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Please contact Hallie Putterman at Hallie.Putterman@bentleymills.com for more information or download sponsorship information at <http://crewsandiego.org/sponsorship.html>.

PRESIDENT'S MESSAGE



Bree Wong
SWS Engineering

Springtime officially returns to San Diego when our inboxes become inundated with industry golf tournament, open house and fundraiser invitations. Our time is precious, forcing us to pick and choose how and where to spend our available productive hours. In my experience, CREW's Annual Charity Golf Tournament never disappoints! Held on April 27, 2018 at the beautiful Lomas Santa Fe Executive Course in Solana Beach, we enjoyed a gorgeous day chock-full of networking, entertainment and fun – all while raising money to benefit CREW Foundation.

CREW Network's philanthropic arm, Foundation conducts invaluable research, produces white papers and provides scholarships for women pursuing careers in commercial real estate related fields. This year's tournament reported another sold-out success! I offer my sincere gratitude to everyone who attended, sponsored, volunteered and donated to this event; you are all heroes!

As we've set sail into the second quarter of 2018, the sustenance, growth and enthusiasm of our Board, Committee and Chapter members has been nothing short of phenomenal. In just the past three years, CREW San Diego's membership has increased by more than 60% and steadily diversified to include more students, men and emerging professionals spanning a myriad of disciplines.

This year is marked with plans of strategic growth and member recognition through tactical alliances with like-minded organizations, publishers and media outlets. In addition to the member benefits associated with award nominations and publications, CREW SD has formed a new alliance with Bisnow to help diversify their program panelists through inclusion of powerhouse CREW members. If you are interested in speaking, media recognition or award nomination opportunities, please contact myself or CREW SD's Director of Marketing, Melissa Stayner.

There are many exciting new events and opportunities on the horizon in coming months; keep an eye out for our annual Headshots and Happy Hour event in June, Mentorship Program, Summer Social, and the National CREW Convention coming to San Diego in October! I encourage each of you to consider increasing your involvement through participation as a committee or board member. In addition to helping conceptualize programs and events to best serve San Diego's CRE professionals, CREW leadership offers unparalleled opportunities for personal and professional growth, connection to key clientele and perhaps best of all – lasting friendships with industry professionals and contemporaries for years to come.

Thanks again for supporting CREW and helping our Chapter gain recognition as one of the premiere industry organizations in San Diego! ■

Bree Wong



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EVENT HIGHLIGHTS

TAX REFORM WILL MAKE FOR A ROBUST 2018

March 27th, 2018

Experts at the San Diego CREW event this week opined the benefits of tax reform for commercial real estate properties.

While the tax reform was the cause of investor hesitation in 2017, now that a bill has passed, many believe that it will help fuel activity in 2018. The impact of the new tax reform bill was among the discussion topics at the CREW San Diego event this week, where the central theme was commercial real estate finance and capital markets. Speakers, who included moderator Molly Addington, business acquisition manager for the business banking group of Wells Fargo in San Diego, and speakers Amy Stillwell, a tax senior manager at Moss Adams; Lynn LaChapelle, a senior managing director of capital markets, investment sales and acquisitions at JLL in San Diego; and Kelly Souza, SVP and manager at Wells Fargo, said that the new bill would benefit the commercial real estate industry.

Overall, the 2017 tax reform bill provides a reduction in corporate tax, creating a flat rate of 21%, compared to a top rate of 35% pre-reform, and has a blended rate for fiscal taxpayers, according to the speakers' presentation. The reform also increases bonus depreciation to 100% for a qualified property, which includes both new and used properties in an arm's length transaction; and, it increases the amount a tax payer may expense to \$1 million, up from \$510,000 in 2017. The impact should be significant for all commercial real estate asset classes, and with continued economic growth, should encourage more activity this year.

Another change in the new tax reform bill is the addition of a holding period requirement to carried interest tax. The reform adds a hold period of three years for gains on carried interest in an investment. This is a significant change because funds use the carried interest tax to pass net capital gains to general partners and investment managers.

While tax reform will likely benefit the market, there is another change to watch. Namely that LIBOR will be phased out as a leading index in the future. In its place, an alternate index will be established called the Secured Overnight Financing Rate, known as SOFR. SOFR will be based on cleared and bilateral



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repurchase transactions on US Treasuries, using data from \$600 to \$800 billion in daily repo transactions. It will likely be three to five years until it is ready to act as alternative to LIBOR, but the change is expected to have a minor impact on commercial real estate.

In terms of investment activity, value-add deals continue to dominate the market, along with off-market transactions and suburban assets. Stabilized assets in urban markets are seeing cap rates rise from an average of 5.5% to 6%, while suburban assets are seeing cap rates in the 7% range.

The CREW San Diego event had 80 attendees at Tom Ham’s Lighthouse in San Diego, California. ■

Kelsi Maree Borland
GlobeSt.com



EDUCATIONAL SERIES: YOU - AN INVESTOR IN CRE

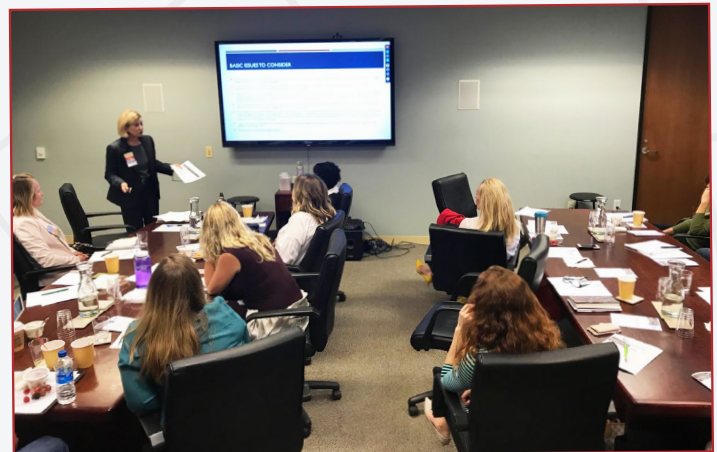
Thank you for attending Session 1!

In this series, we’ll provide valuable information and resources to reduce the barriers you might see around personally investing in commercial real estate.

Session 1 – WHY invest in CRE; WHAT types of CRE to consider; WHERE to start; HOW to analyze options, benefits and risks.

Session 2 – Anatomy of a CRE Transaction; your CREW Resources

Session 3 – A Real Estate Investment Template



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EVENT HIGHLIGHTS, continued from page 3

SPONSOR APPRECIATION EVENT – March 21st, 2018



Thank you!

2018 Annual Sponsors
for your support

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EVENT HIGHLIGHTS, continued from page 4

UCREW – April 14th, 2018

The San Diego Chapter of CREW has been hosting annual UCREW events since 2015 to provide a space for our membership to teach networking fundamentals to students, offer powerful career resources and provide relationship-building opportunities in career development. Over the years, our chapter has refined and evolved the program in response attendee feedback.

The 2018 UCREW Event was held at the CBRE's state-of-the-art office in the newly redeveloped UTC mixed-use center. Through outreach to CREW members, the San Diego UCREW committee created two roundtable panels comprised architects, attorneys, property managers, capital market experts, owner's representatives, brokers and developers.

The 18 student attendees were interested, passionate and curious. To keep the experience intimate and promote engagement between the students and the speakers, we broke out into two separate four-speaker panels. After the students had an opportunity to hear from and talk to both panels, we hosted a lunch where they were encouraged to continue their conversations with speakers and committee members. The annual event was well-received by students and speakers alike, who expressed their appreciation for participation. ■

–Katie Yee, Latitude33

Feedback from students:

UCREW is an ideal networking program. It's not only providing students a chance to meet up with successful people and learn from their stories, but also creating a business hub for its members to gather, learn and support each other. – Jade Ong

Thank you for putting on such an amazing event! It is great to see how women leaders of real estate are giving back to the community.

– Shannon Whitfield

It was great to meet other students and know they have the same questions as I do, and that we are all on the same path currently preparing for our future. The panelists had great advice for us and spoke to the information we needed to hear. – Allison May from USD



Continued on page 6

EVENT HIGHLIGHTS, continued from page 5

CREW ANNUAL GOLF TOURNAMENT – April 27th, 2018

Lomas Santa Fe, CA – CREW’s charity golf tournament sold out yet again this year with 104 golfers and a total of 136 attendees! The event, held at the Lomas Santa Fe Executive Golf Course, raised over \$19,000, a portion of which will be donated to CREW Foundation, the only organization dedicating its resources solely towards transforming the commercial real estate industry by advancing women globally.

The tournament theme was Superheroes and Villains and best costume went to Bree Wong, CREW SD Chapter President and Principal at SWS Engineering. SWS’s foursome also won the tournament with a score of 16 under par.

Sarah Giardini of JCJ Architecture had the day’s sole hole-in-one at “The Black Hole” sponsored by Dempsey Construction. Best hole decoration went to Coalesse for dressing up as the “Real Heroes” – firefighters and police officers.

CREW thanks everyone for their participation in this year’s event and we look forward to selling out again next year and continuing to make a difference locally and nationally for women in commercial real estate. ■

–Sarah Giardini, JCJ Architecture, and Hole In One Shooter



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EVENT HIGHLIGHTS, continued from page 6



CONGRATULATIONS

BBB TORCH AWARD WINNER FOR ETHICS – MISSION FEDERAL CREDIT UNION



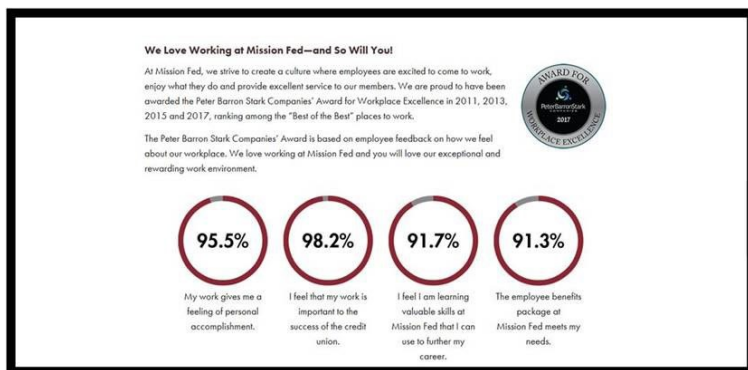
The Better Business Bureau Torch Awards for Ethics honors companies who demonstrate

high levels of character and ensure that the organization's practices meet the highest standards of ethics, and consequently generate trust. Congratulations to Mission Federal Credit Union for winning the category for businesses with 500+ employees.

Mission Federal Credit Union is a not-for-profit credit union that addresses both the short and long-term needs of their members. With this approach, Mission Federal has customized the banking experience to best serve the San Diego community. Offering savings accounts, loans, eServices, investment services, insurance and more, each of the branches located throughout the county serve to invest in your success as a member. Mission Federal Credit Union caters to the community through their support of educational efforts with local partnerships. ■

CONGRATS TO WORKPLACE EXCELLENCE AWARD WINNER MISSION FED!

The Peter Barron Stark Companies' Award for Workplace Excellence is a prestigious award given to companies who utilize our employee opinion survey program and exceed an overall favorable response of at least 80%. This award is different from many other workplace awards because it is a true indicator of workplace excellence through employee's opinions, rather than a tally of votes online.



Viveca Bissonnette

INFLUENTIAL WOMEN – VIVECA BISSONNETTE

By John Roemer - Wednesday, March 21, 2018

In 2009 Bissonnette left a large company amid the recession to start a boutique business with Jeff Hollander. They were driven by an urge to do more with less, to spend energy on clients rather than on the red tape and bureaucracy of a large company.

Bissonnette said she came naturally by her instinct for design. Back home in Toronto, her father was an architect and her mother an urban planner. They hoped for an academic career for their daughter, and Bissonnette took a degree in anthropology.

"The parents did not want me to go into their industry," she said. "They wanted me to have what they perceived as a more stable profession."

After a few years, however, Bissonnette's instincts took over.

"Design was always in my blood," she said.

She went back to school for a second degree and learned that studying human societies was a good fit with designing the spaces in which they work and live.

When commercial furniture dealership bkm OfficeWorks needed a redesigned headquarters, the company turned to Bissonnette, who had planned its previous showroom while at her earlier firm.

"There has been a lot of attention recently paid to the culture of organizations, and Hollander Design Group focuses on that," she said. "We spend time on the ethnography of the workspace," she said. "We embed ourselves and observe how our client works. We interview staffers from the CEO to the receptionist."

Her game-changing design for bkm OfficeWorks added event and community space and became a finalist in Interior Design magazine's best of year competition and won Shaw Contract's global design award.

Bissonnette has served as president of the 20,000-member International Interior Design Association, bringing increased visibility to her company and helping shape her idea of positioning Hollander Design Group to look beyond the region to the design community on a larger scale. She was inducted into the IIDA's College of Fellows for her achievements, professionalism and leadership.

She is a member of the New School of Architecture's Interior Design Program Advisory Board. She also is involved in the San Diego Architectural Foundation and the California Council for Interior Design Certification, serving as a mentor to the next generation of leaders. She is a longtime member of Commercial Real Estate Women, or CREW, of San Diego, strongly supporting its mission of advancing women in the male-dominated commercial real estate industry. She thinks that is happening.

"As an anthropologist, absolutely I have observed a recent cultural shift in a positive direction," she said. ■

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Ariel R. Bedell

INFLUENTIAL WOMEN – ARIEL R. BEDELL

By John Roemer - Wednesday, March 21, 2018

Bedell is a real estate and business attorney with extensive expertise in Southern California's mobile home park industry, where she represents owners, residents and local jurisdictions in all matters of park operations. While she said some lawyers avoid the field due to its complexities, Bedell has streamlined her way through the state's intricate and lengthy conversion program, which allows a change in the ownership structure of parks from rental property to resident owned.

"I fell into it," she said of how she came to her niche in the legal world. "My mom (managing counsel L. Sue Loftin) owns the firm, and I'd worked for her during law school. I grew with the firm and with her over 20 years. Now I'm like an old-school general counsel for most of my clients."

Bedell also represents commercial and residential property owners, investors, and developers through the acquisition, development, and disposition of various property types. She is among a handful of attorneys nationwide who are certified as a Leadership in Energy and Environmental Design Accredited Professional, qualified to guide clients through multifaceted certification processes and the thickets of emerging government regulations.

She got her LEED accreditation in 2008.

"I was among the first in the state, because I wanted to work with the green building movement and learn how to operate projects in an environmentally friendly manner," Bedell said.

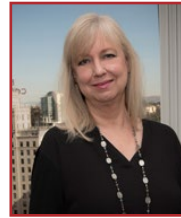
Among her current clients is a unique marijuana cultivation project in Desert Hot Springs, where real estate developers are building condominium space in a commercial cannabis zone for medical pot entrepreneurs.

"This is a very quickly growing and very profitable new industry," Bedell said.

And her work on mobile home parks remains ongoing. "This is super-interesting and highly nuanced work that most real estate attorneys won't touch with a 20-foot pole," she said.

Bedell currently serves as board secretary of Commercial Real Estate Women of San Diego. Her legal talents were key when she embarked on a key project there.

"I spearheaded updating CREW's bylaws, minutes and organizational structure," she said. "Real estate has been a highly male-dominated domain, but we grew by about 20 members last year, and we have gotten women more and more involved in the industry." ■



Catharine Hughes

INFLUENTIAL WOMEN – CATHARINE HUGHES

By John Roemer - Wednesday, March 21, 2018

In high school in San Diego, Hughes was unsure about a career. "I tried accounting and didn't like it," she said. "Art was better, and I found I really excelled at interior design."

She was awarded a bachelor of fine arts degree at Cal State Long Beach in a program that emphasized commercial design. She worked for firms in West Hollywood and back in San Diego before joining Ware Malcomb six years ago.

Beginning at the international design firm as a studio manager for interior architecture and design, Hughes was selected last year to direct interior architecture and design at Ware Malcomb's new downtown San Diego office. The company said Hughes has been instrumental in helping it gain new market share, diversify its areas of expertise and secure several new high-profile client accounts.

With 22 offices across North America, Mexico and Panama, Hughes said, "We're like a boutique firm with the bench depth of a large company. If Phoenix is really busy, for instance, we'll support them from here."

Ware Malcomb specializes in the design of commercial office, corporate, industrial, science and technology, health care, retail, auto, public education and renovation projects.

Tiffany English, the principal of Ware Malcomb's San Diego offices, said of Hughes, "Her many contributions helped us secure more projects in the downtown market, ultimately leading to the opening of Ware Malcomb's second San Diego office. We are excited to see Catharine and the downtown office continue to grow in the years ahead."

Since she began working downtown, Hughes said much of her efforts are dedicated to expanding relationships with high-rise building landlords and connecting with corporate tenants opening or renovating offices downtown. She was essential in developing Ware Malcomb's strong relationship with a leading international client, which has led to projects in the U.S. and South America.

Hughes leads efforts at her office to provide training on various design and industry code tools. In an industry where regulations and technology change quickly, keeping her team current and relevant is an important and fast-paced task, she said.

Last year Hughes served a term as president of Commercial Real Estate Women San Diego, during which time she convened and led a committee that reworked and aligned outdated bylaws with current objectives.

"We grew to 150 members," she said. "It's an excellent networking organization that develops relationships and grows businesses." ■

MEMBER NEWS

WHAT MOTIVATES YOU? AN INTERVIEW WITH BUILDING CAREERS' FOUNDER CARLY GLOVA



Carly Glova



By Carly Glova, Building Careers – March 23, 2018

Building Careers is sitting down with the movers and shakers of the commercial real estate scene here in San Diego to find out how they got to where they are and what they want to see in people on their team.

Kicking off our blog series, I wanted to give you a sneak peak of the Q&A you can expect with some of my own thoughts.

Describe your background and how you got into the industry.

Architecture and home design always interested in me, but learning that I could apply intangible finance underwriting to commercial buildings that everyone could see, touch, and have an opinion on opened up a whole new world of possibilities for me. This light bulb went off when I stumbled upon a commercial real estate finance course while I was an undergrad at Penn State. From there, I worked in the industry in a finance consulting capacity, on the private equity side, and in-house for an investor, developer and operator.

I came upon a career crossroads. After conversation after conversation with many of you fantastic mentors and role models in the San Diego commercial real estate world, I realized that I wanted to have those types of conversations on a daily basis. I wanted to be that sounding board and advisor to anyone at any stage in their career to ensure that their role aligned with their life goals and motivations. What better place to do that than in the commercial real estate industry that I know and love? Since founding my executive search and recruiting firm, Building Careers, I am motivated every day by inspiring people to succeed.

What exciting projects are you working on?

My team and I are currently working on finding the right fit for an acquisitions analyst, development director, senior design manager, controller, lease administrator, corporate finance director, project and construction managers, and acquisitions, leasing, and asset management senior associates, among others. We are consistently recruiting for exciting opportunities with growing companies, so if you want to stay up to date on open commercial real estate career opportunities, visit the job page of our website or email me. I look forward to hearing from you!

What are you seeing in terms of hiring?

It is a candidate's market right now. Quality talent that aligns with each company's specific culture and way of working is very difficult to find. When companies identify someone that aligns with what they want on their team, I would recommend that they be ready to make a strong offer and on-board that person quickly. Offers that allow candidates to feel valued by the company and communicate to them that the

company is invested in their long-term career growth are extremely effective in the current market. Knowing and living your company culture everyday will make an efficient hiring process more seamless.

What can candidates do to stand out?

Candidates who know themselves and what they bring to the table set themselves apart from the rest of the pack. Those who can clearly communicate their value through concise examples put themselves in a position that aligns with their strong suits. Operating this way is paramount in achieving long-term success for not only the employee, but for the employer as well. As a resume is most often a candidate's first impression, stay tuned next month for additional suggestions on putting your best foot forward through your resume.

What is your one piece of advice for folks trying to make it in the commercial real estate industry?

Make meaningful connections with those that you cross paths with in your professional network. Having advocates and sponsors as resources is essential to career growth and learning, especially in the commercial real estate industry.

Interested in hearing more from some of the industry's leading faces? Be on the lookout for future interviews! ■

<https://www.buildingrecareers.com/single-post/2018/03/23/What-Motivates-You-An-Interview-with-Building-Careers%E2%80%99-Founder-Carly-Glova>

EMPLOYER SPOTLIGHT SERIES: MISSION FEDERAL CREDIT UNION PART 1: MOVING MEANS A NEW LOOK AT COMMUTING

By Shift San Diego – Feb 27, 2018

The Mission Federal Credit Union (Mission Fed) corporate office in Sorrento Valley has been an iCommute Diamond Award winner for the past three years. During this time, their nearly 550 employees at Administrative offices and 30 branches have been able to commit to their initiative of sustainability by reducing their SOV (Single-Occupancy Vehicle) rate from 92% to 88%.

“Our Green Team has been working on promoting sustainable commutes, whether it's through our newsletters and HR packets, or through perks like our carpool priority parking spaces,” said Lauren Francis, Green Team Chair and Facilities Management staff member, Mission Fed. “We're thankful to be working with iCommute and Shift San Diego these past few years and happy to see our efforts producing great results, such as reduced SOV.”

Mission Fed also participates in annual commuter events, such as Bike to Work Day and Rideshare Week.

Continued on page 11

MEMBER NEWS, continued from page 10

Later this year, Mission Fed will have the opportunity to help their employees plan new commutes. For their first major move since locating in Sorrento Valley in late 1985/early 1986, Mission Fed will be headed to a new location in Scripps Ranch in late 2018. After over 30 years in the same building, Mission Fed is making the move to accommodate the growing number of employees, enhanced technology, more collaborative workspaces, training rooms, and other improvements that will help them provide an even better service experience for their more than 224,000 customers.

Like most companies who move, Mission Fed acknowledged that one of the challenges will be reshaping commutes for employees. The distance that employees would need to commute was one of the many factors Mission Fed surveyed employees about and took into account when selecting a new location. Thinking ahead, Mission Fed is already working with iCommute and Shift San Diego to strategize a commuting promotional plan for employees that will tie in with the move. Resources such as the commute calculator and Guaranteed Ride Home Program are valuable tools for employees to reassess their commutes.

A new location also offers the opportunity to introduce commute choices that employees have not considered trying before. From the facilities management point of view, moving to a new location holds great opportunity to implement new commuter amenities and infrastructure. At their new building, Mission Fed will have more carpool priority spaces and new EV charging stations.

Stay tuned to see Mission Fed's moving journey unfold throughout 2018.

About Mission Federal Credit Union:

Mission Federal Credit Union is a not-for-profit organization providing a wide variety of financial services to meet the needs of its customers. With nearly \$3.4 billion in assets, 30 local branches, and more than 224,000 customers, Mission Fed is the largest, locally based financial institution exclusively serving San Diego County. ■

<http://shiftsandiego.com/ShiftInsider>

WARE MALCOMB OFFERS WELL BUILDING DESIGN EXPERTISE

February 24th, 2018 – Irvine, CA – Officeinsight

Firm Embraces New Standard for Sustainable Design Focused on Health and Wellness



Tiffany English

Ware Malcomb, an award-winning international design firm, today announced a new area of expertise in designing projects to achieve WELL BUILDING STANDARD® certification from the International WELL Building Institute (IWBI). The firm is offering this service to clients across its 22 offices throughout North America.

WELL is the world's first building standard focused exclusively on human health and wellness, setting performance requirements in seven categories relevant to occupant health in the built environment: air, water, nourishment, light, fitness, comfort and mind.

"Many of our clients are interested in sustainable design, and the WELL program takes this concept to a new level in which companies are creating buildings that are designed and built with their employees' health and well-being in mind," said Tiffany English, Principal of Ware Malcomb and a member of the firm's company-wide Interiors Advisory Group.

One of the first projects Ware Malcomb has designed to the new WELL standards is the corporate headquarters for Corporación Inmobiliaria Vesta, S.A.B. de C.V. (BMV: Vesta), a leader in the development of industrial buildings and distribution centers in Mexico. The Vesta corporate headquarters, located at Arcos Bosques in Bosque de las Lomas in Ciudad de México, achieved LEED ID+C Platinum certification from the U.S. Green Building Council, as well as WELL BUILDING STANDARD® Gold certification from the IWBI, the first tenant improvement project in Mexico to be built to this specification. Ware Malcomb provided full service interior design, branding and construction management services for the 900-square meter project. The general contractor was Seica.

"It was exciting for us to design the first project in Mexico to achieve the highest wellness and sustainability certification standards," said Andres Galvis, Regional Director of Latin America for Ware Malcomb. "As the first Gold WELL tenant improvement project in Mexico, along with LEED, Vesta's corporate headquarters sets a new standard for the future of commercial construction in Mexico and beyond."

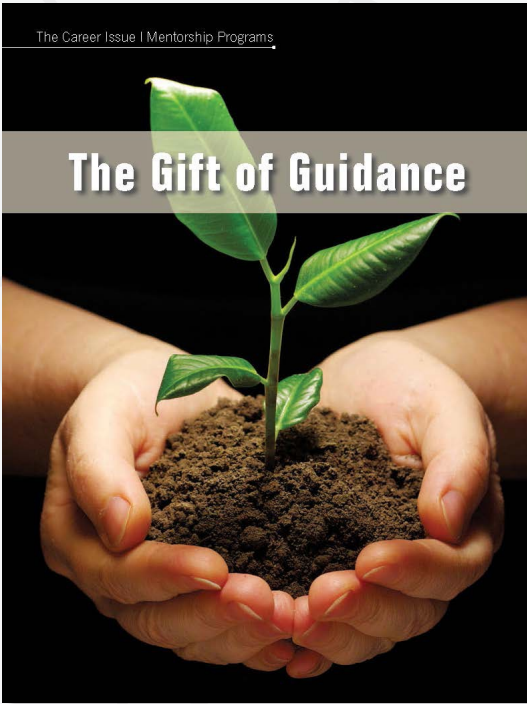
To date, Ware Malcomb has nearly 60 LEED Certified projects and is excited to continue its commitment to sustainability through WELL Design. For more information on the WELL BUILDING STANDARD® program, visit www.wellcertified.com.

About Ware Malcomb (waremalcomb.com):

Established in 1972, Ware Malcomb is an international design firm providing planning, architecture, interior design, branding and civil engineering services to commercial real estate and corporate clients. With 22 office locations throughout the United States, Canada, Mexico and Panama, the firm specializes in the design of commercial office, corporate, industrial, science & technology, healthcare, retail, auto, public/educational facilities and renovation projects. Ware Malcomb is among the top 20 architecture/engineering firms in Engineering News-Record's Top 500 Design Firms ranking and the top 30 interior design firms in Interior Design magazine's Top 100 Giants. For more information, visit waremalcomb.com/news and view Ware Malcomb's 2017 Design Highlights and 45th Anniversary Celebration videos at youtube.com/waremalcomb. ■

<https://officeinsight.com/officenewswire/ware-malcomb-offers-well-building-design-expertise/>

CREWMATES



The Career Issue | Mentorship Programs

The Gift of Guidance

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.

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DONE DEALS

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IDEA1/SEER Interactive	Cushman + Wakefield, Miller Hull Design Group, CREW Builders, Cultura
Coastal Payroll	Cushman + Wakefield, FS Design Group, Burger Construction
Ebates - Interior Building Improvements	WRIGHT Management, RBN Design, CREW Builders
F-45 Fitness Training Center/Fitness Studios	WRIGHT Management, Ware Malcomb
San Diego Museum of Art - Gallery 6 Restroom Renovations	WRIGHT Management, Hollander Design Group
Boulder Medical Building No. 201, Poway	The Kohnen Group, Fidelity National Title
610 Mission Avenue, Oceanside	The Kohnen Group, Cushman + Wakefield
Scenic View Business Park, Poway	The Kohnen Group, Cushman + Wakefield
Creekside Campus	Dempsey Construction, Gensler
Brizton El Cajon Retail Center	Dempsey Construction, Ware Malcomb
Access Youth Academy	Dempsey Construction, Safadie Rabines
Pacific View	Dempsey Construction, Ware Malcomb
4400 Ruffin Road	Dempsey Construction, Ware Malcomb, SWS Engineering, CBRE
Frontera Business park	Dempsey Construction, Ware Malcomb
Hoehn Porche	Dempsey Construction, Gensler
HCP Poway	Ware Malcomb, Syska
5454 Ruffin Rd.	Ware Malcomb, BYCOR Construction, CBRE
NextLevel Internet	Ware Malcomb, C&W
Arrowhead Insurance	Ware Malcomb, C&W
Trellisware	Ware Malcomb, CRESA, CBRE
Nortek	Ware Malcomb, C&W, Turner Construction
Atlas Exterior Renovation	Ware Malcomb, Turner Construction
Charlotte Russe	Ware Malcomb, C&W
Lightwave	Ware Malcomb, BYCOR Construction, SWS Engineering, CBRE
Spectrum Lane	Ware Malcomb, BYCOR Construction, SWS Engineering
3D Systems	Ware Malcomb, CRESA, Burger Construction
Futurewei	Ware Malcomb, BYCOR Construction,
Rady's Southbay urgent Care	Ware Malcomb, Pacific Building Group
Kratos	Ware Malcomb, CBRE
Infantino	Ware Malcomb, CBRE, BYCOR
Community Housing Works	Ware Malcomb, WRIGHT Management
ICE Showroom	Ware Malcomb, Burger Construction, DFS Flooring, Pacific Building Group
Callaway ECPC	Ware Malcomb, Pacific Building Group, SWS Engineering, Cultura
Union Bank Remodel Kearny Mesa	Ware Malcomb, Johnson & Jennings, JLL
Union Bank Remodel National City	Ware Malcomb, Johnson & Jennings, JLL
Union Bank Remodel Euclid	Ware Malcomb, Johnson & Jennings, JLL
Union Bank Remodel Carlsbad (El Camino Real)	Ware Malcomb, Johnson & Jennings, JLL
HBG Design	Ware Malcomb, Lockrul
Mission Federal Credit Union, South Bay	Ware Malcomb, Cultura, Mission Federal Credit Union

Continued on page 14

DONE DEALS, continued from page 13

Project	CREW Members
1 Columbia Place	Bentley, LPA
Interpreta	Bentley, LPA
GDC	Bentley, FS Design Group
Bank of America 36th and National Test Fit	Glumac, JLL
Bank of America Grantville Student Center Test Fit	Glumac, CBRE
General Atomics Aeronautical Systems Buildings G02 & G09 Air Handlers and Centralized Ice Plant	Glumac, Good & Roberts
Lumen Addition and Remodel	Glumac, McCarthy Cook, Fuscoe Engineering
Rady Children's Hospital NICU Humidifier Upgrade	Glumac, Align Builders
Rady Children's Hospital OSHPD 3 MOB Remodel	Glumac, DPR Construction
Shoreline Gateway Tower	Glumac, Carrier Johnson
UCSD MCH MH AHU S-2A Replacement	Glumac, University of California San Diego
UCSD MCH MH AHU S-41 Refurbish	Glumac, University of California San Diego
Katana	Lockrul Construction, Bentley, Gensler
Sheild AI	Lockrul Construction, Gensler
BV ACCEL	Lockrul Construction, Gensler
Cross Country Mortgage	Lockrul Construction, Gensler
Dividend	Lockrul Construction, Gensler, McCarthy Cook
Allied Universal	Lockrul Construction, HHDA
The Niki Group	Lockrul Construction, HHDA
Stantec	Lockrul Construction, CBRE
Koll Re-image	Lockrul Construction, Gensler
Altium	Lockrul Construction, Bentley
Ready Now Suite 520	Lockrul Construction, Gensler
REady Now Suite 1420	Lockrul Construction, Gensler
Elite Resource Team	Lockrul Construction, Gensler
KPFF	Lockrul Construction, Bentley
The Scripps Research Institute	Burger Construction, Ferguson Pape Baldwin Architects
Smashtech	Burger Construction, Gensler, Irvine Company
Centrex	Burger Construction, Gensler, Irvine Company
Verity	Burger Construction, Gensler
MAC	Burger Construction, Ware Malcomb
Indian Motorcycles	Burger Construction, RBN Design
TB Penick	Burger Construction, Cushman Wakefield
National Pen	Burger Construction, CBRE, DFS Flooring
Lighthouse Phase 2	Burger Construction, Cresa
Center for Sustainable Energy	Burger Construction, Carrier Johnson, Cultura
LRAD	Burger Construction, Ware Malcomb
Paylease	Burger Construction, Gensler
CICA	Burger Construction, Hollander Design Group
Hovercam	Burger Construction, Hurkes Harris, Cushman Wakefield

Continued on page 15

DONE DEALS, continued from page 14

Project	CREW Members
Hightower	Burger Construction, Gensler, Irvine Company
Plaza Home Mortgage	Burger Construction, ID Studios
Cushman Wakefield Carlsbad	Burger Construction, ID Studios, Cushman Wakefield
ZS Associates	Burger Construction, Gensler, Irvine Company
Centerside Suite	Burger Construction, LPA
Intuit Campus Reimage	Burger Construction, JLL
Rancho Vista Corporate Center Building 60	SWS Engineering, Pacific Building Group, Level 10
Fallbrook High school	SWS Engineering, HED
French Valley Industrial	SWS Engineering, Ware Malcomb
USD Loma Hall Engineering Buildings Utility As-Builts	SWS Engineering, USD, Carrier Johnson
AGC New Construction	SWS Engineering, Ware Malcomb
Genetic Center MOB	SWS Engineering, JLL, Ware Malcomb
General Atomics A-37	SWS Engineering, Ware Malcomb
ARE Sorrento Valley TI	SWS Engineering, Level 10
General Atomics A-40	SWS Engineering, Ware Malcomb
5759 Fleet Street	SWS Engineering, Hollander Design Group, Prevost Construction
ACE Fitness	SWS Engineering, Ware Malcomb
4400 Ruffin Road	SWS Engineering, Ware Malcomb, Dempsey Construction
USD Sport Facilities + Tennis Courts	SWS Engineering, Gensler
Swift Rancho Vista Corporate Center	SWS Engineering, Ware Malcomb, Level 10
Teradata	SWS Engineering, Gensler
5th and C	SWS Engineering, LPA
9th and Broadway	SWS Engineering, LPA
North County Health Services Center Ramona	SWS Engineering, Johnson & Jennings
Chino Hills Self Storage	SWS Engineering, LGC Valley
Mission Federal Credit Union Corporate HQ	SWS Engineering, Mission Federal Credit Union, ID Studios, LGC Valley, GMBI, BNIM
8th and B, National City Mixed Use	SWS Engineering, Miller Hull
NuVasive Amenities Building	SWS Engineering, Pacific Building Group, PMA, Hollander Design Group, Geocon
P5 Living, Imperial Beach	SWS Engineering, Fidelity National Title
USD Campus Utility As- Builts	SWS Engineering, USD
USD Campus Permanent Monumentation & Control	SWS Engineering, USD
Great Call- Call Center	GM Business Interiors, Burger Construction, Cushman Wakefield
Great Call Headquarters	GM Business Interiors, Hollander Design Group, Turner Construction, Cushman Wakefield
iProspect	GM Business Interiors, Ware Malcomb, Lockrul Construction
Sempra Headquarters	GM Business Interiors, Carrier Johnson, Turner Construction, Cresa
i-3 Campus - Illumina	GM Business Interiors
UCSD TPCS building	GM Business Interiors, UCSD, The Miller Hull Group
Gensler SD office	GM Business Interiors, Gensler, Dempsey Construction
Geronimo Concept Stpre TI	Good & Roberts, LLC, Irvine Company
General Atomics -G02 & g09 Air	Good & Roberts, LLC, Glumac
Handlers and Centralized Ice Plant	

Continued on page 16

DONE DEALS, continued from page 15

Project	CREW Members
Scientist.com	Cultura, FS Design Group
Austal USA	Cultura, Crew Builders
Bank of Southern California	Cultura, RBN Design
Buchanan Street Partners	Cultura, ID Studios
Curology	Cultura, CBRE
EpicentRX	Cultura, Project Management Advisors, CBRE
MC Painting	Cultura, ID studios
Lumen Addition and Remodel	Glumac, McCarthy Cook, Fuscoe Engineering
Mc Carthy Ranch	Cultura, ID studios
Neology	Cultura, Ware Malcomb, Kilroy Realty
ProEst:	Cultura, RBN Design
Centerpark	Cultura, Ware Malcomb, Burger Construction
Cobham	Cultura, DPR Construcrction, CBRE
Bl3nd Labs	Cultura, Ware Malcomb, BYCOR Construction
Amprion	Cultura, Cushman & Wakefield
UB, Sports Area	Johnson & Jennings, JLL
UB, Euclid	Johnson & Jennings, JLL, Ware Malcomb
UB, Euclid Express Banking	Johnson & Jennings, JLL, Ware Malcomb
UB, Ocean Beach	Johnson & Jennings, JLL
UB, Coronado	Johnson & Jennings, JLL
UB, Chino Hill	Johnson & Jennings, JLL
UB, Rancho Penasquitos	Johnson & Jennings, JLL
UB, Long Beach	Johnson & Jennings, JLL
UB, Warring Road	Johnson & Jennings, JLL
UB, Micro Branch	Johnson & Jennings, JLL
UPS Conveyor Remodel	Johnson & Jennings, Ware Malcomb
StoneMill Exterior Rehab	Johnson & Jennings, Ware Malcomb
L3 Communications	Johnson & Jennings, Gensler
Sheppard Mullin Conference Rooms	Johnson & Jennings, ID Studios
Hazard Center, Aldrich Expansion	Johnson & Jennings, PM Realty Group
Hazard Center, KeHE	Johnson & Jennings, PM Realty Group
Hazard Center, KTI Expansion	Johnson & Jennings, PM Realty Group
Hazard Center, Volt	Johnson & Jennings, PM Realty Group
Hazard Center, Wells Fargo	Johnson & Jennings, PM Realty Group



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.

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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.

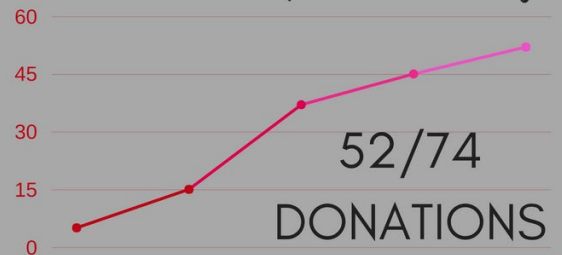
CREW



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Clients

- JLL | Ware Malcomb | Carrier Johnson | USD | CSUSM | UCSD SDSU | Palomar College | FPBA R&S | ID Studios | Level 10 Gensler Phase 3 | Johnson & Jennings LPA | Nuvasive | General Atomics Kaiser | CSUSM | Scripps Health | VA | SMUSD | Swift | SDUSD | SDCCD HMC | HED | Pacifica Companies ARE | ADWRB | McCarthy Cook Protea | PMA | McCarthy | Hitzke



UCSD Outpatient Pavilion
Rendering by: CO Architects



Featured Projects

- Campus Pointe | Double Peak K-12 Palomar College Parking Structure + Police Substation Mesa College CBT | UCSD Outpatient Pavilion | USD Campus As-Built | Sorrento Towers North Ruffin Road | MFCU Corporate HQ UCSD Triton Stadium | 1050 B | Palomar College O&M | SDSU Hillel Celcius | Portola | Soledad | GA Expansion | Via Sat Amenities



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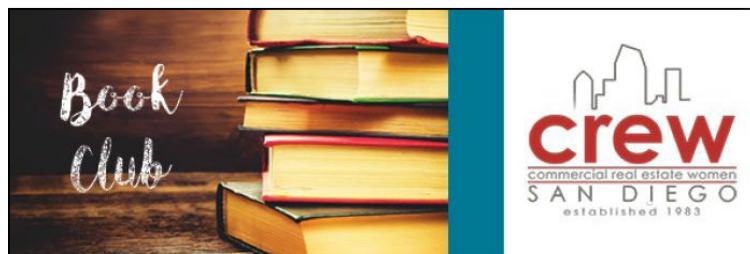


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CREW San Diego brings women together to build professional and personal relationships, expand industry knowledge and expertise, and support the development of the commercial real estate industry.

UPCOMING EVENTS



Register Now for the first-ever
CREW San Diego Book Club!

In an effort to promote professional development and personal growth among our members, we will be spending an evening mingling and discussing [Mindset: The New Psychology of Success](#) by [Carol S. Dweck](#) (description and link to purchase below).

Details

WHO: Members Only! Space is Limited to 36 attendees
COST: Free! Just bring an appetizer or bottle of wine to share
WHEN: June 21, 5:30 pm to 8:00 pm (Registration opens at 5:00)
WHERE: Bre'an Fox's Home (North Pacific Beach- address to be sent to attendees later)

SUMMARY OF BOOK

MINDSET: THE NEW PSYCHOLOGY OF SUCCESS
 BY CAROL S. DWECK, PH.D.

After decades of research, world-renowned Stanford University psychologist Carol S. Dweck, Ph.D., discovered a simple but groundbreaking idea: the power of mindset. In this brilliant book, she shows how success in school, work, sports, the arts, and almost every area of human endeavor can be dramatically influenced by how we think about our talents and abilities. People with a fixed mindset—those who believe that abilities are fixed—are less likely to flourish than those with a growth mindset—those who believe that abilities can be developed. Mindset reveals how great parents, teachers, managers, and athletes can put this idea to use to foster outstanding accomplishment.

In this edition, Dweck offers new insights into her now famous and broadly embraced concept. She introduces a phenomenon she calls false growth mindset and guides people toward adopting a deeper, truer growth mindset. She also expands the mindset concept beyond the individual, applying it to the cultures of groups and organizations. With the right mindset, you can motivate those you lead, teach, and love—to transform their lives and your own. ■



CREW San Diego is happy to announce a
new opportunity to network and
get to know other CREW Members!

CREW Coffee Corner is held on the **FIRST TUESDAY** of every month from 8:30 to 9:30 in the morning.

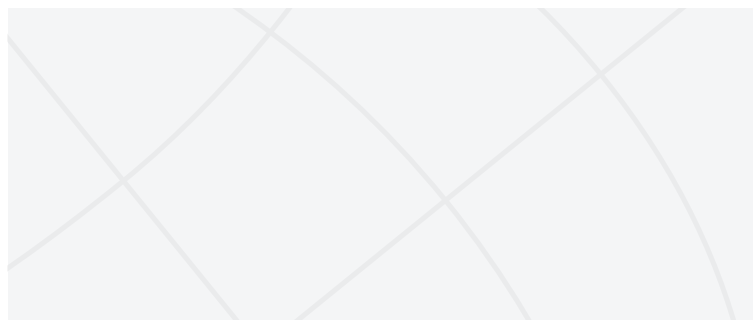
The meet-up provides an opportunity to get together with other **CREW** members in a smaller, more intimate setting to network, ask questions and talk about **CREW** in general.

The location will rotate monthly between downtown, UTC and North County, so watch your email or the Events page on our website for the upcoming location.

No registration required. Just show up when you can. This event is BYOC (buy your own coffee).



CREW Coffee Corner



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

CREW SAN DIEGO New Members 1st Qtr 2018

Rosie Gonzales – CBRE

Leslie Simonton – Baseline Enterprises

Kat Nguyen – James Lang LaSalle

Lauren Stead – Point Loma Nazarene Student

Allison May – University of San Diego Student

Kim Short – Berkley Construction

Matt Hendry – Gilliland CM

Lauren Trott – JLL

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 McMahan
- 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

UPCOMING EVENTS

May 16	Technology Impact on CRE
June 5	CREW Coffee Corner
June 26	Mindfulness Program Members Only
July 3	CREW Coffee Corner
July 24	The Definition of Mixed Use
August 7	CREW Coffee Corner
August 28	Educational Series Members Only
September 4	CREW Coffee Corner
September 25	Waterfront Development Members Only
October 2	CREW Coffee Corner
October 9	Educational Series Members Only Strazzeri Mancini LLP
November 6	CREW Coffee Corner
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

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