



DP MANAGEMENT, LLC

# GREATER THAN PROFIT

Annual Meeting 2026



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# ENNEAGRAM

The Enneagram is a powerful tool for better understanding your core motivations and applying that knowledge to all areas of your life - including the workplace. While the Enneagram has existed in some form for thousands of years, it was only developed into practical use during the 20th Century. Since then, it has been widely used in the worlds of counseling and psychotherapy and as an organizational development tool.

In the Greek language, “Ennea” means nine and “gram” means something written or drawn. This sums up the two core elements of the Enneagram - the nine personality types and the symbol itself. The Enneagram describes nine primary patterns or “types.” Each type has its own strengths, challenges, motivations, fears and desires. In the workplace, each type has its own approach to teamwork, communication and leadership.

The Enneagram helps us better see our “core motivation.” This is often unconscious but leads us to believe that our way of seeing the world is the only “right” way. Until we can see and understand both our own core motivation and that of others, there may be misunderstanding and miscommunication in our working relationships.

## CORE MOTIVATION

Each Enneagram type has its own core motivation or worldview. Every aspect of the personality is oriented around this worldview, which shapes how each type communicates, evaluates and reacts to stress. In turn, it influences what a person focuses on at work, what they ignore, what strengths they develop and the challenges associated with only using a single set of strengths.

<b>1</b> <b>PERFECTIONIST</b> <i>Core Motivation:</i> To be good, by doing things “the right way.”	<b>2</b> <b>HELPER</b> <i>Core Motivation:</i> To be liked, by creating positive experiences for people.	<b>3</b> <b>ACHIEVER</b> <i>Core Motivation:</i> To gain rewards, by quickly achieving goals.
<b>4</b> <b>INDIVIDUALIST</b> <i>Core Motivation:</i> To be understood, by creating unique work.	<b>5</b> <b>INVESTIGATOR</b> <i>Core Motivation:</i> To be knowledgeable, through in-depth research.	<b>6</b> <b>LOYALIST</b> <i>Core Motivation:</i> To be safe, by planning scenarios for risks.
<b>7</b> <b>ENTHUSIAST</b> <i>Core Motivation:</i> To avoid pain, by imagining pleasurable things.	<b>8</b> <b>CHALLENGER</b> <i>Core Motivation:</i> To be strong, by taking charge.	<b>9</b> <b>PEACEMAKER</b> <i>Core Motivation:</i> To be calm, by maintaining harmony.

# IN THE WORKPLACE

## HOW DOES THIS HELP US IN PROFESSIONAL DEVELOPMENT?

By showing you the unique lens through which you view the world and by fostering an appreciation for the different approaches of coworkers, the Enneagram can unlock “a-ha” moments for employees and managers alike. The Enneagram can help to:

- Improve productivity.
- Clarify and improve communication between colleagues.
- Reduce conflict.
- Enhance collaboration and connectedness.
- Foster greater self-awareness and emotional intelligence.
- Instill more inclusiveness and appreciation for the diversity of talent, styles and individuals in a workplace.
- Help individuals tap into their true strengths to flourish and find more meaning in their work.

Importantly, the Enneagram helps us develop our emotional intelligence at work. As all work is done with and through people, our emotional intelligence impacts the quality of our interactions and our effectiveness on teams and as leaders. By clearly articulating the nine core motivations and the behaviors associated with them, the Enneagram helps us increase our self-awareness of:

- What we focus on.
- What we overlook.
- How we react under pressure.
- Help individuals tap into their true strengths to flourish and find more meaning in their work.

By showing us the strengths and challenges of our colleagues, the Enneagram helps us develop our social awareness and better manage our relationships. When we can acknowledge that everyone is working with their own unique core motivation, we can develop compassion that shifts how we interact with others. That allows us to:

- Honor our individual and collective strengths.
- Help us reach our higher potential.
- Reduce reactivity and poor communication, in moments of stress.
- Improve the overall quality of our communication and collaborations with colleagues and managers.
- Build a shared language that the team can use to navigate misunderstandings and conflict.
- Explain how people react to different leadership styles.
- Recognize and appreciate everyone’s unique talents.

# DP'S RESULTS

## TEAM DP'S ENNEAGRAM PROFILE

We enjoy knowing our own and each others Enneagram types, but here we can also see our Enneagram Profile as a team! To do this, we looked at the individual types that make up our team. Those types and numbers were then grouped into the 3 different centers of intelligence:

ACTION CENTER	RELATING CENTER	ANALYTICAL CENTER
Also known as Body Types	Also known as Heart Types	Also known as Head Types
Types: 1, 8, & 9	Types: 2, 3, & 4	Types: 5, 6, & 7
Focus on taking practical action	Focus on relating and connecting with others	Focus on analyzing information
Team DP - 60%	Team DP - 25%	Team DP - 15%

The types in each center of intelligence share similar strengths, challenges, communication styles and values.

## WHAT DOES THIS MEAN?

If a team predominately consists of a single center, it will naturally take on the skills and values of that center while potentially overlooking the qualities of the other two. That can be a strength or a blind spot depending on the team's function and objections.

There is always a difference between theory and reality. This list can be used as a basis for team discussion on our actual strengths and challenges.

## TEAM DP

### STRENGTHS

- Taking action
- Finding practical solutions
- Being decisive
- Adapting to changing circumstances
- Troubleshooting

### CHALLENGES

- Slowing down
- Creating work/life balance
- Delaying action to consider alternatives



# TEAM DP

Get to know the members of the team and discover their:

Job Title & Property(s)

Enneagram Type



Birthday



Work Anniversary

Ideal Vacation

# CORPORATE



5/6  
8/6/01

**2 BRIAN REILLY**  
PRESIDENT

Ideal Vacation: "Back stage tour of the Vatican and Sistine Chapel."



4/25  
11/6/89

**8 BOB FURLEY**  
CFO

Ideal Vacation: "Caribbean Island, on a catamaran, sailing and day drinking!!"



3/5  
4/24/97

**8 STEVE TOTH**  
EXECUTIVE VICE PRESIDENT

Ideal Vacation: "My "ideal relaxing" vacation is being anywhere tropical with my wife, with a drink in my hand. My "ideal dream" vacation is traveling throughout Italy and seeing everything!"



11/25  
8/31/15

**2 PATTY DOWNS**  
VICE PRESIDENT

Ideal Vacation: "It's being with my family, fully present and disconnected from the noise of everyday life. No packed schedules ... Just waking up each day and deciding in the moment what we feel like doing."



4/27  
7/8/20

**8 PAIGE GRIMM**  
EXECUTIVE MANAGER

Ideal Vacation: "Hiking, museums, outdoors, and a local coffee shop."



9/12  
5/19/25

**2 BAILIE MEISSNER**  
HR GENERALIST

Ideal Vacation: "Exploring Italy - more specifically eating pizza, pasta, and gelato while seeing all of the old architecture."



7/7  
2/9/26

**7 RACHEL MARVIN**  
CREATIVE MARKETING SPECIALIST

Ideal Vacation: "Walking around NYC or relaxing on a beach with my husband, Jon."



12/13  
1/19/26

**3 GLORIA ESPEJEL**  
STRATEGIC MARKETING SPECIALIST

Ideal Vacation: "Any Caribbean beach."



5/9  
12/15/25

**6 FAITH REILLY**  
MARKETING INTERN

Ideal Vacation: "Lake Tahoe, skiing and hanging out at the beach!"



5/11  
11/15/21

**7 DANIEL HOLM**  
OFFICE AID

Ideal Vacation: "Going to the Mall of America, buying t-shirts and playing video games after a day of shopping."

# ASSET MANAGERS



## 9 PETER JIROUS SENIOR ASSET MANAGER

Ideal Vacation: "Anywhere warm out of cell range."

### PROPERTIES

Delta Plaza Mall  
Hilltop Mall  
Cornhusker Center  
Delta Place  
College Plaza  
Lincoln Q Street  
Chipotle & X-golf  
Riverplace Centre  
Tremont Square



## 7 DAVID GIBBS ASSET MANAGER

Ideal Vacation: "Anywhere Tropical where my phone wont work and I am off the grid."

### PROPERTIES

Big Creek Crossing  
Fremont Mall  
Brumko Plaza  
California Crossing  
Garden City Plaza  
Leavonworth Plaza  
Mart Plaza  
Liberal Plaza  
Shoppes of East Gate Plaza  
Shoppes of Fremont  
Skyline Pointe  
Village Centre  
Mart Plaza Office Building



## 8 ROSA WASSON SENIOR DIRECTOR OF MULTIFAMILY OPERATIONS

Ideal Vacation: "The vacation I take every summer. It's my time to share my troubles with the Atlantic Ocean. I beach bum all week with my family and reset my mind, body and soul. This annual trip is sacred to me and I look forward to it every year. Its a 40 year + tradition for my husbands family and I have been enjoying the last decade myself with them."

### PROPERTIES

Cambridge Villas  
Digs I & II  
Notre Dame Housing  
Regency Apartments  
The Meadows on Salt Creek  
The Reserve on 77  
Parkway Commons  
Stratford Apartments  
Victory Village Norfolk  
Victory Village Lakeview  
Thriving Connections



## 1 JASON BREZENSKI ASSET MANAGER

Ideal Vacation: "Snow Skiing in Breckenridge."

### PROPERTIES

Miracle Hills  
(MH1, MH3, MH5,  
MH6N, MH6S, MH7)  
Super Center Exchange  
Bloomfield Office Park



## 1 JACQUELYN RICO COMMERCIAL PROPERTY MANAGER

Ideal Vacation: "Adventure and relaxation. I want the death march hikes, good food, a beautiful scenery to take photos, and a place to kick my feet up and finish a book. I try to do one thing that pushes me beyond my comfort zone on every adventure."

### PROPERTIES

Lakeside Plaza  
Lake Manawa Power Centre  
Discovery Plaza  
Brook Park North  
Childrens Angel Childcare II  
Bryan Square  
Ralston Keystone  
Veterans Square  
Cass Street  
Lakeside Association

# SALES & LEASING



**7** **BRETT HEIMES**  
VICE PRESIDENT OF SALES

Ideal Vacation: "Beaches with beautiful blue water, exquisite restaurants, and championship golf courses in to be played in the mornings!"



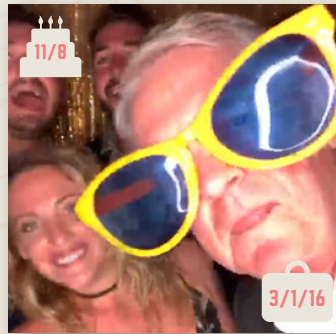
**8** **SARAH O'CONNOR**  
DIRECTOR OF TENANT REPRESENTATION

Ideal Vacation: "Hot and sunny poolside, surrounded by mountains."



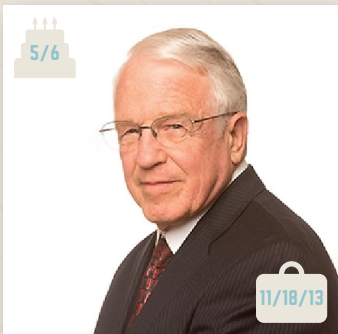
**3** **JOHNATHAN PATTERSON**  
SALES ASSOCIATE

Ideal Vacation: "Foreign, abroad, not here."



**7** **GREGG ELLIOTT**  
COMMERCIAL BROKERAGE

Ideal Vacation: "My favorite vacation includes my kids, a PGA golf tournament, and boating!!!!"



**1** **FRED SCOTT**  
SALES AND LEASING AGENT



**3** **JOE MILITTI**  
SALES ASSOCIATE/PROPERTY MANAGER

Ideal Vacation: "Sicily with the family, staying in a small town and doing day trips to either hike or see old cities."

EMPIRE BUILDING



**3** **GRACE MILLER**  
SALES INTERN

Ideal Vacation: "Learn to surf in Hawaii! I love adventure over relaxing on vacation so hiking, swimming and all the fun things!"

# ACCOUNTING



**1** **ALEX FURLEY**  
DIRECTOR OF ACCOUNTING

Ideal Vacation: "Beach vacation with family and/or friends."



**1** **JOANNA SCHUMAN**  
ASSISTANT ACCOUNTING MANAGER

Ideal Vacation: "The beach with my family. Hawaii, Emerald Coast, anywhere with white sand and clear water."



**9** **LYNDA STEIGERWALT**  
ACCOUNTANT

Ideal Vacation: "I love visiting my Granddaughter in Florida for my vacations."



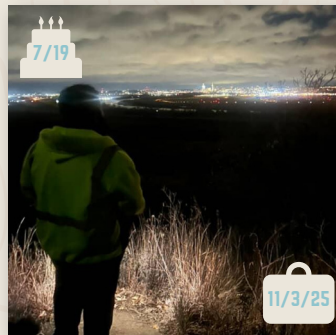
**1** **STEPHANIE WALKER**  
ACCOUNTING & BOOKKEEPING ASSOCIATE

Ideal Vacation: "Going to Florida or Hawaii and going shark diving in the ocean."

# CMS



**DAVID ATAYI**  
MAINTENANCE TECH



**1** **RAMON ESPINOZA**  
MAINTENANCE TECH

Ideal Vacation: "Visit Japan with my friends. Getting to know the culture more and to try the food."



**2** **AUSTIN LINCOLN**  
MAINTENANCE TECH

Ideal Vacation: "Middle of winter down to south Padre Island again its warm quiet and peaceful."



**5** **EMILIO MORA**  
MAINTENANCE TECH

Ideal Vacation: "Puerto Rico because beaches, culture, food, history, music, weather is nice and warm."

# OMAHA RESIDENTIAL



**1** **RENEE AUSTIN**  
PROPERTY MANAGER

Ideal Vacation: "Going back to El Salvador, beautiful mountains, family, and friends."

NOTRE DAME HOUSING



**3** **PAYTON HOLLOWAY**  
ASSISTANT PROPERTY MANAGER

Ideal Vacation: "I would say my dream vacation is Tokyo, Japan!"

NOTRE DAME HOUSING



**8** **THERESIA DIXON**  
SERVICE COORDINATOR

Ideal Vacation: "Going anywhere my niece Emma, wants to go."

NOTRE DAME HOUSING



**1** **ARIEL RATHJEN**  
LIFE ENRICHMENT COORDINATOR

Ideal Vacation: "A trip to Germany to explore my heritage and learn more about where my ancestors came from. I would love to experience the traditional food, culture, architecture, history, and customs that are part of my family's roots."

NOTRE DAME HOUSING



**1** **RENE RAMIREZ**  
MAINTENANCE DIRECTOR

Ideal Vacation: "Anywhere by the ocean. I truly love the water. I'm like Moana it calls to me!"

NOTRE DAME HOUSING



**9** **CARLOS PINEDA-GUTIERREZ**  
MAINTENANCE TECH

Ideal Vacation: "Go to Australia and see the Great Barrier Reef. That, or to Hokaido Japan during the winter for the Snow Festival."

NOTRE DAME HOUSING



**8** **JANE HARPSTER**  
HOUSEKEEPING

Ideal Vacation: "Relaxing by a lake with a pole in my head."

NOTRE DAME HOUSING

# OMAHA RESIDENTIAL



**3** **MICHELLE ALEXANDER**  
PORTFOLIO MANAGER

Ideal Vacation: "Bora Bora in a private Bungalow."

CAMBRIDGE VILLAS, DIGS, FREMONT 505



**9** **SHANNON SPULAK**  
ASSOCIATE PROPERTY MANAGER

Ideal Vacation: "Somewhere with loved ones in the mountains with a view where I can relax and listen to nature, but at any time get up and go hiking. If I find a spring to follow, even better! The goal of the hike would be to get to a lake that I can jump into. Then at night I want to be able to look up and watch the stars. And then in the morning... I'm making waffles!"

CAMBRIDGE, DIGS



**4** **MACKENZIE MATTHIS**  
LEASING AGENT

Ideal Vacation: "A solitary cabin tucked deep in the woods, a quiet lake at its edge, mountains standing watch behind it all. where time slows, pages turn, and the world asks nothing of me but to read."

CAMBRIDGE VILLAS, DIGS, FREMONT 505



**1** **WILLIE FANT**  
MAINTENANCE TECH

Ideal Vacation: "Spending time with family, a grill, good food, and laughter."

CAMBRIDGE VILLAS



**8** **SEYDOU DIAKITE**  
MAINTENANCE TECH

Ideal Vacation: "Road trip in a light blue C8 starting on the tip of Florida by the Atlantic Ocean all the way to edge of Alaska to see Aurora Borealis also called the Northern lights. With couple sites/stops to visit notably the smoky mountains, yellow stone park, Niagara Falls."

CAMBRIDGE VILLAS

# LINCOLN RESIDENTIAL



**1** **ANDY MARTINEZ**  
RESIDENTIAL PROPERTY MANAGER

Ideal Vacation: "On a yacht in Croatia with some stops around the area to visit the Game of Thrones filming sites."

MEADOWS ON SALT CREEK



**1** **MORGAN GRAHAM**  
ASSISTANT PROPERTY MANAGER

Ideal Vacation: "San Diego on the beach."

MEADOWS ON SALT CREEK



**1** **HEATHER HERNANDEZ**  
LEASING AGENT

Ideal Vacation: "Texas because I love and miss my family."

MEADOWS ON SALT CREEK



**9** **GREG WILSON**  
MAINTENANCE TECH

Ideal Vacation: "Rocky Mountains for the views, vibes, and relaxation."

MEADOWS ON SALT CREEK



**1** **MAILI KEE**  
RESIDENTIAL PROPERTY MANAGER

Ideal Vacation: "A week close to and visiting the Hoh Rain Forest in Washington State."

RESERVE ON 77



**8** **JESSICA CARROLL**  
OUTREACH SPECIALIST

Ideal Vacation: "My ideal vacation spot would be somewhere on a private beach with no distractions, surrounded by my family!"

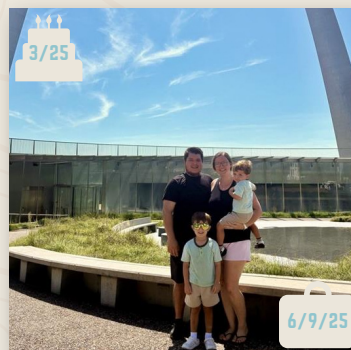
MEADOWS ON SALT CREEK, RESERVE ON 77



**3** **JOHN WORDEN**  
LEASING AGENT

Ideal Vacation: "Going up north, rather to Wisconsin or Minnesota. Surrounding by trees along with various lakes; spending a day on the water, going on hikes smelling the fresh air, bike rides, and CHEESE CURDS."

RESERVE ON 77



**1** **JOSE MORALES**  
MAINTENANCE TECH

Ideal Vacation: "Saint Louis Missouri."

RESERVE ON 77

# NE RESIDENTIAL



**3 TAMMY THOMPSON**  
PORTFOLIO MANAGER

Ideal Vacation: "My parent's cabin on the Missouri River sitting on the dock with a cup of coffee."

VICTORY VILLAGE NORFOLK,  
SUPER CENTER EXCHANGE



**1 SHELBY LILLARD**  
LEASING AGENT

Ideal Vacation: "Being able to relax on a beach with the sound of waves crashing in front of me. Having an outdoor pool or hot tub is a bonus. I love having days where I can go explore the surrounding area of where I have traveled to. I enjoy mild hikes, walks on the beach, shopping the local shops, & trying the local food."

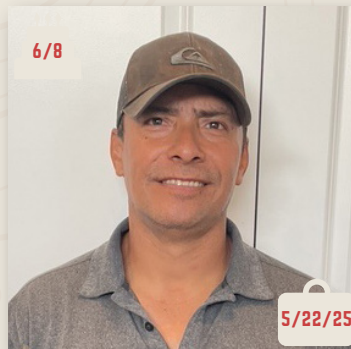
VICTORY VILLAGE NORFOLK



**1 DEAVON HAMILTON**  
PORTFOLIO MANAGER

Ideal Vacation: "Warm, beach and palm trees."

VICTORY VILLAGE ON LAKEVIEW,  
THRIVING CONNECTIONS



**3 FRANK ARANDA**  
MAINTENANCE TECH

Ideal Vacation: "Japan."

VICTORY VILLAGE NORFOLK



**4 SHELBI SMITH**  
LEASING AGENT

Ideal Vacation: "To go to somewhere with a beautiful beach and collect seashells and soak up the sun with my family."

VICTORY VILLAGE ON LAKEVIEW



**1 CHRISTOPHER BUSS**  
MAINTENANCE TECH

Ideal Vacation: "Fishing and concerts."

VICTORY VILLAGE ON LAKEVIEW

# IA+IL RESIDENTIAL



**3 NATASHA NGWAYAH**  
PORTFOLIO MANAGER

Ideal Vacation: "Something relaxing, somewhere warm, and a chance to unplug."

REGENCY APARTMENTS,  
PARKWAY COMMONS, RIVERPLACE CENTRE



**1 JODY AMIDON**  
ASSISTANT PROPERTY MANAGER

Ideal Vacation: "Anything outside the Quad City area for at least a week. LOL Although I have been on a cruise to the Bahamas and would do that again!"

REGENCY APARTMENTS



**2 NATE CYPHER**  
MAINTENANCE TECH

Ideal Vacation: "going to the beach."

REGENCY APARTMENTS



**8 JOHN MOSLEY**  
MAINTENANCE TECH

Ideal Vacation: "Anywhere with family."

REGENCY APARTMENTS



**1 MICHAEL STICKEL**  
MAINTENANCE TECH

PARKWAY COMMONS

# NE COMMERCIAL



**3** SCOTT EHMKE  
PORTFOLIO MANAGER

Ideal Vacation: "My ideal vacation is enjoying the outdoors of the Colorado mountains."

HILLTOP MALL, COLLEGE PLAZA,  
STRATFORD APARTMENTS



**8** DEVIN MUNROE  
ASSISTANT PROPERTY MANAGER

Ideal Vacation: "Going to Yellowstone."

HILLTOP MALL, STRATFORD APARTMENTS



**1** JOE DREYER  
MAINTENANCE TECH

Ideal Vacation: "A Cruise with my sister."

HILLTOP MALL



**9** JOHN QUANDT  
MAINTENANCE TECH

Ideal Vacation: "Traveling to Kentucky and Colorado to visit family."

HILLTOP MALL



**5** JEREMY ESPLUND  
MAINTENANCE TECH

Ideal Vacation: "Relaxing and enjoying friends and family."

HILLTOP MALL, STRATFORD APARTMENTS



**1** AARON HERNANDEZ  
MAINTENANCE TECH

Ideal Vacation: "Visiting historic places with family."

HILLTOP MALL, STRATFORD APARTMENTS



**7** LOIS SMITH  
HOUSEKEEPING

Ideal Vacation: "Taking cruises and spending time with grandkids."

HILLTOP MALL



**2** MAGGIE WIENS  
ASSISTANT MANAGER

Ideal Vacation: "Traveling to Germany or Ireland to see my family history in Germany and the Irish countryside."

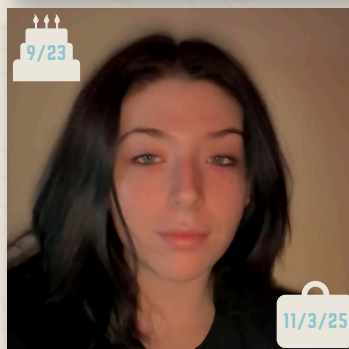
FREMONT MALL - VILLAGE CENTRE - SPRUCE ST  
SHOPPES AT EAST GATE - SHOPPES OF FREMONT



**8** TRUSTEN BREWER  
HOUSEKEEPING

Ideal Vacation: "Going to swim in the ocean anywhere."

FREMONT MALL



**1** BAYLEE FLETCHER  
HOUSEKEEPING

Ideal Vacation: "Going to the Smithsonian Museum."

FREMONT MALL

# KS+MI COMMERCIAL



**5 JAMES YOUNGER**  
PORTFOLIO MANAGER

Ideal Vacation: "My ideal vacation would be a week touring Europe."

BIG CREEK CROSSING - CALIFORNIA CROSSING  
GARDEN CITY - LIBERAL PLAZA



**3 BRANSON HOFFMAN**  
MARKETING DIRECTOR

Ideal Vacation: "Pyramids of Egypt."

BIG CREEK CROSSING



**8 GREG HORLICK**  
MAINTENANCE DIRECTOR

Ideal Vacation: "Tibet."

BIG CREEK CROSSING



**3 DUANE GROSS**  
ASSISTANT MAINTENANCE DIRECTOR

Ideal Vacation: "Nashville."

BIG CREEK CROSSING



**9 DANIEL YOUNGER**  
MAINTENANCE TECH

Ideal Vacation: "Alaska."

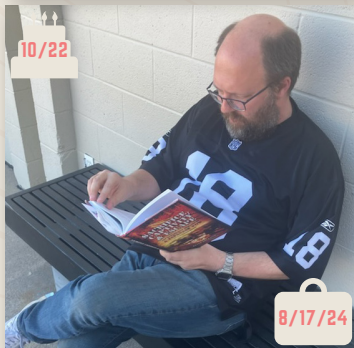
BIG CREEK CROSSING



**9 STEPHEN BOHONICHY**  
MAINTENANCE TECH

Ideal Vacation: "Minnesota."

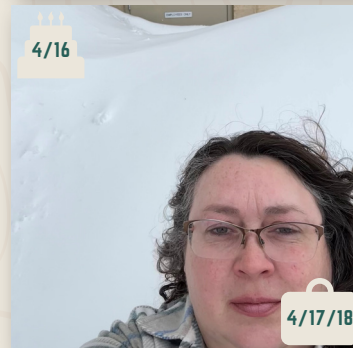
BIG CREEK CROSSING



**7 TIMOTHY BRIER**  
MAINTENANCE TECH

Ideal Vacation: "Japanese Battle Sites."

BIG CREEK CROSSING



**8 KATHERINE HEDGES**  
PORTFOLIO MANAGER

Ideal Vacation: "Hawaii, hose back riding along beach in water."

DELTA PLAZA MALL - DELTA PLACE



**8 MARSHAL DALGORD**  
MAINTENANCE TECH

Ideal Vacation: "A lodge somewhere with my entire family, kids, spouses, and grandkids maybe with water (Went to Gatlinburg a few years back with them all)."

DELTA PLAZA MALL



**6 CHRIS LINDEN**  
HOUSEKEEPING

Ideal Vacation: "Cedar Point, Ohio."

DELTA PLAZA MALL