



The THRESHOLD

Second Edition 2026

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...a look inside one of the region's
premier property management firms

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Message from the CEO

Strong fundamentals, disciplined execution, and a continued focus on client success.

As we reach the midpoint of the year, WPM remains focused in the areas that matter most: serving our clients, supporting our communities, and strengthening the fundamentals that drive performance.

The stories in this issue of The Threshold reflect that focus in action. Across divisions and departments, our Associates are supporting communities (pages 5, 8, and 11), completing important maintenance and capital projects (page 10), welcoming new Associates and residents (pages 4, 5, and 7), and strengthening industry relationships (pages 6-9), as well as giving back (pages 3 and 4). Each of these efforts contributes to the larger picture of how WPM delivers consistent service, thoughtful management, and long-term value.

We also recognize that many clients, boards, owners, investors, and residents continue to navigate real market pressures. Rising costs, changing expectations, and broader economic uncertainty make disciplined property management more important than ever. In this environment, our role is to help properties perform well, support sound decision-making, and remain responsive to the needs of the people and communities we serve.

Sustainable growth is built on trust, and trust is earned through consistent performance over time. When our properties perform well, our clients are better positioned for success. That is what strengthens relationships, builds confidence, and creates future opportunities.

Thank you to our Associates for the work you do every day, and thank you to our clients and partners for your continued trust. We remain focused on moving forward with discipline, purpose, and performance that adds value.



A handwritten signature in blue ink, appearing to read 'J. Dahlgren, Jr.'.

James Dahlgren, Jr.
CEO

James Dugan Joins WPM Accounting Team

WPM is pleased to welcome James Dugan to WPM in the role of Financial Analyst. James joined the company on May 11 and brings experience in commercial real estate investment analysis, including prior work with Manton Capital Partners, a boutique international real estate private equity firm focused on hospitality and resort developments.

A Baltimore-area native from Towson, James graduated from the University of Florida in 2023. After college, he continued his lacrosse career in Perth, Australia, while also working in commercial real estate. He holds his Commercial Banking & Credit Analyst (CBCA®) certification from the Corporate Finance Institute®. Outside of work, James enjoys traveling, playing and coaching basketball, and spending time with friends. Welcome to WPM, James!



Meri Totushek Joins WPM as Director of Talent Acquisition

WPM is pleased to welcome Meri Totushek as Director of Talent Acquisition, a newly created role designed to support the company's continued growth and strengthen how WPM attracts and develops talent. In this role, Meri will support recruiting across all divisions, while helping WPM build a more structured talent acquisition function and create clearer career pathways for current and future Associates.

Meri provides strategic leadership in workforce planning, talent pipeline development, employer branding, and the candidate experience. She brings more than 25 years of experience in the property management industry, including onsite leasing and property management roles, sales and client support with ApartmentGuide.com and Rentals.com, and co-launching BeMore Staffing. Her background gives her a strong understanding of the industry, the people who build their careers in it, and the importance of connecting the right talent with the right opportunities. When not focused on work, Meri enjoys spending time with her family at the beach and watching football. Join us in welcoming Meri to the WPM team!



Tim Lewis Joins Stevenson University President's Advisory Council

Earlier this spring, Tim Lewis, Executive Vice President of Strategic Initiatives, was invited to serve on the President's Advisory Council at Stevenson University. The University serves undergraduate, graduate, and doctoral students and is known for its focus on preparing students for long-term professional success.



The President's Advisory Council brings together business and community leaders to offer perspective on Stevenson's strategic priorities, future growth, and continued connection between education and career readiness. In this role, Tim will meet periodically

with university leadership and fellow Council members to share insight on industry trends, workforce needs, and ways to strengthen the bridge between higher education and the professional world. His involvement reflects WPM's broader commitment to learning, leadership, and community engagement. Congratulations, Tim!



Community Impact

Silent Auction Raises \$6,000 for United Way of Central Maryland

In March, WPM's Community Impact Committee once again hosted its annual Silent Auction benefiting the United Way, raising an impressive \$6,000 to support local programs and services. The annual auction is one of the many ways WPM and its Associates put their commitment to community involvement into action. This year's auction was made possible through the generosity of WPM Associates and vendor partners, who donated creative baskets, items, and experiences for Associates to bid on. A special thank you to our vendor partners for their generosity, and to everyone who contributed, placed bids, made donations, and helped bring the event to life.

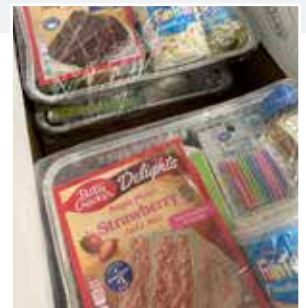


WPM Associates Support Overlea High School Senior Mock Interviews

WPM Associates took part in Overlea High School's Senior Mock Interview program, held March 10 and 11, helping students prepare for future college, career, and professional opportunities. The program gives seniors the opportunity to practice interviewing with professionals, share their goals, present their resumes, and receive feedback in a supportive setting. For many, it is one of their first real interview experiences. WPM's participation reflects our continued commitment to community involvement and to supporting programs that help prepare the next generation of talent. Thank you to the Associates who represented WPM and supported Overlea High School students through this meaningful experience.

Associates Support Baltimore Hunger Project Through Birthday Kit Packing Party

WPM continues to be a proud partner for the Baltimore Hunger Project, a nonprofit organization that provides weekend meals and resources to children in need, helping fill the gap for families when school meals are not available. On April 29, WPM Associates came together for a Birthday Kit Packing Party hosted by the Community Impact Committee. Associates assembled kits filled with treats and celebration essentials for children experiencing food insecurity, helping families mark a special day with joy. Thank you to everyone who participated and helped make the event a success.



Featured Community



West End Place: Historic Character Meets Modern Living in Lancaster, PA

West End Place is bringing new life to one of Lancaster's most recognizable historic properties. Located on the site of the former St. Joseph's Hospital, the adaptive reuse community blends the character and history of the original building with modern apartment living in the heart of the city.

Developed by Washington Place Equities, the community includes 185 one- and two-bedroom apartment homes and approximately 2,000 square feet of retail space. While preserving the building's historic exterior, the interior has been thoughtfully redesigned to create bright, contemporary living spaces that support comfort, convenience, and connection.

Residents at West End Place enjoy a range of amenities designed to complement both work and everyday living, including a fitness center, rooftop terrace, resident gathering spaces, meeting areas, and convenient access to Lancaster's dining, shopping, and cultural destinations. Expansive windows bring natural light into the apartment homes, while the walkable downtown location places residents close to the energy and activity that continue to shape Lancaster's growing urban community.

WPM Real Estate Management is overseeing property management and operations for the community, supporting the lease-up and day-to-day resident experience with a focus on responsiveness, thoughtful service, and operational excellence. Teams across leasing, maintenance, operations, and marketing are working together to help ensure the community launches with strong systems, clear communication, and a welcoming environment for new residents.

Even during construction, the property's connection to the Lancaster community remained evident. Crews discovered and relit the rooftop Christmas tree long associated with the former hospital, drawing an enthusiastic response from residents and neighbors and reflecting the deep connection many people still feel to the former hospital.

As West End Place begins welcoming its first residents this summer, the community reflects the kind of property WPM is proud to support – one that combines thoughtful design, strong operations, and a living experience connected to the character and history of the surrounding neighborhood.

Learn more about West End Place at: www.westendplaceapts.com



Service Managers Celebrated at Annual Orioles Game Outing

On April 15, WPM hosted its annual Service Managers' Day at Oriole Park at Camden Yards, bringing together leaders from the Multifamily Service teams for a day of appreciation, connection, and Orioles baseball. The outing has become a favorite tradition and a meaningful way to recognize the important role Service Managers play in supporting WPM communities, residents, and onsite teams. From day-to-day maintenance needs to larger operational priorities, their leadership helps keep properties running smoothly and residents well served. Thank you to our Multifamily Service Managers for all they do each day. We were glad to celebrate you!



Multifamily Leasing Academy Focuses on Skills, Confidence, and Results

In April, WPM's Multifamily division hosted its Leasing Academy, bringing leasing professionals together for a full day of learning and skill-building. Sessions included a lease agreement breakdown led by in-house legal counsel Chris Merrill, *Defining the Leasing Role* with Rebecca (Becky) Smith, and an interactive session on turning leads into leases led by Ronnie Robinson, CALP, and Andre Henry, CAM. Through discussion and role play, participants strengthened the skills they use every day with prospects and residents, while gaining a deeper understanding of how their role shapes the resident experience.

Lachon Satterfield Promoted to Marketing Operations Advisor

WPM is pleased to share that Lachon Satterfield has been promoted to Marketing Operations Advisor, joining Ronnie Robinson and Andre Henry on WPM's Marketing Operations Advisor team. In this role, she will support leasing performance, onsite teams, and marketing operations across the Multifamily portfolio. Lachon joined WPM in January 2023 as a Leasing Specialist at the HOHM lease-up and went on to support Lofts at Yard 56 and The Harriet. Her leasing knowledge, operational understanding, and team-focused approach made her promotion a natural next step. Congratulations, Lachon!



WPM Attends Apartment Innovation Marketing Conference

Becky Smith, Ashley Stran, and Ronnie Robinson represented WPM at the Apartment Innovation Marketing Conference, held May 3-6 in Huntington Beach, California. The conference focused on emerging multifamily trends, including AI in property management and leasing, reputation management, and the connection between marketing, operations, and the resident experience. The team also had the opportunity to build an AI agent, gaining a hands-on look at how new tools may support future leasing and marketing efforts. The event offered a valuable opportunity to learn from others across the industry and explore new ways to connect strategy with day-to-day execution.

WPM Senior Property Managers Attend IREM PropertyCon

Brittany Milan, Lethra Homes, and Nicki Dunston represented WPM at IREM's 2026 PropertyCon, held April 7-9 in Austin, Texas. The conference brought property management professionals together for education and networking, with sessions focused on operations, leadership, leasing, technology, sustainability, and other trends shaping the industry. Opportunities like this help WPM stay connected to best practices and bring new ideas back to our teams and communities.



Multifamily Acquisitions and Predevelopment Services Help Clients Plan Ahead

While construction costs and market conditions continue to affect the pace of new multifamily development, WPM is actively supporting several clients who are evaluating acquisitions and planning future projects across the Mid-Atlantic. This work includes building and unit inspections, market rent analysis, pro forma budgets, income and expense comparisons, and coordination with third-party vendors, helping clients understand opportunities, risks, and operating assumptions before moving forward. If you are considering a multifamily acquisition or future development, reach out to learn how WPM can help inform your decision-making and strengthen the long-term return on your investment. Email us at: Multifamilyinfo@wpmlc.com.



Misti Michalik Transitions to Multifamily Real Estate Administrative Assistant, Compliance

WPM is pleased to announce that Misti Michalik has transitioned to Administrative Assistant, Compliance, a new role supporting the Multifamily Real Estate division. Misti began in the role on April 2 and provides administrative support to the Director of Operations and Senior Regional Property Managers. She also oversees key compliance needs for the multifamily portfolio including licensing, inspections, and related tracking. Misti first joined WPM in 2011 as a Leasing Specialist and later served as Assistant to the Regional Property Managers and Social Media Coordinator. Recently, Misti had been helping various departments across WPM in a part-time capacity and is now assuming this new full-time role. Her familiarity with WPM, the Multifamily division, and property operations makes her a valuable addition to the team.

Raj Samaroo Joins Multifamily Division as Entrata Trainer



WPM is pleased to welcome Raj Samaroo as Entrata Trainer for the Multifamily Real Estate division. In this role, Raj is responsible for Entrata training for Associates across the division, helping teams build the knowledge, confidence, and consistency needed to use WPM's property management software effectively in their day-to-day work. Originally from Trinidad and Tobago, Raj brings experience in both property management operations and learning and development. He began his property management career as a Leasing Consultant before moving into leadership and training roles, where he became known for his positive energy, approachable style, and ability to help others learn new systems and processes. His role will be an important resource for our teams as they continue strengthening their use of Entrata across the Multifamily portfolio. Welcome to WPM, Raj!

WPM Welcomes Deer Ridge Terrace in Roland Park



WPM is pleased to welcome Deer Ridge Terrace Condominium, Inc., to its Association Real Estate portfolio. Management services began April 1 for the well-established community, located in Baltimore's Roland Park neighborhood.

Deer Ridge Terrace is part of the broader Roland Park area, recognized as the first planned community association in the United States and includes 76 residences across a mix of mid-rise condominium units and townhomes. Built in the 1970s, the community offers a quiet, residential setting with convenient access to nearby shops and restaurants, along with the character and history that define Roland Park.

Since the transition, WPM has been working closely with the Board to support community priorities, including the planned replacement of the mid-rise HVAC system. We look forward to partnering with the Board and residents to support the long-term success of the community.

Hollington Pointe II Condominium Joins WPM Association Portfolio

WPM expanded its Association portfolio in Owings Mills with the addition of Hollington At The Pointe II Condominium Association, Inc. ("Hollington Pointe II Condominium"). Management services began April 1 for this garden-style community, which includes 80 condominium residences across five low-rise buildings.

WPM is supporting the Association with day-to-day management, financial oversight, coordination of building maintenance, and long-term planning. The community is also supported by WPM's 24/7 Emergency Response team. As part of its forward planning, WPM's Maintenance and Construction Services team will lead planned renovations of the common area stairways, an investment focused on maintaining the quality and appearance of shared spaces. Welcome to the WPM family!



WPM Attends CAI Keystone Chapter Expo

WPM attended the CAI Keystone Chapter Community Live event on April 16, connecting with community association professionals from across Pennsylvania and the surrounding region.

As WPM continues expanding its association management presence in Pennsylvania, involvement with the Keystone Chapter provides an important opportunity to build relationships, learn from industry peers, and stay connected to the issues shaping community associations. Events like this support WPM's commitment to continuing education, practical learning, and delivering value to the communities we serve.



WPM Joins Delaware Community Managers Association Meeting

This spring, WPM attended its first Delaware Community Managers Association meeting since becoming a member of the organization. The educational session focused on fraud prevention and safeguarding association funds, with practical guidance on risks, red flags, and controls that community managers and Board members should understand. The topic aligns closely with WPM's emphasis on strong financial oversight, client education, and processes that help protect the communities we serve. WPM looks forward to continued involvement with DCMA and building relationships with community association professionals on the Eastern Shore.



WPM Attends Community Association Banking Leadership Summit

WPM took part in the 17th Annual Community Association Banking Leadership Summit, hosted by FCB Community Association Banking at Montage Palmetto Bluff in South Carolina. The event brought together management company executives from across the country for several days of discussion on the future of the community association industry. Topics included economic trends, financial strategies for associations, cybersecurity, and the impact of AI on operations and client service. Conversations like these provide valuable perspective and help WPM stay connected to evolving best practices that support Boards, homeowners, and the communities we serve.

WPM Team Attends CAI Chesapeake Breakfast Seminar

WPM team members attended the CAI Chesapeake Chapter Breakfast Seminar, continuing their investment in professional development and industry education. The seminar focused on legal and operational challenges that community associations face every day, offering practical insight managers can bring back to the Boards and communities they support.

Ongoing learning is an important part of WPM's culture. When Associates invest time in education and collaboration, clients benefit through stronger leadership, better financial stewardship, and more informed decision-making.



WPM Participates in Washington Metro CAI Annual Conference & Expo

WPM participated in the Washington Metropolitan Chapter Community Associations Institute Annual Conference & Expo, held February 27-28, as the chapter celebrated 50 years of service and impact in the community association industry. The event brought together managers, business partners, and industry leaders for education, networking, and discussion around the evolving needs of community associations. WPM's continued involvement reflects our commitment to professional development, industry leadership, and strengthening the relationships that support better outcomes for Boards and communities.



Maintenance & Construction Services

WPM's Maintenance & Construction Services team provides a full suite of construction management services, supporting communities with everything from routine repairs and renovations to larger capital projects requiring planning, coordination, oversight, and quality control.

Quarterly Outstanding Service Technician

We're pleased to recognize Altwoin "Chester" Chester-el as the first recipient of WPM's new Quarterly Outstanding Service Technician Award. Chester has been a member of the Service team since October 2022 and is one of WPM's most requested technicians. He is known for his exceptional drywall and painting work, as well as his carpentry and maintenance skills. A reliable team player, Chester regularly volunteers for extra hours and after-hours emergency work. Congratulations, Chester!

Exterior Stairs and Landing Replacement at Riva Trace

In March, the WPM Service team completed a three-day project which included the demolition and replacement of an exterior staircase and landing that had deteriorated over time at the Riva Trace community in Annapolis. The project included removing the existing structure, installing new posts secured in concrete, and constructing new pressure-treated lumber steps to match the existing layout. The repairs helped improve safety, restore functionality, and extend the useful life of an important exterior access point for the property.



Office Renovation at the Severn Building

At the Severn Building in Baltimore's Mount Vernon neighborhood, WPM Service completed renovations to tenant office space for Time Group and Washington Place Equities to reconfigure the existing space for current office needs. The work took place starting February 17 and was completed over the course of a week. The team removed an existing wall to expand the office, completed drywall repairs and painting, installed a light sensor and light switch, and made flooring repairs to help prepare the space for use.

Roofing and Gutter Replacement at Villages of Woodholme

WPM is currently project-managing the replacement of roofs for 230 homes at Villages of Woodholme, along with gutter and downspout replacements, with work expected to continue through the end of August. WPM Service is providing oversight, coordination, and quality control inspections. This is the second phase of the project, following a first phase that was completed in 2025. Our team has been involved from the beginning, including preconstruction support and scope design. Once complete, the work will help protect the homes from weather-related wear, improve water management, and support the long-term value and condition of the community.



Cooler Replacement at Lighthouse Senior Living

WPM Service has been supporting the replacement of a walk-in refrigerator in the kitchen at Lighthouse Senior Living at Hopkins Creek since April 22, with WPM Vice President Michael Mangum serving as project manager. The work involved coordinating multiple steps, including setting up temporary coolers, building access ramps, assisting with food relocation, supporting removal of the old cooler, building a temporary wall for dust containment, completing drywall and painting repairs, sanitizing the new cooler, installing modified shelving, and helping restock the space. The team's careful coordination helped minimize disruption for the Lighthouse staff and the residents they serve.

ELLICOTT CITY

Carolyn Shearer Retires from Lighthouse Senior Living Ellicott City



After 17 years of dedicated service, Carolyn Shearer, Life Enrichment & Memory Care Director at Lighthouse Senior Living Ellicott City, has retired. Carolyn holds a special place in Lighthouse history as the community's first employee of record and has been part of the Lighthouse Senior Living since its doors opened. Over the years, she helped shape the community's life enrichment programming, volunteer and intern programs, and meaningful engagement for residents across all levels of care.

A Certified Therapeutic Recreation Specialist and Certified Dementia Practitioner, Carolyn brought creativity, compassion, professionalism, and deep experience to her work each day. From trips, games, book clubs, arts and crafts, and Memory Care programming, she helped create experiences that kept residents engaged, connected, and fulfilled. Carolyn's impact has been felt by residents, families, Associates, volunteers, and care partners. We are grateful for the joy, care, and energy she brought to Lighthouse and wish her all the best in retirement.



HOPKINS CREEK

Lighthouse Hopkins Creek Enjoys Spring Events and Outings



Lighthouse Senior Living at Hopkins Creek had a busy spring, including its 5th Annual Car Show & Family Day on Saturday, May 9. The community event and fundraiser for the Alzheimer's Association drew great participation, despite the threat of weather, which thankfully held off.

Residents have also been enjoying outings on the new Lighthouse bus, with trips to Washington, DC to see the cherry blossoms and enjoy a picnic lunch at Hains Point, Ladew Topiary Gardens, Sight & Sound Theatre in Ronks, PA to see *Joshua*, and a trip to Maryland Live! Casino in Anne Arundel County. It has been a wonderful spring of connection, community, and shared experiences for residents and families.

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About WPM Real Estate Management

WPM Real Estate Management is an Accredited Management Organization (AMO®) and an Accredited Association Management Company (AAMC®), providing comprehensive property and community association management services for over 26,000 homes and over 50,000 residents in the Mid-Atlantic region across Maryland, Pennsylvania, Delaware, and Virginia. As one of Baltimore's largest residential property managers, WPM oversees a diverse portfolio of multifamily, condominium, senior housing, student housing, and homeowner association communities. Our leadership team has decades of experience as both owners and managers of residential properties. This owner's perspective drives our proactive approach, allowing us to identify issues and opportunities early and make decisions that add value for residents and investors alike.



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