

An aerial photograph of a large, multi-story building with a prominent central tower and a circular driveway in the foreground. The building is surrounded by lush greenery and a residential street with houses in the background. The image is overlaid with a semi-transparent blue gradient.

Expression of Interest

DUDLEY ROAD ESTATE

THE ABBEY GROUP

tat the
architectural
team

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THE ABBEY GROUP

177 Huntington Avenue - Floor 24
Boston, MA 02115
Telephone: 617.266.8860
www.theabbeygroup.com

December 1, 2022

Dear City of Newton officials,

The Abbey Group is excited to submit this proposal to work with the City of Newton and neighboring residents to create a dynamic project on the Dudley Road Estate. For over 40 years, we have worked collaboratively with city agencies, local communities, and consultants to create vibrant places to live, work, and play. For this project, we have assembled a talented team who collectively offer the skills needed to develop creative solutions for this uniquely beautiful yet challenging parcel.

The Abbey Group is a family-owned Boston-based firm that has developed, managed, and invested in over 100 properties. The strength of our company lies in our ability to develop projects that fit into their contexts from the perspective of neighboring residents and stakeholders, as well as architectural precedents and site limitations. We enjoy devising creative solutions that transform neighborhoods and working with the community to embrace change and development. We value integrity, innovation, excellence, citizenship, philanthropy, and sustainability that drive our process.

In this application, we have proposed a variety of ideas that address the City's desire to provide affordable housing, preserve open space, and expand the Newton South High School footprint. Although we do not yet know all of the City's expectations, we are eager to work together to learn more about how those objectives can be met. We believe that an active adult 55+ community is an overarching concept that can bring all the stated goals together.

Why a 55+ Active Adult Community? According to RKG's 2016 Housing Needs Analysis and Strategic Recommendations for the City of Newton, the City's empty nester, retiree, and senior adult population aged 55+ is growing rapidly. This growth comes at the expense of younger adults in the 25-44 year old category. Our concept of creating an active community for older adults looking to downsize, yet remain in Newton and still be part of their local community, will free up inventory for younger families. Including an affordable component will also help address the City's inventory shortfall in this category. We envision something special for the Dudley Road Estate that takes advantage of the unique topography of the site, incorporates open spaces and walking trails, and creates an environment for older adult residents, Newton South High School students, and the broader community to interact together.

Our development team includes experts that can make this vision a reality. We have experience working in Newton, creating 55+ communities, tackling open space preservation, building affordable housing, and approaching the community process with an open collaborative mindset.

Our founders, brothers Robert and David Epstein, grew up on Olde Field Road, a few blocks from the Dudley Road Estate. Much of their childhood was spent roaming the woods of this beautiful property, which has inspired their next generation successors, Audrey Epstein Reny and Shane Baron, who are now running the family business as Co-CEOs, to pursue this opportunity with care and concern for how it is developed.

We thank you for your consideration and look forward to continuing the conversation.

Warmly,



Audrey Epstein Reny
Co-CEO/Managing Partner
The Abbey Group

An aerial photograph of a university campus, featuring a central building with a prominent dome and two large roundabouts. The image is overlaid with a semi-transparent blue filter. The text "DEVELOPER CONTACT INFORMATION" is centered in white, bold, sans-serif font.

DEVELOPER CONTACT INFORMATION

DEVELOPER CONTACT INFORMATION

Individual/Development Entity Name: The Abbey Group

Mailing Address: 177 Huntington Avenue 24th Floor, Boston, MA 02115

Contact Name: Audrey Epstein Reny, Co-CEO/Managing Partner

Telephone Number: 617-266-8860

Email Address: aereny@theabbeygroup.com

The Abbey Group. Smart Design. Built To Endure.

Throughout a multi-generational history that includes over 100 commercial, residential, and retail buildings, The Abbey Group has earned its reputation for stability, longevity, and exceptional design and construction.

An aerial photograph of a university campus, featuring a large, central, light-colored building with a prominent dome and a large circular driveway in the foreground. The campus is surrounded by green lawns, trees, and residential-style buildings. The image is overlaid with a semi-transparent blue filter.

QUALIFICATION STATEMENT

PROJECT TEAM

Developer: The Abbey Group

- Audrey Epstein Reny | Co-CEO/Managing Partner
- Shane Baron | Co-CEO/Managing Partner
- David Epstein | Founding Partner
- Bob Epstein | Founding Partner

Architect: The Architectural Team

- Michael Liu, AIA, NCARB | Senior Partner + Design Principal
- Thomas Schultz, AIA, NCARB, CPHC | Associate
- Nate Thomas, AIA, CPHC | Project Manager, Passive House Specialist

Landscape Architect: Verdant Landscape Architecture

- Katya Podsiadlo | Partner

Builder: NEI General Contracting

- Joe Rettman | President
- Benjamin Coulehan, LEED AP, CPHB | Director of Preconstruction

Civil Engineering: Nitsch Engineering

- Lisa Brothers, ENV SP, LEED AP BD+C | President & Chief Executive Officer
Chair, Board of Directors

Environmental Engineering: Haley and Aldrich

- Marya Gorczyka, P.E. | Principal

Lawyer: Holland and Knight

- Frank Stearns | Of Counsel

DEVELOPMENT TEAM QUALIFICATIONS

Throughout a multi-generational history that includes over 100 residential, commercial, laboratory, and retail buildings, The Abbey Group has earned its reputation for stability, longevity, and exceptional design and construction.

Our mission: The Abbey Group develops, owns, and invests in a Greater Boston based portfolio of enduring assets that are designed exceptionally to create vitality, value, and community.

Our vision: To be an innovative real estate firm transforming the way people live and work

Our values and what we stand for:

- **Integrity:** We always strive to do what is right.
- **Innovation:** We operate with an enterprising collaborative spirit in all that we do.
- **Excellence:** We execute with the highest level of precision and professionalism.
- **Citizenship:** We respect our residents, tenants, business partners, and each other.
- **Philanthropy:** We prioritize investing in our community.
- **Sustainability:** We respect our planet and manage our portfolio to stand the test of time.

Our History: Boston's Landmark Developer

With a history of turning opportunities into landmarks, The Abbey Group has become the standard bearer of developing properties in a way that brings vitality and value to the communities of Greater Boston. In 1979, Robert Epstein, David Epstein, and John Svenson came together with a vision of a real estate company that would demand excellence in every aspect of the business, from inception to completion. Since then, a consistent ability to identify target markets—and to create properties that meet the needs of those markets—has made The Abbey Group's

name synonymous with fiscal stability and high quality in residential, commercial office, laboratory, and retail development.

We pride ourselves on creating places that make people feel engaged with their surroundings, comfortable in their residences, and excited by their possibilities. In 2021, second-generation family members, Audrey Epstein Reny and Shane Baron, took over the operations of the firm as Co-CEOs. The founders remain on the team as strategic advisors. Our team includes specialists in marketing, finance, architecture, construction, land planning, and property management to fulfill the needs of the rapidly changing marketplace. It is always our goal to act as considerate stewards of the environment and of the communities our properties serve. In addition to our commitment to supporting arts, education, and medical research, The Abbey Group is also a proud co-owner and managing partner of the Boston Celtics.



45 Province

PRIOR EXPERIENCE: THE ABBEY GROUP

Over the past 40 years, The Abbey Group has entitled and executed over 100 development projects in Massachusetts and Vermont. We are a Boston based company with a multi-faceted team. Our Co-CEO's, Audrey Epstein Reny and Shane Baron, have over 40 years of combined real estate development and management experience with the full support of the founding partners, Robert and David Epstein.

Our development team consists of real estate professionals with expertise in entitlement, architecture and design, construction management, budgeting, financing, construction requisition, leasing, marketing, and operations. See attached bios for some of our key development personnel including: Dan Garvey, Chief Financial Officer; Marc Goldstein, Senior Vice President of Acquisitions and Asset Management; and Michael Martins, Senior Vice President of Operations.

This leadership group, supported by the rest of our team, has completed significant projects that incorporate creative, affordable housing solutions, unique ideas for creating open space, and an in-depth public permitting process. We are consistently able to work with the community and government agencies to develop and implement projects that meet the public's goals, address the city's affordable housing requirements, and deliver The Abbey Group's design criteria and economic hurdles to secure debt financing.





Audrey Epstein Reny, Co-CEO and Managing Partner with over 25 years of experience, is involved in strategic planning for new development projects, management of the firm’s existing property portfolio, retail and commercial leasing, public and community relations, and marketing strategy development and implementation. Prior to The Abbey Group, Audrey taught at Northeastern University and worked for Bain & Company, American Express, and Johnson & Johnson. Audrey has served on the Boards of Horizons for Homeless Children, Boston Ballet, Mass General Hospital for Children, and the Mayor of Boston’s Women’s Workforce Council. She is a member of CREW and NAIOP. She has led fundraising efforts and run the Boston Marathon to support many local charities and founded the Gillian Reny Stepping Strong Center for Trauma Innovation at Brigham and Women’s Hospital where she also is on The President’s Advisory Council. She serves on the Undergraduate Financial Aid Leadership Council at the University of Pennsylvania, where she earned both a BA from the College and an MBA from the Wharton School.



Shane Baron, Co-CEO and Managing Partner with over 20 years of experience in construction, property management and planning and development, plays key roles in The Abbey Group's day-to-day business operations and the overall strategic planning for the company. He was an essential member of the development team for 45 Province and The Viridian and is currently part of the Exchange South End project team where he will play an integral role once development commences. Prior to The Abbey Group, Shane worked for

Garrison Square Management on their property management and construction teams and Peregrine Outfitters and Climb High in wholesale sales. He also worked privately in Vermont doing masonry construction and selective logging. Shane currently sits on the Boards of the Fenway Community Center and The Mountain School of Winhall. He has led fundraising efforts and run the Boston Marathon to support Dana Farber Medical Center and completed the NYC Triathlon raising money for The Michael J. Fox Foundation. He is currently a CrossFit Level 1 Trainer. Shane is a graduate of the University of Vermont.



Robert Epstein, Founding Partner acts as a strategic advisor to The Abbey Group. As the founder, he oversaw all aspects of the company's operations and provided visionary leadership. Robert and his brother and partner David grew The Abbey Group from a company specializing in Back Bay condominium conversions in the 1970s into a preeminent Boston based real estate firm creating residential towers and largescale retail and commercial developments for the 21st century.

Robert's reputation as a knowledgeable and innovative developer led to his appointment by former Massachusetts Governor Michael Dukakis to several key advisory committees, including the Massachusetts Convention Center Authority and the Strategic Initiatives Committee of the Massachusetts Industrial Finance Agency. As a co-owner and managing partner of the Boston Celtics, he serves as an Alternate Governor of the National Basketball Association.

Robert serves on a number of community organizations and boards. He is a graduate and current Trustee of Bard College as well as on the Board of Governors of the Longy School of Music of Bard College. He is a National Commissioner and Regional Executive Officer of the Anti-Defamation League, a Trustee of the Boston Celtics Shamrock Foundation, a Trustee Emeriti of the Citi Performing Arts Center, a Trustee of the Martha's Vineyard Film Center, a member of the President's Advisory Council at Brigham and Women's Hospital and a Visitor of the Boston Museum of Fine Arts.



David Epstein, Founding Partner has over 40 years of experience in the development of a diverse real estate portfolio centered in Boston. He has led development matters for The Abbey Group and has both direct and supervisory roles in the design, permitting, marketing, construction, and operation of all Abbey Group properties. Under his leadership, the Abbey Group has become one of Boston's premier real estate developers.

The Abbey Group has a deep appreciation for the unique character of Boston and has developed buildings in many of Boston's historic neighborhoods. David has played a critical role in preserving the historic nature of the city by working with community groups throughout the city for the last 35 years. He has served on the Board of Directors of neighborhood and civic organizations across the city, including the Back Bay Architectural Commission, the Back Bay Neighborhood Association, and the Trustees of Copley Square. He is a former Board Member and Executive Committee Member of the Downtown Boston Business Improvement District. He is a former chair of the Board of Directors of the Stratton Mountain School and has recently completed a six-year stint as the Chairman of the Board of the Huntington Theatre Company. He currently serves on the Board of the Boston Celtics Shamrock Foundation. David is a graduate of Tufts University.



Dan Garvey, Chief Financial Officer has over 35 years of Boston-based real estate experience. He directs the firm's financial, tax and investment strategy, and oversees budgeting, accounting operations, information systems, and human resources. Prior to joining the Abbey Group, Dan was the Chief Financial Officer for the Saunders Real Estate Corporation, the Controller of Leggat McCall Properties and a Senior Accountant at Joel Goldberg and Company. Dan was a member of Dana Farber's 2012 and 2013 Boston Marathon Challenge team and is a former President of the Hopkinton Youth Soccer Association. He graduated from Boston University with a BA in Accounting and received an MS in Finance from Bentley College.



Michael Martins, Senior Vice President of Operations with over 25 years of experience in real estate management and construction. Mike leads all aspects of operations for The Abbey Group's portfolio and is a key member of the development team overseeing general contractors, construction estimates and contracts, construction coordination and scheduling and working with the project consulting team. His ability to improve operating margins and elevate business performance has enabled The Abbey Group to consistently exceed the expectations of our tenants. Mike holds a Bachelor of Science degree in Facility Management from Wentworth Institute of Technology. He is a member of the International Facility Management Association and the Wentworth Institute of Technology Athletic Hall of Fame for Soccer.



Marc Goldstein, Senior Vice President of Acquisitions and Asset Management seeks out new acquisition and development opportunities for The Abbey Group. His rigorous analytical analysis informs The Abbey Group's investment and development decisions. Marc also manages the leasing efforts for the office, laboratory, and retail buildings in the company's portfolio. For over 30 years, he has worked in both large institutions and small entrepreneurial companies in varied disciplines within the real estate industry including acquisitions, leasing, development, and mortgage workouts. This breadth of experience has given him a unique perspective that allows him to effectively perform a multitude of tasks at The Abbey Group. Marc holds a B.A. from Clark University and an MBA from The University of Michigan.

PRIOR EXPERIENCE: THE ARCHITECTURAL TEAM

TAT has been providing architectural design services to the real estate development community since its founding 51 years ago. With a practice primarily focused on the design of multifamily housing in various forms and program types, the firm has developed a portfolio of over 200,000 residential units in 1,250 discrete building projects. Of these 200,000 units, approximately one third are senior housing in its various forms including tens of thousands of units in the independent living/active adult category.

TAT's reputation for design expertise is paired with a reputation for construction savvy. This reputation is due in large part to the unusual longevity of staff which facilitates the preservation of institutional memory and long-established working relationships between colleagues. The firm is organizationally flat, non-hierarchical and non-compartmentalized, which allows continuity over the various phases of design and promotes pride of authorship in the professionals involved. TAT is registered in 29 states with a staff of 100 professionals.

While examples of relevant experience are included in Attachment A, TAT can provide dozens of applicable projects whose lessons learned are relevant to the Dudley Estate development, and are of similar size and scope. The firm is committed to environmental stewardship and has experience addressing the interests of non-profit advocacy groups such as Green Newton. TAT was recently awarded architectural services for a new Toll Brothers multifamily development in Chestnut Hill, comprised of 244 units. Other projects in Newton include Hancock Estates/Kessler Woods, Hancock Village | The Residences of South Brookline, and 189 Wells Avenue. Given the depth of our portfolio, the firm has had the opportunity to participate as the architect of record for many developments in neighboring towns, with projects such as St. Aiden in Brookline, Norumbega Point at Weston, One Wingate Way in Needham, The Coolidge at Sudbury, The Hammonds at Chestnut Hill in Brookline, The Residences at Armory Park in Brookline, and Village at Brookline.



The Residence at Salem Woods

DIVERSITY, EQUITY, AND INCLUSION

The Abbey Group's core values include citizenship – a respect for our residents, tenants, business partners, and each other. As such, we are committed to diversity, equity, and inclusion in all that we do. Audrey Epstein Reny, our current Co-CEO, is on the Advisory Board of the Mayor of Boston's Women's Workforce Council. With a woman at the helm, The Abbey Group is committed to eliminating gender and racial wage gaps and is a signer of the 100% Talent Compact. We are also supporters of the Builders of Color Coalition, which focuses on increasing access in Boston's commercial real estate sector.

The proposed development team consists of several WBEs, including Lisa Brothers with Nitsch and Katya Podzialdo with Verdant. Our construction partner, NEI General Contracting, is committed to building a stronger and more representative workforce on all their projects and throughout the industry. NEI has an award-winning reputation for diverse and inclusive projects that maximize opportunities for the communities they are built in. Our legal expert Frank Stearns from Holland and Knight, has a strong DEI policy in place and will have a diverse team working with him.



**BUILDERS
OF COLOR
COALITION**

DIVERSITY, EQUITY, AND INCLUSION: THE ARCHITECTURAL TEAM

VALUING DIFFERENCES

TAT actively seeks team diversity both in the design and development of projects and in the culture of the workplace. By valuing differences, TAT embraces the skills, experiences, and knowledge of all employees and partners. TAT's principal leadership is 33% minority-owned, making a powerful statement about its meaningful commitment to Diversity, Equity, and Inclusion (DEI) practices. The firm has an appreciation for the effective ways that embracing DEI allows for competitive out performance, through financial growth, profitability, and innovation. While diversity was once viewed through the lens of merely gender, race, or age – the current definition incorporates aspects such as personality, experience, and knowledge. TAT will continue to take actionable steps to create diversity, equity, and inclusion initiatives to minimize the disparity of minority representation in the firm's workplace.

RECRUITMENT

TAT is committed to providing equal employment opportunities for all persons regardless of race, color, religious creed, sex, age, marital status, national origin, ancestry, disability, sexual orientation, gender identity, genetic information, uniformed military, or veteran status. The firm strives to consistently base employment on individual merit, knowledge, and competence. TAT understands

the importance of allowing underrepresented groups to gain equal access to opportunities, to that end, TAT seeks to recruit minorities and women via active recruitment and cooperative internship relationships with institutions such as Wentworth Institute of Technology, Northeastern University, Boston Architectural College, Syracuse University, Roger Williams University, Savannah College of Art and Design, among others. This approach has allowed TAT to attract and train staff who often return after graduation to join the firm as full-time professionals. This cooperative program has been a foundation of nurturing young practitioners for 50 years, with more than 300 co-ops having worked at TAT.

WORKFORCE DIVERSITY

TAT believes that workforce diversity is critical for success, as exemplified by the following statistics:

- **44%** of the firm's employees are women
- **33%** of the firm is owned by a minority principal
- **18** languages are spoken at the firm
- **10%** of the firm's employees are between the ages of 18-24; 62% are between the ages of 24-44; and 28.7% are older than 44
- **6%** of the firm's employees have held or currently hold a work visa

LEARNING BY DOING

In order to drive change and operationalize it, TAT seeks to educate employees on how to efficiently interrupt bias and reframe the experience for those subject to bias. The best training emphasizes situational simulations,



and challenges employees to consider how they react to everyday encounters and, most importantly, how to interrupt bias constructively at work. TAT is learning by doing. TAT's approach to diversity, equity, and inclusion includes:

- **TRAINING:** Initiating ongoing firm-wide trainings on diversity, equity, inclusion, and belonging in the workplace
- **MEMBERSHIP:** Raising corporate consciousness of DEI issues with membership in such industry organizations as the National Organization of Minority Architects (NOMA) whose mission is to foster justice and equity in communities of color through outreach, community advocacy, professional development, and design excellence as well as internally via third-party diversity and inclusivity training in the workplace.
- **SCHOLARSHIP FUND:** Making a conscious effort to encourage participation

by candidates from disadvantaged communities, TAT established an endowed scholarship at Wentworth Institute of Technology. Known as "The Architectural Team Endowed Scholarship," the program is a need-based scholarship for students pursuing degrees in Wentworth's School of Architecture & Design conceived to build a pipeline into professional practice for students from underrepresented communities. TAT's \$25,000 contribution will be dollar-matched by funds from the Wentworth endowment as part of the school's Advancing Student Access and Potential (ASAP) Challenge program, significantly enhancing the scholarship's impact for up to two students who are studying architecture per scholarship cycle. Additionally, scholarship recipients will have an option to apply for a one-semester co-op opportunity at TAT, helping them build the professional experience and networks that are important for long-term success in the field.



Students at Wentworth Institute of Technology, including Nina Babbitt who joined TAT in 2020

An aerial photograph of a university campus, featuring a central building with a prominent dome and a circular drive in the foreground. The image is overlaid with a semi-transparent blue filter. The text "COMPARABLE PROJECTS & REFERENCES" is centered in white, bold, sans-serif font.

COMPARABLE PROJECTS & REFERENCES

DESCRIPTION OF SIMILAR PROJECTS

The Abbey Group develops, owns, manages, and invests in a varied portfolio of assets, including residential, affordable housing, retail, commercial office, and laboratory buildings. See attached Appendix A for a detailed list of many of our projects.

For this application, we would like to highlight:

1. The Viridian, a residential project with affordable housing
2. Exchange South End, a commercial office and laboratory development with a significant open space preservation component and complicated community process review
3. Seasons on Mount Snow, an outdoor lifestyle community





THE VIRIDIAN

Location: Fenway, Boston, MA

Size: 350,000 sf

Ownership Entity: Abbey Viridian, LLC

Income Groups served: Market rate/Affordable

Development Costs: \$200 Million

Current Status: The Viridian is managed by Abbey Group Management LLC, with an average annual vacancy rate of less than 2%

Contact Name: Audrey Epstein Reny, Co-CEO of The Abbey Group

Telephone Number: (617) 266-8860



The Viridian is a LEED gold-certified 342-unit residential tower in Boston's Fenway neighborhood with both market rate and affordable housing inventory, as well as ground floor retail, community space, and underground parking. The project included a 20% affordable housing component made up of 38 units and an on-site community center. As a local, family-run firm, The Abbey Group takes a hands-on approach to the permitting process and enjoys getting to know and working with our neighbors and abutters. We take great pride in being stewards of the neighborhoods in which we work. In Fenway, we worked closely with neighborhood associations to address concerns about context and separated the two residential towers at the tenth floor to break the streetscape massing and transition from the low-rise historic buildings nearby. We worked closely with the Fenway Civic Association and the Fenway Community Development Corporation to develop a plan to meet the community's unmet desire for an all-inclusive Fenway Community Center. In a unique partnership, The Abbey Group built the 2,500 sf space, provided operating capital for the first 4 years and still today offers ongoing business expertise with a permanent seat on the community center's board of directors.



EXCHANGE SOUTH END

Location: South End, Boston, MA

Size: 1.6 million sf

Ownership Entity: Abbey Albany Corp.

Income Groups Served: Market rate/Subsidized not-for-profit space

Development Costs: \$1.5 Billion (estimated)

Current Status: The Abbey Group owns the parcel and is in the later stages of the entitlement process, working with the community, city, state, and federal transportation agencies to finalize roadway connections

Contact Name: Audrey Epstein Reny, Co-CEO of The Abbey Group

Telephone Number: (617) 266-8860

Exchange South End is an example of The Abbey Group's commitment to open space preservation and ability to work with the community. The proposed development will include a 1+ acre publicly accessible park at the center of the development. The massing of the buildings was designed specifically to provide a sun-filled community gathering space for the neighborhood with a playground, quiet garden, hardscape event area, grassy lounging area, and a programming manager to activate the space year-round. The creation of this space, called Albany Green, exceeds the open space requirement and is designed to serve the on-site users as well as to draw in the community and neighbors, creating a dynamic sense of place. Additionally, The Abbey Group held 30+ community meetings in advance of our filing with the city to present a well thought out, and community approved program for review. We also managed an unprecedented community-wide outreach effort to understand their preferences to fulfill a 30,000 sf community space that will be part of the development. Through local neighborhood advertising, poster campaigns, coffees at affordable housing communities, and door-to-door outreach, we collected over 400 surveys in English and Spanish to better understand the needs and wants of the neighborhood. Once the project is underway, we will complete an RFI process with the city using the gathered results as our guideline.





SEASONS ON MOUNT SNOW

Location: West Dover, VT

Size: 233+ units on 42 acres

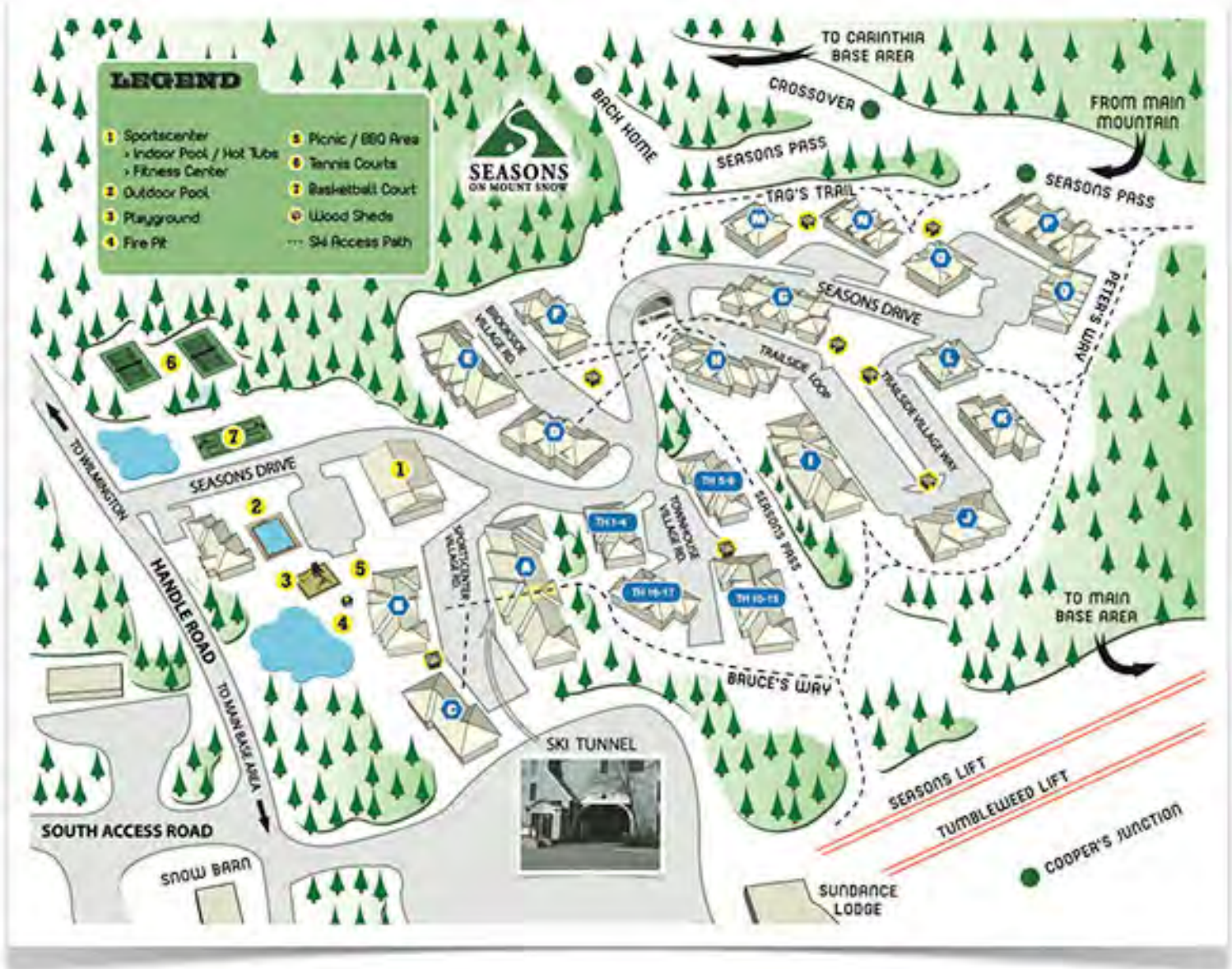
Ownership Entity: Seasons on Mount Snow, LLC

Income Groups served: Market rate

Current Status: The last parcels were completed and sold in 2021 to conclude this slopeside project that was conceived and developed over the last 35 years

Contact Name: David Epstein, Founding Partner of The Abbey Group

Telephone Number: (617) 266-8860



Seasons on Mount Snow is an outdoor four-season lifestyle community in Vermont that The Abbey Group developed in phases on three parcels of land spanning 42 acres. The first phase included 92 trailside condominiums, and over time, 233 units in clustered buildings and single-family homes were also constructed. The project set a new standard for quality of design and construction. It incorporated open spaces, publicly accessible skiing and hiking trails that intersected the parcels, and other on-site common recreational amenities, including a full-service sports center. The last lots were sold during the pandemic when land was at a premium in rural areas.



SERVICES

Architecture
Interior Design
Master Planning
Moderate Rehabilitation

tat

PROJECT TYPES

Academic | Athletic + Community Centers
Assisted Living
Commercial
Healthcare | Science + Technology
Historic Preservation | Restoration + Adaptive Reuse
Hospitality + Mixed-Use
Multifamily
New Construction
Senior Living
Waterfront



The Architectural Team. Since 1971, the master planning, architecture, and interior design firm, The Architectural Team (TAT), has been recognized for its thought leadership and diverse portfolio of acclaimed design solutions. The 95+ person firm has earned more than 200 awards for design excellence across a broad range of building types and programs, including new construction of large-scale urban mixed-use developments, multifamily, commercial, waterfront and hospitality developments, assisted and senior living facilities, and community centers.

TAT holds a national reputation in the areas of historic preservation, rehabilitation, and adaptive reuse—transforming neighborhoods across the United States by artfully restoring and reimagining neglected buildings for new uses while simultaneously preserving history.

The firm's distinctive design solutions are a result of TAT's ability to understand and draw inspiration from the client's vision, while respecting the character and quality of the natural and built environment. Thoughtful solutions begin with client goals. These goals evolve through collaborative relationships and come to life through the insight and expertise of TAT's design teams.

As trusted advisors and active listeners, TAT is dedicated to creating positive and lasting transformation in the communities it serves.

As Senior Partner and Design Principal, Michael is responsible for overseeing the firm's design and recruitment efforts. With over 40 years of professional design and master planning experience, he holds registrations in seventeen states and has been a registered architect in Massachusetts since 1984. Michael has directed the design of a wide range of developments across the hospitality, recreation, multifamily, mixed-use, and commercial sectors. His design work has been honored with awards from notable professional and trade associations, including the American Institute of Architects, the Boston Society of Architects, and the Massachusetts Historical Commission. Actively committed to professional and community service, Michael has served on the Board of Directors for Habitat of Humanity Greater Boston for over a decade and chaired the State Designer Selection Board for the Commonwealth of Massachusetts.

JOINED THE ARCHITECTURAL TEAM

1981

EDUCATION

Cornell University, College of Art
Architecture + Planning Bachelor of Architecture

PROFESSIONAL AFFILIATIONS

American Institute of Architects
Assisted Living Facilities Association of America
Boston Society of Architects
National Council of Architectural Registration Boards
U.S. Green Building Council

PUBLIC AND PROFESSIONAL SERVICE

CURRENT

Boston Architectural College
Trustee

FORMER

Northwestern University, Roger Williams, and
University of Notre Dame
Guest critic
Habitat for Humanity Greater Boston
Chairman of the Board of Directors
Bay Cove Human Services
Board of Directors
Boston Society of Architects
Housing Committee
Boston Society of Architects
Commissioner of Honors and Awards
Commonwealth of Massachusetts
Designer Selection Board

SPEAKING ENGAGEMENTS

CRE Webinar: Hotels in 2022
Banker & Tradesman
Rising Sea Levels: Design
2020 Yuanye Summit

PUBLICATIONS

eHotelier
Sky Lobbies Make Vertical Circulation More Efficient
Banker & Tradesman
A Good Fit for Converse
Multi-Housing News
A Project for the Next 100 Years: Clippership Wharf
U.S. Green Building Council
Shadow Government
Metropolis
The Lost Generation
Builder

REGISTRATIONS

Connecticut, District of Columbia, Florida, Georgia,
Maine, Maryland, Massachusetts, Nevada, New
Hampshire, New Jersey, New York, North Carolina,
Ohio, Pennsylvania, Rhode Island, South Carolina,
Virginia

Michael has directed the design of over a thousand units of supported independent living, assisted living, memory care units for organizations such as CA Ventures, LCB Senior Living, Northbridge Companies, Benchmark Senior Living, EPOCH Senior Living, and Standish Care. Examples of Michael's experience within the assisted and senior living sector include:

HANCOCK ESTATES | KESSELER WOODS, NEWTON, MA

A new 196,300 square foot luxury multifamily community complete with concierge, fitness center, spa, cafe, conference rooms, community lounge, resident garden, playground, putting green, pet spa, picnic area, and below-grade parking with EV charging stations. Of the 88 units, 13 are affordable.

MAPLEWOOD AT BREWSTER, BREWSTER, MA

A 132 unit assisted living and memory care facility designed with a central common and building spine of dramatically varied and vaulted spaces. A unique two-level memory care wing is a seamless extension of the assisted living program. Amenities include a fitness space, indoor pool and bistro.

ATRIA MCCANDLESS, MCCANDLESS, PA

A new 174,000 square foot independent, assisted, and memory care community comprised of 179 units. A contemporary open concept layout activates the light-filled amenity spaces with double-height vistas to the interior courtyard.

★ LAURELWOOD AT THE PINEHILLS, PLYMOUTH, MA

A 77,000 square foot, 80 unit community offering independent, assisted, and memory care services. The distinctly narrow property informed the design's widely varied unit layouts, which include respite apartments for family members.

★ STONEBRIDGE AT BURLINGTON, BURLINGTON, MA

An award-winning 94,000 square foot facility offers 84 units in a combination of studio, one-, and two-bedroom independent and assisted living units, as well as 26 private and semi-private memory care units located in a separate and secure environment.

★ **EVERLEIGH CAPE COD, HYANNIS, MA**

Cape Cod's first 55+ active independent living community, the LEED Certifiable project provides 225 units, including 23 affordable residences. With over 17,000 square feet of recreational space, outdoor amenities include a pool, dog park, meditation garden, pickleball, and bocce courts arranged across three large south-facing courtyards.

★ **THE RESIDENCE AT PENNIMAN HILL, HINGHAM, MA**

A state-of-the-art 89,000 square foot senior living community with 90 independent, assisted, and memory care units. The design draws influence from the former farmstead, Penniman Hill Farm, and local architecture.

★ **LAURELMEAD, PROVIDENCE, RI**

This award-winning 164 unit senior living community is located on the Butler Hospital campus and overlooks the Seekonk River. The S-shaped configuration weaves the building's footprint through the tree line, creating entry and recreational courtyards.

★ **THE RESIDENCES AT WINGATE, NEEDHAM, MA**

A phased master plan development creating a full post-acute continuum of care – from independent and assisted living to skilled nursing. Combining an innovative living environment with optimal functionality, this upscale community incorporates hospitality design concepts in planning, programming, and interior design for the senior assisted living population.

THE RESIDENCE AT MELROSE STATION, MELROSE, MA

Designed in a five-story transitional style, this new transit-oriented community offers 25 memory care units and 65 assisted living units. The urban-situated, 80,000 square foot facility includes a theater room, fitness center, salon, country kitchen, and library.

THE RESIDENCE AT VINNIN SQUARE, SWAMPSCOTT, MA

A 77,500 square foot community that offers 84 units of independent, assisted, and memory care services. Resident amenities include a bistro, lounge, kitchen, and art room.

THE RESIDENCE AT SILVER SQUARE, DOVER, NH

A 76 unit assisted living and memory care facility offering residents a mix of studio, one-, and two-bedroom units. This 68,000 square foot community incorporates a wide range of amenities.

THE RESIDENCE AT WESTPORT, WESTPORT, CT

A new luxury community offering 69 assisted living and 27 memory care units for seniors. Modern and refined, The Residence at Westport employs an innovative multi-level program with intricate geometry, scale, and detailing.

THE RESIDENCE AT BALA CYNWYD, BALA CYNWYD, PA

An 84 unit, six-story assisted living and memory care facility constructed on the former Lee's Shoddy Mill site. Amenities will include a bistro, pub, salon, fitness area, activity room, roof terraces, and a park along the historic flume.

NATICK SENIOR LIVING, NATICK, MA

The new construction of a three-story assisted living and memory care facility with 86 units. The 95,180 square foot building provides 18 studio, 58 one-bedroom, and 10 two-bedroom units along with 50 parking spaces.

architecturalteam.com

Thomas E. Schultz

AIA NCARB CPHC | Associate

A member of the leadership team, Tom is responsible for more than 3M square feet of built projects in the Boston area alone. Tom consistently demonstrates his ability to collaboratively unveil and evolve client goals, bringing them to life through his insights, technical proficiency, and expertise. His devotion to client satisfaction, attention to detail, and enthusiastic pursuit of quality design and building performance have made him a trusted advisor. Tom is directly responsible for delivering some of the firm's most iconic projects to date, including Lovejoy Wharf featuring Converse's national headquarters, Massachusetts Mental Healthcare Center, and 480 Main at Malden Square. Tom leverages his aptitude and artistry as a designer to explore better ways to create meaningful places and enrich communities, with a special focus on environmental impact.

JOINED THE ARCHITECTURAL TEAM

2002

EDUCATION

Wentworth Institute of Technology
Bachelor of Architecture, cum laude
Associate in Architectural Engineering Technology

PROFESSIONAL AFFILIATIONS

American Institute of Architects
Boston Society of Architects
National Council of Architectural Registration
Boards
U.S. Green Building Council

TEACHING EXPERIENCE

Wentworth Institute of Technology
Senior Affiliate Faculty

PUBLICATIONS

High Profile
"How Multifamily Project Teams Find Value in
Blending Old with New"
Environments for Aging
"Photo Tour: Everleigh Cape Cod"
New England Real Estate Journal
"Callahan Completes The Everleigh Cape Cod"
Retrofit
"Five Design Solutions That Will Play Out Through
2020 And Beyond"

REGISTRATION

Massachusetts

CERTIFICATION

Certified Passive House Consultant

HANCOCK ESTATES | KESSELER WOODS, NEWTON, MA

A new 196,300 square foot luxury multifamily community complete with concierge, fitness center, spa, cafe, conference rooms, community lounge, resident garden, playground, putting green, pet spa, picnic area, and below-grade parking with EV charging stations. Of the 88 units, 13 are affordable.

★ LOVEJOY WHARF, BOSTON, MA

A LEED Gold Certified mixed-use waterfront development involving the adaptive reuse of an existing nine-story building, the new construction of a 50,000 square foot addition of commercial and retail spaces, a 7,600 square foot pavilion for a total of 220,000 square feet, and a 40,000 square foot wharf structure which serves as the headquarters for Converse.

100 SHAWMUT, BOSTON, MA

A 138 unit luxury condominium, initiating the firm's master plan for a larger three-building campus. The design artfully combines adaptive reuse with new construction, integrating a six-story historic warehouse structure with a contemporary addition to create a 231,880 square foot, 13-story community.

ELAN UNION MARKET, WATERTOWN, MA

A new 282 unit multifamily development with more than 11,000 square feet of amenity space and structured parking for 420 cars. The nearly 700-foot long community incorporates two buildings attached by an elevated glass walkway — a key defining feature of the project.

MASS MENTAL HEALTH CENTER, BOSTON, MA

The master planning of a 633,000 square foot site involving the new construction of two LEED Gold Certified state-of-the-art buildings consisting of clinical and office space, and a mental health day hospital.

ONE CHESTNUT PLACE, QUINCY, MA

A \$75M new luxury 15-story transit-oriented building situated in the heart of Quincy with water views and 4,000 square feet of ground floor retail. Amenities include a fitness center, concierge services, an upscale lounge with elegant millwork, Amazon Hub lockers, dramatic stone walls, and a clubroom with work pods.

★ **WHITTIER STREET REDEVELOPMENT, BOSTON, MA**

The three-phased redevelopment of an existing public housing community. The master plan includes the design of 316 mixed-income multifamily units across six buildings and nearly 9,000 square feet of retail space.

★ **EVERLEIGH CAPE COD, HYANNIS, MA**

Cape Cod's first 55+ active independent living community, the LEED Certifiable project provides 225 units, including 23 affordable residences. With over 17,000 square feet of recreational space, outdoor amenities include a pool, dog park, meditation garden, pickleball, and bocce courts arranged across three large south-facing courtyards.

ATWOOD, SAUGUS, MA

The new construction and master plan of a mixed-income multifamily community with 17,000 square feet of amenity space. The development will include 300 units, with 75 designated as affordable, and will feature a mix of studio, one-, two-, and three-bedroom layouts.

480 MAIN, MALDEN, MA

This new five-story market-rate multifamily community features modern, stylish interiors. The 195 luxury units open up to winding courtyards and a collection of indoor and outdoor retreats complete with a pool, cafe, and recreation center, including 8,000 square feet of retail space and 171 on-site parking spaces.

ARTEMAS, EVERETT, MA

A \$120M new multifamily community offering 396 mixed-income units, onsite parking, an outdoor pool and patio, cyberdeck, and pocket park. Of the 396 units, 59 will be affordable and include a mix of studios, one-, and two-bedrooms.

35 GARVEY STREET, EVERETT, MA

The new construction of a six-story building featuring 450 units and 564 parking spaces. The development will include 14,000 square feet of amenity space and 6,500 square feet of ground floor retail space.

REVIO REVERE BEACH, REVERE, MA

A new mixed-use, beach-front multifamily community with 209 units, 4,000 square feet of retail space, an outdoor courtyard and pool, a fitness center, and structured parking for 242 vehicles. The transit-oriented development is within walking distance of the MBTA Blue Line, which provides residents with direct access to downtown Boston.

Nate Thomas

AIA, CPHC | Project Manager

A responsive and innovative project manager, Nate has strong design, technical, and leadership skills. Reliable and communicative, he works exceptionally well in an interactive and collaborative team environment. Highly detail-oriented, Nate has an integral understanding of all phases of project planning, programming, design, and construction and is responsible for developing and maintaining project work plans, budgets, and schedules. His strong organizational skills are essential to balancing multiple projects at different stages in the development process from feasibility studies and concept design to construction documentation and administration. Nate is a certified Passive House Consultant and speaks widely on the subject. His focus is to reduce each building's energy demand through passive design, smart technical systems, and high-quality construction strategies.

JOINED THE ARCHITECTURAL TEAM

2015

EDUCATION

Wentworth Institute of Technology
Bachelor of Architecture
Masters of Architecture

PROFESSIONAL AFFILIATIONS

American Institute of Architects
Boston Society of Architects

SPEAKING ENGAGEMENTS

Passive House Multifamily Design
Boston Society of Architects
BuildingEnergy Boston Conference + Trade Show 2020
Northeast Sustainability Energy Association
Passive House Symposium
Passive House Massachusetts

PUBLICATIONS

Multi-Housing News
"Reviving the Past Through Adaptive Reuse"
Multi-Housing News
"Passive House Standards Gaining Ground in Multifamily"
Multi-Housing News
"What Does it Take for Multifamily to Go Passive?"
Metal Architecture
"Designing for Passive House"
Passive House Accelerator
"NESEA Interview: A Surge in Affordable Multifamily Passive House in Boston"

CERTIFICATION

Certified Passive House Consultant

★ VOKE LOFTS, WORCESTER, MA

Adaptive reuse and historic restoration of the former Worcester Boy's Trade school into a multifamily community. The transformation retains the building's industrial look characterized by high brick walls, exposed wood ceilings and piping, and 312 historic replica windows. The 116,306 square foot building offers 84 loft units and an inviting courtyard.

★ THE ANNE M. LYNCH HOMES AT OLD COLONY PHASE III, SOUTH BOSTON, MA

A new six-phased affordable housing development comprised of apartments and townhomes, offering residents a new LEED Gold Certified learning center and social services. Phase I consists of 116 LEED Platinum Certified units, Phase II of 169 units, and Phase III of 301 units, 55 of which are Passive House Certified. Phases IV, V, and VII will provide an additional 342 units.

AVALON EASTON, EASTON, MA

A new 290 unit, mixed-income apartment community that offers a compelling and amenity-rich contemporary lifestyle experience. TAT's masterplan for the community prioritizes outdoor amenity space and sensitively scaled buildings, with the 424,172 square foot campus centered around a large Community Clubhouse surrounded by a sequence of nine townhome buildings and nine three-story garden buildings connected by a network of pedestrian paths and landscaped green space.

AVALON RESIDENCES AT THE HINGHAM SHIPYARD, HINGHAM, MA

Redevelopment of the 3.9-acre site of Building 19's former corporate headquarters into a 190 unit multifamily community. Supporting a pedestrian-friendly design, the firm scaled buildings to the surrounding context, adding many walkable routes through the community.

CAMDEN STREET APARTMENTS, BOSTON, MA

The moderate rehabilitation of a 72 unit historic multifamily development consisting of one, two, and three-bedroom apartments. The community consists of two adjacent projects built in 1939 and 1949 comprised of three-story walk-up style buildings.



Hancock Estates | Kessler Woods

Newton, MA

SERVICE
Architecture

TYPE
Multifamily
New Construction

CLIENT
Chestnut Hill Realty

SIZE
190,000 sf







The Village and Cottages at Duxbury

Duxbury, MA

SERVICE
Architecture

TYPE
New Construction
Senior Living

CLIENT
The Welch Group

SIZE
51,000 sf





The Residence at Salem Woods

Salem, NH

SERVICE

Architecture
Interior Design

TYPE

Assisted Living
New Construction

CLIENT

LCB Senior Living

SIZE

72,000 sf





Avalon Sudbury

Sudbury, MA

SERVICE

Architecture
Interior Design

TYPE

Multifamily
New Construction

CLIENT

AvalonBay Communities

SIZE

415,000 sf





One Wingate Way

Needham, MA

SERVICE

Architecture
Master Planning

TYPE

New Construction
Senior Living

CLIENT

Wingate Healthcare

SIZE

81,475 sf





The Residence at Penniman Hill

Hingham, MA

SERVICE

Architecture
Interior Design

TYPE

Assisted Living
New Construction

CLIENT

LCB Senior Living

SIZE

90,000 sf







Coolidge at Sudbury

Sudbury, MA

SERVICE

Architecture
Interior Design

TYPE

Assisted Living

CLIENT

B'nai B'rith Housing of New England

SIZE

60,000 sf





Maplewood at Brewster

Brewster, MA

SERVICE

Architecture
Interior Design

TYPE

Assisted Living
New Construction

CLIENT

Maplewood Senior Living

SIZE

115,510 sf





Carriage House at Lee's Farm

Wayland, MA

SERVICE

Architecture
Interior Design

TYPE

Assisted Living
New Construction

CLIENT

Northbridge Companies, Inc.

SIZE

54,000 sf





The Residence at Five Corners

Easton, MA

SERVICE

Architecture
Interior Design

TYPE

Assisted Living
New Construction

CLIENT

LCB Senior Living

SIZE

80,000 sf





The Residence at Riverbend

Ipswich, MA

SERVICE

Architecture
Interior Design

TYPE

Assisted Living

CLIENT

LCB Senior Living

SIZE

73,000 sf





Wingate Residences at Haverhill

Haverhill, MA

SERVICE

Architecture

TYPE

Assisted Living
New Construction

CLIENT

Wingate Healthcare

SIZE

61,300 sf



BIOS AND ADDITIONAL TEAM MEMBERS



KATYA PODSIADLO, Principal

EDUCATION

University of Michigan, MLA, 2003

University of Vermont, Bachelor of Environmental Studies, 1994

PROFESSIONAL REGISTRATION

Landscape Architecture MA Lic. #3019, NY #2703, CT #1631

WBE certified with Supplier Diversity Office, Commonwealth of MA

DBE certified with MassUCP

HONORS AND AWARDS

ASLA Student Certificate of Merit, 2002

Sigma Lambda Alpha Society of Landscape Architects, 2001

Doris Duke Charitable Foundation Fellowship, 2000-2001

PROFESSIONAL EXPERIENCE

Verdant Landscape Architecture, Brookline MA, Principal, 2017-present

Blair Hines Design Associates, Brookline MA, Senior Associate, 2009-2016

Hines Wasser + Associates, LLC, Brookline MA, Associate, 2002-2009

Walker-Kluesing Design Group, Boston MA, Landscape Designer, 2001-2002

Center for the Preservation of Historic Landscapes, Poland, 2000

Heritage Landscapes, Charlotte VT, Project Staff, 1997-1999

SELECTED CURRENT PROJECTS

Allston Brighton Recreational Facility, Boston MA

Artemas Apartments, Everett MA

The Bristol, Wellesley MA

Bedford LCB Senior Living, Bedford MA

Cordwainer Senior Living, Norwell MA

24+28 Drydock Redevelopment, Seaport, Boston MA

135 Dudley Street Apartments, Nubian Square, Boston MA

Four Corners, Codman Square, Boston MA

Grand Street Redevelopment, Worcester MA

45 Mystic Avenue Civic Space, Somerville MA

Saugus Ridge Apartments 40B, Saugus MA

300 Southbridge, Worcester MA

Terrazza, Wellesley MA

270 West First Street, Boston MA

500 Western Avenue, Brighton MA

Willow Baker Development, Dorchester MA

Willow Hill Events, Wedding Venue, Brookyn CT

Key Personnel

It starts with our extensive preconstruction experience and value management that makes the most of budgets. It extends to our deep and longstanding relationships with minority-owned subcontractor and neighborhood networks. It turns on the performance of our compliance teams. And it ends with our project teams, that roll up their sleeves and build - solving problems, moving forward, making deadlines and hitting budgets. Each and everyone of our team members brings extensive quality project development and delivery experience.



JOE RETTMAN, PRESIDENT

As President, Josef leads NEI with commanding industry knowledge and exceptional attention to detail. For over 30 years, he has been committed to consistent and unparalleled client satisfaction.

A devoted supporter of his community, Josef's involvement with many local charities and organizations speaks to his goal of not only providing a useful and revitalized building but a restored community.



MARC MARCELLI, VP OF NE OPERATIONS

With almost 30 years of experience in the construction industry, Marc has worked in every major market across the US. His wide-ranging portfolio includes public bid work in Michigan, high-end national restaurant chains, and multi-family residential projects.

As Vice President of Northeast Construction Operations, Marc leads NEI's construction teams to ensure they are efficient, productive, and well-coordinated with the development team.



RICH IONELLI, VP OF SE OPERATIONS

As Vice President of Southeast Construction Operations, Rich oversees all aspects of projects and leads the construction teams.

Rich's expertise is problem-solving and he uses this ability to investigate technical problems or challenges and identify options for resolution before sharing the proposed solution with the team to come up with the most effective approach to meet the client's program, budget, and schedule.



BEN COULEHAN, DIRECTOR OF PRECONSTRUCTION

As Director of Preconstruction, Benjamin's primary focus is to ensure clear and comprehensive coordination between the design team and the construction team during project development and prior to the start of construction.

He oversees NEI's preconstruction and estimating teams and aids with project assessment, document coordination, detailed project scoping, and contract strategies. With over 28 years of experience, Benjamin spent the first half of his career as an architect before moving to construction.



Years of Experience

- 38 in industry
- 33 at Nitsch Engineering

Registration

- Massachusetts: Professional Engineer (Civil), #35056, 1990
 - Also a PE (Civil) in DC, NH, NJ, NY, PA, RI, and VA
- Institute for Sustainable Infrastructure, *Envision Sustainable Professional*, 2016
- LEED® Accredited Professional, *Building Design + Construction*, 2009
- OSHA (10-hour) Certified

Education

- MBA, Northeastern University, 1991
- BS, Civil Engineering, University of Massachusetts Lowell, 1984

Professional Affiliations

- Women's Transportation Seminar-Boston Chapter
- American Council of Engineering Companies of Massachusetts
- Boston Society of Civil Engineers Section/ASCE
- Chi Epsilon - National Civil Engineering Honor Society
- Society of Women Engineers
- Massachusetts Association of Conservation Commissions
- Move Massachusetts
- WalkBoston
- Town of Wilmington Citizenry Advisory Committee for Wilmington's Comprehensive Water & Waste Water Resources Plan, Member, 2002-Present

Lisa Brothers has over 38 years of experience in the design, construction, and management of roadway, site development, sustainable design, and infrastructure-related projects. As CEO, Lisa is responsible for the vision, growth strategy, strategic direction, and overall performance of the firm. She also serves as Principal-in-Charge of many of the firm's design projects. Lisa uses her strong technical abilities and management and people skills to make vital contributions within Nitsch Engineering, to clients of Nitsch Engineering, and to the operation of the professional engineering societies she helps lead.

A registered professional engineer in Massachusetts, Lisa is involved in a wide range of professional activities. She has been actively involved in the American Council of Engineering Companies/Massachusetts (ACEC/MA) for more than 25 years; she currently serves on the ACEC/MA Board as National Director and on the Government Affairs Committee, and she is a past President (2010-2011) of the Chapter. Lisa is a member of the Environmental Business Council of New England's Board of Directors. She is past President (2003-2004) of WTS Boston and currently serves as Co-Chair of the Public Art Committee. In 2014, Lisa was named an EY Entrepreneur Of The Year 2014 Award winner in New England.

An active alumna of UMass Lowell, Lisa is a member of the Chancellor's External Advisory Board, past Chair and a member of the College of Engineering/Industrial Advisory Board, and a member of the Center for Women and Work Advisory Board. In 2006, Lisa was co-chair of the Transportation and Construction Committee for the Massachusetts Government Appointments Project (MassGAP). She was an appointed member of the Town of Wilmington Conservation Commission (1995-2005) and was an Overseer for the Boston Architectural College (2005-2008). She is a member of the American Society of Civil Engineers (ASCE) and the Society of Women Engineers (SWE), and a Fellow of ACEC.

Representative Projects

Somerville to Belmont Bicycle Path, Somerville to Belmont, MA: Principal-in-Charge for a new multi-use path along an abandoned rail corridor (to Belmont from Alewife Station in Cambridge), improve safety, and establish a continuous bike path linking the existing segmented Cambridge Linear Park and Somerville Community Path. The project included a connection with the Minuteman Trail at Alewife Station and a new bridge to extend the path westward over Alewife Brook from Alewife to Belmont (along the Alewife Reservation). Oversaw land surveying, transportation engineering, and permitting services.

Mill River Park Plan, Stamford, CT: Principal-in-Charge of civil engineering and sustainable design services to the landscape architect for the creation of the Mill River Park. Nitsch Engineering's services include providing conceptual layout, utility, and sustainable stormwater management design; coordinating tidal fluctuations that result from the dam removal with the Army Corps of Engineers; analyzing strategies for low-impact development of the park; and assisting in the development of the open space programming of the site. Nitsch Engineering is



Mill River Park Plan, Stamford, CT



Peabody Square, Boston, MA



Wilmington Public Schools, Master Plan Study, Wilmington, MA

Representative Projects - continued

coordinating all of these services with the landscape architect, the Army Corps of Engineers, and the City of Stamford.

Metropolitan State Hospital Reuse, Belmont, Lexington, and Waltham, MA: Principal-in-Charge for the development of a former state institution located on a 350-acre parcel. Nitsch Engineering provided analysis and engineering design of multiple site access routes for a future multi-unit housing development, a municipal golf course, an educational/training facility, and an MDC nature reservation. The roadway design included evaluating and incorporating multiple traffic calming features along the access roads, as well as the utilities necessary to support the proposed future housing development parcel, golf course clubhouse, and MDC administrative offices. Additional tasks included traffic trip-generation analyses, construction cost estimates, existing utility evaluation, and preparing contract documents for the access roadways and utility systems. Nitsch Engineering worked closely with the Tri-Community Task Force to help define a tri-community development agreement, with the project lawyers for permitting and legal issues, and with the project land surveyors on the existing conditions and plotting plans. Ultimately, Nitsch Engineering prepared Definitive Subdivision Plans and Notices of Intent to the three affected communities that received Planning Board and Conservation Commission approval.

Orchard Park Housing Development, Boston, MA: Principal-in-Charge of the rehabilitation of this Boston Housing Authority housing development. The services provided included permitting, drainage and utility design, and design of five new roadways.

Peabody Square, Boston, MA: Principal-in-Charge for traffic and streetscape improvements associated with Peabody Square on Dorchester Avenue. Nitsch Engineering prepared construction contract documents in order to simplify roadway layout and reduce points of conflict, create a safe environment for vehicles and pedestrians, provide for placemaking and area gateways, and revitalize the square to promote commercial and community activity. The project included the integration of LID sustainable design techniques to reduce stormwater runoff volume into the closed drainage system and remove pollutants, including bioretention basins, porous pavers/pavement, and an infiltration trench.

Wilmington Public Schools, Master Plan Study, Wilmington, MA: Principal-in-Charge of civil engineering and traffic engineering services to support the development of a Master Plan Study for the Wilmington Public Schools, including Wilmington High School, West Intermediate School, North Intermediate School, Shawsheen Elementary School, Woburn Street Elementary School, Wildwood Early Childhood Center, and Boutwell Early Childhood Center. The project included a comprehensive assessment of existing school buildings and sites and the investigation of options for future improvements. Performed research with Wilmington Engineering Department, Wilmington Public Works Department, Wilmington Fire Department, Wilmington Water Department, and Wilmington Conservation Commission.

**MARYA E. GORCZYCA, P.E.**

Principal

EDUCATION

M.S., Civil Engineering, University of New Hampshire

B.S., Civil Engineering, University of New Hampshire

PROFESSIONAL REGISTRATIONS

2004/ MA: Professional Engineer (Reg. No. 45748)

During her 30+ years of practice with Haley & Aldrich, Ms. Gorczyca has gained comprehensive knowledge of site development and construction issues, and how they impact both the design and cost of construction. Ms Gorczyca has been involved in providing integrated geotechnical and environmental services for a wide variety of geotechnical engineering and environmental projects from due diligence through construction. Her experience includes numerous residential project sites, and she served as the Project Executive and Principal Consultant for multiple projects working with The Abbey Group. She is familiar with managing projects in sensitive settings and working on projects with multiple stakeholders such as Public/Private partnerships. Many of the project sites she has worked on present challenges related to existing geotechnical conditions such as shallow bedrock, slope protection, and limiting off site impacts where she has successfully addressed these challenges from planning through construction.

Relevant Project Experience**With The Abbey Group**

- Exchange South End, Boston, MA
- The Viridian, Fenway/Boston, MA
- 45 Province Street, Boston, MA

Selected Experience

- Northland Newton Development, Newton, MA
- Riverside MBTA Development, Newton, MA
- Hebrew College Campus Building, Newton, MA
- Parcel 12 Air Rights Development, Boston, MA
- Seaport Square Development (multiple building/sites and parks), South Boston, MA
- Northeastern University Marine Science Center, Nahant, MA
- Northeastern University Kostas Research Institute for Homeland Security, Burlington, MA
- Northeastern University Columbus Avenue Athletic Fields, Boston, MA
- Moody and Main, Waltham, MA
- Animal Rescue League new facilities, Dedham, MA
- DOT Block Residential Development, Dorchester, MA
- Beauport Gloucester Hotel, Gloucester. MA

Rock Excavation/Shallow Bedrock

- KIPP Academy, Lynn, MA
- Olmstead Place, Jamaica Plain, MA
- 300 Third Street, Waltham, MA
- 245 5th Avenue, Waltham, MA
- 45 Townsend Street, Roxbury, MA (planning phase)



Frank Stearns

OF COUNSEL

Frank.Stearns@hklaw.com

Boston

617.854.1406

PRACTICES

Real Estate | Land Use and Government | Environment

INDUSTRIES

Technology & Telecommunications | Financial Services

Frank Stearns is Of Counsel in Holland & Knight's Boston office and has nearly 30 years of extensive experience advising a broad range of clients in commercial real estate developments and managing the permitting, financing and development of office, residential and other commercial development projects. Such clients include developers, institutional investors, buyers, sellers, financial institutions, hospitals, mortgage brokers, landlords, tenants and others involved in real estate and business transactions. Mr. Stearns has significant experience appearing before local zoning boards for zoning relief for large scale commercial development and telecommunications installations. He has worked extensively with the Massachusetts Department of Environmental Protection and the U.S. Environmental Protection Agency on environmental enforcement, permitting and liability issues, and has managed large-scale brownfields developments. Mr. Stearns has also managed national corporate real estate needs, principally leasing, for a technology company.

Mr. Stearns is a LEED Accredited Professional (LEED-AP), a distinction he earned through the Green Building Certification Institute. As a LEED-AP, he has demonstrated a thorough understanding of green building practices and principles, as well as the LEED Rating System.

Additionally, Mr. Stearns has lectured on zoning, brownfields development and environmental law topics before Massachusetts Continuing Legal Education, the International Facilities Managers Association, the Massachusetts Hospital Association, the Institute of Business Law, the New England Environmental Expo, the Rhodes Island Bankers Association, the Federal Deposit Insurance Corporation, multiple banks and trade associations, and the Boston Bar Association.

Credentials

Education

- Boston College Law School, J.D., *magna cum laude*
- Haverford College, B.A.

Bar Admissions/Licenses

- Massachusetts

Honors & Awards

Holland & Knight

- *The Best Lawyers in America* guide, Real Estate Law, 2016-2023; Land Use and Zoning Law, 2021-2023
- "Legal Professional of the Year," CoreNet Global, New England Chapter, 2009

Publications

- Proposed Mass. Enviro Regs Prompt Compliance Questions, *Law360*, October 15, 2021
- Boston Passes Ambitious Ordinance Targeting Zero Emissions for Large Buildings by 2050, *Holland & Knight Alert*, October 7, 2021
- Proposed MEPA Regulations Leave Key Substantive Questions Unanswered, *Holland & Knight Alert*, September 29, 2021
- Massachusetts Department of Energy Resources Seeks Comment on Appliance Efficiency Standards, *Holland & Knight Alert*, September 15, 2021
- Massachusetts Municipalities Pursue Building Code Revisions While Awaiting State's Next Steps, *Holland & Knight Alert*, August 30, 2021
- MEPA Office Issues Revised Protocols on Climate Change and Environmental Justice, *Holland & Knight Alert*, July 15, 2021
- Massachusetts Communities Think Globally, Act Locally on Climate Change, *Holland & Knight Alert*, June 15, 2021
- MEPA Office Issues Draft Interim Protocol on Climate Adaptation and Resiliency, *Holland & Knight Alert*, April 26, 2021
- Massachusetts Climate Change Adaptation Initiatives: What Real Estate Professionals Should Know, *Holland & Knight Alert*, April 6, 2021
- Massachusetts Enacts State Zoning Law Amendments Designed to Encourage Housing Development, *Holland & Knight Alert*, March 8, 2021
- Massachusetts Governor Files Bill to Ease Local Permitting During State of Emergency, *Holland & Knight Alert*, March 27, 2020

Holland & Knight

Frank Stearns Relevant Newton Experience:

1. Counsel to Chestnut Hill Realty for development of Hancock Estates on Lagrange Street on a portion of the property known as Kessler Woods which had a city land disposition and use of city CPA funds.
2. Counsel to Lasell Village for multiple site plan reviews associated with use and development of the continuing care community.
3. Counsel to WS Development for redevelopment of The Street At Chestnut Hill, including conservation issues associated with Hammond Pond.
4. Counsel to Crosspoint Associates for redevelopment of Newton Nexus on Needham Street, including conservation issues associated with Cheesecake Brook.
5. Counsel to Brendon Properties and Church of Jesus Christ of Latter Day Saints associated with development of land at former Mount Ida College campus, including open space issues associated with previously undeveloped land.
6. Counsel to Boylston Properties for development of multi-family project on land off Maguire Court and Court Streets.

Relevant Experience Outside Newton

7. Counsel to Carleton-Willard CCRC for development of Arlington Court 55+ townhouse units in Bedford MA.
8. Counsel to Artisan Childcare Center for conversion of single family residential property to childcare center in Weston, MA.
9. Counsel to Owners/Developers for creation of statutory land conservation restrictions in Bellingham, MA; Bedford, MA; Freetown, MA; and Plympton, MA.

An aerial photograph of a university campus, overlaid with a semi-transparent blue filter. The central focus is a large, multi-story building with a prominent central tower and two smaller towers on either side. The building is surrounded by green lawns and trees. In the foreground, there is a large roundabout with a central landscaped area. In the background, another roundabout is visible, surrounded by more greenery and residential-style buildings. The overall scene is a well-maintained academic environment.

DEVELOPMENT APPROACH



Hancock Estates (Kessler Woods)

DEVELOPMENT APPROACH

The Abbey Group and our proposed development team have managed numerous complex projects. Listening to the needs and wants of stakeholders, brainstorming creative solutions, and bringing a vision to fruition are what we thrive on. The rolling, wooded Dudley Estate presents a unique development opportunity that inspires us to imagine efficiently designed, well-crafted buildings which integrate into the landscape by working with the topography rather than trying to remake it. In doing so, the designers will preserve the natural features and woodland character that gives the site its charm.

Working with the City of Newton Planning Department, neighbors, Newton South High School (NSHS), and other stakeholders, the development team expects to listen, understand community needs and concerns, and collaboratively generate development ideas for evaluation and possible incorporation. Many of our team members worked on the Hancock Estates (Kessler Woods) project, and we understand that successful model of a public-private partnership that leveraged funding and brought deed restricted land into public use.

Some development ideas include the following:

- Creating a 55+ active adult community for Newton residents who want to remain in town but are aging out of maintaining

a larger home in the area. Transitioning to housing in the Dudley Estate will enable them to conveniently maintain their friendships, frequent their local retailers, and remain a part of the Newton community. The homes could have mainly first-floor living, some common area amenities, and an abundance of outdoor trails and spaces, shared among residents, students at NSHS, and the community at large. This concept will keep older residents in Newton and free up homes for younger families to move into the city. The homes would integrate a selection of affordable options into the overall scheme.

- Maintaining existing paths through the site, particularly those linking Brandeis

Road with Dudley Road, could be enhanced with flanking open space. That space might incorporate recreational opportunities such as exercise areas, pickleball courts, managed vistas, and passive open space.

- Using the topography as an opportunity to stack direct entry flats over and under one another, or duplex units over flats, each with direct entry to grade, in keeping with active adult single-level living.
- Exploring the development of a larger multifamily building in areas of the site which can support scale and blend in with the topography will leave other areas of the parcel available for natural open space or other community amenities. Strategically situating this structure on the Brandeis Road side of the parcel, near the high school, would contextualize the scale in comparison to the existing buildings.
- Developing a building pad for future structured parking along Brandeis Road to relieve NSHS student parking pressure on surrounding neighborhoods. This structure could potentially be rampless by capitalizing on the topography and could serve a dual purpose with a larger scale multifamily structure if approved.

While the development team is excited by the possibilities that the Dudley Estate suggests, we are open-minded and look forward to a dialogue and collaboration with the City and key stakeholders to generate and evaluate possible development solutions. We are committed to advancing the City of Newton’s sustainability and housing goals and creating an asset for the benefit of the community.

The design/development team is familiar with the City of Newton’s sustainability goals and is committed to exploring and incorporating sustainable features into the building designs as well as adhering to best practices in sustainable land planning and landscape. The team has completed numerous LEED Gold and Platinum projects as well as several certified by governing Passive House, Well and Biophilic design organizations. The team is therefore familiar with and currently applying available sustainable technologies and techniques including solar PV and domestic water heating systems, all-electric HVAC systems, groundwater based heat exchange systems, as well as constantly researching the latest thinking in sustainable building technology and land planning.

The design team has assigned two Passive House certified professionals to the team, Associate-In-Charge Tom Schultz and Nate Thomas, our in-house Director of Sustainability. In addition, we will bring on a third-party design consultant to guide the team in sustainability issues as well as providing leadership in pursuit of any formal certifications which may be sought.



LANDSCAPE DESIGN IDEAS

Landscape design ideas for Dudley Estate could include the following:

1. Conservation of Land for Public Benefit

- Our plan could fully support continued pedestrian access to connect the Dudley Road neighborhood to the High School.
- We could identify important views and existing natural resources to prioritize preservation of the natural resources and buffers.
- In our site planning process and in order to maximize the preservation of woods, our team could consolidate efficient building footprints and minimize the extent of driveways through efficient parking design.
- Access to the site could focus on the Brandeis Road frontage in order to avoid significant impacts on the scenic roadway of Dudley Road.

2. Sustainable Design

- We could identify significant trees for preservation. As we like to say, 'The best tree is an existing tree.'
- Low Impact Design and Green Infrastructure could be integrated with the stormwater management plan and in the landscape design, and include elements

such as porous paving, pre-treatment rain gardens, and drought resistant plantings.

- Pollinator and habitat plant species could be emphasized in the plant palette to support biodiversity and natural functioning ecology.
- We could implement high albedo-rated paving to help mitigate heat island effects.

3. ADA Accessibility

- Despite steep existing topography on site, ADA access to amenities and a barrier-free environment will be met. Steeper topography can work to our advantage to help maintain visual buffers and reduce the impact of building massing.



LEGAL & OWNERSHIP STRUCTURE

The Abbey Group would form a Limited Liability Company (“LLC”) for the purpose of developing and owning this project site. The LLC form of ownership is the market norm for purposes of securing debt financing for a commercial real estate project of this scale.

There will also be some form of homeowners association and/or condominium to support a combination of cluster development and townhomes or different clusters of multifamily buildings. The Abbey Group is flexible with respect to ownership and title alternatives for the open space. This project team has had experience with alternatives including deeded rights to the city, easement rights to the city and statutory conservation restrictions. There would likely be different ownership approaches for land dedicated exclusively to public use[s] and walking paths or other amenities which are part of the residential component[s] of the project.

An aerial photograph of a university campus, featuring a large, central, multi-story building with a prominent dome and a circular driveway in the foreground. The campus is surrounded by greenery and residential-style buildings. The image is overlaid with a semi-transparent blue filter.

CREDITWORTHINESS






CREDITWORTHINESS

See separate envelope marked Financial Statements.

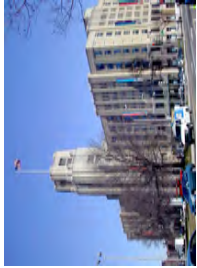




An aerial photograph of a university campus, featuring a central building with a prominent dome and a circular drive with a landscaped center. The image is overlaid with a semi-transparent blue filter.

ATTACHMENT A: DEVELOPMENT TEAM QUALIFICATIONS


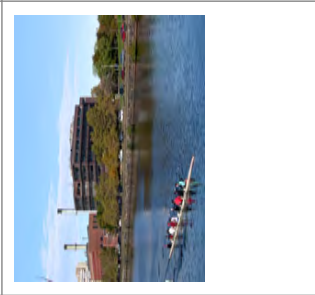
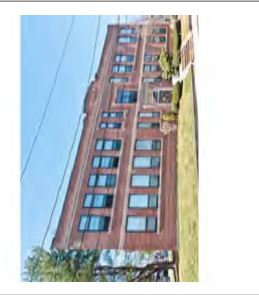

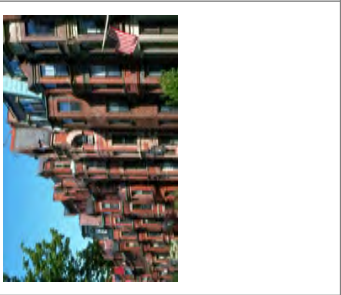
THE ABBEY GROUP developments

	PROJECT	LOCATION	DATE	DESCRIPTION	PERMITTING HIGHLIGHTS	COMMUNITY PARTNERS	SIGNIFICANT TENANTS	COMMENT
	EXCHANGE SOUTH END	SOUTH END	ACQUIRED 2016	<ul style="list-style-type: none"> • 5.6 ACRE DEVELOPMENT SITE • 1.6MM PROPOSED MIXED-USE LIFE SCIENCE AND TECH CAMPUS WITH GROUND FLOOR RETAIL AND COMMUNITY SPACE • 1100 CAR PARKING 	<ul style="list-style-type: none"> • ARTICLE 80 • EXPANDED PNF • WORKING WITH CITY/STATE/ FEDERAL TRANSPORTATION AGENCIES 	<ul style="list-style-type: none"> • MANY SOUTH END NEIGHBORHOOD GROUPS INCLUDING SOUTH END FORUM, BLACKSTONE/ FRANKLIN, NEW YORK STREETS, WASHINGTON GATEWAY 		<ul style="list-style-type: none"> • IMPLEMENTED INNOVATIVE COMMUNITY OUTREACH INCLUDING DOOR TO DOOR OUTREACH, MULTILINGUAL SURVEYS, MAYORAL MEETINGS, ETC TO DEVELOP PLAN FOR 30K SF COMMUNITY SPACE
	THE VIRIDIAN	FENWAY	BUILT 2015	<ul style="list-style-type: none"> • MIXED-USE DEVELOPMENT • 342 APARTMENTS • 260KSF APARTMENTS • 10KSF RETAIL • 210 CAR PARKING 	<ul style="list-style-type: none"> • ARTICLE 80 • EXPANDED PNF 	<ul style="list-style-type: none"> • FENWAY CDC • FENWAY CIVIC ASSOCIATION 	<ul style="list-style-type: none"> • BLAZE PIZZA • COREPOWER YOGA • HONEYGROW • FENWAY COMMUNITY CENTER 	<ul style="list-style-type: none"> • MIXED-USE URBAN VILLAGE • CONCEPT SUPPORTS NEIGHBORHOOD PRIORITIES • ON-SITE AFFORDABLE HOUSING • INNOVATIVE COMMUNITY ALLIANCE FORMED TO SUPPORT ON-SITE COMMUNITY CENTER
	45 PROVINCE	MIDTOWN	BUILT 2009	<ul style="list-style-type: none"> • MIXED-USE DEVELOPMENT • 137 UNIT CONDOMINIUMS • 298 CAR PARKING • 10KSF RETAIL, RESTAURANT AND DAYCARE 	<ul style="list-style-type: none"> • ARTICLE 80 • BOSTON ZBA • MASS HISTORICAL SOCIETY 	<ul style="list-style-type: none"> • DOWNTOWN CROSSING PARTNERSHIP • BOSTON BID 	<ul style="list-style-type: none"> • MAST • HALEY.HENRY • HIGHER GROUND EDUCATION 	<ul style="list-style-type: none"> • LED RESURGENCE OF DOWNTOWN • ESTABLISHED NEW RESIDENTIAL VALUES • RESTORED HISTORIC STAIRS OF FORMER GOVERNOR'S MANSION • RECONSTRUCTED PROVINCE STREET HARDSCAPE, LANDSCAPE AND LIGHTING
	LAFAYETTE CITY CENTER	DOWNTOWN	ACQUIRED 2002	<ul style="list-style-type: none"> • MIXED-USE DEVELOPMENT • 590KSF OFFICE • 35KSF RETAIL 	<ul style="list-style-type: none"> • ARTICLE 80 • 121A/6A 	<ul style="list-style-type: none"> • DOWNTOWN CROSSING PARTNERSHIP • BOSTON BID 	<ul style="list-style-type: none"> • SONOS • CARBONITE • AIR WORLDWIDE • VMWARE • COMMONWEALTH CARE • O'REILLY MEDIA • DEPT OF IND/ACCIDENTS • DEPT OF VET AFFAIRS • DEPT OF UNEMPLOYMENT ASSISTANCE • WNDR MUSEUM 	<ul style="list-style-type: none"> • UNIQUELY SITUATED WITH LARGEST CONTIGUOUS OFFICE/ RETAIL FLOOR PLATES IN DOWNTOWN BOSTON
	LANDMARK SQUARE APARTMENTS	FENWAY	BUILT 2002	<ul style="list-style-type: none"> • RESIDENTIAL DEVELOPMENT • 132 UNITS • 87 CAR PARKING 	<ul style="list-style-type: none"> • ARTICLE 80 • BOSTON ZBA 	<ul style="list-style-type: none"> • FENWAY CDC • FENWAY CIVIC ASSOCIATION 	<ul style="list-style-type: none"> • RESIDENTIAL APARTMENTS 	<ul style="list-style-type: none"> • FIRST NEWLY CONSTRUCTED FENWAY HOUSING STOCK IN DECADES • FUELED ADDITIONAL RESIDENTIAL DEVELOPMENT




THE ABBEY GROUP developments

	PROJECT	LOCATION	DATE	DESCRIPTION	PERMITTING HIGHLIGHTS	COMMUNITY PARTNERS	SIGNIFICANT TENANTS	COMMENT
	LANDMARK CENTER	FENWAY	RENOVATED 2000 SOLD IN 2011 FOR \$530.5MM	<ul style="list-style-type: none"> MIXED-USE DEVELOPMENT 650KSF OFFICE 350KSF RETAIL 1,900 CAR PARKING 	<ul style="list-style-type: none"> ARTICLE 80 121A/6A NATIONAL PARKS SERVICE MASS HISTORICAL SOCIETY MDC MEPA 	<ul style="list-style-type: none"> FENWAY CDC FENWAY CIVIC ASSOCIATION AUDUBON CIRCLE NEIGHBORHOOD ASSOCIATION EMERALD NECKLACE CONSERVANCY 	<ul style="list-style-type: none"> BLUE CROSS BLUE SHIELD HARVARD MEDICAL SCHOOL HARVARD SCHOOL OF PUBLIC HEALTH BEST BUY REGAL CINEMA BED BATH & BEYOND STAPLES • REI BRIGHT HORIZONS CHILDCARE 	<ul style="list-style-type: none"> INITIATED REVITALIZATION OF FENWAY LARGEST HISTORIC RENOVATION IN THE U.S. AT THE TIME GIFTED MISSING LINK OF EMERALD NECKLACE TO CITY FUNDED FENWAY CDC PROJECT FOR \$3.1MM
	ST GERMAIN APARTMENTS	BACK BAY	ACQUIRED 1993	<ul style="list-style-type: none"> APARTMENTS 262 UNITS IN 47 19TH CENTURY BUILDINGS 		<ul style="list-style-type: none"> BACK BAY NEIGHBORHOOD ASSOCIATION 	<ul style="list-style-type: none"> RESIDENTIAL APARTMENTS 	<ul style="list-style-type: none"> COMPRISES AN ENTIRE STREET OF CHARMING TOWNHOUSES OFFERING UNIQUE APARTMENT LIVING IN MIDST OF BACK BAY
	LOUISBURG SQUARE TOWNHOUSES	BEACON HILL	RENOVATED AND SOLD 1992	<ul style="list-style-type: none"> RENOVATION OF CONVENT INTO 2 LUXURY TOWNHOUSES 	<ul style="list-style-type: none"> BEACON HILL ARCHITECTURAL COMMISSION 	<ul style="list-style-type: none"> BEACON HILL CIVIC ASSOCIATION 	<ul style="list-style-type: none"> RESIDENTIAL TOWNHOUSES 	<ul style="list-style-type: none"> INNOVATIVE RENOVATION CONCEPT ON PROMINENT LOUISBURG SQUARE PRESERVED HISTORIC FACADE WHILE CONVERTING CONVENT INTO TWO TOWNHOUSES
	THE PRINCE ON NEWBURY	BACK BAY	RENOVATED AND SOLD 1986	<ul style="list-style-type: none"> MIXED-USE DEVELOPMENT 32 CONDOMINIUM UNITS 25KSF RETAIL 	<ul style="list-style-type: none"> BACK BAY ARCHITECTURAL COMMISSION SELECTED AS DEVELOPER BY CITY OF BOSTON 	<ul style="list-style-type: none"> BACK BAY NEIGHBORHOOD ASSOCIATION 	<ul style="list-style-type: none"> THE GAP BANANA REPUBLIC ADRIANA GOLDSCHMIDT BETSY JOHNSON THE NATURE COMPANY 	<ul style="list-style-type: none"> HIGH PROFILE RENOVATION ON NEWBURY STREET PROPELLED RETAIL EXPANSION BEYOND EXETER STREET CONVERTED SCHOOL TO NEW USE
	THE BARRETT	ALLSTON	RENOVATED AND SOLD 1986	<ul style="list-style-type: none"> MIXED-USE DEVELOPMENT 30KSF RENOVATION OF EXISTING SCHOOL BUILDING 	<ul style="list-style-type: none"> SELECTED AS DEVELOPER BY CITY OF BOSTON 	<ul style="list-style-type: none"> ALLSTON NEIGHBORHOOD COMMUNITY MEETINGS 	<ul style="list-style-type: none"> HARVARD UNIVERSITY 	<ul style="list-style-type: none"> RENOVATED SCHOOL INTO INTO SIGNATURE OFFICE HEADQUARTERS PURCHASED BY HARVARD IN LATE 1990'S

THE ABBEY GROUP developments

	PROJECT	LOCATION	DATE	DESCRIPTION	PERMITTING HIGHLIGHTS	COMMUNITY PARTNERS	SIGNIFICANT TENANTS	COMMENT
	PINKNEY PLACE	BEACON HILL	RENOVATED AND SOLD 1983	<ul style="list-style-type: none"> • CONDOMINIUM DEVELOPMENT • RENOVATION OF HISTORIC SCHOOL INTO 16 LUXURY UNITS 	<ul style="list-style-type: none"> • BEACON HILL ARCHITECTURAL COMMISSION • SELECTED AS DEVELOPER BY CITY OF BOSTON 	<ul style="list-style-type: none"> • BEACON HILL CIVIC ASSOCIATION 	<ul style="list-style-type: none"> • RESIDENTIAL CONDOMINIUMS 	<ul style="list-style-type: none"> • ESTABLISHED A NEW MODEL OF HOW HISTORIC STRUCTURES CAN BE MODIFIED FOR CURRENT USE
	RIVERSIDE TECHNOLOGY CENTER	CAMBRIDGE	ACQUIRED 1986	<ul style="list-style-type: none"> • 129KSF LIFE SCIENCE RESEARCH BUILDING 	<ul style="list-style-type: none"> • CAMBRIDGE REDEVELOPMENT AUTHORITY 	<ul style="list-style-type: none"> • CAMBRIDGE NEIGHBORS 	<ul style="list-style-type: none"> • BOSTON BIOCHEM • MERSANA PHARMA • MOLECULAR MD • ELSTAR • CENTER FOR HUMAN GENETICS • ULTRAGENYX • AXCELLA • NABLA BIO 	<ul style="list-style-type: none"> • LOCATED BETWEEN HARVARD AND MIT • PROVIDES CUTTING EDGE RESEARCH LABORATORIES • MANY DESIGNED AND BUILT WITH IN-HOUSE ABBEY EXPERTISE
	THE RICHARDS	DORCHESTER	RENOVATED AND SOLD 1985	<ul style="list-style-type: none"> • CONDOMINIUM DEVELOPMENT • RENOVATION OF SURPLUS BOSTON SCHOOL INTO 36 MARKET RATE UNITS 	<ul style="list-style-type: none"> • SELECTED AS DEVELOPER BY CITY OF BOSTON 	<ul style="list-style-type: none"> • DORCHESTER NEIGHBORHOOD COMMUNITY MEETINGS 	<ul style="list-style-type: none"> • RESIDENTIAL CONDOMINIUMS 	<ul style="list-style-type: none"> • MARKET RATE CONDOMINIUMS PROVIDED HOME OWNERSHIP OPPORTUNITIES IN THE AREA
	THE SAVIN	SAVIN HILL	RENOVATED AND SOLD 1985	<ul style="list-style-type: none"> • CONDOMINIUM DEVELOPMENT • RENOVATION OF SURPLUS BOSTON SCHOOL INTO 42 MARKET RATE UNITS 	<ul style="list-style-type: none"> • SELECTED AS DEVELOPER BY CITY OF BOSTON 	<ul style="list-style-type: none"> • SAVIN HILL NEIGHBORHOOD ASSOCIATION 	<ul style="list-style-type: none"> • RESIDENTIAL CONDOMINIUMS 	<ul style="list-style-type: none"> • FIRST CONDOMINIUM PROJECT IN SAVIN HILL NEIGHBORHOOD
	TOWNHOUSES	BACK BAY	RENOVATED AND SOLD 1979-1983	<ul style="list-style-type: none"> • CONDOMINIUM DEVELOPMENT • RENOVATION OF HISTORIC BACK BAY TOWNHOUSES INTO 64 UNITS OF HOUSING 	<ul style="list-style-type: none"> • BACK BAY ARCHITECTURAL COMMISSION 	<ul style="list-style-type: none"> • BACK BAY NEIGHBORHOOD ASSOCIATION 	<ul style="list-style-type: none"> • RESIDENTIAL CONDOMINIUMS 	<ul style="list-style-type: none"> • FIRST DEVELOPMENT WORK THAT ESTABLISHED ABBEY GROUP AS AN ACCOMPLISHED DEVELOPMENT ENTITY • CONDOMINIUM CONVERSIONS CONTRIBUTED TO BACK BAY RESURGENCE/EXPANSION

THE ABBEY GROUP developments

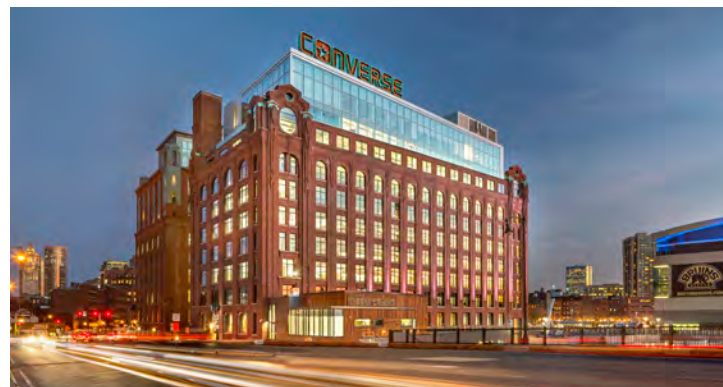
	PROJECT	LOCATION	DATE	DESCRIPTION	PERMITTING HIGHLIGHTS	COMMUNITY PARTNERS	SIGNIFICANT TENANTS	COMMENT
	THE ABBEY BUILDING	COPLEY SQUARE	RENOVATED 1982	<ul style="list-style-type: none"> MIXED-USE DEVELOPMENT 35K OFFICE AND RETAIL 	<ul style="list-style-type: none"> BACK BAY ARCHITECTURAL COMMISSION 	<ul style="list-style-type: none"> BACK BAY NEIGHBORHOOD ASSOCIATION TRUSTEES OF COPLEY SQUARE 	<ul style="list-style-type: none"> ESPLANADE ASSOC FERTILITY CLINIC OF NE COPLEY VIEW DENTAL PRUDENTIAL DENTAL COMPASS CENTURY 21 JENNIFER SMITH WILLIAMS DMD AETURNUM/INCENTIVIO REFRESH MENTAL HEALTH CENTER FOR ANXIETY 	<ul style="list-style-type: none"> RENOVATED TO OFFER FIRST CLASS OFFICE AND MEDICAL SPACE OVERLOOKING COPLEY SQUARE
	160 NEWBURY STREET	BACK BAY	RENOVATED 1979 SOLD	<ul style="list-style-type: none"> MIXED-USE DEVELOPMENT 4KSF RETAIL 5 RENTAL UNITS IN 19TH CENTURY TOWNHOUSE 	<ul style="list-style-type: none"> BACK BAY ARCHITECTURAL COMMISSION 	<ul style="list-style-type: none"> BACK BAY NEIGHBORHOOD ASSOCIATION 	<ul style="list-style-type: none"> PLACEWARES HARLEY DAVIDSON 	<ul style="list-style-type: none"> MIXED-USE RETAIL AND APARTMENTS REVIVED 3RD BLOCK OF NEWBURY STREET
	SEASONS, SUNDANCE and SNOWDANCE on MOUNT SNOW	MOUNT SNOW VERMONT	ACQUIRED AND DEVELOPED 1980's-2022	<ul style="list-style-type: none"> 220 CONDOMINIUMS IN 15 BUILDINGS 13 TOWNHOUSES 23 SINGLE FAMILY LOTS FAMILY FRIENDLY COMMON AMENITIES PUBLICLY ACCESSIBLE SKI TRAILS 	<ul style="list-style-type: none"> STATE OF VT ACT 250 	<ul style="list-style-type: none"> TOWN OF WEST DOVER MOUNT SNOW SKI RESORT 		<ul style="list-style-type: none"> SKI-IN/SKI-OUT SLOPE SIDE DEVELOPMENTS ON MOUNT SNOW



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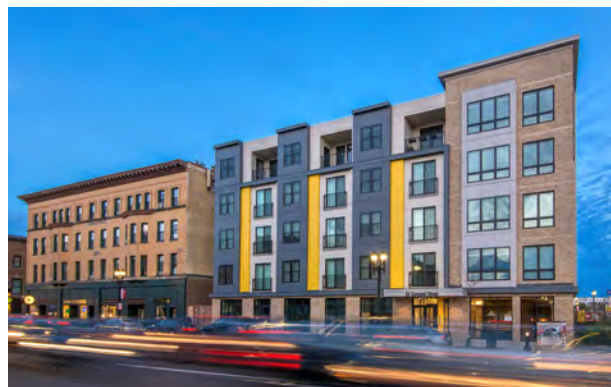
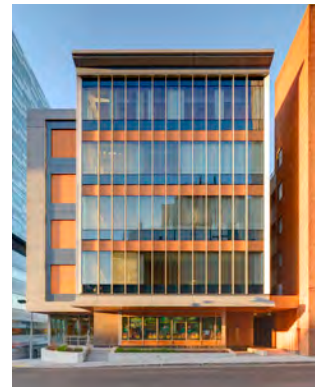


The Architectural Team is driven by a commitment to exceptional design and an unyielding focus on achieving client objectives. Our insightful, pragmatic design solutions reflect our respect for site, context, and environmental sustainability. Here's a look at a selection of featured projects.





Inspired design doesn't happen in isolation. It is the result of a committed partnership between the client and the design team where regard for the character and quality of the natural and built environment is fundamental.



200+ DESIGN EXCELLENCE AWARDS

85% BUSINESS THROUGH REPEAT CLIENTS

51 YEARS OF EXPERIENCE

29 STATES IN WHICH TAT IS LICENSED

46% WOMEN

95+ TAT TEAM MEMBERS

54% MEN

350+ HISTORIC ADAPTIVE REUSE DEVELOPMENTS

200,000+ UNITS

1,750+ DEVELOPMENTS COMPLETED

related work



ASSISTED LIVING + INDEPENDENT SENIOR LIVING

ASSISTED LIVING + INDEPENDENT LIVING

ALDEN PLACE, Fairhaven, MA *

Program: 60 assisted and independent living units

Construction Type: New construction

CA VENTURES MCCANDLESS, McCandless, PA *

Program: 190,000sf facility with 96 independent living units, 56 assisted living units, and 48 memory care units

Construction Type: New construction; will break ground in 2017

CARRIAGE HOUSE AT LEE'S FARM, Wayland, MA *

Program: 62 units including 32 assisted living units and supportive independent living units, and a 30 unit memory care wing, with resident amenities

Construction Type: New construction

FORGE HILL AT FRANKLIN, Franklin, MA *

Program: 80 assisted living units and 20 independent living units

Construction Type: New construction

JACKSON LIFECARE, Jackson Township, NJ *

Program: 47 assisted living units, 140 independent living units; 28 units dedicated to Alzheimer's residents

Construction Type: New construction

LAKEVIEW ESTATES, Destin, FL

Program: 36 assisted living units, 80 independent living units

Construction Type: New construction

LAURELWOOD AT THE PINEHILLS, Plymouth, MA *

Program: 75 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

PROSPECT HOUSE, Revere, MA *

Program: 110 affordable assisted and independent living units

Construction Type: New construction

THE RESIDENCE AT BROOKSIDE, Avon, CT *

Program: 80 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCE AT FIVE CORNERS, Easton, MA *

Program: 84 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCE AT RIVERBEND, Ipswich, MA *

Program: 75 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCE AT SALEM WOODS, Salem, NH *

Program: 84 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCE AT SOUTH WINDSOR FARMS,

South Windsor, CT *

Program: 80 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCE AT VALLEY FARM, Ashland, MA *

Program: 80 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCE AT WATERTOWN SQUARE, Watertown, MA*

Program: 90 units of assisted living, independent living and memory care with resident amenities

Construction Type: New construction

THE RESIDENCES AT WINGATE, Needham, MA *

Program: 91 units including 42 assisted living units, 12 supportive independent care, and 37 units in two memory care wings, with resident amenities

Construction Type: New construction

RIVER COURT ASSISTED LIVING, Groton, MA *

Program: 44 assisted living units, 15 senior independent living units, 15 Alzheimer's care units, and an adult day care facility

Construction Type: Adaptive reuse of an historic former paper mill

ASSISTED LIVING, INDEPENDENT LIVING + SKILLED NURSING CAMPUSES

ATRIA HAMILTON HEIGHTS, West Hartford, CT *

Program: 124 assisted living and independent living units
Construction Type: Adaptive reuse and renovation of historic former girls' school combined with a new addition

BEECHWOOD, Providence, RI *

Program: 80 assisted living units, 60 skilled nursing beds, & 15 units dedicated to residents with Alzheimer's
Construction Type: New construction of the second phase of the Laurelmead master plan

ASSISTED LIVING + INDEPENDENT SENIOR LIVING

LAURELMEAD, Providence, RI

Program: 164-unit senior independent living community located on the 23 acre campus of the Butler Hospital
Construction Type: New construction

STAND-ALONE ASSISTED LIVING FACILITIES

THE ARBORS OF BEDFORD, Bedford, NH *

Program: 50 units of assisted living with resident amenities
Construction Type: New construction

AUTUMN GLEN AT DARTMOUTH, Dartmouth, MA *

Program: 24 unit memory care facility with interior courtyard, resident amenities and common areas
Construction Type: New construction

AVITA AT NEEDHAM, Needham, MA *

Program: 70 bed facility includes 85 assisted living units with resident amenities and common areas
Construction Type: New construction

BREWSTER HOUSE, Brewster, MA *

Program: 63 assisted living units adjacent to a 140-bed existing skilled nursing facility
Construction Type: Conversion of a skilled nursing wing to assisted living units

BRIGHAM HOUSE, Watertown, MA

Program: 61 assisted living units
Construction Type: Restoration and adaptive reuse of an historic school

CADBURY COMMONS, Cambridge, MA *

Program: 74 assisted living units
Construction Type: New construction

CAMERON HOUSE, Lenox, MA *

Program: 44 affordable assisted living units
Construction Type: Adaptive reuse of a former school building

CANTERBURY WOODS, Attleboro, MA *

Program: 118 assisted living units, 12 units dedicated to residents with Alzheimer's
Construction Type: New construction

THE CEDARS, Dartmouth, MA *

Program: A 78-unit assisted living facility with an Alzheimer's dementia care wing
Construction Type: New construction

CONCORD PARK ASSISTED LIVING, West Concord, MA *

Program: A 79-unit assisted living facility
Construction Type: New construction

CORCORAN HOUSE, Clinton, MA

Program: 42 assisted living units
Construction Type: Adaptive reuse of a circa 1890 schoolhouse

CORTLAND HOUSE, Leominster, MA *

Program: 60 assisted living units; 12 units dedicated to Alzheimer's residents
Construction Type: New construction

DRAPER PLACE, Hopedale, MA *

Program: 68 assisted living units
Construction Type: New construction

HARBOR POINT AT CENTERVILLE, Centerville, MA *

Program: 65 assisted living units dedicated to residents with Alzheimer's
Construction Type: Renovation

LINCOLN PLACE, Lincoln, RI *

Program: 78 assisted living units; 22 units dedicated to residents with Alzheimer's
Construction Type: New construction

LONGMEADOW PLACE, Burlington, MA *

Program: 110 assisted living units
Construction Type: New construction

MARINA PLACE, Quincy, MA *

Program: 88 assisted living units; 22 units dedicated to Alzheimer's care
Construction Type: New construction

MARLAND PLACE, Andover, MA

Program: 129 assisted living units
Construction Type: Adaptive reuse of a former mill

MELBOURNE PLACE, Pittsfield, MA *

Program: 120 assisted living units; 22 units dedicated to residents with Alzheimer's
Construction Type: New construction

NASHOBA PARK ASSISTED LIVING, Ayer, MA

Program: A 73-unit assisted living facility with related resident amenities and an interior courtyard
Construction Type: Historic conversion of the former Ayer Community Hospital

ASSISTED LIVING + INDEPENDENT SENIOR LIVING

NORUMBEGA POINT AT WESTON, Weston, MA

Program: 93 assisted living units

Construction Type: New construction

NOTRE DAME DU LAC, Worcester, MA *

Program: 108 assisted living units including a specialized dementia care community

Construction Type: Renovation of a convent combined with new construction

THE PINES OF TEWKSBURY, Tewksbury, MA *

Program: 50 assisted living units; 17 units dedicated to Alzheimer's residents

Construction Type: Rehabilitation and adaptive reuse of a former substance abuse clinic

PROVIDENCE HOUSE, Brighton, MA *

Program: 124 assisted living units

Construction Type: New construction within the former St. John of God Hospital campus

THE RESIDENCE AT PEARL STREET, Reading, MA *

Program: 80 assisted living units

Construction Type: Adaptive reuse of a former elementary school combined with new construction

STAFFORD HILL, Plymouth, MA *

Program: Assisted living facility with 60 units, plus 25 Alzheimer's care units

Construction Type: Conversion of a former skilled nursing facility

STANDISH VILLAGE AT LOWER MILLS, Dorchester, MA *

Program: 72 assisted living units; 12 units dedicated to Alzheimer's residents

Construction Type: Adaptive reuse of a mill building combined with new construction

STONEBRIDGE AT BURLINGTON, Burlington, MA *

Program: 110 bed facility includes 84 assisted living units and a 26 bed memory care wing, with resident amenities and common areas

Construction Type: New construction

SUNAPEE COVE, George Mills, NH *

Program: 35 private units, a memory care wing, resident amenities and common areas

Construction Type: New construction

TRADITIONS OF DEDHAM, Dedham, MA *

Program: 95-unit assisted living facility with

Alzheimer's care

Construction Type: New construction

TRADITIONS OF WAYLAND, Wayland, MA *

Program: 76 assisted living units

Construction Type: Adaptive reuse of the former Paine Estate combined with new construction

THE VILLAGE AT FILLMORE POND, Bennington, VT *

Program: 30 assisted living units and 45 independent living units

Construction Type: New construction

VOA FORESTDALE PARK, Malden, MA *

Program: 80 studio and one bedroom assisted living apartments and 18 units in the state-of-the-art Compass Memory Support Neighborhood

Construction Type: Renovation of existing 41,000 square foot McFadden Manor, and new construction of a 33,500 square foot addition

WHITEHALL ESTATES, Hyannis, MA *

Program: 75 affordable senior apartments with resident lounge areas, fitness center, beauty/barber shop, multipurpose room and spa.

Construction Type: New construction

WHITNEY PLACE AT WESTBOROUGH, Westborough, MA * Program:

60 assisted living units; 32 units dedicated to residents with Alzheimer's

Construction Type: New construction

WHITNEY PLACE AT NATICK, Natick, MA *

Program: 88 assisted living units; 61 units dedicated to residents with Alzheimer's

Construction Type: New construction

WHITNEY PLACE AT NORTHBOROUGH/BEAUMONT AT NORTHBOROUGH, Northborough, MA *

Program: Combination assisted living and skilled nursing facility

Construction Type: Renovation and reconfiguration of an existing 96-bed skilled nursing facility and the addition of a 75-unit assisted living facility

THE WOODLANDS AT PLEASANT BAY, Brewster, MA

Program: A 59-unit assisted living facility with a wellness center and community amenities

Construction Type: New construction

ASSISTED LIVING + INDEPENDENT SENIOR LIVING

ZELMA LACEY HOUSE, Charlestown, MA

Program: A 66-unit assisted living facility with an adult daycare program and related resident amenities

Construction Type: New construction

STAND-ALONE INDEPENDENT SENIOR LIVING FACILITIES

80 MASON STREET, Boston, MA

Program: 129 units of senior housing

Construction Type: Restoration and adaptive reuse of the former Boston Herald newspaper headquarters

ASHER'S PATH, Mashpee, MA

Program: 56 unit of affordable senior housing with a community room, outdoor activity area, and in-house laundry facilities

Construction Type: New construction

BARSTOW VILLAGE, Hanover, MA

Program: 66 units of affordable senior housing with a community room, outdoor courtyard, and in-house laundry facilities. LEED Gold Certified.

Construction Type: New construction

BOWDOIN SCHOOL, Boston, MA

Program: 35 units of senior housing

Construction Type: Rehabilitation and adaptive reuse of a former school

BOWLEY'S LANE, Baltimore, MD

Program: 80 units of affordable senior housing

Construction Type: New construction

BRADLEY HOUSE, Bay City, MI

Program: 180 units of senior housing

Construction Type: Conversion of a former hospital

BRIDGEPORT ELDERLY APARTMENTS, Bridgeport, CT

Program: 85 units of affordable senior housing

Construction Type: Renovation of existing units

CAPTAIN HATHAWAY APARTMENTS, Saugus, MA

Program: 100 units of affordable senior housing

Construction Type: New construction

CHAUNCY HOUSE, Boston, MA

Program: 87 units of senior housing

Construction Type: Restoration and adaptive reuse of former office building

COLLINS APARTMENTS, Chelsea, MA

Program: 100 units of senior housing

Construction Type: New construction

CONGREGATIONAL HOMES, Melrose, MA

Program: 100 units of affordable senior housing

Construction Type: New construction

DIAMOND SPRING GARDENS, Lawrence, MA

Program: 97 units of senior housing

Construction Type: Adaptive reuse of an existing factory combined with new construction

DUXBURY VILLAGE, Duxbury, MA

Program: 15 luxury apartments with a fitness center in a congregate care community

Construction Type: Two three-story additions to an existing senior residential building

EVERETT NON-PROFIT COOPERATIVE, Everett, MA

Program: 78 units of affordable senior housing

Construction Type: New construction

FRANCIS CABOT LOWELL MILL, Waltham, MA

Program: 257 units of senior housing

Construction Type: Adaptive reuse of an historic mill

FRANKLIN SQUARE HOUSE, Boston, MA

Program: 193 units of senior housing

Construction Type: Rehabilitation and adaptive reuse of former women's residence

GOVERNOR APARTMENTS, Boston, MA

Program: 80 units of senior housing

Construction Type: Rehabilitation of six rowhouses

GREENWAYS AT WAYLAND, Wayland, MA

Program: 24 luxury condominiums

Construction Type: New construction

HAMILTON WADE HOUSING, Brockton, MA

Program: 84 units of senior housing

Construction Type: Adaptive reuse of a 20th century former leather factory

HART'S HILL HEIGHTS, Wakefield, MA

Program: 23 affordable units of senior housing with resident amenities

Construction Type: New construction

ASSISTED LIVING + INDEPENDENT SENIOR LIVING

HIGHLANDTOWN PLAZA COOPERATIVE, Baltimore, MD

Program: 74 units of affordable senior housing
Construction Type: Rehabilitation and adaptive reuse of a former trolley car garage

JACOB'S POND ESTATES, Norwell, MA

Program: 44 senior condominiums
Construction Type: New construction

LAFAYETTE PLACE, Fall River, MA

Program: 125 units of senior housing
Construction Type: Renovation and adaptive reuse of an historic former convent

LINWOOD MILL, Northbridge, MA

Program: 75 affordable units of senior housing with a resident lounge and library
Construction Type: Historic adaptive reuse

MCMAMARA HOUSE, Brighton, MA

Program: 80 units of affordable senior housing
Construction Type: Historic restoration of a former convent combined with new construction

MEETING HOUSE AT STOW, Stow, MA

Program: 60 units of senior independent living
Construction Type: New construction

MEETING HOUSE ESTATES, Scituate, MA

Program: 35 unit senior housing community
Construction Type: New construction

MONSIGNOR NEAGLE APARTMENTS, Malden, MA

Program: 76 units of affordable senior housing with 36 units for residents with memory loss
Construction Type: New construction

MOUNT CARMEL APARTMENTS, Worcester, MA

Program: 80 units of affordable senior housing
Construction Type: New construction

NEVINS MANOR, Methuen, MA

Program: 44 units of affordable senior housing
Construction Type: Adaptive reuse and renovation of a former home for the aged

NORTH FARM SENIOR ESTATES, Somerset, MA

Program: Senior housing facility consisting of two buildings with 90 residential units
Construction Type: New construction

PARK ROAD APARTMENTS, Washington, D.C.

Program: 150 units of senior housing
Construction Type: Historic restoration of a turn-of-the-century bank building combined with new construction

PHILLIPS PARK, Wellesley, MA

Program: 48 units of senior housing
Construction Type: Rehabilitation of a former school combined with new construction

POUGHKEEPSIE HOUSE, Poughkeepsie, NY

Program: 85 units of senior housing
Construction Type: Conversion of a certified historic former orphanage

R.H. STEARNS BUILDING, Boston, MA

Program: 150 units of senior housing with ground floor commercial space
Construction Type: Restoration and adaptive reuse of an 11-story historic former department store

ROSLINDALE NON-PROFIT SENIOR HOUSING,

Roslindale, MA
Program: 80 units of affordable senior housing
Construction Type: New construction

RYAN ESTATES, Lincoln, MA

Program: 24 unit senior cooperative
Construction Type: New construction

SAINT CECILIA'S HOUSE, Boston, MA

Program: 123 units of affordable senior housing
Construction Type: New construction

SENIOR LIVING AT BELLINGHAM HILL, Chelsea, MA

Program: 60 units of senior housing
Construction Type: Conversion of a former hospital

SHEPHERD PARK, Hartford, CT

Program: 364 units of senior housing
Construction Type: Rehabilitation of five former school buildings combined with new construction

SHERBORN MEADOWS, Sherborn, MA

Program: Three-story building with 24 condominiums, plus a library, fitness room, community kitchen, and garage
Construction Type: New construction

ASSISTED LIVING + INDEPENDENT SENIOR LIVING

SOUTH BOSTON NON-PROFIT COOPERATIVE,

South Boston, MA
Program: 65 units of affordable senior housing
Construction Type: New construction

ST. HELENA'S, Boston, MA

Program: 74 units of congregate senior housing
Construction Type: New construction

ST. LUKE'S PLACE, Chicago, IL

Program: 286 units of senior housing
Construction Type: Restoration of an abandoned, historic highrise hospital, one of the first conversions of its type

ST. MARY'S, Charlestown, MA

Program: 120 units of affordable senior housing
Construction Type: Restoration and new construction

ST. MARY'S, Waltham, MA

Program: 70 units of affordable senior housing
Construction Type: Adaptive reuse of a former school combined with a new addition

ST. MARY'S, Lynn, MA

Program: 99 units of affordable senior housing
Construction Type: Adaptive reuse of a former school building combined with a 7-story addition

TABER MILL APARTMENTS, New Bedford, MA

Program: 151 units of senior housing
Construction Type: Adaptive reuse of a local historic early 20th century textile mill

THE CABLE HOUSE, York, PA

Program: 87 units of senior housing
Construction Type: Restoration and adaptive reuse of a former industrial factory

THE CAR BARN, New Bedford, MA

Program: 114 units of senior housing
Construction Type: Adaptive reuse of a 20th century former trolley car barn

THE ESPLANADE, Hudson, MA

Program: 140 condominiums and 10,000 square feet of street level retail space
Construction Type: New construction

THE KENMORE, Boston, MA

Program: 84 units of senior housing
Construction Type: Adaptive reuse of a certified historic former hotel

THE VILLAGE AT DUXBURY COTTAGES, Duxbury, MA

Program: 30 luxury garden condominiums
Construction Type: New construction

THE WENTWORTH, Lowell, MA

Program: 40 senior living units plus commercial space
Construction Type: Renovation of a historic mid-19th century boarding house and office building

TOWNHOUSE OF LOWELL, Lowell, MA

Program: 96 units of senior housing in a 9-story building
Construction Type: New construction

UPSALA STREET SCHOOL, Worcester, MA

Program: 50 units of affordable senior housing
Construction Type: Adaptive reuse and renovation of a former schoolhouse

VICTOR CARRYBAG, Cohoes, NY

Program: 140 units of senior housing
Construction Type: Rehabilitation of a certified historic former carriage manufacturing mill near the Erie Canal

WALKER AVENUE COOPERATIVE APARTMENTS,

Baltimore, MD
Program: 88 units of affordable senior housing
Construction Type: New construction

WELLESLEY MANOR, Wellesley, MA

Program: 28 condominiums for active adults aged 55+
Construction Type: Conversion of and addition to a former nursing home

WESTPORT VILLAGE, Westport, MA

Program: 48 one-bedroom condominiums
Construction Type: New construction

WHALER'S PLACE APARTMENTS, New Bedford, MA

Program: 75 apartments for active adults aged 55+
Construction Type: Rehabilitation of the certified historic Whitman Mill #1

SENIOR LIVING | ACTIVE ADULT

BARSTOW VILLAGE, Hanover, MA

Program: 66 units of LEED Certified affordable senior housing with a community room, outdoor courtyard, and in-house laundry facility

Construction Type: New construction

BLACKSTONE MILL, Ludlow, MA

Program: 75 senior living units

Construction Type: Adaptive reuse of a mill building

CURTAIN LOFTS, Fall River, MA

Program: A LEED Certifiable community that provides 97 mixed-income units

Construction Type: Renovation and adaptive reuse of a historic textile mill

DUXBURY COTTAGES, Duxbury, MA

Program: 15 luxury duplex-style homes

Construction Type: New construction

EVERLEIGH CAPE COD, Barnstable, MA

Program: 225 LEED Certifiable units

Construction Type: New construction

HEARTH AT FOUR CORNERS, Dorchester, MA

Program: 54 LEED Gold Certified affordable units

Construction Type: New construction

JACOB'S POND ESTATES, Norwell, MA

Program: 44 senior condominium units

Construction Type: New construction

KNITTING MILL, Fall River, MA

Program: 129 units of affordable senior living

Construction Type: Adaptive reuse of a mill

LAURELMEAD, Providence, RI

Program: 164 units of senior independent living community located on the 23-acre campus of the former Butler Hospital

Construction Type: New construction

LINWOOD MILL APARTMENTS, Northbridge, MA

Program: 75 affordable units of senior housing with a resident lounge and library

Construction Type: Historic adaptive reuse of a cotton mill

LIVINGSTON SCHOOL APARTMENTS, Albany, MA

Program: 103 units of mixed-income senior living

Construction: Adaptive reuse and historic preservation of a school

MANOMET PLACE, New Bedford, MA

Program: 147 units of mixed-income senior living with support services

Construction Type: Historic adaptive reuse of a mill building

ONE WINGATE WAY, Needham, MA

Program: The third and final phase for this property, creating a full post-acute continuum of care with 52 units of luxury independent living, an aquatic center, and wellness spa

Construction Type: New construction

RESIDENCES AT MILL 10, Ludlow, MA

Program: 83 units of affordable senior housing

Construction Type: Adaptive reuse of a historic building located on a textile mill complex

RESIDENCES AT WELLS SCHOOL, Southbridge, MA

Program: 56 affordable units

Construction Type: Adaptive reuse of a middle school

ST. THERESE, Everett, MA

Program: 77 units of senior housing with clinic space

Construction Type: New construction

STERLING LOFTS, Attleboro, MA

Program: 93 units with adult daycare facility

Construction Type: Adaptive reuse

STONEBRIDGE AT BURLINGTON, Burlington, MA

Program: 110 independent living, assisted living, and memory care units

Construction Type: New construction

THE ANNE M. LYNCH HOMES AT OLD COLONY PHASE III, South Boston, MA

Program: Phase 3C includes low-income housing for seniors and is designed to be Passive House Certified

Construction Type: New construction

THE LEDGES, Ashland, MA

Program: 64 units of affordable senior housing

Construction Type: New construction

THE MACHON, Swampscott, MA

Program: 38 one-bedroom units of affordable senior housing

Construction Type: Restoration and adaptive reuse of an elementary school

THE TYLER, East Haven, CT

Program: 70 units of mixed-income senior housing

Construction: Adaptive reuse of a former high school

WHALER'S PLACE APARTMENTS, New Bedford, MA

Program: 75 units of senior housing

Construction Type: Rehabilitation of the certified historic Whitman Mill #1

WELLESLEY MANOR, Wellesley, MA

Program: 28 senior condominium units

Construction Type: Conversion of and addition to a nursing home

Daily we are reminded that our mission goes beyond designing buildings. It is a life-work commitment to making the world a better place in which to work, to live, to learn and to grow. It is our obligation, through our work, to demonstrate that TAT is advancing the living standards of people through an improved environment and making the architectural profession of ever-increasing service to society.



Bob Verrier, FAIA NCARB
Founder | 1940–2021



Michael Liu



Mike Binette



Ed Bradford



Gary Kane



Jay Szymanski



Bill Moran

Katya Podsiadlo

Principal

Katya founded Verdant Landscape Architecture in 2017, after twenty years experience in the landscape architecture field. She applies the highest level of design experience to mixed-use, residential developments and in planning and design of public and institutional landscapes. Her attention to detail and aptitude for site analysis lend themselves well to the design of complex sites that serve multiple needs. Katya is principal and project manager for many planning and mixed use projects and technical lead for numerous projects including urban park, roof deck, cemetery, residential and institutional design.

She earned her Master of Landscape Architecture from the University of Michigan and an undergraduate degree from University of Vermont.

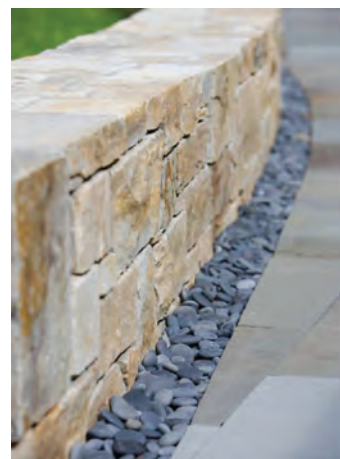
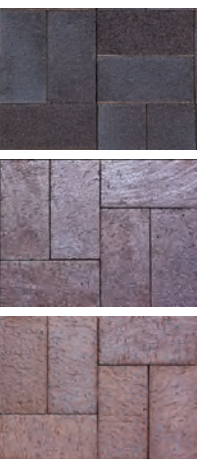
Natalie Adams

Senior Landscape Architect

Natalie has more than twenty-five years of experience as a landscape architect. She serves as design director and construction documentation manager at Verdant Landscape Architecture. With a degree in Landscape Architecture and Fine Arts from the Rhode Island School of Design, she has a unique ability to weave together artistic expression and ecology to bring a unique perspective and approach to each project. Natalie has the ability to work with complex and programmatically intense design conditions to create meaningful spaces.

Firm Profile

Verdant Landscape Architecture is a full service, WBE/DBE certified landscape architecture firm founded on a commitment to provide our clients with outstanding design services. We serve public and private clients, with the majority of our projects distributed throughout New England and New York. We are committed to a full collaborative exploration of design alternatives. This includes focusing on the relationship between the site's natural system functioning and the impact of use and maintenance support of the landscape. We believe successful projects come from understanding the context and unique characteristics of each site, combined with a commitment to meeting project goals, schedule and budget. We listen carefully to our clients and maintain a high level of communication from initial planning to design, construction, use and maintenance.





Client: The Shelter Group

Architect: Procon Architects

Status: Completed 2017

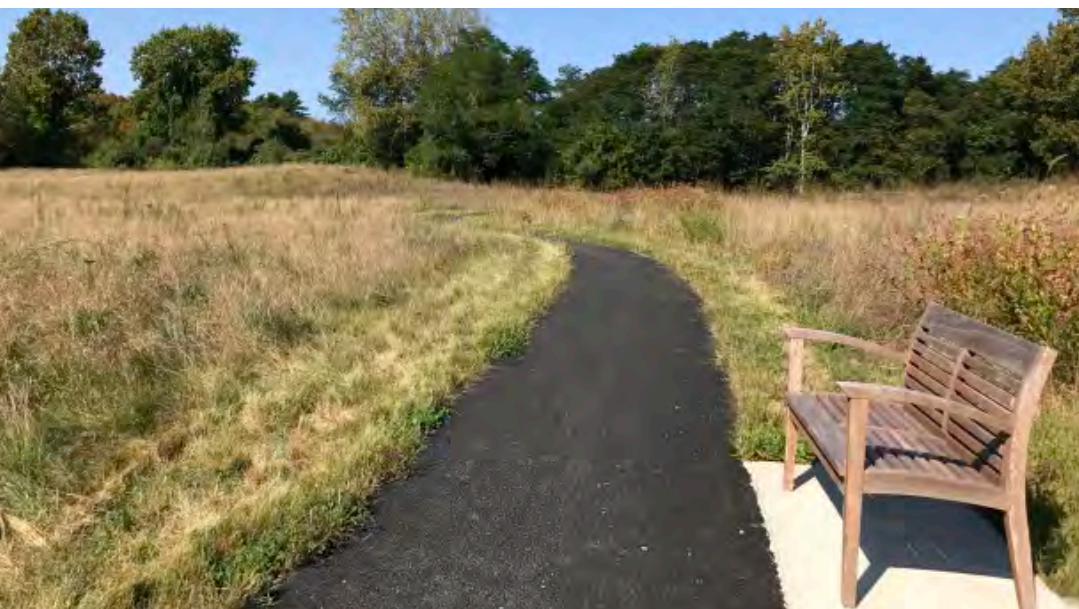
Size: 5 acres (of 13 total)

Cost: NA

Contact: Alan Siegfried asiegfried@bvsl.net

#410-246-7475

The Canton Brightview Senior Living site was a former gravel pit with adjacent wetlands that constrained site development. A critical element of the site design was wetland replication and restoration of barren expanses of the site remaining from gravel excavation and soil processing. The landscape consists of extensive plantings of native vegetation beyond the drive and parking area, including a walking path for residents that traverses the restored native grass meadows and overlooks the new wetland pond for bird watching. Two south facing courtyards are designed for independent living and assisted living residents, including garden space for residents, perennial beds and shaded and sunny seating areas. An enclosed outdoor garden is also provided for memory impaired residents.



Client: Stefcobuilders
Architect: Hendren Associates
Status: Permitting
Size: 2 acres
Cost: TBD
Contact: Stefanos Efstratoudakis
stefano@stefcobuilders.com #508-245-1219

Verdant Landscape Architecture is working with Stefcobuilders and Hendren Associates to develop the landscape design for eight new residences on this sloping hillside adjacent to the Allandale woods. Steep slopes and an existing stream constrain the design; however amenities include individual driveways, private patios and decks, shared access to the rear meadows and stream area including a flexible lawn space in a clearing in the woods. Through thoughtful architectural design and careful coordination among disciplines, the design is proceeding through the Conservation Commission and other agency approvals.



Client: Commonwealth of Massachusetts

Department of Conservation + Recreation

Architect: Maryann Thompson Architects

Status: Planning/Concept Design/Public Process

Size: 7.5 acres

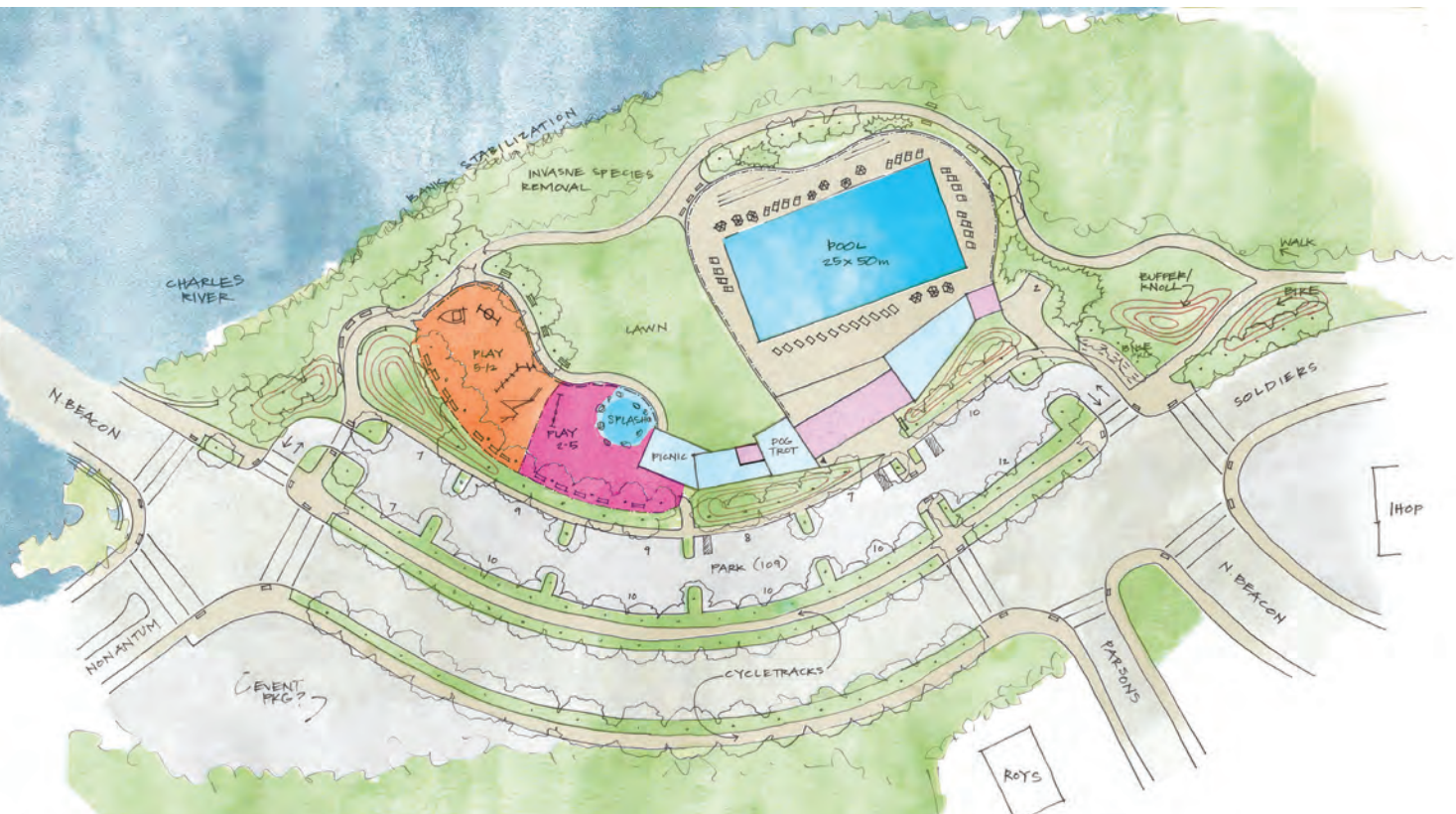
Cost: TBD

Contact: Nathaniel Tipton nathaniel.tipton@state.ma.us

#617-447-5394



Verdant Landscape Architecture is working with Maryann Thompson Architects for the Department of Conservation and Recreation to study and design plans for a new recreational park area along the Charles River. The riverside site, located at the intersection of Nonantum Road, Soldiers Field Road and North Beacon Street, formerly included a public pool which was closed several decades ago. The DCR recognizes the need to provide new facilities. The existing rotary-style roadway system will be redesigned and a larger greenspace adjacent to the River composed for the new park which will likely include playgrounds, a public pool, new bikeways, pedestrian paths, flexible lawn areas and parking facilities. Verdant and Maryann Thompson Architects are finalizing several concepts to share with stakeholders and the public to gather feedback.





Client: Greystar Development
Architect: The Architectural Team
Status: Completed 2019
Size: 12 acres
Cost: \$700,000

Contact: Dan Lee Dan.Lee@quarterra.com
(formerly of Greystar) #561-596-5618

Verdant Landscape Architecture worked with Greystar and The Architectural Team to develop the landscape plan for these 50+ active adult apartments in Barnstable. The landscape plan protects existing native Cape Cod woodland along the West and South edges of the site and creates three large stormwater detention basins planted with native wetland habitat plantings. The design includes three large outdoor activity areas: a relaxation courtyard with small seating areas and community gardens, an active courtyard containing a yoga lawn and putting green; and a pool terrace with a waterwall, firepit, BBQ area and dining areas. The required fire lane was developed as a walkway with benches and bird-watching opportunities.





Client: Civico Development

Architect: Olinger Architects

Status: Completed 2020

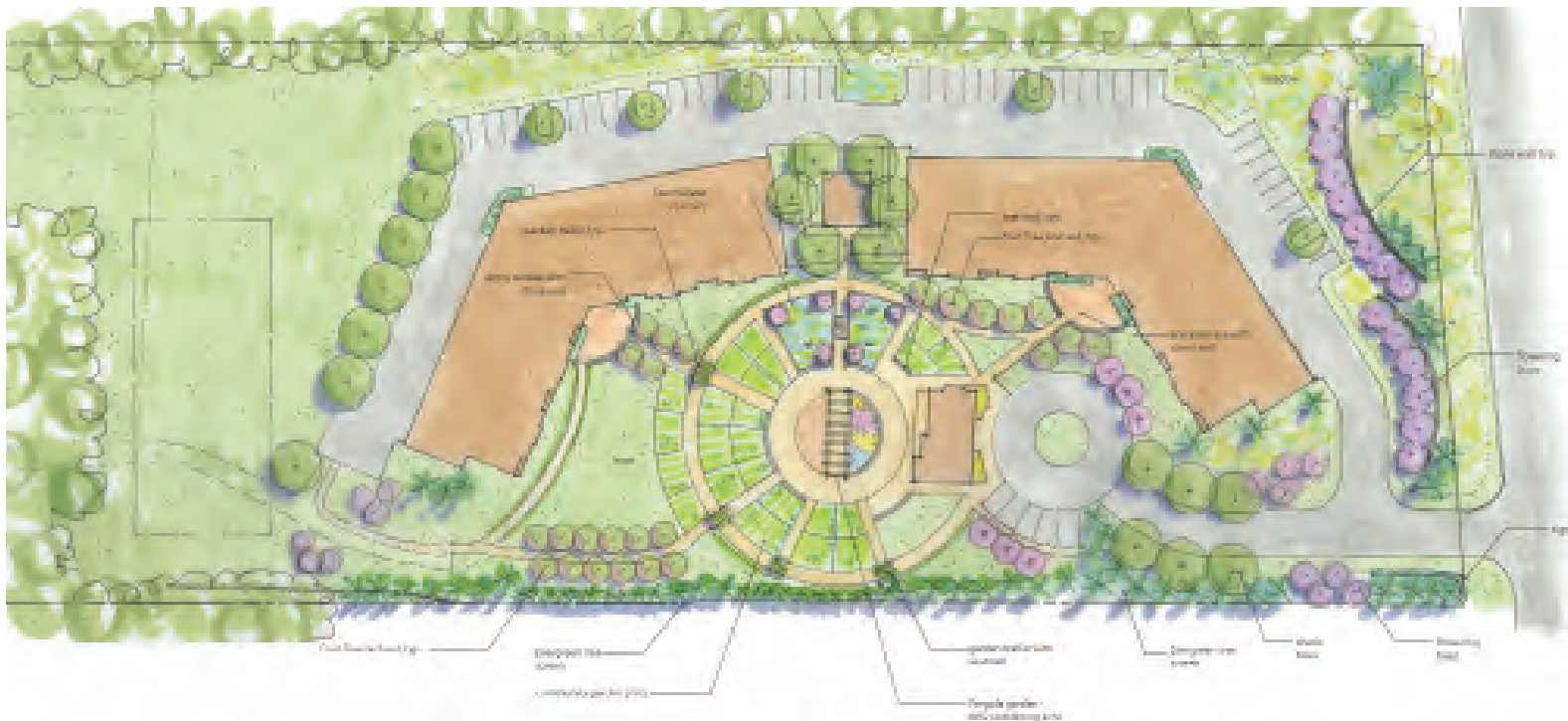
Size: 6 acres

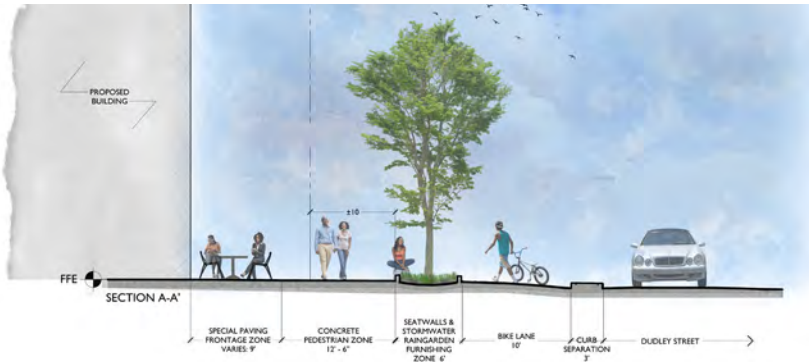
Cost: \$250,000

Contact: Andrew Consigli #617-646-9020

aconsigli@civicodevelopment.com

Verdant's design reestablishes this site as a productive, ecologically-friendly landscape. Native meadows of grasses and wildflowers stabilize the steep slope along the road while minimizing fertilizer and irrigation-dependent lawn. Stormwater planters in the parking area and in the central courtyard allow for on-site water infiltration. Community gardens, orchards of various fruit trees, blackberries and raspberries grown on trellises, and blueberry bushes surround the central gathering space near the community building. Large shade and flowering trees accent the local agricultural offerings. An informal play space is afforded in the rear of the property, which contains space for the expansion of the community gardens if needed.





Client: Cruz Company

Architect: The Architectural Team

Status: Construction Documentation

Size: 1.65 acres, 170 units

Cost: TBD

Contact: Dan Cruz # 617-445-6901x221

dcruz@cruzcompanies.com



Verdant Landscape Architecture is working with Cruz Development and The Architectural Team to design the landscape for this mixed-use, affordable housing development in Nubian Square. The design includes a public plaza opposite the bus station linked to the library area, a plaza at the apartment lobby entry to the west, a residential amenity courtyard on structure, an accessible route between Dudley Street and the courthouse, and mitigates multiple grading challenges.





built for good



NEI
built for good



Here's to everyday people.
 To the ones who are in there trying every day.
 Or maybe just need to catch a break.
 It doesn't take that much to level the playing field.
 A couple nice bedrooms, a kitchen and bath.
 And then they're set up to chase their dreams, come what may.

built for good



See Our Video

From our perch as a leader in building affordable housing,
 We've seen the story play out a thousand times, over 23 years.
 It never gets old.

There's something about building someone a decent place to live
 that hits you where you live.

NEI affordable housing is Built for Good.

In more ways than one.

It starts with our extensive preconstruction experience and value management that makes the most of budgets. It extends to our deep and longstanding relationships with minority-owned subcontractor and neighborhood networks. It turns on the performance of our Compliance Teams. And it ends with our project teams, that roll up their sleeves and build - solving problems, moving forward, making deadlines and hitting budgets.

NEI is a privately held company committed to affordable housing with extensive experience in ground-up, moderate rehab, elderly, veteran, historic rehab, historic tax credit and tax credit projects. We serve clients in the Northeast from our Boston office, the Southeast from our Florida office, and the Southwest from our Texas office.

At NEI, we're not just about building quality, but building quality of life. That's our mission. That's our passion. A story told and retold through the lives of newly-homed and hopeful families every day.



24,290+
FAMILIES HOUSED

15 Passive House Certified
team members



Work throughout **10 STATES**



AWARDS

250
HIGH QUALIFIED
TEAM MEMBERS



National Leaders in
Affordable Housing



**ENR Top 400
New England**



**ENR Top 400
Contractor**



BBJ BOOK OF LISTS:
Largest GC
Top Charitable
Contributor
Middle Market Leader

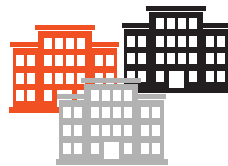


90%
of our work comes
from repeat clients

WORC²

Workforce Opportunity Resource Center
CREATED BY NEI

**Non-profit workforce
development program**



**3 OFFICES
MA, FL, TX**



\$425M
IN ANNUAL REVENUE

**2020 PHIUS Award for
Best Overall Project**
Finch Cambridge

built for good

OUR WORK

NEI



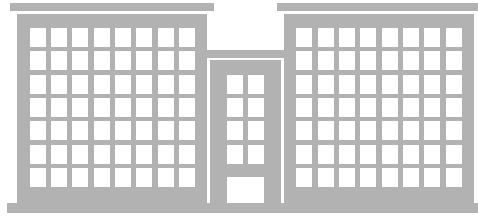
Historic

\$551

MILLION

2,968

UNITS



New Construction

\$1.4

BILLION

5,250

UNITS



Mod Rehab

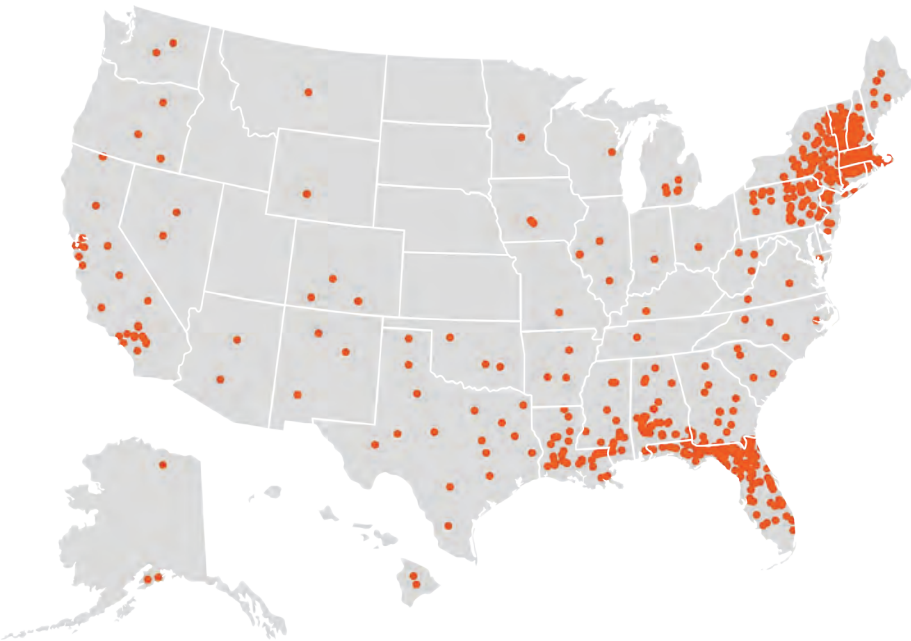
\$1.3

BILLION

16,072

UNITS

\$3.2 Billion | 24,290 Units



NEI's robust portfolio includes quality construction projects spanning a wide variety of types and programs throughout the Northeast, Southeast and Southwest. Our experienced team of professionals has completed projects across the country.





Overall in FY 21, NEI had 136.1 Million in total contracting break ground, of which over 39.9 Million went to MBEs and 17.8 Million went to WBEs.



MASSHOUSING Business Partner Awards Ceremony

- 1.** MassHousing General Contractor Award of Excellence for exceeding goals in contracting with both MBE and WBE businesses on a single project- Maple Commons, Springfield, MA
- 2.** MassHousing Business Partner Award for Excellence for Highest WBE Workforce Hours in Construction

Details: Each year, MassHousing honors its business partners for their commitment to Minority and Women-Owned Businesses.



Massachusetts Housing Investment Corporation
Awards Ceremony

Massachusetts Housing Investment Corporation Annual Awards Ceremony

- 1.** Award of Excellence in Minority Participation- Across three MHIC projects including Walker Park, Roxbury, MA
- 2.** Award of Excellence in Racial Equity and Inclusion on Olmsted Green, Mattapan, MA

Details: Each year, MIHIC recognized businesses and organizations for their commitment to creating access and opportunity for people of color and minority-owned businesses.



NEI Creates WORC²

WORC² is a permanent facility created by NEI for the purpose of increasing the number of trained minority workers and capability and capacity of minority-owned subcontractors in the Boston market. Located in Roxbury, The WORC² is home to an extensive curriculum of professional and industry-specific training sessions, seminars, webinars, and mentorships. Offering a variety of learning opportunities for subcontractors and workers as well as structured business development paths, courses focus on developing and expanding the project management, back office, and accounting capabilities of contractors. For subcontractors, the work center provides workshops in business law, financial access, and marketing. All information will be presented in multiple languages to better engage the local community.

To help prepare residents for work on construction projects, programming includes safety, construction plan reading, and interview and resume building workshops. Through the City of Boston job bank and WORC²'s database, residents are provided job opportunities with contractors seeking Boston resident workers.



Project Participation Overview

NEI prides itself on a local and diverse workplace at each of its project sites. Local labor and subcontractors are always solicited first and, very often, provide the best value for the project. Minority, Women-Owned, LGBTQ+, Local, and Section 3 businesses are encouraged to participate at all levels of NEI projects. Some of the approaches we utilize to foster a diverse workplace include:

UTILIZATION

- NEI shall, to the greatest extent feasible, utilize minority, women-owned, LGBTQ+, and local businesses as subcontractors for trades and services.

BIDDING

- NEI shall solicit bids from minority, women-owned, LGBTQ+, and local subcontractors through our existing subcontractor relationships, available industry databases, and community outreach.

SUBCONTRACTS

- All subcontract agreements will contain mandatory hiring requirements for the project.
- Multiple subcontractors may be utilized within trades to provide maximum participation opportunities.

PRIORITIZATION

- NEI will prioritize communities local to the project for new hires.
- NEI will encourage and facilitate the prioritization of local workers with all subcontractors.

A local and diverse workplace begins at the inception of a project and not as a pricing afterthought. All NEI projects begin with the Owner and development team meeting to establish and affirm the **Participation Mission** for local hiring, MBE, WBE, LGBTQ+, and employment criteria. This **Participation Mission** coordinates the requirements and preferences of the owner, project lenders, government agencies, local authorities and neighborhood constituents. Through this meeting, objectives are defined, strategies for solicitation are identified, and participation thresholds established. **The Participation Mission then becomes an integral part of the construction process from bidding to purchasing to project completion.** The application of the participation mission is regularly reviewed and reported on to the development team throughout the project.





LOCATION: ARLINGTON, MA

CLIENT: JEFFERSON APARTMENT GROUP

ARCHITECT: THE ARCHITECTURAL TEAM

CONTRACT VALUE: \$43 MILLION

Arlington 360

Located on the former Symmes Hospital site, this mixed income, multifamily new construction consists of 176 townhomes and apartment units. The property features landscaped courtyards, a club room, a media room, a fitness center, a recreational court, a playground, and an outdoor pool, as well as surface and garage parking.



**MULTI-AWARD
WINNING
PASSIVE HOUSE
CERTIFIED
PROJECT**



LOCATION: CAMBRIDGE, MA
CLIENT: HOMEOWNERS REHAB
ARCHITECT: ICON ARCHITECTURE
CONTRACT VALUE: \$34.1 MILLION

Finch Cambridge

Finch Cambridge is one of the first large-scale multi-family Passive House developments in Massachusetts and the largest new multi-family affordable housing development in Cambridge in 40 years. Located in the Alewife/Cambridge Highlands neighborhood directly across from the Fresh Pond Reservation, this 124,000 SF project provides 98 rental units. Finch Cambridge boasts a community room, resident lounge along with study rooms, a rooftop terrace, and beautifully landscaped outdoor spaces.



Whittier Choice Neighborhood Phase 2

This project is the second of a three-phase redevelopment through the Whittier Choice Neighborhoods program. Phase 2 included the new construction of 52 multi-family units in stacked townhomes within two residential buildings. The units range between one, three, and four bedrooms.

LOCATION: BOSTON, MA

**CLIENT: PRESERVATION OF
AFFORDABLE HOUSING**

**ARCHITECT: THE ARCHITECTURAL
TEAM**

CONTRACT VALUE: \$22.8 MILLION



LOCATION: REVERE, MA
CLIENT: THE NEIGHBORHOOD DEVELOPERS
ARCHITECT: ARROWSTREET INC.
CONTRACT VALUE: \$14.3 MILLION

571 Revere

571 Revere Street is a four-story new construction development that has created 52 new rental homes for families- 32 affordable and 19 workforce. This project was built on an underutilized beach-side site adjacent to the mixed-use Waterfront Square master plan site with two levels of parking and convenient access to Revere Beach and the Wonderland MBTA station.



LOCATION: DORCHESTER, MA
CLIENT: DORCHESTER BAY EDC
ARCHITECT: DAVIS SQUARE ARCHITECTS
CONTRACT VALUE: \$24 MILLION

Indigo Block

Located in Dorchester's Uphams Corner neighborhood on the former site of a bread factory, this mixed-use, transit-oriented development provides 81 mixed-income apartments to the community. The project consists of a five-story apartment building and a 20,000 SF, two-story standalone building for light industrial and office use.



LOCATION: REVERE, MA

CLIENT: THE NEIGHBORHOOD DEVELOPERS

ARCHITECT: UTILE, INC.

CONTRACT VALUE: \$8 MILLION

LEED: SILVER CERTIFIABLE

One Beach

Part of the City of Revere's ongoing Broadway revitalization effort, One Beach, is centrally located at the intersection of Broadway and Beach Street. Demolition of existing structures made way for a new four-story building containing 39 affordable housing units for seniors with a mix of one and two bedroom homes. Building amenities include central air conditioning, a community room to host residents' events, a fitness room, on-site parking and laundry, and an outdoor courtyard.



NEI

Passive House

PASSIVE HOUSE



NEI is a leader in Passive House construction in Massachusetts, as GC for one of the first multi-family Passive House projects in the state.

FINCH CAMBRIDGE

NEI completed one of the **first multi-family Passive House projects in Massachusetts**. Located at 671 Concord Avenue, Finch Cambridge is the largest new multi-family affordable housing development in Cambridge, Massachusetts in 40 years. The 124,000 SF development provides 98 rental units of 1-, 2-, and 3-bedroom apartments that are permanently affordable to low-income households as well as moderate and middle-income households. It is one of the first large-scale multi-family developments seeking Passive House certification in Massachusetts.

NEI General Contracting and ICON Architecture were chosen as the team for this project because both firms provide much-needed knowledge of Passive House and cutting-edge energy efficiency standards. Together, the project team worked through the details to ensure compliance with Passive House standards and to prepare for the rigorous inspections scheduled throughout the design and construction process. Passive House design presents unique challenges during construction. NEI worked diligently to understand the intent of the Passive House elements and worked closely with the architect to maintain constructibility while meeting the intent.

EXPERIENCE

- NEI has built one of the first multi-family Passive House projects in Massachusetts
- NEI has 15 Passive House certified builders on its team
- NEI currently has additional Passive House projects either in development or under construction

Passive House

NEI is a leader in Passive House construction in Massachusetts, as the GC for one of the first multi-family Passive House projects in the state.



Broadway Building Apartments

Status: Completed
Location: Methuen MA
Units: 50



The Kenzi

Status: Under construction
Location: Roxbury, MA
Units: 50



Holbrook Senior Housing

Status: Under construction
Location: Holbrook, MA
Units: 72



288 Harrison Avenue

Status: In development
Location: Boston, MA
Units: 85



25 Sixth Street

Status: Under construction
Location: Chelsea, MA
Units: 62



Dudley Crossing

Status: In development
Location: Roxbury, MA
Units: 47



1200 Montello

Status: In development
Location: Brockton, MA
Units: 74

Building better communities with you



*Washington Beech Housing
Boston, MA*

Nitsch Engineering is a multi-disciplined engineering and surveying firm offering an integrated suite of services to efficiently serve the needs of our building/site development and infrastructure clients. Our civil, transportation, and structural engineers; land surveyors; planners; and GIS specialists work collaboratively to deliver client-focused, creative, cost-effective, and sustainable project solutions. We have earned the confidence of our clients, as illustrated by the fact that 97% of our work comes from repeat clients.

For 30 years we have worked on major private development and public infrastructure projects in Massachusetts and throughout the northeast. Nitsch Engineering is the largest women-owned business enterprise (WBE) civil engineering firm in Massachusetts, and is also WBE-certified in Virginia.



*Scituate Public Safety
Scituate, MA*

Civil Engineering

Nitsch Engineering's professional engineers coordinate their efforts with architects, landscape architects, and owners to provide comprehensive solutions to site-development issues. Our proactive approach to addressing stormwater management, grading, site utility, and permitting issues allows us to identify and resolve potential problems before they become critical issues.

Transportation Engineering

Nitsch Engineering recognizes that the transportation elements of a project – including vehicle, bicycle, and pedestrian traffic – often set the tone for how a project is balanced in the surrounding environment. We perform traffic studies, prepare transportation master plans, and provide roadway design and permitting.



Quincy Adams Station, Quincy, MA

Structural Engineering

Bridges are an essential element of our nation's infrastructure, and Nitsch Engineering's structural engineers devise innovative, cost-effective, and sustainable solutions that keep our communities safe. Our staff are experienced in designing new bridges, rehabilitating older bridges, providing NBIS bridge inspection, and assessing bridge load rating.

Land Surveying

Nitsch Engineering works with each client to determine the appropriate scope of services and level of accuracy to meet the client's objectives, whether for a property line, topographic, title insurance, construction layout, laser scanning, or building survey.

Green Infrastructure

Using principles of biomimicry, ecohydrology, and ecological restoration, and often incorporating rainwater harvesting, Nitsch Engineering's integrated approach results in sites that more closely reflect natural ecological patterns than traditional engineering techniques, while accomplishing the program objectives.



*White Street Fire Station
Springfield, MA*

Planning

Nitsch Engineering works with our clients to prepare feasibility studies and master plan documents that evaluate alternatives with the goal of providing the "best use" plan for the site and environmentally sound solutions. We identify potential impacts, obtain project approvals, manage public participation, and follow through with the permitting process.

GIS Services

Nitsch Engineering meets our clients' planning, engineering, and land surveying needs with Geographic Information Systems (GIS) technology. By overlaying many different site factors, GIS analysis can help simplify the planning process when complex site or land issues are involved.

Commitment to Diversity and Inclusion

Updated September 2022

Nitsch Engineering is committed to taking affirmative action to ensure that no individuals are discriminated against because of their race, color, religion, ethnicity, sex, sexual orientation, gender identity, ancestry, mental illness, national origin, age, disability, protected genetic information, marital status, citizenship status, arrest record, military service, veteran status, or any other characteristic protected by law in the firm's hiring practices, in employees' performance evaluations, in pay rates, or in considerations for promotions or terminations. Nitsch Engineering has every intention of continuing to hire staff which includes qualified women, minorities, veterans, individuals with disabilities, and other protected classes.

Our commitment to equity goes beyond simply avoiding discrimination. Nitsch Engineering takes proactive steps to achieve diversity, equity, inclusion, and belonging – both within our company and on project teams.

As the largest women-owned business enterprise (WBE) engineering firm in Massachusetts, and a former disadvantaged business enterprise (DBE), Nitsch Engineering has first-hand experience on how helpful the M/W/DBE program can be to minority and women-owned firms for professional growth. We are pleased to be in a position to bring firms onto our team and to help broaden their experience, and are dedicated to hiring qualified M/W/DBE firms as subconsultants whenever possible.

Key Strategies

Nitsch Engineering works towards promoting a more diverse and equitable work environment and leadership structure in six key ways:

- **Addressing wage equity:** As a signer of the 100% Talent Compact and member of the Boston Women's Workforce Council, Nitsch Engineering has demonstrated a true commitment to understanding – and closing – the gender and race wage gaps. Our wage process is rooted in fairness, as it involves assessing the salary of each employee, as well as their qualifications and experience, each year, and balancing as appropriate.
- **Providing employees with resources and learning tools:** Nitsch Engineering strives to provide a safe, respectful, and inclusive environment for all employees and the communities we serve. At a Corporate level, our Council for Equity, Diversity, and Inclusion (EDI) addresses social injustice and equity by ensuring EDI is incorporated into everything we do; reviewing our policies and procedures for hidden biases; diversifying our spending with vendors and suppliers; and investing in diversity training, workshops, and education. Our employee-led Diversity, Inclusion, and Belonging Employee Resource Group works to foster a sense of belonging and trust across the company and among individuals so that they may feel supported, seen, and heard. The committee does this by providing educational opportunities around diversity and inclusion topics, creating safe spaces for conversations, promoting events that celebrate our cultural differences and the uniqueness of individuals, increasing access for employment to underrepresented communities, and raising awareness on implicit biases through mandatory training.
- **Supporting work-life balance:** Women make up 48% of the professional workforce, but only fill 42% of management roles¹. People of color only fill 28% of management roles. Nitsch Engineering believes that a critical component of this drop-off is a lack of flexibility in work environments, which unduly impact women and people of color. For this reason, we provide a flexible work environment that allows employees to stay in the workforce and continue to grow, even as they pursue other personal goals.
- **Providing mentoring solutions:** One key issue for women and people of color seeking to grow their career is a lack of mentors to help them learn to succeed. Through our internal mentoring programs, as well as support for organizations such as Women's Transportation Seminar (WTS), Commercial Real Estate Women (CREW), the Society of Women Engineers (SWE), and the National Society of Black Engineers (NSBE), Nitsch Engineering provides opportunities for women and people of color to benefit from mentoring relationships.

- **Bringing more women and underrepresented populations into the field:** Engineering is well known as an industry for its lack of diversity: only 14% of engineers are female², 13% are Asian, 9% are Hispanic or Latino, and 5% are Black³. One key way to address this lack of representation is through increasing engagement in engineering among underrepresented K-12 students. Nitsch Engineering focuses on addressing this through education and outreach. We host an annual Introduce a Girl to Engineering Day that teaches ~100 girls per year about engineering as a career; support the ACE Mentoring program, which focuses on attracting underrepresented high school students to the architecture, engineering, and construction industry; and are actively involved in providing teachers and students with engineering education as part of United Way's BoSTEM initiative and Mass STEM Week.
- **Following our Affirmative Action Plan to expand employment opportunities and produce measurable results:** Our Affirmative Action Plan summarizes our commitment to making sure that job opportunities are shared with women and underrepresented populations, and to making good faith efforts to fill job openings from these populations, as available. This includes leveraging established connections with organizations that focus on women and minority groups in engineering, recruiting online at schools and colleges with significant women and minority group enrollments, and advertising in appropriate trade publications.

Working towards a more equitable and inclusive work environment is critical for a value-based organization like Nitsch Engineering. With our core value of "ethics" and our commitment to "building better communities with you" as guiding factors, Nitsch Engineering will continue to work towards equality in our communities.

Sources

1. U.S. Government Accountability Office, "Women in Management: Women Remain Underrepresented in Management Positions and Continue to Earn Less Than Male Managers," published March 7, 2022, [https://www.gao.gov/products/gao-22-105796#:~:text=GAO%20estimated%20that%20in%202019,%2DHispanic\)%20than%20male%20managers](https://www.gao.gov/products/gao-22-105796#:~:text=GAO%20estimated%20that%20in%202019,%2DHispanic)%20than%20male%20managers), accessed September 1, 2022
2. Society of Women Engineers, "Fast Facts 2021," <https://swe.org/research/2021/women-in-engineering-fast-facts/>, accessed September 1, 2022
3. Pew Research, "STEM Jobs See Uneven Progress in Increasing Gender, Racial and Ethnic Diversity," published April 21, 2021, <https://www.pewresearch.org/science/2021/04/01/stem-jobs-see-uneven-progress-in-increasing-gender-racial-and-ethnic-diversity/>, accessed September 1, 2022

Haley & Aldrich is committed to creating an organization that fosters a culture of diversity, inclusion, and equity — and one that reflects the communities we serve.

Our leadership and staff work hard to cultivate an open, welcoming workplace where everyone feels the strength and safety to succeed. This means providing equal opportunities to our entire staff based on merit and potential and working to eliminate biases across our organization.

We deliver on this commitment through our dedicated Workplace Diversity and Inclusion Committee. This team focuses on hiring practices to improve diversity among our workforce and developing our internal culture of inclusion. The results of our efforts are beginning to show — according to the Environmental Financial Consulting Group HR survey, Haley & Aldrich was recently ranked in the top 10% of architecture, engineering, and construction (AEC) organizations with respect to gender diversity.

As a company committed to learning, we continually seek new opportunities to grow our diversity and inclusion efforts.

These are a few of our Workplace Diversity and Inclusion Committee's current areas of focus:

- Scholarship, mentoring, and internship programs for underrepresented students in the STEM education field at community colleges.
- Ongoing training and engagement programs to address implicit or unconscious bias, harassment, and micro-aggressions.
- Diversity-focused recruiting program that connects with underrepresented student groups and professional industry organizations that promote BIPOC (Black, Indigenous, and people of color) people in STEM.
- Community engagement programs working with communities near our offices to promote STEM education in urban K-12 schools.

At Haley & Aldrich, we value all people. By welcoming and respecting differences, we're creating a workplace culture where our staff can be their most authentic selves.

Haley & Aldrich strives to subcontract to DVBE, MBE, SBE, and WBE firms for supplemental services needed, and has increased the percentage of our revenue subcontracted to DVBE, MBE, SBE, and WBE firms annually.

Diversity and Inclusion Action Plan

Holland & Knight seeks to further develop an organization and a culture where all talented individuals – including those traditionally underrepresented in the legal profession – can have, and can see, a path to long-term success. Our commitment to diversity and inclusion (D&I) starts at the top with our Managing Partner, Steven Sonberg, who has prioritized and proactively advanced D&I in the firm as well as in the legal industry. In 2021, he answered the Leadership Council on Legal Diversity's (LCLD) call to action by crafting a public pledge of his personal and organizational commitment to further advance D&I. His LCLD Leaders at the Front Pledge can be found here.

Our Diversity and Inclusion (D&I) Action Plan addresses three components: 1) Pipeline and Recruiting Efforts, 2) Retention and Advancement Efforts, and 3) Measuring and Tracking Success. Our Diversity Partner has overall responsibility for implementation of the D&I Action Plan. She regularly reports on the plan's progress to our Directors Committee (highest policymaking body), Practice and Operations Committee (governing body) and Senior Management (Managing Partner and Section Leaders). We also employ a Director of Diversity, Equity and Inclusion. Further information about the three components of the firm's D&I Action Plan follows:

PIPELINE AND RECRUITING EFFORTS

Pipeline Development. Holland & Knight recognizes that, to build a more diverse and inclusive law firm and legal profession, our investment is necessary to build a pipeline of talent into law school. The firm participates in various initiatives that encourage students from traditionally underrepresented groups to prepare for a career in law, including the NALP/Street Law Legal Diversity Pipeline Program, Legal Outreach, Just the Beginning – A Pipeline Organization, and Thrive Scholars.

Student Engagement. The firm invests in developing and supporting students from traditionally underrepresented groups at law schools across the country. We engage with law student affinity groups, work with law school career services to educate students about diversity in the legal profession, and annually host "1L Demystifying the Large Law Firm Practice" events in multiple offices across the country to help students become better acquainted with the legal profession.

Strategic Recruiting. The firm is committed to hiring a diverse pool of talent and participates in a number of initiatives to support this goal. This includes the firm's national participation in the 1L Leadership Council on Legal Diversity (LCLD) Scholars Program, through which the firm annually hires several first-year law students. We also partner with a client to host a 1L through the Law in Technology Diversity Collaborative. The firm also has targeted regional initiatives, including the Florida A&M University College of Law Holland & Knight Scholarship, the Colorado Pledge to Diversity and the Philadelphia Diversity Law Group Fellows Program. The firm works with external attorney recruiters who specialize in identifying diverse lawyers, including RMN Agency, Inclusive Legal Search and Carter-White & Shaw. We also post positions on diversity-focused job boards such as the Portland Partners in Diversity Job Board and the Mecklenburg County Hispanic Latino Lawyers Bar job board. Finally, we recruit at several diversity-focused job fairs, including the Southeastern Minority Job Fair, National LGBT Bar Association's Lavender Law Conference and Career Fair, Veterans' Legal Career Fair, Bay Area Diversity Career Fair, The Boston Lawyers Group Annual Diversity Job Fair and Harvard Black Law Students Association Job Fair.

RETENTION AND ADVANCEMENT EFFORTS

Once Holland & Knight successfully recruits students or attorneys from traditionally underrepresented groups to the firm, we are committed to retaining that talent and helping them advance. These efforts are supported by various structures, initiatives and programs:

Diversity Council. Our Diversity Council leads D&I efforts across the firm. The Council is chaired by Diversity Partner, Tiffani Lee. In addition, our Managing Partner, Steven Sonberg, and Chair of the Directors Committee, Kelly-Ann Cartwright, are members of the Council. The Council also includes representatives from each office and the chairs of our eight Affinity Groups.

Affinity Groups. Our eight firmwide Affinity Groups – Asian/Pacific Islander, Black, DiverseAbility, Hispanic, LGBTQ, Native American, Veterans and the Women's Initiative – provide a platform for our lawyers to share advice, exchange ideas, and foster personal and professional success. These groups also develop and sponsor educational programs as well as community service initiatives firmwide and in local offices.

Local Office Inclusion Initiatives. Our efforts to build an inclusive organization are found at all levels and in all offices. Most of our offices have separately funded local office inclusion initiatives led by members of the Diversity Council. These committees are responsible for devising and implementing local programming.

D&I Engagement Initiative. Our Engagement Initiative is dedicated to working with our clients to build upon a shared commitment to diversity and inclusion. This includes assembling diverse teams to work on client matters and ensuring that our traditionally underrepresented attorneys have equitable access to meaningful opportunities.

Early Career Investment Opportunities. The firm recognizes the importance of ensuring that our attorneys from historically underrepresented groups have access to early career investment opportunities. In addition to our internal efforts, we sponsor their participation in programming designed to enhance their first year of practice and strengthen their foundational skills as associates in a large law firm. These programs include the Center for Women in the Law “Accelerate” program for first-year female associates and the Charting Your Own Course First-Year Academy for associates of color.

AdvanceLaw Network Firm. AdvanceLaw is a collective of General Counsel at approximately 300 major companies, sharing counsel performance feedback and data to retain the best lawyers at firms across the globe. Organized in 2009, AdvanceLaw selects firms based on innovation, quality, efficiency, expertise, diversity, and client-service, identifying top lawyers and teams for large legal matters, panels, and portfolios. Through strong vetting and performance data sharing, these GCs are encouraging and rewarding excellence to create a win-win situation. Holland & Knight is proud to be one of the carefully vetted firms participating as part of the AdvanceLaw network. We were selected because we excel at client service, are committed to innovation, and are leaders in diversity, equity, and inclusion. When we pitch for work through AdvanceLaw, we are intentional about proposing diverse client teams. In addition to leveraging the firm's diversity in the service we provide to AdvanceLaw clients, we use the AdvanceLaw relationship to enhance the professional development and growth of our diverse associates. In 2019, AdvanceLaw launched its Diversity Mentorship Program, through which it works with its vetted law firms to identify client service-oriented diverse associates in the mid-level and senior ranks. AdvanceLaw then matches these lawyers with senior in-house mentors for career coaching, professional support, and even building pipelines of business

through these relationships. Holland & Knight has several high-potential, diverse attorneys in the firm who participate in the AdvanceLaw Diversity Mentorship Program.

Mentoring and Coaching. Each Holland & Knight associate is assigned a primary mentor to provide coaching and guidance on how best to succeed at the firm. Attorneys may also request an affinity mentor, in addition to the primary mentor, to provide supplemental guidance and coaching. In addition, the firm employs two full-time Career Development Managers who support our associates' professional growth.

Inclusion Training. Holland & Knight provides consistent and robust training to create a more inclusive organization. For example, in 2018, the firm held a two-day diversity and inclusion workshop hosted by thought leader Kathleen Nalty. This workshop, attended by several firm leaders, sought to address how best to mitigate unconscious bias, embed D&I throughout the firm's processes and procedures, and achieve a more inclusive organization. This training was also provided to the Diversity Council in 2019. In 2020, in response to the heightened attention to racial justice issues, we engaged consultant Glenn Singleton to lead courageous conversations about race and racism within the firm. In 2021, the firm purchased the Inclusive Leader on-demand training modules, which are now available to all firm personnel. We have also provided targeted training on ways to mitigate unconscious bias in the recruiting and hiring processes.

Rising Stars Program. Launched in 2003, the Rising Stars program was developed by two of the firm's female equity partners as part of the Women's Initiative. The firm annually selects a group of talented women lawyers to participate in this dynamic and intensive program of leadership, marketing, management and professional skills development, professional mentoring and experiential learning. Several graduates of the program now hold significant leadership roles in the firm.

HK Emerging Leaders. Launched in 2019, this is a nine-month leadership development program for high-potential senior associates, senior counsel and senior policy advisors. Selected participants receive group and individual coaching by an external consultant, are assigned partner mentors and are given access to key firm leaders.

Talent Inventory Database. The Talent Inventory Database is a searchable directory of the firm's attorneys from traditionally underrepresented groups, including specific information about key practice areas and expertise. The database aims to spotlight the firm's diverse lawyers and ensure that they are not overlooked for client matters and pitch opportunities.

External Organization Affiliation. We support and engage with external organizations committed to advancing diversity and inclusion in the broader legal profession. Our Managing Partner has been a member of the Leadership Council on Legal Diversity (LCLD) from its inception. In addition, we engage with affinity bar associations and diversity-focused organizations across the country, including the National Bar Association, Hispanic National Bar Association, National Asian Pacific American Bar Association, National LGBT Bar Association, GLSEN Inc., GLBTQ Advocates and Defenders (GLAD), American Bar Association (ABA) Standing Committee on Legal Assistance for Military Personnel and United Way Mission United.

Policies and Benefits. Holland & Knight has an extensive Equal Employment Opportunity (EEO) Policy and a prohibition against various forms of harassment, which are enforced by a committee of attorneys and by firm management. The firm was one of the first to offer domestic partner benefits and has done so since the 1990s. In 2019, we adopted a protocol regarding the provision of information,

resources and support to transgender employees. That same year, we adopted a gender-neutral parental leave policy for staff. In 2018, we amended our Military Leave Policy to provide more comprehensive support for employees who are called into active duty. In 2014, we amended our health insurance plan to provide transgender-inclusive health insurance coverage. In 2013, we amended our longstanding Parental and Primary Caregiver Leave Policy for attorneys to provide 16 weeks of paid maternity leave for birth mothers and 10 weeks of paid leave for primary caregivers of an adopted child. We also launched a Mothers' Network to support women attorneys transitioning to and from maternity leave. Effective January 1, 2022, non-partner timekeepers are eligible for up to 50 creditable hours towards their annual billable hour requirements for time spent in connection with internal and external D&I efforts.

MEASURING AND TRACKING SUCCESS

Mansfield Rule Certification Program. The firm participates in Diversity Lab's Mansfield Rule Certification Program, which encourages law firms to consider a diverse slate of candidates for several leadership roles, committees and leadership activities. In 2021, the firm earned "Mansfield Certified Plus" status for the fourth consecutive year, which recognizes that, in addition to meeting or exceeding the pipeline consideration requirements for certification, racial/ethnic minority, female and LGBTQ lawyers represent at least 30 percent of a significant number of firm leadership roles and committee positions.

Partner Evaluation Process. As part of the annual partner compensation process, all partners are asked to complete a self-evaluation questionnaire, which includes a question requesting information about their contributions to the firm's D&I efforts.

Leadership Involvement. Our Diversity Partner participates on our Practice and Operations Committee (the firm's governing body) and firmwide Partner Compensation Committee. She also regularly reports to the firm's Directors Committee (the firm's highest policymaking body). This involvement facilitates additional information sharing and accountability with respect to the firm's D&I efforts.

Data Publication and Analysis. The firm collects metrics to measure diversity and inclusion across myriad categories. The firm publishes this data internally, including to its Practice and Operations Committee, Directors Committee and Senior Management, and externally, including to clients.

Analysis of Organization Profile. Below please find a chart of the firm's diversity demographic profile for its U.S. offices for the calendar years 2019 through 2021:

Holland & Knight's Diversity Demographic Profile			
	2019	2020	2021
Number of attorneys	1,280	1,227	1,551
Minority attorneys	225	222	277
Women attorneys	441	428	558
LGBTQ+ attorneys	44	41	60
Attorneys with disabilities	2	3	11
Veterans	35	30	36
Number of associates and counsel	535	472	629
Minority associates and counsel	124	113	152
Women associates and counsel	264	248	327
LGBTQ+ associates and counsel	21	18	30
Associates and counsel with disabilities	0	1	5
Associates and counsel Veterans	11	6	8
Number of equity partners	333	344	419
Minority equity partners	46	49	50
Women equity partners	64	67	83
LGBTQ+ equity partners	10	10	15
Equity partners with disabilities	0	0	2
Equity partner veterans	7	6	6
Number of non-equity partners	335	343	394
Minority non-equity partners	52	57	70
Women non-equity partners	106	108	134
LGBTQ+ non-equity partners	12	12	11
Non-equity partners with disabilities	2	2	3
Non-equity partner veterans	4	5	6
Number of new hires	164	90	441
Minority new hires	29	23	73
Women new hires	66	31	176
LGBTQ+ new hires	6	4	22
New hires with disabilities	0	0	8
New hire veterans	7	1	10

RECOGNITION

We are consistently recognized for our commitment to diversity and inclusion. Recent accolades include:

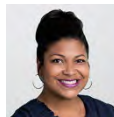
- Received the Leadership Council on Legal Diversity's 2021 Top Performer Award and 2021 Compass Award for our participation in LCLD programs and promotion of the LCLD's mission.
- 2021 American Lawyer Magazine Diversity Scorecard: received high rankings by *The American Lawyer*, including Ranked First for Hispanic Partners, Top Ten for Hispanic non-partners, Top Ten for "other racial or ethnic group" partners, and Top 20 for African American partners.
- Recognized as one of Seramount's 2021 "Best Law Firms for Women" for using best practices in recruiting, retaining, promoting and developing women lawyer.
- 2021 *Law360* Diversity Snapshot: ranked 7th for greatest number of equity partners from traditionally underrepresented groups.
- 2020 Chambers North America Diversity & Inclusion Award – "Veteran Program of the Year."
- Street Law, Inc.: received the 2020 Excellence in Service Award for the firm's exceptional commitment to Street Law and its NALP/Street Law Legal Diversity Pipeline Program.
- Annual Corporate Equality Index: from 2015-2022, received a "perfect score" on the Annual Corporate Equality Index for "Best Places to Work for LGBTQ Equality."
- 2019 Hispanic National Bar Association Corporate Partner of the Year Award: recognized for our longstanding support of the HNBA.
- Received the 2019 Diversity and Inclusion Best In Class Law Firm Award from an electrical services client for our commitment and focus on diversity and inclusion.
- Received the 2019 Diversity and Inclusion Award from a financial services client for focused attention on the training, development and promotion of attorneys, and staffing matters with diverse legal teams.
- 2019 Chambers USA Diversity & Inclusion Award — "Most Pioneering Law Firm for Female Lawyers": recognized for the Firm's commitment to increasing the opportunities for, and representation of, female lawyers. The Firm was also shortlisted for "Outstanding Firm for Furthering Diversity and Inclusion."

For additional information about Holland & Knight's D&I Action Plan, please contact:



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