On a global scale, the travel and tourism industry is forecast to grow at a faster rate than other major industries, supporting 126 million jobs directly over the next ten years. At the same time, the demand for talent will continue to outpace talent supply.\footnote{According to the WTTC Global Talent Trends and Issues Report.}

Marriott International recognizes the importance of our role in helping prepare young people for college and careers in our industry. Because of the diversity of our operations and number of jobs available in our hotels, our business is uniquely able to provide educational and work-study opportunities, such as training, mentoring, job shadowing, offering internships and more. By doing so, we can change young peoples' lives and help propel economies.

Marriott has a long history of investing in these programs that help young people – especially those from challenging backgrounds, underserved populations or developing countries – gain marketable skills leading to meaningful work.

**GOALS/TARGETS**

We are committed to helping young people prepare for the “World of Opportunity” offered by careers in the hospitality industry. Our goals include:

- Attracting young people to our global workforce by offering a range of career opportunities, apprenticeships, training and development.
- Helping young people from disadvantaged backgrounds prepare for and find meaningful employment through a network of nonprofit organizations.
- Offering real-world experiences for high school students by planning to provide 30,000 volunteer hours and engaging with 10,000 students, teachers and administrators over three years through our Courtyard® hotels in partnership with NAF.
- Partnering with DECA to promote hospitality as a dynamic career path for their 225,000 high school and college members.
- Engaging employers, schools, communities and the Marriott Foundation for People with Disabilities, to offer young people with disabilities the opportunity to learn, grow and succeed through employment.

**COMMITMENTS TO YOUTH**

**Across the Globe**

<table>
<thead>
<tr>
<th><strong>THE RITZ-CARLTON®</strong> developed skills-based training that has benefitted</th>
<th>15,000 YOUTH since 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COURTYARD BY MARRIOTT®</strong> sets goal to engage with</td>
<td>10,000 STUDENTS, TEACHERS AND ADMINISTRATORS in 3 years</td>
</tr>
<tr>
<td><strong>MARRIOTT’S EUROPEAN HOTELS</strong> plan to create</td>
<td>20,000 CAREER OPPORTUNITIES for youth by 2020</td>
</tr>
<tr>
<td><em><em>CHEI</em> + MARRIOTT CHINA HOTELS</em>* to impact</td>
<td>20,000+ STUDENTS ANNUALLY in 5 years</td>
</tr>
</tbody>
</table>

*China Hospitality Education Initiative is a program of The J. Willard and Alice S. Marriott Foundation.*

---

**2015 UPDATE ON WORLD OF OPPORTUNITY YOUTH**

Marriott Hotel and Business Council Contributions to Youth in 2014

<table>
<thead>
<tr>
<th></th>
<th><strong>$1.47M CASH + IN-KIND</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>160,000+ VOLUNTEER HOURS</strong></td>
</tr>
</tbody>
</table>
PROVIDING EMPLOYMENT AND LIFE SKILLS FOR AT-RISK YOUTH AT OUR HOTELS

- **YCI (Youth Career Initiative)**
  - 755 students trained since 1997
  - 7 human trafficking survivors trained since 1997
  - 122 students trained in 2014
  - 85% joined workforce or sought further education

**WHAT’S TRENDING @MARRIOTTINTL**

**HIRING THE NEXT GENERATION**

Careers-on-the-go: Marriott first #HospitalityCompany to offer #MobileApply to global #JobSeekers, now in 17 languages #WhereIBelong http://bit.ly/IBsDNYB


Fairfield Inn® launches #EverydayConnect to help #CollegeGraduates network + mentor with #Forbes30Under30 entrepreneurs http://bit.ly/IBZkDk


At World Economic Forum’s meeting in Tianjin, China, Marriott pledges to offer 20K #trainingopps for students http://bit.ly/IC4fnbV

Through #China #HospitalityEducation Initiative (CHEI), a program of The J. Willard and Alice S. Marriott Foundation, our hotels participate in first #TeachingConference w/ 85 teachers http://bit.ly/IBb2xtU

In 2014, in support of CHEI programs in China, our hotel leaders presented #hospitality-focused guest lectures & field trips for 9,900 students.

**REACHING OUT TO UNDERSERVED YOUTH**

Executive Chairman Bill Marriott commends European Marriott hotels for their #YouEatWeGive campaign – €230,000 for @Prince’sTrust & #SOSChildren’s Villages http://bit.ly/ICgLtv9

The Ritz-Carlton Hotel Company was proud to accept @MENTORnational award for most robust and comprehensive U.S. youth #mentoring program http://bit.ly/IJKISS

The Ritz-Carlton Hotel Company signs on as founding partner in @UN volunteerism initiative #Impact2030 #mentoring http://bit.ly/IGCUK9

Courtyard partners with @NAFCareerAcads to launch #SuccessForYouth program, preparing 10K young people for careers – part of our commitment to @ClintonGlobal Initiative http://bit.ly/IKxFu3

SOS graduate hired to support engineering @MarriottHaiti hotel. We recruit young adults from #SOSChildrensVillages around the world http://huff.to/IPiWyu

**WE USE SOCIAL MEDIA CHANNELS LIKE TWITTER TO TELL OUR STORY: WEB LINKS NOT FUNCTIONAL IN CHROME BROWSER.**
Program Years 2005-2014
Total Young Adults Served

80% of young adults were placed in competitive jobs based on 9,870 enrollments and 7,895 placements since 1990, Bridges has enrolled over 20,000 young adults and placed over 15,400 with more than 4,000 employers.

Transform the lives of young adults with disabilities through the power of a job.

Reaching Out to Underserved Youth (Continued)

Marriott Foundation for People with Disabilities celebrates 25 yrs, 20K youth served, 80% placed in jobs with local businesses http://bit.ly/I0ckNXv


Marriott provides opportunities to #DiverseYouth through partners like NAACP, National Council of La Raza and Young Professionals of the National Urban League http://bit.ly/I8S3ZnZ

Marriott hotels in #China support education, raise nearly $330K for #ChinaYouth & The #YaoFoundation http://bit.ly/IExXwPt

The #YaoFoundation + Marriott partner to donate books + launch a partnership to build 3 schools in #RuralChina http://bit.ly/1AeKQox | http://bit.ly/I0HrW26

10 #Haitian interns complete 12-week internship @JWMSantoDomingo in advance of our @MarriottHaiti opening.

India: Marriott's partnership w/ #Mahindra Pride Schools has resulted in 250+ socially & #EconomicallyDisadvantaged students placed in lucrative #jobs, incl. at our hotels – 86 students placed in 2014.

@INJAZAIArab partners with industry leaders, including Marriott, through #ExpandYourHorizon to educate #youth on opportunities in growing sectors http://www.eyh-injaz.org | http://bit.ly/IOL76kl

Forty-one Rwandan @AkilahInstitute for Women grads are enrolled in our #trainingprogram in #Dubai #Kuwait and #Doha, & will help open the Kigali Marriott Hotel as supervisors in 2016 http://bit.ly/IbWFoUO

Related Links

Akilah Institute for Women
DECA
Instagram.com/marriottcareers
Mahindra Pride Schools
Marriott 2015 Sustainability Issue Reports
Marriott Foundation for People With Disabilities... Bridges From School to Work®
Marriott Jobs and Careers Facebook Page
Marriott Point of View on Twitter @MarriottPOV
NAF
Planet Marriott Tumblr
The Ritz-Carlton Succeed Through Service
Twitter.com/marriottcareers
Youth Career Initiative
The Marriott Hospitality Education Initiative (CHEI)

Unless otherwise noted, this report is based on data from Marriott's 2014 fiscal year and reflects the operational performance of our company-operated properties, which include owned, leased and managed properties, and exclude rooms from franchised, franchised unconsolidated joint ventures and timeshare properties.