

JOSEPH MADDOX

Dubuque, IA • 563-349-5775 • josephmaddox@outlook.com • linkedin.com/in/josephmaddox • maddoxatthedearborn.com

May 5, 2026

Dear Hiring Team,

Are you happy?

Someone asked me that as a kid and I didn't know what to say. Hospitality gave me the answer: happiness is the feeling that you belong. Now my passion is creating culture that fosters belonging — for every associate on my team and every guest who walks through the door.

The teams I've built have served VVIPs, dignitaries, and international travelers whose standards leave no room for inconsistency. But what I'm proudest of isn't a revenue number — it's watching culture transform associates into more than they thought they could be.

I operationalize a culture of belonging through a process I call the 3Ts:

Trajectory — everyone knows where we're going as a whole, each associate knows their role, and our commitment to their elevation.

Tools — the resources and training every associate needs, and the authority to use them well.

Tangibles — what we deliver to each other, our guests, and the communities we serve.

I'd love a conversation about the role at Dearborn Inn, Autograph Collection and how I can be of service to what you're building there. The full vision — programming calendar, F&B playbook, year-one priorities — lives at maddoxatthedearborn.com.

May you always belong,

Joseph Maddox