

Mortenson Construction Company
American Academy of Neurology Project (AAN)

Workforce Employment/Community Participation Plan

1. **Apprenticeship Construction Training Program** – Mortenson Construction Company and its subcontractors agree to a goal of 5 % of the onsite construction hours for apprentices.
2. **Resident and Neighborhood Employment** – Mortenson Construction Company and its subcontractors commit to an employment goal of at least 10 Minneapolis residents on the Project. Priority is given to residents who are unemployed Union members from the surrounding neighborhoods as defined by zip codes 55404, 55407, 55406, 55411, and 55414.
3. **Employment Goals** – Mortenson Construction Company agrees to workforce utilization goals, expressed as a percentage of work hours on the Project, in the following categories:
 - a. Minority – 15%
 - b. Female – 6%
4. **Subcontracting Goals** – Mortenson Construction Company commits to Small Underutilized Business goals, expressed as a percentage of subcontracting dollars on the Project, of at least 10-15%. Mortenson Construction Company will utilize the following initiatives to maximize participation:
 - a. Structuring bid packages to allow for maximum participation by local women and minority owned businesses.
 - b. Collaborating with women and minority business organizations to identify firms for participation on the project.
 - c. Establishing subcontracting goals for each trade contract consistent with the availability of MWBE firms in that specific scope of work.
 - d. Conduct pre-bid informational meetings to inform and advise local and MWBE contractors of the potential opportunities on the project.
5. **Clean and Green** – As part of the City of Minneapolis Employment and Training Program summer youth program, the City agrees to provide urban streetscape beautification and neighborhood clean up within one block of the construction site during the summer months during the construction phase of this project.
6. **Internship Program** – Mortenson Construction Company will offer high school students the opportunity to participate in paid summer internships that will expose them to the construction industry and give students the opportunity to gain experience in varied aspects of the construction business. On the AAN project, students from

area schools will be given the opportunity to apply for the internship and work on the project as an engineering aide during the summer of 2011.

7. **Materials and Services** - Mortenson Construction Company agrees to consider sourcing construction/building materials and services, as well as products and services for general business operations, from the Twin Cities Green Products & Services Directory.
8. **Job Linkage Program** – The American Academy of Neurology agrees to a voluntary job linkage agreement and will forward all notices of job openings to Minneapolis Employment and Training so that job applicants can be forwarded to the Academy for review and possible job interview.

This Project will commence on or before May 2011 and is estimated to be completed on or before June 2012. The American Academy of Neurology, Mortenson Construction Company, and the City of Minneapolis agree to meet (at the City's request) and report project results every quarter.

Mortenson Construction Company

American Academy of Neurology

City of Minneapolis