

Essex Awards are designed to celebrate the achievement of our greatest asset – YOU! All 2015 Award winners will be presented at the 2016 Awards Gala. Please save the date for the award celebration in your division! Please note a few of the awards/criteria have changed.

March 9: Southern California | March 29: Northern California | April 11: Pacific Northwest

Nomination forms will be coming to you for those awards with nomination criteria.

You worked hard. You delivered results. Now is our time to celebrate your success!



THE INNOVATOR

This award is dedicated to a field associate who successfully implemented a new idea that improved operating efficiencies, generated revenue, saved expenses or enriched the customer experience.

- The nominee is an associate who identified an obstacle and presented an idea that was implemented during the award year.
- Any on-site associate can nominate an on-site peer for this award.
- RPM will select finalists; DM will select winner.
- Winner will receive an award to proudly display at your community.



COMMUNITY OF THE YEAR

This award is dedicated to the community that demonstrated an outstanding performance for the 2015 award year.

- 3 out of 4 categories must meet or exceed 2015 budget expectations:
 - o Scheduled Rent (must be equal to or exceed budget)
 - o Gross Income (must be equal to or exceed budget)
 - o Controllable Expenses (must be equal to or less than budget)
 - o NOI (must be equal to or exceed budget)
- This award is not solely a financial performance award. Additional decision criteria may include other considerations such as Kingsley Overall Satisfaction Index, team development, curb appeal or other accomplishments that favorably impacted community performance.
- Nominated by RPM.
- DM will select winner.
- \$100 monetary award for each team member; a traveling award to proudly display in the office for one year; and an award to keep at the community.



STAR LEASER

This award is presented to the individuals who secured 75+ net rentals for 2015.

- Winner will receive an award to proudly display at your community.



REDEVELOPMENT PROJECT OF THE YEAR

This award is dedicated to a successfully completed renovation project in 2015.

- Items considered: Concise and effective communication between CMS, the community team and customers; Kingsley Overall Satisfaction score may be considered.
- RPM will submit the nominees.
- DM and CMS will select the winner.
- Winner will receive an award to proudly display at your community.



ROOKIE OF THE YEAR

This award is dedicated to an individual who is in the first year of employment with Essex and has made a tremendous impact.

- Items considered: skill, aptitude, timekeeping, teamwork and an award-winning attitude.
- Demonstrates a strong aptitude for customer service and takes initiative.
- Must be past 90 days from hire: prior to September 30 of the award year.
- Nominated by CM; RPM will select final winner.
- Winner will receive an award to proudly display at your community.



MVP

This award is dedicated to individuals who are the "go to" people in their regions, and provided support to a sister community. These nominees go above and beyond the call of duty, demonstrate good judgment and have winning attitudes. (Community Managers and Maintenance Supervisors are not eligible.)

- Nominated by CM, MS or RPM.
- RPM will select winners with DM approval.
- 50/50 balance between Admin & Maintenance winners.
- Winner will receive an award to proudly display at your community.



MAINTENANCE SUPERVISORS OF THE YEAR

This award is dedicated to the Maintenance Supervisors who creatively and diligently achieved a high percentage of key indicators in 2015 and go above and beyond expectations.

- Meets controllable expense expectations.
- Provides leadership and team development with a winning attitude.
- Strong Overall Maintenance Kingsley Score.
- Additional decision criteria may include: curb appeal, training participation, and demonstrated ability to solve problems; participates in initiatives outside of their home property.
- Nominated by CM or RPM.
- RPM will select winner with DM approval.
- \$100 monetary award and an award to proudly display at your community.



COMMUNITY MANAGERS OF THE YEAR

This award is dedicated to Community Managers who demonstrates extraordinary team leadership and who delivered strong financial results in 2015.

- 3 out of 4 categories must meet or exceed budget expectations:
 - o Scheduled Rent
 - o Gross Income (must be equal to or exceed budget)
 - o Controllable Expenses (must be equal to or less than budget)
 - o NOI (must be equal to or exceed budget)
- This award is not solely a financial performance award. Additional decision criteria may include other considerations such as Kingsley Overall Satisfaction Index, team development, curb appeal or other accomplishments that favorably impacted the on-site team or property performance. Asset difficulty may also be considered.
- Nominated by RPM.
- DM will select winner.
- \$100 monetary award and an award to proudly display at your community.



MAINTENANCE ALL-STAR CUSTOMER SERVICE

This award is dedicated to the Sr. Maintenance Technician, Maintenance Technician or Porter who demonstrates superior customer service on a consistent basis.

- Nominated by CM, MS, RPM.
- RPM will select winner.
- \$100 monetary award and an award to proudly display at your community.



THE CLOSER

This award is presented to the individual who secured the highest net rentals for the 2015 award year in their Division.

- 200+ units and 200- unit categories.
- Data used to identify winner will be from Yardi.
- Winner will receive an award to proudly display at your community.



CIRCLE OF EXCELLENCE – KINGSLEY PERFORMANCE

Overall 2015 YTD 3/15 – 12/15 Outstanding Performances by Community in each Division will receive a spotlight on the Big Screen.



CORPORATE MANAGER OR DIRECTOR OF THE YEAR

This award is granted to a corporate manager or director who has gone above and beyond the call of duty by displaying great leadership, sound judgment, and an attitude of service and commitment to Essex. Associates are nominated by their department vice president or senior vice president, and the winners are selected by Human Resources. Because this award is given only to truly exceptional associates, there may not be a winner in each region every year.



CORPORATE ASSOCIATE OF THE YEAR

This award is granted to a corporate associate below the manager level who has gone above and beyond the call of duty to help Essex or their department achieve its goals. Associates are nominated by corporate managers or directors, and the winners are selected by Human Resources. Because this award is given only to truly exceptional associates, there may not be a winner in each region every year.



CORPORATE MVP

This peer-nominated award is granted to corporate associates who provide exceptional service to community associates. Associates are nominated by community associates, and the winners are selected by Human Resources and Senior Operations leadership.



CORPORATE DEPARTMENT OF THE YEAR

This award is granted to the department that has best supported the entire organization throughout the year, focusing on the overall needs of the organization, not just their departmental needs. The winner is the department with the highest 2015 Kingsley Associate Satisfaction Survey department rating, as rated by all associates who completed the survey.