

DATE: October 1, 2022
FROM: Kimberly Amaya, CPA, CFO
Custodial Work Resources
TO: Tanyard Springs Homeowners Association
c/o Abaris Realty, Inc.

REFERENCE: Monthly Service Fee Modification

Thank you for your continued loyalty and business support over the years. We are very fortunate that you selected us to be your janitorial maintenance service provider. These are unprecedented and challenging times. We appreciate your continued business.

As you are aware we continue to experience labor shortages and rising levels of historic inflation. This directly affects competitive wage rates as well as supply costs. Additionally, you may already be aware that state and local jurisdictions have enacted laws mandating minimum wage increases annually. State of Maryland to \$15.00 per hour (2020 – 2025), Montgomery County (Maryland) to \$15.65 + cpi-w per hour (2023), District of Columbia to \$16.10 + cpi-w per hour (2023), Virginia \$15.00 per hour (2021-2027). Artificial price regulating (increasing a minimum wage) influences economic migration. Employees become attracted to the higher wages elsewhere, enticing them away from their current place of employment.

We continue to absorb much of the direct costs associated with these minimum wage increases and supplies. However, due to state and local mandates, current labor shortages, and inflation, at this time our monthly service fee must be modified a bit. It is still our objective to continue to remain a dependable and competitive force within your jurisdiction, providing our loyal, well-trained, and reliable staff encouragement to remain at your property instead of potentially witnessing their unnecessary departure. Do not be alarmed, our customers will not be price-gouged over these challenges. Effective January 1, 2023, the monthly service fee for the Tanyard Springs Homeowners Association property will change from \$985.60 to \$1,069.38.

We appreciate your business and thank you for your anticipated understanding. Should you have any questions whatsoever, please feel free to contact me at (301) 937-1733 or via email at kimberly@cwr.cleaning.

Other Services:
Event Cleaning - \$175 per event