

PROCEEDINGS

BOMA NEW JERSEY

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the TOBY 2014 AWARDS

The **26th Annual** BOMA NJ Office Building of the Year Awards, celebrated at the Brooklake Country Club, honored excellence in building management. The TOBY and Earth awards are recognized throughout the world and are the most prestigious recognition of their kind. Receiving one sets one apart from the competition. The evening was filled with members who have made their buildings the envy of all and leaders in their own right. They are fine examples of:

- How buildings should be operated;
- How tenants should be treated;
- How staffs should be trained;
- How we should conserve energy and care for Mother Earth and our natural resources, and;
- How management operations should be demonstrated and showcased.

This year, 19 buildings were submitted and judged. Of the 19, seven TOBY Awards from 15 categories that are defined under the BOMA TOBY International Program won.

Without the time, effort and hard work of our Committee members, the TOBY Awards would not be as spectacular as they are. Thank you to Karen Martinez, Chairperson and to all the commit-



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Robin Ann Juron
2014-2015 President

PRESIDENT'S MESSAGE

Dear Members and Friends,

December's Holiday Celebration was a fantastic event and we thank all our guests for joining us and bringing their "Toys for Tots" presents. Over 280 gifts were collected that night and then delivered to the local "Toys for Tots" Distribution Center at the Madison Police Department by John DeZao – thank you John. Our members are amazing!

It's officially 2015 and winter and there's a lot going on already. BOMA International's Winter Business Meeting was held in Scottsdale, AZ January 16-19. It was good seeing some of our members there this year. The meeting was open to all BOMA members and was the ideal opportunity to learn and network with our peers from all over the country and overseas (and to get away from the cold...). It was truly inspiring to meet representatives from Alaska, Hawaii, Panama, Australia, and all points in-between. We attended committee meetings and educational sessions.

Our General Membership Meeting in January had a full agenda: Your BOMA-NJ Board of Directors were reconfirmed and sworn in for 2015 and we thank you for your support. We were especially pleased to welcome Lauren H. Moore, our speaker from the executive branch of the NJ government.

Hold the date for BOMA's Mid-Atlantic Region's Annual Conference (a/k/a MAC). This year the event will be held close by in Stamford, Connecticut on April 25th to May 1st, 2015! Hope to see you there.

Best wishes for a healthy, prosperous, happy New Year, and a safe winter season to all.

Thank you and be well,

Robin

BOMA NJs CODE OF CONDUCT

BOMA New Jersey expects a high level of professionalism from all members. Building Members are encouraged to utilize the services of our Allied and Professional Members, and are expected to treat them with courtesy and respect. Allied Members are not permitted to engage in aggressive marketing during BOMA events. Conduct in violation of this code should be brought to the attention of the Board.

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tee members including: Santia Diaz, Jessica Halpin and Teresa DeZao.

A huge thank you goes to our sponsors for their generosity: Avison Young, JLL, Belfor Property Restoration, CRS Facility Services, Liberty Elevator and BRAVO! Facility Services. We are also grateful to the judges and their tour guides. These individuals have volunteered hours/days of their time and talent. They are dedicated professionals who had to sit through a training seminar so they could understand just what BOMA and the award winners expected of them. They also had to spend a day reviewing budgets and paperwork; listening to the manager's pitch, followed by an inspection tour of each and every building, top to bottom.

Our evening could not have gone so smoothly without our emcee. With over 25 years of commercial real estate experience and well-known nationally in the industry as a forward-thinking leader, Kurt Padavano, the Chief Operating Office of Advance Realty ran with the program. Kurt has served as Chairman and Chief Elected Officer of the 17,000 member, BOMA International. His involvement in BOMA International also includes Chairmanship of the Regional Owner's Council and as a member of its Executive Committee. Locally, Kurt has served as President of BOMA New Jersey, as well as Chairman of the Energy Aggregation Committee and member of the Investment Committee.

BOMANJ 2014 TOBY AWARDS



Under 100,000 Square Feet

821 Alexander Road
Managed by Hilton Realty Co.

821 Alexander Road is a 44,500 square foot Class A office building. As visitors approach the building they will immediately notice its eye-catching architectural details including curved glass curtain fascia, and mirrored windows. The interior finishes include granite floors, millwork and bronze metal accents. The tenants enjoy such amenities as a fitness center, upscale restrooms, and an outside seating area with an impressive variety of plants in a beautifully landscaped setting.



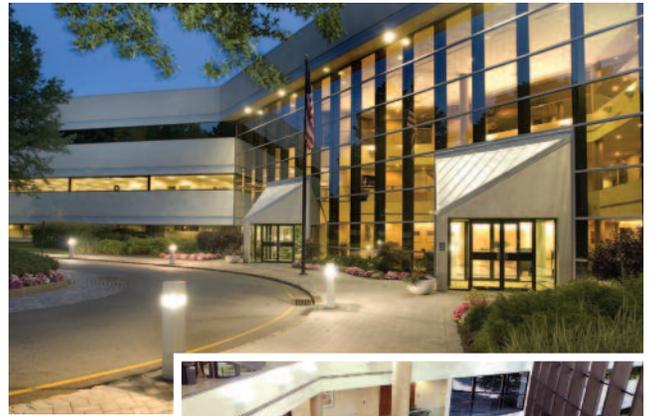
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BOMANJ

100,000-249,999 Square Feet

10 Waterview Boulevard
Managed by Avison Young

Built in 1985, 10 Waterview Boulevard is a 212,000 square foot, 3-story building, sitting on 18.6 acres in a park-like campus setting. This building has a dramatic 3-story atrium lobby with 2nd and 3rd floor balcony lobbies. Tenants enjoy efficient floor plates, a full service cafeteria and seating areas throughout. Every year from 2009-2014, 10 Waterview has been awarded an Energy Star Label for its operating efficiency.



2014 TOBY AWARDS



250,000-499,999 Square Feet

Eisenhower Corporate Center
Managed by Eastman
Management Corporation

Eisenhower Corporate Center is a 384,000 square foot office building situated on 33 acres. Conveniently located between Routes 10 and 280 in Livingston, the building boasts a full service cafeteria, a 200-seat auditorium, complete with media center, executive conference facilities, on-site catering, a fitness center, underground parking and a 4-story parking deck.



BOMA NJ 2014 TOBY AWARDS



Corporate Facility

2 Hilton Court
Managed by Mack-Cali Realty Corp.



Hilton Court is a 181,600 square foot, Class A building located on 10-acres in the Mack Cali Business Campus. Constructed in 1990, the building facade is comprised of white precast panels with green reflected glass. The building features a full-height atrium with skylights and marble finishes. Amenities include a full service café, staffed fitness center, gated parking and 24/7 security. The building is fully occupied by Daiichi Sankyo.

Suburban Office Park Low Rise

Morris Corporate Center III
Managed by JLL

Morris Corporate Center III is a 530,000 square foot, Class A, commercial office complex comprised of four 4-story buildings connected by a grand atrium. Constructed in 1988, the property is situated on a 183-acre master planned corporate campus. The superbly landscaped setting includes fountains and pedestrian seating areas, a 3-story parking garage, as well as surface parking options. The property hosts a diversified tenant profile as evidenced by the varied cross-section of business including communications and marketing, pharmaceutical, real estate and professional services.



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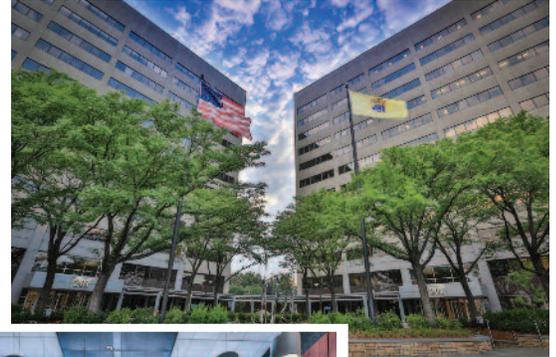
BOMA NJ

2014 TOBY AWARDS

Renovated Building

Meadows Office Complex
Managed by Onyx Realty

Meadows Office Complex is a two building, 600,000 square foot, 12-story, Class A office complex. Recently completed major renovations to both buildings include facade refinishing, upgrades to the lobbies and landings, new exterior canopies, cafeteria upgrades, and the addition of a fitness center. Building amenities include a cafeteria with seating for up to 400 people, a conference center inclusive of a board room and seminar room with seating for up to 75 people, a fitness center, as well as on-site day care. The complex is located near first-class hotels, restaurants, shopping, major highways and airports, along with easy access to the NJ Turnpike and the Lincoln Tunnel.



Earth Award

5 Wood Hollow Road
Managed by Mack-Cali Realty Corp.

The Earth Award recognizes supreme sustainability efforts as defined by BOMA International. The winner of this year's EARTH Award was 5 Wood Hollow Road. Managed by Mack-Cali Realty Corporation, the building was constructed in 1979. 5 Wood Hollow Road is a 317,000 square foot, 3-story, Class A multi-tenant office building set on a 23-acre lot with easy access to Routes 287, 46 and Interstate 80. The renovated interior includes a 3-story open atrium with glass, natural stone, and wood finishes. Building amenities include a full service café, outdoor seating, meeting facilities and 24/7 guard service. The building has an Energy Star rating of 92 and was LEED EB Gold certified in 2014. Sustainability is paramount at 5 Wood Hollow and green practices are in place for cleaning, landscaping, pest removal and waste management.

BOMA NJ 2014 TOBY AWARDS



Heart Award

Transwestern

Our Heart Award category received numerous applications in which the winner was based on exemplary local community service and involvement that helped improve the quality of life of others whether by volunteering and or fund raising, or heightening awareness of a crisis that needed superior intervention. The 2014 "Building" Heart Award was given to Transwestern. As a company, Transwestern has a long-standing commitment to give back to the communities they serve. In the last year alone, Transwestern team members have been active in hundreds of community and charity organizations. Since Transwestern's inception in New Jersey, some service examples are as follows:

- An annual food drive for the Community Food Bank of NJ, Last year they contributed over 300 pounds of food to serve those in need.
- Sorority Fundraiser for College Tuition – supporting scholarships in the NY/NJ Area.
- On Earth Day their Property Managers conducted various events to raise an awareness of the importance of stewardship to our earth.
- Just recently their Brokerage and Property Management Group volunteered their time at the Interfaith Food Pantry located in Morristown.
- Transwestern participates annually in the Neighborhood House held in November. The event is attended by senior leadership. All proceeds of this event support the Morristown afterschool programs and allows for over 350 low income K – 8 children to attend.
- The March of Dimes and Toll Brothers Heart Association Gala is attended annually by senior leadership.

Grand TOBY Winner

5 Wood Hollow Road
Managed by Mack-Cali Realty Corp.

The epitome of perfection in managing buildings in NJ is BOMA NJ's Grand TOBY. The winner for achieving the highest score throughout all categories was 5 Wood Hollow Road, Parsippany, managed by Mack-Cali Realty Corp.



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BOMANJ

2014 TOBY AWARDS



...and the celebration continued!

Congratulations to all our TOBY winners. Next step is the Regional Awards Competition April 29th - May 1st at the Stamford Marriott, Stamford, CT.



MEET THE BOARD

An Interview With BOMA NJ Director

Erika Morasco Toscani



Q When did you receive your designation? And what designation(s) is/are they?

A I actually have not completed my RPA as of yet. I have a few more courses and will be on track to complete the program in late, 2015.

Q Do you hold any other industry designations?

A I have my NJ real estate license.

Q Particularly, what do you like about your job?

A I learn something new every day in this business. Property Managers are problem solvers, so we are always faced with new challenges daily. I love that I have the opportunity to interact with so many different people on a daily basis and no day is ever the same.

Q What would you like to achieve next in your career?

A I want to continue to grow Transwestern's brand in the marketplace while maintaining client satisfaction with the best in class team. I work with an outstanding team of professionals whose passion and dedication are amazing. My goal is to help each of them reach their highest potential while maintaining Transwestern's core values and standards. I believe it is so important to share all your experiences and knowledge and

provide the tools necessary to excel. There is a great sense of pride when you see someone on your team grow professionally and reach that next level of success.

Q Do you have a mentor or role model in your career that has helped guide you on your path?

A I am so fortunate that I have had the opportunity to work with many great leaders throughout my career. There have been quite a few people who have touched my life, so I think it would be unfair to single out just one. As I have grown both personally and professionally, my mentors have continued to change. I think that it is so important to surround yourself with people who have your best interest at heart and who not only can teach you how to be more successful in business, but a better person in life.

Q Is there anything in the BOMA or BOMI curriculum that has given you an advantage in your industry?

A In general, taking the BOMI courses for my RPA

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The BOMA NJ ANNUAL

Holiday

BOMA NJ hosted their Annual Holiday Celebration on December 3rd. Held at The Conservatory at the Madison Hotel in Morristown, members and their guests enjoyed a beautiful evening of comradery, dining and dancing under the stars.

Thank you to all who generously donated gifts to our "Toys for Tots" drive for children who are less fortunate.



Celebration



2015

January

1
New Year's Day

15-19
BOMA International Winter
Business Meeting

19
Martin Luther King, Jr. Day

26/27
BOMI Classes Start

28
Monthly Meeting

February

14
Valentine's Day

16
Presidents' Day

18
Ash Wednesday

19
R/E License Continuing
Education

24
Monthly Meeting

April

3
Good Friday
Passover Begins

5
Easter Sunday

17
Allied Event
a/k/a Monte Carlo

27/28
BOMI Classes Start

29 - May 1st
Middle Atlantic Regional
Conference

March

17
St. Patrick's Day

24
Monthly Meeting

Building Tour

29
Palm Sunday

May

10
Mother's Day

25
Memorial Day

27
Monthly Meeting
Energy Awards

BOMI NEW



MMA
NJ

CALENDAR

June
17
Monthly Meeting
Breakfast
21
Father's Day
27-30
Annual Conference &
Leadership Meetings

July
4
Independence Day

August
3
Annual Golf Outing

September
7
Labor Day
13
Rosh Hashanah
16
Monthly Meeting
22
Yom Kippur
28/29
BOMI Classes
Start

October
12
Columbus Day
21
Annual Awards Dinner
TOBY
31
Halloween

November
3
Election Day
11
Veterans Day
18
Monthly Meeting
26
Thanksgiving

December
2
Holiday Celebration
6
Hanukkah Begins
25
Christmas Day



EDUCATION

BOMA NJ Receives Recognition from BOMI International



BOMA NJ was recognized by BOMI International for increased student enrollment and registrations during the annual period ending June 30, 2014 when compared to the previous twelve months.

BOMI International instituted the BOMA Local Recognition Program to demonstrate their appreciation for the extraordinary hard work and effort expended by BOMA Locals to advance the education of their members. All BOMA Locals who duly execute the BOMA Local Agreement are eligible for inclusion in this recognition program. Two categories were established to recognize and measure success:

- Percent increase over prior year according to the number of students enrolled;
- Percent increase over prior year according to the number of students registered.

LEGISLATIVE UPDATE

AFTER *the* ELECTION

2014 ELECTION RECAP

In a low-turnout midterm election, with only 35 percent of registered voters going to the polls, the big news was New Jersey electing its first African-American congresswoman, with Bonnie Watson Coleman (D) elected to represent NJ's 12th District in Washington.

Should Governor Christie run for President, he has indicated that he would not resign as Governor of the Garden State.

In New Jersey's 12 districts, three new representatives were elected to open seats – Donald Norcross (D-1), Tom MacArthur (R-3) and the aforementioned Bonnie Watson Coleman. The state's toughest race saw incumbent Scott Garrett (R-5) survive a challenge from Roy Cho (D), a Hackensack lawyer who had never run for office before.

The 2014 election also saw Senator Cory Booker (D) get re-elected to his first full term in the United States Senate, with Booker receiving 56 percent of the vote.

With the 2014 elections behind us, all eyes in New Jersey and nationally are focused on Governor Chris Christie, who has indicated he will decide whether to make a 2016 run for the White House sometime next year. Should Governor Christie run for President, he has indicated that he would not resign as Governor of the Garden State.

AFFORDABLE HOUSING

Despite a Supreme Court-mandated deadline, New Jersey's Council on Affordable Housing (COAH) failed to adopt a new set of rules that would govern the number of homes that each town would have to make available for low and moderate income housing. The council was deadlocked in a 3-3 vote on whether to provide final approval on the new affordable housing guidelines, 15 years after the last regulations expired. With COAH's failure to meet its deadline for new regulations, the immediate and future impact on affordable housing in New Jersey is unclear. With COAH in violation of its order, the state Supreme Court could entertain applications of relief including removing the protection that prevents municipalities from being sued by developers over affordable housing.

PERMIT EXTENSION ACT

Originally enacted in 2008, the New Jersey Permit Extension Act (PEA) responded to the crisis in the real estate sector by extending the validity of certain

permits through the end of 2012. While the PEA had been extended, those permit approvals will expire on December 31, 2014. BOMA NJ is following two bills S-2551 and A-3815, which would further extend the end date of the permit extensions through December 31, 2016. Both bills were introduced in October and have not moved out of committee.

LEGISLATIVE ROUNDUP

Since our last issue, the BOMA NJ legislative committee has reviewed 10 bills regarding issues including property taxes, business tax credits, construction codes, state rulemaking and affordable housing regulations.

Among the bills being monitored by the committee are S1319 and A2581, which would require the Office of Administrative Law to implement a searchable database for all pending State rulemaking actions, an initiative to increase regulatory transparency. A2581 passed unanimously in the General Assembly (77-0) on October 16. With the bill's passage in the General Assembly, it has now been referred to the Senate State Government, Wagering, Tourism and Historic Preservation Committee for consideration.

The BOMA NJ legislative committee continues to monitor these issues and other legislative matters that would affect the interests of commercial property owners in New Jersey. If you have a specific concern that you would like to make sure is being monitored, please let us know. You can send an email with the information to Scott Wasserman at scott.wasserman@marcusgroup.com.

early on in my career gave me an overall understanding of the industry. As I am completing my final course work many years later, there are still things to be learned. What I like about attending the classes, is that you get to meet your peers in the industry and collaborate.

Q If you were not in this industry, what would you like to do?

A I always loved interior design and construction. I think I would be building or remodeling homes, preferably in a great location somewhere by the beach.

Q What are your favorite things about your company?

A We have an amazing culture and they encourage an entrepreneurial spirit. Transwestern focuses on their employees and fosters a true team environment. In 2014, Transwestern won the best place to work for by NJ Biz and for good reason. We have a lot of great activities geared towards health and well-being. There is a wellness committee that sets up lunch and learns about nutrition, work life balance and reducing stress. We even had massage therapists come to our office for massages. It doesn't get any better than that!

Q Who is your favorite sports team?

A We are a soccer family, the NY Red Bulls.

Q If there was one person you would like to meet in your lifetime, who would it be and why?

A I have always admired Lucille Ball. She was so multi-faceted. Not only was she one of the best comedians and actors ever, she was an extremely bright business woman who changed the broadcasting world and shattered the perceptions of women in the 1950's and 1960s. She was the first woman to ever own a production studio and to be pregnant on TV. I like the fact that she came from humble beginnings and was able to become a successful entrepreneur, actress and mom in a time

when the odds were stacked up against her. I think I could learn so much from her while having lots of laughs. I try not to take life too seriously.

Q What is your favorite BOMA NJ event - Local, Regional and/or International?

A Of course who doesn't love the annual golf outing and Monte Carlo but I always look forward to the September meetings. Everyone is back from vacation and raring to go. There is always a good turn out and a great energy at that meeting.

Q What do you like to do in your free time?

A I love to travel and experience different cultures. I have a world map in my office with pins of the places I have been, and it reminds me that there is still so much more to see. My husband and I are big soccer fans and are season tickets holders for the NY Red Bulls. We followed them to Washington and New England during the finals; unfortunately they did not make it all the way. Also, anyone that knows me, or has talked to me for five minutes, has seen pictures of my dogs. We have three dogs that our like our children, so we spend a lot of time with them, as well.

Q What one piece of advice would you give someone new coming into the industry?

A Get involved with an industry organization. Of course my preference is BOMA NJ for obvious reasons, but I think it's important to find a group that you can identify with. This is such an exciting field that is ever changing, so it is important to stay current with the trends. Take classes and network with other professionals outside of your workplace. I know that I would have not made so many connections and excelled in my career without the support of BOMA NJ and its members. It is important to have peers that you can go to for advice and guidance, as well as a network of allied professionals that you can count on and trust.

HOW TO reACT at a Network Event

How to Shake Hands

Demonstrate that the web between the index finger and the thumb should meet the other person's web. Curl your fingers around the bottom of the other person's hand with a firm, not bone-crushing grip. Shake for the duration of the intro ("Hi, my name is..."), maintaining eye contact and good posture while smiling.

Getting Bartender's Attention

Make eye contact and smile. Tip well for the first round so that he'll check in with you later. What not to do: snap your fingers, flash a wad of cash, or do the hailing-a-taxi salute.

Using the Right Fork

Work from the outside in: salad fork to dessert fork.

Using the Right Bread Plate

Think BMW: Your bread plate is on your left; meal plate in the middle; water on the right.

Ditching & Switching Crowds

Instead of pulling the bathroom ploy, get used to saying, "it's been lovely chatting with you, please excuse me." There's nothing wrong with moving on to speak with others. That's the purpose of a party -- to socialize.

We pull people into our business by creating messages that offer useful information tools, and resources that attract people to our website or business. Our conversations must engage, interact with, and develop relationships with people. How do we do that? By thinking in terms of personal conversation. The new, old fashioned way of thinking about social media marketing or inbound marketing is person to person conversation, as at networking events or cocktail parties.

Can you imagine going to a cocktail party and taking over by speaking loudly and interrupting the small groups to announce your latest accomplishments, your closeouts or special pricing offers? Would you bring a credit card imprinter, processor, or even an order pad and attempt to sell to everyone and anyone whenever you had the chance? What if you had cards printed with your talking points and you gave those out and tried to guide each conversation to cover your features and benefits?

You know better than that. You know that you wouldn't be a welcomed guest if you acted so rudely. It would be inappropriate for the context of the party. Just as the cocktail party is the reception or opening warm-up to another event, your inbound marketing efforts should be a means to warm up to your audience. You will never have a cold call with a prospect that you develop through personal social interaction.

Always keep in mind the importance of conversation. If you get so focused on pushing a specific message out, you will come across as lecturing. Remember to be a good listener because this is your opportunity to get real-time, real-life feedback. You can learn what your audience is looking for from not only property managers, but other service providers. Learn what their pain points are and what they did or need to make their job easier and to give the manager a great buying experience.

Watch the Potty Mouth

The "Office's," Michael Scott liked to lighten tension when things got hard ("that's what she said"). However, cringe worthy humor doesn't fly with the execs from corporate. Even if your office is laid-back, don't go there. Inappropriate jokes may get chuckles but will reflect poorly on you in the long run.

Mingling

To join a new conversation at a cocktail party, catch someone's eye, smile, and enter the clique on a break. And if you see someone who wants to participate, pull her in when there is a lull.

Badge Placement

Wear on left side so it's in the line of site when you shake hands.

Connecting People

Introduce the two parties and explain what they have in common. Then say, "I'm going to leave you two to chat. I'll catch up with you later."

Elbow Placement

Elbows on the table are fine when you're not eating. What you don't want to do is use your elbow as a fulcrum for bringing food to your mouth. Wrists on the table are always OK.

Wait Your Turn

On "30 Rock," Liz Lemon told off a guy for jumping in front of her at a hot dog stand: "What, you think there's two lines and we're all in this line and you're the only genius who got in the other line?" Likewise, you shouldn't breeze to the front of a queue using the, "I just need to pay for/ask/return one thing?" excuse. Your need isn't greater than anyone else's.

Remember the new rules of marketing: Turn strangers into friends, friends into customers.

MEMBERS *in the news...*



Cooper Pest Solutions Wins NJBIZ Business of the Year

Cooper Pest Solutions has been named the winner in the NJBIZ, Business of the Year, 51-100 Employee Category.

After CEO Phil Cooper had been awarded the NJBIZ Corporate Citizen of the Year Award in 2013, he was thrilled to accept yet another NJBIZ award. The main difference was that this year, the award was earned by not only by Phil, but all of the employees at Cooper Pest Solutions. Shortly after receiving the award, Phil e-mailed the entire staff and said, "You are the 2014 NJ Biz Business of the Year!!!!"

"WOW, I am blown away by the award. It is totally a team effort. Congrats to the greatest team a CEO could have," said-Phil. "I would also like to congratulate all of the other finalists in the 51-100 Employee Category who presented very formidable competition for the award, and we look forward to competing for the award again next year."

Congratulations to Phil Cooper and his team at Cooper Pest Solutions!



Great Stuff by the Daughter of a Federated Member

BOMA NJ Member Terry Frassetto, for-

merly of Cassidy Turley, and now currently with his own business Saddleback Realty of Rochelle Park, is proud to announce that his daughter Caila, is the recipient of the Mother Teresa Award, presented to her by the Diocese of Metuchen. Congratulations!

BOMA NJ is Recognized by Special Olympics for Their Silver Partnership



Robin Juron, Debbie Sparks, Amir Gilani and Harold Campbell attended the 2014 Special Olympics New Jersey Awards Dinner where they received a plaque and recognition for BOMA NJ's Silver Partnership with the organization. The photo above is of the Gold, Silver and Bronze Partners that were in attendance standing with Special Olympic's athlete, Bobby Fredericks. "Even though monetary donations are great, we can do even more together down the road. We want more volunteering and partnering," said John Iannarelli, Special Olympics New Jersey President and CEO. There are many ways to get involved!

NOVEMBER MEETING

IT'S ALL ABOUT THE MONEY



“True unemployment is higher and is understated on how bad things really are,” said November speaker Jason Bram. Jason is a Research Officer at the Federal Reserve Bank of New York’s Regional Analysis Function. His research and analysis focuses on the U.S. economy, with a primary emphasis on the Federal Reserve’s Second District, which includes New York State, northern New Jersey, and southwestern Connecticut, as well as Puerto Rico and the U.S. Virgin Islands. He produces the regional “Beige Book” reports and uses monthly business surveys to monitor and analyze current and emerging economic trends and issues of concern. He has also published studies on some key sectors of the local economy, conducted ongoing research on commuting patterns, and researched the role of consumer confidence in the U.S. economy.

With unemployment showing a drop to 6% from the previous 10%, Jason said, “the unemployment rate is about where it was after the 2001 Recession.” The unemployment rate doesn’t really capture though, those who are actively looking for work. NYC, he claims, is only in a mild recession. NY State rather, “got hit the hardest and NJ is slower in recovery,” he noted. Economists are concerned that the government is running big deficits. Banks are not lending. “I think people are getting worried about high debt levels.” There is a steady rise in student loans.

Jason believes that New Jersey’s recession looks like the same as it did in the 1990s. NJ recovered steadily, but slowly. Areas near NYC are doing ok in employment. NYC is doing real well. A lot of NJ businesses do work for people in NYC which is beneficial for them.

New Jersey government has lost a lot of jobs. “Government has been a drag on jobs, but employment has lagged in almost all sectors -- most notably construction,” Jason added. The only sectors that have done well in NJ are the transportation and utilities industries. They are leading because of trucking and ports in Newark and Elizabeth. There is tremendous growth there. “NJ is a huge transportation hub. A lot of what goes into NYC goes through NJ,” he said. Office vacancy rates are still high for our state and they haven’t really come down. In comparison, New York government lost 4.5% of their jobs. NYC was always and has been driven by the financial sector. Construction and hospitality jobs performed weakly on a national level.

On the flip side, the housing market, according to Jason, has leveled off a bit. Home prices in 2012-2013 have increased. NYC and NY State home prices are still not back to where they were. “The housing market has yet to really take off,” he said. The northern NJ counties are doing better probably because of NYC. The number of foreclosures in northern NJ is decreasing, but the mortgage delinquency rate is much higher in NJ than nationally.



Photographed above is Amir Gilani of Belfor Property Restoration with all the donations that were collected from our BOMA NJ members for the Community Food Bank. Thank you!

Thank You Belfor Property Restoration for Sponsoring the November Meeting

This is a good time to focus on the hazards related to cold weather, including hypothermia, frostbite and walking or driving on ice.

Hypothermia

Hypothermia develops when your temperature falls below normal from exposure to colder temperatures. Insufficient or wet clothing is often a contributing factor. Hypothermia can occur extremely fast and without notice. You may shiver and become lethargic and clumsy. Speech may become slurred and body temperature will decline in more severe cases. If you suspect hypothermia, call 911 immediately. If possible, take cover indoors, remove any wet clothing and wrap your body in a blanket.

Frostbite

Frostbite happens when the skin and outer tissues become frozen. Extremities like fingers, toes, ears and nose are most susceptible. They may become pale, gray and blistered and you may experience a feeling of burning or numbness. Get indoors and place the frostbitten parts of your body in warm (not hot) water. Warm washcloths may be applied to frostbitten nose, ears and lips. Do not rub the frozen areas. After a few minutes, dry and cover yourself with clothing or blankets. If the numbness continues for more than a few minutes, call your doctor.

Driving Safely on Icy Roads

Decrease your speed and leave plenty of room to stop. Brake gently to avoid skidding. If your wheels lock up, ease off the brake and steer in the direction you want the front wheels to go. Turn on your lights to increase your visibility to other motorists. Keep your lights and windshield clean. Use low gears to keep traction, especially on hills. Don't use cruise control or overdrive on icy roads. Be especially careful on bridges, overpasses and infrequently traveled roads, which will freeze first. Don't pass snow plows or sanding trucks.

Remember

Freezing rain and ice occur at 32°. These conditions increase the risks for slips and falls, and can also contribute to vehicle accidents. As a precaution, check the tread on your tires and shoes before heading out into the cold.

What to Wear

- Several thin layers will keep you dry and warm. Don't forget slip resistant boots, gloves and a hat, which must adhere to company guidelines.
- The sun's rays can still cause sunburn in the winter, especially when they reflect off the snow. Make sure to cover your exposed skin with sunscreen.

If Your Vehicle is Stuck

- Do not spin your wheels.
- Clear snow away from the wheels.
- Use sand or kitty litter by wheels to gain traction.
- Rock the vehicle back and forth using forward then reverse.



PROTECT YOURSELF DURING FLU SEASON

Seasonal flu can increase the occurrence of illness in the workplace and result in lost work time. Flu season typically begins when cold weather strikes and can last into spring. For many people, the seasonal flu is a mild illness, but for others it can result in serious infections or hospitalization.

Preventive health measures are even more necessary during this season and workplaces of every type should be proactive to keep employees safe and business operating as usual.

Preventative Measures

Encourage employees to take precautions to reduce the spread of the flu.

- Provide hand washing stations or hand sanitizer.
- Tissues should be discarded immediately after use – provide waste receptacles.
- Thoroughly clean work stations, door knobs and telephones.
- Educate your employees – share prevention tips and information.
- Initiate discussions with companies that provide temporary or contract employees.
- Contact your local health department and other organizations for up-to-date information.

Vaccinations

Health professionals recommend a yearly seasonal flu vaccine. Everyone over the age of six months is encouraged to get vaccinated.

- Work with your health insurance company to provide information to employees.
- If possible, create opportunities for on-site vaccinations or coordinate with a local health clinic that can accommodate your employees.

If Your Employees Contract the Flu:

Flu symptoms include fever, headache, extreme fatigue, cough, sore throat, runny or stuffy nose, muscle aches and stomach symptoms. Those with the flu should avoid contact with others and doctors may prescribe antiviral medication or suggest over-the-counter remedies.

- Employees in the work place exhibiting flu symptoms should be sent home.
- Ill employees should be encouraged to stay at home.
- The CDC recommends that employees with flu-like symptoms should remain at home until at least 24 hours after they are free of a fever.
- Employers should be flexible about sick leave.
- Be aware of school closures that may impact employees with children.

Pandemic Plans:

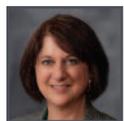
If a pandemic occurs in your community or if a large percentage of your employees become ill, you need to have plans in place to ensure the health of your employees and your business' future.

- Consider flexible schedules or telecommuting.
- Cancel non-essential travel.
- Utilize teleconferencing or online meetings in place of large in-person gatherings.
- Know who to contact in your local health community if a flu outbreak occurs.
- Identify critical functions required to maintain business operations and develop plans to staff those if assigned employees are ill.
- Communicate pandemic plans with employees.

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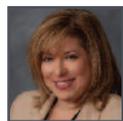
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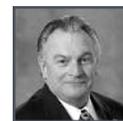
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The Building Owners & Managers Association of New Jersey shall promote the interests of those engaged in ownership and/or operation of real property through leadership, advocacy, research, education, information and professional development.

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