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4th QUARTER 2012

SALES | RETAIL LEASING | FINANCING

BUILDING SALES JOURNAL

**MASSEY
KNAKAL**

Realty Services



A Message

from the Chairman



LIES, DAMN LIES & STATISTICS

THE NUMBERS ACTUALLY TELL A CLEARER PICTURE THAN VARIOUS ADJECTIVES.

The investment sales market in New York City can currently be described by market participants as: moderately improving, booming, frustrating or great. It all depends on who you are, what you do and your perspective. Remarkably, each of these adjectives appropriately describes current conditions.

At the end of the third quarter of 2012, the dollar volume of sales is moderately improving, the number of buildings sold is booming and approaching totals seen at the peak of the market, buyers are faced with rising prices and short supply creating great frustration for all whom want to deploy capital and with values for most property types in most geographical submarkets at, or above, peak 2007 levels, sellers couldn't be happier with these great current market dynamics.

As is always the case, I will illustrate these conditions with statistics rather than adjectives to let you deduce your own conclusions about how the investment sales market is performing. Mark Twain once said "there are three types of lies: lies, damn lies and statistics". In this case I would have to strongly disagree with this legendary author as the statistics paint a very clear picture of our market.

In the first three quarters of 2012, there have been \$21.75 billion in investment sale transactions closed. If annualized, we are on pace for about \$29 billion for the year which would be up a modest 6 percent from the \$27.4 billion observed in 2011. Based upon the increased activity expected in 4Q12, we forecast the annual total to reach \$31 to \$32 billion for the year. For some perspective, this total would be about five times the \$6.1 billion seen at the market low point in 2009 but would remain about half of the peak level of \$62.5 billion seen in 2007.

The dollar volume of sales has mirrored fluctuations within the broader economy. In the first half of 2011, it appeared that the economy was gaining good traction with several economic indicators showing upward trajectory. Since, they have moderated and several key indicators, such as GDP growth, net private sector job creation and wage growth, have limped along. Similarly, after some quarters with just \$2 billion or \$3 billion of activity, we saw approximately \$8 billion in 2Q11 and 3Q11. These totals were cyclical highs and we appeared to be heading back to the +\$10 billion quarters that were common during the 2005-2007 boom years. Since 3Q11, dollar volume has not broken \$7.3 billion and, therefore, could be considered "moderately improving".

The number of properties sold tells a very different story. I believe this number is much more indicative of market activity as a few very large

transactions can skew dollar volume statistics greatly.

In the first three quarters of 2012, there were 2,336 properties sold in the city, already exceeding the 2,222 which sold last year. If annualized, we are on pace for 3,115 which would be a whopping 40 percent increase on a year-over-year basis. More impressively, in 3Q12, there were 948 properties sold representing the best quarterly total since 1Q08 in which there were 951 trades. Importantly, we are rapidly approaching the magic 1,000 mark which the market observed in all but one quarter (1Q05) in the boom years of 2005-2007. We expect to reach this level in 4Q12 as sellers scramble to get transactions closed prior to year end when many market participants anticipate capital gains taxes going up significantly. This externality has already tangibly impacted the market and is, to a large degree, responsible for 3Q12 totals.

Property values, for most property types and in most geographic submarkets, are at, or above, peak levels seen in 2007 on a price per square foot basis. A notable exception is the office building market in midtown Manhattan which is being impacted by soft conditions in the leasing market as uncertainty within the broader economy has created inertia within corporate decision making circles. Cap rates are about where they were during the peak but the bargain is much better today as our extraordinarily low interest rate environment is providing investors with positive leverage. Negative leverage was the condition most commonly seen during the peak years.

The big question is whether these artificially low rates (courtesy of a Fed that is doing all it can to stimulate the economy but, without policy help, appears to be spitting in the wind) are creating an asset bubble in commercial real estate the way they did in the housing market when then-chairman Greenspan kept rates too low for too long. Time will tell. For now, enjoy the wild ride the 4Q12 promises to be.

You can read Mr. Knaka's "Concrete Thoughts" articles for the *Commercial Observer* at www.commercialobserver.com/topics/concrete-thoughts.



CHINESE GOVERNMENT PURCHASES LARGE DEVELOPMENT SITE IN BROOKLYN

In what was one of the largest development site transactions in all of the outer boroughs in 2012, a full-block development site was sold at 421 Kent Avenue, located in the southern section of Williamsburg, Brooklyn. This sale closed at a price of \$54,000,000.

The subject property is 2.19 acres and is situated in Brooklyn's strongest submarket. It is bound by South 8th Street, South 9th Street, Kent Avenue, and Wythe Avenue, giving the site development potential unlike any other assemblage in the Williamsburg neighborhood. The purchaser has the right to build 216 residential units in an as-of-right buildable square footage of approximately 400,000 square feet. The plans that were approved for the site included construction of 12 individual buildings. Including functional cellar space, below-grade first floor units and a large parking component, this was a project

which afforded the buyer with a variety of design options. "While most of the buyers within the local community had keen interest in this property, we were pleased to receive interest from a foreign buyer which is rare for sites outside Manhattan but is likely to become more pronounced now that the outer-boroughs are growing in popularity.

The local buyers simply couldn't compete on this one," stated Massey Knakal Chairman Bob Knakal who exclusively handled this transaction with Vice President of Sales Mark Lively.

Massey Knakal specializes in the sale of investment and user properties in the New York Metropolitan area. Since 1988, our agents have closed over 4,200 transactions having a market value in excess of \$15 billion.

Property Sales Reports & Our Exclusive Investor List

The Massey Knakal Property Sales Reports continue to be a hit among investors, owners and the press. Published quarterly, these reports detail every property sale in each borough, including up-to-the-minute statistics for PPSF, Cap Rate and GRM. If you are on our investor list, you can access all our reports directly in the "News" section of our website.

If you are on this list, you can also opt to receive customized emails twice per week, containing new and updated Massey Knakal listings that exactly meet your investment criteria. To join the investor list, please contact Associate Michael Gembecki at (212) 696-2500 or mgembecki@masseyknakal.com.



MASSEY KNAKAL FEATURED LISTINGS



Manhattan



100 VANDAM STREET
New York, NY
Sold For: \$27,500,000



118 WEST 23RD STREET
New York, NY
Sold For: \$39,250,000



7 EAST 69TH STREET
New York, NY
Sold For: \$16,000,000



**143-145 WEST
4TH STREET**
New York, NY
Sold For: \$11,325,000



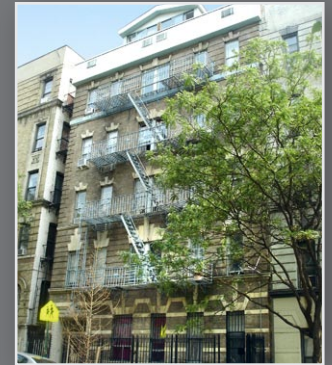
619 EAST 5TH STREET
New York, NY
Sold For: \$10,800,000



351 WEST 54TH STREET
New York, NY
Sold For: \$8,000,000



**915-919 SECOND
AVE (2ND FLOOR)**
New York, NY
Sold For: \$6,250,000



69 WEST 107TH STREET
New York, NY
Sold For: \$6,025,000



16 WEST 48TH STREET
New York, NY
Sold For: \$5,500,000



40 MORTON STREET
New York, NY
Sold For: \$5,435,000



1007 LEXINGTON AVE
New York, NY
Sold For: \$4,550,000



541 WEST 37TH STREET
New York, NY
Sold For: \$26,500,000

Manhattan (cont'd)

230 EAST 63RD STREET
New York, NY
Sold For: \$4,250,000



1429 THIRD AVE
New York, NY
Sold For: \$3,500,000



310 WEST 90TH STREET
New York, NY
Sold For: \$3,150,000



1557 SECOND AVE
New York, NY
Sold For: \$3,000,000



448 WEST 51ST STREET
New York, NY
Sold For: \$2,950,000



350 EAST 51ST STREET
New York, NY
Sold For: \$2,600,000



218 BOWERY
New York, NY
Sold For: \$11,000,000



100 NORFOLK STREET
New York, NY
Sold For: \$8,700,000

Northern Manhattan

227 HAVEN AVE
New York, NY
Sold For: \$18,943,973



243 WEST 135TH STREET
New York, NY
Sold For: \$2,225,000

MASSEY KNAKAL FEATURED LISTINGS



Brooklyn



**421 KENT AVE AKA
32-62 SOUTH 8TH STREET**
Brooklyn, NY
Sold For: \$40,000,000



139 EMERSON PLACE
Brooklyn, NY
Sold For: \$11,000,000



**654 PUTNAM AVENUE
(BED-STUY MULTIFAMILY
PORTFOLIO)**
Brooklyn, NY
Sold For: \$7,325,000



55-57 PEARL STREET
Brooklyn, NY
Sold For: \$4,250,000



**40 CUMBERLAND
STREET**
Brooklyn, NY
Sold For: \$2,200,000



338 CLINTON AVENUE
Brooklyn, NY
Sold For: \$1,925,000



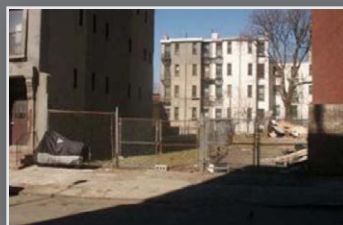
3 MONROE PLACE
Brooklyn, NY
Sold For: \$2,475,000



305 EAST 34TH STREET
Brooklyn, NY
Sold For: \$18,100,000



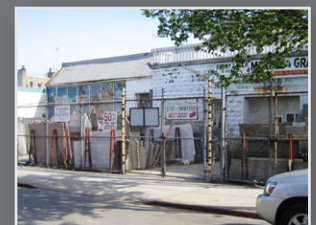
887 5TH AVENUE
Brooklyn, NY
Sold For: \$4,315,000



111 KANE STREET
Brooklyn, NY
Sold For: \$1,625,000



384 COURT STREET
Brooklyn, NY
Sold For: \$2,425,000



1621-29 61ST STREET
Brooklyn, NY
Sold For: \$1,700,000

Queens

14-34 110TH STREET
Flushing, NY
Sold For: \$10,100,000



199-02 112TH AVE
Jamaica, NY
Sold For: \$6,800,000



214-11-13 35TH AVE
Flushing, NY
Sold For: \$1,822,500

The Bronx

**2252 HAVILAND AVE
(HAVILAND AVE
PORTFOLIO)**
Bronx, NY
Sold For: \$9,500,000



2155 GRAND AVE
Bronx, NY
Sold For: \$6,700,000



2977 WEBSTER AVE
Bronx, NY
Sold For: \$2,525,000



**UNIVERSITY AVE
PORTFOLIO**
Bronx, NY
Sold For: \$10,850,000



**2781 & 2791
GRAND
CONCOURSE**
Bronx, NY
Sold For: \$8,375,000

New Jersey

100 NEWKIRK STREET
Jersey City, NJ
Sold For: \$2,850,000

MASSEY KNAKAL CAPITAL SERVICES

Massey Knakal Capital Services is our mortgage brokerage division that provides unparalleled capital markets knowledge in order to deliver most creative financing strategies for our clients. Project goals are matched with the most favorable and efficient capital structures available in a timely manner. This ancillary financial service division enables our clients to expedite sales transactions.

MKCS specializes in a variety of debt and equity based real estate financing including fixed rate loans, floating rate loans, constructions loans, mezzanine loans and bridge loans.

MKCS currently has a pipeline of over \$250 million in mandates. For more information, please contact Garrett Thelander, Managing Director – Capital Services, at (212) 696-2500 or gthelander@masseyknakal.com.



Garrett Thelander
Managing Director -
Capital Services



Scott Aiese
Director - Capital
Services
Flatiron, Gramercy
Park, Murray Hill,
Union Square



Morris Betesh
Director - Capital
Services
Midtown East



Justin Boruchov
Director - Capital
Services
Upper West Side



**Preston
Flammang**
Director - Capital
Services
Hudson Yards,
Midtown West,
Penn Station



Bruce Whipple
Director - Capital
Services
Westchester
County

MORE RECENT CLOSINGS

CLOSED

\$21,000,000
Refinance
Urban-Retail Asset
*Lincoln Road
Miami*

CLOSED

\$8,000,000
Refinance
Ambulatory Surgical Center
*Upper-East Side
NYC*

CLOSED

\$5,500,000
Acquisition & Conversion
SRO-Hostel
*SoHo
NYC*

CLOSED

\$14,070,000
Refinance
Multi-Family Portfolio
*Williamsburg
Brooklyn, NY*

MKCS provides unparalleled market knowledge that delivers the most creative financing strategies to meet our clients' needs.

For more information,
please contact :

Garrett Thelander
(212) 696-2500
gthelander@masseyknakal.com

MASSEY KNAKAL RETAIL LEASING SERVICES



Cory Rosenthal
Vice President, Executive Operations



Benjamin Fox
Executive Vice President of Retail Leasing
Chinatown, Hudson Square, NoLiTa, SoHo

Massey Knakal Retail Leasing Services (MKRLS) is a focused retail leasing division whose goal is to ensure that every client obtains creditable tenants at the highest overall rental income. To accomplish this objective, the MKRLS team quickly and efficiently implements well-orchestrated marketing and leasing campaigns geared toward targeted groups of retail candidates. Our team will achieve the highest value for retail spaces because of our thorough understanding of the distinct neighborhood markets, as well as the property and its potential for value enhancement. For more information, please contact Cory Rosenthal, Vice President, Executive Operations at 212-696-2500 or crosenthal@masseyknakal.com.



Paulina Apostolides
Astoria, Corona, Elmhurst,
Jackson Heights,
Sunnyside, Woodside



Gregory Bartlett
Downtown Brooklyn, BK
Heights, DUMBO, Boerum Hill,
Clinton Hill, Vinegar Hill, Fort
Greene, Prospect Heights



David Chkheidze
Morningside Heights,
Upper West Side



Andrew Clemens
Greenpoint, Williamsburg



Brendan Gotch
East Village,
Greenwich Village, NoHo



Ryan Horvath
Hudson Yards,
Penn Station



Jill Lovatt
Carnegie Hill,
Upper East Side



Dylan Murphy
Midtown West



Guillermo Suarez
Financial District, TriBeCa

Recently Leased



2758 BROADWAY

1,850 SF Ground/1,850 SF Base.(Approx.)
Upper West Side
New York, NY



29 WEST 8TH STREET

1,300 SF (Approx.)
Greenwich Village
New York, NY



415 MYRTLE AVENUE

1,000 SF (Approx.)
Clinton Hill
Brooklyn, NY

MASSEY KNAKAL

SPECIAL ASSET SERVICES UPDATE

In the first half of 2012, Massey Knakal Special Asset Services continued to capitalize on our unique Territory System™, bringing our unparalleled local market knowledge to bear for sellers of distressed notes and property. With Manhattan properties having recovered (and in some cases surpassed) their values in 2007, our local market knowledge becomes more crucial than ever as focus shifts to finding the perfect buyer for property in the boroughs. In the first half of 2012 we sold more than \$67MM worth of Special Assets; below is a selection of those closings.



\$7,500,000
REO

2 South End Avenue
 Two Retail Commercial Condos
 New York, NY



\$8,400,000

Non-performing Loan
 224 Richmond Terrace
 Stalled Development Site
 Staten Island, NY



\$20,000,000
Non-Performing Loan

311-315 Gold Street
 Development Site
 Brooklyn, NY



\$1,500,000
REO

19 Market Street
 Stalled Residential Condo
 Patterson, NJ

NEW HIRES

Massey Knakal is proud to announce the following new hires since January 2012:



Kate Cohen
 Associate



James Singleton
 Associate



George D'Ambrosio
 Associate



Ryan Hughes
 Associate



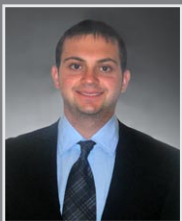
Gregory Bartlett
 Director of Retail
 Leasing



Aleksandr Svetlakov
 Associate



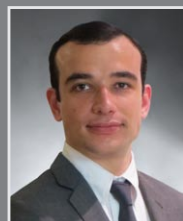
Britt Wohler
 Associate



Robert Rappa
 Associate



Robert Finkelstein
 First Vice President Of
 Sales - Westchester



Ben Starr
 Director of Retail
 Leasing



Neil Heilberg
 Chief Operating Officer



Mark Gallucci
 Director of Retail
 Leasing



Patrick Yannotta
 Associate

INTRODUCING... NEIL HEILBERG

Neil H. Heilberg joined the firm in May 2012. Mr. Heilberg is responsible for the day-to-day operations of the firm and has direct management responsibility for the Marketing and Public Relations departments.

At Denholtz, which during his tenure was an 8 million square foot development, investment and management commercial real estate company, he directed asset management, property management, marketing, public relations, human resources, risk management, legal and information technologies. Neil also managed direct brokerage and third party brokerage.

Most recently as Executive Vice President at Edison Properties, Mr. Heilberg oversaw asset management activities of the Hippodrome Building (a 680,000 square foot Class A office building in Midtown Manhattan).

Additionally, he was responsible for the strategic and day-to-day management of all aspects of Executive Suites and Pre-Building Suites at the Hippodrome, including financial management, marketing and sales, and facilities management.

Prior to entering the commercial real estate industry, Mr. Heilberg was the President and Owner for 10 years of Dynamic Hardware Corporation, a wholesale hardware distribution company servicing the New York Metropolitan area.

Mr. Heilberg received a B.A. in Economics from Northwestern University and an M.B.A in Finance and Accounting from Columbia University.

Mr. Heilberg resides in Warren, N.J. with his wife, Leslie, and their two children. He can be reached in the Manhattan office at 212.696.2500 or nheilberg@masseyknakal.com



MASSEY KNAKAL INTERNSHIP PROGRAM



Paul Massey, CEO (Far Right) and Thomas Gammino, Vice President & Senior Training Instructor (Left) with several members of the 2012 Summer Internship Program

The Massey Knakal internship program is designed to provide our interns with a meaningful and real world experience in the commercial brokerage and real estate industry. Our interns work with one of our investment sales, retail leasing or capital services teams directly contributing to their success. Internships are also available in many of our corporate areas including public relations, marketing, graphics, accounting, IT and human resources.

In addition, interns receive meaningful and practical training provided by Massey Knakal University and participate in a variety of seminars presented by industry leaders and members of the Massey Knakal team. The goal of our internship program is to provide participants with a well-rounded experience in the world of real estate.

For more information about our internship programs, please contact Jasmine Mele, Human Resources Manager, at jmele@masseyknakal.com or 718-275-3400.

MASSEY KNAKAL ANNUAL PICNIC

Our annual picnic in Westchester, NY kicked off the summer of 2012 and was enjoyed by employees and their families.



The Davis Family



Bob Knakal, Lev Kimyagarov and sons & Paul Massey



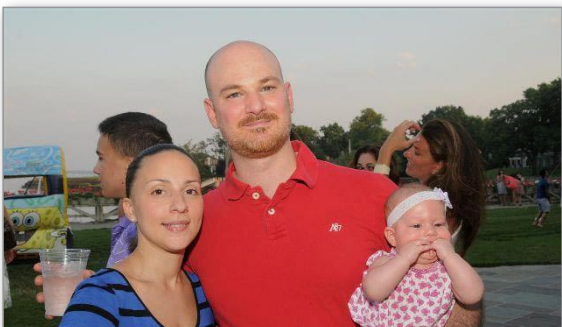
James Nelson and Michael DeCheser



Guthrie Garvin, Clint Olsen, Garrett Thelander & Winfield Clifford



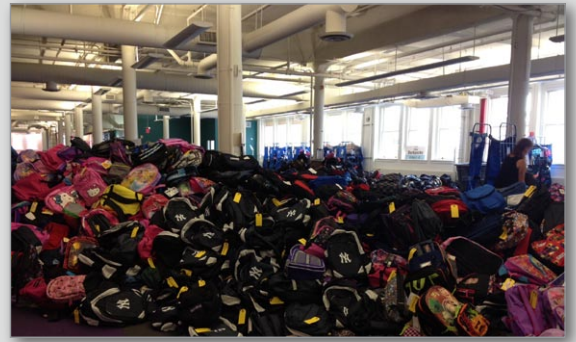
The Ciraulo Family



The Martire Family



Alexander Baker, Bob & Cynthia Knakal & Matthew Abreu



MASSEY KNAKAL GIVES BACK...

OPERATION BACKPACK

Thousands of children live in NYC's homeless and domestic violence shelters. One of the most devastating consequences of homelessness is the impact it has on a child's education. These children need school supplies for the school year.

In 2012, Operation Backpack collected more than 13,000 backpacks to be distributed to 150 shelters across New York City. Hundreds of volunteers came to Sort Week (including a great turnout from MK!), to help fill each backpack with stationary and other items suited for grade K-12 students.



Realty Services

New York City Commercial Property Sales

Top Brokerage Firms 2001 -2011

Based on # of Transactions

Massey Knakal is NYC's #1 Building Sales Firm for the 10th Consecutive Year

	# Transactions '01-'11
Massey Knakal Realty Services	2,446
Besen & Associates Inc.	639
Marcus & Millichap	554
Eastern Consolidated	548
GFI	472
Capin & Associates	259
CBRE	223
Prudential Douglas Elliman	207
The Corcoran Group	174
Newmark Knight Frank	174
Cushman & Wakefield	173
Lee O'dell Real Estate Inc.	138
Greiner-Maltz Company, Inc.	132
Itzhaki Properties	126
Eastdil	121
Kalmon Dolgin Affiliates Inc.	114
Sholom & Zuckerbrot Realty Corp.	95
Rosewood Realty Group	89
Swig Equities, LLC.	64
Solar Realty Management Corp	62
Extreme Realty	55
Grubb & Ellis	51
WRA Properties	46
GVA Worldwide, LLC.	37
John Anthony Group, Inc.	35
NAI Global	27
Leslie J. Garfield & Company	27
Friedman-Roth	23
Time Equities, Inc.	23
Sinvin Realty Corp.	22
Senack Real Estate Ltd.	19
Terra CRG	19
Jones Lang LaSalle	18
Reilly Mann Newell Realty Group	17
RMB Properties, LLC	17
ERG Property Advisors	16
Total Transaction Volume - (Brokers on Chart)	7,262



Every Building. Every Detail.™



MASSEY KNAKAL SUMMITS

Massey Knakal's Summits continue to be a huge success, with hundreds of investors, developers, brokers and other professionals attending our day-long events.

The Massey Knakal Commercial Real Estate Summit occurred on **April 26, 2012**. This year, we delved into the dynamics of the ever-changing marketplace to discuss financing, investment, development, and specifics of office, retail, hotel property segments, as well as note acquisitions and current opportunities in distressed situations.

The Massey Knakal Multifamily Summit was held on **November 13th and 14th** and was a huge success. This event focused on apartment building specific issues facing developers, owners, managers and brokers.

For more information, call (646) 862-6136 or email info@mkcresummit.com.



MASSEY KNAKAL CHARITABLE FOUNDATION UPDATE

The Massey Knakal Charitable Foundation was founded on the premise that the greater New York area is one community where all its inhabitants live and work together side by side, and that to help any is to help all by strengthening the community at its most basic level. The Foundation supports local educational, family and other community-oriented charitable causes primarily within New York City and the Tri-State area. In addition to providing these charities with direct grants, we work to organize volunteer efforts to benefit them with our time and energy.

Funded In the first half of 2012:

OPERATION BACKPACK

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In 2012, Operation Backpack collected more than 13,000 backpacks to be distributed to 150 shelters across New York City. Hundreds of volunteers came to Sort Week (including a great turnout from MKI), to help fill each backpack with stationary and other items suited for grade K-12 students.

ROW NEW YORK

The mission of Row NY is to empower girls from NYC's under-resourced communities to be successful students through a highly structured program of competitive rowing and comprehensive, college-prep focused academic support through its Empowering through Rowing and Academics (ERA) Program. As a result of its uplifting environment of high expectations and individualized attention, Row NY has sent 100% of its graduates to college and has taught over a thousand children to row, in hopes it will inspire it's participants to pursue healthy, active lifestyles to achieve lifelong fitness.

FRIENDS OF KAREN

Friends of Karen's mission is to provide emotional, financial and advocacy support for children with a life-threatening illness and their families, in order to help keep them stable, functioning and able to cope.

Since their founding in 1978, Friends of Karen has served approximately 4,800 children and their families. When siblings are counted they have touched the lives of over 11,800 children.

GREENPOINT REFORMED CHURCH HUNGER PROGRAM

This community soup kitchen and pantry provides no-cost groceries distribution and a weekly hot meal to hungry people in Northern Brooklyn. As of Thanksgiving 2011, the Hunger Program was handing out more than 500 bags of groceries each week. Although the program receives some food donations, most of the food distributed comes from the Food Bank of NYC, where food can be purchased for 10-18 cents a pound. Anyone and everyone can receive food at the soup kitchen or food pantry, no questions asked.

CONTACT US

To learn more about Massey Knakal Realty Services, contact one of our four office locations:

MANHATTAN

Representing Manhattan, The Bronx and Westchester County
212.696.2500 | manhattan@masseyknakal.com

BROOKLYN

Representing Brooklyn and Staten Island
718.238.8999 | brooklyn@masseyknakal.com

QUEENS

Representing Queens and Long Island
718.275.3400 | queens@masseyknakal.com

NEW JERSEY

Representing all of New Jersey
201.426.2200 | newjersey@masseyknakal.com

Massey Knakal Realty Services
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New York, NY 10016

For more information about this publication, contact
info@masseyknakal.com or call 877.657.0777.

A Message from the CEO



The Job Part II - Executing Your Search

We are frequently asked by clients and friends for advice around the early stages of a career search because they know we frequently have a large number of top people who are just finishing up with college.

In the last edition of the Massey Knakal Building Sales Journal, I've described a simple prospecting plan for new job candidates that I've devised specifically for my son, a recent college graduate.

In this issue, we'll elaborate on a few techniques to help a candidate get the most out of an interview and ultimately secure

Rule # 1 – Work “Full Time” in Interviews.

I remember while growing up, as school ended each year for the summer, my first inclination was to stay out late and sleep in each morning. My father, who always insisted we work each summer, would very politely and patiently knock on our bedroom doors each morning and with a large dose of sarcasm would mockingly say, “I'd be shocked if any employers were conducting interviews at the house today.....up and at 'em!”

The fact is, it is hard work finding a job. We have a saying at Massey Knakal (for all of our team), “You only have to work half a day to succeed in our business... it's up to you which twelve hours you choose to work hard.”

Rule # 2 – Research, Research, Research.

With the advent of the internet, it's a lot easier to be prepared for an interview today. People don't expect you to know everything about us, but mastering the basics is essential.

- Understand the size and scope of the target firm.
- Know your interviewer's title and job description.
- Check your interviewer's LinkedIn profile and online bios for people you might know or interests you might have in common.

Rule # 3 – Listen Twice and Talk Once

When you begin an interview, exchange pleasantries and then be quiet. Let

the interviewer lead. When asked a question give short concise answers. If the interviewer feels your answer was too short, the interviewer will ask for elaboration which is preferable to a long-winded answer. Make the dialogue in an interview conversational and natural.

Rule # 4 – Answer Each Question Honestly

Don't try to guess what the interviewer wants to hear. If you answer sincerely and it's somehow the wrong answer, maybe the job in question or the firm is not for you. Better to find out then.

Rule # 5 – Ask Some Questions (Even Personal Ones)

The strongest candidates conduct themselves in a humble manner, but correctly view the interview as a two-way communication. They believe in their own talents so on some level both the candidate and the employer should be interviewing each other. It's natural that your research or the actual interview will uncover something you'd like to know more about. Get to know the people you're potentially going to work with. Make sure there is a cultural fit.

Rule # 6 – “Sometimes It's Just About Timing”

Many times, we meet great candidates and don't immediately have an opening that fits their talents. We tell them to stay in touch...and we mean it. When pursuing a great firm who isn't immediately hiring, ask for permission to stay in touch occasionally.

At Massey Knakal we remain, as always, eager to meet or speak with any family member, friend of any client or associates who are seeking industry information or have questions on the job hunt process.

Very Truly Yours,

Paul J. Massey, Jr., Chief Executive Officer
P:(212) 696-2500 F:(212) 696-0033
E: pmassey@masseyknakal.com