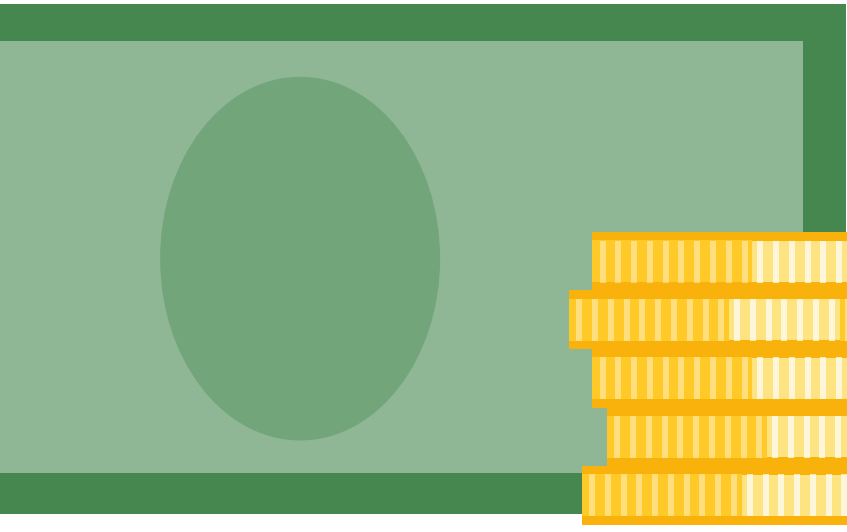


A LOOK AT US HOTEL INDUSTRY WAGES

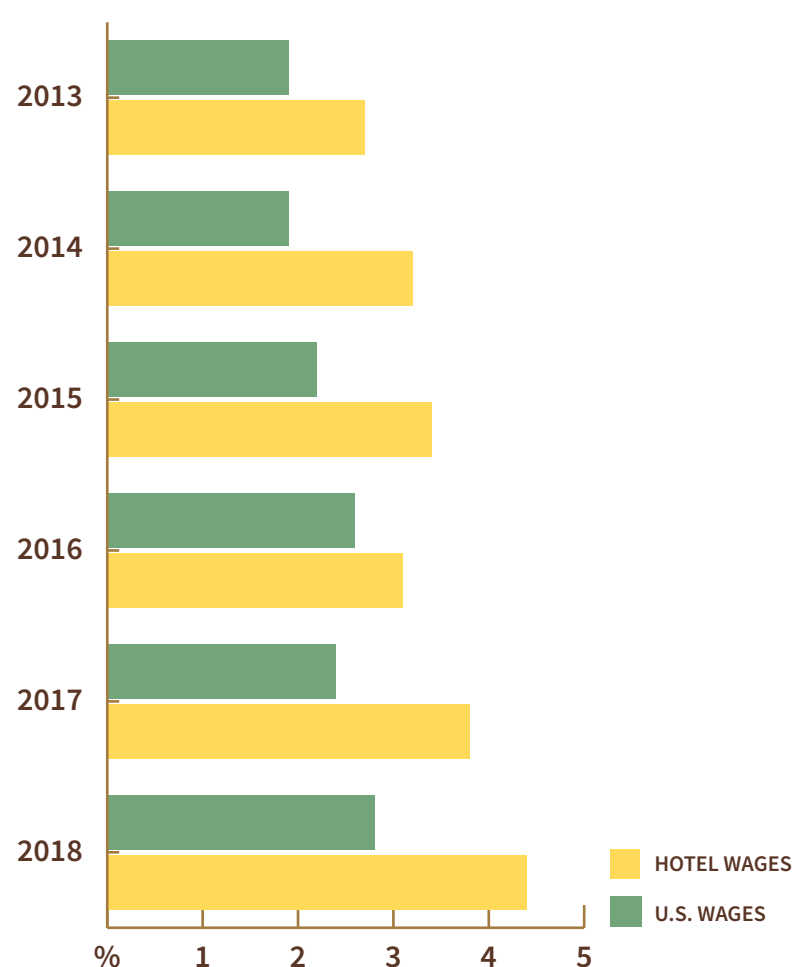
Research shows that wages in the U.S. hotel industry have risen at a rate higher than the national average for the past five years. This infographic takes a closer look at that trend.

WAGE GROWTH

Wages in the United States have risen on average between 2% and 2.8% the past five years, while wages in the hotel industry have exceeded that pace of growth on average by about 1%.

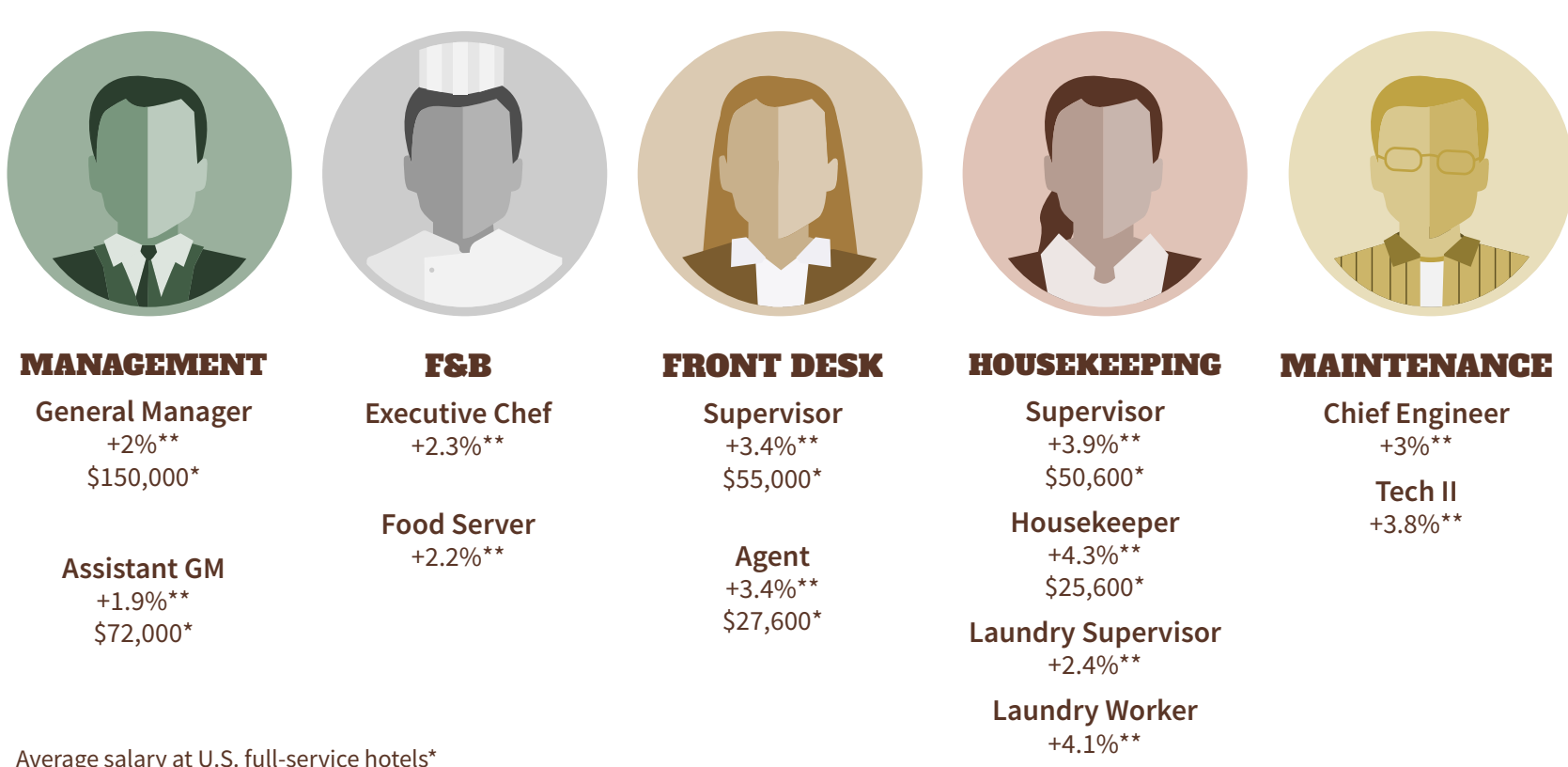


ANNUAL WAGE INCREASES



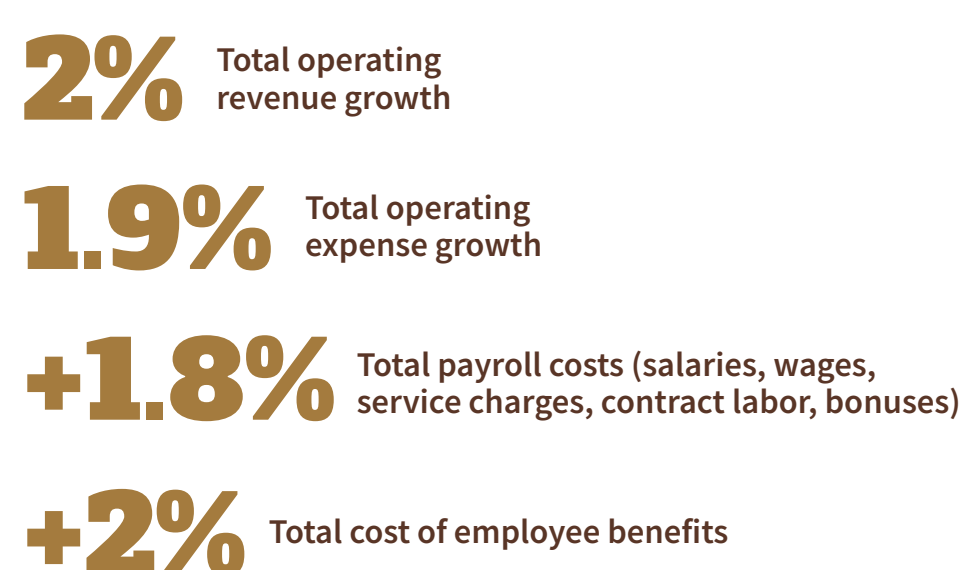
WAGES BY POSITION

According to American Hotel & Lodging Association, the majority of U.S. hotels pay a starting rate above minimum wage for at least 90% of entry-level employees.



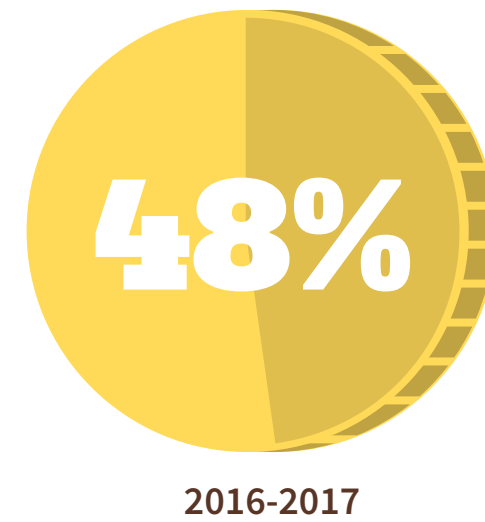
Average salary at U.S. full-service hotels*
Average wage increase 2013 to 2018**

PAYROLL PIE



*Numbers reflect 2017

Percentage of U.S. hotel industry expense growth tied to labor costs



64.5%



Salaries and wages paid to non-management

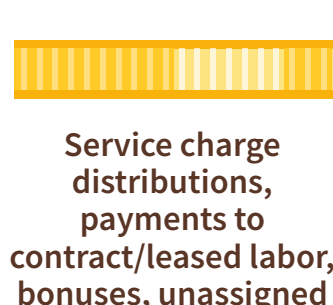
PERCENTAGE OF PAYROLL (2017)

23.5%



Salaries and wages paid to management

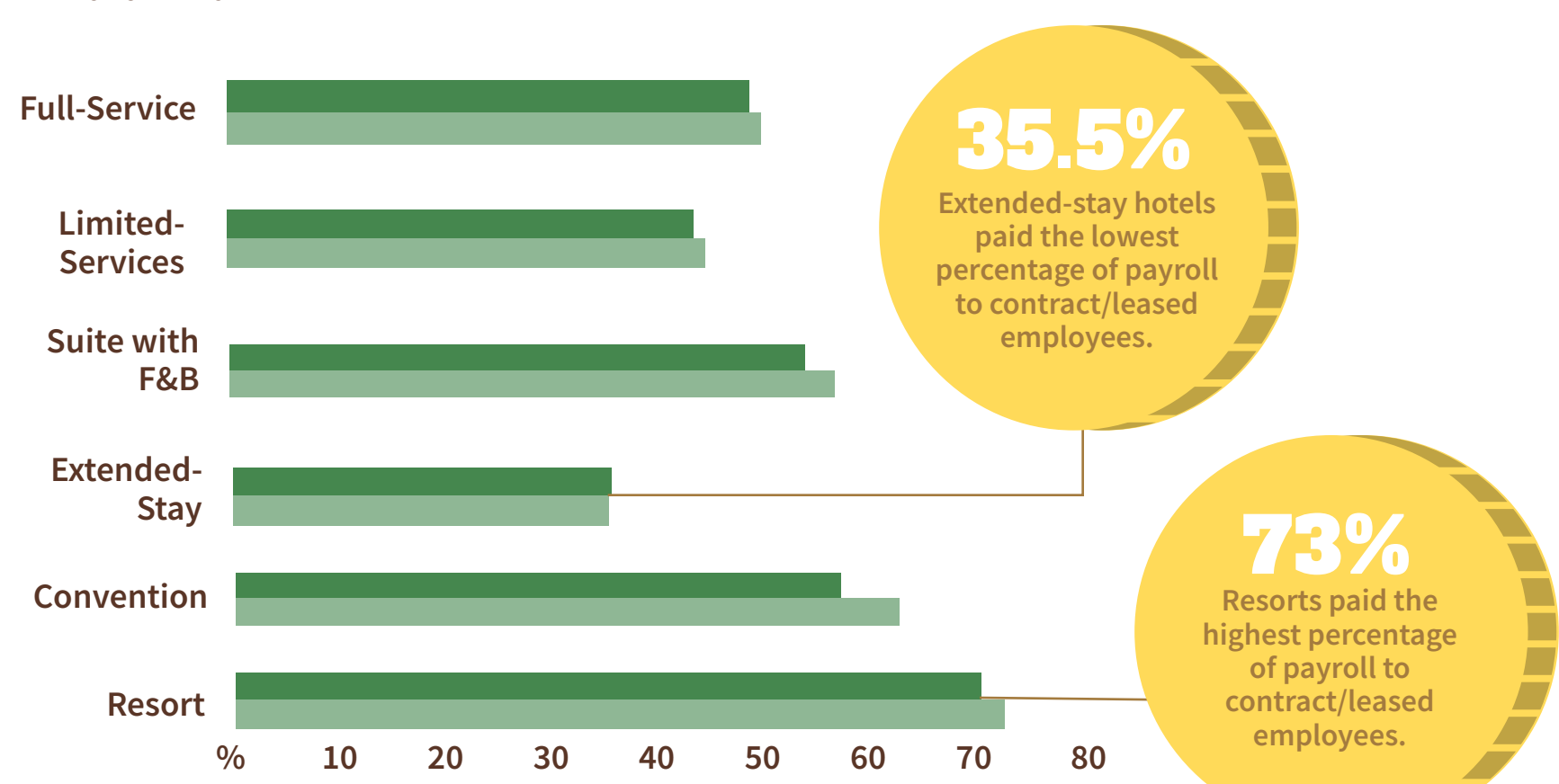
12%



Service charge distributions, payments to contract/leased labor, bonuses, unassigned

CONTRACT/LEASED LABOR

■ 2016 ■ 2017



BONUSES AND INCENTIVES

+1.1% Aggregate dollar amount of bonus payments to staff (2016-2017)

+0.6% Number of hotels paying bonuses (2016-2017)

94.1%

hotels paid bonuses to sales-and-marketing staff in 2017.

76.7%

hotels paid bonuses to administrative and general departments in 2017.

illustrations by rachel daub

Source: WageWatch, OBRE's 2018 Trends in the Hotel Industry report, U.S. Bureau of Labor Statistics, and American Hotel and Lodging Association

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