

Welcome to Thrivent Financial

CoreNet Global – Midwest Chapter

Monthly Program

November 12, 2013

Let's thrive:  Thrivent Financial for Lutherans®

Agenda

- Welcome –
- ***Corporate Real Estate's Role in Workforce engagement***

- **Who we are**

- ▣ Pre-Merger
- ▣ Post Merger
- ▣ Leverage Facilities to Engage Employees and Improve Wellness
- ▣ Continued improvement as the workforce changes
- ▣ Expanding the mission

Q & A followed by building tour

SPEAKERS



Jim Norkosky, Programs Manager

Key Responsibilities

- Site Selection
- Facility Design and Branding
- Construction Management
- Workplace Strategies



Kelly Stenzel, Real Estate Manager

Key Responsibilities

- Site Selection
- Lease Negotiations
- Lease Management
- Real Estate Broker

Who We are

Thrivent Financial for Lutherans

- We're Thrivent Financial for Lutherans, a faith based, not-for-profit membership organization nearly 2.5 million members strong.
- We're a Fortune 400 financial services organization with the strength of more than 75 billion in assets under management.
- We employ over 3,000 in our corporate offices and nearly 2,500 in the field.
- Minneapolis is home to the Corporate Headquarters and Appleton is home to the Operations Center.
- Company square footage, including field and Corporate offices, totals nearly 1.4 million Gross Square Feet.
- Expanding the Mission

Who We Are

Thrivent Pre-Merger



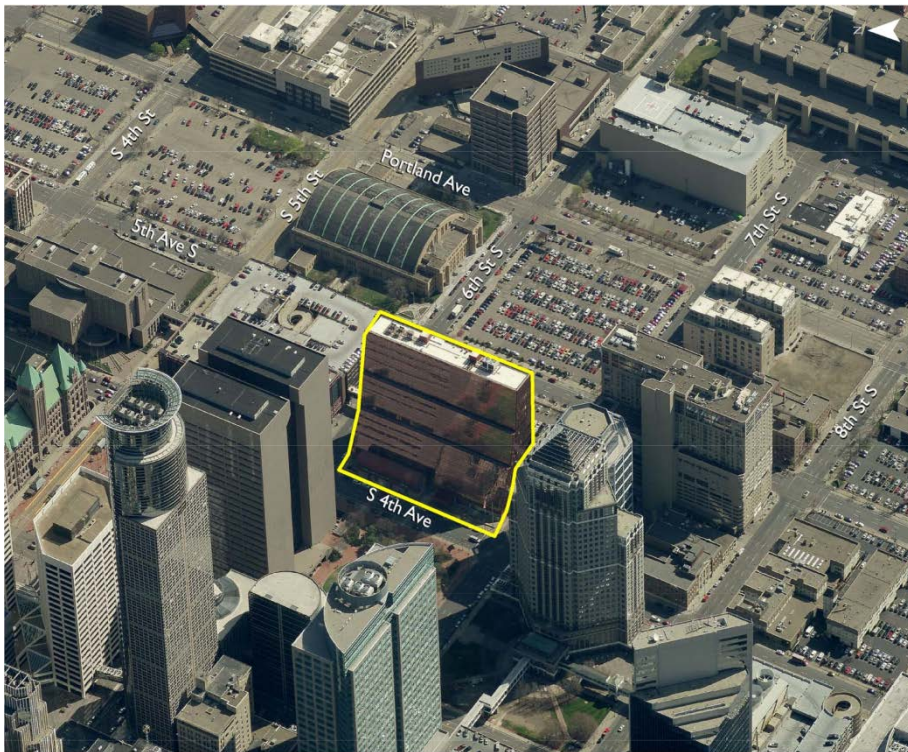
AID ASSOCIATION FOR LUTHERANS

- Rural campus totaling 627 acres in a corn field
- 8 buildings totaling 1,119,734 Gross Sq. Ft.
- Average age of buildings, 23 years
- Amenities and parking
- Community assets
- Regional Field Offices are independent
- Culture of Caring

Like companies



- Urban campus totaling 9.7 acres
- 4 buildings totaling 612,976 Gross Sq. Ft.
- Average age of buildings, 25 years
- Amenities and parking
- Community assets
- Regional Field Offices are independent
- Culture of Caring



Who We Are

Thrivent Post Merger

Like companies merge in 2001

- Fractured company culture
- A split workforce.
- New work place strategy
- Regional Field Offices under Thrivent Corporate
- Create a new industry leading business model to deliver products
- Shedding buildings to improve efficiencies
- Workforce Engagement Index

Who We Are

Leverage Facilities to Engage Employees and Improve Wellness

- Raise Workforce engagement Index
- Facilities Assessment
- Create equal amenities for employees in both locations
- Introduce CRE's 10 year facility improvement plan
- Introduce consistent Field Office Brand

Minneapolis Auditorium



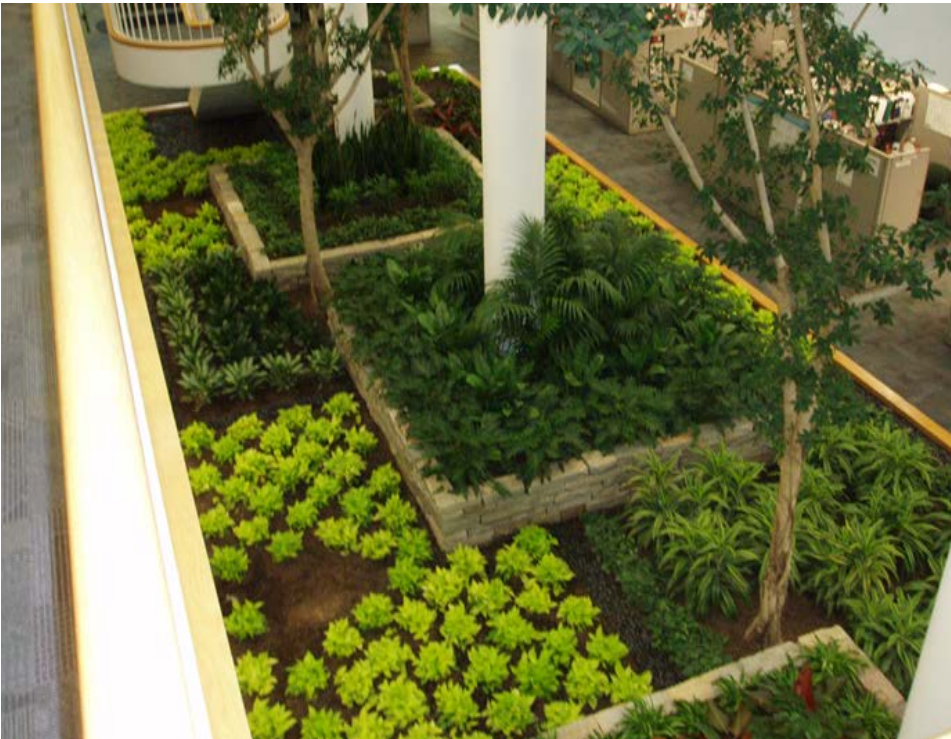
Minneapolis Cafeteria



Appleton Cafeteria



Appleton Gardens



Minneapolis





Field Offices



Who We Are

Continued Improvement as the workforce changes

- Assess current state of all buildings
- Assess emerging work force demographics
- Workplace test lab

Workplace



Who We Are

Expanding the Mission

- The Common Bond Vote in 2013

Who We Are

Q & A