



MARCH 31, 2023

New England Real Estate Journal

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2023

WOMEN IN CONSTRUCTION SPOTLIGHT



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**Women at Wayne J. Griffin Electric, Inc.:
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MARCH 31, 2023

VOLUME 62 • ISSUE 13

New England Real Estate Journal

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Dellbrook|JKS breaks ground on 2Life Communities' Opus Newton - 351,000 s/f senior living development

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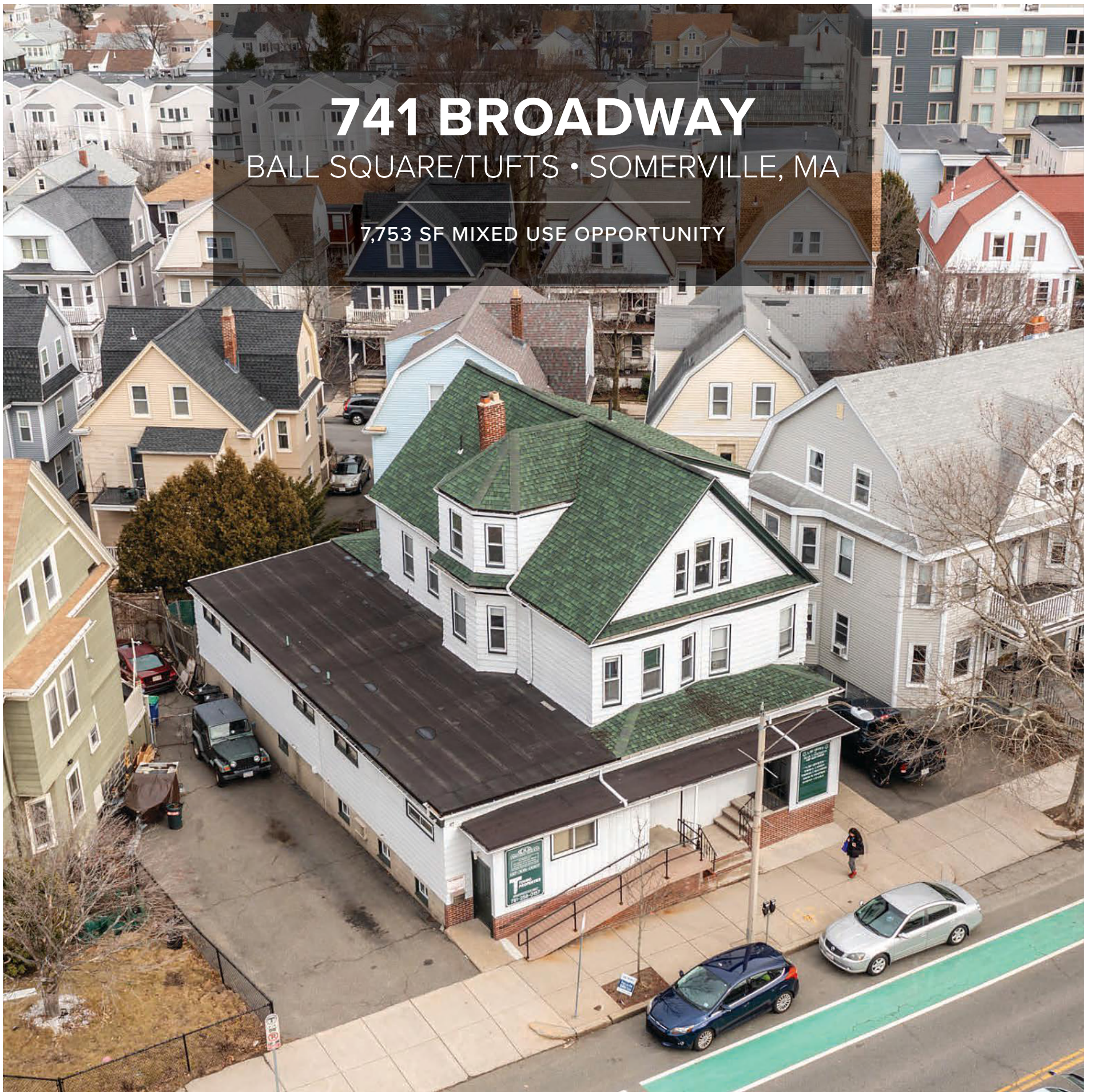
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AVAILABLE - \$4,620,000
CVS Pharmacy | Norton, MA
Rare Rental Increases | Absolute NNN



AVAILABLE - \$2,102,000
Dollar General | Auburndale, FL
Tax Free State | Top Performing Store



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CLOSED -
Taco Bell | Carrollton, GA
Closed at Sub 4% Cap Rate

Laurie Ann (L.A.) Drinkwater, CCIM

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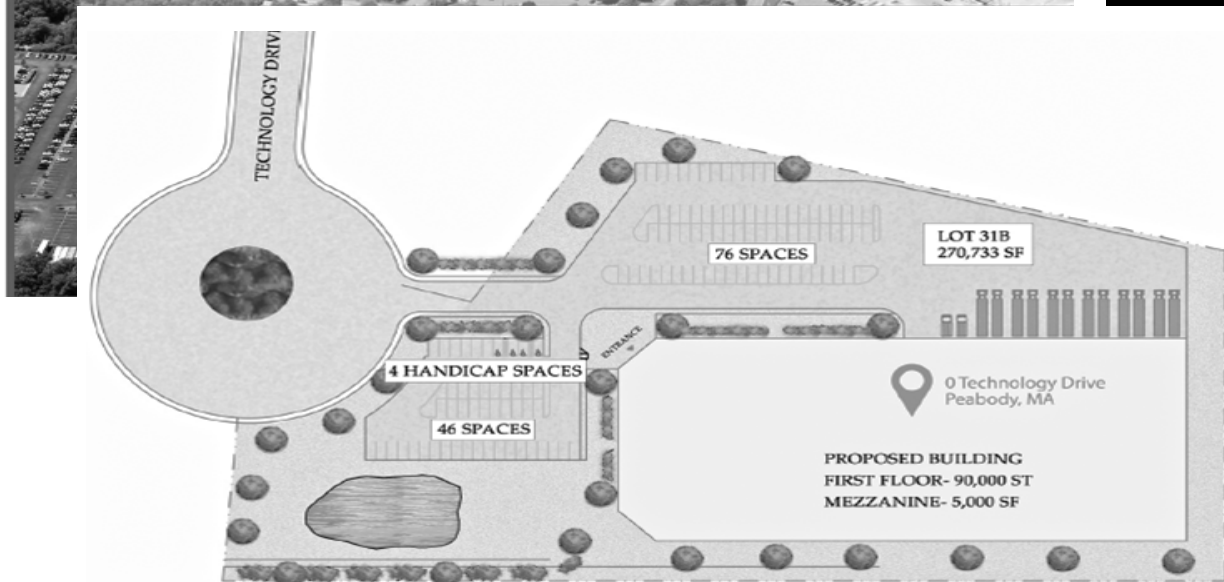
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Tel: 781.321.7800 x318



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A LOOK INSIDE THIS ISSUE:

MARCH 31 - APRIL 6, 2023

**DLJ RECP, DFG, LMP and Shawmut
celebrate topping off of 808 Windsor St.**



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**Federal Realty leases 75,000 s/f of
retail space at Darien Commons**



FEATURED ON PAGE 41



SPECIAL STAND ALONE ISSUE

SPRING PREVIEW

CLAREMONT

TOBI EXCHANGE LIVINE BABBY Agent Preservation	APPRAISER BILL PRZYTOSEK Shoppard & Associates	ARCHITECT DAVID O'SULLIVAN Architects	ATTORNEY MATTHEW WEINICKI Henry & Sams	INDUSTRIAL DAVID SHIMMER Parsons Advisory
INSURANCE SPENCER MACALASTER Risk Strategies Co.	HOTEL EARLE WASON Wason Associates Hospitality Brokerage Group	NEW HAMPSHIRE KRISTIE RUSSELL Collins	RESTAURANT DENNIS SEYFONE National Restaurant Exchange	RHODE ISLAND BROKER THOMAS SWEENEY Sweeney Real Estate & Appraisal
ODE ISLAND INDUSTRIAL JULIE FRESHMAN MG Commercial Real Estate	RHODE ISLAND LEGAL JOHN DORSEY Ferracci Russo Dorsey LLC	RHODE ISLAND RETAIL BILL GREENE Hayes & Sherry	PROJECT OF THE MONTH Delbrook/JKS breaks ground on 2Life Communities' Opus Newton - 361,000 s/f Senior living development	

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New England Real Estate Journal will not be responsible for more than one incorrect insertion. Disclaimer: The views expressed by contributing writers are not necessarily representative of the New England Real Estate Journal.



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Section Schedules

WEEK 1	WEEK 2	WEEK 3	WEEK 4
Northern New England	Rhode Island	Construction, Design & Engineering	Retail Trends & Development
Owners, Developers & Managers	Financial Digest	Appraisal & Consulting	Spotlight
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HORVATH & TREMBLAY

CLOSED



CVS
Lynn, MA
\$4,650,000

CLOSED




Arlington Commons
Framingham, MA
\$13,615,500

CLOSED



Citizens Bank
Pawtucket, RI
\$2,800,000

CLOSED



40 Rockland Avenue
Malden, MA
\$4,900,000

CLOSED




McDonald's
Willwood, FL
\$2,875,000

CLOSED



Elaine Street Portfolio
Hampton, NH
\$8,100,000

CLOSED



TD Bank
Toms River, NJ
\$3,800,000

CLOSED



305-307 Medford Street
Somerville, MA
\$2,475,000

CLOSED



Mavis
Tifton, GA
\$2,788,462

CLOSED



18 Peverell St
Dorchester, MA
\$1,350,000

CLOSED




Chick-fil-A
Raleigh, NC
\$3,495,000

CLOSED



18-20, 22-24 Blossom Street
Nashua, NH
\$1,229,500

CLOSED



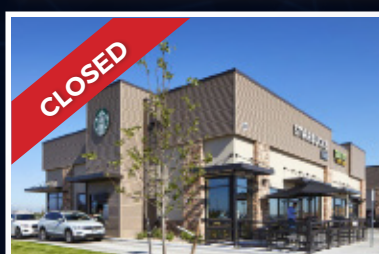
Dollar General
Gloucester, VA
\$1,736,174

CLOSED



4-7 Sawyer Place
Plymouth, MA
\$2,225,000

CLOSED



Starbucks
New Castle, DE
\$3,118,812

CLOSED



16 Gore Street
Cambridge, MA
\$2,100,000

CLOSED




Wendy's
Buffalo, NY
\$1,666,667

CLOSED



61-67 Water Street
North Andover, MA
\$3,400,000

CLOSED



Metro Credit Union
Salem, MA
\$1,800,000

CLOSED



1703-1729 Pleasant Street
Fall River, MA
\$1,400,000

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RESULTS MATTER

CLOSED



Dollar General
Alton, NH
\$1,645,000

CLOSED



152 East Spring Street
Avon, MA
\$710,000

CLOSED




Lexington Park Retail
Lexington Park, MD
\$3,720,000

CLOSED



101-103 Kimball Avenue
Revere, MA
\$880,000

CLOSED



Dunkin'
Tampa, FL
\$2,182,803

CLOSED



72-78 Highland Street
Marlborough, MA
\$805,000

CLOSED



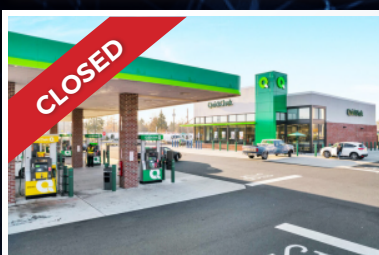
ConvenientMD
Plaistow, NH
\$6,110,169

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235 Lake Avenue
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\$635,000

CLOSED



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Somerset, NJ
\$ 7,065,217

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76 Rice Street
Marlborough, MA
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\$2,105,072

CLOSED



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Lowell, MA
\$865,000

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DLJ RECP, DFG, LMP and Shawmut celebrate topping off of 808 Windsor St.

SOMERVILLE, MA DLJ Real Estate Capital Partners (DLJ RECP), Deutsche Finance Group (DFG), Leggat McCall Properties (LMP), and Shawmut Design and Construction were joined by mayor Katjana Ballantyne to commemorate the steel topping off milestone at 808 Windsor St., the second purpose-built class A lab building as part of the Boynton Yards 1.8 million s/f mixed-use life sciences and innovation community.

Set to be completed in early 2024, the 370,000 s/f, purpose-built building will span 11 floors and offer R&D lab/office space and ground floor retail. Amenities will include four levels of below-grade parking, a mobility/bike room as well as community-based and activated green space. With an energy-efficient and sustainable design, the building will achieve LEED Platinum certification.

Designed by ARC/Architectural Resources Cambridge with construction management led by Shawmut Design and Construction, 808 Windsor St., the second of four master-planned life sciences buildings at Boynton Yards, will feature 35,000 s/f, column-free

floor plates offering tenants flexibility to grow and redesign to meet the needs of their workforce.

With community-driven input, the future of the seven-acre Boynton Yards community includes commercial, residential, retail, public green, arts, and performance spaces that will transform the area into a vibrant work-live-play neighborhood. The topping off milestone at 808 Windsor St. comes on the heels of 101 South St., the first completed building at Boynton Yards which opened in May 2022 and is home to four Flagship Pioneering-founded companies.

“As a unique economic driver and community-driven vision for Somerville, today marks another milestone for Boynton Yards as we continue to build the future here in many ways,” said John Fenton, managing development partner at DLJ Real Estate Capital Partners. “808 Windsor is uniquely positioned as an activation anchor to both Boynton’s fully-leased 101 South St. and The Hive at 561 Windsor St., offering even more progressively designed lab, creative arts, retail, and public activation space upon its completion.”



Shown (from left) are: Kevin Sullivan, executive vice president of New England Region, Shawmut; Bobby Dickerson, Iron Workers Local 7; mayor Katjana Ballantyne; John Fenton, managing development partner, DLJ RECP; Rob Dickey, executive vice president, LMP; JT Scott, city councilor; Tom Galligani, Somerville director of economic development.

“Boynton Yards is at the epicenter of the world’s biotech, educational and cultural orbit, and now 808 Windsor will continue to draw additional tenants to the site with its close proximity to the

MBTA Green Line, Cambridge’s Kendall Square, Harvard, MIT, and Somerville’s diverse creative community,” said Rob Dickey, executive vice president at Leggat McCall Properties. “We look for-

ward to construction completion next year as we continue to leverage this location for future residential offerings, mobility improvements, and additional purpose-built research labs to improve lives for generations to come.”

“Reaching the steel topping off milestone on our second life sciences building at Boynton Yards marks a significant achievement as we approach the midway point on construction,” said Kevin Sullivan, executive vice president of Shawmut Design and Construction’s New England region. “With the completion of 808 Windsor next year, Boynton Yards will continue expanding upon its leading-edge offerings and take another step in creating Somerville’s emerging innovation and cultural hub.”

N.E. Chapter of CoreNet to honor Keliher with President’s Award

BOSTON, MA Maureen Rystrom, president of the New England Chapter of CoreNet Global, has selected corporate real estate attorney and long-time CoreNet member Cynthia Keliher as the recipient of the Doug Noonan President’s Award. The hand-picked honor will be presented to Keliher at the chapter’s annual Awards of Excellence Gala on April 27th, at the Westin Boston Seaport District.

“As a leading corporate real estate attorney, Cynthia has left her stamp on nearly every major corporate real estate transaction in the greater Boston area,” said Rystrom, who is also vice president of marketing and a partner at J. Calnan & Associates. “She is the kind of quiet, humble leader that leaves an indelible mark on everyone she works with and has helped shape our Chapter into the powerhouse it has become.”

As a partner at McCarter &



Cynthia Keliher

English, Keliher is co-chair of the firm’s real estate practice group and a member of the firm’s executive and compensation committees. She focuses a great deal of her practice on leasing, representing landlords and tenants in complex ground, retail, office, headquarters, and data center leases. Her work also includes advising corporations on their global leasing portfolios.

Keliher is very active in the corporate real estate community, particularly in CoreNet Global. She is a past president of the New England Chapter and helped launch a number of chapter initiatives, including its very successful Leadership 2.0 program, which provides leadership training for

the typically under-served “middle management” professional level. She is also a past president of New England Women in Real Estate, a non-profit that promotes the advancement of women within the commercial real estate industry.

CoreNet Global New England’s Doug Noonan President’s Award honors an individual or company for their extraordinary contributions to CoreNet Global and the New England Chapter. The award is named in honor and memory of Doug Noonan, a past president of the New England Chapter and long-time champion of the organization and corporate real estate community. The President’s Award is not necessarily given every year, but rather, awarded at the president’s discretion.

For more details on the Awards of Excellence Gala, visit the CoreNet Global New England Chapter website.

O’Brien of Greater Boston Commercial Properties, Inc. reps. buyer of 141,000 s/f bldg.

CHELMSFORD, MA Bret O’Brien of Greater Boston Commercial Properties, Inc. represented the buyer of 63 Middlesex St. O’Brien acted on behalf of the buyer in the purchase of the 141,000 s/f industrial building to negotiate exceptional value at \$3.153 million or \$22 per s/f. O’Brien procured a new tenant for the buyer after the sale, HardTop Hotel, to lease 14,100 s/f on the top floor of the building. HardTop Hotel swaps out and stores soft and hard jeep tops seasonally for its clients.

O’Brien also negotiated the relocation of a number of the tenants within the building to accommodate the new tenant in order to be able to occupy 14,100



63 Middlesex Street - Chelmsford, MA

s/f of contiguous space.

Greater Boston Commercial Properties continues to market competitively priced space in the building on the ground floor, which is 14’ clear and is serviced both by tailboard loading docks and overhead drive-in doors.

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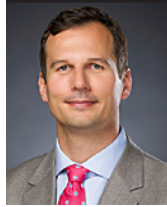
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Please Contact Todd Wilson
781-760-8230
TWilson@dfi.cc

Boston Realty Advisors reps. Historic Tours of America in \$21m purchase of 53,872 s/f building

MALDEN, MA Boston Realty Advisors represented Historic Tours of America in the purchase of 129 Commercial St., a 53,872 s/f commercial building for \$21 million.



Mike Jezienicki

The seller was a joint venture partnership of Oliver Street Capital and partner Bain Capital. The sale closed on February 15th.

“In working with Historic Tours of America to source a property that fit their criteria, 129 Commercial St. stood out as a unique asset,” said Mike Jezienicki, managing director of Boston Realty Advisors.



“The ability of Historic Tours of America to perform as a buyer in what is still a competitive urban in-fill landscape helped to secure this off-market opportunity. In the end, the transaction was a success not

only for HTA but also Oliver Street and their partner Bain Capital.”

Historic Tours of America, an entertainment company that operates in seven states, will relocate from its current location in South Boston to the Malden property after completing a variety of physical improvements in the space.

The new Boston area headquarters at 129 Commercial St., which was the former Piantadosi Baking Co. facility, will allow Historic Tours of America to expand.

Historic Tours of America provides historically themed vacation experiences in Boston; Key West and St. Augustine, FL; San Diego, CA; Savannah, GA; and Washington, D.C.

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Windover Construction promotes Seitz to project executive

BEVERLY, MA Windover Construction, a construction management firm focused on leading through inno-



Derrick Seitz

vation, has promoted Derrick Seitz to project executive. With 25 years in the industry, Seitz is a technical expert who excels at planning, using his experience as an estimator, superintendent, and project manager to ensure a project's success from the start. Seitz joined Windover in 2012 as a project manager and has led projects in a variety of markets during his career. As the multifamily market lead for Windover, he has built some of the firm's largest and most complex projects. He also helped solidify Windover's position as an expert and industry leader in modular construction.

Seitz' technical knowledge, understanding of current and trending market conditions, and ability to drive results collaboratively among teams have made him a trusted advisor to clients and partners at every stage of a project.



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Brewster **\$1,749,000**
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Nat Santoro 508.240.0334



West Yarmouth **\$1,495,000**
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Ben Edgar 508.776.2635



Harwich Port **\$1,350,000**
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Nat Santoro 508.240.0334



Chatham **\$1,149,000**
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Nat Santoro 508.240.0334



Hyannis **\$650,000**
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Nat Santoro 508.240.0334



Hyannis **\$579,000**
Partially leased 2,672 SF, office building, 5 office suites. Prime location.
John Callahan 508.737.1322



Wellfleet **\$299,000**
Business only: 22-unit summer rental biz for sale. Successfully run for 15 years.
Nat Santoro 508.240.0334



Brewster **\$34,900**
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Nat Santoro 508.240.0334



Marstons Mills **\$1,700/mo + \$200CAM**
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Marstons Mills **\$1,500/mo + CAM & Utilities**
1,350 square foot rear office, 4 offices, kitchen & 2 baths.
John Callahan 508.737.1322



Dennis Port **\$1500N**
For Lease: Renovated office space. 1500 sq ft, flex design w/many office areas. Can subdivide.
Sharon Dixon 508.240.0334



South Dennis **\$850/mo**
Professional 2nd flr office space. 2 priv offices, lge conference & reception rm.
Nat Santoro 508.240.0334



Marstons Mills **\$750/mo**
Lease. Two, 2nd floor office suites 475 sq. ft. with private bath.
John Callahan 508.737.1322



Marstons Mills **\$500/mo**
Lease. Two, 2nd floor office suite 225 sq. ft. with private bath.
John Callahan 508.737.1322

A Consultative Approach to Commercial Real Estate and Businesses

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TALK

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Standard Communities acquires Canton Estates Apartments

CANTON, MA Standard Communities has acquired Canton Estates Apartments, a naturally-occurring affordable housing family community. The total capitalization of the transaction is \$18 million.

Located at 32 Neponset St. and 16 Bailey Ct., about 20 miles south of Boston, the community consists of 65 one- and two-bedroom units in two 3-story buildings constructed in 1982. This is Standard's fourth acquisition in Massachusetts, bringing its portfolio in the state to over 450 units and more than 1,100 units in the New England area.

"Canton Estates fills the need for housing for families in a great location — close to good schools, only minutes from the commuter rail, and easily accessible from Routes 1, 128, 95, and 93," said Joon Lee, managing director at Standard Communities.

Standard Communities plans a \$2.4 million renovation to improve and modernize the community. Apartment interiors will be upgraded with new appliances, countertops, flooring, and updated bathrooms. Standard will also address deferred maintenance.

"Housing is a pathway to human prosperity, and by expanding our footprint in Massachusetts, we can ensure that its housing stock is improved and modernized, giving families and individuals a high-quality place to call home," said Scott Alter, co-founder and



principal at Standard Communities.

Headquartered in New York and Los Angeles, Standard Communities has a national portfolio of nearly 19,000 apartment units and has completed more than \$4 billion of affordable and workforce housing acquisitions and rehabilitations nationwide. Standard Communities strives to cultivate long-term public/private partnerships to produce and preserve high-quality, affordable and environmentally sustainable housing.

Crepeau of BOND honored with AGCMA award

BOSTON, MA BOND Building congratulates employee Stephanie Crepeau for her recognition from the Association of General Contractors of Massachusetts (AGCMA) as Building Women in Construction Inspire Awards' Rising Star of the Year. This award is designed to recognize and celebrate the most exemplary women in construction who demonstrate leadership, generosity, innovation, and unwavering commitment to their career, colleagues and industry.

Crepeau, who was also recently named a 'Rising Star' by Construction Dive, first began her career at BOND Building as an intern while pursuing a Bachelor of Science in construction management at Wentworth Institute of Technology. Once she officially joined

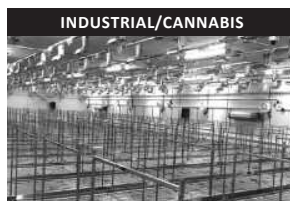


BOND Building in 2017 as a field engineer, she rose to the position of superintendent in 2021 thanks to her perseverance, methodical planning, and attention to detail.

"From the start, we immediately recognized Stephanie as an emerging leader and someone we wanted on our team," said Francis Hayes, president of BOND Building.



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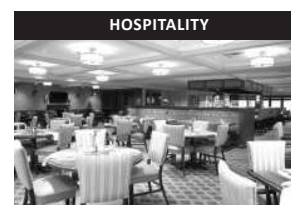
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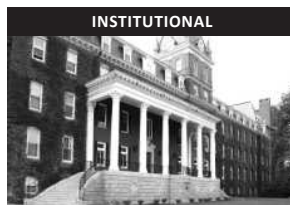
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Firms appearing on this page are listed to represent the areas of activity in the New England economic region, and are available to answer your questions regarding investment, financing and/or brokerage opportunities in their area. They are willing to cooperate on all legitimate situations.

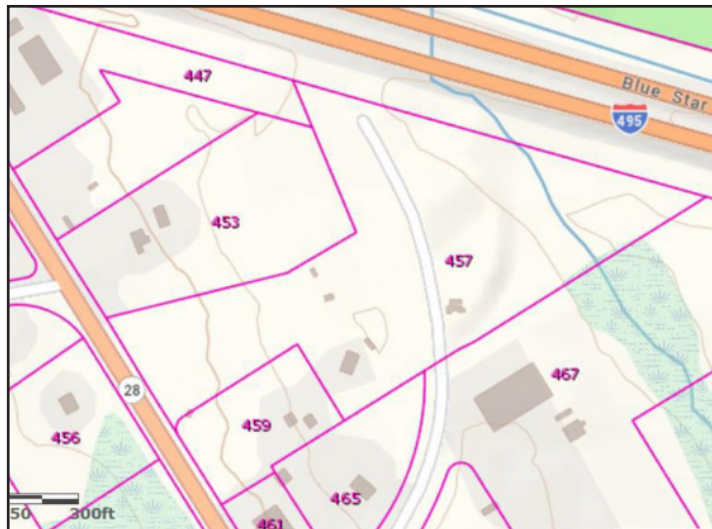
Atlantic Commercial brokers \$1.6m sale of 9.94 acre industrial site

MIDDLEBOROUGH, MA Atlantic Commercial Real Estate, LLC brokered the \$1.6 million sale of 457-459 Wareham St., a 9.94-acre industrial development site. The site features a location off I-495 with frontage on both Rte. 28 and I-495.

The Atlantic Commercial brokerage team of James Kearins and Mark Kearins represented the seller, Nick Ieronimo Landscape Supplies, and procured the buyer, Calare Properties.

"With strong demand and increasingly scarce supply for last mile industrial development sites, 457-459 Wareham St. represents a prime development opportunity for the Boston Industrial market" said Kearins, principal of Atlantic Commercial.

Atlantic Commercial Real Es-



tate, LLC limits its commitments to commercial and industrial brokerage along Routes 128, 495, 95,

24 and other connecting corridors so that each assignment may be successfully completed.

O'Connell of Choyce Peterson negotiates 4,047 s/f lease for Southport Family Dental

SOUTHPORT, CT Choyce Peterson, Inc., a full-service commercial real estate brokerage and consulting firm, has completed lease negotiations on behalf of Southport Family Dental for a 4,047 s/f office at 3530 Post Rd. Choyce Peterson vice president Charlene O'Connell represented Southport Family Dental in this transaction.



Dr. Pamela Gibson and Dr. Colleen Randall, co-owners of Southport Family Dental, reached out to Choyce Peterson for assistance in relocating their dental practice in Southport as they were ready to expand their practice. O'Connell researched the local market for available space zoned for a medical/dental practice with parking for staff and patients, and good visibility. After touring medical buildings throughout Southport and soliciting proposals from several landlords,

Gibson and Randall signed on 3530 Post Rd. O'Connell negotiated a lease deal including free rent and tenant-improvement funds. The building offers a visible and easily-accessible location as well as an expansive perimeter of grand windows for sunlit opportunities. The team engaged Curt Verdi, president of Verdi Construction Co. LLC, to design and build a custom premier build-out to their specifications.

O'Connell said, "It's been an absolute pleasure representing Pam and Colleen. By focusing our search

on a finite location and specific criteria, we were able to quickly zero-in on a building that gives them all the features they were seeking, plus a photo-worthy window line from their operatories. We wish them the best of luck as they grow their practice in this beautiful new office."

Gibson and Randall said, "We were excited to work with Charlene on this project. She did an excellent job guiding us through evaluating the market options and negotiating favorable lease terms on our behalf, and exceeded our expectations in every respect to help us achieve our vision. We are looking forward to expanding our business in Fairfield County and meeting with patients in our stunning new space."

The landlord, The Marsilio Group, was represented by Jon Angel, president of Angel Commercial, LLC.

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SVN | Parsons completes \$930,000 sale of 37.32-acre four parcel lot

STOW, MA SVN | Parsons Commercial Group | Boston has completed the sale of a 37.32-acre four parcel



Jake Parsons

lot of raw land on Goshen Ln. for \$930,000.

Senior advisor, Jake Parsons, of SVN | Parsons represented the seller, EFMC

Associates, and procured the buyer, Habitech Acquisitions, in the transaction.

The new owner, Habitech Acquisitions, purchased the surrounding land and has plans to develop an active adult neighborhood consisting of 141 units called "The Cottages at Wandering Pond."

According to the landscape designer, Thom Minder of Hawk Design, the property will have two neighborhoods - The Greens and The Garden - that will be connected by a wetland area. Plans also include a recreation area facing public-access walking trails, a clubhouse, small pool, activity lawn, and a pickleball court.

"The Cottages at Wandering Pond project is in its final stages of permitting," said Parsons, "This was the perfect location to develop an active adult neighborhood community due to its proximity to I-495, and the need for additional senior housing in Stow. It was a pleasure working with both the seller and the buyer in this transaction."

Erland Construction sponsors NECC 5K Walk/Run for Autism

SOUTHBOROUGH, MA The New England Center for Children (NECC) has selected Erland Construction to serve as the presenting sponsor of the 17th Annual NECC 5K Walk/Run for Autism. The event will take place on Saturday, May 13 at 10 a.m. at the Margaret A. Neary School.

This professionally timed race is a signature fundraiser supporting NECC's mission to create a global network of educators, researchers, and programs so that those living with autism may live fuller lives. All proceeds benefit NECC's

programs and services beyond what tuition covers, including vocational opportunities, student outings, specialized equipment and technology, research, and professional development.

"We believe that everyone should have the opportunity to live their life to the fullest, and NECC helps give that to every child who walks through its doors," said Bill Mack, director of business development at Erland.

Erland Construction has been a longtime supporter of NECC. Its involvement in the construction of

the John and Diane Kim Autism Institute inspired the company's employees to create the Erland Charitable Foundation in 2016. "After interacting with NECC's students and seeing the great work being done first-hand, our staff recognized that Erland could do something more to give back to the communities we help build and grow," said Mack.

Mack will serve as the event's corporate chair, helping engage corporate support from community partners across the Commonwealth.

Laura O'Kane, CCIM
President

To learn more about how to become a CCIM, affiliate member, or annual sponsor, please contact Laura O'Kane, CCIM New England President at 978-840-0008.
www.newenglandccim.com

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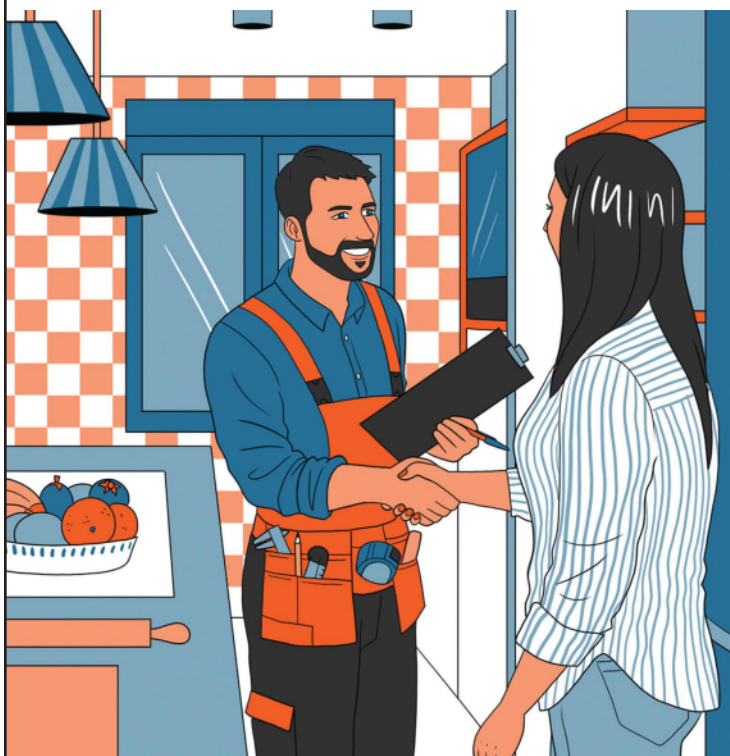
TOP 10 MASSACHUSETTS NON-RESIDENTIAL SALES

As Recorded March 17 - March 23, 2023*

BUYER	SELLER	ADDRESS	CITY/TOWN	PRICE	RECORDED DATE
173 ALFORD STREET LLC	CONSTELLATION MYSTIC POWER LLC	39 ROVER ST	EVERETT	\$25,000,000	3/17/2023
FAIRFIELD SUMMER STREET LLC	55 SS LLC	55 SUMMER STREET LOT 1	WALPOLE	\$13,600,000	3/17/2023
HAC REAL PROPERTY LLC	CLAREMONT REALTY TRUST	500 WORCESTER RD	FRAMINGHAM	\$7,000,000	3/23/2023
SLD C 90 LLC	DJD HUDSON LLC	90 HUDSON ROAD LOT B	CANTON	\$4,900,000	3/20/2023
40 ROCKLAND AVE LLC	ET REALTY TRUST	40 ROCKLAND AVE	MALDEN	\$4,900,000	3/17/2023
HSL 108 CENTRE LLC	HRCA BROOKLINE HOUSING 108 CENTRE STREET INC	108 CENTRE STREET	BROOKLINE	\$4,250,000	3/23/2023
SKYVIEW PROPERTY LLC	LABELLE MAISON LLC	190-202 MIDDLESEX ST	LOWELL	\$4,000,000	3/20/2023
HAC REAL PROPERTY LLC	CLAREMONT REALTY TRUST	540 WORCESTER RD	FRAMINGHAM	\$3,800,000	3/23/2023
PLYMOUTH JP CAPITAL LLC	BEL AIR CO LLC	71 ARMSTRONG RD	PLYMOUTH	\$3,750,000	3/17/2023
WEBSTER RENTALS LLC	HANCOCK ST HOLDINGS LLC	29 GRANITE ST	WEBSTER	\$3,500,000	3/23/2023

*Top 10 data is sourced through Local Leads 365. Buyer/Seller data may be truncated, comprehensive data is available via Local Leads 365 platform. NEREJ shall not be held responsible for any errors/omissions.

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IPA closes 518-unit multi-family sale



238-unit Middletown Ridge - Middletown, CT

MIDDLETOWN, CT Institutional Property Advisors (IPA), a division of Marcus & Millichap, has sold a two-property, 518-unit multi-family portfolio.

“Located between Hartford and New Haven, Middletown draws residents from employment centers in both cities,” said Victor Nolletti, IPA executive managing director investments. “This strong, highly desirable dual-commuter multifamily market has historically demonstrated positive rent growth and value appreciation. The assets in the portfolio provide the buyer with stable in-place cash flow and significant, proven value-add opportunities.” Nolletti and IPA’s Eric Pentore and Wes Klockner represented the seller, Hamilton Janze, and procured the buyer, Jones Street Investment Partners

LLC.

Located on the west bank of the Connecticut River, the town is accessible from I-84 and Connecticut Rtes. 9, 217, and 372. Employment base includes Pratt & Whitney, Middlesex Mutual Assurance Co., Aerospace Techniques Inc., and Wesleyan University.

The properties, 238-unit Middletown Ridge and 280-unit Middletown Brooke, are located off I-91 in the Westlake District. Apartments have vaulted ceilings and wood-style flooring. The average unit size is 1,066 s/f. Constructed in 1988, Middletown Brooke’s apartments have walk-in closets, private patios or balconies, and kitchen pantries. Shared amenities include a swimming pool, fitness center, and picnic area.

Richetelli of Colonial Props. brokers two transactions totaling \$2 million

HAMDEN, CT Michael Richetelli, president and designated broker of Colonial Properties, Inc., has completed the following transactions.



Mike Richetelli

Richetelli, represented the seller, 110 Webb Street, LLC, in the sale of 110 Webb St. in Hamden, a 12,675 s/f light industrial building on .48 acres. The property was purchased by IMAG, LLC for \$935,000. The buyer was represented by Kosta Eliopoulos, realtor, also of Colonial Properties, Inc. IMAG, LLC is renovating the property by adding finished office space, a kitchen and bathrooms and has relisted the property with Colonial for both sale and lease. The seller was represented by attorney Jerome Lacobelle of West Haven. The buyer was represented by attorney Ian Gottlieb of Gambardella, Cipriano, Gottlieb & Hathaway, P.C. in Hamden.

Richetelli also represented the sellers, Herb Mandelker & Robert Rawden in the sale of 380 & 384 Davenport Ave. and 879 Congress Ave. in New Haven for \$1.1 million. The property is the home of Quality Plumbing Supply and consists of 22,216 s/f on .75 acres. The



buyer, Catalina Buffalo Holdings was represented by John Lockhart of Northeast Private Client Group. The property was purchased as an assemblage and the buyers have received approvals for a multi-family redevelopment, which they hope to break ground on by the end of the year. The sellers were represented by Attorney Jerome Lacobelle of

West Haven.

“We are pleased to announce the completion of these two Q1 sales. The year is off to a brisk start, with continued demand for light industrial and redevelopment properties. Unfortunately, inventory is still in short supply, which is leading to decreased transaction volume”, said Richetelli.

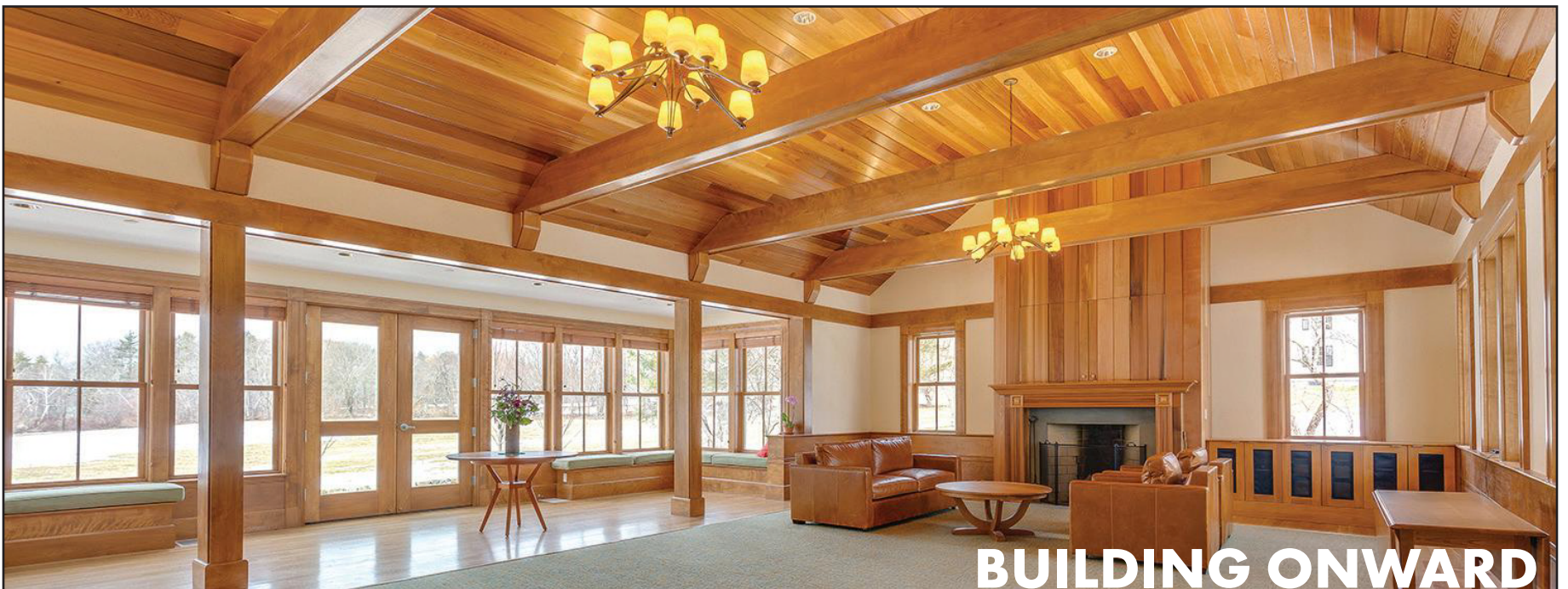
NAI Glickman Kovago & Jacobs brokers \$3.5m sale

WEBSTER, MA NAI Glickman Kovago & Jacobs facilitated the \$3.5 million sale of a multi-family portfolio consisting of 35 units in 10 properties. The seller, Hancock St. Holdings LLC was represented by NAI Glickman Kovago & Jacobs vice presidents David Eldredge, and Tim Whittredge.

Eldredge said, “This Webster multi-family portfolio will pro-

vide the buyer, Webster Rentals LLC, the opportunity to grow its rental portfolio with this value add acquisition.”

The nine properties in this portfolio consist of 1-three unit property, 2-two unit properties, 1-four unit property, 3-five unit properties, 1-two car garage property and 1 vacant lot.



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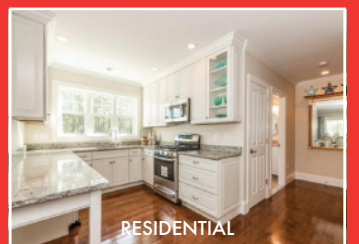
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The MA-RI-ME chapter of the Appraisal Institute is pleased to be holding a four-hour program entitled "Appraising for the Appellate Tax Board – Expanding Your Scope of Work Services" on May 3rd at the Hilton Boston/Dedham Hotel.

The number of appraisers experienced preparing Fair Cash Value appraisals in compliance for use by the Massachusetts Appellate Tax Board (ATB) is rapidly diminishing due in large part to retirements within our aging profession. The primary goal of the program is to make our members aware of this form of valuation analysis and walk them through the differences between Market Value and Fair Cash Value methodologies. The goal of the program is also to educate our members on the trial preparation and expert testimony processes. The program will present an opportunity for assessors, attorneys, and appraisers to meet one another as well as meet directly with Massachusetts ATB officials. The program will enable attendees to potentially expand their scope of services and provide a networking opportunity with assessors and attorneys who require appraisal services.

Information on how to register for "Appraising for the Appellate Tax Board – Expanding Your Scope of Work Services" can be found on the MA-RI-ME Chapter of the Appraisal Institute website: <https://ma-ri-me-appraisal institute.org>

The program will start with a luncheon from 12:00 noon to 12:45 PM, have a series of panelists from 12:45 PM to 5:15 PM, and end with a cocktail reception from 5:15 PM to 6:30 PM. The program will provide attendees with four hours of continuing education credit.

I will moderate the program as well as serve as one of the panelists.



Appraising for the Appellate Tax Board Program

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The primary panelists include the following: Michael Tarello, MAI, ASA of Vision Government Solutions, VP of appraisal operations; Ellen Brideau, MAA, city of Lowell board of assessors/chief assessor; Lane Partridge, MAA, town of Barnstable/director of assessing; Mark DeFrancisco, Massachusetts Appellate Tax Board/chief counsel; Kenneth Gurge, attorney/Law Office of Kenneth W. Gurge; Donald Bouchard, MAI, CRE, Lincoln Property Company/senior vice president; Steven Elliot, SRA, Massachusetts Appellate Tax Board/commissioner; and Rose Perrizo, MAI, RP Realty Advisors/owner.

Topics to be discussed in the first segment will include: the initial assessment process with a walk-through of the assessment property cards; explaining initial negotiations vs the decision to file at ATB for specific fiscal years as well as the deadlines and process; and explaining the Massachusetts ATB history, structure, and purpose as well as explaining the difference between formal and informal hearings.

Topics to be discussed in the second segment will include: Explaining how appraisers, attorneys, and either assessors or property owners work in teams; explain interrogatories, appraisal exchange dates, and discovery for trial/hearing; explain loading capitalization rate with tax rate; explain the ATB

trial process, how the trial works, and rules of the trial.

Topics to be discussed in the third segment include: explaining the nuances of appraising shopping malls and other retail assets; and explaining the nuances of appraising income restricted housing.

The program will end holding a cocktail reception with passed hors d'oeuvres outside the Fairbanks Ballroom.

The program is designed to be as much a networking event for appraisers, assessors, attorneys, and ATB officials to connect as it is to be an educational program.

Program sponsors as of March 6th include Boston Appraisal & Consulting, CBRE New England, NEREJ, Valcre, and LandVest Consulting.

Don't miss this great opportunity to potentially expand your scope of valuation services and meet directly with prospective clients.

Information on how to register for "Appraising for the Appellate Tax Board – Expanding Your Scope of Work Services" can be found on the MA-RI-ME Chapter of the Appraisal Institute website: <https://ma-ri-me-appraisal institute.org>

Thomas Jensen, MAI, AI-GRS, CRE, is Principal/Executive Director at Boston Appraisal & Consulting, LLC, Boston, Mass.

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SPEAKERS



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PROJECT OF THE MONTH

Dellbrook|JKS breaks ground on
2Life Communities'
Opus Newton - 351,000 s/f
senior living development



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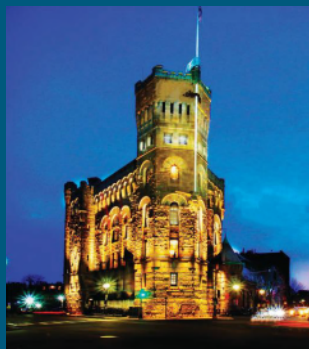
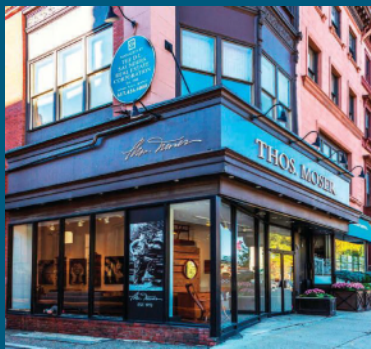


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1031 EXCHANGE

Property repair and improvement costs before a sale and 1031 exchanges



Lynne Bagby

Asset Preservation

It is common for many New England real estate investors to make repairs, updates, and improvements to enhance an investment property in preparation for listing with a real estate agent or broker for sale. A commonly asked question by investors in New England is, "Can I be reimbursed from the 1031 exchange for the costs associated with improving or repairing the property immediately

A commonly asked question by investors in New England is, "Can I be reimbursed from the 1031 exchange for the costs associated with improving or repairing the property immediately before the sale?" The answer is "no, not without generating a tax consequence." The reason for this is that any exchange proceeds an investor receives from a 1031 exchange are considered "boot" and are generally taxable to the extent the investor has a capital gain tax consequence.

before the sale?" The answer is "no, not without generating a tax consequence." The reason for this is that any exchange proceeds an investor receives from a 1031 exchange are considered "boot" and

are generally taxable to the extent the investor has a capital gain tax consequence.

However, improvements an investor makes to improve a relinquished property can be added

to the "cost basis" of the property. In the most simplistic terms, cost basis is the amount a property is worth for tax purposes. The cost basis changes over time and becomes known as the "adjusted basis." The adjusted basis can be increased by capital improvements made to the property and is reduced by depreciation deductions taken during the ownership period and other factors.

Generally, the cost of adding capital improvements having a useful life of more than one year is added to the adjusted cost basis and are referred to as a "capital expense" and must be capitalized

and depreciated over multiple years. An improvement includes enhancements that add value to the property, increases its useful life or adapts the property to a new use. Capital improvements can include room additions, new bathrooms, new roofs, decks, fencing, wiring upgrades, driveways, walkways, plumbing upgrades, and kitchen upgrades. The IRS uses the categories below to define a capital expense which must be depreciated:

- **Improvements:** A taxpayer must capitalize any expense made to improve an investment property. An expense is for an improvement if it results in a betterment to the property, restores the property or adapts the property to a new or different use.

- **Betterments:** Expenses that may result in a betterment to a property include expenses for fixing a pre-existing defect or condition, enlarging or expanding the property or increasing the capacity, strength or quality of the property.

- **Restoration:** Expenses that may be for restoration include expenses for replacing a substantial structural part of a property, repairing damage to a property as a result of a casualty loss or rebuilding the property to a like-new condition.

- **Adaptation:** Expenses that may be for adaptation include expenses for altering the property to a use that is not consistent with the intended ordinary use of the property when initially purchased or held for investment.

Costs that can be deducted as current expenses are amounts paid for incidental repairs and routine maintenance which are not added to the cost basis. Repairs are usually one-off fixes that help keep the property in good working condition and habitable. A real estate investor can deduct the cost of minor repairs from the current year's tax liability, but not from their capital gain tax liability. The IRS clarifies in the 1040 Schedule E Instructions that "repairs in most cases do not add significant value to the property or extend its life."

For more information on basis and adjusted cost basis, read IRS Publication 551, Basis of Assets. For more information about 1031 exchanges, visit www.apixchange.com.

Lynne Bagby, CES is the New England division manager of Asset Preservation, Inc., Boston, Mass.

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Cracks in the wall



Bill Pastuszek
Shepherd Associates

I usually write a market update this time of year and have a look at industrial and office markets. Conventional wisdom rated 2022 as a transitional year with “blue skies forever” optimism largely gone. After the shock of the COVID shutdown and the dramatic rebound, new realities have set in. More balance and perspective replaces endless optimism. As if skyrocketing inflation and the Russian Invasion of Ukraine weren’t enough, we now have the first quarter of 2023 to contend with.

With respect to economic behavior as it relates to real estate and valuation, the post-COVID era continues to challenge and surprise. Informed observers are looking at the cracks in the wall of financial stability with concern. How serious are those cracks in that metaphorical wall that separates order from chaos?

What about the banking system? Inflation has been problematic and just doesn’t want to go away. Despite the Fed’s efforts, there don’t appear to be easy solutions. Some colossally dumb banking has created a crisis that, while shakily now under some control, could escalate.

What happened? Very simplistically, it goes to how banks manage their investments. In the now-gone low interest rate environment, banks bought long-term, now low-yield, instruments. Ordinarily this is realized as a loss on paper. In the case of the failed bank, depositors clamored for their money aided by the internet and caused the bank to have to sell those investments. As the losses were actual, a condition of insolvency was created that forced the government to take over the bank.

The question on everyone’s mind: Is my money safe? I offer no sage advice on this. Anecdotal information suggests there is much concern and funds are getting moved against the hopefully unthinkable.

The government seems to indicate that all funds should be safe. How that carries out in the event of a full scale crisis is not entirely clear. Prompt high-level action seems to have headed off the worst case scenario so far. A wise person stated: “we can’t afford in this high inflation environment to keep our money under mattresses.”

An Axios newsletter informs us that “FDIC guarantees bank deposits of up to \$250,000—a figure most of us weren’t thinking all that much about until a week ago, when regulators guaranteed all customer deposits, even those above a quarter-million dollars, at two failed banks. Now lawmakers, academics, and some in

the financial industry are debating whether the FDIC limit, which hasn’t been raised since 2008, needs to be increased—or abolished altogether.

Axios goes on to say: “regulators stirred up some murkiness when they decided to protect all depositors at Silicon Valley Bank and Signature Bank, with the aim of stemming a serious systemic risk to the financial system.” Another question: given that the U.S. has many smaller banks, will their safety be “guaranteed?” How much will this crisis affect their ability and willingness to do business?

How is CRE affected? Clearly higher interest rates are affecting lending originations and also existing loans. Expect to see more special assets activity. Some property owners that have properties still experiencing COVID effects may be ready to move on.

Let’s take office markets. Office markets are experiencing what could be termed long COVID, i.e., three years after the shutdown, it’s becoming more apparent that office space demand has trended very differently from other asset classes. (This is not as true for asset classes, like retail and lodging, whose demise seemed certain during the height of COVID, but which have rebounded.)

The office sector is under some scrutiny. Given the longer lease terms prevalent in the office sector, several sources suggest that the real shakeout is yet to come as tenants come up for renewal and react to the reality that there are fewer bodies to occupy formerly sufficient spaces. Although much office can be repurposed for alternative uses, this trend is not necessarily easy or quickly done.

As leases come up for renewal and tenants now can act on the experience of the last several years in terms of space flexibility and alternatives to the traditional office models, the reality of the effects of COVID will hit home.

So too with apartments. A recent CoStar news piece tells us that “U.S. apartment sales may end this year’s first quarter at the lowest level in more than a decade as higher interest rates slowed demand.” In sum, sales are lagging. CoStar notes that the most recent sales quarter saw the lowest volume in the past decade; the second lowest was the second quarter of 2020 which was right after the shutdown. “Apartment sales began slowing last year as the Federal Reserve pushed interest rates up to tame inflation. Some potential buyers haven’t been able to make the numbers work with

interest rates that roughly doubled.” So, while still a favored class, even multi-family is showing the strain.

It’s not unreasonable to expect to see increasingly more hesitancy on both the investment grade side of CRE and downstream. Lenders are going to be laser focused on the ability to repay, rather than on forecasts of asset appreciation.

Strange times indeed. Are the small cracks in the wall of economic stability able to be patched over or will they widen? They are likely to get stranger.

[Suggested Reading: Charles P. Kindleberger, *Manias, Panics, and Crashes: A History of Financial Crises*, Seventh Edition 7th ed, 2015.]

Bill Pastuszek, MAI, ASA, MRA heads Shepherd Associates LLC, Needham, Mass.

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William J. Pastuszek, Jr., MAI, AI-GRS, MRA

The development environment has changed a lot since last spring



David O'Sullivan
O'Sullivan Architects

Hard to believe it is already spring. Thankfully winter mostly stayed north of Boston in the ski areas of Maine, New Hampshire and Vermont. Now it is time to get outside, enjoy the warmer weather and get those construction projects going. Or is it? Do you want to start a new project now? Can you make the numbers work for a project and still have

a profit? Can you find people or the materials you need to build it? Will you be able to sell it or lease it up when complete? Can you get financing for the project? All these hurdles seem to have gotten bigger and harder to overcome in the past year.

The development environment has changed a lot since last spring. The interest rate increases have affected all aspects of our industry. But that is only part of the picture. Many do not realize that the Mass Stretch Energy Code changed for all residential buildings of three stories or less on January 1st 2023.

Or that there is a new Commercial Building Code and Energy Code coming on July 1, 2023. These code changes are destined to add to construction costs making project finances even more challenging.

The city of Boston presents its own set of new challenges. Mayor Michelle Wu's proposed changes to the city's inclusionary development policy would make financing for most new condo projects impossible in the city's low- and moderately-priced neighborhoods, some developers and real estate advisors say. They point to difficulties for a grow-

ing list of approved but stalled condo projects in Jamaica Plain and Readville, illustrating the already-high financial hurdles facing developers. Findings of the city's consultants, RKG Assoc., which issued a report last year concluding that condo projects in a large portion of the city wouldn't be financially feasible under the revisions. Switching a project to apartments may be the solution to get it built, but it runs contrary to the neighborhood goals and the cities of providing more home ownership to the residents. Cities need to look at allowing denser

developments if they expect developers to be able to build higher numbers of affordable units into their projects, especially condominiums. Somerville and Cambridge increased their percentage of affordable units required in new developments and both saw a dramatic drop in new projects. The numbers just don't work.

Massachusetts has especially restrictive zoning laws because we leave the issue up to towns, many of which drafted their rules decades ago in an era when zoning was a tool for exclusion along racial and class lines and have hardly changed them since. That means we get a lot of single-family homes, when the demand in our region is largely for multi-family housing. There is hope on the horizon with the new law requiring cities and towns to allow denser by right development adjacent to transit hubs. This new law requires that an MBTA community shall have at least one zoning district of reasonable size in which multi-family housing is permitted as of right and meets other criteria set forth in the statute such as, a minimum gross density of 15 units per acre, located not more than 0.5 miles from a commuter rail station, subway station, ferry terminal or bus station, have no age restrictions and be suitable for families with children. Some towns have embraced this and are working towards revising their zoning but other towns are refusing and telling the state to stay out of telling them what their zoning should be. The lack of zoning for multi-family housing is a barrier for new housing development in Massachusetts. By allowing multi-family housing near transit, we can create new housing in walkable neighborhoods closer to transit. This is not just good housing policy, it is good climate and transportation policy, too. It will take years for this law to have an effect on the housing shortage but it will present new opportunities in and around Boston for denser development.

So in summary, it is going to be an interesting spring as we see changes creating new and more difficult challenges to development of new projects. Maybe just going on vacation is a better choice!

David O'Sullivan, AIA, is the president of O'Sullivan Architects, Inc., Reading, Mass.

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For amateur athletes, our local rinks, tracks, fields, parks, gyms, and other facilities are necessities. These require construction, maintenance, and supervision. Facility owners and operators must protect their clients, themselves, and their investments.

The first step in preventing personal injuries and property damage (and, in turn, liability) is maintaining a safe facility. Owners and operators must adopt appropriate risk management policies, which should be reviewed and updated periodically. Clearly-worded and prominently-featured instructions and warnings are necessary; proper staffing is crucial; and it can be extremely helpful for owners and operators to bring in sport-specific experts to advise on improvements.

Not all injuries or property damage can be avoided by padding or proper supervision. So insurance and risk transfer agreements remain vital parts of any risk management program. Owners and operators must continuously review their agreements and policies to make sure they are current and offer protection for all of the types of activities in which the patrons engage. For example, a gym that adds a pool or even an inflatable water slide must make sure that they have appropriate protection for the unique types of losses they might encounter (personal injury – drowning; property damage – water loss). An indoor soccer facility that adds a weight room for training should review coverage as their relationship with certain patrons might have evolved. And all facilities that contract with amateur programs covered by state or national organizations must monitor the programs to make sure that organizational coverage is not waived. Participants who are not wearing required protection or programs that participate in unsanctioned events might be left uncovered. If there are prerequisites to obtaining indemnity or insurance coverage, owners and operators must ensure that all of these are satisfied.

Releases and waivers of liability also are extremely important. The Massachusetts courts have repeatedly enforced these contractual provisions in a variety of circumstances. See *Sharon v. City of Newton*, 437 Mass. 99 (2002); *Cormier v. Central Mass. Chapter of Nat. Safety Council*, 416 Mass. 285 (1993); *Lee v. Allied Sports Assocs., Inc.*, 349 Mass. 544 (1965); *Zarvas v. Cape-way Rovers Motorcycle Club, Inc.*, 44 Mass. App. Ct. 17 (1997); see also

Minassian v. Ogden Suffolk Downs, 400 Mass. 490 (1987). Participants can even indemnify others for their own negligence. *Post v. Belmont Country Club, Inc.*, 60 Mass. App. Ct. 645 (2004). Guardian-signed releases on behalf of minors have also been upheld. See *Sharon*, supra. However, waivers do not typically protect against gross negligence claims. In the context of “health clubs,” which is broadly defined by statute, they might be deemed prohibited as a matter of public policy. G.L. c. 93, §§ 78, 80. And patrons often attempt to challenge the language of a particular waiver or claim that they did not understand its terms. None of this should take away from the importance of liability waivers; at a minimum, they help put patrons on notice of potential risks.

Other protections might be available under the circumstances. Take, for instance, the owner who allows patrons to enter and use facilities for free. In some contexts, the recreational use statute might preclude liability. *Whooley v. Com.*, 57 Mass. App. Ct. 909 (2003).

If a claim against an owner arises out of its own defective design and construction of the facility, that owner should explore whether the statute of repose might apply. Chapter 260, Section 2B, imposes the six-year repose period for any claims arising out of the negligent “design, planning, construction, or general administration of an improvement” to real property. This might apply to the design of a facility, including the selection and use of padding, protections, or other

features. A plaintiff should not be permitted to circumvent Section 2B by claiming negligent maintenance of the improvement if the real complaint is about its design. See *Sonin v. Mass. Tpk. Auth.*, 61 Mass. App. Ct. 287, 289 (2004) (discussing that the statute does not name any class of protected actors but instead focuses on the activities claimed to have been the cause of the loss).

And the open and obvious rule remains alive in Massachusetts. *O’Sullivan v. Shaw*, 431 Mass. 201, 207 (2000) (rule obviated duty to warn against diving into shallow end of a pool). This duty negating principle can help in some instances. Yet, it can be a tricky argument associated with a tacit acknowledgment about the inherent risks of the activities and the need for protection.

After all, the tort-based assumption of risk defense was abolished by G.L. c. 231, § 85; but see *Hopkins v. Medeiros*, 48 Mass. App. Ct. 607 (2000) (unlike secondary assumption of risk, primary or contractual assumption of risk left undisturbed by Section 85).

It remains in everyone’s best interest to keep athletic facilities open and available at reasonable costs. Protecting the athletes is important; but so too is protecting the owners and operators. Good risk management and an awareness of special defenses can go a long way towards achieving this goal.

Matthew Welnicki is a director at Kenney & Sams, P.C., Boston and Southborough, Mass.



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PROJECT OF

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Dellbrook|JKS breaks ground
Opus Newton - 351,000 s/f

NEWTON, MA On March 6th, 2023, New England construction management firm Dellbrook|JKS broke ground on Opus Newton by 2Life Communities, alongside its architect Perkins Eastman. The new development will provide middle-market seniors with a more affordable living option, centered around community, neighborhood, and interpersonal connection.

“The way we view aging is shifting and so should the care and living options surrounding it,” said 2Life president and CEO Amy Schectman. “Opus prioritizes affordability, community and not only aging in place, but aging in the right place. This model brings a breakthrough prototype to both our region and the nation, confronting the largely unaddressed dearth of middle-market senior living options for what we call ‘the forgotten middle.’ We want this framework to



Shown (from left) are: Dan Rivera, president & CEO of MassDevelopment; Don Bloch, 2Life board member; Mara Riemer Goldstein, JCC Greater Boston board chair; Lily Rabinoff-Goldstein, 2Life board member; David Trietsch, 2Life board member and future Opus resident; Noreen Elfland, 2Life board member; Darryl Fess, president & CEO of Brookline Bank; city councilor Holly Ruthanne Fuller; congressman Jake Auchincloss; Jeff Sacks, 2Life Communities board member; governor Kim Driscoll; Bill Shaevel, 2Life board member; city councilor Rick Lipof; Charlie Silberman, 2Life president & CEO; Sharon Ionnidis, managing director at Hamlin Capital Advisors; Louise Efron, 2Life board member; city councilor Susan Albright; city councilor Victoria Danberg; city councilor David Bowser; Judith Sydney, co-founder at Womenology; Wendy Kraft, 2Life board member; and Aviva...



Rendering courtesy of Perkins Eastman

be adopted by other organizations, and we’re here to guide and support them along the way.”

Opus Newton will be constructed on the Jewish Community Center’s (JCC) Greater Boston campus. The building will also be connected to Coleman House, another 2Life collaboration with Dellbrook|JKS, where the construction management firm is currently completing a \$25 million comprehensive modernization. Temporary modifications to the campus’ traffic flow will allow this busy hub to remain active throughout the course of construction, with sitework beginning before the

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board member; Michael Armstrong, principal at
in, president & CEO of JCC Greater Boston; Lynne
Joah Maslan, 2Life board member; Adam Scott,
yan; Mike Fish, president & CEO of Dellbrook;
chair; state senator Cynthia Creem; lieutenant
Iverman, future Opus resident; Amy Schectman,
Posner-Silverman, future Opus resident; Laura
ty councilor Deb Crossley; city councilor Alicia
iva Sapers, president & CEO of Sapers & Wallack.

month’s end.

The sloping south end of campus will be prepared to welcome a 5-over-3 podium-style structure totaling 351,000 s/f, with two amenity levels and six residential stories atop a two-floor parking garage. The amenity level will feature gathering spaces, a connector wing to Coleman House, and a 12,000 s/f courtyard hugged by Opus on three sides. Once complete, Opus’ exterior will add visual interest to the area with its curved façade and designed landscaping.

“Opus is 2Life’s first project addressing the need for an engaging senior-living experience designed



Shown (from left) are: Mike Fish, president & CEO; Donal Barry, senior superintendent; Keith Clarke, assistant superintendent; José María, project manager; Camryn Caron, assistant superintendent; Spencer Guerschun, project manager; Carli Dantas, project manager; John Kettell, general superintendent; Gregg Ferrelli, project executive; and Ed Sople, chief operating officer.

to be within reach for middle-market older adults, and we’re proud to play a role in its creation,” said Carli Dantas, project manager at Dellbrook|JKS. “Getting to know the campus through working at Coleman House for the past several months has made our team even more excited to begin construction. Opus will benefit from

the incredible sense of community that already exists on the campus.”

With more than 95% of its apartments already pre-sold, the introduction of Opus is an indicator of success for 2Life’s new senior-living model. 2Life anticipates welcoming residents for move-ins starting in summer 2025

Opus Newton Project Team

- Dellbrook|JKS.....construction manager
- Turner Brothersconcrete services
- Superior Contracting Services, LLC.....demolition
- Sustainable Engineering Solutions.....commissioning

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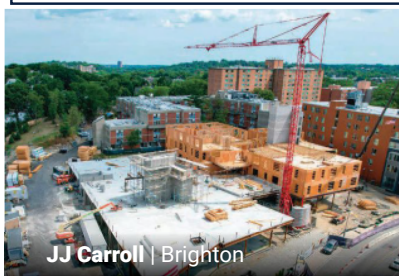
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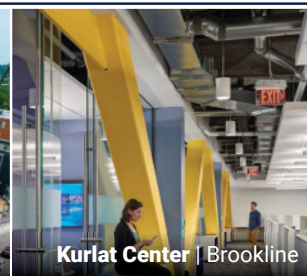
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Congratulations to 2Life Communities for breaking ground on Opus Newton!



JJ Carroll | Brighton



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Opus Newton Team

Short-term leases: Good or bad? Only time will tell who is right and who is wrong



**David
Skinner**

Prescott Advisory

I was standing in the lobby of LifeTime Fitness and thinking to myself, “Wow, this could be the last time I ever work out at Life-Time ever again.” It was the end of the day and my workout buddy was trying to figure out if it was safe to be there. Apparently there was something going around that some people who I had never met were getting quite sick. Was this domestic terror threat, some

sort of hoax, was it totally legit, or some combination of all the above? We finished lifting and we had no idea that March 16, 2020 was going to be the last day of what we knew as normal for years. Things may never be the same.

Why do I bring up my last sane memory before the West’s response to COVID changed the world, maybe forever? Perhaps it is because I am writing during the three year anniversary week of COVID. Perhaps it is because when we feel like we have been here before, what do you do? You look back and you remem-

ber what you did that helped the situation and what you did that didn’t help the situation.

What does this feel like in the past? It reminds of the beginning of the international response to COVID which left us all feeling lost and exposed. But what can we learn? This is the real question. How can we take what is happening now and use the past to help us interpret the present and future?

Here is one trend that I would like to discuss: shortened lease terms, and my opinion of the logic contained herein.

One of the elements to the

commercial real estate business that we saw over the last three to five years has been the explosion of lease rates all over the Greater Boston marketplace and beyond. Suburban cities like Stoughton, Framingham, or even a place like Brockton that has historically had less tenant interest than the their counterparts like Woburn or Medford are now seeing two to three times rent growth over the last few years. This has caused the sale prices to explode, but it has also had an unintended consequence—that of more recently suppressed sale values. As I am doing my tenant representation

work in the industrial world, it is far more difficult to get lease proposals at a 10-year term. These shorter lease terms are very common in high-value areas closer to Boston, but in the suburbs it was commonplace for a landlord to want a long-term lease and the tenant to want the shorter term. More recently, landlords are quite reticent because they still see either the real or perceived value of the length of the term to impact their future sale value. Let me explain.

Rents have been rising, and that is scientific fact. Right now, the value to any buyer is the ability to raise rents in the future in the “mark to market” approach where the property is purchased with the idea of what the building would rent for now, if it was vacant. This approach was famously employed by the Enron executives during their meteoric expansion. I encourage you to read more about that company elsewhere. It is a fascinating story, but I digress. This “mark to market” approach does not work if a tenant signs a then-market but now-dated lease rate and is locked in for 10 years. Because buyers are not spending money on a five cap purchase, they need to see the value-add component to a sale. This is why a five or seven-year lease with options going into the future at market rents are so valuable to landlords now. This is also a concern for tenants because they know that the market rent could go up and outpace their ability to pay the rent, leaving them homeless after five years.

Now how does this relate to our initial conversation? Many companies borrowed aggressively and continued expanding their businesses when the future was uncertain back in 2020. Many industries had banner years, including commercial real estate. However, it seems that on the brink of an economic retraction, proposing short-term lease rates assuming that companies will certainly want to renew the options in five years seems short-sighted and too risky. Time will tell who is right and who is wrong, but if things continue the way they have been, there could be a lot of empty real estate in five years and a number of tenants looking for some more cost-effective options.



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David Skinner is an advisor,
partner with Prescott Advisory,
Needham, Mass.

Real estate and cyber liability



Spencer Macalaster
Risk Strategies Co.

The past 36 months have been unprecedented with respect to society, work environments and political dictates. Entire companies pivoted to remote work environments in a matter of days. The consequential strain on the IT infrastructure was also unprecedented. One consequence of this new paradigm was system vulnerabilities were exposed. Every day a new company is added to the list of systems affected by a massive data breach. Hackers responsible for these types of security breaches can hold a company ransom or worse destroy their reputational credit. In the wake of the Silicon Valley Bank and Signature Bank failures, we expect bad actors to take advantage of the events to intercept wire instructions as clients and other third parties work to reroute funds to alternative banking institutions. We would like to reiterate the need to be wary of requests to change / update payment account information for invoices or any other payments to be made by the company and encourage you to remind our clients and other valued partners of the same.

Real estate owners, developers, and asset managers are in the crosshairs of those bad actors looking to monetize on cyber vulnerabilities. Massachusetts requires companies to provide comprehensive data security to all personal information stored on a server. In addition, regulators in 47 states, the District of Columbia, Puerto Rico, and the Virgin Islands require that individuals (customers, employees, citizens, students, etc.) be notified in the event their data has been lost, stolen or compromised. The most recent data breaches introduce a new twist to a company's cyber liability exposure and potential for exposure to extortion and ransom.

Computer hacking, stolen laptops and fraud scams are the primary culprits leading to cyber liability events. Settlements can include monetary damages, credit monitoring services, hardware and software restoration, business interruption, reputational damages and ransomware payments. Companies can incur millions of dollars in expenses to secure compromised networks, assess damages, and notify customers.

Protection on any corporate database will never be 100% secure. As soon as security measures, such as firewalls, are developed the cyber thieves are creating ways to breach those security measures. With the shift to remote work, contactless services, and increased health/safety

precautions corporate exposures expanded dramatically. Internet security protection is a continual process that cannot be solved entirely by technical means. There are many steps you can take to enhance your protection. Implement multi-factor authentication, don't respond to emails or phone calls requesting your personal information. Use unique usernames and strong passwords for any online account. Make sure you have the most up-to-date security software installed on your computers. Cyber threats are now recognized as one of the biggest threats to business and individuals and are a matter of national security.

Cyber-crime is highly lucrative and provides huge financial incentives to the criminals who can derive large payouts from the data stolen. According to the IBM the average

cost of cyber event is \$3.8 million. Every company should evaluate the exposure and look into cyber insurance as a financial backstop to their data security risk management. Traditional insurance products, including property, general liability and professional liability, do not address cyber risks. As with most special types of risks, it takes a specialty insurance product to address the exposure. Cyber liability policies have been expanding in coverage to include privacy notification expenses, hardware restoration, business interruption expenses and ransom costs.

The bottom line is all companies are exposed to data security breaches. The financial consequences can be enormous, historically most companies relied almost exclusively on technological solutions to manage

the risk. There is a growing awareness at many companies that data security should not be exclusively an IT issue, making cyber insurance coverage a standard part of a company's risk management strategies.

In addition to evaluating the cost and coverage available through your insurance broker, we recommend conducting your own "cyber hygiene" analysis to protect against threats of loss. Cyber hygiene is a set of practices for managing the most common and pervasive cybersecurity risks faced by companies today.

- Identify and prioritize key organizational services, products and assets;
- Evaluate and respond to a company's key services and products;
- Establish an incident response plan;
- Maintain a proactive and continu-

ous educational and training program;

- Maintain continuous and updated security and monitoring;

- Implement controls to protect and recover data;

- Monitor and manage supplier and supply chain dependencies;

- Implement "MFA" (multi-factor authorization) throughout the organization;

- Perform continuous cyber threat and vulnerability monitoring.

Cyber exposures require an all hands on deck approach. Hardware, software, training, and insurance must work in a coordinated way to fully protect your company from significant financial loss and reputational harm.

Spencer Macalaster is the executive vice president of Risk Strategies Co., Boston, Mass.

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Yogi Berra was credited with the following line, “its deja vue all over again.” There are some exceptions to my article last year but not many. I know those who read this article are aware of the strange times we live. In my 50 years in the real estate business, I have never seen anything like it. The Jimmy Carter years were tough on our industry, long lines at the gas pumps; even or odd license plate determination of the days you could go to the pumps; a prime rate of 18.5%; high inflation; high unemployment. The inflation of today, high gasoline prices, war in Ukraine, steady increase in the interest

rates will have to have an effect. But when and how? We have enjoyed three very good years in the hotel brokerage business and destination resorts have benefitted greatly. I am very proud to say that next week I will be closing a resort hotel for \$100 million. That is right, the real number but the asset and cash flow justify it. Corporate hotels are beginning to show signs of life. I suggested over a year ago that the pent-up demand would create a strong hotel recovery after the pandemic. Yes, I was right about the pent-up demand and travelers have inundated destination resorts throughout New England.

Thankfully, my company’s business model placed a great deal of emphasis on destination locations, a wider range of property values while still being effective in the brokerage of mid-market hotels. As a result, we have sold

numerous resort inns, boutique hotels and larger motels. The demand for destination locations and the amounts of money available is unprecedented. We have hotels under agreement and to close in the next couple of months. Most of these were confidentially marketed and not promoted on our web site. So now our problem is finding inventory. Which is interesting as there is not much for sale in New England no matter the market as there have been numerous transactions over the past 12 months.

There are areas for all to consider and monitor.

Cost of new construction: For the past three years the cost for new construction has risen dramatically. New hotels will be still built especially with the push for new brands. There are so many brands now that it is impossible to know them all. I do think

that building in tertiary markets will ease considerably from 2019 levels. I have heard construction cost estimates for mid-market, hotels and all-suites hotels from \$250,000 to \$300,000 a key. As a result, it will be very difficult to build new in tertiary markets where occupancy and average daily rates will not reach a level needed to justify the costs. The result is that companies are now looking to find well-built three to six-story hotels that can be purchased in the \$35,000 to \$70,000 a key range. The ideas are to put another \$20,000 or more per room into the property and have a good quality property for much less than new construction. These opportunities will also allow the operator to monitor their room rates to below the new hotels room rates and thus compete very effectively. One other issue that is driving costs is materials supply and

this is effecting every industry and until solved all can expect costs and inflation to continue.

Lack of staff: The lack of workers for the hospitality industry is reaching a breaking point. Hotels are, in cases, unable to sell rooms because they do not have the housekeepers to clean all the rooms. Restaurants are closing one or two days a week which in the summer, when business is the strongest, will reduce revenue significantly and make it harder to have the cash flow to make it through the winter. I have seen Dunkin Donuts locations that close at 2 pm as there is no staff to remain open. Everyone in the hospitality business is aware of this major problem and it is happening in other industries as well. It is great to know there is a problem, now how can it be solved? All of us should be continually providing information about this to our senators, congressmen, and women. It seems that Washington either does not get the problem and/or wants to do nothing about it. The first obvious change would be to increase the J-1 and H2B visas allowed. Increase our vocational schools and recognize not everyone should go to college and encourage those that would be good chefs, cooks, and other hospitality positions to be educated properly.

Room rates: They must go up. Wages have increased significantly; interest rates are on the rise; continued pressure to make regular capital improvements. My concern is that although rates may need to be increased, we could start to see some pricing wars and that is the last thing the hospitality industry needs.

Capitalization rates: During the last few years and even immediately after the pandemic, the overall capitalization rates have been the lowest the industry has ever seen. This has continued recently as the competition for high-quality resort hotels has been high and all in cap rates can vary for those properties. At this time it is unusual to see cap rates under 6 to 6.5 with an 8% cap rate very common and the REITs are now looking at non-recourse financing over 9% interest rates. Other types of properties have traded in the 8% to 13% cap rate range depending on age, number of floors, location, uninstalled elevators, and it goes on. The capitalization rates we have seen will go up. They must, as the cost of capital increased so do the rates. The Fed has been on a mission to rapidly raise rates, as usual we may again hit a brick wall. As I said earlier, “deja vue all over again.”

One of my main concerns; I hear from others in the industry that “2023 will still be good but watch out for 2024.” I hope we do not allow the “self-fulfilling prophecy” to become our guide.

Earle Wason, CCIM, is president and owner of Wason Associates Hospitality Real Estate Brokerage Group, Portsmouth, N.H.

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NEW HAMPSHIRE

Due to hybrid and work-from-home models, the square footage companies need has dropped



Kristie Russell
Colliers

Although the first quarter of 2023 has not ended yet, the commercial real estate market has been active thus far. The industrial sector continued to see both investment and owner-user sales throughout New Hampshire. There is movement in all directions on the office side—including local owners adding to their portfolios, tenants consolidating locations, companies expanding, and others downsizing.

There was practically no change in overall industrial vacancy year-over-year, and the statewide average ended the fourth quarter at 2.7%. With little room to tighten, the vacancy rate will likely remain relatively flat this year.

Of note, the 94,000 s/f warehouse/distribution building at 16 Swamscott St. in Newfields sold for \$5.15 million (\$55 per s/f) to a Mass.-based investor in March 2023. The building was 100% leased at the time of the sale, but Great Bay Home, part of Home Fashion Designs, plans to vacate the building by the end of the first quarter. Part of the ownership of both companies purchased 9.3 acres in October 2022 to build a new 160,000 s/f warehouse/distribution facility in Somersworth. The home goods company plans to occupy part of the building, roughly 46,000 s/f, and lease the remaining space during the first quarter of 2024 when construction is slated to be complete.

1 Hampshire Dr. in Milford changed hands in January. The 60,000 s/f flex building was 77% occupied at the time of the sale when it was purchased for \$2.908 million (\$49 per s/f) by a N.Y.-based investor.

The 44,000 s/f warehouse/distribution facility at 340 Commerce Way in Pembroke was purchased by an N.H.-based investor, Ben Kelley, for \$2.9 million (\$66 per s/f) in January. The building is now on the market as available and fully vacant.

Shifting to the office sector, the vacancy rate steadily declined in 2022, falling by 0.7% year-over-year and ended the fourth quarter at 10.7%. Class B space absorbed the most amount of square feet in 2022, roughly 153,000 s/f, leading the category's vacancy rate to decline by 1.2% year-over-year. Although there have been companies relocating or expanding over the first quarter, the forecast shows a potential increase in the vacancy rate.

There have been a couple of large office sales already this quarter. The

largest was the 403,818 s/f mill office building at 150 Dow St. in Manchester, which was purchased for \$23 million (\$57 per s/f) by an LLC associated with a local investor/entrepreneur, Dean Kamen, in January.

The class B office building at Birchpond Office Park at 410 Amherst St. in Nashua sold in January to an N.H.-based investor, Whiting Building, LLC for \$8.975 million (\$130 per s/f). The 69,210 s/f building was 80% occupied at the time of the sale.

Sanborn Head, an engineering and geoscience consulting firm, leased 22,860 s/f at 6 Bedford Farms Dr. in Bedford. The company will combine

its Concord, N.H., and Westford, Mass., offices into the new location this spring, with this site serving as the new corporate headquarters.

Q, LLC, a firearms manufacturer, leased 19,980 s/f of class B office space at 271-279 Locust St. in Dover. Currently, the company manufactures firearms from its production facility on Enterprise Dr. in Dover. It will use this location primarily for office, allowing extra space to accommodate its growth.

A couple Seacoast-area companies plan to downsize this year. In January, Liberty Mutual said it will vacate two office buildings, 576,000 s/f, on Liberty Way in Dover and

relocate some of these workers to the building it leases on Borthwick Ave. in Portsmouth, about 15 miles away. According to its press release, although downsizing its footprint, no one is losing their job. After the pandemic, part of Liberty's workforce stayed with the work-from-home model and will continue to do so permanently. Unless the vacated space in Dover is relet by the end of 2023, there will be a dramatic increase in the vacancy rate in this submarket.

The Portsmouth submarket could also see an increase in its vacancy by the end of the year due to Timberland downsizing at 200 Domain Dr. in Stratham. The company has

been the main tenant in the 208,000 s/f building since 2000, with Bright Horizons childcare center being the only other tenant. By the end of 2023, there will be 94,000 s/f available for multiple tenants, including a 19,000 s/f conference/meeting area.

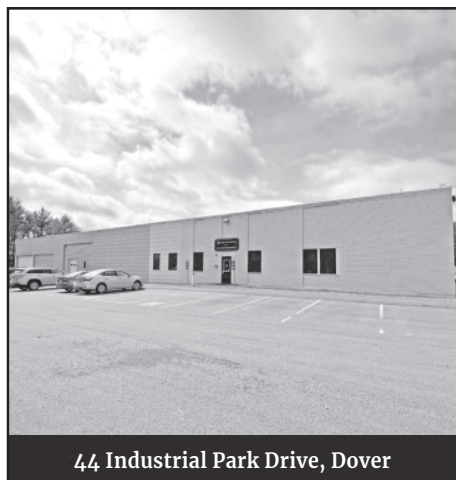
So far this year, much of the movement is still due to the burgeoning hybrid and work-from-home models. Due to these trends, the square footage companies need has dropped over the last couple of years, which has naturally led to some downsizing or consolidating locations.

Kristie Russell, CPRC, is a research manager for Colliers, Manchester, N.H.

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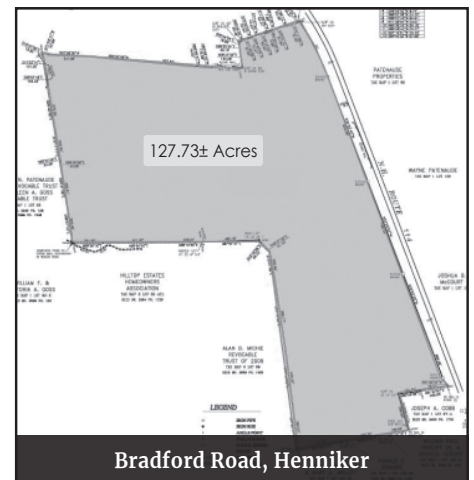


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The new normal swings into summer



Dennis Serpone
National Restaurant Exchange

“Half a league, half a league, half a league onward, all in the valley of death rode the six hundred. Forward, the Light Brigade! Charge for the guns! he said: Into the valley of death rode the six hundred,” by Alfred, Lord Tennyson.

The restaurant industry has charged through the last couple of years, through the pandemic and through the problems relating to inflation and staffing. The most visible signs of distress have been the increases across the width and breath of menus and the reduction

of operating days and hours. The national restaurant media indicates the sales have increased by 2-4% across the full service sector, stayed relatively constant for pubs in general, but increased closer to 5% for the fast food community due in part, as a result of increase delivery promotions.

The area of growth usually ignored due to their smaller number of units in New England are the casinos...Encore, Plainville, Bally's, Foxwoods, and Mohegan Sun.

They have been an adult playground for more of the locals, expensive if you lose, a bargain if you win. Overall casino visits are an expensive way to be entertained, however, with sports betting now fully intact in Massachusetts, the

surge to the casino floor to watch and bet the college games is almost overwhelming. With their massive wall of wide-screen televisions, the cheering can be deafening. Sports betting has awakened the legislators who now see another stream of income that the population has been clamoring for. How long do you think before a progressive band of politicians decide that bringing back “happy hours” is long overdue.

Illinois joined Kansas as the second state to repeal a state ban on happy hour in the 21st century. Happy hours are still banned in Alaska, Delaware, Hawaii, Indiana, Maine, North Carolina, Oklahoma, Rhode Island, Utah, Vermont, and right here in Massachusetts. Eleven out of fifty

states...banned! However, there must be a redeeming quality of life in allowing marijuana to be sold in over 1,900 outlets in Massachusetts.

There's a major effort to infuse THC in food products and drinks that will blur the benefits and dangers.

With such a mild winter behind us, many snowbirds are asking themselves what did they escape to Florida from?

This year I am celebrating 43 years in the business of helping buyers and sellers move in or out of the food and beverage industry. In the span of 43 years, I've watched the ebb and flow of the growth or retraction of independent restaurants in New England. I'm happy to report that spring and summer

restaurant and entertainment activity should exceed the two years before COVID-19 was an issue.

The former Red Parrot on Nantasket Beach, after a major renovation, now called The Parrot, should out perform any other beachside operation in the area. The popular water-view, second-floor restaurant in Plymouth, Issac's, is undergoing a total renovation and should be the hottest restaurant in town next to the East Bay Grille. Over the bridge, the five primary areas of tourist attractions remain Falmouth, Hyannis, Yarmouth, Chatham, and Provincetown. Yarmouth and Hyannis, because of their easier access from Rte. 6 and proximity to Boston should set the stage for a huge summer. The motels, and individual home rentals are seeing earlier than usual inquiries for reservations...with prices exceeding those before the pandemic.

West Yarmouth has become a major tourist attraction with the ever-growing water park attracting over 5,000 young people per day. The parents, while their children are at play are either shopping across the street at the former Christmas Tree Plaza or catching a few cold beers and enjoying the entertainment at the Music Room. A local magazine named the *Music Room* the hottest nightclub on the Cape with national acts only seen in the larger big cities (MusicRoomCapeCod.com).

If on the other hand, you're not saddled with entertaining children and you're considered 'affluent', there is no better place on the Cape than Chatham.

Suffice to say that winter is over, spring holds high promises for people coming out of hibernation and focusing on socializing, and summer should be a non-brainer with new restaurants in the Seaport District and the diversity of food, beverage and retail in the ever-expanding Assembly Row. If you haven't been there yet, make a point of driving through. Almost anything you want can be had there...restaurants, pubs, movie theaters, super markets, boutique retail...with, what Boston lacks, easy access and plenty of parking. Those big erector cranes that you see from Rte. 93 are adding another 1.5 million s/f of office and retail space.

Our team of 20 restaurant specialists have their thumb on the pulse of everything happening there...and throughout the region.

Dennis Serpone is founder of the National Restaurant Exchange, Wakefield, Mass.

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The R.I. real estate market remains strong, due to the fact that inventory remains tight



Thomas Sweeney
Sweeney R.E. & Appraisal

Imagine the economy as a heart-beat, it needs go through rises and lulls, it's alive. Stagnate activity is cause for concern. We may see a recession but we are in no way able to determine how deep it will be, if it's not already here.

The overall impression of the future is we are headed for a recession. Leading economic indicators are trending that way, but the remaining indicators continue to tend positive in Rhode Island. Economists who previously thought the recession would be here by March are now forecasting a later date of Q2 or Q3. The good news is that consumer perspective has remained positive with retail sales and restaurant spending in December rose 9.2% and then again in January by 3%. The bad news is the Fed's have never managed to reduce inflation from levels it has seen recently without causing a recession.

The Fed recently announced an increase in rates by a quarter point, which seems to reflect concerns with the ongoing turmoil in the banking systems. This may be a signal of the end of aggressive rate hikes, as the central bank also seems to be concerned with increasing rates on the economy in general.

The biggest questions seem to surround the office and multifamily markets. Multifamily is the market most impacted by interests rates, with rates of return on multifamily around 8% if borrow rates get too close to return rates we will see a huge impact on market activity. Office leasing while remaining consistent in activity, has seen changes in useable square footage, location to labor and ease of access all playing large roles in motivation for moving. This has increased activity in submarkets such as Lincoln and Warwick. Term length while increasing has not returned to the confidence of term in pre-pandemic times. Downtown office and mill space are seeing investment from the multifamily market for conversion.

We are seeing post pandemic effects. Highest and best use determination now plays a major roll in the office and industrial markets as well as the appraisal valuation results. Steve Kirby of Kirby Properties at the Rhode Island Commercial and Appraisal Board of Realtors State of Commercial Real Estate Event presented the example of an office

building in Newport that was converted into luxury car vault condos. Units are selling for \$318 to \$444 per s/f and they are completely sold out for phase one and phase two. The push on industrial mills for conversions has doubled now with the consideration for alternative office conversions. The appraisal process for determining highest and best use has not changed but the results of what is determined has, and we can see that through the creativity of people. I predict that this is a trend that will persist for years to come.

The industrial market continues to be in highest demand on both the leasing and sales sides, with

rates of investment return in the high teens to low twenties. While Amazon has pulled back on their development of new locations and recently announced they are laying off another 9,000 workers, there are multiple slightly smaller tenants, who continue to be in the market. There is only one major warehouse available in the market with another one scheduled to come online in the Q1 of 2024. Demand still is outpacing inventory in the typical Rhode Island industrial market, with properties being put on the market and going under agreement in a relatively short period of time, even if there is aggressive pricing.

Online retail will always be present but the shift to more of a mix is occurring. As mentioned earlier retail is returning, but it's specific retail. If you look at many restaurants and cafés, patrons have returned to the market bringing stabilization for owners and tenants. Retail continues to persist in the metro areas as well as the submarkets. Hope and Main, an incubator for food and beverage businesses, opened a retail presence at 100 Westminster St. in downtown Providence. Service type retail is making a comeback, but traditional brick and mortar will continue to lag due to online providers.

The real estate market in Rhode

Island remains strong, but this is primarily due to the fact that inventory remains tight. With rates projected to continue to rise, even slightly, there might be some increase in inventory, but not to the extent that it will significantly negatively impact the market. All phases of the market appear stable and should continue to do so. While the question is, "Are we going into or are we already in a recession?" remains prevalent, but it would appear that the real estate market continues to have a strong foundation.

Thomas Sweeney, SIOR, is president of Sweeney Real Estate & Appraisal, Providence, R.I.



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RHODE ISLAND INDUSTRIAL

Demand continues from tenants and investors



Julie Freshman
MG Commercial

The Rhode Island industrial market has been challenged by a lack of supply with vacancy rates in the 1% to 2% range for “modern” single-story industrial buildings, with little new construction of industrial buildings due to lease rates that have not increased to or above the rates necessary to justify the high cost associated with new construction. Industrial lease rates in Rhode Island have increased over the past couple of years and are now in the \$5-\$6 per s/f range, NNN for bulk warehouse space, in the \$6.50-\$7.50 per s/f range for general purpose industrial space,



George Paskalis
MG Commercial

and around \$10 per s/f for flex space; however, lease rates needed to justify new construction generally range from over \$10 per s/f to the teens per s/f, NNN. The low supply, high demand and limited new construction will continue to create a conundrum for tenants and buyers looking for industrial space and buildings. Whether a tenant or buyer is looking for 10,000 s/f or 100,000 s/f in Rhode Island, they are faced with very few options.

We continue to see demand for manufacturing and warehouse space, as well as demand from self-storage companies. Demand also remains



Mike Giuttari
MG Commercial

steady from investors looking for fully-leased industrial buildings. However, the high interest rates are causing investors to reassess their underwriting and are also reducing buyer’s purchasing power and forcing some potential end users to lease rather than purchase.

Despite the increased construction costs and interest rates, there are some speculative warehouse developments and/or build-to-suit leasing projects proposed or underway throughout the state. Smithfield, Pawtucket, Warwick and Cranston all have developments ranging in size from 165,000 s/f to

one million s/f at various states of completion. It is still not clear if these spaces will lease up to tenants with larger footprints (+100,000 s/f) or if owners will need to consider subdividing them into smaller spaces. The asking lease rates for these speculative development and build-to-suit leasing opportunities are typically in the low teens per s/f, triple net (NNN) which ends up pricing the local companies out that need space for growth. Owners/developers will be forced to wait for national tenants capable of paying these rates.

Recent lease transactions include a lease renewal for 16,400 s/f in the Pettaconsett Industrial Park in Cranston by a construction supply company; and a lease renewal for 80,000 s/f in the Huntington Industrial Park in Providence by a medical

device manufacturing company, with an option for future expansion into a proposed addition to the building. We expect demand to remain steady with a number of companies that will be looking to expand this year with a need for additional and overflow manufacturing & warehouse space.

On the sale side, a 32,000 s/f LEED certified industrial facility at 81 Ocean State Dr. in Quonset is under contract for over \$100 per s/f with a closing anticipated for April; a single tenant, net leased a 12,600 s/f building on 7.26 acres, which offers expansion or redevelopment potential, 263 Jenckes Hill Rd. in Lincoln was sold to an out-of-state investor for \$2 million; and a 40,205 s/f building in Pawtucket is under contract and anticipated to close this month. The demand on the sale side remains steady, but higher interest rates are reducing buyer’s purchasing power compared with last year.

The “Rhode Island Ready” program which was announced in January of last year and aims to create an inventory of pre-permitted properties ready for industrial development throughout the state, recently approved two new sites for enrollment, bringing the total number to 13. Eligible sites must be zoned for industrial or offshore wind supported uses. Sites must allow for upgraded or improved infrastructure in support of an industrial use. They also must allow an existing industrial use or facility to expand significantly or be 10 acres or more in size or be capable of supporting at least 100,000 s/f of building area and be located within one mile of a designated state highway. The 13 enrolled sites include 649 Waterfront Dr., East Providence; 275 Ferris Ave., East Providence; 20 Goddard Rd., Cranston; 9 Dexter Rd., East Providence; 195 Francis Ave., Cranston; 1347 Roger Williams Way, North Kingstown; 1 Moshassuck St., Pawtucket; 1307 Hartford Ave., Johnston; 0 Comstock Pkwy., Cranston; 40 Keyes Way, West Warwick; 550 Romano Vineyard Way at the Quonset Business Park, North Kingstown; 461 Water St., Warren; and 961 Douglas Pike, Smithfield.

The speculative warehouse development and build-to-suit projects, coupled with the RI Ready program, creating additional pad-ready industrial development sites, are expected to eventually generate more supply in the Rhode Island industrial market. However, for 2023 and the foreseeable future, historically low supply and steady demand will continue as the trend.

Julie Freshman is a vice president, George Paskalis, SIOR, is an executive vice president and Mike Giuttari, SIOR is president of MG Commercial Real Estate, Providence, R.I.

INDUSTRIAL SPACE FOR LEASE 678 GEORGE WASHINGTON HIGHWAY, LINCOLN, RI



LOCATION DESCRIPTION

678 George Washington Highway is well located along Route 116 in Lincoln, Rhode Island, just minutes from Route 146 (1.4 miles) and I-295 (0.9 miles). Providence is 15 minutes to the south and Boston is 50 minutes to the north of the property.

OFFERING SUMMARY

Lease Rate:	\$6.95 SF/yr (NNN)
Available SF:	35,000 SF
Lot Size:	5.68 Acres
Building Size:	40,734 SF

PROPERTY DESCRIPTION

678 George Washington Highway contains approximately 35,000 SF of warehouse or manufacturing space with five (5) trailer height loading docks available for lease.

PROPERTY HIGHLIGHTS

- 35,000 SF Warehouse/Manufacturing Space
- Five (5) Trailer Height Loading Docks
- 3 Phase, 600 Amp, 480 Volt Power
- Radiant Gas Heat
- Rhode Island Energy Gas/Electric
- Municipal Water/Sewer
- Wet Sprinkler System
- Concrete Floors
- ML-05 Zoning

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Municipal improvements of brownfields properties through court-supervised proceedings



John Dorsey
Ferrucci Russo Dorsey P.C.

In a real estate market where developable properties situated to accommodate major land developments are limited in supply and highly competitive, municipal improvement of brownfields properties, particularly those involving a prior mill building or industrial use, through specialized court proceedings presents municipalities unique opportunities to improve environmental conditions and transition these properties into repurposed, economically productive projects. Brownfields properties are classified as real property, the expansion, redevelopment, or reuse of which may be complicated by the presence or potential presence of a hazardous substance, pollutant, or contaminant.¹

In the ordinary course, the availability of federal and state grants and similar funding mechanisms provide resources to address historically contaminated brownfields properties. Notwithstanding the availability of these resources, municipalities often face obstacles in leveraging resources for brownfields properties that have experienced a level of abandonment.

A specific example includes actual abandonment of a brownfields property. Here, an owner has openly abandoned involvement with the property. The title of the brownfields property has a last recorded ownership interest, however, the owner has actively and openly divested itself of any meaningful interest or activity in connection with the brownfields property. In turn, the municipality cannot assess the environmental condition of the brownfields property, which impedes public health and safety considerations and any meaningful planning for potential future land use.

Alternatively, there is constructive abandonment. This is where an owner has a level of involvement with the brownfields property but ultimately proves to be non-responsive in addressing the environmental condition of the brownfields property. In turn, the municipality may have some level of understanding of the environmental condition of the property but has incomplete

data, which practically leaves the municipality in a similar position as actual abandonment.

Another example is non-compliant ownership in the face of known brownfields contamination rising to the level of presenting a public nuisance. Often, this is coupled with financial constraints or other issues impacting the developability of the brownfields property, leaving a distressed asset.

Usually, municipal participation plays an important role in the environmental site assessment and remediation process, either as a landowner, potential grant applicant and/or a supporting project

partner. In turn, municipalities can at times assist brownfields properties by leveraging grants specifically allowing for municipal involvement in the site assessment and remedial process.

In circumstances of abandonment of a brownfields property, court-supervised proceedings can offer unique tools for municipalities to improve the environmental condition of a brownfields property fitting into one of the above-categories, unlocking the first step towards putting the property back into economically productive use. In Rhode Island, the law allows certain parties, including a municipality,

to seek the court's appointment of a fiduciary, known as a Receiver or Special Master, to take over the affairs of a brownfields property in order to work with stakeholders, including the municipality and regulators, to implement a plan to advance assessment and/or remediation where no other adequate remedies are available to address the condition of the brownfields property. In doing so, the court-supervised process can unlock several practical solutions to these complex issues.

A specific example includes the option of a municipality working with the court-supervised process

to perform an environmental site assessment, then proceeding through a court-supervised sale process to a third-party who ultimately develops the brownfields property.

Another example is the municipality conducting an environmental site assessment and then investing in the remediation of specifically defined environmental issues impacting the developability of the brownfields property.

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John Dorsey, Esq., an attorney/
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¹ State of Rhode Island Department of Environmental Management, <https://dem.ri.gov/environmental-protection-bureau/land-revitalization-and-sustainable-materials-management/state-0> (last visited March 20, 2023).

RHODE ISLAND RETAIL

Experiential retail is driving consumer traffic and extending the shopping day



Bill Greene
Hayes & Sherry

As we move further from the peak of pandemic-induced restrictions and closer to a second summer with lessened and, often, little-to-no social limitations, it is clear that pent-up consumer demand for how we spend leisure time is driving change in the market. And while the trends we're seeing today have been percolating for years in other parts of the country, they've begun to take shape locally.

I'm talking specifically about experiential retail and how this should be an exciting time for its development in Rhode Island and southeastern New England.

Historically, experiential retail was bowling alleys and places like Dave & Buster's. But what we have

seen in recent years is an entirely new look...and consumers have taken notice.

That's because the shopping experience has changed dramatically, with the ability to buy just about anything online with a few taps on a mobile device satisfying

That's because the shopping experience has changed dramatically, with the ability to buy just about anything online with a few taps on a mobile device satisfying the on-demand appetite of society. Why go to a store to get sneakers when they can be purchased from the comfort of your couch.

the on-demand appetite of society. Why go to a store to get sneakers when they can be purchased from the comfort of your couch.

In response, retailers have turned their focus to creating immersive, interactive, and memorable shopping experiences in their physical stores as a way to enhance the customer experience, drive traffic, and build emotional connections with their brands. It is where investors and developers want to be pitched on what you cannot recreate in people's homes.

In New York, Dick's debuted its "House of Sport" store concept in spring 2021, complete with a

17,000-sq-ft turf field and track, a 32-ft. rock-climbing wall, and more. Last September, Houston welcomed the Puttery, a high-end, indoor golf destination with themed courses and craft cocktails.

When it comes to market trends, it's often said that Rhode Island tends to be late to the party. And while there's some truth to that (due in part to our size), it isn't necessarily a bad thing when it comes to experiential retail. Rhode Island is not over-built like other places, leading to fewer of the large-scale vacancies this model needs. What this also means is we can be selective in the brands and concepts we court to the Ocean State.

When it comes to market trends, it's often said that Rhode Island tends to be late to the party. And while there's some truth to that (due in part to our size), it isn't necessarily a bad thing when it comes to experiential retail. Rhode Island is not over-built like other places, leading to fewer of the large-scale vacancies this model needs. What this also means is we can be selective in the brands and concepts we court to the Ocean State.

Cranston will realize itself as home to the first Top Golf in New England this year, and I'm happy to share that Hayes & Sherry is doing work for the Puttery in this market. This includes looking for a 25,000-sq-ft single-level of multi-story space in a dynamic regional location to explore their concept to benefit the greater Providence area.

Where food and entertainment have replaced big box as the anchors of shopping centers, experiential retail is moving in to stake its claim to driving consumer traffic and extending the shopping day. This is Rhode Island's chance to break the mold and follow opportunity.

Bill Greene is a partner at Hayes & Sherry and a member of the national Cushman & Wakefield alliance program, Providence, R.I.

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Market & Main - Bedford, NH



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Atlantic Capital Partners sells four Stop & Shop-anchored assets for \$70m

SWAMPSCOTT, MA Atlantic Capital Partners has sold four Stop & Shop assets for \$70 million totaling 272,542 s/f. The portfolio consisted of assets in the communities of Malden, Swampscott, Framingham, and Bristol, RI.



Justin Smith



Chris Peterson

Justin Smith, head of Capital Markets; Chris Peterson, vice president of Capital Markets; and Sam Koonce, associate, oversaw the transaction which had Atlantic Capital Partners exclusively representing both buyer and seller.

The portfolio is 100% leased by

Stop & Shop, a division of Ahold Delhaize USA Inc., which is the third-largest supermarket operator in the country. Stop & Shop is New England's dominant grocer by market share.



Sam Koonce

With each asset featuring highly productive grocery stores and unmatched trade-area demographics, the portfolio offers exceptional stability and surety of cash flow. Smith said, "These generational assets afford future ownership with extremely durable cash flow from an investment-grade tenant. In addition to the credit profile, the underlying real estate for each of these assets is what made the portfolio so attractive to investors."

These properties are surrounded



Stop & Shop - Swampscott, MA

by dense populations in markets with the average household income within a three-mile radius

exceeding \$125,000. Peterson said, "This portfolio provides geographic diversity for the buyer and

afforded the seller the opportunity to realize accretive gains on four legacy assets."

Federal Realty leases 75,000 s/f of retail space at Darien Commons

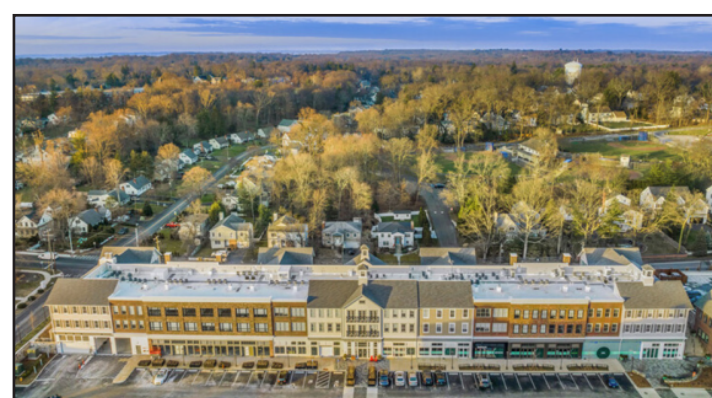
DARIEN, CT Federal Realty Investment Trust has 100% leased the first phase of residential, and move-ins have begun in the second building at Darien Commons. Solidcore, Choice Pet and OVME are now open with sweetgreen expected to begin serving customers by the end of the March. New retail leases have been signed with Sur La Table, Hammer & Nails and Chip City. The development includes 75,000 s/f of new retail space along with 122 luxury apartments.

Sur La Table, the leading retail destination for those passionate about cooking and entertaining, to open with 5,529 s/f

Hammer & Nails, a luxury men's grooming shop, will open its second Connecticut location in a 2,609 s/f space

Chip City, a New York-based cookie bakery with a cult following, will open their second Connecticut location in a 1,373 s/f shop.

Previously confirmed tenants include dining, takeout, wellness, beauty, and retail such as Grego-



ry's, Molto, Naya, One Medical, Salt + Sweat, Seamore's, Van Leeuwen and Warby Parker.

"The property construction phase at Darien Commons is now complete and we are very pleased with reactions from residents, neighbors and our retail partners," said Patrick McMahon, senior vice president, development for Federal Realty. "The interest in the residential offering has been strong, and we expect to be fully leased by June. As retailers begin opening, we can feel a terrific community energy starting to build."

Darien Commons provides access to I-95 and the Metro-North rail line to New York City. The project creates an opportunity for like-minded retailers to locate alongside each other, and enhanced convenience for future apartment residents. On-site surface parking makes the retail easily accessible and shopping more convenient.

Darien Commons also features a brand-new 12,000 s/f Walgreens and a recently renovated Equinox fitness club.

BioMed Realty leases to chef Lydia Shire at 492,000 s/f Seaport Science Center

BOSTON, MA BioMed Realty, a Blackstone portfolio company and provider of real estate solutions to the life science and technology industries, executed a lease with James Beard award-winning



Lydia Shire

chef Lydia Shire for a restaurant concept at Seaport Science Center, a 492,000 s/f life science redevelopment. Slated to open in 2024, this new concept will complement the venerable Scampo which Shire opened at the Liberty Hotel in 2008.

BioMed Realty and Shire plan to deliver this restaurant at Seaport Science Center, a property that is surrounded by some of the world's most influential companies and top research institutions in one of the most desirable neighborhoods in

the city. The restaurant will be on the ground floor of the building with connection directly into the building's lobby. The partnership with Shire will expand with collaboration opportunities for tenant events in the building's six story atrium and all-season roof deck.

The design of the 13-floor Seaport Science Center features lab and collaborative spaces, a six-story atrium and winter garden, an all-season roof deck and an array of amenities. The property is built for multi-tenant use with infrastructure to accommodate a range of tenant lab and office requirements.

Since being acquired by Blackstone in 2016, BioMed Realty's investment in Massachusetts and its life science industry has continued to deepen over time. Within the Boston / Cambridge market, BioMed Realty has an operating portfolio of 5.6 million

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Newmark sells 54,226 s/f for \$26.4 million for Acadia Realty Trust to Benderson Development

CAMBRIDGE, MA Acadia Realty Trust has sold 330-340 River St., a 54,226 s/f retail asset comprising of a two-story Whole Foods Market and an adjacent Walgreens, to Benderson Development.



Geoffrey Millerd

Newmark co-head of U.S. Capital Markets Robert Griffin, vice chairman Geoffrey Millerd and managing directors Jon Martin and Paul Penman of the firm's Boston Capital Markets group provided capital markets advisory services for Acadia Realty Trust, which sold the asset to Benderson Development for \$26.4 million.



"We want to congratulate our client, Acadia Realty Trust, on excellent execution in the current choppy

capital markets environment," said Millerd. "We were delighted to continue our long relationship with them on this disposition and look forward to working together again soon."

330-340 River St.'s two-story, 40,800 s/f Whole Foods Market was custom-built for the grocer in 2001. The adjacent Walgreens occupies a single-story, 13,426 s/f suite.

"This is exactly the type of asset currently attracting the most aggressive commercial real estate capital," said Martin. "The property's combination of longstanding grocery store tenancy, investment-grade credit, first-class real estate, dense, affluent demographics and future upside potential continues to be highly sought after."

330-340 River St. is situated within the Cambridgeport neighborhood and between Harvard University and MIT.

Mace of KeyPoint negotiates sale for Nouria Energy



HOOKSETT, NH KeyPoint Partners negotiated the sale of an outparcel to Nouria Energy Corporation.



Don Mace

Vice president of retail brokerage Don Mace handled the transaction on behalf of the seller. The 1.63-acre parcel is located on Hooksett Rd. at the entrance to the Hooksett Village Shops, and currently houses a Nouria gas/convenience location.

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New dining, shopping, and wellness offerings to open at Arsenal Yards

WATERTOWN, MA Arsenal Yards is bringing several dining, shopping, and fitness venues opening over the coming months.

The openings coming soon include service offerings like Bond Vet, Arsenal Modern Dentistry, GNC, and KinderCare, beauty and wellness venues James Joseph Salon, Restore Hyper Wellness, Prenuvo, and Skin Laundry, fitness studios F45 Training, Rumble, [solidcore] and dining options TEN ONE TEA HOUSE, Chip City and Butterbird.

“After a successful year of numerous openings, bustling community events, and significant growth milestones, we could not be more thrilled to kick off 2023 strong



with even more exciting new additions to the neighborhood,” said Tom Wilder, principal of Wilder. “These new openings at Arsenal Yards expand upon the vibrancy and diversity that make our community so special – a place where our visitors, workers, and residents can experience what they enjoy most. We look forward to giving these new tenants the warmest of

welcomes and continue to celebrate what truly makes Arsenal Yards greater Boston’s most vibrant new neighborhood.”

A sampling of upcoming openings at Arsenal Yards and spring includes:

Bond Vet with 365-day urgent care for pets

Bond Vet, the female-led primary and urgent veterinary care service, recently opened its fifth Boston-area location at Arsenal Yards, offering full-service treatment for pets. Bond Vet fills an important niche in veterinary medicine between primary care and emergency care.

Bond Vet can see patients in a timely manner to accommodate common issues like GI problems, wound care, and more. With same-day and walk-in appointments, easy online bookings, Bond Vet makes it easy and convenient for clients to receive treatment. Bond Vet at Arsenal Yards is located at 537 Arsenal St.

James Joseph Salon

James Joseph hair salon with six existing locations throughout Massachusetts, will bring hair care and personalized service to Arsenal Yards.

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WS Development brings Skin Laundry to four properties

BOSTON, MA WS Development, is bringing Skin Laundry, a pioneering Los Angeles-based skincare company, to four of its greater Boston properties this spring. The new locations include Derby Street Shops in Hingham, where the brand will debut in March, followed by openings at Market Street Lynnfield in Lynnfield, Legacy Place in Dedham, and at Boston Seaport's The Superette. The clinics will offer Skin Laundry's extensive suite of high-tech complexion care treatments, including the newest long-pulse Nd:YAG laser device and most advanced non-laser skin resurfacing technology.

"We are thrilled to welcome Skin Laundry's expansion to Greater Boston with locations at several of our properties. We are always looking to bring exciting new brands to our communities and with Skin Laundry's cutting-edge technology and commitment to accessible, high-quality skincare, it will be the perfect wellness retreat," said Sherri Shuler, director of field marketing, asset strategy & experience at WS Development.

Skin Laundry has bridged the gap between expensive medical procedures once only available in doctors' offices, and affordable, no-downtime treatments delivered in clinics. Celebrating its 10th year of business since opening its first doors in Santa Monica in 2013, the company is on track to nearly double its footprint to 60 clinics across the globe by the end of 2023.

Gregg Throgmartin, CEO at Skin Laundry recently said, "Building upon the incredible success of our clinics in Southern California, New York City, Arizona and, most recently, Northern California and Denver, we're thrilled to expand our footprint to New England, beginning with Boston. We can't wait to introduce Bostonians to our fast, effective medical-grade facials that help rejuvenate the skin's cells, boost collagen production, improve clarity--and so much more."

Skin Laundry employs advanced medical-grade skincare technology and develops proprietary protocols accordingly. Its newest device is a long-pulse Nd:YAG laser that targets multiple skin concerns with one treatment, and the thermo-mechanical action device that uniquely combines heat and motion to transfer thermal energy directly to the top layer of skin. Safe for all skin types, Skin Laundry facials are designed to treat a variety of skin concerns, including acne, acne scars, melasma, hyperpigmentation, rosacea, fine lines, wrinkles, texture, and dullness.

All treatments are performed by



a medical team of registered nurses who are trained and guided by board-certified dermatologists and medical professionals. Skin Laundry believes consistency is key and its membership model supports

this belief with plans that include discounts across all treatments, in addition to products, and add-ons to incentivize regular visits.

Skin Laundry treatments are safe for all skin types and tones.

Press/Cuozzo relocates Hamden Eye Associates to 1970 Whitney Ave.



HAMDEN, CT Stephen Press, SIOR, co-principal of Press/Cuozzo Commercial Services, facilitated the signing of the long-term lease for Hamden Eye Associates at 1960-1970 Whitney Ave.



Steven Press

This high visibility location offers identity for the 2,350 s/f retail/office suite.

After more than 35 years in the

Hamden Mart Shopping Center, Hamden Eye Associates will be relocating to 1970 Whitney Ave. Dr. Thomas Conrod and Dr. James Weston are in the process of preparing the new office location for a grand opening in mid to late June of this year. They look forward to continuing their mission of providing quality, comprehensive eyecare to the greater Hamden area.

Press represented the landlord Whitney 1960-1970 LLC and procured the tenant.

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Scanlon and Rohrer of Colliers sell 593 Amherst St. for \$2.5 million

NASHUA, NH Colliers, a global leader in commercial real estate services, has sold 593 Amherst St.



Dan Scanlon



Bob Rohrer

Dan Scanlon, of Colliers' Manchester office, represented the seller, Karyn Oakes-Keener, and Bob Rohrer, of Colliers' Manchester office, represented the buyer, JFC Realty, LLC. According to the Hillsborough County Registry of Deeds, the sale price was \$2.5 million. The visible, 2.1-acre lot has a long-term land lease in place.



593 Amherst Street - Nashua, NH

Uno's Pizzeria has been the sole tenant in the 5,850 s/f building on the site since 2003.

"The key to this deal, like many

in real estate, was its location. Colliers' professional approach helped make the acquisition process seamless" said John Crowley, JFC Realty, LLC.

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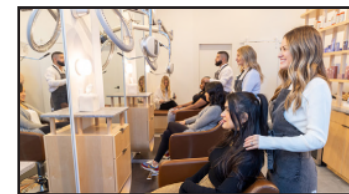
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Hair Seaport to open at the Superette



BOSTON, MA Hair Seaport, a new salon concept, is now open at Seaport's newest retail and dining destination, The Superette. With Hair Seaport, co-owner Andrew Alicea expands his presence in Seaport, adding to his neighborhood institution, Seaport Barbers.

Hair Seaport is a modern salon concept that provides a personalized experience to each client by offering a spectrum of services to cater to everyone's styling needs. Hair Seaport's full-service salon menu includes color, cut, and styling by a team that features New England's top and best emerging talent, along with Andrew, a master stylist with over 20 years of experience in the industry. Complementing its hair services, the salon also features eyebrow specialist Diandra Leigh Dente of DLD Brows. Diandra offers brow shaping as well as microblading, threading, and her signature form of micropigmentation that she calls "flowy brows."

"We are so excited to welcome Hair Seaport to The Superette and to partner with Andrew in expanding his hair empire across the neighborhood." says Ariel Foxman, General Manager, Boston Seaport by WS Development.

Hair Seaport is located at The Superette, 74 Pier 4 Blvd. (between Framebridge and Rag & Bone).

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Ehrhart launches woman-owned retail advisory firm EVERSTREET

BOSTON, MA Retail industry veteran Ann Ehrhart is launching EVERSTREET, a woman-owned retail real estate advisory group. EVERSTREET helps clients navigate and thrive in a retail environment undergoing a massive sea change by trading conventional brokerage for a strategic planning & activation services model.



Ann Ehrhart

Ehrhart brings nearly two decades of experience to the new firm, having gained recognition for her leadership skills and her ability to handle complex, multi-million dollar retail leasing assignments. The inspiration for EVERSTREET was fueled by the recognition that landlords and tenants alike are hungry for a new approach when it comes to increasing revenue in mixed-use retail.

Ehrhart has served as a trusted advisor to numerous Fortune 500 landlords and tenants to represent their interests in high-profile, flagship transactions, as well as working with local brands to grow their businesses. Prior to founding EVERSTREET, Ehrhart spent 10 years as a founding member at a Boston-based retail real estate firm where she was involved in all aspects of growing the business unit, including strategic planning, business development, dealmaking, marketing/branding, and operations.

“Developers and owners of mixed-use properties are recognizing that retail is changing and that the people choosing to live in their apartments and occupy space in their labs and office buildings want a unique, local mix of retail and restaurant operators that are truly diverse – i.e., minority and women-owned businesses,” said Ehrhart. “A strategy for a street-level merchandising mix that incorporates diverse businesses is no longer just the socially responsible thing to do, it is the financially savvy thing to do. EVERSTREET is creating places for everyone.”

The pandemic and sweeping social change have irrevocably changed what consumers want from their retail and restaurant experiences. A recent study reported that roughly 51% of Gen Z’ers – who now make up 40% of global consumers – make a point of supporting small, local businesses, and more than 75% of Gen Z’ers and millennials surveyed indicated that they would end a relationship with a company because of lack of diversity. Despite comprising just over 50% of the population, women account for 70-80% of all consumer purchases. As the target demograph-

ic shifts and consumer behaviors change, the model for curating and facilitating a retail experience for buildings and communities must adapt, and EVERSTREET has developed a fresh approach to that process.

The EVERSTREET strategy combines the time-tested fundamentals of retail planning, leasing, and activation with a forward-thinking approach designed to meet the evolving retail environment. EVERSTREET accomplishes this by partnering with developers of ground-up and repositioning projects during the planning phase to attract and build community support, then creating a retail business plan that positions clients for success by syncing the design, merchandising, and pro-forma with the location. In the activation phase, the firm

executes the business plan through tenant selection, deal structuring that focuses on long-term viability, and post-leasing services to minimize build-out headaches and facilitate a smooth path to opening and stabilization.

“Delivering a product that creates value before, during, and after the lease transaction enables EVERSTREET to tackle a wider array of challenges and serve a wider audience,” said Ehrhart. “This includes engagements with groups who are looking for a retail advisor, but who may not ultimately need a transaction, like a brokerage arrangement. For example, master planning and downtown revitalization projects at the municipal level, or even assessing ways to boost, in place, underperforming retail concepts.”

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Cardillo family opens BoomX Cannabis



SHIRLEY, MA BoomX Cannabis opened their recreational adult use retail dispensary at 114 Lancaster Rd. with a ribbon cutting ceremony. They were joined by town officials, members of the board of selectmen, marijuana subcommittee selection board and the Nashoba Valley Chamber of Commerce.

Speaking on behalf of the town, town administrator, Michael McGovern said, “The process right from the get-go, the select board wanted to make sure this was as

open and transparent as possible. While it may have added some length to [the process], I think we ended up getting the right partner. We’ve had many conversations over the last two to three years and never has it been a difficult conversation. It’s always been a team effort, so thank you.”

Located off Rte. 2, BoomX Cannabis is now open. The recreational dispensary is temporarily cash only; an ATM is located on site for customer convenience.

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Waterford - A 3 acre parcel of commercial land on Route 1 opposite Avery Lane at traffic light. Property is zoned C-G commercial 318 SF frontage on Route 1. Traffic count is 12,400 CPD.

Also, a 2.3 acre parcel of land Parcel can be combined with #223 Boston Post Road for a combined parcel of 5.3 acres of commercial land. 282 FT frontage on Route 1.



Watertown - Former 3,024 SF bank branch with drive-thru/ Building is the outparcel to the LaBonne’s IGA Grocery and many other retailers. Building is available for a ground lease or Build to Suit for a credit tenant Traffic count is 14,800 CPD.



Hamden - Multi-tenant strip center in the Spring Glen section of Hamden, CT. 14,448 sf retail space with 69 off-street parking and drive-through lane. Currently 4 tenants under lease with two vacancies. The property will be conveyed with a 2-year deed restriction against a financial institution. Pro-forma NOI equals ~\$170,000. Offered for 8% cap rate



Pawcatuck - One acre development parcel available for ground lease. Property is located just south of I-95 exit 92 across from Stop & Shop, Yale New Haven Hospital, McDonald’s, Regal Cinemas & Berkshire Bank.



West Haven - Medical Office Building For Sale and lease. Great location, plentiful parking, good net operating income. Property is comprised of 687 and 689 Campbell Ave. **Significant Price Reduction**



Monroe - A 2,900 SF former M&T Bank branch in Starbucks anchored strip center on busy Rt. 25 in Monroe. Traffic count is 18,900 CPD. Join Starbucks, Julian’s Pizza, Nail Salon, Chinese Take-Out.

Neaton and Greenberg of SCRE arrange six leases totaling 78,422 s/f

BROCKTON, MA Dan Neaton and Nate Greenberg of Saugatuck Commercial Real Estate (SCRE) represented O'Reilly



Dan Neaton



Nate Greenberg

Auto Parts in finalizing six leases over the last 14 months. In Brockton and Haverhill, O'Reilly leased 35,000 s/f and 10,144 s/f. O'Reilly signed a lease for 6,600 s/f in Plaistow, NH. In Connecticut, SCRE represented O'Reilly in securing leases for 7,300 s/f in Norwalk, 9,378 s/f in Bridgeport, and



10,000 s/f in Danbury. Neaton and Greenberg continue to represent O'Reilly Auto Parts throughout New England.

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Shelly's Tea Room marks anniversary



PLYMOUTH, MA Sean and Michelle Sinclair celebrate their first anniversary in America by serving a proper British tea to fascinated Americans who seek out authentic experiences. It was not an easy journey bringing a taste of Britain to 'America's Hometown'.

"After 25 years of visiting America, and falling in love with New England, we decided we wanted to bring a true taste of England to the place the Mayflower Pilgrims landed," said Sean Sinclair. "We were amazed that there were no tea rooms here so we determined it was only fitting that our tea rooms should begin in Plymouth where the English first arrived."

- Seven trips to Plymouth in 2019 to find the perfect location at 51 Court St.

- Negotiate lease and permits from 3,000 miles away and a five-hour time difference.

- Apply for a Visa just before the American Embassy in England closes indefinitely due to the COVID pandemic.

- Invest emotionally and financially for two years not knowing if Visa would be granted.

- Pay rent for two years while building out the shop without being on location to supervise.

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SPACE AVAILABLE GUIDE

NAME OF CENTER LOCATION	SIZE OF UNIT AVAILABLE	ADJACENT STORES	KEY TENANT	CONTACT
Main Street Shopping Center Rtes. 1A & 27, Walpole Center	1,350 - 6,300 SF	CVS Pharmacy 7-11	CVS Pharmacy	Property Pros David M. Goldman 617-566-1110, Fax: 617-879-1900
Medway Plaza Shopping Center 98 Main Street (Route #109) Medway, MA	1,545 RSF	CBD Releaf Ad Print	Ocean State Job Lot O'Reilly Auto Parts Bank of America Rocky's Hardware	Diversified Funding Inc. Patricia Holland 781-389-3862
New London Shopping Center I-95 New London, CT	19,000 SF dividable	Harbor Freight Tools Citizens Bank Texas Roadhouse	Staples, Burlington Coat	BEST BROKERS Daniel Del Grosso 860-443-2003
The New Village Plaza 375 Putnam Pike (Route #44) Adjacent to the Crossing at Smithfield Smithfield, RI	3,000, 1,350 1,080 RSF	Yamato Steakhouse Ace Wood Flooring	D'Angelo's Domino's Pizza	Diversified Funding Inc. Patricia Holland 781-389-3862
Shopperstown Corner Rt. 44 - Taunton Ave. & Rt. 1A Pawtucket Ave. East Providence, RI	30,000 SF 2-4,000 SF	CVS Washington Trust H&R Block	Shaw's Supermarket	Jobel Realty, Inc. 781-329-5090
Webster Square Plaza Worcester, MA	15,000-30,000 SF Avail 2,000 SF Available in new bldg.	15,000-30,000 SF A.J. Wright F.Y.E.	AJ Wright, Shaw's 2,000 SF New Bldg.	Beal and Company, Inc. Steve N. Faber, Mike Tammaro 617-451-2100 ext. 223
Westborough Shopping Center Rt. 9 Lyman St. Westborough, MA	1,500 SF-7,000 SF	Starbucks Dress Barn Tatnuck Booksellers	Stop & Shop Marshalls HomeGoods Staples	Progressive Realty Consultants 508-366-4163 www.westboroughshoppingcenter.com

RETAILER SPACE SEEKING GUIDE

TENANT	LOCATION	TYPE OF SPACE	SIZE	# OF STORES	# PLANNED OVER THE NEXT 5 YEARS	CONTACT
	Massachusetts, New Hampshire, Maine, Vermont	In-Line, Pad, or Existing Buildings in high traffic retail areas	6,000 - 10,000 SF	82	15	Northeast Retail Leasing & Management Company, LLC Daniel Plotkin 360 Bloomfield Ave., Windsor, CT 06095 860-683-9000, Fax 860-683-1600
	Massachusetts, New Hampshire, Rhode Island	Retail Sites, Pad Sites, Fuel Allowed by Right or Special Permit	1 to 2 Acres	20	10	Summit Realty Partners, Inc. Chris McMahon 80 Hayden Avenue, Lexington, MA 02421 781-361-9025, cjm@sumrp.com
	Southeastern Massachusetts & Rhode Island	Retail Sites, Pad Sites, Endcaps, Drive-thru Allowed by Right or Special Permit	Land: 23,000 sf +, Building: 2,200 sf+	35 (franchisee)	10	Summit Realty Partners, Inc. Travis Ginsberg 80 Hayden Avenue, Lexington, MA 02421 781-850-2901, tg@sumrp.com

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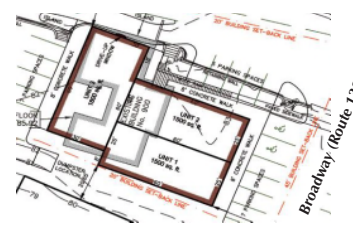
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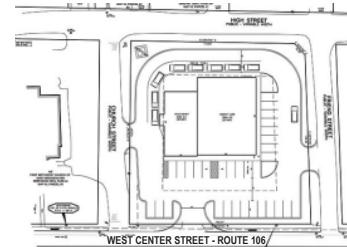
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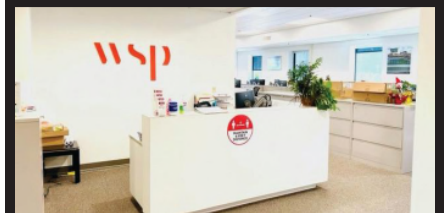
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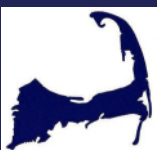
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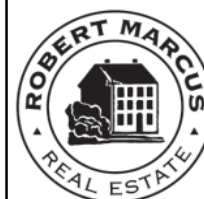
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Plymouth County Book 56892, Page 203

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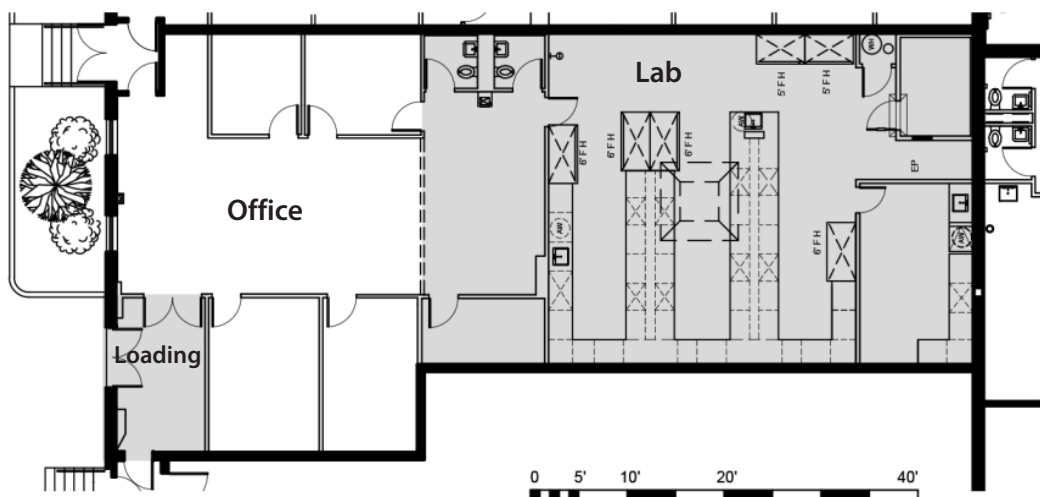


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2023

WOMEN IN CONSTRUCTION SPOTLIGHT



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A photograph of two women wearing white hard hats and light-colored jackets, standing on a construction site. They are looking at a large set of blueprints held between them. In the background, a tall construction crane is visible against a sunset sky with warm orange and pink tones. The overall scene is professional and collaborative.

Congratulations to all the Women featured in this year's Women in Construction Spotlight!

New England Real Estate Journal

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Michelle Callahan, PE
Project Manager
Nitsch Engineering

How are you involved in community organizations and/or charities? I'm involved with CREW Boston (Commercial Real Estate Women): I co-chair the diversity, equity, and inclusion committee, and I'm also actively involved with the membership committee and the development project management committee. I really enjoy being a part of such a great organization—it's nice to meet so many wonderful women in different fields within the industry. It's helped me see all different sides of the field, not just the engineering side that I'm most familiar with.

What tips or advice would you offer to other women who are considering entering the construction industry? First, I'd tell women entering the construction industry to believe in themselves! It can be intimidating working in a male-dominated field, but we offer such great value to the industry. Second, everybody is always learning and growing—it's what makes this field so exciting. Find mentors to support you and guide you, and your confidence will grow. Finally, I'd say that if you're considering entering the AEC industry to go for it—it's very cool to be a part of creating the built environment!



Deborah Danik, PE
VP, Director of Civil Engineering
Nitsch Engineering

What was your greatest professional achievement or most notable project in the last 12 months? We're currently in the final phase of construction for the Boston Housing Authority's Orient Heights redevelopment project in East Boston, which is replacing 331 affordable housing units. The master planning of the development to support 13 new buildings, two new parks, and the reconstruction of three public roadways began in 2015 and has continued through three phases of detailed design, permitting, and construction. Phases 1 and 2 of the buildings are already occupied, and the residents that had to relocate during the Phase 3 construction get to move back into their brand-new homes this spring!

How are you involved in community organizations and/or charities? I am the co-chair of the American Council of Engineering Companies of Massachusetts (ACEC/MA) awards committee where we plan, coordinate, and execute the judging process and celebration of achievements in the engineering community. This includes awards given to constructed engineering projects, young engineers, and student scholarship winners. I also help with Nitsch's internal community support initiatives.



Jennifer Johnson, PE
Director of Resilience Planning & Design
Nitsch Engineering

How are you involved in community organizations and/or charities?

I enjoy my involvement in several organizations across the AEC industry, including the watershed management committee for NEWEA (New England Water Environment Association), the water resources committee for EBC (Environmental Business Council), and the advocacy committee for the North and South River Watershed Association, my local watershed group. I'm also passionate about student outreach with United Way (BoSTEM) and Nitsch's Introduce a Girl to Engineering Day.

What tips or advice would you offer to other women who are considering entering the construction industry?

I have two pieces of advice: Build strong mentoring relationships early in your career and challenge yourself to be comfortable with being uncomfortable—if you're a little uncomfortable that means you're moving forward and taking your career to new places.



Jillianne Tripp
Estimating & Marketing Assistant
Acella Construction Corp.

What made you interested in seeking a career in the AEC industry?

I have always been the kind of person who never wants to feel like they have stopped learning and growing. When you work in the AEC industry, there are constant challenges that arise, and it is always changing. Working in this industry has only made me better at overcoming obstacles, learning from my struggles, and growing from my mistakes. You can't stay stagnant when working in the AEC industry. The AEC industry was an unexpected path for me, but it has only helped me gain confidence in my own voice.

What tips or advice would you offer to other women who are considering entering the construction industry?

Do not underestimate your abilities. Building confidence in this industry can be a process. Experience will help strengthen that over time. Ask questions, communicate, and be a good team member. By building genuine relationships and trust with your co-workers, it will only help build your confidence and trust with your team and within yourself.



The Homes at Old Colony, Boston, MA
Ed Wonsek



Christian Science Plaza, Boston, MA
Chuck Choi Architectural Photography



Christian Science Plaza, Boston, MA
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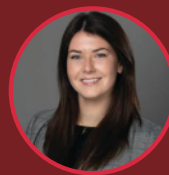


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Sharon Feintuck
Procurement Manager
Arcadis DPS Group

What was your greatest professional achievement or most notable project in the last 12 months?

My greatest achievement in the last 12 months has been jumping feet-first into my role of procurement manager at Arcadis DPS Group – a new position in a new industry. Having been at my previous employer for over a decade I felt ready for something completely new. With the support of my colleagues, and my dynamic blend of out-of-the-box thinking and business acumen, my integration into the AEC industry has been very successful. I am happy to have made the transition.

What made you interested in seeking a career in the AEC industry?

I have always enjoyed being hands-on, making things, and seeing how components of a project come together to create a final product. My favorite example of this is from earlier in my career. For 16 years I owned a full-service commercial custom sign business. We fabricated almost everything we installed, and I loved seeing something go from a 2-D concept to 3-D final result!



Elizabeth Flaherty
Procurement Manager
Arcadis DPS Group

What was your greatest professional achievement or most notable project in the last 12 months?

The past 12 months have been challenging and fulfilling. I have been lead on procuring large-scale equipment on a fast-track schedule for a large-scale manufacturing facility expansion. This has been critical to our client being able to increase their market footprint and reduce product changeover time. During this project, I was promoted to procurement manager - I put in the hard work and have been rewarded for it! Our department at Arcadis DPS Group has put together a great network of woman who support each other – that in turn keeps us engaged, makes us successful, and keeps us motivated.

What made you interested in seeking a career in the AEC industry?

It was a natural progression from working as an administrative assistant for an engineering group. I was introduced to two individuals who as luck would have it, would shape the course of my career. For a big industry, AEC is 'small' – I'm working with folks I've known for over 25 years, including directly with one of my original mentors. I find procurement to be interesting because of how hands-on you are from start to finish.



Shivani Gupta
CQV Project Lead
Arcadis DPS Group

What was your greatest professional achievement or most notable project in the last 12 months?

Recently I was promoted to senior commissioning, qualification, and validation (CQV) engineer and project lead, and as such I have been managing a multi-million-dollar project for a long-time client. Having been tapped to see the project through close-out, I was also given the opportunity to build a top-notch team of my very talented Arcadis DPS Group peers. I'm extremely proud that the team I assembled has been so well received, and that our client has been more than satisfied with our performance.

What tips or advice would you offer to other women who are considering entering the construction industry?

Confidence is key to achieving growth, so believe in what you bring to the table. This industry can have a steep learning curve, but in a good environment with the right resources you can thrive. For example, my background is in biomedical engineering. I found opportunities at Arcadis to integrate with in-house cross-functional engineering, procurement, construction management, and CQV teams which was instrumental in my personal and professional growth.



Erica Sloan
Environmental Health & Safety Specialist
Arcadis DPS Group

What was your greatest professional achievement or most notable project in the last 12 months?

My greatest professional achievement in the past 12 months was being asked to come work for Arcadis DPS Group. Having outgrown my position at my previous company, I was excited to receive a phone call from their hiring manager offering me the position of EHS specialist. While I have only been at the company a short time, I've met a lot of great people with tremendous motivation and drive, and I'm glad to be a part of a great organization.

What made you interested in seeking a career in the AEC industry?

I have always been interested in building - from model sets, cars, to buildings and beyond, I love seeing how all the pieces come together! My path to construction safety management began after an injury ended my previous career as an EMT. I wanted to continue helping people, and for the past seven years in my various health and safety roles I have done just that. Safety in construction is a multi-faceted, welcome challenge I enjoy finding smart, creative solutions.



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Merari Pellot
Controller
W. L. French

What tips or advice would you offer to other women who are considering entering the construction industry? My advice to woman getting into the industry is that knowledge truly is power. Become a “go-to” person for answers about what you know and what you don’t know. If you are asked about something you don’t know – find the answer and become a resource for that person. Be willing to learn all the time and become an indispensable source of information. My wish for all woman to have the opportunity to advance in the workplace if they have the talent and desire. We’re all in this game together. Diversity of all kinds contributes to the success of a team. Also, having self confidence matters and by having this we can create opportunities for not just ourselves but others too. Additionally, this is a dynamic industry that is constantly evolving – there are more woman in leadership roles and we have the ability and responsibility to show other woman this is a great industry with great growth potential.

What has been your biggest challenge and how have you faced it? Being a well-educated minority woman has its challenges, but motivation is the key. If we are committed to our goals and dreams we will succeed. “The size of your dreams must always exceed your current capacity to achieve them. If your dreams do not scare you, they are not big enough.” - president Ellen Johnson Sirleaf.



Luiza Mills
Senior Vice President
Interstate Electrical Services Corp.

What tips or advice would you offer to other women who are considering entering the construction industry? Women continue to be empowered with career choices today, and a career in the trades offers vast opportunities. It’s a great choice for those who want to be fulfilled and make a difference. It goes beyond the stigma of how the world perceives a career in the trades. It doesn’t lead to an archaic path but rather to an innovative one with endless possibilities. A career in the electrical trade, for example, opens doors daily in areas like virtual design, engineering, installation, robotics, project management, finance, technology, safety and more. I encourage women to explore how their talents and ambitions can lead to a compelling career in a field that is often undervalued for its incredible worth.



April Connolly, LICSW
Chief Operating Officer
Father Bill’s & MainSpring

What was your greatest professional achievement or most notable project in the last 12 months? Being the first hotel-to-housing conversion (for homeless individuals) in the Commonwealth of Massachusetts is our most notable project. During the peak of the pandemic we began leasing a hotel to depopulate our overcrowded emergency shelter and decided to use the opportunity to expand housing for homeless individuals, purchasing the hotel and converting the rooms to efficiency units. This was a ‘win-win’ in the affordable housing industry with hotel rooms being designed to easily retrofit to studio apartments. In just over a year, we grew our housing portfolio for our vulnerable population by 69 units for under \$150,000 in cost per unit.

What made you interested in seeking a career in the AEC industry? I work for a non-profit organization that provides emergency and permanent housing to individuals and families experiencing homelessness. Our core belief that Nobody Should Be Homeless drove our interest in entering the construction world. With a limited housing market and the stigma of homelessness, we could see the struggle our guests experienced trying to find a home. We figured out that in order to really address the root cause of homelessness, we would need to take a lead in building affordable housing targeted for our population. We now own or operate 700 units of supportive housing and have several projects in development.



Molly Gates
Project Executive
J. Calnan & Associates

What tips or advice would you offer to other women who are considering entering the construction industry? The best tool in your bag is confidence. Be confident in yourself, in your decisions, and in your ability to do the best job possible. If you believe in yourself, others around you will pick up on that attitude and mirror it with trust. Rarely do you hear men talk about the ‘imposter syndrome,’ yet I have met some incredibly successful, smart women who still feel like they might not be as capable as their male counterpart. In today’s world, we have no room for that. Surround yourself with a like-minded group of focused, successful women and build each other up. Be fierce, be curious, and project confidence.



Maureen Rystrom
Vice President of Marketing | Partner
J. Calnan & Associates

What tips or advice would you offer to other women who are considering entering the construction industry? I would give women getting into the industry the same advice I would give to anyone coming into it. In this industry, it’s all about relationships. Be patient and take the time to develop meaningful relationships. These relationships can take months, even years, to build. Always be authentic and genuine in your approach. People want to do business with people they know and trust. Some of my closest friends started as business relationships that developed over time. You’ll see it will be well worth the wait. Along those same lines, a mentor of mine also said, “You never want to need somebody you don’t know.” In other words, take the time now for a meeting, start a dialogue, and hear what someone has to offer. You never know when their services or offering will come in handy. At a minimum, you will have met a new person and learned something new.



Lauren Poulakis
President
Brennan Consulting, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? It’s been a continued period of growth for Brennan Consulting, one of Boston’s youngest WBE firms. The past few years saw considerable advancements in market sectors, client base, and an already robust portfolio to include many of the region’s top performers. What has been most notable are the innovations in adaptive reuse and new construction methods on several private developments, public schools, universities, municipal and state roadways, state forests, parks, and harbor islands. From surveying and civil design, through permitting and construction, Brennan Consulting’s qualified team successfully pivoted since the pandemic and continues to assure successful project delivery. Bold innovation and state-of-the-art technologies have allowed us to broaden our portfolio to include some of the largest projects in the Commonwealth.



Megan Kukal-Sabourin
Senior Project Manager
J. Calnan & Associates

What was your greatest professional achievement or most notable project in the last 12 months? Without a doubt, the most notable project of my career has been the ground-up development at 245 Fifth Ave. in Waltham, which the team will be delivering later this year for Anchor Line. It will include six floors of lab and office space, three levels of underground parking and 18,000 s/f of amenity space including a co-working lounge, fitness and locker rooms, a library, meditation rooms, a game room and simulator, a food truck hall, and outdoor flex space. Having the opportunity to manage a project out of the ground is thrilling! There is something special about watching your work come to life, from breaking ground, through steel erection and the build out of lab space. I can’t wait to deliver the final project soon and see it fill up with tenants.



Kimberley Rinaldi
Exec. Administrator and Marketing Coordinator
Brennan Consulting, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? Unlocking new skillsets and growth under the leadership of Lauren Poulakis, president of Brennan, have defined the past 12 months for me professionally. Brennan’s executive leaders build the confidence in us, as a team and as individual employees, allowing us to succeed. Aside from day-to-day office management, payroll, and invoicing, I’d say professional achievements in the past year include proposal writing and expanding our Greater-Boston footprint and market sectors. Newly awarded and complex survey projects like Natural Bridge State Park in North Adams, Crane Pond in West Newbury, private mixed-use developments, K-12 and university campuses, and roadway and property development for municipalities have been notable wins. I look forward to adapting to the shift away from traditional marketing, bolstering our online presence and brand, showcasing our firm expertise, and crafting those things that are within our influence, like messaging.



Kristen Cornell
Accounting Specialist
Vantage Builders

What made you interested in seeking a career in the AEC industry? I decided to seek a career in the AEC industry because it is far from mundane and it is very goal-oriented. Every project is different, which keeps the work interesting, and you can always build on your past successes and experiences. The work and processes are very tangible – you can see how your role contributes to the success of a construction project. I also enjoy the team environment created when different groups of people all work towards one goal. It is a collaborative effort to meet all deadlines to deliver a successful project and keep the clients happy.

What tips or advice would you offer to other women who are considering entering the construction industry? One suggestion I often give to women considering entering the industry is to not be afraid to ask questions. The construction industry is full of a wide variety of people and personalities, and I've found that people are very willing to share their experiences. Everyone – all the different departments, the team members at each level of the company, office workers and field personnel – is all working towards the goals we have established to grow as a company, to accomplish milestones, and to have project successes.

Allie Silva
Office Manager
Vantage Builders

What was your greatest professional achievement or most notable project in the last 12 months? My most notable project over the last 12 months was planning and coordinating the Fore20 Classic, Vantage's first golf tournament. The tournament was not only a wonderful day of golf and networking, it also raised money for the Iraq and Afghanistan Veterans of America, an organization that fights to improve the lives of post-9/11 veterans. I did not have any experience organizing a tournament prior to this and it was a terrific learning experience. Just like a construction project, there was a lot of planning and lots of moving pieces. It was a very fun, successful event, not only for our company and others in the industry, but also in support of such a deserving charity. We've already begun work on the second annual tournament!

Melanie Smith
Superintendent
Vantage Builders

What made you interested in seeking a career in the AEC industry? One of my personal heroes, and the person who I most credit with getting me interested in the construction industry, is my grandfather. He was a carpenter by both trade and hobby. He'll be 95 this year and still works part time! I remember growing up and being happiest in his basement, among all the woodworking and other tools. I loved being able to understand how things work and the feeling of pride I had when I saw the results of a project. I have found that I am happiest when I am learning and being able to help solve problems, so when I finished college a career in construction was the perfect fit. It has given me the opportunity to apply my interest in learning new skills and using my communication and problem-solving skills every day.

Karine Turcotte
Estimating Manager
The Norfolk Companies

What was your greatest professional achievement or most notable project in the last 12 months? I have been a multifamily estimator for 18 years. My greatest professional achievement was building up the estimating department at The Norfolk Companies. When I was hired in 2015, I was the only in-house estimator, and I was alone for a little over two years. During those two years, I worked long hours due to the workload, I gained experience, and I learned a lot from my coworkers and manager. The estimating department now consists of four estimators including myself. We are a great team, and I'm very proud of what I have accomplished with the help of my management team.

What tips or advice would you offer to other women who are considering entering the construction industry? My advice to other women who are considering entering the construction industry would be: Be confident in yourself, don't be afraid to ask questions, and don't assume that other people know more than you do. No matter our age, we all have different work and personal experiences. You may know things other people don't know, even though they have more experience than you.

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Melanie Smith
Site Superintendent

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Devin Olson
Architectural Designer
DJSA Architecture, PC

What made you interested in seeking a career in the AEC industry?

My interest in the AEC industry sparked while exploring the CAD technology in high school. I found that I excelled in the architectural portion of my learning. Having a great CAD teaching staff prepared me for my future college career in architectural engineering. In my college career I was able to flourish in design studios with my eagerness to learn and use the skills I had previously developed. Upon graduation I started my career as a BIM drafter for parking structures. Which brought me to further my career with DJSA Architects as an architectural designer. I look forward to enhancing my skills with the support of the design team.

Christina Cadigan
Job Captain
DJSA Architecture, PC

What was your greatest professional achievement or most notable project in the last 12 months?

In the past year, I was able to be a part of the team for a multifamily project on Grove St. in Salem, Mass. It was one of the first projects I worked on when I started at DJSA three years ago. After a long permitting process, it is exciting to see the construction process begin. This project will feature three apartment buildings, a fitness center and community building which will be interesting to see constructed over the next few years.

What tips or advice would you offer to other women who are considering entering the construction industry? For women in this industry, it is important to have confidence in yourself and the work that you do. Women can offer an insightful perspective in this industry, and it is important to be confident and have your voice heard.

Emma Fishbein
Marketing and Communications Coordinator
The Procopio Companies

What made you interested in seeking a career in the AEC industry?

As a dynamic field, the AEC industry presents a unique opportunity for my professional growth. I was drawn to the industry given the substantial impact it has on the way we all live. It is not often that two days resemble one another in AEC, and the spontaneity and evolution of the industry continues to be rewarding. Inevitably, there are bound to be challenges but I believe those moments are what push every member of my team to be inventive, and eager to develop extraordinary places to live.

What tips or advice would you offer to other women who are considering entering the construction industry? In my time at Procopio, I've seen immense growth in our team, including some incredibly capable and brilliant women. While a career in construction can present new challenges, it also allows for some extraordinary moments where women can revolutionize the industry, one step at a time. My advice would be to embrace the obstacles and not let preconceived notions deter you. There are a number of strong women in construction, so have the confidence to ask them about their experience and build yourself a network that will set you up for success in the field.

Jenna Anglin
Program Manager
Chapman Construction/Design

What was your greatest professional achievement or most notable project in the last 12 months?

I am proud to be part of Chapman's internal sustainability group, which I helped reimagine and launch in 2022. The group works very closely with our senior sustainability manager to advance sustainability goals in every facet of Chapman's work; from cultural initiatives that get our staff involved, to client services, to mapping out how we'll achieve our corporate goal of scope 1 and 2 carbon neutrality by 2030. It is inspiring to be part of a company with large and meaningful goals, and also be able to individually contribute to those goals in a tangible way.

What made you interested in seeking a career in the AEC industry? I was initially drawn to a career in the AEC industry because of how engaging the work is and how variable your day-to-day can be. Every day I'm challenged to tap into very different skillsets, depending on which project team or corporate stakeholders I'm interacting with. I love being able to transition between work that requires knowledge of construction means & methods, to interacting with clients and growing industry relationships, to solving operational challenges that require innovative and creative thinking.

**For full responses to the
2023 Women in Construction Spotlight
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Kayla Nassar
Principal

American Construction Corp. (AmCon)

What tips or advice would you offer to other women who are considering entering the construction industry? As a woman and business owner in the construction industry, I would offer the following tips and advice to other women considering entering this field. Firstly, it's important to leverage diversity. As a woman in a male-dominated industry, always remember you bring a unique perspective to the table. You have the ability to offer new ideas and innovative solutions to common problems. Don't be afraid to speak up and share your opinions, as they may be just what this industry needs to move forward! Secondly, focus on developing a diverse skillset. The construction industry requires a range of different skills, from project management to technical expertise. Take advantage of training opportunities and seek out new challenges that will help you grow your skills. This will not only make you more valuable, but also give you a sense of accomplishment and satisfaction in your work. Finally, seek out mentorship and networking opportunities. Connect with other women in the industry and learn from their experiences. Find a mentor who can provide guidance and support as you navigate the challenges of the construction industry.



Allie Parker

Senior Project Manager

American Construction Corp. (AmCon)

What was your greatest professional achievement or most notable project in the last 12 months?

I managed and successfully completed the first three brick and mortar stores for an exclusively online brand. The design-build process, having to push the schedule to ensure we met deadlines, while also financially managing the project came with its challenges. However, seeing the brand's vision transform from concept to an operational store was incredibly rewarding. The retail team consisted of mostly women and the way we challenged each other and encouraged out-of-the-box thinking is something that will forever change how I approach construction obstacles. It was an amazing experience.

What tips or advice would you offer to other women who are considering entering the construction industry?

Be patient but steadfast; check in with yourself and your goals. Put yourself in situations that will challenge you and make you come out of your shell. Work to find that person you feel you can go to with any questions. Don't be afraid to ask for help.



Kurstin Reuschel

Senior Estimator

American Construction Corp. (AmCon)

What was your greatest professional achievement or most notable project in the last 12 months? It's always exciting to see a project you worked on finish, especially when you work in preconstruction where life primarily exists in 2D. I worked extensively on a particular restaurant project doing things that were not in my typical day to day. It was so fun to see everything come to life in the final product.

What made you interested in seeking a career in the AEC industry? I didn't originally plan to be in construction. I came out of college with an open mind and by happenstance ended up at a construction company. I fell in love with the industry and was lucky to have a lot of people along the way recognize what I was capable and pushed me to pursue bigger career goals. I wish I knew more about construction prior to going to college, but it wasn't an avenue I ever in my wildest dreams imagined for myself.



Melanie Watts

Assistant Project Manager

Dakota Partners, Inc.

What made you interested in seeking a career in the AEC industry? Ever since I was a little girl, I loved the concept of building. My dad ignited a passion in me, and I always loved helping him do anything around the house. No matter what project he took on – laying down some flooring, re-doing our living room, fixing the cupola on the roof – I was always by his side learning and helping as much as I could. I always admired his vision in seeing something others could not. It took me nearly 15 years to figure out my true passion was construction management and I have my dad to thank for getting me here.

What was your greatest professional achievement or most notable project in the last 12 months? 2022 was a year of many achievements in terms of my career. In April, I received my master's degree in construction management from Wentworth Institute of Technology. Upon graduating, I received a promotion from construction coordinator to my current role as an assistant project manager at Dakota Partners. Today, I assist in overseeing projects throughout the greater New England area. All of my projects offer a variety of different challenges and rewards which makes my job so exciting and fast paced.

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Jessica Cargile, NCIDQ, LEED AP
Interior Designer
Ebbrell Architecture + Design

What was your greatest professional achievement or most notable project in the last 12 months? In the last year there have been many opportunities that Ebbrell Architecture + Design has given me to push my design and project management skills to a new level. One notable project that stretched my abilities was the TraceLink HQ relocation which began during the pandemic. We worked with the client on programming for return-to-office after being fully remote. The outcome was a 70,000 s/f biophilic-inspired space over two floors including a new internal stair. At the completion of this project, the client was extremely satisfied, and believed it met all their needs.

How are you involved in community organizations and/or charities? My husband is in the military. Before his second deployment, Run to Home Base was started by the Red Sox Foundation and Mass General. The program raises funds to help veterans with PTSD and other invisible wounds. I wanted to help my husband and his fellow soldiers, so I started participating in the run. I have run with my husband, other times while he was overseas, a few times when I was pregnant and then while pushing my children in a carriage. This year, my 14th, I will be running with my 9 year-old daughter.

Miika Ebbrell, AIA, LEED AP
Principal
Ebbrell Architecture + Design

What was your greatest professional achievement or most notable project in the last 12 months? This past year has been really positive for our company overall. We continued to grow with the addition of a new interior designer who builds on our current corporate interiors team and expands our capabilities in that sector. And, in addition to some really exciting workplace and building repositioning projects, we've also continued expanding into other sectors including incubator lab projects, a couple of med spas, as well as K-12/educational projects. All of which our incredible team has designed and managed with their usual high level of expertise and creative talent.

What made you interested in seeking a career in the AEC industry? In high school, I was taught by two inspirational women – my drafting teacher and the instructor who led a summer design camp – both got me very interested in architecture. One summer while still in high school I took a job as a receptionist at Number Ten Architectural Group in Winnipeg and continued to work there during summers after I graduated. Number Ten exposed me to the many aspects of architectural practice and the projects they were designing. I knew then that architecture was what I wanted to do for my career.

Ariane Purdy, RA, LEED AP
Architect
Ebbrell Architecture + Design

What was your greatest professional achievement or most notable project in the last 12 months? The biggest accomplishment I've helped to spearhead is a shift in how we approach laboratory design. Traditionally, labs are designed in a way that is very specific to the science being conducted. Because of the pandemic, our landlord clients have excess, unoccupied office space. However, an opportunity arose – convert office space to higher-demand lab space. Without end users, vetted programs, or ideal floor-to-floor heights and support infrastructure, we created a design formula that guides the development of various labs that support biology, chemistry, and prototyping pursuits. It's been both challenging and rewarding!

How are you involved in community organizations and/or charities? With three very active school-aged boys, I concentrate my volunteer efforts on helping at their respective schools. I've been a member of the facilities task force at the Marblehead Community Charter Public School, where I initiated a campaign to get the school's run-down exterior walls muraled. The result was an amazing facelift with the empowering words, "I am loved, I am beautiful, I am important."

Jen Servies, NCIDQ
Interior Designer
Ebbrell Architecture + Design

What was your greatest professional achievement or most notable project in the last 12 months? Partnering with Meet Boston, the organization responsible for promoting Boston to the country and the world, on their new office has been very exciting! We were tasked with bringing their new brand identity to life in a refreshing environment that celebrates the city. They'll have an event space overlooking the Greenway, branded design elements and a no-work-allowed living room for employees to enjoy. It's been rewarding to see their excitement throughout the design process, and we can't wait to start construction!

What made you interested in seeking a career in the AEC industry? I almost went into psychology! But thankfully I received a newspaper clipping in the mail from my grandfather about something called interior design. He recognized my creative abilities and said this industry sounded perfect for me. Growing up I was always rearranging and painting my room. This industry is so much more than that, but I didn't know it was something I could do for a living. The challenge of taking a program of needs and wants and turning it into a built environment that, on some level, improves the lives of those who experience it brings me joy.



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Flaviane Richard
Project Manager
Dacon Corporation

What was your greatest professional achievement or most notable project in the last 12 months? Every project is exciting and challenging in its own way. However, the most notable project I helped on last year was the Edwards Vacuum facility. It was 135,000 s/f headquarters for semiconductor research and development. The facility recently won first place at the DBIA New England awards for vertical construction. We overcame many challenges including materials delays, workforce shortage, and a record-breaking wet winter. From walking on a complete swamp of mud, to seeing the completed project now, it makes me proud to be part of it and I value the power of teamwork and hard work more each day in this industry.

What made you interested in seeking a career in the AEC industry? The AEC industry envelops you physically and emotionally. There is excitement in creating and being innovative, while also uniting people to achieve the same goal. Every day, I am developing people and being developed myself. I was drawn to the AEC industry by my love for architecture, the art of changing the “old” into the “new,” and the various ways to build and re-build buildings.



Bridget Cooke
Project Coordinator
Dacon Corporation

What made you interested in seeking a career in the AEC industry? My dad was an engineer growing up, and I had always been interested in design and pursuing something in a creative field. He encouraged me to consider a career in architecture, where there would be a good amount of job opportunities and room for career growth. I’ve found that architecture has been a good happy medium for me, where I am learning technical skills as well as still being able to use that creative side.

How are you involved in community organizations and/or charities? I am a member of the IIDA and had the opportunity to be on the IIDA Fashion Show committee this year, working on graphics for the show. This past year I also volunteered with the Appalachia Service Project (ASP) organization down in West Virginia, helping with residential repair projects throughout the region.

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Jennifer Luoni
Director of Operations - Architecture
Dacon Corporation

What made you interested in seeking a career in the AEC industry? Growing up I always loved art and wanted to find a way to make a career out of it but knew it needed to be practical. With a family that owned an HVAC/plumbing business, and a father that built the two houses we lived in with his own two hands, I naturally gravitated towards architecture. My senior year in high school I took a class that allowed us to draft a house in a new computer aided drafting program called AutoCAD. I loved it, and my destiny was written.

What tips or advice would you offer to other women who are considering entering the construction industry? As great as it is to be recognized for being a woman in construction, the reason I have thrived and become successful is because I never saw myself as a “Woman in Construction.” Advice to other woman is, to be the best at your job, do not ever see yourself as a minority or different, and fight for what you want, just as you would any other industry or job. The other key to success in this industry is to “know what you don’t know,” check your ego at the door, ask questions and do not be afraid to admit you need help. It is the only way to grow and gain respect.



Jenny Sack
Director of Planning
Dacon Corporation

What was your greatest professional achievement or most notable project in the last 12 months? I’m fairly new to my management role. I received positive feedback from two young, former employees. I believe everyone should be challenged and that they need a leader, sometimes a mentor, but not a boss. It was reassuring that this philosophy works.

What tips or advice would you offer to other women who are considering entering the construction industry? No one deserves to be here more than you. Confidence and a desire to learn and ask questions will give you the foundation to succeed.

What made you interested in seeking a career in the AEC industry? Growing up I watched my father support us and our educations as an electrical contractor, wiring inspector, and educator. His combined experiences have made him an expert in his field, and he has leveraged positions in engineering firms that render him irreplaceable. I’ve always admired and looked up to him and it made sense to enter the construction industry.



“Believe in yourself, learn, and never stop wanting to build a better world.”

~Mary McLeod Bethune
Activist · Educator · Philanthropist

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*salutes past, present and future
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Christy Nolan
Project Manager
Groom Construction Co., Inc.

What was your greatest professional achievement or most notable project in the last 12 months?

I am currently working on Walando Homes, an affordable housing project in Boston. Phase two of this project is projected to wrap up in the next six months and will result in 26 housing units. Phase one delivered 23 housing units.

How are you involved in community organizations and/or charities?

On the weekends I enjoy volunteering at Habitat for Humanity. At any given time, they are working on a few different project sites in the area. It is a great way to help out the local community and get some outdoor movement in!

What tips or advice would you offer to other women who are considering entering the construction industry?

You should do it. The construction industry is exciting and offers new challenges every day. It is great to see more women get involved in construction both in the office and on the field. The industry has a broad range of positions and needed skillsets.



Farah Murphy
Assistant Project Manager
Groom Construction Co., Inc.

What was your greatest professional achievement or most notable project in the last 12 months? Returning to a career in the construction industry after spending 10 years home with my kids. My most notable project since returning is Walando Homes.

What made you interested in seeking a career in the AEC industry? My grandfather, father, uncles, and brother were/are all union electricians. I had just graduated with a degree in Literature, but was on the fence about grad school, so they encouraged to apply for the apprenticeship program.

How are you involved in community organizations and/or charities? I volunteered making and delivering meals for first responders, teachers, and the elderly through programs at Salem's Gnu Kitchen during the pandemic. My kids and I also pick charities to donate to on a regular basis; they call it our "Cannonball of Love."

What tips or advice would you offer to other women who are considering entering the construction industry? I would advise them not to get put off by stereotypes of "construction workers;" the industry has changed for the better over the past 20 years.



Brittney Ginivan
Project Manager
Garland Building Company

What made you interested in seeking a career in the AEC industry?

It started with home improvements when I was younger. It looked fun. As I got older and had to think more seriously beyond the fun part of my future, I thought interior design would be a good option as a college major. After graduation, I was offered a job with a general contractor whose niche was interior construction, something I wasn't familiar with but sounded like I could learn a lot, so I took that opportunity and haven't looked back.

What tips or advice would you offer to other women who are considering entering the construction industry?

Learn a trade.



Emily Thibeault
Marketing Manager
Garland Building Company

What was your greatest professional achievement or most notable project in the last 12 months? My greatest professional achievement in the last 12 months was having our Brightcove project featured as the September project of the month. Seeing the photographs I took along with the article I wrote published was a wonderful feeling. We got it framed and displayed in our office. I love walking past it and seeing my work be appreciated.

How are you involved in community organizations and/or charities? I was lucky enough to be the marketing director for the 2023 St. Patrick's Day Parade! I got to work alongside so many incredible veterans and members of the South Boston Community. Later this month, I will be speaking at the Feminist Anti-Violence, Children Living with Domestic Violence International Conference held at the University of Ottawa to help raise awareness of the lifelong impacts of coercive control and domestic violence. I am on the SMPS programs committee and recently got involved with the ACE Mentor program! I love volunteering whenever possible and hope to continue giving back to the community.

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Celebrating Women in Construction

We are proud to support and empower the women of Groom Construction who are breaking ground in the construction industry.

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Shelby Long
Assistant Project Manager
Seyon Management LLC

What was your greatest professional achievement or most notable project in the last 12 months? My greatest professional achievement has been joining the Seyon Management construction management team. We are a close group, all from varying backgrounds and durations within the industry, allowing for a unique & collaborative approach to the variety of projects we manage and boutique services we provide to our clients. I am proud of the team I get to work with daily and extremely excited to see what we accomplish in the future.

What tips or advice would you offer to other women who are considering entering the AEC industry? Some advice I'd offer women considering the industry is: There is rarely just one way to get something done. Educate yourself with context but don't be afraid to question the "why" behind certain choices or challenges. The industry is collaborative by nature and is only successful when people learn from one another and previous experiences. Knowing what you don't know often makes you the smartest in the room and attributing a sense of humility to my day to day has only helped me be successful both with respect to projects and my professional growth.



Sarah Irving
Senior Project Manager
Shawmut Design and Construction

What tips or advice would you offer to other women who are considering entering the construction industry? Entering the construction industry can feel like you are breaking into the boys club, but don't let that intimidate you. While there are fewer women in this industry, the women that are here are strong, supportive, and make sure the lack of numbers does not equal a lack of respect and share of voice. It can also feel that some workers onsite might brush you aside as a young woman, but if you ask questions and show an interest in learning from their expertise, they will teach you.



Regina Olivieri
Director of Permitting
Shawmut Design and Construction

What was your greatest professional achievement or most notable project in the last 12 months? Receiving an award from the city of Boston for my exceptional dedication and contribution to the construction industry was a highlight when reflecting on the past year. As someone who did not grow up around the construction industry—or initially go to school for construction management—I was grateful to be recognized. Receiving this honor and being acknowledged by the mayor made me realize that all of my hard work over the past 15 years has paid off.



Yordanos Tesfaye
Assistant Superintendent
Shawmut Design and Construction

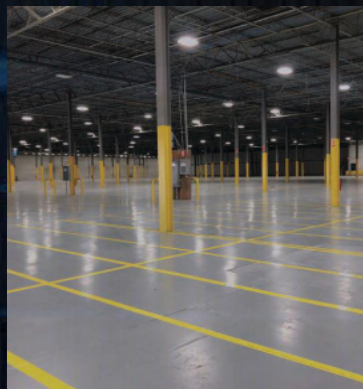
What was your greatest professional achievement or most notable project in the last 12 months? My most notable project over the last year was the renovation of Boston City Hall Plaza, which celebrated its reopening last November. The project transformed the seven-acre plaza to bring universal accessibility, sustainability, and community space for all residents and visitors. I joined the team as an assistant project manager and really enjoyed working with a great group of talented builders on an influential project that will be enjoyed for generations to come.

How are you involved in community organizations and/or charities? I have been involved in the ACE Mentor Program of Greater Boston since 2016, which introduces high school students to careers in architecture, engineering, and construction management. I first joined as a high school student interested in a potential career in the industry and have been privileged to return to the organization now as board member and alumni committee co-chair. It's extremely rewarding to not only give back to an organization that helped me get my start in my career, but also helps to introduce the next generation to a career in the ACE fields.

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Jennifer Shea
Senior Associate
Patriquin Architects

What tips or advice would you offer to other women who are considering entering the AEC industry? Just do it. Kick any fear and uncertainty out the door and display the utmost confidence in your abilities. Grit and determination will lead you as far as you let it. You deserve to be here. In an industry that is still largely dominated by males, the women in leadership positions who have overcome challenges and adversity at the start of their careers now have an opportunity to become such important role models for the younger aspiring architects and engineers considering futures in these fields. By recognizing these past challenges, we are afforded the ability to give back and be the mentors we once needed.

What was your greatest professional achievement or most notable project in the last 12 months? Our office recently completed a new daycare facility where I served as the project lead from concept through construction. Once construction was completed, I was invited to attend their ribbon-cutting ceremony with the children, their parents and all of the teachers. It was incredibly rewarding to see the kids engaging with the new spaces with smiles on their faces.

What made you interested in seeking a career in the AEC industry? As a young kid, I was always tinkering with build sets and drawing house plans. As I entered into high school, I was formally introduced to this field and began taking more advanced drafting and model building classes. It felt like something I wanted to pursue as a career once I realized how impactful the built world is to all of us experiencing it.



Molly Straut
Architectural Designer
Patriquin Architects

What made you interested in seeking a career in the AEC industry? Growing up I became very passionate about design, social equity, and caring for the environment. I found an intersection of these passions within architecture. Architecture plays a huge role in shaping the experience of our everyday lives; I love that architecture can help foster community and connection through care in design. It will continue to be an essential part of creating a sustainable future with our environment, and these are aspects that I enjoy and am proud to be a part of.



Karin Patriquin
President
Patriquin Architects

What tips or advice would you offer to other women who are considering entering the AEC industry?

Some people know they want to be architects from an early age. Many others, myself included, learn about architecture over time and only consider a career path toward architecture after another major. I think this is especially common in architecture because there are so many areas of study within architecture itself – history, the arts, engineering, technology. I came to study architecture from the perspective of the education of an architect – the very fact that there are so many areas of study within an architectural curriculum was super exciting to me. I brought my background in music performance, my love for science and engineering and my understanding of places and buildings from traveling with me to this new study. So, if you are intrigued by the study of visual arts and engineering and history and place-making, try an architecture class. You never know where it will lead.



Leen Hariri
Architectural Designer
Patriquin Architects

What tips or advice would you offer to other women who are considering entering the AEC industry?

I advise fellow women in the AEC industry to always remember the critical role we can play in changing the world whether it is by thriving as working women or in fighting climate change as architects, engineers or contractors. Claim your spot as a leader or active member of any team you are in, and define your goals and work persistently towards it. The challenges we face are more reason for us to push forward. I think it is a great time to be in our industry and we should always be prepared for any opportunity that might come our way, or even create it for ourselves.



Aurora Perreault
Designer
Patriquin Architects

How are you involved in community organizations and/or charities?

Starting in school I was involved with NOMAS, the National Organization of Minority Architecture students where I was president of our schools chapter for 2 consecutive years. Through this position, I was able to use the resources available to me to develop multiple events including an architecture-focused career week which works to develop students' skills and get them connections with industry professionals. The connections I made with my peers and industry professionals within that organization made me feel more at home within the construction industry as a member of the LGBTQ+ community. As a result of those experiences, I have since become an active member of NOMACT.

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Jeannette Penniman
Senior Associate
Patriquin Architects

What made you interested in seeking a career in the AEC industry? I was originally drawn to the AEC industry for its tremendous impact on energy and climate change, and the potential to address these challenges positively and creatively. Tackling with broad systemic issues through physical solutions is very gratifying to me, and I enjoy the balance of skillsets that architecture uses to reach these solutions (programming, space planning, systems design, energy modeling, material research, detailing, etc.). The collaborative nature of the work – including partnerships with specialized consultants, builders, and owners – offers continuous opportunities for learning, inspiration, and professional development that I find invaluable.

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Shannon Terriaca
Project Manager
NEI General Contracting

What was your greatest professional achievement or most notable project in the last 12 months? Most of my projects are moderate rehabs in occupied multifamily properties. These types of projects present a multitude of constraints when it comes to scheduling and facilitating work. Challenges on previous projects compelled me to find a better way, so I developed a strategy for anticipatory scheduling and a multi-phased coordination of projects. My approach now allows me to build a project schedule that accommodates the needs of the construction team, our clients, and most importantly, the residents. In the past 12 months, I've now implemented the same tactic on two additional projects and the entire team is benefitting as a result.

What tips or advice would you offer to other women who are considering entering the construction industry? It's easy to be intimidated by the industry when you're first starting. There's a misconception that you need to be an expert in construction. However, I've found the most common experience on construction sites, regardless of identity, is that you'll never completely understand something until you have to do it. The knowledge and experience you gain from working out problems is how you truly build your proficiency. You don't have to be an expert – no one is. All you need is the willingness to learn, the drive to do so, and the trust in yourself that you will.



Carolyn Sicard
Chief Estimator
NEI General Contracting

What made you interested in seeking a career in the AEC industry? I got started in the industry because of my dad who was an associate professor at Wentworth. After my freshman year of college, I applied for different co-op positions within the civil engineering department. After exploring the architectural side, working for a municipality, and then working for a general contractor, I found that it was super busy and competitive in the estimating department. Trying to win work became a passion of mine along with finding the right subcontractors for each job. I am a very passionate person and love what I do. Helping subcontractors get work and watching them grow their businesses motivates me to keep

pushing forward.

What tips or advice would you offer to other women who are considering entering the construction industry? Go for it. You can do anything you put your mind to. This industry has a lot to offer anyone, including women. I have two beautiful daughters, 17 and 18 who have both taken interest in the field. They attended a vocational high school and worked as apprentice plumbers while earning their degrees. Check out the nearest trade schools and take a tour. Explore the construction industry, and see what great opportunities are out there from all sides. There are so many careers within our industry both in the field and office with so much growth and plenty of potential!



Nada Jaber
Assistant Project Manager
NEI General Contracting

What tips or advice would you offer to other women who are considering entering the construction industry? Six years ago, I made the most daring change in my career, I took a leap of faith and left the nutrition field for construction management and today I couldn't be more grateful. To every woman in construction, have confidence in your ability and femininity, you are adding the secret ingredient to the construction field - progress and success.



Ashley George
Project Manager
NEI General Contracting

What was your greatest professional achievement or most notable project in the last 12 months? In the last 12 months, I have been working alongside my team to kick off a 179-unit renovation project. During the first phase of renovation, we uncovered a number of unforeseen conditions that required a great deal of collaboration to solve. I am proud to be a part of the team that has spent hours brainstorming and thinking creatively to find reasonable, cost-effective solutions for these conditions.

What made you interested in seeking a career in the AEC industry? Honestly, the career found me! I was working in the healthcare industry, and through networking I was brought on board with NEI as a liaison to bridge the gap from the operations side of healthcare to the construction side. I started with NEI as a project coordinator and hit the ground running.



Jesslie Ramos
Assistant Estimator
NEI General Contracting

What made you interested in seeking a career in the AEC industry? Initially, I was just an 18-year-old high school graduate looking for a job but after 11 years of experience and education in this industry, I've developed a deep appreciation for the vital role construction plays in shaping our world. From providing homes for shelter, schools for the future, and retail for the economy, I recognize that this industry is an integral part of creating the infrastructure that supports our society. As a result, I feel an immense sense of responsibility when a new project comes across my desk. It is not just a job; my work is the beginning of a positive impact to the world.

What tips or advice would you offer to other women who are considering entering the construction industry? For women who are considering entering the construction industry, my advice is to seek out opportunities to learn and grow. Look for mentors and role models within the industry who can provide guidance and support. Being open to new challenges, and maintaining a positive outlook will allow you to thrive and make a valuable contribution to this important field.



Danielle Camporini
Assistant Superintendent
NEI General Contracting

What was your greatest professional achievement or most notable project in the last 12 months? Almost exactly 12 months ago I decided to make the jump from architecture to construction. It was an intimidating change to make, but I'm so happy I did. Starting in architecture gave me the advantage of understanding how to read codes, funding agency requirements, and the design process that the team went through. Now I'm able to help bridge the gap between contractors and architects.

What tips or advice would you offer to other women who are considering entering the construction industry? Don't be afraid of constructive criticism. It doesn't mean you're failing, it means you have an opportunity to grow.

What made you interested in seeking a career in the AEC industry? There are so many

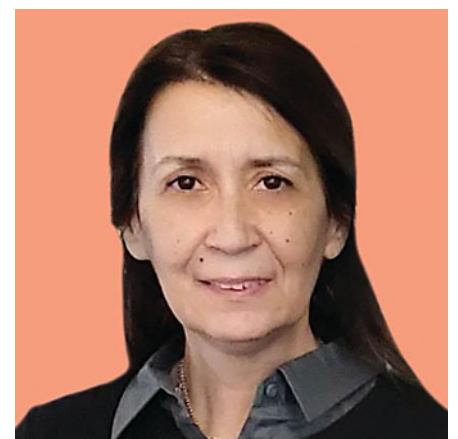
different paths you can take within the industry and so much to learn, which is my favorite part. I also love proving people wrong, so as soon as I was told this field isn't for women, I kind of had no choice.



Jessica Morrissey
Associate Director of Preconstruction
NEI General Contracting

What was your greatest professional achievement or most notable project in the last 12 months? My greatest professional achievement in the last 12 months has been the opportunities I have had to teach young women about the career potential in the industry and serve as a mentor to future leaders. I feel a great responsibility to help train and develop, as well as try and culture the younger, up-and-coming staff, because that was me earlier in my career and I wouldn't be where I am today without the support and mentorship of other women leaders.

What tips or advice would you offer to other women who are considering entering the construction industry? My advice for other women who consider entering into a career in the construction industry is to not get discouraged – there will always be people trying to put you down but there will also always be the ones who will lift you up. Find those who will foster your career growth and learn as much as you can. Great leaders will help you succeed and reach your full potential.



Grace Costa-Oliver
Project Administrator
NEI General Contracting

What made you interested in seeking a career in the AEC industry? I fell into the industry while working for my family's landscaping company. I later landed a position with a general contractor as an APM. This is where my passion for construction really grew. Seeing empty lots transform into new buildings and beautiful historical buildings being brought back to life was fascinating – almost like watching a puzzle come together. Today, working for a general contractor specializing in affordable housing, I not only get to watch this transformation but be a part of something more meaningful – giving people newer, safer homes to live in. This makes my job even more gratifying.



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Women at Wayne J. Griffin Electric, Inc.: Powering the pathway to potential

HOLLISTON, MA As a leading electrical subcontractor throughout New England and the Southeast with more than four decades of experience, Wayne J. Griffin Electric, Inc. (Griffin Electric) is a firm believer that the continued success of the company and the future of the industry as a whole relies heavily on the cultivation of highly skilled electrical craft workers. The company has long been committed to promoting construction to different audiences and growing the skilled trade workforce. Griffin Electric recognizes that women and other under-represented groups possess valuable skills and unique perspectives, and strives to do all that it can to help them have successful careers in the trades. Women of the Griffin Electric team are making their mark throughout the company and play a critical role in its success.

Griffin Electric proudly celebrates both its 45th anniversary and the 30th year of its Apprenticeship Training Program in 2023. Attaining this level of longevity has allowed the company to see firsthand how the industry has evolved over the years. Women have undoubtedly made great strides in the trades but there is still lots of work to be done. Griffin Electric has taken an active role to ensure that positive changes continue to happen across the industry. The company partners with organizations focused on highlighting the value of promoting construction as a viable career option and supports local and national programs aimed at growing the skilled trade workforce. Griffin Electric also works closely with local organizations in an effort to uphold equality and actively promotes diversity as an important component of its merit shop philosophy.

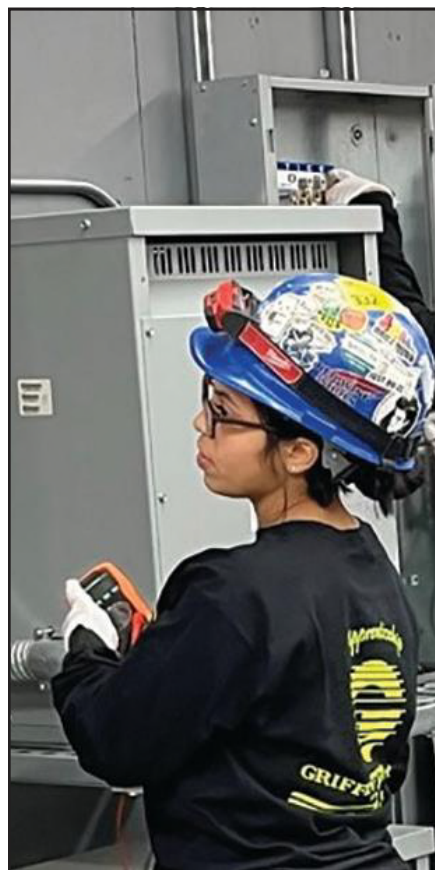
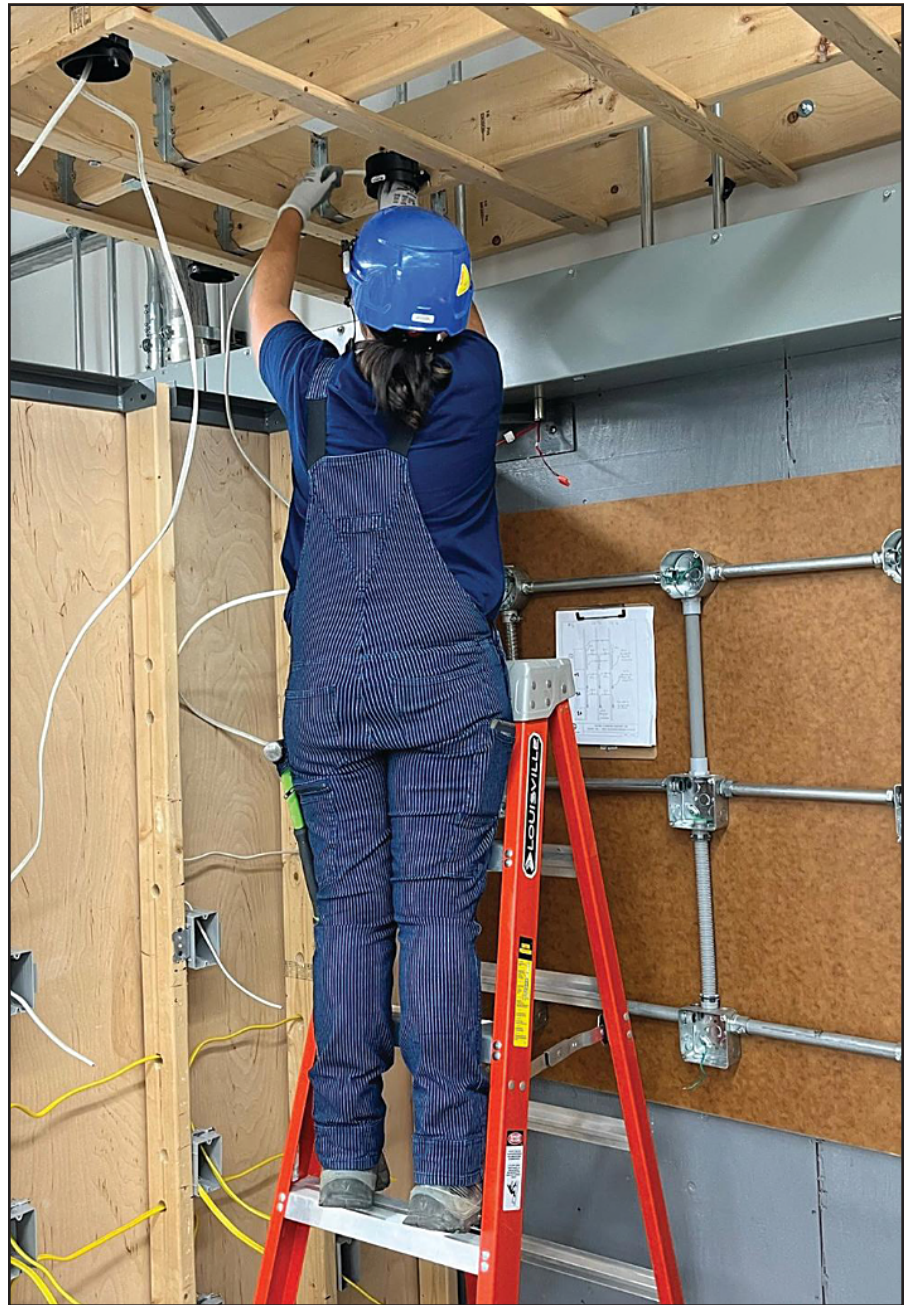
For three decades the company has helped guide many women on the pathway to their potential through its free, in-house Apprenticeship Training Program. The program is accredited by the National Center for Construction Education and Research (NCCER) and designated as an

approved training site by the U.S. Department of Veterans Affairs. A Level 3 apprentice can attest to how influential the company's program is. "The motto at Griffin Electric is 'Work with the Best. Be the Best.' You can learn something new from just about anyone if you ask questions. Working with others gives you new perspectives that you can use to become a better problem solver."

Throughout the school year, classroom and hands-on instruction takes place in the 27,500 s/f of dedicated training space that is part of Griffin's headquarters in Holliston, and on-site at each of the company's regional offices in Alabama, Georgia, and North Carolina. In addition to 600 hours of classroom instruction, apprentices benefit from on-the-job learning, where they earn excellent wages and benefits while gaining 8,000 hours of practical field experience under the supervision of a licensed journeyman. With hundreds of active jobsites at any given time, Griffin apprentices also have an exciting opportunity to temporarily relocate and experience different projects across its regional locations, if they desire.

Griffin Electric is committed to promoting a positive, healthy work environment that offers every woman the type of resources she needs to have a successful and fulfilling career and be the best version of herself. Though apprenticeship may be the same starting point for many, each individual has the ability to move forward in whichever path she may choose. And the company prides itself on providing the type of support she needs to help her achieve her goals. "The best part of my job would definitely be the experience and knowledge I've gained so far," said a Level 4 apprentice. "There's so much to still learn and do; my options here are never-ending. There's always room to grow within my job."

If a woman has the talent, drive and desire to pursue greater leadership opportunities in her career, Griffin Electric will do everything in its power to help make those aspirations a reality.



Griffin Electric is committed to helping all women earn competitive wages and advance their careers equitably. Throughout the company there are examples of women who have taken their careers in their own hands and have advanced into new leadership roles.

One of the most powerful ways that the company supports its team members is through a tireless promotion of continual education. Beyond the \$2,000 of annual tuition reimbursement that it provides to each of its employees, Griffin Electric offers a mix of both job-related and personal improvement resources throughout the year to help employees achieve an ideal work/life balance. Through a partnership with Wentworth Institute of Technology, Griffin is also able to provide a rare opportunity for licensed graduates of its Apprenticeship Program to achieve an associate of Applied Science in Engineering Technology degree, with the company covering up to 70% of tuition costs. And with courses offered remotely, Griffin team members in all regions can take advantage of the unique chance to earn a license and a degree with limited financial burden.

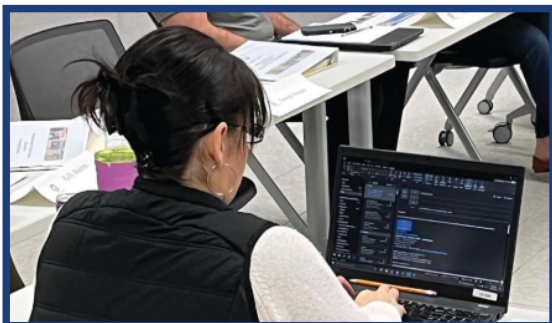
As the company looks ahead and approaches

half a century of business, it can only anticipate that positive steps forward will continue to be made across the industry. Griffin Electric will persist in its efforts to do all that it can to support women and other under-represented groups in order to help make additional progress a reality.

With several large-scale projects on the horizon in each of its regional locations, Griffin has exciting employment opportunities throughout the company in both the office and the field, and is currently looking for dedicated individuals. Several decades ago the company set out with a mission to cultivate future leaders within the industry. More than just a job, the company is proud to help the next generation of individuals forge their own paths and embark on exciting and successful careers. Within its ranks, sons, daughters, and even grandchildren of employees build strong careers and continue a legacy as part of the Griffin team.

For more information about Griffin Electric and its employment opportunities, please visit waynejgriffinelectric.com, call its recruiting hotline at 800-421-0151, or email your resume to fieldrecruiting@wjgei.com.

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Leah Stanton, PE
Vice President, Water Discipline Leader
Weston & Sampson

What was your greatest professional achievement or most notable project in the last 12 months? I love solving our clients' most complicated water treatment projects, and the one I'm most proud of is the recent upgrade to the Peabody water treatment plant. When everyone is tearing down 50-year-old plants at the end of their useful lives, I used my years of experience and knowledge to contradict that trend and prove that something old can be renovated - and just as good if not better than building a new one. By keeping our client's best interests in mind, my team and I were able to save the city millions of dollars - and win an award!!

What made you interested in seeking a career in the AEC industry? My father was a contractor and I've been told that I have construction in my blood. Thinking I wanted to be an architect, I went to UNH since it was in-state and right around the corner. I planned on studying structural engineering and maybe getting my master's degree in architecture if so inclined. Life threw me a curve ball though when I got offered a stipend to get a master's in environmental engineering. I stumbled my way into the drinking water world when Weston & Sampson offered me a job in their water practice and have never looked back.



Brittany Danikas
Project Manager
Weston & Sampson

What made you interested in seeking a career in the AEC industry? I became interested in the AEC industry because I felt I needed a change and felt that my background in legal, ethics, and compliance could translate to the AEC industry. Beginning as an administrative assistant, I used my skills and combined them with the new information I was being taught. I felt proud knowing I was one of the few women in the industry. If you put in the work, you can succeed, and every year for the last six years, I've reached my next career goal, allowing me to gain perspective and respect within the industry.

What tips or advice would you offer to other women who are considering entering the construction industry? My advice to other women is to be confident. Know that whatever your current background is, professionally or personally, there will be some aspects that will translate well and be beneficial to being part of this industry. Be open to learning and applying all your skills and showing your peers you were the right person for the job. Take pride in what interested you in the construction field in the first place and you will earn the respect of both men and women and be a role model for the next woman who wants to join.



Courtney Sullivan
Construction Project Coordinator
Weston & Sampson

What made you interested in seeking a career in the AEC industry? I grew up in construction. My dad owns and operates a residential construction company. He takes pride in his craft and is the hardest working person I know. Although our jobs are different, he is the epitome of leading by example. His work ethic has always motivated me and drives me to succeed. I have always admired the way he develops strong relationships with his crew and clients.

Within your firm, who has helped you succeed within the industry? How have they helped you? One of my first conversations here was with a project manager that I had never met in person. I introduced myself and explained that I had admin experience but not within my current trade. Without missing a beat, he told me, "I'll teach you everything you want to know - as long as you're willing to learn." This simple response stuck with me. Five years later, he has stayed true to his word. His willingness to coach me has made the biggest impact on me. I hope one day I'll be able to do the same for someone else.



Carolyn Richardi
Wastewater Project Coordinator
Weston & Sampson

What was your greatest professional achievement or most notable project in the last 12 months?

My greatest professional achievement would be managing my different roles within the company while continuing to grow. I started two years ago with my Grade 4 Wastewater Operator license. Since then, I have joined our compliance and maintenance teams in addition to operations. Within those two groups, I've helped develop systems we use today, taken on the reporting for all our sites in Connecticut and all our Title V sites, and am learning drinking water reporting this year.

What tips or advice would you offer to other women who are considering entering the construction industry?

The advice I would offer other women is that if you want to be in this field, then go for it. Do not get discouraged by anything and keep pushing towards your goals. Even if you feel intimidated because it's mainly dominated by men, know that women can make it in this industry too.



Marianna Coombs
Operations Manager
Weston & Sampson

What made you interested in seeking a career in the AEC industry? I've always been interested in math and science, and I knew as a kid that whatever career path I chose would include those subjects. I got my undergraduate degree in biochemistry and worked in the biotech/pharmaceutical field, but quickly learned that it was not my forever job. Looking to do something more hands-on, I got into a graduate program for environmental science. That program got me into a drinking water and wastewater testing laboratory, a place where I met amazing people that introduced me to this incredible industry. The work is intriguing, challenging, and fun.

What tips or advice would you offer to other women who are considering entering the construction industry? It's a competitive environment, so you have to be confident in your abilities, intelligence, and strength (both mental and physical strength). You need to be willing to push outside of your comfort zone and take the initiative to learn new skills. Once you are comfortable with yourself and the team you work with, that competitive atmosphere goes away and is replaced with collaboration, support, and success.



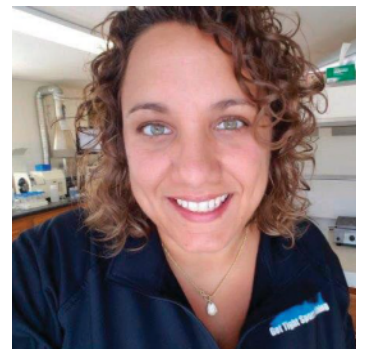
Lee McLaughlin
Health & Safety Supervisor
Weston & Sampson

What was your greatest professional achievement or most notable project in the last 12 months? I would say my greatest professional achievement is reaching OSHA VPP Star Status at Naval Air Station Jacksonville (JAX) from my days with the U.S. Navy. The Voluntary Protection Programs (VPP) recognize those in the private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national averages. I aced my Naval Safety Center training and used my marketing and communications background to create effective programs, presentations, and reports to satisfy requirements.

What tips or advice would you offer to other women who are considering entering the construction industry? I would tell women considering a career in the construction industry to go for it! Growing up, I watched This Old House with my dad, who spent his career in the carpenters' union. All my life, I saw craftsmen but few craftswomen doing the work I found interesting. Like any profession, you can study and become qualified. If you approach it with passion and confidence, you can succeed. I found my niche in safety and use it to support all Weston & Sampson employees to work safely every day.

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Jodie Ratner
Senior Project Manager
Erland Construction

Haley Sabino
Field Supervisor
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What made you interested in seeking a career in the AEC industry?

Getting into construction was a happy accident! With a degree in finance, I originally had a career in sales, selling condos for a developer in South Beach, Florida. One day while I was doing a walk-through of the building, I found a laundry list of mistakes that were overlooked. From that day forward, my manager assigned me as his owner representative, and I finished the project. I had a knack for project management and the attention to detail needed to ensure construction was done correctly. The rest is history.

What made you interested in seeking a career in the AEC industry?

Growing up in a family that owned a construction company, I was always on the jobsites with my dad and papa; they took me everywhere with them. I had the opportunity to witness all the stages that go into spec homes and commercial buildings, such as foundations, framing, tile, finishes, etc. I loved the challenge of problem-solving and being able to see what goes into a finished product. Even with frequent road bumps, my dad and papa hurdled each one like champions. They're my idols, and since then, I knew I wanted to follow in their footsteps.



Tammy Zerbe
Executive Project Manager
Catalyst Construction Services, LLC

Caitlin Space
Project Manager
Noonan Brothers Painting

What made you interested in seeking a career in the AEC industry?

Early in my career I found myself intrigued with the concept of working in an industry which was predominately male. Right from the start I enjoyed the diversity of the construction environment. I enjoyed working with individuals with varied skill sets and varied educational backgrounds and I still get a great sense of satisfaction from that. I always enjoyed the idea that every project would have unique qualities, and over the years it certainly has been proven to me that every project will have its own quirky differences making no two projects the same.

What made you interested in seeking a career in the AEC industry?

My interest in the AEC industry started at a very young age but it was ultimately my 9th grade math teacher, Mrs. Kinney, that helped guide me into this field by recommending I take an architectural drafting course. From there my interest only grew and I went on to study architecture and eventually began a career in the industry.

What tips or advice would you offer to other women who are considering entering the construction industry?

I would tell any woman looking to enter the construction industry to always walk in with confidence. I would share the knowledge that when I began my career, there was approximately a 1% female force within this industry and that it has grown to 10% since. I would say that this is a great industry with many wonderful mentors both male and female. It is an industry that stands the test of time providing multiple opportunities for growth, relocation, stability, enjoyment, recognition and self-satisfaction. It is a great time to be a woman in construction while companies are very focused on diversity, equality and inclusion.

What tips or advice would you offer to other women who are considering entering the construction industry?

There are endless opportunities in the construction industry, especially for women. You just have to be willing to put in the time and effort, think quickly on your feet, and sometimes get your hands a little dirty. The ultimate reward is being able to walk through a finished project knowing you helped build something great.

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Nicole Sessa

Electrical Engineer/Electrical Team Leader
NV5

What made you interested in seeking a career in the AEC industry?

When it was time for me to start my high school career, the town I lived in provided me with two options: Traditional high school or a vocational school. At the vocational school was where I surprisingly found my love for electricity & all things construction. Being 1 out of 10 females in a construction class of about 80 students posed its challenges but taught me to work hard for the things I wanted most in life.

What tips or advice would you offer to other women who are considering entering the construction industry?

Do not be afraid to ask questions! More times than not, the people around you want you to succeed and excel. Support from your peers is a huge key to success in a male-dominated field.

Diana Deng

Assistant Director of R.E. Development
CIL

What made you interested in seeking a career in the AEC industry? I love the tangibility of the field. For me, coming from a background in housing policy, it is immensely satisfying to be able to physically see the projects I work on and see the progress of the build from building permit to certificate of occupancy. Each project presents new challenges and there is always something different to learn. It's a practical field with practical skills.

What tips or advice would you offer to other women who are considering entering the construction industry? Have confidence and stand up for yourself. You do not have to know everything about everything to be competent at your job. Just because someone is older and/or has more experience than you does not mean they are always right. If you have a question about how something is being done, trust your intuition and it is worthwhile to do your own research.

Melissa McGeown

Senior Real Estate Developer
CIL

What made you interested in seeking a career in the AEC industry? As a child, I would often watch my dad who worked as a carpenter. Seeing the creation of a product in front of my eyes was extremely exciting. To this day, I thoroughly enjoy taking something at the conception phase, which is not yet reality, and working to make it real. This tangible end product is something that motivates me. The complexity of tasks, creativity of solutions, and teammates used to achieve meaningful outcomes creates an exciting and engaging work environment.

What tips or advice would you offer to other women who are considering entering the construction industry? The advice I would offer a woman is no different than what I would offer a man. In order to progress in this industry, a curious and inquisitive attitude is essential. Pay attention, engage, and don't be afraid to ask questions! This will allow you to quickly gain relevant knowledge and understanding, while later allowing for critical examination of projects and problems. Clear and transparent communication is also essential, be that between clients, contractors, or teammates. Effectively communicating ideas, solutions, opportunities, and deadlines manages expectations and individual responsibilities.

Caroline Clark

Project Engineer
Bohler

What made you interested in seeking a career in the AEC industry? I have always enjoyed art, design, and thinking outside the box. As I got older, I developed an interest in learning how things worked and problem-solving. After taking a high school physics class, I focused my college search on design schools with engineering and/or architecture programs, and then selected the University of Vermont due to its location and size. While in college, I learned about sustainable stormwater management and fell in love with the many technologies and strategies used to mitigate stormwater runoff resulting from land development. It has been extremely rewarding to see a design incorporated into a project's landscape and to know that it is both benefitting the project as well as the environment surrounding it.

What tips or advice would you offer to other women who are considering entering the AEC industry? Follow your instincts and go for it! The industry is a vast but small place. If you start out in one corner of it today, you may end up in a different corner 10 years from now; a corner you may never have known existed. It is also likely you'll cross paths with familiar professionals throughout your entire career, so continue to build relationships.

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Sophie Haddock
Landscape Designer, Asst. Land Planner
TFMoran, Inc.

What made you interested in seeking a career in the AEC industry? I was drawn to the landscape architecture field because of my upbringing and passion for nature. As a child, I spent a lot of time playing outside and learning from the natural world. In high school, I undertook a project exploring the benefits of nature, specifically how pocket parks can reduce crime and provide health benefits in urban areas. Through this project, I became aware of the powerful impact that thoughtfully designed green spaces can have on people's lives. This realization led me to pursue a career in landscape architecture. I want to design spaces that everyone can access and that provide opportunities for people to refuel and reconnect with nature. All children should have the chance to learn from and appreciate the natural world, and I believe that landscape architecture is a way to make that happen.

What tips or advice would you offer to other women who are considering entering the construction industry? As you enter a male-dominated field, it's important to not let anything hold you back from achieving what you want. One helpful piece of advice I have is to build a support network with other women who have already established themselves in the industry. They can provide valuable guidance and support as you navigate your way through your new role. It's also important to establish boundaries at work to create a comfortable and productive work environment. By setting clear boundaries and expectations, you can ensure that you are able to focus on your work and achieve success in your field. Furthermore, staying true to yourself is crucial. Don't compromise on your morals or dreams for the sake of fitting in. Embrace your unique qualities and strengths and use them to your advantage. You have the potential to make a valuable contribution to the field, and by staying true to yourself, you can reach your full potential.

it wasn't the right path for me, so I pursued a construction management degree instead. I didn't expect to be an estimator for a general contractor but that's where I started in the industry and I've come to love it. I've been able to learn so much in this role.

What tips or advice would you offer to other women who are considering entering the AEC industry? My advice to someone starting in the industry is to try different roles if you don't know which path to follow. Internships can give you exposure to multiple paths and it's a good time to find your strengths in various roles. For women specifically, remember that you can succeed in any role that you pursue as long as you have positive intentions and a strong work ethic. Do what makes you most fulfilled. Choose a role that matches your skill set and has the potential to grow as far as you want to grow in your career.



Chassidy Bermudez
Assistant Project Engineer
C.E. Floyd Company

What was your greatest professional achievement or most notable project in the last 12 months? When I began my career journey, I never pictured myself in an office. I imagined working in the field with my hands, which is what I did in my last position. However, working in the field was not compatible with my school schedule, and the cold weather hits you a little differently as you get older. I'm proud of the level of organizational and communication skills I'm developing in my office position. I was so nervous about how I would perform at first, but now I love the challenge of handling various tasks at once and showing my teams I can reliably track and perform a range of tasks on schedule.

What tips or advice would you offer to other women who are considering entering the AEC industry? People are an excellent resource. I would encourage other women to talk to professors, professionals, trade members, and other knowledgeable persons within the AEC industry. These conversations allow women to hear firsthand what these persons love about their fields and will help women build awareness about the various ways their skills can be used and what fields may interest them.



Mariel Nowack
Estimator
C.E. Floyd Company

What made you interested in seeking a career in the AEC industry? I have always been drawn to architecture and the built environment, so joining the AEC industry was an easy choice for me. What wasn't as easy was choosing from the endless roles there are in the industry. I started school in an engineering program and realized



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Jennifer Ferreira, NCIDQ
 Director of Interiors
 Maugel DeStefano Architects

What tips or advice would you offer to other women who are considering entering the construction industry? My advice to anyone considering entering the construction industry is that it's okay to not have all the answers. It's important to be knowledgeable, confident, and prepared when meeting with clients, contractors, or teammates. But even with the most thorough preparation and planning, questions will arise that we simply do not have the answers to. Our natural urge to provide immediate solutions can be stressful but taking a moment to evaluate the issue and giving a simple response such as: "Let me check on that and get back to you" provides the opportunity to assess the situation and confidently craft an appropriate and successful response.



Sarah Cormier
 Project Manager
 Maugel DeStefano Architects

What tips or advice would you offer to other women who are considering entering the construction industry? Be authentic. Being true to yourself is the best way to be comfortable and confident in any situation. Know that you have the skills to do your job. If you have questions, ask them. Keep learning and evolving, and never doubt that you can accomplish any task you put your mind to. Seek out a mentor and lean on them. Never be afraid to speak up and let your voice be heard. With a strong support system and the proper mindset, you will flourish.



Nicole Kirouac, AIA
 Architect
 Maugel DeStefano Architects

What was your greatest professional achievement or most notable project in the last 12 months? One of my most notable projects in the past year was a community behavioral health clinic. As architects, we always strive to improve the experience of the end user through strategic, thoughtful design. In a behavior health setting, design has a direct impact on the success of each individual therapy session. It was interesting to speak with the different clinicians and to hear firsthand their perspectives on how certain design elements affected patients, both positively and negatively. Together, we created a soothing, therapeutic atmosphere at the clinic that will have a positive impact on the community for years to come.



Colby Cavanagh, AIA
 Architect
 Maugel DeStefano Architects

What tips or advice would you offer to other women who are considering entering the construction industry? Make creating a professional support network a priority. Just like in your personal life, having a number of trusted individuals you can reach out to will not only help your career but also your sanity. Whether it be coworkers or connections you make through various projects, having colleagues you can consult for advice, support, and perspective not only helps you learn and grow, but also makes the job much more enjoyable. I have found the personal relationships and trust I've built with engineers, contractors, and clients to be invaluable in my journey as an architect.



Jennifer Robitaille
 Project Executive
 Windover Construction

How are you involved in community organizations and/or charities?

Working in the community has always been important to me! Over the past nine years I have had the pleasure of connecting Windover and our trade partners with a local organization called Wellspring House to provide them with gifts for their holiday store. Community work is also a huge part of my family's life. We love to travel, and a while ago we discovered "Pack for a Purpose." Each trip, we link up with an organization and bring a suitcase full of supplies. Since our daughter is young, we look for schools and/orphanages to visit and it has always been amazing for her to connect with others close to her age.



Emily Rothschild
 Director of Special Projects
 NeighborWorks Housing Solutions

What made you interested in seeking a career in the AEC industry? I entered the AEC industry 36 years ago wanting to make a concrete difference for people who were struggling economically. As a young community advocate, I was trying to help people on the verge of homelessness but there just wasn't enough affordable housing out there. When I was offered a promotion to lead an emerging affordable-housing development program, I knew I would regret not taking that job even though I had no relevant qualifications. In nearly four decades of on-the-job training, I have completed 70 housing projects with over 1,185 units of housing and I continue to enjoy facing new challenges, problem-solving and learning new skills. For most of my career, I have been the only woman in the room. I am encouraged to see more women involved in AEC in recent years.



Meghan Hennessey
 Senior Estimator
 Windover Construction

What made you interested in seeking a career in the AEC industry? What drew me to general construction, as opposed to a specialty, is the variety of systems, conditions, and client needs we come across on each project. No two projects are the same – each has its own unique challenges and opportunities to learn. Within construction, I found estimating to be the best fit for me. Besides the math involved with putting together a budget, I love envisioning in my head how a building and design elements will come together, putting together all of the layers piece by piece like a pseudo time-lapse video.

What tips or advice would you offer to other women who are considering entering the construction industry? My advice is to show up as your full self every day. Your perspective has merit, and your opinion is valued when it comes from a place of authenticity. For me, that means talking quickly without apology, hanging wallpaper in my office, and listening to Broadway musicals as my focus music. I know I do my best work when I feel like myself, and I have achieved greater personal and professional growth since accepting that my role is to stand out at the table, not blend in.



Susan Knack-Brown
 Senior Principal
 Simpson Gumpertz & Heger

What was your greatest professional achievement or most notable project in the last 12 months?

We are nearing the completion of a \$100 million restoration of The Mother Church at The First Church of Christ Scientist (TFCCS) in Boston. I began working at TFCCS in 2004 as a junior project manager conducting initial assessments. Almost 20 years later, I get to see this iconic building returned to its glory as the principal in charge of the restoration that began in 2016. Not only have I grown, but I've also had the pleasure of watching a mentee of mine, Casey Williams, start and grow her engineering career on the project. Casey just became an associate principal at SGH and will continue our firm's relationship with TFCCS. The AEC industry has also evolved. In 2004, women were a rarity in positions of authority. At the project's close, the owner's project manager, the contractor's leadership team, the architect's leadership team, and the engineer's leadership team were all very capable, empowered women.

Additionally, I was just named Simpson Gumpertz & Heger's (SGH) first female chair of the board. I don't actively seek management positions, but being in them allows me to think about our company's vision and provides opportunities to positively impact people.

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Luisa Sheahan
Project Manager
Bowdoin Construction

Susan Shelby, CPSM, FSMPS, ABCP
President & CEO
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What made you interested in seeking a career in the AEC industry?

I started my career in a retail brand's interiors division and fell in love with construction. From day-to-day, job to job, things are always changing, keeping me interested and wanting to learn. I never get bored – and for me that's very important. I enjoy working with different teams from design and engineering through construction, alongside site contractors, to get projects to the finish line. Construction has many moving parts, and you must be flexible and ready to adjust. Seeing a project transform from a thought to the finished product is very satisfying. Being part of something great keeps me in this industry.

What was your greatest professional achievement or most notable project in the last 12 months?

I was recently invited to speak on a podcast for the very first time. I have presented at many conferences and on webinars, but had never done a podcast. It was for the Resilience Think Tank and the podcast is called The Resilience Journey with Mark Hoffman. We discussed both PR and crisis communications during our 30-minute conversation.

How are you involved in community organizations and/or charities? I am a home visit volunteer with Yankee Golden Retriever Rescue (YGRR) out of Hudson, Mass. My husband, four-year-old golden retriever, and I visit families on the North Shore who are interested in adopting a rescue golden retriever. YGRR brings golden retrievers over from Turkey, Egypt, China, and Ukraine and helps to find them forever homes throughout New England.



Kat Howland
Vice President of Employer Brand and Talent
Jewett Construction



Claudia Rocca
Project Coordinator
Jewett Construction

What was your greatest professional achievement or most notable project in the last 12 months?

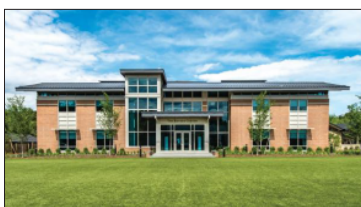
Jewett Construction launched an industry-leading internship program in the summer of 2022 and it was a massive success for men and women looking to break into the construction industry after college. We're gearing up for another fantastic internship program this summer – if you're interested message me on LinkedIn!

What tips or advice would you offer to other women who are considering entering the construction industry? Women are natural problem solvers. Use it to your advantage! Do you love a challenge? Then a career in construction would be perfect for you. Whether you're in the field or meeting with other project stakeholders, careers in construction are very active and involve engaging in conversations to solve problems.

What tips or advice would you offer to other women who are considering entering the construction industry? Follow your heart, take on a career that makes you feel good, the journey is exciting! Construction can be rewarding & successful. "If you think you're too small to make a difference, try sleeping with a mosquito" Dalai Lama. Construction is a huge industry which consistently offers change, always gaining knowledge, the ability to learn so many different aspects of multiple trades, hands on. Tradespeople have a passion to share and teach. Creative discussions are always apparent, it's not uncommon to find CEOs and team member coming together to make the best decisions. It's all about everyone working together and producing successful projects.



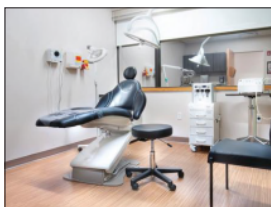
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Lynn Palmer
HR Manager
Jewett Construction

What was your greatest professional achievement or most notable project in the last 12 months? My greatest professional accomplishment this past year was being awarded The President's Award at Jewett Construction. I was honored and it was truly one of the best experiences I can recall in my professional career. Being recognized and having my contributions acknowledged in that way was amazing. I strive to provide an exceptional experience for our employees; it's my top priority. It feels incredible to be appreciated and recognized for your work. I work with an amazing team and being supported is uplifting and engaging.

What tips or advice would you offer to other women who are considering entering the construction industry? My advice for women entering the construction industry would be to work hard, have an open and curious mind and don't be afraid to ask questions or ask for help. Always be honest with yourself and others. It's OK not to know something... but work to find the answer. This shows strength, grit and determination and builds trust.



Molly Messina
Assistant Estimator
Jewett Construction

What tips or advice would you offer to other women who are considering entering the construction industry? If you're looking for a career that offers personal and professional growth, the chance to make a meaningful impact on the world, and the opportunity to work with a team of passionate and dedicated individuals, then the construction industry may be the perfect choice for you. What I love most is that every building built, produces new employment opportunities for others. Being part of this positive impact on the community motivates me every day.



Kaylee Pingree
Project Accountant
Jewett Construction

What was your greatest professional achievement or most notable project in the last 12 months?

I am really excited that I just wrapped up my first two construction jobs from start to finish as a project accountant with Jewett. From day I emails to my subcontractors through monthly auditing subcontractor requisitions and liens, tracking change orders, helping my PM's track costs month over month, down to getting those final liens and checking closeout documents – it has been a lot of organization. I learned a ton through this first full project cycle and I can't wait for the projects starting up this spring so I can get even better at this!

What made you interested in seeking a career in the AEC industry?

I stay in AEC, because there is so much room for opportunity. Not just growth potential, but impactful ways to stay busy. I think AEC is a little behind in technology so there are always new processes and software to implement. There are better excel tricks that can be used to streamline our daily to-do's. By utilizing more technology, the accounting role is ever changing. I am not just entering invoices. One day I am sitting in presentations and figuring out how to help operations communicate our contracts more clearly to our subcontractors. I am helping my project managers look through their over/under budget hits. I have more time to be more involved with the business and I find that so exciting.



Paula Rowley
Office Manager/Project Accountant
Jewett Construction

What tips or advice would you offer to other women who are considering entering the construction industry? My advice to women is to not let the stereotypical statement, "construction is a man's world," shy you away from the following your dreams. There are so many aspects of construction, whether it's in the office as an administrator, a project accountant, an architect, an estimator, or a project manager to name a few. Any one of these titles and responsibilities are gender neutral and can be successfully filled by anyone who is qualified. There are a lot of field positions such as project engineer, carpenter, superintendent and laborer that are successfully held by women. My advice to women, is to follow your dream. Prove to yourself, as well as anyone along the way, that gender is a noun and does not define who you are.



Talia Cannistra
Partner/Managing Dir. of Architecture
Port One Companies

What made you interested in seeking a career in the AEC industry? If given the choice growing up, I would always choose playing with blocks, doing arts and crafts, or exploring. As I got older, these preferences translated into favoring the arts/maths/sciences in school and traveling as much as possible. I love the idea of building something out of nothing, in a beautiful way, and creating environments that people connect with, that they can then explore. To me, architecture felt like the career choice that would nurture both sides of my mind. It's the perfect fit where art and science come together to shape our everyday lives in a meaningful way.

What tips or advice would you offer to other women who are considering entering the construction industry? Two of the most important mental shifts I've made over the years have been to move through fear and to not take anything personally. There is a lot to absorb and experience, so ask questions and don't be afraid to tackle something that may be outside your comfort zone. Know and accept that mistakes will be made but that doesn't mean that you are less than, it means that you've learned something. The construction industry can be extremely overwhelming, especially for young women, but if you think clearly, cultivate trust, and work hard, there is nothing you can't do.



Cindy Cruz-Murphy
Controller
W.T. Kenney Co, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? I am so proud to be part of a company that encourages professional growth and in a position that constantly challenges me. As a member of W.T. Kenney's executive team, I am proud that I have been part of our effort to create a vision and detailed plan for growth in the coming years. Like so many companies, the COVID-19 pandemic created unexpected challenges and uncertainty. Our executive team, in collaboration with our entire staff, used that period as an opportunity to improve the company in all areas. We have been proactively working toward creating a stronger company for the future, revamping systems and processes, and creating a path for advancement for all employees.

What made you interested in seeking a career in the AEC industry? I came into the industry in 2017 from my position as administrative & accounting manager at a law firm – talk about two completely different worlds! While I wasn't specifically seeking a position in the construction industry at that time, I have loved it every day since and wish that I had made to switch sooner. Analyzing the finances of each of our projects, and the entire business, is so rewarding, and I love working with our partners in the construction industry.

What tips or advice would you offer to other women who are considering entering the construction industry? This is a great time for women to work in the construction industry. There are so many opportunities, both in the field and in other capacities. Never has the industry been so diverse. My advice is to make as many connections as you can in the industry – from general contractors and architects, to all the valuable trades involved in construction projects. Be fearless, be confident and, most of all, have a sense of humor. You'll need it.



Abigail Parrilla
CEO
The Arc of the South Shore

What was your greatest professional achievement or most notable project in the last 12 months? In January we cut the ribbon on the first home of our smart home initiative. The \$1 million-renovation project updated and modernized the five-bedroom dwelling by incorporating smart home technology to remotely automate many everyday tasks via internet connection. Smart home features in place at the two-floor residence include external high security cameras, a ring camera, voice-activated lighting, hands-free faucets, full-speed internet, smart thermostats and an ERV (energy recovery ventilator), which circulates outside air heating or cooling depending on the temperature – all features that allow the five gentlemen who call this beautifully renovated house their home to exercise self-determination while fostering independence and safety.

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Christine Muilenburg
Project Manager
Newmark

What was your greatest professional achievement or most notable project in the last 12 months? I am fortunate to have many notable achievements throughout my career, beginning as a project engineer on a \$50 million ground-up animal disease research lab in Brookings, SD, to my first job as a project manager on a 113,000 s/f therapeutics fit out in Waltham, MA. Overall, I am most proud of my professional transition to Boston, quickly immersing myself in the construction industry here and flourishing in the chaos this industry is known for.

What made you interested in seeking a career in the AEC industry? From the time I could walk, I was visiting residential jobsites with my dad, who at the time, was a general contractor building custom homes. A love for residential construction was something my whole family shared, constantly driving through new neighborhoods to check out the progress. It was not until college, when I pursued a degree in construction management, that I realized how rewarding the tangible aspect of construction is—driving my interest for a career in project management. This was one of the best decisions I ever made!



Alyson Winters Kavanagh
Project Executive
Wise Construction

What was your greatest professional achievement or most notable project in the last 12 months?

Being promoted to project executive. It has been a professional goal of mine for quite some time and as a woman in construction, it feels especially rewarding to break that executive level barrier. I've been presented with many opportunities at Wise over the last 18 months and have been able to work on several large and complex projects. The challenges, problem solving opportunities and client-relations development has helped foster my professional growth and contribute to that feeling (and the reality) of accomplishment.

What tips or advice would you offer to other women who are considering entering the construction industry?

Trust your gut, go after what you want, and don't let anyone or anything deter you. Seek out other women and men in the industry and groups that will support you. Try everything, even if it's not the right thing; it will take you in the right direction and help you filter through what you do and don't want.



Michelle Hennessey
Director of Human Resources
Methuen Construction Company, Inc.

What made you interested in seeking a career in the AEC industry?

Having worked 30 years in industries ranging from banking to dry cleaning to IT staffing, I was thrilled and a little scared to enter the human resources department of an industrial construction company in 2016. Little did I know that the bond I would create with these teammates would be stronger than in any previous industry. The need for each teammate to rely on the other and work closely and in sometimes pretty tight quarters, with some even living with one another during the week, at remote jobsites, makes for an incredible challenge and remarkable reward to participate in that team building.



Stephanie Rochford-Garcia
Recruiter
Methuen Construction Company, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? Over the last 12 months, I have recruited over 70 new teammates to our organization. Attracting and retaining top talent is key in this industry; great teammates = great project results! I truly love what I do, and the men and women that I help hire make every tough day worth it.

What tips or advice would you offer to other women who are considering entering the AEC industry? Don't hesitate! This industry is unlike any other. Every day is a new adventure, and you'll never see the same thing two days in a row. Being able to see a project constructed from deep in the ground all the way up through completion never gets old, and working with those who do the actual constructing is truly rewarding.

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Haley Hohlmaier
Assistant Project Manager
Timberline Construction Corporation

What made you interested in seeking a career in the AEC industry? Growing up I was surrounded by this industry, as my father owns his own carpentry company. When I was ten, he began an addition on our home where I watched in awe every day. That's when I knew I would like to do something related to this industry. At first, I thought I wanted to be hands-on and build like my father, but then I became more interested in drawing and designing leading to my next fascination, architecture. In college where I studied architecture, I was introduced to construction management and it was the best of both worlds – and working at Timberline proves that.



Arianna Gerrior
Project Manager
Timberline Construction Corporation

What made you interested in seeking a career in the AEC industry? I have always been fascinated by buildings and how people and spaces come together to create one. Many people who see or enter a space don't give much thought about what went into creating that space, but I enjoy looking at the details and visualizing the process. Seeing a project go from an idea to drawings and then to a finished space is both exciting and rewarding.



Tiffany Gallo
Director of Project Development
Timberline Construction Corporation

What was your greatest professional achievement or most notable project in the last 12 months? A recently completed 225,000 s/fe-commerce distribution center was one of my notable projects. There were upfront challenges during the enabling phase that consisted of municipal infrastructure upgrades, major demolition remediation, and the challenges of construction on a very tight urban site requiring structural piles and a roof level parking deck. Working with the team we found creative solutions during the preconstruction process, site, logistics and overall program for the project to meet schedule and budget goals.



Ashely Brown
Preconstruction Manager
Timberline Construction Corporation

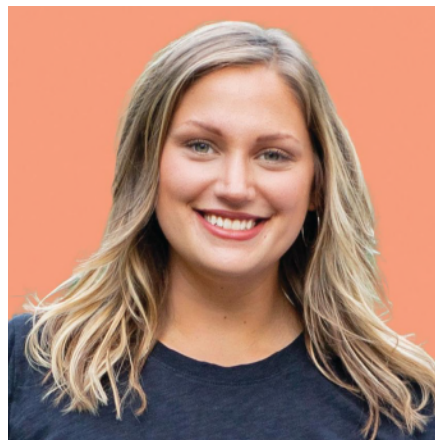
What tips or advice would you offer to other women who are considering entering the construction industry? Working in the construction industry will provide challenges and roadblocks throughout your career. When hitting a roadblock, it is important to find a solution and to never give up regardless of the resistance, to use that experience to grow within your career and personal life.



Jessica Bourassa
Human Resource Manager
Metro Walls

What was your greatest professional achievement or most notable project in the last 12 months? Working in people operations, more historically known as human resources, there are MANY different branches to learn and grow but for me most notable in the last 12 months, I obtained my Certified Plan Sponsor Professional (CPSP) certification. It is a credential program designed to attest to current employers that I have the knowledge and skills needed to evaluate, design, implement and manage a comprehensive employer-sponsored retirement plan. The rigorous curriculum ensures plan sponsors, like myself, have the knowledge needed to protect their organization from fiduciary risk and help secure their plan participants' retirement success. This certification is not usually one obtained in my role but felt it was necessary to ensure future success of Metro Walls' employees.

What made you interested in seeking a career in the AEC industry? To be honest, I was not seeking any particular industry when I found my new home at Metro Walls, but I do come from a hard-working, blue-collar family and construction seemed to be a great fit with my own personal morals, values and ethics. It takes a truly dedicated, disciplined and assertive type of personality to work in this industry and all those traits have been demonstrated throughout my personal life and career.



Taylor Prime
Marketing Manager
Metro Walls

What was your greatest professional achievement or most notable project in the last 12 months?

Since I have joined Metro Walls in October of 2021, I have had the opportunity to play a large role in the marketing, planning and execution of a few major business changes that I am really proud of. Within the last year or so, we became 100% employee-owned, moved into our new Manchester office, and expanded our operations into the Northeast with the opening of our New York office. Each initiative required extensive marketing efforts, including coordinating internal and external communications, executing companywide meetings, and/or organizing corporate events. In addition, I was able to showcase the incredible work of both our drywall and acoustical divisions through various distinguished construction and safety awards. Being able to lend a hand in positively impacting our employees through the promotion of our teams' success and growth makes this role extremely rewarding.

What made you interested in seeking a career in the AEC industry?

With a background in marketing, I honestly wasn't looking for a career in construction when I stumbled upon my first opportunity in the industry, but I am extremely grateful to have taken that leap because it has led me to where I am today. This industry offers endless opportunities no matter your background, strengths or skill set, with a fast-paced environment that is constantly changing and allows for continuous professional and personal growth.



Kasey Tardif
Foreman
Metro Walls

What was your greatest professional achievement or most notable project in the last 12 months?

My most notable project would have to be the project I'm currently working on, Ashlar Park, which is a residential development in Quincy, MA which consists of new construction as well as an adaptive reuse renovation of a historic administrative building to keep the history and beauty of its roots.

What made you interested in seeking a career in the AEC industry?

My dad has been doing drywall and construction my entire life. Growing up, he would bring me with him to side jobs and I was always fascinated by the work and would help out where I could, and that's when I knew this was a career path I was interested in.

What tips or advice would you offer to other women who are considering entering the construction industry?

Be willing to put in the hard work to prove yourself, that goes with any kind of job. Always stand up for yourself because being in the field can be intimidating but realizing that you belong there just as much as everyone else is important. And lastly, don't let the hard days deter you because everyone has them no matter if you are a woman or a man.



Miris Fernandes
Subcontractor Compliance and Safety Officer
Metro Walls

What was your greatest professional achievement or most notable project in the last 12 months?

Learning a new language.

What made you interested in seeking a career in the AEC industry?

As an occupational safety and health professional for the past 20 years, I've had a vast variety of opportunities in different industries but the heavy-duty industries such as petroleum and construction are the ones I love the most. A big reason I love working in construction is the real sense of comradery within the industry – it's a team-oriented environment and makes the completion of a job really rewarding.

What tips or advice would you offer to other women who are considering entering the construction industry?

Keep your head up, take a deep breath and keep doing your best. Also, learn from each experience to continuously improve your skills.

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Hannah Richardson
Interior Designer
Amenta Emma Architects

Jayne Goethe
Project Designer
Amenta Emma Architects

What made you interested in seeking a career in the AEC industry?

My interest in design started when my dad introduced me to the world of construction at a young age. He encouraged me to be creative and pursue a career I was truly passionate about. I was drawn to the innovative, always changing design industry. When the time came to choose a career path, the choice seemed obvious. Working in the design industry has given me the opportunity to work in collaborative environments, support sustainability efforts, and better the community around me.

What was your greatest professional achievement or most notable project in the last 12 months? I am currently completing documents for the renovation of a large lecture hall at MIT. The built-in constraints of renovations always intrigue me as a designer because there is already so much to react to spatially before you create your intervention. I'm proud of how we were able to furnish our client with many options and believe we were able to identify smart moves that will transform the space in an economical manner.

What made you interested in seeking a career in the AEC industry? My father worked for General Motors and would occasionally take me along with him when he called on dealerships. I was always drawn to the glossy brochures with their paint chips and swooshy concept sketches, and I spent hours emulating the angular forms in my sketchbook next to my drawings of galloping horses. These early encounters with engineering and design showed me that beauty, optimism, and excitement need not be separate or less than the solution to a practical problem. I was lucky to then attend NC State University's College of Design, which exposes students to multiple design disciplines united under a Bauhaus pedagogy.

What tips or advice would you offer to other women who are considering entering the AEC industry? When first entering the field, it can be an intimidating experience. Never be afraid to ask questions, there is always an opportunity to learn something new. Never shy away from a challenge, as you will only continue to learn and advance farther in your career. Remain confident in yourself and your ideas but welcome any feedback as it will only help you grow. Most importantly remember to have fun and enjoy the work you are doing!

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Septima Maclaurin
Director of Business Development
Commodore Builders

What tips or advice would you offer to other women who are considering entering the construction industry? Be curious. Talk to construction experts and find out what they like and don't like about their jobs. Check in with yourself - what's your reaction to what they say? Still curious? Great. Think about what aspect of the construction industry intrigues you the most? Learn more about it. Still energized? Awesome! Find someone who will share more about that particular aspect. Ask about internship opportunities. Keep exploring until you find what feels right and works with your goals and your lifestyle. Be safe, enjoy the journey, and express gratitude to those who helped you along the way.



Lisa Berardinelli
Tenant Coordinator
Hanover Crossing

How are you involved in community organizations and/or charities?

Since 1971, the Hanover Mall, which is now transformed into Hanover Crossing, has been a vibrant part of the community. Over the years Hanover Mall has supported many community activities and causes, and employed hundreds of local residents. We look forward to creating a new gathering place for the community, hosting events and working with local charities. We offer our marquis signage to non-profits to advertise their events. Our new outdoor lawn space will be available for charitable events and community gathers. We are creating a venue where people and families can go for entertainment, dining, shopping and gathering.

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Katherine Kenney

Project Manager
Northstar Project & Real Estate Services

What made you interested in seeking a career in the AEC industry? Untraditionally, my interest in the AEC industry was sparked after graduating with an undergrad degree in public relations. Post-graduation, I worked in an admin role at an architecture firm, where I saw firsthand the excitement, pride, and change a real estate project can drive. In the AEC industry, we are constantly creating positive change, whether as big as a ground-up job, changing the skyline, or as small as an office refresh. I knew then I wanted to be more involved and went back to school for a master's in project management of construction, ultimately becoming an OPM.

What was your greatest professional achievement or most notable project in the last 12 months? In the past year, I assisted in successfully delivering Sanofi's North American headquarters—a project four years in the making which included two buildings totaling over 900,000 s/f. The goal was to consolidate seven R&D facilities and one administration office scattered across Mass. into two adjacent buildings. The consolidation's main intention was to bring the different departments together to drive collaboration across the science. Now when walking the 11 floors of the R&D space or sitting in the cafeteria for lunch, I see the different departments intermingling; I can only imagine the incredible discoveries they are making.



Jacklyn Marks

Project Planner
Gale Associates, Inc.

What made you interested in seeking a career in the AEC industry?

My career in the engineering industry began in an untraditional way. I started out as an administrative assistant for Gale Associates, Inc. in 2013 and was inspired by the collaborative and supportive professionals around me. Through the years, I never stopped asking questions, and I took on all unfamiliar tasks with enthusiasm. In 2017, I was offered the chance to make a jump from administration to the aviation planning department, and I've never looked back. I'm so grateful to be on a team of talented and encouraging people, working to improve conditions at airports across New England!



Janet Tse

Senior Project Manager
Northstar Project & Real Estate Services

What made you interested in seeking a career in the AEC industry? After watching Extreme Engineering's Tokyo's Sky City episode, I was inspired to design the world's most signature buildings one day and started my career as a structural engineer. However, volunteering to manage a water-sourcing project for an orphanage in Zambia during a month-long break from work changed my career trajectory. In this project, I performed engineering design and led a small local team to bring clean water to the students. This experience sparked an interest in being a project facilitator and making a difference. It motivated me to shift from engineering to project management and to use my skills to bring projects from concept to completion.

What was your greatest professional achievement or most notable project in the last 12 months? As an owner's project manager for MITIMCo, overseeing the design development of a 300,000 s/f ground-up residential tower at the Volpe redevelopment project in Kendall Sq., has been an extraordinary experience. The development project includes six mixed-use buildings sitting atop a connected underground garage, necessitating extensive collaboration among teams, including project managers, architects, engineers, consultants, and general contractors. The overall site development and ground plane activation require careful coordination among all parties involved. Exchanging ideas and working alongside over 200 real estate professionals to create a resilient, welcoming, and inclusive neighborhood is an incredible opportunity.



Alicia Hobart

Senior Estimator
Commodore Builders

What tips or advice would you offer to other women who are considering entering the construction industry?

I'd say, go for it! There is no industry like the construction industry. It has been ten years and still nothing beats seeing a project go from an idea, through the construction process, to the client move in day. Learning all of the behind the scenes of a project will change your perspective of each and every office/store/restaurant you step foot in throughout your day.



Aline VanDingstee, P.E.

Project Engineer
Gale Associates, Inc.

What made you interested in seeking a career in the AEC industry? I have always been interested in math, science, and architecture. I grew up in Brazil and attended a high school that had the option of taking technical courses in the afternoon. I enrolled in an 18-month "buildings" course. It was my favorite class; I loved how hands-on it was! This course included concrete and masonry construction, architecture, and even electrical and plumbing design. Once it came time to apply for college; it was an easy decision. I knew engineering was the career for me.

What tips or advice would you offer to other women who are considering entering the construction industry? Although the AEC industry is still comprised mostly of men, I would tell women that would like to start a career in this field not to be deterred. When I started college, the female to male ratio was one out of every four but it increased with every new freshman class. I am noticing more women engineers and managers during my daily project interactions. I am proud to say that I work for a company where the president is a woman and there are more women than men engineers in my department! I think women tend to be more detailed-oriented and that is certainly a valuable asset when working on project coordination!



Kimberly Kilroy, P.E., RRC, CDT

Project Manager
Gale Associates, Inc.

What made you interested in seeking a career in the AEC industry? I was drawn to engineering because I have always preferred math and science to the humanities. When I began college as an undecided engineering major, it was the concrete canoe team that first piqued my interest in civil engineering. I couldn't fathom concrete floating in water let alone serving as a boat so I joined the team to learn more. This was my first exposure to concrete mix design and the importance of different aggregates and shapes depending on your project goals. By the end of the year I had declared civil engineering as my major. After my undergraduate study I remained in the AEC industry—briefly working in construction material testing and inspections, earning my master of science in civil engineering, and now working as a building enclosure consultant.



Bree Sullivan, P.E.

Chief Civil Engineer
Gale Associates, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? The Norton, Mass. School Department Athletic Campus reconstruction has been my most recent notable project. This project included two synthetic turf multi-purpose fields, an eight-lane running track, five tennis courts, and other site improvements. The \$6.1 million project took six months to reach substantial completion. The Norton School Department held a ribbon-cutting ceremony on Thanksgiving Day to highlight the many years of hard work by community members and Norton Public School staff. It was an honor to assist the community with realizing their vision.



Andrea Rizzo

Assistant Project Manager
Commodore Builders

What made you interested in seeking a career in the AEC industry? My academic background is in engineering and economics, which was the perfect foundation for construction management. It meshed my love of working with a variety of people, with the problem-solving skills and technical mindset I had developed throughout school. Since joining the industry, I have had the opportunity to meet some incredible individuals and work on some really fun projects. There truly is nothing quite like taking a moment at the end of a project to admire what the team's hard work and dedication helped to create!

How are you involved in community organizations and/or charities? Through Commodore, I recently joined a team to assist the Ron Burton Training Village in renovating a multi-use recreational building on the campus. The RBTV provides programming for young people to grow through academics, character building, and leadership skills training.

Additionally, I am a director on the executive board for the National Association of Women in Construction (NAWIC) Boston chapter, as well as the DE&I chairperson. Through NAWIC, I assist in raising scholarship funds, volunteering with Girl Scout troops, and collaborate with other local organizations who encourage people from all backgrounds to explore the opportunities available in the construction industry.



Katelyn Desmarais
Design Engineer
Helical Drilling

What was your greatest professional achievement or most notable project in the last 12 months?

This past year, I started grad school pursuing a master of science in civil engineering with a focus in geotechnical engineering and will be graduating in December of this year. I never thought I'd be able to balance my career, family obligations, and graduate school, but I'm over halfway through the program and thriving. You can do anything you set your mind to.

What made you interested in seeking a career in the AEC industry?

Growing up, my dad worked in construction. He's been one of my biggest supporters since day 1, and we always joked that, someday, he was going to work for me at a company called Desmarais and Dad.

What tips or advice would you offer to other women who are considering entering the construction industry?

My advice is to believe in yourself. Once you realize what you are capable of, you can and will accomplish amazing things. Stay positive, confident, and true to yourself, and you will move mountains.



Wendy Cross
Accountant
Haynes Group, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? Working on the Arcadian Hotel and Airport Rd. project were both rewarding and intensive learning experiences. Both these projects had many different aspects, especially the Arcadian hotel that was three different phases.

How are you involved in community organizations and/or charities? I have been very involved in my town as a coach, committee member on local boards and helping charities whenever possible. My last child is heading off to college this upcoming fall so hope to get back involved with more charities. It is very satisfying to know that you have helped someone better their day even with something as simple as a smile.

What tips or advice would you offer to other women who are considering entering the construction industry? I would give the same advice to any person who was interested in going into a nontraditional field. Go for it. Anyone can do any job as long as you put your mind and heart into it. Hard work will get you many places. Don't ever be afraid to take the leap! Its all in your attitude.



Kait Kingman
Marketing Director
Haynes Group, Inc.

What made you interested in seeking a career in the AEC industry?

It's funny, they say that our childhoods have a huge impact on our futures and in this instance it couldn't have been more true. My father has been in the electrical industry for over 30 years and I remember going to the office with him as a child and playing with electrical tape in the warehouse, it's perhaps one of my fondest memories. My first job out of college was for an electrical distributor and I eventually made the jump to commercial construction here at Haynes Group where I've been for the last 5 years. This industry offers new challenges daily, how could you not be interested?

What tips or advice would you offer to other women who are considering entering the construction industry?

Construction is a male-dominated industry so you can't be afraid to jump in and sometimes make waves. If construction is going to continue to grow, you need to be willing to help propel it forward. My boss always tells me to "know what you don't know," and I'd like to add to that and say to be teachable and willing to think outside of the box.



Elizabeth Lowrey, FIIDA, RDI
Principal
Elkus Manfredi Architects

What made you interested in seeking a career in the AEC industry? My interest in design is rooted in my love of people. Whether we're working on a corporate headquarters, life science lab, multi-family residence, or hotel, I am inspired by collaborating with clients and teams to design inclusive spaces that create community, enhance peoples' lives, and help them thrive. I grew up in a family of artists and designers, and spent hours sketching fantasy homes and resorts for people to enjoy. I was lucky – I knew by the age of six that I wanted to be an architect, and moved to interior architecture in college when I learned more about it.

What tips or advice would you offer to other women who are considering entering the construction industry? Build a network. You need that circle of support. It goes without saying that you have to be good at what you do, but if you're good at what you do and you don't have a network, you can't advance. And the most important aspect of building your network is this: your relationships must be reciprocal – you will give and you will receive at different times. Take good care of those relationships that you build. They will turn out to be among the most rewarding of your life and career.



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Haley Frazier
Project Manager
Charters Brothers Construction, LLC

What was your greatest professional achievement or most notable project in the last 12 months?

My most notable project over the past year would be the electrical service upgrade at the University of New Hampshire's Telecommunications building. Upgrades included the addition of a new network operations room in one of campus's most critical buildings, which serves the statewide university system. All telecommunications, HVAC, and electrical services were to remain operational during the upgrades which required close step-by-step planning with UNH, subcontractors, and AHJ's. It's been a rewarding experience to overcome the many hurdles with this project and deliver a critical project.

What made you interested in seeking a career in the AEC industry?

From a young age I had an interest in construction and development. I was always fascinated by new developments and improvements to the community, however I knew I possessed more of a business-like mind set than a creative design mindset and I saw the career field of construction management as a way to be involved in the process while also exercising my business skills. I also saw the many pathways available in the field which was appealing when finishing up college and not 100% set on what I wanted to do.

What tips or advice would you offer to other women who are considering entering the construction industry?

My advice to women entering the construction industry would be jump in with confidence. Be confident in yourself, your decisions, and don't be afraid to ask questions and admit that you're unsure. Define your skills that you bring to the table and display them with confidence. When you believe in yourself others will mirror that with trust and respect. With that trust and respect your growth is endless.



Rachel Lindstrom
Project Manager
Lee Kennedy Co.

What was your greatest professional achievement or most notable project in the last 12 months?

I had the privilege of managing a project for the Gavin Foundation this past year. The project consisted of renovating a vacant, former convent into the Foundation's first treatment facility exclusively for women. Being part of this project felt particularly special to me; knowing that when we walked away women in need would have a newly restored space to recover and heal. Through the project's unique challenges, I was rewarded with many learning experiences that I will carry through my career. All team members and stakeholders were deeply invested in this project, which was truly heartwarming to witness. In the final stages of construction, the Women's Group of Lee Kennedy organized a donation drive to provide essential items for the women to have and use during their stays at Eileen's House. The amount of participation from the entire LKCo family was amazing! I was proud to present the owner with a massive collection of donated items as the finishing touch to a successful project.

What tips or advice would you offer to other women who are considering entering the construction industry?

To women interested in joining the construction industry I would say there's nothing you can't do if you genuinely want to do it. Do not exclude yourself. It is understandable to be intimidated by a new environment, especially one that you feel could lack representation. Don't let that stop you. If you aren't sure where to get started, I recommend finding a mentor. Having a person that you trust as a resource to guide and support you through the early stages of your career is immensely valuable. As you become more familiar with the industry you will be inspired by just how many women have achieved successful and fulfilling careers by following through on their goals.



Rosario Montero
Asset Manager
Affordable Housing and Services Collab.

What was your greatest professional achievement or most notable project in the last 12 months?

I helped complete the investment cycle for a downtown office property that was bought many years ago for about \$9 million, managed profitably each year, and sold during the pandemic for \$43.5 million. The pandemic presented operating complications to keep the property rented and cash flowing. We were able to work with tenants to help manage their pressures and to maintain investor operating objectives. The pandemic also made the sale a challenge because very few transactions took place at that time. The strong occupancy, operating history and tenant quality was helpful to complete a successful sale. It was rewarding to see the investment objectives achieved for shareholders.

What tips or advice would you offer to other women who are considering entering the construction industry?

I encourage women to become adept at all aspects of construction but to also focus on understanding the financial and investment impact of decisions to construct, develop and reposition properties. This perspective can often help achieve better results for all parties. As we look at projects, whether they are ground up development or redevelopment projects, there is often significant impact to property cash flow and value that can be analyzed and reviewed for stakeholders. Understanding the investment impact has helped us make better suggestions and decisions along the way for many projects.



Maggie Driscoll
Project Manager
CM&B

Within your firm, who has helped you succeed within the industry? How have they helped you?

I have been fortunate enough to have been paired up with project executives at my company who have not only taken the time to train and educate me but have also trusted me to take on more project responsibilities each day. Having the opportunity to listen and learn from their wealth of knowledge from years of experience in the construction industry has been extremely beneficial to my personal growth as a project manager. Even more so, knowing that they trust me to take on tasks has given me the confidence to continue to work to excel in my role.

What was your greatest professional achievement or most notable project in the last 12 months?

Over the past year, I have been working on the first phase of a 20-acre development in Farmingville, NY. This project was a great opportunity for me as I was involved in site work and ground-up construction which is rarely encountered in NYC. As the project progressed, I continued to take on more responsibility and utilized this experience to grow my overall construction knowledge. This project also came with new challenges I had not previously experienced. Facing these challenges is important early on in your career as it gives you the ability to learn how to problem solve in time-sensitive situations as well as understand how to better handle and limit these situations on future projects.

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Stacey Vega
Business Development Manager
Connolly Brothers, Inc.

What was your greatest professional achievement or most notable project in the last 12 months? In addition to my work at Connolly Brothers, I am chairperson of the membership committee for ISPE's Boston chapter, the largest professional association in N.E. for biopharma and life science professionals. Everyone that serves on the committee does so on a voluntary basis. As someone who enjoys doing volunteer work, it's an honor for me to occupy this role. We have a wide array of members, from students to retirees, and supporting them has been very fulfilling. I also received the Janet Tice Distinguished Volunteer of the Year Award for the work I've done to grow and support the chapter.

What tips or advice would you offer to other women who are considering entering the construction industry? I've been fortunate to know and work alongside extremely talented women. They taught me the importance of mentorship and the value we bring to this industry in terms of skill set, problem solving, and company culture. My best advice is to find a mentor. I was lucky to have met a phenomenal group of women early on in my career. The support they gave me was invaluable.



Anita Sandberg
Associate, Director of Interior Design
Gorman Richardson Lewis Architects

What tips or advice would you offer to other women who are considering entering the construction industry? Women bring their own perspectives to their work, curiosity, sharing ideas, support and problem solving. This field will be positively impacted by these attributes differently from what men bring. This is a month of knowing your values as women and how much positive impact we can offer ever-changing field of design and construction. The built environment envelops us all and how we design and construct it will determine our life's success and the ability to keep our environment safe and sustainable for the next generations. As I wind down my career, I am excited to see the next generation of women grow in the AEC industry and know that there is a tremendous network of support and mentoring opportunities that make us all better at what we do!



Heather Cobb
Integrated Services Project Manager
Gorman Richardson Lewis Architects

What tips or advice would you offer to other women who are considering entering the construction industry?

The construction industry has evolved over the last few years becoming more inclusive from the trades to construction teams. Women are key contributors to many successful projects and organizations that women should feel empowered to join. I have seen lead foremen in the trades and top executives that are women. I encourage everyone to follow their passions and get involved in this industry since there are a lot of opportunities out there. There will always be roadblocks throughout every industry especially in male-dominated ones, but hard work and persistence pays off. It is a challenging but exciting industry to be part of and if you believe in yourself, you can make a difference.



Dina Soliman, LEED AP
Project Manager
Gorman Richardson Lewis Architects

What was your greatest professional achievement or most notable project in the last 12 months? The most notable project I have worked on recently is the renovation of Christa McAuliffe Center at the Framingham State University. The project is currently under construction. It consists of the renovation of the Challenger Center spaces; a center dedicated to teaching students ages K-12 about space and space missions. The project also has a planetarium component, of which we are upgrading the equipment to a state-of-the-art 4K laser illuminated full dome projection system. The main challenge on this project is its fast track, and the fact that several project components have very specific design standards, which needed expansive coordination. It pushed me out of my comfort zone, but it also expanded my knowledge and kept me interested in what I do.

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Lee Sullivan
President
Lion's Head Cost Consultants, Inc.

What made you interested in seeking a career in the AEC industry? As a child, I built towers with wooden blocks and LEGOs. I made dams of mossy rocks to test water power in the brook. My grandmother fed my curiosity, pointing out mansard roofs and the difference between Doric, Ionic and Corinthian columns. Later, my freshman roommate's intro-engineering classes at Lafayette College caught my eye, so I switched into the engineering studies program. Curiosity drives me: I wanted to understand structures and soils mechanics. Summer internships provided hands-on experience as a surveyor, which led to my first job as a field engineer with Turner Construction. Curiosity made me seek my career path.

How are you involved in community organizations and/or charities?

Affordable housing is a crisis. The rural Northwest Corner of Connecticut attracts red-tailed hawks, white-tailed deer, black bears, and wealthy New Yorkers in search of habitation. According to realtor.com, "The median listing home price in Salisbury, CT, was \$1.1 million in February 2023, trending up 67.5% year-over-year." Young people who grew up here cannot afford to stay, and workers in our local businesses and schools suffer long commutes. I was appointed to the Salisbury Affordable Housing Commission this year. I am happy that my decades in preconstruction give me skills to support the organizations building and renting affordable homes in Salisbury.



Jennifer Taranto
Vice President of Sustainability
Structure Tone (STO Building Group)

How are you involved in community organizations and/or charities? I feel strongly about sustainability, and that giving back to my community is essential. In 2007 I partnered with others to create Built Environment Plus, the local green building non-profit, and I'm currently board chair. Throughout my career I have been in continuous service to the green building community at every level, working to help our industry drive greater adoption of sustainable, healthy buildings. I am also a volunteer member of CoreNet New England's Diversity, Equity and Inclusion committee, acting as a liaison to the Builders of Color Coalition. Our committee works to raise awareness, provide education, and deliver programs that promote belonging in our community and within our chapter.

What tips or advice would you offer to other women who are considering entering the construction industry? Being in construction is a people business. You are in service to your clients, design partners, and the trades partners that you work with every day. Take the opportunities that are given, but also ask for more responsibility if you think you can stretch your capacity. Continuously learn from every project. It's important to find mentors along the way – people who will teach you how to hone and improve skills in particular areas. But most of all the one thing we take seriously in this business is having FUN while getting the job done.



Rachel Wiley
Assistant Project Manager
CM&B

What was your greatest professional achievement or most notable project in the last 12 months? The Dana Hall Classroom Building Project in Wellesley, MA, is one of my most notable projects in the last 12 months. This project is a complex renovation of a classroom building, with significant demolition, ground-up additions, and curved curtainwalls. It has been a great learning experience to be a part of such a unique project, as it involves almost every trade.

What made you interested in seeking a career in the AEC industry? The problem-solving and math components of engineering are what led me to a degree in Civil Engineering. Spending time on construction sites during my internship and seeing projects come together made me interested in seeking a career in construction management. Being involved with a construction project from start to finish is really rewarding. The ability to work on different types of projects with different project teams allows me to learn something new every day.



Carrie Medeiros
Project Manager
DPR Construction

What was your greatest professional achievement or most notable project in the last 12 months? Seven months ago I stepped out of my comfort zone and after 5 years in the industry I made the move in my career path to choose a company whose values aligned to my own. While this was a challenging transition, I feel fulfilled in my new role working with a great team.

What made you interested in seeking a career in the AEC industry? My father was a carpenter my entire life, and after graduating with a degree in Biology, I ended up taking on an entry level position at a GC and fell in love with the AEC Industry. After a few years working my way up, I became a project manager.

What tips or advice would you offer to other women who are considering entering the construction industry? My advice would be to find a company with core values that align with your own. I'd also recommend taking full advantage of networking events – it's helpful to have discussions and get feedback from other professionals within the industry to make the best decision for your career path as you move forward in the AEC industry.

Congratulations to all the Women featured in this year's Women in Construction Spotlight!



New England Real Estate Journal

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Amy Fahey
Director of Marketing
Colantonio Inc.

What was your greatest professional achievement or most notable project in the last 12 months? My greatest professional achievement over the past year has been to implement a successful public relations campaign with a terrific publicist. We have increased our firm's visibility and credibility through a variety of pieces that showcase our expertise in preconstruction services as well as construction means and methods. Not only have I enjoyed sharing helpful content and how great our people are to a wider audience, but my writing skills have also improved dramatically with every draft and subsequent list of edits.

How are you involved in community organizations and/or charities? I participate as a volunteer every year, along with the other women at our firm, at Habitat for Humanity MetroWest/Greater Worcester's Women Build Event. We work together on the jobsite doing anything that needs doing including framing, flooring, painting, and drywall installation. It's a privilege to help these homeowners in need, especially since 75% of them are single women with families who desperately need this support. I am proud that our firm donates its' employees time to help make a difference in these women's lives.



Kimberly Joyce
Sr. Project Manager
Colantonio Inc.

What made you interested in seeking a career in the AEC industry? When I was young, I was fascinated by buildings and how things go together. I spent a lot of time as a kid helping my father fix things and working with tools. I built toys and puzzles and bookcases. That led me to architectural school. Once I graduated, I discovered a quicker path to actually putting a building together was to go straight into the construction industry. I was excited to be part of building a structure that would be there for an extended period of time. I am still doing it over 30 years later, so I guess I made the right choice.

What tips or advice would you offer to other women who are considering entering the construction industry? I would say go for it! Now is a great time to break into the construction industry. Our industry is growing, and we are seeing increasing numbers of women taking part. Chances are as a woman today, you will no longer be the only one at a meeting or on a jobsite. Women provide a different point of view and can add a much-needed change in perspective that was missing until more recent years. Today that viewpoint is valued and sought after. Don't be afraid to be yourself and give your input.



Karen Vecchione
Human Resources Manager
Colantonio Inc.

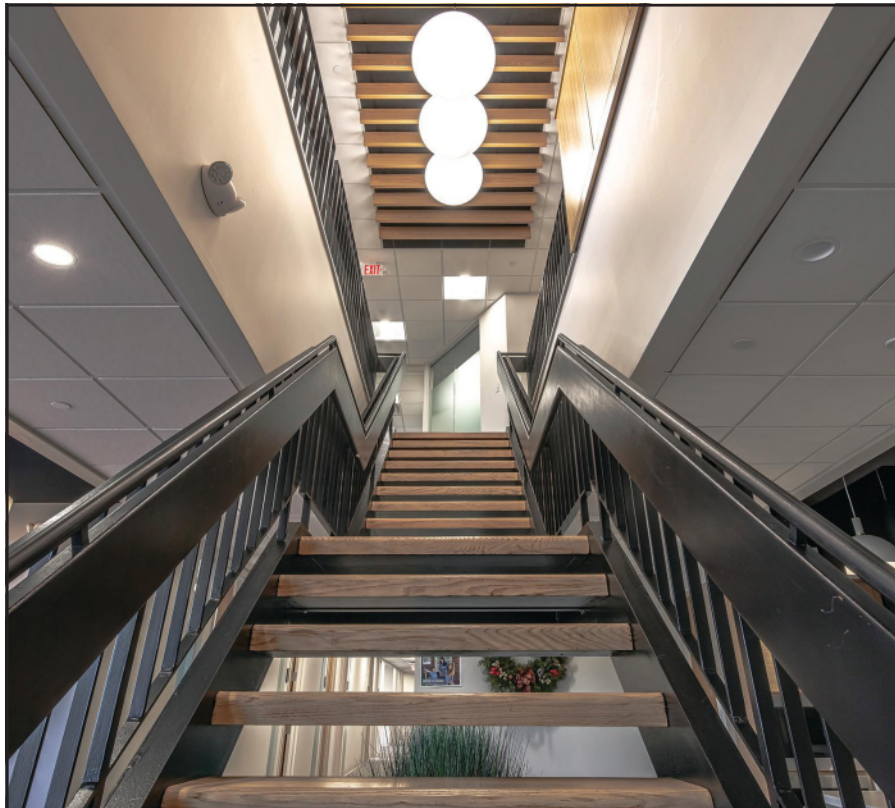
How are you involved in community organizations and/or charities? I am the lead volunteer for the MA National Guard Family Programs, where we help military families who struggle with financial, transportation and home maintenance issues. We help them take advantage of all the benefits and resources available to them. I can easily connect with these families, since I was deployed in 1990 for Operation Desert Storm as a single mother when there were no family support services available. Although I've been retired for 23 years, I miss the military and find this is a great way to stay involved and to give back.

What tips or advice would you offer to other women who are considering entering the construction industry? Women interested in the construction industry should absolutely check it out. There are so many great opportunities available in all kinds of roles. I happened to start out 30 years ago as an onsite field secretary, which led to a safety position and then ultimately to my current role as human resources manager. If you love working with your hands or being part of a team, where everyone depends on each other to get the job done, this is the place for you. My military training prepared me well for a successful career in construction.



Kylie Williams
Assistant Superintendent
Colantonio Inc.


What tips or advice would you offer to other women who are considering entering the construction industry? I love this question because there are so many wonderful things about construction and about being a woman in it. Historically, it was seen as a "man's business", and some of the old guard still feel this way. But I am finding that even the old guard is warming up to their female colleagues, especially if we are being ourselves and just doing our job. My practical tips are: Be yourself, don't take things personally, and have a sense of humor. Don't pretend to know something you don't, particularly with your subcontractors. Instead, ask questions, find answers, and learn it. Your subs will always know a lot more about their trade than you do, and that's ok! Work hard, physically, and mentally. Jump in and assist in physical tasks if you think you can be helpful. Be confident, even if you must pretend. Always speak up in a respectful and cooperative way. If you want to have a family and even be a stay-at-home mom, do it. There are many ways to "keep your foot in the door" professionally. Personally, staying home with my 3 kids who are 3 1/2 years apart was the best training I've received for being an assistant superintendent. If you want it badly enough, you can make it work!




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Megan Bogacz
Project Manager
DPR Construction

What made you interested in seeking a career in the AEC industry?

Growing up, I always wanted to do something in my career that made an impact to others. I had exposure at a young age to work in amazing facilities that only made me more eager to pursue a career in the industry. From the unique technical challenges from project to project, to the wealth of knowledge from those within the industry, I feel blessed to have found a career path in this industry.

What tips or advice would you offer to other women who are considering entering the construction industry?

At times, being a woman in the construction industry can be challenging. However, the industry has come a long way and will continue to progress forward. Continue to take the strides to challenge yourself professionally, and don't let the fear of being a woman in construction deter you from the great opportunities that exist within the industry. I advise women considering the construction industry to network and develop relationships as those relationships can develop and grow to future opportunities.



Suki Murphy
Project Executive
DPR Construction

What made you interested in seeking a career in the AEC industry?

Starting out in construction, I had allies and sponsors that advocated for my growth and advancement, all without my knowledge. It wasn't until about 10 years into my career that I began to understand that the constant questioning and prodding from my mentors wasn't a challenge to simply defend myself, but instead were prompts to push my confidence and redirect me from retreating to the 'status quo' of problem solving. I finally realized I was being encouraged to solve complex challenges and to think out of the box to find approaches that led to more effective project execution.



Rebecca Burlingame
Interior Design Project Manager
Gorman Richardson Lewis Architects

What made you interested in seeking a career in the AEC industry?

Even as a child I had a love for all things design and would often imagine how I would design spaces and things differently. I pursued a career in Interior Design as a means to make my ideas become a reality. It is truly rewarding to work with clients throughout the design process to help them visualize the potential for their space and to make it become a reality to create a space for them that is both functional and aesthetically pleasing.



Grace Goodearl
Business Dev. + Marketing Manager
Ci Design

What was your greatest professional achievement or most notable project in the last 12 months? My greatest professional achievement in the last 12 months is being promoted to business development + marketing manager at Ci Design. I'm thrilled to continue to utilize my skills to support a growing practice at the firm.

What made you interested in seeking a career in the AEC industry? My career in marketing has always been design adjacent, albeit in the fitness and fashion industries. I was inspired to seek a career in the AEC industry, and specifically at Ci Design, because of the extraordinary work they do to support innovative clients in the science & technology space, offering creative solutions that foster clients' important work. Ci Design also supports and provides opportunities for professional and personal growth within the organization.

How are you involved in community organizations and/or charities? I am a (proud!) Big Sister with the Big Brothers Big Sisters organization. Mentorship is so important, and I am honored to be part of an organization that strives to "support the critical social and emotional development" of the next generations.

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SPEAKERS



**MODERATOR
BRIAN GOLDEN**
Ex-Boston Planning
and Development



DAVID ELLIS
Ellis Realty Advisors



MARK FLAHERTY
A.W. Perry



ED CALLAHAN
Hanover Crossing



LISA BERARDINELLI
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AGENDA

9:00AM-10:00AM
Breakfast & Networking

10:00AM-11:00AM-PANEL 1
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I 195 Redevelopment District &
Quonset Development Corporation
Discussion on Transportation, New
Development, Housing and Industrial

11:00AM-12:00NOON-PANEL 2
Construction, Finance and
New Development

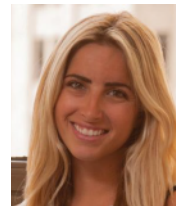
SPEAKERS



CHELSEA SIEFERT
Quonset Development
Corporation



CAROLINE SKUNCIK
I 195 Redevelopment
District



CHRISTINA ROUSE
Sweeney Real Estate
& Appraisal



DIANA DUCHARME
Cervenka Green &
Ducharme LLC



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