

November, 2024

# RDG

RDG Companies

100% Employee Owned

Inside



CF Acri

1



CVPE

4



Capitol View Construction

3



Property Management, Inc.

3

## 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

## Charitable Foundation

In July, we supported Roots for Boots, nominated by Debbie Stake. This volunteer-run organization helps military heroes and their families by providing a single source for locating funds and services. We collected \$97, which was supplemented by the Foundation's \$200 minimum contribution, totaling \$297 sent to Roots for Boots.

In August, we sponsored Peace Promise, an organization addressing sex trafficking in Harrisburg. Carrie Lohr, who has a personal connection with the founder of Peace Promise and was with them from the start, shares her gratitude for supporting this cause. We donated \$247, matched by the Foundation, totaling \$494 sent to Peace Promise.

In September, we donated to the Leukemia and Lymphoma Society. Traci Bitting shared her personal connection, as her husband has Chronic Lymphocytic Leukemia. Thanks to advancements funded by LLS, he now manages his condition with a daily pill. LLS is the largest nonprofit funder of blood cancer research. We contributed \$121, matched by \$200 from the Charitable Foundation, totaling \$321 sent to LLS.

Thank you all for your continued support of the mission of the Foundation, and for your generous giving to these important causes.

## CF Acri

It was an extremely busy summer for CF Acri's service department. When someone calls on a 90-degree day, and they are without air conditioning, they want a service technician onsite ASAP. Those calls came in non-stop this year, and our team did a great job keeping up with demand.

Extreme heat is more than a comfort issue; it is a potential safety issue too. If the house is hot, you can only imagine how hot it is in an attic where our technicians often have to work. Fortunately, our team is skilled and efficient, so they can usually identify and address issues and have the house cooling and get themselves out of a sweltering attic quickly.

From answering phones, to writing work orders, ordering materials, dispatching, and performing the work, our team is doing great. I am extremely proud of the volume of quality work that we have done this summer.

Keep up the great work! Roy Thoman

## Message from the CEO: Awesome Picnic

The weather was perfect. The venue, the food and the (open) bar were superb. And those crazy "Olympic" games set up and run by our events committee were a blast – who knew throwing pencils into a Hula hoop or counting triangles in a puzzle could be fun, but we surely had fun.

More than 200 of our team members attended the picnic, which was held this year in October in honor of National Employee Ownership Month. I just loved seeing our employee-owners getting to know and hang out with people they didn't work with on a day-to-day basis. Many of you will remember a time not too long ago when the employees of our companies did not mix. We had silos between businesses, sometimes even between departments in the same business. Not surprisingly, our companies rarely worked together in those days.

We are in a different era now, and our companies are working together regularly. For me, seeing how much fun our intercompany teams were having competing in those ridiculous games was truly awesome. Congrats to the Pink team for winning the company Olympics. Fuchsia team, I'll be in touch to arrange training sessions starting in January so we can avenge our loss next year!

- 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).



Stephanie Russell Submitted by Crystal Matthews

I am nominating Stephanie Russell for the Employee Spotlight. Stephanie celebrated her 20 years with PMI on July 27, 2024. Her career began at one of our Residential Communities. She is best known for her current role of Receptionist at our Home Office. Stephanie is the perfect mix of professional and fun. She can handle the most difficult callers and visitors in a calm, professional manner. With Co-Owners she is enthusiastic and funny. Stephanie not only handles receptionist duties, she also prepares mailings for anyone who asks, scans records, updates any information pertaining to our office and does computer support projects. Any time we need to implement something new she wants to fully understand and then proceed with the implementation. Her work touches all of us. Thank you, Stephanie!



Chris Martin Submitted by Karin Scott

I'd like to nominate Chris Martin for the employee spotlight. Chris recently assisted many of us by spearheading the coordination of a training event with Suzane to help disseminate information about the new transactional accounting team across the entire affordable portfolio. Chris also dove headfirst into learning about Rent Café's online rent payment process so she could assist her team members (and residents) as we transitioned to the new rent payment and collection practices. I am sure these two achievements are only small drops in the bucket of all Chris has poured into her role at PMI during her more than 20-year tenure with the company.

In the brief time that I've had the pleasure to work with Chris she has consistently demonstrated professionalism, teamwork, and a steadfast dedication to be highly effective in her role.



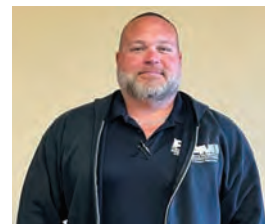
Torin Stehle Submitted by Shane Dawson

I would like to nominate Torin Stehle for employee spotlight in the company newsletter. Torin works in the commercial division at Forum Place. We currently have several major projects going on at the building, and he has been a huge asset meeting contractors and assisting the tenants. While I have been meeting with the tenants I have been told numerous times how helpful he is, how much he cares and how polite he is. Torin is a fantastic co-owner and is always willing to help anyone out.



Merv Bricker Submitted by Eric Zimmerman

Merv Bricker is an outstanding co-owner and a vital part of the Capitol View Construction team. Merv is called upon to do everything from framing and detailed carpentry work to roofing to demolition, and no matter what is asked of him, he does it extremely well and without question. Recently, Merv was scheduled to work alongside other co-owners, but for a variety of reasons, the other team members were reassigned, and he ended up working alone on some very physically demanding jobs.. One particularly challenging job involved hand digging a 4-foot deep trench to uncover deteriorated sewer lines at Long Meadows. Despite the physical strain, Merv never voiced a complaint and tackled the job with his usual excellence. Thank you, Merv, for your hard work and dedication!



Zac Dailey Submitted by Jerry Vogel

Zac is always looking out for his fellow co-owners, willing to lend a helping hand to whoever is in need, and has played a positive role in the company. I have no doubt that Zac will continue to show support to the company and his teammates!



November, 2024

# Property Spotlight

## Blue Course Commons



On June 1st, 2024 – State College Residential began managing Blue Course Commons, again. This property was built in the 90's originally as a multi-family affordable property. It was later sold and converted into Student Housing. This property is comprised of 92 townhomes, which are rented by the bed. Currently we rent to 273 students on individual leases.

On a personal note - I began my PMI career at this property. I was hired to be the on-site Property Manager in August of 2016. The property was sold to new ownership a few months later and PMI stopped managing it.

In 2024, the property sold, and we were given the opportunity to manage it again. The new ownership considered a national student-based management company, but ultimately chose PMI because of our personal service and strong knowledge of our local market. Darlene Flanders is our on-site Community Director. The property is supported by the leasing team and maintenance team that are based at our Beaver Ave. office. – Kristen Dzvonyicsak



## PROPERTY MANAGEMENT, INC.



Thanks to all who attended and participated at our picnic. The planning behind this is significant and Traci Bitting, Angelica Haverstock, Ashley Russell, and Carey Twigg made it happen without issues.

This is the time of year we start planning for the next year and beyond. I'll share my vision for PMI. First, we want to make sure all of us co-owners are contributing at a high level and continue to evolve into owners, not employees. Everyone should be thinking how they can individually contribute to our success. I would love to hear from anyone who has ideas on this subject.

Second, we are making safety a priority. It's very important for the welfare of our team members and honestly has a major impact on our operating costs.

Third, we are committed to enhancing our training platforms in every division, which includes making sure Aspire, our online training and educational platform, is constantly updated with relevant and updated information.

Fourth, we are committed to leveraging technology to become more efficient. This will be the driving factor in our ability to grow our business without adding additional co-owners. Clearly this has a direct benefit to each of you when stock is awarded each year.

Fifth, we are looking at our new employee on-boarding processes. Employee turnover, especially in the first year, is very stressful for hiring managers, our HR team, and all our co-owners. We need to focus on hiring the right people, getting them oriented, and making sure they are supported and feel part of our team.

Thanks to all of you. Keep doing the right thing in every situation, even when nobody is looking. Looking forward to seeing you at our holiday party.

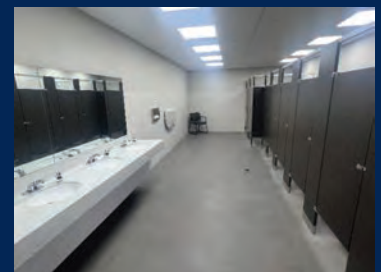
- Eric

# CVC

## Renovation at Forum Place

PMI manages the Forum Place building in Harrisburg, a 726,000 square foot property that houses several state agencies. Earlier this year, CVC partnered with CF Acri to win a competitive bid to renovate bathrooms throughout the building. The project will result in vastly improved accommodations for the people coming to work in that building. It will be completed in the first half of 2025.

As with many CVC projects, there is more to this renovation than meets the eye. This project required demolition, drywall, tile, carpentry, HVAC, plumbing, electrical, ceiling grid and other miscellaneous work. It is a perfect match for our skilled teams at CVC and CF Acri.



# Employee Milestones

## 21+ Years

Willie Orsinger	43
Marlene Radosevic	41
Eric Kunkle	33
Robert Crum	28
Dean Faiola	28
Suzane Neiman	28
Tammy Miller	27
Robert Gross	24
Rodney Keller	24
Bruce Brewer	23
Greg Moyer	22

## 16-20 Years

Stephanie Russell	20
Crystal Matthews	20
Ross Blosser	17
Steven Clark	17
Kimberly Losh	16
Justin Long	16

## 11-15 Years

Annette Lucas	13
Carey Twigg	12
Eric Patton	12
Donna Faith	11

## 5-10 Years

Curtis Diffenderfer	10
Angelica Haverstock	10
Betsy Evans	10
Jerry Vogel	8
Kimberly Hatzfeld	8
Kristen Dzvonyicsak	8
Edward Yanus	7
Douny Krout	7
Kenneth Semple	6
Jason Hare	6
Shane Dawson	6
William Cook, JR.	6
Evan Frank	5
William Hann	5
Mikhail Kevorkov	5
Matthew Gohn	5
Cody Kerrick	5

# New Team Members

- Matthew Bender
- William Bupp
- Bradley Eichelberger
- Michael Engel
- Alexander Evitts
- Jude Gourdier
- Kara Heinly
- Todd Hunsicker
- Colton Kelly
- Shalana Key
- Stefanie Miller
- Darrin Morningwake
- Jack Morris
- Amanda Newcomer
- Keisha Parson
- Jonas Snyder
- Pedro Villalta
- Monae Waters
- Shawn Williams
- Tyler Woods
- Courtney Yost

# Safety During The Holidays

As the holiday season approaches, it's a time for joy and celebration with family, friends, and colleagues. To ensure your festivities are both enjoyable and safe, here are some important tips:

**Holiday Decorations:** Opt for LED lights, which are less likely to overheat than traditional incandescent bulbs.

**Fireplace and Candles:** Have your fireplace inspected and cleaned by a professional before use. Be cautious with candles and never leave them unattended.

**Food Handling:** Ensure proper food handling to avoid contamination when preparing holiday meals.

**Road Travel:** Check your car's tire pressure, fluid levels, and ensure your brakes are functioning

properly before hitting the road.

**Health Precautions:** Wash your hands frequently, use hand sanitizer, and consider getting a flu shot to protect yourself and others.

**Social Gatherings:** Drink responsibly at holiday parties and arrange for a designated driver if you're consuming alcohol.

**Mental Health:** Take breaks when needed, practice self-care, and reach out for support if you're feeling overwhelmed.

**Office Parties:** Ensure that workplace holiday events are conducted in a safe and respectful manner.

Stay safe, celebrate responsibly, and enjoy the festivities!

# CVEP

Summer is rush hour when you're in the paving and excavating business. Earthwork, asphalt and concrete do not cooperate when the ground is frozen, so we need to use our time efficiently and effectively when the weather is right.

In our first year of operation, we have been honing our skills by doing small projects, such as individual driveway paving jobs, with the expectation that we

will pursue and win larger jobs next year. As an example, we are in discussions with a homebuilder to dig basements for 300 new homes.

Right now, we're just bidding on jobs like that. Stay tuned – soon we will be winning them.

- Neil McCoy

# State College Day of Caring



A few of State College Commercial's PMI Team volunteered at United Way Day of Caring. Volunteers did various jobs to help improve the Bellefonte Little League Field/Dugouts.



Employee Owner team members participating that day were Tabatha Shomo, Luke Evert, Craig Butler and Colton Kelly.