

Access and Opportunity Committee

February 9, 2016



AGENDA

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



Outreach Update



OUTREACH UPDATE

1. Outreach to MBE, WBE and VBE Companies
2. Community Group Meetings
3. Community Partners Network
4. Construction Diversity Task Force
5. Union Partnership & Outreach
 - Carpenters #108 Collaboration
 - Pioneer Valley Building Trades Union Collaboration
6. Union Apprenticeship Program Referral Update
7. Outreach Events

OUTREACH TO MBE, WBE & VBE COMPANIES

Design & Consulting:

Ref	Company	Location	Diversity Status
1	Desert Construction Consulting	Las Vegas, NV	MBE
2	Marshall Moya Design, LLC.	Washington, D.C.	MBE
3	Stevens & Associates	Brattleboro, VT	VBE

Construction:

Ref	Company	Location	Diversity Status
4	City Enterprise Inc.	Springfield, MA	WBE/ MBE
5	Jericho Construction	Springfield, MA	VBE/ MBE
6	Superior Products	Massachusetts & Connecticut	WBE

COMMUNITY GROUP MEETINGS

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	City of Springfield Veteran Services	Springfield, MA
3	East Africa Cultural Center	Springfield, MA
4	Future Works Career Center	Springfield, MA
5	Greater Springfield NAACP	Springfield, MA
6	Ludlow Veterans Services Office	Ludlow, MA
7	Neighbor to Neighbor	Springfield, MA
8	Partners for Community	Springfield, MA
9	School Based Services	Springfield, MA
10	Springfield Partners for Community Action	Springfield, MA
11	Uptown Construction Collaborative	Springfield, MA
12	Urban League of Springfield	Springfield, MA
13	Veterans Inc.	Springfield, MA

COMMUNITY PARTNERS NETWORK

Ref	Organization	Location
1	A.W.A.K.E. Inc.	Springfield, MA
2	Community Works	Springfield, MA
3	East African Cultural Center	Springfield, MA
4	Greater Springfield NAACP	Springfield, MA
5	Ludlow Veterans Services Organization	Ludlow, MA
6	Neighbor to Neighbor	Springfield/Holyoke, MA
7	Partners for Community	Springfield/Holyoke, MA
8	ROCA	Springfield, MA
9	School Based Services	Springfield, MA
10	Springfield Partners for Community Action	Springfield, MA
11	Springfield Veterans Services Dept.	Springfield, MA
12	Uptown Construction Collaborative	Springfield, MA
13	Urban League of Greater Springfield	Springfield, MA
14	Veteran's Inc.	Springfield, MA
15	Westover Job Corps.	Westover, MA
16	YWCA/Youth Build	Springfield, MA

Notes:

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

COMMUNITY PARTNERS NETWORK

Progress Made to Date:

- Met three times since its inception in December 2015.
- Working with a paid facilitator to define its mission statement.
- Held an election to choose their 4 representatives to participate in the Construction Workforce Task Force with local trade union reps and MGM Construction Representatives.
- Has grown in new members from 9 to 16 community based organizations.
- Have begun discussions around a February 2016 public awareness and public relations campaign to make the region aware of the network, how to join, and purpose of the Network.

CONSTRUCTION WORKFORCE TASK FORCE

The Construction Workforce Task Force is made up of representatives from:

- Community Partners Network
- Local trade unions
- MGM Springfield Construction representatives



The mission is to provide a venue for members of the community, trade union representatives, and construction representatives to increase access to opportunities for women, minority, and veterans in the construction trades and workforce.

CONSTRUCTION DIVERSITY TASK FORCE

- 4 representatives were chosen from the Community Partners Network to serve on the Diversity Task Force:
 - **Vanessa Otero:** Partners for Community
 - **Fred Lopez:** Springfield Partners for Community Action
 - **Mike Florio:** Uptown Construction Collaborative
 - **City of Springfield Veterans Services Department**
- Local Pioneer Valley Trade Union Representatives have been contacted about joining the task force and MGM expects feedback in the next week and a half. Carpenter Union has agreed to join the task force.
- 1st Diversity Task Force meeting is targeted to take place in the next 4 - 6 weeks.



UNION PARTNERSHIP & OUTREACH

Carpenters Union #108 Collaboration:

- **January 5, 2016** - Future Works Career Counselors MGM Construction & Carpenters Union Information Session
- **January 6, 2016** - Carpenters Union & MGM Construction Information Session
- **January 25, 2016** - Carpenters Union & MGM Construction @ Future Works Career Expo at the Basketball Hall of Fame



UNION PARTNERSHIP & OUTREACH

Pioneer Valley Building Trades (PVBT) Collaboration:

- **January 28, 2016** - MGM Construction Management representatives attended the PVBT Business Managers Monthly Meeting.
- MGM has met/outreached with the following trade unions individually as well. MGM will continue to meet individually with local trade unions.

Ref	Union Name	Trade	Location
1	Carpenters Union #108	Carpentry	Springfield, MA
2	Ironworkers Local #7	Iron	Springfield, MA
3	IBEW	Electrical Engineers	Springfield, MA
4	Laborers Union #999	General Construction Labor	East Longmeadow, MA

UNION APPRENTICESHIP PROGRAM REFERRAL UPDATE

- MGM is following up with 62 contacts who may be interested in joining the union through the following:
 - MGM Springfield On-Line Construction Workforce Interest Form
 - Referrals and list from our community partners
 - Attendance at outreach events
- MGM is tracking the progress of each referral and documenting all union referral work in a union referral database.
- Finding that many of these contacts will need resources in order to meet union requirements.
- Receiving many contacts over the age of 60.

OUTREACH EVENTS

- **February 2-3, 2016** - Veterans interested in Construction Open Houses
- **February 12, 2016** - Roger L. Putnam High School Site Tour & Construction/ Union Information Session
- **February/ March 2016** - 1st Diversity Construction Task Force Meeting
- **March 2016** - Women & Minorities Interested in Construction Open Houses

Calling All Veterans

MGM Springfield Wants to Meet with YOU!

Veterans Interested in Careers in Construction Are Invited to Information Sessions at:

Carpenters Union #108, 29 Oakland St., Springfield

MGM Resorts International® is committed to providing access to opportunities for military veterans in the construction of MGM Springfield.

If you are a veteran interested in joining a building trade, the MGM Springfield construction team invites you to attend an information session.

MGM Springfield's construction management representatives will meet with interested veterans and provide information on our local building trade partners, union apprenticeship programs and requirements for joining a trade and working

on the MGM Springfield project.

Meetings schedule:

9:00 – 10:30 a.m. Tuesday, Feb. 2

6:00 – 7:30 p.m. Tuesday, Feb. 2

11:30 a.m. – 1:00 p.m. Wednesday, Feb. 3

You must register in advance by calling: 413.273.5908

or emailing construction@mgmspringfield.com



Building Excitement
mgmspringfield.com

Construction Workforce



WORKFORCE DIVERSITY STATISTICS - UNION

THROUGH JANUARY 29, 2016

Group	Project Goals	Project To Date %
Women	6.90%	8.65%
Minority	15.30%	38.18%
Veteran	8.00%	5.59%

Notes:

(1) Statistics include all workforce reports that were received by MGM as of January 29, 2016.

WORKFORCE DIVERSITY STATISTICS - TOTAL

THROUGH JANUARY 29, 2016

Group	Project Goals	Project To Date %
Women	6.90%	10.38%
Minority	15.30%	27.81%
Veteran	8.00%	7.90%

Notes:

- (1) Statistics include all workforce reports that were received by MGM as of January 29, 2016.
- (2) The Diversity plan approved by the MGC allows reporting to include hours allocated to multiple diversity categories. 4% of total workforce hours are included in two of the diversity categories. There are not any hours currently reported within three diversity categories.

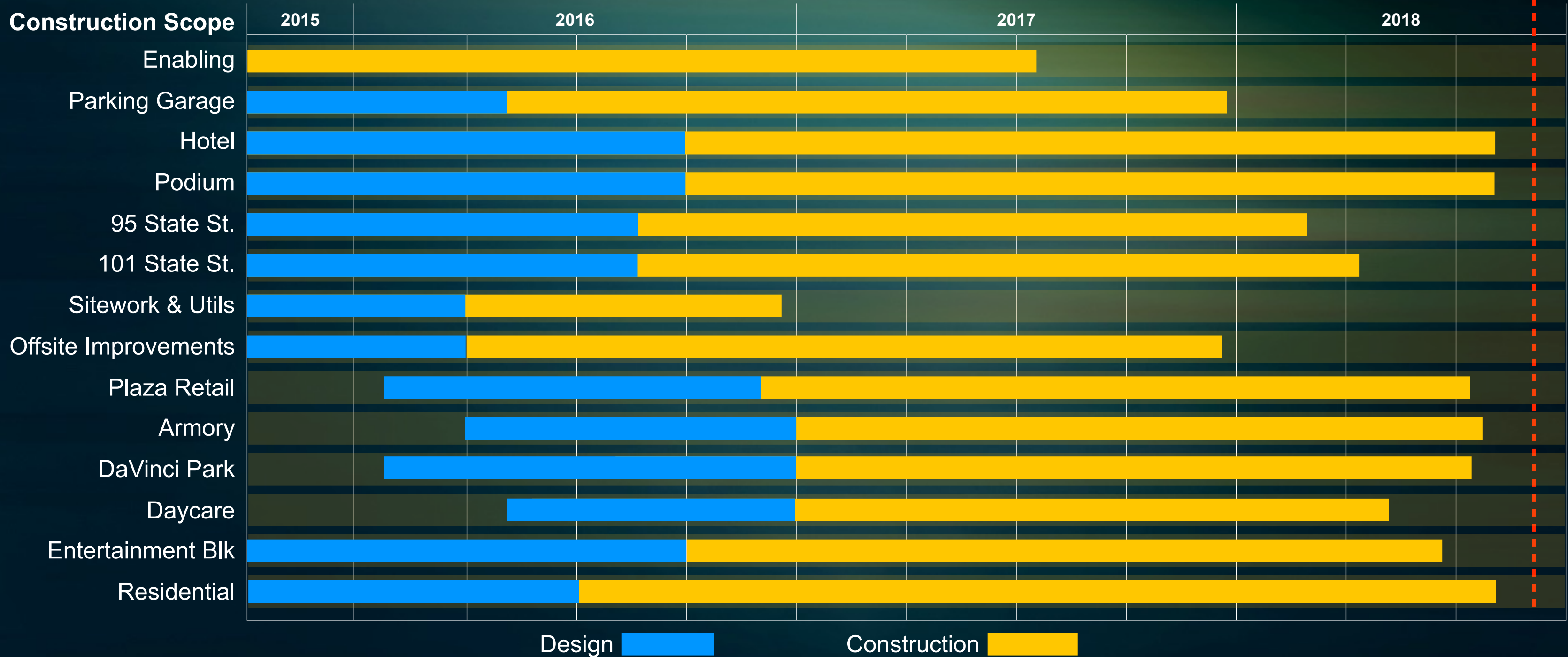
WORKFORCE 3 MONTH LOOK AHEAD

1. **Work in Progress** - Mission Abatement
2. **Work in Progress** - VFW Abatement
3. **Work in Progress** - 95 State Street Abatement
4. Early February 2016 - Commissioning Award
5. Early February 2016 - Fence Lighting
6. Early February 2016 - Garage Award
7. Early February 2016 - Street closures
8. February 29, 2016 - 79 State Street Demolition
9. February 29, 2016 - Union Chandler Garage Demolition
10. February 29, 2016 - Vault V86 Relocation
11. Early March 2016 - Mission Demolition
12. Early March 2016 - VFW Demolition
13. March 2016 - Edisonia Building Demolition
14. March 2016 - Temp Power Connections
15. Early April 2016 - Armory Rear Demo
16. April 2016 - YWCA Demolition
17. Late April 2016 - French Church Relocation

WORKFORCE 3 MONTH LOOK AHEAD

ANTICIPATED OPENING DATE - SEPTEMBER 2018

Sept 2018 ●



Design & Construction Commitments



DESIGN & CONSTRUCTION COMMITMENTS

THROUGH JANUARY 29, 2016

Group	Project Goals	Commitments	Variance	Company Count	Value
WBE	10.0%	10.2%	0.2%	22	\$4.13M
MBE	5.0%	12.0%	7.0%	12	\$4.88M
VBE	2.0%	2.2%	0.2%	6	\$0.90M

Notes:

(1) Total Commitments through January 29, 2016 are \$40.6M.

(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 Commitments



RECENT ARCHITECT OF RECORD AWARD

Ref	Certified Companies	Diversity Status
1	Andelman & Lelek	WBE
2	Avenue Interior Design	WBE
3	Convergent Tech Design Group	WBE
4	Copley Wolff Design Group, Inc.	WBE
5	Dietz & Company Architects, Inc.	WBE
6	Engineers Design Group	MBE
7	Fernandez and Assoc	MBE
8	Marshall Moya	MBE
9	MCLA, Inc.	WBE
10	Nitsch Engineering	WBE
11	Specs Design Group	WBE
12	VAV International	MBE
13	WA Architects	MBE

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

DESIGN COMMITMENTS

THROUGH JANUARY 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	4.4%	5	\$0.43M
MBE	5.0%	2.6%	1	\$0.26M
VBE ⁽³⁾	2.0%	0.0%	1	\$0.00M

Notes:

- (1) Total Commitments through December 31, 2016 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 or Massachusetts Gaming Commission.
- (3) Value for VBE (Stevens & Associates) is included in the Construction Commitments because they are being billed through Tishman.

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

DESIGN COMPANIES

THROUGH JANUARY 31, 2016

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)	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
7	Stevens & Associates	Façade Stabilization Design	Brattleboro, VT 05302	VBE

Notes:

- (1) These companies are certified by the following agencies:
- Massachusetts Supplier Diversity Office
 - National Women's Business Enterprise Certification
 - Massachusetts Gaming Commission

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

Construction Commitments



CONSTRUCTION COMMITMENTS

THROUGH JANUARY 31, 2016

Group	Project Goals	Commitments	Company Count	Value
WBE	10.0%	12.0%	17	\$3.70M
MBE	5.0%	15.0%	11	\$4.62M
VBE	2.0%	2.9%	5	\$0.90M

Notes:

(1) Total Commitments through January 31, 2016 are \$30.8M.

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

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

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH JANUARY 31, 2016

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, LLC	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	EDM Construction, Inc.	Carpentry & Structural Steel Erection	Merrimac, MA 01860	WBE
11	E L Waterman, Inc.	Pipe Supplier	Foxboro, MA 02035	WBE
12	Erection & Welding, LLC	Steel Supplier	New Milford, CT 06776	MBE
13	Evermore Light & Power, Inc.	Electrical	Somerville, MA 02145	WBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of December 31, 2015.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH JANUARY 31, 2016

Ref	Company	Scope	Location	Diversity Status
14	Frisoli Electric, Inc.	Electrical	Holbrook, MA 02343	VBE
15	Granite City Electric Supply Company, Inc.	Electrical Supplier	Quincy, MA 02169	WBE
16	JRL Construction, Inc.	General Contractor - Demolition	Springfield, MA 01103	VBE
17	Kittredge Equipment Company, Inc.	Kitchen Equipment	Agawam, MA 01001	WBE
18	L.K. Sheet Metal, Inc.	Sheet Metal	East Hartford, CT 06108	WBE
19	Larry's Trucking Co.	Trucking	Springfield, MA 01129	MBE
20	Lindon Group	Piping Materials	East Providence, RI 02914	WBE
21	Medeiros Hydroseeding & Landscaping Construction, Inc.	Trucking and Soil Materials	Monson, MA 01057	MBE
22	New England Foundation Company, Inc.	Helical Piles	Andover, MA 01810	WBE
23	Northeastern Steel Corporation	Steel Distributor	Revere, MA 02151	MBE
24	Optimum Building & Inspection, Inc.	Carpentry	Springfield, MA 01104	MBE
25	Performance Testing & Balancing LLC	Testing & Balancing	South Hampton, MA 01073	VBE
26	Rebars & Mesh, Inc.	Concrete	Haverhill, MA 01835	WBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of December 31, 2015.

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

DIVERSE CONSTRUCTION COMPANIES

THROUGH JANUARY 31, 2016

Ref	Company	Scope	Location	Diversity Status
27	S&F Concrete, Inc.	Concrete	Hudson, MA 01749	MBE
28	Security Construction Services, Inc.	Fencing	Hudson, MA 01749	WBE
29	Steere Engineering, Inc.	Engineering Services	Warwick, RI 02886	WBE
30	Titan Roofing Company	Roofing	Springfield, MA 01104	MBE
31	Triton Leasing and Rental, Inc.	Demolition & Abatement	Feeding Hills, MA 01030	WBE
32	Ultimate Abatement Company, Inc.	Abatement	Plainfield, MA 01070	WBE
33	Willow Tree Outdoor, LLC	Landscape	Springfield MA 01105	WBE

Notes:

(1) Green highlighted companies have worked on site and been paid as of December 31, 2015.

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