



## Tenants for Turns 2022/23 Ski Season

Aspen Skiing Company's (ASC) Tenants for Turns program incentivizes homeowners and landlords to house to ASC employees. Landlords can rent a unit, a guest house, an ADU, a mother-in-law unit or even an extra bedroom.

Qualified landlords and homeowners who rent to an ASC employee will be able to choose from one of the following incentives:

- 10 all-mountain lift ticket vouchers
- 2022/23 Aspen Snowmass Premier Season Pass
- A \$1,200 gift certificate, good at any Aspen Snowmass business

Please read the following program guidelines carefully:

- **To qualify** for one of the above (hereafter referred to as "incentive(s)") the homeowner or landlord must first apply to the Tenants for Turns housing program. A landlord must apply for the program *prior* to filling vacancies. **Agreements made with tenants prior to signing up for the program are not eligible for incentive(s).**
- **To apply**, fill out the application, and sign the liability release. Applications can be submitted by email: [talentacquisition@aspensnowmass.com](mailto:talentacquisition@aspensnowmass.com) or may be delivered in person to the Human Resources office.
- **The duration of the rental term** must be for at least 16 weeks and include the 2022-2023 ski season. Longer-term leases are also welcome for year-round staff. The exact duration of a lease should be mutually agreed upon by a tenant and landlord/homeowner.
- **Once the application is approved** by Human Resources, you will be notified, and the rental will be added to a list exclusively available to ASC employees who have committed to working at ASC. This program excludes family members of landlords/homeowners.
- **Employees will contact you if they are interested in your rental.** The landlord/homeowner is responsible for the screening and lease signing process. The homeowner retains full control over the lease terms, the rent to be charged, and all other details of the rent agreement.
- **You may not be able to meet face to face with tenants before their desired move in date.** Our employees are moving to the area from all across the nation. Skype, Facetime, or any other methods to discuss the rental situation can go a long way in finding the right tenant.
- **Once the vacancy is filled** the homeowner or landlord will notify Human Resources by submitting a signed copy of the rental agreement. Human Resources will verify the employee renter qualifies for the program. If you rent to an individual who has not been approved by Human Resources you are not eligible to receive the incentive(s).
- **If your available rental has been filled by someone who is not a qualified ASC employee**, please contact the HR department to have your rental removed from our list.
- **The incentive(s) will be issued if all requirements of the program have been met.** 1) You have applied and have been approved as a Tenants for Turns landlord. 2) Your tenant is an eligible employee and contacted you via the program listing. 3) You have submitted a copy of the lease agreement. **Incentives may take up to one week to process.**
- **If a lease is terminated** without reasonable cause, the incentive package will be revoked.
- **ASC does not evaluate**, and therefore cannot make any representations or warranties regarding an employee's fitness for any tenancy. While we attempt to hire only the



highest quality and responsible individuals to work at ASC, we cannot make any guarantees that the individual you agree to house will be what you consider a good tenant. ASC does run background checks for certain positions at the resort, please inquire for more details.

ASC is looking forward to another great winter season and would like to invite you to be a part of it. We welcome any ideas you have to help our Tenants for Turns program grow and improve. If you have any questions or concerns about this program please feel free to contact the Human Resources department at the number or email on the application. Again, thank you for your interest in ASC and for your support of our employees!

## **Terms & Conditions**

Incentive(s) are offered based on the following terms and conditions:

- Homeowners and landlords are eligible to receive incentive(s) for each room rented up to a maximum of three rooms. A studio unit counts as one room.
- Homeowners and landlords renting multiple units may receive a maximum of one of each incentive.
- Incentive(s) are offered for winter rentals only. Additive benefits will not be awarded for rooms rented year-round nor will incentive(s) be awarded for summer rentals.
- Employee homeowners or landlords are eligible to receive incentive(s) for rooms rented to fellow employees. Employees may elect to receive a premier pass for a family member or select one of the other available incentive(s).
- Homeowners and landlords who have participated in the past who elect to participate again this winter are eligible to receive incentive(s) again in 2022-23, provided that all program guidelines are met.

## **Answers to common questions**

### **How much should I charge for my rental?**

ASC does not have guidelines or requirements regarding the cost of rental and lease agreements for the Tenants for Turns program. These rewards are intended to be a generous incentive to rent to employees for a lower monthly rate than the general public. While ASC works hard to pay its employees well, first year front line employees often having a starting wage of \$20, and their hours are dependent on business levels. We recommend rentals be within the range of \$500 and \$800 per month per individual per bedroom or lower, plus utilities, but each situation is unique and many factors such as a furnished rental could raise or lower that price.

It is very important that you collect a damage deposit before allowing any tenant to reserve the rental. Keep in mind most employees starting their winter season are without significant reserves of cash to spend on a deposit. You must balance the inherent risks of renting your property with determining an appropriate rental and deposit amount for seasonal employees.

### **Will ASC help collect rent from employees?**

The Tenants for Turns program acts only as a facilitator that connects available rentals with employees looking to rent. All rental/lease agreements are between the landlord/owner and the tenant. Please read the general liability release form.



**What if I have rented to ASC employees in previous years, not through the Tenants for Turns program, and plan on renting to them again?**

Thank you for housing ASC employees! The spirit of the program is to make a list of rentals available to our employees currently searching for housing. A landlord must apply for the program *prior* to filling vacancies. **Agreements made with tenants prior to signing up with the program are not eligible to receive incentive(s).**

**Are there any geographical boundaries my rental must fall in to qualify?**

We do not have limitations on how far away a rental can be. If your rental is further than a 45-minute drive, you may find that employees are not interested in commuting that far.

**What if my tenant doesn't work out?**

If a tenant proves unsuitable due to their behavior or a failure to pay their rent, the landlord may terminate the lease without losing the incentive package. If the landlord chooses to terminate the agreement for their own reasons not related to the tenant, the incentive package will be revoked.

**Who gets to select a landlord's tenant?**

Landlords have sole discretion in who they choose to rent their unit to.

**Why do I need to complete a W9?**

You will be receiving a 1099 from Aspen Skiing Company in the amount of \$1,500. The \$1,500 includes the \$1,200 valued product along with the \$300 cash to cover taxes.



## TENANTS FOR TURNS LANDLORD/HOMEOWNER APPLICATION FORM

Application to list rental with Aspen Skiing Company's

Tenants for Turns program

You may return this form via e-mail to

[talentacquisition@aspensnowmass.com](mailto:talentacquisition@aspensnowmass.com)

If you have any questions please call 970-987-3139

### GENERAL LIABILITY RELEASE

#### PLEASE READ CAREFULLY AND SIGN BELOW

The undersigned is participating in the "Tenants for Turns" employee-housing program. The undersigned acknowledges and agrees that all rental/lease agreements are solely between the landlord/owner and the tenant. ASC is only a facilitator of the "Tenants for Turns" housing program and will not be involved or liable in any way with regard to any landlord/homeowner and tenant disputes. The undersigned participant(s) does hereby release and forever discharge the Aspen Skiing Company, LLC and its owners, employees, directors, officers, agents, affiliates and related entities ("ASC") from any and all responsibility and liability as herein after enumerated, and further agrees to indemnify and hold harmless ASC and all persons acting for ASC against all claims, costs and attorney's fees arising out of or in any way connected with the Tenants for Turns employee housing program, including without limitation, disputes between landlords and tenants participating in the program:

- Any intentional or unintentional damage, injury caused in whole or in part by the tenant, whether alone or together with or in association with others, to any person or persons or the property of any person or persons, whether it be personal, real or mixed;
- Any financial or other obligation incurred by the landlord/homeowner during the duration of the program, including without limitation, obligations or liabilities incurred by a tenant in the program;
- Any intentional or unintentional injury to the participant, illness, sickness, death or disability, arising from the acts of another person or persons, disease, hospitalization, medical treatment, taking of any medicine or drugs, or any other connected cause;
- Any and all claims for any injury, loss, damage, accident, delay, irregularity or expense arising from government restrictions or regulations, war, rebellion, weather, acts of God or governments, or any other like reason.
- Any claims, including but not limited to those enumerated in the preceding paragraphs, which arise out of the landlord/home owner/tenant relationship.

The "Tenants For Turns" application and release form are the property of ASC and cannot be duplicated, forwarded or altered without direct written permission from the ASC Human Resources Department

**Signature of applicant:**

**Date:**    /    / \_\_\_\_

**Printed name of applicant:**



## TENANTS FOR TURNS APPLICATION FORM

You may return this form via e-mail to [talentacquisition@aspensnowmass.com](mailto:talentacquisition@aspensnowmass.com)

If you have any questions, please call 970-987-3139

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Physical Address of Rental: \_\_\_\_\_

**Type of Accommodation: (circle one)**

- House Cabin Apartment/Condominium  
Single Room with exclusive bathroom  
Single Room with shared bathroom  
Multiple Rooms (#\_) with bathrooms for the specific rooms  
Multiple Rooms with access to shared bathroom

Date available for move-in: \_\_\_\_\_

Duration of lease: \_\_\_\_\_

Rent per month (per person): \_\_\_\_\_

Do you require last month's rent upon move-in?	YES	NO
Do you require a security deposit?	YES	NO
If yes, how much? _____		
Are utilities included?	YES	NO
If no, approx. cost per mo. _____		
Is snow removal included?	YES	NO
Are pets allowed?	YES	NO
Is smoking allowed?	YES	NO
Is a washer/dryer available?	YES	NO
Will the renter(s) have a private bathroom?	YES	NO
Will the renter(s) have a private kitchen/kitchenette?	YES	NO
Is the property furnished?	YES	NO

If approved, would you prefer: (choose one)

Premium pass / 10 full-day vouchers / \$1,200 gift certificate

At the end of the winter season many employees find themselves relocating; would you like your listing to remain posted for summer too?

YES	NO
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Has this unit been rented in the last year? If so please indicate the type of rental: \_\_\_\_\_

Have you rented to a ASC employee in the past year?	YES	NO
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Additional comments or special requests you would like to include: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Request for Taxpayer Identification Number and Certification

Give Form to the  
requester. Do not  
send to the IRS.

► Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Print or type. See Specific Instructions on page 3.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.	
	2 Business name/disregarded entity name, if different from above	
	3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only <b>one</b> of the following seven boxes.  <input type="checkbox"/> Individual/sole proprietor or single-member LLC  <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ► _____ <b>Note:</b> Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is <b>not</b> disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.  <input type="checkbox"/> Other (see instructions) ► _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):  Exempt payee code (if any) _____  Exemption from FATCA reporting code (if any) _____  <i>(Applies to accounts maintained outside the U.S.)</i>
	5 Address (number, street, and apt. or suite no.) See instructions.	Requester's name and address (optional)
	6 City, state, and ZIP code	
	7 List account number(s) here (optional)	

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number											
				-				-			
or											
Employer identification number											
				-							

## Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person ►	Date ►
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## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

## Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.*