



**RIVERSTONE**  
COMMUNITIES

## HIRE HOMELESS, CHANGE LIVES

Riverstone Communities is a manufactured housing property management company that has been servicing our communities for the better part of 22 years. We operate close to 80 manufactured housing communities in 15 different states. We provide affordable housing and a sense of community and belonging to THOUSANDS of people, all our residents. The mission of our organization is to improve the lives of our residents and team members and we do that on a consistent basis, without fail. It is a mission that we truly live and breathe by as an organization.

As a mission driven organization, we are excited to embrace a company initiative that is focused on improving the lives of those that need it the most. Those that are struggling to find housing, find work and support their families - the homeless population. Essentially every community in America has a homeless population and we want to do our part in helping to minimize it and getting people and families back on the right track.

*(See reverse for details on this initiative and what we hope to accomplish each year.)*



### MISSION

To enrich the lives of those in need by providing housing and job opportunities to help create a stable environment and a better quality of life.



### VISION

We want to blaze the trail within the property management industry to where our competitors want to emulate this program. We want to transform the way we hire, by hiring those in the most need. Within 3 years, the goal for this program is to be an integrated part of our overall hiring process, where we accomplish annual goals for homeless hiring and transforming lives. The ultimate goal of this program is to not only help the new team member to join our team, but to help the entire family. We want spouses to be self sufficient, children to be successful in school etc. This program should support the holistic family environment and allow it to flourish.



We are excited to embrace our **“Hire Homeless, Change Lives”** initiative!

# OVERALL CONCEPT DETAILS

## PROVIDE EMPLOYMENT TO HOMELESS INDIVIDUALS

- Initially this will begin as a 90 day trial period to ensure this is the right fit for the team member. We want to ensure that they acclimate back to the workforce as necessary.
- If job training is necessary, the team member will be able to shadow another more experienced team member to learn the necessary skills of the job
- Team member will receive a trial rate of pay for their first 90 days of employment. If the team member meets all performance expectations in their role, a permanent pay rate will be established, that will reflect a slight increase in pay, from the initial trial pay rate.

## PROVIDE FURNISHED HOUSES TO HOMELESS INDIVIDUALS/FAMILIES

- The first 90 days of home lot rent will be covered at 100%.\*
- After 90 days, the home lot rent will be covered at 40% and the team member will need to pay the other 60% on the 1st of each month.
- The first 90 days will also include paid utilities (electric and water). The expectation is that utility usage level will be normal for the family size in the home. Excessive use of utilities or utility abuse will be addressed accordingly.
- After 90 days, the team member will need to start covering the cost of all utilities in full.

*\* In the event housing is not available due to our property being 100% occupied, a monthly stipend will be offered in the amount of the lot rent at the property, to assist the team member in finding affordable housing outside of the community.*

## ANNUAL GOAL

Hire at least 5 homeless individuals and change 5 families' lives!

## PARTNERSHIP

We cannot accomplish our goal without established partnerships with several homeless community shelters, which is what we hope to start with you today. A goal of all homeless shelters is to get their members back on their feet - let us help you do that! We can provide employment and housing to those in the most need and truly work together to change lives!

## CONTACT

Let's take 5 minutes to have a conversation and discuss how we can change lives together for the better!

### **Hillary Snyder**

*Chief Human Resources Officer for Riverstone Communities*

**248.988.8845 ext.125**

**hsnyder@rivstone.com**

**WE LOOK FORWARD TO HEARING FROM YOU SOON  
AND WORKING TO CHANGE LIVES TOGETHER!**