

Inside**this Issue...**

What Do We Mean By Do The Right Thing? Cont'd	2
Ramblings from your RVP...Connie Mathes	4
From the Benefits Department	6
Signaling Computer Screen Strain	7
The RPM Review...	8
10 Things You Should Never Do At Work	10
Congratulations Becky!	12
Happy Anniversary	13
The Accounting Arena	14
Big 6 Emphasis Programs—2007	15
The Last Lecture—How To Live Your Life	16
Nine Questions You Should Ask Your Boss	18
FREE DTE Music Theater Tickets!	20

THE PRESTIGE PRESS

What Do We Mean By Do The Right Thing?



The founders of Keystone Management Group, Joanne Golden, Bob Kabbe and Ken Bovee established "Do the Right Thing" as their company's mission statement and it is truly an admirable yet difficult ideal to live up to. One of the most challenging aspects of implementing our mission statement is that everybody has their own definition of "Do the Right Thing". I thought it would be helpful for the partners of KMG Prestige to define "Do the Right Thing" from our perspective.

We believe that we have three major responsibilities that should guide our decisions and shape our values.

1. Protect the financial integrity of the company.
2. Provide security and stability for our entire family of employees.
3. Execute our fiduciary responsibilities for our clients.

Let's examine each of those points in further detail.

PROTECT THE FINANCIAL INTEGRITY OF THE COMPANY

Some people can take a cynical view of this and say that it all boils down to money, but money is not the reason that this point is so important. Jen, Karen, Jeff and I worked for almost a year negotiating the purchase of the company and forming our partnership. Agreeing to purchase the company was more than a financial transaction. It was a commitment to each other that we would protect and support the partnership. Knowing that we are responsible for each other and our families well being is incredibly motivating. KMG Prestige employs almost 800 people who in turn have financial responsibilities for several thousand people. They are our extended families and we must protect each and every one of them. Bob, Ken and Joanne have entrusted

Cont'd on Pg. 2



their company to us and we have obligations to them as well. I could never live with myself if I allowed anything to destroy the company that they spent most of their lives building. Our clients have entrusted over a billion dollars of assets to us to manage for them. Each of our clients has financed their assets using debt and equity sources, which makes them personally liable for most of their obligations. Failing to maintain our financial integrity could lead to a ripple effect that would ultimately damage lenders, syndicators, vendors and government agencies. I won't go so far as to say the fate of the free world hangs in the balance, but KMG Prestige failing is not an option and we will do everything in our power to protect the financial integrity of the company.



We have one of the best CFO's in the industry and Jen Allen provides astute observations and recommendations that protect our organization. I frequently hear people comment that permanent fixes are so easy if we just did a few things. Generally those few things cost millions of dollars and the people making those comments don't have the entire perspective to understand that we just can't implement those recommendations at this time. If things look that easy, then it is almost certain that in reality it is not that easy. I want to encourage all of you to forward your recommendations to

us and we will certainly evaluate them all. We don't profess to know everything and we have benefited greatly from many excellent suggestions given from the field and support centers. Maybe somebody reading this article has the magic bullet that will catapult us into the stratosphere.

PROVIDE SECURITY AND STABILITY FOR OUR ENTIRE FAMILY OF EMPLOYEES

Downsizing and the displacement of our staff is something that we are always concerned with. We gauge our growth and potential loss of clients very closely so that we will never have to lay somebody off. Almost one and a half years after the purchase we have not had to displace any employees. The person who loses their job because of a lay off doesn't appreciate that we "Did the Right Thing" when they are on unemployment and struggling to make ends meet. This balance between protecting the financial integrity of the company and providing security and stability for our employees is a difficult one, but we feel that one can not be done without the other.

Another very frequent comment is that we should stop doing business with many of our clients because they do not live up to our mission statement. In a perfect world we would only have sites that are pristine, loaded with cash and with no site control problems. In reality that would limit our total unit count to about 3,000 units, which would require us to eliminate most of our staff and cause us to default on our obligations. What we need to focus on is improving our operations so that they become pristine, loaded with cash and with very few site control issues. Each of you will see over the next year or two that we will be balancing our new business with hard conversations with existing clients. Those clients who do not have the financial ability to fix their as-



sets may have to choose another managing agent. We may elect to resign our positions on problem assets if our commitment is greater than the owners. However, we will do this in a manner that protects the financial integrity of our company as well as the security and stability of our employees. This approach may be frustrating for some of you, but I am convinced that we can do so much more to permanently fix the problems at many of our communities. Karen Mead is refining our new business marketing materials and part of our future strategy will be to become more selective when signing on new business. Keep in mind that it is not possible to cherry pick our business. Sometimes we have clients that have wonderful sites, but they also have one or two dogs. We can't tell them that we will take only the good ones; otherwise we would get none of their business. It is a balance that we have to evaluate with each and every client. Many of our most important strategic partners such as MSHDA and the Cap Fund ask us to take on challenging assets as a favor. It is not prudent to say no when we are asked to serve. Good business is like a good marriage. You cherish and appreciate the good and learn to accept the rest.

EXECUTE OUR FIDUCIARY RESPONSIBILITIES FOR OUR CLIENTS

We are contractually and legally bound to protect the interests of our clients. Our relationship is very similar to that of a defense attorney. An attorney must advocate for their client even if they know that they are guilty. If they do not advocate appropriately then they will be disciplined which may include monetary penalties, suspension, disbarment or even jail time. Any attorney that betrays a client will never get another client and will be out of business, assuming that they are even allowed to continue to practice law. Hopefully none of our clients are mass murderers, but some of them do cause some frustration because their business practices may not align with our mission statement. Over the last several months I have heard frustrations voiced over some issues at a couple of sites and some confusion regarding the way that we resolved those issues. I can see how a certain perspective can lead you to that conclusion, but it is in the best interests of all parties to work through any issues with the owners directly thereby meeting our fiduciary responsibilities. From our perspective that is doing the wrong thing. When client issues arise we will start a dialogue to resolve them and if we are not successful, then we have a decision to make. We have found that the vast majority of our clients are responsible, caring business owners that want to make the best decisions for their assets and residents.



The three major responsibilities outlined above are not the only issues involved when evaluating what is the right thing to do, but they are included in every major decision that we make along with many other factors. We also have to factor in how our decisions impact our residents, vendors and other strategic partners. I hope that this article has given you some insights into our decision making process and I encourage you to question us when you think that we are not walking the talk.



Ramblings from your RVP... Connie Mathes

One BIG Thing a Day...

As I thought of ideas and what to write for this article, my first phone call this morning was from a frustrated manager about not having enough time and then I realized, I have given this advice to three different managers over the last month. I've felt frustrated myself in the last month about "not enough time" in the day. I've had to re-group several times in the last 30 days to make sure my priorities were truly focused on the right things.

My inspiration is truly because of recent experiences and conversations that I've had with numerous peers and co-workers. As a company, we are focusing on CHANGE. Change is an exciting thing when you see the fruits of your labor pay off. The improvements in occupancy and collection are the result of hard work. Change also brings frustration and growing pains if you will. Are you stuck in the "we've never done it that way" syndrome? At the beginning of the year when we restructured the portfolios, it resulted in huge portfolio and supervisory changes throughout the company. So this has caused many changes but no matter who your supervisor is now and how they want a particular thing done, we all still have the same basic obligations to get done on a daily basis.



KMG Prestige's culture is one where your ideas are welcome and you are empowered to do your job every day. With that empowerment, comes big responsibility though...you are managing a multi-million dollar asset. If you as the leader in your field are overwhelmed, where are we as a company? I challenge you to call any manager on any given day and you will have a similar priority as them. But how do we handle those priorities individually?

Over and over during my site visits, I hear "There's just not enough time in the day..." It's so easy to become overwhelmed with all of the "things" we have to do today that it is almost impossible to focus on the "big things".

When I was a property manager, I wrote HUGE to do lists and would walk away everyday with 99 things undone and 1 complete. Did I feel good about my accomplishments? Obviously, I don't have to answer that for you but I always knew what my priority was for the day that HAD to be completed and when you break it down, there truly is only "One big thing for each day".

For instance, as I am writing this article, it is the 5th of the month. What is the most important thing a manager does on the 5th of the month? Post rent! So, if I accomplished posting rent, I did exactly what I needed to do.

I won't continue to break it down for you in those details but what I essentially did, was map out my calendar for my "One big thing a day". Some items to include are posting rents, sending late notices for rent, sending renewal letters, preparing renewal leases, sending files to the attorney, coding invoices, walking the property with the maintenance supervisor, marketing, market surveys, miscellaneous reports, etc. I would come in one hour early before the office opened and complete my "One big thing a



day” item. By the time we opened for business, I was ready to meet and greet the customers knowing that if I got nothing else done today because of our constant interruptions I had my priority for the day completed.

Don't get me wrong; I still had my list of “to-do's” and all of the miscellaneous stuff that must be done. I would accomplish these tasks between interruptions. They were the things that even if you were interrupted it wouldn't take you a few minutes to remember where you were. Some to-do items might include calling a vendor about a service problem, service request follow-up calls, filing, walking a vacant, etc.

Everyone has a comfort level of how they like to organize things. Many of us use day planners, desk calendars, outlook, etc. Whatever your organization method is, you must set aside the time to plan your days. Your first “big thing” tomorrow should be organizing yourself and setting out your plan.

This system worked like a charm for me and I still use it today as an RVP because you never know what each day will bring, but I do know that I will get my priority for the day done in the first hour of my day!



As we strengthen our focus on occupancy and collections as a company, this should be your focus as well. Please remember that if your “one big thing a day” isn't helping you to achieve your goals, you are focusing your attention in the wrong direction.

I leave you with this quote that I thought summed up so much about this subject....

Do not go after the past,
Nor lose yourself in the future.
For the past no longer exists,
And the future is not yet here.
By looking deeply at things just as they are,
In this moment, here and now,
The seeker lives calmly and freely.
You should be attentive today,
For waiting until tomorrow is too late.
Death can come and take us by surprise--
How can we gainsay it?
The one who knows
How to live attentively
Night and day
Is the one who knows
The best way to be independent.

-Bhaddekaratta Sutra

The Big Six

- **Occupancy**
- **Collections**
- **Compliance**
- **Service Requests**
- **Unit Turns**
- **Curb Appeal**



102 South Main Street
Mt. Pleasant, MI 48858
(989) 772-3261

Do the Right Thing!

From the Benefits Department...

Just a reminder...

A **Benefits Compensation Package** is available to all new full-time employees of KMG Prestige on the first day of the month following 90 days of full-time employment. As well, all part-time employees whose status changes to full-time are eligible for the same benefit compensation package on the first day of the month following 90 days of full-time employment. *(*you must be a full-time employee for 90 days to be eligible for benefits)*

KMG Prestige's compensation package includes the following benefits:

Medical Plan options through BCBS

Dental Plan options through BCBS

Vision Plan through VSP

Company Paid Life Insurance

Supplemental Life Insurance options

401K – Employer Match

Pre-tax Flexible Spending Account options

Short / Long Term Disability Coverage

Paid time off / Sick time / Floating holidays

Tuition Reimbursement program

Smoking Cessation program

Employee Assistance programs

Employee Referral bonus program



If you have any questions regarding eligibility requirements or any of the benefits offered to you as a full-time employee of KMG Prestige, please contact the Benefits Department at 989-400-4846 or sobrien@mykmg.net.

Signaling Computer Screen Strain - Source: VSP



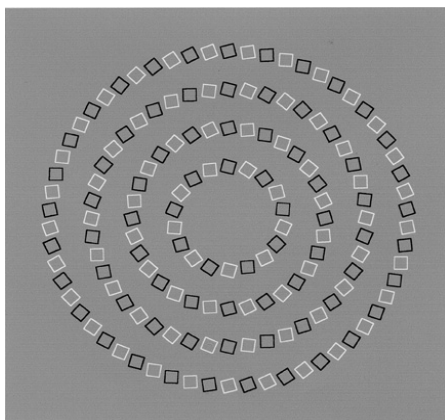
How many hours do you log on the computer every week?

If you're like a lot of Americans, it's a ton. From computer-dependent jobs to fun time surfing the net, our eyes are focused on computer screens. If you're experiencing two or more of these symptoms daily, you can be pretty sure you're struggling with computer eye strain:

- **Blurred vision.** It tops the list. When you shift your focus from the computer screen to things further away, you could notice actual blurred vision or a delay in focusing your eyes.
- **Dry eyes.** If you feel like there's something in your eyes you just can't get rid of, or burning, stinging and inflammation, your eyes are probably dry.
- **Eyestrain.** Vague eye discomfort you can't quite put your finger on or that makes you squint or frown when you're at the computer could be eyestrain.
- **Glare sensitivity.** If your monitor is too dark or bright, your eyes are working too hard to see it, and can get tired.
- **Headaches** and not just those in the eye area could be a sign you have computer eye strain.
- **Neck and shoulder pain.** Like eyestrain, other bodily aches could signal ergonomic problems in your workstation.

So, if these symptoms hit a little close to home, here are some things you can do to get started:

- **Keep blinking.** It washes your eyes in naturally therapeutic tears.
- **20-20-20.** Every 20 minutes spend 20 seconds looking at something 20 feet away, minimum.
- **Right light.** Good lighting isn't just flattering – it's healthy for your eyes. So, keep bright lighting overhead to a minimum. Keep your desk lamp shining on your desk, not you. Try to keep window light off to the side, rather than in front or behind you.
- **Monitor you monitor.** Keep it at least 20 inches from your eyes. Center should be about 4 to 6 inches below your eyes. Also, make sure it's big enough and with just the right brightness and contrast.
- **Computer specs.** Your doctor can prescribe a pair of glasses just for seeing the computer screen well.
- **Talk to your doc.** Your eye doctor can recommend solutions such as adjustments to your office environment, special eyewear, eye drops or a combination approach. Also, a thorough eye exam may reveal that your computer vision problems are related to a different condition that needs treatment.



Believe it or not, they are actually individual circles!



Visit the VSP website at www.vsp.com and click on the Eyecare Discovery Center link.

Submitted By: Sandi O'Brien, Benefits Coordinator

The RPM Review...



There are lots of great property management topics to discuss in The Prestige Press. Increasing occupancy. Decreasing delinquency. Achieving NOI. Preventative maintenance schedules. How to satisfy difficult-to-please residents. The list of important tasks and techniques could go on and on. In order to be a company that is becoming the best, most respected property management company in our industry, we all must constantly strive to excel in these tasks. In fact, it is easy to completely fill our days focusing on these essentials for property management.

That is why I would like to focus on ... love???

No, the warm weather hasn't gone to my head. Allow me to explain.

It can be very easy to bury ourselves with the important work of increasing occupancy, turning vacant units, etc., and allow ourselves to forget that we are part of a team. In fact, it can be easy to get up from our desks, or put down our tool bags, at the end of the day and realize that we didn't have a single meaningful interaction with an employee, co-worker, supervisor, or support center staff member, because we were too busy doing "the important stuff".

I think that we can all agree that we can do things as a team that we simply can't do by ourselves. But what does being a team really mean? Is it simply working at the same site, or is it something more? Does being part of a great team just happen, or is there something that goes into it?

Like most things in life, I believe that we have to be intentional about being part of a great team. It didn't just happen that we learn how to talk, walk, tie our shoes, read, etc.; we had to intentionally work at these things. So what do we need to intentionally work on to be a part of a great team?

Developing the relationships with those around us. Taking the time to get to know the people we

work with on a personal level, even though we're busy. Caring deeply for those around us. Yes ... actually loving our co-workers, supervisors, support center staff members, and employees!

How can we work on it? By taking the time in our busy days for one-on-one interaction with the folks we work with. Here are some pointers for developing those relationships:



Closeness - Find time to spend face-to-face time together, not just hurried conversations over cell phones, email, and walkie-talkies.

Openness - Create an atmosphere where everyone feels comfortable in being themselves by teaching, encouraging, and modeling tolerance.

Understanding - Listen to those around you without judging or jumping to conclusions. Before you try to "fix" the problem that someone is describing to you, be patient and listen, and make sure you understand what they are saying.

Peacemaking - Admit when you are at fault, even when you are partially at fault. A very powerful way to develop a relationship is the ability to sincerely say the words "I'm sorry", and not follow them with the phrase "but you ...". After a disagreement, spend time and make sure that the relationship is OK.

Loyalty - Your team members need to know that you are committed to the team. If you can share the burden through adversity, it will be all the sweeter to share the joy in success.



Esteem - The greatest teammates lift up others at all times. They affirm the worth of others, praise their successes, and encourage them after failures.

If we choose to intentionally focus on learning to love the team members we work with each day, we will accomplish spectacular things together. Not only that, but imagine how fulfilling your workday will be if you spend it with team members that you love to be with!

(Pointers loosely adapted from the book "Love & Respect" by Dr. Emerson Eggerichs)

Submitted By: Jeff Weldon
Regional Property Manager

10 Things You Should Never Do at Work

From the e-mails we “forgot” to return to the voicemails we “never received,” telling little white lies has become a very real part of our workplace routine. For the most part, we get away with it. After all, we tell ourselves, who are we really hurting? Anything beyond the occasional fib, however, and the lines get blurred. To avoid a serious faux pas—and possible career sabotage—stay clear of the following 10 workplace sins:

1. STEALING



Whether you think that the company “owes” you things like Post-its, pens and other office supplies, or you simply don’t think it’s a big deal, you should be sure about that in case your boss or co-worker catches you. Stealing can not only get you fired, it’s illegal.

2. BLAMING SOMEONE ELSE FOR YOUR MISTAKE

It’s dishonest, childish and tacky. Very tacky. Sure, having to admit you made a mistake is embarrassing, but not nearly as embarrassing as it would be to have to admit you lied about it or tried to cover it up.

3. SPREADING GOSSIP

Who knows why people get a certain high from hearing juicy gossip. Many of us are guilty of passing along at least a few rumors at times, but the more you can avoid doing so, the better off you will be. Try to avoid it. In addition, if you hear it, don’t repeat it.



4. CALLING IN SICK WHEN YOU ARE PERFECTLY HEALTHY

If you wake up and just cannot face the idea of going into work, there’s no reason (unless this happens every day) you shouldn’t give yourself a vacation, personal or mental health day. Nevertheless, calling in sick is not only irresponsible and insensitive to the co-workers who have to cover for you, it could also be grounds for firing if you’re caught.



5. ...OR SHOWING UP WHEN YOU AREN'T

The admiration your co-workers show you for coming in to work despite having the flu will be short-lived: It won’t take long for those around you to tire of hearing hacking, sniffing, and coughing coming from your desk, nor will they appreciate being exposed to your germs.

6. ABUSING OFFICE TECHNOLOGY

This includes (but is not limited to): spending a significant amount of time on personal phone calls, e-mails or instant messages; using office time to type and print out the pieces of your screenplay; going online to catch up on last night's episode of "My Life on the D List"; and using the office printer to make the invites to your holiday party.

7. INVOLVING CO-WORKERS IN YOUR PERSONAL PROBLEMS



If problems at home are distracting you from doing your job, that's one thing, which you should take up with the boss or human resources. But involving your co-workers in your personal problems is distracting and unprofessional.

8. GETTING TOO COMFORTABLE

Dressing professionally is just as important as behaving professionally in the workplace. No matter how long you've been with the company, how "cool" your boss is, how much sleep you got the night before, or how cold or hot it is outside, you should always maintain a clean, workplace-appropriate appearance. Even if you work in a relatively casual office, you should still make the effort to wear clean clothes and have well-groomed hair. A good rule of thumb is to never dress better than your boss, nor worse.

9. HITTING ON YOUR BOSS

This one has "Lifetime Movie" written all over it. For every successful office romance story, there's a disaster story to match it. When co-workers hook up, it always makes for a tricky situation; when one worker is subordinate to the other, the stakes get even higher. Unless you are well aware of your employer's policy regarding office romances and are prepared for the possibility of rejection, avoid this one altogether.



10. HITTING ON YOUR EMPLOYEE

Consider all of the above, and add to that a possible sexual harassment suit.

Source: MSN Careers, Career Advice Article
Submitted By: Karen Kirsch,
Compliance Specialist

Congratulations Becky!

On Wednesday, April 23, 2008, Mrs. Rebecca Boyke from Meadowbrook Commons was sworn in and received her ARM (Accredited Residential Manager) certification from IREM (The Institute for Real Estate Management).

We would all like to congratulate Becky on this outstanding achievement. She passed her exam with flying colors and we are all so happy for her!

For those who are not aware; IREM was founded in 1933 for the purpose of advancing the profession of real estate management, while helping real estate managers prosper and add value to their companies and the properties they manage. IREM's ARM designation is regarded as the most recognized credential for residential real estate managers.

We encourage all managers and assistant managers to aspire to obtain this certification. It remains to be the best form of education (both core skills and ethics) and testing for all residential real estate managers.



CONGRATULATIONS BECKY!!!

Submitted By: Tracie Robinson
Regional Property Manager

Happy Anniversary!

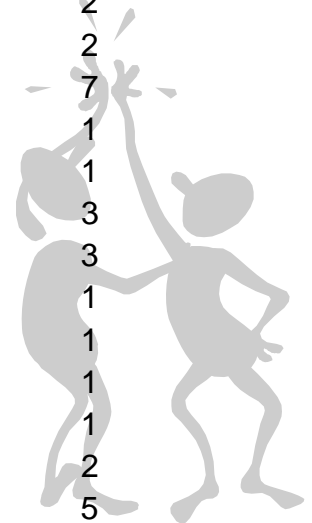


We appreciate your contribution toward helping us become the best, most respected property management company in the industry.

Thank you for all of the hard work you do!

Congratulations to the following individuals on their Anniversary!

NAME	# of Years	NAME	# of Years
CALLIE ALLEN	5	ANN TROUTMAN	3
DAVE AMLOTTE	27	JERRY WARD	1
KARLA BAIRD	1	CINDY WILKES	2
WILLIAM BOLISH	2	ANNE DANOSKY	1
SHERYL CHAMPINE	1	STEPHANIE WALKER	2
JIM CLARK	2	PAT PHILLIPS	9
TAYLOR CLARK	1	COLLEEN READ	3
VICKY COPPLER	7	BETH REICHERT	5
THOMAS DANIS	1	JOE TANDY	15
PAUL DEMINK	1	KATHY L STALTER	9
KEITH DEVITA	2	RUSSELL BEDKER	4
CINDY DISBROW	1	DENNIS BENNETT	2
JANICE A DOOZAN	9	KIMBERLY FRITZSCHE	1
LAURIE FERRIER	2	RONALD FULCHER	3
NEVA HALL	1	MICHAEL GROSS	2
CHIMERE HOLTON	2	MICHAEL HALL	2
TONYA BLACK	6	KARL HANSEN	7
MIKE HUDSON	9	PENELOPE HARSH	1
JESSICA JOHNSON	4	BRENDA HOLMES	1
STEPHEN KERSJES	1	MARK HOWARD	3
DEMARIO KEYS	3	RACHAEL KREN	3
KENNETH MOORE	2	RODNEY LAMBART	1
ROBIN MULDER	2	DONALD MCCLURE	1
TIMOTHY NYGARD	1	DESIREE SLATER	1
PAMELA PARK	2	DEBRA SMITH	1
PATTY SHEPHERD	1	TINA STARK	2
BONNIE SLATER	4	JEFF WELDON	5
MARY ANN THAYER	5	LAURIE SHEPPARD	2



The Accounting Arena

The Accounting Department would like to follow up on the new procedures implemented this past month for concessions, deposits, and charge adjustment journals. All of you should have received notice from your RPM on the changes. The following is an excerpt from an email sent from Jennifer Allen to the RPM's. It details some of the procedures that we would like all of our Managers to follow. It is very important that we receive the signed concession forms and approved charge adjustment journals on a timely basis every month. Receiving timely deposit receipt copies is also very important in helping us maintain an accurate cash balance throughout the month.

Concessions

- *Concession Acknowledgement Forms should be completed at the time the concession is given, and signed by the Manager, RPM and Resident.*
- *A copy of the form should be forwarded to the Property Accountant at the time it is completed - which means they should be sent in throughout the month and not held on site until month end. (Note on RD sites, these are sent to Rental Accounting).*
- *The PA will review the forms received against the Concession Report from Powersite at Month End. Any missing forms will be requested by the PA and should be provided by the Manager asap.*

Bad Debt Write-Off's/Adjustments

- *The Manager should print a copy of the Charge/Adjustment Journal from Powersite at month end - this can be printed in Powersite after the PA has closed the month, but before the Manager runs First of Month, or it can be printed directly from the Powersite Site Reports pdf file in Public Folders.*
- *The Manager should sign and approve the form, and forward to the RPM for review and signature/approval. Note - RPM signature is only required if there are any credit adjustments to resident accounts, including bad debt adjustments.*
- *The RPM should forward the signed/approved form to the PA asap. We do struggle to get these forms back, so your help in this process is appreciated!*

Deposits

- *When making a deposit on site, the Manager should fax to his/her PA
 - A copy of the validated deposit ticket, and
 - A copy of the Powersite Journal showing the deposit was posted.*
- *We will require both documents before posting cash in the GL.*
- *Please remember each deposit should be posted separately in Powersite so that each deposit ticket matches a unique Powersite Journal.*
- *The PA will review daily deposit activity in Powersite against faxed data received, and follow up with the Manager on any missing deposit information.*



These procedures are really not anything “new”; they have just been slightly altered in an effort to align the formal procedures between the Corporate Offices.

Keeping up with concessions and charge adjustment journals each month will help the Accounting Department immensely. These check and balances are a part of our year-end procedure with the Auditors. Your assistance in this area is greatly appreciated.

Submitted By: Kris Brown and Debbie Isanhart
Mt. Pleasant Property Accountants

Big 6 Emphasis Programs

2007 Community Beautification and Curb Appeal "Best in Region" Award Winners

Lawndale
 Meadow Glen
 Wood Creek Manor
 Bridge Village
 Hidden Pines
 Carson Place
 Westchase
 Country Knoll
 Village Glen
 Park Meadows
 Maple Ridge
 Southbrook Villa
 Sterling Crest
 Golden Crest
 Meadowbrook Commons
 Millpond Manor
 Lakeview Meadows
 Virginia Park Meadows
 University Meadows
 Buersmeyer Manor
 Research Park
 Fraser Woods

Walled Lake Villa
 Stonebridge
 Emerald Creek
 Alana Woods
 Churchman Woods
 Bayberry Farms
 Dover Court



Dustin Miller (RVP), Annette Bailey (Virginia Park Meadows), Neva Hall (Buersmeyer Manor).



Dustin Miller (RVP), Christine Scargall (University Meadows), Joe Tandy (RPM)



Kristina Walker (RPM), Dorothy Baldwin (Riverwalk Meadows), Jan Doozan (Sterling Crest), Keith Redlin (Golden Crest)

1st Place ~ Meadowbrook Commons
2nd Place ~ Maple Ridge
3rd Place ~ Carson Place



2007 Occupancy Award Winners (Properties totaling 100+ on the Phone Shops)

Brookview
 Lloyds Bayou, North & South
 Maple Village I & II
 Millpond Manor
 Walkabout Creek I & II
 Bree Manor

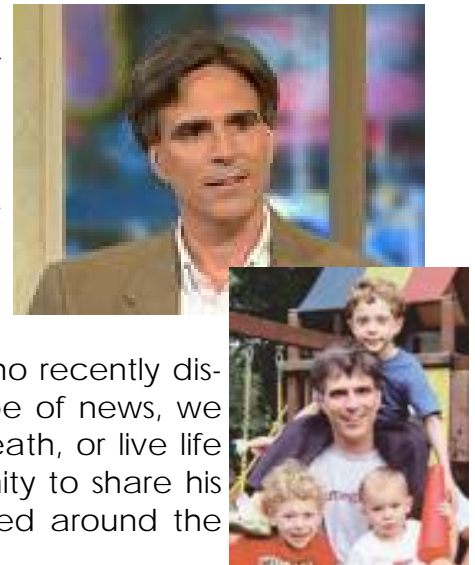
Appleridge Apartments
 Traverse Woods
 Mill Race Manor
 Dover Court
 Meadow Hills North



The Last Lecture ~ How To Live Your Life

Submitted By: Jen Allen

I think it's safe to say that we all need to take a step back and refocus our energy from time to time – really evaluate our actions and our lives on all levels. It's so easy to get caught up in the minutia of everything happening around us, be it at work, school or home. Recently I was inspired to do just this, inspired by a man dying with cancer, who wants nothing more than to leave a legacy for those he's leaving behind.



Randy Pausch is a professor at Carnegie Mellon University, who recently discovered he was dying of pancreatic cancer. Given this type of news, we could do one of two things – focus on the immanency of death, or live life with passion. Randy chose the latter, and took this opportunity to share his thoughts in a lecture hall at CMU, that has since been shared around the world.

You may have seen Randy spotlighted in a recent Primetime Live special on ABC. And if you were lucky enough, you probably walked away feeling uplifted to focus on your dreams, touched by the emotion and sincerity that can only come from a person living each day as if it were his last, and refocused on making the most of every moment you have left on this earth.

Although The Last Lecture was entitled How to Live Your Childhood Dreams, it's really more about how to live your life. In his discussion, Randy made several key points, some of which are worthy of reflection:

Experience is what you get when you don't get what you want. How many times have we lost, or failed (or so we think), or just missed out on something? If we view this as experience instead of failure, we can come to realize that everything does happen for a reason. And if we're strong enough to look for it, we can learn something, maybe even something about ourselves, from every challenge we've ever faced. We become stronger because of it.

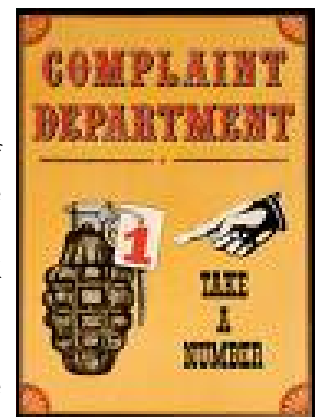
The brick walls are there for a reason – they aren't there to keep us out. I think it's safe to say we're all familiar with the idea that anything worth having doesn't always come easy. We're going to encounter obstacles and challenges on a variety of fronts throughout our lives. We shouldn't be controlled by those obstacles or stopped because we confront a wall. The challenges help us grow stronger, help display our dedication, are the symbols that remind us that we're willing to do things that others aren't.



Have a sense of fun and adventure. How easy is it to get bogged down by the stress of the work environment? How easy is it to feel the weight of all the demands and pressures placed upon you? Take a step back. Our time on this earth is finite. We can choose to become absorbed in all the pressures, demands and stressors all around us, or we can choose to make the most of each opportunity – to enjoy the simple things. Have fun! Take the time to do all those things you dream about and to enjoy all that you've been given. As Randy points out, you need to decide if you're a Tigger or an Eeyore. Tiggers are energetic, optimistic, curious, enthusiastic and love to have fun; Eeyores can only see the clouds hanging overhead or the obstacles before them. Live each day as if it were your last.



Complaining and whining doesn't solve the problem. Randy points out in his lecture that Jackie Robinson had a clause in his major league baseball contract that said he wouldn't complain if someone spit on him. Seems ridiculous today, but the point is that you can either complain about something, or you can work harder; he chose to work harder. If you're not part of the solution, then you're part of the problem. We should always be looking for solutions and working hard to improve all elements of our daily lives – complaining serves no purpose. Hard work does.



In the end, I think it's clear that we all do have choices about how to live each and every remaining moment we have on this earth, but we often lose focus of that reality. We can't change the cards we're dealt, just how we play the hand. Sometimes it takes simple, yet so insightful, words of wisdom from the voice of a dying man to make us realize that there's more to life than just living.

I would encourage you to view The Last Lecture and hope you too become inspired.

<http://www.youtube.com/watch?v=pgyuYHXqlO4&feature=email>

Nine Questions You Should Ask Your Boss...

You probably have a list of questions you'd ask your boss if given the chance, like:

"You really paid someone for that haircut?"

"Must your lunch always include garlic?"

"How did someone as nice as you end up marrying someone so unpleasant?"

If you have any desire to keep your job, you'll keep those questions to yourself. Unfortunately employees have a tendency to keep all questions to themselves, even when speaking up can help their careers.

"Workers choose silence over dialogue because they worry about damaging credibility, fear retaliation from key decision makers or doubt their voice will make a difference. And when employees choose silence, progress suffers," says Kerry Patterson, co-author of "Crucial Conversations."

Whether you keep quiet because you're afraid of embarrassing yourself or you don't think your questions mean much, you should start speaking up.

"A colleague once said to me, 'I can tell more about a person by the questions they ask than by what they tell me,'" says Edith Onderick-Harvey, president of Change Dynamics Consulting, an executive consulting firm. "The same is true for managers. Questions about the broader organization's goals and priorities, your role in achieving those and asking for feedback tell your boss you are focused on a career with the organization, not just a job."

Here are nine questions to ask your boss that can help your career. (Just don't ask them all at once – your boss is probably a busy person.)

"How do you measure success?"

Employees often forget that their performances are graded in some form or another. In order to understand how your work is quantified, you should be speaking the same language as your boss. Find out if your manager is only concerned with numbers and results or if how you achieve them also matters, Onderick-Harvey advises. Then, you base your future work on his or her priorities.



"What areas do I need to develop to advance my career?"

This question shows your boss you are in control of your future and are not waiting for someone else to make things happen, Onderick-Harvey says. If you can articulate what your career goals are, your boss can tell you what experience you need to gain before you can move up the ladder.

"What strengths do I have that will help my career?"

Don't be so focused on looking for your weaknesses that you forget to ask about your strong points. You might think you know what your strengths and weaknesses are, but your boss could have a different opinion. This question isn't an excuse to beg for a compliment; it's an opportunity to show the boss you want to steer your own career,

Onderick-Harvey says.

"How often are performance evaluations conducted and who is in charge of them?"

Basic questions such as this one are crucial to your performance, says Dr. Ivonne Chirino-Klevans, professor at Walden University, a distance-learning institution based in Minneapolis. Understanding the mechanics of your job should be a top priority at all times. Make sure you know if you have quarterly or annual goals to aim for and how they impact your daily tasks.



"What are the options for growth within the organization?"

Although you might expect this question belongs only in a job interview, it's worth asking even after you've been employed for a few years, Chirino says. Company structures change all the time and you should know what opportunities are open to you if you want to advance. Once you know what your options are, you can decide what your next move is, whether it's aiming for a new position or looking for a job with a better future.

"Do I understand this correctly?"

When you have a project that has many components or a new set of guidelines, be certain you have a grasp on what your task is. Tackling an assignment without knowing you're on the right path leaves the opportunity for a rude awakening on the due date. Check in with your boss to ensure you understand everything the way he or she intends it. If you don't ask the right questions, you could derail your own career even though you're fully capable of doing the work, Chirino warns.

Caution: Use restraint when asking this question. No boss wants to repeat himself or herself ad nauseam.

"What can I do to help you?"

This simple question is important but often forgotten, according to executive coach Suzanne Bates. Even if you can't help, your boss will take note of your offer. "It's lonely at the top, so if your boss sees you as someone who wants them to succeed, you stand out."



"What is the most important priority we need to focus on?"

This question often goes unasked because employees fear appearing incompetent. Really, it shows concern about your responsibilities and your team's goals. When you have several ongoing projects and your boss adds more to your workload, knowing how to prioritize grows difficult. Managers want to hear from employees who are concerned with improving business, says Gayle Lantz, an organizational development consultant and executive coach.

"Can I take on this task?"

Too many employees take a laissez-faire attitude toward their careers and relinquish control to their bosses, says career expert Dr. Rachelle J. Canter. Bosses have their own lives to worry about, however, and don't have time to map your future. Rather than let your career meander, look for opportunities to prove you have initiative and leadership skills. Find ways to build experience and gain skills that you currently lack.

Anthony Balderrama is a writer and blogger for CareerBuilder.com.
Copyright 2008 CareerBuilder.com. All rights reserved.

Submitted By: Jennifer Parsons
Administrative Assistant

FREE DTE MUSIC THEATER TICKETS

Compliments of:



Do you like Music? Do you like receiving payments from former residents? Now is your chance to experience both when you submit a collection case to the Legal Department. Our collection company, Client Financial Service, is offering a pair of tickets to an upcoming show at DTE Music Theater tickets to one of our lucky apartment communities. (Exact show yet to be determined).

To be eligible, all you need to do is submit a new complete collection case to the Legal Department between May 15, 2008 and June 15, 2008. Every case submitted will earn the site another entry. The more you submit the better your chances of winning. One lucky winner will be drawn from all eligible entries. The winning site manager shall determine how the tickets are to be used.

Collection cases may be submitted via email to faxed to (989) 953-4873, SGANN@KMGPRESTIGE.COM; or mailed to KMG Prestige / Legal Department, P.O. Box 30316, Lansing, MI 48909. All inquiries should be directed to Steve Gann at (517) 679-7318.



102 South Main Street
Mt. Pleasant, MI 48858
(989) 772-3261

We want to hear from you!

Do you have an article, tip, trick or story you would like to share? Please send your item of interest to:

Fax: (989) 953-4881

E-mail: jparsons@kmgprestige.com

www.kmgprestige.com

"Becoming the Best, Most Respected Property Management Company in our Industry."