



Come and Grow With Us

partners

The Partners Difference

Partners was founded in Houston more than 25 years ago by a group of like-minded commercial real estate brokers who felt that those who generate the revenue should own, manage and control the firm and enjoy the financial rewards of brokerage commissions, ownership profits and wealth-building through real estate investment.

Why settle for public stockholders, lower commission splits, bare-bones resources, no control, restrictive corporate bureaucracy and the one-size-fits-all approach that the large global firms favor?

With those guiding principles in mind, the founding partners created a unique, entrepreneurial commercial real estate firm where those creating the value enjoy the benefits.

Unique model now in place, the platform naturally followed. As the company grew, diversification became paramount, and Partners evolved into a full-service commercial real estate firm offering Brokerage Services, Investor Services, Appraisal Services, and Project Services, as well as real estate investment funds and a development platform. Additionally, geographical expansion has become a critical part of the company's growth strategy. Partners has flourishing locations in Houston, Austin, San Antonio, and Dallas, and is expanding into the Southeast region of the U.S.

Partners is the top Houston-based full-service commercial real estate firm on the Inc. 5000 list of fastest-growing private companies in America; the 3rd-largest Houston-Area Commercial Real Estate Brokerage; the #1 Mover of Square Feet among leasing and sales brokerages in Houston; the only commercial real estate firm on the Houston Business

Journal's (HBJ) MidMarket 50 list; and ranks among the largest brokerages in every city we have an office location in.

Partners also has the unique designation of being recognized as the #1 company in Houston across all industries per the HBJ's Best Places to Work (BPTW) competition, as well as the #1 company in the Houston Chronicle's Top Workplaces ranking—making us the first commercial real estate firm ever to rank as the #1 workplace in all of Houston by both the HBJ and The Houston Chronicle in the same year, and one of the only companies period to pull off a clean sweep of both awards.

Partners is built differently than other firms in our industry. We put our clients and our people at the forefront of what we do. Between company ownership, investment opportunities, carried interest participation, higher commission splits, and a world-class support team, Partners has the best platform for today's real estate professionals.

This is Partners' story. Are you going to make it a part of yours?



JON SILBERMAN
MANAGING PARTNER



Why Join the Partners Team?

- Build wealth, not just income
- Time leverage via high-level support structure
- Control your business and future
- Company ownership
- Real estate ownership
- Collaboration
- Culture

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About Partners

Austin, Texas

partners

250+

Real Estate Professionals

27

Years of Business

4

Locations

Houston, Austin, Dallas,
& San Antonio

Brokerage

All Transactions

900+ Deals

Comprised of

78M SF

Leasing

640+ Deals

Comprised of

9M SF

Sales

295+ Deals

Comprised of

69M SF

Property Services

4.5 Million SF

Under Management

Valuation

\$40 Billion

In Real Estate Appraised

Capital Group

\$500+ Million

In Transactions

\$150+ Million

In Development Projects

Full year 2023 statistics

Mission, Vision & Values

Mission

We create tangible value for our clients and internal stakeholders using CRE as the vehicle.

Vision

A national diversified CRE service and investment firm where all those who create value benefit from the ownership and success of the firm.

Values

CLIENTS & INVESTORS FIRST

We put client and investor interests and needs ahead of our own.

EXCELLENCE & INTEGRITY

We are whole and undivided. We have a strong foundation of experience, knowledge, and credibility on which we build success.

ACCOUNTABILITY

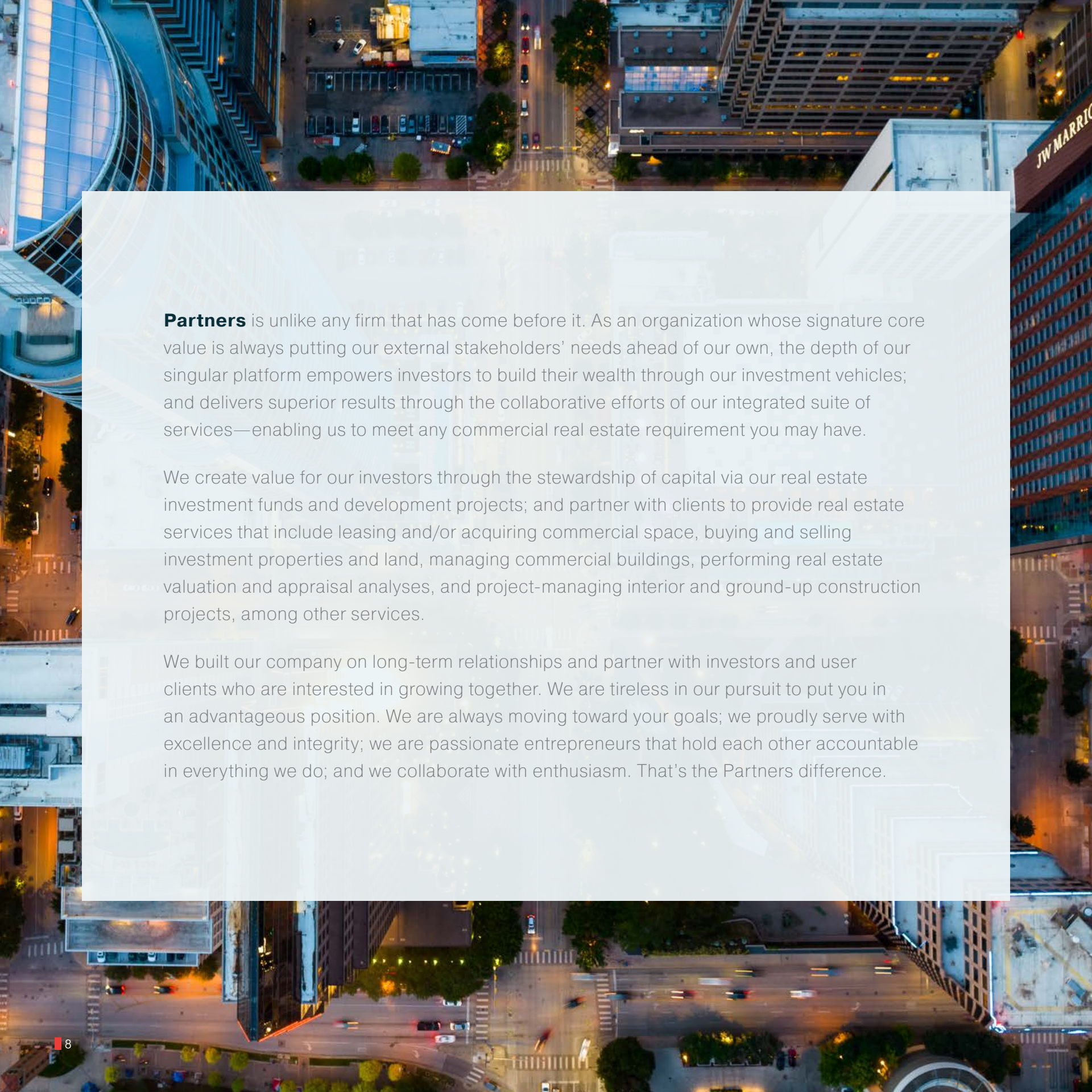
We hold each other accountable in everything we do.

ENTREPRENEURIAL SPIRIT

We are entrepreneurial at a molecular level. We practice with the forward-thinking innovation and ambition of competitive problem solvers.

POSITIVE COLLABORATION

We value adaptability and agility. We empower our people to access the wealth of top-notch knowledge across every vertical business in order to find solutions and opportunities in new and different ways.



Partners is unlike any firm that has come before it. As an organization whose signature core value is always putting our external stakeholders' needs ahead of our own, the depth of our singular platform empowers investors to build their wealth through our investment vehicles; and delivers superior results through the collaborative efforts of our integrated suite of services—enabling us to meet any commercial real estate requirement you may have.

We create value for our investors through the stewardship of capital via our real estate investment funds and development projects; and partner with clients to provide real estate services that include leasing and/or acquiring commercial space, buying and selling investment properties and land, managing commercial buildings, performing real estate valuation and appraisal analyses, and project-managing interior and ground-up construction projects, among other services.

We built our company on long-term relationships and partner with investors and user clients who are interested in growing together. We are tireless in our pursuit to put you in an advantageous position. We are always moving toward your goals; we proudly serve with excellence and integrity; we are passionate entrepreneurs that hold each other accountable in everything we do; and we collaborate with enthusiasm. That's the Partners difference.

2030 Growth Plan

- 15+ offices in high-growth major and mid markets
- \$200 million+ in combined Services revenue
- \$200 million+ annual development volume
- 35%+ overall recurring revenue
- Grow number of partners to 60+ with local, regional and business line opportunities
- Continue to be a “great place to work”
- Preserve our collaborative culture

Revenue Projections



*The company hit the 2025 goal in 2021

Our Partners

Our Partnership model, where those creating the value enjoy the benefits, is our secret sauce. Partners is an owner-operated company where the individuals producing revenue are the ones running the business and sharing in the profits. Our model promotes hands-on senior-level direct involvement in our client assignments—a level of experience and personalized service that the competition is unable to match.

Benefits of being a Partner

- Profit distributions
- Capital appreciation in stock value
- Opportunity to acquire additional shares
- Participation in company decisions & direction
- Carried interest



JON SILBERMAN
MANAGING PARTNER
OFFICE



TRAVIS RODGERS
PARTNER, COO



ANDREW PAPPAS
PARTNER, PRESIDENT
CAPITAL GROUP



GRIFF BANDY
PARTNER
OFFICE



DAN BOYLES
PARTNER
OFFICE



SHAFFER BRAUN
PARTNER
INDUSTRIAL



STEVE GARZA
PARTNER
BROKERAGE SERVICES



GRAY GILBERT
PARTNER
INDUSTRIAL



DAN GOSTYLO
PARTNER
BROKERAGE SERVICES



TRAVIS LAND
PARTNER
INDUSTRIAL



BRETT LUM
PARTNER
LAND SALES



CARLOS MARQUEZ
PARTNER
INDUSTRIAL



DARREN O'CONOR
PARTNER
INDUSTRIAL



CLAY PRITCHETT
PARTNER
INDUSTRIAL



JOHN SIMONS
PARTNER
INDUSTRIAL



SCOTT LUNINE
PARTNER, EVP
BROKERAGE SERVICES



CARTER PERRIN
PARTNER, MANAGING DIRECTOR



GARY BROWN
PARTNER, MANAGING DIRECTOR
VALUATION



ZANE CARMAN
PARTNER
INDUSTRIAL



CHRISTOPHER CAUDILL
PARTNER
INDUSTRIAL



HANES CHATHAM JR.
PARTNER
INDUSTRIAL



JOHN COLGLAZIER, JR.
PARTNER
INDUSTRIAL



PHIL CRANE
PARTNER
BROKERAGE SERVICES



CHRIS HARO
PARTNER
INDUSTRIAL



ADAM HAWKINS
PARTNER
CAPITAL GROUP



HARRY HOLMES
PARTNER
OFFICE



MICHAEL KEEGAN
PARTNER
INDUSTRIAL



CHRIS KUGLE
PARTNER
INDUSTRIAL



RYAN MCCULLOUGH
PARTNER
INVESTMENT SALES



JOEL MICHAEL
PARTNER
INDUSTRIAL



DAN MOODY
PARTNER
CAPITAL GROUP



CHARLIE NEUHAUS
PARTNER
OFFICE



STAN NOWAK
PARTNER
INDUSTRIAL



LINDSEY TUCKER
PARTNER
OFFICE PROJECT LEASING



KELLI WALTER
PARTNER
CAPITAL GROUP



JASON WHITTINGTON
PARTNER



A.J. WILLIAMS, CCIM
PARTNER
INDUSTRIAL

Our Culture

Our company culture is part of Partners' "secret sauce" that has contributed to our continued success. Placing a deep importance on our Core Values of Clients First, Excellence & Integrity, Entrepreneurial Passion, Accountability, and Positive Collaboration—to the extent that we funnel all of our important decision-making processes through these lenses—helps ensure camaraderie and consistency across all of our business lines and geographies as our professionals come to work every day striving toward the same shared goals. We frequently recognize our top performers through quarterly recognition awards at the operations and client support levels as well as via monthly "Shout-Out" emails; gong ceremonies in which we celebrate the quarter's most significant transactions; a year-end employee celebration dinner; and an annual awards event, among other festivities.

Additionally, Partners' Annual Client Event every fall is among the industry's most anticipated, having previously featured keynote speakers like NBA Hall-of-Famer Bill Walton; pro baseball Hall-of-Famer Cal Ripken, Jr., and pro football legend Archie Manning. We also hold annual holiday parties in December, and other unique employee-facing events throughout the year, including group outings to baseball games; golf tournaments; games of dodgeball and axe-throwing; a feast of a Thanksgiving lunch; internal happy hours; a team-building game day; and much more.



Top left clockwise: Broker Open House event, First Annual Partners Day Celebration, Producer gong ceremony, International Women's Day at Houston office.



Top left clockwise: Partners' Annual Awards, NAIOP's 2022 Industrial Broker of the Year Awards Event and Client Event featuring Sugar Ray Leonard, Client Event featuring Geoff Colvin.



Dallas, Texas

Our Wealth-Building Model

Three steps to building wealth at Partners

STEP 1

HIGHER COMMISSION SPLITS

Higher splits than most of our competitors allows for faster capital wealth accumulation. We do this while also providing best-in-class support.

STEP 2

COMPANY OWNERSHIP

Our firm is owned 100% by the partners who earn income and stock appreciation via their stock ownership. While not completely passive, the incremental income and stock appreciation contributes to overall wealth accumulation.

STEP 3

REAL ESTATE OWNERSHIP

Owning real estate is one of the greatest wealth-building strategies. Everyone at Partners has the opportunity—and are encouraged—to own real estate individually, through company-sponsored funds, and development projects. Sales professionals and support staff alike are able to invest in the company's real estate investments.

Hear From Some of Our People

Working Collaboratively

Among Partners' core values is Positivity, whereby the company collaborates with enthusiasm.



ALEX MAKRIS,
SENIOR VICE PRESIDENT

Formerly of **CBRE**

"While we knew all about the company's external accomplishments, what really drew us to Partners were the intangibles, like the robust partner-owned company culture where the mission, vision, values are crystal clear and everyone understands the importance of working together in service of collectively achieving the company's goals and how that ultimately benefits every single person in the firm."



LINDSEY TUCKER,
PARTNER

Formerly of **CBRE**

"Partners presents an opportunity unlike any other in the commercial real estate industry for entrepreneurial-minded professionals that deeply value collaboration, and I'm energized daily by getting to team with my incredible sales and shared services colleagues across all of the company's disciplines and geographic areas."

The company's values and goals are consistent with my own core industry values—serving clients first and delivering on our promises—and I can't speak highly enough about the teamwork, support, camaraderie, and partnership of my colleagues that I get to partner with day in and day out."

Support Staff

From marketing, to research and data analytics, client service and operations, Partners has cultivated one of the most highly esteemed, experienced and talented shared services groups in commercial real estate, and empowered that team with the technological innovations required to continue to stay several steps ahead. This structure allows Partners professionals to compete at the highest levels and maintain one of the highest revenue-per-producer ratios in the industry.



CARLOS MARQUEZ,
PARTNER

Formerly of **CBRE**

"I've been consistently blown away by the talent level and responsiveness of my colleagues across the support staff spectrum, from IT to HR to Data Analytics, Research and Accounting, and many more. The collaborative environment and team-focused energy makes everyone eager to do their part to work toward the firm's continued success. Truly, the aptitude of our staff might be the best-kept secret in the industry."

Partnership / Entrepreneurship

Partners offers all sales professionals the opportunity to buy into the partnership, provided specific revenue thresholds are met.



CHARLIE NEUHAUS,
PARTNER

Formerly of **AVISON YOUNG**

"Our entrepreneurial spirit runs deep, from the Partners Investment Fund, which provides everyone in the company the opportunity to invest in properties, to offering our sales professionals something few other firms can: the chance to own a piece of the business."

Hear From Some of Our People

Company Culture

Partners believes a robust company culture is a critical ingredient in an organization's continued success, and the firm spends significant resources and time on ensuring its employees feel a sense of community, collegiality, and appreciation for their efforts.



TRAVIS LAND,
PARTNER

"While others pay lip service to company culture, Partners puts its money where its mouth is. Between awards for employees that demonstrate a desire to go the extra mile, to group lunches and happy hours, to a full open-door policy in which staff are encouraged to share their thoughts and ideas on how to improve things (and which leadership listens to and often implements!), the strength of our culture means we not only attract top talent, but have created a workplace that many want to spend the duration of their careers at."



KELLI WALTER,
PARTNER

"At Partners, we exemplify servant leadership by putting our clients and our people first – always. We have a strong, energetic and collaborative culture that lends itself to strategic action backed by an unwavering dedication to technology. Our team likes to work hard, play hard, and set new standards for the real estate industry. We are constructive disruptors, pushing the envelope via the great team that we've so carefully curated and developed."

Partners' Platform

Partners is built differently than other firms in our industry. We put our clients and our people at the forefront of what we do, unlike the global firms who prioritize quarterly earnings.



JOHN SIMONS,
PARTNER

Formerly of **CBRE**

"Between company ownership, higher commission splits, higher revenue per producer, forward-thinking technology, a world-class support team, wealth-building real estate investment, and long-term stability, Partners has the best platform for today's sales-minded real estate professionals."

Secret Sauce

At Partners, the company's "secret sauce" is comprised of many components, perhaps none moreso than its people.



GARY BROWN,
PARTNER

Formerly of **ALTUS GROUP**

"The company's support philosophy, which is underpinned by the belief that brokers should focus on what brokers do best—closing deals—ensures that the support services staff is comprised of the very best talent available."

"This is a huge differentiator, and a major contributor to the company's secret sauce for success that helps Partners continue to win more business than its competitors, and routinely appear on fastest-growing and national best-places-to-work lists."

Awards

25x



AWARD
WINNER

15x



AWARD
WINNER

7x



AWARD
WINNER

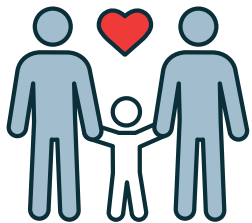
Accolades



Our Community

Partners has a long history of serving and giving back to the community. We have long-standing relationships with multiple organizations, including the **Houston Food Bank**, **Unbound**, and **Child Advocates**.

The four **Partner Community Pillars** we focus our giving & volunteer efforts on:



Children's
Welfare



Literacy



Health &
Wellbeing



Food &
Nutrition





Featured: Partners employees participating in charitable endeavors in partnership with Child Advocates and Kids Meals.



Austin, Texas



partners

Our Full-Service Platform

More services means our professionals have the ability to expand client relationships and increase income.

Partners offers Occupier Services, Investor Services, and Valuation Advisory. We can partner with you to find long- or short-term commercial space; run a valuation analysis to help you find the best price on and sell your property; lease and manage your building; sublease your space; and professionally build your space out; among other service offerings.

Partners provides client solutions for **office, industrial, retail, life sciences,** and **multifamily** product types across the following commercial real estate services lines:

Occupier Services

- | | |
|------------------------------|-------------------------|
| Office Tenant Representation | Retail Services |
| Industrial Services | Construction Management |
| Space Management | |

Investor Services

- | | |
|---------------------|-----------------------|
| Project Leasing | Investment Sales |
| Land Sales | Debt & Equity |
| Property Management | Facilities Management |
| Project Management | |

Valuation Advisory

- | | |
|-------------------------|---------------------------------------|
| Valuation Advisory | Institutional Fund Valuation |
| Property Tax Consulting | Litigation & Expert Witness Testimony |

Occupier Services

Office Tenant Representation

Partners offers office tenant representation solutions in the Office, Industrial, Retail, and Life Sciences & Healthcare Services sectors. Our experts provide a full spectrum of transaction expertise including single building and portfolio acquisitions, dispositions, leases, subleases, lease renewals, lease expansions, land acquisitions and dispositions, build-to-suits for purchase, build-to-suits for lease, sale/ leasebacks, tax-free exchanges, and sealed bids.

Industrial Services

Partners' Industrial group is one of the most well-regarded and active industrial teams in our industry, completing tens of millions of sq. ft. in transactions across all property types and submarkets—including Manufacturing, Warehouse/Distribution Facilities, Land Sales, Flex Space, and more—every year.

Construction Management

Partners provides construction management on all types of commercial construction from new build-outs, renovations, expansions and new construction through vendor selection, contract negotiations, schedule management, construction meetings and job site visits.

Retail Services

Partners' Retail Services team has completed millions of sq. ft. of retail leasing and marketing assignments – working for dozens of private and institutional investors and retailers. It is their unique ability to work with both a large investor base and local/regional tenant base that helps them connect and provide value enhancing retail tenanting solutions and investment experiences for both groups. Capabilities offered by the team include third-party leasing, tenant representation, investment sales and landlord representations.

Space Management

Partners' Space Management Services include furniture coordination, telecom/data coordination, and move coordination, among other offerings. We directly manage the scheduling and installation of furnishings all the way to final punch list completion and confirmation of warranties, using efficient and effective job cost controls. Testing of systems and confirmation of warranties are essential to all of our projects. On-site management and inspection throughout the actual move process are provided on each project as well.

Investor Services

Project Leasing

Partners provides Project Leasing solutions across Office, Industrial and Retail product types. We treat every assignment as though we were the owner, and view those assignments from a focused and strategic angle. Our goal is not only to lease up the asset, but also to increase its value in the marketplace.

Facilities Management

Facilities Management—part of Partners' Property Services Division—provides owners and tenants of small to medium-sized office, industrial, or retail buildings with access to high-quality facility service providers in a cost-efficient and effective manner.

Property Services

Partners' property management professionals work hand-in-hand with our brokers in creating a team to maximize an asset's value for property owners, providing a complete range of management services including assignment transition, lease administration, financial accounting, reporting, day-to-day operations, tenant satisfaction, capital improvements, and annual budgeting as well as assistance in navigating the disposition process.

Project Management

Our project management team identifies and recommends professional service providers, such as architects, engineers, designers and contractors.

Investment Sales

Partners' Investment Sales Division works with buyers and sellers of commercial property, including institutions, REITs and private investors seeking to maximize their real estate positions, and provides strategies for properties ranging from portfolios of owned real estate and non-performing loans to single-tenant net leases, multifamily properties, hotels, industrial parks and corporate headquarters.

Land Sales

The Land Advisory Specialty Team at Partners is a large scale platform with a personal feel which offers clients the opportunity to get the most performance from their investment with a wide range of services for all their real estate needs. Whether a client is seeking a premier site, a new tenant, the opportunity to monetize their investment or a new investment opportunity entirely, our experienced professionals offer comprehensive market knowledge and an unmatched breadth of resources and tools through our global organization.

Debt & Equity

Partners' Debt & Equity practice specializes in loan origination and can facilitate debt for all types of real estate transactions. This capital markets-facing service offering provides an enhanced opportunity for the company's producers to facilitate a smoother deal on an acquisition, refinance, or equity request. Our Debt & Equity team has relationships with multiple lending sources, including local/regional banks, life insurance companies, CMBS lenders and pension funds.

Valuation Advisory

Valuation Advisory

Partners provides a comprehensive suite of valuation services to assist clients with financial reporting requirements. With years of experience in working with various types of financial institutions across all property types and services lines, Partners combines technical expertise, industry knowledge, experience, and unique methodologies to help clients resolve fair value reporting issues.

Institutional Fund Valuation

We provide a comprehensive suite of valuation services to assist clients with financial reporting requirements. Partners combine technical expertise, industry knowledge, experience, and unique methodologies, to help clients resolve fair value reporting issues.

Through our unique suite of services, fund clients can provide comfort to their investors, auditors, and fund managers by receiving our expert independent fair value estimates of real estate holdings. Our reliable and expert independent estimates enhance the confidence of all parties in the validity of the overall portfolio valuation of real estate. They also help assure compliance with a fund's applicable accounting standards.

Litigation and Expert Witness Testimony

Our experts bring analytical resources and years of experience in dispute analysis and litigation support. We assist our clients through the entire dispute process by providing initial consultation and analysis, as well as expert witness testimony and trial support.

Our professionals have been designated as expert witnesses and have testified in federal and state courts before regulatory bodies. We are dedicated to assisting our clients through the entire dispute process and provide consultation, analysis, expert testimony, and trial support. Our best-in-class services analyze complex financial situations and communicate conclusions in a clear, professional manner.

Property Tax Consulting

We achieve property and transaction tax savings and refunds for our clients by providing expert tax strategies while executing property and transaction tax appeals and abatements.

We expertly prepare thoughtful and complete personal property tax returns and exemption applications and conduct valuation and appraisal of the business and personal property. We additionally manage and appeal property tax audits for multi-states and secure, review, and transmit tax bills.

Property types we serve include multifamily, retail, office, industrial, special use, and hospitality.



Houston, Texas



Investments & Development

partners

Fund Activity to Date

7

+\$500M

24

90%

Development Activity

\$150M

8

Active Projects

93+

partners

Partners' commercial real estate investment platform specializes in the acquisition and disposition Value add opportunities (retail, industrial, and flex) via multiple investment funds, and the development of retail, industrial, office, and mixed-use projects.

Partners Capital

Partners Capital—the company's investment management platform—seeks quality real estate with intrinsic value which would benefit from well-capitalized, sophisticated, hands-on, tenant-focused ownership that truly understands the asset; and targets markets with diverse marketplaces which allow its team to assemble portfolios that provide overall risk diversification for its investors.

Partners Development

Partners Development, our development platform, develops and manages projects of all sizes and complexity, and provides full-cycle, end-to-end project expertise and seamless execution on site selection, land acquisition, entitlements, planning and design, financing, governmental relations, and construction management.

Partners Finance

Partners Finance—the capital-raising division of Partners Real Estate—is a registered broker dealer and FINRA / SIPC member, and is engaged in offering real estate investment funds and individual investment opportunities to qualified individual investors, family offices and institutions.

What This Means for You

- You can source new deals for our Investment Funds and Development business (buy side and development carried interest)
- You can invest in new deals for our Investment Funds and Development business
- At the Partner level, you can participate in carried interest
- Brokers may be given the opportunity to lease Fund properties or development projects
- Brokers may be given the opportunity to list Fund properties or development projects



Houston, Texas

Broker Support Services

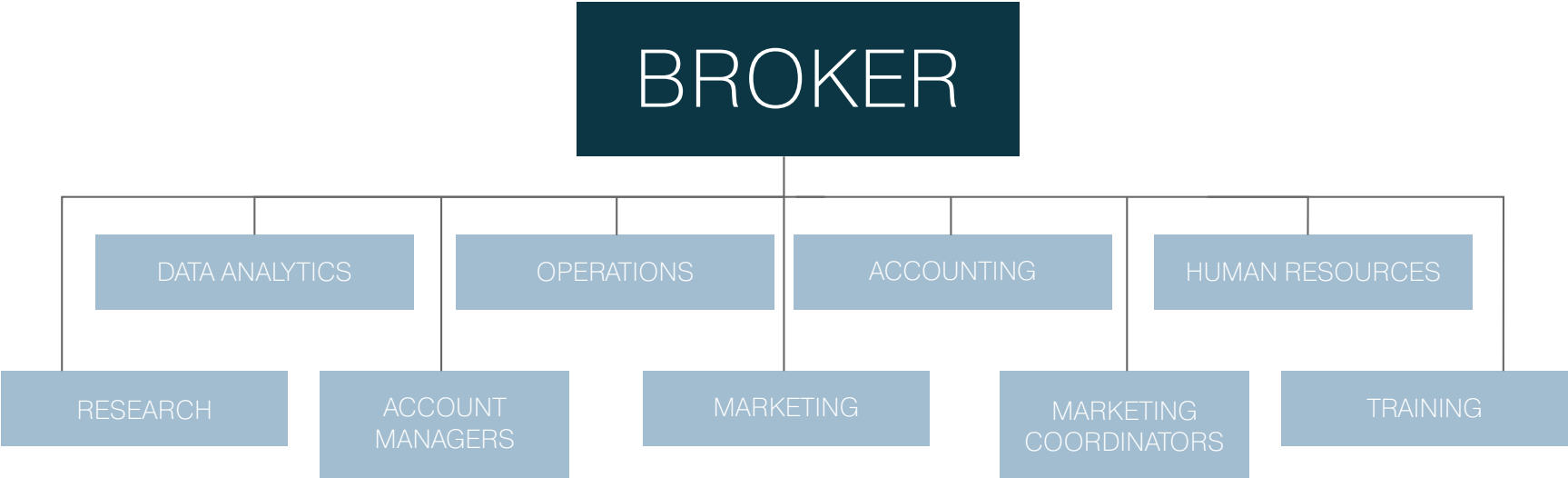


partners

Our Support Philosophy

Our support philosophy at Partners is underpinned by our unwavering belief that brokers should only focus on what brokers do best: prospect, negotiate and close deals. Everything else – transaction work, Marketing, Human Resources, IT, Accounting – is handled by those respective departments. We do not make you hire your own support staff – that’s one of the major advantages of working at Partners.

In addition to accessing those shared services, you will also be assigned a **Marketing Coordinator** to manage your day-to-day activities and assist in assembling client pitches and other property marketing deliverables. Senior-level sales professionals are assigned dedicated **Account Managers** as well, who are also licensed and can facilitate your transactions with an even deeper level of expertise and experience, while participating in your transactions in small amounts.



Marketing

Partners' Marketing & Communications team is the envy of our industry, routinely cited as a best-in-class example of marketing ingenuity, creativity, and expertise.

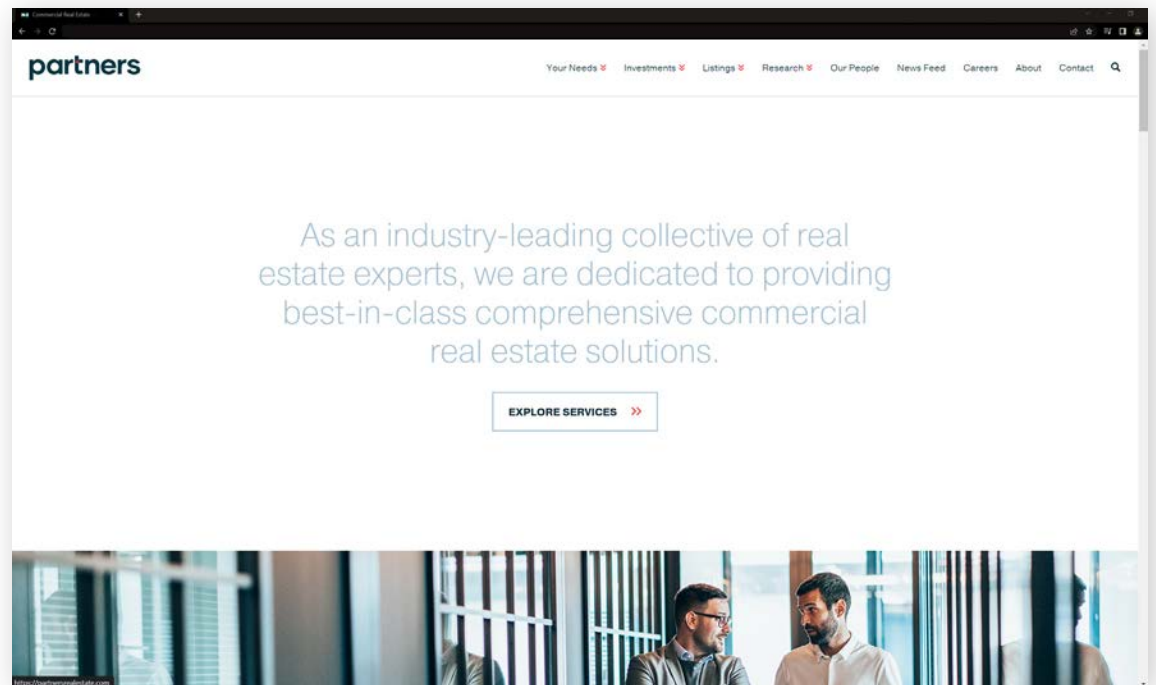
The team's marketing strategy is underpinned by the following:

- Ideation and delivery of creative solutions to elevate the brand and its owned marketing properties;
- Providing value to our brokerage professionals through a truly collaborative partnership; and,
- Relentless client and customer service excellence driven by rigorous, best-in-class execution of business-expanding and awareness-generating enterprises.

We know that at its core, marketing is storytelling, and telling great stories is the connective tissue for how we can relate to one another. Successful marketing strategies must establish a brand's point of view; develop an understanding of who its audience is comprised of; and speak to that audience in a relatable and authentic manner through thoughtfully articulated, creatively designed, and easily digestible content forms.

Digital

Our capabilities include production of custom web sites for clients or properties, online advertising, public relations and social media integration, and regularly scheduled e-mail campaigns to a robust and constantly updated client and broker list. Our company web site is integrated with our social media platforms, brokerage listings and more. Visit the Partners company website at www.partnersrealestate.com



Video

Partners maintains a diverse and ever-expanding library of video content, from tenant and client testimonials to market intel and detailed research information. Our content highlights our people and their expertise in an informative, entertaining format that lends credibility to our team, reaches a broad audience and approaches the market in a unique way.

Marketing Collateral

From brochures to signage and advertising, Partners enjoys strong brand recognition in all of our markets. Our materials are clean, consistent and designed to present you, your clients and your clients' properties in the best light.

Our in-house marketing department is capable of creating full custom branding packages for projects, including logo design, professional photography, brochure design, site and project plans and renderings, advertising campaigns and more.

Standing from left to right: Cary Latham, Zane Carman, A.J. Williams, Michael Kasper, Chris Haro
Sitting from left to right: Gray Labaree, Jeff Easley, Travis Lund, Clay Pritchett, John Simons



At Partners,
client service excellence
is personal

Ranking among Partners' Top Producers of 2022 is a remarkable achievement in a year that saw our company once again set a new record for revenue.

Congratulations to these elite performers who continually raise the bar when it comes to serving with excellence and integrity, and putting their clients' needs ahead of their own. Because at Partners, it's personal.

PARTNERSREALSTATE.COM

partners

We are an industry-first collective of real estate experts and we are here to take care of our people.

Previously known as NAI Partners, we have been providing outstanding commercial real estate solutions for over 25 years and will continue to do so in Houston, San Antonio, Austin, Dallas, and beyond as we grow together.

We are proud to announce our new name.

We are Partners.

PARTNERSREALSTATE.COM

partners

Marketing is no longer its own silo but a true partner for sales within sophisticated and progressive organizations. It plays a critical role in client attraction and retention, building deeper connections at every step of the customer's journey, while reminding them why they chose to do business with Partners in the first place.

Comprehensive Market Research

The Research Department provides the resources that help our clients make informed decisions. Armed with the data and materials provided by our research professionals, our brokerage and management teams have the comprehensive knowledge that clients seek to help them achieve success. All information is packaged and presented in easy-to-share formats.

Extensive Knowledge

Here's What You Need to Know

A weekly summary of relevant industry news to be shared with contacts – this resource helps our team stay on top of all the latest announcements, market activity and developing trends.

Industry Events

Our team attends and summarizes area conferences, panels and events, providing recaps for our employees and clients.

Monthly Market Snapshots

We produce different monthly reports for all of our markets.

Comps Database

Our team constantly tracks detailed transaction data within the market with our database system, enabling the production of robust comparative tools and reports for current and prospective clients.

Microsoft Teams

While knowing what's going on outside our walls is critical, internal communication is also paramount, which is why everyone at Partners is connected through Microsoft Teams, an app that allows us to collaborate in real time, share information, hold virtual meetings, and also provide for a little fun, too, by enabling us to get to know each other a little better through the more conversational nature of the platform.



Custom Market Reports

BatchGeo

An interactive mapping service for clearly assessing and displaying competitive properties, comparable sales and leases and more; our team will provide maps and links customized to fit the needs of individual projects.

Presentation Materials

Graphs, charts, maps and more—the Research Department works to deliver the pieces that present our company and our brokerage and management personnel as the most knowledgeable, informed team in the industry.

Quarterly Market Reports

A quarterly look at the numbers shaping real estate activity, featuring vacancy and absorption numbers, transaction details and much more.

Drive Time Analysis

A custom examination and comparison of employee commute times, useful for companies considering a new location or locations.

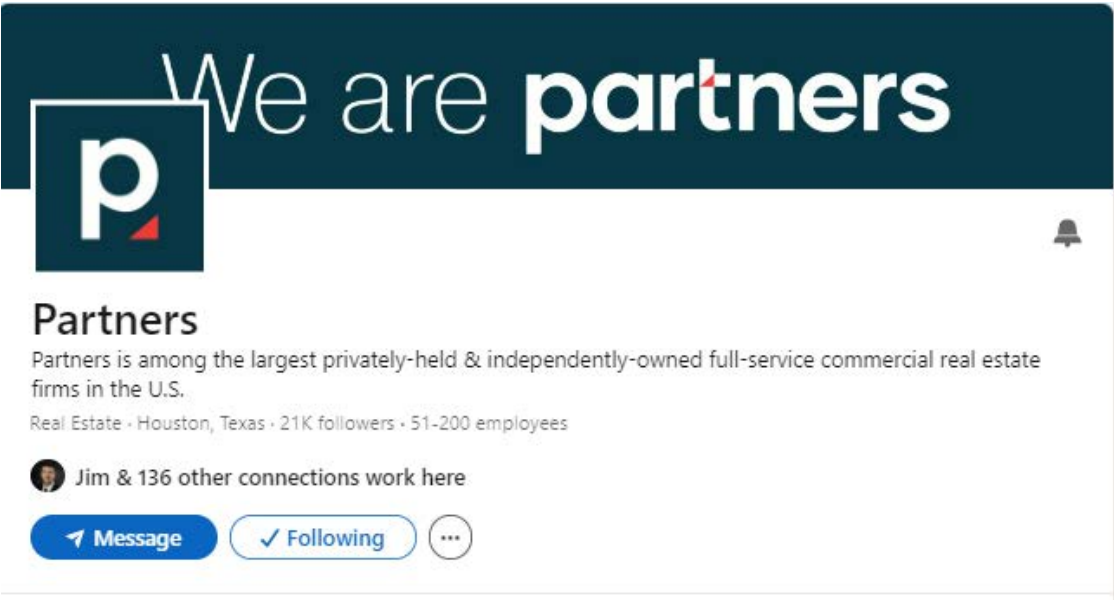
Operating Expense Analysis

Partners' Operating Expense Analysis is a value-add service that we offer at no cost or commitment. We review your current Operating Expense Reconciliation Statement and compare it to the lease definition of operating expenses, as well as compare against historical Reconciliation Statements from prior years.

Social Media

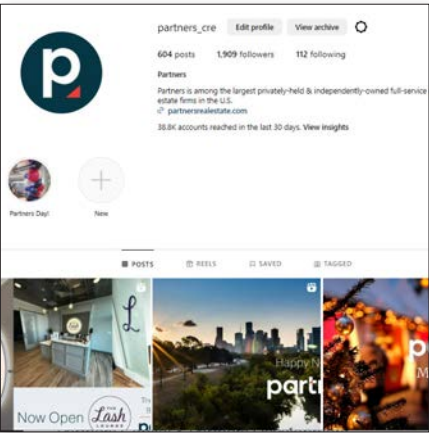
Partners has an active and engaging presence across all four major social media platforms, and publishes to each multiple times per day. The company's LinkedIn Engagement Rate averages above 5% — astronomical when compared to LinkedIn's 0.5% Engagement Rate across all content.

LinkedIn

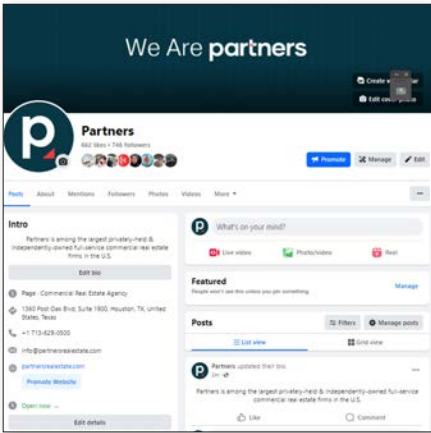


With over **20,000 followers**, Partners is one of the **most-followed** CRE firms globally on LinkedIn.

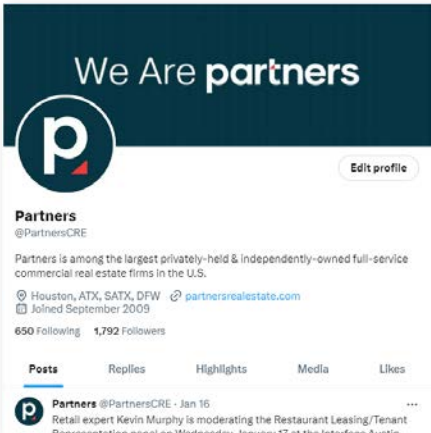
Instagram



Facebook



Twitter





Austin, Texas

partners



San Antonio, Texas

Comparing Partners Against Others

	partners	Large Public Company	Small Boutique Firm
Business Development	“Eat what you kill”	“Hand me outs”	Territories
Commission Splits	15-20% more income	15-20% less on average	15-20% less on average
Client Control	Control your relationships	Zero control - hard to leave	Cede to your mentor
Ownership Opportunity	Regular distributions, sharing in carried interest, value growth	Limited to volatile public stock	None
Control of Destiny	Maximize input & control	“Cog in a big wheel”	“Small fish in small pond”
Fee Splits & Sharing	Much lower and in control	Extensive - pay for the business	High
Stability	Owner-managed and privately held	Changing often - M&A Constant impact from Wall Street	Could shutter after one bad quarter
Short-Term VS Long-Term	Long-term growth and client focus	Quarterly short-term and investor satisfaction focus	Always focused on the short term
Invest in Real Estate	Invest with us or on your own	Very difficult or not allowed	Not likely
Entrepreneurial VS Institution	Entrepreneurial and flexible	Controlled institution	Institutional
Support	More revenue goes directly to support	Less due to higher overall costs such as management levels and investors	Bare-bones support, if at all

Thanks for your interest in Partners!

This book shares Partners' unique story and offers a glimpse into what it's like to be a part of—and prosper at—our firm. As you'll see, your potential future colleagues are **passionate** about the work they do on behalf of their clients and the company. Our **unique** company culture ensures a level of teamwork, connectivity, and **appreciation** for each other's efforts that leaves everyone satisfied at the end of each day and excited to get started right back up the next morning.

I hope you took the time to read this book in its entirety. Please don't hesitate to contact me with any questions you may have.



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