



Commercial Services Group



B.J. Hybl
President and COO

Kerry Egelston
Sr. Vice President

Doris Wall
Vice President

Table of Contents



- About Griffis/Blessing
- FAQ's
- Why Choose Griffis/Blessing
- Qualifications
- Credentials
- Multifamily Personnel



Griffis/Blessing History

Buck Blessing and Ian Griffis didn't plan a career in real estate.

A few months before Griffis, a drama major, and Blessing, a history major, graduated from Colorado College in 1985, they gave real estate a try. The pair – friends since they were roommates as freshmen – wanted to go into business together after school, Griffis said. Real estate seemed interesting, even if they didn't have any background in it, Blessing said. Plus, as young guys without families, they didn't have much to lose, he said.

They scraped together money for a down payment and secured a loan to buy a small house on Uintah Street, just east of the college, Griffis said. They planned to renovate the home and rent it to tenants as a source of investment income. They underestimated repair costs, however, and wound up soliciting investments from classmates, who were asked to ante up what they could, with a minimum buy-in of \$500. Griffis and Blessing raised \$10,000.

They bought the Uintah Street home on April 1, 1985, for \$58,000, lived in it during the renovation and later rented it, Griffis said. About 18 months later, they sold it for \$116,000.

“Why would we want to do anything else?” Griffis remembers Blessing saying after they cashed in on their investment.

They followed that first deal with more purchases, renovations and sales of properties near the college. They started to hear from parents of their classmates, who learned about the success of the deals from their kids. Instead of \$500, parents wanted to invest \$10,000, \$15,000 or more, Blessing said.

Griffis/Blessing got bigger, too. With a business that now manages about \$1 billion in multifamily and commercial property, and an investment side that has more than \$500 million in its portfolio, Griffis/Blessing is one of the more successful real estate companies along the Front Range.

Today, Griffis/Blessing's property management business, oversees about 9,200 apartments and 4.5 million square feet of offices, retail centers and industrial buildings, making it one of Colorado's largest property management firms. Blessing, 51, lives in Denver and runs Griffis/Blessing's office there, although he's in the Springs weekly. There are no plans to move the company to Denver, he added.

The company also develops real estate, although it is a smaller part of the business. Griffis/Blessing and a partner built the 350-unit Creekside at Palmer Park Apartments on the Springs' east side in the 1990s. The company and another partner are building a 101-unit apartment project in south Denver.



Company Profile



- **Our People**

- Griffis/Blessing is a company of great integrity, made up of responsible individuals. Our relationships with clients, customers, and employees are based on honesty, fairness, and trust.



- **Our Mission**

- Partnering with our clients to add value and create opportunities through excellence in real estate services and management.



- **Core Values**

- Hard Work
- Integrity
- Financial Stewardship
- Innovation and Creativity

- **Our Objectives**

- To secure and provide the greatest net return possible over the life of your asset.
- To preserve and safeguard your capital asset.
- To enhance the value of real estate through skillful management and long term planning.



Company Principles



Long-Term Relationships

In an industry where success has traditionally been measured by the size or profitability of a single transaction, Griffis/Blessing believes that the financial needs of our clients – as well as the firm's own economic vitality -- are better served by creating and sustaining long term relationships.



Professional Competence

The ability to support these relationships and serve clients effectively is determined by the competence and experience of the firm's professionals. Griffis/Blessing believes that the principal contributor to its clients' and its own success is its ability to attract and train exceptional employees.



Specialization

While many other firms' management divisions are considered loss leaders to the brokerage division, Griffis/Blessing's primary business is property management. All of our resources and training are geared toward offering the best service in the industry.



Teamwork

With more than 275 employees and a large base of sub-contractors, we have a reservoir of experience and ability from which to draw. Since the complexity of virtually all the firm's engagements requires expertise in multiple real estate disciplines, Griffis/Blessing uses a team approach to solving problems and maximizing the value of its clients' real estate.



FAQ's

What is Included in Our Management Services?

- What, if anything, do I need to still take care of/ outsource?

Griffis/Blessing is a full service property management company. We offer a variety of core services including insurance/legal risk management, human resources, tenant relations, lease administration, accounting, construction management lead by a Class-A general contractor, maintenance support, IT services, and support services including administration, tenant surveys and preparing a tenant emergency protocol manual,. Our commercial property services group is headed by Certified Property Managers and employees are encouraged to continue their education by achieving certifications such as Certified Shopping Center Manager (CSM), Leadership in Energy and Environmental Design (LEED) and Facility Management Professional (FMP).

Griffis/Blessing is also the only Accredited Management Organization (AMO®) based in Southern Colorado. AMO® is the designation awarded by the Institute of Real Estate Management (IREM), to firms offering unquestioned management expertise, financial stability, professional excellence and integrity. Only a select few firms in the United States and Canada have been awarded this coveted designation. For over 50 years, these elite organizations have set the standards for excellence in real estate and asset management.

Will I Know What is Happening at My Property?

- If I'm not there, managing the property myself, how will I know what is happening? How will I be informed and what about?

Owners receive monthly variance reports summarizing the market conditions, capital improvements, and overall property operations of the previous month. We also supply owners with reports consisting of occupancy information, new leases, prospects, lease expirations, etc.

What Other Services are Available?

- I own other properties or know someone who does, is G/B able to help?

In addition to Commercial property management, Griffis/Blessing also offers Multifamily Management Services, and Investment, Construction, Financial, and Receivership Services. At Griffis/Blessing, we measure our success by the results we produce for clients. To this end, all of our activities support our common goals: consistently placing the needs of our clients above all else and meeting those needs with superior levels of expertise and professionalism.



Why Choose G/B?



Griffis/Blessing, Inc. has earned the confidence of family, private and institutional investors for its performance as a real estate manager and advisor. We offer an array of services, backed by the resources and experience of a team of the industry's finest leaders, to provide turnkey real estate management solutions for any property situation.



Griffis/Blessing is an investment focused and performance driven organization that offers flexible financial and operational reporting that is tailored to the owner's needs. Our comprehensive knowledge of the commercial & multifamily markets along the Front Range is advantageous when appealing to potential residents and tenants. We have extensive experience in capital rehabilitation and tenant finish lead by a licensed Class A general contractor and the ability to offer national lever purchasing power.

Additional Advantages of Hiring Griffis/Blessing

- 
- Finance Services Group led by our CFO, a CPA
 - Senior Staff Involvement
 - Investment Underwriting
 - Preventative Maintenance Programs
 - Commercial Software Utilized: Yardi, Keri, Millenium, Verex, Emon Dmon
 - Accredited Management Organization (AMO®) since 1995
 - Dedicated Certified Property Managers (CPM®) with a combined 125 years of experience
 - Construction Management lead by Class A general contractor
 - Dedicated Staffing with Continuous Training Opportunities; Average Senior Staff Tenure is 14 years
 - In-House Marketing, Website Management and Social Media Assistance
 - Professional Employment Organization (PEO®)
- 
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Qualifications



Founded in 1985, Griffis/Blessing, Inc. has earned the confidence of private and institutional investors for its performance as a real estate services firm. The company incorporates the latest technology with a broad range of customized management services designed to enhance the value of its clients' assets.



Griffis/Blessing has over 4.6 million square feet spread across more than 100 properties of office, retail, and industrial space, as well as more than 8,500 apartment units, under management throughout Colorado. Our Property Service Teams are managed by Certified Property Managers (CPM®), the industry's finest leaders. We deliver unparalleled service and value to our residents, tenants and owners to maintain the beauty and efficiency of their properties.



Since 1995, Griffis/Blessing has held the Accredited Management Organization (AMO®) designation from the Institute of Real Estate Management. The AMO® accreditation recognizes excellence among real estate management firms. Only those firms that achieve the highest level of performance, experience and financial stability and that have a Certified Property Manager (CPM®) in an executive position can earn the AMO® credential. Only six percent of all management companies in the United States are accepted into the AMO® program, and Griffis/Blessing is the only AMO® headquartered in Colorado Springs.



Griffis/Blessing has been involved in virtually every aspect of commercial real estate over its history. In its earliest years the firm specialized in multifamily services, and later expanded its expertise to include office, medical, retail, industrial and corporate and government properties. In 2017, Griffis/Blessing was named "Best Real Estate Management Company" again by the Colorado Springs Business Journal for the ninth consecutive year that the Best in Business has been in existence.



Today the company has grown to 300 employees, and manages assets valued in excess of \$1 billion for numerous private and institutional owners.

Credentials

Accreditations/Certifications/Memberships

Griffis/Blessing's professionalism not only lies in the structure of the company and its personnel but also strengthens its position through participation in organizations, the encouragement of ongoing education for all employees resulting in various accreditations and certifications for the organization and the individual employee.

We are proud to hold the following professional credentials:

- **Accreditations**

- Accredited Management Organization (AMO®)

- **Certifications**

- Certified Property Manager (CPM®)
- Real Property Administrator (RPA®)
- Certified Shopping Center Manager (CSM)
- Certified Public Accountant (CPA)
- Certified Apartment Manager (CAM)
- National Apartment Leasing Professional (NALP)
- Certified Apartment Maintenance Technician (CAMT)
- Contractor – Class A – Unlimited License
- EPA Lead Safe Certified Firm

- **Memberships**

- Apartment Association of Colorado Springs
- Apartment Association of Metro Denver
- Colorado Apartment Association
- National Apartment Association
- Institute of Real Estate Management – Chapter 53
- Better Business Bureau
- Chamber of Commerce
- Realtors Commercial Industrial Society (RCIS)
- International Council of Shopping Centers (ICSC)
- National Association of Realtors
- Pikes Peak Association of Realtors
- Colorado Society of Certified Public Accountants
- American Institute of Certified Public Accountants



Commercial Team



- **William J. "B.J." Hybl Jr., MBA**
President and COO

- **Kerry Egelston**
Senior Vice President

- **Doris Wall**
Vice President

- **Kelly Clay**
Portfolio Manager

- **Rita Dugan, ACoM**
Portfolio Manager

- **Suzan Parra**
Portfolio Manager

- **Liz Seeger, RPA, LEED® AP**
Portfolio Manager

- **Jeremiah Nease, CPM**
Portfolio Manager

- **Dixie Snyder, CPM**
Portfolio Manager

- **Patty Jones, CPM**
Portfolio Manager

- **Katie Kier**
Portfolio Manager

- **Mario Gernazio**
Director of Maintenance Operations

- **Bethany Anhart**
Management Assistant

- **Jeremy Bergeron**
Maintenance Dispatcher

- **Cortney Brunner**
Management Assistant

- **Cody Hayes**
Management Assistant

- **Nikki Hunt**
Management Assistant

- **Kimberly Krodel**
Management Assistant

- **Tracy Monteith**
Maintenance Dispatcher

- **Paula Neary**
Management Assistant

- **Courtney Stahl**
Management Assistant

- **Elizabeth Taylor**
Management Assistant

- **Crystal Webb**
Director of Training



Senior Staff



William J. Hybl Jr., MBA
President and COO
Property Services Group

Mr. Hybl joined Griffis/Blessing as an Associate Vice President in 1999. Since that time, Mr. Hybl has provided invaluable expertise in asset management, acquisition, development, due diligence and financial/market analysis for real estate investments. Since his promotion in 2006 to President and COO, Mr. Hybl has had direct responsibility for over eleven million square feet of multifamily, office, industrial, and retail buildings whose market value totals more than \$1 billion.



Kerry Egelston
Senior Vice President
Property Operations Group

Mrs. Egelston joins Griffis/Blessing this year as Senior Vice President for the Property Operations Group. She comes to us from Advenir Living as a Regional Director and National Vice President with Carmel Companies before that. She brings 32 years of extensive background in property management experience including oversight of stabilized assets, new development, asset acquisition, and property rehabilitation. Mrs. Egelston will be an asset to the Griffis/Blessing team.



Dave Bunkers, CPA, MBA
CFO and Senior Vice
President
Accounting & Financial
Services

Mr. Bunkers is Griffis/Blessing's CFO and Senior Vice President of Finance and Administration and is responsible for all aspects of financial tracking and reporting for the firm's corporate activities, affiliate companies, and over 100 properties located throughout Colorado. Mr. Bunkers has wide-ranging knowledge of accounting and brings over 20 years of diversified business experience to Griffis/Blessing. His managerial responsibilities include accounting, information and technology, human resource management, and purchasing.

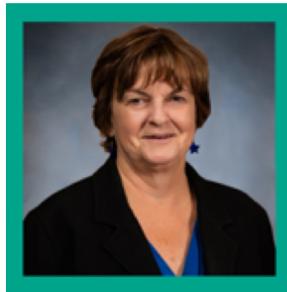


Senior Staff



Martin Galindo
Senior Vice President
Construction Services

Mr. Galindo is responsible for coordinating and overseeing all construction related aspects of Griffis/Blessing's real estate portfolio. In the past several years, he has successfully managed hundreds of capital improvement and tenant finish projects. Mr. Galindo has worked in the construction industry since 1970. He is a licensed Class A General Contractor, successfully passing the UBC and IBC code requirements. He also helped the Colorado Springs Apartment Association develop the Certified Apartment Maintenance Technician program (CAMT).



Doris Wall
Vice President
Commercial Property
Services

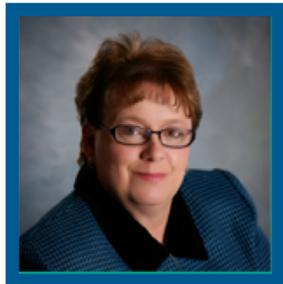
Doris Wall has been a Commercial Portfolio Manager for Griffis/Blessing, Inc. for over twenty years and is currently responsible for the management of a large portfolio of office buildings and medical space in the Colorado Springs area. Ms. Wall has broad-based experience in the commercial, residential and retail real estate fields and brings a wealth of knowledge and experience to Griffis/Blessing. She is a former Treasurer of local chapter 53 of the Institute of Real Estate Management.



Portfolio Managers



Kelly Clay
Portfolio Manager



Rita Dugan, ACoM
Portfolio Manager



Suzan Parra
Portfolio Manager



Ms. Clay started her career with Griffis/Blessing in January 2004 as a Property Management Assistant and has worked her way up to Portfolio Manager for a demanding office and retail portfolio. Since starting her career in commercial property management, Kelly has worked with sole proprietors, institutions and partnerships. Along with her day-to-day management of the assets, she has coordinated tenant finishes, building renovations, and construction projects. Kelly's focus is on increasing earnings and controlling costs for her properties.

Rita Dugan has worked in commercial property management since 2004 and she has managed various property types and sizes, including office, medical office, retail centers, and industrial buildings. Since starting her career in commercial property management, Rita has worked with sole proprietors, REIT's and partnerships. Along with her day-to-day management of the assets, she has coordinated tenant finishes, building renovations, and construction projects. Rita's focus is on increasing earnings and controlling costs for her properties.

Ms. Parra has been a Portfolio Manager with Griffis/Blessing since May 2009. She is currently responsible for the management of a portfolio of retail, mixed-use office and light industrial/R&D product in the Colorado Springs area and Monument, CO. Ms. Parra has broad-based experience in commercial management and brings a wealth of knowledge and experience to Griffis/Blessing. Ms. Parra has handled both large and small properties and has successfully implemented operating and capital budgets for both single and multiple tenant buildings.

Portfolio Managers



Liz Seeger, RPA, LEED® AP
Portfolio Manager



Jeremiah Nease, CPM®
Portfolio Manager



Mario Gernazio
Director of
Maintenance
Operations



Liz Seeger, RPA, LEED® AP has been involved in the management and operation of commercial real estate for over 25 years. She has managed office/retail/industrial portfolios for small local investment groups through national institutional clients, on behalf of organizations such as Cushman & Wakefield; Frederick Ross; Grubb & Ellis, and Trammell Crow, and enjoys the challenge of building winning relationships and solutions to meet the needs of a wide variety of clients, tenants and service providers.

Mr. Nease began his career with Griffis/Blessing in 2012 as a Portfolio Manager for Commercial Property Services. His portfolio currently consists of a Class A Medical building, several large retail centers including a large box anchored center, 2 downtown office buildings, and an industrial park. He enjoys the new challenges that arise every day as he serves his clients and customers. Prior to joining Griffis/Blessing, Mr. Nease worked as a property manager at a small property management firm for 8 years.

Mario Gernazio is responsible for overseeing all aspects of maintenance department operations, including day-to-day direction, scheduling, and training of service technicians and day porters. He supervises a staff of eleven including Day Porters, Maintenance Technicians and Building Engineers. He also works with Commercial Portfolio Managers on property budgets and vendor selection. He started with Griffis/Blessing in 1997 as a maintenance technician and has a strong background working in management with large organizations

Portfolio Managers



Dixie Snyder, CPM®
Portfolio Manager

Dixie has been with Griffis/Blessing since August of 2012. During this time she assisted Doris Wall, Vice President, with the management of a significant number of medical office buildings and mixed used office/retail/parking facilities.

Dixie manages a mixed portfolio of medical, office, and retail properties totaling over 363,000 square feet. She is responsible for monthly operations and financial reporting, budgets, CAM reconciliations, tenant relations, vendor evaluation and contracting, tenant finish supervision, and lease renewals.

Ms. Snyder was IREM Student of the Year for 2016, completed her CPM® training in that same year and will be completing her Bachelor's Degree in Construction Project Management in the near future.



Patty Jones, CPM®
Portfolio Manager

Patty started her career in residential property management in 1989. She joined Griffis/Blessing in May, 2009 as a Management Assistant for the Commercial Property Services Group. Patty was promoted to Portfolio Manager in 2017 and oversees a portfolio of office, industrial, and medical properties. In addition to day-to-day operations of her properties, she is especially talented at nurturing relationships with tenants and vendors, organizational tasks, and contract and budget preparation.

Patty received her CPM® designation in 2017.



Katie Kier
Portfolio Manager

Katie Kier has been with Griffis/Blessing for three years and was recently promoted from assistant to Portfolio Manager. She will manage a portfolio of 238,407 square feet and 67 tenants in the Denver Metro market. Her growing portfolio is a mix of retail and office buildings. Her strong background in property management has honed her attention to detail, common area expense reconciliations and budgeting making her an excellent asset to Griffis/Blessing.



For More Information

For more information, including an in depth list of the core services we offer or a formal management proposal, please contact Doris Wall, at (719) 520-1234 or doris@gb85.com

