



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, November 8, 2016 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 – 9/13/2016 & 10/11/2016

REPORT:

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

Chelan Brown
Diversity Specialist, Construction & Operations

Jason Rosewell
Executive Director of Design and Construction

COMMITTEE MEMBER DISCUSSION

COMMUNITY INPUT

REPORT:

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

Jennie Peterson
Manager, Development

COMMITTEE MEMBER DISCUSSION

COMMUNITY INPUT

ADDITIONAL DISCUSSION TOPICS

- **Construction Diversity Marketing & Recruitment Campaign**
- **Veteran Appreciation/Opportunities**

Jill Griffin, Director of Workforce, Supplier and Diversity Development

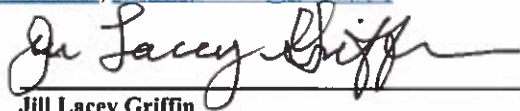
Bruce Stebbins, Commissioner

Next MGC Access and Opportunity Committee Meeting- December 13, 2016
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.

11-3-16
(date)



Jill Lacey Griffin
Director of Workforce, Supplier and Diversity Development
Massachusetts Gaming Commission

Date Posted to Website: November 3, 2016 at 4:00 p.m.



Massachusetts Gaming Commission



MassGaming Access and Opportunity Committee
Meeting Minutes
September 13, 2016, 10:30 am – 12:30 pm
Springfield Technical Community College, 1 Armory Street, Springfield, MA 01105

Call to Order/Introductions **10:56 am**

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

Introduction **10:57 am**

Dr. John B. Cook, President of Springfield Technical Community College, made introductions.

Reports:

MGM Springfield **10:59 am**

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations
Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- MGM Springfield’s General Counsel introduced MGM Springfield’s Human Resources Specialist and Diversity and Affirmative Marketing Program.
- Outreach to MBE, WBE and VBE Companies
 - All of the 6 construction companies reached out to are MA-based.
- Outreach to local community group
 - Continued strong collaborations.
 - Less need to work with organizations on an individual basis because of work with Community Partners Network, which unites multiple organizations.
- Community Partners Network
 - All based in Western MA, many are Springfield-based.
 - Held meeting on August 3rd, attended by 19 members.
 - Vacant Steering Committee seat was filled by Jynai McDonald, Area Director for Training Resources of America.
 - CPN Committees and Sub-Committees gave updates; MGM gave update on Diversity Task Force.
 - MGC Director of Workforce, Supplier and Diversity Development held focus group discussion.
 - Interim CPN Membership Team, Advocacy Team, Defining Our Success Team, Basic Eligibility Team, and Work Readiness Team continued work. Advocacy Team will be meeting with local Responsible Employer Ordinance Committee.

- Correction noted by MGM’s Diversity Specialist: Slide 12 of MGM’s presentation should read “Responsible Employer Ordinance Committee.”
- Union Referral System Update
 - Continued meetings with local unions.
 - 3 new diverse individuals accepted into local unions, ready for work.
- Other Diversity Work & Outreach Events
 - August 24, 2016: MGM Springfield Construction Outreach Session –Union Paint & Drywall Contractors
 - August 29 & 30, 2016: Free OSHA 10 Training for Diverse Individuals Referred by Community Partners Network
 - August 23, 2016: U.S. Department of Labor Forum for Tradeswomen and Their Allies - At the New England Regional Council of Carpenters Office in Boston, MA
 - August 2016 & Ongoing: MGM/Tishman Diversity Team Meetings
 - August 2016 & Ongoing: MGM/Tishman/Subcontractor Diversity Kick-Off & Review Meetings (Beginning of job and as needed)
- Upcoming Outreach Events
 - September, 2016: Community Partners Network Meeting
 - September 8 & 16, 2016: Smith College Women’s Architectural & Engineering Program Site Tours
 - September 14, 2016: Putnam Vocational Academy Construction Faculty/Tishman Tour & Meeting
 - September 14, 2016: Diversity Task Force Meeting
 - September 19, 2016: MGM Springfield Construction Outreach Session: Spray Fireproofing and Scaffolding
 - September 30, 2016: Putnam Vocational Academy & Tishman Construction Co. Student/Construction Program Launch
 - On-Going: Diversity General Contractor and Subcontractor meetings as needed
 - MGM Springfield Community Partners Network Trainings:
 - September 2016, TBD: “A Day In The Life of A Union Tradesperson”
 - September 10 & 17, 2016: Free OSHA 10 Course & Certification
 - October 2016: “A Day In The Life of A Union Tradesperson” Information Session - On-the-Job Conflict Resolution Workshop
 - November 2016: “A Day In The Life of A Union Tradesperson” Information Session - Work Readiness 2 Day Training
 - December 2016: “A Day In The Life of A Union Tradesperson” Information
- Workforce Diversity Statistics - Union: As of 8/31/2016
 - Women: 7.56% (Goal: 6.90%)
 - Minority: 34.78% (Goal: 15.30%)
 - Veteran: 8.01% (Goal: 8.00%)
- Workforce Diversity Statistics: As of 8/31/2016 (Total On-site Workforce)
 - Women: 9.47% (Goal: 6.90%)
 - Minority: 26.94% (Goal: 15.30%)
 - Veteran: 9.17% (Goal: 8.00%)

- Workforce 3-Month Look Ahead
 - Work in Progress - Water/Sewer Infrastructure
 - Work in Progress - Temp Power infrastructure for Tower Crane
 - Work in Progress - Garage Foundations
 - Work in Progress - Underground MEP for Garage
 - Work in Progress - Union Chandler Façade Preservation/Demo
 - Work in Progress – Systems Separation 95/101 State
 - Work in Progress - Hotel-Podium Foundations
 - Work in Progress - Generator Switch Gear Area
 - Work in Progress - Water Retention Basin
 - Work in Progress - Underground MEP Hotel Podium
 - Work in Progress - Concrete Slab on Grade for Podium
 - Sept. 2016 - Tower Crane Erection
 - Sept. 2016 - Pre-cast Garage Elements
 - Sept. 2016 - Garage Erection
 - Oct. 2016 - Steel Erection for Hotel Podium
- Design & Construction Commitments: Through 8/31/2016
 - WBE: 13.4% (Goal: 10.0%)
 - MBE: 6.6% (Goal: 5.0%)
 - VBE: 6.7% (Goal: 2.0%)
- Design & Consulting Commitments: Through 8/31/2016
 - WBE: 12.0% (Goal: 10.0%)
 - MBE: 11.3% (Goal: 5.0%)
 - VBE: 4.7% (Goal: 2.0%)
- Construction Commitments: Through 8/31/2016
 - WBE: 13.8% (Goal: 10.0%)
 - MBE: 5.6 % (Goal: 5.0%)
 - VBE: 7.1% (Goal: 2.0%)

Committee Member Comments and Discussion

11:23 am

- A committee member wanted to echo MGC’s Director of Workforce, Supplier and Diversity Development’s congratulations to MGM on their diversity outreach. The member also highlighted the good progress of MGM’s high impact poor performers. The member then expressed concerns that more hours were worked by contractors whose women’s numbers decreased, and less hours were worked by contractors whose women’s numbers were higher. She suggested MGM looks into the issue.
 - MGM’s Director of Pre-Construction mentioned regular meetings with Tishman and didn’t foresee a drop in women numbers.
- The committee member asked for updates on MGM and Tishman’s walk-on process.
 - MGM’s Diversity Specialist asked the member to send along a best practices document before they go forward.

- A committee member asked if the Basic Eligibility Screening team uses a document that outlines the factors being looked at and whether the document could be shared.
 - MGM’s Diversity Specialist said the team does use a document developed by Pam Howard, and MGM would get back to the member about sharing the document.
- A community member asked about the directory of Community Partners Network organizations.
 - MGM’s Diversity Specialist said the directory is used to allow the organizations to know who each other are and to make referrals. She said it will also be posted on MGM Springfield’s website and shared amongst the partners.

Approval of the Minutes

11:32 am

Minutes unanimously approved.

Wynn Boston Harbor

11:32 am

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 8/31/2016
 - MBE: 7.8% (Goal: 7.9%)
 - WBE: 4.7% (Goal: 10.0%)
 - VBE: 6.4% (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 Hispanic American Institute.
 - 8/2: Hispanic American Institute, North Shore Latino Business Association Business Opportunities event
 - Selected participants for the Suffolk Trade Partnership Series, including eight MBEs, seven WBEs, one VBE, and one Everett business.
 - A Suffolk representative spoke about the Suffolk’s Trade Partnership Series kick-off. He said that they received 34 applications, with 14 contractors selected. Among the contractors were local, Boston, Springfield, and Everett-based businesses.
- Construction: M/W/VBE Participation – Awarded contracts as of 8/31/2016
 - MBE: 6.7% (Goal: 5.0%)
 - WBE: 5.0% (Goal: 5.4%)
 - VBZE: 0.7% (Goal: 1.0%)
- Construction: Workforce Participation: (As of 8/31/2016)
 - Minority: 21.7% (Goal: 15.3%)
 - Women: 5.2% (Goal: 6.9%)

- Veteran: 6.1% (Goal: 3.0%)
 - Wynn’s Project Manager mentioned corrective action meetings that Suffolk’s Compliance Officer held with contractors with low numbers, which were also attended by project managers and union business agents.
- Construction Workforce: Outreach
 - Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
 - Announced September Construction Career Fairs.
 - 8/3: Round table presentation at the Freedom House Road to Success event.
 - 8/22: Building Trades Training Directors meeting.
 - 8/23: Apprenticeship USA Construction Accelerator Summit.
 - 8/24: Community update with the Asian American Civic Association, Chinatown Neighborhood Coalition, the Chinatown Neighborhood Council.
 - 8/24: Policy Group on Tradeswomen’s Issues.
 - Building Trades Career Fairs Throughout September
 - Flier is translated in Haitian Creole, Spanish, Portuguese, and Chinese.
- Construction Look-Ahead

Committee Member/Community Comments and Discussion

12:03 pm

- MGC’s Chair of Commissioner asked who is involved in moving the situation forward in the corrective action meetings.
 - A Suffolk representative said the contractors, people involved in hiring decisions, and union representatives with numbers of available workers are involved. He said that the meetings are in depth and nothing is hidden.
- A committee member asked if Wynn could include a total count of employees, as MGM does.
 - Wynn’s Project Manager said they could add the number of total individuals.
- A committee member asked what Railroad Associates does and what trades they work with.
 - Wynn’s Project Manager said that Railroad Associates was involved with the temporary rail they built on the project for transporting dirt from excavation and possibly for deliveries in the future.
- A committee member expressed concern about the decrease in women’s numbers. She said it was exciting to see how well Wynn was doing, and asked what they think they need to do to turn the numbers around.
 - A Suffolk representative said that the work has just begun to pick up, and there is a foundation crew that will have many employees. As a result, Suffolk will be very proactive with them and focused on the high impact poor performers.

- MGC’s Chair of the Commission expressed his appreciation for the licensees taking the diversity efforts seriously and the fact that the efforts are making a difference.

Meeting Adjourned		12:03 pm
<u>Attendees</u>		
Committee Members and Supporting Committee/Staff	Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Dr. John B. Cook	Tameka Moss
Brian McPherson	Emily Earll	
Shelley Webster	Todd Bida	
Jennie Peterson	Trevis Wray	
Lisa Clauson		
Ny Mahasadeth		
Hadley Price		
John Perez		
Joseph Delaney		
Nader Acevedo		
Jason Rosewell		
Mei-Ling Rodriguez		
Chelan Brown		
Seth N. Stratton		
Anita Bird		
Mary Vogel		
Jason Garand		
Bruce Stebbins		
Steve Crosby		
Liz Skidmore		
Vanessa Otero		
Maureen Carney		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated September 7th, 2016
- July 12th, 2016 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated September 13th, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: August 31, 2016
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update August PowerPoint Presentation dated September 13, 2016
- Wynn Boston Harbor – Construction Workforce Diversity As of August 28, 2016.



**MassGaming Access and Opportunity Committee
Meeting Minutes**

October 11, 2016, 10:30 am – 12:30 pm

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

Call to Order/Introductions **10:36 am**

The meeting was called to order by MassGaming’s Director of Workforce, Supplier and Diversity Development, Jill Griffin. Committee member and guest introductions followed.

Approval of the Minutes Postponed **10:41 am**

Approval of the minutes postponed until next meeting due to not being on the agenda.

Reports:

Wynn Boston Harbor **10:41 am**

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 9/30/2016
 - MBE: 8.9% (Goal: 7.9%)
 - WBE: 5.0% (Goal: 10.0%)
 - VBE: 6.4% (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.
 - Suffolk Trade Partnership Series classes are underway.
 - 9/8: Suffolk Trade Partnership Series kickoff
 - 9/27: Malden Chamber of Commerce, Regional Chamber Quarterly Meeting and Project Update
 - 9/28: Massachusetts Small Business Resource Fair
 - 9/29: Center for Women & Enterprise Annual Business Leaders Conference
- Construction: M/W/VBE Participation – Awarded contracts as of 9/30/2016
 - MBE: 5.8% (Goal: 5.0%)
 - WBE: 4.8% (Goal: 5.4%)
 - VBE: 6.0% (Goal: 1.0%)
- Construction Workforce Participation: (As of 9/30/2016)
 - Minority: 21.8% (Goal: 15.3%)

- Women: 5.9% (Goal: 6.9%)
- Veteran: 5.4% (Goal: 3.0%)
- Construction Workforce Outreach
 - Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
 - Building Trades Career Fairs: Fliers for the fairs had translations into different languages.
 - 9/8: Chinatown Coalition Meeting
 - 9/12: Webinar, working session with Helmets to Hardhats
 - There are challenges with people not wanting to self-identify as veterans; webinar was helpful for Suffolk team to learn about tackling this issue.
 - 9/19: Chinatown Neighborhood Council Meeting
 - 9/27: Everett High School “Life After High School” Event
 - An Everett High graduate who works at Wynn attended the event.
 - 9/28: Massachusetts Girls in Trades Board Meeting
- Construction Workforce: Projected Labor Schedule
 - Meant to be used as an overall guide rather than for cross-checking.
- Wynn’s Project Manager highlighted the increase of female construction workforce participation for Regis Steel Corporation and TREVICOS Corporation.

Committee Member Comments and Discussion

11:01 am

- A committee member noted that it was great the female participation numbers increased, which speaks to the value of targeting core crews. The member also noted that only three contractors are meeting or exceeding the female participation goals.
- A committee member asked if there was any demographic tracking in the career fair registration. Wynn’s Project Manager said there was, but they hadn’t analyzed the numbers yet. The committee member also asked if Wynn could include a column for the number of total employees on the Workforce Summary Report. Wynn’s Project Manager responded that they were working on it.
- A committee and Policy Group on Tradeswomen’s Issues member referred to a document of trend lines for Wynn Boston Harbor’s totals for access and opportunity goals in construction workforce. The document also mentioned some “Game Changers.” The member said that PGTI would provide these trend lines every month.

MGM Springfield

11:09 am

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations

Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- Outreach to MBE, WBE and VBE Companies
 - Met with 4 companies, 2 WBE and 2 VBE.
- Community Partners Network
 - September 21, 2016: Meeting with MGM Construction Team: attended by 15

community partners; MGM Springfield shared current diversity workforce numbers; CPN Steering Committee gave update on infrastructure items.

- 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 Training Calendar.
 - Review of Upcoming Union Apprenticeship Enrollment/Application Dates at beginning of meetings.
 - Temporary CPN Membership Team: finalizing a Directory of Community Partners that will be shared on MGM Springfield Construction Website and used by the Union Eligibility & Referral Committee.
 - Advocacy Team: Developing list of local contractors and construction projects; continuing meetings with Baystate Medical Center regarding expansion; will meet with local Responsible Employer Ordinance Committee.
 - Defining Our Success Team: Archiving and collecting Success Stories; working with Union Applicant Committees.
 - Basic Eligibility Screening Team: Screening over 60 new individuals.
 - Work Readiness Team: Finalizing topics/trainers for CPN Training Schedule; working with applicants deemed “not union eligible,” working on October CPN Work Readiness two-day training program.
- Union Partnership & Outreach
 - o Continued meetings and discussions with local trade unions to include: assistance with targeted diversity recruitment; assistance with upcoming new Union Apprentice Enrollment events; partnerships on outreach events; addressing challenges of new union members and working with a community sponsor to assist in retaining new members; sharing the MGM Labor Pool of diverse union members; MGM Springfield Diversity & Public Relations Team to work with PVBT & Carpenters Union #108 for outreach campaign.
 - Union Referral System Update
 - o Continued referrals and tracking of new diverse union applicants in their union application process.
 - o 1 new diverse individual was accepted into local trade union and is ready to work.
 - o 7 newly identified union members looking for work identified and added to MGM Springfield Available Labor Pool list, shared with Tishman Construction and MGM Springfield sub-contractors.
 - Other Diversity Work & Outreach/Events
 - o September 8 & 21, 2016: MGM Construction site tour with Smith College.
 - o September 13, 2016: MGC Access and Opportunities Committee MGM Construction site tour

- o September 14, 2016: Construction Diversity Task Force, attended by 3 trade unions, 3 community partners, MGM Springfield Construction and Tishman.
- o September 17 & 24, 2016: OSHA 10 Training Session 2 (15 participants: 13 minorities, 7 women [6 counted in minority count], 1 veteran.)
- o September 19, 2016: MGM Springfield Construction Outreach Session: Scaffolding, Shoring, & Spray Fireproofing
- o September 30, 2016: Tishman Construction & Putnam Vocational Academy Partnership Launch
 - o A Tishman representative said that some interns may be chosen from the high school students participating.
 - o A committee member mentioned the possibility of co-ops and a year's worth of credit in an apprenticeship for participants.
- Upcoming Outreach Events/Dates
 - o Upcoming Diversity Outreach Work:
 - October 5 & 19, 2016: CPN Meetings
 - October 12, 2016: Construction Diversity Task Force Meeting
 - 3rd Week in October, 2016: MGM Springfield & Community Partners Network 2 Day Work Readiness Program and CPN Public Launch
 - 4th Week in October, 2016: A Day in the Life of a Union Worker Information Session
- Union Construction Workforce: Through 9/27/2016
 - o Women: 7.47% (Goal: 6.90%)
 - o Minority: 33.13% (Goal: 15.30%)
 - o Veteran: 8.30% (Goal: 8.00%)
- Total Construction Workforce: Through 9/27/2016
 - o Women: 9.27% (Goal: 6.90%)
 - o Minority: 26.20% (Goal: 15.30%)
 - o Veteran: 9.44% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead
 - o Work in Progress – Water/Sewer Infrastructure
 - o Work in Progress – Garage Foundations
 - o Work in Progress – Underground MEP for Garage
 - o Work in Progress—Systems Separation 95/101 State
 - o Work in Progress—Hotel-Podium Foundations
 - o Work in Progress—Generator Switch Gear Area
 - o Work in Progress – Underground MEP Hotel Podium
 - o Work in Progress – Armory - Interior Demo
 - o Work in Progress – Concrete Slab on Grade for Podium
 - o Work in Progress – Pre-cast Garage Elements
 - o Work in Progress – Garage Erection
 - o Work in Progress – Steel Erection for Hotel Podium
 - o Nov. 2016—Demo of 95/101 Pedestrian Bridges
 - o Nov. 2016—Temp Heating

- Dec. 2016—Interior Fitout of 95 State
 - Dec. 2016—Spray Fireproofing
- Design & Construction Commitments: Through 9/27/2016
 - WBE: 13.4% (Goal: 10.0%)
 - MBE: 6.2% (Goal: 5.0%)
 - VBE: 6.4% (Goal: 2.0%)
- Design & Consulting Commitments: Through 9/27/2016
 - WBE: 12.2% (Goal: 10.0%)
 - MBE: 11.6% (Goal: 5.0%)
 - VBE: 4.6% (Goal: 2.0%)
 - Director Griffin asked for clarification of “Design & Construction” vs. “Design & Consulting.” MGM’s Director of Pre-Construction said “Design & Consulting” represents individuals that will likely not be onsite, consulting or providing documents, whereas “Design & Construction” includes both “Design & Consulting” information and “Construction” information.
- Construction Commitments: Through 9/27/2016
 - WBE: 13.6% (Goal: 10.0%)
 - MBE: 5.1% (Goal: 5.0%)
 - VBE: 6.8% (Goal: 2.0%)

Committee Member Comments and Discussion

12:00 pm

- A committee member asked if MGM has made any changes regarding soliciting for work onsite. MGM’s Diversity Specialist said they are still working through their process and looking at best practices, but they will be holding office hours similar to Suffolk’s on the Wynn project.
- A committee and PGTI member referred to a packet on Best Practices for a Diverse Workforce in the Construction Industry and Sample Walk-On Procedures and Forms for Diversity in the Construction Workforce, including a flowchart for what happens to a walk-on application.
- A committee member said she would send MGM the directory with information about the Building Trades Apprenticeship. She also commended MGM on their outreach and how community groups are now using resources to create access and opportunities on other projects.
- A committee member extended congratulations to MGM for their improvements and outreach. He also expressed concern about the reporting of the diverse participants (for the OSHA 10 training) and double counting and the problems it entails. Director Griffin said there has been discussion regarding this, which decided that a minority female individual would not have to choose one identification and could be counted as both, so long as there is transparency about the classifications.
 - A committee and PGTI member explained that the PGTI supports double counting due to its benefits. She said they have found that counting both

minorities and women creates structural incentive to hire more women of color and acts as a counterweight against racism.

- A committee and PGTI member referred to document of trend lines for MGM Springfield's totals for access and opportunities goals in construction workforce. She expressed concern over decreasing women numbers, though generally MGM is above the goal. She also mentioned their 39 contractors who have not had a woman onsite to date. The document also mentioned some "Game Changers." The member said that PGTI would provide these trend lines every month.
 - MGM's Director of Pre-Construction said that there has to be an understanding that there will always be ebbs and flows of the numbers.
 - MGM's Vice President and General Counsel asked the committee member to clarify the data points on the trend lines. The committee member said that the data points were taken from MGM Springfield's monthly union construction workforce percentages. MGM's Vice President and General Counsel said the trend lines seem like a helpful tool, but wanted clearer emphasis that it was the Policy Group on Tradeswomen's Issues' document, not MGM Springfield's. The committee member agreed and said she would emphasize PGTI's name on the document.
- A community member asked if Wynn would consider a community partners network similar to MGM's. Wynn's Project Manager said their efforts are less formalized, but they are doing ongoing work and interaction with career centers and cultural groups that doesn't come together in a formal monthly meeting.
- The community member also asked if MGM Springfield considered their Community Partners Network part of why MGM meets the diversity goals. MGM's Diversity Specialist said CPN is a crucial piece, and if it weren't for the partners referring and vetting people, they wouldn't have the great numbers they currently have.

Guest Speaker**11:52 am**

Community Labor United's Darlene Lombos, Executive Director of the Independent Women Project, spoke about the project, which focuses on lowering barriers to women working in construction. The project is focusing on a model that helps provide convenient and affordable childcare for women in construction.

Meeting Adjourned**12:23 pm**

Committee Members and Supporting Committee/Staff	<u>Attendees</u> Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Darlene Lombos	Brian McPherson
Bruce Stebbins	Clare Shepherd	John David Perez
Ed Bedrosian	Sunny Schwartz	Maureen Carney
Joseph Delaney	Catherine Rollins	Seth Stratton
Jason Rosewell	Anthony Abdelahad	
Chelan Brown	Emily Earll	
Mei-Ling Rodriguez	Todd Bida	
Joseph Truschelli	Iliana Panameño	
Keith Greenaway	Charles Cofield	
Ny Mahasadeth	Martin Sanchez	
Hadley Price		
Mary Vogel		
Lisa Clauson		
Shelley Webster		
Jennie Peterson		
Liz Skidmore		
Mark Erlich		
Beverley Johnson		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated October 6, 2016
- September 13, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update May PowerPoint Presentation dated October 11, 2016
- Wynn Boston Harbor – Construction Workforce Diversity as of: September 25, 2016
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated October 11, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: September 27, 2016
- PGTI Best Practices for a Diverse Workforce in the Construction Industry, Sample Walk-On Procedures and Forms for Diversity in the Construction Workforce 2012-2015
- PGTI Trend lines Charts for Wynn Boston Harbor and MGM Springfield Diversity Goals as of 9/27/2016

Access and Opportunity Committee

November 8, 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. Community Partners Network
3. Union Partnership & Outreach
4. Other Diversity Outreach Work
5. Upcoming Events

OUTREACH TO MBE, WBE & VBE COMPANIES

Design/ Consulting:

Ref	Company	Location	Diversity Status
1	YA Construction Services, LLC.	St. Louis, MO	WBE
2	Welch Associates Land Surveyors	West Bridgewater, MA	WBE

Construction:

Ref	Company	Location	Diversity Status
3	Angelini Plastering, Inc.	North Reading, MA	WBE
4	KW Steel Structures	Hyde Park, MA	WBE

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Association of Black Business & Professionals	Springfield, MA
3	Betterman Construction, Inc.	Springfield, MA
4	Carpenters Union #108	Springfield, MA
5	Community Works	Springfield, MA
6	East African Cultural Center	Springfield, MA
7	Gandara Springfield Family Resource Center	Springfield, MA
8	HAP Housing	Springfield, MA
9	Ironworkers Union #7	Springfield, MA
10	Laborers #999	Springfield, MA
11	Lighthouse/ Human Resources Unlimited	Springfield, MA
12	Neighbor to Neighbor	Springfield/Holyoke, MA
13	New North Citizens Council	Springfield, MA

COMMUNITY PARTNERS NETWORK

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

COMMUNITY PARTNERS NETWORK

October 19, 2016: Meeting with MGM Springfield Construction Team

Meeting Highlights:

- 16 Community Partners attended.
- 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 17, 2016.



COMMUNITY PARTNERS NETWORK

- 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 Training Calendar.
- Review of Upcoming Union Apprenticeship Enrollment/Application Dates.



SUB-COMMITTEE/ ACTION TEAMS UPDATE

Temporary CPN Membership Team:

- Brainstormed ideas for member recruitment of new community based organizations.
- Directory of Community Partners Network organizations, individuals, and services being finalized and will be shared on the MGM Springfield Construction Website Page. It will be used as a directory for the Union Eligibility & Referral Committee to make referrals to appropriate community partners to assist diverse individuals in obtaining the supportive services needed to become union eligible and a successful applicant.



SUB-COMMITTEE/ ACTION TEAMS UPDATE

Advocacy Team:

- Working on identifying CPN Advocacy priorities.
- Developing a list of local General Contractors and local Construction projects in the region to begin meeting with regarding Diversity Hiring and Contracting.
- Continuing meetings with Baystate Medical Center on the 20 million construction expansion to ensure diversity requirements are included and best practices are shared on the project.
- Advocacy Team and other CPN members attended the Springfield City Council meeting where the new draft Responsible Employer Ordinance was considered; team members spoke about the importance of enforcing city diversity requirements for women, minorities, and veterans.



SUB-COMMITTEE/ ACTION TEAMS UPDATE

Defining Our Success Team:

- Archiving and collection of Success Stories; this month focused on collecting and sharing success stories on the veteran workforce and veteran owned companies that have been on the MGM Springfield job.
- Working closely with the Union Applicant Committees to track successful placement in unions, apprenticeship programs, and regional job sites.



SUB-COMMITTEE/ ACTION TEAMS UPDATE

Basic Eligibility Screening Team:

- Discussed upcoming Union Screening Phon-a-Thon to follow up with over 100 new union referrals that have come in from partners and/or the MGM Springfield website.
- Categorizing new referrals into “union ready” or “needs work readiness support” categories for follow-up.



SUB-COMMITTEE/ ACTION TEAMS UPDATE

Work Readiness Team:

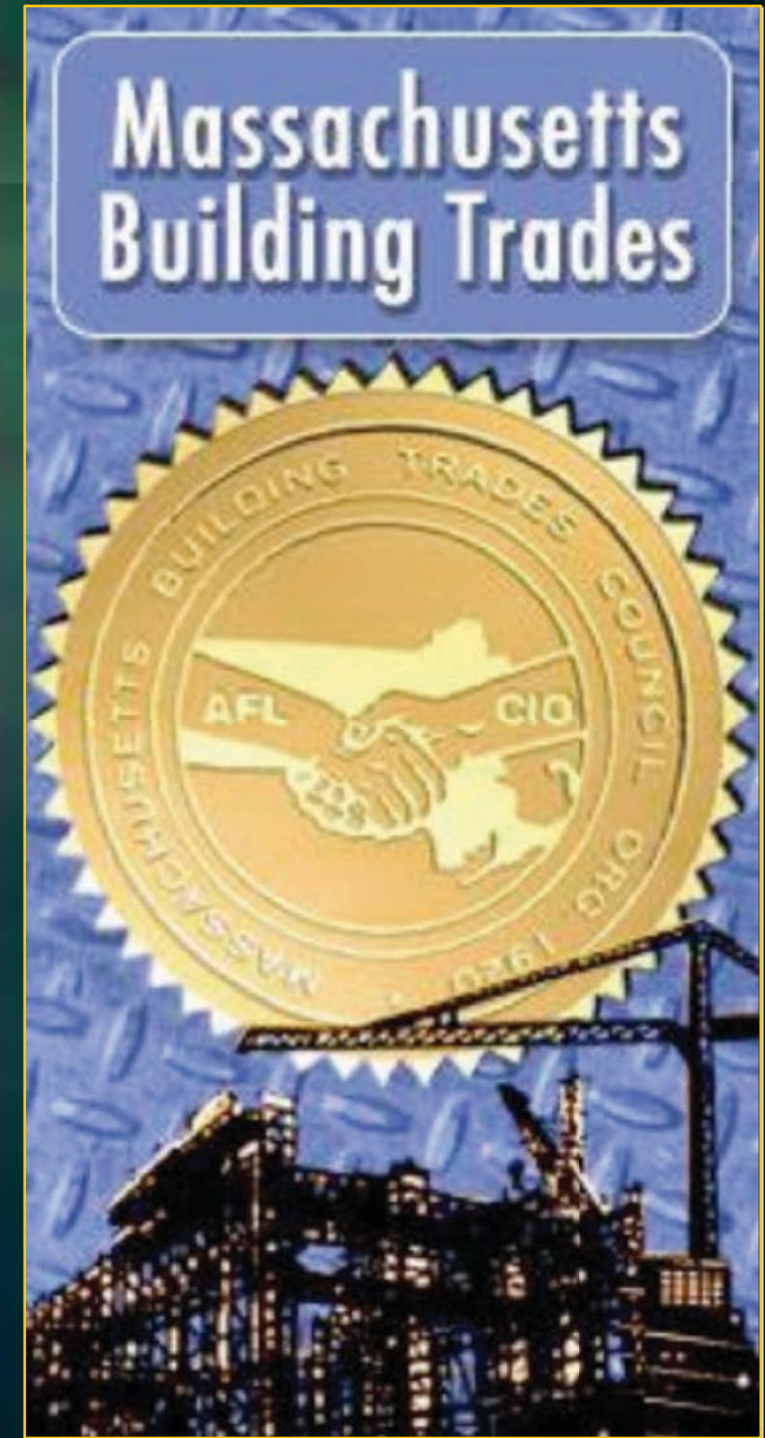
- Discussed the upcoming 2-Day Work Readiness Training offered to those referrals who need supportive services and work readiness training/programming.
- Shared upcoming CPN Work Readiness Training Calendar.



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 Apprenticeship Enrollment events.
- Partnerships on upcoming outreach events.
- 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.

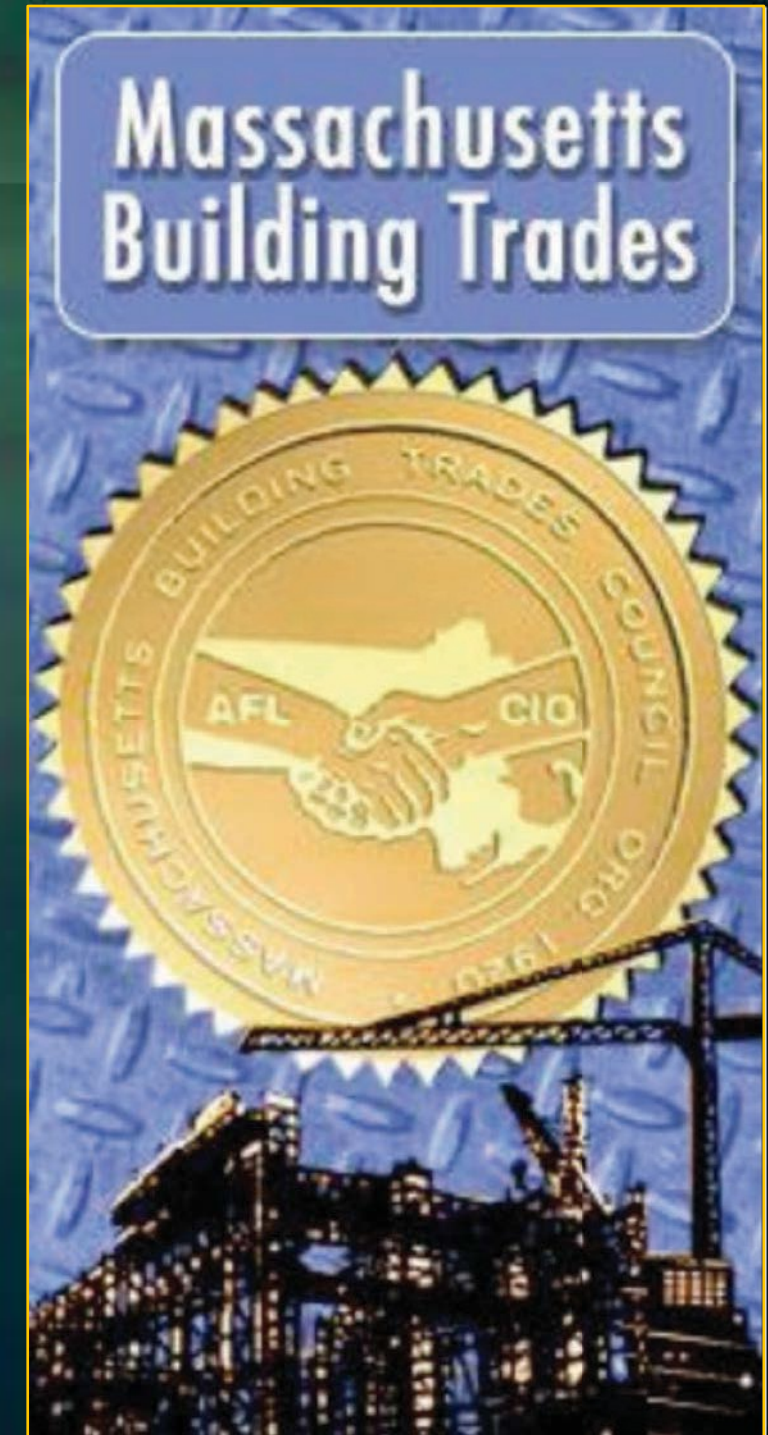


UNION PARTNERSHIP & OUTREACH

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

Capturing and tracking success stories and highlights:

- **2 new diverse individuals** were successfully accepted into local trade unions through the MGM Springfield Union Referral System and are ready for work.
- **50 newly identified union members** looking for work identified through outreach were added to the MGM Springfield Available Labor Pool list and shared with Tishman Construction/ MGM Springfield Sub-Contractors looking for union workers.



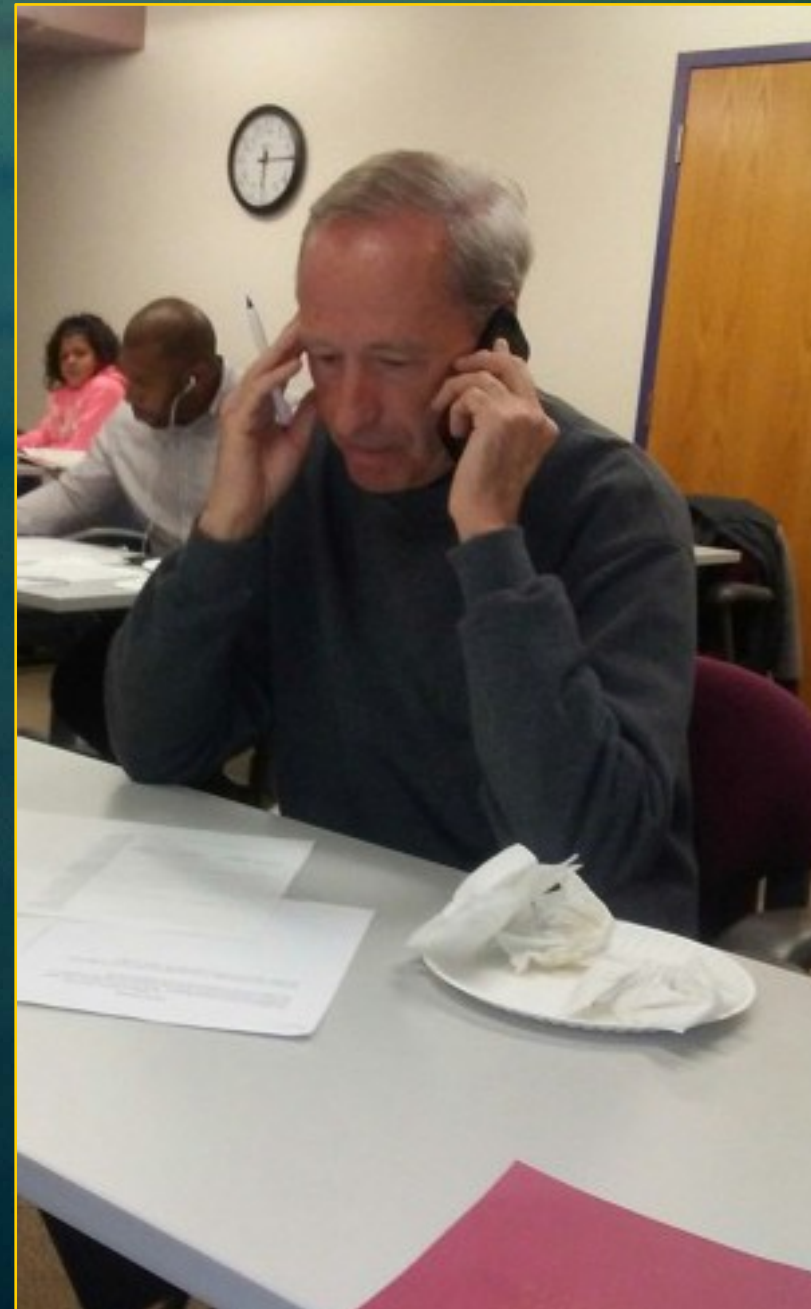
OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- **October 24, 2016:** MGM Springfield & Community Partners Network Union Screening/Work Readiness Phon-A-Thon
- MGM Springfield Construction Staff and the Community Partners Network conducted a 2-hour Phon-A-Thon to follow up with new and old referrals of potential union applicants. The Network met their goal of 160 calls.



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- Community Partners Focused on Non-Union Referrals
- MGM Construction Staff & Community Works contacted 50 newly identified union members who are looking for work and might be interested in joining the Community Works Pre-Apprenticeship Program



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- **October 27-28, 2016:** MGM Springfield & Community Partners Network Construction 2-Day Work Readiness Seminar
- 2-Day Work Readiness Seminar provided information on local services/organizations to assist non-union ready applicants in accessing services to help them become union and/or work ready.
- Lydia Early of the STCC Office of Workforce Development shared information on programming offered to assist individuals in gaining the education, skills, and certifications needed to be able to compete in the construction workforce and beyond.



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- Christian Diluzio of Veteran's Inc. shared information on CORI rights in regards to joining a trade union and/or other type of employment.
- Lisa Clauson of Carpenters #108 shared information on how to become a union carpenter and the benefits of joining a trade union.



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- Rani Gould of the Youth Build/YWCA shared information on the Youth Build Construction Program, and the services offered by the YWCA for women and working mothers.
- Greg Ellerbe, Certified Western Mass. Regional Employment Board Work Readiness Trainer, shares information on basic do's and don'ts for a successful union candidate interview.



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- Other training topics not pictured:
 - Financial Literacy for those interested in joining a union
 - Finding your work/life balance
 - On-the-job Conflict Mediation Skills/Techniques
 - Math Assessment/Placement - Focusing On Construction Math

UPCOMING OUTREACH/ EVENTS

Upcoming Diversity Outreach Work:

- **November 2, 2016:** CPN Full Network Meeting
- **November 9, 2016:** CPN Basic Math Refresher and Assessment Workshop
- **November 9, 2016:** Diversity Task Force Meeting
- **November 29, 2016:** A Day In The Life Of A Union Tradesperson Networking Event
- **November 2016:** MGM Springfield Construction Outreach Session - Scope TBD
- **November TBD:** CPN Launch with local union partners and city/state officials

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

AS OF OCTOBER 27, 2016

Group	Project Goals	Project To Date %
Women	6.90%	7.74%
Minority	15.30%	32.50%
Veteran	8.00%	8.30%

Notes:

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

WORKFORCE DIVERSITY STATISTICS - TOTAL

AS OF OCTOBER 27, 2016

Group	Project Goals	Project To Date %
Women	6.90%	9.47%
Minority	15.30%	26.04%
Veteran	8.00%	9.32%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of October 27, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 6.00% of total workforce hours are included in two of the diversity categories and 0.22% of total workforce hours are included in three diversity categories.
- (3) While this is not a reporting requirement of the approved diversity plan, the total hours worked through 3rd Quarter 2016 is as follows:
 - Approximately 37% are from Springfield/ Surrounding Communities
 - Approximately 59% are from Western Massachusetts
 - Approximately 84% are from Massachusetts

WORKFORCE 3 MONTH LOOK AHEAD

1. **Work in Progress** - Water/Sewer/Gas/Electric Infrastructure
2. **Work in Progress** - Garage Foundations
3. **Work in Progress** - Underground MEP for Garage
4. **Work in Progress** - Hotel-Podium Foundations
5. **Work in Progress** - Generator Switch Gear Area
6. **Work in Progress** - Underground MEP Hotel Podium
7. **Work in Progress** - Armory - Interior Demo
8. **Work in Progress** - Concrete Slab on Grade for Podium
9. **Work in Progress** - Pre-cast Garage Elements
10. **Work in Progress** - Garage Erection
11. **Work in Progress** - Steel Erection for Hotel Podium
12. Nov 2016 - Demo of 95/101 Pedestrian Bridges
13. Nov 2016 - Temp Heating
14. Dec 2016 - Interior Fitout of 95 State
15. Dec 2016 - Spray Fireproofing
16. Dec 2016 - Concrete Slab on Metal Deck
17. Dec 2016 - CEF Masonry
18. Jan 2017 - Garage Interior MEP

Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH OCTOBER 31, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	13.8%	3.8%	50	\$29.52M
MBE	5.0%	6.6%	1.6%	29	\$14.01M
VBE	2.0%	6.5%	4.5%	12	\$13.91M

Notes:

(1) Total Commitments through October 31, 2016 are \$213.6M.

(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 & Consulting Commitments



DESIGN & CONSULTING COMMITMENTS

THROUGH OCTOBER 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	13.8%	16	\$5.03M
MBE	5.0%	11.7%	15	\$4.24M
VBE ⁽³⁾	2.0%	4.6%	2	\$1.67M

Notes:

(1) Total Commitments through October 31, 2016 are \$36.4M.

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

- MBE - Massachusetts Supplier Diversity Office or Greater New England Minority Supplier Development Council.
- WBE - Massachusetts Supplier Diversity Office or Women's Business Enterprise National Council.
- VBE - United States Department of Veteran Affairs or Massachusetts Gaming Commission.

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

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

DESIGN & CONSULTING COMMITMENTS

THROUGH OCTOBER 31, 2016

Ref	Company	Scope	Location	Diversity Status
1	AI Engineers, Inc.	Construction Engineering and Inspection	Middletown, CT	MBE
2	AAC Investments, LLC	Interior Design	Los Angeles, CA	WBE
3	AFO Project Consulting, LLC	Construction Consulting	Las Vegas, NV	VBE
4	Akal Engineering, Inc.	MEP Consulting Engineering Services	Boylston, MA	MBE
5	Andelman & Lelek Engineering, Inc.	Energy Modeling	Norwood, MA	WBE
6	Black Hawk Group	Consulting Engineer Services	Philadelphia, PA	MBE
7	C&C Consulting Engineers, LLC	Structural Peer Review	Allston, MA	MBE
8	Calvin Consulting Services, LLC	Construction Consulting	Las Vegas, NV	WBE
9	Communications for Design LLC	Design and Project Management Support Services	Northfield, MN	WBE
10	Convergent Technologies	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY	WBE
11	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA	WBE
12	Desert Construction Consulting, Ltd	Estimating and Contractor Bidding Services	Henderson, NV	MBE
13	Desman, Inc.	Parking Garage Bridging Documents (LOA)	Boston, MA	MBE
14	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA	WBE
15	Engineers Design Group, Inc.	Structural Engineering Consulting Services	Malden, MA	MBE
16	Erin Chrusciel Photography, LLC	Photography	East Longmeadow, MA	WBE

Notes:

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

- MBE - Massachusetts Supplier Diversity Office or Greater New England Minority Supplier Development Council.
- WBE - Massachusetts Supplier Diversity Office or Women's Business Enterprise National Council.
- VBE - United States Department of Veteran Affairs or Massachusetts Gaming Commission.

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

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

DESIGN & CONSULTING COMMITMENTS

THROUGH OCTOBER 31, 2016

Ref	Company	Scope	Location	Diversity Status
17	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
18	JoAnn Jones	Administrative Services	Henderson, NV	WBE
19	Keville Enterprises, Inc.	Construction Management and Inspection	Marshfield, MA	WBE
20	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
21	MCLA, Inc.	Lighting	Washington, DC	WBE
22	Nitsch Engineering, Inc.	Engineering Services	Boston, MA	WBE
23	Pari Riahi Architects, Inc.	Executive Architect	Amherst, MA	WBE
24	Pristine Engineers, Inc.	MEP Peer Review Services	Raynham, MA	MBE
25	Renderready, LLC	Rendering and Graphic Design	Henderson, NV	MBE
26	Soden Sustainability Consulting, LLC	LEED	Winchester, MA	WBE
27	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
28	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT	VBE
29	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant	Blue Bell, PA	MBE
30	US Inspection & Consulting, LLC	Construction Inspections	Lake Havasu City, AZ	MBE
31	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
32	WA Architects, Inc.	Architectural Services	Cleveland, OH	MBE
33	YA Construction Services, LLC	MEP Peer Review	St. Louis, MO	WBE

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 OCTOBER 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	13.8%	34	\$24.48M
MBE	5.0%	5.5%	14	\$9.76M
VBE	2.0%	6.9%	10	\$12.24M

Notes:

(1) Total Commitments through October 31, 2016 are \$177.2M.

(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.

DIVERSE CONSTRUCTION COMPANIES

THROUGH OCTOBER 31, 2016

Ref	Company	Scope	Location	Diversity Status
1	Aces Enterprises, LLC	Steel Plate Supplier	Dunlap, IL	VBE
2	All American Signs	Signage	Plymouth, MA	VBE
3	American Environmental, Inc.	Abatement	Holyoke, MA	MBE
4	Architectural Products, Inc.	Glass and Glazing	Burlington, CT	WBE
5	Arrow Security Corporation	Security Guard Services	Springfield, MA	VBE
6	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA	MBE
7	BECO Electrical Contractors, Inc.	Electrical	Monson, MA	VBE
8	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT	WBE
9	C&C Contractors, LLC	Trucking Services	Springfield, MA	MBE
10	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier	Holyoke, MA	WBE
11	Chabot & Burnett Construction Co., Inc.	Masonry Contractor	Agawam, MA	WBE
12	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA	WBE
13	CMJ, LLC	Property Management/Maintenance	Springfield, MA	MBE
14	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA	WBE
15	Connecticut Temperature Controls, LLC	Controls	Newington, CT	VBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of September 30, 2016.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH OCTOBER 31, 2016

Ref	Company	Scope	Location	Diversity Status
16	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA	WBE
17	C.R. Levesque Trucking Corp.	Hauling & Equipment Transportation	Monson, MA	WBE
18	Davenport Advisors, LLC	Asset Management, Financing, Leasing, Repositioning and Redevelopment of Existing Properties	Boston, MA	MBE
19	Dependable Masonry Construction Company, Inc.	Masonry and Brickpaving	North Reading, MA	MBE
20	Eastern General Contractors, Inc.	General Contractor - Rigging	Springfield, MA	MBE
21	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA	WBE
22	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA	WBE
23	Evermore Light & Power, Inc.	Electrical	Somerville, MA	WBE
24	Fabiano Oil Corp.	Fuel & Oil Supplier	Wrentham, MA	WBE
25	Fisher Contracting Corporation	General Contracting Services	Worcester, MA	WBE
26	Federal Concrete, Inc.	Concrete Services	Hopedale, MA	WBE
27	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA	WBE
28	Folan Waterproofing and Construction Company, Inc.	Masonry Contractors & Waterproofing	South Easton, MA	WBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of September 30, 2016.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH OCTOBER 31, 2016

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

Notes:

(1) Green highlighted companies have worked on site and been paid as of September 30, 2016.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH OCTOBER 31, 2016

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

Notes:

(1) Green highlighted companies have worked on site and been paid as of September 30, 2016.

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

MGM Springfield
Workforce Diversity Report (By Company)
As of: October 27, 2016

Reference	Company	This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
		Employee Count	This Month's Total Hours	Women		Minority		Veteran		Employee Count	Project To Date Total Hours	Women		Minority		Veteran	
				Hours	%	Hours	%	Hours	%			Hours	%	Hours	%	Hours	%
1	Acraom 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.	15	532.00	0.00	0.00%	532.00	100.00%	0.00	0.00%	171	26,833.75	1,530.00	5.70%	23,653.25	88.15%	288.50	1.08%
5	AmQuip Crane Rental LLC	2	87.00	0.00	0.00%	43.50	50.00%	0.00	0.00%	6	300.50	0.00	0.00%	134.00	44.59%	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%
11	Berlin Steel Construction Company	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	531.00	16.00	3.01%	0.00	0.00%	135.50	25.52%
12	Blakeslee Prestress, Inc.	17	1,296.00	128.00	9.88%	144.00	11.11%	72.00	5.56%	17	2,417.00	249.50	10.32%	240.00	9.93%	152.50	6.31%
13	Chabot & Burnett Construction Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	158.00	0.00	0.00%	30.00	18.99%	15.00	9.49%
14	Champlain Masonry, Inc.	-	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%	679.50	13.35%
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%	8	231.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
17	Coghlin Electrical Contractors, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	1,390.00	0.00	0.00%	0.00	0.00%	232.00	16.69%
18	Collins Electrical	14	788.50	147.00	18.64%	56.00	7.10%	50.50	6.40%	37	8,087.00	1,513.00	18.71%	711.50	8.80%	1,468.50	18.16%
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%	0.00	0.00%
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.	2	104.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	53	15,702.50	1,262.50	8.04%	3,228.00	20.56%	1,227.50	7.82%
26	Folan Waterproofing & Construction	4	254.50	0.00	0.00%	113.50	44.60%	0.00	0.00%	8	954.50	0.00	0.00%	402.50	42.17%	0.00	0.00%
27	Fontaine Bros, Inc.	1	112.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	42	5,674.00	568.00	10.01%	2,016.00	35.53%	0.00	0.00%
28	Food Equipment Installation, Inc.	-	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%
29	Frisoli Electric Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	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%	796.50	18.69%
32	Harry Grodsky & Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	34	6,618.50	362.50	5.48%	388.00	5.86%	0.00	0.00%
33	Hayward Baker Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	31	3,596.50	306.50	8.52%	1,170.50	32.55%	0.00	0.00%
34	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%
35	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%
36	JDC Demolition	2	24.00	0.00	0.00%	0.00	0.00%	8.00	33.33%	20	3,336.00	400.00	11.99%	654.00	19.60%	152.00	4.56%
37	Jones Engineering LLC	2	64.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	160.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
38	JRL Construction, Inc.	16	658.50	85.00	12.91%	203.00	30.83%	205.00	31.13%	43	15,785.50	1,832.00	11.61%	5,954.00	37.72%	2,837.00	17.97%
39	L.K. Sheet Metal, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	2,925.50	294.00	10.05%	0.00	0.00%	0.00	0.00%
40	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%
41	Marr Scaffold	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	527.00	0.00	0.00%	147.00	27.89%	0.00	0.00%
42	Marguerite Concrete	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	130.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
43	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%
44	Moran Sheet Metal, Inc.	5	61.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	181.50	0.00	0.00%	24.00	13.22%	0.00	0.00%
45	NER Construction	12	621.00	0.00	0.00%	173.00	27.86%	0.00	0.00%	9	781.00	0.00	0.00%	245.00	31.37%	0.00	0.00%
46	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%	0.00	0.00%
47	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%
48	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%
49	Northern General	15	1,049.50	72.50	6.91%	201.00	19.15%	115.50	11.01%	68	20,293.00	1,144.50	5.64%	3,089.50	15.22%	582.00	2.87%
50	P. Gioioso & Sons Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	834.50	114.50	13.72%	0.00	0.00%	0.00	0.00%
51	Palmer Paving Corporation	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	42	469.50	15.50	3.30%	8.00	1.70%	0.00	0.00%
52	Performance Testing & Balancing, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	64.00	0.00	0.00%	0.00	0.00%	38.00	59.38%
53	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%
54	Regis Steel Corp	22	904.00	145.00	16.04%	317.00	35.07%	0.00	0.00%	43	4,209.00	485.00	11.52%	1,342.00	31.88%	133.00	3.16%
55	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%
56	S & F Concrete Contractors, Inc.	91	5,009.50	234.00	4.67%	1,411.00	28.17%	397.50	7.93%	166	21,764.00	948.50	4.36%	5,822.50	26.75%	1,863.00	8.56%
57	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%
58	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%
59	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%
60	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%
61	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%

MGM Springfield
Workforce Diversity Report (By Company)
As of: October 27, 2016

Reference	Company	This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
		Employee Count	This Month's Total Hours	Women		Minority		Veteran		Employee Count	Project To Date Total Hours	Women		Minority		Veteran	
				Hours	%	Hours	%	Hours	%			Hours	%	Hours	%	Hours	%
62	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%
63	T & M Equipment Corporation	15	609.00	46.00	7.55%	86.00	14.12%	64.50	10.59%	56	18,300.55	1,433.00	7.83%	3,603.05	19.69%	859.50	4.70%
64	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%
65	Tishman	5	821.00	181.00	22.05%	160.00	19.49%	160.00	19.49%	11	12,621.00	2,021.00	16.01%	2,720.00	21.55%	4,640.00	36.76%
66	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%
67	T.J. Conway Company	8	466.00	62.00	13.30%	1.00	0.21%	0.00	0.00%	30	3,365.50	62.00	1.84%	688.00	20.44%	0.00	0.00%
68	Triton Leasing and Rental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	34	3,187.50	0.00	0.00%	1,547.50	48.55%	0.00	0.00%
69	Ultimate Abatement Company, Inc.	6	240.00	240.00	100.00%	240.00	100.00%	0.00	0.00%	43	8,589.50	1,791.50	20.86%	8,549.50	99.53%	0.00	0.00%
70	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%
71	William Roberts Electric Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	292.50	0.00	0.00%	93.00	31.79%	0.00	0.00%
72	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%
73	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%
74	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%
75	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		254	13,701.50	1,340.50	9.78%	3,681.00	26.87%	1,073.00	7.83%	1,528	239,776.05	18,558.00	7.74%	77,918.55	32.50%	19,895.50	8.30%
76	On-Site Design / Management	58	5,888.75	966.00	16.40%	980.50	16.65%	480.00	8.15%	193	93,180.35	12,959.50	13.91%	8,779.50	9.42%	11,144.20	11.96%
Total		312	19,590.25	2,306.50	11.77%	4,661.50	23.80%	1,553.00	7.93%	1,721	332,956.40	31,517.50	9.47%	86,698.05	26.04%	31,039.70	9.32%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	9.47%	2.57%
Minority	15.30%	26.04%	10.74%
Veteran	8.00%	9.32%	1.32%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of October 27, 2016.
(2) The total number of unique union workers that have worked on site is approximately 1,455. The 1,528 union workers identified above includes workers that have worked for multiple companies.

MGM Springfield
Workforce Diversity Report (By Union)
As of: October 27, 2016

Reference	Union	This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
		Employee Count	This Month's Total Hours	Women		Minority		Veteran		Employee Count	Project To Date Total Hours	Women		Minority		Veteran	
				Hours	%	Hours	%	Hours	%			Hours	%	Hours	%	Hours	%
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	0.00%	0.00	0.00%	26	2,864.50	0.00	0.00%	1,483.50	51.79%	0.00	0.00%
3	Boston Plasters' & Cement Masons' - Asphalt Layers' Union #534	15	264.50	0.00	0.00%	9.50	3.59%	0.00	0.00%	20	465.50	0.00	0.00%	31.00	6.66%	0.00	0.00%
4	Bricklayers Local #1	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	572.00	0.00	0.00%	11.00	1.92%	0.00	0.00%
5	Bricklayers Local #3	10	766.50	0.00	0.00%	201.50	26.29%	0.00	0.00%	74	7,850.00	206.00	2.62%	2,048.50	26.10%	679.50	8.66%
6	Carpenters - Local #108	38	2,843.00	278.00	9.78%	778.50	27.38%	309.50	10.89%	199	35,969.50	2,583.00	7.18%	9,524.50	26.48%	5,791.00	16.10%
7	Carpenters Local #107	1	160.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	1,480.00	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%	15	304.50	0.00	0.00%	4.00	1.31%	0.00	0.00%
13	International Association of Iron Workers Local #7	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	25	2,282.00	59.00	2.59%	315.00	13.80%	732.50	32.10%
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	14	788.50	147.00	18.64%	56.00	7.10%	50.50	6.40%	85	20,118.50	2,069.50	10.29%	3,341.50	16.61%	4,182.50	20.79%
16	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%
17	International Union of Operating Engineers - IUOE Local #4	4	195.00	0.00	0.00%	43.50	22.31%	8.00	4.10%	45	5,047.00	0.00	0.00%	216.00	4.28%	152.00	3.01%
18	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%
19	International Union of Operating Engineers - IUOE Local #98	19	717.50	0.00	0.00%	40.00	5.57%	0.00	0.00%	121	20,940.55	474.00	2.26%	2,107.05	10.06%	977.50	4.67%
20	International Union of Operating Engineers - IUOE Local #478	2	64.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	160.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
21	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%
22	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%
23	Iron Workers District Council of New England	33	1,744.00	273.00	15.65%	461.00	26.43%	72.00	4.13%	72	8,239.50	869.00	10.55%	2,780.50	33.75%	285.50	3.47%
24	Laborers' District Council	2	32.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	1,851.00	0.00	0.00%	758.00	40.95%	15.00	0.81%
25	Laborer's International Union of North America - LIUNA Building Wreckers Local #1421	13	528.00	240.00	45.45%	528.00	100.00%	0.00	0.00%	168	25,181.25	2,028.25	8.05%	23,952.75	95.12%	0.00	0.00%
26	Laborers Local #22	1	16.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	17	4,943.50	0.00	0.00%	454.00	9.18%	598.50	12.11%
27	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%
28	Laborers Local #230	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%
29	Laborers Local #243	1	107.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	2,679.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
30	Laborers Local #39	1	75.00	0.00	0.00%	0.00	0.00%	75.00	100.00%	3	498.50	0.00	0.00%	0.00	0.00%	329.00	66.00%
31	Laborers Local #455	2	80.00	0.00	0.00%	80.00	100.00%	0.00	0.00%	15	4,100.00	1,043.50	25.45%	4,100.00	100.00%	0.00	0.00%
32	Laborers Local #473	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,094.00	0.00	0.00%	2.00	0.18%	0.00	0.00%
33	Laborers Local #547	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	502.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
34	Laborers Local #596	13	609.00	72.50	11.90%	216.50	35.55%	0.00	0.00%	83	16,341.25	1,487.00	9.10%	4,998.00	30.59%	45.00	0.28%
35	Laborers Local #609	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	77.00	0.00	0.00%	8.00	10.39%	0.00	0.00%
36	Laborers Local #610	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%
37	Laborers Local #611	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	270.50	0.00	0.00%	270.50	100.00%	0.00	0.00%
38	Laborers Local #665	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	1,643.50	32.00	1.95%	1,643.50	100.00%	0.00	0.00%
39	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%
40	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%	0.00	0.00%
41	Laborers Local #999	65	3,891.50	268.00	6.89%	1,180.50	30.34%	558.00	14.34%	264	48,720.50	6,762.00	13.88%	16,588.75	34.05%	5,958.00	12.23%
42	Massachusetts Laborers' District Council	3	293.00	0.00	0.00%	85.00	29.01%	0.00	0.00%	4	341.00	0.00	0.00%	85.00	24.93%	0.00	0.00%
43	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%
44	Operating Engineers Local #4	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	310.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
45	Operating Engineers Local #478	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	329.50	0.00	0.00%	139.50	42.34%	0.00	0.00%
46	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%
47	Pile Drivers Local #56	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	1,996.00	0.00	0.00%	468.50	23.47%	0.00	0.00%
48	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%	0.00	0.00%
49	Plumbers & Pipefitters #104	8	466.00	62.00	13.30%	1.00	0.21%	0.00	0.00%	65	10,000.00	440.50	4.41%	1,076.00	10.76%	0.00	0.00%
50	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%
51	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%
52	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%
53	Sheet Metal Workers #63	5	61.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	25	2,832.50	294.00	10.38%	24.00	0.85%	38.00	1.34%
54	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%
55	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 Unions		250	13,701.50	1,340.50	9.78%	3,681.00	26.87%	1,073.00	7.83%	1,562	239,776.05	18,558.00	7.74%	77,918.55	32.50%	19,895.50	8.30%
56	On-Site Design / Management	58	5,888.75	966.00	16.40%	980.50	16.65%	480.00	8.15%	193	93,180.35	12,959.50	13.91%	8,779.50	9.42%	11,144.20	11.96%
Total		308	19,590.25	2,306.50	11.77%	4,661.50	23.80%	1,553.00	7.93%	1,755	332,956.40	31,517.50	9.47%	86,698.05	26.04%	31,039.70	9.32%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	9.47%	2.57%
Minority	15.30%	26.04%	10.74%
Veteran	8.00%	9.32%	1.32%

Notes:
(1) Statistics include all workforce reports that were received by MGM as of October 27, 2016.
(2) The total number of unique union workers that have worked on site is approximately 1,455. The 1,562 union workers identified above includes workers that have worked for multiple companies and/or multiple unions.

Wynn BOSTON HARBOR
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Wynn Boston Harbor | November 8, 2016

ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE OCTOBER 2016

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 October 31st, 20.3%, over \$10.0 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%	8.9%	\$4.8 M
WBE	11	10.0%	5.0%	\$2.7 M
VBE	3	1.0%	6.4%	\$3.4 M
TOTAL	26	18.9%	20.3%	\$10.9 M

Design: M/W/VBE Participation, Contracts Awarded

MBE (12)	Consultant / Contractor	Location	Scope	Award Amount (\$)	% Goal	% of Awarded 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 AECOM)	Boston, MA	Surveying			
	DREAM Collaborative (Sub to Jacobs)	Boston, MA	Architecture			
	Eric Montelongo Irrigation Design	Orange, CA	Irrigation Design			
	Fernandez & Associates (Sub to Jacobs)	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 Company	Burbank, CA	Network Design			
	SAR Engineering (Sub to Jacobs)	Quincy, MA	MEP			
	Shen Milsom & Wilke (Sub to Jacobs)	New York, NY	Acoustics			
TOTAL				\$4,756,106	7.9%	8.9%
WBE (11)						
	Cleo Design	Las Vegas, NV	Interior Design			
	Comprehensive Environmental (Sub to AECOM)	Marlborough, MA	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 Lifescapes)	Lexington, MA	Landscape Architecture			
	Pam Shadley Associates (Sub to AECOM)	Lexington, MA	Landscape Architecture			
	PEER Consultants (Sub to Bohler)	Burlington, MA	Construction Administration			
	Regina Villa Associates (Sub to AECOM)	Boston, MA	Public Relations / Outreach			
	Ryan Biggs Clark Davis	Clifton Park, NY	Independent Structural Review			
	Saam Architecture (Sub to Jacobs)	Boston, MA	Architecture			
TOTAL				\$2,674,356	10.0%	5.0%
VBE (3)						
	JBA Consulting Engineers (Sub to Jacobs)	Las Vegas, NV	MEP, FP, Telecomm			
	JBA Consulting Engineers	Las Vegas, NV	Audio Visual			
	Fort Hill Infrastructure (Sub to AECOM)	Boston, MA	Traffic Engineering			
TOTAL				\$3,429,758	1.0%	6.4%
TOTAL DIVERSE CONTRACTS				\$10,860,220	18.9%	20.3%
TOTAL QUALIFIED DESIGN AWARDS				\$53,546,742		

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.
- **10/14:** Hispanic American Institute quarterly meeting.
- **10/27:** Trade Partnership series completed. 12 M/W/VBEs graduated and will be assigned mentors from the Suffolk executive team.





Construction: M/W/VBE Participation

- As of October 31st, 11.7%, \$42.0 million, of construction contracts have been awarded to M/W/VBEs.
- Construction contracts in October included awards to one MBE, four WBEs, and two VBEs.
- 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	17	5.0%	4.1%	\$14.7 M
WBE	40	5.4%	3.5%	\$12.5 M
VBE	13	1.0%	4.1%	\$14.8 M
TOTAL	70	11.4%	11.7%	\$42.0 M

**TOTAL QUALIFIED CONSTRUCTION SPEND \$358,159,688*

Construction: MBE Participation, 17 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award	% of Awarded	
			Amount (\$)	% Goal	Contracts
Andella Iron Inc.	Chelsea, MA	Rebar Install			
Anvil Steel & Engineering (M/VBE)	Taunton, MA	Shear Stud Installation			
Building Enclosure Associates	Charlestown, MA	Commissioning			
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			
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			
US Inspection & Consulting	Phoenix, AZ	Materials Testing			
Woodchuck's Building & Home Center	Rockland, MA	Electrical Commodities Supply			
Wood & Wire Fence	Lincoln, RI	Temporary Fence			
TOTAL			\$14,656,330	5.0%	4.1%

Construction: WBE Participation, 40 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award		% of Awarded
			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	Worcester, MA	Living Shoreline Earthwork, Concrete			
Granite City Electrical	Quincy, MA	Electrical Supplies			
Granite City Electrical	Quincy, MA	Electrical Supplies			
Hat Creek Outfit	Rockland, MA	HVAC Supplies			
Jackson Glass	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			
Pest End Inc	Methuen, MA	Pest Control			
Ramco	West Bridgewater, MA	Stakes, Hay Bales, Fence			
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			
Wang Commissioning	West Roxbury, MA	Building Commissioning			
TOTAL			\$12,466,535	5.4%	3.5%

Construction: VBE Participation, 13 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded 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			
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			
Thompson & Lichtner, Inc.	Canton, MA	Materials Testing			
TOTAL			\$14,773,027	1.0%	4.1%

Construction: Workforce Participation

- As of October 30th, 134,531.5 hours of work had been completed on the project site.
- 116 minorities, 30 females, and 19 veterans have performed construction work on the project.

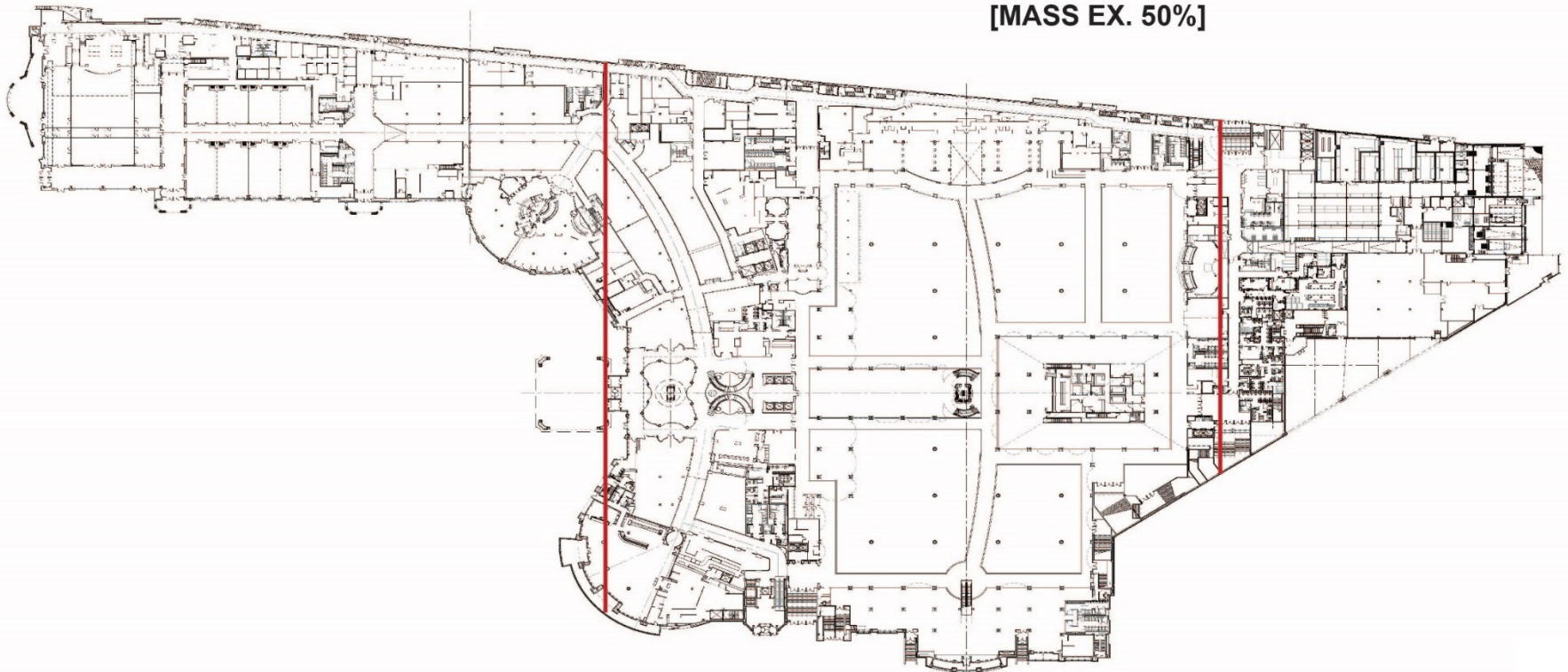
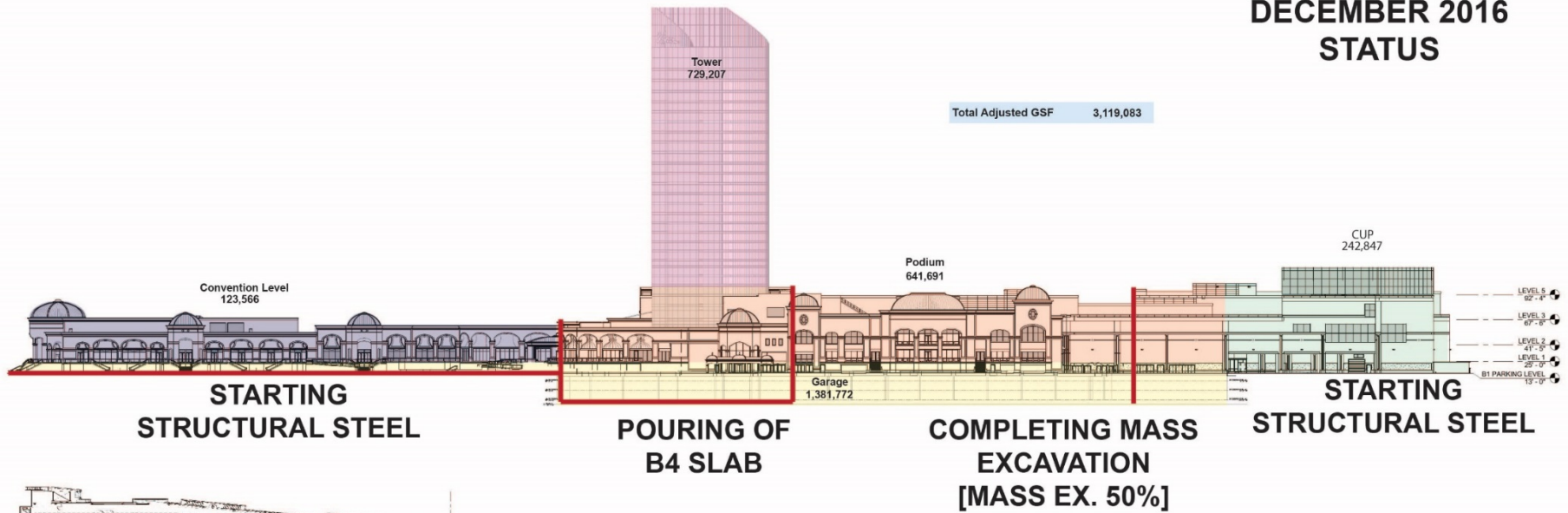
	# Workers*	# Diverse Workforce Hours*	Goal	% Diverse Workforce Hours to Date
Minority	116	30,334.3	15.3%	22.5%
Female	30	8,806.0	6.9%	6.5%
Veteran	19	7,134.5	3.0%	5.3%

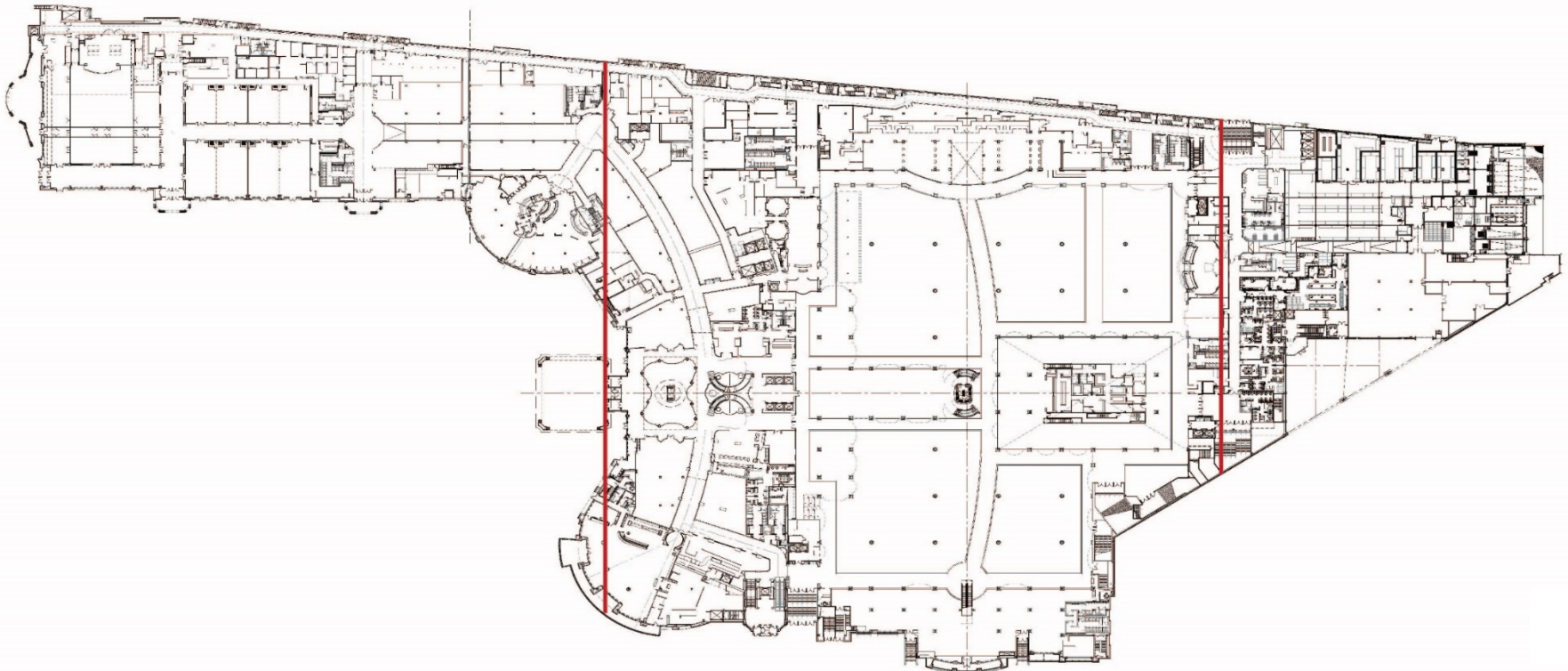
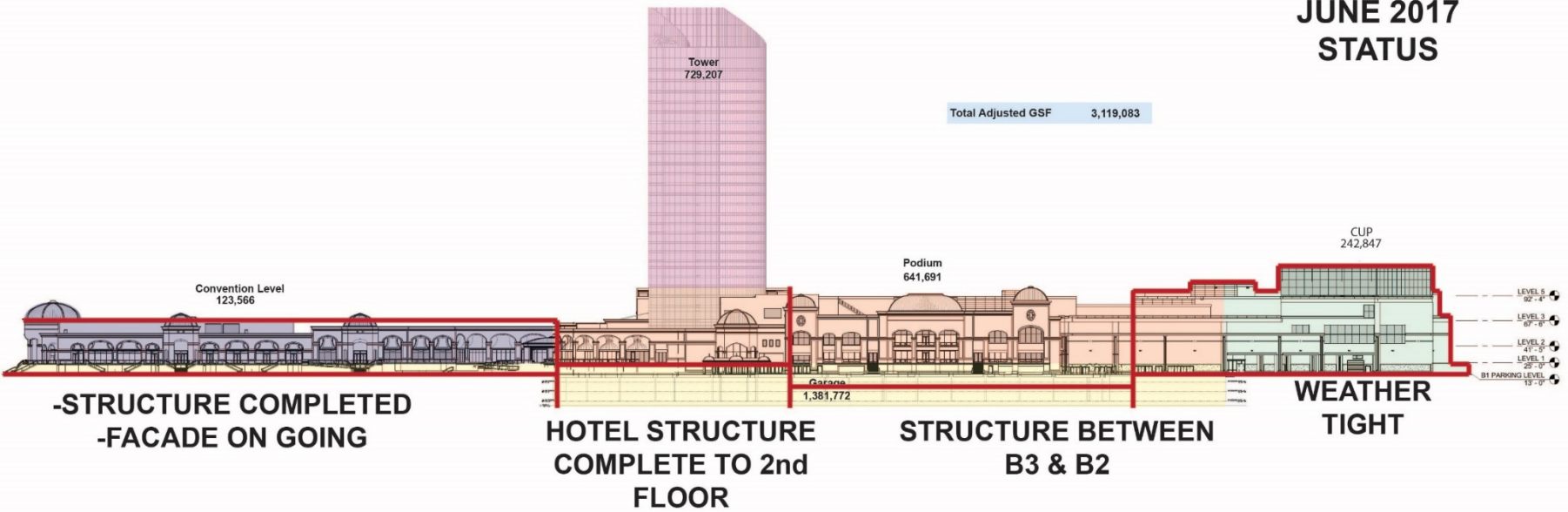
Construction Workforce: Outreach

- Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
- **10/14:** Massachusetts Women's Veteran Job Fair.
- **10/19:** Massachusetts Girls in Trades Working Group – Alumni Engagement.
- **10/24:** Chinatown Career Fair.
- **10/24:** Statewide Veteran Services Officer Conference.
- **10/26:** Policy Group on Tradeswomen's Issues.
- **10/26:** Massachusetts Jobs and Workforce Summit.
- **10/31:** Metro North Regional Employment Board.

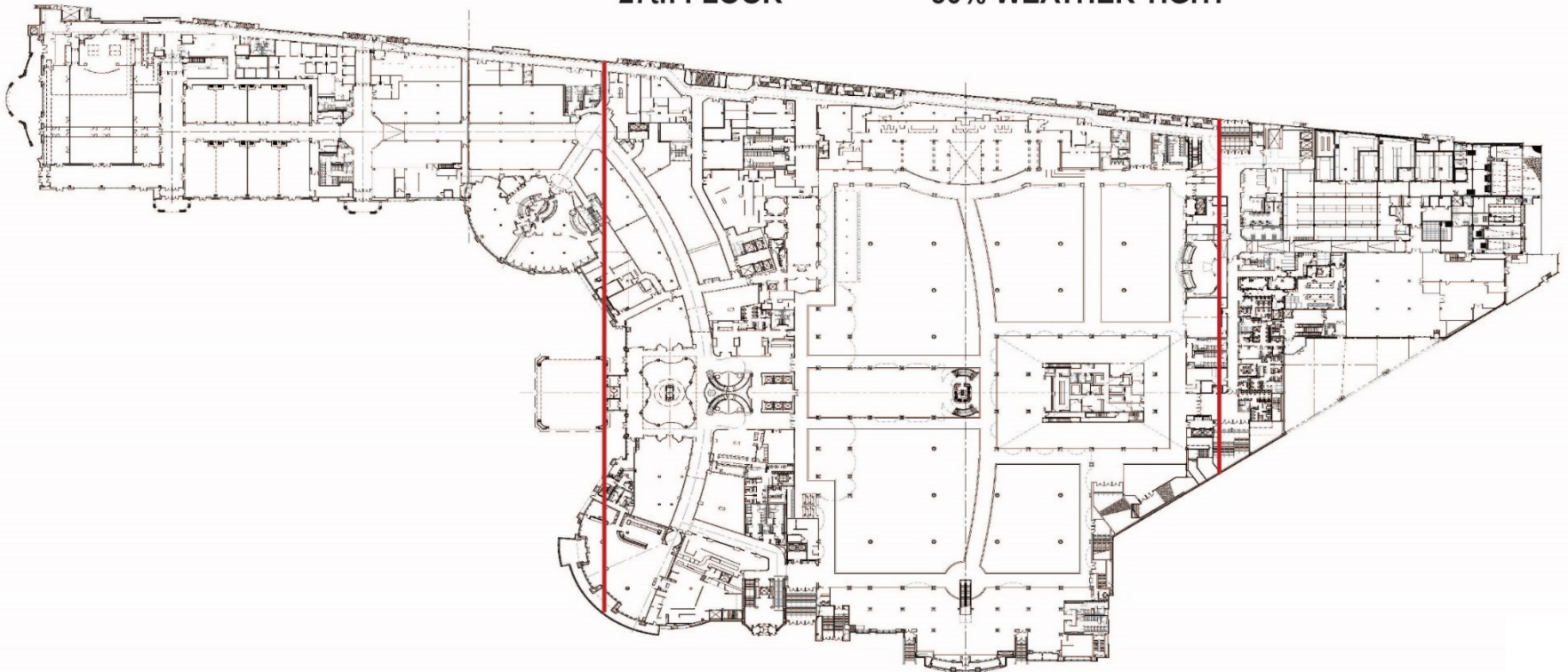
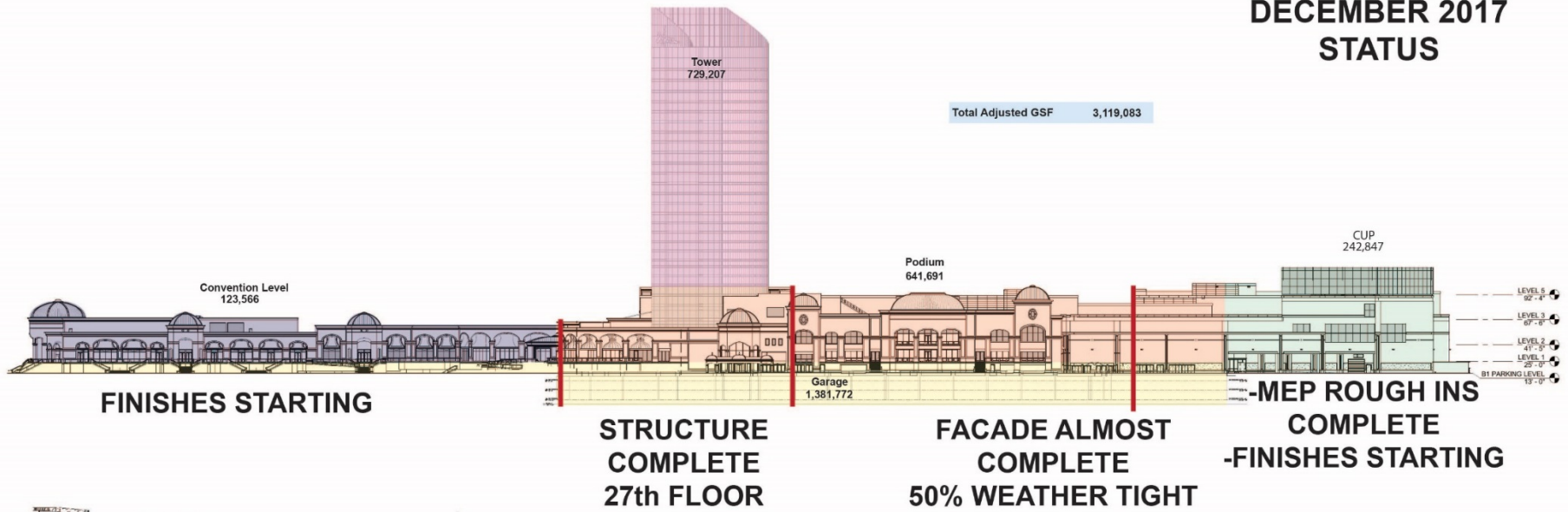


DECEMBER 2016 STATUS





DECEMBER 2017 STATUS



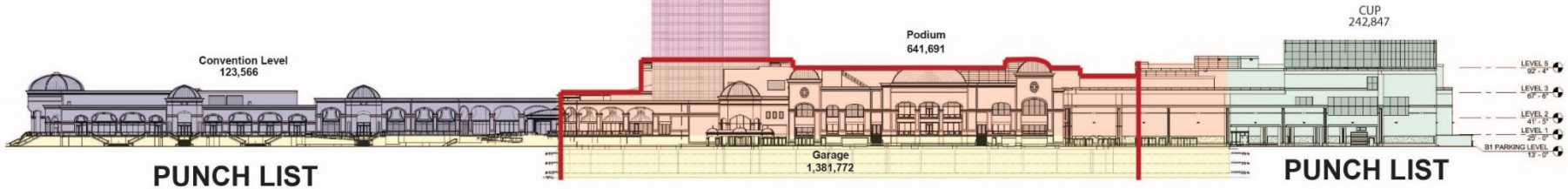
**JUNE 2018
STATUS**

**-CURTAIN WALL
COMPLETE
-HOISTS REMOVED**

ON GOING

- FINISHES
- ELEVATORS
- HOIST AREA
BUILD BACK

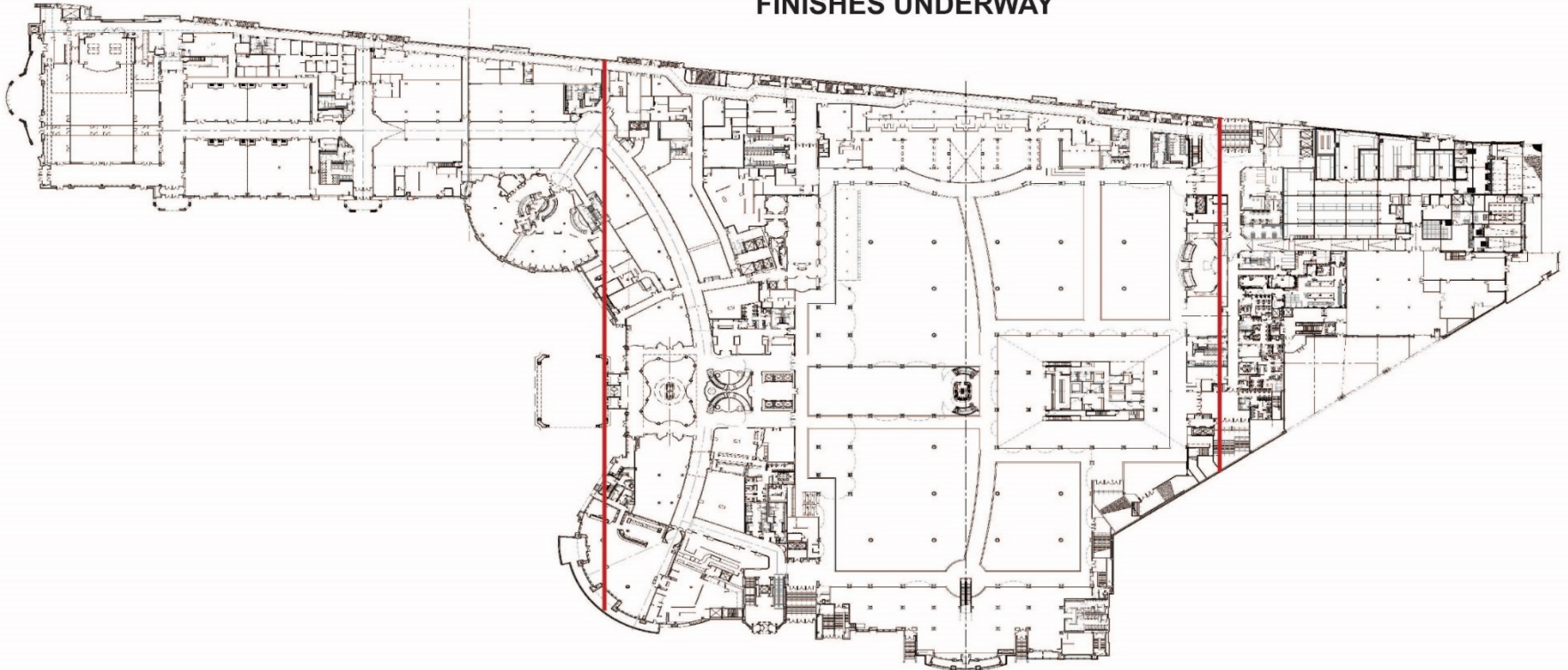
Total Adjusted GSF 3,119,083



PUNCH LIST

PUNCH LIST

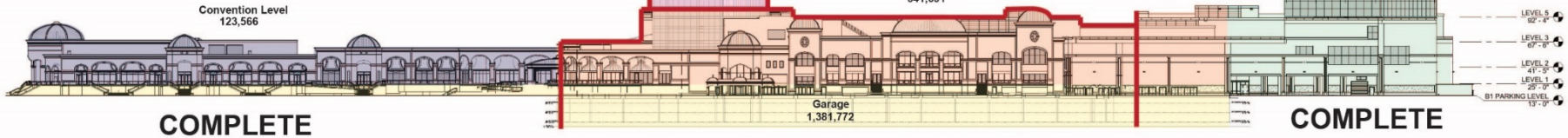
FINISHES UNDERWAY



PUNCH LIST/ FFE

Tower
729,207

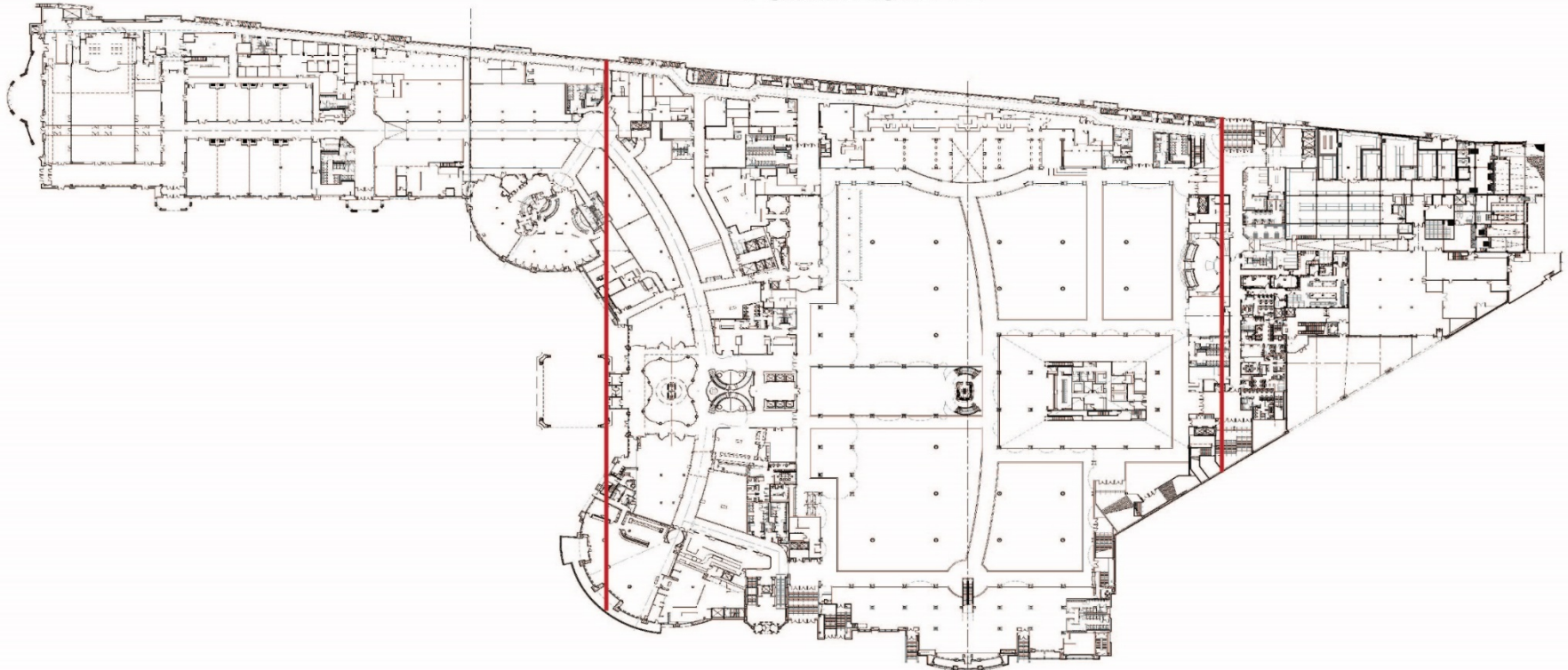
Total Adjusted GSF 3,119,083



COMPLETE

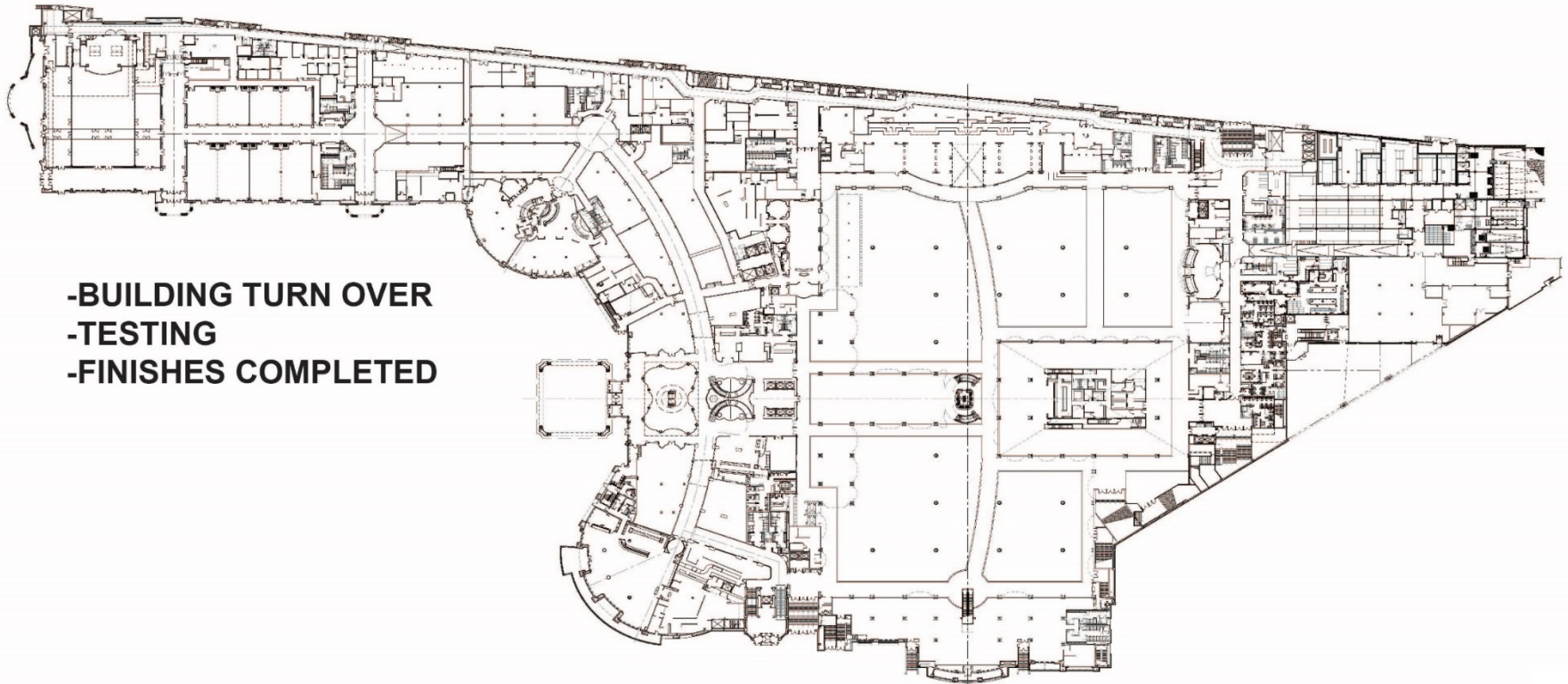
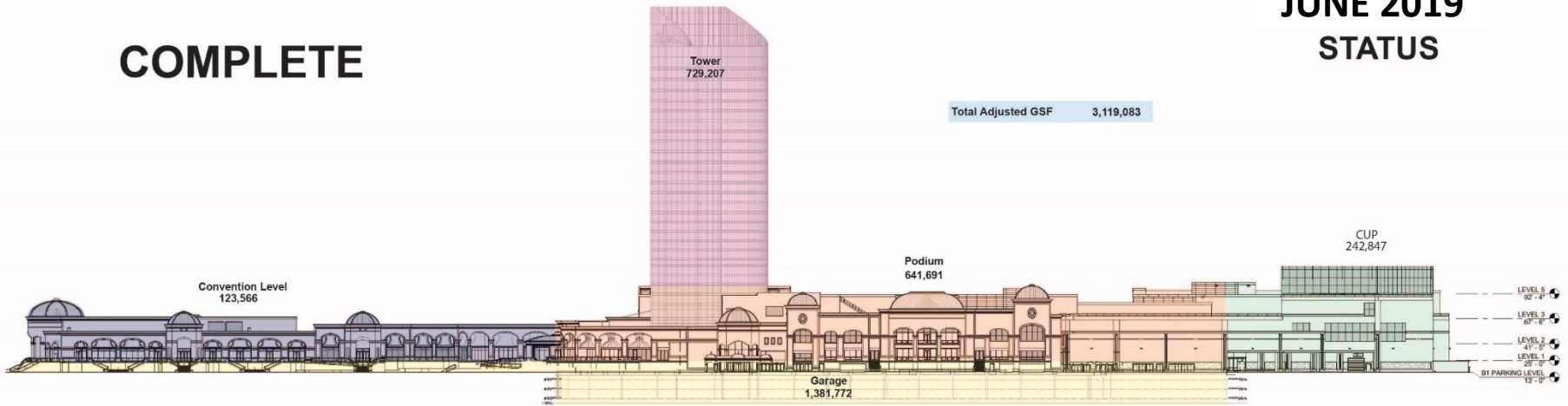
COMPLETE

PUNCH LIST/ FFE



COMPLETE

JUNE 2019 STATUS



- BUILDING TURN OVER
- TESTING
- FINISHES COMPLETED

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Workforce Summary Report

WYNN BOSTON HARBOR
 Construction Workforce Diversity
 Date Range: 9/2015 - 10/31/2016

LOCAL TRADE UNION	OCTOBER 2016									
	Total Hours	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Boilermakers Local 29	304.0	1	124.5	41.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 107	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 1305	40.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 218	1,102.0	6	568.0	51.5%	2	224.0	20.3%	1	112.0	10.2%
Carpenters Local 26	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 275	140.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	356.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 475	122.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 624	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 67	72.0	1	72.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	509.0	2	95.0	18.7%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 104 I.B.E.W (Utilities)	132.0	1	15.0	11.4%	0	0.0	0.0%	0	0.0	0.0%
Elevator Constructors Local 4	248.8	1	84.8	34.1%	0	0.0	0.0%	1	83.5	33.6%
Iron Workers Local 7	611.0	3	192.0	31.4%	2	75.0	12.3%	0	0.0	0.0%
Laborers Local 133	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 138	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 1421 (Wreckers)	632.0	12	632.0	100.0%	3	220.0	34.8%	0	0.0	0.0%
Laborers Local 151	382.5	1	136.0	35.6%	1	136.0	35.6%	0	0.0	0.0%
Laborers Local 22	4,895.5	17	1,924.0	39.3%	7	944.0	19.3%	1	60.5	1.2%
Laborers Local 223	259.5	2	58.0	22.4%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 243	54.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	536.0	1	241.0	45.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	129.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 429	142.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	199.0	1	199.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	32.5	1	24.5	75.4%	0	0.0	0.0%	1	8.0	24.6%
Laborers Local 610	40.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	259.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	131.5	1	131.5	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	50.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	10,760.8	12	1,432.0	13.3%	2	421.5	3.9%	4	515.0	4.8%
Painters & Allied Trades D.C. #35	16.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Piledrivers Local 56	1,750.5	3	259.0	14.8%	3	285.5	16.3%	3	295.5	16.9%
Plasterers & Cement Masons Local 534	8.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Woodframe Local 723	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	23,916.0	66	6,188.3	25.9%	20	2,306.0	9.6%	11	1,074.5	4.5%

LOCAL TRADE UNION	PROJECT TO DATE									
	Total Hours	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Boilermakers Local 29	304.0	1	124.5	41.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 107	103.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 1305	40.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 218	2,237.0	6	795.0	35.5%	2	395.0	17.7%	1	152.0	6.8%
Carpenters Local 26	199.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 275	414.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	1,269.0	1	86.0	6.8%	0	0.0	0.0%	1	86.0	6.8%
Carpenters Local 475	314.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 624	209.0	1	209.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 67	72.0	1	72.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	3,825.0	7	645.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 104 I.B.E.W (Utilities)	688.0	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
Elevator Constructors Local 4	949.8	1	230.8	24.3%	0	0.0	0.0%	1	229.5	24.2%
Iron Workers Local 7	7,238.5	15	2,211.5	30.6%	3	613.0	8.5%	0	0.0	0.0%
Laborers Local 133	78.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 138	8.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 1421 (Wreckers)	992.0	15	992.0	100.0%	3	220.0	22.2%	0	0.0	0.0%
Laborers Local 151	3,516.5	1	909.5	25.9%	2	917.5	26.1%	0	0.0	0.0%
Laborers Local 22	32,031.5	36	11,579.5	36.2%	13	3,948.5	12.3%	4	1,693.5	5.3%
Laborers Local 223	1,657.5	3	402.0	24.3%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 243	173.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	682.0	2	315.0	46.2%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	1,352.5	1	27.0	2.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 429	445.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	1,483.5	3	1,457.5	98.2%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	146.5	1	90.5	61.8%	0	0.0	0.0%	1	32.0	21.8%
Laborers Local 610	72.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	809.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	929.5	1	913.5	98.3%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	722.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	59,116.3	14	7,150.5	12.1%	2	1,519.5	2.6%	5	3,068.5	5.2%
Painters & Allied Trades D.C. #35	18.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Piledrivers Local 56	12,297.5	4	1,988.5	16.2%	5	1,192.5	9.7%	6	1,873.0	15.2%
Plasterers & Cement Masons Local 534	129.5	1	19.0	14.7%	0	0.0	0.0%	0	0.0	0.0%
Woodframe Local 723	8.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	134,531.5	116	30,334.3	22.5%	30	8,806.0	6.5%	19	7,134.5	5.3%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	116	30,334.3	15.3%	22.5%
Female	30	8,806.0	6.9%	6.5%
Veteran	19	7,134.5	3.0%	5.3%

Workforce Summary Report

WYNN BOSTON HARBOR
 Construction Workforce Diversity
 Date Range: 9/2015 - 10/31/2016

CONTRACTOR	OCTOBER 2016									
	Total Hours	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Andella Iron Inc.	198.0	2	172.0	86.9%	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%
Cavalieri Construction Company, Inc.	264.0	3	127.0	48.1%	0	0.0	0.0%	1	60.5	22.9%
Coastal Marine Construction	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Construction Drilling, Inc.	240.0	1	8.0	3.3%	0	0.0	0.0%	0	0.0	0.0%
Dagle Electrical Construction Corporation	160.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
DeLucca Fence Company	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	12.0	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%
Hayward Baker Inc.	1,471.0	3	327.0	22.2%	0	0.0	0.0%	1	66.0	4.5%
J Rams Inc	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J. Derenzo Co.	5,734.0	9	1,048.5	18.3%	3	384.0	6.7%	3	343.0	6.0%
K&H Electrical Systems, Inc.	551.0	2	211.5	38.4%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	3,119.5	12	953.0	30.5%	4	470.5	15.1%	1	112.0	3.6%
Lockwood Remediation	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lund Rebar Services, Inc.	6.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Mass Bay Electrical Corp.	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	102.0	1	8.0	7.8%	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%
MON Landscaping Inc.	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Moretrench	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	678.0	13	678.0	100.0%	3	220.0	32.4%	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%
Prudential Door & Window Co. Inc.	16.0	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%
Rapid Flow Inc.	36.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	407.0	1	20.0	4.9%	2	75.0	18.4%	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%
S&A Cranes LLC	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Silverback Construction Inc.	8.0	0	0.0	0.0%	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%
The Welch Corporation	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TREVIICOS CORPORATION	9,235.5	16	2,452.5	26.6%	6	980.5	10.6%	3	333.5	3.6%
UTEC Constructors LLC	132.0	1	15.0	11.4%	0	0.0	0.0%	0	0.0	0.0%
Vynorius Piledriving Inc.	1,146.5	2	167.8	14.6%	1	76.0	6.6%	2	159.5	13.9%
WES Construction Corp	399.0	0	0.0	0.0%	1	100.0	25.1%	0	0.0	0.0%
Wood & Wire Fence Co. Inc	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	23,916.0	66	6,188.3	25.9%	20	2,306.0	9.6%	11	1,074.5	4.5%

CONTRACTOR	PROJECT TO DATE									
	Total Hours	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Andella Iron Inc.	483.0	3	429.0	88.8%	0	0.0	0.0%	0	0.0	0.0%
Cashman Dredging & Marine Contracting	200.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Cavalieri Construction Company, Inc.	1,921.5	5	1,230.5	64.0%	0	0.0	0.0%	1	444.5	23.1%
Coastal Marine Construction	2,223.5	0	0.0	0.0%	1	84.0	3.8%	1	116.5	5.2%
Construction Drilling, Inc.	499.5	1	8.0	1.6%	0	0.0	0.0%	0	0.0	0.0%
Dagle Electrical Construction Corporation	3,250.0	3	462.0	14.2%	0	0.0	0.0%	0	0.0	0.0%
DeLucca Fence Company	394.5	5	110.0	27.9%	1	16.0	4.1%	1	24.0	6.1%
Easton Concrete Cutting & Drilling LLC	410.0	1	27.0	6.6%	0	0.0	0.0%	0	0.0	0.0%
Geologic Earth Exploration, Inc.	72.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hayward Baker Inc.	1,769.0	3	397.0	22.4%	0	0.0	0.0%	1	66.0	3.7%
J Rams Inc	17.0	0	0.0	0.0%	0	0.0	0.0%	1	8.0	47.1%
J. Derenzo Co.	30,476.0	9	5,737.5	18.8%	4	2,009.0	6.6%	3	1,901.5	6.2%
K&H Electrical Systems, Inc.	743.0	2	283.5	38.2%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	9,640.5	20	2,347.0	24.3%	5	1,002.0	10.4%	2	238.0	2.5%
Lockwood Remediation	32.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lund Rebar Services, Inc.	683.0	6	441.0	64.6%	0	0.0	0.0%	0	0.0	0.0%
Mass Bay Electrical Corp.	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	102.0	1	8.0	7.8%	0	0.0	0.0%	0	0.0	0.0%
Midnight Iron Construction Management Inc.	32.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MON Landscaping Inc.	96.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Moretrench	48.0	2	16.0	33.3%	0	0.0	0.0%	1	8.0	16.7%
NewRoads Environmental	1,046.0	17	1,046.0	100.0%	3	220.0	21.0%	0	0.0	0.0%
NorthStar Contracting Group, Inc	37.0	1	12.0	32.4%	0	0.0	0.0%	0	0.0	0.0%
Prudential Door & Window Co. Inc.	18.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
R.J. Cobb LTD	48.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Rapid Flow Inc.	253.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	6,040.5	6	1,341.5	22.2%	3	613.0	10.1%	0	0.0	0.0%
Richard W. Reid Electric Company Inc.	34.0	2	16.0	47.1%	0	0.0	0.0%	0	0.0	0.0%
S&A Cranes LLC	9.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Silverback Construction Inc.	259.0	1	19.0	7.3%	0	0.0	0.0%	0	0.0	0.0%
The Railroad Associates Corporation	65.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
The Welch Corporation	11,582.5	2	1,308.0	11.3%	3	1,057.0	9.1%	2	1,225.0	10.6%
TREVIICOS CORPORATION	55,721.0	22	14,292.5	25.7%	7	3,372.0	6.1%	3	2,566.0	4.6%
UTEC Constructors LLC	688.0	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
Vynorius Piledriving Inc.	5,228.0	2	682.8	13.1%	2	333.0	6.4%	3	537.0	10.3%
WES Construction Corp	401.0	0	0.0	0.0%	1	100.0	24.9%	0	0.0	0.0%
Wood & Wire Fence Co. Inc	8.0	1	4.0	50.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	134,531.5	116	30,334.3	22.5%	30	8,806.0	6.5%	19	7,134.5	5.3%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	116	30,334.3	15.3%	22.5%
Female	30	8,806.0	6.9%	6.5%
Veteran	19	7,134.5	3.0%	5.3%