

WHAT'S INSIDE

President's Message	1
Congratulations	3
Member News	5
Done Deals	9
Education	10
Foundation	11
Platinum Sponsor Highlight	12
Diamond Sponsor Highlight	13
Gold Sponsor Highlight	14
Legacy Members	15
Committee meetings	15
New Members	15
2017 Sponsors	16

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PRESIDENT'S MESSAGE



Catharine Hughes

What has CREW Done for Me Lately?

The abundant rains brought a colorful display of spring wildflowers. I hope you all had a chance to enjoy them! As the colors fade we realize just how fast 2017 is passing. For CREW San Diego, spring means UCREW and CREW San Diego's Annual Charity Golf Tournament. What are these events about? It may seem like we are just having a good time, but it always comes back to CREW's fundamental objectives: Working with quality membership of CRE professionals with varied resources and skills; dedicating efforts towards giving women a voice in the real estate industry; developing a large diverse network while establishing lasting professional relationships; advancing careers through education and promotion

while building business; leading to Done Deals.

Everything CREW San Diego does is designed to benefit members and build up women in the industry of commercial real estate... and we have a good time while we're doing it. So, what has CREW done for me lately? I will try to be brief, but it is a long list.

- As part of a group of CRE professionals (women and men) committed to each other's success with resources in every aspect of the CRE industry in San Diego, throughout the nation and internationally. CREW Network is now in London!
- CREW San Diego's education programs address timely topics and issues specific to my career. Economic Insights, Reducing the Gap - Network Research and insights into Unlocking What Drives Your Success are some examples of helpful topics that have been discussed.
- Done Deals! I am currently working on multiple projects with CREW members. Done Deals are a sign of our success. One project may have two to ten CREW members involved in every aspect of the project process: financing, leasing, design, construction, sub-trades, finishes and furniture... and more.
- Last Saturday, at the UCREW event I saw a group of successful CRE professionals sharing their time and insights with university students. These women represent the top of their fields, and a group of impressive students had an opportunity to ask them about anything and everything related to their career path.
- The relationship and trust that started with CREW and develops over the year has been instrumental to my success and the continuing growth of Ware Malcomb.
- Friends and colleagues have been nominated for numerous awards. CREW San Diego has a fantastic Marketing team.
- I look forward to the future of Commercial Real Estate in San Diego and the growth of our membership.

[Continued on page 2](#)

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PRESIDENT'S MESSAGE, continued from page 1

What has CREW done for me lately? A lot! I am glad to have an opportunity to give back. CREW Network Foundation as the philanthropic arm of CREW Network offers the privilege to influence the future of women in Commercial Real Estate. We are part of a larger group that is committed to bringing more women into commercial real estate through programs that educate women and girls about career opportunities through Career Outreach like UCREW, CREW Careers and Mentoring Programs, Scholarships and Industry Research.

San Diego CREW is proud to participate in the Foundation Chapter Challenge and we need your help. This is a trifecta challenge.

The first part is for 100% of CREW San Diego's Board to make a personal donation to CREW Network Foundation – Done!

The second part is for our chapter to donate at least \$1,000 to CREW Network Foundation – Done!

The final part of the challenge is for 50% of our member's to donate to CREW Network Foundation. This donation can be any amount and it is easy to donate: Go directly to CREW Network's website, <https://crewnetwork.org/Foundation.aspx>, log in and select the "Donate Now" button. Then, select from any of the options to donate to the Foundation.

*With your help, CREW San Diego will be listed among those CREW Chapter's that have met the Chapter Challenge and has demonstrated our dedication to advancing women in CRE. **We can do it!***

When you read this, we should have had another successful and fun Golf Tournament where we had a chance to relax, continue to connect and raise money for CREW Network Foundation. Next stop: CREW San Diego's Summer Social, but that is for another Newsletter. ■

Catharine Hughes

EVENT HIGHLIGHTS



crew
 commercial real estate women
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 established 1983

*Thank you Sponsors
 + Volunteers!*

FOR ANOTHER GREAT GOLF TOURNAMENT



CONGRATULATIONS



BREE WONG

Board appointment

The San Diego Housing Federation has announced the appointment of Bree Wong to the Board of Directors for its non-profit operations.

Bree Wong

Ms. Wong is Vice President of SWS Engineering, Inc., a full service Civil Engineering, Land Surveying and Land Planning firm. SWS has a rich history as a design and development partner for Affordable Housing, Transitional Housing for the Homeless, Senior Housing and Veterans Housing developments. Through these projects and her involvement with the San Diego Housing Federation, Bree developed a deeper understanding of the urgent need for alternative and affordable housing solutions, which evolved into a passion of advocating for and supporting Affordable Housing development in San Diego.

Ms. Wong has over a decade of experience in the design and construction industry and is strongly tied to a comprehensive network of industry professionals. With a proven track record of successfully growing membership and fiscal operations for local non-profit organizations through Board-level involvement, Bree brings a holistic understanding of the essential components necessary to support a successful non-profit operation.

In addition to her new role with the San Diego Housing Federation, Ms. Wong also sits on the Board of Directors for Commercial Real Estate Women (CREW) as President-Elect, and serves as Immediate Past President for the Society for Marketing Professional Services (SMPS) San Diego Chapter. Bree also volunteers on a number of local committees, including the Fundraising

and Decorations Committee for the Boys and Girls Club of San Marcos, the Healthcare Committee for the San Diego Chapter of the American Institute of Architects (AIA), and both the Membership/Fundraising and Ruby Awards Committees for the San Diego Housing Federation.

San Diego Housing Federation was formed in 1990 with the goal of strengthening the non-profit affordable housing development industry in San Diego County. In its early years, it was known as the Nonprofit Federation for Housing and Community Development. In 2001 the name was changed to San Diego Housing Federation in order to better reflect the growing diversity of membership. San Diego Housing Federation is organized as a 501 (c) 3 tax-exempt charitable organization governed by an 11-member Board of Directors. Members are the driving force of SDHF, but it is the Board of Directors and staff that are at the core of its effectiveness and leadership. ■



CARLY GLOVA

40 Under 40 – The Daily Transcript

After a decade in commercial real estate finance, including as an associate with San Diego's BioMed Realty Trust, Glova said she did some soul-searching.

Carly Glova

"My heart was never in it. I didn't want to jump out of bed to get to a job in finance," said Glova.

She knew she loved the commercial real estate industry and making connections between people.

"No one was serving the industry as far as recruiting," she said.

So she founded executive search firm Building Careers LLC two years ago as San Diego's first dedicated hiring resource for the local commercial real estate industry. Glova estimates she's played matchmaker for about 30 companies and more than 1,000 job candidates.

"Companies know they can pick up the phone and say they're looking for a candidate at any level, at any salary. I have a pretty deep network," said Glova.

She is Building Careers LLC's only employee, but she works closely with two contractors to match companies with prospective candidates.

Glova stays connected with the local business community by volunteering for a number of organizations. She was a former board member for Commercial Real Estate Women and the Urban Land Institute's Young Leaders Group and the membership vice president for NAIOP San Diego's Toastmasters Club and serves on its Developing Leaders board. She's also active with outreach organizations like Going Places Network and Dress for Success.

[Continued on page 4](#)

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CONGRATULATIONS, continued from page 3

Glova said her age is an asset in her recruiting, since she's young enough to know how difficult the job market can be right out of college, and experienced enough to know what businesses want.

"It's great to bring my perspective to the table," she said. "My clients appreciate my understanding of their business and appreciate the level of folks I'm targeting." ■



ASHLEY GOSAL

40 Under 40 – The Daily Transcript

As the in-house legal counsel for real estate developer Bosa Development, Gosal sometimes can't help but notice she's the only woman in the boardroom. And at 29, she's also sometimes the youngest.

Ashley Gosal

"It's difficult to be a woman, particularly in real estate. There's a general bias in our society as to women's capabilities, focus and intent," Gosal said. "I have found it to be difficult, but I haven't focused on that. You have to know who you are as a person and push a little harder. You dig in your heels a little more."

Gosal's education and experience are all the credentials she needs. She has a law degree from University of San Diego and a bachelor of commerce degree from The University of British Columbia. Since joining Bosa in 2015, she's overseen the company's legal requirements on projects including the purchase and entitlement of the downtown San Diego block bordered by Broadway, 7th, 8th and C streets, and on Bosa-acquired properties at 10th and Market, 530 B Street, and 401 Mile of Cars in National City.

In the community, Gosal serves on executive committee of the Downtown San Diego Partnership board; as co-chair of the Urban Land Institute's Women's Leadership Initiative; on the Monarch School board of directors; as a member of Commercial Real Estate Women San Diego; and as a member of two Building Industry Association San Diego committees.

Gosal said she feels fortunate to have found a niche that allows her to use her real estate and business acumen, while working for a company with worthy mentors and offices in both San Diego and her native Canada. ■



DEBRA AITKEN

Influential Women – The Daily Transcript

For many years, Aitken served as assistant vice president at California Bank & Trust, where she oversaw a portfolio of 25 bank branches along with numerous corporate headquarters and office properties. She was involved with several commercial real estate associations for networking and developing business.

Debra Aitken

She also previously worked in contract furniture.

After surviving cancer, Aitken felt like anything was possible and didn't want to let any experience pass her by. She decided to follow her interest in commercial real estate and in 2014 made a career change.

Aitken now provides project and construction management for capital improvement projects and tenant improvement projects for Cushman & Wakefield. Recently, she helped Regent Properties, a major Los Angeles-based real estate investment trust, reposition Atlas at Carlsbad, a 250,000-square-foot, multimillion-dollar office property.

The project entailed a major renovation of splitting the building into two separate parts, in addition to managing meticulous storm water control strategies and working closely with the city of Carlsbad.

She has been an active member of CREW Network San Diego since 1999, and served as its president in 2003 and 2009. Last year, she joined the CREW Network Foundation Chapter Champions, identifying and sharing best practices in scholarships, industry research and career outreach. This year she will serve as a CREW Network committee member, focusing on membership education platforms nationally.

"CREW promotes professional opportunities for women in the commercial real estate industry – an industry where women are still under-represented," Aitken said. "The spirit of collaboration runs strong through our membership, and we're always looking for opportunities to help each other succeed ... It's a very empowering organization." ■



Jennifer Litwak

JENNIFER LITWAK

Influential Women – The Daily Transcript

Litwak runs Housing on Merit, which develops and manages affordable housing properties. The nonprofit also provides education and wellness services, along with job and life skills training for residents.

After a stint as a litigator, Litwak transitioned into public policy work and advocacy, consulting on issues related to affordable housing and homelessness. In 2013, she joined HOM, which now has 12 properties with over 2,150 units across California, serving more than 5,375 residents.

Since it generates revenue through its properties, HOM is not dependent on government funding, Litwak said. This allows the organization to be more nimble and responsive to the needs of its communities. In San Diego, for example, HOM has responded to the growing number of homeless female veterans by launching a program to provide funds to help them establish permanent housing.

Litwak said the most rewarding aspect of her job is having a lasting impact on people's lives. She also hopes to do that through her work

[Continued on page 5](#)

CONGRATULATIONS, continued from page 4

with the national CREW Network, helping to provide statistics on the advancement of women in commercial real estate.

“As a woman in this industry, being part of that organization and elevating the conversation around gender bias and barriers ... is one of the most impactful things I can do,” she said. ■



TONI MCMAHON
Influential Women

McMahon manages all Fuscoe Engineering Inc.'s business development, marketing and public relations for the San Diego region.

Toni McMahon She recently took on the role of campaign manager for Fuscoe Regional Director Eric Armstrong as he ran for a division director position with his local water district. While he lost by a slim margin, McMahon said the exposure was positive for Armstrong and will lead to future opportunities. For her, the experience was both challenging and rewarding.

“I consider it an accomplishment,” she said. “This experience had all the elements that motivate me: Supporting and rallying behind an

individual I believe in, debate, hard work, planning, marketing, pounding the pavement, deadlines and excitement.”

A marketing leader, McMahon has shared her expertise by serving with a number of industry organizations, including the Downtown San Diego Partnership, the Urban Land Institute, the Building Industry Association of San Diego and as marketing director for CREW Network's San Diego chapter.

While these organizations do important work for both men and women in the industry, she said advocating for the advancement of women is personal for her. McMahon has a smart, ambitious daughter and wants nothing to stop her from achieving her potential.

“Professionally, it is crucial that diversity exists at our decision-making tables so that different ideas, perspectives and opinions are shared and considered,” she said. “It takes a diverse group to create the most amazing and unique solutions. A group that excludes a gender is lopsided and shortsighted.” ■

MEMBER NEWS

WHAT 2017 PORTENDS FOR COMMERCIAL REAL ESTATE WOMEN

By Teresa Y. Warren – Friday, February 3, 2017



THE DAILY TRANSCRIPT—The Commercial Real Estate Women (CREW) San Diego hosted its annual economic insights forum in January, which provided an expert's opinion as to what may be ahead for the U.S. and international economies.

Teresa Y. Warren This year's speaker was Spencer Levy, Americas Head of Research for CBRE and a senior member of the company's global research team. It was the second year that Mr. Levy, based in Baltimore, appeared at the forum to speak to a San Diego audience about a variety of issues of particular importance to the commercial real estate industry.

Mr. Levy's presentation was thought-provoking. And while predictions of experts like Mr. Levy may not always turn out to be correct, the information they present challenges their audience to think critically.

As anyone who attends such events knows, the value of the presentation isn't just found in what the speaker says. Rather, it is what the attendees do with the information they received that has lasting impact.

Taylor Flores, vice president of Cultura, a furniture management and facilities design company, gained a new perspective about how she looks at

workforce production rates, based on Mr. Levy's observation that overall production rates are down in the workforce due to lack of innovation.

“Our (current day) innovations such as apps, Uber, Airbnb, etc. are currently taking a piece of the pie, not making the pie larger,” said Flores. “I thought that was really interesting, and while I'm not personally an engineer who can ‘do’ anything with that, it definitely made me look at things differently.”

Levy also predicted a likely downturn in the U.S. economy in 2019 lasting up to two years. For Lisa Chappelle, vice president of facilities management for Mission Federal Credit Union, that was better news than she anticipated.

“I plan to center on ‘recession proofing’ my team by focusing on leadership, strategy and all that our team has to offer our organization in good times and bad,” said Chappelle. “We'll be stepping up the PR of our workgroup, emphasizing our contributions and concentrating on advancing our skills, experience and education.”

Bryal Hilton, design and development planner for Heaviland Landscape Management, is similarly looking ahead optimistically. She is preparing, both professionally and personally, for smart growth. “With a ‘small’ recession predicted, focus your business toward services and

[Continued on page 6](#)

MEMBER NEWS, continued from page 5

not goods,” she says. “Take this time to really focus on what makes you stand out.”

At Burger Construction, COO Brian Gates thinks Mr. Levy’s insights can help his business in its planning and forecasting, particularly the CBRE researcher’s “suggestion of closely watching consumer sentiment indices as a leading indicator of a recession.” As with most businesses, said Gates, “we pay close attention to where we are in the economic cycle, and this information will support us in our cycle strategy.”

For Natalie Stillman, CFP, CLTC, vice president of financial planning for Hall Private Wealth Advisors, Levy’s outlook on a recession also made an impact. “I thought it was interesting how he said it would be better for us to suffer another recession than not go through another one,” she said.

“He seemed to feel this was a normal part of a business cycle and expansion would follow. I think we tend to fear the word ‘recession,’ based on the recent Great Recession, and yet his perspective is that this is a healthy thing.”

Flores also took to interest in Levy’s advice to detach from the idea of your company selling a product or good because those who sell goods will be at a disadvantage. “Mr. Levy emphasized the need to focus on the overall concept of service versus goods, as goods are a commodity and can be much more affected by political changes, globalization and the economy,” she said.

“Our company just went through a major rebranding,” Flores added, “to be able to focus on offering just that -- an overall service experience versus selling goods. I think it’s something that basically every company can do if they refocus and re-evaluate how they operate.” ■

Teresa Y. Warren is president of TW2 Marketing, which she founded in 1992.

DESIGN CO. DOESN’T FILL WORKSPACES, IT HELPS CRAFT A CULTURE —*DESIGN: Leader Doesn’t lose Her Stride as She Meets Challenges, Changes*

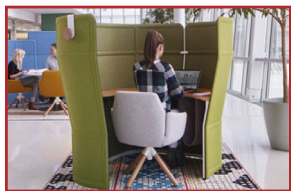
By Sarah De Crescenzo – February 16, 2017



Anne Bengé, CEO of Cultura

SANDIEGO BUSINESS JOURNAL—Eight years ago, with the Great Recession in full swing, the San Diego company where Anne Bengé worked as president suddenly closed.

Two weeks later, she convinced Unisource Solutions, a San Francisco-based company that works with firms to design and outfit their workspaces, that she was the person to launch its San Diego office. All 13 staff members from the shuttered company came along.



Cultura workstation

In January, Bengé amiably split from Unisource, spinning off its San Diego office and relaunching it as her own business. She named it Cultura — “culture” in Italian — a nod to her family heritage and that country’s tradition of balancing functionality with design and relationships.

The decision to split with Unisource was prompted by Bengé’s interest in developing the consulting aspects of the job and in being able to provide more extensive career paths for her employees, she said.

A Requirement

The very notion of developing an office culture has become more of a requirement than an option these days, especially for technology and life sciences companies, which make up a significant portion of the firm’s client base.

But Bengé is less interested in how many Thirsty Thursdays or stand-up brainstorming meetings a company schedules than she is in the functionality of the break room in which they might sip Stone IPAs and the table around which they might gather to discuss strategy.

“We love where we work, and want other people to love where they work, too,” she said. “We get to build that space.”

Productive Environment

John Frager, CBRE Group Inc.’s executive managing director for the San Diego region, said Bengé has been prescient about the increasing attention paid by employers to how the physical workplace affects employees’ success. CBRE, a brokerage firm, has been a client of Unisource Solutions’ San Diego office and remains a client of Cultura. (In fact, Cultura inherited all of the San Diego office’s clients and contracts when it broke off from Unisource.)

Bengé and her team craft workplaces that encourage networking and productivity, he said.

“They really understand workplace strategies, how space can affect culture, business performance and retention of key employees,” Frager said. “Her team is very creative on what to do with space (including) effective use of indoor/outdoor areas, window line space and old-school conference rooms.”

Her passion, evident in meetings with clients, is also present in the firm’s employees, he added.

“Anne has created a culture at her firm that is extraordinary at customer service, and this is why she has such a loyal and strong customer base,” he said.

[Continued on page 7](#)

MEMBER NEWS, continued from page 6

That's created a competitive advantage for the firm, which has no salespeople.

"Ninety-eight percent of our business is referrals," Bengé said. "We have no commissions or any sort of conflict of interest."

Nonprofit Work

Recently, she met with Anne Correia, facilities operations manager for the Ocean Discovery Institute. After eight years of planning and \$17 million in funds raised, the nonprofit is building its permanent home in City Heights this year.

Correia met with the Cultura team in early February to discuss how to fill the space, including keeping purchases under budget while ensuring that what filled the space would facilitate the organization's mission — offering hands-on science education to students as young as third grade.

In that meeting, Bengé displayed some of the attitude that Frager says sets her apart: her "what-if" mentality, spurred by an eagerness to problem solve.

She asked Correia why many of the items being considered for the new building had wheels — a pricey attribute when it comes to office furniture. Upon learning that it was because the organization is growing and often needs to relocate equipment, Bengé suggested tracking down pieces that would be easy to move, yet without wheels.

"My favorite thing in the world is sitting down in an initial meeting and saying: who are you, what are you trying to do, what are you inspired by and how do we make that happen?" Bengé said.

From an Airport to Aircraft Carriers

Cultura will keep its current location, all staff and its relationship with Haworth, the Michigan-based furniture manufacturer founded nearly 70 years ago, for which the office is a preferred dealer.

The pieces they order end up in all sorts of places, from San Diego International Airport to many of the region's biotech firms. A major client is Biocom, the nonprofit that advocates for life sciences companies in San Diego and other regions in the state.

"We put furniture on aircraft carriers and we do business with semiconductor (companies)," she said. "It's all over the map."

Still, for Cultura, it's less about the furniture than it is about the thought put into what should go where, and why.

"It used to be that you would lease a space, hire an architect to tell you what to get, the architect would send us a list of stuff, we buy it and implement it," she said. "That's old world, and that's what I'd say my

competition is really good about. It's about operational excellence. What we do is ultimately similar, but it's how we do that that is different." ■

CULTURA

CEO: Anne Bengé

Founded: 2017

Headquarters: San Diego

No. of local employees: 25

Revenue: \$18 million in 2016; \$18 million in 2015

Description: Workplace design firm

<http://www.sdbj.com/news/2017/feb/16>

[design-co-doesnt-fill-workspaces-it-helps-craft-cu/](#)

NOT YOUR FATHER'S WORKPLACE DESIGN

Erica Roman, [GlobeSt.com](#) and Anne Bengé



Erica Roman



Anne Bengé

SAN DIEGO—From smaller workstation footprints and more collaborative space to sit-and-stand desks and other ergonomic tools, today's workplace is demanding high-functioning, state-of-the-art elements, Cultura's CEO Anne Bengé and creative design director Erica Roman tell [GlobeSt.com](#). Bengé recently repositioned and rebranded the San Diego-based furniture-management and facilities-design company, formerly known as **Unisource Solutions San Diego**, as **Cultura**.

Bengé, in collaboration with her staff, chose the name Cultura to invoke the Italian tradition of balancing functionality, design and relationships and of interconnecting creativity and prosperity. The change better reflects the expanding role the firm plays in visioning, creating and managing workspaces for its clients.

"Our transition reflects our evolving role as consultants for ongoing growth and branding in the workplace, and with upgraded operating systems, we can seamlessly respond to the increasing pace at which companies work and change," says Bengé. "Furthermore, we wanted our company name to reflect the importance we place not only on design, but also on the family unit and the extended-family bonds we form with our clients, friends and co-workers."

We spoke with Bengé and Roman about the rebranding and trends they are noticing within workplace-design elements.

GlobeSt.com: *What trends are you noticing in workplace-design elements?*

Roman: Overall, we're seeing demand for smaller workstation footprints and more collaborative space. Also, outdoor and amenity space has become very important to the office environment.

[Continued on page 8](#)

MEMBER NEWS, continued from page 7

People want a more **residential** feel in their office space, so the lines between home and office design are being blurred. Similarly, natural elements like reclaimed wood and natural daylight have become more popular. **Technological** advances have minimized or nearly eliminated the need for paper, so many offices need less **storage space**. Desk space has changed, too, with many employers offering sit-to-stand and other ergonomic tools to promote wellness in the office space.

Benge: “Today’s work environment attracts and inspires, provides a foundation for company culture and seeks to support the knowledge worker.”

GlobeSt.com: *What do today’s office users need from their furniture and facilities that they may not have requested a decade or more ago?*

Benge: Choice. There has been a profound shift in the workplace in the last 10 years. Technology lets us choose where we want to work and how we want to work. The talent war lets the worker choose who they want to work for and why they want to work for that cause or company. Today’s work environment attracts and inspires, provides a foundation for company culture and seeks to support the knowledge worker. The spaces that we make into a purposeful place for a company includes deliberate thought, design and reflection of the leader’s vision. Functional-based design, ergonomics and places for both introverts and extroverts to excel lead the way. On a granular level, we are seeing low cubical wall heights, sit-to-stand options, many types and sizes of quiet spaces, access to daylight and increased mobility.

GlobeSt.com: *How do you see workplace design elements changing in the future?*

Roman: The future will bring more push toward mobility and the option to leverage **technology** to work anywhere. I see more shared office and amenity space continuing to grow as the need for square footage continues to shrink.

Wellness will continue to be important and will drive demand for daylight, healthy environments and more.

Roman: “People want a more residential feel in their office space, so the lines between home and office design are being blurred.”

GlobeSt.com: *What else should our readers know about the repositioning and rebranding of your company?*

Benge: The repositioning and rebranding of our company came from wanting to represent our mission and what we truly do. When we started to look at what we have done and where we were going, one thing stood out as a unique and dominant attribute of our organization: everyone at Cultura loves what they do, so much so that the people we’ve recently added to our team, a total of eight over the past year, have all been referred by current employees or are past clients and wanted to join our team.

Most of our team has worked together for 20 or more years in some capacity. We’ve developed a culture where people love where they work, and when you love where you work, you work harder for your clients, you go above and beyond for your teammates, you look for the best ideas, you seek additional knowledge and education, you contribute to the company and you choose to mix your work and your personal life.

We were very inspired by a book written by **Ken Blanchard** and **Garry Ridge** of **WD-40**, a local San Diego-headquartered company, in which they debunked the idea of a **work/life balance**, saying that if you love what you do, it all mixes together. What you do in your personal life helps inform your work life and make you a better contributor to the company. When you believe in what you do for work, it allows your personal life to improve as well.

At Cultura, we live this philosophy and want to help other local companies create that within their own organizations through thoughtful conversations around culture and how our **furniture** and design solutions can help that culture thrive. ■

UPCOMING EVENTS

May 23	Urban Retrofit + Redevelopment in Mission Valley Tom Ham’s Lighthouse
June 27	Self Defeating Patterns Leadership Breakfast Members Only DPR Construction
July 25	Senior Living Education + Programs Luncheon Location TBD
September 26	Admiral Tyson on large Scale Leadership Breakfast Members Only Location TBD
November 28	Education + Programs Luncheon Location TBD

Event Dates, Locations and Topics Subject to Change

Please visit www.crewsandiego.org for more information or to RSVP.



DONE DEALS

Project	CREW Members
BioLegend	Delawie, Cultura
Qualcomm Q locker room remodel	Delawie, PBG
Otay Lakes Medical Office	Ware Malcomb, Online Builders
AVID Center	Ware Malcomb, Xpedient Communications, Anderson Audio Visual, Burger, Bentley, Datile
Lite Machines	Ware Malcomb, Xpedient Communications
Biomat Plasma Chula Vista	Xpedient Communications, Anderson Audio Visual
Idea One	Daltile, Miller Hull
Jones Day	Daltile, ID Studios
Cubic	Ware Malcomb, Bentley, Good & Roberts
Kilroy Spec Suite	Ware Malcomb, Bentley
Geosyntec	Gensler, Bentley
Panasonic	Johnson & Jennings, Ware Malcomb, Murphy Development
UB, TCD Executive Offices	Johnson & Jennings, JLL
UB, 16th	Johnson & Jennings, JLL
LevitZacks	Johnson & Jennings, Ware Malcomb, JLL, LevitZacks
Hazard Center, Suite 750	Johnson & Jennings, Pm Realty Group
Hazard Center, TBird	Johnson & Jennings, Pm Realty Group
Hazard Center, SPG	Johnson & Jennings, Pm Realty Group
Ready Now Suite 220 Ocean Air	Johnson & Jennings, Gensler
Geosyntec	Johnson & Jennings, Gensler, Cushman + Wakefield
MFCU, Rancho Branch	Johnson & Jennings, Mission Federal Credit Union
UB, National City	Johnson & Jennings, Ware Malcomb, JLL
UB, Kearny Mesa -	Johnson & Jennings, Ware Malcomb, JLL
UB, La Mesa	Johnson & Jennings, Ware Malcomb, JLL
UB, Bayside	Johnson & Jennings, JLL
UB, Queen Anne Seattle	Johnson & Jennings, JLL, Ware Malcomb
RSDP	Johnson & Jennings, Pm Realty Group
AMN	Bentley, Cultura
Great Call	Anderson Audio Visual, Cushman + Wakefield, Burger
Allen Matkins	Anderson Audio Visual, FS Design Group, Burger
ResMed Executive Board Room	Anderson Audio Visual, ID Studio
Retrophin	Anderson Audio Visual, Cushman + Wakefield, Xpedient
Seismic	Anderson Audio Visual, Cushman + Wakefield, Xpedient
UCSD Geisel, 8th Floor	UCSD, ID Studios
Voit	Voit, ID Studios
ResMed, Floor 2	Reno, GMBI, ID Studios
Barney & Barney	Cushman + Wakefield, CBRE, ID Studios
HUB International	Cushman + Wakefield, ID Studios
Bollert Lebeau	Voit, ID Studios
Mintz Levin	CBRE, ID Studios
Competitor Group	ID Studios, Burger
Elevate	Ware Malcomb
Cypress HCM	Ware Malcomb

[Continued on page 10](#)

EDUCATION

DONE DEALS, continued from page 9

Project

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 CalAtlantic
 Project Management Advisors, Inc.
 Corporate Office

CREW Members

Ware Malcomb, Johnson & Jennings
 Ware Malcomb
 Jill Winchell Design, LLC, Project Management Advisors, Inc

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UCrew students

*For more information on any education-related items above, please contact **Kimberly Malasky**, director of communications and marketing at the Burnham-Moores Center for Real Estate at kmalasky@sandiego.edu or (619) 260-4786.*

FOUNDATION

Why are CREW members and supporters passionate about CREW Network Foundation?



Toni McMahon

CREW Network Foundation allows CREW members to demonstrate their passion for the commercial real estate profession by “paying it forward” to women and girls who are eager to learn and achieve in the industry. Commercial real estate professionals need look no further when they seek a worthy cause within their profession.

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

To make that worthy contribution, CRE professionals can access information on the crewnetwork.org web page under the foundation tab. Donations support the ONLY foundation dedicating its resources solely toward advancing women in commercial real estate through a variety of programs.

SCHOLARSHIPS

The CREW Network Foundation scholarship program supports future female leaders as they pursue university-level education that will lead to careers in commercial real estate. These scholarships help CREW plant the seeds of change in the commercial real estate industry. Scholarship recipients are awarded \$5,000 to use toward tuition and books. They also receive a paid internship opportunity, a free CREW Network student-at-large membership and free registration to a CREW Network convention and marketplace.

INDUSTRY RESEARCH

Donations also make it possible for CREW Network to remain the leading publisher of research on women in commercial real estate – research that is helping close the compensation and advancement gap for women. Through its benchmark reports and annual white papers, CREW Network can inform the industry and mark the progress of women in commercial real estate. The results of this research also direct both CREW Network’s strategic initiatives and its educational programming.

CAREER OUTREACH

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 commercial real estate by creating programs that educate women and girls about the career opportunities available to them (CREW Careers and UCREW) and providing mentoring relationships to those new to the industry (Mentoring). Your contributions help fund the programs’ administrative support and participant materials.

CREW Careers is a program hosted by individual CREW chapters to provide a hands-on “Real Estate 101” classroom program designed to introduce high school girls to the many career opportunities available to them in the commercial real estate industry. The event is either a one-day or multi-session program, using local real estate developments, projects or sites to showcase and illustrate the various career options available within commercial real estate.

UCREW is an interactive session that introduces college students to opportunities in commercial real estate. UCREW sessions are hosted each spring and fall by CREW Network chapters that utilize their members as role models to teach students networking fundamentals, offer powerful career resources and provide relationship-building opportunities in career development.

Mentoring modules are available to CREW chapters through CREW Network. Each includes a four-step process segmenting each protégé’s learning into four stages: Engage, Envision, Empower and Expand. Each phase includes basic topical information about one of the core stages with exercises and directions, and where to find accompanying activities for each mentor and protégé. The modules include tools, tips and techniques for principle-based learning and productive follow-through. ■

For more information and how to get involved, contact Toni McMahon – CREW Foundation National Delegate tmcmahon@fuscoe.com



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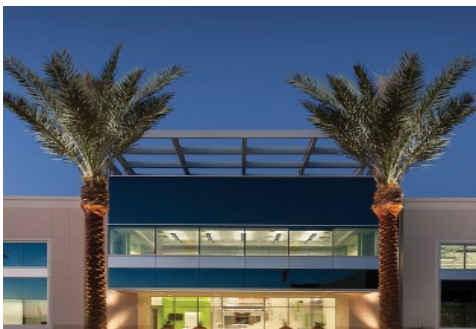


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Remember, there are no cold calls when you are a CREW member. YOU WON'T WANT TO MISS OUT! For more information contact [Lauren Slatinsky](mailto:laurens@pbginc.biz), 2017 VP of Membership, by email laurens@pbginc.biz

2017 LEGACY MEMBERS (joined 2013 and prior)

- | | | |
|------------------------------------|-------------------------------------|--|
| ▪ Allison Simpson (formerly Beall) | ▪ Kellie Galligan (formerly Hill) | ▪ Susan Steele |
| ▪ Julia Baikova | ▪ Jill Hogan | ▪ Lori Ann Stevens |
| ▪ Anne Bengé | ▪ Carly Glova (formerly Kurkiewicz) | ▪ Ginny Uyeno-Bridy |
| ▪ Dana Bessenecker | ▪ Wendy Lanahan | ▪ Katie Yee |
| ▪ Tara Burns | ▪ Desiree Kay Lawn | Legacy members are those who have been a part of CREW for 5 years or more and receive extra membership benefits. Please contact Jackie Isidore , Immediate Past President, for more information. |
| ▪ Susan Couch | ▪ Marilyn Mattson | |
| ▪ Christy Daly-Pranzo | ▪ Amber Mauer | |
| ▪ Tiffany English | ▪ Toni McMahon | |
| ▪ Bre'an Fox | ▪ Amy Morway | |
| ▪ Jane Green | ▪ Angela Rauzi | |
| ▪ Linda Greenberg | ▪ Amanda Seimer | |
| ▪ Lisa Gualco | ▪ Jennifer Shumaker | |
| ▪ Jackie Isidore | ▪ Rose Silverwater | |
| ▪ Terry Hall | | |

COMMITTEE MEETINGS

SPONSORSHIP COMMITTEE typically meets the 2nd Wednesday of each month at 8 pm in Bay Park. Please check in with committee chair, [Hallie Putterman](#), to confirm time and location.

SPECIAL EVENTS COMMITTEE typically meets the 3rd Wednesday of each month. Please check in with committee chair, [Melissa Scofield](#), to confirm time and location.

MEMBERSHIP COMMITTEE typically meets the 2nd Tuesday of each month. Please check in with committee chair, [Lauren Slatinsky](#), to confirm time and location.

MARKETING/COMMUNICATIONS COMMITTEE typically meets the 3rd Monday of each month. Please check in with committee chair, [Maura Young](#), to confirm time and location.

EDUCATION + PROGRAMS COMMITTEE typically meets monthly. Please check in with committee chair, [Bre'an Fox](#), to confirm time and location.

UCREW COMMITTEE meets periodically. Please contact committee chair, [Katie Yee](#), for meeting times and location. *NOTE: MUST BE A MEMBER TO JOIN A COMMITTEE**

CREW SAN DIEGO New Members 1st Qtr

- | | |
|--|---|
| ▪ Michelle Laseman – KBKG | ▪ Tammy Brown – Colliers International |
| ▪ Samantha LaPine – Cooley | ▪ Anna Gonzales – Colliers International |
| ▪ Andrea Ventola – Anderson Audio-Visual | ▪ Kristen Kelley – Colliers International |
| ▪ Willow Decker – Daltile | ▪ Daniel Adams – Wells Fargo Bank |
| ▪ Jeana Renger – Ferguson Pape Baldwin Architects Inc. | ▪ Molly Addington – Wells Fargo Bank |
| ▪ Therese Fazio – Barney & Barney | ▪ Michele Boehm – Redwood Mortgage |
| ▪ Katie Pearson – Alexandria Real Estate Equities, Inc. | ▪ Bodie Campagna – Mitchell J Architecture, Inc. |
| ▪ Peter Gaeta – Behr Paint | ▪ Daniela Caro – Johnson and Jennings General Contracting |
| ▪ Sammey Jo Smith – Anixter, Inc. | ▪ Julie Robson – KCM Group |
| ▪ Lana Turpie – Gerson Law Firm APC | ▪ Angela Ryan – Ware Malcomb |
| ▪ Carrie Vilaplana – Wells Fargo Private Bank | ▪ Erin Shean – CBRE, Inc. |
| ▪ Samantha LaPine – Cooley LLP | ▪ Debrakir Jacobs – Bank of the West |
| ▪ Catherine McCullough – McCullough Landscape Architecture, Inc. | ▪ Krystyna Dunstan-Kempsell – Barney & Barney |
| ▪ Marlena Schultz – Cooley LLP | ▪ Barbara Cavanaugh – CORT |

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