

ISSUE NO: 002

prideinnTimes

HOTELS > RESORTS > CAMPS > CONFERENCE

ELEGANCE & CHARM FEEL THE PRIDEINN TOUCH



MAIN STORY

PRIDEINN REMAINS ON TOP

How Kenya's biggest hospitality
company is winning

SNAPSHOT

PrideInn's performance
in the last 6 months

BOSS TALK

Why FIZZ remains
a game changer for
PrideInn





**Pridelnn Hotels, Resorts and Camps Group
Managing Director Hasnain Noorani hands over
the key of a brand new vehicle to Geffry Ndayi (left).
Ndayi was awarded the top prize after exemplary
performance for the year ended December 2022.**

PrideInn Remains Top of the Game

Greetings to all the dedicated members of the PrideInn Hotels, Resorts and Camps team, I hope this message finds you well and filled with pride for the incredible achievements we have made during the first six months of 2023. Together, we have propelled our company to new heights, and I am truly grateful for each and every one of you who has contributed to our success. Your unwavering commitment and hard work have not gone unnoticed.

Reflecting on the past six months, we have experienced significant changes within our organization. While we made the difficult decision to close down one of our coastal properties, we are excited to announce the imminent reopening of one of our Nairobi properties in the coming weeks. This expansion demonstrates our dedication to growth and our unwavering determination to provide exceptional hospitality experiences in key locations.

In our pursuit of becoming a distinguished luxury brand, we have relentlessly pursued excellence and continuously upgraded our services. We understand that to be recognized as leaders in the industry, we must not only meet but surpass our guests' expectations. By reorganizing departments, recruiting experts, and enhancing our incentive programs, we have taken significant strides toward achieving this goal. We are proud of our progress, and we will not rest until we have established ourselves as the epitome of luxury in our country.

The journey to success requires constant improvement, and we remain committed to refining our service delivery. We invite you all to contribute your ideas and suggestions on how we can enhance our guests' experiences. We value your input and will explore every opportunity to support and implement your innovative ideas. Remember, this company's growth opens doors for each and every one of you to grow and excel alongside us.

Looking ahead to the second half of the year, I want to remind you of our collective objective for 2023: FIZZ. FIZZ encapsulates our key areas of focus: Improving our food experience, offering individualized services, ensuring zero waste, and eliminating guest complaints. By directing our efforts towards these four pillars, there is no doubt that we will flourish in our endeavor to establish PrideInn as the leading hospitality group in our nation.

Let us embrace this challenge as an opportunity to showcase our unparalleled dedication and passion for hospitality. Together, we will provide unforgettable experiences for our guests, leaving them with lasting memories of the PrideInn brand. By doing so, we will cement our position as the industry leaders and set new standards for excellence.

In closing, I extend my heartfelt appreciation to each and every one of you for your exceptional contributions over the past six months. Your hard work, enthusiasm, and unwavering commitment have propelled us forward. As we embark on the next six months, I have complete confidence in our collective abilities to overcome any challenges that may arise. Let us continue to support one another, push boundaries, and strive for greatness.

Wishing you all the best in the coming months, and may our journey be filled with shared successes and remarkable achievements.

Warm regards,

Hagunain.



FIZZ

Improving our food experience, offering individualized services, ensuring zero waste, and eliminating guest complaints.

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Exciting Achievements and Remarkable Milestones

- A Snapshot of Pridelnn's Success in the last 6 months



**How dedication,
passion, and
commitment to
excellence has yield
incredible results**

It is with great pleasure that we share the remarkable progress and outstanding accomplishments that our hotels have achieved during the first half of this year. The Pridelnn family has proven once again that dedication, passion, and a commitment to excellence can yield incredible results. Let us take a moment to celebrate our collective achievements and acknowledge the extraordinary milestones reached by our properties.

Pridelnn Paradise Beach Resort and Spa has showcased its brilliance on the global stage. We are thrilled to announce that the resort has been nominated in multiple categories at this year's prestigious World Travel Awards. This recognition is a testament to our unwavering pursuit of excellence. With nominations including Africa's Leading Conference Hotel, Africa's Leading Family Resort, Kenya's Leading Beach Resort, Kenya's Leading Conference Hotel, and Kenya's Leading Family Resort, Pridelnn Paradise Beach Resort and Spa continues to shine as a true gem within our portfolio.



Another cause for celebration is the one-year anniversary of Pridelnn Mara Camp and Pridelnn Plaza Hotel and Convention Centre. These two remarkable properties have not only demonstrated their ability to meet our guests' expectations but have also brought the Pridelnn touch to new regions. We commend the dedicated teams at both locations for their unwavering commitment to delivering exceptional experiences. Together, we have expanded our presence and left an indelible mark in the hearts of our valued guests.

Corporate social responsibility remains at the core of our values, and we take immense pride in giving back to the communities we serve. During the past months, various units within our group have actively engaged in meaningful CSR activities. A standout event was Pridelnn Plaza's collaboration with the County Government of Machakos to commemorate World Environment Day. Through this partnership, we demonstrated our commitment to sustainability and environmental stewardship, making a positive impact on our surroundings.

We are also delighted to share news of our collaboration with digital payments company Visa, facilitated by Pridelnn Flamingo. This partnership allows our esteemed guests to enjoy a five percent discount to Visa subscribers who pay using their Visa cards. By leveraging technology and strategic partnerships, we continue to enhance our offerings and deliver added value to our loyal guests.

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enjoy a five percent discount to Visa subscribers who pay using their Visa cards. By leveraging technology and strategic partnerships, we continue to enhance our offerings and deliver added value to our loyal guests.

While we celebrate our triumphs, we also acknowledge the strategic decisions necessary for the growth of our organization. As previously communicated, Pridelnn made the difficult but necessary choice to close down one of our coastal properties. The lease of the Pridelnn Mombasa City unit expired, prompting this decision. However, we eagerly anticipate the grand reopening of Pridelnn Westlands, the unit that marked the birth of Pridelnn Group. After many years, we have committed to renovating this unit, aligning it with our overarching luxury theme that permeates throughout the group.

As we move forward into the next half of the year, let us harness the momentum generated by these achievements. The dedication, resilience, and unwavering spirit of our team have been instrumental in shaping our success. Together, we will continue to build on these accomplishments and pave the way for even greater achievements.

We extend our heartfelt gratitude to each and every one of you for your relentless efforts, as well as your unwavering commitment to delivering excellence. Your passion for our brand and dedication to exceptional service are what sets us apart in the industry.

We look forward to the journey ahead, where we will undoubtedly witness the realization of more remarkable milestones and create lasting memories for our guests.

Farzana



Celebrating Excellence

- Pridelnn Continues to Award Hardworking Employees Across the Group

At Pridelnn Hotels, Resorts and Camps, we firmly believe that our greatest asset is our dedicated and talented team. The last six months have been filled with moments of immense pride as we recognized and celebrated the exceptional individuals who form the backbone of our organization. From front office to housekeeping, security to food and beverage, and every department in between, our employees have consistently demonstrated their unwavering commitment to excellence.

As part of our unwavering mission to ensure employee satisfaction and appreciation, we have taken the time to recognize and honor outstanding individuals who have gone above and beyond their call of duty. We firmly believe that recognizing the incredible efforts and achievements of our employees is paramount to fostering a culture of excellence and fueling their motivation to reach even greater heights.

The recognition and appreciation bestowed upon our employees have taken various forms, each tailored to honor their remarkable contributions. Certificates, trophies, local fully paid trips, and even international fully paid trips have been awarded to deserving individuals who have exemplified excellence in their respective roles. And that's not all - in an extraordinary display of gratitude and recognition, one exceptional employee was even rewarded with a car, a symbol of their dedication and outstanding performance.

These moments of recognition are not merely gestures of appreciation but a testament to our commitment to creating an environment where every individual is valued and recognized for their unique contributions. It is through the collective efforts and unwavering dedication of our team that we have achieved remarkable success as an organization. To everyone who has been recognised, congratulations!

Our unwavering mission to ensure employee satisfaction and appreciation

Jackson

Employee Spotlight:

Ibrahim Maiyo

A Passionate Hospitality Professional Making an Impact



In every organization, there are individuals whose unwavering dedication, passion, and expertise set them apart from the rest. Today, we turn our spotlight to Ibrahim Maiyo, a member of our Pridelnn family, whose remarkable journey in the hospitality industry has been marked by continuous growth, valuable experiences, and a genuine love for what he does.

Born and raised in the vibrant region of Soy, Kakamega County, Ibrahim Maiyo's journey began with his education. He attended Seregeya Primary School before pursuing his formative years of education at Kaptel Secondary School in Nandi County. Recognizing the importance of knowledge and personal growth, he then embarked on his Form 5 and 6 studies at Wareng High School in Eldoret, further preparing himself for the path that lay ahead.

Following the completion of his high school studies, Maiyo's passion for the hospitality industry led him to Kenya Utalii College, where he obtained his Higher Diploma, equipping him with essential skills and knowledge. Eager to deepen his understanding of the field, he went on to pursue a degree in Hospitality Management at Moi University, solidifying his foundation and paving the way for a rewarding career ahead.

Drawing from his extensive knowledge and enthusiasm for tourism, Ibrahim Maiyo embarked on a journey that spanned over 20 years in the tour industry. During this time, he made significant contributions to renowned companies such as UTC, ABERCROMBIE & KENT, RHINO SAFARIS, and TOUR AFRICA, gaining valuable experiences and further honing his craft.

Driven by an unwavering desire to excel and explore new horizons, Maiyo made the transition to the hospitality industry. His first foray into this exciting field was at Kenya Safari Hotels & Lodges, where he dedicated himself to delivering exceptional

service and creating memorable experiences for guests.

Five years ago, Ibrahim Maiyo joined the prestigious Pridelnn Group as a Senior Sales Relationship Manager, embracing new challenges and opportunities for growth. Within the Pridelnn family, Mayo says he found an environment that nurtured his professional development and recognized his immense potential. Maiyo attributes his success to the unwavering commitment he has shown in his role, fueled by his genuine passion for the hospitality industry.

When asked about his favorite aspect of his job, Maiyo speaks of the opportunities it provides to connect and network with individuals from diverse industries. Building meaningful relationships and fostering partnerships are at the core of his work, allowing him to create mutually beneficial collaborations that drive growth and success for both Pridelnn and its valued partners.

Beyond his professional pursuits, Maiyo cherishes his personal life and finds solace in his role as a devoted family man. Believing that charity begins at home, he prioritizes quality time with his loved ones, embracing the values of love, compassion, and support.

During his leisure time, Ibrahim indulges in his love for travel and sports, immersing himself in new experiences and finding inspiration in the wonders of the world. These experiences not only fuel his personal growth but also contribute to his ability to offer unique perspectives and innovative solutions within his role.

Maiyo was recently awarded a fully paid trip for two to Saudi Arabia for his exceptional performance in 2022. Congratulations, Maiyo, on this well-deserved spotlight.

Employee Spotlight:

Geffry Ndayi

A Trailblazer in Innovation and Success



In our Pridelnn family, we are fortunate to have exceptional individuals who continuously strive for excellence and make remarkable contributions to our organization. In this Issue of the Pridelnn Times internal newsletter, we shine the spotlight on Geffry Ndayi, a professional whose journey with Pridelnn has been marked by innovation, dedication, and an unwavering commitment to surpassing his own limits. He was also the overall best performer of 2022 and won a brand new Toyota in January.

Geffry's roots can be traced back to Homa Bay County, where he grew up and received his education. With a career spanning 15 years, Geffry joined our Pridelnn family three years ago, beginning his journey as the Rooms Division Manager at Pridelnn Azure. However, his talent and passion soon caught the attention of our management team.

Recognizing his potential, Geffry was promoted to the esteemed position of Group e-Commerce Manager, overseeing the digital presence and strategies for our eight hotels. In this pivotal role, he has not only brought fresh perspectives and innovative ideas to the table but has also played a key role in shaping the success of our brand in the digital realm.

What Geffry particularly loves about Pridelnn is the incredible opportunities it offers him to leave his mark on the company. He appreciates that his ideas are embraced, and he is given the freedom to explore and innovate new business concepts.

Beyond his professional achievements, Geffry's passions extend into the realm of music. During his free time, he finds solace in singing and composing music, nurturing his creative side. As if that weren't impressive enough, Geffry also dedicates his time to training choirs, sharing his musical knowledge and expertise with others.

When asked about the secret to his success, Geffry attributes it to his unwavering drive to never settle and become complacent. He firmly believes in pushing himself to break his own ceilings, constantly challenging his limits and surprising himself along the way. It is this growth mindset and relentless pursuit of improvement that has propelled him to new heights of achievement within our organization.

Geffry Ndayi serves as an inspiration to us all, demonstrating that true success comes from the determination to continuously learn, evolve, and embrace new opportunities.

As we celebrate Geffry's journey and achievements, let us draw inspiration from his story. Let us be reminded of the immense potential within each and every one of us to make a lasting impact and create our own success stories. Congratulations, Geffry, on your well-deserved spotlight.



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Pridelnn Paradise Beach Resort and Spa Recognised Internationally Nominated in 7 Whooping Categories!

We are proud to share that our flagship property, Pridelnn Paradise Beach Resort and Spa, has recently garnered remarkable recognition through multiple nominations in prestigious international awards.

The resort has been nominated in five different categories for this year's World Travel Awards. These nominations are:

- Africa's Leading Conference Hotel 2023
- Africa's Leading Family Resort 2023
- Kenya's Leading Beach Resort 2023
- Kenya's Leading Conference Hotel 2023
- Kenya's Leading Family Resort 2023.

These nominations were announced on February 7, 2023, and the voting phase concluded on May 22, 2023. We eagerly await the announcement of the winners, which is scheduled to take place in October.

But that's not all! Pridelnn Paradise Beach Resort and Spa has also received nominations in two categories for the prestigious World Mice Awards.

The resort is vying for the titles of:

- Kenya's Best MICE Hotel 2023
- Kenya's Best Incentive Hotel 2023

Voting for these awards began on June 7 and will continue until August 25, 2023. We await the announcement of the winners at a later date.

James Rattos, the General Manager of Pridelnn Paradise Beach Resort and Spa, expressed his delight and gratitude for these nominations. He acknowledged that such recognition is a true testament to the outstanding service delivery and dedication of our team. We extend our warmest congratulations to all the staff members who have contributed to the success of our resort.

As members of the Pridelnn family, each one of us plays an integral role in upholding our commitment to excellence. Let these nominations serve as a reminder of the exceptional service we provide to our guests and the significant impact we make in the hospitality industry.

PrideInn Partners with Visa to offer Great Discounts



We are thrilled to announce that PrideInn Hotels, Resorts and Camps recently partnered with digital payments company Visa to enhance our service offerings and provide fantastic discounts to our valued guests.

Under this new partnership, guests who book their stay at any of our exceptional hotels within the PrideInn Group will be entitled to a remarkable 5 percent discount when they choose to pay using their Visa card. This collaboration not only ensures added convenience for our guests but also aligns with our strategic goal of embracing the digitization of payments within our hotels.

The advantages of this partnership extend beyond the guest experience. Our hotels across the group will now be able to process and settle payments in a faster, more efficient, and cost-effective manner, enhancing our operational efficiency and providing a seamless experience for both our guests and our dedicated staff.

We are proud to share that this collaboration was successfully piloted at PrideInn Flamingo Beach Resort and Spa. General Manager Antony Mbaja expressed his enthusiasm for the partnership, recognizing it as a remarkable way to offer incentives to our guests while furthering our commitment to digital transformation.

We extend our heartfelt congratulations to PrideInn Flamingo Beach Resort and Spa for leading the way in this innovative



collaboration. Their dedication and forward-thinking approach have set a fantastic example for the entire PrideInn family.

As employees of PrideInn Hotels, Resorts and Camps, we are the driving force behind our company's success, and it is through partnerships like this that we continue to elevate our services and exceed our guests' expectations. We take pride in our ability to innovate and adapt, ensuring that PrideInn remains at the forefront of the hospitality industry.

So, let us celebrate this partnership with Visa, which brings forth exciting benefits for both our guests and our organization. Stay tuned for more updates on how this collaboration will enhance our guest experiences and drive our collective success.

World Environment Day

CSR - Pridelnn Plaza Plants Trees,
Cleans Community Market



We are delighted to share with you the incredible efforts of Pridelnn Plaza Hotel and Convention Centre as they joined the government of Machakos County and other esteemed private sector companies in marking this year's World Environment Day on June 5, 2023.

World Environment Day, initiated by the United Nations Environment Programme (UNEP) in 1973, has grown to become the largest global platform for environmental outreach. This year's event focused on addressing the pressing issue of plastic pollution under the campaign #BeatPlasticPollution, as highlighted by UNEP.

Our dedicated staff at Pridelnn Plaza Hotel and Convention Centre actively participated in a series of impactful activities to mark this significant day. These activities included engaging in tree planting initiatives and river cleaning events within Machakos County.

In collaboration with other corporates, our team took part in cleaning up the Athi River Open Air Market, a significant step towards mitigating plastic pollution. Additionally, they contributed to the noble cause by planting trees at KMC D.E.B Primary School, symbolizing our commitment to environmental sustainability.

Andrew Makau, the General Manager of Pridelnn Plaza Hotel and Convention Centre, emphasized the importance of our involvement, stating that it reflects our concern for environmental issues not only within the county but also nationwide. Makau highlighted that such initiatives serve

as vital platforms for raising awareness and promoting sustainable practices.

He further explained, "Cleaning rivers and planting trees are essential strategies for addressing plastic pollution and preserving our environment. These activities play a crucial role in removing plastic waste, preventing pollution, and restoring ecosystems. They also enhance water quality, raise awareness, mitigate climate change, and create sustainable livelihoods. By taking collective action, we can make significant progress in protecting our environment and ensuring a more sustainable future."

The data shared by UNEP is alarming, revealing that rivers and lakes are major contributors to ocean pollution, carrying plastic waste from deep inland to the sea. The organization estimates that a staggering 75 to 199 million tonnes of plastic currently contaminate oceans worldwide.

We applaud Pridelnn Plaza Hotel and Convention Centre for their outstanding dedication and active participation in this significant environmental initiative. Their commitment and actions reflect the values we hold dear as part of the Pridelnn family.

As employees of Pridelnn Hotels, Resorts and Camps, we play an essential role in promoting sustainability and environmental stewardship.

Let us be inspired by the remarkable efforts of our colleagues and continue to embrace responsible practices within our work and personal lives.

"Unless we change how we produce, use and dispose of plastic, the amount of plastic waste entering aquatic ecosystems could nearly triple from 9-14 million tonnes per year in 2016 to a projected 23-37 million tonnes per year by 2040," UNEP says on its website.

Why Pridelnn Paradise is Doubling Sea Turtle Hatching Project

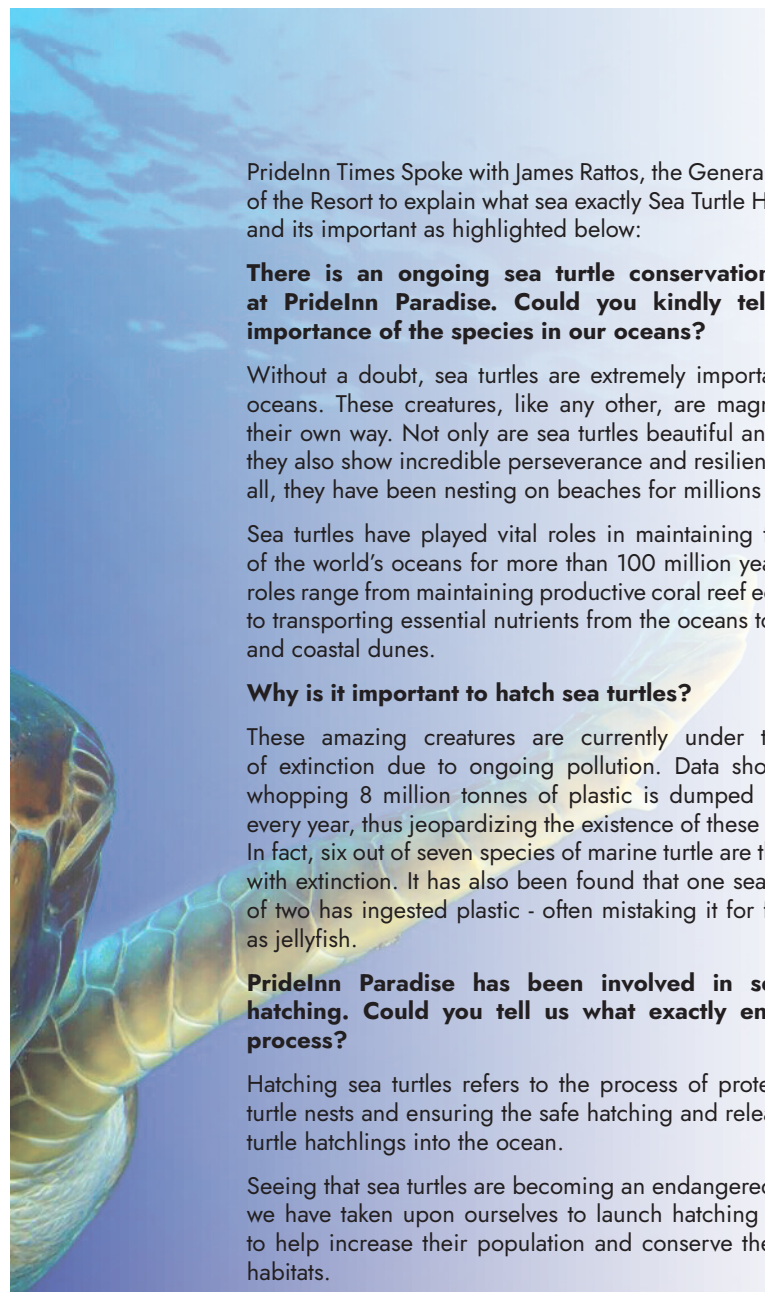
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Pridelnn Paradise Beach Resort and Spa has continued to hatch sea turtles as part of ongoing efforts of conserving the endangered species that remain vital to our oceans.

During this year's World Sea Turtle Day, marked on June 16, Pridelnn Paradise released a new set of hatchlings into the ocean.

.....





Pridelnn Times Spoke with James Rattos, the General Manager of the Resort to explain what sea exactly Sea Turtle Hatching is and its important as highlighted below:

There is an ongoing sea turtle conservation project at Pridelnn Paradise. Could you kindly tell us the importance of the species in our oceans?

Without a doubt, sea turtles are extremely important in our oceans. These creatures, like any other, are magnificent in their own way. Not only are sea turtles beautiful animals, but they also show incredible perseverance and resiliency – after all, they have been nesting on beaches for millions of years.

Sea turtles have played vital roles in maintaining the health of the world's oceans for more than 100 million years. These roles range from maintaining productive coral reef ecosystems to transporting essential nutrients from the oceans to beaches and coastal dunes.

Why is it important to hatch sea turtles?

These amazing creatures are currently under the threat of extinction due to ongoing pollution. Data shows that a whopping 8 million tonnes of plastic is dumped in oceans every year, thus jeopardizing the existence of these creatures. In fact, six out of seven species of marine turtle are threatened with extinction. It has also been found that one sea turtle out of two has ingested plastic - often mistaking it for food such as jellyfish.

Pridelnn Paradise has been involved in sea turtle hatching. Could you tell us what exactly entails this process?

Hatching sea turtles refers to the process of protecting sea turtle nests and ensuring the safe hatching and release of sea turtle hatchlings into the ocean.

Seeing that sea turtles are becoming an endangered species, we have taken upon ourselves to launch hatching programs to help increase their population and conserve their natural habitats.

Pridelnn Paradise sits on the ocean. How does hatching sea turtles benefit the ocean?

1. Species conservation:

Hatching programs play a vital role in conserving sea turtle populations. Many species of sea turtles are considered endangered or threatened due to factors like habitat loss, pollution, climate change, and poaching. By safeguarding nests and helping hatchlings reach the ocean, these programs contribute to the preservation of these species.

2. Biodiversity maintenance:

Sea turtles are a keystone species, meaning they play a crucial role in maintaining the balance and health of marine ecosystems. They help control populations of seagrasses, jellyfish, and other organisms they feed on. By promoting sea turtle hatching, hotels can support the overall biodiversity and ecological integrity of the ocean.

3. Tourism attraction:

Sea turtles are beloved creatures, and their presence attracts tourists and nature enthusiasts. As Pridelnn Paradise, we are investing in hatching sea turtles to enhance attract those who are interested in eco-friendly practices.

4. Environmental education:

Hatching programs often include educational components that raise awareness about the importance of sea turtle conservation and the overall health of the oceans. As Pridelnn Paradise, we are using this initiative to educate our guests, staff, and local communities about the significance of protecting sea turtles and marine environments and helping to foster a sense of environmental responsibility.

5. Long-term sustainability:

Investing in hatching sea turtles demonstrates a commitment to sustainability and responsible tourism practices. By actively participating in conservation efforts, Pridelnn Paradise aims to contribute to the long-term health and viability of the ocean ecosystems that surround our properties.

How Has Pridelnn Paradise made this possible?

Pridelnn Paradise collaborated with experts to make this initiative become a reality.

We also followed their guidance to ensure we followed protocol. By doing so, we ensured we were protecting the nesting sites, monitoring the nests, and ensuring the safe release of hatchlings into the ocean.

We collaborated with local conservation organizations including Kenya Wildlife Service and the local community to implement and maintain this program effectively.

How many sea turtles have you hatched this year and when did the program begin?

We have hatched over 300 sea turtle hatchlings this year and plan on hatching more as part of our ongoing ocean conservation program.

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Central Reservations Office

Moved to Nairobi to enhance operations



We are excited to announce a significant development that has taken place within our organization. As part of our ongoing efforts to enhance our operations and provide exceptional service to our guests, we have successfully relocated the Central Reservation Office to Nairobi. This strategic move is aimed at centralizing our group reservation management, fostering better control and supervision, and ultimately strengthening our brand image and identity.

The relocation of the Central Reservation Office has brought numerous benefits and positive changes to our daily operations. Firstly, it has allowed us to consolidate our teams, which were previously scattered across different units, into a single location. This consolidation promotes a sense of unity and collaboration among our team members, enabling us to work cohesively towards our shared goals.

Furthermore, the centralization of our reservation office has proven advantageous for our guests. We now have a dedicated space where visitors can conveniently visit our office to make payments for our hotels, including those in Mombasa. This improvement has made the payment process seamless and hassle-free for our valued guests.

Since our team members are now located in one place, we have observed a remarkable improvement in the speed and

efficiency of handling telephone inquiries. With information readily available for all units, our agents are better equipped to provide swift and accurate responses to customer queries. Additionally, we have invested in cross-training the entire team, ensuring that each member is capable of efficiently handling inquiries across all units. This approach has significantly reduced response times, as we have more hands ready and willing to serve our customers.

We take pride in this milestone achievement and acknowledge the collective effort that each team member has contributed to making it a reality. Your dedication and commitment to delivering exceptional service have been instrumental in the success of this relocation project.

Moving forward, we encourage you to make the most of our newly centralized setup by fostering collaboration, sharing knowledge, and supporting one another.

We extend our heartfelt appreciation to the entire team for your hard work, adaptability, and positive attitude during this transition. Your contributions are invaluable to our ongoing success.

If you have any questions or need further information, please don't hesitate to reach out to your immediate supervisors or the management team.

Farzana

Achieving Work-Life Balance in a Busy Hotel Environment:

Essential Tips for Our Dedicated Team

In the fast-paced and demanding world of hospitality, we understand the importance of maintaining a healthy work-life balance. It is crucial to ensure our well-being, happiness, and overall satisfaction both within and outside of the workplace. That's why we have compiled a list of valuable tips to help each of you achieve work-life balance in your daily lives.



Prioritize and set boundaries:

Establish clear priorities in your work and personal life. Define boundaries between your professional responsibilities and personal time, and communicate them effectively to your colleagues and loved ones. This will allow you to focus on specific tasks and enjoy quality time outside of work.

Effective time management:

Develop effective time management skills by creating schedules or to-do lists. Prioritize your tasks, delegate whenever possible, and avoid overloading yourself with unnecessary work. This approach will enhance your productivity and provide a sense of control over your responsibilities.

Take regular breaks:

Remember to schedule regular breaks throughout your workday. Use this time to relax, recharge, and rejuvenate. Step away from your workstation, engage in quick physical activities, or practice deep breathing exercises to clear your mind and enhance your well-being.

Utilize your leave:

Make the most of your allocated leave days. Plan and schedule your time off in advance to ensure you have dedicated moments for rest and personal fulfillment. Disconnect from work during these periods to fully immerse yourself in relaxation and cherished experiences.

Establish boundaries with technology:

Technology can blur the lines between work and personal life. Set boundaries with technology usage, particularly after work hours. Avoid checking work-related emails or messages unless it is truly necessary. Give yourself the space to fully engage in personal activities without interruptions.

Nurture your well-being:

Prioritize your physical, mental, and emotional well-being. Engage in regular exercise, maintain a balanced diet, get sufficient sleep, and practice stress management techniques such as meditation or mindfulness. By taking care of yourself, you will have the energy and resilience to excel in both your personal and professional life.

Foster a support system:

Build a strong support system consisting of family, friends, and colleagues. Seek their support, guidance, and understanding during challenging times. Cultivating meaningful relationships at work and in your personal life will contribute positively to your overall well-being.

Delegate and collaborate:

Embrace teamwork and collaboration. Delegate tasks when appropriate and seek assistance from your colleagues. By sharing the workload, you not only reduce stress but also foster a positive and supportive work environment.

Communicate openly:

Maintain open and honest communication with your supervisor and colleagues. Discuss your workload, deadlines, and personal commitments, ensuring that everyone is aware of your circumstances. Open communication helps in finding solutions that promote work-life balance.

Make time for hobbies and self-care:

Dedicate time to activities that bring you joy, relaxation, and personal fulfillment. Pursue hobbies, spend quality time with loved ones, and engage in self-care practices such as reading, taking a walk, or enjoying a pampering session. Prioritizing these activities will revitalize your spirit and enhance your work-life balance.

Remember, achieving work-life balance is an ongoing journey that requires conscious effort and regular evaluation. By implementing these tips into your daily routine, you'll be taking important steps toward a more fulfilling and well-rounded life.

We value each and every member of our team and want to ensure that you thrive both professionally and personally. Let's support one another in achieving work-life balance and create an environment that fosters well-being.

Wishing you all a harmonious work-life balance!

Nicholas

F&B Team at Pridelnn Paradise Given a Record KSh 100K Tip



It is with immense pride and joy that we share the news of a remarkable achievement by our Food and Beverage department at Pridelnn Paradise. On June 21, 2023, the team was presented with an extraordinary gift—a KSh 100,000 tip—from Ms. Catherine Ireri, a guest who recently stayed at the resort.

Ms. Ireri expressed her heartfelt gratitude to the F&B team for their unwavering dedication and exceptional service in ensuring that her meals were strictly free of gluten and dairy products, to accommodate her allergies. She specifically commended the Kitchen team, led by the esteemed Chef Kamal, for their outstanding efforts and commitment to providing a truly remarkable dining experience.

This commendation and generous tip is a testament to the exceptional service and attention to detail that each member of our team consistently delivers. It is a shining example of the positive impact we have on our guests' lives and the memories we create through our dedication to excellence.



We extend our warmest congratulations to the entire Food and Beverage department at Pridelnn Paradise Beach Resort and Spa. Your commitment to meeting and exceeding guest expectations, even in the face of dietary restrictions and challenges, is truly commendable. This achievement reflects the professionalism, teamwork, and passion that each of you brings to your roles.

Keep up the outstanding work, and let us continue to strive for excellence in all that we do.

Embracing a New Era:

PrideInn Hotels Embarks on a Transformational Rebranding Journey



Exciting changes are on the horizon as PrideInn Hotels, Resorts, and Camps prepares to embark on a comprehensive rebranding exercise. Over the course of the next six months, the entire image of our esteemed group will undergo a significant transformation, encompassing corporate colors, signages, uniforms, and marketing materials such as pens, books, and calendars, among other elements. This rebranding initiative aims to align our outward appearance with our vision of transitioning into a luxury group of hotels, departing from the budget/affordable theme that has defined us thus far.

As the rebranding process unfolds, you will gradually witness the implementation of changes across all our hotels. Our dedicated staff may soon start receiving new uniforms, and existing signages may be replaced by fresh and captivating designs. Additionally, training programs will be arranged to familiarize everyone with the objectives and goals of this rebranding endeavor.

This transformative journey comes after over a decade of exceptional growth and success. What started as a small company operating a single hotel in Westlands has flourished into a proud establishment, with eight remarkable hotels spread across key counties in Kenya.

The decision to embark on this rebranding journey was made with great thought and consideration, driven by our vision of

elevating our brand presence in the hospitality industry. We strive to deliver an exceptional guest experience that surpasses expectations and stands out among our competitors. By embracing a new identity, we aim to reflect the unique and luxurious experiences our guests will encounter when staying with us.

The impending changes mark a new era for PrideInn, one that promises growth, innovation, and elevated standards. Our focus will remain firmly fixed on delivering outstanding service, maintaining the highest levels of comfort and satisfaction for our valued guests. As employees, you are at the heart of this transformation, and your dedication to excellence and adaptability will play a vital role in ensuring our rebranding efforts are successful.

We understand that change can sometimes be challenging, but we are confident that with your support, we can seamlessly transition into this exciting new chapter. We extend our sincere gratitude to each of you for your unwavering dedication and contributions to PrideInn's success. Together, we will build upon our strong foundation and elevate PrideInn Hotels, Resorts and Camps to new heights of luxury, distinction, and unforgettable guest experiences.

Stay tuned for further updates and announcements as we embark on this transformative journey together.

Farzana

10 Simple, Yet Effective Ways to Look After Your Health

Health is wealth. But how do you prioritise your health when you barely have time between work and homelife? Here are some essential tips to help you take care of your health amidst busy schedules:

Get Sufficient Sleep: Aim for 7-9 hours of quality sleep each night to allow your body to rest and rejuvenate. Establish a consistent sleep routine and create a calm sleep environment for optimal rest.

See a doctor: Make it a priority to go to the hospital for routine checkups, preventive screenings, and vaccinations. Regular health assessments can help identify and address potential issues before they become more serious.

Stay Active: Incorporate physical activity into your daily routine, even if it's just a short walk during breaks or after work. Regular exercise boosts energy levels, improves mood, and helps maintain a healthy weight.

Eat a Balanced Diet: Opt for a well-rounded diet that includes fruits, vegetables, whole grains, lean proteins, and healthy fats. Plan and prepare your meals ahead of time to avoid relying on unhealthy, convenient options.

Manage Stress Effectively: Find healthy coping mechanisms for stress, such as deep breathing exercises, meditation, yoga, or engaging in hobbies. Prioritize self-care activities that help you relax and unwind.

Practice Mindfulness and Gratitude: Incorporate gratitude into your daily routine by reflecting on the positive aspects of your life. Practicing mindfulness, such as focusing on the present moment, can help reduce stress and improve overall well-being.

Stay Hydrated: Drink plenty of water throughout the day to keep your body hydrated. Dehydration can lead to fatigue, decreased concentration, and other health issues.

Take Regular Breaks: Incorporate short breaks into your workday to stretch, walk around, or simply relax. This can help reduce muscle tension, improve circulation, and enhance focus and productivity.

Maintain a Work-Life Balance: Strive for a healthy balance between work and personal life. Set boundaries, prioritize self-care, and make time for activities and relationships that bring you joy and fulfillment.

Seek Support: Don't hesitate to reach out to friends, family, or professional support when needed. Building a strong support network can provide emotional support and help alleviate stress.

Remember, small changes can have a significant impact on your overall health and well-being. Prioritizing self-care and making conscious efforts to maintain a healthy lifestyle will contribute to your long-term success and happiness.



How the Finance Act 2023 Will Affect Your Pay and Other Legal Matters



Finance Act, 2023 - What to expect?

The Finance Act ("the Act"), 2023 received Presidential assent on 26th June 2023. Most of the changes will be effective from 1st July 2023, which is the Government's fiscal year, while a few will be effective from 1st September 2023 and 1st January 2024.

It is important to note that the implementation of the Act has been temporarily suspended pending the determination of a case filed by Busia Senator Okiya Omtatah.

Nonetheless it's important to highlight how the Act shall affect us a group, in this case our pay cheques.

1. The Act has introduced a monthly levy, known as the Affordable Housing Levy, where both employees and employers are both subject to the levy at 1.5% of the employee's gross salary.
2. Effective 1st January 2024 a resident individual contributing to a post-retirement medical fund shall be entitled to a post-retirement medical fund relief equivalent to the lower of 15% of the contribution or KShs. 60,000 per annum.
3. Currently, all employment income above KShs. 388,000 is subject to PAYE at the rate of 30%. The Act introduces new tax brackets for all incomes up to KShs. 500,000 at 32.5% and incomes above KShs. 800,000 at 35% as the Government seeks to boost the tax revenues.
4. The Act has deleted Section 15(7) (e) (iii) which provided that the gains or profits derived from wife's employment income are considered as a separate source of income. The income of a married woman living with her husband is no longer be deemed to be income of the husband for the husband's income tax purposes by deleting Section 45 of the ITA.

If the Act is fully implemented, we shall share more information on how the provisions of the Act shall be rolled out internally.

DID YOU KNOW?

1. With the implementation of the Marriage Act, 2014- all marriages in Kenya have to be registered? That being said polygamy has legally been recognized as a form of marriage. Therefore, the parties to a customary marriage shall notify the Registrar of such marriage within three months of completion of the relevant ceremonies or steps required to confer the status of marriage to the parties in the community concerned. If one marries a second, third wife, the process shall be the same and all shall be issued with a certificate of marriage.
2. If one passes on without leaving a Will behind the Property shall be divided in the below order of priority:-
 - a). Spouse
 - b). Children, including the ones born out of wedlock. Other persons may be entitled to a share of the Property but only if they were being maintained by the Deceased person two (2 years) before their death.
 - c). The parents; and if dead
 - d). the siblings; and if none
 - e). the half-siblings; and if none
 - f). the blood relatives of the Deceased person up to the sixth degree of consanguinity; and if none
 - g). The state: In conclusion, we note that this is a brief amendment but has a far-reaching consequence in succession law. It is my considered view that it is debatable whether parties in 'come we stay relationships' will continue to be automatically recognized as 'dependants' unless when claiming to have been maintained by the deceased at least 2 years before his/her death under the new Acts.

How to use LinkedIn to build your personal brand



Introduction:

In today's digital age, LinkedIn has emerged as a powerful platform for professionals to showcase their skills, network with industry leaders, and enhance their career prospects. With millions of users worldwide, LinkedIn offers a unique opportunity to build a strong professional brand and position yourself effectively in your respective field. In this article, we will explore essential tips on how career-oriented individuals can leverage LinkedIn to establish their personal brand and take their professional journey to new heights.

Optimize Your Profile:

Your LinkedIn profile serves as your virtual resume and first impression to potential connections and employers. Ensure your profile is complete and up to date. Use a professional headshot, craft a compelling summary, list your relevant skills, and highlight your accomplishments. Utilize keywords related to your industry to enhance your visibility in search results.

Build a Strong Network:

Expand your professional network by connecting with colleagues, industry peers, mentors, and thought leaders. Be selective in your connections, focusing on quality over quantity. Engage with your connections by commenting on their posts, sharing valuable insights, and endorsing their skills. Actively participate in industry-specific groups to establish yourself as a knowledgeable professional.

Create Engaging Content:

Demonstrate your expertise and thought leadership by regularly sharing valuable content on LinkedIn. Publish articles, write thoughtful posts, or share interesting industry news. Add your unique insights to generate meaningful discussions and showcase your expertise to a wider audience. Engaging content can help position you as an authority in your field and attract valuable connections.

Seek and Provide Recommendations:

Gather testimonials from colleagues, clients, and managers who can vouch for your skills and work ethic. Recommendations add credibility to your profile and can positively influence the perception of potential employers or clients. Don't hesitate to provide recommendations for deserving individuals as well, as this fosters a culture of reciprocity and strengthens professional relationships.

Engage with Industry Influencers:

Identify and follow influential figures in your industry. Engaging with their content through thoughtful comments and shares can help you gain visibility and attract the attention of other professionals in your field. Engaging with industry leaders also provides opportunities for meaningful connections and mentorship.

Participate in Groups and Discussions:

Join LinkedIn groups relevant to your industry or professional interests. Actively participate in discussions, share your insights, and ask thoughtful questions. This will not only expand your knowledge but also position you as an engaged and active professional in your field.

Engage in Thoughtful Networking:

When reaching out to new connections, personalize your messages to demonstrate genuine interest and establish a meaningful connection. Avoid generic connection requests and instead highlight shared interests, mutual connections, or recent achievements. Personalized messages go a long way in building fruitful professional relationships.

Stay Active and Consistent:

Consistency is key on LinkedIn. Regularly update your profile, engage with your network, and share valuable content. Actively participate in relevant discussions, respond to comments on your posts, and celebrate the achievements of your connections. By staying active, you maintain visibility and demonstrate your commitment to your professional journey.

Conclusion:

LinkedIn has revolutionized professional networking, providing a powerful platform for personal branding and career advancement. By optimizing your profile, building a strong network, creating engaging content, and actively participating in industry discussions, you can position yourself as a reputable professional in your field. Embrace the opportunities LinkedIn offers, leverage its features, and unlock new possibilities for career growth and success.

Start harnessing the power of LinkedIn today, and watch as it transforms your professional journey.

Dear Team Pridelnn,

Thank you for reading our latest newsletter. I would like to offer my sincere gratitude to everyone who contributed to this issue. If you have a story that you would like to feature on our next issue of the Pridelnn Times Newsletter, kindly email us at pr@prideinn.co.ke.

Regards,

Margaret Njugunah,
Public Relations Manager,
Pridelnn Hotels, Resorts and Camps.



Money tip

- How the 50:30:20 Budgeting Rule Could Help you Survive Tough Economic Times

The 50:30:20 rule is a popular budgeting guideline that can help individuals manage their net pay effectively. It suggests allocating 50% of your net pay to essential expenses, 30% to discretionary spending, and 20% to savings and debt repayment. Here's a breakdown of how workers can utilize their net pay using this rule:

Essential Expenses (50%):

Allocate 50% of your net pay to cover essential expenses such as rent, utilities, such as electricity and water bills, groceries, transportation, insurance, and other necessary bills. This portion should cover your basic needs and regular obligations.

Discretionary Spending (30%):

Allocate 30% of your net pay for discretionary spending, which includes non-essential expenses and lifestyle choices. This category covers things like dining out, entertainment, hobbies, vacations, personal care, and other leisure activities. It's important to be mindful of how you spend this portion and prioritize what truly brings you joy.

Savings and Debt Repayment (20%):

Allocate 20% of your net pay to savings and debt repayment. This portion should be used to build an emergency fund, save for future goals, and pay off any outstanding debts. Consider setting up an automatic transfer to a separate savings account or investment vehicle to ensure consistent

savings. If you have high-interest debts, it's generally wise to prioritize paying them off first.

Additional Tips:

Track your expenses: Keep a record of your spending to understand where your money goes and identify areas where you can cut back.

Prioritize debt repayment: If you have significant debts, allocating more than 20% of your net pay towards debt repayment can help expedite the process.

Emergency fund: Aim to build an emergency fund equivalent to 3-6 months of living expenses. It will provide a safety net during unexpected events.

Adjust as needed: The 50:30:20 rule serves as a general guideline, but you can modify it to suit your financial goals and circumstances. For instance, if you need to save more, you can reduce discretionary spending and allocate a larger portion to savings.

Remember, budgeting is a personal process, and it's crucial to find a system that works best for you. The 50:30:20 rule can serve as a starting point for managing your net pay effectively and improving your financial stability.



