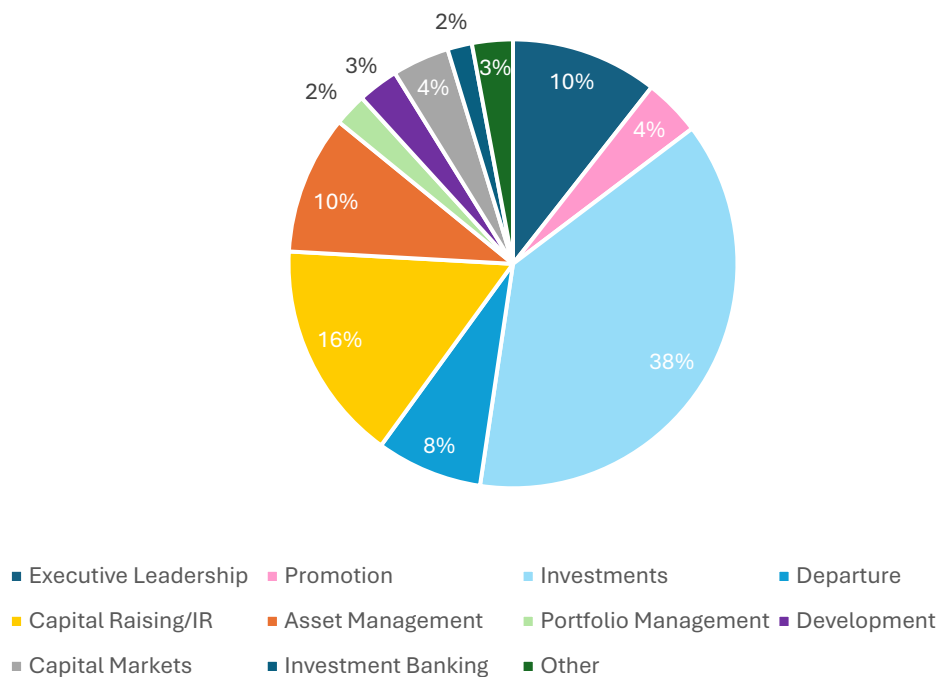


# Pre-Year End Power Moves

## September - December

Moves by Role Type



The personnel changes throughout this fall and heading into year-end followed a similar distribution to the movement we observed throughout the summer. Movement for investment roles continued to lean more heavily towards credit opportunities or opportunistic strategies. Notably, we observed an uptick in hiring for asset managers (~10%), a trend we expect to persist as groups potentially shift more to the offensive. In some ways, the activity throughout September and October was more muted than we typically observe for the time of year (which isn't entirely surprising in an election year). That said, there's been more movement in November and December than we might typically expect. Usually, professionals will remain in their seats through year-end which ranges between December and March. This suggests that some professionals are vacating their seats before bonuses are paid or have already pre-negotiated their departure with their existing firm. We would not be surprised to see further departures announced as we get through year-end exercises in Q1.

People moves\* by function further detailed:

Name	Firm	New Role	Previous Firm	Month of Move
<i>Executive Leadership</i>				
<i>Chris Graham</i>	Worthe Real Estate Group	CIO	Blackstone	September
<i>Katie Kurtz</i>	Denholtz Properties	CEO	Silverstein	September
<i>Bryan Kam</i>	University Partners	President	KKR	September
<i>Christine Patterson</i>	Trigild	COO	7 Knots Capital/KKR	September
<i>Jonathan Young</i>	ZOM Living	CFO	CliftonLarsonAllen	September
<i>Matt Nelson</i>	Better Community Neighborhoods	CEO	Berkadia	September
<i>Shawn Townsend</i>	Ease Capital	President/CIO	Blue Vista	September
<i>Steve Cho</i>	Ease Capital	COO/Chief Credit Officer	Blue Vista	September
<i>Daniel Peek</i>	JLL	President of JLL Americas Hotel & Hospitality Group	Hodges Ward Elliott	September
<i>Matt Gorman</i>	Avenue	CIO	BGO	October
<i>Laura Harkin</i>	Lincoln Property Co.	COO	CBRE	October
<i>Sherry Rexroad</i>	Piedmont Office Realty Trust	CFO	STORE Capital (Prev.)	October
<i>Stephen Sherr</i>	Pretium	Co-President	Hertz	October
<i>Michelle Herrick</i>	JPMorgan	Head of Commercial RE	Promotion	October
<i>Damian Gancman</i>	Cityview	CIO	Promotion	October
<i>Marc Ehrlich</i>	Rose Associates	President	Promotion	October
<i>Neal Casey</i>	UBS	Co-Head of Commercial Mortgage Originations	Promotion	October
<i>Deborah Ginsberg</i>	Bravo Capital	COO & General Counsel	TPG (Prev.)	November
<i>Eric Hatch</i>	Marx Realty	Co-CFO	Related Cos..	November
<i>Kevin MacKenzie</i>	JLL	President of Capital Markets	Promotion	November
<i>Burke Davis</i>	JP Morgan	Head of Real Estate Banking	Promotion	November
<i>Adam Gallistel</i>	CBRE Investment Management	Co-CEO & CIO	GIC	December
<i>Andy Glanzman</i>	CBRE Investment Management	Co-CEO & President	Promotion	December
<i>Paul Chin</i>	Centurion Asset Management	CIO	Otera	December
<i>Spencer Raymond</i>	Chirisa Technology Parks	CFO	Rockpoint	December

Investments				
<i>Edward Gibson Hale</i>	Croatan	Senior Vice President of Transactions	Brick Lane	September
<i>Brian Feldman</i>	Aurora Capital Associates	Executive Vice President of Acquisitions	Vornado	September
<i>Mason Baldwin</i>	Stro Cos	Director of Acquisitions	Fortress	September
<i>Maya Ginor</i>	MCR	Vice President	Carlyle	September
<i>Jennifer Dakin</i>	Berkadia	Managing Director	Wells Fargo	September
<i>Alex King</i>	Berkshire Residential	Vice President	TruAmerica	September
<i>James Gorman</i>	Limekiln	Managing Director	Ladder	September
<i>Matthew Choi</i>	AustralianSuper	Head of Real Estate Debt, US	Granite Point Mortgage Trust	September
<i>Paul Tietz</i>	Fannie Mae	Vice President	Mizuho	September
<i>Arthanais Williams</i>	JPMorgan	Executive Director	Arbor Realty Trust	September
<i>Tyler Earley</i>	Atlas Holdings	Vice President	Apollo	September
<i>Kevin Interlicchio</i>	Camber Real Estate Partners	Director of Acquisitions	PGIM	September
<i>Andrew Isikoff</i>	Lubert Adler Partners	Senior Managing Director	N/A	September
<i>Zach Thorson</i>	JW Capital Management	Vice President	Two Sigma	September
<i>Amanda Ehrlickman</i>	Rialto	Vice President	HIG	September
<i>Steven Parrinello</i>	Fortress	Managing Director	Pennybacker Capital	September
<i>Chris Cain</i>	Lument	Managing Director	Berkadia	September
<i>Perry Freitas</i>	Lightstone Capital	Managing Director	Hudson Realty Capital	September
<i>Nick Pellico</i>	IDI Logistics	Market Officer	Crow Holdings	September
<i>Paul Paschal</i>	Denholtz Properties	Director of Acquisitions	Lee & Associates	September
<i>David McDonnell</i>	Bellwether	Managing Director, Equity	DB- RREEF	September
<i>Tristan Freeman-Saer</i>	KKR	Director	Carlyle	October
<i>Dean Dulchinos</i>	ORIX USA	Head of Real Estate Credit	AEW	October
<i>Ali Pistone</i>	BDT&MSD	Managing Director, Credit	Cerberus	October
<i>Daniel Guerra</i>	Tredway	Vice President of Investments	True North Management Group	October
<i>Robert Van Tuyl</i>	TPG	Vice President, RE Credit	HIG	October
<i>Dalric Fields</i>	Round Hill Multifamily Partners	Director of Acquisitions	S2 Capital	October
<i>John Loshbaugh</i>	JPMorgan	Managing Director, Agency Lending	KeyBank	October
<i>Harold Levy</i>	Faropoint	Vice President of Acquisitions	MCA Realty	October

<i>Julie Robinson</i>	Clarion	Managing Director, Head of Healthcare	Ventas	October
<i>Steven Schwartz</i>	RXR	Head of Real Estate Credit	HIG	October
<i>Maxx Meyer</i>	Town Lane	Principal	Baupost (Prev.)	October
<i>Adam Falk</i>	BH3 Management	Principal, Co-PM	Criterion Real Estate Capital	October
<i>Quinn Konitshek</i>	Cityview	Director of Acquisitions	Kushner	October
<i>Andrew Augustus</i>	Full Circle Capital	Director	Wells Fargo	October
<i>Mark Workman</i>	BH Properties	Managing Director	Lincoln Property Co.	October
<i>Dan Vetter</i>	Crew Enterprises	Managing Director	Money360( Prev.)	October
<i>Frank Tetel</i>	Mill Creek Residential	Partner & Managing Director	Grubb Properties	October
<i>Eric Rabinowitz</i>	Brookfield	Senior Vice President	Morgan Stanley	October
<i>Adam Matos</i>	Criterion Real Estate Capital	Managing Director	Safehold	November
<i>Tim Fuzesi</i>	Intermediate Capital Group	Managing Director, Head of North America	CrossHarbor (Prev.)	November
<i>Nick Donatiello</i>	Intermediate Capital Group	Principal	CrossHarbor (Prev.)	November
<i>Bill Glascott</i>	Clarion Partners	Head of Housing - Alternatives	Green Courte Partners	November
<i>Charlie McCombs</i>	Arden Logistics Parks	Managing Director of Acquisitions	Affinius Capital	November
<i>Dan Johnston</i>	Entrada Partners	Director	Pillar Commercial	November
<i>Nick Maldonado</i>	Madison Realty Capital	Director	Affinius Capital	November
<i>Matt Joiner</i>	Continental Realty Corporation	Senior Vice President, Multifamily Acquisitions	CapitaLand	November
<i>Evan Layne</i>	Lone Star Funds	Managing Director	Newmark	November
<i>Robert Libertini</i>	Coare Communities	Managing Director	Madison Capital	November
<i>Alex Gursky</i>	A10 Capital	Executive Director	Builders Capital	November
<i>Garrett Jacobs</i>	A10 Capital	Director, Structuring	Ease Capital	November
<i>Zach Drobner</i>	PIMCO	Vice President, Debt	Seritage	November
<i>Aaron Prager</i>	KSEYE US	Senior Loan Originator	Cor3 Capital	November
<i>Amber Rao</i>	PGIM	Executive Director	KeyBank	December
<i>Scott Mois</i>	Ease Capital	Managing Director	Blue Vista	December
<i>Peter Grabell</i>	PACE Loan Group	Head of Production	PACE Equity	December
<i>Michael Keach</i>	JPMorgan	Managing Director	KeyBank	December
<i>Jeff Goodman</i>	PGIM	Executive Director	Wells Fargo	December
<i>John Basting</i>	Cain International	Senior Vice President	Global Hospitality Investments	December
<i>Sam Caven</i>	KKR	Managing Director	The Roxborough Group	December

<i>Asset Management</i>				
<i>Kinsey Sale</i>	LivCor	Senior Vice President	Breakthrough Properties	September
<i>Ashley Gray</i>	AvalonBay	Vice President	LaSalle	September
<i>Melanie Strauss</i>	Basis Investment Group	Head of Asset Management	Ladder	September
<i>Susana Iannicelli</i>	North Bridge	Managing Director	Arbor Realty Trust	September
<i>Jim Mosier</i>	Bellwether	Managing Director, Debt AM	Grove Ventures RE	September
<i>Rob Spanos</i>	Noble Investment Group	Director of Asset Management	Aimbridge	October
<i>Bryan Gardell</i>	Site Centers	Senior Director	Eastdil	October
<i>Jonathan Hirshey</i>	Cirrus Real Estate Partners	Managing Director	Glacial Global Partners	October
<i>Ethan Gottlieb</i>	Mavik Capital	Vice President	Mack Real Estate	October
<i>Joel Pecoy</i>	Barings	Head of Debt AM	Ares Management	October
<i>Jake Lynch</i>	Trinity Investors	Vice President	BRE	October
<i>Chris Broderick</i>	Fortress	Head of Asset Management, Hotels	HotelAve	November
<i>Rachel Chamberlain</i>	Ease Capital	Senior Vice President	Blue Vista	December
<i>Michael Henry</i>	LivCor	Senior Director	Stockbridge Capital	December
<i>Sarah Kaplan</i>	SitusAMC	Senior Vice President	Basis Investment Grp.	December
<i>Portfolio Management</i>				
<i>Eric Kaufman</i>	Sterling Bay	Portfolio Manager	Axonic	September
<i>Justin Heller</i>	JP Morgan	Portfolio Manager, Net Lease	TPG	October
<i>Trew Tignanelli</i>	Lord Abbett	CMBS Portfolio Management	PGIM	October
<i>Jordan Cohen</i>	PGIM	CMBS Portfolio Manager	KKR	October
<i>Capital Markets</i>				
<i>David Krantz</i>	RockFarmer Properties	Head of Capital Markets	Mirae	September
<i>Brian Walton</i>	Lument	Director	NewPoint	September
<i>Jonathan Ostroff</i>	Galaxy Capital	Executive Director	HIG	September
<i>Joe Anello</i>	Decron Properties Corp.	Executive Vice President, Head of Capital Markets	Apollo	October
<i>Dominick Barresi</i>	M&T Realty Capital	Senior Vice President	Santander	October
<i>Ridgley Chew</i>	Ares Management	Principal, Capital Markets	Morgan Stanley	November
<i>Development</i>				
<i>Aditya Vivek Doddipatia</i>	Related Cos.	Development Professional	Blackstone	September
<i>Ross Magette</i>	Middleburg Communities	Development Partner	FCP	October
<i>Laramie Dorris</i>	Prologis	SVP, Global Data Center Design & Construction	Yondr Group	November

<i>Tiffany Cooper</i>	Mandarin oriental	Head of Development, Americas	Aimbridge	November
<i>Capital Raising / Investor Relations</i>				
<i>A'ine Cronin</i>	Noble Investment Group	Vice President	Rockbridge	September
<i>Matthew Claeys</i>	Core Spaces	Managing Director	Heitman	September
<i>Robert Glenn III</i>	CenterSquare	Managing Director	Lubert Adler	September
<i>Jeff Sobczynski</i>	Incucap	Principal	High Street Logistics	September
<i>Pamela Yu</i>	Artemis Partners	Senior Vice President	Rockpoint	September
<i>Pamela Juergens</i>	Crayhill Capital Management	Director of IR	Cadre	September
<i>Kyle Mulligan</i>	Shelter Rock	Vice President	Pantheon	September
<i>Katherine O'Leary</i>	Atlas Capital	Associate Director	KPMG	September
<i>Helena Sullivan</i>	Bain Capital	Director, IR	Greystar	October
<i>Steve Deck</i>	RCLCO	Vice President	Mack Real Estate	October
<i>Charles Robinson</i>	Sigular Guff & Company	Managing Director	Heitman (Prev.)	October
<i>Linsey Sugar</i>	DivCore	Managing Director	Elion Partners	October
<i>Eric Phillips</i>	Castle Pake Holdings	Managing Director	Tishman Speyer	October
<i>John Donovan III</i>	TowerBrook	Head of Wealth Management, N America	Blackstone	October
<i>Annie Hsieh</i>	RXR	EVP, Equity Capital Markets	Partners Group	October
<i>Greg Oran</i>	RXR	Equity Capital Markets	Partners Group	October
<i>Wink Ewing</i>	Croatan Investments	Senior Vice President	NorthMarq	October
<i>Samuel Landman</i>	DIV Industrial	Director of Capital Formation	Concord Cos.	November
<i>Tara McCann</i>	LaSalle	Head of Americas Investor & Consultant Relations	Rockwood	November
<i>Paul Horowitz</i>	Prologis	SVP, Global Strategic Capital	BlackRock	November
<i>Bronte Yamodim</i>	Hirshmark Capital	Associate Director	Prologis	November
<i>Diana Yang</i>	Kairos Investment Management Company	Managing Director, IR	BlackRock	November
<i>Michael DeSalvo</i>	Blue Owl Capital	Vice President, Institutional Business Development	Slate Asset Management	December
<i>Lauren Baker</i>	Hackman Capital Partners	Senior Vice President, Head of IR	Bellwether	December
<i>Sarah McDonald</i>	PGIM	Vice President	Artemis	December
<i>Investment Banking</i>				
<i>Ian Pemberton</i>	CBRE	Senior Managing Director, Investment Banking	KPMG	September
<i>Ryan Berube</i>	Citi	Global Head of Gaming	Bank of America	October
<i>Mary Baccash</i>	RBC	Managing Director	Goldman Sachs	October

<i>Other</i>				
<i>James Newlin</i>	Bravo Capital	Director, Head of Tax	Safanad	September
<i>Norman Bertke</i>	Lincoln Property Co.	Executive Managing Director, Head of Corporate Advisory and Solutions	CBRE	October
<i>Tim Curran</i>	Digital Realty	Head of Global Commercial Operations	Blackstone	October
<i>Matt Gilbert</i>	CBRE Investment Management	Head of Analytics	Nuveen	November
<i>Brad Cohen</i>	Madison Realty Capital	Chief Credit Officer, Credit Strategies	Affinius Capital	December
<i>Departures</i>				
<i>Ravi Anand</i>	Departed from PIMCO. Currently on garden leave.			September
<i>Kelly Vohs</i>	Departed from LivCor where he served as CEO.			September
<i>Jason Epstein</i>	Departed from Maverick where he served as CFO.			September
<i>Dan Dubrowski</i>	Departed Lionstone as of October 1, 2024. Was chairman and co-founder of the firm.			October
<i>Stefanos Arethas</i>	Departed from ATLAS SP Partners where he served as Head of Commercial RE.			October
<i>Michele Evans</i>	Retiring from Fannie Mae effective in the Spring of 2025.			October
<i>Joanne Douvas</i>	Departing from BGO where she served as Managing Director in the Capital Raising team.			October
<i>Cliff Cummings</i>	Departed from Monday Properties where he served as Senior Vice President of Acquisitions and Capital Transactions.			November
<i>Andrew Florio</i>	Departing from Natixis where he served as Head of Capital Markets - Real Estate & Hospitality Americas.			December
<i>Katie Newman</i>	Departed Meridian to launch High Point Healthcare Real Estate.			December
<i>Kim Hourihan</i>	Departing from CBRE IM as of March 31. Served as Global CIO.			December

\*Disclaimer: These people moves reflect Highridge Search's tracking and are not completely exhaustive nor representative of the entire real estate industry. Exact date of start/departure may be skewed depending on press release lag or word of mouth error. The date included generally represents when the professional started in a new role but in some cases reflects departure date if on garden leave but move known. Our tracking focuses on professionals at the VP-level and above.