

# MILITARY TEAM MEMBER RESOURCE GROUP

Hilton

## OPERATION: OPPORTUNITY

OUR MISSION IS YOUR SUCCESS

### WHAT IS A TEAM MEMBER RESOURCE GROUP?

Hilton Team Member Resource Groups (TMRGs) are company- initiated, voluntary groups of Team Members with shared backgrounds or interests who will collaborate to advance the goals of the company, promote their professional growth through networking and mentoring, and provide each group's perspective and vantage point to the company. The intended outcomes of the resource groups are to increase Team Member engagement, improve retention, and leverage insights as we market to diverse customer, Team Member and owner segments.

### MILITARY TEAM MEMBER RESOURCE GROUP

Comradery is extremely strong in the military community and that is exactly what the Military Team Member Resource Group (MTMRG) is able to provide. The MTRMG is for all veterans, service members, military spouses and supporters of the military community. This group is a safe place where common backgrounds and experiences can garner friendships and support.

Activating an MTMRG chapter at your location is key in ensuring a military-friendly culture, which will improve Team Member engagement and retention. MTMRG members will experience:

- A stronger sense of community within the company
- Unique opportunities to learn, grow and celebrate
- An environment in which the unique strengths and contributions of our workforce are leveraged, enabling Hilton to attract and retain the best Team Members



## MTMRG MEETINGS AND ACTIVITIES

Quarterly companywide MTMRG meetings will be held via WebEx. We encourage your chapter to gather together for these quarterly calls. Your Military Commander and Human Resources team can organize a room for this meeting. We also encourage you to hold more frequent chapter meetings at your locations, or with neighboring locations. The MTMRG can be involved in a wide variety of activities.

A few examples include:

- Host team-building activities, such as onsite or offsite social gatherings
- Plan celebrations and recognition for Veterans Day, Memorial Day and Military Spouse Appreciation Day
- Hold going away and welcome home celebrations for our National Guard and Reserve Team Members who are activated for deployments
- Send care packages and letters to Team Members while deployed to provide support from their Hilton family
- Participate in military-focused community service projects and events

