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**W**elcome to the 2021 edition of Illinois Women in Commercial Real Estate. Each year we look forward to creating this special issue of Illinois Real Estate Journal, one devoted to highlighting the success stories of the women thriving in the Illinois commercial real estate industry.

But this year's issue is different. COVID-19, of course, is the reason. Last year was a difficult year for all of us. The pandemic upended the commercial real estate business. It's still devastating certain sectors of the industry.

But there is hope this year. Vaccines are rolling out. We're all optimistic that the second half of 2021 will be a great one, that live events will return and that we'll all be able to network in person again.

Last year, for all the hurdles it threw at us, also showcased the amazing talent of those women who have risen to the top of the CRE business. After all, if you could succeed in 2020, you should be able to thrive in any other year. We hope that the profiles of these top professionals will inspire you, too, to boost your own business in 2021.

I'd like to thank CREW Chicago, as always, for all the work they do in advancing the careers of women in real estate. Their continued outreach efforts, networking programs and scholarships have helped countless women reach their CRE goals.

Again, here's to a better 2021 and to even more success for the women in commercial real estate.

Sincerely,  
Susan Mickey

**PUBLISHER**  
Mark Menzies  
menzies@rejournal.com

**WIRE EDITOR**  
Susan Mickey  
smickey@rejournal.com

**MANAGING DIRECTOR**  
**NATIONAL EVENTS & MARKETING**  
Alyssa Gawlinski  
agawlinski@rejournal.com



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# CHICAGO | SUBURBAN OFFICE

Fourth Quarter 2020

## Light at the End of the COVID-19 Tunnel?

Ronna Larsen Senior Research Manager | Chicago

Leasing velocity will remain minimal at the beginning of 2021. However, once COVID-19 vaccines are distributed and companies begin to return to the office, the second half of 2021 should regain momentum.

The first half of 2021 is expected to have minimal leasing velocity, with many companies still evaluating what the future of their workspace will look like as they plan a return to the office following the broader distribution of COVID-19 vaccines. Optimistically, we are expecting increased transaction volume in the second half of the year as these companies look to implement their new real estate strategies. However, this will likely still result in increased vacancy, both on a direct and sublease basis, and negative absorption for calendar year 2021.

### Vacancy & Absorption

- » Office vacancy in the suburbs increased 200 basis points in the past year, rising to 24 percent at the end of 2020.
- » Class A vacancy also increased, rising to 25.2 percent, up 250 basis points from 2019.
- » There is currently 3.1 million square feet of sublease space available throughout the suburban office market with 1.5 million square feet currently vacant, an increase of 1.3 million square feet from year-end 2019.
- » Class A and B product both reported negative absorption at the end of 2020, reporting over 2 million square feet of negative net absorption.

### Transaction Activity

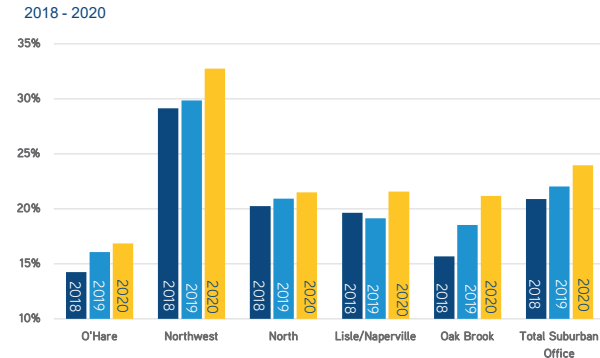
- » Currently we are tracking 10 - 15% of "normal" leasing activity in the market.
- » Leasing activity was down 1.5 million square feet from year-end 2019.

Market Indicators	Current	1-year	3-year	5-year
CHICAGO SUBURBAN OFFICE	Q4 2020	Q4 2019	Q4 2017	Q4 2015
VACANCY RATE	↑ 24.0%	22.0%	20.5%	18.0%
NET ABSORPTION (SF)	↓ (2,145,338)	(1,195,658)	329,243	807,640
RENTAL RATES (SF)	↑ \$21.96	\$21.90	\$20.89	\$20.24
INVENTORY (SF)	◆ 109,745,818	109,745,818	109,669,297	108,415,004
UNEMPLOYMENT RATES	Q4 2020	Q4 2019	Q4 2017	Q4 2015
CHICAGO	↑ 7.0%	3.2%	4.4%	5.8%
ILLINOIS	↑ 6.9%	3.7%	4.6%	6.0%
U.S.	↑ 6.7%	3.6%	4.1%	5.0%

### Class A Large Blocks of Space

SUBMARKET	20,000+ SF	50,000+ SF	100,000+ SF	200,000+ SF	300,000+ SF
O'Hare	16	4	2	0	0
Northwest	34	20	12	4	3
North	35	15	7	1	1
Lisle/Naperville	23	9	3	0	0
Oak Brook	24	12	4	1	0
<b>Total</b>	<b>132</b>	<b>60</b>	<b>28</b>	<b>6</b>	<b>4</b>

### Submarket Vacancy Rates

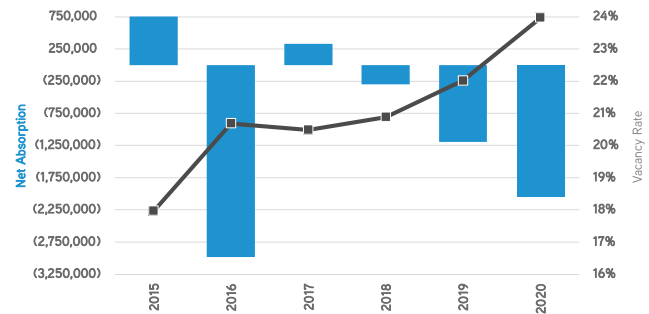


- » Thirty-two new leases or lease expansions of 15,000 square feet or larger were signed throughout the suburbs during 2020 compared to the 43 that were signed in 2019.
- » Twelve suburban office sale transactions of 50,000 square feet or larger were completed in 2020, totaling 1.5 million square feet.

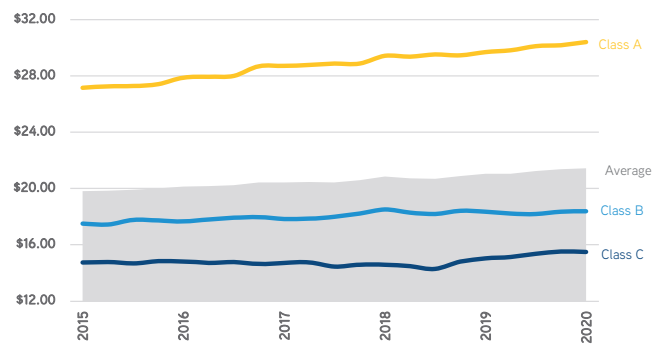
#### Forecast

- » Larger corporate users will become more active with longer-term decisions in the second half of 2021 after re-entering their existing offices and determining how to best utilize workspaces.
- » Flexibility and short-term lease commitments will continue to be a priority throughout 2021 with small and mid-size users.
- » Sublease activity will continue throughout 2021 as users look to shed excess office space and tenants take advantage of discounted pricing and furnished opportunities.
- » As we come out of the COVID caused recession, concessions will increase, and rental rates will decrease as landlords aggressively pursue new tenants.
- » Investors and tenants will reevaluate whether they want to be in Cook County due to the uncertainty of real estate taxes.

#### Net Absorption & Vacancy



#### Asking Gross Rental Rates



Transactions in blue designate Colliers International transactions

#### Chicago Suburban Office Market | Largest Q4 2020 Lease Transactions

TENANT	BUILDING	CITY	CLASS	SIZE (SF)	LEASE TYPE
Stepan	Corporate Ctr of Northbrook	Northbrook	A	75,000	New
Canon Medical Systems	Deerpath Office Park	Vernon Hills	B	71,000	Renewal
Newly Wed Foods	International Tower	Rosemont	A	51,000	New
CITGO	Corridors I	Downers Grove	A	42,500	New
Corelle Brands, LLC.	Highland Landmark II	Downers Grove	A	37,000	New
Meridian Group	Nine Parkway North	Deerfield	A	27,000	New
Sonoco	Commerce Point Tech Center	Arlington Heights	B	18,500	New
Residential Home Health	Executive Towers West	Downers Grove	A	17,000	Renewal
Funtastic Gymnastics	Oak Creek Office Center	Lombard	B	16,250	New

#### Chicago Suburban Office Market | Largest Q4 2020 Sales Transactions

STATUS	PROPERTY	CITY	CLASS	SIZE (SF)	SALE PRICE	PRICE PSF	BUYER	SELLER
SOLD	Deerbrook Corp. Center	Deerfield	B	137,492	\$16,000,000	\$116.37	Bradford Allen	American Realty Advisors
SOLD	975 Meridian Lakes Drive	Aurora	B	74,300	\$3,400,000	\$45.76	Undisclosed	AAA Michigan
SOLD	870 N Arlington Heights Road	Itasca	B	50,000	\$20,600,000	\$412.00	Syndicated Equities	American Landmark
NEW	Illinois Science & Technology Park	Skokie	A	178,246	TBD	TBD	TBD	American Landmark
NEW	953 American Lane	Schaumburg	A	109,373	TBD	TBD	TBD	Atlas Financial Holdings
NEW	Commerce Point I	Arlington Heights	A	90,693	TBD	TBD	TBD	CGMT 2015-GC29

# CHICAGO SUBURBAN OFFICE MARKET MAP

Fourth Quarter 2020

## O'HARE

Inventory:	13,178,011 SF
Properties:	90
Vacancy:	16.8%
Sublease Availability:	1.8%
YTD Absorption:	(104,040) SF

## NORTHWEST

Inventory:	30,137,563 SF
Properties:	247
Vacancy:	32.7%
Sublease Availability:	2.3%
YTD Absorption:	(872,559) SF

## NORTH

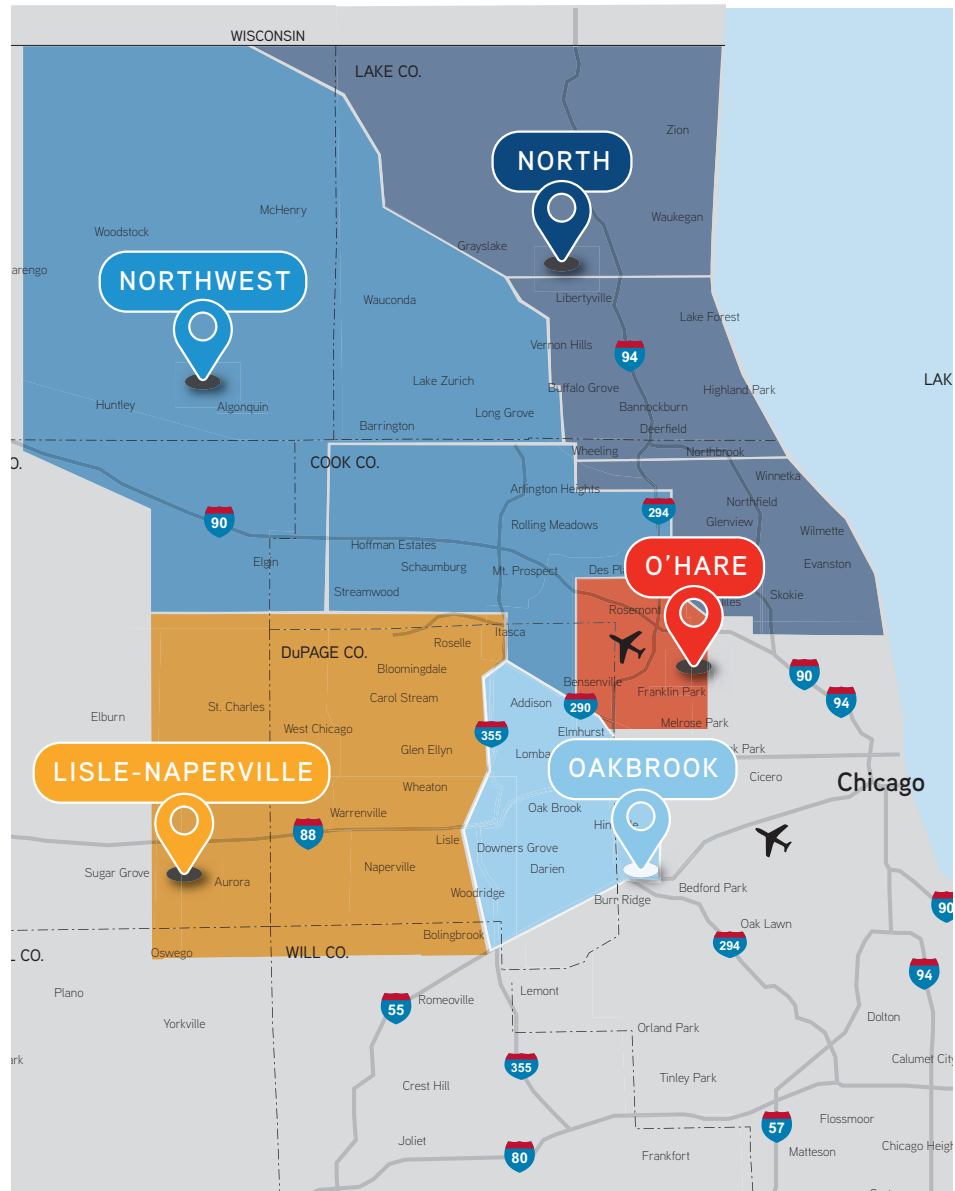
Inventory:	27,357,637 SF
Properties:	281
Vacancy:	21.5%
Sublease Availability:	3.4%
YTD Absorption:	(165,508) SF

## LISLE-NAPERVILLE

Inventory:	15,372,430 SF
Properties:	185
Vacancy:	21.6%
Sublease Availability:	3.0%
YTD Absorption:	(371,755) SF

## OAKBROOK

Inventory:	23,700,177 SF
Properties:	225
Vacancy:	21.2%
Sublease Availability:	3.4%
YTD Absorption:	(631,476) SF



## SUBURBAN OFFICE TOTALS

Inventory:	109,745,818 SF
Properties:	1,028 Buildings
Vacancy:	24.0%
Sublease Availability:	2.8%
YTD Absorption:	(2,145,338) SF



# The Power of Partnership

..... **At CREW Chicago, we have a simple mission:**

To positively impact the commercial real estate industry  
by advancing the power and success of women.

We've been doing just that for over 30 years.

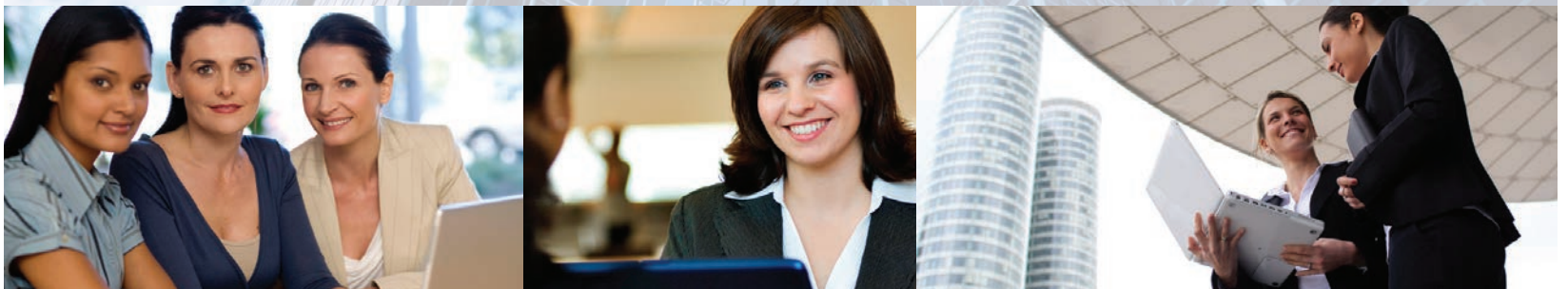
When you join CREW Chicago, you become a member of the premier professional organization for women in commercial real estate in Chicago and globally. Members enjoy an active program schedule featuring indepth analysis of the latest issues in real estate by industry leaders. You will also have the opportunity to join a select group of high-level professionals at exclusive member-only events, social gatherings and volunteer opportunities.



## BECOME A MEMBER TODAY

To find out how, visit us at [www.CREWChicago.org](http://www.CREWChicago.org) or email us at [info@CREWChicago.org](mailto:info@CREWChicago.org).

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## Message from CREW Chicago's President Jeanne Tubman Partner, GoodSmith Gregg & Unruh LLP

**A**s President of CREW Chicago, I'm happy once again to express our gratitude to the Illinois Real Estate Journal for highlighting in this special issue the important roles women play in the commercial real estate industry. As you read the profiles of these amazing women, many of whom are members of CREW Chicago, you realize just how much they contribute to the vibrancy and success of our industry.

The mission of CREW Chicago is to positively impact the commercial real estate industry by advancing the power and success of women. As of the end of 2020, CREW Chicago had more than 300 members, and we've added members during each month of this past year.



CREW Chicago is a chapter of CREW Network, a global organization that has more than 12,000 members in over 75 markets. Through CREW Chicago, you can access CREW Network's leadership development program, attend industry presentations on a wide range of subjects, and take advantage of business networking and volunteer opportunities. CREW Network is the leading provider of research on gender and diversity in commercial real estate. Go to their website at [CREWNetwork.org](http://CREWNetwork.org), and you will find annual research papers as well as benchmark studies CREW Network has produced every five years since 2005 covering gender bias, the economic benefits of diversity and the continuing concern of pay parity.

For over 30 years, CREW Chicago has offered unmatched opportunities to network, learn and hone skills to advance and thrive in our industry. Our Programs committee offers programs on various industry topics. In February we heard about the new ALTA survey standards, and in March we will offer an in-depth review of CREW Network's latest benchmark study. Upcoming programs include presentations on The New Plan for Chicago, the state of the retail market and an overview of real estate taxes, valuations and appraisals. And I'm only covering the first half of the year!

Our Leadership and Professional Development committee sponsors interactive seminars, professional development workshops and facilitated round table discussions. Each year, the committee develops programs focused on important themes in leadership issues in order to support the growth and development of our members at all levels of commercial real estate. This year's theme for LP&D programming is The Inclusive Leader.

Last year, CREW Chicago sponsored several programs focusing on diversity, equity and inclusion issues including a two-part program on the history and continuing effects of redlining. Recognizing the importance of these issues, CREW Chicago created an E&I Committee to focus on overcoming institutional biases and racism in the commercial real estate industry and named our first Diversity Office.

At CREW Chicago, we are mindful that we need to develop the pipeline for up and coming real estate professionals and we start early: in March our CREW Careers committee will partner with the Off The Street Club to help educate a group of underprivileged girls about the possibilities of careers in real estate. This year, we announced the award of 4 scholarships of \$5,000 each to undergraduate and graduate students seeking to pursue careers in real estate. We couldn't hold our Annual Industry Awards Dinner this year, so we asked our prior Annual Industry Award recipients to identify rising stars, and we are looking forward to welcoming these talented women to the CREW Chicago community.

In anticipation of our annual golf outing that we hope to hold later this year, golf clinics will be scheduled in May, June and July. Our Member Services committee is working on a variety of events to allow our members to interact in smaller groups, including wine tastings, yoga and juice bars and mini-dine arounds. In the fall, we will sponsor a team of CREW Chicago members to work on the Women Build event for Habitat for Humanity.

Just a reminder, while some of our events are open to the public, you will miss out on other programs unless you are a member. So, become a member! Visit our website at [CREWChicago.org](http://CREWChicago.org) and you will find prospective member events that are held each month that will enable you to learn about membership. I think there has never been a more important time for the support, networking opportunities, programming and community that CREW Chicago provides.



# Women getting it done in commercial real estate

By Matt Baker

Is real estate still a man's world? From architecture to brokerage to property management and everything in between, women continue to make strides in CRE, occupying top roles throughout the field.

That's not to say, however, that the experiences of women in commercial real estate are fully equitable or that we don't still have some progress to make. For that reason, REJournals recently gathered 14 women to speak at the 2nd annual Women in Real Estate Conference.

Lisa Davidson, vice chairman and chief diversity officer at Savills, moderated the first discussion, which gathered Influ-

ential women in CRE. Joining her were Alba Colavitti, senior design associate at Lamar Johnson Collaborative; Helen Karlos, vice president, property management at Zeller; Dannielle Lewis, senior manager at Wipfli and Danielle Tillman, managing principal at bKL Architecture.

Looking back on how they might change things early on in their careers, the panelists agreed that they were perhaps more timid than their male peers. They said that they would have taken more chances early on and not worried about seeming naïve or inexperienced.

"You need to ask questions like there's no tomorrow," Colavitti said. "Jump in and

get out of your comfort zone. You can make mistakes, just don't make them too expensive."

Even though women make up a sizable portion of the CRE workforce, some men are still adjusting, especially when women are in authoritative roles. Tillman described an instance where the contractor on a site that she was project managing introduced her to his crew and stressed that she was in charge. While welcome, she knew that the same would not have to be done if she were a man.

LaVon Johns, partner at Quintairos, Prieto, Wood & Boyer, moderated the second panel discussion which focused on prop-



erty management. Joining her were Angela Aeschliman, CPM, CCIM, LEED AP ND, senior vice president property and asset management at The Missner Group; Jillian Brown, senior consultant, flexible office solutions at Avison Young; Nancy Roach, president at Strada Real Estate Services and Carrie Szarzynski, director of management services at NAI Hiffman.

When discussing property management, COVID-19 looms large at the moment. The panelists discussed the challenges they have faced during the pandemic, from communicating (often shifting) CDC guidelines to their tenants to strategizing long-term for when occupants begin to return.

Brown said that one strength that she and many other female property managers have relied on during this crisis is empathy. A trait that perhaps comes easier to women than to men, she said that it provided her the desire to understand what individuals and organizations were going

through and therefore, what she can do to make their experience better.

According to Roach, the mettle of her leadership was tested by early upheavals during her career, but never more so than during the COVID-19 situation.

“I look at it not so much as a male versus female thing, but what kind of leader you are,” Roach said. “The pandemic has separated the boys and girls from the men and the women.”

The final panel gathered established leaders to discuss current workplace issues. Jessica Lingertat, managing partner at Gould & Ratner moderated the panel which featured Alissa Adler, senior vice president at Colliers International; Trish Kelly, president, corporate banking at TCF Bank and Kathryn Kovitz Arnold, partner and chair of the real estate condominiums groups at Taft Stettinius & Hollister.

This discussion also revolved around the pandemic and its impacts on commercial real estate. Adler discussed how office users are kicking the can down the road as they wait to see how things shake out. Kelly discussed holding client meetings outdoors or on the golf course as a way to maintain face time with clients.

“People sometimes wrongly believe that women have a different approach to communication,” Kelly said, “and not being in person they don’t have body language to go off of. We have to use our words more carefully.”

Did you miss this conference? Don’t forget to visit our events page so you are up to date on all of our upcoming seminars and conferences.



### Akrete Margy Sweeney

Founder and CEO

P: 312.612.0343 | F: 847.556.0738  
margy@akrete.com  
909 Davis Street, Fifth Floor  
Evanston, IL 60201  
www.akrete.com

With 25 years' CRE experience, Margy is the Founder and CEO of Team Akrete, an award-winning national content marketing and public relations firm. A CREW, CoreNet Global & ULI member, Margy & her team are the ghostwriters behind thought leadership from leading CRE executives throughout the country. Akrete's deep CRE expertise informs the award-winning PR, media relations, marketing and social media campaigns we deliver for companies in the CRE, financial services, proptech and cannabis industries.

#### What is a skill or talent that you wouldn't put on a resumé?

My team and I share an ability to draw stories out of people. When developing thought leadership, we put executives at ease, and get to the heart of their expertise.

#### Do you have a favorite quote or saying?

Surround yourself with smart people, and you'll always learn from one another. At the same time, be kind; you never know what invisible battles others are facing.

#### What did 2020 teach you?

Be flexible, be grateful and move rapidly to adjust when the world turns upside down. The best business relationships are true partnerships that help everyone succeed, especially in tough times.

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### Allegiant Fire Protection Jill Nottke

Vice President

P: 630.506.5535  
jnottke@allegiantfire.net  
2760 Beverly Dr  
Aurora IL 60502  
www.allegiantfire.net

After receiving a bachelor's degree from Aurora University, Jill worked at several Chicago area businesses; first, as a manager's assistant, then moving into account management roles. Prior to becoming vice president at Allegiant Fire Protection, Jill was a senior account manager at a well-known fire protection contractor. Jill is an active member of the suburban chapter of BOMA (Building Owners and Managers Association).

Allegiant Fire Protection respects the implications of fire protection. Building managers and business owners can trust us to safeguard their tenants and property in case of emergency and that their fire protection systems will function correctly. We take care of compliance so you don't have to. You can't always prevent an emergency, but you can count on Allegiant to act swiftly and professionally when you need us.

#### What is a skill or talent that you wouldn't put on a resumé?

Jill Nottke thrives by treating each customer as if it were the only customer. Having spent ten years in account management roles, this philosophy serves her well. As the vice president, Jill teaches her team to respond quickly to client requests. Being in the fire protection business, Jill stresses the need to be extra diligent in answering questions quickly.

#### Do you have a favorite quote or saying?

Jill's favorite quotation is from Jackson Brown, Jr., "The best preparation for tomorrow is to do your best today."

#### What did 2020 teach you?

2020 has taught me that being prepared is a necessity for navigating through the unexpected. Having a good support system is a key to success! And to always wear your mask and wash your hands!



### AltusWorks, Inc. Ellen F. Stoner

Principal

P: 773.545.1870 | F: 773.545.1898  
estoner@altusworks.com  
4224 N. Milwaukee Ave.  
Chicago IL 60641  
www.altusworks.com

Preservation Architect leading a team of diverse professionals in the holistic approach to the restoration and rehabilitation of existing and historic structures. Ellen facilitates the implementation of a wide variety of projects from facility assessments and program management to additions, building renovation and restoration, envelope repair, and adaptive reuse.

Technically oriented architectural design firm specializing in adaptations, expansions and restorations of existing and historic buildings. Our inquisitive approach and "very-old-building" knowledge provides our clients with holistic architectural solutions.

#### What did 2020 teach you?

2020 taught me to that people are genuinely kind, trustworthy and forgiving. We truly rely on one another to achieve our business and personal successes.



ALTUSWORKS INC.



### Axiom Advisory Group Margaret Pranger

Transaction Advisor

P: 773.977.7220  
margaret.pranger@axiom-ag.com  
150 N Wacker, Ste 2250  
Chicago IL 60606  
www.axiom-ag.com

Maggie has worked in the commercial real estate industry for both large and small firms over the past 10+ years, first starting her career in London and then returning home to Chicago.

Axiom Advisory Group is redefining the real estate experience through smart processes, creative thinking and pragmatic solutions to effectively execute our clients' commercial real estate requirements, anywhere in the world.

#### Do you have a favorite quote or saying?

"What we know matters, but who we are matters more." – BRENÉ BROWN

#### What did 2020 teach you?

The importance of relationships and being grateful for the simple things in life. Even in challenging times, it's become very clear that we are truly blessed.

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**BCU**  
**Wendy A. Basch**  
*Senior Loan Officer Commercial*  
 P: 847.612.8073  
 wendy.basch@bcu.org  
 340 N. Milwaukee Ave.  
 Vernon Hills IL 60156  
 www.bcu.org

As the Sr. Loan Officer in Commercial lending, Wendy is responsible for business loan growth executing BCU's Member First strategy with small businesses in and around the Chicagoland area for loans under \$10MM.

BCU is a \$3.5B credit union that provides consumer and business banking and lending which includes small business loans and commercial real estate mortgage loans.

**What is a skill or talent that you wouldn't put on a resumé?**  
 A skill most people do not know I have is wood working skills. I enjoy building things out of new and reclaimed wood like furniture, flooring and walls coverings.

**Do you have a favorite quote or saying?**  
 "Choose a job you love and you'll never have to work a day in your life." Confucius.

**What did 2020 teach you?**  
 That small business is an integral part of our economy and just when you think you've seen it all, you haven't.




**BIG Construction**  
**Jacqueline Scala**  
*Business Development Manager*  
 P: 312.940.3770  
 jscala@buildbig.com  
 1021 W Adams St., LL3  
 Chicago IL 60607  
 www.buildbig.com

Jacqueline has 13 years of experience in Chicago CRE, focused on corporate interiors. She began her career in interior design before pivoting into project management in 2016. For the last two years she has been developing brand awareness, sales growth and new market entry in the construction industry.

BIG Construction is a Chicago-based general contractor specializing in corporate interiors. Through collaboration and expertise, we expertly guide our clients through the process of turning their vision into reality.

**What is a skill or talent that you wouldn't put on a resumé?**  
 I'm a decent golf coach. If only I could listen to my own tips ...

**Do you have a favorite quote or saying?**  
 The Golden Rule; treat others the way you want to be treated.

**What did 2020 teach you?**  
 I learned that slowing down doesn't mean doing less. By slowing down I listened more, engaged more, and learned more.




**Caton Property Management LLC**  
**Barbara Montes, CPM, CAPS**  
*Managing Director*  
 P: 815.436.5700  
 Barbara@CatonCommercial.com  
 1296 Rickert Dr.  
 Naperville IL 60540  
 www.CatonCommercial.com


Barbara oversees the property management operations; providing guidance to staff, due diligence, training, assessment of operations, assisting with property performance evaluation, repositioning properties, creating standard operating procedures, budget preparation, market studies, and filing for Energy Star and other sustainable building certifications.

Caton Property Management strives to maximize the value of every client's property, managing each property from an owner's perspective and always keeping the owner's best interest and investment goals in mind.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Love to work on puzzles with breathtaking sceneries.

**Do you have a favorite quote or saying?**  
 To every problem there is a solution; you just have to think outside the box.

**What did 2020 teach you?**  
 2020 taught me not to take anything for granted and to cherish each personal and professional relationship in my life. Accept challenges and find creative solutions.

**CIBC**  
**Ellie Whitlock**  
*Managing Director*  
 P: 312.564.3847  
 ellie.whitlock@cibc.com  
 120 S LaSalle  
 Chicago IL 60603  
 www.cibc.com

Ellie Whitlock is a Managing Director within CIBC's U.S. Commercial Real Estate team.


With a relationship-oriented focus, she originates and manages middle market real estate transactions with sponsors based in Chicago, providing construction, acquisition and bridge debt.

CIBC U.S. provides tailored commercial, wealth management, personal, and small business financial solutions as well as cross-border banking services to clients with North American operations.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Flying down a mountain on skis.

**Do you have a favorite quote or saying?**  
 "Life moves pretty fast. If you don't stop and look around once in a while, you could miss it." – Ferris Bueller

**What did 2020 teach you?**  
 2020 reminded me to be nimble, patient and grateful.





### Clarion Construction Inc. Jonelle Dzikowicz

*Sr. Director Business  
Development & Marketing*

P: 630.205.8743  
jonelle@clarionconstruction.com  
1000 Oak Creek Drive  
Lombard IL 60148  
www.clarionconstruction.com

Jonelle joined Clarion in 2013. Her decade of experience in commercial property management

helps her identify winning solutions for tenants, real estate and construction managers alike. She leads marketing and business development strategies aimed at increasing new business; brand awareness; and growing and strengthening relationships with clients.

Clarion specializes in commercial renovation, tenant improvements, capital improvements and common area upgrades for office & industrial buildings in Chicagoland. We pride ourselves on delivering exceptional service to our clients, while building value and beautifying your space.

#### What is a skill or talent that you wouldn't put on a resumé?

Motherhood has taught me more about love and patience than any other responsibility I've had.

#### Do you have a favorite quote or saying?

"People will forget what you said, people will forget what you did, but people will never forget how you made them feel." -Maya Angelo



### Clarion Construction Inc. Erin Miller

*Director of Business Development,  
CBD Region*

P: 443.454.9991  
erin@clarionconstruction.com  
1000 Oak Creek Drive  
Lombard IL 60148  
www.clarionconstruction.com

Erin has worked in the construction industry for the last decade, joining Clarion Construction in

2020 as their Director of Business Development for the CBD Region. Her primary focus is growing Clarion's successful suburban interiors business into the downtown market through relationship building, strategic planning and employee soft-skills training.

Clarion specializes in commercial renovation, tenant improvements, capital improvements and common area upgrades for office & industrial buildings in Chicagoland. We pride ourselves on delivering exceptional service to our clients, while building value and beautifying your space.

#### Do you have a favorite quote or saying?

"Whether you think you can or you can't, you're right" Henry Ford. So much of life is about mindset and the belief that you can achieve what you set out to do. I always keep this in the back of my mind.

#### What did 2020 teach you?

2020 taught me that busyness is not a badge of honor to be worn like a medal of success. Some semblance of balance is what we should all be striving for.



### Clayco Samantha Cook

*Senior Director, Finance*

P: 314.592.2113  
CookS@claycorp.com  
2199 Innerbelt Business Center Drive  
St. Louis MO 63114  
www.claycorp.com

Samantha is responsible for the oversight and management of Clayco's enterprise services to drive the company's financial performance.

She works with executives, business unit leaders, project teams, and the different companies throughout the enterprise, including Clayco Design & Engineering, CRG, Ventana, and Concrete Strategies. She also works with the construction operations group to ensure alignment of the enterprise's financial strategy.

Clayco is a full-service, turnkey real estate development, master planning, architecture, engineering, and construction firm that safely delivers clients across North America the highest quality solutions on time, on budget, and above and beyond expectations.

#### What is a skill or talent that you wouldn't put on a resumé?

I am a triathlete.

#### Do you have a favorite quote or saying?

"Without leaps of imagination, or dreaming, we lose the excitement of possibilities. Dreaming, after all, is a form of planning."

#### What did 2020 teach you?

Having a plan is important; however, being ready to adapt and pivot is essential.



### Clayco Bethany Crispin

*Senior Vice President, Residential*

P: 312.239.1294  
CrispinB@claycorp.com  
35 E. Wacker Dr., #1300  
Chicago, IL 60601  
www.claycorp.com

As leader of Clayco's residential business unit, Bethany provides design and planning oversight and delivers full-service building solutions to clients on a national

level. She has 21 years of experience in the construction and real estate development of many large multi-family and senior living developments.

Clayco is a full-service, turnkey real estate development, master planning, architecture, engineering, and construction firm that safely delivers clients across North America the highest quality solutions on time, on budget, and above and beyond expectations.

#### What is a skill or talent that you wouldn't put on a resumé?

I like using my creative energy and project management skills to plan and host a fabulous party or event.


#### Do you have a favorite quote or saying?

My latest favorite quote came during Kamala Harris' VP acceptance speech on Nov. 7th, "Dream with ambition, lead with conviction, and see yourself in a way that others might not see you, simply because they've never seen it before".

#### What did 2020 teach you?

I often times use the saying "plan the work and work the plan", however, plans in 2020 needed to constantly be adjusted. Nothing went as expected and I quickly had to become more flexible and accepting of the unknown. As a result, I feel more relaxed and less stressed because some things are just out of my control, yet I am still finding a way to get more work done and be a better leader.






**Clayco**  
**Carmen Hernandez**  
*Executive Vice President, General Counsel*  
 P: 312.229.6424  
 HernandezC@claycorp.com  
 35 E. Wacker Dr., #1300  
 Chicago, IL 60601  
 www.claycorp.com

Carmen has nearly 30 years of experience practicing law, representing clients in commercial real estate, corporate and financial litigation matters. She routinely leads representation of Clayco and its affiliates in the preparation of complex design-build and construction management agreements as well as in corporate, employment, and litigation matters.

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**Clayco**  
**Karen Howell**  
*Director of Diversity & Inclusion, Government & Community Affairs*  
 P: 312.429.0396  
 HowellK@Claycorp.com  
 35 E. Wacker Dr., #1300  
 Chicago, IL 60601  
 www.claycorp.com

Karen oversees Diversity & Inclusion for Clayco's Chicago Business Unit, ensuring consistency in our corporate policies, procedures, and programs being implemented nationwide. With over 20 years of experience, she specializes in compliance monitoring of construction contracts with extensive expertise in MBE/WBE inclusion from project conception through facility occupancy.

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**What is a skill or talent that you wouldn't put on a resumé?**  
 I'm a patient listener.

**Do you have a favorite quote or saying?**  
 The difficult we do right away, the impossible takes a little longer.

**What did 2020 teach you?**  
 2020 taught me that each day is a gift. How we handle life's daily challenges will determine how we receive our daily gift. We don't have any control over people, places or things. We can only control our reaction to our daily challenges.

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**Clayco**  
**Sally Kolin**  
*Senior Project Manager*  
 P: 312.994.1580  
 KolinS@claycorp.com  
 35 E. Wacker Dr., #1300  
 Chicago, IL 60601  
 www.claycorp.com

Sally is a Senior MEP Project Manager at Clayco with more than 30 years of industry experience. She is responsible for safety, contract management, quality and coordination of the mechanical, electrical and plumbing subcontractors.


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**What is a skill or talent that you wouldn't put on a resumé?**  
 Furniture painting.

**Do you have a favorite quote or saying?**  
 "Nothing ventured, nothing gained!!!" Benjamin Franklin

**What did 2020 teach you?**  
 Patience and kindness.

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**Clayco**  
**Sandra Marks**  
*Senior Vice President, Government & Community Relations*  
 P: 314.595.6330  
 MarksS@claycoop.com  
 2199 Innerbelt Business Center Drive  
 St. Louis MO 63114  
 www.claycorp.com

Sandra Marks is a Senior Vice President, Office of Government and Community Affairs at Clayco. She is responsible for addressing external areas of outreach, aligning community resources and coordinating minority and women-owned business and mentoring opportunities. She has nearly 30 years of experience in the industry.

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**What is a skill or talent that you wouldn't put on a resumé?**  
 Singing.

**Do you have a favorite quote or saying?**  
 "What you treasure, you measure"

**What did 2020 teach you?**  
 Life goes on.

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**Clayco**  
**Caitlin O'Brien**

*Senior Project Manager*

P: 773.505.4918  
ObrienC@claycorp.com  
35 E. Wacker Dr., #1300  
Chicago, IL 60601  
www.claycorp.com

Caitlin's expertise is industrial projects, specifically, manufacturing and distribution warehouses. She is responsible for ensuring the project design is complete and all design requirements are met. She will play an active role and participate in all phases of the project from initial programming, through final occupancy.

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**What is a skill or talent that you wouldn't put on a resumé?**  
Aspiring home baker.

**Do you have a favorite quote or saying?**  
Sometimes we need to lose the small battles in order to win the war.

**What did 2020 teach you?**  
No matter how much you plan ahead, something can always go wrong.

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**Clayco**  
**Upasna Viswanathan**

*Project Manager*

P: 312.835.0021  
ViswanathanU@claycorp.com  
35 E. Wacker Dr., #1300  
Chicago, IL 60601  
www.claycorp.com

Upasna is responsible for ensuring that Clayco project design is complete and all project requirements are met. She plays an active role participating in all phases of the project from initial programming and preconstruction through final occupancy. She has six years of experience at Clayco and eight years overall.

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**What is a skill or talent that you wouldn't put on a resumé?**  
I am a trained Indian Classical (Bharatanatyam) dancer.

**Do you have a favorite quote or saying?**  
"Nothing worth having comes easy." This has, and always will be, my go-to quote.

**What did 2020 teach you?**  
This year taught me flexibility and resilience. Hard in more ways than one, the year brought out the best in a lot of us. It forced us all to think and function differently from what we have done before. It also taught me, that we are stronger than we think.

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**CONLON Commercial**  
**Andrea Doyle**

*Vice-President and Managing Broker*

P: 312.448.6401  
andrea@conloncommercial.com  
401 W Ontario, Fourth Floor  
Chicago IL 60654  
www.conloncommercial.com

Manages the day-to-day global operations of the company. She oversees over \$100M in closed transactions annually. Andrea is an Illinois licensed attorney. She has been a key part to the company's growth and success with her dedication to executing strategic and operational initiatives.

CONLON Commercial provides the highest quality commercial real estate services in the areas of development, sales & purchase, and product or tenant representation for retail, office, and industrial space.

**What is a skill or talent that you wouldn't put on a resumé?**  
Andrea is a critical thinker and adept problem solver; she loves creating spreadsheets and pivot tables to analyze, problem solve, and to present data in a visually strategic manner

**Do you have a favorite quote or saying?**  
The surest sign of wisdom is constant cheerfulness.

**What did 2020 teach you?**  
The intangible things that truly matter can flourish despite our circumstances. When times get tough, we must work harder, be inspiring, and help others.

**CONLON**  
COMMERCIAL



**Conor Commercial**  
**Real Estate**  
**Vicki Mutchler**

*Vice President of Capital Transactions*

P: 847.692.8831 | F: 847.292.4313  
vmutchler@conor.com  
9500 W. Bryn Mawr Ave., Suite 200  
Rosemont, IL 60018  
www.conor.com

Vicki offers 15 years of experience managing land acquisition, development and financing within the commercial and residential RE industries. Vicki's attributes include a strong financial background with extensive experience in cash flow modeling, valuation work, acquisitions, development and project financing. She manages all of Conor's lending and equity partner relationships.

Conor Commercial develops, repositions, acquires, constructs, consults and provides management resources. We specialize in the core commercial markets such as industrial and office while orchestrating the continued success of the firm's multi-family market interests.

**Do you have a favorite quote or saying?**  
"Attitude is a choice. Happiness is a choice. Optimism is a choice. Kindness is a choice. Giving is a choice. Respect is a choice. Your choices will define you. Choose wisely."

**Name a charity or cause that you are passionate about:**  
Helping to elevate and advance women leaders in the Commercial Real Estate Industry. The Goldie Initiative: www.goldieinitiative.org

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COMMERCIAL REAL ESTATE





**Conor Commercial Real Estate**  
**Janet Protas**

*Senior Vice President – Multi-Family*  
P: 847.692.8857 | F: 847.292.4310  
jprotas@conor.com  
9500 W. Bryn Mawr Ave., Suite 200  
Rosemont, IL 60018  
www.conor.com

As Senior Vice President – Multi-Family, Janet is responsible for overseeing multi-family efforts and growing Conor’s development portfolio.

Conor Commercial develops, repositions, acquires, constructs, consults and provides management resources. We specialize in the core commercial markets such as industrial and office while orchestrating the continued success of the firm’s multi-family market interests.



**CRG**  
**Alba Colavitti**

*Senior Design Associate*  
P: 312.884.8009  
colavittia@realcrg.com  
35 E. Wacker Dr., #1300  
Chicago IL 60601  
www.RealCRG.com

Alba is a Senior Design Associate with 20 years of experience serving global and Fortune

1000 companies in the industrial and commercial markets. Involved in all phases of a project, from design concept through construction, her projects span between 10,000 to 1.3 million square-feet, in the United States and Mexico.

CRG is a national real estate development firm that has developed over 9,000 acres of land and delivered over 200 million square feet of assets exceeding \$12 billion in value.



**CRG**  
**Stacey Grote**

*Counsel, Project Strategy and Implementation*  
P: 314.592.5606  
grotese@realcrg.com  
2199 Innerbelt Business Center Drive  
St. Louis MO 63114  
www.RealCRG.com

Stacey Grote is Counsel, Project Strategy and Implementation at CRG. She specializes in real estate development with an emphasis on incentivized development, and is experienced in managing complex real estate and finance transactions from inception to completion.

CRG is a national real estate development firm that has developed over 9,000 acres of land and delivered over 200 million square feet of assets exceeding \$12 billion in value.



**CRG**  
**Hannah Kiem**

*Director of Development & Operations*  
P: 314.529.5694  
kiemh@realcrg.com  
2199 Innerbelt Business Center Drive  
St. Louis MO 63114  
www.RealCRG.com

Hannah has experience balancing multiple complex projects. She has assisted clients with concept development, business development, project budgeting and much more. In her role, Hannah coordinates projects from planning to design to construction to leasing across the United States.

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**What is a skill or talent that you wouldn’t put on a resumé?**  
Salsa dancing

**Do you have a favorite quote or saying?**  
“The best way to predict the future is to create it.”—Abraham Lincoln

**What did 2020 teach you?**  
2020 taught me how little our generation has had to deal with hardships. Past generations have gone through wars and economic depressions but this pandemic is the first time our generation has had something so global affect our lives so directly. We do have the strength to get through this.





**CRG**

**Jennifer Nichols**

*Senior Vice President & General Counsel*

P: 312.919.4575  
NicholsJ@realcrg.com  
35 E. Wacker Dr., #1300  
Chicago IL 60601  
www.RealCRG.com

Jen leads the legal team at CRG and is responsible for overseeing all legal matters and initiatives. With more than 15 years of legal experience counseling corporate

clients on all aspects of real estate, corporate, tax, and commercial matters, together with her business background, Jen brings a unique perspective to CRG.

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**What is a skill or talent that you wouldn't put on a resumé?**

I'm have an amazing ability to capture professional caliber photos with an iPhone (even before iPhones came with amazing cameras). I also make an amazing poke bowl from scratch!

**Do you have a favorite quote or saying?**

Obstacles don't have to stop you. If you run into a wall, don't turn around and give up. Figure out how to climb it, go through it, or work around it. – Michael Jordan

**What did 2020 teach you?**

2020 taught me to appreciate things that I may have previously taken for granted – seeing (and hugging) loved ones, a nice meal out with a glass of wine, and so many other daily activities that I never really considered before. Having been faced with the harsh reality of this year, I'm trying to engage more fully in each and every experience and interaction, knowing that the next day (or interaction) is not promised.

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**CRG**

**Josie Peacock**

*Director of Capital Markets*

P: 312.239.1580  
PeacockJ@realcrg.com  
35 E. Wacker Dr., #1300  
Chicago IL 60601  
www.RealCRG.com

Josie is responsible for analysis, underwriting, operations and capital raising for CRG's industrial business unit. After joining in 2018,

she's been integral to the firm's fund expansion through two separate vehicles, U.S. Logistics Fund I, and a \$50 million opportunity the firm raised and closed in 45 days this year.

CRG is a national real estate development firm that has developed over 9,000 acres of land and delivered over 200 million square feet of assets exceeding \$12 billion in value.

**What is a skill or talent that you wouldn't put on a resumé?**

In my free time I like to read and bake. I have a dream of someday opening a bookstore/bakery and calling it Piebrary, obviously.

**Do you have a favorite quote or saying?**

"Life is either a great adventure or nothing." — Helen Keller

**What did 2020 teach you?**

To not wait to do the things you want to do. Take the trip! Go eat at the fancy restaurant! Tomorrow isn't guaranteed.

**CRG**

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**First American Bank**

**Maureen L. Prochenski**

*Senior Vice President*

P: 847.586.2298  
MProchenski@firstambank.com  
1650 Louis Avenue  
Elk Grove Village IL 60007  
www.FirstAmBank.com

Maureen Prochenski has more than 34 years of banking experience and serves as Senior Vice

President of First American Bank's Commercial Real Estate Division managing a \$120 million portfolio. Her responsibilities include origination and collection of commercial real estate; focusing on construction and term loan financing for multi-family, industrial, commercial, retail and hospitality property types.

During Maureen's career in banking she has also gained experience in mergers and acquisitions, managing and disposing of distressed assets, managing business banking teams, as well as training new associates.

First American Bank is the largest privately-held bank in Illinois with 60 locations in Illinois, Wisconsin and Florida. First American has over \$5.0 billion in assets and has been proudly serving their customers since 1969. Their commitment to excellence ensures a thorough understanding of each client's unique business needs

**Do you have a favorite quote or saying?**

"Work smarter, not harder."



**First Midwest Bank**

**Jane Bonnamy**

P: 331.209.7024  
Jane.Bonnamy@firstmidwest.com  
1 West Roosevelt Road  
Villa Park IL 60181  
www.firstmidwest.com

Jane has over thirty years experience in commercial real estate and banking. She also have a vast understanding of credit, risk

management and lending. Jane is also a Certified Public Accountant which is a benefit to her credit skills and knowledge.

First Midwest Bank is a relationship-based financial institution and one of the largest independent publicly-traded companies, based on assets headquartered in the Midwest, with over \$21 billion in assets.

**Do you have a favorite quote or saying?**

I have two: "Assume Nothing" and "Gratitude"

**What did 2020 teach you?**

2020 has strengthened my resilience and the ability to adapt to change. It has also reminded me of all the blessings in my life.





**First Midwest Bank**  
**Gretchen Hart**  
*Senior Vice President,  
 Commercial Real Estate Group*

P: 847.344.7228  
 Gretchen.Hart@firstmidwest.com  
 1308 N. Richmond Road  
 McHenry IL 60050  
 www.firstmidwest.com

Gretchen Hart is a seasoned Commercial Real Estate lender with 20 years of experience in banking, specializing in CRE lending and Special Assets.

First Midwest Bank is a relationship-based financial institution and one of the largest independent publicly- traded bank holding companies, based on assets headquartered in the Midwest, with over \$21 billion in assets.

**Do you have a favorite quote or saying?**  
 “When you speak of the sun, so it shines”

**What did 2020 teach you?**  
 2020 taught me to slow down and to focus less on the “noise” of life and more on what truly matters. It has also illustrated how immensely blessed I am to have such wonderful family, friends, clients and community.




**First Midwest Bank**  
**Kimberly Jung**  
*Vice President,  
 Commercial Banking Officer*

P: 872.208.4252  
 Kimberly.Jung@firstmidwest.com  
 1970 N. Halsted  
 Chicago IL 60613  
 www.firstmidwest.com

Kimberly started her career in banking over 20 years ago. Through her experience with multi-family, office, retail, industrial and construction lending she has built a strong network of clients in the Chicagoland area. Kimberly received her BBA in Finance at the University of Iowa.

First Midwest Bank is a relationship-based financial institution and one of the largest independent publicly-traded companies, based on assets headquartered in the Midwest, with over \$21 million in assets.

**Do you have a favorite quote or saying?**  
 “Those who believe they can do something and those who believe they can’t are both right.” - Henry Ford

**What did 2020 teach you?**  
 2020 was a stressful year of uncertainty and adapting to change. I’ve recognized the need to recharge by doing something I enjoy every day. I feel much more balanced and better able to support others and focus on my work when doing something for myself.




**First Midwest Bank**  
**Gia Ormond**  
*Senior Vice President,  
 Commercial Real Estate Group*

P: 708.831.7428  
 Gia.Ormond@firstmidwest.com  
 8750 West Bryn Mawr, Suite 1300  
 Chicago IL 60631  
 www.firstmidwest.com

Gia has 37 years of professional banking experience with extensive commercial real estate experience. She also has a deep understanding of business development, lending, underwriting, and credit administration. Gia has appeared on several panels, providing insight on hot topics impacting the Commercial Real Estate Industry.

First Midwest Bank is a relationship-based financial institution and one of the largest independent publicly- traded bank holding companies, based on assets headquartered in the Midwest, with over \$21 billion in assets.

**What is a skill or talent that you wouldn’t put on a resumé?**  
 My talent that would definitely NOT be on my resume is that I have perfected some impersonations including (but not limited to):  
 1. Glinda, the good witch in the Wizard of Oz  
 2. Marge Simpson  
 3. Scooby Doo

**Do you have a favorite quote or saying?**  
 Be true to yourself and others will follow.





**First Midwest Bank**  
**Heidi Smithson**  
*Executive Vice President /  
 Director of Commercial Real Estate*

P: 708.831.7478  
 heidi.smithson@firstmidwest.com  
 8750 W. Bryn Mawr, Suite 1300  
 Chicago IL 60631  
 www.firstmidwest.com

Heidi Smithson, EVP, Director of Commercial Real Estate, brings over 26 years of experience to First Midwest Bank. Focusing on all investment property types, including multi-family, office, industrial, retail and construction lending. Heidi is also a member of CREW Chicago.

First Midwest is a relationship-based financial institution and one of the largest independent publicly-traded bank holding companies, based on assets headquartered in the Midwest, with over \$21 billion in assets.

**Do you have a favorite quote or saying?**  
 Hope is not a strategy.

**What did 2020 teach you?**  
 Importance of relationships with family, friends, colleagues and clients; being adaptable/creative to stay connected – via zoom calls and driveway get togethers. To think strategically; and take time for myself and focus on health/wellness.






### First Midwest Bank Shannon Wroblewski

Senior Vice President,  
Commercial Real Estate Group

P: 847.374.5255  
Shannon.Wroblewski@firstmidwest.com  
8750 W. Bryn Mawr, Suite 1300  
Chicago IL 60631  
www.firstmidwest.com

Shannon joined First Midwest in 2006 after earning her Bachelors degree in Finance from UIC. Upon completing the credit analyst program, Shannon became an Analyst Manager and then a Division Financial Officer for Credit Administration. Currently, Shannon manages a team of five senior real estate lenders and also services some of the Bank's largest real estate clients under her own portfolio.

First Midwest Bank is a relationship-based financial institution and one of the largest independent publicly-traded bank holding companies, based on assets headquartered in the Midwest, with over \$21 billion in assets.

#### What is a skill or talent that you wouldn't put on a resumé?

Having 4 kids aged 6 and under has allowed me to become great at multi-tasking! It's also given me excellent conflict resolution skills!

#### Do you have a favorite quote or saying?

"The only thing you have control of is your character."

#### What did 2020 teach you?

2020 taught me to expect the unexpected, and to be resilient. It's also taught me that being able to quickly adapt to change will always benefit you.



### FitzGerald Kristen Larkin, ASID

Associate Principal

P: 312.563.9100  
klarkin@fitzgeraldassociates.net  
912 West Lake Street  
Chicago IL 60607  
www.FitzGeraldAssociates.net

As an interior design leader with 20 years of experience, Kristen Larkin strives to make every environment approachable, intuitive, inviting, and supportive of its users. Her portfolio includes corporate office build-outs, learning environments, luxury multifamily developments, senior living facilities, and boutique hospitality.

FitzGerald is a 101-year-old design firm dedicated to providing innovative commercial and residential design solutions by understanding client goals, imagining their opportunities, and realizing their vision.

#### What did 2020 teach you?

2020 gave us the opportunity to slow down and be present. I found myself really appreciating quiet, unplugged times to reflect on our society, the challenges ahead, and prioritizing meaningful pursuits.



### Freeborn & Peters LLP Tina Bird

Partner

Chicago, IL 60606  
P: 312.360.6384 | F: 312.360.6520  
tbird@freeborn.com  
www.freeborn.com

Tina Bird is a Partner in the Real Estate Practice Group and her practice is nationwide, including contract drafting and negotiation, arbitrations, civil trials, mediations, claim preparation and mid-project analysis. She represents material suppliers, subcontractors, contractors, construction managers, designbuilders, architects, owners and sureties in every aspect of their business.

Tina is a 2017 Illinois Super Lawyer, a Leading Lawyer in Construction Law, and is a member of the Federation of Women Contractors, Society of Illinois Construction Attorneys, the America Bar Association Forum on Construction, and the Chicago Bar Association Mechanics' Lien and Construction Committee.

Freeborn & Peters LLP is a full-service law firm headquartered in Chicago, with international capabilities. The Real Estate Practice Group includes some of the most experienced and highly regarded experts from all areas of the real estate industry. We work locally, regionally, and nationally, providing timely, thorough, and smart counsel to help you make the most of all your real estate assets. We offer our clients the full spectrum of real estate-related legal services.



### Freeborn & Peters LLP Ann Zwick

Senior Counsel

Chicago, IL 60606  
P: 312.360.6254 | F: 312.360.6520  
azwick@freeborn.com  
www.freeborn.com

Ann Zwick is a Senior Counsel in the Real Estate and Environment and Energy Practice Groups. As Senior Counsel, Ann has in-depth knowledge and experience in all aspects of environmental law, with a focus on the solid waste and scrap metal industries and air regulatory matters.

Her previous experience as an attorney with the Illinois Environmental Protection Agency has provided her with invaluable knowledge in representing clients before environmental agencies and governmental bodies, and assisting businesses in a regulated industry. Ann also has considerable experience in land use and zoning matters, and has successfully obtained development and zoning approvals for industrial, commercial and residential developers.

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**Freeborn & Peters LLP**  
**Rachel Schwarz**

*Attorney, Real Estate Practice Group*

Chicago, IL 60606  
P: 312.360.6835 | F: 312.360.6520  
rschwarz@freeborn.com  
www.freeborn.com

Rachel Schwarz is an Associate in the Real Estate Practice Group and a member of the Emerging Technologies Industry Team. Rachel concentrates her practice in the area of

commercial real estate, with an emphasis on acquisitions, dispositions, financing, leasing, and development. Her experience includes drafting purchase and sales agreements, commercial leases, mortgages, easements and performing title reviews and other due diligence for real estate transactions.

Rachel also has a significant interest in blockchain technology and the potential it has to streamline and revolutionize real estate transactions. Rachel stays apprised of blockchain industry news and is a member of the Emerging Technologies Industry Team within the firm.

Prior to practicing law, Rachel worked as a commercial real estate broker, providing her with a unique perspective in negotiating real estate deals.

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**Gould & Ratner LLP**  
**Amy M. Blumenthal**

*Managing Partner*

P: 312.899.1664 | F: 312.236.3241  
ablumenthal@gouldratner.com  
222 N. LaSalle St., Ste 300  
Chicago, IL 60601  
www.gouldratner.com

Recognized by her peers and clients as a leader in commercial real estate, Amy Blumenthal has 35 years of experience in all areas of real estate, including office, retail, hotel, industrial and luxury residential properties, often concentrating on financing, acquisitions and sales, as well as real estate development and land use. Her clients, from a variety of industries such as manufacturing, hospitality, food and beverage, and publishing, value her ability to listen and understand their priorities and needs to best help them achieve their business goals. Amy currently serves on the board of directors and as Immediate Past President of CREW Chicago. She also serves on the board of directors of the Erie Family Health Foundation, supporting the provision of high-quality, affordable health care for lower-income Chicago residents. Amy was named an inaugural honoree for Chicago Daily Law Bulletin and Chicago Lawyer Magazine's "Influential Women in Law Awards" for 2020. She also has been recognized by Crain's Chicago Business as a "Notable Woman Executive Over 50" for 2020 and 2019, and a "Chicago Notable Woman Lawyer" for 2020 and 2018. In January 2018, Amy was inducted into the Commercial Real Estate Hall of Fame by Midwest Real Estate News.

Gould & Ratner's Real Estate Practice is national in scope and experience, supporting clients with interests in some of the most desirable, iconic and innovative properties in our hometown of Chicago and across the United States. The sophistication and business practicality of our full-service counsel matches the complexity of our clients' projects and transactions. We represent property owners, developers, lenders, franchisees and investors in their acquisitions, dispositions, sales, financings, leasing and development of vacant land, office buildings, residential properties, and retail, commercial and industrial projects.



**Gould & Ratner LLP**  
**Linsey Cohen**

*Chair, Real Estate Practice*

P: 312.899.1659 | F: 312.236.3241  
lcohen@gouldratner.com  
222 N. LaSalle St., Ste 300  
Chicago, IL 60601  
www.gouldratner.com

As chair of Gould & Ratner's Real Estate Practice, Linsey Cohen draws upon more than 20 years of experience in all areas of real estate, including retail,

office and multifamily. Her deal-making experience strikes the strategic balance between risk and executing her clients' vision. Linsey represents developers, owners, investors, property managers and entrepreneurs with property interests in Chicago and throughout the United States. Linsey has an indefatigable business acumen that keeps good deals alive, even in the most complex negotiations. In handling sophisticated commercial real estate acquisitions, dispositions, financing and leasing transactions, Linsey advises an impressive roster of clients, including: One of the nation's largest drugstore retailers, Philz Coffee, a discount supermarket chain and a Pennsylvania-based national media company and radio network. Linsey was named "Real Estate Lawyer of the Year" by the Illinois Real Estate Journals for 2020 and a "Notable Woman in Law" for 2020 by Crain's Chicago Business. In February 2020, Linsey was inducted into the Midwest Commercial Real Estate Hall of Fame by Midwest Real Estate News. Linsey is a member of the board of directors of ZCenter, a suburban Chicago-based nonprofit organization providing support to sexual abuse survivors.

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**Gould & Ratner LLP**  
**Jessica Lingertat**

*Managing Partner*

P: 312.899.1679 | F: 312.236.3241  
jlingertat@gouldratner.com  
222 N. LaSalle St., Ste 300  
Chicago, IL 60601  
www.gouldratner.com

Jessica Lingertat steers financings and other transactions related to the construction, development and acquisition of offices, multifamily, hospitality and other large-scale properties. She concentrates on middle-market lender representation, typically loans ranging from \$5 million to \$40 million. Jessica also serves as local Chicago and Midwest real estate counsel to national clients seeking on-the-ground due diligence, local lender opinion work and project guidance. In addition to her representation of real estate lenders, she also advises and counsels investors, developers, operators, landlords and tenants. Her more than 20-year career includes significant experience in mortgage and construction loans, asset-based lending, operating lines of credit and other commercial loans, including those involving complex distressed assets. Jessica was recognized as a "Notable Woman in Law" for 2020 by Crain's Chicago Business. She was also named to Crain's "2019 Notable Gen X Leaders in Law" list and in February 2019 was inducted into the Midwest Commercial Real Estate Hall of Fame by Midwest Real Estate News.

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**Gould & Ratner LLP**  
**Karen Osiecki Meehan**

*Partner*

P: 312.899.1602 | F: 312.236.3241  
kmeehan@gouldratner.com  
222 N. LaSalle St., Ste 300  
Chicago, IL 60601  
www.gouldratner.com

Karen Meehan represents clients involved in a myriad of real estate activities and enjoys guiding them through the purchase and sale of low-rise apartment buildings, industrial buildings, mid-range and luxury residences (including co-ops), and vacation homes and properties. She has also worked with clients in matters arising after renovations, and represented clients purchasing vacant land for development. Karen frequently represents Habitat for Humanity in affordable housing focused, pro bono matters. In 2016, Karen was awarded Habitat for Humanity's "Golden Hammer" in recognition of her extraordinary legal service to the organization and to its clients.

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**Gould & Ratner LLP**  
**Karin O'Connell**

*Of Counsel*

P: 312.899.1616 | F: 312.236.3241  
koconnell@gouldratner.com  
222 N. LaSalle St., Ste 300  
Chicago, IL 60601  
www.gouldratner.com

Karin O'Connell advises Gould & Ratner's clients on environmental issues arising in connection with purchase/sale/lease transactions, real estate development, "green building" standards, liabilities and sustainability and land use, including risk assessment and allocation as well as compliance concerns. A trained commercial litigator, Karin also serves as trial counsel in environmental disputes, representing the firm's clients before the Illinois Pollution Control Board and in state and federal courts. Karin was recently appointed Co-chair of the American Bar Association's Endangered Species Committee, focusing on Endangered Species Act (ESA) law, policy and practice, providing alerts, expert analyses and forum discussions for members. Karin also previously served as Vice Chair of Membership for the committee.

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**Greater Illinois Title Company**  
**Darlene A. Kosin**

*Senior Vice President*

P: 630.878.3681 | F: 312.236.0284  
darlene.kosin@gitc.com  
120 N LaSalle St, Suite 900  
Chicago, IL 60602  
www.gitc.com

Darlene has worked in the title industry for over 30 years. She managed a branch office for GIT before transitioning to sales and business development. As an Executive Account Manager, she has facilitated the closing of numerous residential, commercial and new construction transactions

With core values of integrity, professionalism, and excellent customer service, Greater Illinois Title Company has grown to be the largest title agency in Illinois and one of the largest in the country. By providing a single point of contact for all title and closing related services, GIT provides an innovative range of services for real estate professionals.

**Who or what inspires you?**

My family inspires me every day to work hard and to give other families the opportunity to make their dream come true. I want others to experience the same joy I have.

**What are some things that you love about your job?**

I love meeting new potential clients and watching them grow to become loyal customers. Many of my clients are also my friends and I enjoy experiencing life right along with them. While the industry continues to change, my friends never do.

GIT  
Greater  
Illinois  
Title  
Company

GFT  
GIT  
Florida  
Title  
Services

CREW  
NETWORK



**Hartshorne Plunkard  
Architecture**

**Megan Zack**

*Associate Partner |*

*Director of Sustainability*

312.226.4488 | F: 312.226.4499  
mzack@hparchitecture.com  
232 N. Carpenter Street  
Chicago IL 60607  
www.hparchitecture.com

Megan Zack has led and provided sustainability design for many of HPA's most challenging, large-scale mixed-use projects throughout the U.S. She is skilled at supporting clients' sustainability objectives in a pragmatic and cost-effective fashion, and demystifying the array of green certification processes. She is a board member of Illinois Green.

Hartshorne Plunkard Architecture (HPA) is an architecture, planning and interior design firm that practices nationally from its Fulton Market studio in Chicago. HPA specializes in large-scale, privately funded real-estate work.

**What is a skill or talent that you wouldn't put on a resume?**

As a middle child, I'm adept at mediating. I enjoy helping my clients, my team members and my children understand other perspectives and come to agreements.

**Do you have a favorite quote or saying?**

Fight for the things that you care about, but do it in a way that will lead others to join you.  
– Ruth Bader Ginsburg

**What did 2020 teach you?**

Patience and the importance of resiliency. Sustainable design must include resilient design, and seeing how we have all had to adapt to the challenging norms in 2020 enforces that message.

HPA

HARTSHORNE PLUNKARD ARCHITECTURE



**HED**  
**Leonora Georgeoglou**  
*Associate Principal, Studio Leader*  
 P: 312.324.7492  
 lgeorgeoglou@hed.design  
 One East Wacker Drive, Suite 200  
 Chicago IL 60601  
 www.hed.design

As a design leader with HED, Leonora has a passion and deep expertise for integrating interiors with architecture, utilizing evidence-based design to successfully complete projects. Her work covers a wide range of project and client types, but her main focus is workplace strategy and design, bringing clients' goals to life.

At HED, great design is about thinking creatively to overcome challenges and improve real world outcomes. We believe that all the facets of our design, from architecture, consulting, engineering, and planning, must create a positive sustainable impact for our clients, the community and the world.

**What is a skill or talent that you wouldn't put on a resumé?**  
 I learned to speak four languages as a child, but I am prouder of the fact that I learned to do a headstand while paddle-boarding as an adult.

**Do you have a favorite quote or saying?**  
 A girl should be two things: Who and What she wants. -Coco Chanel

**What did 2020 teach you?**  
 The importance and value of human interaction and quality family time.




**HED**  
**Susan King FAIA LEED**  
**AP BD+C, LEA**  
*Principal | Housing Studio Leader*  
 P: 312.324.7431  
 sking@hed.design  
 One East Wacker Drive, Suite 200  
 Chicago IL 60601  
 www.hed.design

As the Housing Studio Leader advocating for attainable housing and green market transformation of the building industry has been a primary focus of Susan's career. As a Principal she leads multidisciplinary teams towards achieving aesthetically appealing sustainable solutions in a collaborative integrated design setting. Ms. King is currently serving on two Boards, the Illinois Housing Council (IHC) and the Chicago Women in Architecture Foundation.

At HED, great design is about thinking creatively to overcome challenges and improve real world outcomes. We believe that all the facets of our design, from architecture, consulting, engineering, and planning, must create a positive sustainable impact for our clients, the community and the world.

**What is a skill or talent that you wouldn't put on a resumé?**  
 In one of my parallel lives, I am a modern dancer. I have performed and collaborated on choreography for community/pedestrian pieces with Nana Shineflugg of the Chicago Moving Company and in Marianne Kim's Butoh Boot Camp pieces for 3 summers in a row. In another parallel world, I am a fashion designer focusing on hosiery and leggings for women. (For those who know me they would say "of course.")

**Do you have a favorite quote or saying?**  
 I have several. Here are two short ones: "All good ideas outlive their opposition.....eventually." - Anonymous and "One life is not enough for all that we contain." -Momus

**What did 2020 teach you?**  
 Change can happen quickly. Nothing is guaranteed. And as author Rebecca Solnit said best actually back in 2004 "Danger and possibility are sisters...In the word emergency is the word, "emerge."




**Heitman Architects**  
**Linda Pochron**  
*Director of Interiors*  
 P: 630.625.1041 | F: 630.773.3599  
 lpochron@heitmanarchitects.com  
 555 Pierce Road, Suite 130  
 Itasca IL 60143  
 www.heitmanarchitects.com

As Director of Interiors, Linda shapes environments for top corporate brands in the commercial real estate, industrial services, and manufacturing sectors. She is a strong leader who brings a high level of creativity and detail to each client assignment and skillfully facilitates multifaceted projects from conception to completion.

Heitman Architects is a leading national architectural design and planning firm at the forefront of innovation, technology, and efficiency in the corporate office and industrial sectors.

**Do you have a favorite quote or saying?**  
 "The best thing about the future is that it comes one day at a time."  
 -- Abraham Lincoln

**What did 2020 teach you?**  
 I've learned that change is one thing we can count on and "going with the flow" is the best approach, quickly adapting to any new challenges or opportunities.



HEITMAN ARCHITECTS



**Inland Bank & Trust**  
**Gia Tomaszewski**  
*Vice President – Commercial Real Estate*  
 P: 630.908.6551 | F: 630.908.6451  
 gtomaszewski@inlandbank.com  
 2805 Butterfield Road, Suite 200  
 Oak Brook IL 60523  
 www.inlandbank.com

Gia Tomaszewski is Vice President, Commercial Real Estate with Inland Bank & Trust. She represents clients in commercial real estate finance transactions in a variety of sectors, primarily industrial, multifamily and retail. Gia has been with Inland Bank for over 13 years and brings real estate expertise from her previous roles as a commercial real estate analyst, credit manager and portfolio manager. She has been recognized as a top performer in business development and prides herself on building strong relationships with customers. Gia is a graduate of Northern Illinois University with a BA in Business Administration.

Inland Bank and Trust, a subsidiary of Inland Bancorp, Inc. has 12 locations throughout the Chicagoland area. Inland Bancorp, Inc. holds over \$1.2 billion in bank assets.

**Do you have a favorite quote or saying?**  
 You don't have to be great to start, but you have to start to be great.

**What did 2020 teach you?**  
 When I look back on 2020, some valuable lessons learned include to not take anything for granted, be grateful for all the small things in life, and most importantly, to prepare for and embrace change. The pandemic brought on many new challenges; however, it also presented us with an opportunity to step outside of our comfort zones and adapt to new ways of working and living.



INLAND BANK®



**Inland Property Tax Services, LLC**  
**Tracy G. Le**

*President*

P: 630.218.8000  
le@inlandgroup.com  
2901 Butterfield Road  
Oak Brook IL 60523  
www.ipts.inlandgroup.com/

As President of Inland Property Tax Services, LLC, Tracy G. Le brings nearly 20 years of experience

overseeing property tax filings, appeals, assessment negotiations, audits, multi-state property tax compliance, tax projections and pre-acquisition tax due diligence for Inland's diverse portfolio of commercial real estate properties as well as for external clients.

Inland Property Tax Services, LLC, part of The Inland Real Estate Group of Companies, Inc., manages a diverse portfolio of more than \$5 billion taxable market value of CRE properties.

**What is a skill or talent that you wouldn't put on a resumé?**

I would say I'm a forward-thinker, a great strategist, persuasive and always inspiring others to improve. Further, I can read, write and speak fluently in Vietnamese.

**Do you have a favorite quote or saying?**

"Work hard, be kind, and amazing things will happen." – Conan O'Brien

**What did 2020 teach you?**

I have learned the meaning of work-life balance. This time has been helpful for me to think peacefully about myself, my health, and spend stress-free time with my family. I also learned that our team is capable of phenomenal things. I always knew that I was surrounded by a keen and talented group of professionals, and to see how they leaned into support each other to overcome the challenges we faced with during 2020, I am filled with gratitude and appreciation.



**Inland Real Estate Investment Corporation**  
**Lupe Griffin**

*Senior Vice President*

*& Director of Asset Management*

P: 630.586.4837  
griffin@inland-investments.com  
2901 Butterfield Road  
Oak Brook IL 60523  
www.inlandgroup.com

Ms. Griffin oversees a team which provides asset management oversight of multifamily, student housing, hospitality, senior living and manufactured housing investment portfolios for various Inland entities.

Inland Real Estate Investment Corporation is one of the nation's largest sponsors of alternative public and private real estate securities and is part of The Inland Real Estate Group of Companies, Inc.

**Do you have a favorite quote or saying?**

"Without rain nothing grows. Learn to embrace the storms of your life." (Author unknown)

**What did 2020 teach you?**

2020 showed me that no matter how stressful and unusual things can get, it is possible to find the positive in each day.



**Inland Securities Corporation**  
**Suzanne Bond**

*SVP, Chief Compliance Officer*

P: 630.586.6610  
SBond@inland-securities.com  
2901 Butterfield Road  
Oak Brook IL 60523  
www.inland-investments.com

Ms. Bond is responsible for providing

compliance-related direction in connection with sales, marketing, investment management, investment operations and product and channel development for Inland Securities Corporation and Inland Investments. In addition, she works closely with broker dealers, regulatory authorities, external auditors and various other industry associations.

Inland Securities Corporation, member FINRA/SIPC, is the exclusive dealer manager and placement agent for real estate investment programs offered by Inland Real Estate Investment Corporation and Inland Private Capital Corporation.

**Do you have a favorite quote or saying?**

"Salud, amor y pesetas y tiempo para gustarlas!" (May you have health, love and money, and the time to enjoy them!)

**What did 2020 teach you?**

Patience.



**Jenner & Block LLP**  
**Sheila Considine Kailus**

*Special Counsel*

P: 312.840.7615  
skailus@jenner.com  
353 N. Clark Street  
Chicago, IL 60654  
www.jenner.com

Throughout her career, Ms. Kailus has represented public and privately held companies in a broad range of commercial real estate and corporate matters. She has extensive experience in the formation of real estate joint ventures, mergers, and acquisitions, as well as property acquisitions, dispositions, leasing, development, and financing matters (including, loan originations and workouts).

We focus on understanding our clients' business and legal needs in the full range of real estate matters so we can help our clients accomplish their goals in every transaction.

**What is a skill or talent that you wouldn't put on a resumé?**

Peacemaker. As the middle child, I have come to appreciate the position of mediator/peacemaker between my siblings or adversarial parties, depending on the situation.

**Do you have a favorite quote or saying?**

"Less is more" by Mies van der Rohe.

**What did 2020 teach you?**

2020 taught me to take the time to reflect on the importance of family, friends, and colleagues.

**JENNER & BLOCK LLP**





**Jenner & Block LLP**  
**Michelle M. McAtee**

*Partner*

P: 312.923.8329  
mmcatee@jenner.com  
353 N. Clark Street  
Chicago, IL 60654  
www.jenner.com

Michelle McAtee is co-chair of Jenner & Block's Real Estate Practice. Michelle represents clients across multiple industries including universities,

transportation owners and operators, borrowers, lenders, and real estate private equity sources. Her clients seek her counsel on construction and development matters, acquisitions and dispositions, sophisticated leasing transactions, joint ventures, and complex commercial loans, and capital market transactions.

We focus on understanding our clients' business and legal needs in the full range of real estate matters so we can help our clients accomplish their goals in every transaction.

**What is a skill or talent that you wouldn't put on a resumé?**  
I love puzzles.

**Do you have a favorite quote or saying?**  
While I can't control things outside of me, I can control my reaction to them.

**What did 2020 teach you?**  
Flexibility; to roll with the punches. The silver lining has been the increase in connections given the ease of virtual meetings. More of those took place with clients, targets, and colleagues than usual due to the shared experience we were all having and as a form of solidarity-building.



**The John Buck Company**  
**Judith Brown**

*Managing Director, Construction*

P: 312.993.9800  
jbrown@tjbc.com  
151 N Franklin, Suite 300  
Chicago IL 60606  
www.tjbc.com

Judy has over 28 years of experience in the construction industry and serves as Managing Director of Construction for The John Buck Company. She is currently overseeing Project Management for three JBC commercial developments.

Founded in 1981, The John Buck Company ("JBC") has an established track record and reputation as a premier, vertically-integrated real estate investment, development and operating company focused on major U.S. urban markets.

**Do you have a favorite quote or saying?**  
"With the new day comes new strength and new thoughts." -Eleanor Roosevelt

**What did 2020 teach you?**  
Though this has been a difficult year for everyone, we can find silver linings in most everything. We just need to take the time to recognize them along the way.



**KT Public Relations, Inc.**  
**Patricia True Agos**

P: 773.758.5044  
patricia@ktpronline.com  
4717 North Rockwell Street  
Chicago, IL 60625  
www.ktpronline.com

Patricia has worked in the public relations, advertising and marketing industries for over 27 years. She has assisted clients including contractors, developers, brokers, property managers, and lending firms, among others

increase their visibility in the marketplace. Patricia specializes in creating cost-effective campaigns which provide exposure in targeted media outlets for clients in the commercial and residential real estate industries as well as within the professional services sector.

KT Public Relations is an established full service marketing communications firm focused on creating cost effective, results driven strategic campaigns while following the highest of ethical standards. Our extensive knowledge of the commercial real estate and related industries allows our clients to achieve a high level of visibility. KTPR's experienced senior team of professionals create value by positioning our clients as experts in their field

**What is a skill or talent that you wouldn't put on a resumé?**  
I'm a professional voice actor. It's been a helpful tool to clients when it comes to video production or podcasts.

**Do you have a favorite quote or saying?**  
Falling down is a part of life, getting back up is living

**What did 2020 teach you?**  
Be ready for anything!



**Logistics Property Company, LLC**  
**Katherine Bernstein**

*Senior Vice President – Capital Markets*

P: 708.505.6891  
kbernstein@logisticspropco.com  
One North Wacker Drive, Suite 1925  
Chicago, IL 60606  
www.logisticspropco.com

After graduating from UNC Chapel Hill (Kenan-Flagler Business School), Katherine worked at BofA Securities, Inc. for over five years on the Real Estate Syndications team. She joined Logistics Property Company, LLC in March 2020 as Senior Vice President – Capital Markets and is responsible for managing the company's national debt platform.

Logistics Property Company, LLC is a logistics real estate platform focused on the acquisition, development, and management of smodern logistics properties in key North American markets.

**What is a skill or talent that you wouldn't put on a resumé?**  
Seinfeld aficionado; card games connoisseur; arts and crafts savant; and trivia enthusiast.

**Do you have a favorite quote or saying?**  
"Fight for the things that you care about, but do it in a way that will lead others to join you."  
– Ruth Bader Ginsburg

**What did 2020 teach you?**  
Patience, perseverance and perspective; how to accept change and adapt; the importance of compassion and community; how to wear a mask; and how to make a perfect martini.





**Logistics Property Company, LLC**  
**Kate Daufeldt, CPA**

*Fund Controller*

P: 708.667.6977  
kdaufeldt@logisticspropco.com  
One North Wacker Drive, Suite 1925  
Chicago, IL 60606  
www.logisticspropco.com

Kate is a results-driven and highly dedicated real estate professional as well as Certified Public Accountant in the state of Illinois. She has almost 20 years of experience working for public and private real estate companies on a variety of real estate asset classes.

She has had to adapt to big companies with large accounting groups, as well as create her own teams from scratch. She possesses a strong knowledge of GAAP and currently oversees accounting for a fund that reports under IFRS. She achieves accounting operational objectives by contributing accounting information and recommendations to strategic plans and reviews.

Her strengths are executing action plans; resolving problems; identifying trends; driving change and continuous improvement.

Logistics Property Company, LLC is a logistics real estate platform focused on the acquisition, development, and management of modern logistics properties in key North American markets.

**What is a skill or talent that you wouldn't put on a resumé?**

Kate speaks Russian/Ukrainian and a little bit of French and is good at linguistics in general. She can also calculate a restaurant tip in her head without the use of a calculator.

**Do you have a favorite quote or saying?**

"A journey of a thousand miles begins with a single step." – Lao-Tzu  
"Done is better than perfect." – Sheryl Sandberg

**What did 2020 teach you?**

To be a better communicator and to trust people more: her team to do their work even if they're in pajamas, and her friends to still be there even if they don't get to see each other.



**Logistics Property Company, LLC**  
**Jude Fitzgerald**

*Chief Marketing Officer*

P: 708.667.6972  
jfitzgerald@logisticspropco.com  
One North Wacker Drive, Suite 1925  
Chicago, IL 60606  
www.logisticspropco.com

Jude is responsible for the protection and enhancement of the Logistics Property Company, LLC brand across North America. She has over twenty years' experience as a global B2B and B2C brand builder including various

executive level roles across Australia, Japan and the U.S. Jude also serves on the Midwest Regional Board of the U.S. Fund for UNICEF.

Logistics Property Company, LLC is a logistics real estate platform focused on the acquisition, development, and management of modern logistics properties in key North American markets.

**What is a skill or talent that you wouldn't put on a resumé?**

In addition to speaking Australian, American and British English, Jude also speaks Japanese. She's trained numerous corporate executives in cross-cultural training, and also dabbles in photography, painting and interior design.

**Do you have a favorite quote or saying?**

"We are all visitors to this time, this place. We are just passing through. Our purpose here is to observe, to learn, to grow, to love... and then we return home."  
– Australian Aboriginal Proverb

**What did 2020 teach you?**

The five phases of a pandemic:  
1. FOMO: The fear of missing out.  
2. JOMO: The joy of missing out.  
3. THRIVE OR SURVIVE: Showing compassion for those less fortunate.  
4. FATIGUE: Perseverance and prioritization during pandemic-exhaustion.  
5. RECALIBRATION: Stop. Revive. Thrive.



**Logistics Property Company, LLC**  
**Kelly Henderson**

*Senior Vice President –  
Financial Planning and Analysis*

P: 630.780.7088  
khenderson@logisticspropco.com  
One North Wacker Drive, Suite 1925  
Chicago, IL 60606  
www.logisticspropco.com

Kelly has provided financial leadership and commercial and financial structuring advice for domestic and international real estate developments for over a decade. As Senior Vice President – Financial Planning and Analysis, Kelly now leads the planning, budgeting, and forecasting processes for Logistics Property Company, LLC, delivering analytical insights to drive strategic outcomes.

Logistics Property Company, LLC is a logistics real estate platform focused on the acquisition, development, and management of modern logistics properties in key North American markets.

**What is a skill or talent that you wouldn't put on a resumé?**

Running has connected Kelly to people and places worldwide. Her passion grew through charity partnerships where she learned perseverance against all odds; nothing is impossible with the courage to try.

**Do you have a favorite quote or saying?**

"She believed she could, so she did."

**What did 2020 teach you?**

With plans of travel and adventure paused, Kelly surrendered the need to be busy, learning the importance of slowing down and cherishing little moments reconnecting with those that bring joy.



**Logistics Property Company, LLC**  
**Erica Lauer**

*Senior Vice President  
& Associate General Counsel*

P: 708.667.6927  
elauer@logisticspropco.com  
One North Wacker Drive, Suite 1925  
Chicago, IL 60606  
www.logisticspropco.com

Erica handles all aspects of Logistics Property Company, LLC's real estate development projects across the U.S. ranging from acquisition, financing, construction, leasing, and corporate governance matters. Her prior experience includes a wide variety of complex construction and surety law disputes, as well as general commercial litigation and transactional matters.

Logistics Property Company, LLC is a logistics real estate platform focused on the acquisition, development, and management of modern logistics properties in key North American markets.

**What is a skill or talent that you wouldn't put on a resumé?**

Erica is passionate about staying in touch with her family's Latin American heritage. She's a member of the Hispanic Lawyers Association of Illinois and served as a youth leadership program volunteer with the National Hispanic Institute.

**Do you have a favorite quote or saying?**

"Fight for the things that you care about, but do it in a way that will lead others to join you."  
– Ruth Bader Ginsberg

**What did 2020 teach you?**

Simplicity and self-care. This year has allowed Erica to slow down, take a step back and appreciate the things that truly are important for one's own self-growth and happiness.





**The McShane Companies**  
**Molly McShane**  
*CEO*

P: 847.692.8854 | F: 847.292.4310  
 mmcshane@mcshane.com  
 9500 W, Bryn Mawr Ave., Suite 200  
 Rosemont, IL 60018  
 www.mcshane.com

Molly provides day-to-day leadership and management of The McShane Companies, focusing her efforts on long-term strategic growth and operational excellence. She consistently delivers innovative thinking on behalf of a wide range of projects, markets and geographical areas and possesses extensive knowledge of the industrial, multi-family, office and commercial market sectors.

The McShane Companies is a multi-faceted national real estate and construction organization comprised of various professional disciplines that provides its clients with tailored real estate and construction solutions.

**What advice would you give to your younger self?**  
 Speak up and ask more questions.

**Name a charity or cause that you are passionate about:**  
 Concern worldwide: [www.concernusa.org](http://www.concernusa.org)




**Meltzer, Purtill & Stelle LLC**  
**Victoria C. Bresnahan**  
*Partner*

P: 312.461.4332 | F: 312.987.9854  
 vbresnahan@mpslaw.com  
 300 South Wacker Drive, Suite 2300  
 Chicago, IL 60606  
 www.mpslaw.com

Victoria C. Bresnahan concentrates her practice of law in the area of Real Estate, with an emphasis on Condominiums and Planned Unit Developments. She is experienced in complicated title and survey matters, commercial real estate developments and leasing. She has represented builders, developers and lenders in development and entitlement issues.

Meltzer, Purtill & Stelle LLC is one of the Chicago area's most successful and respected business law firms, with exceptionally strong capabilities in commercial real estate. The firm provides a fully range of transactional and litigation services to real estate developers, financial institutions, and businesses engaged in corporate, industrial, and retail development as well as financing, leasing, and investment.

**What did 2020 teach you?**  
 You will find that the simplest things in life mean the most. Gratitude is a virtue. You must first practice self-care before caring for others. And science matters.

**Name a charity or cause that you are passionate about:**  
 A charity that I am passionate about is Misericordia/Heart of Mercy, where my cousin PJ is a resident. You can learn more about their mission at <https://www.misericordia.com/>




**Meltzer, Purtill & Stelle LLC**  
**Julie Cunniff**  
*Of Counsel*

P: 312.461.4329 | F: 312.987.9854  
 jcunniff@mpslaw.com  
 300 South Wacker Drive, Suite 2300  
 Chicago, IL 60606  
 www.mpslaw.com

Julie focuses her practice in real estate, representing banks and other lenders in commercial transactions, advising clients in land acquisition and development, and representing landlords and tenants in leasing transactions. Prior to joining MPS, Julie practiced law in Florida for over a decade and remains licensed in both Illinois and Florida.

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**Do you have a favorite quote or saying?**  
 "We gain strength, and courage, and confidence by each experience in which we really stop to look fear in the face . . . we must do that which we think we cannot."—Eleanor Roosevelt.




**Meltzer, Purtill & Stelle LLC**  
**Joy Goldman**  
*Partner*

P: 312.461.4321 | F: 312.987.9854  
 jgoldman@mpslaw.com  
 300 South Wacker Drive, Suite 2300  
 Chicago, IL 60606  
 www.mpslaw.com

Joy's experience in the real estate area is extensive from all seats at the table --developer, buyer, seller, lender and JV partner -- and across multiple property classes, such as retail, office, senior housing and industrial projects.

Meltzer, Purtill & Stelle LLC is one of the Chicago area's most successful and respected business law firms, with exceptionally strong capabilities in commercial real estate. The firm provides a fully range of transactional and litigation services to real estate developers, financial institutions, and businesses engaged in corporate, industrial, and retail development as well as financing, leasing, and investment.

**What did 2020 teach you?**  
 To go with the flow, even if there isn't any.





**Meltzer, Purtil & Stelle LLC**  
**Holly Shuman**  
*Partner*  
 P: 312.461.4319 | F: 312.987.9854  
 hshuman@mpslaw.com  
 300 South Wacker Drive, Suite 2300  
 Chicago, IL 60606  
 www.mpslaw.com

Holly Shuman concentrates her law practice in the areas of commercial finance, commercial tenant leasing, acquisitions, dispositions, and general real estate matters. Holly regularly represents financial institutions in connection with real estate based construction, acquisition, and refinancing loans. Holly also regularly represents tenants across the United States and Canada with their lease negotiations.

Meltzer, Purtil & Stelle LLC is one of the Chicago area's most successful and respected business law firms, with exceptionally strong capabilities in commercial real estate. The firm provides a fully range of transactional and litigation services to real estate developers, financial institutions, and businesses engaged in corporate, industrial, and retail development as well as financing, leasing, and investment.

**Where you may find me when I'm NOT working:**  
 "I enjoy traveling with friends and family, spending time with my dogs and cat, and watching Michigan State football and basketball – especially when they win."

**Name a charity or cause that you are passionate about:**  
 "I'm passionate about PAWs Chicago and their mission to save homeless dogs and cats – including my own cat Lacey. If you're looking for a pet, PLEASE check out your local animal shelter." Learn more at <http://www.pawschicago.org/>




**Meltzer, Purtil & Stelle LLC**  
**Monica Paine**  
*Partner*  
 P: 312.461.4307 | F: 312.987.9854  
 mpaine@mpslaw.com  
 300 South Wacker Drive, Suite 2300  
 Chicago, IL 60606  
 www.mpslaw.com

Monica is a commercial litigator who concentrates her practice on complex contractual and business disputes, real estate and lending issues, and zoning and land use litigation. She routinely litigates disputes involving commercial leases, land use and zoning as well as loan defaults, commercial foreclosures, and other matters.

Meltzer, Purtil & Stelle LLC is one of the Chicago area's most successful and respected business law firms, with exceptionally strong capabilities in commercial real estate. The firm provides a fully range of transactional and litigation services to real estate developers, financial institutions, and businesses engaged in corporate, industrial, and retail development as well as financing, leasing, and investment.


**Name a charity or cause that you are passionate about:**  
 "Our family raises money for the annual March for Babies Chicago Lakefront walk, and I serve on the March of Dimes Leadership Council." Learn more at [www.marchofdimes.org](http://www.marchofdimes.org).




**The Missner Group**  
**Angela Aeschliman**  
*SVP, Property and Asset Management*  
 P: 815.972.5360  
 angela@missnergroupp.com  
 1700 W Higgins Rd Suite 400  
 Des Plaines IL 60018  
 www.missnergroupp.com

Angela leads and directs The Missner Group's property and asset management teams. With 27 years of experience in the real estate industry, Angela is responsible for overseeing a commercial real estate portfolio valued over \$100 million. Angela's responsibilities include all financial and operational needs for the portfolio, including leading a team of managers, engineers, and field personal responsible for the day-to-day management of the portfolio's properties. Angela directly reports to each properties ownership and manages the firm's private investment platform that includes 560 partnership investor units. Angela is the immediate Past President of IREM Chicago and is the current Vice-Chair for the Education and Knowledge product committee for IREM international.

Established in 1945, The Missner Group, Illinois, provides comprehensive and integrated real estate development and construction services throughout the Chicagoland and Midwestern markets. For more information, please visit [www.missnergroupp.com](http://www.missnergroupp.com).





**The Missner Group**  
**Allison Heraty**  
*Director of Marketing and Communications*  
 P: 815.972.5306  
 aheraty@missnergroupp.com  
 1700 W Higgins Rd Suite 400  
 Des Plaines IL 60018  
 www.missnergroupp.com

Allison oversees all communications, public relations and promotional activities selected to support the brand and marketing strategy of The Missner Group. Additionally, Allison assists the development team with the leasing efforts and marketing campaigns of The Missner Group's properties and developments. Allison is currently earning her Illinois Real Estate License.

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**Do you have a favorite quote or saying?**  
 We cannot change the cards we are dealt, just how we play the hand.  
 - Randy Pausch





**The Missner Group**  
**Elena Jimenez**

*Property Manager*

P: 815.972.5345  
ejimenez@missnergrou.com  
1700 W Higgins Rd Suite 400  
Des Plaines IL 60018  
www.missnergrou.com

Elena Jimenez, Property Manager for The Missner Group, manages the firm's ongoing property management portfolio. Elena works to increase the value of the firm's portfolio by focusing on tenant retention and by utilizing both preventative management techniques and innovative efficiencies to lower operating expenses and attract new tenants. Elena is currently a member of IREM Chicago Chapter #23, a licensed real estate broker, and a CPM.

Established in 1945, The Missner Group, Illinois, provides comprehensive and integrated real estate development and construction services throughout the Chicagoland and Midwestern markets. For more information, please visit [www.missnergrou.com](http://www.missnergrou.com).

**Do you have a favorite quote or saying?**

Never regret a day in your life. Good days give happiness, bad days give experience. Worst days give lessons. And best days give memories. - Maya Angelou



**ML Realty Partners**  
**Nancy Kozinski**

*Chief Operating Officer*

P: 630.250.2900 | F: 630.250.2901  
nkozinski@mlrealtypartners.com  
One Pierce Place, Ste. 450  
Itasca, IL 60143  
www.mlrealtypartners.com

As Chief Operating Officer at ML Realty Partners, Ms. Kozinski oversees the company's operations, providing leadership internally and assisting in the strategic direction of the company. Ms. Kozinski has over 20 years of experience in real estate asset and portfolio management. Since joining ML Realty Partners in 2007, Nancy has successfully advanced within the firm. She is currently a member of ML Realty Partners' Board of Directors.

ML Realty Partners is a long-term industrial real estate investor in the Central United States. During the past decade, ML Realty Partners has become a prominent landlord in the markets it serves. ML Realty Partners places the utmost importance on its tenants' satisfaction and Nancy is passionate about that mission by having ML Realty Partners act as an investor in their workplace and providing solutions so they can reach their goals.

**What is a skill or talent that you wouldn't put on a resumé?**

Being realistic but still optimistic.

**What did 2020 teach you?**

Work/Life balance is more important than ever right now and never underestimate the power of a team working toward one goal.



**Newmark**  
**Melissa Copley**

*Vice Chairman*

P: 312.224.3114  
mcopley@ngkf.com  
500 W. Monroe Street  
Chicago IL 60661  
www.ngkf.com

Ms. Copley is a top producer specializing in tenant representation, managing client relationships, providing portfolio strategic planning and negotiating large complex transactions for corporations and law firms. A strong leader, she has achieved significant results for her clients throughout her 30-year career, having led over \$3B in real estate transactions.

Newmark is a world leader in commercial real estate services with a comprehensive suite of investor/owner and occupier services and products tailored to its clients and operating from approximately 500 offices around the world.

**What is a skill or talent that you wouldn't put on a resumé?**

Doctor's daughter.

**What did 2020 teach you?**

The global pandemic has underscored the importance of corporate real estate decision making. While technology has allowed us to adapt to a remote working environment, the lack of human interaction will take its toll. Organizations that provide a beneficial and safe real estate platform for its employees will have the opportunity to thrive and grow. The question is what do you need to recruit and retain top talent and for your workforce to do its best work?



**Newmark**  
**Elise A. Couston, SIOR**

*Senior Managing Director*

P: 773.957.1442 | C: 847.609.8220  
ecouston@ngkf.com  
www.nmrk.com

Ms. Couston is a senior managing director in Chicago's O'Hare office. She has over 30 years of experience in industrial and commercial sales, leasing, business park development and build-to-suit projects, as well as marketing expertise. Among her select clients are Barings, Crown Community Development, Import Logistics, IDI Logistics, Venture One Real Estate, Duke Realty, Opus, and Arrow Plastic Manufacturing. Ms. Couston is an SIOR Chicago Chapter past president, a past president of AIRE, and a member of CSCMP and Women in Manufacturing.

Newmark is a full-service commercial real estate advisory firm that offers a complete suite of services and products for both owners and occupiers. Together with London-based partner Knight Frank and independently-owned offices, NKF's 18,800 professionals operate from approximately 500 offices on six continents.

**What is a skill or talent that you wouldn't put on a resumé?**

Good communication skills are important, and "the devil is in the details"

**Do you have a favorite quote or saying?**

"Be the change you want to see in the world" and "Success is not final, failure is not fatal: it is the Courage to Continue that counts".

**What did 2020 teach you?**

For many people, health may not be the most important thing in life, but without it, nothing else matters. And when you have good health, pretty much anything is possible.





**O'Keefe Lyons & Hynes, LLC**  
**Elizabeth L. Gracie**  
*Member*  
 P: 312.422.9159 | F: 312.621.0297  
 elizabethgracie@okeefe-law.com  
 30 North LaSalle Street, Suite 4100  
 Chicago IL 60602  
 www.okeefe-law.com

Elizabeth L. Gracie has 30 years of experience representing developers, owners and managers of office, retail and hotel properties in matters of property taxation, including incentives. She has extensive experience analyzing the Chicago real estate market and was instrumental in compiling the firm's extensive property database tracking property tax-related data. This database is used as evidence in appeals and as a basis for projections in budgeting, leasing and acquisitions.

O'Keefe Lyons & Hynes, LLC is a Chicago-based law firm that has been concentrating its practice in property tax matters since 1937. The firm's clients include prominent commercial and multifamily development and management firms, global industrial concerns, marquee hotels, national retailers and shopping center operators, condominium associations, Fortune 500 corporations and not for profit organizations.

**What did 2020 teach you?**  
 All of the vaunted American institutions (democracy, education, healthcare) are fragile and require our attention and intentional support. Similarly, on a personal level, I learned to be more intentional in maintaining connections with family and friends.




**Peak Construction Corporation**  
**Jessica E. Bruno**  
*Office Manager | Marketing Manager*  
 P: 630.737.1500 | F: 630.737.1600  
 jbruno@peakconstruction.com  
 1011 E. Touhy Avenue, Suite 100  
 Des Plaines IL 60018  
 www.peakconstruction.com

As Office Manager and Marketing Manager, Jessica brings over 20 years of diverse business and management experience to Peak. She manages all aspects of Peak's marketing and office activities, oversees PeakGiving, and provides daily support in all other facets of the organization. Jessica is a member of NAIOP Chicago and IWIRE and received a BSC with Honors in Management from DePaul University.

Peak Construction Corporation is a full-service Design-Build General Contractor providing various services spanning multiple markets - industrial, office, healthcare, hospitality, construction management, land entitlement/development. We help clients navigate all the big and small decisions that turn their business' needs/goals into solutions that provide immediate results along with long-term value.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Insight - It has been advantageous to understand subtleties and unspoken intentions and objectives when navigating the business world.

**Do you have a favorite quote or saying?**  
 "If the path before you is clear, you're probably on someone else's." - Carl Jung

**What did 2020 teach you?**  
 2020 has enforced patience. It has taught me to learn to sit with discomfort, as well as, see the resiliency, ingenuity, compassion and juxtaposing frailty of humanity.




**Plante Moran**  
**Sara Farina**  
*Principal*  
 P: 847.628.8786  
 Sara.Farina@plantemoran.com  
 200 N. Martingale, 9th floor  
 Schaumburg IL 60173  
 www.plantemoran.com

Sara has over fifteen years of experience providing consulting and assurance services to real estate developers, operators, REITS and funds. As the technical leader of Plante Moran's real estate and construction practice, she is responsible for quality control, training, and consulting with engagement teams and clients on complex technical accounting and financial reporting issues.


Plante Moran, one of the nation's largest certified public accounting and business advisory firms with locations across the country, has served real estate clients for more than 90 years.

**What is a skill or talent that you wouldn't put on a resumé?**  
 A quick wit, which has helped me on numerous occasions to break the ice or ease a tense situation.

**Do you have a favorite quote or saying?**  
 "You do not find the happy life. You make it." (Camilla Eyring Kimball).

**What did 2020 teach you?**  
 The importance of family, a solid support system, and a strong wifi connection.





**Plante Moran**  
**Sarah Shepard**  
*Partner*  
 P: 312.602.3550  
 Sarah.Shepard@plantemoran.com  
 10 South Riverside Plaza, 9th floor  
 Chicago IL 60606  
 www.plantemoran.com

Sarah Shepard, CPA, MBA, is known for her deep knowledge of the real estate and construction industry. Whether she's helping clients design and build their products or their own businesses, she brings more than 20 years of experience in consulting, assurance and tax services to the drawing board.

Plante Moran, one of the nation's largest certified public accounting and business advisory firms with locations across the country, has served real estate clients for more than 90 years.

**What is a skill or talent that you wouldn't put on a resumé?**  
 I am a pretty good cook - if I make the time. My latest accomplishment was fried chicken and waffles (with sweet and hot jalapenos in the batter) served with brussels sprouts and Frank's Red Hot sauce.

**Do you have a favorite quote or saying?**  
 "Do the right thing" - and listen to your gut - it's usually telling you what is right anyway.

**What did 2020 teach you?**  
 To be grateful - for everything life has brought me and for where I am today.





**Prologis**  
**Anna Falco**  
*Senior Property Manager*

P: 847.292.3900  
afalco@prologis.com  
6250 N. River Road, Suite 1100  
Rosemont, IL 60018  
www.prologis.com

Anna Falco is a Senior Property Manager at Prologis with over 25 years experience in industrial real estate. She is responsible for the oversight of day to day operations for Prologis' over 63 million square foot portfolio in the Chicagoland area. She is also a member of CREW and IWIRE.

Prologis, Inc. is the global leader in logistics real estate with a focus on high-barrier, high-growth markets. As of December 31, 2020, the company owned or had investments in, on a wholly owned basis or through co-investment ventures, properties and development projects expected to total approximately 984 million square feet (91 million square meters) in 19 countries. Prologis leases modern logistics facilities to a diverse base of approximately 5,500 customers principally across two major categories: business-to-business and retail/online fulfillment.

**Do you have a favorite quote or saying?**  
Trust your gut.

**What did 2020 teach you?**  
How important it is to keep an open mind and always be adaptable and open to change.



**PW Commercial Real Estate**  
**Denise Stein Chaimovitz**  
*Vice President*

P: 773.714.2138  
dchaimovitz@painewetzel.com  
8725 W. Higgins Rd., Ste 800  
Chicago, Illinois 60631  
www.painewetzel.com

Denise has been an industrial broker since 2004 and has transacted over 400 million square feet. Her market knowledge, relationships and her understanding of industrial transaction nuances contribute to a client experience that exceeds expectations and provides Proven ...Effective Results.

Founded in 1975, Paine/Wetzel is one of the largest Chicago-based commercial real estate services firms. Our 21 professionals specialize in industrial, office and investment real estate, representing both owners and users. The experience and market knowledge of our sales professionals is complemented by cutting edge technology and comprehensive research and financial analysis capabilities.



**PW Commercial Real Estate**  
**Laura Perlman**  
*Associate Broker*

P: 773.714.2147  
lperlman@painewetzel.com  
8725 W. Higgins Rd., Ste 800  
Chicago, Illinois 60631  
www.painewetzel.com

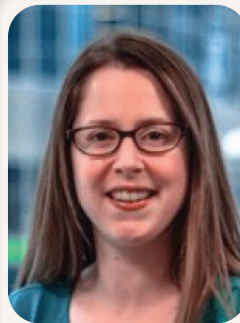
Bringing a background of sales, marketing and operations, Laura truly enjoys using her knowledge and experience to benefit her clients needs. Working with start-ups for over 25 years, Laura enjoys working with growing companies to find locations that best fits their needs, for today and tomorrow.

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**What is a skill or talent that you wouldn't put on a resumé?**  
I love to do my own manicures, I find it stress relieving. My nieces used to think I was a manicurist when they were little!

**Do you have a favorite quote or saying?**  
Keep your eyes on the stars, and your feet on the ground  
-Theodore Roosevelt

**What did 2020 teach you?**  
2020 reinforced what I've always believed- Always be ready to pivot, the only thing that's constant is change, humanity must come first, and always remain humble to your roots.



**Realogic**  
**Ellen Hayes**  
*Senior Manager*

P: 312.782.7325  
ehayes@realogicinc.com  
230 W. Monroe, Ste. 1000  
Chicago IL 60606  
www.realogicinc.com

Ellen has over 20 years' experience in commercial real estate. At Realogic, she provides a range of essential solutions to clients and also serves as training manager. Ellen is actively involved with The Goldie Initiative and Real Estate Finance Forum and teaches graduate real estate courses at Northwestern University and Roosevelt University.

Realogic is a best-in-class commercial real estate consulting firm. Founded in 1992, we are known for our unrivaled industry knowledge, experience and expertise, as well as the unsurpassed quality of our work.

**What is a skill or talent that you wouldn't put on a resumé?**  
I'm an excellent source of advice on traveling in Ireland. I'm also adept at bringing together people from diverse backgrounds and helping them connect.

**Do you have a favorite quote or saying?**  
"Mistakes are the portals of discovery." - James Joyce

**What did 2020 teach you?**  
Be grateful and compassionate. Refresh old skills, discover new ones. Get involved in communities and causes that inspire and interest you. Revisit, and if necessary, reset your goals.





**REjournals**  
**Alyssa Gawlinski**

*Managing Director,  
National Events & Marketing*

P: 312.644.2394  
agawlinski@rejournal.com  
Chicago, IL 60654  
www.rejournal.com

Alyssa Gawlinski joined REjournals in 2017, and serves as the managing director of national events and marketing. She oversees all aspects of event planning, management, and marketing for the company's annual calendar of 100+ events and growing. Gawlinski brings a strong background in event management and marketing to her position at REjournals.

Since 1985, REjournals has reported on the transactions, companies and individuals who make up the commercial real estate industry. The fast-growing organization now offers news and events in markets across 15 states.

**What is a skill or talent that you wouldn't put on a resumé?**

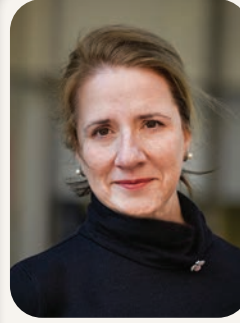
I recently tackled ice fishing at the end of 2020, and I LOVED it! My friends and I are already planning our 2021 trip.

**Do you have a favorite quote or saying?**

Work smarter, not harder.

**What did 2020 teach you?**

2020 taught me to never, ever take the small things for granted, especially a hug or a handshake!



**REjournals**  
**Marianne Grierson**

*Vice President of Sales*

P: 312.644.7168  
mgrierson@rejournal.com  
Chicago, IL 60654  
www.rejournal.com

As Vice President of Sales; Marianne is responsible for selling advertisements in all RE Journal Publications as well as Conference

Sponsorships. Proudly, introducing in 2020 a new conference series: Women in Commercial Real Estate.

Since 1985, REjournals has reported on the transactions, companies and individuals who make up the commercial real estate industry. The fast-growing organization now offers news and events in markets across 15 states.

**Do you have a favorite quote or saying?**

"Life is what happens when you are busy making other plans"

**What did 2020 teach you?**

Resilience



**Saul Ewing Arnstein & Lehr**  
**Kathleen Gilligan**

*Partner*

P: 312.876.7884  
kathleen.gilligan@saul.com  
161 N. Clark Street, Suite 4200  
Chicago IL 60601  
www.saul.com

Kathleen M. Gilligan, vice chair of Saul Ewing Arnstein & Lehr's Real Estate Practice, has deep experience in acquisition, development, leasing, and disposition of commercial real estate, with an emphasis on representing industrial, corporate, and institutional clients.

Saul Ewing Arnstein & Lehr LLP is a full-service law firm that offers clients the national reach and sophisticated experience of a large firm and the local connections and value of a boutique firm. We represent recognizable names in corporate America, exciting start-ups and an array of closely held and privately held companies, as well as nonprofits, governmental and educational entities..

**What did 2020 teach you?**

We are all more resilient than we know and stronger than we think.

**SAUL EWING  
ARNSTEIN  
& LEHR<sup>LLP</sup>**



**Siegel & Callahan**  
**Malgorzata "Gosia" Glowacka**

*Attorney*

P: 312.629.0222  
Gosia@prptax.com  
1 N. Franklin  
Chicago IL 60661  
www.siegelcallahan.com

No matter who you are, or how much success you've had, when it comes to property taxes, nearly everyone thinks of themselves as an underdog. With an assessment system that can be difficult to navigate and an ever-increasing collective tax burden, clients in both the corporate and the private sectors need the confidence that every possible issue relating to their property has been considered to ensure they're being treated fairly. I love the role of getting in someone's corner and helping to guide them from a place of uncertainty to a position of confidence. In this practice, it's something I get to do every day.

Siegel & Callahan is a law firm concentrating in tax appeals for industrial, commercial, and residential properties. We serve Illinois, Tennessee, Texas, and Florida. Our collaborative team of lawyers and real estate professionals offer leadership and guidance across the spectrum of real estate property.

**What is a skill or talent that you wouldn't put on a resumé?**

Growing up in a home with parents for whom English is a second language, I've learned to explain complicated things in the simplest possible terms without leaving out anything important.

**Do you have a favorite quote or saying?**

No matter how successful you are, nearly everyone thinks of themselves as an underdog when it comes to property taxes. Helping underdogs every day is why I love my job.

**What did 2020 teach you?**

2020 taught me there's always a silver lining. No matter how challenging this year has been, every setback has unlocked a door to new skills and better ways of thinking.







**SomerCor**  
**Margaret Griffin**  
*Executive Vice President,  
 Chief Lending Officer*

P: 312.360.3300  
 mgriffin@somercor.com  
 601 S. LaSalle St. Ste 510  
 Chicago IL 60605  
 www.somercor.com

Margaret Griffin serves as EVP, Chief Lending Officer, for SomerCor. She leads loan origination operations to scale the company's 504 and Community Advantage loan portfolio growth. Griffin previously served as SVP, SBA Regional Sales Manager, for Huntington National Bank.

SomerCor is an SBA certified, non-profit lender, that specializes in originating and servicing SBA 504 loans. The SomerCor mission is to grow businesses, create jobs, and increase impactful investment through access to capital.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Compassion: being able to put yourself into another person's shoes to understand their situation. A good leader understands the needs of their individual team members and helps develop their skill set for success.

**Do you have a favorite quote or saying?**  
 From Eleanor Roosevelt: "No one can make you feel inferior without your consent" – be confident in who and what you are.

**What did 2020 teach you?**  
 2020 reminded me to be grateful for my family, friends, and good health. It brought people together by creating space for family dinners, taking a walk, stopping the constant "go" mentality - slowing everyone down to enjoy life.




**SparrowHawk Real Estate**  
**Lisa Beckman**  
*Vice President, Asset Management*

P: 713.722.7222  
 lisa@sparrowhawkre.com  
 1800 West Loop South, Suite 1650  
 Houston, TX 77027  
 www.sparrowhawkre.com


Lisa Beckman is a founding member of the SparrowHawk team and has worked alongside Alfredo Gutierrez since 2001. Lisa has been integrally involved in acquiring \$1 billion of industrial properties. She guides the strategies that lead to enhancing the value of assets and has directed the disposition of assets approaching \$2.6 billion.

SparrowHawk is a Houston-based, entrepreneurial merchant investor with access to institutional funds. The firm is dedicated to strategic industrial real estate acquisitions in targeted markets across the US and streamlined by design to preserve a nimble, hands-on-approach.

**What is a skill or talent that you wouldn't put on a resumé?**  
 I have an innate ability to think, adjust and execute on the fly. Things don't always go as planned, or simply aren't possible to anticipate. Creativity, nimbleness and calmness matter.

**Do you have a favorite quote or saying?**  
 Lisa learned the value of a strong work ethic at an early age, and was taught "Your word is your bond". These guideposts embody her work at SparrowHawk.

**What did 2020 teach you?**  
 Last year reinforced for us the importance of communication: staying in touch with clients (tenants). In communicating you are able to better understand situations and mutually acceptable ways to resolution.

**Strada Real Estate Services, Inc.**  
**Nancy L. Roach, CPM**  
*President*

P: 630.325.9301  
 nroach@stradarealestate.com  
 1000 Vandustrial Drive  
 Westmont IL 60559  
 www.stradarealestate.com



Nancy L. Roach, CPM is a Licensed Real Estate Managing Broker and DePaul University graduate, Founder and president of Strada Real Estate Services. Ms. Roach has substantial experience in asset and property management and related real estate disciplines. This professional foundation has generated a unique approach to Property Maintenance Services.

Strada is the only company locally or nationally with a business model that delivers property maintenance and repair services including fleet-based mobile technicians as its "core" business line. Our premier managed multi-maintenance services-from every corner to every ceiling covering electrical, plumbing, lighting, general and more to provide you the freedom to address other important issues.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Follow your intuition because it will lead you down the right path.

**Do you have a favorite quote or saying?**  
 You must give respect to get respect.

**What did 2020 teach you?**  
 Live life to the fullest. Embrace your friends and family. Life is a journey that you can never predict or plan. Face adversity with dignity and grace.

**Stream Realty**  
**Victoria Knudson**  
*Partner*

P: 708.667.8472  
 victoria.knudson@streamrealty.com  
 6250 N. River Road, Suite 6025  
 Rosemont IL 60018  
 www.streamrealty.com

Victoria Knudson joined Stream Realty Partners in 2016 as Executive Vice President – Leader of National Industrial Property Management and is now a Partner with the firm. She brings 29 years of real estate experience and focuses on strengthening and overseeing the company's industrial property management operations with a significant concentration on expanding the platform while supporting Stream Realty Partners full array of integrated services.


Prior to joining Stream Realty Partners, Victoria served as Senior Managing Director – National Industrial Property Management Leader for Cushman & Wakefield where she was an accomplished Senior Executive responsible for the development and growth of the United States Industrial Platform totaling 280 million square feet. Prior to that, Victoria served as Vice President of Operations for AMB Property Corporation and also worked as an executive for Trammell Crow from 1987 through 2004.

Stream Realty Partners, a national real estate development, services and investment firm.

**What is a skill or talent that you wouldn't put on a resumé?**  
 "One of my talents is cooking Italian cuisine and bringing people together, Famiglia!"

**Do you have a favorite quote or saying?**  
 When you educate a man; you educate a man. When you educate a women; you educate a generation. Brigham Young

**What did 2020 teach you?**  
 Stay focused on your purpose in life in the midst of adversity, organize life on goals and top priorities! Tell people you love that you love and care about them!





**Stream Realty**  
**Jessica O'Hara**  
*Senior Vice President*

P: 312.801.9395  
jessica.ohara@streamrealty.com  
226 N. Morgan Street | Suite 500  
Chicago IL 60607  
www.streamrealty.com

Focuses on office landlord representation. Specializing in maximizing an asset's value through creative leasing efforts, systematic

market and financial analysis, and comprehensive lease negotiations. In addition, some of her other responsibilities include expanding Stream's acquisition, development, leasing, and property management platforms and growing Stream's presence in the greater Chicago market.

Stream Realty Partners, a national real estate development, services and investment firm.

**What is a skill or talent that you wouldn't put on a resumé?**

I wouldn't call it a skill or talent, but I love to dance. Just not very well.

**Do you have a favorite quote or saying?**

"Hire people with the potential to do more than the job they are hired for."

**What did 2020 teach you?**

There are always opportunities, you just have to look high and low. Most importantly Covid sucks.



**Stream Realty**  
**Alyssa Rubio**  
*Property Manager*

P: 708.667.8472  
Alyssa.rubio@streamrealty.com  
6250 N. River Road, Suite 6025  
Rosemont IL 60018  
www.streamrealty.com

Alyssa Rubio joined Stream Realty Partners in Chicago and she is the Property Manager for the industrial group bringing 8 years of real estate

experience. Her focus is to manage the Agellan, MetLife, Dayton Street and GI Partners Portfolio.

Prior to joining Stream, Alyssa served as Property Manager for Cushman & Wakefield for 6 years where she was managing a portfolio that consisted of 57 industrial buildings, over 100 tenants, and totaling 11.2M square feet of industrial real estate across the Chicago Land Area and Wisconsin.

Stream Realty Partners, a national real estate development, services and investment firm.

**What is a skill or talent that you wouldn't put on a resumé?**

One talent that is true to my heart since childhood is soccer as I spent countless hours playing and spending time with my family.

**Do you have a favorite quote or saying?**

"If you want to know what a person's like, take a good look at how they treat their inferiors, not their equals."

**What did 2020 teach you?**

2020 taught me that strong family ties can prevail in the worst situations.



**SVN Chicago Commercial**  
**Olivia Czyzynski**  
*Vice President*

P: 312.676.1862 F: 312.676.1867  
olivia.czyzynski@svn.com  
940 W Adams St., #200  
Chicago IL 60607  
www.svnchicago.com

Olivia Czyzynski is a top producer and has 14 years of commercial real estate experience. She is part of the all woman SVN Suburban Next

Level Team, specializing in the sale and leasing of office, industrial and retail in the Chicagoland suburbs.

We are a full-service commercial real estate firm complete with in-house Property Management company based in Chicago's West Loop. Additional sister offices include Rosemont, Denver, CO and Boca Raton, FL.

**What is a skill or talent that you wouldn't put on a resumé?**

I can run a marathon, and have run many across the country. Running a marathon is a lot like real estate, persistence gets you to the finish line!

**Do you have a favorite quote or saying?**

"The only place success comes before work is in the dictionary." -Vince Lombardi

**What did 2020 teach you?**

Patience! Although I still need some more practice with that.



**SVN Chicago Commercial**  
**Nathalie Fisher**  
*Advisor*

P: 312.414.0602 | F: 312.676.1867  
nfisher@svn.com  
940 W Adams St., #200  
Chicago IL 60607  
www.svnchicago.com

Nathalie Fisher is a top producing advisor with SVN Chicago Commercial and part of a three woman team, concentrating on the Chicago

suburban market focusing on office, retail, Industrial leasing and investment sales.

We are a full-service commercial real estate firm complete with in-house Property Management company based in Chicago's West Loop. Additional sister offices include Rosemont, Denver, CO and Boca Raton, FL.

**What is a skill or talent that you wouldn't put on a resumé?**

Resilient, motivated, patient, passionate about working out and pretty good at juggling.

**Do you have a favorite quote or saying?**

"The way I see it , if you want the rainbow, you gotta put up with the rain!" - Dolly Parton

**What did 2020 teach you?**

How precious life, health and paper towels are. It's also taught me the importance of human contact, social interaction and how it has been drastically affected.





**SVN Chicago Commercial**  
**Beverly Hayes**

*Senior Industrial Advisor*

P: 312.756.7330 | F: 312.676.1867  
beverly.hayes@svn.com  
940 W Adams St., #200  
Chicago IL 60607  
www.svnchicago.com

Beverly has been in industrial real estate since 2010 focusing on the city's south side. In 2014 she joined the Chicago branch of SVN where she helped launch the SVN Chicago Commercial Industrial Group. In 2020 she brokered more than \$18M in sales with more than 280K SF under roof.

We are a full-service commercial real estate firm complete with in-house Property Management company based in Chicago's West Loop. Additional sister offices include Rosemont, Denver, CO and Boca Raton, FL.

**What is a skill or talent that you wouldn't put on a resumé?**

I am fantastic at Charades!

**Do you have a favorite quote or saying?**

It's tough to learn anything if I'm doing all the talking.

**What did 2020 teach you?**

People matter more than deals.



**SVN Chicago Commercial**  
**Jennifer Hopkins**

*Vice President*

P: 312.676.1865 | F: 312.676.1867  
jennifer.hopkins@svn.com  
940 W Adams St., #200  
Chicago IL 60607  
www.svnchicago.com

Jennifer has 30+ years experience in commercial real estate working all sides of the business. Part of a three women team, concentrating on the Chicago suburban market focusing on office, retail, industrial leasing and investment sales. She's a top producer recently closing two property sales totaling \$15M in the midst of the pandemic.

We are a full-service commercial real estate firm complete with in-house Property Management company based in Chicago's West Loop. Additional sister offices include Rosemont, Denver, CO and Boca Raton, FL.

**What is a skill or talent that you wouldn't put on a resumé?**

Compassion, listening and learning along with knowledge and experience to navigate difficult situations and provide equitable solutions for all parties.

**Do you have a favorite quote or saying?**

The smallest step in the right direction can turn out to be the biggest step of your life.

**What did 2020 teach you?**

Patience. We're all in this together. I've concentrated on helping clients navigate these challenging times with guidance, consultation and negotiations to assist businesses and owners through the pandemic and successfully move forward.



**SVN Chicago Commercial**  
**Karen Kulczycki**

*Advisor*

P: 630.330.3352 | F: 312.676.1867  
kkulczycki@svn.com  
940 W Adams St., #200  
Chicago IL 60607  
www.svnchicago.com

Specializing in Office and Industrial investment properties, Karen's experience ranges from small development throughout Chicagoland suburban markets. Her success is due to thorough research, analysis while creating opportunities to maximize clients' profits. Karen enjoys spending time with her two daughters and the outdoors.

We are a full-service commercial real estate firm complete with in-house Property Management company based in Chicago's West Loop. Additional sister offices include Rosemont, Denver, CO and Boca Raton, FL.

**What is a skill or talent that you wouldn't put on a resumé?**

Having the work ethic as a tenacious hustler in business while keeping balance to enjoy the journey.

**Do you have a favorite quote or saying?**

To be successful in commercial real estate, you must always put your clients' best interests first. Real client service is measured by your value added with consistency, sincerity and integrity.

**What did 2020 teach you?**

2020 required the need to be flexible and adaptable to change. Assisting clients as an advisor is key to helping them navigate through these changing times and getting deals closed.



**SVN Chicago Commercial**  
**Deena Zimmerman**

*Vice President & National Council Co-Chair for Retail*

P: 312.756.7336 | F: 312.676.1867  
dzimmerman@svn.com  
940 W Adams St., #200  
Chicago IL 60607  
www.svnchicago.com

Deena specializes in tenant representation working with national operators, franchisees, and first-time entrepreneurs as well as the sale and leasing of retail, investment and development properties across the Country. In addition to being a nationally recognized public speaker, she is also a trusted expert in the Cannabis industry.

We are a full-service commercial real estate firm complete with in-house Property Management company based in Chicago's West Loop. Additional sister offices include Rosemont, Denver, CO and Boca Raton, FL.

**What is a skill or talent that you wouldn't put on a resumé?**

I am AMAZING at Schitt's Creek trivia.

**Do you have a favorite quote or saying?**

"She Believed She Could, So She Did".

**What did 2020 teach you?**

Grace. Compassion. Flexibility. Talk less, listen more. Pay attention to the little things, someday you'll realize they were the big things. We are better as Humans when we support one another.





**Taft Stettinius & Hollister LLP**  
**Kathryn Kovitz Arnold**

*Partner and Chair, Real Estate and Condominium Practice Groups*

P: 312.836.4031 | F: 312.966.8469  
 karnold@taftlaw.com  
 111 East Wacker, Ste. 2800  
 Chicago IL 60601  
 www.taftlaw.com

For 30 years, Kathryn has played a key role in shaping the landscape of Chicago's most diverse neighborhoods and business communities. She continues to serve as lead counsel to the purchasers of many of Chicago's largest condominium de-conversion projects.

The collaborative approach of our 600+ attorneys, in addition to our advanced technological resources, and depth of legal services, transforms what clients can expect from their legal team.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Ability to connect with other people.

**Do you have a favorite quote or saying?**  
 Never presume that a person's actions or words are indicative of their intentions, trust your instincts.

**What did 2020 teach you?**  
 We all need to continue to be supportive and kind.



**Urban Innovations**  
**Candice Murphy**

*Leasing Associate*

P: 312.970.3237  
 cmurphy@urbaninnovations.com  
 445 N Wells St. Suite 200  
 Chicago, IL 60654  
 www.urbaninnovations.com

For over 8 years, Candice has been working in real estate at Urban Innovations, an integrated, forward-looking commercial real estate developer. Initially in a compliance role on the affordable housing side of the business, Candice is now Leasing Associate, supporting all leasing activities for UI's River North commercial portfolio.

Urban Innovations is a Chicago-based real estate developer offering construction, leasing and property management for a growing portfolio of commercial properties currently totaling over 1 million SF.

**Do you have a favorite quote or saying?**  
 "The price of doing the same old thing is far higher than the price of change".  
 --Bill Clinton

**What did 2020 teach you?**  
 In the moment it can be hard to spot, but there is always a silver lining.



**V3 Companies**  
**Rachael Berthiaume, P.E., LEED AP BD+C**

*Project Manager - Environmental*

P: 630.724.9200  
 rberthiaume@v3co.com  
 444 N. Wells St, Suite 602  
 Chicago IL 60654  
 www.v3co.com

Rachael is a professional engineer with consulting, project management and technical expertise in environmental engineering and hydrogeology. Rachael's focus is directing environmental investigations, developing risk-based remediation objectives and defining cleanup strategies. Her primary interest is providing practical environmental solutions that support urban renewal and sustainable land use.

Founded in 1983, V3 is an employee-owned, multi-disciplinary firm offering environmental, engineering, contracting, planning, landscape architecture and surveying services from offices in Illinois, Indiana, Ohio, Canada and Haiti.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Flexibility to accommodate schedule and task changes.

**Do you have a favorite quote or saying?**  
 What you think, you become. What you feel, you attract. What you imagine, you create. - Buddha

**What did 2020 teach you?**  
 A focus on resiliency, before and during a storm, can make a big difference in the outcome.



**V3 Companies**  
**Lori Prokes**

*Vice President Environmental Practice*

P: 630.724.9200  
 lprokes@v3co.com  
 7325 Janes Avenue  
 Woodridge IL 60517  
 www.v3co.com

Lori is V3's Vice President and Director of Environmental Practice. She excels in helping companies find innovative solutions to environmental challenges, craft realistic legacy property reuse, and get transactions to closing. Her combined legal and business experience brings unique value to V3's clients.

Founded in 1983, V3 is an employee-owned, multi-disciplinary firm offering environmental, engineering, contracting, planning, landscape architecture and surveying services from offices in Illinois, Indiana, Ohio, Canada and Haiti.

**What is a skill or talent that you wouldn't put on a resumé?**  
 Flower arranging and playing a form of steel drum.

**Do you have a favorite quote or saying?**  
 Speak it into existence. I said this long before it was 'The Secret'.

**What did 2020 teach you?**  
 We are all in this together. We rise or fall together.





**V3 Companies**  
**Laura Shafer, P.E., LEED AP BD+C**

*Sustainability Services Leader & Senior Project Manager*

P: 630.724.9200  
 lshafer@v3co.com  
 7325 Janes Avenue  
 Woodridge IL 60517  
 www.v3co.com

Laura is a Senior Project Manager with civil engineering experience focused on redevelopment projects and the design of sustainable infrastructure solutions. Laura has developed a strong resume for urban infrastructure. She is also responsible for the creation of V3's sustainable design practices, standards and the mentoring of V3 staff.

Founded in 1983, V3 is an employee-owned, multi-disciplinary firm offering environmental, engineering, contracting, planning, landscape architecture and surveying services from offices in Illinois, Indiana, Ohio, Canada and Haiti.

**What is a skill or talent that you wouldn't put on a resumé?**

About 10 years ago I took up recreational competitive dancing of the genre West Coast Swing; traveled throughout the US, France, and Norway to compete and vacation.

**Do you have a favorite quote or saying?**

It's not just engineering or project management. Especially now. Take the time to laugh with your clients. There will be good and bad days, but your clients will remember that you helped them enjoy the process.

**What did 2020 teach you?**

2020 taught me perseverance. How much I value the in person relationships with coworkers and clients, and, with the right attitude, that you can excel in 2020 while bringing some levity to the situation.



**Zeller**  
**Bethany Bonner**

*Principal/General Counsel/CAO*

P: 312.229.8842  
 bbonner@zeller.us  
 401 North Michigan Avenue, Suite 700  
 Chicago IL 60611  
 www.zeller.us

Bethany Bonner joined Zeller in 2014 as Principal, General Counsel and CAO. Bethany is actively involved in the firm's acquisitions and investments, and manages the legal aspects of the firm's debt and equity financings, joint and private ventures, and asset management. In addition, Bethany is the key legal risk management officer and is engaged in strategic counseling, policy creation, and contract negotiation.

Zeller is a vertically integrated commercial real estate investment and development firm that provides a full spectrum of real estate services, including development, leasing, management, and construction.

**What is a skill or talent that you wouldn't put on a resumé?**

My mind contains an encyclopedia of song lyrics and movie lines. I will perform if asked.

**Do you have a favorite quote or saying?**

You Can't, You Won't, and You Don't Stop

**What did 2020 teach you?**

Despite politics, we are all more alike than we are different. At the core, we all care about the same things – family, community, health, job security.



**Zeller**  
**Janice Goldsmith**

*Principal & President*

P: 312.640.7602  
 jgoldsmith@zeller.us  
 401 North Michigan Avenue, Suite 700  
 Chicago IL 60611  
 www.zeller.us

Janice Goldsmith is responsible for managing development, redevelopment, and construction for the entire Zeller portfolio of office

buildings, retail facilities, and a variety of other product types, nationally. Recent experience includes the comprehensive redevelopment of The Wrigley Building, the redevelopment of 401 North Michigan Avenue's plaza and the Riverwalk.

Zeller is a vertically integrated commercial real estate investment and development firm that provides a full spectrum of real estate services, including development, leasing, management, and construction.

**What is a skill or talent that you wouldn't put on a resumé?**

I know a lot about trees and the Morton Arboretum is one of my favorite places

**Do you have a favorite quote or saying?**

Currently--Challenging times require perseverance and perseverance strengthens character. You grow most during the toughest times.

**What did 2020 teach you?**

Don't overthink or try to control uncontrollable circumstances. Focus on what is possible.



**Zeller**  
**Erica Marshall**

*Leasing Director*

P: 312.229.8942  
 emarshall@zeller.us  
 401 North Michigan Avenue, Suite 700  
 Chicago IL 60611  
 www.zeller.us

Erica Marshall joined Zeller in 2012 and currently serves as a Leasing Director on the leasing team specializing in landlord

representation. Erica and her team are responsible for over 4.2 million square feet of commercial office space throughout the Chicago metropolitan area. Erica has been involved in over 200 transactions with a combined transactional value of over \$612 million.

Zeller is a vertically integrated commercial real estate investment and development firm that provides a full spectrum of real estate services, including development, leasing, management, and construction.

**What is a skill or talent that you wouldn't put on a resumé?**

I love to cook! I'm really creative in the kitchen and rarely follow recipes. My husband thinks I should try out for Top Chef.

**Do you have a favorite quote or saying?**

"If you don't go after what you want, you'll never have it. If you don't ask, the answer's always no. If you don't step forward, you're always in the same place." -- Nora Roberts

**What did 2020 teach you?**

Nothing is as important as family and your health. 2020 has also taught me to slow down. Time is precious, spend it with those who matter most.





**Zeller**  
**Sue Pruski**  
*Senior Vice President*

P: 312.229.8968  
spruski@zeller.us  
401 North Michigan Avenue, Suite 700  
Chicago IL 60611  
www.zeller.us

Sue Pruski joined Zeller in 2014 and is responsible for the planning and strategic direction for 1.9 million square feet of Zeller's

office assets nationwide. Sue monitors the progress of each business plan and assets' capital structure, and also plays an integral role in financial modeling and reporting to debt and equity partners.

Zeller is a vertically integrated commercial real estate investment and development firm that provides a full spectrum of real estate services, including development, leasing, management, and construction.

**What is a skill or talent that you wouldn't put on a resumé?**

I learn foreign languages really quickly and easily.

**Do you have a favorite quote or saying?**

"Travel is the one thing that you spend money on that makes you richer." No one can EVER take away your experiences.

**What did 2020 teach you?**

It's okay to not constantly be on the go and have every minute of your day scheduled. It's been refreshing to stay home, slay down and relax a bit.



**Zeller**  
**Laura Stangle**  
*Senior Vice President*

P: 312.640.7601  
lstangle@zeller.us  
401 North Michigan Avenue, Suite 700  
Chicago IL 60611  
www.zeller.us

Laura Stangle joined Zeller in 2017. As Senior Vice President of Asset Management, Laura is responsible for developing a strategic business

plan and monitoring the investment performance of several of Zeller's Midwest office properties.

Zeller is a vertically integrated commercial real estate investment and development firm that provides a full spectrum of real estate services, including development, leasing, management, and construction.

**What is a skill or talent that you wouldn't put on a resumé?**

My ability to teach. If I was not in the industry, I would be a professor at a university.

**Do you have a favorite quote or saying?**

"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results." --Andrew Carnegie

**What did 2020 teach you?**

Life throws us challenges, but never take your eye off the goals of always thinking of new ways to wow the customer. If you are not getting better, you are falling behind.



**Zeller**  
**Lindsey Telford, AIA, LEED  
Green Assoc., Fitwel Amb.**  
*Director of Design*

P: 312.229.8969  
ltelford@zeller.us  
401 North Michigan Avenue, Suite 700  
Chicago IL 60611  
www.zeller.us

Lindsey Telford joined Zeller in 2019 as Zeller Development Group's Director of Design. Her current responsibilities include the development, budgeting, and execution of capital improvement projects that are central to the business plans of Zeller assets. As Director of Design, she actively works with the acquisition, leasing, asset management and construction teams to deliver transformative design projects and increase value.

Zeller is a vertically integrated commercial real estate investment and development firm that provides a full spectrum of real estate services, including development, leasing, management, and construction.

**What is a skill or talent that you wouldn't put on a resumé?**

In college, I took a great course on watercolor rendering for architecture. Ever since, I have loved creating watercolor paintings of human figures, plants, boats, and buildings.

**Do you have a favorite quote or saying?**

William H. Whyte, urbanist and journalist, once wrote, "People tend to sit most where there are places to sit." Like Occam's razor, sometimes the simplest design solutions are the best.

**What did 2020 teach you?**

Don't overthink or try to control uncontrollable circumstances. Focus on what is possible.



*Thanks for  
participating!*

Hope to see you all  
again for 2022 WIRE.



# The Power of Partnership

**At CREW Chicago, we have a simple mission:**

To positively impact the commercial real estate industry  
by advancing the power and success of women.

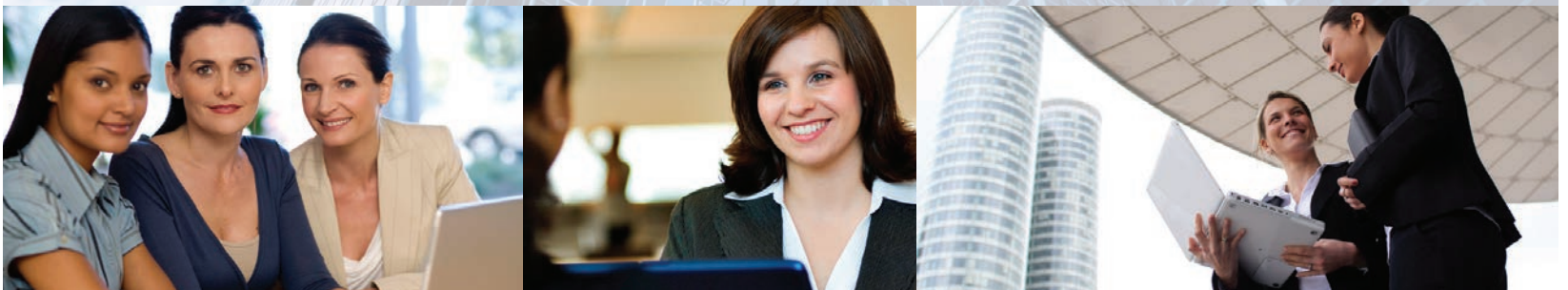
We've been doing just that for over 30 years.

When you join CREW Chicago, you become a member of the premier professional organization for women in commercial real estate in Chicago and globally. Members enjoy an active program schedule featuring indepth analysis of the latest issues in real estate by industry leaders. You will also have the opportunity to join a select group of high-level professionals at exclusive member-only events, social gatherings and volunteer opportunities.

**BECOME A MEMBER TODAY**

To find out how, visit us at [www.CREWChicago.org](http://www.CREWChicago.org) or email us at [info@CREWChicago.org](mailto:info@CREWChicago.org).

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**THE CUBES**

Learn more at [www.realcrg.com](http://www.realcrg.com).