



OUR COMMUNITY. OUR MOUNTAINS. OUR FUTURE.

## EpicPromise Foundation | Vail Resorts Employee Frequently Asked Questions

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### **Q. What is the EpicPromise Foundation?**

Founded in November 2015, the EpicPromise Foundation was established to support Vail Resorts employees and their families. The Foundation will provide grants to employees in two key areas – *Educational Dreams* and *Lending a Hand*. Our hope is that the Foundation will fuel employees' commitment and connection to each other while creating a path for employees to pursue their dreams and support their family. Please note that Australian and Canadian employees are eligible for Lending a Hand grants only at this time.

The Foundation qualifies under Section 501(c)(3) and is classified as a public charity that is funded by support from the Company and individuals. All grants provided by the Foundation will be based on established criteria, including financial need, as required by relevant guidelines and regulations.

### **Q. Why has the EpicPromise Foundation been established?**

Employees play an integral role in their communities. A program to support employees in times of need or to support educational dreams is the right thing to do and we hope it will make a difference in their lives and the lives of their families.

### **Q. What grants does the Foundation support?**

The Foundation supports two areas of grant awards:

*Lend a Hand* grants will support employees who are facing financial adversity due to life events. This serves a wide range of issues but includes financial challenges due to a medical issue and undue hardship, to unexpected disaster to their home or bereavement. All Australian, Canadian and US employees as well as those with SIS status are eligible as are their dependents. At this time, eligibility does not extend to the parents of employees or extended family members.

*Please see Lend a Hand grants FAQ for more detailed information and application requirements.*

*Educational Dreams* grants will be awarded for educational pursuit purposes for both employees and their children. This includes assistance to obtain a General Education Development (GED) certificate or college degree, to participate in a vocational program or to complete programs that promote leadership and prepare kids for a degree program. The application is open to any United States based Vail Resorts employee or any United States person with SIS status at Vail Resorts whose annual household income is:

- One person in household: US\$70,960 (this amount represents 600% of the Federal Poverty level)
- Each additional person in household: add US\$24,960
- Income will be verified through previous year's tax returns and with Vail Resorts human resources.

*Please see Educational Dreams FAQ for more detailed information and application requirements.*

### **Q. How is "financial need" determined?**

Financial need will be demonstrated in a number of ways, but generally we expect the Foundation to look at an

employee's ability to pay for the financial burden of their specific emergency or for the educational opportunity they, or their family, are seeking. The Foundation will likely give priority to those demonstrating the most financial need.

**Q. How was the Foundation initially funded?**

Vail Resorts will contribute US\$500,000 per year to the EpicPromise Foundation and CEO Rob Katz made one-time donation of US\$1.5 million to the Foundation. US employees and guests of Vail Resorts can make tax deductible contributions to the Foundation as well. Canadian employees are welcome to contribute to the Foundation but it will not be tax-deductible. It is expected that the Foundation will be able to make annual grant awards of US\$750,000.

**Q. As an employee can I donate to the Foundation?**

Yes. We have heard from many employees that they would like to be able to contribute to something meaningful that benefits their colleagues in times of need. As a reminder, donations to the Foundation are tax deductible for US employees only.

We are pleased to offer our employees a number of ways to get involved with the Foundation:

- You can contribute via [paycheck donation by following this link](#).
- To make a gift of stock please contact [epicpromise@vailresorts.com](mailto:epicpromise@vailresorts.com)
- If you'd like to volunteer or lead a fundraiser for the Foundation please [contact us](#).

**Q. Are employees expected to donate to the Foundation?**

No. Employee participation and contributions are voluntary. We are offering opportunities for employees to contribute to the Foundation only if they are personally motivated and interested in doing so.

**Q. Who is responsible for approving grant applications?**

The Foundation will be overseen by a board of directors who will appoint both emergency relief selection and scholarship selection committees. The board and these committees will be comprised of non-executive Vail Resorts employees from across the Company and will be responsible for determining each of the review committees.

**Q. How and when can I apply for a grant?**

The granting process is open for both emergency relief and education grants. There are two types of emergency relief grants: Standard and Expedited.

Standard applications are for situations that do not need expedited support (ie help with upcoming medical bills). Standard Emergency relief application deadlines are the 15<sup>th</sup> of each month, with awards announced by the 15<sup>th</sup> of the following month.

Expedited applications are for situations that require immediate support (ie domestic violence or home fire) within the next 48- to 72-hours.

In 2016, scholarships for employee's children in the areas where we have previously provided scholarships – Eagle and Summit counties, Park City, Tahoe, Jackson and within our Urban Ski Area communities – will be awarded in the same way as we have provided historically, but will be dissolved in 2017. This is due to the fact that many of the students are already going through the application process and are awarded scholarships as early as April.

Our employees that make up the Foundation staff will serve as the point of contact for grant applications.

**Q. If I receive a grant, who will know about it?**

All grant information will be kept confidential. However, we know that stories about helping fellow employees will be truly inspirational to the entire Vail Resorts family. Our hope is that some of our employees who receive grants will be willing to share their experience and the impact of those funds. Our Foundation staff will follow up with

employees who are provided a grant to determine their willingness to share their story.

**Q. Am I required to pay back a grant if I receive one?**

Grants will be awarded without any requirement for repayment. They are designed to take the weight off of an employee's shoulders and help them pursue their dreams or assist in times of need.

**Q. Will this change the way we currently support nonprofits through EpicPromise?**

No. The new Foundation is intended to be a separate giving vehicle and will focus on Vail Resorts employees and their families. We currently support nonprofits in our communities who provide emergency assistance in times of need. Our partnership with these organizations will not change. The EpicPromise Foundation is for our employees, but there are others in our communities who may fall on hard times, and as a Company we want to continue our support of the entire community as well. Through EpicPromise programs, we are still committed to giving more than \$7M in community grants across all of our resorts.

**Visit [EpicPromise.com](http://EpicPromise.com) for more information.**