



BE PART OF
SOMETHING SPECIAL





Transwestern is a privately held real estate firm focused on adding value for investors, owners and occupiers of real estate. Transwestern facilitates better decision-making for clients by combining penetrating local market intelligence and macro-market research.

CORPORATE HEADQUARTERS

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BE PART OF SOMETHING SPECIAL

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If you are reading this letter, you have an interest in Transwestern and for that, I am grateful. Transwestern is a unique company. Our uniqueness starts with our corporate culture. We speak openly about integrity, mutual respect, legendary service and teamwork. Our firm is relationship-driven. We adopt a stewardship responsibility for the clients, causes and projects we support. Entrepreneurship flows freely through our firm in a manner that encourages our people to consistently seek new and better ways of doing things. Ours is a high-energy workplace – we take pride in our work, team members and clients from across the world.

As you consider making a personal commitment to a company, look carefully at its track record, people and core values. We think you will like what you see at Transwestern.

Best personal regards,

A handwritten signature in black ink that reads "Larry". The signature is written in a cursive, flowing style.

Larry P. Heard
President & Chief Executive Officer



WHAT MAKES TRANSWESTERN GREAT?

Excellent benefits?

A challenging position?

Working for an industry leader?

A team-centered atmosphere?

**At Transwestern,
it is all of the above, and more.**

The combination of a collaborative culture, strength in leadership and financial success, coupled with options that help you balance work and life are what make Transwestern a great place to be.

Transwestern is a privately held real estate firm specializing in agency leasing, property and facilities management, tenant advisory, capital markets, development, research and sustainability. The fully integrated enterprise leverages competencies in office, industrial, retail, multifamily and healthcare properties to add value for investors, owners and occupiers of real estate. Transwestern facilitates better decision-making for clients by combining penetrating local market intelligence and macro-market research through its affiliate, Delta Associates. Transwestern assists clients through more than 180 offices in 36 countries as part of a strategic alliance with Paris-based BNP Paribas Real Estate.

The combination of a driven company and the ability for you to balance work and life outside of the office allows you to make a significant impact on both.

That's what really makes Transwestern the right place to be, whether you are just beginning your career or considering joining us after a successful start elsewhere.



Caulley Deringer

AGENCY LEASING

VIENNA, VA – 26 YEARS

BUILDING A LEGACY

What I always find attractive about our firm is the legacy of Transwestern team member tenure and the quality of our people. Quality attracts quality, and that has always been the case at Transwestern. People want to work in an atmosphere that promotes success and growth both professionally and personally.



BE PART OF SOMETHING SPECIAL

In an era of corporate consolidation, Transwestern remains strong.

Our structure is simple and has been proven successful: decisions for our clients are made at the local market level and are backed by the support and strength of national resources. This decentralized business model enables us to steer clear of bureaucratic red tape, allowing us to make precise, rapid decisions in which each individual involved has the opportunity to make an impact. With 35 years of following this operating structure, we recognize that the business of real estate is best accomplished on the local level, allowing us more flexibility and the opportunity to rapidly adapt to changes in market conditions.



Elizabeth Herzberg

MARKETING

NEW YORK, NY — 3 YEARS

CHALLENGE TO EXCEL

I love coming to work every day. Transwestern promotes an entrepreneurial environment and supportive culture that fosters my creativity and motivates me to excel. Even as one of the youngest team members in the office, my ideas and opinions are not only accepted, but welcomed, and I feel like an integral part of the company.



As a private company, we are not accountable to Wall Street.

Our strong financial performance speaks for itself. Diversified revenue streams protect Transwestern from sudden market fluctuations and provide producers the opportunity to earn income through different services.

We offer all our team members incentives and opportunities that are frequently inaccessible in today's business climate. Our operating structure, financial strength and unique approach to the real estate business embody the entrepreneurial spirit on which Transwestern was founded and still operates today.

CHOOSE WHAT WORKS FOR YOU

In the hustle and bustle of today's nonstop world, it is hard to find a comfortable balance between work and life outside the office.

At Transwestern, we are real estate brokers. We coach Little League. We are parents. We are accountants and property managers. We are volunteers in our communities. Life and work – they are perpetually linked. We recognize the flexible relationship between Transwestern and its team members, and we offer the programs and benefits you want that will help you live your life to the fullest.



Diane McKinney

INNOVATION & QUALITY ASSURANCE
HOUSTON, TX – 13 YEARS

INSPIRING CULTURE

What is the best thing about my job? People stay here for a reason. Team members come in every day with passion and a positive attitude. When you work with people that have that energy, it's contagious and inspiring.



We are one of the most respected traditions in commercial real estate.

From the moment you begin your career with Transwestern, you can sense the difference.

We are, and will remain, committed to your professional development. Success with Transwestern is about thriving as a team, yet finding your own individual path to achievement.

Opportunities at Transwestern are endless, and each position is as unique as the individual who fills it. We are at the forefront of an evolving world. You have the opportunity to make a lasting impact and be part of something special; to be a part of a quality team, providing new and innovative solutions.



Von Terry

PROPERTY MANAGER
ATLANTA, GA — 7 YEARS

STAYING CONNECTED

What's unique and appealing about Transwestern's culture is the connection it has with its work force. Having a company seek team member feedback through workplace surveys, wellness questionnaires and other mediums is extremely unique. In addition, leadership stays connected with you about major company events and news so we read it firsthand rather than hearing it through the grapevine. I appreciate Transwestern for having a supportive and trusting working environment.



We all have different personal needs and Transwestern offers a wide range of benefits so you can choose what works best for *you*.

MEDICAL, DENTAL & VISION PLANS

401(K) RETIREMENT SAVINGS PLAN

LIFE AND DISABILITY INSURANCE

MEDICAL AND DEPENDENT CARE FLEX SPENDING

PAID VACATION, SICK LEAVE, PERSONAL DAYS AND
COMMUNITY SERVICE TIME

VOLUNTARY BENEFITS

EMPLOYEE ASSISTANCE PROGRAM

DOMESTIC PARTNER BENEFITS

TUITION REIMBURSEMENT

ONLINE PROFESSIONAL DEVELOPMENT

SUSTAINABLE OFFICE SPACE

Who do we look for to join our team and add to our unique culture? It's simple — we look for good people of like caliber.

We look for people who believe in the evolution and operation of our firm. People who have the promise to grow as an individual, a team and a company. People who have the ability and desire to contribute on many different levels. People who take pride of ownership in their work and responsibilities. People who refuse the status quo and constantly reach for greater success.



Vineet Sahgal

TENANT ADVISORY
CHICAGO, IL — 2 YEARS

COMMITMENT TO WINNING

The Transwestern leadership team has made the investment to do what it takes to be known as a first-in-class service provider. And a commitment to winning! Particularly striking on the operating structure side, we have senior people who answer their phone! The access we have to our executives is refreshing. I feel shoulder-to-shoulder with our national leaders as we respond to proposals and client needs. Everything is a team effort here.



GOOD CORPORATE CITIZENSHIP IS GOOD BUSINESS

What takes a company from being good to GREAT?

Being a good corporate citizen has become a popular concept. At Transwestern, this concept is nothing new. It has been at the core of Transwestern's culture since our start 35 years ago. We all want to do what is best for our communities, the environment and our clients.



Dorothy Schwarz

SUSTAINABILITY SERVICES
MILWAUKEE, WI — 3 YEARS

COOPERATION ACROSS SERVICE LINES

My past experience in property management allows me to better understand the synergies of sustainability with our other lines of service and be able to translate that relevance to the property managers and engineers in the field so they can implement sustainability in daily operations. I'm not just a consultant with no understanding of their world.

Is it a solid bottom line?
A satisfied work force?
A unique culture?
Or is it being socially responsible?

We build the business case for sustainability every day.

- Partner in the USGBC's LEED® certification program: more than 40 buildings/
more than 14 million square feet
- Member of the Better Buildings Challenge, a White House-sponsored program to
reduce energy usage
- Winner of multiple EPA ENERGY STAR® awards: Partner of the Year, Sustained
Excellence
- Reduced energy use by more than 20 percent at our managed properties,
totaling 10.5 million kilowatt-hours
- Benchmarked more than 40 million square feet
- Average ENERGY STAR portfolio rating of 81
- Saved more than 34.6 million gallons of water and
reduced CO₂ emissions by 388.6 million pounds
- Transwestern corporate offices to be LEED-CI certified

**Stats through 3Q 2012*



OUR SUCCESS IS A DIRECT RESULT OF OUR PEOPLE

We believe in supporting the communities we serve.

Whether through volunteering, mentor programs or lending a helping hand to those in need, we recognize the vastly important role our communities play in our success as a firm. Our dedication to our communities is what ties Transwestern team members together and sets us apart as a company. Team members are encouraged to contribute in whatever ways they can, whether it be participating in events to raise money, contributing clothing items or toys or by donating time to charitable organizations.



Taylor Snoddy

INVESTMENT SERVICES
DALLAS, TX — 8 YEARS

OPPORTUNITIES ABOUND

I love that I can walk into anyone’s office and work through a problem as a team. I’ve had opportunities to go to the competition, but I chose to stay at Transwestern because of the people. You can’t put a price on that.

Here I have the ability to move up more quickly than I would at a bigger company. There’s no cookie-cutter formula to advancement. It’s based on the individual and their performance. There is an entrepreneurial feel to the company as opposed to “going through the system.” As a young person, that’s very important.

What makes a GREAT company?

Is it a strong list of recognizable clients, deep roots in communities across the country, a healthy bottom line?

At Transwestern, we believe a number of things contribute to our success. But ultimately, it is our people that get the final credit.





Robert Duncan

CORPORATE LEADERSHIP (CHAIRMAN & FOUNDER)
HOUSTON, TX — 35 YEARS

ENTREPRENEURSHIP AND INITIATIVE

Growing up, my dad was a real estate broker, and I always found the business really interesting. I saw that big fortunes had been made in real estate and were usually attributed to entrepreneurship and initiative. I've never been scared of hard work, and I was fascinated by the opportunities to be creative and make big things happen. I truly believe that if an individual is serious about forging a brilliant career in real estate, Transwestern offers exceptional opportunity. You will develop more passion and discover more energy here. At Transwestern, you will learn not only how to do things right, but also to do the right things. We are truly an empowering environment.

Transwestern is fully committed to create and maintain an environment where our people can thrive, both personally and professionally. They give so much of themselves because they genuinely feel they are an integral part of the fabric of our firm. Our culture encourages our people to rise to the occasion. These things breed sustainability and tenure.

I love this company, and I love what I do. I love our people. I love what we stand for. I love our vision, and I believe in that vision — "To become the #1 Real Estate Value Creator in America." And I am more energized than ever before to help make it happen. We keep getting better and better positioned to do more and more things. And we keep recruiting more outstanding people. It's lots of fun for me.

Our recruitment policy is straightforward – hire the best and brightest in the industry.

We have leadership and teams in place that have high standards of quality and performance, and that routinely exceed our clients' expectations. We only bring in team members who embrace this same philosophy. Through this approach, we have assembled one of the finest teams the industry has to offer.

Our average team member tenure is one of the highest in the industry, and many of our client relationships span more than 20 years. Our leadership tenure is remarkable, and many of our leaders worked their way up through the ranks to the executive suite. We have administrative and accounting professionals who are celebrating 10, 15, even 30 years with our firm.

What makes a company great? It's simple:

People like you.



Looking for more information on why Transwestern is a great place to work?

Contact Transwestern's Human Resources team at 312.881.7000 or visit our Careers page on www.transwestern.net



 **TRANSWESTERN[®]**

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**For more information, visit
us at www.transwestern.net.**



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