

VILLAGE RESORTS HOSPITALITY GROUP



THE ULTIMATE RESORT EXPERIENCE

January 16, 2023

Village Resorts Hospitality Group, LLC
Department of Operations
Policy and Compliance
300 Long Beach Blvd., Unit 1705
Long Beach, California
90801

Ph:

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Presidential Policy Directive/PPD-1

Memorandum for All Staff

Subj: Racial, Religious, Political, Diversity Endorsement Policy

The opinions of Village Resorts Hospitality Group, LLC, and the Company's we may manage, own, and operate, are deemed non-political and non-religious affiliated. Effective immediately, all agents, officers, staff, and employees, both past, present, and future of Village Resorts Hospitality Group, LLC, and the Company's we may manage, own, and operate are forbidden from engaging in, planning to become involved in, developing, designing, producing, manufacturing, promoting, marketing, sale, support or servicing, or any other product, good, process, or service that has been or is being developed, designed, produced, manufactured, marketed, promoted, sold, licensed or serviced by any Persons, employee, or employer of Village Resorts Hospitality Group, LLC, and the Company's we may manage, own, and operate from accepting, endorsing, and speaking on behalf of Village Resorts Hospitality Group, LLC, for the purpose of any religious, racial, or political endorsement while using their position, status, and influence

as an employee of Village Resorts Hospitality Group, LLC, or the Company's we may manage, own, and operate by Village Resorts Hospitality Group, LLC.

Village Resorts Hospitality Group, LLC, is a legally registered California limited liability hospitality company and not a race based, religious based, political, or social movement organization and it is the opinion of Village Resorts Hospitality Group, LLC, that a religious, political, or racial endorsement is an endorsement that sends a message, not in line with our definition of hospitality and our Mission Statement.

It is Our position that a political, religious, or racial endorsement or disapproval of the above is an endorsement that sends a message to non-adherents that they are outsiders, not full members of a political, racial, or religious community, and an accompanying message to adherents that they are insiders and favored members of a political, racial, or religious community not in line with Our Mission Statement.

While we respect the opinions that our employees, agents, officers, and stakeholders may have, all Persons are expressly forbidden from using their position, office, or influence to offer, endorse or accept an endorsement on behalf of Village Resorts Hospitality Group, LLC, and the Company's we may manage, own, and operate from any religious, political, or race based entity, individual or institution as the views and expressions of Village Resorts Hospitality Group, LLC, and the Company's we may manage, own, and operate that may be depicted for the purpose or reference made by those endorsed or accepted as those of Village Resorts Hospitality Group, LLC, and the Company's we may manage, own, and operate.

This Memorandum were originally signed by Oliver B. Mitchell III, the Chief Executive Officer (CEO) of Village Resorts Hospitality Group, LLC, on January 16, 2023, and refers to his signature that has not been mechanically or electronically reproduced for the purpose of this Memorandum.

Oliver Mitchell

Oliver B. Mitchell III
President/CEO
Village Resorts Hospitality Group, LLC.