



2020 ANNUAL REPORT

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# 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 2020 achievements in the pages of this report. In a year of crisis and challenge brought on by COVID-19, our CREW came together to stay connected, lift each other up, and move our mission forward. We flexed, pivoted and innovated to create new benefits and opportunities, support our members, and redesign our events. In 2020:

- We continued to expand on our previous two years of central organizational focus on diversity, equity and inclusion. CREW Network developed programming and engaged DEI experts to bring awareness to disparities among BIPOC women and professionals in the CRE industry.
- We tripled the number of virtual events to keep our members connected and informed during the global pandemic. CREW Network hosted its first-ever virtual convention—a unique experience unlike any other association—and welcomed more than 13,000 attendees throughout the year— a 300% increase in touchpoints offered to members at no additional cost.
- CREWbiz usage increased by 23%. In a year where in-person meetings were not always an option, our powerful platform was a vital business resource for members that provided connection, information sharing and deal making across the globe.

- We published the highly-anticipated 2020 CREW Network benchmark study in partnership with the MIT Center for Real Estate. The study measured the progress of women over the last five years and provided the industry with critical DEI data and action steps to accelerate change.
- Global expansion continued as a new CREW Network chapter was established in Nova Scotia, our organization held a roundtable meeting and gained new members in India, and we worked with CRE professionals in Mexico City to begin cultivating a new chapter.
- 69 chapters aligned with our new global brand, bringing more visibility to our mission, and creating a unified and cohesive global network of CRE professionals committed to advancing women.

In a year which produced many lemons, CREW Network made batch after batch of lemonade. It certainly was a year to remember! I would like to thank our membership, the entire CREW Network staff, our board of directors, our chapter leaders and our highly supportive industry partners for your commitment and dedication.

With gratitude,

A handwritten signature in black ink that reads "Christine Gorham". The signature is fluid and cursive.

**Christine Gorham**

2020 CREW Network President

Director of Development, Caddis Healthcare Real Estate

# CREW Network Board of Directors



## PRESIDENT

### **Christine Gorham**

Director of Development  
Caddis Healthcare Real Estate  
CREW Atlanta

## PRESIDENT-ELECT

### **Tiffany English**

Principal  
Ware Malcomb  
CREW San Diego

## IMMEDIATE PAST PRESIDENT

### **Holly Neber**

CEO  
AEI Consultants  
CREW East Bay

## CHIEF EXECUTIVE OFFICER

### **Wendy Mann, CAE**

CEO, CREW Network  
President, CREW Network Foundation

## DIRECTORS

### **Adrienne Bain**

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

### **Kathy Carr**

Corporate Real Estate  
CREW Austin

### **Christine Chipurnoi**

Senior Vice President  
USI Insurance Services  
CREW New York

### **Angie Earlywine**

Senior Director | Total Workplace  
Cushman & Wakefield  
CREW-St. Louis

### **Mollie Fadule**

Head of Affordable Housing  
Kattera  
CREW Seattle

### **Jackie Orcutt**

Senior Vice President  
CBRE | Industrial Brokerage  
AZCREW

### **Karen Whitt**

President, Real Estate Services  
Colliers International  
CREW Atlanta & CREW Washington DC

Front row L-R: Holly Neber, Christine Gorham,  
Tiffany English, Wendy Mann

Back row L-R: Angie Earlywine, Jackie Orcutt,  
Adrienne Bain, Karen Whitt, Mollie Fadule,  
Kathy Carr, Christine Chipurnoi

# CREW Connections Critical in a COVID-19 World

March 11, 2020, marked the day that COVID-19 was declared a pandemic by the World Health Organization, and the beginning of more than a year of virtual events hosted by CREW Network and its chapters. As the global market and economy presented new, unanticipated challenges daily, the organization flexed to meet the needs of members.

In a time when we had to be apart, it was more important than ever to stay connected to our CREW. CREW members across our global network found new, innovative ways to connect and exchange ideas to effectively do business in a year filled with uncertainty and hardship. Members across the various sectors of commercial real estate stepped up to help one another by providing best practices and advice to one another during virtual sessions and events, and by contributing thought leadership and resources.



## “The Center of What’s Possible” Inspires Winter Leadership Summit Attendees

CREW Network’s only in-person event of the year brought 360 attendees to Santa Clara, California—the heart of Silicon Valley—for the 2020 Winter Leadership Summit, Jan. 23-24. The summit opened with a professional development training by Casey Carpenter, Global Public Speaking, who provided attendees with public speaking strategies and tips for more confident and engaging speaking.

On day two of the summit, CREW Nova Scotia, a new Canadian chapter, was officially welcomed into the global network. CREW Network President Christine Gorham also

shared the organization’s strategic plan, highlighting the mission of advancing women, further global expansion, becoming a thought-leader in diversity, equity and inclusion (DEI), and a focus on developing new business resources for members.

Karyn Nishimura Sneath, owner of Npower, also led a planning and strategy leadership development session. The training included techniques for the recruitment and retainment of future chapter leaders, and how to create a strong governance plan. Regina Wallace-Jones, the Mayor of the City of East Palo Alto, provided insight into the local market, development, and the city’s role as the “gateway to Silicon Valley.” The summit closed out with a behind-the-scenes tour of Westfield Valley

Fair, a massive development in Silicon Valley with 150 new stores and restaurants, giving participants insight into the area and the future of the retail industry.

## Accessible to Members from Anywhere: The Virtual Spring Leadership Summit

CREW Network explored new meeting alternatives as the pandemic's impact continued. The organization's first virtual event, the 2020 Spring Leadership Summit, took place June 18-19, and was complimentary to all members. Although it was not the typical setting, it provided attendees with the opportunity to take part in a leadership summit—regardless of location or other barriers.

Aman Gohal, Ph.D., Alchemical Leadership, LLC, led a session guiding women leaders in shaping the narrative of “the new normal in business” in a post-pandemic world. Participants learned how to become less reactive and survival-based in current business in a time where we are vulnerable to succumbing to those tendencies.

Chairman of Americas Research and Senior Economic Advisor at CBRE Spencer Levy also shared insights with attendees at the summit, who were eager to hear the latest updates on the industry and economy. Levy discussed the road ahead, which was still somewhat unpredictable, and how different sectors of CRE would fare. Although Levy predicted commercial real

estate would see a slower recovery than other industries, with a “Nike-swoosh-shaped” recovery rather than the “v-shape” the rest of the economy would experience, he remained optimistic that in 18 months we would see the return of pre-pandemic conditions.

## CREW Network Members Come Together and Come Alive at the 2020 Convention

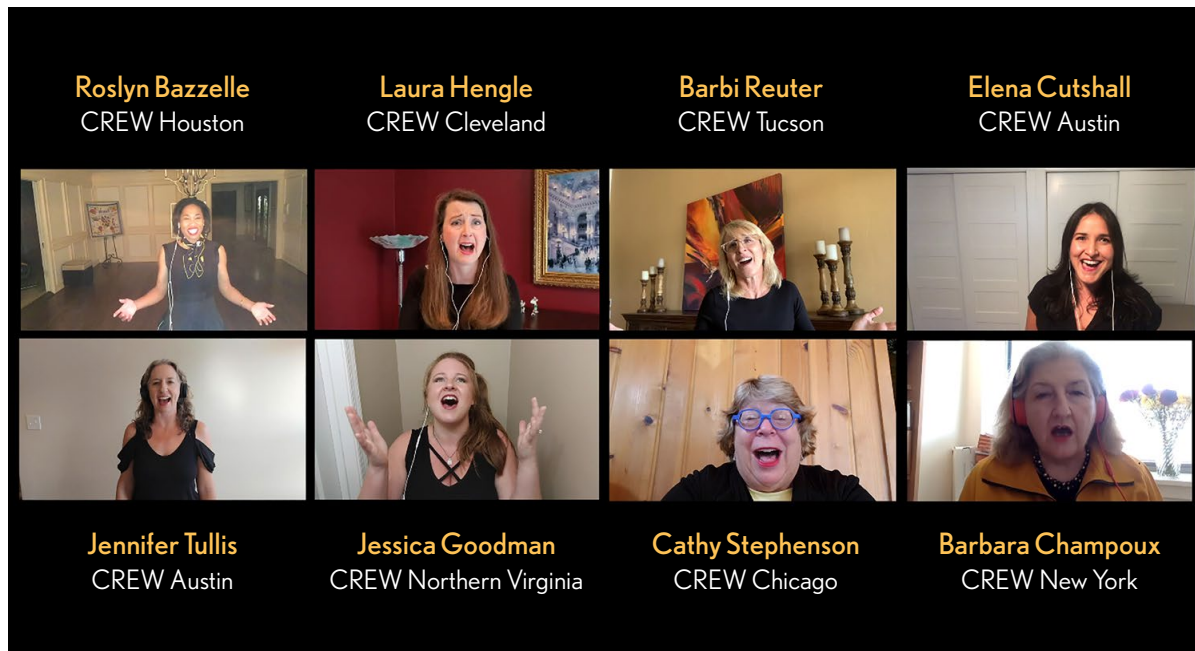
More than 1,300 global leaders in commercial real estate gathered Sept. 25-27 for the first ever virtual CREW Network Convention. Along with an intentional focus on professional development during a challenging year for the industry, there were also multiple opportunities

to network, connect and develop new business relationships in a virtual environment.

The convention opened with a soaring rendition of the song Come Alive from The Greatest Showman, sung by eight talented CREW Network members. A true sense of celebration of being together, even while physically distanced, was conveyed through the music and opening remarks, as CREW Network President Christine Gorham reminded members to “make lemonade out of lemons” and leverage their CREW network for business success.

The opening general session, Riches to Rags to Revolution, was a special presentation featuring Revathi Roy, one of Fortune India's 2019 Most Powerful Women. Roy pioneered Asia's first





all women-run cab service in 2007, solving India's last mile problem, and employing and empowering underprivileged women.

Steve Weikal of the MIT Center for Real Estate led a mega session, Innovation, Technology and the Future of Real Estate, exploring the ongoing digital transformation taking place in the real estate industry. Concurrently, another mega session on the workforce of 2030, led by Shirley Davis of SDS Global Enterprises, Inc., discussed the transformation of work, workers and the workplace of the future.

On the final day of the convention, keynote speaker Diane Keaton, Academy Award-winning actress, director and author, joined Gorham for an entertaining and insightful interview, discussing her experience being a woman in the male-dominated film industry for four decades.

Small and large group discussions gave attendees the opportunity to collaborate and learn from others across a wide geographic footprint. Sessions were hosted by CREW Network partners such as Walmart Realty, Bentall Green Oak and LightBox, whose senior management welcomed attendees to sessions and networking events.

The convention provided a forum to help CRE professionals grow and develop in their careers, and provided much needed support in a rapidly changing world. A sense of collaboration was welcomed and appreciated by all. Adaptation was a new motto embraced by CREW Network for the future. As President-Elect Tiffany English shared, "You can't stop the waves, but you can learn to surf!"





**56** Virtual Events

**13,000+** Attendees

3x the programming offered in 2019

**CREWBIZ**

Nearly **10,000** members have visited CREWbiz  
more than **80,000** times this year



**23%** increase from 2019

**7** Webinars

**1,038** registered

**284** post-session views



**23** VIRTUAL  
Conversation Corners

**5** CREW Cares Professional  
Development Sessions

**7,000+** registered

**5,000+** post-session views



**14**  

Board-Hosted  
Networking  
Happy Hours

350 registered (max capacity)

**10** Chapter  
Leaders  
Success  
Series  
sessions

**1,000+** registered

**200+** post-session  
views

**2** Leadership  
Summits 

**2,127** registered **432** post-session  
views

**1** Convention 

**1,363** registered  
**31,705** session views



## Virtual Conversation Corners: Business and Career Support for Members

In response to the rapid escalation of the pandemic in March, CREW Network launched its Virtual Conversation Corner series, providing support and business intelligence to members. The first session of the series on March 20 with CBRE's Spencer Levy provided critical insight

and guidance to members in the early stages of the lockdowns.

After a well-attended session with Levy, the series took a deep dive into different sectors in the industry and how to survive the economic downturn, as well as highlighting the expertise of CREW members as they shared their knowledge and business strategies. As the industry began to return to the office, CREW Network launched the CREW Cares and

Workplace Re-Entry series, giving members insight into what the "new normal" may look like in their sector.

Although business insight was paramount during 2020, networking didn't take a backseat during the pandemic for CREW members. CREW Network global board members also hosted virtual happy hours throughout the year, giving members a platform to network, connect and share business resources.



## Focus on Diversity, Equity and Inclusion

Diversity, equity and inclusion (DEI) have been a part of the CREW Network mission since it was founded, but was at the forefront of the organization throughout 2020. CREW leadership was more diligent than ever in expanding the lens beyond gender equity to include race, ethnicity, sexual orientation and ability into the organization's efforts to advance all women in commercial real estate.

In 2020, CREW Network focused on building welcoming cultures across its

global membership and providing chapters with guidance on increasing diversity in their membership and equal opportunity in engagement and leadership. CREW Network formed the DEI Task Force, comprised of a diverse group of members with the collective wisdom to develop tools and resources chapter leaders need to be intentional about DEI. CREW Network also hosted two Virtual Conversation Corners on race relations and LGBTQIA inclusion, and held training sessions at its leadership summits and the convention to equip chapter leaders with strategies to increase DEI within their organizations.



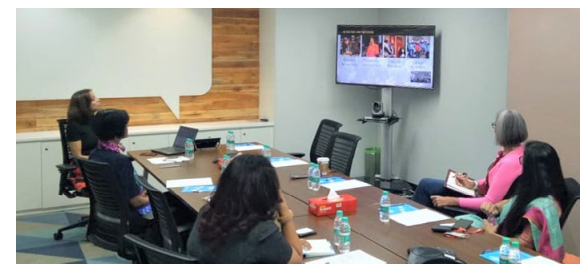
L to R: Catherine Meng, Tori Robinson, Lyndsy Yim, Diana Robinson-Sinkford, Pauline Hale, Ashley Breakfield, Cindy Campbell, Christa Dommers, Wendy Mann, Adrienne Bain, Suzanne Hollander, Fadila Abdillahi, Anne Bengé, Gabriela Marques, Cherilyn Megill, Jenny Weissenbach, Lilia Zivkovic, Wanda Stewart, Carol Horne Penn  
Taskforce members not pictured: Pallavi Shrivastava, Kelli Herman, Karen Whitt, Aaliyah Haqq



## Global Growth: CREW Welcomes New Members from India

CREW Network continued its global expansion efforts by holding a roundtable and networking event in Mumbai, India on Jan. 16. The event was hosted by CREW Network at-large member Pallavi Shrivastava, LEED AP ID+C, EDAC, at the Cushman & Wakefield Mumbai office in the Bandra Kurla Complex (BKC). Attendees engaged in networking and discussed women in CRE leadership. CREW Network CEO Wendy Mann joined via Skype to share our organization's mission, membership benefits and initiatives.

CREW Network's global expansion provides a platform for diverse commercial real estate women to connect to share ideas, learn from one another and support each other. This will create a more dynamic network where members can understand new cultures and form new, rewarding business relationships.







## 2020 CREW Network Benchmark Study Finds Little Progress for Women

As the leading provider of research on gender and diversity in commercial real estate, CREW Network, in collaboration with the Massachusetts Institute of Technology (MIT) Center for Real Estate, launched its highly-anticipated industry-wide benchmark study in September. The comprehensive study provided critical industry data, including the factors that influence career satisfaction and success, with an increased focus on benchmarking diversity in commercial real estate.





Since the last study—conducted in 2015—the industry saw a 6% increase in women occupying brokerage positions, and a 4% increase in women who aspire to reach the C-suite. While these areas showed improvement, there were many areas that lacked progress. Women only occupy approximately 37% of the industry—a statistic that hasn't changed much in the past 15 years. Women also continue to earn less than men, with a salary gap of 10% between genders, and a 56% commission and bonus gap.

With expanded focus on diversity in the 2020 study, only 16% of respondents reported 25% or more of professionals in their workplace were Black, indigenous or people of color (BIPOC). However, more than half of respondents reported a culture shift in DEI, mainly due to mandates from leaders and external pressures

Annual Salary by Specialization (Excluding Commissions and Other Bonuses)\*

		ASSET MANAGEMENT	BROKERAGE	DEVELOPMENT	FINANCE	TOTAL
MEDIAN		\$93,265	\$16,978	\$92,934	\$103,292	\$90,754
		\$103,265	\$ —	\$122,055	\$120,000	\$101,025
	Gap	10.3%	— %	23.9%	13.9%	10.2%
MEAN		\$105,545	\$37,490	\$103,060	\$114,733	\$100,802
		\$109,536	\$31,985	\$128,640	\$152,139	\$112,290
	Gap	3.6%	-17.2%	19.9%	24.6%	10.2%

Annual Earnings from Commissions and Bonuses\*

		ASSET MANAGEMENT	BROKERAGE	DEVELOPMENT	FINANCE	TOTAL
MEDIAN		\$15,338	\$64,500	\$10,000	\$17,000	\$15,075
		\$28,000	\$212,500	\$29,300	\$35,250	\$43,349
	Gap	45.2%	69.6%	65.9%	51.8%	65.2%
MEAN		\$39,377	\$132,058	\$31,151	\$53,421	\$51,370
		\$74,981	\$247,053	\$89,780	\$105,213	\$116,485
	Gap	47.5%	46.5%	65.3%	49.2%	55.9%

from the industry. The study found that the industry is beginning to recognize the business benefits of bringing diverse talent into the industry, and companies that prioritize diversity are outperforming others in earnings, governance, innovation and opportunity.

Percentage of Women by Specialization by Year

	2005	2010	2015	2020
Asset Management	51%	49%	51%	44%
Brokerage	23%	21%	23%	29%
Development	36%	34%	36%	34%
Finance	44%	39%	45%	41%
TOTAL	36%	35%	35%	37%

## Industry Briefs: Timely Thought-leadership on Critical Industry Topics

In addition to its contributions to the benchmark study project, the CREW Network Industry Research Committee also authored one-page briefs on relevant CRE topics, with a global business focus. The topics ranged from market insights and updates, new technology in the industry, and current trends—providing guidance and insight in a time of turbulence throughout the pandemic. E-commerce, investment and big data were just a few of the trending topics the committee covered throughout the year.

## A new Career Center focused on a more diverse industry

CREW Network launched its new Career Center in September, providing access to careers and employers across all sectors and levels of commercial real estate—with a focus on opportunities for women and other underrepresented groups in the industry.

This new platform was a valuable resource during a year of economic downturn and assisted industry professionals in the search for new career opportunities. The Career Center was also a valuable resource for employers who made a commitment to further diversity in their organizations and in the industry.

CREW Network Career Center Account Benefits

## 2020 Career Center By the Numbers

		
<b>4 months</b>	<b>87 job postings</b>	<b>33,753 job views</b>

# 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 new CREW Catalyst Award, CREW Network continues to provide a platform to honor exceptional industry professionals.

## 2020 Distinguished Leaders

Commercial real estate executives Cheryl McKissack Daniel, Anjee Solanki and Nancy Southern were named CREW Network Distinguished Leaders in 2020, and were featured speakers at the CREW Network Convention.

McKissack, a civil engineer, is president and CEO of McKissack & McKissack, the oldest minority and woman-owned design and construction firm in the United States. Her company has 150 employees and has contracted more than \$50 billion USD in construction over the past decade. McKissack comes from a long lineage of architects and builders that began with an enslaved Ashanti ancestor in 1790. She represents the fifth generation of the McKissack family's century



Cheryl McKissack Daniel

old business. McKissack is involved with some of New York's largest projects including JFK Terminal One; LGA Central Terminal Building Redevelopment; Pacific Park/ Atlantic Yards Barclays Center; and Pier 42 Redevelopment. McKissack



also serves as the MTA Independent Engineer overseeing the Capital Construction Program of the nation's largest transportation system.

In her current role as Colliers International's national retail director for the U.S., Solanki has developed strong relationships and provided strategic leadership to more than 550 retail professionals nationally across 140 markets within Colliers for investment sales, agency, retailer rep and retail asset and property management. She brings 29 years of focused retail real estate experience to Colliers. Solanki provides strategic



Anjee Solanki

retail advisory services to enhance value for her clients with her expertise in lifestyle, community, power center, neighborhood, mixed-use retail/ residential and resort retail. Solanki participates in Colliers' D&I North America leadership group and ICSC's D&I committee to support and create awareness for diversity efforts.



Nancy Southern

Southern is chair and chief executive officer of ATCO Ltd., a global provider of integrated energy, housing, transportation and infrastructure solutions based in Alberta, Canada, as well as executive chair of Canadian



*Dusty Elias Kirk*



*Camille Renshaw*



*Dianne Jones*



*Sadhvi Subramanian*

Utilities Limited, an ATCO company. She also serves as executive vice president of Spruce Meadows, a founding director of AKITA Drilling Ltd., a director of Sentgraf Enterprises Limited, an honorary director of the BMO Financial Group and a member of the Rideau Hall Foundation Board of Directors. In addition to her business leadership, Southern has long played a leading role in advocating on global social issues—most notably, the rights of Indigenous peoples and the role of women in business. In 2016, she was included in Fortune’s list of the 50 Most Powerful Women outside of the U.S. and recognized by the Financial Post Magazine’s Power List.

## 2020 Impact Awards

### Economic and Community Improvement:

#### Dusty Elias Kirk

CREW Pittsburgh’s Dusty Elias Kirk, Partner, Reed Smith LLP, was a catalyst in the \$500 million USD redevelopment of the 28-acre Pittsburgh Penguins/ Civic Arena site, a project filled with a long memory

of the people, businesses and homes displaced during initial construction in the late 1950s. She led a team of real estate attorneys representing the Penguins organization in negotiations with the community groups, governmental agencies and sponsors over a span of years to reach a Community Benefits Agreement to move the project forward.

### Entrepreneurial Spirit:

#### Camille Renshaw

CREW New York’s Camille Renshaw, Founder and CEO, B+E, leads an investment brokerage firm specializing in net lease real estate and 1031 exchange. In 2018, B+E launched 1031 Trade, the first trading platform for completing 1031 exchanges. In 2019, B+E brokered the largest commercial real estate transaction by a digital platform with the \$324 million USD Cabela’s sale-leaseback and launched Seller Dashboards to manage the disposition process in an online environment.

### Member-to-Member Business:

#### Dianne Jones

In 2018 and 2019, CREW Charlotte’s Dianne Jones, Senior Manager of Client Services, Maxis Advisors, LLC, was able to locate two major projects to the Charlotte region and introduce a total of 13 CREW Network members for opportunities to bid, with eight being engaged. These projects together brought over 150 new jobs and \$25 million USD in investment to the Charlotte region.

### Career Advancement for Women:

#### Sadhvi Subramanian

CREW Washington DC’s Sadhvi Subramanian, Senior Vice President, Capital One, has mentored women in the industry throughout her career. She rolled up her sleeves to create programs and partnerships within her chapter and company to support CREW Network’s mission. She has served on Capital One’s Commercial Bank Diversity & Inclusion panel, and founded the Commercial Real Estate Mentorship Program, which matches women in CRE with mentors outside their line of business.



## 2020 CREW Catalyst Award

The inaugural CREW Catalyst Award honored two industry leaders 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.



### Janice O'Neill

Senior Vice President  
Global Head of Talent Management and Diversity  
Cushman & Wakefield

By driving Cushman & Wakefield's Diversity & Inclusion agenda and Employee Engagement efforts, O'Neill shapes and influences all people processes within the company. She has been a leading supporter of CREW Network by positioning Cushman & Wakefield as a Program Partner and Premier Lead Sponsor of the Global Agenda Program for the past three years and supporting women in the company to participate in the CREW Network Leadership Certificate program.



### Malcolm Stewart

President and Chief Operating Officer  
Camden Property Trust

Stewart has played a key role throughout his 37-year tenure in shaping Camden Property Trust into the diverse, inclusive company it is today. He leads 1,400 team members and manages an executive team that is 66 percent women. In 2019, he championed creating a formal diversity, equity and inclusion strategy for Camden. Stewart is a CREW Visionary who continues to contribute and encourages women in Camden to not only join CREW but to actively serve on committees and assume leadership roles.

# 2020 By the Numbers

## CREWBIZ

**36,713**

member logins  
to CREWbiz

**3,668**

downloads of  
CREWbiz app

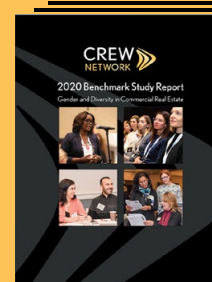
**495 million**

reached by media mentions  
of CREW Network



**98 million**

reached by  
media mentions  
of our industry  
research



**252,911**

website visitors at  
**crewnetwork.org**



**23,096**

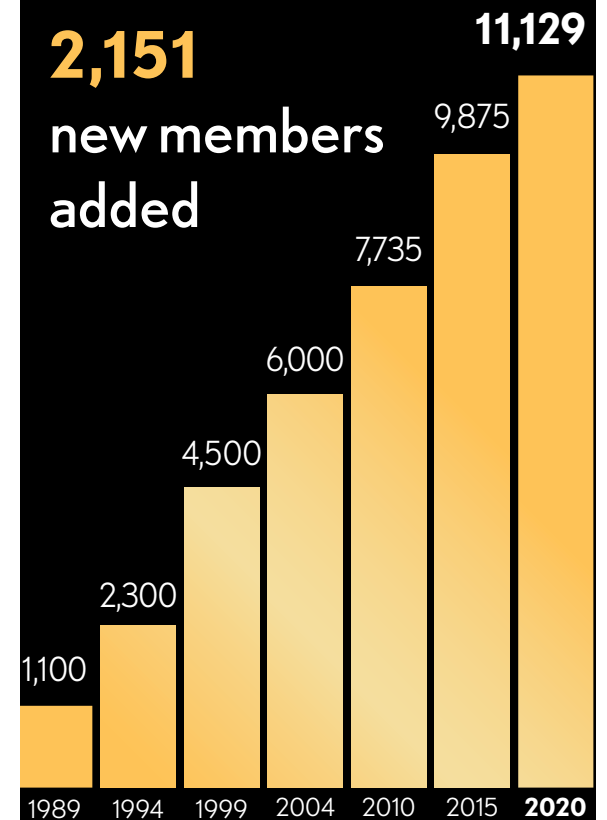
social media followers  
(29% increase from 2019)

## MEMBERSHIP

**2,151**

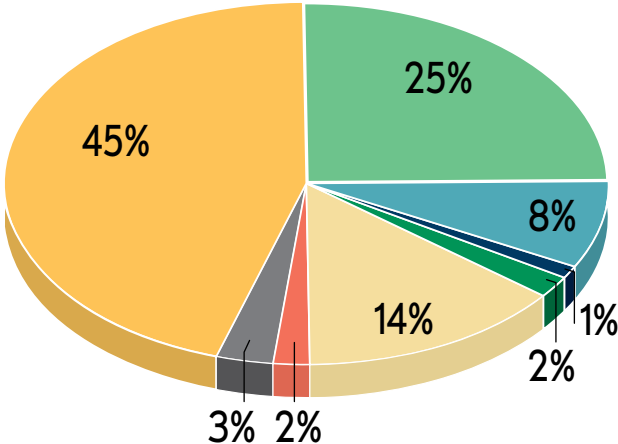
new members  
added

**11,129**



# Financial Summary

## REVENUE



Membership Dues	\$2,249,987	45%
Sponsorship	1,259,000	25%
Convention Fees	398,707	8%
Leadership Summit Fees	68,650	1%
Other Education Fees	76,350	2%
Contract Administrative Services	688,209	14%
Other Grant Revenue	86,323	2%
Interest & Miscellaneous Income*	136,425	3%

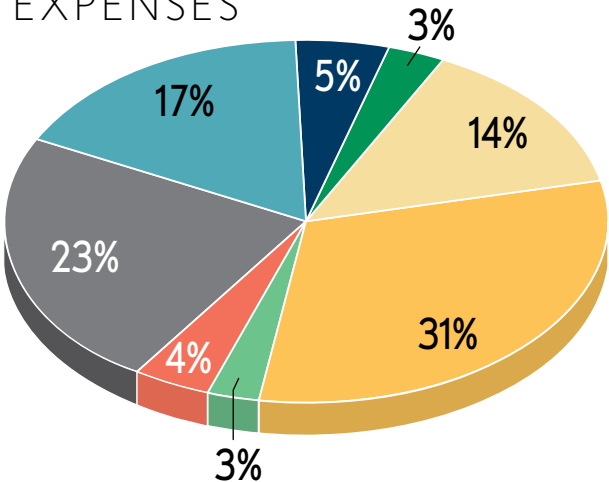
**\$4,963,651 100%**

Total revenue before unrealized loss	\$4,963,651
Unrealized loss on investments	553,800

**Total revenue \$5,517,451**

\*does not include \$553,800 of unrealized gains on investments

## EXPENSES



Convention	\$873,293	17%
Leadership Summit Meetings	260,348	5%
Other Education Programs	137,096	3%
Contract Administrative Services	724,570	14%
Member/Chapter Services	1,609,686	31%
Sponsorship	167,071	3%
Governance	187,178	4%
Management & General Administration	1,170,649	23%

**Total expenses \$5,129,891 100%**



# Thank you 2020 Partners

## PROGRAM PARTNERS

GLOBAL AGENDA



INDUSTRY RESEARCH



LEADERSHIP CERTIFICATE



### PREMIER LEAD



### PLATINUM



### GOLD



### SILVER



### BRONZE

Altus Group  
Baker Tilly  
Caddis Healthcare Real Estate  
IBI Group  
Lee & Associates  
Pinnacle  
RealPage Inc  
Remington Development Corp.  
Rockefeller Group  
RLJ | Lodging Trust  
Stream Realty Partners  
Transwestern  
Valbridge Property Advisors  
Ware Malcomb

### CONTRIBUTOR

AQUILA  
Cereus Asset Services  
FIRMSPACE  
Kimley-Horn  
Langan  
Nuveen  
Page  
Seyfarth Shaw LLP  
Shutts & Bowen LLP  
USAA Real Estate  
VAREIT  
Xfinity Communities

### CHAPTER LEADERSHIP CIRCLE PARTNERS

#### SILVER



#### BRONZE



#### CONTRIBUTOR

CREW Denver  
IndyCREW  
CREW Orlando

CREW San Francisco  
CREW-St. Louis

#### FRIEND

CREW Dallas  
CREW Detroit

#### SUPPORTING

CREW Austin  
CREW Coastal Virginia  
CREW Jacksonville

CREW Kansas City  
CREW New Mexico  
CREW Orange County

CREW San Diego  
CREW Tucson

## CREW NETWORK

# 2020 Partner and Chapter Leadership Circle Directory

### ALTA SURVEYS, DUE DILIGENCE ASSESSMENTS, ZONING & REMEDIATION

#### AEI Consultants

Holly Neber  
CEO

2500 Camino Diablo  
Walnut Creek, CA 94597 USA  
(800) 801-3224  
info@aeiconsultants.com  
www.aeiconsultants.com

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.

#### NV5/Bock & Clark

Laura Hengle

Director of Marketing  
3550 W. Market Street, Suite 200  
Akron, OH 44333 USA  
(800) 787-8397  
laura.hengle@nv5.com  
www.bockandclark.com

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

### ACCOUNTING

#### Baker Tilly

Barbara Schaefer McDuffie

Managing Director

205 North Michigan Avenue  
Chicago, IL 60601 USA  
(703) 785-7726

barbara.mcduffie@bakertilly.com  
www.bakertilly.com/industries/  
real-estate

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#### CRG + Lamar Johnson Collaborative + Clayco Sarah Green

Executive Director of

Communications & Marketing  
2199 Innerbelt Business Center Drive  
St. Louis, MO 63114 USA  
(314) 595-6387

greens@claycorp.com  
www.claycorp.com

At Clayco, our integrated, full-service team, including CRG, our in-house real estate development arm, and Lamar Johnson Collaborative (LJC), an award-winning architecture, planning, and design firm, brings diverse yet focused expertise across a multitude of industries and design-build disciplines. Our innovative approach enables us to build any project anywhere, and we've executed more than 500 iconic and complex projects across the country, 210 million square feet of new construction and 72 million square feet of renovation.

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Audrey Jacob

Deputy Regional Director, Canada East  
7th Floor - 55 St. Clair Avenue West  
Toronto, ON M4V 2Y7 CANADA  
(604) 683-8797

ajacob@ibigroup.com  
www.ibigroup.com

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#### Page/

400 W. Cesar Chavez Street,  
Suite 500

Austin, TX 78701 USA  
(512) 472-6721

hello@pagethink.com  
www.pagethink.com

Page/ is a multidisciplinary design, architecture, and engineering firm with 600+ talented staff and offices in the U.S. and abroad. Our work consists largely of complex projects that benefit from our integrated disciplines and that make a significant impact on the communities they serve.

#### Ware Malcomb

Tiffany English

Principal

10 Edelman

Irvine, CA 92618 USA  
(858) 500-4623

tenglish@waremalcomb.com  
www.waremalcomb.com

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

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### BROKERAGE

#### AQUILA Commercial

Amy Hurst

Senior Property Manager  
1717 W. 6th Street, Suite 400  
Austin, TX 78703 USA  
(512) 338-0101

hurst@aquilacommercial.com  
https://aquilacommercial.com

Founded in 2007, AQUILA Commercial is a recognized leader in Austin commercial real estate. Today AQUILA manages and leases over 10 million square feet of office, industrial and retail properties and has over 550 corporate tenant representation clients. AQUILA offers clients full service real estate solutions, providing tenant representation, project leasing and asset, property and project management services for office, industrial and retail properties

#### NAI Global

Michelle Braga

Vice President, Program Management  
717 Fifth Avenue, 15th Floor  
New York, NY 10022 USA  
(212) 405-2500

info@naiglobal.com  
www.naiglobal.com

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

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## COMMERCIAL LENDING

### KeyBank Real Estate Capital

**Lisa Lombardo**

Vice President

100 Public Square

Cleveland, OH 44113 USA

(801) 201-0107

[lisa\\_k\\_lombardo@keybank.com](mailto:lisa_k_lombardo@keybank.com)

[www.key.com/realestate](http://www.key.com/realestate)

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 housing, 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.

## COMMERCIAL REAL ESTATE SERVICES

### Avison Young

**Joan Skelton**

Director, Emerging Talent

30 Ivan Allen Jr Blvd, Suite 900

Atlanta, GA 30308 USA

(404) 865-3667

[jaon.skelton@avisonyoung.com](mailto:jaon.skelton@avisonyoung.com)

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

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.

### CBRE Group, Inc.

**LaTonya Flournoy**

Diversity, Equity & Inclusion Manager

400 S. Hope Street, 25th Floor

Los Angeles, CA 90071 USA

(213) 613-3333

[LaTonya.Flournoy@cbre.com](mailto:LaTonya.Flournoy@cbre.com)

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

CBRE Group, Inc. is the world's largest commercial real estate services and investment firm, with 2019 revenues of \$23.9 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 19 consecutive years, and has been named one of Fortune's

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### Cereus Asset Services

**Jeanette Flory-Sagan**

President

2700 NW Pinecone Drive #307

Issaquah, WA 98027 USA

(301) 767-6823

[jflory@CereusRE.com](mailto:jflory@CereusRE.com)

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

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 International

**Karen Whitt**

President, Real Estate

Management Services | US

1625 I Street NW, Suite 700

Washington, DC 20006 USA

(703) 650-5709

[Karen.whitt@colliers.com](mailto:Karen.whitt@colliers.com)

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

Colliers International is a leading real estate professional services and investment management company. With operations in 68 countries, our more than 15,000 enterprising people work collaboratively to provide expert advice to maximize the value of property for real estate occupiers, owners and investors.

### Cushman & Wakefield

**Janice O'Neill**

Global Head of Talent

Management & Diversity

225 W. Wacker Drive, Suite 3000

Chicago, IL 60606 USA

(212) 841-7673

[janice.oneill@cushwake.com](mailto:janice.oneill@cushwake.com)

<http://cushmanwakefield.com>

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 53,000 employees in 400 offices and 60 countries. In 2019, the firm had revenue of \$8.8 billion across core services of property, facilities and project management, leasing, capital markets, valuation and other services. The Women's Integrated Network (WIN) was created to develop and support the talents of women team members by providing a platform that values diverse perspectives and leverages leadership skills to benefit our firm, clients and the industry as a whole.

### JLL

**Susan Hill**

Senior Managing Director

JLL Capital Markets

9 Greenway Plaza, Suite 700

Houston, TX 77046 USA

T (713) 852-3564

M (713) 824-2299

[Susan.Hill@am.jll.com](mailto:Susan.Hill@am.jll.com)

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

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### Lee & Associates

**Pamela Murphy**

Director of Marketing & PR

26565 W Agoura Road, Suite 200

Calabasas, CA 91302 USA

[pmurphy@lee-associates.com](mailto:pmurphy@lee-associates.com)

[www.lee-associates.com](http://www.lee-associates.com)

Lee & Associates, the largest broker-owned firm in North America, has been providing seamless, consistent execution and value-driven market-to-market services for our clients since 1979. Our real estate services are tailored to exceed the needs of our local, national, and international clients by combining the latest technology, resources, and market intelligence with over 40 years of expertise to optimize results.

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**Rick Anderson**

Senior Vice President

23975 Park Sorrento, Suite 400

Calabasas, CA 91302 USA

(818) 212-2250

[rick.anderson@marcusmillichap.com](mailto:rick.anderson@marcusmillichap.com)

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

With more than 2,000 investment sales and financing professionals located throughout the United States and Canada, Marcus & Millichap is a leading specialist in commercial real estate investment sales, financing, research and advisory services. Founded in 1971, the firm closed 9,726 transactions in 2019 with a value of \$49.7 billion. Marcus & Millichap has perfected a powerful system for marketing properties that combines investment specialization,

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**Liz K. Sheff**

Chief Operating Officer & Partner  
2001 Ross Avenue, Suite 400  
Dallas, TX 75201 USA  
(214) 267-0400  
info@streamrealty.com  
www.streamrealty.com

Stream Realty Partners (Stream) is a national commercial real estate firm, headquartered in Dallas, TX. Stream's full-service offerings encompass leasing, property management, development, construction management and investment sales services across all product types. In addition, Stream is dedicated to sourcing acquisition and development opportunities for the firm and its clients. Founded in 1996, Stream has grown to a staff of more than 930 real estate professionals with regional offices in 12 major markets across the U.S. including Atlanta, Austin, Charlotte, Chicago, Dallas, Denver, Fort Worth, Greater Los Angeles, Houston, San Antonio, San Diego and Washington, D.C. Stream completes more than \$3.6 billion in real estate transactions annually and is an active investor and developer across the nation.

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**Kim Croley**

EVP, National Marketing and Communications  
1900 West Loop South, Suite 1300  
Houston, TX 77027 USA  
(713) 272-1212  
kim.croley@transwestern.com  
www.transwestern.com

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One Haworth Center  
Holland, MI 49423 USA  
corpcom@haworth.com  
www.haworth.com

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**Laura Ivanishvili**  
Senior Director, Architecture and Engineering  
702 SW 8th Street  
Bentonville, AR 72716 USA  
(800) 925-6278  
Laura.Ivanishvili@walmart.com  
www.walmartrealty.com

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**Emily Haggerty**  
Senior Marketing Manager, North America Tax & Global Advisory  
7900 Westpark Drive  
Tysons, Virginia 22102 USA  
(703) 245-9735  
info@altusgroup.com  
www.altusgroup.com

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**Sheila E. Chambliss**  
Project Management Specialist  
Three Logan Square, 14th Floor  
Philadelphia, PA 19103 USA  
(215) 286-3335  
Sheila\_chambliss@cable.comcast.com

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**Dianne Crocker**  
Principal Analyst  
5201 California Avenue, Suite 200  
Irvine, CA 92617 USA  
(800) 555-5566  
sales@lightboxre.com  
www.lightboxre.com

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Austin, TX 78746 USA  
(682) 587-9750  
hello@realmassive.com

RealMassive is commercial real estate's real-time data company and marketplace that provides comprehensive and up-to-date technology solutions to inform the industry. The company's software products empower anyone with an interest in CRE to make better, faster business decisions.

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**Lauren Suttle**

Event Planner, Corporate Events  
2201 Lakeside Boulevard  
Richardson, TX 75082 USA  
(972) 810-5721  
lauren.suttle@realpage.com  
www.realpage.com

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## ENGINEERING

### Langan Engineering & Environmental Services

Michele O'Connor  
Principal  
300 Kimball Drive  
Parsippany, NJ 07054 USA  
info@langan.com  
www.langan.com

Langan provides an integrated mix of engineering and environmental consulting services in support of land development projects, corporate real estate portfolios, and the energy industry. Our clients include developers, property owners, public agencies, corporations, institutions and energy companies around the world.

## FINANCIAL SERVICES

### Capital One Commercial Bank

Sadhvi Subramanian  
Mid-Atlantic Market Manager  
1680 Capital One Drive  
McLean, VA 22012 USA  
(703) 720-6747  
sadhvi.subramanian@capitalone.com  
capital.one/cre

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## INVESTMENT MANAGEMENT

### BentallGreenOak

Kim Addy  
Principal, Investments  
1201 Third Avenue, Suite 3000  
Seattle, WA 98101 USA  
(206) 694-8872  
kim.addy@bentallgreenoak.com  
www.bentallgreenoak.com

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, retail, industrial and multi-residential property across the globe. BentallGreenOak has offices in 24 cities across twelve 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. BentallGreenOak is a part of SLC Management, which is the institutional alternatives and traditional asset management business of Sun Life.

### Black Creek Group

Brianna Ochiltree  
Vice President  
517 17th Street, Suite 1700  
Denver, CO 80202 USA  
(303) 869-4600  
info@blackcreekgroup.com  
https://blackcreekgroup.com/

Black Creek Group is a leading real estate investment management firm that has bought or built over \$21 billion of investments throughout its more than 25-year history. The firm manages diverse investment offerings across the spectrum of commercial real estate—including industrial, multifamily, office and retail—providing a range of investment solutions for both institutional and wealth management channels. Black Creek Group has seven offices across the United States with approximately 300 professionals.

### NorthMarq

Martha Nevanen  
Senior Vice President, Marketing Communications  
3500 American Blvd. West, Ste. 500  
Minneapolis, MN 55431 USA  
(952) 837-8772  
mnevanen@northmarq.com  
www.northmarq.com

As a capital markets leader, NorthMarq offers commercial real estate investors access to experts in debt, equity, investment sales, and loan servicing to protect and add value to their assets. For capital sources, we offer partnership and financial acumen that support long- and short-term investment goals. Our culture of integrity and innovation is evident in our 60-year history, access to more than 500 capital sources, loan servicing portfolio of more than \$61 billion and the multi-year tenure of our more than 500 people.

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730 Third Avenue, New York  
(212) 490 9000  
contact@nuveenglobal.com  
www.nuveen.com/global

Nuveen is a global top 5 real estate investment manager with 80+ years experience & \$127B in real estate assets, across the globe.

### USAA Real Estate

Betty Lagred  
9830 Colonnade Blvd., Suite 600  
San Antonio, TX 78230 USA  
(800) 531-8182  
info@usrealco.com  
www.usrealco.com

The mission of USAA Real Estate is to strengthen the profitability and diversity of the USAA investment portfolio and those of its investor clients by acquiring, developing, financing and managing quality real estate investments. The portfolio consists of office, industrial/logistics, multifamily, retail and hotel properties. Visit [www.usrealco.com](http://www.usrealco.com) for more information.

### VEREIT

Kameel Johnson  
19 West 44th Street, Suite 1401  
New York, NY 10036 USA  
kjohnson@vereit.com  
www.VEREIT.com

VEREIT is a full-service real estate operating company which owns and manages one of the largest portfolios of single-tenant commercial properties in the U.S. The company has total real estate investments of \$14.5 billion including approximately 3,900 properties and 88.7 million square feet. VEREIT's business model provides equity capital to creditworthy corporations

in return for long-term leases on their properties. VEREIT is a publicly traded Maryland corporation listed on the New York Stock Exchange.

## LAW

### Akerman LLP

Cecilia Bonifay  
Chair, Land Use and Development Practice  
420 South Orange Avenue, Ste. 1200  
Orlando, FL 32801 USA  
(407) 419-8540  
cecilia.bonifay@akerman.com  
www.akerman.com

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### Locke Lord LLP

Vicky Gunning  
Partner, Co-Chair of Finance, Banking & Real Estate Department  
2200 Ross Avenue, Suite 2800  
Dallas, TX 75201 USA  
(214) 740-8638  
VGunning@lockelord.com  
www.lockelord.com/

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approach to each real estate and real estate finance matter to seamlessly handle complex global matters.

### **Perkins Coie LLP**

**Alexandra Cole**

Partner

131 South Dearborn Street,  
Suite 1700

Chicago, IL 60603 USA  
(312) 324-8686

ACole@perkinscoie.com  
www.perkinscoie.com

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### **Seyfarth Shaw LLP**

**Christa Dommers**

Partner

233 S. Wacker Drive, Suite 8000  
Chicago, IL 60606 USA  
(202) 828-3521

cdommers@seyfarth.com  
www.seyfarth.com

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### **Shutts & Bowen**

**Christina M. Lago**

Marketing Manager

200 South Biscayne Boulevard,  
Suite 4100

Miami, FL 33131 USA  
(305) 415-9088

CLago@shutts.com  
www.shutts.com

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#### **Kimley-Horn**

**Miriam Brodie**

Director of National Clients

421 Fayetteville Street, Suite 600  
Raleigh, NC 27601 USA

(703) 674-1365

miriam.brodie@kimley-horn.com  
www.kimley-horn.com

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### **PROPERTY MAINTENANCE**

#### **ABM**

**Marianne Smith**

Senior Marketing Strategy Manager

One Liberty Plaza, 7th Floor  
New York, NY 10006 USA

(312) 259-5563

Marianne.Smith@abm.com  
www.abm.com

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#### **FirmSPACE**

**Christian Goy**

500 W. 2nd Street, Suite 1900  
Austin, TX 78701 USA

(844) 984-3347

support@firmSPACE.com  
www.firmSPACE.com

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#### **Pinnacle**

**Suzi Smith**

Director of Corporate Marketing  
5055 Keller Springs Road,

Suite 400

Addison, TX 75001 USA

(469) 233-0101

ssmith@pinnacleliving.com  
www.pinnacleliving.com

Pinnacle Property Management Services, LLC, ("Pinnacle"), owned by leading global real estate services firm Cushman & Wakefield (NYSE: CWK), is one of the nation's preferred third-party multifamily management companies with a portfolio of 169,000 residential units and 2 million square feet of commercial space. Headquartered in Dallas, Texas, Pinnacle has more than 4,500 employees who manage apartment communities in 32 states, Washington D.C. and Canada.

### **REAL ESTATE DEVELOPMENT**

#### **Caddis Healthcare Real Estate**

**Christine Gorham**

2045 Peachtree Road, Suite 600  
Atlanta GA 30309 USA

(404) 966-0757

cgorham@caddis.com  
www.caddis.com

Caddis Healthcare Real Estate offers a full spectrum of real estate services

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#### **Camden Property Trust**

**Laurie Baker**

Executive Vice President

11 Greenway Plaza, Suite 2400  
Houston, TX 77046 USA

(713) 354-2500

lbaker@camdenliving.com  
www.camdenliving.com

Camden Property Trust is a real estate company engaged in the ownership, management, development, redevelopment, acquisition and construction of multifamily apartment communities across the United States.

#### **Lincoln Property Company**

**Pamela Huning, CPM, RPA**

Senior Vice President

915 Wilshire Boulevard, Suite 2050  
Los Angeles, CA 90017 USA

(213) 542-8254

PHuning@LPC.com  
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.

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#### **Gillian Lawrence**

General Manager - Land Development  
300, 200 Quarry Park Boulevard SE  
Calgary, AB T2C 5E3 CANADA  
(403) 255-7003  
glawrence@remingtoncorp.com  
www.remingtoncorp.com

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  
1271 Avenue of the Americas  
New York, NY 10020 USA  
(410) 897-4858  
bhanback@rockefellergroup.com  
www.rockefellergroup.com

Rockefeller Group is one of the most trusted names in real estate—a leading developer, owner and operator, known for pioneering large-scale urban mixed-use development. For ninety years the company has been trusted for its financial strength, stability and vision, and today remains committed to the selective development of innovative, high-quality properties that create long-term economic and civic value.

## **REAL ESTATE INVESTMENT TRUST**

### **RLJ Lodging Trust**

3 Bethesda Metro Center, Suite 1000  
Bethesda, MD 20814 USA  
(301) 280-7777  
info@rljlodgingtrust.com  
<http://rljlodgingtrust.com>

RLJ Lodging Trust is a self-advised, publicly traded real estate investment trust (NYSE: RLJ). We are one of the largest U.S. publicly-traded lodging REITs in terms of both number of hotels and number of rooms, with 103 hotels and over 22,000 rooms, located in 23 states and the District of Columbia—and an ownership interest in one unconsolidated hotel with 171 rooms. RLJ's portfolio is comprised of high-margin, focused-service and compact full-service hotels, affiliated with premium industry leading brand families, which enjoy some of the highest guest satisfaction scores and loyalty in the lodging industry. The Company owns a geographically diversified portfolio of hotels, located in long-term growth markets, with multiple demand generators.

## **TAX**

### **Ryan LLC**

Three Galleria Tower  
13155 Noel Road Suite 100  
Dallas, TX 75240  
(972) 934-0022  
<https://ryan.com/practice-areas/property-tax/commercial-property-tax/>

As the largest Property Tax practice in North America, our seasoned

experts manage billions of dollars of our clients' real and personal property, with an emphasis on complex industrial property and commercial real estate. Ryan's business property tax compliance processes and controls ensure complete and accurate reporting in accordance with property tax regulations and tax law.

## **TITLE/ESCROW**

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

#### **Melissa Hall**

Executive Vice President,  
Regional Manager  
5565 Glenridge Connector, Ste. 300  
Atlanta, GA 30342 USA  
(404) 419-3227  
Melissa.Hall@fntg.com  
www.fntg.com

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**

EVP, Divisional President  
3 First American Way  
Santa Ana, CA 92707 USA  
(714) 250-3405  
sftyler@firstam.com  
www.firstam.com/ncs

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.

## **VALUATION & ADVISORY**

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

Director of Research  
974 Campbell Road, Suite 204  
Houston, Texas 77024 USA  
mwood@valbridge.com  
www.valbridge.com

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.

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### AZCREW

#### Terry Martin-Denning

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
azadmin@arizonacrew.org  
<https://arizonacrew.org>

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.

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### CREW Atlanta

#### Jodi Borges-Bradley

2020 Chapter President  
3316-A South Cobb Drive, #223  
Smyrna, GA 30080 USA  
(770) 560-3329  
chapterdirector@crewatlanta.org  
[www.crewatlanta.org](http://www.crewatlanta.org)

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

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### CREW Austin

#### Amy Hurst

2020 Chapter President  
PO Box 91028  
Austin, TX 78709 USA  
(512) 653-9378  
admin@crewaustin.com  
<https://crewaustin.org/home>

CREW Austin is the leading organization for senior-level executive

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women and men in the Central Texas real estate community.

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### CREW Boston

#### Jill Sharif

2020 Chapter President  
101 Federal Street, Suite 1900  
Boston, MA 02110 USA  
(617) 247-2346  
laura@crewboston.org  
[www.crewboston.org](http://www.crewboston.org)

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.

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### CREW Charlotte

#### Robin Turner

2020 Chapter President  
PO Box 36692  
Charlotte, NC 28236 USA  
(704) 968-0609  
executive@crewcharlotte.org  
[www.crewcharlotte.org/](http://www.crewcharlotte.org/)

Founded in 1990, CREW Charlotte transforms the commercial real estate industry by accelerating the advancement of women. Noted for superior programming, professional development and networking opportunities, it is the premier commercial real estate association in Charlotte.

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### CREW Chicago

#### Susan Matejcek

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
info@crewchicago.org  
[www.crewchicago.org](http://www.crewchicago.org)

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.

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### CREW Coastal Virginia

#### Sheila Traficante

2020 Chapter President  
PO Box 62815  
Virginia Beach, VA 23466 USA  
(757) 640-7186  
infor@crewhamptonroads.org  
<https://crewcoastalvirginia.org>

CREW Coastal Virginia is Southeastern Virginia's leading organization for senior-level executive women in the commercial real estate field. The mission of CREW Coastal Virginia is to transform the commercial real estate industry by advancing women globally.

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### CREW Dallas

#### Victoria Summerall

2020 Chapter President  
4475 Trinity Mills Road  
Dallas, TX 75287 USA  
(214) 890-6490  
khopkins@crew-dallas.org  
[www.crew-dallas.org](http://www.crew-dallas.org)

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

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### CREW Denver

#### Julie Gifford

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
CREWDen@CREWDenver.org  
<https://crewdenver.org>

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.

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### CREW Detroit

#### Kelli Herman

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
[www.crewdetroit.org](http://www.crewdetroit.org)

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

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### CREW Houston

#### Kristy Simonette

2020 Chapter President  
PO Box 59  
Bellaire, TX 77042 USA  
(713) 375-2731  
crewhouston@amchouston.com  
[www.crewhouston.org](http://www.crewhouston.org)

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.

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### IndyCREW

#### Cynthia Reese

2020 Chapter President  
PO Box 3461  
Carmel, IN 46082 USA  
(317) 339-3495  
indycrew@indycrew.org  
[www.indycrew.org](http://www.indycrew.org)

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.

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### CREW Jacksonville

#### Holly Grimes

2020 Chapter President  
8841 Corporate Square Court  
Jacksonville, FL 32218 USA  
crewjacksonville@crewnetwork.org  
[www.crewjax.org](http://www.crewjax.org)

Founded in 2002, CREW Jacksonville's mission is to create a dynamic, supportive environment that promotes advancement with knowledge sharing, networking opportunities and building effective leaders. The chapter holds annual awards, philanthropic outreach and premier events.

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### CREW Kansas City

#### Sara Steele

2020 Chapter President  
1800 Genessee Street, Suite 326  
Kansas City, MO 64102 USA  
crewkc@crewkansascity.org  
[www.crewkansascity.org](http://www.crewkansascity.org)

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.

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## **MNCREW**

### **Carrie Eggleston**

2020 Chapter President  
4248 Park Glen Road  
St. Louis Park, MN 55416 USA  
(952) 928-4669  
info@mncrew.org  
www.mncrew.org

MNCREW exists to ignite the commercial real estate industry through the collective achievements and unique strengths of women.

## **CREW New Mexico**

### **Kelly Mancha**

2020 Chapter President  
PO Box 92048  
Albuquerque, NM 87199 USA  
(785) 832-1808  
crewnewmexico@crewnetwork.org  
<https://crewnewmexico.org/home>  
Established in 2007, CREW New Mexico's mission is to connect and advance the achievements of women in commercial real estate.

## **CREW New York**

### **Allison Robin**

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
crewnewyork@crewny.org  
www.crewny.org

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 NJ**

### **Elisa Buckley**

2020 Chapter President  
125 Glenridge Avenue #794  
Montclair, NJ 07042 USA  
(973) 250-4614  
crewnj@crewnj.org  
www.crewnj.org

CREW NJ is comprised of a diverse member base of well-regarded professionals in commercial real estate and its related industries. Our mission is to advance the professional development of women in commercial real estate and promote opportunities for business growth.

## **CREW Orange County**

### **SuZanne Kennedy**

2020 Chapter President  
PO Box 128  
East Irvine, CA 92650 USA  
(949) 475-7600  
Info.oc@creworangecounty.org  
www.creworangecounty.org

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**

### **Nicole Carolan**

2020 Chapter President  
37 N. Orange Avenue, Suite 500  
Orlando, FL 32801 USA  
(785) 832-1808  
creworlando@crewnetwork.org  
www.creworlando.org

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**

### **Rosemary Loverdi**

2020 Chapter President  
1201 Wakarusa Drive, Suite D

Lawrence, KS 66049 USA  
(785) 832-1808  
crew@crewgreaterphiladelphia.org  
www.crewgreaterphiladelphia.org

For 35 years, CREW Philadelphia has been working to advance the success of women in commercial real estate. We strive to be the premier real estate networking organization in the region. Core values include leadership, excellence, influence, community, advancement and networking.

## **CREW San Antonio**

### **Yesenia Marili**

2020 Chapter President  
PO Box 160013  
San Antonio, TX 78210 USA  
admin@crew-sanantonio.org  
www.crew-sanantonio.com

CREW San Antonio paves the way, breaking barriers for women to enter and excel as leaders in Commercial Real Estate. We provide unsurpassed connections, innovative resources and education to enhance the real estate community.

## **CREW San Diego**

### **Ariel Bedell**

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
lindsays@crewnetwork.org  
www.crewsandiego.org

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**

### **Samantha Low**

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808

crewsf@crewnetwork.org  
www.crewsf.org

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**

### **Ashley Sherwood**

2020 Chapter President  
12131 113th Avenue NE, Suite 101  
Kirkland, WA 98034 USA  
(785) 832-1808  
crewseattle@crewnetwork.org  
www.crewseattle.org

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**

### **Tracy Howren**

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
crewstl@crewnetwork.org  
www.crewstl.org

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.

## **Triangle CREW**

### **Sharon Crawford**

2020 Chapter President  
PO Box 10764  
Raleigh, NC 27605 USA

(919) 832-0594  
tcrew@tcrew.org  
www.trianglecrew.org

Triangle CREW is a catalyst of opportunity, visibility and influence for women in the Triangle commercial real estate community and improves the success of the industry by advancing the achievements of women.

## **CREW Tucson**

### **Lani Baker**

2020 Chapter President  
2445 N Tuscon Blvd  
Tucson, AZ 85716  
(520) 382-8791  
admin@crewtucson.org  
www.crewtucson.org

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.

## **CREW Washington DC**

### **Jenna Howard**

2020 Chapter President  
1201 Wakarusa Drive, Suite D  
Lawrence, KS 66049 USA  
(785) 832-1808  
admin@crewdc.org  
www.crewdc.org

CREW DC is a proud founding member of CREW Network. Our vision is to influence and transform commercial real estate through the advancement of women and to be the premier business network in commercial real estate.

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



CREW Network | 1201 Wakarusa Drive, Suite D | Lawrence, KS 66049 USA

(785) 832-1808 | [crewnetwork.org](http://crewnetwork.org) | [crewnetwork@crewnetwork.org](mailto:crewnetwork@crewnetwork.org)