

Access and Opportunity Committee

September 29, 2015



MGM RESORTS
INTERNATIONAL

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BORGATA® ATLANTIC CITY, NEW JERSEY GRAND VICTORIA® ELGIN, ILLINOIS MGM MACAU™, CHINA MGM GRAND® SANYA, CHINA MGM® COTAI, CHINA

Agenda



- 1. Outreach Update**
- 2. Construction Workforce**
- 3. Design Commitments**
- 4. Construction Commitments**



Outreach Update

Outreach Update

- 1** Diversity Hire Completed
 - Chelan Brown
- 2** Diversity Open Houses
- 3** Additional introductory meetings with potential Subcontractors
- 4** Meetings with Community Groups
- 5** Website Development Progress

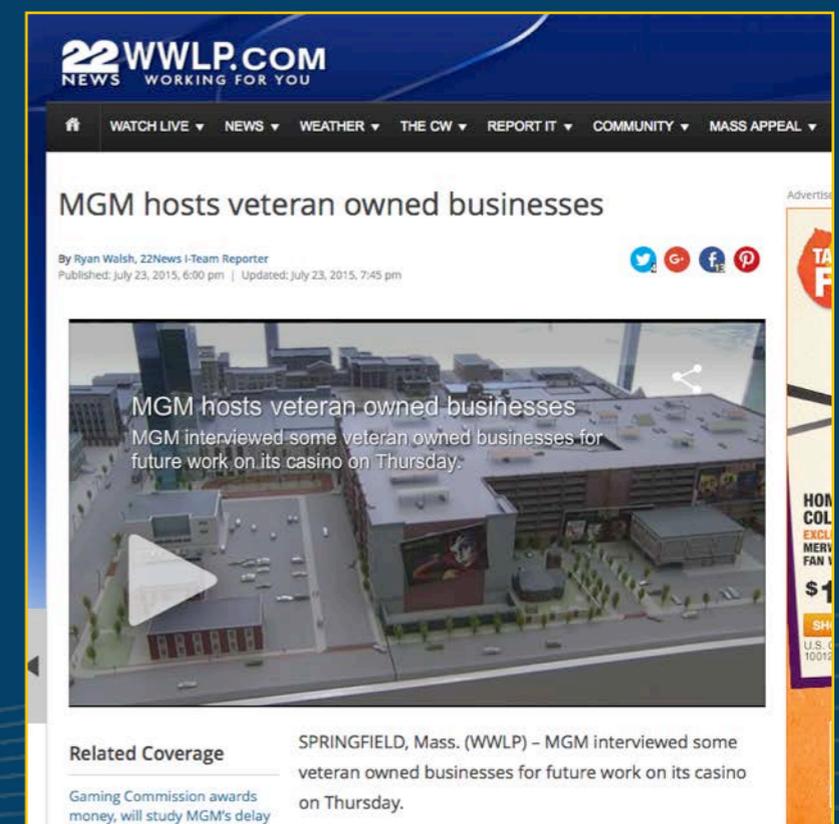
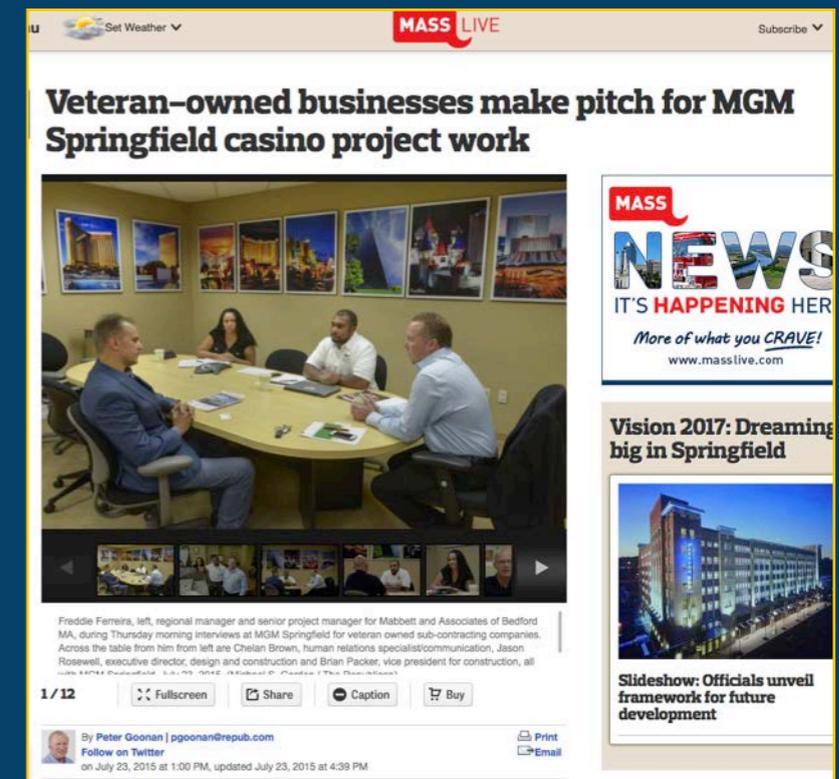
Diversity Open Houses

Target Diverse & Local Opportunities with Women/Minority/
Veteran Owned Companies

Date	Open House	Group
7/23	Design & Engineering/Construction Companies	VBE
8/13	Design & Engineering	WBE/MBE
8/27 - 8/28	Construction Companies	WBE/MBE

Diverse Companies Outreach Sessions/Open Houses

- With these recent outreach sessions/open houses, MGM Springfield met with 25 Minority, Women, Veteran Owned Companies.
- In addition to the Outreach Sessions, MGM Springfield met with an additional 19 Diverse Companies as part of our outreach.



Working With Community Groups

- Met with 14 Local & Regional Community Groups
- Working with specific groups to integrate workforce goals into the Garage Bid Progress :
 - Community Works
 - YWCA
 - NAB Vets
 - Latino Chamber of Commerce
 - NAMC



Community Groups

Ref	Name	Location
1	NABVETS - National Association for Black Veterans - Springfield Chapter	Springfield, MA
2	Association of Black Businesses & Professionals	Springfield, MA
3	Community Works	Springfield, MA
4	Partners for Community Inc.	Springfield, MA
5	Latino Chamber of Commerce	Springfield, MA
6	National Association of Minority Contractors	Springfield, MA Local Chapter
7	A.W.A.K.E	Springfield, MA
8	Uptown Construction Collaborative	Springfield, MA
9	Greater Springfield Chapter of the NAACP	Springfield, MA
10	City of Springfield Veteran Services Dept	Springfield, MA
11	YWCA	Springfield, MA
12	Career Point	Holyoke, MA
13	Chicopee Veteran Services Organization	Chicopee, MA
14	ROCA	Springfield, MA

MGM Website Portal

1. Construction Workforce Form
2. Unions Listing & Links
3. Community
 - Community Partnerships
 - Community Outreach
4. Construction Updates



Construction Workforce Form

The screenshot shows the MGM Springfield website's 'Construction Workforce Form' page. At the top, the MGM Springfield logo is on the left, and social media icons for Facebook, Twitter, and YouTube are on the right, with the text 'Share Your Thoughts >'. Below the logo is a navigation menu with links: Home | Our Company | MGM Springfield | Construction | Careers | News | FAQs | Contact Us | Español. The main header area features a large image of a building and the text 'CONTACT US' in a large, white, serif font. Below this, a dark navigation bar contains 'HOME | CAREERS | CONSTRUCTION JOBS'. The main content area is titled 'Construction Jobs' and contains three paragraphs of text. The first paragraph describes the types of jobs and the emphasis on local recruitment. The second paragraph discusses the Project Labor Agreement and union membership requirements. The third paragraph provides information on apprenticeship programs and a link for more details. Below the text is a note that fields marked with an asterisk are required. The form includes input fields for: * First Name, * Last Name, Address, * Email, * Zip Code, and * Phone No. To the right of the main content is a sidebar with a photograph of a city street and two buttons: 'Share Your Thoughts >' and 'Career Opportunities >'. The background of the website is a dark, atmospheric image of a city street at night.

MGM SPRINGFIELD

f t YouTube Share Your Thoughts >

Home | Our Company | MGM Springfield | Construction | Careers | News | FAQs | Contact Us | Español

CONTACT US

HOME | CAREERS | CONSTRUCTION JOBS

Construction Jobs

From carpenters to electricians, bricklayers to roofers, MGM Springfield will create thousands of good paying union construction jobs. MGM Resorts International always places a very strong emphasis on local recruitment. Many of the people hired will be from Springfield and the surrounding communities and from a diverse workforce that includes women, minorities and veterans.

The resort will be built using a Project Labor Agreement with affiliated councils and locals of the Massachusetts Building Trades Council. This means that all construction workers on the project site must be union members and will be hired through the Building Trades.

For more information on the Building Trades and apprenticeship programs, [click here](#).

For a listing of the local Building Trades that will be utilized to construct the MGM Springfield resort, [click here](#).

Fields marked with an * are required.

* First Name:

* Last Name:

Address:

* Email:

* Zip Code:

* Phone No:

Share Your Thoughts >

Career Opportunities >

Unions Listing/Contact information

MGM SPRINGFIELD

Home | Our Company | MGM Springfield | **Construction** | Careers | News | FAQs | Contact Us | Español

Facebook Twitter YouTube Share Your Thoughts >

UNIONS

HOME | CONSTRUCTION | **LOCAL UNION PARTNERS**

Local Union Partners

MGM Springfield is committed to using union labor to build our resort casino. Below you will find a listing of our local union partners, with links to more information on each organization.

- The New England Regional Council of Carpenters
- New England Carpenters Training Fund
- Heat & Frost Insulators and Allied Workers Local 6
- Boilermakers' #29
- Boston Plasters' & Cement Masons' - Asphalt Layers' Union #534
- Bricklayers' #1
- Carpenters - Local #108
- IBEW Local #7
- International Alliance Theatrical Stage Employees Local #53
- Ironworkers' #7
- IUEC Local #41
- IUOE Local #98
- IUPAT - District #11
- IUPAT Glazers Local #1333
- Laborers #596
- Laborers #999
- LiUNA - Building Wreckers Local #1421
- Painters District Council #35
- Plumbers & Pipefitters #104
- Roofers #248
- Sheet Metal Workers #63
- Road Sprinkler Fitters #669
- Teamsters' #404

For information and the Directory of Joint Apprenticeship Training Centers in Massachusetts, please visit the MA Labor and Workforce Development Apprenticeship Program website:
<http://www.mass.gov/lwd/labor-standards/das/apprenticeship-program/>

Share Your Thoughts >

Career Opportunities >

Community Partnerships

COMMUNITY PARTNER SPOTLIGHT

HOME | CONSTRUCTION | COMMUNITY PARTNER SPOTLIGHT

MGM Springfield is proud to support and partner with local community-based organizations. Our construction team is working closely with organizations throughout Western Massachusetts to ensure that interested contractors, vendors, and workers have the certifications, training, and skills required to help build our resort.

Periodically, we will feature a different community partner and highlight the ways in which that organization can help you obtain the tools you need to work with MGM Springfield.



COMMUNITY WORKS

A Massachusetts Registered Pre-Apprenticeship Program
Serving Springfield and Holyoke

Community Works

Community Works is a FREE Massachusetts Registered six-week pre-apprenticeship training program. Community Works provides 240 hours of construction trade and job readiness training to Holyoke and Springfield area residents, including Women, Minorities, and people from disadvantaged neighborhoods. Community Works also assist in job search and placement, and partners with local trade unions for referrals. In a little over two years since their opening, Community Works has graduated 62 individuals from the program.

For more information click [HERE](#) or visit: <http://www.umass.edu/lmwep/build-your-city-and-build-your-life-community-works>



Share Your Thoughts >

Career Opportunities >

Community Updates

OUTREACH SESSIONS

[HOME](#) | [CONSTRUCTION](#) | **OUTREACH SESSIONS**

Upcoming Community Outreach:

There are no sessions sechedule at this time.

Previous Community Outreach:

- 8/27: MBE & WBE Union Based Construction Outreach Sessions, TBH at 101 State St.
- 8/13: MGM Springfield MBE & WBE Design & Engineering Outreach Session, held at 101 State.
- 7/23: MGM Springfield VBE Design, Engineering, and Construction Outreach Session, held at 1441 Main St.
- 4/23: MGM Springfield & Tishman Construction Appointments for Masonry & Misc. Metals, held at 1441 Main St.
- 4/16: MGM Springfield & Tishman Construction Appointments for Hoisting & Cranes, held at 1441 Main St.
- 4/9: MGM Springfield & Tishman Construction Appointments for Structural Frame, held at 1441 Main St.
- 3/26: MGM Springfield & Tishman Foundations & Water Proofing Session, held at 1441 Main St.
- 3/19: MGM Springfield & Tishman Construction Information Session: Underground, MEP's, and Site Utilities, held at 1441 Main St.
- 3/12: MGM Springfield & Tishman Construction Information Session: Mass Excavation, held at 1441 Main St.
- 12/11: MGM Springfield Design & Construction Information Session at the Mass Mutual Center



[Share Your Thoughts >](#)

[Career Opportunities >](#)

Construction Updates

MGM SPRINGFIELD

Home | Our Company | MGM Springfield | **Construction** | Careers | News | FAQs | Contact Us | Español

CONSTRUCTION UPDATES

HOME | CONSTRUCTION | **CONSTRUCTION UPDATES**

On this page you will find the details of our anticipated construction activity for the weeks ahead, as well as a map to help orient you to the identified sites. We will refresh this page regularly with updates on our progress. Please note, however, that any scheduled construction activities are weather dependent and subject to change.

MGM SPRINGFIELD CONSTRUCTION UPDATES 9/2/2015-9/16/2015
MGM SPRINGFIELD CONSTRUCTION ACTIVITIES 8/18/2015-9/2/2015
MGM SPRINGFIELD CONSTRUCTION UPDATES 8/5/2015-8/10/2015

Share Your Thoughts >

Career Opportunities >

MGM RESORTS INTERNATIONAL

Community Office 1441 Main Street, Springfield, MA 01103 | 413-735-3000
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GameSense

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NEW YORK-NEW YORK® LUXOR® EXCALIBUR® CIRCUS CIRCUS® LAS VEGAS CIRCUS CIRCUS® RENO, NEVADA SILVER LEGACY™ RENO, NEVADA



Construction Workforce

Workforce Diversity Statistics

Through August 31, 2015

Group	Project Goals	Project To Date %	Delta
Women	6.90%	8.16%	1.26%
Minority	15.30%	28.10%	12.80%
Veteran	8.00%	6.54%	-1.46%

Note:

(1) Statistics include all workforce reports that were received by MGM as of August 31, 2015.

(2) Includes Union Workforce & Management

Workforce Development

1. **Garage Package**
 - Projected Bid Package Issuance - 10/1/15
 - Projected Award by 1/8/16
2. **Workforce Requirements will be included in Bid Documents & Contract**
3. **Unions meetings will take place regarding project specific goals for the Parking Garage**
4. **Garage project will be a Design/Build project. Construction work expected to commence in Spring 2016**



Design Commitments

Design Commitments

Through August 31, 2015

Group	Project Goals	Commitments	Variance	Consultant Count	Value
Women	10.0%	2.0%	-8.0%	3	\$0.11M
Minority	5.0%	4.9%	-0.1%	1	\$0.26M
Veteran	2.0%	0.0%	-2.0%	0	\$0

* Large Architectural Award forthcoming with Friedmutter Group, Las Vegas. Award will contain 20% Diverse Companies.

Notes:

(1) Total Commitments through August 31, 2015 are \$5.2M.

(2) Includes companies that are certified with the following agencies:

- MBE - Massachusetts Supplier Diversity Office or Greater New England Minority Supplier Development Council.
- WBE - Massachusetts Supplier Diversity Office or Women's Business Enterprise National Council.
- VBE - United States Department of Veteran Affairs.

Design Companies

Through August 31, 2015

Ref	Company	Scope	Location	Diversity Status
1	Convergent Technologies Design Group, Inc.	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY 14094	WBE
2	Desman, Inc.	Parking Garage Bridging Documents (LOA)	18 Tremont Street, Suite 300 Boston, MA 02108	MBE
3	MCLA, Inc.	Lighting	Washington, DC 20007	WBE
4	Soden Sustainability Consulting, LLC	LEED	Winchester, MA 01890	WBE

Notes:

(1) These companies are certified by the following agencies:

- Massachusetts Supplier Diversity Office
- National Women's Business Enterprise Certification



Construction Commitments

Construction Commitments

Through August 31, 2015

Group	Project Goals	Commitments	Variance	Contractor Count	Value
Women	10.0%	10.9%	0.9%	13	\$2.65M
Minority	5.0%	13.5%	8.5%	4	\$3.30M
Veteran	2.0%	0.1%	-1.9%	2	\$0.02M

Notes:

(1) Total Commitments Through August 31, 2015 are \$24.4M.

(2) Includes companies that are certified with the following agencies:

- MBE - Massachusetts Supplier Diversity Office or Greater New England Minority Supplier Development Council.
- WBE - Massachusetts Supplier Diversity Office or Women's Business Enterprise National Council.
- VBE - United States Department of Veteran Affairs.

Diverse Construction Companies

Through August 31, 2015

Ref	Company	Scope	Location	Diversity Status
1	American Environmental, Inc.	Abatement	Holyoke, MA 01040	MBE
2	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA 01107	MBE
3	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA 01089	WBE
4	Cronin Trucking & Excavation, Inc.	Trucking	West Warren, MA 01092	WBE
5	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE
6	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
7	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
8	JM Environmental Corp., Inc.	UST Removal	Worcester, MA 01604	WBE
9	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE
10	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
11	Lindon Supply	Piping Materials	East Providence, RI 02914	WBE
12	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE
13	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
14	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE
15	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
16	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
17	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
18	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE
19	Willow Tree Outdoor, LLC	Landscape	Springfield MA 01105	WBE

WBE = Woman-owned Business Enterprise; MBE = Minority-owned Business Enterprise; VBE = Veteran-owned Business Enterprise