



FORO POR LOS DERECHOS
Y LIBERTADES



August 9, 2016

Thomas B. Mangas
Chief Executive Officer
Starwood Hotels & Resorts Worldwide, Inc. "Starwood"
One StarPoint
Stamford, Connecticut 06902
Re: Reply Pending on July 28, 2016 Letter

We have received the reply to the letter addressed to you with regard to Starwood's operations in Cuba. We hope that this exchange can lead to an ethical review by Starwood of its partnership with the Castro Dictatorship. Your response dated on August 5, 2016 to our letter which requested a discussion with representatives of the Cuban Resistance and the Cuban Independent Labor Union as it pertains to Starwood doing business with the Castro Military Regime, made no mention of our request nor did it in any way mention the three key points addressed in our letter to you:

- 1) Starwood Hotels and Resorts Worldwide Inc. Human Rights Policy adopted December 2015
- 2) Starwood Hotels and Resorts Worldwide Inc. Business Partner Human Rights Policy
- 3) Accessory in the Violation of International Labor Laws as they pertain to Cuba

All three of the above points which were dutifully elaborated upon in our letter, as well as the request for a meeting, were totally ignored in your response to over a dozen leaders of the Cuban Resistance and the persecuted Cuban Independent Labor Unions.

Ivan Hernandez Carrillo, a Cuban and leader of the Coalición Sindical Independiente de Cuba, took great risk in being the first signature on the letter we submitted to your attention, as well as in speaking out in our press conference where the letter was announced. Upon his return to Cuba, Ivan was met by State Officials at the airport who beat him, physically dragged him on the floor of the airport and then held him against his will. This incident was officially condemned by the AFL-CIO in writing on August 4th, 2016 (attached). This form of terror and intimidation is how Starwood Hotels and Resorts Worldwide Inc.'s new business partner, the Castro Military Regime operates – where is "Starwood's adherence to international human rights principles amongst your business partners" when it comes to Cuba?

Mr. Mangas, human rights policies on paper look good for a publicly held company. Socially conscious investors will read about Starwood's Human Rights Policy and Business Partner expectations and feel that they too are supporting making this a better world. Investors have the right to know that contrary to upholding the respect of human rights, Starwood Hotels and Resorts Worldwide Inc. does business with the very same military regime in Cuba that has been violating human rights for almost six decades. The same military regime that personally chooses which Cubans are allowed to be the "lucky" ones that

can work for Starwood. It is also the same military regime that will keep the majority of the wages of “the chosen” for themselves, an unlawful practice known as servitude.

The Assembly of the Cuban Resistance, a coalition of Cuban American organizations based in the United States and the Forum for Rights and Freedoms, the coalition of pro-democracy organizations in Cuba, got together July 28th, bonded by the need to right a wrong – to “Do the Right Thing”. We presented the facts to you as they are, and requested a reply by August 5th as to “your willingness to discuss your position on Cuba with representatives of the Cuban Resistance and Cuban Independent Labor Union”. The letter we received back from you did not offer a reply, nor did it dignify it by offering any comment as to the flagrant violation of your own human rights and business partner policies. We received a well-crafted reiteration of the stance which Starwood has taken in regards to Cuba.

We ask once again:

Are you willing to discuss your position on Cuba with representatives of the Cuban Resistance and the Cuban Independent Labor Union?

“People to People” contact that ignores the Cuban people struggling for justice is a disservice to human rights. We respectfully urge you to respond to our request for a meeting by Tuesday, August 16th, when the Cuban American community will hold a press conference to announce the results of this exchange.

Signed on behalf of the Assembly of the Cuban Resistance and Forum for Rights and Freedoms by:

Dr. Orlando Gutierrez-Boronat

c/o Directorio

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Cc:

Members of Assembly of Cuban Resistance

Members of Forum for Rights and Freedoms

Congresswoman Ileana Ros-Lehtinen

Congressman Mario Diaz-Balart