

# 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



**\$43 million**  
paid to our employees



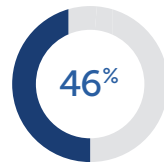
**\$10.6 million**  
paid in employee benefits



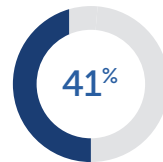
**59** learning & development opportunities each year  
**57** internal promotions



**23%** managers received advanced training in leadership development



women in management



racial/ethnic diversity in management



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

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

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



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

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

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



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



**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

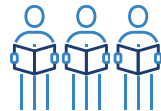


**\$5.1 million**  
rent paid to  
City of San Diego



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

**\$7.5 million**  
hotel taxes and  
assessments paid



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



**\$2.1 million**  
property taxes 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](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:

- 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](http://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](https://EvansHotels.com/WeCare).

**WE CARE**  
People • Community • Environment

