

April 11, 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,

**Lieutenant Governor of California**  
**Eleni Kounalakis**

**María Elena Durazo**  
*California State Senator*

**Anthony Portantino**  
*California State Senator*

**Lola Smallwood-Cuevas**  
*California State Senator*

**Ash Kalra**  
*California State Assemblymember*

**Liz Ortega**  
*California State Assemblymember*

**Luz Rivas**  
*California State Assemblymember*

**Miguel Santiago**  
*California State Assemblymember*

**Pilar Schiavo**  
*California State Assemblymember*

**Teresa Romero**  
*President*  
*United Farm Workers*

**Dolores Huerta**  
*Co-Founder*  
*United Farm Workers*

**Lorena Gonzalez Fletcher**  
*Executive Secretary-Treasurer*  
*California State Labor Federation*

**Lindsey Horvath**  
*Los Angeles County Supervisor*

**Katrina Foley**  
*Orange County Supervisor*

**Vicente Sarmiento**  
*Orange County Supervisor*

**Mayor Ashleigh Aitken**  
*City of Anaheim*

**Mayor John Erickson**  
*City of West Hollywood*

**Bob Blumenfield**  
*Los Angeles City Councilmember*

**Eunisses Hernandez**  
*Los Angeles City Councilmember*

**Heather Hutt**  
*Los Angeles City Councilmember*

**Tim McOsker**  
*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 Council Member*

**Caroline Torosis**  
*Santa Monica City Councilmember*

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Rev. Denyse Barnes  
*Director of 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*

Kris Erickson  
*Trustee*  
*Orange Unified School Board*

Mark Gonzalez  
*Chair*  
*Los Angeles County Democratic Party*

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Ana Grande  
*Executive Director*  
*Program for Torture Victims*

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

Margaret Hanlon-Gradie  
*Principal Consultant*  
*California Legislative Women's Caucus*

Jonathan Ryan Hernandez  
*Santa Ana City Councilmember*

Florice Hoffman  
*Treasurer*  
*Democratic Party of Orange County*

Jessie Lopez  
*Santa Ana City Councilmember*

Penélope Lopez  
*Organizing Director*  
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*Cypress City Councilmember*

Juan Muñoz  
*Lynwood City Councilmember*

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*Faculty Director*  
*UC Irvine Labor Center*

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*Los Angeles County Assessor*

Rocio Rivas  
*Board Member*  
*Los Angeles Unified School District*

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*West Hollywood City Councilmember*

Donald Torres  
*Stanton City Councilmember*

Gracie Torres  
*Director*  
*Western Municipal Water District*

Kathleen Treseder  
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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 Ana City Councilmember*

*Titles for identification purposes only*

CC David Mussafer, Managing Partner & Chairman, Advent International  
Mark Tamis, Global President, Aimbridge Hospitality  
Dave Williams, Vice President, Human Resources-Labor, Aimbridge Hospitality