



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, August 9, 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

COMPLIANCE UPDATE – Joseph Delaney – MGC, Construction Project Oversight Manager

REPORT:

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

Jennie Peterson
Manager, Development

COMMITTEE MEMBER DISCUSSION

COMMUNITY INPUT

REPORT:

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

Chelan Brown, Diversity Specialist
Construction & Operations

Jason Rosewell
Executive Director of Design and Construction

COMMITTEE MEMBER DISCUSSION

COMMUNITY INPUT

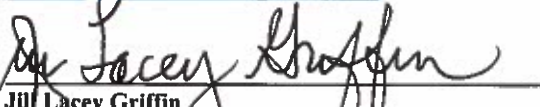
Next MGC Access and Opportunity Committee Meeting
September 13, 2016

Springfield Technical Community College, Scibelli Hall, 1 Armory Square, 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: regs@sec.state.ma.us, mcclissa.andrade@state.ma.us

8-3-16
(date)


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

Date Posted to Website: August 4, 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



**MassGaming Access and Opportunity Committee
Meeting Minutes**

July 12th, 2016, 10:30 am – 12:30 pm

Springfield Technical Community College, 1 Armory Street, Springfield, MA 01105

Call to Order/Introductions

10:41 am

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

Approval of the Minutes

10:47 am

Minutes unanimously approved.

Reports:

MGM Springfield

10:47 am

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

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

- Outreach to MBE, WBE and VBE Companies
 - Outreach to 1 Design & Consulting company, 4 Construction companies, and 3 Supplier/Vendor companies in June.
- Outreach to local community group
 - Continued strong collaborations.
 - Working with a number of organizations on an individual basis.
- Community Partners Network
 - Meet twice a month.
 - New community businesses and organizations added: Betterman Construction, Inc., New North Citizens Council, and Western Mass. COSH
 - Held meeting on June 20th, attended by 14 community partners.
 - Shared current diversity workforce numbers.
 - Director of Pre-Construction for MGM led discussion on the meaning of success.
 - Updated partners on work of Steering/Executive Committee.
 - Discussed referral tracking system for those interested in joining unions, resulted in creation of a sub-committee headed by Pam Howland of Community Works.
 - Discussed ways partners can enhance local advocacy efforts.
 - Assembling training calendar, including OSHA 10 Training/Certification, Work

Readiness Certification, monthly “A Day In the Life of a Union Member,” financial literacy, basic math refresher, conflict resolution class.

- Diversity Task Force
 - o Held meeting on June 29th.
 - o Goals include open communication with trade unions and community partners, working on outreach initiatives to increase diversity on construction workforce.
 - o Discussed diversity success stories.
- Union Partnership & Outreach
 - o Continuing targeted diversity recruitment and encouraging community partners to work with specific unions with specific diversity needs.
 - o Revisited unions’ current bench and diversity.
 - o Discussed partnerships for upcoming outreach events.
- Union Referral System Update
 - o 6 new diverse individuals were accepted into local trade unions, 2 of which currently on MGM site.
- Outreach Events
 - o June 1st, 2016: Tishman Construction Outreach Session for Regional and Minority, Women, and Veteran Owned Companies.
 - o June 14th- 17th, 2016: MGM staff attended National Association of Minority Contractors (NAMC) 47th National Conference.
 - o June 22, 2016: Massachusetts Supplier Diversity Office Diversity Workshop Series, Reggie Lewis Center
 - o June 23rd, 2016: New North Citizens Council Urban Workforce Planning Coalition
 - o June 27th-28th, 2016: MGM Springfield Diversity Calls/Check-In’s with MGM Springfield Subcontractors (specifically about diversity, how to achieve numbers)
- Upcoming Outreach Events/Dates
 - o July 2016: Sub-Contractor Kick Off Meetings – Diversity Workforce & Commitments Review
 - o July 11th, 2016: Community Partners Network
 - o July 13th, 2016: Construction Open House – Call for MBE, WBE, and VBE, Suppliers/Vendors for MEP
 - o July 16th, 2016: Diversity Task Force
 - o July 16th, 2016: OSHA 10 Training/Certification with Community Partners Network
 - o July 28th, 2016: Construction Open House – Call for Contractors for 95 & 101 State St.
- Workforce Diversity Statistics - Union: As of 6/29/2016
 - o Women: 8.09% (Goal: 6.90%)
 - o Minority: 39.54% (Goal: 15.30%)
 - o Veteran: 7.83% (Goal: 8.00%)

- Workforce Diversity Statistics: As of 6/29/2016 (Total On-site Workforce)
 - o Women: 9.87% (Goal: 6.90%)
 - o Minority: 29.45% (Goal: 15.30%)
 - o Veteran: 9.38% (Goal: 8.00%)

Remote conference callers & Internet disconnected, break from presentation. **11:00 am**
 Internet connection restored, presentation resumed. **11:05 am**

- Workforce 3-Month Look Ahead
 - o Work in Progress – Water/Sewer Infrastructure
 - o Work in Progress – Site Prep for Garage
 - o Work in Progress – 73 State Street Support
 - o Work in Progress – Temp Power Connections Support for Tower Crane
 - o Work in Progress—French Church Utilities and Foundations
 - o Work in Progress— Garage Foundations
 - o Work in Progress—Underground MEP for Garage
 - o Work in Progress—Union Chandler Façade Preservation/Demo
 - o Work in Progress—Systems Separation 95/101 State
 - o Work in Progress—Hotel-Podium Foundations – includes mini piles & rock anchors
 - o July 2016— Generator Switch Gear Area
 - o July 2016—Dave’s Furniture Abatement & Demo
 - o August 2016—Water Retention Basin
 - o September 2016—Tower Crane Erection
 - o September 2016—Pre-cast Garage Elements
- Design & Construction Commitments: Through 6/30/2016
 - o WBE: 13.2% (Goal: 10.0%)
 - o MBE: 6.6% (Goal: 5.0%)
 - o VBE: 6.4% (Goal: 2.0%)
- Design & Consulting Commitments: Through 6/30/2016
 - o WBE: 12.3% (Goal: 10.0%)
 - o MBE: 11.2% (Goal: 5.0%)
 - o VBE: 2.9% (Goal: 2.0%)
- Construction Commitments: Through 6/30/2016
 - o WBE: 13.4% (Goal: 10.0%)
 - o MBE: 5.7 % (Goal: 5.0%)
 - o VBE: 7.2% (Goal: 2.0%)

Committee Member Comments and Discussion

11:12 am

- A committee member requested clarification on inclusion of management numbers. MGM’s director of pre-construction reiterated that at a previous meeting, the committee agreed that they should include all on-site individuals, including management.

- The committee member also expressed concern about MGM's community efforts and partnerships unintentionally diverting grants and funding from Community Works, which has existed for some time. MGM's Diversity Specialist said the Community Partners Network is discussing a transparent grant application process and making sure Community Works gets funding. She also said Pam Howland is helping drive those conversations with the Network.
- A committee member emphasized the desire for permanent institutions that exist beyond casino construction and extended her appreciation to MGM's efforts.
- A committee member asked if MGM has pursued any graduates from Putnam Vocational Technical High School in Springfield. MGM's Diversity Specialist said MGM and Tishman are following up with the graduating class and vocational directors.
- A committee member added that there is a female Putnam graduate who joined a union last winter, and some young men from Putnam are going through interview processes.
- MGM's vice president and general counsel mentioned the announcement of MGM's formal partnership with Holyoke Community College and the City of Holyoke to establish a hospitality and culinary arts training facility in Holyoke. He said MGM is excited about getting the project off the ground, especially for its implications for education and workforce development in the area. He said MGM also looks forward to a similar partnership with Springfield Technical Community College for a gaming-related skills training program.
- Director Griffin extended her congratulations for the MGM-Holyoke partnership and event.
- A committee member highlighted the need to work with guidance counselors at vocational schools to push more students towards the trades.
- An MGC commissioner asked the committee member about the education pre-requirements for joining trades. The committee member responded that the requirement is to be 18 years old, but it's largely a matter of having transportation since many vocational students receive basic training in school.
- A committee member said she needs to check the statistics on how many vocational students are going to college rather than trades upon graduation.
- A committee member said that the Perkins Act was changed to allow apprenticeship-bound students to be counted for the quotas required for schools to receive funding. She said that the challenge still remains to fix the pipeline between vocational schools and a variety of trades.
- A committee member mentioned that Putnam and other schools in Western MA have an interest in a girls in trade event in the fall or winter.

- Design: M/W/VBE Participation – Awarded contracts as of 6/30/2016
 - MBE: 7.5% (Goal: 7.9%)
 - WBE: 4.5% (Goal: 10.0%)
 - VBE: 6.3% (Goal: 1.0%)
- Design & Construction Outreach
 - Bi-weekly email communications sent to local Chambers of Commerce, Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and Hispanic American Institute.
 - June 6th: Construction site food vendor informational session.
 - Vendors selected: Morning Salute, Commonwealth Kitchen, Stockpot Malden, and Square Deli.
 - June 8th: Attended MassPort Diversity Summit.
 - June 10th: Project update/brainstorming session with Hispanic American Institute, SCI Social Capital, Inc., Chelsea Chamber of Commerce.
 - June 22nd: Attended Supplier Diversity Regional Series at the Reggie Lewis Center. A Suffolk representative was a panelist there.
 - June 28th: Attended Mass Minority Contractors Membership Meeting.
 - A Suffolk representative mentioned the launch on July 12th of the Trades Partnership Series application period.
- Construction: M/W/VBE Participation – Awarded contracts as of 6/30/2016
 - MBE: 5.6% (Goal: 5.0%)
 - WBE: 4.4% (Goal: 5.4%)
 - VBE: 0.8% (Goal: 1.0%)
- Construction: Workforce Participation: (As of 6/30/2016)
 - Minority: 16.8% (Goal: 15.3%)
 - Women: 8.0% (Goal: 6.9%)
 - Veteran: 7.6% (Goal: 3.0%)
 - Wynn’s development manager highlighted Wynn’s turnstile security system on the site that helps to track data on all onsite individuals. She also mentioned Wynn’s implementation of LCPtracker, which is a certified payroll reporting system, which slightly changes the format of the summary reports.
- Construction Workforce: June Outreach
 - Outreach and work with local community partners and career centers is ongoing, including monthly reminders about upcoming Building Trades Apprentice Application Opportunities.
 - Scholar Athlete Interns with Suffolk Construction provided summer learning opportunities on the Wynn Boston Harbor project.
 - June 2nd: Exhibitor at The Urban League’s “Jobs Rebuild Boston” 5th annual community conference and career fair.
 - June 7th: Project update with Boston Chinatown Organizations.
 - June 28th: Building Pathways information session at Everett City Hall.
 - Upcoming: July 18th Building Pathways information session at Everett City Hall.

- Two Suffolk Construction interns shared their experience with the Scholar Athletes program, which provides scholarships, schools supplies, SAT prep, and tutors for high school athletes and other students.
 - An exclusive scholarship allowed one of the interns to go to Wentworth Institute and become a Suffolk intern. The other intern spoke of how the SA program really helped to change her mindset and eventually have the opportunity to intern at Suffolk.
 - The interns talked about their hands-on experience and education about compliance and diversity in the workforce, particularly on the Wynn project.
 - A Suffolk representative also introduced a representative from Scholar Athletes.
- Construction Look-Ahead
 - Though still awaiting Chapter 91 approval, some work has begun on pre-excavation and slurry walls.
- Wynn’s development manager mentioned that they are still adjusting the new workforce report format, but the total summary numbers are located in bold on the last line of the tables.

Committee Member/Community Comments and Discussion

12:03 pm

- A committee member mentioned that MGM produced a spreadsheet that included union contacts. Wynn’s development manager said that they do have that type of spreadsheet, which has a month by month breakdown.
 - A representative from the MA Supplier Diversity Office extended his thanks to the MassGaming Commission for a grant the SDO received to help streamline MBE and WBE certification and to expedite VBE certification.
 - Wynn’s development manager thanked SDO for their support and engagement of the veteran community.
 - Director Griffin asked everyone present to help spread the word about the new certification process and the work of the AOC.
 - A committee member extended her thanks to Wynn for their details and numbers. She also mentioned the approval of a 5-year budget plan for pre-apprenticeships across the state, which should help the work the AOC is doing. Another committee member mentioned that the goal is to develop 6 pre-apprenticeship programs.
 - A community member asked if Wynn knew the number of how many Everett residents work on site. Wynn’s development manager said that they have an aggregate number of about 20% of on-site workers being from the host and surrounding communities, but they will have to break them down into individual towns and cities. The community member also advised Wynn that the LCPtracker system doesn’t keep a history of workers’ residencies.
 - The community member also appreciated the number of female operating engineers and pile drivers.
-

Committee Members and Supporting Committee/Staff	<u>Attendees</u> Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Katie Shea	Joseph E. Delaney
Brian McPherson	Weezy Waldstein	Keith Greenaway
Shelley Webster	Ofelia Bretal	
Jennie Peterson	Todd Bida	
Yusef Liban	Brother Lo	
Raven Kelsey		
Emily Earll		
Lisa Clauson		
Ny Mahasadeth		
Hadley Price		
John Perez		
Nader Acevedo		
Jason Rosewell		
Chelan Brown		
Seth N. Stratton		
Bruce Stebbins		
Susan Moir		
Liz Skidmore		
Fiore J. Grassetti		
Vanessa Otero		
Bill McAvoy		
John B. Fitzpatrick		
Eddie Corbin		
Maureen Carney		
Denise R. Jordan		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated July 8th, 2016
- June 14th, 2016 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated July 12, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: June 29, 2016
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update June PowerPoint Presentation dated July 12, 2016
- Wynn Boston Harbor – Construction Workforce Diversity June 1, 2016- June 30, 2016

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Wynn Boston Harbor | August 9, 2016

ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE JULY 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 July 31st, 19.1%, over \$10.0 million, of project design contracts have been awarded to M/W/VBEs.
- Wynn expects to exceed its overall goal of 18.9% diverse design contracts with a total of 22.0% M/W/VBE participation on design contracts, following award of contracts in the pipeline.

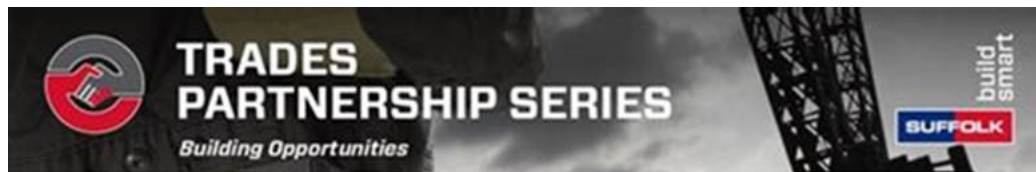
	# Awards	Goal	Awarded	<i>Including Award Pipeline</i>
MBE	11	7.9%	7.9%	9.0%
WBE	10	10.0%	4.7%	6.5%
VBE	3	1.0%	6.5%	6.5%
TOTAL	24	18.9%	19.1%	22.0%

Design: M/W/VBE Participation, Contracts Awarded

MBE (11)	Consultant / Contractor	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	Michael Hong Architects Inc.	Culver City, CA	Themed Architecture			
	Fernandez & Associates (Sub to Jacobs)	Byfield, MA	Fire Protection			
	SAR Engineering (Sub to Jacobs)	Quincy, MA	MEP			
	Crabtree McGrath (Sub to Jacobs)	Georgetown, MA	Food Service			
	DREAM Collaborative (Sub to Jacobs)	Boston, MA	Architecture			
	Shen Milsom & Wilke (Sub to Jacobs)	New York, NY	Acoustics			
	Eric Montelongo Irrigation Design	Orange, CA	Irrigation Design			
	Bukhari Design Studio	Las Vegas, NV	Interior Design			
	Nobis Engineering (Sub to Bohler)	Concord, NH	Service Road Design			
	Bryant Associates (Sub to AECOM)	Boston, MA	Surveying			
	C&C Consulting Engineers (Sub to AECOM)	Boston, MA	Surveying			
TOTAL				\$4,182,198	7.9%	7.9%
WBE (10)						
	Pam Shadley Associates (Sub to Lifescapes)	Lexington, MA	Landscape Architecture			
	Cleo Design	Las Vegas, NV	Interior Design			
	Design Enterprise	Las Vegas, NV	Interior Design			
	Saam Architecture (Sub to Jacobs)	Boston, MA	Architecture			
	Ryan Biggs Clark Davis	Clifton Park, NY	Independent Structural Review			
	Keville Enterprises (Sub to AECOM)	Boston, MA	Scheduling, Cost Estimating			
	Comprehensive Environmental (Sub to AECOM)	Marlborough, MA	Permitting, Environmental			
	Pam Shadley Associates (Sub to AECOM)	Lexington, MA	Landscape Architecture			
	Regina Villa Associates (Sub to AECOM)	Boston, MA	Public Relations / Outreach			
	Lumen Studio (Sub to AECOM)	Lowell, MA	Lighting Design			
TOTAL				\$2,482,186	10.0%	4.7%
VBE (3)						
	JBA Consulting Engineers (Sub to Jacobs)	Las Vegas, NV	MEP, FP, Telecomm			
	JBA Consulting Engineers	Las Vegas, NV	Audio Visual			
	Fort Hill Infrastructure (Sub to AECOM)	Boston, MA	Traffic Engineering			
TOTAL				\$3,423,757	1.0%	6.5%
TOTAL DIVERSE CONTRACTS				\$10,088,141	18.9%	19.1%
TOTAL QUALIFIED DESIGN AWARDS				\$53,064,315		

Design & Construction M/W/VBEs: Outreach

- **Bi-weekly email communications** sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute.
- **7/13:** Launched outreach campaign for Suffolk Trade Partnership Series.
- **7/26:** Mass Minority Contractors Association Members Meeting.
- **8/2:** Hispanic American Institute Outreach event targeting uncertified, diverse-owned businesses. Co-hosted by the North Shore Latino Business Association, Chelsea Chamber of Commerce, Social Capital Inc.





DiverseMA.work



Welcome to DiverseMA.work

Welcome to DiverseMA.Work. Our goal is to guide Minority Owned, Women Owned, and Veteran Owned businesses through the process of qualifying as a contract construction vendor for the Wynn Boston Harbor Resort.

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News

Economic Opportunities for Business Owner with the Mass Gaming Commission Diversity Grant

Upcoming Events

08/02/2016 - 6:00pm: Economic Opportunities for Business Owner with the Mass Gaming Commission Diversity Grant



Construction: M/W/VBE Participation

- As of July 31st, 10.8%, over \$15.8 million, of construction contracts have been awarded to M/W/VBEs.
- Pre-construction contracts in June included awards to two MBEs, and one WBE.
- Negotiations with additional M/W/VBE sub-contractors are underway, following awards to prime tier sub-contractors.

	# Contract Awards	Goal	Awarded to Date
MBE	8	5.0%	5.7%
WBE	19	5.4%	4.3%
VBE	6	1.0%	0.8%
TOTAL	33	11.4%	10.8%

Construction: M/W/VBE Participation, Contracts Awarded

MBE				Award	% of Awarded	
(8)	Sub-Contractor	Location	Scope	Amount (\$)	% Goal	Contracts
	Andella Iron Inc.	Chelsea, MA	Rebar Install			
	Charter Contracting Company	Boston, MA	Remediation			
	Don Martin	Marshfield, MA	Paving			
	Don Martin	Marshfield, MA	Paving			
	M-O-N Landscaping	North Dartmouth, MA	Erosion Control			
	Regis Steel	Fall River, MA	Rebar Cages			
	Richard W. Reid Electrical	Billerica, MA	Electrical			
	Wood & Wire Fence	Lincoln, RI	Temporary Fence			
			TOTAL	\$8,439,123	5.0%	5.7%
WBE (19)						
	Adonai Water	Randolph, MA	Water Supply			
	Albanese Brothers, Inc	Dracut, MA	Stone			
	Albanese Brothers, Inc	Dracut, MA	Furnish stone & gravel			
	Alliance Detective	Everett, MA	Site Security			
	Alliance Detective	Everett, MA	Site Security			
	All Time Service, Inc.	Jamaica Plain, MA	Cleaning			
	Brennan Consulting	Burlington, MA	Surveying			
	Dagle Electrical Construction	Woburn, MA	Electrical			
	Delucca Fence Company	Methuen, MA	Fencing			
	Edwards Group	Mattapan, MA	Onsite Trucking/Soils Hauling			
	Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
	Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
	Fabiano Oil	Wrentham, MA	Fuel			
	JMD Building Products	New York, NY	Pipe supplies			
	Pest End Inc	Methuen, MA	Pest Control			
	Ramco	West Bridgewater, MA	Stakes, Hay Bales, Fence			
	Rebars & Mesh	Haverhill, MA	Rebar Supply			
	Stadium Fuel	Peabody, MA	Fuel			
	Tools Unlimited	Stoughton, MA	Small tools supply			
			TOTAL	\$6,287,608	5.4%	4.3%
VBE (6)						
	Arrow Security	Springfield, MA	Site Security			
	Broco Oil	North Reading, MA	Fuel			
	Broco Oil	North Reading, MA	Fuel			
	Broco Oil	North Reading, MA	Fuel			
	J Rams	East Wareham, MA	Sign Installation			
	Recon Outfitters	Sturbridge, MA	Water/slurry tanks			
			TOTAL	\$1,171,968	1.0%	0.8%
			TOTAL DIVERSE CONTRACTS	\$15,898,699	11.4%	10.8%

TOTAL QUALIFIED CONSTRUCTION SPEND \$147,209,478

Construction: Workforce Participation

- As of July 26th, 31,475 hours of work had been completed on the project site.
- 41 minorities, 11 females, and 11 veterans have performed pre-construction work on the project.
- Represents a small fraction of the overall project construction work.

	# Workers*	# Diverse Workforce Hours*	Goal	% Diverse Workforce Hours to Date
Minority	41	5,807.0	15.3%	18.4%
Female	11	2,283.5	6.9%	7.3%
Veteran	11	2,297.0	3.0%	7.3%

Construction Workforce: Outreach

- Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
- Created Sub-Contractor Outstanding Performers Incentive Program to recognize and reward top sub-contractor diversity performance on a quarterly basis.
- **7/18:** Building Pathways information session at Everett City Hall.
- **7/20:** Massachusetts Girls in Trades annual planning summit.
- **7/21:** Met with Somerville Community Development Corporation to discuss ways to connect local residents with careers in the trades.
- **7/29 - 31:** Sponsored Puerto Rican Festival of Massachusetts; provided community members with information about job and business opportunities.

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Workforce Summary Report

WYNN BOSTON HARBOR
 Construction Workforce Diversity
 Date Range: 9/2015 - 7/26/2016
 Date Generated: 07/26/2016

LOCAL TRADE UNION	JULY 2016									
	Total Hours	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Carpenters Local 218	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 26	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	29.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Iron Workers Local 7	474.0	3	93.0	19.6%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 133	8.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 151	393.0	1	78.0	19.8%	1	78.0	19.8%	0	0.0	0.0%
Laborers Local 22	1,599.0	9	597.5	37.4%	1	84.0	5.3%	0	0.0	0.0%
Laborers Local 223	169.5	1	75.5	44.5%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	184.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	173.5	2	173.5	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	8.0	0	0.0	0.0%	0	0.0	0.0%	1	8.0	100.0%
Laborers Local 610	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	40.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	89.5	1	89.5	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	32.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	4,747.0	6	718.5	15.1%	2	291.0	6.1%	3	352.0	7.4%
Piledrivers Local 56	697.5	1	149.5	21.4%	0	0.0	0.0%	2	210.0	30.1%
Woodframe Local 723	8.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	8,652.5	24	1,975.0	22.8%	4	453.0	5.2%	6	570.0	6.6%

LOCAL TRADE UNION	PROJECT TO DATE									
	Total Hours	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Carpenters Local 218	29.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 26	4.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Carpenters Local 33	74.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Electricians Local 103 I.B.E.W.	34.0	2	16.0	47.1%	0	0.0	0.0%	0	0.0	0.0%
Iron Workers Local 7	474.0	3	93.0	19.6%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 133	21.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 151	1,176.5	1	260.5	22.1%	2	268.5	22.8%	0	0.0	0.0%
Laborers Local 22	11,210.0	21	2,892.0	25.8%	6	1,380.0	12.3%	3	1,249.0	11.1%
Laborers Local 223	491.5	2	79.5	16.2%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 271	8.0	1	4.0	50.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 385	317.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 560	427.5	3	427.5	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 609	8.0	0	0.0	0.0%	0	0.0	0.0%	1	8.0	100.0%
Laborers Local 610	32.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 721	40.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 876	310.0	1	310.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
Laborers Local 88 (Tunnel Workers)	64.5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	13,779.5	6	1,366.0	9.9%	2	551.0	4.0%	3	560.5	4.1%
Piledrivers Local 56	2,967.0	1	358.5	12.1%	1	84.0	2.8%	4	479.5	16.2%
Woodframe Local 723	8.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	31,475.5	41	5,807.0	18.4%	11	2,283.5	7.3%	11	2,297.0	7.3%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	41	5,807.0	15.3%	18.4%
Female	11	2,283.5	6.9%	7.3%
Veteran	11	2,297.0	3.0%	7.3%

Workforce Summary Report

WYNN BOSTON HARBOR
 Construction Workforce Diversity
 Date Range: 9/2015 - 7/26/2016
 Date Generated: 07/26/2016

CONTRACTOR	JULY 2016									
	Total Hours	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Cashman Dredging & Marine Contracting	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%
DeLucca Fence Company	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J Rams Inc	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J. Derenzo Co.	2,491.0	6	460.5	18.5%	2	162.0	6.5%	3	195.5	7.8%
Liberty Construction Services	151.5	2	10.0	6.6%	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%
MON Landscaping Inc.	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	474.0	3	93.0	19.6%	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%
The Welch Corporation	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TREVIICOS CORPORATION	5,536.0	13	1,411.5	25.5%	2	291.0	5.3%	3	374.5	6.8%
Wood & Wire Fence Co. Inc	0.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	8,652.5	24	1,975.0	22.8%	4	453.0	5.2%	6	570.0	6.6%

CONTRACTOR	PROJECT TO DATE									
	Total Hours	MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Cashman Dredging & Marine Contracting	200.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Coastal Marine Construction	2,223.5	0	0.0	0.0%	1	84.0	3.8%	1	116.5	5.2%
DeLucca Fence Company	394.5	5	110.0	27.9%	1	16.0	4.1%	1	24.0	6.1%
J Rams Inc	16.0	0	0.0	0.0%	0	0.0	0.0%	1	8.0	50.0%
J. Derenzo Co.	6,217.5	6	1,288.0	20.7%	3	571.5	9.2%	3	386.5	6.2%
Liberty Construction Services	597.5	7	42.0	7.0%	1	4.0	0.7%	0	0.0	0.0%
Lockwood Remediation	32.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MON Landscaping Inc.	96.0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation	474.0	3	93.0	19.6%	0	0.0	0.0%	0	0.0	0.0%
Richard W. Reid Electric Company Inc.	34.0	2	16.0	47.1%	0	0.0	0.0%	0	0.0	0.0%
The Welch Corporation	11,582.5	2	1,308.0	11.3%	3	1,057.0	9.1%	2	1,225.0	10.6%
TREVIICOS CORPORATION	9,600.0	15	2,946.0	30.7%	2	551.0	5.7%	3	537.0	5.6%
Wood & Wire Fence Co. Inc	8.0	1	4.0	50.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	31,475.5	41	5,807.0	18.4%	11	2,283.5	7.3%	11	2,297.0	7.3%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	41	5,807.0	15.3%	18.4%
Female	11	2,283.5	6.9%	7.3%
Veteran	11	2,297.0	3.0%	7.3%

Access and Opportunity Committee

August 9, 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
 - Sub-Contractor Kick Off Meetings: Diversity Workforce & Commitments Review
 - Diverse MEP Suppliers/Vendors Outreach Session
 - 95 & 101 State Street General Contractor Outreach
 - Other Diversity Outreach Work
 - Upcoming Events

OUTREACH TO MBE, WBE & VBE COMPANIES

Suppliers/ Vendors

Ref	Company	Location	Diversity Status
1	Baystate Plumbing & Heating Co.	Springfield, MA	WBE
2	C & D Electronics	East Weymouth, MA	MBE/WBE
3	JMK Building Supplies	Colchester, CA	WBE
4	Lancaster Packaging	Hudson, MA	MBE/WBE
5	New England Applied Products	South Boston, MA	VBE
6	Salamon Flooring ⁽¹⁾	West Springfield, MA	VBE
7	VetSource	North Redding, MA	VBE

Construction:

Ref	Company	Location	Diversity Status
1	Construction Planners Inc.	East Weymouth, MA	VBE
2	Kelly Construction Services	Enfield, CT	WBE

Notes:

(1) Salamon Flooring is both Supplier/ Vendor and Construction Company.

OUTREACH TO LOCAL COMMUNITY GROUPS/ ORGANIZATIONS/ DEPARTMENTS

Ref	Organizations	Location
1	Neighbor to Neighbor	Springfield, MA
2	Community Partners Network	Springfield, MA
3	Training Resources of America	Springfield, MA
4	Springfield Technical Community College Workforce Development Dept.	Springfield, MA
5	Uptown Construction Collaborative	Springfield, MA

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
1	Association of Black Business & Professionals	Springfield, MA
2	A.W.A.K.E. Inc.	Springfield, MA
3	Betterman Construction, Inc.	Springfield, MA
4	Career Point	Holyoke, MA
5	Carpenters Union #108	Springfield, MA
6	Community Works	Springfield, MA
7	East African Cultural Center	Springfield, MA
8	Gandara Springfield Family Resource Center	Springfield, MA
9	Greater Springfield NAACP	Springfield, MA
10	HAP Housing	Springfield, MA
11	Ironworkers Union #7	Springfield, MA
12	Lighthouse	Springfield, MA
13	Ludlow Veterans Services Organization	Ludlow, MA
14	Neighbor to Neighbor	Springfield/Holyoke, MA
15	New North Citizens Council	Springfield, MA
16	Partners for Community	Springfield/Holyoke, MA

Notes:

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

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
17	ROCA	Springfield, MA
18	School Based Services	Springfield, MA
19	Springfield Partners for Community Action	Springfield, MA
20	Springfield Veterans Services Dept.	Springfield, MA
21	Springfield Vets Center	West Springfield, MA
22	STCC Workforce Development Department	Springfield, MA
23	Training Resources of America	Western Massachusetts
24	Uptown Construction Collaborative	Springfield, MA
25	Urban League of Greater Springfield	Springfield, MA
26	Veteran's Inc.	Springfield, MA
27	We The Villagers	Springfield, MA
28	Western Mass. COSH	Western Massachusetts
29	Western Mass. Employment Collaborative	Springfield, MA
30	Westover Job Corps.	Westover, MA
31	Young Urban Engineering Entrepreneurship Academy	Springfield, MA
32	YWCA/Youth Build	Springfield, MA

Notes:

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

COMMUNITY PARTNERS NETWORK

July 11, 2016: Meeting with MGM Springfield Construction Team

Meeting Highlights:

- 16 Community Partners attended
- MGM Springfield team shared current Diversity workforce numbers to date with the Network
- CPN Steering Committee gave an update on the Infrastructure items worked on to include: Applying for grants/funding as a Network, Formalizing the CPN Membership Process, and other CPN Infrastructure priorities.



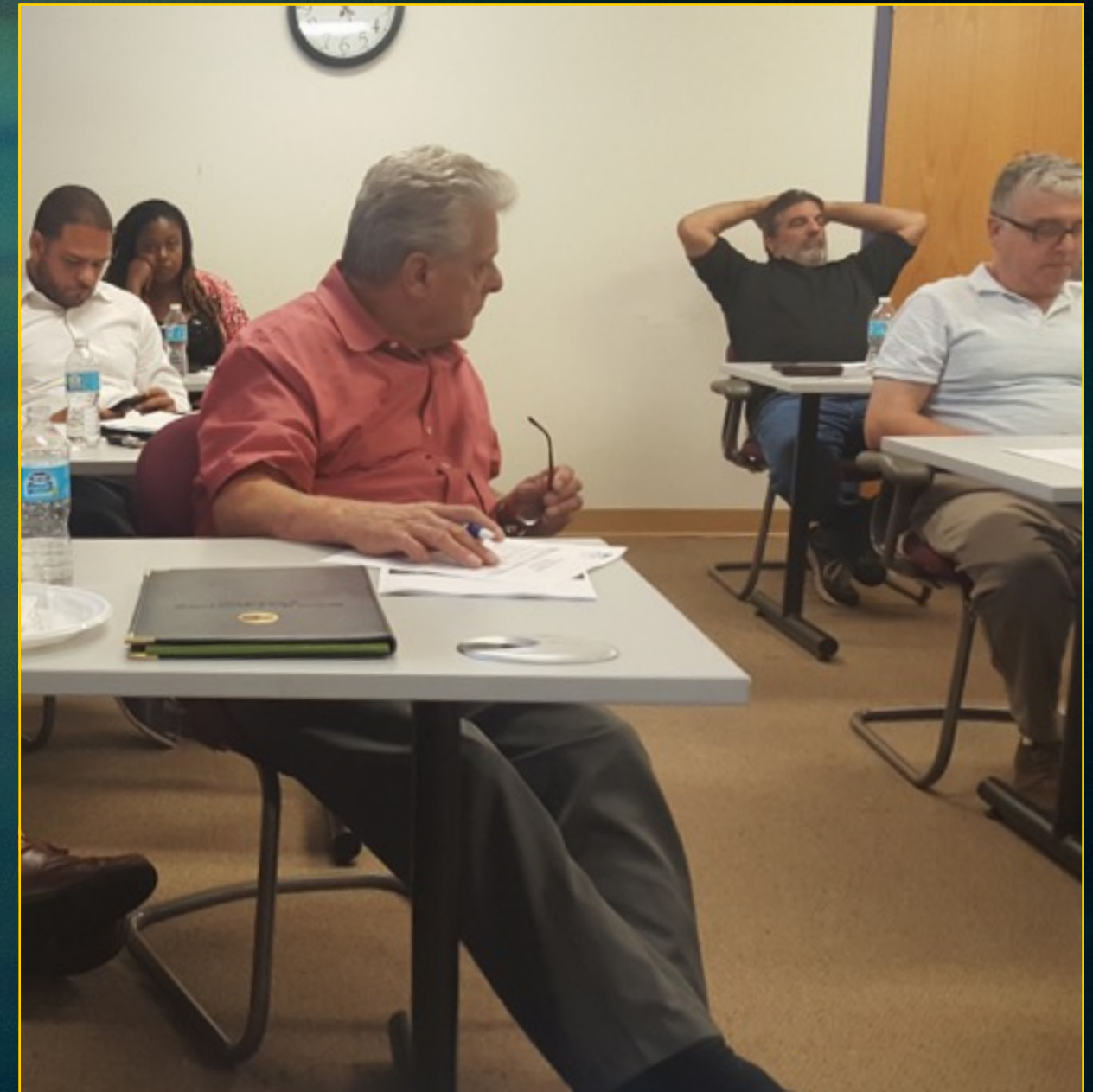
COMMUNITY PARTNERS NETWORK

- Established Sub-Committees/Action Teams of CPN partners to hold meetings and do the necessary work after the larger bi-weekly full CPN meetings:
 - Basic Eligibility Action Team; Support Services/Work Readiness Action Team; Advocacy in Construction Action Team, Defining Success Action Team; Temp. Membership Action Team
- Pam Howland of Community Works gave updates on the new Basic Eligibility Screening Team of CPN partners to include current screening/intake form used for union referrals.



COMMUNITY PARTNERS NETWORK

- Fiore Grassetti of Ironworkers Local #7 gave a presentation on local Advocacy issues and work regarding construction, advocacy around diversity, and ensuring Project Labor Agreements are in place for new construction projects.
- MGM gave an update on the Diversity Task Force meeting and next steps.
- CPN discussed the proposed training calendar for workforce development training in construction.
- Discussed challenges new referred and accepted union members are having and how to mitigate those challenges within the Diversity Task Force and meetings with local trade unions.



COMMUNITY PARTNERS NETWORK

July 26, 2016: MGM Springfield Construction Site Tour

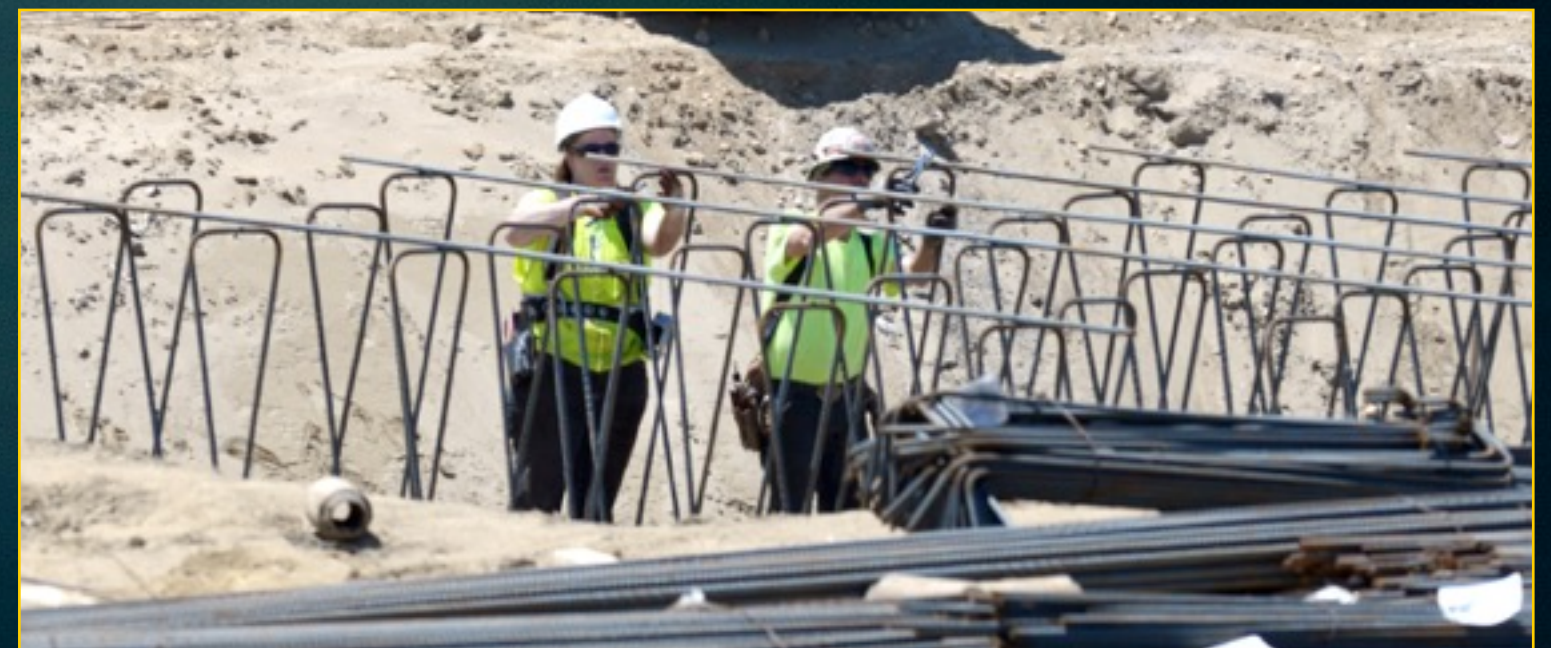
Meeting Highlights:

- Construction Tour for our community partners in the CPN to see the construction work and progress first-hand, and to show the diversity on the MGM Construction workforce.



COMMUNITY PARTNERS NETWORK

July 26, 2016: MGM Springfield Construction Site Tour



COMMUNITY PARTNERS NETWORK

Community Partners Network (CPN) Action Teams:

- Steering
- Advocacy in Construction
- Basic Eligibility Screening for union referrals
- Supportive Services/Work Readiness support for non-union eligible referrals
- Defining “Success”
- CPN Temporary Membership



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.
- Partnerships on upcoming outreach events.
- Addressing challenges of newly accepted union members and working with a community sponsor to assist in retaining new members, i.e. exploring the idea a partnership between unions and community partners to develop an Apprenticeship Retention collaboration
- 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 REFERRAL SYSTEM UPDATE

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

Capturing and tracking success stories and highlights:

- **4 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 & OUTREACH/ EVENTS

- **July 2016 & On-Going:**
Sub-Contractor Diversity Kick Off Meetings: Workforce & Commitments Review
- **July 13, 2016:**
MGM Springfield Construction Outreach Session: Diverse MEP Suppliers/Vendors



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- **July 28, 2016:** MGM Springfield Construction Outreach Session: General Contractors for 95 & 101 State St.



BUILDING A STRONG FOUNDATION

ARE YOU A GENERAL CONTRACTOR WITH OFFICE CONSTRUCTION EXPERIENCE?

Union contractors who have completed three or more commercial or office renovations greater than \$5 million in the past seven years are invited to one-on-one information sessions to learn about opportunities related to the 95 & 101 State Street portion of the MGM Springfield project.

When: Thursday, July 28
30-minute slots available from 9 a.m. to 3 p.m.

BY APPOINTMENT ONLY
To schedule an appointment, email construction@mgmpringfield.com

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

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

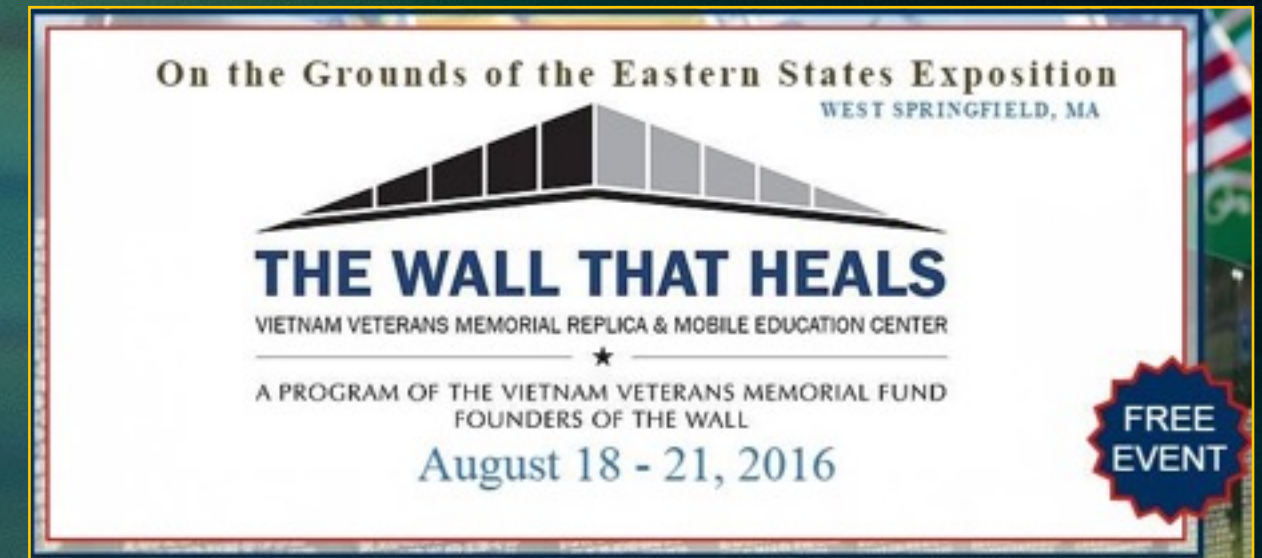


Building Excitement.



OTHER DIVERSITY WORK & OUTREACH/ EVENTS

- **August 2016:** Diversity Task Force Meeting
- **August 2016:** MGM Community Partners Network Meeting
- **August 2016:** MGM Springfield Construction Outreach Session: Diverse/Non-Diverse Paint & Drywall Contractors
- **August 18-21, 2016:** 2016 Sponsor of The Wall That Heals



UPCOMING OUTREACH/ EVENTS

MGM Springfield Community Partners Network Trainings:

- **August 29-30, 2016:** OSHA 10 Training & Certification
- **September 2016:** “A Day In The Life of A Union Tradesperson” Information Session Work - Readiness Training & Certification
- **October 2016:** “A Day In The Life of A Union Tradesperson” Information Session - On-the-Job Conflict Resolution Workshop
- **November 2016:** “A Day In The Life of A Union Tradesperson” Information Session - Financial Literacy Workshop

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

AS OF JULY 28, 2016

Group	Project Goals	Project To Date %
Women	6.90%	7.86%
Minority	15.30%	37.10%
Veteran	8.00%	8.01%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of July 28, 2016.

WORKFORCE DIVERSITY STATISTICS - TOTAL

AS OF JULY 28, 2016

Group	Project Goals	Project To Date %
Women	6.90%	9.71%
Minority	15.30%	28.17%
Veteran	8.00%	9.33%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of July 28, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 5.73% of total workforce hours are included in two of the diversity categories and 0.13% 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 2nd Quarter 2016 is as follows:
 - Approximately 35% are from Springfield/ Surrounding Communities
 - Approximately 56% are from Western Massachusetts
 - Approximately 82% are from Massachusetts

WORKFORCE 3 MONTH LOOK AHEAD

1. **Work in Progress** - Water/Sewer Infrastructure
2. **Work in Progress** - Temp Power infrastructure for Tower Crane
3. **Work in Progress** - Garage Foundations
4. **Work in Progress** - Underground MEP for Garage
5. **Work in Progress** - Zorzi Lot Site Prep
6. **Work in Progress** - Union Chandler Facade Preservation/Demo
7. **Work in Progress** - Systems Separation 95/101 State
8. **Work in Progress** - Hotel-Podium Foundations
9. **Work in Progress** - Generator Switch Gear Area
10. **Work in Progress** - Dave's Furniture Abatement & Demo
11. **Work in Progress** - Water Retention Basin
12. **Work in Progress** - Underground MEP Hotel Podium
13. Sept. 2016 - Tower Crane Erection
14. Sept. 2016 - Pre-cast Garage Elements
15. Sept. 2016 - Concrete Slab on Grade for Podium
16. Sept. 2016 - Garage Erection
17. Oct. 2016 - Steel Erection for Hotel Podium

Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH JULY 31, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	13.5%	3.5%	44	\$27.50M
MBE	5.0%	6.5%	1.5%	27	\$13.31M
VBE	2.0%	6.4%	4.4%	12	\$13.03M

Notes:

(1) Total Commitments through July 31, 2016 are \$203.2M.

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

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

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

Design & Consulting Commitments



DESIGN & CONSULTING COMMITMENTS

THROUGH JULY 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	12.3%	14	\$4.11M
MBE	5.0%	11.3%	13	\$3.78M
VBE ⁽³⁾	2.0%	2.9%	2	\$0.96M

Notes:

(1) Total Commitments through July 31, 2016 are \$33.4M.

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

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

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

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

DESIGN & CONSULTING COMMITMENTS

THROUGH JULY 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	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

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 June 30, 2016.

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

DESIGN & CONSULTING COMMITMENTS

THROUGH JULY 31, 2016

Ref	Company	Scope	Location	Diversity Status
15	Engineers Design Group, Inc.	Structural Engineering Consulting Services	Malden, MA	MBE
16	Erin Chrusciel Photography, LLC	Photography	East Longmeadow, MA	WBE
17	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
18	Keville Enterprises, Inc.	Construction Management and Inspection	Marshfield, MA	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	Pari Riahi Architects, Inc.	Executive Architect	Amherst, MA	WBE
23	Renderready, LLC	Rendering and Graphic Design	Henderson, NV	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	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
29	WA Architects, Inc.	Architectural Services	Cleveland, OH	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.
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- VBE - United States Department of Veteran Affairs or Massachusetts Gaming Commission.

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

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

Construction Commitments



CONSTRUCTION COMMITMENTS

THROUGH JULY 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	13.8%	30	\$23.38M
MBE	5.0%	5.6%	14	\$9.52M
VBE ⁽³⁾	2.0%	7.1%	10	\$12.07M

Notes:

(1) Total Commitments through July 31, 2016 are \$169.8M.

(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.

(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 JULY 31, 2016

Ref	Company	Scope	Location	Diversity Status
1	Aces Enterprises. LLC	Steel Plate Supplier	Dunlap, IL	VBE
2	All American Signs	Signage	Plymouth, MA	VBE
3	American Environmental, Inc.	Abatement	Holyoke, MA	MBE
4	Arrow Security Corporation	Security Guard Services	Springfield, MA	VBE
5	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA	MBE
6	BECO Electrical Contractors, Inc.	Electrical	Monson, MA	VBE
7	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT	WBE
8	C&C Contractors, LLC	Trucking Services	Springfield, MA	MBE
9	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier	Holyoke, MA	WBE
10	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA	WBE
11	CMJ, LLC	Property Management/Maintenance	Springfield, MA	MBE
12	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA	WBE
13	Connecticut Temperature Controls, LLC	Controls	Newington, CT	VBE
14	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA	WBE
15	C.R. Levesque Trucking Corp.	Hauling & Equipment Transportation	Monson, MA	WBE
16	Davenport Advisors, LLC	Asset Management, Financing, Leasing, Repositioning and Redevelopment of Existing Properties	Boston, MA	MBE
17	Eastern General Contractors, Inc.	General Contractor - Rigging	Springfield, MA	MBE

Notes:

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

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH JULY 31, 2016

Ref	Company	Scope	Location	Diversity Status
18	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA	WBE
19	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA	WBE
20	Evermore Light & Power, Inc.	Electrical	Somerville, MA	WBE
21	Fabiano Oil Corp.	Fuel & Oil Supplier	Wrentham, MA	WBE
22	Fisher Contracting Corporation	General Contracting Services	Worcester, MA	WBE
23	Federal Concrete, Inc.	Concrete Services	Hopedale, MA	WBE
24	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA	WBE
25	Folan Waterproofing and Construction Company, Inc.	Masonry Contractors & Waterproofing	South Easton, MA	WBE
26	Frisoli Electric, Inc.	Electrical	Holbrook, MA	VBE
27	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA	WBE
28	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA	WBE
29	Green Insulation, Inc.	Insulation	Adams, MA	WBE
30	H B Welding, Inc.	Steel, Welding, Iron Work	Johnston, RI	WBE
31	Industrial Flame Cutting, Inc.	Steel Plate Supplier	Beacon Falls, CT	VBE
32	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA	VBE
33	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA	WBE
34	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT	WBE
35	Larry's Trucking Co.	Trucking	Springfield, MA	MBE

Notes:

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

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH JULY 31, 2016

Ref	Company	Scope	Location	Diversity Status
36	Lindon Group	Piping Materials	East Providence, RI	WBE
37	Medeiros Hydroseeding & Landscaping	Trucking and Soil Materials	Monson, MA	MBE
38	Moor Metals, Inc.	Sales and Distribution of Metals	Holliston, MA	MBE
39	Ms. Pipe, LLC	Procurement of valves, pipes and fittings	South Windsor, CT	WBE
40	New England Foundation Company, Inc.	Helical Piles	Andover, MA	WBE
41	Northeastern Steel Corporation	Steel Distributor	Revere, MA	MBE
42	Optimum Building & Inspection, Inc.	Carpentry	Springfield, MA	MBE
43	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA	VBE
44	Rebars & Mesh, Inc.	Concrete	Haverhill, MA	WBE
45	Regis Steel Corporation	Steel Erection/ Reinforcing	Fall River, MA	MBE
46	S&F Concrete Contractors, Inc.	Concrete	Hudson, MA	MBE
47	Security Construction Services, Inc.	Fencing	Hudson, MA	WBE
48	Steere Engineering, Inc.	Engineering Services	Warwick, RI	WBE
49	Strategic Environmental Services, Inc.	Environmental Consultants	Sutton, MA	WBE
50	T & M Equipment Corporation	Excavating Contractor	Springfield, MA	VBE
51	Titan Roofing Company	Roofing	Springfield, MA	MBE
52	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA	WBE
53	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA	WBE
54	Willow Tree Outdoor, LLC	Landscape	Springfield, MA	WBE

Notes:

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

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

Workforce Diversity Report (By Company)

As of: July 28, 2016

Reference	Company	This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
		Employee Count	This Month's Total Hours	Women		Minority		Veteran		Employee Count	Project To Date Total Hours	Women		Minority		Veteran	
				Hours	%	Hours	%	Hours	%			Hours	%	Hours	%	Hours	%
1	Acranom Masonry Enterprises, Inc.	6	264.00	0.00	0.00%	140.00	53.03%	0.00	0.00%	13	1,548.50	0.00	0.00%	824.50	53.25%	0.00	0.00%
2	AeroClean	5	252.50	0.00	0.00%	18.00	7.13%	0.00	0.00%	13	1,740.00	0.00	0.00%	847.50	48.71%	0.00	0.00%
3	Allied Fire Protection, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,354.00	0.00	0.00%	256.00	18.91%	0.00	0.00%
4	American Environmental, Inc.	6	204.00	0.00	0.00%	128.00	62.75%	0.00	0.00%	158	25,185.75	1,514.00	6.01%	22,347.25	88.73%	288.50	1.15%
5	Ayotte & King For Tile, Inc	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	24	450.50	0.00	0.00%	4.00	0.89%	0.00	0.00%
6	Bay Crane Northeast	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	10.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
7	Bay State Elevator Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	315.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
8	BECO Electrical Contractors, Inc.	3	128.00	0.00	0.00%	40.00	31.25%	88.00	68.75%	11	3,409.50	0.00	0.00%	1,108.50	32.51%	2,075.00	60.86%
9	Berkshire Concrete Cutting	2	15.00	0.00	0.00%	0.00	0.00%	7.50	50.00%	3	24.50	0.00	0.00%	0.00	0.00%	7.50	30.61%
10	Champlain Masonry, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	36	5,090.75	100.00	1.96%	1,965.00	38.60%	679.50	13.35%
11	Chandler Architectural Products	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	455.50	0.00	0.00%	53.00	11.64%	64.00	14.05%
12	CK Flooring Solutions, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	231.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
13	Coghlin Electrical Contractors, Inc.	2	16.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	242.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
14	Collins Electrical	6	280.50	76.50	27.27%	11.50	4.10%	130.50	46.52%	18	3,137.50	826.00	26.33%	555.50	17.71%	1,034.50	32.97%
15	Commonwealth Guardrail, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	17	690.00	4.00	0.58%	69.00	10.00%	0.00	0.00%
16	Connecticut Drywall Finishing, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	20	1,335.50	0.00	0.00%	158.50	11.87%	0.00	0.00%
17	Conte Company, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	24.00	0.00	0.00%	0.00	0.00%	8.00	33.33%
18	EDM Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	103.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
19	EF Corcoran Plumbing & Heating, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	16.00	16.00	100.00%	0.00	0.00%	0.00	0.00%
20	Evermore Light and Power, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	613.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
21	Federal Concrete, Inc.	36	2,297.50	203.00	8.84%	485.00	21.11%	132.00	5.75%	42	7,721.00	771.50	9.99%	1,693.00	21.93%	572.00	7.41%
22	Fontaine Bros, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	40	5,476.00	568.00	10.37%	2,016.00	36.82%	0.00	0.00%
23	Food Equipment Installation, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	116.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
24	Frisoli Electric Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	299.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
25	Gagliarducci Construction, Inc.	2	11.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	44	4,238.50	635.00	14.98%	709.50	16.74%	796.50	18.79%
26	Harry Grodsky & Co.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	29	5,446.00	322.50	5.92%	26.00	0.48%	0.00	0.00%
27	Hayward Baker Inc.	19	1,880.50	168.50	8.96%	702.00	37.33%	0.00	0.00%	24	2,912.00	264.50	9.08%	1,075.00	36.92%	0.00	0.00%
28	Cyn Environmental Services	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	24.00	0.00	0.00%	24.00	100.00%	0.00	0.00%
29	JDC Demolition	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	2,802.00	202.00	7.21%	416.00	14.85%	40.00	1.43%
30	JRL Construction, Inc.	17	2,256.50	152.00	6.74%	513.00	22.73%	456.00	20.21%	38	10,067.25	1,328.00	13.19%	4,677.50	46.46%	1,363.25	13.54%
31	L.K. Sheet Metal, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	2,925.50	294.00	10.05%	0.00	0.00%	0.00	0.00%
32	Langan Insulation LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	568.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
33	Marr Scaffold	2	16.00	0.00	0.00%	16.00	100.00%	0.00	0.00%	13	503.00	0.00	0.00%	147.00	29.22%	0.00	0.00%
34	Marguerite Concrete	2	31.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	74.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
35	Medeiros Hydroseeding & Landscape Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	17.00	0.00	0.00%	11.00	64.71%	0.00	0.00%
36	Moran Sheet Metal, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	115.50	0.00	0.00%	24.00	20.78%	0.00	0.00%
37	New England Foundation Co., Inc.	13	1,316.50	0.00	0.00%	241.50	18.34%	0.00	0.00%	20	2,711.00	0.00	0.00%	579.50	21.38%	0.00	0.00%
38	Northeast Steel Erectors	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	1,335.00	34.00	2.55%	183.00	13.71%	393.00	29.44%
39	Northeastern Steel Corporation	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	64.00	9.00	14.06%	50.00	78.13%	0.00	0.00%
40	Northern General	17	1,764.00	161.00	9.13%	339.50	19.25%	0.00	0.00%	45	12,062.50	680.00	5.64%	1,891.00	15.68%	62.00	0.51%
41	P. Gioioso & Sons Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	834.50	114.50	13.72%	0.00	0.00%	0.00	0.00%
42	Palmer Paving Corporation	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	25	352.00	3.00	0.85%	0.00	0.00%	0.00	0.00%
43	Performance Testing & Balancing, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	64.00	0.00	0.00%	0.00	0.00%	38.00	59.38%
44	Professional Drywall Construction Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	64	3,793.50	196.50	5.18%	776.50	20.47%	347.00	9.15%
45	Regis Steel Corp	9	500.00	0.00	0.00%	96.00	19.20%	8.00	1.60%	9	532.00	0.00	0.00%	96.00	18.05%	8.00	1.50%
46	RoadSafe Traffic Systems	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	25.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
47	S & F Concrete Contractors, Inc.	20	654.00	64.00	9.79%	149.50	22.86%	65.00	9.94%	34	1,071.50	88.00	8.21%	274.50	25.62%	65.00	6.07%
48	Safespan	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	356.00	0.00	0.00%	56.00	15.73%	0.00	0.00%
49	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%
50	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%
51	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%
52	Stamford Wrecking	4	374.00	60.00	16.04%	0.00	0.00%	74.00	19.79%	9	1,189.00	76.00	6.39%	122.00	10.26%	74.00	6.22%
53	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%
54	T & M Equipment Corporation	18	2,160.00	126.50	5.86%	355.00	16.44%	181.00	8.38%	48	10,608.55	830.50	7.83%	2,393.55	22.56%	340.00	3.20%
55	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%
56	Tishman	5	760.00	0.00	0.00%	280.00	36.84%	280.00	36.84%	10	10,360.00	1,840.00	17.76%	2,200.00	21.24%	4,120.00	39.77%
57	Titan Roofing Company	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	38	1,720.50	0.00	0.00%	201.00	11.68%	138.00	8.02%
58	T.J. Conway Company	8	536.00	0.00	0.00%	152.00	28.36%	0.00	0.00%	23	1,601.50	0.00	0.00%	447.00	27.91%	0.00	0.00%
59	Triton Leasing and Rental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	34	3,187.50	0.00	0.00%	1,547.50	48.55%	0.00	0.00%
60	Ultimate Abatement Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	35	7,914.00	1,116.00	14.10%	7,914.00	100.00%	0.00	0.00%
61	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%

MGM Springfield

Workforce Diversity Report (By Company)

As of: July 28, 2016

Reference	Company	This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
		Employee Count	This Month's Total Hours	Women		Minority		Veteran		Employee Count	Project To Date Total Hours	Women		Minority		Veteran	
				Hours	%	Hours	%	Hours	%			Hours	%	Hours	%	Hours	%
62	William Roberts Electric Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	292.50	0.00	0.00%	93.00	31.79%	0.00	0.00%
63	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%
64	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%
65	Wolverine Fire Protection Co	1	4.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	276.00	0.00	0.00%	96.00	34.78%	0.00	0.00%
66	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		203	15,721.50	1,011.50	6.43%	3,667.00	23.32%	1,422.00	9.04%	1,155	164,577.80	12,940.50	7.86%	61,064.05	37.10%	13,189.75	8.01%
67	On-Site Design / Management	57	5,927.75	911.50	15.38%	795.25	13.42%	480.00	8.10%	129	70,019.95	9,831.50	14.04%	5,020.75	7.17%	8,692.00	12.41%
Total		260	21,649.25	1,923.00	8.88%	4,462.25	20.61%	1,902.00	8.79%	1,284	234,597.75	22,772.00	9.71%	66,084.80	28.17%	21,881.75	9.33%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	9.71%	2.81%
Minority	15.30%	28.17%	12.87%
Veteran	8.00%	9.33%	1.33%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of July 28, 2016.

(2) The total number of unique union workers that have worked on site is approximately 1,097. The 1,155 union workers identified above includes workers that have worked for multiple companies.

MGM Springfield
Workforce Diversity Report (By Union)
As of: July 28, 2016

Reference	Union	This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
		Employee Count	This Month's Total Hours	Women		Minority		Veteran		Employee Count	Project To Date Total Hours	Women		Minority		Veteran	
				Hours	%	Hours	%	Hours	%			Hours	%	Hours	%	Hours	%
1	AFSCME Local #230	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	48.00	0.00	0.00%	48.00	100.00%	0.00	0.00%
2	Asbestos Workers #6	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	26	2,864.50	0.00	0.00%	1,483.50	51.79%	0.00	0.00%
3	Boston Plasters' & Cement Masons' - Asphalt Layers' Union #534	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	25.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
4	Bricklayers Local #1	2	84.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	447.00	0.00	0.00%	11.00	2.46%	0.00	0.00%
5	Bricklayers Local #3	2	80.00	0.00	0.00%	80.00	100.00%	0.00	0.00%	59	6,109.50	206.00	3.37%	1,486.00	24.32%	679.50	11.12%
6	Carpenters - Local #108	43	2,861.00	267.00	9.33%	794.00	27.75%	336.50	11.76%	147	17,879.00	1,139.50	6.37%	4,979.00	27.85%	4,042.50	22.61%
7	Carpenters Local #107	1	160.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	960.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
8	Carpenters Local #210	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	16.00	0.00	0.00%	0.00	0.00%	8.00	50.00%
9	Carpenters Local #33	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	160.00	45.00	28.13%	0.00	0.00%	0.00	0.00%
10	Carpenters Local #475	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	39.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
11	CT Bricklayers #1	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	24.00	0.00	0.00%	24.00	100.00%	0.00	0.00%
12	Floorcoverers Local #2168	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	304.50	0.00	0.00%	4.00	1.31%	0.00	0.00%
13	International Association of Iron Workers Local #7	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	19	1,751.00	43.00	2.46%	315.00	17.99%	597.00	34.09%
14	International Brotherhood of Electrical Workers - IBEW Local #455	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	112.25	50.75	45.21%	112.25	100.00%	0.00	0.00%
15	International Brotherhood of Electrical Workers - IBEW Local #7	11	424.50	76.50	18.02%	51.50	12.13%	218.50	51.47%	59	13,693.00	1,382.50	10.10%	3,073.50	22.45%	3,503.50	25.59%
16	International Union of Elevator Constructors Local #41	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	327.00	0.00	0.00%	0.00	0.00%	6.00	1.83%
17	International Union of Operating Engineers - IUOE Local #4	9	664.00	0.00	0.00%	61.00	9.19%	0.00	0.00%	32	3,466.50	0.00	0.00%	82.00	2.37%	40.00	1.15%
18	International Union of Operating Engineers - IUOE Local #5	1	9.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	9.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
19	International Union of Operating Engineers - IUOE Local #98	24	2,505.50	168.50	6.73%	442.50	17.66%	0.00	0.00%	89	13,936.05	283.50	2.03%	1,458.55	10.47%	970.50	6.96%
20	International Union of Painters and Allied Trades - IUPAT District #11	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	125.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
21	International Union of Painters and Allied Trades - IUPAT Local #1333	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	306.50	0.00	0.00%	29.00	9.46%	64.00	20.88%
22	Iron Workers District Council of New England	13	788.00	0.00	0.00%	248.00	31.47%	8.00	1.02%	18	1,773.00	72.00	4.06%	690.00	38.92%	8.00	0.45%
23	Laborers' District Council	10	1,066.50	0.00	0.00%	472.50	44.30%	0.00	0.00%	11	1,543.00	0.00	0.00%	674.50	43.71%	0.00	0.00%
24	Laborer's International Union of North America - LIUNA Building Wreckers Local #1421	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	147	23,983.75	1,360.75	5.67%	22,833.25	95.20%	0.00	0.00%
25	Laborers Local #22	10	619.00	0.00	0.00%	74.00	11.95%	68.00	10.99%	15	2,634.00	0.00	0.00%	178.00	6.76%	255.00	9.68%
26	Laborers Local #223	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	108.00	0.00	0.00%	54.00	50.00%	0.00	0.00%
27	Laborers Local #230	2	15.00	0.00	0.00%	0.00	0.00%	7.50	50.00%	6	295.25	0.00	0.00%	270.75	91.70%	7.50	2.54%
28	Laborers Local #243	1	209.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	2,080.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
29	Laborers Local #39	1	24.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	148.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
30	Laborers Local #455	1	32.00	0.00	0.00%	32.00	100.00%	0.00	0.00%	14	3,850.00	1,035.50	26.90%	3,850.00	100.00%	0.00	0.00%
31	Laborers Local #473	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	1,092.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
32	Laborers Local #547	2	102.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	502.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
33	Laborers Local #596	10	1,181.50	161.00	13.63%	339.50	28.73%	0.00	0.00%	73	11,623.75	998.50	8.59%	3,808.00	32.76%	45.00	0.39%
34	Laborers Local #609	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	67.50	0.00	0.00%	8.00	11.85%	0.00	0.00%
35	Laborers Local #611	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	270.50	0.00	0.00%	270.50	100.00%	0.00	0.00%
36	Laborers Local #665	2	92.00	0.00	0.00%	92.00	100.00%	0.00	0.00%	8	1,499.50	32.00	2.13%	1,499.50	100.00%	0.00	0.00%
37	Laborers Local #675	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	133.50	0.00	0.00%	133.50	100.00%	0.00	0.00%
38	Laborers Local #88 [Tunnel Workers]	1	142.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	338.50	0.00	0.00%	8.00	2.36%	0.00	0.00%
39	Laborers Local #999	37	3,245.00	338.50	10.43%	614.00	18.92%	783.50	24.14%	174	30,807.75	5,544.50	18.00%	11,844.75	38.45%	2,899.25	9.41%
40	NY Bricklayers #2	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	4.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
41	Operating Engineers Local #4	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	276.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
42	Operating Engineers Local #478	3	150.00	0.00	0.00%	18.00	12.00%	0.00	0.00%	4	329.50	0.00	0.00%	139.50	42.34%	0.00	0.00%
43	Painters and Allied Trades District Council #35	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	24	2,717.50	0.00	0.00%	164.50	6.05%	0.00	0.00%
44	Pile Drivers Local #56	7	718.50	0.00	0.00%	196.00	27.28%	0.00	0.00%	13	1,450.50	0.00	0.00%	460.50	31.75%	0.00	0.00%
45	Plumbers & Pipefitters #104	8	536.00	0.00	0.00%	152.00	28.36%	0.00	0.00%	53	7,063.50	338.50	4.79%	473.00	6.70%	0.00	0.00%
46	Roofers #248	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	30	1,516.00	0.00	0.00%	206.00	13.59%	26.00	1.72%
47	Sheet Metal Workers #17	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	116.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
48	Sheet Metal Workers #40	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	436.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
49	Sheet Metal Workers #63	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	22	2,766.50	294.00	10.63%	24.00	0.87%	38.00	1.37%
50	Sprinkler Fitters #669	1	4.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	1,630.00	0.00	0.00%	352.00	21.60%	0.00	0.00%
51	Teamsters' #404	1	8.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	917.50	114.50	12.48%	16.00	1.74%	0.00	0.00%
Subtotal - Other Unions		203	15,721.50	1,011.50	6.43%	3,667.00	23.32%	1,422.00	9.04%	1,167	164,577.80	12,940.50	7.86%	61,064.05	37.10%	13,189.75	8.01%
52	On-Site Design / Management	57	5,927.75	911.50	15.38%	795.25	13.42%	480.00	8.10%	129	70,019.95	9,831.50	14.04%	5,020.75	7.17%	8,692.00	12.41%
Total		260	21,649.25	1,923.00	8.88%	4,462.25	20.61%	1,902.00	8.79%	1,296	234,597.75	22,772.00	9.71%	66,084.80	28.17%	21,881.75	9.33%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	9.71%	2.81%
Minority	15.30%	28.17%	12.87%
Veteran	8.00%	9.33%	1.33%

Notes:
(1) Statistics include all workforce reports that were received by MGM as of July 28, 2016.
(2) The total number of unique union workers that have worked on site is approximately 1,097. The 1,167 union workers identified above includes workers that have worked for multiple companies and/or multiple unions.