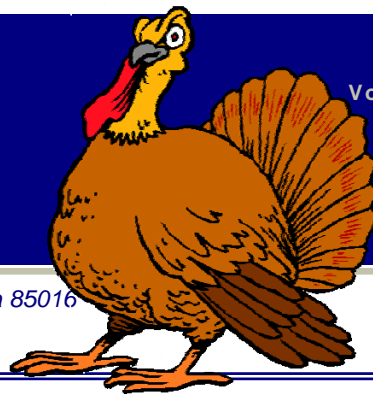


GRAYT NEWS

Your primary source for all gray matters

November, 2008
Volume 1, Issue 11

Gray Development Group • 2555 East Camelback Road, Suite #1050, Phoenix, Arizona 85016



“Get To Know Me” Part 1

Associates were recently asked to participate in a game to help us get to know one another better. The reaction was very positive and, in fact, the game was divided into two parts in order to include everyone’s responses. We had a wide range of fun and unusual facts submitted.

Here are the answers to last month’s quiz. How well did YOU do?

JODI RILEY is the associate who was crowned “Queen of the Corn” at the annual Oakfield Corn Roast.

In high school, **RICK BJORGO** took 1st place in a statewide culinary arts cooking competition for Vocational Industrial Clubs of America, winning a trip to the national competition where he placed an impressive 7th.

For two years, **DEBBIE STONE** was a Honeybee, a professional cheerleader for a national soccer team.

ROB McMAHON has visited Castle Dracula in Transylvania.

DAWN COREY is the associate who broke an arm while on ice skates – but not while ice skating.

The Tiger mascot for the cheerleading squad and alto sax player is **LOUISE HARRIS**.

MIKE CLOW attended high school in Scottsdale with actor

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David Spade.

The lad who was too big for a part in the *Bad News Bears Part II* was **BRIAN KEARNEY**.

BRENNA BACKER was a dancer for the Denver Nuggets, and also happened to be JonBenét Ramsey’s dance instructor.

The associate who gussied up in a gown and dined with Archbishop Ochoa at a Boys Town charity ball was **ANNA ALEXANDER**.

Thanks to everyone who provided such interesting information. Volume 2 of “Get to Know Me” appears in this issue, so please see page 6 for some fun facts about a few other associates.

New Grayt Face: Sarah O’Daniel

SARAH O’DANIEL joined GDG on September 29th as a Leasing Consultant at Ninety Degrees at Paradise Ridge.

Sarah was exposed to real estate as a teenager. “I began working for the family real estate company as a transaction coordinator when I was seventeen. I was brought on to organize the office and prepare for an audit. When I was offered the opportunity to attend real estate school and obtain my license while still attending ASU, I was excited to accept and extend my education beyond a degree.” Prior to coming to GDG, Sarah worked for five years at Sun Homes Realty as a transaction coordinator/office manager/realtor.

“I was born and raised in Arizona, all over the valley but mostly in Phoenix. I attended Mountain Pointe High School in Ahwatukee and graduated in 2004. I then began taking classes at Arizona State University as a business major. I graduated in May 2008 with a Bachelor of Interdisciplinary Studies with concentrations in Business and Communication (I know it’s a mouthful!) I plan to attend W.P. Carey at ASU for graduate school in February of 2009.”

Sarah’s hobbies include snowboarding, camping, fishing, water sports, and most other outdoor activities. Her favorite sport, by far, is baseball, and she calls herself “a die-hard Diamondbacks fan.” Her favorite vacation spot is Huntington Beach, California. She is currently unattached, saying that, “at 22, I am enjoying being single.”

Sarah confesses she does not “like candy, sweets, ice cream, chocolate, cake or anything else loaded with sugar . . . except SODA!”



November Birthdays

- November 10 Jeanette Papoff (Corporate)
- November 10 David Vergeyle (Corporate)
- November 12 Monika Wrona (GRIGIO Tempe Town Lake)
- November 17 Yolanda Moreno (Areté)
- November 18 Nick Cervantes (Pavilions on Central)
- November 19 Debbie Stone (Corporate)
- November 26 Ben Sargent (Indigo at Trianna)
- November 27 Tony Jenson (Barossa at The Park)
- November 28 Ron Burton (Barossa/Indigo at Trianna)



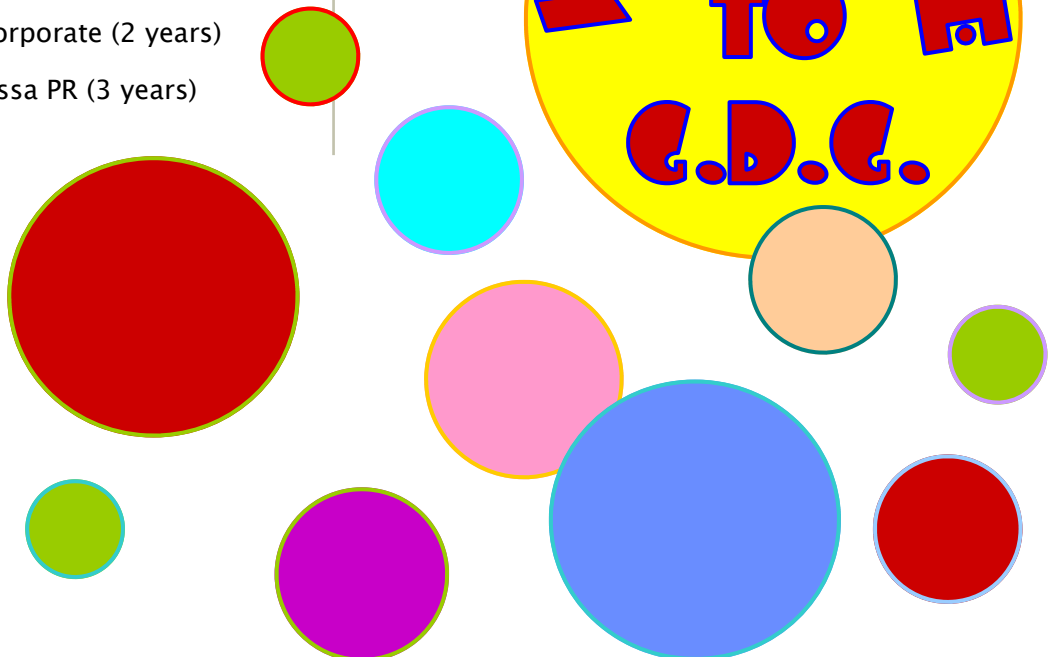
November Anniversaries

- November 1 Matt Yazzie, Corporate (9 years)
- November 1 Bretta Nelson, GTTL (4 years)
- November 6 Robert Hallahan, Areté (8 years)
- November 6 Rachel Rose, Barossa ATP (2 years)
- November 13 Claudia Giannetta, Corporate (5 years)
- November 16 Mary Marin, Corporate (7 years)
- November 22 Susan Pyatt, Corporate (4 years)
- November 26 Nick Cervantes, POC (1 year)
- November 26 Erik Larson, Biltmore Club (1 year)
- November 27 Brian Cassidy, Corporate (2 years)
- November 28 Scott Allen, Barossa PR (3 years)

Recent Team Additions

Gray Development Group extends a warm welcome to these associates, who joined the team in October:

- October 20 Bernie Nunez (Accounts Payable, Corporate)
- October 27 Peggy Dugan (Community Manager, POC)





PROPERTY MANAGEMENT UPDATE

Kustomer Kudos

Congratulations to the team at **BAROSSA PARADISE RIDGE**, for making such a great impression on their residents that they received this glowing letter:

"In today's world, finding good customer service is very rare. Experiencing excellent customer service is non-existent, except here at Barossa at Paradise Ridge.

"From the moment we took our tour of the property, signed our lease and post move-in, we have experienced nothing but outstanding customer service from the entire staff here at Barossa. From Stacey Hogue, a truly professional Manager who is a pleasure to deal with; to Scott Allen, our patient and always-with-a-smile Leasing Consultant; to Rob McMahon, the very efficient Assistant Manager. And very special above and beyond kudos to Nicole Conboy, who made our move-in transition very smooth, and always with a smile and upbeat demeanor. (We have not yet interfaced with Randy and Les, but we are confident that, too, will be a pleasant customer service experience).

"This management team and staff are not only a credit to themselves, but to Gray Clow Residential. They truly made us feel at home."

All too often in our business, we hear only when something is wrong and seldom when something is right. That the Matteo family took the time to write of their positive experience speaks volumes about how they were treated.

Thank you, Team Barossa PR, for taking excellent care of our residents, and making us all look so good!

Star of the Month

Congratulations to Pavilions on Central Service Manager **ESTE SMITH**, who received this winning nomination from Manager **JONEL KERN**:

"Este is one of the most reliable and dedicated employees I have ever met. He is always here and willing to give 110%. He never stops working and he always has a smile on his face – even when he is dealing with one of the many challenges we have here at POC. He never hesitates to help when asked, even if he has 10 quick turns on his hands!

"Este takes great pride in a job well done and, when necessary, is willing to work past his shift in order to make sure everything is done and our residents are happy.

"He believes in Gray



ESTE SMITH, "Star of the Month" for October, 2008.

Clow and GDG, and will always do what is best for the company. And he'll do it all with a smile on his face."

Este joined Gray Clow Residential in 2004, and is actually celebrating his anniversary this month.

Congratulations on being named October's Star, Este. Your efforts are recognized and sincerely appreciated!



UMOM Fundraiser "Grayt" Success

BY CHRISTINA PANTIER, OPERATIONS TRAINING MANAGER

I am happy to report the Arizona Multihousing Association's fourth annual fundraiser was a huge success.

We all understand how tough it is out there right now, which is why UMOM New Day Center in Phoenix needed the support and

the resources of the AMA and our communities more than ever.

This year's campaign started with the second annual Big Hearts for Little Hands Bowl-A-Thon, which raised just under \$20,000 for the day! Gray Clow participated in this

event along with one of our vendors. **RICK BJORGO, CLAUDIA GIANNETTA, CHRISTINA PANTIER** and **SACE RYDBERG** all bowled for a great cause.

Our communities and the Corporate office rallied together to collect donations that will provide support services to valley homeless families. GDG

raised and contributed more than \$2,600 to this year's annual event. Special thanks and recognition go to the team at GRIGIO Tempe Town Lake for collecting over \$1,300!

Thank you, everyone, for the effort put into this annual event. You have no idea how many lives you have changed forever.

CONSTRUCTION UPDATE

Indigo at The Park



The picture above was taken before Phase 1 paving started at **INDIGO at THE PARK** on October 28th.

Did you know?

Indigo plants grow as shrubs or herbs and are native to Bengal, Java and Guatemala.

The plant is in the pea family, and has odd feather-like leaves and red or purple flowers. A yellow juice from the plant oxidizes to a dark blue with coppery overtones when exposed to air.

Indigo has been used for centuries to create color cosmetics and hair dye.

Natural Indigo is perhaps the most ancient fabric dye known to man. The oldest fragments of cloth discovered are dyed with it, and it is a dye known to all cultures of the world.

New Grayt Face: Bernie Nunez

As announced on page 2 of this issue, **BERNIE NUNEZ** joined GDG's Corporate team as an Accounts Payable Associate on October 20, 2008. In his new role, Bernie is responsible for Corporate payables, cutting checks for Development, and coding and inputting all invoices.

Bernie says he got into his area of expertise because, "Math was always my favorite subject. I've always liked working with numbers, as well as being a problem solver." Before coming to GDG, Bernie worked in the accounting departments of Opus West for two and a half years, and the Perini Building Company for over three years.

Bernie is part of an exclusive club in that he was born and raised in Phoenix. He enjoys football and basketball. Like any loyal Valley native, Bernie's #1 favorite team is the Phoenix Suns, and he adds, "now with the new Allen Iverson trade, Detroit might be my number two team."

When not working, Bernie enjoys going to Suns and Cardinals games, as well as playing basketball and pool. He also keeps busy with his pets: two dogs, a double yellow head amazon parrot, and a tortoise.

Bernie says, "There are still many more places that I'd love to see, but so far I enjoy San Diego the most. I love the laidback feeling of the community, as well as the great weather and the ocean."

Welcome to GDG, Bernie. And thanks for letting us get to know you better.



Work Station Vacation



This moment of tranquility is brought to you by:
RICK BJORGO

Just looking makes you happier!
Gray Clow Residential Regional Manager **RICK BJORGO** provided the shots on this page, which were taken from the Pacific Coast Highway near Big Sur, California.

Studies have shown that gazing at a photograph of a deep blue sea and sky doubles the release of the mood-boosting neurotransmitters serotonin and dopamine. The result: an instant feel-good effect.

Take a restful moment at your desk to breathe deep and gaze at Rick's beautiful pictures. Now, don't you feel better?

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GET TO KNOW ME!
Volume 2

How well do you know your fellow employees? See if you can match the associate name on the left with the true statement about that person on the right.

Answers in the next issue!

MICHAEL HANSEN

Pre-Construction Mgr., Corporate

LIZ SCHLOSS

General Manager, GTTL

KRISTIN HEIPLE

Leasing Consultant, POC

HOLLYE GODDARD

Sr. Project Coordinator, Corporate

JONEL KERN

Community Manager, POC

JEANETTE PAPOFF

Office Assistant, Corporate

DAVID KAUFMAN

Financial Analyst, Corporate

ASHLEY MELLOR

Development Administrator

PARIS HILTON

Heiress Famous for Being Famous

1. This associate says, "I still like to color! I have lots of coloring books and often color to help relieve stress. My favorite is my Disney Princesses coloring book."
2. This woman has size 11 feet and says, "All those super cute shoes like Guccis and Monolos look like clown shoes on me."
3. "When I was about 8 years old, my parents submitted my picture to an audition for a movie. The director was interested and contacted my folks about possibly casting me in his upcoming movie. After all was said and done, the director felt that I was too tall and my hair too dark for the part, so he gave the part to someone else. That someone was Macaulay Culkin, for the movie *Home Alone* (and subsequent sequels). Good thing I didn't get the part or else I'd probably be some washed up child actor in LA!"
4. While attending church camp, this associate put milk on the breakfast applesauce, thinking it was Crème of Wheat.
5. A seasoned traveler, this associate has visited every state in the U.S. except for Maine and Alaska.
6. The employee has hung out backstage with Bo Diddley, Rick Nelson, Jerry Lee Lewis, Billy Joel, Tina Turner, Roy Orbison, Tony Orlando, Diana Ross, and the Righteous Brothers, among others.
7. This associate once spent some serious alone time with actor Sir Anthony Hopkins (Dr. Hannibal Lecter in *Silence of the Lambs*).
8. For several years at Metro Center Mall, this associate dressed up as the Easter Bunny, asking kids what they wanted for the holiday. This same individual also portrayed Santa's Helper.
9. While in a theater group, this associate took 4 years of clown classes and possesses a certificate verifying the associate's comedic credentials. This person can therefore be considered a Certified Clown.

GRAYT (& SCARY) EVENT

The spooky Halloween spirit settled on the Corporate office when several associates commemorated the holiday by dressing in costume. Project Assistant **MINDY DUKERICH** came as a bunny (complete with powder puff tail), and Operations Training Manager **CHRISTINA PANTIER** showed her “patients” as a doctor. Perhaps the most inspired duo in the office was Payroll/General Accountant **LINDA CORONADO**, who looked wonderfully ghastly as the Bride of Frankenstein, and Operations Administrative Assistant **DEBBIE STONE**, who masqueraded as a jumbo paper bag puppet.

