

Health, Safety & Well-being Policy

We believe the health, safety and well-being of our associates, guests 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. Further, we have undertaken the following health, safety and well-being practices:

Employee Benefits

We offer regular, full-time employees a competitive, comprehensive benefits package, including health insurance, paid time off and a retirement plan with company matching.

We offer regular, full-time employees 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 a tuition reimbursement program, continued education or professional development programs, and informal training with our lunch-and-learn program.

We mentor and develop our staff through formal semi-annual performance reviews and discussion of career goals and objectives. Our career development strategy focuses on four main principles: (1) communication and teamwork; (2) networking and mentorship; (3) leadership development; and (4) work-life balance.

Physical and Mental Health & Well-being

We support the physical well-being of our team members by providing ergonomic office equipment and nutritional training, subsidized gym memberships, sponsored recreational sports leagues, and promoting daily physical calisthenics in the office.

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

Social health and 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 monthly team celebratory and informational lunches.

We support diversity and inclusion regardless of race, color, religion, national origin or ancestry, sex, age, disability or familial status. We also support gender and wage equality and provide equal opportunities for all team members, including women and minorities.