

First LEED AP (and later LEED Fellow) Real Estate Broker: Sally Wilson Transcript

Welcome ([00:00](#)):

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Charlie ([00:33](#)):

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Charlie ([01:01](#)):

Hi everyone. Welcome to the next episode of the green building matters podcast. Today I've got Sally Wilson, she's the executive manager, director of Newmark, Grubb, Knight, and Frank in the DC area. LEED fellow. Just wanted to say Sally, good morning. How are you doing today? Excited to learn more about your journey and I love the existing building side of things. LEED EBOM is one of my favorite programs. I'm sure we'll talk a little bit about that, but just real estate in general, green buildings in general but I want to know where'd you grow up and where'd you go to school?

Sally ([01:32](#)):

Yeah, so I grew up in central Virginia in Lynchburg. I actually was born in Germany, so it was my sister. I have an older sister and my mom was German and my father an American, he was in the Air Force. They met, got married, had us but he was from Lynchburg, so we moved back. I grew up there in a fairly conservative city as you can imagine. I went to Virginia Tech, I started in interior design and did undergraduate in that. Then I actually did my masters in architecture at Virginia Tech as well. I guess in my third year of interior design, I decided I wasn't into sort of the whole picking colors and

doing all of that. I was more into kind of the building side of it. So I looked into changing into architecture, but at the time they had a three year program. I ended up meaning I got a master's in the same amount of time as I got an undergraduate.

Sally ([02:29](#)):

So that's where I started. I actually met my now husband, I mean this is 1980. We met and he was in architecture school as well. When I graduated we moved to Dallas, Texas and it was kind of the heyday of Dallas big buildings right before the bust and was a whole lot of fun to just sort of pick up and move. We didn't know anybody but the economy really brought us back to the DC area where we both practiced architecture at independent firms. In the 90s I really moved towards interiors and less towards the base building side and I continued to practice. I practiced for a total of 18 years and I was actually doing in the DC area, roughly 1 in 25 as an attorney. I was doing a lot of law firms as you can imagine.

Sally ([03:18](#)):

I did a lot of work with one broker, Pat Maher. He was with CBRE or CB Richard Ellis at the time and he encouraged me to come over and join him and really began doing strategic planning on the brokerage side because much of what my work was, was on the architecture side had moved into being kind of a principal in charge. Where I was kind of managing the client, developing business, and kind of ensuring that the team was delivering. I was really kind of less out of the design part and more in the management and strategy part. So I actually moved over to CB and 2003 and that was when things really changed for me and especially in the green world. So that's kind of a background leading up to it.

Charlie ([04:10](#)):

That's a great background and just that design experience and when you were doing some on the interior side, was there some sustainability happening? It might've been pre LEED. The first LEED projects came out in the year 2000 so was it energy focused or was that design like?

Sally ([04:28](#)):

What's really interesting kind of as a continuation of the story was, so my husband is Ken Wilson. He's actually a LEED fellow as well. We're sort of the

only LEED fellow couple out there, which is kind of interesting. So he started his own firm in 1999 and his first client was Greenpeace and actually in school he had always kind of been into, I mean he had done solar energy projects and things like that and Passive House. He was much more into that side of it. I wasn't as much, but I sort of saw it from him and the answer for me is no, but, I could see it happening with Ken and really his firm envisioned who has since, he was acquired by Perkins and Will, I think in 2014 or something like that. His firm had this incredible reputation of being, kind of the poor leaders in sustainability, especially on the interior side. The firm I was with was not into that, it was more of just a workplace and kind of regular stuff. It did begin to move into that, I would say really after 2004 which I had since left when LEED for commercial interiors hit. That's when I think it sorta turned on to the LEED side.

Charlie ([05:56](#)):

Okay. Thanks for connecting the dots. Tell us more on how you really did more sustainability at CVRE, largest real estate company in the world. Your 10 year stint. Tell us what forced you into the sustainability movement while you're at CB.

Sally ([06:11](#)):

Yeah, it's really interesting because when you're an architect and you have sort of a program of what you're doing and what your role is when you go into brokerage. It's kinda like my partner at the time was like, well, just come and we'll figure it out because we know we'll do great things together. That was not enough definition for me really and I guess the good thing is the broker genders industry is very numbers driven and basically when you went over there, you had to kind of write a business plan or what your projections were for revenue and things like that for the next year. You did that in architecture, but it was much easier to do because you could identify jobs and you knew your fee and things like that.

Sally ([07:03](#)):

But in brokerage we are in tenant brokerage, we're not in the building side of brokerage, primarily representing it's just very difficult to predict what you're doing. One of the things that actually can really encouraged me to do was, when I went over to the dark side, as they say, he said, , you know you really need to get into the sustainability side because the brokers are really

kind of the gatekeepers and the roadblocks at the same time because they first touched the client and they start to educate the client about things, bring in the right architect or the right team or whatever. They have the opportunity to really kind of open up the discussion early on about sustainability and especially about LEED.

Sally ([07:54](#)):

This is a time when EBOM had come into play and certainly new construction had happened and so I took his advice and it was like the best advice I ever took from anybody because that's what really kind of put me on the path to where I am now. I wrote a business plan and I said I really want to, and I went to my manager who was JL S at the time and is now president of NRAI. I went to him and I said, I want to become LEED accredited and this was like six or seven months after I'd been there and sort of got my foot in the door a little bit. I want to become LEED accredited and I want the company to join the US green building council, which that's a whole interesting story in itself because getting CB to join because you don't join as an individual, you join as a company.

Sally ([08:53](#)):

Right. And so basically one of the largest real estate companies at the time and at this time, they had just acquired Insignia and so they were CVRE at this time and it basically went all the way to the top to the CEO, the CFO and I had to write a business case for them as to why they should do it, because they were concerned they were going to get picked and on their buildings by green groups and things like that, they didn't really understand what it was at all. I think having accomplished that and we got them to do that. In my mind that was a huge accomplishment because it's what really kind of sets CVRE off on this journey that they've been on towards carbon neutrality, towards being especially on the E bomb side the incredibly green side.

Sally ([09:46](#)):

That was a huge accomplishment to do that. So, I did that. And then actually kind of shortly thereafter, our team, we had an interview for the Toyota government affairs office and it was right at the time the Prius came out. They're starting to do the hybrid vehicles or whatever, and when we went in there, we did it big conversation about, or presentation about negotiating a

green lease and getting the building to support LEED efforts and sustainability and no other brokers went in talking about that as you can imagine, as a matter of fact, the other brokers go in there and they're like oh the architects do that. Our approach was really this, it's more of an integrated approach. It has to be an approach from the lease side where the lease protects you throughout the life of your lease to ensure that the landlord delivers performance items, whether it's on energy side, on air quality filtration, green cleaning, the right to submit your power, buy green power credits, all sorts of things.

Sally ([10:57](#)):

So we did that first green lease back in 2004 so, wow, that's 16 years ago. That's kind of the beginning of the journey and how I made that transition. Anyway, I'll let you ask some questions.

Charlie ([11:11](#)):

That's a great story on just the real estate side of things. A lot of times on the podcast while architects and contractors and it's really nice to see the real estate and not just the landlord tenant and your brokerage experience too. Just looking back who else maybe had some influence, who else would you call a mentor?

Sally ([11:29](#)):

I mean, I would say that, I mean Rick Fedrizzi certainly at the US Green Building Council, Peter Templeton, Chris Smith, because I guess 2006 I joined the Corn Shell LEED Steering Committee. I really got to know all of the people at the US Green Building Council and really dig deeper into it. I would say those guys, certainly. Yeah. I mean the list goes on with people that I dealt with. Linda Sorento was incredible. On the real estate side, really nobody was doing anything like that. I was the first LEED AP. A real estate broker, which really isn't that hard to do when you're an architect. Right. But, I committed to doing and I really drove my practice around it.

Sally ([12:21](#)):

So, from that perspective. But on the other side of just, you know, kind of business and women leaders they're, , number of them that I have in different directions. I was actually on the board of Prude Network for two years and that was from 2000 to 2002 was, which was actually, or I went

into real estate, but the women on that board, and I'm still very close friends with a number of them. We have an annual dinner together at the CREW Convention and I have a really good friend who's a skier that lives in Denver and we go skiing together every year and now she's coming to see me this summer it's not that far away. Those women really kind of helped me from a female perspective on how to really navigate a male dominated profession. Architecture is no longer really male dominated but certainly at that time it was on the leadership side. But then to change into brokerage that's a whole completely different story to be a woman in the shark tank so to speak. I would say that the women on the board and especially Sally fringe Tyler who was one of the past presidents was just an incredible mentor and advisor to me kind of along the way.

Charlie ([13:44](#)):

No, that's fantastic. Maybe speak a little more about CREW and commercial real estate for one for the ladies listening, and maybe even if you're an architect you might want to get involved. I'm a fan of trade organizations, ball mob and active with Volvo for you. So CREW though, it sounds like it really did have an impact on you and it sounds like you're still active. So can you just speak a little more to the trade organizations in general and how that is a big part of your career.

Sally ([14:06](#)):

Certainly I was a member of the AIA for a long time, but I was really never active. I went to the convention, but I was never active on committees and things like that. CREW was something that I joined early on in my career in 1990 and in Washington DC it was one of the first chapters. It was very sophisticated, very organized and you had really great leaders, especially senior women. Like for instance, Linda Ravitch, she owns her own construction company, ran construction. At the time, I mean, you never had somebody like that competing in the real estate world. It's just an incredible organization where women can come together and support other women. It doesn't prohibit men from coming in and joining.

Sally ([14:55](#)):

As a matter of fact, there are a few men members or male members rather. In my opinion, they're really the smart ones because the whole idea of CREW is that you have members that have kind of the A-Z appraisal, the

zoning services that can offer, whether it's attorneys, real estate brokers, architects, engineers, and you come together and you meet and you network and then you do business together and you help promote each other, not just because you're a woman, but because you're certainly capable of and you trust each other. So I would say that all the organizations I've been a member of professionally, that is absolutely the best organization for women. When I went onto the board, , one of the things that we did was we went around to different chapters and we helped young chapters start and organize and learn how to do it.

Sally ([15:50](#)):

I live part time in Park City, Utah and there's a chapter in Salt Lake City and I go down there and I meet women down there and I know a number of the women there. Actually, one of the past presidents came from the Salt Lake chapter. She works at Cushman Wakefield and it's where you put down sort of the competitiveness, but you look to support each other. I just can't say enough great things about the organization,

Charlie ([16:21](#)):

That's great. Rising tide and sharing best practices, absolutely what are some of your proudest achievements. If you were to look back, so ,

Sally ([16:30](#)):

It's really interesting because, so in 2006 I got a call from Cal Freeze who was the president of the Americas for CVRE and it's like early one Monday morning and I'm getting this call from this really big guy, right?

Sally ([16:47](#)):

And I'm thinking like, what did I do? Am I in trouble, right? And he calls me and he says, we want to start, , we want to pull together a committee and understand what our footprint is and what, we're writing a CSR report and we need to write a sustainability piece of it. Every time I ask somebody about it, they say your name and we want to know if you want to be on this committee. I was like, of course I want to be on this committee. Right. It was a committee of, I can't remember now was like 15 or 20 people, but it was individuals from all over the world Australia, China, India, and everywhere mostly on the building side. I was really kind of the only tenant broker on this committee.

Sally ([17:35](#)):

It was really kind of interesting because we'd have like biweekly calls. Trying to figure out like that when you can have that call all over the world at the same time and not be in the middle of the night for each other is kind of interesting but we developed this committee. And we basically wrote a brief that went to the board and we actually had a couple of consultants that we worked with at the same time. And I guess I had the benefit because one of the consultants was a finance consultant. His name is Arnold, I can't think of his name now anyway, but he's now at Bank of America and sustainability, but he was in sustainable finance and Matt Arnold is name and Ashok Gunta who was with NRDC and they were both our advisors on how we should structure this as a company.

Sally ([18:27](#)):

I had the benefit, the fact that Matt was actually in DC and I was in DC, so we would meet and got to know each other and Ashok would come down. So ultimately what happened was we wrote this recommendation to the board and we actually recommended kind of a drawdown over a period of time but the board said, no, we want to be net zero by carbon neutral by 2010 rather. We're like, okay and then they came to me after the fact and they asked me if I would lead the effort to figure out how to get there. And so I became the global director of environmental strategy for CVRE at that time, all the while still doing my brokerage practice by the way, because you do more than one job. At the same time I was representing tenants.

Sally ([19:18](#)):

I was just finalizing representing the US Green Building Council and their new lease. I had worked with a number of law firms, so I was super, super busy. But that journey over those next two years and we had a committee that we worked with and Dave Pope, who was in the asset management side was such a big part of it. We had a lot of help on the marketing communication side and writing reports and things like that. It was just a wonderful time to kind of go through this process of transforming a gorilla into being sustainable and into a path where they had a commitment where all of their offices would be LEED, where they're pushing for energy star, and not just energy star, but really kind of moving the needle in their EMOB buildings.

Sally ([20:15](#)):

They're recommending, they're bundling and doing LEED with the USGBC on portfolios and things like that. We really drove that effort and at the same time I think I had like over a hundred speaking engagements and interviews and things like that. It was really kind of, and I did that until 2012 then I stepped aside because they were sort of on their path kind of back to get back to my business. I would say one of the most rewarding professional times in your life. And you think as a broker, your most rewarding side is like doing the biggest deal you've ever done but it wasn't that way for me. Although in 2002, we did the deal of the year in Washington DC and that is just sort of part of that piece of it. It's what funds doing the passion that I really love.

Sally ([21:19](#)):

Then I guess the other thing at the same time I was the first chair of the GBCI, which is the Credentialing Body and Certification Body for LEED and others now. Kind of organizing the GBCI and doing the first strategic plan and figuring out where it's going, how it's going to go and that was another variant fulfilling volunteer effort I would say. I served on that board for five years. I was very, very active during this period of I would say 2006 to 2012, kind of in this green space. Then it just sort of like was on autopilot in a way and I kind of stepped away and went back to my practice and continue to represent a lot of great clients, especially on the green side and win other clients. In 2013, I left and came to Newmark and it was really more to be able to cut work, do less reporting and work more with your clients and think about what your next steps are.

Charlie ([22:38](#)):

No, that's fantastic. Talk about the tenets side. What you're doing at Newmark and I've got a few questions in our current conditions, if that's okay. While we've had green leases and you are the pioneer out there with CB early. I'm curious if you think Sally, there'd be even a healthy building lease coming out of this, but why don't you tell us a little bit more of some of the work you're doing at Newmark on the tenant side. If you would, who's bringing this up in conversation? Is it coming from tenants, is it your team educating, here's your options, LEED or WELL, or FIT WELL, or here's what we need to do with landlords. Where does the conversation start? What are

you seeing in the marketplace with some of these sustainability certifications? Why don't we start there?

Sally ([23:22](#)):

Sure, I think it totally depends on what market you are. Part of my practice because of the law firm practice that I have. Law firms have really consolidated and selected single brokers to do work all over the country. When you have a major company like Newmark, Cushman, JLL, CVRE, you have the footprint and the ability to provide market information nationally. There's a big difference between going to DC and kind of what the landlords are doing on the sustainability side because much of it was driven by that where landlords see tenants having interests. The competition they have to create by offering the green building or for instance, right now I'm working, I actually do have an agency assignment, which is what's a landlord assignment is I'm actually working with the American Geophysical union.

Sally ([24:25](#)):

They own a building in DC and they renovated the building and it's a net zero building and we're leasing like a couple of floors. I'm on the team because I can explain what it is, basically and they can track databases and things like that and we can figure out how we're going to present it to tenants. I think you're going to see more of that. We see in the DC market there are a number of people that call me and say, "Hey, I've got, or brokers for buildings say we're to going to develop a heavy timber building and it's going to be super energy efficient, super healthy on the inside, or we're going to develop this net zero down here or whatever. You do start to see buildings and landlords looking to develop a different type of product in the area in DC.

Sally ([25:17](#)):

And that's because the tenant market is so mature, it's so mature. First off with the GSA requiring LEED second, law firms and corporations with their disclosure, they're really kind of requiring it and moving that direction. I think a lot of the other tenants are sort of getting the benefits of it but then you could move to a different market like Cincinnati or Cleveland and it's completely different and it's only going to happen if you go with and you really push and educate the landlord on how to do it. It's much what we were doing back in 2004-05 we're educating the landlords here about yeah,

you can do a net energy or LEED building and we would negotiate a green lease, but then you'd sort of drive the market to transform.

Charlie ([26:11](#)):

Yeah, the Timber Frame, the net zero just to hear it in the market where your base is, but then just these other, it's a different conversation. Other markets might not be driven by the plaques and the official certifications. We just need the best practices and some consistency. So I appreciate you guys. So one of my favorite questions to ask a person like you, a green building guru is what's around the corner, Sally, what should we be reading up on now?

Sally ([26:33](#)):

Well, I think short term everybody's concerned about getting back to work, but I think and how you're going to operate in the workspace and how you're going to social distance and instead of people taking less space because they're consolidating and becoming more efficient and more dense. People are gonna start thinking about maybe I need to have more space and, but maybe that's a temporary problem but I think one thing people are gonna start to think about is the healthy aspects of the building. You talked about a sort of a healthy building lease or something like that and that kind of idea is already embedded and LEED in a lot of ways. I think that a rating system like WELL is really poised to kind of be a new market standard.

Charlie ([27:20](#)):

Yeah, I totally agree. I mean WELL and FIT WELL are getting a big spike right now and maybe we move towards getting real time IEQ readings in the future. Maybe that's a partnership. If you have the data, what does that mean? And I am curious we are trying to reoccupied here during the pandemic while we're recording this podcast. I think sometimes if it's a multi-tenant office building, right, it's where's the liability rest? There's a property manager or maybe an owner operator. Do they have checkpoints where they're testing for temperature or their sanitizing the building and how much is on the tenant? So since you're focused on the tenant side, can you speak a little bit about how tenants probably want to have that partnership more than ever? Right now it's like, Hey, we're in this together, we don't want to be pointing fingers, we've gotta get through this. So just for

some of those that you represent, , what's their top priority right now as they are maybe thinking of reoccupying?

Sally ([28:07](#)):

Yeah, well I think the big thing and being in a big company that has multiple service platforms in the commercial real estate side, I get a lot of information from what our property management team is doing. I think the biggest thing is really transparency for instance, on the property management side, they're providing, hand sanitizer certainly, but they're cleaning touch points even more. Where they might kind of clean up the bathroom once a day, they're going to clean it up like every two or three hours. Right. They're going to go and wipe it. The same with elevator cabs, but things like that they're basically just constantly wiping down things.

Sally ([29:01](#)):

I think there's the surly on the building side that they're continuing to clean. One thing that we are seeing is that gyms are going to be closed in like a lot of buildings as an amenity space, they provide gym and conference centers and things like that. Ultimately it's going to increase the cost of cleaning. Depending on what kind of lease you have you certainly want that service. But yes, you don't want to have to be paying an extra \$2 a foot for cleaning if it's unnecessary. So I think it's, it's sort of a shared responsibility, but the owner and the landlord, they have to be transparent about, they have to do something. They have to be transparent about what they're doing.

Charlie ([29:56](#)):

Thank you. Well, some rapid fire questions here. What do you think is your specialty or gifts?

Sally ([30:02](#)):

Wow. I think my gift is I really care about other people. I mean now I'm at a point in my career, I'm over 60, I'm thinking about winding down and I'm not developing new business and I only want to work with past clients that I really care about and I really care about their mission and what they're doing. It's not about the money, it's about just helping them because that's something I can do. I'm really kind of at this point transitioning more to volunteering on different things. Like in DC, I'm on the board for NP

Community Solar, which we basically have installed a 185 megawatt array on our phase one. Phase two was kilowatt, right not megawatt.

Sally ([30:54](#)):

Phase two was a megawatt array where basically we've gone into landlords in DC, The beauty of DC is that all the buildings are the same height. You've got all these flat roofs, the same height, right? So it's really great for solar. And I mean there's certain areas that are better, get more sun or whatever, but it's really great for solar because there's no shading for buildings. We go to the landlords and we get the landlords to agree to give us the roof for free for a license basically. We don't pay for it. We draw down the energy, we figure out the financing of the solar, and then we give all of the energy as a credit to affordable housing. So that giving back kind of thing is something I really care about. In Utah, I'm actually a part of the Utah clean energy, which is, I'm on their advisory board and Utah is conservative as a state as it is.

Sally ([31:52](#)):

It is one of the most aggressive States and renewable energy. I mean Rocky Mountain Power has committed to be 60% renewable solar by 2030 kind of pushing that and what I'm working on with the alliances is really educating them on building efficiency and trying to kind of drive that low hanging fruit curve down. That's what I would say my gift is, I just care. I care so much about the environment, the earth, other people, and the human condition, so that's my gift.

Charlie ([32:31](#)):

Yeah. Yeah, you got me excited about that. That's great. It sounds like you're in that kind of transition from success to significance phase and that's been a lot of fun right now. So that's exactly, it's wonderful. Yeah. Do you have any good habits or rituals that help you?

Sally ([32:46](#)):

I mean I get up in the morning and I typically exercise every day. We get out every day. We go for a hike. We have a dog. We lost our dog in December, she was 15 and a half and she was wonderful when we get out and are just super active with her all the time. Actually, she was a therapy dog, part of the balance of the stress and working in that kind of shark tank environment

and the brokerage and having like a normal life where you fulfill your passion. Bonnie the dog and I, we she was a therapy dog and we would go to libraries and meet with kids, schools, nursing homes and just kinda get out and give back.

Sally ([33:31](#)):

So that was a wonderful thing. So we're getting a new puppy in three weeks, so we're kind of getting ready for that right now and we'll see what that brings. But I think a lot of it just has to do with getting out and if you find yourself in a stressful environment, step back and fulfill yourself, your passion, what you care about, and then it'll, it'll reset you. I mean, I certainly do yoga and meditate like everybody should, but you can't always kind of schedule that.

Charlie ([34:02](#)):

Oh, great. Great. I'm a fan of the bucket list. Are there one or two things you could share maybe on your bucket list?

Sally ([34:10](#)):

So Ken and I actually bought a lot here about six years ago and we're working on a net zero house, so on our bucket list has always been to live in a house off the grid. I mean you could say you want to go here, you want to do this, climb that, whatever but the real bucket list is to get that off the grid house built, which is incredibly difficult. I mean, it is just really a struggle.

Charlie ([34:40](#)):

Two architectes in the house, too. So yeah, I know it's a, it's easier to agree on the dog thing, which is hard enough. That's great. Thank you for sharing. Just a couple more here. Books, I'm not sure if you like to listen to books audible or pick up a book in your hands, but is there a book you would recommend?

Sally ([34:59](#)):

I've been reading a lot of puppy training books right now, but a couple of books I've recently read, which I think are good for this community. Drawdown by Paul Hawkins, incredible book. It's just eye opening to see, if you know anything about it, it's about top 100 ways and in a number one way is like managing refrigerants. It's like who would have thought. I look at

that a lot and study that a lot and so great, great book. But on the sort of the fiction side, a difficult book to read and one that I have to go back and read again, but certainly an environmental story is Overstory. I don't know if you've heard of that book By Richard Power. It's a Pulitzer Prize winner, he is a British author and it's a long book but it's really about trees and what trees do for you and activists who really kind of support the trees and the network of the trees. It's a really hard book to explain, but it's like reading 600 pages of poetry.

Charlie ([36:15](#)):

Wow, that's a good analogy. We'll put a link to the books in the podcast and everybody's going to check that out. That sounds like a lot of fun as we come to a close there's two more questions. One is just, an outstanding career here. Is there anything you wish you had known a little earlier in your career?

Sally ([36:32](#)):

Well, I think kind of the way I talk about how you balance that stress with your passion and to know that I'm a very competitive person. I did competitive sports growing up as a child, I actually played D1 volleyball for Virginia Tech for two years, I was a libero because I'm kind of a short girl, but super competitive. Always been very much a tomboy in that and so I think especially now it's kind of a good time to sort of sit back and think about it where, it's okay to not do anything. It's okay to just sit and think and kind of reset yourself to kind of always be goal-driven but to find your balance. To find your passion that resets and allows you to do what you need to do to be successful to everybody else but not necessarily yourself.

Charlie ([37:31](#)):

That's, that's great advice. Let's say there's someone listening right now that's just jumping into the green building movement. Do you have any words of encouragement for them?

Sally ([37:39](#)):

We have two sons and one is in construction and the other one is real estate. We're both encouraging them to get their green associates, especially at this time where one of them has been laid off and he doesn't really have a whole lot to do. Now's the time to do that, to learn about that,

too because they care about it. So, take your time kind of find your way into it and then , once you kind of enter the landscape you'll figure out your path that way. So that would be my first recommendation is to really kind of focus on the GA.

Charlie ([38:19](#)):

Yeah, that's great. Thank you. Wow, this has been a lot of fun. A great peek into commercial real estate, your journey with that background and design and on the interior side. Sally, I just want to say thank you for sharing your stories, your journey on the podcast today. It's been great.

Charlie ([38:35](#)):

I just want to say thank you to our loyal listeners. We actually are celebrating over one year here on the green building matters podcast. Me and the entire team are stoked and just so glad to continue to listen every Wednesday morning to a new interview with a green building professional here in this industry, or just some pro tips that we want to make sure that you are getting straight from us. Straight to you. Thank you for listening to this episode of the green building matters projects@gbs.com our mission is to advance the green building movement through best in class education and encouragement. Remember, you can go to gbes.com/podcast for any notes and links that we mentioned in today's episode, and you can actually see the other episodes that have already been recorded with our amazing yes, please tell your friends about this podcast, tell your colleagues, and if you really enjoyed it, leave a positive review on iTunes. Thank you so much and we'll see you on next week's episode.