2016 CREW Network Foundation
Annual Report

Building opportunities for women and girls in commercial real estate
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CREW NJ

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Letter from the Chair

On behalf of our board, I would like to thank you for your contributions and support of CREW Network Foundation.

It is because of your support that the Foundation continues to flourish and impact women in commercial real estate through scholarships, industry research and career outreach. In 2016, 15 scholarships totaling $75,000 were awarded. Two major industry research projects were released in 2016: the 2015 CREW Network Benchmark Study Report and 9th annual white paper, Closing the Gap: Addressing Gender Bias and Other Barriers for Women in Commercial Real Estate.

Since its creation in 1998, CREW Network Foundation has grown and our successes in 2016 reveal how far we have come:

• An astounding 3,124 individuals and organizations donated to the Foundation. Of that total, 2,879 were members, which accounted for 28% of the CREW Network membership. This is an amazing 25% increase in membership giving since 2012.

• 75% of our chapter organizations donated in 2016, totaling more than $250,000.

• Our annual fund raising event—“A Little Party Never Hurt Nobody” raised $108,234. It was our most successful fundraising event to date!

• Seven members became Women of Vision for surpassing $10,000 in personal giving.

• In total, more than $700,000 was raised for CREW Network Foundation in 2016.

• Finally, after a lengthy application process, CREW Network Foundation Canada was recognized as a Canadian charitable organization.

It was truly a remarkable year!

My thanks to the donors, underwriters, organizations chapters and staff who have made these achievements possible and continue to work with us to create a brilliant future for girls and women in commercial real estate.

Cheryl Hardt
CREW Network Foundation Chair | First Vice President – CBRE, Inc. | CREW NJ

Cover photo: Scholarship recipients at the 2016 CREW Network Convention and Marketplace
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 can be tax deductible.

Who We Serve

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 fund 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

Your donations 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 advancement gaps 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.
**OUTREACH**

Commercial real estate offers rewarding and lucrative careers often overlooked by women who are unaware that these opportunities exist. CREW Network 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.

- **UCREW** 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 CREW Network Mentoring program** is a four-step curriculum that will provide a rich guide of principles organized in an easy-to-understand format. 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. No group is better suited to mentor women in commercial real estate than CREW Network.

**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 with programs that educate women and girls about the career opportunities available to them and creating mentoring relationships for those new to the industry.

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

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### What is the #1 factor for the aspiration gap in commercial real estate?

- **32%** Women lack the support in the workplace and/or at home to be successful once they are in the C-Suite.
- **26%** Women believe being in the C-Suite will adversely affect their commitments/responsibilities outside of work (i.e. family, volunteering).
- **17%** Women lack the confidence to go for the C-Suite jobs (internal barriers).
- **14%** Women don’t think they can get to the C-Suite due to external barriers.
- **11%** Women don’t desire the attention, scrutiny and/or politics that come with the C-Suite/top job.

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### Qualified Fields of Commercial Real Estate

- Accounting
- Acquisitions/Dispositions
- Appraisal
- Architecture
- Asset Management
- Brokerage
- CRE Business Development*
- Commercial Insurance
- Commercial Lending
- Construction Management/General Contracting
- Consulting
- Corporate Real Estate
- Cost Segregation
- Economic Development
- Education
- Engineering
- Environmental
- CRE Executive
- Facility Management
- Finance
- CRE Human Resources
- Interior Design/Space Planning
- Investment Management
- Investor Relations
- Land Use Planning and Zoning
- Land Surveying
- Law
- Market Research
- Program Management/Project Management
- Property Management
- Public Sector
- Quasi-Governmental Transportation and Port Authorities
- Real Estate Development
- Relocation Services, Corporate
- Risk Management
- Title/Escrow

*100% CRE firm only
2016 by the Numbers

Record-breaking contributions to the foundation’s funding levels in 2016

Over **$700,000** donated

51 CREW Network chapter boards who fully supported the foundation

CREW Network chapters donated over **$250,000**

69 CREW Network chapters contributed

$75,000 in scholarships awarded

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

UCREW reached over 700 collegiate females from 25 universities across North America

28% Percentage of CREW Network members who donated in 2016

SCHOLARSHIP RECIPIENTS (since 2008)

91 women in 29 states/provinces

60 universities, $685,000 awarded

CREW Careers introduced more than 800 young girls to careers in CRE

2016 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 Atlanta
Pamela Little
CREW Austin
Kathy Carr
CREWBaltimore
Kimberly Mode Hogan
BirminghamCREW
Cheryl Howell Oswalt
CREW Boston
Sophie Stein
CREW Calgary
Tara Steel
CREW Charlotte
Adrienne Bain
CREW Greater Cincinnati
Christine M. Russell
CREW Cleveland
Aanchal Sharma
CREW CT - The Real Estate Exchange
Pamela Torsiello
CREW Dallas
Michelle Hudson
CREW Denver
Noelle Riccardella
Cyndi Thomas
CREW Detroit
Amy L. Schneider
CREW East Bay
Inga M. Miller
Edmonton CREW
Melanie Ducholke
CREW Fort Lauderdale/Boca Raton
Traci Diane Miller
CREW Fort Worth, Inc.
Letatia K. Teykl
CREW Hampton Roads
Alyssa Carducci Embree
CREW Houston
Gayle A. Brand
CREW Idaho
Jennifer McEntee
Total Revenues = $592,232¹

- Unrestricted Contributions ..................... $258,400 44%
- Career Outreach Contributions ............... 16,537  3%
- Industry Research Contributions ............ 19,375  3%
- Scholarship Endowment Contributions ...... 87,242 15%
- Annual Scholarship Contributions .......... 66,522 11%
- Fundraising Events ............................. 132,992 22%
- Interest & Miscellaneous Income .......... 11,164  2%

Total $592,232¹ 100%

Total Expenses = $255,755¹

- Scholarship Awards ................................ $28,914 29%
- Career Outreach .................................... 75,000 11%
- Research Grants ................................... 10,000  4%
- Other Program Expenses² ...................... 8,795  3%
- Fundraising Events ............................... 13,493  5%
- Other Fundraising ................................. 30,354 12%
- Management & General Administration..... 89,199 35%

Total $255,755¹ 100%

¹ Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were $248,079 and $203,879, respectively, and are not included in the charts presented above.
² Amounts for the Annual Scholarship Fund include donations of $3,910 to CREW Network Foundation Canada, and related administrative expenses of $403.

2016 CHAPTER CHAMPIONS

IndyCREW
Janice Paine
CREW Jacksonville
Anne-Marie Schimenti
CREW Kansas City
Amy J. Slattery
CREW-LA
Tori Robinson
CREW Lehigh Valley, PA
Ann Marie L. Osika
CREW-Miami
Cristina Isabel Mas
MNCREW
Debra Whitney Barnes
CREW Montreal
Stéphanie Lincourt
CREW NJ
Elisa Buckley
CREW New Mexico
Amy Pidgeon Cooke
CREW New York
Barbara Elizabeth Champoux
CREW Northern Colorado
Joe Robert Merkle
CREW Northern Virginia
Susan A. Caudle
CREW Orange County
Tina Suihkonen
CREW Orlando
Heather M. Himes
CREW Philadelphia
Andrea Lukens
PT CREW North Carolina
Kasey McWhorter
CREW Richmond
Jessica Ewald
Rowena Fratarcangelo
CREW San Antonio
Carrie Caesar
CREW San Diego
Katie Yee
CREW San Francisco
Tara Monnig Hardesty
CREW Seattle and Sound
Lisa Lui
CREW Silicon Valley
Tracey Enfantin
Sabine Zimmerhansl
CREW Tampa Bay
Lori Drury
Toronto CREW
Sharon Addison
CREW Tucson
Tricia Hooper
CREW Upstate
South Carolina
Deborah Schmidt
CREW Utah
SuZanne Kennedy
CREW Washington DC
Auja Little
Greta Perry
Since 2008, CREW Network and CREW Network Foundation have awarded scholarships to 91 women totaling $685,000. 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 2016, 15 scholars were awarded $5,000 for tuition and books, a paid summer internship with CBRE or Prudential Real Estate Investors, an 18-month membership to CREW Network and a complimentary registration to the 2016 CREW Network Convention and Marketplace in New York, N.Y.

2016 CREW Network Foundation Scholars

Gianna Ciminello  
Hometown: Scarsdale, N.Y.  
University: Junior, Villanova University  
Major: Finance & Real Estate

Gianna, a senior at Villanova University, is scheduled to graduate in May of 2017 with a degree in both Finance and Real Estate. Following her freshman year, Gianna pursued her business interest overseas in London by attending an 8-week summer program with EUSA while simultaneously gaining work experience as a sales and events intern at a 5-star boutique hotel. She credits her interest in commercial real estate to her experience as a property management intern for Related in New York City during the summer following her sophomore year. The subsequent summer, she pursued a development internship at Pennrose in Philadelphia. She believes that her creative and entrepreneurial personality is a good fit

as a development professional in the commercial real estate industry.

Outside the classroom, Gianna has found various ways of cultivating her leadership skills throughout positions on Villanova’s Club Tennis team. She began as Secretary and then moved up to Tournament Director and she was elected President for her senior year. Gianna also plans to continue her position as a member of the Advisory Board for Villanova School of Business’ Mentor Program and serve as a Peer Advisor for business students.

Gianna is confident that she will be able to foster her creativity in a unique way through commercial development. With her aptitude for learning and leading, she plans to use her skill set to produce the highest quality work and set an example for all other women interested in the real estate industry.

Sara Dir
Hometown: Charlotte, N.C.
University: Senior, Queens University of Charlotte
Major: Business Administration

Sara Dir, a senior majoring in Business Administration at Queens University of Charlotte, was first exposed to the world of real estate during an internship with Shook Kelley, an architectural design firm based in Charlotte, N.C. During her time interning, she could not resist flipping through the countless magazines and booklets around her that touched on real estate, placemaking and the positive socio-economic implications that thoughtful planning could have on a community. Sara’s second encounter with the world of real estate was during the UCREW Table Talk panel event at Queens University. Sara learned that she could use her knowledge and experience in areas such as entrepreneurship, finance, marketing, and business analytics to add value to the world of real estate.

She sees commercial real estate as a means of connecting the world together in a meaningful way. Sara states that, “Real estate has the ability to influence how people relate to one another and I find this to be very powerful. My interest in this industry lies in my personal philosophy that collaboration is integral to healthy communities and using design to unite others can have beneficial consequences…I understand that diversity enriches a community and can bring it closer together, but that it all begins with real estate.”

Sara’s background includes several leadership roles such as Student Government President and Rotaract President. As graduation approaches in May of 2017, Sara is excited to be completing her degree and looking forward to beginning a career in real estate.

Elena Gonzalez
Hometown: Miami, Fla.
University: Graduate student, University of Miami
Major: MS - Real Estate Development and Urbanism

Elena is a graduate student at University of Miami. She obtained her Bachelor’s degree in Architectural Engineering in 2014 and is scheduled to earn her Masters in Real Estate Development and Urbanism in August 2017. Elena began learning about the industry early in life as her parents, both civil engineers, worked in construction and on multiple community development projects in Venezuela. She seeks to contribute her technical skillset and creativity on projects that include the development of thriving communities. Says Elena, “My interest in commercial real estate lies in the built space, the development of the structures in which we live, that shape and define our cities, and shelter our dreams.”

Elena is currently interning in Sabal Hill, a local development firm where she performs design and feasibility studies for mixed-use projects. She is assisting with the planning and pre-construction work on an office building slated to begin construction in Q1 2017. In addition to her internship work, Elena is an active student member of the Urban Land Institute, CREW-Miami, and USGBC. She is committed to sustainable practices and sees herself filling the gaps of communities by revitalizing and creating value through unique infill projects. Elena is passionate about the synergy of real estate and urbanism and is ready to embrace urban challenges with solutions that will transform neighborhoods.

Christine Grandin
Hometown: Coral Gables, Fla.
University: Senior, Rollins College
Major: Economics

Christine is a senior at Rollins College, majoring in Economics and minoring in Spanish and Sociology. She has been passionate about real estate for some time. Her passion for real estate grew while she was studying abroad in London during the fall of 2015, interning as a property analyst at Pro Capital, a real estate investment company. Christine is a leader on campus at Rollins, acting as the President of the Academic Honor Council. Outside of school, Christine has a love for yoga. She completed her 200-hour Ashtanga yoga teacher certification in June and is now teaching yoga to children in Orlando. She looks forward to attending business school following her final year as an undergraduate, focusing on real estate. She welcomes the challenge of working with a national commercial broker during her internship next summer.
Macey Jacobs
Hometown: Yoakum, Texas
University: Senior, The University of Texas - Austin
Major: Finance

Macey is a senior at The University of Texas at Austin studying finance with a concentration in real estate. She is heavily involved in the McCombs School of Business Undergraduate Real Estate program and currently serves as the Vice President of Marketing for the Undergraduate Real Estate Society. Macey’s passion for real estate began when she obtained her real estate salesperson’s license at age 18 and began working for a local apartment locating company. She has since had the opportunity to learn more about the real estate industry by interning with The Retail Connection and Brookfield Residential. Looking toward the future, Macey hopes to work in real estate development with a focus on mixed-use and master-planned developments. Says Macey, “Real estate is a relationship business where value can be derived from reputation and connectivity. I’ve worked hard to focus equally on my academic performance at UT Austin and on developing my network with real estate professionals through integrity and a diligent work ethic.”

Kristen Knapp
Hometown: Cedar Knolls, N.J.
University: Senior, New York University Schack Institute of Real Estate
Major: Real Estate

Kristen is a senior at NYU, majoring in Real Estate at the Schack Institute of Real Estate. Kristen’s interest in real estate began as a young girl and has developed through her education at NYU and varied work experiences. She has taken several courses in real estate finance, development, and law which has enabled her to obtain a holistic view and explore different business lines. At NYU, she founded the Real Estate Club and served as president for two years. In 2015, Kristen obtained her New York State Salesperson license, elevating her credentials and allowing her to take on new job opportunities. Kristen’s current interests are focused in development, capital markets, and operations. Kristen says she has built a unique collection of experiences and influences and is excited to take that knowledge and explore the industry.

Madeline O’Donnell
Hometown: Marion, Iowa
University: Senior, University of Northern Iowa
Major: Finance & Real Estate

Madeline is a senior at the University of Northern Iowa. She will graduate in May of 2017 with majors in real estate and finance. She credits her interest in commercial real estate to the first real estate course she took, and her interest has grown as she has seen the way her interests in architecture, finance, and market trends influence commercial real estate investments. Through her internship and work opportunities, she has gained experience in acquisition evaluation, trend analysis, and portfolio management. She plans to continue to use these skills in her future by working as an asset manager for a commercial real estate firm, and looks forward to inspiring other women to pursue careers in commercial real estate.

Kira Jordan
Hometown: Rutherford, N.C.
University: Junior, Queens University of Charlotte
Major: Business Administration

Kira is a junior at Queens University of Charlotte. She is majoring in Business Administration through the McCall School of Business. She has maintained a 4.0 grade point average and currently serves as the Vice President of the Business Club. Kira grew up in Western North Carolina where she developed a passion for sustainable development. She always knew that she wanted to pursue this passion, but did not know how to combine it with her love for business. After attending a CREW panel discussion held at her University, she discovered that commercial real estate provides the perfect arena for collaboration between these two fields. Kira’s hope for a sustainable future and her dedication to her field of choice guarantee the entrance of a bright entrepreneur into the commercial real estate industry. Says Kira, “Sustainable development is an emerging domain that is quickly entering all business fields. The more I learn about commercial real estate, the more I recognize my opportunity for assisting with the convergence of these sectors.”

Cara Riordan
Hometown: Rutherford, N.C.
University: Graduate student, University of Illinois - Urbana Champaign
Major: MS - Urban Planning

Urban planning and its intricacies caught Cara’s interest early, growing up in metropolitan New York City and
observing firsthand the connections between how people lived and worked, and the seemingly subtle but crucial role of proper planning in their day. She earned her BA in Urban and Regional Planning, with a concentration in Environmental Economics and Law, and Statistics, at the University of Illinois in 2016, graduating with a GPA of 3.82 and as a James Scholar. She is one of three in her program invited to matriculate in the school’s Masters in Urban Planning program, where she now has a GPA of 3.91 en route to graduating in May 2017. Cara has strengthened her academic foundation with key internships, gaining practical understanding and respect for the countless and complex planning decisions made each day. She has experience in the public and private sector of planning, first interning with the Illinois municipalities of Champaign and Urbana during the school year, and most recently working on the Hudson Yards Redevelopment in Manhattan with The Related Companies. Cara’s interests extend to her community as well. In addition to being involved with the American Planning Organization, Student Planning Organization and Planners Network, she is a founding member of her university’s Club Field Hockey Team, and an active member of Alpha Phi Omega, a community service fraternity. Cara looks forward to a career in real estate that puts planning at its core, creating spaces where we love to work, live and play.

Breanna Sheeler
Hometown: Perkiomenville, Pa.
University: Junior, Philadelphia University
Major: Architecture

Breanna is a rising junior pursuing a professional bachelor’s degree in architecture at Philadelphia University. Her interest in real estate blossomed throughout high school with electives and extracurriculars focusing on architectural design. Her commitment to the field has developed into key leadership roles at the collegiate level and beyond. She aided in the founding of a mentorship and networking program for students in the architecture, construction, and engineering fields. This past spring, she led a group of student and faculty representatives to a state-wide conference to recruit for Philadelphia University and encourage high school students aspiring in the fields of technology. Through work study as a research assistant, Breanna is helping to establish a new master’s degree at Philadelphia University in real estate management. She hopes to be one of the first students to complete the new program, and believes it will be a great asset to her career. Throughout her education, Breanna has kept a keen focus on sustainable design, and intends to establish a practice focusing on adaptive reuse and renovation upon her graduation. She says, “Through my career I will renovate to increase efficiency and functionality, and support the economical sustainability of society. I will seek innovative responses to real-world issues, and pursue the essential betterment of my community and world.”

Rachael Smith
Hometown: Britt, Iowa
University: Junior, University of Northern Iowa
Major: Real Estate

Rachael is a junior at the University of Northern Iowa located in Cedar Falls, Iowa majoring in real estate with a minor in ethics. She has maintained a 3.88 grade point average and is expected to graduate in May of 2017. She serves as the Vice President of Finance for the Rho Epsilon Real Estate Club at the University of Northern Iowa. Rachael credits her initial interest in real estate to job shadowing a residential saleswoman who is a good family friend, while she was in high school. This sparked her interest in real estate, and her real estate courses have firmly increased her interest and desire to succeed in the commercial side of the field. In the future, Rachael hopes to work within a commercial real estate firm. Currently, she is interested in property management and asset management, but she is open to change and looking forward to exploring the many career opportunities in real estate and finding the perfect fit for herself. She is looking forward to working alongside and helping other women succeed in the commercial real estate industry.

Jessica Svehla
Hometown: Lincoln, Neb.
University: Senior, University of Nebraska - Lincoln
Major: Interior Design

Jessica is entering her senior year at the University of Nebraska-Lincoln. She is majoring in Interior Design with a minor in Business Administration and is scheduled to graduate in May of 2017. She has been on the Dean’s List every semester, which recognizes the top 10% of the Architecture College. Jessica has also been involved in many University activities where she has taken on leadership roles. Currently Jessica is the President of the student chapter of ASID/IIDA. Through this involvement, she has been able to foster professional relationships while developing leadership skills. Jessica has spent the summer working for an architecture firm in the Seattle area where she has gained valuable knowledge working with clients on project developments. Her interest in design and real estate can be traced back to her high school years where she had
2016 CREW Network Foundation Scholars

Elizabeth Zhang
Hometown: Toronto, Ont.
University: Senior, Queen’s University
Major: Commerce

Elizabeth is entering her third year of undergraduate studies at Queen’s University in Canada, where she is interested in specializing in real estate development and investment theory. She became interested in the real estate sector after personal observations of the Toronto housing bubble. She is heavily involved in extra-curricular work at Queen’s, having been on the executive board of three different clubs in her second year. One of these organizations was the Queen’s Real Estate Association, in which she held the executive role of a Publications Director. For the upcoming academic year, Elizabeth is excited to be the Chief Financial Officer of the Queen’s Residence Society, dedicated to managing the housing operations of the University. Aside from her voluntary roles, Elizabeth worked in the summer of her first year at the Department of National Defense for the Canadian Federal Government, where she learned about military housing policies and worked on over 50 diverse case files regarding various housing issues. For the summer of her second year, Elizabeth is currently interning at Equitable Bank as a Residential Credit Mortgage funder, where she will be analyzing different mortgage deals and closing them under strict deadlines and time pressures. In the future, Elizabeth would like to obtain her OREA license and become a private part-time real estate agent to take advantage of the surge in demand for Toronto properties.

Midori Wong
Hometown: San Diego, Calif.
University: Graduate student, Massachusetts Institute of Technology
Major: MS - Real Estate Development

Midori is a candidate for Master of Science, Real Estate Development at the Massachusetts Institute of Technology (MIT). She joins MIT from San Diego, California, where she built a career in high-profile management positions intersecting real estate, politics and public service. Midori’s commitment to the commercial real estate field crystallized during her undergraduate education at the University of California, San Diego, where she graduated Phi Beta Kappa and with top program honors in Urban Studies and Planning. “What we build profoundly impacts lives and reflects the history, attitudes and potential of our country,” she says, “and my professional purpose in real estate is clear: to become part of a generation of city builders who advance its progress.”

Through shepherding contentious projects through public approval processes, she has developed strong skills in communication, presentation and working with diverse constituencies. After graduating from MIT, she will seek a career in urban projects, including public-private partnerships, redevelopment and social impact investment.

Catherine Welsh
Hometown: Burlingame, Calif.
University: Junior, Texas Christian University
Major: Interior Design

Callie, an aspiring Interior Designer, is in the John D. Roach Honors College at Texas Christian University. She is hoping to step out into the world and find her place in the design industry. She is interested in all things art and design related, and looks at life with an open mind. A candidate for her B.S. degree at TCU in 2017, Callie will be studying abroad in Florence during the Spring of 2016. Having also spent four years as a child in England, it is her goal to bring a global perspective to her design career. She is interested in the whole spectrum of design, from commercial to residential, and is drawn to the look-and-feel and the practical applications of hotels, office buildings, and other commercial spaces. In addition to Interior Design, Callie is also passionate about promoting social justice and leadership, and is on the Student Board of Directors for Lead NOW (Network of Women), a program for underclasswomen looking to strengthen their leadership skills. Callie is very pleased to be a member of CREW and looks forward to the career guidance and networking opportunities she might find.

Elizabeth Zhang
Hometown: Toronto, Ont.
University: Senior, Queen’s University
Major: Commerce

Elizabeth is entering her third year of undergraduate studies at Queen’s University in Canada, where she is interested in specializing in real estate development and investment theory. She became interested in the real estate sector after personal observations of the Toronto housing bubble. She is heavily involved in extra-curricular work at Queen’s, having been on the executive board of three different clubs in her second year. One of these organizations was the Queen’s Real Estate Association, in which she held the executive role of a Publications Director. For the upcoming academic year, Elizabeth is excited to be the Chief Financial Officer of the Queen’s Residence Society, dedicated to managing the housing operations of the University. Aside from her voluntary roles, Elizabeth worked in the summer of her first year at the Department of National Defense for the Canadian Federal Government, where she learned about military housing policies and worked on over 50 diverse case files regarding various housing issues. For the summer of her second year, Elizabeth is currently interning at Equitable Bank as a Residential Credit Mortgage funder, where she will be analyzing different mortgage deals and closing them under strict deadlines and time pressures. In the future, Elizabeth would like to obtain her OREA license and become a private part-time real estate agent to take advantage of the surge in demand for Toronto properties.
Scholarship Endowment

CREW Network and CREW Network Foundation established the CREW Network Foundation Scholarship Endowment fund in 2008. 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 everyone up within it. Our Founders 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 27 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.

<table>
<thead>
<tr>
<th>SCHOLARSHIP ENDOWMENT FOUNDER LEVELS</th>
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<tbody>
<tr>
<td><strong>LEGACY FOUNDER</strong></td>
</tr>
<tr>
<td>$100,000+ in cumulative pledges</td>
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<tr>
<td>• Permanent listing on the Endowment</td>
</tr>
<tr>
<td>• Prominent placement of donor headshot/logo on the CREW Network website</td>
</tr>
<tr>
<td>• Prominent placement of donor headshot/logo in the CREW Network Foundation annual report</td>
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<tr>
<td>• Four (4) invitations to the VIP Reception at the CREW Network Convention and Marketplace*</td>
</tr>
<tr>
<td>• Invitation(s) to the Distinguished Leaders Roundtable at the CREW Network Convention and Marketplace*</td>
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<tr>
<td>• One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged*</td>
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<tr>
<td><strong>VISIONARY FOUNDER</strong></td>
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<tr>
<td>$60,000 - $99,999 in cumulative pledges</td>
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<tr>
<td>• Permanent listing on the Endowment</td>
</tr>
<tr>
<td>• Donor headshot/logo on the CREW Network website</td>
</tr>
<tr>
<td>• Donor headshot/logo in the CREW Network Foundation annual report</td>
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<tr>
<td>• Two (2) 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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<td>• One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged*</td>
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<td><strong>CHAMPION FOUNDER</strong></td>
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<td>$20,000 - $59,999 in cumulative pledges</td>
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<td>• Name recognition on the CREW Network website</td>
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<tr>
<td>• Name recognition in the CREW Network Foundation annual report</td>
</tr>
<tr>
<td>• One (1) invitation to the VIP Reception at the CREW Network Convention and Marketplace*</td>
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<tr>
<td>• Invitation(s) to the Distinguished Leaders Roundtable at the CREW Network Convention and Marketplace*</td>
</tr>
<tr>
<td>• One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged*</td>
</tr>
</tbody>
</table>

* Reserved for individual donor, and/or an appointed individuals
The CREW Network Foundation Women and Men 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 and Men 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 life 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 includes raffle 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 life giving calculations as it is not practically possible for CREW Network Foundation to estimate the value of items donated.
2016 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 Women and Men of Vision program in 2016:

Our generous Women and Men of Vision program inductees

Marianne Ajemian
M. Maureen Anders ★★★
Linda S. Andreozzi
Gail S. Ayers ★
Kris Beason
Brenda Bodian
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. Esseljan
Jeanette Flory-Sagan
Calvin "Cal" Frese, Jr.
Robert B. Fuhr
Bonnie S. Gottlieb
Cheryl Hardt
Jodi Hartley
Conilee Hennersdorf
Sharon Herrin
Susan Hill
Linda G. Hollemon
Irene L. Hosford ★
Victoria L. Joly
Cynthia Emerson Keefer ★
Lori E. Kilberg
Julie A. Kimble
Beth Lambert ★
Anne DeVoe Lawler ★★
H.F. "Gerry" Lenfest
Judith D. Levine
Cindy Malone ★★
Jean M. Meilinger
Judith Nitsch ★★
Nancy Olah
Patricia "Lynny" Osenbaugh
Nancy Olah
Janice Paine
Diana L. Parker ★
Jennifer A. Redner
Claire J. Roberts
Glenn Rufrano
Karin Schulz
MaryBeth Shapiro
Jane Snoddy Smith ★★★★★★★
Kelley J. Smith
Elizabeth E. Solender
Sara L. Todd
Sally French Tyler
Margaret Van Meter
Gerry Ring Waltz
Valerie L. Wood
Goldie Wolfe Miller
Cindy Wozny-Carl
Ann Waeger

★ Denotes diamonds for each additional $10,000 given to CREW Network Foundation

The following individuals received diamonds in 2016:

- Cynthia Emerson Keefer added 1st diamond
- Jane Snoddy Smith added 6th diamond
CREW Network Foundation hosted its annual fundraiser on Oct. 20, 2016 at the Steelcase Work Life Center in New York City. Held in conjunction with the 2016 CREW Network Convention and Marketplace, “A Little Party Never Hurt Nobody” was the largest and most successful fundraising event in our history, raising more than $100,000 for the Foundation. More than 200 supporters danced the night away in Roaring 20’s themed attire and helped fund CREW Network Foundation’s continuing efforts to bring more women into commercial real estate.

CREW Network Foundation would like to thank its “A Little Party Never Hurt Nobody” underwriters

**Fitzgerald**

Hudson Capital Investments LLC

**Steelcase**

**Bee’s Knees**

CODA Consulting

**Gatsby’s Guys & Dolls**

Arbor Commercial Mortgage, LLC

**Friends & Flappers**

Diane Butler, CREW Dallas
Christine Chipurnoi, CREW New York
Cheryl Hardt, CREW NJ
MaryBeth Shapiro, CREW Dallas
Cindy Wozny-Carl, CREW Chicago

Kim Addy, CREW Seattle & Sound
Gail Ayers, CREW Network
Laurie Baker, CREW Houston
Gayle Bourdeau, CREW Boston
Jennifer Carey, CREW New York
Kathy Carr, CREW Austin
Debra Gilbreath, CREW Houston

Susan Hill, CREW Houston
Lori Kilberg, CREW Atlanta
Judy Nitsch, CREW Boston
OneTitle National Guaranty Company, Inc.
Claire Roberts, MNCREW
Ann Waeger, CREW NJ
# 2016 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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<tr>
<td>CREW Charlotte</td>
<td>CREW Houston</td>
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<tr>
<td>CREW Silicon Valley</td>
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<tr>
<th>GOLD SUPPORTERS</th>
<th>$10,000 – $14,999</th>
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<tr>
<td>MNCREW</td>
<td>CREW Orange County</td>
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<tr>
<td>CREW San Francisco</td>
<td>PGIM Real Estate</td>
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<th>SILVER SUPPORTERS</th>
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<td>CREW Dallas</td>
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<td>CREW Austin</td>
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<td>IndyCREW</td>
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<td>CREW-LA</td>
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<td>CREW Utah</td>
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<th>BRONZE SUPPORTERS</th>
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<td>CREW Denver</td>
<td>CREW Lehigh Valley, PA</td>
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<tr>
<td>CREW East Bay</td>
<td>CREW Philadelphia</td>
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<td>CREW Jacksonville</td>
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<td>CREW St. Louis</td>
<td>CREW Tampa Bay</td>
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<td>CREW Vancouver</td>
<td>Turner Construction</td>
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<th>COPPER SUPPORTERS</th>
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<td>CREW Idaho</td>
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<tr>
<td>CREW Boston</td>
<td>CREW Inland Empire</td>
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<td>CREW Greater Cincinnati</td>
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<td>CREW Cleveland</td>
<td>CREW Lehigh Valley, PA</td>
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<tr>
<td>CREW CT - The Real Estate Exchange</td>
<td>CREW Maryland Suburban</td>
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<tr>
<td>CREW-Miami</td>
<td>CREW Montreal</td>
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<td>CREW New Mexico</td>
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<td>CREW Northern Virginia</td>
<td>CREW Palm Beach/</td>
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<td></td>
<td>Treasure Coast, Inc.</td>
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<td></td>
<td>Fannie Mae</td>
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The donors listed in the 2016 CREW Network Foundation Annual Report are individuals and organizations whose $100+ contributions to CREW Network Foundation were received over the course of 2016. 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.
## 2016 CREW Network Foundation

### Individual Donors

#### POWER CONTRIBUTOR | $2,500+

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<thead>
<tr>
<th>Donor Name</th>
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<td>Conilee Sellers Hennersdorf</td>
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#### PRINCIPAL CONTRIBUTOR | $1,500 – $2,499

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<td>Laurie Baker</td>
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<td>Gayle A. Bourdeau</td>
<td>Susana Maria Chavez</td>
<td>Michele O’Connor</td>
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#### ASSOCIATE CONTRIBUTOR | $500 – $1,499

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<td>Michael I. Brown</td>
<td>Laura E. Hengle</td>
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<td>Lori A. Hill</td>
<td>Melinda Blair Parrish</td>
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<td>Amy Schroeder</td>
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<td>Tonya Creekmore</td>
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<td>Sherry Cushman</td>
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#### LEAD CONTRIBUTOR | $100 – $499

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<td>Sharon Addison</td>
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<td>Marianne Ajemian</td>
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<td>Suzanne Marie Amaducci-Adams</td>
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<td>Stephanie Anderson</td>
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<td>Mercedes Angell</td>
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<tr>
<td>Russ Angelo</td>
<td>Carla Barney</td>
<td>Andrea Bleau</td>
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*(Continued on next page)*
Kristin E. Blount
Amy M. Blumenthal
Mary Ellen J. Bockstahler
Brenda J. Bodian
Vivian Boggie
Linda M. Bolan
Melissa Williamson Boone
Jodi Borges
Franceen Borrillo
Jill L. Bosco
Shoshana Batsheva Botnick
Drew Bowman
Gayle A. Brand
Barbara A. Briccotto
Tabitha Brittain
Deborah Brockley
Karen Seibert Brohn
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Elisa Louise Buckley
Jacqueline Buhn
Andrea Burg
Kim Vincent Butler
Jamie Jean Byington
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Marcia Camarda
Melissa R. Campanella
Kathleen Campbell
Sandra Elizabeth Camp-Riegel
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Lindsey M. Cannon
Tyler Carey
Cathy Carroll
Molly Carroll
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Marcella A. Cassanelli
Candace S. Chazen
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Nancy S. Cleveland
Leslie G. Cohen
Cortney R. Cole
Lynda Collie
Andrea Connors
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C. Skye Cook
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Amanda Coupe
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Jennifer Cranston
Sara D. Croot
Dotti Cunningham
Ronda Dade
Elizabeth P. Daily
Bernadette M. Daniel
Diane Danielson
Dane D. Davies
Mike Davis
Early Davis
Monique Lee Davis
Kelli Davis
Carol J. de Fries
Rebecca Dean
Todd Delfano
Michele DeMaris
Lou Ann Dent
Diana L. Dessy
Stephanie Dick
Jana Dolder
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Julie Eisenhauer
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Kelly Ann Ginn
Vicki Giordano
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Katherine Glista
Lynn Thompson Goessling
Lilly Golden
Lydia Gonzales
Elaine Gooding
Bonnie S. Gottlieb
Jill Goubeaux
Danielle Graceffa
Valerie Jahn Grandin
Arnold J. Grant, III
Marsha Jayne Gray
Tamara Gray
Janey Gregory
Nina J. Gruen
Barbara Guffey
Laurie Nell Gustafson
Lynn Hackney
Robin L. Haddock
Wendy M. Hagen-Bowen
Melissa A. Hall
Karen Halpert
Brandi Hanback
Amy Kiefer Hansen
Jean Harding
Cheryl Hardt
David Harker
Beth Ann Harney
Paula Harris
Kim McCaslin
Jane Gail McCollum
Vickie McDonnell
Deborah Schmidt McDonough
Barbara Schafer McDuffie
Marie Gannon McGuire
Trish McHugh
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Janine Perrotti
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Devan Perry
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Jennifer Lynn Peters
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Jane H. Pilger
Matt Pililter
Samantha Pinkal
Jennifer Plum
Susan T. Pohl
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Scarlet W. Powell
Nancy Powell
Ileana Pradere
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Elisabeth Prescott
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Cheryl Pyle
Linda D. Rabbitt
Jennifer F. Raike
Karie Kading Ramsey
Judy Ravech
Jennifer E. Raymond
Lorraine H. Reale
Rebecca Reed
Lynn E. Reich
Beth Ann Resetco
Heather Rich
Heather D. Ridgway
Patricia A. Riedel
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Jessica S. Rossi

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Rhonda Sands
Dagmar Sands
Steve Wayne Sapio
Michele Sauk
Lloyd Sawyer
Betsy Schamberger
Jane Schiff
Kristen Michelle Schrader
Karin Schulz
Ellen Schwab
Jennifer Seay
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Aanchal Sharma
Elizabeth Sharp
Ellen Farrell Sharpe
Mel Shaw
Sandra L. Shelton
Kenne Shepherd
Deborah Sheridan
Ashley Sherwood
Nellie Shipley Sullivan
Jayne Shister
Julianne Harris Shively
Linor Shohet
Linda Short
Phyllis L. Shuster
Carolyn Simmons
Linda Simmons
Wendy Simmons
Kristy Simonette
Ravpreet Singh
Kimberly A. Sinkovic
Kathleen Siriani
Deborah Skeans
Ellen Wansley Smith
Leslie M. Smith
Lynn P. Smith
Joshua Smith
Rebecca Lynn Smith-Zakowicz
Howard Sobkov
Brie Alexandra Solaegui
Elizabeth E. Solender
Joann Reiss Soman
Ginger L. Sotelo
Jan Sparks
Jane Sper
Maribeth M. Spitz
Stephanie Sprengle
Kevin Spruill
Susan Stead
Cheryl D. Steele
Sophie Stein
Jennifer L. Stenman
Catherine W. Stephenson
Aliza Stern
Michele H. Stevens
Keri Stewart
Sara K. Stock
William E Stonaker
Christine Stoppa
Amber Strang
Sunny R. Street
Bonnie Jean Stretz
Cheryl Thomas Strickland
Jodie D. Strum
Heather G. Suarez
Victoria Summerall
Diana Sweeney
Elizabeth A. Swift
Lyla Talbot
Penina Tannenbaum
Janise L. Tate
Jennifer Ralph Tatum
Kathleen Taylor
Therese M. Taylor
Lina G. Telese
Raymond H.C. Teske, III
Letatia K. Teykl
Kristen Thall Peters
Katie J. Thomason
Paula O. Thoreen
Alisa Timm
Pamela Torsiello
Meaghan Treanor
Elizabeth Trochchio
Dana C. Tsubota
Robin Turner
Yvette R. Turner
Rebecca E. Udell
John VanAsdale
Karen VanHamme
Geralyn D. Vannoy
Ann L. Vano
Nikki Vasco
Christine Veldhuizen
Christine Robinson Verfurth
Lindsay Vieta
Kari Walker
Kelly P. Wallo
Terese G. Walton
Gerry Ring Waltz
Elizabeth Ward
Carrie C. Ward
Kim Watkins
Mandi L. Wedin
Sheila Wehnes
Rachel Weigelt
Andrea Welburn
Angelia D. Wesch
Frederick A. West
Karrie Westphal
Wendelin A. White
Will Whitley
Lauren D. Whitlock
Melissa Kay Wiechman
Elaine Williams
Carolyn Saffold Wilson
Cindy Winters
Carla Woodward
Jennifer Thompson Wright
Christine W. Young
Jennifer Marie Yoxtheimer
Roxzan Zager
Pamela Zandy
Christie Zawtocki
Mickey Zeppelin
Maria Zubillaga

Team presentation at UCREW event in Houston