



REAP-the Real Estate Associate Program

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'05 Associate on the Fast Track

REAP Associate Sean Moore is on the fast track. In just 90 days he's managed to turn his one year Associate position into a permanent position at Corporate Office Properties Trust (COPT).

COPT is among the largest owner of suburban office properties in the Greater Washington, DC region with 158 office properties totaling 13.3 million rentable square feet. Moore is a Development Coordinator in the Development and Construction Division.

Moore, a graduate of Florida A & M University with several years in marketing, attributes his quick advancement to good management, hard work and support. "The team at COPT has provided the resources and mentorship that I need in order to insure my success", says Moore.

According to COPT President

Dwight Taylor, "Sean came into our company and hit the road running, quickly establishing his present value and future potential. He has exceeded our expectations and now distinguishes himself as a full-fledged member of the team."

Moore also credits the support from his wife and family. "I couldn't put in the time required to do this job without their support."

Moore acknowledges that REAP's focus on the concept of achieving value prepared him for his current position. "COPT places a premium on creating value, so I understood the importance and that focus serves as the key driver for my work."

Moore encourages those new to the REAP program to look at every class, meeting and event as an opportunity to build your network. "The people that you meet and interact with in the



Sean Moore, REAP Washington Associate, Class of 2005

REAP program could be the key to your next deal or your next job", says Moore.

'05 Associates Begin 12 Month Assignments

REAP is proud to announce recent placements since this past summer:

WASHINGTON

Alysia Bowman-Allen—Trammell Crow Company

Damian Bond—Westfield Corporation

Nathan Gorham—JBG Companies

panies

Sean Moore—Corporate Office Properties Trust

Robyn Thorpe—CB Richard Ellis

ATLANTA

Jill Arrington—Duke Realty

Valerie Beaubrun—Simon Property Group

Rashad Davis—Wachovia Corporation

Felicia Hamilton—Wal-Mart Realty

Brian Hooker—CB Richard Ellis

Sandra Weston—Cushman & Wakefield



ICSC President Mike Kercheval chats with NY Associates at NextGen reception.

REAP NY Off to a Great Start

With over 300 applicants, 11 Sponsors, and new classroom space donated by ICSC, REAP New York is off to a great start.

The 2006 New York Class kicks off January 12th in the new Learning Center at ICSC Headquarters near Rockefeller Center. The Kickoff Reception will take place on January 18th and will be hosted by Cushman & Wakefield.

Sponsors for the New York Class include Cushman & Wakefield, Citigroup Realty

Services, Forest City Ratner, ING Clarion, Jones Lang LaSalle, McDonald's Corporation, Newmark Real Estate, Prudential Real Estate Investors, Simon Property Group, Wal-Mart Realty, and Westfield Corporation.

REAP continues to attract a well-credentialed class, with several MBA's and JD's among those admitted. Warren Whitlock, Director of Construction at Columbia University, will serve as the Faculty Advisor.

NY Associates got the opportunity to mingle with ICSC President Mike Kercheval and other young real estate professionals at the NextGen Reception during the ICSC Idea Exchange Conference.

REAP NY is experimenting with a new executive counselor program staffed by veteran minority professionals. The counselors serve as advisors to the Associates and help facilitate discussions. As the concept proves out, it will spread to Washington and Atlanta.

*"We're breaking
new ground
with this
panel."*

*-Beverly Dietz,
REAP Board Chair*

REAP Puts Together Diverse Panel for ICSC Conference

REAP is working to put together a panel of minority professionals to discuss urban retail at the ICSC Spring Convention in Las Vegas, May 21—24, 2006.

"The theme for this year's conference is 'Breaking New Ground' and that's what we're doing with this panel—strengthening ICSC's diversity initiatives", says Beverly Dietz, REAP Board Chair.

The panel will highlight the forthcoming ICSC/Brookings Institute publication "Operating at a Profit: Case Studies of Successful Retail in Underserved Urban Markets" due out in May 2006. ICSC's "Retail in Underserved Markets" was the inspiration for the panel and served as a reference text for REAP's 2005 classes.

The panel has attracted serious interest from several national developers and operators in-

cluding Lyneir Richardson of General Growth Properties, Carl Muller of Wal-Mart Realty and Lamont Blackstone of G.L. Blackstone & Associates.

REAP will also participate in the 2006 Diversity Reception held during the convention.

For more information on the ICSC Spring Convention, please visit www.icsc.org.



REAP Washington Associates

Networking Pays Off for REAP Associates

More REAP Associates in Washington and Atlanta have successfully networked their way into new positions in the industry. The following Associates recently secured permanent positions:

WASHINGTON

Joe Austin '02—Simon Property Group

Chiquita Manago '05—Starbucks Coffee

Buwa Binitie '05—Neighborhood Development Corporation

Hansen Padmore '99—CoStar Group

Jeannie Knox '99—Co Star Group

Jonathan Butts '02—Uniwest Group

ATLANTA

Adrienne Poindexter '05—Dargan, Whittington & Maddox

Patricia Luster '05—RARE Hospitality

Angelia Evans '02—Collateral Mortgage Capital

Judy Pritchett '02—General Growth Properties

Shelita Compton '03—Greystone Valuation Services

Tracie McCargo '02—Greystone Valuation Services

Dawn Stepp '05—ING Clarion (M.D. Hodges)

ULI UrbanPlan Looking for Minority Professionals

The Urban Land Institute (ULI) is looking for minority real estate professionals to help facilitate its UrbanPlan high school program.

UrbanPlan is designed to teach high school students the fundamentals of urban redevelopment. Students respond to a "Request for Proposal" for the redevelopment of a blighted neighborhood in a hypothetical community. Student teams comprised of a Site Planner, Marketing Director, Neighborhood Liaison, Financial Analyst and City Liaison, work with

LEGOS and a Microsoft Excel financial model to develop their vision for a new community. Over the course of the one-month program, students address challenging financial, social, political and design issues, developing a real life understanding of the various stakeholders and tradeoffs associated with redevelopment. After experiencing UrbanPlan, students look at their neighborhoods differently, having a new understanding and appreciation for the communities in which they live.

Volunteers can enhance the students' UrbanPlan experience by volunteering their time to facilitate discussions in the classroom; sitting on a City Council to judge the students' proposals; speaking to classes on a nearby development project or leading a field trip. If you would like to volunteer your time to help engage the UrbanPlan students in your community, please contact the REAP office at (202) 624-7197 or Reap@uli.org. For further information on UrbanPlan, please visit www.urbanplan.org.



UrbanPlan students input team development decisions.

REAP Associates Making Headway In the Industry

REAP is proud to acknowledge the following Associates for their strides and achievements in the commercial real estate industry:

Jonathan Butts (Washington '02) and **Greg Stanford** (Atlanta '02) both received their CCIM Designation.

Lynn Smith (Atlanta '03) received her MCR Designation, was given an award by the SIOR National Leadership

Award, and joined the CREW Leadership Program.

Brian Hooker (Atlanta '05) was named to the NAIOP Future Leaders Board for 2006.

Vontre'ale Terry (Atlanta '05) became REAP's first associate to work at Transwestern. Terry is a Marketing and Leasing Associate.

Have news to share? Please send YOUR news to Reap@uli.org or call

(202) 624-7197.

Have news to share? Send your news to Reap@uli.org

Networking Opportunities

If you missed the first REAP Resources event in Washington, DC you won't want to miss the upcoming networking social on March 2nd hosted by REAP Associate Carla Merritt. These gatherings are intended to keep graduates connected and create networking opportunities for its attendees. Stay tuned for more info on the March event...

In Washington, DC, REAP Associates have been meeting for breakfast and dinner around town to discuss issues in the workplace and to provide support. The two groups are comprised of associates working in property management. For more information on these meetings, please contact the REAP office at (202) 624-7197 or Email Reap@uli.org.

The Atlanta REAP Associates have been having monthly conference calls to stay in touch and share updates, successes, and lessons learned. These calls are coordinated through the ATLREAP yahoo group. To be a part of these calls or to find out what REAP Associates in Atlanta are up to, visit <http://finance.groups.yahoo.com/group/ATLREAP/>.



REAP Resources event in Washington, DC.

Opening Professional Opportunities for Minorities in Commercial Real Estate

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FEDERAL REALTY INVESTMENT TRUST
DUKE REALTY CORPORATION
CUSHMAN & WAKEFIELD
CORPORATE OFFICE PROPERTIES TRUST
COMBINED PROPERTIES
CITIGROUP REALTY SERVICES
CB RICHARD ELLIS
CASSIDY & PINKARD
CARL FREEMAN COMPANIES
CARRAMERICA REALTY
BOSTON PROPERTIES
B.F. SAUL COMPANY
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REAP's mission is to provide the industry with the means to achieve diversity objectives while maintaining high professional standards, through a voluntary program modeled on industry recruiting and training practices. REAP is industry-backed and market-driven. We recruit and train top minority talent for professional careers in commercial real estate, through education, networking, and training with leading firms. Since 1998, REAP has introduced over 200 Associates to the industry in Washington and Atlanta, and 50 now work with major firms in the retail, office, and industrial sectors, in leasing, asset management, development, research, and financial analysis. REAP launches its New York Class in 2006 followed by Chicago and Miami in 2007 and Los Angeles and Dallas in 2008. For more information on REAP, please visit our website at www.ProjectReap.org, call (202) 624-7197, or Email REAP@uli.org



Calendar of Events

January 12—REAP NY 2006
Classes begin. ICSC Headquar-
ters. 6:00 pm to 9:00 pm.

January 18—REAP NY Kickoff
Reception. Cushman and
Wakefield. 6:00 pm to 9:00 pm.

January 20—ULI Washington's
Young Leaders Mentorship
Breakfast. 7:30 am to 9:30 am.

January 25—ULI Washington
UrbanPlan volunteer training
session. ULI Headquarters. 8:00
am to 12:00 noon.

February 16—ULI Washington
UrbanPlan volunteer training
session. ULI Headquarters. 8:00
am to 12:00 noon.

March 1—ULI Washington
UrbanPlan volunteer training
session. ULI Headquarters. 8:00
am to 12:00 noon.



Carla Merritt (Washington '99) and
REAP Mentor Jerry Dawson of
Jones Lang LaSalle at REAP Re-
sources-August 18.

March 2—REAP Resources
Social. Hosted by Associate
Carla Merritt. Washington,
DC. 6:00 pm to 9:00 pm.

March 9-10—ICSC Mid-
Atlantic Idea Exchange. Wash-
ington, DC.

April 18—ULI Washington
Trends Conference. For more
info, visit
www.washington.uli.org.

May—REAP Washington 2006
Classes begin. Howard Univer-
sity.

May 21-24—ICSC Spring Con-
vention. Las Vegas, NV. For
more info, visit www.icsc.org.

June—REAP Atlanta 2006
Classes begin. Clark Atlanta.

July 27—REAP NY Graduation.