

Exhibit 3
IPM Pest Control Services Provided By Contractor

HUD IPM Program Elements	Contractor Must Provide the Following Services
<p>1. Communicate Policies Communicate Public Housing Authority's (PHA's) Integrated Pest Management (IPM) policies and procedures to:</p> <ul style="list-style-type: none"> • All building occupants; • Administrative staff; • Maintenance personnel; and • Contractors. 	<p>Contractor shall:</p> <ul style="list-style-type: none"> a. Provide technical assistance ongoing effort to improve its policies and procedures; and b. Reinforce efforts to communicate Integrated Pest Management (IPM) policies and procedures to as the opportunity arises.
<p>2. Identify Problems Identify</p> <ul style="list-style-type: none"> • Pests; and • Environmental conditions that limit the spread of pests. 	<p>Contractor shall identify pests and environmental conditions that limit the spread of pests.</p>
<p>3. Monitor and Track Establish an ongoing monitoring and record keeping system for:</p> <ul style="list-style-type: none"> a. Regular sampling and assessment of pests; b. Surveillance techniques; c. Remedial actions taken; and d. Assessment of program effectiveness. 	<p>Contractor shall:</p> <ul style="list-style-type: none"> a. Establish an ongoing monitoring and record keeping; b. Obtain signature of building manager on tracking results; and c. Submit results in electronic format.
<p>4. Set Thresholds for Action Determine, with involvement of residents:</p> <ul style="list-style-type: none"> • Pest population levels – by species – that will be tolerated; and • Thresholds at which pest populations warrant action. 	<p>Property manager has determined that it will not tolerate cockroaches and rodents on its properties due to the health threats posed by these pests and the disruption to the resident comfort. It will not tolerate bedbugs either.</p> <p>The Contractor shall provide technical assistance in setting thresholds for other pests.</p>
<p>5. Improve Non-Pesticide Methods Improve:</p> <ul style="list-style-type: none"> • Mechanical pest management methods; • Sanitation; • Waste management; and • Natural control agents. <p>that have been carefully selected as appropriate in light of allergies or cultural preferences of staff or residents.</p>	<p>Contractor shall:</p> <ul style="list-style-type: none"> a. Identify methods to improve non-pesticide methods; and b. Assess the effectiveness of these methods; c. Make recommendations to improve the methods based on the assessment.

HUD IPM Program Elements	Contractor Must Provide the Following Services
<p>6. Prevent Pest Entry and Movement</p> <ul style="list-style-type: none"> • Monitor and maintain structures and grounds including: <ul style="list-style-type: none"> ○ Sealing cracks; ○ Eliminating moisture intrusion and accumulation. • Add physical barriers to pest entry and movement. 	<p>Contractor shall report any problems with this effort and provide technical assistance as needed.</p>
<p>7. Educate Residents and Update Leases</p> <ul style="list-style-type: none"> • Develop an outreach/educational program. • Ensure that leases reflect residents' responsibilities for: <ul style="list-style-type: none"> ○ Proper housekeeping ○ Reporting presence of pests, leaks, and mold. 	<p>Contractor shall provide residents with education materials on IPM and specific pests.</p>
<p>8. Enforce Lease</p> <p>Enforce lease provisions regarding resident responsibilities such as:</p> <ul style="list-style-type: none"> • Housekeeping • Sanitation • Trash removal and storage. 	<p>Contractor shall identify residents who are not complying with the lease provisions regarding housekeeping, sanitation, trash removal, and trash storage.</p>
<p>9. Use Pesticides Only When Necessary</p> <p>Use pesticides only when necessary, with preference for products that, while producing the desired level of effectiveness, pose the least harm to human health and the environment, and, as appropriate, notifying PHA management before application.</p>	<p>Contractor shall:</p> <ul style="list-style-type: none"> • Use pesticides only when necessary, with preference for products that, while producing the desired level of effectiveness, pose the least harm to human health and the environment, and, as appropriate, notifying property management before application. • Provide copy of pesticide label to property manager.
<p>10. Post Signs</p> <p>Provide and post 'Pesticide Use Notification' signs or other warnings.</p>	<p>Contractor shall provide and post 'Pesticide Use Notification' signs or other warnings in coordination with building management.</p>