



**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 Massachusetts Gaming Commission Access and Opportunity Committee. The meeting will take place:

**Tuesday, September 11, 2018 | 10 AM – 11:30 AM**  
**IBEW 103: Freeport Hall**  
256 Freeport Street  
Dorchester, MA 02122

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1. **Call to Order/Introductions** - Jill Lacey Griffin, Chair
  2. **Approval of Minutes from August 14, 2018** - Committee
  3. **REPORT: Encore Boston Harbor Design/Construction Activity** –  
Jennie Peterson, Director of Employment;  
Shelley Webster, Diversity Consultant
    - Labor Outcomes to Date
    - Contractor Outcomes to Date
    - Upcoming Construction Activity

*Followed by committee member questions/discussion and community input.*
  4. **REVIEW: MGM Design/Construction Activity** –  
In absentia  

*Followed by committee member questions/discussion and community input.*
  5. **Schedule Update** - Jill Lacey Griffin
  6. **New Business**- Committee
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**Next Meeting:**  
October 9, 2018 | 2-4 PM  
Springfield (TBD)

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

9/6/18

(date)

Jill Lacey Griffin

MGC Director of Workforce, Supplier and Diversity Development

**Posted to Website:** 9/7/2018 | 9:30 a.m.



**Massachusetts Gaming Commission**

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## Access and Opportunity Committee Meeting Minutes

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**Date/Time:** August 14, 2018 – 10:00 a.m. – 12:02 p.m.

**Place:** Building Pathways  
2201 Washington Street  
Roxbury, MA 02119

### Committee Members Present:

Jill Griffin  
Crystal Howard  
Andrew DeAngelo  
Emily Earll  
Kate Harrison  
Nhat Le

Susan Moir  
Liz Skidmore  
Mary Vogel  
Shelley Webster

*A list of all committee members is available to the public by request.*

### Call to Order

10:11 a.m. Chair, Jill Griffin, called to order the Access and Opportunity Committee Meeting.

### Approval of Minutes

10:12 a.m. The committee approved the minutes from July 10, 2018.

### Introductions/ Host Welcome – Mary Vogel, Building Pathways

10:13 a.m. Ms. Vogel welcomed the group to Building Pathways and gave a little information about the organization as well as some general housekeeping updates.

### REPORT: Encore Design/Construction Activity – Emily Earll, Project Controls Manager for Suffolk Construction; Shelley Webster, Diversity Consultant for In Order Business Solutions

10:14 a.m. Ms. Webster provided construction and design updates, stating that the qualified spend to date was \$62,789,085 for design with \$14.5 million in contracts awarded to M, W and VBE businesses. Only WBE's in this category came in below the 10% goal, at 8%. For construction, contracts and purchase orders totaled \$222.4 million as of July, with 3 new awards to MBE, 5 to WBE and 1 to a VBE in the month of July. To date, all construction awards are above the goals and the total qualified spend is \$1,267,485,056.

A question was brought up regarding the data on slide 5, which showed \$76.4 million had been awarded, but \$139 million had been paid in the MBE category. Ms. Webster said they would look into that, and it likely had to do with the change orders that had occurred. (A corrected version was later submitted.)

Ms. Webster noted that in the awarded contracts list, any duplications are because the company had been awarded several contracts for various projects

During construction of the project, 3,476,221 workforce hours have been completed by 5,497 workers to date. Of those, 1,250 are minority individuals, 328 are female and 252 are veterans. The only workforce goal not met at this time is for women, at 6.8% project to date which is just under the 6.9% target. Encore Boston Harbor did exceed the 6.9% goal for this month reaching 7% women on the construction workforce.

10:22 a.m. Ms. Webster stated that outreach is ongoing, and includes the monthly tradeswomen luncheon, which this past month included the Encore career team discussing the permanent maintenance/facilities positions that will be available. Over 60 women attended. Other outreach activities included hosting a site tour for MGC's AOC members and Suffolk's (SCCI) apprentice learning workplace exploration day. This event was offered to 8<sup>th</sup> grade female students in various trades (not just construction- salon, etc) who are part of a summer internship program connecting them to professionals in the workplace such as Linda Dorcena Forry. It included an introduction to the smart lab, virtual tour, use of the smart board, leadership and team building, and hearing personal stories regarding careers and rewards of the construction industry. The event opened with a video of tradespeople from Encore, and had a project manager involved as well.

Susan Moir and Kate Harrington reminded Ms. Webster that NCTE now has a Tradeswomen's Speakers Bureau, and they would be thrilled to be involved on events of that nature in the future.

In addition, outreach for Encore included the 2<sup>nd</sup> quarter Diversity Recognition award, which went to Lan-Tel Communications, Inc for exceeding all workforce goals through the June 2018, with 41.5% minority, 11.0% female and 13.5% veteran.

10:27 a.m. Ms. Webster provided an update regarding corrective action meetings that have been in progress on the project, showing that 21 meetings had been held in July, alone, which resulted in 21 new additions of women and veterans on the project. She stated that because some veterans don't self-identify, and the trade partners don't have a process in place for identification, it has been helpful getting them to understand who qualifies, resulting in many subcontractors realizing they do have veterans on their existing work teams.

10:35 a.m. The workforce chart for Encore was reviewed, and Ms. Webster stated the project had peaked this past month, so they'll be gradually decreasing workforce over the remainder of the project.

10:36 a.m. A discussion regarding the corrective action meeting procedures, and a review of the trades or subcontractors that continue to be a challenge took place. Ms. Webster assured the committee that they review the certified payroll reports on a consistent basis and are having many conversations and communications that go beyond the corrective action meetings reported, as well. Liz Skidmore asked if Encore had been able to send letters to the JATC following best practices developed by PGTI and other projects. Ms. Webster said that they ask the contractors to write a letter to the JATC to state they haven't been able to accomplish the goals, encouraging the JATC to enroll an increased rate of women and minorities to aid the workforce goals on the project.

A community member was curious if the number of corrective action meetings listed was more or less than last month. Ms. Webster said it was more and indicated that for August they had already held 5 or 6.

The same community member stated that as a massive developer, Suffolk and Encore have great influence in the industry, and asked what their tactics were for driving interest from non-union skilled contractors. Ms. Webster stated that they work collaboratively with the business agents and contractors, who have indicated that they intentionally visit non-union sites to recruit and discuss opportunities with those who are not yet in a union, and may have interest in working on their project.

Ms. Skidmore stated that they have to encourage women on the project to be more vocal and specifically request overtime and specific skilled work opportunities. She stated that since the project is at the peak, the work hours will continue to go down, so we really have to pay attention to the fact that women are being laid off at a heavy rate. Ms. Skidmore stated it is apparent they're being the first cut from these crews.

Ms. Webster stated they are keeping a log of the women who had been on the site and are no longer there, logging their reasoning for leaving. She also noted an important impact is that over half the women on the site are apprentices.

Ms. Moir said what they can do is look at the data over time now that there is a baseline to evaluate the change. She also said they need to make sure Suffolk is reinforcing the policy and taking a strong stance on it internally by building in operational mechanisms. But she highly encouraged Suffolk to evaluate the overtime impact on women to see if it reflects discrimination. Ms. Earll said they would look into the possibility of reviewing and pulling the data, and determine if they have the capacity to get such a report.

Another community member acknowledged that a number of unions are doing better with diversity goals, specifically the minority goal, than has shown over the last 50 years, however he felt that in the current economic climate for people of color, it was important to note that there is still a need for improvement. Additionally, he was curious if the project would be evaluating the rates at which MBE's hire minority tradespeople vs non-MBEs.

Ms. Moir stated that the data he was interested in could be tracked, and additionally stated the importance of noting that 13 unions have met or exceeded the goal on this project, which had never happened in history. She stated what the committee has done is really important. The 15.3% minority goal is a truly challenging number for a project this size, but here they're doing really well. There are several players that have moved in massive ways on this which should be recognized. She gave an example of Elevator Operators Union being at 8.5%, which is a low number but is important to emphasize that it was at zero a year and a half ago. There are changes in leadership at several trades which are making changes and impacting for the positive.

Ms. Moir also noted that the project now has enough data to analyze the workforce summary reports in excel for comparison to existing Big Dig data and prove or disprove that WBE's are paid at a lower rate in comparison to other businesses.

### **REVIEW: MGM Design/Construction Activity**

11:25 a.m. Ms. Griffin briefly discussed the submission of data from MGM and encouraged everyone to review the report on their own, reminding the committee that the final report from MGM will take place at the October AOC meeting in Springfield.

### **Guest Presentation – Kate Harrison, Northeast Center for Tradeswomen's Equity**

11:29 a.m. Kate Harrison discussed the Build a Life That Works campaign, which is in partnership with MGC, and the Massachusetts Building Trades Council. The goal of the campaign is to get more women into the pipeline for union apprenticeships, the campaign was launched about a year prior. Since then, they've held 18 outreach events in Boston and Springfield, with 347 interested women attending. They've also seen 678 contacts via their website. She provided details and examples from the advertising campaign and noted that 26% of leads come from the recent MBTA transit ads that are up. Jill noted that these will be around until a paid advertiser requests the space. Additionally, Ms. Harrison noted that the campaign is award-winning, having received the Ad Club's Rosoff Diversity Award earlier this year. Additionally, she stated that 207 women eligible for apprenticeship have been identified since the launch, meeting all the basic requirements, and some women have already graduated. In the next few weeks, NCTE plans to implement a formal evaluation.

11:53 p.m. A video was shown from a recent CNBC airing, discussing the Encore project, the diversity goals, and highlighting the Build a Life campaign and women on the project.

### **Schedule Update**

11:55 p.m. Ms. Griffin requested that everyone take note of the calendar of AOC meetings in the packet and gave a brief update regarding upcoming meeting logistics. She stated that they are still working on details for the October 9 AOC meeting in

Springfield, but that it will be in the afternoon, unlike most of the meetings. It will be followed by MGM's diversity closeout event, and the entire committee will be invited. MGM is also inviting all construction workers who have ever worked on their project back to thank them. It will likely start around 5pm.

**New Business/Announcements –**

- 12:01 a.m. Ms. Vogel announced that Building Pathways is hiring a Case Coordinator, which will also be shared partly with NCTE to focus on female recruitment.
- 12:02 p.m. A motion was made to adjourn the meeting. Motion passed unanimously.

**List of Documents and Other Items Used:**

1. August 2018 MGC AOC Agenda, signed August 9, 2018 (pdf)
2. MGC AOC Draft Meeting Minutes from June 10, 2018
3. Encore Boston Harbor June 2018 AOC Report revised (pdf)
4. July 2018 EBH Construction Workforce (pdf)
5. 8-14-18 MGM Springfield AOC Presentation- FINAL (pdf)
6. 7-25-18 MGM July Workforce Diversity Reports (pdf)
7. MGM Springfield Access and Opportunity trendline July 2018 (pdf)
8. Encore Everett Access and Opportunity trendline July 2018 (pdf)
9. CNBC [video](#)

# ACCESS & OPPORTUNITY MONTHLY UPDATE AUGUST 2018



September 11, 2018

# Participation Goals Review

## Consultant / Contractor Participation – Design Contracts:

Minority Business Enterprise (MBE): 7.9%

Women Business Enterprise (WBE): 10%

Veteran Business Enterprise (VBE): 1%

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## Contractor Participation – Construction Contracts:

Minority Business Enterprise (MBE): 5%

Women Business Enterprise (WBE): 5.4%

Veteran Business Enterprise (WBE): 1%

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

Minorities: 15.3%

Women: 6.9%

Veterans: 3%



## Design: M/W/VBE Participation

- As of August 31st, 23.6%, \$14.5 million of project design contracts have been awarded to M/W/VBEs.

	# Contract Awards	Goal	Awarded to Date	\$ Awarded to Date
MBE	13	7.9%	8.9%	\$5.4 M
WBE	15	10.0%	8.2%	\$5.1 M
VBE	4	1.0%	6.6%	\$4.0 M
<i>TOTAL</i>	<i>31</i>	<i>18.9%</i>	<i>23.6%</i>	<i>\$14.5 M</i>

***Total Qualified Design Spend = \$61,399,037***

*M/W/VBE contract awards report includes awards made to businesses with more than one diverse classification (i.e. M/WBE).*

*Totals reported deduct any double counting due to awards to businesses with more than one diverse classification.*

# Design: M/W/VBE Participation

MBE (13)	Consultant / Contractor	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	Bryant Associates (Sub to AECOM)	Boston, MA	Surveying			
	Bukhari Design Studio	Las Vegas, NV	Interior Design			
	Crabtree McGrath (Sub to Jacobs)	Georgetown, MA	Food Service			
	C&C Consulting Engineers (Sub to AECOM)	Boston, MA	Surveying			
	DREAM Collaborative (Sub to Jacobs)	Boston, MA	Architecture			
	Eric Montelongo Irrigation Design	Orange, CA	Irrigation Design			
	Fernandez & Associates (Sub to Jacobs)	Byfield, MA	Fire Protection			
	Michael Hong Architects Inc.	Culver City, CA	Themed Architecture			
	Nobis Engineering (Sub to Bohler)	Concord, NH	Service Road Design			
	PEER Consultants(M/WBE) (Sub to Bohler)	Burlington, MA	Construction Administration			
	The Radio Frequency Network Company	Burbank, CA	Network Design			
	SAR Engineering (Sub to Jacobs)	Quincy, MA	MEP			
	Shen Milsom & Wilke (Sub to Jacobs)	New York, NY	Acoustics			
	<b>TOTAL</b>			<b>\$5,439,600</b>	<b>7.9%</b>	<b>8.9%</b>
<b>WBE (15)</b>						
	City Point Partners (Sub to AECOM)	Boston, MA	Roadway Inspection Services			
	Cleo Design	Las Vegas, NV	Interior Design			
	Comprehensive Environmental (Sub to AECOM)	Marlborough, MA	Permitting, Environmental			
	Design Enterprise	Las Vegas, NV	Interior Design			
	Keville Enterprises (Sub to AECOM)	Boston, MA	Scheduling, Cost Estimating			
	Lumen Studio (Sub to AECOM)	Lowell, MA	Lighting Design			
	Pam Shadley Associates (Sub to Lifescapes)	Lexington, MA	Landscape Architecture			
	Pam Shadley Associates (Sub to AECOM)	Lexington, MA	Landscape Architecture			
	Pam Shadley Associates (Sub to AECOM)	Lexington, MA	Landscape Architecture - Bridge			
	PEER Consultants (M/WBE)(Sub to Bohler)	Burlington, MA	Construction Administration			
	Regina Villa Associates (Sub to AECOM)	Boston, MA	Public Relations / Outreach			
	Ryan Biggs Clark Davis	Clifton Park, NY	Independent Structural Review			
	Saam Architecture (Sub to Jacobs)	Boston, MA	Architecture			
	Saam Architecture	Boston, MA	Interior Architecture			
	Slover & Company	New York, NY	Signage Design			
	<b>TOTAL</b>			<b>\$5,052,022</b>	<b>10.0%</b>	<b>8.2%</b>
<b>VBE (4)</b>						
	JBA Consulting Engineers (Sub to Jacobs)	Las Vegas, NV	MEP, FP, Telecomm			
	JBA Consulting Engineers	Las Vegas, NV	Audio Visual			
	Eslick Design Associates	Tulsa, OK	Signage			
	Fort Hill Infrastructure (Sub to AECOM)	Boston, MA	Traffic Engineering			
	<b>TOTAL</b>			<b>\$4,038,300</b>	<b>1.0%</b>	<b>6.6%</b>

## Construction: M/W/VBE Participation

- As of August 31st, 18.0%, \$228.2 million of construction contracts & purchase orders have been awarded to M/W/VBEs.
- Construction contracts & purchase orders in August included 2 awards to WBEs.

	# Contract Awards	Goal	Awarded to Date	\$ Awarded to Date
MBE	78	5.0%	6.0%	\$76.7 M
WBE	154	5.4%	11.4%	\$144.5 M
VBE	48	1.0%	2.6%	\$32.7 M
<i>TOTAL *</i>	<i>240</i>	<i>11.4%</i>	<i>18.0%</i>	<i>\$228.2 M</i>

**Total Qualified Construction Spend = \$1,269,283,351**

*\* M/W/VBE contract awards report includes awards made to businesses with more than one diverse classification (i.e. M/WBE).*

*Totals reported deduct any double counting due to awards to businesses with more than one diverse classification.*

# Construction: MBE Participation, 78 Contracts Awarded

MBE (78)	Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	All Time Service, Inc. (M/WBE)	Jamaica Plain, MA	Cleaning			
	Adonai Water (M/WBE)	Randolph, MA	Water Supply			
	Adonai Water (M/WBE)	Randolph, MA	Water Supply			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Shear Stud Installation			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Rebar at main level			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Misc. Metals & Glass			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Labor - Ironworkers			
	Ariston	Alhambra, CA	Furniture			
	ASA Environmental Products (M/WBE)	Stonington, CT	Drywall Materials Supply			
	ASA Environmental Products (M/WBE)	Stonington, CT	Construction Materials (K&M Fire)			
	Bluebird Graphic Solutions	Woburn, MA	Fabrication			
	BRAVA Electric & Telecom	Brockton, MA	Labor for PV Installation			
	Building Enclosure Associates	Charlestown, MA	Commissioning			
	C&D Electronics (M/WBE)	Holyoke, MA	Specialty Equipment, Appliances			
	Carl-Louis & Co. Inc.	Dorchester, MA	Pipes, Valves, Fittings, Drainage			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Light Fixtures			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	CDP Fastener Group	Brockton, MA	Ejector Pump Control Panel Supply			
	Charter Contracting Company	Boston, MA	Remediation			
	Charter Contracting Company	Boston, MA	Trucking			
	Charter Contracting Company	Boston, MA	Dredging			
	Don Martin	Marshfield, MA	Paving			
	Don Martin	Marshfield, MA	Paving			
	Don Martin	Marshfield, MA	Paving			
	D. Silva Trucking	Carver, MA	Trucking			
	Duray J.F. Duncan Industries	Downey, CA	Food Service Equipment			
	Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
	Erik Rueda Design Lab (M/VBE)	Chelsea, MA	Conference Tables			
	Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
	Edwards Group (M/WBE)	Mattapan, MA	Trucking			
	Evermore Light & Power (M/WBE)	Tewksbury, MA	ALC Install			
	Fisher Contracting Corporation (M/WBE)	Worcester, MA	Living Shore Line Earthwork			

# Construction: MBE Participation, 78 Contracts Awarded

MBE (78)	Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	FL&A Trucking	Dorchester, MA	Trucking			
	Gira Steel (M/WBE)	West Columbia, SC	Steel Fabrication			
	Global Supply Management (M/W/VBE)	Henderson, NV	Seating			
	Hope Trucking	Lynn, MA	Trucking			
	Henry Owens Movers	Everett, MA	Logistical Services and Warehousing			
	Independent Pipe Service	Houston, TX	Drill Casing Supply			
	Independent Pipe Service	Houston, TX	Pipe Supplies			
	In Order Business Solutions (M/WBE)	Roxbury, MA	Construction Compliance			
	Jerez LLC (M/WBE)	Saugus, MA	Sealer at VCT			
	Jerez LLC (M/WBE)	Saugus, MA	Construction Cleanup Services			
	Jerez LLC (M/WBE)	Saugus, MA	Final Cleaning			
	JHP Industrial Supply Co. Inc.	Syracuse, NY	Pipe, Valves, Fittings			
	KO Stone, Inc	Woburn, MA	Final Cleaning			
	Lancaster Packaging (M/WBE)	Hudson, MA	Special Equipment, Appliances			
	M-O-N Landscaping	North Dartmouth, MA	Erosion Control			
	Moor Metals Inc	Holliston, MA	Pipe, Piles, Tile & Rod			
	Moor Metals Inc	Holliston, MA	Metal Materials			
	Moor Metals Inc	Holliston, MA	Metal Materials			
	Native Gaming Services	Atmore, AL	Gaming Furniture			
	PMA Consultants	Ann Arbor, MI	Change Order Review			
	PSN Construction	Leominster, MA	Labor			
	Radiant Logistics Partners LLC	Bellevue, WA	Logistical Services and Warehousing			
	Regis Steel	Fall River, MA	Rebar Cages			
	Regis Steel	Fall River, MA	Rebar Cages			
	Regis Steel	Fall River, MA	Install Rebar & Mesh			
	SK Fabrics	Beaverton, OR	Fabrics			
	Sunbay Supplies	Las Vegas, NV	Amenities			
	S-Celo LLC (M/WBE)	Springfield, MA	Painting & Wallcovering			
	T&T Steel Erectors	Hyde Park, MA	Steel Erection			
	Tango Construction	Fitchburg, MA	Castings Install			
	Tavares, LLC	Providence, RI	Millwork Materials & Install Services			
	Tavares, LLC	Providence, RI	Construction Labor			
	Titan Roofing (M/VBE)	Quincy, MA	Roofing			
	Total Mechanical Service Corp	Plymouth, MA	F&I Air Handlers, Heat Exchangers			
	US Inspection & Consulting	Phoenix, AZ	Materials Testing			
	Villanova Construction	Boston, MA	Paint Materials and Supplies			
	Wang Commissioning (M/WBE)	West Roxbury, MA	Building Commissioning			
	West Hartford Lock (M/WBE)	Hartford, CT	Doors			
	West Hartford Lock (M/WBE)	Hartford, CT	Doors			
	Wood & Wire Fence	Lincoln, RI	Temporary Fence			
<b>TOTAL</b>				<b>\$76,671,564</b>	<b>5.0%</b>	<b>6.0%</b>

# Construction: WBE Participation, 154 Contracts Awarded

WBE (154)	Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	ACK Marine	Quincy, MA	Hopper Barge Rental			
	Adonai Water (M/WBE)	Randolph, MA	Water Supply			
	Adonai Water (M/WBE)	Randolph, MA	Water Supply			
	Angelini Plastering, Inc	North Reading, MA	Synthetic Stucco			
	Albanese Brothers, Inc	Dracut, MA	Stone			
	Albanese Brothers, Inc	Dracut, MA	Furnish stone & gravel			
	Alliance Detective & Security	Everett, MA	Site Security			
	Alliance Detective & Security	Everett, MA	Site Security			
	All Time Service, Inc. (M/WBE)	Jamaica Plain, MA	Cleaning			
	Architectural Products	Burlington, CT	Glass & Glazing Materials			
	ASA Environmental Products (M/WBE)	Stonington, CT	Drywall Materials Supply			
	ASA Environmental Products (M/WBE)	Stonington, CT	Drywall Materials Supply			
	ASA Environmental Products (M/WBE)	Stonington, CT	Construction Materials (K&M Fire)			
	Back Bay Concrete	Wakefield, MA	Place and Finish Concrete Slab			
	Baker Sign Works	Fall River, MA	Signage			
	Baker Steel	Fall River, MA	Steel Estimating & Procurement			
	Brennan Consulting	Burlington, MA	Surveying			
	Brennan Consulting	Burlington, MA	As-Built Survey			
	BOSS Steel	Everett, MA	Steel Erection			
	Boston Bridge & Steel	Methuen, MA	Catwalk Railing Fabrication			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	C&D Electronics (M/WBE)	Holyoke, MA	Specialty Equipment, Appliances			
	Chapman Electric (W/VBE)	Sandwich, MA	ALC Installation			
	Coastal Marine	Canton, MA	Remediation			
	Coghlin Electrical	Worcester, MA	Medium Voltage Electrical			
	Coghlin Electrical	Worcester, MA	Podium North Electrical			
	Comtronics	Quincy, MA	Radios			
	Comus Design and Construction, Inc.	Clarksburg, MD	Diamond Plate Supplier			
	Consolidated Brick Supplies	Avon, MA	Masonry Accessories			
	County Draperies	Middleton, New York	Draperies			
	Dagle Electrical Construction	Woburn, MA	Electrical			
	Dagle Electrical Construction	Woburn, MA	Roadwork Electrical, MBTA Security			
	Delucca Fence Company	Methuen, MA	Fencing			
	Edwards Group (M/WBE)	Mattapan, MA	Onsite Trucking/Soils Hauling			
	Edwards Group (M/WBE)	Mattapan, MA	Trucking & Freight			
	Evermore Light & Power (M/WBE)	Tewksbury, MA	ALC Install			
	Fabiano Oil Corp	Wrentham, MA	Fuel Supply			
	Fabric Innovations	Coral Gables, FL	Fabrics			
	Federal Concrete	Hopkinton, MA	Site Concrete			
	Fiber Optic Splicing & Testing	Wakefield, MA	Furnish Fire Cable			
	Duende Glass	New Bedford, MA	Glass Balustrades			
	Fisher Contracting Corporation (M/WBE)	Worcester, MA	Living Shoreline Earthwork, Concrete			
	FOH dba Front of House	Miami, FL	FF&E			
	General Safety Services Corp.	Canton, MA	Safety Equipment & Material			
	General Safety Services Corp.	Canton, MA	Furnish Hangers & Attachments			

# Construction: WBE Participation, 154 Contracts Awarded

WBE (154)	Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	Gira Steel (M/WBE)	West Columbia, SC	Steel Fabrication			
	Gladstone	Las Vegas, NV	Lighting & Hardware			
	Gladstone	Las Vegas, NV	Lighting & Hardware			
	Gladstone	Las Vegas, NV	Lighting & Hardware			
	Glass Art Studios 2	Boston, MA	Glass			
	Global Supply Management (M/W/VBE)	Henderson, NV	Seating			
	Granite City Electrical	Quincy, MA	Electrical Supplies			
	Granite City Electrical	Quincy, MA	Electrical Supplies			
	Granite City Electrical	Quincy, MA	Electrical Supplies			
	Hat Creek Outfit	Rockland, MA	HVAC Supplies			
	Hat Creek Outfit	Rockland, MA	Pipe, Fitting Valves Supplier			
	Hat Creek Outfit	Rockland, MA	Pipe, Fitting Valves Supplier			
	Hat Creek Outfit	Rockland, MA	Pipe, Fitting Valves Supplier			
	Heritage Construction	Watertown, MA	Supplies			
	Heritage Construction & Supply	South Boston, MA	Paint Supplies			
	HiWay Safety Systems Inc	Rockland, MA	Pavement Markings			
	Imex Cargo	East Boston, MA	Trucking & Freight			
	Imex Cargo	East Boston, MA	Trucking & Freight			
	Inlight International	Gardena, CA	Portable and Hardwire Lighting			
	Interior Resources Group	Andover, MA	Office Furniture & Installation			
	Interstate Steel Sales, Inc.	Orchard Park, NY	Materials - Plates, Channels			
	In Order Business Solutions (M/WBE)	Dorchester, MA	Construction Compliance			
	J. Thibert Architectural Woodwork	Wilmington, MA	Millwork Installation			
	Jackson Glass	Roslindale, MA				
	Janet Yonaty	Hollywood, CA	Fabrics & Wallcover			
	Jerez LLC (M/WBE)	Saugus, MA	Sealer at VCT			
	Jerez LLC (M/WBE)	Saugus, MA	Construction Cleanup Services			
	Jerez LLC (M/WBE)	Saugus, MA	Final Cleaning			
	J F Shine Mechanical	West Roxbury, MA	Plumbing Insulation			
	JMD Building Products	New York, NY	Pipe supplies			
*	Keiver Willard Lumber	Newburyport, MA	Lumber			
	Ketchum Professional Resources	Portage, MI	Food Service Equipment			
	Keville Enterprises	Boston, MA	Construction Inspections			
	Lancaster Packaging (M/WBE)	Hudson, MA	Special Equipment, Appliances			
	Lily Jack	Gardena, CA	Seating			
	L&L Contracting	Braintree, MA	Materials			
	Lub-O-Line Industrial Oil	Somerville, MA	Lube & Fuel Supplier			
	Lusive Décor	Los Angeles, CA	Hardwire and Portable Lighting			
	Lynn Ladder & Scaffolding	Lynn, MA	Scaffolding			
	Maya Romanoff Design	Skokie, IL	Wallcovering			
	MCQ Fine Art, LLC	Las Vegas, NV	Fine Art Sculptures			
	Michele Quinn Fine Art Advisory	Las Vegas, NV	Art and Antiques			
	Melo's Rodbusters	South Dartmouth, MA	Reinforcing Steel Supply			
	Modulease Corporation	Plainville, MA	Storage Container			
	Nobscot Supply Company	Framingham, MA	Supplies			
	Novel Iron Works	Amesbury, MA	Steel Fabrication			
	Off Shore Construction	Manchester, CT	Roofing Materials			
	Opuzen Design	Los Angeles, CA	Fabrics			
	Osprey Construction Supply	Sharon, MA	Pipe Hanger & Fastener Supply			
	Osprey Construction Supply	Sharon, MA	Pipe Hanger & Fastener Supply			

# Construction: WBE Participation, 154 Contracts Awarded

WBE (154)	Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	Osprey Construction Supply	Sharon, MA	Materials, Supplies			
	Osprey Construction Supply	Sharon, MA	Pipe Markers			
	Osprey Construction Supply	Sharon, MA	Furnish pipe & valve tag ID			
	Osprey Construction Supply	Sharon, MA	Materials & Supplies			
	PC Trucking	Tewksbury, MA	Trucking			
	Pest End Inc	Methuen, MA	Pest Control			
	P J Spillane	Everett, MA	Waterproofing			
	P J Spillane	Everett, MA	Waterproofing			
	P J Spillane	Everett, MA	Waterproofing			
	P J Spillane	Everett, MA	Waterproofing			
	Protocol Management Services	N. Attleboro, MA	Materials			
*	Quality Air	Holbrook, MA	Sheet Metal Fabrication			
	Ramco	West Bridgewater, MA	Stakes, Hay Bales, Fence			
	RAREculture	New York, NY	Artwork			
	Rebars & Mesh	Haverhill, MA	Rebar Supply			
	Rebars & Mesh	Haverhill, MA	Rebar Supply			
	Rebars & Mesh	Haverhill, MA	Rebar Supply			
	Rebars & Mesh	Haverhill, MA	Rebar at Lower Garage			
	Reid Witlin	Northridge, CA	Fabrics			
	S-Celo LLC (M/WBE)	Springfield, MA	Painting & Wallcovering			
	Shanahan Sound & Electronics	Lowell, MA	Audio/Video			
	SOS Corporation	Milford, MA	Labor - Pre-Cast Masonry			
	SOS Corporation	Milford, MA	Labor - Pre-Cast Masonry			
	SOS Corporation	Milford, MA	Materials			
	SOS Corporation	Milford, MA	Final Cleaning			
	Southcoast Supplies	Fairhaven, MA	CMU, Mortar, and Grout			
	Taibi Equipment	Wakefield, MA	Equipment Rental			
	Taycam LLC	Plymouth, MA	Equipment Rental			
	Taycam LLC	Plymouth, MA	Tools / Fixtures			
	Thompson Company	E. Weymouth, MA	Doors, Frames, Hardware			
	Thompson Company	E. Weymouth, MA	Doors, Frames, Hardware			
	Tools Unlimited	Stoughton, MA	Small tools supply			
	Tools Unlimited	Stoughton, MA	Tools & Hanging Materials			
	Tools Unlimited	Stoughton, MA	Saw Blades, Small Tools, PPE			
	Turtle & Hughes	Linden, NJ	Commodities / Gear			
	Turtle & Hughes	Linden, NJ	Electrical Materials & Equipment			
	Turtle & Hughes	Linden, NJ	Electrical Materials & Equipment			
	Turtle & Hughes	Linden, NJ	Electrical Materials & Equipment			
	Turtle & Hughes	Linden, NJ	Electrical Materials & Equipment			
	Turtle & Hughes	Linden, NJ	Electrical Materials & Equipment			
	United Elevators	Knoxville, TN	End Suite Elevators			
	Urban Insulation	Salisbury, MA	Furnish, Install Pipe Insulation			
	Urban Insulation	Salisbury, MA	Insulation			
	Urban Insulation	Salisbury, MA	F&I HVAC Ductwork & Piping			
	Valley Forge Textiles	Ft. Lauderdale, FL	Fabrics			
	Welch Associates Land Surveyors	West Bridgewater, MA	Layouts, As-built Surveys			
	Welch Associates Land Surveyors	West Bridgewater, MA	Layouts, As-built Surveys			
	Wang Commissioning (M/WBE)	West Roxbury, MA	Building Commissioning			
	West Hartford Lock (M/WBE)	Hartford, CT	Doors			
	West Hartford Lock (M/WBE)	Hartford, CT	Doors			
	William G. Moore	Freehold, NJ	Timber Piles Supply			
	Wynco Distributors of New England	Wilmington, MA	Carpet Pad Vendor			
<b>TOTAL</b>				<b>\$144,448,541</b>	<b>5.4%</b>	<b>11.4%</b>



# Construction: VBE Participation, 48 Contracts Awarded

VBE (48)	Sub-Contractor / Supplier	Location	Scope	Award Amount (\$)	% Goal	% of Awarded Contracts
	4 Seasons Property Management	Hull, MA	Painting			
	AJ Industries West	Las Vegas, NV	Laundry Equipment			
	Anvil Steel Engineering (M/VBE)	Taunton, MA	Shear Stud Installation			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Rebar at main level			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Misc. Metals & Glass			
	Anvil Steel & Engineering (M/VBE)	Taunton, MA	Labor - Ironworkers			
	Arrow Security	Springfield, MA	Site Security			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Broco Oil	North Reading, MA	Fuel Supply			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Carol's Lighting (M/W/VBE)	Canton, MA	Lighting Supplies & Materials			
	Chair Choice	Santa Fe Springs, CA	Seating			
	Chapman Electric (W/VBE)	Sandwich, MA	ALC Installation			
	Cobix	Dedham, MA	Stud Rail Supply			
	Custom Chemicals	N. Billerica, MA	Division 10 Specialties			
	Eastern Exterior Wall	Allentown, PA	Pre-Engineered Walls			
	Erik Rueda Design Lab (M/VBE)	Chelsea, MA	Conference Tables			
	Global Supply Management (M/W/VBE)	Henderson, NV	Seating			
	Homeland Mechanical	Quincy, MA	Furnish, Install Trench Drains			
	Homeland Mechanical	Quincy, MA	Pipe Fitter Labor			
	Homeland Mechanical	Quincy, MA	F&I Horizontal Fan Coil Units			
	KWL Inc.	Franklin, MA	Trucking, Freight			
	Recon Outfitters	Sturbridge, MA	Water/slurry tanks			
	Sourcing Solutions	Tigard, OR	Crane Mat Supplier			
	Swag Tools	Waltham, MA	Miscellaneous Supplies			
	Tansey Electric	Manchester, NH	Electrical Labor			
	Titan Roofing (M/VBE)	Quincy, MA	Roofing			
	The Aulson Company Inc	Methuen, MA	Shotblast			
	Thermo Dynamics	Amesbury, MA	Insulation			
	Thermo Dynamics	Amesbury, MA	Plumbing & Insulation			
	Thompson & Lichtner, Inc.	Canton, MA	Materials Testing			
TOTAL				\$32,698,702	1.0%	2.6%

# Construction: Workforce Participation

- As of August 31st, 3,802,959.2 hours of work had been completed on the project site by 5,805 workers.
- 1,338 minorities, 357 females, and 265 veterans have performed construction work on the project.

	# Workers*	# Diverse Workforce Hours*	Goal	% Diverse Workforce Hours to Date
Minority	1,338	945,221.8	15.3%	24.9%
Female	357	260,562.0	6.9%	6.9%
Veteran	265	236,826.3	3.0%	6.2%

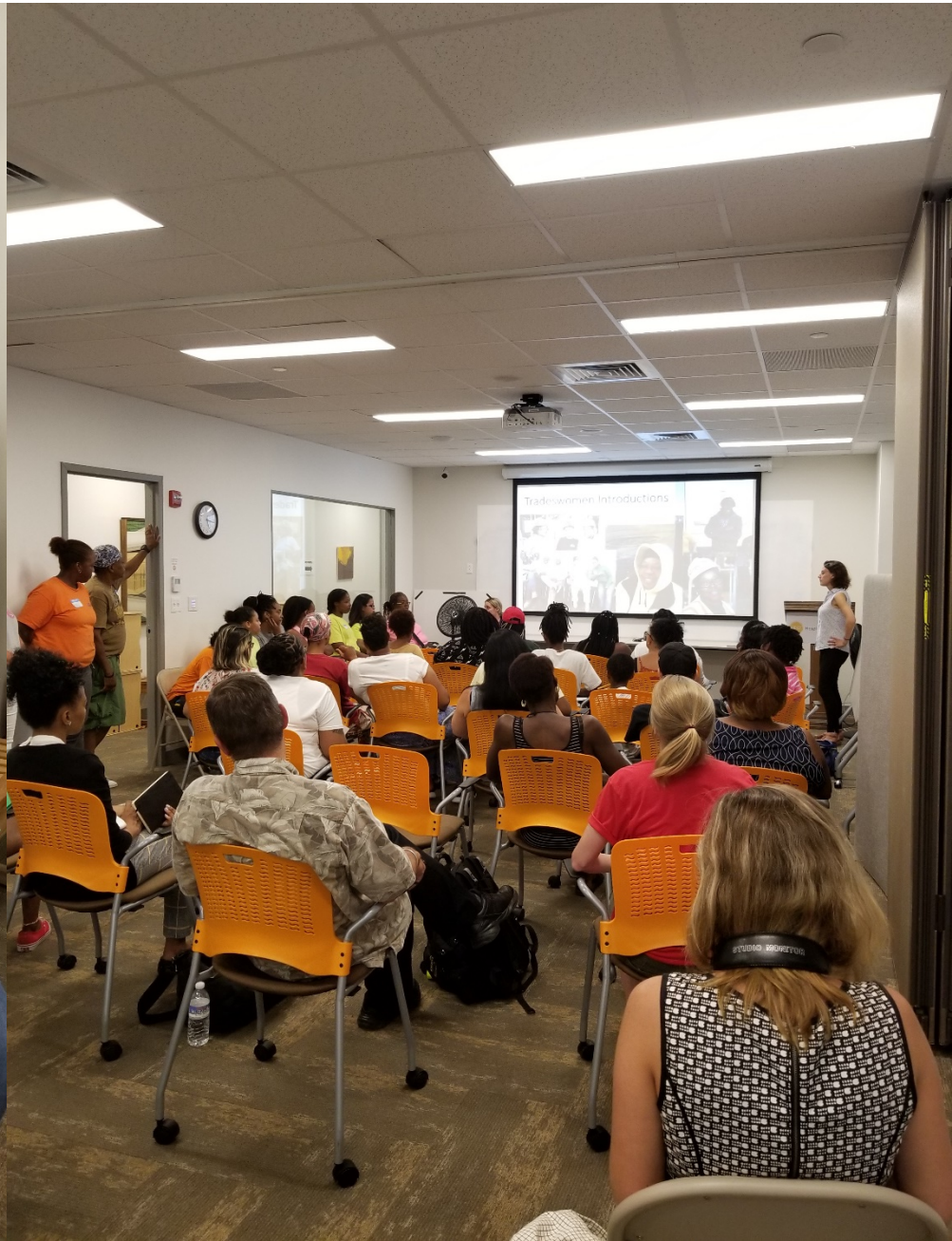
\*Individual workers, and the hours worked by those individuals, may be counted in more than one diverse category.

- Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities
- On-site sub-contractors notifications sent to all union walk-on applicants
- **8/09:** NCTE's Tradeswomen Tuesday
- **8/10:** Apprenticeship Learning – Summer Internship Showcase
- **8/15:** Monthly Tradeswomen's Lunch
- **8/16:** 2<sup>nd</sup> Quarter 2018 Diversity Recognition: Lan-Tel Communications, Inc.
- **8/22:** Northeastern University's 6<sup>th</sup> Annual Supplier Networking Event
- **8/22:** PGTI Meeting
- **8/23:** City Academy & Suffolk Local 4 & 25 Union Opportunity Event

## Corrective Action Meetings

- 1) NER Construction
- 2) J. Thibert Architectural Woodwork
- 3) Newtech Installation
- 4) Century Drywall
- 5) McPhee Electric
- 6) Stanley & Sons
- 7) Coghlin Electric

# NCTE's Tradeswomen Tuesday





# Apprentice Learning – Summer Internship Showcase



**Priya**

City Summer  
Intern  
2018

A take-away from  
your City Summer  
Internship:

A take away I have is  
that we got to know  
new people.

What was your  
favorite workplace  
exploration and  
why?

My favorite place was  
Suffolk Construction  
because they have  
different jobs you can do  
at the company and are  
open to your different  
interests.

What is one goal  
you have for the  
upcoming school  
year?

My goal for next year is to  
get a good part-time job.



**Chantal**

City Summer  
Intern  
2018

A take-away from  
your City Summer  
Internship:

My take away from CSI is  
that I had the best  
experience working here  
because it gives us an  
idea to where we would  
like to be in the future.

What was your  
favorite workplace  
exploration and  
why?

I think my favorite workplace  
was Suffolk Construction  
because they were telling us  
what they do in their workplace  
and it made me want to work  
there.

What is one goal  
you have for the  
upcoming school  
year?

My number one goal for  
next year is to remember  
about CSI and tell people  
about CSI.

## 2<sup>nd</sup> Qtr Diversity Recognition: Lan-Tel Communications



## Monthly Tradeswomen's Lunch





# Northeastern University's 6<sup>th</sup> Annual Supplier Diversity Event



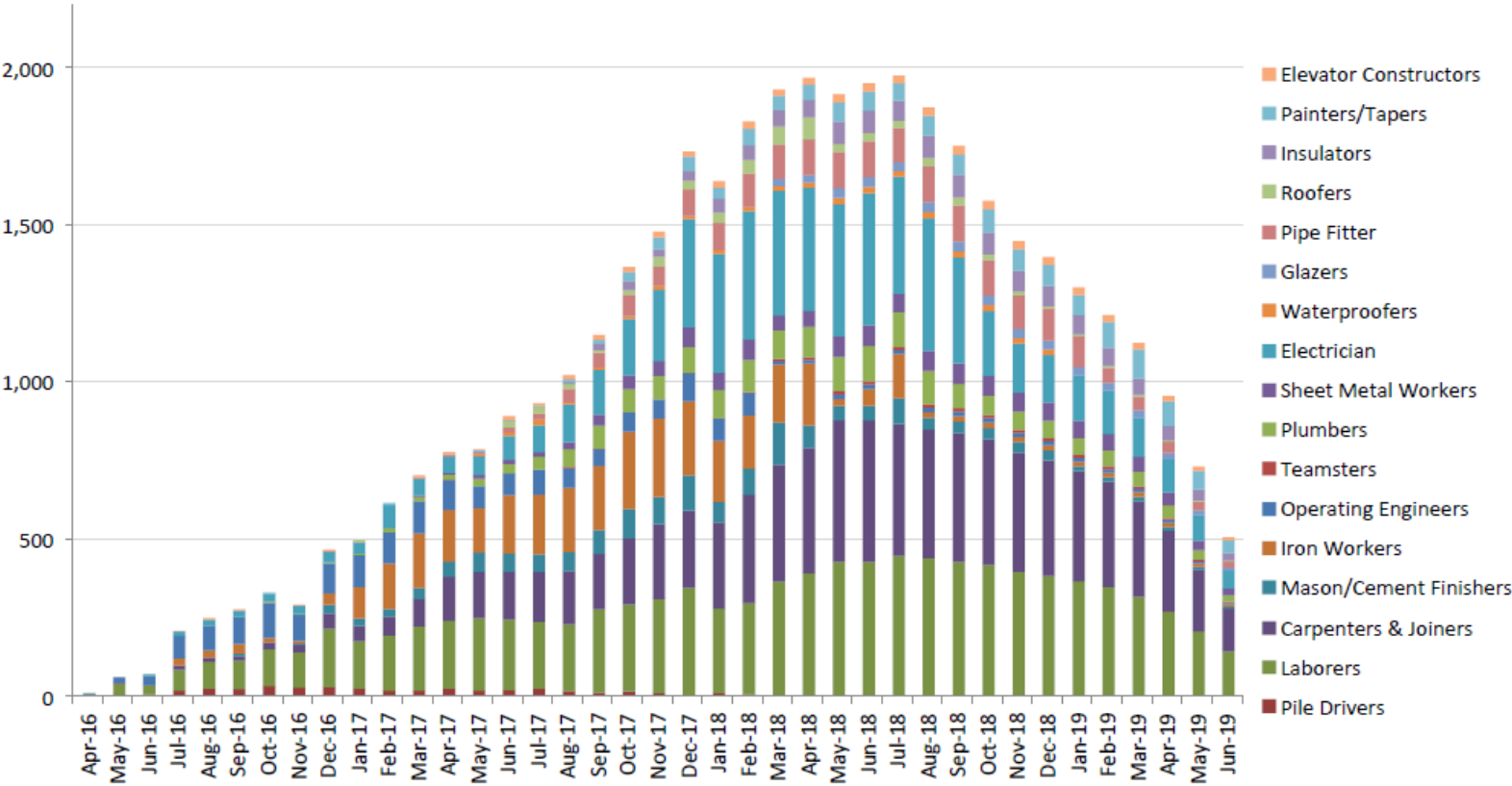








Encore Boston Harbor Labor Projection



For information purposes only; number of onsite workers.  
Subject to change without notice at Suffolk's discretion.



THANK YOU



Workforce Summary Report

ENCORE BOSTON HARBOR  
Construction Workforce Diversity  
09/01/2015 - 08/31/2018

	AUGUST 2018										
			MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
LOCAL TRADE UNION	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Asbestos Workers Local 6	4,049.0	41	10	784.0	19.4%	4	481.0	11.9%	3	305.0	7.5%
Boilermakers Local 29	165.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Bricklayers Local 3 Eastern Mass.	11,894.5	122	27	3,121.0	26.2%	8	698.0	5.9%	4	503.0	4.2%
Carpenters, New England	43,291.5	416	118	12,037.0	27.8%	28	2,807.5	6.5%	22	2,032.0	4.7%
Electricians Local 103 I.B.E.W.	85,797.0	529	86	14,699.5	17.1%	37	5,937.0	6.9%	26	4,198.5	4.9%
Electricians Local 104 I.B.E.W (Utilities)	48.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Elevator Constructors Local 4	4,975.3	40	2	370.0	7.4%	3	254.0	5.1%	1	56.0	1.1%
Floorcoverers Local 2168	1,411.0	13	5	619.0	43.9%	1	141.0	10.0%	0	0.0	0.0%
Iron Workers Local 7	9,525.0	87	17	2,098.0	22.0%	10	1,228.5	12.9%	6	587.0	6.2%
Massachusetts Laborers	29,076.3	327	112	9,746.3	33.5%	39	3,650.0	12.6%	13	1,245.5	4.3%
Millwrights Local 1121	120.0	3	1	40.0	33.3%	0	0.0	0.0%	0	0.0	0.0%
Operating Engineers Local 4	6,631.5	81	14	1,002.5	15.1%	2	183.0	2.8%	2	170.5	2.6%
Operating Engineers Local 98	48.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Painters & Allied Trades D.C. #35	18,736.0	151	66	8,468.5	45.2%	15	1,990.0	10.6%	4	489.5	2.6%
Piledrivers Local 56	418.0	5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Pipe Fitters Local 537	8,703.0	56	12	1,753.0	20.1%	4	650.0	7.5%	4	684.0	7.9%
Plasterers & Cement Masons Local 534	2,028.0	34	7	313.0	15.4%	0	0.0	0.0%	3	24.5	1.2%
Plumbers & Gasfitters Local 12	7,013.5	59	12	1,518.0	21.6%	4	491.0	7.0%	4	493.0	7.0%
Roofers & Slaters Local 33	1,552.0	19	6	544.5	35.1%	2	185.5	12.0%	1	130.0	8.4%
Sheet Metal Workers Local 17	6,853.0	65	14	1,899.3	27.7%	3	293.8	4.3%	5	636.5	9.3%
Sheet Metal Workers Local 63	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Sprinkler Fitters Local 550	3,939.0	33	6	727.0	18.5%	2	239.0	6.1%	2	226.0	5.7%
Teamsters Local 25	16.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Woodframe Local 723	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Total	246,290.5	2,087	515	59,740.5	24.3%	162	19,229.3	7.8%	100	11,781.0	4.8%

PROJECT TO DATE										
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
49,789.0	115	27	8,447.5	17.0%	9	2,750.0	5.5%	7	4,583.0	9.2%
1,622.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
86,317.5	240	44	17,116.5	19.8%	11	3,926.0	4.5%	9	3,860.5	4.5%
671,374.3	875	248	203,066.5	30.3%	54	39,598.5	5.9%	38	37,073.8	5.5%
790,815.8	895	146	140,758.3	17.8%	55	51,708.8	6.5%	44	46,672.5	5.9%
1,410.5	27	1	116.0	8.2%	1	155.0	11.0%	0	0.0	0.0%
47,862.5	84	8	5,650.0	11.8%	5	2,019.3	4.2%	10	5,536.8	11.6%
6,508.5	31	16	2,725.5	41.9%	2	837.0	12.9%	0	0.0	0.0%
400,800.2	672	172	109,184.0	27.2%	42	25,623.5	6.4%	30	31,481.0	7.9%
777,671.7	1197	368	254,042.8	32.7%	98	74,742.0	9.6%	37	28,016.5	3.6%
258.0	4	1	86.0	33.3%	0	0.0	0.0%	0	0.0	0.0%
268,236.0	449	57	41,699.5	15.5%	16	14,157.0	5.3%	26	27,005.5	10.1%
95.8	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
112,189.0	234	90	45,177.0	40.3%	19	10,238.5	9.1%	5	3,247.5	2.9%
43,410.5	105	9	5,218.5	12.0%	8	1,775.0	4.1%	9	5,113.0	11.8%
102,403.0	119	16	18,627.5	18.2%	6	8,682.0	8.5%	10	7,367.0	7.2%
62,484.0	207	47	11,734.0	18.8%	7	1,451.0	2.3%	5	229.0	0.4%
158,987.5	213	29	25,584.5	16.1%	16	10,281.5	6.5%	13	13,652.0	8.6%
42,451.3	98	26	13,704.0	32.3%	3	3,974.5	9.4%	4	3,431.0	8.1%
101,705.3	160	23	27,406.8	26.9%	3	5,198.0	5.1%	10	11,701.8	11.5%
20.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
76,324.0	63	10	14,877.0	19.5%	2	3,444.5	4.5%	6	7,844.5	10.3%
215.0	10	0	0.0	0.0%	0	0.0	0.0%	2	11.0	5.1%
8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
3,802,959.2	5,805	1,338	945,221.8	24.9%	357	260,562.0	6.9%	265	236,826.3	6.2%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	1338	945,221.8	15.3%	24.9%
Female	357	260,562.0	6.9%	6.9%
Veteran	265	236,826.3	3.0%	6.2%

Workforce Summary Report

ENCORE BOSTON HARBOR  
Construction Workforce Diversity  
09/01/2015 - 08/31/2018

	AUGUST 2018										
			MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
CONTRACTOR	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
AJ Conveyer and Laundry Systems	120.0	3	1	40.0	33.3%	0	0.0	0.0%	0	0.0	0.0%
Allegheny Contract Flooring, Inc.	6,399.5	59	18	2,075.0	32.4%	4	413.0	6.5%	2	263.0	4.1%
All-Pro Electric, LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Andella Iron Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Angelini Plastering, Inc. (WBE)	1,085.5	8	1	120.5	11.1%	0	0.0	0.0%	0	0.0	0.0%
Anvil Steel Engineering, Inc. (MVBE)	1,460.0	13	6	717.0	49.1%	2	312.0	21.4%	2	189.0	12.9%
Archer Corp	1,065.5	9	0	0.0	0.0%	1	144.5	13.6%	0	0.0	0.0%
Atlantic Lining Company Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Axion Specialty Contracting	2,350.0	22	4	272.0	11.6%	1	212.0	9.0%	2	178.0	7.6%
Back Bay Concrete Corp. (WBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
BOSS Steel Inc. (WBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Brava Electric & Telecom, Inc. (MBE)	418.0	4	2	184.0	44.0%	0	0.0	0.0%	0	0.0	0.0%
Brightview Landscaping Development Inc.	2,843.0	24	12	1,493.0	52.5%	3	328.0	11.5%	0	0.0	0.0%
Bunting Graphics, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Capco Steel Erection Company	1,192.0	10	1	204.0	17.1%	1	58.0	4.9%	0	0.0	0.0%
Capital Carpet and Flooring Specialists, Inc.	1,411.0	13	5	619.0	43.9%	1	141.0	10.0%	0	0.0	0.0%
Cashman Dredging & Marine Contracting	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Cavalieri Construction Company, Inc.	107.0	9	3	45.0	42.1%	0	0.0	0.0%	1	11.5	10.7%
Century Drywall, Inc.	28,248.5	254	102	11,315.0	40.1%	18	1,897.5	6.7%	7	487.5	1.7%
Chapman Construction Group, Inc. (WVBE)	904.0	8	0	0.0	0.0%	3	384.0	42.5%	0	0.0	0.0%
Coastal Marine Construction	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Coghlin Electrical Contractors, Inc. (WBE)	40,096.0	187	29	6,229.0	15.5%	10	2,164.0	5.4%	9	1,706.0	4.3%
Collins Overhead Door Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Component Assembly Systems, Inc.	4,897.5	40	5	716.5	14.6%	2	261.0	5.3%	2	318.5	6.5%
Composite Company, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Construction Drilling, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Costa Brothers Masonry, Inc.	218.0	7	1	40.0	18.3%	1	45.0	20.6%	0	0.0	0.0%
Cross Country Food Service Equipment Installers	562.5	7	0	0.0	0.0%	0	0.0	0.0%	1	169.5	30.1%
D.W. White Construction	3,103.0	27	5	664.5	21.4%	3	234.0	7.5%	1	170.0	5.5%
Dagle Electrical Construction Corporation (WBE)	374.0	11	1	8.0	2.1%	1	8.0	2.1%	0	0.0	0.0%
Daniel Marr and Son Co.	1,323.0	12	4	557.5	42.1%	0	0.0	0.0%	1	136.5	10.3%
DeLucca Fence Company (WBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Dependable Masonry Construction Co.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Don Martin Corporation (MBE)	133.5	20	10	66.0	49.4%	0	0.0	0.0%	1	6.0	4.5%
Draper Elevator Cab Co, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
D's Welding	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Duggan & Marcon, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
E.H. Marchant Co. Inc.	435.0	4	1	120.0	27.6%	0	0.0	0.0%	0	0.0	0.0%
E.M. Duggan, Inc.	7,016.5	54	12	1,563.0	22.3%	5	643.0	9.2%	4	649.0	9.2%
East Coast Fireproofing Co	399.0	4	0	0.0	0.0%	1	41.0	10.3%	1	41.0	10.3%
Eastern Exterior Wall Systems, Inc. (VBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Easton Concrete Cutting & Drilling LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%

PROJECT TO DATE										
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
258.0	4	1	86.0	33.3%	0	0.0	0.0%	0	0.0	0.0%
27,980.0	74	19	7,165.0	25.6%	5	1,482.5	5.3%	3	1,846.5	6.6%
480.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
565.0	4	1	153.0	27.1%	0	0.0	0.0%	0	0.0	0.0%
9,247.0	19	3	2,663.0	28.8%	0	0.0	0.0%	0	0.0	0.0%
17,717.0	37	14	8,101.5	45.7%	3	921.0	5.2%	4	3,762.0	21.2%
2,573.5	10	0	0.0	0.0%	1	144.5	5.6%	0	0.0	0.0%
403.0	9	6	328.0	81.4%	0	0.0	0.0%	0	0.0	0.0%
27,925.0	60	12	3,334.0	11.9%	5	812.0	2.9%	4	2,061.0	7.4%
3,801.0	58	15	963.0	25.3%	4	53.5	1.4%	3	96.5	2.5%
22,036.8	71	16	4,196.0	19.0%	3	1,406.0	6.4%	3	1,399.5	6.4%
1,610.0	4	2	919.3	57.1%	0	0.0	0.0%	0	0.0	0.0%
12,938.0	43	17	6,238.0	48.2%	4	1,400.0	10.8%	0	0.0	0.0%
6,253.7	16	4	2,179.0	34.8%	0	0.0	0.0%	0	0.0	0.0%
10,528.0	27	3	1,129.5	10.7%	1	183.0	1.7%	0	0.0	0.0%
6,508.5	31	16	2,725.5	41.9%	2	837.0	12.9%	0	0.0	0.0%
200.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
5,223.0	26	5	2,420.5	46.3%	0	0.0	0.0%	1	531.0	10.2%
333,756.8	405	163	127,503.5	38.2%	26	20,242.5	6.1%	8	11,898.3	3.6%
13,544.0	20	3	1,681.5	12.4%	4	3,223.5	23.8%	2	1,820.0	13.4%
2,223.5	15	0	0.0	0.0%	1	84.0	3.8%	1	116.5	5.2%
371,842.0	244	37	60,410.0	16.2%	13	20,183.0	5.4%	13	20,072.0	5.4%
458.2	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
16,992.0	49	8	2,903.0	17.1%	2	837.0	4.9%	3	1,491.5	8.8%
470.0	6	2	278.0	59.1%	0	0.0	0.0%	0	0.0	0.0%
499.5	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
37,122.5	76	16	8,909.5	24.0%	2	1,955.5	5.3%	1	24.0	0.1%
1,136.5	10	0	0.0	0.0%	0	0.0	0.0%	1	283.5	24.9%
14,425.5	52	6	2,272.0	15.7%	4	1,307.5	9.1%	1	811.0	5.6%
4,301.0	45	5	510.0	11.9%	1	16.0	0.4%	1	8.0	0.2%
147,492.5	201	28	24,624.5	16.7%	14	7,342.5	5.0%	9	11,143.0	7.6%
1,026.0	37	8	159.0	15.5%	2	24.0	2.3%	1	24.0	2.3%
848.5	6	2	203.0	23.9%	0	0.0	0.0%	0	0.0	0.0%
1,323.5	29	12	459.0	34.7%	0	0.0	0.0%	1	22.0	1.7%
94.5	2	0	0.0	0.0%	0	0.0	0.0%	2	94.5	100.0%
438.0	9	1	69.0	15.8%	0	0.0	0.0%	0	0.0	0.0%
635.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
4,095.0	11	1	697.0	17.0%	1	160.0	3.9%	1	220.0	5.4%
132,894.5	151	23	21,782.0	16.4%	12	8,817.5	6.6%	12	14,898.0	11.2%
6,416.0	19	4	1,038.0	16.2%	2	153.0	2.4%	3	557.0	8.7%
752.5	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
594.0	13	1	27.0	4.5%	0	0.0	0.0%	0	0.0	0.0%

	AUGUST 2018										
			MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
CONTRACTOR	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Edward G. Sawyer Co., Inc.	11,730.5	89	19	3,012.5	25.7%	9	1,365.0	11.6%	1	192.5	1.6%
Evermore Light and Power Inc. (WBE)	370.5	3	0	0.0	0.0%	0	0.0	0.0%	1	140.0	37.8%
F.C. Construction Corp.	348.0	23	8	114.0	32.8%	0	0.0	0.0%	0	0.0	0.0%
Federal Concrete (WBE)	899.0	16	5	353.0	39.3%	2	229.0	25.5%	1	72.0	8.0%
Ferguson-Neudorf Glass Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Fischbach & Moore Electric Group, LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Fisher Contracting Corporation (MWBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Food Equipment Installations, Inc.	245.5	5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Geologic Earth Exploration, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Gleeson Powers, Inc.	737.0	8	2	134.0	18.2%	1	144.0	19.5%	0	0.0	0.0%
Greenwood Industries, Inc.	24.0	3	1	8.0	33.3%	0	0.0	0.0%	0	0.0	0.0%
Griffin Door dba Overhead Door Specialities	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hayward Baker Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Homeland Mechanical LLC (VBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Hub Foundation Co., Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J & M Brown Company, Inc.	3,359.0	23	5	849.0	25.3%	2	343.0	10.2%	1	170.0	5.1%
J Rams Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
J. Derenzo Co.	5,176.5	41	7	1,017.5	19.7%	3	523.5	10.1%	2	316.0	6.1%
J. Thibert Architectural Woodwork Installation	1,394.5	10	1	120.0	8.6%	1	120.0	8.6%	1	202.5	14.5%
J.C. Cannistraro	1,388.0	12	1	128.0	9.2%	0	0.0	0.0%	0	0.0	0.0%
J.C. Higgins Corp	5,679.0	33	7	1,160.0	20.4%	3	498.0	8.8%	2	372.0	6.6%
J.F. White Contracting Company, Inc	610.0	7	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Jackson Glass, Inc. (WBE)	5,239.0	30	6	1,170.0	22.3%	4	675.5	12.9%	3	482.0	9.2%
Jerez LLC (MWBE)	714.0	6	6	714.0	100.0%	1	72.0	10.1%	0	0.0	0.0%
John W. Egan Co., Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
JP Obelisk, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
JR Vinagro Corp.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
K&H Electrical Systems, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
K&K Acoustical Ceilings, Inc.	599.0	4	1	86.0	14.4%	0	0.0	0.0%	1	173.0	28.9%
K&M Fire Protection Services, Inc. - Payroll done on	3,939.0	33	6	727.0	18.5%	2	239.0	6.1%	2	226.0	5.7%
K. DaPonte Construction Corp.	208.0	7	1	32.0	15.4%	1	24.0	11.5%	0	0.0	0.0%
K.O. Stone Inc. (MBE)	88.0	3	3	88.0	100.0%	2	56.0	63.6%	0	0.0	0.0%
Kenneth Castellucci & Associates, Inc.	1,191.0	11	1	40.0	3.4%	0	0.0	0.0%	0	0.0	0.0%
Killea Equipment	204.0	3	2	120.0	58.8%	0	0.0	0.0%	0	0.0	0.0%
KM Kelly, Inc.	2,466.5	17	3	408.0	16.5%	3	355.5	14.4%	1	104.0	4.2%
L.J. Mishel Electrical Contractors, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Lan-Tel Communications, Inc.	1,537.0	11	4	652.0	42.4%	1	161.0	10.5%	2	184.0	12.0%
Leading Way Construction Co., Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Liberty Construction Services	15,018.0	140	43	4,523.0	30.1%	14	1,488.5	9.9%	2	244.0	1.6%
Liberty Equipment and Supply	336.5	4	1	44.5	13.2%	0	0.0	0.0%	0	0.0	0.0%
Lockwood Remediation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Longden Company Inc.	656.0	5	1	120.0	18.3%	0	0.0	0.0%	1	144.0	22.0%
Lund Rebar Services, Inc.	134.0	7	1	40.0	29.9%	1	43.0	32.1%	1	3.0	2.2%
M.L. McDonald Sales Company, LLC	4,248.0	38	7	796.0	18.7%	2	232.0	5.5%	2	342.0	8.1%
Marguerite Concrete, Inc.	114.5	15	4	35.0	30.6%	0	0.0	0.0%	2	16.0	14.0%
Marr Equipment Corp.	16.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Mass Bay Electrical Corp.	319.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Massey's Plate Glass Aluminum, Inc.	566.0	7	2	158.0	27.9%	1	80.0	14.1%	1	8.0	1.4%

PROJECT TO DATE										
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
140,110.0	144	25	33,177.0	23.7%	12	13,429.0	9.6%	3	4,903.5	3.5%
4,636.0	5	0	0.0	0.0%	0	0.0	0.0%	1	1,403.0	30.3%
1,816.5	35	8	281.5	15.5%	0	0.0	0.0%	1	95.0	5.2%
2,844.5	24	7	646.5	22.7%	3	386.5	13.6%	1	134.0	4.7%
44.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
996.0	7	1	8.0	0.8%	0	0.0	0.0%	0	0.0	0.0%
4,876.0	20	3	604.0	12.4%	3	837.0	17.2%	1	276.0	5.7%
3,199.0	12	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
72.5	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
4,830.0	13	4	1,774.5	36.7%	1	144.0	3.0%	0	0.0	0.0%
2,949.3	11	3	1,138.5	38.6%	0	0.0	0.0%	0	0.0	0.0%
112.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
10,688.0	55	4	1,472.0	13.8%	2	250.0	2.3%	1	365.5	3.4%
340.0	3	0	0.0	0.0%	0	0.0	0.0%	1	168.0	49.4%
18,363.5	45	6	2,839.5	15.5%	2	1,164.0	6.3%	6	4,377.0	23.8%
38,426.5	44	11	7,662.0	19.9%	2	3,396.5	8.8%	2	3,117.0	8.1%
17.0	2	0	0.0	0.0%	0	0.0	0.0%	1	8.0	47.1%
158,325.4	132	18	36,074.0	22.8%	10	18,290.5	11.6%	11	13,868.5	8.8%
2,694.0	12	1	120.0	4.5%	1	120.0	4.5%	1	282.5	10.5%
33,826.5	57	4	5,183.0	15.3%	3	3,062.5	9.1%	2	504.0	1.5%
80,504.0	83	11	12,969.0	16.1%	5	6,803.5	8.5%	4	4,529.0	5.6%
33,178.5	57	8	4,712.0	14.2%	2	3,904.5	11.8%	3	1,334.5	4.0%
56,682.0	60	15	13,253.5	23.4%	6	7,127.0	12.6%	7	6,365.0	11.2%
8,290.5	9	7	6,932.5	83.6%	1	72.0	0.9%	0	0.0	0.0%
40.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
1,245.0	13	5	576.0	46.3%	0	0.0	0.0%	0	0.0	0.0%
2,657.0	25	5	223.0	8.4%	1	120.0	4.5%	1	122.0	4.6%
12,275.5	30	8	3,050.5	24.9%	1	457.5	3.7%	1	120.5	1.0%
4,992.0	8	2	753.0	15.1%	2	629.0	12.6%	1	1,349.0	27.0%
76,324.0	63	10	14,877.0	19.5%	2	3,444.5	4.5%	6	7,844.5	10.3%
376.0	13	1	40.0	10.6%	1	32.0	8.5%	0	0.0	0.0%
296.0	6	5	280.0	94.6%	2	152.0	51.4%	0	0.0	0.0%
4,773.5	19	1	40.0	0.8%	0	0.0	0.0%	0	0.0	0.0%
204.0	3	2	120.0	58.8%	0	0.0	0.0%	0	0.0	0.0%
23,216.3	26	6	4,438.0	19.1%	4	3,166.3	13.6%	2	1,795.0	7.7%
96.0	2	0	0.0	0.0%	0	0.0	0.0%	1	48.0	50.0%
12,442.0	15	6	5,244.0	42.1%	1	1,367.0	11.0%	2	1,628.0	13.1%
96.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
389,680.5	378	115	112,276.5	28.8%	33	34,300.0	8.8%	8	7,479.0	1.9%
13,137.5	39	8	2,394.0	18.2%	3	679.0	5.2%	1	1,217.0	9.3%
32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
1,035.0	7	1	191.0	18.5%	0	0.0	0.0%	2	248.0	24.0%
108,658.5	128	59	50,241.0	46.2%	11	7,504.0	6.9%	6	8,375.0	7.7%
78,922.0	114	23	12,037.0	15.3%	7	4,281.0	5.4%	5	5,449.0	6.9%
411.5	30	9	106.0	25.8%	1	8.0	1.9%	2	16.0	3.9%
202.0	9	0	0.0	0.0%	0	0.0	0.0%	1	3.0	1.5%
3,908.5	46	1	201.0	5.1%	1	155.0	4.0%	0	0.0	0.0%
1,688.0	9	4	679.0	40.2%	1	80.0	4.7%	1	271.0	16.1%

	AUGUST 2018										
			MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
CONTRACTOR	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
Maxim Crane Works, L.P.	1,347.0	11	3	355.0	26.4%	1	155.0	11.5%	1	164.5	12.2%
McCusker-Gill, Inc.	3,867.5	35	11	1,461.3	37.8%	2	185.8	4.8%	4	467.0	12.1%
McDonald Electrical Corp.	7,140.0	47	6	960.5	13.5%	2	290.5	4.1%	6	938.0	13.1%
McGregor Industries, Inc.	1,596.5	15	4	396.0	24.8%	2	260.0	16.3%	0	0.0	0.0%
McPhee Electric Ltd.	2,326.5	20	3	304.5	13.1%	1	160.0	6.9%	2	280.0	12.0%
Melo's Rodbusters, Inc. (WBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Midnight Iron Construction Management Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Mitsubishi Electric US, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MON Landscaping Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Moretrench	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
MTK Construction Services, Inc.	127.0	5	3	76.5	60.2%	0	0.0	0.0%	0	0.0	0.0%
NER Construction Mgmnt	248.0	4	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
New England Finish Systems	2.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
New England Installation, Inc.	1.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
NewRoads Environmental	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Newtech Installation USA inc	3,139.0	26	4	319.0	10.2%	1	8.0	0.3%	2	136.0	4.3%
North East Foam Solutions, Inc.	344.0	8	3	80.0	23.3%	1	72.0	20.9%	3	128.0	37.2%
Northeast Interior aka Artisan Millwork	540.0	7	3	316.0	58.5%	1	120.0	22.2%	1	56.0	10.4%
NorthStar Contracting Group, Inc	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Oasis Shower Doors	640.0	6	0	0.0	0.0%	1	112.0	17.5%	0	0.0	0.0%
Otis Elevator Company	4,975.3	40	2	370.0	7.4%	3	254.0	5.1%	1	56.0	1.1%
P.J. Dionne Company, Inc.	4.0	1	1	4.0	100.0%	0	0.0	0.0%	0	0.0	0.0%
P.J. Spillane Company, Inc. (WBE)	1,122.5	13	1	156.0	13.9%	1	160.0	14.3%	0	0.0	0.0%
Peak Mechanical Services	1,194.0	11	2	296.0	24.8%	0	0.0	0.0%	2	156.0	13.1%
Pick Crane Service, Inc.	11.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Port Morris Tile & Marble Boston LP	3,000.0	33	5	584.0	19.5%	3	240.0	8.0%	2	240.0	8.0%
PSN Construction Inc.	162.8	1	1	162.8	100.0%	0	0.0	0.0%	0	0.0	0.0%
Quality Air Metals, Inc. (WBE)	1,274.0	8	2	380.0	29.8%	1	108.0	8.5%	0	0.0	0.0%
R.J. Cobb LTD	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Rapid Flow Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Regis Steel Corporation (MBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Richard W. Reid Electric Company Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Roadsafe Traffic Systems, Inc	18.0	2	1	8.0	44.4%	0	0.0	0.0%	0	0.0	0.0%
Roman Iron Works, Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
S&A Cranes LLC	18.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
S&F Concrete Contractors, Inc.	1,343.0	41	9	426.5	31.8%	1	80.0	6.0%	2	64.5	4.8%
Silverback Construction Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Skylight Consultants of America, Inc.	361.5	5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
SOEP Painting Corp.	4,790.0	34	16	2,225.0	46.5%	7	950.0	19.8%	1	130.0	2.7%
SOS Corporation (WBE)	262.0	10	4	133.0	50.8%	6	141.0	53.8%	0	0.0	0.0%
SPS New England, Inc.	2,661.5	20	5	697.0	26.2%	2	298.5	11.2%	0	0.0	0.0%
Stanley & Sons, Inc.	1,228.5	21	8	336.0	27.4%	2	174.0	14.2%	2	161.0	13.1%
Structures Derek International SA	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Sullivan & McLaughlin Co., Inc.	152.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Sunrise Erectors, Inc.	1,971.0	21	2	78.0	4.0%	0	0.0	0.0%	1	20.0	1.0%
Sweeney Drywall Finishes Corp	637.5	8	2	168.0	26.4%	0	0.0	0.0%	1	8.5	1.3%
T&T Electrical Contractors, Inc.	14,408.0	100	13	2,084.0	14.5%	5	706.0	4.9%	3	484.0	3.4%
Tavares LLC (MBE)	3,461.0	23	14	2,193.0	63.4%	1	163.0	4.7%	1	120.0	3.5%

PROJECT TO DATE										
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
45,574.0	67	12	10,937.0	24.0%	3	3,645.5	8.0%	4	6,731.5	14.8%
71,333.3	95	18	23,119.8	32.4%	2	3,841.0	5.4%	8	10,961.3	15.4%
39,433.0	68	11	4,823.0	12.2%	5	1,782.0	4.5%	7	3,797.0	9.6%
18,101.5	32	7	1,812.5	10.0%	2	2,846.5	15.7%	3	1,864.5	10.3%
17,644.0	33	5	1,789.5	10.1%	2	442.0	2.5%	3	2,176.0	12.3%
13,566.5	22	11	7,113.0	52.4%	0	0.0	0.0%	1	1,820.0	13.4%
32.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
5,886.0	7	2	2,119.0	36.0%	1	943.0	16.0%	4	3,355.0	57.0%
416.0	15	1	16.0	3.8%	0	0.0	0.0%	0	0.0	0.0%
19,856.0	38	11	5,850.0	29.5%	3	302.0	1.5%	2	1,335.5	6.7%
514.0	12	8	396.0	77.0%	0	0.0	0.0%	0	0.0	0.0%
7,293.0	21	1	48.0	0.7%	0	0.0	0.0%	1	48.0	0.7%
473.5	10	1	44.0	9.3%	2	6.0	1.3%	0	0.0	0.0%
818.5	8	1	141.0	17.2%	0	0.0	0.0%	1	106.5	13.0%
7,889.5	40	39	7,842.5	99.4%	4	1,412.0	17.9%	1	172.0	2.2%
8,231.8	32	4	894.5	10.9%	1	8.0	0.1%	2	136.0	1.7%
5,411.0	10	4	1,217.0	22.5%	1	1,452.0	26.8%	3	2,168.0	40.1%
4,701.5	10	3	1,592.0	33.9%	1	536.0	11.4%	1	941.5	20.0%
37.0	2	1	12.0	32.4%	0	0.0	0.0%	0	0.0	0.0%
1,080.0	8	0	0.0	0.0%	1	112.0	10.4%	0	0.0	0.0%
39,802.3	66	5	2,953.8	7.4%	4	1,076.3	2.7%	3	1,517.8	3.8%
1,266.5	6	1	184.0	14.5%	1	120.0	9.5%	0	0.0	0.0%
11,820.5	44	10	2,441.0	20.7%	2	1,031.0	8.7%	1	36.0	0.3%
8,334.0	18	5	3,397.0	40.8%	0	0.0	0.0%	3	700.0	8.4%
110.5	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
16,946.5	54	6	3,285.0	19.4%	4	1,163.0	6.9%	3	1,906.0	11.2%
964.3	2	2	964.3	100.0%	0	0.0	0.0%	0	0.0	0.0%
14,273.0	13	3	3,464.0	24.3%	1	1,357.0	9.5%	1	457.0	3.2%
48.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
1,572.0	2	0	0.0	0.0%	0	0.0	0.0%	1	8.0	0.5%
6,283.5	24	6	1,415.5	22.5%	3	613.0	9.8%	0	0.0	0.0%
34.0	3	2	16.0	47.1%	0	0.0	0.0%	0	0.0	0.0%
45.0	4	2	17.0	37.8%	0	0.0	0.0%	0	0.0	0.0%
142.0	3	1	82.0	57.7%	0	0.0	0.0%	0	0.0	0.0%
62.5	7	1	10.5	16.8%	0	0.0	0.0%	1	8.0	12.8%
420,209.5	406	102	128,986.0	30.7%	17	23,739.0	5.6%	13	19,830.0	4.7%
416.0	18	1	27.0	6.5%	0	0.0	0.0%	0	0.0	0.0%
1,167.5	13	1	64.0	5.5%	0	0.0	0.0%	0	0.0	0.0%
12,711.5	47	18	4,968.0	39.1%	8	1,710.0	13.5%	1	314.0	2.5%
1,480.0	14	6	357.0	24.1%	6	428.0	28.9%	0	0.0	0.0%
44,626.0	78	17	7,631.5	17.1%	6	3,144.5	7.0%	1	424.0	1.0%
4,832.5	26	8	662.5	13.7%	2	602.0	12.5%	3	909.5	18.8%
1,520.5	8	3	704.5	46.3%	0	0.0	0.0%	0	0.0	0.0%
3,569.0	10	1	873.0	24.5%	2	945.0	26.5%	1	681.0	19.1%
42,797.5	71	10	4,801.5	11.2%	4	2,202.5	5.1%	3	3,236.5	7.6%
1,992.0	20	8	761.0	38.2%	0	0.0	0.0%	1	30.0	1.5%
101,893.5	151	20	15,882.5	15.6%	8	3,301.0	3.2%	5	5,103.5	5.0%
22,166.5	40	20	15,527.5	70.0%	1	1,621.0	7.3%	1	1,705.0	7.7%



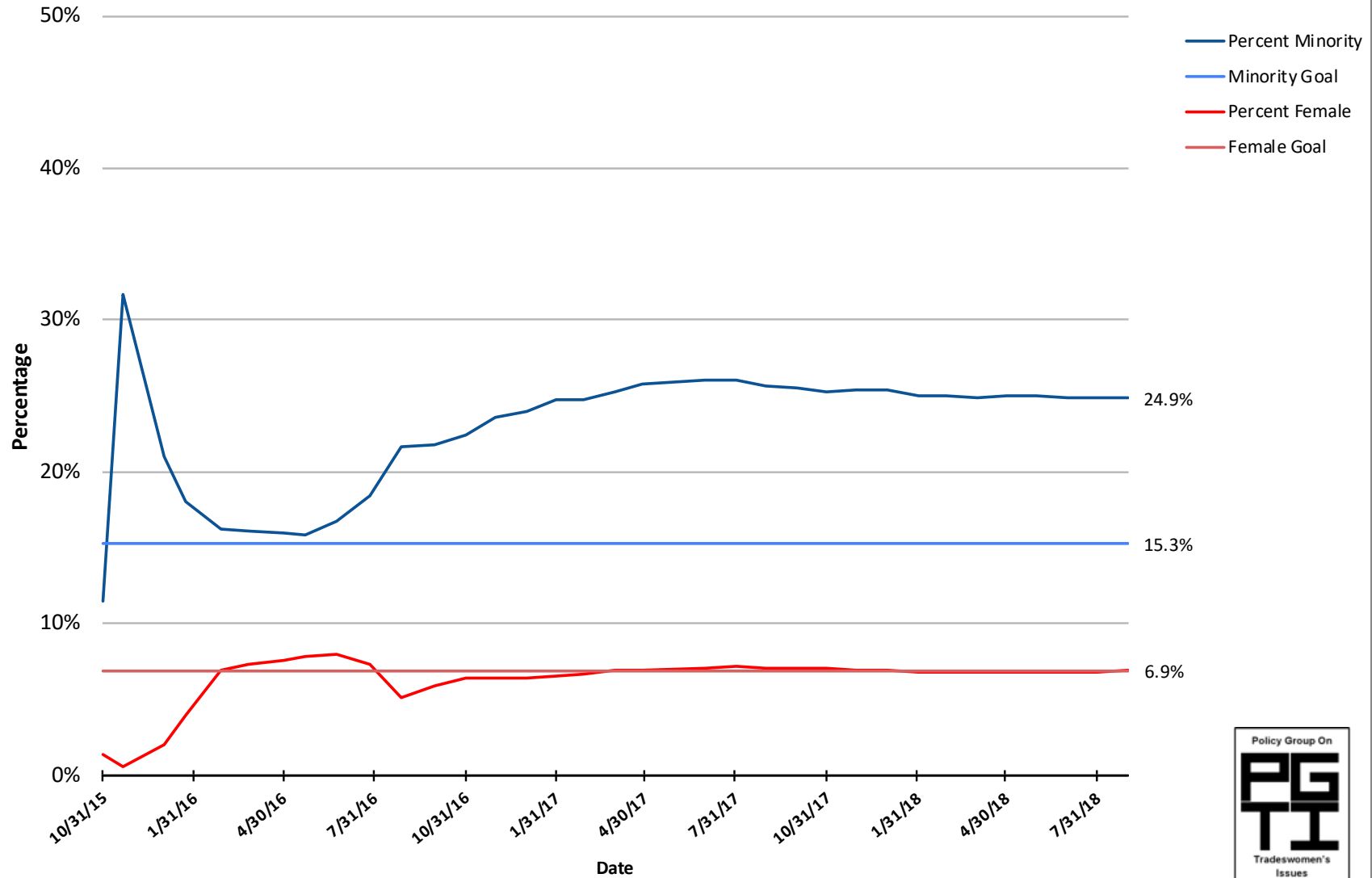
	AUGUST 2018										
			MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
CONTRACTOR	Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
TCI Installations Inc. (WBE)	280.0	4	0	0.0	0.0%	0	0.0	0.0%	1	80.0	28.6%
The Railroad Associates Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
The Welch Corporation	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Thermo-Dynamics International, Inc. (VBE)	522.5	6	2	42.0	8.0%	1	134.0	25.6%	0	0.0	0.0%
Titan Roofing, Inc. (MVBE)	1,991.5	21	5	536.5	26.9%	2	185.5	9.3%	1	130.0	6.5%
Total Mechanical Service Corp. (MBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TREVIICOS CORPORATION	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Triboro Crane & Rigging Services	147.0	5	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Union Temporary Services, Inc.	816.0	7	1	136.0	16.7%	1	136.0	16.7%	0	0.0	0.0%
Unistrut International Corp.	990.0	11	3	279.5	28.2%	2	66.0	6.7%	1	118.0	11.9%
Universal Automation & Mechanical Services	262.0	5	1	8.0	3.1%	0	0.0	0.0%	0	0.0	0.0%
Urban Insulation Inc. (WBE)	1,176.5	13	4	470.0	39.9%	2	135.0	11.5%	1	127.0	10.8%
UTEC Constructors LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Vanguard Plumbing & Mechanical LLC	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Vynorius Piledriving Inc.	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Wallco Installations, LLC	8.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
WES Construction Corp	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Whitehawk Construction Services, Inc.	6.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
Wood & Wire Fence Co. Inc. (MBE)	0.0	0	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
TOTAL	246,290.5	2,087	515	59,740.5	24.3%	162	19,229.3	7.8%	100	11,781.0	4.8%

SUMMARY PERFORMANCE: PROJECT TO DATE

	# Workers	Hours	Goal	Project to Date
Minority	1338	945,221.8	15.3%	24.9%
Female	357	260,562.0	6.9%	6.9%
Veteran	265	236,826.3	3.0%	6.2%

PROJECT TO DATE										
		MINORITY - Goal: 15.3%			FEMALE - Goal: 6.9%			VETERAN - Goal: 3.0%		
Total Hours	Total # Workers	# Workers	Hours	%	# Workers	Hours	%	# Workers	Hours	%
2,320.0	8	1	416.0	17.9%	0	0.0	0.0%	1	586.0	25.3%
68.5	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
11,582.5	21	2	1,308.0	11.3%	3	1,057.0	9.1%	2	1,225.0	10.6%
12,818.5	35	10	3,119.0	24.3%	2	670.5	5.2%	1	1,563.0	12.2%
44,167.3	96	23	12,565.5	28.4%	3	3,974.5	9.0%	4	3,431.0	7.8%
96.0	3	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
60,534.5	89	24	16,023.0	26.5%	7	4,090.5	6.8%	3	2,630.0	4.3%
1,128.0	9	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
3,213.5	7	1	136.0	4.2%	1	136.0	4.2%	0	0.0	0.0%
14,385.8	22	5	5,380.5	37.4%	2	981.5	6.8%	1	1,486.0	10.3%
625.0	7	1	8.0	1.3%	0	0.0	0.0%	0	0.0	0.0%
9,045.5	20	5	1,994.5	22.0%	2	1,267.5	14.0%	2	959.0	10.6%
688.0	9	1	116.0	16.9%	0	0.0	0.0%	0	0.0	0.0%
312.0	2	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
13,626.3	32	3	1,810.3	13.3%	3	657.5	4.8%	4	1,592.0	11.7%
662.0	6	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
4,134.0	15	1	356.5	8.6%	1	398.0	9.6%	0	0.0	0.0%
6.0	1	0	0.0	0.0%	0	0.0	0.0%	0	0.0	0.0%
8.0	2	1	4.0	50.0%	0	0.0	0.0%	0	0.0	0.0%
3,802,959.2	5,805	1,338	945,221.8	24.9%	357	260,562.0	6.9%	265	236,826.3	6.2%

Encore Everett: Totals for Access and Opportunity Goals as of 8/31/2018 -- 3,802,959.2 Hours Completed Hours Completed



# Access and Opportunity Committee

September 11, 2018



# Agenda

1. Construction Workforce
2. Design & Construction Payments
3. Design Commitments
4. Construction Commitments



# Construction Workforce



# WORKFORCE DIVERSITY STATISTICS - UNION

## AS OF AUGUST 31, 2018

Group	Project Goals	Project To Date %
Women	6.90%	7.36%
Minority	15.30%	22.39%
Veteran	8.00%	8.36%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of August 31, 2018.



# WORKFORCE DIVERSITY STATISTICS - TOTAL

## AS OF AUGUST 31, 2018

Group	Project Goals	Project To Date %
Women	6.90%	8.39%
Minority	15.30%	21.67%
Veteran	8.00%	8.72%

### Notes:

- (1) Statistics include all workforce reports that were received by MGM as of August 31, 2018.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 5.15% of total workforce hours are included in two of the diversity categories and 0.29% 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 August 31, 2018 is as follows:
  - Approximately 35% are from Springfield/ Surrounding Communities
  - Approximately 55% are from Western Massachusetts
  - Approximately 71% are from Massachusetts

# Design & Construction Payments





# DESIGN & CONSTRUCTION PAYMENTS

## AS OF JULY 31, 2018

Group	Project Goals	Payments	Variance	Company Count	Value
WBE	10.0%	21.0%	11.0%	77	\$110.7M
MBE	5.0%	7.7%	2.7%	47	\$40.5M
VBE	2.0%	6.5%	4.5%	25	\$34.2M

### Notes:

(1) Total Payments through July 31, 2018 are \$527.7M. Total payments is inclusive of \$105.8M in plan approved exemptions.

(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 & Construction Commitments



# DESIGN & CONSTRUCTION COMMITMENTS

## AS OF AUGUST 31, 2018

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	21.0%	11.0%	81	\$126.4M
MBE	5.0%	7.9%	2.9%	49	\$47.5M
VBE	2.0%	6.4%	4.4%	25	\$38.4M

### Notes:

(1) Total Commitments through August 31, 2018 are \$603.2M.

(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

## AS OF AUGUST 31, 2018

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	16.3%	21	\$8.0M
MBE	5.0%	13.2%	19	\$6.5M
VBE	2.0%	6.3%	3	\$3.1M

### Notes:

(1) Total Commitments through August 31, 2018 are \$49.4M.

(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.

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

# DESIGN & CONSULTING COMMITMENTS

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
1	AAC Investments, LLC	Interior Design	Los Angeles, CA	WBE
2	AFO Project Consulting, LLC	Construction Consulting	Las Vegas, NV	VBE
3	Akal Engineering, Inc.	Project Commissioning - MEP Services	Boylston, MA	MBE
4	American Project Management	Signage Installation Management	Las Vegas, NV	MBE
5	Andelman & Lelek Engineering, Inc.	Energy Modeling	Norwood, MA	WBE
6	Blackford, LLC	Construction Management	Las Vegas, NV	VBE
7	Black Hawk Group	Consulting Engineer Services	Philadelphia, PA	MBE
8	C&C Consulting Engineers, LLC	Structural Peer Review	Allston, MA	MBE
9	Calvin Consulting Services, LLC	Construction Consulting	Las Vegas, NV	WBE
10	Clayton, LLC	Sign Procurement and Installation	Woburn, MA	MBE
11	Communications for Design LLC	Design and Project Management Support Services	Northfield, MN	WBE
12	Convergent Technologies	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY	WBE
13	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA	WBE
14	Desert Construction Consulting, Ltd	Estimating and Contractor Bidding Services	Henderson, NV	MBE
15	Desman, Inc.	Parking Garage Bridging Documents (LOA)	Boston, MA	MBE

### Notes:

- (1) Includes companies that are certified with the following agencies:
- MBE - Massachusetts Supplier Diversity Office or Greater New England Minority Supplier Development Council.
  - WBE - Massachusetts Supplier Diversity Office or Women's Business Enterprise National Council.
  - VBE - United States Department of Veteran Affairs or Massachusetts Gaming Commission.
- (2) Green highlighted companies have been paid as of July 31, 2018.
- WBE = Woman-owned Business Enterprise; MBE = Minority-owned Business Enterprise; VBE = Veteran-owned Business Enterprise.

# DESIGN & CONSULTING COMMITMENTS

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
16	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA	WBE
17	Engineers Design Group, Inc.	Structural Engineering Consulting Services	Malden, MA	MBE
18	Erin Chrusciel Photography, LLC	Photography	East Longmeadow, MA	WBE
19	Fernandez & Associates	Fire Protection Design and Code Consulting Services	Byfield, MA	MBE
20	Hamilton Anderson Associates, Inc.	Architectural Services	Detroit, MI	MBE
21	Hi-Rise Graphics, Inc.	Signage Design	Lawrence, MA	MBE
22	Hyde Business Services, LLC	Permit and Community Commitment Coordination	Medina, MN	WBE
23	Independent Design, LLC	Historical MOA Research/ Signage Design	Quincy, MA	WBE
24	JoAnn Jones	Administrative Services	Henderson, NV	WBE
25	Marshall Moya Design, LLC	Architectural Services	Washington, DC	MBE
26	Maryann Thompson Architects	Architectural Design Services	Henderson, NV	WBE
27	MCLA, Inc.	Lighting	Washington, DC	WBE
28	Moya Design Partners	Interior Design	Henderson, NV	WBE
29	Nitsch Engineering, Inc.	Engineering Services	Boston, MA	WBE
30	Pristine Engineers, Inc.	MEP Peer Review Services	Raynham, MA	MBE

### Notes:

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# DESIGN & CONSULTING COMMITMENTS

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
31	Pro Cure, LLC	FFE Project Management	National Harbor, MD	WBE
32	Renderready, LLC	Rendering and Graphic Design	Albuquerque, NM	MBE
33	RSE Associates, Inc.	Engineering Design	Watertown, MA	MBE
34	Sign Design, Inc.	Signage Design	Brockton, MA	WBE
35	Soden Sustainability Consulting, LLC	LEED	Winchester, MA	WBE
36	Spec's Design Group, LLC	Interior Design	Springfield, MA	WBE
37	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT	VBE
38	Timothy Haahs & Associates, Inc.	Architect and Engineer of Record/ Parking Consultant	Blue Bell, PA	MBE
39	Two Twelve	Graphic Designer	New York, NY	WBE
40	US Inspection & Consulting, LLC	Construction Inspections	Lake Havasu City, AZ	MBE
41	VAV International, Inc.	Mechanical Consulting	Woburn, MA	MBE
42	WA Architects, Inc.	Architectural Services	Cleveland, OH	MBE
43	YA Construction Services, LLC	MEP Peer Review	St. Louis, MO	WBE

### Notes:

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  - VBE - United States Department of Veteran Affairs or Massachusetts Gaming Commission.
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# Construction Commitments



# CONSTRUCTION COMMITMENTS

## AS OF AUGUST 31, 2018

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	21.4%	60	\$118.4M
MBE	5.0%	7.4%	30	\$41.0M
VBE	2.0%	6.4%	22	\$35.3M

Notes:

(1) Total Commitments through August 31, 2018 are \$553.8M.

(2) 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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# DIVERSE CONSTRUCTION COMPANIES

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
1	84 Lumber	Material Supplier	Hampden, MA	WBE
2	Aces Enterprises, LLC	Steel Plate Supplier	Dunlap, IL	VBE
3	AeroSage, LLC	Fire Protection Material Supplier	Tampa, FL	VBE
4	Alares, LLC	Commissioning and Construction Services	Quincy, MA	VBE
5	All American Signs	Signage	Plymouth, MA	VBE
6	Alonzee Consulting	Construction Consulting	Las Vegas, NV	WBE
7	American Environmental, Inc.	Abatement	Holyoke, MA	MBE
8	American Stair Corporation	Stair Supplier	Romeoville, IL	VBE
9	Architectural Products, Inc.	Glass and Glazing	Burlington, CT	WBE
10	Argent Associates, Inc.	Material Vendor	Burlington, CT	WBE
11	Arrow Security Corporation	Security Guard Services	Springfield, MA	VBE
12	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA	MBE
13	Baron Industries, Inc	Coiling Doors	Woburn, MA	VBE
14	Beacon Light & Supply, Co.	Electrical Supplier	Burlington, CT	MBE
15	BECO Electrical Contractors, Inc.	Electrical	Monson, MA	VBE
16	Berkshire Concrete Cutting, LLC	Saw Cutting	Torrington, CT	WBE
17	Brican, Inc.	General Contracting Services	Springfield, MA	VBE
18	C&C Contractors, LLC	Trucking Services	Springfield, MA	MBE
19	C&D Electronics, Inc.	Cabling, Wiring, Electronics Supplier	Holyoke, MA	MBE

### Notes:

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# DIVERSE CONSTRUCTION COMPANIES

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
20	C4 Cables	Hotel Electrical Material Supplier	Taunton, MA	WBE
21	Capasso Restoration, Inc.	95 State Masonry Contractor	North Haven, CT	WBE
22	Carl-Louis & Co, Inc.	Plumbing, Pipe Fitting, Heating	Dorchester, MA	MBE
23	Carol's Lighting & Supply Company	Electrical Supplies	Canton, MA	MBE
24	Certified Connection, Inc.	Podium Electrical Material Supplier	Worcester, MA	MBE
25	Central Ceilings, Inc.	Drywall Contractor	South Easton, MA	VBE
26	Chabot & Burnett Construction Co., Inc.	Masonry Contractor	Agawam, MA	WBE
27	Charle George Companies, Inc.	Solid Waste Disposal, Recycling, Trucking	Londonberry, NH	WBE
28	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA	WBE
29	CMJ, LLC	Property Management/Maintenance	Springfield, MA	MBE
30	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA	WBE
31	Connecticut Temperature Controls, LLC	Controls	Newington, CT	VBE
32	Construction Labor Unlimited	Labor/Clean-Up	West Springfield, MA	WBE
33	Coghlin Electrical Contractors, Inc.	Electrical Services	Worcester, MA	WBE
34	C.R. Levesque Trucking Corp.	Hauling & Equipment Transportation	Monson, MA	WBE
35	Critical Power Testing and Maintenance, Inc.	Commissioning	Amesbury, MA	VBE
36	CSL, Inc.	Daycare Landscaping	Ludlow, MA	WBE
37	Dagle Electrical Construction Corp.	Offsite Improvements - Electrical	Melrose, MA	WBE

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# DIVERSE CONSTRUCTION COMPANIES

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
38	Davenport Advisors, LLC	Property Management/ Maintenance	Boston, MA	MBE
39	DeLucca Fence Company, Inc	Offsite Improvements - Guardrail	Methuen, MA	WBE
40	Dependable Masonry Construction Company, Inc.	Masonry and Brickpaving	North Reading, MA	MBE
41	Duray/J.F. Duncan Industries, Inc.	Food Service Equipment Packages	Downey, CA	MBE
42	D & W Construction, LLC	Drywall Finishing, Material & Labor	Winchester, MA	MBE
43	Eagle Elevator Company, Inc.	Elevator Repairs, Service, Maintenance	Boston, MA	VBE
44	East Coast Air Barrier & Restoration, Inc.	Waterproofing Services	Pittsfield, MA	WBE
45	EDI Landscape, LLC	Landscaping Services	Hartford, CT	WBE
46	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA	WBE
47	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA	WBE
48	Evermore Light & Power, Inc.	Electrical	Somerville, MA	WBE
49	Fabiano Oil Corp.	Fuel & Oil Supplier	Wrentham, MA	WBE
50	Federal Concrete, Inc.	Concrete Services	Hopedale, MA	WBE
51	Fisher Contracting Corporation	General Contracting Services	Worcester, MA	WBE
52	Fletcher Sewer & Drain, Inc.	Inspection - FEIR	Ludlow, MA	WBE
53	Folan Waterproofing and Construction Company, Inc.	Masonry Contractors & Waterproofing	South Easton, MA	WBE
54	Frisoli Electric, Inc.	Electrical	Holbrook, MA	VBE
55	Front Line, Inc.	Final Cleaning	Hopedale, MA	WBE
56	Gomes Construction Co. Inc.	Utility Connections	Ludlow, MA	WBE

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# DIVERSE CONSTRUCTION COMPANIES

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
57	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA	WBE
58	Great In Counters, Inc.	Natural Stone & Quarts Fabrication	Smithfield, RI	WBE
59	Green Insulation, Inc.	Insulation	Adams, MA	WBE
60	H B Welding, Inc.	Steel, Welding, Iron Work	Johnston, RI	WBE
61	Hiway Safety Systems, Inc	Offsite Improvements - Traffic line striping	Rockland, MA	WBE
62	Homeland Mechanical, LLC	Pipe Supplier	Quincy, MA	VBE
63	Industrial Flame Cutting, Inc.	Steel Plate Supplier	Beacon Falls, CT	VBE
64	J.J. Curran & Sons, Inc.	Specialty Flooring	Albany, NY	WBE
65	JMK Building Supply, Inc	Drywall	Colchester, CT	WBE
66	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA	VBE
67	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA	WBE
68	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT	WBE
69	Larry's Trucking Co.	Trucking	Springfield, MA	MBE
70	Lindon Group	Piping Materials	East Providence, RI	WBE
71	Liquore Sand & Gravel, LLC	Trucking and Materials	Enfield, CT	VBE
72	M. Frank Higgins & Co., Inc.	Casino Tile and Stone	Newington, CT	WBE
73	Mastercraft Floor Covering, Inc.	Carpet Installation	Glenpool, OK	WBE
74	McElroy Scenic Service, LLC	Millwork Fabricator	Ashley Falls, MA	WBE
75	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA	MBE
76	Moor Metals, Inc.	Sales and Distribution of Metals	Holliston, MA	MBE

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# DIVERSE CONSTRUCTION COMPANIES

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
77	Ms. Pipe, LLC	Procurement of Valves, Pipes and Fittings	South Windsor, CT	WBE
78	Multi-Residential Kitchens	Cabinetry, Countertops, Millwork, Install	Hagerstown, MD	WBE
79	New Bedford Floor Covering Sales Company, Inc	Floor Covering Supplier	New Bedford, MA	MBE
80	New England Foundation Company, Inc.	Helical Piles	Boston, MA	WBE
81	Northeastern Steel Corporation	Steel Distributor	Revere, MA	MBE
82	Orissa, LLC	Cleaning Service	Rocky Hill, CT	MBE
83	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA	VBE
84	Piping Systems, Inc.	HVAC	Assonet, MA	WBE
85	Protocol Management Services, Inc.	Raised Access Floors Material Supplier	North Attleboro, MA	WBE
86	Quinette King Consulting	Blackout Paint Supplier	Las Vegas, NV	MBE
87	Rebars & Mesh, Inc.	Concrete	Haverhill, MA	WBE
88	Regis Steel Corporation	Steel Erection/ Reinforcing	Fall River, MA	MBE
89	S&F Concrete Contractors, Inc.	Concrete	Hudson, MA	MBE
90	S-Cel-O, LLC	95 State Painting	Springfield, MA	MBE
91	Security Construction Services, Inc.	Fencing	Hudson, MA	WBE
92	SOS Corporation	Construction Cleaning, Selective Interior Demolition	Milford, MA	WBE
93	Steere Engineering, Inc.	Engineering Services	Warwick, RI	WBE
94	Strategic Environmental Services, Inc.	Environmental Consultants	Sutton, MA	WBE

### Notes:

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# DIVERSE CONSTRUCTION COMPANIES

## AS OF AUGUST 31, 2018

Ref	Company	Scope	Location	Diversity Status
95	Sullivan and Narey Construction, Inc.	Armory Building Masonry	Holyoke, MA	VBE
96	Superior Caulking & Waterproofing	Caulking & Waterproofing	Palmer, MA	VBE
97	Supplies Exchange Systems	Materials Supplier	Dorchester, MA	MBE
98	T & M Equipment Corporation	Excavating Contractor	Springfield, MA	VBE
99	Tango Construction Inc.	Paving, Catch Basin, Manhole Adjustment	Fitchburg, MA	MBE
100	Tavares, LLC	Fireproofing	Providence, RI	MBE
101	Titan Roofing Company	Roofing	Springfield, MA	MBE
102	Total Mechanical Service Corp.	Pool Mechanical Contractor	Plymouth, MA	MBE
103	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA	WBE
104	Turtle & Hughes, Inc.	Podium Unistrut Supplier	Linden, NJ	WBE
105	United Personnel Services, Inc.	Kitchen Equipment Labor	Springfield, MA	WBE
106	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA	WBE
107	Wallco Installations, LLC	Operable Partition Installation	Fairfield, CT	WBE
108	Welch Associates Land Surveyors, Inc.	Land Surveying	West Bridgewater, MA	WBE
109	West Floor Covering, Inc.	Sales and Installation of Floor Coverings	Pembroke, MA	WBE
110	Willow Tree Outdoor, LLC	Landscape	Springfield, MA	WBE
111	Woodchuck's Building & Hone Center	Construction Supplier	Rockland, MA	MBE
112	Younger Brothers Construction, LLC	Materials Supplier	Watertown, MA	MBE

### Notes:

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## MGM Springfield

## Workforce Diversity Report (By Company)

As of: August 31, 2018

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	Acoustics, Inc.	1	8.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	596.50	0.00	0.00%	224.00	37.55%	224.00	37.55%
2	Acranom Masonry Enterprises, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	1,580.50	0.00	0.00%	824.50	52.17%	0.00	0.00%
3	AeroClean	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	20	3,382.50	0.00	0.00%	1,808.00	53.45%	0.00	0.00%
4	AK Installation Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	12	2,518.00	674.00	26.77%	798.00	31.69%	124.00	4.92%
5	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%
6	American Environmental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	195	33,261.25	2,250.50	6.77%	30,069.75	90.40%	288.50	0.87%
7	AmQuip Crane Rental LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,989.50	0.00	0.00%	970.50	48.78%	0.00	0.00%
8	Ardex, L.P.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	268.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
9	Axion Specialty Contracting	7	212.00	0.00	0.00%	18.00	8.49%	60.00	28.30%	29	8,991.00	0.00	0.00%	3,134.00	34.86%	2,158.00	24.00%
10	Ayotte & King For Tile, Inc	2	26.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	27	611.50	0.00	0.00%	4.00	0.65%	0.00	0.00%
11	Back Bay Sign	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	80.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
12	Barber Firestop Systems LLC	2	4.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	2,085.00	38.00	1.82%	30.00	1.44%	0.00	0.00%
13	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%
14	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%
15	BCI Worldwide	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	55	6,961.50	609.50	8.76%	2,884.00	41.43%	422.00	6.06%
16	BECO Electrical Contractors, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	3,433.50	0.00	0.00%	1,116.50	32.52%	2,088.00	60.81%
17	Berkshire Concrete Cutting	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	136.50	0.00	0.00%	0.00	0.00%	7.50	5.49%
18	Berlin Steel Construction Company	7	683.00	129.00	18.89%	0.00	0.00%	0.00	0.00%	105	63,226.50	6,565.00	10.38%	6,814.50	10.78%	3,394.50	5.37%
19	BG Mechanical Contractors, Inc.	5	187.00	0.00	0.00%	32.00	17.11%	0.00	0.00%	34	14,884.62	0.00	0.00%	2,637.00	17.72%	2,632.00	17.68%
20	Blakeslee Prestress, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	43	27,616.50	2,515.50	9.11%	3,753.00	13.59%	2,218.50	8.03%
21	Blue Construction, Inc.	13	1,894.00	263.00	13.89%	615.00	32.47%	0.00	0.00%	28	26,663.00	4,614.50	17.31%	7,152.50	26.83%	1,564.00	5.87%
22	Budget Concrete	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	65.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
23	C & S Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	680.50	0.00	0.00%	173.50	25.50%	0.00	0.00%
24	Capasso Restoration, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	4,172.00	0.00	0.00%	2,148.00	51.49%	706.50	16.93%
25	Central Ceilings, Inc.	9	800.00	0.00	0.00%	0.00	0.00%	140.00	17.50%	94	98,658.50	7,538.00	7.64%	26,014.50	26.37%	15,181.50	15.39%
26	Chabot & Burnett Construction Co., Inc.	1	40.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	89	33,497.50	2,451.50	7.32%	9,847.50	29.40%	1,990.00	5.94%
27	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%	688.00	13.51%
28	Chandler Architectural Products	3	220.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	46	5,683.50	646.50	11.38%	255.00	4.49%	600.00	10.56%
29	CIP Concrete, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	4,337.00	0.00	0.00%	687.00	15.84%	0.00	0.00%
30	CK Flooring Solutions, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	30	7,594.50	1,126.00	14.83%	2,252.50	29.66%	521.50	6.87%
31	Coghlin Electrical Contractors, Inc.	82	9,908.50	357.00	3.60%	1,270.50	12.82%	663.50	6.70%	431	359,031.50	17,187.00	4.79%	61,225.00	17.05%	37,178.50	10.36%
32	Collins Electrical	84	8,000.50	312.00	3.90%	1,005.50	12.57%	360.00	4.50%	175	125,583.75	8,059.00	6.42%	16,173.25	12.88%	7,610.00	6.06%
33	Comm-Tract Corp	1	10.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	3,391.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
34	Commonwealth Guardrail, Inc.	7	86.00	14.00	16.28%	19.00	22.09%	0.00	0.00%	21	1,239.00	91.00	7.34%	190.00	15.33%	53.00	4.28%
35	Connecticut Drywall Finishing, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	29	4,516.50	207.00	4.58%	861.50	19.07%	0.00	0.00%
36	Construction Labor Unlimited, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	747.00	8.00	1.07%	398.00	53.28%	0.00	0.00%
37	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%
38	Cross Country Food Service Installers Inc.	5	235.00	0.00	0.00%	88.00	37.45%	8.00	3.40%	12	4,067.00	0.00	0.00%	1,003.00	24.66%	1,036.00	25.47%
39	Cushing and Sons, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	174.00	0.00	0.00%	0.00	0.00%	42.00	24.14%
40	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%
41	D.A. Sullivan & Sons, Inc.	14	1,233.50	139.00	11.27%	421.50	34.17%	0.00	0.00%	44	15,009.50	1,882.00	12.54%	4,346.00	28.95%	396.00	2.64%
42	Dagle Electrical Construction	9	162.00	8.00	4.94%	56.00	34.57%	24.00	14.81%	24	4,826.00	196.00	4.06%	96.00	1.99%	80.00	1.66%
43	Day & Nite Refrigeration	2	56.00	0.00	0.00%	28.00	50.00%	0.00	0.00%	5	3,554.00	0.00	0.00%	2,240.00	63.03%	0.00	0.00%
44	DeLucca Fence Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	184.00	8.00	4.35%	16.00	8.70%	0.00	0.00%
45	Dependable Masonry Construction Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	439.00	32.00	7.29%	219.00	49.89%	0.00	0.00%
46	Division Six Installers, Inc.	18	2,795.00	274.00	9.80%	671.00	24.01%	365.00	13.06%	36	21,644.00	1,380.00	6.38%	4,396.00	20.31%	2,274.00	10.51%
47	Eagle Fence & Guardrail Construction, Inc.	11	342.50	0.00	0.00%	110.50	32.26%	0.00	0.00%	19	2,357.75	0.00	0.00%	819.00	34.74%	0.00	0.00%
48	East Coast Air Barrier & Restoration, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	465.00	0.00	0.00%	39.00	8.39%	0.00	0.00%
49	EDI Landscape, LLC	15	2,104.00	182.00	8.65%	1,539.00	73.15%	0.00	0.00%	23	12,614.75	1,347.00	10.68%	7,867.00	62.36%	0.00	0.00%
50	EDM Construction, Inc.	11	938.00	116.50	12.42%	123.50	13.17%	173.00	18.44%	42	6,346.50	471.00	7.42%	1,379.50	21.74%	1,668.00	26.28%
51	EF Corcoran Plumbing & Heating, Inc.	6	68.50	0.00	0.00%	19.00	27.74%	0.00	0.00%	28	8,491.00	1,410.50	16.61%	2,330.50	27.45%	0.00	0.00%
52	Energy Insulation Conservation Inc.	1	8.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	23	6,705.00	0.00	0.00%	1,581.00	23.58%	0.00	0.00%
53	Environmental Testing & Balancing	1	101.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	2,706.00	0.00	0.00%	419.50	15.50%	0.00	0.00%
54	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%
55	Federal Concrete, Inc.	23	2,361.00	190.00	8.05%	298.00	12.62%	0.00	0.00%	100	38,506.50	2,886.00	7.49%	4,676.00	12.14%	1,949.50	5.06%
56	First Choice Finishes	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	6,711.50	1,180.00	17.58%	1,212.00	18.06%	547.50	8.16%
57	Folan Waterproofing & Construction	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	1,471.50	0.00	0.00%	547.50	37.21%	0.00	0.00%
58	Fontaine Bros, Inc.	1	16.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	54	18,259.50	2,784.50	15.25%	4,790.00	26.23%	1,230.00	6.74%
59	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%
60	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%
61	Fusion Electric, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	112.00	0.00	0.00%	104.00	92.86%	0.00	0.00%
62	Gagliarducci Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	47	4,264.50	635.00	14.89%	709.50	16.64%	906.50	21.26%



## MGM Springfield

## Workforce Diversity Report (By Company)

As of: August 31, 2018

		This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
Reference	Company	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	%
63	Gomes Construction Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	575.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
64	Granite State Specialties LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	341.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
65	Green Insulation, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	2,264.00	0.00	0.00%	48.00	2.12%	0.00	0.00%
66	H. Carr & Sons, Inc.	44	4,815.00	104.00	2.16%	608.50	12.64%	610.00	12.67%	224	190,401.50	9,399.00	4.94%	46,176.50	24.25%	19,118.00	10.04%
67	Harry Grodsky & Co.	21	2,258.00	187.00	8.28%	48.00	2.13%	132.00	5.85%	217	121,710.50	6,031.00	4.96%	9,294.50	7.64%	11,988.50	9.85%
68	Hayward Baker Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	32	4,465.50	306.50	6.86%	1,170.50	26.21%	775.00	17.36%
69	HB Welding	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	16	6,833.00	148.50	2.17%	470.00	6.88%	1,082.00	15.83%
70	Heritage Restoration, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	17	5,868.00	82.00	1.40%	2,336.00	39.81%	100.00	1.70%
71	Hickman & Sgroi Electric Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	192.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
72	Insulation Contractor of New England LLC	1	15.00	0.00	0.00%	15.00	100.00%	0.00	0.00%	26	7,778.50	0.00	0.00%	3,128.00	40.21%	902.00	11.60%
73	Interbuild, Inc.	3	114.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	19	8,725.50	343.00	3.93%	512.00	5.87%	0.00	0.00%
74	J.D. Rivet & Co. Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	3.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
75	Jantile Boston	16	942.50	12.00	1.27%	104.50	11.09%	0.00	0.00%	54	24,778.00	363.00	1.47%	3,498.50	14.12%	0.00	0.00%
76	JDC Demolition	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	29	3,874.00	400.00	10.33%	792.00	20.44%	160.00	4.13%
77	John W. Egan	2	49.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	1,327.50	0.00	0.00%	484.00	36.46%	0.00	0.00%
78	Jones Engineering LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	168.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
79	JRL Construction, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	84	29,913.56	5,897.21	19.71%	11,391.50	38.08%	5,272.00	17.62%
80	K&K Acoustical Ceilings, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	2,237.56	321.50	14.37%	357.50	15.98%	0.00	0.00%
81	KHS&S Contractors, Inc.	23	3,774.50	0.00	0.00%	1,387.50	36.76%	163.00	4.32%	123	77,140.50	5,090.00	6.60%	23,637.00	30.64%	5,905.00	7.65%
82	Kleeberg Mechanical Services, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	29	2,675.50	0.00	0.00%	334.00	12.48%	0.00	0.00%
83	Kleeberg Sheet Metal, Inc.	2	9.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	1,144.50	255.00	22.28%	104.00	9.09%	0.00	0.00%
84	L.K. Sheet Metal, Inc.	10	296.50	77.50	26.14%	87.00	29.34%	0.00	0.00%	77	61,062.25	4,448.25	7.28%	10,491.25	17.18%	4,348.00	7.12%
85	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%
86	Legere Group	3	222.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	6,818.00	1,084.00	15.90%	1,596.00	23.41%	557.00	8.17%
87	Longden Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	2,770.00	184.00	6.64%	1,270.00	45.85%	144.00	5.20%
88	M. Frank Higgins & Co., Inc.	18	1,069.00	56.00	5.24%	135.00	12.63%	0.00	0.00%	42	18,448.00	375.00	2.03%	3,617.00	19.61%	0.00	0.00%
89	M.L. McDonald Sales Co., LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	1,409.00	192.00	13.63%	192.00	13.63%	0.00	0.00%
90	M.L. Schmitt, Inc.	12	506.00	40.00	7.91%	75.00	14.82%	32.00	6.32%	43	36,787.75	5,867.00	15.95%	5,923.00	16.10%	1,994.50	5.42%
91	Major Theatre Equipment Corp.	6	252.00	0.00	0.00%	0.00	0.00%	56.00	22.22%	7	1,044.00	0.00	0.00%	0.00	0.00%	216.00	20.69%
92	Manganaro Northeast, LLC	2	44.00	0.00	0.00%	26.00	59.09%	0.00	0.00%	9	621.00	0.00	0.00%	306.00	49.28%	0.00	0.00%
93	Marr Equipment Company	3	472.00	314.50	66.63%	307.50	65.15%	0.00	0.00%	22	9,212.75	4,544.25	49.33%	6,567.25	71.28%	0.00	0.00%
94	Marr Scaffold	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	21	638.00	0.00	0.00%	282.00	44.20%	16.50	2.59%
95	Marguerite Concrete	22	758.50	0.00	0.00%	170.50	22.48%	209.00	27.55%	115	6,069.00	0.00	0.00%	1,011.00	16.66%	1,016.00	16.74%
96	Massey's Plate Glass & Aluminum, Inc.	11	1,000.00	0.00	0.00%	32.00	3.20%	130.00	13.00%	35	23,943.00	1,616.00	6.75%	3,739.00	15.62%	2,255.00	9.42%
97	Mastercraft FC LLC	5	309.64	0.00	0.00%	82.30	26.58%	0.00	0.00%	22	7,434.77	20.50	0.28%	3,180.81	42.78%	44.75	0.60%
98	Maxim Crane Works LP	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	1,136.00	0.00	0.00%	543.00	47.80%	24.00	2.11%
99	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%
100	Midwest Pro Painting Inc	46	6,066.00	645.00	10.63%	1,826.00	30.10%	0.00	0.00%	66	47,683.50	5,408.50	11.34%	15,862.00	33.27%	1,117.00	2.34%
101	Mobile Welding Service	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	132.00	0.00	0.00%	44.00	33.33%	0.00	0.00%
102	Moran Sheet Metal, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	1,051.25	0.00	0.00%	289.75	27.56%	0.00	0.00%
103	MTK Construction Services, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	28	1,278.00	0.00	0.00%	64.00	5.01%	0.00	0.00%
104	NER Construction Management	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	19	2,125.00	0.00	0.00%	405.00	19.06%	0.00	0.00%
105	New England Concrete Cutting, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	456.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
106	New England Decks & Floors, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	4,317.00	817.00	18.93%	340.00	7.88%	0.00	0.00%
107	New England Foundation Co., Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	20	2,727.00	0.00	0.00%	587.50	21.54%	226.00	8.29%
108	New England Partition & Installation, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	70.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
109	New Hampshire Steel Erectors, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	2,753.50	518.50	18.83%	104.00	3.78%	0.00	0.00%
110	North East Foam Solutions, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	528.00	0.00	0.00%	376.00	71.21%	0.00	0.00%
111	Northeast Contractors, Inc.	26	3,423.50	322.00	9.41%	159.00	4.64%	163.00	4.76%	37	26,339.50	2,276.00	8.64%	918.00	3.49%	1,318.00	5.00%
112	Northeast Lighting Protection, LLC	2	37.84	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	435.95	0.00	0.00%	119.35	27.38%	0.00	0.00%
113	Northeast Steel Erectors	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	7	1,359.00	34.00	2.50%	183.00	13.47%	393.00	28.92%
114	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%
115	Northern General	5	49.00	0.00	0.00%	0.00	0.00%	8.00	16.33%	118	52,051.50	3,852.50	7.40%	9,281.50	17.83%	4,498.50	8.64%
116	Orissa, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	78.00	54.00	69.23%	13.00	16.67%	0.00	0.00%
117	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%
118	Palmer Paving Corporation	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	59	942.00	53.00	5.63%	14.00	1.49%	0.00	0.00%
119	Performance Testing & Balancing, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	266.00	0.00	0.00%	0.00	0.00%	38.00	

MGM Springfield

Workforce Diversity Report (By Company)

As of: August 31, 2018

		This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
Reference	Company	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	%
140	Tavares, LLC	8	417.00	0.00	0.00%	311.00	74.58%	0.00	0.00%	30	6,643.00	489.00	7.36%	1,970.00	29.66%	0.00	0.00%
141	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%
142	The Northern Corp.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	170.00	0.00	0.00%	32.00	18.82%	0.00	0.00%
143	The Pappas Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	128.00	24.00	18.75%	78.00	60.94%	0.00	0.00%
144	Thunderbird Construction	4	72.00	0.00	0.00%	40.00	55.56%	0.00	0.00%	6	97.00	0.00	0.00%	40.00	41.24%	0.00	0.00%
145	Tishman	10	960.00	360.00	37.50%	480.00	50.00%	0.00	0.00%	29	44,501.00	11,261.00	25.31%	12,120.00	27.24%	7,120.00	16.00%
146	Titan Roofing, Inc.	34	1,299.25	0.00	0.00%	199.00	15.32%	87.25	6.72%	136	39,850.25	611.25	1.53%	6,769.25	16.99%	3,233.75	8.11%
147	T.J. Conway Company	6	311.00	0.00	0.00%	128.50	41.32%	0.00	0.00%	83	57,522.75	2,237.00	3.89%	10,039.25	17.45%	10,077.50	17.52%
148	Triton Leasing and Rental, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	35	3,187.50	0.00	0.00%	1,547.50	48.55%	239.00	7.50%
149	Ultimate Abatement Company, Inc.	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	47	10,430.50	3,632.50	34.83%	10,119.50	97.02%	0.00	0.00%
150	Unistrut International Corporation	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	25	5,477.50	586.00	10.70%	1,069.00	19.52%	184.00	3.36%
151	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%
152	Walco Installations, LLC	-	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	15	1,221.00	177.00	14.50%	241.50	19.78%	182.00	14.91%
153	Whitehawk Construction Company Inc.	17	841.00	32.00	3.80%	96.00	11.41%	0.00	0.00%	48	16,877.00	1,164.00	6.90%	2,380.00	14.10%	776.00	4.60%
154	William Roberts Electric Co., Inc.	7	496.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	27	18,571.00	488.00	2.63%	334.00	1.80%	0.00	0.00%
155	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%
156	Winterberry Irrigation, LLC	3	330.00	0.00	0.00%	151.75	45.98%	0.00	0.00%	5	1,548.50	0.00	0.00%	1,072.75	69.28%	0.00	0.00%
157	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%
158	Wolverine Fire Protection Co	15	979.00	8.00	0.82%	266.00	27.17%	0.00	0.00%	34	34,398.50	2,259.50	6.57%	6,886.50	20.02%	1,591.00	4.63%
159	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		826	70,304.73	4,355.50	6.20%	15,341.30	21.82%	3,504.75	4.99%	5,508	2,351,380.51	173,020.96	7.36%	526,449.68	22.39%	196,686.67	8.36%
160	On-Site Design / Management	76	5,247.50	720.00	13.72%	1,317.50	25.11%	422.75	8.06%	607	367,487.23	55,105.60	15.00%	62,741.68	17.07%	40,521.55	11.03%
Total		902	75,552.23	5,075.50	6.72%	16,658.80	22.05%	3,927.50	5.20%	6,115	2,718,867.74	228,126.56	8.39%	589,191.36	21.67%	237,208.22	8.72%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	8.39%	1.49%
Minority	15.30%	21.67%	6.37%
Veteran	8.00%	8.72%	0.72%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of August 31, 2018
- (2) The total number of unique union workers that have worked on site is approximately 4,922. The 5,508 union workers identified above includes workers that have worked for multiple companies.

MGM Springfield  
Workforce Diversity Report (By Union)  
As of: August 31, 2018

		This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
Reference	Union	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	AEEF CWA Local #1300	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	324.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	AFCME 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%
3	Asbestos Workers #6	9	235.00	0.00	0.00%	33.00	14.04%	60.00	25.53%	109	28,603.00	0.00	0.00%	9,374.50	32.77%	3,299.00	11.53%
4	Boston Plasters' & Cement Masons' - Asphalt Layers' Union #534	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	107	8,428.50	817.00	9.69%	1,032.50	12.25%	45.00	0.53%
5	Bricklayers Local #1	13	886.00	0.00	0.00%	349.00	39.39%	0.00	0.00%	45	10,656.00	0.00	0.00%	4,927.00	46.24%	152.00	1.43%
6	Bricklayers Local #3	41	2,479.00	133.00	5.37%	372.25	15.02%	97.00	3.91%	294	93,984.00	2,978.00	3.17%	18,647.00	19.84%	2,735.50	2.91%
7	Building Wreckers Union #1421	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	542.00	0.00	0.00%	542.00	100.00%	0.00	0.00%
8	Carpenters Commercial Construction Local #349	1	6.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	6.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
9	Carpenters Interior Systems Local #352	2	12.00	0.00	0.00%	6.00	50.00%	0.00	0.00%	2	12.00	0.00	0.00%	6.00	50.00%	0.00	0.00%
10	Carpenters Local #24	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	33.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
11	Carpenters Local #26	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	21.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
12	Carpenters - Local #108	77	7,427.50	445.00	5.99%	1,316.50	17.72%	528.00	7.11%	815	337,408.74	26,566.00	7.87%	84,368.50	25.00%	36,603.00	10.85%
13	Carpenters Local #107	1	120.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	7,787.50	0.00	0.00%	1,658.00	21.29%	112.00	1.44%
14	Carpenters Local #109	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	671.50	117.00	17.42%	117.00	17.42%	0.00	0.00%
15	Carpenters Local #111	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	56.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
16	Carpenters Local #1305	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	366.00	0.00	0.00%	226.00	61.75%	0.00	0.00%
17	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%
18	Carpenters Local #2168	3	74.33	0.00	0.00%	40.00	53.81%	0.00	0.00%	23	4,683.56	10.50	0.22%	2,374.70	50.70%	44.75	0.96%
19	Carpenters Local #2169	1	83.48	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	1,152.51	0.00	0.00%	0.00	0.00%	0.00	0.00%
20	Carpenters Local #218	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	6.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
21	Carpenters Local #275	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	114.00	0.00	0.00%	32.00	28.07%	0.00	0.00%
22	Carpenters Local #33	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	3,259.50	45.00	1.38%	0.00	0.00%	0.00	0.00%
23	Carpenters Local #326	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	1,097.00	0.00	0.00%	92.00	8.39%	0.00	0.00%
24	Carpenters Local #327	1	140.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	1,829.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
25	Carpenters Local #328	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	20.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
26	Carpenters Local #330	3	315.00	0.00	0.00%	267.00	84.76%	0.00	0.00%	4	885.00	0.00	0.00%	809.00	91.41%	0.00	0.00%
27	Carpenters Local #336	56	4,645.03	0.00	0.00%	825.50	17.77%	750.00	16.15%	263	130,773.59	8,410.00	6.43%	33,902.00	25.92%	14,814.00	11.33%
28	Carpenters Local #337	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	179.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
29	Carpenters Local #338	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	599.00	0.00	0.00%	206.00	34.39%	0.00	0.00%
30	Carpenters Local #339	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	104.00	0.00	0.00%	54.00	51.92%	0.00	0.00%
31	Carpenters Local #346	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	32.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
32	Carpenters Local #349	2	84.00	0.00	0.00%	38.00	45.24%	0.00	0.00%	7	1,190.00	0.00	0.00%	258.00	21.68%	0.00	0.00%
33	Carpenters Local #424	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	80.00	0.00	0.00%	72.00	90.00%	65.00	81.25%
34	Carpenters Local #43	1	8.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	554.00	0.00	0.00%	48.00	8.66%	0.00	0.00%
35	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%
36	Carpenters Local #535	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	565.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
37	Carpenters Local #67	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	320.00	0.00	0.00%	136.00	42.50%	0.00	0.00%
38	Carpenters Local #635	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	343.50	0.00	0.00%	0.00	0.00%	89.00	25.91%
39	Carpenters Local #1977	3	552.00	0.00	0.00%	432.00	78.26%	0.00	0.00%	23	12,944.00	0.00	0.00%	7,948.00	61.40%	32.00	0.25%
40	Cement Mason Local #592	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	65.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
41	CT Bricklayers #1	5	339.00	0.00	0.00%	205.00	60.47%	0.00	0.00%	19	5,582.00	0.00	0.00%	2,802.50	50.21%	0.00	0.00%
42	Floorcoverers Local #2168	2	70.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	54	6,787.00	1,064.00	15.68%	2,178.00	32.09%	521.50	7.68%
43	Glaziers Union Local 1133	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	714.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
44	International Alliance Theatrical Stage Employees Local #53	6	252.00	0.00	0.00%	0.00	0.00%	56.00	22.22%	7	1,044.00	0.00	0.00%	0.00	0.00%	216.00	20.69%
45	International Association of Heat and Frost Insulators - Local 33	1	1.50	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	833.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
46	International Association of Iron Workers Local #7	8	792.00	129.00	16.29%	0.00	0.00%	0.00	0.00%	146	69,795.00	6,383.00	9.15%	6,225.00	8.92%	4,084.00	5.85%
47	International Association of Iron Workers Local #15	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	2,219.50	40.00	1.80%	137.00	6.17%	0.00	0.00%
48	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%
49	International Brotherhood of Electrical Workers - IBEW Local #7	185	18,821.00	709.00	3.77%	2,351.00	12.49%	1,055.50	5.61%	734	554,811.50	32,157.50	5.80%	86,192.25	15.54%	49,621.00	8.94%
50	International Brotherhood of Electrical Workers - IBEW Local #8	1	100.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	273.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
51	International Brotherhood of Electrical Workers - IBEW Local #35	5	341.84	0.00	0.00%	0.00	0.00%	16.00	4.68%	38	18,986.45	2,677.00	14.10%	4,730.35	24.91%	3,027.00	15.94%
52	International Brotherhood of Electrical Workers - IBEW Local #90	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	773.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
53	International Brotherhood of Electrical Workers - IBEW Local #96	1	8.00	0.00	0.00%	8.00	100.00%	0.00	0.00%	1	8.00	0.00	0.00%	8.00	100.00%	0.00	0.00%
54	International Brotherhood of Electrical Workers - IBEW Local #103	4	90.00	8.00	8.89%	16.00	17.78%	24.00	26.67%	15	1,813.00	196.00	10.81%	16.00	0.88%	80.00	4.41%
55	International Brotherhood of Electrical Workers - IBEW Local #104	3	56.00	0.00	0.00%	24.00	42.86%	0.00	0.00%	5	1,479.00	0.00	0.00%	64.00	4.33%	0.00	0.00%
56	International Brotherhood of Electrical Workers - IBEW Local #1228	1	8.00	0.00	0.00%	8.00	100.00%	0.00	0.00%	1	8.00	0.00	0.00%	8.00	100.00%	0.00	0.00%
57	International Brotherhood of Electrical Workers - IBEW 2nd District	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	23.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
58	International Union of Elevator Constructors Local #4	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	404.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
59	International Union of Elevator Constructors Local #41																

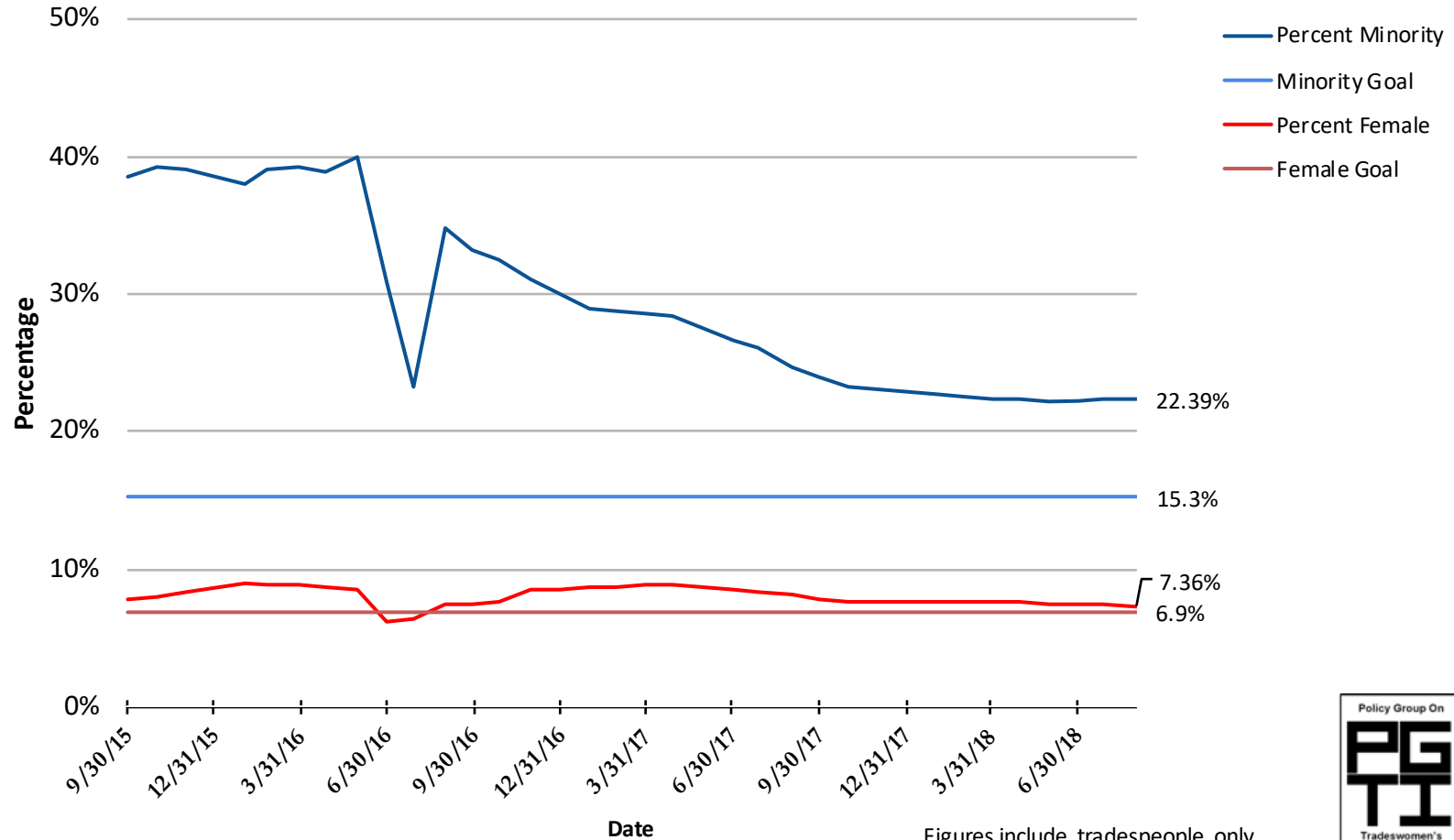
MGM Springfield  
Workforce Diversity Report (By Union)  
As of: August 31, 2018

		This Month's Workforce Diversity Statistics								Project To Date Workforce Diversity Statistics							
Reference	Union	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	%
79	Laborers Local #230	4	452.00	0.00	0.00%	275.50	60.95%	0.00	0.00%	14	3,175.50	0.00	0.00%	2,111.00	66.48%	7.50	0.24%
80	Laborers Local #243	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	3,975.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
81	Laborers Local #271, Rhode Island	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	156.00	0.00	0.00%	156.00	100.00%	0.00	0.00%
82	Laborers Local #385	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	6	182.00	0.00	0.00%	8.00	4.40%	0.00	0.00%
83	Laborers Local #39	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	3,091.51	0.00	0.00%	119.01	3.85%	2,347.50	75.93%
84	Laborers Local #429	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	64.84	0.00	0.00%	40.84	62.99%	0.00	0.00%
85	Laborers Local #455	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	24	6,097.50	1,496.00	24.53%	6,097.50	100.00%	0.00	0.00%
86	Laborers Local #473	1	76.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	17	3,476.00	0.00	0.00%	34.00	0.98%	0.00	0.00%
87	Laborers Local #547	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	2,183.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
88	Laborers Local #560	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	203.00	0.00	0.00%	27.00	13.30%	0.00	0.00%
89	Laborers Local #596	23	2,357.00	267.00	11.33%	527.00	22.36%	171.00	7.25%	223	88,184.75	9,732.50	11.04%	23,051.50	26.14%	4,951.00	5.61%
90	Laborers Local #609	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	25	2,195.50	0.00	0.00%	125.00	5.69%	474.00	21.59%
91	Laborers Local #610	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	14	403.50	0.00	0.00%	14.00	3.47%	0.00	0.00%
92	Laborers Local #611	18	1,532.25	0.00	0.00%	1,244.25	81.20%	0.00	0.00%	31	8,084.75	0.00	0.00%	6,254.00	77.36%	0.00	0.00%
93	Laborers Local #665	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	9	1,659.50	32.00	1.93%	1,659.50	100.00%	0.00	0.00%
94	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%
95	Laborers Local #88 [Tunnel Workers]	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	338.50	0.00	0.00%	8.00	2.36%	41.00	12.11%
96	Laborers Local #721	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	33.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
97	Laborers Local #876	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	40.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
98	Laborers Local #999	83	7,576.25	1,126.00	14.86%	2,147.00	28.34%	8.00	0.11%	654	231,459.71	36,937.71	15.96%	74,006.25	31.97%	17,354.00	7.50%
99	Laborers Local #1000	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	24.00	8.00	33.33%	8.00	33.33%	0.00	0.00%
100	Massachusetts Laborers' District Council	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	11	962.00	0.00	0.00%	85.00	8.84%	96.00	9.98%
101	Nevada Laborer's Local #872	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	4	2,638.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
102	Nevada Painters Local #159	4	756.00	0.00	0.00%	292.00	38.62%	0.00	0.00%	21	7,767.50	541.00	6.96%	2,339.50	30.12%	0.00	0.00%
103	Nevada Plasterer's & Cement Mason Local #797	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	3	74.00	0.00	0.00%	36.00	48.65%	0.00	0.00%
104	New England Regional Council of Carpenters	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	99.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
105	New England Regional Council of Carpenters - Local #43	1	42.30	0.00	0.00%	42.30	100.00%	0.00	0.00%	1	649.61	0.00	0.00%	649.61	100.00%	0.00	0.00%
106	No. Cal Carpenters Local #9144	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	16.00	0.00	0.00%	16.00	100.00%	0.00	0.00%
107	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%
108	Operating Engineers Local #4	2	21.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	22	1,866.00	0.00	0.00%	20.00	1.07%	0.00	0.00%
109	Operating Engineers Local #478	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	8	728.00	0.00	0.00%	183.50	25.21%	0.00	0.00%
110	Operative Plasterers and Cement Masons International Association, Local 40	10	603.00	0.00	0.00%	95.00	15.75%	0.00	0.00%	51	25,786.50	702.50	2.72%	6,248.00	24.23%	2,749.00	10.66%
111	Painters and Allied Trades 1M	1	249.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	13	4,108.50	121.00	2.95%	390.00	9.49%	0.00	0.00%
112	Painters and Allied Trades District Council #35	55	5,588.50	264.00	4.72%	2,128.50	38.09%	0.00	0.00%	152	60,735.50	2,907.00	4.79%	18,935.00	31.18%	2,183.00	3.59%
113	Pile Drivers Local #56	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	18	2,114.00	0.00	0.00%	468.50	22.16%	180.50	8.54%
114	Plasterers and Cement Masons Local #534	14	587.00	0.00	0.00%	160.50	27.34%	209.00	35.60%	77	5,587.00	0.00	0.00%	1,603.50	28.70%	921.50	16.49%
115	Plumbers & Pipefitters #104	38	2,788.50	187.00	6.71%	255.50	9.16%	128.00	4.59%	386	204,630.37	9,678.50	4.73%	26,731.25	13.06%	23,115.00	11.30%
116	Plumbers & Pipefitters Local #777	3	94.50	0.00	0.00%	0.00	0.00%	4.00	4.23%	15	5,154.50	0.00	0.00%	144.00	2.79%	1,583.00	30.71%
117	Roofers #241	1	8.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	8.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
118	Roofers #248	17	625.50	0.00	0.00%	119.00	19.02%	62.50	9.99%	107	31,414.50	0.00	0.00%	6,084.75	19.37%	1,965.50	6.26%
119	Sheet Metal Workers #17	1	72.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	5	349.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
120	Sheet Metal Workers #19	4	147.00	0.00	0.00%	0.00	0.00%	8.00	5.44%	6	2,601.00	0.00	0.00%	0.00	0.00%	1,036.00	39.83%
121	Sheet Metal Workers #40	6	204.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	32	14,972.00	0.00	0.00%	1,565.50	10.46%	0.00	0.00%
122	Sheet Metal Workers #63	20	723.50	77.50	10.71%	255.00	35.25%	0.00	0.00%	128	59,309.50	5,352.50	9.02%	11,231.00	18.94%	4,805.00	8.10%
123	Sheet Metal Workers #83	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	17.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
124	So. Cal Painters Local #256	2	270.00	0.00	0.00%	135.00	50.00%	0.00	0.00%	5	375.00	105.00	28.00%	135.00	36.00%	0.00	0.00%
125	Sprinkler Fitters #669	15	979.00	8.00	0.82%	266.00	27.17%	0.00	0.00%	43	35,752.50	2,259.50	6.32%	7,142.50	19.98%	1,591.00	4.45%
126	Teamsters' #404	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	10	972.50	114.50	11.77%	32.00	3.29%	0.00	0.00%
127	Teamsters Local #25	2	8.00	0.00	0.00%	4.00	50.00%	0.00	0.00%	9	131.50	0.00	0.00%	4.00	3.04%	0.00	0.00%
128	United Union of Roofers, Waterproofers and Allied Workers/ Local Union #12	2	136.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	2	1,080.50	0.00	0.00%	0.00	0.00%	0.00	0.00%
129	United Union of Roofers, Waterproofers and Allied Workers/ Local Union #9	0	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%	1	328.50	0.00	0.00%	328.50	100.00%	0.00	0.00%
Total - Unions		826	70,304.73	4,355.50	6.20%	15,341.30	21.82%	3,504.75	4.99%	5,912	2,351,380.51	173,020.96	7.36%	526,449.68	22.39%	196,686.67	8.36%
130	On-Site Design / Management	76	5,247.50	720.00	13.72%	1,317.50	25.11%	422.75	8.06%	607	367,487.23	55,105.60	15.00%	62,741.68	17.07%	40,521.55	11.03%
Total		902	75,552.23	5,075.50	6.72%	16,658.80	22.05%	3,927.50	5.20%	6,519	2,718,867.74	228,126.56	8.39%	589,191.36	21.67%	237,208.22	8.72%

Totals - Overall			
Group	Project Goals	Project To Date	Delta
Women	6.90%	8.39%	1.49%
Minority	15.30%	21.67%	6.37%
Veteran	8.00%	8.72%	0.72%

Notes:  
(1) Statistics include all workforce reports that were received by MGM as of August 31, 2018.  
(2) The total number of unique union workers that have worked on site is approximately 4,922. The 5,912 union workers identified above includes workers that have worked for multiple companies and/or multiple unions.

MGM Springfield: Totals for Access and Opportunity Goals as of 8/31/18 - 2,351,380.51 Hours Completed\*



Figures include tradespeople only.  
\*Hours completed by tradespeople.

