

# Access and Opportunity Committee

January 12, 2016



**MGM RESORTS**  
INTERNATIONAL

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# Agenda



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



# Outreach Update

# Outreach Update

- 1 Outreach to MBE, WBE and VBE Companies**
- 2 Community Group Meetings**
- 3 Construction Workforce Task Force**
- 4 Construction Workforce Referrals to Unions and Community Partners**
- 5 Partnering with Roger L. Putnam Academy Vocational Department**

# 1 Outreach to MBE, WBE and VBE Companies

<b>Ref</b>	<b>Company</b>	<b>Location</b>	<b>Diversity Status</b>
1	AAC Investments, LLC. dba Avenue Interior Design	Los Angeles, CA	WBE
2	C4 Cable	Taunton, MA	WBE
3	Capasso Restoration Inc.	North Haven, CT	WBE
4	Communications for Design	Northfield, MN	WBE
5	Dietz & Company Architects	Springfield, MA	WBE
6	Eastern General Contractors, Inc.	Springfield, MA	MBE
7	Fennick McCredie Architecture	Boston, MA	WBE
8	J & J Construction, Inc.	North Billerica, MA	MBE
9	JRL Construction, Inc.	Springfield, MA	VBE
10	Military Construction LLC.	Wayne, PA	VBE
11	Mise Design Group, LLC.	Pottstown, PA	VBE

## 2 Community Group Meetings

<b>Ref</b>	<b>Groups</b>	<b>Location</b>
1	A.W.A.K.E. Inc.	Springfield, MA
2	American Legion	Springfield, MA
3	Association of Black Businesses and Professionals	Springfield, MA
4	Carpenters Union #108	Springfield, MA
5	City of Springfield Veteran Services	Springfield, MA
6	Community Works	Springfield, MA
7	East Africa Cultural Center	Springfield, MA
8	Greater Springfield NAACP	Springfield, MA
9	Ironworkers Union #7	Springfield, MA
10	Partners for Community	Springfield, MA
11	Uptown Construction Collaborative	Springfield, MA

## 3 Construction Workforce Task Force

MGM Springfield is investigating the potential of creating a Construction Workforce Task Force. The Task Force will create a working partnership with local trade/labor unions and community partners to explore ways to create opportunities for women, minority, and veterans to enter the construction workforce.

- Preliminary meeting date with Community Partners is set for January 7, 2016
- Preliminary meeting date with Union Partners will be determined after discussion with Community Partners



### 3 Construction Workforce Task Force

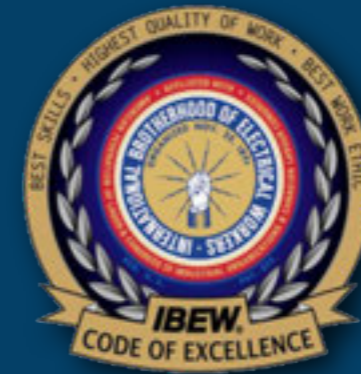
- MGM Springfield has conducted an extensive listening tour with individual community partners and has documented all concerns and ideas around increasing diversity in the construction workforce
- Task Force to set meeting schedule, agendas and work plans
- Task Force efforts to continue after MGM Springfield is complete





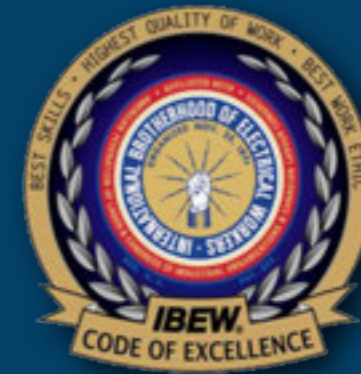
# 4 Construction Workforce Referrals to Unions and Community Partners

- Union Apprenticeship program details are being updated through discussion with individual union contacts. These details will be available on the MGM Springfield website once approved
- Individuals who are currently interested in joining the workforce have started filling out online work interest form
- MGM interviews each applicant and refers them to appropriate union apprenticeship programs



# 4 Construction Workforce Referrals to Unions and Community Partners

- If necessary, referrals are made to appropriate community partners for applicants requiring assistance with obtaining any of the following:
  - G.E.D./High School Diploma
  - Drivers License
  - Adult Basic Education and Academic Assistance
  - English as Second Language (ESOL)
- MGM Springfield to follow-up with the applicant, union, and/or community partner occurs to track referrals and any new acceptance in a partnering union apprenticeship program



# 5 Partnering with Roger L. Putnam Academy Vocational Department

- Partnering with the Carpenters Union #108, MGM is working with Roger L. Putnam Academy Vocational Department to offer graduating seniors information about working with a union and a career in construction
  - Emphasis placed on identifying female and minority students interested in construction
- Graduating seniors in vocational programs will be offered:
  - MGM Springfield Site Tour
  - Presentation by MGM Springfield Construction Team, Carpenters Union #108 and other Union representatives on how to pursue a career in construction





# Construction Workforce

# Workforce Diversity Statistics - Union

Through December 28, 2015

<b>Group</b>	<b>Project Goals</b>	<b>Project To Date %</b>
<b>Women</b>	<b>6.90%</b>	<b>8.38%</b>
<b>Minority</b>	<b>15.30%</b>	<b>39.09%</b>
<b>Veteran</b>	<b>8.00%</b>	<b>5.01%</b>

Note:

(1) Statistics include all workforce reports that were received by MGM as of December 28, 2015.

# Workforce Diversity Statistics - Total

Through December 28, 2015

<b>Group</b>	<b>Project Goals</b>	<b>Project To Date %</b>
<b>Women</b>	<b>6.90%</b>	<b>9.98%</b>
<b>Minority</b>	<b>15.30%</b>	<b>29.23%</b>
<b>Veteran</b>	<b>8.00%</b>	<b>7.15%</b>

Note:

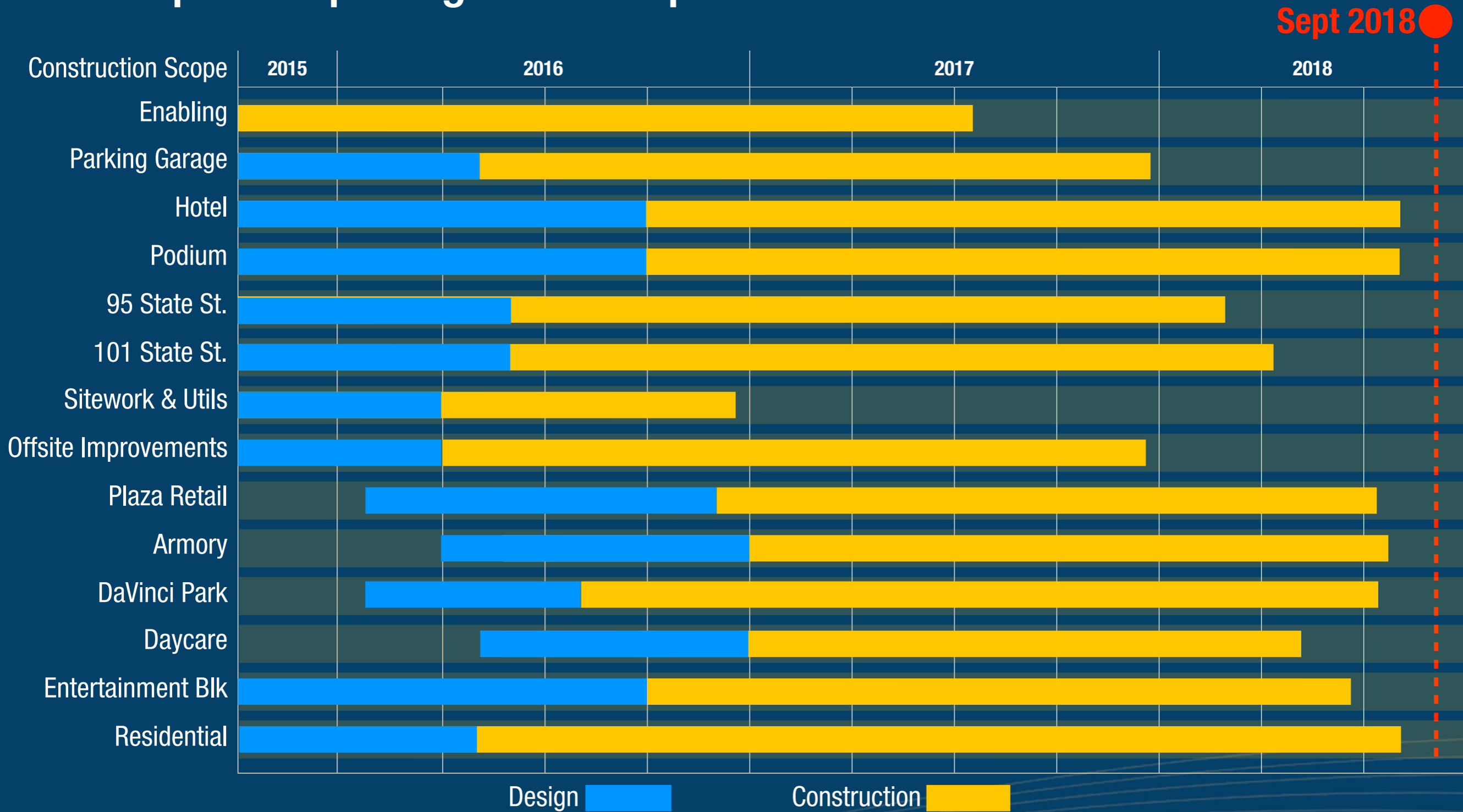
(1) Statistics include all workforce reports that were received by MGM as of December 28, 2015.

# Workforce 3 Month Look Ahead

1. January 11, 2016 - Zanetti School Demolition
2. January 11, 2016 - 1120-1126 Main Street Demolition
3. January 18, 2016 - Mission Abatement
4. January 18, 2016 - VFW Abatement
5. January 25, 2016 - 1090-1104 Main Street Demolition
6. January 25, 2016 - 95 State Street Abatement
7. January 2016 - Union/Chandler Design Package To Be Awarded
8. January 2016 - Verizon Pole Removal
9. Late January 2016 - Commissioning Award
10. Late January 2016 - Fence Lighting
11. Late January 2016 - Garage Award
12. February 29, 2016 - 79 State Street Demolition
13. February 29, 2016 - Union Chandler Garage Demolition
14. February 29, 2016 - Vault V86 Relocation
15. March 14, 2016 - Mission Demolition
16. March 2016 - Temp Power Connections

# Preliminary Project Milestones

Anticipated Opening Date - September 2018







# Design & Construction Commitments

# Design & Construction Commitments

Through December 31, 2015

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	10.3%	0.3%	22	\$4.13M
MBE	5.0%	12.1%	7.1%	12	\$4.88M
VBE	2.0%	2.2%	0.2%	6	\$0.90M

## Notes:

(1) Total Commitments through December 31, 2015 are \$40.2M.

(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 or Massachusetts Gaming Commission.



# Design Commitments

# Ongoing Architect Of Record Discussions

<b>Ref</b>	<b>Certified Companies</b>	<b>Diversity Status</b>
1	Andelman & Lelek	WBE
2	Avenue Interior Design	WBE
3	Convergent Tech Design Group	WBE
4	Copley Wolff Design Group, Inc.	WBE
5	Dietz & Company Architects, Inc.	WBE
6	Engineers Design Group	MBE
7	Fernandez and Assoc	MBE
8	MCLA, Inc.	WBE
9	Soden Sustainability	WBE
10	Specs Design Group	WBE
11	VAV International	MBE

<b>Ref</b>	<b>Pending Companies</b>	<b>Diversity Status</b>
1	Argus Arch & Preservation	WBE
2	Kanyona CAD Consulting	VBE
3	WA Architects	MBE

# Design Commitments

Through December 31, 2015

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	4.4%	5	\$0.43M
MBE	5.0%	2.6%	1	\$0.26M
VBE <sup>(3)</sup>	2.0%	0.0%	1	\$0.00M

## Notes:

(1) Total Commitments through December 31, 2015 are \$9.7M.

(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 or Massachusetts Gaming Commission.

(3) Value for VBE (Stevens & Associates) is included in the Construction Commitments because they are being billed through Tishman.

# Design Companies

Through December 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	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA 02116	WBE
3	Desman, Inc.	Parking Garage Bridging Documents (LOA)	18 Tremont Street, Suite 300 Boston, MA 02108	MBE
4	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA 01103	WBE
5	MCLA, Inc.	Lighting	Washington, DC 20007	WBE
6	Soden Sustainability Consulting, LLC	LEED	Winchester, MA 01890	WBE
7	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT 05302	VBE

## Notes:

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

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



# Construction Commitments

# Construction Commitments

Through December 31, 2015

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	12.1%	17	\$3.70M
MBE	5.0%	15.2%	11	\$4.62M
VBE	2.0%	2.9%	5	\$0.90M

Notes:

(1) Total Commitments Through December 31, 2015 are \$30.5M.

(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 or Massachusetts Gaming Commission.



# Diverse Construction Companies

Through December 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	BECO Electrical Contractors, Inc.	Electrical	Monson, MA 01057	VBE
4	Berkshire Concrete Cutting	Saw Cutting	Torrington, CT 06790	WBE
5	C&C Contractors, LLC	Trucking Services	Springfield, MA 01104	MBE
6	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA 01020	WBE
7	CMJ, LLC	Property Management/Maintenance	Springfield, MA 01101	MBE
8	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA 01089	WBE
9	Connecticut Temperature Controls LLC	Controls	Newington, CT 06131	VBE
10	EDM Construction Inc.	Carpentry & Structural Steel Erection	Merrimac, MA 01860	WBE
11	El Waterman, Inc	Pipe Supplier	Foxboro, MA 02035	WBE
12	Erection & Welding	Steel Supplier	New Milford, CT 06776	MBE
13	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE
14	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
15	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
16	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA 01103	VBE
17	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE

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

# Diverse Construction Companies

Through December 31, 2015

Ref	Company	Scope	Location	Diversity Status
18	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
19	Larry's Trucking	Trucking	Springfield, MA 01129	MBE
20	Lindon Supply	Piping Materials	East Providence, RI 02914	WBE
21	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE
22	New England Foundation Company	Helical Piles	Andover, MA 01810	WBE
23	Northeastern Steel Corp	Steel Distributor	Revere, MA 02151	MBE
24	Optimum Building & Inspection	Carpentry	Springfield, MA 01104	MBE
25	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
26	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE
27	S&F Concrete, Inc	Concrete	Hudson, MA 01749	MBE
28	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
29	Steere Engineering, Inc.	Engineering Services	Warwick, RI 02886	WBE
30	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
31	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
32	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE
33	Willow Tree Outdoor, LLC	Landscape	Springfield MA 01105	WBE

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