



Roberta Sydney **Independent Board Director and Former CEO**

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- Over 30 years of outstanding shareholder performance and profitability in real estate and financial services through 5 challenging market periods -- successfully financed over \$1B of real estate transactions in all cycles
- Qualified financial executive who has been a CEO, founder-entrepreneur & senior corporate executive
- Entrepreneurial, focused, collaborative leader recognized for longstanding business relationships and client retention
- Named as Private Company Director to Watch 2020

Education

BA, Wellesley College
MBA, Harvard
MS, MIT

NACD

. Certified Director
. Certificate in Cyber Security
. Governance Fellow

Digital Directors Network
- Systemic Cyber Risk
Governance Certificate

American College of Corporate
Directors
. Silver Executive Masters
Professional Certificate

Sector/Skill Sets

Real Estate / Construction
Prop-Tech
Mortgages / Banking
Fintech
Investment Management
Health Care
Financing
Venture Financing
M & A / Divestiture

Business Models

Public
Privately Held
Family Owned
ESOP
Venture Backed
Start-Up
SaaS
B2B / B2C

Invited to C200

International Women's Forum
Women Corporate
Directors

The breadth and depth of Roberta's experience comes from her board leadership and executive positions with regulated real estate and financial services firms ranging from large, traditional organizations to young, entrepreneurial companies.

As an entrepreneur, she founded a real estate firm in 1999, developed and managed 9 million square feet before a successful exit and earn out. During her tenure, she cemented deep relationships with prestigious clients/tenants such as Bank of America, Trader Joe's, Beth Israel Deaconess Medical Center, AT&T, and CVS.

Her board leadership experience includes Board Chair and Committee Chair roles for Audit, Nominating/Governance, and Compensation Committees for construction and real estate development companies. Currently, she serves on the Audit Committee and chairs the Nominating Committee for the ARIS board, a public REIT. She also currently serves as Board Chair for Buttcon, a Canadian contractor.

Roberta possesses a combination of leadership skills in real estate development, financial transactions, negotiations, digital transformation, marketing, and IT system evaluation. She also has brought her digital and industry expertise to VC and PE-backed real estate technology startups. These startups create SaaS, cloud, and device solutions to lower expenses, drive energy efficiency, improve tenant retention using predictive data analytics leveraging machine learning and IoT devices.

Previously, Roberta held other board leadership roles including launching Tiedemann Advisors as ALTI on NASDAQ, serving as Compensation Committee Chair for Plaxall, Inc., the Long Island City based manufacturing and real estate company that secured Amazon for their HQ2 before Amazon withdrew, as well as serving as Board Chair and Nominating/Governance Committee Chair for HEI Civil.

Roberta is a sought-after speaker on Real Estate and Governance topics at universities and organizations such as Harvard Business School, Dartmouth's Tuck School of Business, Bentley College, The MIT Center for Real Estate, Women Corporate Directors, and the Private Company Governance Summit. She is also fluent in French.

In addition to her many accomplishments, Roberta is actively engaged in philanthropy including her service on the Trustee Advisory Board of the Beth Israel Deaconess Medical Center, a Harvard teaching hospital. Roberta has also mentored dozens of entrepreneurs through StartUp Partners, a local coaching initiative she co-founded through Harvard Business School Alumni.

Roberta and her spouse reside in Boston and have three adult children.

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CAREER CHRONOLOGY**BOARD SERVICE**

- ARIS**, New York, NY **2022-present**
Member of Audit Committee and Chair of Nominating/Governance Committee for this public REIT.
- Buttcon**, Toronto, Canada **2023-present**
Board Chair of Canadian ESOP construction company.

EXECUTIVE ROLES**Sydney Associates, Inc.**, Boston, MA

Midsize private Commercial Real Estate Development Company with successful exit and earnout in 2019.

Chair **2016-2019**

Founder and Chief Executive Officer **1999-2015**

- Set vision and strategy for the acquisition, development, financing, and selective divestment of over 9 Million square feet of residential, retail and office property, averaging annual shareholder returns of more than 15%.
- Supervised regulatory compliance, investor relations, and tenant servicing for operations, brokerage, and leasing.
- Worked comfortably across disciplines to navigate win-win land purchases, permitting approvals, financing terms and construction contracts.
- Developed relationships and negotiated multi-year real estate leases with prestigious clients such as Bank of America, Trader Joe's, Beth Israel Deaconess Medical Center, AT&T, and CVS.

Sydney Construction, Inc. Boston, MA **1997-1999**

President

- While simultaneously working at State Street Global Advisors, took over and led a family construction company, subsequently transitioning to real estate development and founding her own enterprise.

State Street Global Advisors, Boston, MA **1997-1999**

SSgA is world's 3rd largest asset manager.

Principal

- Pioneered and launched a new division to market the firm's institutional grade services to the Registered Investment Advisor market for their high-net-worth clients. Garnered \$175MM in new assets within first year.
- Negotiated selling agreements and contracts with major wire house firms, such as Smith Barney and Schwab.

BayBank, Boston, MA **1993-1996**

BayBank was a leading consumer bank in the nation acquired for \$2.1 Billion by Bank of Boston in 1996.

Senior Vice President, Consumer Lending and Mortgages

- Managed \$4.6 Billion in assets, garnered annual mortgage originations of \$850 Million.
- Achieved #1 rank for the first time in BayBank's history while staying #1 in other consumer lending products.
- Architected a 20% reduction in operating expenses, accompanied by a 50% improvement in profitability.

Business Consultant, Los Angeles, CA **1990-1992**

- Delivered strategic analysis, planning, and marketing feasibility studies for senior housing and high-tech firms.

Leisure Technology, Los Angeles, CA **1988-1990**

Director, Forward Planning for nationwide active adult retirement community developer with seven subsidiaries.

- Delivered strategic and operational real estate planning and feasibility recommendations supporting "go/no go" decisions. Generated business and marketing plans and successfully negotiated loans totaling \$711 Million.

The Boston Company, Boston, MA **1979-1987**

The Boston Company (now BNY Mellon) delivers investment capabilities to the institutional and retail communities.

Vice-President, Strategic Planning and Direct Financial Services Developed business plan for Board. Launched and built Direct Selling Division for the firm including call center, CRM, cross-selling and direct mailing activities.