



EpicPromise Spirit Award Winners & Honorable Mentions



Linda "LT" Tomsevics, A.K.A Selfless Supporter Wilmot, Ski Instructor

Linda Tomsevics - more affectionately known as LT - lives her life in service of others. She volunteers tirelessly to make snow sports and other recreation opportunities accessible to adaptive athletes of all levels through fundraising, coaching, and organizing. When not focused on specific programs or initiatives, LT can be found coordinating bike rides for the local VA, driving coworkers with medical issues to and from work, empowering others to give back through volunteering (officially or unofficially), sitting with community

members in the hospital, and cooking holiday meals for anyone needing a place to celebrate. LT has your back with no expectation of recognition – a truly selfless supporter!

Cecilia Dempsey, A.K.A. Caring Co-Worker Whistler Blackcomb, Snow School Instructor

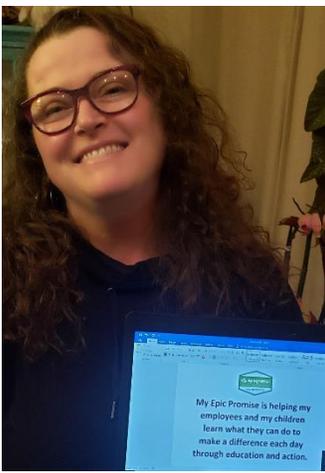
When COVID-19 shut down North America, Cecilia Dempsey sprang into action. She coordinated helpers for neighbors and community members who needed it most, delivered food to incoming staff quarantining before beginning work, and even organized socially distanced activities for individual employees like hiking, paddle boarding, snowshoeing, and skiing trips. Cecilia also offered to decrease her working hours this year so that others with more immediate needs could make ends meet. Caring for others is clearly in Cecilia's DNA!



Annette Diggs, A.K.A. Equity Advocate Stevens Pass, Ski Instructor

Annette Diggs uses her voice to advocate for others in her community and has the results to show for it. She has used her first-hand knowledge of the ski industry to make the sport more accessible for women color from historically marginalized communities by raising money and giving out scholarships to help address barriers to participation like mountain access, ski or snowboard lessons, and gear. Annette is intrinsically motivated to diversify snow sports and bestow equity to women of color, and has raised nearly \$6,500 (and still growing) in service of this mission. She is a true

example of what it means to advocate for equity. And in case you missed it, learn more about Annette's experience as a woman of color in the ski industry on the Epic By Nature podcast episode titled, "We Are Part of the Problem."



Andee Laws, A.K.A. Change Champion, Park City

While Andee's employee's job responsibilities have changed, her dedication to Commitment to Zero and waste diversion has only increased. The use of single-use items has increased this season due to COVID-19 safety regulations, and Andee went above and beyond to educate her team on how to safely divert the increased waste at Park City. Andee's passion is infectious and her entire team is now just as committed to C2Z as their leader - and Park City was recently recognized for their impressive sorting accuracy and efficiency. Adjusting on the fly? All in a day's work for this C2Z champion for change.



Jake Lehew, A.K.A. Meditative Master, Vail Mountain

Jake leads free meditation sessions two days a week that all employees are welcome to attend. He recognizes how difficult this year has been for everyone, and does his best to encourage others to maintain a positive mindset. Jake's presence creates an environment of accountability among employees that has proven to be a game changer during such uncertainty. Additionally, Jake was recently selected to lead the Commitment to Zero team at Vail Mountain based on his passion for the environment and clear ability to rally employees.



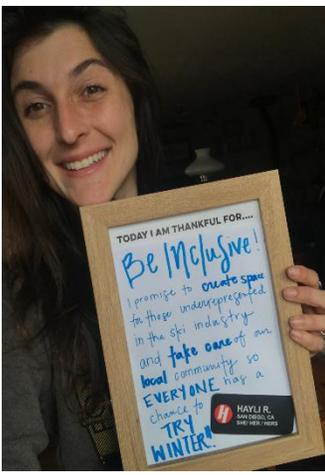
Erika Franzen, A.K.A. Enthusiastic Energy, Breckenridge

Erika was nominated by three co-workers, showing how broadly her impact is felt. After receiving an Emergency Relief Grant from the Employee Foundation, Erika happily shares her story to encourage others to apply. Erika's enthusiasm for EpicPromise and the Employee Foundation is contagious, and she can always be found volunteering at local EpicPromise events. Every single nomination spoke of how much life Erika breathes into each event she participates in – making EpicPromise more than just a support program, but rather a place where employees can build relationships and have some fun – a truly passionate person.



Jeff Koch, A.K.A. Education Extraordinaire, Jack Frost

Jeff is passionate about the environment both at home and at work. At home, he rides a bike over a car (weather permitting!), grows much of his own food, and volunteers to teach environmental education at the local high school. At work, Jeff shares his personal expertise with other employees to help them learn more about waste diversion and energy efficiency on the job. Jeff even waxes his skis with beeswax from his own bees – and shares it with anyone else who wants to try it. Jeff is truly committed to not only doing all he can personally, but educating others when it comes to protecting the environment. A true education extraordinaire!



Hayli Rutledge, A.K.A. Inclusivity Inspiration, Heavenly

Hayli took two of the company's core values - Do Good and Be Inclusive - to heart in her first season with the company. Hayli led the charge to get preferred gender pronoun nametags produced for employees who would like them, and leads a group of employees to pick up trash in the resort and around the community every week - typically collecting up to 60 lbs a trip. With such infectious energy and a spirit of inclusion, Hayli's nominee caringly said, "she is just the bee's knees." Sounds like an inspiring coworker to us!



Natalie Macksey, A.K.A. Heartfelt Hero, Okemo

Natalie never stops thinking about how to bring joy into the lives of other people. In times of duress, Natalie is at the ready with a plate of cookies, a bright smile, or a comforting, uplifting condolence. Natalie is a problem solver, a troubleshooter, and just straight-up fun, and always goes out of her way to boost others with a thoughtful surprise, an unexpected good deed, or a solution to a seemingly intractable problem. According to her nominator, Natalie is a bright sunflower in their garden of employees – a truly heartfelt hero for others.



Gustavo Esteves, A.K.A. Sustainability Superstar, Keystone

Gustavo saw an opportunity to decrease waste AND improve the guest experience by implementing a digital resort map via QR codes. The QR codes have received more than 4,000 scans this season and have proven to be a great alternative to paper maps. In Gustavo's free time, he formed a cleanup crew within his department, which meets weekly to pick up waste and debris at the base area. Talk about a sustainability superstar!