

**HOWARD S. DONO & ASSOCIATES, INC.**  
*Real Estate Appraisers & Consultants*  
217 West Boylston Street, West Boylston, MA 01583  
Telephone: (508) 852-1588, Facsimile: (508) 852-1376

**QUALIFICATIONS OF HOWARD S. DONO, MRA, IFAS, ASA**

**EDUCATION:**

**Massachusetts Certified General Real Estate Appraiser**, #1204

**Bentley College Bachelor of Science, Business Management** 1981

**Massachusetts Board of Real Estate Appraisers:**

Real Estate Appraisal I, Three Approaches to Value, 1984  
Real Estate Appraisal IA, Appraising the Single Family, 1985  
Real Estate Appraisal II, Capitalization Techniques, 1988  
Professional Practice and Conduct I, 1989  
Professional Practice and Conduct II, R  
Real Estate Appraisal IIA, Advanced Income Property, 1992

**Appraisal Institute:**

Appraisal Principles, I-110, 1993  
Appraisal Procedures, I-120, 1993  
Standards of Professional Practice - Part A, I-410, 1993  
Standards of Professional Practice - Part B, I-420, 1993  
Residential Case Study, I-210, 1994  
Standards of Professional Practice - Part C, II-430, 1999

**Seminars:**

USPAP Update Seminar, 1999, 2004, 2005, 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, & 2022.  
Demonstration Report, Residential Properties, 1985  
Land Planning and Development, Strategies & Techniques 1988  
Small Residential Income Properties Seminar, 1990  
State Appraiser Certification Review Seminar, 1991  
Demonstration Report, Commercial Property, 1991  
Uniform Residential Appraisal Report Seminar, 1993  
Appraisal Reporting of Complex Residential Properties, 1993  
Valuation of Temporary and Permanent Easements, 1994  
Tax Assessments and Tax Abatements, 1994, Site Contamination, 1994  
Title V – Update of the New Sanitary Codes, 1995  
Contamination 21E – Commercial & Residential Issues, 1995  
HUD's Appraisal Regulations, 1995; Fair Lending Seminar, 1996  
Understanding and Completing Forms 71A and 71B, 1996  
Evaluations and Limited Restricted Reports, Commercial, 1996  
Technology and the Appraiser: Making it work, 1997  
Making the Most of Windows, 1997  
Appraisal Communications, Writing Convincing Reports, 1997  
Discounted Cash Flow Seminar, 1999, HUD Appraisal Seminar, 1999  
Real Estate Law and the Registry of Deeds, 2001  
Unique and Unusual Residential Properties, 2001  
Land Development Seminar, 2001; Analyzing Operating Expenses, 2002  
Residential Property Construction, 2002; Analyzing Distress Real Estate, 2005  
Appraising from Blueprints, and Specifications, 2005  
Scope of Work, Expanding Your Range of Services, 2005  
Eminent Domain & Condemnation, 2005  
Residential Design & Functional Utility, 2005  
Overview of Real Estate Appraisal Principles, 2005  
A Comprehensive Guide to Valuing Improved Subdivisions, 2006  
Twelve Things Commercial Appraisers Should Know, 2008  
Appraising in a Foreclosure Market, 2008  
Reviewing the Reviewer: Role and Responsibilities of the Reviewer, 2008  
Small Hotel/Motel Valuation, 2008; Fannie Mae Form 1004 MC, 2009  
New England Appraisers Expo, Residential Program, 2009  
Appraising Easements, 2011; Distress Properties Valuation, 2011  
Income Approach: An Overview, 2011; Supervising Appraisal Trainees, 2011  
Residential Market Analysis, Highest and Best Use, 2013  
Residential Sales Comparison and Income Approach, 2013  
Financial Institutions Guide to Commercial Appraisal, 2013  
Covering All Bases in Residential Reporting, 2013  
Appraisal of 2 - 4 Family and Multi - Family Appraisals, 2013  
Restaurant Valuation Issues, 2013; Religious Properties Valuation Issues, 2014  
Mixed Use Property Valuation, 2016; Investment Analysis and Investment Properties, 2016  
Non-stabilized Distressed Properties Valuation Issues 2017  
Quantitative Analysis Concepts for Appraisers, 2018  
Eminent Domain and Condemnation Appraisal in Massachusetts, 2018  
New England Appraisers Expo, Commercial Program, 2018, 2019, 2020, & 2021  
An Appraisers Guide to Expert Witness Assignments, 2021

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**QUALIFICATIONS OF HOWARD S. DONO, MRA, IFAS, ASA**

**ORGANIZATIONS:**

Massachusetts Certified General Real Estate Appraiser, #1204  
Massachusetts Board of Real Estate Appraisers, MRA, Designated Member  
National Association of Independent Fee Appraisers, IFAS, Designated Member  
American Society of Appraisers, ASA, Real Property, All Property Types, Designated Member  
Certified by the MBREA and the ASA continuing education program.  
Qualified to appraise all types of real estate by the MBREA and ASA.  
Massachusetts Continuing Legal Education (MCLE)  
Faculty Member, Published, Lecturer. Trying Divorce Cases  
Massachusetts Board of Real Estate Appraisers (MBREA)  
Co-sponsor USPAP Update Seminar, 2006, 2008, 2010, 2012, 2014, 2016, 2018 & 2020  
Co-sponsor Distress Properties Seminar, 2017  
Standards and Qualifications Committee  
Education Committee  
Board of Trustees  
Mass DOT, Community Compliance Division, Review Appraiser  
Department of Veterans Affairs, Fee Panel Appraiser  
Housing and Urban Development, Fee Panel Appraiser  
Employee Relocation Council, Member  
Greater Worcester Board of Realtors, Member  
Greater Worcester Board of Realtors, Banking Committee  
Greater Worcester Board of Realtors, Appraisal Committee  
Greater Boston Real Estate Board, Member  
Northern Worcester County Board of Realtors, Member  
Massachusetts Registered Real Estate Salesman

**EXPERIENCE:**

**HOWARD S. DONO & ASSOCIATES, INC.**  
*President/CEO and Real Estate Appraiser.* 1984 – Present.  
Duties as chief executive and operations officer include:

Management and direction of the region's largest staffs of licensed/certified real estate appraisers and clerical personnel offering a full range of real estate appraisal services.  
Preparation and review of real estate appraisals for bank financing, asset evaluation, development analysis, real estate tax appeals, estate and probate matters and eminent domain land takings.  
Provide expert witness testimony for litigation purposes.  
Howard S. Dono, MRA, IFAS, ASA has thorough knowledge of the three accepted approaches to value; Direct Sales Comparison Approach, Cost Approach and Income Capitalization Approach (Discounted Cash Flow Analysis and Direct Income Capitalization).  
Appraisal experience includes:  
All types of residential property; single family homes, condominiums, undeveloped land, small income multi-family properties, apartment buildings, co-operative units, planned unit developments, employee relocation appraisals.  
Commercial and industrial property; warehouse, manufacturing facilities, office and retail properties, residential subdivision, industrial subdivision, and special use properties.  
Feasibility studies, lease analyses and quality control review appraisals for both residential and commercial properties.  
Mass DOT, Community Compliance Division of the Right of Way Bureau, reviewed innumerable appraisals for eminent domain purposes throughout the Commonwealth.  
Qualified as an expert witness for testimony in Massachusetts Superior Court, Land Court, Probate Court, Appellate Tax Board, and Federal Bankruptcy Court.

**COMMONWEALTH OF MASSACHUSETTS, APPELLATE TAX BOARD**  
*Assistant Clerk and System Administrator of the Board.* 1983 – 1990.  
Duties as Assistant Clerk and System Administrator included:

The ATB is the Commonwealth's judicial board that serves as its tax court having jurisdiction over all State and local tax appeals, including real estate property tax appeals. Reviewed all petitions and filing fees. Prepared trial lists of cases to be heard and notified the interested parties. Administered oaths, received and maintained records, exhibits and transcripts. Advised the public of their rights and the procedures of the appeals before the Board. Acted as a liaison between the Board and the public. Managed all data processing functions. Managed the Commonwealth's Payroll, Management and Information System. Established and implemented system controls, system operations, system security and system maintenance. Monitored and improved system performance. Designed and implemented the system hardware and software for the Board's case tracking system. Managed system operators.

