

# 2024 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 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.

**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.



**1,230 individuals**  
employed



**\$57.6 million**  
paid to our employees

**\$47.9 million**  
assets in employee  
retirement plans



**\$14.9 million**  
paid in employee benefits



**63** learning  
and development  
opportunities



**218 flu shots**  
given



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



**272 biometric**  
screenings completed



**97 internal**  
promotions



**6 employees**  
became **new** U.S. Citizens

**57 employees**

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

**76 employees**

assisted with their path  
to U.S. Citizenship



**59 employees**

have achieved **30+** years of service  
(**40** currently active employees)

**131 (11+%) employees**

have **20+** years of service

**9+ years**

average tenure of all employees  
with over one year of service

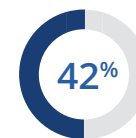
**35% managers & supervisors**

received advanced training in leadership  
development

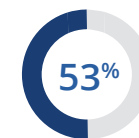


**1,500+ participants**

attended our free onsite health &  
wellness activities throughout the year



**women**  
in management



**racial/ethnic diversity**  
in management



# 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.



**1.2+ million**  
guests served



**\$592,000+**  
value of cash and in-kind  
donations to community  
organizations



**\$30+ million**  
paid to local vendors  
and purveyors



**\$6.8 million**  
rent paid to  
City of San Diego



**46 non-profit boards**  
served by company  
management



**\$2.3 million**  
property taxes paid

**\$9.8 million**  
hotel taxes and  
assessments paid



**170 community**  
organizations  
supported

**\$4.7 million**  
sales tax collected





# 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.



## Ocean Friendly Restaurants

all restaurants are certified by the Surfrider Foundation



## 61 employees

donated 183 hours to beach clean-ups



## 16 consecutive years

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



## 77 employees

using subsidized public transit



## 91 tons

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



## nearly 800,000 gallons

of water saved through laundry recycling efforts



## 327 lbs.

of waste removed from beaches during clean-ups



## 100% of paper products

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



## 9,197 gallons

of used cooking oil converted to biodiesel



## 1,761 lbs.

of e-waste recycled



Evans Hotels Recognized With

## SDCLA Gold Key Awards Good Earthkeeping Award

In 2024, Evans Hotels was honored with the inaugural Good Earthkeeping Award at the annual Gold Key Awards presented by the San Diego County Lodging Association. This new award category recognizes lodging properties that have developed a culture toward integrating environmental management practices that improve everyday operations and the bottom line while maintaining quality service and meeting guest expectations. Evans Hotels received this award in recognition of the results of our WE CARE program and the consistent daily efforts of our entire team.

For additional information, visit:  
[LodgingSD.com](https://LodgingSD.com)



## 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:

- Divert **43%** of total waste from our landfills
- Collect **9,197** gallons of used cooking oil to be converted to biodiesel
- Recycle **1,761** pounds of e-waste
- Collect and divert **91** tons of food waste to be composted.  
This constitutes 100% of the food waste generated.



## California Equal Pay Pledge

The California Equal Pay Pledge is a partnership between the Office of the First Partner, the California Commission on the Status of Women and Girls, and the California Labor and Workforce Development Agency to turn the strongest equal pay laws in the nation into the smallest pay gap in the nation.

Evans Hotels is proud to sign the Pledge and join more than 100 major corporate commitments, reaching hundreds of thousands of employees across the state.







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' ninth corporate social responsibility WE CARE report. Data included in this report covers the period of January 1 through December 31, 2024. Additional data from prior years is included where specified. The report was published in spring 2025. 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 ninth-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](https://EvansHotels.com/Corporate-Social-Responsibility).

Evans Hotels has demonstrated its commitment to donating, conserving, and volunteering to a variety of causes and non-profit organizations for over 70 years. Evans Hotels debuted WE CARE to reaffirm its core social responsibility values and key areas of focus: **Wellness** and health, **Education**, **Children** and youth, **Arts** and culture, **Responsible** conservation, and **Environmental** stewardship.

# WE CARE

People • Community • Environment

