

WHAT'S INSIDE

President's Message	1
Congratulations	2
Member News	4
CREW Corner	6
Done Deals	8
CREWmates	10
Foundation	11
Platinum Sponsor Highlight	13
Diamond Sponsor Highlight	15
Legacy Members	18
New Members	18
2018 Sponsors	19

BECOME A 2018 CREW SAN DIEGO SPONSOR!

Sponsor benefits include:

- Year-round recognition
- Complimentary tickets to luncheons
- Golf tournament tickets
- Charity wine event tickets
- Your company description and web link in an issue of our newsletter

Annual sponsorships offered:

- Platinum sponsor: \$4000
- Diamond sponsor: \$3500
- Gold sponsor: \$3000
- Silver sponsor: \$2000
- Bronze sponsor: \$1500
- Leadership series: \$1250
- In-kind sponsor
- Program & event sponsorships available too!

Please contact [Hallie Putterman](#) for more information or download sponsorship information [here](#).

PRESIDENT'S MESSAGE



Catharine Hughes
Ware Malcomb

2017 Outgoing President

Happy New Year! Happy New CREW SD! It has been an honor to serve as CREW San Diego's 2017 President. I could not be more grateful to our brilliant 2017 board and committee members. This has been a year of accomplishments. We updated our Bylaws, established a Mentorship Program, and broke records for membership growth, donations to CREW Network Foundation and Done Deals! The enthusiasm for programs and outlets that serve our membership and CRE community is climbing. But there is more to do. Bree Wong and our CREW SD 2018 Board are ready to take on the challenge!

Most importantly for me, I have strengthened relationships within this dynamic community of talented women and men committed to building good business... while having a bit of fun.

As I said before, your opinion is of the utmost value to the organization. If you see a need we are not fulfilling, I would love to hear from you. We created an Ad Hoc Committee for the Mentorship Program and we can create similar supplemental groups... But please be aware that we may need someone to lead these new committees.

A good old Irish proverb says, *"The future is not set, there is no fate but what we make for ourselves easily."* Let's make 2018 great! Thank you! ■

Catharine Hughes



Bree Wong
SWS Engineering

2018 Incoming President

2017 was intense. In terms of business, the local economy and even CREW San Diego, we've experienced success and growth far greater than we've seen in years. As we transition into 2018, CREW SD will continue to build upon this momentum; maintaining iconic events, expanding leadership opportunities, and offering new direct member-benefit programs. Additionally, and perhaps most exciting – CREW San Diego will host the 2018 CREW Network Convention and Marketplace in October, attracting hundreds of CRE professionals from around the globe to our city.

I've learned so much already while preparing for my role ahead as President, and am grateful for the invaluable support and advice from the incredible women that have served before me. I am so thankful to Catherine, who led our chapter through a hugely successful year, her and my fellow 2017 Board Members for making such significant progress and teeing us up for success in the coming year!

Our 2018 Board of Directors is comprised of a diverse blend of seasoned and new professionals from multifarious disciplines, offering a unique union of CREW history and fresh perspectives to enhance our programming. In addition to further developing legacy programs, such as Mentorship and UCREW, we are also exploring outreach opportunities to introduce and educate middle and high school students on careers on CRE fields. ■

Bree Wong

2018 BOARD OF DIRECTORS

President
Bree Wong
 SWS Engineering, Inc.
[email](#)

President Elect
Lauren Slatinsky
 Cultura
[email](#)

Secretary
Ariel Bedell
 The Loftin Firm, P.C.
[email](#)

Treasurer
Ana Tsang
 McCarthy Cook
[email](#)

Officer-at-Large,
 Membership
Lisa Bittner
 Good & Roberts
[email](#)

Director of
 Sponsorship
Hallie Putterman
 Bentley Mills
[email](#)

Director of Education
 + Programs
Jennifer Litwak
 Housing on Merit
[email](#)

Director of Marketing
 & Communications
Melissa Stayner
 LGC Valley
 Geotechnical
 Consulting
[email](#)

Director of Special
 Events
Stefanie Collins
 Cushman & Wakefield
[email](#)

Immediate Past
 President
Catharine Hughes
 Ware Malcomb
[email](#)

National Delegate
Wendy Lanahan
 QUALCOMM
 Incorporated
[email](#)

National Delegate
Lisa Chappell
 Mission Federal Credit
 Union
[email](#)

EVENT HIGHLIGHTS ■ CREW WHO

CREW Who is a premier networking event and the place to go to find out what is happening in the Commercial Real Estate field. This informal events provide a casual venue to talk among your peers, meet CREW Board Members and committee chairs and find out what you need to know and who you need to meet.



CONGRATULATIONS

SAN DIEGO'S BEST MARKETERS

As a benefit of membership, CREW San Diego works tirelessly to recognize its stand out members through nominations for industry awards throughout the region. All three of our nominees were selected by SD Metro Magazine as the Best Marketers in San Diego.

Congratulations Bree Wong – SWS Engineering, Toni McMahon – Fuscoe Engineering, and Katie Yee – Latitude 33 Planning and Engineering. [Read the full article here](#) to learn why these distinguished marketers were selected as the top influencers within their fields and the various accomplishments that solidify their status as the best of the best!

If you are interested in raising your status in the industry, please contact Lauren Slatinsky, Chairwoman for the Nominations Committee at laurens@culturasd.com.



Bree Wong



Toni McMahon



Katie Yee



Jeana Renger

JEANA RENGER

Promoted to Vice President

CREW member Jeana Renger was recently promoted to Vice President, Principal Architect, Director of Business Development for Ferguson Pape Baldwin Architects. Jeana is a licensed architect and LEED Accredited Professional who brings a unique edge to the business development for Ferguson Pape Baldwin Architects. Her passion for architecture is not only evident in her practice, but also in her teaching and involvement in the architectural community. Jeana has experience in a wide range of market sectors including hospitality, municipal, industrial, multifamily residential, commercial and healthcare.



Debra Aitken

DEBRA AITKEN

Joins Forces with WRIGHT Management

WRIGHT Management, a leading project and facility management firm in San Diego, is proud to announce that Debra Aitken has joined the company as Director of Workplace Strategy.

In this new role, Aitken will advise clients on workplace strategies and serve as project lead on large commercial design and construction projects. Aitken brings more than 30 years of industry experience to her collaboration with WRIGHT.

“Debra’s exceptional background in project management and workplace strategy are a perfect fit for our growing project- and facility-management services company,” said Tim Wright, President. “Debra’s wealth of knowledge and ability to manage projects with a keen eye for detail will enhance our clients’ experience and ensure the successful delivery of projects in the greater San Diego region.”

Aitken previously served as a Project Manager with Cushman & Wakefield’s Project & Development Services Group, where she drove numerous design and construction projects for investor, landlord and tenant clients both nationally and internationally.

Aitken also served as Assistant Vice President of the Corporate Real Estate Facilities Department at California Bank & Trust, where she collaborated with WRIGHT on an extensive array of capital and tenant improvement projects, and corporate relocations in the San Diego region.

Aitken’s three decades of experience in the U.S. and Canada include workplace relocations, facility management, design and construction management.

“I am very excited to be joining Tim Wright’s team, where I can apply my expertise to a customer-oriented, growing business,” Aitken said. “WRIGHT is highly regarded for its reputation as a trusted advisor in commercial real estate project and facility management, and I am thrilled to be part of it.”

WRIGHT Management manages projects for NASSCO, Tony Robbins and The San Diego Natural History Museum, among other San Diego companies, and is known for providing unmatched strategic perspective and hands-on problem solving to add value and mitigate risk at each step of the design and construction process.

An active member of CREW San Diego since 1999 holding multiple board positions, Aitken has been instrumental in the organization’s growth and development. Currently, she represents CREW San Diego on a national level as a network committee member responsible for developing program content for the CREW Network Convention in San Diego in October 2018.

As a longtime member of a local yacht club, Debra has helped organize member events and development for the club’s foundation, which raises money for an annual wheelchair regatta and the Navy Marine Corp Relief Society.

Aitken resides in a Pt. Loma marina on her sailboat.

[Continued on page 4](#)

CONGRATULATIONS, continued from page 3



Tiffany English

TIFFANY ENGLISH **Elected to National CREW Network Board**

Tiffany English a member of CREW (Commercial Real Estate Women) San Diego, has become the first individual from an architectural design firm to join the national CREW Network board of directors. CREW Network is the industry's premier business networking organization, with chapters in North America and Europe, dedicated to influencing the success of the commercial real estate industry by advancing the achievements of women.

English, a principal at Ware Malcomb, an architectural and interior design firm, will serve a two-year term, which began last month. CREW Network received over 90 applications for two available board seats.

"A natural trailblazer, Tiffany has made a habit of shattering ceilings; earning her place as a well-respected and inspirational CRE leader in San Diego's

local design and construction market," said Bree Wong, incoming 2018 CREW San Diego President. "We were elated when she was named the first female design principal of Ware Malcomb, and she continues compounding on her successes with her recent appointment to the CREW Network Board. We couldn't be more thrilled to have Tiffany representing the deep talent of CREW San Diego at the Network level. Expanding her reach from regional to international, she continues to raise the bar for professional women in the commercial real estate, design and construction industry."

<http://www.sandiegometro.com/2017/12/daily-business-report-dec-15-2017/>

CREW ON THE MOVE

Debra Aitken – Director of Workplace Strategy – *WRIGHT Real Estate*

Rachel Carr – Associate, Business Development Manager – *HED*

Angela Santoro – Marketing Coordinator – *Safdie Rabines Architects*

MEMBER NEWS



Bree Wong

COLLABORATION WILL BE KEY FOR **CREW SD IN 2018**

By Carrie Rossenfeld – December 18, 2017

SAN DIEGO—Bringing in legacy members to help mentor and support newer and younger members is a goal of CREW San Diego, incoming president Bree Wong, with SWS Engineering, tells *GlobeSt.com*. The San Diego chapter of Commercial Real Estate Women, which is dedicated to promoting, educating and supporting professionals in the field of commercial real estate, recently named its 2018 board of directors.

Under the board's leadership, CREW San Diego hosts informative programming focused on economic growth and market trends and frequently includes speakers from some of San Diego's largest and active companies sharing their plans for growth. CREW also hosts quarterly events dedicated to networking and business development. Additionally, CREW San Diego offers exclusive educational and professional development programs, including mentorship opportunities and candid conversations with successful commercial real estate professionals, as well as business to business deal-making.

The 2018 board will also have the special task of hosting the Global CREW Network Convention and Marketplace in October 2018, attracting thousands of commercial real estate professionals throughout the nation and beyond to the city and offering countless business, educational and networking opportunities.

We spoke with Wong about her goals with the organization in 2018 and the issues that are most prevalent for women in commercial real estate today.

GlobeSt.com: What are your goals in your new role with CREW San Diego?

Wong: We just last month held our transition meeting with the current board of directors and the incoming board. It was a half-day session when we went over where we are and where we want to be, getting input from people who are currently in these roles to help guide the people coming into those positions.

One of the things we will be doing is a formal strategic plan for the chapter. There are so many things people want to encompass. The overarching theme, however, was diversity—in all facets of gender, race and age. At CREW, our mission is to promote diversity in CRE, design and construction and support the success of women as equals in these fields. We have recently become aware that our membership is lacking the breadth of diversity that we wish to see. Though CREW represents commercial real estate "women," it is not an exclusive women's organization, nor do we wish to come across as excluding participation from men in the industry. In the long run, our hope is to not need to mention "women" in our name, but to be recognized as a premiere CRE professional organization which supports and benefits our membership no matter their color, gender or birthdate.

One way we will begin nurturing the diversification of our membership is by conducting more local, philanthropic activities, reaching out to

[**Continued on page 5**](#)

MEMBER NEWS, continued from page 4

local middle and high schools and getting engaged with the students there; planting the seed early on that architecture, engineering, construction, etc., are lucrative, viable careers attainable by anyone who wants to reach for them. To accomplish this, we are currently researching other local organizations, charities and schools to discuss partnerships and programming options.

Additionally, despite hosting our own panels and education presentations, we are aware that many of our programs have not included speakers representing the diversity of talented professionals in our industry that we know exists. To mitigate that, we plan to approach the development of our programming and panels more collaboratively, ensuring equal consideration of all qualified professionals rather than the candidate who may be most well-known or top of mind.

There's a lot of mention of equality, making sure that the gender gap is being bridged, making it smaller and building awareness. There are far more men in C-suites and executive positions than women, and why is that? How can we make a shift and a change? Equal pay is part of that. I am advocating for actively doing a mentorship program, bringing in the more seasoned ladies who might not be as involved with CREW to help the newer ones. Also, CREW is now a global organization, and the annual network convention will be in San Diego in October 2018. High-level real estate professionals from around the globe will be here. There are lots of exciting things to show them, including startups and tours, and we're working with the network board to get those planned out and give visitors a good snapshot of where San Diego is on that map.

GlobeSt.com: *What are some of the issues the organization will be tackling in 2018?*

Wong: Under my leadership, we will be tackling the issues facing CREW SD and many local CRE businesses such as strategic succession planning and helping promote women to more leadership roles. I believe identifying future leadership is pivotal for the success of any organization. The overarching success of these firms and their future leaders is contingent upon their professional preparedness and confidence to tackle future challenges. There are many recent studies on the key elements of a successful leader, and many point to emotional intelligence as an underrecognized quality. I think strong leaders have a clear north, and are able to relay that mission to the people around them in terms where people want to help achieve those same goals.

Also, as we're all aware, there has been a lot of recent press on sexual harassment. Some of my male friends and clients have asked me whether our industry is subject to it as well. Bottom line: it is. Without imparting too much of my personal thoughts or experience into this

topic, I believe that the potential for these situations will drastically decrease as the industry's leadership further levels out. As more women enter the C-suite and secure executive leadership roles, I believe it will generate a subconscious shift in perception—that women are equal, qualified for complex roles and peers. Additionally, arming young women in our industry with a strong support network of successful women executives and encouraging confidence to pursue promotions and speak our minds will make feelings of inferiority obsolete, promoting the confidence to halt inappropriate behavior if and when it starts. Knowledge is power, and empowerment is important. I'm putting a strong emphasis on our mentorship program this coming year to help build a stronger support system and promote open dialogue between new and seasoned professionals working towards the common goal of equality.

GlobeSt.com: *What are some of the biggest areas of concern for women in CRE today?*

Wong: I think it's going to be doing the local outreach to channel more women into this particular line of work, giving more recognition to and educating young girls and college students. I feel it's important to get in front of them prior to selecting a degree and career path.

GlobeSt.com: *What else should our readers know about women in CRE?*

Wong: I'm really thrilled with our members. We've recently acquired new, high-level members from major local players, such as Illumina and Qualcomm, and are conducting personal outreach to expand the breadth of our membership to engage key female leaders to benefit from and contribute to our organization. The key decisionmakers are young and intelligent, and they're excited to get involved. CREW members do a ton of B2B deals; there are at least two dozen deals each month where CREW members are referring business to each other. We want to promote an open and mutually beneficial network for all of our members, men and women alike. We want to give back, to be a resource when members are facing an issue in their company or even personally. We have a very supportive network of women; I'm beyond grateful for the group of clients, friends and colleagues I've found through my involvement with CREW and want to share that resource with everyone in our industry. CREW San Diego is growing into a positive, nurturing force in our local industry, and I believe we have the key leadership in place to continue our successes. ■



CREW CORNER

ONGOING COMMUNITY ENGAGEMENT, ADAPTIVENESS KEY TO DEVELOPING SAN DIEGO LANDMARKS LIBERTY STATION AND SEAPORT VILLAGE

By *Andrea Papagianis-Camacho*

As San Diego's iconic landmarks continue to evolve, many lessons can be learned from large-scale development projects on government-owned lands that are shaping the city's diverse communities.

The developers of two local legacy projects, Liberty Station and Seaport Village, recently sat down with Commercial Real Estate Women (CREW) San Diego at THE LOT Liberty Station, a fusion of cinema, café bar and restaurant, to discuss the tangle of regulations, outreach and unique issues their projects have faced and how they've addressed community concerns to preserve the integrity and historical significance of the city's prized waterfront locations while fulfilling the public's ever-changing needs.

While distinct projects, the developments, one nearing build out and the other still in its relative infancy (as groundbreaking is still a few years away), share many features, stakeholders, potential pitfalls and a common goal: to protect genuine elements of San Diego for residents and visitors, alike, to experience.

"Development on government land is a labyrinth of regulations," said Joe Haeussler, Executive Vice President of Corky McMillin Companies, master developer of the former Naval Training Center, Liberty Station. The property has been subject to regulations from the U.S. Navy, State of California, County and City of San Diego, California Coastal Commission, historic preservation and local oversight bodies.

"There is a lot of history here," said Haeussler. "Liberty Station carries authentic San Diego history, and there is a large responsibility to carry that forward, embracing the past while creating new traditions."

A naval station until its realignment and eventual closure in 1997, the 361-acre development is now home to a housing development, 56 National Register of Historic Places-listed buildings, schools, hotels, traditional and artisan-centric retail, a brewery, restaurants and golf course.

"Private or public land, there is always regulation," said Yehudi Gaffen, managing partner of Seaport San Diego and chief executive officer of the San Diego-based development firm, Gafcon Inc. "The big difference with developing on public lands is politics. It is a small word with big implications, and you have to balance the many interests, listen and be proactive with all the stakeholders."

San Diegans have played instrumental roles in both developments.

"We identified 48 stakeholders when we started out," Gaffen said. "We reached out to them and quickly learned who the interested parties were. In developing anything on the waterfront, we felt working with

local fisherman was essential ... we've spent a lot of time engaging them to hear and address concerns."

As it exists today, the more than \$1 billion Seaport Village project, one of the state's largest development undertakings, has plans for three to four hotels — from hostel-style to high-end accommodations — an aquarium, observation tower, waterfront marine-education school, fisherman's market, over 250,000 square feet of retail and restaurant space as well as recreational boating facilities and open park spaces.

Working with local residents, fisherman, business owners, officials, construction firms and workers' unions, among others, Gaffen and his partners have put building trust at the forefront of their interactions.

"You have to be sure you are communicating and engaged," Gaffen said. "You have to act quickly. It's about problem solving, interacting and it cannot be done remotely. You have to have boots on the ground and interact. And it is an ongoing thing. You are never done. Because if you are done, you are done."

Haeussler agreed, stating that community input and support has been central to Liberty Station's planning, execution, branding and ultimate success as a local destination.

"You have to listen to the local community," Haeussler said. "With projects of this expanse, you are building a community in and of itself. You have to keep it all in balance, and communication is key to that. You also have to do your research and understand the opposition."

It is essential to ensure you are "actually meeting people and hearing their perspective," he said, "but you have to know when to pick your path and, in some cases, power through" to get the job done.

Aside from dealing with regulatory obstacles and engaging community stakeholders, both developers have faced their fair share of unforeseen challenges that have required quick thinking and flexibility to solve issues and keep projects on track. The discovery of an earthquake fault line on the 70-acre Seaport Village site forced some design changes but has ultimately lead to a better project, Gaffen said.

With nearly 60 aging structures, Liberty Station's redevelopment ran into hazardous materials that required proper handling and disposal. Key to addressing the site's unique development issues safely and with brevity was a team of experts and consultants that educated crews and the public, Haeussler said.

Barring no major setbacks, Seaport San Diego could break ground in the next three to four years after completion of its California Environmental Quality Act analysis. But Gaffen and partners aren't waiting for development to test their ideas for the project's open spaces with fitness classes, events and more.

[Continued on page 7](#)

CREW CORNER, continued from page 6

“We believe good design can build community,” Gaffen said. “This is a legacy project, and we see this as giving back to San Diego.”

As for Liberty Station, as it nears 95-percent completion and Arts District of Liberty Station celebrates its 10-year anniversary, the military station turned arts, business and cultural district continues to evolve.

“We are continuing to invent ourselves and what we will be in the next 10 years,” Haeussen said. ■

Andrea Papagianis-Camacho is a consultant with TW2 Marketing who provides public relations support to CREW San Diego.

TALENT DRIVES THE MARKET, LOCAL IS THE NEW GLOBAL

By Andrea Papagianis-Camacho

Remember this word in 2018: *AGILITY*.

With a looming recession and shifting commercial needs, agility and diversity will be key.

At least that’s what Spencer Levy says.

Levy, a senior economic advisor and head of research for CBRE, recently shared his views with Commercial Real Estate Women (CREW) San Diego at the organization’s annual economic insights luncheon. From the University Club atop Symphony Towers, Levy spoke candidly with local commercial real estate industry leaders about the U.S. tax plan, a shifting real estate landscape, globalization and more.

Overlooking downtown, Levy pointed to San Diego’s live-work-play environment and higher-education system as game changers that both attract and retain an irreplaceable, market-driving talent pool. On the other hand, the city’s lack of foreign capital investment is stifling growth seen in San Francisco and Seattle.

A long-time believer that infrastructure pushes growth, cities like Austin, Portland and Nashville (all with arguably bad infrastructure) have altered Levy’s stance.

Today, the number one driving force behind America’s fastest growing cities is talent.

Infrastructure does still play an important role, however.

But, transportation infrastructure is shifting. In Manhattan, for example, ride-share companies have driven parking needs down as fewer people are driving themselves into the city. Now, the single most important piece of the nation’s infrastructure puzzle is planes, he said, coupled with good airports.

“Globalization is not a one-trick pony,” he said. “It is a trade of goods, money, information and services ... globalization and automation are causing markets to adapt. They are forcing local markets to change.”

“Local is the new global,” he told the crowd, citing the national rise in small craft brewing operations as one example of how local industries are adapting to global forces. This formation of new local businesses, he said, are businesses that are not necessarily immune to the forces of globalization and automation, but are more immune than others.

When it comes to an economic downturn, Levy says there is both good and bad to be found.

“A recession can be good,” Levy said. “But the alternative is far, far worse.”

While the federal tax overhaul’s cutout of state tax deductions causes some concern, it’s what the bill didn’t do — get rid of the 1031-exchange benefits or change the tax on interest income — that ultimately benefits certain real estate sectors, largely retail, manufacturing, multi-family, office and industrial.

“High cost places to do business yesterday will be high cost places to do business tomorrow,” he said. “Yet, people are still coming here.”

His advice: Buy more retail.

While the tax overhaul is late to the game — actually unprecedented at this point in the economic cycle — Levy sees its potential to increase liquidity and lower capital costs as a stimulus that will boost spending across the board, including the maligned commercial retail sector.

An aging population, too, will shift the commercial real estate industry. The future lies in healthcare, Levy said. Already, more traditional real estate is being converted to fulfill the healthcare needs of older Americans. As for office space, there is a shift from work-from-home setups back to more traditional work environments, as evidenced by IBM’s dialing back of its flexible working scenarios.

Levy agrees with experts who predict a recession within the next year or two, but holds, absent a Black Swan event, the U.S. economy could “tick along great” for a few more years. He warned, however, the current Goldilocks — not too hot, not too cold — economic state is sluggishly driving development.

“We are growing too slowly,” he said. “And people are pointing at people growing too quickly. If the pie isn’t getting bigger for everyone, then people are fighting over the same piece of pie.”

Ultimately, jobs will be lost. But, on the brighter side, a market clearing recession could disrupt the economy’s stagnant rate of growth for the better. The key to coming out on top: agility.



DONE DEALS

Project	CREW Members
TDO Software	Cushman + Wakefield, RBN Design, CREW Builders, Cultura
IDEA1/SEER Interactive	Cushman + Wakefield, Miller Hull Design Group, CREW Builders, Cultura
Coastal Payroll	Cushman + Wakefield, FS Design Group, Burger Construction
Emerald Plaza Lobby Renovation	Kearny Real Estate Group, Prevost Construction, Gensler
Job Placement	Building Careers, Colliers International
Job Placement	Building Careers, Dempsey Construction
Job Placement	Building Careers
Job Placement	Building Careers, HED
Campus at San Diego Business Park	Murphy Development, Cox Business, Pacific Building Group, Sheppard Mullin
Wells Fargo Private Bank Lease - AZ	Douglas Allred Company, Wells Fargo
CV Sciences	Lockrul Construction, Hollander Design Group, Bentley Mills
NMSS	Lockrul Construction
Allied Universal	Lockrul Construction
Neil Dymott	Lockrul Construction, Cushman & Wakefield
Gaston & Gaston	Lockrul Construction, Cushman & Wakefield
Bender & Grtiz	Lockrul Construction, Bentley Mills, Gensler
AALRR	Lockrul Construction, Bentley Mills
Balboa Nephrology	Lockrul Construction, Gensler, Bentley Mills
RMS	Lockrul Construction, Gensler
Synergy	Lockrul Construction, Gensler
Suretec	Lockrul Construction, Gensler, Bentley Mills
Service Now	BYCOR, Gensler
Procopio	BYCOR, Carrier Johnson
TGG	BYCOR, Ware Malcomb
Alliant	BYCOR, Ware Malcomb
Ormet	AVI-SPL, Xpedient
Southwest Value Partners	AVI-SPL, FS, Design Group
San Diego Crime Lab	AVI-SPL, DPR, PMA, SmmothGroupJJR
Center for Novel Therapeutics	AVI-SPL, Latitude 33
HP	AVI-SPL, Level 10
Marsh + McLennan Agency	ID Studios, Cushman + Wakefield, Daltile
Voit	ID Studios, Voit, Burger Construction, Bentley Mills, Daltile
Hub International	ID Studios, Cushman + Wakefield, GMBI, Mohawk
Inhibrx	Ferguson Pape Baldwin Architects, Project Management Advisors, CBRE, GMBI
Torreyana/BioAtla	Ferguson Pape Baldwin Architects, Project Management Advisors
Illumina - Core Services Lab	Ferguson Pape Baldwin Architects, DPR
Illumina - Chrysalis	Ferguson Pape Baldwin Architects, Level 10 Construction
Sorrento Therapeutics	Ferguson Pape Baldwin Architects, Project Management Advisors, Prevost Construction
FPBA Insurance	Ferguson Pape Baldwin Architects, Marsh + McLennan
BioAtla	Burger Construction, Ferguson Pape Baldwin Architects, Project Management Advisors, Inc.

[Continued on page 9](#)

DONE DEALS, continued from page 8

Project	CREW Members
Torreyana Reposition Project	Burger Construction, Ferguson Pape Baldwin Architects, Project Management Advisors, Inc.
Perfect Bar	Burger Construction, Cultura
100%	Burger Construction, Hollander Design Group
EC English	Burger Construction, Hollander Design Group
BioRX	Burger Construction, Smith Consulting Architects
Kilroy Common Area Remodel	Burger Construction, Ware Malcomb
iMatrix	Burger Construction, Cushman & Wakefield
Highland Corporate Center Lobbies	Burger Construction, Carrier Johnson + Culture
Buchanan Street Partners	Burger Construction, Cushman & Wakefield, ID Studios
Pacific Plaza Reimage	Burger Construction, FS Design Group
NBC Spec Suites	Burger Construction, Gensler
LJVD Spec Suites	Burger Construction, Gensler
Manning Kass	Burger Construction, Gensler
ICE Headquarters	Burger Construction, Gensler, Bentley Mills
HUB International	Burger Construction, ID Studios
Bird Rock Systems	Burger Construction, Gensler
Pyle Sims	Burger Construction, Gensler
Mesnik Law	Burger Construction, Gensler
UCSD HTC	Burger Construction, RBN Design
3D Systems Biology Lab	Burger Construction, Ware Malcomb
Peregrine	Cultura, Bentley Mills, Lockrul Construction
Trace3	RBN, Bentley Mills, CREW Builders

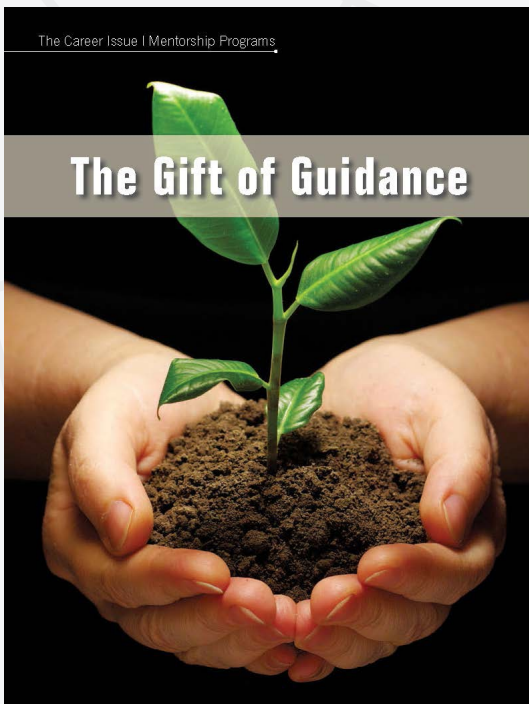
UPCOMING EVENTS

March 15	CREW 101 New Members Only Balfour Beatty Training Room
March 27	CRE Financing + Tax Credits Tom Ham's Lighthouse
April 24	Educational Series Members Only Strazzeri Mancini LLP
April 27	Annual Charity Golf Tournament Lomas Santa Fe Executive Golf Course, Solana Beach
May 22	Admiral Tyson on Large Scale Leadership Breakfast Members Only The Lot
June TBD	Book Club Members Only Home of Bre'an Fox
June 26	Mindfulness Program Members Only DalTile
July 24	The Definition of Mixed Use Tom Ham's Lighthouse
August TBD	CREW 101 New Members Only Johnson & Jennings
August 28	Educational Series Members Only Strazzeri Mancini LLP
September 25	Waterfront Development Tom Ham's Lighthouse
October 9	Educational Series Members Only Strazzeri Mancini LLP
November 27	Women in Leadership Event Members Only Location TBD

Event Dates, Locations and Topics Subject to Change

For more information or to RSVP please visit www.crewsandiego.org

CREWMATES



CREW San Diego is dedicated to assisting women in the business of real estate by providing experienced mentors who can impart industry knowledge and professional guidance. The Mentorship Program is designed to benefit these women in ways that encourage them to continue to pursue a career in commercial real estate and assist them in fulfilling their professional goals.

To participate in this invaluable program you must meet the following criteria:

For Mentors:

- Be an Active member of San Diego CREW
- Participate in a matching event to meet all participating mentees
- Agree to meet a minimum of one hour per month with your mentee (bi-monthly is suggested)
- Submit an electronic picture of yourself for the purpose of the matching event

For Mentees:

- Be employed in the commercial real estate industry and a current member of CREW San Diego
- Participate in a matching event to meet all participating mentees
- Agree to meet a minimum of one hour per month with your mentor (bi-monthly is suggested)
- Submit an electronic picture of yourself for the purpose of the matching event

Keep an eye out for the 2018 mentorship dates!

For more information on participating as a mentee or mentor, please contact Donna Schweitzer donna@crewsandiego.org or visit the CREW San Diego website <http://www.crewsandiego.org/crewmates.html>

As organizations recognize the importance of leadership training and succession planning, formal mentorship programs have grown in prevalence. Here's a look into some of the most rewarding and successful ones that are currently in place throughout the commercial real estate community.

As organizations recognize the importance of leadership training and succession planning, formal mentorship programs have grown in prevalence. Here's a look into some of the most rewarding and successful ones that are currently in place throughout the commercial real estate community.

ALM Showcase
Order your contact 877-...

AdIndex

1. News, Inc.	24. World Lacrosse	43. Human Rights	61. Intel
2. American Express	25. Home Depot	44. IBM	62. Intel
3. Bank of America	26. IBM	45. Johnson & Johnson	63. Intel
4. Boeing	27. Intel	46. Johnson & Johnson	64. Intel
5. Capital One	28. Johnson & Johnson	47. Johnson & Johnson	65. Intel
6. Cisco	29. Johnson & Johnson	48. Johnson & Johnson	66. Intel
7. Coca-Cola	30. Johnson & Johnson	49. Johnson & Johnson	67. Intel
8. Dell	31. Johnson & Johnson	50. Johnson & Johnson	68. Intel
9. Facebook	32. Johnson & Johnson	51. Johnson & Johnson	69. Intel
10. GE	33. Johnson & Johnson	52. Johnson & Johnson	70. Intel
11. Google	34. Johnson & Johnson	53. Johnson & Johnson	71. Intel
12. HP	35. Johnson & Johnson	54. Johnson & Johnson	72. Intel
13. IBM	36. Johnson & Johnson	55. Johnson & Johnson	73. Intel
14. Intel	37. Johnson & Johnson	56. Johnson & Johnson	74. Intel
15. Microsoft	38. Johnson & Johnson	57. Johnson & Johnson	75. Intel
16. Nike	39. Johnson & Johnson	58. Johnson & Johnson	76. Intel
17. Oracle	40. Johnson & Johnson	59. Johnson & Johnson	77. Intel
18. Pfizer	41. Johnson & Johnson	60. Johnson & Johnson	78. Intel
19. Procter & Gamble	42. Johnson & Johnson	61. Johnson & Johnson	79. Intel
20. SAP	43. Johnson & Johnson	62. Johnson & Johnson	80. Intel
21. Salesforce	44. Johnson & Johnson	63. Johnson & Johnson	81. Intel
22. Shell	45. Johnson & Johnson	64. Johnson & Johnson	82. Intel
23. Siemens	46. Johnson & Johnson	65. Johnson & Johnson	83. Intel

FOUNDATION

CREW CHAPTER CHALLENGE

CREW Network Foundation is the only organization dedicating its resources solely to transforming the commercial real estate industry by advancing women globally. Your donations support college scholarships for women pursuing a degree in commercial real estate, industry research on women in commercial real estate career outreach programs that educate women or girls about the career opportunities available to them (CREW Careers and UCREW), and providing mentorship opportunities to those new to the industry.

To participate in the Chapter Challenge, we need the following:

1. 100% of the chapter's board to pledge an individual donation
2. Get 50% of the chapter's membership to pledge an individual donation of any amount
3. Chapter to give an organizational donation greater than \$1,000

PLEASE SUPPORT THIS WORTHY CAUSE AND MAKE YOUR DONATION TODAY.

DONATE NOW

CREW FOUNDATION



NETWORK®

OUR WORK

We are committed to bringing more women into commercial real estate with programs that educate women and girls about the career opportunities available to them and creating mentoring relationships for those new to the industry. When donating in support of our mission, you may choose to dedicate your gift towards a specific scholarship fund, industry research, or career outreach efforts.

WE SUPPORT

COLLEGE SCHOLARSHIPS

CREW Network Foundation scholarships support future female leaders as they pursue university-level education that will lead to careers in commercial real estate. Help us plant the seeds of change in the commercial real estate industry.

INDUSTRY RESEARCH

Your gifts make it possible for CREW Network to remain the leading publisher of research on women in commercial real estate —helping to close the compensation and advancement gap for women. Through its benchmark reports and white paper series, CREW Network can inform the industry and mark the progress of women in commercial real estate.

CAREER OUTREACH

Commercial real estate offers rewarding and lucrative careers often overlooked by women who may be unaware that these opportunities exist. CREW Network is committed to bringing more women into the field by creating educational programs that educate women and girls about the career opportunities available to them (CREW Careers and UCREW) and providing mentoring to those new to the industry. Your contributions help fund the programs' administration and participant materials.

CREW Network Foundation

ABOUT THE FOUNDATION

Established in 1998, CREW Network Foundation is the only organization dedicating its resources solely towards transforming the commercial real estate industry by advancing women globally.



2017 CREW Network Foundation scholars attending the CREW Network Convention and Marketplace in Houston, Texas

CREW Network Foundation exists to influence the success of the commercial real estate industry by advancing the achievements of women.

REWARDING BENEFITS!

- \$5,000 (tuition and books)
- Paid internship opportunity (summer of 2019)
- Complimentary CREW Network student at-large membership (18 months)
- Complimentary registration to the 2018 CREW Network Convention and Marketplace in San Diego, Calif.

ARE YOU ELIGIBLE?

- must be a female
- must have a minimum 3.0 GPA (4.0 scale)
- must be a citizen of the U.S. or Canada
- must be a full-time junior, senior or graduate student (2018-19 academic year)
- must be enrolled at an accredited college or university
- intent is to pursue a career in commercial real estate
- focus of study included in our qualified fields of commercial real estate (*see list to the right*)

Fifteen (15) scholarships awarded
Applications open annually from Jan. 1 - Apr. 30
 Visit crewnetwork.org for complete details.

Consider a career in one of these commercial real estate fields:

Accounting
 Acquisitions/Dispositions
 Appraisal
 Architecture
 Asset Management
 Brokerage
 CRE Business Development (100% CRE firm)
 Commercial Insurance
 Commercial Lending
 Construction Management/General
 Contracting
 Consulting
 Corporate Real Estate
 Cost Segregation
 Economic Development
 Education
 Engineering
 Environmental
 CRE Executive
 Facility Management
 Finance
 CRE Human Resources
 Interior Design/Space Planning
 Investment Management
 Investor Relations
 Land Use Planning and Zoning
 Land Surveying
 Law
 Market Research
 Program Management/Project Management
 Property Management
 Public Sector
 Quasi-Governmental Transportation and Port Authorities
 Real Estate Development
 Relocation Services, Corporate
 Risk Management
 Title/Escrow

ANNUAL PLATINUM SPONSOR HIGHLIGHT

Behr National
Architectural
Program

12^u
Swiss Coffee

More than just a paint company

Behr is committed to your success. Our dedicated Architectural Reps can expertly guide the specification of our many award-winning, environmentally certified products, and provide professional-grade color visualization and presentation tools to help your design come to life.

Discover what the Behr National Architectural Program is doing for Architects today.

Request your Architectural Color Box at BehrColorBox.com

BEHR
behr.com/architect

ANNUAL PLATINUM SPONSOR HIGHLIGHT

**WELLS
FARGO**

Helping build businesses




No matter what stage your business is in, Wells Fargo may be able to help you with the financing you need. We have lending options, including:

- Lines of credit
- Term loans
- Vehicle financing
- Commercial real estate financing
- Equipment financing
- Business credit cards with rewards

By getting to know you and your business, our experienced bankers can tailor options to help meet your specific financial needs.

Talk to a banker today about financing the growth of your business.

wellsfargo.com/businesscredit

 All credit decisions subject to credit approval.
© 2017 Wells Fargo Bank, N.A. All rights reserved. Member FDIC.
NMLSR ID 399801 IHA-21927

Together we'll go far



ANNUAL DIAMOND SPONSOR HIGHLIGHT



DIAMOND SPONSOR HIGHLIGHT | JOHNSON & JENNINGS GENERAL CONTRACTING

A certified Women Business Enterprise (WBE) since its inception, Johnson & Jennings is owned and operated by CREW San Diego members Donna Vargo and Naomi Lohnes. Johnson & Jennings has been a proud and active member of CREW San Diego since the chapter first started in 1983. J&J continues to value CREW's mission, the relationships made through CREW San Diego and takes great pride in the successful projects completed with fellow CREW members and their organizations. Jackie Isidore, as CREW San Diego Former President continues the J&J legacy of leadership within the chapter.

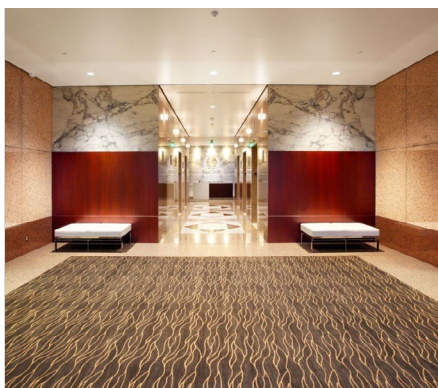


Donna Vargo : President/CEO



Naomi Lohnes : CFO/COO

PROUD OF OUR 2017 CREW DONE DEALS! TWO HIGHLIGHTS ...



HAZARD CENTER Lobby Upgrades

San Diego CREW Members:
PM Reality Group and
Johnson & Jennings



LEVITZACKS

San Diego CREW Members:
Ware Malcomb, JLL and
Johnson & Jennings

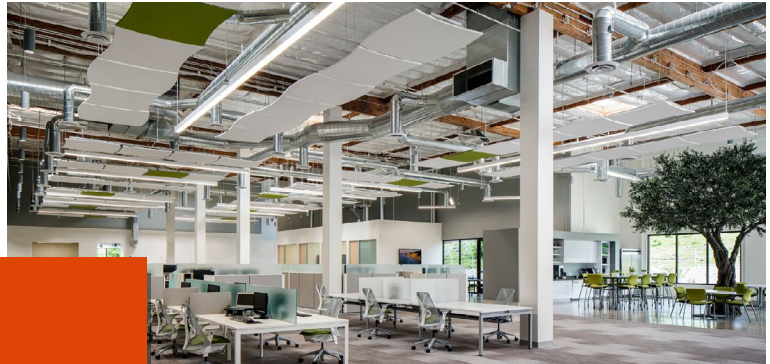


ANNUAL DIAMOND SPONSOR HIGHLIGHT



PROUD SPONSOR OF CREW SAN DIEGO

- Serving clients since 1972
- Commercial real estate driven firm, bringing long term value through award-winning design solutions
- Ranked among Top 10 Architecture Firms by San Diego Business Journal
- Specializing in a variety of project types:
 - Corporate Office
 - Industrial
 - Healthcare
 - Restaurant | Retail
 - Science & Technology
 - Auto
 - Residential | Hospitality
 - Institutional
 - Renovation



Novasyste



Atlas at Carlsbad



Psyonix



Tiffany English, CID, LEED AP
Principal
tenglish@waremalcomb.com
858.638.7277



Catharine Hughes
Director, Interior Architecture & Design
chughes@waremalcomb.com
619.564.5138

Office Locations

- | | | | |
|---------------------|----------------------------|------------------------|---------|
| Irvine Corporate HQ | San Francisco | Houston | Atlanta |
| San Diego | Phoenix | New Jersey | Toronto |
| Downtown San Diego | Chicago | New Jersey - Princeton | Panama |
| Los Angeles | Downtown Chicago | New York | Mexico |
| Inland Empire | Denver | Seattle | |
| Pleasanton | Denver - Civil Engineering | Miami | |

Connect With Us!



waremalcomb.com



2018 Annual Charity Golf Tournament

**WHEN | FRIDAY, APRIL 27TH, 2018 • REGISTRATION FROM 10:30-11:30 AM
NOON SHOTGUN START**

**WHERE | LOMAS SANTA FE EXECUTIVE GOLF COURSE
1580 SUN VALLEY RD. SOLANA BEACH, CA**

Master Sponsor \$2,000

- Golf foursome w/ cart (\$640 value)
- 19 Hole happy hour – 3 representatives
- Company recognition on the CREW SD website and eblasts
- Pub Tee Sponsorship Included (\$800 Value)
- Special recognition on event banner
- Complimentary foursome at Lomas Santa Fe Executive Course for a later date
- Cart sponsorship (Master Sponsor's logo on front of each golf cart - \$500 value)
- Article highlighting company and/or staff member in quarterly CREW SD newsletter

19th Hole Beverage Sponsor \$1,500

- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Special recognition on event banner
- Mention in the quarterly CREW SD Newsletter
- Tee sponsorship included (\$600 value)
- Logo recognition on banner with Food Sponsor, sponsor appreciation and logos displayed on tabletops, sponsor promotional items may be displayed or distributed

19th Hole Food Sponsor \$1,500

- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Special recognition on event banner
- Mention in the quarterly CREW SD newsletter
- Tee sponsorship included (\$600 value)
- Logo recognition on banner with Beverage Sponsor, sponsor appreciation and logos displayed on tabletops, sponsor promotional items may be displayed or distributed

Putting/Welcome Sponsor \$800

- Sponsor-provided food, beer and wine may be served at tee; no other alcohol
- May have company representative at the tee for promotion, games, contests, etc
- 19th Hole Happy Hour for 2 representatives
- Company recognition on the CREW SD website and eblasts
- Signage at the tee provided by CREW

Mobile Tee Sponsor \$800

- "Mobile tee cart"
- Permission to cruise the course during the tournament and pass out company memorabilia, non-alcoholic beverages, cigars (These items to be provided by the sponsor)
- Logo on the mobile tee cart
- 19th Hole Happy Hour – 2 representatives
- Company recognition on CREW SD website and eblasts
- Special recognition on event banner

Pub Tee Sponsors \$800

- Sponsor-provided beer and wine may be served at tee; no other alcohol.
- May have company representative at the tee for promotion, games, contests, etc.
- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Signage at the tee provided by CREW

Hole'n One Tee Sponsor \$650

- 2 witnesses at all times (1 at the tee and 1 at the hole). These will be provided by the golf course
- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Special recognition on event banner
- Signage at the tee provided by CREW

Tee Sponsors \$600

- May have company representative at the tee for promotion, games, contests, etc.
- No alcohol per golf course rules (alcohol only allowed at Pub Tees)
- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Signage at the tee provided by CREW

Awards Sponsor \$500

- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Special recognition on event banner

Photography Sponsor \$500

- 19th Hole Happy Hour - 2 representatives
- Company recognition on the CREW SD website and eblasts
- Special recognition on event banner

CREW CHARITY GOLF TOURNAMENT CONTACT:

Special Events Director, Stefanie Collins, Cushman & Wakefield • stefanie.collins@cushwake.com • 858-349-6045

APPLY FOR CREW MEMBERSHIP TODAY

BENEFITS OF MEMBERSHIP

- 12 months of face-to-face networking opportunities at affordable prices
- Access to CREWbiz™, CREW Network's online directory and networking tool
- Access to CREW Network's Career Center
- Exclusive CREW Network webinars & teleconferences
- Industry research white papers
- Online Connections Groups
- CREW Network Deal Room database
- Invitations to member only events
- Discounted member rates to all CREW San Diego networking mixers, educational programs and special events
- Discounted registration rates to CREW Network's Annual Convention and Leadership Summits
- ...and more!

Remember, there are no cold calls when you are a CREW member. YOU WON'T WANT TO MISS OUT! For more information about membership, contact [Lisa Bittner](#), 2018 Membership Officer-at-Large, by email at lbittner@gnrgc.com

2018 LEGACY MEMBERS (joined 2013 and prior)

Legacy members are those who have been a member of CREW for five or more consecutive years. Legacy members receive additional member benefits, including exclusive legacy member events.

- Linda Greenberg
- Lisa Gualco
- Desiree Lawn
- Terry Hall
- Debra Aitken
- Misty Moore Willard
- Amber Mauer
- Tara Burns
- Tiffany English
- Sonia Miro
- Allison Simpson
- Jennifer Shumaker
- Dana Bessenecker
- Anne Bengé
- Jackie Isidore
- Catharine Hughes
- Marilyn Mattson
- Carly Glova
- Ginny Uyeno-Bridy
- Amy Morway
- Christy Daly-Pranzo
- Katie Yee
- Lynn LaChapelle
- Kaitlin Arduino
- Jane Green
- Susan Steele
- Wendy E. Lanahan
- Cece Haffey
- Toni McMahon
- Lori Ann Stevens
- Bre'an Fox
- Darcy Miramontes
- Michelle Laseman
- Viveca Bissonnette
- Danielle Slagal
- Whitney Hodges
- Wendy Hoier
- Crista Swan
- Bree Wong
- Melissa Stern
- Jill Winchell
- Jennifer Brown
- Kelly Michajlenko
- Regina VanderWerff
- Lauren Slatinsky
- Wendy Cohen
- Tracey Nordost Frey
- Cecilia Kucharski
- Melissa Scofield
- Stacy Smith

CREW SAN DIEGO New Members 1st Qtr 2018

- **Kelly Hogan** – JPMorgan Chase
- **Jenee San Filippo** – JLL
- **Kim Bennett** – Qualcomm Incorporated
- **Viridiana Castillo** – Qualcomm Incorporated
- **Barbara Cavanaugh** – CORT
- **Ana Tsang (Towe)** – McCarthy Cook
- **Ryan Morrell** – Prevost Construction
- **Angela Santoro** – Ryan Companies US, Inc.
- **Natalie Kellett** – JLL
- **Edith Ruiz** – University of San Diego
- **Amanda Zimmerman** – SDSU Studen
- **Laura Andres**
- **Jon Archer** – CREW Builders, Inc.
- **Julianna Beason** – The Irvine Company
- **Caitlin Bonacci** – CBRE
- **Tom Brunson** – BYCOR
- **Shirley Cantu** – Wells Fargo
- **Vianney Cardenas** – Pacific Building Group
- **Cynthia Carter** – Colliers International
- **Corinne Clark** – Chicago Title
- **Dianelle Esteves** – DFS Flooring
- **Rose Mancilla** – Colliers International
- **Serena Patterson** – Colliers International
- **Ellycia Halden** – CBRE
- **Yolanda Hartley** – Colliers International
- **Elizabeth Henderson** – Stream Realty
- **Lisa Hill** – Lisa Hill GIS
- **Kelly Howell** – IOA Insurance Services
- **Scott Kaats** – BYCOR
- **Kendra Kettelhut** – SmithGroup JJR
- **Marie Kohnen** – The Kohnen Group
- **Michael Lawler** – 1st Commercial Management Group
- **Roberta Lawler** – 1st Commercial Management Group
- **Kristina Lekas** – Smith Consulting Architects
- **Annabelle Macalister** – Reno Contracting, Inc.
- **Jacob Raymond** – 1st Commercial Management Group
- **Jeff Salewsky** – CREW Builders, Inc.
- **Taunya Moen** – Gafcon
- **Amy Tobia** – FSDesign Group
- **Laura Vavrunek** – Smith Consulting Architects
- **Daniella Vera** – RS Real Estate Partners
- **Rachel Wiseman** – FSDesign Group
- **Alexandria Johnson** – Creso
- **Sandra Biddulph** – DCI Engineers
- **Cecilia Kwong** – Marcus & Millichap
- **Eric A47 Burger** – Burger Construction
- **Megan Maki** – Ryan Companies US, Inc.
- **Desiree Robinson** – Syska Hennessy Group
- **Sara Neva** – Procopio
- **Betty Kim** – Encore Partners LLP
- **Kristen Holt** – University Mechanical & Engineers
- **Katherine Hemphill** – HemphillSolutions
- **Amy Kilefner** – Hunsaker & Associates San Diego
- **Laura Rocha** – RBN



CREW San Diego brings women together to build professional and personal relationships, expand industry knowledge and expertise, and support the development of the commercial real estate industry.

CREW SAN DIEGO THANKS OUR 2018 SPONSORS

PLATINUM SPONSORS



DIAMOND SPONSORS



GOLD SPONSORS



SILVER SPONSORS



BRONZE SPONSORS



IN-KIND SPONSORS



For information on 2018 sponsorship opportunities, please contact
VP of Sponsorship, Hallie Putterman at Hallie.Putterman@bentleymills.com