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• APARTMENT COMMUNITIES •

Memo

To: All Tri City Rentals Team Members
From: Tim Owens
CC: Norman Massry
Date: 9/19/2023
Re: EMPLOYEE APPRECIATION – PAID TIME OFF (PTO)

EMPLOYEE APPRECIATION ADDITIONAL PAID TIME OFF (PTO)

As we reflect on the summer of 2023, we are impressed and appreciative of the Occupancy Percentage companywide in all regions of New York State. For the months of June, July and August 2023 we averaged a combined 99.4 % occupancy in Buffalo, Rochester and the Capital District.

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 **Eight Hours of Paid Time Off**. These hours will be reflected on payday September 29th, 2023. We hope you enjoy this time away with family and friends or just relaxing or enjoying a hobby of yours.

Thank you!
Sincerely

Tim Owens