

A quarterly publication of The Real Estate Exchange

The Real Estate Exchange Hosts 9th Annual Connecticut Real Estate Awards



Susan Labas (I) presents the Grand Prize Award to Martha Klimas of the Bridgeport Port Authority on behalf of Director Shipyards.

The ninth annual Connecticut Real Estate Awards were presented on Tuesday, March 23, 2004 at the Farmington Marriott.

Over 215 people attended the Developers' Showcase and the awards ceremony. The sold out Showcase featured 24 exhibits by economic development agencies, developers, architects, and property management companies among others.

For more photos of the event, see page seven.

2003 Blue Ribbon Award Winners

Grand Prize Winner
Direktor Shipyards

Blue Ribbon Award
The Inn at Middletown

Outstanding Impact Award
Bradley International New Terminal
Improvement Project

Recreational Award
Wintonbury Hills Municipal Golf Course

Industrial Award
Superior Business Center
Pepperidge Farm Bakery Facility

Cultural Award
Mark Twain House & Museum
Palace Theatre

Educational Award
UCONN Biology/Physics Building
UCONN Waterbury Campus

Honorable Mention
The Raether Library and IT Center
Plainville Police Facility
Nathan Hale School
Pfizer Technology Center
Griffin Hospital In-Patient
Psychiatric Unit
Ridgefield Parks & Recreation Center
The Hopkins School Dining
Health Commons Facility
Foxwoods Technical Center
Farmington Valley YMCA
ConnectiCare
75 International Drive Windsor

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President's Column



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2003-2004 Executive Committee

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Does Hard Work Pay Off?

I recently read an article in the *Wall Street Journal*, which I found very informative and helpful, and I want to share it with The Real Estate Exchange members because it touches upon an aspect of CREW's mission statement:

"The CREW Network is dedicated to furthering the success of its members by providing opportunities that foster productive and supportive relationships, and enhance personal and professional growth."

The article was titled "Women Put Noses to the Grindstone, and Miss Opportunities" by Carol Hymowitz. Interestingly, from some of what I've read regarding the hit TV show "The Apprentice," women tend to do well when working in groups of other women, but when men are part of the mix, these same strong women tend to take a back seat. What happens to us?

According to the article from the *WSJ* studies show that girls outperform boys in grades, admissions and even extracurricular activities all through school, from kindergarten through college. Girls tend to work hard and spend far more time on homework than boys. However, this strong work ethic is not enough to move them up the corporate ladder. The qualities demonstrated by good students, such as organization, the ability to follow instruction and figure out what a teacher is looking for, may in fact be holding women back when they reach the work force.

The number one quality in obtaining a top management position is not necessarily hard work. What really counts is daring, assertiveness and the ability to promote oneself – qualities which seem more natural to men than to women. Upon graduation from business school, men and women tend to find fairly similar jobs, but after a few years, women aren't climbing the corporate ladder as quickly as men.

To quote from the article: "...a big factor holding women back is their good-girl, or good-student, behavior. 'Women will work themselves to death in the belief that if they do more and more, that will get them ahead, when it isn't so,' says Terri Dial, former vice chairman of Wells Fargo, and president and CEO of its Wells Fargo Bank. 'They think, 'If I do the work, my bosses will see it and reward me.'

So, now it's time to think about your work model...are you a product of this way of thinking? I know I was. I think the point was driven home for me when I left a company and the person who was hired to fill my position was hired at almost 20% more than I was making, and employees who stayed in touch with me, let me know that my replacement very seldom put in more than a 40-hour week, as compared to my 60-hour week.

What did I learn...you've got to pro-

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...More Executive News

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mote yourself because no one else will. Generally speaking, women aren't comfortable doing so. Women often don't ask for what they believe they deserve. Lisa Jacobson, CEO of Inspirica, stated in the *WSJ* that in the 20 years since she founded her company, none of the female applicants she has interviewed has ever quoted her as high a fee as their male counterparts. "The women almost always seem to say, 'I'm \$125 an hour, but for you I'd charge \$75, when the guy just says flatly that he charges \$350'".

Now here is where your membership in [The Real Estate Exchange](#) can help

enhance your career goals: women need mentors. Where better to find a woman in your field who is motivated to help you grow and learn? I know that through [The Real Estate Exchange](#) I've been able to observe and learn from others. I have a long list of people I can call on to give me good, solid advice.

Take advantage of the contacts you make. While hard work is a necessary ingredient to success, make sure you have solid facts about your accomplishments when you sit down for a review. And don't be afraid to ask for what you believe you deserve.

Committee News

The Blue Ribbon Committee

Chair Leslie Olear wishes to thank the Blue Ribbon Award Presenters Bobsie Ness, Ray Thomas, and Susan Labas for a job well-done. In addition the Committee welcomes and congratulates Susie Hayes as the incoming Chair.

Membership

We welcome back Jessica Samios (formerly Jessica Loew). We're thrilled to have Jessica return to Connecticut and our organization.

The Program Committee

The May Forum "Meet you on Main Street" Middletown and West Hartford, Creating Successful Downtown Districts was held Thursday May 6, 2004. Be sure to read the article on page 8.

Sponsorship

The Real Estate Exchange is an official sponsor of the 2004 CREW National Convention.

CREW



NETWORK

The 2004 CREW National Convention will be held October 13-16 in Toronto. Register beginning May 18th online at www.crewnetwork.org.



Five members of The Real Estate Exchange participated in Hartford Habitat For Humanity's Woman Build Project. Shown here left to right—Bert Kaplowitz, Susan Orr, homeowner Tracy Ransom, Nora Porcelli (Sharon's daughter), Sharon Craig, Candice Cunningham, and Elaine Richardson in front.



From our Members

Presentations 101: A Daily Occurrence

By: Maura Cochran and Linda Spevacek

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Almost every moment spent interacting with others is a presentation of one sort or another, whether in or out of the workplace. “Please, honey, let’s try that new Thai restaurant on the corner” requires the same influence as “Please try our new product.” “I love that color on you, Sarah!” opens the door for the salesperson to recommend more items in that color, just as saying to your customer, “I’m glad you found our service helpful” opens the door to suggesting additional services. Once you begin to recognize that all of your communications are presentations and you do them every day, you will gain confidence when you have to prepare for a sales call or other more formal presentation.

The keys to good presentations are:

- ◆ Understanding the audience
- ◆ Selecting appropriate presentation materials
- ◆ Identifying vital talking points
- ◆ Practicing
- ◆ Performing on the big day
- ◆ Closing effectively

Either you control your audience or they control you. Get them involved up front by asking a question. In a small-scale presentation in someone’s office, an array of family and vacation photos are an invitation to be friendly and ask what they like to do outside of work. Lots of plaques on the wall? Ask them about their achievements. A very tidy desk with pencils lined up in a row is a good sign they want to get right down to business. In a larger group you can recognize cues as well. A lot of fidgeting and gazing at the ceiling means they are bored, so modulate your voice and step toward them to make

an important point and earn their attention back.

Presentation formats are generally lecture, round table, or one-on-one. Within any of these formats, presentation materials should be used to add impact. Audio-visual tools are better suited for lecture formats, whereas flip charts, eraser boards, and brochures are typically better suited for more intimate, interactive settings. *Always have a backup plan* so that, in case your AV presentation fails (traveling software and hardware do not always get along), you have handouts or other means to present your materials.

The speech itself should be well researched, respectful of the context, spoken (never read!), interesting, and persuasive. People buy benefits—not facts. Outline your speaking points into key words and know your presentation well enough that a brief glance at the key word triggers your entire thought. *Always have an agenda!*

Prepare in advance of the big day by practicing out loud. Know the proper pronunciation of names and places. Phrasing, pauses, and time to take a breath should be built into your speech and even written into your notes! Time your remarks and, if you have been given a suggested time frame, NEVER exceed your time!

On the day of the presentation, arrive early and get the room and your equipment arranged and functioning properly. Test all your connections to make sure everything from the computer to the projector to the remote

Continued on Page 5



More From our Members

Continued from Page 4

Upcoming Events

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**June 3
Annual Social
(Members Only)
Essex Yacht Club**

..

**September 9
Fall Dinner
(Members Only)**

..

**September 22
State of the State
Public Forum**

..

**For more information,
and to register:
visit our website
www.rexchange.org**

control are functioning properly. Adjust the podium, seating, and lighting. If you can, arrange to stand with the screen to your left as you face the audience, so people looking at you can “read” from left (your face) to right (the screen). Avoid having a clock or other distractions behind you.

Dress to impress! Come across as the expert that you are. Look at the audience, not your papers. DO NOT: Fidget, read, or speak in a monotone. DO: Slow down. Breathe. Smile! **Fear is a good thing – use it to look and sound alive.**

Finally, **always have a closing.** Many communications, meetings, and presentations simply peter out, leaving no lasting impression. Tell them what you told them, ask for feedback, **ask for the sale**, and always say “Thank you!”

Get really good by observing the pros and practicing your newfound skill daily. Watch how Jay Leno in-

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Did you know....?

REX President Bert Kaplowitz and member Sarah Stevens were awarded the prestigious Remarkable Women in Business Award from the Hartford Business Journal on May 5, 2004. Congratulations Bert and Sarah!

Property Manager and Real Estate Exchange Member Lisa Samia has been selected by the Mrs. America Pageant to represent the Town of Avon for the 2004 Mrs. Connecticut – America Pageant. The competition will be held June 6th in Hartford. Good Luck Lisa!

roduces his guests, not by reading their resume, but by building them up into someone you really want to wait through the commercial to see. Observe the best salespeople and notice how they make people comfortable by asking opening questions, and close with “So, do we have a deal?” As you go through your day, practice by turning even small communications into presentations, having an (unwritten) agenda and closing, asking opening questions, responding to cues, and asking for the sale. And always say “Thank you!”

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Member in Motion

Execustay Marriott announced **Bobsie Ness** as the new Chief Operating Officer for the Connecticut and Springfield Region. Bobsie will be located in Rocky Hill and can be reached at 860-721-6300, ext. 223

ReXtracurriculars



Real Estate Exchange member **Deborah Barrett** recently visited Italy. Here Debbie is on top of the Duomo (Cathedral) in Florence with Giotto's Bell Tower in the background.



In the Headlines Again: Indian Land Claims

By John D. Thomas , Fidelity National Title Insurance Company

A Word From Our Sponsors

In appreciation of our sponsors, The Real Estate Exchange makes this column available to sponsor organizations that wish to submit real estate related articles and information.

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**Rachel Gioia, Chair
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Ten years or so after the Bridgeport area real estate market was roiled by the assertion of still-unresolved land claims by the Golden Hill Paugussetts, Indian land claims have again made headlines, this time with the recognition of the Schaghticoke tribe of Kent, Connecticut by the federal Bureau of Indian Affairs (BIA). The troubled relations between colonial settlers and their descendants and the Indian tribes they encountered have been the subject of endless scrutiny and debate in countless political, legal and academic forums. This brief article will not add to the debate, or delve into historical rights and wrongs; nor will it contain predictions of the possible economic and social impacts of another Connecticut casino. Rather, it will paint with a very broad brush some aspects of the legal canvas on which the casino wars are being fought. Bearing in mind that these very complex issues can and have filled entire volumes of writings, the reader should understand that the surface is just being scratched.

The colonial settlers regarded the Indian tribes as sovereign nations or peoples. For example, they acknowledged the territory occupied by the Indian tribes as belonging to the tribes, and they conducted commerce with the tribes. States and the federal government entered into treaties and agreements to purchase Indian lands; this was the most common way in which Indians gave up their tribal lands. As the colonists politically, legally and physically dominated the American continent and its native inhabitants, that is, as they declared independence, formed a sovereign more powerful than the Indian tribes, adopted a constitution, and expanded the new nation's reach territorially, the sovereignty and independence of the Indian tribes were lost in many cases and, where they were not lost entirely, significantly eroded. Con-

trol by the United States government over Indian affairs - the source of which is often cited to be Article I, Section 8, Clause 3 ("The Congress shall have the Power...to Regulate Commerce with foreign Nations, and among the several States, and with the Indian Tribes;") and the treaty-making power reserved to the federal government - has come to be acknowledged as all-encompassing.

Courts have struggled for years to define Indian tribe legal status. In the case of *United States v. Kagama*, 118 U.S. 375 (1886), the court put it this way: "[Indians] were, and always have been, regarded as having a semi-independent position when they preserved their tribal relations; not as states, not as nations, not as possessed of the full attributes of sovereignty, but as a separate people, with the power of regulating their internal and social relations." Since then, courts have termed the tribes variously as "dependent nations" [*Colliflower v. Garland*, 231 F. 2d 369 (9th Cir. 1965)] or "quasi-sovereign tribal entities" [*Morton v. Mancari*, 417 U.S. 535 (1974)], or as having a "residual sovereignty" [*Long v. Quinalt*, No. C75-677 (W.D. Wash., 9/2/75)].

This "residual sovereignty" or "quasi-sovereignty" is what permits the Indian tribes to, for example, govern most aspects of their own domestic relations, determine rights of inheritance among tribe members, and decide who is a tribe member. Together with the federal domination of Indian affairs that has evolved over time, it also is the source of the principle that within the borders of Indian land, state laws generally do not apply. What is left of the Indians tribes' original sovereignty is described in *Iron Crow v. Oglala Sioux Tribe*, 231 F. 2d 89 (1956): "...Indian tribes still possess their inherent sovereignty excepting only where it has been specifically taken from them, either by

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Indian Land Claims

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treaty or by Congressional act."

One significant legislative exercise of federal control over Indian affairs was passage by Congress of the Non-Intercourse Act of 1790, which restricted the ability of any person or state to enter obtain any Indian lands without the approval of the federal government; alleged violations of the Act form the basis of many modern-day lawsuits seeking to recover lands received from the Indians. (Claimed violations of various treaties are grounds for other lawsuits.) Again exercising this control, nearly 200 years later, Congress passed the Indian Gaming Regulatory Act (IGRA) in 1988, which sets up the present-day framework for the establishment of casinos on Indian lands. The IGRA gives the government of the state in which the Indian lands are physically located a significant role in the process, by requiring that the state and the tribe negotiate a compact to be approved by the Secretary of the Interior. This is how

Connecticut shares in the wealth generated by the Mashantucket Pequot and Mohegan casinos.

On a more practical level, the BIA's recognition of the Schaghticoke has not had the chilling effect on real estate transactions that the Golden Hill Paugussetts' claim temporarily had in the 1990's in Bridgeport. The reason for this is that, under regulations adopted since the Paugussetts' claim, title insurance companies generally cannot refuse to insure a title unless a property has been specifically identified in a lawsuit. So mortgage and sale transactions continue unabated.

Will there be a casino in Kent? Stay tuned.

John D. Thomas is the Vice President and Branch Counsel for Fidelity National Title Insurance Company in East Hartford. For more information on this topic please contact Mr. Thomas at 860-289-9548.



**Scenes from the
2004 Developers'
Showcase and the
9th Annual Connecticut
Real Estate Awards.**





The Meeting on Main Street

Exchange Presents Unique Public Forum

By: Debbie Barrett

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The Program Committee of The Real Estate Exchange presented "Meet You on Main Street..." West Hartford and Middletown: Creating Successful Downtown Districts on Thursday, May 6, 2004 at the Inn at Middletown. A very interesting and informative presentation to a sold out crowd was moderated by Linda Spevacek.

Jonathan Harris, Mayor, West Hartford, CT and Ronald F. Van Winkle, Director of Community Services in West Hartford discussed their strategy for maintaining and improving upon the success of West Hartford Center. Both men work in tandem to maintain a consistent, forward looking focus. They agreed that participation from citizen groups as well as business leaders including the Chamber of Commerce is key to the success of the center. In the early 1990's, West Hartford Center had numerous vacancies and used to close up at 5:00 pm, but now draws crowds daily, in part due to the many trendy restaurants situated there. While restaurants have been instrumental to the success of West Hartford Center, other components such as destination retail and entertainment are needed to maintain the success, along with providing a safe, clean and comfortable area that people want to go to. The Town has enacted high standards of cleanliness through zoning ordinances that require immediate removal of graffiti. Other events such as the recent Cow Parade create excitement and draw people to West Hartford Center.

While West Hartford is concentrating on maintaining its success, Middletown is still creating it. Mayor Dominique S. Thornton and William Warner, the Director of Planning, Conservation and Development gave a joint presentation outlining the problems Middletown faced in the late 1980s: a 60% vacancy rate with many stores closing, and an over-

abundance of social services, with the added burden of the closing of Connecticut Valley Hospital. In planning for a turnaround, a downtown market analysis was performed in 1989, and new zoning regulations were enacted which prohibited obnoxious uses such as pawn shops, adult video stores, check cashing, storefront churches and any new social services. A façade improvement program was established. The Main Street Board of Directors and Downtown Visions – 2000 & Beyond committees were formed. Their vision for Middletown was a "college town by the Connecticut River". The City has worked closely with Wesleyan University to establish the Green Street Artist Cooperative and created the Village District to stabilize the neighborhood and attract middle to high income residents in the area between Main Street and Wesleyan. Theater and the arts are an integral part of ongoing development in Middletown. Several "home run" projects that have helped really turn things around are the Kid's City Children's Museum, The First & Last Tavern (along with many other international restaurants), the new Police Station located on Main Street, (critical to creating a sense of safety on Main Street), The Destinta Theaters and the Inn at Middletown (winner of the blue ribbon award at the recent Developer's Showcase). Future projects include the redevelopment of the North End for multi-income residents, a Riverfront development project in the South end of town, and possible relocation of the Goodspeed Opera House to Middletown.

After a lively question and answer period, many members and guests took part in a "dine around" at several of the many fine nearby restaurants, including Tuscan Grill, First and Last Tavern, Taj of India, Puerto Vallarta and Tavern at the Armory.