

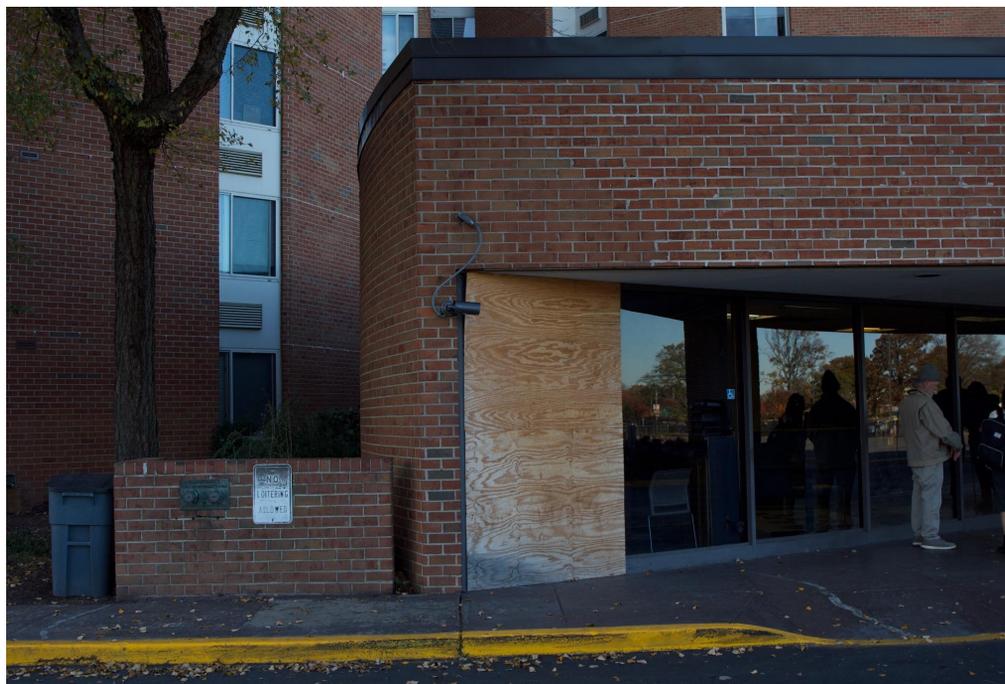
Millennia promised the HEHF board at its November 1st, 2023 meeting that Memphis Towers renovations would be finished by its December 6th, 2023 meeting.



It's December 6th, and Millennia has NOT KEPT THAT PROMISE.

All of the following photos were taken Sunday, December 3rd, between 3pm and 6pm.

They clearly prove that Millennia has not finished renovations, and in some spaces has not even begun renovations. They also clearly show damages that could have been prevented, had Millennia fulfilled the demands of the Union and the security expectations clearly outlined by the HEHF Board.



Front of Building

Office boarded up with plywood. None of the security cameras are known to be on or even operable.



Front Door

In November, the front door was fixed for mere days before it was broken again because Memphis Fire Department needed to BREAK IN to reach a tenant in an emergency in the early morning.

No one was at the front desk to let MFD in, and MFD had no other way to get in - this put the injured tenant's life at risk, and now is putting the whole building's lives at risk as the door remains wide open at all hours.

This situation would have been prevented if Millennia met the union's demands to have 24/7 security at the front desk and 24/7 EMS access.

Lobby: **RENDERING FROM MILLENNIA**

Millennia showed the HEHF board this rendering of a finished, remodeled lobby at its August 2nd, 2023 meeting. Millennia promised the HEHF board at its November 1st, 2023 meeting that renovations would be finished by its December 6th, 2023 meeting.



Architects rendering



Lobby: **REALITY**

It's December and renovations to the lobby have not even begun.

In this photo you can clearly see the lack of renovations, the front door broken and left wide open at night, and no security at the front desk.



Rent Box

In November, management “mistakenly” delivered illegal 10-day notices-to-vacate to much of the building for “unpaid rent,” despite the CARES Act requirement of 30-days notice, and despite most tenants having stubs as proof of having paid their rent. Union pressure pushed Millennia to revoke the illegal notices.



Mailboxes

Many tenants do not have keys to their mailbox despite repeatedly asking management for keys. Many tenants, who have been shuffled through various units throughout renovations, have not been given keys to the correct mailbox or receive mail at multiple and/or incorrect boxes. Because of this, many tenants have had important medications and documents lost or stolen, and been forced to pay out-of-pocket to replace their stolen property.



Community Kitchen

It's December and Millennia has still not finished renovating this space, and renovation work has stopped.

This space is still boarded off with no tenant access.



Community Room

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HUD regulation 24 CFR 245.100

D. Impediments to residents or resident associations attempting to exercise their rights

1. HUD Handbook 4381.5 (REV-2), The Management Agent Handbook, Chapter 4 “Working with Residents” Section 4.8d identifies specific actions by owners and management agents that constitute impediments to residents or resident associations attempting to exercise their rights. These include:
 - a. Unreasonable denial of accessible meeting space to residents;
 - b. Repeatedly sending management representatives to resident meetings when residents have requested management not to attend;
 - c. Evicting, threatening to evict, withholding entitlements, or otherwise penalizing residents for organizing or asserting their rights;

Millennia has denied tenants an accessible meeting space for over two years, and has repeatedly threatened, harassed, and punished MTTU tenant leaders for asserting their right to organize.



Elevators

It's December and renovations to the elevators have not even begun.

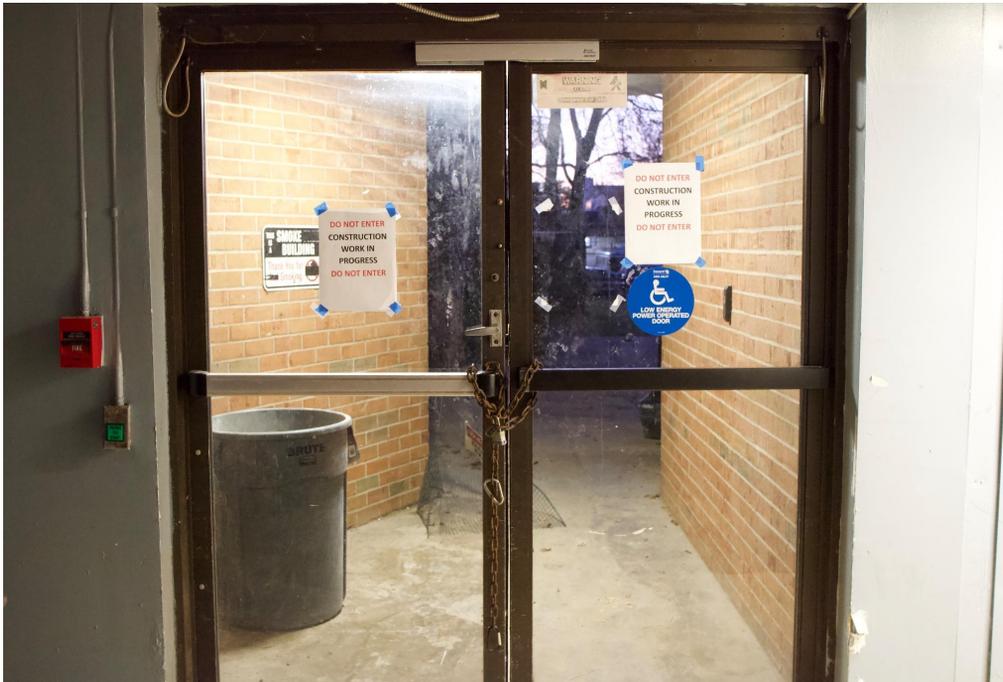
Both elevators are extremely slow and frequently shut down. Many tenants have experienced being trapped for hours.



Door to B Tower

It's December and Millennia has still not finished renovating B Tower, and renovation work has stopped.

This space is still boarded off with no tenant access.



Back Door

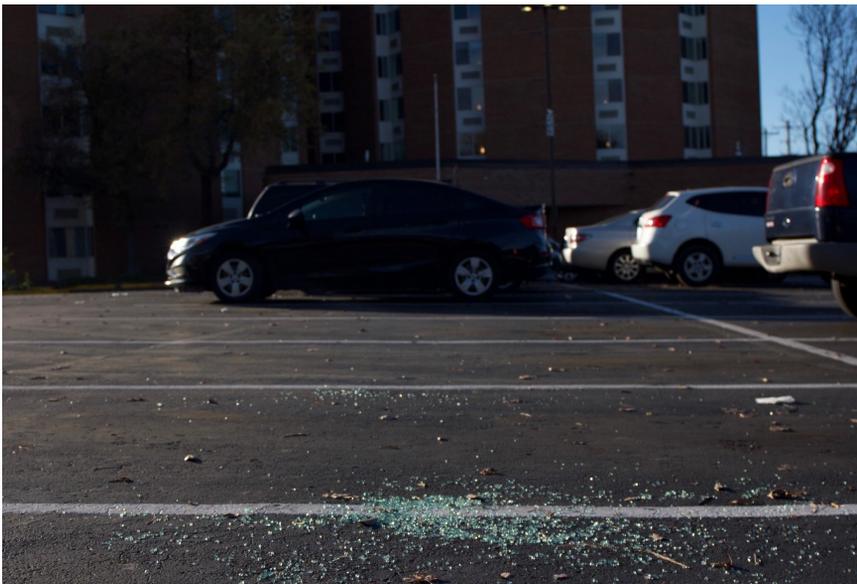
Renovations are clearly still not finished. This area is still blocked off to tenants.



Garbage Chutes

are still broken and trash is not collected regularly, causing trash to pile up in hallways and attract insects and rodents.

Parking Lot



On November 15, while no security was on watch, at least 17 cars in the Memphis Towers parking lot were broken into and left with broken windows. Glass still has not been cleaned up and tenants are being forced to pay for repairs out of pocket. This could have been prevented had Millennia met the union's security demands.