Vail Resorts Named One of Forbes' America's Best-In-State Employers 2021

This week Forbes shared its third-annual **America's Best-In-State Employers list**, recognizing organizations top rated by employees across the country. Compiled through a survey of U.S. employees across 25 industry sectors, including topics like salary, potential for career growth, and work environment, Vail Resorts was named to the list for the first year—one of a select group of companies in Colorado.

Headquartered in Broomfield, with 37 resorts in three countries including five in Colorado (Vail, Beaver Creek, Breckenridge, Keystone, and Crested Butte), Vail Resorts is committed to its mission of delivering an Experience of a Lifetime for employees so they can, in turn, provide the same to guests. Recently the company announced a **wage increase**, the single largest investment being made ahead of the upcoming winter season. Minimum wage will increase to $15 per hour across its Colorado, California, Utah, Washington, New York and Vermont resorts, with additional benefits surrounding Sick Time Off.

Additionally, in October 2020 Vail Resorts added **Be Inclusive** to its seven core values. The company has made significant progress when it comes to advancing women in a traditionally male-dominated industry—and recognizes there's work to do when it comes to racial diversity within the company, industry, and sport. With a focus on fostering a more inclusive company culture where all current and future employees feel welcome, Vail Resorts launched a new **leadership development program—Leading Diversity, Equity and Inclusion** to evaluate current atmosphere and personal mindsets; celebrate all forms of diversity; and set the expectation that good leaders must build an understanding of DEI terminology, cultural contexts, and unconscious bias.

The recognition by Forbes is an emphatic endorsement of the culture, and comprehensive perks and benefits for Vail Resorts employees, which includes:

- **Epic Wellness:** Vail Resorts is committed to the health and safety of its employees. The Epic Wellness program provides abundant resources to support the mental, physical and financial health of employees to help them achieve success not only at work, but throughout various aspects of life. As part of Epic Wellness Mind, employees, their dependents and household members receive six counseling sessions at no cost, preferred providers/therapists, and a wide variety of mental health tools
- **Free Employee Ski Pass:** Employees and their dependents receive a free season pass, providing access to skiing and snowboarding at many of Vail Resorts' world-class mountains.
- **$5 meals/Food and Beverage Discounts**: At select resort restaurants, all active Vail Resorts' employees are eligible for a daily $5 meal, in addition to a 50% discount on additional meals. This incredibly popular program was introduced during the 2018/2019 season and continues to be successful among teammates.
- **Lodging and Retail Discounts**: Vail Resorts offers eligible employees discounted lodging rates at properties across the portfolio. Employees are also eligible for Vail Resorts Retail discounts and qualify for pro deals from top outdoor brands.
- Additionally, during the 2019/20 season, Vail Resorts provided $1.8 million in educational scholarships and emergency relief grants for employees through its **EpicPromise Employee Foundation.**

Vail Resorts has also recently been recognized as Forbes' America's Best Large Employers 2021, Forbes' America's Best Employers for Women, a CIVIC 50 honoree, and Newsweek's America's Most Responsible Companies.

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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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