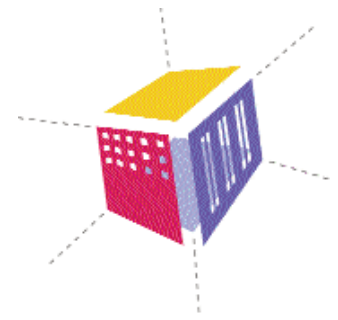


CREWSletter

www.indycrew.org



IndyCREW

2011 Board of Directors

President
Dee Headley
Cassidy Turley
Phone: 317.236.6433
Email: dee.headley@cassidyturley.com

Past President/Treasurer
Esther Carter-Day
M&I Bank
Phone: 317.269.1303
Email: esther.carter@micorp.com

President-Elect 2012 & 2011 Delegate
Brooke Augustin
Alliance Commercial Real Estate Services
Phone: 317.842.2990
Email: Brooke@AllianceOffices.com

Secretary
Shokrina Radpour Beering, Esq.
Plunkett & Cooney
Phone: 317.964.2729
Email: sbeering@plunkettcooney.com

2011 Delegate
Tracie Smith
Farren Real Estate
Phone: 317.308.6500
Email: tracie@farrenres.com

Director
Cassie Anderson
August Mack Environmental
Phone: 317.916.8000
Email: canderson@augustmack.com

Director
Kathleen "Kitty" Barbaglia
Pedcor Investments, LLC
Phone: 317.587.0359
Email: kittyb@pedcor.net

Director
Kim Bond
Fifth Third Bank
Phone: 317.383.2054
Email: kim.bond@53.com

Director
Jennifer Mathews Miner
Huntington National Bank
Phone: 317.229.4065
Email: jennifer.mathews-miner@huntington.com

Executive Director
Joelle Compton
IndyCREW Office
PO Box 3461
Carmel, IN 46082-3461
564-4698
663-1007 fax
indycrew@indy.rr.com
www.indycrew.org

president's message

Dee Headley, 2011 IndyCREW President



It has been a pleasure and an honor to represent IndyCREW on our journey through 2011. It was a goal to give our members more opportunities to network and have the ability to do more business together. It was also a personal goal not only to encourage members to take advantage of CREW BIZ but to also show real examples that affected our own folks here in Indianapolis!

The number of events and luncheons has increased substantially. Were you able to take advantage of the networking series? I was able to meet new contacts at each event and learned more about what they were looking for in their business. In turn, it was easy for me to talk about what I might be able to do for them.

Our committees were very active and added value to our organization this year. Membership was able to pin new members at every meeting. The topics for discussion were varied and brought in new guests to check out our organization and get pertinent information to help them in their business endeavors.

As the year comes to a close, it is human nature to look back and see where we have been. It was a challenging year for real estate. The economy is still trying to get off to a consistent upward trend. It seems to chug in the right direction and then stall out again. Most experts and economists tell us that will be a continuing pattern throughout 2012. It is imperative

that we use our connections within CREW.

Don't forget, we have 8,000 experts we can connect with to help us or for us to help them locally. Several times a month, the opportunity comes my way to refer business. The more you network within the organization, the more times other members can get to know what you do and how you can help someone that's looking for an expert just like you!

I am so very proud of what we have accomplished this year. This is your organization and you can make it stronger and more powerful with each networking connection you make. With every referral that you make, members that you discuss with your business connections, every time you do business with another CREW member both here and nationally, you strengthen IndyCREW and more importantly—your business influence.

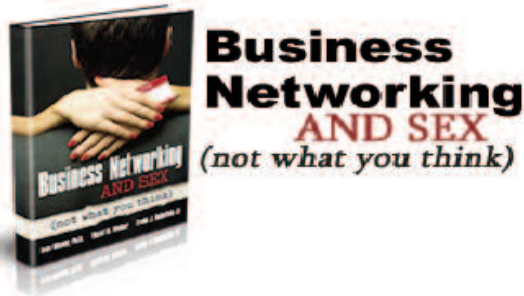
I look forward to all the new and exciting things 2012 has in store for us. The economy may not be moving fast, but we certainly can. I thank all of you for your support of IndyCREW and its volunteers. These individuals work so hard to keep IndyCREW successful. Please consider joining a committee and contributing to the longevity of our organization. You will reap such great rewards.

Thanks and see you all in 2012!

Mark Your Calendars!

IndyCREW will welcome New York Best Sellers' authors of the book ***Business Networking and Sex*** at our April Luncheon:

Friday, April 27th
The Conrad Hotel
11:30 AM - 1:00 PM



There have been a lot of books written about business networking and referral marketing. There have also been a lot of books written about the difference between men and women. However, no one has combined the two subjects like this book does.

Three networking experts come together bringing a unique perspective to this innovative book. They include the New York Times bestselling author Dr. Ivan Misner as the expert, Frank DeRaffele writing from the male perspective and Hazel Walker writing from the female perspective.

This book will read like no other in the market place currently addressing a subject from an untouched perspective.

What is the single most important concept in the book?

Are men and women really so different or do we have a tendency to just focus on what makes us different instead of how we are similar? It is important in the world of business to understand both the similarities as well as the differences. Understanding that we all want the same outcome, we just have different ways of getting there.

We are more alike than we are different when it comes to business, with some simple understanding we can be more successful when networking and referring the opposite sex.

Upcoming Events

January Luncheon "Indy: Where Champions Are Crowned"

Tuesday, January 17th

The Conrad Hotel

11:30 AM - 1:00 PM

Members: \$35 Guests: \$50

Register online at www.indycrew.org

Join us as Mike Karnuta, Vice President of Business Development, of Indiana Sports Corporation (ISC) will discuss the Super Bowl and some of the coming attractions surrounding this exciting event as well as the Big Ten Men's & Women's Basketball Tournaments and other large amateur sporting events coming to Indianapolis. The ISC is the amateur sports champion, stimulating economic growth, inspiring healthy kids, and creating vibrant communities throughout Indiana. This promises to be a very timely and informative discussion

Networking Series

Monday, January 23rd

Coopers Hawk, 4:00 - 6:00 PM

February Luncheon: "Redevelopment Projects"

Tuesday, February 21st

11:30 AM - 1:00 PM

Members: \$35 Guests: \$50

Networking Series

Thursday, February 23rd

Tastings, 4:00 - 6:00 PM

Professional Development: "Best Business Apps"

Wednesday, March 7th

Keystone at the Crossing

March Luncheon: "New Plans for the Old Indianapolis Airport"

Tuesday, March 20th

11:30 AM - 1:00 PM

Members: \$35 Guests: \$50

Networking Series

Tuesday, April 10th

Coopers Hawk, 4:00 - 6:00 PM

Event Photo Gallery

Holiday Party at Seasons 52



Georgia Street Tour



why stewart?

Because we're your local, global partner.

Lisa L. Ingram
 Commercial Escrow Office
 20 E 9th Street, Indianapolis, IN 46240
 317-818-2419 direct

stewart title
www.stewart.com/indianapolis

© 2009 Stewart Title Guaranty Company. All rights reserved.

CIM Technology Solutions

CIM
 TECHNOLOGY SOLUTIONS
www.cimtechsolutions.com

What can we do for you?

- Audio/ Visual Design and Integration
- Visual Environments/ Control Rooms
- AV/ IT Control Systems
- Video & Teleconferencing
- Mobile Training Facilities
- Video Over IP
- Digital Signage

To learn more, contact:
Rick Streb, Sales Consultant
rick@cimtechsolutions.com
 317-714-4280

800.742.5036 www.cimtechsolutions.com

CREW Network and CREW Foundation 2012 / 2013 Scholarship Applications Now Available

Applications for the 2012/2013 CREW Network and CREW Foundation Scholarships are now being accepted. CREW Network and CREW Foundation will award scholarships to women interested in pursuing a career in commercial real estate. Each scholarship recipient will also be provided with a paid internship at a commercial brokerage firm.

Scholarship Value: The number of scholarship awards, and the specific dollar amount of each award (which will not be less than \$5,000 each) will be identified based upon the availability of scholarship funds. These scholarships are available to junior or senior level undergraduate students, and to students enrolled in graduate programs, to cover the costs of tuition and books.

Eligibility Requirements: The applicant must be a female enrolled as a full-time student at a college or university with an accredited real estate program. Applications will also be considered if the applicant is a female enrolled as a full-time student at an accredited college or university that does not have an accredited real estate program, but where the applicant's focus of study is on any area included in the qualified fields of commercial real estate for CREW membership, and where it is the applicant's intent to pursue a career in commercial real estate.

- The applicant must be of junior or senior standing during the school year 2012-13 for undergraduate applications, or enrolled full-time in an applicable graduate program for graduate applications.
- The applicant must have maintained a minimum 3.0 GPA on a 4.0 scale.
- The scholarship is only available to citizens of the United States and Canada.

More detailed information about the scholarship requirements can be found at www.crewcareerzone.org.



The strength behind our clients.®

A proud member of IndyCREW, Plunkett Cooney has been a trusted business advisor since 1913. Our attorneys provide timely, practical legal counsel and litigation services to achieve the right result from the boardroom to the courtroom.

SHOKRINA RADPOUR BEERING
Direct: (317) 964-2729
sbeering@plunkettcooney.com

PLUNKETT COONEY
ATTORNEYS & COUNSELORS AT LAW

www.plunkettcooney.com

2012 IndyCREW Board of Directors & Committee Chairs

We are pleased to announce our 2012 Leadership Team:



Brooke Augustin
President



Leslie Wagner
President-Elect
2012 Delegate



Dee Headley
Past President



Kim Bond
Secretary



Cassie Anderson
2012 Delegate



Tracie Smith
Director



Nicole Blanton
Director



Jennifer Mathews-Miner
Director



Joelle Compton
Executive Director



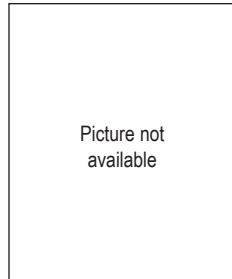
Esther Carter-Day
Sponsorship Chair



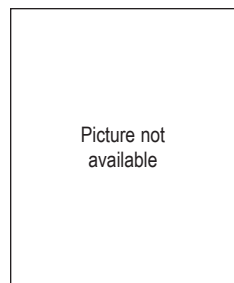
Denise Praul
Membership Chair



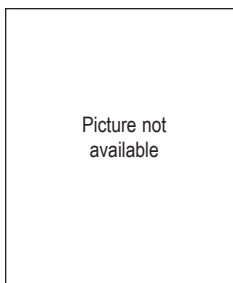
Lauren Kriner
PR Marketing Chair



Sandy McCleese
Golf Chair



Matt Richards
Events Co-Chair



Steve Bryan
Events Co-Chair

Welcome New Members

Brittany Polen
Property Manager
Friedman Management Company
Property Management

Sarah Millspaugh
Attorney
Hopper Blackwell, P.C.
Law

Jennifer Watt
Attorney
Kroger, Gardis & Regas, LLP
Law

DIAMOND LEVEL SPONSOR HIGHLIGHT - Cassidy Turley

Cassidy Turley is a leading commercial real estate services provider with 3,000 professionals in 60 offices nationwide. The company represents a wide range of clients— from small businesses to Fortune 500 companies, from local non-profits to major institutions. The firm completed transactions valued at more than \$17 billion in 2010, manages 430 million square feet on behalf of private, institutional and corporate clients, and supports more than 25,000 domestic corporate services locations.

Cassidy Turley serves owners, investors and occupiers with a full spectrum of integrated commercial real estate services, including capital markets, tenant representation, corporate services, project leasing, property management, project and development services, and research and consulting. In 2010, the firm enhanced its global service delivery through its partnership with GVA, the founder and shareholder of GVA Worldwide, which serves key markets in more than 25 countries across Europe and Asia-Pacific.

The Indianapolis Business Journal 2011 Book of Lists ranks Cassidy Turley as the #1 Indianapolis-area commercial real estate brokerage and the #1 Indianapolis-area commercial property management firm. In 2010, the firm completed 773 transactions valued at more than \$485 million and managed 146 properties totaling more than 27 million square feet. For the fifth consecutive year, Cassidy Turley was named one of the "Best Places to Work in Indiana" by the Indiana Chamber of Commerce. Please visit www.cassidyturley.com for more information.

Cassidy Turley / Commercial Real Estate Services



Thank You to Our 2011 Sponsors!

Diamond



Platinum



Gold



Silver

Katz Sapper Miller
Midwest Remediation
Stewart Title

Bronze

Alliance Commercial Real Estate
Amerestore, America's Restoration Team
August Mack Environmental
Barnes and Thornburg
Charles C. Brandt Construction
Duke Realty Corporation
M&I Bank

Delegate Report

Delegates Wrap Up Successful Year for the Network

Addressing the 2011 Council of Delegates at the recent Fall Leadership Summit & Council Meeting in Washington, D.C., CREW Network President Collete English Dixon recognized delegates for their role in leading a successful year for the organization, "Your leadership, participation and forward-thinking are the reason we lead the Network that works." Among its exhaustive list of accomplishments include the development of gold standards for chapters, the launch of CREW Network's executive level mentoring program, the development of two Playbooks; Gold Standard Chapter and Programs, and the development of CREW Network's fifth white paper.

As the CREW Network organization continues to grow both in its reach and its stature, the idea that this organization is only as strong as its weakest chapter added a new dimension to the delegates' focus this year. Just as beauty is in the eye of the beholder, so went the measurement of a successful chapter. With so many definitions of success, chapter leaders needed some standard of measurement by which to determine how their respective chapters measure up against all others across the Network.

Delegates spent the year identifying what they believed are priority areas for a gold standard chapter, defined what each of these priorities entailed and what they believe should be the "gold standard" measurement for each. Based on the results of these discussions, a CREW Network task force began developing the Gold Standard Chapter Playbook, which will detail what constitutes a gold standard chapter and provide a roadmap to achieving that status. This Playbook will be distributed to the full membership by the end of the year. Delegates also received a preview of the new Chapter Dashboard created by CREW Network that allows chapter leaders to view their chapter's membership counts, specialty representation, event attendance and more to assist them in measuring their chapter's progress toward reaching the established gold standards.

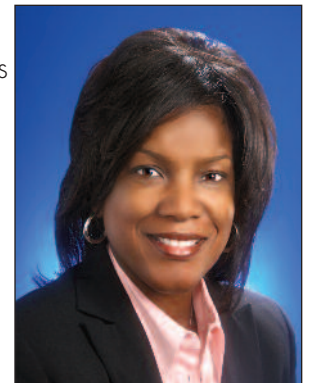
Delegates can also expect to receive a Programs Playbook by the end of the year, which will identify best practices, tips and suggestions for delivering strong programming at the chapter level.

The Industry Research Committee has been working diligently on its latest white paper titled "Success and Satisfaction of Women in Commercial Real Estate: Retaining Exceptional Leaders." The committee identified approximately 20 leading companies in the industry and, together with the 2011 CREW Network Board of Directors, conducted interviews with the CEOs and other top executives at these companies to find out why they believe women rate their levels of career success and satisfaction lower than men, based on the findings of CREW Network's 2010 benchmark study. Not only have these interviews resulted in excellent industry feedback and insight into company practices, but it has enabled CREW Network to get its research read by leaders in the industry. Watch for this white paper to arrive by the end of the year.

President English Dixon shared other exciting news with the delegates, which included the announcement that CREW Network has been admitted as a member of the Real Estate Roundtable; a prestigious group of leaders from the nation's top publicly-held and privately-owned real estate ownership, development, lending and management firms, along with the leaders of major national real estate trade associations. Members of the Real Estate Roundtable come



IndyCREW Delegate
Brooke Augustin



IndyCREW Delegate
Tracie Smith

Continued on page 8...

Two Members Honored with Annual Awards

IndyCREW honored two deserving members at the December Holiday Reception at Seasons Grill.

Established in 2004, **The Most Outstanding Member Award** is intended to honor and recognize one IndyCREW member each year that has been an exemplary member in the following categories – Participation, Enthusiasm and Networking.

This year's recipient's, **Denise Praul with Accurate Tax Management**, has been active since she joined IndyCREW a few years ago. She quickly became involved serving on committees. As Membership Chair this year, she has represented IndyCREW in a positive and energetic manner that makes people want to be part of our organization. She has initiated new programs to recruit new members, resulting in the pinning of at least one new member every month this year! She encourages networking among members and makes connections with new and existing members. She does so in a very welcoming way, making new members feel a part of IndyCREW.



Established in 2002, the **Donna M. Hovey Award** is intended to honor and recognize one IndyCREW member annually that best exemplifies the following traits that Donna demonstrated in spearheading the establishment of IndyCREW – Vision, Dedication to maintaining and improving the organization of IndyCREW and Enthusiasm for the commercial real estate professional.

This year's recipient, **Leslie Wagner with GINOVUS** has also been active since she joined IndyCREW a few years ago. She is a wonderful advocate for IndyCREW and continually shows excitement and enthusiasm for the organization. She takes an active role in promoting the professional successes of our members and serves as an excellent role model for all that she works with.



Delegate Report Continued

together to address key national policy issues relating to real estate and the overall economy. This is a major step towards raising CREW Network's stature and influence within the commercial real estate industry.

Karin Schulz, 2011 CREW Foundation Chair presented the Foundations outcomes for 2011. Nearly 300 CREW Network members have donated to the Foundation so far this year and CB Richard Ellis has agreed to match donations to the CREW Network Scholarship Fund, up to \$75,000 per year. Schulz urged delegates to encourage their chapter members to donate so the Foundation is able to receive the full match.

Following the council meeting, CREW Seattle & Sound member Jessica Hickey of 1029 Consulting, Inc. led delegates through a brief exercise addressing the process of incorporating the newly established gold standards into their chapter planning and execution. Delegates were placed into small working groups where they discussed what they believed would be the biggest implementation concerns regarding the standards, what challenges they believed they would face in overcoming the concerns and the simple solutions to dealing with the challenges. Delegates identified concerns ranging from attaining chapter buy-in to balancing competing priorities. The challenges they anticipated facing included fear of change, communicating at all levels of membership and attracting senior members. Once the delegates identified these concerns and challenges, the solutions naturally surfaced; develop face to face relationships, in-person meetings with committees and board members to ensure good communication, and encouraging the use of the chapter's logo on member business and v-cards, just to name a few.

As delegates wrapped up a very successful year and reflected on their personal and chapter's contributions to the organization's progress, it became very clear that CREW Network is living its brand. It's one thing to claim CREW Network is the Network that works; it's quite another to prove it. Through the accomplishments of the 2011 CREW Network Delegates, to the forward thinking leadership at every level of the organization, and the members who refuse to settle for "good," we all share in the commitment to strengthen the CREW Network organization, elevate its brand and prove without a doubt that CREW Network is indeed the Network that works.

MEMBERS IN THE NEWS

Beering named among 'Women of Influence' in business community

Shokrina R. Beering, the managing partner of the Indianapolis office of Plunkett Cooney, one of the oldest and largest law firms in the Midwest, was recently recognized as one of the Indianapolis Business Journal's (IBJ) 2011 "Women of Influence."

"It is such an honor to be recognized as a woman of influence in the business community," said Beering. "It means even more to me because my colleagues and friends at IndyCREW thought highly of me to nominate me for this award."



Eighteen women from central Indiana were selected from both the public and private sectors who demonstrated professional excellence and leadership in their careers and community service according to IBJ. The key criteria in selecting the recipients were influence in their company or industry; solid reputation within company or industry based on their experience, integrity and leadership and their track record of accomplishment.

Designated a "Super Lawyer" for several years now by Indiana Super Lawyers magazine, Beering has a number of honors to her credit, including being one of only three fellows of the American College of Mortgage Attorneys from the state of Indiana. She is also a board member and past president of IndyCREW, a chapter of CREW Network (Commercial Real Estate Women). Her involvement within the legal community extends to several professional organizations, including the Business Law Section of the Indianapolis Bar Association, as well as the Business Law and Probate Trust & Real Property sections of the Indiana State Bar Association.

EDGE Leadership Award Winner

Cheri Shepherd, Managing Director, Cassidy Turley Indianapolis received an EDGE Leadership Award in the area of Client Services at the 2011 Cassidy Turley National Leadership Conference awards dinner. The awards dinner was an opportunity to celebrate the hard work of all of CT professionals. The selection process included a five-member panel of senior leaders choosing finalists from numerous nominations submitted for each award – with the winners chosen from among the award finalists. While all finalists performed exceptionally well in the ten nomination categories, only one person/team could win in each.



EDI Graduate

Indianapolis based Ginvous announced that its Director of Project Management and Development, Leslie Wagner, has graduated from the University of Oklahoma's Economic Development Institute (OU/EDI).

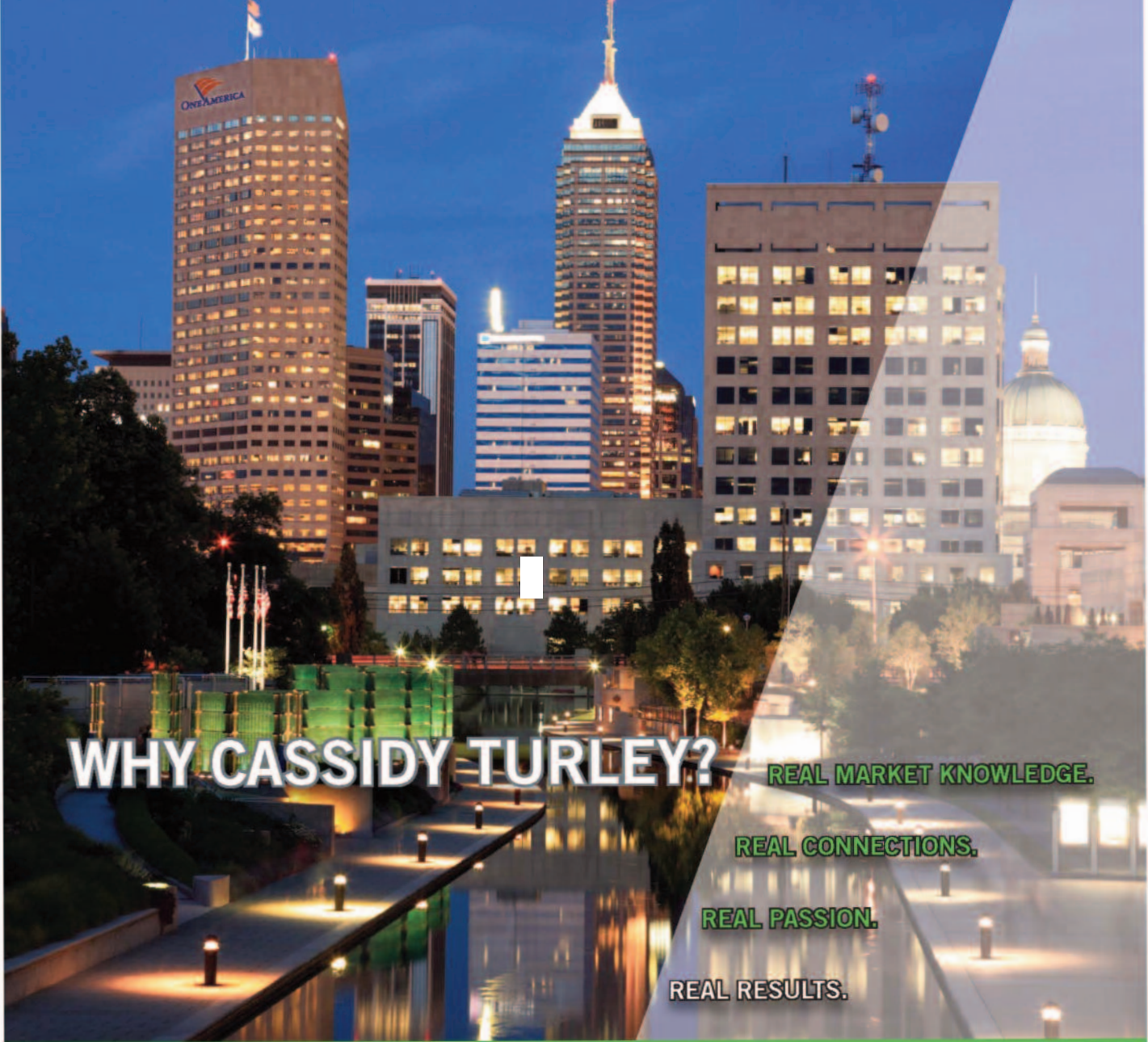
Wagner completed over 117 hours of instruction with course work from more than 50 seminars, workshops, and discussion groups. She attended three sessions, each one week long, providing upper-level education for economic development professionals. The program is accredited by the International Economic Development Council.



Indiana Bar Association

Alexandra Sylvia, Plews Shadley Racher & Braun LLP, has been named secretary for the board of governors for the Indiana State Bar Association.





WHY CASSIDY TURLEY?

REAL MARKET KNOWLEDGE.

REAL CONNECTIONS.

REAL PASSION.

REAL RESULTS.

We are the #1 Indianapolis-Area Commercial Real Estate Brokerage and the #1 Indianapolis-Area Commercial Property Management Firm.*

We are Cassidy Turley.

To learn more, visit www.cassidyturley.com or call 317.634.6363.

**According to IBJ's 2011 Book of Lists.*

**Cassidy
Turley** / Commercial
Real Estate Services

CAPITAL MARKETS CORPORATE SERVICES PROJECT & DEVELOPMENT SERVICES
PROJECT LEASING PROPERTY MANAGEMENT TENANT REPRESENTATION

© 2011 Cassidy Turley.