

Owner's Guide

A quarterly newsletter for the employee owners of Rhodes Development Group



Jason Hare, Bob Kams and Greg Moyer of Capitol View Construction are installing a new ceiling grid and redirecting lighting and HVAC at Keystone Plaza

A Message From The CEO: What is a reputation worth?

In our business, it's everything. You see, when we want people to work for us, to do business with us, or to live in a building we manage, they can only get so much factual information before they have to make a decision. Many times that decision boils down to what they have heard about us.

That is where we win.

This is a time when people are highly suspicious of companies, the government, their neighbors, etc., but when people check up on us, they almost always hear great things. We deliver results to our clients and that word gets around.

The vast majority of our business is repeat business – in every part of the company. When we pick up new clients, they have invariably heard good things about us from existing clients. New employees almost always join because someone has told them that we are a great employer. Our reputation means everything and, as co-owners, I appreciate all you do to set us apart.



Larry Kluger



Nate Quinlan & Bob Koch of CF Acri outside of Mooreland Elementary School

Welcome New Owners

Allen Albright | PMI - State College
 Amy Burns | PMI - State College
 Cynthia Carberry | PMI - Home Office
 Timothy Gummo | PMI - State College
 Shannon Hawbaker | PMI - State College
 Logan Hess | Briarcrest Garden Apartments
 Cortnee Kelly | Delbrook Manor
 Michelle Lawlor | CF Acri
 Freddie Maisonet | Wilshire Hills
 Ashley Maroldt | Briarcrest Garden Apartments
 Keishla Martinez | PMI Home Office
 Dylan McCoy | Commercial
 Victor Morales Jr. | Capitol View Construction
 Collin Mossburg | Commercial
 Christopher Moyer | Briarcrest Garden
 Judith Owens | PMI - Home Office
 Dayanna Parra Calderon | Breckenridge Village
 Zachary Reynolds | Delbrook Manor
 Emmanuel Rodriguez | Lancaster House North
 Jasmine Santiago | PMI - Home Office
 Jeffrey Snyder | PMI - Home Office
 Colt Thomas | The Apartments at Lititz Springs
 Stephen Waller | Capitol View Construction
 Tae Woolfolk | Mountain View Village
 Nicholas Zakucia | PMI - State College
 Gary Zigner | PMI - Home Office

C.F. Acri: Always Looking For Talent

Demand for CF Acri's services remains high. In fact, the entire HVAC and plumbing industry is busy. And while the labor market is tight in many industries right now, HVAC and plumbing companies are struggling more than most to find talented employees. Considering the pay, benefits, and job security, it makes no sense that more young people are not interested in the trades.

As a reminder, if you know anyone who would be interested in joining our team, there are referral bonuses to make it worth your while. We are looking for a service manager, an estimator, and a variety of tradesmen. Do you know anyone who would fit in our company? If so, please put them in touch with Mark Acri.

ESOP Advisory Board Members

Breanna McCoy
 Jami Snyder
 Michelle Cooper
 Larry Kluger
 Eric Kunkle
 Mark Stephens
 Brittany Caiazza

Carrie Traeger
 Steve Clark
 Bill Eshelman
 Eric Zimmerman
 Jason Hare
 Casey Wildman
 Jeff Miluski

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. 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.



Eric Patton – Submitted by Suzane Neiman

On June 16th I was informed that we were going to have to switch over the way all (around 25 people) Commercial Maintenance Techs log into the Work Order Application by the next day. I was beside myself on thinking about how to get all the staff into the office to assist them with the new process. I remembered that Eric had been instrumental in setting up the work order app when we first started using it and has not only helped me help the staff but has looked out for them as well when something wasn't working right. When I walked over to his cubicle, he immediately said he would be willing to help.

I came up with the process and emailed it out to all the staff. Eric proceeded to plan to visit as many employees as possible in the early morning and then checked in with me that day and every day for a few days until we knew each of the staff was switched over to the new process. I don't know any other PMI employee that would go out of their way to make sure the switch-over went smoothly for both myself and the techs.

I asked Eric what I could give him – sweets, alcohol, etc. He wouldn't accept anything. He said that was just his job.

PMI: New Website

We are presently working on a brand new PMI corporate website that will offer a better flow and improved visitor experience. This website will not replace the current www.rentpmi.com website but will be in addition to our current company site. Our goal is to offer separate experiences for property owners and renters/residents.

The rentpmi.com website will be altered to cater towards potential renters and residents. The focus will be on featuring properties with vacancies as well as our managed portfolio of apartments, manufactured homes, and office leasing. The new corporate website will concentrate solely on managing properties for owners and will include testimonials, case studies, and leadership/ team information. Pages from this website will also be made printer-friendly so that anyone can print them for meetings. Both websites will have links to one another.

If you have suggestions or notice anything that could be improved on the current website or the new corporate website, please don't hesitate to email me at cmathus@rentpmi.com. There is also a Paylocity survey that was just sent out where you can send in your thoughts.

- Crystal Mathus

2ND Quarter 2022 Milestones

21+ Years

JOHN FOGELSONGER - 35
EARL WILSON - 33
JOANNE BRUBAKER - 30
MARIANN ACRI STAYKOV - 29
RON POTTEIGER - 29
CARRIE TRAEGER - 28
DUANE DROZDOWSKI - 26
DENNY JONES - 25
KIM BREWER - 23
EDWARD SNYDER - 21

16 - 20 Years

ROBERT MAURER - 19
KEN MYERS - 19
LES KEEFER - 17
TRESSA DAVIS - 16
LINDA PICARDO - 16

11 - 15 Years

KIM NICHOLSON - 15
JEFF MILUSKI - 15
MERV BRICKER - 15
ROB GROHMAN - 14
CHARLIE BARGE - 14
BREANNA MCCOY - 13
DENISE HUDSON - 13
COURTNEY PETROWSKI - 13
PAUL KRASOVIC - 12

5 - 10 Years

MIKE TOIA - 9
RYAN JURY - 9
JASON ADAMS - 8
SUE WOLF - 8
CRYSTAL MATHUS - 7
JAY MANGANELLO - 7
BETSIE FEIGNER - 7
KEVIN COVERT - 6
RICHARD HINES - 6
BILL SHUGHART - 6
CASSANDRA SIMPSON - 5
BRIAN JOLIET - 5

CVC: Finding Its Niche

There are dozens of small contractors who work out of the back of their pickup trucks. And there are several large contractors in the region with lots of layers of management and heavy overhead costs. Capitol View Construction fills a niche right in the middle.

The team has the skills and organization to handle projects from a few thousand dollars to several million dollars. We are small enough to give personalized attention and be cost-competitive. And we are large enough and have the financial wherewithal to take on sizable projects without the big firm pricing.

New projects include several tenant fit outs, a large excavation and paving job at Penndot's ROC building, several fire and water restoration jobs, a single-family house, and lots of miscellaneous work.



Cody Kerrick and Paul Swanger of CF Acri