

On Dec 15, 2025, at 1:14 PM, Jeffrey Costa <jeffreym.costa@outlook.com> wrote:

Good afternoon,

I have questions regarding the communication below. My understanding is that Turtle Rock does not have any direct employees. If this is the case, why are we discussing "Personnel - Staff Compensation"? Why isn't this being discussed in an open forum?

Jeffrey Costa
5113 Redbriar Ct

From: Governor 1 Turtle Rock <governor1@myturtlerock.com>

Date: Monday, December 15, 2025 at 3:42 PM

To: Jeffrey Costa <jeffreym.costa@outlook.com>

Cc: Governor 2 Turtle Rock <governor2@myturtlerock.com>, Governor 3 Turtle Rock

<governor3@myturtlerock.com>, President Turtle Rock <president@myturtlerock.com>, Secretary Turtle

Rock <secretary@myturtlerock.com>, Treasurer Turtle Rock <treasurer@myturtlerock.com>, Vice President

Turtle Rock <vp@myturtlerock.com>

Subject: Re: Closed Board of Governors Meeting Agenda

Jeff,

May I ask why prompted your question and/or concern? The answer will help us better address transparency and community.

Ehren McGeehan


On Dec 15, 2025, at 3:56 PM, Jeffrey Costa <jeffreym.costa@outlook.com> wrote:

Ehren,

When I read the communication, I was surprised to see that we were discussing "personnel/staff compensation". I asked the question because I wasn't aware that Turtle Rock had employees.

My concern is why our dues are going to individuals which are not employees of Turtle Rock. We have a contractual obligation to the companies we contract with, not their employees. So, if we are providing addition compensation beyond that of the contracted amount, it is certainly a concern and should be addressed in a transparent manner.

Jeff

From: Governor 1 Turtle Rock <governor1@myturtlerock.com>

Date: Monday, December 15, 2025 at 4:18 PM

To: Jeffrey Costa <jeffreym.costa@outlook.com>

Subject: Re: Closed Board of Governors Meeting Agenda

And just so I'm clear, that was the financial component, that has occurred over the last several months, that carried the greatest priority/concern?

I ask because we've had a lot of much larger "ticket" items but I hadn't seen you respond previously.

Ehren McGeehan

From: Jeffrey Costa <jeffreym.costa@outlook.com>
Sent: Monday, December 15, 2025 4:26 PM
To: Governor 1 Turtle Rock <governor1@myturtlerock.com>; Governor 2 Turtle Rock <governor2@myturtlerock.com>; Governor 3 Turtle Rock <governor3@myturtlerock.com>; President Turtle Rock <president@myturtlerock.com>; Secretary Turtle Rock <secretary@myturtlerock.com>; Treasurer Turtle Rock <treasurer@myturtlerock.com>; Vice President Turtle Rock <vp@myturtlerock.com>
Subject: FW: Closed Board of Governors Meeting Agenda

My mistake. The entire board will be on all further communication.

From: Jeffrey Costa <jeffreym.costa@outlook.com>
Sent: Monday, December 15, 2025 4:26 PM
To: Governor 1 Turtle Rock <governor1@myturtlerock.com>; Governor 2 Turtle Rock <governor2@myturtlerock.com>; Governor 3 Turtle Rock <governor3@myturtlerock.com>; President Turtle Rock <president@myturtlerock.com>; Secretary Turtle Rock <secretary@myturtlerock.com>; Treasurer Turtle Rock <treasurer@myturtlerock.com>; Vice President Turtle Rock <vp@myturtlerock.com>
Subject: Re: Closed Board of Governors Meeting Agenda

Ehren,

When I see a closed meeting notice to discuss "Personnel/Staff Compensation" and I'm pretty sure we don't have any employees, yeah, it raises concerns not only with the financial implications but also with transparency concerns.

From: President Turtle Rock <president@myturtlerock.com>
Date: Monday, December 15, 2025 at 5:06 PM
To: Jeffrey Costa <jeffreym.costa@outlook.com>, Governor 1 Turtle Rock <governor1@myturtlerock.com>, Governor 2 Turtle Rock <governor2@myturtlerock.com>, Governor 3 Turtle Rock <governor3@myturtlerock.com>, Secretary Turtle Rock <secretary@myturtlerock.com>, Treasurer Turtle Rock <treasurer@myturtlerock.com>, Vice President Turtle Rock <vp@myturtlerock.com>
Subject: Re: Closed Board of Governors Meeting Agenda

Hi Jeff

Cost plus and employee leasing arrangements are common place across many industries, including the HOA property management industry. I, too, questioned this when we went through the RFP process but it is standard practice.

Grace

Grace Boehm

President, Turtle Rock

On Dec 15, 2025, at 5:57 PM, Jeffrey Costa <jeffreym.costa@outlook.com> wrote:

Grace,

Did the Management Company or the Security Company issue invoices for the "additional" costs?

Any cost-plus contract I have ever been associated with, the service provider would submit a detailed invoice for the additional costs.

Jeff

104

105 **From:** President Turtle Rock <president@myturtlerock.com>
106 **Sent:** Monday, December 15, 2025 6:26 PM
107 **To:** Jeffrey Costa <jeffreym.costa@outlook.com>
108 **Cc:** Governor 1 Turtle Rock <governor1@myturtlerock.com>; Governor 2 Turtle Rock
109 <governor2@myturtlerock.com>; Governor 3 Turtle Rock <governor3@myturtlerock.com>; Secretary Turtle Rock
110 <secretary@myturtlerock.com>; Treasurer Turtle Rock <treasurer@myturtlerock.com>; Vice President Turtle Rock
111 <vp@myturtlerock.com>
112 **Subject:** Re: Closed Board of Governors Meeting Agenda
113
114 Yes we receive detailed invoices every billing cycle
115
116 Grace
117
118
119 Sent from my iPhone
120

121 On Dec 15, 2025, at 6:38 PM, Jeffrey Costa <jeffreym.costa@outlook.com> wrote:

122
123 So we received detailed cost-plus invoices for personnel compensation from Sun State and Allied?
124
125 Jeff
126

127 **From:** President Turtle Rock <president@myturtlerock.com>
128 **Date:** Monday, December 15, 2025 at 7:46 PM
129 **To:** Jeffrey Costa <jeffreym.costa@outlook.com>
130 **Cc:** Governor 1 Turtle Rock <governor1@myturtlerock.com>, Governor 2 Turtle Rock
131 <governor2@myturtlerock.com>, Governor 3 Turtle Rock <governor3@myturtlerock.com>, Secretary Turtle
132 Rock <secretary@myturtlerock.com>, Treasurer Turtle Rock <treasurer@myturtlerock.com>, Vice President
133 Turtle Rock <vp@myturtlerock.com>
134 **Subject:** Re: Closed Board of Governors Meeting Agenda

135 For Allies, they provide a bill rate times the number of hours each employee works. The bill rate is based on
136 compensation. For Sunstate we receive a separate invoice for the employee related expenses.

137
138 If you have further questions perhaps a meeting would be helpful.

139
140 Grace
141 Sent from my iPhone
142

143 **From:** Jeffrey Costa <jeffreym.costa@outlook.com>
144 **Sent:** Monday, December 15, 2025 8:20 PM
145 **To:** President Turtle Rock <president@myturtlerock.com>
146 **Cc:** Governor 1 Turtle Rock <governor1@myturtlerock.com>; Governor 2 Turtle Rock
147 <governor2@myturtlerock.com>; Governor 3 Turtle Rock <governor3@myturtlerock.com>; Secretary Turtle Rock
148 <secretary@myturtlerock.com>; Treasurer Turtle Rock <treasurer@myturtlerock.com>; Vice President Turtle Rock
149 <vp@myturtlerock.com>
150 **Subject:** Re: Closed Board of Governors Meeting Agenda
151

152 Perhaps.....
153

154 I would think the "base" contract would cover man-hours required to provide the services under the contract.
155 Additional services would be billed as cost-plus. Why would there be a closed meeting to discuss personnel-

staff compensation if these charges were part of the cost-plus contract? Any additional services should be public knowledge i.e. additional acts performed by the office staff or additional manning of the gates.

Just attempting to understand where our dues are being allocated and why no transparency. These issues should be addressed in a public forum.

What account will the funds for this come from?

Who will the checks be made out to? (Assuming Sun State and Allied)

Jeff

From: Governor 2 Turtle Rock <governor2@myturtlerock.com>

Date: Tuesday, December 16, 2025 at 9:55 AM

To: Jeffrey Costa <jeffreym.costa@outlook.com>, President Turtle Rock <president@myturtlerock.com>

Cc: Governor 1 Turtle Rock <governor1@myturtlerock.com>, Governor 3 Turtle Rock

<governor3@myturtlerock.com>, Secretary Turtle Rock <secretary@myturtlerock.com>, Treasurer Turtle

Rock <treasurer@myturtlerock.com>, Vice President Turtle Rock <vp@myturtlerock.com>, Community

Manager Turtle Rock <communitymanager@myturtlerock.com>

Subject: Re: Closed Board of Governors Meeting Agenda

Jeff,

I'm responding as a Board member to help close the loop on this topic.

The Board has already addressed these questions multiple times, and the information you're asking about is publicly available through existing channels: posted contracts, available invoices, FIRRMA discussions, and the annual budget process.

The purpose of the closed meeting relates to personnel matters, which are appropriately handled in that forum. No new expenditures outside approved contracts are being authorized, and payments are made pursuant to existing agreements.

If you wish to review documents, you are welcome to submit a formal records request through management, or raise questions during the appropriate public forum.

We will not continue to debate this issue via email.

Rick Myerburg

Governor, Turtle Rock

From: Jeffrey Costa <jeffreym.costa@outlook.com>

Sent: Tuesday, December 16, 2025 1:58 PM

To: Governor 2 Turtle Rock <governor2@myturtlerock.com>; President Turtle Rock

<president@myturtlerock.com>

Cc: Governor 1 Turtle Rock <governor1@myturtlerock.com>; Governor 3 Turtle Rock

<governor3@myturtlerock.com>; Secretary Turtle Rock <secretary@myturtlerock.com>; Treasurer Turtle Rock

<treasurer@myturtlerock.com>; Vice President Turtle Rock <vp@myturtlerock.com>; Community Manager Turtle

Rock <communitymanager@myturtlerock.com>

Subject: Re: Closed Board of Governors Meeting Agenda

Rick,

Thank you for your response.

Your statement "the board has addressed these questions multiple times", I am unaware these questions have been asked/answered previously. I am asking legitimate questions, which if there is transparency, should not be an issue to answer. If these questions have been previously addressed, a simple direct response with the answers should not be too difficult to provide.

I fully understand the need to address personnel matters in closed session but seeing that Turtle Rock does not have "personnel" I find it a bit concerning that this is being done in closed session.

If there are “no new expenditures”, why is the board discussing “personnel compensation” in closed session? If “No new expenditures outside approved contracts are being authorized, and payments are made pursuant to existing agreements”, what is there to discuss?

This is my thought on the matter; the board is discussing bonuses which are outside of our contractual obligations. Instead of being transparent and having this discussion in an open forum, the board decided to have these conversations in closed session. Correct me if I am mistaken.

As far as me “debating” issues, I’ve asked a few simple questions which should be easily answered. Your response is very dismissive, remember we as a community pay dues and have the right to know/understand where and how those funds are being distributed. The board serves the residents of the community and I for one will not be bullied, silenced nor dismissed by you or anyone else.

Jeff

From: Treasurer Turtle Rock <treasurer@myturtlerock.com>

Sent: Tuesday, December 18, 2025 3:00 PM

To: Governor 2 Turtle Rock <governor2@myturtlerock.com>; President Turtle Rock <president@myturtlerock.com>

Cc: Governor 1 Turtle Rock <governor1@myturtlerock.com>; Governor 3 Turtle Rock <governor3@myturtlerock.com>; Secretary Turtle Rock <secretary@myturtlerock.com>; Treasurer Turtle Rock <treasurer@myturtlerock.com>; Vice President Turtle Rock <vp@myturtlerock.com>; Community Manager Turtle Rock <communitymanager@myturtlerock.com>

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Please know that Rick does not speak on my behalf as a Board member. I am happy to talk with you further if you would like to learn more about board expenditures.

Susan Birkenmaier

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