

# UPDATE - MONDAY, JULY 18, 2022

Dear fellow Colony owners,

Shane Gann has been doing a marvelous job filling in for Monique. He has been responsive and helpful and has received numerous compliments directly from owners. In addition, your Board has received several e-mails from owners wanting us to be aware of how well he is handling issues. Thank you, Shane, for your dedication and hard work. You are very much appreciated. We particularly appreciate the owners who took the time to compliment Shane personally as well as those who e-mailed us. This very thoughtful behavior is uncommon and most welcome.

On the recruiting front, this past Friday, July 15th, was our first day of interviews. Initially, four interviews, all highly qualified candidates, were set up. Unfortunately, four interviews resulted in only one successful in-person interview (very qualified candidate), one cancellation, one rescheduled, and one no-show. All in all, about par for what you would expect in today's economy and employment environment.

Our recruiting ad continues to run on Indeed. The ad has been productive in generating responses. As you may know, recruiting is a numbers game. We need to interview a sufficient number of qualified candidates in order to compare qualifications and compensation packages. As an aside, so that our owners remain informed, if the total compensation package of the candidate we interviewed is typical (approximately \$120,000 - \$125,000 per year), we, as owners, should be prepared to deal with that reality.

While at the Colony, it was exciting and satisfying to see numerous owners enjoying their balconies, the pool, and the pool deck.

We will continue to keep you informed.

Respectfully Submitted,  
Dick Denecker  
President of your Board