

Access and Opportunity Committee

April 12, 2016



Agenda

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



Outreach Update



OUTREACH UPDATE

1. Outreach to MBE, WBE & VBE Companies
2. Outreach to local Community Groups
3. Community Partners Network
4. Construction Diversity Task Force
5. Union Partnership & Outreach
 - Putnam Vocation Academy Graduating Seniors MGM Springfield Site Tour
 - MGM Springfield Diversity Program MGC Presentation
 - 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	Business Solutions Unplugged	Birmingham, MA	MBE
2	Gericho Construction	Springfield, MA	MBE/WBE
3	IMC Private Security Services ⁽¹⁾	Springfield, MA	MBE
4	Pari Riahi Architects, Inc.	Amherst, MA	WBE

Construction:

Ref	Company	Location	Diversity Status
5	Avid Ironworks Inc.	Springfield, MA	WBE
6	Boss Steel Inc.	Everett, MA	WBE
7	C4 Cable ₍₂₎	Taunton, MA	WBE
8	Chapman Construction Corporation Inc.	Sandwich, MA	MBE
9	Costa Brothers Masonry, Inc.	Fairhaven, MA	MBE
10	Fisher Contracting Corporation	Worcester, MA	MBE/WBE
11	Fletcher Sewer & Drain Inc.	Ludlow, MA	WBE
12	Gericho Construction	Springfield, MA	MBE/WBE
13	H.M. Nunes & Sons Construction	Ludlow, MA	MBE/WBE
14	Ms. Pipe, LLC.	South Windsor, CT	WBE

Notes:

- (1) Business has an application pending with Mass. Supplier Diversity Office for MBE Certification.
- (2) C4 Cable is both a Design & Construction business.

OUTREACH TO LOCAL COMMUNITY GROUPS/ ORGANIZATIONS/ DEPARTMENTS

Ref	Company	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	American Legion	Springfield, MA
3	City of Springfield Department of Veterans Services	Springfield, MA
4	Community Partners Network	Springfield, MA
5	Community Works	Springfield, MA
6	Interise Collaborative	Western Massachusetts
7	Neighbor to Neighbor	Springfield, MA
8	Springfield Partners for Community Action	Springfield, MA
9	S.T.E.M. Young Urban Engineering & Entrepreneur Academy	Springfield, MA
10	Urban League of Springfield	Springfield, MA
11	VOICE Collaborative	Northampton, MA
12	YWCA/ Youth Build	Springfield, MA

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Career Point	Holyoke, MA
3	Community Works	Springfield, MA
4	East African Cultural Center	Springfield, MA
5	Greater Springfield NAACP	Springfield, MA
6	HAP Housing	Springfield, MA
7	Ludlow Veterans Services Organization	Ludlow, MA
8	Neighbor to Neighbor	Springfield/Holyoke, MA
9	Partners for Community	Springfield/Holyoke, MA
10	ROCA	Springfield, MA
11	School Based Services	Springfield, MA
12	Springfield Partners for Community Action	Springfield, MA
13	Springfield Veterans Services Dept.	Springfield, MA
14	Springfield Vets Center	West Springfield, MA
15	UMASS Employment Collaborative	Springfield, MA
16	Uptown Construction Collaborative	Springfield, MA
17	Urban League of Greater Springfield	Springfield, MA
18	Veteran's Inc.	Springfield, MA
19	VOICE-Veteran Service Organizations Collaborative	Western Massachusetts
20	Westover Job Corps.	Westover, MA
21	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:

- Holding bi-weekly meetings to finalize mission, vision, and action plans with a paid facilitator.
- Has identified 2 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 who may not meet union requirements, and who need supportive services and soft skill training.
- Has grown in new members from 9 to 21 community based organizations.
- Hosting a Union Construction Information Session for their program participants on April 5th in Springfield, done in partnership with local trade union representatives.
- Working on developing a plan for Advocacy for Diversity in Construction.
- Continued referrals and work to get diverse populations into the local trade unions.

CONSTRUCTION DIVERSITY TASK FORCE

Progress Made to Date:

- **March 10, 2016** - First Task Force Meeting was held and attended by the 4 elected community partners, representatives from the Pioneer Valley Building Trades Unions, Carpenters Union #108, Tishman Construction, and MGM Springfield.

Meeting Outcomes:

- Formal introductions between the community partners and the union representatives occurred.
- Task Force members agreed that there is a need for a working body of community representatives, owners, construction representatives, and trade unions to address diversity in the construction career and unions.



CONSTRUCTION DIVERSITY TASK FORCE

Meeting Outcomes:

- Allowed attendees to develop lines of communication with each other outside of the Diversity Task Force meetings.
- The interaction between community partners and the union representatives gave attendees a better understanding of union membership and recruitment processes, and allowed room to address misconceptions about the issue of lack of diversity in the unions.
- Attendees gained a better understanding of the construction landscape of Western MA, and began discussions on how to “right size” their outreach, diversity recruitment, and programming in relationship to current/upcoming construction projects in the area.



CONSTRUCTION DIVERSITY TASK FORCE

Meeting Outcomes:

- Began discussion on the diversity membership of the local trade unions, i.e. diverse individuals working on jobs, what diversity exists on the bench.
- MGM Springfield will continue to act as the convener of the Diversity Task Force until the task force develops into an established and self-sustaining initiative.
- Task Force agreed that it should address diversity in the unions and entire construction workforce, and not just focus solely on the MGM Springfield project.

UNION PARTNERSHIP & OUTREACH

Putnam Vocational Academy Seniors MGM Springfield Site Tour

- **March 3, 2016** - Walking Tour done with MGM Springfield and Tishman Construction representatives.
- Partnered with Carpenters Union #108, and Ironworkers #7 to deliver the presentation to attendees.
- Attended by 14 Putnam Graduating Seniors in the Vocational/Construction Careers Program.



UNION PARTNERSHIP & OUTREACH

Putnam Vocational Academy Seniors MGM Springfield Site Tour

- MGM Springfield and Tishman Construction is exploring the possibility of developing an on-going partnership with Putnam Vocational Academy students interested in joining unions and working on the MGM Springfield job site.



UNION PARTNERSHIP & OUTREACH

Massachusetts Gaming Commission Invites MGM Springfield and Carpenters Union #108 to Monthly Meeting To Share Diversity Work and Best Practices

- **March 17, 2016** - MGM Springfield Construction Staff delivered the March Access & Opportunities Committee (AOC) presentation to the full Mass. Gaming Commission.



Menu Set Weather MASS LIVE Subscribe Sign In Search

MGM Springfield exceeding diversity targets on construction



Among those interviewing veteran owned contractors for possible work on the MGM Springfield project are Chelan Brown, left, human relations specialist/communication, and Jason Rosewell, right, executive director, design with MGM Springfield. In the foreground is Bill Hase, president of HIC Fire Containment Solutions based in West Woodbury, VT.

MASS NEWS IT'S HAPPENING HERE More of what you CRAVE! www.masslive.com

MASSLIVE ON SOCIAL MEDIA

f t i

BREAKING NEWS NEWSLETTER

UNION PARTNERSHIP & OUTREACH

- MGM answered questions from MGC Commissioners about the work of the Diversity Outreach Program, Union Partnership, and Partnership with Community Partners.
- MGC Commissioners cited MGM Springfield's Diversity Program work as Best Practices around increasing access and opportunities to the union construction workforce for diverse populations.
- Carpenters Union #108 shared success stories that have happened as a result of partnering with the unions such as getting new minority, women, and veteran owned companies signatory with the local trade unions, and getting new women, minorities, and veterans in the union pipeline for work.

UNION PARTNERSHIP & OUTREACH

Individual Meetings with Local Trade Unions

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

Ref	Union Name	Trade	Location
1	Boilermakers #29	Boilermakers	Quincy, MA
2	Bricklayers and Allied Craftsmen Union Local #3	Bricklayers	Springfield, MA
3	Carpenters Union #108	Carpentry	Springfield, MA
4	Heat & Frost Insulators and Allied Workers #6	Heat & Frost Insulation	Dorchester, MA
5	IBEW	Electrical	Springfield, MA
6	International Alliance Theatrical Stage Employees Local #53	Stage Hands/Theatre Workers/Rigging/Audio/	Springfield, MA
7	International Union Elevator Constructors Local #41	Elevator Construction	Springfield, MA
8	Ironworkers Local #7	Iron	Springfield, MA
9	Laborers Union #999	General Construction Labor	East Longmeadow, MA

Notes:

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

UNION PARTNERSHIP & OUTREACH

Individual Meetings with Local Trade Unions

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

Ref	Union Name	Trade	Location
10	LiUna Building Wreckers #1421	Demolition/Complete Building Teardowns	Tewsbury, MA
11	Painters & Allied Traders Council #35	Painting	Springfield, MA
12	Plasters & Cement Masons #534	Plasters & Cement Masonry	Dorchester, MA
13	Plumbers & Pipefitters #104	Plumbing/Pipefitting	Chicopee, MA
14	PVBT Business Managers	All trades	Western Massachusetts
15	Road Sprinkler Fitters Local #669	Sprinkler Fitters	Rutland, MA
16	Sheet Metal Workers Local	Sheet Metal	Springfield, MA
17	Teamsters #404	Trucking/Hauling	Springfield, MA

Notes:

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

UNION PARTNERSHIP & OUTREACH

Goals of One on One Union Meetings:

- Share Construction Timelines of the MGM Springfield Project
- Discuss/Review MGM Springfield Diversity Program
- Discuss/Review ability for the unions to meet the diversity goals of the MGM Springfield project
- Discuss potential partnerships between MGM and the unions
- Discuss 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 unions 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.

UNION APPRENTICESHIP PROGRAM REFERRAL UPDATE

Trade Union Referral System:

- Referred individuals are placed into categories in relation to them being eligible for union placement:
 - Eligible/Ready for Work (meets all union requirements)
 - Ineligible/Referred to Community Partners (doesn't meet all of the union requirements)
 - Existing Union Member (diverse person already accepted into unions and are looking for work to complete their apprenticeship program hours requirement)

UNION APPRENTICESHIP PROGRAM REFERRAL UPDATE

Trade Union Referral System:

Basic Eligibility Assessment/Screening Process: (In relation to successful union acceptance)

- Applicant must have High School Diploma or Hi-Set (G.E.D.) (all except International Alliance Theatrical Stage Employees Local #53)
- Applicant must be able to pass a Drug Test
- Applicant must have access to reliable transportation
- Must be 18 years of age at time of Apprenticeship acceptance
- Must be physically capable of performing the work of interested trade
- Must have a valid driver's license or photo ID (some unions require a valid drivers license)

UNION APPRENTICESHIP PROGRAM REFERRAL UPDATE

Trade Union Referral System:

Eligible Applicants Tracking:

- Attended Mandatory/Outreach Information Session/Meeting
- Application in Process/Completed
- Interview Scheduled/Completed
- Drug Test Scheduled/Completed
- Acceptance/Ready for Work or Not Accepted
- Placed on a job site

OTHER DIVERSITY WORK & UPCOMING OUTREACH/EVENTS

- **April 2016** - Construction Diversity Task Force Meeting
- **April 1, 2016** - Tour of YWCA Youth Build Program
- **April 28, 2016** - Minorities Interested in Union Construction Open Houses in partnership with the Greater Springfield Urban League, A.W.A.K.E., Veteran's Inc., and Neighbor to Neighbor Jobs Not Jails Program
- **April 29, 2016** - Baypath College Annual Women's Conference – Exhibit Table w/Union Partners
- **May 2016** - MGM Springfield Construction Website Updates to include Community Partners Directory/Information
- **May 2016** - Women Interested in Union Construction Open Houses; in partnership with the Springfield Y.W.C.A. and the Youth Build program

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

THROUGH MARCH 28, 2016

Group	Project Goals	Project To Date %
Women	6.90%	8.94%
Minority	15.30%	39.31%
Veteran	8.00%	6.38%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of March 28, 2016.

WORKFORCE DIVERSITY STATISTICS - TOTAL

THROUGH MARCH 28, 2016

Group	Project Goals	Project To Date %
Women	6.90%	10.56%
Minority	15.30%	28.35%
Veteran	8.00%	8.65%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of March 28, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 4.75% 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** - Water/Sewer Infrastructure
3. **Work in Progress** - 95 State Interior Demo
4. **Work in Progress** - Site Prep for Garage
5. **Work in Progress** - YWCA Demolition
6. April 2016 - 3rd Party Inspections Award for Garage
7. April 2016 - 73 State Street Support
8. April 2016 - Temp Power Connections
9. Late April 2016 - French Church Relocation
10. May 2016 - Armory Rear Demo
11. May 2016 - Vault V86 Relocation
12. May 2016 - Union Chandler Facade Preservation/Demo

Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH MARCH 31, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	16.6%	6.6%	29	\$11.50M
MBE	5.0%	9.9%	4.9%	19	\$6.84M
VBE	2.0%	6.2%	4.2%	8	\$4.27M

Notes:

(1) Total Commitments through March 31, 2016 are \$69.3M.

(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 MARCH 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	11.3%	9	\$2.65M
MBE	5.0%	8.4%	8	\$1.96M
VBE ⁽³⁾	2.0%	4.1%	2	\$0.96M

Notes:

(1) Total Commitments through March 31, 2016 are \$23.4M.

(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 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 MARCH 31, 2016

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

Notes:

(1) 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.

(2) Green highlighted companies have been paid as of February 29, 2016.

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

DESIGN COMPANIES

THROUGH MARCH 31, 2016

Ref	Company	Scope	Location	Diversity Status
10	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
11	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
12	MCLA, Inc.	Lighting	Washington, DC	WBE
13	Pari Riahi Architects, Inc.	Executive Architect	Amherst, MA	WBE
14	Soden Sustainability Consulting, LLC	LEED	Winchester, MA	WBE
15	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
16	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT	VBE
17	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant	Blue Bell, PA	MBE
18	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
19	WA Architects, Inc.	Architectural Services	Cleveland, OH	MBE

Notes:

(1) 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.

(2) Green highlighted companies have been paid as of February 29, 2016.

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

Construction Commitments



CONSTRUCTION COMMITMENTS

THROUGH MARCH 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	19.3%	20	\$8.85M
MBE	5.0%	10.6%	11	\$4.88M
VBE ⁽³⁾	2.0%	7.2%	6	\$3.31M

Notes:

(1) Total Commitments through March 31, 2016 are \$45.9M.

(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.

(3) Connecticut Temperature controls VBE diversity is not currently being counted pending a review by the Massachusetts Gaming Commission.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH MARCH 31, 2016

Ref	Company	Scope	Location	Diversity Status
1	American Environmental, Inc.	Abatement	Holyoke, MA 01040	MBE
2	Arrow Security Corporation	Security Guard Services	Springfield, MA 01114	VBE
3	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA 01107	MBE
4	BECO Electrical Contractors, Inc.	Electrical	Monson, MA 01057	VBE
5	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT 06790	WBE
6	C&C Contractors, LLC	Trucking Services	Springfield, MA 01104	MBE
7	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA 01020	WBE
8	CMJ, LLC	Property Management/Maintenance	Springfield, MA 01101	MBE
9	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA 01089	WBE
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 February 29, 2016.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH MARCH 31, 2016

Ref	Company	Scope	Location	Diversity Status
14	Federal Concrete, Inc.	Concrete Services	Hopedale, MA 01743	WBE
15	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA 01056	WBE
16	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
17	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA 01056	WBE
18	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
19	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA 01103	VBE
20	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE
21	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
22	Larry's Trucking Co.	Trucking	Springfield, MA 01129	MBE
23	Lindon Group	Piping Materials	East Providence, RI 02914	WBE
24	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE
25	New England Foundation Company, Inc.	Helical Piles	Andover, MA 01810	WBE
26	Northeastern Steel Corporation	Steel Distributor	Revere, MA 02151	MBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 29, 2016.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH MARCH 31, 2016

Ref	Company	Scope	Location	Diversity Status
27	Optimum Building & Inspection, Inc.	Carpentry	Springfield, MA 01104	MBE
28	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
29	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE
30	S&F Concrete Contractors, Inc.	Concrete	Hudson, MA 01749	MBE
31	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
32	Steere Engineering, Inc.	Engineering Services	Warwick, RI 02886	WBE
33	T & M Equipment Corporation	Excavating Contractor	Springfield, MA 01104	VBE
34	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
35	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
36	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE
37	Willow Tree Outdoor, LLC	Landscape	Springfield, MA 01105	WBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 29, 2016.

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