

# Invested in You

Marriott is proud to invest in associate's total well-being on their journey to be their very best – professionally and personally. One way we do this is by providing competitive compensation and benefits packages. Your total rewards include compensation, retirement savings, holistic health and insurance benefits, and career development.

## Living Your Best Life



### Medical

Marriott offers flexible medical plan options at different price points. The plans offer a range of deductibles, coinsurance and copays so you can choose the plan that best meets your needs. You can also enroll in a Health Care Spending Account, and some medical plans come with the option to save money in a Health Savings Account (HSA).

#### What Do the Plans Include?

**Free Access to Health Coaches** – Health coaches are available for one-on-one counseling to help you find a doctor, quit smoking, maintain a healthy lifestyle and more.

**Free or Low-Cost Telemedicine** – Need quick advice from a doctor? Telemedicine helps you connect to care from anywhere via video, phone or secure email 24/7.

**Pregnancy Care** – Free maternity programs and incentives save you money and provide you access to a nurse for any pregnancy-related questions as you prepare to welcome your little one.

**Free Preventive Care** – You can't put a price on good health, which is why there's no cost for your annual exam and other preventive health screenings.

**Fertility Benefits** – Support to help you with your growing family that covers medical services, access to fertility specialists and dedicated care team to help you navigate the journey.



### Dental

The Dental Plan includes preventive care like routine cleanings and other services like fillings, as well as restorative treatment, and orthodontia for children and adults.



### Vision

The Vision Plan provides free eye exams each year when you use a network provider, and coverage for frames and lenses or contact lenses. The free Vision Discount Program offers discounts on glasses and contact lenses as well as eye exams and laser correction.

All benefits are subject to terms and conditions, which may include requirements regarding eligibility, enrollment, waiting periods, payment of some or all of the cost of benefits, and others. Subject to applicable law, benefits are subject to change at the Company's discretion without advance notice. For positions covered by a collective bargaining agreement (CBA), the CBA describes the available benefits, which may be different from those described above. Marriott benefits do not apply to employees of business operated by independent franchisees.

Retirement Savings Plan, Employee Stock Purchase Plan, and Commuter Benefits are not available outside the 50 states and District of Columbia. Child care discounts are not available in Hawaii, Maine, Montana, New Hampshire, Rhode Island, Vermont, Wyoming or U.S. territories.





## Taking on New Adventures

**Travel Discounts** – Explore the world! Marriott associates and their friends and family receive generous discounts at more than 8,000 hotels worldwide. Associates can participate in Marriott Bonvoy and earn points and also receive:

- 20% Food and Beverage Discount
- 20% Spa Treatment Discount
- 30% Retail Discount at Marriott Stores
- 30% Golf Discount on Apparel, Equipment and Tee Times

**Lifetime Recognition** – After 25 years of service (at Marriott managed locations) associates are eligible to receive complimentary hotel rooms through our Quarter Century Club (QCC) to explore the world around us.

## Reaching Your Financial Goals

**Retirement Savings Plan** – Save for retirement on a before-tax, Roth 401(k), or after-tax basis, or a combination of all three. Marriott matches 100% of your 401(k) contributions up to 5% of your weekly pay - helping you save more for your future.

**Employee Stock Purchase Plan** – Associates can purchase company stock at a 15 percent discount and share in the company's potential growth.

**Child Care Expenses** – Marriott offers you and your family discounts at more than 2,200 child care centers. Associates can also save money in a Dependent Care Spending Account using pre-tax dollars to help pay for child care expenses.

**Tuition Reimbursement** – Marriott values education and offers financial support to associates who continue their studies to grow their skills and enhance their career. \*excludes FLEX

**Commuter Benefits** – Public transit, vanpool and parking expenses can be taken out of your paycheck before taxes (up to IRS limit).

*Marriott International is an equal opportunity employer that does not discriminate on the basis of disability, veteran status or any other basis protected under federal, state or local laws.*

## Growing Your Career

**Learning and Development** – We are deeply committed to helping all associates grow their careers by supporting their personal and professional development. Career paths don't always follow a straight line – we support unconventional learning and growth.

## Feeling Your Best

**Paid Leave** – Time away from work allows us to recharge and reconnect with the people who matter most. Associates receive Paid Leave to use for vacations, sick time, holidays and more.

**TakeCare** – Marriott's 'people first' culture prioritizes your holistic well-being. Programs are designed to provide the support you need to stay physically active and healthy, enhance your mental wellness, and plan for your financial future.

**Associate Resource Group** – Marriott's Associate Resource Groups (ARGs) enable our people to strengthen their networks, grow their skills and celebrate their backgrounds, and give back to the communities where they live and work.

**Employee Assistance Program** – Life can get complicated, which is why Assistance & Resources for Life (ARL) lends a helping hand. This free resource offers confidential counseling, education and referral services.

## Having Peace of Mind

**Income Protection** – Providing peace of mind if you are unable to work due to serious illness, injury or having a baby. Both Short-Term Disability and Long-Term Disability plans are available, and many full-time hourly associates are automatically enrolled in Short-Term Disability at no cost.

**Paid Parental Leave + Adoption Assistance** – Mothers and fathers receive paid parental leave to bond with their new addition and support their families after the birth or adoption of a child. For associates who grow their family through adoption, some expenses are eligible for reimbursement.

**Life Insurance** – Associates receive free life insurance and can purchase additional life insurance coverage for yourself, your spouse and your children.



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BONVOY™