

KELVIN

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Dear Mr. Royston,

Application for the Position of Regional Safety & Security Officer

I'm really excited to be applying for the **Regional Safety & Security Officer** position. With my prior work stints within the hospitality (Fullerton Hotel) and design (IKEA) industries, I feel I've garnered a good mix of experiences to make a great addition to the Airbnb Team.

Here are my top 5 reasons why I think I'd be the perfect next hire for your team:

- **#1 - A mission that resonates:** While I'm happily employed as a Safety and Security manager for IKEA, seeing the job post for Airbnb stopped me in my tracks. It's so exciting seeing what Airbnb is doing for the sharing economy – giving travellers a chance to live in real homes as opposed to sterile hotel rooms. It's a mission I really want to be a part of.
- **#2 - Regional experience:** Over the past 3 years, I've had the wonderful opportunity to craft safety policies for IKEA's regional stores in Thailand, Hong Kong & Malaysia. It was a phenomenal learning experience, tailoring our safety protocols around the nuances of each local market. It required plenty of research and a deep empathy for differing cultures. It's a skill set I'm eager to hone further in Airbnb's regional role.
- **#3 - Strong safety record:** While I'm not one to boast, I have had a perfect safety track record with no security infringements for the last few years. This includes leading IKEA Malaysia to comply with all audit requirements in 2015, their first successful compliance in 7 years.
- **#4 - Crisis trained:** As a former member of the elite Special Duties Unit (Malaysia's SWAT Team), I'm well trained in hostage incidents, bomb threats and close quarter battles. While I've never had to call upon these skills since I've left the police force, it does bring my colleagues comfort knowing I'm trained to remain calm in tense situations. (My firearm training also makes me a good candidate to have around in a zombie apocalypse)
- **#5 - Creative industry experience:** The past 3 years at IKEA have thought me so much about being creative. It's difficult to summarise in a paragraph, but there is a distinct difference in a creative

organisation's culture. It's opened my eyes to thinking more empathetically and always placing the user first. Skills which I believe will be useful at Airbnb given that both of your firm's founders are design trained.

Funnily, I've noticed plenty of Airbnb homes use furniture from my current employer, IKEA. It always puts a smile on my face when I recognise a particular desk or drawers in a picture on an Airbnb listing.

With my wide range of experiences and strong safety track record, I'm sure I can keep a tight ship running at Airbnb. I've spent hours reading employee reviews online and on your website. Airbnb really feels like a great place to work. It's a place I want to work.

I'm looking forward to hearing more about how we can work together to make Airbnb more awesome!

Yours sincerely,

Kelvin