



THE ALLEN GROUP, LLC

TAG CONNECTION

FALL 2020



**OPINION:
Continuing
Call for Racial,
Economic and
Social Justice**

**HR SPOTLIGHT:
Employees
Continue
Operations During
the COVID-19
Pandemic**

**PROJECT
SPOTLIGHT:
Hayward
Maintenance
Central
Warehouse
Project**

New BART On-Call CM Services Contract Award

Dear TAG Team,

I am so pleased to share congratulations for The Allen Group, LLC regarding the recent award of BART's CM Services recompile contract! The new contract allows The Allen Group (and a highly selective group of subconsultant team members) to continue providing on-call construction management services to BART for the next five years in multiple areas: e.g., Program Management, Construction Management, CM-related Administration, Design Support, Cost and Schedule Management, QA/QC, Claims Management and Dispute Resolution, and Rapid Emergency Response.

In addition to these traditional CM consulting services, the new contract will also focus on strengthening our training program to facilitate BART requirements. (Note: A training schedule for available courses will be provided to team members very soon.)

For the first time in the history of our service delivery to BART, as a part of the CM project, we will also provide Community Benefits to help ensure the District's commitment to environmental health, education, human, health and welfare, and social justice initiatives. While this is truly a great long-term win for the company, it is also tremendous for us, as we proposed the additional consulting work as a single prime.

The CM Services recompile signifies the first time in BART's history that a major award was made to an African American, woman-owned contractor as a single prime. It is also the first time in the history of our service delivery to BART that any firm doing business with BART has been selected to bring Community Benefits partnerships to support the needs of the system's neighboring communities.

The new contract will be led by our seasoned cadre of key and technical CM Services personnel, and several key subconsultants, who will add their respective knowledge and expertise to The Allen

Group team. We look forward to working with ADS Safety Systems (Safety), Hollins Consulting, Inc. (REs and Inspection), M. Lee Corporation (Cost Estimating), PH Adams (Quality), Salimi Construction Management (Scheduling), Shiralian Management Group (Claims), and TSE (Systems), and with our entire team of more than 20 subconsultants (13 of which are DBEs/SBEs), who have been also selected as part of the team to provide other ancillary CM services.

A special thank you is extended to Liz Wiecha, Laurie Wilson, and Libby McDonald, , Leamon Abrams, Robert James, Nick Houchin, Bianca Mallory, Jonathan Tang, Julie Ruetz, and Mohammed Taleb for bringing a winning proposal and interview preparation process to fruition, and to TAG's key personnel team of Liz Wiecha, Vanessa Young, Luis Paez, Bill Hawk (HCI), and Mike Flannagan (TSE) for delivering the winning oral interview, and training presentation, to the BART evaluation panel. Congratulations TAG Team!

On August 27, 2020, I shared the following comments with the BART Board of Directors to emphasize the special importance of this particular contract award for The Allen Group during these unprecedented times, and in view of complex challenges that the transportation industry and our society has faced this year.

"My name is Schatzie Allen Jefferson. I am president of The Allen Group, and on behalf of my Mother Laverda Allen (founder and CEO of the Allen Group), and our very proud and diverse staff, we are pleased to be considered today for your approval as a single prime contractor to provide on-call construction management services to BART. I would like to provide the following comments.



Clearly, these are extraordinary times. We are living with a global crisis from the Covid- 19 pandemic, which has profound public health and economic impacts. Issues of race, equity and inclusion are also global--the death of George Floyd and others have spearheaded the largest movement in this country's history--"Black Lives Matter."

Contrary to some beliefs, race inequity and systemic racism does exist and is alive and well. These issues are not new.

As an African-American and woman-owned firm, we have been working on issues of fairness and inclusion for over 31 years. My mother has spent her entire life (more than 70 years) fighting against injustices that African Americans face in this country every day.



LaVerda Allen at a project worksite during TAG's early days.

Over this period, we have worked with BART as a partner; not always in agreement but, always with mutual respect, and we have raised issues to help ensure that procurements at BART exist on a level playing field.

I want to compliment the General Manager Robert Powers for listening to the issues we have raised over the years, and most importantly, for taking action to ensure that procurements at BART are fair and equitable.

"...we are proud to be a partner with BART. ...we will continue to make recommendations regarding fairness and equity. ...and in the words of late Congressman John Lewis, 'make good trouble'..."

I want to also compliment Carl Homes. Carl works together with his senior staff to make sure that, on a day to day basis, firms and people are treated equitably. Together, their work exemplifies what I believe is the direction and spirit of what this Board's policies are and represents what you want to see. Without their recognition of the problems that small and minority firms face, we would not be standing here today.

I want to also thank the Board for your direction and policies that make our selection as a single prime contractor possible. Again, without your recognition of the problems that small and minority firms face, we would not be standing here today. We would not have had the opportunity to grow from a DBE, to a Joint Venture, and now, to this historic opportunity as a single prime.

While we have a long way to go (and we should not be the only African America firm working in construction and engineering as a prime contractor), The Allen Group is delighted to play a small role and hopes to serve as an inspiration to others, that look like me, that they, too, may have an opportunity at BART.

We are proud to be a partner with BART. We will continue to provide excellent construction management services, make recommendations regarding fairness and equity, and be the voice for the voiceless; and in the words of late Congressman John Lewis 'make good trouble.' Thank You.

HR Spotlight

The Allen Group Responds to the COVID-19 Pandemic Orders with Implementation of Illness and Injury Preparedness Plan (IIPP) and Site-specific Health and Safety Plan (SSHSP)

The health and safety of all TAG employees is of utmost importance. For most of this year, seven Bay-area counties, including San Francisco, Alameda and Contra Costa, announced a shelter in place order (SIP) for all residents due to the spread of COVID-19. A California stay at home (SAH) order was also updated to provide additional and guidance for certain permitted or essential workers, including those individuals working in construction. TAG personnel have remained on the ground working since both orders were issued since our construction teams provide essential client services and support to BART, FTA, SFO, and SFPUC. Reissuance of our Illness and Injury Preparedness Plan (IIPP) and site-specific guidance for COVID-19 Preparedness & Response (i.e., COVID-19 Preparedness & Response Plan or COVID-19 Plan) to employees is in progress. As an appendix to the IIPP, the COVID-19 Plan provides additional guidance for employees working under this unprecedented pandemic. The COVID-19 Plan will be revised, as needed, to address ongoing changes in the understanding and spread of the virus, and to direct the company's focused response for our customers.

In order to monitor the company's adherence to the COVID-19 plan and protocols, we have assembled a Preparedness & Response Team, responsible for implementing, reviewing, and providing updated health and safety information to protect employees in the workplace. TAG's HR Director, Micaela Mazzini, is the designated team lead for this initiative, which was developed based on recommendations and guidelines provided by the Center for Disease Control (CDC), Federal OSHA, and State and Local health officials. The guidance outlines deterrent measures and practices to prevent the

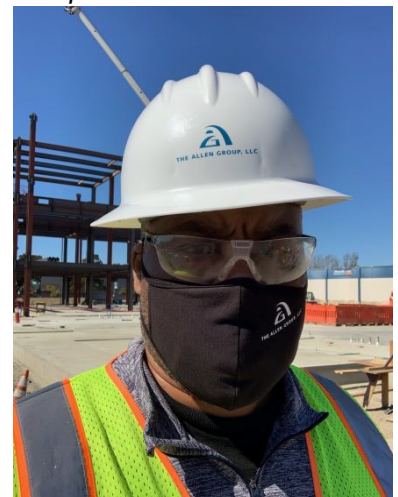
spread of COVID-19 in our respective workplaces, e.g.,

- ❖ *Practicing hand hygiene and respiratory etiquette*
- ❖ *Maintaining physical distancing*
- ❖ *Monitoring symptoms and temperature*
- ❖ *Limiting visitors*
- ❖ *Screening staff and visitors*
- ❖ *Restricting certain activities*
- ❖ *Workplace cleaning and disinfecting*
- ❖ *Using facial coverings*

Moreover, the Plan also identifies steps the company and employees must follow in response to the three scenarios below:

- ❖ *If staff exhibit symptoms of COVID-19;*
- ❖ *If staff have been diagnosed with COVID-19; and*
- ❖ *Returning to work after experiencing symptoms and/or suspected exposure.*

Given the rapidly changing conditions and information about the transmissibility, severity, and other characteristics of COVID-19, updating the Plan, as additional information becomes available, is a top priority. If any employee has a need for specific information or questions about TAG's company-wide implementation, or other site-specific protocols, you may contact your Project Manager or Micaela at micaela@the-allen-group.com or (510) 457-2512. More information will also be provided in future TAG Connection newsletters to keep employees informed of the IIPP's (Covid-19) relevant provisions and any changes that could impact our employees — so stay tuned and stay safe!



**Peter Ross, SFPUC SECC
Project Mgr. Complies
with TAG IIPP and
SSHSP, September 2020**

Opinion: The Allen Group's Continuing Call for Racial, Economic, and Social Justice

Race and Small Business

As companies make commitments to invest in black communities, there is one fundamental way, that is simple in concept and can have resounding results: *Do more business with black-owned and other minority-owned firms.* Although this is not a new concept for us given our history of engagement on behalf of minority-owned small businesses, we believe it is imperative for national and corporate leaders to reprioritize this issue now more than ever. As a black woman-owned small business, we, too, are recommitted to the collective call to remove the structural barriers, historical forces, and industry- related challenges that have held back many black/ minority-owned firms from market success. It is well past time for national policies and industry practices to reflect the increased economic participation of minority and black-owned businesses in all aspects of purchasing and procurement.

Small Business Big Impact

Currently, there are approximately 30 million small businesses in America, which account for 54% of all U.S. sales and employment of 47.3 percent of the private workforce. Small businesses are at the forefront of economic growth nationwide. Locally based businesses help keep money filtering through local economies. For every dollar spent with a local business, about 47 cents stays within the community compared to 15 cents for non-local businesses. When minority-owned businesses play a greater role in local hiring, this results in greater circulation of money and resources within the same locality, which directly helps communities thrive. Yet, it is important to note that only 2.1% of American businesses with at least one employee—are black-owned, according to the U.S. Census Bureau's Annual Survey of Entrepreneurs. Minorities own more than 949,000 businesses (17.5 percent of all employer firms) and roughly 11% of those minorities are African-American.

Purchase More Goods and Services from Black-Owned Firms

The Allen Group, LLC started in the engineering and construction industry as a consultant to disadvantaged, minority, and woman-owned business enterprises, providing training to help them participate in the industry successfully. Our founder, Laverda Allen, co-authored the first U.S. Affirmative Action program calling for minority participation by craft, co-founded the National Association of Minority Contractors and helped secure the passage of the San Francisco Woman- and Minority-Owned Business Ordinance.



Like déjà vu all over again, companies across all industries are proclaiming commitments to drive national change to combat systemic racial inequality and injustice. We each have the ability — and obligation — to advance the change that is overdue to create economic improvements and a better future for everyone. Tangible ways corporations can meaningfully contribute to the 2020 call for racial justice is to continue to advocate for change, take concrete steps to diversify their leadership and significantly increase purchasing of goods and services from minority-owned firms. For instance, Facebook recently announced it is committing \$200 million to Black-owned businesses and organizations; and to increasing the representation of people of color in the company's leadership positions by 30% over the next five years. Since then, PepsiCo, Lowe's, and Netflix have extended similar commitments to address systemic discrimination. We are gratified by these actions and look forward to seeing more industry leaders follow their examples. There is no doubt that qualified, capable African American and minority-owned firms exist— industry commitments to them must be certain, ongoing, and more than just what's "trending" today.

Project Spotlight

Hayward Maintenance Central Warehouse Project, Vanessa Young, Senior Project Manager

It has been recently noted that goats can “do yoga,” but The Allen Group can also now lay claim to the fact that they “do transportation” as well. TAG’s Vanessa Young, who serves as RE on the BART HMC Central Warehouse project, was recently called upon to find an alternative solution for the removal of grass overgrowth adjacent to the BART’s Hayward Maintenance Complex (HMC) and project site.

The HMC Warehouse is one of four maintenance facilities serving the BART system. Over the next 30 years, BART will require additional vehicles to meet future demand associated with regional population growth, system expansions for the Warm Springs and Silicon Valley/San Jose Extension projects, and additional riders from the Oakland Airport Connector, and eBART projects.

Accordingly, BART requires expanded maintenance, and storage facilities, to serve the expanded fleet. During excavation activities for the site, several thousand cubic yards of spoils were stockpiled at BART’s Whipple Yard for use on future HMC projects. Huge mounds of soil covered with hydroseed were created, which covers approximately 4 acres of land. As seasonal rains came, the grass grew and became a rapidly budding issue. BART, as well as its adjacent neighbors, were concerned about fire prevention and the pressing need to cut the grass. Goats were shown to be a cost-effective solution for BART to address the overgrowth and prevent a potential fire hazard near the district’s HMC project site.

Due to the ongoing COVID-19 business restrictions, causing a scarcity of mowers and the costly attainment of machinery needed to cut the grass on top of steep mounds of soil, the CM team was limited in its options to remove the grass. Upon further research of how the aggressive grazing habits of goats could help to solve the problem, the CM Team at the HMC Central Warehouse provided its recommendation to BART’s Project Manager, proffering goats as an immediate, available, and low-risk remedy. As a viable, cost-effective solution that both supported a local business and was environmentally friendly, the recommendation was quickly approved by BART, thereby allowing the team moved forward with their eco-friendly innovation. The solution was implemented by providing three truckloads of goats, which ate four acres of grass over five days. As quickly as the grass grew, the problem was solved! Kudos to the HMC Team for your outside-the-box solution; you are indeed the G-O-A-T (Greatest of All Times)!



The Allen Group Team Continues SFPUC Operations During the COVID-19 Pandemic: Southeast Community Center



Rendering of the future SFPUC Southeast Community Center at 1550 Evans in Bayview Hunters Point



Work has started for the SECC Team! Workers lay the foundation on what will become the rendering above. Peter Ross (PM) leads the TAG/HCI CM Team and is supported by project team members Justin Montgomery (OE) and Jim Kennedy (Inspector), with additional expertise and services provided by Salimi Construction Management, Applied Technology and Science, and RES Engineers.



Notwithstanding various industry impacts due to the COVID-19 pandemic, the SFPUC's Southeast Community Center (SECC or Community Center) continues its construction activities on schedule.

Since the team's initial notification about the pandemic, our construction site has remained fully operational, and continues to move forward with the professional expertise of TAG and our subconsultant firms. Since project kick-off earlier this year in January, TAG has managed our daily ongoing construction activities, both from the site and remotely, consistent with public health guidance and requirements. We completed our production pile installation and have several sub-contractors onsite installing underground utilities.

We will soon begin constructing the foundation slab and superstructure of the SECC. We have also been meeting our LBE contractual goal of 30% and are currently tracking over 30% of hyper-local LBE participation.

The above photo is a rendering of the new Community Center, which is on a five-acre site located at 1550 Evans Avenue in San Francisco's Bayview-Hunters Point neighborhood. Once complete, the Southeast Community Center will consist of a 40,000 sq. ft. facility, a 5,000 sq. ft. pavilion, two (2) acres of open space, and a parking area. The Project will replace the existing Southeast Community Facility and will offer more robust educational, economic, workforce, and social networking opportunities in new state-of-the-art facilities. As the CM/GC consultant, TAG is honored to be a prominent part of this important project, which will lead to a future world-class facility that provides important services and supports our neighbors in Bayview Hunters Point.

Check out our team's progress [here](#).



Current Southeast Community Facility

The existing Southeast Community Facility (SECF) located at 1800 Oakdale Avenue, and the adjacent Greenhouses at 1150 Phelps Street, were originally constructed to mitigate the adverse environmental and social impacts of the Southeast Treatment Plant expansion projects during the 1970's and 1980's. The SECF and Greenhouses are facilities owned by the city; operated and maintained by the SFPUC; and house several non-profit organizations for the benefit of the Bayview Hunters Point community.



TAG Employee Personal Interest

Curtis Monette, Architect, LEED AP, Project Manager at SFO.

In this quarter's TAG Connection, we have decided to include a personal interest story to showcase the resiliency of our team members, especially during the COVID-19 pandemic. Curtis Monette is our feature in this edition. Curtis joined The Allen Group with an Architectural and Sustainability background at SFO. He quickly acquired skills in Special Systems and their Commissioning. Soon, he was in a unique position where he became one of the few people who had full understanding of certain special systems. His knowledge and experience were very useful because procurement, installation, commissioning, and servicing of these systems are part of diverse contracts administered by various teams at SFO. With his uniquely holistic understanding, Curtis is regarded as a critical resource for our SFO clients. His work providing commissioning and activation solutions continues during the current public health pandemic. TAG Connection appreciates Darshit Jasani for sharing Curtis' story. We encourage all our teams at The Allen Group to share your stories of motivation and inspiration during these unprecedented times. If anyone would like to know more about commissioning and activation, please consider reaching out to Curtis, directly, at curtis@the-allen-group.com!



TAG Employee Announcements

Raphael Garcia, Project Manager, New BART Headquarters.

During the COVID-19 SAH order, **Raphael** completed requirements for the Project Management Professional certification, and passed the Project Management Professional (PMP) exam on his first try! He spent 240 hours studying over 6 weeks, and said it was a tough test. Raphael is grateful for the support he received from Schatzie to help him accomplish this goal. For anyone who may be interested, here are the steps he took to become PMP certified:



- First, he became a member of the project management institute (PMI) that manages the project management professional certification (<https://www.pmi.org/membership>).
- From here, he was able to download information on the certification process (<https://www.pmi.org/certifications/process>), including the free the Project Management Body of Knowledge (which the PMP exam is based on). He was also able to view the full list of benefits, including the reduced price of the exam.
- He used a \$35 book to study called PMP Exam Simplified by Andrew Ramdayal.

Raphael encourages others to become PMP certified, as it can be accomplished while sheltering/working from home. He says that the first person to come to the BART office at 300 Lakeside, where he is currently assigned, is more than welcome to have his copy of PMP Exam Simplified.

Raphael also recently informed TAG Connection that he has passed the Landscape Architecture CA State Exam and is now officially a Landscape Architect! Raphael will be issued a license number very soon, after which, he will be able to update his resume for use in future proposals. Great job on both of your professional accomplishments Raphael!

Curtis Monette and Darshit Jasani, San Francisco International Airport, Project Heroes.

Continuing with more kudos to our teams for their exceptional project work at SFO, both Curtis and Darshit recently received the Project Heroes award from for their work on the Terminal 1 project. Both have been assigned to SFO since 2018 and were recently recognized by the airport's PMs and PMSS managers for their invaluable contributions to the progression of the project. Respectively, they were lauded for their technical expertise providing project controls and commissioning, and coordination oversight capabilities that have enabled the project's overall success to date. The Project Heroes recognition is part of the SFO Monthly Builder to Builder's meeting where SFO stakeholders and PMSS leadership gather with the upper management from both construction teams. Congratulations to Curtis and Darshit for this well-deserved acknowledgment -- way to keep moving things forward for the customer, especially during these unprecedented times for the aviation industry.



**Celebrating TAG's
Upcoming Birthdays
September through
November 2020! Cheers
to a Great Year Ahead!**

Schatzie Allen-Jefferson – October 3rd

Carl Lewis – October 11th

Xinyu Wang – October 18th

Leamon Abrams – November 1st

Peter Ross – November 4th

Vedang Vadalkar – November 5th

Luis Paez – November 19th