



In the winter 2015 issue:

How MIMG is Living the Vision	2
RentCafe Tips	3
Strategy Spotlight: Teamwork!	3
Spotlight: Tuition Reimbursement	4
Benefits & Perks	5
Latest MEPP Recipients	6
Save the Moolah!	8
Ski Time at Monarch Mountain	9
Fire & Life Safety Procedures	10
Resident Appreciation: Meadow Lark	11

A note from Bob Nicolls

Staff, Staff And More Staff

We're going to have our biggest year of acquisitions by any measure: units (8,200), and equity deployed (over 186 million). They are all fine purchases that will fit into the Monarch portfolio and provide solid returns... if, we can staff them with great personnel.

When investors ask me what our biggest challenge is, I always respond, "getting great staff to fill all our positions." Without great staff, we simply cannot execute our operational plans. By and large we have been able to mostly keep up with our staffing needs, but it has been tough and will continue to be difficult as we get larger.

Besides using the normal methods of procuring new staff through various means of advertising, we've employed employee referral plans, sought out former staff to join us, networked, used new digital means, recruited schools, and just generally kept an open mind and eye towards obtaining staff.

Employee Relations has done a good job of identifying pertinent and critical issues towards having people join us. And too, they have helped to develop programs to retain staff. Beyond that, we've always had a good health care plan, various bonuses, and employee ownership of properties with profit interest and now MEPP. We continue to challenge ourselves in other ways to compensate and reward employees.

I also want to emphasize another critical area of employee satisfaction: the work environment. All of us at one time or another have experienced the highs and lows of work environments. It's not all about the difficulty of the job or volume of work expected. In fact, being busy is usually high on the list of employee desires for a good work environment. My first business was

painting houses in summer during high school and college. I had a partner and we each usually had a helper to comprise a four man team. All of us ran distance, and our helpers tended to be older guys than my partner and I. In the old pecking order of HS and College, it was a tough task to "direct" my helpers activities given I was the younger one. It was then I had to find ways to do this without being overbearing and offensive which would have alienated that person. Mostly it was about leading, showing, directing and asking the helper to perform the task at hand. And, I would always perform the most technical and difficult tasks if I had to. Mistakes were made, but it worked out pretty well over the years (we painted 5 summers).

I guess I pretty much do the same thing now, though because I'm an old person I sometimes lose my patience or am just simply too direct with a few words. I always feel bad later if I've hurt someone's feelings, so I do try to think about what I've got to say before doing so.

Whatever position you are in with Monarch, I'd simply suggest to think about some of these things as you deal with your team. There's a lot of pressure on all of us to perform, but if we all do our jobs, we'll succeed. And, as we head into the holiday season, double down on being sensitive and mindful of your teams feelings. We can all contribute to having a good work environment. Suggestions for better work relations are always welcome, just email me at nicfpi@aol.com.

Thanks for all the hard work and success this year, and have a Merry Christmas.

-Bob





How MIMG is Living the Vision...

"Monarch Investment and Management Group strives to be the best multi-family company in the industry . We achieve our goal by hiring dedicated team members, well suited for their individual positions, who take pride in their work and in their co-workers.

We wish to acknowledge our entire staff. The way team members perform their duties reflects on themselves and the company as a whole."

"We Live it -- We Believe It"

.....

It is through our Team Member's dedication and hard work that MIMG would like to highlight and congratulate the following people on their promotions:

- **Brenda Conway** - Regional Manager Kansas City
- **Cheryl Richmond** - Assistant Regional Manager Kansas City
- **Leslie Murray** - Assistant Regional Manager, Arkansas
- **Shelia Gayheart** - Assistant Regional Manager Columbus
- **Carly Lenderts** - Analyst to Andy Miller
- **Jacob Politron** - Property Manager

- at Canyon Point New Mexico
- **Michael Lujan** - Property Manager at Canyon Vista New Mexico
- **Lana Baker** - Property Manager at McMillen Woods, Columbus
- **Denise Nelson** - Property Manger Heritage Knoll, Ohio
- **Holly Perkins** - Property Manager Centre Ridge, Omaha
- **Lesli Conway** - Property Manager Block 2, Arkansas

Lending a helping hand...

Recently, Sherwood Forest in Council Bluffs, IA received an unexpected and newly implemented city inspection which resulted in 1500 work orders. Without a blink of an eye, dedicated team members from all over the MIMG portfolio arrived to pitch in. It is through this type of teamwork that MIMG remains unique. This extraordinary group of individuals along with their home properties, validates our Mission and Vision. Thank you all for the hard work and living up to our Mission Statement! The list of names is extensive: Aaron, Nate, James, Jeff, Dominic, Gary, Abdel, Rafael, Jamie, Brandon, Eric, and all the Maintenance Team members from Omaha 8



The Village at Spring Mill is one of Monarch's newest acquisitions in Indiana, and has some of the best views in the portfolio

RentCafe: Resident & Prospect Portals

If you haven't already viewed these portals, you should get a feel for the information that is required on the application and the different options your residents have through the portal. You can also customize different areas of your resident portal! Reach out to your regional marketing specialist for more information on this.

So your resident or applicant is struggling with the online portal, what do you do? If they aren't in the office, it can be difficult to relay information and help them without seeing the site. Did you know you can login to rent café site manager and see the screen how they see it?

Here's How!

Residents:

1. Login to rent café site manager and select your property
2. From the left-hand-side, select "resident services" and then "preview resident services"
3. There is a search bar you can type the resident's name you are looking for
 - a. Find the resident
4. Click on the resident's name to open their resident portal as they see it!

You can guide the resident through making payments online, updating their profile and preferences, and submitting maintenance requests (if applicable for your property).

Applicants:

1. Login to rent café site manager and select the "leasing" tab from the top
2. Use the search bar or filters to find the applicant you wish to view.
3. Click on their name to open the prospect information page
4. In the upper right-hand corner, select the "more" option to review different choices
5. Select "view application" to view the application as the prospect does

You can guide the applicant through completing their application, paying application fees, and correcting any errors such as missing required information.

Strategy Spotlight Teamwork!



Leslie and Cheri held a very successful managers meeting on October 28th. Roy also held a very successful HVAC training for maintenance that same day. After the meetings were held, the attendees were invited to participate in the team building event at Paint-

ing With A Twist in Frandor.

What a huge success! Not only was there a great turnout for this event, but everyone was able to take their creation home to share with their friends in family!

Spotlight

An Interview with Charles Stephens, the First Employee to Use the Tuition Reimbursement Program

by KARLYE POKORNEY, NATIONAL SALES TRAINER

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How long have you been with Monarch? How did you find your job with Monarch?

My first day with Monarch was August 21, 2012 at Ramblewood Apartments in Fort Collins, CO. Anthony Petrone, who is now the Recruiting Coordinator, was the property manager at the time. He was a great mentor, and I would attribute much of where I am now to Anthony's training.

What is your background/what does your resume look like?

I started fresh in this industry with Monarch right after I graduated from college. I graduated from Colorado State University-Fort Collins with a major in Natural Resource Recreation and Tourism and a minor in Business Administration. Among other candidates interviewing for the position at Ramblewood, only I knew how to make popcorn in the big machine they have there.

You've been with Monarch for a long time now - What is your favorite thing about working for Monarch?

I definitely love the Monarch Mountain access and the laid back culture. You are able to make your own success. They don't "baby" you, but if

you show interest, they will give you training and responsibility to let you grow. It's a very trustworthy and team focused work environment.

You were the first employee to take advantage of the tuition reimbursement program, what did you use it for?

I used it to earn my CPM (Certified Property Manager) accreditation – it's an internationally recognized designation for commercial and residential property managers. I took my courses through the Institute of Real Estate Management.

What made you decide to use it for the CPM program?

The courses offered are designed to prepare you for upper management/asset management, creating a managing a budget, overseeing a portfolio, and risk/reward of commercial property acquisition. I also want to go back for my MBA in Finance and Real Estate.

What was the cost of the program you chose? Was it easy to get the tuition reimbursement?

The program has an overall cost of about \$7,000 + institution dues. For me, it has been a 2 ½ year process that I began in 2013. The \$2,000 tuition

reimbursement from Monarch has really helped to keep me working through the program because the costs involved can be a financial burden. This reimbursement is really going to help me reach my goals, I am on track to finish early 2016! The reimbursement was quite simple to attain after I received approval.

What's your "secret sauce" to being a successful property manager?

As we all know – there are always gray areas in this industry. It can be difficult to enforce the rules while also keeping our residents happy. We also need to focus on making sure our investors see a return and we're maximizing NOI/ROI/reducing expenses. I'd say my secret sauce is using a laid-back demeanor to keep everybody happy while ensuring I meet my goals. "Work hard, play hard."

Do you have any advice for your colleagues?

Well, I started from the bottom with little experience. I think Monarch supports the start-from-the-bottom and work-to-the-top work mentality. Just get your feet wet, jump in, and see what you can do. Don't stress about the little things. Don't be embarrassed to ask questions, and play off the team dynamic that Monarch offers.

Welcome to Mill Creek, one of Monarch's newest acquisitions in Abilene, TX.





Benefits & Perks

Check out some of the unique ways Monarch rewards its employees

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Monarch believes that each employee contributes directly to the success of the company. Our teams are what set us apart. According to a recent Glassdoor survey, people look for certain Benefits/Perks when deciding where to work. Let's see how Monarch stands up:

Healthcare insurance

Monarch offers amazing Medical, Dental and Vision Insurance at great rates. As of 11/2015 it costs an employee only \$20/month for great medical coverage through Cigna.

Vacation/Paid time off

PTO Leave. We offer (80/hrs in 1st/yr) (120/hrs in 2nd-4th /yr) (160/hrs in 5+ yrs)

Performance Bonus

Monarch Employee Participation Program (MEPP) is offered to outstanding employees. This plan rewards super star employees with a bonus each quarter without having to contribute their own funds.

Paid sick days

Some companies offer "sick" days that can only be used with a medical note and lost if not used annually. Monarch offers general PTO that is typically more than most companies Vacation + Sick days allowing you much greater flexibility.

401(K) plan

Monarch offers a 401(k) plan, coordinated by Peliton, which allows employees to save pre-tax dollars in a retirement plan.

Employee development program

Monarch has a comprehensive training and tuition reimbursement program.

Office perks

Monthly staff lunches, as well providing coffee, refreshments and light snacks when available. Monthly challenges designed to foster team morale and cohesiveness.

Gym & Wellness program

All employees are permitted to use property fitness centers and other amenities. If your community does not have a fitness center you are permitted to use a sister property.

Stock or equity

For long term super stars that have significant MEPP, Profit Interest may be awarded.

*In addition to these,
Monarch offers...*

√ *Holiday paid time off on top of PTO*
√ *A 20% discount on an apartment in one of our communities to all full time employees.*
√ *Work related vehicle mileage reimbursement*

√ *A tool reimbursement program for our maintenance teams.*
√ *Free ski tickets to Monarch Mountain in Colorado for employee usage.*

Congratulations to our latest MEPP recipients!

The Monarch Participation Program offers quarterly bonuses to ourstanding individuals

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How is this awarded?

Quite simply, the Monarch Equity Participation Plan is awarded to employees who have typically been with MIMG for over a year, and have demonstrated their value in many ways. It is a special thank you from their manager and the company, for a job well done. Turn to page 7 for some examples of how a few of these latest recipients have played a crucial role in our success.

3rd Quarter Recipients (First Distribution 10/15)		4th Quarter Recipients (First Distribution 1/16)	
Johnna Bailey	Kaelin Snider	Denny Kadlitz	Richard Joesph
Michael Brandon	Miguel Lopez Pena	Karen Bialkowski	LaQueita Roberts
Thomas Howard	Aaron Arambula Gonzalez	Amanda Weeks	Ivonne Puentes
Kyle Cook	Hugo Flores	Deb Haley	Misty Johnson
Tonia Monihan	Kevin Card	Katie Kelsie	Jimmy Smith
Jose Sanchez	Linda Young	Lisa Stringer	Lana Baker
Cole Beauchamp	Juan Nunez	Shelly Wheeler	Nichole Blackburn
Michael Lujan	Brad Boswell	Herbert Cox	Michelle Christopher
Erik Astorga	Lula Collier	Leah Arizola	
Paul Kindred	Jennifer Palmer	Rapheal Stevenson	
Chrystalyne Escobar	Cynthia Johnson	Barbara Vantil	
Robert Reznikov	Natalie Gerbasi	Henry Shiftlette	
Mark Imray	Dennis Kennedy	Phil Hogan	
Matt Braymen	Melissa Garrett	Jeff Campbell	
William Hayes	Cecilia Filko	Richard Rael	
Jeremy Muckey-Shirk	Teryn Beard	Krystalena Gourley	
Garrett Tow	Jessalyn Geering	Santa Reyes	
Adrian Vallejo	Travis Cannon	Roy Oliver	
Victor Gamboa	Kara Pike	Cecelia Filko	
William Pierano	Raphael Stephenson	Delmar Barrett	
Dwayne Blackburn	Shawn Cumming	Nathan Royal	
Christopher Moreland	Melissa Emery	Jill Blake	
Christopher Dillinger	Daniel Brown	Michele Formanek	
Robert Bass	Jacinda Bathrick	Brittany Wronski	
Jason Derringer	Lee Habner	Martin Bowers	
Christopher Waters	Mark Scherphorn	Bruce Voss	
Shane Fields	Michele Stockman	Michelle Vanderschaaf	
Garnetta Jones	Jeff Faria	Holly Perkins	
Donald Demecs	Stacy Allacher	Brittany Wroblewski	



Karen Bialkowski

Housekeeper at The Retreat at Walnut Creek

Karen Bialkowski is the "ROCK" at WCMC. She not only has a terrific attitude and will do anything asked of her, she has been doing this for 13 years at WCMC! The residents adore her and Karen's ability to adjust and handle property challenges is appreciated more than she will ever know! We appreciate her being part of the team and one we can always count on. Congratulations and thank you for all you do!

-Leslie Chase



Roy Oliver

Maintenance Supervisor at CAMI

Cecelia Filko

Area Manager/Property Manager at Castle Pointe Apartments

Cecelia and Roy successfully moved in 265 new customers YTD and renewed 225. They oversee a 468 unit property with a high concentration of 'student housing'. They successfully controlled expenses to end October NOI 7.4% above budget YTD. With all of this activity, they both mentored new hires. Cecelia mentored two Leasing Consultants who were able to earn promotions to Assistant Manager this year. Roy's positive, 'can do' attitude has helped his entire maintenance team to add to the \$63,670 positive 'Total Expenses' YTD. They both have sacrificed their teams time to assist Camelot Place Apartments with their struggles this year too. Their leadership skills are among the best!



Denny Kadlitz

Rover for Eastern Michigan

Denny is always willing to go wherever we need him and does so with a fantastic attitude and a work ethic to be envied. Recently he has also filled in as the only maintenance person for a property that normally runs with 2 full-time people. In addition to this heavy work load, this assignment has required several months straight of 24/7 on call responsibility. Denny continues to show true dedication and perseverance through staffing challenges and anything else we throw at him!

-Leslie Chase

More about this month's MEPP recipients



Santa Reyes

Leasing Agent at Stone Grove

Santa is a leasing agent at Stone Grove and has made tremendous strides in helping the property achieve the goals we have. She has done this by reviewing the market and recommending rent adjustments to keep up with the demand. She is always positive and happy to help when she can. Santa loves working with people and is actively engaged in the community at Stone Grove. Santa has assisted in creating revenue by recommending to include garage and storage parking with the rent. She not only suggested this, but has helped to move the project along. She promotes SGMN to those she comes in contact with and feels we are a "great deal" for our customers because of the excellent services and amenities we provide.

-Brian Hamilton



Michele Stockman

Perks Coordinator

How can I help? These are words we hear often from Michele. She truly wants to make everyone's life easier. Michele works diligently in the Employee Relations department and is a Jack of all trades. She is always busy, packing boxes full of anniversary gifts, answering correspondence, getting out name badges and shirts to our team members at over 100 properties. At the corporate office she makes sure to order the monthly birthday cakes and open up the office early for yoga. Michele comes running when tech challenged co-workers start tearing their hair out. She keeps records of everything from President's Club activities to ski weekends. She has stayed late to help assemble picnic tables... the list goes on and on. I may be her manager, but clearly, she manages me and our ER office.

-Kathy Nicolls



Save the Moolah!



This section features new money-saving tips that can be used for both you and your properties.

by MABELL ALMANZAR , LEASING & MARKETING SPECIALIST

No spend day challenge

The No Spend Day Challenge is the classic of the no spend challenges. This is a day where you are not allowed to spend any money. While they may not appear to be too difficult in theory, they tend to be more difficult than most people imagine because they often bring to light spending leaks that most people didn't realize they had. Of course, you are not limited to only a single day. As you get better with your finances, you can try a no spend weekend, a no spend week, or even a no spend month. Any of these are bound to challenge the way that you currently spend money and force you to be creative in finding solutions to do and buy the things that you want without actually spending money.

No impulse purchase challenge

This challenge can be an excellent way to greatly reduce the amount you spend shopping while at the same time making you more organized and think through all of your purchases. In this no spend challenge, you are only allowed to buy things that you have written down on a list before you went to the store to buy them. No "oh, I need this too" purchases. If it's not on the list, then it can't be purchased. By sticking strictly to buying those things that you went to the store to purchase and buying nothing else, you will place yourself in a position to see how much you were spending on impulse purchase in the past.

No credit card use challenge

For those who have a volatile relationship with their credit card, a no spending with a credit card challenge can be an excellent way to help break the habit of using our credit card. You simply pick a period of time such as a month period where you're not allowed to use your credit card for any purchases.

This is a great way to see all those small expenses that you put on a credit card without even thinking about it in the past and should help you become much more aware of how often you used to use a credit card without even thinking about it.

No eating out challenge

For those who have a tendency to let trips out to restaurants ruin their budget, doing a no spending money eating out challenge can be a great way to help temper this habit. As the name would suggest, the goal is to not eat any of your meals at a restaurant or from a takeout joint during this specified period of the challenge. Knowing that you won't be able to go out to eat should help you prepare a bit more for cooking meals at home, and hopefully get into a habit where going out to eat becomes a planned event instead of the default option.

No clothes buying challenge

Many people seem to get their therapy treatments by buying clothes (or other things). If you find that you're spending money on clothes every month, doing a no spending on clothes challenge for a month can be an excellent way for you to reevaluate your wardrobe and buying habits. By the end of the challenge, you should know if there are any clothes that you really do need versus the clothes you merely want.

Welcome to Harbor Lake, one of Monarch's newest acquisitions in Michigan.



EMPLOYEE SKI TIME AT MONARCH MOUNTAIN!



 **monarch mountain**

SkiMonarch.com (719) 530-5000

Did you know that one of the great perks of being a Team Member with Monarch Investment and Management Group is access to Monarch Mountain outside of Salida, CO? MIMG wants to have you enjoy a little getaway during the 2015/16 ski season. This perk replaces the annual ski trip weekend for those not required to be at the investor meeting. The company has grown to the point where accommodations are not available to the group at large during our March annual weekend.

- ✓ Free ski passes for you and your immediate family
- ✓ One time up to two nights lodging reimbursement up to \$99 per night during the 2015-2016 ski season.
- ✓ Corporate hotel rate available exclusively at Baymont Inn & Suites in Salida, CO. Contact Baymont Salida by calling 719-539-8500.



Fire & Life Safety Procedures

Having a plan in place can help make sense of the chaos

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At Monarch Investment & Management Group, the most important thing we can do is to maintain life safety and take all of the necessary precautions to prevent fires and property damage at our multifamily properties. At each property in our portfolio, Monarch continues to take these necessary precautions to prevent fires, to educate tenants on potential fire hazards, and to ensure life safety across the board.



It's important that both residents and staff understand fire procedures

As part of these continued fire safety efforts, we have been requiring that each property distributes a resident Fire Safety Manual to all tenants & units. Regional Managers and Asset Managers have been coordinating with their property site staff and our sites have been printing and distributing flyers to tenants. Each & every occupied unit has received a copy of the resident Fire Safety Manual, whether delivered by hand or posted on doors. This continues to serve as a supplemental reminder for our tenants to carry renter's insurance, includes bathroom fan safety information, and other related fire hazard reminders.

For instance, notable topics in our Fire Safety Manual are the following: Cooking Safety, Heater Safety, Candle Safety, Smoking Safety, Outdoor Grilling Safety, Clothes Dryer Safety, Potential Arson Safety & Awareness, and Bathroom Fan Safety. It is important for our residents to understand that their community's insurance policy does not include coverage for residents' personal property damaged or destroyed through fire, smoke or water damage. Residents are strongly encouraged to obtain rental coverage for their belongings.

Furthermore, an important aspect of purchasing new apartment communities primarily involves the underwriting process. First and foremost, our excellent insurance rates, which we strive to keep as low as possible, ensure that our great company is able to continue growing. By keeping our portfolio insurance expense to a minimum, we are able to be more competitive in the bidding process and in underwriting new apartment deals. In turn, our investors and employees gain increased opportunity. We maintain low insurance rates across our portfolio with the important fire safety procedures that we have implemented at each and every property.

Most notably, Monarch Investment & Management Group Employees and site staff have been key in performing our annual safety and fire inspections as part of all routine unit turns as units become vacant and available. These consistent and regularly-scheduled unit inspections are a 2-person job for the office and maintenance staff at each respective property. When checking for smoke detectors, our staff also brings new batteries to test and replace as the unit is inspected. If a smoke detector does not work, our staff has been ensuring that the detector is replaced quickly, within a 24-hour period. At the same time, our staff checks all furnace filters for necessary replacement, and removes all bathroom and kitchen ceiling fans to properly vacuum and clean. By removing lint and dust/grime buildup in these ceiling fans, Monarch minimizes the risk of fires starting from dirty bathroom fans.

In addition to the above precautionary measures, our employees are all trained to pay special attention to the following Health & Safety issues when inspecting occupied units and turning vacant units:

- ✓ **Propane, natural, or methane gas leaks**
- ✓ **Exposed wires or open electrical panels**
- ✓ **Water leaks on or near electrical equipment**
- ✓ **Blocked or unusable emergency or fire exits**
- ✓ **Blocked fire escapes or ladders: 2nd floor windows must be clear as they are considered fire escapes**
- ✓ **Missing or misaligned chimney for gas-fired water heater or HVAC unit**
- ✓ **Window security bars preventing exit**
- ✓ **Expired fire extinguishers**
- ✓ **Inoperative or missing smoke detectors**

Monarch would like to take the time to thank all of our employees for their diligent efforts across our portfolio and for ensuring that we continue to ensure life and fire safety each and every day. Our staff takes great pride in not overlooking the importance of preventive maintenance in the above matters. Our staff and employees help to set us apart from the competition by ensuring that we conduct all necessary precautions to maintain life safety, prevent fires, and minimize property damage. Although it is impossible to know how many fires that our fire safety procedures have prevented, we do have peace of mind knowing that we are cutting down the odds of potential fires at our properties.



Resident Appreciation

At Meadow Lark



Meadow Lark Apartments in Aurora Colorado held a pumpkin carving contest in October and gave out prizes for 1st-3rd place! They said the residents really enjoyed getting together for the event.

Monarch Anniversaries

Monarch would like to thank everyone for their hard work and dedication, and honor those who have reached milestones in their career this quarter.

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15 Years

Jermaine Yates

10 Years

Charles Lavezzi
Peggy Applebaum

9 Years

Gary Binder

8 Years

Lizbeth Saldana De Paredes
Tiffany Gonzales

6 Years

Karina Lopez
Aimee Pavek
Lindsey Torres

5 Years

Christopher Huskey
Angela Gartee
Peter Berry
Donald Mullins
Jody Black
Charles Bogaard

4 Years

Leslie Murray
Robert Quillen
Amber Velasco
Adrian Tucker
Andy Newell
Laura Lawrence

3 years

Dean Stewart
Heather Butler
Michele Formanek
Cathy McCoy
Christopher Black
Michael Breiner
Dennis Montgomery
Laura Menchen
Mary Clark

Kiya Shockey
Karen Bialkowski
Dennis Kadlitz Jr
Belinda Fields

2 Years

Rochelle McCary
Tresontae Moore-Hodge
Maurice Overgaard
Robert Diaz
Anthony Stanford
Anita Taylor
Eugene Mitchell
Melisa Garrett
Karlye Pokorney
Steven Scarlata
Juan Nunez
Chrystalyne Escobar
Burt Teague
Michele Troxel
Douglas Huff
Wanda Jinkerson
Kenneth Norton
Mark Thomas
Michael Geist
Samantha Brickler
William Peirano
Chevon Goszczynski
John Carnes
Dean Dartt
Dominic Bosco

1 Year

Douglas Conrad
Zoe Farrar
Luz Huizar
Aubree Williams
Robert Gonzales
Ryan Murphy
Matthew Rutherford
Tiara Stanford
Brian Hadley
Brian Hamilton
Donald Abney Jr.
Brenda Barmann
Zachary Hood

Raina Turner
Jerry Wright
Samantha Burrows

James Canfield
Denise Nelson
Jackie Caldwell
Matthew Howell
Charles Chambliss
Mia Wentworth
Dominic Gallegos
William Hayes
Toshi Israel
Michael Merritt
Alexa Palmer
Jennifer Pavlin
Holly Perkins
Tyler Points

Christopher Strayer
Howard Holicky Jr
Johnny Salinas
Roger Riesgraf
Crystal Wallace
Rene Longoria
Lindalee Cain
Steve McGinty
Martin Bowers
Steven Pickett
Rhonda Addington
Russell Renner
Santa Reyes
Courtland Bradley
Travis Cannon

Sharon Churchill
Bernard Cook
Carrie Griffin
Jacob Guyski
Marybeth Haligowski
Kenneth Kurth
Cheryl Loudenbeck
Kane Madsen
Clarence Marlin
Travis Mathiot
Suzanna Nielsen
Leah Panagopoulos
Ronald Prange
Scott Price

Jay Staniszewski
Sebastian Swain
Aaron Woolley
Alyxandra Bey-Jones
Fran Gojcaj
Lee Habner
Robert Isaacs
Leah Close
Jeremy Muckey-Shirk
Matthew Braymen
Heather Faulkner
Michael Guadagnino
Jennifer Hollrith
Samuel Preston
Cara Whorley
Rena Hankins
Andrew Evans
Angel Garcia
Teryn Beard
Ryan Derry
Courtney Moose
Tamera Boyer
Tamera Boyer
Roy Oliver
Holly Wilkins
Robert Brinegar
Patricia O'Barsky
Savanh Prathoumthong
Mandy Love
Richard Bryson
Steven McReynolds
Susan Heiman