

Hospitality is the ultimate journey.

Taking people wherever they want to go.




**AHLA
FOUNDATION**
ELEVATE. EDUCATE. EMPOWER.

2022 Annual Report

The AHLA Foundation's mission is to help people build careers, improve their lives, and strengthen the lodging industry. By connecting the unemployed and underemployed with new career pathways and providing educational programs and resources to support their professional advancement, we are transforming the industry and changing lives.



Dear Friends of the Foundation,

Our industry is one of opportunity. With a choice of more than 200 career pathways, this is one of the few industries where an individual can begin a career and advance quickly, and the AHLA Foundation helps current and aspiring hotel employees do exactly that. Over the past year, the Foundation team has gone above and beyond to usher top talent into hotel jobs, craft an industry as diverse as the guests we serve, and advance the industry's efforts to combat human trafficking and support survivors in their recovery.

From expanding the 'A Place to Stay' ad campaign to reach and attract new audiences into careers in hospitality, to creating new maintenance/engineering track for our apprenticeship program, and expanding the scholarship and **Empowering Youth Program** offerings, the Foundation is helping the industry to address workforce shortages.

We have continued to make progress towards the goals outlined in our five-year DE&I commitment. Offering brand new DE&I resources and programs like the Leadership Academy, digital Best Practices Guide, and piloting a mentor program. In March, we expanded our work to advance women in hospitality by incorporating the Castell Project research and professional development programs like **Castell@College** and **BUILD and ELEVATE** into the Foundation's professional development efforts.

The Foundation has also responded to pressing challenges facing the industry, such as preventing human trafficking with the development of new training materials and the launch of the **No Room for Trafficking Survivor Fund** with \$2 million in contributions.

We are grateful for the generosity of our donors, the leadership of our Board of Trustees, and the partnership of community-based organizations we work with. Each of you helped make 2022 a record year for the Foundation and helped us continue to elevate, educate, and empower the future of hospitality. We are looking forward to what 2023 will bring as we welcome a new Foundation President and build upon the success of 2022.

Sincerely,

PRESIDENT & CEO
Chip Rogers
American Hotel
& Lodging Association



CHAIR OF THE BOARD
Tom Bardenett
Chief Operating Officer,
RLJ Lodging Trust



Careers launch. Lives improve. An industry thrives.



4,000 STUDENTS
participated in
Castell@College

1,400+ APPRENTICES
enrolled across
2 tracks



50+ INDUSTRY EXECUTIVES
built inclusive
leadership skills
to advance DE&I

800K+ COMPLETIONS
of anti-trafficking trainings
by industry employees

\$2 MILLION RAISED
to support the No Room for
Trafficking Survivor Fund

125K+ JOB SEEKERS
explored hotel careers through the new
'A Place to Stay' digital ad campaign

\$175K IN GRANTS to train
opportunity youth for
entry level Jobs



\$1 MILLION+
in academic
scholarships



Every day is a new adventure.

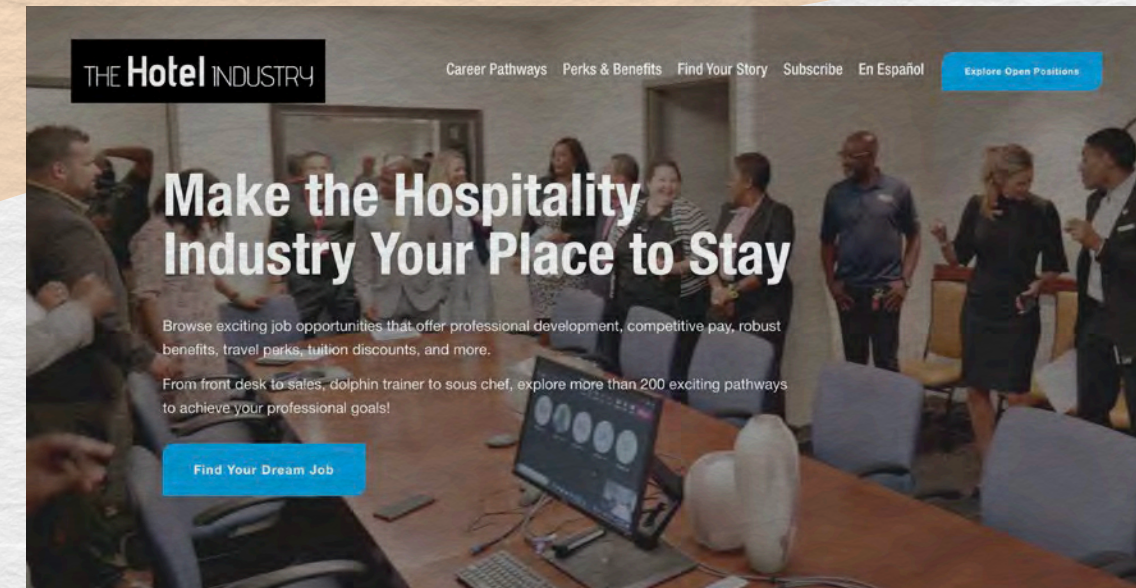
From your first day on the job, the hospitality industry invites you to explore your passions.

- Nationwide Ad Campaign
- Empowering Youth Program
- Academic Scholarships
- Castell@College

Boasting more than 200 career pathways with ample advancement opportunities and competitive wages, the hospitality industry offers countless avenues for a robust, lifelong career. In 2022, our initiatives and programs helped boost the hospitality industry and strengthen job seeker confidence.



Nationwide Ad Campaign



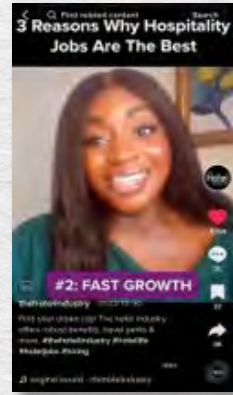
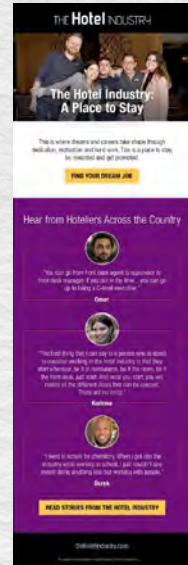
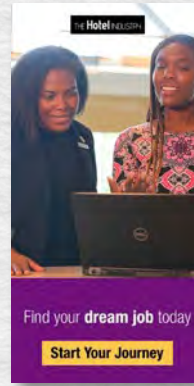
Highlighting That Hospitality is A Place to Stay

'A Place to Stay,' is our multi-channel national ad campaign to raise awareness of our industry's 200+ career pathways and help immediately fill current job openings with diverse talent. Launched in early 2022, this ongoing effort shows job seekers the myriad of perks and unique benefits in hospitality such as competitive wages, travel, flexible schedules, and advancement opportunities. To expand reach, we blanketed the country in 14 markets, launched a Spanish microsite, created a new e-mail newsletter and acquisition campaign, and doubled our social media channels through the additions of LinkedIn and TikTok to join existing presence on Instagram and Facebook.

- 14** MARKETS
- 40 MILLION** AD IMPRESSIONS
- 17K** CONVERSIONS TO INDEED
- 350K** WEBSITE VISITORS TO THEHOTELINDUSTRY.COM
- 16K+** VISITORS TO SPANISH WEBSITE

Optimizing Campaign with New Tactics

Spanish Website & Ads, TikTok and LinkedIn, Video Shoots, Google Display & YouTube, Email Newsletter



Real Employees | Real Stories | Real Success

"I want to serve people. I consider it my purpose in life to serve people and I have the good fortune in life to do that both for our associates and for our guests... Anytime you ask someone to discuss or share their most memorable experience... for us to be a part of that story, that's something that's truly unique."

Ramon REYES
General Manager,
Omni Atlanta Hotel
at CNN Center



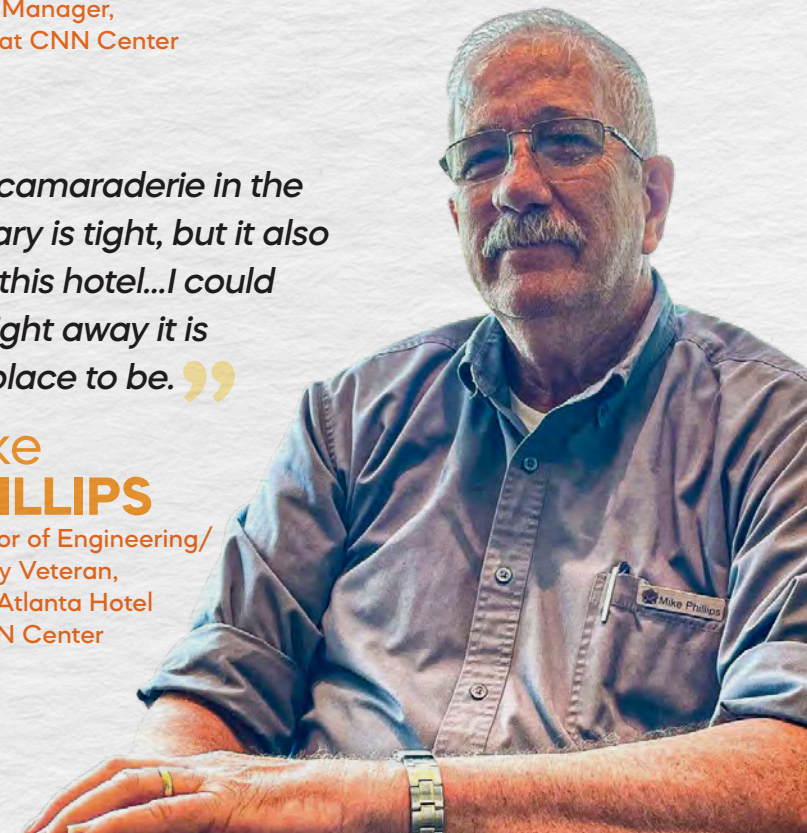
"The thing about hospitality is that it's great when you can start from the bottom and kind of work your way up. Any small role that you can get can lead to an even bigger role."

Taylor CROSS
Complex Marketing Manager,
Omni Atlanta Hotel at CNN Center



"The camaraderie in the military is tight, but it also is at this hotel...I could tell right away it is the place to be."

Mike PHILLIPS
Director of Engineering/
Military Veteran,
Omni Atlanta Hotel
at CNN Center



Visit TheHotelIndustry.com to learn more.

Empowering Youth Program

Paving a Path for the Future

AHLAF's **Empowering Youth Program** continues to bring together hotels and local community-based organizations to train Opportunity Youth between the ages of 16-24 for careers in hospitality. To support hotel employers as they engage with the program, we created a new toolkit offering best practices for connecting with training providers and community-based organizations and improving retention of hired youth.

This year, the Foundation awarded \$175,000 in total to seven community-based organizations throughout Los Angeles, Orlando, New Orleans, and Washington, D.C. These grants helped support over 300 students as they completed their hospitality training. With partnership from more than 40 AHLA member properties, we strive to increase the number of student graduates who pursue hotel careers upon graduation.

Such programs help individuals like Asia Magee – an Empowering Youth Program graduate who completed her training at Café Reconcile and is

now employed at the Sheraton New Orleans, with dreams of becoming an executive chef.

The Foundation also established a formal partnership with Job Corps, a nationwide career training program administered by the U.S. Department of Labor. This first of its kind relationship for Job Corps and the hospitality industry allows both entities to leverage each other's networks and promote hospitality careers to the thousands of Opportunity Youth served by Job Corps' 121 locations across the country.



Through a generous \$1 million grant from Conrad N. Hilton Foundation, we were able to significantly change lives in New Orleans and Los Angeles by providing much needed resources to community-based organizations. In 2023, we will continue to scale the program in existing and new markets through grant funding and expanded collaboration with Job Corps and other strategic partners.



Asia MAGEE

Empowering Youth Program Graduate

“Problems I may have disappear when I enter the doors...Since I've been here, they have taught me a sense of self awareness, life skills, and helped me to communicate more effectively in the workplace.”

Academic Scholarships

Funding the Future: More Than \$1 Million in Academic Scholarships

Each year, the Foundation executes nine scholarship programs, providing awards valued up to \$7,500 for students enrolled in hospitality-related degree programs across the United States. The **Academic Scholarship Program**, our largest scholarship program, is co-administered with 13 two-year and 65 four-year affiliated colleges and universities, with representation from six Historically Black Colleges & Universities (HBCUs).

For the 2022-2023 academic year, we awarded over \$1 million in scholarships to 336 recipients representing 36 states and the District of Columbia. Forty-eight percent of recipients are students of color and 77% of recipients are female, supporting our mission to advance diversity, equity, and inclusion in the hospitality industry.

In addition, the Foundation granted \$100,000 in scholarships to community college students pursuing associate degrees in hospitality and will grow this to up to \$200,000 in the 2023-2024 school year. In this second year of AHLAF's targeted partnerships with community colleges, the number of two-year college students who were awarded scholarships increased by 56% and is expected to continue rising.



Ximena Medina VILLARREAL
University of Houston

“What excites me about the hospitality industry is it connects the world. These scholarships are going to help me achieve a valuable education.”



Joshua JACKSON
New Mexico State University

“This scholarship means a lot to me. By reducing my debt burden, I can focus on my academic studies while continuing to serve my community.”



Chandler WILLIAMSON
North Carolina Central University

“This scholarship will help me get closer to accomplishing my goals of becoming a hotel owner and developer.”

Castell@College

In 2022, AHLA Foundation merged with the **Castell Project** to help advance DE&I at all levels of hospitality. As part of this merger, Castell@College was incorporated into the Foundation's academic programs, and was delivered on more than 65 college campuses, inspiring 4,000 students to pursue careers in hospitality. Female industry leaders volunteered as panelists presenting their personal stories to highlight their distinctive careers, show how they balanced work and family, share lessons learned and provide advice to students. During small group breakout sessions, speakers extended offers of future networking through LinkedIn and email.



Emily (Jintao) MA

University of Surrey, Stag Hill Campus

“The program is not only making a difference in the students' learning experience, but it will also continue to make a difference in our students' future work and life, leading to positive changes in our industry.”



Pursuing tomorrow's dream today.

Next step: Growth.

- Professional Development Scholarships
- Apprenticeship
- Mentorship

The Foundation does more than just help launch careers; we support advancement through professional development scholarships, apprenticeship, and mentorship to guide the journey.



Professional Development Scholarships

Building Skills through Professional Development Scholarships

AHLA Foundation professional development scholarships empower hotel employees to grow their industry knowledge and boost their professional skills by earning industry-recognized certifications. The hotel industry is one of the few places where the American dream is still within reach. You can begin a career, advance quickly, and get promoted, and these professional development scholarships play a key role in helping hotel employees get to the next level – cementing their futures in the hospitality industry.

In 2022, the AHLA Foundation awarded \$50,000 in scholarships to support the professional development, retention, and advancement opportunities of 140 hotel workers who pursued online certifications available in more than a dozen career pathways.



**Branielle
YOUNG VELARDE**
Outrigger

“This scholarship has ignited a fire in me and allowed my confidence to blossom. I look forward to continuing my journey in the hospitality industry, especially given the chance to grow through the help of AHLA Foundation.”



**Caleb
BLACKFORD**
Sonesta International
Hotels Corp.

“This certification will help solidify my knowledge in training and will provide a foundation to assist in providing support on future endeavors.”



**Elena
KITTERMAN**
Four Points by Sheraton Kalamazoo
(Aimbridge Hospitality)

“This scholarship gives me an opportunity to earn skills that will serve me in my hospitality community following certification. Thank you for supporting me in reaching my fullest personal and professional potential.”

Apprenticeship & Mentorship

Highest Apprenticeship Enrollment in Five-Year History

2022 was a banner year for the AHLA Foundation’s two registered apprenticeship programs, hitting record enrollments and the highest number of new employers to date. Apprenticeship is a Department of Labor-funded program that combines on-the-job learning with related educational courses, resulting in wage increases and industry certification.

Our Lodging Manager apprenticeship gives first-level supervisors a well-rounded education in hotel management, including both professional and technical skills training. In 2022 we also saw the first wave of registered apprentices enroll in the Hotel Cook program. Because Cook apprentices do not need any experience working in hospitality or food service to participate, employers who offer the Hotel Cook apprenticeship program have had a critical recruitment tool to attract untrained and under-skilled workers to their hotels.

During the summer of 2022, the AHLA Foundation began development of a third registered apprenticeship program focused on maintenance. In July, we gathered subject matter experts from a wide variety of brands, management companies, and independent resorts to identify and validate key competencies for this program. Formal program standards were submitted to the Department of Labor.

As our industry continues to recover, we successfully renegotiated additional funding from the Department of Labor to offer free training courses to participating employers, making it easier to engage in registered apprenticeship without incurring additional costs. We remain committed to fostering inclusivity in our industry and are proud that 61% of our apprentices this year were female and 52% were from diverse ethnic and racial backgrounds.

Mentorship Program Providing Personal and Professional Enrichment

With mentorship serving as a strategy to nurture and grow diverse talent, the Foundation facilitated a six-month, inter-company pilot with nearly 100 participants representing all sectors of the industry at various career levels. Participants picked among 30 potential development topics, ranging from negotiation skills to personal presence and branding. The pilot created unique opportunities for mentors and mentees to match across various companies and support critical aspects of professional development.

“Extremely satisfied! My mentor is engaged, thoughtful, inspiring, and actively working to build my skillset and network.”
– Mentee

“I think the whole program is highly valuable. It provides a solid framework for mentoring, regardless of experience level and confidence level.”
– Mentor

Leadership development and advancing diversity, equity, and inclusion.

It's about inclusion. No barriers, no walls, no glass ceilings.

- DE&I Leadership Academy
- Best Practices Guide/New DE&I Microsite
- Castell BUILD & ELEVATE Programs

In our second year, the AHLA Foundation has executed the foundational elements of our 5-year strategic plan, including the launch of the Leadership Academy, mentorship program, and a Best Practices Guide.

“Just taking a few moments away from the chaos of the workday to discuss the concept was beneficial. Add to that having a professional facilitator and follow-up sessions that focused us on putting together a plan for our specific companies and you have a winning program!”
– 2022 Leadership Academy Participant



Leadership Academy

Elevating Inclusive Leadership to Drive DE&I.

The Foundation's DE&I strategy recognizes that real organizational change starts at the top. In March of 2022, we launched our inaugural Leadership Academy focused on building the inclusive leadership skills of executives. The vibrant, multi-cultural city of New Orleans served as the perfect backdrop to kick off the six-month immersive learning journey, as nearly 60 C-suite, president, and vice president leaders from across brands, management companies, owners, and suppliers came together for a two-day experience facilitated by DE&I experts Korn Ferry.



Back in New Orleans, participants also soaked up the city's culture through food and entertainment. Guests were treated to an oyster experience with local celebrity shuckers Gus and Kentrelle, who have worked in hospitality for a combined 70 years and were included in AHLAF's 'A Place to Stay' ad campaign.



Then the evening turned electric during a Bluebird Café-inspired dinner and intimate "songwriter-in-the-round" show provided by BMI, featuring two Black emerging music artists, Tiera Kennedy and Willie Jones. Both gave a live performance and shared stories behind their songs of perseverance.

Blending educational content with opportunities for self-reflection, the learning curriculum delved into the dimensions of diversity and leaders gained tips on how to build organizational capacity within their teams. Each attendee made a personal commitment and then participated in three follow up Sustainment Sessions with their cohort, to keep their goals on track and share best practices among peers.



Learning Through New DE&I Resources

Reflecting a year of development in partnership with our industry’s DE&I Task Force and experts at Korn Ferry, we introduced an inaugural Best Practices Guide composed of actionable tips tailored specifically for brands, owners, and management companies to help guide them toward greater, measurable diversity goals. As part of its rollout, AHLA Foundation and Korn Ferry experts led a series of learning webinars tied to the guide’s specific topics, which offered the more than 150 participants an interactive opportunity to dive deeper into the educational content.

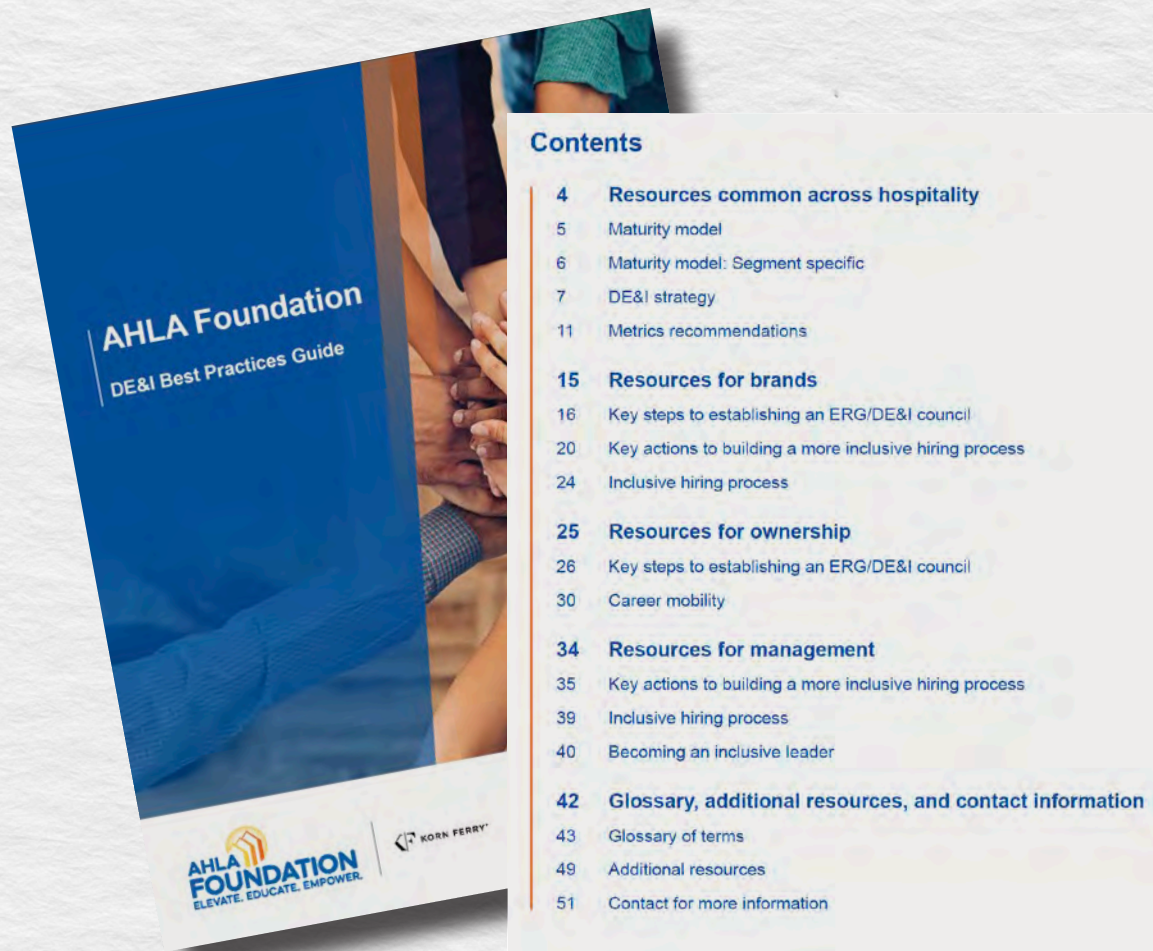
As every DE&I journey is unique, the Best Practices Guide is an adaptable framework to be implemented based on your organization’s needs, goals, and level of DE&I maturity. This resource is available in an accessible, digital format via a new microsite. Visit dei.ahlafoundation.org.

Generating More Female Leaders in Hospitality

According to the 2022 Women in Hospitality Industry Leadership research report, **60% of hoteliers are women, yet only 10% hold leadership roles.**

While progress is slowly changing – with more women in director-level positions than ever before – there is still a strong disparity at the executive level. According to a Harvard Business Review report: “firms with more women in senior positions are more profitable, more socially responsible, and provide safer, higher-quality customer experiences — among many other benefits.” In other words, organizations become stronger with women in the driver’s seat.

AHLA Foundation’s women’s leadership programs, **BUILD and ELEVATE**, cultivate a strong leadership identity and prime recognized leaders for high-level advancement. In November, 55 women leaders gathered at the Hotel Zena in Washington, D.C. for three days to kick off their year-long executive leadership program with facilitated workshops, interactive case studies and networking.



United against trafficking. Supporting survivors.

No Room For Trafficking.

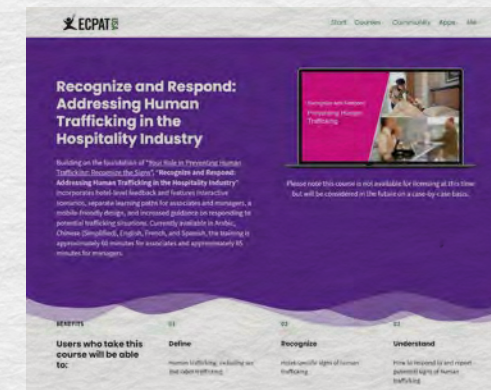
The AHLA Foundation remains steadfast in our commitment to combatting human trafficking across our industry and beyond. Our No Room For Trafficking (NRFT) program unites the hotel and lodging industry's efforts through free training, events, and campaigns, produced in partnership with leading experts, non-profit organizations, and government agencies that share our core values of education and empowerment.

In 2022, we gathered more than 100 industry leaders in the nation's capital to reignite our shared work to stop human trafficking at the inaugural NRFT Summit. We heard from over 25 public and private sector professionals with deep experience in the prevention of and response to human trafficking in the United States, including first-person testimonials about the levels of survivor need to stop the cycle of revictimization.

Together we are working to address this challenge with the industry's first-ever Survivor Fund, raising \$2 million in less than six months from:



The AHLA Foundation will award grants from the Survivor Fund to community-based organizations that provide direct services to survivors - from critical emergency resources to workforce development programs – putting them on a new and brighter path forward.



survivor-centered perspective.

In addition, we expanded the free training resources available to all industry employees with the launch of *Recognize & Respond: Addressing Human Trafficking in the Hospitality Industry*, in partnership with Marriott International and ECPAT-USA. Featuring interactive scenarios along unique learning paths for associates and managers, these modules provide increased guidance on how to interact with individuals and report suspected human trafficking from a trauma-informed,

“I’m actually a survivor of exploitation myself... I’ve been working in this field for over 14 years and I’ve never seen anything like what we have been experiencing in the last two years. [They] are coming to us with much higher needs, as far as physical and mental health...we are pivoting and figuring it out, but we can’t do it all by ourselves.”
 – Survivor-leader from Wellspring Living

Brad Schumacher • 2nd
 Sales and Hospitality Leader | Strategic Thinker | Challenger
 5mo • Edited •

I haven't posted anything like this before on this platform but I think it is so important and relevant to my hospitality network so had to share. As hospitality leaders, we have a unique position in which we are able to assist in the combatting of human trafficking efforts. This is a large training focus for *Enicore*, all of our hotel and brand partners, and amazing associations like the *American Hotel & Lodging Association*. After being exposed to a variety of inspiration and awareness on the topic, I was able to put it to use in real life a few nights ago.

I was boarding an 11pm red eye on my way to attend a conference when I spotted a very confused and scared looking passenger boarding the plane. She was young and extremely anxious when approached by anyone who offered to assist her. After personally trying to communicate in various manners while helping find her seat, there were many signs that made it abundantly clear something was off. After collecting my thoughts for a moment, I knew I had to alert the flight crew. I walked to the cockpit and shared the industry that I worked in and my observations based on training experience.

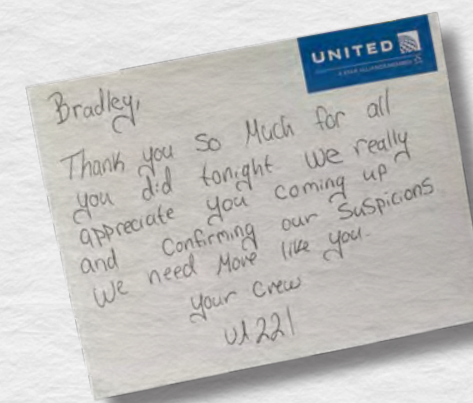
To no surprise, one of the flight attendants jumped in and said she felt the exact same way. It was at that moment, that things got set into motion. The flight was immediately delayed and *United Airlines* started to work through their processes. After a while of conversing, they brought a team on and removed the passenger. I anxiously waited to see if she would return. She did not. After another 30 min or so, they closed the cabin door and we were on our way.

Shortly after we were airborne, the flight attendant summoned me to the front and updated me on the outcome. It was confirmed the woman was being trafficked! Once they were able to speak to her she broke down and admitted everything. Words cannot describe how I felt in that moment.

A big reminder to everyone in the travel/hospitality industry that this stuff is real and happening every day right in front of our staff. If you see something PLEASE say something.

A huge thanks to *William "Chip" Rogers* and all the association docs on awareness around this topic. Also thank you to my UA 221 flight crew for all you did to help save this passenger. I will remember this night forever.

#noroomfortrafficking



Keeping our finger on the pulse of the issues that matter most.

Informing the Industry.

- Diversity in Hospitality
- Human Trafficking Legislation

The AHLA Foundation funds research that matters most, exploring critical issues and providing data and insights to better tell our industry's story.



Diversity in Hospitality

AHLAF Industry Benchmark Survey Report

BW Research reviewed survey data from AHLA members representing over 250,000 employees across 1,800 locations. The report found that while the hotel industry boasts a diverse workforce, representation decreases at the top – with only 36% of people of color in management levels, 24% of people of color in executive leadership and 43% of women in executive positions. The resulting report stresses the need for companies to develop and execute a formal DE&I strategy to elevate women and people of color to higher positions and develop underrepresented talent to advance the industry. This includes areas of opportunity to bolster untapped talent through mentorship, formal promotion policies, and targeted hiring.



Women in Hospitality

AHLA Foundation is committed to benchmarking and tracking the percentage of leadership positions held by women in the hospitality industry. According to the 2021 Women in Hospitality Industry Leadership report, while there is parity for women at the director level, gains for women at higher level leadership are minimal. Women represent nearly half of directors, one of every three vice presidents, and less than a quarter of EVP/SVPs. These figures magnify the increasing barriers to advancement faced by women, keeping the industry from reflecting one in which opportunity is offered equitably.

Human Trafficking Legislation

To keep our industry informed of the latest legislation related to human trafficking prevention and response, including training and signage requirements, the AHLA Foundation continues to support ECPAT-USA's "Unpacking Human Trafficking" report – now available online as an interactive, real-time map updated as changes are made at the state and federal levels.

Gathering, strengthening & supporting the industry.

Premier Events

- **Night of a Thousand Stars Gala**
- **Expanded OFF-SITE Event Series**
 - OFF-SITE: The New Classic
 - OFF-SITE: Napa Valley

AHLA Foundation events introduce industry participants to our programs and provide an opportunity to see the impact of our mission on the future of hospitality.

Written in a Thousand Stars

The AHLA Foundation celebrated our industry stars at the annual **Night of a Thousand Stars** gala. Thanks to the leadership of our Presenting Sponsors, IHG and Qwick, and a slate of generous sponsors and donors, the 2022 sold-out event raised a record \$845,000 to support the Foundation's programs.

The gala highlighted Foundation beneficiaries, including Maria Anzola, a graduate of the AHLA Foundation's Lodging Manager Apprenticeship Program and Operations Manager at Homewood Suites, Katy, TX. Shortly after the Gala, Maria was promoted to General Manager, illustrating the power of the Foundation's program to assist the hospitality leaders of tomorrow in achieving their dreams.

In addition to recognizing the AHLA Stars of the Industry Award winners and finalists, AHLA, the AHLA Foundation and The BHN Group named David Kong, the recently retired president and CEO of BWH Hotel Group, as the inaugural recipient of the Arne Sorenson Social Impact Leadership Award.



Expanded OFF-SITE Event Series

A Record Setting OFF-SITE: The New Classic

OFF-SITE: The New Classic returned to the iconic Pinehurst Resort with a sold-out event, raising over \$1 million to support AHLA Foundation programs. Scholarship recipients Adenicka Blake and Chandler Williamson joined Hole-In-One sponsor Ecolab's Greg Cocchiarella in a panel discussion about how the Foundation's programs create opportunity and further careers in hospitality. This year's OFF-SITE program included a Pink Jacket Shootout for lady golfers and an expanded Social Guest package that featured clay shooting, a brewery tour, and the Mixing Bowl Culinary Challenge where teams competed for the best dish and bragging rights.



OFF-SITE Travels to Napa Valley

OFF-SITE: Napa Valley, hosted in partnership with Ste. Michelle Wine Estates, explored Stag's Leap winery and enjoyed Napa inspired food and wine dinner pairings. OFF-SITE participants heard from Julia Alofatuli, who is currently enrolled in the Cook Apprentice Program, with her mentor, Terranea Resort's Executive Chef Andrew Vaughan. In addition, attendees were joined by AHLA F&B Committee members for an opening night paired wine dinner held at Culinary Institute's COPIA Campus featuring wines from Folio Fine Wine Partners.



Just one word for all you do: Thanks.

Thank you for your support.

The impact of the AHLA Foundation would not be possible without the generosity of our donors. We are grateful for your support and commitment to our unified mission.

◆◆◆◆ Five Diamond Donors \$250,000 +



◆◆◆◆ Four Diamond Donors \$100,000 - \$249,999



◆◆◆ Three Diamond Donors \$50,000 - \$99,999



◆◆ Two Diamond Donors \$25,000 - \$49,999

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◆ One Diamond Donors \$10,000 - \$24,999

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| First Hospitality | Peachtree Hospitality Management | |

Gold \$5,000 - \$9,999

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| Asian American Hotel Owners Association, Inc. (AAHOA) | Hersha Hotels & Resorts | Noble Investment Group |
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| | Robert Kline | WizeHire |
| | James Merkel | Xenia Hotels & Resorts, Inc. |

The list on the following pages is reflective of gifts/commitments received in 2022. Donors to the NRFT Survivor Fund are denoted with a * and, in the instances of multi-year commitments, are recognized for the total commitment in the first year and the amount contributed to following years. AHLA Premier Partner contributions are indicated with a . Although a great deal of care has gone into ensuring the accuracy of this donor list, there may be errors. We apologize for any omissions, misspellings, or other mistakes. We welcome your corrections and suggestions, please contact Lindsay Miller at lmiller@ahla.com or 202.289.3163

Silver \$1,000 - \$4,999

Ace Hotel of New Orleans
 Alex Alt
 Heather Altieri
 Jamie Baxter
 Ray Bennett
 Suraj Bhakta
 Joseph Bojanowski
 Jeffrey Brown
 Kathryn Burns and
 Michael Greeley
 Jason Caiafa
 Kevin Carey
 Mark Carrier
 Raj Chandnani
 Lisa Checchio
 Chevy Chase Club
 CHMWarnick
 Matthew Coffman
 Colliers
 Concord Hospitality Enterprises
 Company
 Trey Conkling
 Paul Daly
 Michael Deitemeyer
 Daniel del Olmo
 Joel Eisemann

John and Jessica Engler
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 Brian Kaufman
 David Kong
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 Elie Maalouf
 Christine Magrann
 Rosanna Maietta
 Joe Martin
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 Randy Meyer
 Lynn Mohrfeld
 Tom Morey
 Carla Murray
 Andrew Nichols

Ahmad Ouri
 Robert Palleschi
 Radhika Papandreou
 Bijal Patel
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