



THE NOVEMBER ISSUE 2022

THE GREENWICH HOSPITALITY NEWSLETTER

News & Updates for Delamar, Artisan & Longshore
Employees

Happy Thanksgiving!

We are very grateful to all of you!

Thank you for going above and beyond for our clients and guests. Your dedication and hard work make the Delamar who we are today! We wish you a happy and healthy Thanksgiving to you and your loved ones!

We want to thank our employees this season by purchasing a turkey, ham, or \$20.

We will be collecting cans and nonperishable goods to be donated. The donation bin can be found in the breakrooms on each property.

November Activities

Don't miss Macy's Thanksgiving Day Parade. This year, it will be in person and streamed on NBC from 9 am-Noon on Thurs. 11/24.

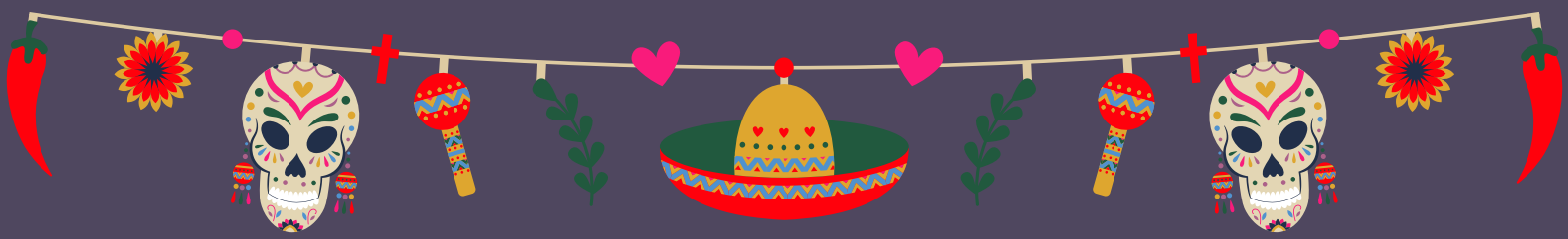
Bundle up and go for a hike. Nothing beats fresh air and fall foliage. There are great rivers and trails, including the sleeping Giant in Hamden. The Tower Trail is a great one to follow. The view from the tower is breathtaking.

November means pie!! Host a pie swap with your friends or family. This is a great way to try pies you would never think of or make yourself.

Kids and Pets wearing their Halloween costumes!







Dia de Los Muertos (Day of the Dead)

Day of the Dead (Dia De Los Muertos) is a two-day holiday that reunites the living and dead. Families create ofrendas (Offerings) to honor their deceased family members. These altars are decorated with bright yellow marigold flowers, photos of the departed, and the favorite foods and drinks of the one being honored. The offerings are believed to encourage visits from the land of the dead as the departed souls hear their prayers, smell their food, and join in the celebrations.

In 2017 Disney Pixar came out with *Coco*, which follows the annual three-day holiday, which begins at midnight on October 31st and runs through November 2nd.

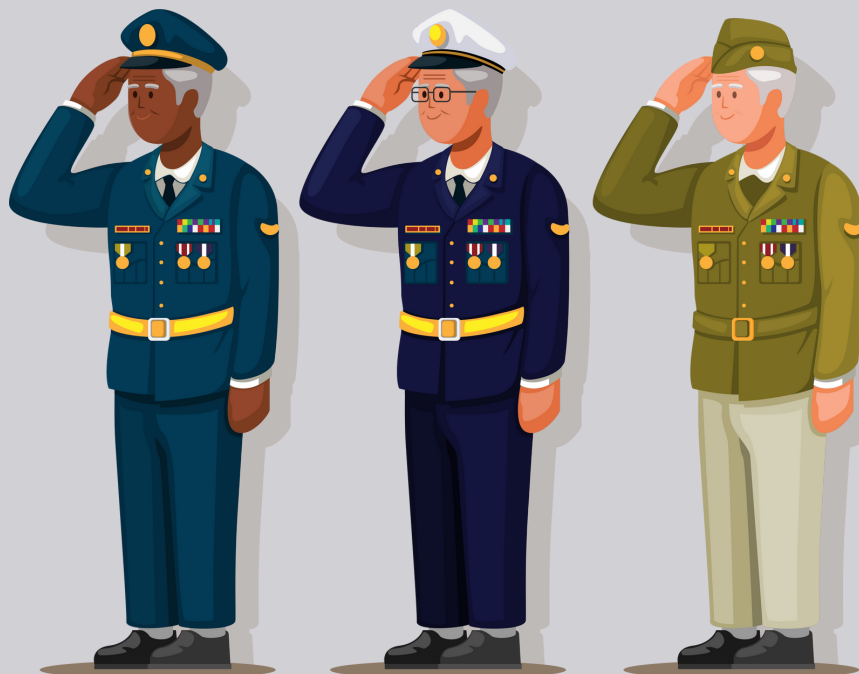


Veterans Day

November 11th, we celebrate all of our veterans!

While Memorial Day honors Americans who died in the line of duty, Veterans Day commemorates all Americans who have served their country honorably, both living and deceased.

Thank you for your service and sacrifices.



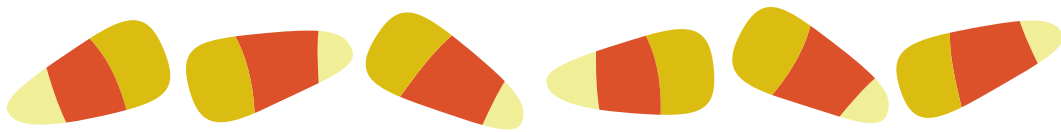
Candy Corn Winner!

Greenwich: Mickey G.

Southport: Midiha F.

West Hartford: Lourdes N.

Seaview: Coreen C.



Pumpkin Carving Winner!

Greenwich: Housekeeping Team

Southport: David P.

West Hartford: Housekeeping Team



Costume Contest Winner!

Greenwich: Sara M.

Southport: Eddie L.

West Hartford: Timothy D.

West Hartford Pumpkins!



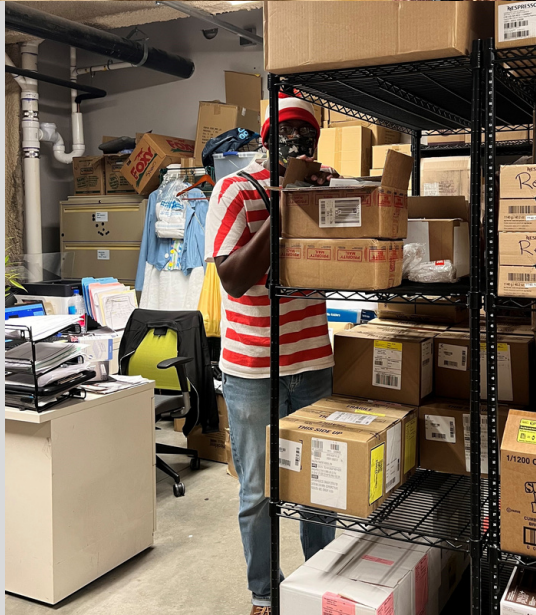
Southport Pumpkins!



Greenwich Pumpkins!



Halloween Costume Winners



Welcome to the Team!

Whitney Jelks, our new Nail Tech in
West Hartford

Charles Warner, our new Front Desk
Agent in Greenwich

Maxon St. Hilaire, our new Houseperson
in Southport

Congratulations...

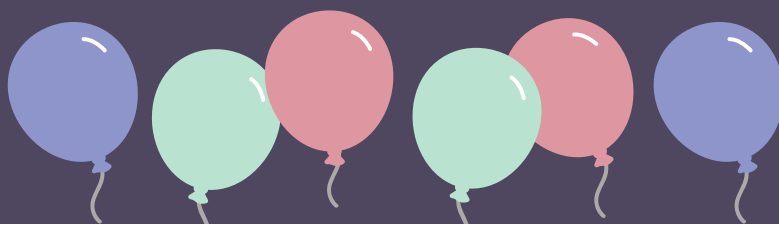
Michele Hargrove recently joined the
accounting team!

Kiara was recently promoted to Housekeeping
Supervisor in our West Hartford location.

Congratulations Kiara Galarza!

Kelly Arszyla, congrats on your marriage!

Congrats to Desiree Kohler on her marriage!



Birthday Celebrations

WEST HARTFORD

Alicia G. 11/8

Diana R. - 11/17

Samantha S. - 11/24

Monica V. - 11/24

ARTISAN WH

Alexandra M. 11/5

Marci M. - 11/6

Joshua H. - 11/7

Jonathan K. - 11/15

Isidro F. - 11/22

Michael G. - 11/24

GREENWICH

Sean E. - 11/14

Cesar D. - 11/18

Rosario D. - 11/20

SOUTHPORT

Armando M. - 11/25

ARTISAN SP

Vanessa A. - 11/4

Carolina N. - 11/4

Maria T. - 11/7

LONGSHORE

Anthony V.- 11/15

Tonisha W.- 11/17

Jeffery P.- 11/22

LA PLAGÉ

Tory C.- 11/6

Alexander H.- 11/10

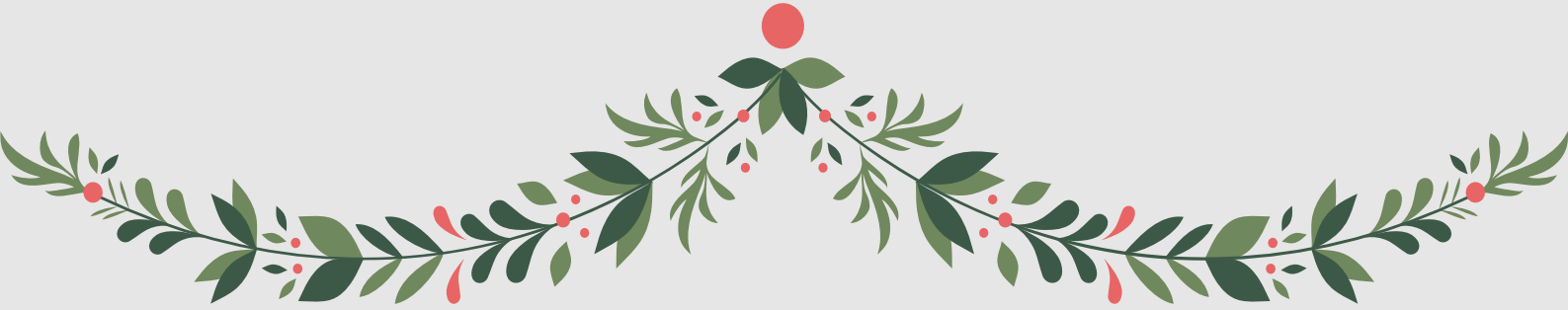
Aaron P.- 11/21

Javier V.- 11/26

Luis V.- 11/29



Happy birthday! We wish you a year filled with health and happiness!



Holiday Sneak Peak

The holiday party is back!!

We are so excited to celebrate with you all.

- Greenwich will be hosted in Greenwich.
- Southport will be hosted at the Longshore Inn.
- West Hartford will be hosted in West Hartford.

Dates are to be announced soon!

We will also be hosting a can drive. The deadline will be November 21st.

Toys for Tots is back! The boxes will be at each Delamar location from 11/28 till 12/13.

Exciting News!

We now offer paid short-term disability.

This applies to full-time salaried & hourly employees of Greenwich Hospitality Group.

Effective September 1, 2022, we are proud to offer an Employer Paid Short Term Disability benefit to all our full-time employees.

The addition of this benefit will help our valued team be able to replace lost income when faced with illness, injury, and pregnancy.

The plan summary and claim process/information will be on our website for easy access.

www.help.delamar.com

You can also find information located in the breakroom.

Please feel free to reach out to hr@thedelamar.com for questions or contact our Agent, Tracey, at Stamford Insurance Group; her info is below.

trudzinski@findsig.com / 203-359-0880 x14117

Greenwich Hospitality is Introducing a 401(k) Safe Harbor Contribution!

We're excited to announce that starting January 1, 2023, Greenwich Hospitality is adding a 401(k) Safe Harbor Nonelective Contribution to our 401(k) Retirement Plan!

Upon meeting the eligibility requirements, Greenwich Hospitality will make an annual contribution equal to 3% of your compensation. You are immediately and fully vested in the safe harbor contribution.

Eligibility - You are eligible to participate in the retirement plan if you are 21 years or older and have completed 6 consecutive months during which you worked at least 500 hours.

What You Need to Do - If you are eligible but not currently enrolled in the 401(k) Plan, an account will be set up on your behalf with an employer safe harbor contribution equal to 3% of your compensation. Funds will be applied to the plan's qualified default investment (T. Rowe Price Target Date funds).

If you are enrolled in the 401(k) Plan, a safe harbor contribution equal to 3% of your compensation will be made to your account, and funds will be applied to your investment allocations.

Will Greenwich continue to offer a Matching Contribution? - Yes! In addition to the Safe Harbor Nonelective Contribution, Greenwich Hospitality offers a matching contribution equal to 50% of salary deferral contributions up to 5% of compensation. Matching contributions are made each pay period.

To enroll in the plan, obtain account information, or choose your investment options, please register on the Ameritas website at www.accounts.ameritas.com. First-time users will need their certificate number, which can be requested from your HR representative.

This is a very exciting new perk for our employees, and we are excited to help you save for retirement!

Please reach out to HR@thedelamar.com with any questions.
Thank you for your continued hard work and support.

NEW EMPLOYEE REVIEW PROCEDURE

EFFECTIVE 2023

We are excited to announce that we're rolling out a new performance evaluation process. This is part of our ongoing effort to support staff development and promote fairness and transparency.

Here's what you need to know:

Each year in April, all non-management employees will go through the process of being evaluated by their manager in order to give feedback on performance. These assessments will focus on the bigger picture of performance—the “what” (how successful you were at meeting your goals and what results you delivered) and the “how” (the skills, mindsets, and values you used to get there). This is also the opportunity to give your managers feedback and align your career aspirations and goals.

In respect to Managers - the same will occur for you in the month of July.

We hope this process will provide:

- Clarity about opportunities for development and advancement
- Ensure reviews are done in a timely fashion each year
- An opportunity for managers and staff to deepen alignment around expectations and goals as well as to discuss and agree on development and/or improvement objectives and deadlines
- Insight for employees in regard to performance and enhancement for the following year

Specific deadlines:

The month of April: Evaluation forms should be completed by managers, and evaluation discussion meetings should be facilitated

April 30th: All performance reviews and PAF's should be completed (if applicable) and sent to HR/Payroll for processing. April 30th is the deadline to have all reviews submitted.

In respect to Managers - The same should occur in the month of July; the deadline for submission is July 31st

Other things to keep in mind:

- All current reviews should be completed this year by December 31st, 2022, to start fresh for next year.
- Your hire date will no longer be a factor in the review process.
- Your hire date will still be the date attached to your vacation accrual (every year on your hire date, your vacation will renew)
- A new review template will be sent to the Managers to use effective next year and uploaded onto the internal portal.

Since this is our first time rolling out this process, we anticipate that there might be some bumps along the way, and we know we'll learn a lot from this process.

If you have any questions, concerns, or feedback, you can direct them to your manager or get in touch with HR directly.

HEALTH INSURANCE PROVIDER

INSTRUCTIONS

All,

This email pertains to you if you are currently enrolled in our health plan.

We have received feedback that health providers are stating that you are 'inactive' on the health plan when you go to your appointments.

After researching this issue, it seems as if many Dr.' offices are calling CIGNA directly to verify benefits; if they do this, Cigna will pull up the individual as inactive.

Our plan utilizes the Cigna network, but our health plan is through GHG, using Diversified as our administrator.

Please advise providers to follow the below directions when verifying eligibility: (you can also print and bring the attached flyers to your providers so they get a snapshot view on the process)

The Medical plan provides members with open access to Cigna's network of providers using the Cigna PPO Choice Network. If the individual Doctor a member sees participates with Cigna's PPO Choice Network, the claim will be considered In-Network.

To verify my benefits and eligibility, please contact Diversified Group at 1-888-322-2524. Please do not call Cigna directly.

Please be sure providers submit bills with the individual Doctor's name and individual Doctor's ID number.

Filing Medical Claims:

Electronic Claims Submission:

EDI# 62308

Paper Claims Submission:

Cigna MED Claims

PO Box 188061

Chattanooga, TN 37422-8061

Please refer to the members' ID cards for other important information.

We Are Hiring!

If you or anyone you know maybe be interested,
below are our internal positions open.

Please email resumes to hr@thedelamar.com.

Don't forget you can earn \$200 if you refer an
external applicant hired to an open position!

Southport

Sales & Catering Coordinator

House Person

Maintenance

IT/ AV

Greenwich

Front Desk Agent

Maintenance

West Hartford

Front Office Manager

Front Desk Agent

Room Attendant

Valet/Bellperson

Stay in the Loop!



All open positions can be found on
www.delamar.com/careers

GHG has a website for employees!
Visit www.help.delamar.com to find all things HR &
IT, employee forms such as health insurance
enrollment, 401k, 401k rollover, hotel stay approval,
and more!

Follow us on social media to stay in the loop on
our deals, new packages, and more!

@delamarhotels   

@delamargreenwichharbor  

@delamarwesthartford  

@delamarsouthport  

@delamar_tc  

@delamarspa  

@theinnatlongshore  

@artisanwesthartford  

@artisansouthport  



Thanksgiving Word Search

APPLES	C	C	N	B	Q	Y	F	L	G	T	S	J	K	L	R
AUTUMN	W	A	V	M	E	T	U	D	R	H	E	E	X	I	X
BREAD	G	W	S	K	U	F	L	A	A	E	L	H	F	E	L
CASSEROLES	T	N	R	S	E	T	D	M	T	B	P	M	N	N	L
DESSERT	N	U	I	T	E	I	U	U	I	R	P	W	D	K	A
DRESSING	T	C	A	S	T	R	M	A	T	C	A	I	Z	W	B
FAMILY	Y	R	V	I	S	D	O	L	U	F	K	N	A	H	T
FEAST	G	I	O	M	K	E	E	L	D	T	E	L	F	G	O
FOOTBALL	H	N	G	M	G	Z	R	S	E	A	X	B	R	A	O
FRIENDS	P	U	M	P	K	I	N	D	S	S	R	C	I	T	F
GATHER	A	G	T	S	E	V	R	A	H	E	F	F	E	H	W
GRATEFUL	F	A	M	I	L	Y	N	N	A	L	R	Y	N	E	E
GRATITUDE	T	S	A	E	F	M	D	D	F	C	P	T	D	R	L
HAM	Q	A	L	E	X	F	A	C	T	Y	A	J	S	D	G
HARVEST	W	S	R	D	Z	I	I	H	A	C	S	C	E	Q	M
PUMPKIN															
THANKFUL															
TRADITION															
TURKEY															





ANCESTORS
 ART
 CANDLES
 CELEBRATE
 CULTURE
 CUSTOM
 DANCING
 DRINKS
 FAMILY
 FEAST
 FESTIVAL
 FLOWERS
 FOOD
 GUIDES
 LIFE
 LOCATION
 OFFERING
 PAPER
 RELATIVES
 SOCIAL
 SOUL
 SUGAR SKULL
 SWEETS
 TRADITION

Día de Muertos

DAY OF THE DEAD

WORD SEARCH PUZZLE

G	N	T	T	N	O	S	W	E	E	T	S	L	F
Y	U	L	O	C	A	T	I	O	N	R	O	N	D
L	Y	L	C	U	V	N	R	C	E	F	K	O	I
I	K	I	Y	S	M	N	C	W	F	S	O	I	C
M	S	F	U	T	A	F	O	E	Z	F	P	T	S
A	P	E	P	O	W	L	R	T	S	T	L	I	U
F	M	H	V	M	F	I	S	A	O	T	R	D	G
D	A	N	C	I	N	G	O	R	C	A	O	A	A
I	D	B	R	G	T	T	U	B	I	L	S	R	R
F	E	S	T	I	V	A	L	E	A	T	E	T	S
S	K	N	I	R	D	Y	L	L	L	E	D	S	K
M	Q	P	A	P	E	R	A	E	A	R	I	A	U
T	H	S	E	L	D	N	A	C	R	B	U	E	L
C	C	U	L	T	U	R	E	O	R	K	G	F	L

The words appear UP, DOWN, BACKWARDS, and DIAGONALLY.
Find and circle each word.

October Guest Reviews!



Delamar West Hartford



Youngest daughters wedding

"Made the pre wedding event perfect. The first look on the deck made for some beautiful pictures. And the walk down the staircase was just like the movies. Everyone was so friendly and helpful. My daughter was very happy."



Wonderful stay!

"Traveling on business and this hotel was an oasis from those busy days. Quiet and clean, this hotel exceeded expectations! The beds were comfortable and I love that the windows can be opened. The gym is adequate and the equipment clean. Turn down service was above and beyond expectations. The breakfast is so much better than most hotels. You've spoiled my stays at other brands!! I will be back!"

Delamar Southport



Best Hotel in Southport/Westport, CT area!

"A luxurious Hotel and spacious and beautiful rooms, super friendly and helpful staff, superb food and a great location in beautiful Southport, CT. We have been many many times and the hotel is actually getting even better and better kver the years with innovative amenities, easy of us booking and great seasonal food offerings."



Wedding Night

"First class stay for our Wedding Night! Everyone went above and beyond to make our stay special! Hotel staff was very accommodating, we had lots of people coming and going, it did not seem to phase, they just worked around us."

Delamar Greenwich



GREENWICH IS THE NEW HAMPTONS AND THIS IS THE SPOT TO STAY AT

"What a find right by the harbor. Beautiful rooms, incredible dine on property options. Close to great shopping and restaurants. Super relaxing and romantic. Looking for a great events space for your next celebration?! This is your spot. Events space is amazing. Enchanting a must stay. Staff is incredible!"



wifes birthday

"staff was amazing.they went over and above our expectations.i would recommend this property to everyone. a truly amazing experence.staff went and bought sugar free candy for my wife, because that is what we requested. thankyou"

Artisan Southport

★★★★★ Dined on October 14, 2022

Overall 5 • Food 5 • Service 5 • Ambience 5

We had a great time here. Setting was lovely and the food was delicious and presented beautifully. Service was friendly and really attentive. They knew we were celebrating our anniversary and brought dessert on the house and wished us happy anniversary. Valet parking was convenient, quick and easy. We'll definitely be back and highly recommend it.

★★★★★ Dined 6 days ago

Overall 5 • Food 5 • Service 5 • Ambience 5

Always a phenomenal meal and experience at Artisan, from the delectable food and drinks, to attentive service, & beautiful ambience. Highly recommend!

Artisan West Hartford

★★★★★ Dined on October 9, 2022

Overall 5 • Food 5 • Service 5 • Ambience 5

My husband and I went for our second wedding anniversary and had a great experience. Staff was very kind and quick. We also received a complimentary dessert for our anniversary.

★★★★★ Dined on October 8, 2022

Overall 5 • Food 5 • Service 5 • Ambience 5

Went at around 8 for dinner, the absolute ambience mixed with the service and food really made my date a exhilarating experience.

Truly

Longshore

Amanda C. Married on 10/02/2022

★★★★★ 5.0 ✓

Please have your wedding here!

It is difficult to put into words how absolutely perfect this venue is. From the starting process, Christine was so helpful in booking and even let my parents take the venue tour as I live across the country. Kristen, our wedding coordinator, and Takeya were absolute dreams. They made sure every single step of my wedding went as smoothly as possible. My wedding day fell on a very windy day and while we were taking photos, my wedding arch came crashing to the floor and broke into a million pieces. Kristen had her PARENTS who are florists come to the Inn to fix it. I literally went into a panic but Kristen didn't bat an eyelash and literally saved the day. My guests could not stop talking about how incredible the food was and how great the staff was. The wait staff made it their mission to seek me out and make sure I always had something to eat. I could go on forever about this venue. They made my dream wedding come true and I will be forever grateful to them!!!!