



# Hi, we're Herrero Builders.

The Bay Area construction company you really ought to know about.

Herrero Builders is a different kind of construction company. We are recognized as industry leaders in Integrated Project Delivery and Lean Construction methodologies. And it's our purpose to create value for our customers better than anyone in any industry. It's what fuels every aspect of our work.

We're big on learning, career development, innovative thinking, and delivering the kinds of transformational projects that positively impact our communities, such as hospitals, research labs, elementary schools, and historic renovations.

Even though our company has grown a lot over our 65 years in business, we still feel like *family*. The access to management and open door nature of our workplace is truly special. And we try hard to keep it that way. We seek new hires who represent the best and brightest, and are also a joy to work with. We cherish the tight-knit and fun-loving spirit that's come to define our culture.

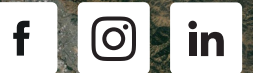
In fact, our remarkably high employee retention rate shows just how much our team members love it here. It's the kind of empowering work environment where you can take on new challenges with ample support and build a fulfilling career.

## Bay Area Offices & Project Locations.

3  
OFFICE LOCATIONS  
SAN FRANCISCO  
WALNUT CREEK  
NOVATO

60  
AVERAGE NUMBER OF  
ACTIVE PROJECTS IN  
VARIOUS MARKETS

16  
NUMBER OF CITIES  
WE'RE BUILDING IN  
ACROSS THE BAY AREA



Let's hear from our incredible talent! What makes Herrero Builders such a fantastic place to kick start your career in construction?

PEDRO BOTERO TORO  
PROJECT MANAGER,  
HIRED IN 2018.

CARLY REAB  
SENIOR PROJECT MANAGER,  
HIRED IN 2007.

CHRIS CORONADO  
PROJECT MANAGER  
HIRED IN 2015.

## We invest in innovation.

Pedro Botero Toro's lifelong passion for technology is a perfect match for Herrero's focus on innovation. He's pushing the envelope with BIM 360™ applications for project management and utilizing OpenSpace to capture 3D jobsite documentation. By harnessing the power of AI, we can deliver more value in our work.

Curious about advanced technologies that can improve construction workflows? Our **in-house Virtual Design & Construction team** can accelerate your software proficiency. Or, join Herrero's **Innovation Group**, where employees take an active role in paving over outdated industry habits. The group operates much like an incubation hub to generate ideas, pilot new tools, and leverage the collective's brainpower for implementation.

## We accelerate career growth.

Carly Reab was hired as a Project Coordinator in 2007. With her consistent excellence and dedication, she has been promoted 5x over her 15 years with Herrero. Today, she's an accomplished Senior Project Manager and powerhouse team leader, running several multi-million dollar projects for our top clients.

Herrero's **well-defined career tracks and salary bands** will offer you a clear path forward and the steps needed to advance. We can even work with you to create a unique career track that fits your specific talents and interests. We also offer **learning & development stipends**, as well as a **Mentorship Program**, where you'll be paired with a more senior staff member to access the career-spanning wisdom to support your goals and get to the next level.

## We are champions of Lean.

When a major client of ours was struggling to build certainty into project costs, **Chris Coronado** developed a budget forecasting tool that could lend clarity and promote team collaboration. The forecasting tool was so radically successful, that the client is now rolling it out across a fleet of projects nationwide. It's just **one example (of many) of Herrero's ingenuity and leadership in practicing Lean.**

Lean is more than any one tool or process—it's the ultimate mindset for collaboration. In fact, our **in-house Lean trainings** and our **expertise in building highly collaborative project cultures** are top reasons why clients love to hire us and why talent loves to work for us. You'll discover the awesome power of Lean building at Herrero.

## Our Company's Core Values.



### FINDING WHAT'S VALUED.

We start every project with Herrero's *Value Integration Process (VIP™)* to discover what our customers value most. We take the time to listen and capture input from everyone, because understanding what's important always leads to more successful project outcomes.



### WE HAVE A PROCESS FOR THAT.

We believe that process drives results. We thrive on our processes and are committed to continuous improvement. We are proud of the systems and processes we have in place because they allow us to deliver our work consistently and predictably.



### COUNT ON ME.

Our word is our promise. If we say we'll do something, then you can count on us to deliver. If anything impacts our ability to fulfill that promise, then we always take responsibility to communicate and make things right.



### ALWAYS LEARNING. ALWAYS TEACHING.

We're a learning organization in constant pursuit of growth. We educate our team members and selflessly share our knowledge with clients, universities, and even our competitors. We are committed to finding a better way for the future of our people and the industry.



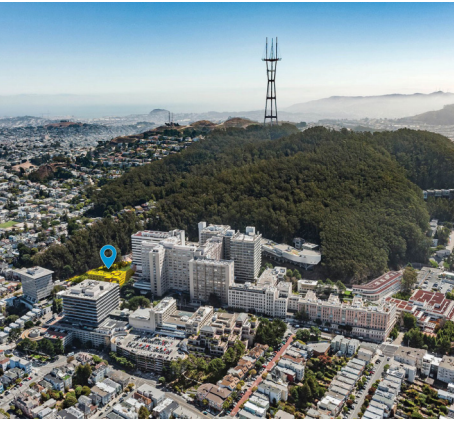
### RELATIONSHIPS MATTER. DEEPLY.

We believe in people. We believe in fairness because we are in it for the long-term. Regularly demonstrating how much we value relationships with our customers, trade partners, suppliers, community, and even one another is the key to our continued success.



# Check out our upcoming projects.

Wondering what you might work on when you arrive at Herrero? Take a look! Here's just a sample of the projects you can support!



### UCSF NEW HOSPITAL AT PARNASSUS HEIGHTS

This high profile, 13-year mega construction project entails an acute care replacement hospital on UCSF's iconic Parnassus campus in San Francisco. The project will use Integrated Project Delivery methodologies and collocate a large, multi-disciplinary project team in a Big Room environment.



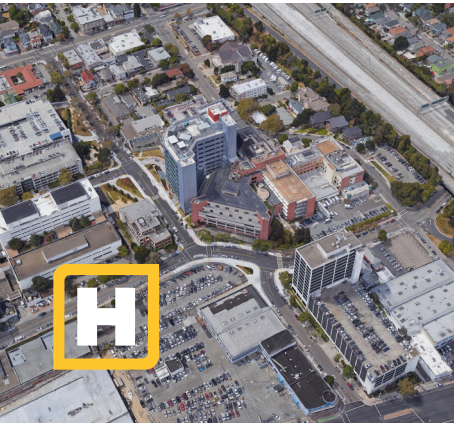
### GENENTECH

This multiple year, multiple project engagement will entail complex lab, manufacturing, and utility infrastructure upgrades and renovations on Genentech's South San Francisco campus headquarters. Genentech and Herrero have built our alliance on a strong cultural alignment and mutual focus on innovation.



### STANFORD

Looking to modernize its aging facilities and implement complex renovations, Stanford Hospital turned to Herrero for help. In our initial scopes of work, we'll tackle renovations to an Emergency Department, a Pediatric unit, and a patient bed tower. As the institution gears up for years of transformative projects, Herrero is positioning to be their steadfast building partner.



### SUTTER HEALTH ALTA BATES SUMMIT MEDICAL CENTER

Herrero has maintained an active presence on ABSMC's beloved Oakland campus for the past five decades, which is why we were their first choice to help implement its next wave of facility improvements with potential to reach upwards of \$1 billion in construction volume.

# At Herrero Builders, we have the right resources, programs, and benefits to develop stellar people.

Herrero really is the *whole* package. We can offer you incredible peers and mentors, exciting work, and the culture and employee benefits to make sure you are truly supported. Take a peak at some highlights! →

Whether you join as an intern for full time employee, there is incredible support available to you here. Our current openings are posted in detail on the careers page of our website. Check it out and submit your application!

APPLY NOW AT [HERRERO.COM/CAREERS](https://herrero.com/careers)

## HALLMARKS OF COMPANY CULTURE

- Core Values
- All Hands meetings
- Team Building Activities (e.g. *Lego building competition!*)
- Healthy Herrero Initiatives
- Social & Philanthropic Opportunities (e.g. *Halloween Bowling, Giants Game outings, Holiday Toy Drives, & Summer Picnic!*)

## CULTIVATING STRONG LEADERS

- Herrero Leadership Development Program
- 1:1 Coaching
- Speaking opportunities at major conferences (e.g. *Lean Construction Institute, Autodesk University, and more!*)
- Vast technology resources & Knowledge Area Leaders

## PROFESSIONAL DEVELOPMENT

- Performance Assessment Plans
- Career tracks (*tailored to you!*)
- Mentorship Program
- Continuing Education Stipends
- Dozens of in-house training courses
- Committees (e.g. *Innovation, Safety, and more!*)

## COMPETITIVE REWARDS

- Competitive salaries & salary bands by role
- Performance-based bonuses
- 401K plan & profit-sharing contributions
- Generous PTO
- 100% company-paid employee health care coverage
- Flexible office location

## Let's hear from our incredible talent! What makes Herrero Builders such a fantastic place to kick start your career in construction?



BODIE BLOYD  
SUPERINTENDENT  
HIRED IN 2016.



SARA NOII  
PROJECT MANAGER  
HIRED IN 2014.



SERGIO GOMEZ  
PROJECT MANAGER  
HIRED IN 2016.

## We are evolving the profession.

Bodie Bloyd is a 3-year Superintendent rising in the ranks and represents the next, tech-savvy wave of field leadership. Originally on track for a role in Project Management, Bodie shifted his focus to the jobsite, where he stands to be hugely influential in disrupting old habits of the industry. He expertly leverages technology and visual communication to create more organized, agile, and focused field crews.

A project should only ever be challenging for its **technical complexity**—not for its team dysfunction. The most consequential means of **evolving our industry**, remains changing behaviors in the field. The **field talent** at Herrero is first-rate —it's why we are sought after by the region's most prestigious and **forward-thinking clients**.

## We empower our employees.

In her words, Sara Noii's latest year with Herrero was "full of firsts," because we believe in positioning our people to succeed in new areas. It marked her first time: working with a federal agency (U.S. National Park Service); acting as the sole Project Manager on a job; supporting a new service area (Preconstruction); and, playing a key role in pursuing new work. This is the place to be if new challenges excite you!

You can be absolutely certain that **you'll never get pigeonholed** when you join Herrero. We develop **well-rounded professionals** and honor your varied interests. Our **vast range of project sizes** will push you to take on new responsibilities and gain familiarity with all aspects of construction. **We're here to help** every step of the way.

## We engage our industry peers.

Sergio Gomez knows firsthand that we are driving industry transformation. His focus? Improving the communication and data shared between design engineers and building trades. Working with our partners at Autodesk Revit and Dynamo Studio, Sergio and team developed a unique, automated tool to produce reliable and "real time" modeling calculations for structural load capacity. It's a win-win for everyone.

Herrero constantly seeks meaningful ways to **partner with industry peers** to advance our work. We are frequently tapped to speak at **Lean Construction Institute** events nationwide. Our friends at **Autodesk** rely on Herrero to pilot new products and features. And, of course, we love to **mentor students** at UC Berkeley, Stanford, and beyond!