

# WHY HOSPITALITY, WHY HILTON

Hilton

Hilton is a leading global hospitality company with a portfolio of 18 world-class brands comprising more than 6,758 properties and more than one million rooms, in 122 countries and territories.

Dedicated to fulfilling its founding vision to fill the earth with the light and warmth of hospitality, Hilton has welcomed more than 3 billion guests.

Hilton has a long legacy of supporting the military, dating back to our founder, Conrad Hilton a US Army WW1 Veteran.



## HILTON'S MILITARY COMMITMENT

In 2013, Hilton launched Operation: Opportunity, with a companywide commitment to hire and support the military community.



Over 35,000 veterans and family members hired



Military Team Member resources and benefits



600 Million + Hilton Honors points donated to help veterans and spouses travel to secure employment



Military focused community service



Supplier Diversity focused on veteran owned businesses



Military family discounts for Hilton leisure travel

## HILTON IS A WORLD'S BEST WORKPLACE

Hilton is constantly recognized for its exceptional – and resilient – workplace culture. In fact, we have been named a [World's Best Workplace](#) by Great Place to Work for seven years in a row!



Great Place to Work and Fortune have named Hilton [#1 on the 2022 Best Big Companies to Work For®](#) list and [#3 on the 2022 Best Companies to Work For®](#) list in the U.S.

We have also been named the [#1 2022 Fortune Best Workplaces for Women](#) in the U.S.!

## WE ARE DIVERSE BY NATURE AND INCLUSIVE BY CHOICE

Understanding and integrating our Team Members' unique perspectives and voices—along with those of our Guests, Owners, Suppliers, and Partners—is essential to cultivating our diverse and inclusive environment for all. Through evolving Culture, Talent, and Marketplace initiatives, Hilton strives to reflect the global communities where we live, work, and thrive, as diversity will forever be core to our Mission, Vision and Values.

*"Hilton hospitality is a unifying force that has fueled greater understanding and served as an engine of opportunity for more than a century – for our guests, communities, partners and most of all, our Team Members. We are committed to creating the best, most inclusive home for our Team Members, and looking forward we will continue to hold ourselves accountable to that commitment. We celebrate the diversity of everyone in our extended Hilton family, and we appreciate the unique experiences and perspectives they share with us every day."*

- Chris Nassetta, President and Chief Executive Officer, Hilton

## WHAT WORKING AT HILTON CAN MEAN FOR YOU:



**Debt-Free Education** for Team Members through our industry-first partnership with Guild Education, Hilton Team Members have access to a wide variety of educational credentials from leading universities and learning providers.



**Learn on the Job:** With our Hilton University platform, you can learn new skills on the job. Most of our roles have no formal education requirements.



**Lifelong Careers:** We are hiring for full-time and part-time roles. We encourage our Team Members at all levels to take advantage of our wide variety of tools and resources, including our Lead@Hilton training programs, to help them grow in their careers.



**English Language Learning:** We provide English Language Learning (ELL) resources to our Team Members at no cost.



**Discounted Shift Meals:** We provide complimentary or discounted meals, a benefit that is applicable at most properties.



**Heart of House Spaces:** We have redesigned our Team Member areas to be as bright, welcoming, and functional as our guest spaces. They offer free Wi-Fi, and Team Member-inspired music playlists. We also offer spaces for prayer breaks for our Team Members.



**Uniforms:** We provide uniforms for the roles that require them. You do not need to purchase any out of pocket.



**Best-in-Class Paid Time Off (PTO) Program** provides you with paid time off for illness, personal use or mental health days as well as flexible schedules.

# EXCEPTIONAL EXPERIENCES for

# Hilton

## U.S. HOTEL

# you

When you join the Hilton family, you'll enjoy outstanding career opportunities and exceptional benefits that can enhance all aspects of your life.

### HEALTH & WELLBEING BENEFITS

- **Choose from multiple health care coverage options** to select the medical, dental, and vision coverage that best meets your and your family's needs.
- **Your very own benefits counselor** to help you use your benefits to their full potential, find doctors, help make appointments and understand your medical bills.
- **Accident, critical illness, and hospital indemnity Insurance** that can supplement your medical coverage and support your personal situation.
- **Mental wellbeing support** including resources and benefits, such as the Employee Assistance Program, to protect and nourish your mental health.
- **Care for All Hub** providing support to Team Members and their loved ones to help them enable care for themselves and others, including a **caregiving concierge benefit through Wellthy**.
- Maintain physical health with **discounted gym memberships** for as low as \$28 per month to over 10,000 gyms nationwide, including participating gyms like LA Fitness, Gold's Gyms and more.

### FAMILY-FRIENDLY PROGRAMS

- **Best-in-class paid time off (PTO) program** provides paid time off for illness, personal use or mental health days.
- **Thoughtful parental leave to support our new parents<sup>1</sup>**, including 12 weeks of paid leave for birthing parents and four weeks of paid leave for non-birthing parents, including partners and adoptive parents.
- **Inclusive family-building and fertility benefits** through our partnership with Progyny.
- **Expanded bereavement leave** to support you when you need it from the loss of a loved one including a miscarriage.
- Our **adoption assistance program<sup>1</sup>** reimburses qualified adoption expenses-up to \$10,000 per eligible child, with no limit to the number of adoptions.
- **Thriving Parenthood Journeys** in partnership with Thrive Global and Stanford University that focus on supporting early parenthood and compassion upon return to work.

### FINANCIAL WELLBEING

- **On-demand access to earned wages** through DailyPay eliminating the wait for a standard pay cycle.
- **401(k) plan and company match** - we match 100% of every dollar contribution up to 3% of pay, plus 50% of every dollar contribution on the next 2% of pay.
- **Our stock purchase plan - Hilton Shares employee stock purchase program (ESPP)** gives you the opportunity to purchase Hilton stock through after-tax payroll deductions at a 15% discount and benefit from the hard work you put in to making Hilton a success.
- **Debt-free education:** access to a wide variety of educational credentials through our partnership with Guild Education, including college degrees and professional certifications.
- **Stretch Your Dollar:** Discounts on wireless phone services, electronics, fitness products, rental car services and mattresses, custom designed for Hilton by brands like Serta and Tempur +Sealy! Discounted home, auto and pet insurance is available through MetLife.

### CAREER OPPORTUNITIES

- **Lead@Hilton:** our holistic Leadership Development framework that focuses on developing Team Members at every step of their career.
- **Hilton University:** a dynamic and personalized learning platform, built with you in mind. This mobile-enabled platform features access to all the great content you typically engage with whether for professional development or job-related learning and enables you to access learning resources anywhere and anytime.
- **LinkedIn Learning** provides you with access to over 5,000 video tutorials and expert instruction from industry leaders.
- There are many **Team Member recognition programs** to celebrate YOU, including our **enhanced milestone anniversary program** and **Team Member appreciation week**.

#### Returning Team Members<sup>2</sup>

We offer Team Members returning to Hilton a bridge in service. This means that upon return to Hilton you will get day one access to Hilton's Health, Welfare and Retirement benefits. Your prior service will also be calculated into anniversary recognition and PTO accrual.

<sup>1</sup> Eligibility for parental leave and adoption assistance begins after one continuous year of service.

<sup>2</sup> This applies to Team Members rehired with 0-24 months break in service and is applicable for all non-union U.S. Team Members at owned and managed hotels and corporate offices.

**Please note:** All benefits described in this flyer may not apply to all Team Members and may vary based on eligibility or location.

### EXCLUSIVELY HILTON

## Thrive at Hilton

#### Our Promise to You -

**Thrive at Hilton** is our Team Member Value Proposition.

Hilton is always looking for new ways to help you grow and flourish in body, mind and spirit. We are committed to investing in benefits and programs that enhance your overall wellbeing, like creating space for what matters most to you: inspiration, creativity and meaningful connections.

## GO Hilton

**Go Hilton** - Take advantage of the best Team Member Travel Program in the industry - with opportunities to experience Hilton hospitality around the world.

You will be able to enjoy 100 discounted nights per year! With Team Member room rates at Hilton properties as low as \$40 USD, Family & Friends rates at up to 50% off publicly available rates and a 50% discount at participating hotel restaurants when staying with Go Hilton rates.

Our Go Hilton Concierge service is here to help with hotel searches, reserving rooms, cancellations and other questions.

**Recognized as a great place to work around the globe!**

