

Access and Opportunity Committee

May 10, 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. Union Partnership & Outreach
 - Union Referral System Update
5. Outreach Events
 - Youth Build Site Tour
 - Minorities Interested in Union Construction Work Open Houses
 - Bay Path College Annual Women's Conference
 - Other Diversity Work
 - Upcoming Outreach Events/Dates
 - Website Updates

OUTREACH TO MBE, WBE & VBE COMPANIES

Design & Consulting:

Ref	Company	Location	Diversity Status
1	Acela Technologies	Frederick, MD	VBE
2	Renderready, LLC.	Las Vegas, NV	MBE

Construction:

Ref	Company	Location	Diversity Status
1	OPI Office Products ⁽¹⁾	Stoughton, MA	VBE
2	Veterans Construction, LLC.	Boston, MA	VBE

Notes:

(1) OPI Office Products is both a Construction and Design company.

OUTREACH TO LOCAL COMMUNITY GROUPS/ ORGANIZATIONS/ DEPARTMENTS

Ref	Organizations	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Association of Black Businesses and Professionals	Springfield, MA
3	Community Partners Network	Springfield, MA
4	Community Works	Springfield, MA
5	Interise Collaborative	Springfield, MA
6	Neighbor to Neighbor	Springfield, MA
7	Springfield Partners for Community Action	Springfield, MA
8	Urban League of Springfield	Springfield, MA
9	We The Villagers	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	Gandara Center Springfield Family Resource Center	Springfield, MA
6	Greater Springfield NAACP	Springfield, MA
7	HAP Housing	Springfield, MA
8	Ludlow Veterans Services Organization	Ludlow, MA
9	Neighbor to Neighbor	Springfield/Holyoke, MA
10	Partners for Community	Springfield/Holyoke, MA
11	ROCA	Springfield, MA
12	School Based Services	Springfield, MA
13	Springfield Partners for Community Action	Springfield, MA
14	Springfield Veterans Services Dept.	Springfield, MA
15	Springfield Vets Center	West Springfield, MA
16	UMASS Employment Collaborative	Springfield, MA
17	Uptown Construction Collaborative	Springfield, MA
18	Urban League of Greater Springfield	Springfield, MA
19	Veteran's Inc.	Springfield, MA
20	VOICE-Veteran Service Organizations Collaborative	Western Massachusetts
21	We The Villagers	Springfield, MA
22	Westover Job Corps.	Westover, MA
23	YWCA/Youth Build	Springfield, MA

Notes:

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

COMMUNITY PARTNERS NETWORK

- **April 13, 2016:** Under the leadership of New England Farm Workers Council, the Network participated in the 1st “Graduating to a Labor Union” Information Session for diverse program participants to learn more about joining the trade unions and also how to access supportive services such as soft skills training to help to meet union eligibility requirements.
- **April 14, 2016:** Meeting held with MGM Springfield Construction Team
- Network is working with MGM Springfield to revisit its mission, core values, priorities, and infrastructure as they learn more about the local trade unions and new community partners join the network.

MASS LIVE

With MGM Springfield, rail car factory in mind, unions, New England Farmworkers' Council offer training, jobs information program

Springfield- Participants in a New England Farmworker's Council initiative to secure jobs for local residents. (Submitted photo)

By Elizabeth Roman | eroman@repub.com
Follow on Twitter
on April 13, 2016 at 2:55 PM, updated April 13, 2016 at 5:54 PM

SPRINGFIELD — Projects in Springfield like the MGM casino and the Chinese rail car

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COMMUNITY PARTNERS NETWORK

Meeting with MGM Springfield Construction Team Held on: April 14, 2016

- Network will work with MGM Springfield on developing a working Construction Diversity Action/Work Plan with short and long term goals.
- Network is working towards defining its partnership with MGM Springfield, to include exploration of streamlined Union/MGM Springfield project pipeline for referrals of diverse individuals.
- Network and MGM Springfield are working towards a schedule of collaborative group activities such as trainings, classes, or other group activities that partners can work on together to increase collaboration and provide services to diverse individuals interested in construction.

UNION PARTNERSHIP & OUTREACH

Continued meetings and discussions with local trade unions to include:

- Assistance with targeted diversity recruitment based on the needs of the individual trade union through the MGM Springfield and Community Partners Network referral work.
- Meetings and discussions on the MGM Springfield Parking Garage Apprenticeship Program.
- Partnerships on upcoming outreach events.



UNION REFERRAL SYSTEM UPDATE

Continued referrals and tracking of new diverse union applicants in their union application process.

Capturing and tracking success stories and highlights:

- **2 new diverse businesses** recruited through MGM Springfield Diversity Open Houses are now signatories with a local trade union, and are properly certified through MGC approved certifying agencies.
- **4 new diverse individuals** were successfully accepted into local trade unions through the MGM Springfield Union Referral System and are ready for work.



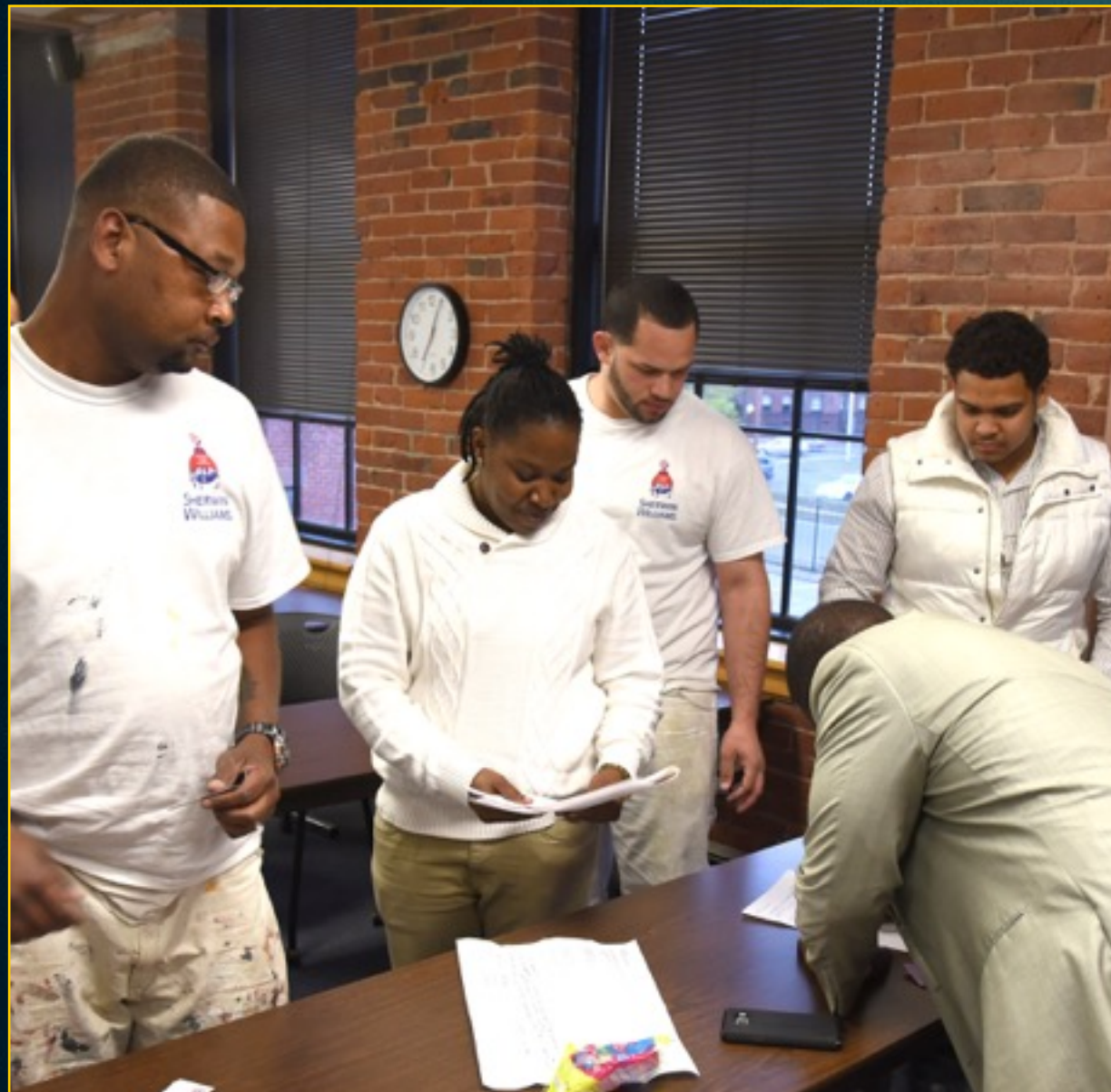
OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **April 1, 2016:** Youth Build Springfield Open House



OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **April 28, 2016:** Minorities Construction Career Forums 10:00-11:30 AM and 5:30-7:00 PM



MINORITY CONSTRUCTION CAREER FORUMS

Are you a minority interested in a career in the building trades?
MGM Springfield wants to meet with you!

On Thursday April 28th, MGM Springfield is sponsoring two information sessions hosted by the Greater Springfield Urban League, A.W.A.K.E. Inc., Neighbor to Neighbor, and Veterans Inc.

Learn about local building trades, union apprenticeship programs and what it takes to join a union and work on the MGM project.

Forum schedule:

THURSDAY, April 28th

**10:00 AM to 11:30 AM at the Mason Square Library, 765 State St.
5:30 PM to 7:00 PM at 1 Federal St. in Springfield, Bldg. 101 - Scibelli Enterprise Center, 3rd floor. (opposite from STCC campus)**

To register for either forum, please email
construction@mgmspringfield.com.



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OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **April 29, 2016:** Bay Path College Annual Women's Conference Exhibit Table for Women Interested in Construction Careers



OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **May 2016:** Construction Diversity Task Force Meeting
- **May 2016:** Community Partners Network Meetings
- **May 4, 2016:** Westover Job Corps Construction & Light Industry Workforce Council
- **May 11, 2016:** MGM Springfield Construction Site Tour with Youth Build and Union Rep's
- **May 16, 2016:** Women Construction Careers Forums, 10:00-11:30 AM and 5:30-7:00 PM
- **May 2016 & Ongoing:** Meeting with Springfield Interise Collaborative to develop a process for referrals of diverse contractors to participate in the newly funded Interise Minority Business Capacity Building Program; awarded funding through the Massachusetts Gaming Commissions Diversity Goal and Business Technical Assistance Grant program.

WOMEN CONSTRUCTION CAREER FORUMS

Are you a woman interested in a career in the building trades?
MGM Springfield wants to meet with you!

On Monday May 16th, MGM Springfield is sponsoring two construction career forums in partnership with the YWCA of Western Massachusetts

Learn about local building trades, union apprenticeship programs and what it takes to join a union and work on the MGM project.

Forums schedule:

1st Session: 10:00 AM- 11:30 AM
YWCA of Western Massachusetts, 1 Clough St., Springfield, MA.

2nd Session: 5:30 PM- 7:00 PM
Sheraton Springfield Mahogany Room, 1 Monarch Place, Springfield, MA.

To register, please email construction@mgmspringfield.com



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OTHER DIVERSITY WORK & UPCOMING OUTREACH/EVENTS

MGM Springfield Construction Website Updates:

Community Partners Network

MGM BUILDING EXCITEMENT
SPRINGFIELD

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

COMMUNITY PARTNERS NETWORK

CONSTRUCTION > COMMUNITY PARTNERS NETWORK

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.

Specifically, the Community Partners Network has identified three main areas of focus for MGM Springfield and other projects throughout the region:

- Identifying diverse union members currently looking for work;
- Recruiting veteran, women, minority populations who meet union requirements and are ready to join a union or apprentice-training program;
- Working to recruit veteran, women, and minority populations that are interested in the unions but may not meet union requirements.

[SHARE YOUR THOUGHTS >](#)

[CAREER OPPORTUNITIES >](#)

Upcoming Outreach Sessions

MGM BUILDING EXCITEMENT
SPRINGFIELD

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COMMUNITY OUTREACH

CONSTRUCTION > COMMUNITY OUTREACH

Upcoming Community Outreach:

- **4/28/16:**
Minorities Interested in Union Construction Workforce Open Houses
1st Session: 10:00 AM- 11:30 AM
Mason Square Library, 765 State St., Springfield, MA
2nd Session: 5:30 PM-7:00 PM
Scibelli Enterprise Center at STCC, 1 Federal St., Bldg. 101, Springfield, MA
To register for either session please email: construction@mgspringfield.com
- **5/16/16**
Women Interested in Union Construction Workforce Open Houses
1st Session: 10:00 AM- 11:30 AM
YWCA of Western Massachusetts, 1 Clough St., Springfield, MA

[SHARE YOUR THOUGHTS >](#)

[CAREER OPPORTUNITIES >](#)

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

THROUGH APRIL 27, 2016

Group	Project Goals	Project To Date %
Women	6.90%	8.79%
Minority	15.30%	38.92%
Veteran	8.00%	7.05%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of April 27, 2016.

WORKFORCE DIVERSITY STATISTICS - TOTAL

THROUGH APRIL 27, 2016

Group	Project Goals	Project To Date %
Women	6.90%	10.41%
Minority	15.30%	28.09%
Veteran	8.00%	9.08%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of April 27, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 4.85% of total workforce hours are included in two of the diversity categories. There are not any hours currently reported within three diversity categories.
- (3) While this is not a reporting requirement of the approved diversity plan, the total hours worked to date break down as follows:
 - Approximately 34% are from Springfield/ Surrounding Communities
 - Approximately 56% are from Western Massachusetts
 - Approximately 84% are from Massachusetts

WORKFORCE 3 MONTH LOOK AHEAD

1. **Work in Progress** - Water/Sewer Infrastructure
2. **Work in Progress** - 95 State Interior Demo
3. **Work in Progress** - Site Prep for Garage
4. **Work in Progress** - 73 State Street Support
5. **Work in Progress** - Temp Power Connections
6. May 2016 - French Church Utilities and Foundations
7. May 2016 - Armory Rear Demo
8. May 2016 - Vault V86 Relocation
9. May 2016 - Union Chandler Facade Preservation/Demo
10. May/June 2016 - Trailer Site Complex
11. June 2016 - Garage Foundations
12. June 2016 - Systems Separation 95/101 State
13. July 2016 - Hotel-Podium Foundations

Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH APRIL 30, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	16.4%	6.4%	32	\$20.64M
MBE	5.0%	8.4%	3.4%	22	\$10.62M
VBE	2.0%	5.2%	3.2%	8	\$6.61M

Notes:

(1) Total Commitments through April 30, 2016 are \$126.2M.

(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.

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

Design Commitments



DESIGN COMMITMENTS

THROUGH APRIL 30, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	10.2%	11	\$2.69M
MBE	5.0%	9.4%	10	\$2.51M
VBE ⁽³⁾	2.0%	3.8%	2	\$1.01M

Notes:

(1) Total Commitments through April 30, 2016 are \$26.5M.

(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.

(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 APRIL 30, 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	A I Engineers, Inc.	Construction Engineering and Inspection	Middletown, CT	MBE
5	Andelman & Lelek Engineering, Inc.	Energy Modeling	Norwood, MA	WBE
6	C&C Consulting Engineers, LLC	Structural Peer Review	Allston, MA	MBE
7	Convergent Technologies Design Group, Inc.	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY	WBE
8	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA	WBE
9	Desman, Inc.	Parking Garage Bridging Documents (LOA)	Boston, MA	MBE
10	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA	WBE
11	Engineers Design Group, Inc.	Structural Engineering Consulting Services	Malden, MA	MBE
12	Erin Chrusciel Photography, LLC	Photography	East Longmeadow, MA	WBE

Notes:

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- 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 March 31, 2016.

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

DESIGN COMPANIES

THROUGH APRIL 30, 2016

Ref	Company	Scope	Location	Diversity Status
13	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
14	Keville Enterprises, Inc.	Construction Management and Inspection	Marshfield, MA	WBE
15	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
16	MCLA, Inc.	Lighting	Washington, DC	WBE
17	Pari Riahi Architects, Inc.	Executive Architect	Amherst, MA	WBE
18	Soden Sustainability Consulting, LLC	LEED	Winchester, MA	WBE
19	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
20	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT	VBE
21	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant	Blue Bell, PA	MBE
22	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
23	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.

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Construction Commitments



CONSTRUCTION COMMITMENTS

THROUGH APRIL 30, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	18.0%	21	\$17.95M
MBE	5.0%	8.1%	12	\$8.12M
VBE ⁽³⁾	2.0%	5.6%	6	\$5.60M

Notes:

(1) Total Commitments through April 30, 2016 are \$99.67M.

(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.

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DIVERSE CONSTRUCTION COMPANIES

THROUGH APRIL 30, 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	C&D Electronics, Inc.	Cabling, wiring, electronics supplier	Holyoke, MA 01040	MBE
8	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA 01020	WBE
9	CMJ, LLC	Property Management/Maintenance	Springfield, MA 01101	MBE
10	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA 01089	WBE
11	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA 01605	WBE
12	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA 01860	WBE
13	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA 02035	WBE

Notes:

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

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH APRIL 30, 2016

Ref	Company	Scope	Location	Diversity Status
14	Erection & Welding, LLC	Steel Supplier	New Milford, CT 06776	MBE
15	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE
16	Federal Concrete, Inc.	Concrete Services	Hopedale, MA 01743	WBE
17	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA 01056	WBE
18	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
19	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA 01056	WBE
20	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
21	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA 01103	VBE
22	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE
23	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
24	Larry's Trucking Co.	Trucking	Springfield, MA 01129	MBE
25	Lindon Group	Piping Materials	East Providence, RI 02914	WBE
26	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE

Notes:

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DIVERSE CONSTRUCTION COMPANIES

THROUGH APRIL 30, 2016

Ref	Company	Scope	Location	Diversity Status
27	New England Foundation Company, Inc.	Helical Piles	Andover, MA 01810	WBE
28	Northeastern Steel Corporation	Steel Distributor	Revere, MA 02151	MBE
29	Optimum Building & Inspection, Inc.	Carpentry	Springfield, MA 01104	MBE
30	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
31	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE
32	S&F Concrete Contractors, Inc.	Concrete	Hudson, MA 01749	MBE
33	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
34	Steere Engineering, Inc.	Engineering Services	Warwick, RI 02886	WBE
35	T & M Equipment Corporation	Excavating Contractor	Springfield, MA 01104	VBE
36	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
37	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
38	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE
39	Willow Tree Outdoor, LLC	Landscape	Springfield, MA 01105	WBE

Notes:

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