





# A MESSAGE FROM MOLLY



**MOLLY NORTH**  
President & CEO

I am often asked the question, “How’s business?” to which I typically respond, “It’s a great time to be in real estate!” In fact, it is always a great time to be in real estate. It is an industry that I have grown to love deeply as I continue to experience how greatly we impact our physical landscapes and the people in the communities in which we work, alike. This is a love that is shared by the employee-owners at Al. Neyer and something that translates directly into the ownership that we take in our work each day.

This year we celebrate the 125th year anniversary of Al. Neyer. It is rare for any company to enjoy such longevity, particularly in the construction and real estate industry. Surviving economic cycles can be difficult. It requires great discipline by management, and perhaps some luck along the way. What it certainly requires is taking the long view. Taking the long view means making fundamentally solid investment decisions, but it also means delivering work with the quality and attention to detail that will make us and our clients proud of our work for years to come. This indeed is the essence of our longevity and what builds trust in our client and partner relationships.

Turning to today, 2018 set yet another record in new business for Al. Neyer. This year’s report will highlight the great work that we are doing in Cincinnati, Pittsburgh, and Nashville. Each of the sectors in which we perform – office, medical office, multifamily, and industrial – continue to provide greater opportunities for us to showcase our best in class capabilities. There is nothing common about breaking ground or cutting a ribbon. The required determination and drive to commence a project and the discipline and detailed execution for quality delivery is nothing short of profound.

While the results stand on their own, I have greater confidence than ever before in what is ahead. In 2018, we onboarded nearly 30 employee-owners ranging in expertise from accounting, engineering, law, and architecture. I have seen time and again what the best talent can deliver, and our team is beaming with it here. Much is in store for 2019, including entry into our fourth market – Raleigh.

As we stop to celebrate our 125th year, we honor our employee-owners, clients, partners, and friends, both past and present for their significant contributions to our success. We stand on the shoulders of trusted relationships, since 1894.

A handwritten signature in black ink that reads "Molly". The script is elegant and cursive.



## Al. Neyer Celebrates 125 Years in 2019

While this annual report covers Al. Neyer's work and progress in 2018, it would be remiss to not tip our fedora to the milestone anniversary our company is celebrating in 2019. Our company is rooted in custom work, and we treat today's projects with the same care and attention to detail our founders gave to their first carpentry and contracting jobs. Al. Neyer is pleased to serve clients in Cincinnati, Pittsburgh, Nashville and beyond and is committed to applying our 125 years of history to help build your future.



1894

### Cincinnati Roots

Gerard Joseph Matthew Neyer starts a carpentry and contracting business in Cincinnati, Ohio. His son, Joe Jr., later joins him and develops a specialty in commercial building construction.

1929

### Al. for Alphonse

Joseph's grandson, Alphonse Neyer, becomes the third generation to lead the family business, incorporating Al. Neyer.

1950s  
&  
1960s

### Design-Build Innovation

Ray, Don, and Tom Neyer are the fourth generation to join the family business. Don Neyer is an early adopter and champion of the design-build method.

1970s  
&  
1980s

### Development Strength

Al. Neyer acquires land and begins developing seven industrial parks in Greater Cincinnati. The company adds licensed designers and architects; the fifth generation of the Neyer family joins the firm.



TAXES  
NATI  
1-3435  
e, Inc.



1990s  
&  
2000s

2014

2015

TODAY

## Strategic Transitions

Al. Neyer establishes Pittsburgh office and adds outside executive leadership to augment family business.

## ESOP

Bill, Dave, and Jim Neyer transfer 100 percent of company ownership to employees through an Employee Stock Ownership Plan.

## New Leadership

Molly North is appointed to the role of president and CEO, becoming the first female president in company history. Al. Neyer opens an office in Nashville.

## Always Looking Ahead

As the sixth generation of ownership, Al. Neyer's employee-owners expand the company to three consecutive years of historical results.

# CINNATI

**Al. Neyer is breaking company records as it ushers in its 125th year of service.**

Our employee-owners finished the first phase of Erlanger Commerce Center in Northern Kentucky, which will offer 1.7 million SF when it is fully finished – one of the largest projects in the market and a testament to our leadership in industrial development. You can read more about this project on page 7.

We also forged a new relationship with a leading healthcare provider in Southwest Ohio. Dayton-based Premier Health wanted to bring its brand of healthcare services to new communities in the region, establishing four medical office buildings in the Cincinnati-Dayton Corridor. As of this writing, we have completed MOB's in Liberty Township and Monroe, and are working to complete two more in Beavercreek and Vandalia.

Our development in Blue Ash, Ohio has officially taken flight with the groundbreaking of The Approach. The mixed-use development at The Neighborhoods at Summit Park commenced in 2018, with construction crews tackling preconstruction and foundation work at the site of the

former Blue Ash Airport. Al. Neyer has developed a niche in multi-unit residential; in 2018 our teams started two new luxury apartment projects in Cincinnati. The 8th and Main Apartments development in Downtown Cincinnati affirms a longtime relationship with North American Properties and NorthPointe Group, and our team is building another significant apartment project in Madisonville for Ackermann Group.

2018 also allowed Al. Neyer to take on projects that helped local employers offer more jobs and maximize efficiency. Our employee-owners delivered a 180,000 SF office and manufacturing facility for Nehemiah Manufacturing, Inc., a firm that provides career opportunities for people striving to overcome employment challenges. We also completed a 53,000 SF Class A office for Chard Snyder, an expanding business in Mason, Ohio that needed a new headquarters to bring together employees from four offices and also anticipate future growth.

“North American Properties is dedicated to transforming the core of Downtown Cincinnati, making it a more vibrant place to call home. Al. Neyer is a trusted partner in that endeavor, with a design-build team that overcomes challenges and helps us offer remarkable mixed-use projects like Encore Urban Living. We’ve enjoyed our relationship with Al. Neyer for many years and look forward to more shared successes.”

**TONY HOBSON**, Managing Partner, North American Properties



**DAN RUH**  
EVP, Cincinnati Market Leader



**RYAN REARDON**  
VP, Real Estate Development



**JOHN BUMGARNER**  
VP, Design-Build Operations





Nehemiah Manufacturing, Cincinnati, OH



Premier Health Vandalia Groundbreaking, Vandalia, OH



Chard Snyder, Mason, OH



Chard Snyder, Mason, OH





## PROJECT PROFILE

### **Erlanger Commerce Center**

Erlanger, KY

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The Erlanger Commerce Center was recognized by NAIOP Cincinnati as the 2018 Industrial Deal of the Year. Once complete, the project will offer 1.7 million SF of industrial packaging and distribution space for Coca-Cola, Perfetti Van Melle, and Duro Bag. Positioned one mile away from the Cincinnati/Northern Kentucky International Airport, this development partnership between Al. Neyer and Hillwood Development affirms Al. Neyer's position as a leading industrial developer in Greater Cincinnati. The first phase of Erlanger Commerce Center was finished in December 2018. Crews expect to complete the third phase in summer 2019.

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Knepper Press, Clinton, PA

# PITTSBURGH

**Al. Neyer is making its mark on the Steel City by leveraging our cross-functional expertise in industrial development and office space.**

In 2018, we delivered projects for several Pittsburgh-area repeat clients. Our employee-owners finished an expansion for Knepper Press, a commercial printer at Clinton Commerce Park in Findlay Township. Al. Neyer built Knepper's original 100,000 SF production warehouse in 2009, and our design-build team completed a 75,000 SF addition for the 146-year business last year.

Al. Neyer continues to make headway with our Clinton Commerce Center industrial development, also in Findlay Township. The first two phases of our development are fully operational, with Clinton Phase II occupied in 2018 by Shell Chemical Appalachia, LLC. This tenancy joins Clinton Phase I, a 297,200 SF building occupied by Berlin Packaging. Also in 2018, Al. Neyer commenced its next phase of development at the airport with Clinton Phase III and VII, totaling nearly 270,000 SF and scheduled to be delivered by the end of 2019. These projects are part of a series developed out of our trusted relationship

with the Allegheny County Airport Authority. Al. Neyer is taking advantage of this key position at the edge of Pittsburgh International Airport and has plans for future phases in the years ahead.

Our employee-owners are also fostering new connections, including with German firm Hennecke Polyurethane Technology, which is moving its North America headquarters to South Fayette Township. Hennecke chose Al. Neyer for the 35,000 SF project because of our team's ability to create custom industrial projects that maximize production efficiency.

Al. Neyer continues to show Pittsburgh our capabilities in other product verticals, too. In 2018, we finished an expansion of the flex office space McClaren 4000 with repeat client, Elmhurst Group. Our Pittsburgh employee-owners are developing a reputation for delivering a high level of customer service, a quality that matches Al. Neyer's core values.





Hennecke Groundbreaking, South Fayette Township, PA



Hennecke, South Fayette Township, PA



Clinton Commerce Center, Phase II, Findlay Township, PA

“Elmhurst has enjoyed a trusted relationship with Al. Neyer for many years. From start to finish, their design-build team repeatedly gets our projects to the finish line by overcoming challenges and working to meet and beat deadlines. I can count on Al. Neyer for a level of communication and service that is hard to find elsewhere. This team continues to exceed our expectations.”

**JASON MCCANDLESS**, Elmhurst Group



**MARK VELLA**  
SVP, Business Development



**BRANDON SNYDER**  
VP, Real Estate Development



**MIKE GOLDSTROM**  
VP, Real Estate Development

# NASHVILLE

**In Tennessee, our team grew in numbers just as Al. Neyer grew in market position.**

Our Nashville-based employee-owners beamed with pride last year when they officially cut the ribbon on Al. Neyer's first ever development and design-build project in Middle Tennessee. Mallory Green is a 178,000 SF Class A office development just south of Nashville in Franklin, Tennessee and Al. Neyer's first development partnership with New York Life Real Estate Investors. Designed to offer a collaborative work environment in one of the busiest office markets in the United States, Mallory Green gives millennials modern amenities and utmost connectivity. In addition to first-rate amenities and convenience, workers can enjoy four acres of protected green space including a natural stream. A bicycle and walking path help connect people to more than 45 restaurants and retail venues nearby. You can read more about Mallory Green on page 13.

In 2018, Al. Neyer took a major step to help meet the pressing demand for bulk industrial space in Middle Tennessee. The development and design-build teams delivered the first phase building of Cedar Farms, a 902,000 SF e-commerce distribution center in Wilson County. Upon delivery, the team began planning for the second phase that could accommodate a build-to-suit structure of up to 600,000 SF.

Al. Neyer has grown its connections in Nashville and in 2018 forged a promising relationship with Vanderbilt University Medical Center. In late October our team broke ground on a pediatric specialty care facility in Murfreesboro for Monroe Carrell Jr. Children's Hospital at Vanderbilt. The 37,500 SF medical office building will offer pediatric specialty care, outpatient surgery, diagnostic imaging services, and urgent care with after-hours services. Al. Neyer is serving as developer and design-builder for this project.

Our first four years in Middle Tennessee have established Al. Neyer's reputation as a strong developer. In addition to forming trusted relationships with key partners, we recruited six more employee-owners to our team, ensuring we continue to grow our reputation for collaboration, deep market expertise, and quality project delivery.



**ROB GAGE**

VP, Real Estate Development



**JUSTIN HARTUNG**

VP, Design-Build







VUMC Murfreesboro Groundbreaking, Murfreesboro, TN




Cedar Farms, Lebanon, TN



Mallory Green, Franklin, TN





## PROJECT PROFILE

### **Mallory Green**

Franklin, TN

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2018 welcomed the completion of Al. Neyer's first development and design-build project in Greater Nashville. Mallory Green, a 178,000 SF Class A office development in Franklin's booming area, Cool Springs, will be occupied in part by Regus co-working concept Spaces. Known for providing office space for entrepreneurs and the creative class, Spaces tenants can take advantage of amenities including furnished patio, fitness studio, and micro-market with fresh snacks and meals. The project features spacious, open floor plans and floor-to-ceiling windows that invite natural light and offer views of the natural surroundings.

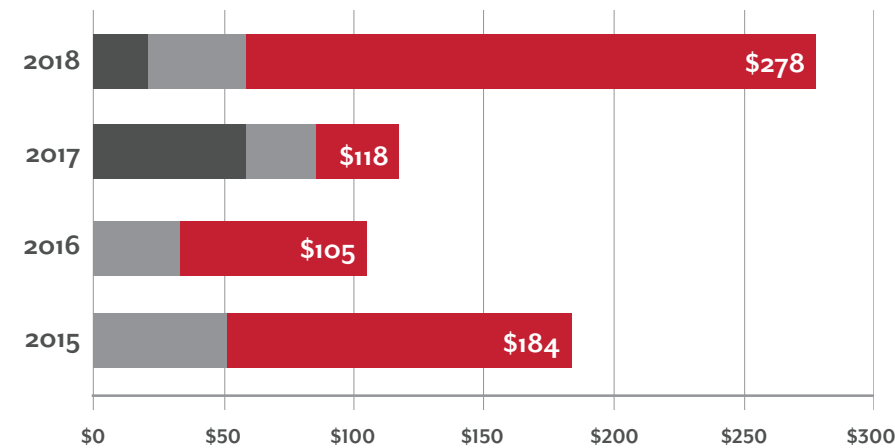
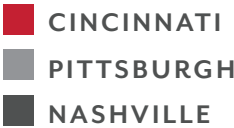
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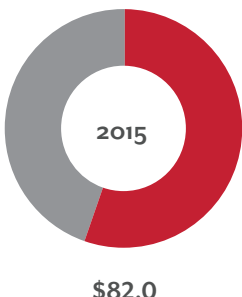
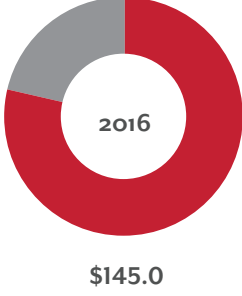
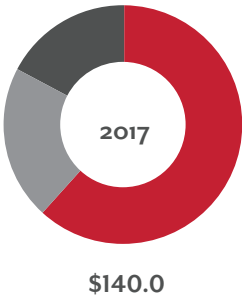
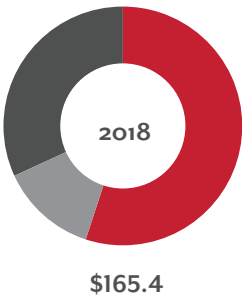
## CONTRACT SIGNINGS

(\$ Millions)



## TOTAL REVENUE

(\$ Millions)



## KEY EXECUTIVE ROLES ALIGN WITH A VISION FOR GROWTH

In 2018, the company recruited Stephanie Gaither for the role of SVP and Chief Financial Officer. Stephanie began her career at Arthur Andersen before moving to Cincinnati Center City Development Corporation (3CDC), and has extensive experience in planning, creating, and executing highly complex financing structures for development projects.

Matt Blankenship was promoted to EVP of Design-Build. Our Design-Build team is forging a path of rapid expansion, and Matt is drawing on his nearly 15-year tenure with Al. Neyer to help create a roadmap that leads to new cities and grows our existing markets.



STEPHANIE GAITHER  
SVP, Chief Financial Officer



MATT BLANKENSHIP  
EVP, Design-Build



## COMMUNITY CONTRIBUTIONS LIVE UP TO CORE VALUES

In 2018, our firm was recognized by the Cincinnati USA Regional Chamber and Cincinnati Business Courier with an inaugural CLIMB (Cincinnati Lifts Inclusion and Minority Business) award for our developments; The Offices at Vernon Manor and Offices @ Vernon Place. The projects for Cincinnati Children's established majority ownership by minority investors – a proven strategy that can help lift the entire community. Other notable honors in 2018 recognized Al. Neyer's culture, including finalist awards in the Cincinnati Business Courier's Best Places to Work and Fast 55 awards.

Al. Neyer's team also lived up to its core value of taking ownership by giving back to the communities where we live and work. In 2018 our employee-owners volunteered with groups including Give Back Cincinnati, People Working Cooperatively, Cincinnati Community ToolBank, and Monroe Carrell Children's Hospital at Vanderbilt University Medical Center.



CLIMB Awards Ceremony



Cincinnati Community ToolBank Volunteers



American Heart Association Go Red for Women

## JIM NEYER TOOK ON NAIOP NATIONAL LEADERSHIP ROLE



Jim Neyer made 30 trips in 2018 speaking across the United States about the future of real estate. Al. Neyer's EVP of Capital and Investments served as the national chairman of NAIOP, the country's leading commercial real estate development association. Jim has been involved with NAIOP for 25 years and has also served on the local level as president of the Cincinnati/Northern Kentucky and Ohio chapters and as chair of several committees. "This national leadership role proved to be both rewarding and indispensable," says Jim. "I not only treasured the chance to give back to our industry in a meaningful way, but I made new connections and discovered fresh ideas that will help strengthen opportunities for Al. Neyer and our partners."

