



BENEFITS

OUR BENEFITS? STRAIGHT BANANAS.

- Medical and dental benefits? Health yeah! (We pay half.)
- 401(k) with a match? Bet your future on it!
- Short-term disability? We offer it! (Ask our coworker, Chet, all about it!)
- Life insurance? Would suck to have to use it, but we got it if you need it!



WORK

BUILDING AN EMPIRE IN THE HEART OF THE CITY.

- We ride or die on successful, valued partnerships with clients and treat tenants fairly and honestly.
- We develop long-term relationships with vendors and treat them well.
- We deeply believe in our city and region's future and give back to RVA through community service.
- We improve neighborhoods through real estate development and top-tier property management.
- We will impact a half-million lives by 2025; you'll have your own "Lives Impacted" goal, which you can meet by treating people fairly, coaching, and service.



PLAY

CAN'T KNOCK OUR HUSTLE.

- We hire innovative, trustworthy, and smart people. Believe it or not, this includes Chet.
- We like beer, but it's okay if you don't.
- If you can't give or take a joke, you will probably have a hard time here.
- Every office has ping-pong. We also have bubble hockey and a pool table. We have a roof bar, too, if you consider climbing out of a window onto the roof a bar.
- Diversity ain't hard when you live it daily.



US

STARTED FROM THE BOTTOM, NOW WE'RE HERE.

- Growth? More than 600% in the past five years.
- In 2007, we managed five homes. Today we manage more than 3,300.
- Keep calm and do good work: we promote from within (Chet, now a property manager, began here with the role of cleaning fingerprints off our laptop monitors and phones).
- We are professional problem solvers. We've seen 99 problems and can fix every one.



YOU

HOW COULD YOU FALTER WHEN YOU'RE THE ROCK OF GIBRALTAR?

- Career goals? We'll help you reach them.
- Want a few sweet letters after your name (CPM, ARM, RMP, MPM)? We'll pay half the tab for your designations.
- Want to learn? We pay half your conference registration fees and property management classes.
- Like reading? We'll pay you to read business books (Note to Chet: *The Cat in the Hat* is not a business book).



LASTLY...

EQUITY (THIS MEANS "MONEY")

- For the real estate that we develop, we give equity in the properties to employees who meet certain thresholds (and if Chet can do this, so can you):
 - Three years of employment
 - Up-to-date on your "Lives Impacted" goal
 - Completed real estate investment classes

