REAP Celebrates 25th Program as New York, Chicago, Cleveland and Washington, DC Graduate in 2013

REAP had a busy year in 2013. The real estate industry’s hallmark diversity program conducted programs in New York, Chicago, Cleveland and Washington, DC, adding another 103 graduates to the REAP roster which now numbers over 500. Upon conclusion of the foursome, REAP officially reached a milestone by conducting 25 such events since its founding in 1998. Still, according to Gregg McCort, executive director of REAP, there is still considerable work to be done as the industry plays catch up in its hiring of professionals of color.

“REAP benefits tremendously from the support of the industry’s major trade associations”, said McCort. “It also has long-time sponsorship from major real estate companies all over the country. But barely 1% of the industry’s makeup is African-American or Americans of Asian or Hispanic descent. It is a tremendous void not just for the sake of diversity but for the talent pool from which companies could benefit.”

McCort, recently honored by Commercial Property Executive with an honorable mention as diversity executive of the year, cited figures illustrating the disparity. “The Equal Employment Opportunity Commission reported that out of nearly 14,000 senior executive jobs nationally, only 2.9% was Hispanic men, 1.6% was Asian men and 1.3% was African-American males. And female minorities held less than 1% of these positions. There is certainly room for improvement across the board.”

REAP has set its flag over the last 15 years in the nation’s three largest cities—New York, Los Angeles and Chicago. It has also established itself in bellwether markets such as Washington, DC, Atlanta and Cleveland. Dallas is on the horizon as is Columbus, Ohio. The program’s premise is straightforward—identify educated, accomplished minority professionals and offer them 10 weeks of networking and education with the market’s real estate leaders teaching a wide variety of topics. Ideally, the student-candidate will link directly with a company and secure a position if there is mutual interest.

Lamont Blackstone, REAP’s Chairman of the Board of Directors, asked these questions in a recent op-ed piece in ICSC’s Shopping Centers Today discussing the importance of REAP in today’s world. “To whom should (real estate executives) turn to develop the retail components of mixed use projects rising in American cities and abroad? And to whom can they turn to manage and keep relevant properties increasingly patronized by African-American, Asian and Latino populations?” Blackstone concludes “As commercial real estate markets become more globalized, there is great opportunity for companies to diversify as they fish for talent. And REAP is a suitably diversified fishing pool.” (Mr. Blackstone’s full remarks are located on page 4).

“I am hoping that with time more commercial real estate companies of every discipline will support REAP and its mission,” says McCort. “Not only financially and intellectually, but by placement of these professionals who can be tremendous assets in their success. Often times you hear people say the world is changing. Actually it has changed—already. Every REAP class regardless of market is proof that a new generation has come to the fore and it brings with it new ideas, perspectives and solutions outside the narrow box of the past.”

Interested companies can obtain more information by going to www.projectreap.org where they can also access graduate information from all REAP cities including the class of 2013.
Board of Directors

Mission Statement
To educate minority professionals in the disciplines of commercial real estate in order to create career opportunities for the student and a significant talent resource for the real estate industry.

Gregg A. McCort
Executive Director/President
New York, NY
gmccort@projectreap.org

The REAP Board of Directors

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Los Angeles, CA

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Asset Manager
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Philip S. Hart, PhD
CEO
Hart Realty Advisors
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International Council of Shopping Centers
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REAP Chairman’s Thoughts

IN MY OPINION

Sourcing real estate talent in the 21st century

By G. Lamont Blackstone

COMMERCIAL REAL ESTATE IS not unlike the art of war. Developers succeed or fail based on the relative excellence of their market intelligence, timing, conquest of entry barriers, and logistics. Military officers strategize about capturing territories; real estate professionals strive to capture market share. Generals and admirals maneuver on land, sea and air; developers and corporate heads of real estate maneuver in tense negotiations, closings and construction schedules.

However, commercial real estate organizations have yet to catch up with the military in one key area: diversity. Decades of foreign conflicts have provided television images of America’s ethnic minorities distinguishing themselves in the professions of arms — that ultimate, albeit imperfect, meritocracy where the stakes are often calculated in terms of life and death and national honor, as opposed to internal rates of return.

But just as ethnic minorities have wielded with distinction the multimillion- and sometimes multibillion-dollar assets of modern combat, such as attack aircraft and warships, when given the training and the opportunity they also have proved their ability to manage multimillion-dollar capital budgets and billion-dollar real estate portfolios. Witness the success of such leaders as American Express’ Susan Chapman; Capri Capital Partners’ Quintin Primo; CityView’s Henry Cisneros; General Growth Properties’ Sandeep Mathrani; Levine Lechtman Capital Partners’ Peter Borges; FastFort Real Estate’s Ken McIntyre; and MacFarlane Partners’ Victor MacFarlane. Now a new generation of talent is waiting in the wings, which REAP does offer employers.

Project REAP is a suitably diversified fishing pool. As real estate executives adapt to the challenges of this multicultural millennium, they should ask themselves these questions: To whom shall they turn to develop the retail components of mixed-use projects rising in American cities and abroad? To whom can they turn to negotiate lease deals with foreign retailers seeking to enter U.S. markets? And to whom can they turn to manage and keep relevant domestic shopping centers increasingly patronized by growing numbers of Latino, Asian and African-American shoppers — as well as a millennial generation mesmerized by mobile technology? This is not to suggest that REAP graduates should be pigeonholed into assignments where ethnicity and youth are assumed sources of competitive advantage. REAP graduates have demonstrated their facility at creating value in settings as wide-ranging as resort development, a major public pension fund and the sustainability department of a major retailer.

As commercial real estate markets become more globalized, there is a great opportunity for companies to diversify as they fish for talent. And REAP is a suitably diversified fishing pool.

That seminal military genius, Napoleon Bonaparte, knew the value of opportunity: “The clever man takes advantage of everything, neglects nothing that may give him some added opportunity; the less clever man, by neglecting one thing, sometimes misses everything.” As retail real estate markets recover and attract more investment, diversity offers a beachhead for advancing into the future.

G. Lamont Blackstone is an urban retail and mixed-use development consultant and the chairman of the board of directors for Project REAP. Information on Project REAP sponsorship opportunities is available at the website, www.projectreap.org.
Adeola Adejobi
Anthony Laurent
Chasity Logan
Dahlia Johnson
Francilia Wilkins
Howard DaCosta
Ippei Iwashiro
Kris Chung
Leonard Murray
Leslie Davis
Malik Alexander
Malissa Carter
Nedvonne Young
Nicholas Parrilla
Nyron Chin-Sang
Reshma Dave
Richard Daley
RJ Lennon
Robert Burns
Sadatu Dennis
Sammy Saunders
Sonya Rocvil
Tiffany Sims
Tracy Xu
William Etheridge
William Sharp

Photos of REAP New York Graduates taken with Gregg McCort, Executive Director/President of REAP
Photos of REAP Cleveland Graduates taken with Charmaine Brown, Forest City Enterprises; Andrew Passen, Forest City Enterprises; Janice Parham, BOMA/Greater Cleveland; and Akil Hameed, REAP Cleveland 2012.

REAP Cleveland Class of 2013

Amber Lewis
Angela Barnes
Angela Thompson
Anthony Whitfield
Anton Hameed
April Tufts
Arnold Lockett
Byron Thompson

Charles Wright
Daoud Ali
Debra Wilson
Dionna Steplicht
Gregory Pickett
Hann Smith
Jacquelyn Paige
Harmon

Julius Cartwright
Kelly Dotson
Laylisha Bailey
Michael Morris
Natoya Walker Minor
Shawn Taylor
Stanley McBee
Yolonda Davis
REAP Chicago Class of 2013

Andrea D. Reed    Hope Tate    Ronald Hudson
Angela Foster    Jimena Sayavedra    Sandra Polanco
Carole Harris    Jolene Saul    Tanis Stamper
Carolina Avila    Justin T. Sewell    Theresa Padua
David Kim    Kenneth Calvin    Timothy May
Dominique    Khari Andrews    Tanius Stamper
Garrett-Flowers    Lina Eng    Tuyen Nguyen
Emma Ortiz    Marielee Macapagal    Viviana Martinez
Felecia Common    Nadine Ott    Pamela Coleman
Michael    Raquel Arteaga    Glenn Crowner
REAP Washington, DC
Class of 2013

Anthony Hill
Darnell Lambey
E. Anthony Gadson
Ebony Sampson
Erica Lee
Jared Harrell
Jason Carson
Jerriett Brown
Katrina McCoy
Kevin Lewis
Madrienne Shamley
Marcus Mitchell
Mauricia Holman
Mi’guel Adams
Monique Banks
Monjia Belizaire
Natasha Young
Robert Freeman
Robert Saunders
Staci Stout
Tenille Davis
Tia Carson
Velvet Johnson
Vladimir Jean-Charles

Photos of REAP DC graduates taken with LaShaun Queen, Cushman & Wakefield
# REAP 2013 Faculty

**REAP Chicago Faculty**

- Ben Kochalski, Jonathan Bilton, The John Buck Company
- Charlie Moriarty, Harbor Group Mgt
- Adam Roth, NAI Hoffman
- Matt Yang, Thomas F. Philipp, CenterPoint Properties
- Elizabeth Holland, Abell Associates
- Allan Pollock, David Connolly, Providence Management Company
- Duncan Smith, Mike Mallon, dMallon
- Cedric Thurman, Jones Lang LaSalle
- Pete Nelson, Jones Lang LaSalle
- Eric Sorenson, Cushman & Wakefield
- James Connor, Duke Realty
- Courtney Pogue, Cooke County
- Michael Thansours, Sperry Van Ness LLC
- Noah Johnson, New York Life
- Mark Ibanez, Wicker Park Capital Management
- LB Johnson, Monique Brennan
- Scott Greear, Walmart Realty
- Bob O’Connell, Jennifer Pena, Jim Carus
- Maurice L. King, Mary G. Meyer, Thomas Rackleyf
- McDonald’s

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- Elizabeth Holland, Abell Associates
- Allan Pollock, David Connolly, Providence Management Company
- Duncan Smith, Mike Mallon, dMallon
- Cedric Thurman, Jones Lang LaSalle
- Pete Nelson, Jones Lang LaSalle
- Eric Sorenson, Cushman & Wakefield
- James Connor, Duke Realty
- Courtney Pogue, Cooke County
- Michael Thansours, Sperry Van Ness LLC
- Noah Johnson, New York Life
- Mark Ibanez, Wicker Park Capital Management
- LB Johnson, Monique Brennan
- Scott Greear, Walmart Realty
- Bob O’Connell, Jennifer Pena, Jim Carus
- Maurice L. King, Mary G. Meyer, Thomas Rackleyf
- McDonald’s

**REAP New York Faculty**

- Glenn Rufano, Cushman & Wakefield
- Roberta McGowan, CAE, BOMA New York
- Rick Lechtenberg, NAIOP
- Han Sherman, Kendrick Harris, ULI
- G. Lamont Blackstone, GL Blackstone and Associates
- Edward Poteat, Carthage Advisors
- Sarah Reyet, Wal mart Realty
- Brooks Wells, RREEF
- Wendy Rowden, Jonathan Rose Companies
- Eric Yarbro, CBRE
- Andrew Lohrdo, Lohrdo Real Estate Services
- Andrew Cooke, Hines Development
- Sujeen Sankar, Cushman & Wakefield
- Alissa Mall, Carnegie Corporation of New York
- Andrew Herz, Partners
- Terrence Murray, Prudential
- Wayne Benjamin, Harlem Community Development Corporation
- Jeff Monge, Monge Capital
- Hilary Goldfarb, The Bozzuto Group
- David Houch, Pike & Rose
- Lisa Roth, ULI Washington
- Patricia M. Areo, BOMA International
- Anika Morrison, Partners for Economic Solutions
- Bwue Binit, Dantes Partners
- Ric Harps, Harps & Harps Inc
- Clint Jackson, Hannibal Advisors
- Chad Cooley, The Bozzuto Group
- Marc Fischer, TRANWESTERN
- Gary D. Rappaport, The Rappaport Companies
- Douglas Firstenberg, StonebridgeCarras, LLC
- Stephanie Harvin, Michael Zacharia
- CBRE, Inc.
- Mike Smith, WJEnt.
- Robb Parker, Vornado/Charles E. Smith
- Bo Barron, CCM
- Sperry Van Ness
- Gina Merritt, NREUV

**REAP Washington DC Faculty**

- Doug Bibby, National Multi Family Housing Council
- Barbara Nicklas, Pike & Rose
- Lisa Roth, ULI Washington
- Patricia M. Areo, BOMA International
- Anika Morrison, Partners for Economic Solutions
- Bwue Binit, Dantes Partners
- Ric Harps, Harps & Harps Inc
- Clint Jackson, Hannibal Advisors
- Chad Cooley, The Bozzuto Group
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- CBRE, Inc.
- Mike Smith, WJEnt.
- Robb Parker, Vornado/Charles E. Smith
- Bo Barron, CCM
- Sperry Van Ness
- Gina Merritt, NREUV
Alumni on the Move

Kelly Dotson (REAP Cleveland 2013) was recently hired as a Senior Commercial Real Estate Paralegal/Closer with FirstMerit Bank in Akron, OH.

Theresa Padua (REAP Chicago 2013) was hired as a project manager at Retail Equity Partners Holdings in Des Plaines, IL.

Amber Lewis (REAP Cleveland 2013) has secured a position with Key Bank as their New England region asset manager.

Sadatu Dennis (REAP New York 2013) has joined General Growth Properties in its development group.

Barrington Lewis (REAP Atlanta 2012) is now a published author with his first entry on Amazon.com.

Lesley Horton (REAP New York 2010) is now Associate General Counsel – Global Real Estate & Store Development at Tiffany & Co.

Terrence Wortham (REAP Atlanta 2012) was hired by Georgia Piedmont Technical College to be a part of the Economic Development Team.

Hillman Lam (REAP New York 2006) is now Adjunct Professor at Baruch College’s Real Estate Institute.

Natalie Hooper (REAP New York 2011) was honored as a 2013 Real Estate Executive Council’s Chairman’s Fellow and served as an intern at the Howard Hughes Corporation.

Desmond Massey (REAP Atlanta 2012) received the CCIM Cultural Diversity Education Program (CDEP) Scholarship in pursuit of his CCIM designation.

Candace Taylor (REAP New York 2006) joined the Belk Department Store family as sustainability director.

Robert Davis (REAP Atlanta 2007) joined Lowe’s real estate department after a successful run at Wal-Mart.

Troy Morris (REAP Atlanta 2012) has joined Ackerman & Co. as a tenant representative for office, retail and medical clients.


Gregory White (REAP Los Angeles 2011) has opened his own Bikram Yoga studio in the Inland Empire.

Keenan Yates (REAP Atlanta 2012) is a now a lending officer for Habitat for Humanity International.

Camille Maxwell (REAP Cleveland 2012) is now assistant director at Northeast Shores Development Company in Cleveland.

Nina Warren (REAP Cleveland 2012) has started her own company—Out Of Box Think Business Resources and Consulting—focusing on administrative and business management for clients.

Akil Hameed (REAP Cleveland 2012) became President of the Cleveland Realtist Education Program (CDEP) Scholarship in pursuit of his CCIM designation.

Candace Taylor (REAP New York 2006) joined the Belk Department Store family as sustainability director.

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Camille Maxwell (REAP Cleveland 2012) is now assistant director at Northeast Shores Development Company in Cleveland.

Nina Warren (REAP Cleveland 2012) has started her own company—Out Of Box Think Business Resources and Consulting—focusing on administrative and business management for clients.

Akil Hameed (REAP Cleveland 2012) became President of the Cleveland Realtist Association, a local chapter of the National Association of Real Estate Brokers.

Trey Long (REAP LA 2012) is now an associate at CBRE Global Investors.

Brandon Moore (REAP Cleveland 2012) is assistant project manager at GEIS Companies, a REAP Cleveland sponsor.

David Harmon (REAP Cleveland 2012) is now Supervisor of Residential and Agricultural Properties at the Cuyahoga County Auditor’s Office.

Karrie Howard (REAP Cleveland 2012) is now Cuyahoga County Assistant Prosecutor.

Special Thanks To...

**REAP New York**

John Gilmore and Kendrick Harris (REAP NY 2011) for heading up the REAP NY planning committee.

ICSC for use of its facilities for classroom space.

Platinum Maintenance (Jim Halpin and Darren Levine) for their support and sponsorship.

Lynne Richardson (Brick City Development) for serving as the midterm reception keynote speaker.

CBRE (Eric Yarbro) for hosting the REAP NY midterm reception.

**REAP Chicago**

Angela Brooks and Ashtyn Bell (REAP Chicago 2009) for heading up the REAP Chicago planning committee.

The Chicago Association of Realtors (Ginger Downs, Tim Angell, Zeke Morris) for use of its classroom space and support.

Jon DeVries, director of the Marshall Bennett Institute of Real Estate at Roosevelt University, for his support and guidance.

General Growth Properties (Alan Barocas, Cathie Hollowell, Sarah Stessman) for its sponsorship and faculty support.

John Bucksbaum (Bucksbaum Retail Properties) for sharing his story as the keynote speaker at the midterm reception.

Jones Lang LaSalle (Pete Nelson) for its midterm reception sponsorship and support.

CommercialForum and CCIM Illinois Chapter for its sponsorship of the REAP Chicago opening reception.

**REAP Cleveland**

Charmaine Brown, Forest City Enterprises for heading up the REAP Cleveland planning committee.

Forest City Enterprises (David LaRue, Andrew Passen and Charmaine Brown) for its program sponsorship and for sponsoring the REAP Cleveland midterm reception.

DDR (Dan Hurwitz and Mark Floyd) for providing classroom space at its corporate campus and holding the opening reception.

CBRE-Cleveland (David Brown) for sharing his story as the keynote speaker at the midterm reception.

Key Bank (Kevin Nowak) for its sponsorship of REAP Cleveland.

Amos진해전자 and PNC Bank for helpful coordination and faculty procurement.

The downtown Cleveland Alliance (Joe Marinucci, Ryan Matheny) for helpful coordination and faculty procurement.

David LaRue, Forest City CEO, for speaking at the REAP Cleveland opening reception.

**REAP Washington DC**

LaShaun Queen (REAP DC 2007) and Luis Viera (REAP DC 2010) for leading the REAP DC planning committee.

BOMA (Henry Chamberlain and Pat Arena) for use of their facilities for the REAP DC classroom.

Cushman & Wakefield (Brian Dawson) for its sponsorship of the REAP DC opening reception.

Four Points LLC (Stan Voudrie) and The Bozzuto Group (Stephanie Williams) for their sponsorship of the REAP DC midterm reception.

Ernie Jarvis (First Potomac Realty) for serving as the REAP DC midterm keynote speaker.

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