



Thank you, Chair Clarkson, and members of the Committee, for the opportunity to speak with you today. It is an honor to share Killington's story and our ongoing commitment to sustainable practices, workforce development, and community investment.

About Killington

Founded in 1958, Killington is the largest ski resort in the Eastern United States and remains a premier destination for year-round recreation, attracting more than 775,000 visitors annually. Known affectionately as the "Beast of the East," Killington's expansive terrain and extended season make it a standout in the ski industry. We are typically one of the first resorts to open and the last to close each season, proudly providing exceptional experiences across winter and summer sports. In addition to skiing and snowboarding, we offer mountain biking, hiking, golf, and a summer adventure center. The resort employs over 300 year-round staff and up to 1,500 seasonal workers, making us a vital economic engine for our local communities, including Killington, Rutland, and the surrounding areas.

Conservation Values

Despite the vast scope of our operations, Killington is deeply committed to environmental stewardship. We prioritize the protection of natural resources and the conservation of wildlife habitats, ensuring minimal disruption to the surrounding ecosystems. This commitment extends to preserving forest integrity and preventing fragmentation, allowing wildlife to thrive in their natural habitats.

Climate Investments

As climate change increasingly impacts Vermont's winter sports industry, Killington has invested significantly in energy-efficient technologies and infrastructure. Our efforts include upgrading snowmaking systems and electric grooming equipment, utilizing technology to optimize resource use while ensuring snowmaking capabilities are available during peak periods, including international events like the World Cup which draws over 30,000 spectators annually.

As part of the Efficiency Vermont Energy Savings Account (ESA) pilot program, we have completed a number of initiatives that have saved us nearly 435,000 kilowatt hours annually. These projects include replacing outdated air compressors, upgrading snowmaking equipment,

installing heat recovery systems, and enhancing energy recovery ventilation in our base lodge. In addition, we are on track to install 1,000 low-energy snowmaking guns this year, which will further reduce our energy consumption and have already saved us approximately \$1 million in energy costs over the past two seasons.

Killington also supports renewable energy through the Cow Power program, purchasing 1,125,000 kWh annually from Vermont farmers who generate electricity from cow manure. This energy powers the K-1 Gondola and Peak Lodge.

Our commitment to sustainability extends to water conservation as well. Since 1987, our innovative water recycling systems at our six base lodges have saved over 62 million gallons of fresh water, with daily savings of up to 35,000 gallons during peak periods. Additionally, we are proud to offer the most electric vehicle charging stations of any ski area in the country, helping to reduce our carbon footprint.

Workforce Development

Recruiting and retaining a skilled workforce continues to be a challenge, but we have forged strong partnerships that help address housing, transportation, and labor shortages. Killington provides housing for 500 employees and operates a bus system that facilitates transportation to and from work. We've acquired local properties, making it easier for our staff to commute, and also providing a boost to the local workforce as many employees work additional shifts in the town's restaurants and shops. Our partnership with the Marble Valley Regional Transportation District has been instrumental, with over 375,000 annual trips, including 75,000 commuter and employee-related journeys.

We also collaborate with Vermont State University - Castleton campus, offering work experience for students in the Resort and Hospitality Management program. Many of these students go on to secure positions with us or in other resorts across the industry. Some of our most valued team members, including two current executives, are graduates of this program.

The growth of our bike park and expanding local trail networks, supported by the Vermont Outdoor Recreation Economic Collaborative (VOREC), has also led to increased demand for skilled bike mechanics. In partnership with the Vermont Outdoor Business Alliance (VOBA) and local bike shops, we initiated professional mechanic training programs in 2024, with another planned for this spring. These programs deepen the technical expertise of current mechanics and create a talent pipeline for seasonal hires.

Independent Ownership and Community Investment

Killington is transitioning to local ownership, which allows us to preserve our independent culture and continue prioritizing the wellbeing of our employees and guests. Our long-term vision includes \$6 billion in development over the next 25 years, reinforcing the role of outdoor recreation as a key driver of Vermont's economy.

Conclusion

In conclusion, Killington and Pico resorts are guided by our core values: Stewards of offsetting climate change in the snow sports industry, addressing workforce challenges, and fostering community growth. We are proud to collaborate with organizations such as the Vermont Outdoor Business Alliance, Efficiency Vermont, and Ski Vermont to support the continued growth of Vermont's outdoor economy.

We greatly appreciate the Legislature's support of our efforts and look forward to continuing our partnership with the state to advance business and workforce development in the outdoor recreation sector.

Thank you.