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Our Core Values

Reliable

Ethical

Skilled

Understanding

Local

Trusted Team

Successful

OWNER'S GUIDE

A QUARTERLY NEWSLETTER FOR THE EMPLOYEE OWNERS OF RHODES DEVELOPMENT GROUP

A Message From The CEO

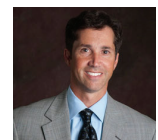
Awesome holiday party and by far our largest to date!

I mentioned that each of our divisions performed well in 2022. CF Acri had the best year in its 55+ year history, which must have been good karma because they won a whole lot of raffle items.

2023 should be a good year too but it is clear the economy is slowing down. Economic fluctuations present risks and opportunities. We are paying close attention to both. At the present time our construction and HVAC companies are busy and have healthy backlogs. We are working hard to keep it that way.

We are also evaluating business acquisitions. If we can add profitable businesses to our portfolio, particularly ones that align with our culture and do similar or complementary work to our current businesses, that would be great. Be assured, we will not spend a single dollar without thinking about the impact to our owners - you.

Your suggestions are always welcome – Larry 717-226-8500.



Larry Kluger



Employee Spotlight

In this quarterly employee spotlight, we are highlighting employees who have demonstrated what it means to be an Employee Owner in our Better People, Better Results culture. These employees demonstrate our RESULTS core values: Reliable, Ethical, Skilled, Understanding, Local, Trusted Team, and Success. Our employee-owners often go above and beyond, for clients, customers, co-workers, and community. If you would like to nominate a co-worker or yourself for this spotlight, please forward your nomination to hrrsupport@rentpmi.com. Nominations will be reviewed each quarter by the ESOP committee, and the selected employees will be highlighted in the newsletter and will receive ½ day of PTO.



Jeff Miluski

Maintenance Supervisor
Wesley Park

Nominated by Brittany Caiazza

I just wanted to take a moment to recognize Jeff Miluski from Wesley Park Townhouses for his hard work and dedication to delivering excellent customer service.

As staff at the properties in our on call rotation has turned over, we have had a number of modifications to this year's on call schedule, leaving Jeff assigned to many of the holidays. Another co-worker had agreed to take the week of Christmas to give Jeff a break from being on call over the holidays, but unfortunately, that team member relocated, leaving Jeff responsible for the Christmas holiday as well. As luck would have it, the cold snap that came through created substantial strain on the HVAC systems, resulting in a surge in on call work orders at Graham Hill over the holiday weekend. Upon our return this morning, one of the residents he assisted came in first thing to let me know how impressed he was with the kindness and efficiency of the service he was provided. Thank you for always being a team player and representing PMI with such professionalism, Jeff!

I just wanted to follow up to say that I just had another resident that Jeff assisted this weekend stop by to tell us what a great job he did. She said he was here and got her heat running again so quickly and he was so nice.



Mike Campbell Matt Fidler Crystal Matthews Eric Patton Cassandra Simpson Carrie Traeger Sue Kunkle

Nominated by Eric Kunkle

I would like to thank Mike Campbell, Matt Fidler, Crystal Matthews, Eric Patton, Cassandra Simpson, Sue Kunkle, and Carrie Traeger for the countless months of planning the move of our corporate office. The team was amazing, and our move was seamless due to their careful planning and hard work. In addition, we would like to thank the crew at Capital View Construction for completing the necessary renovation on time and with the upmost skill and professionalism. By the time you are reading this, we will have moved over 85 people from an office building we occupied since 1994. It's a very exciting time for us and we look forward to showing you around during our company picnic.



Breanna McCoy

Commercial Division Manager
Home Office

Nominated by Eric Kunkle

Breanna McCoy started in 2009. Her career began through a temporary assignment and has steadily grown since then. She started in our manufactured housing division and then moved to our association management division. She quickly learned property management. In 2012, she was given an opportunity in our commercial division and the rest is history.

She now is a Vice President of PMI and seamlessly runs that division consisting of over 60 people. Breanna has an incredible work ethic, possesses tons of common sense, and knows how to work with people. She makes it all look easy, but trust me, that is not the case.

Breanna is a true example that hard work and a tireless effort to get the job done is rewarded handsomely within PMI.

Property Spotlight

The Apartments at Lititz Springs



This 169-unit property was fully established with its very first residents in December of 2020 right in the heart of downtown Lititz. This quaint property is located where the Old Wilbur Chocolate Factory used to produce their famous chocolate treats.

The lease-up process began in March of 2020 with Toni Stockdale working out of a construction trailer during the time of Covid. During that time, she was able to lease up the community ahead of schedule while working with the developer and general contractor in solving many covid delayed issues that arise with new construction. Today, Toni, the Sr Property Manager is assisting and supporting the on-site team, Lexi, the Property Manager and Colt, the Maintenance Supervisor. These two are a dynamic duo in providing resort

style living to the residents there. The expectations are high, and they always deliver on time every time and with a smile. Implementation of any new property is not always the smoothest, it has its challenges, with bulk move ins then comes bulk move outs and they have done an outstanding job in keeping the community full and with quick turn-around without sacrificing the quality of living. Lexi and Colt have consistently given 100% of our Results driven mission to accomplish the high volume of day-to-day attention needed. We thank you for all your hard work there and appreciate what you do every day.

- Toni Stockdale

Property Management, Inc.

Happy New Year! Looking at the next twelve months, items on my radar:

- A very successful year of growth, both for our employees and business.
- Continually enhancement of our training and resource platform – Aspire. When complete this should be the location you can visit to access training, resources, and general information.
 - A new corporate office location that will host our annual picnic. I hear rumors of a dunk tank!
 - Meeting with each one of our clients and ensuring we are aligned.
 - Getting to as many properties as possible, just to check in and see how it's going.
 - Focusing on customer service.

- An active push to make our portal products valuable for our customers. They should easily provide information our customers typically call or e-mail us about and also should be the primary location rent payments are made (except our Commercial Division).

Thanks for all you do each day, regardless of who sees it.

Eric Kunkle

Better People, Better Results



Dylan Gilbert staging materials for the job

CF Acri

Wow, CF Acri cleaned up at the Holiday Party raffle this year. Thank you to the committee for another great event and the fantastic gifts!

2022 was a terrific year for CF Acri and we're starting strong in 2023. We have several industrial projects underway or in the queue. This particular project involves installing ductwork in a nearly 600,000 square foot portion of a Geodis warehouse in Newville for one of their tenants, the Walt Disney Company.

We Are Always Looking for Better People!

The RDG family of companies is constantly on the search for our next co-owner. Do you know someone who:

- is skilled in the trades (HVAC, Plumbing, Construction)?
- has or wants experience in the multi-family housing industry?

We probably have a place for them on the team! In addition to becoming an employee-owner, we offer very generous PTO, a competitive (and affordable) insurance package and various bonuses including a sign-on bonus, on-call bonuses, etc.

We also offer a referral bonus if you refer someone and they get hired. You can earn up to \$600 in 6 months. They just need to make sure that they say that you referred them on their application. You know the company. You know the job. Put the two together, and you probably know a good candidate for our team.

This is why our co-owners are our best resources. It's a fairly easy process to become a co-owner. We require any applicant to complete an application and go through an interview. Once we offer them a job, everyone has to go through a criminal background check and drug screening. Once hired, they get to enjoy all the great things that come along with working for RDG!

4th Quarter 2022 Milestones

21+ Years

David Rodriguez	24
Jamie Talley	22
Stacey Campbell	22

16-20 Years

George Bowman	20
Ally Ball	18
Traci Bitting	17
Mark Stephens	16

11-15 Years

Michelle Cooper	15
Keith Edwards	13
Eric Covington	12
Jon Miller	11

5-10 Years

Bob Myers	10
Rusty Burkhead	10
Jami Snyder	10
Lauren Duvall	8
Robin Mullen	8
Aferdita Aliu	8
Kevin Keller	6
Michael Garrison	5
Larry Kluger	5
Jerry Powers	5
Vickie Morris	5
Roy Taylor	5
Daniel Romanie	5

Welcome New Owners

- **Mark Bergmann**
Evergreen
- **Tom Davis**
PMI
- **Josh Heiser**
PMI
- **Kevin Leibensperger**
C.F. Acri
- **Jonathan Over**
Breckenridge
- **Jason Spittler**
Briarcrest
- **Kerry Walker**
PMI
- **Alison Brayton**
PMI
- **Kyron Dennis**
PMI
- **Jasmine Howard**
Twin Lakes
- **Jeff McGonigal**
PMI State College
- **George Rittner**
PMI
- **Deyna Spizzirri**
PMI
- **Sara Cantin**
Briarcrest
- **Marie Fils**
Briarcrest
- **Rebekah Layman**
Tall Oaks
- **Jeremy Myers**
PMI
- **Chad Sowers**
Oakwood Hills
- **Carmen Veale**
PMI

Capitol View Construction

Emina Kunovac reached out to us via our website. She had a piece of ground and an architect's plan for a new home for her family. Emina needed a builder who would listen, offer advice, and make her four-bedroom, four full bathroom dream home a reality.

Anyone who's ever built a home knows that architectural plans are never perfect. A builder needs to have the expertise to know where the

mistakes are, what is impractical and what can be value engineered. And there are literally dozens of decisions to be made by the client, which must be presented clearly and with multiple viable options.

With all that Capitol View Construction has going on, it was a challenge to squeeze in a custom house, but the team wanted to do it and we are all proud of the job they did.



Clayton Bower, Merv Bricker and Steve Waller make a balcony appearance outside the master suite