

August, 2025

# RDG

RDG Companies

100% Employee Owned

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An Employee Owned Company

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## Our Core Values

Reliable

Ethical

Skilled

Understanding

Local

Trusted Team

Successful

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Better People, Better Results



# OWNER'S GUIDE

A QUARTERLY NEWSLETTER FOR THE EMPLOYEE OWNERS OF RDG COMPANIES

## RADIANT HOPE



Debbie Stake, Sue Wolf, Kimberly Twigg, Carey Twigg

On July 29th, the Charitable Foundation proudly hosted its first Packing Party in support of Radiant Hope. Co-Owners came together with compassion and purpose, packing 30 care boxes filled with thoughtful items to be distributed to cancer patients.

In addition to the hands-on support, we were thrilled to raise \$566.25 through generous monetary donations, which included a matching contribution from the Foundation.

A huge thank you to everyone who participated and helped make this event so special. Your kindness and generosity are making a real difference in the lives of those who need it most.

Stay safe, stay cool — and thank you for all you do.

## MESSAGE FROM THE CEO:

### Around Here, We Act Like Owners

What distinguishes our company from those not owned by their employees? Primarily, it is how we treat each other and the people with whom we do business. More specifically, we created the statements below to clarify what we are talking about, and we discussed these briefly at our annual summer picnic.

**Around here,**

**We Own It:** We take responsibility for our actions and always do the right thing.

**We Value Each Other:** We assume positive intent and help each other succeed.

**We Listen to Understand:** We are open to new perspectives, ask "why" when needed, and avoid jumping to conclusions.

**We Are Always Getting Better:** We embrace change, we are resourceful, and we always strive to improve.

**We Put the Team First:** We check our ego at the door; success is about the team, not the individual.

Thank you for helping to make it great to be **Around Here!**



- Larry Kluger

# Shout Outs

There's no way to recognize all the amazing things our co-owners do every day. Here are just a few Shout Outs for co-owners who truly exemplify our core values. If you want to thank someone for being awesome, email your Shout Out to [marketing@rentpmi.com](mailto:marketing@rentpmi.com).



Jeanie Reyes Submitted by Stephanie Russell

Jeanie goes up and ABOVE for her division. Jeanie handles residents & prospects with a smile (even when it is chaotic), she never tires in assisting with the Spanish-speaking community that resides in the MHD division, and she showcases exemplary TEAMWORK ACROSS THE BOARD!!!!



Allyson Ball Submitted by Courtney Yost

Not only was Ally steady, focused, and determined to finalize the Governing Documents for a recent board meeting, she nailed our quarterly newsletter. She was iffy with the program, but you'd never know it seeing what she created. Way to go, Ally @ Heatherfield.



Gary Hoover Submitted by Angela Unterbrink

Gary Hoover consistently goes above and beyond to not only produce great reporting but also applies an exemplary level of diligence to every task, which has impressed some of our most high-profile clients. Gary is also quick to lend a hand with excel formulas, or take a look at a project to make sure it makes "cents."

And yes, let's not forget he always stops by to share a great dad joke to spread smiles to everyone in the office. Thank you, Gary, for being such a valued co-owner!



Ashley Russell Submitted by Kimberly Nicholson

Ashley is the mother of 2 delightful boys, Aeson and Sylas, and is married to Zach. Together they enjoy the farm life near Harrisburg. In addition to the numerous ducks, geese, Texas longhorns, chickens and other critters, Ashley also shares her life with 2 dogs and 2 exotic birds who bring her great joy. Ashley leads a busy life outside of PMI but still finds time to assist with Events and ESOP committees, which does absorb more personal time than most of us realize! My hat is off to you, Ashley!

On any given day, you will find Ashley diligently working to propel our division to the next level of success, as we have grown exponentially in recent years. Without hesitation, she is the first one to accept responsibilities to complete tasks that are not part of her typical day-to-day to help get the job done for our clients and customers. Despite the chaotic events that may accompany her day, she possesses the ability to organize information and processes in such a way that are proven effective, time-saving, and sensible.

More importantly, is who Ashley is as a person...a person of poise and grace with drive and dedication to all of her roles as mother, wife, coworker and friend. I believe that Ashley exemplifies what it means to be a successful Co-Owner by getting RESULTS for the benefit of OUR company. "The greatest gift you can give someone is letting them know you believe in them" - Barbara Ling



Jess Beck Submitted by NaTasha Boucher

Shout out to Jess Beck for being the absolute best trainer, colleague, and support! Your guidance, patience, and support have made such a difference, and I'm beyond grateful for everything you've taught me thus far. Your work ethic and leadership inspire me every day — I couldn't ask for a better person to learn from and work alongside.

# PROPERTY SPOTLIGHT

## Bishop's Court

Bishop's Court is one of our newest residential communities located in the Historic District of Downtown Harrisburg. It is a multi-family property offering a mix of 1- and 2-bedroom apartments.

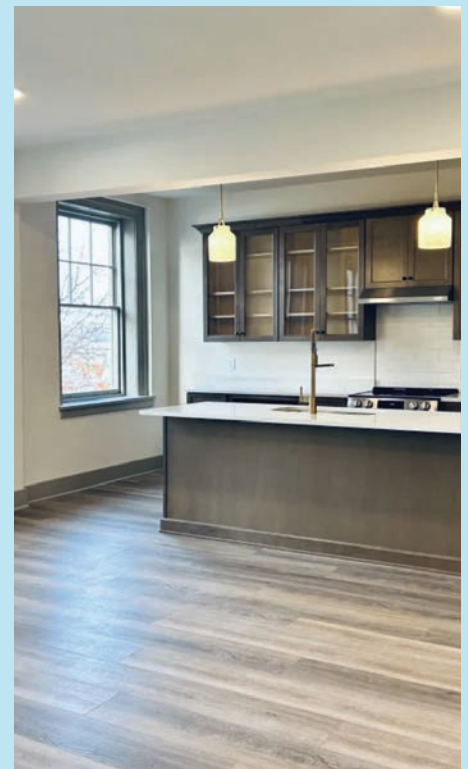
The location is a key selling point. Residents enjoy views of the Susquehanna River and are within walking distance to local favorites like City Island, the Broad Street Market, Riverfront Park, and a wide variety of restaurants and cultural events. It's ideal for residents who value urban convenience combined with historic surroundings.

The apartments at Bishop's Court are designed with functionality and comfort in mind. While the building reflects the charm of the historic neighborhood, the interiors have been updated for modern living standards and sophistication.

Each home at Bishop's Court features high-end finishes, including hardwood-style flooring,

stainless steel appliances, and full size washer and dryer. Many apartments also include private balconies or patios.

If you're not familiar with this property, we encourage you to learn more or reach out to the team leasing this community. Understanding the variety within our portfolio helps all of us stay connected to the bigger picture of what we do as a company.



## CVC

Capitol View Electric (CVE) is the electrical contracting division of Capitol View Construction (CVC). Tim Lamer, Master Electrician, runs the division on a day-to-day basis with a team of competent and hard-working electricians.

A year or so ago I wrote about CVC working on a project to swap out more than 800 electrical panels at Briarcrest Gardens. CVE was actually doing the work. While these projects will continue at Briarcrest for some time, our electrical division has grown its team so it can take on additional commercial and multifamily projects at the same time.

The electrical team is small now, but we envision them becoming a significant contributor to our company's value. If you know any talented electricians, please refer them to Tim: [tlamer@capviewelectric.com](mailto:tlamer@capviewelectric.com).



*An Employee Owned Company*

Better People, Better Results

## PMI

PMI has been sending out Happenings & Highlights emails featuring recent events, initiatives, and exciting developments across our organization. These updates are part of our commitment to keeping you informed, engaged, and connected with everything happening at PMI. If you haven't received any of these emails, please check your spam folder and let us know.

To stay even more connected, we encourage you to like and follow PMI on LinkedIn. It's a great way to stay informed with real-time updates, industry news, and upcoming events, while also connecting with fellow professionals in the field. Your engagement not only supports PMI's visibility but also helps attract potential partners, vendors, and new management opportunities. Just make sure you're following the official PMI page with our logo to get the most accurate and up-to-date information straight from us.

We'd love to hear from you too! If there are any events, initiatives, or noteworthy happenings taking place in your community or division, please send the details to [marketingsupport@rentpmi.com](mailto:marketingsupport@rentpmi.com).

Your support helps us grow our community—and your engagement drives our mission forward.

## CVEP



CVEP recently completed full excavation and site preparation work at a residential unit in South Middleton Township that is under construction by Tru Builders. Our crew - Cooper Gordon, Dee Geistwhite, Collin Nester, and Nicholas Melvin - worked together to deliver high-quality results from the first bucket of dirt to the prep for footers.

The project began with clearing the site and installing a temporary driveway, allowing safe and clean access for equipment and materials. With the lot prepared, we excavated the basement foundation to exact grade, ensuring proper slope and depth for a strong, long-lasting structure. We then installed the main water lines and prepped the site for footer installation, laying the groundwork for the build to begin.

Once the main construction phase is complete, CVEP will return to the site to finalize the driveway and complete final grading, including seeding and straw, ensuring the property is clean, level, and ready for a finished landscape.

August, 2025

# EMPLOYEE MILESTONES

## 21+ Years

Earl Wilson	36
Carrie Traeger	31
Denny Jones	28
Kim Brewer	26
Ed Snyder	24
Ken Myers	22
Rob Maurer	22

## 16-20 Years

Tressa Davis	19
Linda Picardo	19
Merv Bricker	18
Kim Nicholson	18
Rob Grohman	17
Charlie Barge	17
Courtney Petrowski	16
Breanna McCoy	16

## 11-15 Years

Paul Krasovic	15
Ryan Jury	12
Mike Toia	12
Sue Wolf	11

## 6-10 Years

Jay Manganello	10
Crystal Mathus	10
Bill Shughart	9
Dylan Gilbert	8
Zane Anthony	8
Cassandra Wolfe	8
Dan Romanie	8
James Howley	7
Mariah English	7
Anthony Fisher	6
William Berrier	6
Toni Stockdale	5
Wendy Salyer	5
Sean Corl	5

Better People, Better Results

# NEW TEAM MEMBERS

- Kristen Afflebach Clark
- Mateo Aquino
- Nicole Calandrelle
- Jessa Creager
- Adam Eidemiller
- Amy Garber
- Louis Hast
- Alexander Hoch
- Pamela Huber
- Tara Johnson Snyder
- Lewis LaBar
- Donald Lingham Jr.
- Shawn Livingston
- Janis Miller
- Sadie Musser
- Marysabel Nunez Almestica
- Chad Olson
- Naiza Perez
- Ashley Reyes
- Kerissa Rivera Ortiz
- Timothy Roden
- Danelle Smithson
- Heather Wakefield
- Tina Wilk

## SAFETY

Sprains and strains - they sound harmless, but on the job site or in the boiler room, these soft tissue injuries are sneaky productivity killers. One wrong twist, awkward lift, or heroic attempt to carry all the tools at once can land you on the bench. Whether you're fixing plumbing in a tight crawlspace, managing a top-floor apartment turnover, or raking asphalt in 90-degree heat, your body is your most important tool. So, let's treat it like one.

**Stretch Like You Mean It:** Starting your shift with a few dynamic stretches can warm up muscles and boost flexibility. A simple 5-minute routine can drastically reduce your risk of strains, especially for the shoulders, lower back, and hamstrings. Encourage your team to make morning stretches part of the daily routine.

**Lift Smart:** Use your legs, not your back, and never twist while lifting. For our paving and construction crews: bend at the knees when hoisting those 50 lb bags of mix. For HVAC techs and property managers juggling ladders and toolbags, keep loads balanced and close to your body — and ask for help when needed.

**Protect the Asset:** That's You! Every time you move mindfully, use proper posture, or take a minute to grab that dolly instead of brute-forcing a task, you're investing in your own health — and in the success of the whole team. At an employee-owned company, every injury hurts more than just the individual. Let's have fewer strains and more high-fives. Because safety isn't just a policy — it's a team sport.

## CF ACRI



**BuildOps: A Strong Start:** We're now three months into our BuildOps rollout, and it's already proving to be a true game-changer. A big thank you to Marcie Bellis for her leadership throughout this transition. We've significantly reduced paperwork, tightened scheduling, and achieved smoother coordination across departments. While we're still fine-tuning, the progress so far has been extremely encouraging.

**Service Department: In Full Swing:** August brings peak summer heat and the expected surge in service calls. Our team has risen to the challenge with professionalism and urgency. When one of our techs had to step out for surgery, the rest of the crew stepped up without hesitation. Thank you to everyone, both in the field and behind the scenes, for your dedication and teamwork.

We're also excited to welcome John Williams as our new HVAC Account Manager and Preventative Maintenance (PM) Sales lead. John will be focused on growing our service department by expanding our PM contract base — a key area for sustainable growth.

**Construction Update: Momentum Returning:** After a brief slowdown in the spring, construction activity is picking back up. Leads are converting, and the fall calendar is beginning to fill. The outlook is positive, and we're positioning ourselves to finish the year on a strong note.

**Looking Ahead:** We continue to invest in building a capable, committed team and delivering top-tier service to our customers. Let's finish out the summer strong — and head into the fall with confidence, momentum, and purpose.