Building opportunities for women and girls in commercial real estate
About CREW Network Foundation

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.

Why does CREW Network have a foundation?

It allows everyone to get involved in supporting the mission of CREW Network – influencing the success of the commercial real estate industry by advancing the achievements of women. CREW Network Foundation’s charitable status helps us raise tax deductible donations from members, chapters, foundations and corporations. These donations augment the work of CREW Network and supports its initiatives such as scholarships, industry research and career outreach programs.

Founded in 1998, CREW Network Foundation is the only foundation dedicating its resources solely towards advancing women in the commercial real estate industry and it is committed to moving the needle forward with its five charitable funds:

► Scholarship Funds

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. Scholarships are available to junior or senior level undergraduate students, and to students enrolled in full-time graduate programs, to cover the costs of tuition and books. CREW Network wants you to join them in planting the seeds of change in the commercial real estate industry.

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.

LEADERSHIP & STAFF

Jane Snoddy Smith
CHAIR
Norton Rose Fulbright
CREW Austin

Kathy Carr
PAST CHAIR
St. Jude Medical S.C., Inc.
CREW Austin

Susan Hill
CREW NETWORK BOARD LIAISON
HFF
CREW Houston

Gail S. Ayers, Ph.D.
PRESIDENT
CREW Network

Justin Hawkins, CPA
TREASURER
CREW Network

Megan Cottrell
ASSISTANT
CREW Network
Industry Research Fund
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 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.

Career Outreach Fund
Commercial real estate offers rewarding and lucrative careers often overlooked by women who are often times 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. More than 1000 young girls participated in a CREW Careers program in 2014.

• 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. In 2014, UCREW reached over 900 college students across the United States and Canada.

It is moving to envision how many future engineers, architects or developers who were inspired by these programs.

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.
The story I am able to share is not a story of downfall, but a missive of optimism. It is about people from all walks of life from across the United States and Canada pulling together to upturn giving to our Foundation. As a result of the Chapter Challenge annual giving campaign, overall individual donations are five times greater when compared to 2012. Fifteen percent of our members gave an individual donation (up from 3% in 2012). This is a tale of the tenacity and audacity shown by our chapter leaders and champion directors.

The Chapter Challenge campaign used a multi-channel approach to reach members and underline the importance of annual individual giving to keep our foundation dynamic and vital. Your loyalty and generosity made the campaign a resounding success.

CREW Network Foundation works to make measurable, positive change in the commercial real estate industry. We want women to have the information and tools they need to lead self-determined lives and to have the opportunity to join this rewarding profession. Our scholarships encourage women to pursue an education which will lead to a career in the commercial real estate industry. By funding industry research, we are helping close the compensation and advancement gap for women. Our Career Outreach programs apprise women and young girls about the lucrative careers that the commercial real estate industry offers.

Thank you for ongoing support and interest in the CREW Network Foundation, with special recognition to our wonderful underwriters, Women of Vision program donors, champions, and donors across North America – we couldn’t do any of this without you.

I’m pleased to share our 2014 Annual Report. The complete audited financial statements are available for viewing or downloading at our website, where you can also learn more about our mission and the scholarships we awarded in 2014.

Jane Snoddy Smith
CREW Network Foundation Chair
Head of Real Estate, United States, Norton Rose Fulbright
CREW Network Foundation achieved record-breaking funding levels in 2014:

- Over **$200,000** donated by individual members
- **53%** chapters contributed $1,000 or more
- **43%** chapters had **100%** of their board members gift an individual donation
- **7** chapters had **50%** of their membership gift an individual donation
- **$50,000** in scholarships awarded
- Chapters raised and donated well over **$200,000**

UCREW reached over **900** college students from more than 40 universities

CREW Careers introduced more than **1,000** young girls to careers in CRE

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**2014 by the Numbers**

**Total Revenue = $548,547**

- **Unrestricted Contributions** ......... $221,892 (40%)
- **Career Outreach Contributions** .......... 3,939 (1%)
- **Industry Research Contributions** .......... 4,933 (1%)
- **Scholarship Endowment Contributions** .... 117,395 (21%)
- **Annual Scholarship Contributions** .......... 65,159 (12%)
- **Fundraising Events** ...................... 115,217 (21%)
- **Interest & Miscellaneous Income** .......... 20,012 (4%)
- **Total** ........................................ $548,547 (100%)

**Total Expenses = $211,383**

- **Career Outreach** ....................... $28,408 (13%)
- **Scholarship Awards** .................... 47,500 (22%)
- **Other Program Expenses** ............... 5,684 (3%)
- **Fundraising Events** ..................... 35,613 (17%)
- **Other Fundraising** ....................... 13,959 (7%)
- **Management & General Administration** .... 80,219 (38%)
- **Total** ........................................ $211,383 (100%)

*Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were $213,149 and $220,407, respectively, and are not included in the charts presented above.*
Since 2008, CREW Network and CREW Network Foundation have awarded a total of 56 scholarships totaling $470,000. 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 2014, scholarship winners were awarded $5,000 for tuition and books, a paid summer internship with CBRE, a year-long membership to CREW Network and complimentary registration to the 2014 CREW Network Convention & Marketplace in Miami.

**Taylor Benjamin**
- **Hometown:** Denver, Colo.
- **University:** Senior at the University of Alabama
- **Major:** Finance with a concentration in real estate, minor in Spanish

**Megan Berry**
- **Hometown:** St. Louis, Mo.
- **University:** Graduate student at Washington University in St. Louis
- **Major:** Master of business administration and master of architecture

**Erica Chan**
- **Hometown:** St. Louis, Mo.
- **University:** Senior in the Ross School of Business at the University of Michigan
- **Major:** Finance, minor in international studies

**Latricia Gordon**
- **Hometown:** Chicago, Ill.
- **University:** Graduate student at Roosevelt University
- **Major:** Master of business administration with concentrations in real estate and finance

**Auja Little**
- **Hometown:** Concord, N.C.
- **University:** Junior at Western Carolina University
- **Major:** Accounting, minor in leadership and finance

**Kimberly “Nikki” Mclucas**
- **Hometown:** St. Louis, Mo.
- **University:** Senior at the University of Illinois
- **Major:** Master in urban planning and policy, concentration in economic development

**Meghan McShan**
- **Hometown:** Chicago, Ill.
- **University:** Graduate student at the University of Illinois at Chicago
- **Major:** Master of business administration with concentrations in real estate and finance

**Hanna Oimoen**
- **Hometown:** Chicago, Ill.
- **University:** Senior at the University of Southern California
- **Major:** Finance

**Leeron Regev**
- **Hometown:** Woodland Hills, California
- **University:** Senior at the University of Southern California
- **Major:** Policy, planning & development, real estate development emphasis

(FRONT ROW, LEFT TO RIGHT): MEGHAN MCSHAN, DAN NGUYEN, ERICA CHAN, AUJA LITTLE AND MEGAN BERRY. (BACK ROW): LATRICIA GORDON, HANNA OIMOEN, LEERON REGEV, TAYLOR BENJAMIN AND KIMBERLY “NIKKI” MCLUCAS.
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 Megan and Meghan for their kind words. Your letters make all of our efforts worthwhile.

July 15, 2014

CREW Network Foundation
c/o Scholarship Committee
1201 Wakarusa Drive, Suite D
Lawrence, KS 66049

Dear CREW Network Foundation Donors,

I am honored to be amongst the recipients of the 2014 CREW Network Foundation Scholarship. Your contribution has made it so that I can complete my graduate education with significantly less debt and with the unparalleled opportunity to enter directly into my desired career upon graduation. I am unbelievably grateful for this opportunity.

Additionally, I’ve also gained access to a network of mentors, peers and role models that I hope will help set the direction of my future in the commercial real estate industry. I am thankful for the opportunity to learn as much as possible from the many successful women I now have access to due to your generosity.

I don’t believe I can state how sincerely thankful for your generous financial support of my education and career objectives. Your gift has allowed me to take a giant leap towards my goal of becoming a commercial real estate professional. When I have reached the pinnacle of my career, I hope that I can make as significant an impact on another young scholar’s life as you have.

Thank You,

Meghan L. McShan

Megan Berry

September 2nd, 2014

Dear CREW Network Foundation and CREW Network Scholarship Donors:

It is a tremendous honor to be distinguished as a CREW Network Foundation Scholar. As a member of CREW Chicago, I have been exposed to the genuine community that CREW Network fosters. I continue to be elated with the knowledge base and professional connections of the organization I am being welcomed into.

I am writing to express my gratitude to CREW Network members and scholarship donors. CREW Network has significantly contributed to my personal and professional development as an aspiring leader in the real estate industry. I am a current Master of Business Administration and Master of Architecture student concentrating in real estate. CREW Network has helped me forge a foundation to combine my education at Washington University in St. Louis, with practicing professionals throughout the country.

I am grateful to have the opportunity to engage in a mentoring program curated to my passions of architectural design and real estate investment. I would like to thank my mentor for her generosity with her time, and willingness to share her experiences with me.

Additionally, I am looking forward to expanding my knowledge base throughout my final year at Washington University in St. Louis to make a strong impact at CBRE Group Inc. on behalf of CREW Network. This prestigious internship will launch me into a successful career with an unparalleled learning experience.

Thank you to CREW Network and CREW Network Foundation for continuing to spread your resources to young women across America and beyond. This is the beginning of my lifelong membership, and I yearn to support young women in the future the way I have been supported by CREW Network.

Sincerely,

Megan Berry

Master of Business Administration & Master of Architecture, Class of 2015
Washington University in St. Louis
Consortium Fellow

Scholarship Endowment

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.

Scholarship Endowment Founders

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.

Each founder is given one (1) seat on the CREW Network Foundation Scholarship Selection Committee for every $20,000 pledged. The seat is reserved for the individual donor, or can be an appointed individual. The committee selects the CREW Network Foundation scholars each year. There were 18 seats on the 2014 Scholarship Selection Committee. We thank the following for their monetary gifts and for their time on the selection committee:

<table>
<thead>
<tr>
<th>CHAMPION FOUNDER</th>
<th>2014 SEAT HOLDER</th>
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<td>B. Diane Butler</td>
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<td>Jane Snoddy Smith</td>
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<td>CREW Atlanta</td>
<td>Anne Cone</td>
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<td>CREW Atlanta</td>
<td>Yvette Turner</td>
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<td>CREW Austin</td>
<td>Alexis Michael</td>
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<td>Nancy Olah</td>
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<td>CREW Dallas</td>
<td>Conilee Hennersdorf</td>
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<td>Kmeal Winters</td>
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<td>Linda Paul</td>
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<td>CREW Houston</td>
<td>Mary Axelrad</td>
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<td>Sue Jacobson</td>
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<td>CREW Philadelphia</td>
<td>Lynn McDowell</td>
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<td>CREW Seattle and Sound</td>
<td>Lacey Ahlf</td>
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<tr>
<td>CREW Silicon Valley</td>
<td>Shirlene Kaneda</td>
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<td>CREW Silicon Valley</td>
<td>Brian Franklin</td>
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<tr>
<td>CREW Vancouver</td>
<td>Stephine Zuke</td>
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<td>CREW Washington DC</td>
<td>Janey Saunders</td>
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Women of Vision Donor Program

The CREW Network Foundation 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 Women of Vision gold lapel pin. Each subsequent $10,000 in cumulative lifetime giving is recognized with the addition of a diamond to the individual’s pin.

2014 Inductees

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 of Vision donor program in 2014:

41st INDUCTEE
Lori Kilberg
CREW Atlanta

42nd INDUCTEE
Kris Beason
CREW Seattle and Sound

43rd INDUCTEE
Barbara Champoux
CREW New York

44th INDUCTEE
Chery Hardt
CREW NJ

45th INDUCTEE
Faith Hope Consolo
CREW New York

46th INDUCTEE
Cindy Malone
CREW Chicago
Women of Vision Donor Program Inductees

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

Dottie Cunningham
Jane Snoddy Smith
M. Maureen Anders
B. Diane Butler
Regina Bruce
Anne DeVoe Lawler
Gail S. Ayers
Ginger Bryant
Collete English Dixon
Irene L. Hosford
Beth Lambert-Saul
Diana L. Parker
Marianne Ajemian
Linda S. Andreozzi
Kris Beason
Barbara Champoux
Angela E. Dugick
Tina A. Essegian
Jeanette Florly-Sagan
Calvin “Cal” Frese, Jr.
Roberta B. Fuhr
Bonnie S. Gottlieb
Cheryl Hardt
Jodi Hartley
Sharon Herrin
Linda G. Hollemon
Faith Hope Consolo
Victoria L. Joly
Cynthia Emerson Keefer
Lori E. Kilberg
Julie A. Kimble
H.F. “Gerry” Lenfest
Judith D. Levine
Jean M. Meilinger
Judith Nitsch
Patricia “Lynny” Olsenbaugh
Janice Paine
Jennifer A. Redner
Karin Schulz
Kelley J. Smith
Elizabeth E. Solender
Sally French Tyler
Margaret Van Meter
Gerry Ring Waltz
Valerie L. Wood

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 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 giving calculations as it is not practically possible for CREW Network Foundation to estimate the value of items donated.

CREW Greater Akron
Susan Lines
AZCREW
Krystal Dill
CREW Atlanta
Denise Meng
CREW Austin
Debby Williams
CREWBaltimore
Deborah Ford
BirminghamCREW
Crystal Holmes
CREW Boston
Joan Parsons
CREW Calgary
Eve Renaud
CREW Charleston, Inc.
Anne Lawless
CREW Charlotte
Marie McLucas
CREW Chicago
Julie Sorensen
CREW Greater Cincinnati
Melissa Lutz
CREW Cleveland
Diana Golob
CREW Cleveland
John MacFarland
CREW Columbus
Natalie Hay
CREW CT - The Real Estate Exchange
Bert Kaplowitz
CREW Denver
Suzanne Book
CREW Denver
Stina Kayser
CREW Detroit
Dannis Mitchell
Edmonton CREW
Twyla Purschke
Edmonton CREW
Melanie Ducholke
CREW Fort Worth, Inc.
Barbara Fife
CREW Hampton Roads
Ann Miller
CREW Houston
Sue Jacobson
CREW Idaho
Anne Kunkel
IndyCREW
Alexandra Sylvia
CREW Iowa
Melissa Wiechman
CREW Jacksonville
Brenda Ezell
CREW Kansas City
Amy Slattery
CREW Lehigh Valley, PA
Ann Marie Osika
CREW Lehigh Valley, PA
Kate Hart Zayaitz
CREW Maryland Suburban
Heather Dlhopoulos
CREW-Miami
Linda Adler
CREW Midlands South Carolina
Deborah Tripp
MINCREW
Mary Jo Kelly
CREW Montreal
Julie Lanteigne
CREW NJ
Elisa Buckley
CREW New Mexico
Debra Dupes
CREW New York
Robin Fisher
CREW Northern Virginia
Rebecca Smith-Zakowicz
CREW Omaha Metro
Jacqueline Pueppke
CREW Orlando
Avery Donaudy
CREW Philadelphia
Jeanne Armstrong
CREW Pittsburgh
Sarah Lamperski
CREW Portland
Kristin Hammond
CREW Richmond
Debbie Reading
CREW San Antonio
Kim Ghez
CREW San Diego
Katie Yee
CREW San Francisco
Vanessa Thornton
CREW St. Louis
Lori Drury
Toronto CREW
Tara L. Piurko
CREW Tucson
Diana Dessy
CREW Utah
Barbara Johnson
CREW Vancouver
Andrea Welburn
CREW Washington DC
Wendy Feldman Block
Wisconsin CREW
Heather Nelson
Wisconsin CREW
Jennifer Manna

2014 Chapter Champions
# 2014 CREW Network Foundation

## Organization Donors

### PLATINUM SUPPORTERS | $15,000+

<table>
<thead>
<tr>
<th>CBRE Group, Inc.</th>
<th>MNCREW</th>
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<tbody>
<tr>
<td>CREW Atlanta</td>
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<td>CREW Houston</td>
<td>Hudson Capital Investments LLC</td>
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### GOLD SUPPORTERS | $10,000 – $14,999

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### SILVER SUPPORTERS | $5,000 – $9,999

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<td>CREW Seattle and Sound</td>
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### BRONZE SUPPORTERS | $2,500 – $4,999

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<td>CREW Orange County</td>
<td>Triangle CREW</td>
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### COPPER SUPPORTERS | $1,000 – $2,499

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<tr>
<th>AREW</th>
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<td>CBRE, Inc. Foundation</td>
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<td>CREW Upstate South Carolina</td>
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<td>Edmonton CREW</td>
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<td>CREW Kansas City</td>
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<td>The Prudential Foundation</td>
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*The donors listed in the 2014 CREW Network Foundation Annual Report are individuals and organizations whose $100+ contributions to CREW Network Foundation were received over the course of 2014. 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.*
## 2014 CREW Network Foundation

### Individual Donors

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

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<th>Name</th>
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<td>Gail Ayers</td>
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<td>Faith Hope Conso</td>
<td>Denise Meng</td>
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#### PRINCIPAL CONTRIBUTOR | $1,500 – $2,499

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<tr>
<td>Kathy Carr</td>
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#### ASSOCIATE CONTRIBUTOR | $500 – $1,499

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<td>Laurie Baker</td>
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#### LEAD CONTRIBUTOR | $100 – $499

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