

# *Diversity*

Seven Springs Mountain Resort  
Corporate

*Diversity Plan*

# Seven Springs Mountain Resort Corporate Diversity Plan

## Diversity ~ Leading by Example

In today's society, more companies realize the value and importance of diversity. At Seven Springs we believe it is our responsibility to incorporate diversity into all facets of our business.

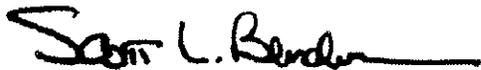
Regarding employment, we recognize that our most important asset is our people. We truly value the different abilities, skills, and individual cultural experiences each staff member brings to the entire Seven Springs guest experience.

We also recognize the importance of partnering with other businesses that have similar business values. We seek to partner with businesses, consultants, and vendors who share the same corporate vision we have regarding business ethics and diversity.

To accomplish our goal of embracing diversity, we have developed the Seven Springs Mountain Resort Corporate Diversity Plan. Our Diversity Plan is a guide to ensure that we continually develop best practices to help us achieve our corporate goals on diversity.

Leading by example is the key to ensuring that our Diversity Plan works to the benefit of our employees, guests, vendors and ultimately the community and region at large. The program has the full support and commitment of the Seven Springs Management Team, as we continually strive to embrace diversity within the communities where live and work.

Sincerely,



Scott L. Bender  
President & COO

# Seven Springs Mountain Resort Corporate Diversity Plan

## *Diversity Plan - Our Corporate Vision*

Seven Springs Mountain Resort values and promotes diversity as a strategic advantage that enhances our business. Diversity emphasizes the importance of recognizing and valuing the cultural differences that make up the community in which we do business. The strategies in the Diversity Plan are designed to build upon these differences, encouraging our team to value the diversity of those we conduct business with and the customers we serve. Seven Springs works to maximize the benefits diversity can bring to our company on a daily basis.

## *Diversity in the Workplace*

Seven Springs Mountain Resort acknowledges the positive contributions that having a diverse workforce brings to the success of our business. Diversity refers to human differences, including those based on culture, ethnicity, gender, age and education. We value the dedication and commitment of our longstanding employees as well as their tireless service to the company. We are proud to say that we reflect the communities where the resort is located and value the work ethic that our older employees passed on to their children and grandchildren who are also employed at the resort. Our success and reputation as an employer they take pride in working for is passed on to the next generation of employees. Diversity in the workforce represents an effort toward ensuring a high-performing, inclusive workforce, while fostering an environment that respects individual differences and similarities to help achieve our business objectives.

Some of the benefits Seven Springs derives from the diversity of its workforce are:

- different viewpoints and perspectives in decision-making;
- greater innovation and creativity; and
- a broad pool of qualified employees.

Regarding employment, we follow all applicable laws regarding Equal Employment Opportunity (EEO). We proactively work with local government agencies, and staffing resources to recruit and educate minority groups regarding job opportunity at Seven Springs. We work with local schools (high school, trade, and colleges) to provide minority and disadvantage youth with valuable work experience, and apprenticeship opportunities through our School to Work initiatives.

It is the role and responsibility of the Human Resources Department to develop and promote programs and methods for building a diverse workforce at Seven Springs.

The Human Resources Department does this by seeking opportunities to increase the diversity of our application pool when seeking qualified employment candidates for our multi-faceted business.

It is also the responsibility of the Seven Springs' Human Resource Department to develop and communicate diversity awareness within our workforce. We strive to foster a work environment in which differences are respected and nurtured, staff members are treated fairly, and individual contributions are valued. All new managers receive diversity training and, in turn, are responsible for working to encourage awareness and respect for diversity within their departments.

### ***Equal Employment Opportunity***

Seven Springs is committed to providing equal employment opportunity for all persons regardless of race, color, religion, sex, age, marital status, national origin, citizenship status, disability, or veteran status. Equal opportunity extends to all aspects of the employment relationship, including hiring, transfers, promotions, training, terminations, working conditions, compensation, benefits, and other terms and conditions of employment.

The Seven Springs Human Resources Department creates and maintains formal Equal Employment Opportunity plans and activities that support the Corporate Diversity Plan, in compliance with all applicable federal and state laws.

Seven Springs complies with federal and state equal employment opportunity laws and strives to keep the workplace free from all forms of harassment, including sexual harassment. Seven Springs considers harassment in all forms to be a serious offense. Staff Members who have been subject to prohibited discrimination or harassment should immediately report the incident to their supervisor, or a Human Resource Department representative. Complaints are investigated immediately and handled as confidentially as possible. Seven Springs ensures that staff members following this complaint procedure are protected against illegal retaliation.

Any reported violations of EEO law or the Seven Springs Diversity Plan are investigated. Supervisors or staff members found to have engaged in discriminatory conduct or harassment are subject to immediate disciplinary action, including possible termination of employment.

### ***With Those We Conduct Business – Importance of Diversity***

We are committed to finding the best overall value, business alignment, and the highest quality products and services from suppliers by encouraging a fair and competitive environment. Part of that commitment includes choosing suppliers that demonstrate fair employment practices and workplace diversity as part of their corporate vision. It is important ethically to partner with companies of similar corporate values who champion diversity in their daily business activities. When seeking bids on jobs or services of

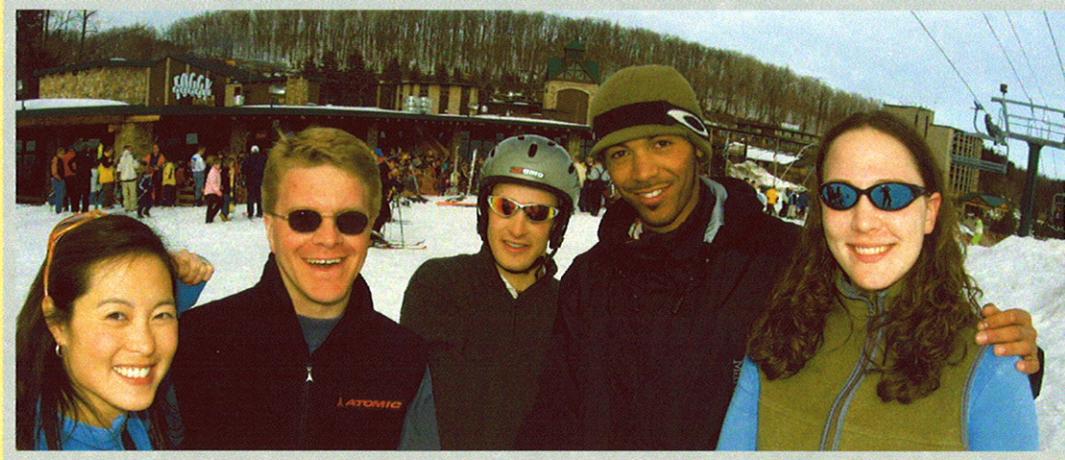
\$5,000 or more, it is a part of our process to seek bids from minority business groups and companies who have established diversity plans.

To promote diversity awareness, we strive to make a concerted effort in conjunction with suppliers to utilize minority businesses or vendors in all aspects of our operations. To meet our policy commitment, we have developed the Seven Springs Diversity Purchasing Committee. This committee reviews and evaluates our corporate efforts on a quarterly basis to ensure the utilization of minority businesses and vendors. The committee is chaired by the Controller, and made up of various member of our Seven Springs Purchasing Department.

### ***Community – Importance of Diversity***

The Seven Springs Public Relations Department and the Community Involvement Committee (CIC) work to ensure that Seven Springs is a good Corporate Citizen working within our local communities. They do this by developing and maintaining positive relationships with key community representatives, education groups, and local Chamber of Commerce organizations that serve to make our community better for all citizens.

We maintain an open dialogue and exchange information to keep abreast of the changing needs and interests of the community to ensure we are working together to foster the important goals of diversity.



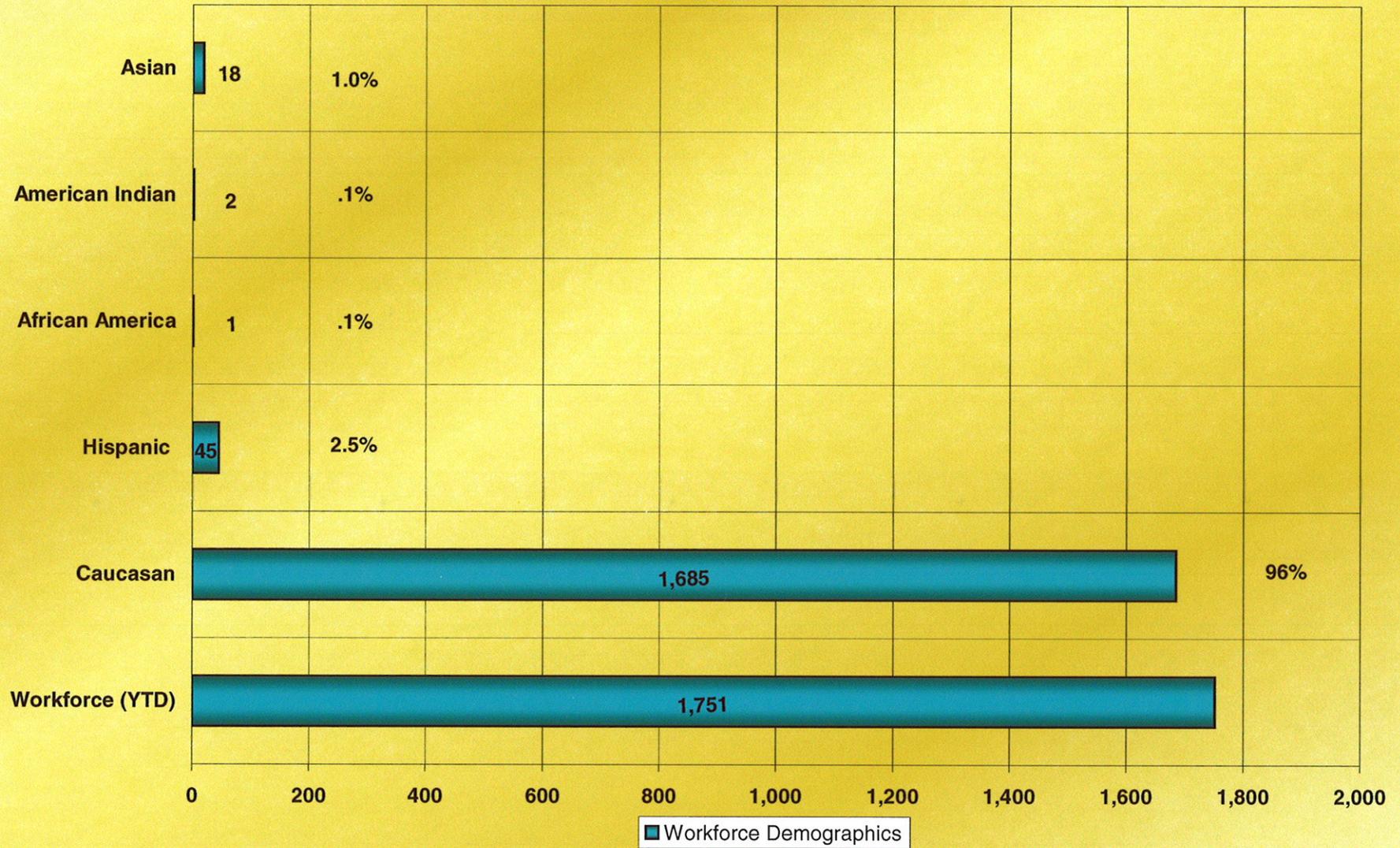
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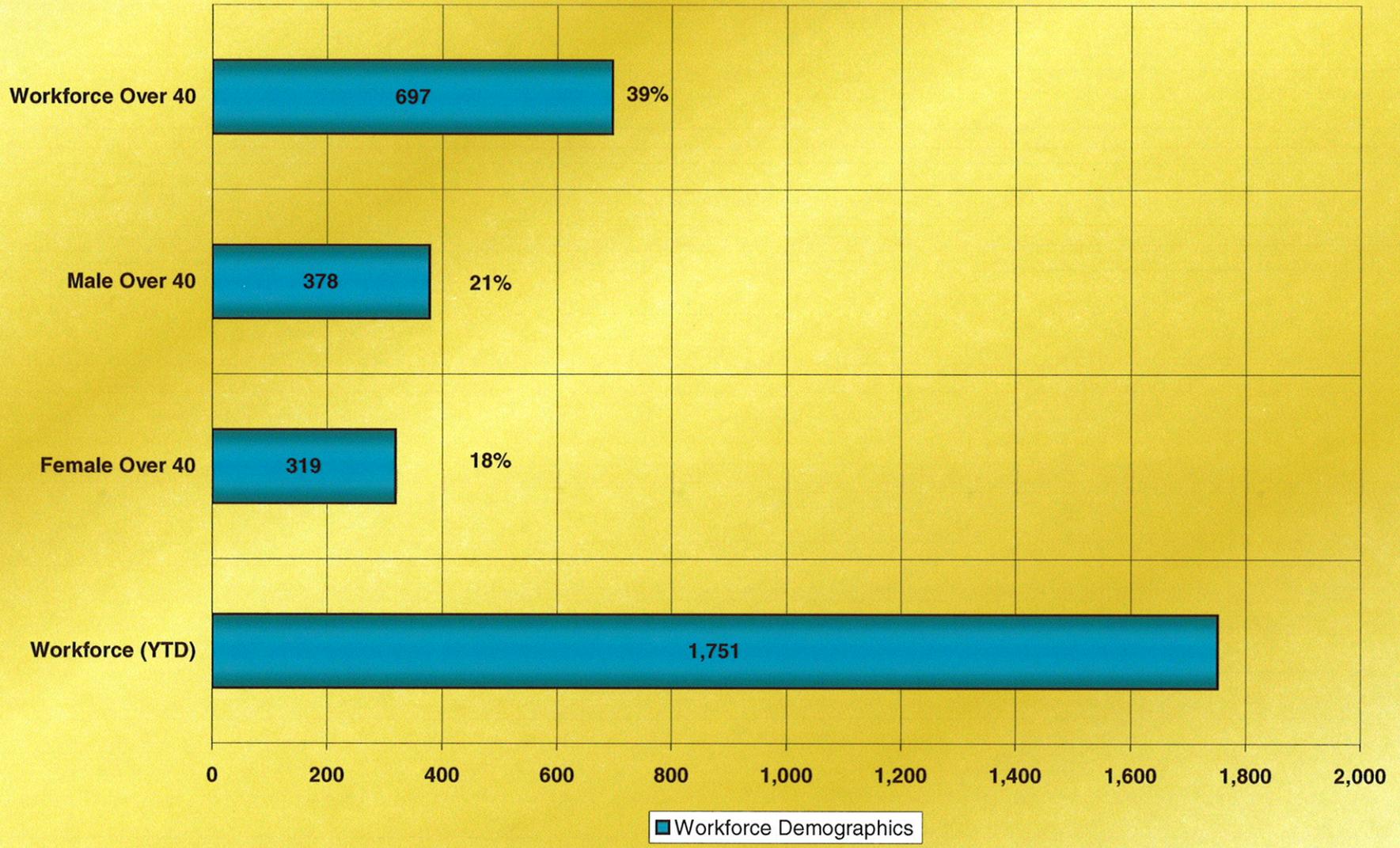
*Statistical Information*

*\* Statistical information may vary slightly with normal attrition.*

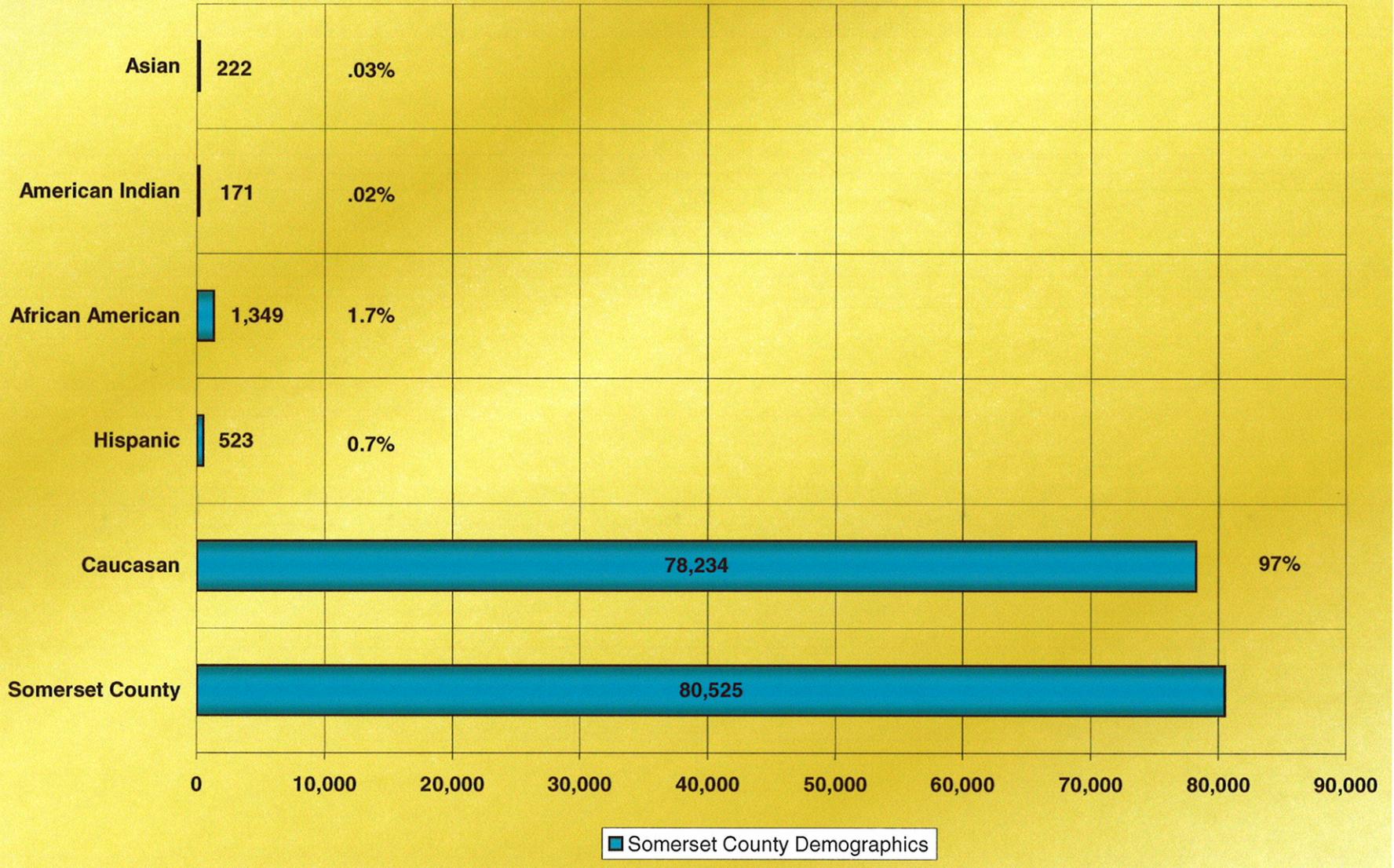
Seven Springs Workforce Demographics  
Overall Staff By Ethnicity 2005 (YTD)



**Workforce Demographics  
Staff 40 or Over 2005 (YTD)**



**Somerset County Demographics  
By Ethnicity U.S. Census Bureau, Census 2000**



**Somerset County Demographics**  
**By Age of Population U.S. Census Bureau, Census 2000**

