

McGough Construction – General Contractor
Artspace Projects, Inc. – Developer
The Minnesota Shubert Performing Arts & Education Center Project
Workforce Employment Plan
July 15, 2009

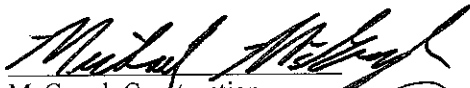
1. **Apprentice Construction Training Program** – McGough Construction and its subcontractors agree to a goal of 5% of the onsite construction hours for registered apprentices who are Minneapolis residents or minorities or females. The success of this goal is dependant on the journey worker to apprentice ratio required by union bargaining agreements.
2. **Resident and Neighborhood Employment** – McGough Construction and its subcontractors commit to the employment of up to 30 qualified construction workers who are Minneapolis residents. Priority is given to residents who are unemployed Union members.
3. **Employment Goals** – McGough Construction and its subcontractors agree to the Minnesota Shubert project's workforce utilization goals that exceed established City goals. McGough Construction commits to the following workforce utilization goals:

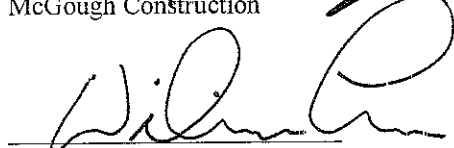
Skilled Minority	15%
Unskilled Minority	15%
Female (combined)	6%

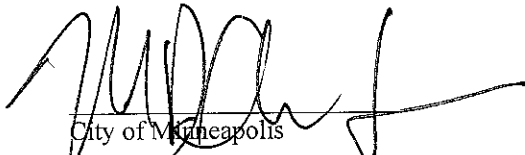
4. **Subcontracting Goals** – McGough Construction and its subcontractors commit to the City of Minneapolis Small Underutilized Business Program goals of 10% for Minority owned Businesses and 11% for Women Owned Businesses. McGough Construction will utilize the following initiatives to maximize participation:
 - a. Structuring of bid packages to allow for maximum participation by local small, women, and minority owned businesses.
 - b. Collaborating with women and minority business organizations to identify firms for participating in the project.
 - c. Establish subcontracting goals for each contract division based on the availability of S/W/MBE firms (contractors and suppliers) in that specific division of work.
 - d. Conduct a Minnesota Shubert project open house to explain the bid packages, procurement schedule and process to interested bidders.
 - e. If project is bid in stages, conduct pre-bid informational meetings to inform and advise local and S/W/MBE contractors on the potential opportunities on the project.
 - f. Meet regularly with staff or leadership of S/W/MBE contractor organizations to update them on the project.
5. **Construction Education MPLS. Public School Initiative** – McGough Construction will work with the Minneapolis Public Schools through the construction classes that are held at Roosevelt High School and other Minneapolis high schools, if such classes are offered. McGough Construction will provide these classes with speakers to talk about job site safety and OSHA standards. McGough Construction will also provide speakers from the various trades and construction disciplines working on the Shubert Project, including Architecture, Engineering, and Project Management. McGough Construction agrees to donate to these construction classes building materials, hard hats, work gloves, hand tools, and other materials as available. McGough Construction will provide students and instructors with corporate office, shop, and on-site tours. McGough Construction agrees to provide two mentors for star students in these classes. McGough Construction will provide networking opportunities with other construction industry representatives for the high school instructors that teach these courses.
6. **Internship Program** – McGough Construction will offer one paid summer internship to either a high school-age resident of Minneapolis through a program like the "Under Construction" internship program that will expose them to the construction industry or to a Minneapolis resident attending a post-secondary trade school program.

- 7 **Construction Partnering Program (CPP)** – McGough Construction will provide information about the Construction Partnering Program which is managed and facilitated by the Metropolitan Economic Development Association (MEDA) and the Association of Women Contractors (AWC) to all contractors or construction managers with whom it contracts for construction of improvements on the Minnesota Shubert project. McGough Construction shall also request that all contractors on this construction project meet with MEDA and AWC representatives about said program. Neither McGough Construction nor its contractors shall be obligated to enter into such a partnership.
- 8 **Green Jobs** – McGough Construction will implement a scope of work that includes “green building” features and will create “green jobs.” The green building features will include a white coated roofing membrane to maximize reflectance, a premium efficiency mechanical system designed with an Energy Star Rating Goal of 75, deconstruction, reclamation and recycling of demolition materials, and the installation of third-party certified green interior materials including carpeting, countertops, upholstered panels, and drapery. These elements will result in green construction jobs associated with the project in the roofing, electrical, HVAC, deconstruction, recycling, salvage, installer, and finisher trades.

This Project is expected to commence in fall 2009 and to be completed by early 2011. McGough Construction and the City of Minneapolis agree to report project results on items 1-7 above every quarter.


McGough Construction


Artspace Projects, Inc


City of Minneapolis