



Individual AHLA Member Commitments to Advance Safety and Security

Building on decades of investing in safety and security, the American Hotel & Lodging Association (AHLA) and the major hotel brands in membership announced the [5-Star Promise](#) on September 6, 2018. Participating members pledged to provide hotel employees across the U.S. with employee safety devices (ESDs) and commit to enhanced policies, trainings and resources that together are aimed at preventing and responding to sexual harassment and assault. In addition to ESDs, their commitment includes mandatory anti-sexual harassment policies in multiple languages and employee training programs.

The following hotel brands made commitments during the initial announcement: AccorHotels, Best Western Hotels & Resorts, Caesars Entertainment, Four Seasons Hotels and Resorts, G6 Hospitality, Hilton, Hyatt, IHG, Las Vegas Sands Corp, Loews Hotels & Co, Marriott International, Montage International, Outrigger Hotels and Resorts, Radisson Hotel Group, Red Lion Hotels Corporation, Red Roof, and Wyndham Hotels & Resorts. Details of the individual brand commitments at the time of the original announcement can be viewed [here](#).

The following is a list of updated commitments and progress reports from AHLA member companies received to date.

Last updated: December 2020

AccorHotels. The safety and security of our employees has always been a top priority at Accor. “Feel Valued” is our pledge to our employees, that each will enjoy a positive and fulfilling experience. It reflects our promise to care about employees’ wellbeing and balance, to be open to all, to empower and encourage talent to blossom and to see our differences as opportunities to spur innovation. For many years Accor regional Learning Academies has included a number of mandatory trainings and code of Ethics signed by our employees. Such programs promote inclusion and diversity to support our anti-discrimination and anti-harassment values. Accor has a strict policy against sexual harassment that is adhered by all properties managed by Accor across the North & Central America region, including the United States. Procedures and escalation protocols are in place to ensure our 25,000 employees are protected, trained and encouraged to report any instances. We also provide mandatory trainings on Corporate Social Responsibility and WATCH (We Act Together for Children), a training and reporting program to fight against sexual exploitation of children. Accor is constantly transforming and overturning hospitality industry conventions with innovations. We take pride in identifying & leveraging

new and emerging technologies, especially when it comes to the safety and security of our stakeholders. We are encouraged by our progress to date with the deployment of safety devices for employees who enter guestrooms and restrooms unaccompanied. Accor is proud to collaborate with our industry and AHLA in our joint commitment to provide hotel employees with safety devices to help them feel safe on the job by 2020.

Aimbridge Hospitality. As the largest third-party hotel management company in North America, Aimbridge Hospitality is proud to employ more than 30,000 associates at over 850 hotels and resorts, and we are deeply invested in their safety and well-being. Our portfolio is diverse, from branded and independent properties to luxury resorts, and we work in partnership with the brands and our individual hotel owners to offer the best safety protocols, policies and technology. This includes personal safety devices so associates and guests at all our locations can rest easy.

Apple Hospitality REIT, Inc. At Apple Hospitality REIT, Inc. (“Apple Hospitality”), the tenets of hospitality and caring for hotel associates and guests are at the forefront of our core values. Apple Hospitality is committed to the safety and security of hotel associates and guests and is proud to support the AHLA’s 5-Star Promise. As a real estate investment trust that owns more than 230 hotels, we selectively engage third-party management companies that we believe are the best in the industry to operate our hotels. Our hotel management companies share our commitment to the well-being of hotel associates and guests and are responsible for the day-to-day operations of our hotels, including hiring, training and supervising hotel associates. We support the management companies by funding and sharing best practices identified from more than 20 management companies and 13 brands. These best practices encompass our management companies’ enhancement of existing initiatives to continuously improve safety and security measures to ensure the well-being of associates and guests, including anti-harassment and anti-trafficking policies and safety and security training. Together with our management companies and the brands, Apple Hospitality is also committed to the deployment of employee safety devices across our portfolio by the end of 2020 and ongoing communication and training related to existing and enhanced safety measures. Apple Hospitality does not tolerate harassment of any kind and will continue to support these initiatives.

Atrium Hospitality. Atrium Hospitality is committed to the safety and well-being of all 9,396 associates at the 82 hotels in our management portfolio. Safety and security has always been, and will continue to be, a top priority. Atrium Hospitality has current trainings and procedures in place, following respective franchisor recommendations by brand, including mandatory anti-sexual harassment policies and trainings for all associates. We follow specific brand recommendations for Hilton, Marriott, IHG, and Ramada branded hotels as well as independent locations, continuously reviewing policies, protocols, trainings, and new and emerging technologies to enhance employee and guest safety. Atrium Hospitality plans to deploy ESD / Wifi-enabled technology for any employee who enters a guestroom alone in any Atrium Hospitality owned/managed hotel, targeting full deployment at all locations by the end of fiscal year 2020. Atrium Hospitality’s corporate office will continue to track implementation until all hotels are fully compliant.

B. F. Saul Company Hospitality Group. At the B. F. Saul Company Hospitality Group, we strive to live values where our team members find satisfaction, a working family and personal growth—and that begins with ensuring they feel safe and secure at our hotels. We believe safety and security for our team and our guests requires the ability to adapt and change, and we regularly review and update our protocols, training initiatives and tools accordingly. We are committed to implement team member safety devices in our entire portfolio by the end of 2020. All B. F. Saul properties have anti-harassment

policies in place, and we are expanding into multiple languages. Our team receives ongoing training and education on safety and security matters. Our Big Three is our operational focus, and you can see the importance of safety in our mission. Our success depends on achievement of Our Big 3: 1) Happy, professional team members who demonstrate aggressive friendliness; 2) A clean, crisp, safe property where everything works; and 3) Guests and team members receive all that they expect...plus a little bit more. Each team member is empowered to satisfy guests, ensuring their willingness to return.

Benchmark. For nearly four decades, Benchmark has been at the forefront of our industry, providing unparalleled expertise in hotel, resort and conference center management. That leadership extends to all areas of our business, but it starts with ensuring our 10,000+ employees as well as our guests feel safe. All Benchmark hotels share a commitment to safety and security, but our diverse portfolio has taught us that each property is unique, and the processes, systems and technologies we use to keep our guests and employees safe are customized accordingly. We are actively researching appropriate employee safety device (ESD) technologies and are working in partnership with our ownership groups to provide customized solutions that meet their individual needs and timing of implementation. These technologies will complement our existing trainings, policies and programs that together are designed to advance safety and security for everyone.

Best Western Hotels & Resorts. Best Western® Hotels & Resorts' core values, practices, culture, and history embody a commitment to professionalism, integrity, excellence in quality and service, honesty, and treating everyone with dignity and respect. Consistent with these values, we recognize that employee safety and well-being can never be compromised. Likewise, our independently owned and operated Best Western branded hotels are committed to providing a healthy, safe work environment. In this regard, Best Western Hotels & Resorts has adopted the 5-Star Promise and all Best Western branded hotels in the United States are required by end of year 2020 to provide, at no cost to hotel employees, an employee safety device ("ESD") to any employee who is assigned to work in a hotel guest room or area where no other employee is scheduled to work. This requirement includes Hotels having and enforcing a policy that an ESD must be in the hotel employee's possession whenever the employee is assigned to work in a guest room or area where no other employee is scheduled to work. Additionally, Hotels are required to have written anti-sexual harassment and assault policies that are provided to employees in multiple languages (applicable to the workforce), and to provide employees with appropriate training to identify and report sexual harassment and assault consistent with hotel policies. Noting these requirements, Best Western Hotels & Resorts has provided training material and policies for hotel use, and continues to leverage industry partnerships and AHLA 5-Star Promise programs. Best Western® Hotels & Resorts is dedicated to respecting and protecting fundamental human rights.

Caesars Entertainment. At Caesars Entertainment, our goal is to provide guests of our destinations worldwide with unique and memorable experiences. We believe our ability to deliver best-in-class service depends on the vitality of our team members. We focus on robust training programs, investing 1.7M hours annually into team member training and development. We also believe the safety, security and well-being of our guests and team members is of utmost importance. Our room check policy states that hotel personnel can enter a room and briefly conduct a visual check of the room if it has not been serviced or accessed by a team member for a period of time. Also, to help our guest room attendants and other team members feel safe, we have equipped them with safety buttons. These buttons allow team members to contact other hotel personnel immediately should assistance be needed. Guest room attendants may also request the assistance of security personnel while performing their duties should they feel unsafe. Caesars Entertainment is confident in its robust training programs and security enhancements and will continue to evaluate how best to serve our over 70,000 team members

worldwide, and the 115M guests that visit our properties annually as new smart practices, procedures and technology are developed.

Canyon Ranch. Canyon Ranch is committed to ensuring the safety and security of all our 2,096 employees and the thousands of guests who visit our properties each year. Canyon Ranch has current trainings and procedures in place that include mandatory anti-harassment policies and annual training programs for all employees. Our Respectful Workplace training is also being conducted on 22 cruise ship vessels around the globe. We regularly review our policies, protocols, trainings and technologies to enhance employee and guest safety. We plan to provide guidelines for any employee who enters a guestroom alone at our U.S. locations.

Carey Watermark Investors and Carey Watermark Investors 2. Carey Watermark Investors (CWI 1) and Carey Watermark Investors 2 (CWI 2) are proud to support the American Hotel & Lodging Association's 5-Star Promise. CWI 1 and CWI 2 are committed to consulting and engaging with our management companies to ensure the safety and well-being of hotel employees. We believe the pillars of the 5-Star Promise to be critical in the advancement of our industry, and we will continue to collaborate with our management companies and the AHLA on these important issues.

Concord Hospitality Enterprises. Since the inception of the company, Concord Hospitality Enterprises has put people first. We have joined AHLA's 5-Star Promise as one of the first management companies to commit this to our 5000 associates across North America. As an award-winning hotel development and management company, Concord has spent the last three decades building relationships with investors, partners, and third-party hotel owners on more than \$2.5 billion in premium-branded properties across the United States and Canada. As an operator, Concord Hospitality instills value from the ground up, developing and managing with a sustainable viewpoint, a focus on quality and hands-on involvement to ensure long-term profitability and success. We believe that our people are our greatest strength. With the brightest talent, the most innovative processes and a commitment to giving back to the communities where associates live and work, Concord Hospitality is committed to being a great place to work for all. All Concord associates are CARE certified, which means they have completed training courses on a variety of safety and security issues, including harassment prevention, workplace violence and active shooter response, and human trafficking. Concord will deploy employee safety devices across their hotels by the end of 2020. Concord is committed to the safety and security of our team members and guests.

Crescent Hotels & Resorts. At Crescent Hotels & Resorts, our associates are our single greatest asset, and their safety and well-being at work has always been among our top priorities. We have training programs and procedures in place that include mandatory anti-sexual harassment policies and training for all associates, and we continuously review policies, protocols, training and technologies to enhance associate and guest safety. We deployed personal safety devices for all associates who enter a guestroom alone at all our properties beginning in August 2018, and continue to do so as hotels join our portfolio. As a trusted operator that manages hotels under many different brands and on behalf of multiple owners, our commitment to the safety of our team has never been stronger. We look forward to partnering with AHLA to continue leading the way on this issue.

DiamondRock Hospitality. DiamondRock Hospitality is proud to support AHLA and our hotel operators in the effort to advance safety and security for employees and guests across our industry. As a real estate investment trust (REIT), we cannot operate or manage the 31 properties that we own in North America. Instead, we hire the best companies in the hospitality industry to do so, and we regularly

consult with and support them to ensure the safety and security of hotel employees and guests who work in and stay at our hotels and resorts. This includes ensuring there are ongoing employee training and education programs to identify and report sexual harassment, effective anti-harassment measures in place, and deploying employee safety devices by 2020.

Donohoe Hospitality Services. Donohoe Hospitality Services is dedicated to being an exceptional hotel management company, and that starts with our employees. Recognized as one of the 10 Best Places to Work by *The Washington Business Journal*, Donohue has made our employees' safety and well-being a priority. As part of our effort to ensure the safety and security of our employees as well as our guest, we will implant employee safety devices in our Washington, D.C. properties beginning first quarter 2020. We expect our full portfolio to have them in place by year end. Our employee training and education programs are robust and ongoing, with a number of safety and security matters covered. We regularly review these programs as well as our policies and protocols to ensure employee and guest safety remain a priority.

First Call Hospitality. We believe that our people are the most important part of our hotels, and we are committed to ensuring their safety and well-being at work. The security and protection of the employees at First Call Hospitality has always been a top priority. Anti-sexual harassment procedures and trainings are company policy at FCH and are mandatory for all 254 employees within all twelve of our properties across the United States. We continuously review policies, protocols, and trainings, as well as new and emerging technologies, to reinforce employee and guest safety. We plan to implement employee safety devices for any employee who enters a guestroom alone by January 2020 in all FCH managed properties. We are working with technology partners to identify the right solutions for our properties—such as devices able to pinpoint the location of an alert user anywhere on property—that can meet the needs of the branded hotels and/or entire portfolio and workforce. In the coming months, we will be training all employees, from the housekeeping team to the safety and security staff, to operate these devices. It's important that a team member carrying an employee safety device knows how it works and what type of response they can expect if it is activated, and that the entire team knows how to react and respond.

Four Seasons Hotels and Resorts. Four Seasons Hotels and Resorts is committed to creating a safe and inclusive environment for our employees and guests. Every Four Seasons employee should feel safe at work, and we have robust training programs and tools in place for all 50,000+ employees. This includes an employee hotline and website, administered by an external third party, which allows employees to anonymously report any incident. In addition, we continually review and update our policies, procedures and tools to ensure that employee and guest safety is a top priority. Several of our U.S. properties have implemented or are implementing employee safety devices (ESDs), and we continue to work closely with property, security and IT teams, sharing best practices and learnings, in order to determine the most effective ESD solution and implementation plan for our diverse portfolio of U.S. hotels and resorts. We are deeply committed to continuing to foster a safe workplace environment where our employees feel valued, protected and proud to work for Four Seasons Hotels and Resorts.

G6 Hospitality. G6 Hospitality is committed to the safety and well-being of our team members, who collectively represent our single greatest asset. To that end, we provide multiple measures to ensure their safety. Our Code of Conduct, available in multiple languages, includes policies against sexual harassment, violence in the workplace, ethics concerns, and much more. We require team members to read and sign the Code, then complete training to help them identify behavior that is incongruent with our Code. We also encourage the use of an employee hotline to report any violations or concerns. G6

provides personal safety devices (PSDs) to our corporate owned and operated hotels and requires all team members to carry them at all times while working on property. We also provide guidance to our franchise community, in the form of required brand standards around anti-trafficking training and PSDs. We will continue to review and evolve our policies, procedures and brand standards and identify new and emerging practices and technologies to ensure that team member safety is always at the heart of our operations.

Gulph Creek Hotels. Gulf Creek Hotels is proud to join the 5-Star Promise and advance the safety and security of our 1,000+ team members as well as the thousands of guests who visit our twenty properties across the United States each year. Our employees are s single greatest asset, and we want them to feel safe at work. We continuously review our technologies, policies and trainings to enhance employee and guest safety, and have mandatory anti-sexual harassment policies and trainings in place for all team members. We plan to deploy WIFI enabled Employee Safety Devices (ESDs) for any employee who enters a guestroom alone by end of 2020. These devices will meet or exceed standards established by our brand partners. Gulph Creek Hotels is currently researching and testing devices that offer the best consistent performance across various building structures to ensure the final solution enables us to offer a reliable and consistent safety device for all current and future hotels within our portfolio. These standards will apply to both our owned and operated properties as well as those managed for third parties. Gulph Creek will also deploy a training program and yearly refresher for our team members on the use of ESDs in the workplace.

Highgate. Highgate is proud of our unwavering commitment to integrity in all business operations. This is at the core of our corporate values, and something that we never take for granted. In fact, we live and reconfirm this commitment every day. It is through this commitment to integrity and excellence that we remain focused on our most important responsibility – the safety and care of our team members. One of Highgate's concentrated efforts is to protect our valued associates who work with dedicated purpose to deliver extraordinary experiences to our guests. Highgate is focused on ensuring that each and every associate feels safe at work. Providing for their safety, security and well-being is something we take very seriously. All associates are expected to exemplify our values on a daily basis and create a safe work environment by adhering to safety standards and comprehensive policies and attending mandatory learning sessions and safety training. Throughout our New York hotels, Highgate has deployed associate alert devices that enable an associate encountering a concerning situation to press a button and activate a signal indicating that assistance is needed. Highgate remains vigilant in our efforts to expand deployment of these devices in additional hotels in 2019 and continue to educate our teams on collaborative safety initiatives. Together, all of these efforts reflect Highgate's pledge to take action and cultivate a work environment that we can all be proud of.

Hilton. At Hilton, the safety, security and wellbeing of our Team Members and guests is of paramount importance. As part of our commitment to AHLA's Five Star Promise, Hilton has reinforced anti-harassment and anti-trafficking policies and training for our 410,000 Team Members at our nearly 5,900 properties. Employee safety devices have been deployed at hotels in New York City, Washington, D.C., Seattle and Chicago, and we are on track to deploy devices for all Team Members servicing guest rooms at Hilton-managed and franchised properties in the United States and Canada by the end of 2020. We have selected trusted vendors to supply these important devices, and have begun to notify our owner community of their options and our expectations. Through these and other ongoing efforts, Hilton continues to create a safe and welcoming environment for all.

Host Hotels & Resorts. Host Hotels & Resorts (“Host”) is pleased to be one of the first owners in the hotel industry to formally embrace the 5-Star Promise goals. As a lodging Real Estate Investment Trust (REIT), tax laws prohibit Host from operating or managing the roughly 90 hotels that we own in North America. Instead, we hire what we believe to be the best companies in the hospitality industry to operate and manage our hotels. While our operators retain the exclusive right to, and are responsible for, hiring, training, directing and supervising their hotel employees, we can play a meaningful role in ensuring the safety of the hotel employees and guests that work and stay at our hotels. Host’s management team will continue to regularly consult with and support our operators to ensure the development, funding and implementation at our hotels of (1) effective anti-sexual harassment policies, (2) training and education that enables workers to better identify and report sexual harassment, and (3) the deployment of employee safety devices by the end of 2020. The hospitality industry has emerged as the leader among U.S. businesses in taking concrete steps to better protect the safety and security of its employees. Host is committed to supporting our operators and AHLA so that our industry continues to lead the way on this critical issue.

The Hotel Group. At The Hotel Group (THG), our team members are our greatest asset, and their safety and security has always been a priority. We plan to deploy safety devices for any team member who enters a guestroom alone in all our owned and managed properties by December 31, 2020. Our current trainings and procedures include mandatory anti-sexual harassment policies and safety trainings for all team members. We continuously review policies, protocols and trainings to align with both brand and THG standards, as well as new and emerging technologies to enhance employee and guest safety.

Hyatt. At Hyatt, we care for people so they can be their best. Making sure our colleagues feel safe at work is the foundation to caring for people, and we continuously evaluate our protocols and resources, working to ensure our colleagues remain in safe environments and feel cared for. We work hard to create an environment where our colleagues are empowered to comfortably speak up without fear, and remain committed to providing ongoing, mandatory colleague training and education, enterprise-wide and in multiple languages, on identifying and reporting sexual harassment. In 2017, Hyatt was the first hotel brand to proactively mandate personal distress devices for colleagues who enter guestrooms at our full-service managed hotels, and many franchised full-service hotels have joined in since. With this leading step, we helped carve the path for our partners and the industry. As a business with more than 120,000 colleagues located across more than 60 countries, setting mandatory pro-safety policies and trainings and implementing safety technology, related to anti-harassment, human trafficking and personal safety, is integral to our global operation and fundamental to colleague safety and wellbeing.

IHG. InterContinental Hotels Group (IHG) continues to advance our programs in support of AHLA’s 5-Star Promise. We are committed to collaborating with our owners and other leaders in the industry to implement more robust safety initiatives and drive continuous improvement with effective, impactful policies and training at the center of our safety-focused culture. We provide our managed hotels in the U.S. with access to anti-harassment, anti-bullying and human rights policies in multiple languages, as well as mandatory enhanced workplace harassment prevention training. We’re also aggressively combatting human trafficking with a recently launched, updated prevention training program available to all IHG-branded hotels in the Americas. This training has been completed by all managed hotels in the U.S. and Canada and will be completed by all hotels in these markets in 2020. Additionally, we have deployed enhanced personal safety devices and systems for employees at managed hotels in multiple markets such as Atlanta, New York and Chicago, and are on track for full deployment, with multiple options for our franchisees, in all 3,700+ IHG-branded hotels throughout the U.S. by the end of 2020.

Interstate Hotels & Resorts. At Interstate Hotels & Resorts, the safety and security of our associates and guests is a top priority, and we join the hospitality industry in advancing these initiatives. At Interstate, we are committed to ensuring well-being at work by investing in our greatest resource – our people. Interstate currently provides associate training, procedures and protocols that include: (1) mandatory, comprehensive anti-harassment policies and trainings inclusive of anti-sexual harassment; (2) training, procedures and best practices for hotel associates to identify and report human trafficking; and (3) mandatory personal alarm safety devices and security awareness trainings. As of Q1 2019, personal Electronic Safety Devices (ESDs) have been deployed at all Interstate-managed hotels in the U.S. for any associate that enters a room alone. We continuously review policies, protocols, trainings and new and emerging technologies, including actively participating in AHLA Safety Summits and webinars, and as a third-party operator of franchised hotels, we adhere to brand standards and best practices.

Keswick Hall. Keswick Hall is committed to delivering an exceptional experience to our guests and investing in our employees, our single greatest asset. As part of our multimillion-dollar renovation currently underway, we are conducting a comprehensive review of all our trainings, technologies, and policies and procedures to advance employee and guest safety and security. We have mandatory anti-sexual harassment policies and trainings in place for all employees, and we plan to deploy Employee Safety Devices for any employee entering a guest room alone by the end of 2020.

Las Vegas Sands Corp. The safety and security of team members has always been a top priority at Las Vegas Sands. The Venetian Resort in Las Vegas is committed to providing a safe, healthy, and inclusive workplace environment. Extensive training efforts include mandatory anti-sexual harassment training for all of our approximately 9,000 team members at the resort. As part of a package of initiatives, The Venetian Resort Las Vegas is deploying WIFI-enabled safety devices for all our housekeeping team members in Las Vegas. Las Vegas Sands continues to review best practices through the AHLA going forward to ensure that we remain an employer of choice in our industry.

Loews Hotels & Co.

Marriott International. At Marriott International, we believe that everyone should feel safe while fulfilling their work responsibilities. Putting people first is a cornerstone of our 92-year corporate culture. Throughout the years, we have developed well-established policies, prevention training, and reporting procedures to support a respectful and harassment-free workplace. We train and engage our managers on appropriate responses, and we reinforce a culture of respect among all associates. To that end, Marriott continues to work toward full deployment of Associate Alert Devices at both managed and franchised hotels in the United States and Canada through the end of 2020 to enable hotel associates to press a button that will summon help if they feel their safety is threatened or if they encounter an emergency situation while at work. We have identified preferred technology vendors and will have fully-activated systems in at least nine major markets across the region by the end of 2019. To complement the rollout, a training course is required for our on-property associates. These associates will include those that will be carrying the device as well as the associates responsible for responding to the location, should a device be activated. This training is mandatory alongside previously-announced sexual harassment and human trafficking awareness training programs. The implementation of Associate Alert Devices will be a brand standard at both managed and franchised hotels in the U.S. and Canada and we are working with franchise partners to achieve this goal. These types of safety technology solutions, which we intend on exploring globally, will put another tool in the hands of associates and complement our global safety and security training and protocols.

Montage International. Montage International is proud to stand with AHLA as leaders in the hospitality industry to ensure that our associates and guests are safe in their work environments. We currently have anti-harassment and sexual abuse and molestation prevention policies and training in place across all our properties. We provide effective internal reporting procedures, which are available to all our associates twenty-four hours a day, seven days per week. We are currently selecting our vendor and will be implementing our safety device technology company-wide by the end of 2020. We care deeply about the safety and well-being of our associates and guests and will continue to further enhance and incorporate best practices.

Newport Hospitality Group. At Newport Hospitality Group, we are committed to the safety and security of our team members and our guests, and we are investing in innovative new technologies and programs to enhance their safety. We are currently in the bid stage to deploy employee safety devices/WIFI-enabled technology in our properties. We are moving forward with implementation of safety and security devices in all our New Jersey properties by the end of 2020. We will continue to implement devices with ownership approval in 2021. We have implemented a team member engagement app, where any of our team member can access all documents, quizzes, policies and operating procedures, and share best practices and ideas through a social feed. Newport's in-house trainer teaches and proctors workshops and trainings on safety and security, sexual harassment, and diversity and inclusion. Our on-site mystery shoppers test our team members' dedication to service and security with well-crafted scenarios designed to ensure that all are applying what they have been taught. We believe in continuous improvement, and regularly review our technologies, policies and trainings to ensure we are advancing safety and security for all who work in and visit our properties.

Noble Investment Group. Noble Investment Group is proud to support the American Hotel & Lodging Association's 5-Star Promise advancing safety and security for hotel employees. Ensuring the safety and well-being of our hotel guests and the hotel team members at work has always been a top priority for Noble. Through our pledge to the 5-Star Promise, we will work with our hotel operators to implement anti-sexual harassment policies and training for each of their employees at our hotels across the United States. In addition, by the end of 2020, we plan to deploy employee safety devices for any employee who enters our property guestrooms alone.

OTO Development, LLC. OTO Development builds more than hotels – we're building a company culture where each of our employees can thrive. People are our most valuable asset and their well-being is our top priority. It has always been crucial for us to provide a workplace where every employee feels respected, safe, and secure. Therefore, OTO commits whole-heartedly to AHLA's 5-Star Promise. The 5-Star Promise, partnered with previously established policies and training protocols, including a Professional Code of Conduct, Safety Absolutes, and an Anti-Sexual Harassment Policy, solidifies our commitment to our employees. OTO further pledges, by Q3 2020, to provide Personal Safety Devices to all employees who enter guestrooms alone at any of the properties we own and/or manage across the country. AHLA's 5-Star Promise perfectly complements OTO's Guiding Principles – integrity, partnership, humility, principled entrepreneurship, initiative, and fulfillment – which are the foundation for how we make decisions, execute strategies, and care for employees.

Outrigger Hospitality Group. Outrigger Hospitality Group has reaffirmed its commitment to every host being treated with courtesy, dignity and respect while working in an environment free of discrimination and harassment. We have current safety trainings and procedures in place, including mandatory Non-Discrimination/Non-Harassment; No Tolerance for Workplace Violence, Threatening or Hostile Behavior; and ADA Employment of Individuals with Disabilities policies and trainings for all Outrigger Hotels and

Resorts' hosts. Recognizing the value of new and emerging technologies to help keep our hosts safe, we will deploy employee safety devices (ESDs) for all Outrigger Hotels and Resorts' hosts who enter guest rooms alone by 2020. The safety and security of our hosts has always been paramount at Outrigger Hotels and Resorts as we care for our hosts, guests and place with our values as our guide in *The Outrigger Way*.

Pacifica Hotels. At Pacifica Hotels, our team members are our greatest asset and the foundation of our business in creating unforgettable experiences for our guests, and as such, the safety and security of our team members continues to be a top priority. Individual Worth is a core value of Pacifica Hotels, and we are committed to ensuring each team member's safety and well-being at work. Pacifica Hotels has trainings and procedures in place that include mandatory anti-sexual harassment policies and trainings for all 1,700 employees at our 40 properties across the United States. In addition to comprehensive regular evaluation of policies, protocols, trainings and emerging technologies to enhance employee and guest safety, we are committed to providing safety devices for any team member who enters a guestroom alone by the end of 2020 in all our hotels. Part of our Mission at Pacifica Hotels is to foster a culture of integrity, teamwork and respect for every team member and their contributions, to which personal safety is fundamental.

Park Hotels & Resorts. Park prioritizes the safety and well-being of the hotel associates who work at our hotels and resorts. In partnership with our hotel operating and brand partners, we work to foster safe working environments at each of the hotels that we wholly or jointly own. Most of the hotel associates at our hotels are employed by hotel operating partners, in compliance with our tax status as a real estate investment trust (REIT). We support and advise our hotel operating partners on the implementation of employee policies and programs that prioritize employee safety. In addition, Park is the direct employer of hotel associates at our self-managed hotels, where we also have established policies to prioritize employee safety and anti-harassment. We have also committed to funding the deployment of employee safety devices in all our hotels, in accordance with the timelines set forth by our brand partners. At the corporate level and at our self-managed hotels, we have strict anti-harassment policies in place, and we train Park employees to identify and report harassment. Park is proud to support the 5-Star Promise as well as all initiatives that help improve the safety of our industry.

Pebblebrook Hotel Trust. Pebblebrook strongly supports AHLA's 5-Star Promise. Our pledge to AHLA complements the practices and policies in place by our company and our hotel operating partners which are designed to ensure that the hotel employees at our 58 owned hotels across the United States abide by the law, respect individual's rights, and do not tolerate sexual harassment of any type at our properties. We have dedicated a significant amount of resources to assist our hotel operators with sexual harassment awareness, training, and avoidance programs, in addition to training and resources to prevent human trafficking. We will continue to engage with our hotel operators to provide the resources to further assist them in ensuring the safety of our hotel employees and our guests. Pebblebrook has committed to funding the purchase of hotel employee safety devices for use at all our owned hotels by the end of 2020, as well as to provide funding for additional training and education programs on sexual harassment and human trafficking at our corporate level and our hotel properties. Through our pledge to the 5-Star Promise, Pebblebrook intends to contribute to positive, industry-wide improvements to continue to make hotels a safe place for all our employees and guests.

The Peninsula Hotels. At The Peninsula Hotels, we set our sights high and our standards higher—and that extends to both our guests and our employees. As part of our global commitment to keep our staff safe, we have implemented a staff alert system for all our U.S. hotels and expect all 10 of our global

properties to have them by 2020. We also have anti-harassment policies in place and provide ongoing training and education for employees on a variety of safety and security matters. We regularly review our policies and protocols to ensure employee and guest safety and well-being are at the forefront of everything we do.

Phoenix American Hospitality. At Phoenix American Hospitality, the safety and security of our 540 employees across 17 U.S. properties is a top priority. We believe everyone should feel safe at work, and we have implemented a number of policies and programs to ensure they do. We also continuously review our programs, trainings and technologies related to safety and security, including mandatory anti-harassment policies and trainings. We are researching WiFi-enabled technology for any employee who enters a guestroom alone and expect to implement them in early 2020 in our owned and managed properties.

Provenance Hotels. We are people first and hoteliers second. Our employees are, hands down, Provenance Hotels' most valuable asset. The safety and security of our employees is, and has always been, not just a top priority at Provenance Hotels, but one of our closest-held core values. And, it's not just words with us – we stand behind it. We train and have written policies for anti-sexual harassment for all 1,300 employees at 14 properties across the United States. We want to keep our team and guests safe, engaged, and happy, so we constantly review the old policies, protocols, and trainings while checking out the new and emerging technology. We are implementing new standards for the safety of any employee who enters a guestroom alone by the end of 2019, and committing to equip these employees with employee safety devices by the end of 2020. And it doesn't stop there. We will keep implementing and reviewing these standards and tools in order to keep our team safe. That's our Five Star Promise.

Pyramid Hotel Group. Employee safety and security is a top priority at Pyramid Hotel Group. Team members are important, and we view our commitment as a call to continuous improvement. This means working hard to create a safety culture that embraces technology, ensures effective and frequent communication with a diverse population and, addresses the unique attributes of our hotels. A strong people-centric mission ensures ongoing review of policies and protocols to ensure employee and guest safety. As such, we have deployed Employee Safety Devices for any employee who enters a guestroom alone in all our properties. At Pyramid Hotel Group, training is a critical safety tool. Over 100 safety training topics are available both live and online, including mandatory anti-harassment, data protection and human trafficking modules for over 10,000 employees at nearly 100 properties across the Pyramid portfolio.

Radisson Hotel Group. The safety and security of our employees has always been a top priority at Radisson Hotel Group. Our employees are our single greatest asset, and we are committed to ensuring their continued career growth and well-being. Radisson Hotel Group has current trainings and procedures in place including mandatory anti-sexual harassment policies and trainings for our more than 1,500 employees across 15 managed properties throughout the United States. We understand the importance to identify new and emerging technologies that will help keep our employees safe. As such, we plan to deploy employee safety devices (ESDs) for any managed hotel employee who enters a guestroom by his or herself by March 2020. In an effort to help our franchised hotels achieve similar goals, we will be working to provide resources and solutions to hotel owners in the coming months.

Real Hospitality Group. The safety and security of our associates is a top priority at Real Hospitality Group. Our Associates are our greatest and most important asset, and we are committed to ensuring

their safety and well-being at work. Real Hospitality Group is pleased to play a meaningful role in ensuring the safety of the hotel associates and guests that work and stay at our hotels. We have current trainings and procedures in place that include mandatory anti-sexual harassment policies and trainings for all 2,500+ associates at 103 properties across the United States. We continuously and proactively review policies, protocols, trainings and new and emerging technologies to enhance employee and guest safety. We plan to deploy employee safety devices for any associate who enters a guestroom alone by January 2020 across our managed properties.

Red Lion Hotels Corporation. The safety and security of our employees is a top priority at Red Lion Hotels Corporation (RLHC) and our associated brands. Our employees at all of our brand properties are the single greatest asset we have, and it is our commitment to ensure their safety and well-being. In addition to our current training and procedures, including mandatory anti-sexual harassment, emergency procedures and safety policies, RLHC is identifying new and emerging technologies to keep our employees safe. We continue to communicate with franchisees about the importance of this initiative as well as our current safety and security regulations to help ensure the safety of all RLHC employees.

Red Roof. The safety and security of our employees and guests has always been a top priority at Red Roof. Our employees are Red Roof's single greatest asset and we are committed to ensuring their personal safety and well-being. Red Roof has current trainings and procedures in place which include mandatory anti-sexual harassment policies and trainings for all employees at our corporate managed properties across the United States and at our corporate headquarters. Red Roof continues to research and implement new and emerging technologies that will keep our employees safe. Employee Safety Devices (ESD) are designed to assist in the safety of our employees while performing their duties. We have tested ESD's at several of our properties with positive results. By the end of 2019, Red Roof will have implemented ESDs across all corporate managed properties and the ESDs will be provided to employees at no cost. Red Roof will also share this initiative as a best practice with Red Roof's franchise community by the 4th quarter of 2019.

RLJ Lodging Trust. RLJ Lodging Trust is strongly committed to maintaining a safe and respectful work environment as both an employer and an owner of hotels. As such, we are committed to the tenets of the 5-Star Promise developed by AHLA and believe that our current operations are consistent with its objectives. Our employees are the Company's single greatest asset, and we are committed to ensuring their safety. Since our inception, we have maintained well-defined anti-sexual harassment policies designed to ensure that all our employees are treated with dignity and respect. A central aspect of these policies is that our employees are able to work in an environment free from discrimination and all forms of harassment. We conduct annual trainings to ensure employees understand and comply with these policies. We also review our policies, protocols and new and emerging technologies to enhance employee and guest safety. As a result of our efforts, the Company has not had any complaints of sexual harassment since its founding in 2000. We also expect our management companies to actively prevent and stop sexual harassment. All our management companies have established anti-sexual harassment policies and conduct regular training programs. Over the past year, we have encouraged our hotel managers to adopt the 5-Star Promise, and nearly all the brands associated with our properties have. We expect our operators to deploy employee safety devices to all employees who enter guest rooms alone no later than 2020. We will continue to work with our managers to ensure they provide a safe and respectful environment.

Sage Hospitality. At Sage Hospitality, our associates are the lifeblood of our hotels and restaurants, and as such we know that the safety and security of every one of those 6,000+ associates is of paramount importance. The wellbeing of our associates allows us to deliver on Sage's goal of enriching lives, one experience at a time. Sage's goal is to maintain a high standard of associate health and safety. We do so by maintaining a safe, healthy, efficient, and productive work environment free of discrimination or harassment of any kind. Toward this end, we provide training, safeguards, and programs to prevent accidents, to prevent damage to property and to promote safety. We constantly evaluate our policies, trainings and protocols to ensure that associate and guest safety is always at the forefront of our operations. As such, in all hotels that Sage operates, we plan to begin implementation of the Employee Safety Devices by the end of 2020 for all associates who must enter a guestroom alone. We are unwaveringly committed to creating a safe and welcoming work environment for all Sage associates.

Schahet Hotels, LLC. Schahet Hotels, LLC has always been committed to the safety and security of its associates. As such, we value them atop our pyramid, before guests and investors. Our Culture provides a place where our associates know we are staying ahead of any potential crisis in the workplace. We have ongoing training and procedures that include anti-sexual harassment policies and trainings for all 360 associates at our 10 properties. We continue to review our policies, practices and training to integrate new and emerging technologies than enhance guest safety. We recently implemented a Bluetooth cloud-based personal safety device system at one of our hotels as a pilot project, with a goal to deploy similar systems in all our hotels in 2020.

Stonebridge Companies. With 3,145 employees at 62 properties across the United States, Stonebridge Companies believes that our employees are our greatest asset, and we are committed to their safety and security. Stonebridge Companies has current trainings and procedures in place that include mandatory respect in the workplace, anti-sexual harassment and human trafficking awareness trainings for all our employees. We continuously review these trainings and procedures as well as new and emerging technologies to advance safety, security and an inclusive work environment. We currently have safety devices at 100 percent of our properties in Seattle. We plan to deploy safety devices for any employee who enters a guestroom alone with Brand-approved devices in our owned and managed properties by July 2020.

Sunstone Hotel Investors, Inc. We at Sunstone Hotel Investors, Inc. are dedicated to the safety and well-being of both our employees within the company and the team members across our portfolio of hotels. We proudly endorse and encourage our operators to adopt and abide by the principles of AHLA's 5-Star Promise. As owners of our hotels, we have clearly communicated to our team members and operators our dedication to the 5-Star Promise and our willingness to fund education, training, and preventative initiatives at all our properties. Consistent with our stated mission, we have incorporated the 5-Star Promise into the Sunstone Human Rights and Labor Rights Policy. Additionally, we have implemented a Vendor and Business Partner Code of Conduct Policy that integrates the fundamental labor and human rights standards of the 5-Star Promise. These policies are available on our website and serve to further demonstrate our public commitment to this important issue. Sunstone stands with AHLA in its mission to mitigate and ultimately eradicate harassment of all forms at our properties and throughout the hospitality industry.

Terranea Resort. From opening day, Terranea has given great care and concern to the health, safety, and well-being of our associates and guests. Through education, training, and leadership, Terranea has fostered a professional and safe work environment that encourages and promotes dignity, integrity, and respect. Terranea has recently completed its extensive annual anti-harassment and anti-trafficking

training for all its associates and continues its long-standing practice of implementing best industry practices and deploying state-of-the art technologies to reflect our commitment to the personal safety and security of our associates and guests. Consistent with its tradition of promoting excellence and best-in class service, Terranea is proud to participate in AHLA's 5-Star Promise. In the most recent phase of its continuous technology improvement program, by the end of this year Terranea will have completed the implementation of the most advanced technology for its employees' personal safety devices, further enhancing the safety and security of our associates and guests.

Tharaldson Hospitality Management. At Tharaldson Hospitality Management (THM), we are committed to keeping the safety of our employees and guest is a top priority. We believe our employees should feel safe at work, and we regularly review our procedures, policies and trainings to ensure they do. Among our current trainings and programs are mandatory anti-harassment trainings and policies for all employees. We plan to deploy Associate Alert Devises for any employee that enters a guest room alone by the end of 2020 in all our owned and managed properties.

Vesta Hospitality. Our seven defined Vesta Values help our teams understand how to live our brand and support our service promise, mission and vision every day. The Vesta Values apply to every member of the Vesta team and to both internal and external relationships. When we practice these actions and develop these Values, we drive results for ourselves, our individual hotels and Vesta overall. Knowledge – Communication – Empowerment; three of Vesta's Values that motivate training, development, and the safety of our team members every day. Vesta provides and tracks training for our 700 team members on a custom learning management system; one of many tools to ensure training is communicated and effective. We believe that standing up for "no trafficking, harassment and assault" is our obligation and responsibility as respectful and fair employer. Vesta Hospitality stands behind AHLA's 5-Star Promise and is committed to equip our team members with safety devices by January 2020 in addition to providing training on harassment and assault prevention and response. Vesta Hospitality encourages others to join us and the AHLA in this initiative.

Vision Hospitality Group, Inc. The safety and security of our 1,418 employees is critically important to Vision Hospitality Group, Inc. Vision has mandatory training programs and procedures in place, in addition to brand training, that include anti-sexual harassment education for all employees at our 37 properties across the United States. Vision Hospitality Group continuously reviews policies, protocols, trainings and new and emerging technologies to enhance employee and guest safety.

Woodbine Development Corporation. Woodbine Development Corporation ("Woodbine") is pleased to announce our commitment to embracing the 5-Star Promise goals. While Woodbine does not operate or manage any hotels, the companies we partner with for the properties we own are not only the industry's best operators and managers, they also believe in the "Woodbine Way." Our goal as a company for the last 45 years has been to create an environment that allows our employees to excel as individuals and thrive as a team. The "Woodbine Way" mandates an uncompromising standard of excellence that must be upheld by every member of the Woodbine team, which includes our operating partners. The Woodbine management team will continue to regularly consult with and support our operators to ensure the safety of the hotel employees and guests that work and stay at our properties. As such, we support the implementation of 1) effective anti-sexual harassment policies, 2) training and educating employees on identifying and reporting sexual harassment, and 3) deployment of employee safety devices by the end of 2020. We applaud and support our operators and AHLA for taking steps to better protect the safety and security of its employees.

Wyndham Hotels & Resorts. At Wyndham Hotels & Resorts, our core values guide the way we do business and are reflected in our commitment to our team members' safety, security and well-being. To ensure our owned and managed hotels are safe places for all who work in and visit them, we take a holistic approach to employee safety which includes comprehensive policies, mandatory training and safety technology. We have rolled out mandatory anti-sexual harassment training to our managed team members and have made multiple training courses available as part of our regular onboarding and annual training curriculum for our franchisees. On track with our commitment, we expect to deploy safety devices to our managed team members and to make safety device options available to our franchise community in the third quarter of 2019, reflecting our sustained commitment to employee training and safety.

Xenia Hotels & Resorts, Inc. The safety and security of our employees and our operator's employees located at our properties has always been a top priority at Xenia Hotels & Resorts, Inc., and we are committed to ensuring their safety and well-being at work. Xenia has taken a number of steps to proactively address the prevention of sexual harassment, and fully supports its operators' efforts to prevent incidents of sexual harassment. For example, Xenia has dedicated a significant amount of resources to assist our operators with sexual harassment awareness, training and avoidance programs, and will continue to engage with our operators to provide any resources needed to further assist them in ensuring the safety of hotel employees and guests. Furthermore, Xenia fully supports and encourages all our operators to adopt and abide by the principles of the American Hotel & Lodging Association's 5-Star Promise. As for our own corporate employees, Xenia has current trainings and procedures in place that include mandatory anti-sexual harassment policies and trainings. To the same effect, Xenia expects our operators at our properties to continuously review and implement policies, protocols, trainings and new and emerging technologies to enhance employee and guest safety.