



Bulletin

JANUARY/FEBRUARY 2004

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BOMA San Francisco advances the commercial real estate industry through advocacy, professional development, and information exchange

An Interview with 2004 President Steve Colvin

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Describe your position with Boston Properties?

As Senior vice President for Property Management, I am responsible for Boston Properties' real estate operations and overall property performance for the San Francisco Region. This includes the overall management and operation of all buildings as well as formulating and implementing strategic property management initiatives across the region. I oversee and provide direction for the day-to-day operations including tenant relations, security, life safety, landscaping, parking, operations & maintenance, capital projects, financial management and the property management office. I also serve as our regional spokesperson and media liaison.

What was the path you took to your present position at Boston Properties?

I have always attempted to learn as much as I could in this great field of real estate management. It really doesn't matter where you start, but rather where you finish. I took advantage of the RPA/SMA designations, and along the way earned a CPM and MBA degree. I always created goals for myself and thought of myself as a commodity. The better my performance and the more I differentiate myself, the greater my value was to my employer. I started at the bottom and progressively worked my way up the ladder.

What is your specialty?

Pancakes! My specialty within the real estate industry is in buildings management. I like to think of myself as an Asset Manager who has operational expertise.

Tell us about your BOMA involvement. Why are you involved in this association?

I first became involved in BOMA back in 1985 when I started the RPA program. I later got involved in the TOBY awards and I always participated in the fun social activities put on by the association. In 1995 I joined the GAPAC and later became it's Chairperson in 1998. In 1998 I also became a BOMA-Cal Board member, representing San Francisco. In 2000 I joined the BOMA Board, served as the association's Treasurer in 2002 and was President-elect in 2003.



What value have you found in serving on committees and the Board?

The value I have gained from getting involved is really twofold. First, its an opportunity to really make a difference.

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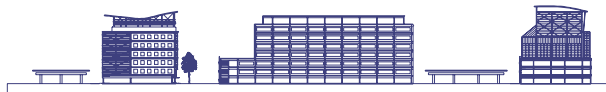
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Contact Tory Brubaker at
415/362-2662 x15 for information on

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Ads are due by the 10th of the month
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2004 Committee & Task Force Leadership

BOMA is a successful organization due in large part to an active and committed base of member volunteers. Over 100 members serve on a committee or task force, or provide special project support. BOMA is honored to have the following

leaders guide the Association through the issues, events and industry challenges of 2004.

If you are interested in participating on one of these committees/task forces, please contact the chair via the email address shown.

Committees



Associate Committee
David Hayes
Vice President, Skyline Construction, Inc.
dhayes@skylineconst.com

The Associate Committee plans and executes the organization's social events. These events include the "No Frills" Silverado and Elmer Johnson golf tournaments, the Holiday party, and other social and networking opportunities throughout the year.

BOMA-SF-PAC (Political Action Committee)
Jim Christian
Vice President, Shorenstein Realty Services
jchristian@shorenstein.com

BOMA-SF-PAC is the separately incorporated political action arm of the association. BOMA-SF-PAC endorses and supports local candidates for public office, local ballot initiatives and independent expenditures on behalf of issues or candidates. Due to State and local regulation of Political Action Committees meetings are open to BOMA members as observers only. The Committee is governed by a board of directors that is elected to a 2 year term. If you would like to be considered for a board position, please contact the Chair to discuss your interest and qualifications.



San Mateo GAPAC
Harout Hagopian
Managing Director, Equity Office Properties Trust
Harout_hagopian@equityoffice.com

This committee is dedicated to representing BOMA members' interests before every government body or public policy forum in San Mateo County as required.



Leadership Development Committee
Paul Grafft
 Sr. Vice President, Asset Manager
 pgraftt@shorenstein.com

The Leadership Development Committee identifies qualified candidates for consideration as future directors of the Association.

Security Committee
Joe Chiamparino

Director of Safety & Security, Boston Properties
 jchiamparino@bostonproperties.com

The Security Committee supports BOMA member information needs regarding safety and security measures and facilitates communication between BOMA members and their tenants. The committee also supports government agency needs and facilitates communication between those entities and BOMA members.



Task Forces



Building Codes & Permit Processes Task Force
Gordon L'Estrange
 Project Manager, Ottolini Booth & Associates, Architects
 lestrangegm@obarch.com

The Building Code Task Force monitors the current trends in Code Enforcement that may affect the commercial real estate industry at the city and state level. The task force educates the membership on the major code related issues and topics that affect San Francisco and the Bay Area's commercial real estate industry. The task force also evaluates and provides feedback on behalf of BOMA on proposed building code changes, additions or deletions at city and state levels.

Commercial Recycling Task Force
Warren Mead

Associate Portfolio Manager, Cushman & Wakefield
 Warren_mead@cushwake.com

The Task Force encourages and supports effective waste reduction, recycling and hazardous waste management programs by commercial property owners and managers of San Francisco. The task force manages the annual CoRY (Commercial Recycler of the Year) Awards which honor office buildings, restaurants and hotels who have established effective waste reduction programs.



Membership Development Task Force
Anne Stephens
 Senior Portfolio Manager, Cushman & Wakefield
 Anne_stephens@cushwake.com

The Membership Development Task Force identifies and recruits non-member buildings and vendors in San Francisco, San Mateo, Sonoma & Marin counties. The task force also welcomes all new members and serves as welcoming ambassadors at BOMA luncheons.

GAPAC Welcomes Supervisor Maxwell

At a recent meeting of the GAPAC, BOMA's Ken Cleaveland introduced Supervisor Sophie Maxwell of the San Francisco Board of Supervisors, who represents the Potrero Hill-Bayview-Hunters Point neighborhoods. Supervisor Maxwell expressed her concerns for environmental issues which affect the quality of life in the city, and discussed her views on the following concerns:

- the Hunters Point cleanup and development of over 500 acres, with 200 acres for business uses;
- the BioScience Taskforce which is bringing city, community and industry together;

- closing old and building new power plants in the City;
- the importance of jobs and training, including training City youth to work on planned major public works projects including Hetch Hetchy and Laguna Honda.

After a question and answer period, which included Supervisor Maxwell's expression of dissatisfaction with the amount of time the Board of Supervisors spends hearing individual planning issues, the Committee thanked Supervisor Maxwell for her participation, and she left for the weekly Board of Supervisors meeting at City Hall.



Supervisor Maxwell with 2003 GAPAC Chair Tim Falvey.

Renew Your BOMA Membership Now, and Count on BOMA for Continued Advocacy, Professional Development, and Information

Your 2004 membership renewal is due and payable. We urge prompt payment so your benefits will continue uninterrupted. We also urge a voluntary contribution to BOMA's local and state political action committees. A suggested PAC contribution amount is shown on your invoice; we ask that you give whatever you feel comfortable with, because a fully funded political action committee is a critical component of BOMA's advocacy success.

Take Your Career to a Higher Level with RPA, FMA Designations

Continuing Education Success Profile: Paul Richards, RPA, CPM

One of the main tenets of BOMA San Francisco's mission is to help our members advance their commercial real estate careers. The Building Owners and Managers Institute (BOMI) Real Property Administrator (RPA), Facilities Management Administrator (FMA), Systems Maintenance Administrator (SMA), Systems Maintenance Technician (SMT) programs provide knowledge that can be put to use immediately by real estate practitioners for the benefit of owners.

BOMA San Francisco sat down with Paul Richards, RPA, CPM, Senior Vice President and Group Manager with Shorenstein Realty Services, LLP, to discuss how his 30-plus year career in commercial real estate management has benefited from earning his professional designation.

How long have you had your RPA? Your CPM? I earned my RPA in 1977. I was the first RPA in California, and one of only 53 in the United States at the time. Many people don't know this, but when the program was first rolled out in the mid 70's the certification title was Administrator of Real Property (ARP). A number of us took exception to ARP sounding like a dogs yelp and that was before American Retired People (ARP). So we worked the system and had it changed to RPA. I really wanted to be the first designee in California. It was a definite goal for me. Later in 1981 I received my CPM from the Institute of Real Estate Management (IREM). The CPM program was as difficult and challenging as the RPA program and offered additional focused instructor lead education.

Why did you go after the designations? Regular colleges do not offer courses in their curricular such as the ones offered through BOMI. The BOMI courses really focus on the business of commercial office buildings and incorporate an understanding of the engineering, building structures and real property maintenance.

What was the immediate value? At the time I received my RPA, I was managing the Park Center Financial Plaza a 24-acre commercial redevelopment project in downtown San Jose. My study program was an extremely valuable aid to managing the operation and maintenance of the complex and the supervision of nearly 1.3 million square feet of new construction. I developed new skill sets and management techniques that helped me tackle such a large undertaking.



Why would you recommend the program to people in their early, middle or later phase of their career? I would point out that even if you are not ready to commit to the entire designation program, there is tremendous value in each individual course. I appreciate when managers have taken specific classes such as Budgeting & Accounting, Environmental Health & Safety, and Law & Risk Management. Getting involved in BOMI and participating in local educational offerings shows a commitment to furthering ones knowledge in the industry, plus you meet new people who are also in "the business" and these relationships with your peers can lead to future job opportunities, market and operating data sharing and assistance. I have also been a guest instructor at local BOMI classes and enjoy the time spent in a classroom environment and would encourage those interested in volunteering some time to contact the BOMA office.

What are different positions you have held over your career, and how has your continuing education impacted this? I started in 1968 as an Assistant Building Manager at the Robert Dollar Company Buildings on California Street working for Ray Nann. Since then I have held numerous management and senior management positions in property management, development and leasing. In our industry understanding the "physical and fiscal" components of commercial real estate along with operations is very important and BOMI addresses all three of these areas extremely well.

I have found that there are two good ways a commercial real estate manager can improve his or her knowledge. First is continuing education such as BOMI, and of course other industry related organizational educational offerings either in a classroom setting, company or vendor sponsored brown bag lunches, 1 day or _ industry sponsored seminars or educational offerings taught on-line. The other time proven continuing education for an "apprentice" management trainee is via mentoring within ones organization or building. By this I mean hands-on day-to-day "on the job training" from an experienced property, operations or engineering manager. Combine the two and you can become a very competent and capable property manager.

Calendar of Events, Committees and Task Forces

For detailed information events, committee or task force meetings, and contact information for committee and task force chairs, please visit our website at www.bomasf.org.

date		time	location
19	MLK Holiday	BOMA Office Closed	
20	BOMA-SF-PAC	12:00 p.m.	BOMA Conference Room
28	Building Codes	12:00 p.m.	BOMA Conference Room
29	Seminar: Effective Negotiations: Creating Maximum Advantage	8:30-11:30 a.m.	Speaker: Tom Gille Palace Hotel
29	Membership Luncheon	11:30 a.m.-1:30 p.m.	Palace Hotel

date		time	location
4	Security	9:30 a.m	BOMA Conference Room
5	Member Benefit Review	11:45 a.m.-1:00 p.m.	BOMA Conference Room
5-8	Facilitated Group Study	all day course	44 Montgomery, Lower Lvl. A
10	Education	9:00 a.m.	BOMA Conference Room
10	Membership Development	12:00 p.m	Transamerica Pyramid,
10	GAPAC	12:00 p.m.	BOMA Conference Room
12	Commercial Recycling	12:00 p.m.	200 Montgomery St., 1st Fl. Law Library
16	Presidents Holiday	BOMA Office Closed	
23	BOMA-SF-PAC	12:00 p.m.	BOMA Conference Room
25	Building Codes	12:00 p.m.	BOMA Conference Room
26	Membership Luncheon	11:30 a.m.-1:30 p.m.	Palace Hotel

Make the Most of Your Membership Investment!

This program is designed for **new and prospective members, or even existing members** who want a better understanding of the benefits and resources available to them through membership.

Topics will include:

- Professional Development & Continuing Education
- Committee/Task Force Involvement
- Informational Resources
- Business Services
- Marketing Opportunities & Relationship Management
- Governmental Relations

Thursday, Feb 5
11:45 a.m. - 1:15 p.m.
BOMA's Conference Room
Lunch Included

The program is free of charge
but space is limited.

Questions or RSVP?
Contact Tory Brubaker
toryb@boma.com

BOMA Associates Committee
invites you to a
Fat Tuesday Celebration

Save
the
Date!



Tuesday, Feb. 24 5-8 p.m.
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Come enjoy some Cajun food & dance
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Invitations will be sent out soon.

Questions? Contact
Sonia Ryks at 415-673-1236



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The Big Disconnect: Who's Responsible for Abandoned Cabling In your Building

By Manuel Fishman, Esq.

On December 11, 2003, BOMA International presented an audio seminar on the new 2002 National Electric Code ("NEC") requirements concerning abandoned communications cabling in commercial buildings. The two-hour seminar highlighted the potential impact of new national code requirements, and presented various questions that local building owners, property managers, engineers and leasing agents need to consider in the management of their buildings and the negotiation of leases. About 10 BOMA San Francisco members gathered in BOMA's conference room to participate in the seminar (which BOMA San Francisco hosted at no charge for its members). As one of the attendees at the BOMA San Francisco seminar location, I volunteered to summarize the highlights of the program for presentation to all BOMA San Francisco members.

While not itself codified as law, the NEC is an influential publication that is used by many state and local agencies to set standards for various matters, and is usually incorporated by reference into local building codes. The National Fire Protection Association (the "NFPA") provides the principal technical assistance for drafting of the Code. Currently, the California State Building Code incorporates the 1999 NEC; and the Building Code of the City and County of San Francisco is based on the 1999 NEC. Hearings on the adoption of the 2002 NEC are scheduled to be held in Sacramento this month (January 2004). There is no information on if and when the 2002 NEC will be incorporated into the San Francisco Building Code. Nevertheless, there is no reason to doubt that in the near future the 2002 NEC will be incorporated by reference in both the California and San Francisco building codes, and other cities in California will likely adopt the 2002 NEC as well.

The 2002 NEC is a 1,200-page bound volume that covers all aspects of electrical construction and operation. Only a few sections of the Code address

communications circuits (in particular, Article 800), and fewer sections address abandoned communications cabling. New Code provisions require the removal of "abandoned communications cable." Section 800.2 defines abandoned communications cable as "installed communications cable that is not terminated at both ends at a connector or other equipment and not identified for future use with a tag." Section 800.52(B) provides that "the accessible portion of abandoned communications cables shall not be permitted to remain." The reason that the NFPA is concerned about abandoned cabling is that abandoned cabling increases fire load, may generate toxic fumes when subjected to fire, and can affect air flow in ceiling plenums. With an estimated 45 billion feet of plenum cable in place in commercial buildings nationwide, cables that are abandoned in ceilings, riser systems and air handling systems are a source for fueling fire and for smoke and fumes that can incapacitate building occupants.

Compliance with the new NEC requirements would most likely be triggered upon a remodeling or new tenant build-out in connection with a lease expansion, lease renewal or new tenant move-in. A building inspector may refuse to issue a certificate of occupancy (or give a final sign-off on a building permit) if abandoned communications cabling is found to be in place, and may lead the inspector to focus on other potential violations that are visible. While the Code applies to existing installations, local jurisdictions will have discretion to determine whether to enforce the 2002 NEC prospectively. Most plenum rated cabling contains lead in the jacketing material insulating the cable. This jacketing material is generally referred to as PVC. The Federal Environmental Protection Agency has determined that low levels of lead can cause adverse health effects, and PVC can lead to indoor air quality issues if the metals in the PVC products are released into the environment when the PVC decomposes (either through natural deterioration or

through excessive heat). In response to growing concerns over lead, the vinyl industry has developed a lead-free PVC compound which is being introduced for buildings. Nevertheless, older buildings may contain lead-based PVC products, and disposal thereof is regulated under local and state hazardous materials laws. PVC cable is difficult to recycle. This adds to the cost of removal of abandoned cabling, which some have estimated at \$2.00 per square foot.

The principle questions that were addressed at the seminar were: (i) what is included in the definition of abandoned communications cabling, (ii) who bears the cost of removal of this cabling, and (iii) when is compliance required? Because the definition of abandoned communications cable only refers to "cabling that is not terminated at both ends at a connector or other equipment," many questions arise as to what is abandoned communications cable. Does it include cabling in a building vertical telecommunications riser that terminates at a panel or frame in a telephone closet on an individual floor of an office building? Does it make a difference whether the cabling is contained in separate conduit? What is the "accessible portion" of abandoned communications cable? If removal would trigger OSHA requirements concerning asbestos removal, is such cabling accessible? Does the Code require removal of existing cabling installations? Does simply tagging communications cabling for "future use" exempt the building owner from liability? There are no definitive answers to the foregoing questions, and individual building owners will need to adopt their own level of compliance in areas such as leasing guidelines, tenant improvement construction guidelines, and due diligence checklists in acquiring buildings.

As with most "compliance with law" requirements, a building owner who elects to do nothing and not address the issue in its lease document (including tenant improvement work agreement) and/or its purchase and sale due diligence checklist, may bear the full cost of compliance with the Code requirement -- at times when it is most inopportune to do so. The seminar participants, as well as the San

Francisco attendees, all saw a benefit for building owners/managers to perform a communications audit to answer questions relating to the location and amount of existing cabling, the type of PVC covering used in the building, the estimated cost of compliance, and whether building lease forms adequately allocate responsibility for compliance upon surrender of the premises at the end of the lease term.

The general consensus was that building owners need to turn the 2002 NEC cabling obligation into a positive opportunity to achieve a greater understanding of their buildings' infrastructure. This has been a developing theme of telecommunications consultants, managers and lawyers advising building owners. There is anecdotal evidence that taking control of the telecommunications infrastructure adds value to a building and enables a building owner to more quickly enter into leases with tenants having high bandwidth voice and data network requirements. In a market where commercial tenants have an excess of space and buildings to consider, compliance with the 2002 NEC requirements concerning abandoned communications cabling serves as additional motivation for building owners to take control over an aspect of the building infrastructure that has historically been neglected.



Manuel Fishman is a principal in the law firm of Bartko, Zankel, Tarrant & Miller, a San Francisco based law firm. Mr. Fishman specializes in the issues raised in implementing telecommunications solutions in commercial buildings, as well as leasing and acquisitions and sales of commercial properties. Mr. Fishman serves on the Board of Directors of the San Francisco Building Owners and Managers Association, and is the former chair of SF BOMA's Telecommunications Task Force. Mr. Fishman is active in State and federal BOMA efforts in representing building owners.

Holiday Cheer Abounds at Annual Holiday Party

Event Marks Culmination of A Successful Toy Drive

Over 400 BOMA members spread good tidings and cheer at the Annual Holiday Party hosted by the Associates Committee on December 11 at the Argent Hotel. Special thanks to event chairs **Sandie Krutz** (Marble West) and **Rennie Ediger** (Perfection Sweeping) and the entire committee for their hard work in planning this event. Thanks to **Robert Poyas** for donating the table decorations, Ken Fishler and his merry "band" of musicians for keeping the party rockin', and the Argent Hotel for keeping their costs down so the committee could orchestrate an affordable event.

The event marked the end of BOMA San Francisco's 18th Annual Toy Drive which collected over 90,000 toys. Melissa Lerma, firefighter and 2003 Chair of our beneficiary, the San Francisco Firefighter's Toy Program, called this year's drive "a blessing!" "We provided toys and gifts to approximately 40,000 children", said Lerma. "The number of families who register with us has grown steadily. We saw about 300 more than we did last year. Without BOMA San Francisco's participation, we would fall very short of the projection." Over 90,000 toys and more than \$2500 was donated by tenants in approximately 200 building and member facilities throughout San Francisco, Marin and San Mateo counties.

This year's success is in no small part due to the direction and leadership of Toy Drive Chair **Dan Rottinghaus**, Co-Chair **Roxanne Mizzo**, both with Berding & Weil LLP, and **Melissa Lerma**, Firefighter and Chair of San Francisco Firefighter's Toy Program. A special thanks to **McCarthy Cook & Co.** for donating storage space for the toy barrels at their China Basin Landing facility. Many thanks also to all of the volunteer drivers and their companies for delivering and picking up toy barrels and gifts, and of course our members whose generosity continues to make the Toy Program a welcome priority each year. Special Thanks to the following volunteer companies for their invaluable assistance:

- Able Building Maintenance**
- ABM Engineering Services**
- ABM Janitorial Services**
- August Supply Co.**
- Golden Gate Disposal and Recycling**
- Rosendin Electric Inc.**
- Stuart Dean Co., Inc.**



Be Mindful of Property Taxes as You Lease Up the Property

By Mark Ong

As the market is bottoming out and leasing activities are picking up, owners and asset managers should be mindful to control all costs of leasing up your property. One of those costs is less visible but can be substantial: property taxes. If not properly controlled and monitored, both the landlord and the tenant may end up paying property taxes on tenant improvements. In addition, any building updates for code compliances purposes may not be assessable.

The current policy of the San Francisco Assessor's Office is for the Real Property Division to assess the landlord first generation tenant improvement allowance and for the Personal Property Division to assess the tenants first and subsequent generations of above standard tenant improvements.

In reality, the landlord or the tenants may be the party that pays for the tenant improvements, and the law allows the Assessor to assess tenant improvements to the landlord or the tenant.

Things can get even more complicated if a tenant large enough to occupy two third of an entire floor needs new TI. The building code requires that you bring your property up to current seismic standards. Such projects may require that you incur more capital expenditure to strengthen the building's structural core area. A substantial portion of such costs may not be assessable for property tax purposes if proper procedures are followed.

The Real Property Division of the Assessor's Office typically sends the landlord a Construction Cost Questionnaire that needs to be completed and returned to the Assessor. The Personal Property Division of the Assessor's Office relies on the mandatory audit program to gain access to the landlords' and tenants' books and records. Mandatory audits are for any taxpayer owning more than \$300,000 in cost of personal property, including fixtures and leasehold improvements.

One side note on the Personal Property Division's audit of the landlord's book and records. The Assessor has taken aggressive positions to claim certain building improvements such as public arts, security systems and window washing systems as personal property. Owners should rebut the claim and assert their position that these items are real rather than personal property that should enjoy the protection of Prop 13.

Our best advice is when you get any inquiry from the Assessor's office to consult your asset manager or a property tax advisor who is knowledgeable in property taxation. Perhaps more than any tax, property tax is based on someone's interpretation of the law and his opinion of the property's value.

Mark Ong, CMI, has nearly 20 years of experience in California property taxation. He is currently the Director of Property Tax Services in the San Francisco office of PricewaterhouseCoopers. He can be reached at 415-498-5607 or mark.ong@us.pwc.com.



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President's Message Continued from page 1

BOMA is a real player in the advocacy landscape, both on the local and statewide level. Secondly, I get the chance to work along side an amazing group of people who are keys players in the real estate industry. The people of BOMA is what makes the association so very special.

What do you see as BOMA's biggest project over the next few years?

The objective of the association over the next few years should be to focus both internally and externally. Internally, by continuing to address the "mega issues" that have been identified. We want to assure that the association continues to improve procedures for member recruitment, mentoring, involvement and retention. We want to get people involved! Externally, BOMA San Francisco needs to continue being the recognized voice of the commercial real estate industry. To accomplish this, we must build on our advocacy and government affairs agenda. We have had tremendous success in the past and must work very hard to assure that the voice of building owners and managers are heard, and heard loud and clear!

What are your passions, hobbies?

Anyone who knows me, knows what makes me tick. My passions include my family, being challenged and

oh yes, my Maryland Terrapins. My hobbies include watching and participating in sports, sports and more sports. I also workout five times a week, and from time to time have been know to enjoy impersonating certain people in a fun and respectful manner.

Tell us about your life outside of work? Tell us about your family?

I am truly a family guy! I spend as much time with my kids as I possibly can. My ten year daughter Olivia is smart, sweet, beautiful and just happens to be an awesome basketball player. She plays on the St. Anthony's fifth grade CYO "A" team and will be playing on an AAU team later this year. My son, Austin is an eight year old chip off the old block. He is the "real deal", a great kid who excels at everything. One day, we may all see him playing basketball for Maryland along side his big sister. My wife Cristina is the glue that holds everything together at home. We've been married for 16 years - she's better looking today than she was when I met her, I wish I could say the same about myself.



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Members on the Move

BOMA's Executive Committee Elected. Newly elected BOMA-board member **Bob Spicker**, Managing Director, **Colliers International**, has been elected to serve as President-elect for BOMA San Francisco, under the leadership of 2004 President **Steve Colvin**, Sr. Vice President of Property Management, **Boston Properties**. **Kathy Mattes**, General Manager, **Flynn Properties, Inc.** Principal, will serve as Treasurer, and Immediate Past President **Todd Robinette**, **RPA, CPM**, Vice President Property Management, **Equity Office Properties Trust**, will remain as a member of the Executive Committee.

Todd Robinette was elected Vice President BOMA California. BOMA California, with its paid staff in Sacramento and support of the nine local BOMAs

in the state, represents commercial property interests on any and all statewide legislative or regulatory issue that could impact BOMA members. The organization is governed by a 27-member Board of Directors. BOMA San Francisco's representatives to the BOMA Cal board are; **Ken Perry**, **The Swig Company**, and **Margot Crosman**, **Unico Properties, Inc.**

Berding & Weil LLP welcomes **Amy Tinetti** to their East Bay office. Ms. Tinetti, a five year associate, joins the firm's construction litigation and business real estate group. She has worked on cases involving construction defects, bodily injury, business and general civil litigation as well as business and real estate litigation.

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