



Gregory Bates
GID

Greg Bates is Chief Operating Officer of GID and serves on the Executive Committee and on the Investment Committee of GID. As COO, Mr. Bates is responsible for managing the Portfolio and Asset Management Group; sourcing new equity capital relationships and managing the ongoing relationship with GID's existing institutional equity partners; providing direct management oversight of GID's hedge fund businesses; and investigating and recommending new business line investments for GID.

Previously, Mr. Bates worked at privately-owned Building and Land Technology ("BLT") in Stamford, CT where he built and led BLT's third-party real estate private equity platform. Prior to BLT, Mr. Bates was an executive at GE Real Estate and served the company in various capacities over a 17-year career. While there, he was the General Manager of the Americas for GE Real Estate's Investment Management platform and the Managing Director of GE Real Estate's principal investing business. Prior to those responsibilities, Mr. Bates served as Managing Director of the Multifamily sector, overseeing GE Real Estate's \$5 billion portfolio of joint venture investments.

Mr. Bates received a BA degree from Dartmouth College and an MBA from Harvard Business School.



Jeff Coles
Berkadia

Jeff Coles is a Senior Director of Berkadia's DC Metro Multifamily Investment Sales Group. In this role, he is primarily responsible for sourcing new client opportunities, and providing marketing and advisory services to Berkadia's existing clients in the Mid-Atlantic states.

Prior to joining Berkadia, he was involved in the sale and marketing of \$4.5 billion of multifamily transactions.

Jeff is an active member of the National Multifamily Housing Council (NMHC), where he serves on their Diversity and Inclusion Committee. He is also a member of the Real Estate Executive Council (REEC) – a leading professional trade association formed to promote the interest of minority executives doing business in the commercial real estate industry. Additionally, Jeff is an active volunteer with the newly developed DC Dream Center, a \$4.2 million community-based center providing mentorship, personal development, and legal support for underprivileged Washington, DC residents.



Betsy Feigin Befus
National Multifamily Housing Council

Betsy Feigin Befus is General Counsel with principal responsibility for developing legal strategies and providing guidance to advance organizational goals across NMHC's functional areas. She also has primary responsibility for the Council's legal advocacy and amicus brief program. Betsy leads NMHC's Diversity & Inclusion Initiative, a comprehensive effort to advance diversity and inclusion for the multifamily housing industry. Prior to joining NMHC in 2001, Betsy served as Attorney Advisor with the U.S. Department of Labor, where she drafted legal decisions issued by the Department. Betsy is a member of the District of Columbia and Colorado Bars.



Summer K. Haltli
FCP

Chevy Chase, MD, April 29, 2019 – FCPSM Senior Vice President for Strategic Management and Sustainability, Summer K. Haltli, will take part in the upcoming National Multifamily Housing Council Leadership Forum (NMHC) on Diversity and Inclusion on May 15, 2019 at the Four Seasons Hotel in Chicago, IL. Ms. Haltli will participate in a panel discussion with other leading multifamily firms on diversity and inclusion initiatives. [Click here for more information.](#)

Summer K. Haltli is responsible for leading FCP with a forward-thinking focus on the company's strategy, operations, fund management, communications, and company culture. Sustainability leadership includes implementing Environmental, Social and Governance (ESG) best practices and reporting to FCP stakeholders. Ms. Haltli oversees FCP's Sustainability, Diversity, Inclusion & Retention and FCP Serves committees. Since joining FCP in 2010, she has developed and implemented value-add business plans for over 7,000 multifamily units and mixed-use projects totaling over \$1.5 billion of value. She has successfully executed over \$1 billion disposition and refinancing transactions while leading FCP's ESG efforts. Ms. Haltli serves as an Advisory Board member for the annual Kayo Women in Real Estate Summit and serves on the board of City Kids Wilderness Project, a non-profit outdoor education program, based in Washington, DC. She received her MBA from the University of Virginia's Darden Graduate School of Business Administration and her BS in Commerce from the University of Virginia.



Joanne Lipman
Journalist and Best Selling Author

Joanne Lipman is the bestselling author of *That's What She Said: What Men Need to Know (and Women Need to Tell Them) About Working Together*. One of the nation's leading journalists, she most recently was chief content officer of Gannett, and editor-in-chief of USA TODAY and the USA TODAY NETWORK, comprising the flagship title and 109 other news organizations including the Detroit Free Press, the Cincinnati Enquirer, and the Arizona Republic. In that role, she oversaw more than 3,000 journalists and led the organization to three Pulitzer Prizes. Ms. Lipman began her career as a reporter at The Wall Street Journal, ultimately rising to Deputy Managing Editor - the first woman to attain that post - and supervising coverage that earned three Pulitzer Prizes. While at the Journal, she created Weekend Journal and Personal Journal and oversaw creation of the paper's Saturday edition. She subsequently was founding Editor-in-Chief of Conde Nast Portfolio and Portfolio.com, which won National Magazine and Loeb Awards.

Lipman is a frequent television commentator, seen on ABC, CNN, MSNBC, NBC, CNBC, and CBS, among others, and her work has appeared in publications including The New York Times, Time, Fortune, Newsweek and Harvard Business Review. She is also co-author, with Melanie Kupchynsky, of the critically acclaimed musical memoir *Strings Attached*. A winner of the Matrix Award for women in communications, Lipman is also a member of the Yale University Council, the Council on Foreign Relations, and is an International Media Leader for the World Economic Forum as well as a member of the Knight Foundation Commission on Truth, Media and Democracy. She sits on boards including the World Editors Forum and the Yale Daily News, and the advisory boards of Breastcancer.org and the Yale School of Music.



Julian D. Lute
Great Place to Work

With more than 15 years of experience as an operational leader and consultant, Julian D. Lute knows what it takes to build high-performance teams. Working with top leaders from Fortune 100 companies, he helps connect the dots between superior business performance and a best-in-class employee experience. He has a deep history working with some of the largest businesses in manufacturing, information technology, and retail. Some clients include AT&T, McDonald's, Dow Chemical, 3M, Workday, Princess Cruises, Weight Watchers, Activision Blizzard, Virgin America/Alaska Airlines, and he holds an MA and MBA from the University of San Francisco.



Julie Smith
The Bozzuto Group

As Chief Administrative Officer, Julie is responsible for the oversight and strategy of Bozzuto's Marketing, Human Resources, Technology, and Research departments. Julie's expertise in brand building, talent, and technology is integral in the company's ongoing expansion efforts into targeted markets as well as in the alignment of the Bozzuto brand with the evolving expectations of today's customer.

Previously, Julie served as president of Bozzuto Management Company, overseeing a \$9 billion portfolio that included more than 50,000 units in more than 200 apartment communities throughout the Northeast, Mid-Atlantic, Midwest and Southern regions. Under Julie's leadership, Bozzuto Management grew from an organization with 15 employees to one of more than 2,000, and was named Property Management Firm of the Year once by Multi-Housing News (2011) and now three times by the National Association of Home Builders (2000, 2009 and 2017). In 2016, Julie was honored as a Distinguished Leader by the CREW Network. In 2015, Julie was named one of Washington's Women of Influence by the Washington Business Journal as well as one of The top Ten most Influential Women in Multifamily by Multifamily Executive Magazine. She was also named the magazine's 2013 Multifamily Executive of the Year.

Julie serves on the board of Victory Housing and is an Advisory Board Member for the Master in Real Estate Development (MRED) program at the University of Maryland. She chairs the Diversity Committee for the National Multifamily Housing Council, is the Chair of Mission Advancement for ULI Washington and is a past Chair of the Women's Leadership Initiative for ULI Washington, DC.



Zaylore Stout, Esq
Zaylore Stout & Associates, LLC

Zaylore Stout is an attorney, community organizer, and an author. Originally from Southern California, he received his B.A. from Cal State Fullerton in International Business Management. He's a graduate of the University of St. Thomas School of Law where he was elected Student Government President. Zaylore founded his own law firm, Zaylore Stout & Associates (ZSA), which handles employment law matters including, but not limited to, sexual harassment, discrimination, wrongful termination, and wage & hour disputes. Zaylore represents both plaintiffs and employers. He serves on the board of directors for RECLAIM, Quorum, the Minnesota Center for Book Arts, a is a former candidate for city council in St. Louis Park and member of the city's Human Rights Commission. His firm is certified as a small, disadvantaged, minority, LGBT, disability-owned business enterprise.

Prior to becoming an attorney, Zaylore served as a human resource consultant for twelve years to over 350 companies nationally. In that capacity, he represented clients on unemployment and wage claim hearings, responded to claims filed through state and federal agencies, conducted manager and supervisor training seminars, employee handbook development, and responded to over 10,000 client human resource consultation calls. Zaylore is internationally published and sought after as a guest speaker across the country on a variety of topics.

Zaylore Stout & Associates was an inaugural recipient of the Minneapolis/St. Paul Business Journal Business of Pride Award in 2018. Zaylore's advocacy outside of the courtroom has also been noticeable. He led the charge for the passage of a Gender Inclusion Policy in the St. Louis Park school district and the implementation of Ranked Choice Voting in St. Louis Park. This made St. Louis Park the only suburb in the State of Minnesota to pass these initiatives. He also authored *Our Gay History in 50 States*, an LGBTQIA+ educational book due for release in June 2019.