

March 20, 2024

Craig Smith
Chief Executive Officer
Aimbridge Hospitality
5301 Headquarters Drive
Plano, TX 75024

VIA EMAIL

Re: Concerns re Alleged Sexual Harassment and Management at Aimbridge-Operated Hotels in Southern California

Dear Mr. Smith:

Congratulations on your achievement in being named Chief Executive Officer at Aimbridge Hospitality. We wish you the best of success in this challenging new role.

As you take the reins at Aimbridge, we write to raise concerns regarding a matter of urgent importance on which we hope you will play a leading role: Women workers have brought forward allegations of sexual harassment and ineffective management at multiple Aimbridge-operated properties in Southern California.

At the Aimbridge-managed Hampton Inn in Santa Monica, one worker recently alleged in a letter to the California Civil Rights Department that a male coworker repeatedly verbally threatened her at work, including by aggressively calling her a “fucking bitch.” In her letter, she alleges that the verbal threats and sexist slurs continued for over six weeks, even though she reported the behavior to the general manager on multiple occasions. She alleges that the hotel failed to respond appropriately to her complaints of harassment, and that instead, the hotel retaliated against her by terminating her. Another woman worker has also come forward alleging that she was sexually harassed by management of the same hotel.

At the Sheraton Park Hotel at the Anaheim Resort, which is also operated by Aimbridge, three women recently alleged that they were sexually harassed by the same coworker, and that the hotel took little to no action to investigate, prevent, or otherwise respond to reports of the harassment. The women have submitted complaints to the California Civil

Rights Department, requesting an investigation into hotel's response to the alleged sexual harassment.

At the San Pedro Doubletree, which was operated by Aimbridge until it was replaced earlier this year, workers have filed a pending class action lawsuit against an Aimbridge subsidiary alleging violations of the panic button and other worker safety provisions of the Los Angeles Hotel Worker Protection Ordinance. A primary purpose of this ordinance is to help protect workers from sexual assault in the workplace.

These incidents form what appears to be a pattern of managers at Aimbridge properties failing to adequately ensure full respect for women workers' rights. As someone who is only now joining Aimbridge's leadership, we are not suggesting that you are responsible for or would condone this conduct. But it clearly presents a critical challenge to your early leadership and an opportunity to course correct.

To address these concerns, we ask that you take at least the following steps. First, we ask that you meet with us to discuss these concerns in depth at the earliest opportunity. Second, appropriate steps must be taken on an urgent basis with respect to each of the pending cases, which should at minimum include holding managers who have failed to effectively address sexual harassment or implement necessary policies accountable and ensuring that workers who have suffered harassment are not required to interact with their abusers and receive all appropriate remedies. Third, Aimbridge should work with us and other stakeholders to appoint a respected Ombudsperson on gender-based discrimination and harassment, who can provide an independent assessment of the company's practices, recommend systemic reforms, and ensure complete and appropriate remediation in particular cases.

We hope that you will respond positively to this communication and look forward to working with you to help Aimbridge address these serious concerns.

Sincerely,

María Elena Durazo
California State Senator

Ash Kalra
California State Assemblymember

Anthony Portantino
California State Senator

Miguel Santiago
California State Assemblymember

Lola Smallwood-Cuevas
California State Senator

Pilar Schiavo
California State Assemblymember

Dolores Huerta
Co-Founder
United Farm Workers

Teresa Romero
President
United Farm Workers

Lorena Gonzalez Fletcher
Executive Secretary-Treasurer
California State Labor Federation

Lindsey Horvath
Los Angeles County Supervisor

Katrina Foley
Orange County Supervisor

Rev. Denyse Barnes
Director
Justice and Compassion Ministries
California-Pacific Annual Conference
United Methodist Church

Clarissa Cervantes
Riverside City Councilmember

Shana Charles
Fullerton City Councilmember

Pastor Thembekila Crystal Coleman-Smart
Christ Liberation Ministries;
Executive Director
The Women of SCLC Southern California

Rev. Linda Culbertson
General Presbyter
Presbytery of the Pacific

Vicente Sarmiento
Orange County Supervisor

Mayor Ashleigh Aitken
City of Anaheim

Mayor John Erickson
City of West Hollywood

Heather Hutt
Los Angeles City Councilmember

Curren Price
Los Angeles City Councilmember

Nithya Raman
Los Angeles City Councilmember

Hugo Soto-Martinez
Los Angeles City Councilmember

Gleam Davis
Santa Monica City Councilmember

Kris Erickson
Trustee
Orange Unified School Board

Mark Gonzalez
Chair
Los Angeles County Democratic Party

Ana Grande
Executive Director
Program for Torture Victims

Rev. Jennifer Gutierrez
Executive Director
Clergy and Laity United for Economic Justice

Florice Hoffman
Treasurer
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Jessie Lopez
Santa Ana City Councilmember

Penélope Lopez
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Frances Marquez
Cypress City Councilmember

Jonathan Ryan Hernandez
Santa Ana City Councilmember

Juan Muñoz
Lynwood City Councilmember

Virginia Parks
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Sepi Shyne
West Hollywood City Councilmember

Caroline Torosis
Santa Monica City Councilmember

Donald Torres
Stanton City Councilmember

Gracie Torres
Director
Western Municipal Water District

Kathleen Treseder
Irvine City Councilmember

Benjamin Vasquez
Santa Ana City Councilmember

Tony Vazquez
Board member
California State Board of Equalization

Steven Veres
Trustee
Los Angeles Community College District

Jesse Zwick
Santa Monica City Councilmember

Titles for identification purposes only

CC David Mussafer, Managing Partner & Chairman, Advent International
Mark Tamis, Global President, Aimbridge Hospitality