



2020 - 2021

# **NRP Impact**

**Environmental. Social. Governance.**

**ANNUAL REPORT**

First Edition

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# Announcing “NRP Impact”

## A Message from CEO J. David Heller



We are pleased to present our first annual report on NRP Impact — a very important long-term focus at The NRP Group.

As NRP has grown, we have made the conscious decision to formalize our Environment-Social-Governance (ESG) efforts and become more intentional about planning and organizing these activities. We are a learning organization, and although this is our first ESG annual report, it is a milestone on a lifelong journey, which we started years ago and will continue for years to come.

In the past two years, as the world has gone through tremendous upheaval—a pandemic, social and racial reckoning, and political and economic dislocation—it has become ever more apparent that companies must play an important role in helping make the world a better place, starting with the communities we serve.

Our mission at The NRP Group is to create exceptional rental communities for individuals and families, regardless of income. We were founded as an Affordable Housing provider, and our DNA includes a deep desire to create safe, high-quality residences that people are proud to call home. As we pursue this mission, we have also become a leading force in the “Health and Housing” movement devoted to using affordable housing as a platform for the improvement of social determinants of health.

In our Health and Housing pursuits, we have entered partnerships with hospitals like University Hospitals and MetroHealth in Cleveland, Nationwide Children’s Hospital in Columbus, Ohio, as well as non-profits like University Settlement in the Slavic Village neighborhood of Cleveland. Our goal in these partnerships is to create safe, high-quality affordable housing and to combine it with other support services—like career training, healthcare monitoring, financial counseling, and other social support services—which serve the whole resident along with the broader community by viewing the neighborhood itself as a patient to be healed.

This report covers Health and Housing, as well as Diversity, Equity and Inclusion, Sustainability, and many other important topics. It is our first attempt to categorize, measure, report and introduce systems that allow us to improve our ESG activity over time. Our goal is to continue to grow our triple bottom line—people, profit, and the planet—as we continue to create opportunities for our A+ Players and simultaneously fulfill our deepest desire to leave the world a better place than we found it. Please enjoy the first edition of “NRP Impact.”

Sincerely,

J. David Heller  
Principal, CEO & Founder  
The NRP Group



# Meet the NRP Group

The NRP Group is a vertically integrated developer, owner, builder, and manager of best-in-class multifamily housing with 1,000+ employees working across the country. NRP's mission is to create exceptional rental opportunities for individuals and families regardless of income. Since its founding in 1994, the company has developed more than 45,000 apartment homes and currently manages over 26,000 residential units. The NRP Group was recently named "2020 Multifamily Builder of the Year" by the National Association of Home Builders and the "2020 Development Company of the Year" by Multi-Housing News.



## Our Mission

To create exceptional rental opportunities for individuals and families, regardless of income.

## Our Vision

To be the best-in-class vertically integrated developer, owner, builder, and manager of multifamily housing

To grow our lead as the No. 1 multifamily developer in the U.S. that creates both affordable and market rate communities at scale

## Our Credo

We will be innovators. Our talented professionals will set the pace for our industry through their collective ambition to succeed where others may not.

Our relentless approach to problem solving, honed by years of collaborating with the most sophisticated community and financial partners, will continue to create the highest-quality communities that improve the lives of the residents and enhance the neighborhoods in which they are located.

## Our Core Values



**INTEGRITY**



**TEAMWORK**



**PROFESSIONALISM**



**HIGH PERFORMANCE**



**OPEN + APPROACHABLE**



**RESPECTING INDIVIDUALS**



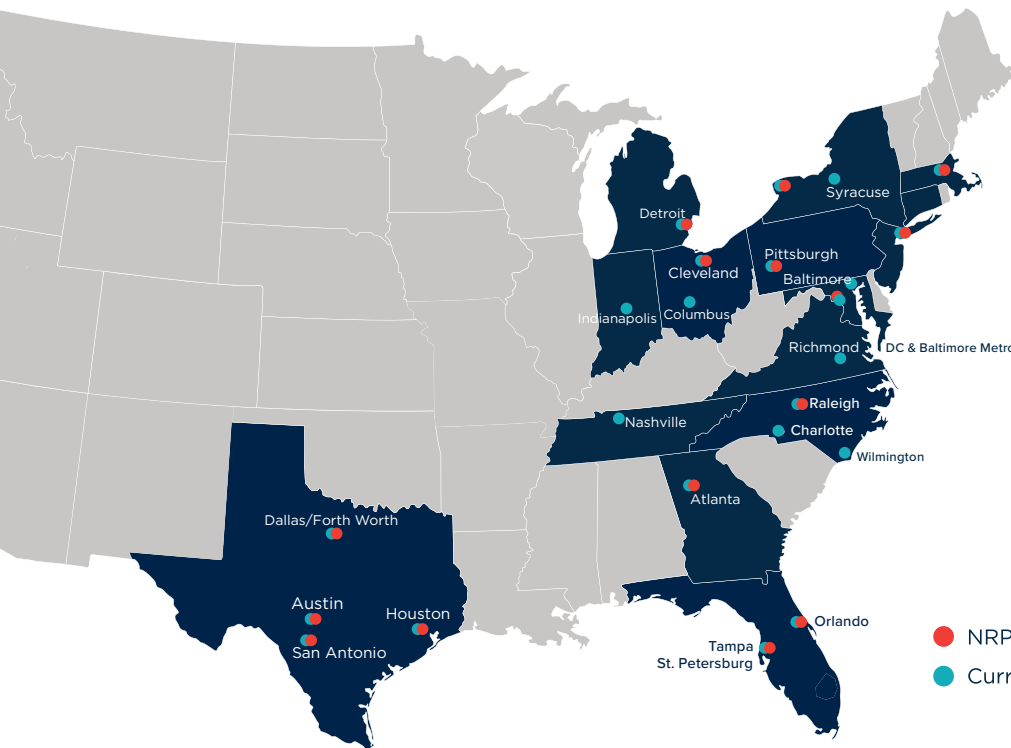
**SENSE OF PURPOSE**



**FUN**

# The NRP Group

## Overview



The NRP Group currently manages **154 properties** across **12 states** (as of September 30, 2021)

● NRP Offices  
● Current NRP Market

**26,000+**

luxury, family, student and senior rental units

**1,000+ team members** in **15 offices** across the country

Broke ground on **36 multifamily communities** with **8,349 apartment homes** in 2020-2021

**\$2.3 Billion** - deployed capital

**36** Community Starts 2020-2021:  
**22 affordable**  
**5 moderate income**  
**9 market rate**

**32** Community

Openings 2020-2021:

**13 affordable**  
**5 moderate income**  
**14 market rate**

**\$1.4 Billion** in Existing + Projected 2020-2021 Dispositions Exceeded Proforma Targets

Current Portfolio: **\$2.4 Billion** in multifamily real estate, **154 properties**

Award-winning culture of **Excellence, Integrity and A+ Talent**

# Recent Awards & Recognition

## National Association of Home Builders Multifamily Pillars of the Industry Awards:

- 2020 Multifamily Builder Of The Year
- 2020 Best Affordable Development (Up to 100 Units), Finalist, The Residences at Career Gateway
- 2020 Best Supportive Services at an Affordable Apartment Community, Finalist, The Residences at Career Gateway
- 2019 "One to Watch" Winner - Taylor Brown, President, NRP Construction
- 2019 NAHB/Builders Mutual Insurance Company Safety Award for Excellence (SAFE) – Multifamily Builder Safety Program of the Year (over 50 employees)
- 2019 Developer of the Year, Finalist

## Multi-Housing News

- 2020 Development Company of the Year

## Affordable Housing Finance

- 2020 #2 Top Affordable Developer

## National Multifamily Housing Council

- 2021 #3 Top Multifamily Builder
- 2021 #5 Top Multifamily Developer
- Top Influencers in Multifamily 2020
- Women of Influence 2020/2021
  - o Jennifer Baus, Sr VP of Design & Entitlements
  - o Rachel Johnson, CIO
  - o Carolyn Mendel, VP Development

## National Apartment Association

- 2020 Best Places to Work

## Cleveland.com

- Top Workplaces 2020/2021

## San Antonio Express-News

- Top Workplaces 2020

## WayUp

- Top 100 Internship Programs 2020







## Noam Magence

NRP Impact Leader  
*Executive Vice President and  
General Counsel*

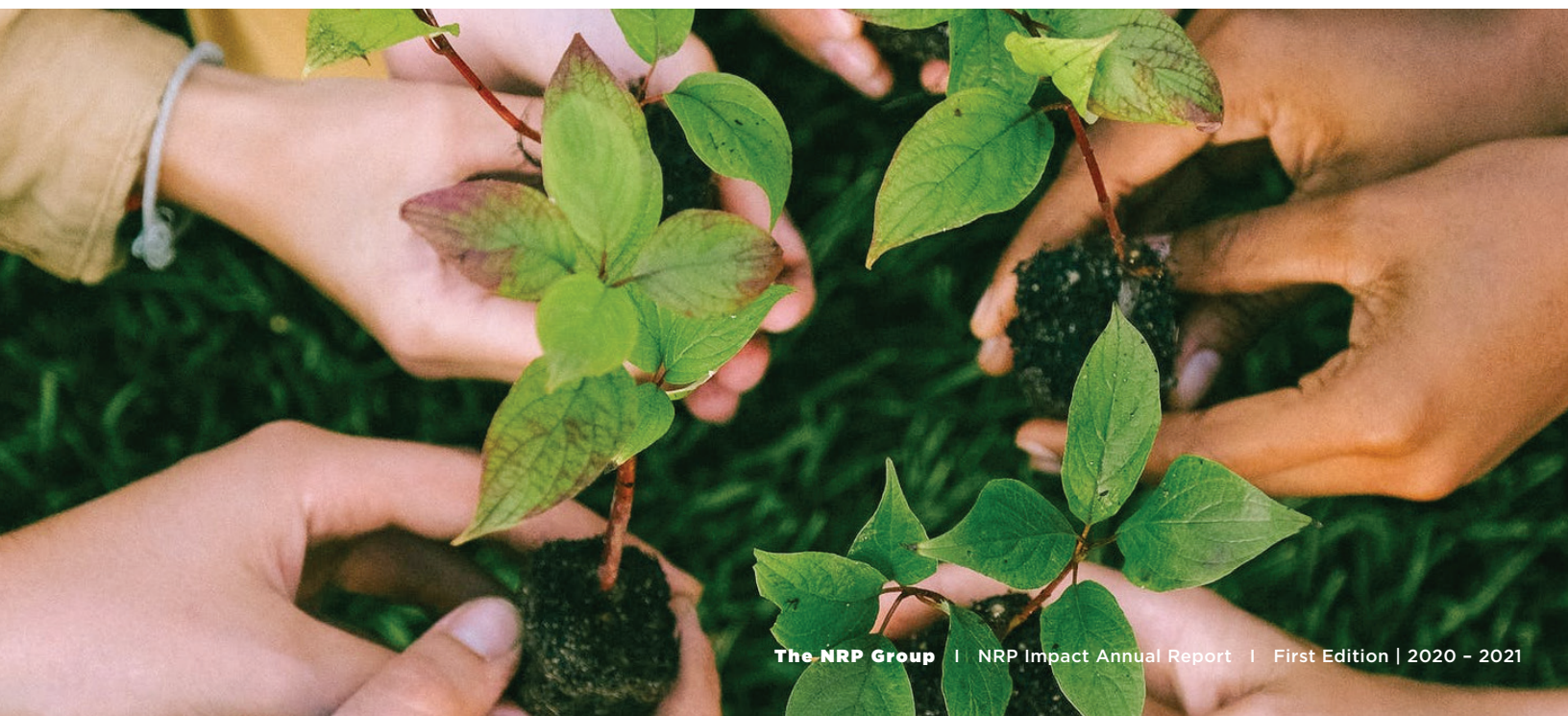


## Bryan Glosik

NRP Impact Co-Chair  
*Director of Energy and Water*

## ESG Mission Statement

At NRP, our desire from the beginning was to do our part to leave the world better than we found it by providing safe, high-quality, and thoughtfully designed communities that residents are proud to call home. As part of our mission to help make the world a better place, we believe that adopting an ESG framework and mindset will lead to a stronger and more sustainable NRP. We are committed to analyzing, monitoring, improving, and communicating all aspects of our ESG performance indicators and have established specific activation teams to pursue these goals: 1) Diversity and Inclusion; 2) Environmental Sustainability; and 3) NRP Cares Community Outreach.



# NRP

## Impact

### What is NRP Impact?

The NRP Group (“NRP”) develops, owns, and manages affordable and market rate multifamily communities throughout the United States. We are committed to creating exceptional rental opportunities for individuals and families regardless of their income, and we recognize the value that environmental, social, and governance (ESG) policies and practices can bring to our residents, employees, and investors. Building on a strong foundation of teamwork and diversity, equity, and inclusion, we can integrate ESG deeper into all aspects of our business practices and expand on our success as a best-in-class vertically integrated developer, owner, builder, and manager of multifamily housing.

### NRP Impact — Long-Term Principles and Policy Areas of Consideration

ENVIRONMENTAL	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> <li>• Sustainable Development</li> <li>• Energy and GHG Emissions</li> <li>• Water</li> <li>• Waste</li> <li>• Materials &amp; Resources</li> <li>• Site Management &amp; Biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Well-being</li> <li>• Workplace Culture</li> <li>• Human Rights &amp; Labor Practices</li> <li>• Employee Engagement</li> <li>• Diversity, Equity &amp; Inclusion</li> <li>• Community Engagement &amp; Development</li> <li>• Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Data Protection, Cybersecurity, &amp; Privacy</li> <li>• Prevention of Bribery &amp; Corruption</li> <li>• Prevention of Fraud</li> </ul>

**We are proud to offer our first annual report on the progress, vision, and structure of our ESG initiatives at The NRP Group.**



# Our Commitment to Sustainable Environment

At The NRP Group, one of our most important missions is to protect and preserve the environment. To achieve this goal, we are continuing our efforts to improve the sustainability of all our properties.

We have embarked on portfolio-wide initiatives that have generated over half a million dollars in utility savings across our communities. These improvements include changing traditional lights to energy-saving LED lighting, opting for ultra-high-efficiency toilets and installing irrigation controllers and monitoring systems. By the end of 2020, 1,760 apartments were designated with LEED (Leadership in Energy and Environmental Design) certification, which means their communities have been designed, built, and maintained using best practices for green building. More than 2,000 additional units achieved an Enterprise Green Community designation, which is the only national green building program designed explicitly for affordable housing construction. We are also pursuing Passive House builds in our construction process and have begun to deliver units that earn this distinction. Buildings certified to Passive House standards are up to 90% more energy efficient than buildings designed only to code.

The NRP Group will continue to expand our sustainability efforts, adding performance metrics to track our progress, with benchmarks such as minimizing our water and energy use, using recycled and sustainable materials wherever possible, reducing greenhouse gas emissions in our construction activities, and diverting waste from landfills by augmenting our recycling initiatives across all properties.



## 3855

Green Building  
Certified Units



## 625

Tons of CO<sub>2</sub> Emissions  
Avoided Annually



## 37M

Gallons of  
Irrigation Usage  
Saved

# Sustainability Case Study: Solar Power at The Halden

## The Halden

1133 Westchester Ave.  
White Plains, NY 10605

The Halden is a market rate development with 303 apartment homes, and it will have three large rooftop surfaces that will be outfitted with photovoltaic panels. The solar panels in this project will contribute over 450,000 kWh of carbon free electricity to New York's community solar program, which will allow residents onsite and the general public at large to purchase the electricity at a rate lower than typical market conditions.

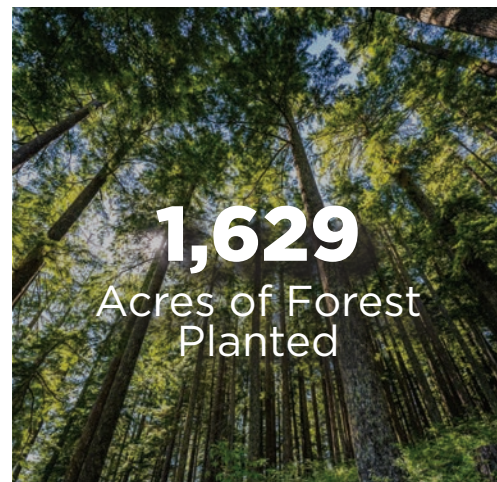


This solar panel installation represents NRP's most significant investment in renewable energy to date and is the culmination of efforts by our NY/NJ NRP Developer, Jonathan Gertman, in collaboration with our Director of Energy & Water, Bryan Glosik, and our amazing NRP Construction Team.

The benefit of this single project will be quite substantial, with many more to come!

## ENVIRONMENTAL BENEFITS

**Over its life, the system will achieve**





# Diversity, Equity + Inclusion

## Mission Statement

### Diversity Equity + Inclusion

At NRP we are committed to diversity and inclusiveness because we believe that a wider range of viewpoints leads to a more robust and compelling culture, better decision-making, and better business results. We work hard to create an environment where team members feel respected, valued, and can bring their unique perspectives to work every single day.

We value diversity of viewpoints, life experience, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members have equal opportunities to grow and thrive.

We recognize that the diversity of our people and viewpoints is a key enabler of fulfilling our mission to create exceptional rental housing opportunities for individuals and families, regardless of income.

### DEI Education

Provide meaningful opportunities for our organization to learn, grow, and make progress toward our DEI aspirations and mission. We strive to ensure that the conditions are present for inclusiveness to thrive and all diverse voices to be heard, both inside and outside our organization.

### DEI Recruiting

To attract, source and hire diverse A+ Players by expanding outreach to diverse pipelines of candidates for positions across business units and levels in the organization.

### Multicultural Committee

To elevate, support, and create equitable opportunities for multicultural communities at NRP and beyond through educational programming and advocacy.

### PRIDE at NRP

The Pride at NRP Affinity Group will enrich the professional livelihood of its LGBTQ+ and allied employees through education, outreach, and advocacy. We strongly believe that the celebration of this community elevates our culture for all parties, empowering tangible growth and pride in our work.

### WIN: Women's Inclusion Network

**Mission:** Hire, Develop and Promote women at NRP through education, awareness, and programming.

**Advance:** Visibility, Equality and Women's Initiatives within the communities NRP serves.

### NRP Cares

The mission of NRPCares is to increase awareness, provide education and coordinate programming to foster overall community involvement and to improve the health and wellness of team members, residents, and other stakeholders throughout the extended NRP family.



# Leading the Way to Greater Diversity, Equity & Inclusion

The DEI Committee provides leadership, structure and organization to the many social initiatives in the NRP Impact ESG program. The leadership of the DEI Committee and subcommittees is comprised of diverse and vibrant leaders throughout the organization.

**Diversity  
Equity +  
Inclusion**

**NRP WIN**  
Women's Inclusion Network

the  
**NRP**  
group  
NRPCARES♥

**PRIDE AT  
NRP**



## **Tiffany Montgomery**

Chair, DEI Committee;  
Co-Chair, WIN Subcommittee  
*Director of Commercial Spaces &  
Ancillary Revenue*



## **Jennifer Baus**

Founder and Co-Chair,  
WIN Subcommittee  
*Senior Vice President,  
Design & Entitlements*



## **Shanice Settle**

Co-Chair, Education  
Subcommittee; Co-Chair,  
Multicultural Subcommittee  
*Director of Content &  
Communications*



## **Ce'Ara Styles**

Co-Chair, Multicultural  
Subcommittee  
*Management Accounting Manager*



## **Chris Nierstheimer**

Co-Chair, NRPCares  
Subcommittee  
*Operations Ambassador Manager*



## **Randy Hoover**

Founder and Co-Chair  
PRIDE Subcommittee  
*Vertical Design Manager*



## **Cathy Herrick**

Co-Chair, NRPCares  
Subcommittee  
*Operations Ambassador*



## **Shawn Harwell**

Co-Chair, PRIDE Subcommittee  
*Floating Community Manager*



## **Mary Aguilar**

Co-Chair, PRIDE Subcommittee  
*Floating Community Manager*

# Education on Diversity, Equity & Inclusion at NRP

The primary goal of NRP's Diversity Education team is increasing awareness and understanding of the importance of diversity, equity and inclusion in our workplace. Over the past year and a half, we've embraced a major education initiative by presenting a three-hour training program to multiple NRP team members and a two-day program for Executive team members and other senior leaders on racial equity and inclusion. Both programs, delivered by a team from the Racial Equity Institute, ThirdSpace Action Lab, and Cleveland Neighborhood Progress, use data, facts, and research to explain the contours of racial inequity in the U.S.

**Diversity  
Equity +  
Inclusion  
education**

Among other activities, we conducted the "Equity Talks" webinar series for all NRP employees, which explored topics such as celebrating Juneteenth, operationalizing equity, and understanding the diversity of America's largest minority group. The NRP Minute, initiated shortly after the murder of George Floyd in Minneapolis, is a highlight of the weekly NRPNews LIVE! online video broadcast. This segment, presented by David Heller, offers employees an opportunity to share their experiences and perspectives related to race and racism anonymously with the rest of the organization. As an ongoing initiative, all NRP employees will have the opportunity to attend a new series of workshops and panels on multiple diversity, equity, and inclusion topics.

## Our top education goals and achievements:

- Normalize and support inclusivity by creating a space for open and honest dialogue, by elevating stories of our diverse experiences, and by fostering a greater sense of shared community
- Engage with community initiatives supporting DEI awareness (YWCA 21-Day Challenge)
- Educate and empower others in their journey toward meaningful change



# Recruiting & Development

The NRP Group strives to bring diverse A+ players into our organization, to provide all team members with the opportunity to grow while feeling respected and included and works toward building a culture that values a diversity of views and life experiences. All applicants are considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran status, or disability status.

## Here are a few highlights of our 2020–2021 recruiting achievements:

- Posted open positions on a wide range of diversity-focused employment websites
- Participated in virtual career fairs at Historically Black Colleges and Universities (HBCUs)
- Sent targeted email blasts to HBCU students regarding NRP internships
- Attended virtual and in-person career fairs for military personnel, veterans, and spouses
- Encouraged applicants to visit NRP's website and diversity pages
- Partnered with diversity-minded campus groups to spread awareness about NRP

***These actions have helped NRP expand our networks and increase our diversity sourcing efforts.***

At The NRP Group, we take talent development as seriously as talent acquisition. The ability for all employees to grow, develop and embrace new opportunities is central to NRP's success—and a key reason we strive to promote from within our organization whenever possible. In 2020–2021, we celebrated the hiring and promotions of several leaders including these A+ Players:



**Phillip Boatwright**

Executive Vice President  
of Property Management



**Rachel Johnson**

Chief Information Officer;  
Named to Executive Team



**Jennifer Baus**

Senior VP Design & Entitlements,  
Named to Executive Team



**Tracy Miller**

Senior Vice President of Human Resources  
Hired 2021



**Crystal Moya**

Regional Vice President of Property Management  
Hired 2021



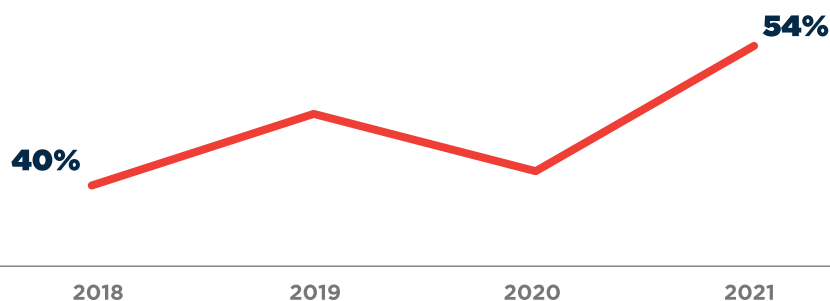
# NRP

## Diversity

At NRP we are committed to diversity and inclusiveness because we recognize that different backgrounds provide different perspectives that strengthen our diversity profile. We have made steady progress over the past few years, and we are committed to continuing to improve in this area.

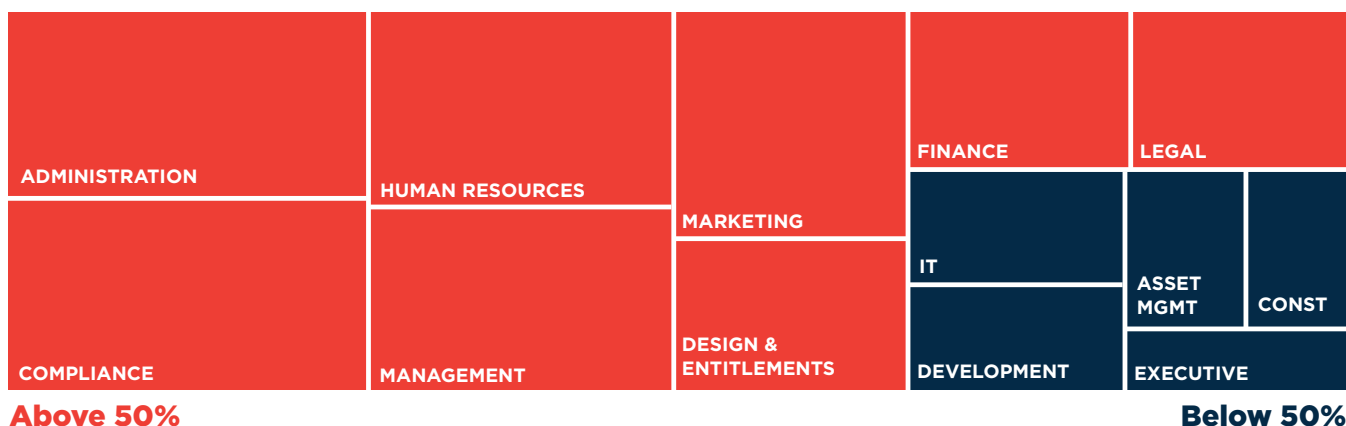
We value diversity of viewpoints, life experiences, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members are on equal footing. Our goal is to foster an environment that is inclusive and one where all team members feel respected and valued.

### Minority Hires by Year

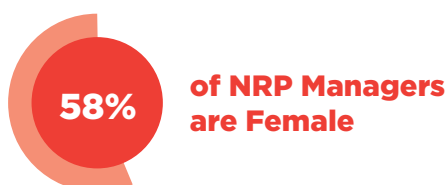


**42%**  
Overall Diversity of our  
Executive/Senior Leadership  
(combined female and  
minority representation)

### Overall Diversity by Department (Combined female and minority representation)



### Female and Minority Representation (as of October 2021)



# Multicultural Committee

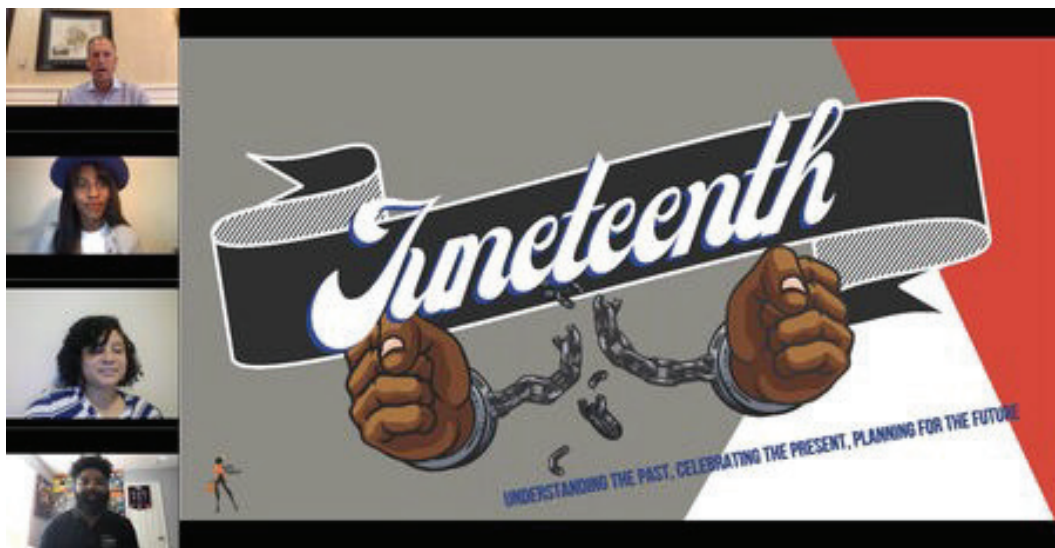
## Black History Month 2021

The NRP Multicultural Subcommittee launched in 2021 with the mission of elevating and creating equitable opportunities for multicultural communities at NRP and beyond.

During Black History Month, the committee hosted its first series of programming, a discussion around the critically acclaimed 1619 Podcast produced by The New York Times. The podcast, which examines the history of slavery and racism in America, sparked insightful conversations among NRP employees about their personal experiences with race and discrimination.

## Juneteenth 2021

In 2021, NRP honored Juneteenth as a company holiday for the first year. In recognition of this milestone, the Multicultural Committee invited educator Yasmine Payton to speak to the company about the history of Juneteenth and why it is important.



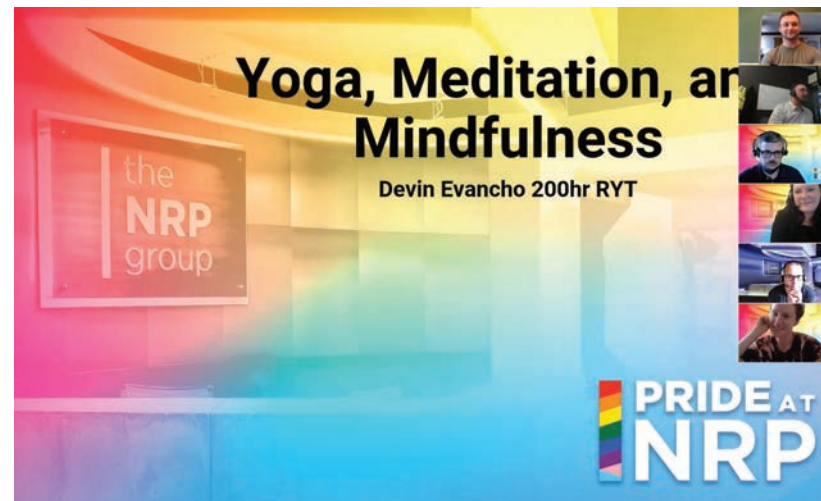
# Celebrating LGBTQ+ Pride at NRP

The mission of the PRIDE at NRP Affinity Group is to enrich the professional livelihood of its LGBTQ+ and allied employees through education, outreach, and advocacy.



## Here are some recent highlights:

- Hosted two LGBTQ+ Cultural Competency 101 Sessions to provide fundamental education and training opportunities to all NRP employees
- Celebrated National Coming Out Day by featuring three stories from members of the Pride committee in NRPSTRONG, the weekly newsletter distributed to all employees—starting the important work of collecting and preserving LGBTQ+ joy in the workplace
- Partnered with WIN on Curiosity Conversation events that discussed LGBTQ+ marriage equality, LGBTQ+ aging and housing, and how to work for an inclusive workplace for all
- Marked International Transgender Day of Visibility on March 31, 2021, to raise awareness of the inequality facing the Transgender, gender diverse, and Two-Spirit community
- Welcomed Lauren Welch and John Licatatiso of the Cleveland LGBT center for a conversation about pronoun usage at NRP
- Hosted a one-hour session of yoga and mental health practice during June 2021, encouraging employees to find balance in their workday and get into healthy habits





# Empowering Women at NRP and Beyond



The mission of the Women's Inclusion Network is to Hire, Develop and Promote women at NRP through education, awareness and programming. We seek to advance Visibility, Equality and Women's Initiatives within the communities NRP serves. Our major initiatives include:



#### Curiosity Conversations:

Panel discussions with industry leaders around relevant topics that impact our business.



#### Limitless

Tap into a growth mindset and engage in discussions on leadership and emotional intelligence.



#### NRP Legacy Program

Fireside chat series on the power of mentoring in conjunction with Cleveland State University.



#### Spotlight on Women Podcast

Listen anytime, anyplace as we shine a light on NRP's exceptional leadership.

## Our recent WINs include:

- Launched the "Moments that Matter" series with Cleveland State University to encourage mentoring as part of the NRP Legacy Program
- Celebrated several annual events, including International Women's Day, Go Red for Women, International Mentoring Day, Mother's Day, Centennial of Women's Suffrage, and more
- Moderated a discussion on Reshma Saujani's TED Talk, "Teach Girls Bravery, Not Perfection"
- Included all NRP offices and properties across the country in WIN events and initiatives
- Welcomed six new WIN committee members with diverse backgrounds, experiences and roles within the business to elevate and expand our efforts and contributions
- Launched the ongoing "Spotlight on Women" podcast, which shines a light on some of NRP's exceptional female leaders, part of our Women's History Month celebration

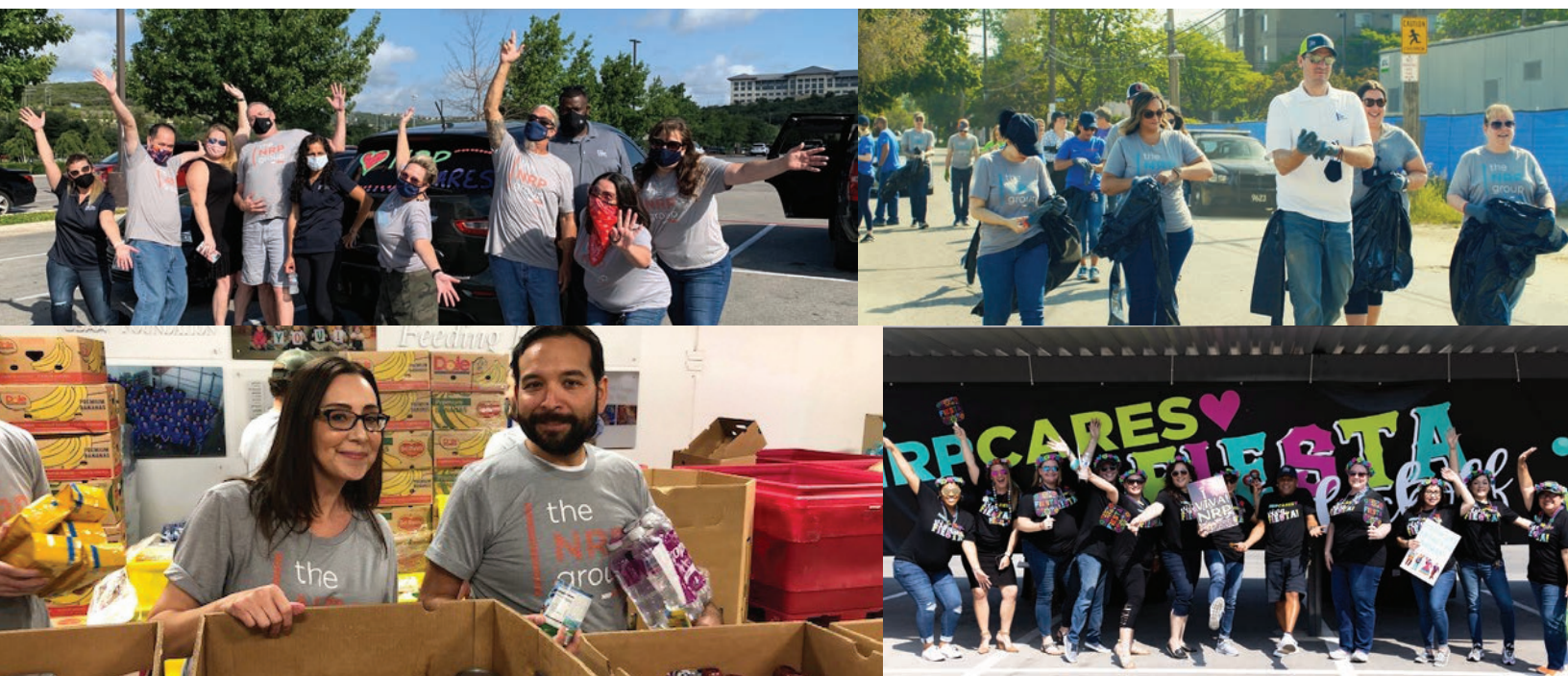


# NRP Cares...

## About Our Communities

Fostering a sense of community is a core value at The NRP Group. We believe communities are shaped by open communication between residents and our property and support staff, and productive relationships with the surrounding community. We actively seek opportunities in our own backyards and across the country to help individuals and families in need. United Way continues to be a core focus for NRP, and we have had 100% participation in the United Way campaign in the Cleveland office since 2005.

The mission of NRPCares is to increase awareness, provide education and coordinate programming to improve health and wellness for employees, residents and other stakeholders throughout the extended NRP family.



### Recent NRPCares initiatives have included:

- Donation of 3500+ meals during our annual food drive
- Awareness campaigns for men's health, breast cancer screening, census taking, and voting
- Rebranding of NRPCares to focus more on health and wellness
- Successful launch of Mind | Body | Soul strategies for healthy lifestyles
- Mental Health Awareness Month activities in May 2021, a collaboration between WIN and PRIDE, the first time NRP has sponsored comprehensive programming on this topic

# NRP Cares —

## Corporate Giving

The NRP Group has been making charitable contributions since its founding in 1994, and as part of the new NRP Impact program, we are becoming even more intentional about the process. Here are the broad categories that reflect past giving as well as potential targets for future charitable efforts.



Objective	Description	Examples
<b>Education Initiatives</b>	Educational organizations that directly or indirectly support the advancement of the housing industry.	CSU Foundation, YouthBuild, Tri-C, Rey Feo Scholarship Foundation, Kids to the Capitol, Cesar E. Chavez Legacy and Educational Foundation
<b>NRP Team Member and Partner Causes</b>	Charitable causes in which NRP employees and partners have demonstrated personal commitment through volunteerism and board involvement.	YWCA, Greater Cleveland Food Bank, San Antonio Food Bank, PEP, Great Lakes Theater, AHA Go Red for Women, Maltz Museum
<b>HQ Corporate Citizenship</b>	Large long-standing non-profit organizations that are making meaningful impacts in the city of Cleveland and Northeast Ohio, and their related diversity and inclusion initiatives.	United Way, Greater Cleveland Partnership, Playhouse Square, Cleveland Leadership Center, UJA, NAACP, Engage Cleveland
<b>NRP Communities</b>	Neighborhood and community causes in markets where NRP is active in development, construction and/or management.	University Settlement, Boys and Girls Club, Gordon Square Arts, Habitat for Humanity, Urban Soccer Leadership Academy San Antonio, Martinez Street Women's Center
<b>Health &amp; Housing</b>	Hospitals and healthcare organizations that can help advance NRP's healthcare and housing initiatives.	University Hospitals, MetroHealth, Cleveland Clinic, NEOMed
<b>DEI</b>	Organizations that can help advance NRP's diversity and inclusion initiatives.	Overlap with examples above, as well as new organizations and causes.



# Partners in Education

The NRP Group believes that part of being a good corporate citizen is investing in the education of our future leaders to ensure the ongoing vitality of our industry. With this goal in mind, NRP is involved in several programs that serve college students, young professionals, and new team members.



In 2019, The NRP Group made a historic gift to Cleveland State University (CSU) to expand education and research in real estate and property management. NRP and The Millennia Companies donated \$1.2 million to create The NRP & Millennia Center of Property Management as part of CSU's Monte Ahuja College of Business. The new center features an applied research initiative, an internship program, and scholarships—all specifically designed to address the needs of real estate and property management companies.

## MOMENTS THAT MATTER

Building on their earlier collaboration, CSU and The NRP Group launched a 2020 project to present a series of virtual interviews on the importance of mentorship. The “Moments That Matter” forum explored how seeking an experienced mentor and serving as a mentor to younger workers can lead to a lifetime of personal and professional enrichment.



Partnering with the University of Michigan's Ross School of Business, The NRP Group is an active sponsor of the Living Business Leadership Experience (LBLE) course, part of the Ross Experiences in Action-Based Learning (REAL) portfolio. In 2020, students leveraged grant funding to launch a pilot data collection program to be used at NRP properties. They also offered ideas on how NRP can best prepare for a post-pandemic world. An earlier project focused on developing strategies to collect and analyze data on the outcomes of supportive services at NRP's affordable housing developments.



At NRP, we are big believers in the power of internships to help shape the future of our industry. Although our interns come from diverse backgrounds, they all share a common desire—to learn about real estate and property management as a potential career. In 2020, WayUp, a service that helps early-career candidates and potential interns discover and be discovered by employers, listed The NRP Group among the Top 100 Internship Programs.

## NRP ROTATION PROGRAM

NRP offers a special management track called the Rotational Associates Program that's tailored to new team members who wish to learn about different aspects of working at the company. Associates rotate among various areas, gaining insight and experience before settling into their regular full-time positions.

# Putting Our COVID-19 Plan into Action

The social and economic upheaval caused by COVID-19 required a coordinated response from our entire company. Our top priority is to preserve the health and safety of our team members, residents, subcontractors, vendors and partners while keeping our essential business of home building moving forward. Here's how we're responding to the pandemic:

## Company-wide Initiatives

Updated infectious disease policies and protocols for office staff, construction sites and apartment communities.

## Communication

Increased internal announcements to include daily touchpoints using a variety of communication channels to keep NRP team members informed and engaged.

## Asset Management

Monitored rent trends day by day, keeping all partners informed about property management plans.

## Construction

Achieved 99.5% jobsite uptime by instituting new safety, hygiene and social distancing protocols at construction sites across our portfolio.

Worked with local authorities to add, modify, and adjust protocols over time.

## Development

Worked with debt and equity partners to keep projects on track and moving toward financial closing, while also rebalancing development activity toward affordable housing.

## Property Management

Achieved 99.5% property uptime by establishing staggered property management shifts, closing common spaces as needed, applying new maintenance protocols, creating a renter assistance hotline, launching virtual tours and implementing online leasing in our affordable portfolio.

## Resident Services

Developed creative outreach programs including gift bags, doorway bingo, socially distanced dance-offs and buddy checks to keep resident morale high.



# Our Residents

We have experienced compelling results from partnering with anchor institutions such as hospitals, housing authorities and non-profits to promote affordable housing as a platform for the delivery of wraparound services that advance the social determinants of health. Studies have shown that enhancing nutrition, wellness, food security, career training, financial literacy, and other factors have a positive impact on broader health outcomes. We feel heartfelt gratitude for the many opportunities we have to play a leadership role in social and economic revitalization by building multifamily communities with forward-thinking local partners that help heal neighborhoods and create pathways of hope and opportunity.



"...someone on the other end was fighting for me and helping me so I can say that Robin, Abby, Samantha, AJ became family from the warm hugs and beautiful smiles that I'm greeted with every day with joy. The Beckett gave me the opportunity to not only have a place to stay, but to start a new life, not only for myself but for my kids."

— **Brie Taylor**

The Beckett, Austin, Texas



"Living here has impacted my life; it's helped tremendously. I have a three-bedroom apartment and four children...we love it! We love everything about it! We like the pool and there's a spinner on the playground where my kids like to spin around and around. I'm very blessed and very happy to be where I am. I couldn't ask for a better place to live."

— **Jessica Campos**

The Bridge at Harris Ridge, Austin, Texas



"Whatever your dream is, whatever you want to do, the staff is going to support you. They're going to connect you to the resources and more information to achieve your goal."

— **Zandara Hankins**

The Residences at Career Gateway, Columbus, Ohio



"I like everything about this place, and I especially like the convenient location. I've been a fan of the theatre since I was young and growing up in Louisiana. I love that we're close to the Palace Theatre and everything downtown. I feel a real sense of community at Parsons Village II with my neighbors and the staff."

— **Albert Rice**

Parsons Village II Senior Apartment Homes, Columbus, Ohio



# Health & Housing means “People First” at NRP

Through our Health & Housing program, we make sure our residents have a secure place to live—and then we add enhanced access to support services that help with everything from nutrition to job training.

NRP has made significant progress in this area during 2020-2021. Our strategy is to partner with anchor institutions such as hospitals and non-profits to leverage safe, high quality affordable housing as a platform for the delivery of additional assistance. These wraparound services enhance the social determinants of health—nutrition, wellness, food security, career training, financial literacy, and other factors that have a positive impact on healthy living.

## The Renaissance at Lincoln Park



- Location: New Rochelle, New York
- Highest budget affordable housing project in NRP history
- October 2020 financial closing; December 2020 groundbreaking
- \$97 million project
- 179 units of best-in-class affordable housing plus 350 parking spaces
- State-of-the-art, 23,000-sq-ft Boys & Girls Club serving 3,675 children and teens, featuring a gym, basketball court, recording studio, demonstration kitchen, offices, playrooms, and more

Partners:



NEW ROCHELLE  
IDEALLY YOURS

- Location: Slavic Village neighborhood, Cleveland
- 2020 announcement; January 2021 financial closing
- \$20 million project
- Mixed-use, mixed-income multifamily housing development
- Includes new 20,000-sq-ft facility for University Settlement, a social services agency serving 12,000+ people
- Partner:



## 5115 at the Rising





# Health & Housing means “People First” at NRP

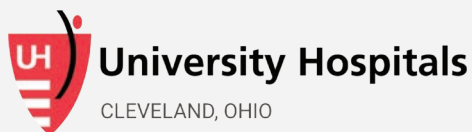
## Via Sana



- Location: Cleveland
- 2020 announcement; 2021 projected closing
- Part of MetroHealth's \$946 million Campus Transformation project
- 72 residential units plus a 5,000-sq-ft Economic Opportunity Center
- Additional housing to be built in successive stages
- Partner:



- Location: Glenville neighborhood, Cleveland
- 2020 announcement; First quarter 2022 financial closing
- 52 residential units plus a 2,500-sq-ft Community Outreach Center focusing on health education and workforce training
- Additional housing to be built in successive stages
- Partner:



## Churchill Gateway



*“These compelling projects represent an ever-expanding effort by The NRP Group to be a national leader in Health & Housing initiatives that seek to improve social determinants of health in order to create greater pathways of hope and opportunity in the communities we serve.”*

— J. David Heller, CEO

# NRP's Corporate Social Responsibility Timeline

Month	Event
<b>OCTOBER 2017</b>	Formation of Diversity, Equity & Inclusion Committee (formerly D&I Committee)
<b>OCTOBER 2017</b>	WIN Subcommittee Formed
<b>MARCH 2018</b>	Education Subcommittee Formed
<b>MARCH 2018</b>	Recruitment Subcommittee Formed, Later Merged with Talent Acquisition and L&D Strategic Plan
<b>JUNE 2018</b>	NRPCares Subcommittee Formed
<b>AUGUST 2019</b>	Way-Up Recognizes NRP Among Top 100 Internship Programs
<b>JANUARY 2020</b>	NRP Celebrates the Life of Dr. Martin Luther King, Jr.
<b>JANUARY 2020</b>	NRP Impact ESG Committee Formed (ESG Launch Summer 2021)
<b>FEBRUARY 2020</b>	PRIDE Subcommittee Formed
<b>MARCH 2020</b>	Kick-off of NRPNews LIVE! Videos
<b>MAY 2020</b>	NRP Honors the Life of George Floyd with Recommitment to Racial Equity
<b>JULY 2020</b>	Paid Leave Program for New Parents Instituted
<b>AUGUST 2020</b>	Way-Up Recognizes NRP Among Top 100 Internship Programs
<b>NOVEMBER 2020</b>	National Apartment Association Names NRP One of the “Best Places to Work”
<b>NOVEMBER 2020</b>	NRP Joins Destination Cleveland's CLEAN COMMITTED Initiative
<b>JANUARY 2021</b>	Multicultural Subcommittee is formed (Launch June 2021)
<b>FEBRUARY 2021</b>	NRP Breaks Ground on Project in Cooperation with The MetroHealth System
<b>MARCH 2021</b>	NRP Group Stands in Solidarity with the Asian American Community
<b>MARCH 2021</b>	Participated in YWCA's 21-Day Challenge
<b>MAY 2021</b>	NRPCares, WIN and PRIDE Committees Sponsor NRP's 1st Mental Health Awareness Month Campaign and Join “Mental Health Day of Action”
<b>MAY 2021</b>	NRP Joins “Day of Action Against Antisemitism” in Response to Antisemitic Attacks
<b>JUNE 2021</b>	NRP Celebrates Juneteenth for the First Time with a Paid Holiday









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