



LEGACY INSIDER

DECEMBER 2019, VOL. 5, ISSUE 16

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REFLECTING ON THE YEAR

A LETTER FROM CEO DAVID MARVIN

What a great time of year this is! The holiday season gives us a reminder to reflect on our blessings and perhaps share an extra measure of kindness and goodwill with friends, colleagues and patrons.

I am particularly grateful for the leaders we have at Legacy Ventures, especially those who have advanced from line positions to leadership roles. Their success is a testament to their ability, commitment, hard work and positive attitude. It's gratifying to me that our enterprise provides a path to activating more potential among our associates who demonstrate the drive to be promoted. Examples of these success stories are shown in each issue of our Legacy Insider newsletter.

I am the grateful leader of our great organization and father of terrific children. The Marvin family wishes each of you a joyful holiday season and a happy, healthy and prosperous New Year.

David



HAPPY
NEW YEAR



LEGACY
VENTURES

HOSPITALITY • DEVELOPMENT • MANAGEMENT

Hotels

- The American Hotel
- DoubleTree - Atlanta Northlake
- Embassy Suites - Chattanooga
- Embassy Suites - Centennial Park
- Glenn Hotel
- Hilton Garden Inn - Atlanta Downtown
- Hotel Indigo - Atlanta Downtown
- Sheraton Madison Hotel

Restaurants, Catering & Event Spaces

- C-Bar - Cinnamon Shore
- Citron Et Sel - Chattanooga
- City View
- The Cloakroom Kitchen & Bar
- Der Biergarten
- Dos Bocas
- The Drafting Table Cocktails & Kitchen
- Dylan's Coal Oven Pizzeria - Cinnamon Shore
- Game-X
- Glenn's Kitchen
- Legacy Catering and Events
- Legacy Test Kitchen
- The Market - Cinnamon Shore
- Max's Coal Oven Pizzeria
- Old Gilman Grill - Chattanooga
- SkyLounge at Glenn Hotel
- STATS Brewpub
- Twin Smokers BBQ
- Ventanas



Please follow the Legacy Ventures Hospitality page on LinkedIn. <https://www.linkedin.com/company/legacy-ventures-hospitality>



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SPOTLIGHT: DOS BOCAS

IT'S OFFICIAL! On September 17th, Legacy Ventures celebrated the grand opening of Dos Bocas – the restaurant division's nineteenth addition to its food & beverage portfolio. Dos Bocas, which means "two mouths" in Spanish, offers deliciously unique Cajun and Tex-Mex cuisine inspired by Chief Operating Officer, Brian Bullock, and the culinary team's travels to Louisiana and Texas. The people, flavors, and local recipes they experienced on their trip created the foundation of Dos Bocas. The restaurant is open daily and located at 275 Baker Street in downtown Atlanta.

come visit us ...

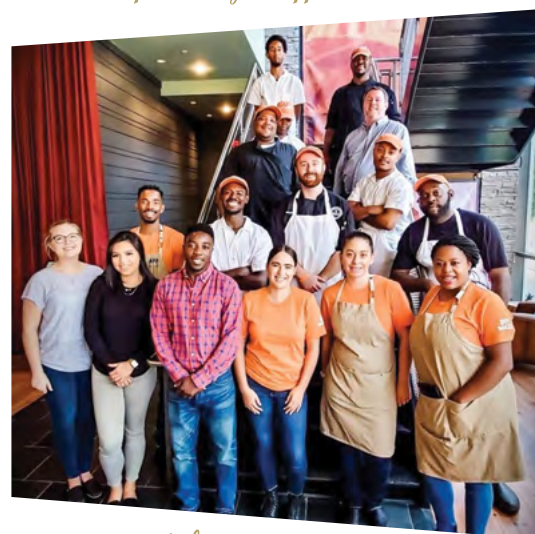


“

We were at a nearby conference and were desperate to find outside food options. My husband found this place and it was a short walk from hotel central. What a find it was! Evidently, it's fairly new and we were thrilled to have stumbled upon it. I must say the Seafood Cobb Salad was one of the best I've ever had. It was so fresh and huge. My husband opted for the Shrimp Po' Boy and loved it as well. Our server, Michael, was terrific and both the manager, Michael Fundora, and general manager, Chris Gunn, stopped by our table to ensure we were enjoying our meals. We were delighted to share our positive feedback with all of them. Whether you live in the area or are in town for business/visit, this place is definitely worth the trip!

DOS BOCAS CUSTOMER

meet our friendly staff ...



enjoy our delicious menu ...



and try our tasty drinks!



LEGACY VENTURES WELCOMES NEW MANAGERS, AUGUST – NOVEMBER 2019

NEW HIRES

Alyssa Wahl, Manager – Sheraton Madison Hotel
 Amy Rhodes, Sales Manager – Legacy Catering and Events
 Antownete Bray, Assistant General Manager – DoubleTree - Atlanta Northlake
 Barbara Jones, Executive Housekeeper – Embassy Suites - Chattanooga (Welcome Back!)
 Brian Swinton, Sous Chef – STATS Brewpub
 Christy Rowan, Director of Sales – Glenn Hotel
 Clarence Ridgley, Sous Chef – The Cloakroom Kitchen & Bar
 Corey Brown, Staff Accountant – Legacy Ventures Restaurants Corporate
 David Carrera, Night Manager – Embassy Suites - Centennial Park
 Jeffrey Underwood, Manager – Old Gilman Grill - Chattanooga
 John Schmidt, Manager – STATS Brewpub
 Julio Diaz, Executive Chef – Sheraton Madison Hotel
 Kanesha Arthur, Human Resources Manager – Hotel Indigo - Atlanta Downtown
 Kasheena Waites, Sales Manager – The American Hotel
 Keegan Hughes, Executive Chef – Legacy Catering and Events
 Kyle McKinney, Front Office Manager – Sheraton Madison Hotel
 Lauren Kuzminsky, Director of Marketing – Legacy Ventures Restaurants Corporate
 Madison Dukes, Assistant Front Office Manager – Hilton Garden Inn - Atlanta Downtown
 Matthew Buechel, Convention Services and Sales Coordinator – Sheraton Madison Hotel

Patrick Stewart, Manager – Max's Coal Oven Pizzeria
 Peter Hunt, IT Compliance Manager – Legacy Ventures Corporate
 Ryan Turner, Manager – Dos Bocas

PROMOTIONS AND MOVES

Chantanell Grayer, Senior Sales Manager – DoubleTree - Atlanta Northlake
 Chase Owens, Sous Chef – STATS Brewpub
 Chase Westbrook, Manager – Citron Et Sel - Chattanooga
 Chris Smith, Controller – Hilton Garden Inn - Atlanta Downtown
 Colin James-Sarner, Front Office Manager – The American Hotel
 Corrie Amaral, Senior Convention Services & Area BT Coordinator – Complex
 Eva Jordan, Area Director of Business Transient Sales – Complex
 Katie Line, Director of Human Resources – Embassy Suites - Centennial Park
 Ky-yon Sumlin, Assistant Executive Housekeeper – Embassy Suites - Centennial Park
 Nicole Krueger, Director of Sales – Sheraton Madison Hotel
 Tatiana Lanher, Executive Housekeeper – Sheraton Madison Hotel
 Tiffany Stargill, Controller – DoubleTree - Atlanta Northlake
 Vishal Desai, Assistant General Manager – Hotel Indigo - Atlanta Downtown



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BLUEPRINT SPOTLIGHT WHAT WE STAND FOR

These are the words of our team members. Through interactive meetings with over 100 people across all assets, team members used these words to reflect the spirit of Legacy.

WHAT WE STAND FOR



Leadership is not about a person's position or title, it's about taking action and setting the example.
FRANK PHAIR, REGIONAL DIRECTOR OF OPERATIONS, LEGACY VENTURES HOTELS



Leadership is not only about giving direction and casting vision for your team, but also leading by example showing willingness to do the work so that you understand the needs of your team. Equally as important is creating future leaders by recognizing and coaching the skills and talents of your team.
MATT OTTINGER, KEY EMPLOYEE, LEGACY CATERING & EVENTS



Leadership is taking ownership of any situation and then moving forward with clear communication to set expectations and follow up with the team around you.
MATTHEW YOUHESS, REGIONAL MANAGER, LEGACY VENTURES RESTAURANTS



Leadership is the ability to set and achieve challenging goals, take swift and decisive action, outperform the competition and inspire others to perform well.
KANISHA ARTHUR, HR MANAGER, HOTEL INDIGO - ATLANTA DOWNTOWN

AWARDS, RECOGNITION AND CELEBRATION



GOLDEN SPATULA AWARD

The **Twin Smokers BBQ** team won the Golden Spatula Award from Atlanta's CBS affiliate for getting a 100 on their health inspection and was featured on CBS46's The Restaurant Report Card segment.

PORT-A SUPER CHEF THROWDOWN

Matthew Lawson, General Manager of **Dylan's Coal Oven Pizzeria - Cinnamon Shore**, won a GOLDEN TICKET at the Port A's Super Chef Throwdown Series and received one of the highest scores ever, earning the opportunity to compete at the World Food Championship in Dallas.



LODGE CAST IRON COOK-OFF

Executive Chef, Michael Price, Executive Chef of **Old Gilman Grill - Chattanooga** won this year's Lodge Cast Iron Cook-Off at the Chattanooga Market, competing in the seafood category.

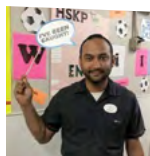


**International
Housekeeping
Week 2019**



INTERNATIONAL HOUSEKEEPING WEEK

Legacy Ventures Hotels celebrated International Housekeeping Appreciation Week. Each property showered their "Housekeeping Superstars" with attention, gifts, fun activities and plenty of recognition for this very deserving and hardworking team.



LEADERSHIP /'lēdər,Ship/

The ability and qualities required to guide and direct a group of people or organization

SERVICE STORIES

HILTON GARDEN INN - ATLANTA DOWNTOWN I had heard it rumored that I could expect Southern Hospitality to be pleasant. As a Canadian I must say that my first impression is largely of a positive disposition because of the warm and considerate welcome that I received from Mrs. Jordan. She made sure that I knew where to eat and suggested places that I might enjoy. She also inquired about my sleeping preferences and adjusted my accommodations accordingly. If business or pleasure brings me back to Atlanta I will likely stay at Hilton, preferably this one.

HOTEL INDIGO - ATLANTA DOWNTOWN So clean. We had the best time at this hotel! We jumped off the Marta train from the airport, went up the escalators and arrived at the hotel! The room was sooo freaking nice. Wood floors, clean bathroom and comfy beds. I'm a neat freak when it comes to cleanliness and this hotel got an A+! Overall, the hotel is great (thanks Myla), food was amazing and we had an enjoyable stay.

EMBASSY SUITES - CENTENNIAL PARK All of your staff - Tinesha Franklin, all the front desk people, the restaurant people, the conference room set-up gentlemen were extremely friendly, helpful, and cheerful. We have never been to a hotel before where all of the staff were in such a good cheery mood and so genuinely eager to be helpful. My wife and I had a great experience.

THE AMERICAN HOTEL The hotel staff was amazing, particularly Tiara Jones went above and beyond. I would definitely recommend to all my friends and plan a visit in the future.

OLD GILMAN GRILL - CHATTANOOGA Absolutely fantastic meal. Phenomenal service. A must for anyone looking for a quality dinner with friends or clients.

DER BIERGARTEN You would think you were in Munich. A genuine German style beer garden with an amazing selection of German and European beers. The food is outstanding and the portions are very generous. Add to this great service in a wonderful setting. Thoroughly recommended.

CITRON ET SEL - CHATTANOOGA Best Mexican hands down in Chattanooga! Wonderful outdoor seating and fresh margaritas. We had the guacamole, street corn and shrimp tacos (and of course wonderful salsa). All were fresh - perfectly prepared. They don't use a mix for their margaritas and lots of tequila selections. Ask about throwing the ice shot (I was a mile off but a great marketing concept! - which is always fun for me to see!) This area is a must see in Chattanooga.

HILTON GARDEN INN - ATLANTA DOWNTOWN Colonel Gadson was the guest of honor for a Veterans' event in Downtown Atlanta. He is a former garrison commander for the U.S. Army Fort Belvoir. He is also a bilateral above-the-knee amputee, actor, and motivational speaker. For the event he was attending, he was transported by a helicopter which picked him up from the helipad at Hilton Garden Inn. He was greeted with red carpet treatment.



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WORKSTYLE CORNER



KEEP A CHECK ON YOUR ASSUMPTIONS

SARA FERNALD, LEGACY VENTURES' EXECUTIVE COACH

Think about the phrase regarding assumptions ("To assume makes an a - out of you and me.") Avoidance of this trap is much easier said than done when you feel threatened.

First, let's consider brain science. The amygdala, commonly known as the survival brain, is responsible for setting off a high alert when it perceives a threat. When activated, the survival brain goes into primitive mode and shuts down the pathways to the advanced reasoning parts of your brain. An example of how this plays out is when you hear a fire alarm go off, your entire focus narrows to the threat of fire - any thoughts about the non-threatening events around you evaporate. If there is an actual fire, the intense narrowing of your focus makes sense. If it is a false alarm, your survival brain needs to reconnect with the sophisticated parts of your brain to override your primitive response (fight or flight) to stop running for safety or taking heroic action. Taking full deep breaths is proven to help this shift.

Back to assumptions. When an interaction sets off the survival part of your brain (it activates nanoseconds before any other part of your brain), you are at risk of making assumptions about the reality of the situation and the other person's intent.

What do you do? Take those deep breaths. Ask for clarification of the message. Use 2-way confirmation to ensure you understood the message as intended (ex., I understand that you are concerned about x, and want me to do y.). This will help you uncover the true intent of the person. As importantly, if the other person's brain was in 'primitive mode', it will help them to reset to full-mindedness.

If you don't address patterns of faulty thinking (assumptions), your brain can also lead you to 'negative confirmation bias' when you only attend to information that confirms your assessment of threat. Not letting faulty thinking assumptions dominate takes practice. Learn to recognize when your brain has gone into 'primitive' mode, and remind yourself to take a moment, take full deep breaths and only proceed when you have returned to full-mindedness.

AT HOME MEALS *drinks* WITH OUR CHEFS



MISSISSIPPI DELTA EGGNOG

COURTESY OF CHEF
 CHRISTOPHER BLOBAUM
 Servings: 8

Prior to 1870, Christmas was not a federal holiday and was not celebrated in the North as the early settlers from England were against it, in part because of its decadence. (The holiday was actually outlawed in Boston and any Christmas revelers could be fined.) The American South, however, was a different story, and it was Southerners who began making eggnog to enjoy at both Christmas and New Year's.

Ingredients:

8 eggs, separated
 3/4 cup sugar
 1 cup bourbon
 (alcohol can be omitted)
 1/2 cup heavy cream
 Nutmeg

Method:

Put the egg yolks and sugar into the bowl of an electric mixer, and beat until light and lemon colored. Gradually add the bourbon, mixing on low speed. In a separate bowl, whip the cream just until stiff. Fold it into the egg yolk mixture. In a clean bowl, whip the egg whites until stiff, and fold them into the eggnog.

Enjoy!

COMMUNITY PROJECT AND OUTREACH

ATLANTA PRIDE WEEKEND

Representatives from **Legacy Ventures Hotels** Sales Teams in downtown Atlanta volunteered for the annual Pride Weekend to represent the Hilton family of brands.



AMERICAN CANCER SOCIETY

The American Hotel, Embassy Suites - Centennial Park and **Hilton Garden Inn - Atlanta Downtown** participated as volunteers for the American Cancer Society's annual Breast Cancer Walk.

AMERICAN HEART ASSOCIATION

Embassy Suites Chattanooga participated in the Tennessee Heart Walk and raised over \$1,500 for the American Heart Association.



CHILDREN'S HEALTHCARE OF ATLANTA

Hilton Garden Inn - Atlanta Downtown served breakfast to patients and their parents during team member appreciation week.

ATLANTA MISSION

Embassy Suites - Centennial Park donated uniforms to the Atlanta Center for Self Sufficiency. **Hilton Garden Inn - Atlanta Downtown** kept their commitment of giving back by feeding the homeless each quarter. The Sales and Engineering teams served lunch, which was provided by the Food & Beverage team.

NFL KICK HUNGER CHALLENGE

Legacy Ventures Restaurants hit their goal once again at 113% for the NFL Kick Hunger Challenge. Every dollar raised provides up to 8 meals, and at the end of the Kick Hunger Challenge, 100% of all dollars donated go to the Atlanta Community Food Bank.



TREES ATLANTA

The team at **Hotel Indigo - Atlanta Downtown** volunteered their time to re-mulch and pick up trash downtown.

CHATTANOOGA AREA FOOD BANK

Embassy Suites - Chattanooga collected over 420 food items for donation.

HURRICANE DORIAN RELIEF

DoubleTree - Atlanta Northlake donated over 300lbs of linen and over \$300 in diapers to the Bahamas for Hurricane Dorian relief.



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