

# Exceptional Leadership & Team

The exceptional team leading Coral Hospitality is comprised of independent-minded, visionary, passionate and dedicated professionals who manage businesses with the utmost integrity, pride and determination. The team represents the top echelon of each respective discipline within the hospitality management industry. Meet the Leadership team:

## Principals

### **LEE R. WEEKS - Chief Executive Officer**

Lee's desire when creating Coral Hospitality—to specifically fill the need for a professional management resource for the hotel and club industries—has come to fruition. He has successfully driven the company's growth by developing strategic operations planning, expanding business development of management contracts with clubs and hotels, reorganizing and repositioning properties for future growth, and maintaining the management team's focus and resolve for the client. Lee's managerial forte is to establish consistent and fair leadership principles at each property Coral Hospitality manages, and implement meticulous systems and controls in a profit oriented environment.



Lee's career encompasses executive positions with world-class five-star, five-diamond hotels and resorts including The Ritz-Carlton in Naples, FL, the Grand Wailea Resort & Spa in Maui, the Atlantis Resort & Casino on Paradise Island in The Bahamas, and LaPlaya Beach Resort in Naples, FL. His responsibilities have spanned the spectrum of hotel, club and resort operations, including food and beverage, golf operations, administration, human resources, finance and accounting systems. Lee's vast experience in the hospitality industry has enabled him to develop an unequaled depth of executive management expertise.

Email: [Lweeks@coralhospitality.com](mailto:Lweeks@coralhospitality.com)

### **JOHN E. AYRES – Founding Member**

John's ability to recognize hotels with potential and his skills at assembling financing deals were powerful components when forming the company in 1988. He has unsurpassed real estate acumen for seeking and uncovering hotel and resort properties for acquisition. This, coupled with his proven record of successfully developing, acquiring and managing properties, and driving their financial turnarounds, has led to thriving relationships with business owners and partners.



John began his career in hospitality in Bermuda and has worked in every facet of the industry with world-class organizations and properties, including the Hilton and Marriott chains of Resorts and Hotels, The Breakers in Palm Beach, FL and the Edgewater Beach Hotel in Naples, where he was Managing Partner and President for twelve years. Today, John continues to find new properties for acquisition.

Email: [jayres@coralhospitality.com](mailto:jayres@coralhospitality.com)

### **CHRISTOPHER SCHAEFFER - Chief Financial Officer**

Chris brings to Coral Hospitality the expert ability to analyze a situation with a proactive approach, provide successful and timely solutions, and the skills to develop and implement control and reporting structures to ensure maximization of ownership interests. In addition, Chris is responsible for financial planning, profit and loss responsibility, financial reporting and analysis.



Upon graduation from one of the premier accounting universities in the country, Chris started his hospitality career as the controller of a four star resort, eventually becoming a regional controller overseeing five properties in Florida. Chris' background in public accounting paved his way to his CPA certification. Prior to joining Coral Hospitality, Chris was the regional controller for Noble House Hotels & Resorts in Naples, FL. Previous positions included, the controller for the Danfords Inn, Marina & Conference Center, in Port Jefferson, NY, and financial positions with the Mystic Hilton in Mystic, CT, and Walter J. Barry CPA & Associates in Waterford, CT.

Email: [cschaeffer@coralhospitality.com](mailto:cschaeffer@coralhospitality.com)

### **ROBERT P. GRAMMEN - Vice President of Investment Banking**

Bob brings to Coral Hospitality extensive knowledge and experience in the structure of acquisitions, lease/options and company finance. In addition to these responsibilities, Bob continues to serve as a partner in the lending activities of EFO Holdings, L.P. ("EFO"). EFO, with capital under management in excess of \$250 million, has been a principal in many successful hotel investments with Coral Hospitality. Highlights include The Edgewater Beach Hotel and The Olde Naples Inn, both located in Naples, FL, The Palm Court Resort and Vero Beach Hotel & Club, both located in Vero Beach, FL and The Overlook Lodge in Steamboat, CO.



Bob previously served as Vice President of ITG, a private investment bank located in Naples, FL, where he specialized in the purchase, restructure and resale of distressed municipal bond debt. During his tenure with ITG, Bob was directly involved in the formation and development of two investment funds with buying power in excess of \$35 million. From 1987 to 1991, Bob served as a Vice President of Investment Banking for Landbase, Inc., an international resort development company, where Bob coordinated financing for projects in more than 14 countries.

Email: [rgrammen@aol.com](mailto:rgrammen@aol.com)

## Executive Leadership

### **JOHN ABELL – Senior Vice President, Investment and Development**

John Abell joined Coral Hospitality with an abundance of knowledge and over twenty years of experience in the investment business, most of that related to real estate transactions, including hospitality deals. John has held a number of senior executive positions at such prestigious firms as Draper and Kramer in Chicago and The Sterling Group. His knowledge of deal structuring, capital raising, joint ventures, venture capital development instruments and the investment marketplace will allow Abell to add a new dimension to the Coral Hospitality executive team. His appointment will help to propel the growth of Coral Hospitality from primarily a hospitality management group to a dynamic owner/operator in the future.



John Abell has also worked for other major financial groups and started as a trader in the investment world early in his career. "John has a nose for the deal, and can help us grow Coral Hospitality to new heights", said Lee Weeks, CEO for Coral Hospitality. "John brings a great deal of business acumen and savvy to our company at a time that such expertise is well timed for us to grow our enterprise". In the past decade John has been at the apex of a number of major real estate transactions, and has delivered very strong returns during his career. His knowledge and contacts in the investment community are well honed, and he has been able to find the right components to strike deals from \$5M to \$500M during his successful career. Abell is a respected member of the Naples business community and has an advanced degree from Purdue University, Krannert School of Management.

Email: [jabell@coralhospitality.com](mailto:jabell@coralhospitality.com)

### **STUART ARP – Vice President of Sales and Marketing**

As opening General Manager of the Sandpearl Resort, Stuart joined Coral Hospitality in 2006 with an impressive career in hospitality management which encompasses 30 years of experience and knowledge.

His combination of market analysis, revenue maximization and business acumen with his hands - on style leads the Coral Hospitality portfolio to be a market leader in all categories.



Previous positions includes: Vice President and Managing Director for Pyramid Hotel Group, which purchased nine Adam's Mark hotels in 2003, Senior Vice President at Adam's Mark Hotels & Resorts for 10 years overseeing all aspects of the properties including Sales, Marketing and Operations in Florida, South Carolina, North Carolina, Alabama and Pennsylvania; Resident Manager for 5 years at Walt Disney World Company for the Polynesian and Contemporary resorts in Orlando Florida and 12 years in executive positions for Hyatt Hotels & Resorts at various properties spanning from Hawaii to the Midwest to Florida. Stuart holds a Bachelors Degrees in Hotel & Restaurant Management from the University of Wisconsin - Stout

Email: [sarp@coralhospitality.com](mailto:sarp@coralhospitality.com)

**MICHAEL D. CLOUTIER - Vice President of Food & Beverage/Resort Operations**

By integrating his exceptional managerial, motivational and operational abilities, Mike successfully combines his professional strengths with his creativity and hospitality excellence.

Always respecting the integrity and identity of the established local culture, Mike oversees the rooms divisions including front of house, front desk, housekeeping, spas and fitness centers within the Coral Hospitality resort and hotel collection.

Mike has extensive expertise in a variety of disciplines, including working from an early age in hotels and restaurants in the Detroit, MI area. Shortly after joining Hyatt Hotels in Atlanta, GA, Mike was promoted to Executive Chef, and went on to direct the culinary programs at multiple Hyatt Hotels. Mike's vast career experience includes executive posts within the Grand Traverse Resort & Spa in Acme, MI, Atlantis Resort & Casino on Paradise Island in The Bahamas, Hyatt Regency Resort in Lake Tahoe, CA, and the Hyatt Regency in New Brunswick, NJ.

Email: [mcloutier@coralhospitality.com](mailto:mcloutier@coralhospitality.com)



**LINDA MITCHELL - Vice President of Human Resources and Training**

As the Vice President of Human Resources and Training, Linda brings Coral Hospitality's philosophies to life. Focusing on the culture, orientation, professional training and career development of more than 1,300 staff members across Coral's vast portfolio, Linda is the backbone to the company's vision. With 20+ years of human resource expertise, Linda develops, customizes, and implements programs for Coral Hospitality in all fields, including the critical areas of employee development and retention, service and performance standards, and regulatory compliance. Linda's background in employee motivation, training and recruitment are the cornerstones for successfully turning Coral Hospitality's mission statement into reality.

Email: [Lmitchell@coralhospitality.com](mailto:Lmitchell@coralhospitality.com)



**BILL JANUSKA - Vice President of Engineering and Property Services**

Bill's extensive knowledge in building maintenance, engineering and association management lead to the development of the Vice President of Engineering and Property Services role. Upon initiating the homeowner's association management division of Coral where he currently oversees all associations, Bill has been able to assist property owners' in maintaining their assets while reducing overall property maintenance costs. Accomplishing this by asserting a proactive approach, Bill's development of preventive maintenance programs and tracking systems for all property equipment provides property owners with a formalized plan of action for their FF&E requirements.



Holding a CAM license and CEOE certification, Bill's notable professional positions include serving as the Florida Regional Chief Engineer for Noble House Hotels, where he was based out of LaPlaya Beach & Golf Resort in Naples, FL. During his tenure there, utility expenses were reduced thousands of dollars per year; guest repair requests decreased by 35% through the development of his rooms maintenance program; and monthly financial goals were consistently achieved without adversely effecting operations, guest comfort or safety. Bill experienced similar success at The Sunrise Hilton in Fort Lauderdale, FL, Sundial Beach & Tennis Resort on Sanibel Island, FL, Cross Keys Inn in Baltimore, MD, and with Stouffer's Restaurant Company, where Bill served as their Area and Regional Maintenance Engineering Manager, responsible for nine full-service restaurants in the Maryland, Virginia and New Jersey region.

Email: [bjanuska@coralhospitality.com](mailto:bjanuska@coralhospitality.com)

**RICK WARMOUTH – Corporate Director of Revenue Management**

A Certified Revenue Management Executive, Rick brings more than 22 years of upscale hospitality experience to Coral and is responsible for implementing resort and club revenue management objectives for the entire Coral Hospitality collection.

For seven years prior to becoming part of the Coral team, Rick held the position of Director of Transient Sales and Reservations at the 660 room Grand Traverse Resort and Spa in Traverse City, MI. He controlled room inventory and maximized the heavy leisure market demand utilizing the resort's golf, spa, tennis and beach assets.



Previously, Rick was Director of Quality Assurance in the corporate office for Kerzner International, owner/operator of upscale resorts on Paradise Island, Bahamas. A move to Director of Hotel Reservations/Revenue Management allowed him the opportunity to control room inventory for multiple properties, including the 2330 room Atlantis Resort and 100 room Ocean Club, part of the One and Only collection.

Before joining Kerzner, Rick was the Reservations Manager for the 5-diamond, 761 room Grand Wailea Resort, Hotel and Spa in Wailea, Maui, HI.

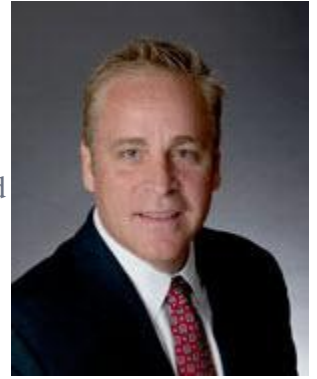
Rick's hotel career began with Hyatt Regency - Savannah, GA where he held a number of positions in the Rooms Division including Front Office Manager, Director of Guest Services and Hotel Assistant Manager.

A former serviceman in the US Army, he attended the University of Wisconsin for Business Administration and entered the hospitality industry at Walt Disney World in Lake Buena Vista, FL.

Email: [rwarmouth@coralhospitality.com](mailto:rwarmouth@coralhospitality.com)

## **JAMES MASON - Corporate Director of Golf Operations**

James Mason is a true professional manager, with significant, high-level experience in both Golf and Club Management. His hands-on style and managerial experience encompass all facets of club development and operations, including Golf Operations and Golf Course Maintenance. He has an excellent capability to assess member and club needs, then quickly evaluating and prioritizing the possible solutions. He has significantly strengthened the clubs under his direction by strategically increasing the emphasis on membership growth, service quality, fiscal soundness, and quality staffing. Using his exceptional motivational skills, he is also superb at instilling trust and confidence in both members and staff alike.



Holding Certified Club Manager (CCM) and Licensed Community Association Manager (LCAM) licenses, James is uniquely experienced and talented in the design, development, and opening of high-end, exclusive clubs and golf communities for multiple developers and associations throughout the Southeast.

James is a graduate of Johnson and Wales University with a BS in Hospitality and Recreational Leisure Management. He is currently a member of the Club Managers' Association of America and the Professional Golfers' Association of America.

James has been a valued member of the Coral Hospitality team since 2001. Prior to that, he held key leadership roles in private golf and country clubs in Rhode Island, Ohio and Florida.

Email: [\*\*jmason@coralhospitality.com\*\*](mailto:jmason@coralhospitality.com)

## **AUGGIE LUCIO - Corporate Director of Agronomics**

Bringing over 25 years of agronomic knowledge and expertise to Coral, Auggie possesses a special talent for delivering a quality golf course experience at all of his clubs. Auggie's agronomic skill has been honed on the East Coast, representing substantial insight into blending the science of agronomy with the various growing seasons and environmental considerations. Specializing in both the pre- and post-construction grow-in of new courses, Auggie's knowledge ranges from Winter Rye Wall-to-Wall to the latest Ultra Dwarf greens plus GN1 and Paspalum turf grasses. An extremely hands-on leader of Coral's Superintendents, Auggie has also successfully restored numerous courses to their former glory with a fraction of the budgeted expense and labor. Auggie has also served as the primary consultant on the preliminary construction phase of various exclusive clubs throughout the Eastern Seaboard.



A well-respected and renowned professional, Auggie has been a frequent speaker at various agricultural colleges in the Southeast. In addition, multiple clubs under his direction have obtained certifications from the Audubon Society for conditioning and meeting wild life environments.

Prior to joining Coral Hospitality, Auggie led such distinctive clubs as Naples National, Naples, FL, Shadow Wood Country Club, Bonita Springs, FL, The Club at The Strand, Naples, FL, Audubon Country Club, Naples, FL, Lake Blackshear Resort & Golf Club, Cordele, GA, and most recently, The Preserve Golf Club in Ocala, FL. While at Naples National, the Club hosted the LPGA for two consecutive tours, representing clear verification of the quality of his work.

Email: [alucio@coralhospitality.com](mailto:alucio@coralhospitality.com)