

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.

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 as earning members and also receive:

- 20% Food and Beverage Discount
- 20% Spa Treatment Discount
- 30% Retail Discounts at Marriott Stores
- 30% Golf Discounts 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.

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.

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.

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.



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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.

ARL - Get free and confidential counseling on topics such as renting, budgeting, investing, estate planning, and more. ARL also offers wellbeing toolkits and assessments, including a financial risk report with recommendations to help meet your goals.

Child Care Discounts — Marriott offers you and your family discounts at more than 2,200 childcare centers.

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

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.



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