Vail, Beaver Creek Resort Employees Encouraged to Focus on their Epic Wellness

•The program's benefits, such as access to six free counseling visits annually, focus on employees' mental, physical and financial wellbeing

VAIL and AVON, Colo. – March 20, 2018 –Vail Resorts, Inc. has introduced a new program complete with wellness resources available to employees that focus on their mind, body and wallet. Epic Wellness was created as a result of significant and broad Company-wide input.

"People want to learn behaviors that will help them manage health, finances, stress, depression or substance use," said Vice President of Total Rewards and Human Resources Programs, David Ganick. "It's important that Epic Wellness is a responsive and dynamic program. We are in this for the long haul."

MENTAL: According to Vail Resorts Wellness Manager, Dr. Corey Levy, one of the most important "mind" tools the Company deploys is the Employee Assistance Program (EAP). The EAP is available to employees, their dependents and anyone else who lives with our employees and focuses on mental well-being.

Administered by ComPsych, the world's largest provider of employee assistance programs, the EAP is a confidential counseling program available to assist with a wide variety of issues we all face from time to time, as well as additional resources to help employees manage every aspect of their life. Employees and all household members are provided up to six visits, per issue, per year, at no cost.

"We are very pleased to see a nearly 200 percent increase in employees across the company engaging in the EAP program from FY 2015 to FY 2017," said Levy. "The Preferred Providers have great insight and awareness into our communities and our employees. A significant reason for our increased EAP utilization is the ease at which our employees can connect and schedule appointments with them."

In Eagle County, Vail and Beaver Creek resorts are partnering with preferred provider, therapist Jessica Heaney.

"I've greatly valued my partnership with Vail Resorts as a preferred provider," says Heaney. "I continue to collaborate specifically with Vail Resorts because of the importance that is placed on the well-being of their employees. Accessing mental health comes with a handful of barriers, and Vail Resorts has been committed to removing these barriers for its staff."

Another innovative program is Caring for a Coworker. Vail Resorts is providing numerous resources for employees who know of a coworker who is experiencing mental or emotional challenges.

Levy is onsite throughout the season at many of the Company's resort locations to facilitate workshops on various Caring for a Coworker topics. Over the past few years, he's been able to talk to several thousand employees about wellness.

Additional examples that are a part of Epic Wellness include:

PHYSICAL: Employees enrolled in a VR medical plan receive access to valuable and innovative resources such as Grand Rounds, Hinge Health and MDLive: more than 400 Vail Resorts employees have completed the Hinge Health program and on average saw their pain reduced by 60 percent. MDLive allows people to talk to a board-certified doctor via phone or video 24/7/365; this helps participants save time and money for the care they need.

Last year, thousands of VR employees participated in an onsite biometric and/or skin cancer screening. Participating in these screenings not only helped our employees learn about their current and potential health risks, but it also enabled them to earn

up to $250 in a health reimbursement account to help pay medical expenses. Vail Resorts also provides up to $400 in incentives for a Maternity Management program to help expecting mothers improve health outcomes for themselves and their baby.

FINANCIAL: Whether employees want to get better control of their cash flow, pay off debt, or save for the future, Epic Wellness provides relevant resources, including the Vail Resorts 401(k) Retirement Plan.

Further, the EpicPromise Foundation supports Vail Resorts employees and their dependents in times of need. Emergency relief grants are awarded to assist with unpredictable life setbacks such as an unplanned medical issue or home disaster. Educational grants are awarded to assist with tuition for any course leading to a degree or certificate for employees and/or their children.

During fiscal year 2017, in Eagle County, 48 emergency relief grants totaling nearly $140,000 were delivered. In addition, there were four employee education ascent grants and four children of employees received EpicPromise scholarships.

For more information about joining the Vail Resorts team, visit Jobs.VailResorts.com.

About Vail Resorts, Inc.
Vail Resorts, Inc., through its subsidiaries, is the leading global mountain resort operator. Vail Resorts' subsidiaries operate 11 world-class mountain resorts and three urban ski areas, including Vail, Beaver Creek, Breckenridge and Keystone in Colorado; Park City in Utah; Heavenly, Northstar and Kirkwood in the Lake Tahoe area of California and Nevada; Whistler Blackcomb in British Columbia, Canada; Perisher in Australia; Stowe in Vermont; Wilmot Mountain in Wisconsin; Afton Alps in Minnesota and Mt. Brighton in Michigan. Vail Resorts owns and/or manages a collection of casually elegant hotels under the RockResorts brand, as well as the Grand Teton Lodge Company in Jackson Hole, Wyo. Vail Resorts Development Company is the real estate planning and development subsidiary of Vail Resorts, Inc. Vail Resorts is a publicly held company traded on the New York Stock Exchange (NYSE: MTN). The Vail Resorts company website is www.vailresorts.com and consumer website is www.snow.com. The Vail Resorts company website is www.vailresorts.com and consumer website is www.snow.com.

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