



**MassGaming Access and Opportunity Committee Meeting
NOTICE OF MEETING and AGENDA
April 11, 2017**

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


**Tuesday, April 11, 2017
10:30 a.m. – 12:30 p.m.
Everett City Hall
484 Broadway, Keverian Room, 3rd Floor
Everett, MA**

- **Call to order/Introductions** – Jill Lacey Griffin, MGC Director of Workforce, Supplier and Diversity Development
- **Approval of the Minutes** – February 14, 2017
- **REPORT:**
 - Wynn Design/Construction Activity – Jennie Peterson, Manager, Development
 - Labor Outcomes to Date
 - Contractor Outcomes to Date
 - Upcoming Construction Activity
- **Community Member Discussion and Input**
- **REPORT:**
 - MGM Design/Construction Activity – Chelan Brown, Diversity Specialist, Construction & Operations, Jason Rosewell, Executive Director of Design and Construction
 - Labor Outcomes to Date
 - Contractor Outcomes to Date
 - Upcoming Construction Activity
- **Community Member Discussion and Input**
- **Additional Discussion Topics**
 - Construction Diversity Marketing & Recruitment Campaign Update – Jill Griffin, MGC and Representatives of New England Center for Tradeswomen’s Equity

Next MGC Access and Opportunity Committee Meeting will take place on Tuesday, May 9th at Springfield Technical Community College, 1 Armory Square, Scibelli Hall, Springfield, MA

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.

4/7/17
(date)



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

Date Posted to Website: April 7, 2017 at 10:30 a.m.



Massachusetts Gaming Commission



Access and Opportunity Committee Meeting Minutes

Date/Time: February 14, 2017 – 10:30 a.m. – 12:30 p.m.

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

Committee Members Present:

Chair Jill Lacey Griffin
Commissioner Bruce Stebbins
Commissioner Gayle Cameron
Edward Bedrosian
Joseph Delaney
Nader Acevedo
Chelan Brown
Lisa Clauson
Mark Erlich
Brian McPherson
Jennie Peterson
Mei-Ling Rodriguez
Jason Rosewell
Liz Skidmore
Joseph Truschelli
Mary Vogel
Shelley Webster
Priscilla Flint-Banks
Beverley Johnson
Joseph Truschelli

Committee Members Participating Remotely:

Maureen Carney
John Fitzpatrick
Fiore Grassetti
Keith Greenaway

Call to Order

10:38 a.m. Chair Jill Griffin called to order the Access and Opportunity meeting. All committee members in attendance introduced themselves and their organizations.

Approval of Minutes

10:43 a.m. The minutes of the Access and Opportunity (“AOC”) meeting held on January 10, 2017 were approved by committee members unanimously.

Recognition of Mark Erlich

10:43 a.m. Commissioner Stebbins presented Mark Erlich with a Certificate of Appreciation and recognized all of Mark’s efforts. Mr. Erlich expressed his gratitude to the Carpenter’s Union.

Wynn's Report

- 10:46 a.m. Jennie Peterson, Manager/Development, presented Wynn's January report to the Committee. Highlights included Minority Business Enterprise ("MBE"), Women Business Enterprise ("WBE") and Veteran Business Enterprise ("VBE") Participation Goals, Contracts Awarded and Outreach efforts for both Design and Construction. Both Ms. Peterson and Shelley Webster commented on the positive feedback they have received from vendors, which has resulted in a ramp up with purchasing. They both also commented on the more frequent communication with sub-contractors and smaller suppliers as a result of bi-weekly emails sent out to local Chambers of Commerce Wynn/Suffolk sub-contractor and supplier database, and diverse business group partners: Supplier Diversity Office, GNEMSDC (Greater New England Minority Supplier Development Council), Mass Minority Contractors Association, Center for Women & Enterprise and the Hispanic American Institute. Wynn hosted a Furniture, Fixtures and Equipment Purchasing Meet and Greet with Local and Diverse Vendors Event on January 12th and received positive feedback from vendors. Commissioner Stebbins inquired about a timeline and next steps and Ms. Peterson said there will be a bid process and prototyping phase, but overall it has sparked a lot follow-up and relationships with vendors as a result.
- 10:56 a.m. Jennie Peterson presented Wynn's update on construction. She provided and reviewed the MBE, WBE and VBE participation numbers. She did point out that they were just short of their Female Workforce Participation Goal. She said that the slight shortage was due to the fact that different phases of construction predict different workforce participation. Ms. Peterson added that Wynn had a Girls in Trades Event on February 8th and they are looking to that event to drive up the Female Workforce Participation numbers. She said that invitations were sent out and that they had a solid turnout. She said that several women from the Wynn construction site took the time off to speak to the young women attending the event to share their positive experience. Shelley Webster went on to add that after meeting with the IBEW (International Brotherhood of Electrical Workers) they expect to add more females to the workforce.
- 11:06 a.m. The presentation then moved on to discuss the Projected Labor Schedule and both Jennie Peterson and Brian McPherson discussed the soil excavation, remediation and removal process on the site as well as the contractors they are working with to facilitate that process, mentioning J. Derenzo Co. and their efforts specifically.
- 11:11 a.m. In summation, Brian McPherson reiterated that their biggest downfall was in the Female Participation numbers and that was also their biggest push. A manager from Suffolk Construction also attested that they are working on getting those numbers up. The presentation was then opened up to comments and questions. Liz Skidmore expressed concern over the decrease in Female Participation numbers. Those concerns were addressed by Brian McPherson, Jennie Peterson and Shelley Webster. Their main points were that the numbers were not a true representation of who is on site and that if the overall numbers were reviewed one would find that hardly any women are getting laid off. Ms. Peterson and Ms. Webster both reiterated that conversations are always brought up and concerns are addressed every day about this particular issue. A manager from Suffolk Construction also

reiterated that Wynn is currently in a different cycle of construction and the different phases of construction provide an explanation of the layoffs.

- 11:22 a.m. Beverley Johnson addressed the issue of including and/or creating a category for dual-diverse designations, such as MWBE (Minority Women Business Enterprise). Jennie Peterson responded saying the individual numbers capture all of the dual-diverse designations, but that there is also some overlap. Jill Griffin suggested that the overlaps should be clear.
- 11:28 a.m. Finally, as far as outreach, Beverley Johnson suggested that Wynn should expand their outreach efforts to youth further outside the community. Jennie Peterson, Brian McPherson and Mary Vogel all addressed this concern, explaining their upcoming events in a few area high schools as well as with YouthBuild. Wynn will also be having local career fairs coming up later in the year. Wynn's portion of the meeting concluded with Jennie Peterson fielding some questions/concerns from other Committee members and guests from the community.

MGM's Report

- 11:44 a.m. Jill Griffin then turned the meeting over to Chelan Brown from MGM. Ms. Brown began their presentation with their update on outreach, going into specifics regarding collaboration with Community Partners Network and their meeting held on January 18, 2017. She went into more detail about updates from Community Partners Network touching specifically on the Action Teams: Membership, Advocacy and Work Readiness/Success.
- 11:52 a.m. Ms. Brown then shifted to outreach updates as they relate to their Union partnerships. As far as other diversity work and outreach events, she went on to talk about the success of Tishman Construction's involvement and Mentorship Program with Putnam Vocational Academy and the collaboration between MGM, Tishman, Ironworkers Local 7 and Franklin County Vocational Technical High School to arrange a tour of the site for about 20 students.
- 11:58 a.m. In summation, Ms. Brown spoke about their "all hands on deck" approach to the ongoing diversity work at MGM. She said their numbers are shared every day and that comes from the top down. The construction team also announced that they began having office hours for Union Construction Workers for any union tradespeople who are interested in participating in the project. Ms. Brown mentioned some upcoming diversity outreach events for February and March and then shared a video depicting diversity success stories. The focus of the video was on Ultimate Abatement, a women-owned company consisted of a diverse work crew.
- 12:08 p.m. The presentation shifted to Construction Workforce and Jason Rosewell from MGM went over the Workforce Diversity Statistics (Union and Total numbers) and a three month look ahead. He then went over Design and Construction Commitments, Design and Consulting Commitments as well as Diverse Construction Companies. Mr. Rosewell wrapped up his portion of the presentation by going over the project goals to date through January 31, 2017 for WBEs, MBEs and VBEs.

- 12:18 p.m. Jill Griffin then opened the meeting up to any questions. Liz Skidmore inquired about working with trades and what percentages are comprised of women. Jason Rosewell responded by speaking to the fact that the discrepancy is due largely to the work hours varying and certain companies ramping down, while others are ramping up. He also reiterated that they are being extremely diligent and paying close attention to all of these numbers. After further discussion, Commissioner Stebbins suggested they break the Construction Schedule down by trade. That way the spikes in hiring by each trade can be easily tracked over the next 16 months.
- 12:26 p.m. A member of the community expressed a concern regarding the percentages of MBEs supplying materials and construction in Boston. His concern was that if the supplies and materials work goes to MBEs then that will not increase the ability of the tradespeople. He said there is a higher percentage of MBEs in construction. He suggested that those numbers do not reflect contractors of color and that should be looked into/discussed further. Jason Rosewell responded by saying that where they are in the project is reflective of the numbers.

Additional Discussion Topics

- 12:31 p.m. Jill Griffin then wrapped up the meeting by introducing the AOC page on the MGC website and how to navigate to and around it.
- 12:32 p.m. The meeting adjourned.

List of Documents and Other Items Used:

1. Massachusetts Gaming Commission Access and Opportunity Committee Notice of Meeting and Agenda dated February 14, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated January 10, 2017
3. Certificate of Appreciation for Mark Erlich
4. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated January 2017
5. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 1/31/17
6. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated February 14, 2017
7. MGM Springfield Workforce Diversity Report (by Company and by Union) as of January 31, 2017
8. MGM video featuring Ultimate Abatement
9. <http://massgaming.com/the-commission/mgc-committees/access-opportunity-committee/>

Wynn BOSTON HARBOR
®

Wynn Boston Harbor | April 11, 2017

ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE MARCH 2017

Participation Goals Review

Consultant / Contractor Participation – Design Contracts:

Minority Business Enterprise (MBE): 7.9%

Women Business Enterprise (WBE): 10%

Veteran Business Enterprise (VBE): 1%

Contractor Participation – Construction Contracts:

Minority Business Enterprise (MBE): 5%

Women Business Enterprise (WBE): 5.4%

Veteran Business Enterprise (WBE): 1%

Workforce Participation – Construction (% of workforce hours):

Minorities: 15.3%

Women: 6.9%

Veterans: 3%

Design: M/W/VBE Participation

- As of March 31st, 20.9%, \$11.5 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%	8.7%	\$4.8 M
WBE	11	10.0%	5.3%	\$2.9 M
VBE	4	1.0%	6.8%	\$3.8 M
TOTAL	27	18.9%	20.9%	\$11.5 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				\$4,786,558	7.9%	8.7%
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				\$2,927,277	10.0%	5.3%
VBE (4)						
	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			
TOTAL				\$3,751,118	1.0%	6.8%
TOTAL DIVERSE CONTRACTS				\$11,464,953	18.9%	20.9%
TOTAL QUALIFIED DESIGN AWARDS				\$54,930,658		

Design & Construction M/W/VBEs: Outreach

- **Bi-weekly email communications** sent to local Chambers of Commerce, Wynn / Suffolk sub-contractor and supplier database, and diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute.
- Nominated over 100 businesses for the Inner City Capital Connections Program.
- **3/8:** Regional Chambers of Commerce update meeting.
- **3/10:** Supplier Diversity Office update meeting.
- **3/29:** Chelsea Chamber of Commerce annual gathering.



Inner City Capital Connections

Positioning inner-city businesses for long-term success

Since 2005, alumni of the Inner City Capital Connections (ICCC) program have had an average of **184% growth in revenues**, created more than **12,000 jobs** and raised **\$1.4 billion in capital**. By ensuring its alumni succeed, ICCC promotes sustainable business growth in underserved communities across the country.

ICCC is designed for busy executives of all expertise levels, and its impact is proven to strengthen businesses and the inner-city communities where they operate. It helps bridge the gap for the 75% of inner-city businesses that are in need of capital, but that cite lack of knowledge and relationships as key barriers to obtaining it.

Construction: M/W/VBE Participation

- As of March 31st, 12.1%, \$99.1 million, of construction contracts have been awarded to M/W/VBEs.
- Construction contracts in March included awards to seven MBEs, twelve WBEs, and four 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	35	5.0%	5.7%	\$46.5 M
WBE	72	5.4%	7.1%	\$58.5 M
VBE	27	1.0%	5.1%	\$41.5 M
TOTAL	109	11.4%	12.1%*	\$99.1 M*

Total Qualified Construction Spend = \$818,682,588

* 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, 35 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			
Anvil Steel & Engineering (M/VBE)	Taunton, MA	Rebar at main level			
ASA Environmental Products (M/WBE)	Stonington, CT	Drywall Materials Supply			
Building Enclosure Associates	Charlestown, MA	Commissioning			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Electrical Materials & Equipment			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Electrical Gear Supply			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Light Fixture Supply & Install			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Material Supplies			
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			
FL&A Trucking	Dorchester, MA	Trucking			
Gira Steel (M/WBE)	West Columbia, SC	Steel Fabrication			
Independent Pipe Service	Houston, TX	Drill Casing Supply			
Independent Pipe Service	Houston, TX	Pipe Supplies			
Maria Fallon Electrical Services (M/WB)	Millis, MA	Electrical Labor			
M-O-N Landscaping	North Dartmouth, MA	Erosion Control			
Moor Metals Inc	Holliston, MA	Pipe, Piles, Tile & Rod			
Moor Metals Inc	Holliston, MA	Metal Materials			
Regis Steel	Fall River, MA	Rebar Cages			
Richard W. Reid Electrical	Billerica, MA	Electrical			
Richard W. Reid Electrical	Billerica, MA	Hotel Tower Electrical Labor			
Titan Roofing (M/VBE)	Quincy, MA	Roofing			
US Inspection & Consulting	Phoenix, AZ	Materials Testing			
Wood & Wire Fence	Lincoln, RI	Temporary Fence			
TOTAL			\$46,537,890	5.0%	5.7%

Construction: WBE Participation, 72 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
ABC Soils, Inc.	Sudbury, MA	Soil Testing			
Adonai Water (M/WBE)	Randolph, MA	Water Supply			
Angelini Plastering, Inc	North Reading, MA	Synthetic Stucco			
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			
Applied Insulation	Plaistow, NH	HVAC Pipe & Duct Installation			
Architectural Products	Burlington, CT	Glass & Glazing Materials			
ASA Environmental Products (M/WBE)	Stonington, CT	Drywall Materials Supply			
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 Lighting & Supply (M/W/VBE)	Canton, MA	Electrical Materials & Equipment			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Electrical Gear Supply			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Light Fixture Supply & Install			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Material Supplies			
Chapman Electric (W/VBE)	Sandwich, MA	ALC Installation			
Coghlin Electrical	Worcester, MA	Medium Voltage Electrical			
Consolidated Brick Supplies	Avon, MA	Masonry Accessories			
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			
Gira Steel (M/WBE)	West Columbia, SC	Steel Fabrication			
Granite City Electrical	Quincy, MA	Electrical Supplies			
Granite City Electrical	Quincy, MA	Electrical Supplies			
Granite City Electrical	Quincy, MA	Electrical Supplies			
Hat Creek Outfit	Rockland, MA	HVAC Supplies			
Hat Creek Outfit	Rockland, MA	Pipe, Fitting Valves Supplier			

Construction: WBE Participation (cont.), 72 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
Heritage Construction	Watertown, MA	Supplies			
Imex Cargo	East boston	Trucking & Freight			
Jackson Glass	Roslindale, MA	Curtain Wall Installation			
J F Shine Mechanical	West Roxbury, MA	Plumbing Insulation			
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			
Maria Fallon Electrical Services (M/WB)	Millis, MA	Electrical Labor			
Melo's Rodbusters	South Dartmouth, MA	Reinforcing Steel Supply			
Modulease Corporation	Plainville, MA	Site Office Trailer			
Nobscot Supply Company	Framingham, MA	Supplies			
Pest End Inc	Methuen, MA	Pest Control			
P J Spillane	Everett, MA	Waterproofing			
P J Spillane	Everett, MA	Waterproofing			
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			
Rebars & Mesh	Haverhill, MA	Rebar Supply			
Rebars & Mesh	Haverhill, MA	Rebar at Lower Garage			
Southcoast Supplies	Fairhaven, MA	CMU, Mortar, and Grout			
Stadium Fuel	Peabody, MA	Fuel			
Taibi Equipment	Wakefield, MA	Equipment Rental			
Taycam LLC	Plymouth, MA	Equipment Rental			
Thompson Company	E. Weymouth, MA	Doors			
Tools Unlimited	Stoughton, MA	Small tools supply			
Turtle & Hughes	Linden, NJ	Commodities / Gear			
Urban Insulation	Salisbury, MA	Furnish, Install Pipe Insulation			
Villanova Construction	Roslindale, MA	Supplier			
Welch Associates Land Surveyors	West Bridgewater, MA	Layouts, As-built Surveys			
Welch Associates Land Surveyors	West Bridgewater, MA	Layouts, As-built Surveys			
Wang Commissioning	West Roxbury, MA	Building Commissioning			
William G. Moore	Freehold, NJ	Timber Piles Supply			
Wynco Distributors of New England	Wilmington, MA	Carpet Pad Vendor			
		TOTAL	\$58,500,597	5.4%	7.1%

Construction: VBE Participation, 27 Contracts Awarded

Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
Anvil Steel Engineering (M/VBE)	Taunton, MA	Shear Stud Installation			
Anvil Steel & Engineering (M/VBE)	Taunton, MA	Rebar at main level			
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			
Broco Oil	North Reading, MA	Fuel Supply			
Broco Oil	North Reading, MA	Fuel Supply			
Broco Oil	North Reading, MA	Fuel Supply			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Electrical Materials & Equipment			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Electrical Gear Supply			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Light Fixture Supply & Install			
Carol's Lighting & Supply (M/W/VBE)	Canton, MA	Material Supplies			
Chapman Electric (W/VBE)	Sandwich, MA	ALC Installation			
Cobias	Dedham, MA	Stud Rail Supply			
Eastern Exterior Wall	Allentown, PA	Pre-Engineered Walls			
Frisoli Electric	Holbrook, MA	Grounding Materials Supply			
Homeland Mechanical	Quincy, MA	Furnish, Install Trench Drains			
Homeland Mechanical	Quincy, MA	Pipe Fitter Labor			
J Rams	East Wareham, MA	Sign Installation			
Osprey Construction Supply	Sharon, MA	Pipe Hanger & Fastener Supply			
Recon Outfitters	Sturbridge, MA	Water/slurry tanks			
Sourcing Solutions	Tigard, OR	Crane Mat Supplier			
Swag Tools	Waltham, MA	Miscellaneous Supplies			
Tansey Electric	Manchester, NH	Electrical Labor			
Titan Roofing (M/VBE)	Quincy, MA	Roofing			
Thompson & Lichtner, Inc.	Canton, MA	Materials Testing			
TOTAL			\$41,536,799	1.0%	5.1%

Construction: Workforce Participation

- As of March 31st, 399,133 hours of work had been completed on the project site by 1,353 workers.
- 326 minorities, 80 females, and 61 veterans have performed construction work on the project.

	# Workers*	# Diverse Workforce Hours*	Goal	% Diverse Workforce Hours to Date
Minority	326	100,911.8	15.3%	25.3%
Female	80	27,387.0	6.9%	6.9%
Veteran	61	24,601.5	3.0%	6.2%

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

Construction Workforce: Outreach

- Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
- On-site sub-contractors notifications sent to all union walk-on applicants.
- Annual planning underway with La Comunidad, Everett Haitian Community Center.
- **3/2:** Massachusetts Girls in Trades second annual Conference and Career Day.
- **3/10:** BRAVE for Veterans update meeting.
- **3/10:** Monthly site tour for Everett High School students.
- **3/14:** YouthBuild update meeting.
- **3/17:** Building Pathways update meeting.
- **3/30:** El Mundo job fair.











Massachusetts Girls In Trades













Wynn BOSTON HARBOR
®

Workforce Summary Report

WYNN BOSTON HARBOR
 Construction Workforce Diversity
 Date Range: 9/2015 - 3/31/2017

LOCAL TRADE UNION	MARCH 2017										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Asbestos Workers Local 6	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Boilermakers Local 29	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Bricklayers Local 3 Eastern Mass.	90.0	2	1	31.0	34.4%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 107	99.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 111	143.0	1	1	143.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 1305	212.0	1	1	212.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 218	5,353.5	38	13	1,474.5	27.5%	5	868.5	16.2%	0	0.0	0.0%
Carpenters Local 26	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 275	297.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	3,203.5	22	5	924.0	28.8%	1	199.0	6.2%	2	287.0	9.0%
Carpenters Local 40	472.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 424	48.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 475	84.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 535	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 624	60.0	1	1	60.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 67	1,107.0	8	3	450.0	40.7%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	4,303.0	48	10	859.0	20.0%	5	469.5	10.9%	2	151.0	3.5%
Electricians Local 104 I.B.E.W (Utilities)	40.0	1	0	0.0	0.0%	1	40.0	100.0%	0	0.0	0.0%
Elevator Constructors Local 4	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Floorcoverers Local 2168	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Iron Workers Local 7	12,903.3	157	44	3,723.5	28.9%	8	670.5	5.2%	8	750.5	5.8%
Laborers Local 133	89.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 138	160.0	1	1	160.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 14	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 1421 (Wreckers)	650.0	11	11	650.0	100.0%	2	118.0	18.2%	1	56.0	8.6%
Laborers Local 146	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 151	1,455.5	13	4	516.5	35.5%	1	218.5	15.0%	0	0.0	0.0%
Laborers Local 175	1,121.5	12	5	704.0	62.8%	0	0.0	0.0%	1	128.0	11.4%
Laborers Local 22	11,031.0	90	30	3,335.5	30.2%	11	1,572.0	14.3%	1	103.0	0.9%
Laborers Local 223	1,409.5	11	5	607.5	43.1%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 230	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 243	289.5	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	153.0	2	1	128.0	83.7%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 39	10.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 401	40.0	5	0	0.0	0.0%	0	0.0	0.0%	2	16.0	40.0%
Laborers Local 401E	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 429	110.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 455	0.0	0	0	0.0	0.0%	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%

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	%
Asbestos Workers Local 6	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Boilermakers Local 29	63.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Bricklayers Local 3 Eastern Mass.	893.5	9	3	288.0	32.2%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 107	787.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 111	167.0	1	1	167.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 1305	456.0	4	1	212.0	46.5%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 218	15,497.5	57	19	4,756.5	30.7%	7	1,848.5	11.9%	2	851.0	5.5%
Carpenters Local 26	799.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 275	1,520.5	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	10,064.0	30	5	2,064.0	20.5%	1	608.0	6.0%	3	1,435.0	14.3%
Carpenters Local 40	1,035.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 424	48.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 475	1,160.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 535	16.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 624	833.5	2	1	809.5	97.1%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 67	2,372.5	10	4	1,160.5	48.9%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	16,796.0	118	23	3,570.0	21.3%	6	667.5	4.0%	4	331.0	2.0%
Electricians Local 104 I.B.E.W (Utilities)	728.0	10	1	116.0	15.9%	1	40.0	5.5%	0	0.0	0.0%
Elevator Constructors Local 4	1,984.3	6	1	577.3	29.1%	0	0.0	0.0%	1	569.5	28.7%
Floorcoverers Local 2168	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Iron Workers Local 7	43,110.8	224	64	12,339.0	28.6%	14	2,673.5	6.2%	9	2,673.0	6.2%
Laborers Local 133	986.0	3	1	37.0	3.8%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 138	476.5	6	2	370.0	77.6%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 14	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 1421 (Wreckers)	6,496.5	27	26	6,449.5	99.3%	4	1,412.0	21.7%	1	56.0	0.9%
Laborers Local 146	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 151	9,061.0	26	5	2,718.5	30.0%	2	1,944.5	21.5%	0	0.0	0.0%
Laborers Local 175	2,324.0	17	6	1,422.5	61.2%	0	0.0	0.0%	1	128.0	5.5%
Laborers Local 22	78,777.9	237	73	28,632.0	36.3%	26	10,622.5	13.5%	5	1,843.5	2.3%
Laborers Local 223	7,167.5	22	8	2,844.5	39.7%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 230	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 243	2,225.0	5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	1,640.0	7	3	725.0	44.2%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	1,997.5	9	3	88.0	4.4%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 39	10.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 401	72.0	5	0	0.0	0.0%	0	0.0	0.0%	2	24.0	33.3%
Laborers Local 401E	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 429	1,331.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 455	0.0	0	0	0.0	0.0%	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%

LOCAL TRADE UNION	MARCH 2017										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Laborers Local 547	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	225.5	4	1	97.0	43.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 596	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	1,380.5	16	5	733.0	53.1%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 610	411.5	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 611	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 665	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 675	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	178.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	181.0	2	1	173.0	95.6%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	1,652.0	16	3	289.5	17.5%	0	0.0	0.0%	1	168.0	10.2%
Laborers Local 999	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	9,643.5	82	10	1,457.5	15.1%	4	548.5	5.7%	10	1,557.0	16.1%
Painters & Allied Trades D.C. #35	32.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Piledrivers Local 56	955.5	9	1	16.0	1.7%	0	0.0	0.0%	2	280.5	29.4%
Pipe Fitters Local 537	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Plasterers & Cement Masons Local 534	1,156.5	31	3	83.0	7.2%	0	0.0	0.0%	1	20.0	1.7%
Plasterers Local 534	45.5	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Plumbers & Gasfitters Local 12	1,006.0	12	4	443.0	44.0%	1	112.0	11.1%	0	0.0	0.0%
Roofers & Slaters Local 33	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Sheet Metal Workers Local 17	228.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Shop and Mill Cabinet Local 51	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Sprinkler Fitters Local 550	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Teamsters Local 25	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Woodframe Local 723	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Total	62,062.8	622	164	17,270.5	27.8%	39	4,816.5	7.8%	31	3,517.0	5.7%

Total Hours	Total # Workers	PROJECT TO DATE								
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
2,283.5	9	4	1,858.5	81.4%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
4,299.5	22	6	2,021.5	47.0%	0	0.0	0.0%	2	378.0	8.8%
2,173.0	10	3	91.0	4.2%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
1,994.0	4	2	58.0	2.9%	0	0.0	0.0%	0	0.0	0.0%
2,012.0	7	1	1,896.0	94.2%	0	0.0	0.0%	0	0.0	0.0%
14,852.5	36	5	1,575.5	10.6%	1	44.0	0.3%	1	403.5	2.7%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
127,742.3	245	37	19,751.0	15.5%	10	5,615.5	4.4%	19	11,262.5	8.8%
238.0	8	1	21.0	8.8%	0	0.0	0.0%	0	0.0	0.0%
27,138.5	80	6	3,182.0	11.7%	7	1,767.0	6.5%	9	4,260.0	15.7%
50.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
2,412.0	50	5	126.5	5.2%	0	0.0	0.0%	1	101.5	4.2%
59.5	4	1	6.0	10.1%	0	0.0	0.0%	0	0.0	0.0%
2,584.0	19	5	978.0	37.8%	1	144.0	5.6%	1	285.0	11.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
228.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
399,133.7	1,353	326	100,911.8	25.3%	80	27,387.0	6.9%	61	24,601.5	6.2%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	326	100,911.8	15.3%	25.3%
Female	80	27,387.0	6.9%	6.9%
Veteran	61	24,601.5	3.0%	6.2%

Workforce Summary Report

WYNN BOSTON HARBOR
Construction Workforce Diversity
Date Range: 9/2015 - 3/31/2017

CONTRACTOR	MARCH 2017										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
AmQuip Crane Rental, LLC	918.0	22	2	124.5	13.6%	1	19.0	2.1%	2	125.0	13.6%
Andella Iron Inc.	8.0	1	1	8.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Anvil Steel Engineering, Inc.	484.5	6	2	190.0	39.2%	0	0.0	0.0%	1	169.5	35.0%
Back Bay Concrete Corp.	305.5	14	2	60.0	19.6%	0	0.0	0.0%	0	0.0	0.0%
BOSS Steel Inc.	7,982.3	60	17	2,219.5	27.8%	3	377.0	4.7%	3	419.0	5.2%
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%
Coghlin Electrical Contractors, Inc.	40.0	2	1	24.0	60.0%	0	0.0	0.0%	1	16.0	40.0%
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%
Daniel Marr and Son Co.	2,475.5	37	8	612.0	24.7%	2	190.5	7.7%	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%
Dependable Masonry Construction Co.	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%
D's Welding	210.0	5	2	101.0	48.1%	0	0.0	0.0%	0	0.0	0.0%
E.H. Marchant Co. Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	40.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Edward G. Sawyer Co., Inc.	2,322.0	19	4	457.5	19.7%	2	254.0	10.9%	1	135.0	5.8%
Fischbach & Moore Electric Group, LLC	8.0	1	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%
Griffin Door dba Overhead Door Specialities	32.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hayward Baker Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hub Foundation Co., Inc.	3,815.5	29	5	740.0	19.4%	2	330.5	8.7%	5	812.0	21.3%
J Rams Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J. Derenzo Co.	10,319.0	57	13	2,552.0	24.7%	7	1,477.5	14.3%	5	948.0	9.2%
J.C. Cannistraro	373.0	4	2	149.0	39.9%	1	112.0	30.0%	0	0.0	0.0%
J.C. Higgins Corp	633.0	8	2	294.0	46.4%	0	0.0	0.0%	0	0.0	0.0%
J.F. White Contracting Company, Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
John W. Egan Co., Inc.	16.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
JR Vinagro Corp.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
K&H Electrical Systems, Inc.	1,351.0	14	4	336.5	24.9%	1	101.5	7.5%	0	0.0	0.0%
LCN, Inc.	82.0	1	0	0.0	0.0%	1	82.0	100.0%	0	0.0	0.0%
Leading Way Construction Co., Inc.	16.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	5,748.0	77	26	1,753.5	30.5%	6	512.0	8.9%	1	88.0	1.5%
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.	1,454.0	41	12	491.0	33.8%	3	103.0	7.1%	3	84.0	5.8%
M.L. McDonald Sales Company, LLC	56.0	7	0	0.0	0.0%	0	0.0	0.0%	2	16.0	28.6%
Mass Bay Electrical Corp.	216.0	5	0	0.0	0.0%	1	40.0	18.5%	0	0.0	0.0%
McCusker-Gill, Inc.	228.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%

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	%
AmQuip Crane Rental, LLC	7,302.0	34	4	1,198.0	16.4%	1	19.0	0.3%	2	576.0	7.9%
Andella Iron Inc.	565.0	4	3	511.0	90.4%	0	0.0	0.0%	0	0.0	0.0%
Anvil Steel Engineering, Inc.	777.5	9	4	311.0	40.0%	0	0.0	0.0%	1	264.5	34.0%
Back Bay Concrete Corp.	871.0	24	2	141.5	16.2%	0	0.0	0.0%	0	0.0	0.0%
BOSS Steel Inc.	18,547.3	71	21	4,468.5	24.1%	3	1,166.0	6.3%	3	1,245.5	6.7%
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%
Coghlin Electrical Contractors, Inc.	40.0	2	1	24.0	60.0%	0	0.0	0.0%	1	16.0	40.0%
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	3,401.0	26	3	462.0	13.6%	0	0.0	0.0%	0	0.0	0.0%
Daniel Marr and Son Co.	3,543.5	38	8	802.0	22.6%	2	230.5	6.5%	0	0.0	0.0%
DeLucca Fence Company	539.5	28	6	123.0	22.8%	1	16.0	3.0%	1	24.0	4.4%
Dependable Masonry Construction Co.	836.5	6	2	203.0	24.3%	0	0.0	0.0%	0	0.0	0.0%
Don Martin Corporation	476.5	18	7	191.0	40.1%	0	0.0	0.0%	1	12.0	2.5%
D's Welding	438.0	9	2	181.0	41.3%	0	0.0	0.0%	0	0.0	0.0%
E.H. Marchant Co. Inc.	41.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	566.0	12	1	27.0	4.8%	0	0.0	0.0%	0	0.0	0.0%
Edward G. Sawyer Co., Inc.	3,261.5	34	8	720.0	22.1%	3	371.5	11.4%	2	194.5	6.0%
Fischbach & Moore Electric Group, LLC	996.0	7	1	8.0	0.8%	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%
Griffin Door dba Overhead Door Specialities	112.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hayward Baker Inc.	8,131.0	40	4	1,312.0	16.1%	2	250.0	3.1%	1	365.5	4.5%
Hub Foundation Co., Inc.	11,963.5	36	6	2,022.5	16.9%	2	751.0	6.3%	6	2,794.0	23.4%
J Rams Inc	17.0	2	0	0.0	0.0%	0	0.0	0.0%	1	8.0	47.1%
J. Derenzo Co.	87,252.9	88	15	18,365.5	21.0%	10	6,426.5	7.4%	8	6,063.0	6.9%
J.C. Cannistraro	497.0	5	2	181.0	36.4%	1	144.0	29.0%	0	0.0	0.0%
J.C. Higgins Corp	2,096.0	15	3	797.0	38.0%	0	0.0	0.0%	1	285.0	13.6%
J.F. White Contracting Company, Inc	9,913.0	23	3	1,398.5	14.1%	2	1,620.0	16.3%	2	846.5	8.5%
John W. Egan Co., Inc.	40.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
JR Vinagro Corp.	884.0	11	4	780.0	88.2%	0	0.0	0.0%	0	0.0	0.0%
K&H Electrical Systems, Inc.	6,148.5	23	6	2,007.0	32.6%	1	182.0	3.0%	1	120.5	2.0%
LCN, Inc.	82.0	1	0	0.0	0.0%	1	82.0	100.0%	0	0.0	0.0%
Leading Way Construction Co., Inc.	40.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	51,337.5	143	41	14,232.0	27.7%	12	4,634.0	9.0%	4	2,016.0	3.9%
Liberty Equipment and Supply	4,017.0	7	2	1,289.0	32.1%	1	239.0	5.9%	1	765.0	19.0%
Lockwood Remediation	32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lund Rebar Services, Inc.	12,531.0	61	18	4,540.0	36.2%	6	664.0	5.3%	4	1,077.0	8.6%
M.L. McDonald Sales Company, LLC	104.0	7	0	0.0	0.0%	0	0.0	0.0%	2	24.0	23.1%
Mass Bay Electrical Corp.	1,389.0	15	0	0.0	0.0%	1	40.0	2.9%	0	0.0	0.0%
McCusker-Gill, Inc.	228.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%

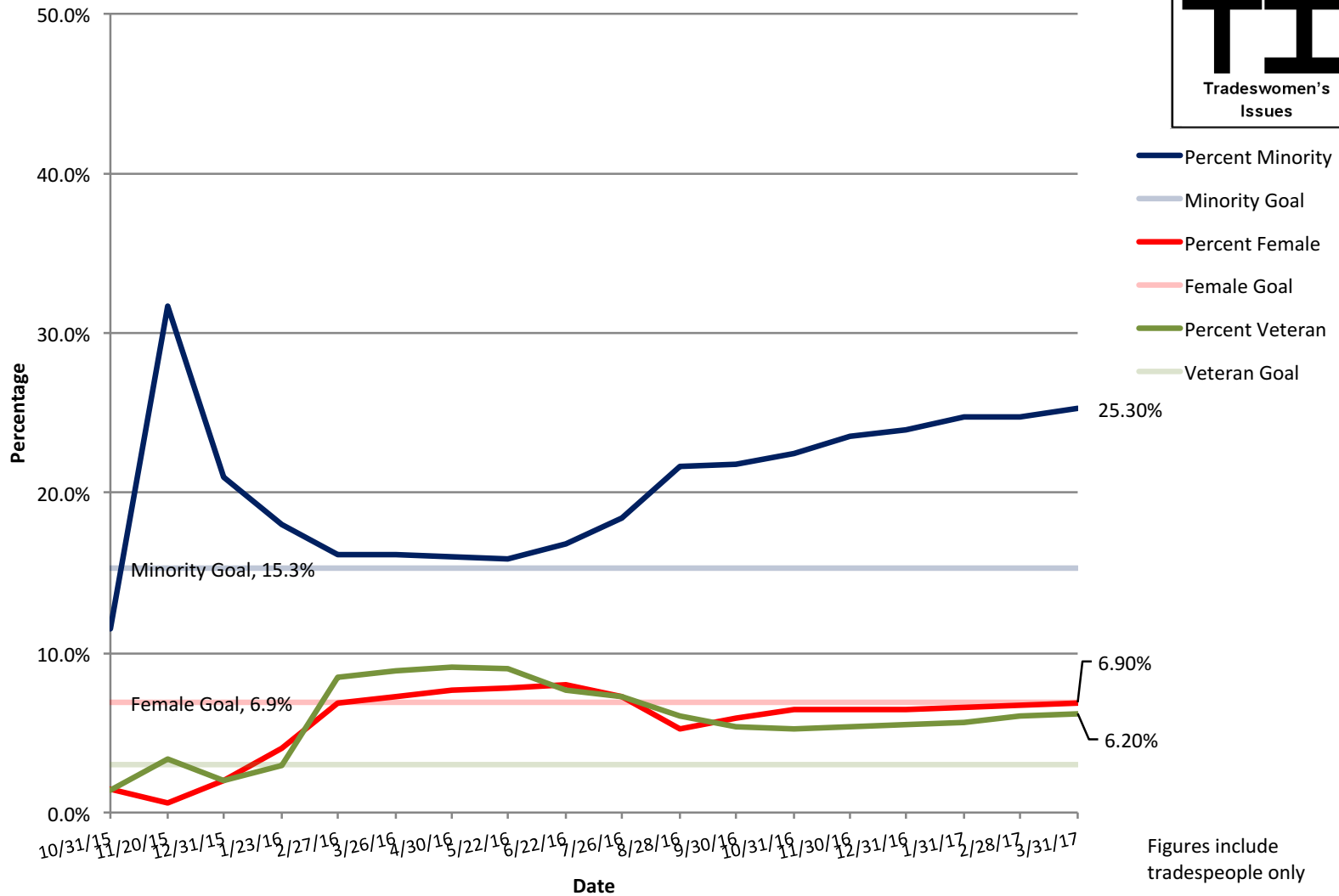
CONTRACTOR	MARCH 2017										
	Total Hours	Total # Workers	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
			# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
McGregor Industries, Inc.	8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	324.0	7	1	41.0	12.7%	1	32.0	9.9%	0	0.0	0.0%
Melo's Rodbusters, Inc.	249.0	4	2	102.0	41.0%	0	0.0	0.0%	1	78.0	31.3%
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	376.0	7	2	18.0	4.8%	0	0.0	0.0%	1	120.5	32.0%
MTK Construction Services, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	677.0	12	12	677.0	100.0%	2	118.0	17.4%	1	56.0	8.3%
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.	94.0	4	2	34.0	36.2%	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.	142.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
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%
S&F Concrete Contractors, Inc.	20,459.5	156	40	6,195.5	30.3%	6	1,067.5	5.2%	4	450.0	2.2%
Silverback Construction Inc.	0.0	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	0.0%
The Welch Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TREVIICOS CORPORATION	68.0	1	0	0.0	0.0%	0	0.0	0.0%	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.	48.0	3	1	16.0	33.3%	0	0.0	0.0%	0	0.0	0.0%
WES Construction Corp	483.5	5	1	74.5	15.4%	0	0.0	0.0%	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%
TOTAL	62,062.8	622	164	17,270.5	27.8%	39	4,816.5	7.8%	31	3,517.0	5.7%

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	%
McGregor Industries, Inc.	8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
McPhee Electric Ltd.	1,512.0	9	2	333.0	22.0%	1	32.0	2.1%	0	0.0	0.0%
Melo's Rodbusters, Inc.	273.0	4	2	110.0	40.3%	0	0.0	0.0%	1	86.0	31.5%
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	18,620.5	37	11	5,826.0	31.3%	3	302.0	1.6%	2	1,157.5	6.2%
MTK Construction Services, Inc.	287.0	10	9	279.0	97.2%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	6,661.5	30	29	6,614.5	99.3%	4	1,412.0	21.2%	1	56.0	0.8%
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.	599.0	10	3	153.0	25.5%	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.	982.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	6,283.5	24	6	1,415.5	22.5%	3	613.0	9.8%	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%
S&F Concrete Contractors, Inc.	33,142.5	181	48	10,050.5	30.3%	6	1,913.5	5.8%	5	977.5	2.9%
Silverback Construction Inc.	416.0	18	1	27.0	6.5%	0	0.0	0.0%	0	0.0	0.0%
The Railroad Associates Corporation	68.5	3	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%
TREVIICOS CORPORATION	58,865.0	85	22	15,277.5	26.0%	7	4,090.5	6.9%	3	2,630.0	4.5%
UTEC Constructors LLC	688.0	9	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
Vynorius Piledriving Inc.	10,782.5	23	2	1,383.8	12.8%	2	649.5	6.0%	3	1,193.5	11.1%
WES Construction Corp	3,982.0	15	1	356.5	9.0%	1	398.0	10.0%	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%
TOTAL	399,133.7	1,353	326	100,911.8	25.3%	80	27,387.0	6.9%	61	24,601.5	6.2%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	326	100,911.8	15.3%	25.3%
Female	80	27,387.0	6.9%	6.9%
Veteran	61	24,601.5	3.0%	6.2%

Wynn Everett: Totals for Access and Opportunity Goals as of 3/31/2017 -- 399,133.7 Hours Completed



Figures include tradespeople only

Access and Opportunity Committee

April 11, 2017



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	Baron Industries, Inc.	Woburn, MA	VBE
2	Capasso Restoration	North Haven, CT	WBE
3	CK Flooring	Chicopee, MA	WBE
4	Dagle Electrical Construction Corp.	Melrose, MA	WBE
5	Eagle Elevator Company, Inc.	Boston, MA	VBE
6	EDM Construction Co.	Merrimack, MA	WBE
7	Markings, Inc.	Pembroke, MA	WBE
8	Piping Systems, Inc.	Assonet, MA	WBE
9	Professional Drywall Co.	West Springfield, MA	WBE
10	Protocol Management Services	North Attleboro, MA	WBE
11	Superior Caulking & Waterproofing, Co. Inc.	Palmer, MA	VBE
12	Titan Roofing	Springfield, MA	MBE

Supplier:

13	C4 Cables	Taunton, MA	WBE
----	-----------	-------------	-----

Notes:

(1) Baron Industries Inc. is also a supplier.

COMMUNITY PARTNERS NETWORK

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

Notes:

(1) 2 new community based organizations joined this month.

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

Notes:

(1) 2 new community based organizations joined this month.

COMMUNITY PARTNERS NETWORK

March 1, 2017: Community Partners Network Meeting

Meeting Highlights:

- 14 Community Partners attended
- Solidified training topics for the Work Readiness trainings
- Reviewed Upcoming Union Apprenticeship Enrollment/Application Dates and had discussions with Carpenters #108 and Laborers #999 about partnership on outreach event and promotions around next cycle



COMMUNITY PARTNERS NETWORK

- Finalizing the 2017 CPN Workplan:
 - Advocacy Items
 - Referrals Update
 - Trainings needed/to be offered
 - Union Outreach Events/
Collaboration
 - Working with the MGM Springfield Operations Team on Operations Hiring
 - Outreach Campaign & Membership Drive
 - On-Site Union Presentations
(at the home of partnering CBO's)
- Information Sessions: Organizations in the CPN were given time to share information with each other on upcoming events and activities of their organization in relation to workforce development/readiness.
- Introductory and Diversity meeting with Baystate Medical Center to begin formalizing a partnership with the CPN to increase diversity on their upcoming construction projects.



COMMUNITY PARTNERS NETWORK UPDATES

Action Teams Updates

Membership Team:

- 3 Month Membership Drive for new community based organizations (CBO's).
- 3 Month Membership Drive of new Owners/Developers.



COMMUNITY PARTNERS NETWORK UPDATES

Action Teams Updates

Advocacy Team:

- Advocacy work regarding work with Baystate Medical Center to adapt specific diversity goals and partner with the CPN on Construction Diversity for their new developments.
- Continuing to reach out to local General Contractors and Construction projects in the region to meet with those owners and GC's about Diversity Hiring and Contracting.
- Meetings w/local trade unions.



COMMUNITY PARTNERS NETWORK UPDATES

Action Teams Updates

Work Readiness/Success Team:

- Coordination and tracking of non-eligible union applicants.
- Coordination and tracking of union eligible applicants.
- Working with MGM and other developers to share the Union Labor Pool list of diverse union members looking to work.
- Tracking placement in unions, apprenticeship programs, and regional job sites.
- Coordinating supportive services for non-eligible union referrals.
- Partnering with Carpenters #108 and Laborers #999 to promote upcoming apprentice enrollment dates.
- Management of CPN Work Readiness/Union Eligibility trainings, workshops, information sessions.



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.
- Addressing challenges of newly accepted union members and working with a community sponsor to assist in retaining new members.
- 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.



UNION PARTNERSHIP & OUTREACH

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

- Capturing and tracking success stories and highlights.
- Continued referrals and tracking of new diverse union applicants in their union application process.
- **9 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

March 1, 2017: MGM Springfield Vendor Outreach Session: FF&E focused

- Over 250 Registered
- 200 Actual Attendees
- Certification Partners and Mass. Gaming Commission's information tables added value to participants looking to gain information on how to get certified as a diverse company, and how to register with the Mass. Gaming Commission
- FAQ Developed to post on website
- Business Roundtables received positive feedback from attendees



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

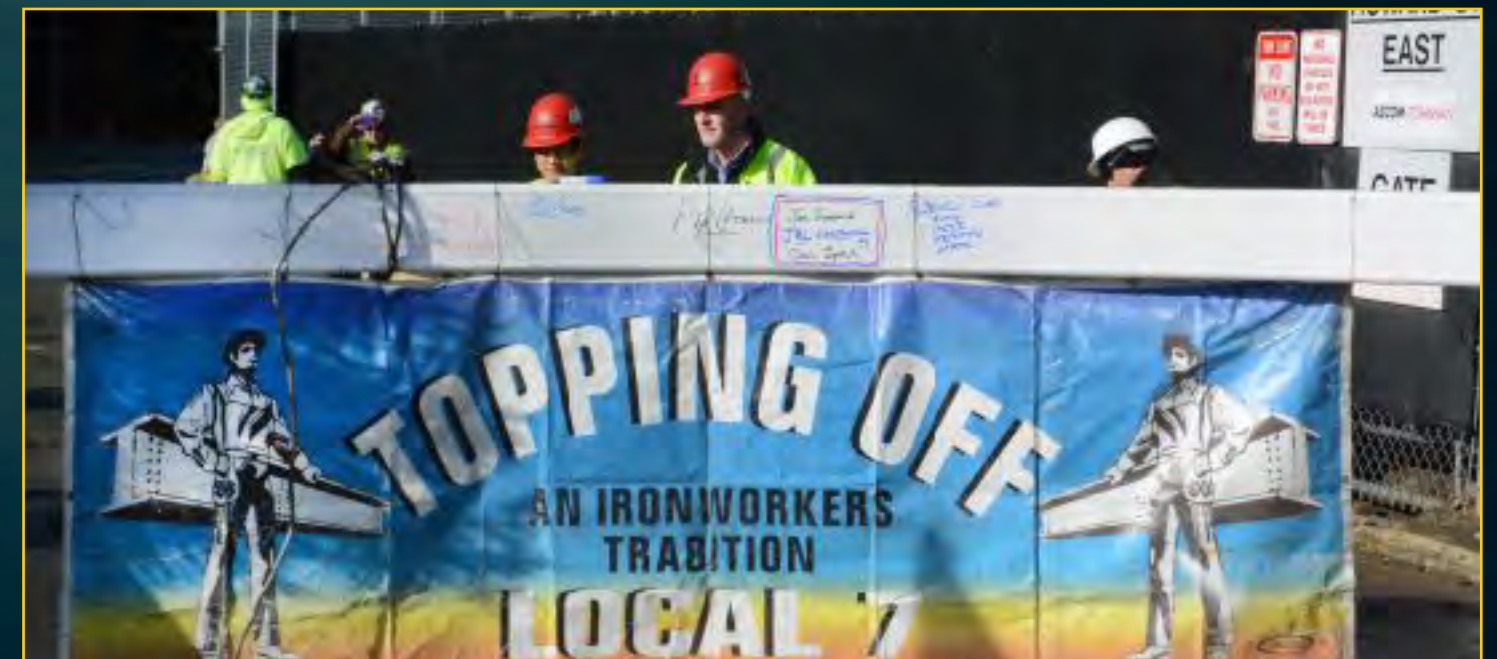
March 1, 2017: MGM Springfield Vendor Outreach Session: FF&E focused

- Chamber members Luncheon held on 2/28/17
- Reviewed sourcing information slating against timeline
- Great leads for future opportunities
- Continued engagement for future outreach
- Lessons learned
- Updated website, online registration and post FAQ for Operations



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

March 29, 2017: MGM Springfield Topping Off Ceremony:



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

March 29, 2017: MGM Springfield Topping Off Ceremony:



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

Tishman Construction & Putnam Vocational Academy: Student Construction Program On Site Tour and Classroom Experience

- Nine (9) students participating in mentorship
- Students will be divided into 2 groups
- Dates for project visits:
 - Group A: 4/10/17 & 5/03/17
 - Group B: 4/13/17 & 5/15/17



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

Ongoing Diversity Work:

- Participation in the Western Mass. Girls In Trades Fair Planning Group
- Working with the Association of Black Businesses & Professionals on the Springfield Interise Program for capacity building for diverse companies
- CPN Phon-A-Thon held 3-22-17; 158 calls made to new website and union referrals from community partners
- Workforce and subcontracting reviews with Tishman Construction:
 - Daily Badging Reports
 - Workforce Projections
 - Diverse Spend Review & Projections
 - Issues with Unions or Subcontractors in meeting diversity goals
 - Upcoming Scopes of Work

AECOM TISHMAN

OTHER DIVERSITY WORK & OUTREACH/ EVENTS

Ongoing Diversity Work:

- Diversity Kick-Off and Review/Assistance Meetings with new and current subcontractors on the job site:
- **For New Subs:** Diversity of their workforce, and/or areas where they will need assistance, past diversity performance on other jobs, what union (s) they will be calling on for workforce, and review of any diverse spend commitments
- **For Current Subs:** Review of diversity goals that they have challenges in meeting, discuss ways to assist subs who are low on a specific diversity goal, and review of any diverse spend commitments



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

Ongoing Diversity Work:

- MGM Springfield Construction Team Announces Union Construction Worker Office Hours

Outreach Will Include:

- Appearances and Radio PSA's at the local community radio stations
- Ads in the cultural and neighborhood newspapers
- Regular posting on all social media, facebook, websites
- Emailing all our community partners
- Sharing flyer with all trade unions
- Sharing flyer with local vocational schools

BUILDING A STRONG FOUNDATION

ARE YOU A UNION TRADESPERSON INTERESTED IN WORKING ON THE MGM SPRINGFIELD PROJECT?

Effective January 31, MGM Springfield will host office hours every Tuesday and Friday from 9:30 AM until 11:00 AM for union tradespeople interested in work on the Springfield project. These 20 minute 1 on 1 informational meetings are by appointment only. MGM Springfield construction staff will explain the process for working on the job site and will take the opportunity to learn about your trade history and experience. Minority, women, veteran, and local western Massachusetts' union tradespeople are strongly encouraged to attend.

When: Tuesdays and Fridays
20-minute slots available from 9:30 a.m. to 11:30 a.m.

BY APPOINTMENT ONLY
To schedule an appointment, email
cbrown@mgmspringfield.com

Where: MGM Springfield Construction Office
101 State Street, Suite 701
Springfield, MA 01144



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

Ongoing Diversity Work:

- MGM Springfield Open Call for Meetings with Diverse Businesses

Outreach Will Include:

- Appearances and Radio PSA's at the local community radio stations
- Ads in the cultural and neighborhood newspapers
- Regular posting on all social media, facebook, websites
- Emailing all our community partners
- Periodic email blast/mailings to our Gaming & Diversity Certification partners: Greater New England Minority Supplier Development Council, Mass. Supplier Diversity Office, WBENC, U.S. Dept. of Veteran Affairs, and Mass. Gaming Commission
- Periodic email blast/mailings to our Business Partners and Chamber of Commerce's

OPEN CALL!
Minority, Women, and Veteran Owned Businesses

MGM Resorts International is committed to providing access to opportunities for certified minority, women, and veteran owned businesses in the construction of MGM Springfield.

If you are a MBE, WBE or VBE contractor interested in working with MGM Springfield our construction team wants to meet with you.

In addition to learning about your company, we will provide you with information on:

- Pre-Qualification Process and requirements
- Construction plans and timeline
- Certifying your business as a MBE, WBE or VBE w/approved MGC approved certifying agencies

1-on-1 meetings with our team will be scheduled on an ongoing basis by appointment only.

To schedule an appointment, please contact:
Chelan Brown
Diversity Specialist
cbrown@mmspringfield.com
413-273-5926

MGM Springfield, Building Excitement

DIVERSITY SUCCESS STORIES

MGM Springfield Union Construction Worker March 2017 Highlight:

Michelle Campbell, WBE/MBE

- Carpenters Local 43



Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

AS OF MARCH 30, 2017

Group	Project Goals	Project To Date %
Women	6.90%	8.87%
Minority	15.30%	28.62%
Veteran	8.00%	9.10%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of March 30, 2017.

WORKFORCE DIVERSITY STATISTICS - TOTAL

AS OF MARCH 30, 2017

Group	Project Goals	Project To Date %
Women	6.90%	10.27%
Minority	15.30%	24.07%
Veteran	8.00%	10.37%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of March 30, 2017.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 6.52% of total workforce hours are included in two of the diversity categories and 0.30% 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 1st Quarter 2017 is as follows:
 - Approximately 38% are from Springfield/ Surrounding Communities
 - Approximately 59% are from Western Massachusetts
 - Approximately 82% are from Massachusetts

WORKFORCE 3 MONTH LOOK AHEAD

1. **Work in Progress** - Water/Sewer/Gas/Electric Infrastructure
2. **Work in Progress** - Generator Switch Gear Area
3. **Work in Progress** - Concrete Slab on Grade for Podium
4. **Work in Progress** - Garage Erection
5. **Work in Progress** - Hotel Concrete Plank Installation
6. **Work in Progress** - Temp Heating
7. **Work in Progress** - Interior Fitout of 95 State
8. **Work in Progress** - Scaffolding
9. **Work in Progress** - Spray Fireproofing
10. **Work in Progress** - Concrete Slab on Metal Deck
11. **Work in Progress** - CEF Masonry
12. **Work in Progress** - Garage Interior MEP, Sprinklers, Storm
13. **Work in Progress** - MEP Distribution for Podium
14. **Work in Progress** - Interior Masonry
15. **Work in Progress** - Garage Elevators
16. **Work in Progress** - Podium roofing
17. Apr 2017 - Building Enclosure
18. Apr 2017 - Exterior Framing
19. Apr 2017 - Major Equipment for Central Plant
20. May 2017 - Interior Framing
21. June 2017 - Hotel MEP

Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

AS OF MARCH 31, 2017

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	16.6%	6.6%	58	\$55.63M
MBE	5.0%	7.7%	2.7%	32	\$25.87M
VBE	2.0%	5.3%	3.3%	19	\$17.79M

Notes:

(1) Total Commitments through March 31, 2017 are \$335.3M.

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

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

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

Design & Consulting Commitments



DESIGN & CONSULTING COMMITMENTS

AS OF MARCH 31, 2017

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	15.3%	14	\$6.04M
MBE	5.0%	12.7%	14	\$5.03M
VBE	2.0%	7.1%	3	\$2.79M

Notes:

(1) Total Commitments through March 31, 2017 are \$39.5M.

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

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

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

DESIGN & CONSULTING COMMITMENTS

AS OF MARCH 31, 2017

Ref	Company	Scope	Location	Diversity Status
1	AAC Investments, LLC	Interior Design	Los Angeles, CA	WBE
2	AFO Project Consulting, LLC	Construction Consulting	Las Vegas, NV	VBE
3	Akal Engineering, Inc.	MEP Consulting Engineering Services	Boylston, MA	MBE
4	Andelman & Lelek Engineering, Inc.	Energy Modeling	Norwood, MA	WBE
5	Blackford, LLC	Construction Management	Las Vegas, NV	VBE
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 February 28, 2017.

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

DESIGN & CONSULTING COMMITMENTS

AS OF MARCH 31, 2017

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	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
20	MCLA, Inc.	Lighting	Washington, DC	WBE
21	Nitsch Engineering, Inc.	Engineering Services	Boston, MA	WBE
22	Pristine Engineers, Inc.	MEP Peer Review Services	Raynham, MA	MBE
23	Renderready, LLC	Rendering and Graphic Design	Albuquerque, NM	MBE
24	Soden Sustainability Consulting, LLC	LEED	Winchester, MA	WBE
25	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
26	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT	VBE
27	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant	Blue Bell, PA	MBE
28	US Inspection & Consulting, LLC	Construction Inspections	Lake Havasu City, AZ	MBE
29	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
30	WA Architects, Inc.	Architectural Services	Cleveland, OH	MBE
31	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 February 28, 2017.

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

Construction Commitments



CONSTRUCTION COMMITMENTS

AS OF MARCH 31, 2017

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	16.8%	44	\$49.59M
MBE	5.0%	7.0%	18	\$20.83M
VBE	2.0%	5.1%	16	\$15.00M

Notes:

(1) Total Commitments through March 31, 2017 are \$295.8M.

(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

AS OF MARCH 31, 2017

Ref	Company	Scope	Location	Diversity Status
1	Aces Enterprises, LLC	Steel Plate Supplier	Dunlap, IL	VBE
2	AeroSage, LLC	Materials Fabricator	Tampa, FL	VBE
3	Alares, LLC	Commissioning and Construction Services	Quincy, MA	VBE
4	All American Signs	Signage	Plymouth, MA	VBE
5	Alonzee Consulting	Construction Consulting	Las Vegas, NV	WBE
6	American Environmental, Inc.	Abatement	Holyoke, MA	MBE
7	American Stair Corporation	Stair Supplier	Romeoville, IL	VBE
8	Architectural Products, Inc.	Glass and Glazing	Burlington, CT	WBE
9	Argent Associates, Inc.	Material Vendor	Burlington, CT	WBE
10	Arrow Security Corporation	Security Guard Services	Springfield, MA	VBE
11	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA	MBE
12	Baron Industries, Inc	Coiling Doors	Woburn, MA	VBE
13	BECO Electrical Contractors, Inc.	Electrical	Monson, MA	VBE
14	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT	WBE
15	Brican, Inc.	General Contracting Services	Springfield, MA	VBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 28, 2017.

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

DIVERSE CONSTRUCTION COMPANIES

AS OF MARCH 31, 2017

Ref	Company	Scope	Location	Diversity Status
16	C4 Cables	Datacom, Cabling, Fiber Supplier	Taunton, MA	WBE
17	C&C Contractors, LLC	Trucking Services	Springfield, MA	MBE
18	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier	Holyoke, MA	WBE/MBE
19	Capasso Restoration, Inc.	Masonry Contractor	North Haven, CT	WBE
20	Chabot & Burnett Construction Co., Inc.	Masonry Contractor	Agawam, MA	WBE
21	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA	WBE
22	CMJ, LLC	Property Management/Maintenance	Springfield, MA	MBE
23	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA	WBE
24	Connecticut Temperature Controls, LLC	Controls	Newington, CT	VBE
25	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA	WBE
26	C.R. Levesque Trucking Corp.	Hauling & Equipment Transportation	Monson, MA	WBE
27	Dagle Electrical Construction Corp.	Electrical	Melrose, MA	WBE
28	Davenport Advisors, LLC	Property Management/ Maintenance	Boston, MA	MBE
29	Dependable Masonry Construction Company, Inc.	Masonry and Brickpaving	North Reading, MA	MBE
30	Eastern General Contractors, Inc.	General Contractor - Rigging	Springfield, MA	MBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 28, 2017.

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

DIVERSE CONSTRUCTION COMPANIES

AS OF MARCH 31, 2017

Ref	Company	Scope	Location	Diversity Status
31	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA	WBE
32	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA	WBE
33	Evermore Light & Power, Inc.	Electrical	Somerville, MA	WBE
34	Fabiano Oil Corp.	Fuel & Oil Supplier	Wrentham, MA	WBE
35	Federal Concrete, Inc.	Concrete Services	Hopedale, MA	WBE
36	Fisher Contracting Corporation	General Contracting Services	Worcester, MA	WBE
37	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA	WBE
38	Folan Waterproofing and Construction Company, Inc.	Masonry Contractors & Waterproofing	South Easton, MA	WBE
39	Frisoli Electric, Inc.	Electrical	Holbrook, MA	VBE
40	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA	WBE
41	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA	WBE
42	Green Insulation, Inc.	Insulation	Adams, MA	WBE
43	H B Welding, Inc.	Steel, Welding, Iron Work	Johnston, RI	WBE
44	Homeland Mechanical, LLC	Pipe Supplier	Quincy, MA	VBE
45	Industrial Flame Cutting, Inc.	Steel Plate Supplier	Beacon Falls, CT	VBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 28, 2017.

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

DIVERSE CONSTRUCTION COMPANIES

AS OF MARCH 31, 2017

Ref	Company	Scope	Location	Diversity Status
46	JMK Building Supply, Inc	Drywall	Colchester, CT	WBE
47	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA	VBE
48	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA	WBE
49	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT	WBE
50	Larry's Trucking Co.	Trucking	Springfield, MA	MBE
51	Lindon Group	Piping Materials	East Providence, RI	WBE
52	Markings Inc.	Pavement Marking Services	Pembroke, MA	WBE
53	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA	MBE
54	Moor Metals, Inc.	Sales and Distribution of Metals	Holliston, MA	MBE
55	Ms. Pipe, LLC	Procurement of Valves, Pipes and Fittings	South Windsor, CT	WBE
56	New England Foundation Company, Inc.	Helical Piles	Boston, MA	WBE
57	Northeastern Steel Corporation	Steel Distributor	Revere, MA	MBE
58	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA	VBE
59	Piping Systems, Inc.	HVAC	Assonet, MA	WBE
60	Protocol Management Services, Inc.	Access Flooring	North Attleboro, MA	WBE
61	R K Insulation Contractors, Inc.	Insulation Services	Hartford, CT	MBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 28, 2017.

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

DIVERSE CONSTRUCTION COMPANIES

AS OF MARCH 31, 2017

Ref	Company	Scope	Location	Diversity Status
62	Rebars & Mesh, Inc.	Concrete	Haverhill, MA	WBE
63	Regis Steel Corporation	Steel Erection/ Reinforcing	Fall River, MA	MBE
64	S&F Concrete Contractors, Inc.	Concrete	Hudson, MA	MBE
65	Security Construction Services, Inc.	Fencing	Hudson, MA	WBE
66	SOS Corporation	Construction Cleaning, Selective Interior Demolition	Milford, MA	WBE
67	Steere Engineering, Inc.	Engineering Services	Warwick, RI	WBE
68	Strategic Environmental Services, Inc.	Environmental Consultants	Sutton, MA	WBE
69	Supplies Exchange Systems	Materials Supplier	Dorchester, MA	MBE
70	Tavares, LLC	Fireproofing	Providence, RI	MBE
71	T & M Equipment Corporation	Excavating Contractor	Springfield, MA	VBE
72	Titan Roofing Company	Roofing	Springfield, MA	MBE
73	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA	WBE
74	Turtle & Hughes, Inc.	Electrical Supplier	Linden, NJ	WBE
75	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA	WBE
76	Welch Associates Land Surveyors, Inc.	Land Surveying	West Bridgewater, MA	WBE
77	Willow Tree Outdoor, LLC	Landscape	Springfield, MA	WBE
78	Younger Brothers Construction, LLC	Materials Supplier	Watertown, MA	MBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of February 28, 2017.

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

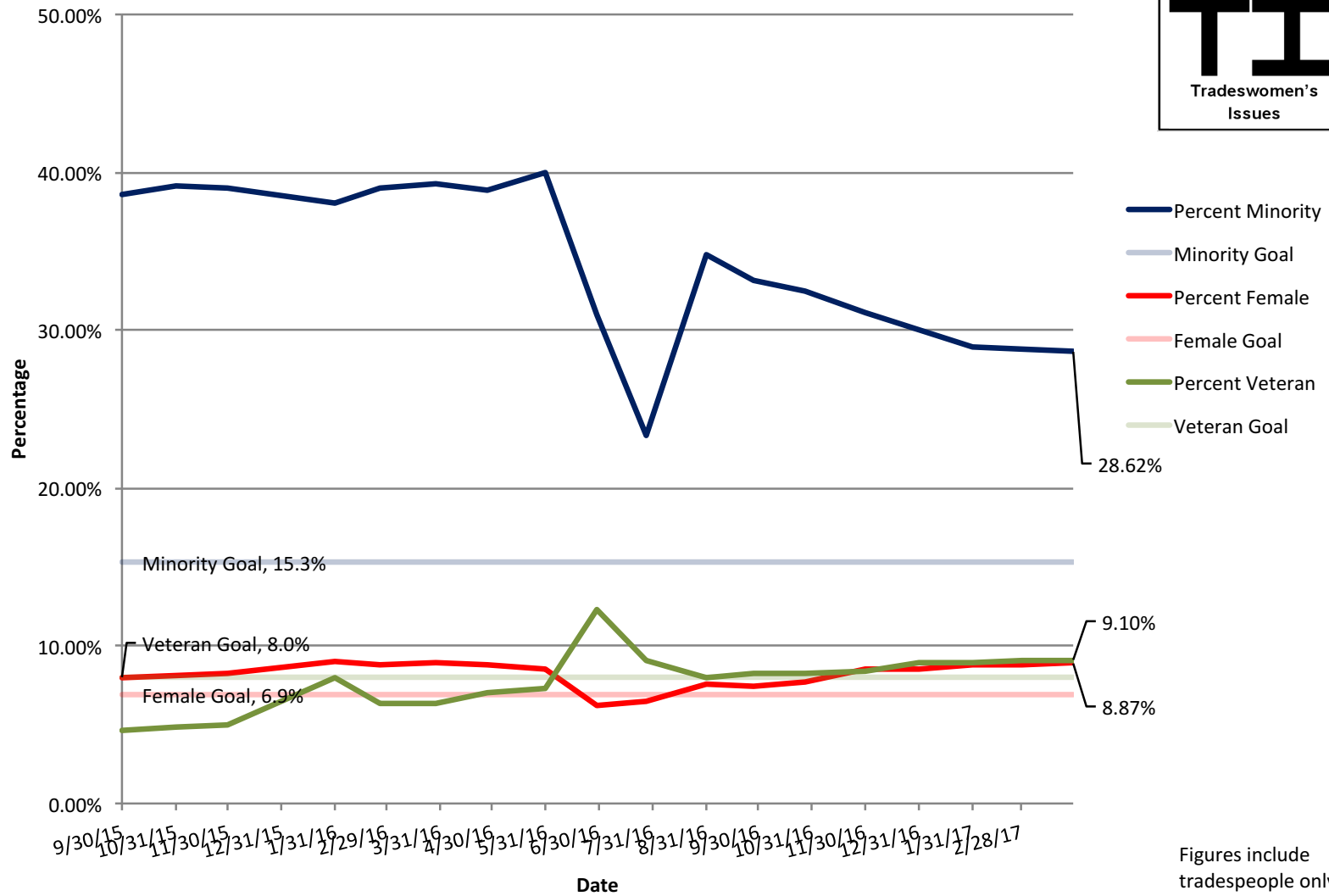
MGM Springfield
Workforce Diversity Report (By Company)
As of: March 30, 2017

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	Regis Steel Corp	7	280.00	35.00	12.50%	3.00	1.07%	0.00	0.00%	56	7,977.00	1,190.50	14.92%	2,042.00	25.60%	289.00	3.62%
63	RoadSafe Traffic Systems	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	49.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
64	S & F Concrete Contractors, Inc.	98	4,617.00	521.00	11.28%	1,725.50	37.37%	565.50	12.25%	260	45,704.00	2,816.00	6.16%	13,119.50	28.71%	4,319.50	9.45%
65	Safespan	2	70.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	709.50	0.00	0.00%	56.00	7.89%	0.00	0.00%
66	Safeway Services	17	1,094.08	80.00	7.31%	656.00	59.96%	88.00	8.04%	54	4,495.08	330.00	7.34%	2,843.00	63.25%	459.00	10.21%
67	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%
68	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%
69	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%
70	Stamford Wrecking	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,669.00	76.00	4.55%	122.00	7.31%	74.00	4.43%
71	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%
72	T & M Equipment Corporation	9	532.00	144.00	27.07%	80.00	15.04%	48.00	9.02%	65	25,755.05	2,365.50	9.18%	4,995.05	19.39%	1,056.50	4.10%
73	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%
74	Tishman	6	720.00	120.00	16.67%	120.00	16.67%	120.00	16.67%	19	17,461.00	2,901.00	16.61%	3,600.00	20.62%	5,520.00	31.61%
75	Titan Roofing Company	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	47	1,891.50	0.00	0.00%	201.00	10.63%	148.00	7.82%
76	T.J. Conway Company	15	1,429.50	128.00	8.95%	253.00	17.70%	152.00	10.63%	47	11,344.50	795.50	7.01%	1,750.00	15.43%	825.00	7.27%
77	Triton Leasing and Rental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	35	3,187.50	0.00	0.00%	1,547.50	48.55%	239.00	7.50%
78	Ultimate Abatement Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	48	10,430.50	3,632.50	34.83%	10,119.50	97.02%	0.00	0.00%
79	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%
80	William Roberts Electric Co., Inc.	2	64.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	648.50	0.00	0.00%	93.00	14.34%	0.00	0.00%
81	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%
82	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%
83	Wolverine Fire Protection Co	8	704.00	0.00	0.00%	208.00	29.55%	112.00	15.91%	10	1,878.00	0.00	0.00%	699.00	37.22%	192.00	10.22%
84	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		448	30,686.70	3,103.50	10.11%	8,192.00	26.70%	2,931.50	9.55%	2,179	411,970.28	36,535.21	8.87%	117,901.81	28.62%	37,489.00	9.10%
85	On-Site Design / Management	72	6,206.70	732.20	11.80%	1,162.70	18.73%	580.25	9.35%	284	145,124.15	20,669.75	14.24%	16,166.10	11.14%	20,303.55	13.99%
Total		520	36,893.40	3,835.70	10.40%	9,354.70	25.36%	3,511.75	9.52%	2,463	557,094.43	57,204.96	10.27%	134,067.91	24.07%	57,792.55	10.37%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	10.27%	3.37%
Minority	15.30%	24.07%	8.77%
Veteran	8.00%	10.37%	2.37%

- Notes:**
(1) Statistics include all workforce reports that were received by MGM as of March 30, 2017.
(2) The total number of unique union workers that have worked on site is approximately 2,036. The 2,179 union workers identified above includes workers that have worked for multiple companies.

MGM Springfield: Totals for Access and Opportunity Goals as of 3/30/17 - 411,970.28 Hours Completed



Figures include tradespeople only



Gaming Workforce and Diversity Development

#IBuiltThat



EXPANDED GAMING, WORKFORCE DEVELOPMENT AND DIVERSITY



Background



MGC must work closely with all stakeholders to ensure the state's new gaming industry is diverse and inclusive.

- The Gaming Act prioritizes increasing opportunity for unemployed and underemployed.
- Casino developers are required to set diversity hiring goals and submit inclusion plans for MBEs, WBEs and VBEs.
- In 2014, MGC developed an Access and Opportunity Committee (AOC) to support diversity and inclusion efforts.
- MGC's AOC has statewide representation in labor, workforce development and supplier diversity.
- The AOC is tasked with monitoring progress and making recommendations for improvement.

The Challenge



- Casino licensees regularly meet and exceed diversity goals for hiring, but a challenge persists with the supply of women in construction.
- 17 different construction trades with different admission processes, timelines and requirements create barriers.
- Skilled trades are a non-traditional career path for diverse individuals, especially for women.
- Currently no central, one-stop-shopping system exists to help interested candidates navigate the system.
- There are a lack of mobile-friendly solutions for information seekers.

The Need



- Reports indicate high demand for building and construction in Greater Boston and the Commonwealth for the foreseeable future.
- Boston is in the midst of the largest building boom in the city's history. (BBJ, January 2016)
- Employed construction industry workers is up 10% since 2015. (BBJ, January 2016)
- Massachusetts has one of the highest concentrations of poor working women, with nearly half of the state's low-income households headed by single mothers in low-wage jobs.
- Women of color in Massachusetts earn 66 cents for every dollar earned by men; Latinas earn 54 cents per dollar earned by men. (MA Equal Pay Coalition)
- The gender gap between what unionized male workers make and what unionized female workers make is just 9.4 cents. But not many women are taking advantage of these benefits.



The Opportunity



- Wynn Boston Harbor and MGM Springfield are expected to bring 6,000 construction jobs.
- This historical challenge combined with an unprecedented need offers optimum opportunity to have an impact.
- Unions help to close the wage gap for women. For 2006, union women made about 30 percent more than non-union women (U.S. Department of Labor 2007). In addition, unionized workers are more likely to have health care benefits and pensions.
- With expanded gaming leading the way, a coordinated and collaborative recruitment initiative has the power to inspire and achieve a more diverse workforce in the construction trades.





THE SOLUTION

A New Comprehensive Recruiting Initiative



STRATEGIC PARTNERSHIPS

- Identify a pipeline coordinator to implement the initiative and help women to navigate the process
- Better align the supply of diverse workers with the demand via a coordinated effort
- Provide better opportunity and more skilled employees for construction businesses
- Enhance economic opportunities for Massachusetts residents

BUILD A BRAND

- Create and build a brand identity for the recruit initiative
- Develop and implement a comprehensive communications campaign to promote recruitment effort and employment opportunity
- Support the efforts of the pipeline coordinator with strategic marketing, advertising and digital initiatives

Objectives



- **INCREASE** diversity within the state's construction trades to the benefit of expanded gaming and beyond
- **EDUCATE** the public, with a special focus on underrepresented groups (particularly minority women) about opportunity and economic benefits of choosing a career in construction trades
- **INFORM** underrepresented groups in casino host and surrounding communities about employment opportunities in the union building trades
- **DIRECT** and navigate underrepresented individuals through the admissions and enrollment process for pre-apprentice programs or directly to trades
- **HIGHLIGHT** the Commonwealth's commitment to job creation and diversity
- **MAXIMIZE** the ability for gaming licensees to meet their diversity hiring goals
- **INCREASE** awareness of MGC's efforts to positively impact diversity and inclusion

The Action Plan

- ★
- Logo and tagline
- Website
- Marketing
- Advertising
- Digital/Social Media Strategy
- Grassroots efforts/Job Fairs
- Media Relations



The Partnerships



Northeast Center for Tradeswomen's Equity

- Pioneer Valley Building Trades
- Berkshire County Building and Trades Council
- Carpenters Local 108
- Building and Construction Trades Council of the Metropolitan District (Boston)
- Policy Group on Tradeswomen's Issues
- MA Building Trades Council
- MA AFL-CIO
- New England Council of Carpenters



CASE STUDIES



THE FUTURE IS FOR

SHEET METAL WORKERS



WORKS PERIOD

Two 8-hour shifts



MIN. HOURLY WAGE

\$19.37

EDUCATION REQUIRED

High School Diploma



1 year

SHEET METAL WORKER #48-9011

Sheet metal workers fabricate, install and maintain heating and air-conditioning systems, do architectural sheet metal work, construct appliances, heaters and boilers, and perform a variety of other jobs involving sheet metal.

RECRUITING CAMPAIGNS WORK

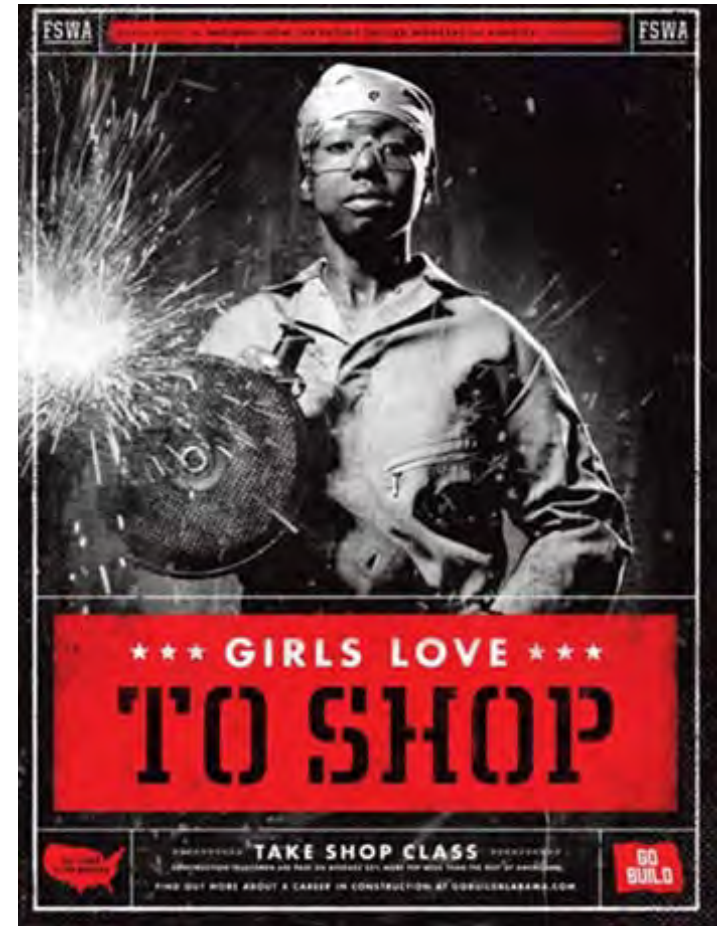
Go Build Alabama



SITUATION: In 2010, the Alabama Construction Recruitment institute (ACRI) launched “Go Build Alabama”, a marketing and communications campaign to enhance the image of the construction trades and to inform young people, parents, educators and others who influence career decisions, about futures in the construction trades. The Go Build Alabama campaign is a comprehensive marketing and recruitment campaign that utilizes mass media, grassroots, social media and public relations components. The campaign media and activities are designed to enhance the image of the construction industry and skilled trade professionals and direct people to the Go Alabama website. The website allows visitors to learn about construction careers, locate construction training programs, and begin a job search.

- Special focus in promoting diversity in skilled-trades. All of the campaign material and programs, from its “student of the month” program to television spots, highlight diversity, and they are scrutinized to ensure the inclusion of appropriate race, age, and gender representative and messaging
- A significant effort has been placed in program resources to educate and inspire women to choose a career in the construction industry. The Go Build Alabama campaign includes two television commercial spots exclusively focused on women in construction as well as other video assets. From May 2013 to May 2014, the campaign aired 5,384 television and 736 radio spots, one spot aimed at women and another at a younger demographic. In 2014, Go Alabama also introduced an e-textbook, mobile app and website. Check out this VIDEO.

RESULTS: ACRI and GO Build Alabama have demonstrated success in establishing an industry-wide partnership to address a core issue that was negatively impacting the availability of a future workforce. Since the launch of Go Build Alabama the Alabama Community College System has seen a 70% increase in enrollment in technical skills programs, with over 90% of students citing Go Build as the reason for their enrollment. Based on the success of Go Build Alabama, Go Build has been launched in Georgia and was reportedly implemented in 14 other states.



New York City, 2006



SITUATION: In July of 2006, a non-profit known as Nontraditional Employment for Women (NEW) launched an advertising campaign on bus and subway lines. The advertising campaign was in response to a severe shortage of labor workers in New York City. This campaign had strong support by then-Mayor Michael Bloomberg, the city's Commission on Construction Opportunity and the Metropolitan Transportation Authority. The Commission funded the campaign's production cost and the MTA offered free ad space. The ad campaign was displayed on bus shelters and phone kiosks from November 2005-March 2006. At the time, NEW's goal was to increase the percentage of women in the crafts from less than 2% to 7%.

RESULTS: The first month of the campaign resulted in a 400% increase in phone calls from women interested in the trades – 761 compared to 144 a year earlier. Enrollments in the training program increased from 115 participants to 244.

**WE'RE LOOKING FOR
A FEW GOOD WOMEN**

Carpenter
Electrician
Plumber
Painter

Call 212-627-6252

The average salary in the construction trades is \$53,000.
Need we say more.

NEW, a nonprofit job-training organization, will prepare you for a rewarding career in the construction trades.
For more information on our FREE training call or visit our web site www.newnyc.org

New Zealand: Getting it done- Utilizing Women's Skills in the Workforce, 2015



SITUATION: In 2010 and 2011 Canterbury endured a series of earthquakes. At the time, labor statistics indicated that despite the high and increasing demand for labor during the rebuild, women's employment in the construction industry remained flat. A report issued in 2013 indicated that there was a "hidden" or underutilized female labor force available for the rebuild of Canterbury during a post-earthquake recovery effort.

New Zealand sources report that the key tactic has been to increase women's visibility in the rebuild. Actions promoting women's visibility in the rebuild have included profiling women in construction and highlighting women as a source of labor. Media stories about women in the rebuild have celebrated their successes.

Canterbury's Ministry for Women convened a working group of stakeholders and each entity agreed to raise the visibility of women working on the rebuild. For example, organizations held member events. The working group primarily focused on changing perceptions about opportunities for women to work on the rebuild. The working group focused on coordinating interaction with the media, building a library of images and stories about women in construction, and identifying opportunities for events to increase women's visibility in the rebuild. It also hosted a Facebook page. The working group also encouraged recruiters to include language on job advertisements to make it explicit that women were welcome to apply.

New Zealand offers 5 TIPS:

Go Develop and communicate your business case

Go Collaborate: Identify allies and get a core of influential people and organizations together

GO Visibility: Make women in trades visible

GO Treasure what you measure: Measure baselines and set targets to increase understanding and drive accountability

GO Leading from where you are: Make the most of your leaders wherever they are

RESULTS: A 2014 labor force survey in New Zealand indicated that both the number and proportion of women working in construction in Canterbury increased. In addition, the Christchurch Polytechnic Institute of Technology reported 414 female enrollments in trades training in 2014, compared to 50 in 2011.

Partnership Opportunities



The sky's the limit!





101 Federal Street, 12th Floor, Boston, MA 02110

TEL 617.979.8400

FAX 617.725.0258

www.massgaming.com

 [MAGamingComm](#)

 [MassGamingComm](#)

 [MassGamingCommission](#)