

Vail Resorts Expands Mental Health Program to Offer Free Year-Round Support to its Team Members

Heading into the 2024/25 North American winter season, Vail Resorts has expanded its Epic Wellness mental health program – offering employees, their roommates, and dependents access to year-round, free, therapy. The expansion from six sessions to twelve is for all year-round employees, plus seasonal employees who work both winter and summer, with six sessions provided to employees who work one season per year. A part of Vail Resorts' Employee Assistance Program, this expansion marks the company's ever-deepening commitment to investing in mental health.

"Vail Resorts is committed to ensuring that our team members have the resources and support they need to be healthy and safe while continuing to create an inclusive and equitable work environment for everyone," says Dr. Corey Levy, Wellness Director at Vail Resorts.

One in five adults across North America experiences a mental illness and the number of adults experiencing symptoms of anxiety and depression has nearly quadrupled since 2019. Mountain communities are disproportionately impacted by mental health challenges. Through Epic Wellness, the company focuses on providing employees, their roommates and dependents, with tools and resources with a core focus on prevention.

This new and expanded investment in mental health is available to all team members, regardless of if they are enrolled in the company's healthcare plan – and marks an evolution in the company's [July 2022 announcement](#) to ensure and invest in employee mental health.

The twelve sessions are divided up seasonally, with access to six counseling sessions for employees working between October 1 and March 31 and another six counseling sessions for those working between April 1 and September 30. In addition to the free therapy sessions provided to all employees, their roommates and dependents also have access to the same number of sessions, at no cost.

"With Epic Wellness, we want to ensure mental health is destigmatized, and resources are easily accessible, equitable, and practical for our team members, their families, and our communities," says Dr. Levy. "Our Epic Wellness program is a testament to what it means to be a true leader in changing the mental health narrative and ending stigma in mountain communities."

The company's ongoing investment in mental health care for its employees has resulted in a 12% utilization rate of clinical resources enterprise-wide. That is an increase from fiscal year 2022 10% utilization rate, far above the national average of 5%.

In recognition of Vail Resorts' continued investment in the employee experience, the company has been recognized by Newsweek as one of [America's Most Admired Companies of 2025](#). This builds on the company's recognition as one of Newsweek's [Most Trustworthy Companies in America of 2024](#) and one of TIME's [Best Mid-Size Companies of 2024](#). As a values-driven company, these awards recognize Vail Resorts' commitment to its employees, and its enterprise mission to create the Experience of a Lifetime.