



**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, December 13, 2016 10:30 AM-12:30 PM**  
The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

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

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**APPROVAL OF MINUTES – 11/08/2016**

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**REPORT:**

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

**Jennie Peterson**  
Manager, Development

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**COMMITTEE MEMBER DISCUSSION**

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**COMMUNITY INPUT**

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**REPORT:**

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

**Chelan Brown, Diversity Specialist**  
Diversity Specialist, Construction & Operations

**Jason Rosewell**  
Executive Director of Design and Construction

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**COMMITTEE MEMBER DISCUSSION**

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**COMMUNITY INPUT**

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**ADDITIONAL DISCUSSION TOPICS**

- **Construction Diversity Marketing & Recruitment Campaign Update**

**Jill Lacey Griffin**  
Director of Workforce, Supplier and Diversity Development

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**Next MGC Access and Opportunity Committee Meeting**  
**January 10, 2016**

Springfield Technical Community College, Scibelli Hall, 1 Armory Square, Springfield, MA 01105

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**ADJOURN**

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

**12-7-16**  
(date)

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

**Date Posted to Website:** December 8, 2016 at 4:00 p.m.



**Massachusetts Gaming Commission**

101 Federal Street, 12<sup>th</sup> Floor, Boston, Massachusetts 02110 | TEL 617.979.8400 | FAX 617.725.0258 | [www.massgaming.com](http://www.massgaming.com)



**MassGaming Access and Opportunity Committee**  
**Meeting Minutes**  
**November 8, 2016, 10:30 am – 12:30 pm**  
**Springfield Technical Community College, 1 Armory Square, Springfield, MA 01105**

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**Call to Order/Introductions** **10:41 am**

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

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**Approval of the Minutes** **10:44 am**

9.13.16 and 10.11.16 minutes approved unanimously.

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**Reports:**

**MGM Springfield** **10:44 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
  - 4 new WBEs.
- Community Partners Network
  - Met on October 19<sup>th</sup>, met with MGM Springfield Construction Team
    - Steering Committee gave an update on the CPN launch on November 21<sup>st</sup>.
    - Reviewed upcoming CPN Training Calendar.
  - Temporary CPN Membership Team is finalizing Directory of Community Partners Network to be posted on the MGM Springfield Construction website.
  - Advocacy Team worked on identifying the CPN Advocacy priorities
  - Defining Our Success Team is archiving a collection of Success Stories, focusing on the veteran workforce and VBEs that have worked on the MGM Springfield job.
    - The team also works closely with the Union Applicant Committees to track placements in unions, apprenticeship programs, and regional job sites.
  - Basic Eligibility Screening Team facilitated a Phon-A-Thon to follow up with new referrals.
  - Work Readiness Team discussed upcoming 2-Day Work Readiness Training for referrals and the upcoming CPN Work Readiness Training Calendar.

- Union Partnership and Outreach
  - Continued meetings and discussions with local trade unions.
  - Continued referrals and tracking of new diverse union applicants in their process.
  - 2 new diverse individuals accepted into local unions, ready for work.
  - 50 newly identified union members 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; met goal of 160 calls.
    - Focused on non-union referrals.
  - October 27-28, 2016: MGM Springfield & Community Partners Network Construction 2-Day Work Readiness Seminar
  - Lydia Early (STCC Office of Workforce Development), Christian Diluzio (Veteran's Inc.), Lisa Clauson (Carpenters #108), Rani Gould (Youth Build/YWCA), and Greg Ellerbe (Certified Western Mass. Regional Employment Board Work Readiness Trainer) spoke.
  - Other training topics included financial literacy, work/life balance, on-the-job conflict mediation, and math assessment/placement.
- Upcoming Outreach Events
  - 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 21, 2016: CPN Launch with local union partners and city/state officials
- Workforce Diversity Statistics - Union: As of 10/27/2016
  - Women: 7.74% (Goal: 6.90%)
  - Minority: 32.50% (Goal: 15.30%)
  - Veteran: 8.30% (Goal: 8.00%)
- Workforce Diversity Statistics: As of 10/27/2016 (Total On-site Workforce)
  - Women: 9.47% (Goal: 6.90%)
  - Minority: 26.04% (Goal: 15.30%)
  - Veteran: 9.32% (Goal: 8.00%)
- Workforce 3-Month Look Ahead
  - Work in Progress - Water/Sewer/Gas/Electric Infrastructure
  - Work in Progress – Garage Foundations
  - Work in Progress – Underground MEP for Garage
  - Work in Progress – Hotel-Podium Foundations
  - Work in Progress – Generator Switch Gear Area
  - Work in Progress – Underground MEP Hotel Podium
  - Work in Progress – Armory – Interior Demo

- Work in Progress – Concrete Slab on Grade for Podium
- Work in Progress – Pre-cast Garage Elements
- Work in Progress – Steel Erection Hotel Podium
- Nov 2016 – Demo of 95/101 Pedestrian Bridges
- Nov 2016 – Temp Heating
- Dec 2016 – Interior Fitout of 95 State
- Dec 2016 – Spray Fireproofing
- Dec 2016 – Concrete Slab on Metal Deck
- Dec 2016 – CEF Masonry
- Jan 2017 – Garage Interior MEP
- Design & Construction Commitments: Through 10/31/2016
  - WBE: 13.8% (Goal: 10.0%)
  - MBE: 6.6% (Goal: 5.0%)
  - VBE: 6.5% (Goal: 2.0%)
- Design & Consulting Commitments: Through 10/31/2016
  - WBE: 13.8% (Goal: 10.0%)
  - MBE: 11.7% (Goal: 5.0%)
  - VBE: 4.6% (Goal: 2.0%)
- Construction Commitments: Through 10/31/2016
  - WBE: 13.8% (Goal: 10.0%)
  - MBE: 5.5% (Goal: 5.0%)
  - VBE: 6.9% (Goal: 2.0%)

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**Committee Member Comments and Discussion**

**11:06 am**

- A committee member recognized MGM Springfield for keeping and exceeding their goals, particularly for minorities. He also stated that it is impressive, especially with the new and diverse companies coming in to work.
  - A committee member asked about the number of Springfield residents among the workforce.
    - MGM's Director of Pre-Construction referred him to the footnotes on slide 26 in the presentation.
  - A committee member asked why union members were being referred to pre-apprenticeship programs.
    - MGM's Diversity Specialist said that the statement was a misprint, and it was only non-union workers referred to pre-apprenticeship programs.
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**Wynn Boston Harbor**

**11:10 am**

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 10/31/2016
  - 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 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 – Awarded contracts as of 10/31/2016
  - MBE: 4.1% (Goal: 5.0%)
  - WBE: 3.5% (Goal: 5.4%)
  - VBE: 4.1% (Goal: 1.0%)
- Construction: Workforce Participation – As of 10/31/2016
  - Minority: 22.5% (Goal: 15.3%)
  - Women: 6.5% (Goal: 6.9%)
  - Veteran: 5.3% (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.
  - 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.

**Committee Member/Community Comments and Discussion** **11:25 am**

- A committee member asked if there could be a Wynn site tour for the AOC.
  - Wynn’s Project Manager said she would speak with her team about organizing a visit.
- A committee member commented that it’s never too early to get people ready for the upcoming application process for the trades.
  - Wynn’s Project Manager said that they would mention that in ongoing communications and meetings.

**Additional Discussion Topics** **11:30 am**

- Director Griffin mentioned a construction diversity marketing and recruitment campaign being developed by MGC staff and an AOC subcommittee. She said that the goal was to impact the number of women in the trades, and more details would be shared at the MGC Open Public Meeting on Thursday, November, 10<sup>th</sup>.

- In light of Veterans Day, Commissioner Stebbins spoke about the references to prioritizing veterans and veteran-owned businesses in the Expanded Gaming Law and the upcoming events being held in honor of veterans. Commissioner Stebbins also thanked MGM Springfield and Wynn Boston Harbor, and Plainridge Park Casino for attending the VSO training in Leominster last month. Commissioner Stebbins also spoke about an MGC video being put together to highlight the veterans involved in the casino construction.

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**Meeting Adjourned**

**11:35 am**

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<b>Committee Members and Supporting Committee/Staff</b>	<b><u>Attendees</u> Members of the Community and Guests</b>	<b>Remote Attendees</b>
Jill Lacey Griffin	Haskell Kennedy	Keith Greenaway
Bruce Stebbins	Jeff Hayden	Mary Vogel
Ed Bedrosian		
Joseph Delaney		
Brian McPherson		
Shelley Webster		
Jennie Peterson		
Ny Mahasadeth		
Hadley Price		
Eddie Corbin		
John Perez		
Nader Acevedo		
Denise Jordan		
Jason Rosewell		
Chelan Brown		
Seth Stratton		
Maureen Carney		
Jason Garand		

**List of Documents and Other Items Used**

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated November 3<sup>rd</sup>, 2016
- September 13<sup>th</sup>, 2016 & October 11<sup>th</sup>, 2016 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated November 8<sup>th</sup>, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: October 27<sup>th</sup>, 2016

- Wynn Boston Harbor Access & Opportunity Committee Monthly Update October PowerPoint Presentation dated November 8, 2016
- Wynn Boston Harbor – Construction Workforce Diversity As of October 31, 2016

*Wynn* BOSTON HARBOR  
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Wynn Boston Harbor | December 13, 2016

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# **ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE NOVEMBER 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%

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

Minority Business Enterprise (MBE): 5%

Women Business Enterprise (WBE): 5.4%

Veteran Business Enterprise (WBE): 1%

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

Minorities: 15.3%

Women: 6.9%

Veterans: 3%

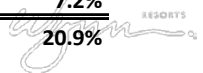
# Design: M/W/VBE Participation

- As of November 30th, 20.9%, over \$11.3 million, of project design contracts have been awarded to M/W/VBEs.

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

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

MBE (12)	Consultant / Contractor	Location	Scope	Award		% of Awarded Contracts
				Amount (\$)	% Goal	
	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			
<b>TOTAL</b>				<b>\$4,763,006</b>	<b>7.9%</b>	<b>8.8%</b>
<b>WBE (11)</b>						
	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			
<b>TOTAL</b>				<b>\$2,674,356</b>	<b>10.0%</b>	<b>4.9%</b>
<b>VBE (4)</b>						
	JBA Consulting Engineers (Sub to Jacobs)	Las Vegas, NV	MEP, FP, Telecomm			
	JBA Consulting Engineers	Las Vegas, NV	Audio Visual			
	Eslick Design Associates	Tulsa, OK	Signage			
	Fort Hill Infrastructure (Sub to AECOM)	Boston, MA	Traffic Engineering			
<b>TOTAL</b>				<b>\$3,883,358</b>	<b>1.0%</b>	<b>7.2%</b>
<b>TOTAL DIVERSE CONTRACTS</b>				<b>\$11,320,720</b>	<b>18.9%</b>	<b>20.9%</b>
<b>TOTAL QUALIFIED DESIGN AWARDS</b>				<b>\$54,271,040</b>		



# Design & Construction M/W/VBEs: Outreach

- **Bi-weekly email communications** sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute.
- Planning for Furniture, Fixtures, and Equipment (FF&E) outreach event – January 12, 2017.
- Circulated communication regarding preference for Veteran-owned businesses.
- Assigned Suffolk executive mentors to Trade Partnership Series graduates. Four Trade Partnership Series graduates currently working on the Wynn Boston Harbor site.

# Construction: M/W/VBE Participation

- As of November 30th, 12.2%, \$49.9 million, of construction contracts have been awarded to M/W/VBEs.
- Construction contracts in November included awards to one WBE and one M/VBE.
- Negotiations with additional M/W/VBE sub-contractors and suppliers are underway, following awards to prime tier sub-contractors.

	# Contract Awards	Goal	Awarded to Date	\$ Awarded to Date
<b>MBE</b>	23	5.0%	5.5%	\$22.3 M
<b>WBE</b>	42	5.4%	3.4%	\$13.8 M
<b>VBE</b>	14	1.0%	5.7%	\$23.2 M
<b>TOTAL</b>	<b>65*</b>	<b>11.4%</b>	<b>12.2%*</b>	<b>\$49.9 M*</b>

**Total Qualified Construction Spend = \$408,398,121**

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

# Construction: MBE Participation, 23 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
Andella Iron Inc.	Chelsea, MA	Rebar Install			
All Time Service, Inc. (M/WBE)	Jamaica Plain, MA	Cleaning			
Adonai Water (M/WBE)	Randolph, MA	Water Supply			
Anvil Steel & Engineering (M/VBE)	Taunton, MA	Shear Stud Installation			
Building Enclosure Associates	Charlestown, MA	Commissioning			
Carol's Light Supply (M/WBE)	Canton, MA	Electrical Materials & Equipment			
CDP Fastener Group	Brockton, MA	Ejector Pump Control Panel Supply			
Charter Contracting Company	Boston, MA	Remediation			
Charter Contracting Company	Boston, MA	Trucking			
Dependable Masonry Construction	North Reading, MA	Masonry			
Don Martin	Marshfield, MA	Paving			
Don Martin	Marshfield, MA	Paving			
D. Silva Trucking	Carver, MA	Trucking			
Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
E. G. Fisher Construction, Inc.	Worcester, MA	CIP Light RT Wall Concrete Work			
Fisher Contracting Corporation (M/WBE)	Worcester, MA	Living Shore Line Earthwork			
Independent Pipe Service	Houston, TX	Drill Casing Supply			
M-O-N Landscaping	North Dartmouth, MA	Erosion Control			
Regis Steel	Fall River, MA	Rebar Cages			
Richard W. Reid Electrical	Billerica, MA	Electrical			
Titan Roofing (M/VBE)	Quincy, MA	Roofing			
US Inspection & Consulting	Phoenix, AZ	Materials Testing			
Woodchuck's Building & Home Center	Rockland, MA	Electrical Commodities Supply			
Wood & Wire Fence	Lincoln, RI	Temporary Fence			
<b>TOTAL</b>			<b>\$22,384,670</b>	<b>5.0%</b>	<b>5.5%</b>

# Construction: WBE Participation, 42 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award		% of Awarded Contracts
			Amount (\$)	% Goal	
ABC Soils, Inc.	Sudbury, MA	Soil Testing			
Adonai Water (M/WBE)	Randolph, MA	Water Supply			
Albanese Brothers, Inc	Dracut, MA	Stone			
Albanese Brothers, Inc	Dracut, MA	Furnish stone & gravel			
Alliance Detective & Security	Everett, MA	Site Security			
Alliance Detective & Security	Everett, MA	Site Security			
All Time Service, Inc. (M/WBE)	Jamaica Plain, MA	Cleaning			
Back Bay Concrete	Wakefield, MA	Place and Finish Concrete Slab			
Brennan Consulting	Burlington, MA	Surveying			
BOSS Steel	Everett, MA	Steel Erection			
Boston Bridge & Steel	Methuen, MA	Catwalk Railing Fabrication			
Carol's Light Supply (M/WBE)	Canton, MA	Electrical Materials & Equipment			
Charles George Trucking	Londonderry, NH	Trucking			
Dagle Electrical Construction	Woburn, MA	Electrical			
Delucca Fence Company	Methuen, MA	Fencing			
Delucca Fence Company	Methuen, MA	Fencing			
Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
Fisher Contracting Corporation (M/WBE)	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			
P J Spillane	Everett, MA	Waterproofing			
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			
William G. Moore	Freehold, NJ	Timber Piles Supply			
<b>TOTAL</b>			<b>\$13,778,594</b>	<b>5.4%</b>	<b>3.4%</b>



# Construction: VBE Participation, 14 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			
Titan Roofing (M/VBE)	Quincy, MA	Roofing			
Thompson & Lichtner, Inc.	Canton, MA	Materials Testing			
<b>TOTAL</b>			<b>\$23,254,602</b>	<b>1.0%</b>	<b>5.7%</b>

# Construction: Workforce Participation

- As of November 30th, 168,398 hours of work had been completed on the project site by 596 workers.
- 136 minorities, 36 females, and 23 veterans have performed construction work on the project.

	# Workers*	# Diverse Workforce Hours*	Goal	% Diverse Workforce Hours to Date
<b>Minority</b>	136	39,704.0	15.3%	23.6%
<b>Female</b>	36	10,966.5	6.9%	6.5%
<b>Veteran</b>	23	9,114.0	3.0%	5.4%

# 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.
- Launched Veterans Appreciation and Recognition safety meeting segment and Veterans Helmet program.
- **11/7:** Job-site veterans appreciation.
- **11/9:** Chelsea Soldiers Home Veterans Expo.
- **11/15:** Regional Career Centers, Regional Employment Board.
- **11/15:** PGTI Women in Apprenticeship celebration.
- **11/17:** Job-site Women in Apprenticeship Day celebration.
- **11/22:** Massachusetts Girls in Trades Alumni Working Group.
- **11/30:** Massachusetts Girls in Trades Board Meeting.
- **11/30:** Greater Boston Veterans Collaborative.



build  
smart

**BUFFOLK**

BOSTON HARBOR

*Wynn*





**WOMEN AT WORK**  
HELPING TO BUILD THE FUTURE

SCOTSMAN  
800.782.1500  
www.willscot.com

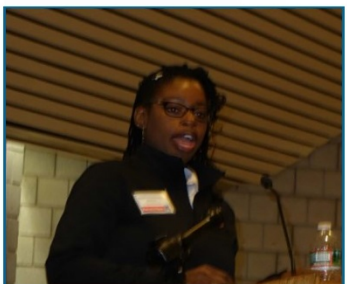
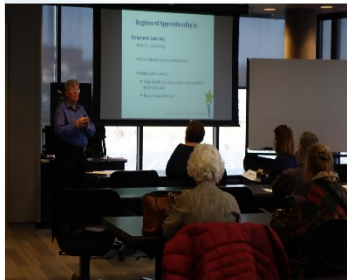
TENNESSEE  
TECH

# WOMEN AT WORK

HELPING TO BUILD THE FUTURE!

*Wynn*  
BOSTON HARBOR

SUFFOLK



## Our Mission

Females interested in careers in the skilled trades, especially girls enrolled in career and technical education high schools and programs, often lack key information about career paths, educational opportunities, and apprenticeships, as well as a network of supportive, established professionals to guide them and a sense of community with other girls and women with similar goals. Mass. Girls in Trade was launched to address these needs. Spear-headed by Minuteman High School in Lexington and Wynn Boston Harbor—in conjunction with a host of educational and professional organizations—we connect girls with the resources they require to have a productive and rewarding future in the skilled trades, an area in which they are notably under-represented. If you are a student, educator, parent or guardian, skilled trades professional or representative, or an alumna of a technical school or program, we hope to hear from you with questions, comments and suggestions. We welcome your input and participation in this groundbreaking effort.

**[MassGirlsInTrades@minuteman.org](mailto:MassGirlsInTrades@minuteman.org)**

## Our Goals and Events for 2016-17:

- Increase student leadership and mentorship
- Grow the Mass. Equity in Trade Advisory Council, an offshoot of Girls in Trades
- Expand the involvement of students and schools in western Massachusetts

Please join us at these events (details to be announced):

**September / November** – *Career and Technical Education Directors Presentation*

**October** – *Mentor-Student Leadership Event scheduled for October 26, 2016 at Worcester Technical High School*

**March** – *Girls in Trades Career Fair and Conference*

**March / April** – *Parent and Alumnae Event*

**June** – *Presentation at Annual Massachusetts Association of Vocational Administrators Conference*

### Mass Girls in Trades

**Phone:** Maryanne Ham at Minuteman High School, 781.861.6500 x7323

**Email:** [MassGirlsInTrades@minuteman.org](mailto:MassGirlsInTrades@minuteman.org)

**Mailing address:** Maryanne Ham, Minuteman High School, 758 Marrett Road, Lexington MA 02421

**Building a network of women in the skilled trades**



## Mass. Girls in Trades

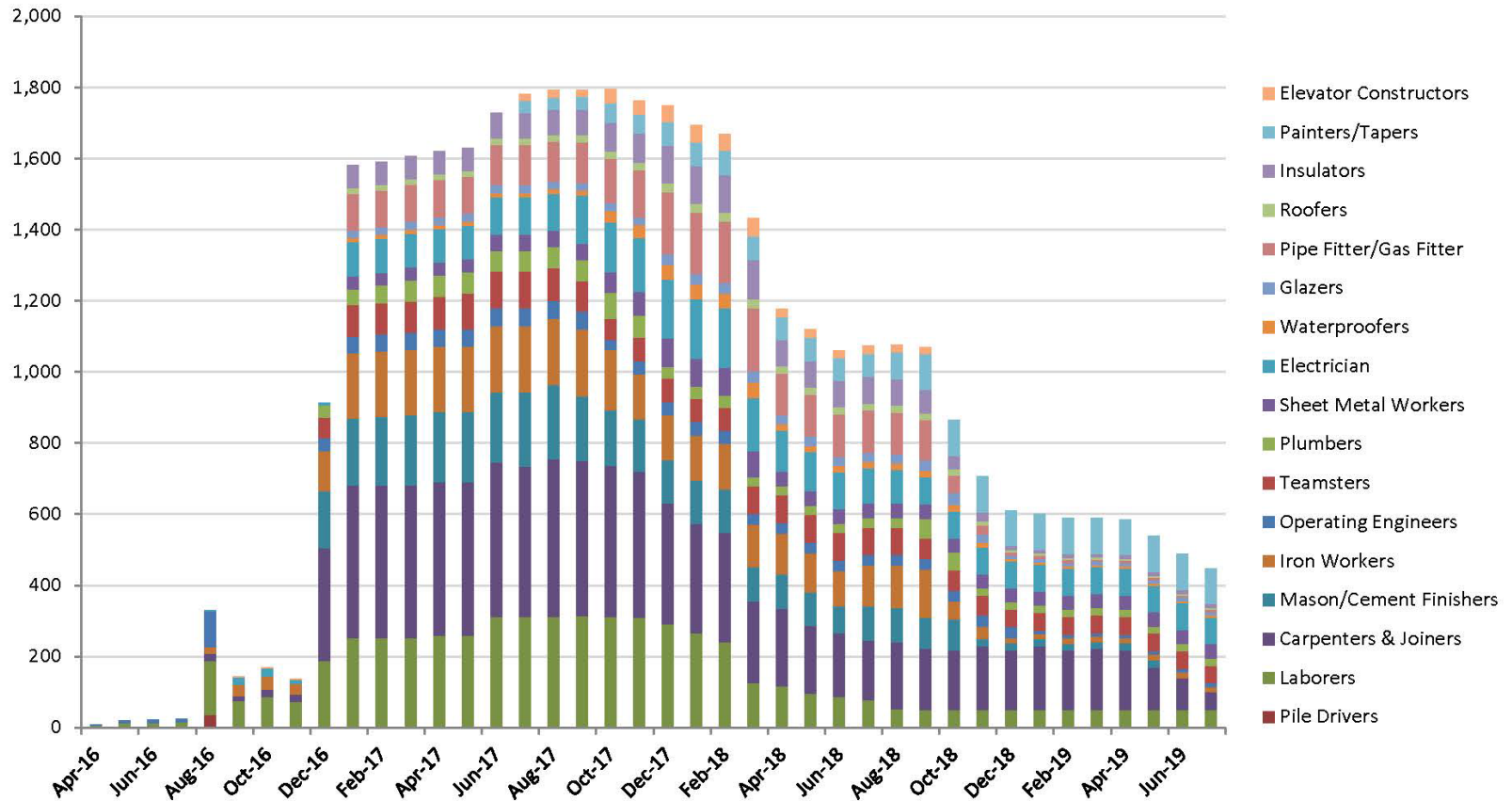


Students at the Mass. Girls in Trades Conference and Career Fair at IBEW Local 103 headquarters, Dorchester, Mass., on March 30, 2016

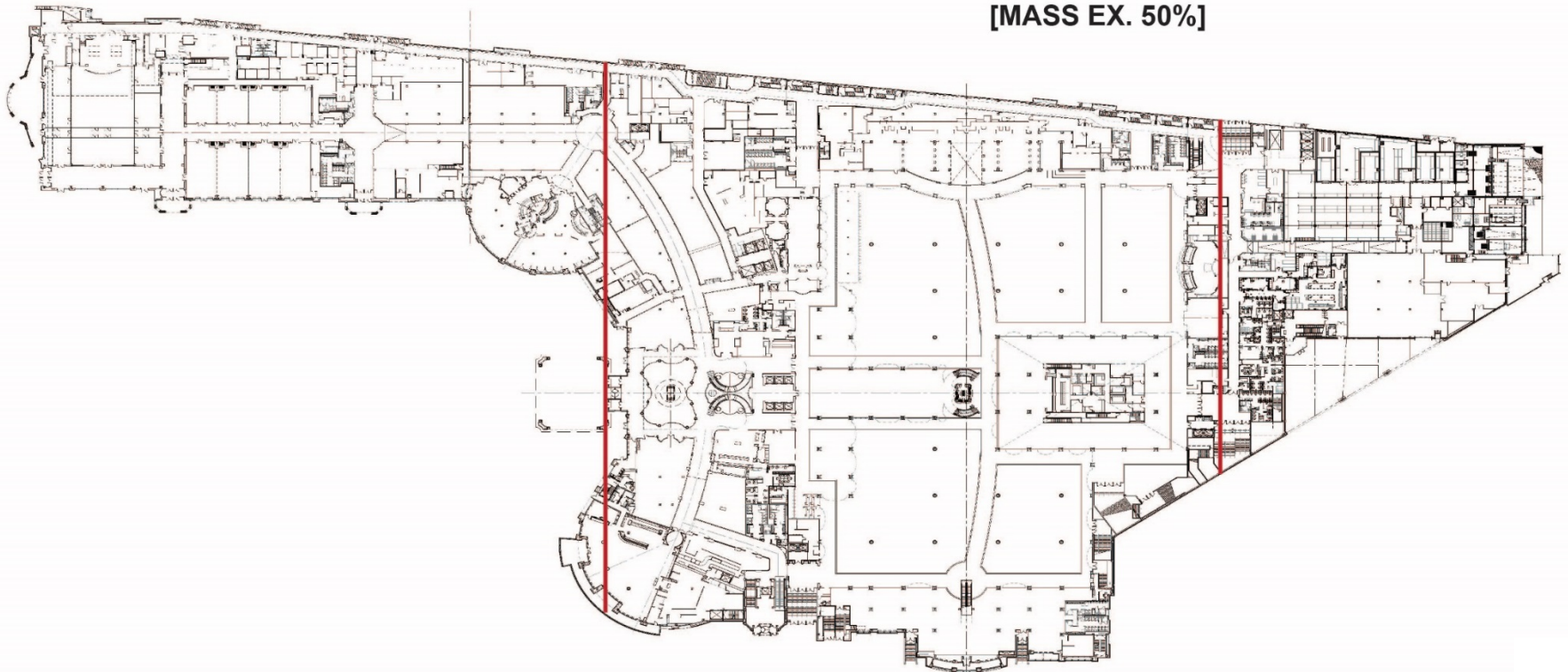
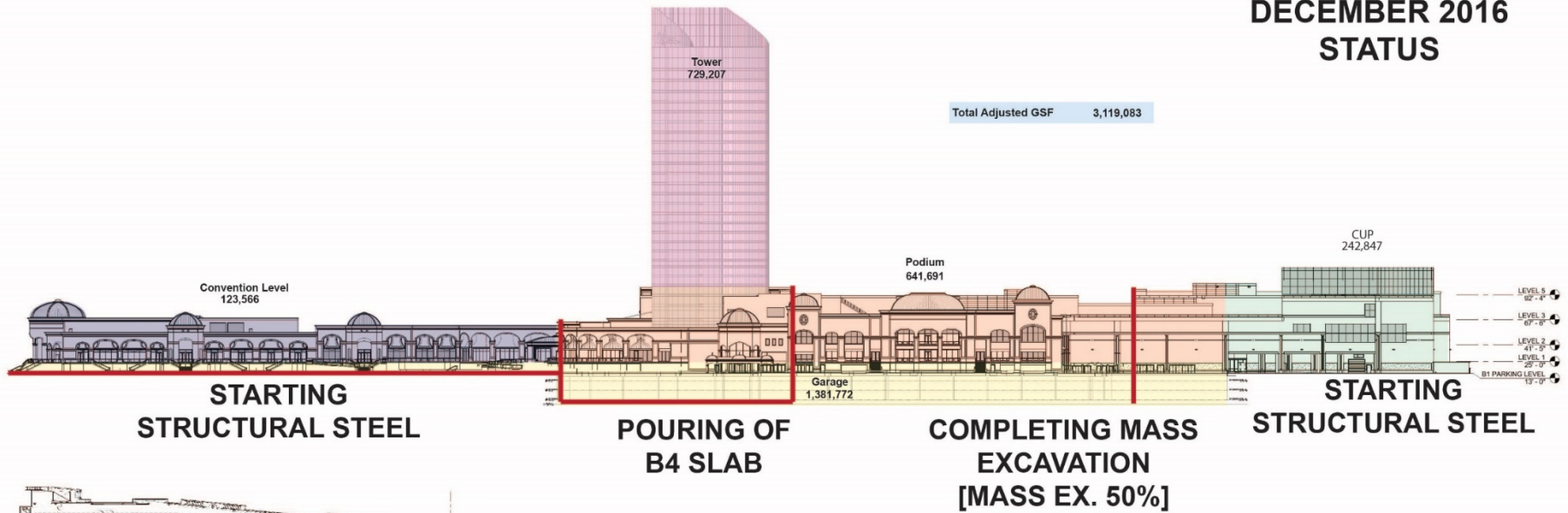


# Construction Workforce: Projected Labor Schedule

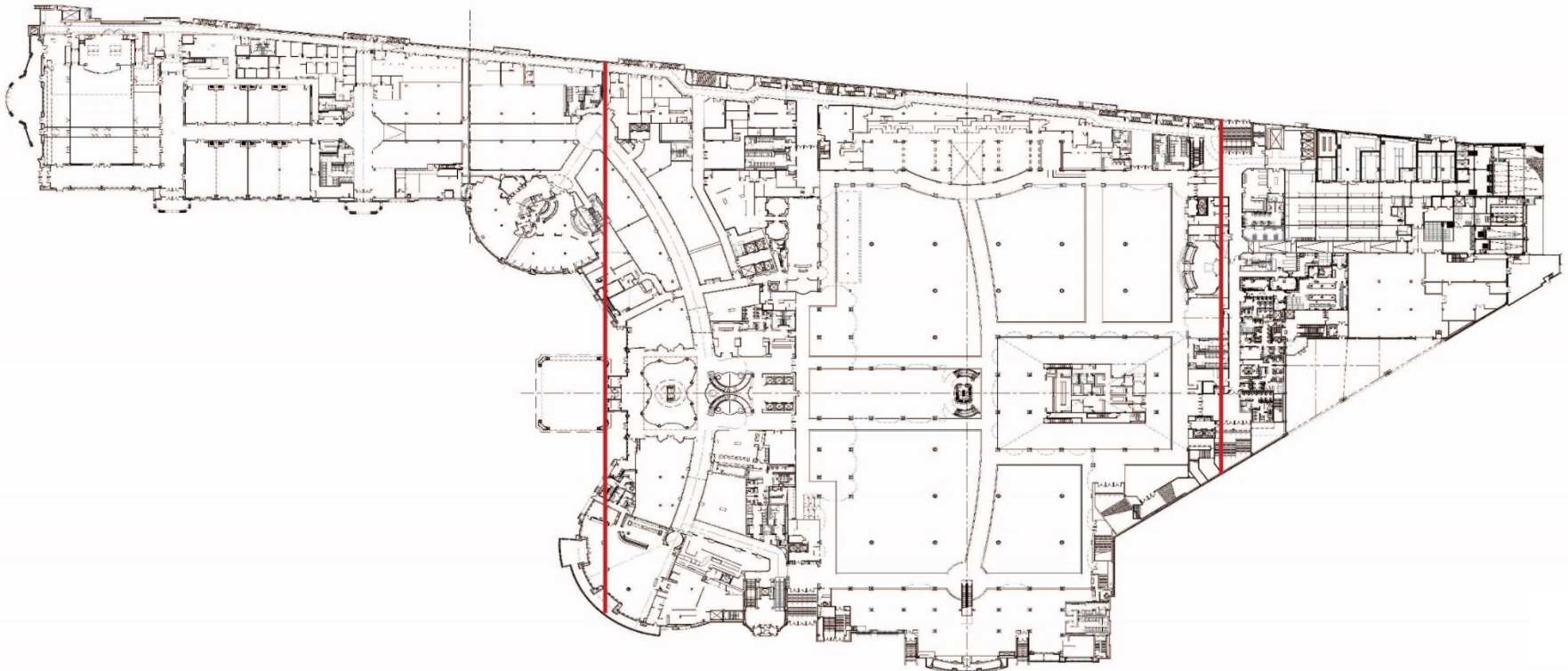
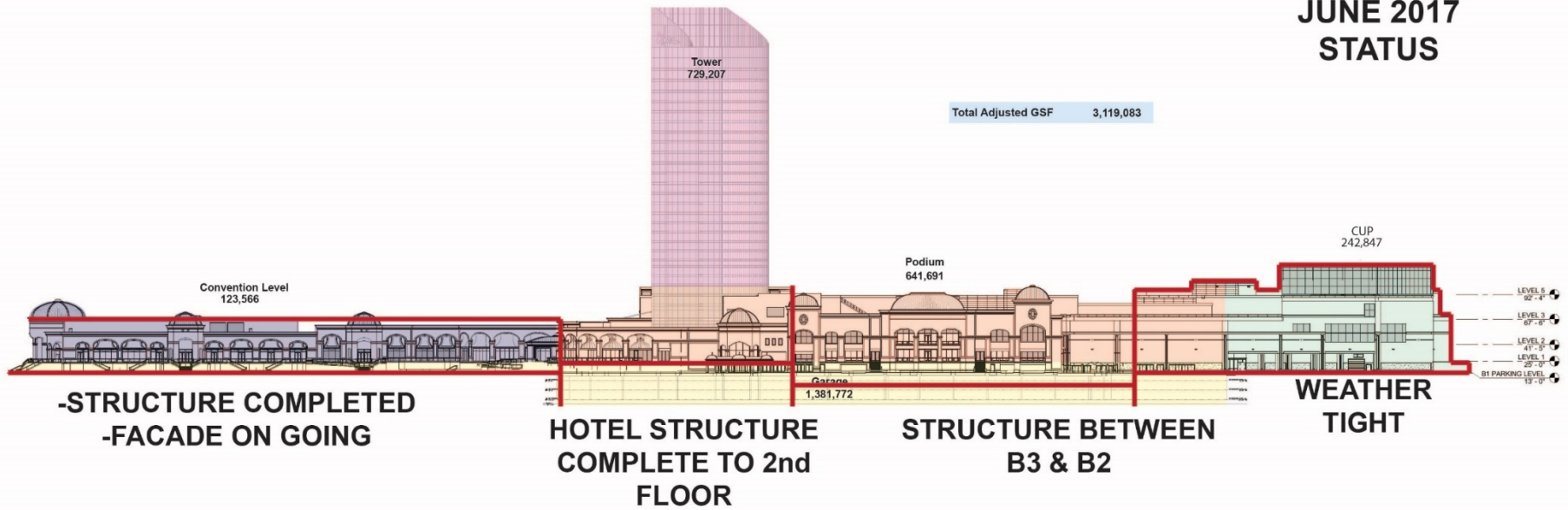
## Wynn Boston Harbor Labor Projection (FTE)



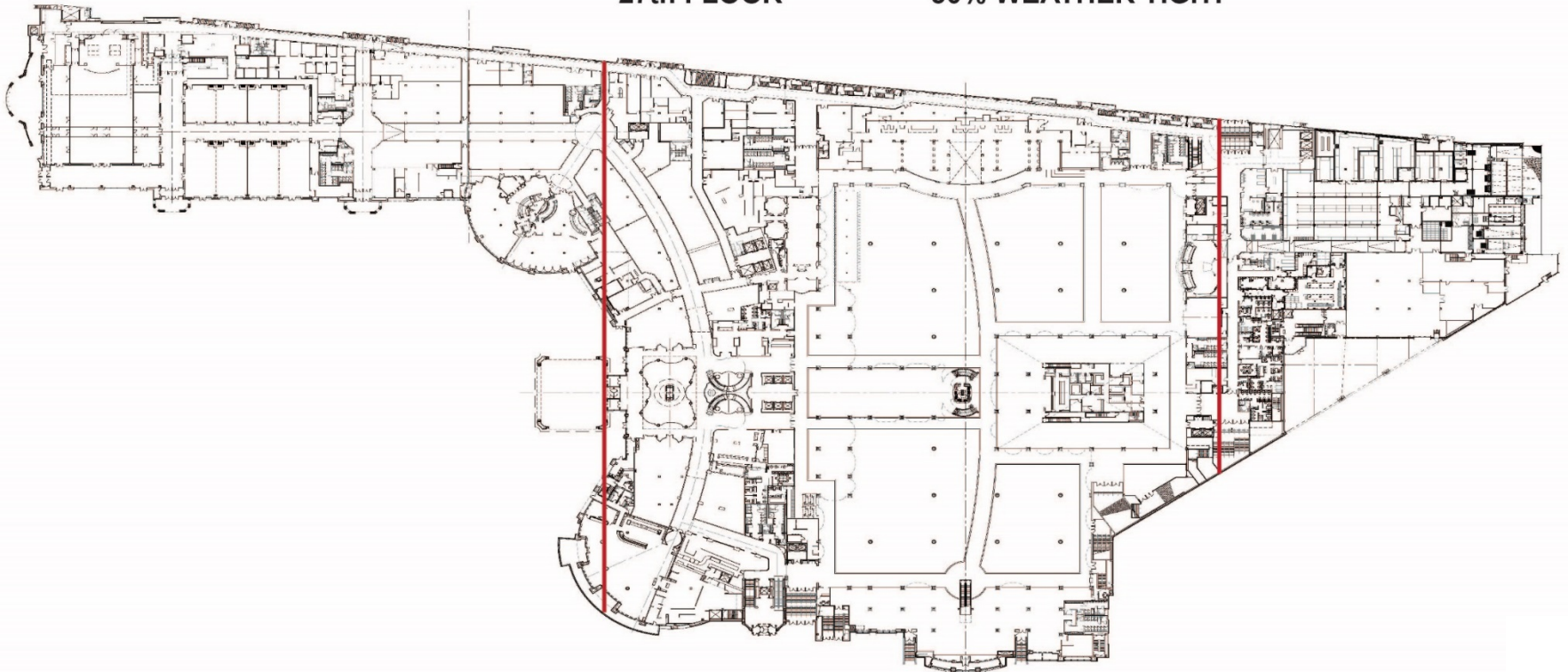
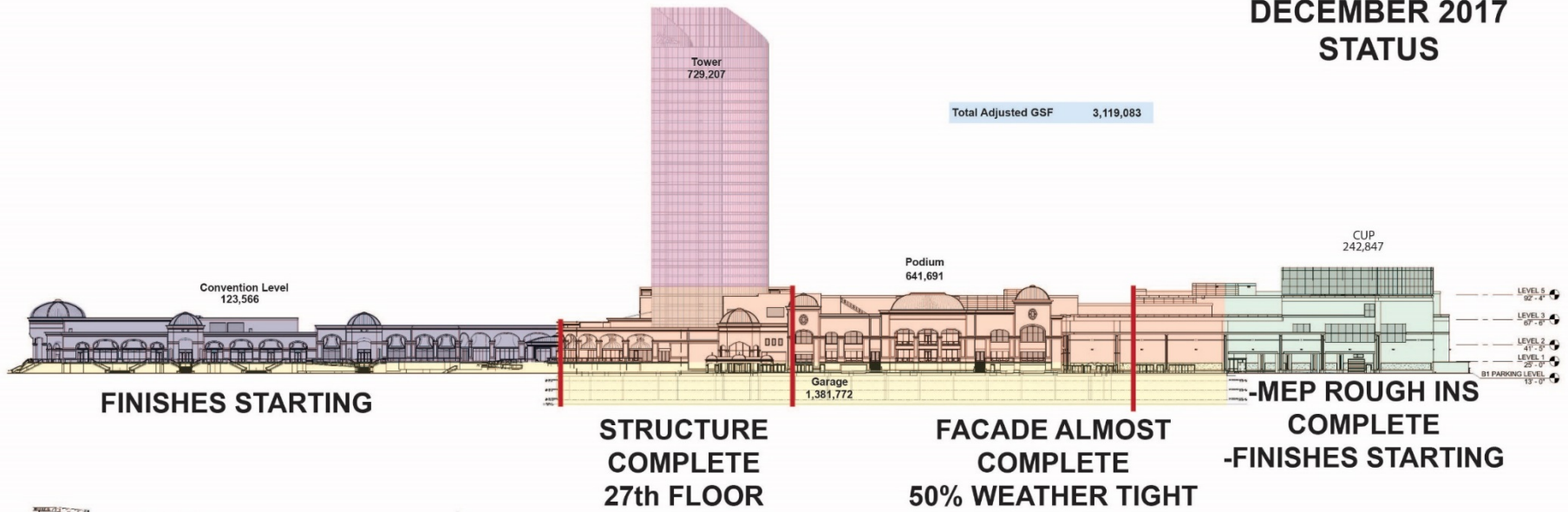
# DECEMBER 2016 STATUS



# JUNE 2017 STATUS



# DECEMBER 2017 STATUS



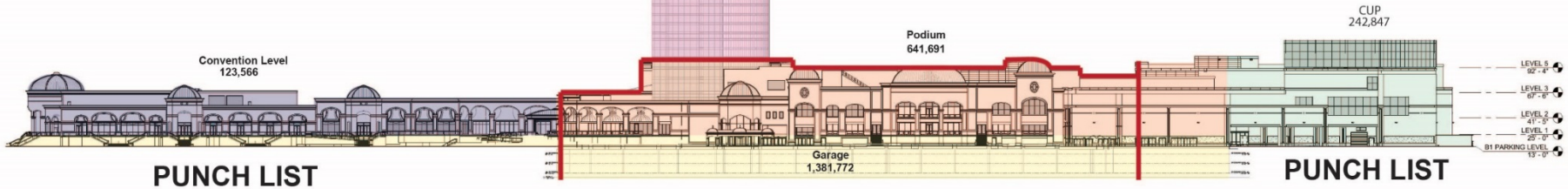
**JUNE 2018  
STATUS**

**-CURTAIN WALL  
COMPLETE  
-HOISTS REMOVED**

**ON GOING**

- FINISHES
- ELEVATORS
- HOIST AREA  
BUILD BACK

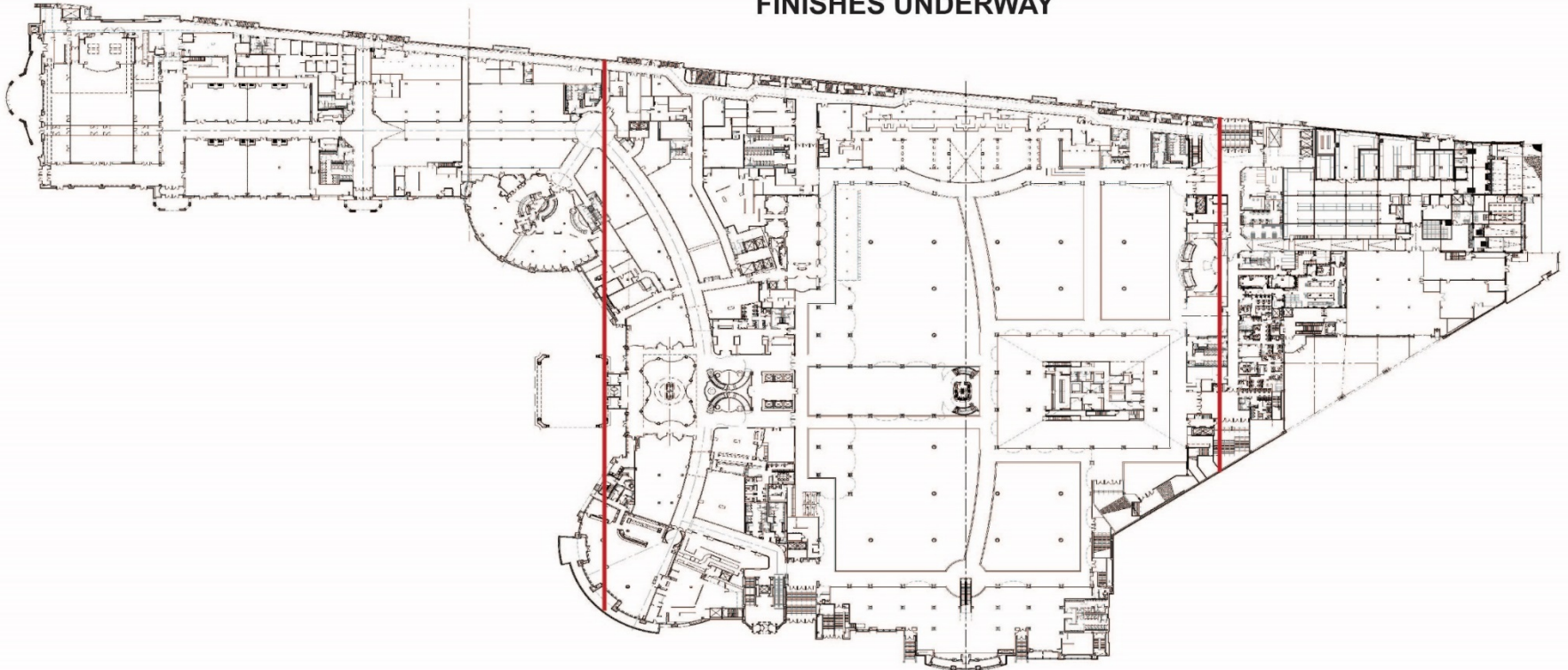
Total Adjusted GSF 3,119,083



**PUNCH LIST**

**PUNCH LIST**

**FINISHES UNDERWAY**

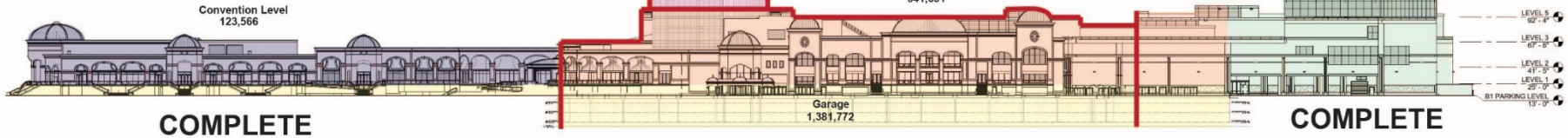


# DECEMBER 2018 STATUS

## PUNCH LIST/ FFE

Tower  
729,207

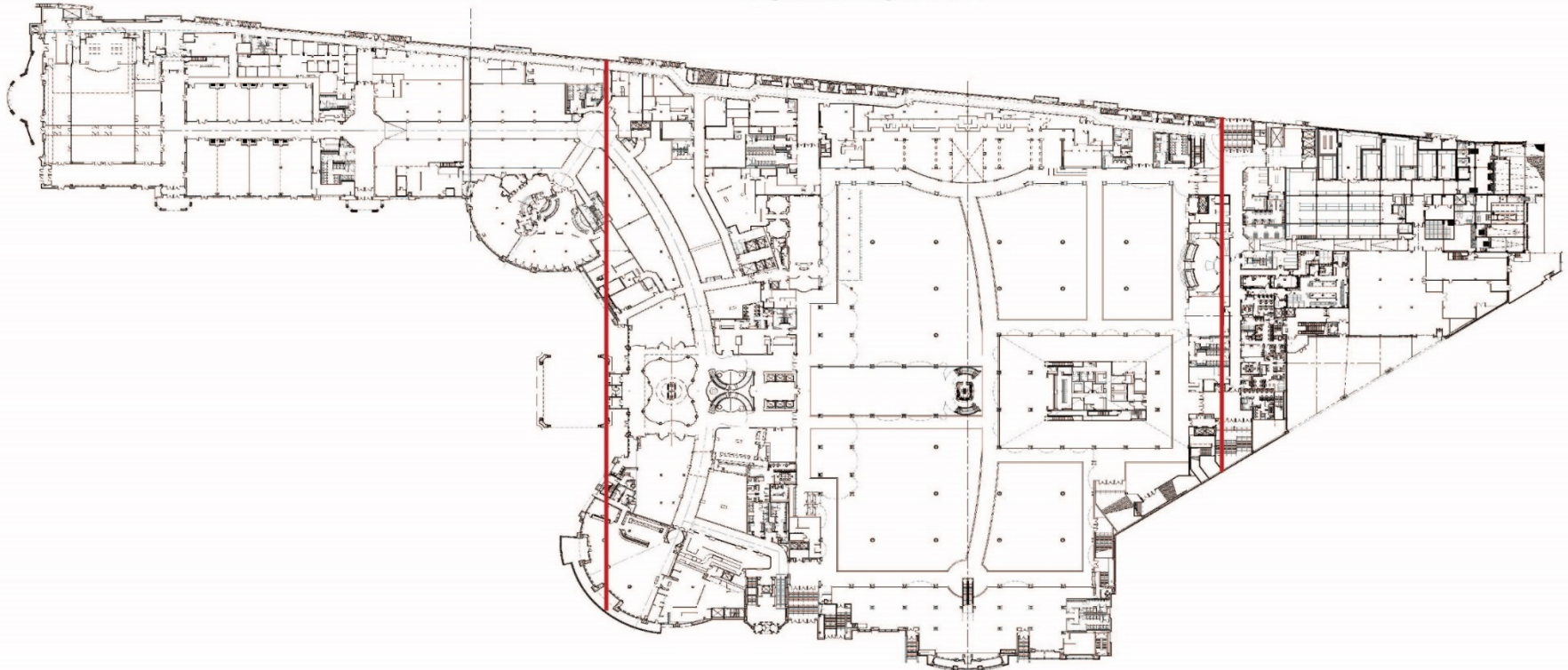
Total Adjusted GSF 3,119,083



COMPLETE

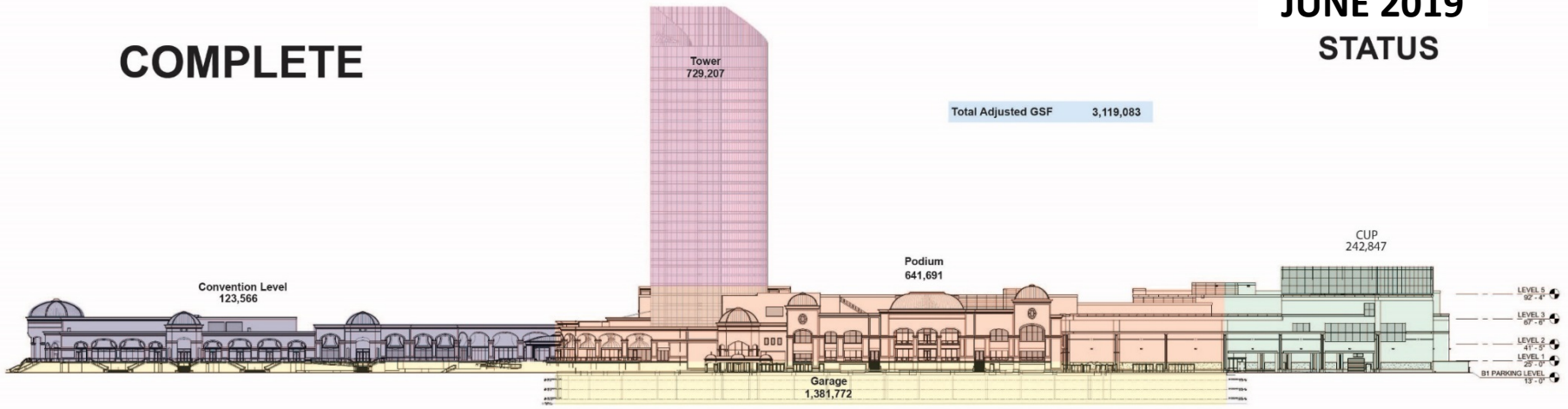
COMPLETE

## PUNCH LIST/ FFE

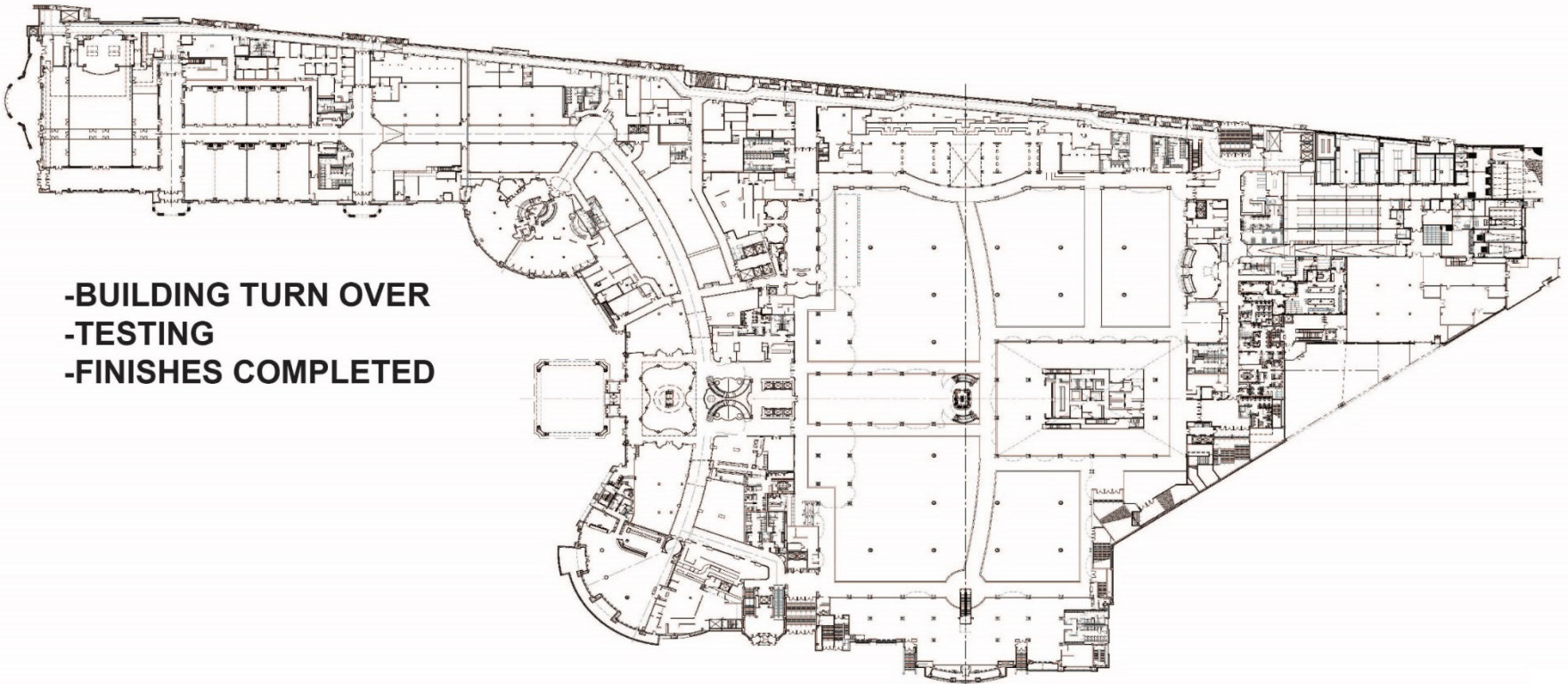


# COMPLETE

# JUNE 2019 STATUS



- BUILDING TURN OVER
- TESTING
- FINISHES COMPLETED



*Wynn* BOSTON HARBOR  
.®



Workforce Summary Report

WYNN BOSTON HARBOR  
 Construction Workforce Diversity  
 Date Range: 9/2015 - 11/30/2016

LOCAL TRADE UNION	NOVEMBER 2016										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Boilermakers Local 29	11.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 107	43.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 1305	104.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 218	498.0	8	5	323.0	64.9%	1	64.0	12.9%	1	50.0	10.0%
Carpenters Local 26	56.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 275	78.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	358.0	5	1	72.0	20.1%	0	0.0	0.0%	1	72.0	20.1%
Carpenters Local 475	94.0	1	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	0.0%
Carpenters Local 67	41.0	1	1	41.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	533.0	10	2	24.0	4.5%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 104 I.B.E.W (Utilities)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Elevator Constructors Local 4	250.3	3	1	82.3	32.9%	0	0.0	0.0%	1	80.0	32.0%
Iron Workers Local 7	622.0	29	11	302.0	48.6%	1	47.0	7.6%	2	19.0	3.1%
Laborers Local 133	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 138	17.0	1	1	17.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 1421 (Wreckers)	264.0	5	5	264.0	100.0%	1	72.0	27.3%	0	0.0	0.0%
Laborers Local 151	252.0	5	2	104.0	41.3%	1	40.0	15.9%	0	0.0	0.0%
Laborers Local 22	2,049.5	35	12	875.0	42.7%	6	403.0	19.7%	0	0.0	0.0%
Laborers Local 223	174.0	5	2	50.5	29.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 243	157.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	261.0	3	1	94.0	36.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	77.0	2	1	25.0	32.5%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 429	46.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 473	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	95.5	2	1	44.5	46.6%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	132.0	2	0	0.0	0.0%	0	0.0	0.0%	1	32.0	24.2%
Laborers Local 610	124.5	3	1	25.0	20.1%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	165.5	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	44.0	1	1	44.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	1,620.0	11	1	166.5	10.3%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	3,936.5	59	10	994.5	25.3%	4	412.0	10.5%	3	207.5	5.3%
Painters & Allied Trades D.C. #35	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Piledrivers Local 56	1,975.5	26	3	217.0	11.0%	1	81.0	4.1%	2	155.0	7.8%
Plasterers & Cement Masons Local 534	41.0	4	1	8.0	19.5%	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	0.0%
<b>Total</b>	<b>14,120.3</b>	<b>233</b>	<b>63</b>	<b>3,773.3</b>	<b>26.7%</b>	<b>15</b>	<b>1,119.0</b>	<b>7.9%</b>	<b>11</b>	<b>615.5</b>	<b>4.4%</b>

LOCAL TRADE UNION	PROJECT TO DATE										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Boilermakers Local 29	11.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 107	200.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 1305	148.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 218	3,444.0	14	6	1,496.0	43.4%	2	543.0	15.8%	1	282.0	8.2%
Carpenters Local 26	296.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 275	586.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	1,947.0	10	1	222.0	11.4%	0	0.0	0.0%	1	222.0	11.4%
Carpenters Local 475	488.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 624	209.0	1	1	209.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 67	204.0	1	1	204.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	4,806.0	39	8	805.5	16.8%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 104 I.B.E.W (Utilities)	688.0	9	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
Elevator Constructors Local 4	1,645.0	5	1	471.0	28.6%	0	0.0	0.0%	1	465.5	28.3%
Iron Workers Local 7	8,262.5	60	19	2,696.5	32.6%	4	679.0	8.2%	3	151.0	1.8%
Laborers Local 133	78.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 138	25.0	2	1	17.0	68.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 1421 (Wreckers)	1,440.0	15	15	1,440.0	100.0%	3	360.0	25.0%	0	0.0	0.0%
Laborers Local 151	4,170.0	16	2	1,133.5	27.2%	2	1,037.5	24.9%	0	0.0	0.0%
Laborers Local 22	37,391.0	136	42	14,275.5	38.2%	14	4,771.0	12.8%	4	1,711.5	4.6%
Laborers Local 223	1,952.5	12	3	525.5	26.9%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 243	378.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	1,137.0	5	2	477.0	42.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	1,524.5	6	2	52.0	3.4%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 429	576.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 473	162.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	1,674.0	5	3	1,548.0	92.5%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	366.5	5	1	90.5	24.7%	0	0.0	0.0%	2	150.0	40.9%
Laborers Local 610	243.5	5	1	25.0	10.3%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	1,107.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	1,072.0	3	1	1,056.0	98.5%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	5,947.5	17	1	291.0	4.9%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	69,316.5	146	18	10,086.0	14.6%	5	2,123.0	3.1%	5	3,589.0	5.2%
Painters & Allied Trades D.C. #35	18.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Piledrivers Local 56	16,704.5	56	5	2,440.0	14.6%	6	1,453.0	8.7%	6	2,543.0	15.2%
Plasterers & Cement Masons Local 534	170.5	7	1	27.0	15.8%	0	0.0	0.0%	0	0.0	0.0%
Woodframe Local 723	8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
<b>Total</b>	<b>168,398.0</b>	<b>596</b>	<b>136</b>	<b>39,704.0</b>	<b>23.6%</b>	<b>36</b>	<b>10,966.5</b>	<b>6.5%</b>	<b>23</b>	<b>9,114.0</b>	<b>5.4%</b>

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	136	39,704.0	15.3%	23.6%
Female	36	10,966.5	6.9%	6.5%
Veteran	23	9,114.0	3.0%	5.4%

Workforce Summary Report

WYNN BOSTON HARBOR  
 Construction Workforce Diversity  
 Date Range: 9/2015 - 11/30/2016

CONTRACTOR	NOVEMBER 2016										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Andella Iron Inc.	30.0	2	2	30.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Cashman Dredging & Marine Contracting	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Cavalieri Construction Company, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Coastal Marine Construction	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Construction Drilling, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Dagle Electrical Construction Corporation	0.0	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	0.0%
Don Martin Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	0.0	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	0.0%
Hayward Baker Inc.	1,423.0	18	3	252.0	17.7%	1	65.0	4.6%	1	97.0	6.8%
J Rams Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J. Derenzo Co.	2,123.5	46	9	427.5	20.1%	3	106.0	5.0%	2	110.5	5.2%
J.F. White Contracting Company, Inc	945.0	13	2	136.0	14.4%	2	160.0	16.9%	0	0.0	0.0%
K&H Electrical Systems, Inc.	410.0	5	2	24.0	5.9%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	2,320.0	35	12	761.0	32.8%	4	287.0	12.4%	3	154.0	6.6%
Liberty Equipment and Supply	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lockwood Remediation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lund Rebar Services, Inc.	504.0	20	6	230.0	45.6%	1	47.0	9.3%	2	19.0	3.8%
Mass Bay Electrical Corp.	91.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Midnight Iron Construction Management Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MON Landscaping Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Moretrench	3,063.0	21	6	1,012.0	33.0%	0	0.0	0.0%	1	74.0	2.4%
MTK Construction Services, Inc.	129.0	6	5	121.0	93.8%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	272.0	6	6	272.0	100.0%	1	72.0	26.5%	0	0.0	0.0%
NorthStar Contracting Group, Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
P.J. Spillane Company, Inc.	11.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Prudential Door & Window Co. Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
R.J. Cobb LTD	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Rapid Flow Inc.	81.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	88.0	7	3	42.0	47.7%	0	0.0	0.0%	0	0.0	0.0%
Richard W. Reid Electric Company Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
S&A Cranes LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Silverback Construction Inc.	82.0	8	1	8.0	9.8%	0	0.0	0.0%	0	0.0	0.0%
The Railroad Associates Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
The Welch Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TREVVICOS CORPORATION	710.0	13	4	287.5	40.5%	1	187.0	26.3%	0	0.0	0.0%
UTEC Constructors LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Vynorius Piledriving Inc.	1,245.8	17	2	170.3	13.7%	1	81.0	6.5%	2	161.0	12.9%
WES Construction Corp	560.0	9	0	0.0	0.0%	1	114.0	20.4%	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	0.0%
<b>TOTAL</b>	<b>14,120.3</b>	<b>233</b>	<b>63</b>	<b>3,773.3</b>	<b>26.7%</b>	<b>15</b>	<b>1,119.0</b>	<b>7.9%</b>	<b>11</b>	<b>615.5</b>	<b>4.4%</b>

CONTRACTOR	PROJECT TO DATE										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Andella Iron Inc.	549.0	4	3	495.0	90.2%	0	0.0	0.0%	0	0.0	0.0%
Cashman Dredging & Marine Contracting	200.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Cavalieri Construction Company, Inc.	2,102.5	21	5	1,326.0	63.1%	0	0.0	0.0%	1	462.5	22.0%
Coastal Marine Construction	2,223.5	15	0	0.0	0.0%	1	84.0	3.8%	1	116.5	5.2%
Construction Drilling, Inc.	499.5	4	1	8.0	1.6%	0	0.0	0.0%	0	0.0	0.0%
Dagle Electrical Construction Corporation	3,338.0	21	3	462.0	13.8%	0	0.0	0.0%	0	0.0	0.0%
DeLucca Fence Company	394.5	25	5	110.0	27.9%	1	16.0	4.1%	1	24.0	6.1%
Don Martin Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	410.0	9	1	27.0	6.6%	0	0.0	0.0%	0	0.0	0.0%
Geologic Earth Exploration, Inc.	72.5	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hayward Baker Inc.	3,861.0	25	3	782.0	20.3%	1	65.0	1.7%	1	221.0	5.7%
J Rams Inc	17.0	2	0	0.0	0.0%	0	0.0	0.0%	1	8.0	47.1%
J. Derenzo Co.	36,892.5	69	10	7,094.0	19.2%	4	2,365.5	6.4%	3	2,223.0	6.0%
J.F. White Contracting Company, Inc	1,627.5	13	2	216.0	13.3%	2	240.0	14.7%	0	0.0	0.0%
K&H Electrical Systems, Inc.	1,153.0	6	2	307.5	26.7%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	14,315.5	73	22	3,822.0	26.7%	6	1,542.0	10.8%	3	622.0	4.3%
Liberty Equipment and Supply	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lockwood Remediation	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lund Rebar Services, Inc.	1,553.0	33	10	818.0	52.7%	1	66.0	4.2%	3	151.0	9.7%
Mass Bay Electrical Corp.	105.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	176.0	3	1	20.0	11.4%	0	0.0	0.0%	0	0.0	0.0%
Midnight Iron Construction Management Inc.	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MON Landscaping Inc.	96.0	7	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Moretrench	10,595.5	27	7	3,629.0	34.3%	1	32.0	0.3%	1	429.5	4.1%
MTK Construction Services, Inc.	129.0	6	5	121.0	93.8%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	1,545.0	18	18	1,545.0	100.0%	3	360.0	23.3%	0	0.0	0.0%
NorthStar Contracting Group, Inc	37.0	2	1	12.0	32.4%	0	0.0	0.0%	0	0.0	0.0%
P.J. Spillane Company, Inc.	11.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Prudential Door & Window Co. Inc.	18.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
R.J. Cobb LTD	48.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Rapid Flow Inc.	366.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	6,128.5	22	6	1,383.5	22.6%	3	613.0	10.0%	0	0.0	0.0%
Richard W. Reid Electric Company Inc.	34.0	3	2	16.0	47.1%	0	0.0	0.0%	0	0.0	0.0%
S&A Cranes LLC	9.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Silverback Construction Inc.	351.5	16	1	27.0	7.7%	0	0.0	0.0%	0	0.0	0.0%
The Railroad Associates Corporation	65.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
The Welch Corporation	11,582.5	21	2	1,308.0	11.3%	3	1,057.0	9.1%	2	1,225.0	10.6%
TREVVICOS CORPORATION	57,530.5	85	22	14,889.5	25.9%	7	3,710.5	6.4%	3	2,630.0	4.6%
UTEC Constructors LLC	688.0	9	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
Vynorius Piledriving Inc.	8,539.0	23	2	1,165.5	13.6%	2	561.5	6.6%	3	1,001.5	11.7%
WES Construction Corp	1,062.0	11	0	0.0	0.0%	1	254.0	23.9%	0	0.0	0.0%
Wood & Wire Fence Co. Inc	8.0	2	1	4.0	50.0%	0	0.0	0.0%	0	0.0	0.0%
<b>TOTAL</b>	<b>168,398.0</b>	<b>596</b>	<b>136</b>	<b>39,704.0</b>	<b>23.6%</b>	<b>36</b>	<b>10,966.5</b>	<b>6.5%</b>	<b>23</b>	<b>9,114.0</b>	<b>5.4%</b>

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	136	39,704.0	15.3%	23.6%
Female	36	10,966.5	6.9%	6.5%
Veteran	23	9,114.0	3.0%	5.4%

# Access and Opportunity Committee

December 13, 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

## Construction:

Ref	Company	Location	Diversity Status
1	Tavares, LLC. <sup>(1)</sup>	Providence, RI	MBE

## Supplier:

Ref	Company	Location	Diversity Status
2	Homeland Mechanical LLC	Quincy, MA	VBE
3	Supplies Exchange Systems	Dorchester, MA	MBE
4	Younger Brothers Construction, LLC	Watertown, MA	MBE

### Notes:

(1) Tavares, LLC is both a Construction Vendor and Supplier.

# COMMUNITY PARTNERS NETWORK

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



# COMMUNITY PARTNERS NETWORK

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

# COMMUNITY PARTNERS NETWORK

**November 2, 2016:** Meeting with MGM Springfield Construction Team

## Meeting Highlights:

- 14 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 21, 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

## Startup CPN Membership Team:

- Brainstormed ideas for member recruitment of new community based organizations.
- Finalized Directory of Community Partners Network organizations, individuals, and services being finalized.
  - Directory with CPN partnering organizations is available on the MGM Springfield website and will be available on the CPN website in the near future.
- Working on drafting CPN Organization Membership Application.
- Following up on new membership request that happened as a result of the CPN Launch Announcement on November 21, 2016.

# SUB-COMMITTEE/ ACTION TEAMS UPDATE

## Advocacy Team:

- Advocacy meeting to work on identified CPN Advocacy priorities; including construction diversity.
- Has begun reaching out to local General Contractors and Construction projects in the region to meet with those Owners and G.C.'s about Diversity Hiring and Contracting.
- Continued meetings with Baystate Medical Center on the \$29M construction expansion to ensure diversity requirements are included and best practices are shared on the project.



# SUB-COMMITTEE/ ACTION TEAMS UPDATE

## Defining Our Success Team:

- Archiving and collection of success stories; this month focused on identifying our December 2016 Union Diversity Success Story working on the Springfield worksite.
- 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:

- Following up with the Union Eligible/Union Ready referrals in the Network Database.

## Work Readiness Team:

- Looking at 2017 CPN Training Calendar to finalize trainings and workshops/seminars.
- Set a goal of 1 Work Readiness activity per month for 2017.

# 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 that will begin in the 1st Qtr. of 2017.





# UNION PARTNERSHIP & OUTREACH

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

Capturing and tracking success stories and highlights:

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



# OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- **November 2, 6, 9, & 11, 2016:** Tishman Construction & Putnam Vocational Academy Student Construction Program On Site Tour and Classroom Experience.



# OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- Students get a tour of the project as well as classroom experience where Tishman staff go over a presentation that includes the following:
  - A brief safety orientation
  - A logistics overview
  - Work sequencing
  - An explanation about the enabling phase of the project



# OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- Work completed
- Work in progress
- Work to begin
- Q/A session where students are able to get specific information based on their area of study
- The students are from the Carpentry, HVAC, Sheet Metal, Construction Craft Labor and Electric programs of Putnam Vocational Academy.



# OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- **November 21, 2016:** Western Mass. Community Partnership Network Launch Announcement
- Attended by over 75 community organizations, unions, employers, and diverse union construction workers on the MGM Springfield site.
- Several local officials including Mayor Domenic Sarno, MGC Commissioner Bruce Stebbins, Mike Knapik from Governor Baker's Office, Springfield City Councilor Adam Gomez, MGM Springfield President Michael Mathis, Jason Garand of Carpenters #108, Fiore Grassetti of Ironworkers #7. D.J. Tranghese of Laborers #999 spoke about the importance of the CPN partnership and collaborative work to diversify the local construction workforce.



# OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- 2 Diverse MGM Springfield Union Construction Workers, Stephanie Stephens and Brian Arnold, gave testimony of how getting into the union and being on the MGM Springfield site has changed their lives for the better.
- CPN representatives gave an overview of the mission and priorities of the CPN, upcoming CPN services, and how to join the CPN or take advantage of CPN services.



# OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- The Union Representatives signed a Partnership Pledge, pledging to work diligently with community organizations to continue the work of diversifying the construction workforce in the region.



# UPCOMING OUTREACH/ EVENTS

## Upcoming Diversity Outreach Work:

- **December, 2016:** Community Partners Network Meetings
- **December, 2016:** Diversity Task Force Meeting
- **December 5, 2016:** MGM Springfield Construction Outreach Session: Misc. Metals & Food Service Equipment
- **December 12, 2016:** MGM Springfield Construction Outreach Session: Stone/Tile/Carpet & Millwork
- **December 14, 2016:** Minority Construction Contractors of Connecticut Annual Holiday Meeting and MGM Construction presentation



## BUILDING A STRONG FOUNDATION

ARE YOU A MISCELLANEOUS METALS OR FOOD SERVICE EQUIPMENT CONTRACTOR?

MGM Springfield would like to invite you to a 30-minute info session. Union miscellaneous metals and food service contractors with average annual turnover greater than \$5 million are invited to learn about opportunities with the MGM Springfield project. Metals contractors must have recent experience on projects of \$2.5 million or more, as well as in-house fabrication and limited engineering and detailing capability. Food service contractors must have recent experience on projects of \$5 million or more, design/build experience and capacity, and the ability to project manage and install multiple simultaneous kitchens. In-house stainless steel fabrication also required.

When: Monday, December 5th  
30-minute slots available from 9 a.m. to 1 p.m.  
BY APPOINTMENT ONLY  
To schedule an appointment, email [construction@mgmspringfield.com](mailto:construction@mgmspringfield.com)

where: MGM Springfield  
Community Office  
One Monarch Place, Suite 910  
Springfield, MA 01144

MGM Springfield and Tishman representatives will meet with qualified contractors to explore the scope of upcoming work, the prequalification process, and MGM Springfield's policy on contractors, vendors and purchasing. There will also be an overview of the project's diversity requirements.



[f](#) [t](#)  
building excitement



# UPCOMING OUTREACH/ EVENTS

## Upcoming Diversity Outreach Work:

- **December 15, 2016:** Greater Hartford Urban League Minority Student Construction Program Meeting
- **December 15, 2016:** Young Hispanics Entrepreneurs Annual Meeting
- **December 16, 2016:** U.S. Small Business Administration Small Business Contracting Workshop
- **January, 2016:** Day In The Life Of A Union Tradesperson Networking Event

**BUILDING A STRONG FOUNDATION**

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

MGM Springfield would like to invite you to a 1-on-1 Info session. Union Stone and Tile Contractors who have installed a minimum of 50,000 sq. ft. of material with contracts in excess of \$1 million and Carpet Contractors who have worked on a fast-track project and installed a minimum of 100,000 sq. ft. with contracts greater than \$2 million and a 4-star level of finish. Union millwork contractors must have installed multiple Class A 4 star finishes with a contract value greater than \$5 million.

When: Monday, December 12th  
30-minute slots available from 9 am to 1 pm  
BY APPOINTMENT ONLY

To schedule an appointment, email [construction@mmspringfield.com](mailto:construction@mmspringfield.com)

Where: MGM Springfield Community Office  
One Monahan Place, Suite 510 Springfield, MA 01144

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

  
MGM  
SPRINGFIELD  
  
Equal Housing Opportunity

# DIVERSITY SUCCESS STORIES

- **MGM Springfield Union Construction Worker  
December 2016 Highlight:**

## **Contina McCormick**

- Apprentice for Operating Engineers #98
- Lifelong Springfield resident

**I.U.O.E. LOCAL 98**  
International Union of Operating Engineers Local 98

MASSACHUSETTS  
SPRINGFIELD  
LOCAL 98

Apprentice Contina McCormick oiling on the 1700t tower crane at the MGM casino site in Springfield, Massachusetts

**Newsletter** November 2016

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# Construction Workforce



# WORKFORCE DIVERSITY STATISTICS - UNION

## AS OF NOVEMBER 30, 2016

Group	Project Goals	Project To Date %
Women	6.90%	8.54%
Minority	15.30%	31.10%
Veteran	8.00%	8.33%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of November 30, 2016.

# WORKFORCE DIVERSITY STATISTICS - TOTAL

## AS OF NOVEMBER 30, 2016

Group	Project Goals	Project To Date %
Women	6.90%	10.05%
Minority	15.30%	25.33%
Veteran	8.00%	9.41%

**Notes:**

- (1) Statistics include all workforce reports that were received by MGM as of November 30, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 6.39% of total workforce hours are included in two of the diversity categories and 0.27% 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** - Concrete Slab on Grade for Podium - 65% installed
8. **Work in Progress** - Pre-cast Garage Elements
9. **Work in Progress** - Garage Erection
10. **Work in Progress** - Steel Erection for Hotel Podium
11. Dec 2016 - Temp Heating
12. Dec 2016 - Interior Fitout of 95 State
13. Dec 2016 - Scaffolding
14. Dec 2016 - Spray Fireproofing
15. Dec 2016 - Concrete Slab on Metal Deck
16. Dec 2016 - CEF Masonry
17. Jan 2017 - Garage Interior MEP, Sprinklers, Storm
18. Feb 2017 - Building Enclosure
19. Feb 2017 - MEP Distribution for Podium

# Design & Construction Commitments



# DESIGN & CONSTRUCTION COMMITMENTS

## THROUGH NOVEMBER 30, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	16.8%	6.8%	51	\$42.15M
MBE	5.0%	7.9%	2.9%	30	\$19.76M
VBE	2.0%	5.8%	3.8%	12	\$14.59M

**Notes:**

(1) Total Commitments through November 30, 2016 are \$251.0M.

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

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

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



# Design & Consulting Commitments



# DESIGN & CONSULTING COMMITMENTS

## THROUGH NOVEMBER 30, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	13.8%	16	\$5.08M
MBE	5.0%	11.6%	15	\$4.26M
VBE <sup>(3)</sup>	2.0%	4.6%	2	\$1.67M

**Notes:**

(1) Total Commitments through November 30, 2016 are \$36.7M.

(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 NOVEMBER 30, 2016

Ref	Company	Scope	Location	Diversity Status
1	A I 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 October 31, 2016.

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

# DESIGN & CONSULTING COMMITMENTS

## THROUGH NOVEMBER 30, 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.

(2) Green highlighted companies have been paid as of October 31, 2016.

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

# Construction Commitments



# CONSTRUCTION COMMITMENTS

## THROUGH NOVEMBER 30, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	17.3%	35	\$37.08M
MBE	5.0%	7.2%	15	\$15.49M
VBE	2.0%	6.0%	10	\$12.92M

**Notes:**

(1) Total Commitments through November 30, 2016 are \$214.3M.

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

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

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

# DIVERSE CONSTRUCTION COMPANIES

THROUGH NOVEMBER 30, 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	Alonzee Consulting	Construction Consulting	Las Vegas, NV	WBE
4	American Environmental, Inc.	Abatement	Holyoke, MA	MBE
5	Architectural Products, Inc.	Glass and Glazing	Burlington, CT	WBE
6	Arrow Security Corporation	Security Guard Services	Springfield, MA	VBE
7	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA	MBE
8	BECO Electrical Contractors, Inc.	Electrical	Monson, MA	VBE
9	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT	WBE
10	C&C Contractors, LLC	Trucking Services	Springfield, MA	MBE
11	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier	Holyoke, MA	WBE
12	Chabot & Burnett Construction Co., Inc.	Masonry Contractor	Agawam, MA	WBE
13	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA	WBE
14	CMJ, LLC	Property Management/Maintenance	Springfield, MA	MBE

**Notes:**

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

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

# DIVERSE CONSTRUCTION COMPANIES

## THROUGH NOVEMBER 30, 2016

Ref	Company	Scope	Location	Diversity Status
15	Connecticut Temperature Controls, LLC	Controls	Newington, CT	VBE
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	Property Management/ Maintenance	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
29	Frisoli Electric, Inc.	Electrical	Holbrook, MA	VBE

**Notes:**

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

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



# DIVERSE CONSTRUCTION COMPANIES

## THROUGH NOVEMBER 30, 2016

Ref	Company	Scope	Location	Diversity Status
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
44	Northeastern Steel Corporation	Steel Distributor	Revere, MA	MBE

**Notes:**

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

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

# DIVERSE CONSTRUCTION COMPANIES

## THROUGH NOVEMBER 30, 2016

Ref	Company	Scope	Location	Diversity Status
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	Tavares, LLC	Fireproofing	Providence, RI	MBE
54	T & M Equipment Corporation	Excavating Contractor	Springfield, MA	VBE
55	Titan Roofing Company	Roofing	Springfield, MA	MBE
56	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA	WBE
57	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA	WBE
58	Welch Associates Land Surveyors, Inc.	Land Surveying	West Bridgewater, MA	WBE
59	Willow Tree Outdoor, LLC	Landscape	Springfield, MA	WBE

**Notes:**

(1) Green highlighted companies have worked on site and been paid as of October 31, 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: November 30, 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	Soep Painting Corp	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	1,475.50	0.00	0.00%	6.00	0.41%	0.00	0.00%
63	Stamford Wrecking	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	1,189.00	76.00	6.39%	122.00	10.26%	74.00	6.22%
64	Superior Caulking & Waterproofing Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	193.00	0.00	0.00%	155.50	80.57%	0.00	0.00%
65	T & M Equipment Corporation	14	1,540.50	143.00	9.28%	266.00	17.27%	0.00	0.00%	60	21,988.55	1,702.50	7.74%	4,176.05	18.99%	1,008.50	4.59%
66	Tech Valley Contracting, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	2,018.00	206.00	10.21%	0.00	0.00%	0.00	0.00%
67	Tishman	10	600.00	120.00	20.00%	120.00	20.00%	120.00	20.00%	16	13,421.00	2,181.00	16.25%	2,880.00	21.46%	4,800.00	35.76%
68	Titan Roofing Company	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	38	1,720.50	0.00	0.00%	201.00	11.68%	138.00	8.02%
69	T.J. Conway Company	18	1,768.00	128.00	7.24%	136.00	7.69%	163.00	9.22%	39	5,377.00	230.00	4.28%	824.00	15.32%	163.00	3.03%
70	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%
71	Ultimate Abatement Company, Inc.	7	784.00	784.00	100.00%	672.00	85.71%	0.00	0.00%	48	10,150.50	3,352.50	33.03%	9,879.50	97.33%	0.00	0.00%
72	Universal Electric Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	5,635.00	556.50	9.88%	1,284.50	22.80%	394.00	6.99%
73	William Roberts Electric Co., Inc.	1	24.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	316.50	0.00	0.00%	93.00	29.38%	0.00	0.00%
74	Willow Tree Outdoor, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	261.50	0.00	0.00%	105.50	40.34%	0.00	0.00%
75	Wolfe House Movers, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	1,194.50	0.00	0.00%	306.00	25.62%	228.00	19.09%
76	Wolverine Fire Protection Co	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	318.00	0.00	0.00%	113.00	35.53%	0.00	0.00%
77	Worcester Elevator Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	12.00	0.00	0.00%	0.00	0.00%	6.00	50.00%
<b>Total - Unions</b>		<b>275</b>	<b>23,056.50</b>	<b>2,945.50</b>	<b>12.78%</b>	<b>5,041.00</b>	<b>21.86%</b>	<b>1,855.50</b>	<b>8.05%</b>	<b>1,667</b>	<b>281,902.30</b>	<b>24,088.50</b>	<b>8.54%</b>	<b>87,673.55</b>	<b>31.10%</b>	<b>23,477.00</b>	<b>8.33%</b>
78	On-Site Design / Management	65	4,762.50	711.50	14.94%	839.00	17.62%	414.00	8.69%	222	104,269.35	14,718.10	14.12%	10,137.60	9.72%	12,873.80	12.35%
<b>Total</b>		<b>340</b>	<b>27,819.00</b>	<b>3,657.00</b>	<b>13.15%</b>	<b>5,880.00</b>	<b>21.14%</b>	<b>2,269.50</b>	<b>8.16%</b>	<b>1,889</b>	<b>386,171.65</b>	<b>38,806.60</b>	<b>10.05%</b>	<b>97,811.15</b>	<b>25.33%</b>	<b>36,350.80</b>	<b>9.41%</b>

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	10.05%	3.15%
Minority	15.30%	25.33%	10.03%
Veteran	8.00%	9.41%	1.41%

**Notes:**

- (1) Statistics include all workforce reports that were received by MGM as of November 30, 2016.
- (2) The total number of unique union workers that have worked on site is approximately 1,586. The 1,667 union workers identified above includes workers that have worked for multiple companies.

