

# RDG

Rhodes Development Group

An Employee Owned Company

## Inside



C.F. ACRI AND SON INC.

CF Acri 3



Capitol View Construction 4



Property Management, Inc. 3

Employee Spotlight 2

Employee Ownership Month 1

A Message From The CEO 1

Property Spotlight 3

Third Quarter 2022 Milestones 4

Welcome New Owners 4

## Our Core Values

1. Reliable
2. Ethical
3. Skilled
4. Understanding
5. Local
6. Trusted Team
7. Successful



# OWNER'S GUIDE

A QUARTERLY NEWSLETTER FOR THE EMPLOYEE OWNERS OF RHODES DEVELOPMENT GROUP



## A Message From The CEO

Great to see so many of you at the company picnic! Thank you to the committee for scouting out that cool venue and for arranging the perfect weather.

I've been thinking about one of the conversations I had at the picnic. It was with someone who left us to join another company and who has since come back. I was pleased we had a position for the gentleman because he's talented. But I was also sad that he decided to leave us for a similar position because somebody convinced him that they would be a better employer than us. They were not.

If you are reading this, you are one of the Better People we brag about and we want you on our team. Our turnover in each company is way below our industry peers, so as employers, we are certainly doing a few things right. But there's always room to improve. If you have a suggestion, I'm always willing to listen. 717-226-8500 (m) or [lkluger@rhodesdg.com](mailto:lkluger@rhodesdg.com).

## Employee Ownership Month

October is Employee Ownership Month, a month-long celebration of the undeniable benefits of employee ownership provides to employees, companies, local communities, and the nation.

We've talked about some of the benefits of being in an ESOP before – ESOPs give out stock, which in time can dramatically enhance retirement savings. ESOPs tend to outperform non-ESOP companies in terms of financial results; they have lower turnover, better/more equitable

pay and flatter organizations. And ESOPs provide a level of security that other companies do not, because it is far less likely an ESOP will ever be sold.

The best part of being in an ESOP is to know that every one of us is a part of the ownership team. If our team does well, each of us as individuals will do well. And this ownership team is unstoppable.

Happy Employee Ownership Month!



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 [hrsupport@rentpmi.com](mailto:hrsupport@rentpmi.com). Nominations will be reviewed each quarter by the ESOP committee, and the selected employees will be highlighted in the newsletter and they will receive ½ day of PTO.



## Steve Clark

We all see our employee owners do amazing things every day at work. Many continue to use their skills to serve the communities in which we live, but this past July, one of our own made a special trip. Steve Clark, RDG Vice President/ Corporate Controller, joined with his brother and two missionaries to travel to Isaccea, Romania for more than two weeks to work with refugees fleeing from the war and devastation in the Ukraine. Steve and his group worked at refugee shelter at Biserica Crestina Baptista Isaccea, a small church in Romania. During the day, the team would purchase food and supplies for the shelter, clean the shelter and wash linens to prepare for refugees crossing the Danube River on ferries coming from the Ukraine. In the evenings, the team would take the church van to the border crossings. After bringing refugees to the shelter, they would then spend their nights assisting in any way they were needed. This ranged from getting food and drinks, carrying what was needed, and walking refugees to the outdoor restrooms. This simple church had no indoor plumbing.

During his time in Romania, Steve kept a journal. Below in his own words, read about some of his experiences:

### Friday July 22nd

A man at the shelter was anxiously awaiting the arrival of his wife and 5-year-old son, who were driving to the Romanian border village of Isaccea from the capital of Bucharest, Romania. The man had traveled from their home in Kharkiv, Ukraine to the Ukrainian border and had crossed the ferry into Isaccea. He explained he had not seen his wife and son for five months. His wife and son left their home in Kharkiv in February to escape the war, but the husband had stayed behind because

he did not want to lose his good job. He talked about his joy in seeing his son again, and said "this is going to be a magic moment for me."

The dad told of bombs falling in his area of Kharkiv, but not too close to him personally. However, he showed video of the bombing of a shopping mall in Kharkiv. He was not far from this bombing when it took place and had taken live video of the aftermath.

I wish I had been ready to take video when the wife and son arrived. The son hopped out of the car and jumped up and down as his dad went to greet him. The dad and son were never more than about a foot away from each other the rest of the night.

When I asked the man if he would be returning to Ukraine the next week for work, he responded he had not yet decided. This must be an excruciating decision for their family, especially after being re-united this evening in the shelter.



### Tuesday evening, August 2nd – 6 refugees

Our last night at the shelter hosted a family of 6 that had traveled from Odessa, Ukraine.

The family shared how they had once operated their home as a shelter like the church in Isaccea, hosting other families that were fleeing other war-torn areas of the country. They continued doing this until the missile strikes started getting too close to their home, so they decided they too must leave.



At one point they commented: "This war has made many people poor, and we too are now poor." The family was headed to Vienna, Austria. They did not know anyone in Austria but decided to go there simply because the father and one of the daughters had been there once. The father did not have a known job to which he was heading, but simply said he would start looking for work once they arrived.

As with many other refugees we met on our trip, the family spoke very factually about the situation. They expressed relief at being out of harm's way, and no true apprehension about what was coming next. They believed they had few or no remaining possessions beyond what they could carry in their suitcases, but they had their family and would face whatever challenges awaited.

- Submitted by Mark Stephens & Carrie Traeger

# Property Spotlight

## Briarcrest Gardens



This quarter we would like to recognize the team at Briarcrest Gardens in Hershey, PA. Briarcrest is a very large, 51-year-old property that is 53 acres and houses 804 units of many different floor plans.

PMI acquired this property two years ago and the team there has undergone many changes as well as many challenges. In dealing with the many challenges and changes the staff there have continued to step up and tackle each day to the fullest. They continue to grow and thrive not only as individuals but also as an outstanding TEAM that can function with being short staffed, a high level of turns and work orders, the pool season, and many other unexpected matters in question.

With their strength, dedication, and

patience we look forward to having this team take us to the next level as we embark into a major renovation project to enhance the full potential that this prime location property offers to the community of Hershey. We appreciate your hard work and dedication today, tomorrow and the next. Thanks to all, Sharon, Tracey, Leah, Crystal, Jackie, Eric S, Kevin, Marty, Phil, Ben, Izzy, Eric P., and Matt.

- Toni Stockdale

## Property Management, Inc.



On September 16, 2022, more than 150 of the co-owners of the RDG family of companies came together to celebrate our team and the end of summer. The Annual Company Picnic was held on a brilliant and sunny day at The Lodge at Liberty Forge. This event was an amazing time for our co-owners to get to know each other in a relaxed and fun-filled environment. Teams from PMI, C.F. Acri, and Capitol View Construction mixed, mingled, and enjoyed great conversation over a picnic buffet.



Then the games began...from yard jenga to cornhole, from the driving range to mini-golf, our team enjoyed competition, camaraderie, and fun.

As a company, we work in locations as diverse and different as our job responsibilities. Company events give us an opportunity to enjoy each other, celebrate our individual and collective accomplishments, and remind us that our team is filled with dedicated co-owners all working toward the success of our companies.

As we continue to find time to celebrate our team, mark your calendar for the next opportunity for us to all get together. Our annual holiday party will be held on December 2nd at the Penn Harris Hotel in Camp Hill. We can't wait to see you there!



## CF Acri

When CF Acri joined Rhodes Development Group a few years ago, we figured there would be plenty of opportunities for PMI and Capitol View Construction to use our services. And as expected, PMI and CVC are calling with potential jobs for our HVAC and plumbing teams, which is truly appreciated. The challenge is that we have been consistently booked with jobs from our existing clients there has been almost no capacity to take on internally generated jobs.

It's a good problem to have – high demand and consistent profitability. There is also the security to know that if demands ever drops, which could happen if the economy slows down, we have two built in customers to help us refill the pipeline.

Thank you for the calls and sorry we can't always take on the work.

# Third Quarter 2022 Milestones

## 21+ Years

|                   |    |
|-------------------|----|
| William Orsinger  | 41 |
| Marlene Radosevic | 39 |
| Eric Kunkle       | 31 |
| Jeffrey Wagner    | 29 |
| Suzane Neiman     | 26 |
| Robert Crum       | 26 |
| Dean Faiola       | 26 |
| Tammy Miller      | 25 |
| Robert Gross      | 22 |
| Rodney Keller     | 22 |
| Bruce Brewer      | 21 |

## 16-20 Years

|                   |    |
|-------------------|----|
| Greg Moyer        | 20 |
| Stephanie Russell | 18 |
| Crystal Mathews   | 18 |

## 11-15 Years

|               |    |
|---------------|----|
| Ross Blosser  | 15 |
| Steven Clark  | 15 |
| Kimberly Losh | 14 |
| Justin Long   | 14 |
| Annette Lucas | 11 |

## 5-10 Years

|                     |    |
|---------------------|----|
| Carey Twigg         | 10 |
| Eric Patton         | 10 |
| Robert Myers        | 10 |
| Donna Faith         | 9  |
| Angelica Haverstock | 8  |
| Curtis Diffenderfer | 8  |
| Betsy Evans         | 8  |
| Charles Gross       | 8  |
| Brian Noel          | 7  |
| Kimberly Hatzfeld   | 6  |
| Jerry Vogel         | 6  |
| Diane Hines         | 6  |
| Kristen Dzvonyicsak | 6  |
| Miguel Colon Jr     | 6  |
| Edward Yanus        | 5  |
| Dauny Krout         | 5  |

# Welcome New Owners

- **Kayla Camm**  
Delbrook Manor
- **Liz Rivera**  
Wilshire Hills
- **Matthew Ruby**  
PMI
- **Israel Lucena**  
Briarcrest Gardens
- **John Staples**  
Oakwood Hills
- **Giselle Gonzalez**  
Twin Lakes
- **Denise Shellehamer**  
PMI
- **Bill Stabryla**  
Woodland Park
- **Don Waldman**  
Woodland Park
- **Paul Hughes**  
PMI State College
- **David Crisp**  
PMI State College
- **Andrew Campos**  
Twin Lakes
- **Jay Stitzer**  
PMI State College
- **Dallas Yasovsky**  
PMI State College
- **Jode Walzer**  
PMI State College
- **Michelle Cintron**  
PMI State College
- **Matt Oviatt**  
Briarcrest Gardens
- **Eric Robinson**  
Briarcrest Gardens
- **Christen Zimmerman**  
River Front Apartments
- **Sam Shaffer**  
CF Acri

# Capitol View Construction

Who are these handsome men? They are part of the Trusted Team of Capitol View Construction, enjoying a few minutes of down time at the company picnic. The CVC guys are not entry level laborers. They are all multi-skilled craftsmen, which enables us to work on jobs inside and outside, commercial and residential, and always without the layers of supervision you might see at other construction companies.

Trust is the key to success for CVC – trust among the team members to have each other’s backs, trust by their managers Jon McCoy and Eric Zimmerman to solve problems on the jobsite, and trust from our clients that if they see our guys on a job, it will be done right.

OK, so maybe not everyone is ready for the cover of GQ, but to us, they are all beauties!

