Exhibit H

CRE EXECUTIVE JOB DESCRIPTIONS

DUTIES OF CHAIR

Provides leadership to organization as Chair of Executive Committee and Board of Directors.

Consults with First Vice Chair and Second Vice Chair to ensure continuity of leadership.

Communicates with and provides leadership to the committee structure of the organization with and through the First Vice Chair, Second Vice Chair and Liaison Vice Chairs.

Is responsible for the management, development and effective performance of the Board of Directors.

Effects and Maintains continuous and open communication with the President.

Works closely with and through the President regarding the development and execution of the organization's vision, agenda and business plan as outlined in the CRE Strategic Plan, Bylaws, and Code of Ethics.

Provides advice, resources and counsel to the President concerning management of organization as required.

Participates in the external relationships of the organization in concert with the President and provides or coordinates external speaking engagements of the organization on topics and trends in real estate counseling.

Provides the key link between the Board of Directors and staff in concert with the President and Chief Administrative Officer and fosters communication and team building.

Monitors and evaluates the performance of the President in consultation with the two most recent and available Past Chairs of the Board and has primary responsibility for initiating change in the President position if/when necessary.

DUTIES OF CHIEF EXECUTIVE OFFICER

Sets the vision, tone and strategic direction of the organization in accordance with the CRE Strategic Plan, Bylaws and Code of Ethics.

Is responsible for continuity of the culture of the organization in concert with and as part of the annually elected Leadership Team (Chair, First Vice Chair, Second Vice Chair and Liaison Vice Chairs).

Exhibit H

CRE EXECUTIVE JOB DESCRIPTIONS

DUTIES OF PRESIDENT

Implements the vision, tone and strategic direction of the organization in accordance with the CRE Strategic Plan, Bylaws and Code of Ethics.

Effects and Maintains a close relationship with the Chair and continuous, open communication with the Chair, the Executive Committee and the Board of Directors.

Participates in the external relations of the organization in concert with the Chair.

Has primary responsibility for initiating annual budgets and business plans in support of the key objectives of the CRE Strategic Plan.

Has primary responsibility for supporting the committee work of the organization in concert with the Chief Administrative Officer and staff.

Appoints then maintains a close working relationship with the Chief Administrative Officer.

Has primary responsibility for recruitment, training, morale, retention and evaluation of staff in concert with the Chief Administrative Officer.

DUTIES OF CHIEF ADMINISTRATIVE OFFICER

Maintains an effective and close working relationship with the President.

Manages certain day-to-day operations of the organization as assigned by the President.

Collaborates with President to communicate the vision, tone and strategic direction of the organization to the staff in accordance with the CRE Strategic Plan, Bylaws and Code of Ethics.

Assists the President with recruitment, training, morale retention and evaluation of staff.

Leads staff in executing the short-term goals of the organization defined by the key objectives of the CRE Strategic Plan.

Leads staff in supporting the committee work of the organization.

Leads staff in setting and adhering to internal policies and procedures.

Has primary responsibility for the orderly operation of office equipment and technological systems.