



## **Ones to Watch Fall 2022: Zoe Heyman, Basis Investment Group**

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Zoe Heyman  
Senior Associate

## Basis Investment Group

What recent project, transaction or accomplishment are you most proud of?

Within the first six months of joining Basis, I led the development and implementation of the ESG Sponsor questionnaire and ESG Risk Rating, which are used on every transaction (outside of agency lending products) to rate deals from an ESG standpoint. This is also included on every investment memorandum.

Tell us about a mentor or role model that has influenced your career choices?

Sam Austin at NEPC showed me that you can have a measurable impact on the communities around you. You can be doing the “right” thing, while also making the right business decision. It’s a lesson I hope everyone learns and is what led me to Basis.

What is one lesson that you had to learn the hard way?

Not everyone will have your best interests in mind. You have to stay true to who you are and your goals even when it’s difficult. Advocate for yourself, use every failure as an opportunity to learn, and surround yourself with the right people to develop your skills.

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