

Vail Resorts Named One of “America’s Best Employers for Women” by Forbes for Second Straight Year

BROOMFIELD, Colo.—July 30, 2020—Vail Resorts Inc. (NYSE: MTN) has been named one of [“America’s Best Employers for Women”](#) by *Forbes* for the second year in a row. This recognition, which considers survey responses from 75,000 U.S. employees as well as a review of diversity in top executive positions, highlights the Company’s continued efforts to advance women in leadership in its corporate offices and across its 37 mountain resorts worldwide.

“We’re honored to once again be named to *Forbes’* list, as advancing women in the historically male-dominated ski industry is a priority for us at Vail Resorts,” said Lynanne Kunkel, chief human resources officer at Vail Resorts. “While we’re proud of the progress we’ve made and the change we’ve championed around gender diversity, we also recognize that we have significant work to do when it comes to racial diversity within our company, our industry and our sport. We’re committed to going further – to create a truly inclusive culture, where all types of diversity are valued, celebrated and welcomed.”

At Vail Resorts, currently four out of nine of the Company’s Board of Directors and a third of its Executive Committee are women. The Company is also proud to have women running resorts in every region where it operates – including three out of its five Colorado resorts. “Intentional representation at the highest levels and in leadership roles across the company is critical to foster true diversity and inclusion,” Kunkel added.

In 2019, Vail Resorts rolled out a new diversity and inclusion initiative, building off its previous women in leadership programs. POWDER, which stands for Providing Opportunity for Women through Diversity, Equality and Respect, is designed to foster an inclusive culture that attracts and retains a broad range of talent and promotes diverse leadership growth opportunities. While the initial focus of POWDER was on gender equity, the POWDER platform is expanding to include all forms of diversity.

Forbes, in collaboration with analytics firm Statista, selected the third annual list of “America’s Best Employers for Women” using an independent survey from a vast sample of more than 75,000 U.S. employees, including 45,000 women, working for companies employing at least 1,000 people. The 2020 evaluation was based on direct recommendations, including topics like atmosphere and development, pay equity, family support, and flexibility, as well as diversity among top executives/Board members. This recognition by *Forbes* is the latest for Vail Resorts, which has also been named one of “America’s Best Employers” and “Best Employers for Diversity” by the publication.

About Vail Resorts, Inc. (NYSE: MTN)

Vail Resorts, Inc., through its subsidiaries, is the leading global mountain resort operator. Vail Resorts’ subsidiaries operate 37 destination mountain resorts and regional ski areas, including Vail, Beaver Creek, Breckenridge, Keystone and Crested Butte 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, Falls Creek and Hotham in Australia; Stowe, Mount Snow, Okemo in Vermont; Hunter Mountain in New York; Mount Sunapee, Attitash, Wildcat and Crotched in New Hampshire; Stevens Pass in Washington; Liberty, Roundtop, Whitetail, Jack Frost and Big Boulder in Pennsylvania; Alpine Valley, Boston Mills, Brandywine and Mad River in Ohio; Hidden Valley and Snow Creek in Missouri; Wilmot in Wisconsin; Afton Alps in Minnesota; Mt. Brighton in Michigan; and Paoli Peaks in Indiana. 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.

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