

VESTA TIMES



VESTA VALUES

- Be In The Know
- Communicate & Collaborate
- Own It
- Think Ahead
- Make It Personal
- Spark Success
- Be An Inspiration



CHAIRMAN'S MESSAGE

Rick Takach, Jr. | Chairman & CEO



As the year comes to an end, I reflect on 2022 and I am pleased to report that we have had a great year! The year was not without its challenges but as a company, we were able to grow our portfolio, open a new hotel, promote employees from within, complete extensive renovations and see some great achievements in many hotels. As we round the corner to a new year, I am optimistic that the momentum that has been established this past year will only pick up more steam and we will continue to share successes at each hotel.

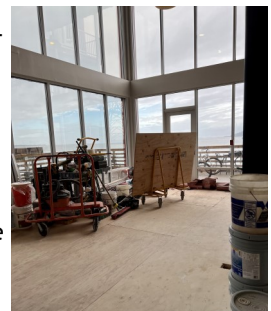
I am proud to congratulate the Vesta team members that have recently been promoted (page 3); it gives me so much satisfaction to know that our staffs value working with us and want to grow their careers with Vesta. These dedicated team members have demonstrated their commitment to their respective hotels and live our Vesta Values and mission every day; they communicated their professional growth goals and when the opportunity was right, they were ready to step into new roles.

Finally, I would like to encourage everyone to take time for yourself and your family this Holiday Season. It is so easy to get wrapped up in the details of life that we forget what is most important, you. Please take time to care for yourself and spend time with those you cherish.

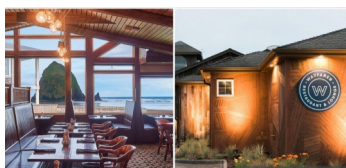
Wishing you all a very Happy Holiday Season and a Happy New Year!

PORTFOLIO UPDATE

Renovations continue at the Cannery Pier Hotel & Spa with the addition of a lobby bar restaurant aptly named Bar 600 because the hotel sits 600 feet into the Columbia River. Bar 600 will offer signature drinks, regional wine & beer as well as small plates such as flatbreads and flavorful appetizers. Renovations in the lobby and the new Bar 600 will be completed in mid-December. Pictured is the lobby and soon to be Bar 600 in the early phases of construction.



The hotel also has a completed book "A Sense of Place" that is placed in all the guest rooms. The book pays homage to the hotel's history and Astoria as the "Salmon Capital of the World" and highlights the location and amenities that make the hotel special.



Coming in the new year, the Surfsand Resort and Wayfarer restaurant in Cannon Beach, Oregon will undergo extensive improvements in the guest rooms and all public spaces. Additionally, there are renovation plans for all guest rooms at the Hilton Garden Inn Everett/Seattle North.



VESTA TEAMS GALLERY



Team members at the Surfsand Resort in Cannon Beach, OR



Playful antics in the kitchen at the Best Western PLUS Agate Beach, OR



Celebrating the Housekeeping Team at Embassy Suites in Brunswick, GA



Team members at Homewood Suites La Quinta, CA enjoying good food and excellent co-workers.

SUSANNE HOLMBERG APPOINTED DISTRICT GOVERNOR OF ROTARY CLUB FOR DISTRICT 5100

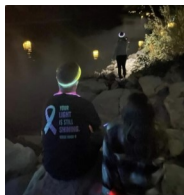


Congratulations to Susanne Holmberg, PHR, CHT, Vesta's Director of Creative Strategies & Talent Development, on her appointment as District Governor. Susanne is a Rotarian since 2006 and a member of the Rotary Club of Three Creeks. The district includes 68 Rotary clubs from Hermiston to Seaside, Oregon (East - West) and Ridgefield, WA to Salem, OR (North - South). Susanne has been with Vesta for a cumulative of 19 years, starting her career in 1999 as Assistant General Manager and worked her way up to a

vital leadership role with the company. Susanne regularly seeks out community engagement opportunity and this Rotary position exemplifies her outstanding dedication to bringing community and business together. We are proud of you Susanne!

BEST WESTERN NORTHWEST LODGE HOSTS BOISE BASH FOR SUICIDE AWARENESS

Last October, Best Western Northwest Lodge in Boise hosted the Boise Bash. The Boise Bash is a Suicide Awareness organization, founded by Tara Dunow, General Manager, after she lost a front desk agent to suicide. There were 120 "Bashers" staying in the hotel and over 300 Boiseans participated in "David's Dash", an Out-of-the-Darkness Midnight Fun Run and Water Lantern Release. Vesta Task Manager, Ann Clark has been working in Boise and was able to participate in the event. Guests in the hotel shared meals with the participants and a few of them participated in David's Dash as well. The Boise Bash has over 600 members.



A SELFLESS GOOD DEED AT INNAMERICA BOISE LEAVES GUEST SPEECHLESS

VESTA VALUE IN ACTION: MAKE THEIR DAY

During his audit shift on November 2, 2022, Humberto Garcia checked in a woman that was clearly upset. During their conversation, Humberto learned that the woman was in town because her 13-year-old granddaughter had attempted suicide and was in critical condition. The woman explained that she was in town to support her granddaughter but the trip was a financial burden on her. The next day as Melissa Thorner, General Manager, was sitting in her office she was called up front to talk with a guest. Melissa learned that as the woman was checking out, she was presented with her bill and learned that Humberto had paid for the room and tax out of his own pocket. Through shock, disbelief and tears, the guest expressed her gratitude and stated "you don't understand what this means to me, you can't!" while being rendered speechless and teary by such an incredible act of kindness. Melissa added, "Had the woman not approached me, I would not have known of this selfless good deed." Humberto did not tell anyone; he simply paid the bill and went home for the day but his random act of kindness was something that the guest and the staff will never forget.



If you are experiencing mental health-related distress or are worried about a loved one who may need crisis support, contact the Suicide and Crisis Lifeline, call or text 988.

TEAM MEMBER PROMOTIONS

At Vesta, we strive to provide opportunities for career growth and enrichment for our team members that want to thrive in the hotel industry and being an integral part of a person's life and help them develop and grow in their chosen profession reflects our vision "To have every person associated with Vesta benefit from its relationship and have respect for its connection" We are proud to announce promotions of individuals that have worked hard to achieve these opportunities.



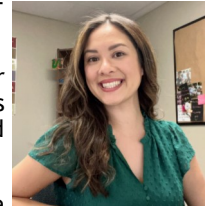
Maggie Hartly



Valerie Davis

After 13 years as the Director of Sales at the Best Western Plus in Savannah, Georgia, Maggie Hartly was recently promoted to General Manager. Also in Savannah, Valerie Davis was promoted from Guest Service Representative to Guest Service Manager.

Mary Ann Lamb has worked at the Embassy Suites in Jacksonville, FL for 13 years where she previously held the position of the Human Resources Manager; she was promoted to Assistant General Manager in 2021 and most recently she was promoted to General Manager.



Mary Ann Lamb



Phillip Wilson & his son

As Assistant General Manager at the Riverhouse in Bend, Oregon, Phillip Wilson proved to be an excellent manager in the resort setting. The hotel sold earlier this year but after a few months, Phillip was ready to rejoin the Vesta Family, this time as General Manager at the Surfsand Resort & Wayfarer Restaurant in Cannon Beach, Oregon.

Olivia Simmons, was hired as part of the Guest Service opening team at AC Hotel by Marriott in Vancouver and recently promoted to Sales & Catering Administrator.

If you would like to grow with Vesta, please see your manager to discuss opportunities and create a professional growth plan.



Olivia Simmons

WHAT OUR GUESTS HAVE TO SAY ABOUT VESTA PROPERTIES

Hilton Garden Inn Wilsonville, OR:

"My wife and I stayed at the Hilton garden inn for a short stay to shop for a vehicle, take a fly fishing lesson and gorge ourselves at In and out burgers.

What a pleasant surprise this hotel was. Front desk agent Mariano was very accommodating to my intricate needs on the phone as well as in person. If you stay at this hotel, make sure to ask for April in the restaurant. WOW!!! April was nice, very efficient, and seemed like she enjoyed being at work doing her job. In today's environment, that in itself was a positive act of kindness on her part."

Wayfarer Restaurant Cannon Beach, OR:

"You can't beat the view of haystack rock from their dining room it's RIGHT THERE! Food was very good staff were wonderful. The clam chowder was one of the best I've had on any coast!"

Homewood Suites La Quinta, CA:

"The suites are like mini apartments! With a kitchen area, full size refrigerator, stove and microwave! The staff is so friendly, they made my stay so comfortable! I will definitely be back to visit again soon!"

Hyatt Place Denver/Westminster, CA:

"We stayed at this property while visiting family and we will be back when in the area. The front area staff was wonderful and inviting, the rooms were clean and roomy and cozy, the breakfast bar was perfect. We will recommend to friends and family.

Best Western PLUS Newport, OR:

"We loved the gorgeous view from our room and the proximity to the beach. Very nice design inside too. The conference rooms were spacious and comfortable. All of the staff, from check-in to housekeeping, to food service, they were all outstanding!"

Embassy Suites Hotel Brunswick, GA:

"We had a great experience here. The front desk staff were awesome. We enjoyed the free drinks during happy hour at the bar. The hotel was very clean and it was very apparent that they take cleaning measures seriously. They have a neat little robot that they use sometimes to deliver items to the room. We will stay here again in the future"

AC Hotel by Marriott Vancouver, WA:

"Enjoyed a waterfront view during a rainstorm. Expansive waterfront view in the hotel lobby, bar, and restaurant. Katie at the front desk was welcoming, professional, cheerful and friendly. She was very clear in her communication about the hotel amenities. It was delightful to watch the delivery robot on its errands and it even took the elevator! The room was very clean and had a modern, streamlined decor. Overall a great stay."

"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

Andrew Carnegie



GREAT TEAMS
GREAT EXPERIENCES
GREAT RESULTS

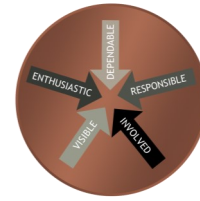
Did you know that Vesta Hospitality is on Instagram, Facebook and a LinkedIn? Follow us for updates and the latest company news.



IDRIVE : GREAT IDEAS

Do you have a great idea that will improve the success of your hotel? Ideas can range from training initiatives, sustainability, guest service, sales, team member programs, property improvements, tools and equipment modifications, or any other innovative and creative changes. Ideas can have an impact on experiences, processes or offerings.

iDrive
ROAD TO EXCELLENCE



The iDrive: Great Ideas incentive program encourages team members to participate in the hotel's success, to communicate and collaborate, to be part of improvements and changes for coworkers, guests, visitors and vendors, keeping in the spirit of Vesta's mission. All Vesta Hospitality team members are eligible to participate regardless their position or hire date (no restrictions apply).

Share your ideas with your manager to participate in the 2022 iDrive: road to excellence program or send your GREAT IDEA directly to tellvesta@vestahospitality.com.

All submissions will be reviewed by Vesta's executive team and the monthly winner chosen based on the following criteria: new idea, easy to implement, makes the hotel team more efficient, enhances the guest experience, and/or could apply to multiple hotels.

Monthly winners will each receive a \$25 gift card. And at the end of the year, one GREAT IDEA winner will be chosen and receives a \$500 gift card. In addition, their idea will be implemented in all Vesta hotels, leading change for the entire company.

IDRIVE : GREAT IDEAS WINNERS

The winner of the iDrive : **Great Ideas** for August is Tara Dunow, General Manager, and the team of the Best Western Boise who suggested "employing" precious lost and found items left by children. "It's a really fun way to have the staff involved in Service Recovery while making their "little" guests very happy" said Tara. The staff took pictures of the new "employee" and texted the parents then mailed "Pinky" back with her very own nametag and a few treats.



The winner for September is Olivia Simmons, Guest Service Representative, at AC Hotel Vancouver. Olivia's suggestion was to provide hotel guests and visitors with umbrella covers; this will not only be convenient, but will also minimize liability of having wet floors during the rainy seasons.

TEAM MEMBER SPOTLIGHT—CYNTHIA WHITE, EMBASSY SUITES JACKSONVILLE, FLORIDA

Cynthia has worked at Embassy Suites Jacksonville for over 26 years, in that time, she has worked as a room attendant, housekeeping supervisor, and currently as a laundry attendant. With such a long career, there is no question that Cynthia is a valued team member because she knowledgeable, dependable and a hard worker.

Cynthia is many things to the team in Jacksonville, she is a leader, an advisor, but most importantly, she is the voice for the team. Cynthia is always the loudest person in the room in the best way possible. Her laugh is contagious and really sets the tone for the day.

Cynthia embodies the Vesta Value, Make It Personal; with over 25 years at the hotel, she has certainly seen a lot of the hotel team members grow and expand their families. She has a personal connection with the majority of the team members and she always checks in to see how the family is doing.

Mary Ann Lamb, General Manager, says about Cynthia, "We are so grateful to have a team member so dedicated to not just the hotel, but to the team members."



Cynthia says that she enjoys working with all the team members, interacting with guests and creating friendships. The Vesta Value that she feels strongly about is "Own It" because she feels that people should take responsibility for their actions.

Cynthia values her health and family and feels that her job is her "home away from home". When Cynthia is not at work, she likes to relax, spend time with her family and play cards.