



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

BOARD OF DIRECTORS
ADMINISTRATION COMMITTEE

COMMITTEE MEMBERS

| | |
|-----------------------------|-------------------------|
| CINDY CHAVEZ – CO CHAIR | CAROLE GROOM – CO CHAIR |
| KAREN MITCHOFF – VICE CHAIR | MARGARET ABE-KOGA |
| JOHN BAUTERS | RICH CONSTANTINE |
| ERIN HANNIGAN | TYRONE JUE |
| KATIE RICE | MARK ROSS |
| BRAD WAGENKNECHT | |

THIS MEETING WILL BE CONDUCTED UNDER PROCEDURES IN ACCORDANCE WITH GOVERNMENT CODE SECTION 54593

- **THE PUBLIC MAY OBSERVE THIS MEETING THROUGH THE WEBCAST BY CLICKING THE LINK AVAILABLE ON THE AIR DISTRICT’S AGENDA WEBPAGE AT**

www.baaqmd.gov/bodagendas

- **THE PUBLIC MAY PARTICIPATE REMOTELY VIA ZOOM AT THE FOLLOWING LINK OR BY PHONE**

<https://bayareametro.zoom.us/j/84402594615>

(669) 900-6833 or (408) 638-0968

WEBINAR ID: 844 0259 4615

- **THOSE PARTICIPATING BY PHONE WHO WOULD LIKE TO MAKE A COMMENT CAN USE THE “RAISE HAND” FEATURE BY DIALING “*9”. IN ORDER TO RECEIVE THE FULL ZOOM EXPERIENCE, PLEASE MAKE SURE YOUR APPLICATION IS UP TO DATE**

**WEDNESDAY
OCTOBER 20, 2021
11:00 A.M.**

AGENDA

1. CALL TO ORDER - ROLL CALL

PLEDGE OF ALLEGIANCE

PUBLIC MEETING PROCEDURE

The Committee Co-Chair shall call the meeting to order and the Clerk of the Boards shall take roll of the Committee members.

This meeting will be webcast. To see the webcast, please visit www.baaqmd.gov/bodagendas at the time of the meeting. Closed captioning may contain errors and omissions and are not certified for their content or form.

***Public Comment on Agenda Items** The public may comment on each item on the agenda as the item is taken up. Members of the public who wish to speak on matters on the agenda for the meeting, will have three minutes each to address the Committee. No speaker who has already spoken on that item will be entitled to speak to that item again.*

CONSENT CALENDAR (ITEM 2)

Staff/Phone (415) 749-

2. APPROVAL OF THE MINUTES OF SEPTEMBER 15, 2021

Clerk of the Boards/5073

The Committee will consider approving the attached draft minutes of the Administration Committee meeting of September 15, 2021.

END OF CONSENT CALENDAR

REGULAR AGENDA (ITEMS 3-6)

3. BAY AREA REGIONAL COLLABORATIVE (BARC) UPDATE

**Allison Brooks
Executive Director, BARC**

The Committee will receive an update from BARC Director, Allison Brooks, on the activities of the Bay Area Regional Collaborative.

4. **MANAGEMENT AUDIT VENDOR SELECTION UPDATE** **J. Chiladakis/4750**
jchiladakis@baaqmd.gov

The Committee will receive an update on the management audit vendor selection.

5. **REVIEW AIR DISTRICT RECRUITMENT AND SELECTION PLAN** **R. Sanders/4951**
rsanders@baaqmd.gov

The Committee will review and discuss the Air District Recruitment and Selection Plan.

6. **ASSEMBLY BILL (AB) 836 CLEAN AIR CENTERS PROGRAM UPDATE** **A. Flores/4616**
aflores@baaqmd.gov

The Committee will receive an update on AB 836 Clean Air Centers Program.

END OF REGULAR AGENDA

7. **PUBLIC COMMENT ON NON-AGENDA MATTERS**

Members of the public who wish to speak on matters not on the agenda for the meeting, will have three minutes each to address the Committee.

8. **COMMITTEE MEMBER COMMENTS**

Any member of the Committee, or its staff, on his or her own initiative or in response to questions posed by the public, may: ask a question for clarification, make a brief announcement or report on his or her own activities, provide a reference to staff regarding factual information, request staff to report back at a subsequent meeting concerning any matter or take action to direct staff to place a matter of business on a future agenda. (Gov't Code § 54954.2).

9. **TIME AND PLACE OF NEXT MEETING**

Wednesday, November 17, 2021, at 11:00 a.m., via webcast, pursuant to procedures in accordance with Government Code Section 54593.

10. **ADJOURNMENT**

The Committee meeting shall be adjourned by the Committee Co-Chair.

CONTACT:

MANAGER, EXECUTIVE OPERATIONS
375 BEALE STREET, SAN FRANCISCO, CA 94105
vjohnson@baaqmd.gov

(415) 749-4941
FAX: (415) 928-8560
BAAQMD homepage:
www.baaqmd.gov

- Any writing relating to an open session item on this Agenda that is distributed to all, or a majority of all, members of the body to which this Agenda relates shall be made available at the Air District's offices at 375 Beale Street, Suite 600, San Francisco, CA 94105, at the time such writing is made available to all, or a majority of all, members of that body.

Accessibility and Non-Discrimination Policy

The Bay Area Air Quality Management District (Air District) does not discriminate on the basis of race, national origin, ethnic group identification, ancestry, religion, age, sex, sexual orientation, gender identity, gender expression, color, genetic information, medical condition, or mental or physical disability, or any other attribute or belief protected by law.

It is the Air District's policy to provide fair and equal access to the benefits of a program or activity administered by Air District. The Air District will not tolerate discrimination against any person(s) seeking to participate in, or receive the benefits of, any program or activity offered or conducted by the Air District. Members of the public who believe they or others were unlawfully denied full and equal access to an Air District program or activity may file a discrimination complaint under this policy. This non-discrimination policy also applies to other people or entities affiliated with Air District, including contractors or grantees that the Air District utilizes to provide benefits and services to members of the public.

Auxiliary aids and services including, for example, qualified interpreters and/or listening devices, to individuals who are deaf or hard of hearing, and to other individuals as necessary to ensure effective communication or an equal opportunity to participate fully in the benefits, activities, programs and services will be provided by the Air District in a timely manner and in such a way as to protect the privacy and independence of the individual. Please contact the Non-Discrimination Coordinator identified below at least three days in advance of a meeting so that arrangements can be made accordingly.

If you believe discrimination has occurred with respect to an Air District program or activity, you may contact the Non-Discrimination Coordinator identified below or visit our website at www.baaqmd.gov/accessibility to learn how and where to file a complaint of discrimination.

Questions regarding this Policy should be directed to the Air District's Non-Discrimination Coordinator, Terri Levels, at (415) 749-4667 or by email at tlevels@baaqmd.gov.

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

375 BEALE STREET, SAN FRANCISCO, CA 94105

FOR QUESTIONS PLEASE CALL (415) 749-4941

EXECUTIVE OFFICE:

MONTHLY CALENDAR OF AIR DISTRICT MEETINGS

OCTOBER 2021

| <u>TYPE OF MEETING</u> | <u>DAY</u> | <u>DATE</u> | <u>TIME</u> | <u>ROOM</u> |
|--|------------|-------------|-------------|--|
| Board of Directors Stationary Source and Climate Impacts Committee | Monday | 18 | 9:00 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Special Meeting | Wednesday | 20 | 9:00 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Administration Committee | Wednesday | 20 | 11:00 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Legislative Committee - CANCELLED | Wednesday | 20 | 1:00 p.m. | Webcast only pursuant to Government Code Section 54593 |
| Advisory Council Meeting | Monday | 25 | 8:30 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Mobile Source and Climate Impacts Committee | Thursday | 28 | 9:30 a.m. | Webcast only pursuant to Government Code Section 54593 |

NOVEMBER 2021

| <u>TYPE OF MEETING</u> | <u>DAY</u> | <u>DATE</u> | <u>TIME</u> | <u>ROOM</u> |
|--|------------|-------------|-------------|--|
| Board of Directors Meeting | Wednesday | 3 | 9:30 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Community Equity, Health and Justice Committee | Thursday | 4 | 9:30 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Advisory Council Meeting | Monday | 8 | 8:30 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Stationary Source and Climate Impacts Committee | Monday | 15 | 9:00 a.m. | Webcast only pursuant to Government Code Section 54593 |

NOVEMBER 2021

| <u>TYPE OF MEETING</u> | <u>DAY</u> | <u>DATE</u> | <u>TIME</u> | <u>ROOM</u> |
|---|------------|-------------|-------------|--|
| Board of Directors Nominating Committee | Wednesday | 17 | 8:30 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Special Meeting | Wednesday | 17 | 9:00 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Administration Committee | Wednesday | 17 | 11:00 a.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Legislative Committee - CANCELLED | Wednesday | 17 | 1:00 p.m. | Webcast only pursuant to Government Code Section 54593 |
| Board of Directors Mobile Source and Climate Impacts Committee – CANCELLED AND RESCHEDULED TO MONDAY, DECEMBER 6, 2021, AT 1:00PM | Thursday | 25 | 9:30 a.m. | Webcast only pursuant to Government Code Section 54593 |

MV – 10/7/2021 – 5:24 P.M.

G/Board/Executive Office/Moncal

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairpersons Cindy Chavez and Carole Groom and Members
of the Administration Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: October 15, 2021

Re: Approval of the Minutes of September 15, 2021

RECOMMENDED ACTION

Approve the attached draft minutes of the Administration Committee (Committee) meeting of September 15, 2021.

DISCUSSION

Attached for your review and approval are the draft minutes of the Committee meeting of September 15, 2021.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: Marcy Hiratzka
Reviewed by: Vanessa Johnson

Attachment 2A: Draft Minutes of the Committee Meeting of September 15, 2021

AGENDA 2A – ATTACHMENT

Draft Minutes – Administration Committee Meeting of September 15, 2021

Bay Area Air Quality Management District
375 Beale Street, Suite 600
San Francisco, California 94105
(415) 749-5073

DRAFT MINUTES

Summary of Board of Directors
Administration Committee Meeting
Wednesday, September 15, 2021

This meeting was conducted under procedures authorized by executive order N-29-20 issued by Governor Gavin Newsom. Members of the Committee participated by teleconference.

1. CALL TO ORDER – ROLL CALL

Administration Committee (Committee) Co-Chairperson, Cindy Chavez, called the meeting to order at 11:15 a.m.

Present: Co-Chairpersons Cindy Chavez and Carole Groom; Vice Chairperson Karen Mitchoff; and Directors Margaret Abe-Koga, Rich Constantine, Erin Hannigan, Tyrone Jue, Katie Rice, Mark Ross, and Brad Wagenknecht.

Absent: Director John Bauters.

Also Present: None.

CONSENT CALENDAR (ITEMS 2 – 3)

2. APPROVAL OF THE MINUTES OF MAY 19, 2021

Public Comments

No requests received.

Committee Comments

None.

3. HEARING BOARD QUARTERLY REPORT: APRIL 2021 – JUNE 2021

The Committee received the Hearing Board Quarterly Report for the period of April 2021 through June 2021.

Public Comments

No requests received.

Committee Comments

None.

Committee Action

Director Constantine made a motion, seconded by Director Wagenknecht, to **approve** the Consent Calendar Items 2 through 3, inclusive; and the motion carried by the following vote of the Committee:

| | |
|----------|--|
| AYES: | Abe-Koga, Chavez, Constantine, Groom, Hannigan, Mitchoff, Rice, Ross, Wagenknecht. |
| NOES: | None. |
| ABSTAIN: | None. |
| ABSENT: | Bauters, Jue. |

4. MANAGEMENT AUDIT VENDOR SELECTION

John Chiladakis, Director of ISS, gave the staff presentation *Management Audit Vendor Selection*, including: outcome; requested action; outline; timeline to date; and next steps.

Public Comments

No requests received.

Committee Comments

The Committee and staff discussed the Chair’s clarification why this management audit was initiated and the fact that it does not reflect a lack of confidence in staff’s judgment regarding the overall management of the agency.

Committee Action

None; receive and file.

5. REVIEW AIR DISTRICT RECRUITMENT AND SELECTION PLAN

The Committee was to review and discuss the Air District Recruitment and Selection Plan, but Air District staff deferred this presentation to make modifications.

Public Comments

No requests received.

Committee Comments

None.

Committee Action

None; receive and file.

6. REVIEW AIR DISTRICT ADVISORY COUNCIL RECRUITMENT AND SELECTION PROCESS

Greg Nudd, Deputy Air Pollution Control Officer of Policy, gave the staff presentation *Review Air District Advisory Council Recruitment and Selection Process Review*, including: outcome; outline; requested action; background on recruitment; review of qualified candidates/Board selection; review of process and opportunities for improvement; and next steps.

NOTED PRESENT: Director Jue was noted present at 11:30 a.m.

Public Comments

Public comments were given by Bob Brown, Western States Petroleum Association; and Jed Holtzman, San Francisco resident.

Committee Comments

The Committee and staff discussed concerns expressed by a selection panelist about the criteria used to evaluate the candidates, the amount of time the process required, and lack of candidates that identify as African-America/Black and Hispanic/Latino; whether the Advisory Council members should receive a stipend for attending meetings; the suggestion that the Clean Air Foundation issues awards commemorating leadership excellence for members of Air District voting bodies; whether the Advisory Council's upcoming workplan has already been established for this upcoming term (expiring in 2023); and whether the Air District analyzed potential barriers to candidates' eligibility, such as time commitment or whether the meetings would be held virtually.

Committee Action

None; receive and file.

7. UPDATE ON THE EMPLOYEE ENGAGEMENT AND CULTURE INITIATIVE

Terri Levels, People and Engagement Officer, introduced Mark Tang and Sonam Shah-Paul, both Air District employees who currently co-chair the Air District's Cultural Advisory Team (CAT). Mr. Tang and Ms. Shah-Paul gave the staff presentation *Update on the Employee Engagement and Culture Initiative*, including: outcome; outline; requested action; Cultural Advisory Team; mission; timeline of employee engagement; Air District culture score; theme

scores overview; overview of strengths and focus areas; action planning; and existing Air District activities.

Public Comments

No requests received.

Committee Comments

The Committee and staff discussed the scoring methodology of the Culture & Engagement Survey that was issued to Air District employees in August 2020; the objectives of Year 1 action planning projects; by when the CAT anticipates having staff feedback on proposed Year 1 action planning projects, and how the Board can support these efforts; the request for regular reports to the Board by the CAT; how to prioritize the proposed Year 1 action planning projects/recommendations and their implementation and whether a third party will be needed to help implement the selected actions/recommendations.

Committee Action

None; receive and file.

8. PUBLIC COMMENT ON NON-AGENDA MATTERS

No requests received.

9. COMMITTEE MEMBERS' COMMENTS

None.

10. TIME AND PLACE OF NEXT MEETING

The next meeting was originally scheduled for Wednesday, October 20, 2021, at 9:30 a.m., via webcast, pursuant to procedures in accordance with Government Code Section 54593. After the meeting adjourned, the time of the next meeting was changed from 9:30 a.m. to 11:00 a.m. (October 20, 20201 remains the date of the next meeting).

11. ADJOURNMENT

The meeting adjourned at 12:15 p.m.

Marcy Hiratzka
Clerk of the Boards

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairpersons Cindy Chavez and Carole Groom and Members
of the Administration Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: October 15, 2021

Re: Bay Area Regional Collaborative (BARC) Update

RECOMMENDED ACTION

None; receive and file.

BACKGROUND

The Bay Area Regional Collaborative (BARC) consists of Board/Commission representatives of the four regional agencies and provides a forum for discussing issues of regional importance.

DISCUSSION

At the upcoming Administration Committee meeting, the BARC Director, Allison Brooks, will provide an update on the activities of the BARC.

BUDGET CONSIDERATION/FINANCIAL IMPACT

None.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: Marjorie Villanueva
Reviewed by: Vanessa Johnson

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairpersons Cindy Chavez and Carole Groom and Members of the Administration Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: October 15, 2021

Re: Management Audit Vendor Selection Update

RECOMMENDED ACTION

None; receive and file.

BACKGROUND

On June 16, 2021, the Board of Directors approved a workplan to initiate a management audit and the scope of work to procure services for a management audit, acknowledging the following priorities: evaluate the Air District's current hiring process, analyze Air District divisions that are asking for the greatest numbers of new staffing positions, include a performance audit and risk evaluation. The vendor selection team for the auditor would include Board Members Carole Groom and Margaret Abe-Koga, as well as one community member appointed by the Community Equity, Health, and Justice Committee, another appointed by the Stationary Source and Impacts Committee, and a subject matter expert in management audits.

DISCUSSION

On June 30, 2021, the District issued a Request for Qualifications for Management Audit Services which closed on July 21, 2021. During the open period, the Air District received six proposals from various vendors.

A vendor selection panel was assembled and includes Board Members Carole Groom and Margaret Abe-Koga, as well as one community member appointed by the Community Equity, Health, and Justice Committee, another appointed by the Stationary Source and Impacts Committee, and a subject matter expert in management audits. In September, the Panel completed scoring the submitted proposals, and in October the Panel interviewed finalists with highest scoring proposals.

The members of the Selection Panel will independently score each finalist based on their interviews. The scores will be presented to the Administrative Committee in November 2021 with a recommendation to execute a contract with the highest scoring vendor.

BUDGET CONSIDERATION/FINANCIAL IMPACT

None.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: John Chiladakis

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairpersons Cindy Chavez and Carole Groom and Members
of the Administration Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: October 15, 2021

Re: Review Air District Recruitment and Selection Plan

RECOMMENDED ACTION

None; receive and file.

BACKGROUND

On June 16, 2021, the Board of Directors approved 26 new positions for the Fiscal Year Ending (FYE) 2022 Budget. The Board of Directors encouraged recruitment of diverse candidates and requested Air District staff provide a recruitment plan to highlight these efforts.

DISCUSSION

Current recruitment practices include, attending University/College/Community & Diversity Job Fairs and staffing the fairs with a diversity of Air District talent; an Air District high school and college internship and fellowship program that many of our current employees served in when they started; utilizing broad job descriptions to attract candidates of diverse backgrounds, perspectives and experiences; recruiting from professional organizations, networks and societies of underrepresented Science, Technology, Engineering, and Math (STEM) professionals; removing all personally identifiable information from application materials to help eliminate implicit biases (names, addresses, references); and staffing a diversity of volunteers to sit on recruitment panels to assess candidates.

Newer recruitment practices include, proactively reaching out and encouraging underrepresented candidates to apply; utilizing community outreach mailing lists to distribute job announcements; training all hiring managers in a mandatory inclusive hiring practices and implicit bias workshop (the next workshop is October 21, 2021); publishing a diversity tool kit for managers, which includes trainings and information about implicit bias and diversity, equity and inclusion specific to hiring and retention of employees; developing Employee Resource Groups, which are crucial to an inclusive culture; and developing partnerships with not-for-profit internship programs that help underrepresented students in STEM careers find opportunities for employment.

Next steps that are underway include, a Human Resources/Organizational Development consultant who has been hired to review our recruitment processes and materials to assess areas of opportunity that may create unintended barriers to applying for positions; negotiating with the Employees' Association to remove education barriers from job classifications; adding language that substitutes education for work experience and updating language to be more inclusive; updating our contact lists and job board lists to distribute our job announcements to a wide audience; and enhancing the exit interview process to better understand why employees leave the Air District.

While overall average turnover of Air District staff is low ($\approx 5\%$, or 25 employees) annually, we see a recent trend of more employees in the zero-to-three-year service category increasing. The Air District's Human Resources Office, Diversity, Equity and Inclusion Office, the Cultural Advisory Team, and management staff are working to examine and enhance the culture of the agency in order to communicate and understand the needs of our staff in an effort to continually improve culture and employee retention. The Air District is also undertaking a management audit to track our service delivery capabilities and to right-size the agency's staffing in all areas of the Air District. The newly adopted staffing increase of 26 full-time equivalent (FTEs) will be held unfilled until informed by that effort.

The Air District's efforts will be discussed as part of the presentation on this item, and we welcome input from the Committee members and public about ways to improve our efforts.

BUDGET CONSIDERATION/FINANCIAL IMPACT

None.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: Terri Levels
Reviewed by: Rex Sanders

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairpersons Cindy Chavez and Carole Groom and Members
of the Administration Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: October 15, 2021

Re: Assembly Bill (AB) 836 Clean Air Centers Program Update

RECOMMENDED ACTION

None; receive and file.

BACKGROUND

California experienced some of the deadliest and most destructive wildfires in its history over the last several years. Studies show that climate change is not only causing higher temperatures and longer dry periods, but also lengthening the fire season and increasing the risk of wildfires throughout the state. Wildfires have the potential to destroy entire communities and burn everything in their path, producing a mixture of fine particulate matter and hazardous chemicals and compounds in the air we breathe. Wildfire smoke presents immediate impacts to local air quality and public health, and atmospheric conditions can quickly transport smoke to affect the air quality of an entire region and that of nearby states.

In an effort to better prepare, respond, and build resiliency to catastrophic wildfires, the Air District worked with Assembly Member Buffy Wicks from Oakland to sponsor new legislation, *Assembly Bill 836: Wildfire Smoke Clean Air Center Incentive Program for Vulnerable Populations* (Wicks, Chapter 393, Statutes of 2019). The purpose of the bill was to establish an expansive network of publicly accessible facilities with high-efficiency air filtration systems for people who may not otherwise have access to clean air during wildfire events. Governor Newsom signed the bill on October 2019, approving \$5 million towards the program and of that award, \$3 million was allocated to the Air District for the development of a grant program. The Air District worked with the California Air Resources Board (CARB) to develop the funding guidelines and executed a contract with CARB in July 2021 for the funding.

The AB 836 Clean Air Centers Grant Program is one of multiple clean air filtration initiatives as part of the Wildfire Air Quality Response Program, a multi-faceted program to ensure health protective measures and strategies are in place to prepare for, prevent and respond to future wildfires and smoke impacts in the Bay Area. The wildfire program continues to strengthen and evolve as Air District staff work together with local and state partners to improve air filtration in public buildings and community spaces and provide access to those who are most vulnerable to wildfire smoke.

DISCUSSION

Staff will provide a summary of the Clean Air Centers program, including program eligibility, funding allocations, and timeline for implementation.

The program is estimated to open for applications during the 4th quarter of 2021 to all counties within the Bay Area Air Quality Management District jurisdiction. Public buildings used as clean air centers (i.e., schools, libraries, and community centers) will be eligible for new HVAC system installations or retrofits, portable air cleaners, or air filter replacements. Funding will be available for disadvantaged communities, smoke burdened communities, and to county emergency management and disaster response agencies.

BUDGET CONSIDERATION/FINANCIAL IMPACT

None.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: Areana Flores
Reviewed by: Tracy Lee, Derrick Tang and Anthony Fournier