

## Intellectual Wellness

### Career Coaching

At any time, an employee may contact ASC Human Resources, specifically the Engagement and Development team for guidance on their career pathing.

### In Person Training

Numerous opportunities offered throughout the year. Topics may include but are not limited to service, leadership, communication, employment law, and more. See the employee portal calendar for recent offerings.

### Executive Coaching

A new and evolving opportunity for Directors and above. Upon promotion, or with recommendations, leaders are assigned an external Executive Coach to help navigate their transition into their elevated role.

### The Bullwheel

ASC's Learning Management System that has carefully curated learning content for all employees. Includes but is not limited to leaders in a wide-range of topics, including leadership, business skills, Microsoft tools and more. See the employee portal for more information.

## Financial Wellness

### Matching 401k

The Aspen Skiing Company is pleased to provide you a 401K plan through Fidelity to help you save for retirement. We offer employer-funded retirement plans and employee-funded tax-advantaged savings plans, and a variety of investment options from Fidelity. ASC's Plan gives you an easy way to save for retirement and reduce your taxable income - now or in retirement.

### Retirement Planning

Getting ready for retirement can be a daunting task, that is why we offer you resources and information to help you plan. You can schedule a time to meet with our retirement specialist, Michele Goodhard, to get a jump on your planning. Michele has received certifications in both Medicare and Social Security and is here to help support you with all your questions. She will sit with you to provide a consultation and a benefits review. She can help compare plan costs to see what is more beneficial to you.

### Perks

The Total Rewards Program offers numerous perks to employees that includes but is not limited to: summer and winter season passes, discounted lift tickets, F & B discounts, rental retail discounts, hotel discounts, Verizon and Dell discounts, Aspen Crossfit discounts, TACAW memberships and so much more. See the employee portal for a full listing and more information.

### Employee Dinners

Meals can get expensive living in a resort town. The Total Rewards program offers FREE employee dinners throughout the season to give you an opportunity to go out for a free meal to be enjoyed with fellow employees.



2022-2023

## Total Rewards Program





# What is the Total Rewards Program?

The Total Rewards program is a comprehensive rewards package where we strive to boost the overall well-being of our employees. Our purpose is to provide an integrated program promoting lifestyle choices aimed at supporting the intellectual, financial, physical and social emotional needs of our employees.

## Total Rewards on the Employee Portal

This website is an easily accessible tool that brings the current and upcoming wellness programs together in one location. You can find all of the benefits offered to ASC employees here:



## Physical Wellness .

### Personal Nutrition and Fitness Planning:

Whether you simply want to lose fat, gain muscle, be healthy—or you want to work on a specific sport or combination of goals our Wellness Coordinator can help tailor your workouts to accommodate. Alisa will work with you to find an appropriate training volume, intensity and frequency, and will select efficient exercises and progressions. All of your nutrition targets will be tailored to your specific goals and body. The nutrition requirements of gaining muscle, improving health, or optimizing athletic performance are all very different. Alisa can recommend both macro and micronutrient targets accordingly.

### Functional Movement Screening (FMS):

FMS is a ranking and grading system that documents movement patterns that are key to normal function. By screening these patterns, the FMS readily identifies functional limitations and asymmetries. These are issues that can reduce the effects of functional training, physical conditioning, and distort body awareness. Alisa offers appointments throughout the season for employees to be screened as well as to practice corrective actions to improve their FMS score.

### Training Room

The Training Room offers FREE and confidential physical therapy for all ASC employees. This program is run in partnership with Aspen Valley Hospital. The current schedule and registration can be found on the employee website here:



### ACL Strong

This is an ACL injury prevention program. It consists of a 4-to-6-week strength program that provides benefits through the ski season. Each week consists of warmup exercises and strength exercises that can be performed with limited equipment, predominantly an ACL Strong band that is provided to all registrants. The program asks participants to complete the exercises from each module at least 2-3 times per week. Each session should take about 20 to 30 minutes.

### Group Fitness Classes

The Total Rewards program hosts FREE weekly classes for ALL Aspen Skiing Company employees through a partnership with TAC Fitness in Basalt. Be sure to check the employee website events calendar for current offerings. Some of the classes offered throughout the year include, but are not limited to: Ski Conditioning, TRX, Yoga, Pilates, Zumba, and HIIT.

## Social Emotional Wellness

### Employee Assistance Program (EAP)

Stressed, distracted, worried? Relief is available. As an employee, you and your family have access to free, confidential, professional, short-term, solution-focused consultation, resources and information. This includes but is not limited to FREE counseling, financial advice and legal help.

### Meru Health

Meru Health is an online healthcare provider that has a 12-week program that is clinically proven to reduce anxiety, stress, depression, and burnout with long-lasting results. Participants have seen up to 60% reduction in anxiety and depression symptoms, improved in sleep, stress management, and overall well-being. The program is 100% confidential and accessible from your smartphone — anytime, anywhere.

### Aspen Strong Wellness Screening

Everyone experiences stress, sadness and anxiety from time to time—it's part of life. But if you are feeling overwhelmed, depressed, or unable to do the things you once enjoyed, it may be time to assess your emotional health. If you are concerned about yourself or someone you love, take a few minutes to complete an anonymous self-assessment by going to this link:



### Life/Health Coaching

We all need a little help sometimes, especially when it comes to journeys of self-discovery. Whether your goal is to be more confident or to find fulfillment in a passion project, it can be pretty tough to figure out how to get from point A (identifying a goal) to point B (actually going after and achieving that goal). Life Coaching is about helping people identify the obstacles that keep getting in their way, assisting them with finding motivation, and pinpointing any resistance to change. Unlike Health Coaching that is focused on improving physical health, Life Coaching typically looks at the bigger picture and is most helpful when you're thinking about your overall future such as career or financial goals.