

May, 2025

RDG
RDG Companies

100% Employee Owned

Inside

PMI
Property Management, Inc.

An Employee Owned Company

PMI

1

CAPITOL VIEW
CONSTRUCTION

An Employee Owned Company

Capitol View Construction

4

CF Acri
An Employee Owned Company

CF Acri

4

Our Core Values

Reliable

Ethical

Skilled

Understanding

Local

Trusted Team

Successful

A Message From The CEO

1

Employee Shout Outs

2

Property Spotlight

3

Milestones

4

Welcome New Owners

4

Better People, Better Results



OWNER'S GUIDE

A QUARTERLY NEWSLETTER FOR THE EMPLOYEE OWNERS OF RDG COMPANIES

PMI



Some newsworthy updates from PMI. Our commercial division has been doing an incredible job with construction management work in addition to property management. They are actively managing over 8 projects and earning some really great fees for such services.

Our residential divisions continue to thrive, and there are opportunities knocking at every corner. We have really performed at a high level on all recent affordable inspections with HUD and PHFA, which isn't an easy accomplishment. In addition, we are working on several new lease-ups that will bolster our reputation of being a "lease-up expert", which will generate even more opportunities.

Our association division has fully implemented new software, which has really been embraced by our clients. In addition, the software fully leverages AI to complete tasks that used to take hours.

Our manufactured housing division just added another property in Lancaster and has a few more opportunities in the pipeline.

The PMI accounting department is trying to round out their team. They are currently looking for a few accountants, so if you know anybody, send them to Angelica Haverstock.

For the entire company, we have started implementing an orientation meeting for all new employees each quarter. This will introduce everyone to our organizations, our ESOP, and one another.

Please remember we are growing on reputation. Reputation is earned over the years by providing consistent high-quality results. Thanks for being part of the team and doing your best each and every day.

- Eric Kunkle

MESSAGE FROM THE CEO: Economic Turmoil

There are many actions being taken by the President to address the trade deficit and national debt. The starts and stops with tariffs may be part of a broader strategy, but the stock market and the economy are not responding well to the uncertainty.

What does it mean for us? PMI is not largely impacted by swings in the economy – it provides services that its clients need in good times and in bad. But our construction-related companies (CVC, CVEP and CF Acri) are seeing increases in material costs, suppliers who are unwilling to hold prices, and some projects being delayed or cancelled.

Here's what you need to know: We are employee owners creating exceptional results for real estate owners. And despite what happens in the economy and the stock market, if we remain committed to that mission, meaning if we all do our jobs with excellence, this company will continue to be great.

Crazy times for sure, but we've got this.



- 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.



Zack Cusick Submitted by Roy Thoman

Zack has been an outstanding asset to the team, consistently going above and beyond, especially during this cold period. He's always willing to put in the extra hours, working overtime to support other techs who are on call. As one of our most senior and experienced techs, Zack sets the standard for excellence, providing guidance and leadership that helps steer the entire team toward success. His unwavering dedication, expertise, and commitment are truly invaluable, and we're incredibly fortunate to have him on board. Thank you, Zack, for your hard work, leadership, and continuous contributions!



Traci Bitting Submitted by Neil McCoy

Shout to Traci Bitting for not only delivering top notch work but always responding quickly and efficiently. Her positive outlook and attention to detail keeps CVEP on track. Thank you, Traci, for all your hard work!



Mel Wagner Submitted by Suzane Neiman

Mel Wagner is an amazing co-owner. She is responsible for the bulk of the accounts payable for the Residential Division, Manufactured Housing Division, and Home Office invoices. She consistently goes above and beyond. Her dedication ensures that our clients' invoices are always paid on time. When I think about our core values, she exemplifies all of the RESULTS.



Suzane Neiman Submitted by Transactional Accounting

We would like to celebrate and honor our wonderful and talented leader, Suzane! We are grateful for everything she does for our team. Here are just a few qualities that make her so special:

The way Suzane leads our team inspires us to do great work. Her leadership is not just about words; she leads by example and genuinely walks the talk. We appreciate how she listens to us and values our input. She advocates for our ideas and suggestions when appropriate.

Another gift Suzane displays is patience. She always takes the time to explain things, even when busy. When it comes to communication, she gives, receives, and shares information with us quickly, so we are always informed of changes. She understands the power of communication within a team.

Suzane also excels as a mentor. You can see the joy she has for sharing her knowledge with others. We also appreciate how she instills her trust in us, therefore, giving us the confidence we need to succeed. Lastly, her wonderful sense of humor is a quality we can't overlook!

Suzane is truly an understanding and amazing co-owner. We feel fortunate to have such a dedicated and inspiring leader guiding us - Connie, Traci, Marlene, Mel, Betsy and Stacey.



Delbrook Maintenance Team Submitted by Amanda Newcomer

I'd like to give a shout out to the Maintenance team at Delbrook Manor. During the fall and winter, they went above and beyond helping out at both Mountain View Village and Graham Hill Apartments.

They are always willing and eager to help all their PMI teammates and do incredible work to make sure all our properties are well cared for.

They are a fabulous team and embody the phrase "better people, better results." I am proud to work with each of them!

May, 2025

PROPERTY SPOTLIGHT

The Alistair



We're excited to spotlight The Alistair Apartments, our newest residential community in the heart of downtown Lancaster. This newest development project marks a significant milestone as we expand our footprint in the Lancaster market, bringing premium urban living to one of PA's most dynamic growing cities. The community has been developed



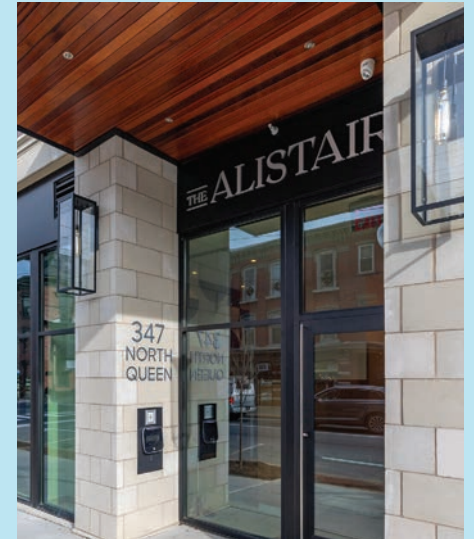
in partnership with Bowery Development and built in collaboration with Benchmark Construction.

This modern community epitomizes urban living with a collection of studios and 1-bedroom apartments. Each home is crafted for comfort and style with unique open layouts, as well as combinations of premium finishes with convenience and designer touches throughout, offering residents an elevated lifestyle in one of the city's most vibrant neighborhoods.

As we kick off the lease-up phase 2, interest is continually building thanks to the unbeatable walkability, on-site amenities. The amenities include smart delivery intercom technology, a mail and package room, EV charging stations,

a luxury fitness center with Matrix equipment, high-end smart appliances, and a rooftop deck, which features a sundeck, dining and grilling, and 360-degree views of Lancaster city. We are proud to showcase this exceptional asset as a testament to our commitment to quality and innovation in real estate.

Be sure to spread the word – this community is set to become a cornerstone of downtown living.



CHARITABLE FOUNDATION



The 1st quarter of 2025 the charitable foundation supported two great organizations. The first was Family Promise of Harrisburg Capital Region nominated by both Betsy Evans and Brittany Leggore. For the past 15 years, Family Promise HCR has offered hope and support to families experiencing homelessness. Volunteers and donors make their mission possible.

The second was the Leukemia and Lymphoma Society nominated by Traci Bitting. Traci also

participated in a local event called the Big Climb. It was held at FNB Field, and she had to climb up and down the stadium bleachers in the ballpark.

Thank you to all that donated to both great organizations. If you have an organization you would like to nominate, please reach out to Traci Bitting at tbitting@rentpmi.com or 717-635-2443.

SAFETY

Last month we did a companywide safety survey. The results were encouraging, but we need your help to get better. First, it seems pretty much everybody understands how important safety is. More than 99% of the respondents said they were encouraged by their supervisor to work safely. And nearly everyone agreed they were trained to work safely.

As the survey progressed, and questions were asked about PPE, potential unsafe working conditions and ideas for additional training, the responses were still overwhelmingly favorable, but there were a few exceptions. The way the survey worked, anyone who responded on a cellphone came across as anonymous. We want to address any concerns, but with 300 employees across Pennsylvania, we need to know where you are!

Please, if you have any concerns about safety, let your supervisor know, and if needed let HR know too. Also, share any recommendations for how we can continue to get better. Thank you!

May, 2025

EMPLOYEE MILESTONES

21+ Years

Mike Campbell	27
Don Ernst	24
Candi Walter Clark	23

16-20 Years

Scott Lucas	20
Pam Yocum	19
John Cox	19
Bob English	18

11-15 Years

Mel Wagner	14
Connie Neidig	13
Heather Nelson	12
Lori Zavinsky	11
Brittany Caiazzo	11
Debbie Stake	11
Jess Beck	11

6-10 Years

Brenda Breon	10
Larkee Goodwin	10
William McDaniel	10
Antoinette Black	10
Richard Stetts	9
Luke Evert	8
Sue Kunkle	8
Ken Davis	8
Jon McCoy	7
Ashley Russell	7
Jason Engle	7
Cris Feschuk	7
Chad Petrovich	6
Clayton Bower	6
Paul Swanger	6
Mariah Mullen	6
Matt Fidler	6

NEW TEAM MEMBERS

- Asif Ashraf
- Eric Barner
- Samantha Boucher
- NaTasha Boucher
- Leandro De La Cruz
- Charles Dougherty
- Luna Gagot
- Bryce Geller
- Andre Hawthorne
- Cheryl Hobbs
- Amy Howarth
- Jhonston Jean Charles
- Zakary Keyser
- Samuel Lewis IV
- Nicholas Melvin
- Adonis Moody
- Charles Reichenbaugh
- Finnegan Sayers
- Christopher Sharrow
- Jesse Sherbourne
- David Steinhauer
- Jeremias Tirado
- Logan Tressler
- Jesse Tucker
- Steven Tucker
- Angela M. Wenrick
- Jesse Wright

CAPITOL VIEW CONSTRUCTION

Capitol View Construction is more than just a general contractor. They also have an electrical business called Capitol View Electric. (www.capviewelectric.com) And starting in May, we will add Brightline Painters to our portfolio of companies.

Brightline Painters, formerly Janis Miller painting, has been doing business with our company for years. We have always been pleased with their pricing and quality, so when the opportunity availed itself to bring their company in house, we jumped on it.

Like all of our companies, Brightline will typically have to bid to win work from PMI and CVC. There will certainly be occasions where we use other painting contractors. But we think owning a painting contractor is a good long-term decision for our ESOP and we are pleased to have found such a talented team to bring onboard.



CF ACRI

We're thrilled to announce that May 1st marks our official launch of BuildOps! This powerful operations software, which we've been implementing over the past six months (special thanks to Carrie for leading the charge), is set to transform the way we work. It will replace piles of paperwork, file folders, carbon-copy work orders, and paper timesheets — and that's just the beginning. BuildOps is a game-changer, and we're excited about the efficiencies it will bring to better serve our customers.

Our service team is moving at a steady pace and stands ready for the expected summer surge. According to the Almanac, we're in for another hot one — so we're prepared for the phones to be ringing off the hook when temperatures rise.

Construction has hit a bit of a slow patch. After a fast start to the year, we were almost overwhelmed by the volume of incoming work. Then, unexpectedly, things slowed down after February. That said, promising opportunities are still coming in, and several look very encouraging. We're confident this lull is temporary, and that new projects will be ramping up soon.

We're continuing to build a strong, capable team, and I'm confident that CF Acric will keep improving year after year. Thanks to each of you for your hard work, dedication, and commitment to our mission.

Let's make this summer our best yet!

