

COMMUNITY ENGAGEMENT FAQs

1. What types of activities are “give backs” to the community?

Almost anything. This goal is about doing things that you feel make the community stronger, healthier, or better in some way. This is about finding something that is meaningful to you, and taking your leadership journey into your community. For more examples, check out our [Ways to Engage page](#).

2. Can I volunteer for or give to a political campaign?

Yes.

3. Can I volunteer at my church?

You can, though the expectation would be that your volunteer work benefits a larger community versus just members of the congregation. For example, volunteering for the weekly meal or food bank that benefits the entire community whether or not they are members of the church, would be a great example.

4. I sit on the board of a local group for the company. Does that count?

Yes.

5. It says this goal is self-reported. What does that mean?

This goal is about your leadership. We believe that being engaged in our communities is an important role for Vail Resorts’ leaders. We ask that you share your goal(s) with your manager, and review your progress at mid-year and year-end check-ins, but it is not weighted as part of overall year-end rankings. It is completely up to you how you chose to meet this goal.

6. Does my manager need to know what my give back is?

Yes, you should share with your manager how you intend to meet the goal. However, the goal will not be included as part of your annual performance evaluation.

7. Is this a weighted goal? Will it impact my annual rating?

No, the goal will not impact your annual rating.



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8. Is there an expected cash amount to be donated or number of hours that need to be completed to complete the goal?

No. You need to decide what is going to be impactful in the community, how it helps enhance your leadership and what is going to be most meaningful for you.

9. Does this mean when I am volunteering I am representing the company? Or is this a personal commitment?

This is a personal commitment that illustrates you are a leader both inside and out of the company.

10. Am I required to wear a uniform or logo wear?

Yes.

11. Will the Company help me find opportunities?

Yes. See our [Ways to Engage page](#), check out epicpromise.com or e-mail us at epicpromise@vailresorts.com

12. What if I have other questions?

We are happy to chat through any concerns or questions you have. Shoot us an e-mail at epicpromise@vailresorts.com and we find time on your calendar to connect.

TIPS FOR MANAGING YOUR EMPLOYEE FOR SUCCESS ON THIS GOAL:

You and your employee will find a new section on the performance review that will:
Provide a brief description of the goal; and
Provide a box for each employee to write in their goal for community engagement.

