

PENNROSE

Bricks & Mortar | Heart & Soul

Pennrose is looking forward to working with Home Leasing team members. Following are questions/answers to some of the most pressing topics that you may have about the transition. It is not a comprehensive list of questions/answers. We look forward to having individual and group conversations about your new roles and integration into the Pennrose team.

Questions & Answers

Employment

- **Will I have a job with Pennrose?**
 - The success of the Home Leasing properties depends on strong day-to-day operations and support. Leasing, maintenance, and on-site management are the foundation of that success — and will continue to function as they do today. Pennrose is committed to retaining current on-site staff. For corporate and support functions, we will thoughtfully evaluate areas where the two organizations have overlapping capabilities.
- **Will site-based employees have to reapply or interview for their positions with Pennrose?**
 - To maintain the strong day-to-day property operations, all site-based employees will be maintained, so long as they remain in good standing with Home Leasing prior to the acquisition of the properties.
- **Will staffing levels at the properties change after the transition?**
 - There are no planned changes to staffing at the properties.
- **Will I have the same supervisor and/or team at Pennrose?**
 - The integration of the Home Leasing personnel has not been finalized and may evolve over time. Roles and teams are not expected to shift until the transition from Home Leasing. Any changes that affect you will be communicated as soon as possible, directly, and transparently.
- **How can I learn more about Pennrose?**
 - Senior leaders from Pennrose will be presenting to and meeting with corporate and regional staff in person on March 25th. An invitation and more details about that event will soon be shared with you.
 - A virtual meeting will be scheduled with site-team members.
 - During these meetings we will introduce you to Pennrose. In the meantime, please visit www.Pennrose.com.



Pay & Benefits

- **Will my pay and benefits change? And when?**
 - All Home Leasing employees who accept positions with Pennrose will have the opportunity to review pay and benefits during their individual interview and onboarding process. All property-based team members will receive offer information from Pennrose that will include their current salary and a description of applicable Pennrose benefits. All people will be benefit eligible immediately effective on their start date.

- **What will happen to my unused PTO?**
 - Upon transition to Pennrose, PTO balances of up to 200 hours of will transfer to your PTO with Pennrose.

- **What is Pennrose's PTO policy?**
 - Employees accrue a specified amount of PTO during each pay period worked and can allocate how it will be used – for vacation, illness, caring for children or other dependents, school activities, medical/dental appointments, personal business, or emergencies. Paid Time Off (PTO) is available to full-time regular employees and part-time regular employees. The amount of time an employee earns depends upon the employee's length of service with the Company. PTO starts to accrue from the first day of employment in an eligible status.

 - In addition, Pennrose provides 12 paid holidays for all employees.

- **What will happen to my unused sick time?**
 - Unused sick time will not be paid out or transferred to Pennrose.

Property and Resident Impact

- **How will the transaction affect the residents' day-to-day?**
 - We expect there will be no noticeable changes for residents, as there are no immediate changes planned for residents. Our goal is to maintain the property teams currently in place. Day-to-day operations, service levels, and on-site teams will remain the same.

- **Will resident lease terms or renewals change?**
 - No. Existing leases and renewal processes will continue as written. There are no planned changes to lease structures or resident obligations.

- **Will there be any immediate changes to property policies? (I.e. amenities, fees, pets, parking)**
 - No. All current property policies remain in effect.

- **Will branding or signage change at the property?**
 - There are no current plans to make changes to property names or signage. Changes to property branding have not been determined at this time.

- **How will existing contracts be affected?**
 - All current vendor contracts remain valid and in effect.

