

2019 EVANS HOTELS

Corporate Social Responsibility Report



WE CARE

People • Community • Environment



A Letter From our **Leadership Team**

Being an active member of the community and a good corporate citizen has been part of Evans Hotels' values since the founding of the Bahia Resort Hotel in 1953. Our family-run business is rooted in the belief that our hotels are both "of the community" and "for the community." This philosophy is reflected in our relationships with our workforce and our guests, as well as the support we provide to the community and our care for the environment.

In order to build and nurture a sustainable organization for the future, our **WE CARE** corporate social responsibility program focuses on three key areas: our people, our community, and our environment. In this document, we are proud to share our third annual report on our efforts and accomplishments in each of these three sectors.



Through the efforts embodied in the **WE CARE** initiative, Evans Hotels helps ensure that San Diego shines—the oceans, beaches, bays, and parks are clean; our people and communities are healthy and thriving; and there is a wide variety of events and attractions for visitors and residents alike to enjoy.

We are proud of the accomplishments our team has achieved thus far, and look forward to growing our **WE CARE** program even further in years to come. Together, we can build a cleaner and happier future for our people, our community, and our planet.

Grace Evans Cherashore

Executive Chairwoman

Robert H. Gleason

President & Chief Executive Officer

PEOPLE

Evans Hotels is committed to supporting and enhancing employee well-being through a variety of programs that support and nurture its team professionally and personally. Through these programs, Evans Hotels is able to build a healthy, well-trained workforce that has a strong positive connection to the organization and helps to enhance the guest experience.



1,156
individuals employed



75 employees
assisted with their path to U.S. Citizenship



\$43 million
paid to our employees

7 employees
became U.S. Citizens and **42 employees** through the New American Workforce Program

\$32 million
assets in employee retirement plans



\$10.6 million
paid in employee benefits



110 (9.5%) employees
have 20+ years of service



59 learning & development opportunities each year
57 internal promotions

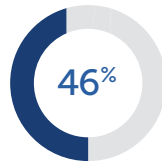
11 Years
average tenure of all employees with over 1 year of service



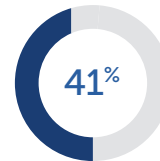
23%
managers received advanced training in leadership development



40 free on-site health & wellness
activities throughout the year



women in management



racial/ethnic diversity in management



932
biometric screenings provided

211
flu shots given



1.3 million
guests served



Over \$550,000
value of cash and in-kind
donations to community
organizations



\$27 million
paid to local vendors
and purveyors



231 community
organizations supported

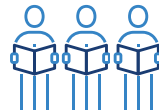


\$5.1 million
rent paid to
City of San Diego



Over 45 years
as a polling place for the
Registrar of Voters

\$2.1 million
property taxes paid



19 interns
from local high schools
and colleges



\$7.5 million
hotel taxes and
assessments paid



40 non-profit boards
served by senior level
management

\$3.8 million
sales tax collected

COMMUNITY

Evans Hotels has a long history of supporting local community organizations that enrich the lives of residents and guests. Through WE CARE, we are dedicated to strengthening our community through donating time, goods, services and cash to causes that ensure San Diego shines for our workforce, their families, and our neighbors.



ENVIRONMENT

Improving and sustaining the local environment through careful stewardship of natural resources is a key focus at Evans Hotels. The company is dedicated to making the oceans, beaches, bays, and parks healthier and more beautiful through local cleanup efforts, waste diversion, water conservation, and energy efficiency as well as carbon emissions reduction.



379 tons
of food waste composted
(100% of collected food
waste generated)



396 lbs.
of waste removed from
beaches during clean-ups



4,935 gallons
of used cooking oil
converted to biodiesel



**Ocean Friendly
Restaurants**
all four restaurants
are certified by the
Surfrider Foundation



5,058 lbs.
of e-waste recycled



768,700 gallons
of water saved through
laundry recycling efforts



100% of paper products
made from recycled materials
(napkins, paper towels, toilet
paper, printer paper, face tissue,
take-out containers, and cups)



100% of guest rooms use
energy efficient light bulbs



70% of total waste
diverted from landfills



128 employees using
subsidized public transit



176 employees
donated **384** hours
to beach cleanups



12 consecutive years
certified at the highest level in
CA's Green Lodging Program



The Good Traveler Program

Offsetting the environmental impact of travel is now easy, affordable and meaningful.

When you purchase a carbon footprint offset from The Good Traveler, 100% of those funds go to the offset providers. Each Good Traveler carbon-offset of \$2 reduces emissions equivalent to 1,000 miles of flying or 400 miles of driving or as much as 5 nights in your hotel room. Purchasing a verified carbon-offset helps fund a windmill farm, a forestry project and a Colorado Delta restoration project.

Funds from a single Good Traveler verified carbon-offset:

- Offsets 344 pounds of carbon dioxide
- Restores 50 gallons of water

For additional information, visit:

TheGoodTraveler.org



California Green Lodging Program

The California Green Lodging Program acknowledges and certifies environmentally conscious hotels that demonstrate water and energy conservation, waste minimization, recycling, environmentally friendly purchasing, program sustainability, and pollution prevention. The program is committed to demonstrating the highest standards of integrity and environmental ethics for the State of California, as well as encourages state and local government travelers to seek out and give preference to these certified “green” hotels.

These practices enable us to:

- 70% of total waste diverted from our landfills
- Collect 4,935 gallons of grease to be converted to biodiesel
- Recycle 5,058 pounds of e-waste
- Collect and divert 379 tons of food waste to be composted. This constitutes 100% of the food waste generated.

Environmentalist Level hotels achieved a field survey score of 350 or more points. This is the highest level of program participation. They have a written environmental policy in place and meet all of the seven program’s criteria:

- Waste minimization
- Reuse/recycling
- Energy efficiency
- Conservation and management
- Waste management
- Hazardous materials management
- Environmentally and socially sensitive purchasing policies





BAHIA
RESORT HOTEL

CATAMARAN
RESORT HOTEL
and Spa

THE LODGE TORREY PINES

About Evans Hotels

San Diego natives and entrepreneurs William D. and Anne L. Evans founded Evans Hotels in 1953 and the company has been an important part of the region ever since. Its portfolio includes two properties on Mission Bay, Catamaran Resort Hotel and Spa and Bahia Resort Hotel, and one AAA Five Diamond property in the prominent seaside community of La Jolla, The Lodge at Torrey Pines. The company, headquartered in San Diego, remains family-owned and committed to the community. For additional information, visit EvansHotels.com.

About this Report

This is Evans Hotels' third corporate social responsibility **WE CARE** report. Data included in this report covers the period of January 1 through December 31, 2019. Additional data from prior years is included where specified. The report was published in spring 2020. We intend to provide a report or update on our corporate responsibilities annually.

Looking Forward

At Evans Hotels, we are proud of the accomplishments outlined in our third annual corporate social responsibility report and recognize there is still work to be done. The initiation of **WE CARE** signifies our deep commitment to the area and also gives us the opportunity to continue improving, helping, and refining what it means to be an active member of the community and a good corporate citizen.

We are dedicated to nurturing our staff professionally and personally, supporting local non-profit organizations, and reducing our environmental impact. We look forward to a bright future as we continue to show how deeply **WE CARE** about our people, community, and environment for many years to come.

For more information about our corporate social responsibility program efforts, please visit our website at EvansHotels.com/WeCare.

WE CARE
People • Community • Environment

