

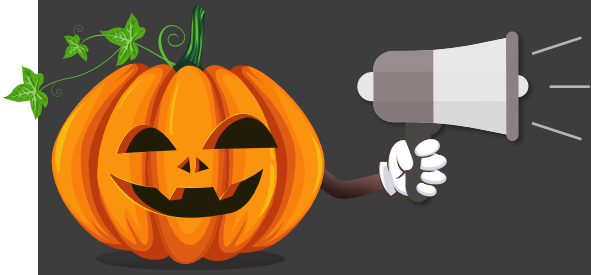


OCTOBER 1, 2021

FALL/HALLOWEEN EDITION

*"Some people want it to happen, some wish it would happen, others make it happen."*

- MICHAEL JORDAN



## COMPANY Shout-Outs!

### RICHMOND

#### SHOUT-OUT TO EMMA HARDIN & JUSTINE BERZOWSKI

"Emma and Justine, in their short time with the Richmond team, both have gone above and beyond. They are jumping in, learning quickly, and always with a smile! Ladies, I can't tell you how excited we are that you are part of our team! Thanks for all the hard work!"

- Loretta Cataldi  
Richmond, VA

### VIRGINIA BEACH

#### SHOUT-OUT TO KRISTINA TOWNSEND

"I Would like to send a big shout-out and kudos to Kristina Townsend. She is such an integral part of Divaris' property management leadership team and has really jumped in with both feet during my medical leave. She has been instrumental and taken the lead in streamlining the department's processes and on-boarding, overseeing the budget process and review, and working tirelessly on the many new business ventures we have in the works. It is a joy and privilege to be working with her, and I see a lot of great things in her future!"

- Susan E. Collins, CPM®  
Virginia Beach, VA

### RICHMOND

#### SHOUT-OUT TO JUSTINE BERZOWSKI

"Shout-out to Justine for being very helpful in trying to help me find a file in their office that I don't have access to in ours. She was very patient and went above and beyond even though we weren't able to find the document she was just very nice throughout the searching process. Thank you!"

- Alexis Gordon  
Virginia Beach, VA

### VIRGINIA BEACH/CHARLOTTE/NN/DC

#### SHOUT-OUT TO VA BEACH PM TEAMS!

I'd like to shout out to ALL the AH Property Managers, Lease Admins and Accountants who have been ROCKING OUT the 2022 Budgets, meeting deadlines, and all while preparing regular financials. Keep it up Alysia, Carlotta, Cindy, Darcy, Denise, Debbie, Erwin, Jennifer, Judy, Keirstin, Kristina, Lara, Lauren, Patti, Ronda, Sandi, Sarah, Shari, Shira, Stefani, Terri, Thea, & Tyler!

- Julie Tullis  
Virginia Beach, VA

## New Business WINS FOR SEPTEMBER

### NEW PROPERTY MANAGEMENT WINS

- ▶ 9/10/21 - Midlothian Crossing - 87,938 SF  
(Richmond Office - Logan Stycos)
- ▶ 9/23/21 - Silver Oak Office Bldg - 80,730 SF  
(Virginia Beach Office - Beverly Betcher)

### NEW BROKERAGE LISTINGS (LEASE/SALE)

- ▶ Richmond Office - 6 New Listings!
- ▶ DC Office - 3 New Listings
- ▶ Virginia Beach Office - 2 New Listings  
1 New Tenant Rep



## who wore it better?



These lovely ladies of Divaris are embracing their wild side! Bea Crumpton (left), Nicole Campbell (middle) and Cassidy Gazaway (right) from Virginia Beach coordinated purrrfectly!

Stop in the name of supreme flower power! Katherine Hodges (left), Erica Rorrer (middle) and Bea Crumpton (right) from the Virginia Beach office were stunning in their black and white flower patterns.



And the wildness continued in Richmond with these two cool cats, Rebecca Kohan (left), and Cheryle Toy (right) from the Richmond office. Looks like animal print was the winning pattern for September!





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## DIVARIS OFFICE *Spotlight*

### MEET THE TEAM AT MILITARY CIRCLE MALL

MILITARY  
CIRCLE★  
PROPERTY MANAGEMENT



#### DIVARIS TEAMWORK MAKES THE DREAM WORK

To get a better understanding of this dynamic group let's start at the beginning: Divaris took over management of Military Circle Mall back on July 1<sup>st</sup> this year. **Kami Grayson** was already in place as the Property Manager/Marketing Manager and **Grace Temple** was on-site as the office support admin. **Terri-Ann Baptiste** was the on-site accountant who was moved over to our corporate office as a Property Accountant. She now handles the accounting for Military Circle Mall along with several other assets. **Joe Klutts**, the mall's Operations Manager, and **Crys Krueger**, his Maintenance Technician/Mall Decorations Specialist, were both on-boarded by Divaris as well.

A couple of weeks ago we got the chance to sit down with Kami in person and meet her team to find out exactly what goes into managing a shopping mall. According to Kami, there is a lot! Everything from managing the current tenants to looking for new ones to fill vacancies, planning events that will benefit the mall and local community, and marketing on social media among other platforms (thanks to their marketing and promotions guru, Ashley Richards).

A lot of the past year's events normally held inside the mall had to change because of COVID restrictions. So that led to some clever ideas on how to host events outside. One of these creative mall events was a Drive-In Family Movie Night where the community was able to come out, sit in their cars or set up lawn chairs and enjoy an outdoor movie in the parking lot. They are also planning a Trunk-or-Treat event along with their Mall-o-ween tradition of letting kids in costume trick-or-treat safely in the mall.

This team is truly remarkable in their dedication, willingness and creativity in bringing LIFE back into a mall (and community) that really needed it. So shout-out to the Military Circle Mall team for their continued hard work, innovation and rock-star attitudes!



In front of the Butterfly Effect mural by artist Stefon Penn inside the mall food court, pictured left to right: Samuel Finney (team's Head of Security), Grace Temple, Joe Klutts, Crys Krueger & Kami Grayson. (Divaris Team member not pictured: Terri-Ann Baptiste)

### CHARLOTTE OFFICE UPDATE: EMPLOYEE CELEBRATIONS & BABY NEWS!

#### CELEBRATION:

The Charlotte office had a going away gathering for **Diana Teitsma**, who is moving to Seabrook. Although she will still be working remotely, the office will miss her tremendously!



Diana Teitsma



Stephanie Pfaff, Debbie Newsome, Kristal Hodge



Maria Reed, Cabell Sheild



Charles Neil, Diana Teitsma



#### ANNOUNCEMENT:

The Charlotte office will be growing by one (little one)! **Stephanie Pfaff** is expecting her second child. Due date March 28<sup>th</sup>, 2022!







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## DIVARIS PLAYS GOLF for a Cause



### RICHMOND RAISES MONEY FOR ORGANIZATIONS IN THEIR COMMUNITY



Trib Sutton (pictured far left)

**Trib Sutton** from the Richmond office participated in an annual fundraiser that took place on September 13<sup>th</sup> at the Foundry Golf Club. To date this charity has raised over \$1.8 million for organizations that include: Operation Healing Forces, Fisher House, Ricks Place, and Lonesome Dove Equestrian Center. All these organizations are dedicated to helping our veterans and their families. Trib has sponsored and hosted many Navy Seals for the past 9 years and is honored to call many of them his friends. The picture you see is Trib with retired Command Master Chief Steve "Dutch" Van Horn. CMC Van Horn is a highly decorated former leader of the elite Seal Team 6 - Gold Squadron.

### VIRGINIA BEACH SPONSORS HOLE AT CBDA'S ANNUAL GOLF TOURNAMENT

The Central Business District Association (CBDA) is an organization of local business leaders supporting the growth and development of Town Center and Pembroke, and each year they host a golf tournament as one of their main fundraising and networking events. This year Divaris sponsored a hole and the Virginia Beach office creative team (**Kelsey Preble, Jessica Underhill, Rachel Salasky, Morgan Lucas, Ashley Beck and Caroline Zarpas**) came up with the incredible theme: "Caddyshack." When golfers came to the 17th hole, they were given snacks and a chance to win a trophy for playing a game, and they were given an opportunity to donate to the **Alex P. Divaris Memorial Scholarship**. This Scholarship was established as a tribute to Alex, who played a significant role in the formation and success of the CBDX, the "under-40" young professionals division of the CBDA.



Graphic Designer, Alexis Gordon, helped with the tent set-up and was an excellent demonstrator when it came to the game we had set up at the tent.



Left to Right in first picture: Rachel Salasky (Associate), Ashley Beck (Transaction Coordinator), and Morgan Lucas (Marketing & Promotions Coordinator) were not only part of the tent set-up crew and creative committee, they were playing in the tournament as well!

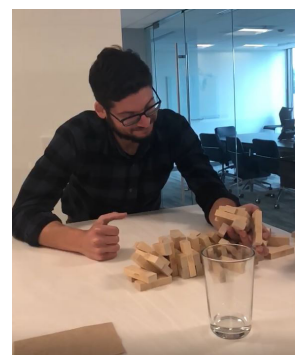


### DC PLAYS SOME GAMES OF THEIR OWN

At an office happy hour, the DC team played a few rounds of "Get to Know ya' Jenga." The dramatic video capturing Alec pulling the last block was provided by Eden Heflin, and worth every screenshot below:



Left to Right (around the table): Chris Saa, Joe Farina, Alec Falsone, Shira Ali, Mariluna Yabar, and Cindy Park



Pictured above is Alec Falsone in his defining moment playing Get-to-Know-ya-Jenga



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## MONTHLY Mindfulness

WITH CATHERINE DIVARIS OF  
**MIND POTENTIAL**  
Mindfulness made Tangible

### FALL: THE SEASON OF CHANGE



#### Change is inevitable.

Hot weather finally turns cooler, green leaves turn a bright array of colors, and your morning coffee has now turned into a pumpkin spice latte. These are the welcome changes we have come to expect as the summer months turn into fall. But what about the unwelcome changes? The changes we were not expecting.

Deep down, we all have an innate fear of change because it is unfamiliar. It doesn't matter if the change is perceived as positive or negative, the stress and anxiety that come with any kind of change is very real. Our brains have been conditioned to translate change as a threat because of the uncertainty of the outcome.



Handling changes like these is not easy. Below are three things we can do help handle changes when they come our way:



#### RECOGNIZE

Take a moment to recognize what is actually happening. How is this change affecting you emotionally? Physically? Feelings of anxiousness and the physical signs of stress are very real, and it's important not to overlook them.



#### ACCEPT

Work towards accepting the change, but not necessarily APPROVING OF the change. Accepting a change, good or bad, is the process of accepting reality and recognizing it for what it truly is: life.



#### LET GO

Letting go of our own personal ideas of change and how to deal with it is crucial if we want to open our minds to new ideas and options. Don't get pigeonholed into only one option or outcome. Work through all the "fight or flight" responses or options.

#### Use your breath as a metaphor for "letting go" and try this breathing technique:

Breath in for 4 counts, hold for 2, then breath out for 6. Or you can use any count as long as the breath out is the longest. This longer breath out engages our diaphragm and therefore stimulates the calming system in our bodies.



*"You can't stop the waves, but you can learn to surf."*

- JON KABAT-ZINN

YOUR

WE WANT

FEEDBACK

#### \*\*\* IMPORTANT REQUEST \*\*\*

Hopefully everyone was able to attend our Town Hall meeting on September 10<sup>th</sup>, or was able to watch it when the recording came out. This meeting was the first of it's kind with all Divaris employees and we would like your honest feedback on what you liked, learned, or thought could use improving. This survey is done through Google Forms and is completely anonymous, you just click the link below, fill in your answers, and submit the form. Easy peasy! If you would like to watch the Town Hall meeting again the link is provided below. Thank you for taking the time to help Divaris improve!



WATCH VIDEO ►



TAKE SURVEY







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## DIVARIS NEWS & Entertainment



### PUZZLES & PRIZES

*YOU COULD WIN A ONE-OF-A-KIND  
SPECIAL PRIZE THIS MONTH!*

#### THIS MONTH'S RULES:

This month's newsletter is a speed-puzzle-solving challenge!

So on your mark...

Get set...

**GO!**

You have until **5:00 PM** TODAY to submit your puzzle answers, and the **first** person to email back **all 6 correct answers** will win the prize for this month.

***It's anyone's game until a winner is announced!*** So even if you already submitted an answer, and then think of something better, send that too!

***Send ALL your puzzle answers to: [newsletter@divaris.com](mailto:newsletter@divaris.com)***

***CAN YOU SOLVE ALL 6 OF THESE WORD-PHRASE PUZZLES?***



**CONGRATS TO SEPTEMBER'S WINNER:  
AMIT GROVER  
FROM THE DC OFFICE**

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#2.

00:00PM

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mess mess mess mess

#3.

SNOWFLAKES  
*snowflakes*

snowflakes  
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#6.

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WANTED

#### OCTOBER DATES TO REMEMBER:

Oct 10<sup>th</sup> - Columbus Day  
Indigenous People Day

Oct 15<sup>th</sup> - Bosses Day

Oct 21<sup>st</sup> - National Pumpkin Cheesecake Day

Oct 31<sup>st</sup> - Halloween

**NEW SECTION NEXT MONTH!**



BE ON THE LOOKOUT NEXT MONTH FOR  
OUR NEW ARTICLE SECTION:  
HEALTHY LIVING *News & Recipes*



**Please Email your Shout-Outs,  
Employee Spotlights, & Photos to:**

***[newsletter@divaris.com](mailto:newsletter@divaris.com)***

