

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



This year has started out with bang including great revenues, new company-wide programs and team member recognition events.

I proud to announce that Vesta is rolling out its new 401K retirement plan with a 4% company match on your contributions. I am thrilled to offer this to our eligible team members and hope you will all take advantage of this benefit as you plan for your future.

I have been spending time visiting the hotels and look forward to making it to all hotels soon. During my visits I have had the pleasure of getting to know our team members, getting a better understanding of their personal / business goals and learning about their experiences with Vesta. I am also happy to say that our Vesta Values are well represented, and it is evident in the way our team members interact daily. As you will see in this newsletter, I have been asking about our Values and it has paid off!

My absolute favorite event every year is the Work Hard Live Free lottery drawing. It gives me so much joy to highlight our team members of the month and have one selected to live rent or mortgage free for a year. Congratulations to Victoria in Savannah, I am very proud of the job she does and happy to provide her a year of living free.

As noted above, 2023 has started off on a stellar note, I hope we all can harness this momentum as we continue to "spark success" on the job and in our personal lives.

PORTFOLIO UPDATE

Surrounded by community members, supporters and Vesta team members, the Cannery Pier Hotel & Spa celebrated the completion of their renovation with a red ribbon cutting and reception to show off the amazing results.



VESTA TEAMS GALLERY



Embassy Suites Brunswick, GA
2022 Champions of the Month



Team members enjoying lunch together at the Quality Inn & Suites in Colorado Springs



Chef Tanner Genck and Sous Chef James Sullivan collaborating in the back office at the AC Hotel in Vancouver, WA.



Who says meetings have to be dull? The team at the Cannery Pier Hotel & Spa enjoying time together.



Wayfarer kitchen team getting ready to wow guests with delicious food and amazing service.

WAYFARER RESTAURANT EARNS SPOTS ON SEVERAL DINERS' CHOICE LISTS

Congratulations Wayfarer Restaurant for earning a spot on several OpenTable Diners' Choice Lists including; Best Overall, North-west Dining, Best Scenic View, Best Service, Best Ambiance, Best Value and Most Booked.

Diners' Choice lists recognize outstanding restaurants based on feedback from thousands of diners.



IT "PAYS" TO KNOW THE VESTA VALUES

Learning the Vesta Values pays in many ways. As a commitment to ensuring all team members are focused on living the Vesta Values, Rick Takach, CEO & Chairman, announced during the WHLF broadcast that during his properties visits around the country and will randomly ask team members if they know the Vesta Values by memory. So far, his interaction at three hotels led to big surprises for those that can recite the Vesta Values. While at the Cannery Pier Hotel & Spa in January, Rick asked Janis Sherman, Front Office Manager if she knew the Values, she immediately responded with every value so Rick had a check for \$1,000 sent to her! Following up on the practice, Rick was at the Best Western Plus Agate Beach in Newport, Oregon where he asked Hortencia De Jesus Ramirez if she knew the Values and she was able to tell him all seven so again, Rick had a check for \$1,000 sent to her. Not to be outdone, Kevin Lides, Banquet Houseman, at the Embassy Suites in Jacksonville, Florida also received \$1,000 when he was able to list the Vesta Values. Who knows...one day you might be asked if you know the Vesta Values and it just might pay off?



Kevin Lides

WHAT OUR GUESTS HAVE TO SAY ABOUT VESTA PROPERTIES

Best Western Historic District, Savannah, GA

"Stayed here for my daughter's 21st birthday weekend. Bridget from the front desk was wonderful! She gave us pointers and made sure we were having a great time each day. All the other staff we encountered were also very nice and friendly. The location is great and easy walking to just about everything. The rooms were clean and comfortable. If we are ever back in Savannah this is where we will be staying!!!"

Country Inn & Suites, Phoenix, AZ

"I was very surprised with this hotel since I didn't have great expectations but the customer service was excellent! Both Obed (evening shift) and Nathan (day shift) at the front desk were great! The facility was clean and well maintained and my room was spacious and quiet. Good breakfast and all the staff members that I interacted with were attentive and courteous. The cleaning person, Margarita was very nice and fulfilled all my requests. Definitely will stay again if I'm going to Phoenix."

Seaglass Bistro Newport, OR

"Lovely dinner spot. We ate on the patio on a cooler evening. Fire kept us fairly comfortable. It's a Monday night & not too crowded. Serene did an excellent job waiting on us & we enjoyed the meal."

InnAmerica, Boise, ID

"Melissa was super friendly and welcoming! Clean rooms and a fantastic breakfast! I absolutely recommend to anyone wanting a comfortable place to stay! Because of Melissa being so nice this is my go to spot in Boise Idaho! "

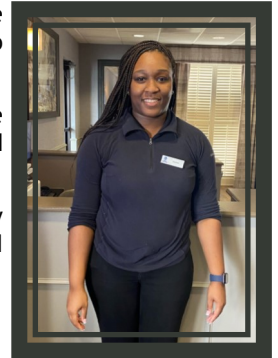
WORK HARD LIVE FREE WINNER...CONGRATULATIONS VICTORIA!

Victoria Bionca Roundtree, Laundry Attendant Best Western Savannah Historic District

Victoria joined the Best Western laundry team in June of 2018. Victoria is a valuable asset to the hotel, she is very devoted, diligent and dependable. Victoria inspires other team members to want to grow within the hotel and Vesta Hospitality.

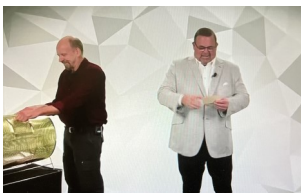
Victoria was the Best Western's Employee of the Month in August 2022. She was nominated because she is always lending a helping hand whenever the need arises. Victoria is reliable, goes above and beyond and is extremely well organized in all of her duties at the Best Western.

Having her name drawn as the Work Hard Live Free winner for 2022 will give Victoria the opportunity to help her mother, whom she is very close, to pay her mortgage and other bills. Victoria has expressed an interest in wanting to advance her career within the hotel and Vesta Hospitality.



Vesta Hospitality's Work Hard...Live FREE program is a team member incentive that gives one lucky winner the chance to have their rent/mortgage paid for a year. The drawing was held on February 9, 2022 in Vancouver, Washington via Zoom broadcast to all Vesta hotels around the country.

A MESSAGE ON WHLF FROM RICK TAKACH

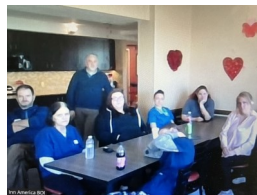


I am very happy to congratulate Victoria on winning the 2022 Work Hard Live Free Vesta Team Member Recognition Program. Victoria has been with Vesta for nearly five years; her work ethic is commendable and appreciated by all team members. Victoria lives the Vesta Values through inspiring others.

I would also like to congratulate all the 2022 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 for the hard work that earned them the Team Member of the Month recognition. To show my appreciation, again this year, I will divide up \$12,500 to be distributed among eligible Team Member of the Month award winners in 2022.

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

WHLF CELEBRATIONS AROUND THE COUNTRY



"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do." - Pele



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.

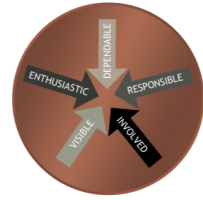


iDRIVE : OUR VALUES

The 2023 iDrive: ROAD TO EXCELLENCE program is based on OUR VALUES to create a culture of knowledge, communication, empowerment, creativity, accountability and inspiration.

The iDrive: Our Values program is seeking nominations for team members who live and demonstrate the Vesta Values. We look for stories that show how little (or big) things can spark success, help to collaborate, and be an inspiration to others in our hotels and communities. We want to hear how our team members embrace and practice our values and how our culture flourishes because of these sets of values. All Vesta Hospitality team members are eligible regardless their position or hire date (no restrictions apply). A hotel can submit more than one idea per month.

iDrive
ROAD TO EXCELLENCE



Share your nomination with your manager to participate in the 2023 iDrive: Our Values program or send your Our Values story 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: Personal vs. team accomplishments and participation, demonstrated leadership, exemplary teamwork and helpfulness, enhances the guest experience, workplace safety, innovative thinking, financial success

Monthly winners will each receive a \$50 gift card. And at the end of the year, one OUR VALUES 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.

NEW TEAM MEMBER 401K BENEFIT AVAILABLE IN APRIL



In our ongoing efforts to offer enhanced team member benefits, we are pleased to announce that effective April 1, Vesta Hospitality will participate in a 401K savings plan available to all full-time employees that have been with Vesta for at least one year.

Vesta Hospitality will match up to 4% of your contributions of eligible compensation. You are 100% vested in your contributions and your matching contributions immediately.

We hope you take advantage of this amazing new benefit. For additional information and to enroll in the 401K program, please contact your supervisor.

TEAM MEMBER SPOTLIGHT—ELSA VASQUEZ, FAIRFIELD INN DENVER/WESTMINSTER, COLORADO

Elsa Vasquez started working at the Fairfield Inn Denver/Westminster in 2001 as a housekeeper. She left the hotel in 2003 to have a baby then returned in 2004. In 2006, Elsa worked her way up to Assistant Housekeeper then after two years she was promoted to Executive Housekeeper.

Elsa likes working at the Fairfield Inn because she feels that they are helpful and flexible with her family needs. She also enjoys getting to know her co-workers and appreciates the competitive wages.

Elsa works to INSPIRE all of her team to do their best. She wants everyone to be inspired to be their best at work and in their own lives so she is drawn to the Vesta Value “Be an Inspiration”

Ann Clark, Task Force Manager, says “Elsa is such an asset to our hotel. She takes pride in her job and department. She has seen the hotel from almost the beginning of its existence and is still proud to call this her home! Elsa expects quality from each of team members and sets the example by delivering quality in all her work.”

Things that are important to Elsa both personally and professionally are God, her family and her job. When she is not at work, she enjoys spending time with family and friends as well as going to church.

