

VESTA TIMES



CHAIRMAN'S MESSAGE

Rick Takach, Jr. | Chairman & CEO

VESTA VALUES

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



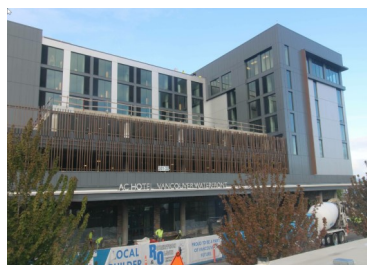
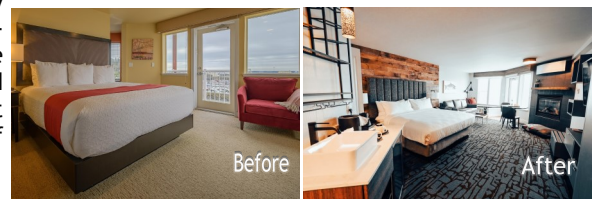
The hotel industry is open 24 hours a day 365 days a year and we serve thousands of guests every month. Most days we leave work with a huge sense of accomplishment and satisfaction that we have made a difference in someone's life. Then there are days that an 8-hour shift turns into 12 or a call on your day off means working through the night. Having an operation that is always open means that we are always available to jump in and get the job done when needed. I am incredibly proud of our teams that do just that on a daily basis; juggling multiple job duties and working as long as it takes to get the job done, your efforts and hard work do not go unnoticed. And, I want to thank you for your unrelenting, dedicated service.

I also want to remind everyone that during your days off and the hours after you leave work to focus on taking time for yourself. It is important to ensure that you are nurturing a positive physical, emotional and professional balance in your life. Sometimes we get so busy working and taking care of everyone else that we forget to take care of ourselves. With a well-balanced life, you will feel more motivated to reach your professional goals and successes will be more rewarding.

Lastly, our Employee Survey that is happening now through May 30, more information is available on page 3 of this newsletter as well as from your supervisor. One of the best ways for our company to be better today than we were yesterday is to hear from you; your feedback is invaluable and helps drive our company mission. I hope you will take the time to fill out the employee survey and let us know what you appreciate in your job as well as in what areas we can do better. We take all comments to heart, we use them as an opportunity to learn, and implement appropriate changes based on your feedback.

PORTFOLIO UPDATE

Phase I of the Cannery Pier Hotel & Spa renovation is complete. The hotel has a fresh, innovative new look that is a distinctly Astoria vibe. All guest rooms have new carpet, furnishings, and décor including a reclaimed wood accent wall and a luxurious multifunction shower with an overhead rain shower and full body wash. The hallways and spa were updated to match the unique new look. Phase II will begin in the fourth quarter and includes the addition of a restaurant and lounge as well as the renovation of all additional public spaces.



The AC Hotel by Marriott on the Vancouver Waterfront is on track to open in mid-June. The pre-opening team has been hard at work pre-selling the hotel, cleaning and getting systems in place to ensure a smooth opening. The hotel will include 150 guest rooms many with sweeping views of the Columbia River, 8,000 square feet of meeting space, a restaurant and bar. AC Hotels by Marriott offer elegant, purposeful design, flexible spaces and carefully crafted signature moments that are orchestrated for the entire hotel experience so guests can be more productive, creative and fulfilled.



VESTA TEAMS GALLERY



Homewood Suites Guest Services Representatives at La Quinta, CA



WHLF celebration at La Quinta Inn & Suites Vancouver, WA



Sales Team from Embassy Suites Hotel in Brunswick, GA



Complimentary Breakfast Team Members from Embassy Suites Hotel in Brunswick, GA

VESTA HAS A NEW LOOK

Vesta Hospitality turned 25 last September and with that incredible milestone, Vesta has re-branded with a new logo and design. Looking to the future, it's important to meet it with a fresh new look and a strong brand image along with innovative branding initiatives.

Vesta's core values and mission are the strength of our organization and a true representation of our dedicated teams, that does not change. Our new branding image will enhance our existing mission and values with a stronger, clearer visual presence that will allow Vesta to not only stand out but also be memorable. With a fresh logo, new rich colors and an overall consistency in visual brand presence, Vesta's identity will not be limited to trends, it will be timeless, encouraging more people to join the Vesta team, stay connected and support our mission.



You will begin to see our logo change in the upcoming months, we will be updating all physical logos in the hotels and our digital presence. As you can imagine, changing a logo is a process that involves many steps and takes time, so we will be taking phased approach.

We hope you like Vesta's new look!

VESTA EMPLOYEES JOIN AHLA APPRENTICESHIP PROGRAM

AHLA (American Hotel & Lodging Association) is working with the National Restaurant Association Education Foundation (NRAEF) on a nationwide project to expand apprenticeship in the hospitality industry. As part of this work, AHLA has created an apprenticeship program for Lodging Managers to help grow the "bench strength" of the industry for supervisory and managerial positions. AHLA's Lodging Manager apprenticeship program has been nationally registered with the United States Department of Labor and provides a complete program model that is easily follow.

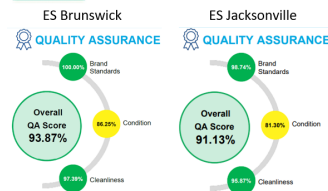


AHLA will also provide technical assistance to each employer throughout the entire journey - serving as an advisor and helping to guide you through the program from A to Z. The program combines on-the-job learning with related educational instruction. Vesta is pleased to have the following team member in the program:

- Luke Skebe, AGM at Hyatt Place in Denver, CO
- Madalyn Roman, AGM at La Quinta Inn & Suites in Vancouver WA
- Mary Ann Lamb, AGM at Embassy Suites in Jacksonville, FL
- Joanna Ruiz, FOM at the Homewood Suites La Quinta

VESTA'S HILTON HOTELS EARN OUTSTANDING QUALITY ASSURANCE SCORES

Congratulations to Embassy Suites Brunswick, Embassy Suites Jacksonville and Homewood Suites La Quinta for achieving outstanding ratings on their recent quality inspections. The hotels have worked hard to ensure their hotels not only pass the inspections but excelled every day in guest satisfaction and cleanliness.



To achieve their outstanding score, the team at the Homewood Suites La Quinta said that they "are passionate about our hotel, so we work together with the same goals of achieving the best score possible. Together we review past QAs to determine what issues need to be double checked. We take great pride in our QA score!"



Great job to all the teams, your hard work earned an OUTSTANDING scores on their brand's quality assurance inspections.

(Homewood Suites La Quinta team)

WORK HARD LIVE FREE WINNER ANNOUNCED

Vesta Hospitality's Work Hard...Live FREE program is an associate incentive that gives one lucky winner the chance to have their rent/mortgage paid for a year. The 2021 Work Hard Live Free winner is Austin Williams, Maintenance Department, from the Quality Inn & Suites in Colorado Springs, Colorado.

Austin is a great asset to the hotel, very knowledgeable and always makes sure things are done right to ensure all guests are happy and safe; it is that commitment that earned him employee of the month in June 2021 making him eligible for the Work Hard Live Free drawing.

Austin is married with a son and one on the way; he said "winning the Work Hard Live Free program will give me and my wife the push we need to purchase our first home, and it couldn't have come at a better time."

Congratulations Austin, enjoy living free for a year!



WORDS FROM LAST YEAR'S WHLF WINNER



Last year's Work Hard...Live Free winner, Sharmaine Greene, guest service representative at Embassy Suites Hotel in Brunswick, Georgia shared a few words about how the program touched her life.

"Words could not explain the blessing the Work Hard, Live Free program has been for my daughter and I. I won this program at a time in my life when it felt like my back was against the wall and I was ready to give up. Winning reminded me that you must have faith and keep pushing forward and things will always work out. I would like to thank Vesta for this experience and opportunity. I would also like to thank all of my Embassy family that has lifted me up to keep going. I hope the next winner will be just as blessed. Thank you!"

A MESSAGE ON WHLF FROM RICK TAKACH

I am very happy to congratulate Austin Williams on winning the 2021 Work Hard Live Free Vesta Team Member Recognition Program. Austin has been with Vesta since February 2021; he works hard and demonstrates a commitment to guest satisfaction. Austin exemplifies our Vesta Values through his actions and dedication to the company.

I would also like to congratulate all the 2021 Team Members of the Month recipients. Each Team Member of the Month earned the recognition through hard work, a commitment to the company's mission, vision, and values, and a desire to excel in their role within their hotel. I am very grateful hard work that earned them the Team Member of the Month recognition. To show my appreciation, again this year, I will divide up \$10,000 to be distributed among those that earned a Team Member of the Month award in 2021.

Thank you all for your hard work and who knows, maybe next year you will be selected to **live free for a year**.

YOUR OPINION MATTERS!

Vesta wants to hear from you! Please help us learn more about employee views, attitudes and satisfaction by completing the employee survey. Survey results are confidential and conducted through the 360 Intel platform. We, as a company, have set a goal of a 100% response rate for every hotel. The best way to meet this goal is to ensure that every team member has an opportunity to participate. The SURVEY OPENS on May 13, 2022 and CLOSES May 30, 2022, please complete the survey by the close date.

Surveys can be taken with the help of any smart device, at home or at work. Your supervisors will provide you with business cards that include the access codes and website information for your team members. The website is <http://vestahospitality.isswebsurveys.com/>

The survey can be translated into any language using google chrome translator, access translate options/languages by right clicking on the survey web page.

Thank you for your voice and your commitment to helping us all succeed through growth opportunities and change.





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.

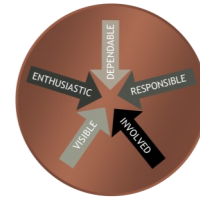
The iDrive: Great Ideas incentive program encourages team members to participate in the hotel's success, to communicate and collaborate, to be part of improvements and changes for coworkers, guests, visitors and vendors, keeping in the spirit of Vesta's mission. All Vesta Hospitality team members are 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
ROAD TO EXCELLENCE



TEAM MEMBER SPOTLIGHT—VIRGINIA HUDSON, HILTON GARDEN INN WILSONVILLE

Virginia Hudson is a guest service representative at the Hilton Garden Inn in Wilsonville, Oregon.

Virginia started her career in the hotel industry working at other Hilton branded hotels in the area but when Covid caused her to be furloughed from her previous job, she searched for a new position and found the chance to join the opening team at the Hilton Garden Inn Wilsonville. Reflecting on the experience, Virginia said "I met with Melizza Inocencio and was hired in September 2020. As part of the opening team, we put this hotel together to get rooms ready to open. Putting beds together, delivering microwaves and refrigerators from room to room. It was so fun and special to be a part of opening a new hotel. This may also be a once in a lifetime experience for me.

When my previous job called us all back to work in July 2021 to reopen in August, I was torn between my old Hilton family or staying with my new Hilton family here at the HGI Wilsonville. Especially Melizza, who believed in me and gave me this opportunity to open and work in a brand-new hotel. I now work the week ends at my other Hilton hotel and during the week at the HGI Wilsonville."

When asked why Virginia is an exceptional employee, Melizza Inocencio, General Manager responded, "Virginia is extremely reliable and willing to do whatever it takes. She was part of the opening team when we opened during the peak of COVID and had to endure the wildfires as we were getting the hotel ready. She has always volunteered to pick up shifts when we are short-handed. She truly loves what she does and enjoys working with everyone on the property. She was associate of the month for April 2021. I have never heard Virginia complain or gossip. She is just truly appreciative of being part of our team. She always takes time to greet members of our team as she comes onto shift."



Virginia Hudson with General Manager, Melizza Inocencio