

# 2016 EVANS HOTELS Corporate Social Responsibility Report



**WE CARE**

People • Community • Environment



## A LETTER FROM OUR Leadership Team

It is with great excitement that we announce the launch of the Evans Hotels **WE CARE** program.

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, **WE CARE** focuses on three key areas: our people, our community, and our environment. In this document, we are proud to share our first 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.

Handwritten signature of Grace Evans Cherashore in blue ink.

**Grace Evans Cherashore**

Executive Chairwoman

Handwritten signature of Robert H. Gleason in blue ink.

**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.



**1,186**  
individuals employed



**\$39 million**  
paid to our employees



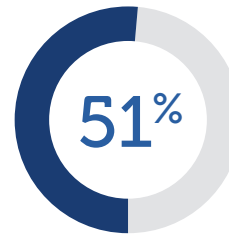
**\$9.5 million**  
paid in employee benefits



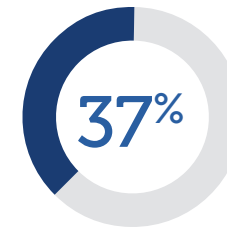
**100 (8.4%)**  
employees have  
**20+ years** of service  
**10.9 years** average tenure  
of employees with over  
1 year of service



**44**  
internal promotions



women in management



racial/ethnic diversity in management



**40+**  
learning & development opportunities each year



**47%**  
managers received advanced training in leadership development



**35 free on-site health & wellness** activities throughout the year  
**Over 5.2 million** steps taken in our 5k-a-day steps challenge



**54 employees** assisted with their path to U.S. citizenship through the New American Workforce Program



**\$1 million+**  
guests served



**More than 150**  
community organizations supported



**Over \$300,000**  
value of cash and in-kind donations to community organizations



**Over 1,200**  
partnerships with local vendors and purveyors



**Over 40 years**  
as a polling place for the Registrar of Voters



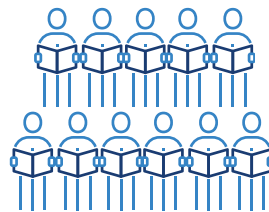
**\$6 million**  
rent paid to City of San Diego



**\$6.7 million**  
hotel taxes and assessments paid

**\$2 million**  
property taxes paid

**\$3.3 million**  
sales tax collected



**15 interns**  
from local high schools and colleges

## 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.



**76%**  
of total waste  
diverted from landfills



**357 tons**  
food waste composted  
(100% of collected food  
waste generated)



**4,558 gallons**  
of used cooking oil  
converted to biodiesel



**950,000 gallons**  
of water saved through  
laundry recycling efforts



**100%** of guest  
rooms use energy  
efficient light bulbs



**1,240 lbs.**  
of e-waste recycled



**100%**  
of paper products

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



**9 years**

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



**192 lbs.**  
of waste removed from  
beaches during clean-ups



**96 employees**  
donated **105 hours**  
to beach cleanups



**105** employees using  
subsidized public transit



## 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 certified carbon-offset of \$2 offsets 1,000 miles of flying or 400 miles of driving. Purchasing a certified carbon-offset helps fund a windmill farm, a forestry project and a Colorado Delta restoration project.

Funds from a single Good Traveler certified carbon-offset:

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

For additional information, visit: [thegoodtraveler.org](http://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:

- Divert 76% of total waste from our landfills
- Collect 4,558 gallons of grease to be converted to biodiesel
- Recycle 1,240 lbs. of e-waste
- Collect and divert 357 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 at 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](https://www.evanshotels.com).

## About this Report

This is Evans Hotels' first corporate social responsibility **WE CARE** report. Data included in this report covers the period of January 1 through December 31, 2016. Additional data from prior years is included where specified. The report was published in fall 2017. 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 first 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.

Looking toward the future, 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](http://EvansHotels.com/WeCare).

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