

December 7, 2022

**VIA OVERNIGHT DELIVERY AND EMAIL**

Secretary of the Company

Kristin A. Campbell  
Office of the Corporate Secretary  
Hilton Worldwide Holdings Inc.  
7930 Jones Branch Drive, Suite 1100  
McLean, VA 22102-3313

Re: Shareholder proposal for 2023 Annual Shareholder Meeting

Dear Ms. Campbell,



The Unitarian Universalist Association (“UUA”), a shareowner of Hilton Worldwide Holdings Inc. (“Hilton” or the “Company”), is hereby submitting the attached resolution for inclusion in the proxy statement in accordance with Rule 14a-8 of the general rules and regulations of the Securities Exchange Act of 1934. A representative of the UUA will attend the annual meeting to move the resolution as required by SEC rules. The resolution requests that our Board of Directors publicly disclose the Company’s permanent paid sick leave policy. The resolution further clarifies that ‘permanent’ means a sick leave policy not conditioned on the existence of a pandemic or other external event.

The Unitarian Universalist Association (“UUA”) is a faith community of more than 1,000 self-governing congregations that brings to the world a vision of religious freedom, tolerance, and social justice. With roots in the Jewish and Christian traditions, Unitarianism and Universalism have been forces in American spirituality from the time of the first Pilgrim and Puritan settlers. The UUA is also an investor with an endowment valued at approximately \$230 million, the earnings from which are an important source of revenue supporting our work in the world. The UUA takes its responsibility as an investor and shareowner very seriously. We view the shareholder resolution process as an opportunity to bear witness to our values while we enhance the long-term value of our investments.

The UUA, through its Unitarian Universalist Common Endowment Fund, has continuously owned, for at least one year as the date hereof, at least \$25,000 worth of the Company's common stock, and we intend to continue to hold such shares through the date of the Company's annual meeting of shareholders in 2023.

The UUA is available to meet on Monday, December 19, Wednesday, December 21, or Tuesday, January 3, between 9am and 5pm EST on each day. We would also be happy to arrange for another mutually convenient time to discuss our proposal. I can be reached directly at (617) 948-4305 or [amcgeorge@uua.org](mailto:amcgeorge@uua.org).

Very truly yours,



Andrew McGeorge  
Treasurer and Chief Financial Officer

cc: Nadira Narine, Interfaith Center on Corporate Responsibility

Enclosure: Shareholder resolution  
Verification of stock ownership



## Public Disclosure of Paid Sick Leave Policy

### WHEREAS:

Nearly 28 million people working in the private sector in the U.S. have no access to earned sick time, or “paid sick leave” (PSL), for short-term health needs and preventive care.<sup>1</sup> Working people in the United States face an impossible choice when they are sick: to stay home and risk their economic stability, or to go to work and risk their health and the public’s health.

The vast majority (62%) of the lowest earning 10% of American employees do not have access to PSL.<sup>2</sup> 48% of Latinx workers and 36% of Black workers report having no paid time away from work of any kind.<sup>3</sup>

As the COVID-19 pandemic has shown, PSL is a crucial contributor to improved public health outcomes. One study found a 56% reduction in COVID-19 cases per state as a result of temporary federally mandated PSL,<sup>4</sup> and others an 11-30% reduction in influenza-like illnesses from state and local mandates.<sup>5</sup> State and local PSL mandates have also been shown to reduce the rate at which employees report to work ill in low-wage industries where employers often don’t provide PSL.<sup>6</sup>

PSL both increases productivity<sup>7</sup> and reduces turnover, which in turn reduces costs associated with hiring.<sup>8</sup> This is particularly important for lower-wage industries where turnover is highest. Companies across sectors, such as Darden,<sup>9</sup> Levi’s,<sup>10</sup> and Patagonia<sup>11</sup> are expanding and publicly sharing their policies.

However, Hilton Worldwide Holdings (Hilton) does not publicly describe its paid sick leave policy.

Hilton offers a Paid Time Off (PTO) program, described on the company’s website as “best in class.”<sup>12</sup> However, there are clear benefits to workers from having standalone PSL and paid vacation days. Importantly, some PTO policies require greater advanced notice/preapproved days off which is often not feasible when sick.

Hilton estimates that 30 percent of global employees and 45 percent of domestic employees are unionized.<sup>13</sup> This resolution defers to the PSL and PTO policies within collective bargaining agreements.

Hilton also operates franchised brands whose employees may not fall under the company’s leave policy. However, Hilton has the capability to set PSL policy expectations across franchised operations and to offer incentives to franchisees to match the leave policy of company-owned properties.

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<sup>1</sup> <https://www.bls.gov/news.release/pdf/ebs2.pdf>

<sup>2</sup> <https://www.bls.gov/news.release/pdf/ebs2.pdf>

<sup>3</sup> <https://www.bls.gov/news.release/leave.t01.htm>

<sup>4</sup> <https://www.healthaffairs.org/doi/10.1377/hlthaff.2020.00863>

<sup>5</sup> [https://www.nber.org/system/files/working\\_papers/w26832/w26832.pdf](https://www.nber.org/system/files/working_papers/w26832/w26832.pdf)

<sup>6</sup> <https://voxeu.org/article/pros-and-cons-sick-pay>

<sup>7</sup> <https://voxeu.org/article/pros-and-cons-sick-pay>

<sup>8</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5649342/>

<sup>9</sup> <https://www.darden.com/careers/restaurant-careers>

<sup>10</sup> <https://hrexecutive.com/levis-to-offer-paid-sick-leave-to-part-time-workers/>

<sup>11</sup> <https://www.patagonia.com/stories/family-business-weighing-the-business-case/story-32958.html>

<sup>12</sup> <https://jobs.hilton.com/us/en/benefits>

<sup>13</sup> <https://esg.hilton.com/wp-content/uploads/sites/3/2022/10/2021-ESG-Report-9-21.pdf>

More transparency on Hilton's policies such as worker eligibility requirements, number of hours of PSL provided by worker classification, requirements for using PSL, and whether PSL can be used to care for a family member who is ill help, will investors understand how the company is managing this human capital management, brand maintenance, and public health issue.

**RESOLVED:** Shareholders of Hilton ask the company to publicly disclose its permanent paid sick leave policy, above and beyond legal requirements. For purposes of this proposal, 'permanent' means a sick leave policy that is not conditioned on the existence of a pandemic or other external event."