



The Diablo Engineering Group vision – What will Diablo look like on December 31, 2027?

Diablo is a company where our team members are highly valued.

Core values and purpose:

- Lead the civil engineering marketplace as professionals specializing in creatively designing and managing complex infrastructure projects.
- Express passion for the future with a commitment to building opportunities and value for our clients and our Diablo team members.
- Make the world a better place by providing design services that enhance the quality of life for all citizens within the jurisdictions we operate.

Core principles – how we operate on a daily basis:

- Diablo team members provide high-value quality services and earn a fair profit.
- We respect, represent, and protect our client's interests.
- Where honesty, integrity, and high moral values are implemented.
- We work together with commitment and enthusiasm.
- We appreciate and respect each member of the diverse Diablo family.

Culture – Diablo will hire new team members that have the enthusiasm to embrace and perpetuate our core values and principles:

- Diablo owners value minimal bureaucracy.
- We seek brilliant but humble team members.
- We collaborate frequently. Together we are stronger than the sum of individuals.
- We hold each other accountable and encourage our team members to achieve personal goals.
- We recognize each individual's strengths and help our members learn new skills.
- We employ and do business with people that do the right things when nobody is looking.
- We look for opportunities to connect with family members of our Diablo team.
- We value work life balance – encouraging our team to nurture their physical and mental health.
- We cherish our personal connections with nature.





Diablo is committed to smart growth focusing on the following key aspects for our team members:

- 1) Services to Our Clients
- 2) Workplace Environment
- 3) Employee Benefits
- 4) Financial Health
- 5) Diablo University
- 6) Communication

1) Services to Our Clients

Diablo team members are leaders in the complex process of improving the built environment of the communities where we live, work, ride, drive, bike, walk, and shop.

We provide strong technical engineering designs, feasibility, and support to public officials, administrators, community members, planners, and engineers.

We have the experience and expertise to manage complex, multidiscipline public infrastructure projects.

- Diablo will diligently grow the transportation civil design group.
- Diablo will be opportunistic and expand structural engineering design services.
- Diablo will collaborate with local civil engineering leaders and consider expanding into other disciplines that support our clients, transportation engineering, and structural engineering.

Diablo is one of only a few small local DBE businesses that provides public sector clients with high-value civil engineering design services. We will support new and existing clients to achieve local, State, and Federal diversity percentages. Diablo has the opportunity to grow through recently obtained contracts.

Diablo is committed to strategic teaming, mentoring, and being a role model within our industry.

Diablo is and will continue to be a Civil 3D expert in the field. Diablo will adhere to published agency/client CAD standards; and will continue to invest in establishing, maintaining, and teaching our internal Civil 3D and CAD standards.

2) Workplace Environment

Diablo provides team members with a professional workplace environment that is convenient to being highly responsive to our clients – and is inviting, inspiring, and supportive of frequent face to face collaboration with clients and Diablo team members.

Diablo's historic client base and employee base is in Alameda County and Contra Costa County. Diablo will be opportunistic to open new offices where key clients and/or key employees present opportunities for expanding our services to new geographic locations.

Diablo is a company that desires its workforce to be highly productive, contagiously collaborative, and frequently learning. These desires are effectively realized when employees and management develop individual work plans that benefit the employee, clients, the company, and supporting Diablo team members. Diablo has an effective method to track projects and backlog for team members. Diablo's hybrid work environment is customized and flexible while achieving the greatest mutual benefits.



3) Employee Benefits – Diablo provides the following to fulltime employees (subject to change):

- Platinum-level medical, dental, and vision coverage for employees and family (Diablo subsidizes 85% of the premium).
- Nine (9) paid holidays plus one (1) floating holiday per year.
- Employees accrue 10 to 20 paid days off (PTO) per year – increases are correlated with each employee's anniversary date. On January 1st following the employee's one year anniversary, the rate of PTO accrual increases by one additional day. On January 1st thereafter, the rate of PTO accrual increases by one additional day up to a maximum of 20 days of PTO. Unused PTO hours can accumulate up to a maximum of 400 hours.
- Employees accrue sick leave – 4 days (32 hours) per year are available. Sick leave hours accrue at a rate of 0.033 hours per hour worked and can accumulate up to a maximum of 32 hours.
- The Diablo Engineering Group 401(k) Profit Sharing Plan (Diablo Plan) is a profit-sharing plan with a provision allowing employee salary deferrals. Employees can choose to defer employee earnings into the Diablo Plan which accommodates Traditional 401(k) deferrals or Roth 401(k) deferrals. Participation is optional after an employee completes one full quarter of full-time employment with Diablo. Diablo is working with the plan administrator to incorporate a matching component into the Diablo Plan.
- In years when Diablo achieves an annual profit of at least 5%, Diablo will contribute at least 5% of each fulltime employee's annual compensation into the Diablo Plan.
- All employees are paid for every hour worked. Project managers and/or licensed professional employees are paid straight time, while hourly employees earn overtime in accordance with applicable laws.
- Diablo will provide employees with a monthly parking pass or optionally reimburse parking for employees that park infrequently at Diablo office locations. Diablo will reimburse transit expenses (via expense report) associated with an employee's daily commute. Diablo will pay (via an expense report) employees \$5 per day to bike or walk to work.
- In years when Diablo is profitable, Diablo will provide employees with a year-end discretionary bonus. Discretionary bonuses recognize the collective teamwork efforts that contributed to Diablo's profitability and recognize individual team members that may have contributed exceptionally well to Diablo's Vision objectives during the prior 12 months.
- Quarterly Connections (QCs): Diablo values in-office teamwork and social team member interactions. Approximately four times a year, the Diablo team members will convene as a group, with one event per year that includes immediate family members. The recent traditional first event of the year has been the Diablo New Year Family Celebration Dinner in January. The second QC will be an annual employee team building retreat, tentatively set for Friday afternoon, April 11, 2025. An event or retreat may include walking a constructed project and/or presentations that inform the Diablo team about past, present, or future projects. Diablo will also host a summer/fall event and the annual holiday employee lunch in December. Team members are encouraged to help plan and facilitate QC events.
- Diablo will recognize employees after they have earned significant professional credentials:
 - When an engineer receives their Engineer in Training (EIT) certificate after passing the Fundamentals of Engineering (FE) exam, Diablo will award the employee with a \$500 bonus and reimburse the administrative fees associated with the certificate.
 - When an engineer earns their Professional Engineering License during their employment with Diablo, Diablo will award the employee with \$1,500 and dinner for two at the employee's favorite restaurant. Diablo will also reimburse the annual administrative fees.
- On an employee's 5-year anniversary of employment with Diablo, Diablo will subsidize a \$1,500 contribution towards an out of state or out of country trip/vacation to provide an opportunity to view and experience transportation approaches outside of California.



4) Financial Health

Diablo team members typically earn more at Diablo because Diablo operates with a low overhead, while keeping company fees (hourly rates) competitive. Diablo team members are encouraged to understand the financial management of projects, as this understanding will benefit them professionally and personally. Diablo has a goal of elevating the financial well-being of its employees – and it is acknowledged that individual earnings are a direct function of the rates clients are willing to pay for highly skilled services. We value creativity, ownership, and self-discipline to provide exceptionally valuable service to our clients. We spend money to add value to the experience and happiness of our employees. When team members are valued and feel invested in the company, they work for the shared success of the company. This naturally brings financial health.

5) Diablo University

Diablo leadership will continuously provide meaningful mentorship and training to young and emerging team members. Skills and knowledge will be passed forward to the next generation.

Young Diablo members will continuously provide thoughtful suggestions and ingenuity to Diablo leadership. Youthful perspectives will be communicated to the experienced, so the company remains progressive.

Questions and Answers (QAs): At least once per year, Diablo will convene an afternoon of QAs from interested team members. Team members will present a project, issue, problem, challenge, etc. that is associated with a past, present, or future project, and then solicit the collective team with questions and answers.

Professional licensing is highly valued and viewed as a key step in taking ownership of client management responsibilities and advancing the future of the company. Diablo will reimburse fees for a class to assist in achieving professional registration.

Diablo values yearly performance reviews as a collaboration for continuing growth. Diablo encourages on-going learning inside and outside of the office. Opportunities for career development are readily available, without the need to leave Diablo. Diablo will sponsor membership to a professional organization of the employee's choice. One key membership with involvement provides much more value than joining several organizations.

6) Communication

Diablo will be 20 team members strong, and the team will be balanced between Oakland and Walnut Creek. Diablo will have a presence in Boise, Idaho. The core business services will be associated with transportation engineering and structural engineering. However, we welcome entrepreneurialism and will support engineering related business lines when good people become interested in joining Diablo's business and culture objectives. Human resources and payroll will be supported by expert services. Additional benefits will be considered on an ongoing basis. Diablo will accomplish building a team where members have the opportunity to grow their career:

- We get to go to work.
- We enjoy the journey.
- We are each in service to each other, part of a positive force that is bigger than any one of us.
- We are known as a connector – connecting people and services to maximize the value of public improvements and the value of tax dollars.
- We love the careers we have chosen – we have something to be happy about every day.
- We will retire proud of the public improvements that citizens will cherish for generations.