

From: Andrew Vanhorn <avanhorn@jbgsmith.com>
Sent: Friday, March 15, 2019 3:34 PM EDT
To: Victor Hoskins <vhoskins@arlingtonva.us>
Subject: RE: WBJ Edi

I completely understand and recognize your challenge for your people. We want to continue to a partner who not only values, but also recognizes, your work. Ensuring the summary of the deal is modified on the WBJ website may seem like a small change to some, but I understand the pride and effort that your team has in this project and why we should ensure they are part of that award summary. Best luck tomorrow – I'll likely see you there at some tomorrow.

From: Victor Hoskins <Vhoskins@arlingtonva.us>
Sent: Friday, March 15, 2019 3:22 PM
To: Andrew Vanhorn <avanhorn@jbgsmith.com>
Subject: Re: WBJ Edi

Thank you Andy.

You know compensation in the public sector is through recognition and not monetary means. When my team works hard and are criticized for their achievements it really affects their morale. They have had an inordinate amount of criticism from people outside of the County with various agendas for this great win. That is not fair, but it is part of life when you do great work.

However, in this case, they are being overlooked for extraordinary work. This really impacts their motivation and it takes weeks for me to pull their spirits up. This happened last year with Nestle and it made my job leading the Amazon HQ2 recruitment much harder than it needed to be.

This also happened last week when we pulled in YEXT (500 jobs from this New York Tech Company) into Rosslyn with no incentives others took the credit for their work. I know this type of activity is frustrating for them.

As a result of their frustration, I know I will be losing some of my best talent. Their skills and successes will propel their careers. I know this, because in the past I have lost people to Edens, Accenture, Deloitte, Bozzuto, Carr Properties, Virginia Tech and other organizations. I am proud that they can move forward in their careers.

Nevertheless, I want the time they spend working under my leadership to be the best they will ever experience. I want them always to receive the recognition they deserve and receive "honor where honor is due". In the commercial real estate environment (which I have been fortunate to experience in the past) the rewards are more objective and direct.

Thank you for understanding my leadership challenge and listening. Even just responding to this email is very meaningful.

With Appreciation for your Responsiveness,

Victor

Sent from my iPhone

On Mar 15, 2019, at 2:19 PM, Andrew Vanhorn <avanhorn@jbgsmith.com> wrote:

I'm all over this and sorry that the WBJ didn't get it right in their first release. We'll get it corrected – thanks for pointing me to this – and sorry for any frustration this caused on the AED team. Please always raise anything with me – it's likely we both want it fixed or solved!

From: Sarah Kaplan <skaplan@bizjournals.com>
Sent: Friday, March 15, 2019 2:14 PM
To: Mary Plumridge <mplumridge@jbgsmith.com>
Cc: Lexy Myers <lmyers@jbgsmith.com>; Andrew Vanhorn <avanhorn@jbgsmith.com>; Vikki Kayne <vkayne@jbgsmith.com>; Kristin Luviano Green (Contractor) <kgreen@jbgsmith.com>

CAUTION: EXTERNAL EMAIL

I just forwarded this on to Doug & Emily in editorial. They are at on offsite retreat today but will update this as soon as possible.

Thanks,
Sarah

From: Mary Plumridge <mplumridge@jbgsmith.com>
Sent: Friday, March 15, 2019 2:11 PM
To: Sarah Kaplan <skaplan@bizjournals.com>
Cc: Lexy Myers <lmyers@jbgsmith.com>; Andrew Vanhorn <avanhorn@jbgsmith.com>; Vikki Kayne <vkayne@jbgsmith.com>; Kristin Luviano Green (Contractor) <kgreen@jbgsmith.com>

Sarah –

Would you please have your team edit the title of this recognition slightly? We want to make sure all our partners are adequately recognized.

Current:

Amazon HQ2

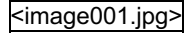
Memorandum of understanding to locate Amazon's second headquarters in Arlington by Virginia, JBG Smith and Amazon

New:

Amazon HQ2

Memorandum of understanding to locate Amazon's second headquarters in Arlington by Virginia, **Arlington County**, JBG Smith and Amazon

Mary Margaret Plumridge | Marketing

 <image001.jpg>

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