



2023 PARTNERSHIP

Opportunities and Benefits

About CREW Network

CREW Network is the premier global business network dedicated to transforming the commercial real estate industry by advancing women and diverse talent globally. Our 12,000+ members in more than 75 chapters across the globe represent every discipline of the commercial real estate industry. We are the singular commercial real estate organization dedicated to diversity, equity and inclusion (DEI), providing leadership development, critical research, tools, and industry education to advance women and diverse talent and to assist our partners' efforts to enable action.



Our Global Initiatives

Leadership Development: CREW Network provides professional development and leadership training targeted specifically to meet member needs through programs, events and leadership-specific virtual programming.

Career Outreach: CREW Network is committed to bringing more women into commercial real estate by creating programs that educate women, girls about the career opportunities, supporting college-level commercial real estate education through scholarships, and providing mentorships to those new to the industry.

Business Networking: Our multidisciplinary members experience unparalleled business networking and deal-making opportunities locally through chapter events and globally through CREW Network.

Industry Research: CREW Network is the world's leading researcher on gender and diversity in commercial real estate. We produce research papers annually and a benchmark study every five years.

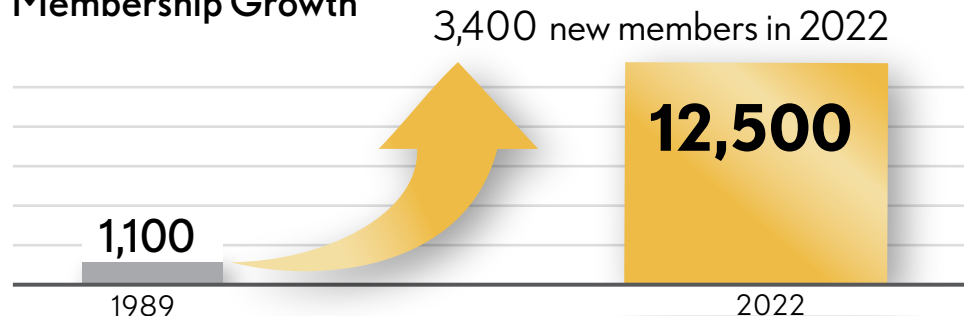
Our Partners

Our partners are action-oriented leaders, committed to ESG and DEI practices, who value diverse perspectives, foster collaboration, and encourage innovative ideas to advance the industry to be more equitable for all. Your year-long partnership aligns your company with CREW Network's mission and correlates directly to the advancement of gender equity, diversity, talent acquisition, development and retention in commercial real estate.

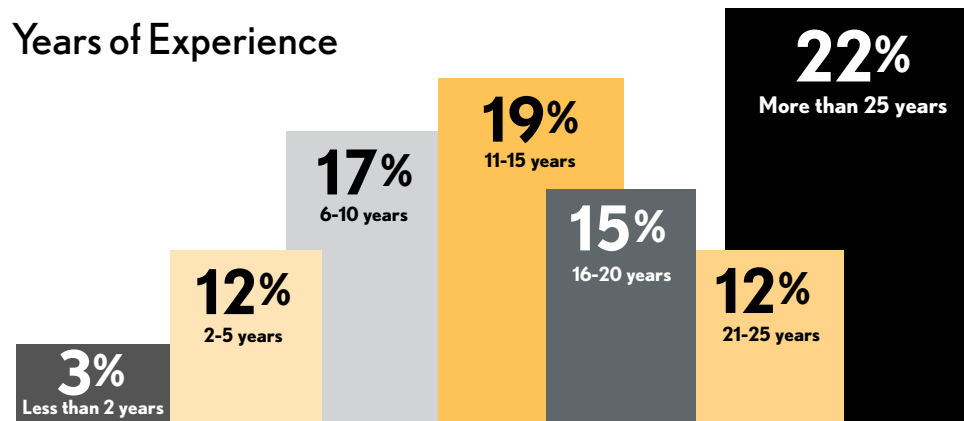


The Value of CREW

Membership Growth



Years of Experience



CRE Specialties

Our members represent every discipline of the CRE industry, including:



Engineering



Law



Brokerage



Finance



Construction



Development,
Real Estate



Commercial
Lending



Property/Facility
Management



Architecture



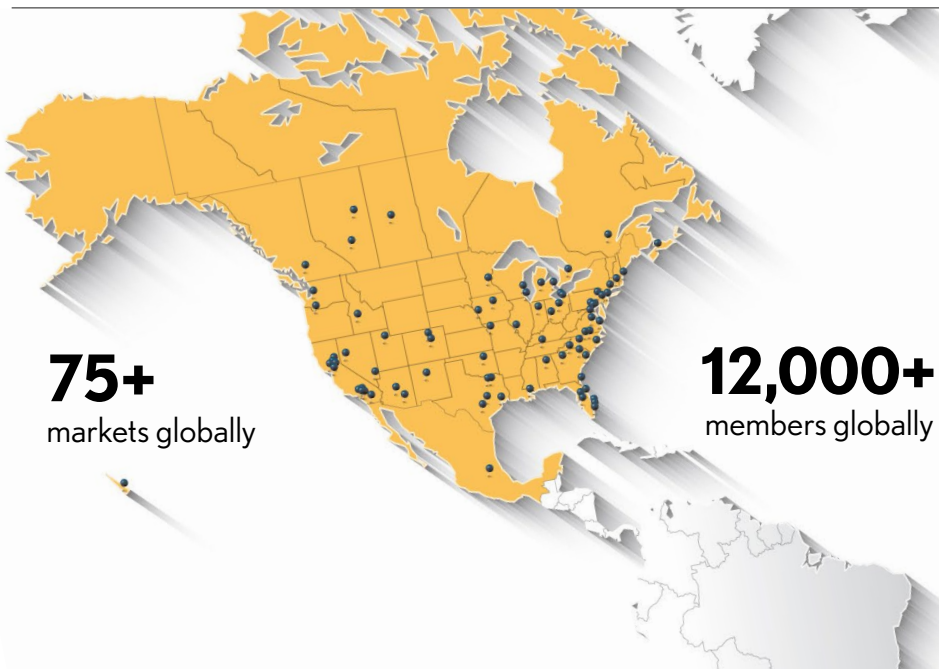
Marketing/Business
Development

876 million
reached by media mentions
of CREW Network

100+ million
reached by media mentions
of our industry research

Gained 4,200
new social media followers

26,400
social media followers



PARTNER TESTIMONIALS



Nadine Augusta

Chief Diversity, Equity & Inclusion Officer
Cushman & Wakefield

GLOBAL AGENDA PROGRAM PARTNER

“We are excited to count CREW Network among our roster of corporate partners providing support to our female talent globally. CREW Network provides women at our firm and across our industry a space to explore and expand their careers in commercial real estate. Our relationships with organizations such as CREW Network are critical to our diversity, equity and inclusion strategy.”

“At Citi we enjoy creating pathways for our people to grow. Our collaboration with CREW Network supports long term career success and highlights our commitment to diversity, equity and inclusion.”

Chris Hayward

Global Head of Realty and Resource and Location Strategies
Citi

LEADERSHIP DEVELOPMENT PROGRAM SPONSOR

“Savills partners and supports the CREW Network because CREW is the premier, global organization advancing women in the commercial real estate community. As a partner, CREW Network is an invaluable resource for networking, educational programming, leadership development as well as diversity, equity and inclusion initiatives within our industry.”



Ann Duncan Inman

Vice Chairman, Chief Strategy Officer
and Chief Diversity Officer
Savills

PREMIER LEAD PARTNER

The Value of CREW Network Partnership

1

Fortify your company's ESG foundation, materiality assessments and reporting—making your intentional commitment to corporate social responsibility clear to internal and external stakeholders.

2

Your investors, clients, employees, and potential employees want to work for and with a company that is committed to diversity and inclusion practices. Partner with CREW and stand out as an industry leader committed to inclusiveness and gender parity.

3

Companies who actively recruit talent from a range of ethnic and social backgrounds score higher in Social ESG reporting. CREW Network's Career Center (crecareers.org) and CRE internship platform (creinternships.org) were created to support your talent acquisition strategy, providing direct access to a diverse and qualified talent pipeline.

4

Diverse workforces drive better outcomes that enhance business growth and brand reputation: CREW Network is the singular commercial real estate industry organization focused on transforming the industry by advancing diversity globally.

5

Leverage CREW Network to create and maintain an inclusive culture. We are the world's leading producer of research on gender and diversity in commercial real estate. We provide critical information, tools, industry education and leadership development to advance diversity in commercial real estate, and to assist your company's human capital management and efforts to enable action.

The Benefits of Partnership

CREW Network partners are action-oriented leaders who value diverse perspectives, foster collaboration, and encourage innovative ideas to advance the industry to be more equitable for all.

Extensive, Year-Long Global Brand Exposure and Alignment

Stand out in the industry while receiving extensive, year-long global exposure to 12,000+ CRE professionals in more than 75 major markets. Your partnership with CREW Network extends for a full year, providing significant and consistent opportunities to position your company as a leader in supporting diversity, equity and inclusion, and in advancing women and diverse talent in commercial real estate globally.

Attract Qualified, Diverse Talent

You are on a mission to build a diverse and inclusive talent pipeline in your company. CREW Network's Career Center (crecareers.org) and CRE internship platform (creinternships.org) were created to support your talent acquisition strategy, providing direct access to a diverse and qualified talent pipeline.

Thought Leadership

Depending on the partnership level selected, your company will have the opportunity to demonstrate your thought leadership through contribution and collaboration on industry resources, programming, blogs and podcasts.

CRE's Premier Resource and Referral Network

72% of CREW Network members have given a referral to another member in the last 12 months. 76% of members are C-suite or senior managers. Connect your company with senior-level decision-makers from every facet of the CRE industry.

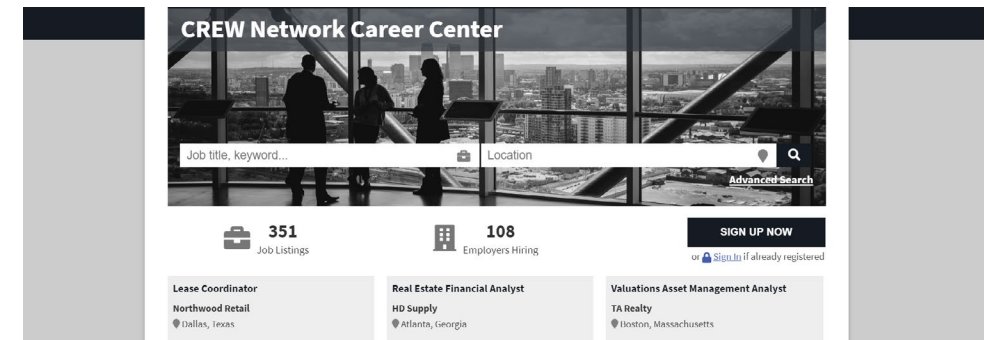
CREW Network Events

Events include CREW Network Convention, a three-day business networking event including a robust Marketplace. CREW leaders gather three times a year at Leadership Summits to conduct business, network and participate in leadership development. Convention and Leadership Summit participants actively seek opportunities to initiate business deals.

Industry Research, Webinars and Virtual Programming

CREW Network is the leading publisher of research on gender and diversity in commercial real estate. CREW Network's industry research coverage garners more than 94 million media impressions annually.

Talent Acquisition Opportunities



CREW Network Career Center

CREW Network partners have the opportunity to post and advertise your company's job postings and internship opportunities in the CREW Network Career Center, crecareers.org, a platform for employers to find diverse talent in commercial real estate, and for job seekers to find employers and companies that value a diverse, equitable and inclusive workforce.

CREW Network partners at the Gold level and higher receive the complimentary opportunity to post and advertise your company's job postings. CREW Network partners at the Silver level and below receive our member rate of \$200 per 60-day posting.

Career Center job postings are featured in:

- CREW Network daily and weekly emails sent to our 12,000+ members
- CREW Network website home page jobs RSS feed
- CREWbiz Open Forum, our member community that engages daily for business deals, resource sharing and job seeking
- CREW Network social media posts that reach more than 26,400 followers

CRE Internships

CREW Network partners also have the exclusive opportunity to post internships for free on our internship platform, creinternships.org. CREW Network is the only organization providing this platform for CRE internships and engaging with college-level real estate programs to encourage women and diverse individuals to apply.



Summary of Partnership Benefits (USD)

	Program Partner \$75,000*	Premier Lead \$35,000	Platinum \$25,000	Gold \$20,000	Silver \$15,000	Bronze \$10,000	Contributor \$5,000
CREW Network website	Logo	Logo	Logo	Logo	Logo	Name	Name
Link to partner's home page	✓	✓	✓	✓			
Recognition in the annual report	✓	✓	✓	✓	✓	✓	✓
Virtual Training Session	✓						
CREW View guest blogs and social media promotion	1						
CREWCast Podcast	1						
CREW Network Career Center: post jobs and internships	✓	✓	✓	✓	✓**	✓**	✓**
HR Forum	✓	✓	✓	✓	✓	✓	✓
Recognition at Winter, Spring and Fall Leadership Summits	✓	✓	✓	✓			
Thought leadership piece for 90 days on CREWbiz.org	✓	✓	✓	✓			
Thought leadership piece included in newsletter – CREW Network Connections	✓	✓	✓	✓			
Recognition in global event presentations	Logo	Logo	Logo	Logo	Logo	Name	Name
Complimentary full registrations for convention	5	5	4	3	2	1	

* \$75,000 for 3 consecutive years

** CREW Network partners at Gold level and above receive the exclusive and complimentary opportunity to post and advertise their company's job postings and internships. Partners at Silver level and below receive our member rate of \$200 per posting.

	Program Partner \$75,000*	Premier Lead \$35,000	Platinum \$25,000	Gold \$20,000	Silver \$15,000	Bronze \$10,000	Contributor \$5,000
VIP seating at convention luncheons	✓	✓	✓	✓	✓	✓	
VIP Partner Reception invites for employees attending convention	✓	✓	✓	✓	✓	✓	✓
Company listed in pre- and post-convention marketing materials	Logo	Logo	Logo	Logo	Logo	Name	Name
Display ad in CREW Network's year-round member app	✓	✓					
Recognition from the podium during CREW Network events	✓	✓	✓	✓			
Logo in the CREW Network ad in the New York Times	✓	✓					
Complimentary Marketplace exhibit space	Double	✓	✓	✓	✓	✓	
Exclusive event	Logo	Logo	Logo	Logo	Logo	Name	Name
Logoed item in convention attendee bag. <i>Partners responsible for selecting, ordering and shipping their item.</i>	✓	✓	✓	✓	✓	✓	
Pre-convention email to registrants	✓	✓					

Email jenh@crewnetwork.org to make your
2023 CREW Network partnership commitment.

PARTNER TESTIMONIALS



La Tonya Woodson, PhD, CDP

Global Director for Diversity, Equity & Inclusion
CBRE

DEI PROGRAM PARTNER

“One of CBRE’s key DEI priorities is advancing opportunities for women in our company and the commercial real estate industry. Serving as the inaugural partner for CREW’s DEI agenda is an exciting step to further that priority. Together, we can create more equitable workplaces and career paths for established and emerging talent.”

“Advancing efforts in diversity, equity and inclusion is imperative to unlocking the creativity and innovation of teams across the industry. Through partnership and research, we can continue our momentum and shape the commercial real estate industry for years to come.”



Kate Byford

Head of Agency Finance
Capital One

INDUSTRY RESEARCH PROGRAM PARTNER



Eric Frank

Chief Executive Officer
LightBox

TECHNOLOGY PROGRAM PARTNER

“LightBox shares CREW’s deep commitment to gender equality, diversity and inclusion, and mentoring the next generation of industry leaders. Many of our staff, clients and partners are leading executives who are actively involved in CREW chapters across the U.S., so we wanted to get behind that and support them as well as working to bring positive change to our industry.”

Program Partner

\$75,000 USD for three consecutive years

Program Partners are cornerstone supporters of CREW Network programs and initiatives that impact the commercial real estate industry. These exclusive, long-term partnerships (a minimum of three consecutive years) are critical in advancing CREW Network’s mission and the sustainable growth of the organization. A program partnership will align your brand with CREW Network and solidify your company as an industry leader in diversity and gender equity.

Program partnerships are unique opportunities that include, but are not limited to:

- Career Outreach
- Diversity, Equity & Inclusion
- Global Agenda
- Industry Outreach
- Leadership Development
- Technology



EXCLUSIVE Program Partner Benefits

- **CREW Network Training Session**
One virtual training session led by CREW Network experts your organization on a mutually agreed-upon topic.
- One (1) CREW View guest blog provided by your company on an agreed-upon topic. To be promoted on CREW Network’s LinkedIn and Twitter channels reaching 14,000 followers.
- One CREWCast podcast on an agreed-upon topic.

OTHER BENEFITS

- Continuous recognition in conjunction with your company’s partnered program or initiative for the duration of your partnership.
- Access to a complimentary double (10x20) exhibit space at the 2023 Convention Marketplace.
- All 2023 Premier Lead benefits.

Premier Lead Partner | \$35,000 USD

Premier Lead Partner Benefits

- Exclusive and complimentary opportunity to post and advertise your company's job postings and internship opportunities in our new CREW Network Career Center, crecareers.org, dedicated to increasing the diverse talent pipeline and advancing women and people of color in our industry.
- Display ad in CREW Network's year-round app.
- Opportunity to showcase a report or thought leadership piece for 90 days on CREWbiz.org to CREW Network's 12,000+ members.
- Thought leadership piece or report will also be included in a CREW Network Connections—CREW Network's weekly member newsletter.

CREW Network HR Forum (one annually)

An exclusive opportunity for HR leaders at CREW Network partner companies to join other global heads of human resources in commercial real estate for ongoing discussions into the workforce of the future. Leading experts will provide expertise and insights as well as facilitate conversation around the real challenges faced by HR leaders as they move companies into a more inclusive, unbiased diverse workforce.

Extensive, Year-Long Global Exposure and Brand Alignment

- Company logo with external hyperlink included in a prominent location on the CREW Network website.
- Link to partner home page from the CREW Network website
- Partnership recognition in the CREW Network annual report

CREW Network Leadership Summits

- Top-level recognition at the Winter, Spring and Fall Leadership Summits



CREW Network Convention

- Five (5) complimentary full registrations for the current year's convention
 - Includes VIP seating at the luncheons
- Invitations to the VIP Partner Reception for the partner's employees attending the convention
- Your company logo listed in pre- and post-convention marketing materials, providing brand exposure and alignment extending across all CREW Network channels.
- Recognition from the podium during the event
 - Premier Lead Partners - first listing
- Logo recognition in the CREW Network advertisement in the *New York Times*. This is a highly impactful statement to clients, employees and recruits of your company's commitment to diversity, equality and inclusion and alignment with CREW Network's mission.
- Complimentary exhibit space at the current year's Marketplace and priority placement over non-partner exhibitors
 - Premier Lead Partners - Priority exhibit location
- Company logo recognition on an exclusive event
- Opportunity to place a logoed gift item in the convention attendee gift bag
 - Partners are responsible for selecting, ordering and shipping their item to Convention for inclusion in the bag.
- A pre-convention email from your company sent by CREW Network to all registrants of the CREW Network Convention, providing a unique opportunity for your company to communicate key messages and/or draw attendees to your Marketplace exhibit.
 - *content approval required

Full-page ad in *New York Times*

Tap into the Power of CREW Network

Commercial Real Estate Women: The Business Advantage

For more than three decades, women in commercial real estate have found success with CREW Network, a thriving global business organization with 12,000 members representing every discipline in the industry. CREW Network is a powerful asset for business and professional success. It provides the connections, resources, and opportunities for women in the industry to become more successful in their careers, seize business opportunities, and grow their leadership skills.

Delivering Value and ROI

CREW Network delivers ROI with more than 15 professional development programs. Gain the knowledge and leadership skills to meet your business goals and partnerships forward. CREW Network, the leading voice for CEI in commercial real estate, delivers ROI through industry data and insights that give you the tools and resources you need to align your company with the commitment to diverse, innovative, and inclusive workplaces. CREW Network's multi-disciplinary membership gives you a one-stop shop for every type of objective in a commercial real estate deal. CREW Network members feel globally through CREWNet, an online community forum, and directory to connect with experts to share business opportunities and build deals.

An investment in CREW is an investment in YOU

Join on October 1 and get 15 months of membership for the price of 12.

Scan the code to find your CREW and your business advantage.

Follow us on social media at this week's CREW Network Convention: #crewnetcon #crewnet

CREW NETWORK

2022 Global Board of Directors

Amazon Capital One CBRE Citi JLL KeyBank Lument Millman Prologis Sior Walmart Realty

CREW NETWORK PROGRAM PARTNERS

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Global Events

- Company logo recognition in global presentations and name recognition in social media as appropriate
- Recognition from the podium (*Premier Lead Partners - first listing*)

Platinum Partner | \$25,000 USD

Platinum Partner Benefits

- Exclusive and complimentary opportunity to post and advertise your company's job postings and internship opportunities in our new CREW Network Career Center, crecareers.org, dedicated to increasing the diverse talent pipeline and advancing women and people of color in our industry.
- Opportunity to showcase a report or thought leadership piece for 90 days on CREWbiz.org to CREW Network's 12,000+ members.
- Thought leadership piece or report will also be included in a CREW Network Connections – CREW Network's weekly member newsletter.

CREW Network HR Forum (one annually)

An exclusive opportunity for HR leaders at CREW Network partner companies to join other global heads of human resources in commercial real estate for ongoing discussions into the workforce of the future. Leading experts will provide expertise and insights as well as facilitate conversation around the real challenges faced by HR leaders as they move companies into a more inclusive, unbiased diverse workforce.



Extensive, Year-Long Global Exposure and Brand Alignment

- Company logo with external hyperlink included in a prominent location on the CREW Network website.
- Link to partner home page from the CREW Network website
- Partnership recognition in the CREW Network annual report

CREW Network Leadership Summits

- Top-level recognition at the Winter, Spring and Fall Leadership Summits

CREW Network Convention

- Four (4) complimentary full registrations for the current year's convention
 - Includes VIP seating at the luncheons
- Invitations to the VIP Partner Reception for the partner's employees attending the convention
- Your company logo listed in pre- and post-convention marketing materials, providing brand exposure and alignment extending across all CREW Network channels.
- Recognition from the podium during the event
 - Platinum Partners - second listing
- Complimentary exhibit space at the current year's Marketplace and priority placement over non-partner exhibitors
- Company logo recognition on an exclusive event
- Opportunity to place a logoed gift item in the convention attendee gift bag
 - Partners are responsible for selecting, ordering and shipping their item to Convention for inclusion in the bag.

Global Events

- Company logo recognition in global presentations and name recognition in social media as appropriate
- Recognition from the podium (Platinum Partners - second listing)

Email jenh@crewnetwork.org to make your 2023 CREW Network partnership commitment.

Gold Partner | \$20,000 USD

Gold Partner Benefits

- Exclusive and complimentary opportunity to post and advertise your company's job postings and internship opportunities in our new CREW Network Career Center, crecareers.org, dedicated to increasing the diverse talent pipeline and advancing women and people of color in our industry.
- Opportunity to showcase a report or thought leadership piece for 90 days on CREWbiz.org to CREW Network's 12,000+ members.
- Thought leadership piece or report will also be included in a CREW Network Connections – CREW Network's weekly member newsletter.

CREW Network HR Forum (one annually)

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Extensive, Year-Long Global Exposure and Brand Alignment

- Company logo with external hyperlink included in a prominent location on the CREW Network website.
- Link to partner home page from the CREW Network website
- Partnership recognition in the CREW Network annual report

CREW Network Leadership Summits

- Top-level recognition at the Winter, Spring and Fall Leadership Summits



CREW Network Convention

- Three (3) complimentary full registrations for the current year's convention
 - Includes VIP seating at the luncheons
- Invitations to the VIP Partner Reception for the partner's employees attending the convention
- Your company logo listed in pre- and post-convention marketing materials, providing brand exposure and alignment extending across all CREW Network channels.
- Recognition from the podium during the event
 - Gold Partners - third listing
- Complimentary exhibit space at the current year's Marketplace and priority placement over non-partner exhibitors
- Company logo recognition on an exclusive event
- Opportunity to place a logoed gift item in the convention attendee gift bag
 - Partners are responsible for selecting, ordering and shipping their item to Convention for inclusion in the bag.

Global Events

- Company logo recognition in global presentations and name recognition in social media as appropriate
- Recognition from the podium (Gold Partners - third listing)



Silver Partner | \$15,000 USD

Silver Partner Benefits

- Opportunity to post and advertise your company's job postings at the CREW member rate in our new CREW Network Career Center, crecareers.org. And the exclusive complimentary opportunity to post internships at creinternships.org; both sites dedicated to increasing the diverse talent pipeline and advancing women and people of color in our industry.

CREW Network HR Forum (one annually)

An exclusive opportunity for HR leaders at CREW Network partner companies to join other global heads of human resources in commercial real estate for ongoing discussions into the workforce of the future. Leading experts will provide expertise and insights as well as facilitate conversation around the real challenges faced by HR leaders as they move companies into a more inclusive, unbiased diverse workforce.

Extensive, Year-Long Global Exposure and Brand Alignment

- Company logo listed in a prominent location on the CREW Network website
- Partnership recognition in the CREW Network annual report

CREW Network Convention

- Two (2) complimentary full registrations for the current year's convention
 - Includes VIP seating at the luncheons
- Invitations to the VIP Partner Reception for the partner's employees attending the convention
- Your company logo listed in pre- and post-convention marketing materials, providing brand exposure and alignment extending across all CREW Network channels.
- Complimentary exhibit space at the current year's Marketplace and priority placement over non-partner exhibitors
- Company logo recognition on an exclusive event
- Opportunity to place a logoed gift item in the convention attendee gift bag
 - Partners are responsible for selecting, ordering and shipping their item to Convention for inclusion in the bag.

Global Events

- Company logo recognition in global presentations and name recognition in social media as appropriate

Bronze Partner | \$10,000 USD

Bronze Partner Benefits

- Opportunity to post and advertise your company's job postings at the CREW member rate in our new CREW Network Career Center, crecareers.org. And the exclusive complimentary opportunity to post internships at creinternships.org; both sites dedicated to increasing the diverse talent pipeline and advancing women and people of color in our industry.

CREW Network HR Forum (one annually)

An exclusive opportunity for HR leaders at CREW Network partner companies to join other global heads of human resources in commercial real estate for ongoing discussions into the workforce of the future. Leading experts will provide expertise and insights as well as facilitate conversation around the real challenges faced by HR leaders as they move companies into a more inclusive, unbiased diverse workforce.

Extensive, Year-Long Global Exposure and Brand Alignment

- Company name listed in a prominent location on the CREW Network website
- Partnership recognition in the CREW Network annual report

CREW Network Convention

- One (1) complimentary full registrations for the current year's convention
 - Includes VIP seating at the luncheons
- Invitations to the VIP Partner Reception for the partner's employees attending the convention
- Your company name listed in pre- and post-convention marketing materials, providing brand exposure and alignment extending across all CREW Network channels.
- Complimentary exhibit space at the current year's Marketplace and priority placement over non-partner exhibitors
- Company name recognition on an exclusive event
- Opportunity to place a logoed gift item in the convention attendee gift bag
 - Partners are responsible for selecting, ordering and shipping their item to Convention for inclusion in the bag.

Global Events

- Company name recognition in global presentations and name recognition in social media as appropriate

Contributor Partner | \$5,000 USD

Contributor Partner Benefits

- Opportunity to post and advertise your company's job postings at the CREW member rate in our new CREW Network Career Center, crecareers.org. And the exclusive complimentary opportunity to post internships at creinternships.org; both sites dedicated to increasing the diverse talent pipeline and advancing women and people of color in our industry.

CREW Network HR Forum (one annually)

An exclusive opportunity for HR leaders at CREW Network partner companies to join other global heads of human resources in commercial real estate for ongoing discussions into the workforce of the future. Leading experts will provide expertise and insights as well as facilitate conversation around the real challenges faced by HR leaders as they move companies into a more inclusive, unbiased diverse workforce.

Extensive, Year-Long Global Exposure and Brand Alignment

- Company name listed in a prominent location on the CREW Network website
- Partnership recognition in the CREW Network annual report

CREW Network Convention

- Invitations to the VIP Partner Reception for the partner's employees attending the convention
- Your company name listed in pre- and post-convention marketing materials, providing brand exposure and alignment extending across all CREW Network channels.

Global Events

- Company name recognition in global presentations and name recognition in social media as appropriate

PARTNER TESTIMONIALS

Partnership matters. Now more than ever, your employees, potential employees, investors, clients and partners want to work for and with a company that is committed to a diverse and inclusive workforce.

Partnership with CREW Network gives you the competitive advantage in attracting talent, clients and new opportunities.

"AEI partners with CREW Network because it makes great business sense. We do business with fellow CREW members and get significant referral opportunities as well. Through CREW, we are connected with a multi-disciplinary community of experts in the CRE space, and we collaborate on transactions and development projects with fellow CREW members. And we get great professional development resources and experiences for our staff. Our relationship with CREW Network helps our business grow, our leaders grow, and helps build the pipeline of future professionals in our fields.

On a personal level, I'm a case study of what's possible when someone is supported throughout her career by the resources that CREW Network has to offer, and I'm so thankful I found CREW East Bay and CREW Network over 10 years ago. I see our rising leaders who are involved with CREW growing their skills so much faster than they would through any outsourced professional development training program, and they're building a network in CRE to grow AEI's business at the same time. Win Win!"



Holly Neber

Chief Executive Officer
AEI Consultants
GOLD PARTNER



Commercial Real Estate Women Network

1201 Wakarusa Dr., Suite D | Lawrence, KS 66049 USA | 001-(785) 832-1808 | crewnetwork.org

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2023 CREW Network partnership commitment.