

Access and Opportunity Committee

July 14, 2015



MGM RESORTS
INTERNATIONAL

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LUXOR® EXCALIBUR® CIRCUS CIRCUS® LAS VEGAS CIRCUS CIRCUS® RENO, NEVADA SILVER LEGACY™ RENO, NEVADA BEAU RIVAGE® BILOXI, MISSISSIPPI
GOLD STRIKE® TUNICA, MISSISSIPPI MGM GRAND® DETROIT, MICHIGAN MGM® NATIONAL HARBOR, MARYLAND MGM® SPRINGFIELD, MASSACHUSETTS
BORGATA® ATLANTIC CITY, NEW JERSEY GRAND VICTORIA® ELGIN, ILLINOIS MGM MACAU™, CHINA MGM GRAND® SANYA, CHINA MGM® COTAI, CHINA

Agenda



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



Construction Commitments

Construction Commitments

Through June 30, 2015

Group	Project Goals	Commitments	Variance	Contractor Count	Value
Women	10.0%	11.7%	1.7%	11	\$2.29M
Minority	5.0%	13.5%	8.5%	3	\$2.64M
Veteran	2.0%	0.1%	-1.9%	2	\$0.02M

Notes:

(1) Total Commitments Through June 30, 2015 are \$19.54M.

(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 - Unites States Department of Veteran Affairs.

Diverse Construction Companies

Through June 30, 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	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
12	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE
13	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
14	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
15	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
16	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE

Ongoing Diversity Certification Discussions

Through June 30, 2015

Ref	Company	Scope	Location	Diversity Status
1	Connecticut Temperature Controls, LLC	Controls	Newington, CT 06131	VBE
2	Herb Holden Trucking, Inc.	Trucking	Broad Brook, CT 06016	WBE
3	Langan Insulation	Mechanical Insulation	North Haven, CT 06473	WBE
4	All American Signs	Signage	Plymouth, MA 02360	VBE

Notes:

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

- State of Connecticut Department of Administrative Services Supplier Diversity Program
- DD-214 Certificate of Release or Discharge From Active Duty

(2) Currently having ongoing discussion to get certified by one of the following

- 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, Massachusetts Gaming Commission.



Design Commitments

Design & Consulting Commitments

Through June 30, 2015

Group	Project Goals	Commitments	Variance	Consultant Count	Value
Women	10.0%	1.7%	-8.3%	2	\$0.7M
Minority	5.0%	0.0%	-5.0%	0	\$0
Veteran	2.0%	0.0%	-2.0%	0	\$0

Notes:

(1) Total Commitments through June 30, 2015 are \$4.17M.

(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.

(3) Does not include award of approximately \$300K to Desman Associates (WBE). WBE Commitment would increase the WBE percentage to approximately 8% with this award.

Diverse Design & Consulting Companies

Through June 30, 2015

Ref	Company	Scope	Location	Diversity Status
1	Convergent technologies Design Group - NY, Inc.	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY 14094	WBE
2	Soden Sustainability Consulting, LLC	LEED Consultant	Winchester, MA 01890	WBE

Notes:

- (1) These companies are certified by the following agencies:
- Massachusetts Supplier Diversity Office

Ongoing Diversity Certification Discussions

Ref	Company	Scope	Location	Diversity Status
1	Argus Architecture & Preservation PC	Façade Preservation	Troy, NY 12180	WBE
2	MCLA, Inc.	Lighting	Washington, DC 20007	MBE

Notes:

- (1) These companies are certified by the following agencies:
- Maryland Department of Transportation
 - Empire State Development
- (2) Currently having ongoing discussion to get certified by one of the following
- • 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.

Diverse Design & Consulting Companies

Current Proposals Received
Through June 30, 2015

Ref	Company	Scope	Location	Diversity Status
1	Andelman & Lelek Engineering, Inc.	MEP	Norwood, MA 02062	WBE
2	C&C Consulting Engineers, LLC	Peer Review	Boston, MA 02134	MBE
3	Desman Associates	Architect	Boston, MA 02109	WBE
4	Engineers Design Group, Inc.	Structural Design	Malden, MA 02148	MBE
5	Independent Design, LLC	FLS/ Code	Houghs Neck, MA 02169	WBE
6	VAV International, Inc.	MEP	Woburn, MA 01801	WBE
7	Veterans Construction, LLC	MEP	Boston, MA 02127	VBE



Construction Workforce

Workforce Diversity Statistics

Through May 31, 2015

Group	Project Goals	Project To Date %	Delta
Women	6.90%	8.17%	1.27%
Minority	15.30%	37.64%	22.34%
Veteran	8.00%	8.89%	0.89%

Note:

(1) New template with AOC comments issued to all subs prior to July 1, 2015 to allow reporting to capture statistics for July.

Outreach Update

- Updated Workforce Tracking Template Has Been Distributed
 - Statistics Will Be Available By September 1, 2015
- Tishman Diversity Hire is Completed
- Status Of MGM Diversity Position
- Status Of MGM Website Portal
 - Vendor Registration
 - Union Workforce Outreach
 - Union Website Links
- Veteran Outreach Meetings Scheduled For July 23

MGM Website Portal

MGM SPRINGFIELD

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Construction Workforce

Construction of the MGM Springfield casino resort will involve individuals and companies that are associated with the Building Trade Unions in Western Massachusetts. Individuals who are interested in working within the Construction workforce will need to join one of the Pioneer Valley AFL-CIO or The New England Regional Council of Carpenters.

MGM has partnered with the Building trades to help individuals begin the process to become a union member. We are working with all interested applicants in Western Massachusetts including Springfield and the surrounding communities. MGM encourages a diverse workforce that includes women, minorities and veterans.

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

If you are interested in applying for a construction workforce, please fill out the form below.

(* indicates required field)

* First Name:

* Last Name:

* Email:

* Confirm Email:

Phone No:

City:

State:

* Zip Code:

*Gender :
 Female Male

*Are you a Veteran? :
 Yes No

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*Gender :

Female Male

*Are you a Veteran? :

Yes No

What is your general skill level? Please check one :

None / Novice
 Beginner
 Skilled
 Highly Skilled

*Are you a member of a building or trade union? Check one only :

Yes No

*In which trade do you work, or would you be interested in working? Please check all that apply :

Asbestos Workers #6
 Boilermakers #29
 Boston Plasters & Cement Masons – Asphalt Layers' Union #534
 Bricklayers' #1
 Elevator Carpenters – Local #108
 Floor IBEW Local #7
 International Alliance Theatrical Stage Employees Local #53
 Ironworkers #7
 MIUEC Local #41
 IUOE Local #98
 IUPAT – District #11
 IUPAT Glazers Local #1333
 Laborers' #596
 Laborers' #999
 IUA – Building Wreckers Local #1421
 Painters District Council #35
 Pioneer Valley Building and Construction Trades Council
 Plumbers & Pipe Fitters #104
 Roofers #248
 Sheet Metal Workers #63
 Sprinkler Fitters #669
 Teamsters #404

Submit

For information and the Directory of Joint Apprentice Training Centers in Massachusetts, please visit the MA Labor and Workforce Development Apprentice Program website: [click here](#)