



Be Part *of*  
**Something Special**

something special

Be Part of



Transwestern is a privately-held, national commercial real estate services firm focused on creating value for our clients in each local market we serve.

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# Be Part *of* Something **Special**

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“Our firm is relationship-driven. We adopt a stewardship responsibility for the clients, causes and projects we support.”



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 enjoy our work, our team members and our clients from across the country.

As you consider making a personal commitment to a company, look carefully at the track record, the people and the core values of a firm. We think you will like what you see at [TRANSWESTERN](#).

Best personal regards,

Larry P. Heard  
President & Chief Executive Officer

# What makes **TRANSWESTERN** great?





**Is it [benefits](#)?**  
**A [challenging](#) position?**  
**Working for an industry [leader](#)?**  
**Being part of a seasoned [team](#)?**

**At [TRANSWESTERN](#) it is all of the above, and more.**

The combination of a strong culture, strength in leadership and financial success, coupled with options that help you balance work and life, is what make [TRANSWESTERN](#) a great place to work.

With more than 1300 team members in 25 cities, [TRANSWESTERN](#) is one of the largest privately-held commercial real estate service and development firms in the U.S. We offer fully integrated real estate services and operate through six distinct functional lines of business – agency leasing, property and facility management, investment services, tenant advisory, development and research – offering endless opportunities for our team members. Our centralized services include human resources, information technology, marketing and accounting, which provide a structured and single-point-of-contact resource for the many needs of our team.

**Our combination of a strong company and the ability to balance work and life outside of it allows you to make a real impact on both. That's what really matters.**

Whether you are just beginning your career or considering joining us after a successful start elsewhere, you will find that [TRANSWESTERN](#) is The Right Place to Be.



“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.”

## *Caulley Deringer*

**Agency Leasing  
Vienna, VA – 21 years**

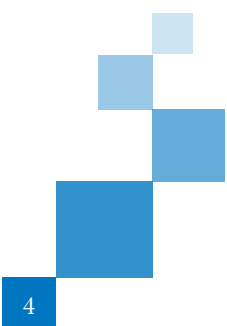
### **BUILDING A LEGACY**

What I always find attractive about our firm are 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.

I knew my senior year in college that I wanted to pursue a career in commercial real estate. The allure of a relationship-oriented business that included large financial transactions and the ability to work with high-quality individuals seemed like the perfect career. There are so many facets of real estate, and every day is completely different. I love the energy of this business. What I do for [TRANSWESTERN](#) keeps me emotionally charged even after 21 years.

What makes [TRANSWESTERN](#) great?

Be part  
*of*  
something  
special.





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

Our structure is simple, and it works – decisions for our clients are made at the local market level and are coupled with the support and strength of national resources. This is our *decentralized business model*. It enables us to steer clear of the bureaucratic red tape, making precise, rapid decisions in which each individual has the opportunity to make an impact. After more than 30 years of following this operating structure, we recognize that the business of real estate is best accomplished at the local level, allowing us more flexibility and the opportunity to capitalize on changes in market conditions.

**In an era of corporate consolidation, TRANSWESTERN remains strong.**



*Steven Smith*

**Property Management  
Chicago, IL – 4 years**

#### **EMPOWERING THE NEXT GENERATION**

I have been in the real estate business for nearly 30 years and [TRANSWESTERN's](#) decentralized structure are unique when compared to other national firms. Having spent time at other real estate firms, I believe what separates “us” from “them” are the overall quality of our people and our team-oriented culture.

Feeling empowered by our firm’s entrepreneurial ways, I mentor and lead those who report to me. Some of the great things that go along with having seniority in our industry are leading by example, empowering people to make their own decisions and sharing as much knowledge and experience as possible. And that’s most definitely the [TRANSWESTERN](#) way.

“What separates ‘us’ from ‘them’ are the overall quality of our people and our team-oriented culture.”

Our financial performance speaks for itself. Diversified revenue streams protect **TRANSWESTERN** from sudden market fluctuations and provides producers the opportunity to earn fees from different services.

We offer incentives and opportunities for all team members that are hard to come by in today's business climate. Our operating structure, financial strength and general approach to the real estate business embody the entrepreneurial spirit on which **TRANSWESTERN** was founded and still operates today.

## 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 relationship between **TRANSWESTERN** and its team members, and we offer the programs and benefits you want to help you live your life to the fullest.



“With a family at home to provide for, company strength and job security are constantly on my mind.”

### *Ricardo Londono*

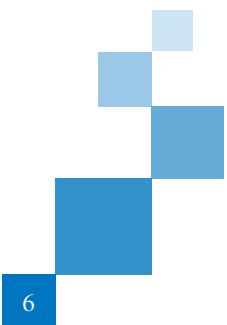
**Information Technology**  
**Houston, TX – 5 years**

#### **CULTURE IS THE KEY**

With a family at home to provide for, company strength and job security are constantly on my mind. But I feel confident working for **TRANSWESTERN**, especially in the current economy. I know that our firm's future is secure and in good hands with our leadership. Transparency and the sharing of information are a part of our culture. As someone with two little ones at home and future college tuitions to consider, I appreciate that.

Today's companies don't always feel compelled to tell their employees about the financial strength of their firms. **TRANSWESTERN** does, and that makes it feel more like a family – where we are all in this together.

Choose  
what works  
*for* **you.**





**We have one of the most **respected traditions** in commercial real estate. From the moment you begin your career with **TRANSWESTERN**, you sense the difference.**

**We are, and will remain, committed to your professional development. Success with TRANSWESTERN is about flourishing 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 be part of something special, to make a real impact. Be part of a quality team, providing innovative solutions.



## *Eric Moore*

**Tenant Advisory**  
**Los Angeles, CA – 3 years**

### THE THRILL OF THE DEAL

Before joining TRANSWESTERN, I was with some of the most recognized firms in the industry and even managed my own firm. Why did I leave that for TRANSWESTERN? Many brokers are attracted to TRANSWESTERN because of our unique company structure, our entrepreneurial culture and our leading principle of excellence in transacting deals. We are free to do deals “our way” under the TRANSWESTERN flag. I believe that our clients appreciate and respect our tenure, experience and superior knowledge base.

What drives me? It’s the “thrill of the deal” – a passion for solving a client’s most difficult real estate challenges. I love the sense of accomplishment that problem-solving gives me, the tangible result of a successful job well done and the client feeling they have “won”.

“I believe clients appreciate and respect our tenure, experience and superior knowledge base.”

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 and vision plans

401(k) retirement savings plan

Life and disability insurance

Medical and dependant-care flex spending

Paid vacation, sick leave, personal days and community service

Voluntary benefits

Employee assistance program

Domestic partner benefits

Tuition reimbursement

Online professional development

Sustainable corporate travel program

"Green" office space

## Who do we look for to join our team and be a part of our unique culture?

**It is simple – we look for good people of like minds.**

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



“Transwestern doesn’t look at age or experience, but at productivity. The harder and smarter you work, the higher you can get and the faster you can get there.”

### *Melissa Davis*

**Financial Analyst  
Dallas, TX – 10 months**

#### **THE RIGHT CHOICE FOR THE NEXT GENERATION**

I recently graduated from college and immediately found [TRANSWESTERN](#) to be the best fit for me. I find commercial real estate exhilarating. The fact that our industry is capable of defining and reinventing entire cities amazes me, and it’s powerful to be a part of that. As a new grad, it is hard to know exactly where you might excel within a particular industry. [TRANSWESTERN](#) offers such a wide array of services, and as a new team member I have the opportunity to gain experience in several aspects and really work through it to find my niche within the firm.

[TRANSWESTERN](#) doesn’t look at age or experience, but at productivity, which makes the climb up the career ladder less daunting for recent grads. I think it is a great incentive that the harder and smarter you work, the higher you can get and the faster you can get there. And the [TRANSWESTERN](#) team structure is critical for a young professional’s development because we gain so much knowledge from our more-experienced colleagues. The generation gap doesn’t exist here. My ideas are truly respected and listened to. It’s a true team environment – something that is critical to my generation.

Good  
corporate  
citizenship  
*is* good  
business.



# What makes a **great** company?

Is it a solid bottom line?

A satisfied workforce?

A unique culture?

Or is it about being **socially responsible**?

Being a good corporate citizen is a popular concept these days. At [TRANSWESTERN](#), this concept is nothing new. It has been at the core of [TRANSWESTERN](#)'s culture since our start over 30 years ago. We all want to do what is best for our communities, the environment and our clients.



“Transwestern promotes work-life balance and our executives lead by example. I challenge anyone to show me a commercial real estate company like Transwestern.”

## *Brandi McDonald*

**Tenant Advisory**  
**Houston, TX – 3 years**

### CREATING A HEALTHY BALANCE

I am a wife and mother of two small girls, and I know the challenges people face when attempting to be successful at work and at home. It's a delicate balance. What makes [TRANSWESTERN](#) unique is the authenticity of its leaders. They promote work-life balance and lead by example, and their high priority on family values carries over into the workplace.

It makes me proud that successful women are found at all levels of our company. Our industry is statistically male-dominated. [TRANSWESTERN](#) redefines the “good ol’ boys’ club” as a group of great men that embrace talent. Hard work is rewarded and innovation is encouraged. I challenge anyone to show me a commercial real estate company like [TRANSWESTERN](#). Who else with our diverse service offering and geographic coverage has a 30+ year history of pursuing success and integrity through real estate cycles and dynamic economies with young, involved leaders committed to its future success? This is why [TRANSWESTERN](#) is the best place to thrive.

# We build the business case for "green" everyday.

- Partner in the USGBC's LEED® certification program: over 50 buildings / over 13 million square feet
- Winner – several EPA ENERGY STAR® awards: Partner of the Year, Sustained Excellence
- Reduced energy use by over 20% at our managed properties
- TRANSWESTERN corporate offices to be LEED-CI certified

# 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 importance our communities play in our success.



“Transwestern is a family and has played an integral part in helping me realize my dreams and achieve my personal and professional successes.”

## *Linda Harper*

**Administrative Associate  
Washington, D.C. – 17 years**

### INSPIRING MYSELF AND OTHERS

As a young girl growing up without much money in Mississippi, who would have thought that I would be living in the nation's capital working for one of the most prominent commercial real estate firms in the country? TRANSWESTERN is a family and has played an integral part in helping me realize my dreams and achieve my personal and professional successes.

My job allows me the flexibility to stay involved in community activities. I am working with children from around the Washington metropolitan area, teaching them to believe in themselves and their dreams. Someone at TRANSWESTERN gave a girl from Mississippi that chance 17 years ago, and now it's my turn. Every child that I mentor, I tell them that life is about choices. My choice of continuing to work with TRANSWESTERN has given me the confidence to know I can achieve anything I want.

Our success  
*is a* direct  
result *of*  
our **people.**



# 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 lot of things contribute to our success. But ultimately, it is our people that get the final credit.



“Transwestern is fully committed to creating and maintaining an environment where our people can thrive, both personally and professionally.”

## *Robert Duncan*

**Corporate Leadership (Chairman and Founder)  
Houston, TX – 31 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 an 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 creating and maintaining 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 things. 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 that routinely exceed our clients' expectations. We only add 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, many of whom worked their way up to the executive suite through the ranks. We have administrative and accounting professionals who are celebrating 10, 15, even 25 years with our firm.

What makes a great company? 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 312.499.1900 or visit our Careers page on [www.transwestern.net](http://www.transwestern.net).



Transwestern, one of the largest privately-held commercial real estate and development firms in the U.S., is focused on creating value for our clients in each local market we serve. Transwestern's unique business model offers fully integrated real estate services and operates through six distinct functional lines of business - agency leasing, property and facility management, investment services, tenant advisory, development and research - for a broad range of property types, including office, industrial, retail, healthcare and multifamily. Transwestern leads the industry in sustainability and has received multiple EPA ENERGY STAR<sup>®</sup> awards. We have partnered with our clients and the USGBC to pursue LEED<sup>®</sup> certification on projects across the country. Please visit us at [www.transwestern.net](http://www.transwestern.net).