



THE GOLDEN PITCH 2022 ALLY

# ANCHOR



BuildOUT California March 11, 2022



# About Anchor



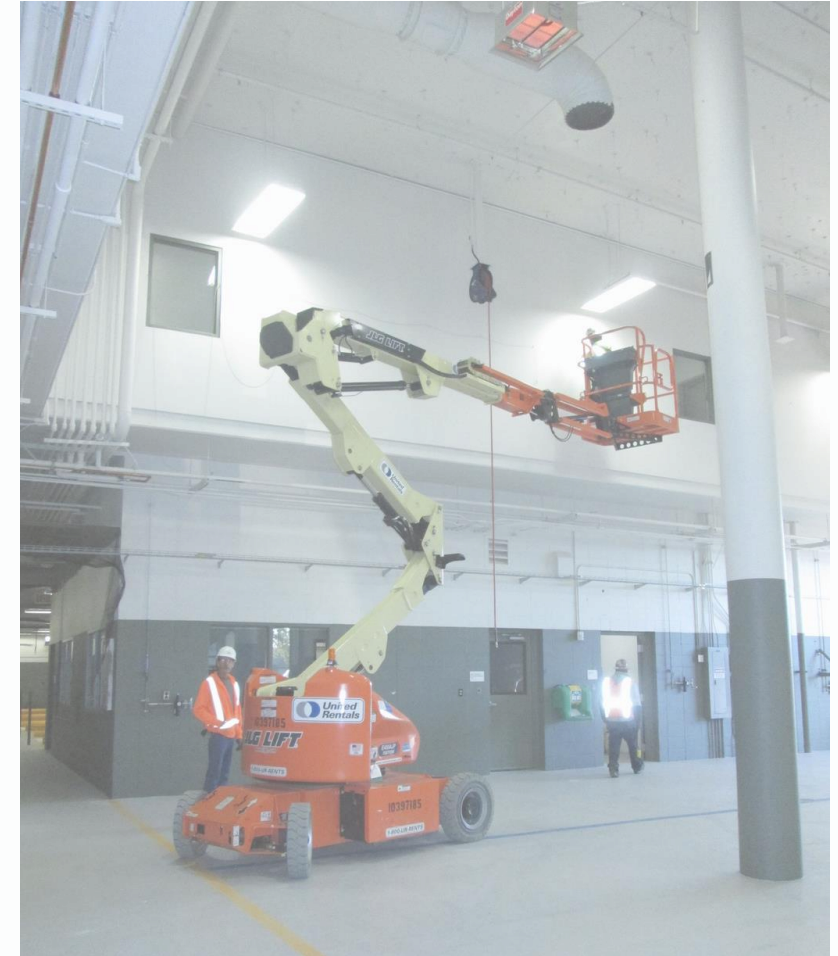
- Nearly 20 years in business
- Minority Woman-Owned Business
- DBE, SB, SB-PW, SLEB, MBE, WBE Certifications
- Service Northern California Public Agencies
- Offices in Contra Costa, Alameda, and Sacramento Counties

**ANCHOR** 

# ANCHOR

## Our Journey

Anchor was founded in 2003 as Anchor Engineering, Inc. You may also remember us as AnchorCM. We have recently rebranded into Anchor to reflect our new ownership, leadership and expanded services. Our dedicated team of 30 professionals is growing!



AC Transit: D3 Facility Reactivation



## New Leadership

- **President - Larry Theis**

20 years industry experience,  
most recently as a  
Public Works Director  
for a local City



- **CEO - Bisa Grant**

15 years industry experience,  
over 12 years with Anchor



# Services

We are driven by the desire to provide exemplary service to our clients, while providing a professional work environment for our staff. By attracting the best and brightest to our firm, your projects get the attention they need.



## Construction Management

Using specialized, project management techniques to oversee planning, design, and construction of a project, from its beginning to its end.

## Inspection

Inspections guarantee that work within a project go as planned and are according to requirements, standards and regulations.

## Staff Augmentation

Supporting clients with our team to staff a project and respond to the business objectives.

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## City of Berkeley

On-Call Project Management, Inspection

## Alameda County Public Works Agency

On-Call Inspection

## Department of Water Resources

On-Call Inspection

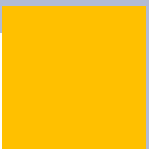
## Oro Loma Sanitary District

Construction Management and  
Inspection

## East Bay Regional Park District

Construction Management and  
Inspection

# Current Clients



# Our Approach



Quality People

Quality Projects

Quality Work

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## Diversity, Equity and Inclusion

We are working to create a DEI-organization from the inside out.

- Recruiting staff of varied ages, backgrounds, and life preferences
- Targeting subconsultants that meet our DEI goals
- Pursuing strategic industry partners that share our vision.



## By The Numbers:

### Sept 2021

29% Female  
 32% Minority  
 4% LGBTQ+  
 18% Under 35 years  
 25% Over 65 years

### Mar 2022

32% Female  
 54% Minority  
 4% LGBTQ+  
 25% Under 35 years  
 25% Over 65 years

### Goals 2022

50% Female  
 75% Minority  
 25% LGBTQ+  
 25% Under 35 years  
 25% Over 65 years





# ANCHOR

## Where are we going?

### Company growth goals

- Reach 100 employees by 2025
- Larger footprint across Northern California
- Activate Employee Stock Ownership Plan

### Project work goals

- Expand portfolio into facilities, recreation, transportation, and rail
- Expand work to include institutional private projects
- Build a division for project delivery engineers and managers for client service of local public agencies





Bisa Grant  
CEO  
Bisa@anchorcm.com

# Contact Us

Larry Theis  
President  
LTheis@anchorcm.com



Erin Hanigan  
Marketing Manager  
EHanigan@anchorcm.com  
925-385-0950 x113







# THANK YOU!

BuildOUT California

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