

Wynn BOSTON HARBOR
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Wynn Everett | April 12, 2016

ACCESS & OPPORTUNITY COMMITTEE MONTHLY UPDATE MARCH

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

- Design work is in progress. The majority of the design work will be awarded and completed by the end of 2016.
- As of March 31st, 2016 Wynn had awarded 19.0% 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	11	7.9%	8.3%	10.7%
WBE	9	10.0%	4.1%	7.2%
VBE	3	1.0%	6.6%	6.6%
TOTAL	23	18.9%	19.0%	24.5%

Design: M/W/VBE Participation, Contracts Awarded

MBE (11)	Service Area	Consultant / Contractor	Location	Contract Amount (\$)	% Goal	% of Awarded Contracts
	Themed Architecture	Michael Hong Architects Inc.	Culver City, CA			
	Irrigation Design	EMI (Sub to Lifescapes International)*	Orange, 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						

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 AECO)	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				\$3,336,667	1.0%	6.6%

TOTAL DIVERSE CONTRACTS				\$9,571,730	18.9%	19.0%
TOTAL QUALIFIED DESIGN SPEND				\$50,476,650		

*Diverse business certification in progress



Design & Construction Outreach: M/W/VBE Participation

- Ongoing engagement with local Chambers of Commerce and diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women and Enterprise, and the Hispanic American Institute.
- Spoke at Chelsea Chamber of Commerce annual dinner, with focus on engaging diverse and local businesses.
- Coordinating with Inner City Capital Connections (ICCC) to connect potential business partners with access to capital and capacity building opportunities.

Construction: M/W/VBE Participation

- Contract language with M/W/VBE participation requirements included in all bid packages and clearly communicated to all bidders.
- Existing pre-construction contracts, and first portion of the contract with Suffolk Construction, represent a small fraction of the overall project construction contracts.
- Early package awards will begin in April.

	# Contracts	Goal	% Contracts Awarded to Date
MBE	3	5.0%	10.7%
WBE	4	5.4%	0.6%
VBE	2	1.0%	0.04%
TOTAL	9	11.4%	11.3%

Construction: M/W/VBE Participation, Contracts Awarded

MBE (3)	Service Area	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			
TOTAL				\$5,580,983	5.0%	10.7%
WBE (4)						
	Fence Installation	DeLucca 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			
	Security	Alliance Detective & Security	Everett, MA			
TOTAL				\$293,788	5.4%	0.6%
VBE (2)						
	Sign Installation	J Rams Inc. (Sub to Cashman)	East Wareham, MA			
	Site Security	Arrow Consulting (Sub to Charter)	Springfield, MA			
TOTAL				\$21,050	1.0%	0.04%
TOTAL DIVERSE CONTRACTS				\$5,895,821	11.4%	11.3%
TOTAL QUALIFIED CONSTRUCTION SPEND				\$52,010,680		

Construction: Workforce Participation

- As of March 31st, 13,658 hours of work had been completed on the project site.
- 71 individuals have performed work on the project, including 17 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	17	2,202.5	15.3%	16.1%
Female	5	995.0	6.9%	7.3%
Veteran	5	1,221.5	3.0%	8.9%
TOTAL	27	4,419.0	25.2%	32.4%

Construction: Workforce Participation

- Ongoing outreach and work with local community groups.
- Co-Founder of Girls in Trades Committee and co-sponsor of the Massachusetts Girls in Trades Conference and Career Day held March 30th at IBEW – over 400 students and educators attended from state-wide CTEs.
- Scheduled 1-1 meetings with local Building Trades Business Agents and Apprenticeship Directors to discuss and implement local and diverse hiring; will complete meetings over the next eight weeks.
- Conducted Building Trades training for representatives from state-wide career centers; training coordinated with PGTI.
- Spoke at the Empowering Women in the Workforce Symposium at North Shore Career Center – addressed opportunities for women to pursue opportunities in the Building Trades.



SAVE THE DATE!

Massachusetts Skills Trades Conference & Career Fair
Building a Network of Women in the Skilled Trades

Wednesday, March 30, 2016
From 10 am - 1 pm



Location: International Brotherhood of Electrical Workers (IBEW) Local 103
266 Newport Street, Dorchester, Massachusetts

Column A or Column B?

Column A

\$21.96/hour

Health Insurance

Pension

Annuity

\$37.61/ hour Total

\$40,000 Education

For Free

Column B

\$ 10.00/hour

No Health Insurance

No Pension

No Annuity

\$ 10.00/hr

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Our Community Partners

Asian American Civic Association	Chelsea High School	Malden High School
Black Economic Justice Institute	E Club of Everett	Mass Minority Contractors
Boston Career Link	El Mundo	MBDA
Boston Workers Alliance	El Planeta	Medford High School
BRAVE for Veterans	Everett Haitian Community Ctr	Minuteman CTE
Building Pathways	Everett High School	NAACP of Greater Boston
Career Source Chelsea/Cambridge	Everett Kiwanis	Policy Group on Tradeswomen's Issues
Center for Women & Enterprise	Everett United	Puerto Rican Festival of MA
Chamber of Commerce - Chelsea	GNEMSDC	Rosie's Place
Chamber of Commerce - Everett	Helmets to Hardhats	Salem Chamber of Commerce
Chamber of Commerce - Greater Boston	Hispanic American Institute	State Office of Veteran Services
Chamber of Commerce - Lynn	Inner City Capital Connections	The Career Place – Woburn
Chamber of Commerce - Malden	JVS Career Solutions	Urban League
Chamber of Commerce - Medford	La Comunidad	Veterans Assisting Veterans
Chamber of Commerce - Somerville	MA Girls in Trades Committee	Veterans Voice Radio
Charlestown High School	MA Small Business Association	VSO - Everett
Chelsea Collaborative	MA Supplier Diversity Office	Women's Veteran Network
	Madison Park CTE	Youth Build

Wynn BOSTON HARBOR
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WYNN EVERETT
 Construction Workforce Diversity
 As of: March 26, 2016

LOCAL TRADE UNION	Month to Date (MTD) Total Hours	MARCH								
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	MTD Hours	MTD Percentage	# Workers	MTD Hours	MTD Percentage	# Workers	MTD Hours	MTD Percentage
Laborers Local 151	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Laborers Local 22	473.0	2	92.0	19.5%	2	96.0	20.3%	2	117.0	24.7%
Laborers Local 223	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Laborers Local 385	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Laborers Local 610	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Laborers Local 88 (Tunnel Workers)	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Local 103 I.B.E.W.	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Operating Engineers Local 4	194.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
Piledrivers Local 56	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
TOTAL	667.0	2	92.0	13.8%	2	96.0	14.4%	2	117.0	17.5%

Project to Date (PTD) Total Hours	# Workers	PTD Hours	PTD Percentage	PROJECT TO DATE					
				MINORITY - Goal: 15.3%		FEMALE - Goal: 6.9%		VETERAN - Goal: 3.0%	
				# Workers	PTD Hours	PTD Percentage	# Workers	PTD Hours	PTD Percentage
16.0	1	16.0	100.0%	-	-	0.0%	-	-	0.0%
6,813.5	12	2,122.5	31.2%	4	911.0	13.4%	3	1097.0	16.1%
16.0	2	16.0	100.0%	-	-	0.0%	-	-	0.0%
16.0	1	16.0	100.0%	-	-	0.0%	-	-	0.0%
32.0	1	32.0	100.0%	-	-	0.0%	-	-	0.0%
32.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
34.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
5,138.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
1,561.0	-	-	0.0%	1	84.0	5.4%	2	124.5	8.0%
13,658.5	17	2,202.5	16.1%	5	995.0	7.3%	5	1,221.5	8.9%

CONTRACTOR	Month to Date (MTD) Total Hours	MARCH								
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
		# Workers	MTD Hours	MTD Percentage	# Workers	MTD Hours	MTD Percentage	# Workers	MTD Hours	MTD Percentage
Cashman Dredging & Marine Contracting	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Coastal Marine Construction	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
DeLucca Fence Company	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
J Rams INC	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Lockwood Remediation	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
MON Landscaping, INC	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
Richard Reid Electric	-	-	-	0.0%	-	-	0.0%	-	-	0.0%
The Welch Corp	667.0	2	92.0	13.8%	2	96.0	14.4%	2	117.0	17.5%
TOTAL	667.0	2	92.0	13.8%	2	96.0	14.4%	2	117.0	17.5%

Project to Date (PTD) Total Hours	# Workers	PTD Hours	PTD Percentage	PROJECT TO DATE					
				MINORITY - Goal: 15.3%		FEMALE - Goal: 6.9%		VETERAN - Goal: 3.0%	
				# Workers	PTD Hours	PTD Percentage	# Workers	PTD Hours	PTD Percentage
440.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
2,215.5	-	-	0.0%	1	84.0	3.8%	1	116.5	5.3%
394.5	5	110.0	27.9%	1	16.0	4.1%	1	8.0	2.0%
16.0	-	-	0.0%	-	-	0.0%	1	8.0	50.0%
32.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
96.0	7	96.0	100.0%	-	-	0.0%	-	-	0.0%
34.0	-	-	0.0%	-	-	0.0%	-	-	0.0%
10,430.5	5	1,996.5	19.1%	3	895.0	8.6%	2	1,089.0	10.4%
13,658.5	17	2,202.5	16.1%	5	995.0	7.3%	5	1,221.5	8.9%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Workforce Hours to Date	Goal	Project to Date
Minority	17	2,202.5	15.3%	16.1%
Female	5	995.0	6.9%	7.3%
Veteran	5	1,221.5	3.0%	8.9%
TOTAL	27	4,419.0	25.2%	32.4%

MGM Springfield

Workforce Company Union Hours Diversity Report - Construction

As of: March 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	Allied Fire Protection, Inc. - Sub to Harry Grodsky & Co., Inc.	0	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%
2	American Environmental, Inc.	18	677.50	32.00	4.72%	593.00	87.53%	29.00	4.28%	134	19,932.25	1,498.00	7.52%	18,304.75	91.83%	280.50	1.41%
3	Ayotte & King For Tile, Inc. - Sub to Fontaine Bros, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	23	450.50	0.00	0.00%	4.00	0.89%	0.00	0.00%
4	Bay State Elevator Company	0	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%
5	Beco Electrical Contractors, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	248.00	0.00	0.00%	0.00	0.00%	158.00	63.71%
6	Champlain Masonry, Inc. - Sub to Fontaine Bros, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	37	5,090.75	100.00	1.96%	1,965.00	38.60%	679.50	13.35%
7	Chandler Architectural Products, Inc.	0	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%
8	CK Flooring Solutions, Inc. - Sub to Fontaine Bros, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	231.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
9	Collins Electric Co.	4	49.50	0.00	0.00%	0.00	0.00%	17.50	35.35%	15	1,662.00	423.50	25.48%	250.00	15.04%	561.00	33.75%
10	Commonwealth Guardrail - Sub to Willow Tree Outdoor	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	16	690.00	4.00	0.58%	69.00	10.00%	0.00	0.00%
11	Connecticut Drywall Finishing - Professional Drywall - Sub to Fontaine Bros, Inc.	0	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%
12	Edward F. Corcoran Plumbing & Heating Co., Inc.	0	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%
13	Evermore Light & Power, Inc. - Sub to Universal Electric Co.	0	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%
14	Fontaine Bros, Inc.	0	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%
15	Food Equipment Installation, Inc. - Sub to Kittredge Equipment Co., Inc.	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%
16	Frisoli Electric Inc. - Sub to Universal Electric Co.	0	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%
17	Gagliarducci Construction, Inc.	4	75.00	0.00	0.00%	34.00	45.33%	0.00	0.00%	38	3,778.00	635.00	16.81%	611.00	16.17%	796.50	21.08%
18	Harry Grodsky & Co., Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	28	5,446.00	322.50	5.92%	26.00	0.48%	0.00	0.00%
19	JDC-Cyn Environmental Services	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	0	24.00	0.00	0.00%	24.00	100.00%	0.00	0.00%
20	JDC Demolition Company	7	672.00	72.00	10.71%	192.00	28.57%	0.00	0.00%	14	2,520.00	202.00	8.02%	416.00	16.51%	40.00	1.59%
21	JRL Construction, Inc.	5	336.00	80.00	23.81%	160.00	47.62%	0.00	0.00%	5	944.00	232.00	24.58%	464.00	49.15%	0.00	0.00%
22	L.K. Sheet Metal - Sub to Harry Grodsky & Co., Inc.	0	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%
23	Langan Insulation, LLC - Sub to Harry Grodsky & Co., Inc.	0	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%
24	Marr Scaffolding, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	72.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
25	Medeiros Hydro Seeding & Landscape Construction - Sub to Northern Construction Service, LLC	0	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%
26	Northeast Steel Erectors, Inc.	0	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%
27	Northeastern Steel Corp - Sub to Fontaine Bros, Inc.	0	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%
28	Northern General Contractors	14	904.50	0.00	0.00%	225.00	24.88%	0.00	0.00%	23	5,791.00	406.50	7.02%	729.00	12.59%	18.00	0.31%
29	P. Gioioso and Sons, Inc.	0	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%
30	Performance Testing & Balancing, LLC - Sub to Harry Grodsky Co.	0	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%
31	Professional Drywall Construction Inc. - Sub to Fontaine Bros, Inc.	0	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%
32	RoadSafe Traffic Systems, Inc.	0	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%
33	S&F Concrete Contractors, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	12	221.00	0.00	0.00%	83.50	37.78%	0.00	0.00%
34	Security Construction Services, Inc.	5	76.00	0.00	0.00%	16.00	21.05%	0.00	0.00%	12	3,382.00	300.00	8.87%	1,029.25	30.43%	0.00	0.00%
35	Soep Painting Corp - Sub to Fontaine Bros, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,475.50	0.00	0.00%	6.00	0.41%	0.00	0.00%
36	Superior Caulking & Waterproofing Co., Inc. - Sub to Fontaine Bros, Inc.	0	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%
37	T & M Equipment Corporation - Sub to Fontaine Bros, Inc.	8	232.00	56.00	24.14%	72.00	31.03%	0.00	0.00%	35	3,186.00	135.50	4.25%	672.00	21.09%	0.00	0.00%
38	Tech Valley Contracting, LLC - Sub to Fontaine Bros, Inc.	0	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%
39	Tishman Construction	5	600.00	120.00	20.00%	240.00	40.00%	240.00	40.00%	10	6,720.00	1,600.00	23.81%	800.00	11.90%	2,720.00	40.48%
40	Titan Roofing, Inc.	0	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%
41	TJ Conway Company	4	274.00	0.00	0.00%	78.00	28.47%	0.00	0.00%	10	500.00	0.00	0.00%	95.00	19.00%	0.00	0.00%
42	Triton Leasing & Rental, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	33	3,187.50	0.00	0.00%	1,547.50	48.55%	0.00	0.00%
43	Ultimate Abatement Co, Inc.	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	43	8,598.00	1,438.00	16.72%	8,390.00	97.58%	0.00	0.00%
44	Universal Electric Co., Inc.	0	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%
45	William Roberts Electric Co., Inc. - Sub to Harry Grodsky & Co., Inc.	0	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%
46	Willow Tree Outdoor	0	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%
Total - Unions		74	3,896.50	360.00	9.24%	1,610.00	41.32%	286.50	7.35%	799	103,877.00	9,291.50	8.94%	40,829.50	39.31%	6,627.50	6.38%
46	On-Site Design / Management	29	2,738.00	360.00	13.15%	163.00	5.95%	514.00	18.77%	69	46,426.75	6,574.00	14.16%	1,789.00	3.85%	6,367.00	13.71%
Total		103	6,634.50	720.00	10.85%	1,773.00	26.72%	800.50	12.07%	868	150,303.75	15,865.50	10.56%	42,618.50	28.35%	12,994.50	8.65%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	10.56%	3.66%
Minority	15.30%	28.35%	13.05%
Veteran	8.00%	8.65%	0.65%

Notes:

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

(2) Hours for AFO Project Consulting, LLC, Allen & Major Associates, Inc., Fletcher Sewer & Drain Inc, Form + Place Inc., Howard Stein Hudson, Kittredge Equipment Co., Inc., Northern Construction Service, LLC, Unwin Overhead Doors and Valet Park of America are included in "On-Site Design / Management".

MGM Springfield
Workforce Union Diversity Report - Construction
As of: March 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	Asbestos Workers #6	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	24	2,864.50	0.00	0.00%	1483.50	51.79%	0.00	0.00%
2	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%
3	Bricklayers Local #3	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	56	5,661.50	206.00	3.64%	1038.00	18.33%	679.50	12.00%
4	Carpenters - Local #108	1	120.00	0.00	0.00%	120.00	100.00%	120.00	100.00%	89	8,992.00	352.00	3.91%	1915.00	21.30%	2,651.00	29.48%
5	Carpenters Local #107	1	120.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	240.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	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%
7	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%
8	Floorcoverers Local #2168	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	14	304.50	0.00	0.00%	4.00	1.31%	0.00	0.00%
9	International Brotherhood of Electrical Workers - IBEW Local #7	4	49.50	0.00	0.00%	0.00	0.00%	17.50	35.35%	48	8,814.00	980.00	11.12%	1659.50	18.83%	1,113.00	12.63%
10	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%
11	International Association of Iron Workers Local #7	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	14	1,431.00	43.00	3.00%	233.00	16.28%	393.00	27.46%
12	International Union of Elevator Constructors Local #41	0	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%
13	International Union of Operating Engineers - IUOE Local #4	4	222.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	1,557.00	0.00	0.00%	0.00	0.00%	40.00	2.57%
14	International Union of Operating Engineers - IUOE Local #98	13	546.00	16.00	2.93%	42.00	7.69%	0.00	0.00%	49	4,898.50	16.00	0.33%	127.50	2.60%	926.50	18.91%
15	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%
16	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%
17	Laborer's International Union of North America - LIUNA Building Wreckers Local #1421	9	458.00	0.00	0.00%	318.00	69.43%	0.00	0.00%	139	22,327.75	1,682.75	7.54%	21100.25	94.50%	0.00	0.00%
18	Laborers Local #22	1	100.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	462.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
19	Laborers Local #230	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	58.75	0.00	0.00%	58.75	100.00%	0.00	0.00%
20	Laborers Local #243	1	163.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	1,085.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
21	Laborers Local #39	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	124.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
22	Laborers Local #455	3	224.00	80.00	35.71%	224.00	100.00%	0.00	0.00%	6	1,971.50	643.50	32.64%	1971.50	100.00%	0.00	0.00%
23	Laborers Local #473	1	93.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	988.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
24	Laborers Local #596	8	473.50	0.00	0.00%	324.00	68.43%	29.00	6.12%	61	7,383.25	725.00	9.82%	1810.00	24.51%	45.00	0.61%
25	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%
26	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%
27	Laborers Local #665	1	72.00	32.00	44.44%	72.00	100.00%	0.00	0.00%	1	596.50	32.00	5.36%	596.50	100.00%	0.00	0.00%
28	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%
29	Laborers Local #999	18	924.00	232.00	25.11%	432.00	46.75%	120.00	12.99%	100	17,142.00	3,813.50	22.25%	7491.25	43.70%	651.50	3.80%
30	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%
31	Operating Engineers Local #4	2	20.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	34.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
32	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%
33	Plumbers & Pipefitters #104	4	274.00	0.00	0.00%	78.00	28.47%	0.00	0.00%	39	5,962.00	338.50	5.68%	121.00	2.03%	0.00	0.00%
34	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%
35	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%
36	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%
37	Sheet Metal Workers #63	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	2,651.00	294.00	11.09%	0.00	0.00%	38.00	1.43%
38	Sprinkler Fitters #669	0	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%
39	Teamsters' #404	3	36.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	765.50	114.50	14.96%	16.00	2.09%	0.00	0.00%
Total - Unions		74	3,896.50	360.00	9.24%	1,610.00	41.32%	286.50	7.35%	799	103,877.00	9,291.50	8.94%	40,829.50	39.31%	6,627.50	6.38%
40	On-Site Design / Management	29	2,738.00	360.00	13.15%	163.00	5.95%	514.00	18.77%	69	46,426.75	6,574.00	14.16%	1,789.00	3.85%	6,367.00	13.71%
Total		103	6,634.50	720.00	10.85%	1,773.00	26.72%	800.50	12.07%	868	150,303.75	15,865.50	10.56%	42,618.50	28.35%	12,994.50	8.65%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	10.56%	3.66%
Minority	15.30%	28.35%	13.05%
Veteran	8.00%	8.65%	0.65%

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



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

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

The meeting is called to order by MassGaming’s Director of Workforce, Supplier and Diversity Development, Jill Griffin. Each Committee member and guests who were present introduced her/himself.

Welcome **10:38 am**

Springfield Technical Community College - Christina Grass

Approval of the Minutes **10:46 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

- Design: M/W/VBE Commitments – Through 2/29/2016
 - MBE: 6.5% (Goal: 5.0%)
 - WBE: 11.1% (Goal: 10.0%)
 - VBE: 2.9% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – Through 2/29/2016
 - MBE: 15.0% (Goal: 5.0%)
 - WBE: 12.0 % (Goal: 10.0%)
 - VBE: 2.9% (Goal: 2.0%)
- Total Construction Workforce: Through 2/25/2016
 - Minority: 28.32% (Goal: 15.3%)
 - Women: 10.53% (Goal: 6.9%)
 - Veteran: 8.5% (Goal: 8.00%)
- Union Construction Workforce: Through 2/25/2016
 - Minority: 39.00% (Goal: 15.3%)
 - Women: 8.85% (Goal: 6.90%)
 - Veteran: 6.39% (Goal: 8.00%)

- Workforce 3 – Month Look Ahead
 - Work in Progress - 95 State Street Abatement
 - Work in Progress - Fence Lighting
 - Work in Progress - Street Closures
 - Work in Progress - 79 State Street Demolition
 - February 29, 2016 - Bliss/Main Garage Demolition
 - February 29, 2016 - Vault V86 Relocation
 - Early March 2016 - Mission Demolition
 - Early March 2016 - VFW Demolition
 - March 2016 - 95 State Interior Demo
 - March 2016 - Site Prep for Garage
 - March 2016 - Edisonia Building Demolition
 - April 3, 2016 - 3rd Party Inspections Award for Garage
 - Early April 2016 - Armory Rear Demo
 - April 2016 - 73 State Street Support
 - April 2016 - Temp Power Connections
 - April 2016 - YWCA Demolition
 - Late April 2016 - French Church Relocation
- Outreach
 - Outreach to MBE, WBE and VBE Companies
 - Design & Consulting includes 3 MBEs, 1 VBE
 - Construction includes 3 MBEs, 2 WBEs
 - Continues to Hold Community Group Meetings
 - Community groups work with low income diverse populations around employment, training, housing, and case management, supportive services
 - Currently 19 partners in the network
 - Network meets twice monthly
 - Meetings are organized by a paid facilitator
 - Two main areas of focus: 1) working to recruit diverse populations who meet union requirements and are ready to join a Union/Union JATC 2) working to recruit diverse populations who may not meet union requirements needing supportive services and soft skills training
 - Continued Outreach with Local Unions
 - Held Open House sessions February 2 – 3, 2016 at Carpenters Union #108 in Springfield
 - Partnered with Carpenters Union #108 and Ironworkers #7
 - 18 local veterans attended
 - MGM working to make appropriate union referrals for veterans that attended
 - MGM shared new union apprenticeship program directory at Open House sessions

- Diversity Task Force
 - First meeting on March 7, 2016
 - Has (4) elected representatives from the Community Partners Network: Vanessa Otero, Mike Florio, Thomas Belton, Freddie Lopez
 - Has (3) union elected representatives: Pioneer Valley Building Trades Council, Tishman Construction, MGM
- Union Partnership & Outreach
 - Meetings are ongoing between MGM and local trade unions
 - Veterans Interested in Construction and Unions Open Houses
 - One on One meetings with Unions and Union Apprenticeship Programs
- Outreach Events
 - February 29, 2016 - Tour of Westover Job Corp. Facility
 - March 2, 2016 - Roger L. Putnam High School Site Tour & Construction/
 - Union Information Session
 - March 2016 - 1st Diversity Construction Task Force Meeting
 - March - April 2016 - Women & Minorities Interested in Construction
 - Open Houses
 - Periodic Outreach through community radio stations
 - February 25, 2016 - Chelan Brown appeared as a guest on WTCC
 - Urban League's Community Focus Program
- Union and Union Apprenticeship Program Referral Update
 - MGM is following up with over 100 contacts through the following: MGM Springfield On-Line Construction Workforce Interest Form; Referrals and list from our community partners; Attendance at outreach events
 - MGM is tracking the progress of each referral and documenting all union referral work in a union referral database

Wynn Everett

11:23 am

Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation – Awarded contracts as of 2/29/2016
 - o MBE: 8.1% (Goal: 7.9%)
 - o WBE: 4.0% (Goal: 10.0%)
 - o VBE: 6.5% (Goal: 1.0%)
- Construction: M/W/VBE Participation – Awarded contracts as of 2/29/216
 - o MBE: 91.3% (Goal: 5.0%)
 - o WBE: 5.1% (Goal: 5.4%)
 - o VBE: 0.4% (Goal: 1.0%)
 - Remediation work is on hold indefinitely until permitting is resolved

- Construction Workforce: (As of 2/27/2016)
 - o Minority: 16.2% (Goal: 15.3%)
 - o Women: 6.9% (Goal: 6.9%)
 - o Veteran: 8.5% (Goal: 3.0%)
- Design & Construction Outreach
 - o Hosted Trade Partnership Opportunities Event on Wednesday, February 17th at Everett High School
 - Mandatory event for all subcontractors/trade partners interested in bidding for a job
 - o Spoke at the Mass Minority Contractors Association monthly meeting on February 23rd
 - Suffolk Construction representative provides highlights to events at Everett High School & Mass Minority Contractors Association
 - o Ongoing engagement with local Chambers of Commerce and diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women and Enterprise, and the Hispanic American Institute
- Construction Outreach
 - o Spoke at Building Trades Training Directors meeting on February 22nd to discuss workforce goals and recruitment needs.
 - o Seven Building Trades Career fairs in March on hold due to permitting delay
 - o Young women's trade career day planned with Girls in Trades Committee for vocational school students on March 30th at IBEW in Dorchester

Committee Member Comments and Discussion

- Committee member inquires about whether the timing of pre-apprenticeships and apprenticeships will overlap with the project life span allowing for apprentices to be on the job. MGM explained the 3 – 5 year apprenticeship process will have longterm benefits for many apprentices currently enrolled in the pre-apprenticeship, apprenticeship programs. A union representative indicated that apprentices can benefit through being able to work on the MGM site while in the program.
- Committee member requests that the specific number of Springfield residents be noted in MGM's Workforce Union Diversity Report- Construction. MGC's executive director responds with his plan to check in with MGC Commissioner Zuniga and report back to the MassGaming AOC at the next meeting.
- A committee member inquires whether MGM has worked with other Career Technical Education (CTE) organizations (Voch Tech Schools) in local areas like Holyoke or others. MGM responded with they have not yet, but are on their list for collaborations.
- Committee member inquires whether MGM's report represents the last date of any activity on the job site. MGM's director of pre-construction responds by referencing the footnote, "Statistics include all workforce reports that were

received by MGM as of February 25, 2016.”

- A committee member raises the question to Wynn on whether outreach was made to veteran groups. Wynn explains the ongoing engagement with community partners and will provide the list of veteran groups in next MassGaming AOC meeting.
- Committee member notes that MGM lists community partners organizations which the member notes is a “Best Practice” and suggests Wynn do the same by providing their list of community partners.

Community Input

- In reference to the partnership model that’s been established in Springfield, a community member inquired about support staff to the applicants and the source of funding for the facilitator. MGM informed the group that they (MGM) are paying for the facilitation work that’s being performed. In addition to the support being provided by the community partners’ staff, MGM’s staff and construction office have also been a resource to the applicants.
- In response to a community member’s inquiry, Wynn’s Development manager explains Girls in Trades event on March 30th will be targeted to all girls enrolled in construction related trades at vocational schools across the commonwealth. Future job fairs will be open to all, once Wynn has a better sense of their timeline.
- A community member expresses concern over lost opportunities for vendors and employment resulting from Wynn project delays caused by the Somerville lawsuit; and inquires whether the Commission will step in to help. MGC’s executive director informs the group of the Commission’s ongoing role in permitting the Wynn facility and informs that the MGC Chair has directed staff to be as helpful as possible in resolving this dispute but indicated there are limitations.
- A community member asks if the CORI hiring restrictions on permanent jobs will be brought more in line with other states. MGC’s chairman responds and acknowledges existing opposition that necessitates support from champions in the legislature to help promote this issue, while being cognizant of the limited time due to i.e. republican democratic elections.
- A community member suggests Wynn extend outreach to high schools for non construction jobs, administrative and management positions where diversity is lacking. Wynn informed the group there is ongoing outreach, which will continue as the jobs become available.
- A community member inquires on how goals were vetted to the extent that those are real stretched goals, instead of goals that can be made readily. MGC’s workforce, supplier and diversity development director explains the vetting process.

Meeting Adjourned

12:01 pm

Attendees

Committee Members and Supporting Committee/Staff	Members of the Community and Guests	Remote Attendees
Stephen P. Crosby	Denise Moore	Jed Nosal
Brian McPherson	Thomas Belton	Frank Callahan
Priscilla Flint-Banks	Christian DiLuzio	Keith Greenaway
Edward Bedrosian	Vanessa Otero	
Chelan Brown	Bedel Omar	
Lisa Clauson	Dave Gaby	
Michael Fitzgerald	Mike Florio	
Jason Garand	Sondra Fabiano	
Jill Griffin	Brother Lo	
Jason Lawson	Stanley Marin	
Reggie Nunnally	Curtis Rollins	
Jennie Peterson	Weezy Waldstein	
Corean Reynolds	Christina Grass	
Jason Rosewell		
Maureen Carney		
Eddie Corbin		
Fiore Grassetti		
Denise Jordan		
John David Perez		
Ny Mahasadeth		
Seth Stratton		
Mary Vogel		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated March 8, 2016
- February 9, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Everett Access & Opportunity Committee Monthly Update February PowerPoint Presentation dated March 8, 2016
- Wynn Everett – Construction Workforce Diversity (as of February 27, 2016)
- Suffolk Construction Information Packet
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated March 8, 2016
- MGM Springfield Workforce Union Diversity Report – Construction as of: February 25, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: February 25, 2016