VOTE

2027- 2028 PAA Board of Director Nominees and Election Process:

Each year association members have the opportunity to apply or nominate a member for a position on the PAA Board of Directors.

The PAA Nominating Committee reviews the nominations and selects the candidates.

Members are asked to vote annually to elect the PAA Board of Directors and Executive Chairs. Per the member approved PAA bylaws, board terms will be two-years and 50% of the board will rotate annually.

This is the Slate of Nominees for the PAA 2027-2028 Board of Directors.

The member vote to elect the 2027-2028 PAA Board will take place at this year's Annual Meeting on December 3rd, 2026. Please note that we can only count one vote per member (company) so if time warrants, please speak with your co-workers to choose who will vote this year. An email containing a link to vote on an open ballot will be sent to our members who are unable to attend. If you have any questions about this process please reach out to us at info@paahq.com.

Scan the QR Code and VOTE.

PAA PENNSYLVANIA APARTMENT ASSOCIATION

www.paahq.com

Board of Directors Roles and Responsibilities

REQUIREMENTS

1. **Directors shall be a natural person at least eighteen (18) years of age who need not be a resident of Pennsylvania.**
2. **Directors must hold a senior-level position in their respective organization and must be able to represent their organization on important industry matters.**
3. **Directors will serve a two-year term.**

AND THE BOARD NOMINEES ARE:



2027-2028 Term

George D. Cowden, Vice President, Sales and Marketing, Multi-Housing Depot
As the Vice President of sales & marketing, and partner at Multi-Housing Depot, George Cowden is responsible for the growth and development of the company and maintaining and growing relationships with key customers. George has been with Multi-Housing Depot for over 38 years and works tirelessly to bring a high standard of excellence to the multi-housing industry. He is actively involved with numerous industry associations and committees. He is a board member at the New Jersey Apartment Association, Delaware Apartment Association & the Pennsylvania Apartment Association. He also served as the president of the Pennsylvania Supplier Council from 2021-2023.
George enjoys meeting all people involved with multihousing and is available and accessible to assist in any initiative related to the industry.
George graduated from Temple University with a degree in Criminal Justice and a minor in Sociology. He and his wife have four beautiful children who are all actively involved in school and community affairs.



2027-2028 Term

Jim Smith, Executive Vice President and Chief Financial Officer, Campus Apartments, LLC
Jim Smith serves as a member of the senior management/investment committee and manages day-to-day financial and business operations for the multi-entity real estate management company, Campus Apartments, LLC, focusing on student housing, whose holdings encompass over 32,000 beds in 29 states, with direct reporting to president and board of directors. Jim oversees a staff of 28, which performs financial management functions for a real estate portfolio with a combined market value in excess of $1.2 billion. Interface with various financial and lending institutions to secure financing for real estate projects. Jim is responsible for all aspects of cash management, financial reporting and consolidation, budgeting and projections for more than 75 corporations and partnerships. Jim is the point person with ultimate accountability for preparation of tax returns and financial audits. Him excels in cultivating and maintaining ongoing relationships with leading local and national lending institutions, as well as many major brokerage, accounting (including all Big 4) and legal firms.



2027-2028 Term

Anne-Marie Niklaus, President, Berger Rental Communities
Anne-Marie Niklaus is the President of Berger Rental Communities with overall responsibility for the delivery of property management services across the company's apartment and commercial portfolio. Ms. Niklaus is a vastly experienced residential property management professional with a diverse background that includes a senior vice president role with Balfour Beatty Communities, a divisional vice president role with Madison Apartment Group and regional property management responsibilities for AIMCO/NHP Management, Inc. Her extensive industry work includes active participation in the Institute of Real Estate Management (IREM) where she has held the role of a Regional Vice President, a National Governing Counselor and Senior Vice President. She also maintains both a Certified Property Manager (CPM®) and Accredited Residential Manager (ARM®) designation.



2027-2028 Term

Nicholas Fontaine, Director, Real Estate, Greystar
Nick Fontaine, Director of Real Estate for Greystar, handles operations of over 7,500 units in PA/DE. In his current role, he oversees property operations, development of new business, and leads a team of 5 regional property managers. He brings a wide range of knowledge and experience in the property management industry, including business development, corporate analysis, and on-site property operations. Nick has over 15 years of experience managing portfolios, predevelopment, new construction lease-ups, high-rise, mid-rise and mixed-use projects, resulting in a wide range of knowledge on all aspects of property management.

AND THE BOARD NOMINEES ARE:



2027-2028 Term

Megan Stearman, Vice President, Operations & Management, Oxford Development Company
Megan Stearman, Vice President of Oxford Development Company, is responsible for enterprise operations and internal infrastructure supporting all revenue-generating business lines, including property management, leasing, brokerage, and development. Megan is an entrepreneurial real estate and business executive with 20+ years of experience building new initiatives, leading multifamily and mixed-use marketing and asset strategy, developing strategic partnerships, and translating ideas into executable growth strategies. She served on the board of Rebuilding Together Pittsburgh, Strip District Neighbors, and Brashear Association. She is an experienced builder within established organizations, including co-founding a Residential Property Management division that contributed to 20% revenue growth, launching a resident loyalty program, and expanding a tenant fitness amenity into a public-facing operating business. Known for fast decision-making, navigating ambiguity, building stakeholder buy-in, and creating partnerships that advance business objectives



2027-2028 Term

Ishea Shepherd, Vice President, AMC Delancey Group, Inc.
Ishea Shepherd, CAM, is Vice President at AMC Delancey Group, Inc., where she oversees more than 55 scattered-site residential and commercial properties in the Philadelphia area. Her 16 years in the industry have given her a close understanding of what it takes to run properties, support employees, and respond to residents while keeping the business moving forward. Education is a big part of Ishea's work. As an NAAEI Faculty member, she teaches CALP, CAM, and CAMT courses and speaks to industry audiences about leadership, inclusion, and mental wellness. Known as The Joyful Leader, she brings energy and humor to serious conversations about how people work together. Her goal is for people to leave with something they can use when they get back to work. Ishea serves on the National Apartment Association Board of Directors as Regional Vice President for Region 1 and on the NAA Education Institute Board of Directors. She chairs the RPM Careers Committee and contributes to NAAEI Budget & Finance and the Joint Curriculum Committee. In January 2027, she will begin her term as NAAEI Vice President. Closer to home, her PAA involvement includes serving as Co-Chair of the Eastern Regional Advisory Council and the Diversity, Equity & Inclusion Committee, along with membership on the Education Committee. Whether she is teaching a class or working with fellow volunteers, she cares about helping more people find their place and build a career in the industry. Ishea earned her bachelor's degree in communications from Temple University. She is a Certified Apartment Manager, a licensed Pennsylvania real estate salesperson, and a Certified Mental Health First Aid Instructor. She is also a graduate of NAA's Diversity Leadership Program and Leadership Lyceum.



2027-2028 Term

Rebecca Reeves, Vice President, Hankin Apartments
Rebecca Reeves is a Multifamily real estate executive with more than two decades of progressive leadership across operations, marketing, development support, and portfolio strategy. She leads a 3,000+ unit residential portfolio spanning suburban Philadelphia and the Gainesville-area market, with responsibility for a 62-person team, $65M in annual revenue, and $3M in capital projects. She brings prior Pennsylvania Apartment Association board experience, sustained committee service at the state and national levels, and a practical operator perspective across conventional, luxury, LIHTC, mixed-use, LEED, acquisition-repositioning, and 55+ communities. Becky has served on various committees for the PAA including: Regional Advisory Council East, PAC Advocacy Committee, Delegate and Committee Member for NAA, Co-chair of Membership Committee, Trade Show Committee, Co-chair of the Education Committee, and Education Committee member. She also served on PAA's Board of Directors from 2015-2019.