



News Release

Cushman & Wakefield | Thalhimer Announces CFO Transition: Chip Dustin to Retire; Keishee Hill Named Chief Financial Officer

RICHMOND, VIRGINIA, January 5, 2026 – Cushman & Wakefield | Thalhimer announces that after 24 years of dedicated service, David R. “Chip” Dustin has shared plans to retire as Chief Financial Officer in the first quarter of 2026.

Mr. Dustin joined Thalhimer in 2002 as Director of Property Accounting and went on to hold several key leadership roles, including Controller, Vice President of Operations, and Senior Vice President and Treasurer, before being named Chief Financial Officer in 2014, a position he has held since that time. Throughout his tenure, Mr. Dustin has overseen the firm’s financial structure across its real estate brokerage, management, and development operating groups. In addition, he has led the firm’s banking relationships, risk management initiatives, and information technology strategies, leaving a lasting impact on Thalhimer’s financial strength and operational excellence.

“Chip’s leadership and financial stewardship have been instrumental to Thalhimer’s growth and long-term success,” said Lee Warfield, Chief Executive Officer of Cushman & Wakefield | Thalhimer. “His deep understanding of our business, coupled with his integrity and strategic vision, has strengthened our financial foundation and positioned the firm to navigate change while continuing to grow. We are grateful for Chip’s many years of service and the lasting impact he has made on our company.”

We are also pleased to announce that Keishee Hill has joined the company as Chief Financial Officer, effective January 2, 2026. Ms. Hill is a proven leader with a significant financial background and more than 12 years of real estate accounting experience, including over seven years leading all financial functions for a vertically integrated real estate investment firm with assets located across Colorado, Texas, Illinois, Missouri, Tennessee, Virginia, North Carolina, Georgia, and Florida. During that time, she played a key role in scaling accounting operations as the portfolio doubled in size to over \$5 billion in investments.

Most recently, Ms. Hill served as Vice President of Finance and Accounting for Vanderbilt Office Properties in Chicago, Illinois, where she oversaw financial reporting, cash management, budgeting, audit processes, and tax functions. Prior to that, she was with JLL, where she led Financial Planning & Analysis (FP&A) and financial reporting for corporate and shared services, designing and managing annual budgets and forecasts for more

For Further Information Contact:

Lee Warfield
Chief Executive Officer
+1 804 697 3487
lee.warfield@thalhimer.com



than 140 offices across eight business lines. Her expertise in real estate accounting, analytical financial management, and strategic leadership will be instrumental in supporting Thalhimer's continued growth and operational strategy.

Ms. Hill holds a B.A. in Psychology from the University of Florida and an M.B.A. with a concentration in Accounting from Loyola University Chicago. She brings a leadership approach that blends analytical rigor with strong people acumen, positioning her to foster a collaborative and performance-driven finance environment. As a CPA, she is recognized for building high-performing accounting teams through mentorship, process discipline, and data-driven decision-making, while serving as a strategic business partner to operations and ownership. Her focus on transparency, financial integrity, and service excellence aligns directly with Thalhimer's mission and culture.

Eric Robison, President, comments, "Adding Keishee to our team is the culmination of a national talent search during which many qualified candidates were presented. Her extensive real estate background and her personal communication style put her head and shoulders above other candidates. Keishee has all the tools to lead the financial side of Thalhimer's operations and keep us on the right path as we continue our growth and success."

About Cushman & Wakefield | Thalhimer

Thalhimer was founded in 1913 and currently has offices in Richmond, Newport News, Virginia Beach, Fredericksburg, Roanoke, Charlottesville, and Lynchburg, Virginia. The company has nearly 100 broker professionals and employs approximately 530 associates. Thalhimer represents, on behalf of its clients, a property portfolio of 54 million leasable square feet, management of more than 28 million square feet of commercial property, and nearly 13,000 multifamily units. In 2024, Thalhimer completed over 1,800 transactions with a transactional volume of more than \$1.96 billion. Thalhimer is the region's leading provider of comprehensive commercial real estate services, including corporate services, investment sales, tenant representation, project management, asset management, and the sale and leasing of office, industrial and retail properties. To learn more, visit www.thalhimer.com.

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About Cushman & Wakefield

Cushman & Wakefield (NYSE: CWK) is a leading global commercial real estate services firm for property owners and occupiers with approximately 52,000 employees in nearly 400 offices and 60 countries. In 2024, the firm reported revenue of \$9.4 billion across its core service lines of Services, Leasing, Capital markets, and Valuation and other. Built around the belief that Better never settles, the firm receives numerous industry and business accolades for its award-winning culture. For additional information, visit www.cushmanwakefield.com.



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