BOMA NJ is honored to announce that the regional winner of the 2013 TOBY Award in the 500,000 - 1,000,000 Square Foot Office Building Category is International Financial Tower. Presented at the Middle Atlantic Conference on March 22, 2013 in Baltimore, Maryland, International Financial Tower is owned by Wells REIT II – International Financial Tower, LLC and managed by Columbia Property Trust, Inc. This 19-story, Class A office tower located in an exclusive position at the heart of the downtown business district of Jersey City, New Jersey sits adjacent to a

continued on page 4
From MAC to MONTE CARLO
From March 21st through March 23rd, I, along with Vice President Robin Juron, had the privilege of representing the members of BOMA New Jersey at the Middle Atlantic Region’s Annual Conference in Baltimore, Maryland.

At this event, we were able to network and share best practices with our counterparts from 15 other BOMA Locals of the MAC Region. In addition, we were able to meet with Henry Chamberlin, President of BOMA International and Rich Greninger, Chairman Elect of BOMA International to exchange thoughts and opinions on business, the commercial real estate industry and how it relates to BOMA. The Conference ended with the Regional TOBY Award Ceremony and BOMA New Jersey is pleased to congratulate Columbia Property Trust, formerly Wells Real Estate, on winning the Mid Atlantic Region’s Outstanding Building of the Year in the 500,000 SF to 1 Million SF Category. The next step is the International judging and we wish Debbie Sparks the best of luck for the International Award at the BOMA International Convention in San Diego in June.

One of the hottest events of the year for both the sponsoring BOMA Allied Service Partners and their guests was the 2013 Monte Carlo Night. The event was attended by a record number of guests and the sponsors were attentive to all. They say a picture is worth a thousand words, and as you will see in the following pages of photos, 1,000 wouldn’t be nearly enough to describe the event. Starting with our “Wheel of Sponsors” Networking Search; Cocktails, Dinner, Dancing, Gaming and Prizes, the record number of both sponsors and guests had a blast. Comments we received included:

“It was great; I met people I never would have met otherwise.”
“I’ve been involved since the first Monte Carlo; this one was so different, so engaging.”

“Attendees made it a point to hunt down the vendor for the gift card prize and it was a great talking point that opened doors for new relationships.”

“…we and our guests enjoyed the evening very much. We especially enjoyed the Wheel Game. It not only afforded everyone in my group to meet property managers, when the pin on the wheel stopped at our name, it also enabled us to meet them indirectly as they walked about the room looking for the contact person for other companies. For all of us it was a win win opportunity…”

“I met 4 new people and got 2 new bidders.”

I’m sure you join with me in giving our thanks to the Monte Carlo Event Committee: Teresa DeZao of ACA Dining Services and Mike Amoroso of Bravo! Building Services; The Allied Service Partners Committee: Allison Berg of Cooper Pest Solutions; Tina Marie Cortina of Liberty Elevator; Sylvia Hanusiewicz of The Alban Group; Stan Wellinsky of Valcourt Building Services; Dan Walsh of Corr Services, Charles DiGisco of Resource NJ and Rob Francis of The Planned Companies; Sponsors and staff in making this event the success that it was.

BOMA New Jersey and I want to continue to hear from you. With that in mind, the BOMA-NJ staff has set up a new e-mail address, so you can e-mail your suggestions and comments to me directly at presidentbomanj@optimum.net. Rest assured, your ideas and opinions will be given due consideration.

Next up: The Energy Awards – see you on May 22nd!

Ronald D. DeLanier
PATH station for easy on-site access to subway transportation to NYC, Hoboken, Newark and the NJ/NY Transit System, as well as the Newark International Airport. The newly renovated entrance features a 5-story granite lobby with a full height window wall. Additional natural lighting coming from skylights all accented by a waterfall and reflecting pool spanning the length of its western wall.

International Financial Tower has benchmarked its energy performance with Energy Star since 2007 and has achieved certification for the years 2010, 2011 and 2012. International Financial Tower’s management team is committed to THE COLUMBIA PROPERTY TRUST’S WAY OF DOING BUSINESS: Extraordinary people enriching the world through innovative products and exceptional service maximizing value by providing exceptional property services for our tenants and investors. This is proven by the fact that the International Financial Tower team received ratings of 4.75 of 5.0 for “Overall Satisfaction with Property Management” in the annual Kingsley Tenant Surveys.

Congratulations to International Financial Tower and the Columbia Property Trust, Inc. management team. Next step is the BOMA International TOBY awards in June.
The Allied Committee’s goal is to provide information, feedback and generate new ideas for the organization through interaction with BOMA’s property managers.

Through this input, the committee intends to enhance business and provide excellent service. In keeping with the Committee’s goals, the following Vision Statement has been created. The Allied Committee will strive to:

- Advance relationships;
- Drive business to the allied members;
- Offer and educate in “best in class” services;
- Increase property manager involvement within BOMA;
- Improve communication with the service providers in order to effectively meet their needs.

Thank you to the following members for giving their time and energy to the 2012-2013 Allied Committee:

Michael Amoroso
BRAVO! Building Services

Allison Berg
Cooper Pest Solutions

TinaMarie Cortina
Liberty Elevator Corporation

Charles DiGisco
Resource NJ

Robert Francis
Planned Companies

Sylvia Hanusiewicz
The Alban Group

Dan Walsh
Corr Protective Services

Stan Wellinsky
Valcourt Building Services

In order to have a productive committee, we encourage participation from anyone within BOMA. If you have any questions, concerns, or ideas, please contact Allison Berg at 609-915-0198 or Allison.berg@cooperpest.com
Are you ready to take action for business success? Where do you dive in? What actions do you need to take? And what should you do first? Networking is an essential skill for most business people, but particularly for service providers. Here are some tips and resources to help you improve your skills and extend your reach.

**1. SET YOUR GOALS**

How do you know what action to take if you don’t know what you want to achieve?

- Do you want to entertain your clients?
- Meet new people?
- Troll for new clients or customers?
- Hang out at the bar with your peers?

**be distinctive**

This could mean anything from a distinctive tie, an unusual necklace or other jewelry, or even just impeccable grooming can all help you stand out in a good way. It’s not that you want to be remembered and identified for that, but anything that helps people separate you from the crowd helps them remember the rest of you. You don’t have to be outlandish, however, you don’t want to blend in completely with the crowd.

**2. CREATE A PLAN**

Once you’ve identified your goals, what’s your plan to achieve them? Well, you don’t want to be one of those that other people can’t remember, do you? It’s all well and good to pass out business cards, but if people don’t remember you, they probably won’t be calling you to follow up, and they certainly won’t keep you in mind for their future needs. Create a step-by-step roadmap to lay out exactly HOW you are going to get there.

**be fully present**

Be fully engaged and fully aware of the people you interact with. You can break this down into smaller, somewhat mechanical pieces -- listen well, respond promptly, maintain eye contact, etc. -- but if you are truly present in the moment, those things will happen naturally. Many people only seem to be “half there,” so being fully engaged helps you stand out.

*continued on page 7*
Ask thought-provoking questions and let the prospect speak.

Networking experts suggested questions include:

“How did you get started?” (This can be a business question).
“What do you enjoy most about what you do?”
“How long have you been with the company?”
If all else fails: “How about those Yankees?”

While these tips are helpful, the very best questions can't be communicated in an article or book because they're specific to the person you're interacting with and will arise in response to your initial conversation and will flow naturally. Be fully present. As Dale Carnegie suggested, you must “take a genuine interest in other people.”

reinforce your keywords

People aren't going to remember long descriptions of what you do, or likely even that 15-second intro that many experts teach you to make. People will at best remember a few key things about you:

• Your name;
• Your company name;
• Your business/industry (in three words or less) (ex. Security);
• Your services (ex. Guards).

contribute to the group conversation

Don’t hog it, and don’t say just anything in order to say something publicly, but saying one really smart thing at your table or in front of the whole group will make you much more memorable.

do your homework

If you are afforded the opportunity, look at the list of people who will be attending the networking event and determine who you want to target and try to meet. Name tags makes this much easier. Research the company and develop questions specific to that company.

3. TAKE ACTION

For many people, taking action and getting started is the most difficult part. They know they need to do something to reach their goals, but if they don’t start, they won’t have failed. They procrastinate. They make excuses. They say they don’t have the time or money. They create their own failure.

If your goal is to only entertain those you already know, act accordingly. Know something about them, their goals, their family life, their hobbies, likes and dislikes. Have a starting point so you can in fact entertain them.

If your goal is for new client and/or customer contacts make your goal quantifiable. You need to know what success looks like when you get there. Use the information you are given. Reach out to your goal number and tell them for example, “I’ll see you at “XYZ Networking;” I’d like to have a drink with you; let’s sit together for dinner; let’s sit together for dessert. If it’s somebody you never met you can always say, “Meet me at the entrance. I’ll be in a blue suit with a red tie.”

If you didn’t meet your goal number at a particular event, REMEMBER: that does not mean failure. There is no reason you cannot reach out to your potential clients with an e-mail that says something to the effect “Sorry I missed you at the networking, I would love to meet you.” What’s even more beneficial is, if you are both members, you now have something in common: BOMA. If they can’t take time out of their busy schedule, perhaps they can make themselves available for a drink or sit with you at the next BOMA Meeting. Hey, you could even treat them to a BOMA meeting and it will probably be a lot less expensive than a fancy lunch.

Last, but certainly not least, if your plan is to hang out at the bar with your peers at an event, please be proactive and make arrangements for a limo service to get home safely.
A record number of people came out on April 19th to enjoy BOMA NJ’s 14th Annual Monte Carlo Night. Our dedicated committee presented the BOMA NJ membership along with their guests, an unforgettable evening of gaming, dancing, entertainment, dining, prize winning and networking. Thank you to our Committee Chair Teresa DeZao of ACA Dining Services and Mike Amoroso of BRAVO! Building Services, as well as the Allied Service Partners Committee: Allison Berg of Cooper Pest Solutions; Tina Marie Cortinna of Liberty Elevator; Sylvia Hanusiewicz of The Alban Group; Stan Wellinsky of Valcourt Building Services; Dan Walsh of Corr Services, Charles DiGisco of Resource NJ and Rob Francis of The Planned Companies. Monte Carlo Night could not have been the success it was without all of our generous sponsors:
NTE CARLO NIGHT

ABM Facility Services
Tim McDonough

ABM Janitorial Services
Steve Buschabacher

ACA Dining Services
Teresa DeZao

Alban Service Industries, LLC
Sylvia Hanusiewicz

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BRAVO! Building Services, Inc.
Mike Amoroso

Building Security Services, Inc.
Amanda Ferdinando

Cooper Pest Solutions
Allison Berg

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continued from page 9

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Ray Hadiyan

URETEK ICR NEW JERSEY
Yogesh Patel

Valcourt Building Services
Dane Sprague
The Only Thing Prettier than **GREEN** in Your Landscape is **GREEN** in Your Wallet

Finally we are seeing signs of **NEW GROWTH** in our economy, employment opportunities are **BUDDING** and our persistence in networking has provided us the chance to **BRANCH OUT** in the marketplace.

**BY CHRISTOPHER MERKLER**

**DOWN TO EARTH LANDSCAPING, INC.**
It’s no surprise that common landscape terms can be applied to the business world and it’s certainly no surprise that an inviting landscape can open an avenue to increased sales, fully occupied office space and energetic, prosperous employees.

Bright flowers at the property’s entrance and sign with crisp bed lines and fresh mulch will turn heads and get your business noticed. Summer annuals add beauty to both irrigated and non-irrigated locations. Creative landscaping designs can boost employee moral and distinguish your property from the rest. High profile areas like a picnic area or smoking station can be transformed into a sanctuary that tenants look forward to visiting each day. A peaceful meandering walkway with the right planting can promote health and well being. An eye opening front doorway landscape may very well increase your patrons desire to stay and spend more time at the facility.

Perhaps you have updated an older building on the interior but you are now looking at the landscaping that is in need of renovation. Make an appointment with a trained professional and ask about heavy pruning to rejuvenate those old plants. This cost-effective approach will not only save you money, it will save your trees and shrubs as well.

Start this Spring off on the right foot. Have your curb lines sterilized to prevent weed growth season long. Treat your turf for crabgrass and broadleaf weeds. Elevate the parking lot trees to avoid dangerous situations. And take the time to plan out areas where bursts of color will attract your target audience.

You should also consider the use of growth regulators in your planting beds to reduce this season’s shrub growth and increase flowers. Take the time to walk your property and look at all the possibilities it has to offer. Plan your landscaping for the future because Summer will be here soon.

Let’s face it, the bottom line is your bottom line and the only thing prettier than GREEN in your landscape is GREEN in your wallet. Now is the time to help your business SPROUT and ensure that you are poised for the day the economy is in FULL BLOOM.

If you are an Allied Service Partner and would like to share your area of expertise with the BOMA NJ membership, please submit your non-advertising article for consideration to BOMA-NJ@optimum.net
We need your help. We have put in place a new recruiting initiative specially designed for you to help expand our network. This presents numerous advantages and opportunities not only for your company, but for your client as well.

Many of you work with property managers on a regular basis. Some of your clients may not be BOMA NJ members. As their preferred vendor, you are providing a value added service for them: giving them premier pricing, immediate response, excellent customer service – all of the items they require. However, what do you do if they ask for something more, something outside the norm.

One thing you can do very easily is give them an opportunity to participate in the most elite, fastest growing network of property managers in New Jersey - BOMA NJ. As a potential member, they will have an opportunity to network with property managers in their same prospective field in a receptive, non-competitive environment, sharing ideas and discussing industry news. They will also have a chance to share and trade resources, receive mentoring, build lasting friendships and obtain educational opportunities to earn or maintain industry designations such as RPA, FMA, SMA and SMT. BOMA NJ members hold one another to the highest ethical standards and members nominate one another for various awards and are recognized by their peers for outstanding achievements in property management.

If you have a prospective member, invite them to a general meeting. Please forward their information to Dolores Bocian at boma-nj@optimum.net. We will seat the prospect with a board member and you can introduce your prospect to the world of BOMA NJ and all it has to offer.

Remember opportunity breeds more opportunity. Once your prospect becomes a member you will be able to attend a meeting FREE on behalf of BOMA NJ. You will receive recognition in the BOMA NJ newsletter and on BOMANJ.com for your client and your company. You will also have the opportunity to introduce the new member at their first general meeting and have a chance to promote your business to the BOMA NJ members. This is BOMA NJ’s way of saying thank you for increasing membership.

Membership growth benefits everyone. More members means a larger network which may lead to new business.

On behalf of the BOMA NJ Membership Committee, I invite you to help us in expanding our organization. Thank you in advance for your cooperation and efforts.
When is FIXED energy pricing NOT FIXED?

By Robert Macksoud, CEP, Director, Energy Procurement, Energy Solve

Most commercial users in NJ have negotiated longer term electricity contracts for their properties. This increased activity has resulted in many new energy suppliers entering the market. Some of these suppliers offer “fixed” pricing below market rates. However, as many are now learning, “fixed” pricing can significantly increase. This is often due to provisions in suppliers’ contracts that permit them to ‘pass through’ increased costs to the buyer if certain events occur. Beginning last January, changes to NITS (transmission costs) caused many suppliers to include pass-through costs in their monthly invoices. This has left many NJ commercial customers with substantial increases to their per-unit costs, most of which will continue throughout the year and beyond. Other possible factors that could affect costs include changes in a customer’s rate class, a customer’s monthly usage, capacity costs, a customer’s peak load share, etc.

Additional increases may occur this June, triggering changes to NJ’s Renewable Portfolio Standards (RPS), as well as implementation of a recent Federal Energy Regulatory Commission (FERC) order. One or both of these changes could serve to further increase your electric supply costs via additional pass-through charges.

The best defense against these types of unforeseen (and unbudgeted) cost increases is to ensure that all language contained in contracts, addenda, exhibits, attachments, etc., is very closely scrutinized by a qualified, experienced energy professional prior to finalizing the arrangement. On the flip side, if your costs have already risen as a result of these or other changes, you may have some recourse. If you have any questions, need some assistance, or wish to further discuss this matter, please feel free to contact Bob Macksoud at 732-748-4293 or rmacksoud@energysolve.com.
On February 26, 2013, Governor Christie delivered a 43-minute budget address before both houses in the legislature. His fourth budget proposal since taking office was his largest so far - $32.9 billion, but delays property tax relief and does not include a promised income tax this year.

The budget includes a hefty $1.7 billion contribution into the state’s underfunded public employee pension system. This represents the largest pension contribution the state has ever made. The proposal also includes an all-time record $9 billion in state aid for education, an increase of $87 million over last year’s allocation.

Also included is $40 million for a contingency fund in order to provide any necessary supplement to the $60 billion federal aid package for Superstorm Sandy victims.

The Governor took the opportunity to chide the legislature on two issues: his property tax toolkit, and the previously proposed income tax cut. Regarding the toolkit, Christie scolded the legislators for passing only six of the 20 bills included in his legislative package designed to lower property taxes.

One item in the proposed budget but not mentioned in his address to the legislature, is the use of $152 million from the state’s clean energy fund in order to balance the budget. The money in that fund is paid by
utility customers and is earmarked to incentivize the purchase of energy-efficient appliance and weatherization projects in residential properties. The plan to take $152 million for next year’s budget represents more than half of the nearly $300 million that Governor Christie has taken from the clean energy fund over the last two years.

While the proposed budget did not include an income tax cut, Governor Christie has repackaged a tax cut proposal put forth by Senate President Stephen Sweeney (D-Gloucester) and has promised that if he is re-elected in November, he will consider it a mandate from the people for his proposed tax cut. Following the budget address, Governor Christie has continuously campaigned for an income tax cut at a town hall event in Bergenfield, and on his monthly radio show.

Budget negotiations will now dominate the discussion in Trenton as Governor Christie must try to pass this budget with a Democratic-controlled legislature, with the governor and all 120 legislators up for re-election this November.

Legislation Roundup

One piece of legislation that has managed to attract attention despite the budget battle and upcoming elections is the New Jersey Economic Opportunity Act.

The legislation (S2583/A3680), which would consolidate New Jersey’s five economic incentive programs into two, moved forward recently with the bill being released by the Assembly Budget Committee. If passed, the Grow New Jersey program would become the state’s primary tool for attracting and retaining jobs, while the Economic Redevelopment and Growth grant program would be the primary redeveloper incentive. The bill would phase out the Business Retention and Relocation Assistance Grant Program, the Business Employment Incentive Program and the Urban Transit Hub Tax Credit Program.

Another bill recently introduced is S2667, which would double the period of time, from four to eight years, that an exterior-based reassessment is permitted. BOMA-NJ opposes this bill.

After an unsuccessful attempt by Governor Christie to abolish the Council on Affordable Housing (COAH), the council recently met for the first time in more than two years. The headline action from the meeting was COAH authorizing the Christie administration to take $140 million set aside for local affordable housing projects and use it to balance the state budget. Affordable housing advocates opposed the decision, saying that those funds which were collected from developers are important to the state’s rebuilding effort from the effects of Superstorm Sandy.
RPA

Real Estate Investment & Finance  
Monday Nights 6-9 pm  
Start: September 9, 2013  
End: November 18, 2013

Elective -  
Asset Management  
Monday Nights 6-9 pm  
Start: January, 2014  
End: March, 2014

Budgeting & Accounting  
Monday Nights 6-9 pm  
Start: April 2014  
End: June, 2014

Real Estate Investment & Finance  
Monday Nights 6-9 pm  
Start: September, 2014  
End: December, 2014

SMA

Environmental Health & Safety  
Tuesday Nights 6-9:00 pm  
Start: September 10, 2013  
End: November 19, 2013

Building Design & Maintenance  
Tuesday Nights 6-8:30 pm  
Start: January, 2014  
End: March, 2014

Administration  
Tuesday Nights 6-8:30 pm  
Start: April, 2014  
End: June, 2014

Boilers, Heating & Applied Mathematics  
Tuesday Nights 6-8:30 pm  
Start: September, 2014  
End: December, 2014

BOMA Foundations

October 9th, 2013: Class #1  
October 16th, 2013: Class #2  
October 23rd, 2013: Class #3  
October 30th, 2013: Class #4  
November 6th, 2013: Class #5  
November 13th, 2013: Exam

Courses subject to change based on demand.
CONGRATULATIONS TO THE 2012 BOMA 360 RECIPIENTS

Advance Realty Management, Inc.
One Gateway Center, Newark, NJ
Plaza I, Princeton, NJ
Plaza II, Princeton, NJ
Plaza III, Princeton, NJ
Plaza IV, Princeton, NJ

Piedmont Office Management
200 Bridgewater, Bridgewater, NJ
400 Bridgewater, Bridgewater, NJ

CONGRATULATIONS TO OUR 1st QUARTER BOMI GRADUATES

Peter Koutougian, SMA, Wyndham Worldwide
Leslie L. Severino, RPA, Rockefeller Group Development
Ngina Tene Wiltshire, RPA, Cushman & Wakefield
Thomas J Ditrani, RPA, LME Associates
Winner of the 2012 BOMA NJ TOBY Renovated Category, Skyline Drive at 125 Chubb Avenue, Lyndhurst, NJ was the host for the March 20th Building Tour. Conveniently located just 6 miles from NYC, 125 Chubb provides immediate access to Routes 3, 17, 21, 46 and 80, the Garden State Parkway and the NJ Turnpike.

Travertine marble with horizontal ribbon-glass windows adorn the beautiful facade. Owned by SL Green and managed by Mack-Cali Realty Corporation, Skyline Drive is a five-story, Class “A,” 278,500 square foot office building. Situated on an 11.88-acre tract within New Jersey’s Meadowlands Corporate Center, the building has undergone drastic renovations and capital improvements. Amenities include a concierge service, a state-of-art fitness center, cafeteria, Wi-Fi, flat screen TV’s and music in the main lobby, an outstanding seating area, 24/7 emergency contact line, and an Angus Anywhere online work request system.
Hillcrest Paving & Excavating, Inc. receives 2012 Subcontractor of the Year Award from the NJ Subcontractors Association (NJSA)

Hillcrest Paving was the proud recipient of the New Jersey Subcontractors Association (NJSA) 2012 “Subcontractor of the Year Award.” This prestigious award defines Hillcrest Paving’s commitment to quality workmanship, integrity within the industry and superior service to their clients. The commitment to excellence shown every day from the company’s employees and management has earned Hillcrest Paving the distinction of being recognized as one of New Jersey’s premier asphalt paving and site work construction companies.

Hillcrest Paving & Excavating was also the recipient of one of the NJSA 2012 Safety Awards presented the same evening. This award defines Hillcrest Paving’s commitment to a safe work environment for the benefit of its employees and clients. Congratulations to Hillcrest Paving.

Welcome Baby

John and Karen Snyder along with big sister Brielle of American Landscape Services welcome a new addition to their family, Kendall Rae. Born on March 15th, Kendall Rae weighed in at 7 lbs. 13 oz. and measured 20 inches long. Congratulations to the Snyder family!
### OFFICERS

**PRESIDENT**
- ron
  - Ron DeBiasse
  - Lone Eagle Management
  - (973) 377-7377

**VICE PRESIDENT**
- robin
  - Robin Ann Juron
  - Bergman Real Estate Group
  - (732) 855-8600

**SECRETARY**
- dave
  - Dave Cali, RPA
  - Alfred Sanzari Enterprises
  - (201) 342-2777

**TREASURER**
- harold
  - Harold Campbell, RPA, SMA
  - Cassidy Turley
  - (732) 868-0600

**IMMEDIATE PAST PRESIDENT**
- lisa
  - Lisa Kochan
  - Colliers International NJ LLC
  - (973) 299-3018

**BOMA-NJ’S GENERAL COUNSEL**
- ray
  - Raymond A. Koski, Esq.
  - Raymond A. Koski & Associates
  - (201) 224-7227

**BOMA ASSOCIATION EXECUTIVE**
- dolores
  - Dolores Bocian, RPA, FMA
  - BOMA New Jersey
  - 199 Prospect Avenue
  - P.O. Box 7250
  - N. Arlington NJ 07031
  - Tel: (973) 696-2914
  - Fax: (973) 696-5634

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### DIRECTORS

**michael**
- Michael Donohue, RPA
  - Mountain Development
  - (973) 279-9000

**jose**
- Jose Hernandez, RPA
  - CBRE
  - 201) 967-7575

**deb**
- Deborah Sparks, RPA, LEED AP
  - Columbia Property Trust, LLC
  - (201) 432-3244

**bill**
- Bill Toland, RPA, SMA
  - Federal Business Centers
  - (732) 417-4236

**erika**
- Erika Morasco Toscani
  - Transwestern
  - (973) 947-9200

**allison**
- Allison Berg
  - Cooper Pest Solutions
  - (800) 949-2667

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  - Mack-Cali Realty Corp.

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  - The Olsen Group
  - 1994-1995

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  - 1996-1997

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  - Prudential Insurance Company
  - 2006-2007

**patrick**
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  - Federal Business Centers
  - 2008-2009

- James Sullivan (Deceased)
  - 1988-1989

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*Material contained herein does not necessarily reflect the opinion of BOMA New Jersey, its members, or its staff.*
EDUCATION DIVISION
Executive Board Liaison:
Lisa Kochan
Immediate Past President
Colliers International NJ LLC
(973) 299-3018

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Board Liaison:
Harold Campbell, RPA, SMA
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(732) 868-0600

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Al Todd, RPA
Wells Real Estate Funds
(973) 643-7088

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Amanda Zega-Greco
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Programs:
Jose Hernandez, RPA
CBRE
(201) 967-7575

SPECIAL EVENTS:
Board Liaison:
Allison Berg
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(800) 949-2667

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(908) 241-9400

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(973) 279-1390

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Teresa DeZao
ACA Dining Services
(973) 394-3043

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(732) 465-0707

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ACA Dining Services
(973) 394-3043

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Erika Morasco Toscani
Transwestern
(973) 947-9200

AWARDS COMMITTEE:
Robin-Aann Juron
Bergman Real Estate Group
(732) 853-8600

Committee Co-Chairs:
Jose Hernandez, RPA
CBRE
(201) 967-7575

Karen Martinez
Bravo! Building Services
(732) 465-0707

ENERGY & ENVIRONMENT COMMITTEE:
Board Liaison & Chair:
Bill Toland, RPA, SMA
Federal Business Centers
(732) 417-4236

Committee Vice Co-Chairs:
Gary Oravsky
SJP Properties
(973) 316-8188

ALLIED SERVICE PARTNER COMMITTEE:
Board Liaison & Chair:
Allison Berg
Cooper Pest Solutions
(800) 949-2667

COMMUNICATIONS DIVISION
Executive Board Liaison:
Harold Campbell, RPA, SMA
Cassidy Turley
(732) 868-0600

Chair:
William Barrett, PE, RPA
Prudential Insurance Company
(973) 802-3469

MARKETING & PUBLIC RELATIONS:
Board Liaison:
Lisa Kochan
Immediate Past President
Colliers International NJ LLC
(973) 299-3018

Chair:
Amir Gilant
Belfor Property Restoration
(973) 709-1240

GOVERNMENT AFFAIRS DIVISION
Executive Board Liaison:
David Cali, RPA
Alfred Sanzari Enterprises
(201) 342-2777

FEDERAL & STATE LEGISLATION:
Executive Board Liaison:
David Cali, RPA
Alfred Sanzari Enterprises
(201) 342-2777

Board Liaison & Chair:
Michael Donohue, RPA
Mountain Development
(973) 279-9000

REGULATORY OVERSIGHT COMMITTEE:
Executive Board Liaison:
David Cali, RPA
Alfred Sanzari Enterprises
(201) 342-2777

Chair:
Deborah Sparks, RPA, LEED AP
Wells Real Estate Funds
(201) 432-3244

EMERGENCY PREPAREDNESS
Executive Board Liaison:
Harold Campbell, RPA, SMA
Cassidy Turley
(732) 868-0600

Chair:
Dolores Bocian, RPA, FMA
BOMA New Jersey
199 Prospect Avenue
P.O. Box 7250
N. Arlington NJ 07031
(973) 696-2914

PAST PRESIDENT’S COUNCIL
Executive Board Liaison:
Lisa Kochan
Colliers International NJ LLC
(973) 299-3018

NOMINATING COMMITTEE:
Chair:
Lisa Kochan
Colliers International NJ LLC
(973) 299-3018

LONG RANGE PLANNING:
Chair:
Patrick Connelly, RPA
Federal Business Centers
(732) 225-2200

PHILANTHROPIC TASK FORCE:
Chair:
Marie A. Cunningham, RPA
Mack-Cali Realty Group
(732) 919-0067

INTERNATIONAL/REGIONAL LIAISON:
Chair:
Vincent Olsen, RPA
The Olsen Group
(201) 265-4244

BOMA ASSOCIATION EXECUTIVE
Dolores Bocian, RPA, FMA
BOMA New Jersey
199 Prospect Avenue
P.O. Box 7250
N. Arlington NJ 07031
(973) 696-2914

NEWSLETTER STAFF
DESIGN & PRODUCTION:
Cindy Kacperowski
CEK Design, LLC
Tel: (732) 581-9191
Fax: (732) 818-1566
E-Mail: twobsktrns@aol.com
BOMA New Jersey Calendar of Events

May 22, 2013
Energy Awards
Location: Newark Club

June 12, 2013
Breakfast Meeting: “Hurricane Sandy: Lessons Learned”
Location: Hyatt Morristown

June 21-25, 2013
2013 Every Building Conference & Expo
The Manchester Grand Hyatt San Diego

August 5, 2013
Annual Golf Outing
Location: Fiddler’s Elbow

September 25, 2013
General Membership Meeting
Location: TBA

October 23, 2013
TOBY Award Dinner
Location: TBA

THE PROFESSIONAL REAL ESTATE ORGANIZATION