

# Access and Opportunity Committee

December 8, 2015



**MGM RESORTS**  
INTERNATIONAL

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# Agenda



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



# Outreach Update

# Outreach Update

- 1 Targeted Outreach with VBE Companies and Veteran Related Community Organizations**
- 2 Outreach to MBE and WBE Companies**
- 3 Community Group Meetings**
- 4 Community Advertising**
- 5 Union Apprenticeship Program Enrollment**

# 1 Outreach to VBE Companies & Veteran Related Organizations

Ref	Company	Location
1	Baystate Alarm Security	Marlborough, MA
2	Aulson Company, Inc.	Methuen, MA
3	Alares LLC.	Quincy, MA
4	Francis Whitty/TMR Development	Middleboro, MA
5	Hernandez Consulting LLC.	Boston, MA

Ref	Organization	Location
1	NABVETS	Springfield, MA
2	City of Springfield Dept. of Veteran Services	Springfield, MA
3	American Legion	Massachusetts Headquarters
4	Bilingual Veterans Outreach Center	Springfield, MA

## 2 Outreach to MBE and WBE Companies

<b>Ref</b>	<b>Company</b>	<b>Location</b>	<b>Diversity Status</b>
1	Steere Engineering, Inc.	Warwick, RI	WBE
2	C & C Contractors, LLC.	Springfield, MA	MBE
3	Federal Concrete Inc.	Hopedale, MA	WBE
4	Andelman and Lelek Engineering, Inc.	Norwood, MA	WBE

# 3 Community Group Meetings

<b>Ref</b>	<b>Company</b>	<b>Location</b>
1	Community Works	Springfield, MA
2	Association of Black Businesses and Professionals	Springfield, MA
3	Carpenters Union #108	Springfield, MA
4	Partners for Community	Springfield, MA
5	Uptown Construction Collaborative	Springfield, MA

# 4 Community Advertising

- Afro-American Point of View
- El Pueblo Latino
- The Off-Line Newspaper

## OPEN CALL!

### Minority, Women, and Veteran Owned Businesses

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

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

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

- Pre-Qualification Process and Requirements
- Construction plans and timeline
- Registering as a vendor with the MA Gaming Commission
- Certifying your business as a MBE, WBE or VBE

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

To schedule an appointment, please contact:

Chelan Brown

Diversity Specialist

[cbrown@mgmspringfield.com](mailto:cbrown@mgmspringfield.com)

413-273-5926

**MGM Springfield, Building Excitement**



# 5 Union Apprenticeship Program Enrollment

Through November 30, 2015

<b>Union Apprenticeship Program</b>	<b>Trade</b>	<b>Region(s) Served</b>	<b>Location</b>	<b>Apprenticeship Program Application Enrollment Period</b>
Boilermakers Northeastern Area JATC	Boilermakers	MA, RI, NH, VT, ME	North Quincy, MA	Applications distributed on last Friday of every month from 8:00 a.m.-1:00 p.m.
Brick Layers and Allied Craftworkers Local 3 JATC	Brick Laying	MA, ME, NE, RI	Dorchester, MA	Open Enrollment Once a Year-Last Week In January
New England Carpenters Training Fund	Carpenters	ME, MA, NH, RI, VT	Millbury, MA	Mandatory Information Session-applications distributed at the end of each session. 3rd Wednesday of every month at 6 p.m.
IBEW Local 7 JATC	Electrical Workers & Telecommunications	Western, MA	Springfield, MA	Mandatory Information sessions held each month from Sept-Jan. Application Deadline is the last weekday in January and are by appointment only.
New England Carpenters Training Fund	Floorcoverers	ME, MA, NH, RI, VT	Millbury, MA	Mandatory Information Session-applications distributed at the end of each session. 3rd Wednesday of every month at 6 p.m.
Heat and Frost Insulators Local 6 JATC	Heat and Frost Insulators	MA	Dorchester, MA	New Member Enrollment is decided on by the Joint Apprenticeship Committee based on demonstration of need to enroll new members. No open enrollment for 2015. JAC meets again in March 2016 to decide if there will be a 2016 open enrollment.



# Construction Workforce

# Workforce Diversity Statistics - Union

Through November 25, 2015

<b>Group</b>	<b>Project Goals</b>	<b>Project To Date %</b>
<b>Women</b>	<b>6.90%</b>	<b>8.29%</b>
<b>Minority</b>	<b>15.30%</b>	<b>38.99%</b>
<b>Veteran</b>	<b>8.00%</b>	<b>4.97%</b>

Note:

(1) Statistics include all workforce reports that were received by MGM as of November 25, 2015.

# Workforce Diversity Statistics - Total

Through November 25, 2015

<b>Group</b>	<b>Project Goals</b>	<b>Project To Date %</b>
<b>Women</b>	<b>6.90%</b>	<b>9.94%</b>
<b>Minority</b>	<b>15.30%</b>	<b>29.41%</b>
<b>Veteran</b>	<b>8.00%</b>	<b>7.06%</b>

Note:

(1) Statistics include all workforce reports that were received by MGM as of November 25, 2015.

# Workforce Development

## 1. Held individual meetings with:

- Northern Construction
- Tishman
- American Environmental

## 2. Discussed improving workforce diversity percentages for:

- Women
- Minority
- Veteran

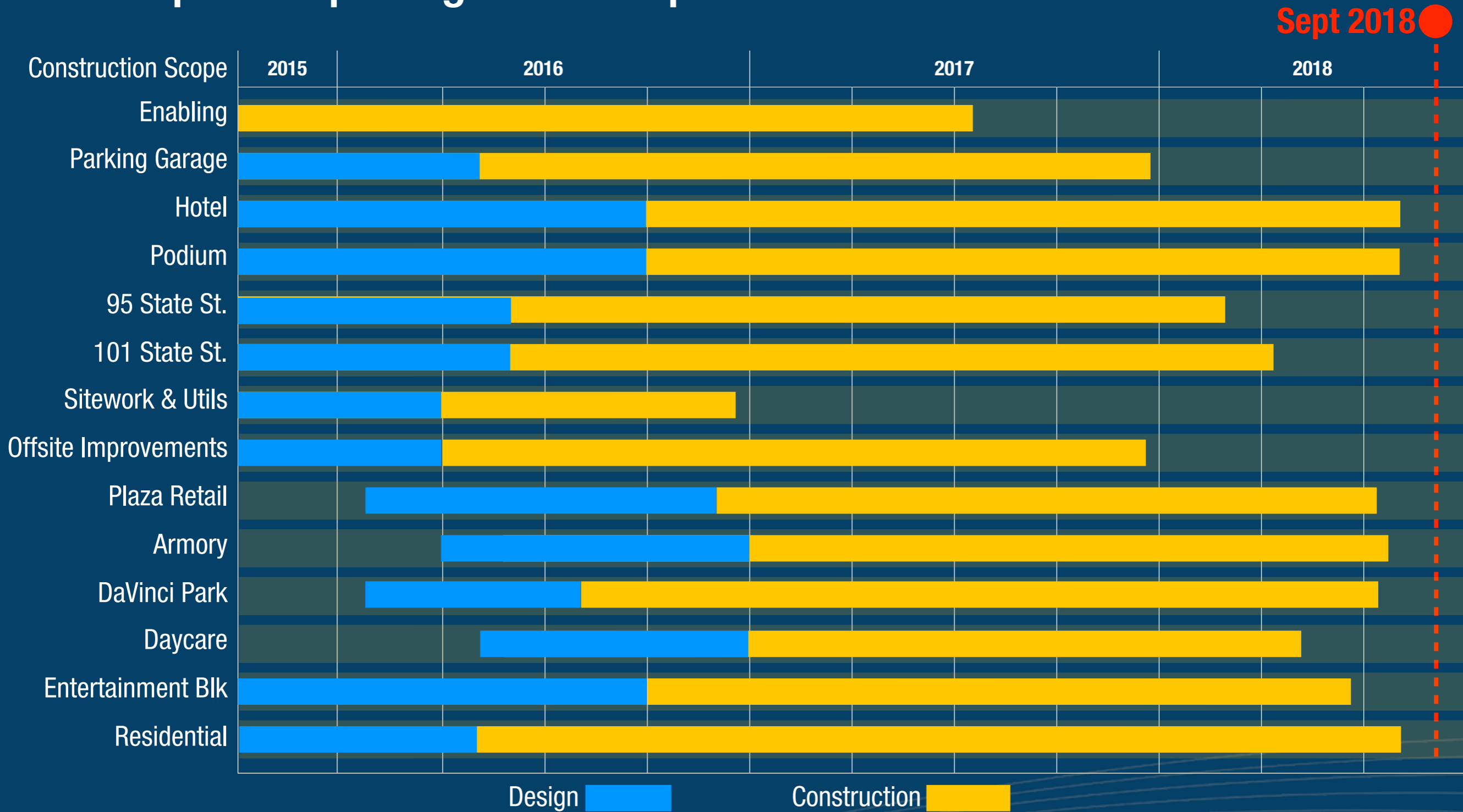


# Workforce 3 Month Look Ahead

1. Early December 2015 - Garage Bids Due
2. December 2015 - Fence Lighting
3. December 2015 – Verizon Pole Removal
4. December 2015 - Union/Chandler Design Package To Be Awarded
5. January 2016 – Temp Power Connections
6. January 2016 - Tree Removal
7. January 2016 – 95 State Street Abatement
8. January 2016 – Commencement Of Demolition
9. January 2016 - Mission Abatement
10. February 2016 - Mission Demolition

# Preliminary Project Milestones

Anticipated Opening Date - September 2018





# Design & Construction Commitments



# Design & Construction Commitments

Through November 30, 2015

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	10.1%	0.1%	21	\$3.73M
MBE	5.0%	10.7%	5.7%	12	\$3.95M
VBE	2.0%	0.2%	(1.8%)	4	\$0.09M

## Notes:

(1) Total Commitments through November 30, 2015 are \$36.9M.

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

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



# Design Commitments

# Ongoing Architect Of Record Discussions

<b>Ref</b>	<b>Certified Companies</b>	<b>Diversity Status</b>
1	Andelman & Lelek	WBE
2	Convergent Tech Design Group	WBE
3	Copley Wolff Design Group, Inc.	WBE
4	Dietz & Company Architects, Inc.	WBE
5	Engineers Design Group	MBE
6	Fernandez and Assoc	MBE
7	MCLA, Inc.	WBE
8	Soden Sustainability	WBE
9	Specs Design Group	WBE
10	VAV International	MBE

<b>Ref</b>	<b>Pending Companies</b>	<b>Diversity Status</b>
1	Argus Arch & Preservation	WBE
2	Avenue Interior Design	WBE
3	Kanyona CAD Consulting	VBE
4	WA Architects	MBE

# Design Commitments

Through November 30, 2015

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	4.4%	5	\$0.43M
MBE	5.0%	2.6%	1	\$0.26M
VBE	2.0%	0.0%	0	\$0

Notes:

(1) Total Commitments through November 30, 2015 are \$9.7M.

(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.

# Design Companies

Through November 30, 2015

Ref	Company	Scope	Location	Diversity Status
1	Convergent Technologies Design Group, Inc.	Acoustics/ Audio Visual/ IT/ Low Voltage	Lockport, NY 14094	WBE
2	Copley Wolff Design Group, Inc.	Full Landscape Architectural Services	Boston, MA 02116	WBE
3	Desman, Inc.	Parking Garage Bridging Documents (LOA)	18 Tremont Street, Suite 300 Boston, MA 02108	MBE
4	Dietz & Company Architects, Inc.	Full Service Architecture and Interior Design	Springfield, MA 01103	WBE
5	MCLA, Inc.	Lighting	Washington, DC 20007	WBE
6	Soden Sustainability Consulting, LLC	LEED	Winchester, MA 01890	WBE

## Notes:

(1) These companies are certified by the following agencies:

- Massachusetts Supplier Diversity Office
- National Women's Business Enterprise Certification



# Construction Commitments

# Construction Commitments

Through November 30, 2015

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	12.1%	16	\$3.30M
MBE	5.0%	13.6%	11	\$3.69M
VBE	2.0%	0.3%	4	\$0.09M

Notes:

(1) Total Commitments Through November 30, 2015 are \$27.2M.

(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.

# Diverse Construction Companies

Through November 30, 2015

Ref	Company	Scope	Location	Diversity Status
1	American Environmental, Inc.	Abatement	Holyoke, MA 01040	MBE
2	Ayala Excavating and Trucking, LLC	Trucking	Springfield, MA 01107	MBE
3	BECO Electrical Contractors, Inc.	Electrical	Monson, MA 01057	VBE
4	Berkshire Concrete Cutting	Saw Cutting	Torrington, CT 06790	WBE
5	C&C Contractors, LLC	Trucking Services	Springfield, MA 01104	MBE
6	CK Flooring Solutions, Inc.	Carpet Installer	Chicopee, MA 01020	WBE
7	CMJ, LLC	Property Management/Maintenance	Springfield, MA 01101	MBE
8	Connecticut Drywall Finishing, Inc.	Drywall	West Springfield, MA 01089	WBE
9	Connecticut Temperature Controls LLC	Controls	Newington, CT 06131	VBE
10	El Waterman, Inc	Pipe Supplier	Foxboro, MA 02035	WBE
11	Erection & Welding	Steel Supplier	New Milford, CT 06776	MBE
12	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE
13	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
14	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
15	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE
16	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE



# Diverse Construction Companies

Through November 30, 2015

Ref	Company	Scope	Location	Diversity Status
17	Larry's Trucking	Trucking	Springfield, MA 01129	MBE
18	Lindon Supply	Piping Materials	East Providence, RI 02914	WBE
19	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE
20	New England Foundation Company	Helical Piles	Andover, MA 01810	WBE
21	Northeastern Steel Corp	Steel Distributor	Revere, MA 02151	MBE
22	Optimum Building & Inspection	Carpentry	Springfield, MA 01104	MBE
23	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
24	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE
25	S&F Concrete, Inc	Concrete	Hudson, MA 01749	MBE
26	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
27	Steere Engineering, Inc.	Engineering Services	Warwick, RI 02886	WBE
28	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
29	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
30	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE
31	Willow Tree Outdoor, LLC	Landscape	Springfield MA 01105	WBE

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