

2020 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. This document is our fifth annual report that outlines our continued efforts and accomplishments in these areas, however, this year's metrics have been affected by COVID-19.

As with all hospitality businesses, Evans Hotels was heavily impacted by the COVID-19 pandemic in 2020. Although our hotels remained open the entire year to serve our community, our business volumes were significantly reduced, nearly all of contracted meetings and catering events were canceled, and state and county regulations limited our ability to operate all of our facilities and amenities at full capacity. This report reflects the inevitable impact of the pandemic economy on a number of our WE CARE initiatives during



2020. However, it also reflects new programs launched during the pandemic to support our people and our community (highlighted in blue), such as additional support of our team members during the crisis and a discounted rate program for frontline healthcare workers.

Despite being a year of constant challenges, we are proud of the work our entire team did to ensure our company remained in the best possible position to sustain this prolonged downturn and continue serving our community. Together, we can build a cleaner and happier future for our people, our community, and our planet.

Robert H. Gleason

President & Chief Executive Officer

Grace Evans Cherashore

Executive Chairwoman

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.



923 individuals
employed



\$30 million
paid to our employees



\$35.6 million
assets in employee
retirement plans

\$9.6 million
paid in employee benefits



31 learning &
development
opportunities
each year

16
internal
promotions



46%
women in
management



44%
racial/ethnic diversity
in management



5 employees
became new U.S. Citizens

47 employees
have become U.S. Citizens through
the New American Workforce Program

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



43 employees
have **30+** years of service

102 (11.1%) employees
have **20+** years of service

10 years
average tenure of all employees
with over one year of service



39,156 miles
walked in one month for the
Couch-to-5k challenge



**22 free on-site
health & wellness**
activities throughout the year



\$0 cost of on-site
flu shots for employees



2,107 food packages
distributed to our
Evans Hotels team



**92 internal department
and property transfers** to retain
employees

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.



725,000+ guests served



Over \$100,000 value of cash and in-kind donations to community organizations



Over \$18.7 million paid to local vendors and purveyors



76 community organizations supported



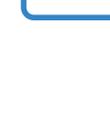
38 non-profit boards served by senior level management



\$4.6 million hotel taxes and assessments paid



\$4.3 million rent paid to City of San Diego



\$1.75 million sales tax collected

\$2.1 million property taxes paid



Preferred Rate Program with all major San Diego healthcare systems



4,167 room nights for frontline healthcare workers

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.



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



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



3,423 gallons
of used cooking oil
converted to biodiesel



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



1,500 lbs.
of e-waste recycled



538,222 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



55% of total waste
diverted from landfills



51 employees
using subsidized public transit



22 employees
donated 66 hours
to beach cleanups



13 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:

- 55% of total waste diverted from our landfills
- Collect 3,423 gallons of used cooking oil to be converted to biodiesel
- Recycle 1,500 pounds of e-waste
- Collect and divert 117 tons of food waste to be composted. This constitutes 100% of the food waste generated.



California Hotel & Lodging Association | Clean + Safe Certified

The safety and well-being of our guests and employees have always been the top priority at Evans Hotels, and that commitment took on special significance in light of the global outbreak of COVID-19. As members of CHLA, all of Evans Hotels’ properties became Clean + Safe Certified as well as implementing its own program called **Clean & Care Commitment** in May 2020. This commitment reinforces our dedication to providing a healthy and sanitary environment for guests and employees alike.

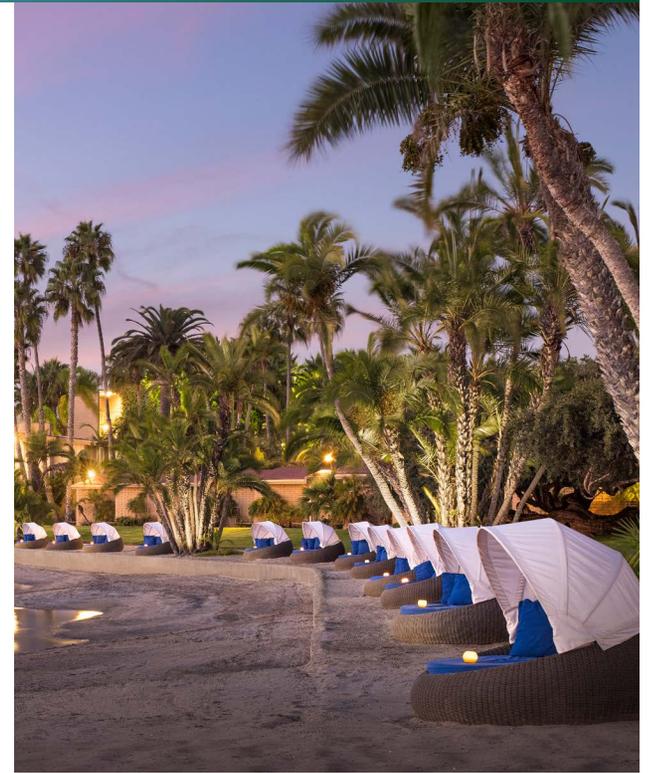




THE LODGE TORREY PINES®



CATAMARAN
RESORT HOTEL
and Spa



BAHIA
RESORT HOTEL

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](https://www.EvansHotels.com).

About this Report

This is Evans Hotels' fifth corporate social responsibility WE CARE report. Data included in this report covers the period of January 1 through December 31, 2020. Additional data from prior years is included where specified. The report was published in spring 2021. 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 fifth 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/Corporate-Social-Responsibility.

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