

## **Bios - December 8, 2016**

**Daniel Hostettler** was appointed as President and Managing Director during the resort's development in 2009. A hospitality executive with 20 years of luxury hotel and restaurant industry experience, He has been instrumental in the development, growth and management of, as well as the service delivery within, The Ocean House and its sister property, the Weekapaug Inn.

His distinguished career in international hospitality includes the development and management of hotels, restaurants, residential components and private clubs; including overseeing leading landmark hotel and resort properties across the United States and Europe.

Daniel's education includes:

- BSBA Hotel & Restaurant Management, University of Denver
- BSBA Finance, University of Denver
- GMP, School of Hotel Administration, Cornell University
- CDP, The Wharton School, University of Pennsylvania
- Certified Hotel Administrator, American Hotel & Motel Association

**Norm Gauthier** is the Managing Partner of Heritage Hill Partners Inc. a management consulting & coaching company that helps entrepreneurs; family owned businesses and organizational leaders discover ways to improve their performance and business results while regaining a sense of control over their time and other important areas of their lives.

Norm's work in the field of organizational development and leadership effectiveness has evolved over a thirty-year business career. Entering the high-tech industry in 1982 from industrial relations, he worked with senior executives and management teams on a number of significant domestic and international change management projects resulting from the transformational "change" occurring within the Information Technology Industry.

After spending three years with a global software business in financial services, he formed Heritage Hill Partners in 1999; combining his diverse business and management background with his experience in counseling, organizational change management, global human resources, executive coaching and process improvement. As a trusted advisor he is focused on helping his clients find practical solutions to achieve the results they desire.

**Larry Girouard** is the President of the Business Avionix Company, a business consultancy established in 2003 that focuses on the development of strategic plans, sales and marketing programs, customer satisfaction audits, and assisting companies in changing the way they do business in order to make them more competitive in their selected markets using measurement as the cornerstone for change.

He has over 40 years of experience in engineering, sales/marketing, and senior management positions with a proven track record for results over a broad range of manufacturing and manufacturing support disciplines from fortune 500 companies to entrepreneurial start-ups.

He is a strong believer in the importance of establishing a culture within the corporate structure that transcends the barriers to communication that often exist between organizational functions. This remains one of the keys to a strong market penetration strategy for any corporate product offering.