

Oh, Ship ~ It's a La Porte Trip!

**July 15th through July 19th
26th Annual Management Retreat**

Get ready to embark on an unforgettable voyage filled with team bonding, professional growth, laughter, and well-deserved relaxation as we set sail on our 2026 Annual Retreat!

We are beyond thrilled that you chose to join us this year. Our annual retreat began as a way to thank a small team that completed a due diligence project back in 2000. Over the years, that tradition has grown into an opportunity to recognize all of our Property Managers, Lead Maintenance, Regional Supervisors, and so many others who help make RCMI successful every single day.

We know how demanding your responsibilities are and realize that stepping away from your property, your family, and your daily routine is no small commitment. Thank you for choosing to come aboard. We truly appreciate each of you.

This year's theme couldn't be more fitting no matter what twist you put on it. The only water you will see is at the lake but let's pretend we are on a cruise ship ~ The S.S. Moxie. From the "crew" to the "pieces of the puzzle", we will talk about how they both matter.

Every successful cruise depends on its crew. No ship reaches its destination because of one person alone. Every captain, officer, engineer, porter, housekeeper, and crew member plays an important role. RCMI is exactly the same. Each of you represents an important piece of the puzzle. Your talents, dedication, ideas, and commitment fit together to create something much bigger than ourselves. Individually we are valuable, but together we build communities, solve problems, create opportunities, and continue moving our company toward exciting new destinations. *Every Piece Shapes the Journey!*

As our company continues to grow from apartment communities to hotels, storage facilities, boutique office space, boat slips, wedding venues, and beyond ~ we're reminded that our greatest strength is not necessarily our properties. Our greatest strength has always been our people. Every new opportunity begins with an incredible team willing to work together and navigate whatever waters lie ahead.

When you received your passport and luggage tag, you officially became a passenger aboard The S.S. Moxie. Think of this retreat as our company cruise. Throughout the week we'll make several "ports of call" filled with learning, friendly competition, relaxation, and plenty of opportunities to reconnect with your fellow crew members.

Of course, every great voyage has incredible partners helping chart the course. Once again, our Supplier Partners have gone above and beyond with their generous sponsorships. Their continued support allows us to create a retreat unlike any other, and we're incredibly grateful for their investment in our team. Please take time this week and when you return home to thank them for helping make this journey possible.

Embarkation Day – Wednesday

Once you've boarded The S.S. Moxie and settled into your cabin, we'll gather for our Welcome Aboard Cocktail Reception and Opening Remarks. Our annual pasta dinner will follow before spending a relaxing evening reconnecting with fellow crew members and preparing for the exciting journey ahead.

Thursday – Our First Port of Call

Wake up to the smell of bacon and fresh coffee before we gather for our first General Meeting. Throughout the day we'll explore new ideas, strengthen relationships, and enjoy activities designed to challenge us while having fun together. Bring your swimwear because we will dock at The Little Grass Valley Reservoir for the afternoon. We have vendors joining us today at the lake to help with games and entertainment. The evening promises great food, entertainment, and plenty of laughs aboard The S.S. Moxie. Make sure you check out the “Casino”winners will be getting some cash at the end of the end of the night! Play hard and smart!

Friday – Cruise Celebration

Another delicious breakfast gets us underway before a half day of meetings, teamwork, and adventure. Enjoy an afternoon of games and then get ready for some dancing on the Lido Deck. Whether you're ready for a tropical Caribbean vacation, elegant cruise dinner, captain's attire, Hawaiian shirts, resort chic, or your best vacation look, this is your chance to dress for life aboard the S.S. Moxie! Bring your cruise spirit and be ready for an evening of music, dancing, and plenty of fun. As always...there may even be prizes for our favorite passengers!

Saturday – Relax and Enjoy the Voyage

Today is your chance to slow the pace and simply enjoy the journey. Spend time with teammates, participate in activities, share stories, enjoy great food, and appreciate the friendships that make this company special. Massages will be available all day!

Sunday – Final Port

As every great cruise eventually returns to port, we'll gather one last time for a quick breakfast and hug before disembarking. Our hope is that you leave refreshed, encouraged, inspired, and proud of the important role you play in RCMI's continued success.

As we sail home, remember this...

Every piece matters. Every conversation matters. Every challenge helps us grow. Every accomplishment moves us forward.

Thank you for bringing your talents, your heart, and your commitment to this company. Together we continue building something remarkable.

More Details

- ✓ You will receive an email with a link to the retreat website. The website will have the itinerary, rental car information, accommodations, meal and activity assignments, and a list of attendees, plus Supplier Partners sponsorships!
- ✓ You will also receive a separate email with your flight information. Please note: You must have a REAL-ID (driver's license will have a gold star on it). If you do not, then you can provide a passport. If you do not have either one of these, please contact me ASAP. Please check the spelling of your name, have your record locator or confirmation number available at the airport.
- ✓ Check to see if you have a seat assignment and make necessary adjustments, if needed.
- ✓ Sacramento travelers: Please make plans to arrive in La Porte after 1:30 pm.
- ✓ Please allow two hours before departure time for TSA and make sure you allow yourself plenty of time for morning rush hour traffic.
- ✓ Make sure you download the airline app to make it easy for any last-minute flight or gate changes. You can also set notifications. Plus, most airlines have in-flight entertainment that is free on your phone.
- ✓ You can only carry 3 ounces of liquids, gels, or lotions and they fit in a one-quart zip lock bag. So if you have larger items, you must put them in your checked luggage. Do not pack electronic cigarettes or lithium batteries in your checked bag. You can carry them on board with you but not in a checked bag. You should go on the website at www.tsa.gov to learn more about the rules and regulations.
- ✓ Luggage restrictions per airline (please note – you will be responsible for luggage cost to and from La Porte and all airlines only accept credit cards for luggage payment and food/drinks on board):
 - American Airlines – You are allowed one carry on plus a purse or computer bag. Your check luggage must weigh under 50 lbs or you will be charged \$50 at the airport / \$45 pre-purchase online.
 - Southwest Airlines – Your first checked bag is \$45.00 and second bag is \$55.00.
 - United Airlines – Your first bag is 50.00 at the counter and \$45.00 prepaid.
- ✓ Remember to bring clothing for lake day and your costume 😊. We will take our annual RCMI photo in our “family celebration shirts” to be issued upon arrival. The mornings and evenings can be cool so a light sweater will be needed plus comfortable shoes.
- ✓ Remember cell phone service is not available an hour after your drive to La Porte from the airport but you will regain it once you arrive at the hotel. We ask that you turn off all devices on wi-fi you are not using and limit your use from streaming.

I will arrive in La Porte on Tuesday, July 14th, feel free to call me on my cell if you need anything or contact your Regional Supervisor.

I look forward to seeing all of you aboard The S.S. Moxie. If you have any questions before embarkation, please don't hesitate to contact me.

Until then...

Bon Voyage!

Ginger

WELCOME TO RCMI'S 26TH ANNUAL MANAGEMENT RETREAT!

WEDNESDAY, JULY 15

5:00 - 6:00 p.m.
On The Green

MUSTER DRILL

Welcome to the 26th RCMI Annual Management Retreat!! Join us on the **Green** for opening remarks and ice-breaking introductions.

6:00 - 7:30 p.m.
Dining Room

WELCOME ABOARD DINNER

After a long day of travel, a traditional Italian meal of Spaghetti and Chicken Alfredo awaits you.

8:00 - 9:00 p.m.
Hotel Bar

SAILAWAY COCKTAILS

Mingle with associates, reconnect with familiar faces, and introduce yourself to new ones.

THURSDAY, JULY 16

8:00 - 9:00 a.m.
Dining Room

BREAKFAST

Fuel up with a hearty breakfast before we begin another exciting day of learning, connection, and fun.

9:15 - 9:45 a.m.
Dining Room

OPENING REMARKS AND CRUISE ITINERARY

Head to the Dining Room for opening remarks and meeting schedules with Ginger.

10:00 - 11:45 a.m.
Dining Room

TEAM MEETING - INSIGHTS FOR THE JOURNEY

We're excited to welcome guest speakers from J Turner and ePremium for a collaborative session featuring valuable insights, fresh perspectives, and takeaways to inspire continued success.

12:00 - 12:30 p.m.
Dining Room

PREPARE YOUR LUNCH

Before we head to the lake, we need to prepare our sandwiches. Head to the Dining Room where you can choose your choice of meat, cheese, and condiments. The lunch team will assist with wrapping your sandwich and make sure it gets to the lake! We will provide chips, cookies, and a cold drink at the lake.

12:45 - 3:30 PM p.m.
Front of Hotel

BEACH EXCURSION

Please be ready to leave for the lake at 12:45 pm. SHARP. We will line up our cars out front of the hotel and caravan to the lake. Once we get to the lake, relax and enjoy the afternoon. Ride the jet skis and look at the beautiful scenery. Team work makes the dream work, so remember to help carry items to and from the lake!

6:00 - 6:15 p.m.
Front of Hotel

"FAMILY" PHOTO

Wear your Family Celebration shirt and gather for a group photo celebrating the people who make every piece of the journey possible.

6:30 - 8:00 p.m.
Dining Room

CAPTAIN'S DINNER

It is time to join us at the Saloon for a delicious dinner prepared by Mr. Mercer! On the menu tonight is tenderloin, baked potatoes, and a fresh salad!

7:00 - 10:00 p.m.
Hotel Bar & Porch

CASINO NIGHT

Roll the Dice or Take a Hit - Casino Night is always a lot of fun, especially when you have a chance to win some cash!



FRIDAY, JULY 17

8:00 - 9:15 a.m.

Dining Room

BREAKFAST

Wake up to the irresistible aroma of sizzling bacon and freshly brewed coffee! Join us in the Dining Room for a mouthwatering breakfast experience.

9:30 - 11:45 a.m.

Dining Room

NAVIGATING THE JOURNEY

Our executive and support teams take the stage to answer questions gathered from associates throughout RCMI about the "State of the Voyage", offering insights and discussing the opportunities and challenges that help shape our path forward. Plus other updates on all things RCMI in our navigation academy

12:00 - 1:00 p.m.

Dining Room

LUNCH ON THE LIDO DECK

Drop anchor for lunch and enjoy fresh, made-to-order tacos from our taco truck before we continue our journey.

2:00 - 4:00 p.m.

On The Green

DECKSIDE BINGO & OTHER GAMES

Every piece shapes the journey and every square is a chance to connect. Join your fellow shipmates for a fun, interactive bingo experience filled with conversation, laughter, and new discoveries along the way.

6:00 - 8:00 p.m.

Dining Room

DINNER IN THE MAIN DINING HALL

Enjoy a casual dinner with handcrafted pizzas, fresh salads, and great company as we unwind from the day's activities.

8:00 - 11:00 p.m.

Hotel Bar & Porch

THE RHYTHMS AT SEA WITH DJ JUSTIN

Join us for an evening of music, dancing, and cruise-inspired fun! Whether you're rocking a captain's hat, tropical attire, or your favorite vacation look, come ready to celebrate as we set sail for a memorable night together.

SATURDAY, JULY 18

9:00 - 10:00 a.m.

Dining Room

BREAKFAST

Start your morning with a hearty selection of breakfast casseroles and fresh coffee before we continue our journey together.

9:30 - 5:30 p.m.

THE RECHARGE LOUNGE

Take a little time for yourself and enjoy a complimentary massage available throughout the day. Be sure to sign up for a time slot and treat yourself to some well-deserved relaxation. Renew before returning to port.

11:00 - 3:00 p.m.

Everywhere

FREE TIME

Take the day to relax or explore the mountains of La Porte.

1:00 - 3:30 p.m.

Outside

SCOOPS AHOY! - ICE CREAM CART

Cool off and treat yourself—swing by the ice cream cart for a sweet bowl or cone of your favorite flavor!

5:30 - 7:30 p.m.

Dining Room

DINNER - RIGHT OFF THE PIT

Enjoy a variety of Texas BBQ straight off the pit as we gather for our final evening of great food and fellowship.

7:00 - 8:00 p.m.

Hotel Bar

FINAL PORT CELEBRATION

All good things must come to an end. We hope you have enjoyed this week. Made new friends. Learned new things. Made some great memories. We thank you for joining us and before you leave, we just might give away some more money!!

SUNDAY, JULY 19

7:00 - 9:00 a.m.

Dining Room

BREAKFAST ON THE GO

Please make sure you are on the road about three hours before your departure. You can grab a cup of coffee or juice and add a muffin, breakfast bar, or danish before heading down the mountain.



Hotel Reservations
La Porte Union Hotel

Odd - parking lot
Even - Patio

2026

La Porte Hotel	
201	Ken Nikirk & April Nikirk
202	Mary McGown & Patrick McGown
203	Christian Wilson
204	Mike Lewis & Tiffany
205	Josh Stow & Stacy
206	Ginger Hugo & Carl
207	Traci Gutierrez
208	Terri Johnson & Chip
209	Kathy Lyles
210	Cathy Tustin & Jason
211A	Nere Rivera
211B	Laura Trejo & Nora Chavez
212	Frank Vega
301	Taylor Ostrander & Heath
302	Jedidiah Smith & Marissa Stow
303	Misty Jackson & Karlon
304	Andrew Bowler & Amber
305	Tyler Rosen & Olivia
306	Amanda Butterworth & Jeff
307	Christi Rodriguez & Mo
308	Curt Knabe
309	Gerry Fulgencio
Additional	
La Porte Lodge	
<i>Front</i>	
Bed 1	Kim Cenderelli
Bed 2	Heidi Silva
Bed 3	Carol Ann Caron
<i>Back - Second and Third Floor</i>	
Bed 1	Krystal Chase
Bed 2	Lura Pound
Bed 3	Kelci Fields
Bed 4	Earleen Bellwood
Bed 5	Sieann Dudley (H)
Bed 6	Mikayla Alexandre

Other Rooms		
Log Cabin (Matthews)	Bed 1	Garth Brayton
	Bed 2	Chris Kuhlmann
	Bed 3	Max Joseph
	Bed 4	Jose Solorio
	Bed 5	Alex Suliman(H)
	Bed 6	Micheal Harper(H)
	Bed 7	Nicolas Gil
	Bed 8	
	Bed 9	
	Bed 10	
	Bed 11	
	Bed 12	
Bunkhouse 1	Bed 1	Eduardo & Jessica
Bunkhouse 2	Bed 1	Henry & Vivan
Bunkhouse 3	Bed 1	Bobby Walker & Rosalina
Cabin 4	Bed 1	Eduardo Luna
	Bed 2	Marcus Pace
	Bed 3	Rogelio Botello
	Bed 4	
China Alley Cabin A	Bed 1	Kayla Huff-Gonzalez & Isaac
China Alley Cabin B	Bed 1	Kathy Maxie & Joe
China Alley Cabin C	Bed 1	Sam Masterson
Dave's Place	Bed 1	Dave Mercer

Meal Assignments

7/1/26

Wednesday	Thursday	Thursday	Thursday	Friday
Dinner	Breakfast	Lunch	Dinner	Breakfast
Pasta	Country Breakfast	Sandwiches	Steaks	Waffles
Ginger Hugo	Curt Knabe	Stacy Stow	Dave Mercer	Ken Nikirk
1 Carl Hugo	Patrick McGown	Roselina Rivera	Cathy Tustin	April Nikirk
2 Terri Johnson	Krystal Chase	Marissa Stow	Christi Rodriguez	Kathy Lyles
3 Chip Johnson	Lura Pounds	Tiffany Lewis	Jason Tustin	Gerry Fulgencio
4 Micheal Harper	Misty Jackson	Amber Leonhardt	Mo Rodriguez	Sam Masterson
5 Garth Brayton	Karlon Jackson		Jedidiah Smith	Chris Kuhlmann
6 Sieann Dudley	Max Joseph		Carol Ann	Earleen Bellwood
7 Bobby Walker	Jose Solorio		Heidi Silva	
8 Alex Suliman			Kim Cenderelli	
9 Amanda Butterworth			Kelcie Fields	
10 Jeff Butterworth			Andrew Bowler	
11 Frank Vega			Mikayla Alexandre	
12 Mary McGown			Nicolas Gil	
13				

Friday	Friday	Saturday	Saturday	Saturday
Lunch	Dinner	Breakfast	Lunch	Dinner
Taco Truck	Pizza Truck	Continental		BBQ
Josh Stow	Tyler Rosen	Kathy Maxie	On Your Own	Mike Lewis**
1 Taylor Ostrander	Olivia Carmack	Joe Lucas		Marcus Pace
2 Heath Ostrander	Traci Gutierrez	Henry Barriga		Nere Rivera
3 Kayla Huff-Gonzales		Vivian Barriga		Eduardo Luna
4 Isaac Huff-Gonzales		Eduardo Flores		Laura Trejo
5		Jessica Gonzalez		Nora Chavez
6				Rogelio Botello
7				Christian Wilson
8				
9				

*Everyone must help with cooking, cleaning, and serving each meal. Each person is assigned a meal and your "chef" will help coordinate and appoint you to certain duties. You are responsible for making sure the meal is prepared on time. Tables in the dining room must be cleaned. All dishes must be washed and put away. Kitchen needs to be very clean with all left overs put away and the outside should be cleaned up as well. Remember this is a team effort.

IF your name is in RED, please see me before your meal prep to get a list of products and / or instructions.

ACTIVITY ASSIGNMENTS FOR 2026

Wednesday, July 15th

Regional In Charge	Traci
Arrival Assistance	Terri, Ginger
Trash Duty (Bar, Kitchen, Outside)	Garth, Bobby
Patio Clean Up During the Day	Terri
Prepare Coffee for Next Day	Ginger

Thursday, July 16th

Regional In Charge	Cathy, Christi
Bar Clean Up Morning (includes restocking)	Heidi, Carol Ann
Patio & Bar Clean Up During the Day	Nora, Laura
Trash Duty (Bar, Kitchen, Outside)	Andrew, Jedidiah, Alex
Meeting Set Up	Patrick
Cooler Preparations (Soft Drinks & Water and 2-Beer)	Carl, Chip, Jason (guests)
Take Drink Coolers to and from Lake	All
Take Sandwich Cooler	Tyler
Get Towels, Chips, Trash Bags to and from Lake	Sieann, Krystal
Get Chairs and Canopy to and from Lake	Curt, Max, Jose, Nicolas
Transport Paddle Boats and Kayaks to and from Lake	TBD
Transport Jet Skis to and from the Lake	Josh, Gerry
Take and Organize Games at Lake	Kelci, Earleen
Set up for Casino	Mike, Frank
Prepare Coffee for Next Day	Sam

Friday, July 17th

Regional In Charge	Kathy M
Bar Clean Up Morning (includes restocking)	Nere, Eduardo L
Patio & Bar Clean Up During the Day	Taylor
Trash Duty (Bar, Kitchen, Outside)	Henry, Marcus, Eduardo F
Meeting Set Up	Patrick
Assist with Games	Mary, Christian, Kathy L., Mikayla
Prepare Coffee for Next Day	Sam

Saturday, July 18th

Regional In Charge	Ken
Bar Clean Up Morning (includes restocking)	April, Amanda
Patio & Bar Clean Up During the Day	Misty
Trash Duty (Bar, Kitchen, Outside)	Micheal H., Chris
Prepare Coffee for Next Day	Ginger



Rental Car Assignments
Budget Rental

7/1/26

Vehicle Drivers		Confirmation
1	Ginger	
2	Patrick	
3	Kathy Maxie	Q4Q58E
4	Eduardo Luna	W0T27X
5	Gerry Fulgencio	W0H96N
6	Mike Lewis	
7	Misty Jackson	
8	Frank Vega	D1Q71Z
9	Amanda Butterworth	
10	Christian Wilson	Q4T37D
11	Curt Knabe	

Designated drivers must immediately go to the rental car station. You must present your driver's license & confirmation.

Dallas
Houston
Burbank
LAX

Budget Contract:

Shelley Gray
shelley.gray@avisbudget.com

Vehicle #1	
1	Ginger Hugo
2	Carl Hugo

Vehicle #2	
1	Patrick McGown
2	Mary McGown
3	Terri Johnson
4	Chip Johnson

Vehicle #3	
1	Kathy Maxie
2	Joe Lucas
3	Marcus Pace*
4	

Vehicle #4	
1	Eduardo Luna
2	Nere Rivera
3	Laura Trejo
4	Rogelio Botello
5	Nora Chavez

Vehicle #5	
1	Gerry Fulgencio
2	Earleen Bellwood
3	Sam Masterson
4	Chris Kuhlmann

Vehicle #6	
1	Mike Lewis
2	Tiffany Lewis
3	Eduardo Flores
4	Jessica Gonzalez

Vehicle #7	
1	Misty Jackson
2	Karlon Jackson
3	
4	

Vehicle #8	
1	Frank Vega
2	Traci Gutierrez
3	
4	

Vehicle #9	
1	Amanda Butterworth
2	Jeff Butterworth
3	Henry Barriga
4	Vivian Barriga

Vehicle #10	
1	Christian Wilson
2	Krystal Chase
3	Lura Pounds
4	

Vehicle #11	
1	Curt Knabe
2	Max Joseph
3	Jose Solorio
4	

Vehicle #12	
1	
2	
3	
4	