



LASALLE  
INVESTMENT MANAGEMENT®

Real estate experience. Investment expertise.



Fully invested in you

## A world of opportunity

Join our global team of real estate investment experts

At LaSalle Investment Management you will work with some of our industry's most experienced real estate experts and the world's most sophisticated investors. As part of our company, you will join a highly-integrated global network of professionals who are dedicated to delivering superior investment performance for our world-class investors.

Real estate – our sole focus – is the heart of the LaSalle business. On behalf of major institutions and high net worth investors who span the globe, we acquire private equity real estate across all sector types: retail, industrial, hotel, multi-family and office. We also invest in public equity, including publicly-traded real estate investment trusts (REITs), an exciting and growing global investment specialty.

Our success at LaSalle is built on more than 25 years of experience in the industry. Our business model differentiates us in several ways:

- We only invest in real estate, bringing a unique focus and depth of expertise to the sector in our quest to become the world's leading real estate investment manager;
- our success is measured by investment performance and client satisfaction, and we boast one of the most enviable track records in the industry, as well as enjoying one of the highest rates of client retention;
- as part of one of the largest and most stable global real estate service providers, Jones Lang LaSalle (NYSE: JLL), we have access to market insights that give us a unique competitive advantage.

LaSalle is an organization truly invested in its people, and we believe no other real estate investment manager benefits from such a wealth of professionals who are passionate about their careers and about the asset class. With this in mind, we're looking for dynamic team players who value the promise of opportunity ... the promise we make to you, as you embark on a career at LaSalle.

## Who we are

Our corporate culture

Our recruitment program is aimed at hiring people who believe in our profession and wish to access the many opportunities we provide to our employees around the world. We understand that you are looking for a cultural fit. We also know this is not easy, and that it's often difficult to gauge a company's culture from the outside looking in. To help you evaluate LaSalle, we want you to be familiar with the watchwords we use to describe our working environment. We encourage you to ask our people questions about these values as you explore a career with the company.

- *Collaborative.* Our environment is highly interactive across all levels. This is essential in delivering successfully on the commitments we make to our clients.
- *Integrated.* All functions are deliberately integrated across the company. We cannot succeed unless everyone works together. We work hard to ensure synergies exist across all teams, thereby fully capitalizing on our collaborative nature.
- *Values driven.* We serve our clients as fiduciaries, and are therefore driven by an unwavering adherence to our values and the highest standard of ethics.
- *Committed to excellence.* We believe in the pursuit of excellence at all times. Our clients have come to know us for the high quality of our work, and we provide avenues for all employees to ensure they have the tools to operate at their highest level of ability.
- *Open.* Our "open door" environment is critical to ensure we are fully integrated and all people, at all levels, are accessible.
- *Work-life balanced.* We understand that as well rounded individuals, our people have personal pursuits, families and friends. We believe in enabling you to honor these interests, by making the work environment flexible and conducive to achieving balance between your career and other critical interests.

*“Our goal is to provide the best investment solutions to clients, an objective each person at every level of the company appreciates and supports. We all stand behind a commitment to excellence, creating a collaborative and results-oriented culture and ultimately a more enjoyable working experience.”*

*Associate, Paris*



## Exciting career opportunities

Entrepreneurial teams, supported by a global platform

In pursuing a career at LaSalle, you are part of a collaborative effort centered on delivering investment performance through teamwork. You will benefit from our global synergies and consistently inclusive culture across all geographies. Our vision is to bring the best opportunities to our valued clients by relying on your many talents.

As an employee you have an opportunity to be a key contributor to our operation and part of a healthy, challenging work environment. Our management team is anxious to put your skills to use and help you continue to grow and reach your potential. Ultimately, your professional success leads to our success as a firm – a winning formula.

There are many ways we can use your skills to your advantage. Consider these specialties and assess which might fit your career objectives.

### Research

As part of our research and strategy team, you will help make the case for real estate, select target markets where you see growth opportunities, and provide insights for our teams by evaluating the dynamics of local markets. Your efforts will help us make good investment decisions.

### Client Services

Our marketing team builds and fosters relationships with our clients (investors). As a member of the Client Services team, you will help identify new areas for investing and raise capital for our public and private equity offerings.

### Acquisitions

As a member of our acquisitions team, you are responsible for identifying new properties that LaSalle will invest in on behalf of our clients. You'll participate in the evaluation of the properties, underwriting, closing the deals and then help to transition those assets over to the Portfolio and Asset Management team.

### Portfolio and Asset Management

Once a property is purchased and added to a portfolio, our teams manage the assets to drive investment performance by successfully managing risk. As part of this team, you will oversee property leasing and operations and sell assets, thereby helping to realize target returns for our clients.

### Accounting, Finance and Investor Reporting

Our work is measured on performance, and as a contributor to this part of the LaSalle operation you will prepare financial statements, watch over sources and uses of cash, and communicate results internally and externally to our clients.

### Securities

Our public equity business, invests in publicly traded REITs and real estate oriented businesses both domestically and abroad. As part of this team, you'll gain a perspective on public companies and real estate markets and better understand how they are incorporated into an investment portfolio.

### Operations

Key to the successful operation of our business, we will leverage your expertise in the areas of law, human resources, IT, corporate accounting, finance, risk management and tax to ensure we properly leverage our teams and support our investment programs.

Investment  
Opportunities

Research  
and Client  
Services

Investments

Asset  
Management

Finance and  
Investor  
Reporting

Sell and  
Reinvest

## Invested in you

### Exceptional career development programs

The best people, from all corners of the globe, make up our business. Our offices reflect the richness and diversity of the world we live in, and ultimately create an energetic mix of contributors. A career at LaSalle puts you at the center of a promising partnership with one of the most reputable real estate investment management firms around. We offer exciting opportunities across all our regions and invest heavily in your ongoing development. Below is a sampling of those programs:

#### Short term projects

Often we have business needs that involve a short term assignment – sometimes in a different office, city or even country. Self starters embrace these projects which can last a few weeks or a few months, thereby allowing the participant to have a unique experience in a new area or new market.

#### Domestic / regional career opportunities

When a business need arises, we look internally first to mobilize our talent. We capitalize on our talent base to address business priorities that afford our people exciting professional development opportunities and unique training experiences. These opportunities can vary in length and range from a possible transfer to new functional area or longer term relocation to a new city or country within the region.

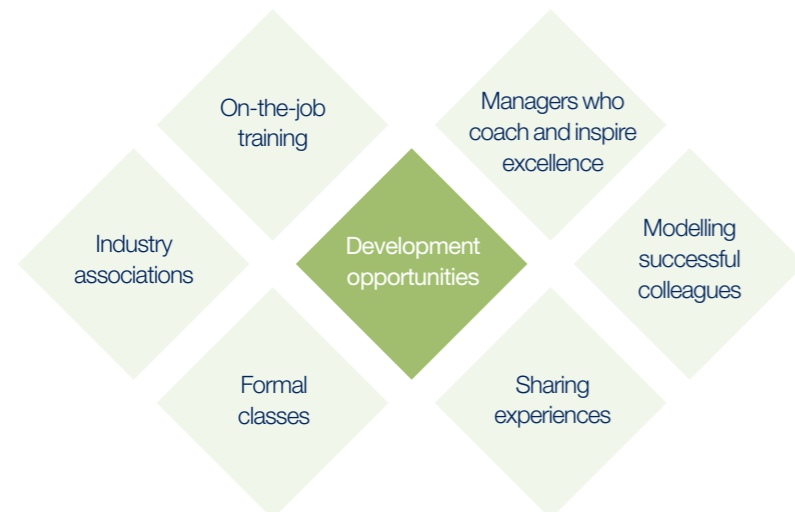
#### International career opportunities

Longer term opportunities exist for those who have a desire to work abroad – which invariably afford our people extraordinary learning opportunities. Relocations tend to last for a period of two to five years and expatriate assistance is provided. This unique opportunity exposes people with critical skills and knowledge to our global enterprise and allows them to share best practices around the world while interacting with foreign cultures.

#### Educational assistance

Where appropriate, we provide sponsorship and flexible work arrangements to assist with education and training endeavors. This program allows our people to achieve professional certifications, for example, or simply stay abreast of new educational opportunities that support their career objectives.

Overall, we place a high priority on continually expanding our offerings to meet the needs of our employees in an ever-changing employment market. With us, you will take advantage of strengthening your skills base and gaining new competencies through the programs we sponsor for your benefit.



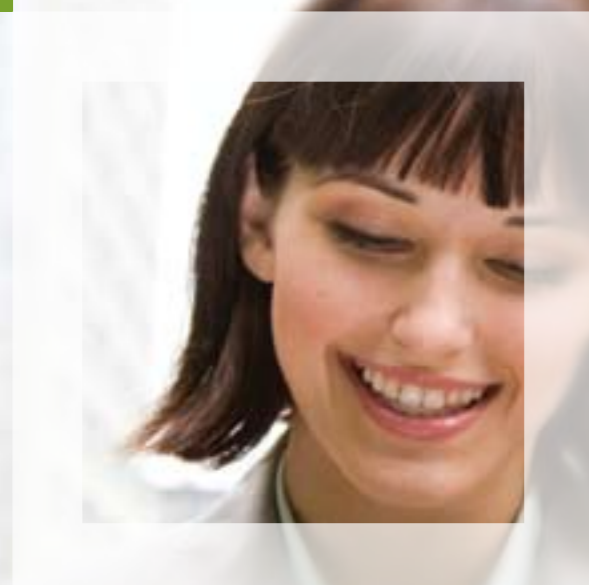
*"Enormous benefit can be had from working in an environment where entrepreneurial ideas are encouraged and opportunities for learning are abundant. I see my colleagues inspired to perform their best, and rewarded for doing so. I've experienced this firsthand and can say with confidence that LaSalle's investment in its workforce is mutually beneficial."*

*International Director and Fund President, Singapore*



*“Everyone at LaSalle plays a meaningful role in addressing global environmental challenges through direct actions and advice to our clients.”*

*Research and member of the LaSalle Sustainability Taskforce, Baltimore*



## Sustainability: remaining environmentally aware

Leading best practices in sustainability

LaSalle Investment Management recognizes the impact that buildings have on the environment, and the important role the property industry plays in helping to ensure a healthy environment results from our actions.

We are committed to leading best practices in this vital area. A team of specialists, our “LaSalle Sustainability Taskforce” is comprised of members from around the globe who collaborate with key constituents to ensure the best sustainable practices and solutions are employed as we manage our investments. The Taskforce provides direction by developing best practices that are then available for adoption at the local level to best address in-country regulation and specific conditions. And as part of the annual planning process for our funds and separate accounts we proactively address our clients’ positions on sustainability to ensure our best practices meet their objectives as well as regional laws and regulations. We deploy these best practices throughout all disciplines and ensure they surface in meaningful ways. For example, they allow us to:

- Use assessment criteria as part of the underwriting process for both new real estate investments and developments;
- deploy tools that enable our asset managers to follow sustainability improvement programs;
- allow us to evaluate investments against current and proposed regulation;
- measure emissions, water usage and waste recycling; and,
- analyze investment properties against local certification standards, such as LEED, BREAAAM and Green Mark, and pursue certification that is aligned with our investment objectives.

## Diversity

*"I felt welcomed and valued from the first conversation I had with LaSalle. The enthusiasm of those I spoke to not only for their work, but for the firm as well, was impressive and convinced me that this was a place I'd like to build my career."*

**Securities Analyst, Baltimore**



Diversity is an important part of our culture and a key driver of our competitive advantage. By cultivating a dynamic mix of people and ideas, we enrich our performance, our communities and the lives of our employees. We are proud to foster an environment that values the richness of our differences and reflects the diverse world in which we live and work.

## We look forward to meeting you

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please visit our website:  
[www.lasalle.com](http://www.lasalle.com)

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