



# InSite Growth

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Each person's professional journey is as unique as they are and designed to develop a skillset or interest of that employee. Positions are created and organizational structure is rearranged to encourage growth for each person, which ultimately leads to growth for the company.



*"My background is as an architect and when I started at InSite as a Project Manager, I didn't have much experience with development or commercial real estate. That position helped me to learn so much about the business because you are the main point of contact for a project and you get to work with every department in the company. You learn all the nuts and bolts of how a project comes together which has been very helpful when I transitioned to being an Originator."*

**Ben Strasser**, Director - Industrial  
Ben began his career at InSite as a Project Manager.



*"Since joining InSite, I've had the opportunity to work on a wide variety of projects across the country. Each project has its share of challenges because they all require specialized site work which has taught me a lot about different regions and areas throughout the country."*

**Kristen Pangrcic**, Senior Construction Manager  
Kristen began her career at InSite as a Construction Manager.



*"My previous experience was working for a general contractor and being at InSite has given me an opportunity to learn how the business is run. To be successful here, you don't have to be an expert, but you need to have the drive to want to learn more, to succeed, and to take the necessary steps to go further. Be open, ask questions, and know your basics."*

**Rizwan "Ritz" Moin**, Construction Manager  
Ritz began his career at InSite as a Construction Manager.

# InSite Culture

What is InSite's Culture? Ice Cream every week during the summer. Challenging but rewarding projects to work on. The Summer Boat Trip down the Chicago River and Lake Michigan. An annual Holiday Party with an always amazing theme. Company provided employee lunches. After work drinks every week. Bi-weekly group yoga classes. Surprise treats on your desk and all of the soda that you can drink!!! These are great perks, but the culture at InSite is more than these things. It's the people. It's the collaboration. It's the ability to grow and chart your own career path.



# InSite Projects

Examples of projects that you will be working on:



Pre-redevelopment



Post-redevelopment

## Newell-Rubbermaid Winfield, KS

NEW CONSTRUCTION

### THE SITUATION

Newell-Rubbermaid housed finished products in buildings and trailers in close proximity to its manufacturing facility to take advantage of the abundance of skilled labor at competitive wages and low operating costs. Storage took place in 37 different locations spread across a 45-mile radius from the production facility.

### THE CHALLENGE

Storing product in 37 different locations led to an inefficient system that caused inflated freight, storage, and material handling charges. To address this, Newell-Rubbermaid reached out to local developers to build one new distribution facility. Local developers proposed that they build four facilities at 150,000 sf each to meet their need, but the rent quotes came in significantly higher than planned.

### THE INSITE SOLUTION

InSite's production team investigated viable land in the area and determined that one 660,000 SF facility could be built if additional land was purchased from a neighbor. InSite negotiated the sale of the land and used Industrial Revenue Bonds from the state of Kansas so the site qualified for tax-exempt status, saving millions of dollars in construction material sales tax. To further accommodate Newell-Rubbermaid's need for immediate storage, InSite constructed the facility from west to east so that Newell-Rubbermaid could occupy the first quarter of the warehouse before construction of the final quarter commenced.

### RESULTS ACHIEVED

Six months after breaking ground and 9 months after the first outreach, InSite's Project Execution Platform delivered Newell-Rubbermaid's distribution warehouse while adhering to the InSite Project Standard:

- High-performance, Low-cost Facility
- Client-driven, Market-responsive Transaction
- Fast. Certain, Hassle-free Execution



Economic Incentives  
That Saved Millions



Glycol Fire  
Suppression  
System



Delivered in  
9 Months



Pre-redevelopment



Post-redevelopment

## AT&T and Aspen Dental Champaign, IL

CREATED OUTLOT FROM  
A DETENTION BASIN

### THE SITUATION

Two national tenants and repeat InSite customers—AT&T and Aspen Dental, expressed a desire to enter an established market within the Prospect Avenue corridor in Champaign, Illinois. Both tenants require high visibility locations in regional trade areas.

### THE CHALLENGE

No existing building or land opportunities were available along North Prospect Avenue that met the tenants' target occupancy cost and time frame. InSite's Property Search Team investigated the sub-market for opportunities and discovered the best real estate solution was an oversized stormwater detention pond located on a Lowe's outlot parcel.

### THE INSITE SOLUTION

InSite leveraged its relationship with the Lowe's national outlot disposition team to formulate a rapid feasibility plan which included the acquisition of the desired property and a multi-tenant build-to-suit solution. Upon their preliminary approval, InSite performed due diligence and cost estimation to realize that the storm water facility could be modified to accommodate a multi-tenant pad site on the hard corner. After purchasing the outlot parcel from Lowe's, InSite civil engineers reconfigured the detention pond within the existing site to accommodate the building's design.

### RESULTS ACHIEVED

The project was delivered in 8 months and resulted in a new 1.18-acre site with a two-tenant, 9,748 square-foot building and 65 parking spaces while adhering to the InSite Project Standard:

- High-performance, Low-cost Facility
- Client-driven, Market-responsive Transaction
- Fast. Certain, Hassle-free Execution



Reconfigured Site



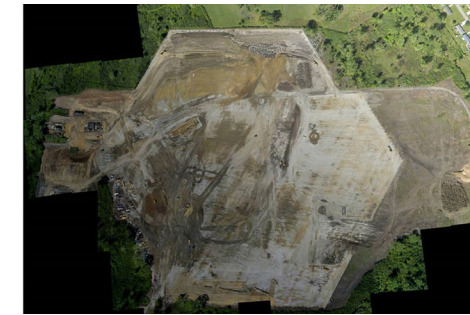
Off Market  
Search Result



Direct Deal with a  
National Builder



Delivered in  
8 Months



Pre-development



Post-redevelopment

## Ford Newport, MI

REDEVELOPED NIKE  
MISSILE BASE

### THE SITUATION

The Ford Motor Company had a business need for a new facility that was located in southeast Michigan, could accommodate a 1 MM SF distribution facility, and be completed by an established deadline to meet their production schedule.

### THE CHALLENGE

Due to the requirement that the site be located in a certain area but be large enough to accommodate 1 MM SF industrial facility, the options were limited. InSite's Property Search team, through their "boots on the ground" approach identified a site that met all of these requirements

### THE INSITE SOLUTION

The selected site was a former Cold War Nike Missile Base and US Naval Base that was abandoned in the 1970s. Before the project could begin, InSite's project management team worked with consultants to close and demolish the missile silos and create a design for the building that respected the regulated wetlands on the site. After the wetland delineation was completed, it was determined that the existing former 55-acres asphalt air strip could be repurposed as the location for the new building and parking areas. The team then worked with the selected consultants to develop, design, and build a facility that met all of Ford's requirements.

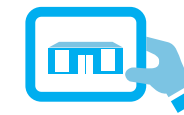
### RESULTS ACHIEVED

The project was delivered in 11 months from lease execution and created a new 1 MM SF facility that redeveloped an abandoned site, created jobs for the community and generates property taxes while adhering to the InSite Project Standard:

- High-performance, Low-cost Facility
- Client-driven, Market-responsive Transaction
- Fast. Certain, Hassle-free Execution



Reconfigured Site



Off Market  
Search Result



Delivered in  
11 Months