

**Caribbean Hotel Investment
Conference & Operations Summit**

**November 13-15, 2024
Wyndham Grand Sam Lord's Castle
Barbados**



chicos 2024

WELCOME

Welcome, CHICOS 2024 Attendees!



Parris E. Jordan

Chairman
CHICOS
Host



It's my great pleasure to welcome you to the 13th Annual Caribbean Hotel Investment Conference & Operations Summit, or CHICOS. This event is the leading platform for hospitality leaders in our region to meet, network, and forge new business opportunities IN the Caribbean.

To our returning attendees, welcome back, and thank you for your continued support of our initiatives. For those joining us for the first time, we encourage you to engage, network, and make the most of the resources and expertise available to you throughout this event.

We are thrilled by the resilience and growth of the Caribbean market, as reflected in the impressive performance metrics across the region. Notably, the upper upscale and luxury lodging markets have seen RevPAR growth of nearly 45% compared to 2019, achieving record highs in occupancy, ADR, and RevPAR. This momentum is truly exciting. Additionally, we're delighted to be hosting this year's event in Barbados, which has seen a 10% increase in RevPAR year-over-year, along with an 8% increase in air arrivals through August. The island continues to attract significant investment interest, including a \$230 million investment in the host hotel, further solidifying its position as a thriving destination.

The theme of CHICOS 2024, *Riding the Wave*, will be woven throughout our discussions. This year's event has brought together nearly 300 hotel investors and operators to explore the challenges, strategies, and opportunities facing our industry. We are particularly excited to be gathering here in Barbados, a market that continues to attract attention from investors. In addition to the host hotel investment, the region's growth potential is clear.

Throughout the conference, you will hear from top industry executives and leaders in a variety of panel discussions. These sessions will delve into how the hospitality and tourism sectors are evolving in the Caribbean, including trends in luxury and branded residential products, the growing popularity of all-inclusive resorts, and third party management, amongst many other topics. We'll also hear from equity investors and debt providers who will share valuable insights on investment opportunities in the Caribbean.

Our agenda has been carefully designed to address the most pressing topics in hotel investments and tourism, with presentations, panels, and one-on-one discussions that will provoke thought and provide actionable takeaways. I encourage you to review the program and familiarize yourself with the sessions that speak to the key issues and opportunities in our industry.

Over the next two days, you will gain valuable insights into the strategies and opportunities that will drive future business investments in the hotel, tourism, and real estate sectors across the Caribbean. It's a time for collaboration and innovation, and I am confident that the relationships and ideas generated here will help shape the future of the industry. The Caribbean continues to be an attractive destination, offering diverse accommodations and experiences to suit all types of travelers—from those seeking affordable options to those seeking luxury.

At CHICOS, our mission is to help you understand how to navigate the Caribbean market successfully and build lasting, impactful connections.

I'd like to take a moment to express our deepest gratitude to all those who have made this event possible. Thank you to our sponsors, partners, governments, distinguished speakers, students, and media for your invaluable support in making this conference a reality. A special thank you goes to our host hotel, the Wyndham Grand Barbados Sam Lord's Castle All-Inclusive Resort, for their warm hospitality and dedication to making this event a success. We also extend our sincere appreciation to the Government of Barbados, Barbados Tourism Marketing Inc., our Host Sponsor, for their partnership and support.

Enjoy the conference and make the most of this incredible opportunity to connect, learn, and grow.

Kind regards,

Parris E. Jordan

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BARBADOS Ψ



**The Hon. G.P. Ian
Gooding-Edghill**

Minister of Tourism
and International
Transport

Barbados
Host



WELCOME TO DESTINATION BARBADOS!

I am honoured to extend a warm welcome to all of you attending the 13th edition of the Caribbean Hotel Investment Conference & Operations Summit 2024. Your presence underscores the immense value Barbados places on tourism investment, business development, and the importance of tourism as a pillar of our economy.

We are pleased to share that Barbados's tourism sector is expanding rapidly, with new development projects in luxury accommodations, exciting attractions, and upgraded infrastructure, to meet the evolving needs of the modern traveller. Notable additions to our landscape include villa projects, exclusive resorts, and a growing portfolio of luxury real estate on the west coast—designed to meet the rising demand for high-end experiences. These developments are supported by increased airlift from key international markets, solidifying Barbados' position as a leading travel hub in the Caribbean.

Barbados is proud to be a top choice for tourism investment, with a stable political environment, attractive incentives, and a robust Welcome Stamp Programme that allows long-term stays. We invite discerning investors to explore opportunities in accommodation, family-oriented attractions, infrastructure, and more, as Barbados continues its journey towards sustainable growth. Our vision is to provide an exceptional visitor experience while nurturing economic resilience and prosperity.

While you are here for the Conference, we invite you to experience everything that makes our island a beloved premier travel destination. From pristine beaches to warm Barbadian hospitality, our vibrant tourism offerings include the world-renowned Barbados Food and Rum Festival, awarded the Caribbean's Best Food Festival in 2023 and 2024, establishing the island as the culinary capital of the Caribbean.

Barbados is also home to the Crop Over Festival, widely known as the sweetest summer festival. This is an authentic celebration of Barbadian heritage featuring soca music, dance, exclusive events, street food, spirited elixirs, visual arts, and high-energy performances, culminating in a celebratory street masquerade.

Sports are also integral to our tourism offerings. We invite you to explore the Run Barbados Marathon Weekend, where participants race against the backdrop of scenic coastal views. While in Barbados, enjoy our world-class golf courses, which attracts enthusiasts from around the globe. Our water sports events, including Dive Fest, Sailing Week, and the Barbados Open Water Swim Festival, offer thrilling experiences for diving and sailing aficionados.

Thank you to CHICOS for choosing Barbados as the host destination for this year's conference. We look forward to an inspiring and productive event. May your experience here foster valuable connections and leave you eager to return and further immerse yourself in the vibrant life of Barbados.

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At CIBC Caribbean, we understand that navigating the complex world of finance can be daunting. That's why we're here to simplify the journey and help our clients to achieve their ambitions. Here's why you can choose CIBC with confidence:

Expertise You Can Trust

CIBC has proudly done business in the Caribbean for over 100 years, with operations in 11 markets. Our award-winning team of finance professionals brings a wealth of knowledge and international experience to the table.

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We have a deep understanding of the region's key industry sectors, including Hospitality and Real Estate. Yet, we recognize that each client is unique, with distinct financial aspirations and challenges. That's why we tailor our services to meet your specific needs and priorities.

Commitment to Excellence

At CIBC, excellence is not just a goal – it's our standard. We are focused on delivering world-class financial solutions, backed by an unrelenting commitment to providing exceptional, relationship-based service.

Discover the CIBC difference – where your financial goals become our mission.

Let's talk today.

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PROGRAM

WEDNESDAY, NOVEMBER 13, 2024

6:00 pm - 8:00 pm – **Networking Opening Cocktail Reception hosted by Barbados Tourism Marketing Inc.**

The Wyndham Grand Sam Lord's Castle, Barbados - Trident Ballroom

THURSDAY, NOVEMBER 14, 2024

7:00 am – **REGISTRATION**

7:30 am - 8:30 am – **Networking Breakfast** - *Trident Ballroom Prefunction*

8:30 am - 9:40 am – **WELCOME, GLOBAL & REGIONAL PRESENTATIONS** - *Trident Ballroom*

Welcome Comments

Parris Jordan, Chairman – CHICOS

Honorable Chad Blackman, Senator and Minister of Economic Affairs and Investment – Barbados

Global & Regional Hotel Performance

Hannah Smith, Senior Analyst – STR

Overview of Caribbean Lodging Market

Kristina D'Amico, Managing Director and Leader, Caribbean - HVS

Economic Overview

Tiffany Grosvenor-Drakes, Senior Manager, Strategy and Economics - CIBC Caribbean

Caribbean Hotel Industry: Emerging Trends, Challenges and Opportunities

George Spence, Managing Partner – Luxe Capital Americas

9:40 am - 10:30 am – **GENERAL SESSION** - *Trident Ballroom*

Hospitality Leaders Outlook

Moderator: **David Larone**, Special Advisor, Valuation & Advisory Services – CBRE Hotels

Panelists:

José Carlos Azcárraga, Chief Executive Officer – Grupo Posadas

Sloan Dean, Chief Executive Officer & President - Remington Hotels

Gustavo Viescas, President, LATAMC – Wyndham Hotels & Resorts

10:30 am - 11:00 am – **Networking & Exhibitor Coffee Break** - *Trident Ballroom Prefunction*

11:00 am - 11:50 am – **GENERAL SESSION** - *Trident Ballroom*
Equity Investors Outlook

Moderator: **Gerhard Beukes**, VP & Group Head of Fund Management and Development - RF Group

Panelists:

Rebecca Cocchiola, Senior Vice President – Singerman Real Estate
Michael Anderson, President & CEO – RF Holdings Limited
Eric Schub, Managing Director – Sculptor Real Estate

11:50 am - 12:40 pm – **GENERAL SESSION** - *Trident Ballroom*
Caribbean Hotel Investments: Industry Perspectives 2024

Moderator: **Gary Brough**, Managing Director – Baker Tilly

Panelists:

Rogério Basso, Head of Tourism - IDB Invest
Pablo Maturana, Vice President of Development, Latin America & Caribbean - Hilton
Alex Mai, RVP Development, MLAC - IHG Hotels & Resorts

12:40 pm - 1:50 pm - **NETWORKING LUNCH** - *Trident Ballroom*

1:50 pm - 2:15 pm - **GENERAL SESSION** - *Trident Ballroom*
Caribbean Airlift Interview

Moderator: **Sanjay Amin**, Director - BCQS International

Panelist:

Jose Maria Giraldo, Managing Director, Operations – American Airlines

2:15 pm - 3:15 pm – **GENERAL SESSION** - *Trident Ballroom*
Barbados Investment Panel

Moderator: **Matthew Norton**, Practice Area Leader, Real Estate - K&L Gates LLP

Panelists:

Kaye-Anne Greenidge, CEO - Invest Barbados
Daniel Diaz, Executive Vice President - Blue Diamond Hotels & Resorts
Stuart Layne, CEO - Barbados Tourism Investment Inc.
Ryan Forde, CEO - Barbados Hotel & Tourism Association

PROGRAM

3:20 pm - 4:10 pm – **BREAKOUT SESSION 1 A** - *St. Philip*

All-Inclusive Hotels: The Continued Rise of this Asset Class

Moderator: **Robert MacLellan**, Principal – MacLellan Associates

Panelists:

Louis Alicea, Senior Director of Development, Caribbean – Wyndham Hotels & Resorts

Paula Cerrillo, Director of Development - Marriott International

Mauricio Elizondo, Director of Development - Grupo Posadas

Antonio Fungairino, Head of Development, Americas, Hyatt Inclusive Collection – Hyatt Hotels

Nicole Tilzer, Vice President All Inclusive & Resort Strategy - Hilton

3:20 pm - 4:10 pm – **BREAKOUT SESSION 1 B** - *Trident Ballroom D*

Development in the Region - Exploring Opportunities by Island and Product

Moderator: **Adam Greenfader**, Chairman - AG&T

Panelists:

Bill Clegg, Regional Director Development – BWH Hotels

RoseAnne Farrington, Deputy Commissioner - U.S. Virgin Islands Department of Tourism

Rosie Nicholls, Director, Head of Valuation Services - BCQS International

4:10 pm – 4:40 pm - **Networking & Exhibitor Coffee Break** *Trident Prefunction*

4:40 pm - 5:30 pm – **BREAKOUT SESSION 2 A** - *St. Philip*

Trends in Third Party Hotel Management in the Caribbean

Moderator: **Dr. Clay Dickinson**, Assistant Teaching Professor - Florida International University

Panelists:

Michael Register, Principal - Trust Hospitality

Rich Cortese, Senior Vice President, Caribbean Development - Aimbridge Hospitality

Sebastian Cardona Molina, Director, Development – Playa Hotels & Resorts

Keith Olchick, Chief Development Officer - Remington Hospitality

Amy Ironmonger, Partner – K&L Gates LLP

4:40 pm - 5:30 pm – **BREAKOUT SESSION 2 B** - *Trident Ballroom D*

Key Considerations of Developing and Operating in the Caribbean: Insurance, Training, Shipping & Energy

Moderator: **Martyn Bould** MBE, Chairman – Bould Consulting Limited

Panelists:

Bill Brown, Executive Vice President - DCK

Daniela Ricalis, CEO & Founder - DC Global Talent

Juan Mosseri, Sales Manager - E-Finity Distributed Generation

David Beckley, SVP, Real Estate & Hospitality Team – McGriff

Marvin Flax, Managing Director - OBMI

6:00 pm - 8:00 pm - **Cocktail Reception**

Ocean Bluff, Hosted by Wyndham Hotels & Resorts

FRIDAY, NOVEMBER 15, 2024

8:00 am - 9:00 am – **Networking Breakfast** *Trident Ballroom Prefunction*

9:00 am - 10:00 am – **GENERAL SESSION - Trident Ballroom**
Caribbean Government Leaders Panel

Moderator: **John Lancet**, Senior Managing Director, Practice Leader, Southeast & Caribbean – HVS

Panelists:

Joseph Boschulte, Commissioner – USVI, Department of Tourism

Shullette Cox, President – JAMPRO

Hon. Ian Gooding Edghill, Minister of Tourism - Barbados

Andy Burrows, Director of Investments - Bahamas Investment Authority

Angela Musgrove, CEO - Invest Turks and Caicos

10:00 am - 10:50 am - **GENERAL SESSION - Trident Ballroom**
Lenders Panel

Moderator: **George Spence**, Managing Partner – Luxe Capital Americas

Panelists:

Isabel de Caires, Director Investment Banking – CIBC Caribbean

Isaías Peret, SVP, CRE & Hospitality, Americas – Banco Sabadell

Avin Hardeo, Manager, Investment Banking Division - Republic Bank Limited

Rogerio Basso, Head of Tourism - IDB Invest

10:50 am – 11:20 am - **Networking & Exhibitor Coffee Break** *Harbor View Prefunction*

11:20 am - 12:15 pm - **GENERAL SESSION - Trident Ballroom**
Luxury and the Resurgence of Mixed Use in the Caribbean

Moderator: **Stephanie Ricca**, Editorial Director – Hotel News Now

Panelists:

Cristobal Enriquez, Vice President of Development - Hyatt Hotels Corporation

Pamela Vasquez, Director, CALA - Marriott International

Louis Journal, Development Manager - Hilton

Erin Green, Vice President, Development & Acquisitions - Auberge Resorts

12:15 pm - **Closing Remarks & Lunch**



Zemi Miches All-Inclusive Resort, Curio Collection by Hilton



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The Caribbean has played an integral role in Hilton's global expansion with the first hotel being the Caribe Hilton opening in 1949. We now have 32 open unique properties to our loyal guests and another 35 in various stages of development.

In the Caribbean and Latin America as a whole, 24 world class brands are available to our 200+ million loyalty guests with over 226 open hotels and resorts they can experience.

Hilton has gone all in on all-inclusive with 12 resorts open and in pipeline in Curacao, Dominican Republic, Mexico and Jamaica offering our guests an extraordinary experience with hospitality that leaves an impression, elevated food & beverage, one-of-a-kind entertainment, and breathtaking views in premium destinations.

LET'S TALK!



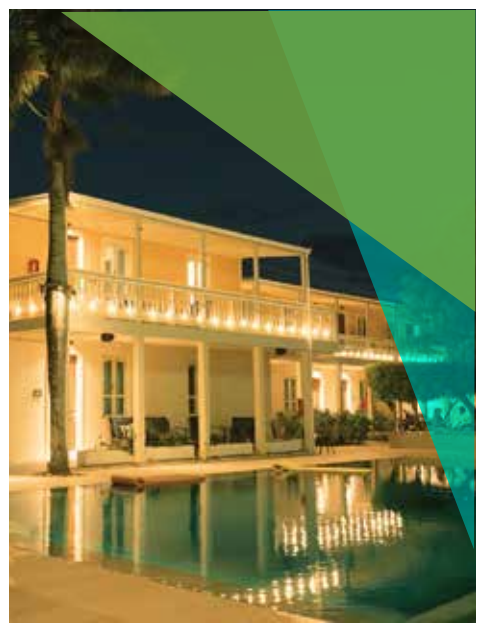
La Zebra All-Inclusive Resort, Curio Collection by Hilton



Zemi, Curio Collection by Hilton, Curio Collection by Hilton



Grand Tulum, Curio Collection by Hilton



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HOSTS

Parris E. Jordan
Chairman - CHICOS



Parris Jordan is Chairman of CHICOS at HVS. Prior to this role, he was a Managing Director, responsible for overseeing consulting and valuation projects in the Caribbean, Central America, Mexico, and United States. Parris' consulting experience spans all asset classes, from ultra-luxury to full, select and limited-service hotels. His resume comprises work on hundreds of projects spanning over 40 U.S. states and 30 countries for assets totaling more than \$20 billion US in value; notable large-scale Caribbean development projects include Atlantis, The One & Only Ocean Club, Ritz Carlton Grand Cayman, and Cap Juluca. Mr. Jordan's areas of expertise include market assessment, feasibility analysis, appraisal, valuation, operator search, management contract negotiation, and brand selection.

He is also an expert in developing target market and global expansion strategies for prominent international hotel brands and has provided expert testimony in litigation and arbitration-related matters. Pairing this experience with his Caribbean roots, Parris has earned the reputation as a distinguished authority on the Caribbean hotel landscape and trusted advisor. His private sector client list consists of well-established investment banks, lenders, private equity firms, high net-worth individuals, developers, and hotel brands. Parris has also provided advisement to many Caribbean government officials [i.e. Prime Ministers, Presidents, Ministers of Tourism, Ministers of Investments, Governors] for major hospitality and tourism investment decisions on their respective islands. Mr. Jordan is also Chairman and Founder of the Caribbean Hotel Investment Conference and Operations Summit (CHICOS).

Parris holds an MS from the Preston Robert Tisch Center for Hospitality and Tourism at New York University (NYU), where he also lectured on lodging development as an adjunct professor. Parris is also a member of the school's alumni board. He was the recipient of the 2003 NYU Hotel Investment Conference Patron Scholar Award and selected as the 2008 Alumnus of the Year by New York City Technical College. Parris has been called to speak at various local and international hotel investment and tourism conferences, including [the largest] the NYU International Hospitality Industry Investment Conference. In addition to speaking engagements, Parris has been quoted in numerous hospitality business publications and newspapers such as the Wall Street Journal, Bloomberg News, USA Today and Travel Weekly.

Nicole Roantree, LEED AP, ID+C
Director - CHICOS



Nicole Roantree is the Director of HVS Conferences. Nicole earned a bachelor of science degree in International Business and French from Albright College in Reading, PA, a master of science degree in Tourism, Travel Management and Destination Development from New York University, and a bachelor of arts degree in Interior Design/Hospitality Studies from The Art Institute of Colorado. Nicole is also an Accredited Professional with the Leadership in Energy and Environmental Design (LEED) program, with a focus on Interior Design + Construction.

Nicole's academic and professional experience within the hospitality and architecture industries allows her to provide a level of insight and expertise critical to hotel consulting assignments. Her extensive travel to 48 states domestically, Europe, Asia, Middle East, South America, Central America, Mexico and the Caribbean have proven priceless to understanding the vast differences between markets and cultures.

Nicole also instructs online business classes with eCornell to students globally, enhancing their skills and helping them achieve the next step in their career progression. The courses range from: *Commercial Real Estate Development*, *Hotel Planning and Design*, *Pricing Strategies*, and *Forecasting in Revenue Management*. She has guest lectured at Columbia University and NYU Stern School of Business. She welcomed her daughter in June 2023 with her husband, Jim.



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SPEAKERS

Adam Greenfader

Chairman - AG&T



Adam Greenfader is the Chairman of AG&T, a real estate development and advisory firm based in Miami, Florida, specializing in hospitality, residential, and resort developments in the Caribbean and Central America. Since 1993, Adam has collaborated on over 55 projects valued at \$1.5 billion, including master-planned communities, hotels, and private island resorts in key locations such as Puerto Rico, Sint Maarten, Panama, Costa Rica, and Mexico. AG&T serves principal clients including hedge funds, private equity firms, and other institutional capital groups.

Adam holds a Master of Real Estate Development (MRED) degree from the University of Southern California and Bachelor's degrees from Clark University and the Sorbonne in Paris, France. He is fluent in English, Spanish, and French. Mr. Greenfader has chaired the Caribbean Council at the Urban Land Institute (ULI) and serves as the Florida Liaison for the Puerto Rico Builders Association.

Passionate about resilience, green building, and innovative technologies like blockchain in real estate, Adam is a noted speaker and the author of "Why Puerto Rico Now: A Masterplan for Resurgence, Resiliency, and Long-Term Economic Growth."

Alex Mai

RVP Development MLAC - IHG Hotels & Resorts



Alex is responsible for setting the strategy, plan, negotiate/execute hotel deals and manage the growth and expansion of all brands for IHG Hotels & Resorts in Latin America & Caribbean countries.

Alex has more than 25 years of practical, hands-on experience with hotels, resorts, brand management, real estate, and operation. He has worked on hundreds of hotel assets, negotiations and hotels performances across the United States, Latin America & Caribbean.

Prior to joining IHG, Alex was the Head of Development and Vice President development for Latin America & Caribbean for Choice Hotels International and Radisson Hotels Group Americas, where he was responsible for the growth of all brands.

Alex was President & Founder of ALBA Hospitality from 2020 to 2022, where he was responsible in strategic asset positioning, management contract negotiations and hotels real estate transactions.

Alex worked for Hilton Hotels Corporation from 2007 to 2020 holding various Management positions in Development, Brand Management for Full & Focused Service, Owners Relations, and Training. With Hilton, Alex successfully negotiated and executed over 30 hotels deals, totaling +4,400 rooms between luxury, full, collections, all suites, and focused services brands.



Amy Ironmonger

Partner - K&L Gates LLP

Amy Ironmonger maintains an international practice and focuses her practice in the areas of resort and hospitality, real estate and commercial development, commercial lending, and corporate law. She has recently or is currently assisting clients with the sale, acquisition, development, and/or financing of projects in the United States, Caribbean, Latin America, Australia, and Middle East.



Angela Musgrove

CEO - Invest Turks & Caicos

Angela Musgrove is the Chief Executive Officer of Invest Turks and Caicos. With over 20 years of experience in education, public administration, entrepreneurship, and business development, she brings a wealth of cross-disciplinary expertise to her role. Born and raised in the Turks and Caicos Islands, she blends her passion for social impact with sound business expertise to create a platform for driving organizational impact. Her leverages her familiarity with corporate governance as well as public administration procedures to harness stakeholder support for executing the organization's vision and mission. She holds advanced degrees in Economics and Finance, underscoring her strong academic foundation.

A British Empire Medal recipient in 2013 being recognized for her extraordinary civic services to the Turks and Caicos Islands, Mrs. Musgrove remains committed to the development of her homeland, driven by a profound sense of national pride and fulfillment.

Mrs. Musgrove's professional journey is marked by numerous achievements in both the public and private sectors. She has successfully spearheaded various initiatives aimed at economic development and social upliftment, demonstrating her unwavering dedication to improving the lives of her fellow citizens. Her leadership style is characterized by a deep commitment to ethical practices, transparency, and sustainable development.

As CEO of Invest Turks and Caicos, she plays a pivotal role in promoting the islands as a premier destination for investment, facilitating business opportunities that contribute to the overall growth and development of the region. Her ability to engage and motivate stakeholders has been instrumental in attracting significant investments, which in turn, enhance the economic landscape of the Turks and Caicos Islands.

Angela Musgrove's legacy is one of dedication, leadership, and a relentless pursuit of excellence. Her work continues to inspire and drive the nation towards a prosperous future, embodying the true spirit of national development and empowerment.

SPEAKERS



Antonio Fungairino

VP, Development - Hyatt Inclusive Collection

Hyatt announced the appointment of Antonio Fungairino as head of Inclusive Collection development for the Latin America & Caribbean (LAC) region. Fungairino, who previously served as the vice president of development for Hyatt's Inclusive Collection, reports to Camilo Bolaños, Hyatt's senior vice president of development for the LAC region. In his new role, Fungairino leads the development strategy for the Inclusive Collection's 10 distinctive resort brands, strengthening Hyatt's brand presence throughout the region.

This appointment further bolsters Hyatt's regional efforts after recently announcing the newly created LAC regional division. Fungairino's leadership and dedicated focus will help reinforce Hyatt's strong pipeline and growth strategy, which is experiencing extraordinary demand from the leisure segment.

"Throughout his tenure, Antonio has been fundamental to the Inclusive Collection's growth strategy, supporting our trajectory and leadership position as the world's largest portfolio of luxury all-inclusive resorts," said Bolaños. "His in-depth knowledge of all-inclusive resort development is invaluable as we look to continue intentionally expanding our portfolio across Latin America and the Caribbean, one of Hyatt's fastest growing regions. We are grateful to count on Antonio's leadership in the region and congratulate him on this well-deserved promotion."

With a bachelor's degree from University of Surrey in the United Kingdom and a master's degree in hospitality management from Cornell University, Fungairino's career began nearly 30 years ago at InterContinental Hotels & Resorts and Four Seasons Hotels and Resorts where he grew his experience in hotel operations over a span of 10 years. After this, he spent 13 years in asset management with Everest Holdings in Scottsdale, Arizona and Mullen Real Estate in Newtown Square, Pennsylvania where the portfolio of resorts was valued at over \$1 billion dollars. These experiences allowed him to truly understand the needs of owners and strategically drive results from the assets. In 2014, Fungairino began a dual role of asset management and development at Apple Leisure Group where he played a pivotal role in growing the portfolio of resorts year after year, which eventually drove the largest portfolio of luxury all-inclusive properties in world.

Avin Hardeo

Manager, Investment Banking Division - Republic Bank



Mr. Hardeo has five years of experience in the capital markets space across the fields of asset management, origination, structuring and syndication. At Republic Bank, he has raised over US \$2.5Bn in debt financing across sovereign and corporate issuers as well as supported several corporate issuers through distressed debt management and restructuring as companies navigated the post-pandemic economy. Mr. Hardeo has worked on multiple regional mandates to develop tourism and hotel infrastructure across territories such as Guyana, Barbados, Saint Lucia and Cayman.

Prior to joining the field of finance, Mr. Hardeo was a Chemical Engineer within an energy sector regulator in Trinidad & Tobago. Mr. Hardeo has an MSc. International Finance (Dist.) from the Arthur Lok Jack Global School of Business, an MSc. Chemical and Process Engineering (Dist.) and a BSc. Chemical and Process Engineering (Hons.) from the University of the West Indies.

Bill Brown

CEO - DCK



Bill Brown is CEO of DCK, an Arena company, and provides corporate vision and leadership for the US-based international construction management firm and all subsidiaries in the United States, the Caribbean, and Latin America.

With almost 30 years of proven experience as a leader in the construction industry, Bill has completed projects worth well over a billion dollars, spanning multiple construction types and contract methods for private, public, and P3 clients. Before joining DCK, Bill spent 14 years as president and CEO of his own privately held construction management firm and another 14 years in project management and senior executive roles on large-scale hospitality, multifamily, high-rise, and educational facilities projects in South Florida.

About DCK

DCK is the Caribbean's Leading Builder. Originally founded in 1922, we have completed more than \$4 billion (USD) in hospitality projects and have delivered more than 39,000 hotel keys. With more than \$38 billion (USD) in total project value completed, we have extensive portfolios in almost every market sector around the world. Our teams of construction professionals focus on establishing long-lasting partnerships based on transparency, quality, and value while delivering best-in-class projects in some of the Caribbean's most remote and resource-scarce islands.

Bill Clegg

Regional Director of Development - BWH Hotel Group



William L. Clegg, Jr., CHA, is a regional director of development for BWH Hotel Group (World Hotels and Best Western International) in the mid-Atlantic US and Caribbean region, sourcing and guiding prospective franchisees and members through the company's development process. He previously served as RVP for Choice Hotels International, managing owner relationships and performance-driven franchise service in the northeast United States and the Caribbean. At Choice Hotels from 1991 until 2017, he held numerous marketing and franchise service operations and management positions in support of hotels in regions including the Gulf Coast, Southeast, mid-Atlantic, and northeast U.S.

Prior to joining Choice Hotels, Bill rose through the ranks after beginning his hospitality career as a bellman at a Marriott Hotel. He has served in operations, sales, marketing, and general management positions at Marriott, Sheraton, Best Western, and Choice Hotels branded hotels.

He received a B.A. in Communications Studies from Virginia Tech, and holds a Certified Hotel Administrator certification from the AH&LA. During his career, he has served on numerous industry panels. He served for eight years as a Regional Vice President for the Caribbean Hotel & Tourism Association, and three years as VP. He is currently VP of the organization, chairs the Membership Committee of CHTA, and has served as chairman of CHTA's CHIEF (Caribbean Hospitality Industry Exchange Forum) conference for eight years, 2015-2023.

In 2013, he was presented with a Leadership Award from Caribbean Media Exchange (CMEX).

SPEAKERS

Dr. Clay B. Dickinson

Assistant Teaching Professor, Florida International University



Dr. Dickinson is an Assistant Teaching Professor at the Chaplin School of Hospitality and Tourism Management and the Hollo School of Real Estate at Florida International University (FIU) in Miami, FL. Prior to joining FIU as a full-time member of the faculty, Dr. Dickinson was Executive Managing Director and Chairman of JLL's Hotels & Hospitality and Valuation Advisory Services (VAS) practices in the Caribbean and Latin America region. Dr. Dickinson has more than 35 years experience in hospitality and commercial real estate industries, including general corporate and IT strategic planning, transactions advisory and due diligence, valuations, investment and development advisory and asset management. Much the Dr. Dickinson's experience has been in global business, particularly the Latin America region, and has focused on large-scale, mixed-use hotel and hospitality-related real estate.

Dr. Dickinson has advised on over \$15 billion dollars of commercial real estate and hospitality industry transactions, including valuing large, complex international property portfolios and assessing the market and financial viability of projects all over the world. He brings decades' experience in managing cross-cultural teams, an important value-add within the rapidly globalizing hospitality and commercial real estate industries.

Before joining JLL in 2008, Dr. Dickinson spent some 20 years as a Managing Partner of KPMG's Real Estate and Hospitality consulting practice covering the Caribbean and Latin America region and as a Client Industry Executive for six years in the global travel, transportation and hospitality businesses of EDS and IBM. Earlier, Dr. Dickinson was a Regional VP of Development with Intercontinental Hotels Group. He began his career in commercial real estate advisory in the Miami office of Laventhol & Horwath.

Dr. Dickinson earned a BA in International Studies from The American University, dual M.I.M./M.B.A degrees from AGSIM and ESADE, an MS in Information Technology from Georgia Tech and a Doctorate of Business Administration from Florida International University's Chapman School of Business.

Cristobal Enriquez

VP Development - Hyatt Inclusive Collection



A dynamic, accomplished, analytical, executive with more than 28 years of executive level experience and in-depth financial background in finance, strategic planning, treasury and corporate development. Broad responsibility leading financial operations, consolidating multinational companies, investor relations and due-diligences for structuring mergers and/or acquisitions in industries as varied as Steel, Chemical, Building Materials-Cement and Hospitality.

Mr. Enriquez has been with HIC for over eighteen years, overseeing business planning. Financing, treasury, valuations, corporate finance issues and having active participation in due diligence toward acquisitions, short- and long-term financial planning.

Starting 2006-2011 Director of Finance AMResorts

2012-2023 VP Business Development Apple Leisure Group

2024- Up to date VP Development & Feasibility LAC Hyatt Inclusive Collection

He is a graduate in Biochemical Engineering and Administration from Monterrey Institute of Technology (ITESM) and holds an MBA from the IPADE Business School of Universidad Panamericana.



Daniel Diaz

Executive Vice President - Blue Diamond Resorts

A hotelier with foundations in economics, Daniel Diaz came to hospitality with an affinity for the ever-evolving nature of the fast-paced hotel industry. Drawing on 30 years of experience in hotel management and development consultation in Spain, Germany, the Dominican Republic, Mexico, Canada, and The USA Mr. Diaz oversees project development for Blue Diamond Resorts, the fastest growing hotel company in the Caribbean.

In his current capacity as Executive VP, Daniel Diaz steers the expansion of Blue Diamond Resorts by prioritizing strategic development initiatives of the company's ever-evolving business plan in new markets. Mr. Diaz was a key leader in the industry-shaking collaboration with Marriott International in which 21 Blue Diamond Resorts properties joined Marriott's prestigious Autograph Collection and Tribute Portfolio.

Mr. Diaz is a graduate in Economics of the University of Seville and Gottingen and of the prestigious US-based Cornell University School of Hotel Administration's General Managers program, is fluent in English, Spanish and German, has been general manager of many five-star resorts and has served as real estate advisor to Christie's Auction House. His love of simultaneous priorities and ever-changing variables means he is able to respond to Blue Diamond's multi-million-dollar growth with keen business intellect and tact.



Daniela Ricalis

CEO & Founder - D.C. Global Talent

With over 10 years of experience in the hospitality and foodservice recruitment industry, Daniela Ricalis is the founder and CEO of D.C. Global Talent Inc., a top-ranked boutique agency specializing in management and executive-level roles for luxury and upscale hotels across the Caribbean and the Americas. Daniela is known for delivering customized recruitment solutions tailored to the unique needs of her clients, drawing upon her expertise in relationship building, digital strategy, marketing communications, and employee benefits. A strong advocate for diversity and equal opportunity, she is an active member of the Caribbean Hotel and Tourism Association and Women in Tourism & Hospitality. Passionate about staying ahead of industry trends, Daniela is dedicated to connecting exceptional talent with top employers in the hospitality sector.



David Beckley

Senior Vice President, Real Estate and Hospitality - McGriff

David has over 18 years of commercial insurance industry experience. He is an Account Executive in the New York office of McGriff and serves as a resource for their Real Estate and Hospitality clients. David's areas of expertise includes the coordination of the firm's resources in the design and implementation of multinational risk management programs for their Real Estate and Hospitality clients, providing account management, service delivery and resource coordination for owners, developers and operators throughout the lifecycle of engagement from (re)development to operation. As a leader in the Real Estate & Hospitality sector, he has lead client teams in the placement of complex insurance programs and large claim recoveries in the Caribbean.

David has a Bachelor of Science degree in Applied Economics, Phi Beta Kappa, and Master of Science degree in Applied Economics, summa cum laude, from Florida State University.

SPEAKERS

David Larone

Special Advisor, Valuation and Advisory Services - CBRE Hotels



David Larone is a Special Advisor with CBRE Hotels Valuation and Advisory Services. He has 49 years of experience across Canada and the Caribbean. His experience encompasses assessing the viability and value of existing and new-build assets ranging from Select service properties to Luxury assets including underwriting existing assets and providing advisory services on renovation, repositioning and branding strategies. His experience also includes leading the RFP process for both Franchise Selection and Management Company Selection and Contract Negotiation of Franchise Agreements and Management Contracts. David is also well versed in annual Budget Reviews and Asset Management.

Eric Schub

Managing Director - Sculptor Real Estate



Eric Schub is a Managing Director at Sculptor Real Estate. Mr. Schub has primary responsibility for overseeing investments in the multifamily, student housing and self-storage sectors. Prior to joining the Firm in 2013, Mr. Schub was an Analyst at Tishman Speyer. Mr. Schub graduated magna cum laude from the Wharton School of the University of Pennsylvania, where he received a Bachelor of Science in Economics.

Fernando Mulet

Chief Development Officer & EVP - Playa Hotels & Resorts



With over 16 years of international hotel experience, Mr. Mulet has played a prominent role in the acquisition, development and asset management of the Playa Hotels & Resorts portfolio and heads the Acquisitions Group for the company.

Prior to joining Playa Hotels & Resorts, he was the Director of International Investments & Asset Management with Highland Hospitality Corporation (NYSE: HIH). He helped HIH to successfully structure and close its first acquisition in Mexico. A native of Spain, Mr. Mulet began his career in the hospitality industry in 1999 at Barceló Hotels & Resorts. During his tenure at Barceló, Mr. Mulet held different positions both at the corporate and hotel level in Mexico, Spain and in the US.

He earned his Business Administration degree at the Universidad Pontificia de Comillas in Madrid, Spain. He continued his education in the US at Cornell University where he earned a certification in Real Estate, Development and Hotels Investment from The School of Hotel Administration at Cornell University.



Gary Brough

Managing Director – Baker Tilly

Gary is the Managing Director for Baker Tilly in the Turks & Caicos Islands and Head of Baker Tilly's Travel, Leisure & Tourism ("TLT") group in the Caribbean with offices in Aruba, Bahamas, Barbados, Bermuda, Bonaire, BVI, Cayman, Jamaica, Puerto Rico, St Maarten and Trinidad & Tobago. Baker Tilly's TLT group provides a wide spectrum of audit, advisory and tax services throughout the region.

Gary has advised many regional governments on TLT related matters. He led an engagement to advise the Turks and Caicos Islands Government on a National Tourism Policy and Strategic Implementation Plan. Gary initiated a groundbreaking Data & Analytics (D&A") initiative which applies D&A in a tourism environment. He is client service partner to a variety of world-renowned luxury resorts and has led many TLT related advisory engagements involving market studies, feasibility studies, economic impact studies and raising of debt and capital. He has extensive experience on numerous TLT engagements both locally and internationally. Gary is a regular moderator and speaker at tourism industry conferences.



George Spence

Managing Partner – Luxe Capital Americas

George Spence is an active participant in the hotel, resort and tourism sector in the Caribbean and Latin America. As a Managing Partner of Luxe Capital Americas, George assists regional companies and hotels in raising equity and debt capital, mergers and acquisitions, and advisory services on asset sales and growth initiatives. George assists equity funds in the identification, execution and management of transactions involving multiple and single property hotel portfolios, and also assists banks and other creditors in the management and disposition of hotel and hospitality real estate. Hotel and project owners, and providers of equity and debt funding, find George's hands-on experience in roles as operator, developer, equity owner and debt provider over several decades in the region in multi-cultural and multi-lingual settings to be useful and pragmatic, especially when relatively complex deals with multiple stakeholders and jurisdictions are involved. Families owning hotels in the region use George's team to accomplish sales of hotel businesses in a discrete manner attentive to local sensitivities. At Luxe Capital, George's team carries out brand searches and prepares feasibility studies and business plans for hotels, resorts, and mixed use projects.



Gerhard Beukes, CFA

VP and Group Head of Fund Management & Development - RF Group

Gerhard heads up RF Group's Alternative Funds and Advisory business which includes 3 real estate and private equity funds in the Bahamas and Barbados. With a total of \$1.4bn assets under management, in addition to an enhanced focus on its Investment Banking activities, RF is looking to grow its alternative funds business by \$300m over the next 3 years, in the Bahamas, Barbados and Cayman. In various capacities over 20 years (including ongoing work with Colliers Caribbean), Gerhard has completed private equity and real estate transactions worth over \$2bn in 10 countries and managed companies and assets worth over \$800m. He has been actively involved in the Caribbean region for 17 years and lives full time in the Bahamas.

SPEAKERS

Gustavo Viascas

President LATAMC - Wyndham Hotels & Resorts



Gustavo Viascas serves as President at Wyndham Hotels & Resorts for the Latamc region and it is a member of the Wyndham Hotels and Resorts' Executive Committee. Wyndham Hotels & Resorts is the world's largest hotel franchising company with approximately 9,100 hotels spanning over 95 countries and six continents.

Gustavo joined the company in August 2017. He served as Financial Planning Director and then as Finance Vice-president for the Latamc region. Previously, he held multiple roles of increasing responsibilities over 18 years at RCI (timeshare division of the former Wyndham Worldwide Corporation and the largest timeshare company in the world), leading the finance, administration, reporting and planning departments.

Gustavo has been instrumental in growing the region, including launching two new brands in Latamc (Wyndham Alltra and Registry Collection Hotels) and closing industry-leading deals with notable strategic development partners. Gustavo also played a key role in the successful integration of the Dazzler and Esplendor brands as part of its acquisition back in 2016.

Gustavo achieved his university degree in Accounting from Universidad de Buenos Aires and holds a Master Degree in Finance, from the Universidad Argentina de la Empresa.

Hannah Smith

Senior Analyst - STR



Hannah Smith is a Senior Analyst on the Product Analytics and Insights team of STR (STR, Inc.). STR provides clients from multiple market sectors with premium, global data benchmarking, analytics, and marketplace insights. STR was acquired in October 2019 by CoStar Group, Inc. (NASDAQ: CSGP), the leading provider of commercial real estate information, analytics and online marketplaces.

Hannah previously worked on the Consulting team for STR, focusing on providing custom data and analytics solutions to clients using STR's extensive database. Today, on the Product Analytics and Insights team, she works to enhance STR's product offerings through the CoStar platform. She is an experienced and respected speaker at industry conferences and events, and assists in the production of industry articles, reports, and videos. Hannah earned her bachelor's degree from Cornell University's School of Hotel Administration.



Hon. Ian Gooding-Edghill

Minister of Tourism - Barbados

Mr. Gooding-Edghill began his executive career in human resource management with Marriott Hotels and Resorts. In 1994, he was recruited into St. James Beach Hotels, Plc, the first Barbadian company to be floated on the London Stock Exchange, and served as its Group Trainer, Group Human Resources Manager and later, Human Resources Director.

From 2003 until 2007, Mr. Gooding-Edghill served as a member of the Barbados Senate (Upper House of Parliament).

During his tenure with the Barbados Employer's Confederation, Mr. Gooding-Edghill served as First Vice President from 2001 to 2008, and as President from 2008 until 2016. He also served as Deputy Chairman of the Transport Board from November 2000 and as Chairman from 2002 until 2008. Additionally, Mr. Gooding-Edghill served as Deputy Chairman of the Barbados Accreditation Council from September 2005 until January 2008.

In May of 2015, Mr. Gooding-Edghill was one of the business executives responsible for the listing of Elegant Hotels Group, PLC, on the Alternative Investment Market (AIM) on the London Stock Exchange with a market cap of £88.8m. He has also served on the Board of Directors of related Elegant Hotels Group companies.

Mr. Gooding-Edghill was part of the Elegant Hotels executive team that negotiated and concluded the sale of the Elegant Hotels Group to Marriott International in 2019 and completed his contractual obligations in July of 2020.

Mr. Gooding-Edghill formerly served as a Director of the National Insurance Board, a US\$2 billion national insurance and pension fund from 2013 and was later appointed Chairman in 2018 until 2020.

In July of 2020, Mr. Gooding-Edghill was appointed as the Minister of Transport Works and Water Resources. Following the 2022 Barbados General Elections, he was assigned as Minister of Health and Wellness from January to October 2022, and as Minister of Tourism and International Transport from October 26, 2022 to the present date.

Isabel de Caires

Director, Investment Banking - CIBC Caribbean



Isabel is a Director in Investment Banking at CIBC Caribbean Bank. In the last three years the Investment Banking team has led over US\$3 billion in various financing and advisory mandates, including several structured and syndicated financings, regional and international (US) bond private placements, and various primary and secondary equity offerings. Isabel is responsible for regional Caribbean coverage of the Bank's top-tier corporate and sovereign clients, and providing relationship and transaction support on a wide range of financing and advisory mandates. Since joining CIBC FirstCaribbean in 2010, Isabel has become the Bank's Hospitality & Real Estate Industry expert; with a primary focus on delivering financial solutions within these sectors. She has had a diversified financial services career spanning 15 years, having worked for both PwC and EY prior to joining CIBC FirstCaribbean. She holds a BBA in Finance from the University of Miami and is a qualified chartered accountant.

SPEAKERS

Isaias Peret

Senior Vice President, CRE & Hospitality, Americas - Banco Sabadell



Isaias currently serves as Senior Vice President, CRE & Hospitality for Americas Division based in Miami, where he is primarily responsible for managing the origination, underwriting and execution of debt investment, as well as managing a portfolio of \$1,3 Bn. He brings over two decades of executive experience in Real Estate Investment. His extensive knowledge spans various sectors in Real Estate including Hospitality due to the intensive presence of his clients in the Caribbean, but also in Student Housing and Cold Storage. Prior to his current role in Americas, Isaias was previously Barcelona-based serving at the HO as VP of CRE & Hospitality for EMEA Region executing and originating new deals, managing a €2,5 Bn portfolio, and Restructuring Special Situations deals (covering Spain, France, UK, Portugal and Middle East). He has also served as regional director of Business Development in South East Asia, based in Singapore and Barcelona.

Isaias holds a double degree BBA and LLB from University of Barcelona and completed an Executive Program Real Estate at the MIT.

John Lancet, MAI

Senior Managing Director, Practice Leader, Southeast and Caribbean – HVS



John Lancet, MAI, is a Senior Managing Director, Practice Leader - Southeast and Caribbean Region based in the HVS Miami office. During his 25+ years with HVS, John has appraised and/or consulted on more than 1,000 hotels, resorts, vacation ownership, and mixed-use developments located in 22 states and 26 countries. Prior to joining HVS, John gained operating experience from several hotels in South Florida and worked as a regional manager for a major timeshare company. A graduate of Florida International University's School of Hospitality Management, John is a certified general real estate appraiser in Florida (RZ 2554) and holds an MAI designation with the Appraisal Institute.

José Carlos Azcárraga

CEO - Grupo Posadas



José Carlos Azcárraga is the CEO of Grupo Posadas. He is an Industrial Engineer with an MBA from J.L. Kellogg School, Northwestern University. Prior to Grupo Posadas, he worked for Booz Allen & Hamilton and for Chase Manhattan Bank in New York City.

José Carlos began his career within Grupo Posadas in 1994, leading different areas including: Real Estate Division, Vacation Ownership and Hotel Sales & Marketing.

Posadas is the leading and fastest growing hospitality company in Mexico, with 180 hotels, resorts and vacation properties in its portfolio that includes almost 30,000 rooms and 52 hotels under development. Posadas currently has more than 19,000 employees and is listed on the Mexican Stock Exchange.

In more than 50 years since the opening of the first hotel, Posadas has defined the hospitality industry in Mexico and established a portfolio of 10 highly recognized brands that include: Live Aqua, Fiesta Americana, Fiesta Inn, One Hotels and Gamma, among others.

Jose Carlos is a member of the Board of Directors of Grupo Posadas, ARDA (American Resort Development Association), CNET (National Board of Mexican Private Tourism Enterprises), President of Communication Council, and recently Citibanamex Advisory Board.



Jose Maria Giraldo

Managing Director of Operations - American Airlines

José María Giraldo has more than 30 years of experience with American Airlines, serving since 2021 as Managing Director of Operations for Mexico, Central America, and the Caribbean. In his current role, he leads more than 1,600 team members and an operation of approximately 300 daily flights to more than 80 destinations.

José María joined American in 1990 as a Flight Attendant, quickly moving up through ranks in areas including Cargo, Sales, and Operations. In 2007, he became General Manager of the airline's operations in Colombia, where he was responsible of more than 60 weekly flights in the country. Between 2012 and 2017, he added Ecuador and Brazil to his scope of responsibilities, including more than 100 weekly flights in both countries.

In 2018, José María assumed the direction of the operation in Mexico, the airline's largest international destination, later expanding his territory to include Canada, Colombia, Ecuador, and Central America.

José María is a graduate of the School of Business and Finance at the Universidad Politécnico Gran Colombiano and currently resides in Mexico City.



Joseph Boschulte

Commissioner of Tourism – U.S. Virgin Islands

Joseph Boschulte is the Commissioner for the U.S. Virgin Islands Department of Tourism.

Commissioner Boschulte brings over 30 years of experience in business, finance, and government to the tourism department. The Commissioner has held high-level positions in transportation, utilities, telecommunications, finance, government development and investment banking with a proven track record of improving organizational performance and growth.

Boschulte formerly served as President and CEO of The West Indian Company Limited (WICO), Chief Financial Officer of both the Virgin Islands Water and Power Authority, the Government of the Virgin Islands Employees' Retirement System, and chaired the VI Public Services Commission.

Additionally, Boschulte serves as the former Vice President of Institutional Advancement at the University of the Virgin Islands (UVI), Executive Director for UVI's Reichhold Center for the Arts, Senior Vice President of Corporate Finance with Wachovia Securities in Atlanta, and Vice President of Banc of America Securities in Charlotte and New York City.

Currently, Boschulte serves as the Chairman for the Board of Directors of The West Indian Company Limited (WICO) and sits on the board for the Virgin Islands Port Authority. He is also a member of the US Travel Association.

Commissioner Boschulte, earned his MBA from Darden School of Business at the University of Virginia.

A family man first, Commissioner Boschulte is a husband to his wife Aisha, and proud parents of children Jaeden and Janae.

SPEAKERS

Juan Mosseri

Sales Manager, Southeast US and Caribbean – E-Finity Distributed Generation



Juan Mosseri is the Southeastern US and Caribbean Sales Manager for E-Finity Distributed Generation and is responsible for selling onsite power plants using Capstone Microturbines and other clean microgrid technologies.

Juan has been in the power generation business since 2009 and has helped customers throughout Latin America and the Caribbean lower their energy costs, reduce their carbon footprint and resolve power quality issues primarily in the industrial and hospitality market segments.

Juan is a mechanical engineer, earning his degree from Los Andes University, in Bogota, Colombia and holds an MBA from Bocconi University, in Milan, Italy. He lives in the Miami area where he enjoys playing golf and spending time with his wife and two boys.

Keith Oltchick

Chief Development Officer - Remington Hotels



As Chief Development Officer at Remington Hospitality, Mr. Oltchick brings over 20 years of experience in the hospitality industry to his role, where he is responsible for the growth and expansion of Remington's third-party management platform. Supporting a vast network of clients in acquisitions, management transitions and new build development efforts. Remington Hospitality current manages 130 hotels, more than 25,000 rooms and has an expansive pipeline well positioned for continued long-term growth.

Mr. Oltchick has held a variety of senior leadership roles with well-respected companies such as Hersha Hospitality Trust and Marriott International. Prior to joining Remington, Keith served as Senior Vice President of Business Development at Pyramid Hotel Group, a privately owned full-service hotel and resort company with ownership and management interests in more than 200 properties across the globe.

Keith earned his undergraduate degree in business administration from the University of Arizona, where he later returned to pursue a master's degree in business administration from the Eller College of Management.

Kaye-Anne Greenidge

CEO - Invest Barbados



Kaye-Anne Greenidge holds a Bachelor of Science in Economics and Accounting, as well as a Master of Science in Business and Financial Economics. An Economist by training, she worked as a Senior Economist in the Ministry of Finance and Economic Affairs until 2007. Desirous of learning all aspects of Business and Finance, she then entered the world of banking and credit.

During her twelve-year stint in banking, the former executive banker managed an extensive portfolio, providing financial and investment solutions to players in a wide range of sectors. In September 2019, Kaye assumed the role of CEO of Invest Barbados.

Kaye has a love for teaching and this aspect of her life began in 1995. She is a certified online lecturer/ facilitator with the Cave Hill School of Business, University of the West Indies.

She believes that knowledge should be shared and the greatest satisfaction one can have, is knowing that the knowledge imparted has charted the course of success for the recipient.

Kristina D'Amico

Managing Director & Leader, Caribbean – HVS



Kristina is a Managing Director in the HVS Miami office, as well as the Leader of the Caribbean Region. Kristina's significant international consulting, advisory, and appraisal experience includes assets in the Caribbean Basin across 20 islands. Given her analytical skills, her creative-thinking ability, and her aptitude for solving problems that arise in complex projects, clients particularly value Kristina's insights and recommendations regarding hotel room counts, product positioning, amenities, and branding for many types of proposed properties, including hotels, all-inclusive resorts, and mixed-use resorts with complementary real estate. Kristina has valued over \$2 billion of hospitality-driven real estate during her career and specializes in luxury, complex, all-inclusive, and mixed-use developments. During her 12 years at HVS, Kristina has performed market feasibility studies and appraisals for existing and proposed resorts exceeding 1,000 rooms, as well as resorts with ADR levels surpassing \$1,000.

Louis Alicea, C.H.A.

Senior Director of Development - Wyndham Hotels & Resorts



Lou began his hospitality career in operations management, starting in the luxury resort market in San Juan, Puerto Rico, and New York City, and holding progressively responsible positions with Trusthouse Forte, Holiday Inn, and luxury independent properties. His 50-plus successful years have encompassed virtually all facets of the hotel and resort industry. He has specialized in the management of small luxury boutique properties offering adventure activities in destinations such as Guatemala, Honduras, and the Out Islands of the Bahamas. He successfully handled challenges those remote locations presented, in maintaining standards of both product quality and guest experience, which were required as hotel members of the 'Small Luxury Hotels of the World' and 'Conde Naste' collections.

He held regional operations positions and hotel general manager positions with Trusthouse Forte in the late 1980's. Later, he oversaw the regional operations for the Caribbean and Mexico with Quintess Club, Leading Residences of the World. Since 2008, he has handled franchise and management development as Senior Director of Development, with Wyndham Hotels & Resorts covering different areas including Mexico, Central America and the Caribbean. He presently handles the Caribbean Region for the 24 brands offered by the company.

Martyn Bould, MBE FRICS

Chairman - Bould Consulting Limited



Martyn Bould has over fifty years of experience in all aspects of development and construction advice as well as appraisals, claims consulting, quantity surveying, cost and risk control and management, the last fifty plus years within the Caribbean region.

Martyn is Chairman of Bould Consulting Limited, operating throughout the Caribbean, with responsibility for the delivery of key projects with practical expertise in Development Project Management of large, fast track mixed use developments; specialty being the analysis and management of risk in construction projects in the Caribbean and skilled in strategic problem solving of complex projects.

Martyn is President of several property development and holding companies having developed for his own account office buildings, luxury residential condominiums, houses, warehousing, shopping centres and sports clubs.

He is an Arbitrator, Mediator and Expert Witness for and Lecturer on, Construction Claims both large and small throughout the Region.

Martyn was Project Director for the Export / Import Bank of China for the US\$ 3.4b Baha Mar Resort in Nassau and advises on the development of hotels and resorts throughout the Caribbean, recently for Marriott International on the rebrand of 7# hotels in Barbados and for Royalton CHIC in Antigua and Barbados

Martyn was appointed a Member of the Most Excellent Order of the British Empire (MBE) by Her Majesty, Queen Elizabeth in 2012.

Martyn successfully summited Mt Kilimanjaro in August 2019 raising funds for the Red Cross and awareness of their hurricane preparedness programme, climbed Pico Duarte, the Caribbean's highest mountain, with BCL MD Michell Vargas, and is scheduled to climb the 22,800 ft Aconcagua in Argentina in January 2024 endorsing BCL's motto "always striving higher for BCL's clients"!!!!

SPEAKERS

Marvin Flax

Managing Director - OBMI



Marvin E. Flax, an accomplished architect, is the Managing Director of OBMI's British Virgin Islands office, where he has held that role for 8 years. He has a master's degree in architecture from SCAD (The Savannah College of Art and Design). As director of the BVI OBMI office, Marvin has overseen prominent projects such as the Rosewood Little Dix Bay Hotel, Westin Hotel in St. John, Biras Creek Resort, Oil Nut Bay Community, Christophe Harbor, Nora Hazel Point, R.T. O'Neal Central Administration Complex and numerous other properties.

Marvin is the Past President of the Virgin Islands (UK) Architects and Engineers Association, as well as the past Chairman of the Town and Country Planning Appeals Tribunal. He has also served on the BVI Chamber of Commerce and Hotel Association Board of Directors.

Marvin is a regular contributor to the BVI construction industry with a quarterly report in the Business BVI magazine.

Matthew J. Norton, Esq.

Practice Area Leader - Real Estate - K&L Gates, LLP



Matt Norton is a partner at K&L Gates LLP, a global law firm with 2,000 lawyers located in 46 offices on five continents. Mr. Norton maintains an international practice and concentrates his practice in the areas of commercial and residential real estate development and transactions, with a particular focus on resort, hotel, and golf transactions and projects.

He is a member of the firm's management committee in his capacity as firm wide Practice Area Leader for Real Estate. He was also a founding partner of the firm's Charleston, SC office and leads the firm's global Resort, Hospitality and Leisure practice area. He chairs the firm's Caribbean practice group and has worked extensively on resort and hotel projects throughout Latin America and the Caribbean basin.

Mr. Norton is currently included in Chambers and Partners USA: America's Leading Lawyers, Woodward/White's The Best Lawyers in America, South Carolina Super Lawyers, and has maintained a Martindale Hubbell AV Rating since 2001.

He is a graduate of Dartmouth College and The University of South Carolina School of Law, where he was Editor in Chief of The USC Law Review.

Mauricio Elizondo

Director of Development, Resorts - Grupos Posadas



Mauricio is the Head of Development in Grupo Posadas, the largest hotel company in Mexico, leading the company's strategic expansion plans for all of its brands in Mexico and the Caribbean. He oversees market intelligence, feasibility, development, and project technical assistance areas. He has led important departments through more than 19 years of experience in hospitality, such as revenue management, distribution, and vacation & residential ownership products, while being an active leader in the opening of more than 80 properties, the launch of its all-inclusive business model and the creation of new brands.

With an aggressive expansion plan, Posadas maintains its commitment to keep growing; as of today Posadas has more than 195 properties across all segments in city and resort destinations, adding 30,000 rooms under 10 brands and several projects under development.

Mauricio holds a BA in industrial engineering and a master in business administration, he is based at the corporate office in Mexico City with a regional development office in Miami.



Michael Anderson

President and CEO - RF Holdings Limited

Michael Anderson is the President and CEO of RF Holdings Limited ("RFH"), the holding company of RFH's banks and pension operations in Bahamas, Barbados and the Cayman Islands. In 2019, Michael led the RFH buyout of Royal Fidelity's Bahamas and Barbados based banking operations from RBC Royal Bank and Fidelity and the pension business of Fidelity bank in Cayman. Prior to assuming his new role, Michael was a 30 year + veteran of the Fidelity Group, having started his career with the company as Vice President, CFO of Fidelity's Cayman based banking and insurance brokerage operations in 1987. He was appointed as Vice President and CFO of the Fidelity Group in 1995 and co-led the 1995 MBO by the Fidelity Group of British American Holdings Ltd.'s banking operations in The Bahamas and the Cayman Islands.

Michael has a wealth of experience in investment & retail banking and pension services within the Caribbean having had oversight of businesses in The Bahamas, Cayman, Turks & Caicos and Barbados during his career. Michael earned his dual Bachelor's degrees at the University of the Witwatersrand (Johannesburg, S.A.) in Commerce & Accountancy, holds the CA (S.A) Designation and is a member of the South African Society of Chartered Accountants.

Michael Register

Partner - Trust Hospitality



Michael Register is a Partner at Trust Hospitality, a Miami-based management and consulting company. Before that he was a Managing Director at Highgate Hotels Before Highgate, Michael oversaw business development and legal matters for Nikki Beach worldwide. Prior to working in the hospitality industry, Michael was the co-founder of a successful software company, AAT, which was acquired by a publicly-traded Swiss company. Previously he practiced international corporate and business law, including three years at the Pinheiro Neto Law Firm in Sao Paulo, Brazil. Michael received his J.D. from Cornell Law School, where he was a Senior Editor on the Cornell Law Review, and his B.A., magna cum laude, in Latin American Studies from Vanderbilt University.

Nicole Tilzer

Vice President, Brand Leader All-Inclusive & Resort Strategy - Hilton



Nicole Tilzer is a strategic brand leader with expertise across hospitality, consumer goods, and media. She began her career in experiential marketing before leading several brands at The Coca-Cola Company. She has since worked to launch new brands at Turner Broadcasting as well as various e-commerce start-ups in New York City. Nicole was then able to combine her passion for consumer and lifestyle marketing with her digital expertise when she joined Hilton as the Director of Destination Marketing in 2017, overseeing marketing for over 50 Hilton hotels in NYC. Following that, Nicole accepted the opportunity to take on a global brand marketing role as the Senior Director, Global Brand Marketing for the Full-Service portfolio. Today, she has the pleasure of leading the business strategy for one of Hilton's newest and fastest growing segments, Resorts and All-Inclusive. Nicole holds a Bachelor of Science from NYU's Stern School of Business and an MBA from the Kellogg School of Management at Northwestern University. When she is not working, Nicole is an accomplished endurance athlete - with 25 full marathons under her belt to date - as well as an avid traveler, reader, baker and Broadway enthusiast.

SPEAKERS

Pablo Maturana

Vice President, CALA- Hilton



Pablo Maturana is Vice President - Development, Caribbean and Latin America for Hilton. Recently promoted to this role in 2022, he is responsible for leading the efforts around Hilton's expansion in the Caribbean and Latin America and building upon the incredible growth Hilton has experienced in the region over the last decade.

Most recently, Maturana served as Hilton's Managing Director of Development for South America and the Caribbean, since joining the company in 2016. During this time, he significantly impacted the region's portfolio, bringing exciting developments to fruition, including the 2022 debut of Hilton's first hotel in the Galapagos Islands – Royal Palm Galapagos, Curio Collection by Hilton.

Prior to joining Hilton, Pablo worked for Cencosud, one of the most relevant multi-format retailers in Latin America, where he served in a variety of real estate-related roles until he became responsible for the organic growth of the company in Brazil, Peru, Argentina, Chile and Colombia.

Pablo earned a Master of Business Administration degree from Hult International Business School in Boston, Massachusetts, holds a bachelor's degree in Civil Construction from Pontificia Universidad Católica de Chile and a Certificate in Hotel Real Estate Investment and Asset Management from Cornell University.

In his leisure time he practices sports, including skiing and was a member of the National Ski Patrol in the U.S and in Chile for several years.

Pamela Vasquez

Director of Development, CALA - Marriott International



As Director of Development, Pamela Vasquez oversees Marriott's development initiatives in the Caribbean Region. Over the course of her career, she has actively contributed to several successful transactions in Florida, Latin America, and the Caribbean. Her expertise encompasses a wide range of aspects within the hospitality industry, including development, strategic advisory, finance, investment sales, and feasibility analysis.

As part of CALA's development team Pamela is responsible for expanding Marriott's footprint in the region for all brands by assessing new build and conversion opportunities. She is also responsible for the positioning of luxury brands in strategic markets and co-locating branded residential components within hotel projects. Prior to joining Marriott International, Pamela was at JLL Hotels and Hospitality Group, where she closed over \$2.0 billion in real estate transactions, while specializing in single asset/portfolio investment sales, debt, and equity placement. Her primary focus was on maximizing value by identifying opportunities, conducting comprehensive asset valuations, and leading negotiations. As part of JLL's Hotel Global Desk, Pamela actively participated in complex, high-profile deals for trophy assets and cross-border strategic transactions.

Paula Cerillo

Director of Development, CALA - Marriott International



Paula is responsible for the development of all Marriott hotel brands throughout the Caribbean. Based in Miami, she oversees growth opportunities for new and existing hotels and for either, management or franchise contracts.

Paula joined Marriott with Starwood's acquisition in 2016. Since then, she has supported strategic planning and initiatives for future growth platforms in the region. Highlights in this role include development efforts in Cuba and supporting the launch of All-Inclusive by Marriott. Before then, Paula was leading the feasibility work for Starwood for The Caribbean and Latin America.

Paula's previous experience lied in project finance and strategic alliances where she worked for over five years internationally. Paula holds a university degree in law and finance from the Universidad Complutense in Madrid, as well as a post grade in finance from Berkeley and an MBA from Hult International in San Francisco.



Rebecca Cocchiola

Senior Vice President – Singerman Real Estate

Ms. Cocchiola is a Senior Vice President at Singerman Real Estate (“SRE”) and responsible for asset management and acquisitions with a focus on hospitality-related investments. Ms. Cocchiola leads underwriting and due diligence efforts for acquisitions and collaborates with partners and property management teams to add value to SRE’s existing hospitality portfolio.

Prior to joining SRE, Ms. Cocchiola was an Associate in Goldman Sachs’ Real Estate Principal Investment Area, where she actively managed a variety of real estate assets, including hospitality, residential and office developments. While at Goldman Sachs, Ms. Cocchiola asset managed a hospitality portfolio consisting of more than 3,500 keys within the Marriott, Hilton, Hyatt and Accor brand families, including 2,200 keys in the Caribbean.

Ms. Cocchiola graduated from Southern Methodist University with a B.S. in Economics and a B.A. Political Science and Public Policy.

Rich Cortese

SVP, Caribbean Development - Aimbridge Hospitality



Rich Cortese is responsible for identifying prime offshore investment opportunities. Most of his more than 30 years of experience in the hotel industry has been centered on the Caribbean Region. With Aimbridge he has managed 13 Hotels throughout the Caribbean, which include both All-Inclusive and EP managed properties. The most recent accomplishment being the transition of the Hyatt Regency Grand Reserve in Puerto Rico.

Prior to Aimbridge he was most recently Executive Vice President of Caribbean Property Group (CPG), where he had both management and asset management responsibilities of their 750 million dollar hotel portfolio. This portfolio included the Ritz Carlton San Juan, Marriott Aruba, Radisson San Juan a Marriott Courtyard portfolio, and an independent Hotel in San Juan, The Normandie. Before his tenure with CPG, Cortese was responsible for overseeing the El San Juan, El Conquistador and Conrad Plaza, the most successful resorts in Puerto Rico as well as a number of other Wyndham properties throughout the Caribbean.

In 2004, as Regional Vice President of Wyndham, Cortese was chosen as Hotelier of the Year by the Puerto Rico Hotel Association where he serves as a board member and Chairman of its Gaming Committee. Cortese was also appointed by the Governor of Puerto Rico to serve as a board member of the Puerto Rico Convention and Business Bureau.

Prior to Wyndham Resorts, Mr. Cortese was Senior Vice President of Operations of Sun International and was responsible for opening the Iconic Atlantis Resort and Casino in the Bahamas. Prior to that he held numerous positions with Hyatt Hotels, the last being Corporate Food and Beverage Director of Hyatt Hotel Corporation.

Robert MacLellan

Principal – MacLellan and Associates



Robert MacLellan established MacLellan & Associates in 1997 as a Caribbean based hospitality advisory group, specializing in resort development in the region. Services range from conceptual and feasibility studies, through brand evaluation / selection, finance sourcing and practical design input, to vacation home marketing, asset management and expert witness assignments. Having worked in 31 territories across the Caribbean, Robert has a thorough understanding of this diverse region’s hotel and leisure real estate markets.

An industry veteran, Robert’s last three corporate positions were: Managing Director of a UK restaurant and hotel group; Managing Director for 7 million square feet of mixed-use real estate in London; VP Hotel Services for world-wide operations of four cruise ships. Earlier, Robert was General Manager of large-scale mixed-use resorts in the USVI, England and Spain with golf, marinas, condos and villas. His career began with P&O / Princess Cruises, THF Hotels, Holiday Inns International and Loews Hotels, based in the US, UK, Middle East and Bermuda.

Robert has a Masters Degree in International Hotel Management from University of Surrey, England majoring in hotel design / development with a dissertation on international hotel management contracts. His articles appear in regional and international media.

SPEAKERS

Rogério Basso

Head of Tourism - IDB Invest



Rogério leads all initiatives related to tourism investments in Latin America and the Caribbean (LAC) for IDB Invest, the private sector arm of the Inter-American Development Bank Group, a Washington, D.C.-based multilateral development institution (MDB) committed to the economic growth and prosperity of its 26 regional member countries. In his capacity as Head of Tourism, he is responsible for defining and executing IDB Invest's tourism strategy in LAC and overseeing all activities related to deal origination and transaction structuring through a variety of financial instruments including debt, mezzanine, and equity across projects that feature high development impact.

A seasoned executive with over two decades of real estate and hospitality experience, Rogério has held a variety of positions across global firms. Prior to joining IDB Invest, he was Chief Investment Officer at Key International, a Miami-based real estate investment platform. He also served as EVP Acquisitions & Development for Terranum Hotels (dba Decameron Hotels), an owner and operator of hotels across Latin America sponsored by Colombia-based Santo Domingo Group and Sam Zell's Equity International. Early on in his career Rogério worked for over 11 years at Ernst & Young in Miami, where he was responsible for leading the firm's real estate and hospitality advisory activities in Latin America. His operational skills are drawn from his tenure at Four Seasons Hotels and Inter-Continental Hotels Group in a variety of roles.

Mr. Basso is often quoted in industry publications on hospitality trends and topics and is a guest speaker at industry conferences in the U.S., Latin America and Europe. He holds a business degree from the College of William and Mary and a master's degree from the School of Hotel Administration at Cornell University. Rogério is fluent in English, Spanish and Portuguese and has working knowledge in French.

RoseAnne Farrington

Deputy Commissioner - U.S.V.I. Department of Tourism



Rosie Farrington is a Deputy Commissioner with the U.S. Virgin Islands Department of Tourism, supporting the global expansion and elevation of the territory as a travel, business, and relocation destination.

A native of St. Vincent and the Grenadines, Rosie grew up throughout the Caribbean, having lived in Grenada, Dominica, Montserrat, and Antigua, often relocating with her family due to her father's career as a banking executive.

Following time in Huntsville, Alabama, attending Alabama A&M University, Rosie relocated to St. Thomas in 1997 where she became an integral member of the USVI community while attending the University of the Virgin Islands, where she obtained a Bachelor of Psychology and a master's in professional counseling. Following graduation, Rosie, a licensed social worker, worked in various roles within the counseling and social services field, ranging from government to non-profit and private sector.

In addition to her professional work, Rosie ventured into entrepreneurship, co-owning a restaurant and bar in St. Thomas, where she grew her love for tourism and hospitality.

As the U.S. Virgin Islands Department of Tourism began to rebuild following recovery from two natural disasters and a global pandemic, Rosie officially joined in 2020 as Special Assistant to Commissioner Joseph Boschulte. In 2023, Rosie's role within the department expanded as she was appointed as Deputy Commissioner of Tourism and to the Executive Board of the Caribbean Tourism Organization, further allowing this lifelong Caribbean native to work with likeminded counterparts from throughout the region to elevate the culture, people and destinations dear to her heart.

Deputy Commissioner Farrington is a proud volunteer, often supporting the Virgin Islands Montessori School and the Peter Gruber Academy.

Professional accolades aside, Deputy Commissioner Farrington's proudest title is mom to Anjali, Tristan and Aidan.



Rosie Nicholls

Director and Head of Valuation Services - BCQS International

Rosie Nicholls is a Director and the Head of Valuation Services company wide for BCQS International (www.bcqs.com). Based in the Turks and Caicos Islands, she has been actively engaged in valuation and consultancy services for over 20 years. She joined BCQS from one of the UK's largest commercial property development companies in 2005.

Rosie values a broad range of property types and businesses, including hotels, resorts, marinas, airports, private islands, retail and office complexes and single and multi-unit residential developments, for local and international clients for a range of uses.

Rosie has been involved in the representation of clients for Compulsory Acquisition, acted as Expert Witness in matters related to valuations for litigation support and performed consultancy services for regional market and feasibility studies to assist developers in their decision making process. Rosie continues to work closely with her established client base.

Some of the countries in which Rosie has experience include Anguilla, Antigua, Aruba, Bermuda, British Virgin Islands, Commonwealth of the Bahamas, Dominican Republic, Haiti, Jamaica, St Lucia, St. Kitts and Nevis, St. Vincent & Grenadines, Turks and Caicos Islands and United States Virgin Islands.

Ryan Forde

CEO - Barbados Hotel & Tourism Association



Ryan Forde is the Chief Executive Officer of the Barbados Hotel and Tourism Association (BHTA) with over 14 years of experience in the tourism industry. He holds a Master's degree in Tourism and Hospitality Management from EADA Business School in Barcelona and a Bachelor's degree with honors in International Business from the Barcelona Business School (UIBS), with a minor in Tourism Management.

Ryan's career spans multiple countries and includes work with both international and local hotel brands, as well as eco-adventure attractions. His roles have covered every phase from development and opening to brand transitioning, reflecting his cultural adaptability and democratic leadership style.

His experience collaborating with owners, investors, regional directors, general managers, and team members keeps him attuned to industry trends. In his current position, Ryan leads the growth and direction of team members and tourism businesses in Barbados, while identifying new development opportunities for property owners.

Sanjay Amin

Director - BCQS International



Sanjay Amin is a Director of BCQS International, based in Barbados, and is responsible for managing their operations in Barbados, Trinidad & Tobago, Guyana, as well as other key locations in the Eastern Caribbean. With over 30 years of experience, Sanjay has provided expert appraisal, cost, and project management services for a diverse range of resort, commercial, and civic projects both in the Caribbean and the UK.

He is a recognised authority in his field, holding a Fellowship with the Royal Institution of Chartered Surveyors (RICS) and associate membership with the Chartered Institute of Arbitrators. Additionally, he is a member of the Expert Witness Institute in London. His expertise has led him to roles as an Arbitrator in various Caribbean disputes and as an Expert Witness in high-profile cases in the High Court of London, Dublin, and Trinidad.

Sanjay has contributed to the RICS Global Governing Council and is an active member of the Barbados Chamber of Commerce and Industry's Council. Committed to community service, he has been an active Rotarian for over 15 years and is currently affiliated with the Rotary Club of Barbados.

SPEAKERS

Sebastian Cardona Molina

Development Director, Mexico and Caribbean - Playa Hotels & Resorts



Sebastian began his professional career in private equity funds. For 6 years, he was part of a private fund manager focused on real estate investments. In January 2022, he joined Playa Hotels & Resorts as the Director of Development for Mexico and the Caribbean.

He has participated in various real estate transactions, leading significant processes of structuring, investment, and divestment of different hotels in Mexico and the Caribbean. He has also collaborated on negotiations and closing of more than 3,000 hotel management keys in various destinations in Mexico and the Caribbean with Playa Hotels & Resorts.

Shullette Cox

President - JAMPRO



Mrs. Shullette Cox assumed the role of President of Jamaica Promotions Corporation (JAMPRO) in February 2023, marking a pivotal chapter in the organisation's history. With over 20 years of experience at JAMPRO, Mrs. Cox's visionary leadership and unwavering dedication underpins JAMPRO's mission to promote and facilitate exports, investments and linkages with a view to fostering Jamaica's economic growth.

Previously, as Vice President of the Research, Advocacy, and Project Implementation Division (RAPID), Mrs. Cox led transformative national programmes including the National Competitiveness Council (NCC), the National Investment Policy (NIP), and the Jamaica Business Gateway (JBG). She has extensive experience in working with business reform projects, working with implementing agencies to making it easier to do business in Jamaica, including the business reform that allowed Jamaica to achieve a remarkable leap in global business rankings, soaring from 21st to 6th place for starting a business.

Mrs. Cox's extensive expertise includes certification in change management and mediation, along with training in finance and estate planning. She serves on boards of the Jamaica Special Economic Zone Authority (JSEZA), the Cannabis Licensing Authority (CLA), and the Jamaica International Financial Services Authority (JIFSA), where her strategic insights continue to shape Jamaica's economic landscape.

Sloan Dean III

Chief Executive Officer - Remington Hospitality



Sloan Dean is an award-winning hospitality professional and CEO of Remington Hospitality, a top 100 place to work. Dean joined Remington Hotels in January 2018 as Chief Operating Officer before being promoted by the board to CEO & President in November 2019. A graduate of the Georgia Institute of Technology, Dean drives financial results and fosters an accountable and driven culture at the third-party management company, which currently manages 130+ hotels in 30 states & 5 countries with annual revenues over \$1.5 billion & 9300+ associates worldwide. Prior to joining Remington Hotels, Dean worked with established brands including Ashford Inc., Interstate Hotels & Resorts, Alliance Hospitality Management, Noble Investment Group, InterContinental Hotels Group and Oliver Wyman. He is an active member of the AH&LA Board of Directors, Hilton's Distribution Owner Advisory Council and Marriott MINA Owner Board, among others.



Stephanie Ricca

Editorial Director - Hotel News Now

Stephanie Ricca sets the editorial and content direction for Hotel News Now and its suite of newsletters, website content and multimedia content. She has 12 years of hotel trade journalism experience, most recently serving as Editor-in-Chief at Hotel News Now. Before that she was Editor-in-Chief at Hotel Management, and has earlier experience in newspaper and magazine journalism. She is a graduate of Wittenberg University and holds a master's degree in journalism from the Medill School of Journalism at Northwestern University.



Tiffany Grosvenor-Drakes

Senior Manager, Strategy and Economics - CIBC Caribbean

Tiffany Grosvenor-Drakes is Senior Manager, Strategy and Economics at CIBC Caribbean. Her current role involves monitoring and reporting on economic developments in several markets in the Caribbean, including those in which CIBC has operations. She also conducts market and competitor analysis to build a comprehensive fact base of information for strategic decision making. Prior to joining CIBC Caribbean in January 2019, she held the post of Senior Economist at the Central Bank of Barbados, where she spent nine years, focused on financial sector monitoring and financial stability. She has also conducted research, primarily related to the financial sector, much of which is published in peer-reviewed journals. Tiffany holds a Bachelor of Science in Economics and Accounting from the University of the West Indies and Master of Science in Economics and Econometrics from the University of Manchester.

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