



HEALTH, SAFETY & WELL-BEING POLICY

We believe the health, safety and well-being of our employees, guests, business partners and other stakeholders is critical to the continued success of our company.

To facilitate the health, safety and well-being needs of our employees, guests, business partners and other stakeholders, we support the programs and initiatives implemented by our brand partners and third-party management companies, including well-designed fitness centers and providing healthy food options for our guests. Further, we have implemented the following health, safety and well-being practices:

EMPLOYEE BENEFITS

We offer regular, full-time employees a competitive, comprehensive benefits package, including health insurance plans that provide flexibility and choice in coverage, paid time off, a 401(K) plan with company matching, a flexible work schedule, tuition reimbursement and hotel discounts.

We offer regular, full-time employees eight weeks paid parental leave to care for a newborn child or newly adopted child.

WORK ENVIRONMENT

We promote a safe, healthy, and inclusive, harassment-free work environment for our employees that is based on mutual respect. We comply with all laws and regulations to which we are subject, including labor and employment, health, safety and security laws.

We support the continued professional and personal development of our team members through our tuition reimbursement program, internal and external training programs and other professional development opportunities.

We mentor and develop our employees through formal semi-annual performance reviews and discussion of career goals and objectives.

PHYSICAL AND MENTAL HEALTH & WELL-BEING

We support the physical well-being of our employees by providing discounted corporate gym memberships, sponsored recreational sports league opportunities, healthy foods pantry and ergonomic office equipment. We also host an annual employee wellness challenge.

We offer an employee assistance program to assist employees with addressing certain professional or personal issues that may arise.



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SOCIAL HEALTH & WELL-BEING

We support local charities and provide charitable service opportunities to our employees.

We maintain a culture of connectedness through company events that promote social interaction, such as our annual company picnic, annual holiday party and lunch-and-learn sessions throughout the year.

We support diversity and inclusion regardless of race, color, religion, national origin or ancestry, sex, age, disability or familial status. We support pay equity and provide equal opportunities to all employees.

We have an employee recognition program that awards employees for performing above and beyond their traditional roles and responsibilities and exhibiting our company values of *passion, integrity* and *excellence*.