

Property Owners and Lessees Association  
P.O. Box 3053  
Copper Mountain, CO 80443

October 1, 2009

Dear Copper Mountain Employee Housing Owner:

As you know, the Property Owners and Lessees Association ("POLA") is charged with the responsibility of enforcing the provisions contained in the Copper Mountain PUD and the "Copper Mountain Property Owners and Lessees Association Copper Mountain PUD Rules and Regulations for Integrated Employee Housing Units" (the "Rules and Regulations"). The Rules and Regulations pertaining to deed restricted employee housing units will be on the agenda at the regularly scheduled POLA Board of Directors meeting on Saturday, October 31, 2009.

In January, we will be sending out the required annual survey for your Employee Housing unit. As we head into the peak season at Copper Mountain, the POLA Board would like to remind you that it is your responsibility to follow the requirements surrounding the use of your Employee Housing Unit. A complete copy of the Rules and Regulations is posted on the POLA website at: [www.copper-pola.org](http://www.copper-pola.org).

In summary, the Rules and Regulations have two requirements that must be met in order to be qualified to occupy an employee unit. These requirements are summarized as follows:

1. The employee must work for a bona fide business or service organization which regularly conducts business at Copper Mountain Resort and which requires the employee's physical presence at Copper Mountain Resort in the performance of the employee's duties for such employer.
2. The employee's primary employment must be with a Copper Mountain Village business. The employee must work regularly for a job that is of full time status and eligible for a minimum of 30 hours per week during the prime resort seasons for a Copper Mountain Village business.

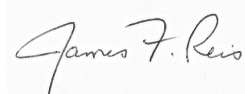
You, as the owner-occupant, or any renter of your Employee Housing unit during the peak season must meet these requirements. The PUD does allow for up to 10% of the Integrated Employee Housing Units to qualify for an exemption. The guidelines for exemptions may be found in the Section 3 of the Rules and Regulations which states:

3. Exemptions
  - a. ***If, after offering the deed restricted employee housing unit for rental to a qualified employee unsuccessfully for a period of 90 days [emphasis added],*** to the extent authorized by the Copper Mountain PUD, exemptions may be granted by POLA annually on a case by case basis under following criteria:
    - i. A person that works a minimum of 30 hours per week for a business in Summit County that uses the unit as their primary residence.
    - ii. A retired employee 55 years or older, with 10 years of service with a Copper Mountain business that uses the unit as their primary residence.
    - iii. An employee disabled while working for a Copper Mountain business that uses the unit as their primary residence.

Requests for exemptions are reviewed annually on a case by case basis. The **owner** of the unit must submit the ***Exemption Request Form*** to the POLA Board no later than December 1, 2009. Please bear in mind that exemptions are allowed for special circumstances only. A previous exemption does not carry over to the next season, and does not guarantee that further exemptions will be granted. Therefore, please review the complete Rules and Regulations regarding your Employee Housing Unit and, if you are renting your property during the peak season, it is in your best interest to make certain your tenant meets one of the two original requirements for occupancy of an employee unit.

More information regarding the request for exemption process, as well as the ***Exemption Request Form***, is posted on the POLA website. If you have any questions regarding the Rules and Regulations, please do not hesitate to contact me.

Very truly yours,



James F. Reis  
President  
Copper Mountain Property Owners and Lessees Association