

Southwest LRT DBE and Workforce Advisory Committee Handouts September 17, 2020 2:00 pm – 4:00 pm

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- * 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: Tracey Jackson at tracey.jackson@metc.state.mn.us or Salima Khakoo at Salima.O.Khakoo@state.mn.us.

Southwest LRT DBE & Workforce Advisory Committee

Thursday, August 20, 2020 2:00pm - 4:00pm WEBEX MEETING **Meeting Minutes**

Meeting Attendees: Tracey Jackson (co-chair), Salima Khakoo (co-chair), Barry Davies, Gilbert Odonkor, Mel Reeves, Leslie Woyee, John O'Phelan, Mary Schmidt, Barb Lau, Katy Maus, Yolanda McIntosh, Christopher Gannon, Mike Toney, Elaine Valadez, Sam Ndely, Jon Tao, Aaron Koski, Gary Courtney, Vince Fuller, Thomas Scott, Tracey Jackson, Charlotta Prestine, Mahad Omar, Josh Brotemarkel, Derreck Elligson, Colin Evenson, Jeff Salzman, Joe Johnson, Jerry Sweeney, Cy Jordan

Agenda

1. Roll Call

- Tracey Jackson, OEO, called the meeting to order at 2:03pm.
- 2. Review Meeting Minutes
 - The previous minutes were presented. The minutes were approved.
- 3. SWLRT Project Update (Slides 3-4)
 - Sam O'Connell introduced the project updates. On August 5, 2020, the Trump Administration advanced the Southwest LRT Full Funding Grant Agreement (FFGA) to move forward with congressional notification. Congress has a 30-day review of the project and the FFGA, and if rewarded, will free up \$928.8 million or 46% in federal funds.

4. DBE Achievement Reporting (Slides 5-6)

- Jon Tao presented the DBE achievement as of June 30, 2020. LMJV is achieving 20.88% to date, APJV is achieving 1.01%, and the Franklin O&M Expansion is currently under review and will start payments in the next few months. There was a disallowance on Pay App 21, and this was updated on the DBE progress reports showing a different number than last month's numbers for the Civil Contract. Tracey Jackson said that LS Black would be starting this September and are on the line to see how LMJV and APJV are reporting.
 - a. Civil: LMJV DBE Activities (Slides 7-9)
 - Cody Ferguson presented the LMJV change order update. They continue to do well and hold strong DBE achievement reporting around 20%, exceeding the 16% DBE achievement goal. There is discussion around the crash wall which is a significant change order and excess of \$90 million. This could drive

up the contract value exponentially. The one month look ahead comprises of DBEs on-site. There are no new DBEs on the list.

 Barb Lau asked which trucking firm is no longer on the project. Jon answered that R Olson Trucking was on the project at the time and their scope of work was to bring stone from St. Cloud, MN. However, the DBE was not able to follow through with their commitment and reach an agreement with the Prime. After talking with LMJV, the firm decided not to participate on the contract and Rock on Trucks replaced R Olson Trucking.

b. Systems: APJV DBE Activities (Slides 10-12)

- Chris Gannon with APJV presented the APJV DBE activities update. They issued the first PO to B&L Supply for \$937,353. Gunnar Electric started some of the communications work at Hopkins and the Golden Triangle Stations, which the work has been completed since. They issued two change orders to Gunnar Electric: \$63k for the bond, and \$15k for communication and stations. There has been no real change since last month, and there is still a negative amount of -\$158,331 in change orders through August 1, 2020. The DBE change order participation is \$0.00 and are expecting to see some movement next month.
- Barb Lau asked about B&L Supply, how much delay there is in payment, and what the payment process is on the supplies. Chris answered that for material suppliers, it would be a while before they release the signal cable and they cut the purchase order to lock in the price. Installing a signal cable will not be the first thing completed but will notify the Council 20 days ahead of time and get it in the estimate.
- Tracey Jackson said it would be helpful to work with DBEs and the timing of the pay cycle. When B&L Supply does purchase the supplies, it is about the timing and when they can get in on the pay cycle. Chris said that they will review this and are following the same cycle as LMJV.

5. Workforce Participation Reporting (Slides 13-16)

- Elaine Valadez showed the workforce participation on the civil construction for June 2020. There are 579,737 hours total to date, with 63,492 hours in June. The goal is 20% women with 7.61% contract to date, and 32% POCI with 20.84% contract to date. Leslie Woyee, with the City of Minneapolis, asked why the goal percentages are being set at whole numbers, for example, 20%, and why they are not rounded, like 7.61% to 8%. Elaine answered that they are monitoring through LCP tracker and are reporting actual participation as it progresses through the project.
- Elaine showed a pie chart which shows the representation of hours worked by category based on race. There is approximately 72% white men, 18% POCI men, 3%

POCI women, 7% white women, and >1% unspecified. Elaine gave a report of the trucking participation on the project to date. MBE has 13,699 hours, ZTS has 2,642 hours, and Rock on Trucks has 430 hours. In the handouts, there is a contract participation report for the month of June 2020 which shows the summary on participation of hours. Leslie asked if the trucking companies are women and minority owned. Elaine responded that they are DBE firms. These are the trucking hours that are counted because the work is being performed on-site.

• Elaine showed the breakdown of hours working on the project based on the subcontractors and the prime contractors. Yolanda will be following up on what the initial capacity commitments were. John O'Phelan from Ramsey Country thanked Elaine for presenting the reports.

a. Civil: LMJV Workforce Activities (Slides 17-19)

- Yolanda McIntosh presented the workforce activities for LMJV. There are 12 new hires for the month of July. There are seven white male, one white female, four POCI male, and no POCI female. The new hires are from LMJV, Lunda, and CS McCrossan, with a handout showing what trade classification and trade level the workers are on. John O'Phelan mentioned that this is great practice and is happy to see the report.
- On July 29, 2020 they held their first virtual job fair. Yolanda thanked Railworks Track Services, Delta Railroad, and Building Strong Communities. Thanks to the Urban League Twin Cities, it was advertised on KMJO radio and appreciate their partnership.
- Mary Schmidt commented that virtual tools can help conduct more visits.
 Mary asked Yolanda if the virtual job fair may be a good practice post-COVID-19, or to do a combination of in-person and virtual. Yolanda thinks that it is a great idea to do a combination of both in the future, because even though connecting virtually saves time and can be easier, not everyone has access to WiFi or virtual platforms.

b. Systems: APJV DBE Activities (Slides 20-21)

Mike Toney from APJV introduced the DBE activities. Work will follow the civil work and will be turned over in December 2020. They will hire in the spring of 2021 after the winter. They held meetings with the some of the two largest electricians, Local 292 and Local 160. On July 29, 2020, they met with the Operating Engineers Local 49 Jenny Winkelaar and talked about building relationships. On July 22, 2020, they met with Ramsey County workforce Solutions John O'Phelan and talked about advertising on websites. They want to make participants available to their subs and are continuing to identify

opportunities to increase POCI and women participation on the project. Gunnar Electric started some work in July.

- 6. DBE and Workforce Compliance Site Visits (Slides 22-23)
 - Tracey Jackson shared the office visits, virtual visits, and interviews that OEO and MDHR conducted. There were 46 virtual office visits, and 18 field site visits to 6 different construction sites. Charlotta and Mahad are interns that helped conduct the site visits. Salima Khakoo shared that on the days out in the field, there were 46 interviews. The 46 interviews consisted of 10 companies, and had 34 males, 12 females, 26 white, and 20 POCI.
 - Gilbert Odonkor asked what the difference is between virtual visits and field visits. Tracey responded that they are looking at contracts, paperwork, potential concerns, and ways to support DBEs. The field visits are to ensure that there is no DBE fraud and that the DBE is performing a commercially useful function. They help support the process by addressing concerns and looking into any delays with payment.

7. LMJV Workforce Plan Update (Slides 24-28)

- Salima stated that there was a request for LMJV to make an updated workforce plan to see where the needs of the workforce are. Yolanda showed the Civil trade utilization totals. There are 150 operators, 75 carpenters, 25 pile drivers, 115 laborers, 12 cement masons, 43 electricians, and two plumbers. Barry asked why there are no iron workers on the civil plan. Yolanda does not have the answer and will refer to Dale. Barry said there should be 40-50 iron workers. John O'Phelan asked about the SWLRT civil trade utilization and what the total numbers meant. He was wondering if this represented the amount of jobs and people, or the number of tasks needed to be completed. John said it was likely representing the amount of jobs and people. Mel Reeves believes this is going in the right direction by showing what the needs are.
- Yolanda showed the updated LMJV projected workforce goal. The hours shown are estimated remaining hours for women and POCI. They are still striving for 20% women and 32% POCI. The goals will fluctuate because subcontractors come and go, and several are on-site as needed. For example, DBE JL Theis worked on the project in 2019, and has paused work until resuming in 2022. There are still subcontractors that are not hiring currently.
- Yolanda said that as a result of the workforce update plan, the civil construction hiring forecast in 2020 is four for Dionne Construction, six for Egan, two for Minger, 35 for Railworks/Delta JV, and 20211 has 37 for Railworks/Delta JV and 11 for Restoration Construction Services. Tracey Jackson asked if Dionne Construction, a DBE, is going to potentially hire four in 2020, even though they start work in 2021. Yolanda said she will refer to Dale for the answer.

- Yolanda inquired what the minimum qualifications are for the jobs and if they could mentor them on the job for the rest. For example, a certified crane operator is a minimum qualification. Leslie inquired if there was a breakdown on how many journey workers there are compared to apprentices.
- The LMJV hiring summary's LMJV workforce comprises of mostly Lunda and CS McCrossan transfers. The new hires to date for SWLRT are 11.7% female and 37.7% POCI. LMJV continues GFE in the recruitment of women and POCI like the virtual career fair and Building Strong Communities.

8. Workforce Development Workgroup Update (Slide 29)

Aaron Koski shared an update from the workforce development workgroup. Aaron said that they define their actions from a good starting point. There is a lot of good energy and commitment to find tangible efforts to implement in the future for a positive impact. Salima appreciates the honest and detailed participation seen. Sheila said that there was good discussion and are looking forward to developing new plans for new partnership and more employees out for the jobs. Tracey thanked Aaron for bringing the group together.

9. Building Strong Communities Update (Slides 30-32)

- Aaron provided the update and shared that there are eight participants who have started their apprenticeship. There are four participant apprentices working on the SWLRT. Three are iron workers, two are laborers, two are operating engineers, and one is a sheet metal worker. Aaron will continue to provide updates not just for this cohort, but for the project to see who is continuing the apprenticeship. Gary said that the two iron workers in the Building Strong Communities participants are willing to learn and try their hardest. This is a good example of how everyone can come together.
- There were two site visits, one at Dale-94 and at the SWLRT Eden Prairie Station. They gave the participants an opportunity to hear what it is like to be in the industry and how to advance. The workers got a chance to work on making a sidewalk and a curb. There are a few individuals who have decided to move forward with the trade.

10. Adjourn

• The meeting was adjourned at 3:13pm.

Next Scheduled Meeting: September 17, 2020 from 2:00pm – 4:00pm

Prime : Lunda/ CS McCrossan Joint Venture Date as of: 07/31/2020 Pay App 22

Civil DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
Airfresh Industries	F/W	Portable Toilets (Sub to LMJV)	\$250,000.00	\$250,000.00	\$0.00	\$50,104.65	\$6,797.02	\$56,901.67	\$43,368.41	\$6,736.24
Airfresh Industries	F/W	Portable Toilets (Sub to Egan)	Not listed	\$50,000.00	\$50,000.00	\$2,999.97	\$666.66	\$3,666.63	\$2,666.64	\$333.33
All Phase Contracting	F/W	Furnish & Install Manholes	\$2,094,827.00	\$2,094,827.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00
AM-TEC Designs	F/W	Stair Tower Fabrication	\$185,460.00	\$185,460.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
AM-TEC Designs	F/W	Structural Steel	Not listed	\$5,215,455.99	\$5,215,455.99	\$608,480.59	\$0.00	\$608,480.59	\$578,056.56	\$30,424.03
B & L Supply, INC	M/B	Materials	\$2,150,695.00	\$2,150,695.00	\$0.00	\$520,121.80	\$3,072.82	\$523,194.62	\$494,115.71	\$26,006.09
Biffs INC.	F/W	Temporary Facilities	\$180,000.00	\$180,000.00	\$0.00	\$1,778.28	\$187.09	\$1,965.37	\$1,501.77	\$276.51
Big G Tech Support, LLC	M/B	IT, Mobilizing, Construction Trailer	Not listed	\$2,697,466.00	\$2,697,466.00	\$1,168,566.35	\$0.00	\$1,168,566.35	\$879,503.74	\$289,062.61
		Block Walls, Retaining Wall, and Historic Masonry								
Blackstone Contractors, LLC	F/W	Wall	\$9,999,573.00	\$9,999,573.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Boys Contracting (DBA Water		Bridge & Wall Materials, Tunnel Drain Piping (sub								
Products)	F/W	to LMJV)	\$234,192.00	\$234,192.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Boys Contracting (DBA Water		Bridge & Wall Materials, Tunnel Drain Piping (Sub								
Products)	F/W	to Minger)	Not listed	\$900,000.00	\$900,000.00	\$754,690.02	\$0.00	\$754,690.02	\$716,955.53	\$37,734.49
Carlo Lachmansingh Sales INC	M/AS	Materials	\$178,475.00	\$178,475.00	\$0.00	\$0.00	\$15,632.15	\$15,632.15	\$0.00	\$0.00
Casillas Glass, LLC	M/H	Glazing	\$1,409,324.00	\$1,409,324.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Central MN Sawing LLC	F/W	Concrete Sawing	Not listed	\$58,697.99	\$58,697.99	\$65,426.26	\$0.00	\$65,426.26	\$60,686.33	\$4,739.93
Chippewa Wood Products	F/W	Noise Wall Lumber	\$152,926.00	\$152,926.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CI Utilities LLC	M/H	Electrical Work (Sub to LMJV)	Not listed	\$6,590.00	\$6,590.00	\$6,590.00	\$0.00	\$6,590.00	\$6,590.00	\$0.00
CI Utilities LLC	M/H	Electrical Work (Sub to Egan)	\$160,150.00	\$160,150.00	\$0.00	\$28,820.00	\$0.00	\$28,820.00	\$27,379.01	\$1,440.99
Courtland LLC	F/W	Paint Materials (Sub to Rainbow)	\$1,102,833.00	\$1,102,833.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Courtland LLC	F/W	Paint Materials (Sub to Lunda)	Not listed	\$36,379.00	\$36,379.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Crocus Hill Electric CO	F/W	Electrical Materials	\$1,572,089.00	\$1,572,089.00	\$0.00	\$136,804.48	\$0.00	\$136,804.48	\$136,804.48	\$0.00
Dionne Construction INC.	M/B	Landscaping	\$930,429.00	\$930,429.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Donovan Enterprises, INC.	F/W	Trucking	\$2,061,599.14	\$2,061,599.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Steel Erection, Concrete Reinforcement, and								
E & J Rebar INC	F/W	Railing Installation (sub to LMJV) Steel Erection, Concrete Reinforcement, and	\$14,638,950.00	\$14,638,950.00	\$0.00	\$1,155,664.34	\$0.00	\$1,155,664.34	\$1,005,916.47	\$149,747.87
E & J Rebar INC	F/W	Railing Installation (sub to Lunda)	\$5,910,000.00	\$5,910,000.00	\$0.00	\$547,438.84	\$212,485.72	\$759,924.56	\$450,263.32	\$97,175.52
Eastern Rail Corporation	M/H	Furnish Rail Suppliers	\$20,500,000.00	\$20,500,000.00	\$0.00	\$9,832,659.66	\$369,187.36	\$10,201,847.02	\$8,630,371.29	\$1,202,288.37
E-CON-PLACER INC	M/NA	Concrete Pumping	\$225,000.00	\$225,000.00	\$0.00	\$103,574.38	\$41,620.00	\$145,194.38	\$81,392.63	\$22,181.75
Exterior Building Services, INC. (DBA	1									
EBS)	F/W	Waterproofing & Air Barrier	\$137,125.00	\$137,125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Gestra Engineering INC.	M/AS	Through Terracon	Not listed	\$659,526.00	\$659,526.00	\$423,661.00	\$0.00	\$423,661.00	\$373,491.55	\$50,169.45
Gunnar Electric, INC	F/W	Electrical Work	\$4,977,696.00	\$4,977,696.00	\$0.00	\$52,500.00	\$1,650.00	\$54,150.00	\$49,875.00	\$0.00
Hanson Custom Crushing INC	F/W	Concrete Crushing	\$593,422.00	\$593,422.00	\$0.00	\$9,592.57	\$0.00	\$9,592.57	\$9,112.92	\$479.65
Hirschmugl, Heine & Associates,										
INC.	F/W	Engineering Services	Not listed	\$382,750.00	\$382,750.00	\$564,787.86	\$44,398.82	\$609,186.68	\$531,007.86	\$0.00
IMO Consulting Group	M/H	Pre and Post-Condition Surveys	\$757,986.00	\$6,349,986.00	\$5,592,000.00	\$2,612,087.43	\$334,723.67	\$2,946,811.10	\$2,230,579.00	\$381,508.43

DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
	Ethnicity		Commitment	value	to Date-	Billed		Billed to Date	Paid to Date	
Intelligent Unmanned Aircraft			N	¢2,000,00	40,000,00	<u>éa ana an</u>	<u> </u>	40,000,00	<u>éa ana an</u>	<u> </u>
System & Integration	M/AP	Drone Services	Not listed	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
JL Theis, INC	F/W	Brick Pavers	\$493,563.00	\$493,563.00	\$0.00	\$21,276.69	\$500.00	\$21,776.69	\$20,212.86	\$1,063.83
Joe Mullin Trucking, INC	M/NA	Haul Aggregates	\$1,100,000.00	\$1,100,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lanier Steel Products, INC	F/W	Materials	\$2,894,218.00	\$2,894,218.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
M & J Trucking CO, LLC	F/W	Trucking	Not listed	\$40,000.00	\$40,000.00	\$2,047.50	\$0.00	\$2,047.50	\$1,945.13	\$102.37
Mac's Roll-Off Service, INC	F/W	Dumpster Service	\$250,000.00	\$250,000.00	\$0.00	\$90,925.74	\$17,374.00	\$108,299.74	\$76,560.68	\$14,365.06
MBE INC	M/AP	Trucking	\$37,500,000.00	\$37,500,000.00	\$0.00	\$13,045,937.66	\$1,584,580.42	\$14,630,518.08	\$10,837,033.23	\$2,208,904.43
Midwest Window Systems, LLC	M/B	Metal Ceiling	\$1,200,000.00	\$1,200,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Modern Electrical Solutions, INC	F/AP	Electrical Work	\$277,743.00	\$277,743.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
On Call Pavement Sweeping INC	F/W	Sweeping	\$517,000.00	\$517,000.00	\$0.00	\$197,800.00	\$45,655.00	\$243,455.00	\$123,412.25	\$74,387.75
Pete's Water & Sewer, INC.	M/NA	Utility Contracting (sub to Northern Lines)	Not listed	\$114,600.00	\$114,600.00	\$43,843.56	\$0.00	\$43,843.56	\$41,651.38	\$2,192.18
Pete's Water & Sewer, INC.	M/NA	Utility Contracting (sub to CS McCrossan)	\$13,544,173.00	\$13,544,173.00	\$0.00	\$3,816,720.11	\$789,909.46	\$4,606,629.57	\$2,911,028.15	\$905,691.96
Pine Waterproofing and Sealant,										
INC	F/W	Waterproofing Services	Not listed	\$479,003.56	\$479,003.56	\$7,976.00		\$7,976.00	\$7,577.20	\$398.80
Povolny Specialties, INC	F/W	Electrical Equipment	\$628,839.00	\$628,839.00	\$0.00	\$120,837.88	\$133,917.04	\$254,754.92	\$110,121.47	\$10,716.41
Princess Trucking, INC (DBA PTI)	F/W	Trucking Beams	\$89,500.00	\$89,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Procellis Technology, INC.	M/B	Electrical Equipment Supply (Sub to Egan)	\$208,426.00	\$208,426.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Procellis Technology, INC.	M/B	Electrical Furnish & install (Sub to Egan)	\$97,807.00	\$97,807.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Solutions Group, INC.	F/W	Public Involvement	\$675,000.00	\$675,000.00	\$0.00	\$264,200.00	\$15,800.00	\$280,000.00	\$235,980.01	\$28,219.99
Reiner Contracting INC	F/W	Sawcutting	\$133,508.00	\$133,508.00	\$0.00	\$23,614.78	\$4,676.80	\$28,291.58	\$19,620.28	\$3,994.50
Rock On Trucks, LLC	F/W	Trucking (Sub to Railworks/Delta)	Not listed	\$1,100,000.00	\$1,100,000.00	\$138,448.26	\$0.00	\$138,448.26	\$131,526.84	\$6,921.42
Rock On Trucks, LLC	F/W	Trucking (Sub to Northern Lines)	Not listed	\$40,000.00	\$40,000.00	\$0.00	\$0.00	\$0.00	\$0.00	
R Olson Trucking, LLC	, M/NA	Trucking	\$1,295,000.00	\$0.00	-\$1,295,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Safety Signs	F/W	Traffic Control, Install Signs (Sub to LMJV)	\$5,285,318.00	\$7,115,286.31	\$1,829,968.31	\$2,900,931.58	\$0.00	\$2,900,931.58	\$2,657,317.28	\$243,614.30
Safety Signs	F/W	Traffic Control, Install Signs (sub to Egan)	\$70,880.00	\$70,880.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Skyview Construction CO LLC	, F/W	Turf Establishment Materials	\$795,000.00	\$795,000.00	\$0.00	\$117,762.04	\$0.00	\$117,762.04	\$111,873.94	\$5,888.10
Standard Contracting, INC	F/W	Temporary Erosion Maintenance	\$7,800,000.00	\$9,275,200.00	\$1,475,200.00	\$3,187,579.67	\$536,277.65	\$3,723,857.32	\$2,799,674.61	\$387,905.06
Stonebrook Fence, INC	, F/W	Fence	\$4,945,023.00	\$5,354,971.39	\$409,948.39	\$1,604,790.80	\$0.00	\$1,604,790.80	\$1,546,470.24	\$58,320.56
Sun Mechanical INC	F/W	Mechanical	\$4,546,000.00	\$4,661,000.00	\$115,000.00	\$1,751,325.34	\$0.00	\$1,751,325.34	\$1,541,886.75	\$209,438.59
Tegan Marketing, INC.	F/W	Building Material Supply	\$1,206,229.00	\$1,206,229.62	\$0.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Trackworks LLC	F/W	Railroad Flagging	\$1,925,000.00	\$1,925,000.00	\$0.00	\$351,652.40	\$0.00	\$351,652.40	\$336,482.33	\$15,170.07
Zaczkowski Trucking Service, INC	. / ••		÷1,523,003.00	÷1,525,555.00	Ç0.00	÷==;====	Ç0.00	<i><i><i>qcc1,cs2.t0</i></i></i>	<i>4000, 102.00</i>	÷=0,1,0.07
DBA ZTS, INC	F/W	Trucking	\$650,000.00	\$650,000.00	\$0.00	\$633,325.98	\$72,647.84	\$705,973.82	\$549,218.32	\$84,107.66
			Original DBE Bid	Current Contract	Contract Changes	Total Previously	Pilled This Month	DBE	DBE	ANAT Uppoid
			Commitment	Value	to Date ³	Billed	Billed This Month	Billed to Date	Paid to Date	AMT Unpaid ¹
M: Male F: Fem	r/ Ethnicity	Asian Pacific Islander	otals : \$ 158,530,978.14	\$ 178,441,564.00	\$19,910,585.86	\$46,970,344.47	\$4,231,759.52	\$ 51,202,103.99	\$ 40,372,231.17	\$ 6,561,708.30
<u>AS</u> : Asian Subcon		: Black <u>H</u> : Hispanic		Revised Contract	Total Contract	% of Contract		DRE Cool	LMJV DBE	Current DBE 9/2
<u>W</u> : White		ve American		Amount:	Billed to Date:	Billed to Date		DBE Goal	Commitment	Current DBE % ²
				\$ 815,261,689.18	\$ 251,584,690.00	30.86%		16.0%	16.17%	20.35%

¹ 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. ² Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

³ 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

Prime : Aldridge Parsons A Joint Venture (APJV) Date as of: 07/31/2020

Pay App 10

Systems DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
B & L Supply, INC	M/B	Materials	\$2,000,000.00	\$2,000,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Big G Tech Support, LLC	M/B	IT, Mobilizing, Construction Trailer	\$1,000,000.00	\$1,000,000.00	\$0.00	\$135,663.35	\$23,618.64	\$159,281.99	\$135,663.35	(\$0.00)
Carlo Lachmansingh Sales INC	M/AS	Materials	\$1,062,000.00	\$1,062,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
DDE Inc. dba Generation Cable Co.	F/W	Cable Supply	\$3,600,000.00	\$3,600,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dione Construction	M/B	Landscaping	\$785,000.00	\$785,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Gunnar Electric, INC	F/W	TPSS Furnish and Install	\$17,676,000.00	\$17,676,000.00	\$0.00	\$63,080.00	\$0.00	\$63,080.00	\$59,926.00	\$3,154.00
Public Solutions Group, INC.	F/W	Public Involvement	\$250,000.00	\$250,000.00	\$0.00	\$16,699.29	\$0.00	\$16,699.29	\$16,699.29	\$0.00

	Original DBE Bid Commitment	Current Contract Value	Contract Changes Total Previously to Date ³ Billed		Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
Totals : \$	26,373,000.00	\$ 26,373,000.00	\$-	\$ 215,442.64	\$ 23,618.64	\$ 239,061.28	\$ 212,288.64	\$ 3,154.00
Gender/Ethnicity Legend <u>M</u> : Male <u>F</u> : Female <u>AP</u> : Asian Pacific Islander <u>AS</u> : Asian Subcontinent B: Black H: Hispanic W: White NA: Native American		Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date		DBE Goal	APJV DBE Commitment	Current DBE % ²
D. Diack <u>II.</u> Hispanic <u>W</u> . White <u>MA</u> . Native American		\$ 194,411,000.00	\$ 26,075,451.00	13.41%		12.0%	12.19%	0.92%

¹ 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.

² Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

³ 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

Prime : LS Black Constructors (LSB)

Date as of: 07/31/2020

Pay App 02

Franklin O&M Building Expansion DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
AirFresh Industries, INC	F/W	Site Prep, Rental Services	\$32,337.50	\$32,337.50	\$0.00	\$0.00	\$8,952.90	\$8,952.90	\$0.00	\$0.00
Always Tile & Stone LLC	F/B	Tile	\$43,368.90	\$43,368.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Am-Tec Designs, INC	F/W	Metals	\$720,000.00	\$777,285.00	\$57,285.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bald Eagle Erectors, INC	M/NA	Rebar Install	\$80,000.00	\$87,690.00	\$7,690.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bald Eagle Erectors, INC	M/NA	Install Misc. Metals	\$124,076.00	\$124,076.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Camacho Contractors, INC dba Industrial Roofin	F/H	Roofing, Flashing, Sheet Metal	\$715,140.00	\$715,140.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Crocus Hill Electric CO	F/W	Electrical	\$878,325.00	\$878,325.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dispatch Trucking	F/W	Trucking	Not listed	\$50,000.00	\$50,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dzeidzic Caulking	F/W	Joint Sealant	\$29,824.00	\$38,824.00	\$9,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dzeidzic Caulking	M/NA	Expansion Joints	\$39,835.00	\$39,835.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
E-Con-Placer INC	M/NA	Concrete Pumping Services	\$50,000.00	\$50,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Go Fetsch Mechanical	F/NA	Mechanical	\$3,807,561.00	\$3,807,561.00	\$0.00	\$0.00	\$82,551.00	\$82,551.00	\$0.00	\$0.00
Hydrov-Vac, INC	F/W	Hydro-Excavation	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Minnesota Street Works	F/W	Street Sweeping	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Painting by Nakasone, INC	M/AP	Painting	\$695,442.00	\$734,884.00	\$39,442.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Rock On Trucks INC	F/W	Ballast Supplier	\$91,310.00	\$91,310.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Insulation, INC	F/W	Plumbing Insulation	\$144,500.00	\$144,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Willis Trucking INC	F/₩	Trucking	\$135,000.00	\$0.00	-\$135,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Wissota Supply Company Inc.	M/NA	Furnish and install lockers	Not listed	\$87,300.00	\$87,300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
Totals :	\$ 7,601,719.40	\$ 7,717,436.40	\$ 115,717.00	\$-	\$ 91,503.90	\$ 91,503.90	\$-	\$-

Gender/ Ethnicity Legend <u>M</u> : Male <u>F</u> : Female <u>AP</u> : Asian Pacific Islander <u>AS</u> : Asian Subcontinent B: Black H: Hispanic W: White NA: Native American	Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date	
D . Black H . Hispanic W . White MA . Native American	\$ 38,650,000.00	\$ 3,335,478.66	8.63%	

DBE Goal	DBE Goal APJV DBE Commitment				
15.0%	18.66%	2.74%			

¹ 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.

² Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

³ 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

(July 2020 Report)

July 2020:

Total Hours	People of Color & Indigenous People	<u>POCI%*</u>	Women Hours	Women%
	Hours			
63,742	14,089	22.1%	6,277	9.85%

- Women of Color = 1,720 (2.7%)
- Race/Ethnicity Not Specified = 76 (0.12%)

Project to Date: (12/2018 - 7/31/2020)

<u>Total Hours</u>	POCI Hours	<u>POCI%</u>	Women Hours	<u>Women %</u>
651,471	137,289	21.1%	51,019	7.83%

- ➢ Women of Color = 12,932 (2%)
- Race/Ethnicity Not Specified = 1,396 (0.2%)

Goals on Project:

POCI	32%
Women	20%

* POCI - People of Color & Indigenous People

AN EQUAL OPPORTUNITY EMPLOYER 540 Fairview Ave. N, Suite 201 • St. Paul, MN 55104 • Tel 651.539.1100 MN Relay 711 or 1.800.627.3529 • Toll Free 1.800.657.3704 • Fax 651.296.9042 • mn.gov/mdhr

	SWLRT - Lunda/C.S. McCrossan JV										
Contractor/Subcontractor Participation (July 2020)											
Conpany	DBE	Total Hours	% of Overall Total Monthly Hours (C/B4)	Women Hours	Women % *	People of Color & Indigenous People Hours	POCI % **	Women Goal Commitment	POCI Goal Commitment		
All Companies on Project		63,742		6,277	9.85%	14,089	22.10%	20%	32%		
LMJV		23,093	36.23%	1,739	7.53%	6,984	30.24%	20%	32%		
		0.400	10 700/	500	0.45%	1.0.10	10.00%	000/	0.0%		
Lunda		8,133	12.76%	500	6.15%	1,048	12.89%	20%	32%		
C.S. McCrossan		8,285	13%	1,429	17.25%	1,549	18.7%	20%	32%		
Advanced Concrete Sawing		15	0.02%		0.00%	-	0.00%	0.00%	0.00%		
Atlas Foundation		116	0.20%	-	0.00%	-	0.00%	0.00%	0.00%		
Big G Tech		272	0.43%	82	30.15%		0.00%	20%	32%		
Blackstone Contractors LLC	Yes	209	0.33%	46	22.01%	34	16.27%	4.40%	25%		
Blake Drilling Company	100	5	0.01%	-	0.00%	-	0.00%	0%	30%		
Central Minnesota Sawing		0	0.00%	-	0.00%	-	0.00%	24%	0%		
Delta Railroad (JV-RailWorks Track)		797	1.25%	78	9.80%	78	9.80%	20%	32%		
E&J Rebar Inc	Yes	3,224	5.10%	64	2.00%	698	21.65%	20%	32%		
E-Con Placer	Yes	92	0.14%	-	0.00%	29	31.52%	20%	32%		
Egan Company		6,709	10.53%	821	12.24%	1,122	16.72%	20%	32%		
EJM Pipe Services		69	0.11%	-	0.00%	-	0.00%	20%	32%		
Gunnar Electric	Yes	308	0.48%	110	35.70%	88	28.60%	20%	32%		
Hanson Custom Crushing		328	0.51%	-	0.00%	161	49.10%	0%	33%		
Harris St. Paul, Inc.		31	0.05%	-	0.00%	-	0.00%	?	?		
MBE	Yes	736	1.15%	158	21.45%	282	38.52%	1%	1%		
Minger Construction		1,552	2.43%	-	0.00%	200	12.89%	15%	22%		
Mix On Site		292	0.46%	-	0.00%	-	0.00%	0%	33%		
Neaton Brother Erosion		138	0.22%	-	0.00%	56	40.58%	0.00%	15%		
North Country Concrete		52 0	0.10%	-	0.00% 0.00%	-	0.00%	?	?		
Northern Lines Contracting On Call Pavement Sweeping	Yes	0 600	0.00%	- 415	0.00% 69.20%	- 157	26.20%	0.00%	<u>32%</u> 14%		
PCI Roads LLC	res	179	0.94%	415	0.00%	-	20.20%	40% 6%	14%		
Pete's Water & Sewer	Yes	2,899	4.55%	-	0.00%	- 498	17.18%	20%	32%		
RailWorks Signals & Communications	103	103	0.16%	-	0.00%		0.00%	0.00%	0.00%		

RailWorks Track Services (JV-Delta)		1,404	2.20%	189	13.50%	190	13.53%	20%	32%
Rain for Rent		0	0.00%	-	0.00%	-	0.00%	0.00%	0%
Rainbow Inc.		156	0.24%	35	22.43%	12	7.70%	20%	34%
Ramsey Companies Inc.		0	0.00%	-	0.00%	-	0.00%	18.20%	25%
Reiner Contracting	Yes	4	0.01%	-	0.00%	-	0.00%	0%	0.00%
Rock On Trucks	Yes	6	0.01%	-	0.00%	-	0.00%	7.5%	0.00%
Safety Signs	Yes	438	0.69%	-	0.00%	136	31.10%	20%	32%
Sowles		51	0.10%	-	0.00%	-	0.00%	?	?
Standard Contracting, Inc.	Yes	2,550	4.00%	549	21.53%	674	26.43%	20%	32%
Stonebrook Fence	Yes	158	0.25%	-	0.00%	10	6.33%	0%	25%
Sun Mechanical	Yes	414	0.65%	65	15.70%	64	15.50%	0.00%	0%
Technical Waterproofing Solutions		58	0.10%	-	0.00%	23	39.65%	20%	32%
Veit & Company		0	0.00%	-	0.00%	-	0.00%	20%	32%
YTS Companies		41	0.06%	-	0.00%	-	0.00%	0.00%	0%
Zahl-Petroleum Maintenance Co		76	0.12%	-	0.00%	-	0.00%	Completed: 2	days on site
ZTS	Yes	154	0.24%	-	0.00%	-	0.00%	0.00%	0.00%
* Women % - This percent is based on the subcontractor's hours for the month.									
**POC % - This percent is based on the subcontractor's hours for the month.									
New Subcontractor on project									

SWLRT - Lunda/C.S. McCrossan JV Contractor/Subcontractor Participation (December 2018 - July 2020)											
Company	DBE	Total Project Hours	% of Overall Total Hours (C/C-4)	Women Hours	Women % *	People of Color & Indigenous People (POCI) Hours	POCI % **	Women Goal Commitment	POCI Goal Commitment	Sub Under	
All Companies on Project		651,471		51,019	7.83%	137,289	21.10%	20%	32%		
	1										
LMJV		230,897	35.44%	13,834	5.99%	56,218	24.35%	20%	32%		
Lunda C.S. McCrossan		84,332 90,322	12.9%	4,834	5.73%	12,785	15.16% 21.90%	<u>20%</u> 20%	32% 32%	LMJV LMJV	
	<u> </u>	90,322	13.86%	14,122	15.64%	19,780	21.90%	20%	32%	LIVIJV	
dvanced Concrete Sawing 235 0.04% 0 0.00% 23.5 10.00% 0.00% 0.00%											
								Work co			
Allstates Pavement Recycling & Stabilization American Environmental		30 31	0.00% 0.00%	0		10.5 0	35.00% 0.00%	Completed:			
Antigo Construction		5	0.00%	0		0	0.00%				
Armstrong Crane & Rigging		22	0.00%	0		0	0.00%	Work completed Intermittent work			
Atlas Foundation		1,539	0.00%	0		15	0.00%	0.00%			
Big G Tech	Yes	4,420	0.68%	1,162	26.29%	273	6.18%	20%	32%		
Blackstone Contractors	Yes	894	0.14%	168.5	18.85%	171.5	19.18%	4.40%	25%		
Blake Drilling Company Inc	100	536	0.08%	2.5		69.75	13.01%	0.00%	30%		
C I Utilities	Yes	85	0.02%	5		0	0.00%	20%	32%	Egan	
Central Minnesota Sawing LLC		247	0.04%	37		0	0.00%	24.00%			
Davids Hydro Vac		14	0.00%	0		0			ent work		
Delta Railroad Construction		6,781	1.04%	78		78	1.15%	20%	32%	JV-RailWorks Track	
E&J Rebar Inc	Yes	22.090	3.39%	402		4,654	21.07%	20%	32%		
E-Con Placer	Yes	563	0.09%	0		108.25	19.23%	20%			
Egan Company		44,214	6.79%	4,923.3	11.13%	7,373	16.68%	20%	32%		
EJM Pipe Services		5,348	0.82%	0	0.00%	18	0.34%	20%	32%		
Gestra Engineering	Yes	951	0.20%	0	0.00%	97	10.20%	Work co	mpleted		
Gunnar Electric	Yes	1,527	0.23%	190	12.44%	168	11.00%	20%	32%	Egan	
H & R Construction		201	0.04%	0	0.00%	0	0.00%	0.00%	0%		
Hanson Custom Crushing		328	0.05%	0		161	49.09%	0.00%	33%		
Harris St. Paul, Inc. (New)		37	0.00%	0		0	0.00%	?	?		
Infinity Access		146	0.00%	0	0.0070	0	0.00%	0.00%			
J L Theis		93	0.02%	7	7.53%	47	50.54%	20.00%	32%		
Mavo Systems		21,464	3.79%	0	0.0070	12822	59.74%	Work co			
MBE	Yes	14,986	2.30%	4,695	31.33%	4,800	32.03%	1%			
Metro Sheet Metal		37	0.01%	0		0	0.00%	?	?		
Minger Construction		19,724	3.03%	200	1.01%	1,861	9.44%	15%	22%		

MixOnSIte		401	0.06%	0	0.00%	0	0.00%	0%	33%	
Mulcahy Nickolaus LLC		918	0.20%	24	2.60%	195	21.24%	20%	32%	
Neaton Brother Erosion		1,617	0.25%	0	0.00%	327.25	20.24%	0.00%	15%	
North Country Concrete Inc		429	0.07%	0	0.00%	15.75	3.67%	?	?	
Northern Dewatering		257	0.04%	0	0.00%	131	50.97%	Intermitte		
Northern Lines Contracting		4,464	1.00%	0	0.00%	650	14.60%	0.00%		
On Call Pavement Sweeping	Yes	2,680	0.41%	815.5	30.43%	275	10.26%	40.00%	14%	
PCI Roads LLC		1,898	0.29%	39	2.05%	118	6.21%	6%		
Pete's Water & Sewer	Yes	12,543	1.93%	601.5	4.80%	2091	16.67%	20%	_	
Quality Cutting & Coring	Yes	45	0.01%	0	0.00%	0	0.00%	Intermitte	ent work	
RailWorks Signals & Communications		1,718	0.26%	0	0.00%	6	0.35%	0.00%	32%	Egan
RailWorks Track Services		12,662	1.94%	602	4.75%	2645.5	20.89%	20%		JV-Delta
Rain for Rent		65	0.01%	0	0.00%	0	0.00%	0.00%	0%	
Rainbow Inc.	Yes	859	0.13%	62.5	7.28%	12	1.40%	20.00%	34%	
Ramsey Companies		517	0.08%	8.5	1.64%	113	21.86%	18.20%	25%	
Reiner Contracting	Yes	61	0.00%	0	0.00%	7.75	12.70%	0%	0.00%	
Rock On Trucks	Yes	436	0.07%	7.5	1.72%	0	0.00%	7.5%		
Safety Signs	Yes	4,256	0.65%	174	4.09%	685	16.09%	20%		
Sowles Co		1,306	0.20%	26	1.99%	201	15.39%	?	?	
Standard Contracting	Yes	29,541	4.53%	3554	12.03%	6958	23.55%	20%		
Stonebrook Fence Inc	Yes	6,763	1.04%	0	0.00%	456	6.74%	0.00%		
Sun Mechanical	Yes	2,303	0.35%	165	7.16%	272	11.81%	0.00%	0%	
Taylor Electric		1	0.00%	0	0.00%	0	0.00%	Less than	100 hours	
Technical Waterproofing Solutions		209	0.03%	0	0.00%	56	26.79%	0.00%		
Trackworks		1,746	0.37%	0	0.00%	0	0.00%	0.00%	0%	
Twin Cities & Western Railroad Company		236	0.04%	0	0.00%	0	0.00%		incil sub	Met Council
VCI Environmental, Inc.		32	0.00%	0	0.00%	0	0.00%	20%		
Veit & Company Inc		1,833	0.28%	267	14.57%	540	29.46%	20.00%	31%	
Warning Lites of Minnesota Inc		48	0.00%	0	0.00%	0	0.00%	0.00%	11.6%	
YTS Companies		6,570	1.01%	0	0.00%	0	0.00%	0.00%		
Zahl-Petroleum Maintenance Co		76	0.00%	0	0.00%	0	0.00%	Completed: 2		
ZTS	Yes	2,894	0.44%	13	0.45%	0	0.00%	0.00%	0.00%	
Key:										
Met Council subcontractor - not LMJV										
Companies from whom we need initial capacity										

SWLRT DWAC Hiring Summary Table											
Reporting Period: August 2020											
		Male	Female						Community Based	Employee	
Company	Trade	Caucasion	Caucasion	Male POCI	Female POCI	Union	Transfers	Rehires	Organization	Referral/Referral	Did Not Disclose
LMJV											
	Carpenters										
	Foreperson										
	Journey	1		1		1	1				
	Apprentice			1		1					
	Laborers										
	Foreperson	1					1				
	Journey	2								2	
	Apprentice			1		1					
	Pile Driver										
	Foreperson										
	Journey										
	Apprentice										
	Miners										
	Foreperson										
	Journey										
	Apprentice										
	Operators										
	Forepersons										
	Journey										
	Apprentice										
	Cement Masons										
	Foreperson	1					1				
	Journey						±				
	Apprentice			2			1	1			
Lunda				-			-	-			
Lunda	Operators										
├ ───┤	Operators Foreperson										
	Journey	1		1		1		1			
	Apprentice	1		<u>+</u>		±		<u>+</u>		1	
			F								
Comment	Tue de	Male	Female		Famala DOCI	Unior	Turneform	Dahimaa	Community Based	Employee Referred (Referred	Did Net Dicelars
Company	Trade	Caucasion	Caucasion	Male POCI	Female POCI	Union	Transfers	Rehires	Organization	Referral/Referral	Did Not Disclose
CS McCrossan	Operators										
	Operators										
├ ────┤	Foreperson			<u> </u>		`					
├ ───┤	Journey	2		<u> </u>		2					
	Apprentice									-	_
Totals		9	0	6	0	6	4	2	0	3	0