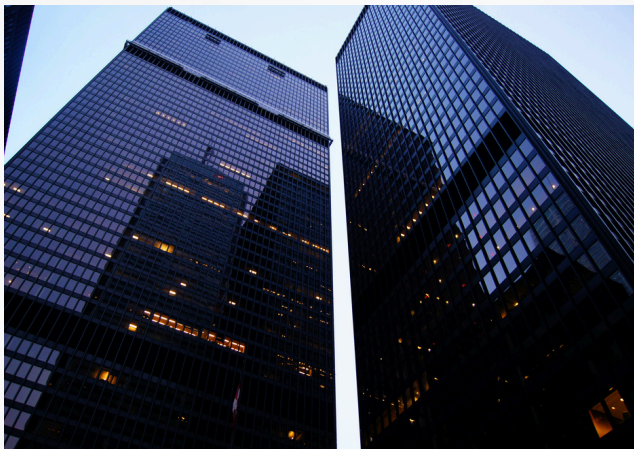




# REEX JUMPSTART

## EMPOWERING FUTURE DIVERSE LEADERS IN COMMERCIAL REAL ESTATE



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# 2023

FINAL REPORT

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## INTRODUCTION

### Empowering Futures: Celebrating the 2023 REEX Jumpstart Summer Programs

We are pleased to present the final report for the 2023 REEX Jumpstart Summer Programs, an embodiment of our unwavering commitment to fostering diversity and excellence in the world of commercial real estate (CRE). This year's achievements have been nothing short of exceptional, and we are honored to share this journey of transformation and empowerment with you.

### Continuing the Legacy: Building upon Previous Achievements

Since its inception, the REEX Jumpstart Summer Programs have been on an extraordinary journey, igniting the passion for CRE in young minds. To briefly recap the milestones:

2017: The inaugural program exposed 27 talented high school students to the foundational aspects of CRE through a partnership with NAIOP and Georgia State University.

2018: The program expanded, welcoming 84 diverse high school students across campuses like Columbia, Fordham, Georgia State, and Villanova Universities.

2019: Collaborating with Cornell University, MIT, Roosevelt University, and the University of Miami, the program reached 112 students, solidifying its impact.

2020: Adapting to the virtual landscape, the program's online pivot saw 140 participants, illustrating resilience and growth.

2021: Tripling university partnerships, introducing multiple sessions, and engaging 159 students showcased an evolving commitment to empowerment.

2022: Rebranded as REEX JumpStart, the program returned to in-person format, enrolling 99 scholars from across the nation who made their mark in the industry.

### A Transformational 2023: Igniting Minds, Transforming Futures

The 2023 REEX Jumpstart Summer Programs have set new benchmarks, reaffirming our dedication to diversity and excellence in CRE:

**Geographical Impact:** This year, the program spanned three distinct geographies and the return of our prestigious institutions, including MIT, Harvard, Howard University, Cornell, and NYU.

**Inclusive Cohort:** A standout achievement was the selection of 101 scholars from 22 states. These exceptional individuals, representing diverse ethnic backgrounds, formed a mosaic of future leaders.

**Enriched Collaboration:** The program's collaboration with ULI further strengthened its impact, enhancing urban planning and knowledge sharing.

**Empowering Scholarships:** Our commitment to accessibility continued, with 38.61% of scholars receiving full scholarships, and 15.84% awarded partial scholarships to participate in the REEX JumpStart Program.

## A TRANSFORMATION 2023 – CONTINUED

**Educational Experiences:** Scholars participated in enriching UrbanPlan workshops with ULI, enlightening Lunch & Learn panels, and industry masterclasses.

**Industry Immersion:** Exposure to over 50 CRE leaders, site tours, and engaging luncheons further deepened scholars' understanding of the industry.

**Capstone Excellence:** The program culminated with the Capstone Project Presentation, showcasing redevelopment projects. MIT & NYU emerged as Capstone presentation winners.

**National Competition:** Winning scholars from MIT and NYU will compete in the REEX Jumpstart National Competition, reflecting their growth and enthusiasm for CRE.

### Together Towards a Bright Future: Partnering for Change

As we reflect on these transformative achievements, we extend our profound gratitude to our partners for their unwavering support. The success of the 2023 REEX Jumpstart Summer Programs is a collective triumph, highlighting the power of collaboration and shared vision.

In conclusion, we are honored to be on this journey with you. Your support propels us forward as we continue to ignite minds, transform lives, and the future of diversity and excellence in the world of commercial real estate.

**Inclusive Cohort:** A standout achievement was the selection of 101 scholars from 22 states. These exceptional individuals, representing diverse ethnic backgrounds, formed a mosaic of future leaders.

**Enriched Collaboration:** The program's collaboration with ULI, Ventas, Related, Nuveen, Hudson Bay, Clarion Partners, Avalon Bay, Google, and MITIMCo, further strengthened its impact, enhancing urban planning and knowledge sharing.

*Thank You.*

TAMMY K. JONES, REEC BOARD CHAIR



JAMES H. SIMMONS III, REEC BOARD VICE CHAIR



### 2023 REEX JUMPSTART UNIVERSITY PARTNERS



Center for  
Real Estate



Harvard University  
Graduate School of Design



Cornell  
Baker Program  
in Real Estate



SCHOOL OF  
PROFESSIONAL STUDIES  
SCHACK INSTITUTE OF REAL ESTATE



HOWARD  
UNIVERSITY



## INTRODUCING THE TEAM

### REAL ESTATE EXECUTIVE COUNCIL STAFF



**Ken McIntyre**

CEO, REEC



**Janelle Jose**

Programming  
Manager, REEC



**Osayamen  
Bartholomew**

Consultant, REEX Programs  
CEO, The Gift Agency

### REAL ESTATE EXECUTIVE COUNCIL BOARD OF DIRECTORS



**Tammy K. Jones**

Co-Founder/ CEO  
Basis Investment Group  
REEC Board Chair



**James H. Simmons III**

CEO & Founding Partner  
Asland Capital Partners  
REEC Board Vice Chair



**Jeffrey Beckham**

Executive Vice President  
Head of Portfolio  
Management, GID  
Investments



**Kyle D. Bolden**

US-East Market Segment  
Leader Real Estate,  
Hospitality & Construction  
EY



**Cwendolyn  
Hatten-Butler**

Managing Partner,  
Hatten Albert Strategic  
Advisors, LLC



**Gina Baker Chambers**

Principal  
Artemis Real Estate  
Partners



**Roland S. Merchant,  
Jr.**

Senior Managing Director  
Capital Markets JLL



**Amanda G. Strong**

Senior Managing Director  
Capital Markets JLL



**Pamela M. West**

Senior Director  
Impact Investing Nuveen



**Gregory M. Weston**

Partner  
Winston & Strawn LLP



**Stephanie L. Williams**

President  
Bozzuto Management  
Company

## INTRODUCING THE TEAM

### LEADING FOR LIFE STAFF



**Lawrence M. Drake II,  
Ph.D.**

President/CEO



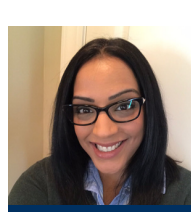
**Dru Ealons**

Chief of Staff



**Miriam Dixon-Davis**

REEX JumpStart  
Program Director



**Binita Trivedi**

Program Manager



**Twana Walker**

Director of  
Operations



**Michele Pickett**

Director of  
Operations



**Michael Strickland**

Director of Strategic  
Partnerships &  
Collaboration

## WHAT IS REEX – CURRICULUM & PROGRAM OVERVIEW

REEX teaches the fundamentals of development and ownership of properties, setting the scholars on a path to a career in CRE which could include ultimately owning their own properties and businesses.

REEX positions students for successful careers within CRE with annual starting salaries ranging between \$80K – \$100K.

REEX exposes students to top tier universities and facility/admissions officers nationwide. REEX offers a suite of resources for participants through their journey to include:

- **College level instruction**
- **Mentorship**
- **REEX Cohorts/peer coaches**
- **Industry Professionals**
- **Internship Opportunities**

### Curriculum Monday – Friday

#### Week 1 – Learning

- **Business and CRE Fundamentals**
- **College Prep/Admissions**
- **Building/Affecting Your Community**

#### Week 2 – Application

- **Career Path Discussions**
- **Small Group Case Studies**
- **Coaching by Business & Real Estate Professionals**
- **Judged Competitively, with cash prizes awarded to winners**

### PROGRAM ELEMENTS

**ACCESS TO UNIVERSITY FACILITY AND ADMISSION**

**ACCESS TO CRE FUNDAMENTALS**

**SOCIALIZING**

**COLLEGE PREP**

**NETWORKING**

**PROPERTY TOURS & OFFICE VISITS**

**LEARNING**





## PROGRAM OVERVIEW – CONTINUED

### INCREASING AWARENESS FOR CRE CAREER OPPORTUNITIES

Originally launched in 2017, the REEX program has grown each year as the industry's leading education and career immersion program for the CRE field. In 2023, we embraced a year of evolution and transformation, adapting to new challenges while staying committed to our mission. With the unwavering support of our partners and sponsors, we welcomed a new chapter of achievement and impact.

### Adapting and Thriving: Embracing Innovation in 2023

As the landscape of education and industry continues to evolve, so does the REEX program. Guided by our operational partner, LEAD, and bolstered by The Gift Agency, LLC, we orchestrated our two-week program session with five prestigious universities, fostering an environment of growth and learning.

**Uniting Forces for Progress:** Central to our achievements in 2023 was the steadfast commitment of our Lead Sponsor, The PREA Foundation, alongside our valued industry sponsors. Their support not only fueled our initiatives but also showcased the industry's dedication to driving positive change and empowering future CRE leaders.

### A Dynamic Learning Experience

**Elevating Standards in 2023:** Continuing our tradition of raising the bar, the 2023 REEX program curated an immersive learning journey that resonated with our scholars. Key highlights from this year's accomplishments include:

**Residential Learning Environments:** Through the execution of one on-campus program session at MIT, Harvard, Howard University, and NYU/Cornell Universities, we delivered a transformative residential experience. The curricula, under the guidance of Curriculum Directors and the addition of local Operations Directors, were tailored to provide a comprehensive foundation.

**Nurturing Talent, Inspiring Excellence:** The 2023 REEX program solidified its status not just as an educational platform but as a catalyst for change in the Commercial Real Estate industry. Through fostering an inclusive community and providing holistic growth, we continue to lay the foundation for a brighter, more diverse future.

**Grateful Acknowledgements:** As we celebrate the achievements of 2023, we extend our heartfelt gratitude to our dedicated industry sponsors, and every volunteer who contributed their time and expertise. Your unwavering support has propelled the 2023 REEX Jumpstart Summer Programs to new heights and has paved the way for lasting change in the world of commercial real estate.

**Marching Towards a Promising Horizon:** The 2023 REEX Jumpstart Summer Program serve as a testament to the power of collaboration and shared vision. We are privileged to be on this transformative journey together, and we eagerly anticipate the continued growth, impact, and positive change that our collective efforts will bring to the world of commercial real estate.

## TRANSFORMING RELATIONSHIPS INTO OPPORTUNITIES:

### PAVING THE WAY FOR 2023 AND BEYOND

A pivotal cornerstone of REEX's ongoing success is the cultivation of enduring relationships that blossom into unparalleled opportunities. As we set our sights on the horizon of 2023 and beyond, we recognize the indispensable role these connections play in shaping the future of the commercial real estate (CRE) industry. REEX's mission is firmly rooted in three fundamental pillars: Disruption, Education, and Networking—a powerful trinity that propels us toward our vision of a more inclusive CRE landscape.

#### **DISRUPTION: Creating New Pathways to Success**

At the heart of our evolution lies the intention to reshape traditional trajectories and forge fresh avenues for aspiring students and professionals of color. REEX is dedicated to dismantling the barriers that have historically confined access to CRE careers, introducing innovative pathways that champion diversity and ignite passion.

#### **EDUCATION: Illuminating Futures through Knowledge**

In the spirit of learning, REEX leverages an inventive hybrid educational model, offering webinars, information sessions, and collaborative engagements with REEC members and sponsors. By extending our reach beyond physical borders, we provide a transformative experience that empowers high school students of color to explore CRE career paths and access the wealth of opportunities the industry has to offer.

#### **NETWORKING: Bridging the Gap for Lifelong Connections**

REEX aspires to be a continuous thread that weaves together the journey of our alumni, universities, and industry leaders. Through carefully curated programming, workshops, certifications, and competitions, we nurture the seeds of connection planted during the REEX journey, cultivating them into flourishing relationships that yield prosperous careers in CRE for professionals of color.

As REEX evolves in 2023 and beyond, we anticipate a surge of interest and engagement, tracking our students' progression from college to careers in the dynamic world of CRE. Over the course of the past six years, our strategic initiative emphasizing the three core "Ships"—Mentorships, Internships, and Sponsorships—has introduced over 750 students to the REEX program, illuminating the possibilities that await them.

As we embark on this new chapter, we recognize that sustaining interest and momentum among REEX alumni is paramount. By weaving a tapestry of collaboration and shared vision, we are committed to supporting the ambitions of every individual who has journeyed through REEX, nurturing a network that spans the globe and propels us toward a more diverse, equitable, and inclusive CRE industry.



## 2023 Participant Demographics

From July 9 to July 21, 2023, the 7th REEX Jumpstart program spanned three distinct geographies and five prestigious institutions - Boston's MIT and Harvard, Washington DC's Howard University, and a collaboration with Cornell and New York University, where students resided in the heart of New York City.

A standout among the highlights is the selection of 101 students hailing from 22 states, all of whom were eligible to participate from a competitive pool of over 250 applicants. In the end, a stellar group of 80 scholars completed the intensive two-week REEX Jumpstart program.



# 250

**Total  
Number of  
Applicants**



# 101

**Total Number  
Offered to  
Participate**



# 82

**2023  
Accepted  
Participants**



# 22

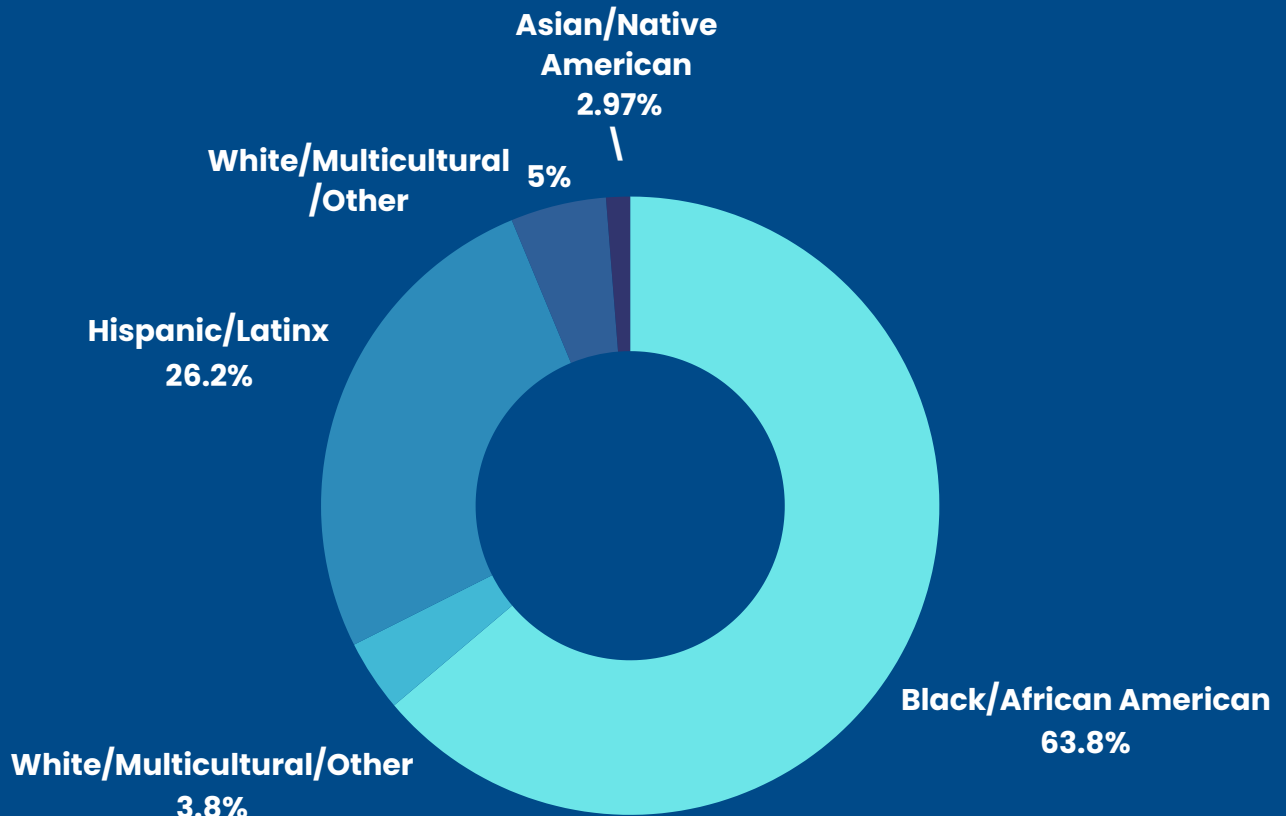
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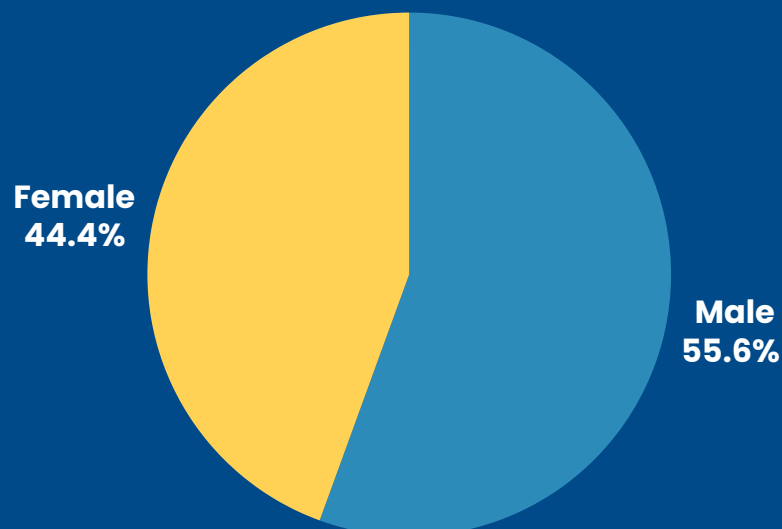
## Program Diversity

Outlined below is the overall Diversity Report for the 2023 REEX JumpStart students.

### ETHNICITY BREAKDOWN



### BREAKDOWN BASED ON GENDER



## 2023 REEX JUMPSTART UNIVERSITY PARTNERS



Dr. Kelly Cameron  
**Career Development Officer, MIT Center for Real Estate**  
**Curriculum Director, MIT**



**Center for  
Real Estate**



Ali Daye  
**Real Estate Development Manager | Project Manager |**  
**Urbanist | Green Builder | Sustainability Champion**  
**Curriculum Director, Cornell**



**Cornell  
Baker Program  
in Real Estate**



Jiahe Hua  
**Co-Founder, OneRes School**  
**Curriculum Director, Harvard University**



**Harvard University  
Graduate School of Design**





## 2023 REEX JUMPSTART UNIVERSITY PARTNERS



Dustin Jones, Esq.

**Clinical Associate Professor & Academic Director for the NYU  
Schack Institute of Real Estate  
Curriculum Director, NYU**



**NYU** | SCHOOL OF  
PROFESSIONAL STUDIES

SCHACK INSTITUTE OF REAL ESTATE



Dr. Lynne Kelly, Ph.D.

**Associate Professor of Finance, School of Business, Howard  
University Curriculum Director-HU**



**HOWARD  
UNIVERSITY**



Dr. Omowale Crenshaw

**Co-Founder & Managing Principal, Grupo Mecca  
Curriculum Director, Howard University**



**HOWARD  
UNIVERSITY**



## KEY ACHIEVEMENTS AND PROGRAM HIGHLIGHTS:

### Enriched Collaboration:

- This year, we continued to strengthen our collaborations between renowned universities. Notably, the 1.5-day ULI UrbanPlan workshop saw collaboration with Harvard/MIT and Cornell/NYU, while Howard University participated at The School of Business, further enhancing the program's impact.
- Diversity in Focus: The cohort composition truly represented the program's commitment to diversity. With scholars from 22 states, an impressive 37.5% increase from the previous year, the gender balance was 44% female and 55% male. Our scholars were a mosaic of Black/African American, Hispanic/Latinx, Asian (Pacific), White/Multiracial/Other, and Native American backgrounds.
- Empowering Scholarships: We facilitated a remarkable 38.61% of scholars receiving full scholarships, and 15.84% were awarded partial scholarships, including early enrollment benefits.

### Engaging Educational Experiences:

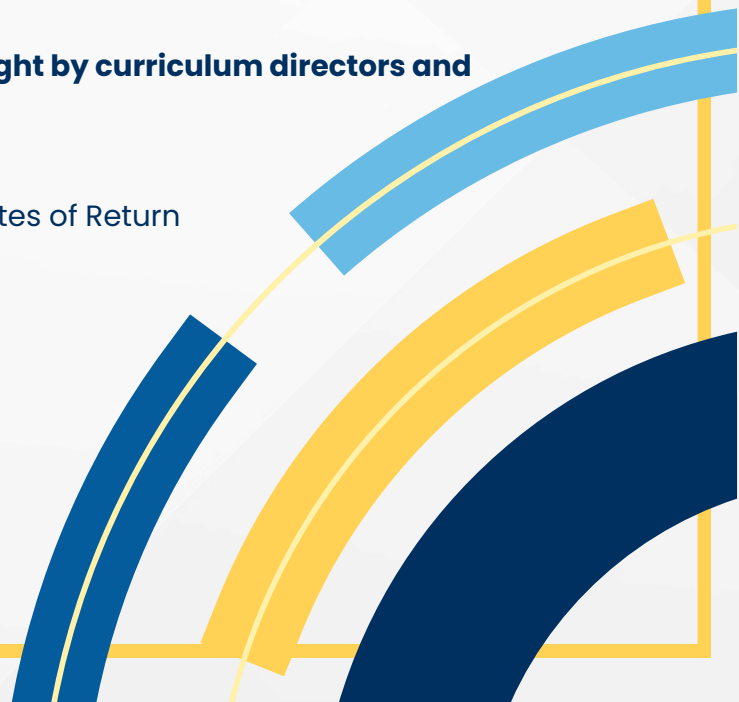
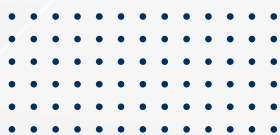
- With support from ULI's District Councils, the program featured ULI's UrbanPlan competitions and Lunch & Learn panels.
- This summer's curriculum was also an introduction to how the commercial real estate industry is addressing concerns about the environment, society and corporate governance ("ESG"). This module was in response to discussions scholars have had in prior year's sessions.

### Industry Immersion:

- Exposure to over 50 CEOs, Founders or Managing Principals of commercial real estate companies.
- Daily headline speakers in a masterclass format, taught by diverse industry leaders and members of the Real Estate Executive Council, including Dennis Perkins, Reisa Bryan, Jim Simmons, and Robin Zeigler, enriched the scholars' understanding of CRE fundamentals.
- Site tours and luncheons with over 15 prominent companies and organizations, including VENTAS, Nuveen, Related, Hudson's Bay (Saks Fifth Avenue), Hershey Park Real Estate Group, and Clarion Partners provided invaluable insights into the workings of the real estate industry.

### Masterclasses on CRE Fundamentals were taught by curriculum directors and industry professionals on:

- Land Use, Urban Planning & Zoning
- Asset Classes and Capital (Debt & Equity)
- Real Estate Finance – NOI, Cap Rates and Rates of Return
- CRE Finance II – Cash Flow & Leverage
- Exit Strategy / Investment Time Horizon



## SPEAKERS, COACHES &amp; HOSTS

First Name	Last Name	Title	Company	REEX Institution
David Malik	Avitabile	Real Estate Attorney	Goulston & Storrs	Howard
Marcella Mark	Aziz	Senior Program Manager	The Community Builders, Inc	MIT
Shantee Lawrence	Barrière	Real Estate Project Executive	Google	MIT
Jeffrey Chris	Bhasin	Senior Vice President	Basis Investment Group	Harvard
Reisa Michael	Blain	Office Director	HKS	Howard
Dale Jacqueline	Braithwaite	Managing Director	ASB Real Estate Investments	Howard
Nagib Pinyang Paul	Brodsky	Vice Chairman	Related Companies	NYU/Cornell
Saeed Frederick	Brown	Manager	Hershey Entertainment & Resorts	Howard
Michael Omowale	Bryan	Chief Executive Officer	Paths Management Services	Headline
Ralph Ali	Bryan, II	Outreach Coordinator and Instructor  UrbanPlan LEAD	Boston Architectural College	MIT
Ziyang Christine	Burnett	Co-Founder & Head of Investments	BIG Equity Investors	Headline
Jon Latasha	Byrd	SVP, Asset Management & Property Operations	LXP Industrial Trust	Fundamental
Stephen Michael	Charles	President and Founder	Charles Advisory Group	MIT
Brent Andrew	Chen	Masters Candidate at Harvard University	The GPG Companies	Harvard
Rebecca	Coates	President & Portfolio Manager	Toll Brothers	MIT
	Cooper	SVP – Finance, Int'l Development & Investor Relations	HU School of Medicine	Harvard
	Crawford	Associate Dean	Grupo Mecca	Howard
	Crenshaw	Co-Founder & Managing Principal	Concord Communities	Fundamental
	Crozier	Senior Vice President		Howard
	Daye	Real Estate Development Manager		Fundamental
	Dong			Harvard
	Donnantuono	Senior Associate	Nuveen	NYU/Cornell
	Edmond		Northland	MIT
	Edwards	Vice President	AvalonBay Communities	Headline
	Faber	Executive Vice President	Related Beal	MIT
	Fergus	Senior Project Manager	CBRE	MIT
	Filippini	Director	Hudson's Bay	NYU/Cornell
	Gibbs	Vice President	Arctaris	Harvard
	Glasgow			MIT

First Name	Last Name	Title	Company	REEX Institution
Ken Kirk	Goldsmith	Assistant Dean for Finance & Admin	MIT School of Architecture & Planning	MIT
Olivia Jake	Goodrich	President	Monadock Development	NYU/Cornell
Sonya Rishabh	Gould	Realtor & Operations Manager	Kyle Sterling Properties	Howard
Deepta Dustin	Granoff		2024 Candidate MSRED – NYU Schack	NYU
Tracie Yves	Haffey	Principal	V Starr	Headline
Patrick Christina	Iyer	Asset Management Analyst	Nuveen	NYU/Cornell
Michelle John	Janha	Private Equity Real Estate Investment Management Professional		Harvard
John Kyle	Jones	NYU Shack Institute of Real Estate		Fundamental
Michael Michael	Jones-Barrett	Deputy Institute Community & Equity Officer		MIT
Taidgh Ryan	Joseph	Founding Principal	MIT	Harvard
Wadi Rod	Kimble		RJ Development + Advisors LLC	MIT
Stephen Bridget	King	Director	Caste Capital, LLC & The Davis Companies	MIT
Christopher Michael	Landers	Executive Director	Nuveen	NYU/Cornell
Akrisht Mit	Lawn	President & CEO	ULI Boston/New England	MIT
Dr. Richard Dennis	Lawrence Mertens		Hershey Entertainment & Resorts	Howard
Nick	Meyer	Project Manager		Harvard
	McCarthy	Social Impact Entrepreneur & Founder	Related Beal	MIT
	McClory	Principal, Co-Chief Investment Officer	T.H.McClory, LLC	MIT
	McDonough	Account Executive	Marcus Partners	MIT
	Muhammad	Managing Partner	Amazon Business	MIT
	Mullice	Managing Partner	Windsor Stevens	Harvard
	Murphy	Facilitator		Fundamental
	Obikoya		UrbanPlan	MIT
	Oh	Vice President	MIT Investment Management Company	Harvard
	Owu		Nuveen	MIT
	Pandey	Associate		NYU/Cornell
	Patel	Professor of Real Estate Development		Fundamental
	Peiser	Founder & CEO	Civitas Commercial Real Estate Services	Headline
	Perkins		2023 Candidate BS Real Estate – NYU Schack	NYU
	Phan			

## CONT. SPEAKERS, COACH & HOSTS

First Name	Last Name	Title	Company	REEX Institution
Hector Zoya	Pineda Puri	Project Manager	Denham Wolf Services, Inc.	NYU
Khalid Levi	Rashid Reilly	Vice President	Beacon Capital Partners	MIT
Shermika Canan	Safar	Managing Director	Clarion Partners	NYU/Cornell
Mike Jinay	Scheuble	Principal, Head of Development	Marcus Partners	MIT
Eric Kairos	Shaw	Director, Asset Management & Operations	Caste Capital	MIT
Xinyuan James	Shen	Senior Vice President of Development	CV Properties, LLC	MIT
Tamara Sean	Shah	Project Manager	The Whiting-Turner Contracting Company	Howard
Kyle Rebecca	Shaw	Associate	Nuveen	NYU/Cornell
Amanda Alex	Shen			Harvard
Kirk Maya	Simmons III	Executive Director	MIT Center for Real Estate	MIT
Jeffrey Brian	Small			MIT
Steve Dixi	Spellman	CEO & Founding Partner	Asland Capital Partners	Headline
Robin	Sterling	CEO	NAIOP Massachusetts	MIT
	Street	Assistant Director	NYU	NYU/Cornell
	Strong	CEO & Realtor	Kyle Sterling Properties	Howard
	Susskind		2023 Candidate MSRED Sustainability – NYU Schack	NYU
	Sykes	Director, Asset Management	MIT Investment Management Company	MIT
	Thornton	Professor, Senior Director of Programs-Nolan School	Cornell	NYU/Cornell
	Vandersall	Managing Partner	Accordia Partners LLC	Harvard
	Wallick	Design Professional	HKS	Howard
	Weikal	Senior Project Manager & Partner	HKS	Howard
	Wu	Director	Nuveen	NYU/Cornell
	Ziegler	Industry Chair		MIT
		Founder & CEO	MURAL Real Estate Partners	Harvard
				Headline





## Top 4 Favorite Aspects of the Program

### Site Visits:

Many participants enjoyed the site visits because they provided practical and hands-on experience in the field of real estate. These visits allowed them to see real-world projects and gain a deeper understanding of the industry.



### Guest Speakers:

Often Participants mentioned specific guest speakers or sessions that stood out to them. These sessions often involved industry professionals sharing their insights and experiences, which the participants found valuable and engaging.



### Urban Plan:

The UrbanPlan session was a favorite. This session involved a hands-on activity that was both educational and fun.

### Interactive and Team Building Sessions:

Some participants enjoyed sessions that were interactive and involved team building. These sessions helped foster collaboration and communication among participants.



“

The Urbanplan sessions were very interactive and I learned a lot from the various speakers and professionals who came in.

”

“

I enjoyed doing the Urbanplan Team activity with the other students because it was very engaging.

”





## Top 5 Speakers



### **Dale Burnett – Co-Founder & Head of Investments, BIG Equity Investors, LLC:**

- "Dale Burnett was a great speaker. His enthusiasm for real estate was contagious, and he made the topic come alive for us."
- "I loved Dale's session. His insights into diversity in the real estate industry were eye-opening and inspiring."
- "Dale Burnett's presentation was both informative and entertaining. He also had a unique way of connecting with the audience."



### **Deepa Janha – Private Equity Real Estate Investment Management:**

- "Deepa Janha's session was fantastic! She brought a personal touch to her presentation and made complex concepts easy to understand."
- "Deepa Janha was my favorite speaker. Her real-world experiences and candid approach made her presentation engaging and relatable."
- "Deepa Janha's energy and passion for real estate shone through in her session. She made learning fun and enjoyable."



### **Dustin Jones, Esq. – Academic Director, NYU Schack Institute of Real Estate:**

- "Dustin Jones was a great teacher. His explanations of zoning and real estate concepts were clear and concise."
- "I found Dustin Jones's session extremely helpful. He made a complex topic like zoning accessible and interesting."
- "Dustin Jones kept us engaged throughout his presentation. I appreciated his in-depth knowledge and his ability to simplify complex ideas."



**Reisa Bryan, MBA: Chief Executive Officer, Paths Management Services, LLC**

- "Reisa Bryan was an excellent headline speaker. Her insights into the real estate industry were invaluable, and she answered our questions with grace."
- "Reisa Bryan's session was insightful and filled with practical advice. She's a role model for aspiring professionals."
- "Reisa Bryan's presentation was a highlight of the program. Her passion for real estate and leadership was truly inspiring."



**Dr. Omowale Crenshaw – Co-Founder & Managing Principal, Grupo Mecca:**

- "Omowale Crenshaw's session was enlightening. He explained real estate fundamentals in a way that was easy to grasp."
- "Omowale Crenshaw was an exceptional speaker. His clarity and depth of knowledge were impressive."
- "I appreciated Omowale Crenshaw's straightforward approach. He made complex concepts seem straightforward."

## REEX JUMPSTART NATIONAL COMPETITION

The culmination of the REEX Jumpstart Summer Program was the Capstone Project Presentation, done as a competition where each university cohort was divided into teams and made presentations to a panel of judges on a redevelopment project that they had studied over the two-week session. The winners at the university level advanced to the Finals competition on the final Friday of the REEX Program, where a panel of judges reviewed the presentations, and scholars competed for a cash award of up to \$500 for each winning team member. This year's final team winners for the Capstone presentation were Howard University (Session 1) and NYU (Session 2). Our panel of judges included representatives from REEC members, industry leaders and sponsors (REEC, SIOR, NAIOP, Toll Brothers, Artemis Real Estate Partners, and LISC). REEX JumpStart National Competition was a huge success. The winning Team was "Land Creates Capital" representing Howard University. They were presented with a \$1,000 reward each for being 1st place in the competition.



## WELCOME TO THE 2023 REEX JUMPSTART CAPSTONE COMPETITION

### MEET THE JUDGES



**Tammy Jones**

CO-FOUNDER & CHIEF EXECUTIVE  
OFFICER  
BASIS INVESTMENT GROUP



**Kirk Sykes**

MANAGING PARTNER  
ACCORDIA PARTNERS, LLC



**Faron Hill**

PRESIDENT  
PEREGRINE OAK



**Allison Lane**

MULTI-FAMILY / NYCHA  
STUDIO LEAD AND  
SENIOR ASSOCIATE  
AECOM



**BJ Glenn**

VICE PRESIDENT  
LUBERT-ADLER PARTNERS

THANK YOU FOR VOLUNTEERING!



**CONGRATULATIONS**

**TEAM MIT**

**M.A.R.S ENTERPRISES!!!**



## REEX GRADUATE TESTIMONIALS

**Rachel Guan**  
**The Wharton School '25**

**REEX Alumni '20 – University of Miami**  
**NUVEEN Real Estate Summer Analyst**  
**Incoming 2024 Real Estate Summer Analyst,**  
**Ares Management Corporation**

"As a high schooler growing up in Louisiana, I had very limited exposure to the world of finance and real estate prior to REEX. Fortunately, I fell into the REEX program by chance in 2020, where I had the opportunity to gain insight into the fundamentals of commercial real estate investing. Through numerous case study exercises, I also got to engage with industry professionals and apply my knowledge toward a capstone project. Since then, my passion for real estate has only grown, and I'm excited to keep learning and growing my relationships throughout the industry. Overall, REEX has been one of my most transformative experiences, and it's a community full of students and mentors that I'm thrilled to be a part of."



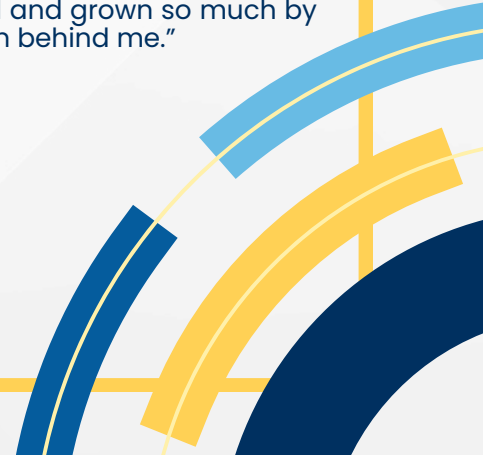
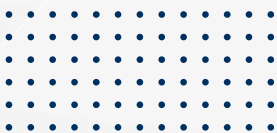
**Ayo Kolawole**  
**Wisconsin School of Business '25**

**REEX Alumni '21 – NYU**  
**Real Estate Investment Summer Analyst at**  
**Morgan Stanley**

"The REEX network has truly transformed my career path in real estate. REEX is one of those programs that sounds too good to be true, but it really is that good and it's true."

The network has provided me with so many resources and opportunities, it's hard to think about where I would be in my career path without the REEX involvement.

Since my senior year of high school, REEX has remained an active sponsor in my success and career development. From programs like the real estate case competition, to weekly chats with established individuals in the industry, I have learned and grown so much by having this organization behind me."





## TESTIMONIALS CONT.

### **Seth Brown (NYU '23)**

#### Parent Testimonial:

Seth has always been interested in architecture and engineering. The REEX program exposed him to the concepts of land use, population politics, commercial real estate and how he can move forward in a career in urban planning. Since returning from NYU, he observes and analyzes our community and city from a new viewpoint which encompasses all that he learned this summer. The REEX program also afforded him priceless exposure to and personal contact with top experts, CEOs, and leaders in commercial real estate. The opportunity to live in an NYU dorm and explore NYC in a very controlled college-like experience gave him a glimpse into the independence, responsibility, and self-awareness required to grow and be successful, both personally and academically, in college. Thank you for this opportunity!

Raymond & Kefla Brown

### **Alex Armour (NYU-Cornell '23)**

#### Parent Testimonial:

Echoing all positive feedback to the REEX Leadership team and invaluable RTAs for facilitating this experience for our "scholars." The Parent Chat, impromptu shared photos and videos have literally SHARED the entire REEX Jumpstart program with us all! These candid experiences are much more than expected. It has left such a remarkable impression and hopefully sparked new interests. The insightful topics, rigorous schedule, and engaging activities exceeded our expectations. We sincerely appreciate the engagement throughout the REEX Program with each scholar. I will absolutely share this positive experience with my network. Thank you all!

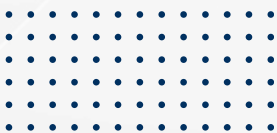
Aundrea A Armour

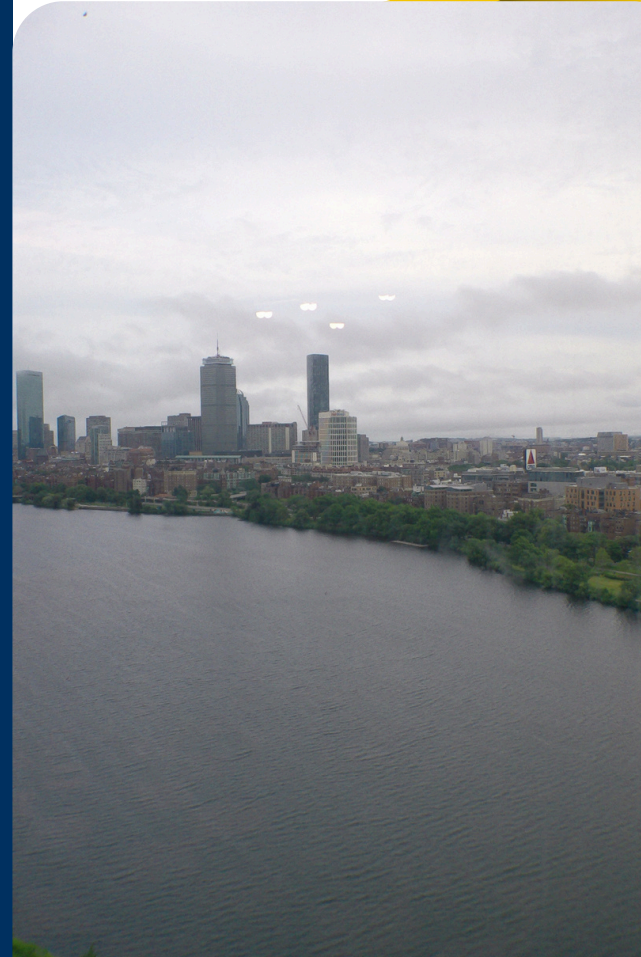
### **Kamau Randolph (NYU-Cornell '23) and Khari Randolph (Howard '23)**

#### Parent Testimonial:

I'd like to thank Miriam Dixon and the whole team that helped facilitate such a great experience and wonderful exposure for our young adults. Appreciate you all!

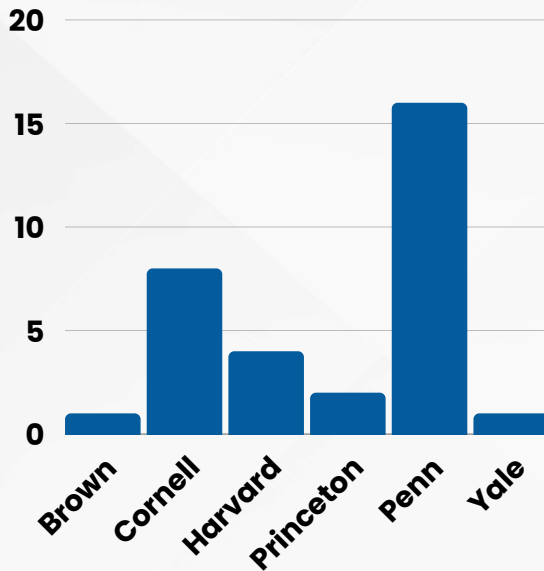
Chaundi Randolph



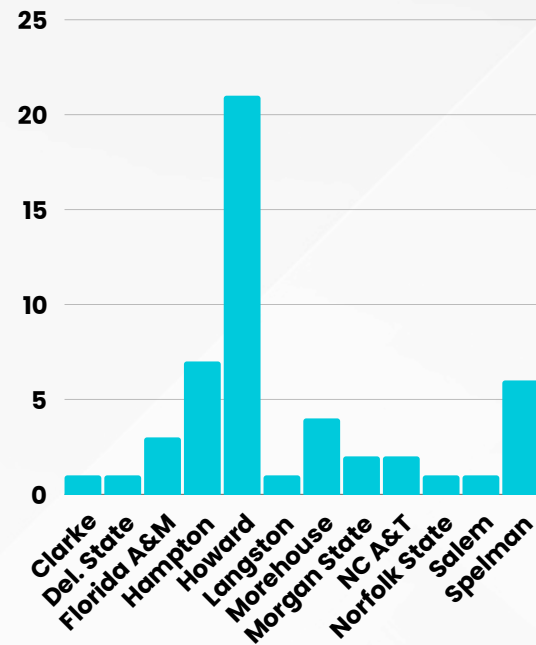
**2023 REEX TOURS & SITE VISITS****HOST****UNIVERSITY****Avalon Bay Site & Project Tour****Avalon Bay****Howard****Hershey Park****HE&R: Hershey  
Entertainment &  
Resorts****Howard****Smithsonian Museum of  
African American History &  
Culture****Howard  
University****Howard****JBG Tour****JBG Smith****Howard****VENTAS Site Tour & Networking  
Luncheon****VENTAS****ALL****View Boston Tour****MIT/Harvard****MIT****Isabella Stewart Gardner  
Museum Tour (Boston)****MIT/Harvard****MIT/Harvard****Volpe Project Tour****MITIMCo****MIT****Freedom Trail Walking Tour****MIT/Harvard****MIT****Boston Duck Boat Tour****MIT/Harvard****MIT/Harvard****Hudson Yards Site Tour &  
Luncheon****RELATED****NYU/Cornell****Saks 5th Avenue Tour & Lunch****Hudson's Bay  
Company****NYU/Cornell****NUVEEN Tour & Luncheon****NUVEEN****NYU/Cornell****390 Madison Tour****Clarion Partners****NYU/Cornell***Tours & Visits*

# REEX ALUMNI PIPELINE – METRICS

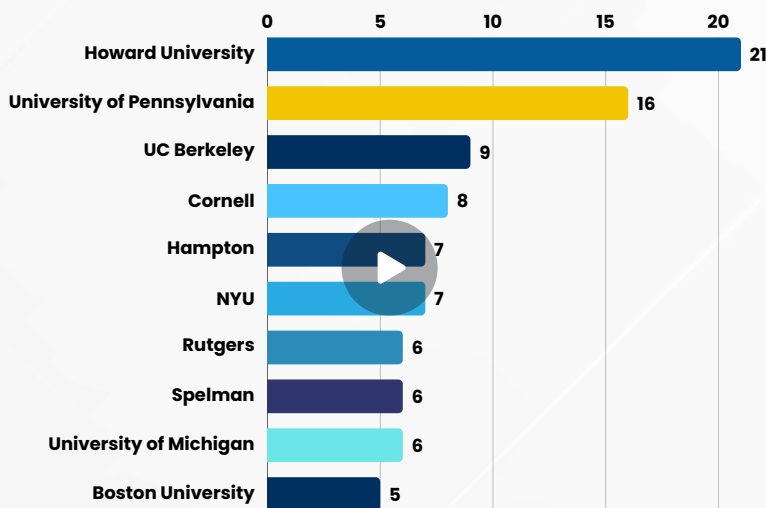
## ALUMNI COLLEGE CHART TOP IVY LEAGUES



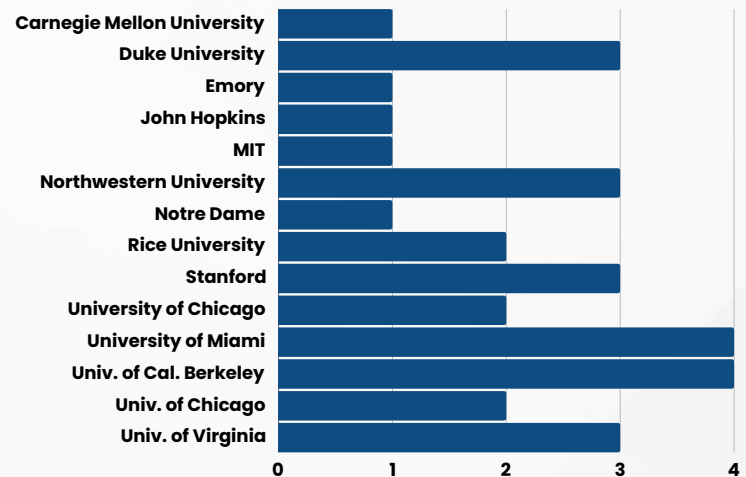
## TOTAL AT HBCUS



## TOP 10 UNIVERSITIES FOR REEX ALUMNI



## REEX ALUMNI AT OTHER TOP SCHOOLS





## REEX HIGH SCHOOL EVENTS



Thanks to our dedicated speakers who generously contributed their time to participate in the 2023 Real Estate Exchange (REEX) High School Events.

Participants gained valuable insights from a diverse group of REEC members and CRE leaders, including personal branding tips while in high school and strategies for a successful career in Commercial Real Estate. Events took place in New York, New Jersey, DC/MD, Dallas, TX, and Minneapolis, MN. For more on REEX high school events, contact [staff@reexprograms.org](mailto:staff@reexprograms.org)



### Gabe Philbert

Sr. Vice President Community Development  
Lending Investments Bell Bank



### Nathaniel Petiford

Director of Asset Management  
Tilar Partners



### Tammy K. Jones

Co- Founder & Chief Executive Officer  
Basis Investment Group LLC



### Steven W. Zachary

President,  
The Zachary Group Inc



### Damaris Hollingsworth

NCARB, AIA, NOMA, LEED, AP  
Founder, Principal Architect,  
Design by Melo



### Ola Hixon

Executive Director | Assistant Portfolio  
Manager of U.S. Value Add Team  
PGIM Real Estate



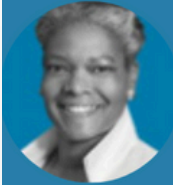
### Richie L. Butler

Founder & Chief Visionary Officer,  
Project Unity Senior Pastor,  
St Luke Community Methodist Church



### Allan Suarez

COO, All Renovation Construction LLC  
Co- Founder, Newark Foundry  
Workspace



### Tamela Thorton

Executive Director  
Urban Land Institute,  
Dallas Fort Worth District Council



### Jeff Monge

Managing Director  
Monge Capital



### Jerrod Delaine

Chief Executive Officer,  
Legacy Real Estate Development

REEXPROGRAMS.ORG




## REEX ALUMNI WORKSHOPS & EVENTS

**Thank you to our sponsors and real estate professional associations for partnering with REEX to provide access to industry leaders, career opportunities, and professional development training to the REEX alumni and college students in our network.**

**COMMERCIAL REAL ESTATE  
VIRTUAL CAREER DAY**  
OCTOBER 19TH  
4:00pm - 5:15pm  
ACCESS TO INDUSTRY LEADERS, INTERNSHIPS, & JOB OPPORTUNITIES!

ARCHITECTURE & DESIGN	ENTITLEMENTS & CONSTRUCTION	ACQUISITIONS & DEVELOPMENT
 <b>ANNE ALGAIE</b> PRINCIPAL 	 <b>IHELDA DELHERRA</b> SENIOR DIRECTOR 	 <b>TAYLOR ARNETT</b> FIRST VP, ACQUISITIONS 
 <b>ANITA GROSS</b> SOCIATE PRINCIPAL 	 <b>EMILY HANDRUP</b> FOUNDER 	 <b>JAY TANJANI</b> DIRECTOR OF DEVELOPMENT 
ASSET MANAGEMENT	DEBT & EQUITY FINANCING	LEASING & SALES BROKERAGE
 <b>MICHAEL CHUKWUEKE</b> VICE PRESIDENT, ASSET MANAGEMENT 	 <b>DANIELLE DURNAS</b> PRINCIPAL 	 <b>ZACH NILES</b> MANAGING DIRECTOR 
 <b>NICOLE WELCH</b> MANAGING DIRECTOR 	 <b>MALCOLM JOHNSON</b> CHIEF EXECUTIVE OFFICER 	 <b>RICHARD SUNG</b> MANAGING DIRECTOR 

**ULI** **EXPLORE & CONNECT  
FOR STUDENTS**



**Using Excel as Your Financial Calculator**  
Presented by REEX & The CCIM Institute  
**THURSDAY APRIL 27 AT 6PM EST**

If you are a current college student or preparing for your next summer internship, take this free virtual course, presented by REEX & CCIM!

**Speakers:**  
**Kenisha Robnett, CCIM, MRED**  
 Corporate Real Estate Advisor | Greenwood CRE  
**Richard S. Slaton, CCIM**  
 Executive Director | Senior Commercial Banker | JP Morgan Chase



February 28 – March 2 | Virtual and free

**Global Emerging Talent Conference**

Register and learn more at [jll.avature.net/eventlisting](http://jll.avature.net/eventlisting)



**JLL** SEE A BRIGHTER WAY






# Our Future GOALS

Over the next 4 years, REEX plans to grow its four areas of focus towards the following goals:

## # of Students

	2023	2024	2025	2026	2027
REEX JUMPSTART	82	100	150	200	250
HS OUTREACH	>250	>500	>1000	>1500	>2000
SKILLS SEMINARS	>200	>250	>350	>500	>750
INTERNSHIPS	75	125	200	300	400

- The REEX Jumpstart program will grow from 82 students in 2023 to 250 students by adding university partners and benefiting from the High School Outreach program.
- The High School Outreach program will grow to over 2000 students per year by adding more high schools, having multiple sessions at schools and hosting larger groups of students.
- The growth in the Skills Seminars will come through continued connectivity with the REEX Alumni while they are in college and adding more sessions hosted by industry partners.
- The number of internships will grow as more companies become aware of the REEX Pipeline as a source for interns.



THANKS FOR  
YOUR SUPPORT



# PREAfoundation

Diversity Builds Better Futures



FOUNDATION

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**NAIOP**  
COMMERCIAL REAL ESTATE  
DEVELOPMENT ASSOCIATION

**NAIOP**  
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DEVELOPMENT ASSOCIATION  
MASSACHUSETTS



**AvalonBay**  
COMMUNITIES

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**AFFINIUS**  
CAPITAL

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**TAURUS**

