

# Keeping You *in the Know*

July 29, 2020

## Equality · Diversity · Community

Collaborating to Listen, Engage and Act

As you have heard in recent communications from Jon Tisch, we are committed to a culture based on our principles including mutual respect for all team members. Recent events in our country and communities have highlighted the importance of continued focus on racial equality, mutual respect for others regardless of color, gender, etc. and valuing differences.

While we are proud of the values and culture at Loew Hotels & Co, we want to ensure we are doing everything possible to continue to enhance that culture for our team members, guests and communities. With this in mind, we are accelerating some of the initiatives that were already in the works and/or being implemented such as learning and development, talent acquisition, community impact, etc. In addition, we are creating an Equality Diversity Community (EDC) Task Force, a group of Team Members and Leaders from properties and the Home Office, focused on partnering with all disciplines throughout the company to develop and implement an overall strategy for this important work.

### **EDC Task Force**

The EDC Task Force will have their first meeting this week. This group is composed of a group of diverse individuals from across the company who will play a vital role in creating a strategy that continues to promote a culture where differences are valued, the worth and dignity of all team members are recognized and everyone feels a sense of belonging. They will assess our present state and culture in these areas, determine where we need to focus going forward and help implement the steps needed to address the identified opportunities.

### **Sponsors**

- Steve Younes, Executive Vice President & Chief Human Resources Officer, Loews Hotels & Co
- Frances Roy, Senior Vice President, Talent & Organizational Effectiveness, Loews Hotels & Co

### **Members**

- Muthu Kucuk – Managing Director, Loews Miami Beach Hotel
- Reggie Dominique – Managing Director, Loews Hollywood
- Anthony Williams – Vice President, Technology Services, Loews Hotels & Co

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- Barbara Bowden - Complex Managing Director, Loews Royal Pacific/Loews Sapphire Falls Resort
- Elif Bali – Senior Vice President, Corporate Finance, Loews Hotels & Co
- Ramel Kelly – National Sales Director – Northeast, Loews Hotels & Co
- Jenny Lucas – Senior Vice President of Operations, Loews Hotels & Co
- Rosita Nixon - Security Officer, Loews Philadelphia
- John Maibach – Managing Director, Loews Regency Hotel, New York
- Evelyne Francois – Room Service Supervisor, Loews Royal Pacific Resort
- Randy Elam - Front Office Manager, Loews Santa Monica Beach
- Jean-Pierre Wolfver – Senior Manager, e-Commerce & Affiliate Marketing, Loews Hotels & Co

## **Candid Conversations**

One of the new programs being implemented in the coming weeks will be our “Candid Conversations,” an opportunity for team members to talk openly and honestly about the impact of the events over the past several weeks on the Black community, racism and inequality. This provides an opportunity for all team members to hear from one another and gain a better understanding of what it means to be a person of color in our country, to discuss bias, to discuss how each of us feel at work and to share ideas Loew Hotels & Co could incorporate and adapt to ensure we have a culture that promotes diversity and inclusion.

Each hotel or service center has identified individuals within their facilities who will serve as facilitators for small group discussions with approximately twelve team members in each group. The facilitators will all take part in facilitation training which begins next week – candid conversation groups will begin the week after that. The groups will be composed of diverse team members with a mix of different race, age, gender, sexual preference, etc. who bring different perceptions from their life experiences.

## **Embracing Diversity and Inclusion**

In January and February, Learning & Development introduced a new training program focusing on bias, diversity and inclusion. The course was part of new opening orientation in St. Louis and Kansas City, and was an opportunity for new team members to reflect on their own biases (which we all have) related to diversity and how it can impact the ways

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in which we treat one another and our guests. Our company principles were also shared to provide new team members with behavioral expectations such as mutual respect for others, valuing differences and caring for our communities, all part of what creates an inclusive culture at Loews Hotels & Co.

Now that most of our hotels are resuming operations, Embracing Diversity and Inclusion will be presented to all active team members across the company in the next several weeks by the local Directors of HR as well as virtual sessions led by Learning & Development.

## **Other initiatives**

“Candid Conversations” and “Embracing Diversity and Inclusion” will be accompanied by other initiatives which will be launched in the near future. Once the “Task Force” meets this week and approves potential forthcoming programs, we will communicate plans associated with hiring and promoting a more diverse workforce, other “Candid Conversations programs,” continuing to promote purchasing and procurement with diverse vendors, book clubs, etc.

## **Hotel Operations Update**

Loews Atlanta Hotel resumes operations on Friday, July 31<sup>st</sup>!

## **Second Round of COVID-19 Disaster Relief Payments**

As of today, there have been over 9,000 approved payments paid to team members, which includes both the first and second rounds, of the COVID-19 Disaster Relief Fund. In round two, there've been approximately 5,000 eligible applications, 3900 of which have been approved at this time. **Round 2 of the fund is still available for a limited time period** for regular full-time and part-time US based Team Members who are on an Unpaid Leave of Absence or whose hours/compensation have been reduced. Applicant re-eligibility will be determined as of your Round 2 application. To apply for a disaster relief payment in Round 2, eligible Team Members will need to complete an application at [www.loewshotelsrelief.com](http://www.loewshotelsrelief.com) using the new Round 2 access code 2020. If you provided eligible documentation in Round 1, you will not need to re-submit documentation in Round 2. If you did not apply in Round 1, you will need to submit documentation to support your financial hardship as rent, mortgage, auto loan, utilities, etc. Additional information will be provided through the application process.

## **New Loews Hotels & Co Team Member Relief Fund**

This fund was recently created to assist Team Members in difficult times beyond the COVID-19 pandemic. Financial assistance will be provided for eligible expenses to

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Team Members who are impacted by events such as hurricanes, floods, tornadoes, and other epidemics. In addition, Team Members who have lost dependent family members (as defined by the IRS) will also be eligible to submit funeral expenses related to COVID-19.

This fund provides a great opportunity for Team Members to contribute and assist their peers during difficult times. Team Members can sign up to donate in Workday utilizing a one-time or ongoing payroll deduction. All donations are tax-deductible in the U.S. to the full extent permissible by law.

This fund will launch in the next couple of weeks. Additional information pertaining to applying for or contributing to the fund will be communicated in next week's "Keeping You in the Know."

## **New Addition to Job Board**

If you are interested in a job opportunity as a poll worker, information can be found in the Job Board section