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## MEMORANDUM

**To: ALL RESIDENTS AND EMPLOYEES**  
**From: ANDREW DUJON, President/Chief Executive Officer**  
**RE: Waterman Finances, Micro Farms & More**  
**Date: May 16, 2024**

Good afternoon,

I hope this finds you all doing well! The rumor mill is running rampant again, so there are a few issues to address today. First, we know there have been some challenges in Savor from a service and delivery standpoint. As you know, our Executive Chef, Jonathan Graves, resigned. With that came some instability in the back of the house that will remedy itself by adding a new Executive Chef. We are in the final stages of that hiring process and have two very qualified candidates. We expect to decide in the next couple of weeks and have the new Chef in place in a little over a month. I have received some positive feedback recently that some of the changes implemented with the team have brought about better service and quality, so we are taking steps in the right direction.

The next rumor is speculation that Waterman is in trouble financially and/or legally. Waterman is challenged by the same financial issues impacting most businesses today: labor and inflation. We also operate in a very litigious society where people consider suing someone as winning the lottery. We must continuously adapt to these fluctuating challenges. As I explained, major cost impacts this year for the roof at the Bridgewater and legal matters have encroached on \$1 million. People ask, do you have reserves for that? The answer is yes. However, just like when you were in your own home, if you tapped into your reserves, the fiscally responsible next move was to replenish those reserves. So, you would modify your spending budget until that was accomplished. That is what Waterman is doing. So this has presented itself as pushing non-essential capital projects out later, slowing down landscaping projects, and focusing on overall expense control with minimal impact on service. David Larson and I will present a financial overview at a Town Hall in June to help clarify our financial position.

Another question is, "What are we doing with the Micro Farms?" The current Culinary management team was not provided training on these devices, so that is occurring this week. The typical growing cycle is approximately four weeks. On June 10, we will evaluate whether or not we will continue with this initiative. I know some feel these are a waste of time; others equally see the potential value. We are open to resident engagement in this process, so if you are interested in learning more and want to consider helping plant or harvest, please reach out to Patricia Washuta at extension 257. As the saying goes, "Many hands make light work." The following link is a short clip highlighting the Micro Farms. You may find this on the Resident Portal under Culinary. <https://youtu.be/NeTcPoBUzjA>

Here are some friendly reminders: The supervisor of elections staff will be at the Lakeside Multi-Purpose room on Tuesday, May 21, from 8 am – 12 pm. Please stop by if you would like to check your voter registration status, fill out Vote-by-Mail request cards, or update your voter information.

Mark your calendars for the Resident Relations Hurricane Disaster Preparedness meeting on Monday, May 20, at 2 pm in the Chapel.

A handwritten signature in black ink, appearing to read "Andrew Dujon".