

# WE NEGOTIATE. WE CREATE. WE REDEFINE. WE SPEARHEAD. WE NAVIGATE.

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zide overview 2015 | \$80,051,000

2016 | \$117,820,000

47.2% INCREASE YEAR OVER YEAR

### MILESTONE ations ANNIVERSARIES with

























from top to bottom left to right Wayne Ramoski, 20 years Allen McMurtry, 20 years Leigh Ivy, 20 years Larry Richey, 35 years David Kliewer, 15 years Mark Pateman, 10 years David Hawkins, 10 years Rick Colon, 10 years Jared Bonshire, 10 years Bob Blackwood, 10 years

### ANNOUNCEMENTS

April 18, 2016

Cushman & Wakefield acquired GRV Realty Group, LLC d/b/a Gibson Realty Group. a commercial real estate management firm based in Miami. This was a true win-win for both of our firms and brought to Cushman & Wakefield a first-class property management portfolio and a world-class group of professionals. This successful acquisition had an immediate, positive impact on our Florida property management platform and was an example of investment in our goal to be the leading provider in every major market. Cushman & Wakefield is now the #3 ranking property management firm in Florida, with more than 30 million square feet under management.

### Cushman & Wakefield acquired Taylor & Mathis of Florida, LLC,

July 12, 2016

a leading commercial real estate firm specializing in agency leasing and property management. Most notably, the acquisition made Cushman & Wakefield the second-largest property management firm in Florida—an incredible accomplishment. Combined, our Florida portfolio is now 41 msf, employing 270 property management professionals throughout the state. This successful acquisition was a result of the work of Larry Richey who worked with Hank Brenner and Brian Gale from Taylor & Mathis of Florida to close this impactful transaction.

### A team of *multifamily investment sales leaders led by Robert Given*

August 10, 2016

joined Cushman & Wakefield's South Florida operation from CBRE. In the Southeast, adding the South Florida multifamily group complemented our recent acquisition of Atlanta-based Multi Housing Advisors, which resulted in Cushman & Wakefield becoming the multifamily investment sales leader in the region, with market share greater than 23%. The expansion of our multifamily operations further solidifies our full-service platform in the region and highlights our efforts to build the leading Capital Markets group in Florida, the Americas and around the world.

November 16, 2016

### We welcomed Robert Kaplan, Chris Lentz, and Mark Rutherford,

a team of debt and equity specialists from Ackman-Ziff, to our Capital Markets team in Miami. An industry veteran and Miami native, Robert has closed more than \$9 billion in debt, equity, and sales transactions for land, residential, retail, hotel, office, mixed-use, and industrial properties. Joining Robert are Senior Director Chris Lentz and Analyst Mark Rutherford, with over 30 years of combined experience in corporate and commercial real estate financing and sales.

Recruiting top talent was a priority in 2016 and our Florida team continues to grow stronger. With the addition of these new team members around the state, we are further emphasizing our commitment to building full-service capabilities in all Florida markets to address our clients' needs every step of the way. - Larry Richey





Jacksonville Carling Moore Kristy Schneider







Orlando Tammy Ginader Kevin Hammond Leah Holmes







Orlando Larry Kahn Karen Kurta Mimoza Novaj







Orlando Ev Rosales John Skinner Susan Tournour







South Florida Matt Avelar Troy Ballard A.J. Belt









South Florida Jacqueline Blake Steve Bronstein Jenny Campos Merritt Etner









South Florida Robert Given David Gray Jeff Holding Robert Kaplan Stephanie Katona











South Florida Chase Kulp Judy Layton Chris Lentz Kristen Mackey Aaron Mandel











South Florida Azam Malik Liza Medina Shanna Naseery James P. Quinn Jerry Radtke











South Florida Isabella Ramirez Elizabeth Rogerio Mark Rutherford Zachary Sackley Dawn Sells









South Florida Jose Sime Perry Synanidis Neal Victor Calum Weaver

### NEW HIRES







Tampa Liz Babut Michelle Barleston Amy Bishop









Tampa Natalie Davis Ray Feeney Rob Hillpot Kimberly Howell









Tampa Candace Jenkins Ryan Jenkins Dan Marsella Michelle McMurray









Tampa Shannon Nehrig Katie Stanley Judy Stenta Gareth Watson



# PROMOTIONS & TRANSITIONS









Steve Aiken Senior Financial Analyst, Florida Multifamily Capital Markets Team (Tampa) Marissa Baughn Analyst, Transaction Management (Tampa) Kristin Bodin Associate, Office Brokerage (Tampa) Jessica Mizrahi Associate, Industrial Brokerage

(Tampa)









Austin Brenner Associate, Office Brokerage (Tampa) Nick Campbell Florida Sales Support Lead, Marketing (Tampa) Paul Carr Senior Managing Director, Senior Housing (Tampa)

Tammy Carrion Office Manager, Orlando and

Jacksonville (Orlando)





















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Tracy Thom-Palumbo *Project & Development Services, Project Management Director (Orlando)* 

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Danielle Peters Assistant Property Manager (Orlando) Stephen Saunders Florida Valuation & Advisory Market Leader (Orlando) Donna Thompson Property Manager (Tampa)

Todd Tolbert Associate Retail Brokerage (Tampa)



Written by: Michelle McMurray, Research Analyst (Tampa) & Kat Krilanovich, Research Analyst (Orlando)

### MILLENNIALS ON MILLENIALS... NOT YOUR TYPICAL M.O.M. BLOG

Michelle and Kat had this brain child for a series of blog posts about millennials and have been putting content out every other month on how this much-talked-about population group impacts our workplace.

This is a topic that hasn't seen much buzz internally and Kat and Michelle offer such a unique perspective as millennials themselves, with the blog's goal to be informative, fresh and fun!

Make sure you subscribe via email: http://blog.cushwake.com/tampa http://blog.cushwake.com/orlando http://blog.cushwake.com/jacksonville http://blog.cushwake.com/south-florida

### **JACKSONVILLE**



### Tyler Newman Wins NAIOP Jacksonville Industrial Broker of the Year - March 2017

Congratulations to Tyler Newman from our Jacksonville team for winning the NAIOP Jacksonville Industrial Broker of the Year award!

In addition to being named Industrial Broker of the Year, Tyler also won Land Sale of the Year award for his work on the Northside Amazon site with Robert Selton from Colliers International.

### Traci Jenks Named Rotary Club of Jacksonville President-Elect Designate - August 2016

Traci will take office in July 2018 and serve throughout the 2018-2019 Rotary year.

She is a six-year Rotary member, current Fellowship Chair and past board member. Traci will be the third woman ever to serve as President in the club's 104-year history.

"This a tremendous honor for me, and I'm grateful for the support of my fellow Rotary members," said Traci. "I'm passionate about Jacksonville and its people, and I look forward to serving them and honoring the great traditions of Rotary."



# San Marco Riverside eaches

### Jacksonville Colleagues Honored at the CREW IMPACT Awards -October 2016

**Tony Terrell** was awarded the CREW JAX Rising Star Award for his outstanding contributions to the chapter in his first year of membership.

Julie Holt received the Member-to-Member Business Deal-of-the-Year award for her participation in the development of Palm Bay Club Apartments in Jacksonville, a +/- \$70 million development currently under construction that involved participation by six CREW Jacksonville members (developer, architecture/design, financing, appraisal, title and legal).





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The Orlando office invited friends, clients and business partners to join them for the official Open House at their NEW downtown office space.

The office hosted more than 100 people and had delicious food, drinks and a photo booth where colleagues and guests alike could take home Cushman & Wakefield-branded photo strips as a keepsake of the event. Guests received red Cushman & Wakefield fleece blankets as their gift...just in time with temperatures dropping.

The Orlando office address is: 20 North Orange Avenue, Suite 300, Orlando, Florida 32801

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ICSC - Orlando

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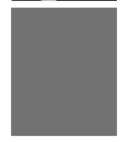
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### WEST PALM BEACH





### Mark Pateman Presented - March 2017

Hosted by ULI and the West Pam Beach Downtown Development Authority, the annual West Palm Beach Development & Investment Forum was held at the Hilton West Palm Beach to welcome la crème de la crème of West Palm Beach real estate society. Mark Pateman represented Cushman & Wakefield, opening the event with a West Palm Beach Market Overview, talking to the most significant projects happening in our city. In addition to highlighting what's poppin' in CRE in WPB, the program explored real estate investment trends, creative development strategies and projections on the opportunities ahead.



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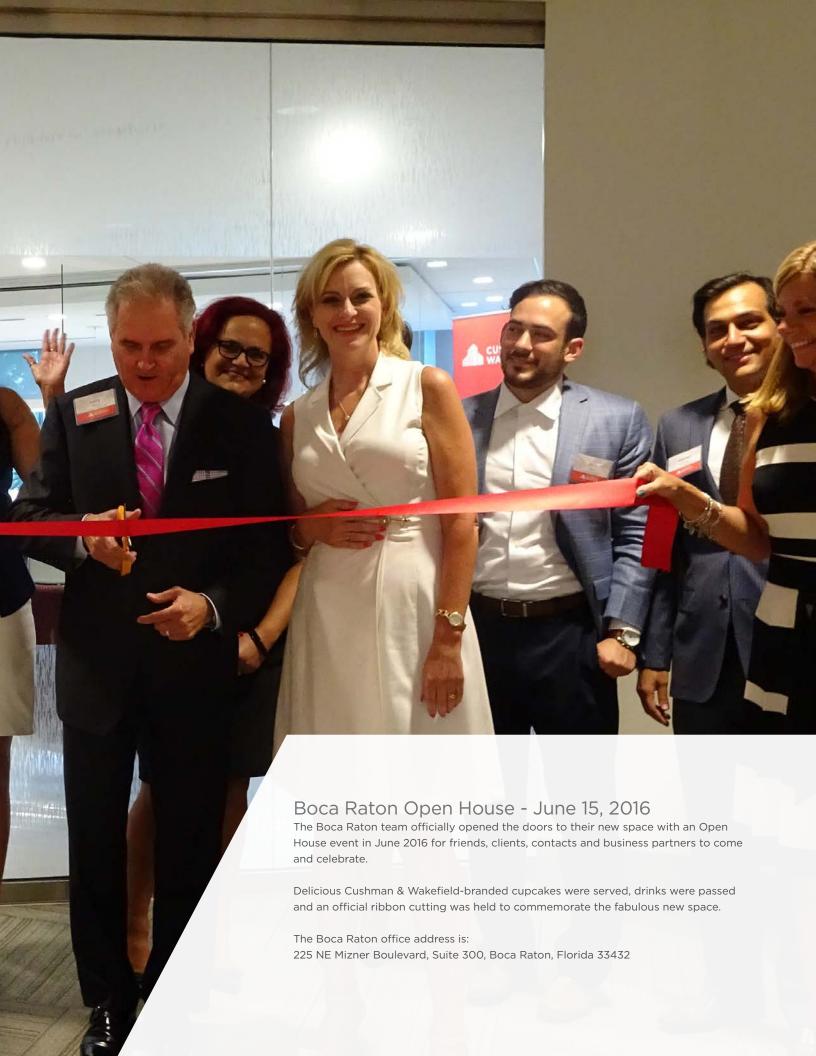


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#### MIAMI

#### Kickball Tournament

Miami brought up the heat at the Annual Kickball Tournament at Peacock Park, Coconut Grove. Teams from more than 5 prestigious organizations came together for afternoon of sports, laughter and a good sweat.

#### Feed the Gator

As part of the South Florida team's efforts to give back to the community, all S. Florida offices came together to donate canned foods for those in need. Each office had their own "gator" snaking through the lobby for one month and every week the goal was to "feed the gator" and fill the gator up with canned food for the needy.

#### Wings for Wishes

The Miami office was a sponsor at Wings for Wishes 2017, an event hosted by Make-A-Wish teammates Gal Bensaadon and Brian R. Exelbert. The afternoon event raised over \$50,000, 100% of which went directly to granting wishes for kids diagnosed with life-threatening medical conditions.











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Cushman & Wakefield's acquisition of Taylor & Mathis and Gibson Development made Cushman & Wakefield #1 in the State

47.1<sub>MM</sub>
SE MANAGED

300 EMPLOYEES

**90** 

#### Property Management

#### NORTH FLORIDA

#### **Professional Property Management Staff**

Carling Moore
Caryn Carreiro
Jennifer Ferguson
Jill-Suzanne Lile
Lisa Bailey

#### **Engineering and Operations**

Andrea Payne-Murrell Arkeisha Seymore Linda Graham Charles Warden Richard Santini Joseph Cortez-Diaz Mario O'Neill Preston Garrett Ronald Frederick Ashley Hindman **Chrystal Jones** Gerome Davis Jenteara Green Jerard Thomas John Rosado Kentry Jones

#### CENTRAL FLORIDA

#### **Professional Property Management Staff**

Ady Cruz Ben Anderson Ben Steinert B Leigh Ivy Calvin "Cal" Buikema Catrina Overstreet Cheryl Dunakin Chris Brown Christina Walters Cindy Povio Danielle Peters Donna Thompson Jennifer Hatchett Jessica LeBlanc-Hand Karen Flores Karen Morgan Karen Poleyeff Kathleen Hoyt Kelly Davidson Ketina "Tina" Brennan Kotone West Laura Nelson

Lizbeth Strother
Marissa Conrad
Nandi Curry
Raquel Ramos
Robert Smith
Robyn Miller
Sandy Ballestra
Shannon Lynn
Sherri Anne Forte
Steffanie Harris
Stephanie Barr
Tammy Roque
Venus Rodriguez
Wendy Cook
Yesenia Acosta

#### **Engineering and Operations**Antonio Perez

Allan Nunez

Bryan Spataro Brandon Ivy Bruce Webber Charles Hudnall Chris Rogers Charles "Sam" McGeorge Christopher Pizzuto Chuck Foos Dana Carter David McCoy Dimas Pulgar Domingo "Arnold" Gonzalez Doug Landes Erick Wren Fermin Garcia Ruiz Gerald Michaels Geoffrey Gash Glenn Presser Gregory Moore Gustavo Salavarrieta Alonso Goran Veljkovic Gustavo Lopez Hector Feliciano Henry Perez-Sanchez Ignacio Miguenes Jacob Coghill James "Jim" Claycomb Jamie Davila Jorge "Armando" Cuervo Joseph Strom

Junior Avril

Juan Araujo

Julio Ballester

Jeremy Castinado

Kelvin Rivera Kevin Ezzell Kevin Norton Leith Repass Leodanis Curbelo Louis Morales Luis Rose Manuel Calvo Michael Felice Michael Guzman-Flores Michael Wren Omar Cruz Patrick Rurka Paul Baker Philip "Pat" Campbell Radi Khozam Ricardo Veliz RicardoTrivino Robert Shim Robert Maichle Rodney Cornwell Seymour Phillips Suresh Balgobind William "Willie" Lara

#### SOUTH FLORIDA

Yancey Barcenas

#### **Professional Property Management Staff**

Bianca Garcia Brenda Fonseca Caridad Viamontes Caron Davis Colleen Sullivan Danny Wong **Dulce Schuenzel** Beatrice Garcia Bianca Rosa Kady Zuckerman Lilliam Brauthigam **Edward Prelaz** Elsa Pestana Erica Santini Hal Friedman Janette Quincoses Jenipher Ortiz Jerry Radtke Karen Mulherin Katia Merchan Kristen Carlton Kristen Sarubbe Kristina Alvernia Lesyani "Leslie" Garcia Leslie Williams Leslie Quintero

Linda Peifer

Lisa Mitchell Maggie Vassilaros Maria Mayer Michael Wilkie Milly Pinero Monique Bardino Nicole Alvarez Paula Goffman Peter Romero Sammy Dawes Sasha-Renae Gilpin Siulan Dadan Sussette Sortino Tatiana Gallardo Tesalia Corbett Thomas Sawyer Tracey McFarlane Trixy Walker Vivian Lowell Wendy Cal Wendy Guillen Yaclyn Hernandez Yani Martinez Yamil Kahl Yesenia Ruiz

#### **Engineering and Operations**

Jorge Rojas Rayner "Daniel" Calderon Howard Fabian Nigi (Nivireth) Calvo Warren Walker **Anthony Burgess** Blas Bravo Carlos A. Padilla Carlos Baez Carlos Molina Carmelo Moctezuma Cesar DeLaTerga Christopher Russell David Gort Dennis Scallon Dennis Velez-Negron Eddy Sarria Edgar Villegas Emilio Hernandez Eric Irizarry Eric Valdes Francisco "Frank" Suarez Geoffrey Birdsall Gil Villasenor **Gregory Patton** Guillermo Santos Gustavo Vargas

**Hector Perez** 

Jorge Garciga Joe Carrado Joe Fleming Julio Morales Kenneal Harrigan Lazaro Flores Locksley Johnson Luis A. Rodriguez Luis Herrera Luis Monroy Mario Murillo Marlon Caro Maxerne "Max" Saintil Michael Howard Miguel Suarez Omar Henriquez Pete Fernandez Philip Catasus Pierre Jean-Baptiste Rafael Exposito Rafael Gonzalez Rafael Lopez Rafael Vega Ralph Luca Raylandy Leon Rodolfo Hernandez-Isla Roman Gomez-Guada Segundo Henriquez Shaun Penn Shaun Perkins Sucre Reves Tomas Contreras Vinod Mahadeo William Espinoza Yovani Barban Jo Ann "Joev" Geise Alberto Paim Arnie Hernandez Arthur Charping **Bvron Ortuno** Daniel Oviedo Darrell Davis Franciso "Javier" Flores Icel Morfa Juan Miguel Castro Julio Lagos-Martinez Luis Ramirez-Telles Noe Mondragon Osmany Garciga Rene Gonzalez Sebastian Narvaez

James"Jim" Farley

Javier Castro

John Wargo

# PROJECT & DEVELOPMENT SERVICES (PDS)

In 2016, Project & Development Services generated revenues of **\$1.7 Million** for the state of Florida.

1.3mm SF OF PROJECTS MANAGED 9 PROJECT MANAGERS 118
CLIENTS
SERVED

#### **OVERVIEW OF SERVICES**

- Strategic planning
- Benchmarking studies
- Building and Work Letter analysis
- Work Letter negotiation\*
- Budget and schedule development\*
- Bid procurement and contract negotiation\*
- Design management
- Construction management\*
- Furniture, fixtures and equipment management
- Relocation and move management
- Decommissioning of former space
- Final project close-out\*



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<sup>\*</sup> Landlord Representative Services

### ...it's about creating, enhancing, and protecting



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value as it relates to your work environment.

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### VALUATION & ADVISORY

Achieved a reduction of roughly \$4 million, resulting in a tax savings of approximately **\$85,000** for a Corporate Campus

Reduced the annual property taxes from \$2.35 million to \$1.1 million for a regional mall

30+
v&a professionals



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**122** Agricultural/Land

7 Assembly/Meeting Place

20 Healthcare

120 Hospitality

218 Industrial

181 Multifamily

**291** Office

504 Residential

429 Retail

34 Senior Housing

21 Special Purpose

21 Sports & Entertainment



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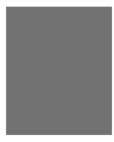
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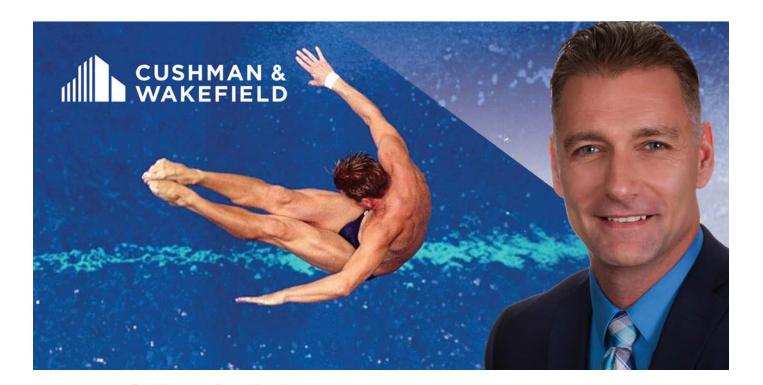
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#### FLORIDA'S OLYMPIC DIVER TURNED TAX MAN

For all of us who know him, David Pichler is our "tax man," the man you go to for property appraisal and valuation. Before he joined us here at Cushman & Wakefield, though, David was a world-class Olympic diver who competed in both the 1996 Olympics in Atlanta and the 2000 Olympics in Sydney, where he was elected team captain. We wanted to hear from David himself on how he made the transition from Olympian to real estate, athletes to watch in Rio this summer and how his perfect day begins and ends.

Where did you grow up? I grew up in Butler, Pennsylvania, thirty miles north of Pittsburgh. I left Butler to go to college at The Ohio State University. After graduating college, I moved to Ft. Lauderdale in 1992. I had family here, my brother, his wife and my two nieces, and I knew there were several diving programs in the area.

Share a moment from Sydney or Atlanta that particularly stands out for you. My most memorable moment from either Olympics would be standing on the platform in the 1996 games in Atlanta, in front of the tremendous home country crowd, and they went crazy when my name was announced. It seemed to last forever. It was such an incredible feeling of support and pride in representing my country.

How did you transition from swimming into commercial real estate? After diving and competing in two Olympics, I had a tough time finding out what I wanted to do and tried several things. I had an interest in real estate and spoke with a friend that was an appraiser and felt it was a good fit for me. I worked as a residential and commercial appraiser until the market

crashed. After that, I went to work at the Broward County Property Appraiser's office as an assessor / appraiser and they put me in the Income and VAB Hearings department. After working for a couple consulting and accounting firms, I happily made my way to Cushman & Wakefield.

What is your role at Cushman & Wakefield Florida? I am a property tax consultant. Property taxes are based on an assessed value the County Assessor assigns to a property. My primary job is to review the assessed (or taxable) value of a property to determine if it is in line with the fee simple market value as of the assessment date (usually January 1st of each year). If the assessed value is higher than the market value, I file an appeal with the local taxing authority and build a case to lower it. I often work with the assessors to resolve the matter, but it usually needs to be resolved by a Special Magistrate in an informal county hearing process. Other services our property tax service provides are property tax due diligence (prior to purchase or development) and property tax budgeting.

#### How can your specialty be of assistance to the rest of our Florida team?

- -- Lowering property taxes make clients/property owners happy and is a good way to secure client relationships (property taxes are the largest real estate operating expense). Lower property taxes equal reduced rental rates or pass-throughs, which make it easier to rent vacant spaces and for better tenant retention.
- -- Property tax consulting is a contingency fee service. No cost to a client unless we save them money.
- -- Property tax pre-acquisition due diligence is essential. Clients will thank you for making them aware of possible tax jumps after acquisitions.

# TAMPA PIG JIG

On October 22, the Tampa office was a Spitfire sponsor at the 2016 Tampa Pig Jig with a jam-packed day of volunteering, BBQ cooking, good music and good times.

The Tampa Pig Jig is 100% fully run by volunteers and Tampa colleagues were no exception, serving beer at the Cushman & Wakefield Beer Garden.

Three Cushman & Wakefield employees - Todd Tolbert, KC Tenukas and Jason Donald - participated in the Corporate BBQ competition. Jason Donald cooked on behalf of Cushman & Wakefield and made it in the top 20 out of 50 teams that competed that day. Jason placed 4th overall with his Compart Duroc All Natural Mouthwatering Pork Butt.

Larry Richey and Doug Rothschild served as BBQ competition judges and tasted more than 50 dishes over the course of three hours - neither one complained about their duties.

The Tampa Pig Jig is an annual fundraiser event hosted on downtown Tampa's beautiful waterfront. The event benefits NephCure Kidney International, the only non-profit committed to supporting research, improving treatment and finding a cure for the debilitating kidney disease, FSGS (Focal Segmental Glomerulosclerosis and Nephrotic Syndome.

The 2016 Tampa Pig Jig raised more than \$800,000 to support FSGS.











### NAIOP'S FEEDING CHILDREN EVERYWHERF

In November 2016, our Orlando office participated in the Downtown Corporate Hunger Project hosted by NAIOP's Developing Leaders group. The event was a food-packing event benefiting Feeding Children Everywhere, a local Orlando charity, who has provided 52,000,000 healthy meals to children in need.

In addition to meal packing, NAIOP hosted a networking portion where attendees had the opportunity to meet and connect with other local real estate organizations and companies.

The event raised more than \$7,000 and 20,160 meals were packed and distributed to the Christian Service Center for Central Florida.









# TAMPA UNITED WAY

Congratulations to our Tampa team on an extremely successful United Way Month of Caring Campaign!

The month-long campaign consisted of community service, internal events and a capital raising campaign.

Most notably, Tampa set a goal of raising \$22,500 from September 15, 2016 - October 15, 2016 and surpassed their goal by \$4,600! The grand total for the 2016 Campaign was \$27,100! A 59% increase in capital raising from 2015! An amazing feat!

In addition to the money raised, the team participated in several activities including:

- Tour of the 2-1-1 Crisis Center of Tampa Bay, a United Way partner, that provides over 4,000 services for people in need in the Tampa Bay area.
- Great Bowls of Fire Game Day Chili Cook-Off, where 10 employees squared off and competed to be the Great Bowls of Fire Game Day Chili Champion. Chili bowls were \$1 / tasting for hungry employees and this event alone raised \$369. Todd Tolbert's chili came out victorious.
- Tropical Day & Silent Auction where employees enjoyed tropical cocktails while bidding on new or nearly new items brought in from their fellow Tampa colleagues with proceeds from the silent auction going to the United Way. The hottest auction item was custom invites designed by Tampa's own Marketing Maven, Shannon Breher.
- United Way's Day of Caring where the Tampa team gave back at two local non-profits. One group spent the day at Metropolitan Ministries where the team worked in the kitchen assisting with meal prep and in the warehouse where they sorted clothes and other donated items. A second group volunteered at Sterling Heights Senior Nutrition Center where volunteers organized games with local Tampa senior citizens and assisted with lunch service.









#### MONTH OF CARING







The campaign wrapped up with a Celebrate Caring Bowling Event with Scott Garlick, Mike Davis, Ryan Reynolds and Kevin McCarron taking home the win for most points scored.

The United Way has been one of the Tampa office's corporate charitable partners for the past 30 years. The United Way brings the community together to break the generational cycle of poverty by focusing on education; providing financial and employment education for adults to achieve long-term financial stability; and helping individuals and families in need.







# BACK TO SCHOOL

August 2016 marked the official start of back to school season for kids in Florida and Cushman & Wakefield continued its strong history of giving back by putting these kids first when they needed it most. Returning back to school can be a challenge for children who do not have access to the supplies they need, so as a state, we did our best to lend a helping hand. Here is how our Cushman & Wakefield Florida offices did their part to support kids in need this back to school season.

#### Waterford Atrium



Our South Florida Asset Services team at the Waterford-Atrium property hosted their annual "Fill the Bus Supply Drive" on Wednesday, August 17. The event was a summer-long drive to collect school supplies for underprivileged Miami-Dade school students and fill an actual school bus with notebooks, pens, pencils, erasers, rules and folders, which were then distributed to more than 15 Miami-Dade County schools.

The Waterford-Atrium team works with Communities in Schools Miami (CIS) on this annual event. CIS works to empower atrisk kids in the District's most challenged schools by bringing programs and resources that are proven to keep kids in school and motivated to graduate.

#### Orlando

Our Orlando office teamed up at the beginning of August to collect supplies benefiting the Boys and Girls Club of Central Florida.

Since 1994, the Boys & Girls Club of Central Florida has helped inspire hope and opportunity for at-risk children in the local community. The Boys & Girls Club of Central Florida provides safe places for 14,000 children in the Orlando metro area to learn and grow.

There are 30 clubs total in the Orlando area, including Brevard, Orange, Osceola, and Seminole counties.



#### Miami

Our Miami office participated in an annual back to school supply drive for Southside Elementary in Miami's Brickell neighborhood. With the organization from Olga Mendez (pictured) and Gian Rodriguez, the office managed to collect a substantial amount of supplies to bring to the school on August 19th. Principal Salvatore Schiavone was there to accept the donations and make sure that they are properly distributed to the students.

#### Jacksonville

The Jacksonville office participated in a weeklong drive that collected USB flash drives, scissors, pencil boxes, binders and backpacks benefiting Children's Home Society of Florida.

#### Boca Raton & West Palm Beach

Our West Palm Beach and Boca Raton offices helped to collect a massive amount of much needed supplies for the West Riviera Elementary School in West Palm Beach.

Principal Tonja Latson was there to accept the donations and make sure that they are properly distributed to the students.

Christopher Thomson from our West Palm Beach office with Uilani Kauhi and Julie Miller from our Boca Raton office spearheaded this drive with much enthusiasm and a great turn-out.



NOTES

#### Date:



