



COLUMBIA  
HOSPITALITY™  
C A R E S

# Impact

R E P O R T

2025





## Letter from John O.

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DEAR AMAZING  
COLUMBIA HOSPITALITY  
TEAM MEMBERS,

What a great year of growth, excitement, and delight at Columbia Hospitality. This has been another year where our positive impact is directly attributed to the phenomenal, dedicated, and values-driven team of our organization.

Our fantastic properties create joy and meaningful experiences for our various customers while creating long-term value for our owners. As we move forward, it's the **Heart, Hustle, and Humility** that is the hallmark of everything we do together.



We are more than a business; we are filled with passion for the communities which we have the privilege to serve. Columbia Cares and this report are an opportunity to celebrate that hard and important work.

Thank you to each of you for your kindness and heartfelt care.

Onward,

**John O.**

John Oppenheimer, Founder/Chairman  
Columbia Hospitality



# CONTENTS

1

People



2

Planet

3

Place



4

Looking  
Ahead

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# C O N T E N T S

Program Overview	pg. 6
People	pg. 8
Columbia Cares Foundation	pg. 8
Columbia Cares Volunteerism	pg. 10
Air Traffic Controller Volunteerism	pg. 11
Planet	pg. 12
EV Chargers at Bellevue Towers	pg. 14
University of Puget Sound	pg. 15
Place	pg. 16
In-Kind Support	pg. 17
Washington Filmworks	pg. 18
American Cancer Society	pg. 18
Veterans Week of Giving & Sunflower Dinner	pg. 19
Jungle Party at Woodland Park Zoo	pg. 20
Looking Ahead	pg. 21

# Program Overview

At Columbia Hospitality, we believe in showing up for our team, our communities, and our planet in ways that matter. Through Columbia Cares, we continue to invest not just resources, but attention, time, and experience into the communities we serve. We balance financial support, in-kind contributions, and team-led initiatives to make a meaningful impact, whether that means providing a meal to someone in need, supporting a local nonprofit, or creating opportunities for emerging talent in film and hospitality.

This year, Columbia Hospitality's teams, properties, and programs came together to deliver remarkable outcomes: 64 Columbia Cares grants were awarded to team members facing unforeseen hardship, over 1,000 room nights were donated to nonprofit partners, and over three quarters of a million in financial and in-kind support strengthened programs across the country. Nearly 1,400 volunteer hours were contributed by team members, nearly doubling the engagement seen in previous years. We are proud of these numbers, but the stories behind them, families supported, communities strengthened, and opportunities created, are what truly reflect our values in action.





Raised over \$805K for charitable causes in 2025



\$700,000 spent on locally sourced produce



1,400 hours of volunteer hours provided to non-profits



1,000+ total room nights donated to local organizations



# People

Our people are at the heart of everything we do. In 2025, our team members demonstrated time and again that hospitality extends far beyond the walls of our properties.

## **Columbia Cares Foundation: In partnership with Global Impact**

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The Columbia Cares Foundation remains a cornerstone of how Columbia Hospitality shows up for its people. Launched during the early days of the COVID-19 pandemic in partnership with the well-respected Global Impact, the Foundation was created to provide direct support to team members facing unexpected hardship. What began as a rapid response in a moment of crisis has grown into an enduring expression of care for our colleagues and their families.



In 2025, the Foundation awarded 64 grants to team members navigating a wide range of challenges, including medical needs, cancer treatment, flooding, fires, and other unforeseen emergencies. These grants helped provide stability during moments of uncertainty and reinforced a simple but powerful message: no one is alone during difficult times.

What makes the Columbia Cares Foundation especially meaningful is that it is funded almost entirely by our own team members. Through voluntary payroll contributions, team members help team members and support one another with generosity and compassion, creating a culture where care is collective and deeply rooted in who we are as a company.



## Columbia Cares Volunteerism

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Our support extends beyond financial aid. The Columbia Cares volunteerism program empowers team members to give back to causes they care about most. In 2025, team members across our properties dedicated nearly 1,400 hours to community service. Whether volunteering at local shelters, organizing food drives, cleaning public parks, or helping coordinate community festivals, our people embodied the spirit of hospitality in action. Across several locations, our team members came alongside several Boys and Girls Club local chapters to give, time, talent, and treasure and support their mission to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

Another example is the widespread toy drives organized across multiple properties, which brought joy to countless families during the holiday season. These stories, each act of kindness, illustrate how our people are shaping the communities they live and work in.

People

nearly  
**1,400**  
hours dedicated to  
community service



## Air Traffic Controller Volunteerism

It had been a difficult period for the air traffic controllers, marked by the challenges of the recent federal government shutdown and the ongoing pressures of their essential work. Our lunch was a small gesture to show gratitude and provide a space for rest, connection, and support during this stressful time.



### CASE STUDY

At Columbia Hospitality and Cedarbrook Lodge, hospitality is about more than great food and comfortable stays; it's about care and community. In November 2025, we had the privilege of hosting a special lunch for local air traffic controllers and their families in Seattle. Cedarbrook Lodge, conveniently located near SeaTac Airport, provided the perfect setting for controllers to relax and connect.

In 2025, Columbia Hospitality deepened its commitment to environmental stewardship across operations, procurement, and property-level sustainability programs. Our work focused on three linked priorities: measure what we use, reduce what we waste, and source what sustains. Across the portfolio, we evolved pilot projects into repeatable programs, strengthened measurement and training, expanded low-carbon purchasing, and replaced single-use items with compostable alternatives.



**the portfolio purchased roughly**  
**\$700,000**  
**in local produce**

We made significant progress across sourcing and waste diversion. Over the year, the portfolio purchased roughly \$700,000 in local produce, steadily increasing the share of local sourcing to 40% by Q4. Food recovery and textile diversion efforts also scaled: campus programs donated more than 800 pounds of food, and student-led efforts such as Grizz's Garage diverted over 1,500 pounds of textiles.

In addition, we developed a portfolio-wide disposable and compostable ordering guide to ensure compostable alternatives are adopted across restaurants and outlets.

Planet

Property programs highlighted how measurement and monitoring create actionable change. At The LARK, EarthCheck certification advanced formal performance tracking, using monthly utility monitoring to benchmark energy, water, and waste while identifying operational savings and environmental opportunities. Portfolio-wide, Nest Sustainability Tracking provided property-level monitoring and M&E, and partnerships with American Water Savings, Inc. allowed closer tracking of water consumption at residential properties. Procurement choices also reduced plastics, with collaborations with NPW and Path Water promoting plastic-free options. Sustainability training through Lobster Ink was beta-tested across Housekeeping, Rooms, F&B, and Front Office, helping embed eco-conscious practices into daily operations.



Planet

Sustainability is also a smart operation. Scientific benchmarking through EarthCheck revealed opportunities to uncover "silent leaks," reduced energy and water use, and mitigated regulatory and utility cost risk. By combining measurement, training, and repeatable practices, properties captured immediate savings while creating measurable baselines for continued progress in 2026.

# EV Chargers at Bellevue Towers: Largest EV project on the West Coast

CASE STUDY

In 2025, Bellevue Towers completed the largest residential EV charging expansion on the West Coast, installing 312 new EV charging stations across seven garage levels. Managed by Columbia Hospitality, the 16-year-old luxury condominium community proactively invested in infrastructure to meet growing resident demand, with more than half of residents expressing interest in personal chargers.



The project delivers 800 amps of distributed power and was designed with scalable infrastructure to accommodate future growth. By planning for and building what's next, Bellevue Towers is helping residents plug in with ease, supporting sustainability goals while making everyday living a little more convenient.





## University of Puget Sound



**800+** pounds of surplus food  
donated to local nonprofits

### CASE STUDY

The University of Puget Sound Food Services, managed by Columbia Hospitality, demonstrates the power of partnership and education in sustainability. Its dining program prioritizes local farmers, operates a Food Salvage partnership with Guadalupe House, launched campus-wide composting, and earned recognition as a Tree Campus USA for the 11th consecutive year. Over 800 pounds of surplus food were donated to local nonprofits, and student-led initiatives like Grizz's Garage diverted more than 1,500 pounds of textiles from landfills. These programs show how hospitality, education, and environmental stewardship intersect to create meaningful outcomes that extend beyond individual properties.

# Place

In 2025, Columbia Hospitality strengthened the communities where we work and live more than ever before. Across the portfolio, our properties contributed more than \$805,000 in combined financial and in-kind support, helping organizations focused on housing security, hunger relief, youth programs, cancer treatment, and environmental conservation. Much of this support was proposed and stewarded by our own team members, reflecting the causes that resonate most with those closest to each community.



more than  
**\$805,000**  
combined financial and  
in-kind support

## organizations supported

Virginia Mason Franciscan Health Foundation, Seattle Aquarium, Woodland Park Zoo, Plaza Theater in Palm Springs, Eisenhower Health, Friends of Waterfront, Auction of Washington Wine, IslandWood, Seattle Community Foundation, Maritime Blue, and more.

At Captain Whidbey, team members championed local nonprofits addressing critical needs, while other properties supported organizations such as Food Lifeline, Mary's Place, Ronald McDonald House, the Pike Place Market Foundation in Seattle, or Big Sky Youth Empowerment and Park County Community Foundation in Montana. Team members across the portfolio volunteered their time and expertise, amplifying the impact of each donation and every in-kind contribution.

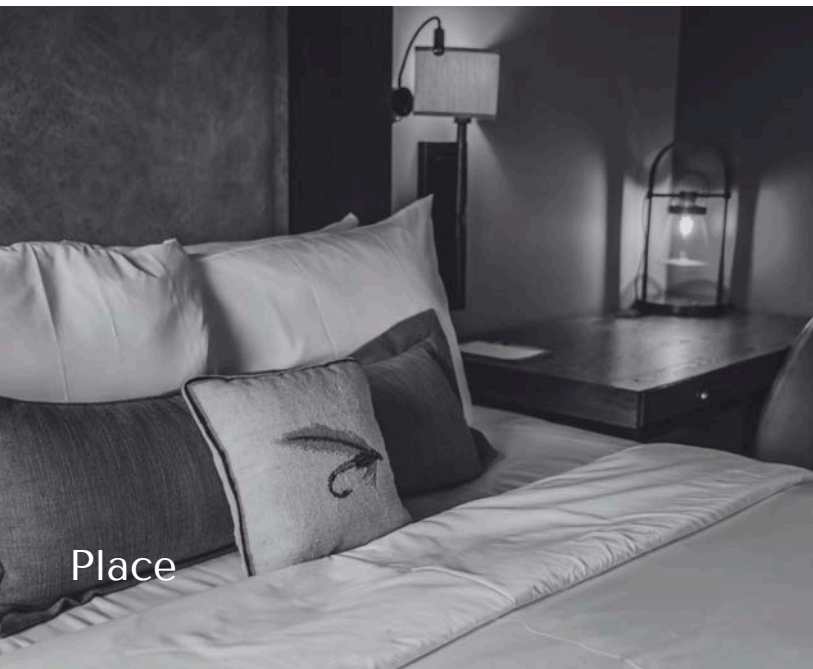
more than  
**1,000**  
room nights donated

totaling over  
**\$390,000**  
in value

## In-Kind Support

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In-kind support played a major role in these efforts. More than 1,000 room nights were donated across properties in 2025, complemented by dining credits, spa treatments, and rounds of golf, totaling over \$390,000 in value. These donations often support live auction fundraisers for local nonprofits, allowing organizations to redirect more resources toward their missions while creating meaningful experiences for participants.



# Washington Filmworks

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Washington Filmworks received support through Columbia Hospitality's B&O tax contributions. These funds help strengthen the state's film industry, supporting workforce development, job creation, and economic activity, particularly in rural counties. Columbia Hospitality is proud to contribute to an initiative that not only drives local business growth but also brings visibility to underrepresented communities in Washington State's creative sectors.



# American Cancer Society

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Our partnership with the American Cancer Society reflects a similar commitment to community impact. From hosting the PNW Executives Against Cancer Montana Retreat at Sage Lodge to supporting the Seattle Hope Gala, our properties create spaces for meaningful dialogue, education, and fundraising. The 2025 Seattle Hope Gala raised over \$2 million, providing essential support to patients and families navigating cancer.

# Culinary Champions: Veterans Week of Giving & Sunflower Dinner

## CASE STUDY

Chef Sean and team at Captain Whidbey led our contributions to the Wingman Foundation, which provides support to Navy service members experiencing hardship and loss. For the second year, Captain Whidbey committed 5% of property profits from guestroom stays and dining visits during the week of Veteran's Day, reaching the maximum contribution of \$3,000.



the event raised  
**\$10,000+**

The Captain Whidbey team also supported the Friends of Ebey's Landing Sunflower Dinner for the second year, providing a course for the multi-course benefit meal of up to 120 guests. Chef Sean helped plate the meals alongside other participating chefs. The event raised over \$10,000 to support the preservation and protection of the historic national reserve.

# Culinary Champions: Jungle Party at Woodland Park Zoo

## CASE STUDY

Columbia Hospitality proudly supported Jungle Party, the signature annual fundraiser for Woodland Park Zoo, now celebrating its 50th year. This milestone event gathers hundreds of civic and philanthropic leaders for exhibit tours, animal encounters, a summer-inspired dinner, live entertainment, and dynamic auction experiences, all benefiting animal care, conservation, and education programs.



**\$11,700**  
live auction package  
generated amount

Our live auction package, "Sun Valley Escape for Four," generated \$11,700 in support of the Zoo's mission. In addition, Chef Luke of The Lodge at St. Edward Park participated as a Specialty Chef, preparing sustainably sourced appetizers for approximately 850 guests in alignment with the Zoo's Zero Waste policy. Through culinary leadership and generosity, our team helped advance wildlife conservation locally and globally while contributing to an unforgettable evening of impact.



# Looking Ahead

As we move into 2026, Columbia Hospitality is committed to building on the successes of 2025. Our focus remains on making a meaningful impact for our people, communities, and the environment while living our values in every action.



## People

The Columbia Cares Foundation will continue providing timely support to team members facing unexpected hardships. Company-wide volunteerism will expand, giving team members more opportunities to support causes they care about and strengthen their communities.



## Planet

In 2026, we will deepen sustainability efforts across every property. Property-level monitoring and evaluation will provide clear baselines for energy, water, and waste using Nest and EarthCheck. Composting programs and single-use item eliminations will scale across the portfolio, supported by our ordering guide and SOP. We will integrate Lobster Ink sustainability training across all departments to embed green practices into daily operations. We will grow local procurement and strengthen partnerships that reduce plastics and lower carbon intensity. Together, these initiatives will translate good intentions into measurable, repeatable results that reduce environmental impact while strengthening operations and local economies.



## Place

Our support for communities will remain central. Through partnerships with nonprofits, in-kind donations, and local initiatives, we will continue addressing critical needs, from housing and youth programs to healthcare and creative opportunities, helping neighborhoods thrive and fostering meaningful connections.

# THANK YOU

to our team members who helped  
make 2025 an impactful year.

We look forward to scaling that effect in the years to come!



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