



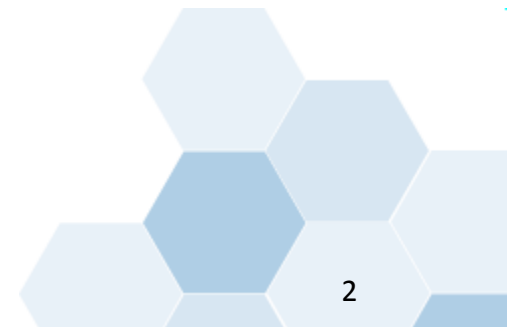
2011 Review/Roll-up & 2012 Chief Engineer Incentive Program Roll-out

**(Please keep your phones on
MUTE, not on hold during the call)**



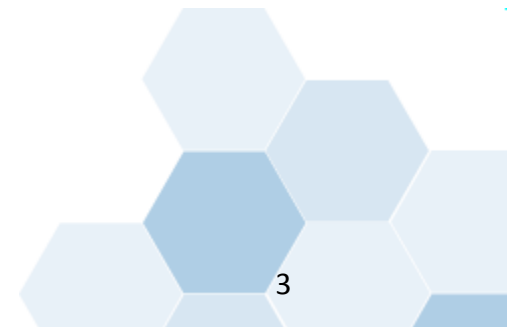
Meeting Agenda

1. Welcome New Chiefs
2. HEI by the Numbers
3. 2011 Incentive Awards
4. The 2012 Chief Incentive Program
5. 2012 Programs
6. Let's Roll!



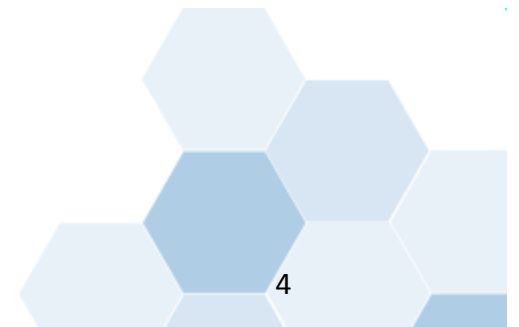
Welcome New Chiefs

- CSA – Preston Brown & Louis Gonzales
- SAU – Ali Majd & Mohamed Elbadry
- MNW – Joe Herrera (2/27/12)
- MNO – Ivan Grisales
- MBR – Tamas Molnar (2/20/12)
- SCC – Craig Newman



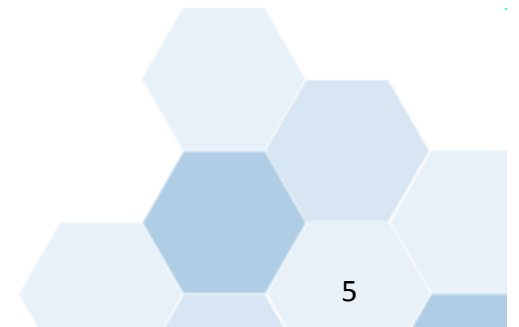
Welcome New Chiefs

- LDA Leo Parra
- AMN Robbie Boatright
- WMN Pat Brucki
- SDA Lem Williams
- MLA Tom Broene
- WPA Shahram Sharafkhanian
- LAR - Open



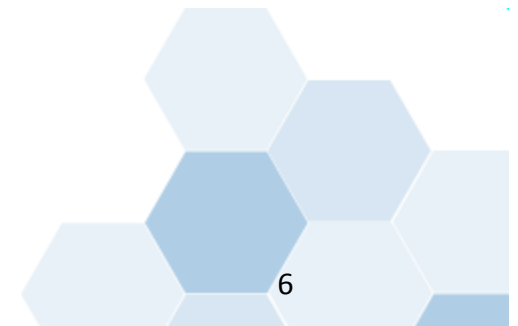
Welcome Matthew!

- Based out of Corporate
- Works on SOPs, LLGs, other things that aren't necessarily summed up in 3 letters
- In charge of ELG scoring now
- Send month-end ELGs to Matt, questions about ELG problems to Laura
- Both still do not *officially* accept bribes

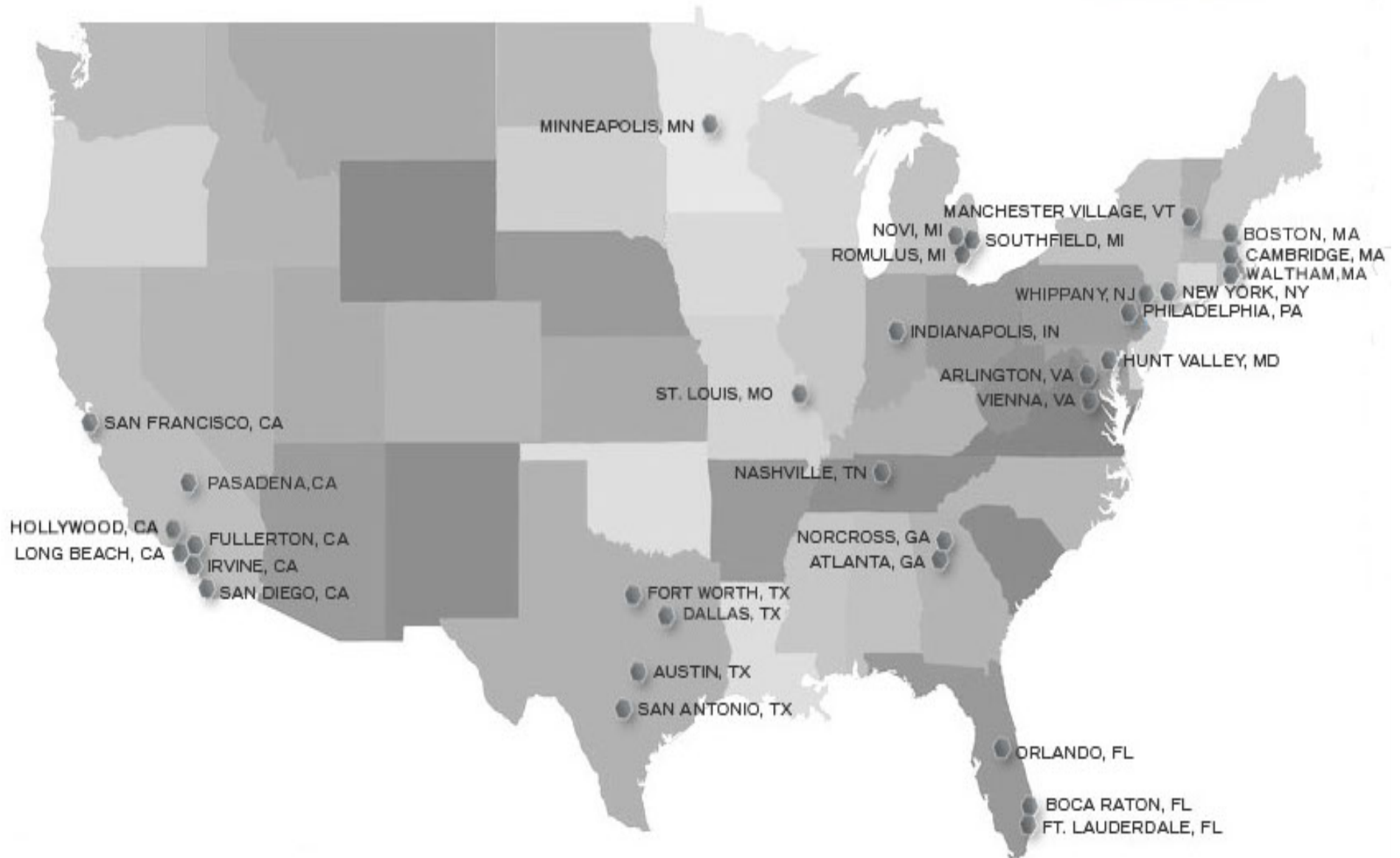


HEI Hotels & Resorts by the Numbers

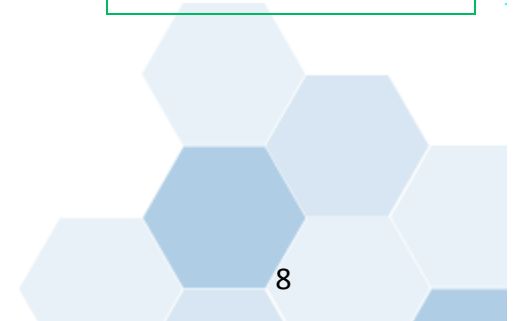
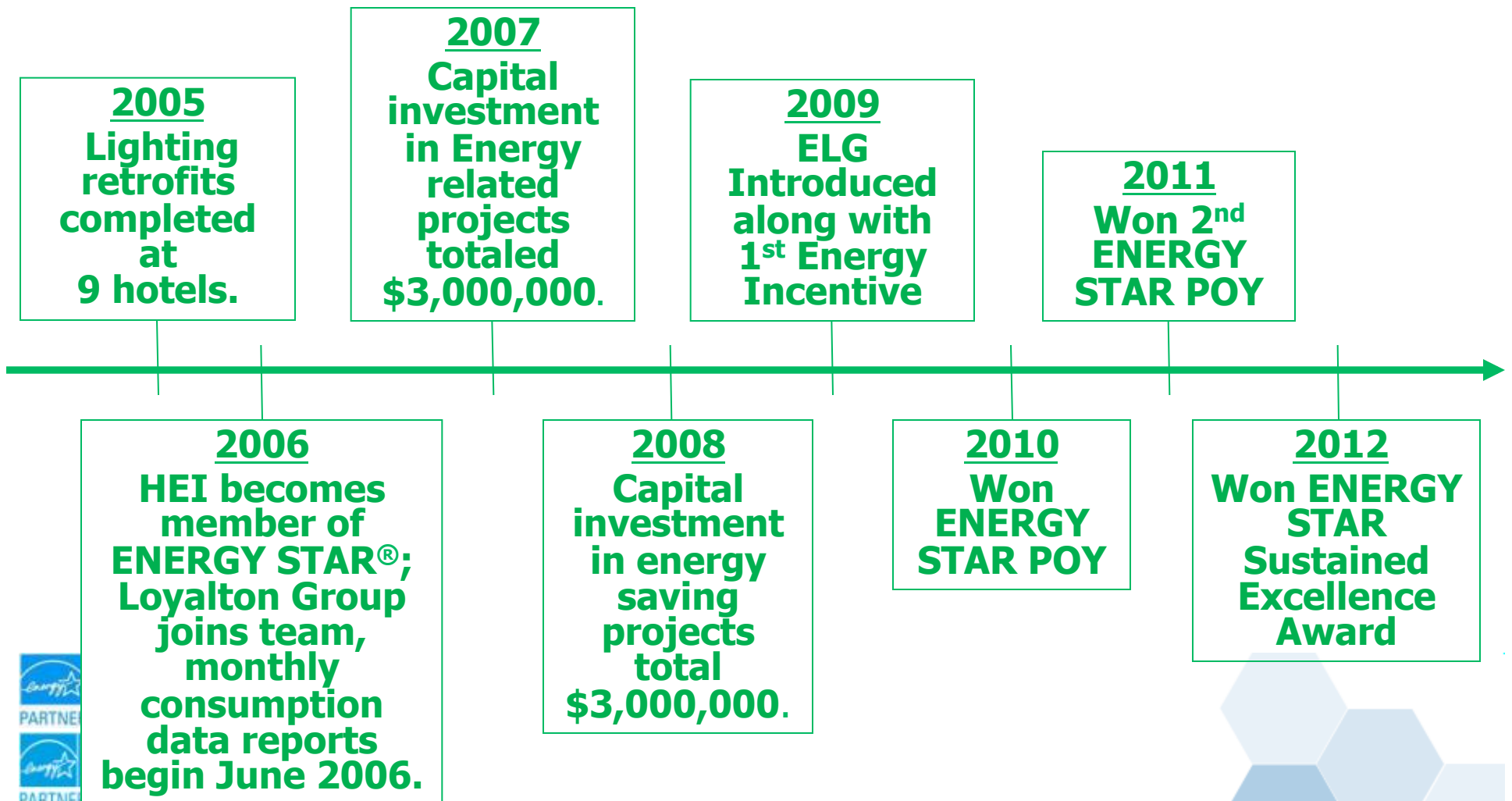
- 42 hotels (in 16 States)
- 12,024 guest rooms & suites
- Over 10,000,000 total square feet of buildings
- Approximately 5,500 employees
- Spent over \$2MM in energy capital in 2011.
- Spending another \$2MM in energy capital in 2012



HEI Throughout the USA



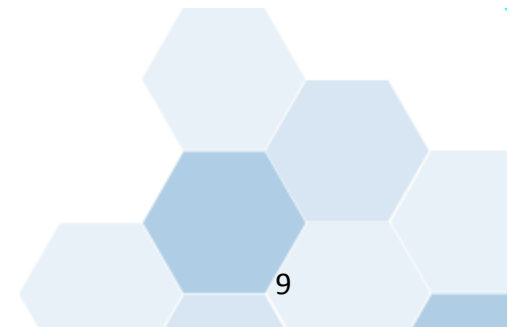
Energy Milestones 2005-2012



2011 Incentive Winners Qtrs 1-2-3

TV Winners in 2011 include:

- Group A: Robbie @AMN, Sinisa @HIN, Chris @SMC
- Group B: Warren @LPH, Claude @MBR
- Group C: Lynnwood @ESP, Elmer @EST, Dave @MRO
- Group D: Jay @DWA, Robbie @RFT
- Since 2009 Chiefs will have received 20 TVs



2011 Q4 TV Winners

Group A

- Larry Furton @SNV -4.42%

Group B

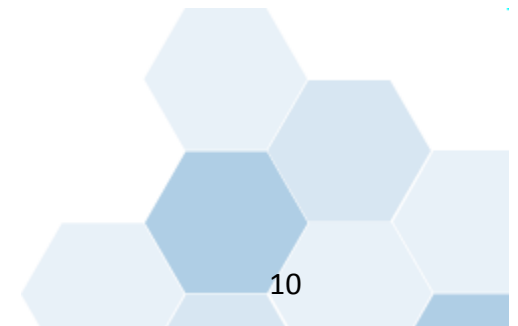
- Reza Shemiran @HMV -9.65%

Group C

- Leo Parra @LDA -8.44%

Group D

- Jeff Cernak @HLB -7.77%



2011 Waste Reduction \$300 Winner

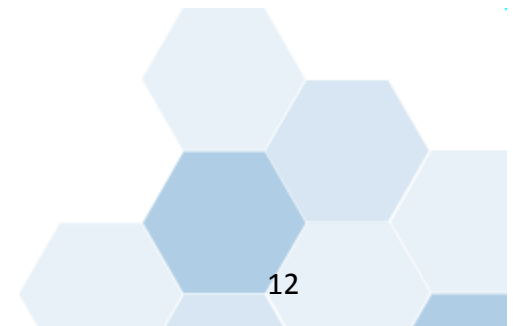
■ EQU



2009 to 2011 Grand Prize Winner

Measurement: Reduce the most operational energy consumption over the past 3 years.

- 1st Prize \$1,000.00
- 2nd Prize \$500.00



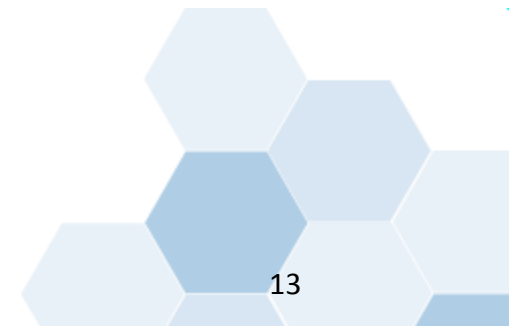
2009-2011 Grand Prize Winners

2nd Place

- Winning \$500.00
- Saved 17.9%
- Oseas De Jose @MSO

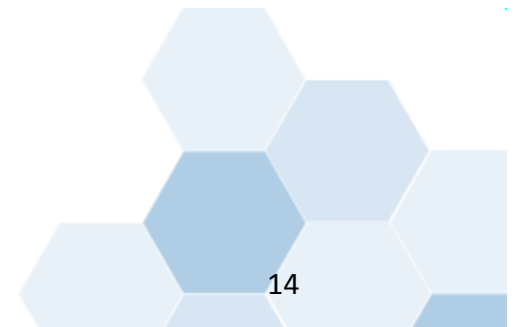
1st Place

- Winning \$1,000.00
- Saved 27.5%
- Rick Kessinger @LSF



2011 Winners

- Congrats to you all!



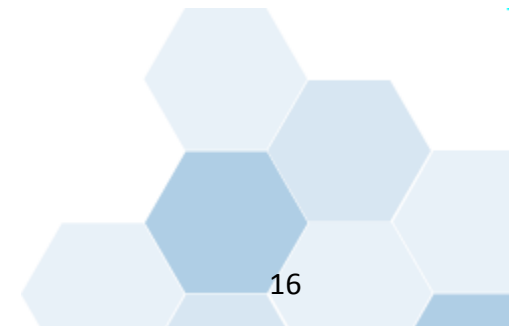
2012 Incentive Program

- Covers overall departmental operations, not just energy
- Similar to the SKI Report
- Only 2 groups, same as Regions 1 & 2
- Awards will be given Quarterly
- \$600 Gift Card per Region per Quarter
- Can only win 1 quarter
- \$1,000.00 grand price for highest score at the end of the year



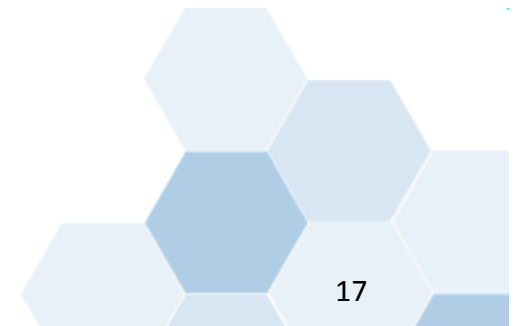
2012 Incentive Program Categories

- Energy
- Operational
- PM Programs



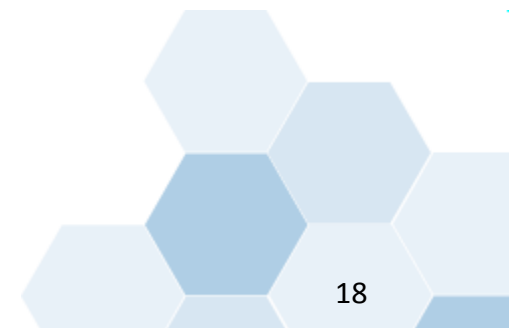
Energy Categories & Points

Category	Points
Quarterly Total Energy consumption below YoY	2
Quarterly Electric consumption below YoY	2
Quarterly Gas/Steam/CW consumption below YoY	2
Quarterly Water Consumption below YoY	2
ELG Scorecards correct for Quarter	1
Quarterly BUZZ Activity	1
Maximum Energy Points	10



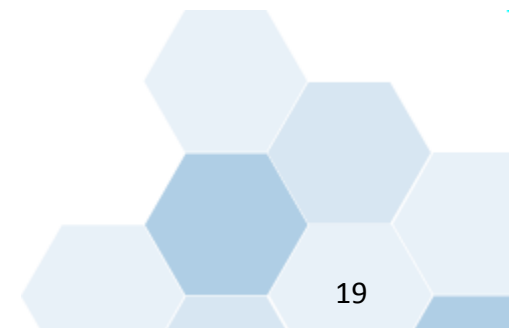
Operational Categories & Points

Category	Points
Below budget (\$) for the quarter total energy	3
Below budget (\$) for the quarter total waste removal	3
Department accident free for the quarter	2
Avendra spend at or over 2011 for the quarter	2
Maximum Operational Points	10



PM Program Categories & Points

Category	Points
Total number of required room PMs completed for the quarter	3
PM Works Report Green for entire quarter	2
Maximum PM Program points	5
Max points per Quarter	25
Max points for the year	100

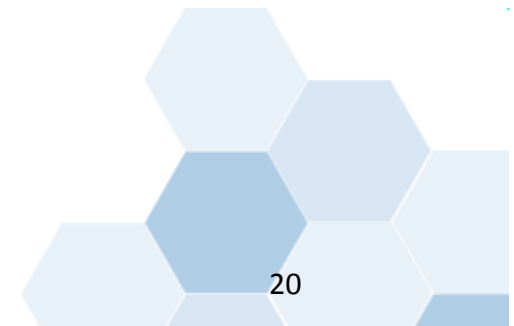


2012 Engineering Score Card

HEI Hotels & Resorts
2012 Engineering Score Card
1st Quarter 2012

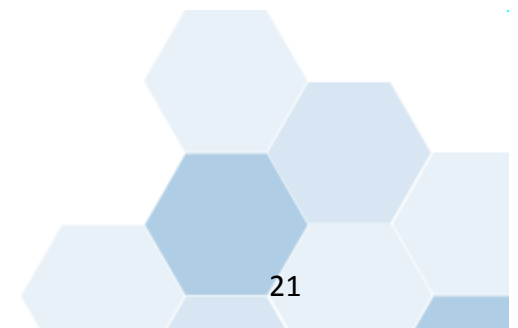


		ENERGY					Operational				PM Programs						
		Overall Energy YOY (2pts)	Monthly YOY Electricity (2pts)	Monthly YOY Gas/Steam/CW (2pts)	Monthly YOY Water (3pts)	ELG Score Card (1pt)	Quarterly BUZZ Activity (1pt)	% Below Budget Total Energy (3pts)	% Below Total Waste Removal (3pts)	Department Accident Free (2pts)	Avendra Spend at or over 2011 (2pts)	Total # of Room PM's Comp (2pts)	PM Works Report Green (2pts)	Energy	Operational	PM Programs	Total Score
	AMN													0	0	0	0
	EOD													0	0	0	0
	ESO													0	0	0	0



Additional 2012 Programs

- Revised ELG
- ELG Tutorial
- Expanded Waste, Recycling, Compactor monitoring
- Toilet retro-fit kits



Revised ELG

Your Hotel Name

ENERGY Looking Glass® (v29)

YOUR PROPERTY February 29, 2012

Cooling Degree Days 0.0
Heating Degree Days 3.0
OR - Yesterday PM 129
OR - Yesterday AM 133

Energy Conservation Committee
Peter Coffrey-Chief Engineer
Elizabeth Singer-Banquet Manager
Sam Burke-Executive Housekeeper
Angel Maragon-Executive Chef

Property Characteristics
Sq. Ft.: 166,716 Yr Built: 1984
Orig Rating: **16 (RED)**
Curr Rating: **16 (SILVER)**
Top 5% of peer group

Approx 2010 Carbon Footprint (metric tons of CO₂ equivalent): 1,480.8

DAILY ENERGY CONSUMPTION REPORT

Thursday, March 01, 2012

CONSUMPTION YESTERDAY

% Change to Last Year (adj. Temp/Deg)

CONSUMPTION THIS MONTH

% Change to Last Year (adj. Temp/Deg)

February: Kitchen & Laundry

YOUR ENERGY CONSUMPTION

UTILITY (unit)	YESTERDAY		LAST YEAR (adj. Temp/Deg)		CHANGE	
	Units Consumed	Est Cost	Units Consumed	% Chg	Est Cost	Est Cost
ELECTRICITY (kWh)	4,320	\$348	4,560	-24.0	-5.3%	-\$19
GAS (therm)	278	\$247	175	+104	+59.2%	+\$12
WATER (kGal)	14.4	\$104	18.5	-4.2	-22.4%	-\$30
STEAM (therm)	0	\$0	0	+0	+0.0%	+\$0
CHILLED WATER (kWh)	0	\$0	0	+0	+0.0%	+\$0
TOTAL (MM BTU)		\$699			+6.1%	+\$43

4.6 metric tons of carbon dioxide equivalent yesterday

CONSUMED 9,450,214 more BTUs of Energy than last year**

• You did not save any trees yesterday

MONTH-TO-DATE

UTILITY (unit)	MONTH-TO-DATE		LAST YEAR (adj. Temp/Deg)		CHANGE	
	Units Consumed	Est Cost	Units Consumed	% Chg	Est Cost	Est Cost
ELECTRICITY (kWh)	136,800	\$11,015	133,479	+3,321	+2.5%	+\$267
GAS (therm)	10,284	\$9,141	3,370	+314	+9.8%	+\$12
WATER (kGal)	483.5	\$3,487	548.3	-65.5	-11.9%	-\$472
STEAM (therm)	0	\$0	0	+0	+0.0%	+\$0
CHILLED WATER (kWh)	0	\$0	0	+0	+0.0%	+\$0
TOTAL (MM BTU)		\$23,643			+2.6%	+\$608

153.3 metric tons of carbon dioxide equivalent month-to-date

CONSUMED 101,451,700 more BTUs of Energy than last year**

• You did not save any trees this month

EXP MONTH-END YEAR TO BUDGET

\$	Units
-\$127	3,268
+\$1,368	8,631
-\$955	-201
+\$0	0
+\$0	0
+\$886	

DAILY NEWS

Julia Butterfly Hill came down from the giant California Coast Redwood tree after two years. She made a deal with the lumber company to save all the trees within three acres around it.

FACTORS IMPACTING ENERGY USAGE

	YESTERDAY		ADJUSTMENT TO LAST YEAR'S USAGE				
	ACT.	LY AVG	Ele	Gas	Water	Steam	Chilled Water
	Wk	Wk	Wk	Wk	Wk	Wk	Wk
Cooling Degree Days	0.0	0.2	-49	+0	-0.1	+0.0	+0.0
Heating Degree Days	3.0	27.0	+0	-166	+0	+0	+0
Occ. Room (Avg AM/F)	131	140	-27	-3	-0.3	+0	+0
Capital Improvements	Detailed on Daily Entry		+98	+0	+0	+0	+0
TOTAL ADJUSTMENT		+21	-162	-0.4	+0	+0	+0

MONTH-TO-DATE

	MONTH-TO-DATE		ADJUSTMENT TO LAST YEAR'S USAGE				
	ACT.	LY AVG	Ele	Gas	Water	Steam	Chilled Water
	Wk	Wk	Wk	Wk	Wk	Wk	Wk
Cooling Degree Days	0.0	0.2	-1,425	+0	-3.1	+0.0	+0
Heating Degree Days	25.9	27.0	+0	-216	+0	+0	+0
Occ. Room (Avg AM/F)	4,188	4,649	+437	+52	+4.1	+0	+0
Capital Improvements	Detailed on Daily Entry		+2,831	-221	+0	+0	+0
TOTAL ADJUSTMENT		+1,843	-385	+1.0	+0	+0	+0

YOUR ENERGY CONSUMPTION (w/o Adjustments - for reference only)


UTILITY (unit)	YESTERDAY		LAST YEAR		CHANGE	
	Units Consumed	Est Cost	Units Consumed	% Chg	Est Cost	Est Cost
ELECTRICITY (kWh)	4,320	\$348	4,539	-219	-4.8%	-\$18
GAS (therm)	278	\$247	336	-58	-17.2%	-\$52
WATER (kGal)	14.4	\$104	18.9	-4.5	-23.3%	-\$33
STEAM (therm)	0	\$0	0	+0	+0.0%	+\$0
CHILLED WATER (kWh)	0	\$0	0	+0	+0.0%	+\$0

YTD SAVINGS

-\$2,276.7
-\$9,2MMBTU
Jan-Feb



CONSUMPTION REPORT Daily Entry Critique BUZZ Checklist Scorecard

ELG Tutorial



Saving Energy with the ELG

If you have any problems listening to the audio, you can download a transcript using the Attachments tab on the left.



Waste, Recycling, Compactors

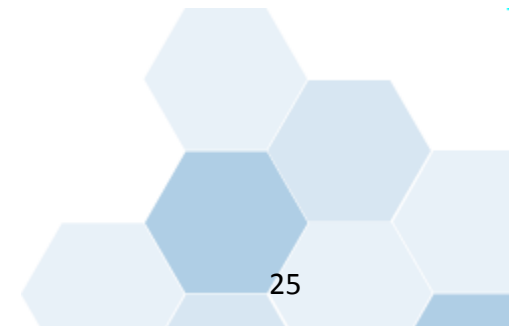
- Limited savings in this area but our next area to target
- Review existing contract terms, have this on file – Peer Review Item
- No auto compactor pick-ups
- Compactor pressure gauge training completed ASAP
- Don't call for pick-up until gauge is reading 1800 psi
- Review overall recycling programs



TM

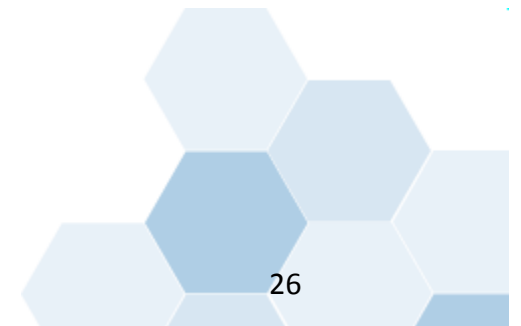
Toilet Retro-Fit Program

- Converting toilets to dual flush where it makes sense.
- Possible ROIs below 2 years
- Testing underway at ESO, MNW & MNO
- Welcome to purchase and install a few of the selected units prior to me sending them you next month



Other Initiatives, Items

- INNCOM programming refresh
- VFD programming refresh
- Better Building Challenge
- Engineering Peer Reviews



Thank you & Let's Roll!

