NAREIT 2017

HRForum

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Speaker Bios

Jeremy Banoff

Mr. Banoff is a Senior Managing Director with FPL Associates L.P., responsible for co-managing the compensation consulting division with FPL. Mr. Banoff has extensive experience working with executive management and Board of Directors to identify and implement strategic compensation programs that are designed to drive business strategy and create value for shareholders. Mr. Banoff provides expertise on a range of compensation and corporate governance issues to his clients, which includes a significant number of public REITs as well as private real estate companies. Additionally, Mr. Banoff has extensive background with compensation matters relating to Board of Director compensation design, broad-based organizational benchmarking, employment agreement structuring and negotiations, customized surveys, and implementing comprehensive compensation solutions within transactional situations (initial public offerings, mergers, spin-outs, and internalizations).

Over his career, Mr. Banoff has advised a wide array of clients in the real estate industry with a primary focus on the public sector. In addition, he is responsible for overseeing FPL's survey team, which conducts nearly 20 unique surveys within the real estate industry per annum, Mr. Banoff has completed over 750 client assignments focused within all facets of the real estate industry.

Mr. Banoff is widely cited in compensation issues affecting the real estate industry, including articles published in the Wall Street Journal, Commercial Property News, Real Estate Portfolio Magazine, Commercial Property Executive, National Real Estate Investor, amongst others, and he is a frequent speaker at real estate industry events. He is also a member of WorldatWork and the National Association of Stock Plan Professionals (NASPP).

Mr. Banoff received his B.S. in Finance with honors from the University of Illinois, College of Commerce and Business Administration.

John Bremen

John Bremen is Managing Director and leader of Willis Towers Watson’s Human Capital & Benefits business segment in North America. Human Capital & Benefits includes the company’s businesses in Retirement, Health & Benefits, and Talent & Rewards. John works with boards and senior executives to align company human capital and benefit strategies and practices with business strategies in order to drive broad-scale organizational performance.

John also sits on the Willis Towers Watson Global Human Capital & Benefits leadership team. Previously, he was Managing Director of the Talent & Rewards segment in the Americas, Global Head of Total Rewards, a Global Practice Director in the Compensation Practice, and also founded the company's Sales Effectiveness & Rewards practice.

John has helped build and transform companies across many industries, including, financial services, professional services, hospitality, and real estate.

Before joining Willis Towers Watson and its predecessor organizations, John was a Partner at the Center for Workforce Effectiveness, where he developed performance-based organization and reward systems geared toward attracting, retaining, and motivating high-caliber executives and employees. Prior to that, John was employed by the Walt Disney Company where he served a dual role as both a corporate manager and internal compensation and organizational effectiveness consultant. Prior to Disney, John started his career with Johnson & Higgins' Sibson & Company, where he served as a management consultant.

Peter Cappelli

Peter Cappelli is the George W. Taylor Professor of Management at The Wharton School and Director of Wharton's Center for Human Resources. He is also a Research Associate at the National Bureau of Economic Research in Cambridge, MA, served as Senior Advisor to the Kingdom of Bahrain for Employment Policy from 2003-2005, and since 2007 is a Distinguished Scholar of the Ministry of Manpower for Singapore. He has degrees in industrial relations from Cornell University and in labor economics from Oxford where he was a Fulbright Scholar. He has been a Guest Scholar at the Brookings Institution, a German Marshall Fund Fellow, and a faculty member at MIT, the University of Illinois, and the University of California at Berkeley. He was a staff member on the U.S. Secretary of Labor's Commission on Workforce Quality and Labor Market Efficiency from 1988-'90, Co-Director of the U.S. Department of Education's National Center on the Educational Quality of the Workforce, and a member of the Executive Committee of the U.S. Department of Education's National Center on Post-Secondary Improvement at Stanford University. Professor Cappelli has served on three committees of the National Academy of Sciences and three panels of the National Goals for Education. He was recently named by HR Magazine as one of the top 5 most influential management thinkers, by NPR as one of the 50 influencers in the field of aging, and was elected a fellow of the National Academy of Human Resources. He received the 2009 PRO award from the International Association of Corporate and Professional Recruiters for contributions to human resources. He served on Global Agenda Council on Employment for the World Economic Forum and a number of advisory boards.

Professor Cappelli's recent research examines changes in employment relations in the U.S. and their implications. These publications The New Deal at Work: Managing the Market-Driven Workforce, which examines the decline in lifetime employment relationships, Talent Management: Managing Talent in an Age of Uncertainty, which outlines the strategies that employers should consider in developing and managing talent (named a "best business book" for 2008 by Booz-Allen), and The India Way: How India's Top Business Leaders are Revolutionizing Management (with colleagues), which describes a mission-driven and employee-focused approach to strategy and competitiveness. His 2012 book Managing the Older Work (with Bill Novelli) dispels myths about older workers and describes how employers can best engage them. Why Good People Can't Get Jobs identifies shortfalls with current hiring practices and training practices and has been excerpted in Time Magazine (online) and reviewed in the Wall Street Journal, The New Yorker, and most major business publications. Will College Pay Off? explores the relationship between college degrees and jobs, identifying the factors that determine whether investments in college degrees will lead to good jobs. It was reviewed in the Wall Street Journal, the Financial Times, and excerpts appeared in Time Magazine, The Washington Post, The New Yorker, and other publications. Related work on managing retention, electronic recruiting, and changing career paths appears in the Harvard Business Review where the article Why We Love to Hate HR was the cover story of the August,2015 issue. The Performance Appraisal Revolution with Anna Tavis appear in the November issue of HBR in 2016.

Adrian Dawson

Adrian Dawson M D spent the first part of his career as a psychiatrist and maintains a keen interest in psychology and its application to management and leadership.

He spent time as a Senior Executive helping to run Biogen Idec a multinational Biopharmaceutical company.

26 years ago he formed Dawson Consulting Inc and serves the senior level coaching and management consulting needs of many leading corporations. His clientele includes several Venture Capital, Property management and other investment organizations.

He works closely with the HR and talent Management professionals to help them leverage their skills throughout their organizations.

He uses a variety of assessment tools as well several psychological systems to tailor his advice and guidance to the specific needs of any situation.

His presentations and workshops are highly interactive and experiential so that the participants can learn not only about his approach but also a little about themselves.

Amy d’Olimpio

Amy oversees management of the company's most important asset – its people.

Amy joined Regency in 1997 as the HR Assistant, and soon thereafter promoted into Real Estate Accounting, where she was a Lease Accountant until 1999. Following a short time away from Regency, she returned to Human Resources in 2000 and has since developed most of the HR roles and programs that exist today.

Amy is appreciated for her knowledge of the retail real estate industry, her commitment to Regency's special culture, her ability to relate to people throughout the organization, her broad knowledge and experience in HR, her track record of accomplishment, and the trust and loyalty she has earned from employees across the country.

As a former Company Leader for Regency's campaign to support American Heart Association, she continues to support this and other causes, including Habitat for Humanity, United Way's Women in Local Leadership, and mentoring programs for children.

Amy earned her Bachelor degree in Psychology from the University of North Florida. She enjoys fitness, travel, outdoor activities and spending time with her husband and two daughters.

Matthew DiGuiseppe

Matthew DiGuiseppe is Vice President, Head of Americas on the Asset Stewardship Team of State Street Global Advisors (SSGA).

Mr. DiGuiseppe and his colleagues on the Asset Stewardship Team are responsible for developing and implementing SSGA's global proxy voting policies and guidelines across all investment strategies, and managing SSGA's proxy voting activities and issuer engagement on environmental, social and governance (ESG) issues.

Prior to joining SSGA Mr. Diguiseppe served as a VP on The TIAA/Nuveen Stewardship & Corporate Governance Team and as a Client Relations Manager for Institutional Shareholder Services (ISS).

Mr. DiGuiseppe earned a Bachelor of Science in Economics from The George Washington University.

William Ferguson

William J. Ferguson serves as Chairman and CEO of Ferguson Partners Ltd. and as the Co-Chairman and Co-CEO of FPL Advisory Group. Mr. Ferguson conducts senior management recruiting assignments, with a specialization in president/chief executive officer searches and recruiting assignments for Boards of Trustees/Directors. He also conducts CEO succession planning assignments and facilitates public company Board assessments and senior management assessments.

Before founding Ferguson Partners Ltd., Mr. Ferguson was a Managing Director with one of the leading international executive recruiting consultants. There, he co-managed the firm's national real estate practice. Prior to focusing in real estate, Mr. Ferguson worked for General Mills, Inc. in Minneapolis in strategic marketing.

Mr. Ferguson holds a B.A. from Harvard University, where he was a member of Phi Beta Kappa, and an M.B.A. in marketing from the Wharton Graduate School of Business.

Nancy Hemmenway

Nancy J. Hemmenway was the former Chief Human Resources Officer for Prologis, where she was responsible for establishing the company's global human resources policy and strategies related to staffing, compensation, benefits, organization development, leadership, training and development. Prior to joining Prologis (formerly AMB Property Corporation) in 2000, Ms. Hemmenway was executive vice president of human resources and administration at NorthPoint Communications, where she oversaw human resources, organizational development, facilities and administration.

Prior to joining NorthPoint, Ms. Hemmenway was vice president of human resources at PrimeCo Personal Communications, a wireless subsidiary of Verizon Communications. Previously, she held management positions with Verizon Communications in external affairs, regulatory, marketing and engineering. She began her career working with various law firms specializing in cable television and broadcast law. Ms. Hemmenway serves on the Board of Bridge Housing Corporation where she chairs the Governance and Compensation Committee. Ms. Hemmenway received a Bachelor of Arts in public and international affairs from George Washington University and she is a certified coactive professional coach.

Deborah Jones

Ms. Jones is responsible for the human resource functions, benefits administration, HR information systems, payroll, performance evaluations, career planning and succession planning. She joined Essex in April of 2014. Prior to joining the Company, Ms. Jones was the Executive Vice President of Associate Relations & Development at BRE Properties, Inc. (“BRE”) and was responsible for all human resource and training functions in addition to working with the executive team and board of directors on management development. From 2000-2005, Ms. Jones served as vice president, human resources for The Irvine Company Apartment Communities. She began her career in the apartment industry in 1984 as director, human resources for Trammell Crow Residential-West (TCR-W), which was acquired by BRE in 1997, and continued in that role as vice president for BRE after the acquisition. Ms. Jones has more than 30 years of experience as an HR professional. Ms. Jones is a member of the National Multi Housing Council’s compensation committee and a member of the Society for Human Resource Management. She is a professionally certified executive coach.

Loren Lehnen

Loren P. Lehnen is a Director in the Executive Compensation practice of Willis Towers Watson and leads the Real Estate industry team in Talent & Rewards. Based in Dallas, Loren also leads the North Texas executive compensation group. With over 20 years of experience, Loren consults on all aspects of executive and outside director compensation. Loren works with Compensation Committees and Management to:

- Ensure the compensation philosophy aligns with the business objectives and strategy
- Design executive short- and long-term incentive plans including both cash and equity-based programs
- Establish performance measurement frameworks supportive of pay-for-performance
- Review and develop employment/severance agreements
- Evaluate the implications of shareholder adviser guidelines and regulatory developments on the governance of executive pay programs
- Prepare executive compensation disclosures and communications to external stakeholders
- Complete acquisition and spin-off due diligence and compensation program integration
- Assess and structure Board pay programs

Prior to joining Towers Watson, Loren was a Managing Director with a boutique consulting firm specializing in the real estate industry, where he was responsible for executive compensation consulting services. In this capacity Loren advised public and private companies in the design and administration of short- and long-term incentive plans.

Mary Hogan-Preusse

Mary Hogan Preusse is the Founder and Principal of Sturgis Partners LLC, which provides consulting, investment and advisory services related to the public real estate industry. Mary is also a member of the Board of Directors of of four public real estate companies: Digital Realty (NYSE: DLR), Host Hotels and Resorts, Inc (NYSE:HST), Kimco Realty (NYSE: KIM) and VEREIT (NYSE: VER). Prior to founding Sturgis Partners in May 2017, Mary spent seventeen years at APG Asset Management US, the New York subsidiary of the Netherlands-based firm. At APG, Mary served as Managing Director and co-head of Americas Real Estate, and was responsible for managing all of APG's public real estate investments in North and South America, currently managing $13 billion in assets. She also served on the Executive Board of APG Asset Management US from 2008-2017. Mary has been an active participant in the real estate investment trust (REIT) industry for over twenty-five years. Prior to joining APG in 2000, Mary spent eight years as a sell side analyst covering the REIT sector, and began her career at Merrill Lynch as an investment banking analyst. She has been featured in Barron's and other publications, and is a frequent panelist and speaker at industry conferences. Mary is active in NAREIT, where she serves on the steering committee of the Investor Advisory Council and was the 2015 recipient of NAREIT's E. Lawrence Miller Industry Achievement Award.

Pamela Reeve

Ms. Reeve is a former CEO of Lightbridge, Inc. (NASDAQ: LTBG), having joined the founding group as President/COO in 1989, she was made CEO in 1993. Prior to Lightbridge, Ms. Reeve spent eleven years at The Boston Consulting Group in consulting and executive management. She is Lead Director of American Tower Corporation (NYSE: AMT) and on the Board of Frontier Communications (NYSE: FTR) and Sonus Networks. In addition, Ms. Reeve is Chair of The Commonwealth Institute, Chair of Dental Service of Massachusetts, Chair of Partners Community Physicians Organization, Vice Chair Trustee of the Massachusetts General Physicians Organization, and a Board member of the Massachusetts Technology Collaborative and Massachusetts Technology Leadership Council. Ms. Reeve is co-founder and Vice Chair of the Winchester Community Service Foundation. She earned her undergraduate degree from the University of Georgia and her MBA, with honors, from Harvard.

Calvin Schnure

Calvin Schnure is Vice President, Research and Industry Information, and joined NAREIT in March 2011. He analyzes developments in the macro economy and their impact on REITs and commercial property markets, and on financial returns to REITs. He monitors performance of mortgage REITs and conditions in the U.S. mortgage market. He also conducts original research on REITs' stock market returns and economic fundamentals.

Calvin began his professional career in the 1990s as Economist at the Federal Reserve Board. While at the Fed he analyzed the non-bank financial sectors for the Flow of Funds Accounts, corporate profits and commercial paper markets in the Capital Markets group, and also analyzed business fixed investment, including capital spending on nonresidential structures, for the Fed's economic forecast. Subsequently he was Vice President for US Economics at JPMorganChase, where he analyzed and forecast economic and financial market conditions, and advised senior management and clients. He was Senior Economist at the International Monetary Fund from 2002 through 2006, and Director of Economic Analysis at Freddie Mac from 2006 through 2011.

Calvin earned a B.A. in Economics from Williams College, a Master of Arts in Law and Diplomacy from the Fletcher School at Tufts University, and a Ph.D. in Economics from the University of California, Berkeley.

Matthew Slepin

Matt founded Terra Search Partners, a real estate focused executive search firm, in 2006. Terra Search takes a highly consultative approach to executive search, based on an intimate knowledge of the real estate industry, that provides value added knowledge and services for both client and candidates. Prior to forming Terra Search, Matt was a Partner with several executive search firms, including Heidrick & Struggles and Ferguson Partners. In addition to leading the firm, he advises clients and manages senior level searches for many of Terra's clients.

Prior to starting in search in 1998, Matt held leadership, management and functional roles within the real estate industry for more than 20 years. He was founder and executive director of the Multifamily Housing Institute in Washington, DC, which was part of the Urban Land Institute. Matt has also worked in key development, advocacy and finance positions for the National Housing Partnership (developing and acquiring housing for seniors), National Association of Housing Cooperatives (as a lobbyist) and the Resolution Trust Corporation (helping lead the RTC's affordable housing program). He further rounded out his real estate expertise with NV Commercial, a northern Virginia-based commercial property company, and Reilly Mortgage, then one of the country's leading apartment lenders. Matt graduated with a bachelor's degree in political science from Oberlin College.

Matt is the host of the ULI Podcast Series, Leading Voices. He is also a Governor of ULI, a Board Member of its San Francisco District Council, and a member of its Multifamily council. He is also a columnist for the Registry, a Bay Area real estate publication and a frequent speaker on human capital matters in the real estate business. He is a founding Board member of ExtraFood.org, a Bay Area food recovery nonprofit and was the recent Secretary of the Board of Directors of the Jewish Home of San Francisco, one of the largest nursing homes in California. He is also a participant on the Policy Advisory Board of the Fisher Center for Real Estate at the Haas School of Business at the University of California at Berkeley. Matt resides in San Francisco with his wife, Diane Olmstead.