



# Ferguson Partners



## **Ferguson Partners places two key Directors at Duke Realty, bolstering diversity in directorship at leading U.S. industrial REIT**



**Norman Jenkins**

We are pleased to announce that our work with Duke Realty has resulted in the appointment of two Board directors, Capstone Development CEO Norman Jenkins and Chair and President of Thompson Hospitality, Warren Thompson. Norm, the lodging industry luminary, brings commercial real estate and finance expertise to the Board. And Warren, the food and facilities management entrepreneur, brings oversight and longstanding finance experience to the leading provider of logistics facilities.

“We were thrilled to partner with one of the world’s great companies and one of the leading industrial REITs, to play a role in creating a more diverse Board directorship,” said Ferguson Partners’ Chairman and CEO Bill Ferguson, adding, “Both Norm and Warren bring rich skillsets, with expertise that will both strengthen and build Duke Realty for the future.”

### **Norman Jenkins**

Norm Jenkins is President of Capstone Development, a firm he founded in 2009. Capstone develops and acquires hospitality real estate that is generally affiliated with international lodging brands. Since its founding, Capstone has raised significant equity capital from a diverse investor group including state pension, family office, private equity, sovereign wealth and high net worth individuals. At present, Capstone owns 30 hotels, located in 11 states and the District of Columbia, and has developed and/or acquired assets valued in excess of \$1.5B.

Prior to founding Capstone Development in 2009, Norm was with Marriott International for 16 years, serving in various leadership positions before being named Senior Vice President of North American Lodging Development. His experience also includes five years with McDonald’s Corporation holding finance and operating positions. While with Marriott, Norm was the architect of the company’s industry-leading Diversity Ownership Initiative, which doubled the number of diverse-owned Marriott hotels over a three-year period and resulted in a diverse-owned company becoming Marriott’s second largest franchisee.

Norm serves on the Board of Trustees of Howard University and the Suburban Hospital Board of Trustees. He also currently sits on two other public boards, New Senior Investment Group (NYSE: SNR) and AutoNation, Inc. (NYSE: AN)



**Warren Thompson**

### **Warren Thompson**

Warren began his career with Marriott Corporation after earning his degree from Hampden-Sydney College and his MBA from the University of Virginia's Darden Graduate School of Business Administration. He formed Thompson Hospitality in 1992 and entered the retail restaurant business with the purchase of more than 30 Big Boy Restaurants. Thompson Hospitality subsequently purchased the Austin Grill restaurant chain, followed by the acquisition and creation of several other retail dining brands, including the American Tap Room, brb (be right burger), Willie T's Lobster Shack, Hen Quarter, Hen Penny, Neapolitan Express, Matchbox and, most recently, The Delegate. In 1993, Thompson Hospitality entered the food contract services business and, in 1997, formed a partnership with Compass Group to expand its operations and expand into the facilities management sector. Thompson Hospitality has been recognized numerous times as a leading minority-owned company.

Warren serves on the Board of Directors of Compass Group North America and prior, Federal Realty Investment Trust (NYSE: FRT). He is a former Trustee of the Darden School Foundation and, in 2018, established the Warren M. Thompson Scholarship to help attract students who value diversity to the school.

### **About Duke Realty**

Duke Realty Corporation owns and operates approximately 153 million rentable square feet of industrial assets in 20 key U.S. logistics markets. Duke Realty is publicly traded on the NYSE under the symbol DRE and is listed on the S&P 500. The company maintains a Baa1 rating from Moody's Investor Service and a BBB+ rating from Standard & Poor's Financial Services.

### **About Ferguson Partners**

As a global talent management boutique serving all industries and with a strong concentration of real assets, healthcare, and hospitality clients, Ferguson Partners orchestrates the essential disciplines impacting human capital — Executive and Board Recruitment, Compensation Consulting, Leadership Consulting, and Management Consulting — to deliver trustworthy solutions that help a client capitalize on the advantages of great leadership.