

## **Hilton Launches New Industry-Leading Parental Leave Policies**

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### *Benefit Covers All New Parents, Including Hourly Team Members*

Hilton Worldwide's (NYSE: HLT) industry-leading parental leave policies took effect on January 1, 2016, and now cover both hourly and salaried Team Members at Hilton's owned and managed properties, as well as the company's corporate offices. The new policies represent the best parental leave benefits offered by any major global hospitality company in the United States and Puerto Rico.

The benefits available to Team Members at owned and managed hotels and corporate offices<sup>1</sup> with one year of service or greater include:

- All new parents – including fathers and adoptive parents – receive two weeks of fully paid parental leave.
- New mothers who give birth receive an additional eight weeks of maternity leave, for a total of 10 weeks of fully paid leave.

Hilton remains committed to creating an environment that supports balance between work and family for its Team Members across all areas of the company. Hilton's hourly Team Members in the U.S., who account for approximately 75 percent of the company's U.S. workforce, will be covered under these new parental leave policies.

The newly-implemented parental leave policies are just one example of Hilton's commitment to offering benefits that provide greater personal and professional flexibility to Team Members. In 2015, Hilton announced a new [GED Assistance](#) program to help Team Members in the U.S. earn their high school equivalency. In addition, the company introduced 10-day advanced scheduling for hourly Team Members and continued to expand remote workforce opportunities.

"When our Team Members feel great about where they work, it is reflected in the exceptional experience that they provide to our guests," said Matt Schuyler, Chief Human Resources Officer, Hilton Worldwide. "We are proud to continue driving significant change in our industry by introducing parental leave policies that reflect our strong support for all Hilton Team Members and their families."

### **About Hilton Worldwide**

Hilton Worldwide (NYSE: HLT) is a leading global hospitality company, spanning the lodging sector from luxury and full-service hotels and resorts to extended-stay suites and focused-service hotels. For 96 years, Hilton Worldwide has been dedicated to continuing its tradition of providing exceptional guest experiences. The company's portfolio of twelve world-class global brands is comprised of more than 4,500 managed, franchised, owned and leased hotels and timeshare properties, with more than 745,000 rooms in 97 countries and territories, including Hilton Hotels & Resorts, Waldorf Astoria Hotels & Resorts, Conrad Hotels & Resorts, Canopy by Hilton, Curio – A Collection by Hilton, DoubleTree by Hilton, Embassy Suites by Hilton, Hilton Garden Inn, Hampton by Hilton, Homewood Suites by Hilton, Home2 Suites by Hilton and Hilton Grand Vacations. The company also manages an award-winning customer loyalty program, Hilton HHonors®. Hilton HHonors members who book directly through preferred Hilton channels have access to benefits including free standard Wi-Fi, as well as digital amenities that are available exclusively through the industry-leading Hilton HHonors app, where HHonors members can check-in, choose their room, and access their room using a Digital Key. Visit [news.hiltonworldwide.com](http://news.hiltonworldwide.com) for more information and connect with Hilton Worldwide at [www.facebook.com/hiltonworldwide](https://www.facebook.com/hiltonworldwide), [www.twitter.com/hiltonworldwide](https://www.twitter.com/hiltonworldwide), [www.youtube.com/hiltonworldwide](https://www.youtube.com/hiltonworldwide), [www.flickr.com/hiltonworldwide](https://www.flickr.com/hiltonworldwide), and [www.linkedin.com/company/hilton-worldwide](https://www.linkedin.com/company/hilton-worldwide).

<sup>1</sup> Benefits for union employees are governed by the applicable collective bargaining agreements.

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