

May, 2024

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

Better People, Better Results



OWNER'S GUIDE

A QUARTERLY NEWSLETTER FOR THE EMPLOYEE OWNERS OF RDG COMPANIES

Message from the CEO:

Welcome Capitol View Excavating and Paving



I mentioned our entry into the commercial excavating and paving business with a company called Capitol View Excavating and Paving. Neil McCoy and his crew have been busy acquiring equipment and lining up work for what is sure to become our next successful business venture.



CVEP, as it is sometimes called, can handle patching, sealing, striping, and paving, as well as concrete work, demolition, excavating and hauling. They also have a cool piece of equipment called a Hydrovac, which enables it to cut through soil very efficiently. As with most of our businesses, we intend to operate CVEP as lean as possible, which will enable Neil to hold prices down to win jobs from PMI, Capitol View Construction, and our external clients.

If you want to get a little more information about CVEP, their website is www.capviewep.com.



An Employee Owned Company



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.



Chris Wade Submitted by Roy Thoman

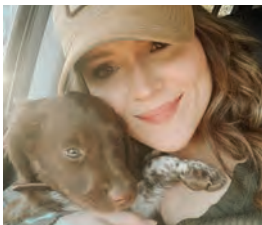
C.F. Acri's Chris Wade, a dedicated service technician, participated in Harrisburg Catholic Elementary School's Career Day on Wednesday, April 10, 2024. He engaged with elementary students, shedding light on the typical day and responsibilities of an HVAC Service Technician.

With a genuine passion for nurturing young talent, Chris hopes that his session will inspire some students to consider a career in the skilled trades.



Carey Twigg & Bre LeCadre Submitted by Donna Faith

Carey Twigg and Bre LeCadre wrote and executed two "Board Member Boot Camp" events and coordinated an insurance event for board members in April. They have started a series to run throughout the year to provide learning opportunities to our clients either via direct instruction or events conducted by the appropriate professionals and held at our office. They even provide them "after hours." It is a wonderful added value for our Association clients.



Carrie Fogel Submitted by Angelica Haverstock

Working directly with Carrie has been an absolute pleasure! She always strives to provide the best of herself to our clients/tenants, but to her fellow co-owners. Any member of our team can count on her whether it's going through tenant ledgers, providing access to vendors, or running to the tax office! No task is too big or too small and she does it all with a smile and pleasant demeanor!



Michelle Cooper Submitted by Angela Unterbrink

Michelle Cooper has accepted the challenges of being promoted to Director of Internal Residential Communities these last few months and has made fundamental changes to her internally managed department as a result.

She has hired exceptional team members to round out client needs, while working on new acquisitions, streamlining operations, and finding overall efficiencies in the day to day work.

Her leadership and development of this department has laid the groundwork for exceptional performance and growth for PMI.



Russ Miller Submitted by Matt Fidler

Russ does a phenomenal job at all properties, but I wanted to point out the messages I received. The following are from multiple tenants at 777 East Park Drive, specifically Dasher:

"Thanks Russ for the 1000% job you do for Dasher and we all appreciate you, you are very valuable to Dasher ." "Russ is wonderful and always has a big smile on his face! He is always helpful and a joy to be around!" "Russ is always so nice when I do talk to him and he always has a smile when passing in the hall." "I appreciate Russ and he is a joy to work with. He is very responsive and his sense of humor makes things fun. I make sure I turn off the light in the hallway LOL!!!! I am grateful for all you do to ensure that everything in the building is running smoothly!!!"

May, 2024

Property Spotlight

Susquehanna View Apartments



In the past few months, we've added new members to our team to assist with our maintenance needs. Now, the Susquehanna View team consists of Kim Still, Jazmyne Schaum, William Eshelman & Tristan Moten. We are working hard to create a living and working environment where everyone feels valued and supported.

We've also given our community room a fresh new look by painting the walls and installing new flooring. Additionally, several floors have been upgraded with new paint, flooring, and decor, enhancing the overall feel of our living spaces.

Susquehanna View Apartments offers a range of amenities and activities for our residents to enjoy. From the salon, to bingo nights and fitness training

sessions, there's something for everyone to enjoy. We offer a variety of office-led and resident-led events. The food pantry, a resident favorite, illustrates our commitment to supporting one another. We collect donated food and put it in the pantry for residents that need it. This is at no cost to the residents.

CF Acri At York County Prison



CF Acri is a subcontractor for Lobar Associates on the remodel of the York County Prison, a project that required intricate planning and execution.

Rod Keller and Rob Maurer, along with the expertise of Zane Anthony from our sheet metal fabrication shop, tackled the challenge of installing sizable ducts within the confines of the prison walls. Every component was seamlessly integrated, even as the cinder blocks were laid around the ducts.



In addition to the ductwork, the plumbing aspects of the project were expertly handled primarily by Keith Erb, Nate Quinlan, and Cody Kerrick.

Thank you to all involved for your hard work and dedication to delivering quality results.

PMI Leadership Session

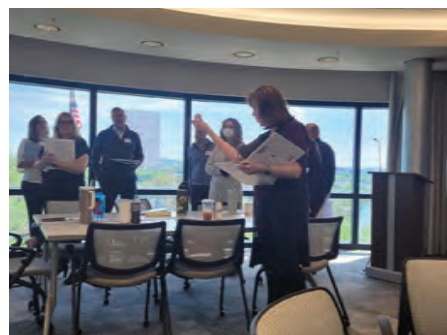


On April 25 we conducted our first Leadership Academy session. We assembled 33 of our leaders in a room for 6 hours and covered topics such as vision and goals for all our companies and how we lead. In addition, we were challenged by our facilitator, Jolene Pickens, on sessions surrounding development of emotional intelligence and building trust. It was by all accounts a very successful day with an abundance of participation from everyone in attendance.

The next steps will be monthly sessions addressing learning opportunities such as conflict resolution, customer service and crucial conversations. These will likely commence in June of 2024 and include an invitation to many of our co-owners based on job duties. In September, we will have

a second session of the Leadership Academy and extend invitations to additional co-owners who are in leadership roles. Stay tuned for coming details.

Thanks, Eric



Employee Milestones

21+ Years

Mark Acri	43
Leslie Menear	40
Mike Campbell	26
Chris Martin	23
Don Ernst	23
Candi Walter Clark	22
Cindy Blood	21

16-20 Years

Scott Lucas	19
Pam Yocum	18
John Cox	18
Ellen Acri	16

11-15 Years

Melody Wagner	13
Connie Neidig	12
Heather Nelson	11

5-10 Years

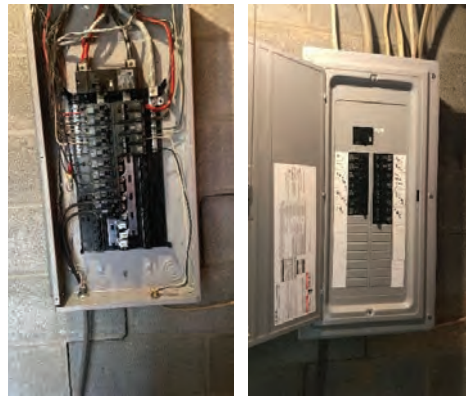
Lori Zavinsky	10
Jess Beck	10
Brittany Caiazza	10
Veronica Miller	10
Debbie Stake	10
Antoinette Black	9
Brenda Breon	9
William McDaniel	9
Cindy Pardee	8
Richard Stettis	8
Ken Davis	7
Luke Evert	7
Sue Kunkle	7
Jason Engle	6
Cris Feschuk	6
Jon McCoy	6
Ashley Russell	6
Mariah Mullen	5
Matt Fidler	5
Chad Petrovich	5
Paul Swanger	5

Welcome New Owners

- Michelle Boring
 - Tom Bozelli
 - Sam Bryson-Brockmann
 - Elizabeth Conrad
 - Bryan Creager
 - Michele Creel
 - Matt DeBerry
 - Leroy Forest
 - Dee Geistwhite
- Cooper Gordon
 - Yusef Hutchins
 - Sawyer Klein
 - Amaya Krebs
 - Brittany Leggore
 - John Long
 - Neil McCoy
 - Jen McNair
 - Tristan Moten
- Collin Nester
 - Quincy Newman
 - Troy Rising
 - Matt Schell
 - Karin Scott
 - Tabatha Shomo
 - LeShelle Smith
 - Roy Thoman
 - Kristi Verrechio

Capitol View Construction

Renovations ongoing at Briarcrest Gardens



Before

After

CVC is working on several projects for PMI at Briarcrest Gardens, including swapping out hundreds of electrical panels. The older styled boxes we are replacing, sometimes known as Federal Pacific panels, are no longer considered the safest way to handle electronic circuits. If you look at the before and after photos you can see just how much more tidy the new panels are.

CVC bid against several other electrical contractors to win this work. With 800+ units being served by these panels, it will take two full years to complete this portion of the property renovation. Among the team members working on this project are a few students from the Dauphin County Vo-Tech School. We have been impressed with the quality of their work and their work ethic.

Lifting Safety

In our dynamic industry working safely is critical. Across all of the things we do, lifting heavy objects is a common activity that requires our constant attention to safety protocols. Practicing proper lifting techniques is critical to preventing injuries and maintaining a productive work environment.

Safe Lifting Techniques

1. **Assess the Load:** Before trying to lift any object, determine its weight, shape and stability. Determine if you need assistance from another co-owner or a tool to safely handle the load.
2. **Maintain Proper Form:** When lifting, always remember to bend your knees and keep your back straight.
3. **Use Mechanical Aids:** Whenever you can, use mechanical aids like dollies or carts to assist with lifting heavy objects.
4. **Teamwork and Communication:** When lifting objects as a team, clearly communicate and coordinate to make sure everyone is aware of what is happening and his/her role.

5. **Take Breaks:** Prolonged and repetitive lifting tasks can lead to fatigue and a decrease in focus, increasing the likelihood of accidents. Take regular breaks to rest, allowing your muscles to recover and reduce the risk of strain injuries.

6. **Proper Footwear and PPE:** Wear the correct footwear with slip-resistant soles to maintain stability while lifting. Always use personal protective equipment (PPE) like gloves and safety glasses to protect against hazards.

Safety is an ongoing commitment that requires constant vigilance and improvement from each employee owner. Encourage other employee owners to actively participate in safety discussions, report potential concerns, and propose solutions to improve workplace safety.

As we tackle a variety of projects across all our companies, let's commit to dedicating ourselves to operating safely in everything we do.

Thank you for your commitment to safety!