

**CORE VALUES
OF
HOSPITALITY INDUSTRY IMPACT INITIATIVE, INC.**

Six core values that serve as the unwavering foundation for the Hospitality Industry Impact Initiative (HI3) organization:

1. **Inclusivity:** We believe in fostering an environment where everyone's voice is valued and respected. Our culture creates a sense of belonging, and are committed to embracing diversity in all its forms, ensuring that age, background, ability, and perspective are never barriers to growth and opportunity.
2. **Empowerment:** Empowerment lies at the core of our mission. We synergize social capital and knowledge, nurturing connections and offering education and mentorship. This harmony empowers individuals, transcending their backgrounds, to flourish, and in doing so, they enrich not only themselves but also their communities, catalyzing a ripple effect of economic empowerment. We measure the growth of our social capital, underlining our commitment to fostering lasting change.
3. **Innovation:** We thrive on pushing boundaries and exploring new frontiers with creativity and critical thought, challenging the status quo. We embrace innovation to adapt to evolving industry needs, drive positive transformation, and constantly improve the programs and initiatives we offer.
4. **Collaboration:** We believe that collaboration is key to achieving lasting impact. By forging strong partnerships with industry leaders, educators, communities, and individuals, we amplify our collective strength and create an ecosystem where success is shared and celebrated.
5. **Integrity:** Our commitment to integrity guides every aspect of our work. We uphold the highest ethical standards, ensuring transparency, honesty, and accountability in all our interactions. Trust is the foundation upon which we build our relationships and drive our initiatives.
6. **Celebration:** We celebrate the unquenchable spirit of adventure found in the hospitality industry, and encourage the relentless pursuit of personal and professional growth. We clearly, and passionately communicate that a career in the hospitality industry is not just a job – it's an exhilarating journey of boundless possibilities.

Guiding Questions

We consider the following questions related to the **core values** to help guide **decision-making** within the Hospitality Industry Impact Initiative (HI3):

1. **Inclusivity:** "Is this decision fostering an environment where everyone's voice is heard and respected, regardless of their background, ability, or perspective - are we creating a place that encourages a sense of belonging?"
2. **Empowerment:** "Will this choice empower individuals by equipping them with the tools, knowledge, relationships and resources to thrive in the hospitality industry?"

3. **Innovation:** "Does this option embrace critical thinking, creativity or innovation and push the boundaries, adapting to evolving industry needs and driving positive transformation?"
4. **Collaboration:** "Is this decision fostering collaboration and partnerships with industry leaders, educators, communities, and individuals to amplify our collective strength?"
5. **Integrity:** "Does this choice uphold the highest ethical standards of transparency, honesty, and accountability, and maintain trust within our organization and with our stakeholders?"
6. **Celebration:** "Is this decision fostering an environment that encourages individuals to explore new horizons, embrace challenges, and overcome adversity, continuously seek opportunities for personal and professional growth?"

Asking these questions when making decisions can help ensure alignment with HI3's core values and guide the organization in creating a positive and impactful future for the hospitality industry.

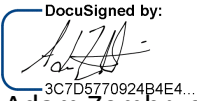
**ARTICLE I
AMENDMENT TO CORE VALUES**

The core values may be amended, altered, or repealed by the Board of Directors by a majority of a quorum vote at any regular or special meeting. The text of the proposed change shall be distributed to all board members at least ten (10) days before the meeting.

Certification

Adam Zembruski, President, and Matthew Zembruski, Secretary, and Olin Pitters, Treasurer, certify that the foregoing is a true and correct copy of the core values of the above-named organization, duly adopted by the initial Board of Directors on August 21, 2023.

I certify that the foregoing is a true and correct copy of the core values of the above-named organization, duly adopted by the initial Board of Directors on August 21, 2023.

By:  Date: 8/20/2023
Adam Zembruski, President

By:  Date: 8/20/2023
Matthew Zembruski, Secretary

By: _____ Date: _____
Olin Pitters, Treasurer