

Our Newsletter

www.rosalesinvestments.com/letter

Summer 2020 Issue 3

Circle of Friends, Networking

Taking advantage of the experiences of others before you invest time and money in a particular venture can be invaluable. Much of local business is still done on a handshake basis, and the best way to network with other local business owners and entrepreneurs is through meetings and local business groups. How to network is an ongoing process.



is the first step to establishing a mutually beneficial relationship.

Networking builds confidence, in that your business and the methods you have employed to run and manage it are competitive and comparable to similar businesses. The most important skill for effective social/business networking is listening; focusing on how you can help the person you are listening to rather than on how they can help you

Business networking is a term that refers to meeting other business owners, potential suppliers, or other professionals who have business experiences – to help you grow your business. Networking gives you a pool of experts that range from competitors to clients and allow you to offer something to them; hopefully in exchange for their services, advice, knowledge, or contacts.

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Office Temperature Debate

The office temperature debate is nothing new. Everyone works better at their preferred room temperatures. But how you decide to raise this issue with your office managers or enforce your own thermal comfort matters to the productivity and morale of your workplace.

In a world driven by distraction, businesses are concerned by the potential effects on their employees' productivity and what that means for revenue. Temperature plays a big role in whether employees are comfortable, focused and productive, but it walks a fine line. When you feel comfortable in your workplace, you can focus on the work itself and not being too cold or too hot can help maintain this focus.

Of course, individual preferences vary, it's difficult to please everyone. This *continued on page 3...*

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Community**

Succeeding Together In COVID-19



When someone who has COVID-19 coughs or exhales they release droplets of infected fluid. Most of these droplets fall on nearby surfaces and objects, such as desks, tables or telephones. People could catch COVID-19 by touching contaminated surfaces or objects, and then touching their eyes, nose, or mouth. If they are standing within 1 meter (3 feet) of a person with COVID-19 they can catch it by breathing in droplets coughed out or exhaled by them. In other words, COVID-19 spreads in a similar way to the flu.

In an effort to assist our tenants, RIP Management has provided COVID-19 Care Packages for all our Tenants. These care packages are provided to ensure that our Tenants are able to keep their businesses running during this pandemic.

Including the Care Packages, RIP has instituted the following measures when visiting our offices:

- We ask all visitors to wear face coverings and practice social distancing, 2 meters (6 feet).
- Our office door will remain locked, and we ask tenants, vendors, and visitors to knock upon arrival. We will have a team member meet the individual(s) at the door.
- The team member will check their temperature, provide hand sanitizer, and inquire if they have experienced any COVID-19 symptoms.

No Money, No Hope, Don't Give Up!

The key to surviving any catastrophic event, is having a survival plan. Since the COVID-19 pandemic, the country and the world shutting down, many small businesses have gone through various forms of crises, struggling to survive. So you need to develop a survival plan that is going to get you through the pandemic. If you have some key employees, you may decide to completely involve them in all steps of your survival plan. During a significant crisis, people tend to do most of the work in creating a survival plan on their own. Speed, and making difficult wide-sweeping decisions quickly matters.

Business Presentations

In this day and age, presentations are everywhere thanks to modern technology. There's a good chance that not only do your employees, vendors, clients and potential customers have something to say about them. You will definitely have to either view or present your own presentation for work. Are you prepared to deliver a Presentation?

- What makes a good presentation?
- What makes a bad presentation?
- Do you have to give any presentations at work? If so, what are they about?
- How do you feel about giving presentations?
- How do you feel about watching presentations?

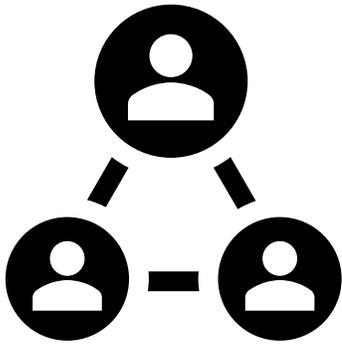
Once you have a basic plan, go and present it to your key employees, get their feedback and modify the plan where necessary. You may feel rushed to get a survival plan into action but try and listen patiently to feedback from your key employees. Your plan may change significantly after getting their feedback. Even if your plan doesn't change much, it is important that the key employees felt that they had a "voice" and their opinions were "heard."

If you have really talented and highly involved team of employees you may instead decide to involve them completely during this process of creating a survival plan. This, of course, can get messy if even part of the discussion gets into even temporarily eliminating their positions. So think out this approach before taking it.

Circle of Friends, Networking

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Often, it is the networking efforts of a business owner that yields the most results in small businesses. There are many other advantages to networking – of the many potential gains to be made, the sharing of knowledge is the most beneficial.



Business networking gives business owners the ability to collaborate with other experts to help them grow their businesses or improve their professional lives. The benefits of business networking include:

- Opportunities to help other business owners
- Receiving assistance from other owners
- Additional knowledge and perspective
- Communication with like-minded individuals

When you meet someone, be sure to exchange business cards, and follow up later discussing points or topics brought up in conversations you may have had with them. After a few conversations, you may be able to bring up the issues you are facing. If they open up discussions first, you might be able to begin exchanging information, seeking knowledge, or exchanging business contacts.

Office Temperature Debate

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can create much debate and squabbling over what the right temperature is for everyone. In the end, the debate of high temperature versus overall thermal comfort can come down to company policy. You may be better off enforcing one temperature and requiring your employees to stick to it. This sets an overall expectation around temperature, and your employees can adjust to meet their own comfort as a result. This mean office managers won't have to deal with temperature and productivity issues, and your business may be able to increase its energy efficiency.

Payroll Protection Plan

The original deadline to apply for the PPP was Tuesday, June 30th. But \$130 billion remains in the fund, out of \$660 billion allocated. The PPP lets business get direct government subsidies for payroll, rent and other costs.

The subsidies comes as federal loans, but those loans can be forgiven if businesses use at least 60% of the funds for payroll. The program has so far doled out about \$520 billion in loans to almost 5 million small businesses across the country.



Did you know?

One of the best things about learning something new is being able to share that knowledge with others. While some facts are weird and wonderful and others are totally useless, no one ever became successful without the help of others.

- When you were born, for a moment, you were the youngest person on earth.
- The Beatles (rock band) used the word "love" 613 times in their songs.
- In China, killing a Panda is a crime, punishable by death.
- Squirrels plant thousands of new trees each year simply by forgetting where they put their acorns.

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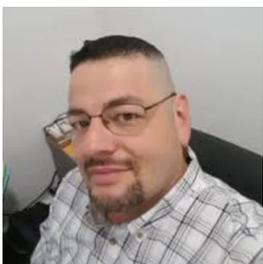
Serving Our Community

Locally owned, and locally managed, Rosales Investment Properties LLC has been licensed and conducting business in the greater San Antonio area since 2015. We are a full-service Real Estate Management Company focusing on Commercial and Residential property management, renovations, leasing and sales.



Our Mission Statement: "Investing in Properties, Investing in our Future" is to always handle our properties, our clients, and our tenants in the most professional manner possible. To serve our clients and our communities by meeting their expectations and providing a pleasant experience.

Our success is built on the success of each of our communities and the small business owners who lease our properties. That is why we are constantly looking for ways to assist not only our clients but our communities. If you know of a deserving community organization, agency or service that we could help support, please contact our offices (210-259-3152) and together we will see how we can help.



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