

ESSEX

PROPERTY TRUST, INC.

Notice and Acknowledgement of Monitoring and Recording of Telephone and In-Person Communications

In order to ensure quality control, customer satisfaction, and to improve job performance, Essex Property Trust may periodically monitor and/or record incoming telephone calls with employees. Additionally, Essex Property Trust utilizes third party vendors as "secret shoppers" to pose as potential residents and speak with employees both in person and over the telephone, so as to monitor employee performance, ensure quality control, and assist with professional development. The secret shoppers utilized by Essex Property Trust may record their in-person and telephonic communications with employees, without notifying employees that these communications are being recorded.

I understand that the Essex Property Trust phone systems are provided only for work-related purposes and that I should not have any expectation of privacy when using Essex Property Trust phone systems. I further understand that my communications with potential residents, including "secret shoppers," are not confidential communications, and that I have no expectation of privacy in these discussions.

Accordingly, I hereby acknowledge that Essex Property Trust may monitor and/or record phone calls that I may make or receive using the Essex Property Trust phone systems at any time. I further understand and agree that all of my telephone interactions using the Essex Property Trust phone systems may be monitored and/or recorded without any further notice, and that I consent and agree to this practice. In addition, I hereby acknowledge and agree that secret shoppers employed by Essex Property Trust may record in-person and telephonic conversations with me, and that I will not receive further notification that those conversations are being recorded. I hereby acknowledge, agree and consent to the recording of these conversations by the secret shoppers used by Essex Property Trust.

Date: _____

Print Name: _____

Signature: _____