2018 Annual Report

Transforming the commercial real estate industry by advancing women globally
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President’s Message

CREW Network’s accomplishments in 2018 are a testament to our membership, our leadership, our sponsors and industry partners, as well as to CREW’s stature in the CRE industry. CREW is a remarkable organization and our members have elevated our brand globally. Our collective mindset is to never give up and to transform the CRE industry by advancing our members globally—and we have gone over and above in achieving our goals this year.

In 2018, CREW Network’s membership grew to more than 11,000 professionals across 75 markets in the US, Canada and the UK. CREW’s stature in the CRE industry was instrumental in securing a seat on the Real Estate Roundtable Board of Directors. Our 2018 convention in San Diego saw more than 1,300 attendees, all of whom had access to an expanded slate of offerings including pre-convention workshops, mega-sessions and CREW Coffee Talk. We elevated our media coverage, including our research and our efforts to advance diversity and inclusion in the industry. We supported our chapters in exceeding all CREW Network Foundation Chapter Challenge milestones and increased our offering from 15 to 20 scholarships for college women as a result of the support of the Foundation’s 20th anniversary giving campaign.

We have been recognized as the go-to for gender equity and diversity and inclusion, and we are raising the level of these discussions to affect change. We released our 11th white paper, Achieving Pay Parity in Commercial Real Estate, presenting expert insight, data, best practices and action items for company leadership, human resources, and women professionals to close the gender pay gap. The publication also explores why the pay gap exists and what’s on the horizon for equal-pay-for-equal-work legislation.

With CREWbiz, our online member-only platform, our members had thousands of opportunities to access deals and referral sources in 2018. CREWbiz has transformed our organization by elevating deal making and networking opportunities among our members globally.

I would like to thank our membership, the entire CREW Network staff, our CEO, our board of directors, our chapter leaders and our highly committed and forward-thinking sponsors and industry partners. Thank you for your commitment to transforming the CRE industry to improve the trail we are blazing today for others tomorrow.

Warmest regards,

Tara Piurko
2018 CREW Network President
Toronto CREW
2018 CREW Network Board of Directors

**PRESIDENT**

**Tara Piurko**
Partner, Municipal, Planning & Land Development Group
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Toronto CREW

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**Claire Roberts**
Vice President
Colliers International
MNCREW
Membership

BY THE NUMBERS

2,844 new members

1989 1,100
1994 2,300
1999 4,500
2004 6,000
2009 7,650
2014 9,450
2018 11,315

11% year-over-year growth

75+ chapters and global affiliates
CREW Network

2018 IN NUMBERS

CREWbiz logins

99,920

89% of members logged into CREWbiz

CREW Network: The Business Advantage

11,315 members

14,205 social media followers

160,195
crewnetwork.org users
(46% increase year-over-year)

969,412
page views
(21% increase year-over-year)

90 million
reached by media mentions of our industry research

343 million
reached by media mentions of CREW Network
Supporting Chapter Success

In 2018, CREW Network focused on launching new resources for chapters to succeed and thrive. Below are a few highlights of what we accomplished for our chapters.

The New Chapter Management

In June, CREW Network launched the new Chapter Management, a platform providing chapter and affiliate group leaders with real-time data and progress related to membership, member demographics, event registration, sponsorship and CREW Network Foundation giving. The platform contains interactive tables, graphs and exportable information that allows leaders to gain perspective on their unique membership and insight into what initiatives and events will benefit members throughout their career stages.

These tools also help grow the pipeline of diverse commercial real estate professionals into CREW Network. When leaders have an awareness of the individual demographics and diverse professions within their chapters, they are better equipped to target recruitment efforts, resulting in a well-rounded chapter.

New Chapter Tools and Resources

CREW Network also produced new membership resources and program tools exclusively for chapters, including:

- New member and chapter benefits fliers that define the value and benefits of CREW membership
- UCREW and CREW Careers checklists to assist chapters in hosting the career outreach events in their markets
- A new Gold Standard Playbook to guide chapters in achieving excellence
- A new membership benefits video to aid in membership and sponsorship recruitment

Additional Programming at Leadership Summits

In 2018, CREW Network also began dedicating a full day of each Leadership Summit to provide training and leadership development for our chapter leaders. This additional programming was focused on chapter needs and provided at no extra cost, remaining at $250 USD for members.

CREW Careers and UCREW Support

CREW Network not only seeks to engage current membership with events and initiatives, but also has programs in place for the younger generation of commercial real estate professionals. CREW Careers targets high school aged women, while UCREW focuses on women who are pursuing a career in commercial real estate at the college level. These programs are part of CREW Network's mission to grow the pipeline of women into commercial real estate.

In 2018, CREW Network created “how to host” checklists for both programs. The checklists serve as event preparation guides and provide chapters with planning timelines, sample agendas and marketing and promotion best practices.
Creating a Diverse Talent Pipeline

CREW Network is taking a leadership role in leveraging new tools and information to fill the talent pipeline with more women and people of color. In 2018, we introduced the following new initiatives, resources and content to create a pipeline of gender, racial and ethnic diversity in commercial real estate; advance our mission, and raise the stature and visibility of our organization.

**New Internship Platform**
In December, we launched a new internship website, CREinternships.org, for young women and people of color seeking work experience in the industry. We are partnering with our sponsors to list internship opportunities and engage with universities, college and real estate programs to drive diverse students to these opportunities, so they can start building careers.

**Careers Building Communities**
Increasing awareness of the job opportunities available within the industry was also a priority for CREW Network in 2018. We collaborated with 29 organizations to launch CareersBuildingCommunities.org, which allows students and those new to the industry to navigate career paths in commercial real estate. The platform is dedicated to helping users determine how their specific skills sets, strengths, goals and desires align with a career path within commercial real estate.

**CareersBuildingCommunities.org**

*Find your career. Build your community.*

**Commercial Real Estate Internships**

Your commercial real estate career starts here. Gain valuable work experience at top CRE companies.

**CRE INTERNSHIPS**

- Commercial Real Estate Finance Internship
- Commercial Real Estate Internship

**Internship seekers**
Gaining work experience is critical in building your résumé and your career. Browse these opportunities to find and apply for internships that will lay the foundation for your commercial real estate career.

These top companies are looking for talented candidates like you! Women and people of color are strongly encouraged to apply.
Raising Our Industry Visibility and Stature

One of our greatest accomplishments in 2018 was the elevation of CREW Network media coverage, including our research and our efforts to elevate diversity and inclusion in the industry. In September, CREW Network was featured on the cover of Real Estate Forum, with a number of feature stories inside, and 39 members honored as Women of Influence.

CREW Network’s media mentions reached more than 343 million consumers in 2018, and media coverage of our industry research reached more than 90 million.

CREW Network Welcomes West Michigan Chapter

In early 2017, discussions about CREW Network affiliation in West Michigan began. Organizers soon agreed to capitalize on the benefits and resources from CREW Network’s global network and to apply for chapter membership.

Throughout 2018, West Michigan leaders met with representatives from CREW Detroit, CREW-OKC and CREW Network, and attended the CREW Network Spring Leadership Summit in Cleveland. Delegates representing CREW Network chapters unanimously voted to add CREW West Michigan on October 17 at the 2018 Fall Leadership Summit in San Diego.

The new CREW West Michigan chapter encompasses commercial real estate professionals from the Grand Rapids, Holland, Grand Haven, Muskegon, Kalamazoo and Lansing markets. With the addition of a new chapter in West Michigan, CREW Network expanded to 75 chapters.

Real Estate Roundtable

In 2018, CREW Network took an inaugural seat at the Real Estate Roundtable. CREW Network President Tara Piurko was appointed to the Board of Directors for the Roundtable’s 2019 fiscal year and represented CREW Network from July to December 2018.

The Real Estate Roundtable is comprised of industry leaders from top publicly-held and privately-owned real estate ownership, development, lending and management firms. The FY2019 Board is elected from the membership and includes four elected leaders of real estate trade organizations from The Roundtable’s 17 partner associations. The Roundtable’s leaders seek to ensure a cohesive industry voice is heard by U.S. government officials and the public about real estate and its important role in the global economy.
CREW Network is proud to be the world’s leading producer of research on women in commercial real estate. Through this cornerstone initiative, CREW Network delivers data and action items to advance women in commercial real estate and positively impact the industry.

In 2018, social movements heightened society-wide awareness about negative treatment and pay disparities that women are facing in the workplace. Like other industries, commercial real estate is under greater pressure to address these issues as companies strive to meet equality and diversity and inclusion goals.

CREW Network’s 2015 Benchmark Study Report: Women in Commercial Real Estate found a 23.3% gender pay gap among industry professionals. The gap begins to widen at mid-career and increases to nearly 30% in the C-suite.

CREW Network’s 2018 white paper, Achieving Pay Parity in Commercial Real Estate, presented expert insight, data, best practices and action items for company leadership, human resources, and women professionals to close the gender pay gap. The publication also explored why the pay gap exists and what’s on the horizon for equal-pay-for-equal-work legislation globally.

Key Findings

- Women and men on the executive level appear to be negotiating their salaries equally. Most candidates have outside guidance on the offer process from an employment lawyer, mentor, or HR professional.

- Closing the pay gap could be determined by unconscious bias and how employers react to women’s increased and improved compensation negotiations. Harvard research found that for women, sometimes it does hurt to ask for more. In a series of experiments, evaluators penalized women more than men for initiating negotiations. The white paper provides tips and action items for employers to overcome this bias and for women to navigate negotiation.

- Pay data is more accessible than ever through technology. Women are open to sharing their compensation information with other women, especially when they’re in similar positions or markets.

- Companies that have achieved pay parity agree that it’s not a one-off event and must be evaluated annually and reviewed on an ongoing basis.

More than 80 countries have some form of equal-pay-for-equal-work legislation in effect, while approximately 24 have some sort of mandatory reporting requirement. The white paper provided a snapshot of pay stats and legislation in the U.S., Canada and the U.K.

The white paper also examined best practices of companies that have achieved—or nearly achieved—pay parity, including Wells Fargo, Adobe, Salesforce and Starbucks, plus insight from leading experts and researchers on pay parity and hiring trends.
Providing Best-in-Class Networking and Learning Opportunities

Facilitating business networking and deal making among our multi-disciplinary membership is the cornerstone of our organization. We deliver business networking opportunities throughout the year, including three Leadership Summits and the CREW Network Convention and Marketplace. Business connections are made. Resources are shared. Deals are discussed.

CREW Network dedicates significant resources to providing our members with high-level leadership development training and opportunities to serve on global boards and committees to develop and hone their leadership skills. Below are highlights from our signature networking events and leadership programs in 2018.

**Winter Leadership Summit**

CREW Network Leadership Summits bring together chapter leaders to learn from one another about chapter management, but also to learn from leading experts about the critical leadership skills that give you the business advantage. The 2018 Winter Leadership Summit in Tucson, Arizona kicked off with delegate training, followed by a chapter exchange—an opportunity for chapter leaders to discuss and receive feedback in a facilitated, small-group environment. The groups chose from the following topics:

- **Membership** - Recruitment, Retention and Engagement
- **Programs** - Topics, Formats and Innovative Ideas
- **Mentoring** - Starting, Building and Maintaining
- **Volunteers** - Getting and Keeping Members Involved

Participants also engaged in a training session led by Marsha Petrie Sue, Powerful Platform, Dealing with...
Change & Handling Toxic People. The training outlined the skills to deal with toxic traits in the workplace and create a more positive communication flow within organizations.

Tucson Mayor Jonathan Rothschild addressed the local commercial real estate market and economic drivers and development. Rothschild is a state leader, advocating for a strong education system as the key to economic success. In the afternoon, Bonnie Marcus led a session on successfully navigating and leveraging politics in the workplace. Talent and hard work alone are not enough to get ahead, and women are often overlooked for opportunities. Marcus addressed three key points during the presentation:

1. The importance of being politically savvy to influence the decision-making process and career advancement.
2. How to use promotion as a political skill for access to informal networks, information, and opportunities.
3. How to build and nurture a power network to support their career goals and ambition.

The summit closed with dine arounds, providing ample opportunities for participants to network with fellow professionals from across North America.

**Spring Leadership Summit**

Inspiring speakers, productive group discussions and chapter success stories were just a few of the features of the Spring Leadership Summit in Cleveland, Ohio June 21-22. Leadership Strategist Cynthia D’Amour led a full-day chapter leadership training—an interactive session about the key elements to building enthusiasm within a chapter, including:

- **Strategy** - How to be a leader that moves the mission forward through the work of others.
- **Knowledge** - Three “hot buttons” leaders need to hit to get people to show up.
- **Insight** - What today’s volunteers want and how to keep them coming back.
- **Tactics** - Ways to engage members to create meetings that members love to attend.

CREW Network Distinguished Leader Angela Mago spoke at the summit as well, addressing the “winning culture” and obstacles she has overcome throughout her career journey. Mago is the head of Real Estate Capital at KeyBank, with a $29 billion real estate portfolio as a 30-year veteran of Key.

Beth Hand, CEO of Leadership Hand, facilitated a training on leveraging productive conflict and the positive impact it can have on teams and companies. Hand discussed the way conflict can be turned into a productive process. This creates a culture of innovation, which leads to a high performing company that creates superior solutions to issues. Hand focused on three key messages during the session:

- Discovering individual unique success strategies
- Learning the Productive Conflict Workout™ for navigating conflict effectively
- Actionable strategies that can be implemented to address conflict more confidently

The summit closed with dine arounds hosted by CREW Cleveland, an evening of networking at a Cleveland Indians baseball game and a tour of the Rock and Roll Hall of Fame. Cleveland rocked!
Convention and Marketplace

You asked, and we delivered! CREW Network offered many new learning experiences and features at the 2018 Convention and Marketplace. With more industry education and leadership development—in new learning formats—participants had greater opportunities to choose the best personalized learning options, including:

- **Two pre-convention workshops**, Building Your Commercial Real Estate Business—focused on the important dynamics that business owners need to understand to build and grow—and a Financial Boot Camp, Fundamentals of Money Making, taught by CRE professionals, for CRE professionals.

- **Two new mega-sessions**, Consumer Driven Cities, a discussion on how consumers are driving demand for lifestyle development in the urban core; and Productive Conflict—how it impacts organizations, and the three keys to navigating and leveraging it to bring out the best in you, your team, your company and for your clients.

- **CREW Coffee Talk**, a new and powerful way to match participants for networking and business opportunities. Participants were able to find individuals matching their interests through the new CREW Events app and contact one another to arrange meetings at the convention.

Robin Roberts was Friday’s keynote speaker at convention

Julie Bauke leading the pre-convention workshop

CREW Coffee Talk area at the convention
The convention also offered 13 learning excursions, which introduced participants to commercial real estate developments in the San Diego area. This included a tour of Illumina, a company that combines biology and technology to create systems for DNA research, as well as a tour of One Paseo, a mixed-use development that features office, retail and residential, defining what is known as “urban suburban” and “retail experience.”

**Inspiring Keynotes**

Opening featured speaker Alison Levine, Team Captain of the first American Women’s Everest Expedition, drew comparison between the world of extreme adventure and demanding business environments. Levine used stunning imagery from her expeditions to demonstrate how progress can be made by going backward, why egos are a good thing, and how complacency can kill you. She is one of today’s most in-demand speakers and inspired participants to push themselves further than they ever thought possible.

Following breakout sessions on Thursday, Hessam Nadji, CEO of Marcus & Millichap, provided insight into commercial real estate market trends. Nadji, who positioned the firm as a leading provider of market trends, analyses and expertise, also shared stories of growing up as a child immigrant in the U.S., his career path, and aspirations for a more diverse industry workforce.

The convention closed with keynote speaker Robin Roberts, Good Morning America Co-Anchor. Roberts highlighted her journey from small town Mississippi to the Big Apple, from a local sports reporter to the ESPN SportsCenter desk, to becoming the top morning show anchor in the U.S. Title IX kickstarted her career and gave her the opportunity to parlay into achieving her personal and professional aspirations. Along the way, Roberts shared the words of her mother, “go make your mess your message,” and the inspiration she found through mentors. She overcame amazing odds to find her voice, make her contribution, and not just survive (including cancer, twice) but thrive.
CREW Network is proud of the outstanding achievements of our members and their continued impact on the industry. Through our recognition programs, including Distinguished Leaders and Impact Awards, we continue to provide a platform to recognize these outstanding professionals.

**Distinguished Leaders**

Sue Ansel and Hilary Provinse were named 2018 Distinguished Leaders—top executives in commercial real estate invited by the CREW Network board of directors to serve as advisors to the organization and women in the industry. Ansel and Provinse shared their insight, industry knowledge and paths to success at the 2018 CREW Network Convention and Marketplace.

Ansel is President and CEO of Gables Residential, a real estate company and privately held REIT specializing in the development, construction, ownership, acquisition, financing and management of multifamily and mixed-use communities. In her 25 plus years with Gables, she has held positions in acquisitions, development, and operations and has led important company initiatives including the advancement of real estate technology efforts and third-party client services.

Provinse joined Berkadia in 2018 as Executive Vice President and Head of Mortgage Banking, and as a member of Berkadia’s Management Committee. In this role, she oversees a team of 130 mortgage bankers located in 31 offices across the U.S., serving clients across all multifamily and commercial channels with expertise in senior housing and healthcare, hotels and hospitality, student housing, affordable housing, and manufactured housing.

**Impact Awards**

The CREW Network Impact Awards recognize member achievements considered exceptional in four areas: Member-to-Member Business, Entrepreneurial Spirit, Economic and Community Improvement, and Career Advancement for Women. Below are highlights of our 2018 honorees.

2018 Career Advancement for Women Impact Award - Suzanne Hollander

Suzanne Hollander of CREW Miami has made a profound impact on the career advancement of women. She teaches real estate law at Florida International University, one of the 10 largest public universities in the United States, with over 55,000 students and the highest
number of Hispanic/Latino students in the country. Hollander created a professional network to introduce students to careers in commercial real estate, and several programs and initiatives to support it, including an annual UCREW event; an Innovative Teaching Grant at FIU; and a partnership with CREW Miami to empower nontraditional, first generation students. To help these students, Hollander worked with CREW Miami to establish Student and Young Professional memberships, and annual scholarships.

Economic and Community Improvement Impact Award – Anne Cummins
Anne Cummins of CREW Philadelphia is the lead developer for Liberty Property Trust in its redevelopment of The Camden Waterfront, a new, mixed-use waterfront neighborhood that is transforming more than 20 acres of parking lots into a productive and vibrant anchor for the City of Camden, N.J. The plan will encompass approximately 1.2 million square feet of private development, including office space, a hotel, 176 residential units, ground floor retail and an expanded and improved waterfront park. The project is expected to bring 5,000 to 6,000 new jobs to Camden and have a future economic impact of more than $500 million.

Entrepreneurial Spirit Impact Award – Amanda Bogner
CREW Omaha Metro’s Amanda Bogner, Energy Studio President, led her team through a calculated, two-year process to eliminate 40% of their revenue to do more professionally fulfilling work. In 2016, she made the decision to discontinue LEED reviews, which led to 0% revenue in this business line; however, it allowed her firm to re-focus services to 100% energy modeling and other services. Since committing to this plan, the company has replaced 100% of the LEED revenue with more satisfying energy modeling work that is their core competency. The company is on track for its highest revenues to date in 2018.

Member-to-Member Business Impact Award – Sarah Barnat
In May 2017, CREW Boston’s Sarah Barnat and her team of mostly women closed on a $21 million, 67-unit, mixed-use multifamily project, now known as Holmes Beverly in Beverly, Mass. Seventy-five percent of all soft cost expenditures of the project went to Women’s Business Enterprise (WBE) firms, approximately $2 million in fees. With $21 million of buying power as a woman managing member, Barnat was free to choose team members who would make significant contributions. In all, 17 CREW members served in crucial team roles, and 25 additional women provided skills and expertise to the project team.
**Financial Summary**

**Total Revenues = $5,233,727**

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<th>Revenue Source</th>
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<td>Membership Dues</td>
<td>$1,926,467</td>
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<td>Sponsorship</td>
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<td>Convention Fees</td>
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<td>Leadership Summit</td>
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<td>Other Education Fees</td>
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<td>Administrative Services Income</td>
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<td>Other Grant Revenue</td>
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<td>Interest &amp; Miscellaneous Income</td>
<td>$150,514</td>
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Total revenue before unrealized loss $5,579,768
Unrealized loss on investments (346,041)

Total revenue $5,233,727

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**Total Expenses = $5,087,769**

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<td>Management &amp; General Administration</td>
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Total $5,087,769 100%
# Thank You to our 2018 Sponsors

## Program Partners

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## Premier Lead Sponsors

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## Platinum Sponsors

| Blakes | Camden | Colliers International | Fidelity National | HFF | |
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## Gold Sponsors

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## Silver Sponsors

| Avison Young | Bentall Kennedy | IOA | Remington Real Estate Advisors | Valet Living | Wework | |
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## Bronze Sponsors

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## Silver Partners

| CREW Chicago | CREW Charlotte | CREW San Diego | CREW | |
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## Bronze Partners

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## Patron Partner

| AZCREW | |
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## Contributor Partners

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## Supporting Partners

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<th>CREW Austin</th>
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## Chapter Leadership Circle Partners

| CREW Chicago | CREW Charlotte | CREW San Diego | CREW | |
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| CREW | CREW Network Houston | CREW Network Montana | CREW | |
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| CREW DC | CREW New York | CREW Philadelphia | CREW | |
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| CREW | CREW Tucson | CREW Utah | |
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| CREW | CREW Tucson | CREW Utah | |
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CREW NETWORK

Sponsor and Chapter Leadership Circle Directory

2018 Chapter Leadership Circle Partners

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

AZCREW
Jennifer Cranston
2019 President
PO Box 13116
Phoenix, AZ 85002 USA
(602) 530-8191
jennifer.cranston@glknet.com
https://arizonacreww.com

Established in 1986, AZCREW is recognized as the premier commercial real estate organization that dominates in the advancement and success of women within the commercial real estate industry through leadership, professional relationships, education and excellence.

CREW Atlanta
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(770) 560-3329
chapterdirector@crewwatlanta.org
www.crewwatlanta.org

CREW Atlanta is the industry's premier business networking organization dedicated to supporting the achievements of women in commercial real estate.

CREW Austin
Amy Ables
Administrator
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Cedar Park, TX 78613 USA
(512) 294-2832
aables@crewwauustin.org
https://crewwauustin.org/home

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

CREW Boston
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Director of Operations
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Boston, MA 02110 USA
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laura@crewboston.org
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.

CREW Charlotte
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Executive Director
PO Box 36692
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executive@crewwcharlotte.org
www.crewwcharlotte.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.

CREW Chicago
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Chapter President
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ablumenthal@gouldratner.com
www.crewwchicago.org

CREW Chicago’s mission is to positively impact the commercial real estate industry by advancing the power and success of women. CREW Chicago is where you find the “A” players and where you learn to be an “A” player!

CREW Cleveland
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https://crewwcleveland.org

CREW Cleveland is dedicated to furthering the success of its members by providing opportunities that foster productive and supportive relationships and enhance personal and professional growth.

CREW Dallas
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CREW Dallas is a powerful network that creates success for women in commercial real estate. CREW is all about empowerment, positive growth, encouragement and connections.

CREW Denver
Piper Pierce
President
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https://crewwdenver.org

CREW Denver was founded in 1984 and has been blazing trails ever since. We mentor and empower women in all career stages to take the lead in ensuring their own success, the success of the organizations they lead and to positively shape the future of our city.

CREW Detroit
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President
(734) 262-5946
kherman@neumannsmith.com
www.crewdetroit.org

As a founding chapter of CREW Network, CREW Detroit provides its 150+ members with focused networking, promotes member-to-member business, offers educational and leadership development and enriches members through philanthropic experiences.

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(817) 228-4247
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http://crewfw.org/

CREW Hampton Roads
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President
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cverfurth@bdo.com
https://crewhamptonroads.org/

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

CREW Houston
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Ashley.Frysinger@kimley-horn.com
www.crewwhouston.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 257 highly motivated members.

CREW Jacksonville
Cindy Kaneer
2018 Chapter President
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cindy@cantrellmorgan.com
www.crewwjax.org

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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info@crewwjax.org
www.crewwjax.org

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

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info@crewwmpls.org
www.crewwmpls.org

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

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www.indycrew.org

To transform the commercial real estate industry by advancing women in the Greater Indianapolis area.

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https://crewwdenver.org

CREW Denver was founded in 1984 and has been blazing trails ever since. We mentor and empower women in all career stages to take the lead in ensuring their own success, the success of the organizations they lead and to positively shape the future of our city.

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https://crewhamptonroads.org/

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Ashley.Frysinger@kimley-horn.com
www.crewwhouston.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 257 highly motivated members.

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(904) 493-1603
info@crewwjax.org
www.crewwjax.org

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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Executive Director
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info@crewwmpls.org
www.crewwmpls.org

We exist to ignite the commercial real estate industry through the collective achievements and unique strengths of women.
2018 Chapter Leadership Circle Partners

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Vice President
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justine.deshayes@wellsfargo.com
https://crewnm.org/home

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

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Kathryn Kucharski
Communications Chair
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Lawrence, KS 66049 USA
info@crewny.org
www.crewny.org

CREW New York is dedicated to promoting the success of women in commercial real estate and to be the premier business network and transform commercial real estate networking organization in the region. Core values include leadership, excellence, influence, community, advancement and networking.

CREW NJ
Tara Carver, Esq.
President
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Montclair, NJ 07042 USA
(609) 452-3108
tara.carver@saul.com
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 Northern Virginia
Jay Pruitt
Chapter President
8200 Greensboro Drive, Suite 250
McLean, VA 22102 USA
(703) 628-0455
jpruitt@am.jll.com
www.crewnorthernvirginia.org

Our mission: CREW Northern Virginia is dedicated to promoting the success of women in commercial real estate through professional leadership, business networking and education.

CREW Orange County
Linda Padilla · Smyth
President
PO Box 128
East Irvine, CA 92650 USA
(714) 744-7862
padillas@chapman.edu
https://crew-oc.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
Cindy Schooler
President
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(352) 874-1435
cindy.schooler@ssrrs.com
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 Philadelphia
Andrea Lukens
Chapter President
Philadelphia, PA USA
(917) 593-7072
caluken@gmail.com
www.crewphiladelphia.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
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2018 President
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San Antonio, TX 78213 USA
(210) 455-2478
dwelch@highlandresources.net
www.crew-sanantonio.com

CREW San Antonio is an organization that promotes women who are professionals in the commercial real estate industry. Our purpose is to provide additional opportunities and advancement for our members through education, networking, recognition and leadership.

CREW San Diego
Donna Schweitzer
Chapter Administrator
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Escondido, CA 92026 USA
(760) 855-4983
donna@crewsandiego.org
www.crewsandiego.org

To promote, educate and support a network of professionals in the field of commercial real estate.

CREW San Francisco
Molly Jans
President
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(415) 314-7135
molly@paradigmgcc.com
www.crewsf.org

CREW SF is dedicated to developing and advancing women as leaders in the CRE industry. We have been an integral part of San Francisco CRE for over 30 years. Professional diversity is our hallmark, with our members working in over 35 CRE fields.

CREW Seattle
Cori Palmer
Chapter President
12131 113th Avenue NE, Suite 101
Kirkland, WA 98034 USA
(425) 497-6637
cori.palmer@mortenson.com
www.crewseattle.org

Our mission is to promote and advance business, networking and leadership for the success of women in commercial real estate.

CREW Silicon Valley
Jennifer Anderson
2019 Chapter President
(408) 680-0211
jennifer@dbinsurance.com
www.crewsv.org

CREW Silicon Valley is dedicated to influencing the commercial real estate industry through the advancement of women.

CREW St. Louis
Michelle Yates
President
c/o Integrity
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St. Louis, MO 63130 USA
(314) 242-1326
michelle.yates@thealwrencegroup.com
www.crewstl.org

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

CREW Utah
Karen Farrell
2019 President
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Lawrence, KS 66049 USA
(801) 844-7502
kfarrell@venturewest.com
https://crewutah.org

CREW Utah influences the success of the commercial real estate industry by advancing the achievements of women.

CREW Washington DC
Barbara Mackin
2018 President
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(785) 832-1808
admin@crewdc.org
www.crewdc.org

CREW DCs 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.

Triangle CREW
Kerry Saunders
Executive Director
PO Box 10764
Raleigh, NC 27605 USA
(919) 714-7126
ksaunders@naicarolantic.com
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
Karen Farrell
2019 President
Tucson, AZ USA
(520) 906-8135
kfarrell@venturewest.com
https://crewtucson.org/home

Since 2002, CREW Tucson has connected commercial real estate professionals in Southern Arizona by working together to create a dynamic environment that promotes advancement through knowledge, networking and creating more opportunities for women in commercial real estate.

CREW Alexandria
2018 President
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jpruitt@am.jll.com
www.crewnorthernvirginia.org

Established in 2007, CREW Alexandria’s mission is to advance the achievements of women in commercial real estate.
2018 Sponsors

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CEO
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(925) 746-6000
hneber@aeonconsultants.com
www.aeonconsultants.com

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NV5/Bock & Clark
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Director of Marketing
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Baker Tilly is a leading advisory, tax and assurance firm whose specialized professionals guide clients through an ever-changing business world, helping them win now and anticipate tomorrow. The firm has operations in North America, South America, Europe, Asia and Australia.

ARCHITECTURE

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Established in 1972, Ware Malcomb is an international design firm providing planning, architecture, interior design, branding and civil engineering services. The firm has 22 office locations throughout the United States, Canada, Mexico and Panama.

BROKERAGE

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Headquartered in Toronto, Canada, Avison Young is a collaborative, global firm privately owned and operated by its Principals with approximately 5,000 real estate professionals in 120 offices in 20 countries.

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Colliers International is a leading global real estate services and investment management company. With operations in 68 countries, our 14,000 professionals provide expert advice and services to maximize the value of property for real estate occupiers, owners and investors.

Herrin Commercial Real Estate
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HFF and its affiliates operate out of 26 offices and are a leading provider of commercial real estate and capital markets services to the global commercial real estate industry.

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Marcus & Millichap is a leading firm specializing in commercial real estate investment sales, financing, research and advisory services across the U.S. and Canada. Our services are customized to meet the diverse needs of private investors, professionals and institutions.

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CBRE Group, Inc. is the world’s largest commercial real estate services and investment firm, with 2018 revenues of $21.3 billion and more than 90,000 employees (excluding affiliate offices). CBRE has been included in the Fortune 500 since 2008, ranking #207 in 2018.

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Bentall Kennedy, a Sun Life Investment Management company, is one of the largest global real estate investment advisors. Bentall Kennedy serves the interests of more than 545 institutional clients with expertise in office, retail, industrial and multi-residential assets.

LAW

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beth.zafonte@akerman.com
www.akerman.com

Akerman is known for results in middle market M&A and complex disputes and for helping clients achieve their most important business objectives in the real estate, financial services and other dynamic sectors. We are ranked among the top 100 law firms in the United States.

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Bentall Kennedy, a Sun Life Investment Management company, is one of the largest global real estate investment advisors. Bentall Kennedy serves the interests of more than 545 institutional clients with expertise in office, retail, industrial and multi-residential assets.

INVESTMENT MANAGEMENT

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

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Head of Commercial Real Estate
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