Re-Creating Trust With Your Guests & Re-Training Your Teams

Webinar will begin at 2:00 PM EDT, please participate in the poll now.

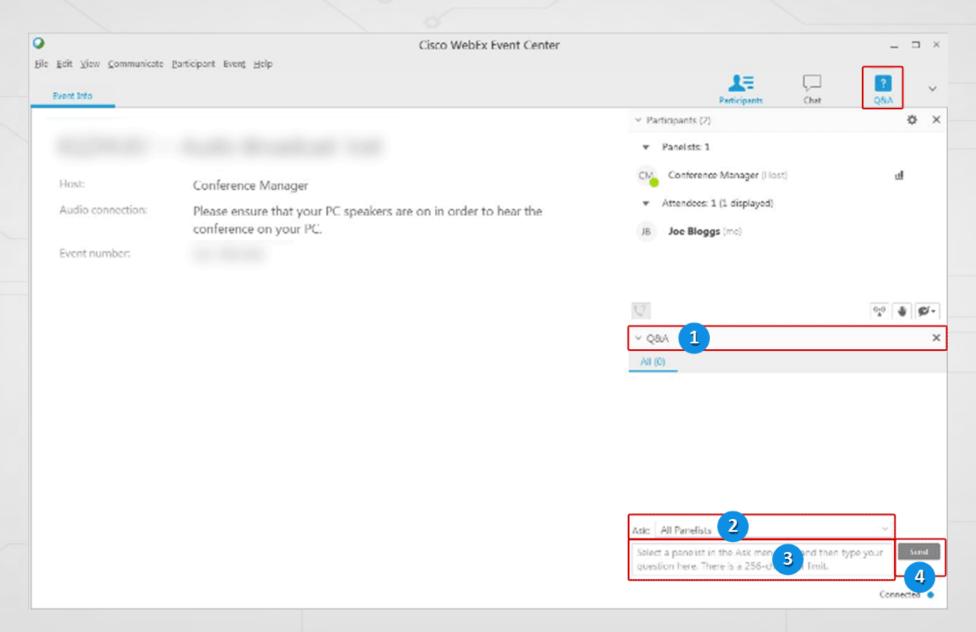




Join us next
Wednesday, May 6th
at 2:00 PM EDT for
our webinar on
Pricing the Guest
Experience in a Post
COVID World

https://bit.ly/Post_COVID_Pricing

Asking Questions



Re-Creating Trust With Your Guests & Re-Training Your Teams

Wednesday, April 29, 2020



WEBINAR AGENDA

Webinar Agenda

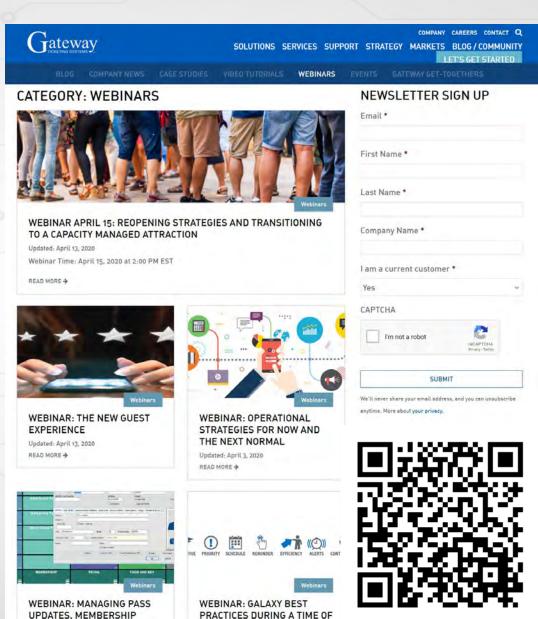
- 75 Minutes in length
- Community discussion and presentation of best practices
- Question and answers from the community
- Press & Public Viewing

Webinar Wednesdays - 11 AM PDT/2 PM EDT

- Galaxy Best Practices in a Time of Crisis (3/18)
- Managing Pass Updates, Renewals and Bulk Orders (3/25)
- Operational Strategies for Now and the Next Normal (4/1)
- The New Guest Journey (4/8)
- Reopening Strategies and Transitioning to a Capacity Managed Attraction (4/15)
- Optimizing the Capacity Managed Guest Experience Inside Your Attraction (4/22)
- Re-Creating Trust With Your Guests and Re-Training Your Staff (4/29)
- Pricing the Guest Experience in a Post COVID World (5/6)
- And more (5/13, 5/20 and 5/27

www.gatewayticketing.com/community





Moderator

Randy Josselyn

rjosselyn@gatewayticketing.com

Wildlife and Conservation Principal





Moderator

Matthew Hoenstine

mhoenstine@gatewayticketing.com

Destinations Principal





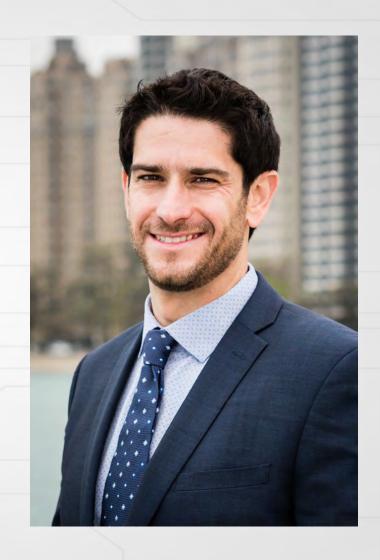
Panelist

Josh Liebman

josh@amusementadvantage.com

Director of Business Development





Panelist

Matt Heller

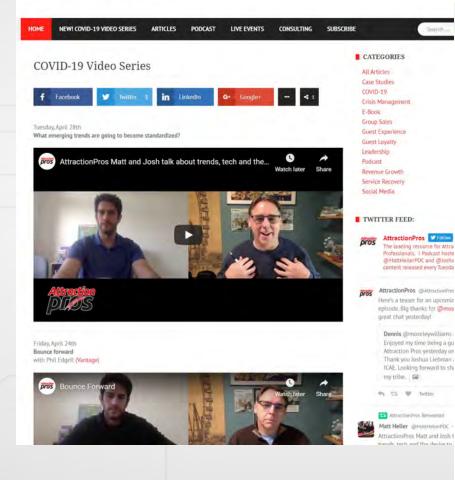
matt@performanceoptimist.com













RECENT POSTS

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The leading resource for Attrai

Professionals. | Podcast hoste

@MattHellerPOC and @Joshu

content released every Tuesda

Dennis @moseleywilliams

Enjoyed my time being a gu

Attraction Pros yesterday on

Thank you Joshua Liebman a

ICAE, Looking forward to shi

AttractionPros Matt and Josh t

my tribe. 🖼



AP Podcast – Episode 139: AttractionsPros LIVE from your kitchen, living room or den!

Facebook Twitter LinkedIn Google+ Shares Well this was fun! We gathered on Zoom for the first ever AttractionPros LIVE Online! We've loved this format in person, so we thought we'd [...]

April 28, 2020 COVID-19, Podcast



Priorities for Entertainment Operators Post-Lockdown



AP Podcast - Episode 138: Roger Germann talks about non-linear career paths, embracing positivity and what most people don't know about being a CEO



AP Podcast – Episode 137: Kristina Wilson walks us through contracts, financing, and giving back during this difficult time



AP Podcast – Episode 136: Natalie Livingston talks about her rants, finding opportunity in every situation and why she is known as Water Safety Mama



AP Podcast - Episode 135: Emily Howard talks about attraction design, putting animals first and telling the right story



Feeling all the feels

Panelist

Diana Vega
diana.vega@miamidade.gov
Guest Services Manager





Panelist

Kelly Bules

kbules@gatewayticketing.com

Business Solutions Manager

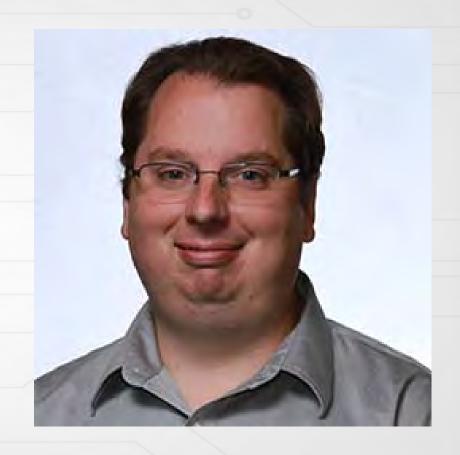




Host

Bill D'Angelo
bdangelo@gatewayticketing.com
Product Communications Manager





INDUSTRY UPDATE

Industry Update - China

Chimelong Resort announces partial reopening after COVID-19 closure









The Guangzhou Chimelong Tourism Resort will partially reopen on April 30 with precautions in place to protect visitors and staff.

Guangzhou Chimelong Wildlife World, Guangzhou Chimelong Panda Hotel and Zhuhai Chimelong Ocean Kingdom, Zhuhai Chimelong The Penguin Hotel will also open.

30% capacity

Following the advice of the government, the number of visitors to the parks will be limited to 30% of the maximum capacity.

At the park entrance, visitors must have their temperature taken, have their identification documents validates and have their health codes verified. These documents must be prepared before the visit. Tickets must be booked online before visiting.

Mask have to be worn by all visitors, and social distancing must be observed within the parks. When queuing, visitors will have to observe guidelines and follow staff's instructions when necessary.

Indoor attractions remain closed



Announcement on the partial reopening of Chimelong Resort on April 30

Announcement on 2020.04.25

Dear friends.

On April 30, 2020, Guangzhou Chimelong Tourism Resort and some parks of Zhuhai Henggin Chimelong International Marine Resort, namely Guangzhou Chimelong Wildlife World, Guangzhou Chimelong Panda Hotel and Zhuhai Chimelong Ocean Kingdom The Penguin Hotel will reopen.

The business hours of Guangzhou Chimelong Wildlife World are tentatively scheduled from 9: 30-18: 00 daily, and the business hours of Zhuhai Chimelong Ocean Kingdom are tentatively scheduled from 10: 00-19: 00 daily.

According to the relevant regulations of the Ministry of Culture and Tourism, the National Health and Health Commission and other departments on the prevention and control of epidemic outbreaks and safe and orderly opening of tourist attractions, Chimelong's reopening of the park will strictly control the reception of tourists not exceeding 30% of the approved maximum carrying capacity The indoor closed venue project and some performing arts projects are temporarily not open to the public. At the same time, a number of detailed management measures such as online appointments, health registration, real-name admission, and temperature screening will be implemented. Visitors are kindly requested to purchase tickets online in advance and make an appointment registration according to the guidelines.

After resuming business, Chimelong will extend the validity of the annual card to the annual card users affected by the epidemic through the system.

For more information, please check Chimelong's official website chimelong.com or call Chimelong Customer Service Hotline 400-883-0083.

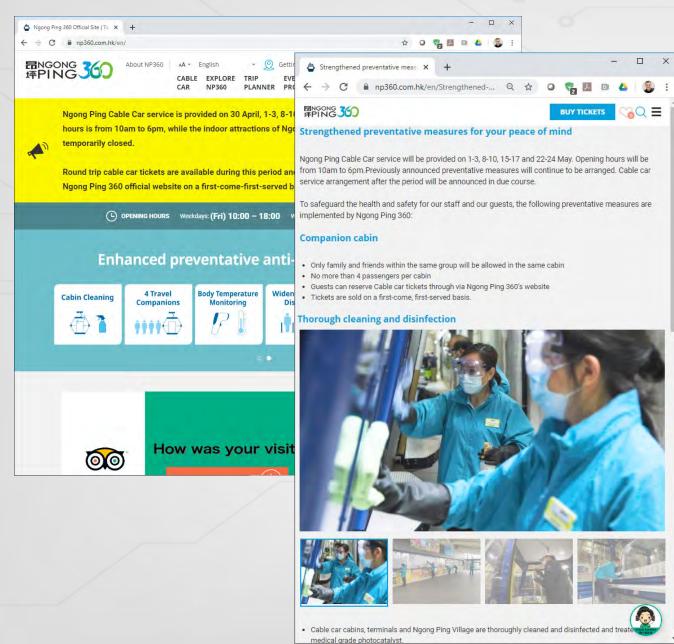
Chimelong Resort

- 30% capacity
- Indoor Attractions remain closed
- Reduced hours and staffing

https://blooloop.com/news/chimelong-resortpartial-reopening-covid-19/

https://www.chimelong.com/news/1593.html

Industry Update – Hong Kong



Ngong Ping 360

- Cable car service
- Reopening on April 30th
- Implemented messaging to instill confidence
- Language focus on how existing safety messages are being "strengthened"

https://www.np360.com.hk/en/

Industry Update – Communicating in a Crisis

SPECIAL REPORT

SEVEN CARDINAL RULES OF TRUST AND CREDIBILITY



OR: SEVEN RULES TO S
BUTT WHEN **IT HITS

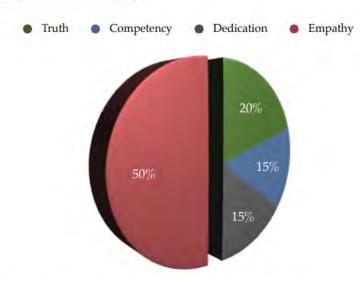
100 Stone Rd. # 304, Guelph. ON, Canada • Tel:: 519.513.105.

www.checkmatepublicaffairs.co

Guess what folks - ignore this simple trait, and you're ignoring half of what people consider when they choose whether or not to trust you.

This one trait is so important in fact, that if you remember nothing else from this report, I want you to remember just this one word. If I bump into you on the street 5 years from now, and you say "Mr Chatterton, I read your report on trust & credibility," I want to be able to say "And what do you remember." And I only want to hear one word. It's that important.

Ready? That one word... is empathy.



Empathy. If people don't think you care about them, they won't trust you. It's that simple.

Yup. It's all about empathy. Again – take a look at Bill Clinton. Again, love him or hate him, he was a liar. He was a small state Governor with a horrible education record. I'm sure some people would argue he was more interested in picking up ladies than governing the nation. Yet he was highly trusted. And why? Because he was the world's best at making you believe he cared about you.

Empathy just oozed out of his every pore. And to this day, people trust him.

Empathy.

Chackmair Public Affairs

7 Ways to Save your Bustness when "IT Hits the Fan-

Jeff Chatterton, Checkmate Public Affairs

- Focusing all communications on the skeptics
- Avoid answering questions with facts
- Respond with emotion, make a connection, leverage empathy

http://www.checkmatepublicaffairs.com/free-stuff/seven-cardinal-rules.php

IAAPA Asia Pacific COVID-19 Best Practices



IAAPA Asia Pacific COVID-19 Best Practices: Operational Considerations for Reopening an Attraction

Version 1.0 - April 23, 2020

Contributors:

We thank the following IAAPA members for their contributions to this resource: Pradeep Sharma, White Water West; Douglas Akers, Theme Park Professional; Shaun McKeogh, Attractions Academy; Daan Duijm, Sun World Holding; Cecelia Choye, Wild Wild Wet, Singapore; Frankie Hau, Ocean Park Hong Kong: Alan Kwok. Theme Park Professional Disclaimers:

HUMAN RESOURCE MANAGEMENT

The views expressed in this document are the IAAPA. With regard to any information presen any warranty, express or implied, including the particular purpose, and specifically disclaims a completeness, or usefulness of any informatic makes no representation that its use would not ruthermore, the presentation of any material specific opinion, commercial product, process manufacturer, or otherwise, does not constitutive recommendation of such opinion, process, see information presented by the contributors here only.

OVERVIEW

Attraction operators from the Asia-Pacific regi during the varying stages of reopening and op COVID-19. Depending on your country, local some of these initiatives may be appropriate t severity of your needs. Over time and as your operational interventions may be able to be re

GENERAL HEALTH & SAFETY

Attraction operators will be expected to impler attendance and perceptions at their attraction

- Put in place measures to control the n day, rather than, for example, all gues measures are in addition to controlling
- Enact requirements as requested by y requiring all guests to wear masks whi
- Create touch-free payment options an contactless payment options.

- · Conduct temperature checks at start of shift and possibly mid-shift.
- Maintain Team A and Team B structure to keep employees separate on different working days in the event of a positive case
- Provide relievers to allow for more frequent breaks for handwashing and cleaning to maintain improved hygiene.
- Require employees to wear PPE and masks when taking care of guests.
- Ensure enough PPE depending on location the employee is working (i.e. guest temp screening area may require more PPE).
- Review current sick policies and update. Include the following guidance: Stay home if you are sick and seek medical advice if you have a fever, cough, sore throat, or shortness of breath.
- Develop pre-opening training for employees and refresher courses to reinforce social distancing, hygiene, and proper handling of unsafe or emergency situations.
- Create a "Hygiene Induction Unit" for all employees returning to work including COVID-19 considerations.
- Consider reducing number of employees in one room in company-provided employee accommodation.
- Consider providing laundry services and meal delivery to employees in company accommodation instead of buffet styles.
- Review procedures and policies for washing shared uniforms, props, and miscellaneous items
- Communicate control measures clearly with employees. Provide clear direction and guidance about what is expected of employees. They should know:
 - when to stay away from the workplace
 - what action to take if they become unwell
 - what symptoms to be concerned about
- Remind employees they have a duty to take reasonable care for their own health and safety and to not adversely affect the health and safety of others.
- Provide employees with a point of contact to discuss their concerns, and access to support services, including employee assistance programs.

IAAPA Asia Pacific COVID-19 Best Practices: Operational Considerations for Reopening an Attraction

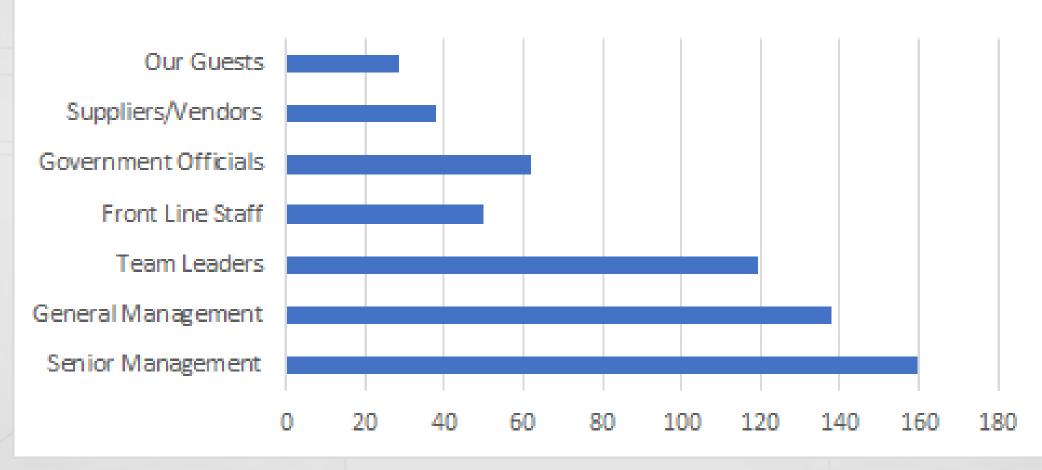
- Initiatives to consider provided by operators of Asia/Pacific attractions
- Ideas on all aspects of an attraction's operation

https://iaapa.org/covid-19-resources-asia-pacific

GUEST AND EMPLOYEE ENGAGEMENT

What kind of experience are they expecting? How can we ease their concerns to make their visit anxiety free? What do we need to do to make our guests feel safe? Are they prepared to pay more for a customized experience? Do you feel you are getting the correct value for the reduced ticket price? Do they feel safe? What do they need to feel comfortable What would you suggest for members who don't have access to a computer and show up when reopening? safe going back to attractions? How to manage capacity of guests inside our attraction? Controlling safety and capacity within the "theme" park. Will people be traveling come the holiday season? What can we as a facility do to make you feel safe and comfortable? What would make them feel comfortable Will they be willing to even How do guests measure safety vs too personal come? will they have money to in terms of asking for temp, health reading and that the Museums are a place that is safe to visit and that makes them want to visit? visit us and spend in our venues? what portions of attractions they attend? What are they most concerned about to come onsite? Private tours via self-guided tours, which is better for everyone's safety? How willing are guests going to be to be What do you want us to have What level of safety are they looking for indoors for a tour as opposed to outdoors? available for you? Sanitizer? Masks? us to provide them during their visit? Social distancing in close quarters. Could we charge more for a more guided experience? What do they expect from us? What would you require to feel Would they be willing to pay a higher How will they react to a "limited experience", safe and want to visit us? with not all exhibits and attractions open? price for customized experience? Do they feel safe attending? How receptive our members will be to restricted capacity and timed entry? Will our guests be willing to go to What is motivating them to visit. Is it that they just want to timed or capacity managed tickets? get out of the house? Is it that they want to support us? Of primary importance would be at what price point would our Can we make sure to have days dedicated to guests pay for VIP experiences; basic services; would they be more allowing health workers and first-responders willing to round-up their purchase price to support our organization? to visit our venues -- and at no cost?

As you are developing plans for how your attraction operates after COVID-19, who are you including in that planning?





























GUEST ENGAGEMENT

How have you changed your external communications to your guests since being impacted by COVID-19?

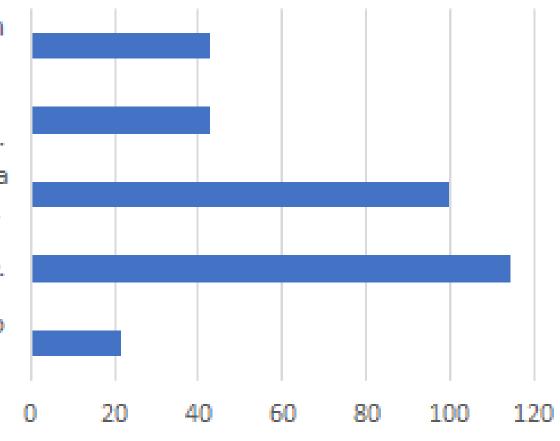
We are reaching out to our guests in personal ways (e.g. phone calls,...

We are hosting virtual visitations via webinars/Zoom to allow guests to visit.

We have created new content accessible via our general website to communicate on...

We are leveraging social media more.

Minimal change, we have simply had to message that we are closed.











55°



Home // Shows and Events // Digital Opening Day

Digital Opening Day

Holiday World fun. Right at home. Read More »

Holidog's Digital FunTown

Check out all of these great activities you can do right at home!

Get Up & Move! with Holidog

Holidog helps get the wiggles out with these exercise videos to keep you moving. See the whole playlist now.

Coloring Pages

Color your own Holidog, Kitty, Sam, or George!

Puzzles

Tackle these puzzles! Our word searches and crossword puzzles come in three categories: child, mild, and wild!

Magic @ Home

<u>Learn to do magic tricks</u> with items you can find right in your house.

Podcast & Audio

Check out these <u>Spotify playlists</u> from each of our holiday sections as well as the <u>Holiday World Podcast</u>.

Homemade Holiday World

Learn to make some of your favorite Holiday World treats right in your kitchen.

360 Thursday

Ride some of our largest attractions virtually, Feel free to look around in these 360 videos.

Zoom Backgrounds

Whether you're taking online classes or just hanging out with friends, check out our Zoom backgrounds!

Digital Opening Day Schedule

9am – Welcome Video for Digital Opening Day With Park President and Fourth-Generation Owner.

10am - Front Gates are open

Take a ride on one of your favorite attractions!

12pm - Grab some lunch

Try your hand at one of our recipes.

1pm - Try a game!

2pm - Magic with Comedy Illusionist Brandon Baggett

He'll bring laughter and magic right to your home.

3pm - Explore Holldog's Digital FunTown

Check out a super-cut of all the exercises from the Get Up & Move! with Holidog video series.

4pm - #MerryMemory Giveaway winner announced

5pm - Take another ride

Ride as many times as you like - there's no line.

6pm - Evening Snack

7pm - Appreciation Hour

Write letters to healthcare, supermarket, and retail workers to show your appreciation.

8pm - Fireworks show!

Get a drone's view of a firework show set to a Christmas playlist.

9pm - Park closed for the day

Check out this last photo of the day as we #LightItBlue.

https://www.holidayworld.com/shows-events/digitalopeningday



Winchester Mystery House, LLC

+ Follow •••

392 followers

3d • 🕲

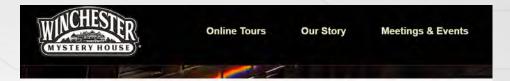
Sneak peak at our all-new Immersive 360° Tour! If you purchase access to the new Immersive 360 Tour, you'll receive a voucher that will allow you to visit the Winchester Mystery House for a future daytime tour for only \$8.99 •••

No expiration. Offer only valid during the closure of the estate.

Learn More:

http://ow.ly/aKRc50zmMTq





IMMERSIVE 360° TOUR

The Winchester Mystery House is offering guests unprecedented access to the world's most bizarre mansion with an all-new tour —The Winchester Mystery House Immersive 360° Tour. This virtual experience allows guests to independently roam each level of the mansion, while exploring many rooms previously inaccessible on standard Estate tours. The Immersive 360° Tour is available now for \$8.99. Additionally, guests that purchase this tour during the estate's closure will receive a complimentary pass for a future Estate tour when it reopens to the public. For questions or concerns, please contact us.





Planning your re-opening?



Safety is the New Look of Guest Service

Until there is a vaccine, COVID-19 is here to stay. Period. Even as states are beginning to experience the flattening of the curve, people will not feel safe gathering in large groups the way they did before, and maybe not ever again.

Read more www.dekleadership.com

Connect With Us and Follow Us:

1. Send a message (literally).

Before your guests arrive, reach out and let them know what to expect and how you've been getting ready for their arrival. Share any procedures that might be different, including extended hours, potentially longer wait times, or closed exhibits. Ask for their help in keeping everyone safe by encouraging them to stay home if they feel sick or may have been exposed. Many of our clients are posting "What to Expect" videos on their websites or social media.

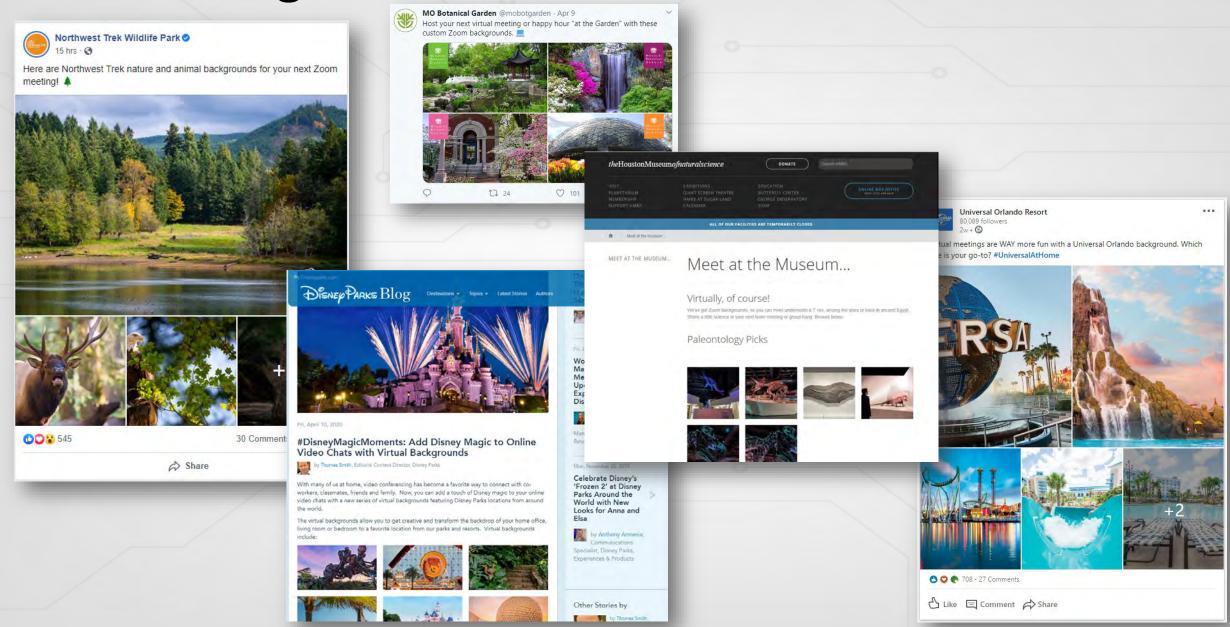
2. Lead by example.

In addition to the now-standard distancing guidelines, you'll also want to prompt guests to be mindful of other preventative measures, such as limited capacity and cleaning stations. While you may be in a rush to get back to "normal," your visitors will appreciate seeing masks, gloves, and even a short wait so that you can disinfect areas and equipment between guests.

3. Communicate frequently.

Reopening your site will be tricky as you find ways to provide a valuable experience while keeping visitors safe. Use your morning meetings to get feedback from your managers and staff about what's working. Update signage to reflect new safety and cleanliness measures. Encourage guests and staff alike to communicate freely and offer you feedback.

Virtual Backgrounds



Recognizing guest loyalty



Navigating the guest experience in a post-coronavirus world



The world is about to change dramatically. Things that used to be societal norms, such as shaking hands or giving high fives, are going to be met with concern for at least the foreseeable future, if not longer. While only time will tell if these changes are permanent, we need to consider what new world we are entering and what we are leaving behind.

The attractions industry is far from exempt from the global changes we will encounter. From holding onto a lap bar or shoulder harness on a roller coaster, to putting your fingers into a bowling ball, to making skin contact on a water slide, guests are going to enter your attraction with a heightened sense of concern for cleanliness, sanitation, and ultimately their health and safety.

"Upon reopening, the first guests who visit you are undeniably your most loyal. These are the guests that have been eagerly awaiting your reopening and they have committed, while in isolation, that your business was the first they wished to patronize when given the opportunity to leave their home. Let that sink in for a minute. Think of the alternative options that they had. These guests are special."

- Your first guests back are undoubtedly your most loyal
- Start planning membership/annual pass appreciation now
- Everything should be driven from a message of hospitality

http://attractionpros.com/navigating-the-guest-experience-in-a-post-coronavirus-world/

Industry Update - Branding



1 SWITCHES & ELECTRONIC CONTROLS

Lights, lamps, switches and electronic controls.

2 HANDLES & KNOBS Doors, closets, drawers, furniture knobs and drapery pull handles.

> MAJOR BATHROOM SURFACES Toilet handles and seats,

Toilet handles and seats, splash walls, shower/tub controls and sink faucets.

4 CLIMATE CONTROL PANELS

5 TELEPHONES, REMOTE CONTROLS AND CLOCKS Handsets, dial pads and function buttons

6 All bed linens including duvet covers, pillowcases and sheets.

BATH AMENITIES
Bulk dispensers, individual amenities, tissue boxes, soap dishes, amenity trays and hair dryer.

8 HARD SURFACES
Tables, desks and nightstands.

CLOSET GOODS
 Iron, safe handle and keypad.

IN-ROOM FOOD & BEVERAGE
Cutlery, glassware, ice buckets, mini bars, kettle and coffeemaker.

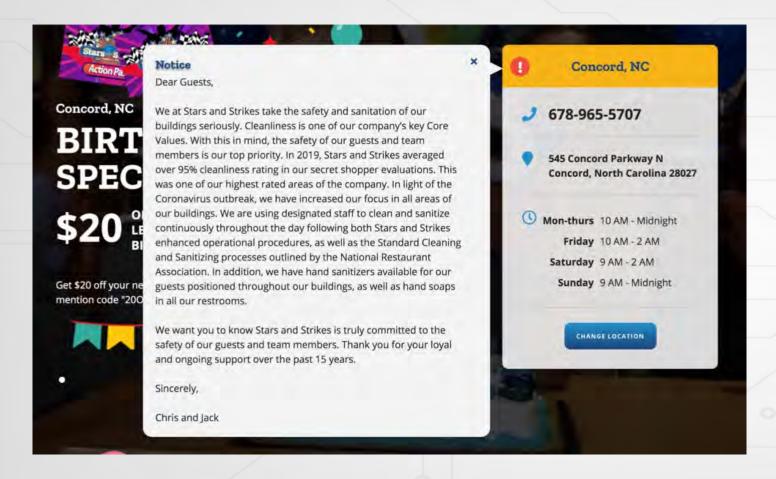
Branding your plan

 Leveraging our story telling abilities

 Uniting many plans into a single brand that can be reinforced throughout the experience

https://newsroom.hilton.com/corporate/news/hilton-defining-new-standard-of-cleanliness

Communicating sanitation procedures



- What was it before?
- No longer innocent until proven guilty
- Involve your staff if possible
 - The "airline safety video"
- Standard is one component, guest perception is reality
- Use data to stress pre-COVID perceptions

Keep a pulse on their opinion



- Start now!
- Engage guests
- Monitor "Covid KPI's"
- Use your downtime to update your SOP's
- Get personal! Contact your guests directly!
- Open then monitor continually

Zoo Academy

× Zoocademy Week One - Lessons 1 - 3

Lesson 1: Animal Care

Learn all about animal diets, and the different types of "eaters" in the wild!



Download Lesson







it Experience





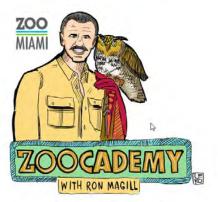




Support



Home > Experience > Education & Learning > Zoocademy



Welcome to "Zoocademy with Ron Magill"! While Zoo Miami is closed, we will be providing you and your family with some fun and educational content and activities that you can do from home. We will be adding a new lesson every Monday, Wednesday, and Friday so make sure to check back!

- + Zoocademy Week One Lessons 1 3
- + Zoocademy Week Two Lessons 4 6
- + Zoocademy Week Three Lessons 7 9

Education & Learning •

Zoocademy

Field Trips

Zoo Camps

Earth Agents

Night Programs Fishing Derby

Outreach

Nature Play

Speaker Series

Partnerships

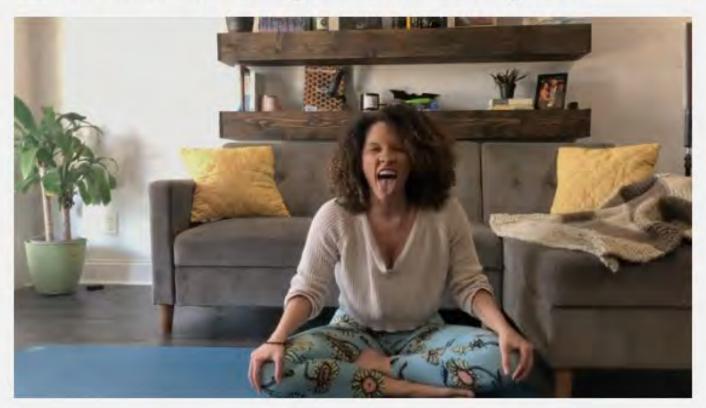
BioTECH High School



Zoo Yoga

YOGA LESSON

Feeling stressed and cooped up at home? Try out these Zoo Yoga poses with the whole family! Channel your inner animals and get wild!





Keeper Catch up



"Here at the zoo, quarantine is a normal part of life."



PSAs

WE'LL FLOCK TOGETHER AGAIN SOON.



#KeepMiamiSafe Stay home.



KEEP YOUR FAMILY SAFE INSIDE.

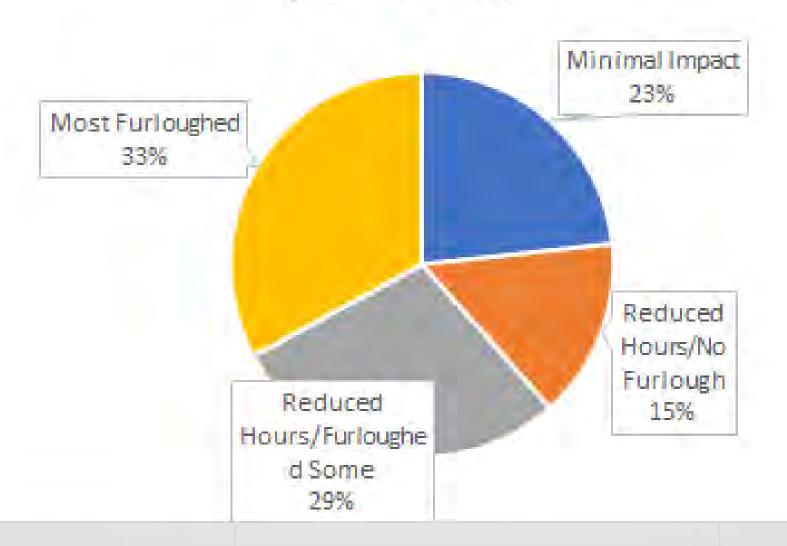


#KeepMiamiSafe Stay home.

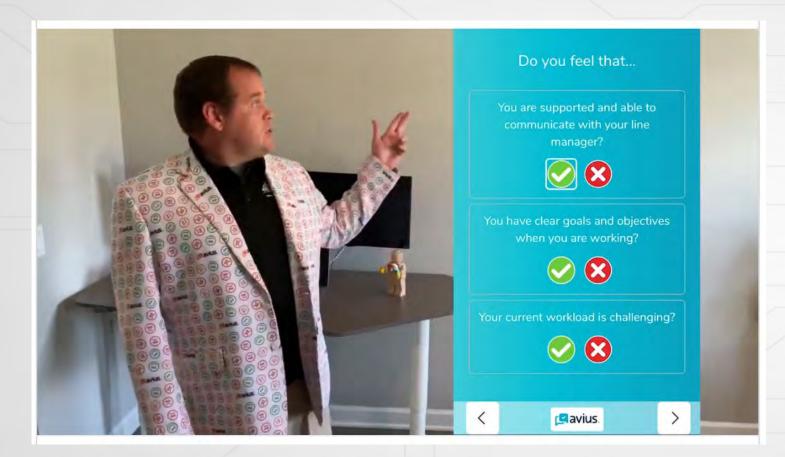


EMPLOYEE ENGAGEMENT

How has the pandemic affected the staffing at your attraction?



Employee Feedback



Avius Survey Link





Use Voice of Employee to Drive **Business Success**



Establish a great workplace where everyone is given a voice. Build a positive culture with happy and engaged employees to increase productivity, reduce turnover and develop employee advocacy.

LEARN MORE

HOW YOU BENEFIT FROM ENGAGED EMPLOYEES





Workers in organisations with cultures that support and nurture employee strengths are more likely to share ideas - often a key first step to innovation and creativity. Employees who have at least three vital friends at work are 96% more likely to be satisfied with their lives. Gallup





Highly engaged teams see a 41% reduction in absences and a 59% lower turnover.



Increase productivity and quality

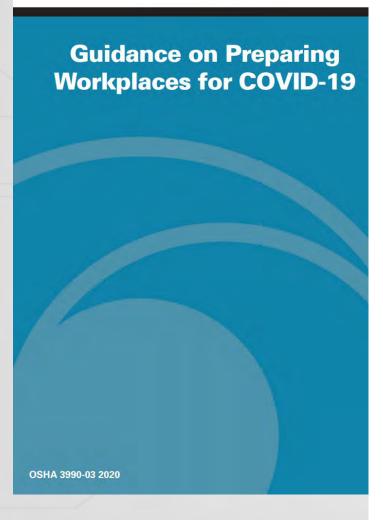
Employees who feel their voice is heard are 4.6 times more likely to feel empowered to perform their best work.

Salesforce

Employee Safety





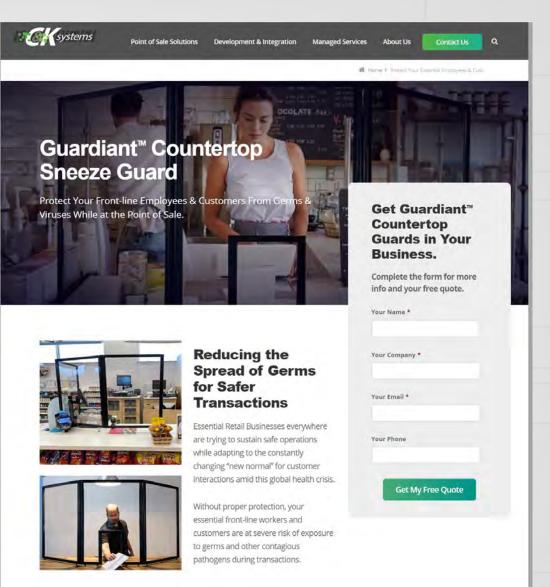


- Installing a drive-through window for customer service.
- Specialized negative pressure ventilation in some settings, such as for aerosol generating procedures (e.g., airborne infection isolation rooms in healthcare settings and specialized autopsy suites in mortuary settings).

Administrative Controls

Administrative controls require action by the worker or employer. Typically, administrative controls are changes in work policy or procedures to reduce or minimize exposure to a hazard. Examples of administrative controls for SARS-CoV-2 include:

- Encouraging sick workers to stay at home.
- Minimizing contact among workers, clients, and customers by replacing face-to-face meetings with virtual communications and implementing telework if feasible.
- Establishing alternating days or extra shifts that reduce the total number of employees in a facility at a given time, allowing them to maintain distance from one another while maintaining a full onsite work week.
- Discontinuing nonessential travel to locations with ongoing COVID-19 outbreaks. Regularly check CDC travel warning levels at: www.cdc.gov/coronavirus/2019-ncov/travelers.
- Developing emergency communications plans, including a forum for answering workers' concerns and internet-based communications, if feasible.
- Providing workers with up-to-date education and training on COVID-19 risk factors and protective behaviors (e.g., cough etiquette and care of PPE).
- Training workers who need to use protecting clothing and equipment how to put it on, use/wear it, and take it off correctly, including in the context of their current and potential duties. Training material should be easy to understand and available in the appropriate language and literacy level for all workers.



https://www.cksystem.com/guardiant-sneeze-guard/

Employee Engagement

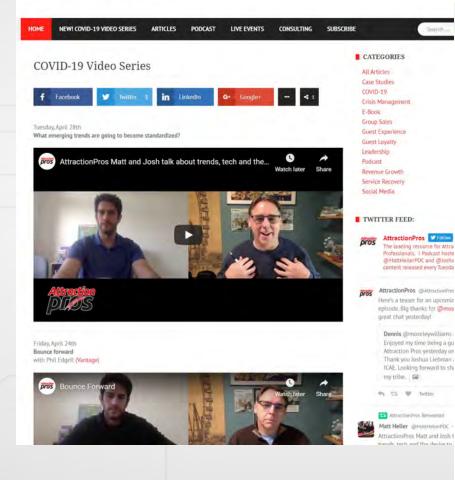
- Periodic check-ins
- Zoom calls
- Explain decisions
- Include employees in decision making process to build buy-in



QUESTIONS / COMMUNITY FORUM









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The leading resource for Attrai

Professionals. | Podcast hoste

@MattHellerPOC and @Joshu

content released every Tuesda

Dennis @moseleywilliams

Enjoyed my time being a gu

Attraction Pros yesterday on

Thank you Joshua Liebman a

ICAE, Looking forward to shi

AttractionPros Matt and Josh t

my tribe. 🖼



AP Podcast – Episode 139: AttractionsPros LIVE from your kitchen, living room or den!

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April 28, 2020 COVID-19, Podcast



Priorities for Entertainment Operators Post-Lockdown



AP Podcast - Episode 138: Roger Germann talks about non-linear career paths, embracing positivity and what most people don't know about being a CEO



AP Podcast – Episode 137: Kristina Wilson walks us through contracts, financing, and giving back during this difficult time



AP Podcast – Episode 136: Natalie Livingston talks about her rants, finding opportunity in every situation and why she is known as Water Safety Mama



AP Podcast - Episode 135: Emily Howard talks about attraction design, putting animals first and telling the right story



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