

Midwest COMMERCIAL REAL ESTATE

2019 HALL OF FAME

Midwest Real Estate News would like to congratulate the latest inductees in our Commercial Real Estate Hall of Fame:

Agree, Richard Altemare, Steve Aluisi, Patricia Armstrong, Kevin Arnborg, David Banyai, Joseph Bennett, Michael Busch, Robert A. Casey, Britt Collins, Mark Crisp, John Cruz, John Davis, Mark Dellonte, Mark Despot, Brad Donato, Jr., Albert Donovan, Paul Earlywine, Angie Ebbing, William (Bill) Ellis, LaTonya Erickson, Brent Forslund, Richard Galbraith Kohn, Anne Gallucci, Cheryl Garfinkel, David Gibbs, Linda Goldie, Gordon Goldstone, Ron Gutierrez, Alfredo Hardin, Tripp Haas, Lori Pittman Higa, Perry Hill, Geoff Hudson, Dax James, Kevin Jonna, Simon Keller, Laurel Kerrigan, Timothy Kooperman, Cory Krawitz, Charles Levitan, Mike Levitas, Steve Locher, Gwen Marciniak, Kenneth Martin, David Martin, John N. Maxwell, Korb, Agree Realty Corporation Goodman Real Estate Services Group LLC MB Real Estate Armstrong Advisors Gould & Ratner LLP Signature Associates Colliers International-Detroit Gundaker Commercial Group Cushman & Wakefield CBRE Cushman & Wakefield Lewis Rice LLC Davis Berkadia JLL Acorn Group, Inc. Cushman & Wakefield Lamar Johnson Collaborative The New Albany Company Ice Miller Newmark Knight Frank Colliers International- Indianapolis CBRE Stewart Title Company NorthMarq CBRE | Hubbell Commercial Plante Moran NAI Farbman SparrowHawk Real Estate Strategists Cushman & Wakefield Ulmer & Berne LLP NAI Hiffman Newmark Knight Frank Lee & Associates of Columbus Black Gate Partners Marcus & Millichap Newmark Knight Frank Investors Realty, Inc Newmark Knight Frank Alliant Credit Union AREA Real Estate Advisors Newmark Knight Frank LANE4 Property Group Signature Associates MBRE Healthcare SVN | The Martin Group Polsinelli McConahay, Mark Miscavish, Steve Moberg, Matthew Mullady, Michael Mutchler, Vicki Neyer, John Ostoich, David Palms, Stephen Panovich, Michelle Parrott, Joe Pisczak, Spencer Provancher, Stephen Raker, Keith Reed, John Reifman, David Reves, Grant Robertson, Brent Roe, Rob Roge, Bret Rosen, Jim Rossi, Sr., Anthony Salsberry, John Saltzman, Bill Samoylovich, Alex Scherer, E.P. Schorgl, John Six, Robert Smith, Greg Smith, Jr., Paul Ray

Snow, Peter Sturm, Keith Sullivan, Michael Sweeney, Mike Underman, John Vande Zande, Chad Waggoner, Matt Wathen, Patrick Weidner, Jordan Westling, Bruce Wilkie, Scott Will, Jr., Albert "Al" Wilson, David Wilson, Doug Wintermute, Joshua

Yoder, Damien Zelenock, Katheryne Block & Company, Inc., Realtors Marcus & Millichap Poter Wright Morris & Arthur LLP CBRE Conor Commercial Real Estate Neyer Management Colliers International Miller Canfield Paddock & Stone PLC Mid-America Asset Management CBRE Premier Development Partners Newmark Knight Frank Tucker Ellis LLP NorthMarq CRG Block Real Estate Services JLL JLL Michael Best & Friedrich LLP Pace Properties M&R Development; RMK Management Axiom Advisory Group Cushman & Wakefield | CRESCO CEDARst Companies Cushman & Wakefield | Commercial Kentucky Berkadia Zeller Realty Group Hush Blackwell LLP NAI Isaac

Cushman & Wakefield Upland Real Estate Group, Inc. Berkadia Curry Real Estate Services Colliers International | Columbus Cushman & Wakefield | Boerke JLL Equity Cushman & Wakefield Newmark Knight Frank Berkadia Gershman Mortgage Ryan Companies USA, Inc. SVN Wilson Commercial Group Institutional Property Advisors, Division of Marcus & Millichap Marcus & Millichap Dickinson Wright PLLC RICHARD AGREE

Executive Chairman of the Board

Agree Realty | Bloomfield Hills, Michigan



Rick Agree is no stranger to the commercial real estate industry. In fact, he's worked in this business for 48 years, getting his start in CRE in 1971. The reason for this longevity? Productivity. Throughout his long career, Agree has overseen the development of more than 8 million square feet of retail space across the country. Not surprisingly, Agree's success story has attracted the attention of his peers. He has been honored in several trade publications, and was recently named a Real Estate Icon by Real Estate Forum magazine. What's behind Agree's success? He points to the combination of his passion for the job and the experience he's gained during his nearly five decades in the business.

"I have always enjoyed every aspect of the commercial real estate business, whether it be asset management, acquisitions, development or finance," Agree said. "This, along with the fact that I was fortunate enough to have a strong educational background both in real estate and law, has helped me build my career."

Agree took the time to learn all aspects of the construction business, too, by working his way through a variety of industry jobs. He started his career in real estate as a carpenter. He also dug ditches.

"That gave me a foundation to build from," Agree said. "I was also extremely fortunate to have several significant mentors, which allowed me to avoid a lot of the mistakes that others have made in the business."

Outside of work, Agree is active in his community. He is a member of the board of Temple Israel and the Isaac Agree Downtown Synagogue. He is also an active volunteer with Kids Kicking Cancer, Friendship Circle and Children's Hospital of Michigan.

When not working or volunteering, Agree prefers to spend time with his six grandchildren. That means attending plenty of sporting, dancing and academic activities. Agree also enjoys golf, biking and working out. PATRICIA ALUISI

Executive Vice President and Chief Operating Officer

MB Real Estate | Chicago, Illinois



Patricia Aluisi is a rarity: Not only is she a leader in the commercial real estate business, she's a key member of her community, devoting countless volunteer hours to support organizations dedicated to serving at-risk children.

Aluisi has served as chief operating officer at Chicago's MB Real Estate since 2017. During this time, she's been a driving force in developing the company's culture of success. Like many of the leaders in the CRE business, Aluisi has the perfect temperament and skill set to thrive in commercial real estate. And like other top pros in this business, Aluisi loves the work.

"The great thing about the commercial real estate world is that it uses both sides of your brain. You have to be both creative and data-driven," Aluisi said. "Both of these sides are flexed when you're going through the process of listening to clients, determining what's important, applying data and synthesizing that in an economic fashion."

Before her time at MB, Aluisi served as the commercial director of London-based Bovis, Ltd., overseeing the company's international public-private partnerships. Aluisi helped this company grow across the globe – Aluisi has worked in more than 20 countries during her career -- and was responsible for the legal and commercial negotiations of some



Known for his work with large stadium and arena deals, Smith is consistently recognized as one of the top lawyers in his field. He advised Kiel Center Partners on the \$130 million renovation of Enterprise Center, home of the 2019 Stanley Cup-winning St. Louis Blues. He also advised the Land Clearance for Redevelopment Authority in legal structuring and public financing of the \$420 million ballpark for the St. Louis Cardinals, which opened in 2006, and the \$200 million Ballpark Village currently

"I love working with real estate developers, brokers and owners, and seeing their energy and their determination to change the landscape of our region," said Smith. "They drive growth and opportunity and I love being a small part of that."

For Smith, success has come from listening carefully to his clients regarding their objectives, and then being persistent and responsive about achieving those goals.

Property is in many respects unique. Finding the right buyer that can maximize the advantages to a particular location seems to be the key to success," Smith said. "Knowing my clients and their business and industry well is another key to being an effective advisor."

Smith has been with the firm since 1981 and served as the CEO and Managing Partner for six years before becoming Chairman in 2018. His growth-oriented mindset also benefits the local community. He served as the co-chair of the 2019 United Way of Greater St. Louis annual campaign, which raised more than \$76 million.

PAUL RAY SMITH, JR.

Executive Vice President

NAI Isaac | Lexington, Kentucky



Paul Ray Smith joined NAI Isaac as a leasing/sales associate in 1987. Now Executive Vice President with the firm, it is evident that he has earned the confidence and trust of many top companies while assisting them in attaining their real estate goals.

"Several things have led to my success within commercial real estate. A strong work ethic is essential," Smith said. "Projects can be difficult, and deals can be complicated. Pushing through beyond the challenge is something that I enjoy and has led to many successes throughout my career."

"Solid local market knowledge is also very important," Smith continued. "My advice to any professional entering commercial real estate is to learn everything you can about your local market; become an expert. This knowledge will benefit you and your clients."

Smith, who has been a licensed real estate associate since 1985, specializes in the leasing, sales and management of retail, office and industrial properties throughout Lexington, Central and Southeastern Kentucky. He has a strong track record of landlord and tenant representation.

Noting that success depends on maintaining and expanding relationships, Smith tries to keep up with shifts and trends within the industry and utilize the knowledge he gains to expand his network of industry contacts. He is an active member of the International Council of Shopping Centers (ICSC), NAI's Retail Council and other commercial real estate associations and organizations.

"Every day in this industry is different. The challenges you encounter teach you a lot about the business and provide valuable lessons to use in the future," said Smith. "Commercial real estate is, at its heart, a people-to-people business. The relationships I have developed throughout the years with clients, co-workers, fellow industry experts and other brokers on all sides of an assignment or transaction are invaluable. I enjoy working with all different types of people and helping them to meet their business goals and objectives."

KEITH STURM

Principal & CEO

Upland Real Estate Group, Inc. | Minneapolis, Minnesota



Keith Sturm graduated from St. Cloud State University in 1986 with a BS in real estate. His 30 years of experience in real estate investment sales, project leasing and tenant representation are apparent as he now serves as Principal and CEO of Upland Real Estate Group, Inc. in Minneapolis. Those years of experience have shown him how to navigate the roadblocks of a demanding industry. "The greatest challenge in selling commercial real estate is ensuring the buyer's needs match the seller's wants," said Sturm. "It is crucial to put the pieces of the puzzle together."

Throughout his career, Sturm has completed over 800 net-lease transactions totaling over \$2.1 billion in national real estate investment sales. Additionally, he has represented both landlords and tenants in leasing over 2 million square feet of office, industrial and retail space.

Under his leadership, Upland has been consistently recognized as one of the top commercial real estate brokerages firms by the Minneapolis / St. Paul Business Journal. In 2016, the firm was listed as one of the "Best Places to Work" by the Minneapolis / St. Paul Business Journal.

Sturm is extremely passionate about his profession and works hard to be an active member of the national real estate community. He has served on many boards and committees over the years, including President of the Minnesota/ Dakotas Chapter of CCIM in 2004, former President of the St. Cloud Real Estate Alumni Association, past Co-Chair of Retail Brokers Network, current Co-Chair of the Retail Brokers Network Investment Committee and current member of the St. Cloud State Foundation's Real Estate Committee.

Outside of the office, Sturm enjoys spending time being active such as wake surfing, fishing and going to sporting events with his sons. He also enjoys traveling, Yoga Warrior Sculpt and spending time with his wife, family and friends.

PETER SNOW AND JORDAN WEIDNER Executive Directors

Cushman & Wakefield | Cincinnati, Ohio



Peter Snow and Jordan Weidner are more than leading brokers in the Cincinnati market. These teammates with the Cincinnati office of Cushman & Wakefield are described by their peers as game-changers.

Why? The team of Weidner and Snow is an incredibly productive one, closing hundreds of deals each year.

The Snow and Weidner partnership ranks as the Cincinnati market's most prolific tenant representation team. If there's a big office deal to be signed in Cincinnati, you know that Weidner and Snow are likely involved.

Peers say that Snow and Weidner have changed the way commercial real estate transactions are done in the Cincinnati market. What used to be a relationship-based business is now much more strategic, they say. And Snow and Weidner? They are tough to beat on a strategy level, their nominators say.

of the largest construction projects throughout Europe and Asia.

When not working, Aluisi spends much of her time working with causes close to her heart. She is a founding trustee of the Naples Winter Wine Festival, universally recognized as the preeminent charity wine auction, which has raised more than \$191 million since its inception in 2001. She is also on the board of directors for the Girl Scouts of Greater Chicago and Northwest Indiana, and is an advisory board member for the Coleman Entrepreneurship Center at DePaul University's Women in Entrepreneurship Institute.

Her advice for others hoping to succeed in commercial real estate? Sometimes it's more important to listen than it is to talk.

"I learned to listen," Aluisi said. "When you listen to clients, you find out what motivates them and why. Being on the same page and taking the time to understand allows you to dig deeper to find where the hot spots are. What follows are solutions that are tailored to the client." STEVE ALTEMARE

Senior Vice President

Goodman Real Estate Services Group | Cleveland, Ohio



During his career of more than 25 years, Steve Altemare has closed more than 750 commercial real estate deals for retailers across the country. And these aren't small deals. Altemare, senior vice president in the Cleveland office of Goodman Real Estate Services Group, has worked with such big-name clients as Kohl's, Home Depot, Walmart, Burlington, Starbucks, Office Max and JOANN Fabric.

This real estate veteran has made a significant impact on the retail scene throughout Ohio. During his more than two decades, Altemare has worked with Starbucks on 44 relocations and new stores, has helped IHOP open 13 new restaurants and has assisted Deal\$ in the opening of 19 stores.

In total, Altemare's transactions have resulted in almost 20 million square feet with a market value of nearly \$500 million.

Altemare credits the relationships he's built with clients for his success.

"Commercial real estate is a relationship-based business, and we have been able to maintain long-term relationships with our clients," Altemare said. "Many clients have become friends, and I believe those friendships will continue long into the future, even if the business relationship changes."

But how does Altemare build these relationships? There's no secret formula here. He says that consistency and hard work are the foundation for success in retail real estate.

"But it also helps to be organized and to pay attention to the details," Altemare said. "Strong communication and problem-solving skills are also extremely beneficial."

Altemare says that the long-term relationships are what he values most about working in commercial real estate.

"National retail companies have put their trust in us to be their local partners in the market," he said. "It is highly rewarding to conduct a site search, select a location, negotiate a lease or purchase and follow the deal through the process to the grand-opening. It is truly exciting when a new location performs well and confirms that we are doing the right thing for our clients."

KEVIN ARMSTRONG

Principal

Armstrong Advisors | Milwaukee, Wisconsin



Kevin Armstrong has long been a big name in the Milwaukee commercial real estate industry. He started his career immediately after graduating from the University of Wisconsin-Milwaukee School of Business by taking a position with the Polacheck Company in Milwaukee. Here he specialized in office leasing, mostly in the city's CBD.

This is also where Armstrong began building a reputation for his willingness to work long hours, ability to build long-standing relationships with clients and mastery of the intricacies of even the most complex commercial real estate deals.

Armstrong's efforts paid off. He closed enough deals that he rose to the position of partner at Polacheck in 1999.

Armstrong closed many transactions during these early days of his career. But one deal stands out: the Godfrey & Kahn law firm lease at Irgens' 833 E. Michigan property in Milwaukee's CBD. Armstrong says that Godfrey's foresight in committing to a new Class-A office building in this location was one of the catalysts for future development in downtown Milwaukee.

"I enjoy the impact our industry has on the community in which we live," Armstrong said. "Our efforts are visible and important to those we work and live with."

After Polacheck was sold to CBRE in 2006, Armstrong continued as a broker with the firm until 2012, when he was promoted to managing director for Wisconsin. This tenure was a success, as Armstrong oversaw significant growth of this office for seven busy years. This year, Armstrong took the next step in his career, parting amicably with CBRE to form his own real estate consulting firm, Armstrong Advisors.

What's behind Armstrong's success? There is no surprise here; This real estate vet points to hard work.

"Plain and simple, hard work and being surrounded by good people," Armstrong said. "You have to work hard, be honest and treat people fairly. This will keep your reputation intact, which is one of the more important aspects of success."

When not working, Armstrong's passion includes bird hunting with his dog, Rudy. And if home-improvement or automotive projects should come up? Armstrong is happy to tinker away.

DAVID ARNBURG

Partner

Gould & Ratner | Chicago, Illinois

Commercial real estate can be an emotional business. David Arnborg, partner at Chicago law firm Gould & Ratner, has often been the voice of reason for developers and investors in the Chicago area, helping these professionals make the best decisions and close the biggest deals.

Just consider the figure \$3 billion. That's the aggregate value of Arnborg's counsel to his clients in several high-profile closings since the 2009 real estate market downturn and recovery.

It's clear that Arnborg has been a valuable partner to his CRE clients. He has advised these clients as they've closed major deals for the acquisition, financing, sale, lease and management of several of Chicago's most iconic office buildings.



A look at Arnburg's big-name clients is evidence of the major role this legal veteran has played in the Chicago CRE industry. He represents 601 W Companies, one of America's busiest private real estate companies and the new owners of the long-vacant Old Chicago Main Post Office. Arnburg advises 601 W on a variety of matters relating to its \$1 billion restoration and leasing of the historic structure, as well as the leasing and development of the company's other Chicago properties, which include Aon Center, Civic Opera House, Sullivan Center, 550 West Jackson and One North State,

Arnburg's "property portfolio" of experience includes many other major and prominent commercial buildings in Downtown Chicago, including 600 West Chicago, Illinois Center, 55 East Monroe, 222 North LaSalle, 180 North LaSalle, 211 West Jackson and the Riverside Plaza buildings (10,120 and 222 South Riverside).

And if those buildings aren't iconic enough? Arnburg also served as local counsel for the group that acquired the Sears Tower (now Willis Tower) in 2004, which included \$825 million of securitized mortgage and first- and second-level mezzanine financing.

During the past several years, Arnburg has assisted clients with leasing more than 2 million square feet of commercial office space. He represents owners, developers and lessees of commercial and industrial real estate, helping them navigate legal issues related to the leasing, operations and management of their large commercial office buildings in Chicago and across the nation.

MICHAEL BENNETT

Senior Vice President

Colliers International | Southfield, Michigan



What kind of year was 2019 for Colliers International's Michael Bennett? An exceptional one. Bennett, brokerage senior vice president with the Southfield, Michigan, office of Colliers International, closed more than 2.1 million square feet of transactions last year.

And this isn't a rarity. Bennett has enjoyed many big years during his commercial real estate career of more than 35 years. It's why Bennett has been a frequent winner of the Colliers Everest Club Award, given to the top 10 percent of Colliers brokers in the United States. He has also ranked as a top-five producer in Colliers' Detroit region several times.

Bennett has played a key role in the Detroit-area CRE industry, orchestrating many complex build-to-suit transactions and multiple tenant consolidations during the last three-plus decades. Both national and local companies have relied on Bennett's talents to complete transactions involving corporate headquarters, manufacturing plants, warehouses, medical buildings and logistics facilities.

What's the secret to his success? Bennett's peers say that this industry veteran gives the same effort to the 1,500-square-foot tenant as he does those seeking 1.5-million-square-foot deals.

"Both tenants have similar goals, achieving the best possible outcome for their company, and the broker has the task of delivering," Bennett said.

Bennett is also constantly learning. This includes spending more of his time reading books and taking classes with the goal of improving the already stellar service he can provide to his clients.

"Putting the client first is the paramount foundation of all successful transactions and the forming of longterm relationships," Bennett said.

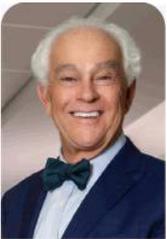
What's equally impressive, though, is Bennett's willingness to help others. His peers say that Bennett has always employed an open-door policy for CRE professionals who need his help or advice.

When not working, Bennett prefers spending his time outdoors. Hunting, fishing and golfing top his list of favored out-of-office activities. He is also a car enthusiast and is currently on the hunt for a project car to tackle.

JOSEPH BANYAI

Vice President|Principal

Signature Associates | Southfield, Michigan



For more than 30 years, Joseph Banyai, vice president and principal at Southfield, Michigan-based Signature Associates, has been closing big CRE deals in the Detroit area. Banyai's been so busy, he ranks as one of the top-producing CRE pros in this region.

Banyai doesn't rely on any secret formula for his success. He's persistent. And this has been a big help to him through his real estate career of 32 years.

"The ability to get up again and again after being knocked down and never ever thinking of quitting is key," Banyai said. "There is quite a bit of trial-and-error in learning the sales process. You need to constantly improve your knowledge, skills, attitude and habits if you want to grow in this business."

Working hard helps, too. Banyai says it takes hours of hard work and determination to close CRE deals on a consistent basis. This means taking the time to study a market so thoroughly, that no other broker will know more about it than you.

Another factor? Specialization. Banyai has concentrated his efforts on industrial and hi-tech brokerage. That has helped him succeed because he doesn't dilute his efforts by trying to be an expert in all things commercial real estate.

"I am the local expert and have never quit learning new trends and ideas that effect my market," he said.

When not closing deals across the Detroit region, Banyai focuses on a diverse array of hobbies. He enjoys spending time with his family, reading, taking long walks and practicing martial arts. (He holds a black belt in karate!) Banyai also dabbles in growing Bonsai trees and practicing Kriya yoga.

Despite the long hours and hard work, Banyai said that there is no other career he'd rather tackle.

"When your clients and partners become your close friends, it becomes like working in a family business," Banyai said. "It's rewarding watching your clients become successful industry leaders and feeling like you have become a valuable member of their team."

ROBERT BUSCH

Vice President

Gundaker Commercial Group | St. Louis, Missouri

It takes talent, desire and knowledge to succeed in commercial real estate. Past experience helps, too. That's certainly been the case with Robert Busch, executive vice president with St. Louis' Gundaker Commercial Group.



Not only is Busch a top commercial real estate professional, he's also a licensed attorney. That background has helped. Busch has significant experience in contracts, negotiations, 1031 exchanges, lease agreements, financing and zoning issues.

Busch's talents have led to plenty of success in his field. In 2008, 2009 and 2015, Busch ranked as the number-two producer in his company. In 2010, 2011, 2012, 2013, 2014, 2016, 2017 and 2018, he was even better: In those years, he was his CRE company's top producer.

Today, Busch specializes in the office market throughout the St. Louis area, representing tenants as an exclusive tenant representative. This eliminates the conflicts of interest that arise when brokers represent both landlords and tenants.

During his career, Busch has represented some of the largest local and national companies throughout the St. Louis area. This list includes DataServ, Liberty Mutual, the Missouri Housing and Development Commission, FDIC and LS Power.

"For my business, which is 90 percent office tenant representation, the biggest challenge is finding the real estate solution to best fulfill the real estate component of a client's business," Busch said. "This often takes into account not only the traditional factors such as location and price but also culture, employee experience, recruiting and retention."

Outside of the office, Busch makes sure to give back to his community. He is a member of the St. Louis Priory Alumni Board, has served on the boards of Places for People and the St. Louis Arch and has volunteered for Big Brothers Big Sisters.

Busch is also an avid golfer, runner and triathlete. He has competed in more than 100 races across the country.

BRITT CASEY

Vice chairman, Senior Certified Supply Chain Professional

Cushman & Wakefield | Chicago, Illinois



Britt Casey, vice chairman with the Chicago office of Cushman & Wakefield, has definitely made an impact in the industrial real estate market in his city. That's not surprising; This veteran has been closing industrial deals since 1987.

During his career, Casey has been involved in more than 600 transactions valued at more than \$2 billion. He has established himself as Cushman & Wakefield's highest-producing industrial specialist.

What's his secret? Casey listens to his clients. He identifies their needs and devises solutions to help these clients meet them. This has led to a steady stream of repeat clients, including companies such as Goldman Sachs, Morgan Stanley, Petco, Bridgestone/Firestone and CenterPoint Properties.

"What I enjoy most about the business is providing a consultative approach to solving business needs through facilities," Casey said.

Some of Casey's biggest transactions include an 802,113-square-foot deal for S&S Activewear, 738,244-square-foot sale for Lincoln Property Company and a 522,720-square-foot sale for Unilever.

Closing these big deals doesn't happen by accident. Casey works hard for his clients, always seeking the best possible deals for them.

"The greatest challenge in commercial real estate is the critical need to be a thoughtful and detailed partner with your client while having the patience to ensure the right outcome for the project," Casey said.

Casey said, too, that he has benefitted during his career by finding mentors and learning from them, following their advice to build his own career. Casey focuses on the details, too, which earns him the respect of his clients.

Finally, Casey acts as a consultant to his clients. This means he focuses on meeting his clients' goals, not on simply closing deals. This approach has paid dividends.

When not working, Casey can often be found at a race track somewhere in the United States. Casey has been involved in professional motorsports for the last 10 years, competing in endurance sportscar racing.

"This is my true passion," Casey said.

And that passion? It has rubbed off on his son, who is now a professional racecar driver for Audi.

JOHN CRISP

Executive Managing Director

Cushman & Wakefield | Indianapolis, Indiana



John Crisp, executive managing director with the Indianapolis office of Cushman & Wakefield, is no stranger to success: This real estate veteran, who began his career back in 1993, ranks as one of the busiest commercial real estate pros in the Indianapolis market. It's why he's been named a top producer of Cushman & Wakefield's Indianapolis office several times.

Crisp has been so successful, his peers often seek out his advice. It's little surprise, then, that Crisp is an executive board member of the Cushman & Wakefield Tenant Advisory Group, a group that provides leadership for tenant advisors across the globe.

It's little surprise, too, that Crisp has built long-standing relationships with several big-name clients. This list includes General Electric, Fifth Third Bank, Lockheed Martin Corporation, Northwestern Mutual Life, Ernst & Young and the City of Indianapolis.

Like most successful CRE pros, Crisp relies on no secret formula for his success. It's all about working hard and serving his clients.

"In addition to treating my clients' decisions as if they were my own, I believe my strong work ethic, attention to detail and drive to always exceed my client's expectations are a few of the reasons I have been successful," Crisp said.

Crisp has nabbed several industry honors during his long career. He's been named Indianapolis broker of the year five times, including in 2018. He has also ranked as the top Indianapolis producer for Cushman & Wakefield in the office division 11 times. And in 2015, he closed the office lease of the year.

"I believe in surrounding myself with top-notch people in the business who have the shared interest of producing best-in-class service, and the willingness to invest in improving our skillsets, have been major factors that have helped me succeed," Crisp said.

And while Crisp might be busy, this hasn't stopped him from giving back to his community. He has served as past chairman of the Crooked Stick Golf Club BMW Championship and past chairman of the 500 Festival. He also sits on the board of advisors of Visit Indy and is an advisor to the Indiana Sports Corporation.

When not working, Crisp enjoys spending time with his family, something that includes coaching the sports teams on which his two sons play.

MARK COLLINS

Executive Vice President

CBRE | Detroit, Michigan



It takes skill, smarts and ethics to thrive in the commercial real estate industry. But to do so for more than three decades? That takes special talent. And it's this kind of talent that Mark Collins, executive vice president with the Detroit office of CBRE, possesses.

Collins has worked in the commercial real estate business for more than 32 years. During this time, this industry veteran has ranked as a top-producer, representing corporate clients throughout the Detroit market.

Collins has succeeded thanks to the long-term relationships he's built. During his career, Collins has represented corporate clients in more than 3,000 transactions. This level of production has cemented his status as a perennial top-producer in the Detroit office.

It makes sense, then, that Collins has notched so many industry honors.

He has ranked in the national top 10 percent of CBRE producers 14 times and 17 times has been the top producer in Detroit for CBRE.

In 2005, Collins earned CBRE's President's Cup, while in 2010, he earned the CBRE/Detroit Team Philanthropy Award. Two years later, Collins received the William H. McCarthy Memorial Award.

Even with such a busy career, Collins finds time to serve as the unquestioned leader with CBRE's Southfield, Michigan, office. His peers say that it's not just Collins' history of success that makes him the office leader. It's his willingness and enthusiasm for mentoring young professionals and collaborating with senior brokers.

"Mark has served as the moral compass amongst the brokerage ranks," wrote one nominator. "He shares a unique and unwavering commitment to CBRE, its platform, people and principals. Without question, the organization is fortunate to have someone who truly embodies CBRE's values."

When not working, Collins prefers spending time with his family. He credits his wife, Deb, for her unwavering support. Collins says he is blessed, too, with three children who are already successful themselves. Two of his children work in the commercial real estate business. His son, Kevin, works with CBRE as a managing director in the downtown Chicago office, while his daughter Erin is in-house counsel at Agree Realty Corporation in Bloomfield Hills, Michigan. His daughter Mackenzie is a tax consultant with Deloitte in Chicago.

Collins is also an avid golfer who enjoys spending time at the family cottage in Northern Michigan.

JOHN CRUZ

Member

Lewis Rice LLC | Kansas City, Missouri



John E. Cruz, member, Lewis Rice LLC, concentrates his practice primarily on retail and office leasing—bringing extensive experience in the legal and operational issues related to owning, financing, leasing, managing and operating these properties. With an appreciation for the interests of both sides of a negotiation, Cruz represents landlords and tenants.

Having spent several years as a manager and contract negotiator with an international communications company, Cruz also understands the business interests, processes and motivations involved in negotiating agreements. That's why he prioritizes relationships when looking to close a transaction.

"There is a strong relationship that grows with every deal. Even if we are not working on a deal, I love to catch up and spend time with the contacts I have made over the years," said Cruz. "A lease is an ongoing relationship, so working to find the path that benefits both sides and gets the deal done is really rewarding."

In addition to leasing, Cruz represents lenders, owners, developers, brokers and tenants in a wide variety of commercial real estate matters. Some of the representative transactions he has been involved with include representing a landlord in negotiating a 270,000-square-foot downtown Kansas City office lease; representing a developer in refinancing multiple office buildings with a series of new loans in excess of \$200 million; negotiating the lease and long-term extensions and expansions of over 3 million square feet of office space and numerous lease negotiations for regional and national retailers and corporate office tenants.

Cruz's professional affiliations include ICSC, Kansas City Metropolitan Bar Association – Real Estate Law Section, the Kansas City CCIM and the Kansas City Chapter of BOMA. When not at work, he enjoys spending time with his wife and three sons.

"Our boys are very active, and we love coaching, supporting and cheering them on in everything they do," Cruz said. "I have been fortunate to be able to spend the time with our boys in all of their activities."

MARK DAVIS

CEO and Managing Principal

Davis | Minneapolis, Minnesota



A 35-year veteran of the commercial real estate business, Davis CEO and managing principal Mark Davis has mastered the art of finding creative solutions to achieve client objectives. He has developed over 1 million square feet of premiere medical space over the past 10 years and is considered the foremost expert on healthcare real estate in the Upper Midwest.

The aspect of the real estate industry that Davis most enjoys is working with a wide range of individuals with different interests to make the project outcomes and those involved successful. He finds that the greatest challenges in selling commercial real estate is finding solutions to complicated issues.

"I have always tried to bring a straight-forward and open-minded approach to every aspect of our business," said Davis. "It is important to collaborate and be open to finding creative ways to solve issues and/ or obtain successful results."

Davis is an Urban Land Institute board member, a Healthcare Real Estate Insights editorial board member and a member of the Minnesota Commercial Association of Realtors (MNCAR), the Minnesota Medical Group Management Association (MMGMA) and NAIOP. In the past he has served as a NAIOP University Challenge judge, a panel volunteer at the MSPBJ CRE Update and a panel volunteer at the MSPBJ East Metro Development Summit.

"I've worked hard to create a personal and corporate reputation of being honest and forthright, with a creative deal-maker approach," said Davis. "Ultimately, all parties must be successful for the transaction to be considered a total success. I've found that surrounding myself with very bright and energetic individuals that work extremely well as a team has been paramount to driving value and finding consistently successful solutions."

Away from the office, Davis spends family time doing activities such as golf, boating, bike riding and travel. BRAD DESPOT

Managing Director -- Agency Leasing

JLL | Chicago, Illinois



Honesty and integrity. Those are the two key ingredients that have helped Brad Despot, managing director at JLL in Chicago, build a thriving commercial real estate career of more than 26 years.

Those two traits have helped Despot develop long-standing relationships, the key to any CRE career. These relationships have turned into hundreds of transactions, including those involving the trophy buildings making up Chicago's skyline.

"I believe the best relationships are built on honesty and integrity," Despot said. "If you don't have the answer, be willing to admit it and say, 'I'll get back to you,' and then follow through on it. I'd like to think that's first and foremost my best quality and what I bring to my clients, along with a tenacity to deliver on their desired result."

Another key reason for Despot's success? He works with some of the most talented people in commercial real estate. He also continues to study his market and the commercial real estate business, keeping up with the advancements in this ever-changing industry.

"I make it a point to surround myself with people who I can learn from, who may know more than I do, because in any business or industry there's always something to learn," Despot said.

During his long career, Despot has won and been nominated for several industry awards, including Property Representative of the Year at the Greater Chicago Food Depository Commercial Real Estate Awards in 2003. He was again nominated for this award in 2006 and 2019. Three of his major transactions have been finalists in the downtown transaction award of the year from NAIOP: Banker's Life and Casulty at 600 West, William Wrigley Jr. Co. at 600 West and GE Capital at 500 West Monroe.

When out of the office, Despot prefers spending time with his four children. He also enjoys golfing, attending sporting events or simply relaxing for a nice dinner.

"The commercial real estate industry is a business that for the most part revolves around people, and because of it we are exposed to a world of opportunity to constantly meet new people and build new relationships," Despot said. "From there, it's helping companies find the right building and the right space that will enable their business and their people to prosper. That's when we all win."

MARK DELLONTE

Senior Managing Director

Berkadia | Milwaukee, Wisconsin



Mark Dellonte loves the art of the deal, the challenge of finding the best way to finance a project. For nearly three decades now, Dellonte, senior managing director in the Milwaukee office of Berkadia, has been working with his clients on this art, providing financing for multifamily housing and healthcare facilities across the country.

"I enjoy the collaboration with visionary developers and community leaders to help build viable, high-impact properties," Dellonte said.

Dellonte's passion for real estate started back when he was a teen. One of his first jobs was as a pipefitter in upstate New York, working on the construction of a nuclear power plant. This early experience instilled in Dellonte a love for construction and real estate.

"My role today is a lot safer, but I still love the construction side of things," Dellonte said. "Seeing something go from plans to a high-quality housing community that impacts people's lives and the community that surrounds it is always exciting. There is a sense of pride with every completed deal."

Dellonte joined Berkadia in 2019 to establish the company's Milwaukee office. This office is now thriving. It has grown to six team members who specialize in multifamily housing, affordable/special needs housing and senior housing and healthcare.

Before joining Berkadia, Dellonte worked for Love Funding Corporation in St. Louis. In 2007, he became president of the company, where he helped it become one of the top FHA commercial lenders in the country, providing more than \$3 billion in financing.

"Building great teams has been the key to my success," Dellonte said. "It is possible to have fun doing difficult work when you are surrounded by great people. Business is personal to me. It always has been about the people I work with -- colleagues and clients -- working hard toward the same goals and sharing successes."

When not working, Dellonte spends time with his family. His teen son keeps him busy with baseball, volleyball and skiing. Dellonte also likes to play golf, travel and, when he gets a moment, read.

ALBERT DONATO JR.

Founder

Acorn Group | Indianapolis, Indiana



Before his death in 2012, Albert Donato Jr. left his mark on the Indianapolis commercial real estate industry. In 1988, he founded Acorn Group, Inc., a commercial real estate brokerage and property management company. It was while at Acorn, that Donato began his focus on downtown Indianapolis, helping to rejuvenate the core of the city.

In the early 1990s, Donato leased 456 N. Meridian Street to the United States Postal Service. He was also instrumental in the redevelopment of the Southeast quadrant of the One Mile Square. Acorn Group played a key role, too, in managing commercial buildings at 1 Virginia Avenue and 1 N. Pennsylvania, the latter of which Donato owned.

Starting in the 1990s, Donato, along with his partners, set his sights on Indianapolis' Midtown community. He helped turn the Willowbrook Office Park here into a development specializing in not-for-profit tenants.

It's little surprise that Donato built such a strong career in commercial real estate. Real estate was always something that fascinated him. In the early 1970s, while working as a stockbroker, Donato began buying surface parking lots and parking garages in downtown Indianapolis. Then, in 1977, he joined his brother-in-law, Mo Thomas, at Thomas &

Associates. Because both his father and father-in-law were doctors, Donato, along with Thomas, developed several medical office buildings throughout Indianapolis and its surrounding counties.

Donato spent more than 35 years working in and around commercial real estate in the Indianapolis market. He served as past president and director of the local chapter of BOMA and served BOMA International as a member of the finance committee task force, the medical building section and the building renovation and rehabilitation section.

Despite his long career, and his obvious love for real estate, work wasn't his biggest passion. That honor, instead, belonged to his family, and especially his wife, Ann, whom preceded him in death by two years. Donato was a devout Catholic and served as a Eucharistic Minister, a member of the Roman Catholic Cursillo and a member of the Knights of Columbus. Donato was also the director of the building committee for the new church building of St. Alphonsus Liguori Church in Zionsville, Indiana.

PAUL DONOVAN

Executive Director

Cushman & Wakefield | Minneapolis, Minnesota



Paul Donovan has one mission when working with clients: He wants to create value by finding the best solutions to their problems.

It's an approach that's worked during Donovan's 18-year commercial real estate career. Today, he leads the MSP Advisory Services team at the Minneapolis office of Cushman & Wakefield. This team provides local and national real estate services to businesses, non-profits and education groups.

This team is a good fit for Donovan. Team members spend much of their time listening to clients and then devising plans to help them most efficiently reach their goals. This is the exact approach that Donovan has taken throughout his career.

"I really enjoy the challenge of spending every day finding the best ways my , Donovan . I hope that has a significant impact on their business and their people."

Donovan has worked with several big-name clients. This includes CenterPoint Energy, The Bancorp Bank, Prudential, Blue Cross and Blue Shield of Minnesota, U.S. Bank and Royal Bank of Canada. He's also earned several industry awards, including the 2017 NAIOP Minnesota Broker Award for Outstanding Value Created by a Brokerage Team. He's earned the President's Award from Cushman & Wakefield, the company's Eagle Award and its Volunteer of the Year honor. Cushman & Wakefield has named Donovan a top-producer several times, too.

"Putting my clients first has been central to my career," Donovan said. "I'm proud to say I've always been very open and honest with my clients and other brokers."

Despite his busy career, Donovan finds time to volunteer for his community. He's a board chair with the Sisters of St. Joseph Carondelet Foundation, board member of the Catholic Finance Corporation and past chairman of Achieve! Minneapolis. He's also volunteered his time with the Greater Minneapolis Crisis Nursery, Minnesota Council of Nonprofits, Association of Legal Administrators-Minnesota and Minnesota Commercial Association of Realtors.

In his rare free time, Donovan enjoys doing anything in the outdoors, including golfing, hiking and skiing. He also enjoys traveling and trying new food. Then there's family time.

"I want my adult kids, if they leave Minneapolis-St. Paul, to live in great cities so my wife and I can visit then," Donovan said. "So far, so good!"

WILLIAM (BILL) EBBING

President

The New Albany Company | New Albany, Ohio



Bill Ebbing oversees the development of The New Albany Company's extensive holdings as part of a 12,000-acre master-planned community—the largest master planned business park in the Midwest—including a 4,500-acre business park, up-scale residential neighborhoods, a country club and a village center mixed-use district.

In the competitive real estate industry, many companies point to construction costs and access to strong work force as formidable challenges. On the latter count, Ebbing considers himself lucky.

"We're fortunate to work with a city government and regional partners that understand what it takes to create a positive business environment that helps companies grow, maintain and expand their employee base and enjoy success," Ebbing said.

Under Ebbing's leadership, the New Albany International Business Park, a 12-million-square-foot, \$3.4 billion undertaking, has secured more than \$3 billion in private investment. Since 1997, the business park has grown from under 1,000 jobs to more than 18,000 today with Fortune 100 global companies such as Amazon, Facebook and Google placing New Albany in the national spotlight as a leading location for mission-critical facilities.

Before joining The New Albany Company, Ebbing was Executive Vice President at the Edwards Companies, directing successful projects such as the restoration of the historic Brewery District and the Tuttle Crossing. Prior to that he was project architect for the prestigious architectural firm, NBBJ.

"The first and perhaps most important key to success is to surround yourself with good people. I've been fortunate to work for two very visionary, successful business leaders in Pete Edwards and Les Wexner," Ebbing said. "I also believe that my architectural background has provided me a solid foundation on which to build. Beyond that, I've always tried to develop a broad knowledge base across all aspects of real estate development. That doesn't mean I have all the answers but know what questions to ask."

ANGIE EARLYWINE

Managing Director

Lamar Johnson Collaborative | St. Louis, Missouri

In addition to her role as a Managing Director at Lamar Johnson Collaborative, Angie Earlywine, LEED AP is Director of Advance Strategies, the pre-design consulting division of the firm. Her leadership and expertise focuses on real estate strategy, workplace strategy, facility planning, change management and design innovation for the built environment.

Earlywine has developed a diverse client list during her career, including Enterprise Holdings, Cisco Systems, BlueCross BlueShield, Principal Financial, JLL, John Deere, Navistar, Mayo Clinic, Northrop Grumman and Transunion. She most appreciates the diverse strategies that she and her team develop across all industries and a multitude of building types.



"From helping a healthcare client develop a real estate strategy for their virtual care facility to a corporate firm relocating their headquarters or a law firm consolidating their real estate after a recent merger—no two days are the same in this business," said Earlywine. "I love the fast-paced environment of the real estate business and the dependency on team collaboration to arrive at the best outcomes for the client and their circumstances."

Noting that employees spend more time at work than anywhere else in their lifetime, her emphasis remains on ensuring interior environments support varying work styles, integrate well-being strategies and balance with the needs of a given business multigenerational workforce.

"People are a company's most strategic asset and highest cost," Earlywine said. "Aligning critical stakeholders around common real estate objectives, future-proofing for expansion or exit strategies and the impact the needs of the business will have on space requirements can be challenging, but critical to ensuring a successful outcome."

Earlywine is a national speaker and accomplished writer on the topic of best practices in workplace strategy and serves on the CREW Network global board of directors, is a past-president of the CREW St. Louis Chapter, a ULI member, a CoreNet Global member, a member of the International Facility Management Association's (IFMA) Workplace Evolutionaries group, as well as the Corporate Real Estate Council.

LATONYA ELLIS

Practice Group Director

Ice Miller | Chicago, Illinois



LaTonya Ellis serves as a practice group director in Ice Miller's Real Estate and Municipal Finance Practice Groups. She is responsible for overseeing aspects of the strategic growth, diversity and inclusion priorities and day-to-day business operations for the groups.

"Incorporating this distinct tier of leadership in a law firm's structure is extremely forward thinking. Practice groups have become the driving element for strategy development and implementation. The practice of law is a different animal," Ellis said recently. "It is essential to get the best leaders installed in the right roles to move the needle on profitability,

, , best talent. As a leader, its necessary to understand the practice at every vantage point, only then will you be able to drive change."

Ellis works closely with firm leadership to design and implement strategic plans and develop innovative approaches to business operations and development to help execute the groups' business plans. She also is responsible for implementation of synergies, efficiencies and best practices across the practice groups. Prior to joining Ice Miller, LaTonya served in leadership roles as a real estate attorney at two law firms. She oversaw operations for real estate and labor and employment transactions, developed legal compliance standards, pursued opportunities for growth and coordinated strategic planning. In addition, she maintained a legal practice in which she regularly drafted wireless carrier leasing and purchase agreements, reviewed title and environmental due diligence for real estate transactions and represented landlords and tenants in a wide variety of leasing and management matters.

As a former real estate client, Ellis understands the challenges and expectations of Ice Miller's clients. She uses her unique experiences to drive growth and to ensure they always receive the highest and best service. Ellis is Six Sigma Black Belt certified and licensed to practice law in the state of Illinois.

BRENT ERICKSON

Senior Managing Director

Newmark Knight Frank | Minneapolis, Minnesota



Brent Erickson has always followed a simple rule: He won't lie to his clients. This might mean telling these clients what they don't want to hear. This honesty, though, pays off: Clients remember that Erickson is upfront and honest. And when it's time to do another deal? They seek out Erickson again.

Of course, it doesn't hurt that Erickson works long hours on behalf of his clients, studies his market constantly and knows how to put together deals that best meet his clients' goals. This combination of skill, knowledge and honesty explains how Erickson, senior managing director with the Minneapolis office of Newmark Knight Frank, has thrived in commercial real estate for more than three decades.

"I have been successful in the CRE industry due to my honesty, integrity and commitment to do the right thing," Erickson said. "I have always had a philosophy of being upfront and honest."

During his long career in the office space, Erickson has landed a long list of big-name clients. This includes Goldman Sachs, Hines, The Travelers Insurance Company, United Properties and KBS Realty Advisors.

These clients appreciate Erickson's commitment to them.

"A real estate transaction is a long sales process, which can lead to unforeseen obstacles. And there are numerous people involved in influencing the decision-making process," Erickson said. "These two elements dictate that CRE professionals need to practice great focus while dealing with distractions."

When not working for his clients, Erickson enjoys traveling to mountain destinations, attending concerts and going to tennis tournaments.

When he is working? He makes sure to enjoy the company of his fellow real estate professionals and clients.

"What I enjoy most about the commercial real estate business is working with smart and talented professionals who all bring tremendous value to what they do," Erickson said.

RICH FORSLUND

Executive Vice President

Colliers International | Indianapolis, Indiana



Rich Forslund has completed more than \$850 million in transactions during his commercial real estate career. And when asked how he's managed to thrive in this competitive industry? Forslund, executive vice president with the Indianapolis office of Colliers International, points to his creativity, drive and willingness to keep learning about his industry and market.

"Looking at other business sectors, realizing similarities and working to reinvent or recreate is key," Forslund said. "Realizing you have weaknesses where others have strengths is also key. Don't let ego convince you to work alone or that you have all the answers."

During his 17-year career, Forslund has specialized in office leasing and sales throughout the Indianapolis market. He has since developed a reputation as one of the most knowledgeable and skilled office brokers here.

His peers say that Forslund's creative side acts as this broker's brand. They say, too, that his willingness to present a property's full, unique story has set a higher bar not only in Colliers' Indianapolis office but across the entire market. Energy, creative thinking and focus are Forslund's strengths, according to his nominators.

It's not surprising, then, that Forslund has become a go-to subject-matter expert on commercial real estate trends for local and national media. He has been quoted in the New York Times, Indianapolis Star, Indianapolis Business Journal and other industry publications.

"I enjoy the diversity and unique aspects real estate projects bring about," Forslund said. "No project is the same, and they all require distinctive thought, strategy and overall coordination. I also love the people and situations you are introduced to within the business. One day you are working with a start-up with a dream and the next you are working with a mayor or city official on a project that will help move a city forward for generations to come."

When not working, Forslund enjoys spending time with his family. He and his wife have three daughters from the ages of 8 to 14. Checking off bucket-list items has become a priority in his home.

"Summiting mountains, taking on a horse farm and picking the next destination for a family vacation is top of mind around the Forslund dinner table," he said.

ANNE GALBRAITH KOHN

Senior Vice President

CBRE | Detroit, Michigan



With nearly 30 years of commercial real estate experience, Anne Galbraith Kohn, senior vice president in the Detroit office of CBRE, is considered by her peers as one of her market's leading investment professionals.

A look at her numbers provides the evidence of this. During her career, Galbraith Kohn has sold more than 16 million square feet of real estate valued at more than \$3.5 billion.

With this track record, it's little surprise that Galbraith Kohn has notched several industry honors during her career. In 2019, Crain's Detroit Business named her as one of its 25 Notable Women in Real Estate, while in 2017, she ranked as a top-two producer in CBRE's Detroit office.

That same year, Galbraith Kohn ranked in the top 10 percent of CBRE professionals in the Americas region. She was named a top-five producer CBREs fice .

"I truly love what I do," Galbraith Kohn said. "Taking a long-term approach with every project and client has enabled my business base to grow into multiple assignments and has allowed me to develop professional associations that offer further insight into the market and real estate holdings."

What has kept Galbraith Kohn in this industry for so long? First, there are the clients. Galbraith Kohn said that she enjoys working with her clients and helping them realize their goals. Secondly, there's the variety that commercial real estate offers.

"Every day brings new challenges that require a variety of skills in order for transactions to progress," Galbraith Kohn said.

Like all successful CRE pros, Galbraith Kohn understands the importance of keeping up with industry changes. Doing this has helped her better serve her clients.

"The advancement of technology requires the brokerage community to utilize a variety of new resources to better serve and educate clients," Galbraith Kohn said. "Fortunately, CBRE expends a significant amount of capital in technology and research that we use daily to address changing market dynamics locally, regionally and globally to ensure clients' success."

When not serving her clients, Galbraith Kohn prefers to spend her time traveling, exercising and reading.

DAVID GARFINKEL

Senior Vice President, Managing Director

NorthMarq | St. Louis, Missouri



During a commercial real estate career that's lasted for more than 32 years, David Garfinkel, senior vice president and managing director with the St. Louis office of NorthMarq, has arranged more than \$2.75 billion in loan production.

That's a big number. It explains why Garfinkel has been recognized as a top producer for several life insurance companies during his career. In 2011 and 2014, Garfinkel ranked seventh in total production for North-Marq. In 2016, he ranked eighth.

Like many top CRE pros, Garfinkel took to the real estate life quickly. Before joining NorthMarq, he was responsible for the leasing of a 1.3-million-square-foot office portfolio in Portland, Oregon. His first leasing assignment was for a 500,000-square-foot office complex in Denver.

After logging time as a leasing agent, Garfinkel moved back to St. Louis in 1998 and jumped into commercial banking with NorthMarq. This has proven to be the right fit, as Garfinkel has now worked with NorthMarq for more than 20 years.

"I love what I do, as every day is different and every deal is different," Garfinkel said. "I might work on loans for five different property types every day. However, what I love most about this business is the people. I've developed long-term relationships and friendships with many of my clients, my lenders and my colleagues within NorthMarq and the real estate industry."

How does Garfinkel set himself apart from his competitors? There's no hidden strategy. It's about being honest and fair with clients. If you work hard for your clients, Garfinkel said, the business will follow.

"You are only as good as your last deal, and I am all about reputation," he said. "I try to be very open and transparent. I try to have as good a bedside manner as possible. I also take every deal personally."

When not at work, Garfinkel enjoys spending time with his family. He and his wife have twin 10-year-old sons and a daughter who is 6. The family watches St. Louis Cardinals and Blues games together, travels, plays tennis together and hits the ski slopes.

"We try to enjoy every minute of the short time we have with our kids until they head off to college and beyond," Garfinkel said.

CHERYL GALLUCCI

Manager – Cleveland Division



Stewart Title Company's Cheryl Gallucci has been in the title insurance industry for a total of 43 years, 35 years of which have been involved with commercial real estate title work. Throughout the years, she has held many positions in the business ranging from examining, to sales, to management, to being a commercial real estate closer.

An approved continuing education instructor for the Ohio Division of Real Estate, Gallucci has also presented at the OLTA Seminar along with various other real estate and lending seminars. These years of experience have given her an inimitable view of the industry.

"The greatest challenge in examining and closing commercial real estate transactions is the unique, complex nature of every deal," Gallucci said. "I have been successful in this business because of my willingness to learn, hard work and an overall appreciation for the customer. The steps I have taken to succeed through the years are consistently making new and meaningful relationships with customers and being a resource for my colleagues."

Gallucci has been active in many local, professional and civic associations throughout the Medina area, including the Medina County Board of Realtors and Women's Council, Medina County Title Association, Medina County Home Builders Association, Medina County Chamber of Commerce, Medina County Kiwanis Club, Medina County Christian Business Women, past Vice-President of the Medina Chapter of Business Network International (BNI), just to name several.

Away from the office, she enjoys spending time with her husband, Bill, her son and two granddaughters, traveling, reading and volunteering with several local charitable organizations.

"I am so very grateful for all the blessings that I have received from both customers and colleagues in my career," said Gallucci.

LINDA GIBBS

Senior Vice President

CBRE | Hubbell Commercial | West Des Moines, Iowa



Linda Gibbs, senior vice president, CBRE | Hubbell Commercial, brings over 33 years of commercial real estate experience to the table, with the last 17 focused exclusively on investment property sales including multifamily, retail, office and industrial. She is widely recognized as a leading investment property specialist in Iowa.

Gibbs' sole focus is the acquisition and disposition of all types of investment properties including retail, office, industrial and with a heavy emphasis on multifamily. She has been involved in disposition and debt equity investment property transactions exceeding \$1 billion. In 1993, Gibbs held the distinct recognition as being one of only five females in the commercial real estate industry to attain both the Certified Commercial Real Estate Member (CCIM) and the Society of Industrial and Office Realtors (SIOR) designations.

"My first goals when I got into the profession were to obtain my broker's license and the dual designations of CCIM and SIOR," said Gibbs. "The CCIM designation is like an MBA in real estate and it represents your proficiency and knowledge of the investment real estate business. The SIOR is an organization that requires not only transactional volume, but you must be voted into the organization by your peers."

Gibbs has been recognized in the CRE market as an expert in investment properties and her entrepreneurial spirit, business savvy, "hands on" management and consistent follow-through on behalf of her clients are hallmarks and keys to her success.

"The dynamics of the industry are constantly changing, and it is important to stay on top of all the elements that influence the market," Gibbs said. "Understanding the motivations of the buyer and sellers is essential and currently the biggest challenge we face is the lack of product to meet the current demand." When not at work she and her husband/business partner, Tim Sharpe, travel and go on international cruises. They also enjoy spending time with their 10 grandchildren and two great grandchildren scattered across the county.

GORDON GOLDIE

Partner

Plante Moran | Auburn Hills, Michigan



Gordon Goldie is one of the leaders of Plante Moran's housing and community development solutions group. He spends 100 percent of his time assisting for-profit and not-for-profit clients with real estate development projects involving tax incentives such as historic tax credits, New Markets Tax Credits (NMTCs), brownfield redevelopment incentives and the new opportunity zones incentive.

"Community development is an extremely rewarding subset of the real estate industry," said Goldie. "I am very proud of the positive impact of the projects that Plante Moran's Housing and Community Development Solutions Group has assisted."

Known nationally as a technical expert on tax credits and incentives within the accounting industry, Goldie has been instrumental in helping Plante Moran's housing and community development solutions group close transactions involving more than \$1 billion of NMTCs, historic tax credits and state tax credits.

Goldie worked with Neighborhood Service Organization with structuring and closing on the financing of the Bell Building in Detroit, which received the 2013 Timmy award from the National Housing & Rehabilitation Association for the Most Advanced Financial Structure. Also, he and his team assisted the College for Creative Studies in structuring and closing on the financing of the Argonaut Building in Detroit. That project received the 2009 Novogradac Journal of Tax Credits Real Estate QLCI of the Year Award.

Gordon has also been involved in many projects that received historic preservation awards from the Michigan Historic Preservation Network and Governor's Awards for Historic Preservation from the State of Michigan, including 23 projects in 11 different Michigan communities that have received the Governor's Award over the past 15 years.

A frequent lecturer, Goldie has spoken before organizations including the Opportunity Zone Expo, International Council of Shopping Centers, National Trust for Historic Preservation, the National Council of SHPOs, the State Bar of Michigan and the Michigan Historic Preservation Network.

RON GOLDSTONE

Executive Vice President

NAI Farbman | Southfield, Michigan After graduating from the University of Michigan in 1986, Ron Goldstone joined NAI Farbman and began his commercial real estate career. After 33 years at NAI Farbman he specializes in creative solutions to challenged retail real estate—from repositioning shopping centers to creative reuses of vacant mid and big box retail developments.

One of his first career highlights was representing Extended Stay America on the acquisition of over 20 prime commercial hotel sites throughout the state of Michigan. Goldstone also represented the consortium that acquired Mervyn's California from Target Corporation. He valued the 12 Michigan assets, totaling over one million square feet,



prior to their successful acquisition. Upon getting engaged in the repositioning Goldstone structured multiple leases with national retailers including Big Lots, Burlington Coat Factory, Buy Buy Baby and many others, then represented them on the single- or multi-tenant net lease dispositions.

"Today more than ever, with the rapidly changing consumer spending habits we have an abundance of surplus mid and big box retail throughout the country," Goldstone said. "The greatest challenge I have had to endure is that while some communities understand this structural shift on retail creating a surplus of available boxes, others tend to be lost and are reciting zoning ordinances that were written before there was the internet. Subsequently, many opportunities are lost chasing retailers that will never materialize."

"I feel that my drive, loyalty and never-give-up mentality has been the key to my success in the real estate business. Never give up! I have always joked with colleagues that I have made a career in this challenging business by not accepting the word 'no,'" Goldstone said.

ALFREDO GUTIERREZ

President

SparrowHawk Real Estate Strategists | Houston, Texas



Alfredo Gutierrez founded SparrowHawk Real Estate Strategists in 2011 to provide preservation of its investment partners' capital through the purchase of properties with proven occupancy and immediate yield. In addition to the financial aspects of SparrowHawk itself, Gutierrez is also responsible for all of the company's joint ventures, leasing and property acquisitions and dispositions.

Gutierrez has spearheaded the development, management and acquisition of commercial real estate properties valued in excess of \$1 billion throughout the country. He has expanded and streamlined relationships with tenants, brokers and investors across all sectors of the commercial real estate market.

After 35 years in the industry, he most enjoys the art of structuring deals that are beneficial to all parties. Gutierrez finds developing solutions for difficult or challenging situations to be both professionally and mentally rewarding.

"I've always treated people with respect and honesty, which had enabled me to build strong relationships in the industry," said Gutierrez. "People can trust my word and know that I will not re-trade a deal."

In 2016, SparrowHawk won Best Industrial Transaction for the renovation of an existing warehouse and 100,000-square-foot expansion which was leased to Coca Cola Bottling Company and ultimately sold for \$21.3 million.

Gutierrez is a visiting speaker at his alma mater, Texas A&M Mays Business School Master of Real Estate program and serves on its Advisory Board. Additionally, he is a sought-after speaker and has presented at the Global Institutional Real Estate Investors Forum, St. Louis Commercial Real Estate Summit and NAI Leadership Conference.

A long-time supporter of the SIOR Foundation and SIOR Foundation Scholarship Program, Gutierrez has also been an avid supporter of The Women's Home for 25 years, supporting their mission to provide residential treatment and transitional housing for women and their families who suffer from addiction and mental health issues. He is also a supporter of The Parish School, which educates children with communication delays and learning differences.

LORI PITTMAN HAAS

Group Leader, Real Estate Practice Group

Ulmer & Berne LLP | Cleveland, Ohio



The clients of Lori Pittman Haas—group leader with the Real Estate Practice Group at Ulmer & Berne LLP—depict her as proficient in the resolution of complex real estate issues, finding her business experience particularly valuable when evaluating legal issues from a management and operational perspective.

A top real estate attorney representing buyers and sellers in the acquisition, disposition and development of commercial real estate, Haas also represents commercial property owners and tenants in eminent domain cases and in the financing of development projects utilizing Historic Tax Credits, New Markets Tax Credits, construction financing and conventional financing.

"I enjoy real estate transactions because unlike litigation, it's not adversarial, Haas said. Most parties to a real estate transaction are heading in the same direction and have the same goal—to get the transaction closed."

She has been involved in several complex real estate matters across the Midwest, including assisting the buyer of the iconic 52-story historic Terminal Tower building in downtown Cleveland, creating commercial condominiums for projects utilizing New Markets Tax Credits and managing multi-site portfolio acquisitions in multiple states.

Actively involved in the commercial real estate industry, Haas is a member and past president of Commercial Real Estate Women (CREW) and is a member of several bar associations. She has served on the Planning Committee for the Real Estate Law Institute of the Cleveland Metropolitan Bar Association for many years and is a recurring panelist on the Current Developments panel, which requires her to read and analyze about 80 real estate cases per year. Haas is consistently recognized for her talent and skill by Chambers USA and is named to the Ohio Super Lawyers list and The Best Lawyers in America.

Prior to attending law school, Haas was the real estate manager for a convenience store chain with approximately 1,000 stores located throughout seven Midwestern states. "I started out on the business side before I became a lawyer so I am used to communicating with business people in a straightforward fashion," Haas said. "I have a good understanding of the expectations that clients have when working with outside counsel."

TRIPP HARDIN

Executive Director

Cushman & Wakefield | St. Louis, Missouri



Tripp Hardin ranks as one of the longest-tenured and most accomplished brokers in the key Midwest market of St. Louis. Hardin, executive director of Cushman & Wakefield's St. Louis office, has worked in the commercial real estate industry for more than 34 years. And he's done it with an incredible level of success.

During his long career, Hardin has built a reputation as a go-to advisor for his clients. When the stakes are highest and the deals are at their most complex, this real estate veteran finds the best solutions for his clients.

Hardin built his career by forming long-standing relationships with some of the largest tenants and investors in the St. Louis market. He's known for his two-decade tenures with both Express Scripts and Scottrade|TD Ameritrade, performing several transactions for each of the companies in St. Louis and across the country. His list of repeat clients includes giants such as Duke, Clayco, Pepsi, Merrill Lynch and Siemens.

"I was fortunate to have a great mentor early in my career in Peter Krombach," Hardin said. "I learned the brokerage business through him and through several of the senior level agents within his company. With that base, I tried my best to earn a reputation for being a strong performer, which comes from dedication, competitive drive and, most importantly, treating people the right way."

Hardin has taken on several major projects, too, from 500,000-square-foot build-to-suit corporate headquarters to 1.4-million-square-foot warehouse dispositions.

The secret to Hardin's success? His peers point to his ability to analyze a situation, define a strategy and execute with a high degree of competency. Hardin has also worked hard to create and maintain a positive reputation with his coworkers and competitors alike in the market. He's proud, too, of his ethics, integrity and cooperation.

His peers pay Hardin the highest compliment when they say it's difficult to imagine the St. Louis CRE market without his presence.

How does Hardin spend his time away from work? He says that being with his family tops the list. "We are busy, but we try to make it fun," he says.

Hardin also does his best to keep healthy through exercise and playing sports.

PERRY HIGA

Senior Vice President

NAI Hiffman | One Oakbrook Terrace, Illinois



Since starting in the commercial real estate business in 1984, Perry Higa, senior vice president, NAI Hiffman, has helped hundreds of companies secure millions of square feet of office, industrial, retail and land. As a commercial real estate advisor, his willingness to go far beyond the expected have made him a favorite of companies from startups to Fortune 500s.

"I started in a rough commercial real estate economy back in 1984 and survived four major down real estate markets over my career," said Higa. "It was difficult to deal with clients downsizing, letting their employees go or going out of business. Each down market created opportunities, but I prefer the benefits of a robust real estate market."

Higa began his career as a researcher with Coldwell Banker Commercial (now CBRE), where he spent 29 years focused primarily on securing office space for companies across the country, including McDonald's. Four years ago, Higa joined NAI Hiffman, the largest independent real estate services firm in the Midwest, as a senior vice president within their office services division. Higa employs a strategic planning approach toward real estate service

delivery for his clients.

"I love to understand the unique aspects of my clients' businesses and their specific goals," Higa said. "Also, I like to work with my clients to create a strategy that aligns with their real estate goals and executing a successful transaction on their behalf. I love the entrepreneurial nature of commercial real estate."

Higa has been named a top producer each year and recently represented buyer John Paul DeJoria and his company, JP Nevada, in the \$40 million sale of McDonald's iconic 80-acre campus in Oak Brook, Illinois—one of Chicagoland's highest-profile transactions of 2019 and a recipient of the prestigious NAOP Transaction of the Year award for 2019 in metro Chicago.

GEOFF HILL

Executive Managing Director

Newmark Knight Frank | Southfield, Michigan



You don't last more than three decades in commercial real estate without closing deals. And Geoff Hill, executive managing director with the Southfield, Michigan, office of Newmark Knight Frank has closed plenty. During his career of more than 33 years, Hill has been involved in more than \$1.5 billion of real estate transactions. This includes the \$56 million sale of the First Industrial Complex and the \$35 million Prologis portfolio sale.

Other big transactions include a \$33 million acquisition for Delphi, \$27.5 million lease for TI Automotive BTS and a \$21.3 million GM leased investment sale.

With deals like this, it's not surprising that Hill has consistently ranked as one of the top producers at Newmark Knight Frank, a three-time top-30 producer for the company nationally and has won the Circle of Excellence Top 100 Award from Newmark Knight Frank 12 times.

Part of the reason for Hill's success is his passion for commercial real estate. He loves what he does, which makes it easier to spend those long hours closing deals.

"I most enjoy my interactions with clients, collaborating to determine the best real estate solutions for clients and their companies," Hill said. "I have also been very privileged to work with exceptionally collaborative and supportive professionals throughout my career."

Hill also acts as a true consultant to his clients. He doesn't pressure them into making moves just so he can close a deal. Instead, he works with them to find the best deals for their needs.

"I always put myself in my clients' shoes to best approach their real estate needs, whether that means making an immediate space decision or holding off on making a move and reworking the current location," Hill said. "This business is a marathon, not a sprint. If you take care of your clients' best interests and work hard and smart, you will be successful."

When not adding to his production numbers, Hill enjoys spending time with his family and friends. He also enjoys biking, skiing and golfing.

DAX HUDSON

Principal & Co-Founder

Lee & Associates – Columbus | Dublin, Ohio

After working for an investment bank for three years following college, Dax Hudson decided to make the career change to become a commercial real estate broker in 1994. Since then, the principal and co-founder of Lee & Associates – Columbus has completed over \$750 million in brokerage transactions, steadily growing his client base to include many institutional clients with significant holdings.

Eventually he and two co-workers bought out the owners of the same local, boutique brokerage he started working for 20 years earlier, and ultimately merged that company with a national brokerage (Lee & Associates) to help further grow the brokerage and property management business. Since joining with Lee & Associates in 2015, the Columbus office has more than doubled the number of its sales agents and tripled their property management business to include more than 7.1 million square feet in central Ohio.



"I have been fortunate in this business to surround myself with many great clients over the past few decades," said Hudson. "I have found that if you devote as much time as you can to doing a great job for those clients, they typically remain loyal to you for a long time. It can take decades to build that kind of loyalty, but it is worth it in the end."

Hudson has been professionally recognized as a CoStar Top 10 Industrial Leasing Broker for nine of the past 10 years. Other past awards include the Columbus Board of Realtors Commercial/Investment Section (i) Rookie of the Year and (ii) Top Producer. He was also recognized by Columbus Business First Newspaper as one of the "People to Know" in Commercial Real Estate in 2017.

KEVIN JAMES

Principal



Black Gate Partners | Columbus, Ohio Kevin James has established himself as an expert in the Midwest commercial real estate industry over a 20-year career. Before starting Black Gate Partners in 2017, James was a top-producing investment sale broker at Colliers International | Columbus, working with top-tier clients such as KIMCO, RPAI, InvenTrust, and many others.

James' leadership is consistently portrayed outside of the organization and within Black Gate Partners. He was a member of the Colliers retail Steering Committee and Colliers Retail Investment Group.

"We are in a tough business and everything is challenging; that is what makes it exciting though. You have to have persistence to be successful," James said. "I enjoy connecting with new people and redeveloping properties to have a positive impact on communities."

James is a past member of Nationwide Children's Hospital's Development Board and active member of the Columbus chapter of A Kid Again. He has also volunteered regularly for Habitat for Humanity and has mentored real estate students at The Ohio State University.

James was the top overall Columbus Producer at a previous brokerage firm in 2010 and he has been identified as a "Power Broker" by Costar for the past eight years. He has closed over \$600 million dollars in investment sales and leased over 3 million square feet of retail space on behalf of both owners and tenants. What's the secret to his success in this business? "Pretty simple—just hard work," James said. "I have tried to learn as I go and continually try and improve."

Away from the office, James likes to fill his time with anything outdoors—including hiking, fishing, boating and spending time with his family. LAUREL KELLER

Senior Vice President

Newmark Knight Frank Valuation & Advisory | Cleveland, Ohio



For more than two decades, Laurel Keller has played a key role in the valuation of hotels, resorts, amusement parks, water parks, golf courses and casinos as a senior vice president with Newmark Knight Frank Valuation & Advisory. And while Keller is based out of Newmark's Cleveland office, her reach extends much further. This industry veteran has completed appraisal and consulting studies for existing and proposed properties in 35 states, Canada and the Middle East. She has also appraised assets ranging in value from less than \$1 million to well over \$1 billion. "I really enjoy the variety of work I do, both in the property types as well as the mix of travel, desktop research and attendance or speaking at

, . I hospitality and real estate industries, and appreciate the opportunity to continually hone my craft while also coaching other professionals. We learn new things daily and are never bored."

Valuing and analyzing commercial property is no easy task. As Keller says, she sifts through mounds of subject and market data. Sometimes she must extrapolate data because the property type is rare or its location is outside of an MSA.

Timelines are constantly shrinking, too. This means that Keller and her colleagues must constantly devise ways to increase their efficiency while still providing thorough analysis of properties.

"I was born with a tenacity streak. Thanks mom and dad," Keller said. "And I'm naturally curious, which is helpful in the research aspect of my work. I love unearthing the 'why' behind the 'what,' which leads to well-supported forecasting."

When not analyzing commercial properties, Keller spends time dining out and exploring with family and friends.

"I find traveling abroad to be invigorating, enlightening and centering," Keller said.

She finds plenty to do in Cleveland, too. The city, she says, has a unique and ever-evolving array of top eateries that she loves to visit. SIMON JONNA

Senior Managing Director, Investments

Marcus & Millichap | Detroit, Michigan



In just 14 years, Simon Jonna has become one of the most consistent producers in the Detroit commercial real estate market. He's closed several big deals, works with some of the largest clients in the industry and has earned a long list of industry honors. This net lease specialist with the Detroit office of Marcus & Millichap, has already built the type of career that would be the envy of even the longest-tenured CRE pros.

Jonna ranks as a top retail investment professional with Marcus & Millichap, a star among about 1,800 agents. He also serves as senior director of two of Marcus & Millichap's specialty groups, the National Retail Group and Net Leased Properties Group.

Jonna also oversees his namesake Jonna Group at Marcus & Millichap. This group's recent transactions have spanned from Key West, Florida, to Silicon Valley, and from the greater Boston area to New York's exclusive boroughs. Clients include developers, builders, private investors, institutions, the founders of retail chains and the former executives of national companies.

The group's ability to provide each client direct access to the country's largest buyer pool of qualified private and institutional investors has set this team apart, placing it firmly among Marcus & Millichap's elite.

How has Jonna built such a strong career in such a relatively short time? He points to the relationships he's formed with clients, relationships that turn into repeat business. He also credits an important role model, his father.

"Widespread industry relationships that we have built over the years and attention to detail are the keys," Jonna said. "We thrive on integrity and were raised that way. Our father Harry Jonna instilled in us what it means to foster credible relationships and build upon them successfully, both in business and personal life. Other qualities such as aggressiveness and having no fear will also enable you to make the pursuit worthwhile."

When not building his career, Jonna most enjoys spending time with his wife, Ashley, and his family members and friends. He also enjoys traveling when his schedule affords him the time.

Broker, Vice President

Investors Realty, Inc. | Omaha, Nebraska

A lifelong Omahan, Timothy Kerrigan joined Investors Realty, Inc. in 1994. As a vice president with the firm, he focuses mostly on office, land and investment real estate in the Greater Omaha Area. "I've worked in the CRE business for 25 years, all of them with Investors Realty where I was lucky enough to have mentors who taught me how to do the job, shared fees with me before I could really add value and allowed me to work with their most valuable asset, their clients and customers," Kerrigan said. He certainly adds value now. Kerrigan has been a leading office broker in Omaha for over a decade, selling 1.2 million square feet of office product valued at \$106 million just in the last two years.

Probably no Omaha-area broker has sold more development land than Kerrigan over the last two decades. He sold the land for Omaha's two newest industrial parks, R&R Commerce Park and I-80 Logistics Hub, and he has handled the vast majority of all commercial land transactions in Elkhorn—the metro's dominant west suburban submarket—over the last 25 years due to a relationship he treasurers with the Gottsch Family, a leader in Nebraska agriculture and real estate.

"I enjoy working with interesting people who have had incredible success either in real estate or in other businesses that drive their need for real estate," Kerrigan said. "Solving problems for people, sometimes large problems, is fulfilling."

Kerrigan serves on the boards of the Greater Omaha Chamber of Commerce, Mid America Council of Boy Scouts, Baseball Hilltoppers of Nebraska and Countryside Community Church. He is the SIOR Office Oversight Group Chair and SIOR Iowa-Nebraska Chapter President and he serves in leadership positions at other community organizations and industry groups. Continuing education and service to clients are the bedrock of his real estate practice and service to the community is how he gives back to the community that has given him so much.

CORY KOOPERMAN

Director

Newmark Knight Frank | Columbus, Ohio

Cory Kooperman has been a leader in the Columbus commercial real estate market for nearly two decades now. This industry vet, a director with the Columbus, Ohio, office of Newmark Knight Frank, has worked with some of the bigger names in the office space while earning a reputation for honesty, ethics, hard work and deal-making skills.

Kooperman, a specialist in office and healthcare real estate, works with clients ranging from large national corporate tenants to locally grown firms. Her ability to meet deadlines and consistently find the best deals has led to a long list of customers who keep coming back to Kooperman. This repeat business, of course, is the key to any successful career in commercial real estate.

"I grew up around the commercial real estate business my entire life and had a great support system entering the business because my father is a brokerage professional with his own company in a smaller market," Kooperman said. "To be successful in this business, you must be persistent, patient and outgoing in this very sales-driven environment."

Her peers say that Kooperman relies on her extensive market knowledge, lease negotiating skills and background in financial analysis to provide practical advice to clients. Like the most successful of CRE pros, Kooperman doesn't worry only about closing sales. She acts as a financial advisor to her clients. Clients see this, and are eager to work with her again.

Before joining Newmark, Kooperman made a mark at Equity. Here, she spearheaded the redevelopment of a 100-acre industrial site later renamed Grandview Yard. Kooperman assembled the site and leased the first phase of this project, a phase that totaled 80,000 square feet. Her efforts resulted in transaction volume of more than \$35 million, earning Kooperman top-producer recognition at Equity.

For Kooperman, commercial real estate has proven to be the ideal career.

"I enjoy meeting a variety of people through this business and the fact that every day is so different," she said. "It is always exciting to watch projects come to fruition, from start to finish, and transform an entire area."

When not working, Kooperman enjoys spending time with her family and friends, traveling, exercising and playing tennis.

CHARLES KRAWITZ

Vice President of Commercial Lending & Loan Trading

Alliant Credit Union | Chicago, Illinois

Charles Krawitz's commercial real estate financing career began in 1987 and includes positions with highly regarded intermediaries and banks. Of particular note is his leadership of LaSalle Bank's small balance commercial real estate lending operation, LaSalle Select. In January 2017, Krawitz joined Alliant Credit Union as the head of commercial lending.

"My career in commercial real estate commenced in 1987—an interesting time to start in the field as the tax law had just changed to disallow accelerated depreciation and the industry was in flux," Krawitz said. "Naïve to this, I took a job with Balcor who, as one of the biggest syndicators, was in the midst of massive tumult. While this resulted in a very truncated tenure at Balcor, it did launch me into what ultimately turned into a prosperous career in commercial real estate finance, filled with periods of both great accomplishment and daunting challenges."

Under Krawitz's leadership, Alliant Credit Union received the Credit Union National Association (CUNA) 2018 Excellence in Lending Award in recognition of the credit union's forward-looking commercial lending strategy and successes. Krawitz also received multiple awards while at Fifth Third Bank; was honored as a Director of the Year in 2011 from SomerCor 504, Inc. where he served on the Board of Directors for many years and was awarded a 40 Under 40 designation by Chicago Magazine in 2002.

Krawitz has served on the board of a large CDC and has held leadership positions with a number of charitable organizations, including the City of Hope's Real Estate Action Committee. He has served as an editorial advisor to numerous trade publications, speaks frequently on commercial financing at trade conferences and has authored numerous articles in this regard.

MIKE LEVITAN

Vice President



AREA Real Estate Advisors' Mike Levitan has a unique ability to draw people in and hold their attention with his straightforward approach and down-to-earth demeanor. He has been in CRE for over 14 years and each year he comes across deals that most commercial real estate brokers don't want to deal with because it takes a creative solution.

"Getting to work side by side with the influencers, the decision makers and the people that drive growth in Kansas City is a thrill," said Levitan. "Keeping deals moving when there are so many moving parts is a challenge, as is working with buyers who tell you day in day out the recession is coming."

Levitan joined AREA Real Estate Advisors in 2005 specializing in office properties. He represents and advises tenants, landlords, developers and investors both locally and regionally. His primary responsibilities include market trend analysis, financial/incentive analysis, site selection, lease versus purchase analysis, lease structure and negotiation, acquisition/disposition, consulting and land assemblage.

Levitan has completed countless transactions throughout his career, with his most notable deals being Freightquote, located in Kansas City, Missouri (a 200,000-square-foot, build-to-suit building), Teva Neuroscience in Overland Park, Kansas (a 154,000-square-foot build-to-suit) and Dairy Farmers of America in Kansas City, Kansas (a 108,000-square-foot build-to-suit). In 2019 alone Levitan has been involved in over \$17 million in transactions.

"My work ethic has helped me along the way," Levitan said. "Being in early, returning calls promptly and doing what people ask of me has helped me get to where I am today. It's not rocket science by any means, but it's the consistency of my actions."

When he's not at work, Levitan prefers to spend free time with his kids, traveling and going to games whenever possible. Outside of that, he enjoys working out, skiing, hiking and platform tennis.

GWEN LOCHER

Managing Partner

LANE4 Property Group | Kansas City, Missouri



After establishing an impressive career in property management, Gwen Locher, managing partner, LANE4 Property Group, has become an advocate for the advancement of commercial real estate in Kansas City. She serves on numerous boards and is involved in several CRE and non-CRE organizations, always taking a lead role in the betterment of the industry and organization.

As a two-time Chair of the ICSC Heartland States Idea Exchange, she has organized regional events bringing together individuals from all sides of CRE to share their knowledge, creativity and perspective. Locher's position on the KCADC Board of Directors has allowed her to apply a commercial real estate-centric point of view to some of the largest projects underway in the Kansas City Metro.

Locher has also developed a particular propensity for mentoring young professionals in commercial real estate. Through formal programs including the Urban Land Institute's Young Leaders Program as well as casual relationships, she has helped mold countless individuals who now play a role in the deal-making seen throughout Kansas City and beyond.

"As real estate landlords and managers we can grow the value of our portfolio while improving the surrounding community," Locher said. "Success in this business comes from surrounding yourself with intelligent, interesting people. When you have the right team, you enjoy working and are able to solve problems quickly and creatively."

In her 20 years of real estate experience, Gwen has managed more than 7 million square feet of properties nationally. Some of her past clients include RED Development, INVESCO and PASSCO, among many others. She has also managed the retail-office portfolio for H&R Block, a \$20 million commercial lending portfolio for U.S. Bank and facilitated the fundraising of more than \$30 million for the University of Missouri.

In her spare time, Locher loves to explore all types of new cities with her husband. Recently they had equally exciting and enlightening trips to places as dissimilar as Dubrovnik, Croatia and Bentonville, Arkansas.

STEVE LEVITAS

Vice Chairman

Newmark Knight Frank | Chicago, Illinois



During a commercial real estate career that has lasted more than two decades, Steve Levitas has coordinated the leasing of more than 13 million square feet with transaction values of more than \$5 billion.

Those are big numbers. How has Levitas, vice chairman with the Chicago office of Newmark Knight Frank, hit them? It's about doing the research necessary to truly understand his market. It's about logging the long hours necessary to close the best deals on behalf of his clients. And it's about being honest with his clients.

This combination has helped Levitas build a roster of repeat clients. The clients appreciate Levitas' top-level customer service. They come back to him when they're ready to make a real estate move.

It's not exactly a secret formula. But it's a successful one, and one that has helped Levitas become one of the busier CRE pros in the Chicago market.

During his career, Levitas has earned several key honors. He won the Chicago Commercial Real Estate Innovative Deal of the Year and Redevelopment of the Year award in 2013 and the NAIOP Downtown Office Transaction of the Year honor in 2012. In 2005, Levitas won the Suburban Office Transaction of the Year award.

"I place an extremely high value on my client relationships. They are the reason that I am successful," Levitas said. "Much of my success in this business I attribute to the fact that I listen; I work to help my clients solve real estate problems in a way that will enhance their business and generate more revenue."

Levitas says that his goal is to always be responsive to his clients' questions or concerns while working on a transaction, even if it is after business hours or over the weekend, and to respond with answers and solutions quickly.

Clients remember this kind of service and come back to CRE professionals because of it.

"The greatest challenge and reward, whether selling or leasing commercial real estate, is earning the trust of clients and developing strong relationships based on that trust," Levitas said. "I've been successful in this business by working hard and generating creative solutions for my clients' real estate needs."

When he's not working with his clients, Levitas likes to golf, ski, play paddle tennis, walk his dogs and spend time with his family.

KENNETH MARCINIAK

Signature Associates | Toledo, Ohio



For more than three decades, Kenneth Marciniak has ranked as one of the leaders of the commercial real estate business in Toledo, Ohio. This vice president and principal with Signature Associates is a consistent top producer in the market. And he boasts a deep roster of repeat clients. It's not surprising, then, that Marciniak, who has closed several big deals throughout his market, has ranked as a CoStar Power Broker for more than 10 consecutive years.

What's behind Marciniak's consistent record of success? He points to the hard work he turns in for his clients. Marciniak doesn't shy away from long hours. And he's constantly looking for the best ways to boost his clients' bottom lines.

His clients remember this stellar service. And because of that, they come back to him whenever they have real estate needs. This steady repeat business is the true secret to building a successful CRE career.

"I've been successful in this business because I put my clients first," Marciniak said. "I treat people how I want to be treated and am always open, honest and transparent throughout the whole process."

Marciniak makes the effort to stay updated on new trends in the CRE business. He points to obtaining his SIOR designation as an example, and as an achievement that has helped him grow his career.

"I really enjoy helping clients find the best real estate solutions for their businesses and then watching them grow and succeed," Marciniak said. "I have the great fortune of loving what I do, so it's never really felt like work to me."

Outside the office, Marciniak enjoys riding motorcycles, and has two of his own. He also stays busy tackling home-improvement projects both at his own home and the houses owned by his daughters.

Despite his busy career, Marciniak finds time to give back to his community. He is a busy volunteer with the Make-A-Wish Foundation and previously served as a member of the board of directors of Goodwill Industries.

DAVID MARTIN

Senior Vice President

MBRE Healthcare | Fishers, Indiana



Now a senior vice president with MBRE Healthcare, David Martin's career has allowed him to gain experiences in multiple perspectives within CRE, as a commercial lender with Indiana National Bank and SunTrust Bank, as an affordable housing developer at The Martin Group and in commercial brokerage under the flags of RE/MAX Commercial and SVN Commercial.

"Real Estate development (healthcare and affordable housing) requires a relentless commitment to careful planning and diligent management as the project moves from initial concept or idea through the design phase and ultimately the actual physical construction and ultimately occupancy," Martin said. "Starting from the very first project conversation, keeping the many team members appropriately informed and updated is not always easy but is truly the project's life-blood if projects are to be delivered on-time and on-or-under budget."

During his tenure at Duke Realty and now MBRE Healthcare leading national healthcare development efforts, Martin assisted U.S.-based non-profit organizations working to bring better access to healthcare resources in mission hospitals and clinics in developing countries such as Kenya, Ghana,

Benin, Togo, Ivory Coast, Somalia, Mexico, Honduras and Haiti.

Martin has encountered several significant life and career mentors at different points in his life. His father, John Martin, and brother, Steve Martin, taught him many foundational principals during his 17 years in the family real estate business. Other mentors include Jim Bremner, Don Dunbar, Glenn Hoge and Tim Dall during his time at Duke Realty Healthcare.

"I learned early in my career the importance of being a focused listener (and in my case, detailed note-taker)," said Martin. "Having a clear understanding of all the client objectives (big and small) and being able to successfully track and manage even the smallest of goals has rewarded my career with countless repeat client assignments and opportunities."

JOHN N. MARTIN

Chairman / Senior Advisor

SVN | The Martin Group | Evansville, Indiana



Over the course of his career beginning in 1976, John Martin has always been a visionary who saw opportunity where others saw problems. That philosophy has served the chairman and senior advisor of SVN | The Martin Group well, as he has repeatedly been at the forefront of new development opportunities.

Along with his two sons, Martin has been selected by Ernst and Young as an Entrepreneur of the Year "Finalist" twice in the Real Estate Category, having created approximately 35 Limit Partnerships to purchase, develop and own real estate—partnerships that have been involved in developing over ten thousand apartment units.

"I have always enjoyed the challenges in putting together and selling investors on being a partner in a new complicated program to provide affordable housing for low income seniors and low-income families," Martin said. "The real joy came in knowing that we were providing thousands of units of safe and sanitary housing for low-income seniors and families who could not otherwise afford this safe and quality of housing."

The Martin Group was credited by the CFO of a large pharmaceutical firm with being the decisive factor when they raised their investment from \$5 million to \$24.5 million in the first fund the bank raised, indicating after visiting in Evansville that, "The Martin Group doesn't just talk the talk, they walk the walk and we feel much better because they are overseeing the fund."

"I have always worked very hard to understand complicated transactions that many brokers will not pursue and being able to present them in a manner that's easy to understand," Martin said. "I have always been a part of as many commercial real estate organizations as possible, both state and national, to be aware of what's going on in the industry and establish as many professional contacts as possible."

When not at work, Martin enjoys traveling with his wife of 69 years and their children, playing golf, fishing for bass and traveling and spending time with children and grandchildren.

Shareholder

Polsinelli | Kansas City, Missouri

Korb Maxwell is a recognized and sought-after practitioner in the Midwest, with a focus over more than 16 years on economic development projects. A shareholder with Polsinelli, Maxwell has negotiated, secured approval of and documented hundreds of millions of dollars in incentives for his clients' projects in every asset class of real estate.

Maxwell's area of concentration is on large-scale development and employment projects that use complex federal, state and municipal development incentives. His experience in working with municipalities and states in structuring and implementing incentive packages provides him with insight and practical experience that benefit clients' real estate, economic development or employment projects.

Maxwell also regularly represents landowners, developers and business entities before municipalities in zoning and development plan approvals. He has shepherded millions of square feet of development projects through the "right-to-build" process in Kansas and Missouri. Through his development work, Maxwell has gained practical experience in all aspects of real estate transactions, including purchase and sale agreements, title review, leases, lending and bond documentation, easements and restrictive covenants.

Clients appreciate Maxwell for his ability to "cut to the core issues of a transaction," and also describe him as a "creative, ingenious and problem-solving member of the team."

A background of placing incentivized dollars in the real estate and corporate capital stack led Maxwell to form the firm's Opportunity Zones practice group—one of the first created in the country. Through his leadership, Maxwell has created a multidisciplinary team that is helping clients navigate the evolving regulations. His focus is to develop and execute their investment and capital deployment strategies within the Opportunity Zones space across the nation.

STEVEN MISCAVISH

Chief Financial Officer

Affordable Housing Advisors of Marcus & Millichap | Southfield, Michigan

Steven Miscavish has left a definite imprint on the fortunes of Affordable Housing Advisors of Marcus & Millichap, a company he serves as chief financial officer. From his office in Southfield, Michigan, Miscavish has played a key role in developing the organization and managing the company's team. This work has paid off: Affordable Housing Advisors now reviews and underwrites more than 1,000 properties every year.

The company's other numbers are impressive, too. Affordable Housing Advisors has notched sales of more than 200,000 government-subsidized housing units across the United States. These housing units are valued at more than \$8 billion.

"I first walked through the doors of Marcus & Millichap about 19 years ago and never looked back," Miscavish said. "Fortunately, the Detroit office was full of senior real estate agents who were instrumental early in my career. I can't give enough credit to all of the great people who have helped me along the way."

Miscavish's peers recognize his talents. That's why he's such a frequent speaker at affordable housing events and conferences. Miscavish is also a member of the National Multi-Housing Council, a supporter of the Institute for Responsible Housing Preservation, a member of the National Leased Housing Association and active with the National Housing and Rehabilitation Institute.

"If you genuinely care about what you do and care for the people whom you work with, it doesn't feel like work," Miscavish said. "Understanding the investment opportunity and the actual real estate is only half the battle. We may be in the business of selling apartment buildings, but I would argue that our business is really about building and sustaining relationships."

Miscavish has found time to give back to his community, too. He is active in numerous philanthropic activities through AHA Cares, and is a supporter of Forgotten Harvest of Michigan, an organization that delivers food to the needy.

Outside of work? Miscavish prefers spending time with his family, saying that his wife and daughters are the "center of my universe." When he does have spare time for himself, Miscavish likes to keep life interesting. He's known, then, for his annual adventures, which have included summiting Mt. Rainier, going on safaris, hiking an Alaskan glacier and flying a fighter jet. He's also driven a tank, raced sportscars, sailed the Virgin Islands and jumped out of an airplane.

MARK MCCONAHAY

Vice President

Block & Company, Inc., Realtors | Kansas City, Missouri

Mark McConahay's first experience in the business sector was as an on-site shopping center manager at the age of 20 while in college and it hasn't stopped since. After college he joined Block & Company Inc. in 1991 as a sales associate and continues to serve as a vice president.

His knowledge of the market, work strategies and people skills were cultivated early on by the examples of Block & Company founders Allen and James Block. McConahay was fortunate to learn many life lessons from these two mentors prior to their passing.

"Retail real estate is evolving on a daily basis," said McConahay. "As a retail broker, I have to be willing to change as well—learn new techniques, adopt newer technology, commit to building new relationships."

Over the years, McConahay has specialized in many aspects of the development process, from representing national retailers, restaurants and property owners to developing shopping centers. "One of the most rewarding aspects of the business is the satisfaction of taking a site from dirt to income-producing while providing an amenity for the area," McConahay said.

McConahay has used his solid foundation to broker over \$408,000,000 in deals including retail, land and hotels while earning numerous Top Producer and CoStar Power Broker awards. He has also served as an industry expert, speaker and author of a multitude of retail- and restaurant-related articles and forecasts.

As an active volunteer for the last 12 years, McConahay continues to serve with the local Meals on Wheels. He participates in Habitat for Humanity, Operation Breakthrough and Hazelden mentor program. In his time away from real estate, McConahay most enjoys spending his time with his wife and two sons participating in activities such as tennis, golf and beach vacations.

MATTHEW MOBERG

Partner



The leader of Porter Wright Morris & Arthur's real estate practice group, Matthew Moberg is also the president of the firm's title insurance agency, Coventry Title Agency, Inc. He has extensive experience in all aspects of the title insurance industry, from optimizing the coverage offered by title insurance policies to making and enforcing claims under those policies. His real estate background includes extensive experience representing developers and landowners in the purchase, sale and development of commercial real estate, drafting and negotiating commercial lease agreements, representing both financial institutions and borrowers in commercial loan originations, foreclosures, receiverships and workouts and assisting businesses in general contract negotiation and dispute resolution.

"I love that there exists a physical manifestation of my work in the real world," said Moberg. "Rather than just having a signed contract or a little deal trophy on my desk, I can point to a building and say, 'I helped build that.'"

Moberg has applied his real estate knowledge to assist clients in highly specialized areas, such as representing health care organizations and financial institutions with respect to the leasing, acquisition and divestiture of real estate assets within their respective complex regulatory frameworks, representing energy companies in the acquisition and enforcement of coal and mineral interests, oil and gas leases and pipeline rights-of-way and representing a significant wireless telecommunications carrier on matters related to new cell site deployments and distributed antenna system installations.

Moberg was named an Ohio "Rising Star" by Ohio Super Lawyers. He has authored various law alerts on developments and changes in real estate law and also contributes to the firm's blogs, Banking & Finance Law Report and Oil & Gas Law Report.

MICHAEL MULLADY

Executive Vice President

CBRE | Columbus, Ohio



During a 20-year career with CBRE, Columbus-based CRE veteran Michael Mullady has negotiated more than 60 million square feet in sale and lease transactions. These transactions have totaled more than \$1 billion.

With numbers like that, it's not shocking that Mullady has developed a reputation as one of the top-performing CRE practitioners in the Columbus region.

His long list of industry awards offers additional proof: From 2010 through 2017, Mullady ranked among the top 20 percent of national producers with CBRE; in 2010, he ranked as CBRE's top U.S. industrial broker; in 2006 and from 2009 through 2017, he was selected for the commercial Top Producer award from the Columbus Board of Realtors; and in 2016, he earned the NAIOP Chicago Industrial Transaction of the Year honor.

During his long career, Mullady has closed several big transactions. This includes a deal with Mars, Inc., that totaled more than 10 million square feet, and another with Pier 1 for more than 2.09 million square feet. Mullady also closed a deal for McGraw Hill Companies for 1.94 million square feet, Quaker Sales & Distribution for 1.4 million square feet and Restoration Hardware for 1.2 million square feet.

When not working, Mullady has donated his time to his community. He has worked closely with Ronald McDonald House Charities and recently donated a recreation room to the new Columbus Ronald McDonald House. Patients of Nationwide Children's Hospital and their families can relax and play games in this space during their stay at the hospital.

In his rare free time, Mullady prefers spending time outside. He is an avid outdoorsman and a passionate conservationist, teaming with Ducks Unlimited, a nonprofit dedicated to preserving wetlands and other habitats for water fowl. Mullady also works with Special Olympics and the Leukemia and Lymphoma Society. VICKI MUTCHLER

Vice President of Capital Transactions

Conor Commercial Real Estate | Rosemont, Illinois



With 20 years of experience managing land acquisition, development and financing within the commercial and residential real estate industries, Vicki Mutchler, vice president of capital transactions at Conor Commercial Real Estate, counts a strong financial background, extensive experience in cash flow modeling, valuation work, acquisitions, development and project financing among her many attributes.

Mutchler manages all of Conor Commercial's lending and equity partner relationships while overseeing the financing of the firm's new development projects and the refinancing of existing deals. She also supports the management team with project analyses and strategic decision-making and serves as a member of the firm's investment committee.

"For a speculative developer, some of the greatest challenges selling commercial real estate are upfront when you are designing a building and identifying what features your building should have without knowledge of potential future tenant needs and buyer requirements," Mutchler said. "It is important to make a building as versatile as possible to attract the most tenants and buyer pools."

Mutchler received her master's degree in real estate development from the University of Southern California following a bachelor of business administration in real estate and marketing from the University of Wisconsin. She serves on the board of directors of the Goldie B. Wolfe Women in Leadership Initiative and is a founding member of the Building Industry Association's next generation group.

Additionally, Mutchler is a member of the National Association of Industrial and Office Properties (NAIOP), Urban Land Institute (ULI), Real Estate Finance Forum (REFF), Industrial Women in Real Estate (IWIRE) and U.S. Green Building Council. Away from the office she enjoys spending time with her family, watching her son and daughter play sports and traveling as a family.

JOHN NEYER

CEO

Neyer Management | Cincinnati, Ohio

John Neyer got his start in commercial real estate when he joined his family's real estate development business, where he worked in marketing and then development. When the company reorganized in 2003, Neyer, age 30, broke off what had been a purely internal property management business as his own separate company, Neyer Management. Working with a core team of committed professionals and patiently developing best-in-class systems and processes, the business has grown organically by more than 2,500 percent. Neyer Management now manages over 34 million square feet in Ohio, Kentucky and Indiana, has a staff of 90 and is the largest property management company in the region.

"I like to fix things. Development is a business of creation. Management is a business of ongoing repair, adjustment and customer service," Neyer said. "Tweaking, polishing, repairing and maximizing real estate requires persistent diligence and a commitment to doing the important things, even when they aren't the fun things. Property



management is like the vegetables of real estate; it rarely gets the top billing, but it's essential to sustaining good health."

What does he find most challenging about the business? "Getting alignment of goals and values among all parties in a transaction," said Neyer. "Once you've achieved that, it's just mechanical. Achieving that alignment, however, is an art and a science and crucial to moving any deal forward."

Neyer was an early board member and eventually board chair of the Holocaust and Humanity Center. He was a 15-year board member and chair of the Cincinnati Parks Foundation. Other service to the community includes DePaul Cristo Rey, where he chaired the Facilities Committee during a \$20 million campus expansion, and the Clifton Community Arts Center.

"No small part of my success comes from luck. I've also been fortunate to be able to recognize the skills of key partners and members of my team and involve them early and intensively," Neyer said. "Most important, however, is that I've got two ears and one mouth and I use them in proportion."

STEPHEN PALMS

Principal



Miller, Canfield, Paddock and Stone PLC | Ann Arbor, Michigan A principal at Miller, Canfield, Paddock and Stone PLCA, Stephen Palms has seen it all. The real estate attorney has represented developers, lenders, borrowers, governmental entities, landlords, tenants, contractors, sellers and purchasers, including many big-ticket, multi-million-dollar successes.

Palms was the lead attorney in the Miller Canfield team that represented the Ilitch organization in structuring a transaction with the City of Detroit and the State of Michigan for the development of the new sports and entertainment facility in Detroit that is the home for the Detroit Red Wings as well as a venue for other events.

Financing for the arena included two series of bonds, one for \$250 million which is a tax-exempt revenue bond supported by property tax revenues and the second for \$200 million which is taxable, with private credit support. The project also encompasses the development of the area around the new arena, commonly referred to as District Detroit, which will include office, retail, hotel and residential developments.

"The thing I enjoy the most about transactional real estate is the challenge of finding a way to make the deal happen and solving whatever problems come up," said Palms. "I enjoy working on complicated transactions since they require unique and creative solutions to multiple issues, and I also enjoy working on transactions that have the potential to impact the overall community in addition to the specific parties involved in the transaction."

Palms has also represented owners and underwriters in issuing tax-exempt bonds for affordable housing projects valued at \$200 million. He is a member of the University Musical Society Board of Directors at the University of Michigan, an organization that brings world-class music, dance and theater to the University of Michigan, and he actively supports land conservancies both in Washtenaw County and Leelanau County. DAVID OSTOICH

Senior Property Manager

Colliers International | Cleveland, Ohio



Experience and results matter in commercial real estate. That's what makes David Ostoich, senior property manager with the Cleveland office of Colliers International, such a force in his market

Ostoich has the experience. He's worked in property management for more than 25 years. And he definitely has the success. Clients enjoy working with Ostoich. They come back to him, too, giving this industry veteran a long list of repeat clients.

The reason for this? Ostoich gets results. His peers say that Ostoich's sole focus is to do whatever it takes to help his clients add value to their real estate portfolio.

This has helped Ostoich build an impressive roster of clients. He has represented such companies as Covington Realty Advisors, GE, The Archon Group, Cuyahoga County Board of Commissioners, Falcon Real Estate, Interventure Advisors and John Hancock Life Insurance. His roster of clients also includes Mutual of New York, RAITH Capital and STAG Industrial.

"I have been successful because of my knowledge of the industry, integrity and communication skills," Ostoich said. "I always try to be proactive and not reactive."

Despite his busy career, Ostoich finds time to give back to his industry and community. He is an active member of BOMI International and BOMA Greater Cleveland. Ostoich and his wife have served as Task Force Leaders for the Cleveland Ride for Kids, an organization that raises funds for the Pediatric Brain Tumor Foundation. The couple has done this for the last 15 years, helping to raise more than \$750,000 in the fight against childhood brain tumors.

When not working, Ostoich's hobbies include motorcycling and kayaking, although this property management veteran says that he enjoys all sports.

MICHELLE PANOVICH

Principal, Executive Vice President



Mid-America Asset Management | Oakbrook Terrace, Illinois Michelle Panovich, principal and executive vice president at Mid-America Asset Management, has over 35 years of real estate construction, development and management experience—the last 33 years concentrated in the shopping center industry. She has successfully provided the management and redevelopment of several major properties, such as Streets of Woodfield, Brickyard Mall and Ford City Mall.

Panovich has also spearheaded the economic revitalization of downtown areas, such as the redevelopment of LaGrange, Illinois, as well as a mixed-use project in downtown Park Ridge, Illinois. Her ability to develop excellent relationships with clients and tenants allow the implementation of meaningful action plans that result in bottom line success for the clients they serve.

"In property management, the greatest challenge is trying to understand your client and what their objectives are. Often there are budget obstacles, so we must find ways to be resourceful to achieve their goals," said Panovich. "On the redevelopment side, when managing development services, the largest challenge is working your way through present day economic hurdles. It can be difficult to find labor for commercial construction and it has been an issue for over a decade."

Panovich serves as Chair of the Marquette University Center for Real Estate Advisory Board as well as sits on the board of the Marshall Bennett Institute of Real Estate at Roosevelt University in Chicago and is the past President of the College of DuPage Foundation Board. In 2013, she was awarded the Lifetime Achievement Award from Roosevelt University.

"What I enjoy the most about this business is every day is different, and I continue to learn. It remains true after 35 years," Panovich said.

JOE PARROTT

CBRE | Chicago, Illinois



Joe Parrott hasn't just enjoyed a long career in commercial real estate. He's enjoyed a successful one, extremely successful.

During a CRE career that's lasted more than three decades, Parrott has served as the exclusive leasing agent for more than 400 shopping centers. He has also completed more than 2,000 shopping center leases for a combined 1.5 million square feet of space and a value of \$1.5 billion. Among these deals are 130 anchor transactions with most of the leading retailers in the United States. Parrott has represented many of the top shopping center owners in the country, including Simon, DDR, Vereit, Kimco Realty, Regency Centers, IRC Retail and Seritage Growth Properties.

Parrott points to three key strategies for his success.

"The first is specialization," Parrott said. "By continually investing time to learn everything possible about retail anchor leasing, I am viewed as the leading expert in that area. Second is surrounding myself with extremely talented team members. I'm always learning from my partners and other CBRE team members. Third is never settling for incomplete or uncertain answers. People that deal with me know that they can always expect complete and accurate information."

Thanks to this success, Parrott's advice is in high demand. He has published the Chicago Retail Anchor Report every year for the past decade, helping him to develop a reputation as the leading expert on retail anchor transactions in the market.

His peers have recognized this expertise. Parrott has been named Chicago Retail Broker of the Year three times, has ranked as CBRE's top retail broker in Chicago, has closed enough transactions to rank in the top 25 of all CBRE retail brokers in the United States and has won Vereit's Allegiance Award.

When he's not closing deals, Parrott enjoys spending time on the golf course. Throughout the summer, in fact, you might spot him at his favorite course, The Glen Club. Paddle tennis keeps him active in the winter. He, his wife and his son are movie buffs. Parrott says they see a new movie nearly every week.

STEPHEN PROVANCHER

Managing Director

Newmark Knight Frank | Milwaukee, Wisconsin



Stephen Provancher, managing director with the Milwaukee office of Newmark Knight Frank, has turned in some big numbers during his commercial real estate career. Here's an example: Since 2004, this industry veteran has closed transactions with a combined value of \$320 million.

Because of this record of success, along with his industry knowledge, hard work and top-level customer service, Provancher has become a leader in the industrial segment in the Milwaukee region. He's not just interested in closing sales. Instead, he's an advisor for his clients, working with them on acquisitions, dispositions, site selections, financial analysis and lease negotiations.

His impressive list of clients includes Zilber Property Group, RPS Corporation, Village of Germantown, Greenfield Partners, Solaris Group and Somerset Properties.

"I have always been a problem-solver, and the commercial real estate industry provides ample opportunity to exercise that skill," Provancher said. "I most enjoy the opportunities that I have to meet with and serve many clients with a myriad of different real estate wants and needs; because each transaction is so different, they each require a unique, creative approach."

Another benefit Provancher brings to his clients? Before his real estate career, he worked for more than 10 years as a commercial lender with US Bank and JP Morgan/Chase Bank. This background gave Provancher valuable experience working with a variety of companies, ranging from start-ups to Fortune 500 giants. Provancher's banking experience, combined with his finance degree, give this industry veteran an advantage over other commercial brokers as he assists his clients in structuring the appropriate financing to support their growth.

"I am successful in this business because I listen to my clients and adapt as needed, while always maintaining a focus on my clients' needs," Provancher said. "Additionally, I have furthered my career through my commitment to learning from experienced commercial real estate professionals, networking, listening, asking questions and avoiding assumptions."

Outside of commercial real estate, Provancher enjoys spending time with his family, quality time that includes traveling and attending sporting events. He also enjoys golfing and playing platform tennis.

SPENCER PISZAK

President

Premier Development Partners | Cleveland, Ohio



In his 38 years of experience, Spencer Piszak, president, Premier Development Partners, has successfully processed more than 1,000 commercial real estate deals. He has acquired and developed over 1,000 acres, built over 12 business parks and built or acquired over 100 buildings totaling in excess of 11 million square feet and exceeding \$750 million in value.

The aspects of the business in which he finds the most joy are the "people aspect," the personal relationships that he develops during a project.

These, in many cases, have turned into life-long friendships. That doesn't mean there aren't challenges in commercial real estate.

"I am very passionate about the industry and the individual projects. For me, it has never been work—I love what I do and the people that I get to do this with," Piszak said, "It's a combination of process, finished product, and long-term sustainability."

Piszak specializes in everything from acquisitions, sales and leases to development, financing, tax abatement and construction. He counts his willingness to listen, learn and to think outside of the box as his greatest strengths. Piszak has sought to educate himself of new concepts and terms and to help the up-and-coming real estate professionals as he was aided by peers and mentors early in his career.

Piszak is a 30-year member of The Society of Industrial and Office Realtors (SIOR), Cleveland Area Board of Realtors (CABOR) and holds the Certified Commercial Investment Member (CCIM) designation.

Away from the office, Piszak enjoys playing golf, attending live concerts, boating and fishing. He also likes to write and create original music.

KEITH RAKER

Partner



Born and raised in rural Ohio, Keith Raker, takes pride in his ability to converse with people from all walks of life. Now a partner with Cleveland-based Tucker Ellis LLP, this trait has served him well.

"I try to follow the golden rule—essentially treating and interacting with other industry professionals as I would like them to do with me," Raker said.

Raker chairs the Tucker Ellis real estate group, with an emphasis on real estate development, finance, acquisitions, sales, like-kind exchanges and leasing. He also represents clients in structuring transactions involving the syndication of Low Income Housing Tax Credits and Historic Tax Credits and clients involved in the oil and gas and other extractive industries.

Raker is an Ohio State Bar Association Certified Specialist in Business, Commercial and Industrial Real Property Law, and serves on the OSBA Real Property Law Specialization Board. He also is a member of the Cleveland Metropolitan Bar Association's Real Estate Law Institute Committee and a past chair of the Real Estate Law Section. He is a long-time member of Commercial Real Estate Women (CREW) Network, Cleveland Chapter, and is a past recipient of both its Member-to-Member Business Award and Economic & Community Improvement Impact Award. Raker is also a member of the International Council of Shopping Centers and the Building Owners and Managers Association.

His favorite part of the commercial real estate industry is watching projects come to life and watching businesses and communities grow based on real estate development.

An avid outdoorsman, Raker enjoys fly-fishing, hunting, boating, skiing and motorcycling. He is actively involved with the Western Reserve Land Conservancy, Ducks Unlimited, Pheasants Forever and Trout Unlimited.

Raker received his law degree from The Ohio State University College of Law, following an undergraduate degree with honors from the University of Richmond and an M.B.A. with distinction from The Ohio State University. He is admitted to practice law in Ohio, New York and before the U.S. Supreme Court.

GRANT REVES

Investment Sales

Block Real Estate Services | Kansas City, Missouri



Since 2002, Grant Reves of Block Real Estate Services has been involved in transactions totaling more than \$650 million, on behalf of institutional clients. He has also facilitated a host of private equity groups and families throughout the Midwest.

"Each deal takes on a life of its own, with each having different challenges," said Reves. "Some of my closest friends have come from relationships built through the business. It is rewarding to lead a team through a transaction from start to finish."

As a member of Block's investment services group, Reves' client responsibilities include the review and analysis of potential acquisitions and dispositions, due diligence, transaction valuation and execution and detailed financial modeling. He is also responsible for acquiring properties for Block Funds in several markets outside of Kansas City.

"Greg Galvin was my mentor and first boss in the business and he once told me the hardest thing to do in the business is to get someone to write you a check," Reves said. "We get very creative with sources of new equity; it is the life line to our business. Finding good deals is paramount to staying in this business. Anyone can buy a deal by paying the most money but finding the untapped potential of a property can increase returns, turning a good deal into a great deal."

Reves earned his Certified Commercial Investment Member (CCIM) designation as a recognized expert in the disciplines of commercial and investment real estate. He has been named as a Power Broker by CoStar Group four times since 2004 and in 2009 the Kansas City Regional Association of Realtors (KCRAR) recognized Reves as the city's top investment broker by dollar volume.

Reves currently volunteers his time coaching flag football for youths through YMCA of Greater Kansas City. He has also been active in fund raising for The First Tee of Greater Kansas City.

JOHN REED

Managing Director

NorthMarq | Omaha, Nebraska



It's little surprise that John Reed has become a go-to source for commercial financing in the Omaha region. This managing director with the Omaha office of NorthMarq has arranged more than \$1 billion of longterm financing for Midwest clients.

That's an impressive figure. And it's a testament to the trust that clients place in him.

And while Reed has been productive in closing financing deals, he's also served as a strong leader for his NorthMarq office. He oversaw the growth of this office through the big acquisition of Daisley Ruff Financial Corporation in 2017. This 25-year-old firm added a \$660 million servicing portfolio to NorthMarq in addition to 25 life-insurance company correspondents.

"I have always enjoyed the opportunity to help clients," Reed said. "I take a closing a good our . We are every day capital sources and unique deals that are being done. However, there is no cookie cutter solution for a given property type or client. I have been really surprised in my career at how differently clients can view similar situations. This makes our business fun. I am able to get to know our clients really well and we get to be creative in structuring financing."

Despite his busy career, Reed has found time to volunteer for his industry and community. He is a member of the NorthMarq Capital Finance Advisory Council and has served on the NorthMarq Production Committee. He is a member of the 2018 Future Leaders Program through the Mortgage Bankers Association. Reed has also served as a thought leader for NorthMarq and the mortgage banking industry, providing interviews at the MBA CREF 2019 for Multi-Housing News and bylines for Midlands Business Journal. Many of his closed transactions have been featured on REjournals.com.

In the community, Reed is a mentor at Sacred Heart School in North Omaha, has served on the development committee of Saint Margaret Mary Church, fund-raises for the Komen Foundation and is a member of the finance committee for the Omaha Country Club.

When not working, Reed likes spending time with family. He has been married to his wife, Torey, for nearly 20 years. They have three young daughters. He and his wife, then, spend plenty of time watching their children's extracurricular activities. The family also enjoys traveling together. The Reeds will travel to Puerto Rico this spring break and enjoy hiking in the mountains over summer breaks. Last year, the family spent two weeks between the Tetons and Yellowstone National Park.

DAVID REIFMAN

Partner and Senior Vice President, Strategic Development Initiatives



Though he now serves as partner and senior vice president for strategic development initiatives at Clayco's real estate arm, CRG, David Reifman's path through the private sector had a decidedly conspicuous detour in the public sector. From September 2015 through May 2019, he served as the City of Chicago's Commissioner of Planning and Development.

As Commissioner, Reifman was responsible for implementing large-scale, complex development and infrastructure projects, as well as numerous innovative policy and programming initiatives. Among his most notable accomplishments, Reifman was the architect of Chicago's widely recognized Neighborhood Opportunity Fund, which leverages the success of increased density in downtown development to create resources for businesses in underserved neighborhoods on Chicago's South and West Sides.

As commissioner, Reifman also led the efforts to rehabilitate long-vacant landmark buildings such as Chicago's Old Main Post Office; modernized land use and mobility/transportation frameworks to transition obsolete industrial corridors to vibrant mixed-use job centers; initiated reforms to enhance minority- and women-owned business participation in private development; developed community anchors in under-served neighborhoods, including multiple grocery stores, affordable housing, public facilities and other commercial, industrial and institutional assets and created contemporary sustainability policies for effective green building development.

Now, Reifman leads key aspects of CRG's national development activities, helps to expand Clayco's design and construction businesses in existing and new markets and supports the Decennial platform, focusing on scalable, long-term investments in Opportunity Zones.

Prior to joining the City, Reifman was a partner at DLA Piper. During his 25-year law career, he was lead counsel on projects such as the restoration, renovation and expansion of Wrigley Field, the establishment of the Method Factory in Pullman, the redevelopment of Fort Sheridan and the relocation of The Boeing Company headquarters to Chicago.

BRENT ROBERTSON

Managing Director and Market Lead

JLL | Minneapolis-St. Paul, Minnesota



Since joining JLL in 2001, Brent Robertson has made a significant impact on both his company and the local real estate market in the Minneapolis-St. Paul region. This industry pro has been responsible for leasing and marketing some of the most iconic office buildings in the Twin Cities region. Robertson co-leads the JLL Agency Leasing team, a five-broker team responsible for more than 7 million rentable square feet in the Minneapolis market. He and his team have closed more than 560 transactions consisting of 4.75 million square feet. Robertson points to effort and service as the reasons for his success.

"Giving persistent effort and providing creative solutions is important," he said. "I continue to challenge myself. I'm not afraid to be uncomfortable."

A look at the team's current leasing projects provides evidence of just how important Robertson and his teammates are to the Twin Cities CRE market. The team is now leasing the famed IDS Center, Towers of West End, KBS's RBC Plaza, the new Gateway development, PwC Plaza and Hines' innovative timber project T3.

Given his level of production, it's not surprising that Robertson has earned several key industry awards. He's been named a CoStar Power Broker four times, a JLL Top Gun, a JLL Top Achiever twice and a JLL Gold Achiever, also twice.

When not working Robertson enjoys a musical hobby, playing the bagpipes. He also enjoys taking his daughters to Swedish school.

And when he is working? Robertson says he has a true passion for the commercial real estate industry, largely because of his fellow brokers, developers and investors.

"I enjoy the people I work with," he said. "We are very fortunate in the Twin Cities to have such smart, respectful colleagues in this industry."

BRETT ROGE

Partner

Michael Best & Friedrich LLP | Milwaukee, Wisconsin



After 25 years in the business, Bret Roge, a partner with Michael Best & Friedrich LLP in Milwaukee, has developed into a hard-nosed negotiator whose work for clients often results in deals that surpass their highest expectations. Roge started his career as a tax lawyer, then started working on corporate transactions, one of which was a large real estate client. Over time, he served more real estate clients in multiple transactions, helping him to understand the overall business strategy of these projects.

"At age 40, I saw a gap in the real estate market for this service area and decided to dedicate my practice to real estate," said Roge. "The path to get here is what helps me look at deals differently—does this make sense from a business perspective, and what is the best path for the most positive outcome? I can work with my clients to understand their needs and get them the best results."

Among his high-profile cases, Roge helped a multi-national corporation secure two environmentally contaminated sites in Milwaukee's port area for the development of their corporate headquarters. He also assisted a commercial real estate development group in the acquisition and development of a 66-acre mixed-use project in an area of Brookfield, Wisconsin. The \$150 million development project, known as "The Corridor," includes office, retail and hospitality components, along with the preservation of the components.

Outside of work, Roge spends time with his family biking, skiing and taking advantage of all the outdoors has to offer. He also enjoys serving as a board member and helping struggling communities. Roge has served on the board of Central City Cyber School, an inner-city charter school located within an affordable housing neighborhood.

"I provide guidance and support to help them make sound business decisions, so they can be successful and serve a market that would not otherwise have that kind of support or representation," Roge said. **ROB ROE**

Managing Director, Tenant Representation

JLL | Cleveland, Ohio

With more than three decades of commercial real estate experience, JLL's Rob Roe has closed big deals and provided consulting services for clients across the globe. For more than 31 years, this industry veteran has focused on strategic planning, project consultation and the execution of acquisitions and dispositions for his clients and their portfolios.

The ultimate goal? Roe helps his clients find solutions to their real estate challenges. Instead of focusing merely on closing deals, he acts as an advisor to his clients.



Roe displayed an aptitude for commercial real estate early in his career. Shortly after graduating from the University of Washington in 1988, Roe opened the Great Lakes Region of the Staubach Company, serving as managing partner here from 1998 to 2008. That last year, the Staubach Company merged with JLL, where Roe has continued representing tenants and focusing on capital markets sales and acquisitions.

This industry veteran has closed several major deals during his long career. This includes the Eaton Corporation's North American headquarters build-to-suit of 550,000 square feet; the KeyBank headquarters for 480,000 square feet; the 1.3-million-square-foot sale of Cleveland's trophy building, 200 Public Square; and an 11-building, 1.1-million-square-foot suburban portfolio sale for Duke Properties.

Roe credits his success to always doing right by his clients. He also enjoys the challenge of designing and putting into place strategies that ultimately help his clients achieve their workplace goals. This approach has paid off: During his career, Roe has consulted and been an advocate on transactions averaging an annual value of more than \$250 million.

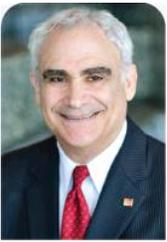
His peers have recognized Roe's accomplishments. He is a four-time recipient of the NAIOP Office Broker of the Year award and was recognized by Crain's Cleveland Business' Forty Under 40 program.

Roe is passionate, too, about bettering his community. He has served on the charitable boards for Providence Housing and Big Brothers Big Sisters of Cleveland. In addition, he has served on the leadership councils for Staubach Company and JLL and on the Chicago Title Advisory Board. He is also a past president of NAIOP Northeast Ohio.

When not working, Roe enjoys spending time and traveling with his four children, Riley, Kenzie, Trey and Brady. He also enjoys skiing and is a passionate golfer.

JIM ROSEN

Vice President – Brokerage



Pace Properties | Brentwood, Missouri Jim Rosen's philosophy is simple: treat each client as if their property or business were his own. The vice president – brokerage at Pace Properties has found that people outsource their business needs to those they can trust.

"While it's important to invest in yourself, it is equally important to invest in the objectives of each client," Rosen said. He also sees the value in investing in his up-and-coming colleagues. "I've used the knowledge and skills passed down from my mentors and tried in turn to pay it forward

Rosen specializes in landlord and tenant representation, acquisition, disposition and investment property sales of retail properties. Some of the clients he has represented include Lowe's, Walmart, Hardee's, PNC Bank, Saver's, Tuesday Morning, Half Price Books, Weekends Only Furniture, Office Depot, Elements Massage and National Retail Properties, among others.

A 26-year industry veteran, Rosen has parlayed his knowledge into numerous teaching roles. As a CCIM designee, he has blended his passions for commercial real estate and teaching as a senior member of the CCIM faculty. He is also a past Dean of the ICSC University of Shopping Center College of Financial Analysis held at the Wharton School, University of Pennsylvania. He currently instructs workshops on commercial real estate topics throughout the country and real estate continuing education in his home state of Missouri.

When away from the office, Rosen is football referee and State Rules Interpreter for the Missouri State High School Activities Association, former Game Clock Operator for the NFL (St. Louis Rams) and an Instrument Rated Private Pilot. He enjoys spending time with his wife, children and new grandson.

ANTHONY ROSSI, SR.

President / Chairman

M&R Development / RMK Management | Chicago, Illinois



Anthony Rossi spent a decade at Arthur Andersen's tax group, specializing in real estate. In 1973 he left that business behind and went full-time into commercial real estate, now wearing two hats: president of M&R Development and chairman of RMK Management. He certainly doesn't mind the dual roles.

"On the development side, I enjoy putting new deals together and developing good, high-quality real estate that can enhance our community and improve people's living experience," said Rossi. "On the management side I enjoy giving people a great living experience while still providing us and our investors and reasonable return on our investment."

Rossi received his C.P.A. from the State of Illinois in 1963 and passed the Illinois Bar in 1969. He is also a licensed broker in Illinois, and Florida. He has also served as President of the Chicagoland Apartment Association.

While his business interests run a wide scope, Rossi has also devoted a major portion of his life to his favorite sport, ice hockey. He is a past president of the Illinois Armature Hockey Association and served on their Board of Directors for a number of years. In 1983 he was elected to the Board of Directors of USA Hockey, the national governing body for the sport of Ice Hockey.

He was subsequently elected to the Executive Committee and served in various capacities until he was elected as a Vice President of USA Hockey and Chairmen of the International Committee. In that role he had oversight responsibilities of all of the World Championship teams and Olympic teams.

He was also named USA Hockey's representative to the International Ice Hockey Federation. He was subsequently elected to the governing Council of the International Hockey Federation and served for two four-year terms in this position. Rossi was awarded the USA Hockey Builders award and he was a recipient of the Lester Patrick Award given by the National Hockey League for his contributions to the growth of American hockey.

JOHN SALSBERY

Advisor

Axiom Advisory Group | Chicago, Illinois

In John Salsberry's 26-year real estate career, he has helped clients in 41 countries and in over 220 cities across the U.S. He dug into that experience in 2017 when he and two partners formed Axiom Advisory Group to provide a more strategic and consultative approach to corporate clients. "I am passionate about helping clients solve real estate challenges. I enjoy providing unvarnished advice to clients who view me as an extension of their business operation," said Salsberry. "I appreciate being involved in every aspect of the business strategy which ultimately impacts the real estate decisions."

Salsberry started his real estate career in 1994 as an industrial broker but realized he wanted to obtain experience completing multi-national transactions, leading to a stint as the transaction and account manager for an automotive manufacturer and ultimately as the head of a corporate real estate department for a regional brokerage company.



What steps has he taken to succeed in commercial real estate? According to Salsberry, success can be measured in a variety of different ways and his favored metrics are upholding the highest ethical standards and gaining the trust of clients.

"Over the course of my career I have tried to offer options and advice to clients that may not be in my personal best interest financially but is in their best interest," Salsberry said. "Clients appreciate when I am completely open book and typically respond by getting me involved in additional assignments."

Salsberry is an active member of SIOR and is currently the President of the Michigan Chapter. In his spare time, John enjoys spending time with his wife Kerrie; three children, Conner, Bella and Lily and bulldog, Bradford. They enjoy golfing, travelling and going to Red Wings games together.

BILL SALTZMAN

Executive Vice President|Director of Office Services

Cushman & Wakefield | CRESCO Real Estate | Cleveland, Ohio



Striking the balance between the analytical and the creative has always been Bill Saltzman's passion. From a young age, he fell in love with music and the arts, but his inquisitive mind also nurtured his enthusiasm for arithmetic and analytical thinking.

After earning a B.B.A. in Economics from Ohio University, Saltzman took a position with a manufacturing company while investing in a small real estate side project. During the renovation of the property, he had an epiphany.

"I found real estate square at the intersection of several interests of mine," Saltzman said. "It was the perfect combination of creativity with architecture, design and space utilization and analytical thought with law, finance, psychology and problem-solving."

Saltzman joined Cushman & Wakefield|CRESCO in 2014 as Executive Vice

President/Director of Office Services where he also serves on Cushman & Wakefield's Tenant Advisory Group.

Today, Saltzman is considered a consistent top producer and has sold and leased properties in excess of \$1 billion of value. These transactions comprise hundreds of acres and millions of square feet. Some of Saltzman's notable projects include:

- The disposition of a historic waterfront property
- Strategic planning and implementation for a NYSE corporation
- Site selection and tenant advocacy for the HQ and R&D division of a global health technology company
- Securing robust economic incentives for an international client adding hundreds of jobs in Northeast Ohio

"It's all about the ability to know thyself," Saltzman said. "It's critical to understand who you are, what you plan to accomplish and the value-add that you bring to the table. Determination, discipline and a network of solid support will be critical factors in one's success in this field."

While Saltzman is passionate about real estate, it's far from his only interest. He is also a self-taught pianist/percussionist and a performing musician. He is currently a member of two bands: keyboardist with the Johnny Elvis and the Crown Electrics, an Elvis tribute band; and lead vocalist, piano player and percussionist with The Original Waysiders.

Saltzman also enjoys spending time with his wife, Susan, who is an artist and runs the Web-based business STONZ, which features her hand-crafted jewelry. He also spends as much time as possible with his daughters, Hayley and Stephanie, both of whom have pursued careers in Web-based companies in New York City.

E.P. SCHERER

Senior Director

Cushman & Wakefield | Commercial Kentucky | Louisville, Kentucky



E.P. Scherer has relied on what seems like a basic strategy to build his thriving, 20-year commercial real estate career: He listens to his clients. He analyzes their needs. And then he matches them with the appropriate space.

This might seem simple. But it's a proven recipe for success. It's why Scherer's peers say that this industry pro -- senior director with the Louisville, Kentucky, office of Cushman & Wakefield -- has become such an invaluable asset to his clients and to his firm.

"No two deals are the same, so it is always interesting to constantly be presented with new challenges," Scherer said. "In this day and age, you are often meeting, or least working with, people from all over the world each with a different set of needs. I find that to be very fulfilling."

During his career, Scherer has completed major transactions for clients such as Chewy.com, Homecare Homebase, Solid Light, Girl Scouts of America and the Louisville Metro Development Authority. While doing this, he has developed long-term relationships within the community. These relationships have resulted in plenty of repeat business.

His peers have recognized his skill. It's why Scherer has been a multi-year recipient of the CoStar Power Broker award for office leasing. It's also why he was named Office Broker of the Year by KCREA in 2015.

"I have been very fortunate to work with some great mentors, especially my father, who founded our company in 1973," Scherer said. "I have also been lucky to have been surrounded by a great support staff over the years. I think one of the most important steps is to keep your head up and keep plugging away. You'll hear the word 'no' a lot in this business and you can't let that discourage you."

When not working, Scherer prefers playing golf with his sons and boating and skiing with his family.

ALEX SAMOYLOVICH

Co-Founder and Managing Partner

CEDARst Companies | Chicago, Illinois

Over his career, Alex Samoylovich has cemented a well-earned reputation as a tenacious dealmaker capable of closing the most complex and demanding real estate transactions. As the founder and managing partner of CEDARst Companies, he has sourced, invested in and managed hundreds of transactions and has been instrumental in the acquisition and disposition of real estate with a value of over \$1 billion, just in the last 10 years.



Under Samoylovich's leadership, the company has carved out a niche strategy for the adaptive reuse of underperforming assets through bankruptcies, foreclosure, note purchases and other distressed situations in the Chicago area. Their coverage spans product types from multifamily, office, mixed-use and hospitality.

"I think our success has been a team effort and we have assembled and worked really well together," Samoylovich said. "Our team has been together for a very long time and have a very diversified set of skills across all our departments. We have built a strong business because we invested in our people and have empowered leadership."

Leading the development for 8,000 apartment units over 18-year career, Samoylovich learned quite a bit about the demands of renters and brought his knowledge to launch Livly, an operating system and smart-phone app that streamlines the property owner and tenant experience. Livly focuses on unlocking new revenue streams for property owners and managers by monetizing physical and digital transactions within the property ecosystem, while

renters receive a unified, one-stop and seamless digital rental experience.

Prior to entering real estate, Samoylovich was an accomplished equity and options trader. During this time, he developed a keen understanding of market psychology and timing which he forayed into a successful "short" strategy in residential real estate just prior to the recession. Samoylovich attended DePaul University and is currently a member of the Young Presidents' Organization (YPO) and the Economic Club of Chicago (ECC).

JOHN SCHORGL

Managing Director

Berkadia | Kansas City, Missouri



There's a reason why John Schorgl is considered one of the leaders of Kansas City's commercial financing industry: He closes transactions, lots of them.

Since January of 2018, Schorgl, managing director with the Kansas City office of Berkadia, has closed more than \$334 million. That's a significant sum.

What's behind this success? Schorgl is devoted to his clients. He works long hours for them. He listens to them. And he then connects them with the best possible financing deal. This approach has helped Schorgl build a deep roster of repeat clients. These clients come back to this industry veteran because they trust him.

"I enjoy helping borrowers find solutions to meet their financing needs," Schorgl said. "Each deal takes on a personality with different objectives. It is a mortgage banker's job to listen carefully to what the borrower's hot buttons are and to find the program that best meet their demands. As time goes by, borrowers become friends and I truly enjoy my client relationships."

During his career of more than 20 years, Schorgl has specialized in providing permanent debt financing on all types of income-producing properties, including multifamily, retail, office, industrial, hospitality, self-storage, owner-user and new construction. He is regarded as an expert in placing loans with life insurance companies, conduit lenders, banks and each of the agency lenders.

Schorgl isn't afraid of the difficult transactions, either. He has years of experience structuring difficult deals involving project-based Section 8 HAP contracts, tax-exempt bonds, historic tax credits, low-income housing tax credits, CID and TIF projects.

Because of his long career and his record of success, Schorgl's peers often seek out his advice. He has served on numerous industry panels and has written columns for Integra, CCIM, Midwest Real Estate News and the Kansas City Star.

In his free time, Schorgl is active with his church and charities. He also plays tennis and golf and enjoys spending time with his family and friends.

"I sincerely care about every client and every deal. There is just so much riding on my performance and failure is not an option," Schorgl said. "Dependability and responsiveness are big keys to success – small problems can become big problems if not dealt with immediately."

ROBERT SIX

Principal/COO

Zeller Realty Group | Chicago, Illinois



Bob Six joined Zeller Realty Group in 2001. As Principal and Chief Operating Officer, he oversees management and administration for all ZRG entities and properties. Over the past 18 years, Bob has helped spearhead acquisitions, dispositions and redevelopments that have stimulated rapid expansion of the firm's platform in various geographical markets.

During his tenure, Six has helped ZRG acquire and reposition premier Class A office buildings such as The Wrigley Building, 401 North Michigan Avenue, 500 North Michigan Avenue, and 311 South Wacker in Chicago; Fifth Street Towers and LaSalle Plaza in Minneapolis; Meridian Mark and Capital Center in Indianapolis; 100 Peachtree and Resurgens Plaza in Atlanta; LoDo Towers in Denver and Umpqua Bank in Portland.

Six has championed efforts that have led to advancements in innovation, sustainability and technology throughout the ZRG platform. He was a key member of the project team that oversaw the redevelopment of 401 North Michigan Avenue's plaza and Riverwalk, integrating the state-of-the-art Apple Global Flagship Store into the building.

"I am a serial networker," Six said. "Also, I always take the time to help the new commercial real estate professionals just starting out to understand the opportunities and challenges that exist in this amazing business. It is important for me to give back because I have been so blessed by being part of such a vibrant and diverse industry that has been so instrumental in my personal and professional success. Simply put, I feel obligated to 'pay it forward.'"

A past President of BOMA/Chicago, Six has sat on or chaired multiple committees and has also been elected to BOMA International's Executive Committee. He has lectured on commercial real estate for the Illinois CPA Society and at Roosevelt and Northwestern Universities. He serves on the Commercial Real Estate Organization's Advisory Board, the Board of Directors of the Greater North Michigan Avenue Association and is the past president of COLBA (2004), CREO (1990-91) and the Real Estate Consortium (1991).

GREG SMITH

Chairman

Husch Blackwell | St. Louis, Missouri

As a recognized and trusted dealmaker, Greg Smith, Chairman of Husch Blackwell in St. Louis, has played a critical role in some of the biggest property transactions in the Midwest. His legal insight and multifaceted understanding of real estate markets were indispensable in these large-scale developments.

As talented as Weidner and Snow are, they also recognize the importance of understanding themselves with top talent. The pair relies on a full team that includes transaction managers, project managers and more, all reporting to Weidner and Snow.

With an average of nearly 200 deals a year, Snow and Weidner are involved in a majority of the largest transactions in the Cincinnati market. The team is also active in international, billion-dollar-level deals. The tandem of Snow and Weidner ranks as Cushman & Wakefield's top producer in Cincinnati. During the last three years, this team has been involved in the brokerage of more than \$2 billion worth of transactions.

Snow has been involved in more than 600 office transactions in the last 12 years. And in 2015, he was awarded NAIOP's Developing Leader of the Year award. Weidner is consistently recognized as a top-10 producer in the region and a top-three producer in the Greater Cincinnati market.

MICHAEL SULLIVAN

Senior Director

Berkadia | Kansas City, Missouri



With nearly \$5 billion in sales and more than 60,000 units sold, Michael Sullivan and his team at the Kansas City office of Berkadia have fortified their positions as leaders in the local commercial real estate market.

During his still relatively young career of 15 years, Sullivan has been named the #1 Heavy Hitter of Commercial Real Estate the last two years by the Kansas City Business Journal. In addition, he has held a consistent place on CoStar's Power Broker's list and has earned multiple national sales awards from both Berkadia and Marcus & Millichap.

"I love the day-to-day diversity of the business," Sullivan said. "Commercial Real Estate is comprised of so many different types of people that no day is the same. I love the constant pressure of determining and executing strategies to help my clients accomplish their goals."

Because of his record of success, Sullivan is in demand as a speaker on industry panels. He also contributes frequently to industry publications as a market expert.

Sullivan began his career by opening the Kansas City office of Marcus & Millichap. He led this office for nearly 11 years, until he and his team transitioned to the Mid Markets Group at Berkadia in 2015.

Sullivan attributes his success to a trustworthy formula: He and his team focus solely on the needs of their clients. At the same time, Sullivan continues to grow his team, surrounding himself with top talent.

"We pride ourselves in putting our clients first," Sullivan said. "We too often see brokers putting their own needs and desires above those of the clients they are representing. While some of our decisions ultimately make our business more difficult, we firmly believe that will come back to benefit us in the future. Secondly, no one individual can run the super-regional business that we have built alone. I am lucky to have a team of partners who share similar goals and come to work every day with the objective of continuing to expand our business."

When not working, Sullivan spends as much as he can with his three children and his wife. The Sullivans are a sports family, with coaching and attending games taking up much of their time. Sullivan and his wife also enjoy traveling.

MIKE SWEENEY

Senior Vice President, Commercial Division

Curry Real Estate Services | Gladstone, Missouri



Mike Sweeney's career at Curry Real Estate Services began in 2001 and he was promoted to senior vice president, commercial division in 2014. For nearly 20 years, he has been a leader at the firm in commercial sales, leasing and consulting.

If there's one thing Sweeney has learned over his 35 years of experience in commercial real estate, it's to provide all clients the same exceptionally high level of service no matter the need or budget. In other client matters, he brings his experience, relationships, resources and creativity to address issues that help them achieve their investing goals.

Each year, Sweeney leads the team in achieving an outstanding sales record in a highly competitive market, working with clients acquiring property to add to an investment portfolio and those selling property to liquidate an asset. He is expert in leasing, positioning properties to attract businesses appropriate for each property. In property management, Sweeney has the attention to detail to oversee daily operations and the long-term vision to position assets to realize their investment potential.

In addition to those day-to-day responsibilities, Sweeney oversees major development or redevelopment projects such as the multi-million-dollar facelift of the 162,000-square-foot Summit Center shopping center in Lee's Summit, Missouri.

Sweeney applies the same work ethic he has in his career to his work in the community. He is the first on the scene and the last to leave in all of Curry Real Estate Service's many hands-on, sweat-inducing community involvement projects. Closer to his home, Sweeney launched and for many years has led the landscaping crew for his church, St. Ann's Catholic Church.

Baseball is also close to his heart. Though the Kansas City Royals have had recent success, Sweeney showed his loyalty and passion for his hometown team even during beleaguered years in his service as a Royals Lancer for decades—ultimately being presented his own World Series ring.

JOHN UNDERMAN

Senior Vice President|Principal

Colliers International | Columbus, Ohio

John Underman, senior vice president and principal with the Columbus office of Colliers International, has closed several big deals during his 15-year career. And these deals have cemented this professional's place as one of the stars of Columbus' commercial real estate market.

As an example, Underman recently closed a 200,000-square-foot lease deal for Aetna, an 85,000-square-foot lease for CoverMyMeds and a 60,000-square-foot lease for Bank of America.

Underman has also earned the business of several big-name clients during his career. This includes Time Equities, Nationwide Life Insurance Company, Vantrust Real Estate, Allstate Insurance Company and Accenture.



Underman's peers say that he relies on excellent negotiating skills and an analytical approach to successfully complete deals. His market knowledge, relentless effort and strong communication skills help, too.

"The selling of CRE is interesting, because first we sell ourselves, our knowledge and skill and then have to do the work," Underman said. "You can't just be technically sound. You have to be a relationship builder and client advocate while still understanding the ins and outs of the industry. This makes it challenging to find people capable of doing both."

Relationships are a key for Underman. He works hard to provide the best possible service to his clients. This results in a steady stream of repeat clients, many of whom Underman has developed long-term relationships with.

"I certainly think it's all about relationships," Underman said. "Being someone whom clients and other brokers look forward to working through a deal with has been important to me."

When not closing deals for his clients, Underman enjoys spending time with his friends and family members and playing golf. He's also a busy supporter of his community. Underman is a board member and founder of the Five Strong Foundation, a non-profit organization created to serve individuals with developmental disabilities through athletics; is a board member of the Keep Moving Foundation; volunteers with Goodwill Columbus; and is a volunteer with the Franklin County Humane Society.

CHAD VANDE ZANDE

Principal -- Industrial Services

Cushman & Wakfield | Boerke | Milwaukee, Wisconsin



During his career of more than 27 years, Chad Vande Zande has emerged as one of the leading industrial specialists in his Milwaukee market. This pro with Cushman & Wakefield|Boerke has had a unique opportunity, too: He is not only a top-producing broker but also a senior vice president of acquisitions for a large industrial REIT. This has led to more than \$1.5 billion in closed transactions.

Vande Zande also spent time at CenterPoint Properties. During these nine years, he acquired more than \$750 million of industrial properties in Southeast Wisconsin, Los Angeles, Northern California, Seattle and Houston.

It's little surprise, then, that Vande Zande has worked with several big names in the industrial space. His clients include WISPARK, CenterPoint Properties, WPT Capital Advisors, HSA Commercial Real Estate, Zilber Property Group and Ryan Companies.

"The Industrial real estate market is ever changing," Vande Zande said. "New challenges, issues and complexities arise daily as the market continues to evolve. I also greatly appreciate the opportunity to work with diverse, knowledgeable and smart clients and real estate professionals. They make each day enjoyable and challenge me to improve as a person."

Before entering real estate, Vande Zande was a four-year letter winner for the football team at the University of Wisconsin -- Madison. He was also a member of the 1992 and 2000 Americas Cup sailing teams.

Vande Zande says that the lessons he learned while participating in these activities have helped him as he builds his career.

"Through sports, I've developed a high level of discipline, work ethic and the ability to function under stress," Vande Zande said. "I've also been extremely lucky to have awesome mentors and great friends in the business to help guide my development."

Vande Zande points, too, to the dedicated industrial team he has built. These team members have played an indispensable role in Vande Zande's thriving career, he says.

"The most important step I've taken is the development of a dedicated industrial team," Vande Zande said. "This enables me to continue to uncover new challenging opportunities while having a great team around me to help execute and deliver on commitments."

When he's not at work, Vande Zande enjoys spending time outside, whether it's the warm days of summer or the chill of winter. He bikes year round, whether it's commuting to work or fat-tire biking in the dead of winter.

PATRICK WATHEN

President

Equity, LLC | Hilliard, Ohio



Technically, Patrick Wathen has been in commercial real estate since high school when he worked as a laborer on a construction site. Now president of Equity, LLC in Hilliard, Ohio, he has come a long way, providing leadership in a variety of roles.

Through his efforts, Equity has achieved an outsized market share in location-based healthcare services, as evidenced by a period of years where Equity was involved in nearly 10 percent of all new urgent care centers that have opened nationally, and currently with a similar market share in autism therapy services and ophthalmology.

As manager and founding partner in Equity Velocity Funds (EVF), Wathen has overseen the fund raise and capital deployment for two funds that in aggregate acquired \$150 million in assets across five states. With a first fund nearly realized and tracking towards a 15 percent net IRR to investors, the young fund company is achieving objectives, as the third fund is currently being raised to deploy into healthcare real estate.

"We engage with our clients at a strategic stakeholder level which is very satisfying relative to purely transactional work," Wathen said. "On the EVF side I greatly enjoy, but also feel the burden of the trust that our investors place in us, when you are dealing with individuals and not institutions every investment represents a person and a relationship."

Since achieving brokerage success at an early age, Wathen has been passionate about mentorship. As part of this he helped pilot Equity's "Advanced Brokerage Candidate" (ABC) program and is always active in recruiting and mentoring interns in the brokerage. Having an ABC that he mentored win "rookie of the year" at the Columbus Board of Realtors Commercial banquet is the career achievement Wathen is most proud of.

Outside of work, three children keep him and his wife busy and they are active in supporting multiple charitable organizations that make a positive impact in the lives of disadvantaged children, including Central Ohio Youth for Christ, where Wathen serves on the leadership cabinet.

MATT WAGGONER

Managing Director, Tenant Representation Lead

JLL | Indianapolis, Indiana



Matt Waggoner has long been one of the top commercial real estate stars in the Indianapolis market. Today, he leads the top tenant representation team in this market for JLL. Previously, he worked for Summit Realty Group as vice president of the office advisory services team. In this role, he advised clients on deals totaling more than 1 million square feet in Indianapolis during a four-year period.

But that's not Waggoner's only contribution to Indiana. In 2016, he founded Spaces Indiana, a hub for workspace innovation. The goal of Spaces is a big one: to connect companies with the resources they need to create the best possible workspaces. The hub today features more than 150 companies throughout Indiana. Spaces Indiana also holds an annual awards event for innovative companies.

Waggoner's interest in workplace innovation isn't surprising. During his career, this industry vet has advised many of the top technology companies in Indiana. He also serves a variety of multi-market clients by acting as their "in-house" real estate department. In this role, he handles all facets of their real estate needs.

"I am passionate about helping organizations improve their employees' lives through the built environment," Waggoner said. "People spend more waking hours in the workplace than anywhere else. Out are the days of office space as a commodity and in are the ways of using the office environment to be a competitive differentiator to recruit and retain the best talent, maximize productivity and show an organization's culture in built form. We love helping companies unlock all the potential an office space provides."

To thrive in this business Waggoner follows a simple, but effective, philosophy: He constantly seeks ways to out-serve and out-help others. Waggoner also relies on an innovative, disruptive mindset. He pointed to the founding of Spaces as an example.

"So many people said it would be a waste of time or couldn't be done," Waggoner said. "I refuse to fall into the line of 'the way things have always been.'"

When not working, Waggoner prefers to spend time with his wife and three young children. The family is highly engaged in their church community. They also live an active lifestyle and enjoy working out.

"More than anything else, you might hear those who know me best describe me as a 'food and coffee snob who never wastes a meal,'" Waggoner said. "There could be worse things!"

BRUCE WESTLING

Managing Director

Newmark Knight Frank | Milwaukee, Wisconsin



Bruce Westling has been a leader in the Milwaukee retail market for more than three decades. This industry veteran, managing director with the Milwaukee office of Newmark Knight Frank, has closed transactions with a combined value of \$330 million since 2004.

These aren't any deals, either. Many of them have had a significant impact on municipal skylines across the state of Wisconsin. This includes the work Westling has turned in on The Corners of Brookfield and the redevelopment of Bayshore Mall. Westling has also closed several acquisitions of existing shopping centers across the nation.

Westling also has experience with urban infill and redevelopment projects and with placing tenants in up-and-coming locations. As an example, Westling recently led the re-tenanting of the retail spaces at 241 N. Broadway and at 2021 E. North Ave. He recently led the high-profile re-tenanting of the retail spaces at Milwaukee's historic Pfister Hotel, too.

"I attribute my success directly to the work ethic that was instilled in me when I was younger," Westling said. "In addition, truly prioritizing your client's needs in front of your own is essential and has contributed to my success. Finally, challenges will always arise, so persistence has been paramount to my success."

Thanks to his successful record, Westling has earned several industry honors. This includes the Community Impact Award from the Commercial Association of REALTORS' Wisconsin chapter; the Retail Deal of the Year award from the same association, an award he's won three times; the Political Leader of the Year award, also from the REALTORS association; the Fitzgerald Award from NAI Global; and the Best-in-Class Award in Retail from NAI Global.

"The most challenging part of the commercial real estate business is that any number of forces outside of your control can impact a transaction, such as legal issues, title obstacles or new information exposed in a due diligence process," Westling said. "Understanding these and other significant challenges is vital to my work and treating issues as an opportunity for creative problem-solving instead of an obstacle."

Outside of the business, Westling takes advantage of every opportunity he has to spend time with his children and grandchildren. SCOTT WILKIE

Managing Director

Berkadia | Dublin, Ohio



Scott Wilkie has closed several big commercial loans across the Midwest and the country. These big deals, though, are just one reason why Wilkie, managing director with the Dublin, Ohio, office of Berkadia, ranks as one of the leaders in the Midwest commercial finance business. The main reason? Clients trust this industry professional. Wilkie listens to his clients. He serves as a true advisor to them. And he works tirelessly to match them with the right financing for their deals.

This breeds loyalty. It's why so many of Wilkie's clients become repeat clients. They know that Wilkie is always focused on their best interests.

In his current role, Wilkie is responsible for originating commercial loan opportunities regionally and throughout the United States in all property types. Given his background, Wilkie also provides life company financing expertise to the Berkadia network and is responsible for growing Berkadia's mortgage banking and investment sales production in Ohio.

Before joining Berkadia, Wilkie was a senior investment professional at Nationwide Insurance for 18 years. Here, he was responsible for originating commercial mortgage loans for Nationwide's general account portfolio and for its third-party partners. Wilkie managed both the internal teams and external partners responsible for the originations and portfolio management of commercial mortgage loans. He was directly responsible for the origination of more than \$3.7 billion of loans for Nationwide.

Recently, Wilkie closed another big deal. He secured \$120 million in financing for Legends Outlets, an outlet mall in Kansas City, Kansas. ALBERT JOHN WILL, JR.

President

Gershman Investment Corp. | St. Louis, Missouri

Albert John Will, Jr. passed away in September of last year at the age of 86 after an impressive 56-year career with Gershman Mortgage in the St. Louis market.

Will was a veteran of the Korean War, serving in the U.S. Army from 1953 to 1955. After his stint in the military, Will began his career in the banking industry, a career that eventually spanned more than 60 years.



Will's tenure as Gershan Mortgage began in 1962 and lasted 56 years until his retirement in 2018. At least the last 20 years of Will's tenure was spent formally leading the company as president, though he served in critical roles for many years before that.

Will was of tremendous value to Solon Gershman, who founded the company just a few years before Will came to work for him. Will's integrity, his extraordinary business acumen and his winning way with people earned him Solon's and the Gershan family's complete and unwavering trust.

During his time with Gershan, Will's responsibilities encompassed all facets of the mortgage operation, including single-family and commercial lending. Spending 56 years in one job is rare and speaks to Will's loyalty. His peers say this industry veteran led with strategic thinking, vibrant energy and incredible vision.

At the same time, Will was a friend and mentor to many current and former employees. Known for his work ethic, integrity, creativity and passion for Gershan Mortgage, Will truly enjoyed his career, and took great pride in guiding and seeing others succeed. He was an inspiration to countless mortgage professionals in St. Louis and was a legend in the banking world.

Will initiated Gershan's Multifamily & Healthcare lending platform in the 1960s and over that time helped grow it to one of the nation's top FHA lenders. Gershan Investment Corp. now services more than \$2 billion in FHA multifamily loans. Will also facilitated the growth of the single-family loan division from a few dozen people to one of the largest mortgage companies in the Midwest with more than 200 employees licensed in 11 states with offices in seven. The growth can be attributed to Will's management and day-today running of the company.

Outside of work, Will loved golf and spending time at Old Warson Country Club where he was a member for 36 years. He frequently organized golf trips in the United States and Europe. He also enjoyed hosting parties at his home and dining out with friends and family.

DAVID WILSON

Vice President of Real Estate Development

Ryan Companies | Davenport, Iowa



David Wilson's 20 years of experience in the commercial real estate industry stretch over a proven track record of success in leading multi-million-dollar real estate projects nationwide. He currently serves as vice president of real estate development for Ryan Companies' Midwest Region. During his career, Wilson has closed more than \$600 million in transactions for development projects in 15 states. A committed leader with high integrity, he forges powerful, strategic relationships and excels in connecting the right people with the right deals, and the right deals with the right people. With a vast network both nationally and internationally, Wilson knows how to get things done and brings the right people so.

"By far, what I like best about the business is networking with other commercial real estate practitioners and doing deals," Wilson said. "I am a deal junky—I love figuring out ways to make a deal happen and see it through until completion. Being a developer gives me the opportunity to create something from nothing and see the results come to fruition. That excites me each and every day."

In 2018, Wilson served as president of the CCIM Institute traveling to seven countries and 29 states to help promote the CCIM Designation. In 2018, the CCIM Foundation honored him with the David P. Wilson, CCIM-Named Endowed Scholarship which allows individuals to apply for the annual scholarship in order to complete their designation, and/or take CCIM leadership courses.

Wilson currently serves as a Grow Cedar Valley Ambassador; Grow Cedar Valley Chamber Council Member; Regional Opportunities Council Member for the Quad Cities Chamber of Commerce; an advisor to a commercial real estate technology start-up company called Stratafolio and is an elder at Bethany Bible Chapel in Cedar Falls.

"There is not one person that is better than another," said Wilson. "I think that practicing servant leadership on a daily basis has helped me succeed in this business."

JOSHUA WINTERMUTE

Senior Director

Institutional Property Advisors (IPA), a division of Marcus & Millichap | Independence, Ohio



Josh Wintermute is a senior director of Institutional Property Advisors (IPA), a division of Marcus & Millichap. Along with his business partners, Wintermute oversees IPA's Midwest multifamily operations. His leadership and specialization within the Midwest apartment market enable him to create substantial value for major private and institutional investors. Wintermute joined the firm in 2007 and has been instrumental in the growth and expansion of the team. During his career, he has sold more than 61,000 units across 14 states totaling \$3.3 billion. This includes single assets as well as larger, multi-state portfolios. In 2019 alone, Wintermute and his team sold more than 11,000 units valued at nearly \$1 billion.

His diversified client base comprises a wide variety of investors from private individuals to publicly traded companies, both domestic and abroad, and includes some of the largest multifamily owners in the country.

Among the deals he has helped to close was the \$40 million sale of Statler Arms, a 295-unit apartment building in downtown Cleveland. Built in 1912 as the 700-room Statler Hotel, the historic building in Cleveland's Theater District was enlarged in the 1930s, became an office building in the 1980s and was converted to apartments in 2000.

Among the honors and awards that Wintermute has received are Marcus & Millichap's prestigious Chairman's Club award in 2019; the National Achievement Award in 2019, 2018, 2017, 2015, 2014 and the Sales Recognition Award, which he has earned every year since 2012.

Wintermute holds a Bachelor of Science degree in business administration, with a focus on real estate and urban analysis from The Ohio State University. DOUG WILSON

Managing Director



SVN Wilson Commercial Group | Columbus, Ohio Doug Wilson is managing director of SVN Wilson Commercial Group, LLC in Columbus, and a 30-year veteran in commercial real estate. His experience includes investment sales, leasing and property management.

Wilson is a three-time Partner Circle Award Winner—the highest award SVN gives to its agents. Additional awards include SVN Team Player, SVN Innovator of the year and Top Ten Commercial Producer, Central Ohio.

Prior to joining SVN, Wilson served as vice president of brokerage services at Horizons Real Estate Group where he was instrumental in the expansion of the company's private and institutional client base. Previously, he worked as the Ohio Regional Manager for Marcus & Millichap where he was involved in the ramp-up and supervision of the Columbus and Cincinnati offices, comprising 17 agents and approximately \$100 million of privately owned client brokerage listing portfolios. Before that, Wilson was a senior marketing manager for CBRE, specializing in the sale and leasing of commercial properties owned by institutional clients

Wilson is a member of Columbus Board of Realtors, Industrial Association of Realtors, Ohio Association of Realtors, National Association of Realtors. He received a BA in economics from the Ohio State University and an MBA from The Thunderbird Graduate School of Global Management.

DAMIEN YODER

First Vice President of Investments



Marcus & Millichap | Indianapolis, Indiana Numbers matter in commercial real estate, and Marcus & Millichap's Damien Yoder boasts some impressive ones. Although Yoder doesn't have as many years of experience as most of our Hall of Fame members -- he's worked in this field for just 10 years -- he has listed and sold more than \$500 million of real estate during his career.

That's not all. Yoder has also underwritten more than \$2 billion of assets.

That's a strong combination. And it's helped Yoder develop a reputation as one of the young leaders in commercial real estate. During his career, his peers have honored him with several sales recognition awards. He's also earned several CoStar Power Broker honors during the last decade.

And while Yoder has certainly been busy building his career, he's found time to give back to his industry, too. He's an active member of the International Council of Shopping Centers, the Urban Land Institute's Young Leader's Group and the American Real Estate and Urban Economics Association.

What's behind Yoder's success? He's certainly skilled, and he knows how to put together the best deals for his clients. He works hard, not afraid to put in the long hours, and he knows his market. But Yoder also boasts previous experience in accounting and finance. This allows him to provide his clients with a high level of financial analysis and strategic real estate advisory services.

Yoder also brings more than seven years of property management experience to his current position. This experience, too, helps Yoder provide his clients with the type of service that leads to repeat business. This repeat business, in fact, has been one of the keys to Yoder's quick rise in the commercial real estate industry.

KATHERYNE ZELENOCK

Member and Real Estate Finance Practice Group Chair

Dickinson Wright PLLC | Troy, Michigan



The career of Katheryne Zelenock, member and real estate finance practice group chair at Dickinson Wright, is built upon her leadership within the real estate finance realm and her dedication to serving the real estate community.

In her practice, Zelenock represents national and regional lenders mortgage bankers and loan servicers, with emphasis on capital markets conduit and bank financing. She leads a national team that has acted as closing or supervising counsel for several billion dollars in commercial mortgage loans across the country. Zelenock also counsels clients in matters related to troubled properties and owners, and the modification restructuring and workout of financing arrangements, including related litigation and due diligence.

Over the course of her career, Zelenock developed and uses a proprietary transaction management and document automated software (StreamLoaner and Lexicon) and a regulatory compliance database for lenders and lawyers (QLC Knowledgebase) to streamline and improve efficiency of loan closing transactions on behalf of her clients. At one point in her career, she founded and served as CEO of the company that developed this software,

temporarily leaving the practice of law to raise venture capital for the company.

She is recognized for her work in real estate by Chambers USA, The Legal 500, Best Lawyers in America, and Michigan Super Lawyers. She is a prolific speaker and writer, having presented on numerous topics to the American College of Mortgage Attorneys, the Mortgage Bankers Association, State Bar of Michigan Real Property Law Section and the Institute of Continuing Legal Education.

In the community, Zelenock is a Board Member of Eversight, a non-profit that works to restore sight and prevent blindness through the healing power of donation, transplantation and research. She is an Advisory Board Member and volunteer at the Detroit Urban Debate League and she volunteers with the Detroit Catholic Youth Organization. She is a past member of the University of Notre Dame Law School Advisory Council and a past Board Member and Officer of the Notre Dame Club of Detroit.

Abernethy, Scott 2015 Abraham, Amanda 2013 Accurso, Joseph 2017 Ackerman, Chuck 2018 Ahern, Patrick 2017 Altemuehle, Doug 2016 Amick, Kevin 2010 Arnold Kovitz, Kathryn 2017 Arpe, William 2014 Ashton, Richard 2018 Assoian, Bob 2016 Aston, Ken 2018 Atkins, Jerry 2014 Augustin, Drew 2015 Baier, Rick 2014 Bailey, Forrest 2017 Baker, Ivan 2018 Barbe, Jana Cohen 2013 Barnett, Jenna 2018 Barnett, Seth 2018 Barron, Michael 2012 Barry III, James 2012 Barry Jr., James 2010 Baskin, Kyle 2018 Bayt, Phillip 2016 Bazoian, Scott 2013 Beggs, Brian 2016 Behman, Sarah 2011 Bell, Eric 2011 Bender, Jeffrey 2013 Benedetto, Peter 2017 Bennett, Barbara 2013 Bercu, David 2013 Berger, Richard 2016 Bergman, Laurence 2013 Bernard, Dennis 2010 Berriz, Albert 2010 Birge, J. Taggart 2018 Bittenbender, Marilyn 2014 Blankstein, Randy 2017 Blechschmidt, Chris 2017 Block, Bruce 2018 Block, David 2014 Block, Kenneth 2010 Block, Michael 2013 Block, Stephen 2011 Blum, Marc 2018 Blumberg, Sue 2013 Blumenthal, Amy 2017 Boerke, David 2013 Boll, John 2017 Bonifas, William 2017 Book, Randall 2017 Bowling, Bill 2012 Boyd, John 2015 Bramson, Jeffrey 2014 Branding, David 2017 Branscome, Susan 2010 Brehmer, Robert 2010 Brennan, Michael 2017 Bridges, Larry 2015 Broderick, Adam 2015 Brown, Dan 2017 Browning, David 2010 Browning, Michael 2013 Brucato, James 2018 Bubniak, Bill 2017 Buckley, Owen 2014 Bullock, Heath 2015 Burkhart, Mark 2010 Burkons, Daniel 2012 Burstein, Richard 2015 Buss, Steven 2017 Butcher, Doug 2014 Byers, Scott 2013 Caffey, Steven 2016 Caldeira, Len 2011 Callaghan, Colin 2017 Capitani, Mason 2015 Capitani, Jason 2016 Capitani, Mason 2013 Casaccio, Anthony 2017 Case, Karen 2012 Cash, John 2015 Castle, Ronald 2016 Cates, Andy 2012 Cathlina, Laura 2017 Chaben, Steve 2012 Chaconas, James 2015 Chaney, Jeffery 2015 Charmoli, Phil 2014 Chenore, Rodger 2013 Chodos, Bob 2011 Choukourian, Paul 2018 Christenson, Andrea 2015 Cibula, George 2012 Cisler, Brett 2017 Clark, Jim 2016 Clark, Robert 2010 Clements, Earl 2013 Click, Robert 2011 Clifton, Kevin 2017 Cockerham, Chris 2016 Cole, Elmer 2013 Collins, Craig 2013 Collins, Rick 2013 Connor, James 2012 Converse, Chandler 2012 Cook, Mike 2014 Cooler, Thomas 2010 Cooper, Gary 2015 Cooper, Dan 2015 Copaken, Jon 2018 Copaken, Keith 2015 Cope, James 2014 Copley, Melissa 2015 Corson, Debbie 2017 Cory, Rob 2012 Cosenza, Joseph 2015 Coulter, Gregory 2018 Coury, Jack 2015 Couston, Elise 2010 Coyne, Terry 2012 Cressy, Donald 2010 Cullinan Oberwelman, Diane 2018 Cristal, Jeffrey 2015 Curran, Chris 2016 Daitch, Andrew 2017 Damiani, Jim 2018 Daniels, John 2012 Davidson, Andy 2013 Davidson, Lisa 2014 Davis, Paul 2015 Davis, Hank 2015 Davis, John 2010 Dawda, Edward 2012 Delguyd, Anthony 2018 Del Rosso, Patricia 2011 Demaree, John 2015 Dempsey, Patrick 2017 Denenberg, Gary 2012 DenHartog, Thad 2015 Dent, Mark 2011 Denton, David 2018 DePasquale, Ralph 2017 Derrough, Lee 2012 DeSantis, Dennis 2011 Dickey, Dan 2010 Dickman, Samuel 2012 Dieter, Jim 2011 Dillon, Kevin 2018 Dingman, Gina 2016 Dixon, Collete English 2010 Dokovic, Dan 2017 Doyle, Dennis 2010 Doyle, Jim 2012 Drake, Harry 2012 Drake, Lynn 2014 Dreher, Jeff 2017 Dumes, Joel 2015 Dunsmoor, Daniel 2018 DuPraw, Rick 2015 Durning, David 2011 Dusek, Jonathan 2010 Duvall, Greg 2012 Dye, Scott 2013 Eaton, Barbara 2015 Eaton, Jeff 2016 Effler, DJ 2016 Ehrenberg, Maureen 2013 Ehret, Bill 2011 Eisenshtadt, Steve 2017 Elbaum, Larry 2011 Elder, Ed 2013 Ellison, Steve- O'brien, John 2016 Elsas, Gene 2014 Fagan, Robert 2018 Falk, Stanton 2015 Farbman, Andy 2013 Farrell Steve 2015 Fifield, Steve & Randy 2012 Fink, Jamie 2018 Finn, Michael 2016 Finsel, Chad 2018 Fisher, Paul 2010 Fleming, Andrew 2017 Fleming, Dick 2016 Fleming, ED 2017 Flynn, Michael 2014 Fox, Christopher 2017 Frain, Ron 2014 Franke, Jerry 2012 Frantze, David 2011 French, William 2012 Friedman, David 2015 Friedman, David 2010 Friedman, Jay 2018 Fuller, Craig 2018 Gallagher, Kevin 2015 Gamble, Kyle 2010 Gardner, Jay 2014 Garrett, James 2011 Gartner, John 2013 Gayman, Tom 2013 George, Kevin 2011 Gerard, Mike 2013 Gerbie, Ralph 2014 Gialamas, George 2010 Ginkel, Brian 2018 Glaze, Larry 2014 Glimcher, Michael 2010 Glotzhober, Gary 2012 Godwin, John 2011 Golden, Sandy 2013 Golob, Diana 2015 Goodman, Jimmy 2018 Goodman, John 2011 Goodman, Randy 2017 Goodwin, Daniel 2010 Gordon, Steven 2010 Gordy, John 2014 Graves, J.D. 2018 Gray, Stephan 2015 Greazel, Ben 2018 Green, Michael 2018 Grove, Kevin 2012 Guenther, Glenn 2016 Guimbarda, Bob 2012 Gujral, Brenda 2012 Gustafson, Thomas 2017 Gutrman, Andrew 2015 Haggerty, Nancy Leary 2016

Hamway, Joseph 2016 Hudas, Gregg 2016 Hansoni, Breck 2011 Harer, David 2010 Harer, Wayne 2010 Harrington, Timothy 2016 Harris, Scott 2014 Hartlage, Matt 2018 Hartman, Kimberly Estes 2016 Hartmann, Michael 2011 Hatcher, Brett 2017 Hatfield, Daniel 2015 Hauptman, Jeff 2018 Hauber, Catherine 2014 Hausman, Larry 2017 Hawkins, Taylor 2017 Hawley, Jeffrey 2013 Hawley, Todd 2014 Heath, Donald 2014 Heinrichs, Jerry 2017 Helgesen, Donald(Deceased) 2014 Helmuth, Michael 2012 Hendrick, Suzanne 2018 Hendrickson, David 2017 Hengle, Laura 2017 Hennelly, Tim 2015 Henry, Jeff 2013 Hess, Robert 2013 Hiffman, Dennis 2010 Hinchman, David 2015 Hipp, Estel 2015 Hochberg, Andrew 2013 Hodess, Ronald 2018 Hoge, Paul 2012 Holland, Jay-Pritchard, Piers 2014 Holtz, Tom 2013 Holtzman, Jonathan 2018 Hopwood, david 2013 Horn, Bob 2017 Houston, Crystal 2016 Howland, John 2012 Hudas, Greg; Hamway, Joseph 2016 Hunter, Matt 2015 Hurd, Richard 2013 Hurtuk, Brian 2012 Inch, Donna 2011 Irgens, Mark 2010 Isaac, Al 2010 Isaac, Bruce 2017 Ives, Rodney 2014 Jackson, Doug 2015 Jameson, Andrew 2013 Jehle, Michael 2011 Jelepis, Alex 2017 Jellison, David 2013 Jensen, Andrew 2013 Jensen, Dan 2016 Jessup, Daniel 2015 Johnson, Nancy 2015 Johnson, Aaron 2014 Johnson, Bryan 2014 Johnson, Derrick 2018 Johnson, Janet 2012 Johnson, Tom 2012 Johnston, Jeffrey;Timmel, Steven, Prosser, Christopher 2014 Jones, Kevin 2013 Judeh, Jumana 2013 Kadish, Scott 2015 Kahn, Jeffrey 2011 Kahnweiler, David 2010 Kalil, Michael 2018 Kane, Jean 2011 Kapsalis, Traci 2013 Karbank, Steve 2011 Karmin, Tony 2013 Kasselman, Geoffrey 2016 Katai, Ernie 2011 Katz, Wendy 2018 Kauffman, Fritz 2018 Kavanau, Michael 2011 Keais, Garrett 2017 Kelly, Brendan 2017 Kelly, Patricia 2017 Kelpel, David 2016 Kendrick, Andrea 2018 Kennedy, Crystal 2017 Kecip, Peter 2011 Kerber, Paul 2011 Kerr Sr., Whitney 2012 Kerr, Jr., Whitney 2016 Khoury, Norm 2017 Kingston-Bahn, Rebekah 2017 Kinsinger, Douglas 2010 Kirschbraun, Tom 2014 Kiser, Lee 2018 Klamm, Mike 2013 Kling,Steve 2015 Knoff, Kurt 2014 Kratky, Jan 2012 Krombach, peter 2010 Krug, Jason 2018 Kuiper, John 2016 Kurtzon, Michael 2012 Labe, Monica 2017 Labes, Daniel 2018 Lampitt,Ed 2015 Langfeldt, Matt 2017 Larimer, Kevin 2017 Lasser,David 2015 Latessa, John 2018 Lawton, Matthew 2013 Learner, Joseph 2012 Leipsitz-Makino, Kathy 2017 Lenhoff, Randall 2013 Leopardo, James 2010 Leopardo, Michael 2017 Lester, Matthew 2014 Letherman, John 2016 Levey, Lewis 2011 Levin, Daniel 2017 Licausi, Paul 2010 Linder, Michael 2015 Lindley, Patrick 2011 Lines, Susan 2017 Lingertat, Jessica 2018 Lissner, Marilyn 2012 Lippincott, Edward 2018 Lockridge, Christy 2014 Long, Mark 2017 Lossner, Justin 2017 Lovett, Mary Forbes 2016 Lowe, Dan 2013 Lubbers, Mike 2013 Lund, Matthew 2015 Lund, John 2012 Lutz, Eric 2013 Lynch, Catherine 2018 MacDonald, Dave 2016 MacDougall, Irene 2015 Macke, Fred 2016 Maesel, Scott 2013 Magid, Trenton 2010 Magner, A.J. 2016 Mandel, Barry 2012 Mannion, Ellen 2015 Martens, Steven 2010 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Roseboro, Angela 2012 Rosen, Susan 2016 Roth, Steve 2011 Rowlett, Jeff 2015 Ruhl, Charles 2010 Ruhl, John 2016 Rupprecht, Daniel 2014 Ryan, Bob 2011 Ryan, Daniel 2016 Ryan, Nick 2018 Saewitz, Andrea 2017 Salazar, JD 2011 Sansone, Douglas 2014 Sansone, James 2012 Sansone, Sr. Anthony 2010 Sansone, Timothy 2013 Saunders, Caroline 2018 Saville, Brad 2014 Savoy, Jon 2011 Schaefer, Richard 2015 Schaffer, Timothy 2010 Schenck, Lynn 2010 Schenk, Greg 2015 Scherer, Phil 2016 Schmidt, Ted 2013 Schneider, Keith 2017 Schneider, Steve 2013 Schnuck, Mark 2010 Schnur, Steve 2016 Schueler, Mike 2016 Schuen, Richard 2010 Schuham, Richard 2012 Schulman,Albert 2015 Schultz, Vernon 2014 Schwartz, Robert 2013 Schwegman, Steve 2018 Seelig, Chris 2016 Seldin, Theodore 2010 Sellergren, David 2011 Sellet, Andrew 2016 Semarjian, Christoper 2018 Shaffer, Jack 2011 Shapiro, Donald 2016 Shaver, Tom 2013 Sheahan, Jr., John 2016 Sheahan, Peter 2018 Sheinkop, Michael 2012 Shepherd, Cheri 2015 Siedenburg, Doug 2014 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Van Dellen, Alan 2012 Van Dyke, Kurt 2014 Van Noord, Douglas 2017 Vannatta, Todd 2016 VanBuskirk, Michael 2018 Vannelli, Mark 2015 Vannelli, Deborah 2014 Vieregver, Brad 2018 Viggers, John 2011 Vodinelic, Robert 2018 Vogel, Mark 2018 Volk, Leslie 2016 Von dran, Jim 2015 Wagner, Leslie 2012 Walker, Leon 2018 Waites, Randel 2013 Walsh, Jackie 2017 Walsh, James 2014 Wardwell, Bill 2017 Warling, Neal 2016 Watson, Marilyn Wynne 2015 Weinberg, Reed 2015 Weiner, A.J. 2017 Welsh, Scott 2015 Wendorf, Dan 2015 Wessel, Luke 2017 West, William 2013 Wethington, Angela 2015 Wheeler, Collin 2017 Whipple, William 2014 White, Linda 2016 Whiteside, Matthew 2013 Whiteside, Matthew 2017 Wibbels, Bruce 2015 Wiedelman, Mark 2015 Wielansky, Lee 2014 Wiles, Scott 2015 Wilkerson, Kevin 2010 Wilkins, Chris 2014 Wilkinson, Daniel 2011 Williams, Hugh 2011 Wisinski, III, Stanley 2014 Wisinski-Rosely, Mary Anne 2015 Woessner-Collins, Ann Marie 2016 Wolfe Miller, Goldie 2018 Wolk, Richard 2012 Wolken, Michael 2012 Woloshan, Shane 2015 Wood, Alan 2015 Wright,Bill 2015 Witt, Mark 2011 Yakovac,Joel 2015 Yamada, Michael 2016 Yeakey, Chris 2017 Yearout,Keith 2015 Young, Josh 2018 Zacher, Alfred 2011 Zacher, Steven 2018 Zimmer, David 2010 Zimmer, Hugh 2013 Zoob, Barry 2016 Zurawski, Brian 2018 Zsigray, Steve 2011

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