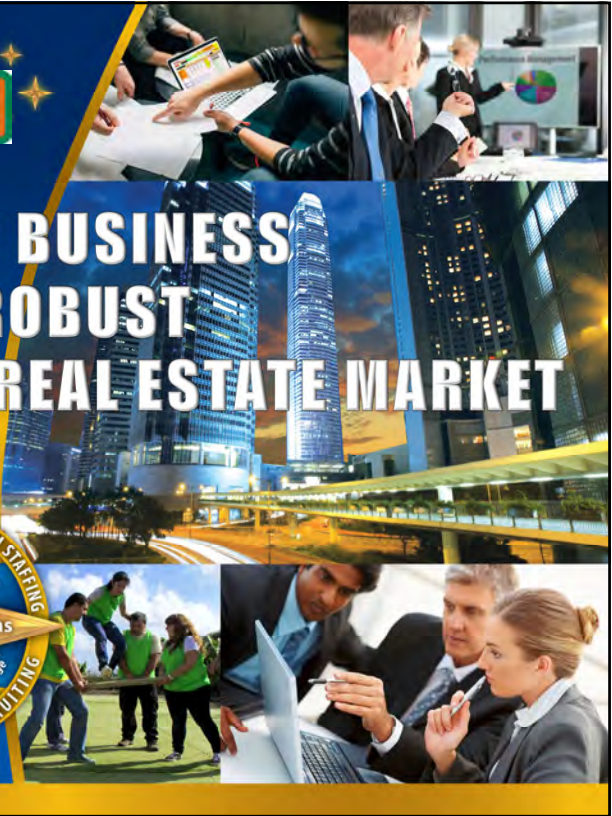



LYNOUS
TALENT MANAGEMENT
Producing High Performance Teams
RECRUITING • INTERIM STAFFING • TRAINING • COACHING

UTD



LEADING YOUR BUSINESS IN THE MOST ROBUST COMMERCIAL REAL ESTATE MARKET

PRESENTED BY
JULIE LYNCH
JULY 18, 2019



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Agenda

- ★ Economic Demand Drivers for Real Estate
- ★ Commercial Real Estate Market Overview
- ★ Corporate Relocations & Expansions
- ★ Residential Real Estate Market

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-  July 2019 marks the longest economic expansion
-  Lowest unemployment rates in U.S. since 1944
-  1st time in history five generations are working together
-  May 2019 lowest unemployment rates in Texas
-  Texas attracts the largest population growth from 2010 – 2018 accounting for 20% of the U.S. population growth
-  Highest DFW Industrial development—30.1M s.f.

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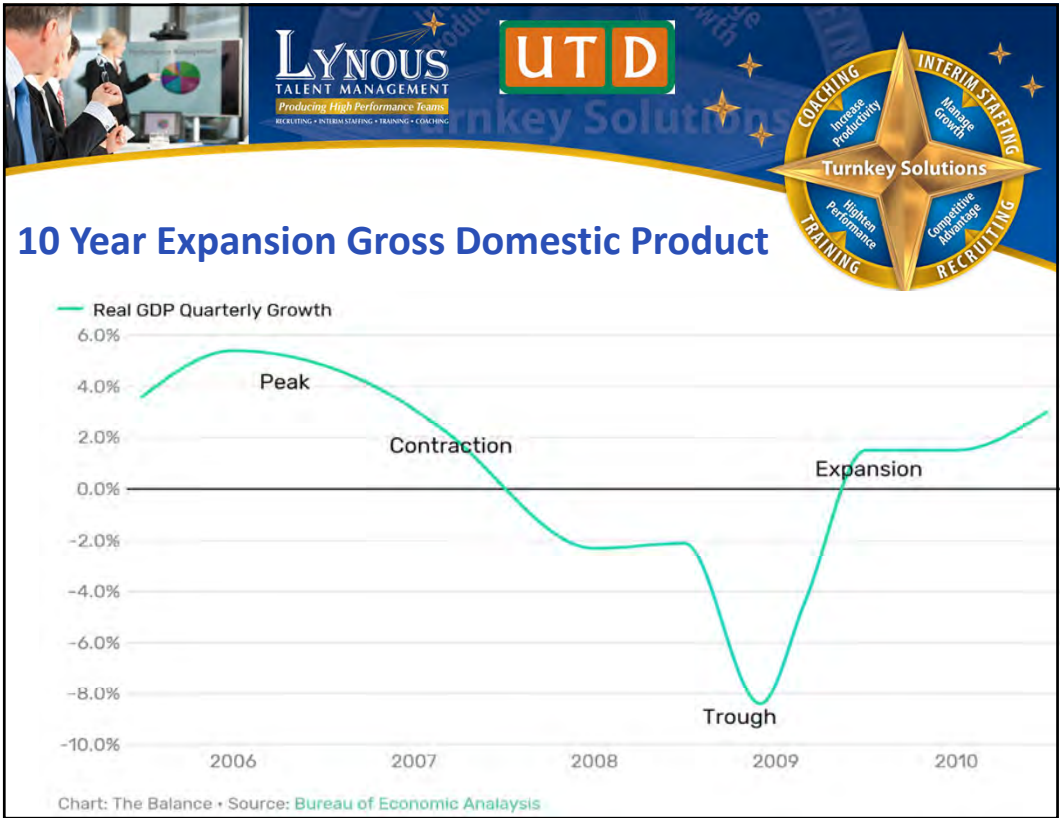




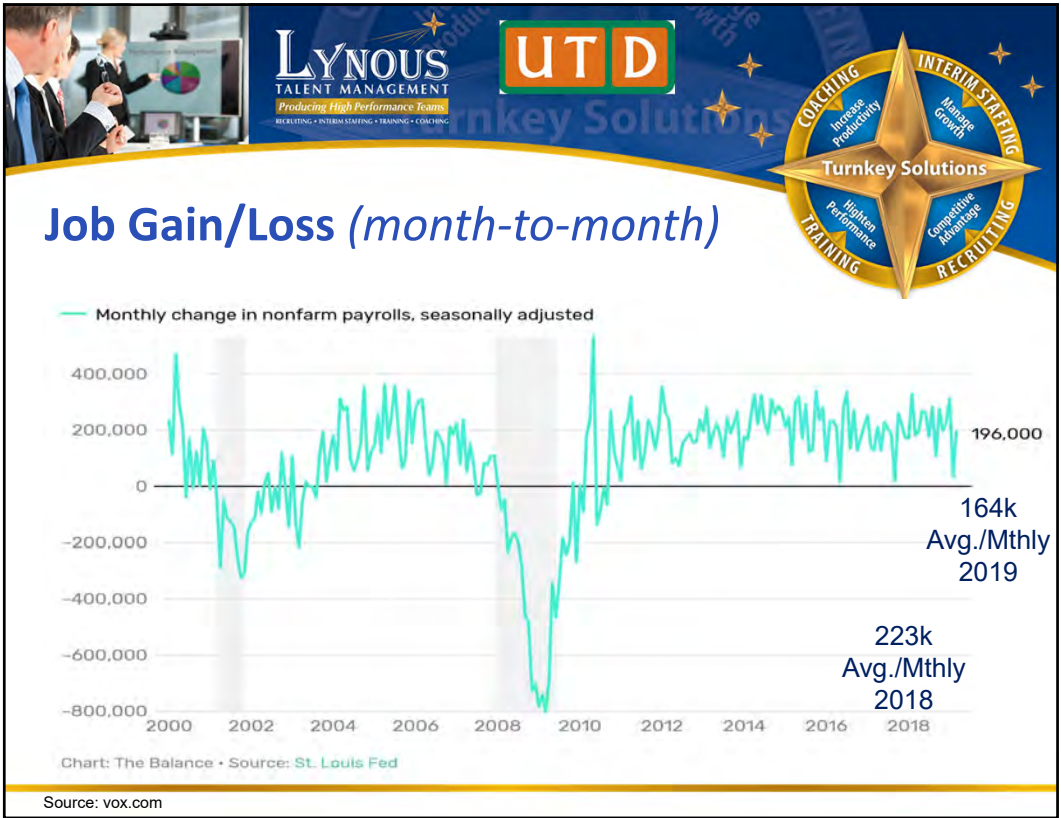
ECONOMIC DEMAND DRIVERS FOR REAL ESTATE



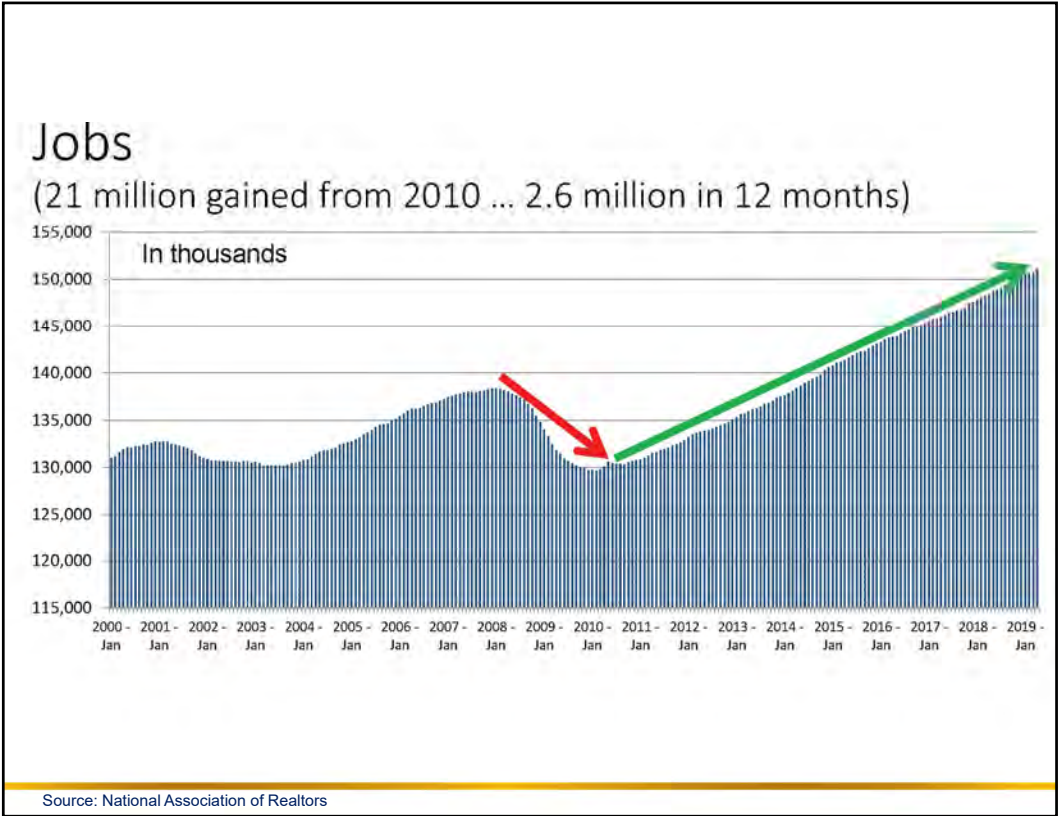
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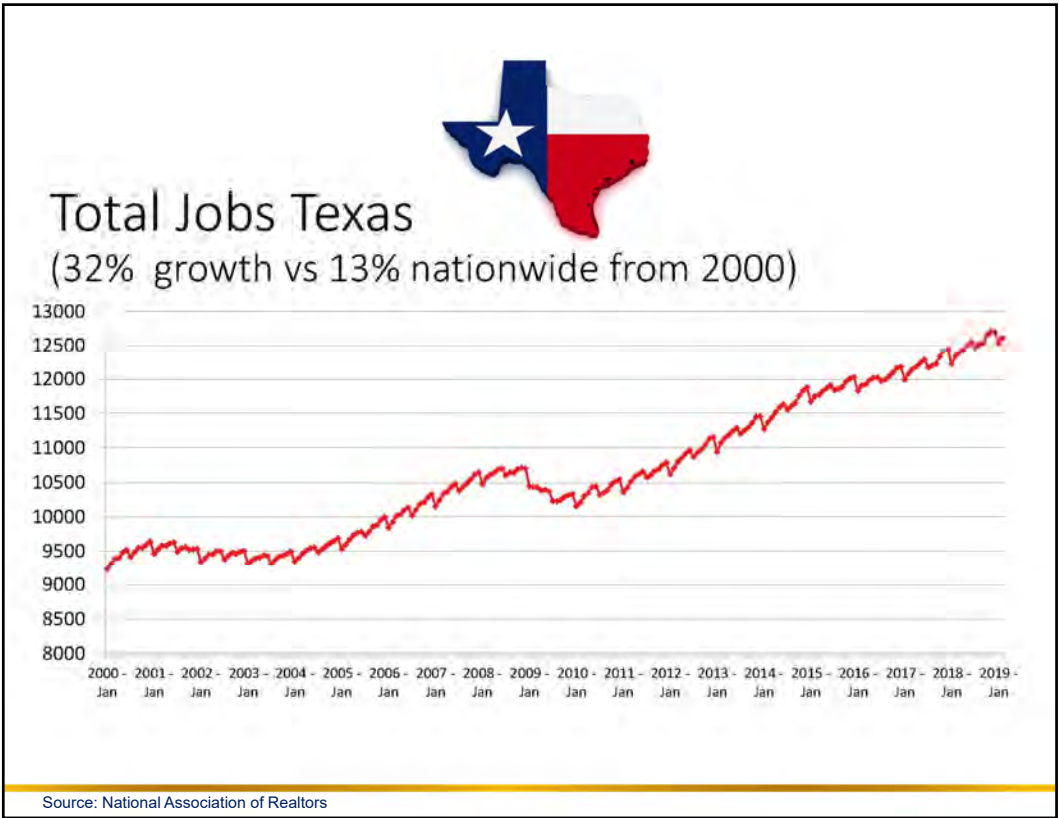
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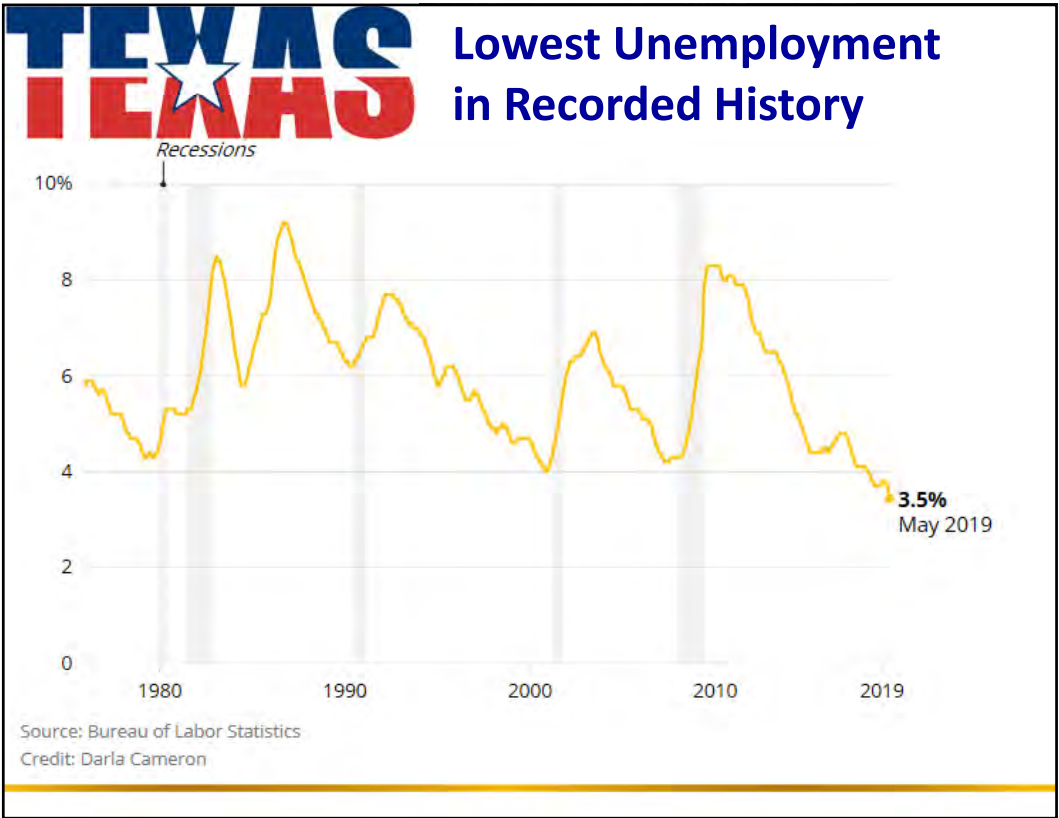
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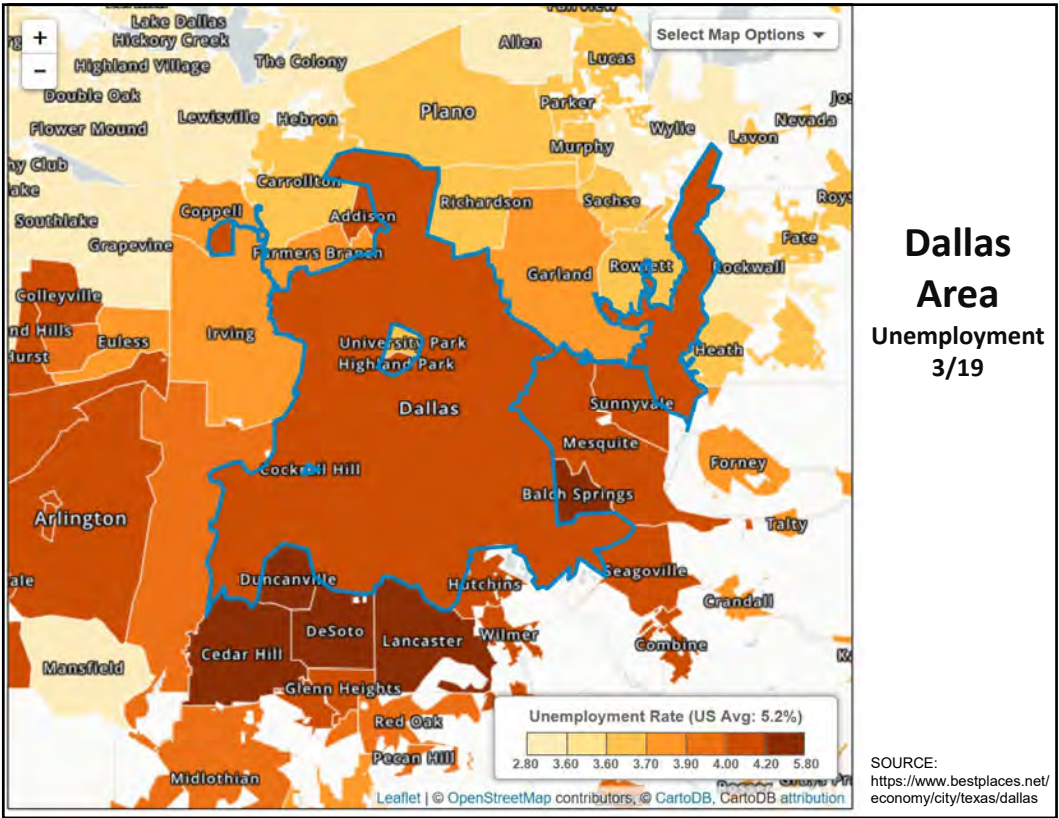
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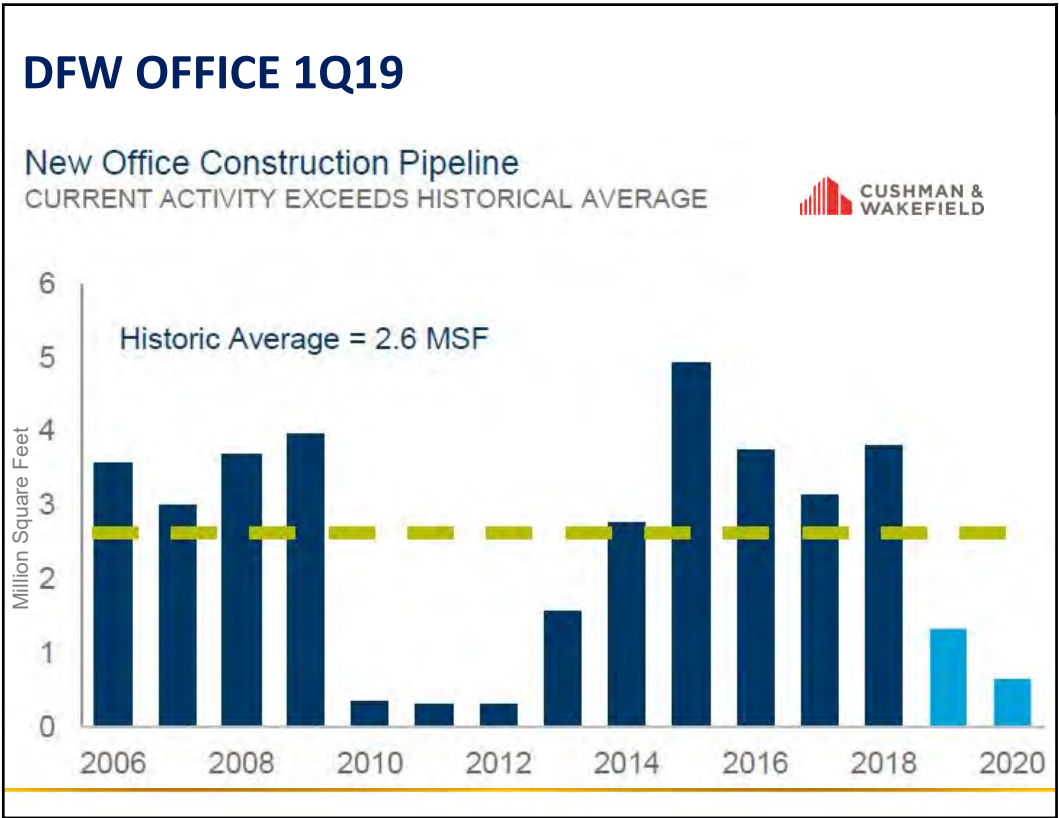
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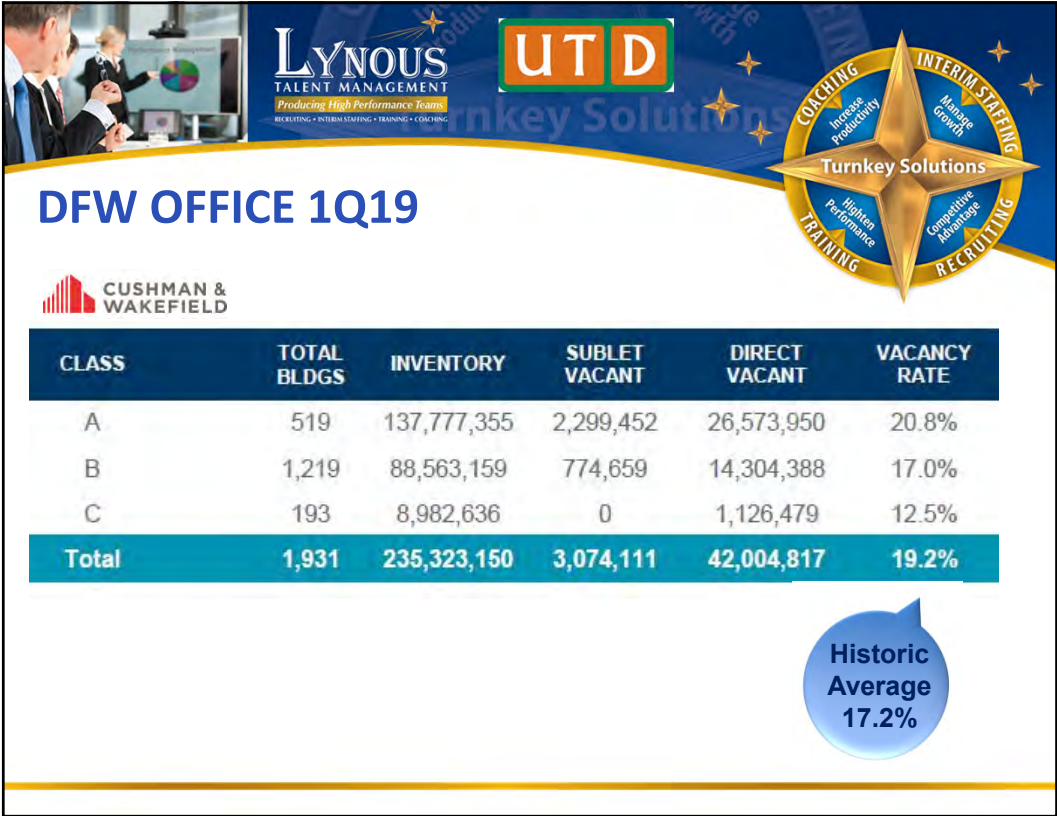


COMMERCIAL REAL ESTATE MARKET OVERVIEW

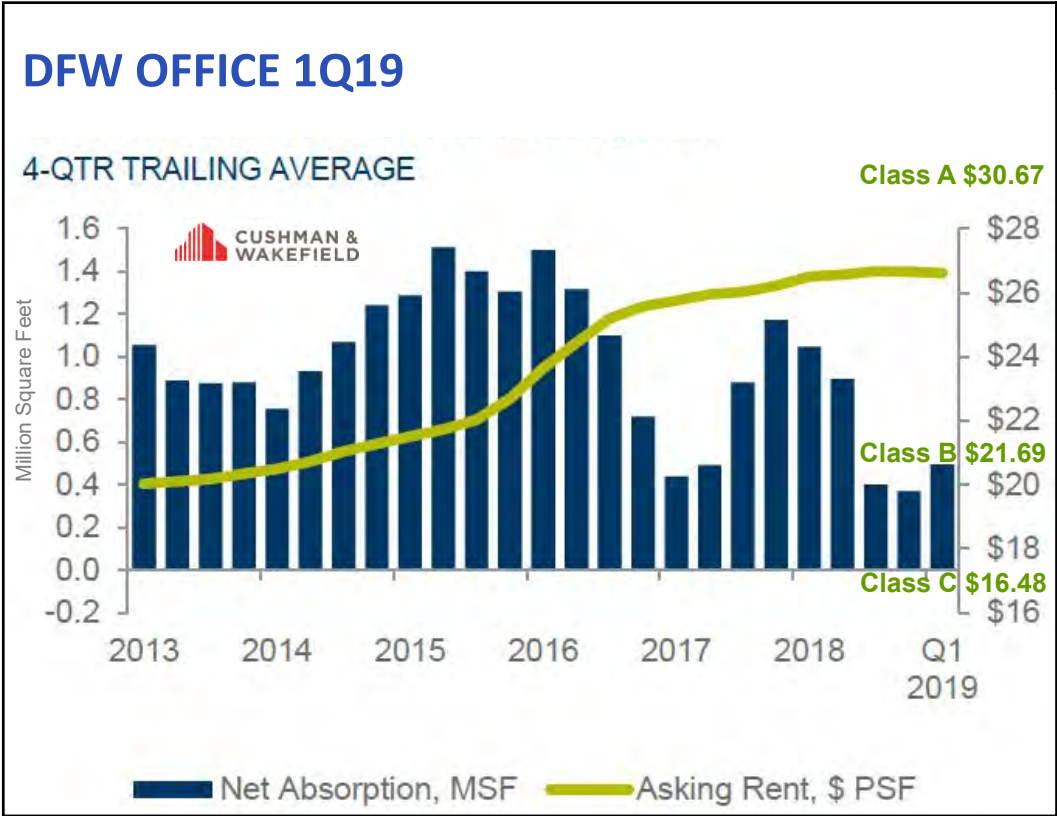
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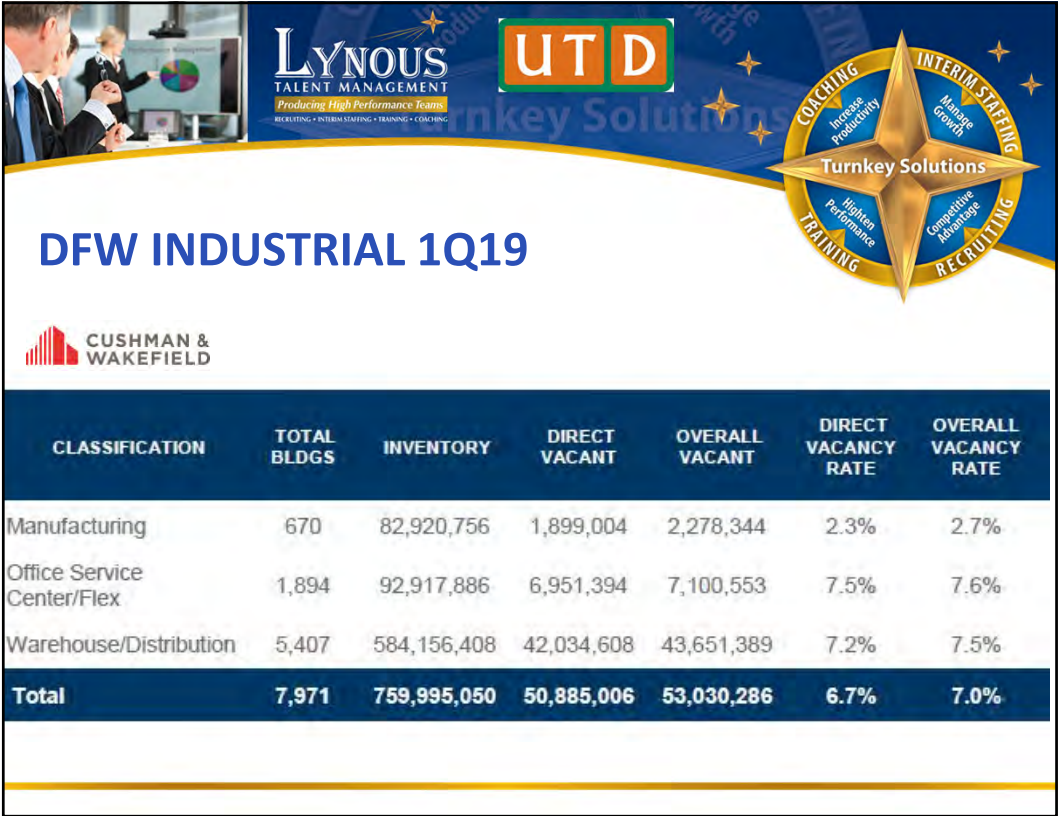
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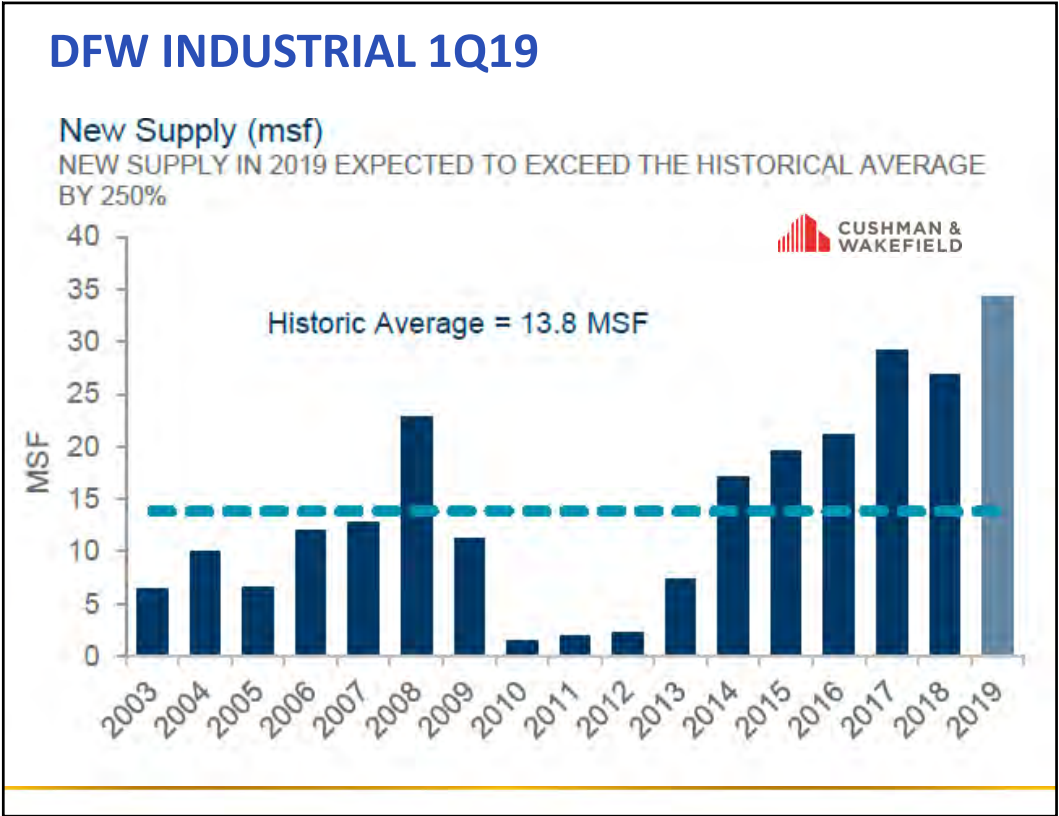
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CORPORATE RELOCATIONS


Charles Schwab & Co. new regional home
Hillwood's Circle T Ranch



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More than 75 companies
relocated their HQ
in the past 7 Years
to North Texas

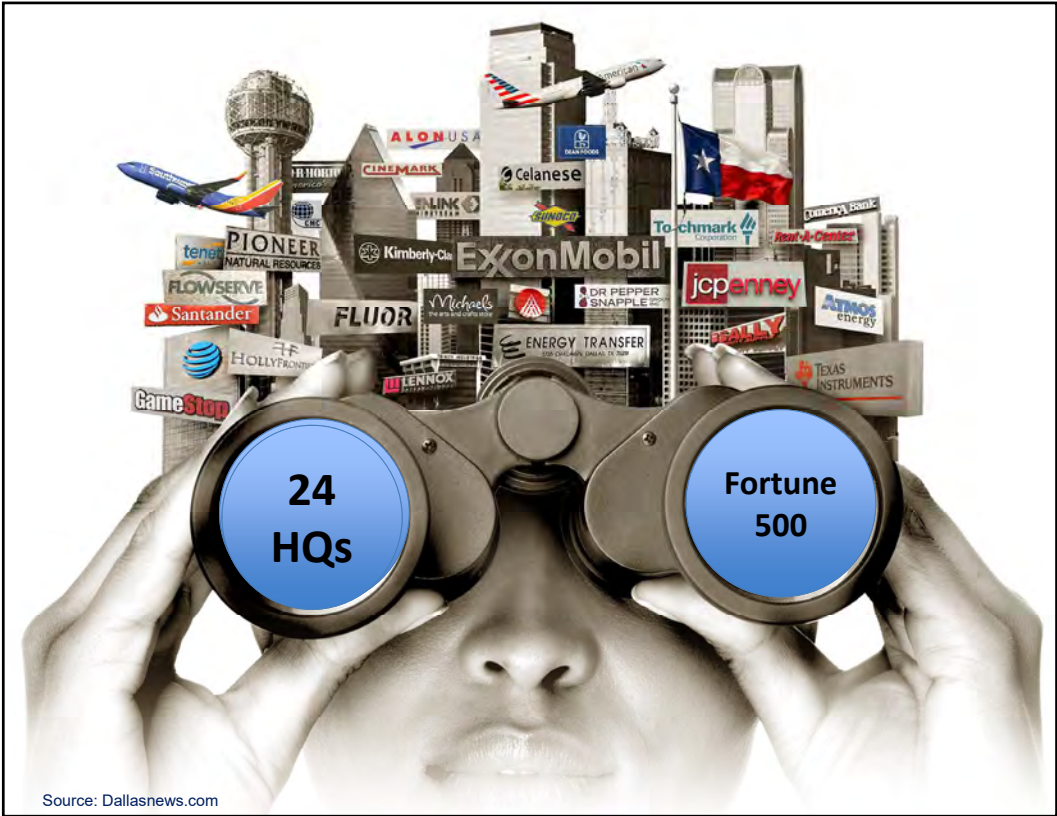


Source: USNews.com

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TOP 3 DFW Metro 24 Fortune 500 Companies HQ



#1 **EXXON™ Mobil™**

2018 Revenue: \$279B
Employees: 71,000
Location: Irving, Texas

#2 **McKESSON**
Empowering Healthcare

2018 Revenue: \$214B
Employees: 80,000
Location: Irving, Texas

Source: Dallasnews.com

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TOP 3 DFW Metro

24 Fortune 500 Companies HQ



#3
2018 Revenue: \$171B
Employees: 262,290
Location:
208 S. Akard St., Dallas, TX



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DFW Top 10 – Largest Workforce FYE 2018



American Airlines Group Inc	262,290
Tenet Healthcare Corp	129,800
J.C. Penney Co Inc	115,500
McKesson Corp	95,000
Jacobs Engineering Group Inc	80,000
Exxon Mobil Corp	74,400
Southwest Airlines Co	71,000
Brinker International Inc	59,436
Fluor Corp	58,478
	53,349

SOURCE: Bloomberg; Dallas Morning News research

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Why DFW?

- ✦ Favorable corporate tax structure
- ✦ No personal income tax
- ✦ Central U.S. location
 - ✈ DFW International Airport
 - 🚚 Road network and Galveston Port
- ✦ Well educated workforce
- ✦ Affordable cost of living
- ✦ University rich area



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moves to Frisco, TX

28



Attracting & Retaining Talent

- ✦ Today’s modern employee looks at their job as a lifestyle choice
- ✦ Amenities and programs that enrich their lives



Source: kbs.com

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Attracting & Retaining Talent

- ✦ Transparency, work-life balance and flexibility, connectivity and experience
- ✦ Buildings located in live-work-play hubs are equally in high-demand



Source: kbs.com

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Attracting & Retaining Talent

- ✦ Alignment of core values
- ✦ Certifications like LEED
- ✦ Natural materials
- ✦ Natural light
- ✦ Latest technology efficiencies to minimize the carbon footprint



Source: kbs.com

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Attracting & Retaining Talent

- ✦ Interactive collaboration areas that can serve as teambuilding venues
- ✦ Experts predict on-demand position to make up ~ 40% of the workforce
 - 🚶 flexible work stations and desks
 - 💻 high-tech conferencing systems



Source: kbs.com

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Attracting & Retaining Talent

★ Fun Aesthetics



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+ Plano, Texas – 100 Acres
+ Retained 70% of employees
+ Added 1,200 new jobs
+ 2.1 Million S.F.



SOURCE: <https://www.papercitymag.com>

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Turnkey Solutions

COACHING: Increase Productivity

INTERIM STAFFING: Manage Growth

RECRUITING: Competitive Advantage

TRAINING: High Performance



RESIDENTIAL REAL ESTATE MARKET



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Turnkey Solutions

COACHING: Increase Productivity

INTERIM STAFFING: Manage Growth

RECRUITING: Competitive Advantage

TRAINING: High Performance

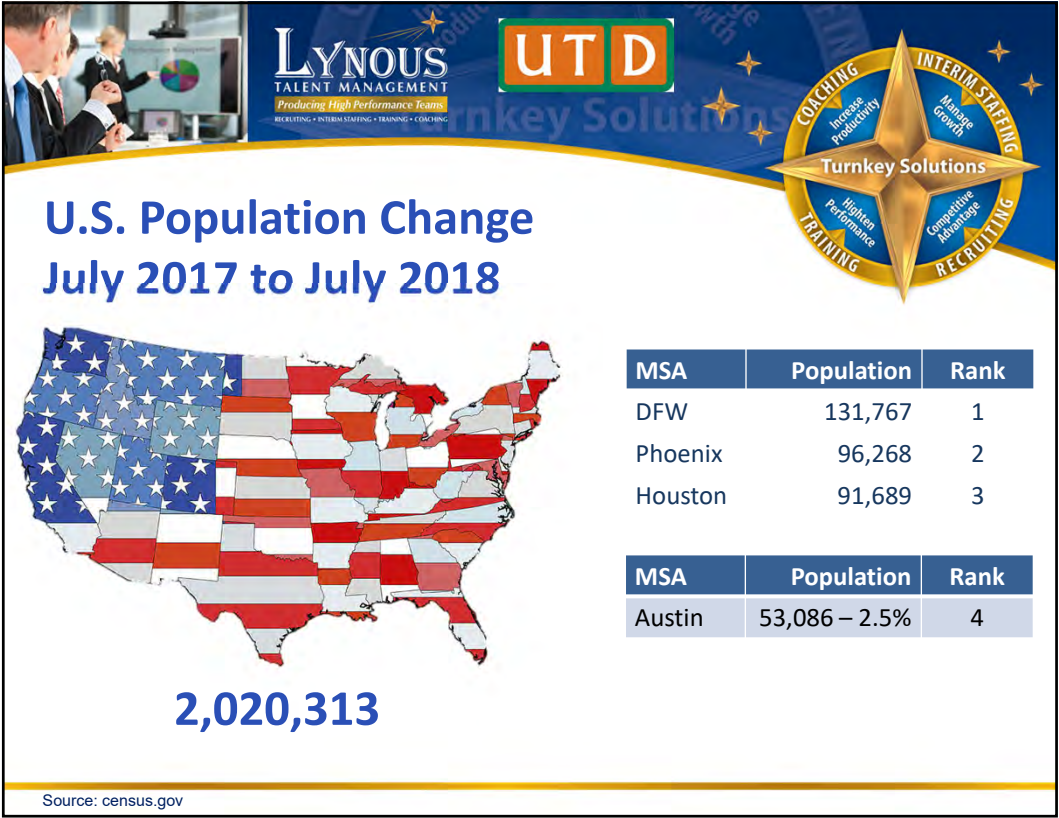
EMPLOYEE HOMEOWNERSHIP SUPPORT

- ✦ Productivity
- ✦ Retention
- ✦ Satisfaction
- ✦ Loyalty
- ✦ Attracting talent



SOURCE: <https://www.forbes.com>

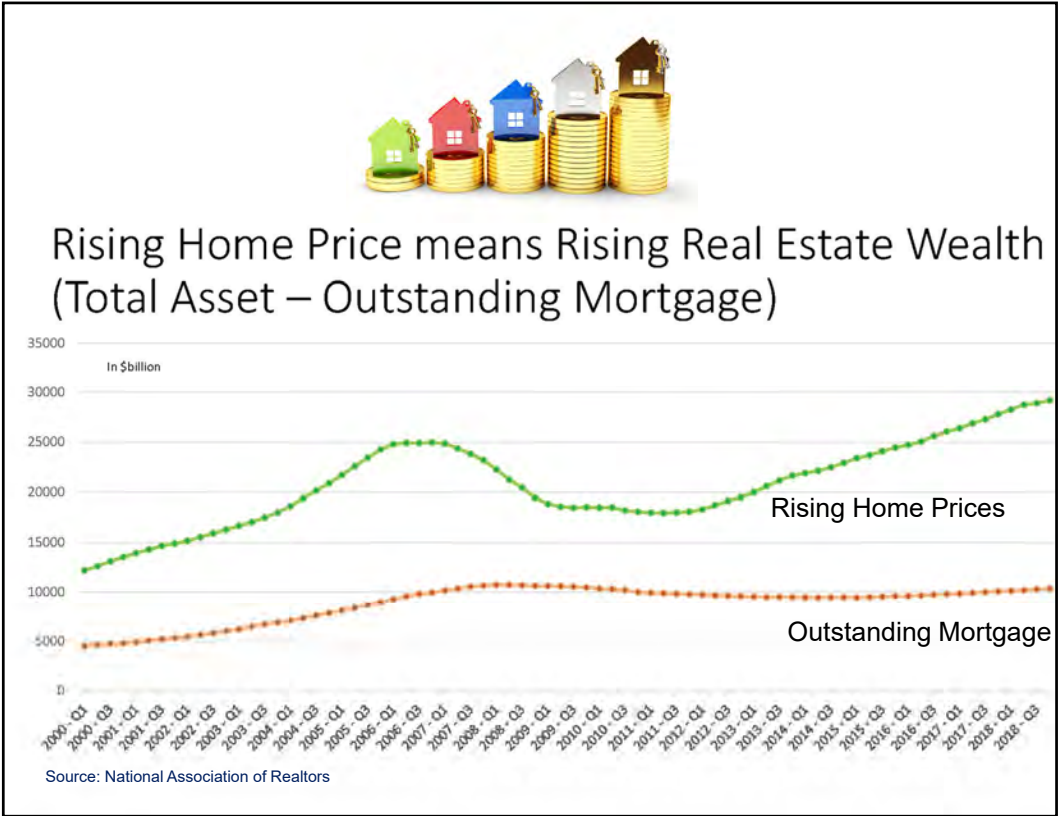
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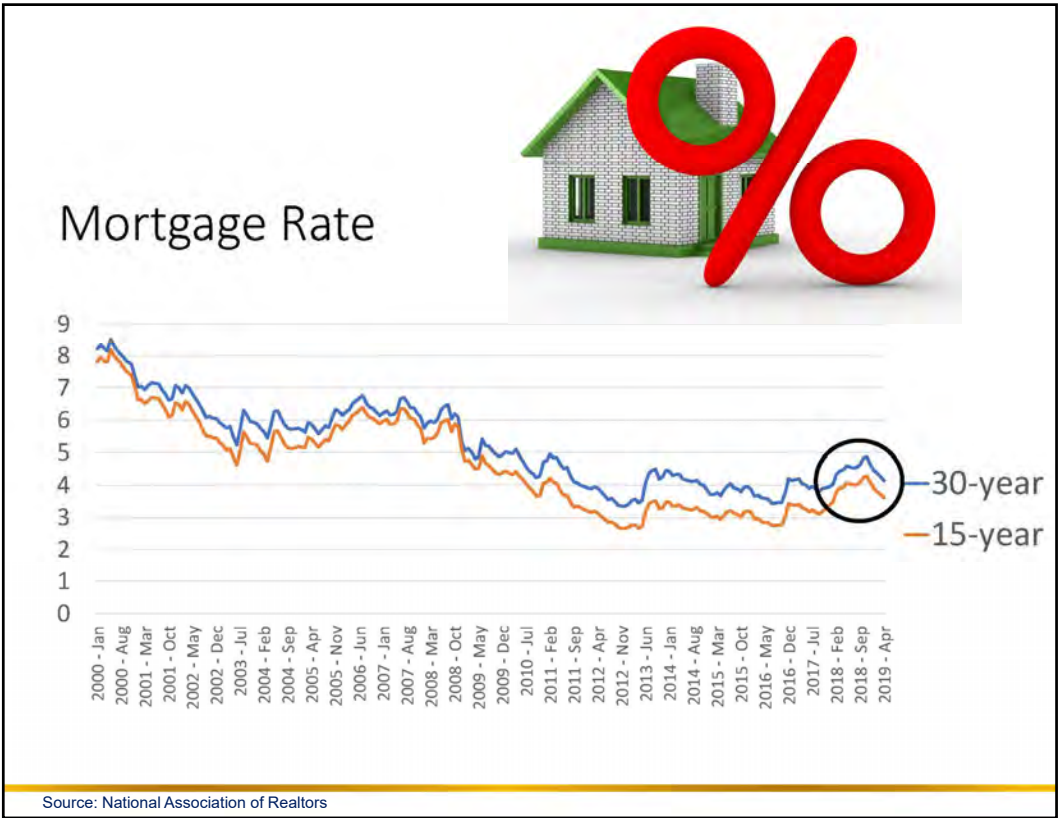
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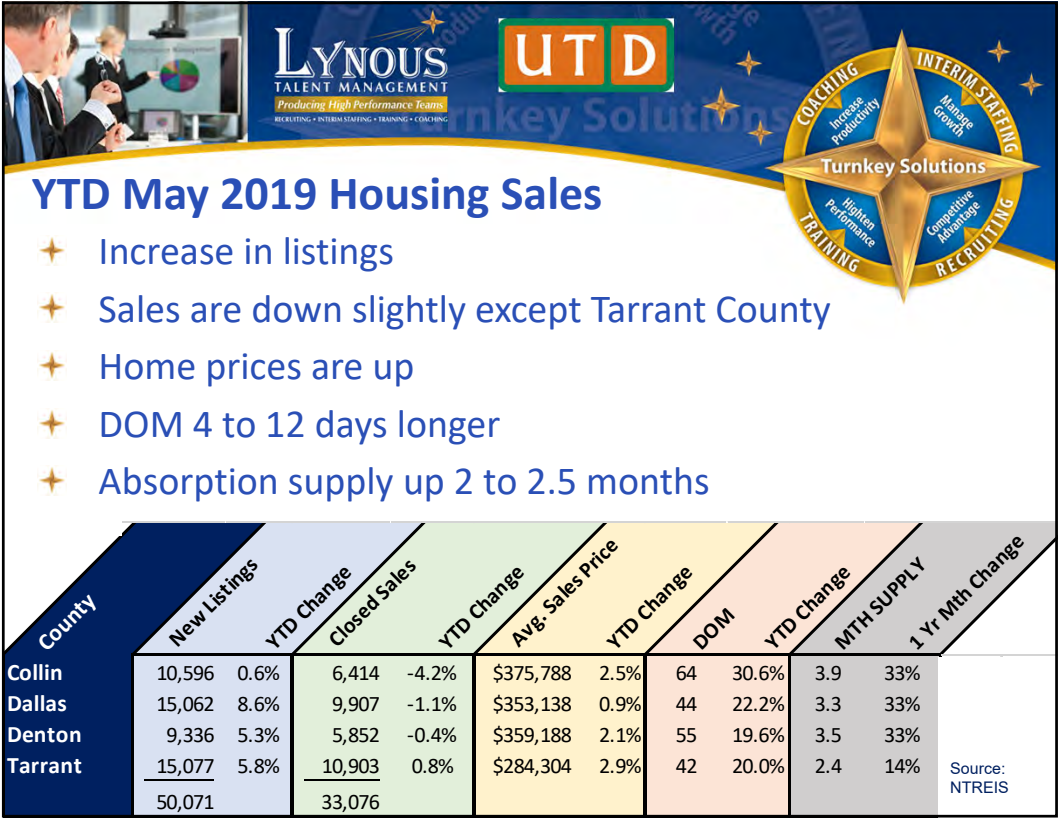
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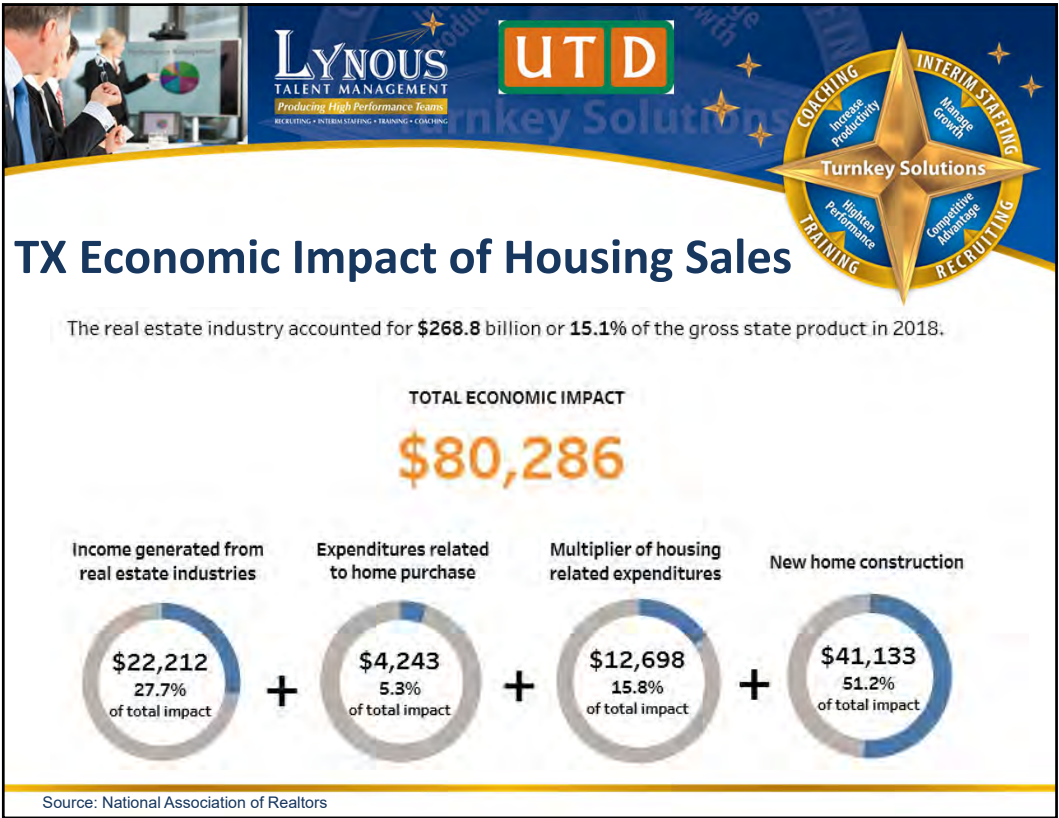
39




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DFW Home Foreclosures Continue to Decline

- May 2019 – 600
- May 2018 – 7,700
- May 2007 – 53,000



Source: Dallas Morning News

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THANK YOU

Julie Lynch
Chief Talent Officer/UTD Adjunct

Julie@LYNOUS.com

Office: 214.387.9595

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