



EMPLOYEE PROFILE



Michael Lisbon

Transactions Underwriting Associate
Lument *

INTRODUCTION

Combine a 16-year career in the military with an education that includes Japanese language and an MBA, and you may not immediately see what led Michael Lisbon, Transactions Underwriting Associate, Lument, to his current career path in commercial real estate.

In recognition of Black History Month, we spoke with Michael about his transition from his service in the Marines to the corporate world, and how an internship led him to his current role. He discusses his rotation in Lument's Associate Development Program (ADP), his responsibilities as a transactions underwriter, and his belief that access to information and education is key to diversity in the workplace.

Can you describe your career and educational path to Lument?

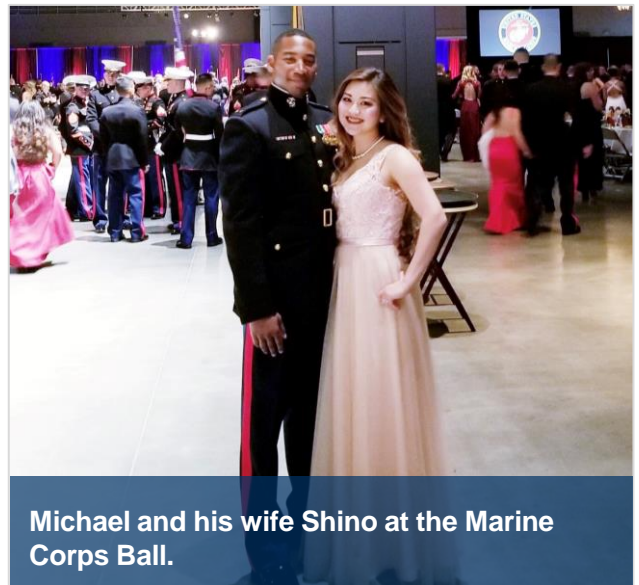
I grew up in Campbell, Ohio, and after high school I served in the U.S. Marine Corps for 16 years—12 as an enlisted Marine and four as an officer. The military has taken me all over the globe. I've spent time in California, North Carolina, Ohio, Virginia, and Washington, D.C. I also served abroad in Afghanistan and Japan. While in the Marines, I earned my undergraduate degree at The Ohio State University, where I majored in Japanese language and literature. I later returned to Ohio State and received my MBA.

Thank you for your service! How did you hear about Lument's ADP and what sparked your interest in it?

I initially heard about the ADP during an internship with Lument while in graduate school in the summer of 2021. After the internship, a spot in the program was offered to me.

For me, the most important part of the program was the ability to explore the different areas of commercial real estate (CRE). During my time in grad school,

I attended a conference for the National Investment Center for Senior Housing & Care and spoke to many professionals, and CRE piqued my interest. My internship and participation in the ADP program at Lument provided more opportunities for me to learn about CRE, which also influenced my decision to pursue a career here at the firm.



Michael and his wife Shino at the Marine Corps Ball.

Explain your responsibilities as a transactions underwriting associate.

I'm one of three underwriters on the Fannie Mae Transactions team that underwrites Fannie Mae loan assumptions and transfers of interest on existing loans. For example, when there is a property sale in which a new sponsor wants to come into the deal and assume the existing debt, one of my responsibilities is to underwrite any new parties to make sure they're acceptable.

Is there an achievement at Lument that you're especially proud of?

So far in my career, I'm especially proud of completing the ADP. When I started, I was slightly intimidated, but I was able to make it through with the help of so many people here at the company, which I'm grateful for.

How would you describe working at the firm?

It's very welcoming and helpful, with hardworking colleagues. I've had nothing but great interactions with everyone throughout the organization. Whenever I had a question during the ADP, I knew that I could ask literally anyone and that still holds true today.

After a career in the Marines, what were your expectations in terms of diversity, equity, and inclusion (DEI) in the corporate world?

I hadn't really thought about DEI until I entered the corporate world—I think because the military

by default is very diverse, especially on the enlisted side. And then there's the saying, "You might be light green or dark green, but we're all green Marines."

While it is very evident that there's a long way to go in terms of DEI in the real estate industry, it didn't really affect my decision to enter the field.

"My internship and participation in the associate development program at Lument provided more opportunities for me to learn about commercial real estate, which also influenced my decision to pursue a career here at the firm."

Can you offer advice to Lument as it continues to strive for a more diverse, inclusive, and equitable workforce?

My uncle served and retired from the Navy after serving for 20 years, so I knew about the military as a future opportunity. When it came to real estate, I had no point of reference. So, there's the issue of access to information regarding the field. To draw more diverse workers, I would encourage Lument and other real estate firms to focus on giving diverse candidates access to the information and education that they would need to enter the industry.

Can you share a fun fact about yourself?

I met my wife while stationed in Okinawa, Japan, and I speak Japanese now. But I spoke literally no Japanese when I was stationed there, instead learning it later as part of my undergraduate degree.



Michael, Shino, and their three kids during a recent visit back to Okinawa, Japan.

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