

Access and Opportunity Committee

June 14, 2016



Agenda

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



Outreach Update



OUTREACH UPDATE

1. Outreach to MBE, WBE & VBE Companies
2. Outreach to local Community Groups
3. Community Partners Network
4. Union Partnership & Outreach
 - Union Referral System Update, Progress, Successes
5. Outreach Events
 - Westover Job Corps Center partnership and Construction & Light Industry Council
 - Youth Build Site Tour
 - Women Construction Career Forums
 - Upcoming Outreach Events

OUTREACH TO MBE, WBE & VBE COMPANIES

Design & Consulting:

Ref	Company	Location	Diversity Status
1	Black Hawk Group dba. BHG	Philadelphia, PA	MBE

Construction:

Ref	Company	Location	Diversity Status
1	Betterman Construction, Inc.	Springfield, MA	MBE/WBE
2	Bob's Swagg Tools ⁽¹⁾	Lexington, MA	VBE
3	Malone Restoration	Springfield, MA	MBE/WBE
4	Spafford Leasing ⁽¹⁾	Springfield, MA	WBE

Notes:

(1) Bob's Swagg Tools and Spafford Leasing are both Construction and Design companies.

OUTREACH TO LOCAL COMMUNITY GROUPS/ ORGANIZATIONS/ DEPARTMENTS

Ref	Organizations	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Community Partners Network	Springfield, MA
3	Community Works	Springfield, MA
4	Interise Collaborative	Springfield, MA
5	Lighthouse	Springfield, MA
6	Neighbor to Neighbor	Springfield, MA
7	Springfield Technical Community College Office of Workforce Development	Springfield, MA
8	Westover Job Corp Light Industry Council	Westover, MA
9	Women's Presidents Organization	Western Massachusetts

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Community Works	Springfield, MA
3	East African Cultural Center	Springfield, MA
4	Gandara Springfield Family Resource Center	Springfield, MA
5	Greater Springfield NAACP	Springfield, MA
6	HAP Housing	Springfield, MA
7	Lighthouse	Springfield, MA
8	Ludlow Veterans Services Organization	Ludlow, MA
9	Neighbor to Neighbor	Springfield/Holyoke, MA
10	Partners for Healthier Community	Springfield/Holyoke, MA
11	ROCA	Springfield, MA
12	School Based Services	Springfield, MA
13	Springfield Partners for Community Action	Springfield, MA
14	Springfield Veterans Services Department	Springfield, MA
15	Springfield Vets Center	West Springfield, MA

Notes:

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

COMMUNITY PARTNERS NETWORK

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

Notes:

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

COMMUNITY PARTNERS NETWORK

May 12, 2016: Meeting with MGM Springfield Construction Team

Meeting Highlights:

- 19 Community Partners attended; some who are new to the Network
- MGM Springfield team shared current Diversity workforce numbers to date
- Partners participated in hands on activity to identify who they were, what their organization does, what related support services or trainings can each partner contribute to the Network; and what each partner was hoping the work of the Network would be



COMMUNITY PARTNERS NETWORK

- Discussed infrastructure development and created a plan to work on all identified infrastructure items through a Steering Committee to include how the Network applies for workforce development funding/grants
- Discussed a streamlined union and construction referral tracking system for Network referrals
- Began discussions on union policy challenges for diverse populations interested in joining a trade union
- Discussed development of a Diversity in Construction Advocacy plan
- Brainstormed ideas for shared activities, training, classes, and certifications that are related to workforce development in construction and beyond



UNION PARTNERSHIP & OUTREACH

Continued meetings and discussions with local trade unions to include:

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



UNION REFERRAL SYSTEM UPDATE

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

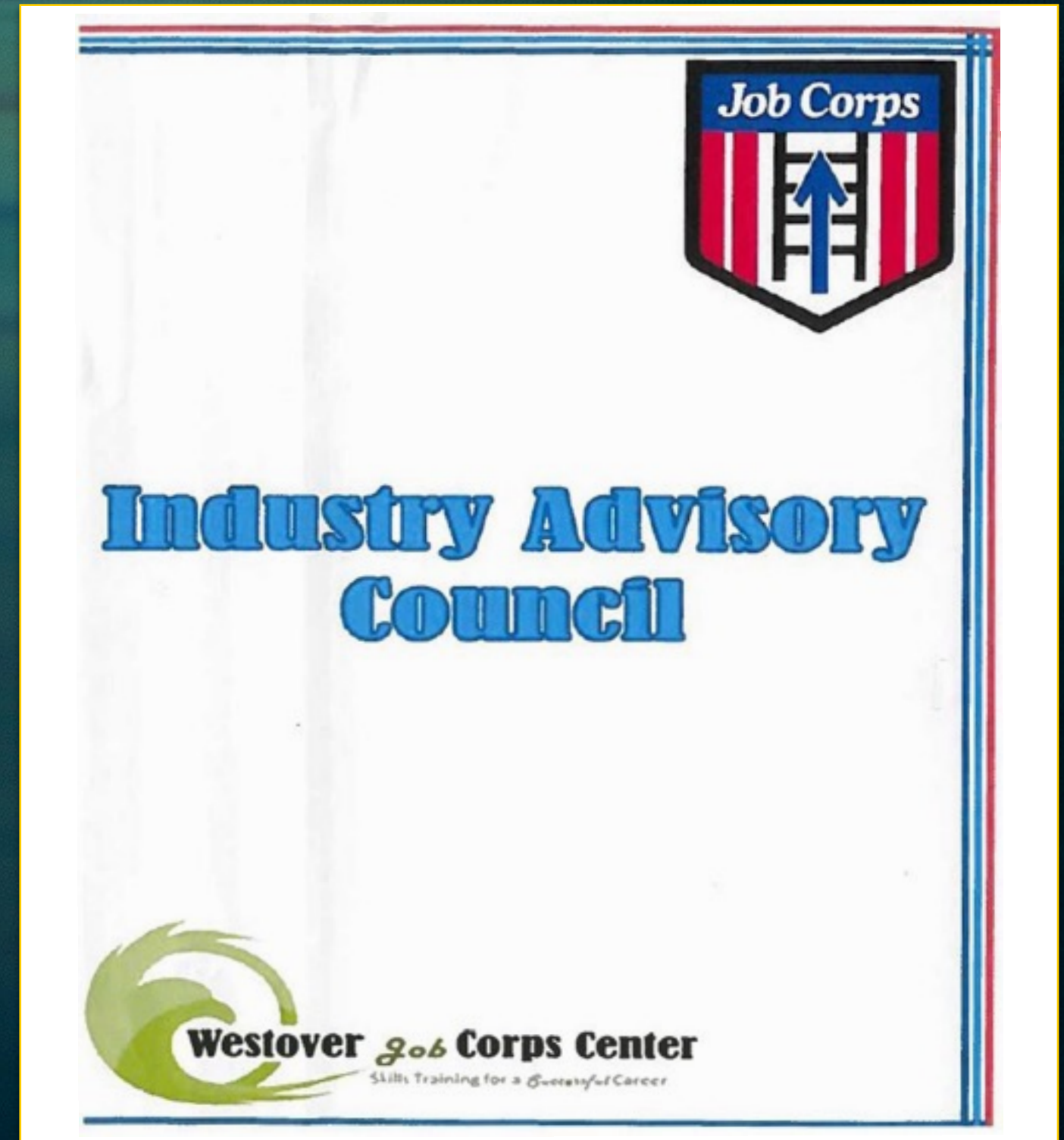
Capturing and tracking success stories and highlights:

- **3 new diverse individuals** were successfully accepted into local trade unions through the MGM Springfield Union Referral System and are ready for work.



OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **May 4, 2016:** Westover Job Corps Construction & Light Industry Council Kick-Off



OTHER DIVERSITY WORK & UPCOMING OUTREACH/EVENTS

- **May 11, 2016:** Youth Build Springfield Construction Site Tour & Union Information Session



OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **May 11, 2016:** Youth Build Springfield Construction Site Tour & Union Information Session



OTHER DIVERSITY WORK & UPCOMING OUTREACH/EVENTS

- **May 16, 2016:** Women In Construction Career Forums



BUILDING A STRONG FOUNDATION

WOMEN IN CONSTRUCTION CAREER FORUMS

Are you a woman interested in a career in the building trades?

MGM Springfield wants to meet with you!

On Monday, May 16, MGM Springfield is sponsoring two informational sessions hosted in partnership with the YWCA of Western Massachusetts.

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

To register, please email construction@mgmspringfield.com

Forum schedule:

1st Session:
Monday, May 16, 2016
10-11:30 a.m.
YWCA of Western Massachusetts
1 Clough St., Springfield, MA

2nd Session:
Monday, May 16, 2016
5:30-7 p.m.
Sheraton Springfield
Mahogany Room
1 Monarch Place
Springfield, MA



Building Excitement

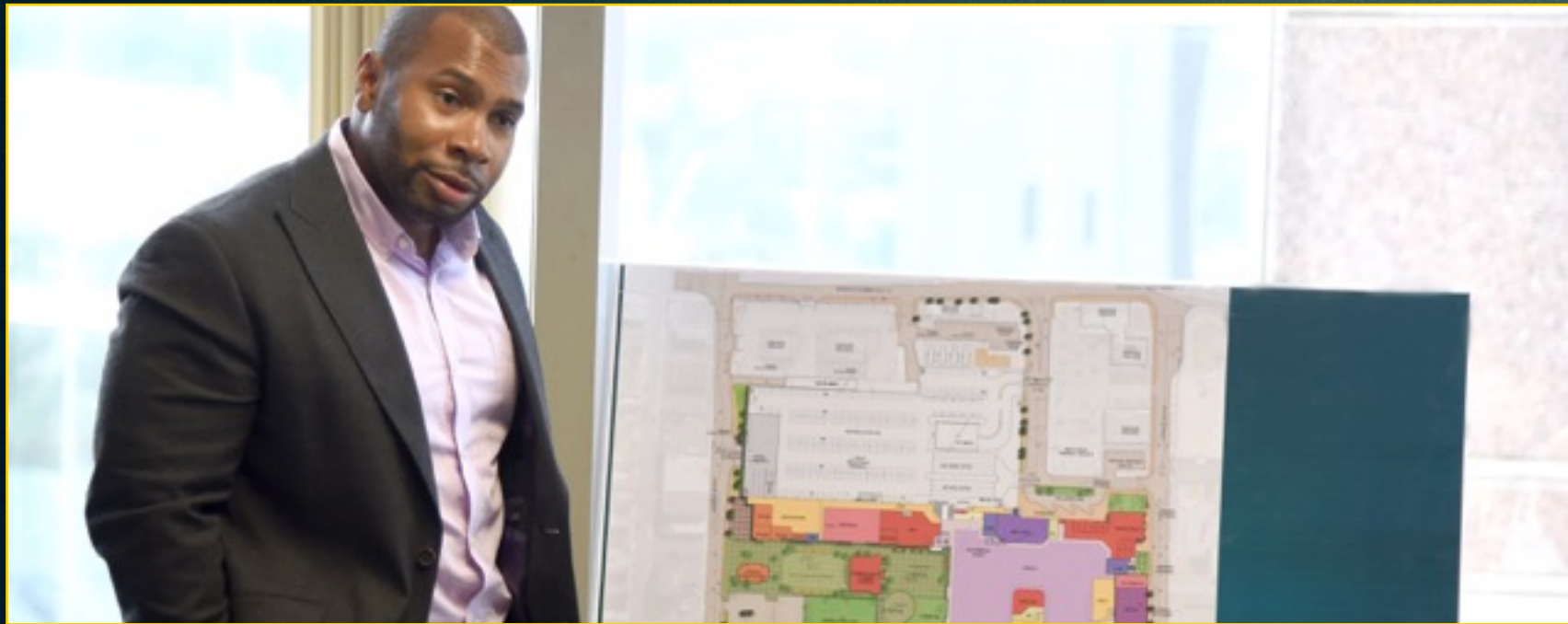


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OTHER DIVERSITY WORK & UPCOMING OUTREACH/ EVENTS

- **June 6, 2016:** Construction Subcontractor Informational Sessions: MEP/Electrical



UPCOMING OUTREACH/ EVENTS

- **June 2016:** Construction Diversity Task Force
- **June 2016:** Community Partners Network Meeting
- **June 14-17, 2016:** National Association of Minority Contractors (NAMC) Annual Conference in Atlanta, GA
- **June 22, 2016:** Massachusetts Supplier Diversity Office Diversity Workshop Series, Roxbury Community College
- **June 2016 & On-Going:** One on One Diversity Kick-Off Meetings with New Subcontractors

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

THROUGH MAY 30, 2016

Group	Project Goals	Project To Date %
Women	6.90%	8.48%
Minority	15.30%	39.98%
Veteran	8.00%	7.33%

Notes:

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

WORKFORCE DIVERSITY STATISTICS - TOTAL

THROUGH MAY 30, 2016

Group	Project Goals	Project To Date %
Women	6.90%	10.18%
Minority	15.30%	28.95%
Veteran	8.00%	9.31%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of May 30, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 5.21% of total workforce hours are included in two of the diversity categories. There are not any hours currently reported within three diversity categories.
- (3) While this is not a reporting requirement of the approved diversity plan, the total hours worked to date break down as follows:
 - Approximately 34% are from Springfield/ Surrounding Communities
 - Approximately 55% are from Western Massachusetts
 - Approximately 83% are from Massachusetts

WORKFORCE 3 MONTH LOOK AHEAD

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

Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH MAY 31, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	16.0%	6.0%	36	\$21.40M
MBE	5.0%	9.0%	4.0%	24	\$12.08M
VBE	2.0%	5.3%	3.3%	8	\$7.15M

Notes:

(1) Total Commitments through May 31, 2016 are \$134.1M.

(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 MAY 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	10.3%	14	\$3.42M
MBE	5.0%	10.1%	12	\$3.35M
VBE ⁽³⁾	2.0%	2.9%	2	\$0.96M

Notes:

(1) Total Commitments through May 31, 2016 are \$33.2M.

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

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

(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 MAY 31, 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	Berlin, MA	MBE
5	Andelman & Lelek Engineering, Inc.	Energy Modeling	Norwood, MA	WBE
6	C&C Consulting Engineers, LLC	Structural Peer Review	Allston, MA	MBE
7	Calvin Consulting Services, LLC	Construction Consulting	Las Vegas, NV	WBE
8	Communications for Design LLC	Design and Project Management Support Services	Northfield, MN	WBE
9	Convergent Technologies	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY	WBE
10	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA	WBE
11	Desert Construction Consulting, Ltd	Estimating and Contractor Bidding Services	Henderson, NV	MBE
12	Desman, Inc.	Parking Garage Bridging Documents (LOA)	Boston, MA	MBE
13	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA	WBE
14	Engineers Design Group, Inc.	Structural Engineering Consulting Services	Malden, MA	MBE

Notes:

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

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

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

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

DESIGN & CONSULTING COMMITMENTS

THROUGH MAY 31, 2016

Ref	Company	Scope	Location	Diversity Status
15	Erin Chrusciel Photography, LLC	Photography	East Longmeadow, MA	WBE
16	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
17	Keville Enterprises, Inc.	Construction Management and Inspection	Marshfield, MA	WBE
18	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
19	MCLA, Inc.	Lighting	Washington, DC	WBE
20	Nitsch Engineering, Inc.	Engineering Services	Boston, MA 02108	WBE
21	Pari Riahi Architects, Inc.	Executive Architect	Amherst, MA	WBE
22	Renderready, LLC	Rendering and Graphic Design	Henderson, NV	MBE
23	Soden Sustainability Consulting, LLC	LEED	Winchester, MA	WBE
24	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
25	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT	VBE
26	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant	Blue Bell, PA	MBE
27	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
28	WA Architects, Inc.	Architectural Services	Cleveland, OH	MBE

Notes:

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- MBE - Massachusetts Supplier Diversity Office or Greater New England Minority Supplier Development Council.
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- VBE - United States Department of Veteran Affairs or Massachusetts Gaming Commission.

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

Construction Commitments



CONSTRUCTION COMMITMENTS

THROUGH MAY 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	17.8%	22	\$17.98M
MBE	5.0%	8.7%	12	\$8.74M
VBE ⁽³⁾	2.0%	6.1%	6	\$6.19M

Notes:

(1) Total Commitments through May 31, 2016 are \$100.9M.

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

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

(3) Connecticut Temperature controls VBE diversity is not currently being counted pending a review by the Massachusetts Gaming Commission.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH MAY 31, 2016

Ref	Company	Scope	Location	Diversity Status
1	American Environmental, Inc.	Abatement	Holyoke, MA 01040	MBE
2	Arrow Security Corporation	Security Guard Services	Springfield, MA 01114	VBE
3	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA 01107	MBE
4	BECO Electrical Contractors, Inc.	Electrical	Monson, MA 01057	VBE
5	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT 06790	WBE
6	C&C Contractors, LLC	Trucking Services	Springfield, MA 01104	MBE
7	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier	Holyoke, MA 01040	MBE
8	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA 01020	WBE
9	CMJ, LLC	Property Management/Maintenance	Springfield, MA 01101	MBE
10	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA 01089	WBE
11	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA 01605	WBE
12	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA 01860	WBE
13	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA 02035	WBE
14	Erection & Welding, LLC	Steel Supplier	New Milford, CT 06776	MBE

Notes:

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

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH MAY 31, 2016

Ref	Company	Scope	Location	Diversity Status
15	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE
16	Fabiano Oil Corp.	Fuel & Oil Supplier	Wrentham, MA 02093	WBE
17	Federal Concrete, Inc.	Concrete Services	Hopedale, MA 01743	WBE
18	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA 01056	WBE
19	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
20	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA 01056	WBE
21	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
22	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA 01103	VBE
23	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE
24	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
25	Larry's Trucking Co.	Trucking	Springfield, MA 01129	MBE
26	Lindon Group	Piping Materials	East Providence, RI 02914	WBE
27	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE

Notes:

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

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH MAY 31, 2016

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

Notes:

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

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



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, June 14, 2016 10:30 AM-12:30 PM
The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston MA 02125

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

APPROVAL OF THE MINUTES

REPORTS:

- **Wynn Design/Construction Activity**
 - Labor Outcomes to Date
 - Contractor Outcomes to Date
 - Upcoming Construction Activity
- Jennie Peterson**
Manager, Development
-

BRIEF QUESTIONS FROM COMMITTEE MEMBERS

- **MGM Design/Construction Activity**
 - Labor Outcomes to Date
 - Contractor Outcomes to Date
 - Upcoming Construction Activity
- Chelan Brown, Diversity Specialist**
Construction & Operations
- Jason Rosewell**
Executive Director of Design and Construction
-

BRIEF QUESTIONS FROM COMMITTEE MEMBERS

GUEST SPEAKER

- **Greater Four Corners Action Coalition- Marvin Martin**
-

COMMUNITY INPUT

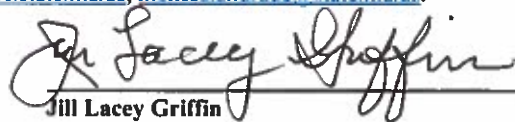
Next MGC Access and Opportunity Committee Meeting July 12, 2016

Springfield Technical Community College, Scibelli Hall, Rooms 703-704, Springfield, MA 01105

ADJOURN

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

6/9/16
(date)



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

Date Posted to Website: June 9, 2016 at 4:00 p.m.



Massachusetts Gaming Commission

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

Wynn BOSTON HARBOR
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Wynn Boston Harbor | June 14, 2016

ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE MAY 2016

Participation Goals Review

Consultant / Contractor Participation – Design Contracts:

Minority Business Enterprise (MBE): 7.9%

Women Business Enterprise (WBE): 10%

Veteran Business Enterprise (VBE): 1%

Contractor Participation – Construction Contracts:

Minority Business Enterprise (MBE): 5%

Women Business Enterprise (WBE): 5.4%

Veteran Business Enterprise (WBE): 1%

Workforce Participation – Construction (% of workforce hours):

Minorities: 15.3%

Women: 6.9%

Veterans: 3%

Design: M/W/VBE Participation

- As of May 31st, Wynn had awarded 18.8%, over \$9.5 million, of design contracts to M/W/VBEs.
- Wynn expects to exceed its overall goal of 18.9% diverse design contracts with a total of 24.5% M/W/VBE participation on design contracts, following award of contracts in the pipeline.

	# Contracts	Goal	Awarded	<i>Including Award Pipeline</i>
MBE	10	7.9%	8.1%	10.7%
WBE	9	10.0%	4.1%	7.2%
VBE	3	1.0%	6.6%	6.6%
TOTAL	22	18.9%	18.8%	24.5%

Design: M/W/VBE Participation, Contracts Awarded

MBE (10)	Scope	Consultant / Contractor	Location	Contract Amount (\$)	% Goal	% of Awarded Contracts
	Themed Architecture	Michael Hong Architects Inc.	Culver City, CA			
	Fire Protection	Fernandez & Associates (Sub to Jacobs)	Byfield, MA			
	MEP	SAR Engineering (Sub to Jacobs)	Quincy, MA			
	Food Service	Crabtree McGrath (Sub to Jacobs)	Georgetown, MA			
	Architecture	DREAM Collaborative (Sub to Jacobs)	Boston, MA			
	Acoustics	Shen Milsom & Wilke (Sub to Jacobs)	New York, NY			
	Interior Design	Bukhari Design Studio	Las Vegas, NV			
	Service Road Design	Nobis Engineering (Sub to Bohler)	Concord, NH			
	Surveying	Bryant Associates (Sub to AECOM)	Boston, MA			
	Surveying	C&C Consulting Engineers (Sub to AECOM)	Boston, MA			
TOTAL				\$4,104,306	7.9%	8.1%
WBE (9)						
	Landscape Architecture	Pam Shadley Associates (Sub to Lifescapes)	Lexington, MA			
	Interior Design	Cleo Design	Las Vegas, NV			
	Architecture	Saam Architecture (Sub to Jacobs)	Boston, MA			
	Independent Structural Review	Ryan Biggs Clark Davis	Clifton Park, NY			
	Scheduling, Cost Estimating	Keville Enterprises (Sub to AECOM)	Boston, MA			
	Permitting, Environmental	Comprehensive Environmental (Sub to AECOM)	Marlborough, MA			
	Landscape Architecture	Pam Shadley Associates (Sub to AECOM)	Lexington, MA			
	Public Relations / Outreach	Regina Villa Associates (Sub to AECOM)	Boston, MA			
	Lighting Design	Lumen Studio (Sub to AECOM)	Lowell, MA			
TOTAL				\$2,069,758	10.0%	4.1%
VBE (3)						
	MEP, FP, Telecomm	JBA Consulting Engineers (Sub to Jacobs)	Las Vegas, NV			
	Audio Visual	JBA Consulting Engineers	Las Vegas, NV			
	Traffic Engineering	Fort Hill Infrastructure (Sub to AECOM)	Boston, MA			
TOTAL				\$3,352,717	1.0%	6.6%
TOTAL DIVERSE CONTRACTS				\$9,526,781	18.9%	18.8%
TOTAL QUALIFIED DESIGN SPEND				\$50,564,840		



Design & Construction Outreach: M/W/VBE Participation

- Ongoing engagement, including regular email updates of upcoming bid packages and general requirements purchases, with local Chambers of Commerce and diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute.
- Held Mobile Food Service informational session for local and M/W/VBE vendors interested in providing on-site food during construction.



Construction: M/W/VBE Participation

- As of May 31st, 7.0%, over \$9.2 million, of construction contracts have been awarded to M/W/VBEs.
- Pre-construction contracts in May included awards to five WBEs and one VBE.
- Negotiations with additional M/W/VBE sub-contractors are underway, following awards to prime tier sub-contractors. We expect percentage of contracts awarded to M/W/VBEs to rise over the next several weeks.

	# Contracts	Goal	Awarded to Date
MBE	4	5.0%	4.2%
WBE	10	5.4%	2.5%
VBE	3	1.0%	0.3%
TOTAL	17	11.4%	7.0%

Construction: M/W/VBE Participation, Contracts Awarded

MBE (4)	Scope	Contractor	Location	Contract Amount (\$)	% Goal	% of Awarded Contracts
	Electrical	Richard W. Reid Electric Company (Sub to Cashman)	Billerica, MA			
	Erosion Control	M-O-N Landscaping (Sub to Charter)	North Dartmouth, MA			
	Remediation	Charter Contracting Company	Boston, MA			
	Temporary Fence	Wood & Wire Fence Co. (Sub to Suffolk)	Lincoln, RI			
TOTAL				5,595,851	5.0%	4.2%

WBE (10)						
	Fence Installation	DeLuca Fence Company (Sub to Cashman)	Methuen, MA			
	Fuel Supply	Fabiano Oil Corporation (Sub to Cashman)	Wrentham, MA			
	Fuel Supply	Fabiano Oil Corporation (Sub to Charter)	Wrentham, MA			
	Pest Control	Pest End (Sub to Suffolk)	Methuen, MA			
	Site Security	Alliance Detective & Security	Everett, MA			
	Site Security	Alliance Detective & Security (Sub to Suffolk)	Everett, MA			
	Tool Supply	Tools Unlimited (Sub to Treviicos)	Stoughton, MA			
	Erosion Control	Ramco Survey Stakes (Sub to Derenzo)	West Bridgewater, MA			
	Pipe Supply	JMD Building Products (Sub to Derenzo)	New York, NY			
	Electrical	Dagle Electrical Construction (Sub to Derenzo)	Melrose, MA			
TOTAL				3,334,121	5.4%	2.5%

VBE (3)						
	Sign Installation	J Rams Inc. (Sub to Cashman)	East Wareham, MA			
	Site Security	Arrow Consulting (Sub to Charter)	Springfield, MA			
	Fuel Supply	Broco Oil (Sub to Treviicos)	North Reading, MA			
TOTAL				341,050	1.0%	0.3%

TOTAL DIVERSE CONTRACTS \$9,271,022 11.4% 7.0%

TOTAL QUALIFIED CONSTRUCTION SPEND \$133,657,753



Construction: Workforce Participation

- As of May 22nd, 15,078 hours of work had been completed on the project site.
- 92 individuals have performed pre-construction work on the project, including 23 minorities, 5 females, and 5 veterans.
- Represents a small fraction of the overall project construction work.

	# Workers	# Diverse Workforce Hours	Goal	% Diverse Workforce Hours to Date
Minority	23	2,398.5	15.3%	15.9%
Female	5	1,181.0	6.9%	7.8%
Veteran	5	1,357.5	3.0%	9.0%
TOTAL	33	4,937.0	25.2%	32.7%

Construction: Workforce Participation

- Ongoing outreach and work with community partners and Career Centers.
- 1-1 meetings underway with local Building Trades Business Agents and Apprenticeship Directors to discuss plans for meeting and exceeding local and diverse hiring goals.
- Exhibitor at the 2016 Massachusetts Women Veterans Conference.
- Co-sponsor and organizer of the Massachusetts Girls in Trades Informational Career Evening held at the Carpenters Training Center in Millbury.
- Exhibitor at The Urban League's "Jobs Rebuild Boston" 5th annual community conference and career fair.



Wynn BOSTON HARBOR
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**MassGaming Access and Opportunity Committee
Meeting Minutes
May 10, 2016, 10:30 am – 12:30 pm
Springfield Technical Community College, 1 Armory Street, Springfield, MA 01105**

Call to Order/Introductions **10:40 am**

The meeting is called to order by MassGaming’s director of workforce, supplier and diversity development. Each Committee member and guests who were present introduced her/himself.

Approval of the Minutes **10:45 am**

Minutes unanimously approved.

Reports:

MGM Springfield **10:50 am**

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

- Design: M/W/VBE Commitments – Through 4/30/2016
 - o MBE: 9.4% (Goal: 5.0%)
 - o WBE: 10.2% (Goal: 10.0%)
 - o VBE: 3.8% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – Through 4/30/2016
 - o MBE: 8.1% (Goal: 5.0%)
 - o WBE: 18.0% (Goal: 10.0%)
 - o VBE: 5.6% (Goal: 2.0%)
- Total Construction Workforce: Through 4/27/2016
 - o Minority: 28.09% (Goal: 15.30%)
 - o Women: 10.41% (Goal: 6.90%)
 - o Veteran: 9.08% (Goal: 8.00%)
- Union Construction Workforce: Through 4/27/2016
 - o Minority: 38.92% (Goal: 15.30%)
 - o Women: 8.79% (Goal: 6.90%)
 - o Veteran: 7.05% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead
 - o Work in Progress - Water/Sewer Infrastructure
 - o Work in Progress - 95 State Interior Demo
 - o Work in Progress - Site Prep for Garage
 - o Work in Progress - 73 State Street Support

- o Work in Progress - Temp Power Connections
- o May 2016 - French Church Utilities and Foundations
- o May 2016 - Armory Rear Demo
- o May 2016 - Vault V86 Relocation
- o May 2016 - Union Chandler Façade Preservation/Demo
- o May/June 2016 - Trailer Site Complex
- o June 2016 - Garage Foundations
- o June 2016 - Systems Separation 95/101 State
- o July 2016 - Hotel-Podium FoundationsOutreach
- Outreach to MBE, WBE & VBE Companies
 - o (2) Design & Consulting companies- (1) VBE, (1) MBE
 - o (2) Construction companies- both VBEs
- Outreach to local Community Groups
 - o MGM meets with community groups through network meetings and individual check-ins
- Community Partners Network
 - o (2) New community partners added to the list- We The Villagers, Gandara Center Springfield Family Resource Center
 - o April 13, 2016: Network participated in the 1st “Graduating to a Labor Union” Information Session
 - o April 14, 2016: MGM held meeting with community partners
- Union Partnership & Outreach
 - o Assistance with targeted diversity recruitment based on the needs of the individual trade union through the MGM Springfield and Community Partners Network referral work
 - o Meetings and discussions on the MGM Springfield Parking Garage Apprenticeship Program
 - o Partnerships on upcoming outreach events
- Union Referral System Update
 - o 2 new diverse businesses recruited through MGM Springfield Diversity Open Houses
 - o 4 new diverse individuals were successfully accepted into local trade unions
- Outreach Events
 - o April 1, 2016: Youth Build Springfield Open House
 - o April 28, 2016: Minorities Construction Career Forums
 - o April 29, 2016: Bay Path College Annual Women's Conference
- Upcoming Outreach Events/Dates
 - o May 2016: Construction Diversity Task Force Meeting
 - o May 2016: Community Partners Network Meetings
 - o May 4, 2016: Westover Job Corps Construction & Light Industry Workforce Council
 - o May 11, 2016: MGM Springfield Construction Site Tour with Youth Build and Union Rep's
 - o May 16, 2016: Women Construction Careers Forums, 10:00-11:30 AM and 5:30-7:00 PM

- o May 2016 & Ongoing: Meeting with Springfield Interise Collaborative
- Website Updates
 - o Includes list of community partners and upcoming outreach sessions

Wynn Everett

11:30 am

Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation
 - o MBE: 8.3% (Goal: 7.9%)
 - o WBE: 4.1% (Goal: 10.0%)
 - o VBE: 6.6% (Goal: 1.0%)
- Construction: M/W/VBE Participation
 - o MBE: 68.6% (Goal: 5.0%)
 - o WBE: 18.9% (Goal: 5.4%)
 - o VBE: 0.3% (Goal: 1.0%)
- Construction Workforce
 - o Minority: 16.0% (Goal: 15.3%)
 - o Women: 7.6% (Goal: 6.9%)
 - o Veteran: 9.1% (Goal: 3.0%)
- Design & Construction Outreach
 - o Engagement continues with local Chambers of Commerce and diverse business group partners: Mass Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women and Enterprise, and the Hispanic American Institute
 - o Quarterly meeting held with Regional Chambers of Commerce to discuss upcoming bid opportunities and the Suffolk pre-qualification process
 - o Suffolk Construction provided information regarding outreach campaign to identify uncertified veteran owned businesses with a goal of informing these businesses about the streamlined MGC certification process and to encourage VBE bidding
 - o Initiated planning with Center for Women & Enterprise for supplier diversity webinar covering key information for WBEs interested in working with Wynn
- Construction Workforce Participation
 - o Outreach and work with local community groups is ongoing
 - o 1-1 meetings underway with local Building Trades Business Agents and Apprenticeship Directors to discuss plans for meeting and exceeding local and diverse hiring goals
 - o Created walk-on application process with clearly outlined procedures and points of contact for both union and non-union workers
 - o Co-sponsor and organizer of the Massachusetts Girls in Trades Informational Career Evening for alumnae and parents of female Career and Technical Education Students: coming up May 25, 2016
 - o Participated in Building Pathways applicant interviews
 - o Co-sponsor of the Youth Build/Madison Park safety training event
 - Suffolk's Safety department enacted the FC Background- an RFID tracking system (workforce data collecting tool)

- Certified payroll process being tracked on a weekly basis through LCB tracker
 - Suffolk offering (3) free safety training classes for surrounding communities- OSHA 10 training, Small Tools training, and Fall Protection training
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Committee Member Comments and Discussion

- A committee member requested clarification regarding MGM's residency numbers and inquired whether the numbers focused only on trades. MGM's director of pre-construction answered by saying that all positions are included in the residency numbers and agreed to the suggestion of indicating "all positions" on future reports.
 - A committee member requested an elaboration to MGM's language relative to the Springfield Parking Garage and Apprenticeship Program. MGM's diversity specialist responded by saying MGM included in their bid application to have 15 apprentices that are diverse and are Springfield residents.
 - In reference to MGM's Springfield Parking Garage and Apprenticeship Program, a committee member requested MGM clarify that the program is not a new, separate apprenticeship program. MGM's diversity specialist responded by saying the program is not a new strategy, but an initiative being taken by MGM.
 - A committee member asked MGM to confirm if the unions are present at their outreach events. MGM's diversity specialist confirmed that the unions are represented at the outreach events.
 - A committee member asked MGM whether opportunities exist for unions not in the application process, outside of the application period. MGM's diversity specialist responded by saying some unions, depending upon their diversity plan, will allow, for example, women workers to enter outside of the interview process.
 - A committee member inquired about best practices to address skills match for youth. Suffolk provided information on their youth mentoring program that has been offered in the past involving job shadowing for students.
 - In reference to pre-apprenticeship programs and national best practices, a committee member suggested hands-on weekend boot camps. In addition, the committee member suggested MGM and community partners could send job counselors on site for live, job site experience relating to construction.
 - A committee member suggested to Wynn the inclusion of a 3 month projection. Wynn's development manager agreed to including a 3 month projection in their report.
 - Group discussion surrounded Recruiting and Retaining Women in the Trades conference on April 29 and Women Build Nations conference April 30 - May 1
 - A committee member requested the implementation of a more robust sexual harassment training on the first day of orientation for all trades people.
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Community Input

- A community member raised the concern that the goals provided in the minutes did not provide sufficient information, such as the results of what was achieved against what was stated. The MGC's director of workforce, supplier and diversity development informed the community member that the expanded version of the data is in the licensee presentations and reports, which are posted on the MGC website for public viewing. In addition to the discussion, a committee member suggested the inclusion of

meeting materials from the previous meeting to help address the community member's concern.

- As a continuation to the topic of MGM's outreach reporting, a community member suggested MGM include details relating to, for example, the number of women hired or the number of those who received a commitment to be hired. MGM's diversity specialist agreed the addition of details pertaining to attendee numbers can be provided and noted MGM's referral system is utilized to track applicants.
- In reference to MGM's Springfield Parking Garage and Apprenticeship Program, a community member inquired into why MGM included diverse Springfield residents in their bid application. MGM's diversity specialist indicated that it is their goal to include as many local residents as possible; provide access and opportunity to diverse Springfield and surrounding community residents; and allow new apprentices to work and learn while on the project.
- In terms of a breakdown of the firms working for MGM, a community member asked whether the numbers include, for example, people working for architectural engineering firms. MGM's director of pre-construction confirmed the numbers do include those working for architectural engineering firms and all subconsultants.
- A community member asked MGM whether the employees are permanent versus working only for the project. MGM's director of pre-construction responded by saying they track union labor and spend with diverse companies, but are not tracking the workforce of the subconsultants.
- A community member requested clarification regarding the inclusion of management in the numbers. MGM's director of pre-construction indicated the numbers includes MGM management and general contractor management- any on-site individuals.
- A community member inquired why MGM is not tracking workforce compliance of the architectural engineering firms. MGM's director of pre-construction indicated they have not been required to nor have looked into tracking architectural engineering firms.
- In regards to MGM's community partners and their work, a community member inquired whether the members have funding to do the work and how that is being addressed. MGM's diversity specialist responded by saying the community partners, as with most non profits, do not have all the funding to perform the work they do outside of the work that they're doing relative to construction workforce diversity. MGM reiterated that they currently contribute to the facilitator costs and fees.
- In reference to youth mentoring, a community member suggested to Building Pathways and unions the use of a pre-assessment document as a tool to help youth in determining their career path. A committee member informed the group that Community Works is the pre-apprenticeship program in western MA.
- Regarding PLA discussions, a community member inquired whether conversations or references relating to regional diversity have been made with union associations and unions. Suffolk's representative responded by saying there is a distinct plan of action for every contractor and they're engaging with both contractors and union officials. Wynn's development manager added that the point made will be taken into consideration.
- A community member provided the suggestions that included: 1) outreach targeting to neighborhood associations with existing and current projects; 2) connecting with MBE and WBEs who can, in turn, help promote other MBE and WBEs; 3) introducing youth to the BIN model; 4) preparing youth for construction, i.e. work ethics; and 5) getting workforce numbers from architectural engineering firms. Suffolk's representative

informed the group that students are exposed to BIN during job tours.

Closing comments from the MassGaming's director of workforce, supplier and diversity

- The next MassGaming AOC meeting will be on Tuesday, June 14th at 10:30.
 - o Location TBA.
- The Diversity Goal/Business Technical Assistance Grant awards will be announced at the MA Gaming Commission's public meeting on Thursday, May 12, 2016.

Meeting Adjourned

12:25 pm

Attendees

Committee Members and Supporting Committee/Staff

Jill Lacey Griffin
Elizabeth Skidmore
Mary Vogel
Bruce Stebbins
Henry Thomas
Jason Garand
Lisa Clauson
Priscilla Flint-Banks
Pamela Howland
Vanessa Otero
Nader Acevedo
Maureen Carney
Eddie Corbin
Jennie Peterson
Brian McPherson
Shelley Webster
Michael Fitzgerald
Jason Lawson
Chelan Brown
Jason Rosewell
Seth Stratton
Mei-Ling Rodriguez
John Perez
Fiore Grassetti
Terrance Lanier
Ny Mahasadeth

Members of the Community and Guests

Anthony Abdelahad
Carol Snyder
Mukiya Baker-Gomez
Wheezy Waldstein
Gregg Briggs
DeJuan Brown
Darryl Moss
Andrew Cade

Remote Attendees

Beverley Johnson
Keith Greenaway
Bill McAvoy

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated May 10, 2016
- April 12, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Everett Access & Opportunity Committee Monthly Update February PowerPoint Presentation dated May 10, 2016
- Wynn Everett – Construction Workforce Diversity (as of April 30, 2016)
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated May 10, 2016
- MGM Springfield Workforce Union Diversity Report – Construction as of: April 27, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: April 27, 2016