

# Customized Workplace Solutions

## Integrated Project Management



**WORKPLACE  
STRATEGIES**

Because the Workplace Matters.®

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Skype, Palo Alto, CA

# Our Approach, Your Competitive Edge.



Skype, Palo Alto, CA

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# Our Distinct Advantages

## Welcome to the Future!

The dramatic transformation of the workplace will continue indefinitely in the wake of the pandemic. Key considerations in creating a re-imagined environment include:

- Ensuring a safe and healthy workplace as people return
- Optimizing opportunities for working at home
- Enhancing productivity and ROI

Organizations need help in figuring out the “new normal.” More than ever, you need a trusted advisor. We at a3 are best-suited to streamline the process and transform your space.

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# Our Distinct Advantages

## About a3

- Premier workplace consulting group providing comprehensive, customized solutions for commercial real estate projects.
- Extensive experience and specialized expertise representing clients in Bay Area and beyond.
- Non-biased services include integrated project management, facilities management, and strategic planning.
- Oversight of vendors, including architects, general contractors, furniture, IT, AV, security, movers, etc.
- Accountable to *you* from start to finish.

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# Our Distinct Advantages



## Philosophy

- We believe the workplace matters—it reflects your culture and should positively impact all aspects of your business.
- We promote cutting-edge workplace solutions that attract and retain top talent.
- We recognize that one size doesn't fit all.
- We improve your bottom-line, guaranteeing ROI of 85% or greater.
- We align the corporate vision and objectives to deliver a workplace that *works!*

### Approach

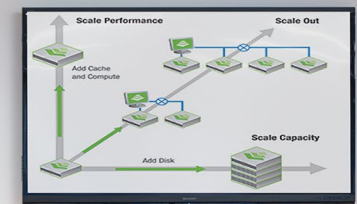


Nimble Storage, San Jose, CA

### Track Record



### Expertise



Nimble Storage, San Jose, CA

# Our Distinct Niche



## Comparing Different Paths Toward Workplace Solutions

- **In-house** Companies rarely have the resources to manage complex projects in-house. *You need an experienced consultant who specializes in workplace project management.*
- **Architect or General Contractor** Conflicts of interests will arise involving changes, costs, and scheduling unless the project management consultant is independent. *You need objective, third-party project management to provide strategic perspective and oversight.*
- **Real Estate Firms** Project management services are not the core focus of commercial real estate firms. *You need a dedicated project management advisor to deliver customized solutions.*



## Why a3?

We provide non-biased project management oversight to optimize your critical workplace strategy, especially during today's "new normal." We protect your interests from start to finish and deliver on-time and on-budget. *This is why you need a3!*

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# Our Distinct Advantages

## a3 Workplan

Workplace transformation can be a complicated process wrought with high risks and rewards. We have simplified the process with an easy-to-remember acronym:



It's time to protect your interests and optimize your workplace.

**It's time to ACT with a3!**

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# Audit.

The best planning and programming begins with an understanding of the corporate vision, including a definition of challenges and opportunities. By meeting with all stakeholders, we identify what works and doesn't work in your space. By considering the impact of all generations at work, we are better able to establish a strategy, develop a customized plan, and implement it.

# Create.

Once we understand the vision and objectives, we can create dynamic, modular, activity-based, cost-effective workplace solutions. Our comprehensive roadmap—outlining the needs, budget, and timeline of the design and construction phases—allows for ongoing review, contingencies, and change management. It is key to your success.

# Transform.

The final step is implementation of the plan. We track and evaluate progress, making necessary adjustments as needed. Our team-centered approach puts your interests first. We stay on track, keep everyone engaged, direct all the players, and ultimately deliver on time and on budget. The result: **workplace transformation to a workplace that works!**

# Services in North America

Domestic services provided in multiple metro markets.

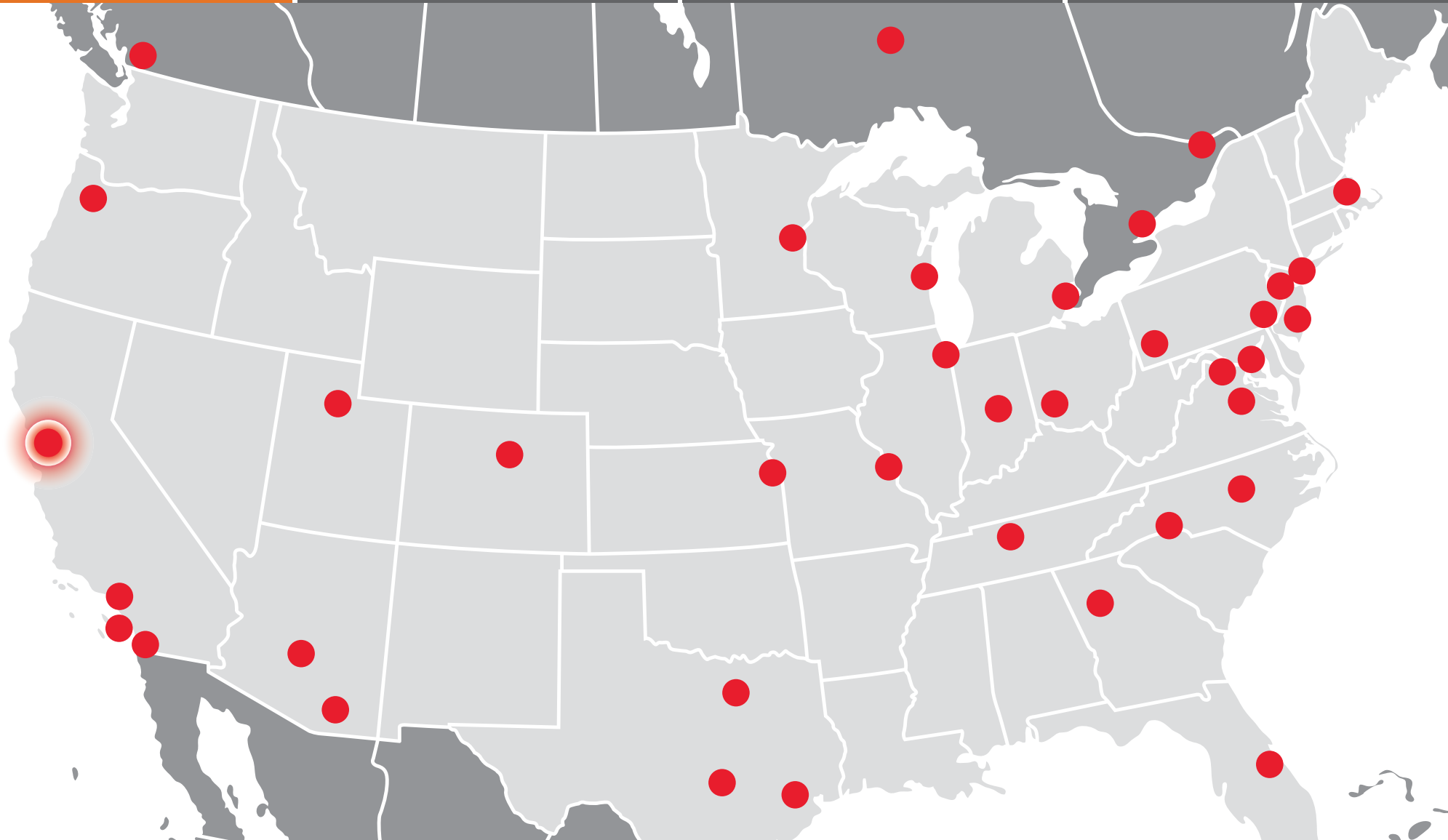


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# Services Worldwide

International services provided through our central hub in London and extending to other key hubs in India, China, Japan, and Australia.

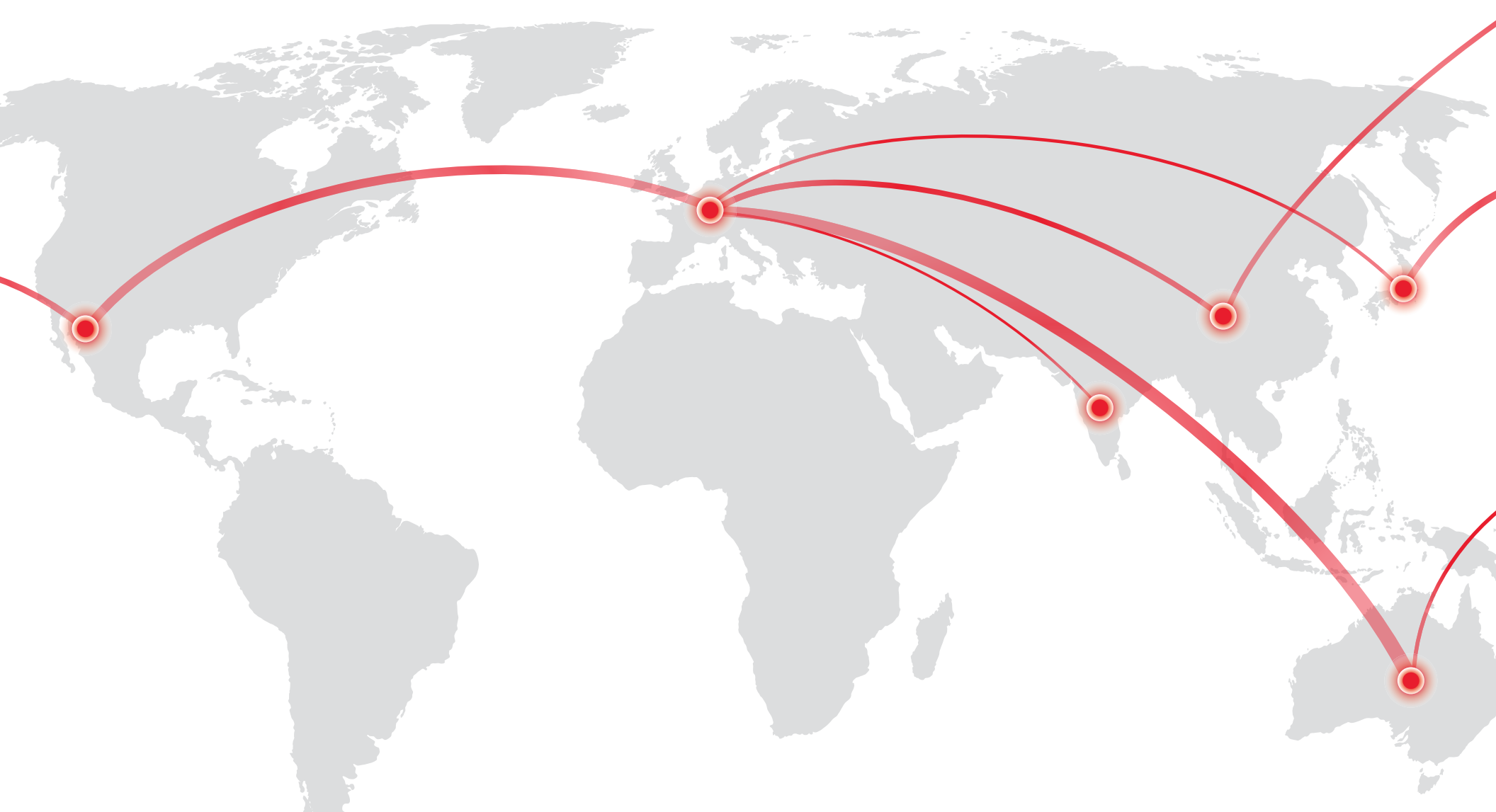


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# Services



Our integrated approach includes project management, design, construction management, facilities management, and the following additional services:

## Real Estate Services

- Visioning for “new normal”
- Strategic planning
- Broker selection leadership
- Goal definition
- Portfolio planning
- Site selection
- Pre-lease due diligence
- Lease review
- Work letter review/development

## Integrated Project Management

- Construction management
- Design management
- Client leadership throughout process
- Project initiation
- Budget/schedule development
- Project team assembly
- Vendor management
- Construction/bid documents
- Furniture/equipment procurement
- Change management
- Cost management/  
value engineering
- De-commission/restoration
- Relocation management
- Project closeout

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# Services (Continued)

## Facilities Management

- Site operations management
- Building security program development
- Mail services/shipping and receiving program
- Reception services
- Environmental health and safety
- Ergonomics
- Maintenance services
- Food service program development
- Shuttle/commute services program development

### Approach

We give each customer a voice. No one else hears them. But we do. Powered by the human voice.

### Track Record



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# Project Management Phases

## Visioning/Team Assembly

- Understand client goals and objectives
- Workplace strategy development
- Align team with requirements
- Develop and manage team selection process

## Planning

- Review short-listed properties
- Perform initial site surveys
- Develop preliminary schedule and budget
- Review work letter

## Preconstruction & Design

- Ensure design aligns with initial vision
- Update budget and schedule
- Value engineering from start to finish
- Assist with permit submittal

## Construction & Fit-up

- Ensure construction aligns with design
- Manage the schedule and budget
- Represent client interests start to finish
- Mitigate risks and maximize ROI
- Occupancy planning and implementation

## Move-In

- Assemble overall move strategy
- Provide post-move services

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Gigamon, Santa Clara, CA

# Our Past Record, Your Future Success.



New Relic, San Francisco, CA

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Skype, Palo Alto, CA



Skype, Palo Alto, CA

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# Clients

- Corporate
- Technology
- Life Sciences/R&D
- Healthcare/Medical
- Manufacturing/Distribution
- Legal

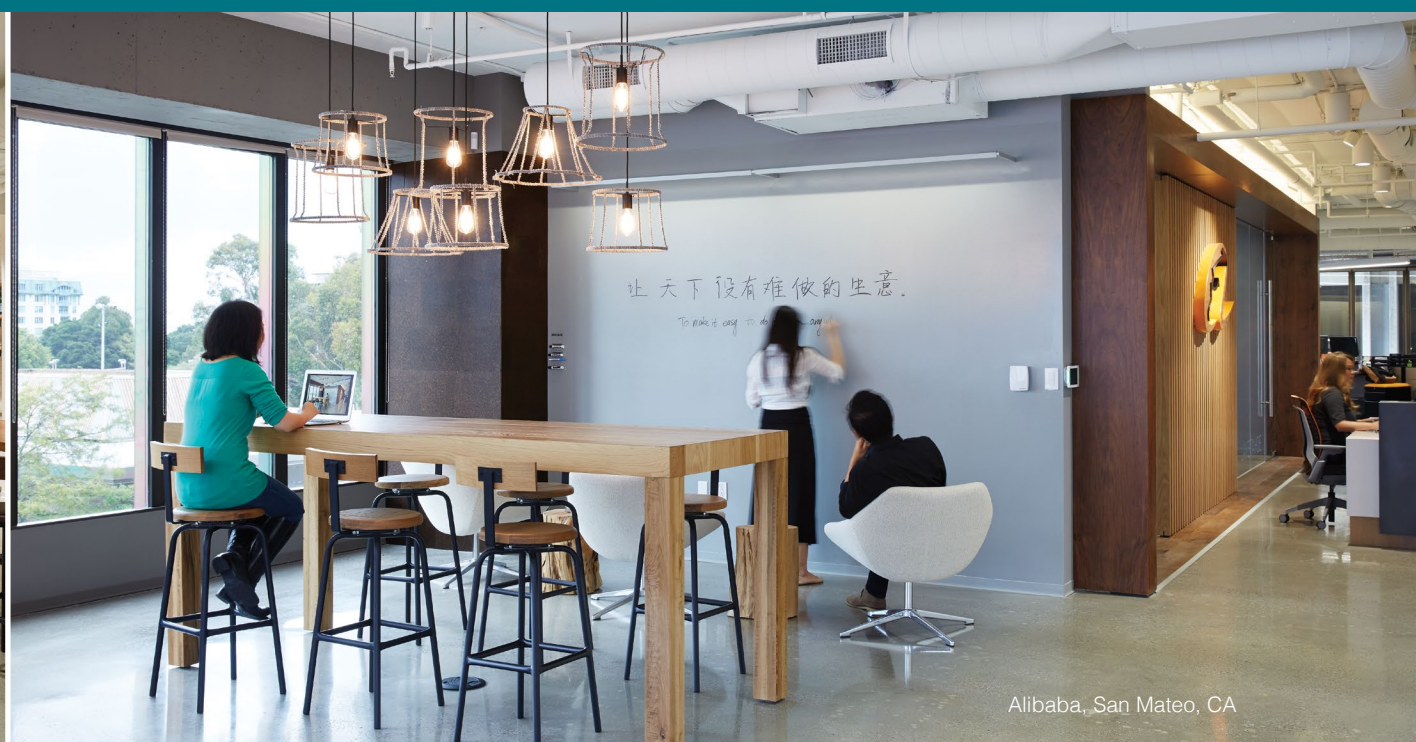


Engineering of Structures and Building Enclosures





Alibaba, San Mateo, CA



Alibaba, San Mateo, CA

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# Alibaba

- Alibaba, a leading online and mobile marketplace and cloud computing enterprise, hired us to provide integrated PM services that consolidated multiple sites into one Silicon Valley location.
- Key features: an open workplace, meeting and guest reception areas, and a large family kitchen area.
- Size: 22,000 SF
- Location: San Mateo, CA
- Architect: ASD | SKY Design, San Francisco, CA
- General Contractor: South Bay Construction, Campbell, CA



Align Technology, San Jose, CA

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## Align Technology (Under Construction)

- Working with Align and the project team, a3 is overseeing the space programming of a new building and preparing for the build-out of the new space. In an additional assignment, a3 is working on the development of a campus Innovation Center and also advising Align about how to integrate its real estate and business strategy.
- Key features: project management services to advance Align's R&D efforts, including a 17,500 SF new lab to help support the development of new technologies. Workplace solutions will respond to the new COVID-19 protocols. Also, a new clinic will enable formal and informal collaboration that is vital to Align's mission.
- Size: 80,000 SF
- Location: San Jose, CA
- Architect: HGA, San Jose, CA
- General Contractor: NOVO, San Francisco, CA



Celestica, Santa Clara, CA



Celestica, Santa Clara, CA

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# Celestica

- Celestica Inc., a global leader in the delivery of end-to-end product lifecycle solutions, asked us to provide process leadership, work letter alignment, decision input/validation, budget and schedule administration and operational functionality review throughout the design and construction process in Santa Clara, CA. Working with LPA in San Jose, the design of the 6,000 SF Celestica Customer Experience Center (CEC) focuses on a digital, interactive, and experiential space that showcases the Celestica story and breadth of the markets they serve.
- Key features: the Gallery, the Design Garage, lounges, and breakout spaces.
- Size: 6,000 SF
- Location: Santa Clara, CA
- Architect: LPA, San Jose, CA
- General Contractor: McLarney Construction, San Jose, CA



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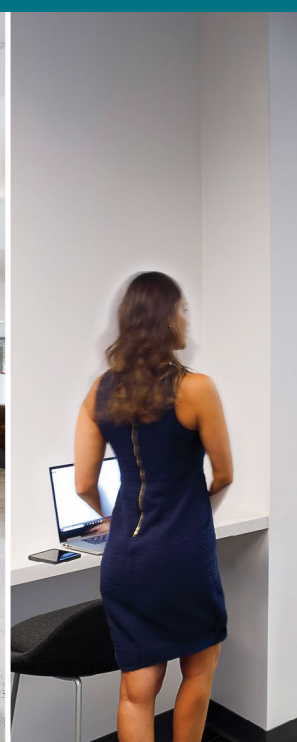
# Gigamon

- Gigamon, Inc, a global leader in network security and platform data optimization to reduce risk, asked us to provide process leadership, change management, decision input/validation, budget and schedule administration, and operational input throughout the design and construction process in Santa Clara, CA. The design focuses on the customer facing and employee experience, with the space designed to encourage cross-functional interaction while providing a variety of work settings to accommodate the typical work day of employees.
- Key features: individual and group space, formal and informal collaboration, and meeting and breakout areas.
- Size: 48,000 SF
- Location: Santa Clara, CA
- Architect: LPA, San Jose, CA
- General Contractor: McLarney, San Jose, CA



Gigamon, Santa Clara, CA

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Gigamon, Santa Clara, CA

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## Gigamon – CBC/Lobby

- Gigamon, Inc.—a global leader in network security and platform data optimization to reduce risk—asked us to assist with process leadership, decision input/validation, budget, and schedule administration, throughout the design and construction process for the remodel of the company’s main lobby/Customer Briefing Center (CBC) at its HQ in Santa Clara, CA.
- The design requirement focused on the customer experience, brand reinforcement, customer briefings, and reception in the main lobby. The solution included spaces for product demonstration, customer-facing meetings, branding support, visitor experience reinforcement, and cultural expression.
- Key features: Video display wall, product demonstration space, formal and informal meeting and breakout.
- Size: 20,000 SF
- Architect: LPA, San Jose, CA; General Contractor: McLarney, San Jose, CA



GLOBALFOUNDRIES, Santa Clara, CA



GLOBALFOUNDRIES, Santa Clara, CA

Approach

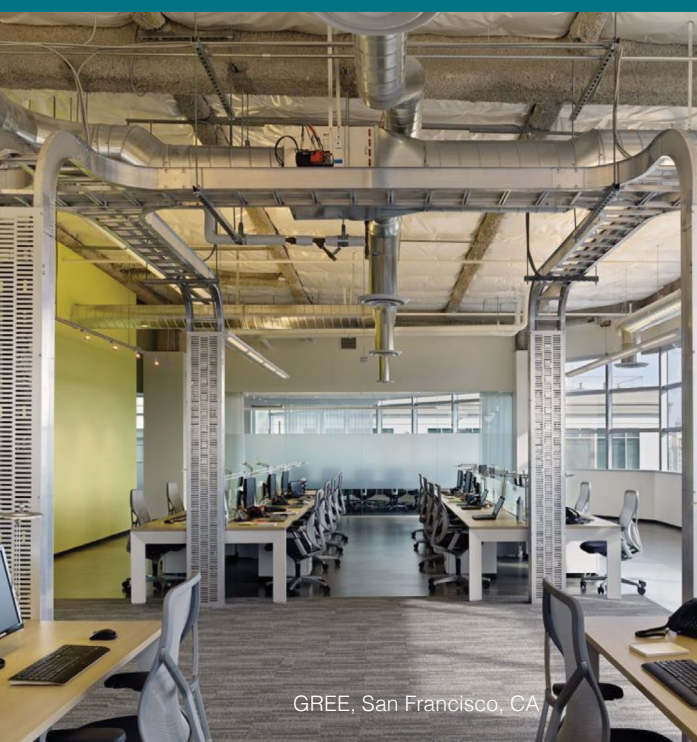
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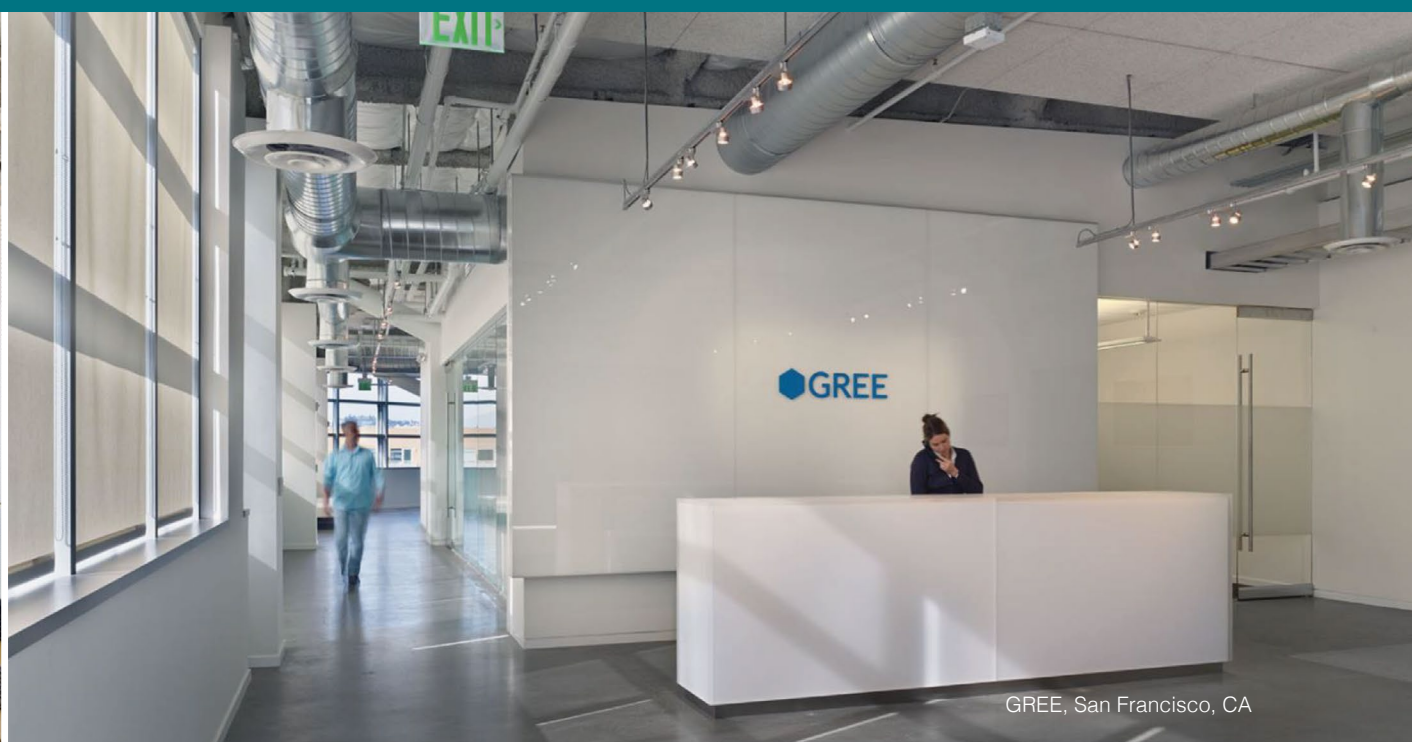
# GLOBALFOUNDRIES

- GLOBALFOUNDRIES, a leading, full-service semiconductor design, development, fabrication, and innovation company, asked us to consolidate multiple Bay Area sites into one Class A high-rise space in Santa Clara, CA. This 150,000 SF project delivered an environment that supported its executive, R&D, administrative, and marketing staff.
- Key features: collaborative meeting areas, private and open office space, customer briefing center, and lobbies that support the customer experience.
- Size: 150,000 SF
- Location: Santa Clara, CA
- Architect: Gensler, San Jose, CA
- General Contractor: Hathaway Dinwiddie Construction Company, San Francisco, CA



GREE, San Francisco, CA

Approach



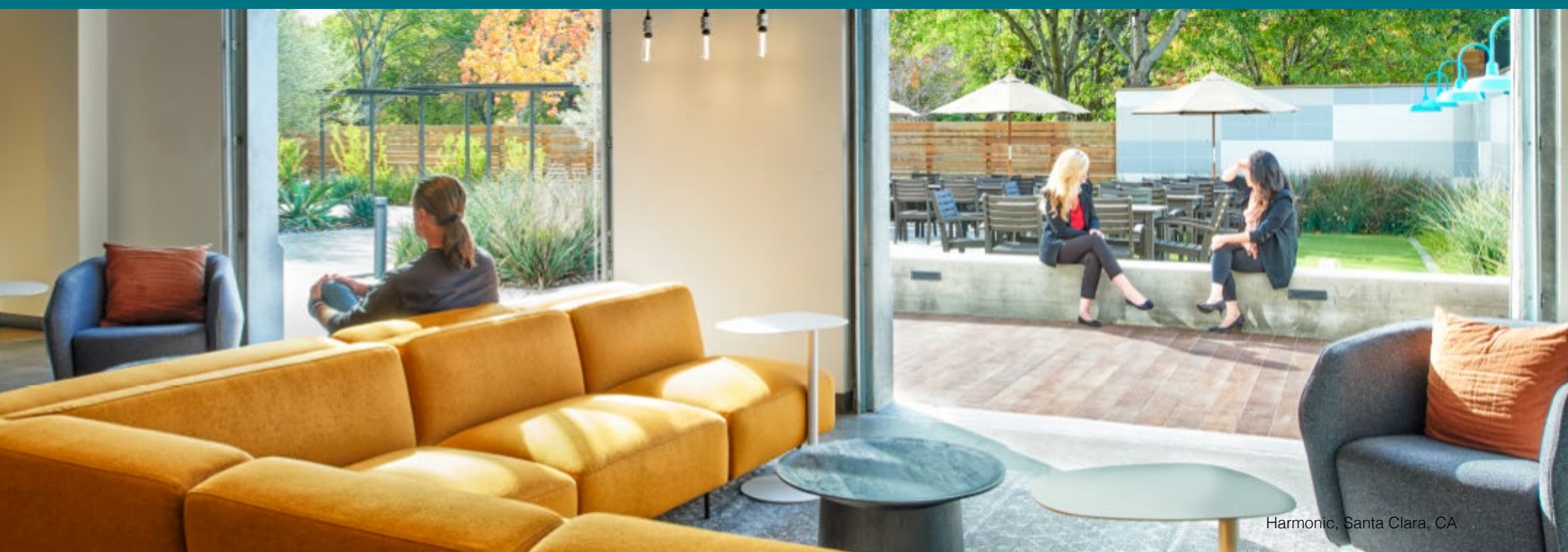
GREE, San Francisco, CA

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# GREE

- GREE hired us to develop a strategic real estate plan and space program to map the anticipated growth of the leading mobile social gaming network's ambitious hiring plan.
- Key features: low partitions, an open, casual "break" area, private small and mid-size conference areas.
- Size: 41,000 SF
- Location: San Francisco, CA
- Architect: Quezada Architecture, San Francisco, CA
- General Contractor: BCCI Construction Company, San Francisco, CA



Harmonic, Santa Clara, CA

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## Harmonic

- For Harmonic's new headquarters and R&D center, a3 provided process leadership, budget, schedule administration, operational functionality, design decision input/validation, vendor selection process management, and design/construction process review.
- Key features: customer and staff meeting, workplace, breakout/cafe spaces, complex R&D 24/7 spaces, and infrastructure.
- Size: 65,000 SF, cold shell
- Location: Santa Clara, CA
- Architect: IA, Santa Clara, CA
- General Contractor: Skyline Construction, Santa Clara, CA





Incyte Headquarters, Palo Alto, CA



Incyte Headquarters, Palo Alto, CA

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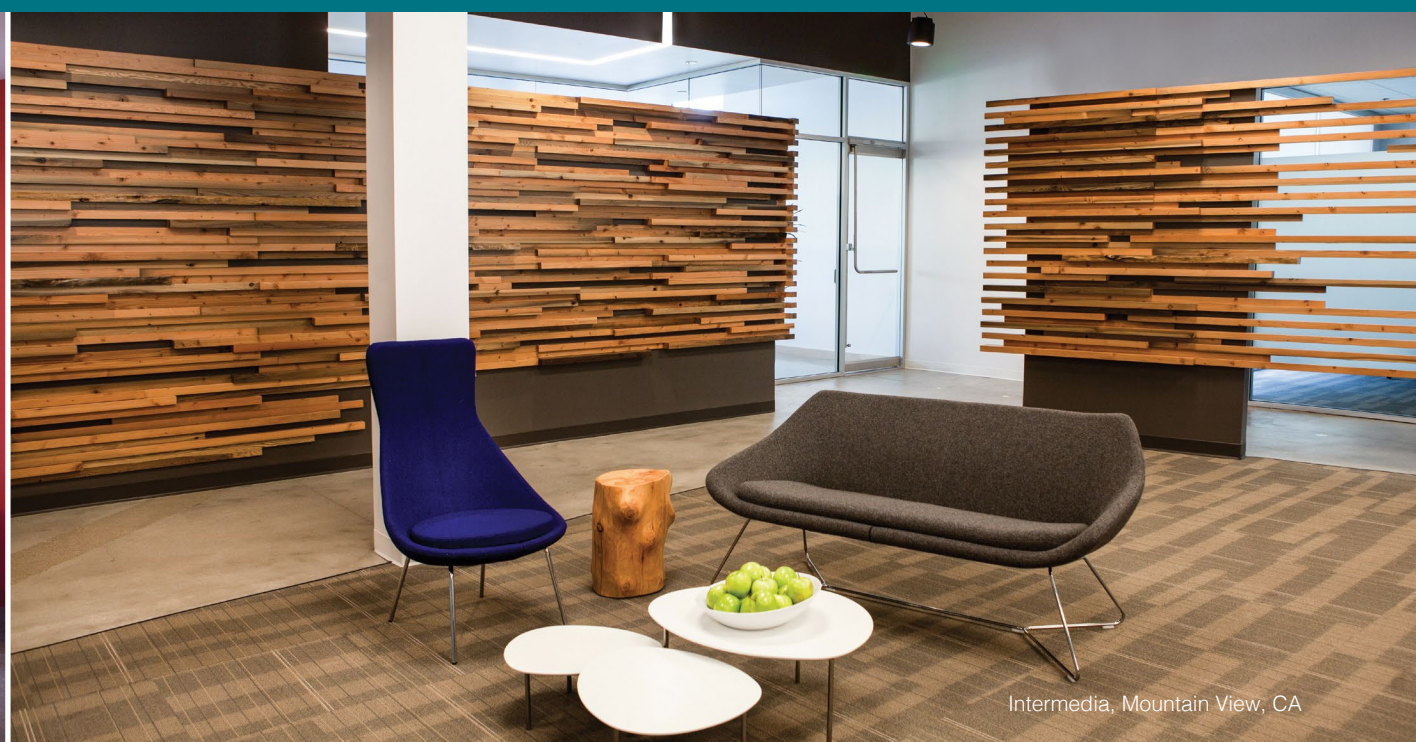
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# Incyte Headquarters

- This drug discovery leader engaged us to design its headquarters in Stanford Research Park, with a budget of \$16M.
- Key features: biology and chemistry labs, data center, training center, and researcher, executive, and staff offices.
- Size: 96,000 SF
- Location: Palo Alto, CA
- Architect: DGA, Mountain View, CA
- General Contractor: EA Hathaway, Santa Clara, CA



Intermedia, Mountain View, CA



Intermedia, Mountain View, CA

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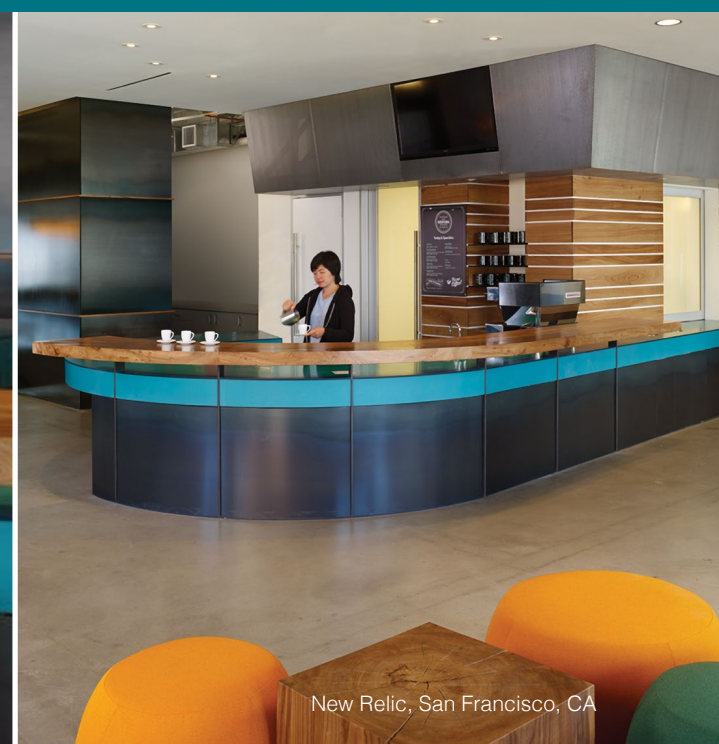
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# Intermedia

- A “one-stop shop” for cloud business applications, Intermedia hired us to design its new headquarters within the constraints of a large, single-story, tilt-up R&D building. A variety of work styles needed to be accommodated, including private, semi-private, open/assigned, and open/shared spaces throughout the workplace.
- Key features: raised ceilings, acoustic tiles, large “all-hands” area, reconfigurable social/collaboration area, bright colors, and exposed concrete floors.
- Size: 45,000 SF
- Location: Mountain View, CA
- Architect: DesignLink, San Jose, CA
- General Contractor: South Bay Construction, Campbell, CA



New Relic, San Francisco, CA



New Relic, San Francisco, CA

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# New Relic

- We provided integrated transaction and project management services for the fast-growing software analytics company that needed to expand its operations and find a new headquarters reflecting its progressive, collaborative culture.
- Key features: a gas fireplace (the first of its kind in a Bay Area high-rise office building), a coffee bar/lounge with a full-time barista, open office space that utilizes natural light.
- Size: 54,000 SF
- Location: San Francisco, CA
- Architect: Quezada Architecture, San Francisco, CA
- General Contractor: BCCI Construction Company, San Francisco, CA



Nimble Storage, San Jose, CA

Approach



Nimble Storage, San Jose, CA

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# Nimble Storage

- Nimble Storage, the world's fastest-growing digital storage company, engaged us to manage the design and construction of its corporate campus. We also provided customized enhancements to help with recruiting and retaining talent in a collaborative space that is compatible with its creative culture.
- Key features: communal courtyard space with a bocce ball court, low partitions, "main street," training center, "all hands" area.
- Size: 160,000 SF
- Location: San Jose, CA
- Architect: Studio G Architects, San Jose, CA
- General Contractor: South Bay Construction, Campbell, CA



Palo Alto Networks, Santa Clara, CA



Palo Alto Networks, Santa Clara, CA

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# Palo Alto Networks

- We provided start-to-finish, integrated corporate real estate advisory and project management services for the Santa Clara-based network security company.
- Key features: new lab space, Executive Briefing Center, rebranded cafeteria.
- Size: 300,000 SF
- Location: Santa Clara, CA
- Architect: Arc Tec, Inc., San Jose, CA
- General Contractor: South Bay Construction, Campbell, CA



SAP, San Ramon, CA

Approach



SAP, San Ramon, CA

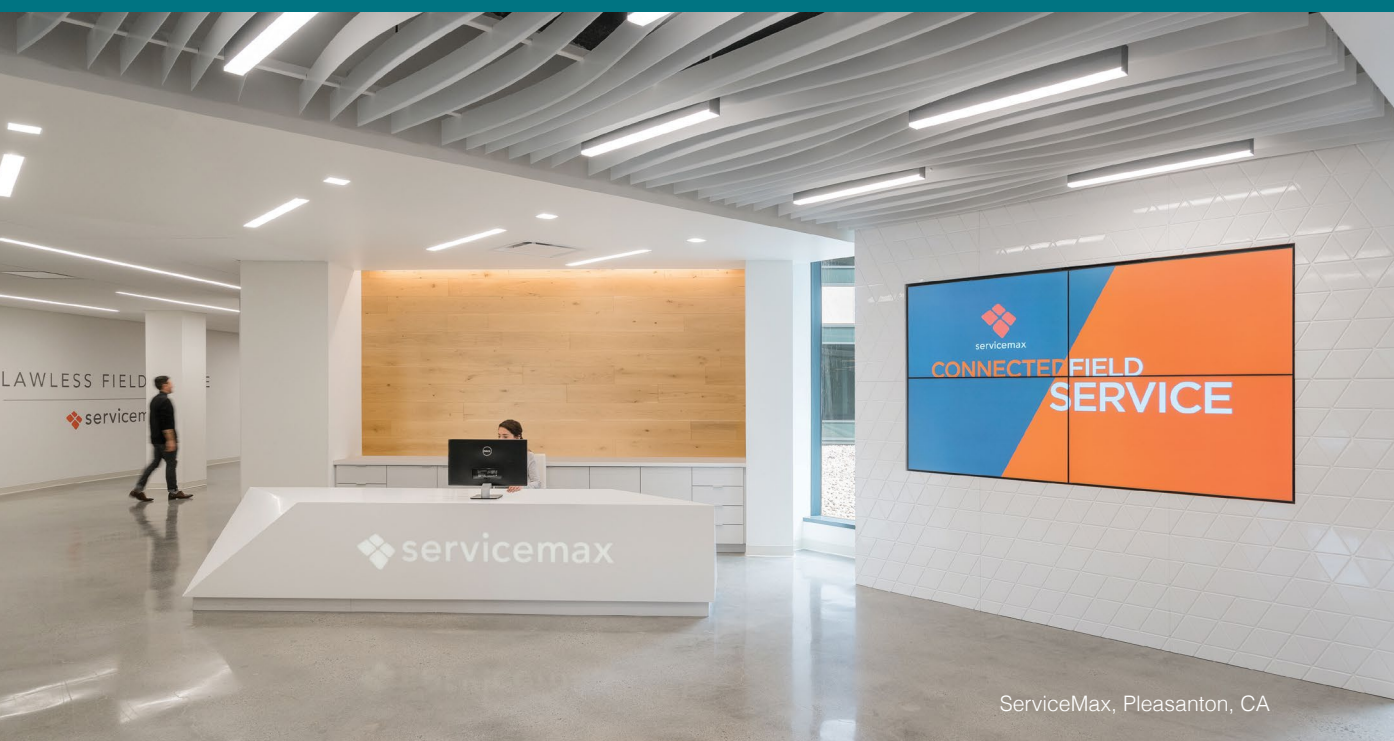
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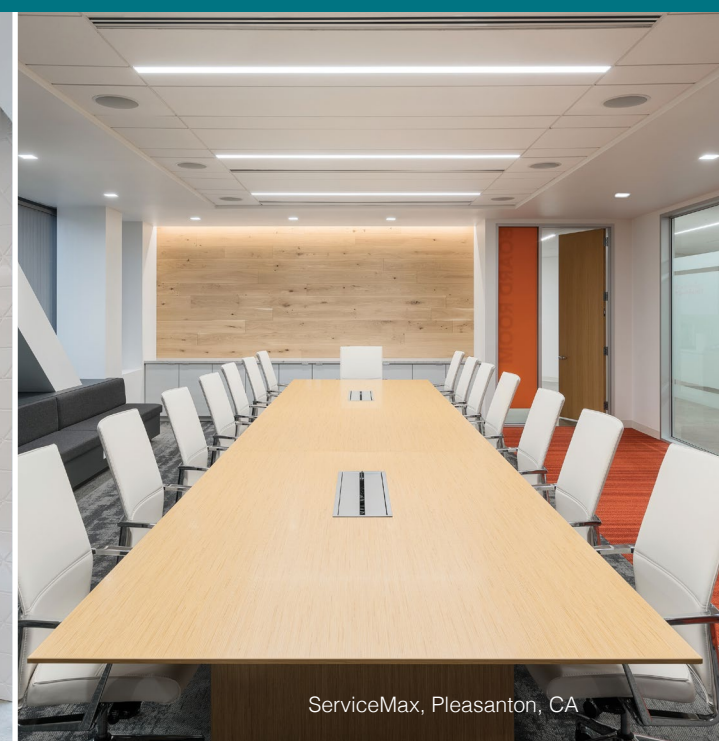
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# SAP

- SAP, a leading enterprise application software company, asked us to manage a workplace transformation project to change its traditional office to open, diverse work settings, aligning the space with workplace tasks. We worked with HGA architects in San Jose to design and construct the 145,000 SF space, which now features small, medium, and large conference rooms, a training center, and other areas that enhance collaboration and communication among teams.
- Key features: training center, conference rooms, lounges, and breakout spaces.
- Size: 145,000 SF
- Location: San Ramon, CA
- Architect: HGA, San Jose, CA
- General Contractor: SC Builders, Sunnyvale, CA



ServiceMax, Pleasanton, CA



ServiceMax, Pleasanton, CA

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# ServiceMax

- ServiceMax, a leading developer of software solution for field technicians, engaged us to plan and create a comprehensive, new HQ interior that would attract and retain staff in the competitive Bay Area tech community.
- Key features: brand reinforcement, naturally lit open workplace, conference rooms, collaboration areas, cafe areas, product development support spaces, and clear circulation pathways.
- Size: 53,000 SF
- Location: Pleasanton, CA
- Architect: Studio G Architects, San Jose, CA
- General Contractor: South Bay Construction, Campbell, CA



Simpson Gumpertz & Heger, Oakland, CA

## Approach



Simpson Gumpertz & Heger, Oakland, CA

## Track Record

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# Simpson Gumpertz & Heger

- We oversaw the relocation of the Simpson Gumpertz & Heger (SGH) San Francisco facility to a new office in Oakland. Our dedicated team worked through the pandemic to develop a pragmatic and flexible approach that responded to the needs of the staff while creating a collaborative environment to support talent recruitment and retention.
- Key features: dramatic views of SF Bay, interior private offices surrounded by workstations, welcoming lobby and conference areas along with a palette of finishes that reflect the SGH brand.
- Size: 20,775 SF
- Location: Oakland, CA
- Architect: HDR, Los Angeles, CA
- General Contractor: Dome Construction, San Francisco, CA





Skype, Palo Alto, CA



Skype, Palo Alto, CA

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# Skype

- We led the project management process for Skype's LEED-Silver certified, collaborative new space, which serves as its domestic headquarters.
- Key features: phone booth pods, dual flat-screen technology for conference rooms, open bench-style seating, a 24/7 café for employees.
- Size: 57,000 SF
- Location: Palo Alto, CA
- Architect: Blitz, San Francisco, CA
- General Contractor: BCCI Construction Company, San Francisco, CA



SunPower, Richmond, CA



SunPower, Richmond, CA

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# SunPower

- SunPower, a global leader in solar innovation, retained us for assignments in Richmond and San Jose, CA. Our services included strategic planning, occupancy forecasting, space programming, management of construction, and interior building systems.
- Key features: corrected interior HVAC issues and developed occupancy plans, strategic growth plans to establish baseline and future headcount growth; space forecasts to support the headcount.
- Size: 150,000 SF and 57,000 SF
- Location: Richmond, CA and San Jose, CA
- Architect: Confidential
- General Contractor: Confidential



Supermicro, San Jose, CA

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# Supermicro

- Supermicro is a global leader in high-performance server technology and innovation. Supermicro selected a3 to provide process leadership, budget/change order and schedule review, and construction process oversight. With a3's input and leadership, Supermicro realized significant savings.
- Key features: budget/change order review, settlement negotiation input, process oversight, change management, and entitlement process input.
- Size: 225,000 SF
- Location: San Jose, CA
- Architect: Design build by general contractor
- General Contractor: Build Group, San Francisco, CA



Uniphore, Palo Alto, CA



Uniphore, Palo Alto, CA

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# Uniphore

- We partnered with Uniphore to provide process leadership, real estate site selection, fit-up, and occupancy readiness for its domestic headquarters in Palo Alto, CA.
- Key features: individual and group space, formal and informal collaboration, kitchen, board room, meeting and breakout areas, and workout room.
- Size: 9,000 SF
- Location: Palo Alto, CA
- General Contractor: Reliable Concepts, San Jose, CA



WhiteHat/NTT Houston, Houston, TX

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## WhiteHat/NTT Houston

- WhiteHat chose to partner with a3 in the build-out of its Houston office space. Our role included integrating and coordinating the client, landlord, architect, general contractor, furniture, IT/AV/security, and other project team disciplines through all phases of the project, which we delivered on time and on budget.
- Key features: lobby, meeting rooms, café space, open office plan, IT help desk, and video displays integrated throughout the space
- Size: 18,000 SF
- Location: Houston, TX
- Architect: Ware Malcomb, Houston, TX
- General Contractor: Endurance Builders, Houston, TX

# Our Expertise, Your ROI.



Nimble Storage, San Jose, CA

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# Team



Robin Weckesser

- Specializations: workplace design, process alignment, project implementation management, corporate facilities management, architecture
- 35+ years of experience
- Prior to founding a3 Workplace Strategies, he directed Project Management for Cresa in the Bay Area
- As an industry pioneer, he directed the design and construction of multiple domestic and international projects for Apple, among them the Apple's owned headquarters as well as the Infinite Loop R&D Campus in Cupertino, CA

## Approach



Palo Alto Networks, Santa Clara, CA

## Track Record



## Expertise



GREE, San Francisco, CA

## Next Steps

# Team



Chris Arata

- Specializations: project administration, pre-construction, construction and closeout, shell and interiors construction management including, project buyout, cost control, permitting, inspections, document control, design coordination, procurement, quality assurance, quality control, punchlist and closeout
- 18+ years of experience

Michael Dern

- Specializations: architecture, construction and project management, office, restaurants, retail, mix-use developments
- 20+ years of experience



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Apple Computer Infinite Loop, Cupertino, CA



Apple Computer Infinite Loop, Cupertino, CA



# Team



Marc Flax

- Specializations: architecture/interior design, furniture, construction project management, project administration, solution/process development, implementation and management
- 30+ years of experience

Robert Garcia

- Specializations: shell/core construction, system design, resource management, risk analysis, budget management, estimation
- 35+ years of experience



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# Team



Samira Hamidi

- Specializations: interior architecture with a focus on corporate tenant improvements, programming, design and construction documents
- 20+ years of experience

Rick Potter (Austin, TX)

- Specializations: development, project management, marketing, and brokerage of office and industrial buildings
- Affiliations: Real Estate Council of Austin; Commercial Leasing Brokers Association; Urban Land Institute
- 30 years of experience



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# Team



Sandy Reposar

- Specializations: team coordination, client accounts, website and presentation development, RFP preparation, quality assurance
- 25+ years of experience

Taylor Stillwell

- Specializations: infrastructure in early to mature-stage growth and expansion for startups; implementing operational strategies within the environment of facilities and human resources; creating and cultivating corporate culture.
- 15+ years of experience
- Education: MS in Counseling Psychology



Approach



Celestica, Santa Clara, CA

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Celestica, Santa Clara, CA

# Team



Gordan Zagar

- Specializations: life science and biotech, project integration and cost reduction, collaborative leadership, strategies promoting global growth and expansion, transforming operational environments and creating performance cultures
- 30+ years of experience

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Palo Alto Networks, Santa Clara, CA



New Relic, San Francisco, CA



# Team

## Olive

a3 is excited to introduce our newest team member, Olive. Her 10+ years of managing unruly humans make her the perfect addition to the team as Director of People & Culture. We know Olive's example of daily naps, sniffs for jobs well-done, and emotional support at a3's home office will boost our latest philosophy, *self-care in the workplace*. When Olive isn't socially directing activities at a3, you can find her crunching ice, going for long walks around her neighborhood, or taking a swim at her favorite pool, river, or lake.

Welcome, Olive!

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# Next Steps

- We will review our pledge for guaranteed ROI with you.
- For more information, contact Robin Weckesser by emailing [info@a3workplace.com](mailto:info@a3workplace.com) or calling 800-314-2256.
- Review our publications.



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# Delivering Customized Work Environments



WORKPLACE  
STRATEGIES

# Customized Workplace Solutions

## Integrated Project Management



Nimble Storage, San Jose, CA



**WORKPLACE  
STRATEGIES**

Because the Workplace Matters.®

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