

THE ORSID

— DIGEST —

Q4 Newsletter

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An Interview with Neil Davidowitz



For our last newsletter of 2024, we were thrilled to sit down with Neil Davidowitz (ND), President of Orsid New York, to discuss his thoughts about where the NYC residential property management industry is headed as we welcome in 2025.

Interviewer: At the end of 2024, what is Orsid being asked to do for its clients and how has the nature of client relationships changed over the years (i.e., client expectations, the scope of work, etc.)?

ND: Expectations have not really changed, but the scope of our work has dramatically changed. Specifically, the change is being driven by a myriad of Federal, State and City compliance requirements. From FISP to Local Law 87, 88, 97, 126, the work mandated by these statutes has completely changed the landscape. In addition, complex capital projects, and increased staff training demands have also added layers of work and corresponding time. We are also focused on providing real-time data to assist our Boards. Our Financial Dashboard and Compliance Dashboard are examples of how we are meeting that challenge.

Interviewer: Coming into 2025, how will Orsid distinguish itself from its competitors? Are there areas of the business yet to be untapped that Orsid is interested in pursuing? What are Orsid's plans for the future?

ND: We want to continue our successful model, really our foundation, that we began to build upon a decade ago; I call it "The Orsid Gamechanger," where "Old School Meets New School."

In other words, we are "Old School" in that we want the Account Executive to address major issues for our clients as "boots on the ground," but that can only happen if there is an infrastructure of support behind the Account Executive. The "New School," which means centralized, internal systems, enables the Account Executive to be the most efficient and effective for our clients.

Interviewer: How will Orsid take the lead in the industry for its clients when negotiating major building budgetary items such as insurance, utilities, major capital projects and future capital planning?

ND: We realized about seven years ago that we simply could not remain a small boutique management firm and also be competitive in the New York market. We deployed a game plan for defined growth. The end result was that we have achieved planned growth which has allowed us to leverage our purchasing power for insurance, utilities, as well as design professionals and contractors for major capital projects that our clients regularly undertake.

Interviewer: We have seen the consolidation of third-party property management companies in New York over the last decade; how has this consolidation helped Orsid but also presented challenges for growth?

ND: It hasn't presented any challenges other than how we can continue to sustain our special and unique company culture while absorbing new business. We have been able to recruit some of the best and brightest talent in the industry, talent that was hungry to be a part of the Orsid family while being empowered to shine in their professional roles through our unique system of "Old School Meets New School." Additionally, this paradigm increased the size of our portfolio because co-ops and condos were looking for a boutique firm with a professional and personal approach and modern systems and processes.

Interviewer: How will Orsid continue to refine the role of the Account Executives and other ancillary service arms of the company in 2025?

ND: We will continue with our mandate to support our AEs, hiring and training the best Administrative Assistants who can eventually pivot to Account Executive roles with refined, centralized departments and veteran industry supervisors who contribute to the work product we proudly produce for our clients.

Updating Your House Rules - Part 2

In our Q3 newsletter, we discussed the importance of reviewing existing House Rules. In our prior article, we examined updating or expanding existing provisions that are most likely already included in your House Rules. Part 2 will examine new or additional House Rules for your consideration. The foregoing rules address new laws that may have been enacted after your House Rules or By-Laws were drafted or other matters that have become more important to Boards over the years.

Smoking Policy Local Law 147 (LL147) and NYC Smoke-Free Air Act (SFAA) – Local Law 147, also known as the “Smoking Policy Disclosure Law,” requires owners of residential buildings with three or more units to create a written policy on smoking. This policy must outline where smoking is and is not allowed in the property, including all outdoor and indoor locations, such as within apartments. Under the Smoke-Free Air Act, any smoking or vaping is banned in all indoor common areas of residential buildings with three or more units. Building owners are required to communicate this policy to all residents and prospective tenants either individually or by posting the policy in a visible location in the building (i.e. building lobby). Orsid recommends adopting this policy as part of the building’s house rules. Having a clear smoking policy helps prospective buyers/tenants make informed decisions on where to live and helps prevent misunderstandings and disputes, fosters a cleaner and safer living environment, and demonstrates the building’s commitment to complying with local laws and regulations.

Lithium-Ion Batteries – Implementing a House Rule regarding lithium-ion batteries for e-bikes and e-scooters is important due to the recent fire safety risks these devices pose and the growing number of fire incidents in New York City. These fires have led to significant property damage, injuries, and even fatalities. By implementing a strict House Rule permitting only batteries that have met the stringent testing requirements of UL Laboratories, boards can help mitigate risks, ensuring that residents do not charge or store these devices improperly within the building. Moreover, a clear policy demonstrates a proactive approach to safety, protecting both physical property and the well-being of the residents.

Condition of Apartments and Hoarding – A House Rule concerning the conditions of an apartment, specifically addressing hoarding, is crucial for maintaining safety, health, and quality of life within a residential building. Hoarding, which involves the excessive accumulation of items and an inability to discard them, can create severe problems for both the individual hoarder and the entire building community. Excessive clutter can block exits, hinder firefighters' access, and provide ample fuel for fires, allowing them to spread rapidly. This not only endangers the hoarder but also puts neighboring residents at risk. In addition, poorly maintained apartments due to hoarding can become breeding grounds for pests such as rodents and insects, leading to infestations that may spread to other units. Additionally, excessive clutter can lead to mold, mildew, and poor air quality, creating unsanitary living conditions. Lastly, hoarding can affect the quality of life for neighboring residents, leading to foul odors, noise disturbances, and a general decline in the building’s cleanliness and livability. It can also complicate emergency evacuations, posing a risk to the entire community.

Roof Deck/Courtyard Rules - Roof deck and/or courtyard rules in a NYC residential building are important for ensuring safety, preserving property, and maintaining a peaceful environment for all residents. These common areas can be valuable amenities, but without clear guidelines, they can also become sources of conflict, damage, and safety hazards. Unrestricted use can lead to accidents, such as falls, especially if alcohol is involved or if the area becomes overcrowded. Clear rules regarding capacity limits, hours of use, and behavior (e.g., no running, no climbing on railings) can prevent injuries and reduce the building’s liability in case of an incident. In addition, courtyards and roof decks are often located near residential units, where noise may impact residential units. Establishing House Rules regarding quiet hours and permitted activities (e.g., no loud music, parties, or large gatherings during late hours) helps to ensure that residents can enjoy their homes without disturbance. This fosters a respectful and peaceful living environment. Roof decks and courtyards are significant investments, and misuse can lead to damage, such as broken furniture, damaged landscaping, or wear and tear on surfaces. Rules regarding acceptable use, such as prohibiting smoking, grilling, or roughhousing, help protect these areas from damage, ensuring they remain enjoyable and safe spaces for all residents. Without guidelines, certain residents might monopolize the space, preventing others from enjoying it. A House Rule can establish fair usage policies, such as time limits or reservation systems for large gatherings, ensuring that all residents have equal opportunities to use the amenities.

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Updating Your House Rules - Part 2 continued

Apartment Terraces - Clear rules for apartment terraces are essential for ensuring safety, preventing property damage, and maintaining a harmonious living environment in a NYC residential building. Terraces are valuable amenities, but they also present unique challenges that require clear regulations, particularly regarding activities like barbecuing. Barbecuing on apartment terraces is not permitted in most instances as this poses a significant fire risk. Open flames, hot coals, and propane tanks can easily lead to fires, especially in a densely populated urban environment. High winds, common in NYC, can exacerbate these risks by spreading flames or embers to other parts of the building or neighboring properties. Prohibiting barbecuing on terraces is a critical measure to prevent potential fires that could endanger residents and cause significant property damage. In addition, barbecuing produces smoke and strong odors, which can easily drift into neighboring apartments, causing discomfort and potential health issues for other residents. Prohibiting barbecuing helps to maintain good air quality and prevents disputes among residents over smoke and odors invading their living spaces. Also, barbecuing often involves social gatherings that can lead to increased noise levels, particularly during evenings and weekends. This can disturb other residents, especially in a high-density building where terraces are close to one another. A House Rule prohibiting barbecuing helps maintain a peaceful environment and reduces potential conflicts between neighbors.

Open Houses – A board should consider if “open houses” are permitted when an apartment is up for sale. A clear set of rules should be established if open houses are permitted, including the number of brokers present, days and hours of the showing, escorting potential attendees and the time allotted.

Garbage – In 1989, with the passage of Local Law 19, recycling became mandatory. Rules should be established that recyclable materials must be separated by residents and placed in the proper receptacles in accordance with NYC recycling guidelines. In addition, with new composting laws effective October 1, 2024, boards should consider adding new language to address this requirement. Garbage (other than recyclable items) must be disposed of in bags down the compactor chute, if there is one. Lighted matches, cigarettes or cigars must never be used or disposed of in this room.

Additionally, housekeepers should be instructed of the proper garbage and recycling procedures. Bulk items or extraordinary quantities of trash should not be left in the garbage room, basement or courtyard without the Resident Manager’s knowledge and approval. Corrugated cardboard boxes should be broken down and flattened by the Shareholder and placed neatly in the trash room. Large or oversized corrugated cardboard boxes (broken down, if possible) should be taken down to the basement and deposited near the compactor room door.

Fines - If compliance with House Rules is a problem, a board can implement penalties for noncompliance; these fines may vary and cannot be excessive or deemed a penalty. Some buildings set at a certain amount for a first offense, with subsequent offenses carrying steeper fines. Perhaps give a warning to the violator on the first offense and then \$50 for a second and \$100 for a third. Most attorneys recommend passing a proprietary lease amendment to enforce and collect fines.

Counsel Review - Make sure your House Rules (and any revisions or updates) are reviewed by counsel to make sure they are enforceable, that such rules are not against state and city laws and regulations, and do not contradict the governing documents.

There are many other building rules (other than the selected rules listed above) that are generally included in a building’s House Rules. If your House Rules have not been updated in some time, feel free to reach out to your Account Executive if you would like to discuss updating them or adding any of these additional rules.



Employee Spotlight: Lauren Svenningsen

Lauren Svenningsen is currently a Senior Account Executive at Orsid. She started as an Administrative Assistant and quickly rose through the ranks to where she is today. After graduating college, Lauren worked in management for high-end retail. From there, she fell into property management “randomly”, she says, at another property management company in New York City. When she started, Lauren didn’t even know what Condos and Coops were, but she learned swiftly. Lauren applied for an Administrative Assistant role at Orsid and got the job – and the rest, as they say, is history.

From the get-go, Lauren made it clear to her Supervisors at Orsid that she was interested in growing from an Administrative Assistant into an Account Executive. As an Administrative Assistant, Lauren began to finely tune her Condo/Coop skills, working closely with the Account Executives she was supporting and training and learning ‘the Orsid way’ simultaneously. She told us that learning and tackling situations and circumstances from the ground up has helped her in every aspect of doing this job and excelling at it. She was promoted after about a year and half to Associate Account Executive and was assigned her first building officially. Quickly demonstrating her ability to absorb and grow in her new position, she was promoted to Account Executive. Lauren’s growth at the company was certainly fast-tracked, but it’s because Orsid senior leadership knew she was ready for it.

In September of this year, Orsid’s Executive Vice President, Eric McPhee, contacted Lauren to share the news that he was nominating her for REBNY’s Rising Star of the Year Award. In 2011, REBNY established this award in order to recognize an individual who has not been in the industry for a long time, but who already demonstrates the right qualities to be a great property manager. Eric has been a great mentor to Lauren and a big cheerleader of hers since she first started at Orsid. To hear this news from Eric made Lauren’s day, to say the least. Lauren told us she feels that Eric has sometimes had more confidence in her than she has in herself. He has always supported her and pushed her to help her to recognize and further develop her strengths. His confidence in her over the years has helped her to gain that same confidence in herself.

In October of this year, Lauren found out that she had won the Rising Star Award! She was honored and humbled to hear this happy news. It made her reflect on this past year where Lauren has taken on a lot of other roles at Orsid, in addition to her portfolio of buildings:

- She joined the Orsid Training Team where she helps to develop the training sessions that we offer to our Orsid employees on a monthly basis. She’s even taught some of the sessions herself!
- She became a leader of a team of Account Executives, Administrative Assistants and Controllers with which she meets weekly to disseminate important information as needed.
- She started running the Safety & Security Task Force with some of her colleagues who are working on safety and security measures that can be implemented at our buildings.
- AND she assists the Orsid team who work to implement new internal processes and procedures in the company that make our staff’s jobs easier and more efficient.

Lauren has really enjoyed taking on these new roles and likes the balance of managing buildings as well as contributing on the Orsid operations side. It has continued to help her grow and be a more stellar Account Executive. She is open to new opportunities that could arise over time and looks forward to the future at Orsid!

As a company, we are so proud that one of our own was recognized by REBNY in this way. We look forward to many more years of success for Lauren!



Local Law 157: Natural Gas Detectors



In the Tetrises that is the NYC Department of Buildings regulations, one of the newest is Local Law 157 (LL157). Like many others, this Local Law focuses on safety. Specifically, requiring that a separate natural gas detector be installed in the vicinity of any natural gas-fueled appliance or installation in residential units/apartments. This includes, but is not limited to gas stoves, clothes dryers, water heaters and fireplaces.

LL157 became part of the canon of NYC regulations in 2016, following two fatal natural gas explosions; one in East Harlem and one in the West Village. Of the nearly four million apartments in the five boroughs, it is believed that approximately 70% of them have natural gas stoves. Though as many of you know, effective January 1, 2026, gas stoves will not be permitted in new residential buildings less than seven stories tall and effective January 1, 2029, gas stoves will not be permitted in new residential buildings that are taller than seven stories. NYC is encouraging the conversion of gas to electric cooking so that this percentage will decrease. But for now, everyone must comply with the detector installation. Penalties will be assessed for non-compliance starting on May 1, 2025.

The law encompassed both carbon monoxide and natural gas. Placement of the detectors is at, or close to ceiling height (if placed on a wall, not more than 12" from the ceiling) and within 3-10 feet of a gas-burning appliance or installation. Further clarity is expected from the city for those residences with high ceilings such as loft spaces; and how they too can comply. But in general, the detectors must be in a space and in close proximity to gas-fueled appliances.

To enhance building safety, there are gas sensors that can be installed to act as an alarm if a leak is detected. Most Boards seem to want to contain costs on this new mandate as long as safety is assured to the fullest extent possible and are just considering detectors for now. In Q3 of this year, Orsid worked with every superintendent and resident manager in our portfolio to obtain a list of apartments that will need these detectors. The lists were consolidated and presented to reliable vendors. Orsid New York obliged their Boards and engaged a vendor to provide a reliable detector, recognized by the National Fire Protection Association (NFPA), in bulk for Orsid's entire portfolio of managed buildings. With bulk order pricing, we were able to obtain a discount and valuable savings for each building and give our clients some assurance that they will be safe and in compliance well before the required installation deadline.

Each co-op and condominium will be initially responsible for paying for the purchase and the installation of the first natural gas detector. However, Boards will need to consider if they will absorb this expense or bill it back to each owner.

The Department of Buildings has a comprehensive list of frequently asked questions on the nyc.gov website that residents can refer to and periodically check for updates. This is one of several links that are being created to assist NYC residents: <https://rules.cityofnewyork.us/rule/rules-relating-to-installation-and-location-of-natural-gas-alarms/>

Orsid intends to roll out the installation of these units in the coming weeks and is working with building staff to determine the most feasible and efficient method to achieve compliance.



Legislative Updates

Corporate Transparency Act - As indicated in previous editions of this newsletter, the Corporate Transparency Act (CTA) was adopted in September of 2022 and requires the submission of Beneficial Ownership Information (BOI) of non-exempt Reporting Companies to the federal government before the end of 2024. We have been collecting and filing the required information for over 150 of our properties over the past two months. However, on December 3rd, the US District Court for the Eastern District of Texas in the case Texas Top Cop Shop, Inc., et al., v. Merrick Garland, Attorney General of the United States, et al. issued a nationwide preliminary injunction against the enforcement of the CTA. As expected, the US Department of Justice appealed the Order. The U.S. Department of the Treasury's Financial Crimes Enforcement Network (FinCEN) posted the following notice on its BOI website on December 6, 2024: "In light of a recent federal court order, reporting companies are not currently required to file beneficial ownership information with FinCEN and are not subject to liability if they fail to do so while the order remains in force. However, reporting companies may continue to voluntarily submit beneficial ownership information reports."

Although the injunction relieves the immediate obligation to file beneficial ownership reports with FinCEN for now, we are advised that it is still prudent for non-exempt reporting entities that haven't yet filed to prepare their report filing by continuing to gather all information and documents that the CTA requires. This is because we cannot expect or rely upon an extension of the stay if and when the government appeals the decision.

We are watching the situation closely and will advise of any material updates we receive. However, we ask that all board members of non-exempt entities that have engaged Orsid to file their Beneficial Ownership Information continue to cooperate and complete their submission to us. We will hold all information but be ready to file as soon as the mandate to do so becomes clear.

Smoke Detectors in Common Areas (S3249) – This new law requires the installation of smoke detectors in common spaces, including but not limited to, lobbies, hallways and stairwells. The actual rules regarding the placement of the devices are forthcoming but we expect to comply with this new law in 2025.

Cooling and Heating Proposal (Int. 0944/2024) - This bill would require that from June 15 to September 15 of each year, building owners (including Cooperative and Condominium Boards) maintain a maximum indoor temperature of 78°F when the outdoor air temperature is 82°F or higher. Owners without central cooling would have

to install cooling systems within residential units and leases would have to contain notice of the cooling requirements. The bill would impose civil penalties for violations and would require compliance with all provisions four years after the bill's effective date. While owners claiming undue hardship could be eligible for time extensions, ultimately compliance would be mandatory and the installation of Central A/C systems for all buildings regardless of the cost would be required. The timing of this bill is very questionable as everyone is trying to comply with the carbon emission caps of the Climate Mobilization Act (CMA). The additional energy consumption needed to comply with this proposed law would further exacerbate the difficulties in reducing carbon emissions below the CMA thresholds. If you are opposed to such a bill, we suggest that you contact your City Council Member to communicate your opposition.

Residential Waste Containerization - The New York City Department of Sanitation (DSNY) has begun a containerization program in an effort to get the mountains of black bags off the streets and to mitigate the city's rat problem. As of November 12, 2024, all properties with 1-9 residential units are required to use garbage bins (55 gallons or less) with secure lids for trash set out. Such bins can be used until June 2026 after which the official "[NYC Bin](#)" must be used. DSNY is retrofitting hundreds of collection trucks, adding mechanical tippers compatible with the new bins. It is hoped that this upgrade will speed up collection and minimize the possibility of spills that occur with manual collection.

Containerization for larger buildings will be gradually rolled out beginning in Spring of 2025. Buildings with 31 or more residential units will be required to use stationary, on-street containers for their trash, serviced by DSNY's new automated side-loading garbage trucks. On-street containers will be assigned to a specific building, solely for residents of that building. Buildings with 10 to 30 units will be able to choose between stationary on-street containers and smaller wheelie bins. The first district with these containers will be Manhattan Community Board 9, beginning Spring 2025, with further expansion pending environmental review.

We will be watching the pilot program and for further DSNY updates for our larger buildings to make sure that we are prepared for the roll out throughout the city.

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Legislative Updates continued...

Broker Fees – Intro 360 FARE Act PASSED - The [FARE \(Fairness in Apartment Rentals\) Act](#) passed the New York City Council in November and would become law 180 days after the Mayor signs the bill. The law would require whoever engages a real estate agent in a residential real estate rental transaction to pay the commission. This would be a shift for most of the city where tenants traditionally pay the listing broker fees. Opponents of the bill argued that the passage of this bill will shift brokerage rental fees onto landlords, who in response will incorporate these fees into the monthly rent, causing tenants to face increased rents not only the year they sign but each year they choose to renew. Notably, the law also applies where a landlord merely permits a broker to advertise a residential rental unit. A posted listing alone is sufficient to establish an agreement between a landlord and agent and the landlord will be responsible for paying the agent’s fee. As the bill passed the City Council by a super-majority, it is anticipated that, in the event the Mayor vetoes the bill, the Council will override the veto.

Bed Bug Notifications - State Senate Bill 9227 passed both houses in Albany but Governor Hochul made an agreement with the legislature to modify the bill slightly. The changes will be made in the upcoming legislation and we will then know the effective date of the new requirement. The bill requires landlords and lessors provide written notice to tenants about bed bug infestations shortly after discovery. The bills originally called for all tenants of the building to receive notice within 24 hours. After some push back from the NYC Real Estate industry, the Governor’s deal states that the notice be provided in a more reasonable 72-hour time frame via a publicly posted notice and also ensures that tenants’ privacy interests are protected by ensuring the notice of a bed bug infestation does not contain identifying information. The notices also are to be targeted to those tenants and lessees who are at risk given their unit’s proximity to the infested unit. We are watching closely and will be prepared to meet this new notice requirement for any bedbug infestations after the effective date of the new law.

New York City Fair Chance for Housing Act - As noted in this column last December, this law was passed in 2023 and becomes effective January 1, 2025. The law seeks to prevent housing discrimination against those convicted of crimes by prohibiting covered housing providers, including most condominium and cooperative boards, from considering certain criminal convictions in the application process for the sale or rental of an apartment unless a series of procedural steps are followed. A conditional approval must be given to an applicant before conducting a background check and the background check must exclude felony convictions older than five years since the applicant was released from incarceration or the date of their sentencing, and any criminal actions that were resolved in favor of the applicant (such as terminated actions, youthful offender or juvenile delinquency adjudications, convictions of violations, or convictions that have been sealed, expunged, or the subject of an executive pardon). In addition, pending cases not yet adjudicated or that have been dismissed at the time the criminal background check is conducted cannot be considered when deciding whether to take adverse action.

If the background check turns up grounds for denial of admission, there would be an administrative process to give the applicant reasons in writing for the denial and a copy of the background check. The written statement must demonstrate how the applicant’s criminal history is relevant to a “legitimate business interest” (not defined by the Act) of the provider and how the information was used in making the adverse determination. Upon receipt, the applicant can then appeal the denial to the NYC Commission on Human Rights. The law still allows for the most recent criminal history to be considered, including felonies that have occurred within the past five years, any sex offenses and any act of physical violence committed by the applicant against another person or property on the premises, or any act that would adversely affect the health, safety, or welfare of other residents.

We have already worked with our third-party vendor to make sure that our background searches will not include unreviewable criminal history beginning January 1, 2025. Our processes have also been modified so that such searches are not performed before the necessary conditional approval letters are issued.

IN MEMORIAM

Frank Pompea

As the year comes to a close, we wanted to share some very sad news. It is with profound sadness and a very heavy heart that we share the news of the passing of our dear colleague and friend, Frank Pompea, on November 19th, 2024. Frank was a valued member of the Orsid family since March 1992, and his contributions to our company and the relationships he built over the years will be deeply missed.

Frank's dedication and professionalism were evident in everything he undertook. He had a unique ability to connect with colleagues and clients alike. He was loved and respected by all he touched.

He also had a wonderful sense of humor. Many of us have fond memories of working alongside him, and his kindness and integrity left a lasting impression on everyone who had the privilege to know him.

Beyond his professional achievements, Frank was a devoted husband to his wife, Sophia, and a loving father to his son, Ambrose. Our thoughts and heartfelt condolences go out to them during this difficult time.

We remember Frank not only for his work but also for the joy and warmth he brought into our lives. May his memory forever be a blessing.



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!

Anita Sehvani, Closing & Transfer Department Manager Hugh Zanger, Director of Leasing & Counsel



We asked Anita and Hugh what was special to them about Orsid, they said:

“Orsid will always hold a special place in my heart. Over the course of 25 years Orsid has provided guidance, respect, recognition, and appreciation. Orsid has played a huge role in developing my skills personally and professionally. I found a family here that I can call my own and I would not be where I am today if it were not for the Orsid Team, Mr. Maks Etingin, Neil Davidowitz and Andre Kaplan.” – Anita Sehvani

“It’s been my honor to work at Orsid. Of paramount importance here is our philosophy of care: care for our clients, their properties, our responsibilities, and for each other. This is what Orsid is all about. It’s what makes Orsid such a special place. I am lucky to be a part of it.” – Hugh Zanger



Neil Davidowitz, President
(38 years)
Frank Pompea, Vice President
(32 years)



Donika Dodaj, Senior Director of Closing & Transfer (19 years)
Dennis Nagel, Account Executive (19 years)
Eric McPhee, Executive Vice President & Director of Risk Management (19 years)
Aleke Radonicic, Senior Vice President (18 years)
Eileen Aluska, Senior Vice President (18 years)
Marie Caka, Accounting Clerk & Accounts Receivable (17 years)
Robert Mellman, Senior Vice President (16 years)
Pat Bettino, Senior Account Executive (15 years)
Andrea Doyle, Alterations Coordinator (15 years)



Ben Hawkins, Senior Vice President & Senior Controller (13 years)
Fatime Lleshaj, Senior Accountant (13 years)
Jasmina Martinovic, Operations Manager (13 years)
John Devall, Vice President (13 years)
Naro Dzidzovic, Senior Account Executive (13 years)
Al Dizdari, Account Executive (12 years)
Denisa Music, Alterations Manager (12 years)
Justine Delagana-Tagliani, Vice President (12 years)
Robbie Janowitz, Senior Vice President (12 years)
Anel Dervisevic, Account Executive (11 years)
Ben Shuman, Senior Vice President & Director of New Business (11 years)
Bianca Taveras, Senior Account Executive (11 years)
Christine Zebliksy, Senior Director of Operations and Implementation (11 years)
Linda Romano, Senior Closing Agent (11 years)
Andrew Clateman, Account Executive (10 years)
Manjola Zylfi, Payroll Specialist (10 years)



Dennis DePaola, Chief Legal Officer (26 years)
Laura Krasner, Executive Vice President (26 years)
Despina Leandrou, Senior Vice President (24 years)
Andre Kaplan, Chief Financial Officer (23 years)
Grazyna Cyprys, Administrative Assistant (21 years)
Joe Dodaj, Senior Vice President & Chief Controller (21 years)
Don Skupinsky, Senior Vice President (20 years)
Majlinda Brahimaj, Senior Accountant (20 years)



Welcome to Orsid

We have welcomed the following buildings to the Orsid family:

137 Riverside Owners, Inc.

137 Riverside Drive
New York, NY 10024

The Gramercy Company

34 Gramercy Park East
New York, NY 10003

Fifty-Five Corp.

55 Central Park West
New York, NY 10023

780 West End Avenue Condominium

780 West End Avenue
New York, NY 10025

51 Fifth Avenue Owners Corp.

51 Fifth Avenue
New York, NY 10003

In Q4 2024, we have welcomed the following new associates to the Orsid family:

Aishe Skepi, *Administrative Assistant*

Ariel Mendez, *Administrative Assistant*

Van Radonic, *Administrative Assistant*

Tiffany Maisonet, *Account Executive*

Amanda Hili, *Front Desk Receptionist*

Connor McGrath, *Account Executive*



Wishing you a wonderful holiday season and a very happy new year. Thank you for your support this year – we look forward to 2025!

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

The Orsid Digest is intended for the Board Members of those buildings managed by Orsid New York. If you would like a copy distributed to your residents, please inform your Account Executive. While every effort is made to achieve accuracy in the information contained in this publication, it is not intended as advice for any specific property. Orsid New York shall not be liable for damages resulting from the use of information contained herein. Please consult with your property manager or the appropriate professionals to address concerns specific to your building.

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