

Thought Leadership: Page 1-3

Project Spotlight: Pages 3-4

HR Update: Pages 5-6

Summer Interns: Pages 6-7

Employee Spotlight: Pages 8-9

TAG CONNECTION

SPRING/SUMMER 2023




THE ALLEN GROUP, LLC

DEAR TAG TEAM AND COLLEAGUES,



As we continue to enjoy a warm summer after a long, wet winter, let's stay mindful of sustainable practices all year round. Stewardship falls under The Allen Group's core value of "Community." Our collective efforts are critical to ensuring a better future for generations to come.

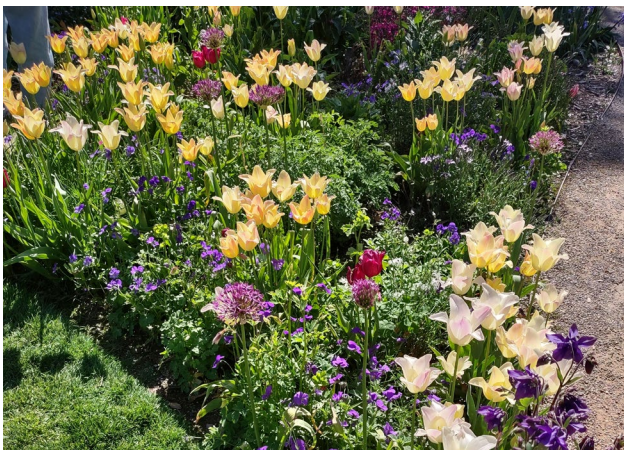
The Allen Group's four core values are:

Diversity | Excellence | Growth | Community

In this newsletter, we spotlight the BART Market Street Entry Canopies Project (pages 3-4), which is transforming the look of the BART station entrances on Market Street with visually striking art and added safety features.

As discussed in our previous Fall 2022 newsletter, diversity, equity, and inclusion (DEI) are not just industry buzzwords. It takes time and intentional efforts to implement approaches to address implicit and explicit bias in a meaningful way. In this Thought Leadership piece, we talk about intentionally filling the infrastructure job pipeline with talent from underrepresented populations.

Our summer intern program is underway! We're excited to welcome all our talent, including three interns from the National Black Society of Engineering (NSBE) conference. This newsletter also TAG's exceptional Finance Team.



As always, thank you for all that you do, and let's stay connected!

With respect and gratitude,



TAG THOUGHT LEADERSHIP

Intentionality – Filling the Infrastructure Job Pipeline

Schatzie Allen Jefferson, President, The Allen Group



ID 210653410 © Skypixel | Dreamstime.com

San Francisco's Changing Demographics

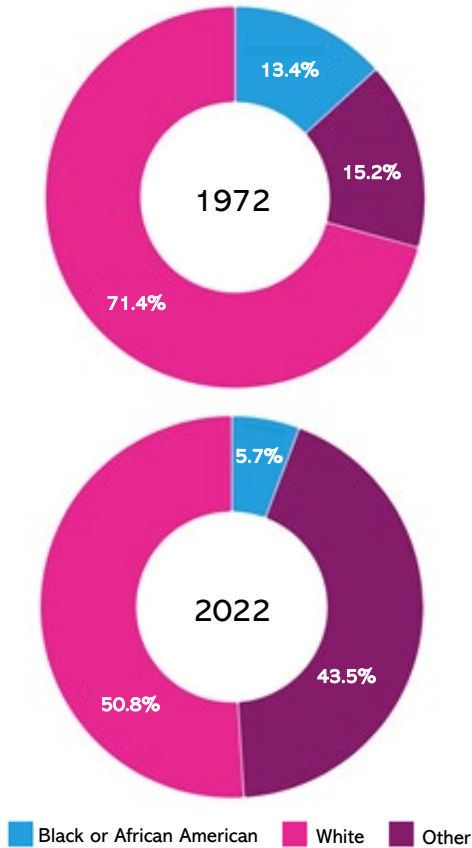
During the 1940s and 50s, San Francisco became a national beacon of African-American culture known as the "Harlem of the West."

The African American population in San Francisco continued to rise, hitting a peak of 13.4% in 1970. During this period, African-American professionals and business owners were noticeably represented in the social and economic mix of the City.

Since the 1970s, however, the City's African-American population has progressively declined. Rising rents and the cost of home ownership, the dot-com boom of the late 1990s, and the tech industry explosion displaced many traditional industries that employed Black and other minority populations.

In 2021, the African-Americans comprised only 5.7% of the City's total population, approximately 46,000 out of 815,000 residents in total.

African-American Population in San Francisco by %



Source: Census Bureau

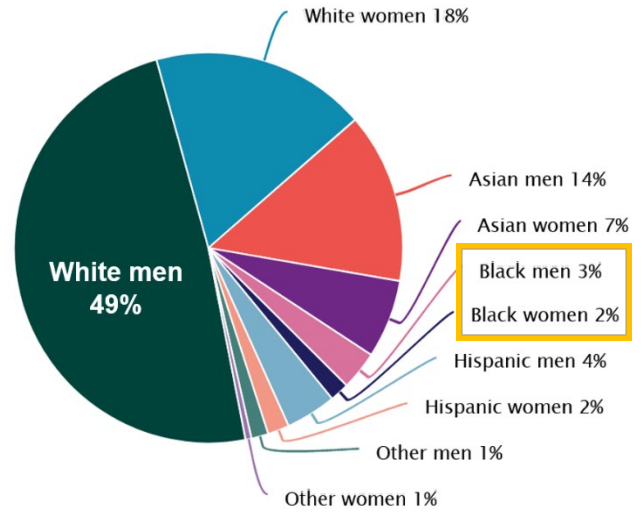
The population decline was also reflected culturally. In the 1980s, businesses like Emmet’s soul food restaurant and Thiggie’s Club and Bar disappeared, and the City’s reputation as a welcoming home to African-Americans waned.

In 2009, then Mayor Gavin Newsom issued the *Report of the San Francisco Mayor’s Task Force on African-American Out-Migration*, “calling for the creation of special implementation teams to ensure that strategies, milestones, and objectives are achieved to provide opportunity for low-income African-Americans, re-establish an African-American middle class, and attract African-Americans back to the city.”

However, as shown in the 2022 chart above, the African-American population has continued to decline more than a decade after Newsom’s report.

Our collective efforts are needed to help make a change!

Scientists and Engineers Working in Science and Engineering Occupations: 2015



Source: National Science Foundation

The National Society of Black Engineers

For the past several years, The Allen Group has recruited African-Americans and other diverse students, inviting them to consider making the San Francisco Bay Area their home for the summer.

In March 2023, The Allen Group attended the National Society of Black Engineers (NSBE)’s conference in Kansas City. The event convened over 10,000 current and future engineers for professional and leadership development, technical training, networking, and job opportunities.



National Society of Black Engineers, Kansas City Conference, 2023

Few events provide access to so many highly qualified, motivated African-American students and professionals from diverse backgrounds and levels of experience in all engineering disciplines. The Allen Group is excited to share that three of our summer interns were recruited from NSBE.



The Allen Group at NSBE's 2023 event in Kansas City

While the San Francisco Bay Area continues to change, public and private institutions should undertake targeted actions to recruit and attract underrepresented groups. There are many benefits of increasing the representation of African-American and other people of color in infrastructure and technology. It's proven that enterprises that embrace diversity yield the most innovative solutions.

At a 2023 Stanford Construction Institute meeting, it was reported that their efforts, such as a partnership with Howard and HBCU (historically black colleges and universities) is paying dividends – the percentage of URM (underrepresented minorities) is up for graduate students starting Fall 2024.

There is demand for all types of workers in infrastructure – in every phase, from planning and design to construction and operations. And not all positions require a college education.

While the percentage of minorities and women in STEM fields is low, concerted actions are helping. Here are two great non-profits that TAG supports who are working to increase the pipeline of youth of color who can work in STEM careers:

- 100% College Prep: <https://www.100collegeprep.org/>
- Nexgenegirls: <https://www.nexgenegirls.org/>

Call to Action:

Together, our intentional efforts can make a difference. Help recruit African-Americans and other minorities to the San Francisco Bay Area – you will be encouraging a diverse cultural presence and including perspectives vital to the region.

TAG PROJECT SPOTLIGHT

BART Market Street Entry Canopies Cover the Way for Future Station Improvements

Construction on the \$65-million BART Market Street Entry Canopies project started in May 2020 and is expected to

continue through 2026, resulting in a total of 19 new canopies.

The current BART Market Canopies Project was preceded by a \$4.5-million BART Canopy Pilot program (2016 – 2019). Two canopies were constructed, one at Civic Center and one at Powell.



The Completed Powell Station Prototype Canopy

The new canopies serve several important purposes: protecting BART escalators from the elements, which now must be covered per California Building Code; providing station security; and improving the passenger experience.

Most BART escalators are currently exposed to the open air, with rain and urban refuse causing recurring mechanical issues and associated maintenance costs.

The Market Street Entry Canopies project will ensure that all San Francisco Market Street BART stations are covered prior to BART's upcoming project to replace the escalators at those stations, providing a protected environment for installation and future mechanical longevity.

Original Market Street Montgomery Station Entrance:



ID 155685437 © Sheila Fitzgerald | Dreamstime.com

The original stations consisted of low parapet walls and no security features.

New Market Street Canopy #12 at Montgomery:



The new canopy structures allow passengers to easily locate BART station entrances and include monitors that will display real-time departures for BART and Muni.

“It’s like a puzzle,” explained TAG Assistant Resident Engineer, Nick. “Each canopy requires a lot of attention to detail to ensure all the pieces fit together correctly: the exterior cladding, roofing panels, lighting, glass walls, and the coiling grille. There is very little wiggle room for any measurements to be off.”

The coiling grilles allow the stations to be locked at night and secured from the public. The canopies will also include closed-circuit television (CCTV) cameras for added security.

The project has involved a variety of challenges, including working on Market Street in high-traffic public areas. Construction requires extensive coordination between the team and businesses with obstructed entrances. Additional challenges included procuring materials during the COVID-19 pandemic and installing canopy footings underground on Market Street – leading to the discovery of old utilities left behind.

The Allen Group’s project team includes Luis, TAG Senior Project Manager; Assistant Resident Engineers, Nick and James; Office Engineer, Amudhini; Matt, Document

Controls; Inspectors Thomas and Andrew; and Scheduler Michael.

In 2021 and 2022, TAG summer interns Hongji and Ling supported the project team by assisting with document control and field inspections. They reviewed project records, including drawings, and identified requests for information (RFIs) that would constitute changes to the contract. They created commissioning and testing logs and helped complete inspection reports.

“Everyone has their specific roles, but we help with whatever is needed,” said TAG Office Engineer, Amudhini. “It’s a complex project that’s constantly changing and requires flexibility.”

Art Under the Canopies

Aside from the first Powell Station prototype, the underside of each canopy features different art illuminated at night by uplighting on the glass walls.



Civic Center Canopy #22. The art resembles a dragon fly’s wing.

Sixteen Canopies to Go!

Having recently opened Civic Center Canopy #22, Montgomery Canopy #12, Powell Canopy #16, and Embarcadero Canopy #3, the team is now working on Montgomery Canopy #11 and Powell Canopy #15, which are set to open in October 2023.

“It’s been a challenging project so far,” said TAG Senior Project Manager, Luis. “Our team continues to improve its process with each canopy opening through use of lessons learned and early mitigation of impacts. We look forward to gaining efficiencies as we help transform Market Street and make BART stations safer and more accessible.”

TAG HUMAN RESOURCES UPDATE

Micaela Mazzini, HR Director, The Allen Group

TAG TOWN HALL

On April 19th and July 12th, The Allen Group had its first two town hall meetings. In April, it was great to see everyone's faces all in one (virtual) place and reconnect after so many years apart. In July, TAG shared a variety of updates and introduced our summer interns. Future TAG Town Halls will:

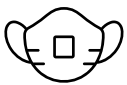
- Provide a setting to keep the entire team up to date on important information;
- Reinforce TAG goals, culture, and values;
- Provide an opportunity for everyone to share their perspectives, questions, comments, feedback, and;
- Promote teamwork and a sense of connection.

TAG'S 2023 LEARNING & TRAINING SERIES

Our 2023 Training Series is in progress and we will provide additional details about future training sessions and workshops. If you have a specific training topic you would like to see offered, please contact Micaela Mazzini: micaela@the-allen-group.com. We look forward to seeing all of you at a future training. Let's discover, learn, grow, and lead together!

COVID-19 NEWS

Weekly COVID-19 Health and Safety Reminders and Guidelines



With the end of the state and upcoming federal coronavirus emergency declarations—signaling the official conclusion to the crisis era of the pandemic—we have wound down our Weekly COVID-19 Health and Safety Reminders. The Allen Group remains committed to keeping staff informed of updates, guidance, and resources available during the pandemic, and will share key updates on COVID-19 policies and guidelines affecting the workplace and other important news to our staff, as is necessary.

COVID-19 Return to Office

As of March 6th, The Allen Group has re-established full-time, in-person business operations. All employees are now working in person, 5 days per week at their assigned work sites. We believe that we work best from the office, where we can brainstorm new ideas and collaborate in person. Office procedures will continue to follow federal, state, and local

COVID-19 safety guidelines that will help keep everyone safe in the workplace.

As a reminder, TAG requires all employees to be vaccinated against COVID-19 to protect our workers and our community. We also highly encourage staff to get boosted! In addition to our firm's mandate, most of our client agencies have implemented vaccination directives for employees and contractors working on site.

Please contact Micaela Mazzini with any questions.

OUR CORE VALUES, VISION & MISSION STATEMENT

We're excited to share our updated Mission, Vision, TAG Line, and Core Values – which you first saw mentioned in Schatzie's opening letter.

Vision Statement: To positively transform the built environment.

Mission Statement: To provide superior program and construction management consulting services through premier relationship management and project delivery.

TAG Line: Delivering excellence. Championing diversity.

TAG Core Values:

(1) Diversity: Our respect for and inclusion of diverse people and opinions help us approach complex problems with deeper knowledge and insight.

(2) Excellence: We partner closely with our clients to deliver project excellence. We form lasting relationships and create enduring value.

(3) Growth: We care for our employees as family and support career growth at every stage of their professional journeys.

(4) Community: We continually seek ways to give back to our local communities to benefit the whole of society.

SUMMER INTERNSHIP PROGRAM 2023

This year, we have six undergraduate interns, including three recruited from the NSBE Conference!

Jasmin

Jasmin is a rising senior at Temple University studying Engineering Technology. She is working on the 34.5kV Replacement and Fiber Optic Cable Installation – R-Line with TAG Senior Project Manager Vanessa.



Jasmin was born and raised in Philadelphia. During her free time, she enjoys going to the gym, cooking, and reading. One of her favorite dishes to cook is honey-balsamic-glazed salmon with rice and grilled asparagus, which she often makes for her parents.

Jasmin has been looking forward to experiencing the natural beauty of California.

Darnel

Darnel is a rising senior at Temple University. He is currently studying Civil Engineering and is working with TAG Project Manager Justin on the Terminal 1 Center Redevelopment Project at the San Francisco International Airport.

Darnel enjoys working out, running, listening to music (he enjoys all kinds, including classical music – one of his favorite composers is Johann Sebastian Bach), and exploring whenever he gets the chance. He is originally from the East Coast, was raised in New Jersey, and lives in Philadelphia.



This is Darnel's second time visiting California – last year he traveled to Los Angeles for NSBE's 48th Annual Convention – but his first time experiencing the Bay Area. Darnel is enjoying exploring the Bay Area while working with The Allen Group!

Odunayo

Odunayo is a rising senior at the University of Delaware studying Civil Engineering. Odunayo is originally from Nigeria and has lived in Delaware while attending school. He started his summer working on the BART Market Street Canopies project with TAG Senior Project Manager Luis and is now supporting the BART Fare Gates Improvements Project with TAG Resident Engineer Sagar.

Odunayo is passionate about learning new things and rock climbing – indoors and outdoors. This is his first time visiting California, and he is staying in Oakland for the summer. Odunayo is eager to meet fellow climbers and learn from The Allen Group community.



Colby

Colby is currently a rising senior at Oregon State University studying Mechanical Engineering. He enjoys staying involved on campus by seeking new experiences. This led him to join the Robotics Club, which included building their own Mars Rover!



Colby is a California native from Napa. He loves being outdoors rock climbing, golfing – which he played all four years in high school – and going for hikes in sunny weather. One of his favorite spots is Stinson Beach and a nearby hike that offers a view of the Golden Gate Bridge.

Colby is working on the BART 34.5 kV project with Senior Project Manager Vanessa and is excited to get to know everyone!

Giuseppe

Giuseppe Cannavo is a rising junior at the University of San Francisco studying Civil Engineering and has previously interned with the City of South San Francisco's Engineering Division. He is working with TAG Senior Project Manager Luis on the BART Market Street Entry Canopies Project.



Giuseppe was born in SF and currently lives with his grandmother. His family is originally from Italy, but he grew up in Venezuela and moved back to San Francisco in 2021 to start his freshman year of college. Giuseppe is invested in self-improvement and enjoys reading, learning new skills, playing the guitar (he has been practicing for about a year), exercising, and hanging out with friends.

Giuseppe is eager to meet everyone and is looking forward to an unforgettable summer!

Sonia

Sonia Davis grew up in San Francisco and is a rising senior studying civil engineering abroad at the University of East London. Sonia is working directly with BART staff on the Hayward Yard Fire Protection Project. Sonia has always been fascinated with construction and the built environment. On her way to school, she watched the progress of the UCSF Medical Center at Mission Bay built from the ground up (1999 – 2015).



Outside of school, Sonia has been practicing ballet since she was four years old. She also enjoys traveling. One of her favorite destinations is Madrid, Spain, which she first visited in 2019 and has returned to several times since while studying in England. Sonia is looking forward to seeing a transportation project in progress and working onsite!

We also had three high school interns helping us in TAG's Oakland Office!

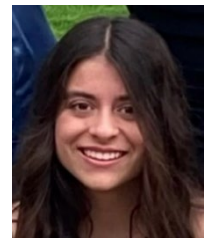
Sophie



Sophie is a rising sophomore at Oakland Tech. She has been assisting Micaela in the TAG Oakland Office with filing, auditing employee paperwork, and helping organize the office. Sophie is interested in English and loves creative writing. She's also a cheerleader!

Adriana

Adriana is a rising junior at Lake Forest Academy, Illinois. Her support in the TAG Oakland Office included helping with accounting and organizing files. Adriana enjoys math and plays hockey outside of school.



Samuel



Congratulations to Samuel, who graduated from Oakland Tech High School this year! In the fall, he will be starting his first year at Berkeley City College. Samuel is interested in pursuing a career in computer science and is also attending Merritt College for their soccer program.

Samuel helped in TAG's Oakland Office by providing clerical support in accounting, which included PMO invoices and fixed fee data for all task orders from 2021 – 2023.



TAG Summer Interns and employees enjoy a bike in Muir Woods

TAG ANNOUNCEMENTS

TAG Birthdays



Amudhini Konguvel	January 19 th
LaVerda Allen	January 30 th
Simon Yohannes	February 25 th
Justin Montgomery	March 3 rd
Sharayu Bode	March 5 th
Vanessa Young	April 2 nd
Robert Owen	April 10 th
Robert Sebez	April 14 th
Roshni MacFarland	May 5 th
Olga Keselman	May 10 th
Robert James	May 13 th
Anjana Mohan	May 19 th
Amir Hashemi	May 24 th
Micaela Mazzini	June 1 st
Harry Overstreet II	June 20 th
Johnathan Erickson	June 26 th
Maria Sirre	July 22 nd
Dwayne Hannah	July 31 st

Welcome (back) to our new TAG colleagues!

Anjana and Ling were both summer interns from 2022.



Anjana Mohan

OFFICER
ENGINEER



Lingrui Xu

OFFICER
ENGINEER

EMPLOYEE SPOTLIGHT: TAG FINANCE

Olga: Accounting Assistant



Olga started her role at The Allen Group in 2022 and is the most recent member to join TAG’s Finance Team! In 1994 Olga emigrated to the United States from Ukraine and studied accounting at Heald College in San Francisco. She has worked in finance roles in a variety of industries,

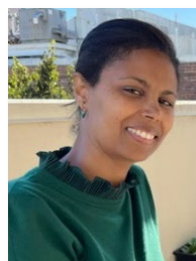
including a construction company, trucking company, staffing company, and financial tech.

In her role, Olga manages the first critical step of getting TAG employees paid! She makes sure everyone fills out and submits their timesheets out correctly and helps answer our many Unanet questions. Olga also helps manage TAG business credit cards, daily accounting, and assists Maria with special Project Management Oversight invoicing projects.

“The team is very supportive of each other,” said Olga. “I work with Simon closely on payroll, and everyone gets along well. I also like to help keep TAG’s Oakland office stocked with snacks, teas, and treats to make everyone’s day a little bit better.”

In her free time, Olga is an avid tennis player and part of the United States Tennis Association (USTA), sometimes playing four times a week! She also enjoys playing tennis with her husband and attending various tennis tournaments together. She recently attended the Indian Wells tournament in Palm Springs, has previously gone to the US Open in New York, and has visited the beautiful grounds at Wimbledon.

Olga has two adult children. She is excited for her son, who is getting married this July, and her daughter, who just bought a house!



Hanna: Accountant

Hana was inspired to join the profession by her father, who was also an accountant.

“I’m someone who enjoys working with rules and regulations,” said Hanna. “Accounting is very orderly. I like that.”

Hanna emigrated from Eritrea in August 2017 and started with the Allen Group in August 2018 – her first (and only!) job in the U.S.

In her role, Hanna is responsible for The Allen Group's BART projects. She works closely with Leamon, TAG's Chief Growth Officer, and Peter, TAG's Chief Operations Officer.

Her responsibilities include preparing TAG invoices and verifying the accuracy of sub-consultant invoices for BART projects. Then she sends them to project managers for approval and to BART Design and Construction for further approval and payment processing.

"I love working with the team in Oakland," said Hanna. "It's like a family. Everyone is kind and works harmoniously together."

When she isn't busy helping keep TAG's finances in order, Hanna is helping her three kids with their homework or cooking traditional Eritrean foods such as Zigni, a kind of beef stew; and Injera, similar to flatbread.

Simon: Accounting Manager



Simon first came to the U.S. in 2018 and joined The Allen Group in November 2021 as a Senior Accountant and was promoted to Accounting Manager in January 2022. He was referred to us by Selam, a former member of The Allen Group's finance team!

Simon has completed numerous trainings and certificates, including shipping and port management, international trade management, computer applications, accounting for joint ventures, and QuickBooks. He is experienced in Management and Accounting and has provided training to other professionals in accounting and finance management for over 30 years. He graduated with a bachelor's degree in economics and a minor in accounting in 1988 and earned his master's in shipping management in 1998.

In his role at The Allen Group, Simon is responsible for assisting in the management and overseeing the daily operations of the accounting department; ensuring financial reports are up-to-date and compliant with the standards, managing and finalizing TAG's payroll as well as coordinating and processing payments and invoices for a variety of TAG projects, such as T1 Partners at the San Francisco International Airport, Federal Transit Administration (FTA) projects, and San Francisco Public Utilities Commission (SFPUC), which included the recent Southeast Community Center Project.

"We're very busy in the Oakland Office," said Simon. "The team is hard working and good at supporting each other."

In his free time, Simon enjoys going for walks in Oakland. Some of his favorite spots include Lake Merritt and the area around the Oakland Museum of California.

He also enjoys reading books on a variety of topics, including IT development, accounting, economics, psychology, and supply chain management.

Maria: Chief Financial Officer



Maria is nearing eight years with The Allen Group! Maria has a master's in accounting and started at TAG as a senior accountant. "I was always good with numbers," she said. "I like the analytical side of things." Maria progressed to accounting supervisor and then to controller. After achieving her CPA, Maria took on the role of TAG's Chief Financial Officer (CFO) following the retirement of our previous CFO, Dwayne Hannah.

"It's a challenging role," said Maria. "Our department always has lots to do and manage, including a variety of audits – overhead audits, financial audits, FTA audits – among others. Our team also supports the rest of the organization beyond managing TAG's finances. We strive to lessen the daily burden on project managers, employees working on projects, and our marketing and administration personnel by easing their workload."

Maria first came to the U.S. from Lithuania in 1997 and appreciates how diverse the Oakland team and The Allen Group are, bringing their unique experiences from their home countries and different cultures.

"I have always loved working with the Oakland team," said Maria. "Everyone is highly professional, skilled, and valued in their work, but it's also a warm and very friendly atmosphere. I enjoy working with everyone at TAG, not just immediate team members. I am proud to be a part of a company that is so well regarded in the industry and does a lot to help the community and those in need."

In her free time, Maria enjoys reading, hiking, and gathering friends around the dinner table. She hopes to resume pre-COVID activities of frequenting museums and concerts soon. One of Maria's favorite peaceful places to visit in Northern California is Lake Tahoe.