



THE MONARCH MONITOR // FALL 2019 // VOL. 6 NO. 3

THE MONARCH MONITOR



A quarterly look into exciting news and events going on at Monarch!

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MONARCH'S FIRST EMPLOYEE

Monarch's First Employee, Peggy Applebaum, Retires

Peggy Applebaum was Monarch's first employee! Peggy announced her retirement as Accounting Controller this Summer, and left us in October to enjoy some well-deserved time off! Please read some thoughts shared by Bob, Andy & Chuck.

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Peggy helped Monarch grow from 4,000 units to over 56,000 units today, supervising a staff of over 40 in Accounting. A key feature to Monarch is having timely, accurate, and transparent accounting. Peggy helped to forge and maintain that over her years with us. In addition, she has helped many in the Accounting department grow their skills and career paths. Please join me in thanking Peggy for her years of dedicated service to Monarch, and wishing her an enjoyable, relaxing retirement.

– Bob Nicolls, Owner/CEO

Peggy encountered and resolved untold challenges as we grew from getting a couple dozen reports out and hundreds of K-1s and quarterly distributions, to over 150 reports out and 14,000 K-1s and

distributions – all within the same 10-day timeframe. Peggy embodied the Monarch spirit – no arrogance, no bureaucracy and no complacency – she willingly embraced her role of customer service to the rest of the company, she kept a lean staff that was focused on producing results, and she innovated to make sure that we could continue to deliver.

But work aside, I may remember her most for how she kicked cancer's ass. I don't know what challenges may lay ahead of me and my family but I know if we have similar challenges, I will look to Peggy's resolve for strength.

– Andy Newell, CFO

What stands out most to me about Peggy is her willingness and ability to get things done. In the early days, we needed a Regional Manager at a property and Peggy took that role on until we could hire someone, even though that wasn't her area of expertise. We needed it, and Peggy did it. On a personal note, Peggy helped me many times over the years with accounting related issues – Thanks! Monarch has evolved over the years and Peggy has been there leading and/or supporting it. Enjoy your retirement – it's well deserved!

– Chuck Lavezzi, COO

MARKETING METAMORPHOSIS AWARD

Congrats to Abi Allen!

Join us in congratulating Abi Allen on winning the 2019 Marketing Metamorphosis Award! This award was presented to Charity Roundtree, Regional Manager, at the 2019 All Hands Meeting.

Abi put together a Game of Thrones themed Open House at Hunter's Way to increase occupancy. She had "Summer is Coming" shirts made, worked with

Corporate Marketing to develop Facebook ads, encouraged participation from residents by sharing the Facebook ad, held a drawing for a Visa gift card, and offered a Look and Lease special where those could be entered into a drawing for an HBO-Go gift card and a Roku TV.

In addition, they used Snapchat, Facebook Marketplace, had Game of Thrones

themed snacks in the clubhouse, and put flyers in each unit to display that Hunter's Way is a pet-friendly property. This campaign increased occupancy by over 2%! Way to go Abi and the Hunter's Way Team!

****As a reminder, criteria for this and other awards can be found on the Team Relations page on the MIMG intranet.**





TEAM BUILDING AWARD

Creative, Fun Team Building

Team Relations received a number of creative Team Building Applications this Summer. Regional Managers reviewed each of them and voted for their favorite, and we are proud to announce that Abi Allen and the Lubbock & Abilene Regions came out winners! Our Lubbock and Abilene Properties

celebrated their Maintenance Super Heroes by planning a week of activities to express appreciation for their hard work!

Each day they did something special for their Super Heroes – Monday included donuts in the office, Tuesday they had a team lunch of Maintenance Staff's choice,

Wednesday the Maintenance Team was provided breakfast burritos and Sonic sodas in the afternoon, Thursday included snow cones to cool down, and Friday they enjoyed a Team BBQ topped off with bundt cakes for dessert! Congratulations to Abi and our friends in Texas!



GOLDEN HAMMER AWARDS

Congratulations to this year's recipients of the Monarch Golden Hammer Award!



Rosewood Apartments - Alexandria, LA
 Ridge at Chestnut - Kansas City, MO
 The Berkley Apartments - Little Rock, AR
 Mill Creek Apartments - Abilene, TX
 Camelot Place Apartments - Saginaw, MI
 Wyoming Place Apartments - Albuquerque, NM
 Solano Springs - Tucson, AZ
 The Pines at Southmoor - Greeley, CO
 City Limits Apartments - Minneapolis, MN
 Shoreline Landing Apartments - Norton Shores, MI

Van Buren Village - Kettering, OH
 Lakota Lake Apartments - West Chester, OH
 Alexandra Apartments - Cedar Rapids, IA
 Hearth Hollow - Derby, KS
 LaSalle Apartments - Toledo, OH
 Georgetown Village - Toledo, OH
 LeClaire Apartments - Moline, IL
 Woodhollow Apartments - Maryland Heights, MO
 Hunter's Ridge - St. Louis, MO

KEY AWARDS

Key Awards In Toledo, Ohio

The Key Awards are given by the Northern Ohio Apartment Association, and properties are judged on curb appeal. Miracle Manor and Commodore Perry both won Silver Awards. Way to go, Toledo!



ACCOUNTING DEPARTMENT

Freedom Service Dogs Volunteer Event

Members of Monarch's Accounting Department volunteered with Freedom Service Dogs for the second year. Freedom Service Dogs is a nonprofit funded by charitable giving that transforms shelter dogs into custom-trained, life-changing assistance dogs for people with permanent disabilities. Clients include children, veterans, active duty military and other adults. Their disabilities include autism,

traumatic brain injury, cerebral palsy, spinal cord injury, muscular dystrophy, multiple sclerosis, and post-traumatic stress disorder. Monarch team members cleaned cages, setup beds, and were able to meet and snuggle some of the dogs for a bit! Thanks to Monarch for supporting this organization and allowing the Accounting Department to experience such a fun and fulfilling volunteer day!



SCHOLARSHIP PROGRAM

Monarch Investment Scholarship Program

As you may recall, the MIMG Scholarship Program was rolled out last year in order to assist children of Monarch employees with the rising cost of higher education.

We awarded five scholarships in May to these lucky recipients! This year,

we have two trade school scholarships available as well as a scholarship for an incoming Freshman. Please let your student know to start thinking about this – applications will be due in February. Criteria can be found on the Team Relations page on the MIMG intranet!



TYONA BROWN



ZACHARY DEFOUW



CARLI HUFFINE



MARIYAH HILL



JESSICA AGUIRRE



EASTLAND APARTMENTS TEAM TUBING TRIP

By Alisa Mausolf, Eastland Apartments Property Manager

Our Eastland Apartments team members participated in a team building trip on the Muskegon River. Eastland Property Manager Alisa Mausolf and Assistant Manager Tessa Pesch made a sandwich lunch for everyone and team members brought their own drinks. Our tubes were tied together so we had to use team work to paddle where we wanted

to go for our lunch stop, to prevent hitting branches and to get off at the end point. It was great to do something fun as a team outside of work. Eastland team members look forward to doing it again next summer!



FRANKTOWN PICNIC

An Event by Team Relations

Team Relations put together a picnic for our friends in Franktown on August 11th. We borrowed bouncy houses from friends, brought out the Monarch corn-hole boards, played Giant Jenga, and even had a face painter, bubbles, and squirt guns for the littles! The rain may have come in with a vengeance, but everyone enjoyed burgers & games under the pavilion and we were able to enjoy a little sunshine and sand volleyball in between storms!



OAK PARK PLAYGROUND ADDITION

OPMO Turns Old Pool Area Into A Community Playground



Oak Park Apartments & Townhomes completed their playground project right on time! Donna and her team were proud to announce the grand opening to their residents, especially the children. The playground consists of swings, slides,

monkey bars and much more. Commercial-grade school playground equipment was used. The playground also provides comfortable seating for parents to sit, mingle, and keep an eye on their little ones. The team at Oak Park was delight-

ed to try out the new playground equipment on Tuesday, September 24, and as far as they were concerned, it PASSED! Great job in turning this old pool area into a great place for your residents and their families to enjoy!

MONARCH BABIES!

Cute Baby Alert!



Check out our cute Monarch butterflies in their Monarch onesies! Just a reminder that we have baby swag on the Monarch Marketplace. Reach out to Team Relations with any questions!



A NOTE FROM THE TRAINING DEPARTMENT

The Time Has Come to Celebrate with the Training Department on their 3 Year Anniversary!

The Training Department has continued to support and train our employees with the tools and resources to complete their day-to-day professions.

We have implemented numerous training material through the years and we continue to help standardize our methods.

We are constantly improving our training practices and would love your feedback, please email training@monarchinvestment.com with all training inquiries or comments.

Do you have a training request? Be sure to put in a request via our Employee Website under Request Forms.

We look forward to hearing from you!



HR CORNER

Drum Roll Please..... Announcing Our Monarch HR Team!



KARIN JENSEN - DIRECTOR, HUMAN RESOURCES

Karin comes to Monarch with more than 20+ years of HR management experience. Since 2010, she supported Monarch as an HR Business Partner with Peliton/Oasis. Karin's responsibilities include supporting all of you as Monarch leaders, with a focus on strategic Human Resources initiatives for Monarch as a whole.



RACHEL BARKER - HR MANAGER

Rachel has been with Monarch in the HR Manager role since December 2015, primarily supporting the St. Louis area. She came to Monarch with many years of HR Management experience behind her. As of last month, Rachel is now part of our company's HR Team and has assumed larger responsibilities for Monarch as a whole. This includes Job Descriptions, Performance Review process, and much more.



MARY WRIGHT - PAYROLL MANAGER

Mary started with Monarch as our Payroll Coordinator in November 2016 and became our Payroll Manager last month. She is an expert in payroll and earned her CPP Certification in 1997. Mary oversees Monarch's entire payroll function for us and works closely with the Oasis payroll team.



JERRICA BICKFORD - HR SPECIALIST

Jerrica is new to Monarch and comes to us with several years of HR Generalist experience under her belt. Jerrica's primary focus will be to help troubleshoot any onboarding issues in Prism, assist Regional Managers with the results of Background Checks, and work with Oasis to obtain MSS credentials for our managers when needed.



TERA-ANN SMART - PAYROLL SPECIALIST

Tera-Ann comes to HR from our internal Accounting Team. Prior to Monarch, she worked in HR and Accounting for several years. Tera-Ann's primary focus will be to support Mary by taking on responsibilities such as salary allocations and adjustments, rent deductions, Time America errors, etc.

NEW! THE MONEY NETWORK PAY CARD!

New Card With New Benefits

By now each Property Manager should have received an allocation of the new Money Network Pay Card. Some of the benefits of using this new card is that it will work as a debit card, it doesn't expire, it can be reloaded, and cards will

be delivered to the employees without delay. It will also allow employees to have more control over accessing their funds and there will be no third-party company involved in the management of this process.



EMPLOYEE REFERRAL PROGRAM

Help Us Continue Growing!

Monarch recognizes that good employees know others with a strong work ethic and the desire to be part of a winning team. Through our employees, we believe we can attract great potential candidates for our organization. In order to encourage this, Monarch offers the following Employee Referral Program:

Employees will be eligible to receive a referral bonus of \$1,000 for Maintenance Technician and Maintenance Supervisor referrals that get hired into a

regular, full-time position. Regular, part-time Maintenance positions will receive \$500. This program does not apply to seasonal positions. All other, non-maintenance full-time position referrals are eligible for a \$500 bonus with no bonus for non-maintenance part-time referrals.

Employee referrals are a GREAT way to build amazing teams and for you to get a few extra Benjamins in your pocket!!!

* See current program for details.



MONARCH MILESTONES

Congratulations to our Milestone Anniversaries from the 3rd quarter of 2019!

10+ YEARS

Diana Wallace
Linda Young
Melissa Nelson
Elizabeth Vargas

5 YEARS

Andrew Shawanibin
Shawn Cumming
Andrea Majchrzak-Cross
Anthony Headd
Abraham Kamil
Suzette Davenport
Aaron Arambula Gonzalez
Laura Wissman

Derrick Mahoney
Jeffrey Faria
Phil Hogan
Tamera Beckum
Michele Stockman
Katie Chick
Betty Benavente
Anthony Pettis
Alicia Watson
Andrew Pohlman
Mark Imray

*334 other Monarch Team Members celebrated anniversaries in the 2nd quarter!



NEW ACQUISITIONS

More properties added to our portfolio in Q3 of 2019.

	COMMUNITY NAME	CITY	STATE	UNITS
1	Candlelight Park	Davenport	IA	413
2	Longridge	Baton Rouge	LA	134
3	Dove Creek	Baton Rouge	LA	176
4	Brookfield Village	Topeka	KS	160
5	Crown Colony	Topeka	KS	220
6	Villa Vest	Topeka	KS	308
7	Sherwood	Topeka	KS	300
8	Mariposa Townhomes	Topeka	KS	54



ANNIVERSARY CATALOG!

Keep an eye out for our new catalog arriving soon!



Have something for the
next newsletter?

LET US KNOW!

teamrelations@monarchinvestment.com