PRESENTER BIO

Greg Gammill
VP - Occupancy Program Manager; Regions Bank
Auburn University ‘94 & ’96

Greg Gammill has been active in the design and planning industry for 21 years, working with local design firms, nationally recognized home builders and financial institutions. Hired by Regions Bank in 2007 as the Occupancy and Space Manager, Greg has expanded Regions once minimal database of property floorplans to one with over 725 properties, allowing insight into 90% of all (non-retail) properties and 60% of all branches. This increase in the property repository has allowed for not only a greater accuracy in reporting occupancy and vacancy, but also, the identification of potential consolidation and AWS opportunities throughout Regions’ 15 state, 14.3 million square foot footprint. He has provided tactical insight during the implementation of numerous CAFM systems while at Regions, and continues to oversee the design and introduction of ‘Regions 360’ throughout Regions footprint.
Learning Objectives

1. Who **Regions** is
2. Why did we do what we did
3. Examples / testimonials
4. Lessons learned......going forward
REGIONS Bank
REGIONS Real Estate Portfolio Overview

~1,500 Locations
~14,300,000 SF

- B'ham Big 5: 13%
- Office: 33%
- Branch: 54%
WELL, LA-DEE-DA! LOOK WHO GOT PROMOTED FROM A CUBICLE TO A WINDOW OFFICE...

“Congratulations, Nelson. You’ve earned yourself an office with some curtains...I think there may be an actual window in your future!”
Real Estate Portfolio Overview

Historical Perspective

Merger of AmSouth and Regions

Regions Portfolio Size

22.0 MSF

SF reduction via the low hanging fruit
- Buildings with duplicate functions
- Disrepair
- Associate consolidation / RIFs
Being proactive....

- Space costs money

- In conjunction with ongoing SF reductions, Corporate Real Estate also introduced progressive changes to space standards beginning in 2009

- Atlanta – Reduced square footage required to be leased by one floor
- Nashville & Dallas Headquarters– Last of the old office design concept
Real Estate Portfolio Overview

Historical Perspective

Regions Portfolio Size

~7.1 MSF = ~33% Reduction in 8 years

2006 2007 2008 2009 2010 2011 2012 2013 2014
In 2014 CBRE performed a survey of US banks....
So why should I care about that vacant seat or vacant floor in my building? I’m still hiring folks and “need” that space...besides my business group is making money.

What’s in this for me?

How will my work be affected?
Challenge of Tomorrow

Peer Average

Regions Bank

= "2 MSF Excess

~ 20 Walmart Supercenters
In 2014, the Regions Executive Committee approved the Regions 360 approach. This was a new approach to our workplace that invests in the work environment and employee wellbeing.

**Investment in employees**
- Creating a branded work environment and strategic cultural change
- Ergonomic work space and increased communication
- Using the technology of today

**Space costs money**
- Atlanta, Nashville & Dallas Headquarters – Last of the old office design concept
  - Corner office mindset

**Reduction in on-site paper storage**
- Adoption of ‘Paperlite’ initiative
- Records and Retention - Digitalization

Regions branches were also undergoing a shift in design/layout with the introduction of the “Nexus” branch
Work Place Design in Action

CREATING SHARED VALUE THROUGH REGIONS 360

PUT PEOPLE FIRST
DO WHAT IS RIGHT
REACH HIGHER
FOCUS ON YOUR CUSTOMER
ENJOY LIFE
New Work Place Design

A new design approach to our work environment

- Innovative, Inspiring & Energetic
- Reflects Regions’ Mission & Values
- Better Use of Space
- Improves Collaboration & Communication Tools
COLLABORATION AND TECHNOLOGY

Technology (all supported by WiFi)

- Conference Room Reservation System
- VoIP
- Headsets
- Sound Masking
- Video Conferencing
- Laptops
- SmartBoards
- iPrint Capability

WORKPLACE Evolutionaries
Workstations Features:

- Natural daylight
- Shorter panels
- Ergonomic accessories
- Updated technology
- Flexible storage

Lockers provided for additional storage
BEFORE:

65 seats (26 off / 39 wkst)
2 conference rooms

AFTER:

90 seats
23 conference rooms
Collaborative space types

Meeting Room
- SMARTkapp – Electronic Whiteboard
- Monitor for Presentations
- Laptop Connections

Conference Room
- Mobile Video Conferencing
- Smartboard / Monitor for Presentations
- Laptop Connections
- Whiteboard
Work Place Design

“The new space has perfectly integrated our brand.”

“We have gained so much productivity.”

“The work we do is highly collaborative work and the space is perfect for our needs.”

Collaboration Space
Work Place Design

“We wouldn’t go back to the old space – we were living in the ’80s and didn’t even know it.”

“It has made the workplace more fun and interesting.”

Communication Tools

Functional, Multi-Use Rooms
WHERE TO FROM HERE?

Past projects – ‘First Phase floors’
- Good start/plans but understand that NOT all Business Groups fit the mold
  - Legal works differently than Marketing and HR
- Modify the plan

Providing a seat for associate is different than a place to work for an associate
- (R-flex) flexible seating - unassigned environment
  - Just completed 6 month test pilot
  - Agile space – averaging 110 sf/fte
    - Opening another 100+ seats at end of month

360 Workspace showing results
- Bham sf/fte is 230 by virtue of shedding 10 floors of leased space (Harbert Building)
- New facility – 129 sf/fte – construction starts in January
QUESTIONS