Building opportunities for women and girls in commercial real estate
Letter from the Chair

On behalf of our board, I would like to thank you for your support and invite you to explore the impact of our work in 2015.

In this year’s annual report, you’ll read about how CREW Network Foundation is helping to empower women to negotiate a fair salary and close the gender pay gap. You’ll learn about female high school and college students being inspired to pursue commercial real estate as a career path. And you’ll see how CREW Network Foundation is helping produce research that is catalyzing companies to make fields like architecture, brokerage, construction management, engineering and appraisal more welcoming for women. Some of our most fulfilling moments at the Foundation come from seeing women and girls start to believe they can sit at any table, have any job and partake in any life they want.

My humble thanks to all our staff, supporters and donors, and the many individuals, organizations and chapters with whom we are working to accomplish lasting change for women and girls in commercial real estate. With your continued partnership and support, we are an unstoppable force for positive change in the commercial real estate industry.

Kris Beason
CREW Network Foundation Chair
Vice President/General Manager - Pacific Northwest Region, Adolfson & Peterson Construction
CREW Seattle and Sound

Cover photo: CREW Houston CREW Careers event
## LEADERSHIP & STAFF

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<th>Name</th>
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<th>Chapter</th>
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<tr>
<td>Kris Beason</td>
<td>CHAIR</td>
<td>Adolfson &amp; Peterson Construction</td>
<td>CREW Seattle and Sound</td>
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<td>Jane Snoddy Smith</td>
<td>PAST CHAIR</td>
<td>Norton Rose Fullbright</td>
<td>CREW Austin</td>
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<td>Kathy Carr</td>
<td>CHAMPION DIRECTOR LIAISON</td>
<td>St. Jude Medical S.C., Inc.</td>
<td>CREW Austin</td>
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<td>Judy Nitsch</td>
<td>CREW NETWORK BOARD LIAISON</td>
<td>Nitsch Engineering, Inc.</td>
<td>CREW Boston</td>
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<td>Gail S. Ayers, Ph.D.</td>
<td>PRESIDENT</td>
<td>CREW Network Foundation</td>
<td>CEO</td>
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<td>Justin Hawkins, CPA</td>
<td>TREASURER</td>
<td>CREW Network Foundation</td>
<td>CFO</td>
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<tr>
<td>Megan Cottrell</td>
<td>ASSISTANT</td>
<td>CREW Network Foundation</td>
<td>COMMUNICATIONS ASSISTANT</td>
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## CHAMPION DIRECTORS

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<th>Name</th>
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<tr>
<td>Gayle Bourdeau</td>
<td>Stewart Title Commercial Services</td>
<td>CREW Boston</td>
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<tr>
<td>Elizabeth Karmin</td>
<td>Morris Manning &amp; Martin LLP</td>
<td>CREW Washington DC</td>
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<td>Christina-Marie Kobi</td>
<td>McLean &amp; Kerr LLP</td>
<td>Toronto CREW</td>
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<tr>
<td>Denise Praul</td>
<td>Accurate Tax Management Corp.</td>
<td>IndyCREW</td>
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<td>Claire Roberts</td>
<td>Marcus &amp; Millichap</td>
<td>MNCREW</td>
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<tr>
<td>Andrea Welburn</td>
<td>Cushman &amp; Wakefield Ltd.</td>
<td>CREW Vancouver</td>
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Kris Beason
CREW Network Foundation Chair
Vice President/General Manager - Pacific Northwest Region, Adolfson & Peterson Construction
CREW Seattle and Sound
What We Do

EDUCATE

The CREW Network Foundation Scholarship program supports future female leaders as they pursue university-level education that will lead to careers in commercial real estate. The number of scholarships awarded to full-time female students each year is based upon the availability of interest income from the endowment, contributions, and matching corporate funds. Scholarship Endowment funds will be permanently restricted and only investment earnings from those contributions can be used for funding current scholarships. Annual Current Scholarship funds will be temporarily restricted for the purpose of funding current scholarships.

Scholarships are available to female junior or senior undergraduate students and to women enrolled in full-time graduate programs, to cover the costs of her tuition and books. To be eligible, she must have a minimum 3.0 on a 4.0 scale and be a citizen of the United States or Canada. Her focus of study must be included in one or more of the CREW Network Qualified Fields of Commercial Real Estate (QFCRE). (See list on page 3)

RESEARCH

Annual CREW Network Foundation grants make it possible for CREW Network to remain the leading publisher of research on women in commercial real estate – research that is helping close the compensation and leadership gap for women. Through its benchmark reports and annual white papers, CREW Network can inform the industry and mark the progress of women in commercial real estate. The results of this research also direct both CREW Network’s strategic initiatives and its educational programming.

GREATEST NEEDS FUND

Contributions are first used to cover the basic administrative costs of operations. Remaining funds are evaluated annually by the executive management committee and are often used to provide additional funding to scholarships, industry research, career outreach or set aside as reserves to cover potential future needs.

Why it Matters

We bring more women into commercial real estate.

In the following pages, we highlight some of the many ways we are building opportunities for women and girls in commercial real estate.

CREW Network Foundation is defined as the charitable arm of CREW Network and is dedicated to supporting the mission of influencing the success of the commercial real estate industry by advancing the achievements of women.

Because the Foundation is organized under IRS code section 501(c)(3), and is classified as a public charity under section 509(a)(3) donations made to it are 100% tax deductible.
The CREW Network Foundation Scholarship program supports future female leaders as they pursue university-level education that will lead to careers in commercial real estate. The number of scholarships awarded to full-time female students each year is based upon the availability of interest income from the endowment, contributions, and matching corporate funds. Scholarship Endowment funds will be permanently restricted and only investment earnings from those contributions can be used for funding current scholarships. Annual Current Scholarship contributions can be used for funding current scholarships, industry research, career outreach or set aside as reserves to cover potential future needs.

OUTREACH
Commercial real estate offers rewarding and lucrative careers often overlooked by women. CREW Network Foundation is committed to bringing more women into commercial real estate by creating programs that educate women and girls about the career opportunities available to them.

- CREW Careers is a hands-on program designed to introduce middle school and high school girls to the many career opportunities available to them in the commercial real estate industry.
- UC CREW introduces college students to opportunities in the commercial real estate industry. Chapters utilize members as role models to teach students networking fundamentals, offer powerful career resources, and provide relationship-building opportunities in career development.
- The success stories of our members often include descriptions of wise mentors, males and females, who made the effort to help grow careers through un-official mentoring relationships. In honor of this time-tested technique, CREW Network has created the eMentoring program for its members and chapters to use. No group is better suited to mentor women in commercial real estate than CREW Network. The CREW Network eMentoring program is made up of four consecutive stages: Engage, Envision, Empower and Expand. Each module will give the user added suggestions, insight and guidance in all the processes to make the eMentoring experience fun and rewarding. Each module builds on the next, and is unique for its simple and straightforward structure.

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2015 by the Numbers

CREW Network Foundation achieved record-breaking funding levels in 2015

Percentage of CREW Network members who donate

2012 2013 2014 2015
3% 8% 15% 23%

Over $500,000 donated

CREW Network chapters contributed

$200,000

$50,000 in scholarships awarded

18 chapters had 50% of their membership give an individual donation

UCREW reached over 500 collegiate females from 40 universities across North America

CREW Careers introduced more than 700 young girls to careers in CRE

2015 CHAPTER CHAMPIONS

Each Chapter Champion endorses CREW Network Foundation fundraising efforts by inspiring chapter members and chapter board leadership to support the Foundation through individual donations, special chapter fundraising events along with implementing local Career Outreach programs. Their mission is to inspire and educate members about our foundation’s three program funds: CREW Network Foundation scholarships, Industry Research and Career Outreach.

AZCREW
Christine Veldhuizen
CREW Phoenix
Sara Silvio
CREW Austin
Elise Giles
BirminghamCREW
Alison Landers Waddell
CREW Boston
Joan Parsons
CREW Calgary
Gillian Lawrence
CREW Charlotte
Jessica Rossi
CREW Chicago
Julie Sorensen
Cindy Malone
Jan Fiola
CREW Cleveland
John MacFarland
CREW CT - The Real Estate Exchange
Pamela Torsiello
CREW Chicago
CREW Dallas
Michele Langenberg
CREW Denver
Amy Quinn
CREW Detroit
Dana Kreis Glencer
East Bay CREW
Sandra Weck
Edmonton CREW
Melanie Ducholke
CREW Fort Lauderdale/Boca Raton
Phyllis Shuster
CREW Fort Worth, Inc.
Ashley Carter
CREW Hampton Roads
Dana Giesinger
CREW Houston
Gayle Brand
CREW Idaho
Karen Warner
IndyCREW
Leslie Wagner
CREW Iowa
Melissa Wiechman
CREW Jacksonville
Anne-Marie Schimenti
CREW Kansas City
Amy Slattery
CREW-Las Vegas
Melissa Campanella
CREW Lehigh Valley, PA
Ann Marie Osika
Kate Hart Zayaitz
CREW Maryland Suburban
Ida Namur
CREW-Miami
Terri Echarte
MNCREW
Shari Bjork
CREW NJ
Elisa Buckley
CREW New Mexico
Debra Dupes
CREW New York
Beth Zafonte
CREW Northern Virginia
Erin McLaughlin
CREW Omaha Metro
Jacqueline Pueppke
CREW Orange County
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CREW Philadelphia
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Total Revenues = $559,512*

- Unrestricted Contributions ........... $256,904 47%
- Career Outreach Contributions .......... $11,837 2%
- Industry Research Contributions ....... $30,438 5%
- Annual Scholarship Contributions ....... $66,115 12%
- Scholarship Endowment Contributions .... $64,803 12%
- Fundraising Events ................. $89,313 16%
- Interest & Miscellaneous Income ....... $32,102 6%

Total $559,512 100%

Total Expenses = $234,696*

- Career Outreach........................ $22,604 10%
- Scholarship Awards..................... $47,500 20%
- Research Grants ...................... $30,000 13%
- Other Program Expenses ............... $9,166 4%
- Fundraising Events ................. $19,913 8%
- Other Fundraising ..................... $22,242 9%
- Management & General Administration .... $93,271 35%

Total $234,696 100%

*Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were $223,655 and $192,550, respectively, and are not included in the charts presented above.
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Percentage of CREW Network members who donate:
- 2012: 3%
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Over $500,000 donated

40 CREW Network chapter boards who fully supported the foundation

48 CREW Network chapters contributed

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CREW Calgary Gillian Lawrence
CREW Charlotte Jessica Rossi
CREW Chicago Julie Sorenson Cindy Malone Jan Fiala
CREW Cleveland John MacFarland
CREW CT - The Real Estate Exchange Pamela Torsiello
CREW Denver Amy Quinn
CREW Detroit Dana Kreis Glencer
East Bay CREW Sandra Weck
Edmonton CREW Melanie Ducholke
CREW Fort Lauderdale/ Boca Raton Phyllis Shuster
CREW Fort Worth, Inc. Ashley Carter
CREW Hampton Roads Dana Giesinger
CREW Houston Gayle Brand
CREW Idaho Karen Warner
IndyCREW Leslie Wagner
CREW Iowa Melissa Wiechman
CREW Jacksonville Anne-Marie Schimenti
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CREW New York Beth Zafonte
CREW Northern Virginia Erin McLaughlin
CREW Omaha Metro Jacqueline Pueppke
CREW Orange County Tina Sulikonen
CREW Orlando Heather Himes
CREW Philadelphia Lynn McDowell
PT CREW North Carolina Carol Faucette
CREW Portland Frances Doherty
Patti Moller
CREW Richmond Elizabeth Steele
CREW San Antonio Kim Ghez
CREW San Diego Katie Yee
CREW San Francisco Kara Hardesty
CREW Seattle and Sound Geralyn Vannoy
CREW Upstate South Carolina Christina Harjehausen
CREW St. Louis Lori Drury
Toronto CREW Kim Lanthier
Triage CREW Amy Watkins
Beth Stout
CREW Tucson Debbie Heslop
CREW Utah Barbara Johnson
CREW Nashville Tracy Mackinnon
CREW Washington DC Janey Saunders

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Scholarship Program Makes an Impact

Since 2008, CREW Network and CREW Network Foundation have awarded scholarships to 76 women totaling $610,000. The CREW Network Foundation Scholarship program is supported by a permanent endowment, as well as contributions to the current annual scholarship fund. The scholarship, which is designed to encourage women to pursue an education that will lead to a career in the commercial real estate industry, is awarded on the basis of academic excellence.

In 2015, 10 scholars were awarded $5,000 for tuition and books, a paid summer internship with CBRE, Prudential Real Estate Investors or Wells Fargo, an 18-month CREW Network student membership and a complimentary registration to the 2015 CREW Network Convention & Marketplace in Seattle, Wash.

2015 CREW Network Foundation scholars at the CREW Network Convention and Marketplace in Seattle, Wash. (left to right): Amy Smith, Sara Jane Cardenas, Olivia Neal, Jenna Stoeltje and Lauren Baker.

Lauren Baker
Homemtown: Friendswood, Texas
University: Senior, Texas A&M University
Major: Agricultural Economics

Lauren is a senior at Texas A&M University majoring in Agricultural Economics with a focus in Real Estate and Finance. She currently has a 3.89 grade point average and will be entering the Master of Real Estate program at Texas A&M’s Mays Business School immediately upon graduating in December 2015. Lauren studied abroad in Australia and Fiji the summer of 2014 where she learned about the world’s eco system and earned nine credit hours in sustainability. Lauren also worked as an intern at HFF’s Houston office, gaining valuable insight into the commercial real estate industry, which included creating marketing collateral for a number of transactions and underwriting. Lauren states, “My background and academic concentrations in finance, accounting, and economic market analysis will integrate soundly into the dynamic requirements of the real estate business, and I look forward to pursuing a career in real estate.”

Mary Dooley
Homemtown: Lake Forest, Ill.
University: Senior, University of Miami
Major: Finance and Computer Information Systems

Mary is a senior at the University of Miami majoring in Finance and Computer Information Systems. Mary has been an active member of the Miami Cheerleading Team for four years and is the captain for the 2016-2017 season. Mary stated, “I have a genuine passion for real estate investing and I hope to be able to use my financial and analytic skills to create financial freedom for myself. I plan to further my education at the Wharton School at the University of Pennsylvania where I hope to gain further knowledge and practical experience.”

A. Katherine Canning
Homemtown: Rockville, Md.
University: Graduate student, Wharton School of the University of Pennsylvania
Major: MBA - Real Estate

Katherine is scheduled to graduate from The Wharton School’s MBA program in May 2016. She is concentrating in Real Estate and Management, serving as Co-President of the Wharton Real Estate Club, and an active member of the Wine Club, Ski Club, and Private Equity Club. Following seven years of professional experience in Structured Credit Products and Commercial Real Estate Banking in New York City, most recently as a Vice President, she is seeking a career in Real Estate Private Equity. Katherine attributes her success so far to her strong work ethic, attention to detail, and communication skills, which have been apparent since her undergraduate years at the University of Maryland where she managed to pay for her college education by waiting tables while maintaining a 3.8 GPA in her dual major and holding officer positions in Kappa Delta sorority and the Finance Society. Katherine’s passion for real estate sparked from a young age, when her father, who worked in residential construction, frequently brought her on tours of the developments he was working to build. Through a career in real estate investing, Katherine aims to help develop and redevelop beneficial communities which will over time improve residents’ and communities’ quality of life, which she sees as an increasing problem. Katherine spent the summer of 2015 interning in ASB Real Estate Investment’s acquisitions and asset management group in the Washington, DC area, where she grew up.

Samantha Miller
Homemtown: Sarasota, Fla.
University: Junior, University of Florida
Major: Business Administration - Management, with a minor in real estate

Samantha is currently pursuing a Bachelor’s degree in Business Administration – Management, with a minor in real estate, and a Master’s degree in International Business, with a certificate in Tourism and Hospitality Management. In the two years since she started at UF, she has published a paper on negotiation titled “Availability Bias Can Improve Women’s Propensity to Negotiate,” founded a new organization for undergraduates interested in real estate (IURE – Undergraduate Real Estate Society), mentors international students, and is a teaching assistant for a freshman success and development course. Samantha not only juggles student organizations and extracurricular activities, but also works part-time as a leasing consultant for a new community in Gainesville, where she holds the record for the most leases closed by a single agent.

Katherine became interested in commercial real estate when she landed her first internship at a commercial real estate finance company in Denver. She has worked there for over a year and sees commercial real estate finance as not only a future career but her passion. Sara’s job has provided her with experience in real estate investment underwriting, financial modeling, and due diligence from both the position of a bridge lender and an equity partner. Sara aspires to take what she has learned at her internship and apply it to a full time career in commercial real estate finance when she graduates next June. Sara has been a Dean’s List recipient every quarter at University of Denver and continues to excel in her studies while working part time during the school year at her internship. Her success in her education and work show her dedication and drive to become an integral part of the commercial real estate industry. Says Sara, “Through both my studies and my job, I have gained experience and knowledge from the individuals I work with each day! I am excited to have a career in commercial real estate where I know my passion and hard work will contribute to the industry.”
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Major: Agricultural Economics

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Mary Dooley
Home: Lake Forest, IL
University: University of Miami
Major: Finance and Computer Information Systems

Mary is a senior at the University of Miami in the program for the Bachelors of Business Administration - Management and Information Systems, with a minor in Finance. Mary has gained experience in real estate investment through her internship at Berkadia Commercial Real Estate and Finance, working on a variety of investments, including projects in Chicago and Orlando. Mary is committed to helping the CREW Network Foundation’s mission and to continue learning in the real estate industry.

Samantha Miller
Home: Saratoga, NY
University: University of Florida
Major: Business Administration - Management, with a minor in real estate

Samantha is currently pursuing a Bachelor’s degree in Business Administration – Management, with a minor in real estate, and a Master’s degree in International Business, with a certificate in Tourism & Hospitality Management. In the two years since she started at UF, she has published a paper on negotiation titled “Availability Bias Can Improve Women’s Propensity to Negotiate,” founded a new organization for undergraduates interested in real estate (IURES – Undergraduate Real Estate Society), mentors international students, and is a teaching assistant for a freshman success and development course. Samantha not only juggles student organizations and extracurricular activities, but also works part-time as a leasing consultant for a new community in Gainesville, where she holds the record for the most leases closed by a single agent.

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Sara Jane Cardenas
Home: Englewood, Colo.
University: University of Denver
Major: Finance

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A. Katherine Canning
Home: Rockville, MD
University: Graduating student, Wharton School of the University of Pennsylvania
Major: MBA - Real Estate

Katherine is scheduled to graduate from The Wharton School’s MBA program in May 2016. She is concentrating in Real Estate and Management, serving as Co-President of the Wharton Real Estate Club, and is an active member of the Wine Club, Ski Club, and Private Equity Club. Following seven years of professional experience in Structured Credit Products and Commercial Real Estate Banking in New York City, most recently as a Vice President, she is seeking a career in Real Estate Private Equity. Katherine attributes her success so far to her strong work ethic, attention to detail, and communication skills, which have been apparent since her undergraduate years at the University of Maryland where she managed to pay for her college education by waiting tables while maintaining a 3.8 GPA in her double major and holding officer positions in Kappa Delta sorority and the Finance Society. Katherine’s passion for real estate sparked from a young age, when her father, who worked in residential real estate, took her on tours of properties before and after sales. She knew her passion was real estate when she landed her first internship at a commercial real estate finance company in Denver. She has worked there for over a year and sees commercial real estate finance as not only her future career but her passion. Sara’s job has provided her with experience in real estate investment underwriting, financial modeling, and due diligence from both the position of a bridge lender and an equity partner. Sara aspires to take what she has learned at her internship and apply it to a full-time career in commercial real estate finance when she graduates next June. Sara has been a Dean’s List recipient every quarter at University of Denver and continues to excel in her studies while working part-time during the school year at her internship. Her success in her education and work show her dedication and drive to become an integral part of the commercial real estate industry. Says Sara, “Through both my studies and my job, I have gained experience and knowledge from the individuals I work with each day. I am excited to have a career in commercial real estate where I know my passion and hard work will contribute to the industry.”

Samantha Miller
Home: Saratoga, NY
University: University of Florida
Major: Business Administration - Management, with a minor in real estate

Samantha is currently pursuing a Bachelor’s degree in Business Administration – Management, with a minor in real estate, and a Master’s degree in International Business, with a certificate in Tourism & Hospitality Management. In the two years since she started at UF, she has published a paper on negotiation titled “Availability Bias Can Improve Women’s Propensity to Negotiate,” founded a new organization for undergraduates interested in real estate (IURES – Undergraduate Real Estate Society), mentors international students, and is a teaching assistant for a freshman success and development course. Samantha not only juggles student organizations and extracurricular activities, but also works part-time as a leasing consultant for a new community in Gainesville, where she holds the record for the most leases closed by a single agent.

27 states/provinces
53 universities
$610,000
76 women

2015 CREW Network Foundation scholars at the CREW Network Convention and Marketplace in Seattle, Wash. (left to right:) Amy Smith, Sara Jane Cardenas, Olivia Neal, Jenna Stoeltje and Lauren Baker.
Presently excelling as an honors student in the Interior Design BA program at the Art Institute of Charleston, Olivia has earned a 3.95 GPA and is scheduled to graduate in the fall of 2016. Olivia has also served multiple terms as the Student President of the ASID (American Society for Interior Designers) Chapter at her school and was recently elected the Student Representative to the Board for the ASID Carolinas Chapter. In addition to her numerous recognitions and volunteer work, she has maintained a successful full-time position with her current employer, A2Z Field Services, for over four years. A2Z is a nationally recognized, women-owned, mortgage field service provider dedicated to assisting loan servicers, government agencies and real estate auction companies. Says Olivia, “Creativity is something that as an Interior Design student, I am able to explore constantly. I feel that this translates into real estate as well and allows me to construct innovative ideas and creative solutions to problems.” Olivia is confident that both her work experience and education will serve her well as an interior designer in the real estate industry.

Brittany has been interested in a real estate career since a young age when she originally aspired to sell homes. Since then, she has grown to love commercial real estate and is pursuing a degree in real estate at Saint Cloud State University. There she upholds a strong academic record, maintaining a 4.0 GPA, which has also named her to the Dean’s List every semester. Brittany has been highly involved on campus throughout her academic career. She is a member of the University Honors Program and has also participated in the Honors Club serving as the secretary in her sophomore year. However, her favorite campus organization to be active in is the Real Estate Association. Within the association, she has held an executive position as not only the club’s treasurer but also the secretary. Brittany plans to stay active in both organizations as well as within the University Ambassadors Program she was recently selected to join. She additionally looks forward to mentoring freshman business students, which attributes her growing knowledge in the industry to not only the real estate courses SCSU provides, but also to experience working with a property management firm as a leasing consultant. She attributes her internship at a credit union with providing her insight into the financial aspects of the commercial real estate field. Brittany looks forward towards her future career and development in the commercial real estate world and hopes to inspire other women to join.

Supplementing her college course work, Amy is also taking courses to obtain her Real Property Administrator designation. She also works full time as a real estate manager for Health Care RST, Inc. Amy has shown an interest in real estate since she was a child. She decided to pursue a career in commercial real estate when she accepted a position as a property administrator in 2012. It was then that she decided to further her education and pursue her career goals. Amy enjoys the fast-paced environment of her work and the ability to act as a problem solver on a daily basis. As a non-traditional student, Amy has learned to balance the demands of school, a family, and a career. She credits her determination and success to her supportive family who has always urged her to pursue her goals. Her long term goal is to earn her graduate degree and continue to succeed in her career.

Jenna’s passion for the built environment can be traced back to her childhood when she would hand draw residential floor plans for fun. During her years in undergraduate school at the University of Southern California, she completed a B.A. in International Relations along with a Minor in Architecture. Jenna revels in travel, which has allowed her to see and experience great cities across the nation and around the world. She lived in Paris, France, where she studied Urbanism at Sciences Po. This was followed by an introductory program to architecture, planning, and preservation at Columbia University in New York City. She is now focused on her goal of working in the field of real estate development. Jenna believes that her visits to foreign cities have provided her with a unique insight into development projects and planning that she hopes to bring back to her hometown. Since returning to San Antonio and enrolling at UTSA, she has gained practical knowledge in the real estate industry by working as a real estate assistant at a commercial brokerage firm. She is currently interning in the finance and development departments of a local development company that specializes in building office space. To compliment her studies and professional endeavors, she is also an active member of the San Antonio Conservation Society, the Urban Land Institute, and now CREW Network. Jenna finds the world of real estate to be exciting and she is everjoyed to be immersed in it each and every day.

Gratitude

Letters from our scholars best explain what the CREW Network Foundation scholars program is all about. We are very proud of all of our scholars and want to thank Olivia Neal for her kind words. Your letters makes all of our efforts worthwhile.

August 19, 2015

Dear CREW Network Foundation Scholarship Donors & Selection Committee,

I am truly honored and grateful to have been selected as a recipient of the CREW Network Foundation Scholarship. Your financial contribution has not only helped significantly with the funding of my education, but has also granted me a CREW Network of-life membership and the opportunity to attend the 2013 CREW Network Convention in Seattle, Wash. Barring with excitement, I have made travel arrangements to attend this incredible event, which would have not been possible without you.

So soon after receiving my membership, I was contacted by the CREW Charlotte chapter and invited to meet fellow members at their recent luncheon, I must say, it was a humbling experience to have numerous real estate professionals welcome me as a student and congratulate me as a scholarship recipient. I was also introduced to the CREW Charlotte UCREW committee chair and in speaking with her, was inspired to become actively involved in helping fellow student become members. Being a part of an organization that encourages student growth, promotes women’s success, and builds valuable connections across North America is a wonderful privilege.

As I complete my education at The Art Institute of Charlotte, I can only thank you for receiving a thoughtful gift. Please know that your investment has empowered me to continue on my path to success as a prospective interior designer in the real estate industry.

Thank you again for all of your generosity and support.

Sincerely,

Olivia Neal
The Art Institute of Charlotte
Presently excelling as an honors student in the Interior Design BA program at the Art Institute of Charleston, Olivia has earned a 3.95 GPA and is scheduled to graduate in the fall of 2016. Olivia has also served multiple terms as the Student President of the ASID (American Society for Interior Designers) Chapter at her school and was recently elected the Student Representative to the Board for the ASID Carolinas Chapter. In addition to her numerous recognitions and volunteer work, she has maintained a successful full-time position with her current employer, A2Z Field Services, for over four years. A2Z is a nationally recognized, women-owned, mortgage field service provider dedicated to assisting loan servicers, government agencies and real estate auction companies. Says Olivia, “Creativity is something that as an Interior Design student, I am able to explore constantly. I feel that this translates into real estate as well and allows me to construct innovative ideas and creative solutions to problems.” Olivia is confident that both her work experience and education will serve her well as an interior designer in the real estate industry.

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Amy Smith
Home town: Hilliboro, Mo.
University: Junior, St. Louis University
Major: Real Estate
Supplementing her college coursework, Amy is also taking courses to obtain her Real Property Administrator designation. She also works full time as a real estate manager for Health Care REIT, Inc. Amy has shown an interest in real estate since she was a child. She decided to pursue a career in commercial real estate when she accepted a position as a property administrator in 2012. It was then that she decided to further her education and pursue her career goals. Amy enjoys the fast-paced environment of her work and the ability to act as a problem solver on a daily basis. As a non-traditional student, Amy has learned to balance the demands of school, a career, and a family. She credits her determination and success to her supportive family who has always urged her to pursue her goals. Her long-term goal is to earn her graduate degree and continue to succeed in her career.

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Olivia Neal
The Art Institute of Charlotte
CREW Network and CREW Network Foundation established the CREW Network Foundation Scholarship Endowment fund in 2008. Within the first two years, CREW Network Foundation allocated more than $250,000 towards its goal of $1 million. We are inches away from achieving this objective. Help us create perpetual funding of CREW Network Foundation scholarships for years to come. This is an opportunity to leave a legacy with a respected foundation that will administer the scholarship awards for the life of the fund.

Founders
A community is only as strong as its ability to lift up everyone within it. The following individuals and organizations are making a difference in the lives of women in immeasurable ways.

The following individuals and CREW Network chapters are generous founders of the CREW Network Foundation Scholarship Endowment. Each founder holds one (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 given. The committee selects the CREW Network Foundation Scholars to be recommended to the CREW Network board. There are 23 permanent seats on this respected committee, and placement is considered an honor.

Any individual, corporation, foundation or CREW Network chapter desiring to be recognized as a founder of the CREW Network Foundation Scholarship Endowment is required to pledge a minimum of $20,000. Pledges are required to be fully funded within three years of the initial pledge date.

CREW Network Foundation would like to thank its Red or White party underwriters

<table>
<thead>
<tr>
<th>VISIONARY FOUNDER</th>
<th>2015 SEAT HOLDERS</th>
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<tbody>
<tr>
<td>Brenda Blake</td>
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<td>Jane Snoddy Smith</td>
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<td>Rachel Knox</td>
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<td>Bobbi Jo Lazarus</td>
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<td>$100,000+ in cumulative pledges</td>
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<td>Permanent listing on the Endowment</td>
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<tr>
<td>Four (4) invitations to the VIP Reception at the CREW Network Convention and Marketplace*</td>
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<td>Invitation(s) to the Distinguished Leaders Roundtable at the CREW Network Convention and Marketplace*</td>
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<tr>
<td>Gail Ayers, CREW Network</td>
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<tr>
<td>Debra Gibb, CREW Houston</td>
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<tr>
<td>Kris Beacon, CREW Seattle and Sound</td>
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<td>Allison Beddard, CREW Utah</td>
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<td>Gayle Bourdeau, CREW Boston</td>
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<td>Jennifer Carey, CREW New York</td>
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<td>Kathy Carr, CREW Austin</td>
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<td>Susana Chavez, CREW Atlanta</td>
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<td>Jeanette Floiry-Sagan, CREW Washington DC</td>
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<tr>
<td>Cheryl Half, CREW NJ</td>
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<td>Judy Nitsch, CREW Boston</td>
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<td>Lori Kilberg, CREW Atlanta</td>
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<tr>
<td>Claire Roberts, MNCREW</td>
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<td>Marybeth Shapko, CREW Dallas</td>
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Scholarship Endowment

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Any individual, corporation, foundation or CREW Network chapter desiring to be recognized as a founder of the CREW Network Foundation Scholarship Endowment is required to pledge a minimum of $20,000. Pledges are required to come. This is an opportunity to leave a legacy with a respected foundation that

**Founder Levels**

- **LEDGER FOUNDER**
  - One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged*

- **VISIONARY FOUNDER**
  - Permanent listing on the Endowment
  - Donor headshot/logo on the CREW Network website
  - Donor headshot/logo in the CREW Network Foundation annual report
  - Invitation(s) to the Distinguished Leaders Roundtable at the CREW Network Convention and Marketplace*
  - Permanent listing on the Endowment
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  - (1) invitation to the VIP Reception at the CREW Network Convention and Marketplace
  - Permanent listing on the Endowment
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  - Permanent listing on the Endowment

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- **NEOCADE**
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**Visionary Founders 2015 Seat Holders**

- Brenda Blake
- Patricia Bowles
- Coni Hennersdorf

**Champion Founders 2015 Seat Holders**

- Diane Butler
- Jane Snoddy Smith
-CREW Atlanta Barbara Eskew and Deirdre D’Sullivan
- CREW Austin Rachel Knox
- CREW Charleston Bobbi Jo Lazarus and Nancy Olah
- CREW Chicago Shari Albert
- CREW Denver Bethany Johnson
- CREW Houston Amanda Forbes and Geri Pacheco
- MNCREW Janet Piper
- CREW Orange County Tina Suhikonen
- CREW Philadelphia Jeanne Armstrong
- CREW San Diego Allison Simpson
- CREW Seattle and Sound Lynda Collie
- CREW Silicon Valley Nancy Brandt and Sabine Zimmerhansl
- CREW Vancouver Michelle Mackay
- CREW Washington DC Barbara Needle

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  - $60,000 - $99,999 in cumulative pledges
  - Permanent listing on the Endowment
  - Donor headshot/logo on the CREW Network website
  - Donor headshot/logo in the CREW Network Foundation annual report
  - Two (2) invitations to the VIP Reception at the CREW Network Convention and Marketplace
  - Invitation(s) to the Distinguished Leaders Roundtable at the CREW Network Convention and Marketplace
  - One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged

- **CHAMPION FOUNDER**
  - $20,000 - $59,999 in cumulative pledges
  - Name recognition on the CREW Network website
  - Name recognition in the CREW Network Foundation annual report
  - One (1) invitation to the VIP Reception at the CREW Network Convention and Marketplace
  - Invitation(s) to the Distinguished Leaders Roundtable at the CREW Network Convention and Marketplace
  - One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged

**Scholarship Endowment**

**CREW Network Foundation would like to thank its Red or White party underwriters**

- **GRAND CRU**
  - Jane Snoddy Smith CREW Austin
  - Faith Hope Consolo CREW New York
  - Cheryl Hardt, CREW NJ

- **VINTNER**
  - Lou Ann Dent CREW Baltimore
  - MaryBeth Shapiro, CREW Dallas
  - Yvonne Heerema, CREW Austin

- **CONNOISSEUR**
  - Coni Hennersdorf
  - Brenda Blake
  - Patricia Bowles

- **SOMMELIER**
  - Debra Gilbreath, CREW Houston
  - Christine Gorham, CREW Atlanta
  - Kris Beason, CREW Seattle and Sound

- **NEOCADE**
  - Faith Hope Consolo CREW New York
  - Nancy Olah CREW Charlotte
  - Cindy Wozny-Cald CREW Chicago

- **GRAND CRU**
  - Jeanette Flory-Sagan, CREW Washington DC
  - Christine Gorham, CREW Atlanta
  - Allison Beddard, CREW Utah

- **VINTNER**
  - Lou Ann Dent CREW Baltimore
  - MaryBeth Shapiro, CREW Dallas
  - Yvonne Heerema, CREW Austin

- **CONNOISSEUR**
  - Coni Hennersdorf
  - Brenda Blake
  - Patricia Bowles

- **SOMMELIER**
  - Debra Gilbreath, CREW Houston
  - Christine Gorham, CREW Atlanta
  - Allison Beddard, CREW Utah

- **NEOCADE**
  - Faith Hope Consolo CREW New York
  - Nancy Olah CREW Charlotte
  - Cindy Wozny-Cald CREW Chicago

**CREW Network Foundation**

**Red or White Party**

Held in conjunction with the 2015 CREW Network Convention and Marketplace, CREW Network Foundation hosted its annual fundraiser on Oct. 2, 2015 at the iconic Pacific Tower — a recognized Seattle landmark listed on the National Register of Historic Places. Perched on top of Beacon Hill, the Pacific Tower has amazing 180-degree views stretching from the Olympic Mountains through Puget Sound, downtown Seattle, Lake Washington, Bellevue and finally to the Cascades. More than 200 supporters raised a glass in their red or white best and helped fund CREW Network Foundation’s continuing efforts to bring more women into commercial real estate. Attendees engaged in a local wine tasting featuring wines from five of Washington’s top vineyards.
The CREW Network Foundation Men and Women of Vision program was established in 2007 to recognize donors for their cumulative giving to CREW Network Foundation. Participation in the program acknowledges an individual’s commitment to support CREW Network Foundation’s mission – to advance women in the commercial real estate industry. When individuals reach $10,000 in cumulative lifetime giving*, they are inducted into the CREW Network Foundation Women of Vision program. Each inductee is awarded an exclusive, numbered gold lapel pin. Each subsequent $10,000 in cumulative lifetime giving is recognized with the addition of a diamond to the individual’s pin.

**Cumulative Life Giving Eligibility** - Monetary donations made directly to the CREW Network Foundation by an individual are calculated into one’s cumulative lifetime giving. If an individual’s donation is matched by an organization, the individual also receives lifetime giving credit for the amount of the matching donation. Unfulfilled pledges are not included only the donations that have been actually collected are included in the individual’s cumulative lifetime giving.

Contributions for which an individual receives a benefit are excluded from cumulative lifetime giving. This includesaffle ticket purchases, auction item purchases, and any other contributions for which the individual receives a tangible benefit. Food and beverages, and attendance at CREW Network Foundation events are not included as benefits. Contributions of items and services for chapter auctions or chapter raffles are excluded from cumulative giving calculations as it is not practically possible for CREW Network Foundation to estimate the value of items donated.

The 2015 Men and Women of Vision at the CREW Network Convention and Marketplace in Bellevue, Washington

**2015 Inductees and Diamonds**

CREW Network Foundation is honored to recognize a group of dedicated individuals who are personally committed to supporting the mission to influence the success of the commercial real estate industry by advancing the achievements of women. We appreciate their leadership and all they have done to advance women. The following individuals were inducted into the CREW Network Foundation Men and Women of Vision program in 2015:

- **47th Inductee**
  - Cindy Wozny-Carl
  - CREW Chicago

- **48th Inductee**
  - Glenn Rufrano
  - CREW Baltimore

- **49th Inductee**
  - Lou Ann Dent
  - CREW Charlotte

- **50th Inductee**
  - Nancy Olah
  - CREW Charlotte

- **51st Inductee**
  - Armin Cantini

The following individuals received diamonds in 2015:

- Cindy Malone added one diamond
- Judith Nitsch added two diamonds
- Jane Snoddy Smith added one diamond

Our generous Men and Women of Vision program inductees:

- Marianne Ajemian
- Linda S. Andreozzi
- M. Maureen Anders
- Gail S. Ayers
- Kris Beason
- Regina Bruce
- Ginger Bryant
- B. Diane Butler
- Armin Cantini
- Kathy Carr
- Barbara Champoux
- Faith Hope Consolo
- Dottie Cunningham
- Lou Ann Dent
- Angela E. Dugick
- Collete English Dixon
- Tina A. Essegian
- Jeanette Flory-Sagan
- Calvin "Cal" Frese, Jr.
- Roberta B. Fuhr
- Bonnie S. Gottlieb
- Cheryl Hardt
- Jodi Hartley
- Sharon Herrin
- Linda G. Hollemon
- Irene L. Hosford
- Victoria L. Joly
- Cynthia Emerson Keefer
- Lori E. Kilberg
- Julie A. Kimble
- Beth Lambert-Saul
- Anne DeVoe Lawler
- H.F. “Gerry” Lenfest
- Judith D. Levine
- Cindy Malone
- Jean M. Meilinger
- Judith Nitsch
- Patricia “Lynny” Olsenbaugh
- Nancy Olah
- Janice Paine
- Diana L. Parker
- Glenn Rufrano
- Karin Schulz
- Jane Snoddy Smith
- Kelley J. Smith
- Elizabeth E. Solender
- Sally French Tyler
- Margaret Van Meter
- Gerry Ring Waltz
- Valerie L. Wood
- Goldie Wolfe Miller
- Cindy Wozny-Carl
The CREW Network Foundation Men and Women of Vision program was established in 2007 to recognize donors for their cumulative giving to CREW Network Foundation. Participation in the program acknowledges an individual’s commitment to support CREW Network Foundation’s mission – to advance women in the commercial real estate industry. When individuals reach $10,000 in cumulative lifetime giving*, they are inducted into the CREW Network Foundation Men Women of Vision program. Each inductee is awarded an exclusive, numbered gold lapel pin. Each subsequent $10,000 in cumulative lifetime giving is recognized with the addition of a diamond to the individual’s pin.

The CREW Network Foundation Men and Women of Vision Donor Program

Our generous Men and Women of Vision program inductees

- Marianne Ajemian
- Linda S. Andreozzi
- M. Maureen Anders
- Gail S. Ayers
- Kris Beason
- Regina Bruce
- Ginger Bryant
- B. Diane Butler
- Armin Cantini
- Kathy Carr
- Barbara Champoux
- Faith Hope Consolo
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- Sharon Herrin
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- Irene L. Hosford
- Victoria L. Joly
- Cynthia Emerson Keefer
- Lori E. Kilberg
- Julie A. Kimble
- Beth Lambert-Saul
- Anne DeVoe Lawler
- H.F. "Gerry" Lenfest
- Judith D. Levine
- Cindy Malone
- Jean M. Meilinger
- Judith Nitsch
- Patricia "Lynn" Osenberg
- Nancy Ohal
- Janice Paine
- Diane L. Parker
- Jennifer A. Redner
- Glenn Rufrano
- Karin Schulz
- Jane Snoddy Smith
- Kelley J. Smith
- Elizabeth E. Solender
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- Margaret Van Meter
- Gerry Ring Waltz
- Valerie L. Wood
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2015 Inductees and Diamonds

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- Cindy Malone added one diamond
- Judith Nitsch added two diamonds
- Jane Snoddy Smith added one diamond

The following individuals received diamonds in 2015:

- Cindy Malone
- Judith Nitsch
- Jane Snoddy Smith

The donors listed in the 2015 CREW Network Foundation Annual Report are individuals and organizations whose $100+ contributions to CREW Network Foundation were received over the course of 2015. This list, however, is not inclusive of the generous support received by CREW Network Foundation from members and chapters through chapter fundraising events including, but not limited to, auctions/raffle item donations or purchases. If there are questions or concerns about the accuracy of this report, please submit your inquiries to CREW Network Foundation.
## 2015 CREW Network Foundation

### Organization Donors

<table>
<thead>
<tr>
<th>PLATINUM SUPPORTERS</th>
<th>$15,000+</th>
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<tbody>
<tr>
<td>CREW Atlanta</td>
<td>CREW Chicago</td>
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<td>CREW Seattle and Sound</td>
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<th>GOLD SUPPORTERS</th>
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<tr>
<td>Chicago Title Insurance Company</td>
<td>CREW San Francisco</td>
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<tr>
<td>Prudential Real Estate Investors</td>
<td>Wells Fargo</td>
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<td>AZCREW</td>
<td>CREW Fort Worth, Inc</td>
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<td>CREW Charlotte</td>
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<th>BRONZE SUPPORTERS</th>
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<tr>
<td>CREW Austin</td>
<td>CREW New York</td>
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<td>CREW Denver</td>
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<td>CREW St. Louis</td>
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<tr>
<th>COPPER SUPPORTERS</th>
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<tr>
<td>Bloomingdale’s</td>
<td>CREW Maryland Suburban</td>
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<td>CREW Detroit</td>
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<td>CREW Greater Cincinnati</td>
<td>CREW San Diego</td>
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### Individual Donors

#### POWER CONTRIBUTOR | $2,500+
<table>
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<tr>
<td>Laurie Baker</td>
<td>Faith Hope Consoło</td>
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<td>Gayle Bourdeau</td>
<td>Lou Ann Dent</td>
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<td>Amrini Cantini</td>
<td>Judith Nitsch</td>
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#### PRINCIPAL CONTRIBUTOR | $1,500 – $2,499
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<td>Gal Ayers</td>
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<td>Kris Beason</td>
<td>Jennifer Carey</td>
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<td>Alison Beddard</td>
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#### ASSOCIATE CONTRIBUTOR | $500 – $1,499
<table>
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<tbody>
<tr>
<td>Patricia Adell</td>
<td>Ann Cone</td>
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<td>Linda Adler</td>
<td>Tonya Creekmore</td>
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<td>Rhonda Bennon</td>
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<td>Brenda Bodian</td>
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<td>Gayle Brand</td>
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<td>Edson Burton</td>
<td>Meryl Gonchar</td>
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<td>M. Rebecca Carr</td>
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<td>Tanja Castro</td>
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<td>Christine Chipurnoi</td>
<td>Wendy Hagen-Bowen</td>
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<td>Joanna Cloud</td>
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<td>Monetha Cobb</td>
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#### LEAD CONTRIBUTOR | $100 – $499
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<tr>
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<td>Marianne Ajemian</td>
<td>Darlene Batatian</td>
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<td>Jody Alderman</td>
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<td>Holly Alexander</td>
<td>Deborah Bauer</td>
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<td>Kathleen Allger</td>
<td>Erika Baurecht</td>
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<td>Gigi Alvarez</td>
<td>Deborah Bayha</td>
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<td>Stacy Amrine</td>
<td>Julie Benezet</td>
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<td>M. Maureen Anderson</td>
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<td>Stephanie Anderson</td>
<td>Cynthia Berman</td>
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<td>Gay Andrews</td>
<td>Vicki Berman</td>
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<td>Janet Annan</td>
<td>Marilyn Bianchini</td>
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<tr>
<td>Jeanne Armstrong</td>
<td>Sophie Bdek</td>
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<td>Lauren Armstrong</td>
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<td>Sheri Arnold</td>
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<td>Rebecca Bloom</td>
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<td>Sally Bach</td>
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<td>Mary Ellen Stockastaler</td>
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<td>Cynthia Bailey</td>
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<td>Adrienne Bain</td>
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| Nancy Olah          | Conlee Hennersdorf |
| Patricia Osenbaug   | Susan Hill |
| Glenn Ruffano       | Michelle Hudson |
| Jeff Johnson        | Stacy Johnson |
| Shina Kayser        | Susan Karp |
| Lori Kilberg        | Stina Karp |
| Anne Lawler         | Merideth Lepley |
| Judith Levine       | Luther Levine |
| Rosemary Loverdi    | Cindy Malone |
| Karin Schulz        | Marti Mang |

(Continued on next page)
## Contact Us

crewnetwork.org/Foundation

<table>
<thead>
<tr>
<th>HEADQUARTERS</th>
<th>CANADIAN REGIONAL OFFICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1201 Wakarusa Dr., Suite D</td>
<td>2500-1 Place Ville Marie</td>
</tr>
<tr>
<td>Lawrence, KS 66049 USA</td>
<td>Norton Rose Canada</td>
</tr>
<tr>
<td>T: (785) 832-1808</td>
<td>Montreal, QC H3B 1R1</td>
</tr>
<tr>
<td>F: (785) 832-1551</td>
<td></td>
</tr>
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</table>