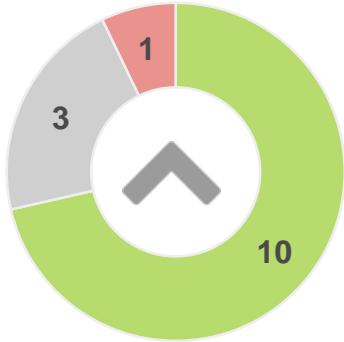


Results Summary

Perisher (1,009) - Scores based on Total Favorable

Results vs. Perisher Summer 2018

10 Out Of 14 Categories Have Improved



Most Improved

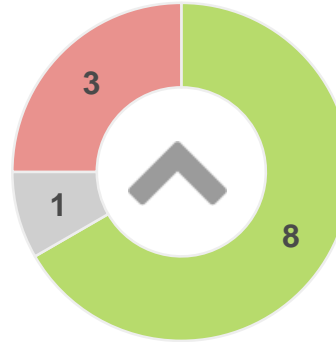
- Survey Follow-Up 9*
- Leadership 8*
- Retention 8

Most Declined

- Safety -1

Results vs. High Performance Norm

8 Out Of 12 Categories Are Above



Most Favorable

- Leadership 8*
- Work Environment 4*
- Leader Index 4*

Least Favorable

- Customer Focus -2*
- Safety -2*
- Retention -2

Engagement



Leader Index



Perisher
Summer 2018



Overall



High Performance
Norm



Strengths


- ▶ Communication, Engagement


Opportunities

- ▶ Customer Focus, Engagement, Safety

Strengths and Opportunities

Perisher (1,009)

		% Favorable	Historical (884)	Overall (2,425)	Norm (143,052)	
Strengths						
 <p>We should continue to build on these.</p>	2	My supervisor/manager keeps me informed about issues that affect me.	92	3*	3*	5*
	1	I would recommend Vail Resorts to a friend as a good place to work.	92	3*	2*	4*
	30	I understand how I can help Vail Resorts achieve its goals.	95	3*	3*	2*

		% Favorable	Historical	Overall	Norm	
Opportunities						
 <p>These are our priority areas to focus on.</p>	8	My location/resort provides adequate safety training.	85	-1	-3*	-2*
	4	My department constantly looks for better ways to serve its customers.	88	-1	-1	-4*
	22	I am proud to tell others I work for Vail Resorts.	87	2	2	-5*

These questions were chosen through an advanced algorithm that incorporates trends over time, difference from internal and external benchmarks, and predictive modelling of engagement and performance metrics, where available.

Categories vs. Benchmarks

Perisher (1,009)

	Total Favorable Score	Perisher Summer 2018 (884)	Overall (2,425)	High Performance Norm (143,052)
Engagement	92	2	2*	1
Communication	85	4*	4*	2*
Customer Focus	89	0	0	-2*
Employee Development	81	2	1	2
Empowerment	90	3	1	2
Leadership	85	8*	3	8*
Mission & Vision	88	4*	1	n/a
Safety	88	-1	-2	-2*
Survey Follow-Up	25	9*	-1	n/a
Sustainability	91	0	1	0
Work Environment	88	0	0	4*
Working Relationships	87	1	3	1
Leader Index	89	3	2	4*
Retention	69	8	-1	-2