Presents the Sixth Annual

SPIRE Awards

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Superior Performance In Real Estate

March 29, 2017

SAMUELI THEATER

600 Town Center Drive, Costa Mesa, California

5:30 pm - 8:30 pm

Keynote Speaker
Lindsay Parton
President
DJM Capital Partners

Master of Ceremonies
Eric Paulsen
Senior VP
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A Sponsored Feature of the Orange County Business Journal • February 27, 2017
Welcome to the Pacific Club. Are you a member of CREW? I know someone you should meet.

The sounds of networking fill the elegant room at Newport Beach’s Pacific Club.

It’s the first luncheon of the year for Commercial Real Estate Women – Orange County, an organization that provides members with a network to strengthen and extend business relationships and form valuable personal contacts.

CREW-OC has been around since 1990. Members benefit from that longevity by connecting with members who have deep roots in the organization.

“I have CREW to thank for both of my jobs in commercial real estate,” says Kelly Gamble, an Investment Management Associate at BlackRock, who found her first job in the industry thanks to a contact in CREW-OC.

“I had been working for a startup in the pharmaceutical industry since finishing my MBA when I decided I needed a change and moved to Southern California,” she explains to the crowd. “At my very first CREW event, I met someone from PM Realty Group and was hired there within weeks. Later, I had the good fortune to become friends with then-CREW-OC President Elect Angela Kralovec, who was instrumental in my move to BlackRock.”

Others on the panel expressed similar networking successes.

“I was connected with my largest client through CREW-OC – a stroke of good luck for my company and for my life,” explains Shawn Cowles, a litigation attorney at Buchalter.

CREW-OC, which is a chapter of the larger, national CREW Network, offers a myriad of events throughout the year to bolster these valuable business connections.

“The focus of CREW is to support the advancement of individuals in commercial real estate, and that’s exactly what we do year after year,” says Karen Flanigan, Vice President of Management at Greenlaw Management and current President of CREW-OC. “We have an active network of volunteers, as well as more than 200 members, all of whom benefit from this extraordinary network of professionals.”

Flanigan notes that the networking opportunities don’t stop at Orange County. As part of the national CREW network, CREW-OC members have the opportunity to connect with commercial real estate professionals throughout the U.S.

“I have many colleagues who reach out to CREW members across the nation when working on projects in other states,” says Flanigan. “The built-in camaraderie that exists from being a CREW member is something you can’t find anywhere else.”

CREW-OC offers members a series of events throughout the year, encompassing lunch programs, a summer charity party and various member-only gatherings.

The organization also conceptualized and created Orange County’s only commercial real estate awards program – the SPIRE Awards – a program that will take place at The Samueli Theater in Costa Mesa on Wednesday, March 29, 2017.

For more information on Commercial Real Estate Women - Orange County (CREW-OC), visit www.crew-oc.org.
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Congratulations to all of the SPIRE Awards winners and nominees. We celebrate your accomplishments and commitment to superior performance in real estate.

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The Sixth Annual SPIRE Awards Judges

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The national CREW Network is seeking new applicants for its annual college scholarship, which supports women pursuing careers in commercial real estate at the university level.

Applications are being accepted from now through April 30, 2017.

The CREW College scholarship provides both financial support and professional support and guidance to ten (10) deserving young women each year.

The scholarship winners receive $5,000 toward tuition and books, as well as:
- A complimentary 18-month, student-at-large membership with CREW Network
- Free registration to attend a CREW Network Convention
- A paid internship opportunity for Summer 2018
- A mentor to guide the student as she begins her career

“This is the true benefit of being part of such a strong national network. The CREW Network helps to foster career advancement for women who are already professionals in the industry, as well as our next generation of leaders,” says Karen Flanigan, President of CREW’s Orange County chapter. “In addition to the financial gift made possible by generous donors, scholarship winners are welcomed into a strong network of support that is invaluable.”

Winners will be announced on June 28. Past scholarships have been awarded to 91 women from 60 universities across North America, including two winners from California State University, Fullerton.

For more information on the scholarship or to apply, please visit www.crewnetwork.org/scholarship/apply.aspx. To learn about pledging to the Scholarship Endowment, please visit crewnetwork.org/foundation/scholarshipendowment.aspx.
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Jeff Chiate, Executive Managing Director
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Randy Ellison, Associate Director

Project: Autogravity Project
Nominee(s):
Cushman & Wakefield
Tom Taylor, Executive Managing Director
Anya Osry, Director

Project: Sand Canyon Business Center – NextGen Campus Office – Cavium Lease
Nominee(s):
Newmark Grubb Knight Frank
Greg Tippin, Senior Managing Director

Project: Prologis – 601 Acacia
Nominee(s):
CBRE
Ben Seybold, Senior Vice President
Sean Ward, Senior Vice President

Photo not submitted with nomination

Project: Mission Viejo – El Paseo
Nominee(s):
CBRE
Dan Samulski, Senior Vice President

Project: Edison Energy
Nominee(s):
Cushman & Wakefield
Chon Kantikovit, Managing Director
Justin Cassel, Senior Associate
Bole International
Jeff Alder, Principal

Project: Enfrastructure (Tech Space)
Nominee(s):
CBRE
Allison Kelly, First Vice President
Alex Hayden, Executive Vice President

Project: Village at La Floresta
Nominee(s):
Regency Centers
Omar Hussein, Vice President and Marketing Officer

Project: Huntington Beach Distribution Center
Nominee(s):
Cushman & Wakefield
Rick Ellison, Executive Managing Director
Randy Ellison, Associate Director
Kyle McGillen, Associate

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Newmark Grubb Knight Frank would like to recognize our Top Producers in Orange County.
LENDING NOMINEES

Loan: Summerhouse Huntington Beach
Nominee(s):
Buchanan Street Partners
Matt Doerr, Vice President
Chris Cersei, Assistant Vice President
Lauren Maehler, Associate

Loan: Jasmine Place
Nominee(s):
Capital One Multifamily Finance
Kristen Croxton, Senior Vice President, Originations
Greg Reed, Senior Vice President

Loan: Vantis Multifamily
Nominee(s):
Shea Properties
Ryan Hertel, Vice President, Finance

Loan: 2701 Harbor
Nominee(s):
Keystone Mortgage Corp.
Nick Viscount, SVP and Partner
The Alison Company
Carl Fuller, Principal

Loan: Derian Irvine
Nominee(s):
Preferred Bank
Erika Chi, Executive Vice President

Loan: Hilton Waterfront Huntington Beach
Nominee(s):
Pacific Life Insurance
David Finear, Managing Director

Loan: Irvine Crossings
Nominee(s):
HFF
Kevin Mackenzie, Co-Head
West Coast Region
Jamie Kline, Associate
Menlo Equities
Kevin Kujawski, CFO and Chief Operating Officer
Chad Iverson, Senior Vice President
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Mark Fluent, Managing Director
We’re investing in women who are invested in creating a better world

At Bank of America, we’re connecting women with the human, social and financial capital they need to succeed. Through our partnerships with Vital Voices, the Cherie Blair Foundation, the Tory Burch Foundation and others, we’ve learned that mentoring, networking and access to capital are keys to women’s success. We’re committed to putting our company’s extensive resources to work for them—supporting their vision for the future and furthering their ability to bring it to life.

Learn more at bankofamerica.com/women
Western National Property Management is the multifamily residential real estate management arm of Western National Group. Founded in 1958, Western National Property Management has earned a reputation for providing property management services that surpass owner’s goals while enhancing the value of each asset and providing a high-quality living environment at each community. We currently manage over 22,000 units and believe what makes us unique is our ownership in over half of those units.

Being both owners and managers, Western National Property Management believes our fiduciary duty to our clients is remarkably different from most major management companies. We focus on the integrity of client assets while maximizing cash flow. We believe in cultural cohesiveness with ownership while building and maintaining long-term relationships one step at a time. For us, relationships are invaluable, as most of our new business emanates from the referrals of our existing clients. We approach our management style and operating intensity from the perspective of an owner, not simply a management company interested in advancing our fees at any cost.

Western National Property Management is proud to be an IREM Accredited Management Organization® which is the mark of distinction among real estate management firms. A firm must demonstrate the highest standards of professionalism, financial performance and ethics to earn the AMO® accreditation from the Institute of Real Estate Management. In addition to this, our team includes a highly trained staff of Certified Property Managers® (CPM®) and Accredited Residential Managers® (ARM®), the industry’s most respected credentials for residential site managers. All of our regional managers hold California Real Estate Licenses and are experts in their submarkets, continually leading for maximum return on investment and striving to always exceed ownership’s goals and expectations. Collectively, Western National Property Management’s regional managers have more than 319 years of combined industry experience.

“People are our most important asset” is part of the Western National Group CREDO. We are proud to have a culture that attracts and retains the best and the brightest in the industry. In addition to a variety of incentive programs, including a wellness program, an Employee Assistance Program (EAP) and extensive promotion and growth opportunities available to our team members, we also offer exceptional in-house career development resources through Western National University. Our training is constantly expanding and offering a remarkable array of educational opportunities allowing our team members the chance to build a career of a lifetime.

For more information about Western National Property Management and the Western National Group of companies, please visit us at www.wng.com.
AT DAUM, IT’S NEVER LONELY AT THE TOP

From March 19 - March 23, our 2016 President’s Club producers and their significant others will be celebrating together at the Fairmont Kea Lani on Maui, courtesy of DAUM.

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| Project: Saddleback College – Science Building | Nominee(s): C.W. Driver & Bruce Curry, Project Executive |
| Project: Pasea Hotel & Spa Project | Nominee(s): R.D. Olson Construction & Matt Grubb, Vice President, Construction |
| Project: Great Wolf Lodge Resort | Nominee(s): Turner Construction & Kevin Dow, Vice President and General Manager | City of Garden Grove & Lisa Kim, Economic Development Director |
| Project: Portola High School, Irvine Unified School | Nominee(s): C.W. Driver & Paul Huig, Project Executive |
| Project: Hyatt House Anaheim Resort | Nominee(s): Prospera Hotels Inc. & Ajesh Patel, CEO and President |
| Project: Maiden Station | Nominee(s): LMC & Laure Thibodeau, Regional Property Manager |
| Project: Vantis Apartments | Nominee(s): H. Hendy Associates & Felicia Hyde, Design Director | Susan Deyer, Project Director |
| Project: Lake Forest Gateway Center | Nominee(s): Bundy-Finkel Architects & Richard Pinkel, Principal | ValueRock Realty Partners & Patrick Cox, Vice President |
| Project: Portola Plaza Submarket | Nominee(s): Spectrum Development & Joe Haupt, President |
| Project: Water Grill, South Coast Plaza | Nominee(s): King’s Seafood Company & Sam King, CEO | Robinson Hill Architecture Inc. & Alex Ake, Principal and Designer | Hatch Design Group & Todd Hatch, Principal | First Circle Design Inc. & Bradley Bouch, Principal Designers | TK Construction/Consultants Inc. & Thomas Penna, President | Piccadilly, Waggoner & Castle Structural Engineers & Mark Schroeder, Principal | CRO Engineering Group & Conrad Ohr, President |
| Project: Hoag Health Center Irvine-Sand Canyon | Nominee(s): Hoag Memorial Hospital Presbyterian & Sanford Smith, Senior Vice President, Real Estate and Facilities | Bill Quiram, Senior Project Manager | Karen Torres, Director, Real Estate | Christina Nava, Project Manager, Space Design and Logistics | Alex Nicolson, Furniture, Fixture and Equipment Specialist | Jacobs & Karen Costello, Project Manager | California Commercial & George Okita, Principal | Gizelle Paz, Project Manager | HealthWest Realty Advisors & Kevin Leonard, Principal | Jennifer Green, Broker | PMS & John Hussey, AIA, Partner and SVP, Architecture and Construction | Ray Hall, Director of Construction | Pietro Martinez, Project Manager | Howe Bonney & Associates & Brian Pawli, Construction Manager | Jim Arday, Construction Manager | Snyder Langston & Lee Watkins, Vice President, Healthcare | Peter Jeong, Senior Project Manager | Tim Kaza, Superintendent | Andy Adar, Superintendent | Scott Hardy, Superintendent | Curtis Emery, Superintendent | Boulder Associates Architects & Darcy Hernandez, Principal | Kate Galpin, Principal | Carissa Nook, Associate | Nancy Sprute, Associate |
| Project: Mariott Residence Inn | Nominee(s): | Gray Construction 
Eric Berg, Senior Vice President |
|-----------------------------|-------------|----------------------------------------------------------|
| Project: Portola Court Apartment Homes | Nominee(s): | Irvine Company Apartment Communities 
Tippy Lambert, Senior Director, Community Management |
| Project: Village at La Floresta | Nominee(s): | Regency Centers 
John T. Mahigan, SVP and Senior Marketing Officer |
| Project: Rockwood Apartments | Nominee(s): | Innovative Housing Opportunities 
Patricia Whitaker, CEO 
Rechelle Mills, Director, Housing and Business Development 
Jamboree Housing 
Laura Archuleta, President and CEO |
| Project: Ladera Sports Center | Nominee(s): | SmartStop Asset Management 
Michael Schwartz, Founder, Chairman and CEO 
Ladera Sport Center 
Steve Williams, CEO 
Lutsky Associates Development LLC 
Robert Lutsky, President 
Robert R. Coffee Architect and Associates 
Robert Coffee, Principal 
R.D. Olson Construction Company 
Bill Wilhelm, President |
| Project: Newport Beach Country Club | Nominee(s): | Driver SPG 
Aimee Siemianowski, Vice President 
Eagle Four Partners 
Kevin Martin, Principal 
Todd Pickup, Principal 
Melzer Deckert & Ruder, Architects Inc. 
Mark Melzer, Principal 
Kay Lang & Associates 
Kay Lang, President and CEO |
| Project: 200 Spectrum Drive | Nominee(s): | Irvine Company 
Jeff Shaw, Leasing Director |
| Project: Country Inn and Suites | Nominee(s): | Spectrum Development 
Joe Haupt, Owner |
| Project: Musco Center of the Performing Arts | Nominee(s): | Chapman University 
Kris Olsen, Vice President, Campus Planning 
Abacus Project Management Inc. 
Russell Thompson 
Kurt Rodl 
Pfeiffer Partners Architects Inc. 
William Murray 
McCarthy Building Companies 
Sara Carter |
| Project: Edward Lifesciences | Nominee(s): | Genstar 
Sandi Warenke, Design Director 
Edwards Lifesciences 
Thomas Porter, Vice President, Corporate Services 
J. Gingold Inc. 
Jeffery Gingold, Project Management 
Clune Construction Company 
Robert Daehlem, President 
Tangram Interiors 
Sue Purcharke, Corporate Sales Executive 
Skeeley Brothers 
Brian Polkiva, Project Manager |
Being a Global Leader in Supporting Women in the Workplace

Bank of America continues to invest in being a great place to work by giving employees the support they need to make an impact in their communities. We do this because the way we value and support our teammates is a reflection of who we are as a company.

As a part of this, the company takes a holistic approach to recruiting, developing and empowering female employees so they can make meaningful contributions within the company and around the globe. The company provides female employees with the tools they need to succeed and advance their careers, which include:

► campus recruiting initiatives;
► progressive workplace policies including 16 weeks of flexible maternity, paternity and adoption leave, and
► the Global Women’s Conference, which convenes top female leaders from around the globe to learn about leadership advancement and advocacy.

These efforts have been recognized two years running in Bloomberg’s Financial Services Gender-Equality Index, for demonstrating leadership in our policies, practices and disclosures in support of gender equality.

It’s also why Bank of America has been ranked as one of Working Mother magazine’s 100 Best Companies for the 28th consecutive year.

The catalyst for much of this success has been the Women’s Leadership Program, which first began as a company-wide program in 2007, partnering with the Columbia Business School and University of North Carolina’s Kenan-Flagler Business School to help female talent accelerate into leadership roles. This national program leveraged the research and faculty of the business schools to deliver a two-day, on-campus experience to engage, develop, and retain high-performing and high-potential talent.

“... women who attend the national program are seven times more likely than their peers to be promoted.”

Now in its seventh year, internal studies show that women who attend the national program are seven times more likely than their peers to be promoted.

Based on the program’s success, Bank of America teammates in California created a statewide network in 2012.

How does this scaled model work?
The California Women Leadership Network is modeled on the company-wide Women’s Leadership Program, scaled and tailored for women employees in California. This highly coveted program hosts about 80 women statewide who meet three to four times per year. Women must meet specific selection criteria, such as being high-potential, top-performing, or having aspiration and the potential to grow their career. The company also works to ensure diverse talent in the total nominations.

Participants for the California program meet face to face with internal and external speakers. It incorporates the use of external materials, such as Harvard Business Review and TED Talks to focus the discussions. In addition, the program leverages tools such as Emergenetics and Talent Insight Reports to help the company understand its strengths and identify the areas of opportunity.

Orange County leadership on the ground
Following the success of the statewide program, there are now several women’s leadership programs in local cities, including ones offered by Orange County’s women employee network called LEAD (Leadership, Education, Advocacy and Development) for Women. With 455 members, Orange County’s LEAD chapter provides resources and hosts events throughout the year to educate and empower careers and personal achievement.

A review of some of LEAD Orange County’s offerings can serve as a model for other companies and organizations with a significant female workforce. For example, we host:

► several professional development seminars led by our female executives. Topics include, “Build Your Personal Brand;” “Being Intentional in Your Career,” and “Embracing Change.”
► personal development workshops on life priorities, financial fundamentals and retirement planning;
► and because an indisputable element of staff retention is employee fulfillment and happiness, our Orange County LEAD chapter offers a variety of volunteer opportunities and charitable events for our female colleagues to connect and contribute where their passions may lie. These volunteer opportunities range from Dress for Success to the Susan G. Komen breast cancer events.

“The investment that Bank of America has made in me, as a female professional, has inspired me to take on a leadership role with LEAD in Orange County. I believe I have made an impact as a member of the Orange County community, as well as the community of women leaders.”

- Shauna Bradford-Martinez
Senior Vice President, Treasury Management
Newport Beach

How can I adopt this model practice in my workplace?
The California Women’s Leaders network is a model that can be used and tailored by other organizations to their particular needs. A number of sessions focus on building skills that would translate outside a financial setting to any type of business, and the ability to empower and inspire women is relevant to every business. Critical components of planning include the following:

► Obtain buy-in and visible support from management at the outset.
► Line up a small working group (made up of a combination of those in leadership positions and the target audience, all of whom are passionate about the success of women and understand the unique challenges faced by women in the particular organization and industry).
► Set specific goals for the meeting and use those goals to plan the entire agenda. One key goal is to ensure that the tone for the agenda is one of inspiration, positivity and empowerment, and not an airing of gripes or grievances.
► For organizations that have multiple offices or locations, identify a central location for the meeting. In order to be effective, the program must be held in-person, rather than participating via video conference or other remote formats.
► Ensure that leaders and role models attend and actively participate throughout the meetings.
► Social and team-building activities should be included in the schedule, and leaders and role models should attend and actively participate in those activities as well.
► Incorporate interactive discussions into skill-building sessions. Focus discussions on specific, practical, and actionable strategies for success.

For further information, please visit our website at bankofamerica.com/women.
SALES NOMINEES

Project: Westminster Plaza
Nominee(s):
Kidder Mathews
Fouy Ly, Senior Vice President

Project: 26600, 26650, and 26700 Aliso Viejo Parkway – Aliso Viejo, CA
Nominee(s):
Newmark Grubb Knight Frank
Byron Foss, Managing Director
Greg Tippin, Senior Managing Director

Project: Brea Imperial Center
Nominee(s):
CBRE
Arthur Flores, First Vice President

Project: Brea Central Business Center
Nominee(s):
Guthrie Development
Robert Guthrie, President
Gary Guzman, Vice President

Project: Brookhurst Center – Anaheim, CA
Nominee(s):
Newmark Grubb Knight Frank
Glenn Rudy, Senior Managing Director
Pete Bethes, Executive Managing Director
Rob Ippolito, Senior Managing Director

Project: 2700 N. Main St.
Nominee(s):
Lee & Associates
Marshal Vogt, Principal
Jameson Hearne, Associate

Project: Brea Imperial Center
Nominee(s):
CBRE
David Ellis, Vice President
Chip Wright, Executive Vice President

Project: Osh Hardware
Nominee(s):
CBRE
Ian Schroeder, Senior Vice President
Maurice Neman, Senior Vice President

Project: Roth Staffing
Nominee(s):
CBRE
David Ellis, Vice President
Chip Wright, Executive Vice President

Project: Fullerton South Business Park Sale
Nominee(s):
Cushman & Wakefield
Jeff Chiate, Executive Managing Director
Rick Ellison, Executive Managing Director
Randy Ellison, Associate Director
Jeffrey Cole, Managing Executive Director
Mike Aday, Senior Associate

Project: Savi Tech Center Sale
Nominee(s):
Cushman & Wakefield
Jeffrey Cole, Managing Executive Director
Ed Hernandez, Executive Director
Nico Napolitano, Associate
Robert Lambert, Executive Director
Rick Reeder, Executive Managing Director

Project: 3 Hutton Centre Sale
Nominee(s):
Cushman & Wakefield
Jeffrey Cole, Managing Executive Director
Ed Hernandez, Executive Director
Nico Napolitano, Associate
Robert Lambert, Executive Director
Rick Reeder, Executive Managing Director

Project: Fullerton South Business Park Sale
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Rick Ellison, Executive Managing Director
Randy Ellison, Associate Director
Jeffrey Cole, Managing Executive Director
Mike Aday, Senior Associate

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Robert Lambert, Executive Director
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Project: Fullerton South Business Park Sale
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Jeff Chiate, Executive Managing Director
Rick Ellison, Executive Managing Director
Randy Ellison, Associate Director
Jeffrey Cole, Managing Executive Director
Mike Aday, Senior Associate

We are proud to support the CREW-OC Spire Awards in celebrating superior performance in real estate.
| Project: Royal Hawaiian Restaurant Nominee(s): | 4G Ventures  
Hasty Honarkar, Director  
Melanie Esquivel, Manager  
Sergio Willits, Manager  
Bamboo Ben  
Ben Bassham, Manager |
|-----------------------------------------------|---------------------------------------------------------------|
| Project: Brookhollow Nominee(s): | Trendzitions  
Chris Toeker, President and CEO |
| Project: Anchor Hitch Seafood Restaurant Nominee(s): | Anchor Hitch  
Kyle Tomita, President  
Relativity Architects  
Tima Bell, Principal |
| Project: Cerritos Warehouse Nominee(s): | Gray Construction  
Abdul El Baba, Vice President |
| Project: LA Fitness, Seacliff Village Nominee(s): | Slater Builders Inc.  
Liz Slater, CEO |
| Project: Kawasaki Motor Sports Nominee(s): | H. Hendy Associates  
Jennifer Walton, Principal/Project Director  
Kate Miles, Project Coordinator  
Jeep Pringsulaka, Senior Designer |
| Project: NextVR Tenant Improvement Nominee(s): | Casco Contractors  
Douglas Brown, Senior Project Manager  
The Tutio Group  
John Tutio, Senior Project Manager  
BNA Design  
Bolette Albertsen, Owner  
Irvine Company  
JD Hardin, Construction Manager |
| Project: Kawasaki Motor Sports Nominee(s): | H. Hendy Associates  
Jeep Pringsulaka, Senior Designer  
Jennifer Watanabe, Project Manager  
Todd Shumaker, Senior Designer  
Caezar Chavez, Technical Specialist  
SOURCE Creative Office Interiors  
Mike Manser, President  
DBaC Inc.  
Phin Barons, Senior Project Manager |
| Project: NextVR Tenant Improvement Nominee(s): | B.R.I.D.G.E.  
Philanthropic Involvement:  
More than 30 nonprofits supported, including:  
Pediatric Cancer Research Foundation  
Orangewood Foundation  
Susan G. Komen  
YMCA |
| Project: Thales Nominee(s): | Ware Malcomb  
Ted Heisler, Principal  
Turel  
Craig Powell, Project Manager  
Tk1sc  
Twan Tang, Principal  
Shaw Contract Group  
Brad Caleruff, Territory Manager  
Tangram  
Kimberly Barrow, Account Executive  
Cresa Partners  
Rick Martin, Principal |
**PHILANTHROPY NOMINEES**

**Nominee(s):** Kathi Koll, Founder
Kathi Koll Foundation

**Philanthropic Involvement:**
American Stroke Association
UCLA, Hoag, Mission, and St. Joseph hospitals

**Nominee(s):** Gary Allen, Senior Managing Director
Newmark, Grubb, Knight, Frank

**Philanthropic Involvement:**
Newport Sea Base
Boy Scouts of America

**Nominee(s):** Payman Farrokhyar, Vice President
Envisage

**Philanthropic Involvement:**
Cancer Society of Orange County
Real Men Wear Pink
Making Strides Against Breast Cancer

**Nominee(s):** Gigi Costales, Client Services Coordinator
CBRE-CARES – OC

**Philanthropic Involvement:**
More than 30 nonprofits supported, including:
The Shae Center
Big Brothers Big Sisters
Juvenile Diabetes Research Foundation
American Heart Association
Homeboy Industries

**Nominee(s):** Ginger & Bob Juneman
Philanthropists, Hoag Hospital Foundation

**Philanthropic Involvement:**
Hoag Hospital

**Nominee(s):** Greg Dunlap, Partner
Deloitte Tax LLP

**Philanthropic Involvement:**
Orangewood Foundation
CASA

**Nominee(s):** John Sabourin, President
Tenant Guardian

**Philanthropic Involvement:**
CASA
Catholic Big Brothers
Goodwill
Furnishing Hope
Cystic Fibrosis Foundation

**Nominee(s):** Dana Butler-Moburg, Executive Director
J.F. Shea Therapeutic Riding Center

**Philanthropic Involvement:**
Invested 10,000+ hours of client service by supporting more than 860 disabled children and adults in 2016
Supporting military programs

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5 Workplace Wellness Strategies for Immediate Business Results

As competition to attract and retain top talent continues to heat up in the marketplace, many companies are looking to create workspaces that can help in the battle for the best employee. While in years past, offices were simply places to do work, now, a growing number of our clients are leveraging workplace environments as mechanisms for increasing productivity, collaboration and inspiration. Employers investing in the health and wellness of their employees also are seeing long-lasting returns – from enhanced productivity, job satisfaction and retention – to improvements to their company’s bottom line.

For more than 30 years, national interior architecture and planning services firm H. Hendy Associates has been meeting the growing demand from clients to deliver new indoor work environments that actively contribute to the health and well-being of their employees. We asked Jennifer Walton, principal and project director at H. Hendy Associates, and one of the first WELL AP professionals in Orange County, to give us five tips for companies looking to implement cost-effective health-and-wellness initiatives that will have an immediate business impact on the workplace. With nearly two decades of experience, Jennifer helps companies create breakthrough environments that look and work great, and become strategic tools for business success.

Below are easy-to-implement strategies supported by the same scientific research used to formulate the WELL Building Standard – which includes seven performance requirements for air, water, nourishment, light, fitness, comfort and mind – that Jennifer says companies can implement for immediate business results. The best part? You may not need to redesign your office to incorporate these tips.

#1: Create a team challenge.
The CDC reports that those who rarely exercise have a 50 percent increased risk of low productivity. Team challenges are a great way to introduce physical activity, increasing strength, stamina, flexibility, and cardiovascular function. For an effective fitness challenge, include stair use and walking breaks. The payoffs include increased productivity, reduced absenteeism, lower turnover, fewer accidents, and better camaraderie among peers.

#2: Provide sit-stand desks.
The average office employee sits at a desk for nearly six hours a day. Sitting causes muscle strain and, according to 50 years of medical research, sitting for more than two hours a day doubles the risk of cardiovascular problems. Experts recommend alternating the time standing and sitting throughout the day. A number of sit-stand desks are available to reduce discomfort in the neck, back, and shoulders. Employees themselves report that having the ability to choose a working position noticeably diminishes both physical and mental stress. An added benefit is that standing burns 50 additional calories per hour.

#3: Introduce a water challenge.
Water intake boosts performance. But even 2 percent dehydration can impair mental functions, including memory, according to an ISHN report. It is estimated that more than half of us are mildly dehydrated during a normal day. And even when purified water is available, most employees do not drink enough. The primary goal of a water challenge is to raise awareness of proper hydration. Make it fun, such as a Water Wednesday, featuring fruit-flavored water or other hydrating drinks.

#4: Rearrange the workplace around natural light.
The World Green Building Council reports that employees working near sunlit windows have a 15 percent higher production rate. Natural light sets the body’s circadian rhythms, which control awakening, falling asleep, synthesizing vitamin D, and digestion. Indoor light, however, is a major disruptor. If possible, move workstations to within 25 feet of peripheral walls with windows.

#5: Give employees control over adaptable spaces.
Offer employees a choice among specialized work settings that support focus, meditation, collaboration, and breaks. By simply shifting the internal locus of control to the employees, companies can expect to see dramatic reductions in stress, a lifting of mood, and an overall boost in loyalty.

The move toward wellness is a natural next step in the evolution of engaging office environments, and according to the numbers, office wellness initiatives are working. A recent study by CBRE reports that 92 percent of employees reported that their WELL certified workspace has created a positive effect on their health and well-being, and 94 percent reported a positive impact on their business performance. Companies are seeing the influence that health and wellness initiatives, such as the WELL Building Standard, have on their bottom lines, and are taking a holistic view of the workplace – from its environmental impact to its business impact to its health impact – to create more effective, engaging and fulfilling environments for their employees.

Many wellness strategies can move a company and its employees toward higher productivity and increased job satisfaction, and the common-sense strategies listed above can help your company yield immediate results, and even greater returns when specialized WELL-researched initiatives are integrated into the architectural design. If your company is looking to create a selling point in their recruiting and retention strategy, turn to H. Hendy Associates. WELL Executive Jennifer Walton is experienced and knowledgeable in creating highly functional spaces that promote well-being and increase productivity — and can help your company build a high-performing work environment that looks great and works great.

About H. Hendy Associates
With nearly four decades of experience, H. Hendy Associates offers a full spectrum of services from strategic planning, creative interior design, architectural services and facilities management. The company’s client roster includes: OluKai, Monster Energy, TriPointe Group and El Pollo Loco, to name a few. Jennifer Walton, LEED AP®, WELL AP™ and principal at H. Hendy leverages nearly 20 years of experience helping clients create workplace environments that become strategic tools for business success. For more information, visit www.hhendy.com or call 949.851.3080.
### Key Indicators of a Strong Internal Control System for Property Management Companies

Identifying and understanding critical internal control processes is important for the success of any business. The first step is the identification of specific operating cycles (or processes) of your company. The following five operating cycles are an important part of a company’s operations:

1. **Cash Disbursements**: To ensure there is proper verification of invoices and data entry.
2. **Cash Receipts**: The cash collection occurs at the property level where tenants are required to pay their monthly rent via check or money order by a certain day of each month.
3. **Payroll Processing**: To ensure there is proper segregation of duties in place and the monthly reporting package for the company’s management and the property owners are prepared and rolled out in November of each year for the subsequent reporting year.
4. **General Ledger**: To ensure there is proper support and approval for adjusting journal entries.
5. **Financial Statement Preparation and Budgeting**: To ensure the preparation of the annual budgeting is being prepared and rolled out in November of each year for the subsequent reporting year.

The second step is the analysis of existing internal controls procedures for the identified operating cycles. Thirdly is the identification of company’s key controls in place for the processing of day-to-day transactions. Below are examples of key controls for the cash disbursements cycle:

#### Cash Disbursements Operating Cycle

1. **Cash Disbursements - Segregation of Duties**: Duties should be segregated to serve as a check and balance on the employee’s integrity and to maintain the best control system as possible.
2. **Check Signing**: Consider developing a policy whereby checks written over a predetermined amount require two signatures.
3. **Computer-generated Checks and Control of Blank Check Stock**: Controls over access to the check-writing module should be established to ensure that checks are not duplicated or otherwise misused. Blank check stock should be kept in a locked box or cabinet accessible only to those with proper authorization.
4. **Vendor Set-up Process**: A new vendor log and vendor deletions log should be run and reviewed by appropriate management personnel. The company should use the accounting system to generate new vendor numbers in order to prevent duplicate vendor numbers and provide better audit paper trail of vendor set-up.

The use of an internal auditor or outside CPA firm could help with monitoring of controls. For additional information regarding internal controls concerning cash disbursements, payroll, general ledger and financial statement preparation, contact Jessica Vasquez, Audit Supervisor at 714.569.1000, jvasquez@ellscpas.com or visit us at www.ellscpas.com.
Caliber Construction doesn’t construct buildings. We construct the business spaces that facilitate change. For companies we have served in the last 25 years...change has meant growth. Change has meant new markets and more innovation. And change has often been the promoter that enabled them to accomplish audacious goals.

From our founding in 1992, Caliber’s service to Southern California led us to partner with those who made significant contributions to take this region from a thriving metropolis to an international market with presence and impact on the global stage.

Recently, our partnership to drive change with multi-media leader and gaming tech company, Curse Inc., began when they decided to create a West Coast base of operations. Caliber helped Curse transform a 22,000-square-foot space in the recent ground-up development at 200 Spectrum Center. The new business home for Curse, in this landmark 21-story office tower built by the Irvine Company, gives them the ability to make manifest their work-life balance values.

Earlier in 2013, when lifestyle and performance products trendsetter, Oakley, wanted to innovate and introduce a new retail model at the Angel Stadium of Anaheim, Caliber led the charge to construct a smaller footprint 1,000-square-foot store that allowed Oakley to experiment with a custom sunglass eyewear bar and offer a new approach to service. When it became apparent that creative spaces drive collaboration and offer adaptability for varying working styles, Caliber constructed Speedo’s transformation with a new Cypress-based space that included a raised floor for ready reconfigurations when market conditions call for change. Caliber also delivered a collection of workstyle options such as collaboration clusters, private isolation shells and vast gathering areas for Speedo’s teams to commune.

Speedo’s creative space offers unlimited options for reconfigurations and change and includes collaboration spaces and isolated workspaces to accommodate all working styles.

With new West Coast-based operations, Curse has a 22,000-square-foot headquarters that enables them to recruit staff that reflects their culture and passions.

Caliber’s work can make your company’s working space less a simple amortized asset...and more of a strategic tool for change.

Learn more about our celebration of 25 years of service at CaliberConstructionInc.com.

Are You Ready for the New Accounting for Leases?

by Wayne R. Pinnell, Managing Partner, Haskell & White LLP

Every business that produces financial statements will be significantly impacted by the lease accounting pronouncement that was finalized just over one year ago. After many years of debate and discussion about the merits or faults of off-balance accounting, coupled with a goal of more transparency in financial reporting, the new standard for lease accounting essentially requires all leases to be presented on the balance sheet.

The new standard effectively causes all leases to be treated similarly to what was formerly known as a “capital lease,” where property under lease is recorded as an asset and the related leasing obligation is recorded and accounted for in a manner similar to a mortgage. Under the new standard, capital leases will now be known as financing leases with similar accounting to that from days of old. The most dramatic shift is what were formerly leases expensed monthly as operating leases, will now also result in a capitalized asset and corresponding liability.

There are a number of aspects to this standard that may make applying the new accounting, and presenting the new disclosures, a bit of a challenge. The first is to identify all leases; some of these will be easy. What may be difficult here, though, is identifying leases defined by the new standard that are embedded within other contracts for services. Secondly, there are a number of variables that will need to be identified for each lease/lease class of leases, many of which are more difficult than they appear at first blush -- including the term of the lease, what is included in required payments, and the underlying interest rate. What's more, the classification of a lease as a financing lease or operating lease can be altered over time based on changes in circumstances, as can the overall accounting and disclosure when events such as a renewal or early termination occur.

The early indicators suggest a number of companies have not yet begun to prepare for implementing this new standard which is effective for annual periods beginning after December 15, 2018 (and interim periods within that year) for public companies. What comes along with the implementation of this standard is the requirement to do a retrospective implementation (restatement) of all years presented on a comparative basis. For large public companies, that effectively means the 2017 calendar accounting will need to be restated in a couple of years. Private companies have the benefit of a one-year deferral for implementation.

Given the amount of data to be collected and analyses to be performed, there is no time like the present to reach out to your CPA for assistance.

Wayne R. Pinnell, CPA is the Managing Partner of Haskell & White LLP. Wayne can be reached at 949.450.6200 or wpinnell@hwpca.com.
BUILDING RENOVATIONS NOMINEES

Project: TRADE Marketplace & Food Hall Irvine
Nominee(s):
Lincoln Property Company
Parke Miller, Executive Vice President

Project: 2525 Main Renovation
Nominee(s):
IA Interior Architects
Katherine Dao, Senior Designer

Project: Union Bank Square Lobby & Elevator Cab Renovation
Nominee(s):
PMRG
Cindy Erwin, Senior Construction Manager

Project: The Jetty
Nominee(s):
Buchanan Street Partners
Matt Haugen, Vice President

Project: The Landing on Red Hill
Nominee(s):
Gensler
Kristi Dassonville, Project Architect
Equity Office
Rich McEvoy, Vice President and Portfolio Director
Dempsey Construction
Chad Layne, Project Manager
Ridge Landscape Architects
Jim Ridge, Principal and Landscape Architect
Level Project Management
John Hart, Founder
Lunstrum Windows & Doors
Brian Rogers, General Manager
Tk1sc
Tom Wiese, Project Manager

Project: 880 Newport Center Drive
Nominee(s):
Irvine Company
Kara Winters, Leasing Manager

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Places to Meet
• Conference rooms
• Meeting rooms
• Training rooms

*Some restrictions apply
Mark your calendars for these 2017 CREW-OC Events!

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