

# 2021

ANNUAL REPORT



**CREW**  
NETWORK 

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*Transforming the commercial  
real estate industry by advancing  
women globally*



**Tiffany English**

Senior Director, Architecture  
Qualcomm  
CREW San Diego

# President's Message

Fellow CREW Network members and partners,

On behalf of our board, executive committee, and volunteer leaders, I am proud to share with you highlights of CREW Network's 2021 achievements in the pages of this report. In a year of recovery following a global pandemic, our CREW supported one another, and we were intentional in providing programming, information and connections our members needed to find success in a turbulent business climate. In 2021:

- CREW Network introduced its global pledge—the CRE Pledge for Action to advance women and diversity, equity, and inclusion (DEI). Many CEOs have committed, agreeing to hold themselves and their employees responsible for implementing initiatives that support DEI, and continually and consistently measuring and evaluating progress.
- CREW Network committed as a founding partner of the Alabama Center for Real Estate's Career Opportunities in Real Estate (CORE) program to attract talent from underrepresented groups to commercial real estate careers. Through this partnership, CREW Network provided scholarship funds, educational content, and mentoring for female students at historically black colleges and universities (HBCUs).
- We published the CREW Network research paper, *A Catalyst for Change: COVID-19's Impact on Women in Commercial Real Estate*. The paper examined how the pandemic stalled progress for women in commercial real estate and presented insights on how to improve industry culture and remove workplace barriers.
- We hosted our first hybrid event, the 2021 Spring Leadership Summit in St. Louis, Missouri. After a year of meeting virtually, this was a great segue to holding face-to-face events again.

In a year when we truly didn't know the ripples the pandemic had created, CREW Network members faced the changing tides together. I would like to thank our membership, the entire CREW Network staff, our board of directors, our chapter leaders, and our highly committed industry partners for your commitment and dedication. In hard times, remember, "you can't stop the waves, but you can learn to surf."

With gratitude,

**Tiffany English**

2021 CREW Network President



# 2021 CREW Network Board of Directors

## PRESIDENT

### **Tiffany English**

Senior Director of Architecture  
Qualcomm  
CREW San Diego

## PRESIDENT-ELECT

### **Barbi Reuter**

CEO/Principal  
Cushman & Wakefield | PICOR  
CREW Tucson

## IMMEDIATE PAST PRESIDENT

### **Christine Gorham**

Director of Development  
CADDIS  
CREW Atlanta

## CHIEF EXECUTIVE OFFICER

### **Wendy Mann, CAE**

CEO | CREW Network  
President | CREW Network Foundation

## DIRECTORS

### **Adrienne Bain**

Vice President  
Citizens Bank  
CREW Charlotte and  
CREW-St. Louis

### **Kathy Carr**

Vice President, Client  
Solutions Director  
JE Dunn Construction  
CREW Austin

### **Jennifer Chambers**

Partner  
Plante Moran  
CREW Detroit

### **Alyssa Dangler**

Partner  
Williams Mullen  
CREW Coastal Virginia

### **Pam Scamardo**

Founder and President  
TPK Properties LLC  
CREW Orange County

### **Vicki Summerall**

Senior Vice President/  
Business Development  
Republic Title of Texas, Inc.  
CREW Dallas

### **Kim Wingerak**

Vice President, Operations  
RioCan REIT  
CREW Calgary

Front row L-R: Christine Gorham,  
Tiffany English, Barbi Reuter,  
Wendy Mann  
Back row L-R: Jennifer Chambers,  
Adrienne Bain, Vicki Summerall,  
Kim Wingerak, Pam Scamardo,  
Kathy Carr, Alyssa Dangler



# Intentional Focus on Diversity, Equity and Inclusion

In 2021, CREW Network implemented new initiatives to recognize and understand the diverse experiences and voices of its members. It created programming and trainings to help inform and educate our organization—including chapter leaders, members, and staff—with an understanding that this journey would be ever evolving.

## You Belong Listening Tour

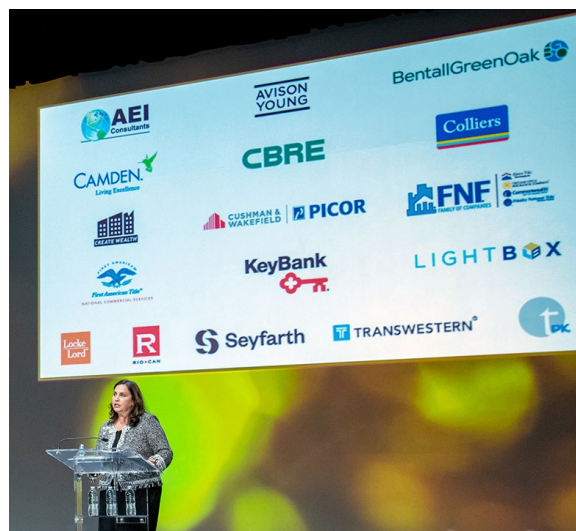
The “You Belong in CREW” Listening Tour, led by CREW Network President-Elect Barbi Reuter, provided our organization with clarity and understanding on how to move forward with diversity in CREW. The tour gave individual members the opportunity to share their experiences within their chapter and on the CREW Network level, and share ways to facilitate a culture of belonging in our organization.

## CRE Pledge for Action Moves the Industry Forward

For more than 30 years, CREW Network has been advancing women and diversity in our industry—yet little progress has been made over the last 15 years. In 2021, our organization introduced the CRE Pledge for Action to advance women and DEI. CEOs in our industry were asked to commit to diversity, equity, inclusion and

parity in their companies, and several industry organizations committed immediately. Since the initial launch in September 2021, nearly 100 companies have committed.

CEOs who signed the pledge were responsible for holding themselves and their employees accountable for implementing initiatives that support DEI, and continually evaluating their progress. The pledge outlined six goals, which included conducting pay equity studies, sponsorship of women in underrepresented groups and diversifying recruiting and hiring practices.



Initial partner pledges announced at 2021 convention

Companies who have signed on continued to update CREW Network on their progress, sharing insights such as how many diverse candidates they've hired, how many women have been promoted into leadership since signing, and scholarships and programs they have offered in their organizations to meet the pledge goals and further diversify our industry.



## CREW Commits to Founding Partnership to Recruit HBCU Women to CRE

CREW Network committed \$100,000 USD as a founding partner of the Alabama Center for Real Estate's Career Opportunities in Real Estate (CORE) program to attract talent from underrepresented groups to commercial real estate careers. Through this partnership, CREW Network provided scholarship funds, educational content and mentoring for female students at historically black colleges and universities (HBCUs). CORE is part of a diversity, equity, and inclusion initiative to empower over 100,000 young adults into real estate positions by 2030 by delivering credential based-workforce development programs that enable diverse populations to transition into successful careers. CORE offers an online credentialing program that will provide remote life and skill-based coaching to underrepresented groups, preparing participants for entry level jobs in the real estate industry under the tenets of awareness, readiness, and connection.

*"It has been my life-long mission to help elevate young people and maximize their potential in the field of real estate. The Center deeply appreciates CREW Network for its industry leadership. Together as a founding partner, we are laser focused on launching this industry-wide, game changing workforce initiative to bring awareness and job opportunities to the next generation of real estate professionals."*

Grayson M. Glaze  
Executive Director, Alabama Center for Real Estate (ACRE)  
The University of Alabama



# Education and Events

## Elevate Women in CRE

### CREW Members Anticipate Meeting Face-to-Face Once Again

After a year apart, members of CREW Network became eager to see one another in-person again. As the start of the year was filled with trepidation regarding travel, by the summer, many of our members were ready to mask up, social distance, and see one another again in a safe environment. As life returned to the “new normal,” our CREW began to find it too. Our members embraced difficult change and supported one another, equipped with new skills provided by CREW Network programming to find success in a workforce affected by the pandemic and economic downturn.

### Navigating Crucial Conversations and Addressing Implicit Bias at the Virtual Winter Leadership Summit

The 2021 Winter Leadership Summit was held fully virtually, and the flexibility of an online platform allowed for a larger contingency of our membership (more than 500) to attend and engage. The summit kicked off with an impactful and timely professional development training on Navigating Crucial Conversations, led by Karen Curnow, founder of Compass International. Curnow is an internationally recognized leadership coach, helping senior executives, teams and coaches develop into powerful, compassionate leaders.



Curnow defined crucial conversations as “high stakes, high risk, high emotion, and/or have history, which could be as simple as a repeated, ongoing action by someone that finally needs to be addressed.” She described the importance of preparation, decreasing your defensiveness, communicating clearly and completely, asking questions, and clarifying next steps—yours and the person you’re communicating with. The training gave participants an action plan to navigate future conversations successfully, and to achieve desired outcomes.

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Featured speaker Valerie D’Costa, Circle Coaching and Consulting LLC, led the following professional development session, DEI Training: Addressing Implicit Bias in the Commercial Real Estate Industry. This session deepened attendees’ awareness of implicit bias and provided tools on how to address it in workplaces, chapters, and communities. D’Costa emphasized that understanding bias can help build better cultures and an increased sense of inclusion and belonging in organizations.

## Members Reconnect at CREW Network's First-Ever Hybrid Event

For many CREW members, the 2021 Spring Leadership Summit in St. Louis, Missouri was the first time in over a year that they had been together in person. The meeting was full of energy and excitement to see one another again, and members were also able to attend virtually as this event was hybrid, allowing those who were not able to meet in-person the opportunity to reconnect and engage in the summit. More than 400 CREW members were in attendance between both event formats.



*If you're really going to be on this journey of inclusion, you're going to make mistakes.*  
– Janese Murray

Keynote speakers focused on “Building Inclusive Leadership” and “Leading with Vision and Hope.” Janese Murray of Inclusion Impact Consulting stressed the importance of reflection and facilitated a compelling in-person and virtual exercise through a series of questions about bias to the audience. Among other things, the exercise demonstrated the many levels of bias we may have and how we attribute meaning to so many things when communicating with one another. Murray also presented the six traits of inclusive leaders: commitment, courage, cognizance of bias, curiosity, cultural intelligence, and collaboration. She encouraged members not to be afraid and reminded them, “if you’re really going to be on this journey of inclusion, you’re going to make mistakes.”

In the second professional development training, Bonnie Hagemann of EDA, Inc., introduced participants to the concept of creating a vision using the Lift 6 Model. Hagemann discussed how company leaders can create a conducive environment for visionary leadership through culture, connectivity, clarity and courage. She described visionary leadership as getting others to see the same picture that is in your mind. She also emphasized that we must improve on painting a picture of our goals and visions for our colleagues to see and encouraged attendees not to give up.







## The City of Lights Welcomes Our Global CREW

Las Vegas rolled out the red carpet for commercial real estate’s premier business networking event, as members were eager to see one another and forge new connections at the 2021 CREW Network Convention.

The convention commenced with an exhilarating opening session performed by CREW members to “This Girl is on Fire” by Alicia Keys. Sang by Roslyn Bazzelle, this performance highlighted the obstacles CREW members had overcome in their careers and personal lives during the pandemic. LaShawn Bates, Yunia Lubega, Tiffany English and Sandi Quigley shared their inspiring stories, which included impostor syndrome, cultural differences, and job layoffs. The audience gave a standing ovation to recognize them, as these issues resonated with many.

The event featured exceptional speakers, including Linda Alvarado, founder and owner, Alvarado Construction, and the first Latino owner (male or female) of an MLB franchise, the Colorado Rockies. Alvarado started her construction company on a small loan from her parents, originally building sidewalks and gutters, with the company now having a large portfolio of projects. Featured speaker Mauro Guillen, business economist, sociologist and author, incoming dean – Judge Business School, University of Cambridge, discussed demographic, economic and technological changes that will affect us in the near-future. The convention closed with speaker Sarah Thomas, the first female NFL referee and official, whose journey to success was full of breaking stigmas and boundaries, a story many attendees could relate to.

Widely recognized as the entertainment capital of the world, Las Vegas was filled with opportunities for attendees to have an immersive experience. Project tours included

AREA 15, a futuristic entertainment venue that offers art shows, virtual reality experiences and more. Attendees also had the opportunity to take a tour of Summerlin, a premier urban and residential community home to more than 100,000 residents, and Resorts World, a luxury, urban contemporary resort.



Linda Alvarado



Sarah Thomas



Mauro Guillén

*“CREW Network convention is always the top conference I attend each year. Great energy, content, and people!”*

– 2021 Attendee



Dr. Victoria Medvec  
Corporate Board Training  
Facilitator

Adeline Barry Davee  
Professor of Management and  
Organizations at the Kellogg  
School of Management at  
Northwestern University

## Corporate Board Training Prepares Women Executives for Board Service

Designed for C-suite and senior executive level women to raise their profiles and prepare for corporate board positions, CREW Network's inaugural Corporate Board Training focused on the skills, resources, and tools that women need to be exceptional candidates for board service. Program participants gained insight into the experience and knowledge needed to be qualified to serve on a board and gained connections with executive search firms who specialize in corporate board placement. Participants came to Chicago and emerged with the strategies, connections, and confidence to succeed as a corporate director.

## Members Engage in Our Quarterly Member Networking Series

As the world began to reopen, many were still uncertain about returning to in-person networking. This resulted in the introduction of our quarterly member networking series, virtual sessions offered at convenient times in several different time zones. This allowed all CREW members the opportunity to network, do deals, and create new business opportunities together, regardless of their physical locations.

## One-on-One Series Fosters Collaboration and DEI in Our Industry

In 2021, CREW Network began a new webinar series that engaged male executive leaders committed to women and DEI to foster collaboration and help advance women in commercial real estate. Industry leaders including Jonathan Gitlin, President and CEO of RioCan, and Mark Rose, CEO of Avison Young, shared insights on leadership skills, how to position yourself for advancement, and increasing female leadership in the industry.

Nathalie Palladitcheff



Siobhan  
Godley



Betty  
Castro



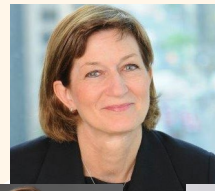
Tiffany  
English



Liz Holland



Sheila Botting



Holly Neber



Kathryn Harrison-Thomas



## Global Voices: CRE Women Talk Leadership

This series of discussions with global women leaders explored challenges, barriers, and lessons learned during their careers. Many women shared their professional journeys, including CREW Network past presidents, board members and CREW women from major global commercial real estate companies in Canada, India, the United Kingdom, and United States. Session attendees were able to glean inspiration from their stories and gained strategies on how to better lead their businesses and teams.



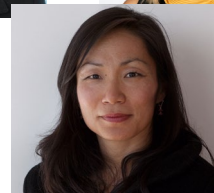
Annette Kroeger



Susan Asprey Price



Laurence Girod



Susi Yu



Jagvinder (Pinny) Mann

*35% of our speakers in 2021 were from diverse groups*

## Pandemic Professional Development and DEI Training

With chaos comes opportunity, and the landscape of the workforce changed after professional and personal lives collided during the pandemic. Our CREW Cares Professional Development Series helped participants reflect on the impact that a year of uncertainty and economic downturn had on their lives and helped them create a new path for taking control of their post-pandemic careers. Attendees participated in sessions on interview skills, learned how to be more confident communicators, and gained strategies on how to better collaborate with team members. These sessions helped members who experienced job loss land new positions and assisted them in adjusting to changes within the workplace.

Not only was it important to CREW Network to offer professional development following economic downturn, but it was also important to explore the systemic barriers that people of color—who were disproportionately affected by job loss—experienced in the workforce. The Reckoning, led by Dr. Darnisha Amante-Jackson, President & Co-Founder, DEEP, was an in-depth executive DEI training webinar series that dove into systems of oppression and exclusionary practices. The series helped attendees learn strategic steps to stop perpetuating these systems, and how to dismantle the practices responsible for marginalization and underrepresentation.



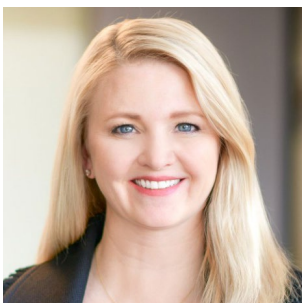
Dr. Darnisha Amante-Jackson



Collete English Dixon



Rhonda Holland



Stacey Kamps



Deborah Quok

## CRE Career Day Helps Industry Newcomers Explore Career Options

Lack of mentorship and sponsorship in commercial real estate is one of the biggest barriers women face in our industry. Our CRE Career Day panel and discussion on April 22 gathered insights from women at all stages of their careers and educated women about opportunities in our industry. The panel included Lyndsy Yim, Associate Broker, Retail Specialists; Stacey Kamps, CEO, Koch Development Company; Rhonda Holland, CFO, MasterBUILT Hotels; Deborah Quok, Senior Vice President, SVN Capital West Partners; and Collete English Dixon, Executive Director, Marshall

Bennett Institute of Real Estate, Chair, Real Estate at the Heller College of Business, Roosevelt University.

Holland emphasized the importance of not waiting on a boss or mentor to give or tell you about opportunities for growth—you must do that yourself. “One thing I would tell anyone at the start of their career—do it for yourself, take hold of it, and take a chance.”



Lyndsy Yim

Holland said. The panel also discussed the importance of knowing your strengths. “While I’m proficient and can work my way around a spreadsheet and a cash flow analysis, I’m a word person, I’m a people person, those are my strengths,” Quok said. “Understanding your strengths brings that level of competence and confidence.”



## New Member Minute Series: Expertise and Thought Leadership from CREW Members

One of the greatest strengths of our global network is the ability to find any type of CRE expertise within our membership. In 2021, we launched the Member Minute video series to highlight the industry knowledge of our members and provide the opportunity to learn new subject matter. In one-minute videos shared on CREW Network’s social platforms, members discussed topics including WELL Building Standards, net zero developments, insights about asset classes and tips for business owners.

**64** Virtual  + In-Person Events

**5,200+** Attendees



**23** Chapter Leader Training Sessions

**750+** registered **160+** post-session views

**18** Webinars

**2,300+** registered

**300+** post-session views

**17** VIRTUAL Conversation Corners

**1,900+** registered

**800+** post-session views

**7** DEI Training and Development sessions



**1,700+** registered

**450+** post-session views

**2** Leadership Summits

**900+** registered

**1** FIRST EVER Corporate Board Training

**22** attendees

**1** Convention

**1,052** registered

**550+** post-session views



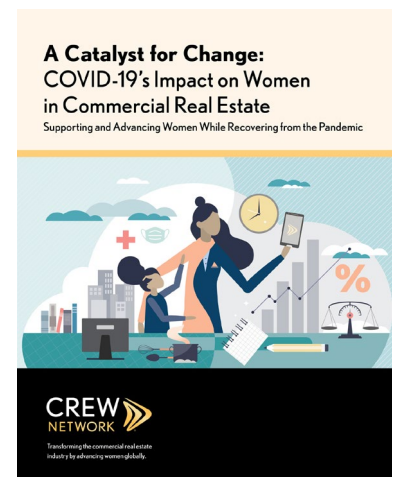
# A Catalyst for Change: COVID-19's Impact on Women in Commercial Real Estate

In commercial real estate, the COVID-19 pandemic presented new challenges for women and stalled their progress in the industry. Yet it also presented new opportunities to change the industry culture and remove persistent workplace barriers.

CREW Network's 2021 industry research paper, *A Catalyst for Change: COVID-19's Impact on Women in Commercial Real Estate*, examined the pandemic's impact on women globally and in the industry, especially women of color. Globally, women lost \$800 billion USD in income in 2020, more than the combined GDP of 98 countries. The wait for parity on a global scale lengthened by 135.6 years.

CREW Network conducted a study in July 2021 of 1,018 commercial real estate professionals across more than 25 specializations and 10 sectors in the U.S., U.K. and Canada. One in four women considered stepping out or stepping back from the workplace. And while half of the CRE professionals surveyed said that their career priorities changed as a result of the pandemic, 9 out of 10 women said their personal priorities changed. Hundreds of survey comments cited the immediate need for better work/life balance, a stronger focus on self-care and mental health, and more flexible work arrangements.

The research paper also provided action items for company leaders on how to support and advance women during pandemic recovery. It offered specific insights into how to support women of color, and equipped women with strategies on how to navigate and overcome career challenges.



## The Global Impact of COVID-19 on Women



**9 out of 10** women  
in CRE said their  
personal priorities  
changed as a result  
of the pandemic





*Recognizing  
extraordinary  
leadership  
and success  
in commercial  
real estate*

# Honoring the Achievements of Women in CRE

CREW Network is proud to honor the outstanding achievements of our members and their impact on the industry. Through our annual recognition programs, including Distinguished Leaders, Impact Awards, and the CREW Catalyst Award, CREW Network continues to provide a platform to honor exceptional industry professionals.

## 2021 Distinguished Leaders

Commercial real estate executives Siobhan Godley, Tammy Jones and Stephanie Williams were named CREW Network Distinguished Leaders in 2021 and were featured speakers at the CREW Network Convention.

**Godley**, Deloitte UK Real Estate and Tax Partner, Real Estate Transactions, is a Chartered Accountant and a Chartered Tax Advisor, and has over 25 years of experience of advising on complex real estate transactions (and joint venture structuring) for major real estate companies, REITs, pension funds, sovereign wealth investors and insurance companies. She is also a member of the Financial Services Diversity and Inclusion Board for Deloitte globally. Godley is a founding member of global affiliate CREW UK.

**Jones**, Co-Founder and Chief Executive Officer, Basis Investment Group, has more than 20 years of experience in the CRE industry, and has invested and loaned on CRE assets, with a focus on multifamily and office, on behalf of large real estate investors. Under her leadership, Basis Investment Group has succeeded in closing nearly \$4 billion USD in multifamily and commercial real estate debt and structured equity related investments across the U.S. The organization is a certified minority and women owned business, and one of the only Black and female led diversified CRE investment and lending platforms in the U.S.

**Williams**, President of Bozzuto Management Company and Partner of The Bozzuto Group, oversees the organization's strategic performance and asset value creation, directs day to day operations and leads an array of optimally designed initiatives to enhance the employee and customer journeys. The current portfolio is comprised of 82,000 units in major markets across the U.S. In 2018 and 2020 under Williams' leadership, Bozzuto Management Company was named the #1 Property Management Company by the National Association of Home Builders.



Siobhan Godley



Tammy Jones



Stephanie Williams

## 2021 CREW Catalyst Award

The CREW Catalyst Award honors industry leaders—both male and female—who are committed to diversity, equity, and inclusion in commercial real estate. This industry-wide award recognizes a senior-level executive who has consistently demonstrated a commitment to advancing women, serving as a catalyst for change in their company and throughout the industry. The 2021 CREW Catalyst honorees were:



Steve Lefton

### **Steve Lefton**

President and CEO  
Kimley-Horn

Lefton leads more than 4,600 employees in 95 offices. Throughout his 24-year history with Kimley-Horn, he has been instrumental in making sure programs like spot bonuses and back-up childcare are offered to every exempt employee. He has created a culture focused on employees, leadership, and fairness. This philosophy has earned Kimley-Horn awards like FORTUNE's 100 Best Companies to Work For, Best Workplaces for Women, and Best Workplaces for Parents.

### **Karen Whitt**

President of Real Estate Management Services U.S.  
Colliers International

Whitt oversees more than 630 million square feet of assets and 1,600 team members in 50 markets. She prioritizes equal opportunities for education and advancement, including mentoring, strengths training, technology education, and career development. She is Colliers' Co-executive Sponsor for Diversity & Inclusion North America, a past CREW Network global board member, and a member of CREW Atlanta and CREW DC.



Karen Whitt

## 2021 Impact Awards

The CREW Network Impact Awards recognize member achievements considered exceptional. The industry-wide awards were presented in five categories, listed with the 2021 honorees:

### **Entrepreneurial Spirit Impact Award**

#### **Lori Suba**

President, Scout Real Estate Ltd. | CREW Calgary

In 2020, Suba launched Scout Real Estate, an all-female brokerage, which has swiftly grown and shaken up Calgary's market. She took a tremendous financial risk launching Scout during the most challenging economic downturn in Calgary's history. Scout has continued to dominate the market, winning projects and deals that have previously been held by large brokerage firms.



Lori Suba



Jeanie Springer Knight

## Economic and Community Improvement Impact Award

### Jeanie Springer Knight

Managing Partner, Springer5 Investments | CREW New Mexico

Springer Knight successfully fostered public and private partnerships in the development of the Unser Gateway area in Rio Rancho, New Mexico. Los Diamantes, the hallmark sector, includes 578 single-family residential units, and a 34-acre business park. Over the first 10 years, it is projected to increase gross regional product by \$1.3 billion USD and create 687 new jobs.



Sue Myers

## Member-to-Member Impact Award

### Sue Myers

Senior Vice President - Real Estate, Development & Hospitality, Assurance MMA | CREW Chicago

Myers is an exceptional “CREW Connector.” When looking for strategic partners for deals, she consistently considers her CREW colleagues first and advocates for their selection when discussing with key stakeholders. In the last two years, she has been involved in CREW member-to-member deals with an impressive asset value of over \$3.2 billion.



Ginny Gibson

## Career Advancement for Women Impact Award

### Ginny Gibson

Professor Emerita of Corporate Real Estate, University of Reading - Henley Business School | CREW UK

Gibson has demonstrated her commitment to advancing women in commercial real estate through building CREW Network’s first global affiliate CREW UK, developing a successful mentorship program, and expanding the group’s market presence. In early 2021, she analyzed UK data collected from CREW Network’s benchmark study, generated a sub-study, and facilitated three DEI roundtables for CREW UK members.



Casey Flannery

## Rising Star Impact Award – NEW IN 2021

### Casey Flannery

Senior Associate, Cushman & Wakefield | CREW Network Member-at-Large

Flannery has quickly climbed the ranks to senior associate broker in Memphis, Tennessee. She was a member of the 2019 CREW Network Leadership Certificate cohort, is currently co-chair of the Communications and Editorial Committee, and a content contributor to CREW Network. She has also been active in Cushman & Wakefield’s Women’s Integrated Network.

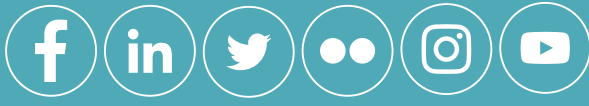
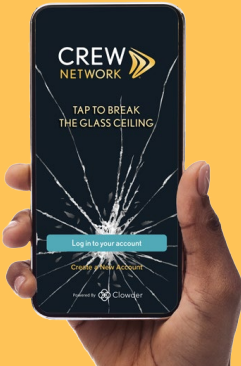


# 2021 By the Numbers



**11,027** members  
2,372 new members

**2,226**  
DOWNLOADS  
of the new CREW  
Network app  
since March 2021



**Gained 4,200**  
new social media followers  
(16.5% increase from 2020)

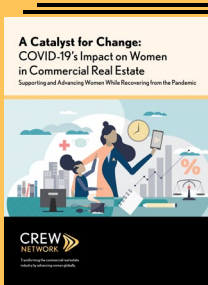
**26,400**  
social media followers

**CREWBIZ**


**45,959**  
users to CREWbiz  
(25% increase from 2020)

**679** jobs posted  
in our career center  
(an 8X increase from 2020)

**91** industry  
research media  
articles reaching  
an audience of  
**100+ million**



**876 million**  
reached by media mentions  
of CREW Network



# Financial Summary

## Total Revenues = \$6,221,940

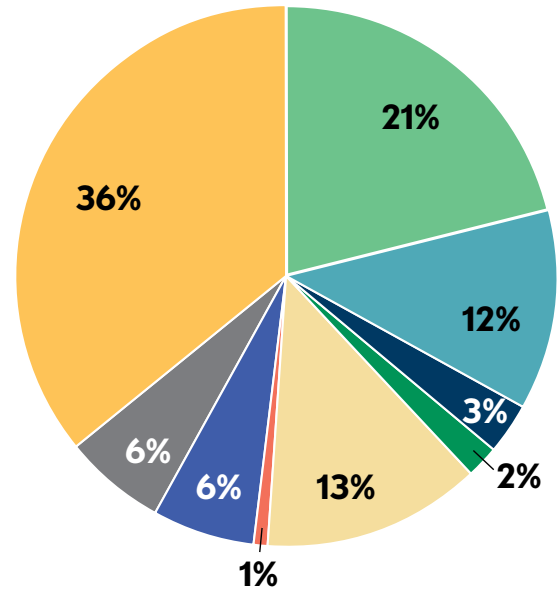
Membership Dues	\$ 2,211,646	36%
Sponsorship	1,315,000	21%
Convention Fees	740,825	12%
Leadership Summit Fees	156,640	3%
Other Education Fees	153,461	2%
Contract Administrative Services	810,012	13%
Other Grant Revenue	66,908	1%
PPP Loan Forgiven	362,965	6%
Interest & Miscellaneous Income*	404,483	6%
<b>Total Revenues</b>	<b>\$ 6,221,940</b>	<b>100%</b>

Total revenue before unrealized loss	6,221,940
Unrealized loss on investments	539,681

**Total revenue** **\$ 6,761,621**

\*does not include \$ 539,681 of unrealized gains on investments

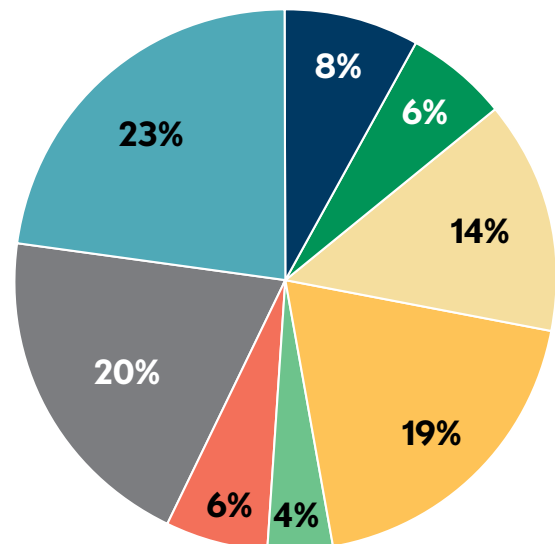
## REVENUE



## Total Expenses = \$ 5,732,525

Convention.....	\$ 1,296,173	23%
Leadership Summit Meetings .....	448,125	8%
Other Education Programs.....	364,468	6%
Contract Administrative Services ...	821,634	14%
Member/Chapter Services.....	1,078,741	19%
Sponsorship .....	230,352	4%
Governance.....	315,633	6%
Management & General Administration.....	1,177,399	20%
<b>Total expenses</b>	<b>\$ 5,732,525</b>	<b>100%</b>

## EXPENSES



# Thank You to our 2021 Sponsors

## PROGRAM PARTNERS

GLOBAL AGENDA

INDUSTRY RESEARCH

LEADERSHIP CERTIFICATE



## PREMIER LEAD PARTNERS



## PLATINUM



## GOLD



## SILVER



## BRONZE

Altus Group  
Flynn Group of Companies  
Plante Moran  
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Plante Moran is among the nation's largest accounting, tax, consulting, and wealth management firms and provides a full line of business analytics and data management services to private and public sector organizations. Plante Moran has a staff of more than 3,300 professionals throughout the United States with international offices in Shanghai, China; Monterrey, Mexico; Mumbai, India; and Tokyo, Japan. Plante Moran has been recognized by a number of organizations, including Fortune magazine, as one of the country's best places to work.

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Baker Tilly US, LLP (Baker Tilly) is a leading advisory, tax and assurance firm whose specialized professionals guide clients through an ever-changing business world, helping them win now and anticipate tomorrow. Headquartered in Chicago, Baker Tilly, and its affiliated entities, have operations in North America, South America, Europe, Asia and Australia. Baker Tilly is an independent member of Baker Tilly International, a worldwide network of independent accounting and business advisory firms in 146 territories, with 36,000 professionals. The combined worldwide revenue of independent member firms is \$3.9 billion.

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AEI Consultants is an employee-owned international consulting firm that provides comprehensive services to commercial lenders, property owners, managers, tenants, and developers, industries, institutions, government agencies, and insurers, including many Fortune 500 companies. These services include environmental, property and facility assessments, zoning and energy consulting, site investigation and remediation, industrial hygiene, and construction risk management. Founded in 1992, and awarded Entrepreneur's Top Company Cultures, AEI is based in the San Francisco Bay Area with offices across the United States.

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Millman National Land Services is a nationally recognized firm specializing in ALTA/ACSM Land Title Surveys, Zoning, Environmental and Paralegal Support for the commercial real estate market, including wireless communication services. Millman Surveying specializes in multi-state and multi-site transactions but provides single site surveys as well. Unlike our competition, we are not survey "coordinators". We've eliminated the mark-up fees associated with subcontracting surveys throughout the country and are more responsive

due to the control over our surveyor's schedule. We were chosen by Inc. Magazine as one of its 5000 fastest growing privately held companies in 2008, 2009 and 2012. Our clients are REITs, Property Owners, Lenders, Attorneys, and Title Companies.

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NV5/Bock & Clark is a leading national provider of commercial real estate due diligence services. Established in 1973, we specialize in ALTA Surveys, Phase I and Phase II Environmental Site Assessments, Property Condition Assessments and Zoning Reports. We provide services in all 50 states as well as Canada for both single site and portfolio transactions. Our project teams are highly experienced and responsive to the needs of our clients - one of the many reasons our customers continue to use us. As industry leaders, we pride ourselves in competitive pricing and turnaround times using the resources of our own licensed professionals as well as a network of qualified providers.

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First Onsite is a leading restoration and property reconstruction company serving North America and beyond. We're proud to provide the highest-quality remediation, restoration, and reconstruction services for essential industries of

every kind: from healthcare and education, to commercial and residential. Our local, dedicated operations are backed by extensive national resources, so that we can be first to arrive and first to make a difference for businesses, homeowners and communities. Our speed, scope, and scale are unmatched, but it's our people that make the real difference. With a commitment to excellence, service, and doing the right thing, we'll get you back to work and life. No matter what.

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Flynn was founded in 1978 in Winnipeg, Canada. In our early years, Flynn's focus was on commercial roofing contracting. We established a reputation across Canada as a top-notch commercial roofing contractor. As architectural products became increasingly complex over the years, we recognized that the best way to serve our clients was by providing them with products and services for the entire building envelope. We branched out to provide a range of architectural products and roofing services, including metal paneling, contract glazing and curtain wall. Today, Flynn employs over 6000 people and serves a diverse portfolio of clients across North America, for the entire building envelope.

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Kimley-Horn is one of the nation's premier planning and design consulting firms with more than 4,200 staff members in 90 offices across the US. Kimley-Horn's staff is comprised of transportation planners; civil, structural, electrical, and roadway engineers; landscape architects; environmental professionals; construction-phase specialists; and more. Always focused on the success of our clients, we are known for delivering the ideal creative solution. With Kimley-Horn, not only do you have a one-stop consultant, you have the resources of a national firm and the understanding of a local company.

### **Langan Engineering & Environmental Services**

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Founded in 1970 and headquartered in Parsippany, N.J., Langan (www.langan.com) provides environmental and engineering consulting services for private developers, property owners, energy companies, and public sector clients. Langan employs nearly 1,500 professionals and has 32 regional offices in New Jersey, New York, Pennsylvania, Connecticut, Massachusetts, Virginia, Washington, DC, Ohio, Illinois, Florida, Texas, Arizona, Colorado, Washington, and California. The firm has operated as a carbon-neutral business since 2018, and consistently ranks on Zweig Group's Best Firms to Work For and Hot Firms lists. Langan International,

the firm's wholly-owned subsidiary based in New York, provides all technical disciplines from offices in Athens, Dubai, Calgary, London, and Panama.

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Established in 1972, Ware Malcomb is a contemporary and expanding full service design firm providing professional architecture, planning, interior design, civil engineering, branding and building measurement services to corporate, commercial/residential developer and public/institutional clients throughout the world. With office locations throughout the United States, Canada and Mexico, the firm specializes in the design of commercial office, corporate, industrial, science & technology, healthcare, retail, auto, public/institutional facilities and renovation projects.

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NAI Global is a leading global commercial real estate brokerage firm. NAI Global offices are leaders in their local markets and work in unison to provide clients with exceptional solutions to their commercial real estate needs. NAI Global has more than 375 offices strategically located throughout North America, Latin America, Europe, Africa and Asia Pacific, with over 6,000 local market professionals, managing in excess of 1.15 billion square feet of property and facilities. Annually, NAI Global completes in excess of \$20 billion in commercial real estate transactions throughout the world.

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KeyBank Real Estate Capital is a leading provider of commercial real estate finance. Its professionals, located across the country, provide a broad range of financing solutions on both a corporate and project basis. The group provides interim and construction financing, permanent mortgages, commercial real estate loan servicing, investment banking and cash management services for virtually all types of income producing commercial real estate. As a Fannie Mae Delegated Underwriter and Servicer, Freddie Mac Optigo Seller/Servicer and FHA approved mortgagee, KeyBank Real Estate Capital offers a variety of agency financing solutions for multifamily properties, including affordable housing, seniors housing and student housing. KeyBank Real Estate Capital is also one of the nation's largest and highest rated commercial mortgage servicers.

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Avison Young is the world's fastest-growing commercial real estate services firm. Headquartered in Toronto, Canada, Avison Young is a collaborative, global firm owned and operated by its Principals. Founded in 1978, with legacies dating back more than 200 years, the company comprises approximately 5,000 real estate professionals in 108 offices in 15 countries. The firm's experts provide value-added, client-centric investment sales, leasing, advisory, management and financing services to clients across the office, retail, industrial, multi-family and hospitality sectors.

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CBRE Group, Inc. is the world's largest commercial real estate services and investment firm, with 2020 revenues of \$23.8 billion and more than 100,000 employees (excluding affiliate offices). CBRE has been included on the Fortune 500 since 2008, ranking #128 in 2020. It also has been voted the industry's top brand by the Lipsey Company for 20 consecutive years and has been named one of Fortune's "Most Admired Companies" for nine years in a row, including being ranked number one in the real estate sector in 2021, for the third consecutive year. Its shares trade on the New York Stock Exchange under the symbol "CBRE".

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Cereus is a privately held advisory firm dedicated to customized and solutions-driven services. We advise a wide range of clients from institutional owners to holders of smaller asset portfolios. Our services—such as transitioning newly acquired assets, resolving significant challenges from leaseups, strategizing on litigation matters, and overseeing the use of third-party service providers—are customized and solution-driven.

### **Colliers**

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Cushman & Wakefield (NYSE: CWK) is a leading global real estate services firm that delivers exceptional value for real estate occupiers and owners. Cushman & Wakefield is among the largest real estate services firms with approximately 50,000 employees in over 400 offices and approximately 60 countries. In 2021, the firm had revenue of \$9.4 billion across core services of property, facilities and project management, leasing, capital markets, and valuation and other services.

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Cushman & Wakefield | PICOR is the market leader for Tucson commercial real estate. Employee owned and founded in 1985, we offer commercial real estate sales, leasing, and property management for office, medical, retail, industrial, land and investment properties in Southern Arizona and Sonora,

Mexico. Our clients benefit from the combined resources of our local expertise and Cushman & Wakefield's global services platform.

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Hopewell Real Estate Services is a full service third-party commercial property management company that manages over four million square feet of industrial, suburban office and retail properties for private investors, pension funds and publicly traded companies. The properties that we manage are located in Calgary, Edmonton, Medicine Hat, Red Deer, Winnipeg and the Greater Toronto Area. Our offices are located in Calgary, Winnipeg and Toronto. Our services include commercial property management, facility management, tenant coordination, asset management, leasing and project management. As a national player with local depth and expertise, we understand the demands on properties in today's economy and have the mindset to accommodate our clients' complex needs.

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A member of the Fortune 500, JLL (Jones Lang LaSalle Incorporated) is a leading professional services firm that specializes in real estate and investment management. JLL shapes the future of real estate for a better world by using the most advanced technology to create rewarding opportunities, amazing spaces and sustainable real estate solutions for our clients, our people and our communities. JLL is characterized by its growth orientation, operational excellence,

financial strength, premium brand, collaborative culture and high ethical standards.

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Lee & Associates offers an array of real estate services tailored to meet the needs of the company's clients, including commercial real estate brokerage, integrated services, and construction services. Established in 1979, Lee & Associates is now an international firm with offices throughout the United States and Canada. Our professionals regularly collaborate to make sure they are providing their clients with the most advanced, up-to-date market technology and information.

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Marcus & Millichap, Inc. is a leading brokerage firm specializing in commercial real estate investment sales, financing, research and advisory services with offices throughout the United States and Canada. As of December 31, 2021, the company had 1,994 investment sales and financing professionals in 82 offices who provide investment brokerage and financing services to sellers and buyers of commercial real estate. The company also offers market research, consulting and advisory services to clients. Marcus & Millichap closed 13,255 transactions in 2021, with a sales volume of approximately \$84.4 billion.

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Founded in 1986, SRS Real Estate Partners is building upon its retail foundation to provide extensive commercial real estate solutions to tenants, owners, and investors. Headquartered in Dallas, with more than 25 offices in the U.S., SRS has grown into one of the industry's most influential and respected leaders. Our commitment to excellence is strengthened by our Guarantee of Value and our success is measured in the achievement of our clients' objectives, satisfaction, and trust.

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Capital One Financial Corporation (www.capitalone.com) is a financial holding company whose subsidiaries, which include Capital One, N.A., and Capital One Bank (USA), N.A., had \$313.4 billion in deposits and \$434.2 billion in total assets as of March 31, 2022. Headquartered in McLean, Virginia, Capital One offers a broad spectrum of financial products and services to consumers, small businesses and commercial clients through a variety of channels. Capital One, N.A. has branches located primarily in New York, Louisiana, Texas, Maryland, Virginia, New Jersey and the District of Columbia. A Fortune 500 company, Capital One trades

on the New York Stock Exchange under the symbol "COF" and is included in the S&P 100 index.

#### Wells Fargo Commercial Real Estate

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Wells Fargo & Company (NYSE: WFC) is a leading financial services company that has approximately \$1.9 trillion in assets, proudly serves one in three U.S. households and more than 10% of small businesses in the U.S., and is a leading middle market banking provider in the U.S. We provide a diversified set of banking, investment, and mortgage products and services, as well as consumer and commercial finance, through our four reportable operating segments: Consumer Banking and Lending, Commercial Banking, Corporate and Investment Banking, and Wealth & Investment Management. Wells Fargo ranked No. 37 on Fortune's 2021 rankings of America's largest corporations. In the communities we serve, the company focuses its social impact on building a sustainable, inclusive future for all by supporting housing affordability, small business growth, financial health, and a low-carbon economy.

### INFORMATION, DATA, TECHNOLOGY and SOFTWARE

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Altus provides the global commercial real estate industry with vital actionable intelligence solutions driven by our de facto standard ARGUS technology, unparalleled asset level data, and market leading expertise.

A market leader in providing Intelligence as a Service, Altus empowers CRE professionals to make well-informed decisions with greater speed and scale to maximize returns (increase alpha) and reduce risk (minimize beta). Trusted by most of the world's largest

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CoStar Group, Inc. (NASDAQ: CSGP) is a leading provider of online real estate marketplaces, information and analytics. Founded in 1987, CoStar conducts expansive, ongoing research to produce and maintain the largest and most comprehensive database of commercial real estate information. Our suite of online services enables clients to analyze, interpret and gain unmatched insight on commercial property values, market conditions and current availabilities.

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Commercial Real Estate Exchange, Inc. (Crexi) is revolutionizing the way commercial real estate professionals transact by accelerating deal velocity and democratizing access to both properties and industry data. In 2015, Crexi embarked on a journey to transform the CRE industry: to create a single-source hub for stakeholders to market, analyze, and trade commercial property. Today, Crexi empowers nearly 2 million buyers, brokers, and tenants each month to explore over \$2 trillion of property value nationwide and has helped to close upward of \$330 billion in transactions. Crexi's growing team of 225+ employees - based in Los Angeles with offices in Miami, New York, Dallas, Phoenix,

and Raleigh - strive to create a centralized CRE marketplace with enhanced marketing, due diligence, and deal-closing tools to accelerate our users' success.

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Founded in 2014, Juniper Square is transforming private equity with innovative software and solutions that deliver a more modern, efficient and effective approach to managing private partnerships. Designed to provide real-time information and workflow for all parties involved in a private partnership, Juniper Square enables forward-thinking GPs to lower administrative costs, increase investor satisfaction, and raise more capital. Trusted by over 1,200 GPs to manage more than 200,000 investors and \$1.5 trillion in assets, Juniper Square has quickly become the leading provider of investment management solutions for commercial real estate. The company was recognized as an Inc. 5000 2021 Fastest-Growing Company in America, a Deloitte Technology Fast 500 Company, and was named one of Forbes' Best Startup Employers.

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LightBox is the world's leading real estate information and technology platform. Through operational excellence and a passion for innovation, LightBox facilitates transparency, efficiency, insight, and prediction for real estate investment and location analytics. LightBox customers include commercial and government agencies requiring definitive real estate data and powerful workflow solutions, including brokers, developers, investors, lenders,

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insurers, technology providers, environmental consultants, and valuation professionals. LightBox is backed by Silver Lake and Battery Ventures.

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RealPage® is a leading global provider of software and data analytics to the real estate industry, supplying the most advanced technology to today's growing commercial firms. Our integrated, on-demand platform empowers the rental real estate industry to manage property operations, identify opportunities through market intelligence, and access data-driven insight for optimal operational and financial decision-making. We continually advance technology to serve the commercial, multifamily, single family, senior living, student living, military housing, hospitality and vacation rental markets, with one goal in mind: to help our clients improve financial and operational performance, reduce risk, and prudently place and harvest capital.

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### **The CREATE Wealth Network**

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Pam founded the C.R.E.A.T.E. Wealth Network which has the mission charter of providing high quality commercial real estate investing education for all with an emphasis on uplifting other women leaders in the industry. C.R.E.A.T.E. stands for Commercial Real Estate Association for Training and Education. We strive to promote a positive and empowering commercial real estate investing community through training, education, and networking.

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BentallGreenOak is a leading, global real estate investment management advisor and a globally-recognized provider of real estate services. BentallGreenOak serves the interests of more than 750 institutional clients with expertise in the asset management of office, industrial, multi-residential, retail and hospitality property across the globe. BentallGreenOak has offices in 27 cities across thirteen countries with deep, local knowledge, experience, and extensive networks in the regions where we invest in and manage real estate assets on behalf of our clients in primary, secondary and co-investment markets. BentallGreenOak is a part of SLC Management, which is the institutional alternatives and traditional asset management business of Sun Life.

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Ares Management Corporation (NYSE: ARES) is a leading global alternative investment manager offering clients complementary primary and secondary investment solutions across the credit, private equity, real estate and infrastructure asset classes. We seek to provide flexible capital to support businesses and create value for our stakeholders and within our communities. By collaborating across our investment groups, we aim to generate consistent and attractive investment returns throughout market cycles. As of March 31, 2022, Ares Management Corporation's global platform had approximately \$325 billion of assets under management, with approximately 2,100 employees

operating across North America, Europe, Asia Pacific and the Middle East.

### **NorthMarq**

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Northmarq is an industry-leading capital markets resource for commercial real estate investors, offering seamless collaboration with top experts in debt, equity, investment sales, and loan servicing. We combine industry-leading capabilities with an open, flexible structure, enabling our team of seasoned professionals to create innovative solutions for clients. Our solid foundation and entrepreneurial approach have built an annual transaction volume of over \$30 billion, and loan servicing of nearly \$70 billion.

### **USAA Real Estate**

#### **Betty Lagred**

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With approximately \$29 billion in assets under management and 11 global offices, USAA Real Estate is an industry leader in acquiring, developing, financing and managing the highest quality real estate assets in North America and Europe. The mission of USAA Real Estate is to serve the financial interests of its investor clients by strengthening the profitability and diversity of the USAA investment portfolio, which includes multifamily, industrial, office and hotel properties, as well as e-commerce logistics and distribution centers, media production facilities and data centers. Aligned with a series of strategic partnerships cultivated over decades of co-investment, USAA Real Estate engages with preeminent sector leaders demonstrating proven domain expertise in a shared drive to achieve superior, risk-adjusted returns.

## LAW

### **Akerman LLP**

#### **Cecilia Bonifay**

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Akerman LLP is a top 100 U.S. law firm recognized among the most forward-thinking firms in the industry by Financial Times. Its more than 700 lawyers and business professionals collaborate with the world's most successful enterprises and entrepreneurs to navigate change, seize opportunities, and help drive innovation and growth.

### **Locke Lord LLP**

#### **Vicky Gunning**

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Locke Lord is a full-service, international law firm that ranks among The American Lawyer's top U.S. law firms. We bring a holistic approach to each real estate and real estate finance matter to seamlessly handle complex global matters.

### **Perkins Coie**

#### **Alexandra Cole**

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Perkins Coie is a leading international law firm that is known for providing high-value, strategic solutions and extraordinary client service on matters vital to our clients' success. With more than 1,200 lawyers in offices across the United States and Asia, we provide a full array of corporate, commercial litigation, intellectual property and regulatory legal advice to a broad range of clients, including many



## SPONSORS

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### **Seyfarth Shaw LLP**

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With approximately 900 lawyers across 17 offices, Seyfarth Shaw LLP provides advisory, litigation, and transactional legal services to clients worldwide. Our high-caliber legal representation and advanced delivery capabilities allow us to take on our clients' unique challenges and opportunities—no matter the scale or complexity. Whether navigating complex litigation, negotiating transformational deals, or advising on cross-border projects, our attorneys achieve exceptional legal outcomes.

### **Williams Mullen**

**Alyssa Carducci Dangler**

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Williams Mullen is a regional, full-service law firm with approximately 240 attorneys in offices across North Carolina, South Carolina and Virginia. Since our firm began in 1909, our goal has been to provide business and legal solutions to help our clients' businesses thrive. While we excel within our mid-Atlantic footprint, our clients find that they increasingly come to us for their legal needs across the United States and internationally.

## PROPERTY MANAGEMENT

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### **Valet Living**

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Valet Living is the only nationally-recognized full-service amenities provider to the multifamily housing industry, performing more than 460 million events annually across 1.8 million apartment homes and 40 states. Through its portfolio of both business to business and resident facing amenities, Valet Living is also the only company in the multifamily industry to combine doorstep waste and recycling collection with both sustainability-related and premium home-related services. Headquartered in Tampa, FL, Valet Living has been setting the standard for residential living since 1995 and is now a portfolio company of the Private Equity Group of GI Partners.

## REAL ESTATE DEVELOPMENT

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### **Camden Property Trust**

**Laurie Baker**

Chief Operating Officer

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Camden Property Trust, an S&P 500 Company, is one of the largest publicly-traded multifamily companies in the United States. Structured as a Real Estate Investment Trust (REIT), the company is primarily engaged in the ownership, management, development, redevelopment, acquisition, and construction of multifamily apartment communities. Camden's workforce totals approximately 1,600 employees and the Company is headquartered in Houston, Texas. As of April 30, 2022, Camden Property Trust owned and operated 170 properties containing 58,055 apartment homes across the United States.

### **Fairstead**

**Estelle Chan**

Director, Development

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Fairstead is a purpose-driven vertically integrated real estate developer specializing in creating sustainable, high-quality housing. With teams operating around the country, Fairstead owns more than 16,500 apartments in 18 states. Fairstead has acquired, developed or preserved more than \$4 billion in assets, and is currently working on an identified pipeline of an additional \$2.3 billion in assets around the country.

### **Lincoln Property Company**

915 Wilshire Boulevard, Ste. 2050

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[www.lpcwest.com](http://www.lpcwest.com)

Lincoln Property Company, founded in 1965 by its chairman Mack Pogue, is a privately-owned real estate firm involved in real estate investment, development, property management and leasing worldwide. Lincoln has offices in all major markets of the U.S. and throughout Europe. Lincoln's cumulative development efforts have produced over 130 million square feet of commercial space and over 212,000 multifamily residential units.

### **Remington Development Corporation**

**Gillian Lawrence**

General Manager-

Land Development

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Remington Development Corporation is a full-service developer of office, industrial, retail, multifamily properties and a renowned 380-acre mixed-use community. From concept to occupancy, Remington is a leader in design, sustainable development and tenant fulfillment.

### **Rockefeller Group**

**Brandi Hanback**

Executive Vice President

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Rockefeller Group is a leading U.S. real estate developer, owner and operator, dedicated to excellence in the built environment. The company has been known for nearly a century for projects that anticipate demand, transform skylines and improve lives, while creating economic and civic value. Our properties and developments promote growth and renewal in cities, neighborhoods and communities, delivering exceptional experiences and performance at home and at work.

## REIT

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### **Broadstone Net Lease, Inc.**

**Molly Kelly Wiegel**

SVP, Human Resources

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Broadstone Net Lease, Inc. (NYSE:BNL) is a REIT that acquires, owns, and manages primarily single-tenant commercial real estate properties that are net leased on a long-term basis. Since the company's formation in 2007, BNL's investment strategy has been grounded in strong fundamental credit analysis and prudent real estate underwriting. The continued growth and consistent performance of our portfolio has delivered predictable cash flow and returns to investors through multiple real estate cycles. As of March 31, 2022, BNL's diversified portfolio consisted of 752 properties in 43 U.S. states and 4 Canadian provinces across the industrial, healthcare, restaurant, retail, and office property types.

## **Kimco Realty Corporation**

**Julia Rocco**

Senior Director, Asset Management

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Kimco Realty Corp. (NYSE:KIM) is a real estate investment trust (REIT) headquartered in Jericho, N.Y. that is North America's largest publicly traded owner and operator of open-air, grocery-anchored shopping centers and mixed-use assets. The company's portfolio is primarily concentrated in the first-ring suburbs of the top major metropolitan markets, including those in high-barrier-to-entry coastal markets and rapidly expanding Sun Belt cities, with a tenant mix focused on essential, necessity-based goods and services that drive multiple Listed on the New York Stock Exchange (KIM) NEWS RELEASE iv shopping trips per week. Kimco is also committed to leadership in environmental, social and governance (ESG) issues and is a recognized industry leader in these areas. Publicly traded on the NYSE since 1991, and included in the S&P 500 Index, the company has specialized in shopping center ownership, management, acquisitions, and value enhancing redevelopment activities for more than 60 years.

## **Prologis**

**Donald Meyer**

Marketing Associate

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Prologis, Inc., is the global leader in logistics real estate with a focus on high-barrier, high-growth markets. As of March 31, 2022, the company owned or had investments in, on a

wholly owned basis or through co-investment ventures, properties and development projects expected to total approximately 1.0 billion square feet (93 million square meters) in 19 countries. Prologis leases modern logistics facilities to a diverse base of approximately 5,800 customers principally across two major categories: business-to-business and retail/online fulfillment.

## **RioCan Real Estate Investment Trust**

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RioCan is one of Canada's largest real estate investment trusts. RioCan owns, manages and develops retail-focused, increasingly mixed-use properties located in prime, high-density transit-oriented areas where Canadians want to shop, live and work. As of March 31, 2022, our portfolio is comprised of 204 properties with an aggregate net leasable area of approximately 36.2 million square feet (at RioCan's interest) including office, residential rental and 13 development properties.

## **TITLE/ESCROW**

### **Fidelity National Financial, Inc.**

**Melissa Hall**

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Regional Manager

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Fidelity National Financial, Inc. (NYSE: FNF) is a leading provider of title insurance and transaction services to the real estate and mortgage industries. FNF is the

nation's largest title insurance company through its title insurance underwriters - Fidelity National Title, Chicago Title, Commonwealth Land Title, Alamo Title, and National Title of New York - that collectively issue more title insurance policies than any other title company in the United States. For more than 170 years, FNF family of companies have provided title insurance and related services for many of the largest and most prestigious real estate transactions, from historic landmarks to modern skyscrapers, hospitals to hotels, and shopping centers to sports arenas.

### **First American Title National Commercial Services**

**Sally French Tyler**

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At First American Title National Commercial Services, our success relies on our ability to get your deals closed. With the nation's brightest commercial real estate experts – from veteran national underwriters to experienced local closers – we have the expertise and resources that get your transaction through the finish line. Every transaction is important, and each deal unique. Regardless of size or complexity, we offer the skill, expertise, products and services you need to close your deal, all from one central touch point. Find out more about our comprehensive products and services—including ClarityFirst™ –available from experienced commercial experts right in your local market.

## **Republic Title of Texas, Inc.**

**Vicki Summerall**

Senior Vice President, Business

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Republic Title of Texas, Inc., is a full-service title insurance company that handles the transfer of title for our customers' real estate transactions and protects the title to their largest financial investments. With a mission to provide value to every customer that we serve through proven experience, dedicated service and lasting relationships, Republic Title treats each real estate transaction for our home buyers, sellers, lenders and commercial customers with care, professionalism and integrity. We are committed to exceptional, responsive customer service, with a track record of success that is unsurpassed.

## **VALUATION & ADVISORY**

### **Valbridge Property Advisors Michele Wood**

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Valbridge Property Advisors is the largest independent commercial property valuation and advisory services firm in North America, with 200 MAIs, 74 office locations and over 675 professionals on staff. Our vision is to empower VPA women for advancement and growth.



## Chapter Leadership Circle Partners

The Chapter Leadership Circle is a valuable program that allows chapters to sponsor CREW Network. This partnership positions chapters as leaders within CREW Network, gaining year round exposure to corporate sponsors and 75+ markets globally.

### AZCREW

**Lindsay Carlson**  
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AZCREW is the premier commercial real estate organization that dominates in the advancement and success of women within the commercial real estate industry through leadership, professional relationships, education and excellence.

### CREW Atlanta

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CREW Atlanta is the leading organization for senior-level executive women in the Atlanta commercial real estate field.

### CREW Austin

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CREW Austin is the leading organization for senior-level executive women and men in the Central Texas real estate community.

### CREW Boston

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CREW Boston is New England's leading professional organization promoting the advancement of women within the commercial real estate industry. Since 1982, CREW Boston has been an important force behind the increasing success and parity of women in our real estate community.

### CREW Charlotte

**Nichole Kelley**  
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CREW Charlotte was founded in 1990 and consists of a diverse group of professional women and men engaged in commercial real estate and related services industries. There are a wide range of disciplines represented within CREW Charlotte, including but not limited to, real estate brokers, attorneys, bankers and title industry professionals to engineers, developers, and architects.

### CREW Chicago

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CREW Chicago's mission is to positively impact the commercial real estate industry by advancing the power and success of women. With more than 300 members, CREW Chicago is the preeminent organization for senior-level executive women in the Chicago real estate field.

### CREW Coastal Virginia

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With approximately 100 members, CREW Coastal Virginia is the leading organization for senior-level executive women in the Southeastern Virginia commercial real estate field.

### CREW Dallas

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CREW Dallas is a powerful network that creates success for women in commercial real estate.

### CREW DC

**Tabitha Brittain**  
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With more than 500 members, CREW DC is the leading organization for senior-level executive women in the Washington D.C. commercial real estate field.

### CREW Denver

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CREW Denver was founded in 1984 – and has been blazing trails ever since. Today, our membership comprises some of the most influential, enterprising and energetic professionals in Denver. Women willing to step up, take risks and take the lead.

### CREW Detroit

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With more than 150 members, CREW Detroit is comprised of some of the most influential, enterprising and passionate professionals in Detroit.

### CREW Houston

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Founded in 1998, CREW Houston's mission is to influence the success of the commercial real estate industry by advancing the achievements of women. CREW Houston represents all segments of the commercial real estate industry. Membership includes more than 250 highly motivated members.

### IndyCREW

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Our mission is to serve as the catalyst for its members to achieve business success, promote professional development and establish a diverse network within the commercial real estate community.

## CHAPTER LEADERSHIP CIRCLE PARTNERS

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### CREW Jacksonville

**Mel Schock**  
2021 Chapter President  
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Since 2002, CREW Jacksonville has connected commercial real estate professionals in the Northeast Florida market area, working together to create a dynamic and supportive environment that promotes advancement through knowledge sharing and networking; push the boundaries in every facet of commercial real estate through provocative dialogue among peers drawn from every discipline in the industry; provide educational programs which directly affect your day-to-day work and promote real change; and, encourage our members to be a force for activism and involvement in our communities.

### CREW Kansas City

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CREW KC is a non-profit organization of commercial real estate professionals affiliated globally through membership in the CREW Network, providing opportunities for networking, education, leadership development and civic/philanthropic involvement.

### CREW Lehigh Valley

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CREW Lehigh Valley exists to transform the commercial real estate industry by advancing women. We are dedicated to empowering, promoting and embracing diverse talents, perspectives, and experiences as vital components of our mission.

### CREW New Mexico

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Established in 2007, CREW New Mexico's mission is to connect and advance the achievements of women in commercial real estate.

### CREW New York

**Betty Castro**  
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Commercial Real Estate Women (CREW) New York is dedicated to the advancement of professional women in commercial real estate through networking, education and leadership development.

### CREW Orange County

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CREW Orange County is focused on advancing the success of women in commercial real estate and does so by looking outward to bring more women into the industry, showcasing member expertise and successes and serving as a resource to its members and the industry.

### CREW Orlando

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CREW Orlando exists to influence the success of the commercial real estate industry through advancing the achievements of women in the industry. CREW Orlando encourages this success through the programs it provides, the events it plans and the network opportunities it offers.

### CREW Greater Philadelphia

**Carol Horne Penn**  
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With an average of 170 members annually, CREW (Commercial Real Estate Women) Greater Philadelphia is the leading organization for Philadelphia-area commercial real estate professionals of any gender who support the mission of CREW Network.

### CREW San Diego

**Lisa Bittner**  
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CREW San Diego's mission is to promote, educate and support a network of professionals in the field of commercial real estate.

### CREW San Francisco

**Lada Kocherovsky**  
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Since 1984, CREW SF has been dedicated to changing business' gender trends and closing the parity gap by giving women in real estate the support, resources and opportunities they need to connect, influence and lead.

### CREW Seattle

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Since 1986, CREW Seattle has connected commercial real estate professionals in the Seattle area, working together to promote and advance business, networking and leadership for the success of women in commercial real estate.

### CREW-St. Louis

**Nancy Peterson**  
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Founded in 1982 by a group of female brokers, CREW-St. Louis now stands at over 200 members. CREW-St. Louis' mission is to advance, educate and support women to influence the commercial real estate industry.

### CREW Tucson

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With more than 70 members, CREW Tucson is one of the leading organizations for entry-level associates and senior-level executive women in the Tucson real estate field.

**Find your CREW,**  
find your business  
advantage



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