Q: Hey now, what is First Tracks?
A: Great question. First Tracks is a weekly employee newsletter that’s full of important announcements, interesting factoids, employee stories, pictures from the week and much more.

Want your photo to be featured in First Tracks? Simply email your photo with the full name of the photographer and if it’s published, you’ll receive a $10 mountain money card!
Skier Responsibility Code

1. Stay in control.
2. People ahead have the right of way.
3. Stop in a safe place for you and others.
4. When starting downhill or merging, look uphill and yield.
5. Use devices to help prevent runaway equipment.
6. Observe signs and warnings, and keep off of closed trails.
7. Know how to use the lifts safely.

When You're Traveling in the Backcountry...

Do the right thing:
- Get the Gear
- Get the Training
- Get the Forecast
- Get the Picture
- Get Out of Harm's Way

Do You Know:
- Where the dangerous slopes are?
- How to avoid those slopes?
- What happens if the slopes slide?
- How to perform a rescue?

Visit www.avalanche.org or contact JHMR ski patrol for further information on the risks and prevention of avalanche-related injuries or death.
How lucky are we? We literally vacation for a living. We live in a place that for many people is only a “maybe one day” type of dream. From the first step off the airplane into our truly one-of-a-kind airport, the magic begins. As Jackson Hole’s most popular destination, it is our duty as ambassadors to make sure that the whole journey is as magical as that first step. Our job is easy. How could it not be? We LIVE here!

On top of just simply living here, this past week has been exceptional with our best powder week yet. The snow has left all of us ecstatic to hit the slopes. Your positive energy creates positive experiences for many of our guests. After a slow and steady couple weeks in the aftermath of a crazy holiday season it was great to get back in the groove with MLK weekend. Happy employees, creates happy guests. So let’s keep it up! Remember you have the ability to create memories, and enrich lives while working and playing. Always remember that we are truly lucky to be here and we have every reason to **Always be an Ambassador!**

*All of your hard work showed last week as we hit a 92 Net Promoter Score, our best score yet! This brings us to a season average of 89.2! Thanks for all your hard work and dedication.*

Here are some of the glowing remarks from our guests this past week:

“Tom Bennett is our wonderful and long time instructor. He is so helpful and amazing.”

“Your liftys are very friendly, hard working people. As is the rest of your staff, but they stood out in comparison to the liftys of other mountains.”

“All the staff members went above and beyond. I was so very impressed!”

“Everyone was so pleasant, kind and professional!”

“Cannot pick anyone who stood out as everyone did such a great job acting as ambassadors of Jackson Hole.”

“Everyone in the rental shop at the base was great.”

“ALL the staff that I encountered could not have been more helpful and pleasant.”

-Jamie Moorhouse
Shoutouts and Announcements

The 50th season celebration is in full swing, making it the perfect time to share an amazing meal with friends.

All January, groups of 6 or more get 50% off all shared plates at Piste Mountain Bistro.

Thurs-Sat evenings only. Reservations Only.

Effective TODAY, January 20, 2016, the Jackson Hole Mountain Resort’s 50th Anniversary Limited Edition DVD and Book Set is available to all employees for a limited time, for 50% off the regular retail price.

The book features amazing photos, both historical and current, and runs through the past 50 years of Jackson Hole.

This 30 minute video highlights everything that made Jackson Hole Mountain Resort what it is today. Bonus archive video coverage from Roger Cotton Brown includes the skiing pioneers of Jackson Hole such as Bill Briggs, Barry Corbet, and more!

Don’t miss this opportunity to pick up a set for you, your friends and family at this special price!

Regular $28.00; now $14.00

Available at Jackson Hole Sports, Teton Village Sports, Resort Store, Hoback Sports, Wool & Whiskey.
Shoutouts and Announcements

Fire Hydrant Safety

If you live or work in an area that has fire hydrants, help out your local firefighters by keeping them clear of snow and ice. It could take them an extra 5 minutes to dig out and access the hydrant when they should be fighting the fire.

Let's Celebrate Australia Day!

Tuesday January 26th

4-6 PM in the Events tent

Free Beer (while it lasts), food, Aussie tunes, DJ and giveaways.

JHMR Employees- if you talk to any Australians on the mountain, please invite them to this great celebration!
USAA Wes Barron Speed Series

Date: Fri Jan 22, 2016 to Sun Jan 24, 2016
Location: Teton Village, Apres Vous

Jackson Hole welcomes USSA racers and their families from around the Intermountain Region for the annual Wes Barron Speed Series of Super G races.

Note to spectators: Because of the location of this event at the top of Apres Vous Mountain, spectators need to ski/snowboard to access the venue. Sightseeing tickets are not available for the vicinity of the race, and uphill traffic is not permitted.

2016 Backcountry Basecamp presented by GORETEX

Date: Sat Jan 23, 2016 to Sun Jan 24, 2016
Location: Teton Village

Information: At the Jackson Hole BASECAMP stop, Backcountry Magazine staff will showcase the newest equipment, including skis, skins, splitboards, beacons, shovels, probes and airbag packs, all in a yurt-based setting. Also, Arc’teryx will be on hand all weekend showing off their technical outerwear and packs. AIARE educators will conduct demos and classes each day, and Jackson Hole Guides will take visitors on complimentary backcountry tours with an emphasis on safety education.

Schedule: Daily, Saturday and Sunday January 23-24

9:00 – Avalanche forecast and trip planning workshop; Uphill how-to clinic
10:00 – Guided trips depart
11:00 – AIARE demonstration; Airbag demo; Uphill how-to clinic
1:00 – Guided trips depart; AIARE demonstration; Uphill how-to clinic
3:00 – AIARE demonstration; Airbag demo; Uphill how-to clinic
5:00 – Party and raffle at the Alpenhof Lodge and Bistro (Saturday only)
After laying dormant for 15 years, a most-beloved ski tradition, The Powder 8, made its triumphant return to the Tetons this past weekend on a stormy Jackson Hole morning. Christened with a foot of fresh snow from the past couple days, 44 skiers combining to form 22 teams, headed for the hills via an 8:24 am tram bound for Bernie’s Bowl. Despite the weather backup location move from the intended Cody Bowl to Bernies, the eventful day proved a grand old time had by all.

In a swift, sprinted, snowy and somewhat socked-in hour and half, the skiers and event organizers realized the continued legacy of a classic on-hill Powder 8 competition in true Jackson Hole form. The locals-only pre-qualifier event to February’s final The Grand National Powder 8, was loaded with technically sound and stylish skiers making for one fine day in the 50th year of JHMR.

Congratulations to everyone, especially the top 7 teams – all of whom are going on to the Grand National Powder 8 next month. These top-finishers will go head-to-head with invited teams from around the Rocky Mountains in the Grand National representing the best of what Jackson Hole has to offer. Long live the Powder 8 and see you February 6 in Cody Bowl!

<table>
<thead>
<tr>
<th>Place</th>
<th>Team</th>
<th>Total</th>
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<tbody>
<tr>
<td>1</td>
<td>Halsey Hewson &amp; Chris Denny</td>
<td>194</td>
</tr>
<tr>
<td>2</td>
<td>Jeff Leger &amp; Tanner Flanagan</td>
<td>187</td>
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<tr>
<td>3</td>
<td>AJ Puccia &amp; Brendan Levine</td>
<td>184</td>
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<tr>
<td>4</td>
<td>Ethan Valenstein &amp; Sam Sehnert</td>
<td>183</td>
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<td>5</td>
<td>Bart Flynn &amp; George Flynn</td>
<td>177</td>
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<tr>
<td>6</td>
<td>Capt. Benny Wilson &amp; Dave the Wave</td>
<td>170</td>
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<tr>
<td>7</td>
<td>Brigid Horigan &amp; Sarah Felton</td>
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<td>8</td>
<td>Kristan Waddle &amp; Jenny Allen</td>
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<td>9</td>
<td>Paul Velte &amp; Jeb Stuart</td>
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<tr>
<td>10</td>
<td>Rick Hunt &amp; Jon Hunt</td>
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<tr>
<td>11</td>
<td>Shannon Owens &amp; Christian Cisco</td>
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<tr>
<td>12</td>
<td>Cassandra Lee &amp; Patrick Brennan</td>
<td>126</td>
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<tr>
<td>13</td>
<td>Drew Kneeland &amp; Kyle MacDowell, JHSP</td>
<td>118</td>
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<tr>
<td>14</td>
<td>Zach Simon &amp; Mike MacDonald</td>
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<td>15</td>
<td>Prudence Daniels &amp; Sofie Danforth</td>
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<td>16</td>
<td>Rob DesLauriers &amp; Kit DesLauriers</td>
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<td>17</td>
<td>Ana Rode &amp; Lori Roux</td>
<td>111</td>
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<td>18</td>
<td>Bill Allen &amp; Morgan Carrig</td>
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<td>19</td>
<td>Wes Lucas &amp; Steve Zelikovitz</td>
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<td>Eric Jacobson &amp; Dave Blatt</td>
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<td>21</td>
<td>John Verdon &amp; Matt Hansen</td>
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<td>22</td>
<td>John Grant &amp; Lisa Grant</td>
<td>64</td>
</tr>
<tr>
<td>23</td>
<td>Rachel Levitz &amp; Lauren Roux</td>
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</tbody>
</table>

Shoutouts and Announcements
Name: Jake Brown  
Department: Food & Beverage, Manager of Nick Wilson's and Corbet's Cabin  
Where are you from? Gulf Shores Alabama  
How long have you worked for JHMR? 4 years  
Favorite thing about your job? The people I work with  
Favorite run at JHMR? Why not  
If you could spend a day experiencing another JHMR dept, what would it be? AM Groomers  
Most memorable moment at JHMR? Scott Ailsworth bartending in the bunny outfit as Ralphie from a Christmas story  
What’s your favorite song right now? Life’s been good  
Favorite outerwear brand? Outdoor research  
What did you eat for lunch yesterday? How was it? Turkey pastrami bagel with munster cheese from 6311 Pretty spot on

Name: William Waller  
Department: Food & Beverage, Manager of Casper Restaurant  
Where are you from? Verona, Kentucky  
How long have you worked for JHMR? 13 months  
Favorite thing about your job? Staff, Guest and Daycare  
Favorite run at JHMR? Anything to and from Cheyenne bowl  
If you could spend a day experiencing another JHMR dept, what would it be? Parking. You said one day, right? They have a tough job and do it well.  
Most memorable moment at JHMR? First Season. So many memories I can’t pick just one  
What’s your favorite song right now? “Boom! Boom!” by John Lee Hooker  
Favorite outerwear brand? Marmot  
What did you eat for lunch yesterday? How was it? Loaded Ancho Braised natural Chicken Burrito with chips and house made salsa from Casper. Awesome!!!!
First Annual Grand Reunion Weekend

In celebration of 50 years, Jackson Hole Mountain Resort is hosting “The Grand Reunion,” a first annual staff reunion in Teton Village. Weekend includes department après fun, ski racing, department photos, a throwback band at the Moose and a BBQ lunch on Sunday.

JHMR is extending 50% off lift tickets for the weekend and will bring back the Powder 8’s for some throwback competition.

Sign up at jacksonhole.com/50 and submit your first year of service, your department and you will receive further details of how to enroll for the weekend. On top of ticket discounts, we have arranged hotel discounts for “Grand Reunion” participants and drinks/food specials in a number of bars and restaurants in Teton Village.

Be sure to spread the word to past employees who have since left the valley!
Attention Employees! January is the Best Time for Visitors!

PASSHOLDERS AT ANY RESORT RECEIVE 50% OFF JHMR LIFT TICKETS JANUARY 11-31, 2016

Jackson Hole is welcoming all skiers and snowboarders who own a 2015/16 winter resort season pass ANYWHERE in the world to come to The Big One and receive a very special rate. Travel to Jackson between Jan 11 – 31, 2016, show your season pass from any ski resort and receive a 50% discounted lift ticket based on the valid in-resort, single day rate. Ski as many days as you like at 50% off the daily ticket rate during this time.

*Not valid with other offers. Not available for purchase online. Must show Valid Winter Season Pass 2015/16 and photo I.D.
This Week in Pictures

photo by Kim Essensa

photo by Neal Partrick

photo by: Eliza Van Dissel

photo by Louise Gignoux

photo by: Franklin Powell

photo by David Strawser
This Week in Pictures

photo by Andrew Reynolds
CONGRATULATIONS TO THE DECEMBER '15 AMBASSADORS!

Congratulations to our new Ambassador Club members for December '15 in recognition of their demonstration of and commitment to the Jackson Hole Mountain Resort's values – Always an Ambassador, Be Safe, Be Green, and Have Fun!

Spencer Hirst- Mountain Sports School
Bart Conrad- MSS Mountain Sports School
Cody Storms- MSS Mountain Ops
Taylor Currier- MSS Mountain Ops
Mike Kohler- Mountain Sports School
Jojo Gary- MSS Daycare
Amy Jimmerson- Marketing
Andrew Schrum- Marketing
Neal Partrick- JHRL Reservations
Devin Goddard- JHRL Maintenance
Titus Goare- JHRL Homeowner Relations
Suzanne Daniel- Payroll
Allison McCuskey- TVS Retail
Rex Quartarone- Parking
Jozef Benko- Parking
Brandon Leis- TVS Rental
Eddie Naeger- JHS Retail
Nora Dewitt-Hoeger- MSS Sales
Paul Springer- Ticketing Services
Eliza Van Dissel- Customer Care & Reservations
Joaquin Bianciotto- F&B Casper
Andriah Friend- F&B Café 6311
Pat Murphy- F&B Piste
Morgan Postle- Lift Operations
Anthony Molina- Lift Operations
Zack Shelton- Lift Operations
Tyler Hutchinson- Lift Operations
Erica Baker- Lift Operations
Alec Genge- Janitorial
<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Andrew Schrum</td>
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<td>Paul Springer</td>
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<td>Morgan Postle</td>
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<td>MSS Mountain Ops</td>
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<tr>
<td>Neal Partrick</td>
<td>JHRL Reservations</td>
</tr>
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</table>
CALLING ALL COOKS!

Don’t Want To Leave Jackson?…Well we don’t want you to either!

JHMR HAS CULINARY JOBS OPEN FOR THE SUMMER!

We offer fantastic benefits to our Summer Ambassadors, including:

- Bike Park, Tram, and Ropes Course/Drop Tower Season Pass
- Free START Bus Pass
- Discounts on: Food & Beverage, Retail, Rentals (mountain bike, road bikes, etc.), Paragliding, Mountain Sports School- Bike Park Guides, Daycare, Kid’s Camps, plus Grand Fishing Adventures, and many more local discounts throughout town and the Village

If you return for the Summer full time you may qualify for Dual Seasonal Status, with even more benefits including:

- Paid Time Off and Sick Time
- 401k Plan with a company match of 100% for the first 3%, and 50% for the next 2%.
- Employer match has immediate vesting
- 12 month Health Insurance Reimbursement
- See Tyler for details (ext. 2668 or tyler.montgomery@jacksonhole.com)
- Company provided Life Insurance

INTERESTED? COME BY HR & SAFETY OR GIVE US A CALL AT: 307-739-2728
Employee Assistance Program (EAP)

Free, confidential counseling for a wide variety of personal problems, issues, and concerns for employees and their families. www.apshelplink.com
Company Code: EAPNOW

For an appointment call: 1-800-999-1077
24-Hour Crisis Line: 1-800-833-3031

Email Tyler.Montgomery@jacksonhole.com with any issues or questions.

Revolution Indoor Cycling: JHMR Employees save 15% off 1-MONTH UNLIMITED, 5, 10 & 20 PACKS.
Use Promo Code: JHMR15 at checkout. A class PACK can be shared by multiple people while UNLIMITED passes are based per-person. Please note the expiration time frame and cancellation terms for each. No extensions/exceptions
This season, First Tracks will include weekly JHMR trivia. The first person to email the correct answer to firsttracks@jacksonhole.com will win a mountain money card!

Q: When did skijoring make its first appearance in the US?
A: Email your answer!

Last week’s question:
In what year were the first Special Olympics held in Wyoming?
Answer: 1972
Positive Feedback

Check out these glowing guest reviews from our post-departure email survey. Keep up the good work everyone!

The Ski instructor Leslie B was terrific! This was my 1st time skiing and she made me feel comfortable and was very knowledgeable. In 3 hours I was able to ski and had confidence with my ski.

"I really enjoyed the day of snowboarding. All the staff we friendly and offer assistance when asked."

The slope side service from ski hosts and patrols was very helpful as we stood studying our maps. The lifts are well laid out to maximize runs. Great diversity of terrain.

Staff were knowledgeable and pleasant. Chairlifts, gondola and tram were operating efficiently and timely. Conditions were excellent. Overall a great experience and I have skied in many resorts.

I have skied all over Colorado, and by far Jackson Hole was near the best resort I've skied. The hobacks were amazing and the different bowls were so much fun. I would come back in a heartbeat, it will definitely become a yearly trip for me.

The ski instructors, Tim and Sam were great. They took great care of my kids and they learned so much from them.

I love the ski terrain at JHMR and also really like the walk-everywhere feeling of Teton Village.