

# J O H N E H L E

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Joy Benz  
Recruitment Manager  
University of Wisconsin-Madison, Facilities Planning & Management  
Via Email: [joy.benz@wisc.edu](mailto:joy.benz@wisc.edu)

Dear Ms. Benz:

I am excited to use my years of experience in real estate development, ownership and operation to bring immediate value as the next Assistant Vice Chancellor for Real Estate Development and Administration at the University of Wisconsin-Madison (“the UW”). Uniquely qualified, I am anxious to apply my natural ability to build rapport, a knack for problem-solving, and recent career achievements in portfolio ownership and asset value maximization, enhanced by earlier experiences in development and acquisitions, to reach the UW’s near-term and long-term real estate goals.

I am highly intrigued by the prospect of my next career move putting me in position to give back to my alma mater. I am confident that the positive impacts I made throughout my career will serve as a foundation for success at the UW.

## Selected career highlights include:

- **Real Estate Development & Acquisitions:** Supervised or directly managed the development of ~\$1.8B in residential and commercial projects, and the acquisition of ~1.3 million square feet of existing assets.
- **Portfolio Ownership & Management:** In partnership with the US Department of Defense, optimized the operations and asset value across a 32,000-unit privatized military housing portfolio with direct oversight of Property Management and Asset Management.
- **Stakeholder Engagement and Collaboration:** Combining my balance of IQ and EQ with a servant leader philosophy, cultivated strong working relationships with an executive presence among Federal JV partners, the US Congress, C-level executives, Board of Directors, tenant groups, and industry peers to engage, influence, and generate alliances to increase business development opportunities, drive consensus, and foster productive and collaborative partnerships.
- **Senior Executive Leadership:** Served as President of two vertically integrated real estate companies with full strategic and P&L responsibility, and cross-functional oversight; previous experience in senior executive roles overseeing and directing across multiple functional groups.
- **Top-Performing Cross-Functional Team Leader:** Vested hands-on team leader committed to cultivating a healthy organizational culture built around teamwork and collaboration. Promotes and fosters steady guidance, champions diversity, encourages continuous improvement, provides consistent communication, enhances productivity, advocates for change, and celebrates continued opportunities for career success.

As the next Assistant Vice Chancellor for Real Estate Development and Administration at the UW, I plan to take actionable steps to achieve the university’s short- and long-term goals from day one, beginning with a listening tour. I look forward to discussing this role further, either in person or virtually. I can be reached via cell phone, 312-213-4029 or email, [johnnehle@comcast.net](mailto:johnnehle@comcast.net).

Thank you for your consideration.

Regards,



John Ehle

# JOHN EHLE

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## SENIOR REAL ESTATE EXECUTIVE

**PREVIOUSLY PRESIDENT** of two vertically-integrated real estate organizations, possessing the elusive balance of the analytical and the operational. Specializes in portfolio investment, ownership, and management. Armed with advanced knowledge of business development strategies to maximize portfolio returns for vested stakeholders. Championed industry reform through a natural ability to establish a positive rapport with internal and external stakeholders. Leads in fast-paced, continually changing markets. Develops innovative solutions that increase revenue, efficiency, and returns.

**GROWTH COMPANY EXPERTISE:** Played a leading role in growing a fledgling business, helping to pioneer a burgeoning industry built around a brand-new real estate asset class. A key player in the Hunt acquisition of the Forest City business unit, designed and led the merger, integration, and streamlining of the two organizations into a new, stronger company.

**TOP PERFORMING CROSS-FUNCTIONAL TEAM LEADER:** Serves as a consensus builder for internal and external stakeholders; promotes and fosters steady guidance; champions diversity, encourages continuous improvement, provides consistent communication, enhances productivity; advocates for change; and celebrates continued opportunities for team career success.

**STAKEHOLDER ENGAGEMENT & COLLABORATION:** Cultivated strong working relationships with an executive presence among Boards of Directors, C-level executives, partners, lenders, governmental agencies, tenant groups, and industry peers to engage, influence, promote change, and generate alliances to increase business development opportunities, drive consensus, and foster productive and collaborative partnerships.

## CAREER PROGRESSION

**NORTHERN LAKES REAL ESTATE INVESTMENTS, LLC, Chicago, IL**

2022 to Present

*D/b/a, Northern Lakes Real Estate Services, NLRES offers expert consulting and advisory services for residential and commercial real estate asset/portfolio owners.*

### President

- **Portfolio Ownership & Management:** Restructured and repositioned underperforming, mismanaged, and aging assets, increasing revenues for improved overall returns on investment.
- **Business Management & Scaling:** Led the growth of a new company, helping to pioneer an industry built around a new asset class; managed the merger of two large residential real estate companies, standardizing and streamlining business processes, procedures, and operations while fostering a new corporate culture.
- **Senior Executive Leadership:** Demonstrated proficiency as battle-tested President of two vertically integrated residential real estate companies, and in senior executive roles overseeing multiple functional groups.
- **Cross-Functional Team Leadership:** Provides steady guidance, champions diversity, encourages continuous improvement, enhances productivity, advocates for change, and fosters career growth for internal and external stakeholders through effective communication and consensus-building.
- **Real Estate Development & Acquisitions:** Contributed to the development of more than \$1.8B in residential and commercial properties, and managed the acquisition of approximately 1.3 million square feet of existing assets.

**HUNT MILITARY COMMUNITIES, El Paso, TX (Chicago-based)**

2016 to 2021

*HMC is an owner/operator of approximately 32,000 residential units in more than 40 communities across 22 states.*

### President

- **Strategic Leadership:** Led the overall strategic direction, full P&L, portfolio management, property and asset management, development, construction, and stakeholder relations of the multi-billion-dollar HMC portfolio.
- **Relationship Cultivator, Leader, Coach, & Mentor:** Cultivated, enhanced, and restored internal and external relationships while leading, coaching, and mentoring colleagues; provided consistent support, and built a unified culture of trust, respect, and collaboration; invested in people; and led with empathy.
- **Innovative Work Culture:** Through merger, took over a remote office structure (pre-COVID) and unified two disparate groups into a highly effective remote team working towards a common goal by aligning interests and strengths, and defining clear roles and responsibilities
- **Team Unification:** Aligned interests while defining a new company culture during the merger and acquisition of Forest City Military Communities with Hunt Military Communities; unified two disparate teams, doubling the size of the business unit – standardized and streamlined business processes, procedures, technologies, and operations with single-digit unplanned attrition rate over first two years; reduced unplanned employee turnover by half.

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- **Industry Reform:** Recognized as a top performer and industry reformer by developing collaborative relationships with governmental agencies and branches, including US Congressional offices, resident groups, and industry peers; offered expert testimony before Congress.

**FOREST CITY MILITARY COMMUNITIES, Cleveland, OH (Chicago-based)** 2005 to 2016  
*A subsidiary of Forest City Enterprises, Inc., which became Forest City Realty Trust, Inc. In 2016, The Hunt Companies, Inc. acquired Forest City Military Communities and merged it with its Hunt Military Communities subsidiary.*

**President** • 4/2014 to 2/2016

- **Strategic Planning:** Drove strategy and financial performance with P&L oversight while supervising the development, construction, asset management, and partner relations for a real estate portfolio of 15,000 residential units in >20 communities across eight states with a combined development investment of \$2.9B.
- **Fee Generation:** Generated \$315M of fee income, with direct involvement in development projects totaling \$1.4B, while cutting overhead by 37% in scaling the business.
- **Business Development Leadership:** Directed the successful closing effort on new projects totaling >7,900 units, \$990M in total development cost, and the placement of \$700M in bond and related financing.

**Senior Vice President, Portfolio-wide Oversight, Development** • 5/2010 to 4/2014

**Senior Vice President, Regional Portfolio Oversight, Development** • 10/2007 to 4/2010 (dual role)

- **Change Management:** A key player in building and growing a new business unit from 2,000 to 15,000 units; introduced a streamlined operations model by restructuring FCMC overhead to scale with growth.
- **Project Management:** Acquired ownership interest in a faltering, mismanaged development project in the Pacific Northwest – drove to successful completion and delivered full development scope on time and within budget through reorganization of project financials, with no adverse impact on debt.
- **Restructuring:** In collaboration with site-level executives, returned two struggling project LLCs to solvency by facilitating their financial reorganization via adjusted business agreements, with no adverse impact on debt.
- **Negotiations:** Negotiated and wrote legislation in collaboration with the Illinois State Legislature that established a new class of ground lease property taxation in the State of Illinois on terms appropriate to project financials.
- **Business Development:** Successfully led exclusive negotiations and closing on new projects and additive phases to existing projects; headed the proposal writing and presentations in response to RFPs for acquiring and redeveloping large multi-state portfolios.

#### EARLY CAREER

**FOREST CITY MILITARY COMMUNITIES, Cleveland, OH (Chicago-based)** 2005 to 2007  
**Senior Vice President/Project Executive, Navy Midwest I & II** • 8/2005 to 6/2008

**ORIX REAL ESTATE EQUITIES, INC., Chicago, IL** 1997 to 2004  
**Vice President, Development** • 4/2001 to 3/2004

*\*4X Award-winning for Development of the Year, Suburban Transaction of the Year, Downtown Office Development of the Year, Build-to-Suit of the Year*

**Development Manager** • 11/1997 to 3/2001

**BIRTCHER PROPERTY SERVICES, Laguna Niguel, CA** 1993 to 1997  
**Acquisitions Manager** • 1/1995 to 9/1997

**Asset Analyst** • 10/1993 to 12/1994

#### SELECTED INDUSTRY INVOLVEMENT

**URBAN LAND INSTITUTE, Member, Chicago, IL** 2010 to Present

**WISCONSIN REAL ESTATE ALUMNI ASSOCIATION, Member, Madison, WI** 1993 to Present

#### CIVIC LEADERSHIP

**HUNT HEROES FOUNDATION, El Paso, TX** 2017 to 2021  
**Co-Founder, President**

#### EDUCATION

**BACHELOR OF ARTS, POLITICAL SCIENCE (BA), REAL ESTATE CONCENTRATION**  
*The University of Wisconsin, Madison, WI*