

Q3 Newsletter

THE ORSID — DIGEST —

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REMINDER: Join Our Upcoming Webinar

2024 Budget Preparedness

Join Andre Kaplan, Chief Financial Officer of Orsid New York, as he discusses how best to navigate the financial outlook for 2024. Topics will include Inflation, the impact of Energy Pricing, Real Estate Taxes, Insurance Markets and more. Q & A will follow the presentation. We hope to see you there.

Oct 03, 2023
6:00 PM - 7:00 PM

[Click here to register](#)



Hosted by Andre Kaplan, Orsid's
Chief Financial Officer

Meet The Compliance Department

Orsid is proud of all its hardworking and dedicated employees, but this quarter, we wanted to shine the spotlight on one team in particular: our Compliance Department. The Compliance Department is comprised of three team members. We want to introduce you to these wonderful team members and shed some light on all that they do for your buildings.

- **Dennis DePaola**, Executive Vice President/Director of Compliance
- **Nita Durakovic**, Compliance Manager
- **Samantha Ortega**, Compliance Administrative Assistant

Dennis DePaola, Esq. has been with Orsid for 25 years. He oversees this team and fearlessly leads them through the complex waters that are New York City rules, regulations and codes. He draws on his extensive experience in both construction and law to advise our clients and help them to devise compliance strategies that make sense from both a business and a residential perspective. Dennis creates time in his hectic schedule to educate his team and all Account Executives on newly implemented regulations and is spearheading many compliance initiatives. He is a part of the Residential Management Council of The Real Estate Board of New York (REBNY) and has served on the Department of Buildings advisory committees on the Climate Mobilization Act.

Nita Durakovic has been with Orsid for 4 years. In her time with us, she has learned so much about the industry and our clients. While she doesn't work with our clients directly, she understands just how involved she is in our clients' lives. Nita has become an absolutely indispensable member of our team. Nita disseminates information regarding all city and state regulations and laws to our Account Executives. She ensures, with precision, that our buildings are up to code and in compliance at all times. She is a communicator extraordinaire, constantly corresponding effectively with our Account Executives to ensure that all our buildings are being properly regulated. Educating the Account Executives on

compliance matters is her goal. Compliance is not an easy subject to understand, as it is ever-changing. Nita conducts detailed compliance training with new staff and when onboarding a new building to the Orsid portfolio. She has partnered with outside vendors like RAND Engineering, VDA elevator consultants, Logical Buildings and Aurora Energy Advisors to schedule company-wide trainings to bring awareness to various local laws and industry changes. Nita strives to be as proactive as possible in her management of her portfolio; she will always aim, if possible, to file inspections before any given due date. Since some violations come in when an inspection is missed, if she can get ahead of it and file before it's due, she always will.

Samantha Ortega has been with Orsid for almost a year and a half. She has learned so much from Nita, Dennis and the rest of the Orsid team in her relatively short time with us. Samantha oversees all things related to HPD (the Housing Preservation Department). She also handles elevator inspections (across Orsid's entire portfolio) and record keeping of various other inspections. This includes but is not limited to boilers, cooling towers, water tanks, standpipe and sprinklers. Samantha is always diligent about letting our Account Executives know right away if something is about to expire or needs to get inspected and she follows up endlessly until she gets a response. Samantha's keen eye for detail is extremely helpful when updating our records and spreadsheets. She is extremely accurate in her data entry. Nothing slips through the cracks with Samantha's tenacious skill for following up.

Nita and Samantha (under Dennis' watchful eye) handle so much which, in turn, allows our Account Executives to have more time to dedicate to the day-to-day operations of the buildings in their portfolio. Nita and Samantha meet biweekly to go over their month-to-month tracking calendar. This is a monthly timeline tracker that they developed to ensure they stay on track with the myriad of deadlines that they are responsible for managing. This tracker outlines what needs to be done by what date, who's going to handle each item, etc. Dennis, through his REBNY contacts, gets notifications about any new or pending city, state or federal and is the one who keeps an eye on those incoming laws and regulations to let Nita and Samantha know of any items to add to their tracker.

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Compliance Department Continued

The Compliance Team has many tools that it utilizes to help us all stay on track and always remain compliant. One of those is Jack Jaffa – this company can be thought of as “expeditors.” Once a violation or complaint is issued to a building, Nita and Samantha get an email notification and are able to notify the Account Executive on the building right away to get the issue rectified. The Jack Jaffa website is also a tracker of sorts – violations can be tracked there, per property, and everything gets updated in real time, so it is a true snapshot of our whole Orsid portfolio and how we’re doing in terms of compliance. In 2023 to date alone, Jaffa saved Orsid buildings \$39,305 by mitigating penalties.

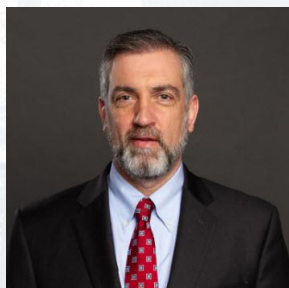
Another tool is our newly created Compliance Dashboard which is a useful mechanism for our Account Executives, Supervisors and clients alike. Like the Jack Jaffa site, this Dashboard is yet another form of tracking. The Dashboard breaks everything down, per property, on a monthly basis. It also has a forecast of the years ahead so that our Account Executives can see which inspections will become due in 1 year but also look ahead to see what will become due in 3 years, 5 years and 10 years. The Compliance Dashboard features Local Law 84 benchmarking data, Local Law 87 energy audit deadlines and the newly enforced LL126 garage inspection due dates. This is critical for the Account Executives to get to see this lookahead, so they can bring that information to their boards where it will inform the creation of annual Operating Budgets and longer-term Capital Plans. The Compliance Department is readily available to review this vital information with the Account Executives.

Finally, the Compliance team works with Orsid’s Energy division, which has partnered with Aurora Energy Advisors to look for opportunities for cost savings in the commodity pricing of natural gas and electricity. Aurora competitively bids contracts for the

supply of gas and electric through ESCOs (Energy Service Companies) that are an alternative to purchasing from Con Edison or National Grid. Aurora notifies our Compliance Department of any potential deals they can secure for a building and the Compliance Department advises the Account Executive, so they can bring it up to their board as an option. Aurora analyzes the bids received versus sourcing the commodities from ConEdison or National Grid and the anticipated market for the term of any contract. It’s a wonderful cost saving tool that we’ve seen great success with so far. Aurora also provides account audits to assist Orsid in rectifying billing errors by the utility companies.

When we asked our Compliance Team for the single item that they wish our clients knew and understood about their work, they said “resident complaints to the city without trying to address concerns with management.” Complaints are a big issue for all of us living in NYC and these can result in costly fines and penalties for buildings. Orsid’s Compliance Team would recommend that if any resident has a complaint about a condition in their building or apartment, they should bring it to their Superintendent or Account Executive first, rather than calling the city. If a situation can be solved “in house,” it will be achieved quicker and cheaper than if any city agency (DOB, DSNY, HPD etc.) is involved. If a resident jumps right to calling 311, this creates a larger issue. Once a city agency is aware of a complaint, the building can sometimes get targeted or put on a list where they’ll be more likely to get visits from City agencies. Therefore, residents should always bring complaints to their Super or Account Executive first, with City agencies being a back-up option, rather than the reverse.

We are so grateful for the amazing work that Dennis, Nita and Samantha do for us on a daily basis. We are thrilled to get to spotlight them this quarter! Thank you, Orsid Compliance Team! We couldn’t do our jobs without you.



Dennis DePaola



Nita Durakovic



Samantha Ortega

E-Bikes: What Policies Buildings are Presenting

The ever-increasing presence of e-bikes/vehicles (EBVs) has transformed the transportation landscape of New York City. These EBVs, most of which use a lithium-ion based battery similar to a laptop or mobile phone, are usually charged at home or in the workplace. As you have likely heard, these devices have been determined to be the cause of recent building fires in New York City. These incidents sparked discussions amongst condominium and cooperative boards about whether to continue to allow EBVs into their building, or to outright prohibit them. Investigations into EBV-related fires by the FDNY and other agencies have generally revealed that certain models of EBVs were either manufactured with sub-standard batteries, they were charged while unattended, or an extension cord was also present which was overloaded for the electrical demand.

While a number of buildings in the Orsid portfolio have imposed an outright ban on all EBV's, the majority of buildings are looking for safe spaces to store them. A position that we are seeing some buildings take is that EBVs must only be stored and charged in the basement / bicycle room or another fire-proof room containing a

sprinkler system. New York City is going one step further and regulating the kinds of EBVs that consumers can purchase via an amended Local Law 39 which took effect on September 16th, 2023. This law prohibits the sale, lease/rental of e-bikes and e-scooters, along with batteries, that fail to meet recognized industry safety standards. These standards, which are known as UL 2849, UL 2272, and UL 2271, were developed by UL Standards & Engagement, a nonprofit organization which worked with the EBV industry to create sensible guidelines for the manufacturing and testing of EBV products. These standards will apply to future EBVs but do not address products that are already in use.

While everyone is keeping a close eye on this issue, some common-sense thinking appears to be prevailing. Numerous City agencies advised that the obvious safest place to store any EBV is outside, but in the absence of outdoor space, the FDNY published practical guidelines to mitigate the risk of fires that may start from EBV or their batteries. Among these guidelines, refurbished batteries were banned, and it was recommended not to mix and match batteries and chargers that were not made to go together

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E-Bikes: What Policies Buildings are Presenting

Leaving an EBV to charge unattended was also not recommended. The complete FDNY report can be found in the FDNY Annual Safety bulletin at: <https://www.nyc.gov/assets/fdny/downloads/pdf/codes/2022-2023-fep-annual-bulletin.pdf>

Together with stricter UL requirements for new sales and leases of EBVs, it seems that the direction being followed is one where safety regulations are expected to help mitigate future issues. In the long term, this will undoubtedly help, but many recognize that it's a reactionary measure given how many EVBs are already in circulation and stored in residential buildings currently. This leaves coops and condominiums with a tough decision to render concerning what immediate action, if any, they should take with EBVs in their building.

If you have any questions about rendering a decision on EBVs that suits your building's concerns, please speak to your Account Executive in advance.

Façade Work Access Agreements and Planning Ahead

To say that local law facade projects have become complicated over the last decade is an understatement. The Façade Safety Inspection Program (otherwise known as FISP and formerly known as Local Law 11) requires inspections of and repairs to the facade of buildings over six stories every five years to make sure the building's exterior is safe. The compliance repair work must be completed in a timely manner in order to avoid fines and serious penalties. There is an extraordinary amount of planning involved with these projects, and one of the biggest impediments is ensuring that you have agreements with your neighboring properties (as many as three sides to the building) so that you could install protection on their buildings and a bridge that must extend 20 feet onto the neighbor's property.

Often these projects require the goodwill of neighboring buildings to provide temporary access through or around their property for engineers, contractors, and work crews.

FISP was once much less burdensome than it is today. Façade projects did not take such a significant amount of time, pre-construction inspections were not always required, and they could be done from the street. There was a time where one building would call the neighbor and there was a "handshake" to allow access. Requirements have become more stringent over time, and arrangements have become more formal with more legal requirements involved. With today's litigious climate, a verbal go-ahead and handshake will likely no longer be acceptable because the work may involve moving materials, equipment and personnel through lobbies, hallways, and other areas of a neighbor's property, no matter how friendly your relationship may be.

The Access Agreement: To address neighbor concerns, buildings typically will request the adjoining property owner to enter into an "access agreement", sometimes referred to as a "license agreement." An access agreement is the legal instrument governing the right of entry to adjoining property. The agreement will typically describe the protections of the adjoining property to ensure that their construction work is performed in a safe manner. The agreement is usually for a specifically negotiated period of time necessary to perform the work. If you do not have an agreement and you place protections on a neighbor's property, your actions can be construed as trespassing.

An access agreement can create additional legal and financial issues. Extended negotiations may be necessary due to a poor relationship with the adjacent building ownership. The neighbor may have a beautiful backyard, roof terrace or deck and not want anything covering it, or they may want so much protection that it becomes economically prohibitive for the party needing to do the work. Additionally, it may be difficult to contact the owner or agent of an unoccupied building which may result in extensive delays in obtaining an agreement for access. Neighbors can say no — and that can present a potentially huge problem and severe delays. A building could potentially be held hostage to get an agreement. Neighbors should remember that someday they may be in the same position, having to do exterior work and needing some neighborly cooperation. But when neighbors do agree to an access agreement, they may, and sometimes do, demand all sorts of provisions to get an agreement, including access fees, reimbursement for legal and engineer costs, and delay penalties, (outlined below).

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Façade Work Access Agreements Continued

These fees can be expensive and often deemed unreasonable, so every board must build these potential expenses into the budget for the project. An outright denial of access or unreasonable demands can be addressed by commencing a legal proceeding as discussed below.

Who Negotiates the Access Agreement? Access agreements are negotiated by the board, the building's lawyer, the managing agent, each building handles it differently. However, sometimes it can be beneficial if one of the board members knows the owner of the adjacent building personally and can put in a personal call.

When Do You Start the Process? Difficult neighbors can delay the start date of the project significantly. It is a good practice to reach out to your neighbors a year in advance to let them know your façade work is coming and that you will need access to protect their property. Try to find out what the neighbor will demand in terms of access fee and other costs.

What Terms Can Be Found in an Access Agreement? When negotiating a license, it is important to consider a variety of issues:

1. A pre-construction survey that allows the adjoining building and contractor to review the property before work starts, this way the parties agree on the pre-construction condition of the adjoining property. This avoids disputes when the construction is finished and there is a prior written report of damaged areas;
2. Understanding the actual construction and protections to be installed, the neighbor may ask for drawings or plans of what the protection will consist of. Site Safety Plans will include descriptions and diagrams of the required protective measures. These diagrams help the adjoining owner understand where the protections and bridging will be installed and the actual areas of access. The contractor will need to provide this but generally it is not available until a contract has been signed;

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Façade Work Access Agreements Continued

3. The duration of the required access and estimated completion dates;
4. The contact person with responsibility for the protections including email addresses and phone numbers;
5. Whether the adjoining owner will need to retain its own architect or construction consultant to review the site safety plans and to inspect the work before, during and after the project;
6. Whether and how much the adjoining owner will be reimbursed for its legal and other professional fees;
7. Fees that will be paid to the adjoining owner as an “license fee.” Orsid has seen access fees range from \$1,500 to \$10,000 per month and more;
8. Making sure there is insurance in place with the appropriate coverage;
9. Indemnities for damages or post-construction remedies;
10. Establishing an escrow fund to cover expenses and damages; whether or not there will be fees paid for the access and whether it will be the same for the entire period or change according to the work that is being performed;
11. What fees will accrue if the work takes longer than expected. There may be higher fees for the building doing the work if the project overruns;

Obtaining Access to Adjoining Property Owner’s Property Through the Court System: So, what happens when the adjoining owner refuses to comply and allow access to provide the required protection? Real Property Action and Proceedings Law (“RPAPL”) § 881 provides a mechanism to allow an owner to obtain a temporary license to enter onto the non-cooperative adjoining owner’s property to make such improvements and repairs. One downside to proceeding this way is that it can take a significant time to get before a judge to secure the order, and it could run up legal fees, particularly if it is defended by the adjoining owner.

The petition and affidavits, if any, must state the facts making such entry necessary and the date(s) on which entry is sought. Generally, courts routinely grant the license in an appropriate case provided that the access meets a standard of “reasonableness”. The court may impose conditions to secure the access agreement including obtaining a license and reimbursing reasonable architectural or engineering fees the

neighbor incurred in reviewing the owner’s plans. The property owner will likely be required to indemnify the adjoining owner for any damage that occurs as a result of the permitted entry or construction work.

Conclusion: Whether you are the property owner seeking the license or the adjoining property owner, there are numerous issues to be considered before exterior work can be performed. Although there are legal mechanisms for obtaining a temporary license, before moving to obtain such a license, both sides must consider the costs and risks associated with the work. In addition, the cost and time involved in pursuing a RPAPL § 881 proceeding should also be evaluated, as negotiating a voluntary license with an adjoining property owner can often save time and money. Orsid’s account executives stand ready to help boards navigate through these decisions and negotiations to secure a proper agreement.





Uncommon Solutions

Many of us in the NYC coop and condo industry are familiar with the Façade Inspection & Safety Program (FISP, previously known as Local Law 11). Safety is the name of the game, especially since FISP requires extensive inspections of the exterior walls of buildings. For example, if a building is over 15 stories tall, it requires the expertise of an independent inspector, or a Site Safety Consultant as many times inspections may even require work or replacement of bricks, railings, wall openings, etc.

Owing to FISP, many buildings require the expertise of experienced inspectors for façade work and maintenance. However, one uncommon solution that is underutilized in the industry is the use of Industrial Rope Access (IRA), an innovative concept where access is gained to the exterior walls of buildings by means of rope. It involves rappelling up and down the exterior of a building.

To prioritize the safety of the public, only a Licensed Rigger is allowed to submit a Suspended Scaffold Application to DOB, also known as a CD5. The Rigger must also meet any conditions and requirements of the New York City Building Code, including stringent licenses and insurance, disability, and workers' compensation.

Recently we spoke to Carolyn Caste, Director of Façade Compliance, at Howard L. Zimmerman Architects & Engineers (HLZAE) who provided insight on uses of IRA and how beneficial it has been to the company and the buildings they're contracted with. She explained how HLZAE has been utilizing IRA since 2018, beginning with 6 IRA inspectors and now having 13 IRA inspectors on their team.

IRA rigging is just as safe as other methods, and perhaps even safer when considering the dangers of traditional and prior methods, and when IRA was only considered a fringe method for buildings that were difficult to rig, such as buildings with large cornices and copulas, and buildings that are large and multi-building complexes. There are typically two ropes for each technician, with a main line and backup line, as well as safety materials to ensure the ropes do not break. To date, there have only been minimal injuries reported, especially in comparison to more traditional scaffolding.

IRA systems for FISP are also relatively quick and easy to install and dismantle because there is not much necessity for frames, scaffolding staging, and other more conventional, cumbersome materials.

A bonus for those boards who are fiscally minded is that IRA work is considered more cost-effective as it does not involve the bulky machinery and burdensome scaffolding that can also trigger complaints from Shareholders. The ultimate cost depends on the size of the building, but per HLZAE, it is a daily rate for the contractors, and one day of IRA inspections (not including probes) costs less than one swing scaffolding drop.

Ultimately it is the collective decision of the board, management team, and contracted façade inspectors as to whether Industrial Rope Access is the best solution for your building. It is an uncommon but welcome solution that it safe, efficient, and economical.

If you are interested in learning more about Industrial Rope Access, please look into [SPRAT](#), the Society of Professional Rope Access Technicians, and [IRATA](#), the Industrial Rope Access Trade Association. You may also refer to [NYC.gov](#).





Legislative Updates

LL97 Climate Mobilization Act New Rules: Earlier in September, the city announced the latest set of draft rules for compliance with the Climate Mobilization Act (CMA). The new rules include guidance on applicable fines for the upcoming 2024-2029 compliance period and the definition of “good faith efforts” that will be used by the Department of Buildings (DOB) to evaluate mitigated penalties. The rules, [available here](#), cover the first compliance period, which runs from 2024 to 2029. Under the draft rules, buildings that are over the emissions cap for this period can avoid penalties by taking steps to prove they’re coming into compliance with the 2024 caps by 2026, however this would involve submitting and complying with a full decarbonization plan. Owners that use this option will also lose the ability to use Renewable Energy Credits (RECs) to comply with the carbon emission limits. The city council is expected to finalize the rules by the end of the year.

Additionally, the Mayor’s office is identifying financial resources that will support retrofit projects towards CMA compliance. It is estimated by the city that the Federal Inflation Reduction Act (IRA) makes available \$625 million in tax credits and subsidies that buildings will be able to use. Further the New York State Public Service Commission directed utilities and the New York State Energy Research and Development Authority (NYSERDA) to propose a total of \$5 billion in programs across the state in 2025-2030 as part of its “New Efficiency: New York” program. The city will seek to collaborate with NYSERDA, Con Edison, and National Grid to align those programs to support buildings that have to do significant work to comply with Local Law 97, especially in disadvantaged communities where compliance is lagging other parts of the city. Additionally, the administration will seek to develop a federal grant proposal targeting the \$40 billion allocated for financing support or credit enhancement for eligible clean energy projects to make funding available for Local Law 97 compliance projects and particularly for buildings that might struggle to access market-rate loans.

New York State Assembly Bill A5050: This [bill](#), which is still in the State Real Property Taxation Committee of the Assembly and has not come to the floor for a vote, was proposed by Assemblyman Edward Braunstein. The purpose of the bill is to provide

financial assistance for projects designed to reduce carbon emissions necessary to comply with the CMA by offering financial relief in the form of real estate tax abatements. The abatements would be based on a sliding scale depending on the carbon emission reduction. Annual abatements would start at 5% of the cost of projects that result in emission reductions of 2 to 5%. Abatements of up to 9.5% would be available for projects that result in carbon emissions of 25 to 29% and projects that cut greenhouse gas emissions of 30% or more would be eligible for tax abatements of up to 20 years. For the bill to be passed, it will need the buy in of the city, which will have to bear the cost of the abatements in it’s budgets. Assemblyman Braunstein hopes to gain support for the bill before the legislature reconvenes in January.

Mandatory Curbside Composting: The last edition of this column announced the passage the “Zero Waste Act,” which will make it mandatory for buildings to have separate food and composting waste put out from traditional trash. The program has already been rolled out in Queens and will start in Brooklyn on October 2nd. The Bronx and Staten Island will begin next March, followed by Manhattan in October 2024. Fines and penalties for non-compliance will not begin until Spring 2025. Orsid Account Executives and building staff will be developing building specific plans in the coming months and instructions from the NYC Department of Sanitation will be circulated.

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Legislative Update Continued

LL126 Annual Parapet Inspections: The New York City Department of Buildings (DOB) recently published rules for new annual parapet inspections which will be required beginning in 2024. The rules require building owners to hire a qualified professional or other person capable of identifying dangerous conditions or hazards to inspect building parapets. If any unsafe condition is found, building owners must immediately inform the DOB and install public protection until such conditions are corrected. This new requirement applies to all parapets fronting the public right of way, regardless of building height except for detached 1 or 2 family homes or buildings with a fence or other barrier preventing access to the exterior wall. Buildings performing Façade Inspection Safety Program (FISP) inspections in any given year, can use these inspections to comply with the law. The inspection reports must meet certain minimum information and dated photos documenting conditions at the time of the observation. While the reports do not need to be filed with the DOB, owners must maintain the observation reports on-site for at least six years and make the reports available to the DOB upon request. Orsid will be working with industry architects and engineers to achieve compliance with this new law for all buildings subject to the rules.

NYC Get Sheds Down Program: In July, the Mayor and the DOB Commissioner Jimmy Oddo announced a new plan called “Get Sheds Down,” which is to be a sweeping overhaul of rules governing sidewalk construction sheds and scaffolding from city streets more quickly while “redesigning and reimagining” those that are needed. One aspect of the plan is to utilize more appealing and equally safe alternatives, such as the use of safety netting in place of traditional sheds when possible. However, a review of preliminary DOB bulletins on the procedure to obtain approval for such netting indicates that it may be of limited use in most FISP situations. We are hopeful that the use of such devices in lieu of sidewalk bridging will become more widespread as the industry and the DOB adjusts to the new program. Other aspects of the

plan include targeting sheds in central business districts with the expansion of financial penalties and regulatory oversight. The DOB has also requested proposals from architecture and engineering experts for new design ideas for other alternative shed, netting, and carbon fiber wrap designs that are to be less obtrusive, more visually appealing while maintaining critical overhead protection from any potential hazards. Additionally, the city is evaluating new monthly financial penalties that would start 90 days after a shed is first permitted and monthly until the shed is removed. We are hopeful that this plan will not just increase the cost of façade inspections and repairs but will truly lead to equally safe but cost effective options for public safety.

NYC Get Sheds Down Program: Previous editions of this column have highlighted legislative measures that would require coops to provide reasons for rejecting sales applications and tight time restrictions for boards to consider them. While the previous bills have not passed to date, the discussions continue and new bills are currently before the City Council.

In our opinion, these bills would have a chilling effect on the willingness of shareholders to serve on cooperative boards. The ensuing litigation based upon these measures, if enacted may lead to difficulty and/or significant additional expense in obtaining Directors and Officers insurance. We will advise when hearings will be held so coop board members can consider whether to reach out to their City Council Members, the supporters of these bills, or the Mayor’s Office to express their views on the wisdom of the proposals and the harm they could bring to the NYC cooperative industry.





Welcome to Orsid

We have welcomed the following buildings to the Orsid family:

Penny Lane Owners Corp

215 East 24th Street
New York, NY 10010

791 Park Avenue Corp

791 Park Ave
New York, NY 10021

760 West End Avenue Owners Inc

760 West End Ave
New York, NY 10025

Beekman East Condominium

330 East 49th Street
New York, NY 10017

863 Park Avenue, Inc

863 Park Ave
New York, NY 10075

In Q3 2023, we have welcomed the following new associates to the Orsid family:

Kevin Bahr, *Administrative Assistant*

Neil Tsentner, *Administrative Assistant*

Teresa Glennon, *Administrative Assistant*

Nicolas Pesola, *Account Executive*

Anthony Rizzi, *Account Executive*

Pamela Silver, *Account Executive*

We hope you found this newsletter informative. If you have any questions or a story to share for a future edition, please email info@orsidny.com



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