



DEL MESA CARMEL

Employee's Holiday Bonus Fund

Dear Del Mesans:

It is Holiday Season again! At this time every year, the Board of Directors solicits contributions to provide a holiday bonus check to our staff of 42 employees. The 2021 holiday season will mark a 54 year tradition of thanking our hardworking staff for their service. Our housekeepers, gardeners, maintenance, office, as well as the kitchen & wait staffs, go the extra mile to respond to all of our owners, renters and guests needs.

All of our employees, except the General Manager, will share in your generosity regardless of title or salary. All full time employees who have been here the entire year will share equally, while part time employees and staff who have not reached their first anniversary will get a prorated share.

Each year we field several questions about how much is appropriate to contribute, or about the range of contributions. The answer is simple, contribute what you can. Anything is appreciated. Unfortunately, less than 50% of the residents and owners made a contribution of any kind in 2020. We would very much like to see the participation % increase significantly.

We offer the following data only as a point of reference. The range in contributions is between \$50 and \$1,000. Most of the contributions were in the \$200-250 range.

We hope to distribute this bonus to our employees on their December 20th paycheck and ask that your gift be received by December 15. There are *two* ways to send in your gift:

1. Write a check payable to "Del Mesa Carmel" with "Holiday Fund" and your unit number on the memo. These checks can be mailed or hand delivered to the Del Mesa office.
2. Complete the attached charge form and mail or hand deliver to the office. We will add the contribution to your next monthly statement.

Thank you from the Board of Directors and all our employees for your generosity, and our best wishes to you this Holiday Season.

A blue ink signature of Nancy Jones, written in a cursive style.

Nancy Jones