

To: Tri-State Region
cc: GMB, Region Presidents, and Managing Principals

October 27, 2016

Leadership Alignment in the Tri-State Region

Building on [Brett's announcement](#) on Monday regarding the alignment of leadership to significant business opportunities in the Americas, I am pleased to announce two changes in leadership. Effective December 1, John Santora will be Cushman & Wakefield's President of the New York and Tri-State Region, and Ron Lo Russo will lead the Agency Leasing practice for the region.

New York and the Tri-State Region represent one of the largest and most important markets in the world for Cushman & Wakefield. Founded in 1917 in New York, Cushman & Wakefield has immense depth in the Tri-State Region with more than 1,200 professionals. As a firm we hold leading positions in the region in tenant representation, agency leasing and capital markets, as well as in the office and retail sectors.

Creating Significant Value Through Deep Local and Global Knowledge

We see great opportunity to grow our business and standing in New York with great leadership at the region and leasing practice levels. John Santora, a nearly 40-year veteran of Cushman & Wakefield and New York, is a well-established leader in our industry. He has deep management experience at the local, national, and global levels, as well as strong long-term client relationships in New York with companies like MetLife, Verizon, Citigroup, and J.P.Morgan. John previously ran Global Client Services for Cushman & Wakefield and served as head of the Americas business on two separate occasions. We're excited to bring this level of experience and depth to our firm's largest market, and having just completed our global integration as Global COO, John is eager to take on leadership of Cushman & Wakefield in his home town of New York.



John Santora

Delivering Exceptional Experiences to Our Clients

We also have a strong opportunity to build on our strength in the Tri-State Agency Leasing business. Today we have flagship assignments across the Tri-State, working for top investors on many of the city's and world's most recognizable assets. Ron Lo Russo, who has deep experience in the landlord business, will be responsible for driving and executing Agency business on behalf of clients. Ron, having gained valuable experience as regional lead, will work closely with John and our most senior brokers to enhance our leasing platform to elevate the client experience. He will ensure our evolution in the region maximizes our tools, technology, and insight to advance the Agency Leasing platform.



Ron Lo Russo

Cushman & Wakefield is operating from a position of incredible strength in the New York market, and we are keenly focused on strengthening that position. With these leadership announcements, we are building on our momentum, and we will continue to strengthen all of our core services in the market. Ron

will drive our leasing business growth, and John is an outstanding leader who will lead the charge overall in the market.

I would like to thank Ron for his energy and leadership in growing the region throughout the merger, as well as John for leading the integration and for his tireless work in bringing the business together globally. Please join me in congratulating and supporting both of them in their new responsibilities.

Tod