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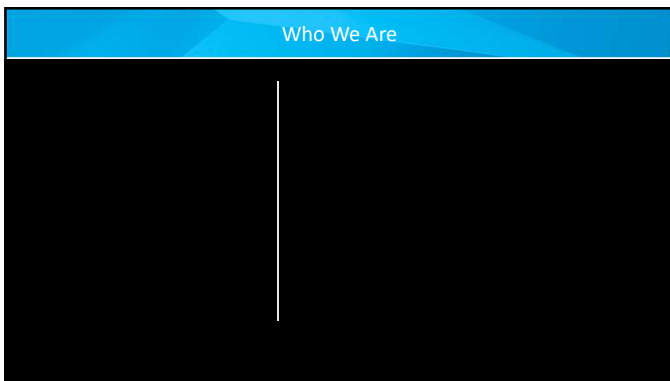
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How We Succeed

- \$11.5 million invested
- 127,000+ students
- 100+ statewide collaborations
- 18,000+ jobs + \$7 billion investment

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Where We're Going

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2021 Results

 665,000+	 18,500
 1,800+	 540

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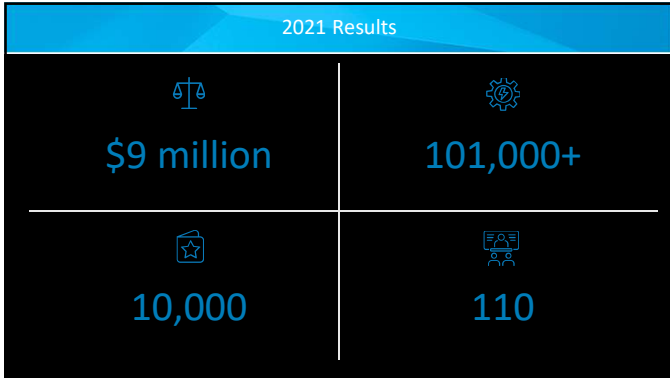
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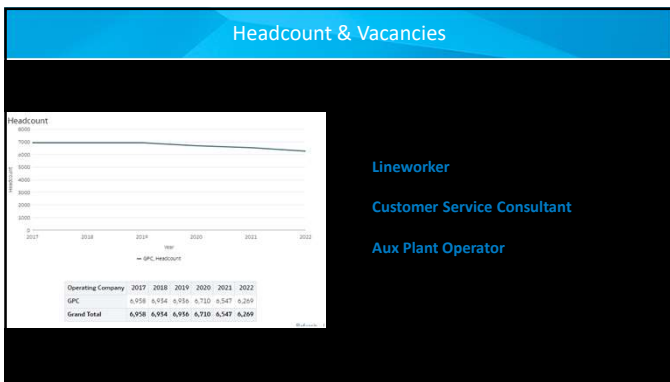
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**Landmark Values**

**LANDMARK PROPERTIES**

*Mission*

Landmark's mission is to be the Student Housing leader in development, construction, operations & investment management, delivering unrivaled service & experience to our residents, partners & employees.

**DEDICATION**  
**RESULTS**  
**INTEGRITY**  
**VERSATILITY**  
**EXCELLENCE**

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**Company Overview**

**Leading vertically-integrated operator in the U.S. student housing sector**

- Formed in 2004, Landmark is a vertically-integrated developer, owner, and manager dedicated to student housing real estate
  - Over 1,100 employees across development, acquisitions, construction, property management, and investment management
  - Landmark has one of the largest corporate teams dedicated to student housing in the United States
  - Ranked the #1 most active developer and contractor in student housing by Student Housing Business<sup>(1)</sup>
- Since inception, Landmark has invested in 76+ student rental projects across the U.S. with a projected total cost of \$6.4 billion requiring \$2.6 billion of total equity
- \$10.0 billion of assets under management
  - More than 58,000 beds under management between the company's owned portfolio and third-party assets managed by Landmark
- Landmark's Senior Management Team has been working together for over a decade
- Landmark's strong reputation, extensive network of relationships and nationwide presence contribute to a majority of investments being sourced off market

*Standard Gainesville*

*Stanford Berkeley*

*Stanford College Station*

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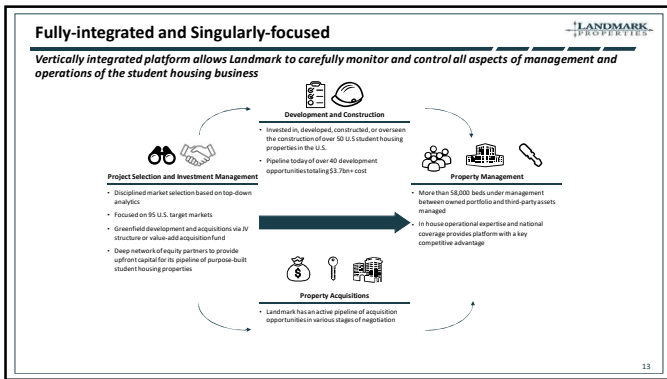
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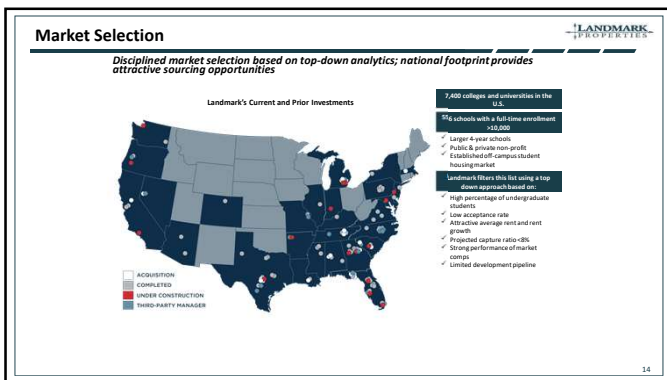
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### Differentiated Property Types

	Urban Infill	Cottage
<b>Description</b>	<ul style="list-style-type: none"> <li>Mid- to high-rise properties in "fortress" locations, pedestrian to the core part of university campuses</li> <li>Also pedestrian to nightlife and Greek life</li> </ul>	<ul style="list-style-type: none"> <li>Communities of cottage style homes with shared clubhouses and amenity spaces</li> <li>Typically require at least 10 acres of land</li> <li>Larger unit sizes than other student housing product types</li> </ul>
<b>Brand</b>		
<b>Amenities</b>	<ul style="list-style-type: none"> <li>Property security</li> <li>Study rooms</li> <li>Fitness centers</li> <li>Fully furnished units</li> <li>Diversified units (studios to 6-beds)</li> <li>Roof-top pools</li> </ul>	<ul style="list-style-type: none"> <li>Large clubhouse with study rooms, lounge space and fitness centers</li> <li>Mix of furnished and unfurnished units</li> <li>Resort-style pools</li> <li>Expansive outdoor space, including large decks within every unit</li> </ul>

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**Recruitment Outlook**

- Team Structure
- Hiring Manager Buy-In
- Resources
- Streamlined, simplified processes
- Campus Recruiting
- Enhanced Referral Programs

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**Retention: Training Opportunities - Operations**




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**Retention: Training Opportunities - Construction**



**Developing Opportunities Through Training**

- Transition to Manager - Workshop for New Managers
- Level Up
- 18-month Construction Professional Development
- Masterclass Studio
  - Executive Leadership Continuous Development
- Elevate / and Elevate Life - Birkinan Team Strengthening Workshop
- Post-Tensioning Level 1 Unbonded (Concrete)
- ADA Building Compliance
- Blueprint Reading
- Technology Based Programs- Intro to Computers, Office 365, Outlook
- Formal Mentoring Program
- Over 50 in-house, in-person, training programs



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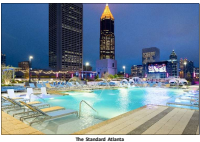
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**Recent Awards**

**LANDMARK PROPERTIES**

- ✓ **"Number 1 Developer in Student Housing"**
  - Landmark Properties, 2020, Student Housing Business (based on number of projects)
  - Landmark Properties, 2020, Student Housing Business
  - Landmark Properties, 2019, Student Housing Business
  - Landmark Properties, 2018, Student Housing Business
  - Landmark Properties, 2016, Student Housing Business
  - Landmark Properties, 2015, Student Housing Business
- ✓ **"Largest Off-Campus Developer and Number 2 Developer in Student Housing"**
  - Landmark Properties, 2021, Student Housing Business
- ✓ **"Number 1 Contractor in Student Housing"**
  - Landmark Construction, 2018, Student Housing Business
  - Landmark Construction, 2017, Student Housing Business
  - Landmark Construction, 2016, Student Housing Business
- ✓ **"Top 20 Owner"**
  - Landmark Properties, 2020, Student Housing Business
  - Landmark Properties, 2019, Student Housing Business
  - Landmark Properties, 2018, Student Housing Business
  - Landmark Properties, 2017, Student Housing Business
  - Landmark Properties, 2016, Student Housing Business
  - Landmark Properties, 2014, Student Housing Business
- ✓ **"Top 25 Manager"**
  - Landmark Properties, 2020, Student Housing Business
  - Landmark Properties, 2018, Student Housing Business
  - Landmark Properties, 2016, Student Housing Business
  - Landmark Properties, 2017, Student Housing Business
  - Landmark Properties, 2016, Student Housing Business
  - Landmark Properties, 2015, Student Housing Business
  - Landmark Properties, 2014, Student Housing Business
- ✓ **"Best Package & Offering of Amenities"**
  - The Student at Atlanta, 2020, Student Housing Business
- ✓ **"Best Marketing & Leadership Program and Best Implementation of Mixed-use in New Development"**
  - The Student at Knoxville, 2018, Student Housing Business



The Student at Atlanta



The Metropolitan - State College

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**LANDMARK PROPERTIES**

Questions?

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**Phoebe**  
Innovative Approaches to Partnership and Workforce Development  
Dr. Tracy Suber Edd, MSN/ED, RN

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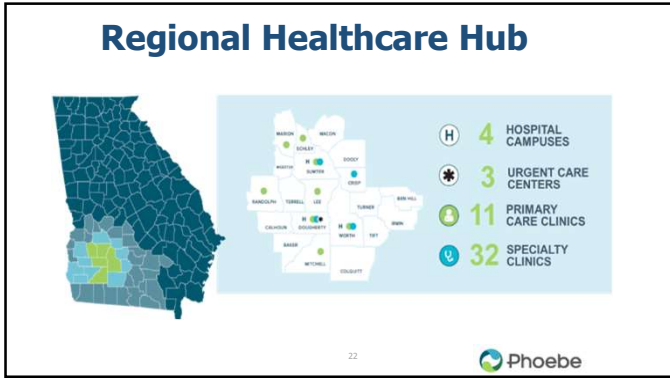
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**Nurses urge HHS to declare the staffing shortage a national crisis**

The ANA cited the Delta variant of COVID-19 as a complicating factor that has exacerbated workforce shortage challenges.

**US hospitals hit with nurse staffing crisis amid COVID**

**Georgia nursing shortage at crisis levels**

**CONSIDERABLE**

Georgia faces shortage one of the worst in the country, according to report

*"Health systems are facing a crisis on top of a crisis: they have managed through the crisis stage of the COVID-19 pandemic, and now face a new crisis as they deal with the implications of the response to the pandemic."*

**- Kaufman Hall**

**Area nurses demanding the government declare nursing shortage a crisis**

**'Nursing Is in Crisis': Staff Shortages Put Patients at Risk**

**COVID-19 pandemic increasing nursing shortages in Georgia, leads to veteran nurses leaving workforce**

**GEORGIA HEALTH NEWS**

Georgia has too few nurses, and the problem could get much worse

**2,880 ICU BEDS IN USE**

**34.7% CAPACITY**

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## Contract Labor Costs

Contract FTE's (RNs, RTs, CNAs)	
2019	2022
224	436 (increase of 212)

Monthly Contract Labor Spend	
2019	2022
\$3M/month	\$12M/month

Contract Labor Workforce	
2019	2022
30%	54%

\*\*During last surg – rates \$190-200/hr

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**We have a HISTORY of investing in Medical INNOVATION**  
With educational partners across our region

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**TECH & TRAINING**

**\$5.3M**  
state-of-the-art Simulation & Innovation Center

**22K**  
Square feet of advanced education & training space

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 **Partnerships At Large**

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Albany Technical College  
ABAC  
Albany State University  
Fort Valley State University  
Georgia Southwestern University  
Southern Regional Technical College  
4C Academy

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ASU STEM ACADEMY

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Work-Based Learning Students

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**Partners Phoebe Health Science Pathway@ 4C**

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A partnership focused on building a Healthcare Pipeline

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**PPHS Internship Program**

- Create real-world work experience for students (value exchange)
- Enable students to develop professional relationships and references
- Allow Phoebe the opportunity to evaluate students and recruit
- Long-term career opportunity for students

Total Costs for 20 students: \$57,600\*

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### High School Coursework and Path

9th Fall	9th Spring	10th Fall	10th Spring	11th Fall	11th Spring	12th Fall	12th Spring
High School Pathway 1	High School Pathway 2	High School Pathway 3	High School Pathway 3	ALHS 1040	NAST 1100	Phoebe Internship	Phoebe Internship
				WBL & Test Prep	CNA Clinicals (5 days) @ 8 holiday		

**High School Pathway**


- Intro to Healthcare
- Essentials of Healthcare
- Patient Care Fundamentals

**Nurse Aide – Technical Certificate of Credit (ATC)**

- ALHS 1040 – Introduction to Healthcare
- NAST 1100 – Nurse Aide Fundamentals

**Projects / Outreach / Nurse Aide Exam / Practical**

**Internship - Work-Based Learning**



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### The Pathway

9th Grade	10th Grade	11th Grade	12th Grade
9th Lit	10th Lit	Math 1001	BIOL 2113 / BIO2411k
Algebra 1	Geometry	CNA ALHS 1090	BIOL2117 / BIOL2412
Physical Science	Biology	CNA NAST 2100	PSYC 1101
Health/Personal Fitness	***Foreign Language	Chemistry	ENG 1101
Government	World History	Algebra II	Internship - WBL
Life Skills I	Life Skills II	American Lit/Comp	Internship - WBL
Intro to Healthcare (Fall)	Patient Care Fund. (Fall)	US History	Adv Decision Making
Healthcare Ess. (Spr)	Patient Care Fund (Spr)	Foreign Language II	Economics

\*Personal Finance, YouScience, Work ethic, Communication  
\*\*American Lit/Comp course and EOC is required for graduation. Dual Enrollment Courses may vary slightly.

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A partnership focused on building a Healthcare Pipeline

Academic Year	Program	Grade Level	# Students
2021/2022	CNA Rotations	11 <sup>th</sup> & 12 <sup>th</sup>	16
2021/2022	Internships	11 <sup>th</sup> & 12 <sup>th</sup>	7
2022/2023	CNA Rotations	11 <sup>th</sup>	19
2022/2023	Internships	12 <sup>th</sup>	5
2023/2024	In Pipeline	10 <sup>th</sup>	41
2024/2025	In Pipeline	9 <sup>th</sup>	42



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**Gov. Kemp Announces Program to Support Students Impacted by the Pandemic in Pursuit of Careers, Fulfill Critical Workforce Need**

4C Academy  
Cairo College and Career Academy  
Calhoun College and Career Academy  
CEC, Newnan, Coweta County  
Chattahoochee Valley College and Career Academy  
Fitzgerald College and Career Academy  
Griffin Regional College and Career Academy  
Lumpkin College and Career Academy  
Paulding College and Career Academy  
Sims Academy College and Career Academy

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Thank you

[tsuber@phoebehealth.com](mailto:tsuber@phoebehealth.com)

229-881-7788

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