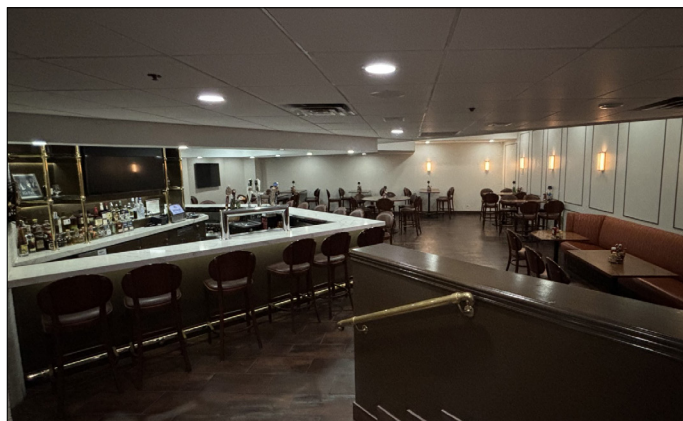


Hilton Chicago/Northbrook is currently undergoing an exciting transformation, bringing a fresh, modern look and feel to enhance the guest experience. The hotel's restaurant is being fully renovated, promising an updated dining space with a vibrant new atmosphere for guests to enjoy.

Beyond the restaurant, enhancements are taking place throughout

the property. Guest floor corridors have been refreshed with stylish new wallpaper, creating a more contemporary and welcoming environment from the moment guests arrive.

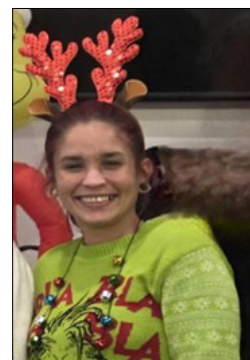
In addition, the hotel has made meaningful technological upgrades, including enhanced Wi-Fi connectivity and the installation of Connected Room features in guestrooms.



**Keisha Beckwith**  
Wolfeboro Inn



**Mike Bernard**  
Margaritaville Resort  
Cape Cod



**Ashley Breban**  
Holiday Inn Manchester



**Jose Castro**  
DoubleTree by  
Hilton Ann Arbor



**Richard Chiren**  
Inn at Middletown



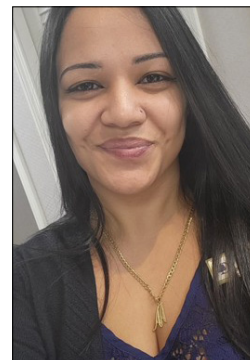
**Kia DeAngelis**  
The Centennial



**Graciela Rodriguez  
Delgado**  
Hilton Chicago  
Northbrook



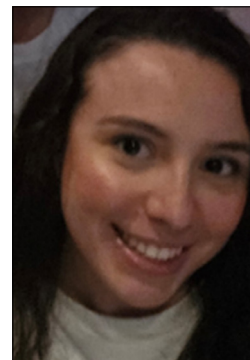
**Ricky Dortch**  
Hilton Memphis



**Marangelie Garcia**  
DoubleTree by  
Hilton Nashua



**Kristy Goodwin**  
Hampton by Hilton  
Littleton



**Melanie Henderson**  
Allegria Hotel



**Liz Lafrance**  
Holiday Inn Salem



**Josie Lamberti**  
Holiday Inn Weirton



**Gabriela Yanes  
Landaverde**  
DoubleTree by Hilton  
Boston-Andover



**Merissa Mainolfi**  
Best Western Rutland



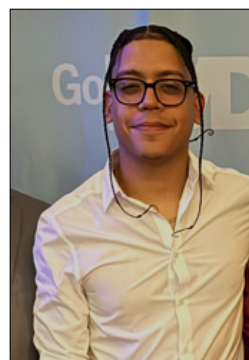
**Kathy Mason**  
Hilton Kansas City Airport



**Luis Munoz**  
DoubleTree Mesa



**Rick Oakley**  
Ashworth by the Sea



**Jairo Padrino**  
Hotel Providence



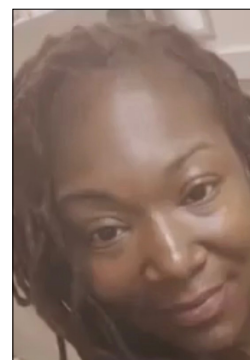
**Anton Priatno**  
DoubleTree by Hilton  
Washington DC Silver  
Spring



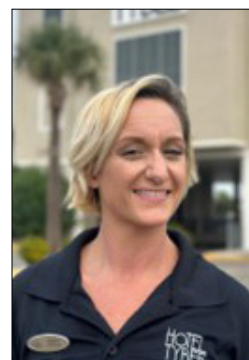
**Gabriel Ramos**  
Sheraton Tampa Brandon



**Faye Stearns**  
Best Western  
Springfield Hotel



**Shiquana Watson**  
Macon Marriott City  
Center



**Jessica Watts**  
Hotel Tybee



LINCHRIS EMPLOYEE OF THE YEAR: MIKE BERNARD

Mike Bernard, an employee of Margaritaville Resort Cape Cod, has been named the Linchriss Employee of the Year for 2025. Mike joined Margaritaville Resort Cape Cod on October 22, 2024, and has quickly distinguished himself through his exceptional guest service, positive attitude, and unwavering commitment to both guests and fellow team members. In a relatively short time, Mike has made a lasting impression at the resort and has become a valued and trusted member of the team.

Mike has a natural ability to connect with guests and make each interaction feel personal and memorable. Whether he is greeting arrivals, assisting guests with transportation, or simply sharing a laugh, Mike brings a warm and welcoming energy that helps create the relaxed and enjoyable atmosphere Margaritaville is known for. Guests frequently recognize Mike in 5-star reviews, often praising his outstanding service, friendly personality, and his ability to make them feel comfortable and well cared for throughout their stay. As Rachel Thayer, General Manager, points out, "Mike is the kind of employee who turns an ordinary guest interaction into something unforgettable. He brings heart, humor, and authenticity to everything he does, and he represents the very best of Margaritaville."

Mike's dedication to hospitality goes far beyond what is expected. One memorable example involved a disabled guest who arrived alone at the resort for a getaway. Mike took it upon himself to help the guest enjoy his stay by offering rides into town, helping him plan accessible activities, and making sure he always had support when

needed. Mike even gave the guest his personal phone number and encouraged him to call if he needed anything. On his day off, when the guest reached out, Mike did not hesitate to come in and help. He continued to check in on the guest throughout the stay, even stopping by personally when he wanted to make sure everything was alright. Rachel continues, "That is who Mike is. He does not just do the job — he shows up for people in a way that is genuine, selfless, and deeply meaningful."

Mike is also a consummate team player. He is known for stepping in wherever needed, whether that means helping guests get to the beach, representing the resort at community events, or assisting the team during unexpected challenges. His willingness to go above and beyond, along with his creativity and enthusiasm, make him an important part of the resort's success. Brian Anderson, Sr. Vice President of Operations, said, "Mike Bernard exemplifies the spirit of hospitality that Linchriss strives to deliver every day. His commitment to guests, his support of his team, and his ability to create memorable experiences make him truly deserving of this recognition."

Through his kindness, dedication, and genuine care for others, Mike has created memorable experiences for countless guests and has had a positive impact on everyone around him. He consistently demonstrates the values of hospitality, teamwork, and service excellence, and for these reasons, Linchriss is proud to recognize Mike Bernard as the Linchriss Employee of the Year for 2025.

FUTURE HOTELIERS



Amanda Anderson, Online Marketing Manager at Linchriss, welcomed baby Jacob Levi on December 28, 2025.



Bella Carter and Robert Sanders of Hotel Tybee, welcomed baby Raphael, born on November 26, 2025.

WEDDING BELLS



Fawna Sullivan, Banquet Manager at DoubleTree Nashua, married Tyler Menard on January 26, 2026.



STAY CONNECTED WITH LINCHRIS



## ALLEGRIA HOTEL

November's Team Member Rally was a scrumptious potluck Thanksgiving feast with all the trimmings. The **Allegria Hotel** celebrated as a family at one communal table!



The **Allegria Hotel** Fire and Ice Party offered a striking blend of warmth and winter chill in our unforgettable rooftop setting. Guests enjoyed signature themed cocktails while taking in the excitement of a live fire dance performance, adding energy and spectacle to the night. Heated igloos provide a cozy escape with stunning views, while the pool—set to a relaxing 90 degrees—invited guests to swim under the stars.

For those seeking contrast, a refreshing cold plunge and an invigorating infrared sauna completed the experience, creating a dynamic evening of relaxation, entertainment, and sensory indulgence.



The **Allegria Hotel** hosted a family princess holiday breakfast in December. A magical, festive experience filled with holiday cheer. Families enjoyed a warm buffet of classic breakfast favorites alongside seasonal treats like gingerbread pastries and hot cocoa. Characters dressed in holiday attire made special appearances, creating memorable moments for kids and adults alike.



What do you get for **General Manager David Hill** who has everything for his two-year anniversary at the **Allegria Hotel**? A mini-me bobblehead - because great leadership deserves a little fun-sized recognition!

The **Allegria Hotel** team members proudly came together to participate in the 26th Annual Polar Bear Plunge in support of the Make-A-Wish Foundation. On March 15th, the team braved the frigid ocean waters to help raise funds and bring hope to children facing critical illnesses. Following the plunge, a Gala Fundraiser was graciously hosted by Allegria Hotel and Compass Realty, bringing the community together for an inspiring afternoon of support and celebration, raising over \$30,000 with online auction is still going on.



## STAY SCORE CELEBRATION

**DoubleTree Andover** proudly won the Q4 2025 Stay Score Challenge. Among all DoubleTree properties in the U.S., we achieved the largest year-over-year increase in Stay Score for the quarter. In recognition of this accomplishment, Hilton hosted a celebratory lunch for the team at our monthly CARE Rally.

Gwen Fine, Director of Brand Personality for DoubleTree, joined us to mark the occasion. The celebration featured a fantastic lunch prepared by our chef, along with sundaes from Ice Cream Emergency. Team members also enjoyed a pop-a-shot tournament with exciting Celtics-themed prizes.



## FOUNDER'S DAY OF GIVING

This year, Founder's Day of Giving, held on December 1st, was especially meaningful as it marked Linchris' 40th anniversary in business. This company-wide initiative honors Mr. Gistis and his belief in more than just giving back; it's about relationships and being actively engaged in your community.

Team members from across our hotels united in community service, volunteering at soup kitchens, animal shelters, and neighborhood beautification projects. These diverse interests strengthen our community involvement. Our associates contributed more than 690 volunteer hours, making a meaningful impact in the communities where we work and live.

Thank you to all the Team Members who participated. We are truly inspired by what we have accomplished. Here's to continually cultivating a strong sense of responsibility and connection within our company and strengthening the work we do each and every day.



## PROMOTING FROM WITHIN



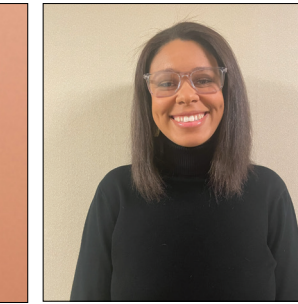
**J Argonish**  
was promoted to General Manager DoubleTree by Hilton Boston-Andover



**Tatianna Bryant**  
was promoted to Executive Housekeeper at Ashworth by the Sea



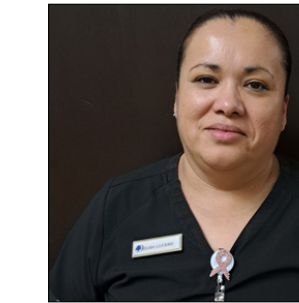
**Marsha Carolina**  
was promoted to Front Desk Manager at Allegria Hotel



**Jaylan Hobbs**  
was promoted to Accounting Manager at the Hilton Kansas City Airport



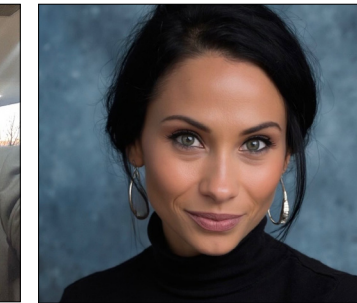
**Logan Joly**  
was promoted to Executive Chef at the Hilton Kansas City Airport



**Alma Lucero**  
was promoted to Executive Housekeeper at DoubleTree by Hilton Phoenix Mesa



**Kathy Mason**  
was promoted to Lead Shuttle Driver at the Hilton Kansas City Airport



**Danielle Otolo**  
was promoted to General Manager of DoubleTree by Hilton Nashua



**Robert Paul**  
was promoted to Assistant General Manager at the Hilton Kansas City Airport

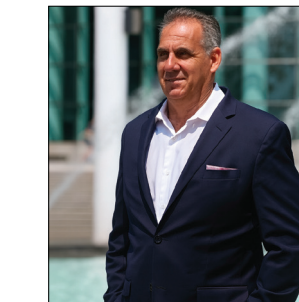
## HILTON MEMPHIS EVENTS

On Sunday, March 1st, **Hilton Memphis** proudly welcomed the Southwest Airlines crews for their first day at the hotel. To mark the occasion, we rolled out the red carpet and gave our arriving crews a warm and memorable welcome.

Also, on Sunday, March 1st, **Hilton Memphis** hosted the Mid South Wedding Association Bridal Show in the Tennessee Ballroom, which was beautifully set to showcase the hotel's event capabilities, giving attendees a firsthand look how their special day could come to life. From elegant table settings to vendor displays, the event created a vibrant and engaging atmosphere for those who attended.



## WELCOME ABOARD TO THE FOLLOWING LINCHRIS EMPLOYEES



**Jeff Artura**  
Hotel Manager at Allegria Hotel



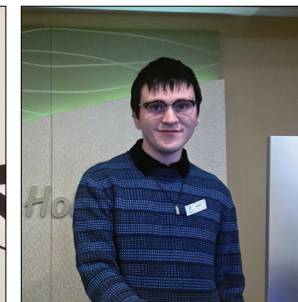
**Donna Gebo**  
General Manager at Surfside Hotel & Suites



**Molly Gilleece**  
HR Coordinator at Linchris



**Erik O'Brien**  
General Manager at Provincetown Inn



**James Walsh**  
Front Desk Supervisor at Holiday Inn Manchester Airport

## A MESSAGE FROM BOB

As we turn the page to spring, it's fair to say this has been a long and challenging winter for many of our teams. Cold days, difficult travel, and the daily demands of our work can take a toll, and I know many of you are ready to feel some warmth and see the energy that the rest of the year can bring. It's my hope that our business grows right alongside the signs of spring we're seeing.

In this issue, we are proud to celebrate our Linchris Employee of the Year. We had an outstanding group of candidates, which speaks volumes about the talent and dedication across our organization. However, no one embodies the spirit of this award quite like our winner, Mike Bernard.

Mike brings an infectious energy that resonates throughout his entire hotel and among his teammates. Whether he's the willing star of a social media video or creating "wow" moments for our guests, Mike represents the very best of hospitality. One of my favorite stories about Mike says it all—he showed up at Rachel's office early one morning on his day off after hearing about a major overnight roof issue and simply asked, "What can I do for us today?" That mindset is rare and powerful.

For those who remember the old Michael Jordan commercial, the phrase was "Be like Mike." It's a great reminder for all of us. Thank you all for your hard work and dedication, and I look forward to a successful bounce back in 2026.

*- Bob Anderson*

## SPRING 2026 ESG COMMITTEE UPDATE:

As we head into a new season, the ESG Committee is excited to make progress toward a more sustainable and responsible future. Across our properties, teams have been embracing small, everyday actions that add up to meaningful impact.

**Environmental Efforts**  
We're continuing to reduce waste, improve energy efficiency, and make smarter purchasing decisions. Your commitment to greener habits is helping us operate more responsibly.

**Social Responsibility**  
Supporting our people and communities remains at the heart of our work. This year, we'll be focusing on well being, local partnerships, and opportunities for employees to grow.

**Governance**  
We're strengthening policies, improving transparency, and ensuring consistent standards across all properties so we can operate with integrity and accountability.

This year, the ESG Committee will be looking into new initiatives, sharing best practices, and highlighting the great work happening across our portfolio. We're excited to continue this journey with you and to keep building a culture where sustainability, responsibility, and care for one another are part of how we do business every day.

Thank you for your commitment, your creativity, and your willingness to make a difference. Together, we're creating a stronger, more sustainable future for our company and our communities.

With gratitude,  
- ESG Committee

## A MESSAGE FROM HR

**SPRING 2026 HR UPDATE: GROWING STRONGER TOGETHER**  
As we step into a new season, it's a perfect moment to reflect on how far we've come and where we're headed next. Spring is all about renewal, growth, and fresh starts, and that spirit is very much alive across our properties and teams.

Over the past two years, we've built something meaningful together: a more unified, consistent, and people focused approach to HR. What used to be a decentralized patchwork of processes is now a centralized support system designed to help every employee thrive. And that progress is thanks to you—your commitment, your adaptability, and your dedication to delivering exceptional hospitality every day.

**WHAT WE'RE FOCUSING ON THIS SEASON**  
*Strengthening Communication & Support*  
We're continuing to streamline how employees and managers connect with HR. Our partnership with Engage helps ensure questions are answered quickly and consistently, no matter the property.

**INVESTING IN GROWTH & DEVELOPMENT**  
From onboarding improvements to clearer expectations and training opportunities, we're committed to helping every team member build a career, not just a job. You'll see more tools and resources rolling out this year to support your professional growth.

**CELEBRATING OUR TEAMS**  
Every day, our employees bring warmth, professionalism, and heart to their work. You are the reason guests return, the reason our properties shine, and the reason our company continues to grow. Thank you for showing up with dedication, creativity, and resilience. We hope our new Service Recognition Program reflects our gratitude for your dedication to our guests and your teams.

**LOOKING AHEAD**  
This spring, we're excited to continue strengthening our culture, improving your systems, and supporting you in every stage of your journey with us. Here's to a season of growth, connection, and new possibilities.

With appreciation,  
- Your Human Resources Team