

CORPORATE EXPERIENCE & HISTORY

Motivation, Inc. was established in 1991 as a real estate management and consulting company designed to meet the needs of small affordable property owners and operators. Additionally, the company provided secret shopper services to national management companies, restaurants and hotel chains.

In 1992, the company developed and facilitated its first professional customer service and leasing training program. By 1996, Motivation, Inc. had sold its management and secret shopper services contracts and focused solely on the creation and delivery of motivational and educational seminars and workshops to the real estate and sales business sector.

On January 18, 1997, Motivation, Inc. conducted its first self-empowerment workshop offered to the general public and enjoyed great reviews of its *“Your Ladder to Success”* Workshop. This public success gave way to the creation of many new seminars and workshops designed to meet the needs of Corporate America and individuals wanting to achieve a higher level of satisfaction in their personal and professional lives.

Today, Motivation, Inc. focuses on providing comprehensive technical assistance to property management companies, public housing authorities and related associations and organizations with emphasis on staff training and organizational development and system process. The company also provides empowerment and employment training to low-income/public housing residents and persons with disabilities.

In April 2007, we created a new non-profit “Reaching Back, Inc. as a vehicle to expand personal and professional development training to low-income persons across the country.

Our impressive client and public presentations list is available by request, but is second only to the professional list of consultants we provide to meet their vast and diverse needs. Whether dealing with a small property owner or conducting a national industry convention presentation, Motivation, Inc. is committed to providing dedicated engagement specific information to meet our clients contracted needs.

In 2003, Motivation, Inc. [Est. 1991] was absorbed as a part of Motivation 1, Inc., a Georgia Corporation (Control # 0367731) d/b/a Motivation, Inc. filed in the Paulding County, GA on December 15, 2003. Paulding County Business License ID 10104.

MOTIVATION, INC. CAPABILITY STATEMENT

Motivation, Inc. is qualified to perform real estate management consulting, based on our rich history of supporting industry clients in a variety of assignments. Here is a point-by-point overview of our corporate and leadership experience. A list of our services follows on the last page.

- 25 years of affordable housing real estate consulting
- 15 years of providing Fair Housing Training Nationwide
- 25 Years of providing clients 504 and fair housing compliance advise
- 14 years managing, consulting and acting as interim executive director in a PHA environment
- 25 years of working with low and very-low income residents of HUD programs, including Resident Associations, Resident Advisory Boards, and Resident Management Corporations
- 28 years of professional training
- 23 years of training in the real estate industry
- 23 years of developing and supporting the developers of affordable housing financed with multiple revenue streams including:
 - 25 years of Low Income Housing Tax Credits (IRS-Section 42)
 - 25 years of HUD programs including project based Section 8, public housing, senior housing Section 202, Community Development Block Grants, HOME, etc.
 - 20 years of conventional debt
 - 20 years of municipal soft 2nd and 3rd tier financing
 - 11 years of Municipal Tax Exempt Bonds
 - 2 years Direct Davis Bacon Wage Reviews and Compliance
 - 14 years of developing programs, contracting, organizing, training, and supporting Section 3 consulting, resident training, compliance and employment programs
 - Created a half dozen Section 3 businesses since 2003 with some achieving more than \$300,000 in earned revenue in their first six months of operations.

Firm Qualifications

- Spearheaded the creation of, training, recruitment, and support system of Atlanta's longest operating Section 3 organization in 2003
- Managed portfolios of public housing assets through the first wave of privatization and created a partnership with resident leaders and management to form a successful resident-rich services program, acted as construction manager overseeing all procurement, contracting and compliance
- Converted the only housing authority in the nation to 100% privatization in 2002 including all 3000 homes and 115 employees
- 20 years of developing family programs designed to strengthen families, keep families together, enhance education, break the cycles of poverty, and assist families to transition beyond affordable housing
- 25 years of developing Affirmative Action and Marketing Plans for Affordable, Public and Conventional Housing projects assuring equal access to employment, housing and contracting opportunities for all people with emphasis on minorities, women and the disabled
- Hired more public housing residents than any other management companies in Atlanta
- In the past seven years Motivation, Inc. has contributed in excess of \$500,000 in cash and in-kind services to support employment and training for low income people with an emphasis on public housing residents, the disabled and veterans
- Have nationally provided real estate consulting, management, development and training services including the states of:
 1. Illinois
 2. Indiana
 3. Minnesota
 4. Kansas
 5. Missouri
 6. Nebraska
 7. Georgia
 8. Florida
 9. California
 10. Louisiana
 11. North Carolina
 12. South Carolina
 13. Oklahoma
 14. Utah
 15. Wisconsin
 16. Mississippi
 17. Alabama
 18. Arizona

19. Texas
20. Colorado
21. Michigan
22. Tennessee
23. Arkansas
24. Ohio
25. New Mexico
26. New Jersey
27. Virginia
28. New York
29. Pennsylvania
30. Wyoming
31. Iowa
32. Kentucky
33. Nevada

List of Overall Corporate Services

Training Classes Provided

- Fair Housing
- Risk Management
- PHA Board of Commissioner Training (New and Existing Members)
- Strategic Planning Retreats
- How to Develop Real Estate with and without Public Housing
- Real Estate Acquisition –Revitalization Initiatives
- Sexual Harassment
- Office Etiquette (Professionalism and Diversity)
- Resident Association Formation and Organization
- Policy and Procedure Development
- Section 3 Education Summit
- Section 3 Compliance Training for Staff
- Section 3 Job Readiness and Personal/Social Adjustment (Residents)*
- Section 3 Business Development and Creation Training (Residents)*
- Section 3 Construction Trades Training Video-Classroom Only
- Section 3 Construction Trades Training Classroom and Hands-on (Apprenticeship)
- Section 3 Data Entry and Computer Literacy
- Section 3 Monthly Compliance Management Services
- Section 3 Train-the-Trainer Annual License Service
- Asset Management Organizational Training
- How to Manage Your Assets Fiscally in an Asset Management or Project Based Environment
- Professional Leasing and Superior Customer Service
- Team Building
- The Mine Is 1 In YOU (Using Faith to Guide Your Success)

Consulting Services Provided

- Staff Assessments
- Departmental Assessments
- Organizational Assessments (Not Including Accounting)
- Board of Commissioner Advisory Services
- Executive Career Coaching and Searches (Clients Only)
- Affordable Housing Development Advisory and Consulting Services
- Section 3 Annual License for Use of the Compliance Management System

Other Services and Training Classes are provided upon request.

Resume & Client List



1987-2002	Owned 3 Property Management Firms and Operated over 40,000 housing units, 300K SF of Industrial, 500SF of Mall/Strip Center and 250K SF of Office Space for Institutional and Private Investors and managed approximately 500 personal	Illinois, Florida. Indiana, California, Minnesota, Kansas, Louisiana, Texas, Tennessee, Iowa, Nebraska, Missouri, & More	Professional Asset and Property Management, Pre-Development and Acquisition Due-Diligence, Affirmative Marketing Plans, Market Surveys, Repositioning Due-Diligence, Property Inspections, Construction Management and General Contractor Services, etc
1997	Gilbert Gardens Resident Management Corporation (AHA)	Atlanta, GA	Began Creation of 1st Section 3 Business Concern (RMC) Resulting in 4 Contracts for Service
1998	Atlanta Housing Authority	Atlanta, GA	Created On The Job Training & Mentoring Program
2002	NAHRO National Conference	Seattle, WA	Professional Development Services
2003	Bankhead Courts Resident Council - Resident Owned Business (AHA)	Atlanta, GA	Section 3 Compliance Services

2003	Flint Area Consolidated Housing Authority	Montezuma, GA	Section 3 Compliance Services
2003	Fort Valley Housing Authority	Fort Valley, GA	Section 3 Compliance Services & Resident Council Organization
2003	Hollywood Courts Apartments Resident Council (AHA)	Atlanta, GA	Section 3 Compliance Services
2003	NAHRO National Conference	Dallas, TX	Professional Development Services
2003 - 2010	Florida Association of Housing & Redevelopment Officials	Statewide	Section 3 Compliance Services & Staff Professional Development Services
2004	Jurisdiction Wide - Resident Leadership Council, ROB (AHA)	Atlanta, GA	Section 3 Compliance Services
2004	Tampa Housing Authority (Hope VI)	Tampa, FL	Section 3 Compliance Services
2004 - 2010	Griffin Housing Authority	Griffin, GA	Section 3 Compliance Services, Real Estate Development, Executive Recruitment, Staff & Resident Professional Development
2004-2009	Lithonia Housing Authority	Lithonia, GA	Real Estate Development, Board of Commissioners & Staff Professional Development Services

2005	Norsouth Development Corporation	Atlanta, GA	Real Estate Development & Acquisition Services & Professional Development Services
2005-2010	Southwest Georgia United, Inc	Vienna, GA	Real Estate Development & Acquisition Services & Professional Development Services
2006-2007	Northeast Georgia Housing Authority	Toccoa, GA	Section 3 Compliance Services
2007	Empire Construction	Knoxville, TN	Section 3 Compliance Services
2007	Motivation, Inc.	Atlanta, GA	Developed the Dynamic Triangle of Success Training Program
2007	Motivation, Inc.	Atlanta, GA	Incorporated New Section 3 Turnkey Business (Byron & Charlotte's Turnkey Services, LLC)
2007	Motivation, Inc.	Atlanta, GA	Contracted with Moving Up, LLC (ROB) on major construction project
2007	Motivation, Inc.	Atlanta, GA	Contracted with Byron & Charlotte's Turkey Services, LLC (ROB) on Multi-Million Dollar Project in Georgia
2007	Motivation, Inc.	Greenville, GA	Contracted with several Section 3 Businesses on Motivation, Inc. owned assets
2008	Fairburn Housing Authority	Fairburn, GA	Professional Development Services

2008	Palmetto Housing Authority	Palmetto, GA	Professional Development Services
2008	Union City Housing Authority	Union City, GA	Professional Development Services
2008-2009	Snyder Companies	Bloomington, IL	Professional Development Services
2008-2009	Wilson-Register Management Co.	New Orleans, LA	Professional Development Services
2009	Athens Housing Authority	Athens, GA	Professional Development Services
2009	Georgia Association of Housing & Redevelopment Officials (GAHRA)	Statewide	Section 3 Compliance Services
2009	Jasper Housing Authority	Jasper, AL	Professional Development Services
2009	Lavonia Housing Authority	Lavonia, GA	Professional Development Services
2009	Milledgeville Housing Authority	Milledgeville, GA	Professional Development Services
2009 - 2011	Florence Housing Authority	Florence, AL	Section 3 Compliance Services, Staff & Resident Professional Development

2010	Adams Metropolitan Housing Authority	Manchester, OH	Section 3 Compliance Services
2010	Akron Metropolitan Housing Authority	Akron, OH	Section 3 Compliance Services
2010	Alabama Association of Housing & Redevelopment Officials	Statewide	Section 3 Compliance Services
2010	Albany Housing Authority	Albany, GA	Professional Development Services
2010	Alexander City Housing Authority	Alexander City, Alabama	Section 3 Compliance Services
2010	Americus Housing Authority	Americus, GA	Section 3 Compliance Services
2010 - 2011	Athens Metropolitan Housing Authority	Athens, OH	Section 3 Compliance Services
2010 - 2011	Bloomington Housing Authority	Bloomington, IL	Section 3 Compliance Services
2010	Bowling Green Housing Authority	Bowling Green, KY	Section 3 Compliance Services
2010	Carbon County Housing Authority	Price, UT	Section 3 Compliance Services

2010	Cincinnati City Council Job Creation Committee	Cincinnati, OH	Section 3 Compliance Services
2010	Cincinnati Metropolitan Housing Authority	Cincinnati, OH	Section 3 Compliance Services
2010	City of Cincinnati, Ohio	Cincinnati, OH	Section 3 Compliance Services
2010	Clermont County Metropolitan Housing Authority	Clermont, OH	Section 3 Compliance Services
2010	Columbiana Housing Authority	Columbiana, AL	Staff Professional Development
2010	Columbiana Metropolitan Housing Authority	East Liverpool, OH	Section 3 Compliance Services
2010	Daytona Beach Housing Authority	Daytona Beach , FL	Section 3 Compliance Services
2010	Florence Housing Authority	Florence, AL	Section 3 Compliance Services & Professional Development Services
2010 - 2011	Galveston Housing Authority	Galveston, TX	Section 3 Compliance Services
2010	Georgia Rehabilitation Association	Statewide	Section 3 Compliance Services

2010	Hamilton County, Ohio	Cincinnati, OH	Section 3 Compliance Services
2010 - 2011	Hocking Metropolitan Housing Authority	Logan, OH	Section 3 Compliance Services
2010	Hope VI Stakeholders with Trenton, NJHA, Local 55, A Better Way, Inc. and others.	Trenton, NJ	Section 3 Compliance Services
2010	Illinois - NAHRO	Statewide	Section 3 Compliance Services
2010 - 2011	Islip Housing Authority	Oakdale, NY	Section 3 Compliance Services
2010	Jackson Metropolitan Housing Authority	Jackson, OH	Section 3 Compliance Services
2010	Jefferson County	Jefferson County, AL	Professional Development Services
2010 - 2011	Joliet Housing Authority	Joliet, IL	Section 3 Compliance Services
2010 - 2011	Jonesboro Housing Authority	Jonesboro, GA	Professional Development Services
2010 - 2011	Jurisdiction Wide - Resident Advisory Board (CMHA)	Cincinnati, OH	Section 3 Compliance Services

2010	Kansas - NAHRO	Statewide	Section 3 Compliance Services
2010	Kentucky - NAHRO	Statewide	Section 3 Compliance Services
2010	Kingsport Housing Redevelopment Authority	Kingsport, TN	Section 3 Compliance Services & Professional Development Services
2010	Lakeland Housing Authority	Lakeland, FL	Section 3 Compliance Services
2010	Leeds Housing Authority	Leeds, AL	Professional Development Services
2010	Lucas Metropolitan Housing Authority	Toledo, OH	Section 3 Compliance Services
2010	Minority Contractors Alliance of Louisiana	New Orleans, LA	Section 3 Compliance Services
2010	Northport Housing Authority	Northport, AL	Section 3 Compliance Services
2010	Ohio Housing Authorities Conference	Statewide	Section 3 Compliance Services & Staff Professional Development Services
2010	Oklahoma - NAHRO	Statewide	Section 3 Compliance Services

2010	Paducah Housing Authority	Paducah, KY	Section 3 Compliance Services
2010	Pennsylvania Association of Housing & Redevelopment Agencies	Statewide	Section 3 Compliance Services
2010 - 2011	Perry Metropolitan Housing Authority	Crooksville, OH	Section 3 Compliance Services
2010	Pickaway Metropolitan Housing Authority	Circleville, OH	Section 3 Compliance Services
2010	Piedmont Housing Authority	Piedmont, AL	Professional Development Services
2010	Portsmouth Metropolitan Housing Authority	Portsmouth, OH	Section 3 Compliance Services
2010	Schertz Housing Authority	Schertz, Texas	Section 3 Compliance Services
2010	SERC - NAHRO (10 States)		Section 3 Compliance Services & Professional Development
2010	Southeast TX Housing Association	Statewide	Section 3 Compliance Services
2010	Southwest - NAHRO (7 States)		Section 3 Compliance Services

2010	Springfield Housing Authority	Springfield, IL	Section 3 Compliance Services
2010	Stark Metropolitan Housing Authority	Canton, OH	Section 3 Compliance Services
2010	Sylacauga Housing Authority	Sylacauga, AL	Section 3 Compliance Services
2010	Tennessee Association of Housing & Redevelopment Authorities	Statewide	Section 3 Compliance Services
2010	Tennessee's Community Assistance Corporation: Resident Leadership Conference	Pigeon Forge, TN	Section 3 Compliance Services
2010	Tennessee's Community Assistance Corporation: Resident Leadership Conference	Pigeon Forge, TN	Section 3 Compliance Services
2010	Texas - NAHRO	Statewide	Section 3 Compliance Services
2010	Texas Housing Association	Statewide	Section 3 Compliance Services
2010	Tifton Housing Authority	Tifton, GA	Professional Development Services
2010	Trumbull Metropolitan Housing Authority	Warren, OH	Section 3 Compliance Services

2010	Valdosta Housing Authority	Valdosta, GA	Section 3 Compliance Services
2010	Virginia Association of Housing & Community Development Officials	Statewide	Section 3 Compliance Services
2010	Wyoming Community Development Authority	Statewide	Section 3 Compliance Services
2010	Youngstown Metropolitan Housing Authority	Youngstown, OH	Section 3 Compliance Services
2010	Zanesville Metropolitan Housing Authority	Zanesville, OH	Section 3 Compliance Services
2011	1st (Ever) National Section 3 Compliance Summit	Atlanta, GA	Section 3 Compliance Services
2011	Chillicothe Metropolitan Housing Authority	Chillicothe, OH	Section 3 Compliance Services
2011	Georgia Department of Community Affairs (DCA)	Atlanta, GA	Section 3 Compliance Services
2011	London Metropolitan Housing Authority	London, OH	Section 3 Compliance Services
2011	Medina Metropolitan Housing Authority	Medina, OH	Section 3 Compliance Services

Professional Development Services include but not limited to:

Formal Board of Commissioner Training

Fair Housing Certificate Training

Fair Housing Affirmative Marketing Studies and Plans

504 Accessibility Reviews as part of new and rehab development due-diligence

Risk Management Training and Technical Assistance Site Reviews and Analysis

Asset/Property Management Operations

Financial Management Training (Budgets & Financials)

Professional Leasing and Resident Retention Training

Section 3 Compliance & Implementation Training

Conversion to Asset Management

Conversion to Privatization

Professional Office Etiquette

Team Building and Professional Communications

Strategic Planning

Board and Executive Staff Retreats

Developing Real Estate outside of public housing (Financing using tax credits, bonds and grants)