

Access and Opportunity Committee

March 8, 2016



AGENDA

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



Outreach Update



OUTREACH UPDATE

1. Outreach to MBE, WBE and VBE Owned Businesses
2. Outreach to Local Community Groups
3. Community Partners Network
4. Diversity Task Force
5. Union Partnership & Outreach
 - Veterans Interested in Construction and Unions Open Houses
 - One on One meetings with Unions and Union Apprenticeship Programs
6. Outreach Events
 - Union and Union Apprenticeship Program Referral Update
 - Upcoming Outreach Events/Dates

OUTREACH TO MBE, WBE & VBE COMPANIES

Design & Consulting:

Ref	Company	Location	Diversity Status
1	Akal Engineering Inc.	Berlin, MA	MBE
2	C & C Consulting Engineers	Boston, MA	MBE
3	CM Technical	Springfield, MA	VBE
4	Timothy Haahs & Associates, Inc.	Blue Bell, PA	MBE

Construction:

Ref	Company	Location	Diversity Status
5	Eastern General Contractors, Inc.	Springfield, MA	MBE
6	Gilliam Painting Co.	North Franklin, CT	MBE
7	Gomes Construction Company, Inc.	Ludlow, MA	WBE
8	Green Insulation, Inc.	Adams, MA	WBE
9	Supplies Exchange Systems	Dorchester, MA	MBE

COMMUNITY GROUP MEETINGS

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Community Works	Springfield, MA
3	HAP Housing	Springfield, MA
4	Partners for Community	Springfield, MA
5	Springfield Partners for Community Action	Springfield, MA
6	Springfield Technical Community College – Division of Workforce Development	Springfield, MA
7	Springfield Veterans Services Dept.	Springfield, MA
8	Springfield Vets Center	West Springfield, MA
9	Western Mass. Employment Collaborative	Springfield, MA
10	Urban League of Springfield	Springfield, MA
11	Veterans Inc.	Springfield, MA

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Community Works	Springfield, MA
3	East African Cultural Center	Springfield, MA
4	Greater Springfield NAACP	Springfield, MA
5	HAP Housing	Springfield, MA
6	Ludlow Veterans Services Organization	Ludlow, MA
7	Neighbor to Neighbor	Springfield/Holyoke, MA
8	Partners for Community	Springfield/Holyoke, MA
9	ROCA	Springfield, MA
10	School Based Services	Springfield, MA
11	Springfield Partners for Community Action	Springfield, MA
12	Springfield Veterans Services Dept.	Springfield, MA
13	Springfield Vets Center	West Springfield, MA
14	Western Mass. Employment Collaborative	Springfield, MA
15	Uptown Construction Collaborative	Springfield, MA
16	Urban League of Greater Springfield	Springfield, MA.
17	Veteran's Inc.	Springfield, MA
18	Westover Job Corps.	Westover, MA
19	YWCA/Youth Build	Springfield, MA

Notes:

(1) Organizations highlighted in yellow represent new organizations to the network since last AOC meeting.

COMMUNITY PARTNERS NETWORK

Progress Made to Date:

- **February 4, 2016** - Community Partners Network Update Meeting Held
- Network meets monthly. Meetings are facilitated by a paid facilitator to help organize the structure and work of the network.
- Identified two main areas of focus:
 - Working together to recruit diverse populations who meet union requirements and are ready to join a Union/Union JATC
 - Working to recruit diverse populations that are interested in the unions who may not meet union requirements, and who need supportive services and soft skill training.
- Has grown in new members from 9 to 19 community based organizations.

CONSTRUCTION DIVERSITY TASK FORCE

- **Week of March 7th 2016** - First Meeting to be Scheduled
- The Construction Workforce Task Force is made up of representatives from:
 - Community Partners Network
 - Local trade unions
 - MGM Springfield Construction representatives
- The mission is to provide a venue for members of the community, trade union representatives, and construction representatives to increase access to opportunities for women, minority, and veterans in the construction trades and workforce



UNION PARTNERSHIP & OUTREACH

Veterans Interested in Construction and Union Workforce Open Houses

- **February 2-3, 2016** - Open House held at Carpenters Union #108 in Springfield, MA
- Partnered with Carpenters Union #108, and Ironworkers #7 to deliver the presentation to attendees.
- Attended by 18 local veterans
- MGM Springfield is working to make the appropriate union referral for veterans that attended



UNION PARTNERSHIP & OUTREACH

Individual Meetings with Local Trade Unions

- MGM has met/outreached with the following trade unions and will continue to meet individually with local trade unions.

Ref	Union Name	Trade	Location
1	Bricklayers and Allied Craftsmen Union Local #3	Bricklayers	Springfield, MA Field Office
2	Carpenters Union #108	Carpentry	Springfield, MA
3	IBEW	Electrical	Springfield, MA
4	International Union Elevator Constructors Local #41	Elevator Construction	Springfield, MA
5	Ironworkers Local #7	Iron	Springfield, MA
6	Laborers Union #999	General Construction Labor	East Longmeadow, MA
7	PVBT Business Managers	All trades	Western Mass. Regions
8	Sheet Metal Workers Local	Sheet Metal	Springfield, MA

Notes:

(1) Unions highlighted in yellow represent new unions met with since last AOC meeting.

UNION PARTNERSHIP & OUTREACH

Individual Union Meeting Discussion Items:

- Goals of One on One Union Meetings
- Construction Timelines of the MGM Springfield Project
- MGM Springfield Diversity Program
- Union's ability to meet the diversity goals of the MGM Springfield project
- Potential partnerships between MGM and the Union
- MGM Springfield Union Referral System

UNION APPRENTICESHIP PROGRAM REFERRAL UPDATE

Trade Union Referral System:

- MGM is following up with over 100 contacts who may be interested in joining the union through the following:
 - MGM Springfield On-Line Construction Workforce Interest Form
 - Referrals and list from our community partners
 - Attendance at outreach events
- MGM is tracking the progress of each referral and documenting all union referral work in a union referral database.

OUTREACH EVENTS

- **February 29, 2016** - Tour of Westover Job Corp. Facility
- **March 2, 2016** - Roger L. Putnam High School Site Tour & Construction/Union Information Session
- **March 2016** - 1st Diversity Construction Task Force Meeting
- **March - April 2016** - Women & Minorities Interested in Construction Open Houses
- Periodic Outreach through community radio stations
 - **February 25, 2016** - Chelan Brown appeared as a guest on WTCC Urban League's Community Focus Program

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

THROUGH FEBRUARY 25, 2016

Group	Project Goals	Project To Date %
Women	6.90%	8.85%
Minority	15.30%	39.00%
Veteran	8.00%	6.39%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of February 25, 2016.

WORKFORCE DIVERSITY STATISTICS - TOTAL

THROUGH FEBRUARY 25, 2016

Group	Project Goals	Project To Date %
Women	6.90%	10.53%
Minority	15.30%	28.32%
Veteran	8.00%	8.50%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of February 25, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 4.6% of total workforce hours are included in two of the diversity categories. There are not any hours currently reported within three diversity categories.

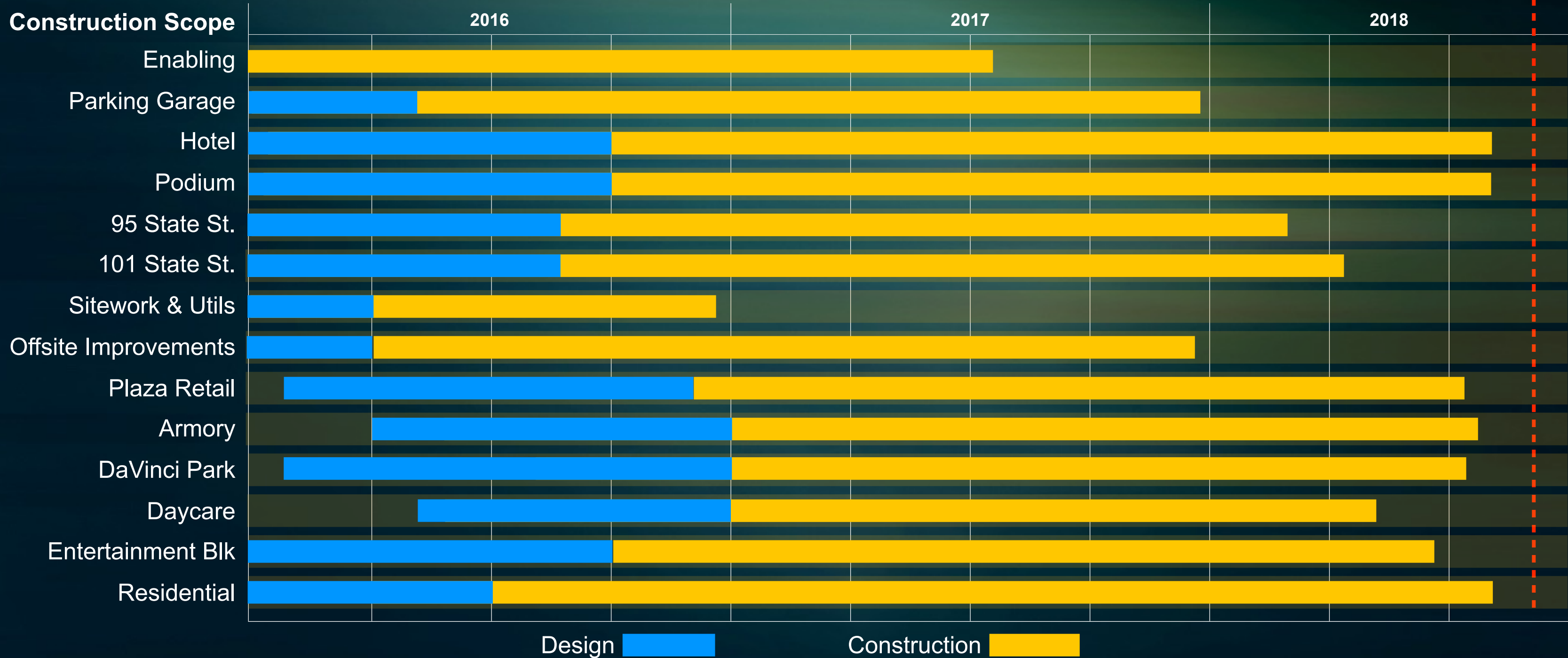
WORKFORCE 3 MONTH LOOK AHEAD

1. **Work in Progress** - 95 State Street Abatement
2. **Work in Progress** - Fence Lighting
3. **Work in Progress** - Street Closures
4. **Work in Progress** - 79 State Street Demolition
5. February 29, 2016 - Bliss/Main Garage Demolition
6. February 29, 2016 - Vault V86 Relocation
7. Early March 2016 - Mission Demolition
8. Early March 2016 - VFW Demolition
9. March 2016 - 95 State Interior Demo
10. March 2016 - Site Prep for Garage
11. March 2016 - Edisonia Building Demolition
12. April 3, 2016 - 3rd Party Inspections Award for Garage
13. Early April 2016 - Armory Rear Demo
14. April 2016 - 73 State Street Support
15. April 2016 - Temp Power Connections
16. April 2016 - YWCA Demolition
17. Late April 2016 - French Church Relocation

WORKFORCE 3 MONTH LOOK AHEAD

ANTICIPATED OPENING DATE - SEPTEMBER 2018

Sept 2018 ●



Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH FEBRUARY 29, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	11.6%	1.6%	25	\$6.40M
MBE	5.0%	11.3%	6.3%	17	\$6.20M
VBE	2.0%	2.9%	0.9%	7	\$1.59M

Notes:

(1) Total Commitments through February 29, 2016 are \$55.0M.

(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.

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

Design Commitments



DESIGN COMMITMENTS

THROUGH FEBRUARY 29, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	11.1%	8	\$2.68M
MBE	5.0%	6.5%	6	\$1.57M
VBE ⁽³⁾	2.0%	2.9%	2	\$0.69M

Notes:

- (1) Total Commitments through February 29, 2016 are \$24.1M.
- (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.

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

DESIGN COMPANIES

THROUGH FEBRUARY 29, 2016

Ref	Company	Scope	Location	Diversity Status
1	AAC Investments, LLC dba Avenue Interior Design	Interior Design	Los Angeles, CA	WBE
2	AFO Project Consulting, LLC	Construction Consulting	Las Vegas, NV	VBE
3	Andelman & Lelek Engineering, Inc.	Energy Modeling	Norwood, MA 02062	WBE
4	Convergent Technologies Design Group, Inc.	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY 14094	WBE
5	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA 02116	WBE
6	Desman, Inc.	Parking Garage Bridging Documents (LOA)	Boston, MA 02108	MBE
7	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA 01103	WBE
8	Engineers Design Group, Inc.	Structural Engineering Consulting Services	Malden, MA 02148	MBE

Notes:

- (1) These companies are certified by the following agencies:
- Massachusetts Supplier Diversity Office
 - National Women's Business Enterprise Certification
 - Massachusetts Gaming Commission

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

DESIGN COMPANIES

THROUGH FEBRUARY 29, 2016

Ref	Company	Scope	Location	Diversity Status
9	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
10	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
11	MCLA, Inc.	Lighting	Washington, DC 20007	WBE
12	Soden Sustainability Consulting, LLC	LEED	Winchester, MA 01890	WBE
13	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
14	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT 05302	VBE
15	VAV International, Inc.	Mechanical Consulting	Woburn, MA 01801	MBE
16	WA Architects, Inc.	Architectural Services	Cleveland, OH 45202	MBE

Notes:

- (1) These companies are certified by the following agencies:
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 - National Women's Business Enterprise Certification
 - Massachusetts Gaming Commission

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Construction Commitments



CONSTRUCTION COMMITMENTS

THROUGH FEBRUARY 29, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	12.0%	17	\$3.71M
MBE	5.0%	15.0%	11	\$4.62M
VBE	2.0%	2.9%	5	\$0.90M

Notes:

(1) Total Commitments through February 29, 2016 are \$30.9M.

(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.

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DIVERSE CONSTRUCTION COMPANIES

THROUGH FEBRUARY 29, 2016

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, LLC	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	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA 02035	WBE
12	Erection & Welding, LLC	Steel Supplier	New Milford, CT 06776	MBE
13	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of January 31, 2016.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH FEBRUARY 29, 2016

Ref	Company	Scope	Location	Diversity Status
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
18	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
19	Larry's Trucking Co.	Trucking	Springfield, MA 01129	MBE
20	Lindon Group	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, Inc.	Helical Piles	Andover, MA 01810	WBE
23	Northeastern Steel Corporation	Steel Distributor	Revere, MA 02151	MBE
24	Optimum Building & Inspection, Inc.	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

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DIVERSE CONSTRUCTION COMPANIES

THROUGH FEBRUARY 29, 2016

Ref	Company	Scope	Location	Diversity Status
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

Notes:

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