

#### **MassGaming Access and Opportunity Committee Meeting**

#### NOTICE OF MEETING and AGENDA

Pursuant to the Massachusetts Open Meeting Law, G.L. c. 30A, §§ 18-25, notice is hereby given of a meeting of the Access and Opportunity Committee.

The meeting will take place: Tuesday, January 10, 2017 10:30 AM-12:30 PM Springfield Technical Community College, Scibelli Hall, 1 Armory Square, Springfield, MA 01105

CALL TO ORDER/INTRODUCTIONS - Jill Lacey Griffin - MGC Director of Workforce, Supplier and Diversity Development

#### APPROVAL OF THE MINUTES - 12/13/2016

#### **REPORT:**

- MGM Design/Construction Activity
  - Labor Outcomes to Date
  - Contractor Outcomes to Date
  - Upcoming Construction Activity

#### **COMMITTEE MEMBER DISCUSSION**

#### **COMMUNITY INPUT**

#### **REPORT:**

- Wynn Design/Construction Activity
  - Labor Outcomes to Date
  - Contractor Outcomes to Date
  - Upcoming Construction Activity

#### **COMMITTEE MEMBER DISCUSSION**

#### COMMUNITY INPUT

#### **MGC Update**

AOC Website Page

Jennie Peterson Manager, Development

**Chelan Brown** 

Jason Rosewell

**Diversity Specialist, Construction & Operations** 

Executive Director of Design and Construction

Jill Griffin, Director of Workforce, Supplier and Diversity Development

Next MGC Access and Opportunity Committee Meeting- February 14, 2017 The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

#### **ADJOURN**

I certify that on this date, this Notice was posted as "MassGaming Access and Opportunity Committee Meeting" at www.massgaming.com and emailed to: regs@sec.state.ma.us. melissa.andrade@state.ma.us.

**dill Dacey Griffin** 

Director of Workforce, Supplier and Diversity Development Massachusetts Gaming Commission

Date Posted to Website:

January 5, 2017 at 4:00 p.m.



Massachusetts Gaming Commission

101 Federal Street, 12th Floor, Boston, Massachusetts 02110 | TEL 617.979.8400 | FAX 617.725.0258 | www.massgaming.com

### MassGaming Access and Opportunity Committee Meeting Minutes December 13, 2016, 10:30 am – 12:30 pm

### The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

#### Call to Order/Introductions

The meeting was called to order by MassGaming's Director of Workforce, Supplier and Diversity Development, Jill Griffin.

#### Approval of the Minutes

Minutes unanimously approved

#### **Reports:**

#### Wynn Boston Harbor

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation Awarded contracts as of 11/30/2016
  - o MBE: 8.8% (Goal: 7.9%)
  - WBE: 4.9% (Goal: 10.0%)
  - VBE: 7.2% (Goal: 1.0%)
- Design & Construction Outreach
  - Bi-weekly email communications sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute
  - Planning for Furniture, Fixtures, and Equipment (FF&E) outreach event January 12, 2017
  - Circulated communication regarding preference for Veteran-owned businesses
  - Assigned Suffolk executive mentors to Trade Partnership Series graduates
- Construction: M/W/VBE Participation Awarded contracts as of 11/30/2016
  - MBE: 5.5% (Goal: 5.0%)
  - WBE: 3.4% (Goal: 5.4%)
  - VBE: 5.7% (Goal: 1.0%)
- Construction Workforce Participation: (As of 11/30/2016)
  - o Minority: 23.6% (Goal: 15.3%)
  - Women: 6.5% (Goal: 6.9%)
  - Veteran: 5.4% (Goal: 3.0%)

10:49 am

10:38 am

10:41 am



- Construction Workforce: Outreach
  - Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprentice Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors
  - Launched Veterans Appreciation and Recognition safety meeting segment and Veterans Helmet program
  - o 11/7: Job-site veterans appreciation
  - o 11/9: Chelsea Soldiers Home Veterans Expo
  - o 11/15: Regional Career Centers, Regional Employment Board
  - 11/15: PGTI Women in Apprenticeship celebration
  - o 11/17: Job-site Women in Apprenticeship Day celebration
  - o 11/22: Massachusetts Girls in Trades Alumni Working Group
  - o 11/30: Massachusetts Girls in Trades Board Meeting
  - o 11/30: Greater Boston Veterans Collaborative
- Construction Workforce: Projected Labor Schedule
  - Numbers through April are actuals- number of on-site workers
  - Wynn's Project Manager provided highlights relevant to the stages of construction beginning December 2016 through June 2019

#### **Committee Member Comments and Discussion**

#### 11:14 am

- A committee member responded to an inquiry relating to recruitment and informed the group that workers can come from areas such as pre-apprenticeship programs, training programs, building trades unions, and information sessions at career centers. These groups combined with other factors drive the demand for workers.
- A committee member inquired about food trucks on Wynn's Everett project site. Wynn expects food trucks on site in the next couple of months when the workforce expands.
- A community member asked how many of the 12 who graduated from Suffolk's Trade Partnership Series mentor program have been hired by Suffolk. Suffolk informed the group that at least half of the graduates have been hired or have opportunities.
- A committee and Policy Group on Tradeswomen's Issues (PGTI) member provided a HIPP (High Impact Poor Performance) analysis on the construction and trade union data presented by Wynn. The committee member noted that two of the five high performing contractors are out of compliance as it relates to female participation goals and although there are minority and women numbers supporting skilled labor, the workers are being paid at the lower wage category.
- During the HIPP analysis, a committee and PGTI member pointed out to the group that when veteran numbers increase, minority numbers decrease urging the licensees to monitor this phenomenon.
- Regarding underperforming contractors, a committee member suggested for Suffolk, Wynn, and MGM to set up meetings with the training trustees, contracting representatives, and business agents to address underperformance. In addition, the committee member suggested discussions can be held with the Sheet Metal and Air

Conditioning Contractors' Association (SMACNA) who have relationships with union sheet metal and air conditioning contractors.

 A committee member inquired about Wynn's projections on workforce numbers relative to the current goals. Wynn's project manager informed the group the licensee's plan to address variances by setting diversity expectations up front in the preconstruction process with contractors S & F Concrete and Liberty Construction.

#### MGM Springfield

11:55 am

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations Jason Rosewell, Executive Director of Design and Construction

- Outreach to MBE, WBE and VBE Companies
  - Met with 4 companies, 3 MBE and 1 VBE
- Community Partners Network (CPN)
  - November 2, 2016: Met with MGM Springfield construction team, which was attended by 14 community partners
    - MGM Springfield team shared current diversity workforce numbers to date with the network and upcoming scopes of work and trades expected to be on the job in the upcoming months.
    - CPN steering committee gave an update on the CPN Launch on November 21, 2016.
    - CPN Sub-Committees/Action teams gave updates on their work
    - MGM gave an update on the diversity task force meeting and next steps
    - Review of upcoming CPN 2017 training calendar
    - Review of 2017 Union apprenticeship enrollment/application dates
  - Startup CPN Membership Team:
    - Finalized the directory of Community Partners Network- includes organizations, individuals, and services being offered
    - Directory with CPN partnering organizations is available on the MGM Springfield website and will be available on the CPN website
    - Working on drafting CPN organization membership application
  - Advocacy Team:
    - Advocacy meeting to work on identified CPN Advocacy priorities, including construction diversity
    - Reached out to local general contractors (GC) and construction projects in the region to discuss diversity hiring and contracting
    - Ongoing meetings with Baystate Medical Center on the \$29M construction expansion to ensure the inclusion of diversity requirements and that best practices are shared on the project
  - Defining Our Success Team:
    - Archiving and collection of success stories; this month focused on identifying MGM Springfield's December 2016 union diversity success story
    - Working closely with the union applicant committees to track

applicants in unions, apprenticeship programs, and regional job sites

- Basic Eligibility Screening Team:
  - Following up with the union eligible/union ready referrals in the network database
- Work Readiness Team:
  - Looking at 2017 CPN training calendar to finalize trainings and workshops/seminars; Setting a goal of 1 work readiness activity per month for 2017
- Union Partnership & Outreach
  - MGM conducting ongoing meetings and discussions with local trade unions to include: assistance with targeted diversity recruitment; check-in meetings with all business managers to review scope against diversity requirements
  - Unions partnering with upcoming new union apprentice enrollment events; building relationships at local outreach events involving community partners
  - o Sharing the MGM labor pool of diverse union members with business managers
  - MGM Springfield diversity & public relations team collaborating with PVBT & Carpenters Union #108 for outreach campaign
- 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:
    - 3 new union members identified through outreach and added to the MGM Springfield available labor pool list that was shared with Tishman Construction and MGM Springfield Sub-Contractors
- Other Diversity Work & Outreach/Events
  - November 2, 6, 9, & 11, 2016: Tishman Construction & Putnam Vocational Academy Student Construction Program on site tour and classroom experience
  - November 21, 2016: Western Mass. Community Partnership Network launch
    - Attended by over 75 community organizations, unions, employers, and diverse union construction workers
    - Union Representatives signed a Partnership Pledge to continue the work of diversifying construction workforce that will expand beyond the MGM Springfield project
- Upcoming Outreach Events/Dates
  - o Upcoming Diversity Outreach Work:
    - December, 2016: Community Partners Network Meetings
    - December, 2016: Diversity Task Force Meeting
    - December 5, 2016: MGM Springfield Construction
    - Outreach Session: Misc. Metals & Food Service Equipment
    - December 12, 2016: MGM Springfield Construction Outreach Session: Stone/Tile/Carpet & Millwork
    - December 14, 2016: Minority Construction Contractors of Connecticut Annual Holiday Meeting and MGM Construction presentation

- December 15, 2016: Greater Hartford Urban League Minority Student Construction Program Meeting
- December 15, 2016: Young Hispanics Entrepreneurs Annual Meeting
- December 16, 2016: U.S. Small Business Administration Small Business Contracting Workshop
- January, 2016: Kick off to Day In The Life Of A Union Tradesperson Networking Event
- Outlook/Diversity Outreach for 2017
  - MGM working with business managers concentrating on diversity
  - Looking at apprenticeship support and retention program
  - Site walks- mentoring and monitoring subs
- Diversity Success Stories
  - MGM Springfield union construction worker December 2016 highlight: Contina McCormick, apprentice for Operating Engineers #98
- Union Construction Workforce: Through 11/30/2016
  - o Women: 8.54% (Goal: 6.90%)
    - Project to Date increased by 1% since last month
  - Minority: 31.10% (Goal: 15.30%)
  - Veteran: 8.33% (Goal: 8.00%)
  - o Total Construction Workforce: Through 11/30/2016
  - o Women: 10.05% (Goal: 6.90%)
  - o Minority: 25.33% (Goal: 15.30%)
  - o Veteran: 9.41% (Goal: 8.00%)
- Workforce 3 Month Look Ahead: workers will be out of the ground in December due to cold weather
  - Work in Progress Water/Sewer Infrastructure
  - Work in Progress Garage Foundations, 3<sup>rd</sup> of the way through the garage
  - Work in Progress Underground MEP for Garage, most of work will halt during winter months
  - Work in Progress—Systems Separation 95/101 State
  - Work in Progress—Hotel-Podium Foundations, 95% complete with concrete poured
  - Work in Progress—Generator Switch Gear Area
  - Work in Progress Underground MEP Hotel Podium
  - Work in Progress Concrete Slab on Grade for Podium, close to 85% complete
  - Work in Progress Pre-cast Garage Elements, 2600 pieces currently erected
  - Work in Progress Garage Erection
  - Work in Progress Steel Erection for Hotel Podium
  - Dec 2016—Temp Heating, concrete curing areas kept above 40°
  - o Dec 2016—Interior Fitout of 95 State, modified/demoed 17 buildings on site
  - Dec 2016—Scaffolding
  - Dec 2016—Spray Fireproofing
  - Dec 2016—Concrete Slab on Metal Deck
  - Dec 2016—CEF Masonry

- o Jan 2017—Garage Interior MEP, Sprinklers, Storm
- Feb 2017—Building Enclosure
- Feb 2017—MEP Distribution for Podium
- Design & Construction Commitments: Through 11/30/2016
  - WBE: 16.8% (Goal: 10.0%)
  - MBE: 7.9% (Goal: 5.0%)
  - VBE: 5.8% (Goal: 2.0%)
- Design & Consulting Commitments: Through 11/30/2016
  - WBE: 13.8% (Goal: 10.0%)
  - MBE: 11.6% (Goal: 5.0%)
  - VBE: 4.6% (Goal: 2.0%)
- Construction Commitments: Through 11/30/2016
  - o WBE: 17.3% (Goal: 10.0%)
  - o MBE: 7.2% (Goal: 5.0%)
  - VBE: 6.0% (Goal: 2.0%)
- Workforce Diversity Report (By Company & Union): MGM's Executive Director of Design and Construction provided highlights by referring to the total Employee Count and M/W/B hours for Unions

#### **Committee Member Comments and Discussion**

12:25 pm

- A committee and PGTI member provided a HIPP (High Impact Poor Performance) analysis on the diversity reports presented by MGM. The committee member reiterated the data presented is not statistically significant, but is only indicative of trends/future performance.
- A committee and PGTI member referred to the document of trend lines for MGM Springfield's Totals for Access and Opportunity Goals reiterating the data reflects Project to Date goals and do not reflect the monthly goals.
- In reference to the trend lines for both MGM and Wynn, a committee and PGTI member informed the group that the monthly hours were taken off the reports as the numbers were not always accurate and made the chart harder to read. Additionally, the committee member reiterated to the group that PGTI will provide trend lines at every meeting.
- A committee and PGTI member sited to the group the trend of minority hours lagging behind the veteran numbers within MGM's Workforce Diversity reports.
- Wynn and PGTI members will convene separately to discuss the distribution list of upcoming work and apprenticeships with a follow up at the next MassGaming AOC meeting.
- A community member asked whether the commission will consider maintaining an access and opportunity committee during the process leading up to permanent jobs or oversight of diversity within permanent jobs. MGC's Commissioner indicated that the commission has not made that decision and it involves further discussion amongst all the commissioners and MGC's Director of Workforce, Supplier and Diversity Development.

#### Additional Discussion Topics

- Director of Workforce, Supplier and Diversity Development provided an update pertaining to an advertising and recruitment campaign presently open to women and specifically women of color.
  - There are two RFPs
  - One went to marketing/advertising companies on state contracts
  - Responses are due December 19th for entities that act as navigators to help women and people of color through the various requirements of the union building trades programs
- MGC's Commissioner announced the agency's decision to allocate up to \$400k from the Community Mitigation Fund to mitigate the strains resulting from both projects.
  - o Governmental agencies are eligible, \$200k for each region
  - Mitigation applications are due in February

**Meeting Adjourned** 

12:44 pm

#### **Attendees**

Committee Members and Supporting Committee/Staff	Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Emily Earll	Maureen Carney
Bruce Stebbins	Maggie Drouineaud	Fiore Grassetti
Joseph Truschelli	lliana Panameño	Seth Stratton
Chelan Brown	Weezy Waldstein	
Jason Rosewell	Gregg Moree	
Beverley Johnson		
Nader Acevedo		
John David Perez		
Ny Mahasadeth		
Liz Skidmore		
Susan Moir		
Mary Vogel		
Brian McPherson		
Shelley Webster		
Jennie Peterson		
Lisa Clauson		

#### List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated December 13, 2016
- November 08, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update November PowerPoint Presentation dated December 13, 2016
- Wynn Boston Harbor Construction Workforce Diversity Date Range: 9/2015 11/30/2016
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated December 13, 2016
- MGM Springfield Workforce Diversity Report (By Company & Union) As of: November 30, 2016
- MGM Video Featuring Contina McCormick
- Building Career Opportunities for Women and People of Color November 2016
- PGTI Trend lines Charts for Wynn Boston Harbor and MGM Springfield Diversity Goals as of 11/30/2016

# Access and Opportunity Committee January 10, 2017



## Agenda

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



## SPRINGFIELD

# Outreach Update



## SPRINGFIELD

# **OUTREACH UPDATE**

- 1. Outreach to MBE, WBE & VBE Companies
- 2. Community Partners Network
- 3. Union Partnership & Outreach
- 4. Other Diversity Outreach Work
- 5. Upcoming Events





# **OUTREACH TO MBE, WBE & VBE COMPANIES**

## **Construction:**

Ref	Company	Location
1	Capasso Restoration	North Haven, CT
2	CCB, Inc. Construction Services	Westbrook, ME
3	Kittredge Food Service Equipment & Supplies	Agawam, MA
4	T & M Equipment Corporation	Springfield, MA

## Supplier:

Ref	Company	Location
5	Carol's Lighting & Supply Co.	Canton, MA
6	JMK Building Supply Inc.	Colchester, CT

## **Design/Consulting:**

Ref	Company	Location
7	Aero Sage, LLC	Tampa, FL

Notes:

(1) CCB is in the process of certifying with Massachusetts SDO as a WBE.



<b>Diversity Status</b>		
WBE		
WBE <sup>(1)</sup>		
WBE		
VBE		

## Diversity Status MBE/WBE

## WBE

## **Diversity Status**

## VBE

Ref	Organization	
1	A.W.A.K.E. Inc.	
2	Betterman Construction, Inc.	
3	Carpenters Union #108	
4	Community Works	
5	East African Cultural Center	
6	Gandara Springfield Family Resource Center	
7	HAP Housing	
8	Ironworkers Union #7	
9	Laborers #999	
10	Lighthouse/ Human Resources Unlimited	
11	Neighbor to Neighbor	Sp
12	Springfield Veterans Services Dept.	



## Location

Springfield, MA pringfield/Holyoke, MA Springfield, MA

Ref	Organization	
13	STCC Workforce Development Department	
14	Training Resources of America	We
15	Uptown Construction Collaborative	
16	Urban League of Greater Springfield	
17	Veteran's Inc.	
18	We The Villagers	
19	Western Mass. COSH	We
20	Western Mass. Employment Collaborative	
21	Westover Job Corps.	
22	Young Urban Engineering Entrepreneurship Academy	
23	YWCA/Youth Build	



## Location

Springfield, MA estern Massachusetts Springfield, MA Springfield, MA Springfield, MA Springfield, MA estern Massachusetts Springfield, MA Westover, MA Springfield, MA Springfield, MA

December 7, 2016: Meeting held with MGM Springfield Construction Team

## **Meeting Highlights:**

- 10 Community Partners attended.
- Review of the CPN Launch Announcement.
- Report on which new community organizations have submitted CPN membership applications, or made inquiries about joining the CPN.
- Review of upcoming CPN Training Calendar.





- Review of Upcoming Union Apprenticeship Enrollment/Application Dates.
- Brainstorm on the upcoming work of the CPN for 2017 & beyond.
- Review of Advocacy items coming up in 2017, including the REO meetings/ hearings.





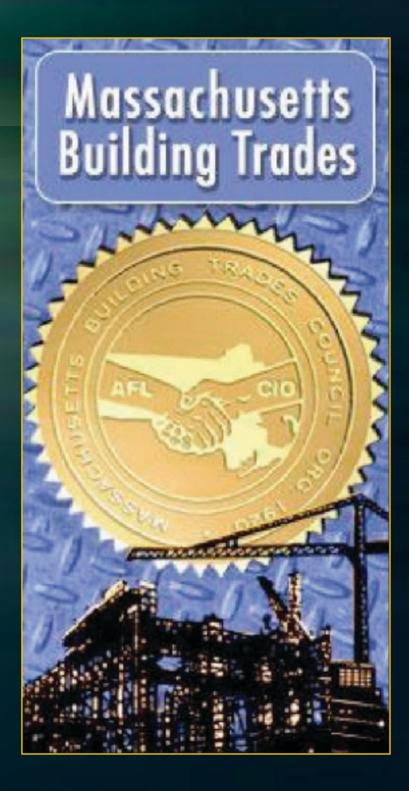
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# **UNION PARTNERSHIP & OUTREACH**

## **Continued meetings and discussions with local trade** unions to include:

- Assistance with targeted diversity recruitment based on the needs of the individual trade union.
- Assistance with upcoming new Union Apprentice Enrollment events.
- Partnerships on upcoming outreach events. igodol
- Sharing the MGM Labor Pool of eligible diverse union members looking for work as the unions ramp up on the MGM Springfield project and other local construction projects.
- MGM Springfield Diversity & Public Relations Team to work with PVBT & Carpenters Union #108 to coordinate a Public Relations & Outreach campaign that will begin in the 1st Qtr. of 2017.





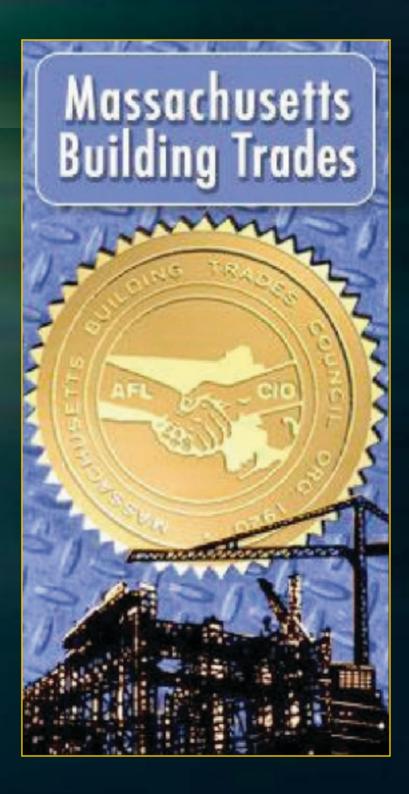
# **UNION PARTNERSHIP & OUTREACH**

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

Capturing and tracking success stories and highlights:

**1 newly identified union member** looking for work identified through outreach and added to the MGM Springfield Available Labor Pool list and shared with Tishman **Construction and MGM Springfield Sub-Contractors looking** for union workers.



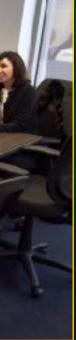


• December 5, 2016: MGM Springfield Construction Outreach Session: Food Service Equipment & Misc. Metals.









## BUILDING A

### STRONG FOUNDATION

ARE YOU A MISCELLANEOUS METALS OR FOOD SERVICE EQUIPMENT CONTRACTOR?

HGM Springfield would like to invite you to a Lon 1, ato session. Unlos misociloneous metals and food service contractors with average annual turnover greater than \$5 million are invited to loarn about opportunities with the HGM Springfield project. Metals contractors must have recent experience on projects of \$2.5 million or more, as well as in-house tabrication and imited engineering and detailing capability. Food service contractors must have recent experience on projects of \$5 million or more, design/build experience and capability. Food service contractors must have recent experience on projects of \$5 million or more, design/build experience and capability, and the ability to project manage and initial in tight as in Baneous with the Timeson stainless steel fabrication also required

Wien, Nonday, Décember 51\* :Ko-minurels ofs available from Sialm, to 1 pm er Anno Nontenin Oracy To schedule an appointment, email construction gamging paring field.com

Where, MGM Springfield Community Office One Monarch Flace, Suite 910 Springfield, MA 01344

HGH Springfield and Tishman representatives will most with qualified contractors to explain the scope of upcoming work, the prequirification process, and NGM Springfield's policy on contractors, rendors and purchasing. There will also be an overview of the project's diversity requirements.



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**December 12, 2016: MGM** Construction **Outreach Session:** Mill Work & Tile/ Stone/Carpet.







## **BUILDING A** STRONG FOUNDATION

ARE YOU A UNION STONE, THE AND CARPET OR MILLWORK CONTRACTOR?

MOM Springfield would like to invite you to a 1-on-1 info session. Unlor score and the contractors who have installed a minimum of 50,000 eq. ft. of material with contracto in excess of \$1 million are jovited to learn about opportunities with the MGM Springfield project - Union corper contractions does have worked on a fest-track project and installed a mitrime in of 100,000 sq. for with contracts preaser than 62 million and 6.4 stor level of inish. Union millwork contractors must have nabolied multiple Close & 4 ator finishes with a contract value greater than 35 million.

when Monday, December 12th 30-inducte slots available from 6 arm, to 1 p.m. BY REPORTMENT ONLY To schedule an appoint next, email construction of memopring/field.com

Where: MGH Sphnafie d Sommunity Office One Monarch Place, Suite 910 Sprine fields MA 01144

MLM Springt old and Trahmon representatives will meet with qualified contractors to explain the scope of upcoming work, the prequalification process. and MGN Springfield's policy on contractors, vendors and purchasing. There will also be an overview of the project a diversity requirements



December 14, 2016: Minority **Construction Council MGM Springfield Construction Diversity** Presentation and Q/A.













**December 15, 2016: MGM** igodol**Springfield Construction Diversity** Presentation/Meeting w/Greater Hartford Urban League Construction & Vocational Program Staff.







**December 16, 2016:** U.S. Small **Business Administration.** 



**December 19, 2016:** Girls In Trades ightarrowConference & Fair Western Mass. Planning Meeting.







Massachusetts District Office

## SAVE THE DATE: December 16, 2016

Small Business Contracting Opportunities

# **UPCOMING OUTREACH/ EVENTS**

## **Upcoming Diversity Outreach Work:**

- January, 2017: A Day in the Life of a Union Tradesperson Networking Event
- January 19, 2017: MGM Springfield Construction Outreach Session: Hardscape & Landscape Contractors
- February, 2017: Community Partners Network Meeting
- February, 2017: MGM Springfield FF&E Information Session



# BUILDING A

### STRONG FOUNDATION

ARE YOU A CONTRACTOR SPECIALIZING IN HARDSCAPE/LANDSCAPE?

Un on hardscape/landscape contractors are invited to one-on-one information sessions to learn about opportunities related to the MGM Spring field project. Concernies must have completed three or more large scale commercial projects larger than 33 million over the past three years and have experience with imigation, provers, specie ty finishes, specialty lighting, finepits, roaf decke, high quality partors and plantings.

When: Thursday, January 19 30-minute sicts available from 9 a.m. to 1 p.m. BY APPOINTMENT ONLY To schedule an appointment, email construction@ingenspringfield.com

Where, HGM Springfield Community Office One Monarch Place, Suite 910 Springfield, MA 01044

MGM Soringfield and Tishman representatives will meet with qualified contractors to explain the scope of upcoming werk, the precualification process, and MGM Soringfield's policy on contractors, vendors and purchasing. There will also be an overview of the project's diversity requirements.



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# **DIVERSITY SUCCESS STORIES**

**MGM Springfield Union Construction** ightarrow**Worker January 2017 Highlight:** 

## **Stephanie Stevens**

- Carpenters 108
- U.S. Army Veteran, Minority, Female, Springfield Resident







# Construction Workforce



## SPRINGFIELD

## **WORKFORCE DIVERSITY STATISTICS - UNION** AS OF DECEMBER 31, 2016

Group	Project Goals	ł
Women	6.90%	
Minority	15.30%	
Veteran	8.00%	

Notes:

(1) Statistics include all workforce reports that were received by MGM as of December 31, 2016.



## **Project To Date %**

## 8.55%

## 30.01%

## 8.88%

## **WORKFORCE DIVERSITY STATISTICS - TOTAL AS OF DECEMBER 31, 2016**

Group	Project Goals	F
Women	6.90%	
Minority	15.30%	
Veteran	8.00%	

## Notes:

- Statistics include all workforce reports that were received by MGM as of December 31, 2016.
- The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 6.31% of total workforce hours are included in two of the (2)diversity categories and 0.27% of total workforce hours are included in three diversity categories.
- While this is not a reporting requirement of the approved diversity plan, the total hours worked through 4th Quarter 2016 is as follows: (3)
  - Approximately 36% are from Springfield/ Surrounding Communities
    Approximately 58% are from Western Massachusetts

  - Approximately 83% are from Massachusetts



## **Project To Date %**

## 10.07%

## 24.70%

## 9.76%

# **WORKFORCE 3 MONTH LOOK AHEAD**

- 1. Work in Progress Water/Sewer/Gas/Electric Infrastructure
- Work in Progress Garage Foundations 2.
- Work in Progress Underground MEP for 3. Garage
- 4. Work in Progress Generator Switch Gear Area
- 5. Work in Progress Underground MEP Hotel Podium
- 6. Work in Progress Concrete Slab on Grade for Podium
- Work in Progress Pre-cast Garage Elements 7.
- Work in Progress Garage Erection 8.
- Work in Progress Steel Erection for Hotel 9. Podium

- 10. Work in Progress Temp Heating
- 11. Work in Progress Interior Fitout of 95 State
- 12. Work in Progress Scaffolding
- 13. Work in Progress Spray Fireproofing
- 14. Work in Progress Concrete Slab on Metal Deck
- 15. Work in Progress CEF Masonry
- 16. Jan 2017 Garage Interior MEP, Sprinklers, Storm
- 17. Jan 2017 95 State Street Interior Fit Out
- 18. Feb 2017 Building Enclosure
- 19. Feb 2017 MEP Distribution for Podium
- 20. Mar 2017 Interior Masonry





# Design & Construction Commitments



## SPRINGFIELD

## **DESIGN & CONSTRUCTION COMMITMENTS THROUGH DECEMBER 31, 2016**

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	17.0%	7.0%	51	\$43.12M
MBE	5.0%	7.8%	2.8%	32	\$19.92M
VBE	2.0%	5.8%	3.8%	13	\$14.62M

Notes:

Total Commitments through December 31, 2016 are \$254.1M. Includes companies that are certified with the following agencies:

(2)

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 & Consulting Commitments



## SPRINGFIELD

## **DESIGN & CONSULTING COMMITMENTS THROUGH DECEMBER 31, 2016**

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	13.9%	16	\$5.15M
MBE	5.0%	11.6%	15	\$4.28M
VBE <sup>(3)</sup>	2.0%	4.5%	2	\$1.67M

Notes:

- Total Commitments through December 31, 2016 are \$37.0M. (1)
- Includes companies that are certified with the following agencies: (2)
  - 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. •
- Value for VBE (Stevens & Associates) is included in the Construction Commitments because they are being billed through Tishman. (3)WBE = Woman-owned Business Enterprise; MBE = Minority-owned Business Enterprise; VBE = Veteran-owned Business Enterprise.



## **DESIGN & CONSULTING COMMITMENTS THROUGH DECEMBER 31, 2016**

Ref	Company	Scope
1	A I Engineers, Inc.	Construction Engineering and Inspection
2	AAC Investments, LLC	Interior Design
3	AFO Project Consulting, LLC	Construction Consulting
4	Akal Engineering, Inc.	MEP Consulting Engineering Services
5	Andelman & Lelek Engineering, Inc.	Energy Modeling
6	Black Hawk Group	Consulting Engineer Services
7	C&C Consulting Engineers, LLC	Structural Peer Review
8	Calvin Consulting Services, LLC	Construction Consulting
9	Communications for Design LLC	Design and Project Management Support Services
10	Convergent Technologies	Acoustics/ Audio Visual/ IT/ Low Voltage
11	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services
12	Desert Construction Consulting, Ltd	Estimating and Contractor Bidding Services
13	Desman, Inc.	Parking Garage Bridging Documents (LOA)
14	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design
15	Engineers Design Group, Inc.	Structural Engineering Consulting Services
16	Erin Chrusciel Photography, LLC	Photography

Notes:

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. •
- •
- •

Green highlighted companies have been paid as of November 30, 2016. (2)

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



Location	Diversity Status
Middletown, CT	MBE
Los Angeles, CA	WBE
Las Vegas, NV	VBE
Boylston, MA	MBE
Norwood, MA	WBE
Philadelphia, PA	MBE
Allston, MA	MBE
Las Vegas, NV	WBE
Northfield, MN	WBE
Lockport, NY	WBE
Boston, MA	WBE
Henderson, NV	MBE
Boston, MA	MBE
Springfield, MA	WBE
Malden, MA	MBE
East Longmeadow, MA	WBE

## **DESIGN & CONSULTING COMMITMENTS THROUGH DECEMBER 31, 2016**

Ref	Company	Scope
17	Fernandez & Associates	Fire Protection Design and Code Consulting Services
18	JoAnn Jones	Administrative Services
19	Keville Enterprises, Inc.	Construction Management and Inspection
20	Marshall Moya Design, LLC	Architectural Services
21	MCLA, Inc.	Lighting
22	Nitsch Engineering, Inc.	Engineering Services
23	Pari Riahi Architects, Inc.	Executive Architect
24	Pristine Engineers, Inc.	MEP Peer Review Services
25	Renderready, LLC	Rendering and Graphic Design
26	Soden Sustainability Consulting, LLC	LEED
27	Spec's Design Group, LLC	Interior Design
28	Stevens & Associates	Façade Stabilization Design
29	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant
30	US Inspection & Consulting, LLC	Construction Inspections
31	VAV International, Inc.	Mechanical Consulting
32	WA Architects, Inc.	Architectural Services
33	YA Construction Services, LLC	MEP Peer Review

Notes:

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. •
- •
- •

Green highlighted companies have been paid as of November 30, 2016. (2)

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



Diversity Status
MBE
WBE
WBE
MBE
WBE
WBE
WBE
MBE
MBE
WBE
WBE
VBE
MBE
MBE
MBE
MBE
WBE

# Construction Commitments



#### SPRINGFIELD

## **CONSTRUCTION COMMITMENTS THROUGH DECEMBER 31, 2016**

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	17.5%	35	\$37.97M
MBE	5.0%	7.2%	17	\$15.64M
VBE	2.0%	6.0%	11	\$12.95M

Notes:

Total Commitments through December 31, 2016 are \$217.1M. (1)

Includes companies that are certified with the following agencies: (2)

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. 0

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



Ref	Company	Scope
1	Aces Enterprises, LLC	Steel Plate Supplier
2	All American Signs	Signage
3	Alonzee Consulting	Construction Consulting
4	American Environmental, Inc.	Abatement
5	Architectural Products, Inc.	Glass and Glazing
6	Arrow Security Corporation	Security Guard Services
7	Ayala Excavating and Trucking, LLC	Trucking
8	BECO Electrical Contractors, Inc.	Electrical
9	Berkshire Concrete Cutting, LLC	Saw Cutting
10	C&C Contractors, LLC	Trucking Services
11	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier
12	Chabot & Burnett Construction Co., Inc.	Masonry Contractor
13	CK Flooring Solutions, Inc.	Carpet Installer
14	CMJ, LLC	Property Management/Maintenance
Notoo		

Notes



Location	Diversity Status
Dunlap, IL	VBE
Plymouth, MA	VBE
Las Vegas, NV	WBE
Holyoke, MA	MBE
Burlington, CT	WBE
Springfield, MA	VBE
Springfield, MA	MBE
Monson, MA	VBE
Torrington, CT	WBE
Springfield, MA	MBE
Holyoke, MA	WBE
Agawam, MA	WBE
Chicopee, MA	WBE
Springfield, MA	MBE

Ref	Company	Scope	Location	Diversity Status
15	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA	WBE
16	Connecticut Temperature Controls, LLC	Controls	Newington, CT	VBE
17	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA	WBE
18	C.R. Levesque Trucking Corp.	Hauling & Equipment Transportation	Monson, MA	WBE
19	Davenport Advisors, LLC	Property Management/ Maintenance	Boston, MA	MBE
20	Dependable Masonry Construction Company, Inc.	Masonry and Brickpaving	North Reading, MA	MBE
21	Eastern General Contractors, Inc.	General Contractor - Rigging	Springfield, MA	MBE
22	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA	WBE
23	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA	WBE
24	Evermore Light & Power, Inc.	Electrical	Somerville, MA	WBE
25	Fabiano Oil Corp.	Fuel & Oil Supplier	Wrentham, MA	WBE
26	Fisher Contracting Corporation	General Contracting Services	Worcester, MA	WBE
27	Federal Concrete, Inc.	Concrete Services	Hopedale, MA	WBE
28	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA	WBE
29	Folan Waterproofing and Construction Company, Inc.	Masonry Contractors & Waterproofing	South Easton, MA	WBE
30	Frisoli Electric, Inc.	Electrical	Holbrook, MA	VBE

Notes:



Ref	Company	Scope	Location	Diversity Status
31	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA	WBE
32	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA	WBE
33	Green Insulation, Inc.	Insulation	Adams, MA	WBE
34	H B Welding, Inc.	Steel, Welding, Iron Work	Johnston, RI	WBE
35	Homeland Mechanical, LLC	Pipe Supplier	Quincy, MA	VBE
36	Industrial Flame Cutting, Inc.	Steel Plate Supplier	Beacon Falls, CT	VBE
37	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA	VBE
38	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA	WBE
39	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT	WBE
40	Larry's Trucking Co.	Trucking	Springfield, MA	MBE
41	Lindon Group	Piping Materials	East Providence, RI	WBE
42	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA	MBE
43	Moor Metals, Inc.	Sales and Distribution of Metals	Holliston, MA	MBE
44	Ms. Pipe, LLC	Procurement of Valves, Pipes and Fittings	South Windsor, CT	WBE
45	New England Foundation Company, Inc.	Helical Piles	Boston, MA	WBE
46	Northeastern Steel Corporation	Steel Distributor	Revere, MA	MBE
Notes:				

Notes



Ref	Company	Scope	Location	Diversity Status
47	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA	VBE
48	Rebars & Mesh, Inc.	Concrete	Haverhill, MA	WBE
49	Regis Steel Corporation	Steel Erection/ Reinforcing	Fall River, MA	MBE
50	S&F Concrete Contractors, Inc.	Concrete	Hudson, MA	MBE
51	Security Construction Services, Inc.	Fencing	Hudson, MA	WBE
52	SOS Corporation	Construction Cleaning, Selective Interior Demolition	Milford, MA	WBE
53	Steere Engineering, Inc.	Engineering Services	Warwick, RI	WBE
54	Strategic Environmental Services, Inc.	Environmental Consultants	Sutton, MA	WBE
55	Supplies Exchange Systems	Materials Supplier	Dorchester, MA	MBE
56	Tavares, LLC	Fireproofing	Providence, RI	MBE
57	T & M Equipment Corporation	Excavating Contractor	Springfield, MA	VBE
58	Titan Roofing Company	Roofing	Springfield, MA	MBE
59	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills,MA	WBE
60	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA	WBE
61	Welch Associates Land Surveyors, Inc.	Land Surveying	West Bridgewater, MA	WBE
62	Willow Tree Outdoor, LLC	Landscape	Springfield, MA	WBE
63	Younger Brothers Construction, LLC	Materials Supplier	Watertown, MA	MBE

#### Notes



#### MGM Springfield Workforce Diversity Report (By Company) As of: December 31, 2016

				This Month's	Workforce Di	versity Statisti	cs		[		Project To Da	Diversity Statistics					
		-		Women Minority Veteran						-	Won	nen	Mino	rity	Veter	an	
		Employee	This Month's Total							Employee	Project To Date						
Reference	Company	Count	Hours	Hours	%	Hours	%	Hours	%	Count	Total Hours	Hours	%	Hours	%	Hours	%
1	Acranom Masonry Enterprises, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	1,580.50	0.00	0.00%	824.50	52.17%	0.00	0.00%
2	AeroClean	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	1,740.00	0.00	0.00%	847.50	48.71%	0.00	0.00%
3	Allied Fire Protection, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,354.00	0.00	0.00%	256.00	18.91%	0.00	0.00%
4	American Environmental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	188	27,425.75	1,530.00	5.58%	24,245.25	88.40%	288.50	1.05%
5	AmQuip Crane Rental LLC	4	241.00	0.00	0.00%	120.50	50.00%	0.00	0.00%	8	1,151.50	0.00	0.00%	559.50	48.59%	0.00	0.00%
6	Ayotte & King For Tile, Inc	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	24	450.50	0.00	0.00%	4.00	0.89%	0.00	0.00%
7	Bay Crane Northeast	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	10.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
8	Bay State Elevator Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	315.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
9	BECO Electrical Contractors, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	3,433.50	0.00	0.00%	1,116.50	32.52%	2,088.00	60.81%
10	Berkshire Concrete Cutting	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	24.50	0.00	0.00%	0.00	0.00%	7.50	30.61%
<u> </u>	Berlin Steel Construction Company Blakeslee Prestress, Inc.	53 21	6,273.50 1,994.50	<u>497.00</u> 223.00	7.92%	907.50 262.00	14.47% 13.14%	728.00 124.50	11.60% 6.24%	56 33	14,682.50 8,946.00	1,527.00 921.50	10.40% 10.30%	2,495.00 1,118.50	16.99% 12.50%	1,870.00 618.00	12.74% 6.91%
12	Chabot & Burnett Construction Co., Inc.	12	944.50	0.00	0.00%	150.00	15.88%	71.00	7.52%	19	1,347.50	0.00	0.00%	1,118.30	14.55%	102.00	7.57%
13	Chapoli & Burnett Construction Co., Inc.	12	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	36	5,090.75	100.00	1.96%	1,965.00	38.60%	688.00	13.51%
15	Chandler Architectural Products	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	455.50	0.00	0.00%	53.00	11.64%	64.00	14.05%
16	CK Flooring Solutions, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	279.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
17	Coghlin Electrical Contractors, Inc.	8	688.00	32.00	4.65%	8.00	1.16%	8.00	1.16%	19	2,689.00	32.00	1.19%	58.00	2.16%	290.00	10.78%
18	Collins Electrical	15	1,295.00	160.00	12.36%	176.00	13.59%	77.00	5.95%	45	10,906.00	1,905.50	17.47%	1,021.00	9.36%	1,825.00	16.73%
19	Commonwealth Guardrail, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	17	690.00	4.00	0.58%	69.00	10.00%	0.00	0.00%
20	Connecticut Drywall Finishing, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	20	1,335.50	0.00	0.00%	158.50	11.87%	0.00	0.00%
21	Conte Company, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	24.00	0.00	0.00%	0.00	0.00%	8.00	33.33%
22	EDM Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	266.50	30.50	11.44%	90.50	33.96%	94.50	35.46%
23	EF Corcoran Plumbing & Heating, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	16.00	16.00	100.00%	0.00	0.00%	0.00	0.00%
24	Evermore Light and Power, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	613.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
25	Federal Concrete, Inc.	18	658.00	46.00	6.99%	8.00	1.22%	70.00	10.64%	59	17,122.00	1,348.50	7.88%	3,308.00 534.50	19.32%	1,340.50	7.83%
26 27	Folan Waterproofing & Construction Fontaine Bros, Inc.	1	16.00 49.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	43	1,263.00 5,807.00	0.00 568.00	0.00% 9.78%	2,016.00	42.32% 34.72%	0.00	0.00%
27	Fond Equipment Installation, Inc.	2	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	43	116.00	0.00	9.78%	0.00	0.00%	0.00	0.00%
28	Frisoli Electric Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	299.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
30	Fusion Electric, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	112.00	0.00	0.00%	104.00	92.86%	0.00	0.00%
31	Gagliarducci Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	47	4,262.50	635.00	14.90%	709.50	16.65%	906.50	21.27%
32	Gomes Construction Company, Inc.	3	20.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	575.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
33	Harry Grodsky & Co.	12	925.00	0.00	0.00%	151.00	16.32%	0.00	0.00%	42	11,012.50	706.50	6.42%	1,025.00	9.31%	0.00	0.00%
34	Hayward Baker Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	36	4,465.50	306.50	6.86%	1,170.50	26.21%	775.00	17.36%
35	Heritage Restoration, Inc.	3	208.00	56.00	26.92%	56.00	26.92%	0.00	0.00%	4	235.00	56.00	23.83%	56.00	23.83%	0.00	0.00%
36	Hickman & Sgroi Electric Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	192.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
37	Cyn Environmental Services	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	24.00	0.00	0.00%	24.00	100.00%	0.00	0.00%
38	JDC Demolition	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	20	3,336.00	400.00	11.99% 0.00%	<u>654.00</u> 0.00	19.60%	152.00	4.56% 0.00%
<u> </u>	Jones Engineering LLC JRL Construction, Inc.	- 9	0.00 720.50	0.00 158.50	0.00%	0.00 242.00	0.00%	160.00	0.00%	43	168.00 19,636.25	0.00 2,578.00	13.13%	7,217.00	0.00%	3,689.50	18.79%
40	L.K. Sheet Metal, Inc.	9	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	2,925.50	2,378.00	10.05%	0.00	0.00%	0.00	0.00%
41 42	Langan Insulation LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	568.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
43	Marr Scaffold	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	527.00	0.00	0.00%	253.00	48.01%	16.50	3.13%
44	Marguerite Concrete	17	303.50	0.00	0.00%	37.00	12.19%	0.00	0.00%	20	442.50	0.00	0.00%	37.00	8.36%	0.00	0.00%
45	Medeiros Hydroseeding & Landscape Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	17.00	0.00	0.00%	11.00	64.71%	0.00	0.00%
46	Moran Sheet Metal, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	201.50	0.00	0.00%	24.00	11.91%	0.00	0.00%
47	NER Construction Management	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	893.00	0.00	0.00%	245.00	27.44%	0.00	0.00%
48	New England Foundation Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	20	2,727.00	0.00	0.00%	587.50	21.54%	226.00	8.29%
49	Northeast Steel Erectors	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	1,335.00	34.00	2.55%	183.00	13.71%	393.00	29.44%
50	Northeastern Steel Corporation	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	64.00	9.00	14.06%	50.00	78.13%	0.00	0.00%
51	Northern General	12	1,346.50	81.00	6.02%	195.50	14.52%	132.00	9.80%	70	23,976.50	1,440.50	6.01%	3,972.50	16.57%	981.00	4.09%
52 53	P. Gioioso & Sons Inc. Palmer Paving Corporation	- 8	0.00 56.00	0.00 7.00	0.00%	0.00	0.00%	0.00	0.00%	9 49	834.50 695.00	114.50 34.50	13.72% 4.96%	0.00 14.00	0.00%	0.00	0.00%
<u> </u>	Paimer Paving Corporation Performance Testing & Balancing, LLC	8	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	49	695.00	0.00	4.96%	0.00	2.01%	38.00	59.38%
55	Professional Drywall Construction Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	64	3,793.50	196.50	5.18%	776.50	20.47%	347.00	9.15%
56	Regis Steel Corp	- 9	724.00	128.00	17.68%	84.00	11.60%	0.00	0.00%	51	6,380.00	873.50	13.69%	2,039.00	31.96%	289.00	4.53%
57	RoadSafe Traffic Systems	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	25.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
58	S & F Concrete Contractors, Inc.	64	3,998.00	230.50	5.77%	1,069.00	26.74%	393.00	9.83%	208	32,677.50	1,572.50	4.81%	8,895.00	27.22%	2,805.50	8.59%
59	Safespan	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	356.00	0.00	0.00%	56.00	15.73%	0.00	0.00%
60	Save-On-Wall Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	290.50	45.00	15.49%	45.00	15.49%	8.00	2.75%
61	Security Construction Services, Inc. d/b/a: Security Fence Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	14	3,866.00	300.00	7.76%	1,233.25	31.90%	40.00	1.03%

#### MGM Springfield Workforce Diversity Report (By Company) As of: December 31, 2016

				This Month's	Workforce D	iversity Statisti	ics			Project To Date Workforce Diversity Statistics								
				Women		Minor	rity	Veter	an			Wome	en	Minor	ity	Vetera	an	
Reference	Company	Employee Count	This Month's Total Hours	Hours	%	Hours	%	Hours	%	Employee Count	Project To Date Total Hours	Hours	%	Hours	%	Hours	%	
62	Soep Painting Corp	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	1,475.50	0.00	0.00%	6.00	0.41%	0.00	0.00%	
63	Stamford Wrecking	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	1,189.00	76.00	6.39%	122.00	10.26%	74.00	6.22%	
64	Superior Caulking & Waterproofing Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	193.00	0.00	0.00%	155.50	80.57%	0.00	0.00%	
65	T & M Equipment Corporation	15	980.50	103.00	10.50%	226.00	23.05%	0.00	0.00%	61	23,353.55	1,840.50	7.88%	4,462.05	19.11%	1,008.50	4.32%	
66	Tech Valley Contracting, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	2,018.00	206.00	10.21%	0.00	0.00%	0.00	0.00%	
67	Tishman	5	800.00	160.00	20.00%	160.00	20.00%	160.00	20.00%	16	14,621.00	2,421.00	16.56%	3,120.00	21.34%	5,040.00	34.47%	
68	Titan Roofing Company	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	38	1,720.50	0.00	0.00%	201.00	11.68%	138.00	8.02%	
69	T.J. Conway Company	18	1,539.50	157.00	10.20%	149.00	9.68%	157.00	10.20%	41	6,916.50	387.00	5.60%	973.00	14.07%	345.00	4.99%	
70	Triton Leasing and Rental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	35	3,187.50	0.00	0.00%	1,547.50	48.55%	239.00	7.50%	
71	Ultimate Abatement Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	48	10,150.50	3,352.50	33.03%	9,879.50	97.33%	0.00	0.00%	
72	Universal Electric Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	5,635.00	556.50	9.88%	1,284.50	22.80%	394.00	6.99%	
73	William Roberts Electric Co., Inc.	2	140.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	456.50	0.00	0.00%	93.00	20.37%	0.00	0.00%	
74	Willow Tree Outdoor, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	261.50	0.00	0.00%	105.50	40.34%	0.00	0.00%	
75	Wolfe House Movers, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	1,194.50	0.00	0.00%	306.00	25.62%	228.00	19.09%	
76	Wolverine Fire Protection Co	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	318.00	0.00	0.00%	113.00	35.53%	0.00	0.00%	
77	Worcester Elevator Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	12.00	0.00	0.00%	0.00	0.00%	6.00	50.00%	
Total - Unions		311	23,921.00	2,039.00	8.52%	4,001.50	16.73%	2,080.50	8.70%	1,781	308,814.80	26,418.50	8.55%	92,686.55	30.01%	27,423.50	8.88%	
78	On-Site Design / Management	66	5,626.50	910.75	16.19%	824.75	14.66%	535.00	9.51%	226	112,981.35	16,076.85	14.23%	11,476.10	10.16%	13,738.80	12.16%	
Total		377	29,547.50	2,949.75	9.98%	4,826.25	16.33%	2,615.50	8.85%	2,007	421,796.15	42,495.35	10.07%	104,162.65	24.70%	41,162.30	9.76%	

	Totals - Overall										
Group	Project Goals	Project To Date	Delta								
Women	6.90%	10.07%	3.17%								
Minority	15.30%	24.70%	9.40%								
Veteran	8.00%	9.76%	1.76%								

Notes: (1) Statistics include all workforce reports that were received by MGM as of December 31, 2016. (2) The total number of unique union workers that have worked on site is approximately 1,689. The 1,781 union workers identified above includes workers that have worked for multiple companies.

## *MGM Springfield* Workforce Diversity Report (By Union) As of: December 31, 2016

		This Month's Workforce Diversity Statistics									Project To Date Workforce Diversity Statistics								
				Women		Mino		Vetera	an			Won		Minor		Veter	ran		
		Employee	This Month's Total							Employee	Project To Date								
Reference	Union	Count	Hours	Hours	%	Hours	%	Hours	%	Count	Total Hours	Hours	%	Hours	%	Hours	%		
1	A EQ OME L 1 #220	0	0.00	0.00	0.000/	0.00	0.000/	0.00	0.000/	1	48.00	0.00	0.00%	48.00	100.000/	0.00	0.000		
1	AFSCME Local #230	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	48.00	0.00	0.00%	48.00	100.00%	0.00	0.00%		
2	Asbestos Workers #6	0				0.00	0.00%	0.00	0.00%	27	2,864.50	0.00	0.00%	1,483.50	51.79%	239.00	8.34%		
3	Boston Plasters' & Cement Masons' - Asphalt Layers' Union #534	23	646.00	0.00	0.00%	67.50	10.45%	0.00	0.00%	43	1,506.00	0.00	0.00%	173.00	11.49%	10.50	0.70%		
4	Bricklayers Local #1	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	/	572.00	0.00	0.00%	11.00	1.92%	0.00	0.00%		
5	Bricklayers Local #3	16	1,110.50	56.00	5.04%	92.00	8.28%	0.00	0.00%	86	10,264.50	262.00	2.55%	2,448.50	23.85%	679.50	6.62%		
6	Carpenters - Local #108	20	1,930.50	286.00	14.81%	470.00	24.35%	231.00	11.97%	210	42,526.50	3,612.50	8.49%	11,402.50	26.81%	6,680.00	15.71%		
7	Carpenters Local #107	1	160.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	1,880.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
8	Carpenters Local #210	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	16.00	0.00	0.00%	0.00	0.00%	8.00	50.00%		
9	Carpenters Local #33	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	160.00	45.00	28.13%	0.00	0.00%	0.00	0.00%		
10	Carpenters Local #475	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	39.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
11	CT Bricklayers #1	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	24.00	0.00	0.00%	24.00	100.00%	0.00	0.00%		
12	Floorcoverers Local #2168	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	352.50	0.00	0.00%	4.00	1.13%	0.00	0.00%		
13	International Association of Iron Workers Local #7	45	5,348.00	359.00	6.71%	769.50	14.39%	422.00	7.89%	66	14,229.50	1,071.00	7.53%	2,311.00	16.24%	1,803.50	12.67%		
14	International Brotherhood of Electrical Workers - IBEW Local #455	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	112.25	50.75	45.21%	112.25	100.00%	0.00	0.00%		
15	International Brotherhood of Electrical Workers - IBEW Local #7	25	2,123.00	192.00	9.04%	184.00	8.67%	85.00	4.00%	109	24,377.50		10.23%	3,709.00	15.21%	4,597.00	18.86%		
16	International Brotherhood of Electrical Workers - IBEW 2nd District	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	23.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
17	International Union of Elevator Constructors Local #41	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	327.00	0.00	0.00%	0.00	0.00%	6.00	1.83%		
18	International Union of Operating Engineers - IUOE Local #4	3	184.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	49	6,121.50	0.00	0.00%	241.50	3.95%	799.00	13.05%		
19	International Union of Operating Engineers – IUOE Local #5	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	9.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
20	International Union of Operating Engineers – IUOE Local #98	34	2,165.00	145.00	6.70%	437.50	20.21%	306.00	14.13%	146	28,383.05	992.00	3.50%	3,649.05	12.86%	1,761.00	6.20%		
21	International Union of Operating Engineers – IUOE Local #478	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	168.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
22	International Union of Painters and Allied Trades - IUPAT District #11	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	125.50	0.00	0.00%	0.00	0.00%	0.00	0.00%		
23	International Union of Painters and Allied Trades - IUPAT Local #1333	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	306.50	0.00	0.00%	29.00	9.46%	64.00	20.88%		
24	Iron Workers District Council of New England	30	2,192.50	351.00	16.01%	318.00	14.50%	124.50	5.68%	95	14,953.00	1,929.50	12.90%	4,160.00	27.82%	991.50	6.63%		
25	Laborers' District Council	1	79.00	0.00	0.00%	79.00	100.00%	0.00	0.00%	21	2,275.00	0.00	0.00%	837.00	36.79%	15.00	0.66%		
26	Laborer's International Union of North America - LIUNA Building Wreckers Local #1421	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	183	27,090.75	3,589.25	13.25%	25,618.75	94.57%	0.00	0.00%		
27	Laborers Local #138	2	28.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	28.50	0.00	0.00%	0.00	0.00%	0.00	0.00%		
28	Laborers Local #151	2	44.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	44.50	0.00	0.00%	0.00	0.00%	0.00	0.00%		
29	Laborers Local #22	3	230.00	0.00	0.00%	0.00	0.00%	70.00	30.43%	17	5,373.50	0.00	0.00%	454.00	8.45%	711.50	13.24%		
30	Laborers Local #223	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	108.00	0.00	0.00%	54.00	50.00%	0.00	0.00%		
31	Laborers Local #220	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	295.25	0.00	0.00%	270.75	91.70%	7.50	2.54%		
32	Laborers Local #243	1	183.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	3,173.50	0.00	0.00%	0.00	0.00%	0.00	0.00%		
33	Laborers Local #245	1	132.00	0.00	0.00%	0.00	0.00%	132.00	100.00%	3	897.50	0.00	0.00%	0.00	0.00%	728.00	81.11%		
34	Laborers Local #455	1	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	4,100.00	1,043.50	25.45%	4,100.00	100.00%	0.00	0.00%		
35	Laborers Local #473	1	41.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,135.00	0.00	0.00%	2.00	0.18%	0.00	0.00%		
36	Laborers Local #475	1	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	502.50	0.00	0.00%	0.00	0.18%	0.00	0.00%		
30	Laborers Local #596	14	1.030.00	81.00	7.86%	210.50	20.44%	71.00	6.89%	98	20,024.75	1,783.00	8.90%	5,904.50	29.49%	140.50	0.70%		
38		14	70.00	0.00	0.00%	8.00	11.43%	0.00	0.89%	98	147.00	0.00	0.00%	16.00	10.88%	0.00	0.70%		
39	Laborers Local #609	3	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	4.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
	Laborers Local #610	0		0.00	0.00%					1					100.00%				
40	Laborers Local #611	0	0.00			0.00	0.00%	0.00	0.00%	1	270.50	0.00	0.00%	270.50		0.00	0.00%		
41	Laborers Local #665	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,659.50	32.00	1.93%	1,659.50	100.00%	0.00	0.00%		
42	Laborers Local #675	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	133.50	0.00	0.00%	133.50	100.00%	0.00	0.00%		
43	Laborers Local #88 [Tunnel Workers]	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	338.50	0.00	0.00%	8.00	2.36%	41.00	12.11%		
44	Laborers Local #999	52	3,662.50	412.00	11.25%	1,065.50	29.09%	482.00	13.16%	294	60,015.75	7,996.00	13.32%	20,028.75	33.37%	7,530.50	12.55%		
45	Massachusetts Laborers' District Council	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	400.00	0.00	0.00%	85.00	21.25%	0.00	0.00%		
46	NY Bricklayers #2	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	4.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
47	Operating Engineers Local #4	2	96.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	443.50	0.00	0.00%	0.00	0.00%	0.00	0.00%		
48	Operating Engineers Local #478	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	329.50		0.00%	139.50	42.34%	0.00	0.00%		
49	Painters and Allied Trades District Council #35	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	24	2,717.50	0.00	0.00%	164.50	6.05%	0.00	0.00%		
50	Pile Drivers Local #56	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	19	2,114.00	0.00	0.00%	468.50	22.16%	180.50	8.54%		
51	Plasterers and Cement Masons Local #534	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	317.00	0.00	0.00%	52.50	16.56%	21.00	6.62%		
52	Plumbers & Pipefitters #104	30	2,464.50	157.00	6.37%	300.00	12.17%	157.00	6.37%	84	17,945.00	1,109.50	6.18%	1,998.00	11.13%	345.00	1.92%		
53	Roofers #248	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	30	1,516.00	0.00	0.00%	206.00	13.59%	26.00	1.72%		
54	Sheet Metal Workers #17	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	116.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
55	Sheet Metal Workers #40	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	436.00	0.00	0.00%	0.00	0.00%	0.00	0.00%		
56	Sheet Metal Workers #63	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	25	2,852.50	294.00	10.31%	24.00	0.84%	38.00	1.33%		
57	Sprinkler Fitters #669	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	1,672.00	0.00	0.00%	369.00	22.07%	0.00	0.00%		
58	Teamsters' #404	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	945.50	114.50	12.11%	16.00	1.69%	0.00	0.00%		
Subtotal - Other Un		311	23,921.00	2,039.00	8.52%	4,001.50	16.73%	2,080.50	8.70%	1,830	308,814.80		8.55%	92,686.55	30.01%	27,423.50	8.88%		
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59	On-Site Design / Management	66	5,626.50	910.75	16.19%	824.75	14.66%	535.00	9.51%	226	112,981.35	16,076.85	14.23%	11,476.10	10.16%	13,738.80	12.16%		

	Totals - Ov	verall	
Group	Project Goals	Project To Date	Delta
Women	6.90%	10.07%	3.17%
Minority	15.30%	24.70%	9.40%
Veteran	8.00%	9.76%	1.76%

Notes:

 (1) Statistics include all workforce reports that were received by MGM as of December 31, 2016.
 (2) The total number of unique union workers that have worked on site is approximately 1,689. The 1,830 union workers identified above includes workers that have worked for multiple companies and/or multiple unions.



## ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE DECEMBER 2016

Wynn Boston Harbor | January 10, 2017

## **Participation Goals Review**

### **Consultant / Contractor Participation – Design Contracts:**

Minority Business Enterprise (MBE): 7.9%

Women Business Enterprise (WBE): 10%

Veteran Business Enterprise (VBE): 1%

### **Contractor Participation – Construction Contracts:**

Minority Business Enterprise (MBE): 5%

Women Business Enterprise (WBE): 5.4%

Veteran Business Enterprise (WBE): 1%

### Workforce Participation – Construction (% of workforce hours):

Minorities: 15.3%

Women: 6.9%

Veterans: 3%



## **Design: M/W/VBE Participation**

• As of December 31st, 20.9%, over \$11.3 million, of project design contracts have been awarded to M/W/VBEs.

	# Contract Awards	Goal	Awarded to Date	\$ Awarded to Date
MBE	12	7.9%	8.8%	\$4.7 M
WBE	11	10.0%	4.9%	\$2.7 M
VBE	4	1.0%	7.2%	\$3.9 M
TOTAL	27	18.9%	20.9%	\$11.3 M

## **Design: M/W/VBE Participation, Contracts Awarded**

/IBE			Award		% of Awarded
12) Consultant / Contractor	Location	Scope	Amount (\$)	% Goal	Contracts
Bryant Associates (Sub to AECOM)	Boston, MA	Surveying			
Bukhari Design Studio	Las Vegas, NV	Interior Design			
Crabtree McGrath (Sub to Jacobs)	Georgetown, MA	Food Service			
C&C Consulting Engineers (Sub to AEC	OM) Boston, MA	Surveying			
DREAM Collaborative (Sub to Jacobs)	Boston, MA	Architecture			
Eric Montelongo Irrigation Design	Orange, CA	Irrigation Design			
Fernandez & Associates (Sub to Jacob	os) Byfield, MA	Fire Protection			
Michael Hong Architects Inc.	Culver City, CA	Themed Architecture			
Nobis Engineering (Sub to Bohler)	Concord, NH	Service Road Design			
The Radio Frequency Network Compa	ny Burbank, CA	Network Design			
SAR Engineering (Sub to Jacobs)	Quincy, MA	MEP			
Shen Milsom & Wilke (Sub to Jacobs)	New York, NY	Acoustics			
	ΤΟΤΑΙ	-	\$4,763,006	7.9%	8.8%
VBE (11)					
Cleo Design	Las Vegas, NV	Interior Design			
Comprehensive Environmental (Sub to	o AECOI Marlborough, M	A Permitting, Environmental			
Design Enterprise	Las Vegas, NV	Interior Design			
Keville Enterprises (Sub to AECOM)	Boston, MA	Scheduling, Cost Estimating			
Lumen Studio (Sub to AECOM)	Lowell, MA	Lighting Design			
Pam Shadley Associates (Sub to Lifes	capes) Lexington, MA	Landscape Architecture			
Pam Shadley Associates (Sub to AECO	M) Lexington, MA	Landscape Architecture			
PEER Consultants (Sub to Bohler)	Burlington, MA	Construction Administration			
Regina Villa Associates (Sub to AECOI	M) Boston, MA	Public Relations / Outreach			
Ryan Biggs Clark Davis	Clifton Park, NY	Indpendent Structural Review			
Saam Architecture (Sub to Jacobs)	Boston, MA	Architecture			
	ΤΟΤΑΙ	-	\$2,674,356	10.0%	4.9%
/BE (4)					
JBA Consulting Engineers (Sub to Jaco	bs) Las Vegas, NV	MEP, FP, Telecomm			
JBA Consulting Engineers	Las Vegas, NV	Audio Visual			
Eslick Design Associates	Tulsa, OK	Signage			
	) Boston, MA	Traffic Engineering			
Fort Hill Infrastructure (Sub to AECOM	j Buston, MA				
Fort Hill Infrastructure (Sub to AECOM	TOTAI		\$3,883,358	1.0%	7.2%
	· ·	-	\$3,883,358 \$11,320,720	1.0% 18.9%	7.2% 20.9%

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## **Design & Construction M/W/VBEs: Outreach**

- Bi-weekly email communications sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute.
- Planning and outreach for Furniture, Fixtures, and Equipment (FF&E) outreach event – January 12, 2017.
- 12/16: Presentation to the Massachusetts Small Business Association



### Wynn Boston Harbor is seeking local and minority-, woman-, and veteranowned businesses for over \$90 million in Furniture, Fixtures and Equipment (FF&E) purchases for the new Wynn Boston Harbor Resort in Everett.

Wynn is committed to the local business community, in particular businesses located in our Host Community of Everett and Surrounding Communities of Malden, Medford, Boston, Chelsea, Cambridge, and Somerville.

#### We invite you to learn more about these opportunities and meet with the Wynn FF&E purchasing team

DATE: Thursday, January 12<sup>th</sup> TIME: 9:00 am – 12:00 pm LOCATION: Anthony's of Malden – 105 Canal Street, Malden, MA

Please note that Wynn typically works with vendors that directly manufacture or fabricate products, rather than brokers or distributors. This focus of this event is FF&E purchasing, <u>NOT</u> operational purchasing. Purchasing for resort operations, including food and beverage products, paper products, promotional products, perishable and replenishable products, will be the subject of a future event. Please see a detailed list of FF&E purchasing areas below.

#### **REGISTER <u>HERE</u> BY JANUARY 6<sup>TH</sup> TO ATTEND**

Program for the event will be as follows:

7

8:30 AM – 9:00 AM	Check in
9:00 AM	Welcome
9:15 AM	Presentation covering Wynn purchasing standards, timelines, volumes
10:00 AM - 12:00 PM	1-on-1 vendor meetings with Wynn purchasing team

## **FF&E Purchasing Areas**

#### 1. FURNITURE

- o Furniture
- Decorative Hardware for Furniture (Knobs, Pulls)
- Seating
- o Mattresses
- Casegoods (Tables, Consoles, Nightstands, Etc.)
- Millwork such as slot machine bases
- Office Systems, Desks, Chairs, Conference Tables, Filing Cabinets
- Furniture refinishing, reupholstery and repair/touch up services
- 2. STONE & GLASS
  - Stone / Marble for Furniture Tops
  - Glass for Furniture Tops

#### 3. FABRIC & CARPET

- Fabric including vinyl and leather
- Fabric Treatment and Backing
- Carpet
- o Wallcover

#### 4. LIGHTING & EQUIPMENT

- Hardwire Light Fixtures including sconces, chandeliers, pendants
- Portable Light Fixtures including desk lamps, table lamps, floor lamps
- Special Equipment including salon and spa equipment, fitness equipment, some electronics
- Drapery Motors/Hardware/Fabrication and Installation
- Décor Canopies, awnings

#### 5. DECORATIVE ITEMS

- Amenity / Accessories such as tissue holders, wastebaskets, trays, soap dispensers
- Art, Mirrors and Accessories
- Art Features
- o Planters

#### 6. FREIGHT, LOGISTICS & WAREHOUSING

- Art installation
- Furniture Installation
- Shipping, Logistics
- Warehousing

## **Construction: M/W/VBE Participation**

- As of December 31st, 12.9%, \$53.0 million, of construction contracts have been awarded to M/W/VBEs.
- Construction contracts in December included awards to three WBEs and one VBE.
- Negotiations with additional M/W/VBE sub-contractors and suppliers are underway, following awards to prime tier sub-contractors.

	# Contract Awards	Goal	Awarded to Date	\$ Awarded to Date
MBE	23	5.0%	5.6%	\$22.9 M
WBE	45	5.4%	4.1%	\$16.6 M
VBE	15	1.0%	5.7%	\$23.5 M
TOTAL	69*	11.4%	12.9%*	\$53.0 M*

#### Total Qualified Construction Spend = \$409,486,955

\* M/W/VBE contract awards report includes awards made to businesses with more than one diverse classification (i.e. M/WBE). Totals reported deduct any double counting due to awards to businesses with more than one diverse classification.

## **Construction: MBE Participation, 23 Contracts Awarded**

			Award		% of Awarded
Sub-Contractor / Supplier	Location	Scope	Amount (\$)	% Goal	Contracts
Andella Iron Inc.	Chelsea, MA	Rebar Install			
All Time Service, Inc. (M/WBE)	Jamaica Plain, MA	Cleaning			
Adonai Water (M/WBE)	Randolph, MA	Water Supply			
Anvil Steel & Engineering (M/VBE)	Taunton, MA	Shear Stud Installation			
Building Enclosure Associates	Charlestown, MA	Commissioning			
Carol's Light Supply (M/WBE)	Canton, MA	Electrical Materials & Equipment			
CDP Fastener Group	Brockton, MA	Ejector Pump Control Panel Supply			
Charter Contracting Company	Boston, MA	Remediation			
Charter Contracting Company	Boston, MA	Trucking			
Dependable Masonry Construction	North Reading, MA	Masonry			
Don Martin	Marshfield, MA	Paving			
Don Martin	Marshfield, MA	Paving			
D. Silva Trucking	Carver, MA	Trucking			
Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
E. G. Fisher Construction, Inc.	Worcester, MA	CIP Light RT Wall Concrete Work			
Fisher Contracting Corporation (M/W	BE Worcester, MA	Living Shore Line Earthwork			
Independent Pipe Service	Houston, TX	Drill Casing Supply			
M-O-N Landscaping	North Dartmouth, MA	Erosion Control			
Regis Steel	Fall River, MA	Rebar Cages			
Richard W. Reid Electrical	Billerica, MA	Electrical			
Titan Roofing (M/VBE)	Quincy, MA	Roofing			
US Inspection & Consulting	Phoenix, AZ	Materials Testing			
Wood & Wire Fence	Lincoln, RI	Temporary Fence			
		TOTAL	\$22,875,412	5.0%	5.6%



### **Construction: WBE Participation, 45 Contracts Awarded**

			Award		% of Awarded
Sub-Contractor / Supplier	Location	Scope	Amount (\$)	% Goal	Contracts
ABC Soils, Inc.	Sudbury, MA	Soil Testing			
Adonai Water (M/WBE)	Randolph, MA	Water Supply			
Albanese Brothers, Inc	Dracut, MA	Stone			
Albanese Brothers, Inc	Dracut, MA	Furnish stone & gravel			
Alliance Detective & Security	Everett, MA	Site Security			
Alliance Detective & Security	Everett, MA	Site Security			
All Time Service, Inc. (M/WBE)	Jamaica Plain, MA	Cleaning			
Back Bay Concrete	Wakefield, MA	Place and Finish Concrete Slab			
Brennan Consulting	Burlington, MA	Surveying			
BOSS Steel	Everett, MA	Steel Erection			
Boston Bridge & Steel	Methuen, MA	Catwalk Railing Fabrication			
Carol's Light Supply (M/WBE)	Canton, MA	Electrical Materials & Equipment			
Charles George Trucking	Londonderry, NH	Trucking			
Dagle Electrical Construction	Woburn, MA	Electrical			
Delucca Fence Company	Methuen, MA	Fencing			
Delucca Fence Company	Methuen, MA	Fencing			
Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
Fisher Contracting Corporation (M/WBI		Living Shoreline Earthwork, Concrete			
Granite City Electrical	-	Electrical Supplies			
Granite City Electrical	Quincy, MA	Electrical Supplies			
Hat Creek Outfit	Quincy, MA	HVAC Supplies			
Jackson Glass	Rockland, MA				
	Roslindale, MA	Curtain Wall Installation			
JMD Building Products	New York, NY	Pipe supplies			
J. Rego Trucking	Taunton, MA	Trucking			
Keville Enterprises	Boston, MA	Construction Inspections			
Lub-O-Line Industrial Oil	Somerville, MA	Lube & Fuel Supplier			
Melo's Rodbusters	South Dartmouth, MA	Reinforcing Steel Supply			
Pest End Inc	Methuen, MA	Pest Control			
PJSpillane	Everett, MA	Waterproofing			
Ramco	West Bridgewater, MA	Stakes, Hay Bales, Fence			
Rebars & Mesh	Haverhill, MA	Rebar Supply			
Rebars & Mesh	Haverhill, MA	Rebar Supply			
Rebars & Mesh	Haverhill, MA	Rebar Supply			
Stadium Fuel	Peabody, MA	Fuel			
Taibi Equipment	Wakefield, MA	Equipment Rental			
Taycam LLC	Plymouth, MA	Equipment Rental			
Tools Unlimited	Stoughton, MA	Small tools supply			
Urban Insulation	Salisbury, MA	Furnish, Install Pipe Insulation			
Welch Associates Land Surveyors	West Bridgewater, MA	Layouts, As-built Surveys			
Welch Associates Land Surveyors	West Bridgewater, MA	Layouts, As-built Surveys			
Wang Commissioning	West Roxbury, MA	Building Commissioning			
William G. Moore	Freehold, NJ	Timber Piles Supply			

### **Construction: VBE Participation, 15 Contracts Awarded**

				Award		% of Awarded
Sub-Contractor / Supplier	Location	Scope		Amount (\$)	% Goal	Contracts
Anvil Steel Engineering (M/VBE)	Taunton, MA	Shear Stud Installation				
Arrow Security	Springfield, MA	Site Security				
Broco Oil	North Reading, MA	Fuel Supply				
Broco Oil	North Reading, MA	Fuel Supply				
Broco Oil	North Reading, MA	Fuel Supply				
Broco Oil	North Reading, MA	Fuel Supply				
Cobiax						
Eastern Exterior Wall	Allentown, PA	Pre-Engineered Walls				
Frisoli Electric	Holbrook, MA	Grounding Materials Supply				
Homeland Mechanical	Quincy, MA	Furnish, Install Trench Drains				
J Rams	East Wareham, MA	Sign Installation				
Recon Outfitters	Sturbridge, MA	Water/slurry tanks				
Sourcing Solutions	Tigard, OR	Crane Mat Supplier				
Titan Roofing (M/VBE)	Quincy, MA	Roofing				
Thompson & Lichtner, Inc.	Canton, MA	Materials Testing				
			TOTAL	\$23,519,244	1.0%	5.7%

## **Construction: Workforce Participation**

- As of December 31st, 209,399 hours of work had been completed on the project site by 746 workers.
- 178 minorities, 39 females, and 31 veterans have performed construction work on the project.

	# Workers*	# Diverse Workforce Hours*	Goal	% Diverse Workforce Hours to Date
Minority	178	50,241.8	15.3%	24.0%
Female	39	13,697.5	6.9%	6.5%
Veteran	31	11,558.0	3.0%	5.5%



\*Individual workers, and the hours worked by those individuals, may be counted in more than one diverse category.

## **Construction Workforce: Outreach**

- Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprentice Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
- Launched regular communication to union walkon applicants regarding upcoming on-site sub-contractors.
- Girls in Trades planning for February 8<sup>th</sup> Alumni Event.
- **12/6:** Update meeting with Chinatown community organizations
- **12/7:** Update meeting with The Career Place
- **12/14:** Quarterly update with the Hispanic American Institute
- **12/19:** Planning meeting Metro North Regional Employment Board
- **12/29**: Building Pathways Information Session at Everett City Hall



The Building Trades are ACTIVELY SEEKING women with YOUR background as a graduate of a Career and Technical Education (Vocational)

# YOU ARE INVITED

TO EXPLORE A HIGH WAGE, HIGH SKILL CAREER IN UNION CONSTRUCTION





#### Meet with Union Apprenticeship Representatives, Contractors, and working Tradeswomen

Wednesday, February 8th I 2:00 pm – 4:00 pm Wynn Boston Harbor Construction Office 3 Charlton Street, Everett, MA

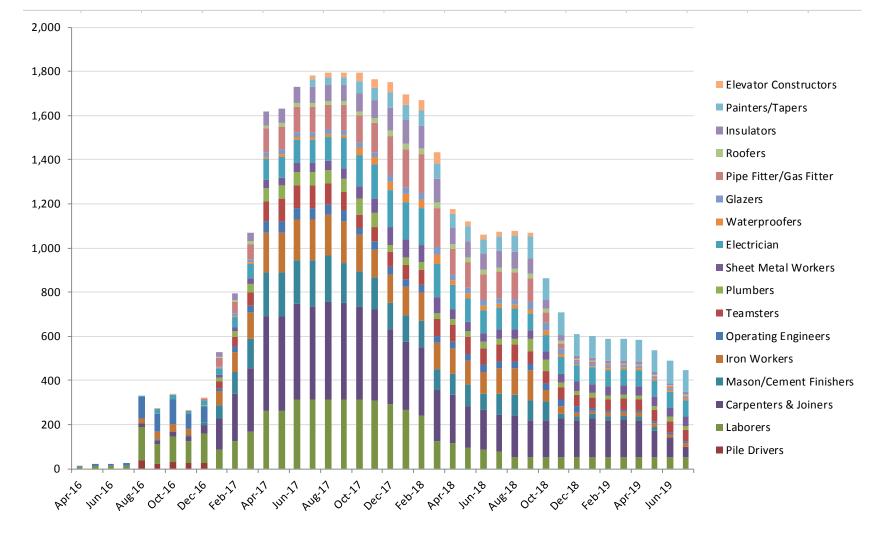
Free Admission | Free Parking | Light Refreshments Served

Space is limited, RSVP by January 30th at https://www.surveymonkey.com/r/R6JNLN8 or 617-517-4582 or compliance@suffolk.com

Sponsored by Wynn Boston Harbor | Sutfolk Construction



### Construction Workforce: Projected Labor Schedule



#### Wynn Boston Harbor Labor Projection (FTE)







#### WYNN BOSTON HARBOR Construction Workforce Diversity Date Range: 9/2015 - 12/31/2016

						DECEMBER	2016					PROJECT TO D					T TO DATE	D DATE					
			MINORITY -	Goal: 15.3	\$%	FEMALE -	Goal: 6.9%		VETERAN -	Goal: 3.0%				MINORITY	Goal: 15.3%		FEMALE - C	Goal: 6.9%		VETERAN -	VETERAN - Goal: 3.0%		
LOCAL TRADE UNION	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%	Total Hours T	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%	
Asbestos Workers Local 6	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Boilermakers Local 29	118.0	5	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	129.0	5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Bricklayers Local 3 Eastern Mass.	19.0	1	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	19.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 107	18.0	1	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	218.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 111	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 1305	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	172.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 218	696.0	12	5	131.0	18.8%	C	0.0	0.0%	1	71.0	10.2%	4,328.0	19	9	1,643.0	38.0%	2	543.0	12.5%	2	611.0	14.1%	
Carpenters Local 26	102.0	1	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	462.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 275	13.0	2	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	642.5	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 33	678.5	14	4	105.0	15.5%	1	66.0	9.7%	2	104.0	15.3%	2,976.5	19	4	383.0	12.9%	1	66.0	2.2%	2	382.0	12.8%	
Carpenters Local 40	120.0	2	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	120.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 424	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 475	90.0	1	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	659.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 535	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 624	104.0	1	1	104.0	100.0%	C	0.0	0.0%	0	0.0	0.0%	377.0	1	1	377.0	100.0%	0	0.0	0.0%	0	0.0	0.0%	
Carpenters Local 67	99.0	6	3	63.0	63.6%	C	0.0	0.0%	0	0.0	0.0%	303.0	7	4	267.0	88.1%	0	0.0	0.0%	0	0.0	0.0%	
Electricians Local 103 I.B.E.W.	1,573.5	22	5	451.0	28.7%	C	0.0	0.0%	0	0.0	0.0%	6,777.5	57	10	1,256.5	18.5%	0	0.0	0.0%	0	0.0	0.0%	
Electricians Local 104 I.B.E.W (Utilities)	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	688.0	9	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%	
Elevator Constructors Local 4	89.0	3	1	24.0	27.0%	C	0.0	0.0%	1	24.0	27.0%	1,976.3	5	1	577.3	29.2%	0	0.0	0.0%	1	569.5	28.8%	
Floorcoverers Local 2168	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Iron Workers Local 7	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	7,394.5	40	15	2,327.5	31.5%	3	613.0	8.3%	1	102.0	1.4%	
Laborers Local 133	43.5	1	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	141.5	3	1	20.0	14.1%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 138	25.0	2	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	97.5	4	1	25.0	25.6%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 14	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 1421 (Wreckers)	1,127.0	10	10	1,127.0	100.0%	2	276.0	24.5%	0	0.0	0.0%	3,193.5	16	16	3,193.5	100.0%	3	805.0	25.2%	0	0.0	0.0%	
Laborers Local 146	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 151	892.0	12	4	216.0	24.2%	1	192.0	21.5%	0	0.0	0.0%	5,549.0	24	5	1,469.5	26.5%	2	1,349.5	24.3%	0	0.0	0.0%	
Laborers Local 175	189.0	7	2	126.5	66.9%	C	0.0	0.0%	0	0.0	0.0%	189.0	7	2	126.5	66.9%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 22	4,840.0	53	20	2,115.5	43.7%	5	473.0	9.8%	1	29.0	0.6%	44,868.5	160	52	17,503.0	39.0%	14	5,711.5	12.7%	5	1,740.5	3.9%	
Laborers Local 223	412.5	5	2	221.0	53.6%	C	0.0	0.0%	0	0.0	0.0%	2,664.0	14	4	887.5	33.3%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 230	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 243	274.0	3	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	872.5	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 271	34.0	2	1	18.0	52.9%	C	0.0	0.0%	0	0.0	0.0%	1,438.0	5	2	597.0	41.5%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 385	203.5	3	1	8.0	3.9%	C	0.0	0.0%	0	0.0	0.0%	1,898.5	8	3	88.0	4.6%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 39	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 429	92.0	1	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	732.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 455	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 473	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	162.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 547	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 560	53.5	4	2	13.0	24.3%	C	0.0	0.0%	0	0.0	0.0%	1,845.0	7	4	1,601.5	86.8%	0	0.0	0.0%	0	0.0	0.0%	
Laborers Local 596	0.0	0	0	0.0	0.0%	C	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	

#### Workforce Summary Report

Laborers Local 609	209.5	q	2	49.0	23.4%	0	0.0	0.0%	1 8.0	3.8%	651.0	11	2 139.	5 21.4%	0 0.0	0.0%	6	2 184.0	28.3%
Laborers Local 610	306.5	3	2	49.0		0	0.0	0.0%	0 0.0		795.0	7	3 91.		0 0.0			0 0.0	0.0%
Laborers Local 611	0.0	2	0	0.0		0	0.0	0.0%	0 0.0		795.0	· · · · · · · · · · · · · · · · · · ·	0 0.		0 0.0			0 0.0	0.0%
		0	0			0					0.0	0		-					
Laborers Local 665	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0		0.0	0	0 0.	_	0 0.0			0.0	0.0%
Laborers Local 675	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Laborers Local 721	202.0	2	1	9.0	4.5%	0	0.0	0.0%	0 0.0	0.0%	1,441.0	3	1 29.	0 2.0%	0 0.0	0.0%	6	0.0	0.0%
Laborers Local 876	178.0	3	1	160.0	89.9%	0	0.0	0.0%	0 0.0	0.0%	1,404.0	5	1 1,330.	94.7%	0 0.0	0.0%	6	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	2,455.0	13	1	245.0	10.0%	1	44.0	1.8%	0 0.0	0.0%	8,884.5	19	1 577.	5 6.5%	1 44.0	0.5%	6	0.0	0.0%
Laborers Local 999	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Operating Engineers Local 4	9,236.0	73	14	1,662.0	18.0%	4	563.5	6.1%	5 806.0	8.7%	84,571.8	178	27 12,822.	5 15.2%	6 2,906.0	3.4%	6	9 4,929.5	5.8%
Painters & Allied Trades D.C. #35	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Piledrivers Local 56	2,025.0	26	4	124.5	6.1%	2	134.5	6.6%	3 333.5	16.5%	20,153.5	65	6 2,716.	5 13.5%	7 1,659.	5 8.2%	6	7 2,993.5	14.9%
Pipe Fitters Local 537	32.0	3	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	32.0	3	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Plasterers & Cement Masons Local 534	112.5	11	0	0.0	0.0%	0	0.0	0.0%	1 4.0	3.6%	283.0	18	1 27.	9.5%	0 0.0	0.0%	6	1 4.0	1.4%
Plumbers & Gasfitters Local 12	158.0	4	1	42.0	26.6%	0	0.0	0.0%	1 42.0	26.6%	281.0	8	1 50.	0 17.8%	0 0.0	0.0%	6	1 42.0	14.9%
Roofers & Slaters Local 33	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Sheet Metal Workers Local 17	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Shop and Mill Cabinet Local 51	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Sprinkler Fitters Local 550	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Teamsters Local 25	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	0.0	0	0 0.	0.0%	0 0.0	0.0%	6	0.0	0.0%
Woodframe Local 723	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0 0.0	0.0%	8.0	1	0 0.	0.0%	0 0.0	0.0%	6	0 0.0	0.0%
Total	26,820.5	320	85	7,014.5	26.2%	16	1,749.0	6.5%	16 1,421.5	5.3%	209,399.0	746	178 50,241.	8 24.0%	39 13,697.	6.5%	δ 3	1 11,558.0	5.5%

#### SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	178	50,241.8	15.3%	24.0%
Female	39	13,697.5	6.9%	6.5%
Veteran	31	11,558.0	3.0%	5.5%

#### WYNN BOSTON HARBOR Construction Workforce Diversity Date Range: 9/2015 - 12/31/2016

		DECEMBER 2016								PROJECT TO DATE												
			MINORITY	- Goal: 15.3%	6	FEMALE -	Goal: 6.9%		VETERAN - O	Goal: 3.0%				MINORITY -	Goal: 15.3%	5	FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
CONTRACTOR	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	lours	%
Andella Iron Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	557.0	4	3	503.0	90.3%	0	0.0	0.0%	0	0.0	0.0%
Cashman Dredging & Marine Contracting	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	200.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Cavalieri Construction Company, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	2,102.5	21	5	1,326.0	63.1%	0	0.0	0.0%	1	462.5	22.0%
Coastal Marine Construction	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	2,223.5	15	0	0.0	0.0%	1	84.0	3.8%	1	116.5	5.2%
Construction Drilling, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	499.5	4	1	8.0	1.6%	0	0.0	0.0%	0	0.0	0.0%
Dagle Electrical Construction Corporation	7.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	3,401.0	26	3	462.0	13.6%	0	0.0	0.0%	0	0.0	0.0%
DeLucca Fence Company	21.0	5	1	5.0	23.8%	0	0.0	0.0%	0	0.0	0.0%	475.5	28	6	115.0	24.2%	1	16.0	3.4%	1	24.0	5.0%
Don Martin Corporation	86.0	9	3	26.0	30.2%	0	0.0	0.0%	0	0.0	0.0%	306.5	14	5	116.0	37.8%	0	0.0	0.0%	0	0.0	0.0%
E.H. Marchant Co. Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	19.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	12.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	466.0	10	1	27.0	5.8%	0	0.0	0.0%	0	0.0	0.0%
Fischbach & Moore Electric Group, LLC	424.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	734.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Geologic Earth Exploration, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	72.5	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hayward Baker Inc.	1,183.0	15	3	96.0	8.1%	0	0.0	0.0%	0	0.0	0.0%	6,078.0	32	3	1,127.0	18.5%	1	65.0	1.1%	1	273.0	4.5%
J Rams Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	17.0	2	0	0.0	0.0%	0	0.0	0.0%	1	8.0	47.1%
J. Derenzo Co.	10,123.0	54	12	2,077.5	20.5%	3	363.5	3.6%	4	702.0	6.9%	53,099.5	77	12	10,382.5	19.6%	5	2,993.0	5.6%	6	3,259.5	6.1%
J.C. Higgins Corp	190.0	7	1	42.0	22.1%	0	0.0	0.0%	1	42.0	22.1%	294.0	10	1	50.0	17.0%	0	0.0	0.0%	1	42.0	14.3%
J.F. White Contracting Company, Inc	912.5	11	1	8.0	0.9%	2	240.0	26.3%	0	0.0	0.0%	3,133.0	13	2	248.0	7.9%	2	640.0	20.4%	0	0.0	0.0%
JR Vinagro Corp.	170.0	4	4	170.0	100.0%	0	0.0	0.0%	0	0.0	0.0%	170.0	4	4	170.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
K&H Electrical Systems, Inc.	932.5	9	3	390.0	41.8%	0	0.0	0.0%	0	0.0	0.0%	2,085.5	11	3	697.5	33.4%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	2,967.0	43	13	800.5	27.0%	3	302.0	10.2%	3	117.0	3.9%	19,554.5	81	24	5,237.0	26.8%	6	2,127.5	10.9%	4	1,079.0	5.5%
Liberty Equipment and Supply	406.0	4	1	104.0	25.6%	0	0.0	0.0%	1	104.0	25.6%	1,311.0	5	1	510.0	38.9%	0	0.0	0.0%	1	252.0	19.2%
Lockwood Remediation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lund Rebar Services, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	677.0	13	6	441.0	65.1%	0	0.0	0.0%	1	102.0	15.1%
Mass Bay Electrical Corp.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	105.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	210.0	4	2	61.0	29.0%	0	0.0	0.0%	0	0.0	0.0%	418.0	5	2	81.0	19.4%	0	0.0	0.0%	0	0.0	0.0%
Midnight Iron Construction Management Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MON Landscaping Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	96.0	7	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Moretrench	4,674.0	27		1,348.5	28.9%	2	162.5	3.5%	2	317.5	6.8%	16,204.5	35	10		32.5%	3	194.5	1.2%	2	792.0	4.9%
MTK Construction Services, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	287.0	10	9	279.0	97.2%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	1,127.0	10	10	1,127.0	100.0%	2	276.0	24.5%	0	0.0	0.0%	3,298.5	19	19	3,298.5	100.0%	3	805.0	24.4%	0	0.0	0.0%
NorthStar Contracting Group, Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	37.0	2	1	12.0	32.4%	0	0.0	0.0%	0	0.0	0.0%
P.J. Spillane Company, Inc.	187.5	8	2	50.5	26.9%	0	0.0	0.0%	0	0.0	0.0%	198.5	8	2	50.5	25.4%	0	0.0	0.0%	0	0.0	0.0%
Prudential Door & Window Co. Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
R.J. Cobb LTD	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	48.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Rapid Flow Inc.	106.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	506.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	6,128.5	22	6	1,383.5	22.6%	3	613.0	10.0%	0	0.0	0.0%
Richard W. Reid Electric Company Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	34.0	3	2	16.0	47.1%	0	0.0	0.0%	0	0.0	0.0%
S&A Cranes LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	9.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
S&F Concrete Contractors, Inc.	1,434.5	73	18	425.5	29.7%	1	. 66.0	4.6%	3	99.0	6.9%	1,434.5	73	18	425.5	29.7%	1	66.0	4.6%	3	99.0	6.9%
Silverback Construction Inc.	8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	368.0	16	1	27.0	7.3%	0	0.0	0.0%	0	0.0	0.0%
The Railroad Associates Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	65.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
The Welch Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%	11,582.5	21	2	1,308.0	11.3%	3	1,057.0	9.1%	2	1,225.0	10.6%

#### Workforce Summary Report

	TOTAL	26,820.5	320	85 7,014	.5 26.2%	6 1	l6 1,749.0	6.5%	16	1,421.	5.39	%	209,399.0	746	178	50,241.8	24.0%	39	13,697.5	6.5%	31	11,558.0	5.5%
Wood & Wire Fence Co. Inc		0.0	0	0 0	.0 0.0%	6	0 0.0	0.0%	0	0.	0.09	%	8.0	2	1	4.0	50.0%	0	0.0	0.0%	0	0.0	0.0%
WES Construction Corp		368.5	6	0 0	.0 0.0%	6	1 80.0	21.7%	0	0.	0.09	%	1,631.5	12	0	0.0	0.0%	1	374.0	22.9%	0	0.0	0.0%
Vynorius Piledriving Inc.		587.0	14	2 40	.0 6.8%	6	1 16.0	2.7%	2	40.	6.89	%	10,374.5	23	2	1,367.8	13.2%	2	649.5	6.3%	3	1,193.5	11.5%
UTEC Constructors LLC		0.0	0	0 0	.0 0.0%	6	0 0.0	0.0%	0	0.	0.09	%	688.0	9	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
TREVIICOS CORPORATION		683.5	4	1 243	.0 35.6%	ó	1 243.0	35.6%	0	0.	0.09	%	58,336.0	85	22	15,192.0	26.0%	7	4,013.0	6.9%	3	2,630.0	4.5%

#### SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	178	50,241.8	15.3%	24.0%
Female	39	13,697.5	6.9%	6.5%
Veteran	31	11,558.0	3.0%	5.5%