

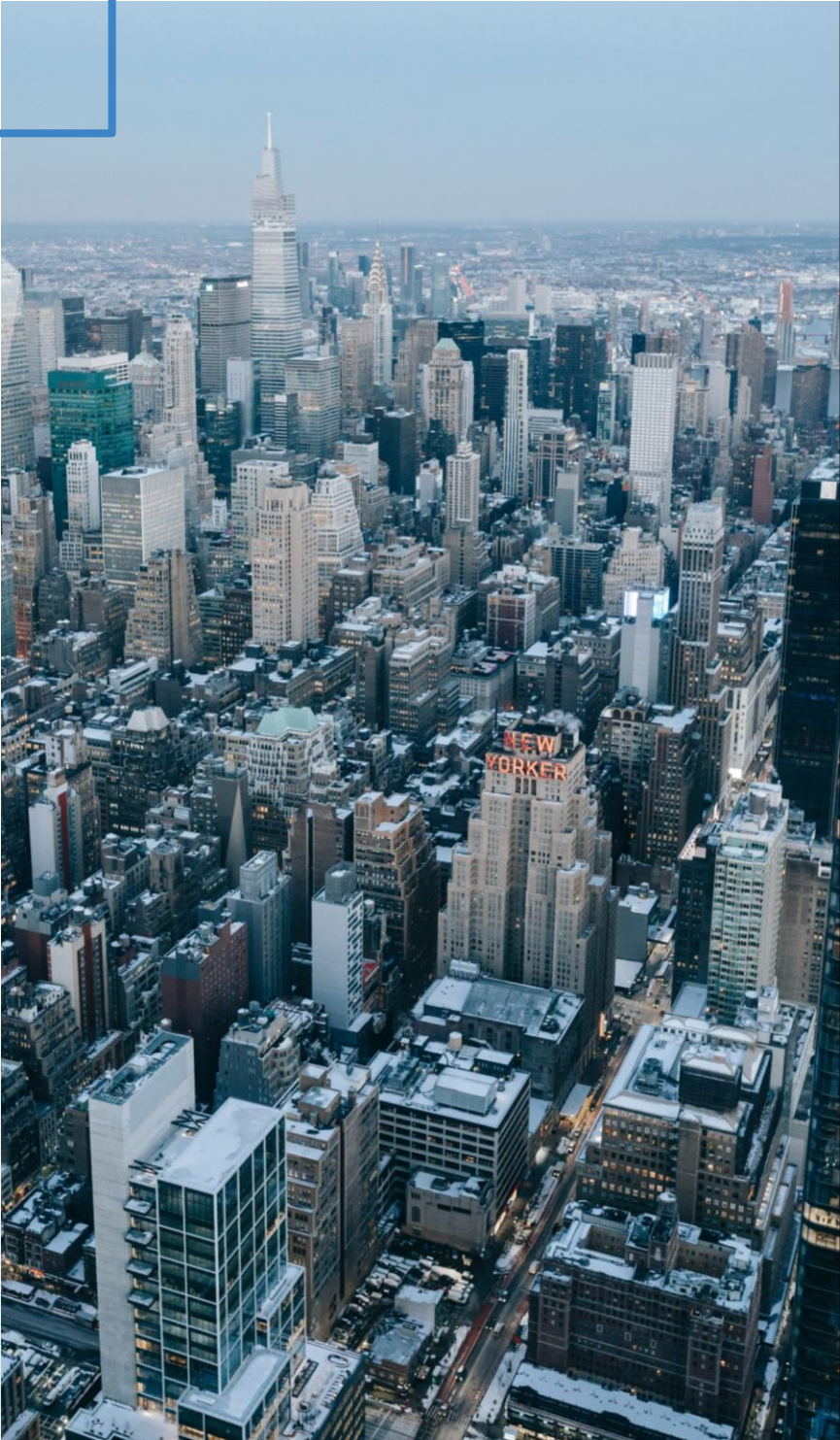
THE ORSID

— DIGEST —

Q4 Newsletter

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2023 Recap, Challenges Buildings Face in 2024

New York City is famous for its landmarks, skyline views, Broadway shows, worldly food scene, music and so much more. However, in the real estate world, New York has become infamous for enacting numerous Local Laws, which buildings have no choice but to comply with.

Looking back several decades, after a series of incidents involving falling stone from building facades, New York City passed Local Law 10, which became Local Law 11 and is now referred to as FISP (Façade Inspection Safety Program). This law mandates the inspection and repair of building facades every 5 years. More recently, the City passed Local Law 87, requiring buildings to audit their energy consumption and enact retro-commissioning measures. This law ties into Local law 97, which requires buildings to lower their carbon footprint through conservation measures and refitting building systems, by establishing targeted carbon output limits for each building.

Fast forward to the present time, this was the year in which many buildings with garages faced compliance with Local Law 126. This new Law required buildings to conduct an inspection of their garage to ensure structural safety and conduct repairs that may be deemed necessary. This was also the first year that many buildings had to comply with Local Law 152, a visual inspection and sniff test of the building's exposed gas piping infrastructure, which seeks to ensure that there are no gas leaks. Looking ahead, New York City is aiming towards a greener future. As mentioned previously, Local Law 97 requires buildings to reduce their carbon footprint by 2024 and beyond. These reductions in carbon output levels have been set by the City for each building based on size and other factors. Such reduction measures may entail converting the building from oil to natural gas, which burns cleaner, or potentially electrifying parts of the building's mechanical systems. To elaborate a bit further, New York City recently accelerated the banning of #4 heating oil to July 1, 2027, with municipal buildings required to comply by July 1, 2025. After the specified deadline, no certificates to operate a boiler will be granted for boilers using #4 oil. This

leaves only #2 oil (industrial grade diesel), as a liquid fuel oil source.

These laws, among others that the City has passed in the move towards a greener future, will potentially come at a price. From a financial perspective, these local laws are proving to be quite burdensome for building's capital budgets. Buildings are being forced to take a hard look at their energy consumption data, reduce energy costs, and our general philosophy is to prioritize those projects that have a return on investment unto themselves.

A brighter future with Orsid's guidance: Orsid foresaw the complexity in keeping buildings in compliance with these ever-changing Local Laws, which is why several years ago Orsid formed its own Compliance Department, are tasked with tracking and curing violations issued by The City of New York and complying with local laws.

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2023 Recap, Challenges Buildings Face in 2024 continued

Orsid's Accounting department began to incorporate compliance items into annual budgets, even those that are several years out from inception. We provided buildings with forecasts and detailed planning in order for them to create reserves for future statutory-related expenses. Orsid liaised with leading industry expediting firms to represent buildings in curing any active violations, while simultaneously partnering with energy conservation firms to streamline energy consumption, lock in energy prices when possible, and advise on the best way to achieve retro commissioning measures, as to ensure maximal gain for each dollar spent.

Orsid then embarked on an education program through online courses and seminars to bring industry knowledge to Boards and shareholders and advise on what measures should be undertaken to reach the compliance targets set forth by the City. Orsid published memorandums and brought in industry-leading engineering and energy professionals to advise buildings on what lies ahead. Once energy-saving measures were approved by building Boards, Orsid took an internal look to ensure that the path forward towards energy reduction provided the best return on investment.

As we look further into the future, Orsid will continue to update shareholders and building Boards on the right path forward for their building. Through these newsletters and other information provided throughout the year, Orsid is committed to sharing best practices, especially those where individual shareholders / owners can help to pitch in to reach these necessary goals. Through Orsid's multifaceted approach to compliance with NYC local laws, buildings which otherwise had little guidance now have a wide-ranging team of professionals helping ensure that their building complies with current laws and targets set forth by the City, both now and well into the future.



Pesky Neighbors: NYC Rodent Population

While rats have always been a nuisance in New York City, recently both our buildings and the City are taking a more proactive approach to reducing their effects on our buildings.

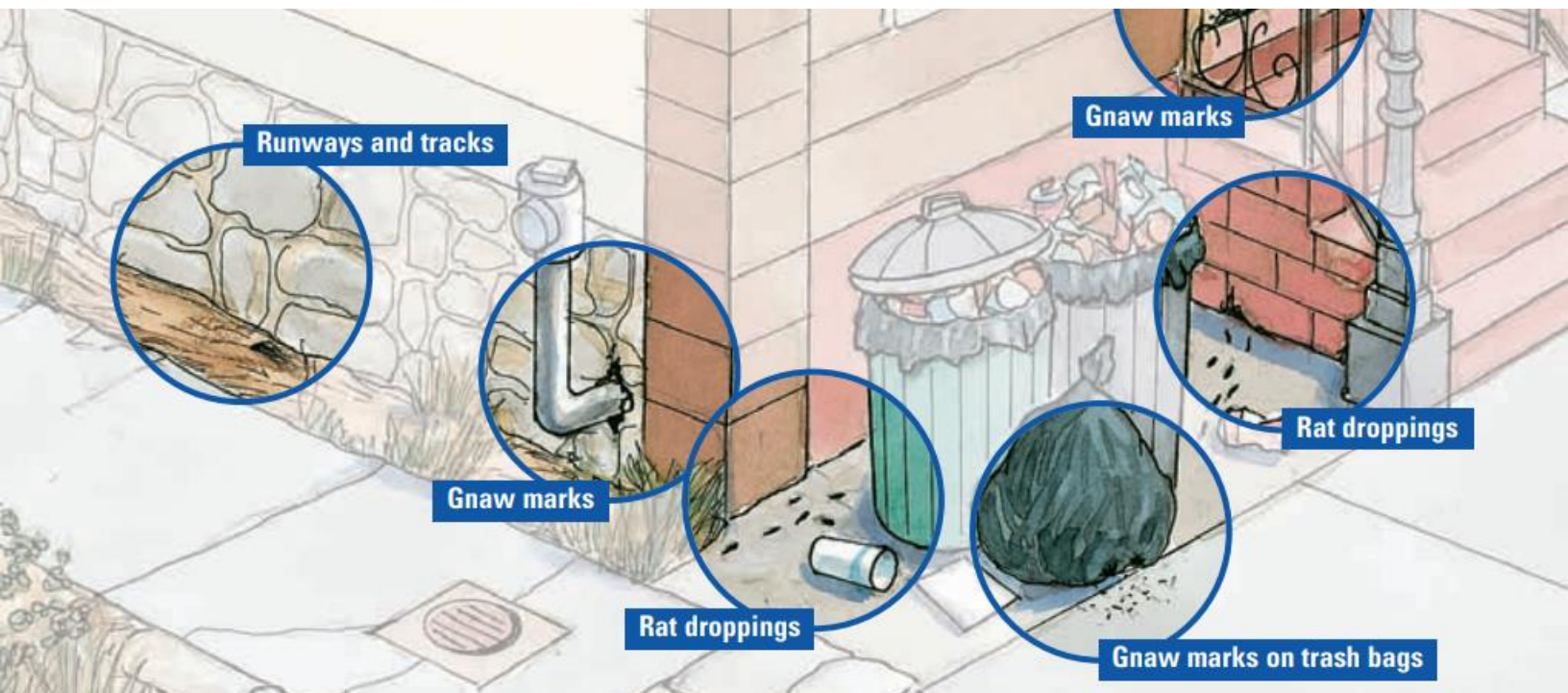
In April 2023, Mayor Adams appointed the City's first ever "rat-czar". As stated during a New York City Press Conference, Kathleen Corradi, the "rat-czar", will coordinate across city government agencies, community organizations, and the private sector to reduce the rat population in New York City – building a cleaner, more welcoming City and tackling a major quality-of-life and health issue.

While the City is making efforts to reduce the rat population, it is also important for buildings to take necessary precautions, both with their pest control companies and on their own. The New York City Department of Health is providing a "rat academy", which provides some useful information of steps buildings should take. Some of our Account Executives have attended this academy and have found it to be very informative.

Overall, [the academy mentions 5 steps](#) to control the rat population that can be performed by buildings:

- **Look for Evidence:** The Super and Account Executive should inspect the building and its surrounding area for evidence of rats.
- **Clean Up:** If evidence is found, because rats generally live near their food source and communicate through their urine and droppings, it is important to wash away urine and droppings. All plant and tree beds should be kept neat.
- **Starve Them:** Buildings should make sure their garbage is secured properly and try to keep their trash clear of plants and tree beds, as rats do not like to travel far from their home and food source.
- **Shut Them Out:** If there are any openings in your building from the exterior, close them up by sealing them with mortar or caulk. If there is evidence of burrows in a tree or plant bed, buildings should use soil or cement, if the burrow is in the sidewalk, to seal the holes.
- **Wipe Them Out:** With the building's pest control company, using bait stations can help reduce the overall population.

This topic is certainly unappealing, but buildings with the help of a good pest control company, can stay on top of any issues and help keep rats out of buildings in New York City.



Employee Spotlight: Meet The Controllers

It's a new quarter and, therefore, time to shine the spotlight on another Orsid Team who do so much for our buildings – the Controllers! This team is just one component of our multi-faceted Accounting Department. There are nine Controllers who handle our entire portfolio of 200+ buildings. We are amazed at (and so grateful for) all that they do for us and, most importantly, for YOU – our clients.

- Joe Dodaj, Vice President & Chief Controller – has been with Orsid since 2003
- Ben Hawkins, Vice President & Controller – has been with Orsid since 2011
- Ada Mazreku, Assistant Financial Analyst – has been with Orsid since 2019
- Sal Ruotolo, Jr., Controller – has been with Orsid since 2022
- Rob Dessel, Controller – has been with Orsid since 2022
- Jayanti Budhu, Assistant Controller – has been with Orsid since 2022
- Andre Gazivoda, Senior Financial Analyst – joined Orsid this year
- Aigul Zhomartova, Assistant Controller – joined Orsid this year
- Aysa Sharm, Assistant Controller – joined Orsid this year

Joe Dodaj has been with Orsid for 20 years. As Chief Controller, Joe leads and oversees this amazing team of Controllers (in addition to being the head of the entire Accounting Department AND having his own portfolio of buildings which he is the Controller for).

Ben Hawkins, the next most senior Controller, has been with Orsid for 11 years and (in addition to having his own portfolio of buildings AND wearing many other hats within the company) works in conjunction with Joe to support this amazing team. Ben, in particular, has a large role in training new Controllers and Financial Analysts and getting them up to speed on everything they need to know to be able to provide our clients with the level of service we expect.

Some of the core functions of our Orsid Controllers are as follows:

- Annual Operating Budget Preparation
- Capital Planning
- Heating Cost Analysis

- Mortgage Refinancing
- Real Estate Tax Grievance Process
- Commercial Tenant Real Estate Tax Escalations
- Monthly Cash Flow
- Vendor Bill Payment Review Using AvidXChange
- New Business Transition Process

Our Controllers are on the front lines for all general financial inquiries from our Boards and the Account Executives.

We asked our Controllers to share with us any important financial items that they hope our Boards will keep in mind when thinking about the upcoming year:

1. Boards should be aware of Local Law 87/97 and any upcoming energy-related financial penalties. Our Controllers are highly involved with doing cost-benefit analyses for all of their buildings. The costs required to comply with and eliminate these penalties are expensive and, therefore, it might not always make sense for every building. The Controllers look forward to assisting their Boards with this analysis to see if it's the right move or not.
2. Our Controllers will also be involved in the re-measuring of building square footage, which will have a direct connection to the building's real estate taxes and energy benchmarking.

The financial aspects of the New York City condo/coop market are ever evolving. Whether it is a local or global event, our Controllers keep a close eye on the effects. Most recently, examples of these are the war in Ukraine, which affected energy costs across the City, and domestic events, like the interest rate environment. Just as we use a team approach to manage your building, our Controllers are always available to answer any questions you may have as a Board member. As one of our Controllers said, "our favorite Board member is one who keeps themselves informed of what's going on in the City and globally and comes to us with questions specific to their property." The Controllers and Board members alike know that it truly takes a village to handle our clients' homes – every little bit helps, even if it's just staying abreast of what's going on in the news.

We are so grateful for the amazing work that our Controller Team does on a daily basis. We are thrilled to get to spotlight them this quarter! Thank you, Orsid Controllers! We couldn't do our jobs without you and our Boards are so lucky to have you in their corner helping them navigate the precarious waters of being a NYC condo/coop.

Leak Detection Mitigating Damage with Technology

For the last few years, the City has experienced unprecedented levels of rain that triggered flooding in coops and condos in NYC. Drainage and waste lines can no longer handle the volume of water by these storms and water infiltration occurs. In addition, as plumbing (including radiators and old fixtures) reaches its life expectancy, there will most likely be a costly leak.

Most of us have learned to embrace technology in a rapidly changing world where modern advancements are viewed to benefit society. Many who live in the City in pre-war buildings have more dated utilities and amenities due to the age of the building. Condos are generally newer and can boast more updated technology and are perhaps better equipped to handle difficulties that require modern solutions.

Technology over the years has advanced tremendously and now there are systems that can provide alerts for water leaks and malfunctions within seconds. In this day and age, it can be beneficial to focus on preventative measures instead of relying solely on tried-and-true measures and technology that might not be as equipped to handle emergency situations

The most common repair in coop and condo buildings

in New York City is water infiltration. Water can enter a building in two ways: from the building envelope (roof, windows and exterior walls) or aging plumbing on the inside of the building that fails or is at its life expectancy. As many buildings approach or have already exceeded 100 years old, plumbing leaks occur frequently. And when the leak occurs it is almost always a “headache” to address. A determination must be made about who is responsible: the building or the unit owner or shareholder.

There are a variety of companies that have come up with a measure that may prevent serious damage: The Leak Detection System. This is a system that can detect leaks instantaneously and report them to the appropriate parties (the front desk, resident manager, the super, the monitoring company, the Board and/or management and even to cell phones). Being alerted about a leak can save big money on major repairs caused by the leak.

These companies can attend Board meetings, show videos and/or perform a demonstration of how these detection systems work. Essentially, if water touches a sensor placed by the leak detection company, it will send a signal to a cellular transmitter (referred to as a “gateway”), located throughout the building, which will then send a signal to the monitoring company.

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Leak Detection Mitigating Damage with Technology continued

The gateway costs approximately \$650.00 each. In a very short period of time, the appropriate parties can get a flood alert which pinpoints the exact location of the leak so that steps can be taken to prevent further damage. The system can also send a notification if it detects any flow abnormalities, like continuously running water.

The extent of the protection is up to the Board. The detectors can be placed in the basement and under windows or radiators. Apartment owners can opt to have additional monitors added under sinks, behind toilets, by washing machines, under the dishwasher. The system can be particularly helpful when residents are not home. In such a situation, the super can enter the apartment and address the leak before it spreads to neighboring units. With the right system, it is possible that the system will allow buildings to get in front of costly water damage.

Pros:

- **Damage protection:** A water detection system can alert you of leaking water which can cause damage to floors, ceilings, walls and can result in mold. It may cause electrical damage and even structural damage if left unchecked.
- **Location of Leak:** A water detection system can provide an alert not only as to a leak but the exact location of the leak which prevents time wasted locating the water leak sources.
- **Possible Lower Water Bills:** Large leaks can use significant amounts of water increasing a building's water bills.
- **Lower Insurance Premiums:** Water damage claims can raise the building's insurance premiums. While Orsid's carriers have advised us that there is no credit applied by insurers for leak detection systems as they would for sprinkler systems, it is considered when pricing renewals, particularly if there have been prior excessive water damage claims. Owners may be able to reduce their premiums if the system is installed in an apartment. While you cannot always prevent a leak, a detection system can stop it before it causes more significant damage.
- **Additional Services:** The system can be expanded or include the following additional services: (a) gas

leak, (b) temperature and humidity monitoring or a failure of the boiler and (c) pest sensors which detect the presence of mice.

Cons:

- **Cost:** There is an installation cost. The price can vary greatly as there is a base installation charge, plus the cost of the gateways on each floor, as well as the number of monitors to be placed in each apartment. In addition, there is a monthly monitoring fee. Additional monitors can be purchased at approximately \$150 each.
- **Installation:** The installation will require a gateway typically on each floor to achieve a good signal. It is possible, in larger buildings or prewar buildings, that signals are not as strong due to its construction. The gateway will be attached to a hallway floor, and some may find it unsightly. In addition, each gateway will need an electrical outlet. If there is no electric current in the area where the gateway is installed, there be an additional expense for an electrician.
- **Connectivity:** Building wide connectivity to the system may be hindered by aging, pre-war buildings. The building may need to switch to Long Range Wide Area Networks (LoRaWAN) from traditional Wi-Fi to accommodate a large number of sensors that may be needed.
- **Leaks Inside Walls:** The monitors can only detect a leak when water touches the monitor. If the leak continues inside the wall, the system may not be effective.
- **Access to Apartments:** Each owner will need to provide access to their apartments for the installation of the monitors. The monitors can be installed by the building's resident manager or super.

Typically, a system for 35 apartments with 400 sensors and 6 gateways would cost approximately \$32,000 (without installation or monthly fees). Leak detection systems may be a smart investment for a coop or condo building, but the pros and cons must be reviewed. Undetected leaks can lead to the high cost of major repair and time to address the repair. The hassle of handling the cleanup, possible mold remediation and required repairs may pale in comparison to the cost of such a system. The system may also result in a reduction in both the building's insurance and/or the owner's homeowner's insurance.



LL97 Climate Mobilization Act

On December 18, 2023 the Department of Buildings (DOB) finalized another set of rules related to compliance with the Climate Mobilization Act (CMA). These 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 DOB to evaluate mitigated penalties. The rules, [available here](#), cover the first compliance period, which runs from 2024 to 2029. Under the 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. Further rules are expected in the coming months to address several outstanding issues including legal blocks to compliance (ie. inability to obtain Landmarks approval on various projects), Co-generation calculations, solar, Renewable Energy Credits and the requirements of decarbonization plans for “good faith efforts.”

Updating a previous edition of this column from Q2, 2022, the NY State Supreme Court for the County of New York recently dismissed a legal challenge of CMA. A group of residential cooperatives and building owners in the spring of 2022 sued the city, the DOB, and DOB’s then-Commissioner, and asserted various legal theories attempting to invalidate Local Law 97. The court disagreed with the theories and dismissed the challenge by a decision dated October 27, 2023. While an appeal of the decision is expected, it is a likely indication of the uphill battle that any further legal challenges of the law will face in local jurisdictions.

LL126 Garage Inspections

The Q2 2023 edition of this newsletter contained a column entitled “Is Your Garage Safe? Local Law 126 Garage Inspections,” which described the city’s efforts to have all parking structures inspected and certified as safe over 3 different inspection cycles from January 1, 2022 through December 31, 2027. However, by a new rule adopted effective November 23, 2023 the Department added an additional preliminary inspection for all structures that were not included in the initial inspection cycle that is concluding December 31, 2023. For all remaining parking structures, (including those in all outer boroughs and Manhattan Community Districts 8, 9, 10, 11 & 12) an initial inspection must be performed by a Qualified

Parking Structure Inspector (QPSI) **by August 1, 2024.**

This significantly accelerates the timeline by which the vast majority of buildings must comply with the law. We have already seen from the first cycle of inspections that significant and costly repairs are mandated by the law and we urge every Board with a parking garage or structure to verify compliance with their Account Executives.

New York State Clean Slate Act

Governor Hochul signed this bill into law in November and it will be effective next November.

This state law provides a mechanism whereby individuals with a criminal record history can have their criminal records expunged or sealed from the public record to allow them to seek employment, housing, and educational opportunities. Records of individuals with eligible misdemeanor convictions will be sealed after three years and those with certain felony convictions, after eight years, following their release from incarceration. Clean Slate will not seal the records of individuals who are required to register as a sex offender or for anyone who has been convicted of a crime where a life sentence may be imposed (such as murder and other serious violent felonies).

New York City Fair Chance for Housing Act

On December 21, 2023, the City Council passed Intro 632-A with similar protections in New York City for housing background checks for the lease or sale of apartments. If signed into law (which is expected), the bill would require a conditional approval before conducting a background check. If the background check turns up grounds for denial of admission, there would be administrative process to give the applicant reasons in writing for the denial and a copy of the background check. Upon receipt, the applicant can then appeal the denial to the NYC Commission on Human Rights. The law will still allow for the most recent criminal history to be considered, including felonies that have occurred within the past five years and all sex offenses. The law is expected to have an effective date of January 1, 2025 and is to include important indemnification language that ensures that owners, managers, and agents are not held liable for any incidents that occur within a building that include an individual whose criminal history was not able to be considered.

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Legislative Updates Continued

Retainage Law

This law was signed by the Governor on November 17, 2023 amending N.Y. General Business Law §756-C which applies to all construction contracts where the aggregate cost of construction exceeds \$150,000. The law now limits retainage on applicable contracts to 5% which is half of what would typically be held for such projects before this law was enacted. This new law will require that certain billing practices for affected projects be reformed prospectively. Please note that the law doesn't prevent taking more than 5% of the billed amounts early in the duration of the project, such that frontage can be front loaded to better protect building owners earlier. However, the maximum held back under contracts now must not exceed the 5% of the total contract price during construction. The new law also doesn't mandate payment. Rather, while the contractor can bill for the retainage upon reaching "substantial completion, as such term is defined in the contract." However, the existing language of Section §756-C was not revised, and provides that "Retainage shall be released by the owner to the contractor no later than 30 days after the final approval of the work under the contract." Thus, although a contractor can submit a final payment invoice upon substantial completion, the statute establishes a maximum release period of retainage of 30 days after final approval.

LLC Disclosure

The "LLC Transparency Act," was passed by the legislature over the summer and was delivered to the Governor on December 12, 2013. The Governor has 10 days to sign the bill into law but has not done so as of the writing of this column. The law may require the creation of a public database disclosing the beneficial owners of all business entities organized in the state and all foreign business entities with authority to do business in the State. This NY law comes after the adoption in September 2022 of a similar federal rule requiring beneficial ownership information reporting for many companies known as the "Corporate Transparency Act" (CTA). The CTA goes into effect on January 1, 2024 and applies to corporations, LLCs, and other entities, unlike the LLC Transparency Act which applies only to LLCs. The data collected under the CTA will not be publicly available but will be accessible by Federal, State, local, and Tribal officials, as well as certain foreign officials who submit a request through a U.S. Federal government agency, to obtain beneficial ownership information for authorized activities related to national security, intelligence, and law enforcement. (The Corporate Transparency Act will be discussed further in future editions of this column) Our partners at REBNY are

advocating for a change to the LLC Transparency Act before it is signed to eliminate the public disclosure requirement so that it closely matches the federal law.

Flood Zone & Flood Insurance Disclosure

As a result of damages from hurricanes in recent years to thousands of residential apartments in the State, the legislature amended the New York State Real Property Law to require all residential leases (including Proprietary Leases, subleases and all other leases as well) to provide notice to tenants of any previous flood history and whether the premises is within a Federal Emergency Management Agency (FEMA) floodplain. The law applies to floods from a natural flood event, such as heavy rainfall, coastal storm surge, tidal inundation, or river overflow but does not apply to ordinary apartment/unit floods such as from a pipe break, bathroom overflow, etc. The notice also requires disclosure of the availability of flood insurance to renters. Unfortunately, it appears that once again the State Legislature passed a law intended for renters but drafted language so broad as to include Proprietary Lessees of Cooperatives and renters in high-rise Condominiums as well. While an amendment to the law to correct this may happen in the future, we still must comply with this law in the interim and we have prepared the required notices to include with all leases executed by our office.

Combustible Gas Detector Installations

Local Law 157 of 2016 amended the New York City Housing Maintenance Code and the New York City Building Code to require the installation of natural gas detecting devices in residential buildings. It required the Department to promulgate a rule regarding the installation and location of natural gas alarms after an industry standard had been established. National Fire Protection Association ("NFPA") standard 715 went into effect April 9, 2022 and was recently adopted by the DOB. Therefore, by May 2025, all building owners including Coop and Condo Boards will have to arrange for the installation of a conforming natural gas detector within 3 to 10 feet of any fossil fuel burning device (such as a gas stove, dryer or fireplace) in all residential apartments. Similar to the programs we administered years ago for the initial installations of smoke and CO detectors, we will be creating a program for the installation of these devices in all apartments prior to the 2025 deadline.

Orsid Anniversaries

We would like to take a moment to congratulate the following Orsid employees for reaching incredible career milestones with the company. We would not be where we are today without your contributions!

Dennis DePaola, Executive Vice President
Laura Krasner, Executive Vice President
Maya Kurayeva, Accounting

We asked Laura and Dennis what was special to them about Orsid, they said:

"Our Orsid family approach and management philosophy reflects the fact that we care about our clients and their properties, and we are committed to providing the highest level of service to all our clients. What I value most are the incredible, long-tenured relationships I have built with our staff and our clients, and I look forward to continuing and enhancing these relationships for many years to come." – Laura Krasner

"I am very proud that I was brought into the Orsid family over 25 years ago. This has enabled me to be part of the growth of the business from under 30 to more than 130 employees today while also giving me the opportunity to raise my own family. Choosing to join this incredible family business all those years ago was the best career decision of my life and am incredibly thankful to the Etingin/Davidowitz family for the wonderful environment they created and continue to grow." – Dennis DePaola



Neil Davidowitz, President (37 years)
Frank Pompea, Vice President (31 years)



Don Skupinsky, Senior Vice President (19 years)
Donika Dodaj, Senior Director, Closing & Transfer (19 years)
Majlinda Brahimaj, Accounting (19 years)
Pat Bettino, Account Executive (19 years)
Dennis Nagel, Account Executive (18 years)
Eric McPhee, EVP & Director of Risk Management (18 years)
Aleke Radoncic, Vice President (17 years)
Eileen Aluska, Vice President (17 years)
Marie Caka, Accounting (16 years)
Robert Mellman, Vice President & Director of Portfolio Services (15 years)



Andrea Doyle, Alterations Coordinator (14 years)
Ben Hawkins, Vice President/Controller (12 years)
Fatime Lleshaj, Accounting (12 years)
Jasmina Martinovic, Office Manager (12 years)
John Devall, Vice President (12 years)
Naro Dzidzovic, Senior Account Executive (12 years)
Al Dizdari, Account Executive (11 years)
Cos Ardeljan, Vice President (11 years)
Denisa Music, Alterations Manager (11 years)
Justine Delagana-Tagliani, Vice President (12 years)
Robbie Janowitz, Senior Vice President (11 years)
Anel Dervisevic, Account Executive (10 years)
Ben Shuman, Senior Vice President & Director of New Business (10 years)
Bianca Taveras, Account Executive (10 years)
Christine Zeblicky, Senior Director, Operations and Implementation (10 years)
Linda Romano, Closing Agent (10 years)



Anita Sehwni, Closing & Transfer Manager (24 years)
Edward Zamora, Office Manager (24 years)
Hugh Zanger, Rental Portfolio Director (24 years)
Despina Leandrou, Vice President (23 years)
Andre Kaplan, Chief Financial Officer (22 years)
Grazyna Cyprys, Administrative Assistant (20 years)
Joe Dodaj, VP & Chief Controller (20 years)



Welcome to Orsid

The Fifth Avenue

1325 & 1330 Fifth Avenue
New York, NY 10029

11 East 86th Street Corporation

11 East 86th Street
New York, NY 10028

Park Briar Owners Inc.

110-45 Queens Blvd
Queens, NY 11375

Place 57 Condominium Association, Inc.

207 East 57th Street
New York, NY 10022

220 Riverside Boulevard Condominium

220 Riverside Blvd
New York, NY 10069

In Q4 2023, we have welcomed the following new associates to the Orsid family:

John Sly, *Director of IT*

Taj Jackson, *Administrative Assistant*

Jason Reyes, *Administrative Assistant*

Aysa Sharm, *Assistant Controller*

Jennie Reese, *Administrative Assistant*

Korie Celestine, *Administrative Assistant*

Mike Asch, *IT Support Specialist*

Steve Lafiosca, *Account Executive*

Ryan Bondoc, *Account Executive*

Michelle Asnaran, *Account Executive*

Patrick Gagliardi, *Administrative Assistant*

Samantha Rosario, *On-site Administrative Assistant*

Stephen Salot, *Administrative Assistant*

Carolyn Scanlon, *Controller*



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