

Nomination: 7398

RPM Living - A great place to call "home"

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company RPM Living
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title RPM Living - A great place to call "home"
Category A01 - A31 Employer of the Year > A26 - Employer of the Year - Real Estate
Employer of the Year Submission Format Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

We're a highly innovative, full-service multifamily property management, investment and development company. Passionate about acquiring, building, and operating exceptional multifamily rental communities that build our investors' confidence and satisfy our residents' desires for sanctuary and home.

2002 - RPM Living is founded in Austin, TX as Roscoe Property Management with just 10 units under management.

2018 - Headquarters relocated from residential home to a three-story corporate headquarters.

2019 - RPM acquired B/L Multifamily Services and set a record of 90 takeovers for the year

2020 - RPM debuted on the NMHC Top 50 Managers list at No. 42 with 28K units. We acquired Phoenix-based Maverick Residential and opened the new Phoenix regional office, marking our westward expansion.

2021 - No. 11 on NMHC Top 50 Manager list with 81K units, the highest annual growth. We acquired Dallas-based Pace Realty, expanding our verticals into student and senior living, and merged with Atlanta-based CF Real Estate Services, furthering our footprint.

2022 - Debuted in top 10, climbing to No. 7, in the NMHC Top 50 with 112K units.

2023 - Ranked No. 6 with 148,603 units.

Since the list's announcement, we have completed numerous takeovers - including our largest to-date with more than 100 properties and nearly 600 new employees.

b. Outline the organization's employee-relations achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

At RPM Living, we achieved significant milestones in employee relations, including:

Building a Full-Service HR Team: We established a dedicated HR team focused on employee relations. This team handled grievances, conflict resolution, and disciplinary actions, improving the overall employee experience and fostering a positive work environment.

Revisions and Modernization of Employee Handbook: We updated the employee handbook by incorporating new regulations, eliminating outdated policies, and ensuring clear language and content. This provided employees with comprehensive guidelines and promoted consistency and fairness.

Revamping Performance Review Process: Redesigned the quarterly conversations and annual performance review process. This included setting clear objectives, providing regular feedback, and aligning individual goals with organizational objectives. The revamped process enhanced engagement, performance, and development opportunities.

Enhancing New Hire Onboarding: Improved the onboarding experience for new hires by providing comprehensive information on company culture, policies, and procedures. Mentorship programs and team-building activities helped new employees integrate quickly and feel a sense of belonging.

Implementing Weekly Payroll Distribution: Established a weekly payroll distribution process for select audiences like hourly employees and contractors. This ensured timely and accurate payments, boosting employee satisfaction and financial stability.

These achievements at RPM Living reflect our commitment to nurturing positive employee relations, streamlining HR processes, and creating a supportive and productive work environment.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

The achievements at RPM Living in employee relations significantly impact employee morale, retention rates, and overall business growth:

Establishing a dedicated HR team focused on employee relations shows the organization's commitment to addressing concerns and providing support. By promptly addressing grievances and conflicts, employees feel valued, fostering a positive work environment. This boosts morale, increases loyalty, and reduces turnover.

Updating the employee handbook ensures clear, fair policies. Employees understand their rights and responsibilities, promoting transparency. This clarity enhances morale, reduces misunderstandings, and improves retention rates, securing long-term business growth.

An improved performance review process provides regular feedback and growth opportunities. Employees feel supported, increasing engagement and job satisfaction. This contributes to retention and aligns employee skills with organizational goals, driving business growth.

A positive onboarding experience sets the tone for an employee's journey. Comprehensive information, mentorship, and team-building activities foster connection and reduce early turnover. This enhances retention, boosts employer brand, and attracts top talent.

Timely and accurate payroll demonstrates financial commitment to employees. It reduces stress, improves morale, and increases job satisfaction. Satisfied employees are more likely to stay, reducing turnover costs and supporting overall business growth.

These achievements create a positive work environment, boost satisfaction, and improve retention. This leads to increased productivity, stronger commitment, and secures long-term business growth.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Webpage Link

<https://rpmliving.com/thoughtful-growth-earns-rpm-living-national-recognition-as-the-sixth-largest-apartment-manager-on-2023-nmhc-top-50-list/> (<https://rpmliving.com/thoughtful-growth-earns-rpm-living-national-recognition-as-the-sixth-largest-apartment-manager-on-2023-nmhc-top-50-list/>)

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Webpage Link 3

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<https://rpmliving.com/exceptional-culture-focused-on-associates-earns-rpm-living-a-2022-best-place-to-work-recognition-by-globest-com/> (<https://rpmliving.com/exceptional-culture-focused-on-associates-earns-rpm-living-a-2022-best-place-to-work-recognition-by-globest-com/>)

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Supporting Document

No File Uploaded

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No

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