



LARKEN ASSOCIATES APPOINTS MICHAEL WARECH, PH.D., AS CHIEF HR OFFICER

STRATEGIC ADDITION WILL EXPAND SENIOR LEADERSHIP TEAM AND SUPPORT ORGANIZATION'S ONGOING GROWTH IN THE COMMERCIAL AND RESIDENTIAL REAL ESTATE SECTOR

BRANCBURG, NJ, August 12, 2020 — Larken Associates announces Michael Warech, Ph.D., has joined the company's senior leadership team in the role of Chief HR Officer. In this role, Dr. Warech will focus on developing and implementing an enterprise-wide integrated talent management strategy and framework and create an organizational effectiveness roadmap to support the firm's expansion and growth plans.

Bringing over 30 years of extensive experience in human resources, talent management and organizational effectiveness, Dr. Warech will lead the firm's talent efforts, including talent acquisition, inclusion and diversity, performance management, training, leadership development, employee engagement, total rewards, succession planning and employment branding. He has designed, developed and managed numerous engagements for a variety of Fortune 1000 companies, across multiple industry sectors.

With a depth of experience previously running his own consulting firm and holding consulting and leadership roles with Harvard Business School, Willis Towers Watson, Avon Products, WLH Consulting, Organizational Strategies, and Assessment Alternatives, Dr. Warech's impressive track record will serve as a tremendous asset to the firm's ongoing growth.

"Michael has been consulting with us on all matters of human resources over the past few years. During that time, he has spearheaded numerous initiatives to design, refine and improve our human resources and talent management programming, cultivating a high-performing organization," said David Gardner, President and CEO of Larken Associates. "This is a pivotal time in the growth of Larken, and we are certain that Michael's expertise, wealth of experience and impressive academic credentials will not only make him an asset to our senior leadership team but also make him instrumental in the ongoing expansion and success of our organization."

Currently, Larken Associates employs over 100 professionals across its six divisions, which include acquisitions and entitlements, brokerage, financing, residential property and asset management, commercial property and asset management, and construction. Over the past several years, Larken Associates has bolstered the organization's capabilities and supported its growth with the addition of a number of pivotal hires. Dr. Warech's arrival will help accelerate the growing depth and breadth of Larken's robust portfolio by overseeing talent management, leadership development, and other competency-based human resource system applications.

Dr. Warech's research has appeared in numerous peer-reviewed publications, including the Journal of Business and Psychology and The Leadership Quarterly. For years, Dr. Warech's expertise on workplace issues has been sought after with his opinions featured in The Washington Post, The Chicago Tribune,



The Baltimore-Sun Times, The Miami Herald, USA Today, Crain's, HR Executive Magazine and CBS Marketwatch. Dr. Warech holds a Ph.D. in Applied Psychology from Stevens Institute of Technology in Hoboken and received his undergraduate degree from Emory University, in Atlanta. Dr. Warech is a resident of Morristown, N.J., where he resides with his wife, Susanne and two sons, Jacob and Max.

About Larken Associates

Larken Associates is a regional leader in commercial and residential real estate building, development and management. Leveraging over 50 years of experience, they are dedicated to bringing great spaces to live and work to life through a long-term ownership strategy and full suite of in-house capabilities. With a diverse commercial portfolio consisting of nearly three million square feet and 800 tenants across office, industrial, retail and mixed-use and approximately 2,000 owned and/or managed residential units across 22 unique communities, Larken Associates' is deeply committed to the communities in which they work as well as the tenants and residents who call their buildings home.

To learn more about Larken Associates, please visit us at <https://www.larkenassociates.com/> and follow us on LinkedIn (<https://www.linkedin.com/company/larken-associates/>), Facebook (<https://www.facebook.com/LarkenAssociates>), Twitter (<https://twitter.com/LarkenAssociate>), and Instagram (<https://www.instagram.com/larkenassociates/>).