FAQs

VRI Americas and TPI

WELCOME TO CAPITAL VACATIONS!

Together, we are the BEST in the business with a shared passion for the independent timeshare resort, its management, owners, and the vacation traveler.

Below you will find helpful information as we welcome you to the team.
All communications and resources will be posted to https://vriamericas.capitalvacations.com.

COMPANY

What is happening?

Capital Vacations is acquiring VRI Americas (VRI) and Trading Places International (TPI) from Marriott Vacations Worldwide (MVW).

Is the name of the company changing?

No, we believe there is significant value and recognition of the VRI and TPI brands and will be incorporating both into our brand architecture. Capital Vacations will take the place of MVW as the parent company.

Will VRI leadership have a role at Capital Vacations?

Rich Muller will have a role on the Capital Vacations' Senior Leadership Team (SLT).

How will we leverage our combined strengths?

We have started a dedicated process to identify best practices across both teams and will implement those over time. We are excited to work together!

COMMUNICATIONS

Will Capital Vacations be reaching out to the HOA Boards, owners, and customers, and when?

Yes. Rich and the Resort Operations team have begun contacting Board members. We will also facilitate additional communication in the coming days and weeks.

How do I respond to questions about the acquisition?

Please refer to provided talking points.

All outside inquiries should be directed to Alli Beane, Capital Vacations' Director of Brand and Communications at abeane@ capitalvacations.com.

FINANCE & ACCOUNTING

How will corporate expenses be handled?

Please refer to recent communication from Rich Muller directing employees to use their personal cards for business expenses in the interim. All approved expenses will be reimbursed by Capital Vacations.

Where do I access my pay information going forward?

All pay information is available through your Employee Self Service (ESS) Portal with My HR Professionals. Set up your ESS at www.myHRprofessionals.com/ESS, or download the free app on your smartphone.

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HUMAN RESOURCES

How will this impact my role and compensation?

There is no immediate impact on the current role, job function, or compensation of any employee. One of the reasons we were so interested in acquiring VRI Americas and TPI Exchange is because of the Team.

Will my Work Arrangement or location change?

There are no changes to employee status or location.

What will happen to our existing benefits (medical, dental, 401K, etc.)?

Employees currently enrolled in MVW benefits will have no lapse in coverage and Medical, Dental, and Vision benefits will remain the same.

For employees enrolled in additional benefit programs such as Life Insurance, 401K, etc., those benefits will be harmonized into Capital Vacations benefits plans. The Capital Vacations HR team will initiate contact with each affected employee directly or through their manager with enrollment information.

What happens to my PTO?

All accrued PTO balances will carry forward to Capital Vacations.

What if I have approved upcoming time off planned?

There is no impact on PTO approved by your manager prior to April 15, 2022. New requests should be submitted through Capital Vacations' Time & Attendance "SwipeClock" system for manager approval.

How do I log/report my time? Approve time?

Starting Saturday, April 30, 2022, you will utilize Capital Vacations' Time & Attendance program "Swipe-Clock" which is similar to your current process. You will be able to clock in/out online through a web clock or manually on the physical, on-site Wall Clock. Supervisors will be provided credentials with elevated privileges to review and approve employee time off requests.

The HR team will be scheduling zoom training sessions on several "how to do" topics for the new Time & Attendance Program.

YOUR PASSION IS OUR PURPOSE

Capital Vacations is re-imagining the travel experience by connecting Independent Resorts with travelers through our technology platform and vacation products.

We partner with over 200 Independent Resorts across the U.S., Mexico and the Caribbean, deploying strategic value-add tools that allow Independent Resorts to increase revenues across multiple channels. In addition, we service over 1 million travelers a year with a hyper-focus on the owner and guest experience and the creation of long-term relationships.