



Winter 2025/26 Employee Perks and Benefits

All paid employees are entitled to the following benefits at Winter Park Resort. You must present your Alterra Mountain Company (AMC) employee pass to receive these deals. All perks and benefits are subject to change.

****There is a 60-hour per season requirement to maintain all perks**** Unless noted, discounts are for employees only.

EMPLOYEE CLASSIFICATIONS:

- **Year Round / Flex Year-Round / Season to Season:** regularly scheduled to work at least 1,560 hours/year (on average 30+ hours/week). These employees are benefit eligible.
- **Seasonal Full-Time:** hired during a specific time of year (ex: winter season) for 30+ hours/week
- **Seasonal Part-Time:** hired during a specific time of year (ex: winter season) for less than 30 hours/week
- **Occasional (On Call):** not scheduled on a regular basis, typically 2-3 days/month or less
- **Temporary:** hired to work during peak season, or for a short amount of time

SEASON PASS BENEFITS BASED ON EMPLOYEE TYPE: All Employees will receive an Alterra Mountain Company pass.

YEAR ROUND	EMPLOYEE (AMC) PASS	IKON PASS	IKON BASE PASS	COMPANION AMC PASS
Employee	Free	Free	Free	Free for Companion
Dependent	Free	Discount	Discount	

SEASONAL FULL-TIME	EMPLOYEE (AMC) PASS	IKON PASS	IKON BASE PASS
Employee	Free	Discount	Discount
Dependent	Free	N/A	N/A

SEASONAL PART-TIME	EMPLOYEE (AMC) PASS
Employee	Free
Dependent	\$25

TEMP/ON CALL	EMPLOYEE (AMC) PASS
Employee	Free
Dependent	\$25

Discount for Ikon pass(es) available at checkout: (full-time employees only)

- Ikon Pass: Adult = \$399 US | Young Adult = \$299 US | Child = \$159 US
- Ikon Base Pass: Adult = \$199 US | Young Adult = \$149 US | Child = \$99 US

EMPLOYEE SEASON PASS (AMC)

Employee, dependent, and companion passes work direct to lift (for free) at the following Alterra owned resorts:

- A-Basin
- Big Bear
- Blue Mountain
- Crystal
- Deer Valley*
- Mammoth
- Palisades Tahoe
- Schweitzer
- Snow Valley
- Snowshoe
- Steamboat
- Stratton
- Sugarbush
- Tremblant
- Winter Park



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- June Mountain
- Solitude

***Blackout dates:** Deer Valley: December 22– Jan 2, 2026, MLK weekend, and President’s Weekend.

Visiting Steamboat for the first time? Email tickets@steamboat.com prior to arrival or stop by the ticket office to request your discounts be loaded to your pass.

AMC Companion Pass for Year-Round / Flex Year-Round / Season to Season Employees:

- Full-time, year-round employees **who do not have** any dependents or choose not to give their dependent(s) a pass, are eligible to give an AMC companion pass to anyone of their choice.
- This is not an Ikon pass. This is for free direct-to-lift access to any Alterra owned resort listed above.
- Companion AMC passes are non-transferrable.

Discount Friends and Family Vouchers:

- Full-time and part-time seasonal employees receive **12 discounted \$25 lift ticket vouchers** (redeemable at Winter Park and Steamboat) and **8 discounted \$5 tubing hill vouchers** (redeemable at Winter Park only) to share with friends and family. *Occasional/Temporary/On-Call employees do not receive these vouchers.*
- Tubing Vouchers: employee tubing vouchers can only be used on a walk-up availability basis. We recommend stopping by Hill House early on the day you would like to tube to check availability (10am). You can also email tubing@winterparkresort.com ahead of time if you are curious what the coming days’ reservations look like.
- Year round/flex year-round/season to season employees receive an additional 12 AMC vouchers located in their Ikon account. These are redeemable at any AMC resort (excluding CMH).
- These vouchers are not to be sold or traded. Violation of this policy is grounds for immediate termination.
- You can email WPHumanResources@winterparkresort.com or stop by HR or Guest Services to have local vouchers printed or emailed. AMC vouchers are available via your Ikon account.
- Redemption Instructions:
 - Friends/Family vouchers cannot be redeemed from an employee's pass without the employee present. Please visit guest services with your friends/family to redeem, OR get your vouchers printed off ahead of time to give to your friends/family.
 - If the employee is not present at the time of redemption, the friend/family member must have the voucher # or printed voucher to redeem

REAL DEALS

Free for employees, 50% off for dependents. Come to HR to obtain a real deal. Lifts, SRS, Patrol, Comp Center can go to their admin offices or manager. Must have your pass or photo of your pass (you may get a Real Deal for a friend/family if you have a photo of their pass). Please note **Each employee and each dependent will receive the following number of Real Deals, Private Exchange Vouchers, and Ikon Letters based on employee type below:**

	Full Time	Part time	Temp/On-Call
Real Deal	Unlimited	15	5
Private Exchange	Unlimited	15	5
Ikon Letter	Unlimited	15	5



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✚ **Real Deal Locations** (\$10 fee at visiting resort if Winter Park is closed):

***Blackout dates:** A-Basin (4/1), Telluride (12/26-1/2, 1/14-1/16, 2/18-2/20)

- Copper
- Ski Cooper
- Loveland
- Echo
- Eldora
- Monarch
- Purgatory
- Powderhorn
- Aspen (including Highlands, Snowmass, Buttermilk)
- Sunlight
- Telluride*
- Granby Ranch
- Howelsen Hill

PRIVATE EXCHANGE

Locations: New Mexico: Angel Fire, Taos*, Wyoming: Snowy Range

New: Taos will cost \$20/day for employees and 50% off for dependents.

***Blackout Dates:** Taos (12/27-1/4, MLK + President's Weekend, 3/08 – 3/13)

IKON LETTERS OF INTRODUCTION

For employees without an Ikon Pass | 50% off for employees | No dependent discounts. Come to HR for letters – no electronic copies accepted at IKON Resorts.

USA - PACIFIC NORTHWEST

Alyeska
Mt. Bachelor
Sun Valley
The Summit at Snoqualmie

USA - MIDWEST

Boyne Mountain
The Highlands

USA - ROCKIES

Alta
Big Sky Resort
Brighton
Jackson Hole
Snowbasin
Snowbird

USA - EAST

Blue Mountain, PA
Camelback Resort
Killington - Pico
Loon Mountain Resort
Sugarloaf
Sunday River Resort
Windham Mountain

CANADA - WEST

Cypress Mountain
Panorama
RED Mountain
Revelstoke
SkiBig3
Sun Peaks

OCEANIA - AUSTRALIA

Mt Buller
Thredbo

OCEANIA - NEW ZEALAND

Coronet Peak, The Remarkables, Mt Hutt

ASIA - JAPAN

Lotte Arai
Niseko United

SOUTH AMERICA - CHILE

Valle Nevado

Winter Park employees do not get any reciprocal benefits/access/discounts to Vail owned resorts.

ON MOUNTAIN DISCOUNTS

Food and Beverage:

- 50% discount at Moffat Market, Snoasis, Mary Jane Café and Sunspot Provisioner.



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- 25% discount at Doc's Roadhouse, Club Car, Lunch Rock, Derailer, Bradley's, Pepperonis, Sundog, and Starbucks.
 - Does not include alcoholic beverages, or retail items.
- Employee priced drinks available at: Derailer, Trailblazer, Snoasis, Sunspot, Lunch Rock, Mary Jane (draft only), Club Car, Pepp's, Doc's Roadhouse:
 - \$4 Mary Jane Ale drafts
 - \$3 Coors Light drafts
 - \$5 Well Liquor Drinks at above bar locations

Rental and Retail Discounts:

- **Retail:** Employees receive 30% discount on all full price retail purchases, 20% off all full price hard good purchases (based on availability), and 10% discount on all reduced-price retail purchases (excludes hard goods and electronics). Employees receive increased discounts on the mountain essentials below.
- **Rental:** 50% off all walk-up rental packages for employee and 2 friends; 50% based upon availability. Free fleet rentals via the Employee Rental Program as available. See page 5 for more details.
- **Tune and Repair Services:** Full-time employees receive one free tune. Part-time employees pay \$10 for their first tune. After first tune, all employees are eligible for 50% off all tuning and 30% off repair services. Please expect a 7-day turnaround and refrain from weekends/holiday drop off. Blackout dates apply during holidays.

2024/25 Mountain Essentials

DEPARTMENT	VENDOR	SKUS	DESCRIPTION	M.E DEAL	Price	LOCATIONS
GLOVES	Burton	242090, 242091, 242101, 242102	Burton M & W Prospect Glove and Mitt	45%	32.97	Burton, Village, Jane, & Outfitters
	Gordini	24673, 224674, 224675, 224676	Gordini M & W Stomp II Glv & Mitt	45%	32.99	Village & Outfitters
	Hestra	262660	Hestra Winter Pro Glove	DEAL	20.00	Outfitters
	Smith	100000243833-34	SMITH FRONTIER BLACK	45%	30.25	Outfitters, Village, MAC & Jane
SUNGLASSES	Optic Nerve/One	all skus	All Rack Glasses	45%		Outfitters, Village & Jane
HEADWEAR	PHUNKSHUN	all skus	ALL PHUNKSHUN	45%		Outfitters, Village, MAC & Jane
SOCKS	Smartwool	all skus	All Smartwool Socks	45%		Outfitters, Village & Jane

Ski and Ride School:

- For Winter Park and Alterra Employees Only:
 - Free ½ Day Group Lessons
 - Must be one paying guest in lesson
 - Email KPrograms@winterparkresort.com to reserve a spot.
- For eligible Dependents of WP Resort and Alterra Employees (spouse and/or children of the employee):
 - 50% off daily lessons
 - 50% off Kids' Multi-Week Programs ages 4+
 - 5 pack of kid lessons for \$299 ages 4+ (Non-Transferable)
- Contact Ski & Ride School for details and/or to sign up at KPrograms@winterparkresort.com

Tours:

- For Winter Park and Alterra Employees Only: employees can join a tour for free based on availability.

Employee Childcare Services:

- Childcare is available on a space available basis for infants, toddlers, and pre-school ages 2 months to 5 years via the Early Education Center (EEC). Call 970-726-1507 or email WStefanski@winterparkresort.com for details.

Lodging:

- Employees are eligible for discounts to our various lodging locations. Contact the Winter Park Call Center at (866) 260-6303 for current rates and availability. Restrictions apply.
- Rates:



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- 20% discounts on advanced reservations depending on availability.
- 50% discounts for walk-in same day check-in after 4PM at The Vintage Hotel depending on availability.

Discounts for Winter Park Employees visiting Steamboat

- Lodging: Steamboat offers variable lodging discounts for Alterra Mountain Company employees and their families of up to 45% off based on availability. Call: 877-269-2628. Employees can also make their reservation online through the link below. Full payment is required prior to arrival and traditional cancellation fees apply. Proof of employment is requested during the reservation process. Proof of employment can be attained through a letter from your HR department or an employee ID. Guests may be asked to verify the employee's name, department, and home resort. Failure to provide employee contact information could result in the cancelling of reservation under Employee discounted rates are rebooked under general rates until employee information is confirmed.
 - Make your reservation using the following link:
<https://book.steamboatgrand.com/packages/package/77876/?code=Employee2025>
- Food & Beverage: 50% discount at Thunderhead, Rendezvous and Four Points Food Courts, Timber & Torch Grill, and Grand Café. 30% discount at Stoker, Hazie's, Ragnar's, Haymaker, Timber & Torch (inside dining), and The Cabin. Routties also offers special employee discounts (50% off sandwiches and 25% on all other food).
- Rental: Specific Rates and types of equipment change periodically. Please present employee pass to find out more information on possible discounts
- Retail: 30% discount on soft goods, 20% discount on hard goods

No employee discounts available at Steamboat during holiday periods (Thanksgiving, Christmas, New Year's, MLK, Valentine's, President's Day, Easter, etc.)

OTHER BENEFITS

- **401(k)** Savings Program with a match up to 4%; all employees are eligible after 1st of the month following 1 month of employment. Visit www.401k.com to enroll.
- **Pro Deals and Discounts:**
 - Smith Optics: employees get up to 60% off: https://smithoptics.formstack.com/forms/pro_program_application
 - The North Face: employees get up to 50% off: <https://thenorthfacepro.com/en/pro>
 - Dakine: employees get up to 40% off: <https://www.dakine.com/pages/pro-program>
 - Anyone with a resort email address should qualify for Smith, North Face, and Dakine. If you don't have a resort email, upload a paystub with your name and employer name to act as proof.
 - Icelantic: employees get 40% off non-sale items and an additional 10% off sale items using the codes below.
 - Non-sale 40% off code: **2425WPSTAFF40**
 - Additional 10% off sale items code: **2425WPSTAFFADD10**
 - Expert Voice: www.expertvoice.com provides our employees deep discount access to industry purchase programs. Information available on the Portal or in-person at Human Resources. To access your benefits, follow these instructions:
 - For new members:
 1. Visit ExpertVoice.com/group/WinterParkResortEmployees
 2. Sign up with your employee ID to get access and earn rewards.
 - Existing users:
 1. Visit ExpertVoice.com/group/WinterParkResortEmployees
 2. Log in to your account and begin learning to earn rewards.



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3. If your Winter Park affiliation has expired, renew with your employee ID.
 - PerkSpot: Company perks and deals, as well as other industry discounts
 - To sign up, visit <https://alterra.perkspot.com> and “Create an Account”
 - SNO-GO: All resort employees are now eligible for a 30% discount on the SNO-GO MSRP
 - How to Redeem: Earning this incredible discount is now easier than ever! Simply follow these steps:
 - Take the "Ready to Ride" quiz [here](#).
 - Achieve a perfect score of 100% on the 4-question quiz.
 - Once completed, email Katie at katie@snogo.us to receive your exclusive discount code.

EMPLOYEE SKI/SNOWBOARD RENTAL PROGRAM

Program Overview

- All active full-time and part-time employees will have access to the employee ski program.
- Employees will have access to up to 20 fleet skis/snowboards (package only: skis, boots, helmet, and poles).
- Performance, High Performance and Demo skis/snowboards are not available to be used in the complimentary employee ski program but can be rented for 50% off walk-up price.

Pick Up Your Rental Voucher in HR

- Bring your season pass to the Human Resources Office to reserve a snowboard or skis and pick up your voucher
- Like the “Real Deal Program” these vouchers will be specialized paper vouchers with employee’s name, pass number, date to ride and HR signature.
- A maximum of 20 vouchers will be issued each day.
- **Skis/snowboards can only be checked out Monday through Friday. Blackout dates apply.**
- Employees cannot reserve a set of skis/snowboard for more than 2 consecutive days at a time.
- Employees can reserve skis/a snowboard up to 3 days in advance.

Black Out Dates

- Friday/Saturday/Sunday
- Thanksgiving week
- Christmas – New Years weeks
- Martin Luther King Day (Monday)
- President’s Day (Monday)
- Spring Break

Pick Up Your Skis in the Village or West Portal Rental Shop

- Employees must take rental voucher and employee pass to the Rental Shop to complete the full ski rental process. If there is a line of guests, please wait until the line has subsided to join.
- All employees must sign waiver at the Rental Shop.
- **All employees have the option and are encouraged to purchase a damage waiver for \$4.99 a day. This does not cover loss, theft, or negligence. The employee is solely responsible for any damage, loss or theft of skis.**
- All employees must have a valid credit card on file for incidentals.
- All ski/board checkouts in the employee ski program come with a helmet. Goggles or Pants are not included.

Important

- Winter Park Resort reserves the right to cancel the employee rental program at any time, for any reason, including but not limited to reasons such as damage of skis, abuse of program, mechanical needs, etc.



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- This program is for the use of employees only.
- Employee ski vouchers are not transferable and may only be used by the individual named.
- Abuse of this program including but not limited to improper behavior, being rude to staff, sale or barter of employee voucher, or ruining equipment will lead to disciplinary action up to and including termination.

MEDICAL BENEFITS AND HOW TO OBTAIN THEM

This section is informational only. Please contact Benefits@winterparkresort.com to confirm your eligibility. If you are hired into a year-round position, your benefits will begin on the 1st of the month following 30 days of employment. If you are hired into a seasonal role, the below information is for you!

- (IMP) Initial Measurement Period
 - This is the 12-month timeframe for a newly hired seasonal employee. Within those first 12 months, if 1,560 hours of work have been met, the seasonal employee would be reclassified to benefit eligible beginning the 1st of the following month. If they meet 1,560 hours before 12 months is up, they still must wait for the 13th month to enroll.
- (SMP) Standard Measurement Period
 - November 1 – October 31 for benefits effective January 1.
 - Once you've passed your IMP, you fall into the SMP. The SMP runs annually from 11/01 – 10/31 for benefits effective 1/1. You must have 1,560 hours to maintain benefits (every year). If you fall under that amount, you'll lose benefits on 1/1. If you are a seasonal employee and meet those hours, you will be eligible to enroll in benefits during open enrollment (October) and begin benefits on 1/1.
- 1,560 = 40 hours/week for 9 months, or 30 hours/week for 12 months. It can be any variation if within the 12 months. The big thing to take away, is you must work 1,560 hours in those 12 months. All hours count: regular, sick, vacation, etc.