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PRESIDENT'S MESSAGE



Jackie Isidore

Fall doesn't seem to officially start until the CREW San Diego wine tasting. A fire in the beautiful room at The Grand Del Mar, a balmy 80 degrees outside, excellent networking that only seems to get louder as the night continues. Call me crazy, but all of these things kick off fall in my book. And what a kick off it was this year! Our most attended CREW San Diego wine tasting yet thanks to our hard working special events committee led by Bree Wong of SWS Engineering!

The advent of fall heralds a hectic next few months for most of us both at work and at home. The commercial real estate industry typically becomes frantic as clients attempt to squeeze in those last few projects on this year's approved budget while simultaneously preparing and planning for next year. Add the enjoyment of the holidays, the accompanying pendulum of joy and stress, and people can start looking a little frayed in their holiday finery.

Despite this I also believe fall to be a time of great reflection; to review the year's events, commitments, successes and failures so you can confidently start the next year informed, directed and motivated. At this time our CREW San Diego board will embark on the same journey with the goal of continuing to serve our members in the highest capacity. A big part of that is receiving feedback from you dear members and I ask that you take the time to respond to our forthcoming surveys regarding the year. With this information we can embark on the next steps of planning for continued success. In advance, *Thank you* for your valuable time, candid feedback and capital ideas! ■

Jackie Isidore

CHARITY WINE TASTING + SILENT AUCTION EVENT



[Continued on page 2](#)

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WINE TASTING EVENT, continued from page 1



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SUMMER BASH EVENT



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CONGRATULATIONS



Kelly Souza

Congratulations to **Kelly Souza** for being chosen as one of the 40 under 40 in San Diego! She is currently the senior vice president and office manager for Wells Fargo Commercial Real Estate. Kelly leads a lending team that banks San Diego's institutional real estate developers and investors in addition to assisting in the underwriting of all large commercial real estate loans held on Wells Fargo's balance sheet in the San Diego region. Souza is a two time recipient of the 'Golden Spoke' award for excellence in sales and service at Wells Fargo. She is an active member of the policy advisory board of the Burnham Moores Center for Real Estate at USD, a board member of Big Brothers Big Sisters of San Diego County, a board member of Kitchens for Good, an undergraduate mentor at USD, member of Commercial Real Estate Women (CREW), and finally, a member of the National Association of Office and Industrial Properties (NAIOP). Souza took first place in her age category at the Superseal sprinting triathlon and graduated Summa Cum Laude from the University of San Diego.



Melissa Stayner

Congratulations to **Melissa Stayner** for being chosen as one of the 40 under 40 in San Diego! Melissa is an Associate Geologist at LGC Valley Inc., a geotechnical engineering consulting firm. She is also a board member of the Building Industry Association's Young Generation of Leaders — or yGEN — which has become politically active in informing government decision makers of the big impact that housing development fees and governmental regulations have on potential new home buyers, particularly the young generation of San Diegans who can't afford to live/work in this current market. Stayner is also using her expertise by serving as a board member on the North Park Planning Committee, which currently is advising the City on its update of the Greater North Park Community Plan. Challenges include achieving an agreeable balance between the added density supporting the City's Climate Action Plan, while at the same time protecting the historical resources for which the community is so well-known.

*Congratulations to **Jennifer Litwak**, **Tiffany English** and **Lori Ann Stevens** for being named one of San Diego's Top 100! Read more about their extraordinary backgrounds and experience in the CREW Who Section.*


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CREWnews wins 1st place in "Best Newsletter" category of Ragan's 2016 Nonprofit PR Awards!!!
 Congratulations to **Toni McMahon** and the members of the **CREW San Diego Marketing/Communications Committee**.

<http://www.prdaily.com/Awards/SpecialEdition/667.aspx>

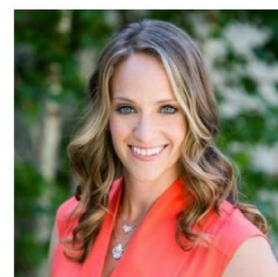
CONGRATULATIONS! TO THE WOMEN WHO MEAN BUSINESS FINALISTS

YOU HAVE CONTRIBUTED SIGNIFICANTLY TO SAN
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Debra Aiken

Cushman + Wakefield



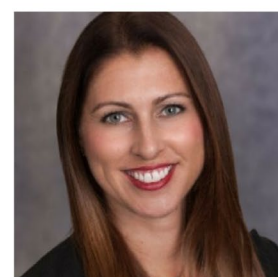
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MEMBER NEWS



Darcy Miramontes

JLL's Executive VP, Darcy Miramontes, helps with Dylan Point Loma sale, a 180-unit luxury multifamily property in San Diego. The community offers amenities such as a saltwater pool encircled by cabanas, a 6,000-square-foot clubhouse, a state-of-the-art fitness center, a business center, a spa, a game lounge with high-definition televisions, a volleyball court, a dog park with a dog wash station, and controlled access.



To read more about this transaction, click here: <http://bit.ly/2bpksp7>



Kaitlin Arduino

Hosted at the Ebell of Los Angeles—the historic women's club— The Real Estate Womens Forum had over 30 leading women from all over California share their experiences on the opportunities and challenges that they are facing in commercial and investment real estate. CREW San Diego had their very own Kaitlin Murphy Arduino of Murphy Development speak at this dynamic forum. She highlighted how tenants are driving change in development throughout San Diego.



[Continued on page 6](#)

MEMBER NEWS, continued from page 5

JOHNSON & JENNINGS COMPLETES CAPITAL IMPROVEMENTS AT HAZARD CENTER OFFICE TOWER IN MISSION VALLEY

Renovations Commissioned by PM Realty Group

SAN DIEGO – (Sept. 26, 2016) – Johnson & Jennings General Contracting has completed extensive capital improvements at Hazard Center Office Tower. The scope of work included expansive lobby renovations on the plaza level and ground floor, new shower, locker and fitness facilities on the ground floor and elevator lobby upgrades throughout the building.

Hazard Center Office Tower is a 15-story, Class A office building in the heart of San Diego's Mission Valley community. The tower is part of the Hazard Center complex which includes retail, restaurants, services and hospitality amenities.

The plaza level scope of work included demolition of granite and installation of modern marble slabs and walnut wood panels, as well as Masland figured carpet, upgraded LED lighting and conversion to DDC VAV boxes. The restrooms on this level received complete upgrades including new plumbing fixtures, floor and wall tiles, lighting and restroom accessories.

The ground floor lobby also received contemporary marble slabs and wood panels, carpet upgrades, upgraded LED lighting, conversion to DDC VAV boxes, new paint, new tiled entry to the building and a new walnut wood security console. The ground floor restrooms and locker areas were demolished and rebuilt, replacing rough plumbing, plumbing fixtures, accessories, shower stalls and finishes. In addition, upgrades to the fitness center included new cork flooring, painting and upgraded direct/indirect lighting.

The eighth floor elevator lobby upgrades included LED lighting, stone flooring, white fabric panels and back painted glass to match the newly painted elevator doors and frames, as well as conversion to DDC VAV boxes and new art work. The corridors were refreshed with new wall covering, paint, LED direct/indirect lighting, carpet, and upgraded ceiling tiles and grid. In addition, eighth floor restrooms were refreshed with new plumbing finishes, lighting, floor and wall tiles, and restroom accessories.

The elevator lobby renovations on five additional floors included upgraded LED and decorative lighting, soffit expansion to create space, new paint and art work.

Lisa Gualco of PM Realty Group and general manager of Hazard Center oversaw the project. Laura Metcalf and Robin McNees of Hurkes Harris Design Associates provided full scope design services. The Johnson & Jennings project team included Jim Lohnes as project manager, Raul Islas as project superintendent and Renata Cristo as project coordinator. ■

About Johnson & Jennings General Contracting

Johnson & Jennings General Contracting is a leading San Diego based general contracting firm specializing in commercial construction. Since 1981 Johnson & Jennings has served as a model of construction excellence by providing quality-built environments throughout Southern California. More information can be found at www.johnsonandjennings.com or by contacting Jackie Isidore, VP of Business Development and Marketing at jjisidore@johnsonandjennings.com.





DONE DEALS

Project	CREW Members
Brookfield Corp/Fairfield Residential	Cushman & Wakefields, Ware Malcomb, Burger Construction, Anderson Audio Visual, Unisource Solutions
JLL San Diego Office Relocation to the Aventine	JLL, Howard's Rug, ID Studios, Knoll
Hotel Palomar – Saltbox Restaurant Renovation	JLL, Ware Malcomb
HD Supply Distribution Center Tenant Improvement	Online Builders, CBRE, Inc.
Apex Dental Lab Tenant Improvement	Online Builders, ReSource Floors Inc.
Stylust Hair Salon	Alcott Insurance Agency, The Loftin Firm
6370 Nancy Ridge office lease	CBRE, Ware Malcomb
Expansion at Hazard Center	CBRE, Novatel Wireless leases, Cushman & Wakefields
UCSD Revenue Cycle	Burger Construction, Ware Malcomb, Cushman & Wakefields, University of California San Diego
Allen Matkins	Burger Construction, Howard's Rug, FS Design Group, Heaviland Landscape Management
Seismic	Burger Construction, Cushman & Wakefields, Gensler
Perfect Bar	Burger Construction, ReSource Floors Inc.
Booking.com	Burger Construction, Howard's Rug, Gensler
Kidder Matthews	Burger Construction, Howard's Rug, Hollander Group
1011 Torreyana	Burger Construction, Howard's Rug, Project Management Advisors
Laird Technologies	Burger Construction, Howard's Rug
ICW Café	Burger Construction, Ware Malcomb
ViaSat Phase 3	Burger Construction, Howard's Rug, Gensler
Qualitas	Burger Construction, ReSource Floors Inc.
RAF Las Palma	Burger Construction, ID Studios
National Merchants Association	Burger Construction, ID Studios
Avadyne	Burger Construction, ReSource Floors Inc., Gensler
Clerkin, Sinclair & Mahfouz	Bentley, BNIM, Bosa Developmeny Corporation, Coalesse, CBRE
Rivo Holdings	Bentley, BNIM, Bosa Developmeny Corporation, Coalesse, CBRE
Illumina	Bentley, GMBI, Bosa Developmeny Corporation, Coalesse, CBRE
Project Manager Placement	Building Careers, Viking Construction
UCSD Thornton Hospital Endoscopy Suite	Gensler, Glumac
Gensler San Diego Office Renovation	Gensler, Glumac
Janssen	Bentley Mills, GMBI
Mission Federal Clairemont Branch	Mission Federal, Bentley, GMBI
Fate Therapeutics	Unisource Solutions, Alexandria
La Jolla Village Spec Suite	Unisource Solutions, Irvine Company
Zimmer Biomet	Unisource Solutions, Ware Malcomb, Johnson & Jennings
US Healthworks	Johnson & Jennings General Contracting, Howard's Rug Company
Trex	Carrier Johnson, Johnson & Jennings General Contracting
Tealium Storage Room	ID Studios, Johnson & Jennings General Contracting
Hazard Center, Zenith	PM Realty Group, Johnson & Jennings General Contracting
Hazard Center, Spec Suite 640	PM Realty Group, Johnson & Jennings General Contracting
Hazard Center, Spec Suite 1025	PM Realty Group, Johnson & Jennings General Contracting
Hazard Center, 4th Floor Common Areas	PM Realty Group, Johnson & Jennings General Contracting
Hazard Center, 12th Floor Common Areas	PM Realty Group, Johnson & Jennings General Contracting

[Continued on page 8](#)

DONE DEALS, continued from page 7

Project	CREW Members
One Del Mar	Cushman & Wakefield, Ware Malcomb, Johnson & Jennings General Contracting
UCSD Health	Ware Malcomb, Johnson & Jennings General Contracting
Coastal Industrial Supply	Facility Solutions, Johnson & Jennings General Contracting
First American Trust	ID Studios, Johnson & Jennings General Contracting
FFF Enterprises/ NU Factor	Ware Malcomb, Johnson & Jennings General Contracting
4370 La Jolla Village Drive, Suite 210	Ware Malcomb, Johnson & Jennings General Contracting
The Plaza, First American Title	ID Studios, Johnson & Jennings General Contracting
UPS	Ware Malcomb, Johnson & Jennings General Contracting
CPC	Lockrul, Resource, Bentley, Ware Malcomb
Emerald Plaza corridor	Resource, Bentley, Gensler
Psomas	Resource, Bentley, Gensler, Bycor
La Jolla Center I Reimage	Bycor, Gensler, Bentley, Resource
Klinedinst	Burger, Gensler, Resource, Bentley
Shepard Mullin downtown	Burger, Gensler, Bentley
Janssen	Bentley Mills, GMBI
Mission Federal Clairemont Branch	Mission Federal, Bentley, GMBI
Illumina	GMBI, Bentley Mills
Clerkins, Sinclair and Mahfouz	BNIM, Bentley
ResMed Floor 3 Refresh	ID Studios, Reno Contracting , Anderson Audio/Visual, G/M Business Interiors, BKM
Lytix, Phase 2	ID Studios, CBRE, Inc., Turner Construction, G/M Business Interiors
TP Logic	ID Studios, Burger Construction,
Tealium	ID Studios, Johnson & Jennings, Unisource Solutions
Sheppard Mullin	ID Studios, Sheppard Mullin Richter & Hampton, Johnson & Jennings, Bentley Mills
Jones Lang LaSalle	ID Studios, Jones Lang LaSalle Americas, Commercial Builders
Nextivity	ID Studios, Mohawk Industries



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CREW CORNER ■ BREAKING THE COMMERCIAL REAL ESTATE CEILING



By Misty Moore
Thursday, October 13, 2016

Published data suggests that the top four commercial brokerage firms in San Diego employ somewhere around 200 licensed brokers. Just over a dozen of those brokers are women. Furthermore, within that female population of brokers, just a handful hold senior positions in their firms.

Misty Moore

While women have made tremendous strides in commercial real estate brokerage over the last 20 years, why don't we have more female brokers by now, especially considering the flexible schedule this profession offers?

Research from American Express OPEN Forum shows that female entrepreneurs in our country are on a roll. The growth of women-owned firms continues to outpace the national average, plus they now lead growth in eight of the top 13 industries. Again, why does an essentially entrepreneurial career like commercial real estate brokerage still struggle to close its gender gap?

I'm lucky to work at one of the few brokerage firms in San Diego that has some very accomplished female brokers, and I hope I can channel the supportive culture we have within our firm to encourage other women to consider, and stick with, brokerage.

As a broker, you're self-employed and responsible for finding clients and closing transactions, and the schedule you craft to be successful is largely up to you. I have the freedom to attend my sons' performances and games without anyone looking over my shoulder. (This speaks to the leadership and culture at my firm, JLL, where women are not shamed for being dedicated, working mothers.)

Make no mistake, a career in brokerage is an arduous path. You are in demand 24/7, often working long hours, handling stressful transactions and are perpetually on the hunt for new business. It takes years to crack the six-figure barrier and have a respectable transaction pipeline required to maintain and grow this income year over year. Even after 18 years, I am acutely aware of the risks associated in letting my business development efforts slip.

The first five years are the hardest, and it seems this is when we typically lose our young women brokers. I have a hunch this is tied to concerns about starting a family, though brokerage can also be a huge benefit when it comes to maternity leave. I sacrificed very little income while I was on maternity leave with both of my kids. How? Because I had strong leadership that guided me and a solid tenant rep team that I trusted and that supported me. I went back to work after six weeks with my second son, but it's because I wanted to - I didn't have to.

In commercial real estate, you have the opportunity to create your own "community" and support network. I'm fortunate to have a handful of other women in my work community - however, I also have men. We all bring different skills and connections to the table, and we leverage these as a team.

This is unique to my company. We do not compete internally. This has been a significant factor in why I have succeeded. I think this type of collaboration really resonates for women. As a tenant rep team, we are all in this together, and we are going to win together. No other brokerage firm has mastered this to the extent we have. If they could, I predict more women would thrive in this profession.

Even without a collaborative culture, I would encourage young women to approach the most successful brokers and ask how you can help them win more business. The trick is, you can't expect anything in return. Be a sponge, be humble, help others be successful and be willing to learn. Don't be afraid to tell leadership your goals, no matter how crazy they sound. Have a plan and be tenacious.

From the start of your career, make sure you understand what you have to offer your team and communicate it. Why would others in your office want to work with you? What do you bring to the table? When I started with my current firm, I noticed no one was focusing on downtown, which, at the start of my career in the late 90s, was home to a lot of law firms. I started the Law Firm Practice Group and began chasing law firm work downtown. It was one of my single best career decisions, as I found a wonderful community of women attorneys also climbing to the top. I have enjoyed supporting them on their way up.

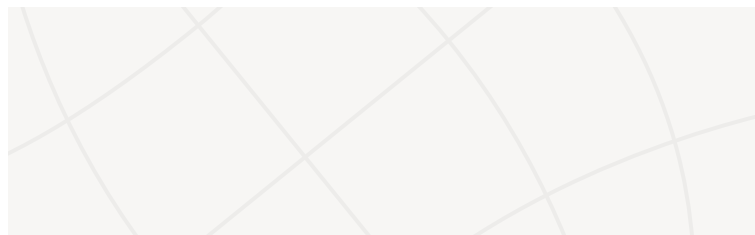
Associations like Commercial Real Estate Women (CREW) can also populate your village with referral sources and support among your colleagues.

My colleague, Lynn LaChapelle, who is one of our top producing brokers in San Diego, says, "It's becoming more of a requirement for our clients to see gender diversity on our teams. As more women assume leadership positions within the profession, women play increasingly important roles in winning new business."

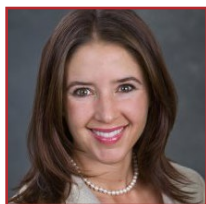
National leadership in brokerage firms is becoming more aware and supportive of cultivating diversity, and most firms have high profile diversity and inclusion initiatives. But more needs to be done with boots on the ground if these initiatives are to succeed.

As my friend and industry colleague Kellie Hill said, "The path may have been cut when we got here, but we have had to do some 'machete-ing' and weed whacking to get it clear, as it certainly was not paved." I look forward to welcoming the women who will continue to help pave the rest of this clearing path. ■

Misty Moore is executive vice president at JLL, a CREW San Diego member and a former CREW San Diego board member.



CREW WHO ■ TERRORISM INSURANCE: WHAT'S IT REALLY WORTH?



Holly B. McGlenn

By Holly B. McGlenn

Wednesday, August 24, 2016

Acts of terrorism, once a shocking event that we rarely experienced, are becoming far too frequent, impacting hundreds, if not thousands, of people in a single moment, including those who own businesses or buildings effected by the act. An act of terrorism can leave business owners without a place to operate, not to mention lost inventory and revenue. Structures can be destroyed or heavily damaged, leaving a property owner with the high cost of repairs or replacement, all the while not receiving rent and other revenue streams. Insurance is available for acts of terrorism, but the old adage “buyer beware” applies, especially when considering the U.S. government-sponsored option.

The U.S. federal government-sponsored Terrorism Risk Insurance Act (TRIA, or TRIPRA subsequent to 2007) came about in the wake of 9/11. The act established an insurance program that has gone through several versions and was most recently revised and renewed in January 2015. Despite the U.S. government’s efforts, the 2015 changes do not provide much benefit for policyholders.

In fact, it has tightened the trigger for TRIA coverage to apply. In order for an event to be covered under TRIA, it must now be certified as an “Act of Terror by three separate individuals: the U.S. secretary of the Treasury, the U.S. attorney general, and the U.S. secretary of Homeland Security. The event must also exceed \$5 million in total damages to qualify.

Since TRIA’s origination in 2002, not one single claim has been paid. Even the infamous attacks at the Boston Marathon were not certified under TRIA. This may come as a shock to property owners and business owners who are paying up to 10 percent of their property premium for TRIA coverage and varying amounts for TRIA attached to their general liability coverage. The Boston Marathon act was not certified as an Act of Terror under TRIA due to the total amount of property and casualty claims, which did not meet the \$5 million threshold. Surprisingly, it took the U.S. government over two years to reach that conclusion.

Since the amount of damages of an event are not immediately known, as the government slogs through the wreckage trying to determine if an event meets the TRIA certification requirements, policyholders are left hanging. Whether to purchase the coverage can feel like “damned if you do, damned if you don’t.”

Terrorism is excluded on the vast majority of property and casualty insurance policies, unless a property or business owner elects to have the coverage and pays the premium. But if an act occurs that doesn’t meet the threshold, there is no coverage and the premium dollars were paid in vain. If the same owner elected to decline the coverage, there is a good chance their policy will pick up coverage, provided the U.S. government does not certify the act under TRIA. However, during the time it takes the government to certify an act of terrorism, everyone is left in limbo.

So what are property and business owner to do? Stand-alone terrorism policies that are not affiliated with the federal government’s TRIA program can provide a viable option to ensure that a business or property owner can weather the storm of a terrorist event.

Stand-alone terrorism insurance coverage is specialized, and market availability isn’t huge, but there are some different choices available. The chief benefit of stand-alone coverage is the coverage trigger. The hallmark of stand-alone terrorism coverage is that the act does not need to be certified by the government. The definition will vary by carrier, but should contain wording along the lines of, “and an act committed for political, religious, or ideological reasons” and should also specify that the act can be committed by an organized group or an individual in a “lone wolf” attack.

Another benefit of such coverage is that the definition of an act of terror on stand-alone policies is substantially broader than defined in TRIA. Stand-alone policies will not have the requirement of \$5 million in damages or certification by multiple parties. In addition, the broader definition can be interpreted to include hate crimes and other ideologically-minded violence. Also, there is no lengthy wait to find out if coverage will apply.

For stand-alone insurance, premiums start as low as \$2,000 annually. This insurance is not for everyone, but in certain industries, such as hospitality and others that can be devastated by the loss of a facility, it is worth serious consideration.

As we saw in Paris last November, there can be coordinated attacks where a large venue is targeted, while simultaneously targeting smaller businesses with little to no security. The right coverage can save a business or property owner from closure, bankruptcy, etc. Who has two years to wait around while the government decides if your claim is covered? ■

Holly B. McGlenn, CPCU, AU is a commercial lines producer with Alcott Insurance Agency, an independent insurance agency based in San Diego. McGlenn is also an active member of CREW San Diego.

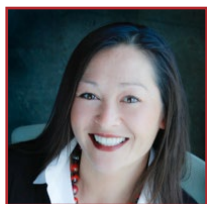
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CREW SAN DIEGO

New Members 3rd Qtr

- **Laurel Donovan** – *Suffolk Construction*
- **Jennifer Cox** – *Lytix, Inc.*
- **Savannah Arce** – *Newmark Grubb Knight Frank*
- **Jennifer Yonchuk** – *Voit Real Estate Services*
- **Kendahl Stein** – *Fidelity National Title*

CREW WHO ■ TOP 100



By Dean Calbreath
Thursday, September 22, 2016

TIFFANY ENGLISH

As the first female designer to become a principal in one of Ware Malcomb's 22 offices, English oversees interior architecture, planning, design and management work not only in the firm's San Diego regional headquarters but its branch offices in downtown San Diego, Phoenix, Mexico City and Panama City as well.

English has been working in interior design for the past 20 years, starting in Northern California in 1996. Since joining Ware Malcomb's San Diego offices in 2007 and being named principal in 2013, she has helped San Diego generate the third-largest revenues for the firm. The firm's reach extends across North America.

English is involved in several companywide leadership initiatives, including the international Interiors Advisory Group, made up of three firm principals who oversee, influence and educate the members of the interiors team.

Her local projects have included designing the interior of Qualcomm's five-story, 250,000-square foot Building Q in Mira Mesa; Mindtouch's 25,000-square foot headquarters and CPC Strategy's 20,000-square foot offices in downtown San Diego; and Zimmer Biomet's 40,000-square foot labs and offices in Carlsbad.

"In recent years, the biggest change we have seen is how companies are focusing more on employee satisfaction and success," she said. "Corporate buildings used to be one-size-fits-all. But now space is built around the company's ideas of what it takes to meet employee needs."

English has just finished working with Cubic Corp. to remodel its 13,000-square foot workspace for engineers from traditional offices into a more modular design.

"Even though Cubic has been a very forward-thinking company with strong new technologies, its buildings date back to the 1950s and the design was very institutional and very dated," English said.

English started with a large visioning session with several of the firm's key managers and employees workers. The goal of this important meeting was to identify the priorities of the redesign and build finding a consensus around these ideas within the team. of what the company wanted to accomplish through its redesign. This was followed up with by several smaller, and then more individualized meetings.

What emerged was a redesign that included some private offices along with more open workstations and flexible team spaces that could expand and contract based on need.

"It was a really good effective and engaging process," English said, adding that the new design should "encourage energy and innovation." ■

<https://www.sdtranscript.com/subscriber/sdtstory.cfm?sdtid=950948>



By Padma Nagappan
Thursday, September 22, 2016

JENNIFER LITWAK

Originally a litigator, Litwak got involved in managing the 'point in time' count for San Diego's homeless population, and that's when she gained data driven insight and began to understand at a macro level what was going on in the community.

She is the founding executive director of Housing on Merit, started in 2012 to create more affordable housing for vulnerable populations and eliminate homelessness for female veterans.

The nonprofit has properties in Fresno, San Jose, Los Angeles, Palm Springs, and in the San Ysidro and Otay Mesa areas of San Diego. In addition to managing the rental properties, it also offers education and wellness programs, job training and life skills aimed at helping its low-income tenants improve their circumstances.

Litwak began an initiative to help homeless women veterans move into housing, with a small grant aimed at bridging the gap that prevents them from securing housing.

"We noticed that often landlords required these women to bring their own appliances in order to move in, which was a barrier because they didn't have the cash," she said.

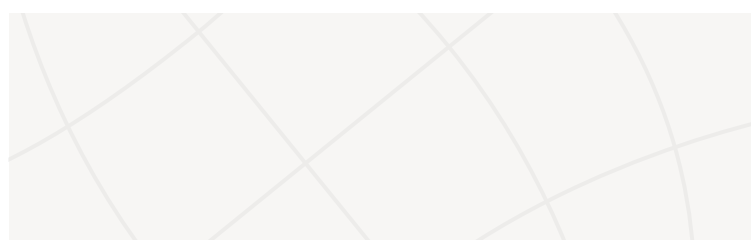
A \$1,200 grant helps outfit the women with a stove, microwave and other appliances, after which they are able to use a Department of Housing and Urban Development VASH, or veterans affairs supportive housing, voucher to move into housing. The veterans can also use the grant to turn on their electricity, so the money helps with the transition.

The nonprofit tracks the women vets, and Litwak was happy to report that two years later, the women have not fallen back into homelessness.

Another initiative she is working on, with the help of private fund raising, is a cargo architecture project, which modifies shipping containers into multifamily housing units.

"It's a low-cost, quick-to-market project, which will address the high cost of development and long time frame," she said. "We are looking for land for this demo project in San Diego." ■

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[Continued on page 12](#)

CREW WHO ■ TOP 100, continued from page 11



Lori Ann Stevens

By Jennifer Chung Klam
Thursday, September 22, 2016

LORI ANN STEVENS

Earlier this year, Stevens was named design manager for Turner Construction's Engineering Group. In her new position, Stevens ensures design and construction excellence on all design-build projects on the West Coast, and serves as the main intermediary between architects, engineers and Turner Construction. She has led major construction projects in San Diego and in the process has actively supported other women in the industry.

Recently, Stevens served as a project executive on a data center for a major Fortune 500 firm, upgrading the facility to provide increased storage capacity. She also was responsible for negotiating all contract provisions on the first two phases of San Diego's Ballpark Village, a 37-story, multifamily tower with parking, retail and mixed use. She served as project executive on the new UCSD Triton Ballpark and clubhouse, managing an ambitious construction schedule. Turner completed the project two months early, in time for the defending CCAA champion's first double header games of the season.

Currently she is the lead on a forthcoming Navy project at the Manchester Pacific Gateway site, as well as a few design-build library proposals. She is also working on a 6-story design-build medical center.

Stevens provides informal mentoring to many women, and connects colleagues for mutual benefit. She is a 4-year participant in a formal mentoring program through NAIOP San Diego's Developing Leaders program, where she has advised numerous young commercial real estate professionals. She is on the board of directors for HomeAid San Diego, a nonprofit dedicated to building multiunit housing for San Diego's temporarily homeless. She has also spent multiple years volunteering with Project Mercy to build homes for low-income families in Baja and served on the board of directors of San Diego Habitat for Humanity for four years.

"I've spent my entire career and have grown my career substantially here in San Diego for the past 17 years," she said. "I've tried hard to impact the careers and landscape of San Diego, through the connections and networking of really keeping relationships alive and nurturing them, and giving back to the community." ■

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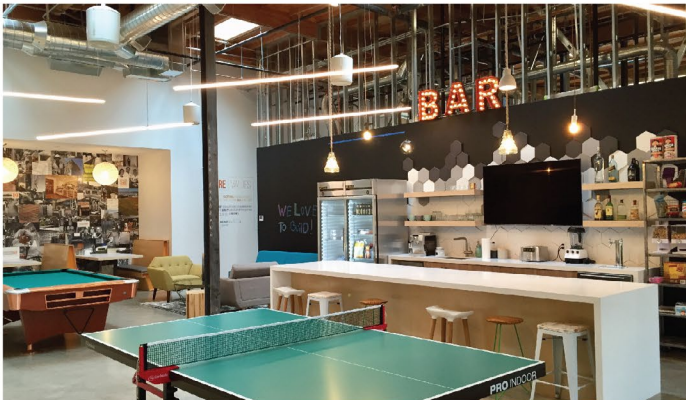
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The 41 year old owner, San Diego native and SDSU graduate, Ian Mahon, says that the firm is focused on strengthening relationships within the local CRE community and making their services and experience available to businesses in their hometown.

For more information, please visit www.level3construction.com

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Key Themes:

- The rise of the financially confident woman. Who is she and how is she changing the way we do business?
- The seismic shift in workplace culture: it's happening faster than you think!
- Why moving to a female-centric communication style is a must in 2016 and beyond.
- Finance is the new black: just as every industry is now digital, every job in today's world requires financial knowledge.
- More women equals more money. How to make the real estate industry more attractive to women.
- What can we learn from corporate role models about the importance of gender diversity?
- Why empathy and the ability to build trust are core skills for the sophisticated advisors of the future.
- How learning about finance can play a major role in a woman's life successes and feeling of confidence.
- Get paid what you are worth! Best practices from around the world.
- Technology has changed everything: mobile, sharing and data.

The annual WIRE Conference attracts more than 200 real estate and financial services professionals and highlights successful women in the real estate industry regionally, nationally and internationally. Women and men are encouraged to attend.

For questions or sponsorship opportunities, contact Diane Ice, events and committees manager, at (619) 260-2379.



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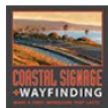
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