

## Green Line Extension DBE and Workforce Advisory Committee

### Handouts

October 20, 2022

2:00 pm – 4:00 pm

### Contents

1. Draft of September 2022 DBE & Workforce Advisory Committee Meeting Summary
2. Draft of October 2022 DWAC Subcommittee Meeting Summary
3. DBE Progress Report 48 – Civil LMJV
4. DBE Progress Report 35 – Systems APJV
5. DBE Progress Report 24 – Franklin O&M Project LSB (No change and not included)
6. Civil Workforce July Composite – LMJV
7. Systems Workforce July Composite – APJV
8. LMJV – Civil Workforce Development Plan

\* **We encourage anyone with questions and concerns to reach out directly to the advisory members or the co-chairs before the meeting.** Committee Co-chairs emails: Ashanti Payne at [Ashanti.Payne@metc.state.mn.us](mailto:Ashanti.Payne@metc.state.mn.us) or Tyler Bishop at [Tyler.Bishop@state.mn.us](mailto:Tyler.Bishop@state.mn.us).

**Southwest LRT DBE and Workforce Advisory Committee**  
**Thursday, September 15th, 2022**  
**2:00 – 4:00 p.m.**

[\[Handouts\]](#) [\[Presentation\]](#)

1. **ATTENDEES** – See attached sign-in sheet
2. **GREEN LINE EXTENSION PROJECT UPDATE By David Davies and Nic Dial (Slides 3-28)**
  - a. David shares progress from the Civil Contract work, and shares some photos of various areas along the project, including Eden Prairie, Minnetonka, Hopkins, St. Louis Park, etc.
  - b. David shares progress updates related to the Systems contract.
3. **DBE ACHIEVEMENT REPORTING**
  - a. **DBE Progress Reports by Jon Tao (Slides 29-35)**
    - i. Jon shares the DBE achievement as of July 31, 2022. Total DBE % to date across all contracts are at 20.0% out of the 15% goal. Progress is good according to Jon regarding DBE achievement progress. All Contracts are exceeding their goal.
    - ii. Jon shares the DBE participation over the progress of the project for the Civil, Systems, and Franklin project.
    - iii. Jon shares the disaggregated data for SWLRT construction contracts.
    - iv. Question: Elaine asks if the Franklin contract still has work being completed on it.
      1. Nic Dial says that it is just punch-list items keeping the contract open.
    - v. Question: Gilbert asks if the contract amount for LMJV includes change orders.
      1. Dale replies that yes, the total contract amount on the DBE achievement slide includes change orders.
  - b. **Civil: LMJV DBE Activities by Christa Seaberg (Slides 36-38)**
    - i. Christa shares their upcoming DBE activities, which include DBE/ Subcontractor Education Opportunities from September – December. These include Quality, finance, close outs and a networking event.
    - ii. Christa shares LMJV's update on change orders, which was approved at \$218,082,024 as of 8/15, and DBE job-to-date participation is at 20.63%.
    - iii. Question: Gilbert asks if we have a chance to see some of the issues brought forward at quarterly meetings?
      1. Jon says we get a lot of calls from the subs and has been able to resolve a lot of the concerns regarding change orders and payments. Jon says we have not brought them here to the quarterly meetings because they have been resolved at the lower level, but they are invited to come and speak at the DWAC meeting.
  - c. **Systems: APJV DBE Activities by Mike Toney (Slides 39-41)**

- i. Mike shares APJV's one month look ahead, which includes Maintenance of TPSS in storage at the Golden Valley Warehouse with Gunner Electric and Public Solutions.
- ii. Mike shares APJV's update on change orders, which are approved thru 8/1/22 at \$12,256,997 and DBE job-to-date participation is at 17.4%.

#### **4. WORKFORCE PARTICIPATION REPORTING**

##### **d. Workforce Participation Reports by Brianne Lucio (Slides 42-53)**

- i. Elaine shares the Civil workforce participation percentages. They are sitting at 90,258 hours for the month of April, with 2,257,261 total hours. To date, women are at 8.31% and POI are at 23.69%. Overall, 0.69% are unspecified.
- ii. Elaine shares the breakdown of workforce participation hours by ethnicity/gender for Civil.
- iii. Elaine shares the trend for women and POI participation over the life of the Civil contract.
- iv. Elaine shares the Civil Workforce Trucking Participation hours where MBE is at 28,279 hours, ZTS is at 4,482 hours, and Rock-On Trucks is at 2,472 hours.
- v. Elaine shares the Systems workforce participation percentage. They are sitting at 162 hours for the month of July, with a total of 4,116 Hours. To date, woman are at 7.75% for women and 14.09% for POI. They have 0.00% unspecified.
- vi. Elaine shares the breakdown of workforce participation by ethnicity/gender for the Systems contract.
- vii. Elaine shares the disaggregated data for the Civil, Systems and Franklin O&M contracts.

##### **e. Civil: LMJV Workforce Activities by Christa Seaberg (Slides 54-58)**

- i. Christa shares some workforce highlights which include growing project mentorship program, meeting with North Central states Regional Council of Carpenters regarding their mentor program and creating a partnership, job site visits, and more.
- ii. Christa shares some workforce activities moving forward, which include G.E.A.R. up!, a Mentorship program in the field and office of light rail project, Rosies of the Rail, and more.
- iii. Christa shares LMJV's new hires and transfers for the month of August. This includes 8 transfers, 6 white males and 2 POI males. 0 rehires, and 1 new hire, a POI male.
- iv. Christa shares that there were 4 layoffs: 3 white males and 1 POI male.
- v. Question: Jon asks regarding the CBO luncheon, who are the CBO attending?
- vi. Christa shares she has a RSVP list that she can send out, but over 10 CBOs have responded.
- vii. Question: Scott asks since things slow down during the winter what thoughts Christa has for the project direction in terms of workforce.

- viii. Dale says at the close of this season there will be substantial completion through segments one through seven but then it will significantly slow down. Dale says their self-performed workforce is around 140 people and might drop to 50-60 over winter.
- ix. Elaine says the low for women might drop down to 6% and POCI to 22% based on previous years trends.
- x. Julie asks how the elongation of the project effect our goals?
- xi. Dale says there is not really added scope to that, change scopes are going to be where they can add workforce participation and that the extension of the contract does not necessarily translate to more higher workforce participation.
- xii. Elaine adds that there are more of a challenge to highway heavy projects because the availability is a bit lower compared to other large construction projects.

**f. Systems: APJV Workforce Activities by Chris Gannon (Slides 59-60)**

- i. Mike shares System's contract workforce activities Updates. This includes the following to meet their workforce goal: APJV limited scopes available for craft labor through 2022 and continuing to expand their participation with Summit Academy and Building Strong Communities, APJV and lower tier subcontractors will attend CBO Outreach event hosted by LMJV on Wednesday, September 21<sup>st</sup>, and more.
- ii. Jon asks what business will be working in early 2023.
- iii. Mike says it will be Bald Eagle, Pete's water and sewer, Gunner Electric, Premier and others.

**5. Committee Focus Discussion**

- i. Christa says she has the workforce plan that she will share. There have been 5 revisions to the plan since the start of the project. Christa will share her active workplan in an email before the next meeting so that everyone can review it. She will also present it at the next DWAC meeting.
- ii. Dan shares his thoughts on how the committee can improve since it felt like there was a lot of pointing fingers at previous meetings. He says he wants us to come together and see where we can improve the numbers while not trying to blame any specific member for not hitting the target.
- iii. Gilbert adds that one thing we should work for is not to let the numbers dip as the project nears completion.
- iv. Johnnie adds that work that's being done with Building Strong Communities does not give a percent, and that although the numbers are important, we have to look beyond them. Johnnie asks are we still making efforts to keep the momentum going between projects as one reaches completion.
- v. Cy says we have come to an agreement for 30 minutes each meeting for a committee discussion with MDHR on a workforce plan and the census data they

have access to and will send out. We will continue next meeting to outline what that looks like.

**6. ADJOURN**





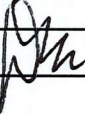





- a. Cy adjourns the meeting at 3:53 PM.

**Next Scheduled Meeting:** October 20th, 2022 from 2:00 – 4:00 pm and will be virtual.









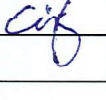

**At the September 15<sup>th</sup>, 2022 meeting, the following action items were noted:**

- Christa will share the LMJV Civil workplan in an email before the next meeting so that everyone can review it. She will also present it at the next DWAC meeting.
- MDHR will send over the data packets for census data and how to use their tools to Julie Brekke and anyone else interested.
- Cy says we have consensus to have 30 minutes dedicated to this committee focus discussion for next meeting, which include the LMJV workforce plan and will get in conversation to present the systems workforce plan.
- Dan suggests we review the Vikings Stadium equity plan as homework before next meeting. Elaine Valadez offered to share the plan with everyone.
- Julie Brekke suggested forming a subcommittee dedicated to talk about what works so that we can have a proposal for people to react to in the 30 minutes.

# Green Line Extension DBE and Workforce Advisory Committee

Initials	Last Name	First Name	Title	Organization/Agency Name
	Alexander	Jim	Project Director	Southwest Project Office
	Ampadu	Eric	Senior Contract Service Analyst	Hennepin County
SD	Beutal	Scott	Assistant Commissioner	Minnesota Department of Human Rights
	Bishop	Tyler	Equity & Inclusion Supervisor	Mn Dept. of Human Rights
	Brandenburg	Ronald	Small Business Intern	Metropolitan Council
	Brekke	Julie	Executive Director	HIRED
	Bronson	Christine	Sr. Dir. Of Services and Programs	Goodwill Easter Seals
	Brown	Maura	Representative	Hire MN
	Burns	Johnnie	Director of Contract Compliance	City of Mpls. - Contract Compliance
	Davies	Barry	Business Manager for Ironworkers Local 512	Mpls. Building & Construction Trades Council
SD	Davies	David	Community Outreach Coordinator	Southwest Project Office
	Dial	Nick	Assistant Director of Construction	Southwest Project Office
	Engstrom	Eric	Union Business Rep	Local 563 - Laborers
	Even	Dale	Professional Engineer	Lunda/CS McCrossan Joint Venture
	Ferguson	Cody	Project Controls	Lunda/CS McCrossan Joint Venture
	Gannon	Chris	Project Manager	APJV
	Ginis	Sophia	Manager Public Involvement	Southwest Project Office
	Givens	Derrick	Union Business Rep	IBEW 292 - Electricians
	Hinton	Chris	Construction Program Manager	Summit OIC
	Jordan	Cyrenthia	Director of Office of Equal Opportunity	Metropolitan Council
	Kauppi	Sheila	Deputy District Engineer	MN Department of Transportation
	Klem	John	Associate Director	HIRED
	Kooistra	Wes	General Manager	Metro transit
	Koski	Aaron	Sr. Manager - Workforce Development	Metropolitan Council
	Kron	Kendra	AWC President	Association of Women Contractors
	Lau	Barb	Executive Director	Association of Women Contractors
	Lee	Sarah	Sr. Contract Services Analyst	Hennepin County Purchasing and Contracts
	Lopez-Urbina	Mary Elena	HR Generalist	Lunda/CS McCrossan Joint Venture

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	Brandenburg	Ronald	Small Business Intern	Metropolitan Council
	Brekke	Julie	Executive Director	HIRED
	Bronson	Christine	Sr. Dir. Of Services and Programs	Goodwill Easter Seals
	Brown	Maura	Representative	Hire MN
	Burns	Johnnie	Director of Contract Compliance	City of Mpls. - Contract Compliance
	Davies	Barry	Business Manager for Ironworkers Local 512	Mpls. Building & Construction Trades Council
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	Jordan	Cyrenthia	Director of Office of Equal Opportunity	Metropolitan Council
	Kauppi	Sheila	Deputy District Engineer	MN Department of Transportation
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	Lee	Sarah	Sr. Contract Services Analyst	Hennepin County Purchasing and Contracts
	Lopez-Urbina	Mary Elena	HR Generalist	Lunda/CS McCrossan Joint Venture

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Initials	Last Name	First Name	Title	Organization/Agency Name
	Lucero	Rebecca	Commissioner	Mn Dept. of Human Rights
BR	Lucio	Brianne	Equity and Inclusion Officer	Mn Dept. of Human Rights
	Maus	Katy	HR Generalist EEO	CS McCrossan
DK	McConnell	Dan	Business Manager	Mpls. Building and Construction Trades Council
	McIntosh	Yolanda	EEO Officer	Lunda
	Merritt	Alex	VP, Program Operations	Twin Cities RISE
	Pratt	Noah	Union Business Rep	North Central States Region Council Carpenters
	O'Brien	Tony	Director of Academy Programs	Summit OIC
GNW	Odonkor	Gilbert	Manager of Constrution Procurement	Hennepin County Purchasing and Contracts
	Olson	Sheila	Chief Services and Programs Officer	Goodwill Easter Seals
	O'Phelan	John	CHC Program Manager	Ramsey County Solutions
	Payne	Ashanti	Assistant Director	Metropolitan Council
	Peterson	Daniel	Contract Compliance Officer	City of Mpls. - Contract Compliance
	Pomplun	Joo Hee	Executive Director	The Alliance
	Robbins	Kent	Chair	Shakopee Planning Commission
	Roy	Trevor	Sr. Communications Specialist	Southwest Project Office
	Runzel	Brian	Director of Construction	Southwest Project Office
	Schmidt	Mary	Director of Advancing Equity	MN Department of Transportation
	Scott	Thomas	BSC program Manager	Building Strong Communities
	Seaberg	Christa	Project EEO/ Diversity Representative	Lunda/CS McCrossan Joint Venture
	Serr	Joseph	Compliance Officer	Mn Dept. of Human Rights
	Smith	Marvin	President	National Association of Minority Contractors
JVT	Tao	Jon	LRT DBE Specialist	Southwest Project Office
	Tintes	Jason		Metropolitan Council
MJT	Toney	Michael	EEO Officer	APJV
EV	Valadez	Elaine	Equity and Inclusion Officer	MN Dept. of Human Rights
	Winkelaar	Jenny	Director of Marketing & Public Relations	Mpls. Building & Construction Trades Council
	Woyee	Leslie	Contract Compliance Officer II	City of Mpls. - Contract Compliance





**Southwest LRT DBE and Workforce Advisory Subcommittee Meeting**  
**Tuesday, October 10th, 2022**  
**11:00 a.m. – 12:00 p.m.**

1. **ATTENDEES** – Tyler Bishop, Ashanti Payne, Alex Merritt, John Ophelan, Gilbert Odonkor, Mark Bell, David Davies, Julie Brekke, Ronald Brandenburg, Rick Martagon, Mike Toney, Sheila Olson, Elaine Valadez, Tony

### **Meeting Notes**

- Ashanti says we did not want to introduce additional workforce plans, but in terms of the future, the council has a regulatory and fiduciary responsibility that does not dissipate. And so the council is continuing to look for the best value on future projects. Ashanti says we can get bidders to commit on certain things with best value.
- Ashanti says we still have many years left to increase the workforce participation, and how can we use the resources we have to lead to that outcome. What ideas have come up in certain workforce plan that we can take away, rather than just implementing a whole new plan.
- Ashanti says what aspects of LMJVs workforce plan do they need assistance with, and how can we help them with that.
- Julie says that it would be good to ask contractors where their pain points are going to be so they can provide the training and assistance necessary to help those situations.
- Julie says they need to know this well in advance to ensure they can have the trainings set up and completed in time for the project.
- Julie says while there are project focuses we can do, there are also system focuses we can provide to ensure people get into a career in construction.
- Tyler asks as an industry how can we strengthen assurances in bringing in a more diverse workforce onto future projects.
- Ashanti says with all of the projects coming up, is it our responsibility to have this committee for every project and answer these questions or have a larger committee that focuses on the industry as a whole.
- John says we should have the subcontractors involved in the conversation to help understand what they need and have those equity conversations with them, whether its part of the DWAC or a larger, regional group.
- Ashanti adds that the unions are the only component in this process that are doing something about this. How can we utilize what they are doing and apply it to this project. This is the piece we are still trying to resolve.

- Gilbert says the prime contractors can only do so much, and that the subs do a huge portion of the work, so they should be involved in the conversation.
- Gilbert says one of the biggest barriers to enter the workforce in construction has been a general shortage in workers that has impacted the workforce goals the projects try to achieve. He says we are also competing against other industries and the interest of minority workers. One solution is to try and lower the barriers to entry for minority workers.
- Gilbert says we can solve some of this problem by looking at the region and looking at the projects coming up, and planning for them ahead of time. What will the workforce landscape look like in the future and how can we plan for that.
- Sheila says while there is a need for employees, retention is also important. Most people work project to project. How can we ensure there is good bipoc representation when there is a large percentage coming back project to project.
- John says that there is also loyalty in the industry and we would probably not be able to break that. How can we tackle this issue with construction companies that have 20-99 employees which represent 30% of the workforce in the state.
- Julie says we have to be really clear about what is needed and get to a granular level to actually see change in the workforce, rather than focusing just on the higher level ideas.
- Julie says adding incentive to these changes rather than set more accountability rules on people would probably have more positive results.
- Alex agrees it should be positive values versus punitive.
- Alex says in order for us to solve the problem we have to actually understand the problem. We should be clear what the actual problem is.
- Alex says we need to ask directly what the workforce barrier actually is and drill into it. What else do we not know about people in the workforce and identify what those are.
- Julie says she is hearing a few things: 1: ask contractors what are their barriers to hiring and retaining diversity; 2: elevate orgs who are successful and learn from them; 3: raise awareness of resources out there; 4. get granular on workforce shortages.

## Civil DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date <sup>3</sup>	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid <sup>1</sup>
Airfresh Industries	F/W	Portable Toilets (Sub to LMJV)	\$250,000	\$250,000	\$0	\$279,660		\$279,660	\$271,217	\$8,443
Airfresh Industries	F/W	Portable Toilets (Sub to Egan)	Not listed	\$50,000	\$50,000	\$12,500		\$12,500	\$9,667	\$2,833
All Phase Contracting	F/W	Furnish & Install Manholes	\$2,094,827	\$2,094,827	\$0	\$2,847,428	\$339,298	\$3,186,727	\$2,703,615	\$143,813
AM-TEC Designs	F/W	Stair Tower Fabrication	\$185,460	\$185,460	\$0	\$0		\$0	\$0	\$0
AM-TEC Designs	F/W	Structural Steel	Not listed	\$5,215,456	\$5,215,456	\$2,786,647		\$2,786,647	\$2,647,315	\$139,332
B & L Supply, INC	M/B	Materials	\$2,150,695	\$2,150,695	\$0	\$857,927		\$857,927	\$815,031	\$42,896
Biffs INC.	F/W	Temporary Facilities	\$180,000	\$180,000	\$0	\$14,475		\$14,475	\$13,751	\$724
Big G Tech Support, LLC	M/B	IT, Mobilizing, Construction Trailer	Not listed	\$1,411,338	\$1,411,338	\$1,411,338		\$1,411,338	\$1,340,771	\$70,567
Blackstone Contractors, LLC	F/W	Block Walls, Retaining Wall, and Historic Masonry Wall	\$9,999,573	\$9,999,573	\$0	\$2,833,125	\$259,689	\$3,092,814	\$2,375,563	\$457,562
Boys Contracting (DBA Water Products)	F/W	Bridge & Wall Materials, Tunnel Drain Piping (sub to LMJV)	\$234,192	\$234,192	\$0	\$0		\$0	\$0	\$0
Boys Contracting (DBA Water Products)	F/W	Bridge & Wall Materials, Tunnel Drain Piping (Sub to Minger)	Not listed	\$900,000	\$900,000	\$754,690		\$754,690	\$716,956	\$37,734
Carlo Lachmansingh Sales INC	M/AS	Materials	\$178,475	\$178,475	\$0	\$15,632		\$15,632	\$15,632	\$0
Casillas Glass, LLC	M/H	Glazing	\$1,409,324	\$1,409,324	\$0	\$0		\$0	\$0	\$0
Central MN Sawing LLC	F/W	Concrete Sawing	Not listed	\$100,000	\$100,000	\$80,532		\$80,532	\$75,887	\$4,644
Chippewa Wood Products	F/W	Noise Wall Lumber	\$152,926	\$152,926	\$0	\$0		\$0	\$0	\$0
CI Utilities LLC	M/H	Electrical Work (Sub to LMJV)	Not listed	\$6,590	\$6,590	\$6,590		\$6,590	\$6,590	\$0
CI Utilities LLC	M/H	Electrical Work (Sub to Egan)	\$160,150	\$160,150	\$0	\$28,820		\$28,820	\$27,379	\$1,441
Courtland LLC	F/W	Paint Materials (Sub to Rainbow)	\$1,102,833	\$1,102,833	\$0	\$0		\$0	\$0	\$0
Courtland LLC	F/W	Paint Materials (Sub to Lunda)	Not listed	\$36,379	\$36,379	\$2,612,417		\$2,612,417	\$2,612,417	\$0
Crocus Hill Electric CO	F/W	Electrical Materials	\$1,572,089	\$1,572,089	\$0	\$136,804	\$43,646	\$180,450	\$136,804	\$0
Dionne Construction INC.	M/B	Landscaping	\$930,429	\$51,982	(\$878,447)	\$51,982		\$51,982	\$49,382	\$2,599
Donovan Enterprises, INC.	F/W	Trucking	\$2,061,599	\$2,061,599	\$0	\$890,466		\$890,466	\$845,943	\$44,523
E & J Rebar INC	F/W	Steel Erection, Concrete Reinforcement, and Railing Installation (sub to LMJV)	\$14,638,950	\$14,638,950	\$0	\$10,266,742	\$674,818	\$10,941,559	\$9,370,206	\$896,536
E & J Rebar INC	F/W	Steel Erection, Concrete Reinforcement, and Railing Installation (sub to Lunda)	\$5,910,000	\$5,910,000	\$0	\$4,501,430		\$4,501,430	\$4,206,555	\$294,875
Eastern Rail Corporation	M/H	Furnish Rail Suppliers	\$20,500,000	\$20,500,000	\$0	\$19,296,845	\$309,791	\$19,606,636	\$18,124,980	\$1,171,865
E-CON-PLACER INC	M/NA	Concrete Pumping	\$225,000	\$500,000	\$275,000	\$598,827	\$14,848	\$613,675	\$590,444	\$8,383
Exterior Building Services, INC. (DBA EBS)	F/W	Waterproofing & Air Barrier	\$137,125	\$137,125	\$0	\$6,850		\$6,850	\$6,508	\$343
Gestra Engineering INC.	M/AS	Geotech and Settlement monitoring	Not listed	\$659,526	\$659,526	\$472,378		\$472,378	\$448,759	\$23,619
Gunnar Electric, INC	F/W	Electrical Work	\$4,977,696	\$4,977,696	\$0	\$2,574,241	\$114,000	\$2,688,241	\$2,245,642	\$328,599
Hanson Custom Crushing INC	F/W	Concrete Crushing	\$593,422	\$593,422	\$0	\$591,970	\$0	\$591,970	\$562,371	\$29,599
Hirschmugl, Heine & Associates, INC.	F/W	Engineering Services	Not listed	\$1,000,000	\$1,000,000	\$1,106,673	\$9,200	\$1,115,873	\$1,082,252	\$24,421
IMO Consulting Group	M/H	Pre and Post-Condition Surveys	\$757,986	\$6,349,986	\$5,592,000	\$8,232,390	\$288,775	\$8,521,164	\$7,630,807	\$601,583

DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date <sup>3</sup>	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid <sup>1</sup>
Intelligent Unmanned Aircraft System & Integration	M/AP	Drone Services	Not listed	\$3,000	\$3,000	\$3,000		\$3,000	\$3,000	\$0
J&L Jobsite Solutions	F/W	Office Janitorial Services	Not listed	\$1,500,000	\$1,500,000	\$1,025,498		\$1,025,498	\$613,465	\$412,033
JL Theis, INC	F/W	Brick Pavers	\$493,563	\$493,563	\$0	\$71,932	\$5,494	\$77,426	\$68,335	\$3,597
Joe Mullin Trucking, INC	M/NA	Haul Aggregates	\$1,100,000	\$1,100,000	\$0	\$280,885		\$280,885	\$280,885	\$0
Lanier Steel Products, INC	F/W	Materials	\$2,894,218	\$2,894,218	\$0	\$3,089,809	\$9,550	\$3,099,358	\$3,089,809	\$0
M & J Trucking CO, LLC	F/W	Trucking	Not listed	\$40,000	\$40,000	\$2,048		\$2,048	\$1,945	\$102
Mac's Roll-Off Service, INC	F/W	Dumpster Service	\$250,000	\$350,000	\$100,000	\$457,696	\$26,591	\$484,287	\$442,418	\$15,278
Mavo Concrete Sawing INC	M/NA	Concrete Sawing	Not listed	\$25,676	\$25,676	\$0		\$0	\$0	\$0
MBE INC	M/AP	Trucking	\$37,500,000	\$37,500,000	\$0	\$43,982,504	\$337,727	\$44,320,231	\$42,699,704	\$1,282,800
Midwest Window Systems, LLC	M/B	Metal Ceiling	\$1,200,000	\$1,200,000	\$0	\$465,260		\$465,260	\$441,997	\$23,263
Modern Electrical Solutions, INC	F/AP	Electrical Work	\$277,743	\$277,743	\$0	\$0		\$0	\$0	\$0
On Call Pavement Sweeping INC	F/W	Sweeping	\$517,000	\$700,000	\$183,000	\$987,004	\$38,870	\$1,025,874	\$885,611	\$101,393
Pete's Water & Sewer, INC.	M/NA	Utility Contracting (sub to Northern Lines)	Not listed	\$114,600	\$114,600	\$43,844		\$43,844	\$41,651	\$2,192
Pete's Water & Sewer, INC.	M/NA	Utility Contracting (sub to CS McCrossan)	\$13,544,173	\$16,297,491	\$2,753,318	\$12,593,887	\$793,425	\$13,387,312	\$11,586,494	\$1,007,393
Pine Waterproofing and Sealant	F/W	Waterproofing Services	Not listed	\$479,004	\$479,004	\$7,976		\$7,976	\$7,577	\$399
Povolny Specialties, INC	F/W	Electrical Equipment	\$628,839	\$628,839	\$0	\$1,059,861	\$4,516	\$1,064,377	\$990,448	\$69,413
Princess Trucking, INC (DBA PTI)	F/W	Trucking Beams	\$89,500	\$89,500	\$0	\$64,100		\$64,100	\$64,100	\$0
Procellis Technology, INC.	M/B	Electrical Equipment Supply (Sub to Egan)	\$208,426	\$208,426	\$0	\$0		\$0	\$0	\$0
Procellis Technology, INC.	M/B	Electrical Furnish & install (Sub to Egan)	\$97,807	\$97,807	\$0	\$0		\$0	\$0	\$0
Public Solutions Group, INC.	F/W	Public Involvement	\$675,000	\$3,913,062	\$3,238,062	\$5,087,620	\$234,962	\$5,322,582	\$4,544,001	\$543,619
Reiner Contracting INC	F/W	Sawcutting	\$133,508	\$133,508	\$0	\$84,147		\$84,147	\$72,466	\$11,681
Restoration & Construction Serv.	A/M	Pavement & Gutter	Not listed	\$1,121,503	\$1,121,503	\$817,360		\$817,360	\$776,492	\$40,868
Rock On Trucks, LLC	F/W	Trucking (Sub to Railworks/Delta)	Not listed	\$1,100,000	\$1,100,000	\$754,005	\$82,263	\$836,269	\$695,868	\$58,137
Rock On Trucks, LLC	F/W	Trucking (Sub to Northern Lines)	Not listed	\$40,000	\$40,000	\$0		\$0	\$0	\$0
R Olson Trucking, LLC	M/NA	Trucking	\$1,295,000	\$0	(\$1,295,000)	\$0		\$0	\$0	\$0
Safety Signs	F/W	Traffic Control, Install Signs (Sub to LMJV)	\$5,285,318	\$7,644,782	\$2,359,464	\$7,987,416	\$2,995,873	\$10,983,289	\$7,418,497	\$568,919
Safety Signs	F/W	Traffic Control, Install Signs (sub to Egan)	\$70,880	\$70,880	\$0	\$53,071		\$53,071	\$46,929	\$6,142
Skyview Construction CO LLC	F/W	Turf Establishment Materials	\$795,000	\$795,000	\$0	\$200,545		\$200,545	\$190,517	\$10,027
Standard Contracting, INC	F/W	Temporary Erosion Maintenance	\$7,800,000	\$8,719,711	\$919,711	\$8,651,195	\$122,162	\$8,773,357	\$8,142,237	\$508,958
Stonebrook Fence, INC	F/W	Fence	\$4,945,023	\$5,354,971	\$409,948	\$2,933,266	\$348,838	\$3,282,104	\$2,723,022	\$210,244
Sun Mechanical INC	F/W	Mechanical	\$4,546,000	\$4,661,000	\$115,000	\$3,331,427		\$3,331,427	\$3,042,983	\$288,444
Tegan Marketing, INC.	F/W	Building Material Supply	\$1,206,229	\$1,206,230	\$1	\$64,609		\$64,609	\$64,609	\$0
Trackworks LLC	F/W	Railroad Flagging	\$1,925,000	\$951,652	(\$973,348)	\$951,652		\$951,652	\$936,482	\$15,170
Zaczkowski Trucking Serv.(ZTS)	F/W	Trucking	\$650,000	\$1,500,000	\$850,000	\$1,521,905		\$1,521,905	\$1,422,298	\$99,607

Gender/ Ethnicity Legend			Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date <sup>3</sup>	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid <sup>1</sup>	
M: Male F: Female AP: Asian Pacific Islander AS: Asian Subcontinent B:			Totals :	\$ 158,530,978	\$ 185,982,758	\$ 27,451,780	\$ 159,842,900	\$ 7,054,336	\$ 166,897,236	\$ 150,226,284	\$ 9,616,615

<sup>1</sup> AMT Unpaid excludes the billed amount this month and reflects "Total Previously Billed" less "DBE Paid to Date". This may be due to retainage withheld or disputed invoice amounts.

Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date
\$ 1,018,596,363	\$ 808,823,159	79.41%

DBE Goal	LMJV DBE Commitment	Current DBE % <sup>2</sup>
16.0%	16.17%	20.63%

<sup>2</sup> Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

<sup>3</sup> Red text in this column indicates reductions to the contract. Green text indicates additions to the contracts. These colors indicate changes from the previous month's DBE Progress Report

# Systems DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date <sup>3</sup>	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid <sup>1</sup>
AirFresh Industries	F/W	Portable Toilets	\$ -	\$ 19,200	\$ 19,200	\$ 916	\$ 916	\$ 916	\$ 763	\$ 153
B & L Supply, INC	M/B	Materials	\$ 2,000,000	\$ 1,947,463	\$ (52,537)	\$ 1,027,679	\$ 12,499	\$ 1,040,179	\$ 471,194	\$ 556,485
Bald Eagle Erectors INC	M/NA	Installatoin of Reinforcing Steel	\$ -	\$ 130,402	\$ 130,402	\$ -	\$ -	\$ -	\$ -	\$ -
Big G Tech Support, LLC	M/B	IT, Mobilizing, Construction Trailer	\$ 1,000,000	\$ 281,131	\$ (718,869)	\$ 281,131	\$ 281,131	\$ 281,131	\$ 281,131	\$ -
Carlo Lachmansingh Sales INC	M/AS	Materials	\$ 1,062,000	\$ 1,341,390	\$ 279,390	\$ 731,379	\$ 731,379	\$ 731,379	\$ 731,379	\$ -
DDE Inc. dba Generation Cable Co.	F/W	Cable Supply	\$ 3,600,000	\$ 4,021,317	\$ 421,317	\$ 4,035,069	\$ 4,035,069	\$ 4,035,069	\$ 4,013,311	\$ 21,758
Dione Construction	M/B	Landscaping	\$ 785,000	\$ 343,849	\$ (441,151)	\$ 7,900	\$ 7,900	\$ 7,900	\$ 7,505	\$ 395
Elite Fiber Optics	A/M	Fiber Optic Cable Supply	\$ -	\$ 3,309,723	\$ 3,309,723	\$ 513,015	\$ 513,015	\$ 513,015	\$ 459,905	\$ 53,110
Gunnar Electric, INC	F/W	TPSS Furnish and Install	\$ 17,676,000	\$ 20,666,693	\$ 2,990,693	\$ 8,440,872	\$ 723,300	\$ 9,164,172	\$ 7,703,566	\$ 737,307
IMO Consulting	H/M	Pre and Post Construction Surveys	\$ -	\$ 300,000	\$ 300,000	\$ 17,310	\$ 17,310	\$ 17,310	\$ 17,310	\$ -
Mac's Roll Off Service Inc	F/W	Dumpster Service	\$ -	\$ 3,000	\$ 3,000	\$ 315	\$ 315	\$ 315	\$ 315	\$ -
MBE Inc.	M/AP	Trucking & Aggregates	\$ -	\$ 660,800	\$ 660,800	\$ 1,218	\$ 1,218	\$ 1,218	\$ -	\$ 1,218
Moltron Builders	M/B	Construction Labor	\$ -	\$ 163,100	\$ 163,100	\$ -	\$ -	\$ -	\$ -	\$ -
Public Solutions Group, INC.	F/W	Public Involvement	\$ 250,000	\$ 250,000	\$ -	\$ 93,046	\$ 6,481	\$ 99,526	\$ 93,046	\$ -
Topline Advertising, Inc.	F/W	Furnishing and Installing Signs	\$ -	\$ 327,285	\$ 327,285	\$ -	\$ -	\$ -	\$ -	\$ -

	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date <sup>3</sup>	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid <sup>1</sup>
<b>Totals :</b>	<b>\$ 26,373,000</b>	<b>\$ 33,765,353</b>	<b>\$ 7,392,353</b>	<b>\$ 15,149,851</b>	<b>\$ 742,280</b>	<b>\$ 15,892,130</b>	<b>\$ 13,779,425</b>	<b>\$ 1,370,425</b>

Gender/ Ethnicity Legend				
<b>M:</b> Male	<b>F:</b> Female	<b>AP:</b> Asian Pacific Islander	<b>AS:</b> Asian Subcontinent	<b>B:</b> Black
	<b>H:</b> Hispanic	<b>W:</b> White	<b>NA:</b> Native American	

Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date
<b>\$ 206,667,997</b>	<b>\$ 90,720,677</b>	<b>43.90%</b>

DBE Goal	APJV DBE Commitment	Current DBE % <sup>2</sup>
<b>12.0%</b>	<b>12.19%</b>	<b>17.52%</b>

<sup>1</sup> AMT Unpaid excludes the billed amount this month and reflects "Total Previously Billed" less "DBE Paid to Date". This may be due to retainage withheld or disputed invoice amounts.

<sup>2</sup> Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

<sup>3</sup> Red text in this column indicates reductions to the contract. Green text indicates additions to the contracts. These colors indicate changes from the previous month's DBE Progress Report

**LUNDA / C.S. McCROSSAN, Joint Venture**

**Green Line LRT Extension (“Southwest LRT”)  
Civil Construction  
Project No. 15P307A**

**TOTAL HOURS**

**October 20, 2022 Meeting**

**(August 2022 Report)**

**August 2022:**

<u>Total Hours</u>	<u>People of Color &amp; Indigenous People Hours</u>	<u>POCI%*</u>	<u>Women Hours</u>	<u>Women%</u>
71,922	18,284	25.4%	6,684	9.3%

- Women of Color = 1,944 (2.7%)
- Race/Ethnicity Not Specified = 676 (0.9%)

**Project to Date:  
(12/2018 – 8/31/2022)**

<u>Total Hours</u>	<u>POCI Hours</u>	<u>POCI%</u>	<u>Women Hours</u>	<u>Women %</u>
2,333,516	553,965	23.74%	194,903	8.4%

- Women of Color = 60,325 (2.6%)
- Race/Ethnicity Not Specified = 16,936 (0.7%)

**Goals on Project:**

POCI	32%
Women	20%

\* POCI - People of Color & Indigenous People

**Aldridge-Parsons Joint Venture**

**Green Line LRT Extension (“Southwest LRT”)  
Systems Construction  
Project No. 17P000**

**TOTAL HOURS**

**October 20, 2022 Meeting**

**(August 2022 Report)**

**August 2022:**

<u>Total Hours</u>	<u>People of Color &amp; Indigenous People Hours</u>	<u>POCI%*</u>	<u>Women Hours</u>	<u>Women%</u>
34	16	47.1%	16	47.1%

- Women of Color = 0 (0%)
- Race/Ethnicity Not Specified = 0 (0%)

**Project to Date:  
(7/2020 – 8/31/2022)**

<u>Total Hours</u>	<u>POCI Hours</u>	<u>POCI%</u>	<u>Women Hours</u>	<u>Women %</u>
4,150	596	14.4%	335	8.1%

- Women of Color = 0 (0%)
- Race/Ethnicity Not Specified = 0 (0%)

**Goals on Project:**

POCI	32%
Women	20%



\* POCI - People of Color & Indigenous People



## 2022 Workforce Development Plan

### WHO IS A PART OF THE SWLRT WORKFORCE TEAM

- LMJV Team
- Subcontractors
- Government Representatives – Met Council & MDHR
- Unions
- Building Strong Communities
- Community Based Organizations (CBO)
- Educational Institutions

### MISSION/GOAL      G.E.A.R. UP!      (Grow/Educate/Advocate/Retain)

The LMJV team representing the SWLRT contractors' mission is to strive to meet/exceed the workforce participation goals of 32% minority and 20% female for the project. We will actively work with our industry team members to make sure we are covering all areas of good faith efforts to grow, educate, advocate and retain our workforce both on the Southwest Light Rail project and in the construction industry. We are dedicated helping our trade partners educate & advocate in the surrounding communities and our state about the career opportunities in the construction trades. Our team is committed to working together to retain those new individuals coming onto our project and will strive to continue to grow the Respectful Workplace/Culture of Care environment across the project both in the field and offices. These efforts are every changing and growing so this document is a continually changing part of the project.

### ACTIONS

#### MN Department of Human Rights (MDHR)/Met Council:

- Meet with MDHR Compliance Specialist, Elaine, every month, prior to DWAC meeting, to review workforce participation and address MDHR concerns. These meetings have been occurring at a minimum of 3-4 times a month.
- Monthly Good Faith Effort (GFE) Review meeting with MDHR team and Met Council – agenda includes overall GFE that took place the previous month as well as specific review of contractors.
- Work with MDHR on subcontractor workforce participation efforts. Meet regularly with Elaine and others at MDHR as well as having MDHR attend the monthly subcontractor meetings.
- 
- Deliver *Workforce Activity Updates* at monthly DWAC Meetings



## 2022 Workforce Development Plan (Cont)

### Internal Team/Project Projected Efforts:

- Work with project team including Field Operations Manager/s to determine workforce needs for strategic outreach efforts. This includes meeting on a monthly basis (more frequent during busy times) to review Enter/Exit needs for the project.
- LMJV Mentor Program – initial grass roots program was rolled out first quarter of 2022. So far the LMJV field teams are doing great as mentors/mentees. The program is moving forward to a more formalized part of the project and we are in the process of working with our unions. One example is the Carpenters and LMJV team that will be having “Train the Mentor” sessions during the winter months.
- Coordinate and deliver *Annual Project-Wide All Crew AA/EEO Presentations*. Leadership Training was held on 01/27/2022 and Superintendent Training was held on 03/07/2022
- Ongoing Field/AA/Respectful Workplace Training – Incorporate into the onsite toolbox talks – *goal is twice a month*

### Subcontractor Monitoring:

- Host *Monthly Workforce Meetings*, via conference call for the time being, with current subs and upcoming subs. This meeting will:
  1. Review current participation & projected upcoming schedule
  2. Provide outreach effort opportunities in the industry/communities
  3. Provide education that will assist in their relations and growth during the project.
- Continue working with subcontractors, and MDHR, on workforce participation plans & actions
- Assist subcontractors with low workforce participation with resources to achieve strong gfe
- Working currently on a project workforce report that will provide the following
  1. Initial workforce projections
  2. Project to date participation
  3. Remaining workforce projections and completion dates
  4. Contractor completion participation information.We will be asking that all subcontractor (including 2<sup>nd</sup> tiers to complete project workforce information for us so that we (LMJV) can compile the schedules/projections and then be able to more accurately monitor participation for the remainder of the project.

### Respectful Workplace/Culture of Care Project Site Visits:

- *Project Site Visits* at least 6x per year
- Review poster boards to make sure they are up-to-date
- Work with MDHR as a team regarding EEO Site Visits – and follow up



## 2022 Workforce Development Plan (Cont)

### G.E.A.R. UP Team Activities

- Rosies of the Rail Education Series – We will be launching a series of “after work” virtual education events for the women working on the SWLRT – LMJV, Subs, and other team members. The topics will be aimed to provide education in empowerment, personal growth, and team work – the goal of this new item is to help with the retention and growth for the women on our team. This will be a team series working with the MDHR regarding the topics/speakers
- Continued partnership with Building Strong Communities Program – this consists of many avenues including project presentations & tours, mock-interviews, “Talk with the Trades” event, recruiting for new class participants, and assisting with connecting participants with potential job opportunities with contractors on the SWLRT.
- Rocking the Rails – Large community/schools focused event to help educate/advocate the trade careers and the SWLRT civil project. Partnership with all team – contractors/unions/cbos/govt/educators. 2-4 times between now & end of project.
- Dunwoody’s Annual Construction Conference – Presenters/Panelists and Participation in Career Fair
- Yearly National Women in Construction Week –  
SWLRT focused events – presentation/panel/Rosies/tour
- Yearly National Apprentice Week – Celebrate our project apprentices/mentors with events throughout the week
- Project Volunteers @ Construct Tomorrow Events
- Project Outreach/Education Events – Local Schools/Scouts/Summer Youth Programs  
Currently working with Construct Tomorrow & Construction Careers Foundation re summer program for community along the rail.
- LMJV host early summer Subcontractor/CBO Connection event

### Additional Outreach Participation w/ CBO’s and Educational Institutions

- Speak to CBO classes regarding workforce opportunities
- Participate in mock-interviews
- Serve on advisory committees
- Coordinate Project Tours
- Coordinate Annual Union/CBO Meetings
- Coordinate Career Fairs with unions, CBO and subcontractors (quarterly)
- And others