

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

The workplace is undergoing a dramatic transformation as Corporate America strives to sharpen its competitive edge. Fueling this transformation is the creation of agile, customized environments that:

- Recognize that one size doesn't fit all.
- Promote collaboration, increase production, and maximize ROI.

The stakes are high. The risks and rewards are great. And organizations need help in deciding how to proceed.

We're here to streamline the process as your trusted advisor for commercial real estate projects.

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Our Distinct Advantages

Who is best-suited to serve as the right workplace consultant? An experienced, independent, integrated project management team that:

- Protect your interests and ensures delivery of workplace and development solutions that add value.
- Is strategic, objective, and transparent—saving you time and money.
- Understands your business and addresses employees' choice of settings that support “how, when, and where” to work.
- Manages the process from visioning to occupancy.
- Includes value-added construction management as part of our team.
- Manages a team of vendors, including architects, general contractors, furniture, IT, AV, security, movers, etc.—and is accountable to YOU!

We know how daunting this process can be. We understand the connection between space, work process, and staff productivity. We know how to develop and optimize workplace solutions from start-to-finish, no matter how big or small the project. In short, we align the corporate vision and objectives to deliver **a place that works, not just a workplace!**

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Our Distinct Advantages

About a3 Workplace Strategies

- Leading workplace consulting group providing comprehensive solutions for commercial real estate projects.
- Full range of integrated project management, construction management, facilities management, strategic planning, and related corporate real estate services.
- Creating collaborative environments and educating staff about benefits through change management.
- Representing clients in Silicon Valley and Bay Area with local and global requirements.
- Domestic services provided in multiple metro markets. International services provided through our central hub in London and extending to other key hubs in India, China, Japan, and Australia.
- Transparency and no conflicts of interest.
- Specialized expertise, customized programs.
- Extensive experience, excellent track record.

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Skype, Palo Alto, CA

Our Distinct Advantages



Philosophy

- We believe that the workplace matters; it reflects an organization's culture and brand, and it can positively impact all aspects of the business.
- We represent tenants and developers—with an objective, conflict-free approach.
- Our collaborative approach promotes cutting-edge workplace solutions that help businesses attract and retain top talent.
- We maximize our clients' bottom-line through appropriate workplace solutions.
- We guarantee ROI that is typically 70% to 100% or better.

Approach



Nimble Storage, San Jose, CA

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Expertise



Nimble Storage, San Jose, CA

Our Distinct Advantages



Your Roadmap to Success with Integrated Project Management

- **In-house.** Some companies believe they can save money by managing workplace development in-house. This may work for projects that aren't large and complex. But for more substantial and complicated assignments, companies rarely have the skillsets and resources to manage projects in-house.
- **General Contractor or Architect.** General contractors and architects are vital players on the workplace team but not the right people to manage the process. Often, conflicts of interests arise involving changes, costs, and overruns if you don't have an objective third party providing oversight and a strategic perspective to protect your interests.
- **Real Estate Firms.** Traditional transaction and project management real estate firms are worth considering if you need integrated brokerage and project management (PM). If not, the PM services from real estate firms may not be their primary focus. What's important is which consultant is the most specialized and experienced in PM.
- **PM Firms.** *The preferred choice* is typically independent project management firms that provide a broad perspective with objective, comprehensive project oversight from start to finish. This starts with strategic planning and includes managing all vendors, all budget items, and all phases of the assignment. Part of a3's team is a strong *construction management (CM)* component. As a subset of PM, CM specialists are trained to manage the construction process, from pre-construction to close-out and move-in.

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Celestica, Santa Clara, CA

Our Distinct Advantages

Introducing the 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.



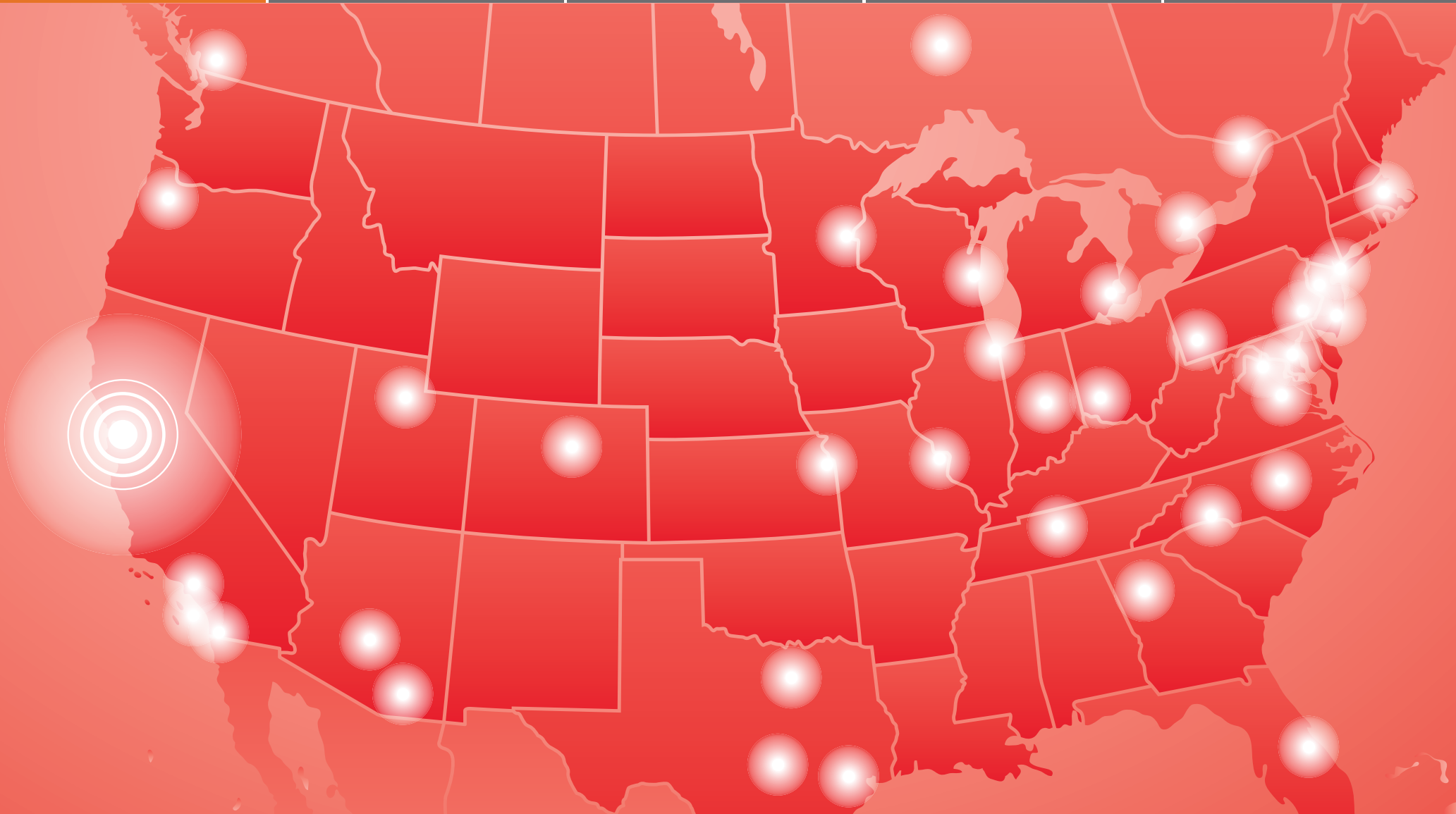
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Services Worldwide

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:

- Strategic planning
- Site selection
- Regulatory/entitlement agency liaison
- Prelease due diligence
- Work letter review
- Change management
- Workplace strategy
- Space programming
- Team selection & vendor oversight
- Furniture procurement & oversight
- Budget & cash flow management
- Scheduling
- Relocation oversight
- Decommission & restoration

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Project Management Phases

Visioning/Team Assembly

- Understand client goals and objectives
- Workplace strategy development
- Align team with assignment
- 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 the design aligns with initial vision
- Update the budget and schedule
- Value engineer throughout the process
- Assist with permit submittal

Construction & Fit-up

- Ensure construction aligns with design
- Manage the schedule and budget
- Represent client interest on all concerns
- Mitigate risk
- Achieve occupancy

Move-In

- Assemble overall move strategy
- Provide post-move services

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Nimble Storage, San Jose, CA



Nimble Storage, San Jose, CA

Facilities Management Phases



Site Operational Management

- Vendor management and selection
- Operating budget development and management
- Property management interface
- Building service management
- Grounds service management
- Security systems implementation

Operational Program & Management

- Development and management of food service, vending, janitorial, and ancillary services
- Reception services
- Visitor log in and access management programs
- Shipping and receiving
- Mail services

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EHS (Environmental Health & Safety)

- Training development and implementation
- Material safety training and compliance
- HAZMAT management
- Safety committees
- Ergonomics
- Auditing/inspections
- Permitting

Calibration & Maintenance Program Management

- Procedural guidance
- Vendor scheduling and management
- Development of key performance indicators and metrics
- Reliability Centered Maintenance (RCM) implementation



Our Past Record, Your Future Success.



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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





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



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



Gigamon, Santa Clara, CA



Gigamon, Santa Clara, 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



GLOBALFOUNDRIES, Santa Clara, CA



GLOBALFOUNDRIES, Santa Clara, CA

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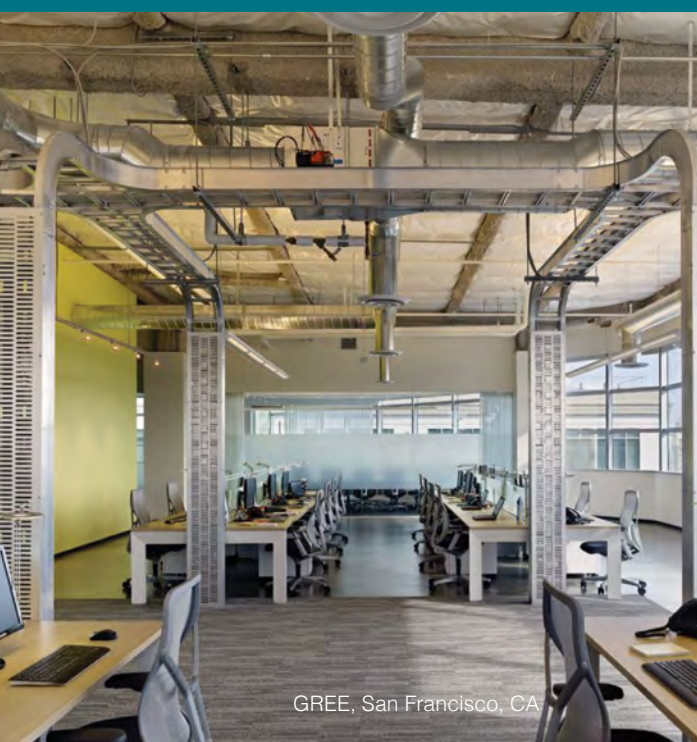
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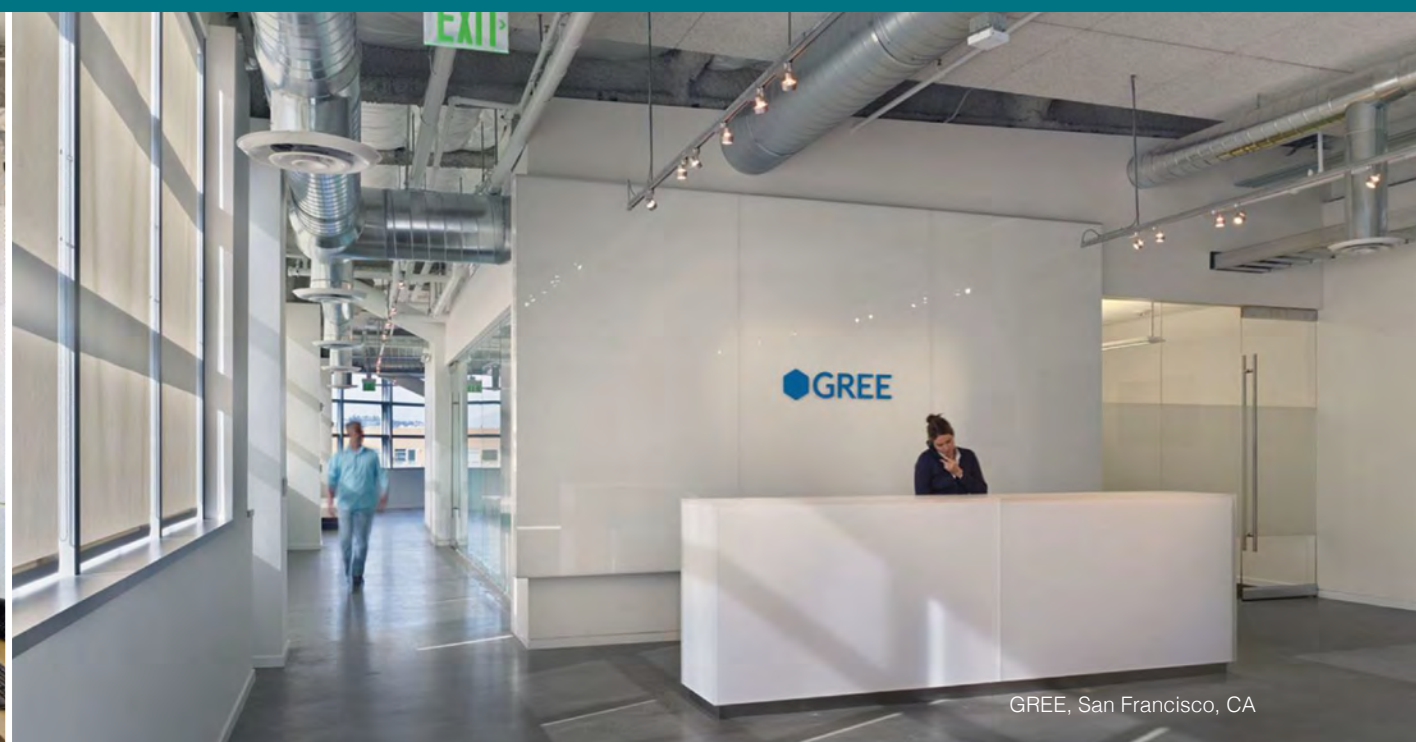
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GLOBALFOUNDRIES

- 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



GREE, San Francisco, CA

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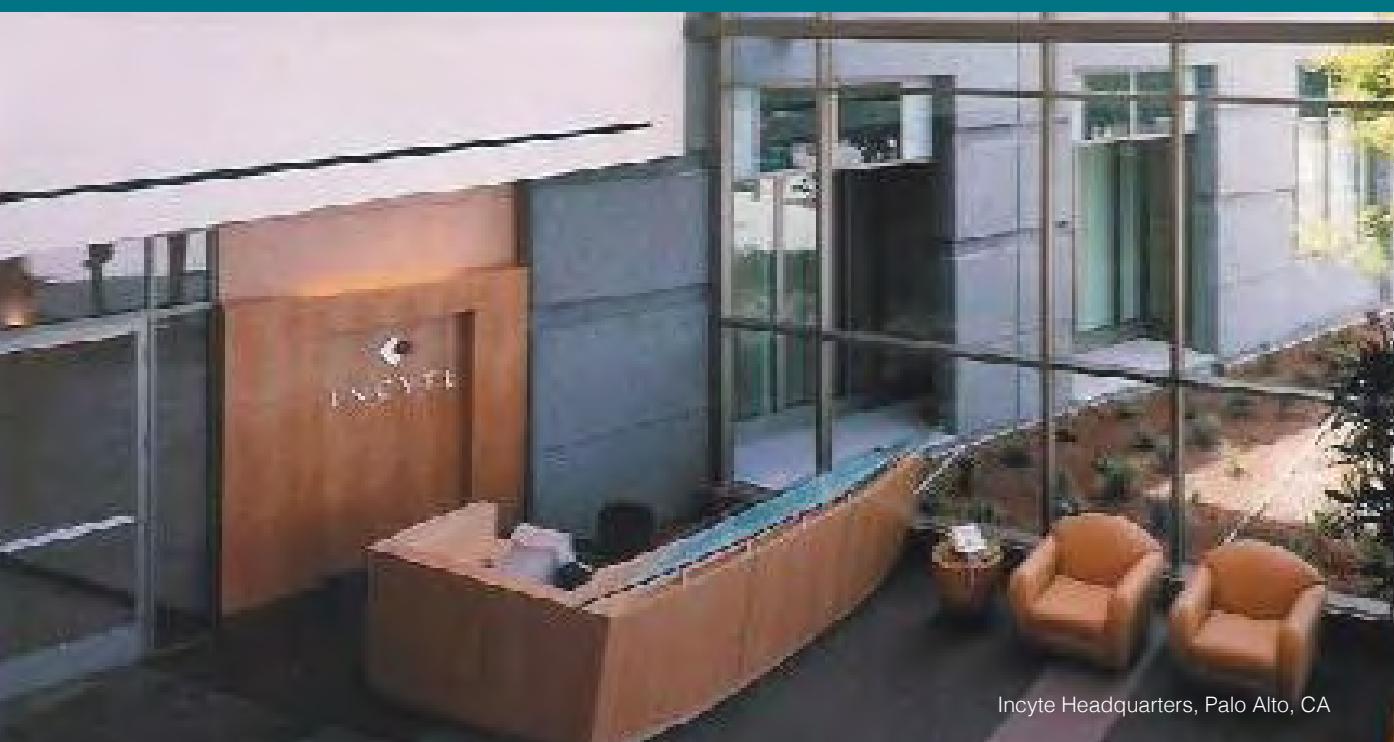
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GREE

- 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



Incyte Headquarters, Palo Alto, CA



Incyte Headquarters, Palo Alto, CA

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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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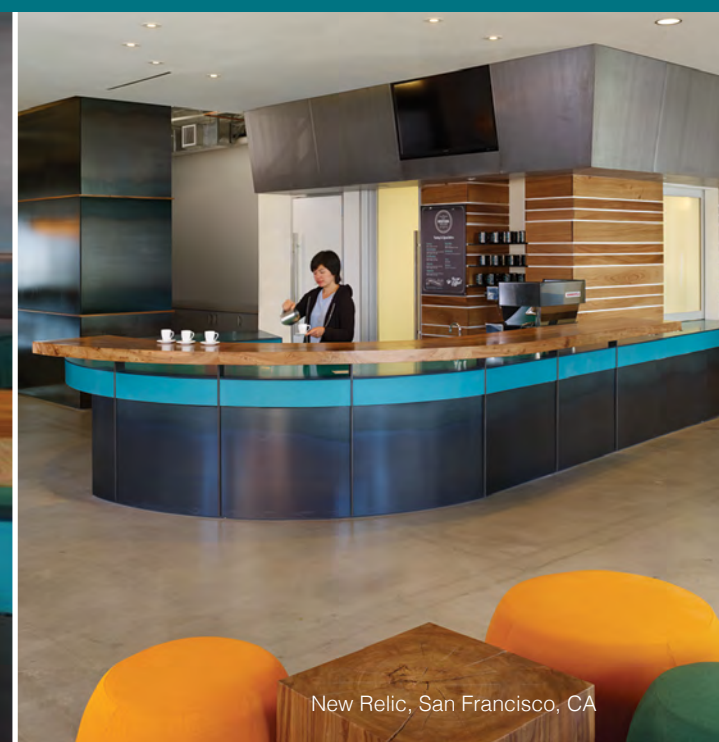
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Intermedia

- 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



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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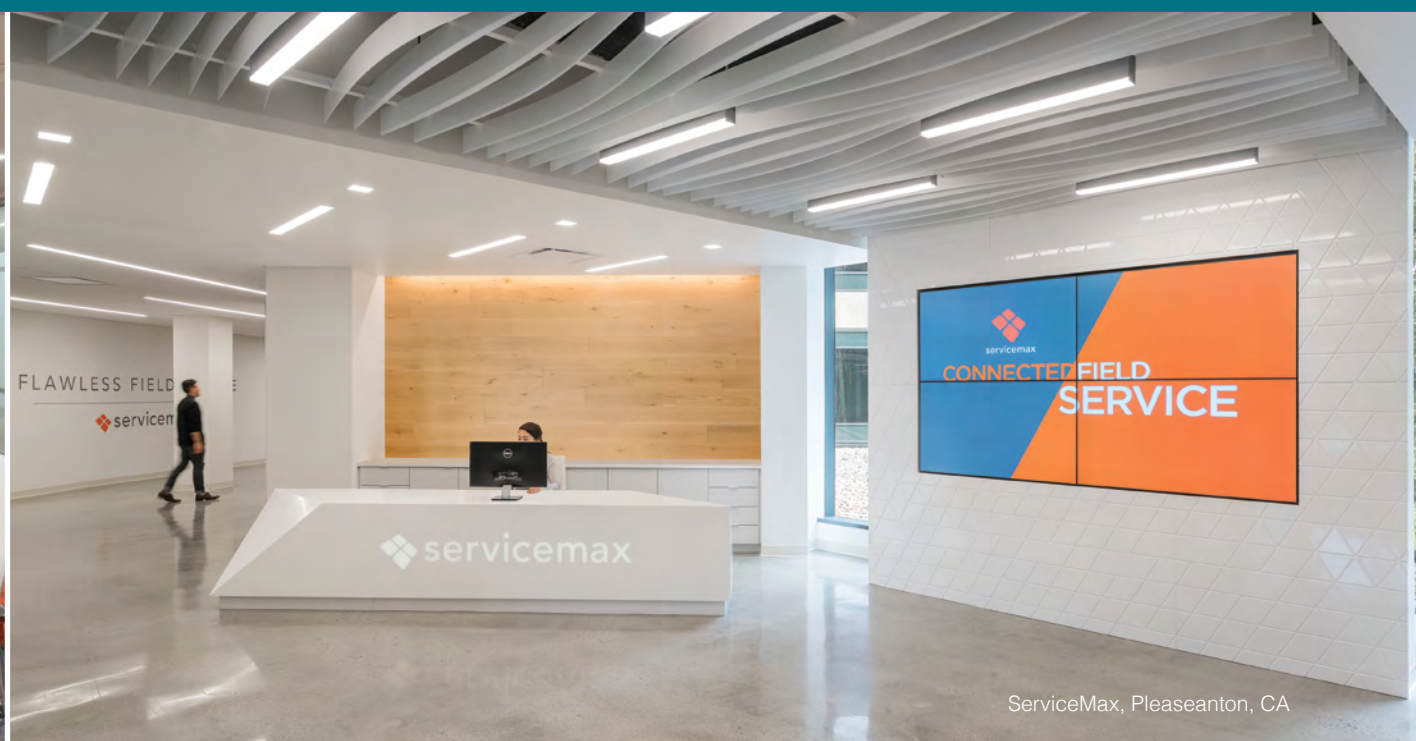
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Palo Alto Networks

- 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



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



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



Software Client, San Ramon, CA



Software Client, San Ramon, CA

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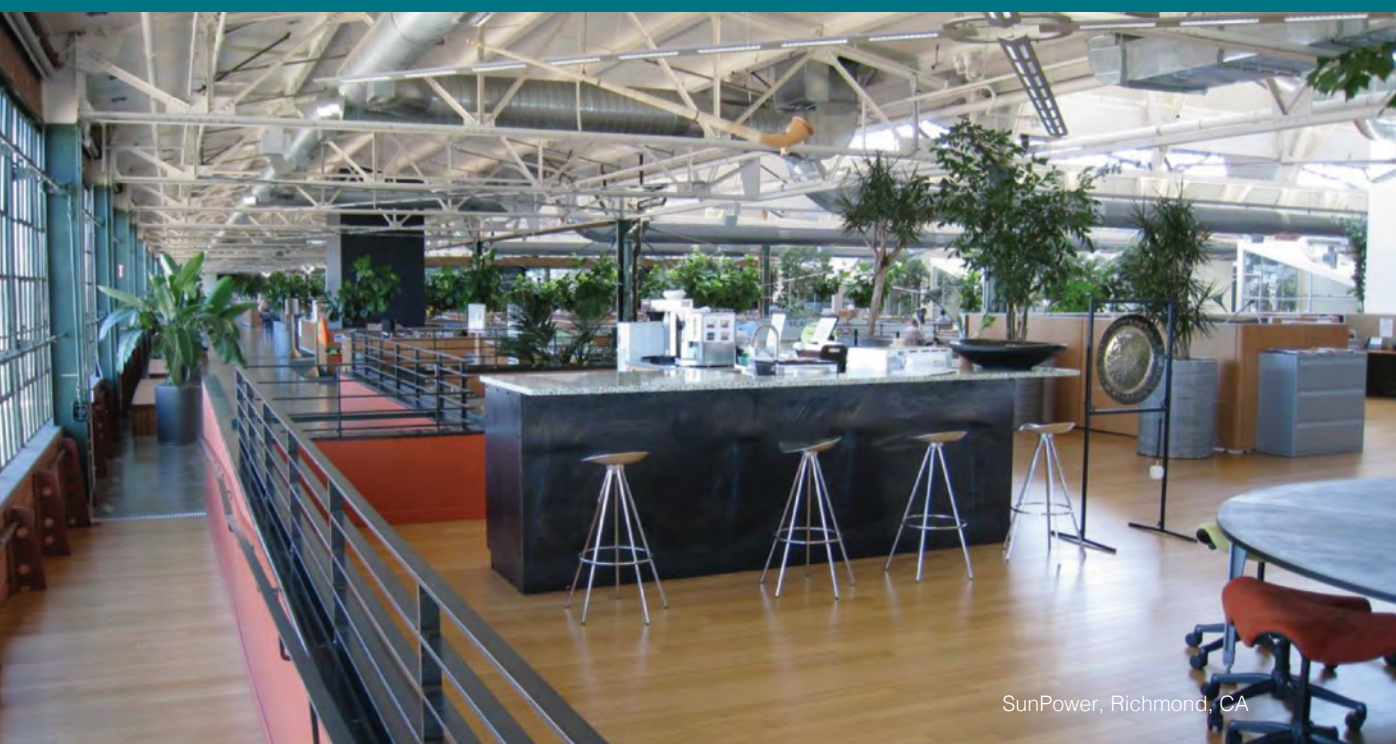
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Enterprise Software Solutions Company

- 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



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

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

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Apple Computer Infinite Loop, Cupertino, CA



Apple Computer Infinite Loop, Cupertino, CA

Team



Justin Chan

- Specializations: office design, tenant improvements, negotiations, ground-up shell, core development
- 15+ 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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Nimble Storage, San Jose, CA



Nimble Storage, San Jose, CA

Team



Robert Garcia

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

Kelly Kane

- Specializations: business development, event planning, development of marketing strategies, and client market development
- 20+ years of experience



Approach

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Team



Alex Neuhold

- Specializations: architectural programming, strategic planning for renovations and new constructions
- 30+ years of experience

Sandy Reposar

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



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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

Julie Zech

- Specializations: workplace processes, facilities management, vendor relationships, corporate culture, move coordination, strategic planning, tenant improvements, decommissioning
- 15+ years of experience



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GREE, San Francisco, CA



Palo Alto Networks, Santa Clara, CA

Our Recognitions, Your Peace of Mind.



Palo Alto Networks, Santa Clara, CA

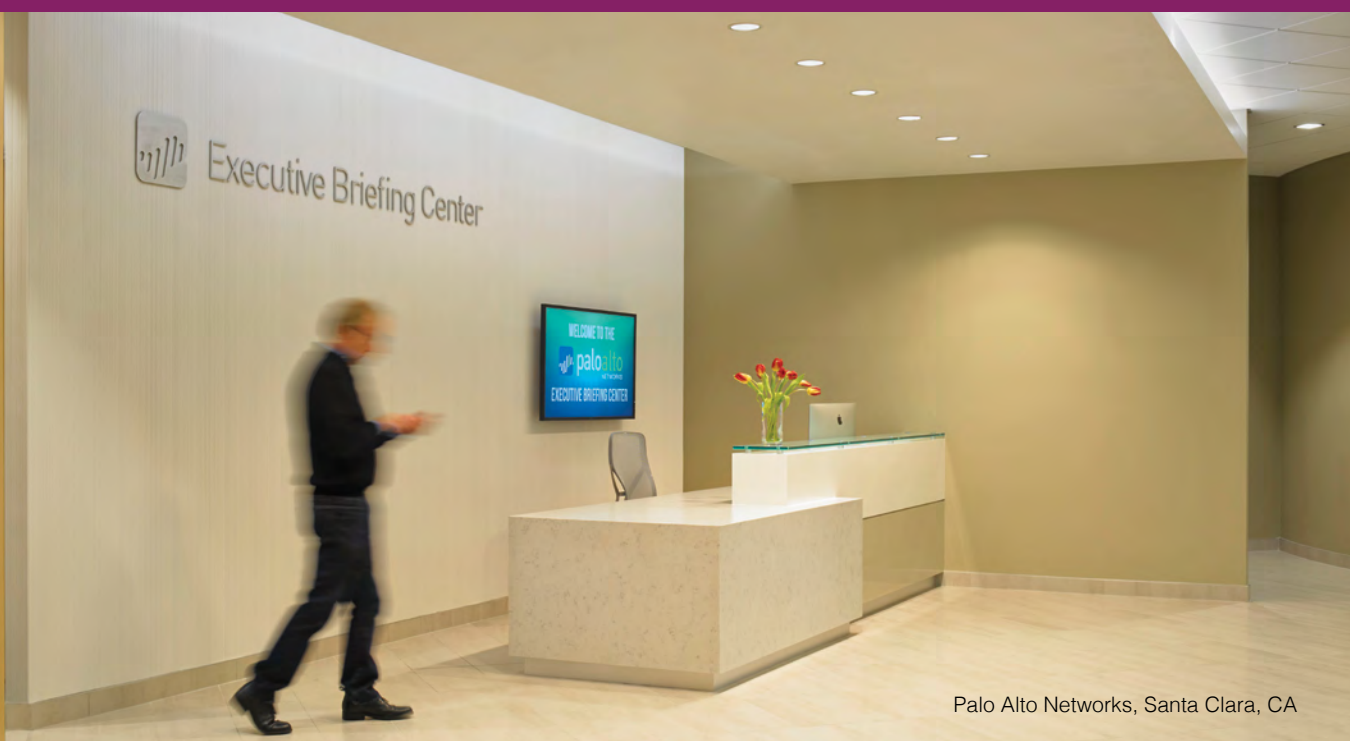
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Palo Alto Networks, Santa Clara, CA



New Relic, San Francisco, CA

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Press

- The Registry SF The Times and Office Environments-Are A-Changin'
- GlobeSt.com How Gen Z Presents Major Implications for Workplace
- The Registry Gigamon's New Home is Ready for Prime Time
- LPA Silicon Valley Building Renovated for Innovative Tech Company
- Work Design Magazine Generation Z: The Largest Percentage of Population
- Work Design Magazine Changing Your Workplace? Make it Work with a Change Management Plan
- OfficeSpace The Hidden Value of Tenant Workplace Solutions
- GlobeSt.com How Multiple Generations Are Affecting Workplace Design
- GlobeSt.com How Law Offices Adjust To New Workplace Design Needs
- Area Development Magazine Alternative Workplace Strategies: Open Offices Gaining Traction

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Celestica, Santa Clara, CA

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Press

- CityBizList a3 Workplace Strategies Adds Michael Dern and Kelly Kane
- Work Design Magazine 5 Lessons Learned from Apple's Campus in 1990
- Work Design Magazine A Tenant's Guide to Space Options: Tenant Improvements vs. Landlord Turnkey
- Work Design Magazine Want a Cool, Creative Workplace? Here's a Checklist
- GlobeSt.com Virtual Office and The Question of Balance
- Silicon Valley Business Journal Connecting Tenants to Office Spaces
- CoreNet Global's The Leader The Workplace of Tomorrow: Doing More with Less

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Events

- On April 19, 2017, Robin Weckesser moderated a panel of industry experts at a *Workplace Design, Technology & Culture* event sponsored by *The Registry*.
- Robin Weckesser led a discussion panel at the 2015 Technology Convergence Conference featuring top executives from some of the most prominent technology companies in the Bay Area. The presentation addressed many workplace evolution trends, including change management, sustainability, economic drivers, and the “work, live, play” lifestyle.
- Robin Weckesser was a featured presenter at the *Silicon Valley Business Journal's* “Office of the Future” event in 2013. To view clips from the panel discussion, [watch the online video series](#). To see the full article in the *Business Journal*, [click here](#).



Next Steps

- We offer a free, no-obligation analysis of your organization's needs.
- We will review our pledge for guaranteed ROI with you.
- For more information, contact Robin Weckesser by emailing info@a3workplace.com or calling 800-314-2256.



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