

Niki DePhillips, CCIM

Professional Accomplishments

Senior Vice President, Store Development

Kum & Go, L.C.

December 2011 - Present

- Member of the Senior Management Team with responsibilities for overall company profitability, talent recruitment and strategic planning for the organization as a whole.
 - Manage a store development budget of \$175 million for new store growth and redevelopments.
 - Developing a world-class, 160,000 square foot office building designed by Pritzker Prize Winner, Renzo Piano.
 - Responsible for developing and managing a portfolio of mixed-use properties focused in Downtown Des Moines and Italy.
 - Lead strategic planning, resource planning, and talent development for Store Development Department.
 - Responsible for store growth strategy including the selection, development and profitability of 30-40 new stores per year in 11 state area. New store profitability has increased 500 basis points since 2008 resulting in a \$60 million additional value to the company.
 - Lead a high performing team of 22 associates. Seen as an exporter of talent for the organization.
 - Responsible for identifying, marketing and divesting underperforming stores or stores that do not meet company strategy. Led \$28 million in divest transactions in 2012.
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Vice President of Real Estate

Kum & Go, L.C.

June 2008 – December 2011

- Managed the development process for building twenty new convenience stores annually from site selection through approvals and store opening.
 - Lead a high performance team of professionals who secure premium real estate to meet strategic growth requirements of the company.
 - Oversaw all negotiations and governmental approvals to ensure high quality, profitable convenience stores are approved by the governing authorities and constructed.
 - Developed and implement market, trade area and site selection criteria for all locations ensure the department continues to meet the strategy of the company.
 - Managed contract and lease negotiations for over 400 properties.
 - Developed and execute the real estate strategy for each location, market and company overall to enhance profitability of each location.
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Director of Recruitment & Retention

Kum & Go, L.C.

January 2008 – June 2008

- Managed a group of highly effective recruiters to ensure the needs of the company are met proactively and timely. Developed standards and protocols for recruitment and retention activities and provide strategic vision to ensure the department continues to meet the demands of the company.

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- Identified and captured relevant recruitment performance metrics, analyze trends and understand business needs to identify high performing individuals.
 - Developed staffing plans and strategies to ensure effective sourcing, screening, and evaluation of candidates for a variety of positions. Sourced, screened, and recommended candidates for senior management positions.
 - Determined internet and print recruiting strategies to ensure attracting and recruiting the best candidates.
 - Conducted job analysis and wrote job descriptions for all new positions with the company and worked with the compensation department to determine the appropriate hiring and salary range.
 - Developed and executed retention strategies to ensure associate needs are met at all levels within an organization of 3600 associates.
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Director of Real Estate

Kum & Go, L.C.

June 2007 – January 2008

- Directed a team of associates, engineers, architects and project managers through the entire process of store development from inception to construction.
 - Managed planning for retail developments to ensure that the long-term strategic goals are fulfilled and value is created in each transaction in accordance with strategic plan.
 - Identified and obtained real estate to develop new convenience stores.
 - Worked with City and County municipalities on subdivisions, zoning ordinances, platting, utilities, infrastructure and site plan approvals.
 - Managed all aspects of Sale Leaseback transactions including locating potential buyers, negotiating and closing transactions which have resulted in \$60 million in capital.
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Real Estate Manager

December 2003- June 2007

Administrative Assistant

December 2002- December 2003

Kum & Go, L.C.

- Located potential buyers and managed the disposition of underperforming assets.
 - Analyzed demographic statistics to determine each development's value, acquisition price, budget and proforma to ensure profitability.
 - Negotiated all leases and lease renewals for 450 Convenience Stores. In a recent acquisition of 68 properties, achieved over 5% in rent concessions from Landlords saving over \$250,000 per year in rent expense.
 - Negotiated licenses, easements, and other land rights to guarantee all deadlines are met in order to ensure day-to-day business activities continue operating uninterrupted.
 - Collaborated with department managers to determine office space requirements for a 70,000 square foot office building. Responsible for acquisition and relocation of furniture and fixtures. Managed a 35,000 square foot addition to the building from conception thru construction.
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Education

Niki DePhillips, CCIM

August 2002	B.S. in Marketing	Iowa State University, Ames, IA
May 2012	Master in Business Administration	University of Iowa, Iowa City, IA

Community Impact

- Greater DSM Habitat for Humanity Board Member
- 2014 Chair of Couture for a Cause
- City of Waukee Economic Advisory Council Member
- University of Northern Iowa Advisory Member
- United Way Volunteer, Retail Committee
- Iowa CCIM Chapter, Vice President
- Co-chair of the 2014 Iowa Real Estate Expo Committee
- City of Clive Citizen Budget Committee Member, 2011
- Winner of the 2012 Industry Impact Award, ICREA
- Forty under 40 Recipient, 2014
- Top Women in Convenience Award, 2015

Certifications & Affiliations

- Leadership Training, Cornell University
- United Way Emerging Leader
- Six Sigma - Greenbelt Certified
- Certified Commercial Investment Member (CCIM)
- Iowa Commercial Real Estate Association Member
- International Council of Shopping Center Member
- CREW Iowa Member

References

References are available on request.
