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• APARTMENT COMMUNITIES •

Memo

To: All Tri City Rentals Team Members
From: Tim Owens
CC: Norman Massry
Date: 6/13/2023
Re: EMPLOYEE APPRECIATION DAYS OFF

EMPLOYEE APPRECIATION ADDITIONAL PAID TIME AWAY

As we prepare our communities for the traditional national celebration of The Fourth of July also known as Independence Day and a federal holiday, we are also reminded and continually impressed by the results our TCR Teams produce on a day-to-day basis.

You ALL play a crucial role on our Tri City Rentals Team and Company success. We are continually impressed by the current occupancy results, the curb appeal and the welcoming apartment homes you provide to our residents throughout the three regions - Buffalo, Rochester and the Capital District. The results you have achieved are impressive.

We are so grateful to have each one of you on our TCR Team knowing you are willing to go above and beyond to achieve such great success. The way each of you represent Tri City Rentals value of Unexpected Customer Service is apparent to our residents. Thank you for being great at what it means to work for Tri City Rentals.

As our recognition, gratitude and THANKS for your outstanding efforts we are delighted to reward you with an extended July 4th holiday. We will close all operations (except pool facilities and exercise facilities) on Monday July 3rd, Tuesday July 4th and Wednesday July 5th. We hope you enjoy your time away with family and friends.

Be Safe! Thank you!
Sincerely

Tim Owens