

An aerial photograph of the Baird Center expansion project. The image shows a large, multi-story building under construction, with a prominent curved section in the foreground. The construction site is filled with cranes, scaffolding, and various construction materials. The surrounding urban environment is visible in the background, with other buildings and streets.

BAIRD CENTER EXPANSION PROJECT

INCLUSION REPORT

through the quarter ended
JUNE 30, 2023

NORTHWEST SITE AERIAL OVERVIEW

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BAIRD CENTER EXPANSION - STREET-LEVEL VIEW OF NORTHEAST CORNER

PROJECT TEAM



Owner



Owner's Representative



Inclusion Monitor – Business



Inclusion Monitor – Workforce

Morgan Stanley

Bond Underwriter



Construction Manager



Architect

eppstein uhen : architects



Architect



Mechanical, Electrical, Plumbing and Fire Protection



Structural Engineers



Civil Engineer and Landscape Design



PROJECT DESCRIPTION



BALLROOM LEVEL – SOUTH WALL FIRE PROOFING AND FRAMING PROGRESS

Delivering over 800,000 attendees and contributing over \$1 billion in annual economic impact, the Wisconsin Center is the economic engine for conventions and business meeting activity in the city and county of Milwaukee, and the state of Wisconsin. The Wisconsin Center District's vision is to build a best in class facility that will attract new and repeat meeting planners as a result of the facility's flexible, innovative, technologically supported and operationally efficient spaces, while providing each

attendee with a memorable Milwaukee enhanced visitor experience. The expansion must address the latest trends and support the expectations of the convention attendees and meeting planner as well as be adaptable to the market as changes occur.

The Expansion will:



- Double the square footage of the convention center
- Add six new loading docks for a total of 22
- Add 24 new flexible meeting rooms for a total of 52
- Add a new executive kitchen
- Feature a rooftop ballroom with outdoor terraces and views of the city
- Include 400+ indoor parking spaces
- Earn points for a LEED Silver certification

INCLUSION GOALS

The Wisconsin Center District Expansion Project is subject to Wisconsin Statutes Chapter 229.46, which establishes minority, women, and disabled veteran business (“Targeted Business”) contracting and workforce goals. The Wisconsin Center District agreed to add the City of Milwaukee Resident Preference Program goals to the project.

BUSINESS INCLUSION GOALS

1. 25% of the contract dollar value shall be awarded to Minority Business Enterprise (MBE),
2. 5% of the contract dollar value shall be awarded to Women Business Enterprise (WBE), and
3. 1% of the contract dollar value shall be awarded to Disabled Veteran-owned Business (DVB)
4. If an MBE, WBE or DVB is unavailable, then an award to a Small Business Enterprise (SBE) will be acceptable.

The District accepts the following certifications:

Certification	Issued By
DBE	A minority or women business certified by the Wisconsin Unified Certification Program
DVB	Wisconsin Department of Administration
EDWOSB*	Small Business Administration
MBE*	National Minority Supplier Development Council or affiliate
MBE	Wisconsin Department of Administration
SBE	City of Milwaukee or Milwaukee County
SDVOSB*	U.S. Department of Veterans Affairs
WBE	Wisconsin Department of Administration
WBE*	Women Business Enterprise National Council
WOSB*	Small Business Administration

*The principal place of business for an entity with this certification must be located in Wisconsin.

WORKFORCE INCLUSION GOALS

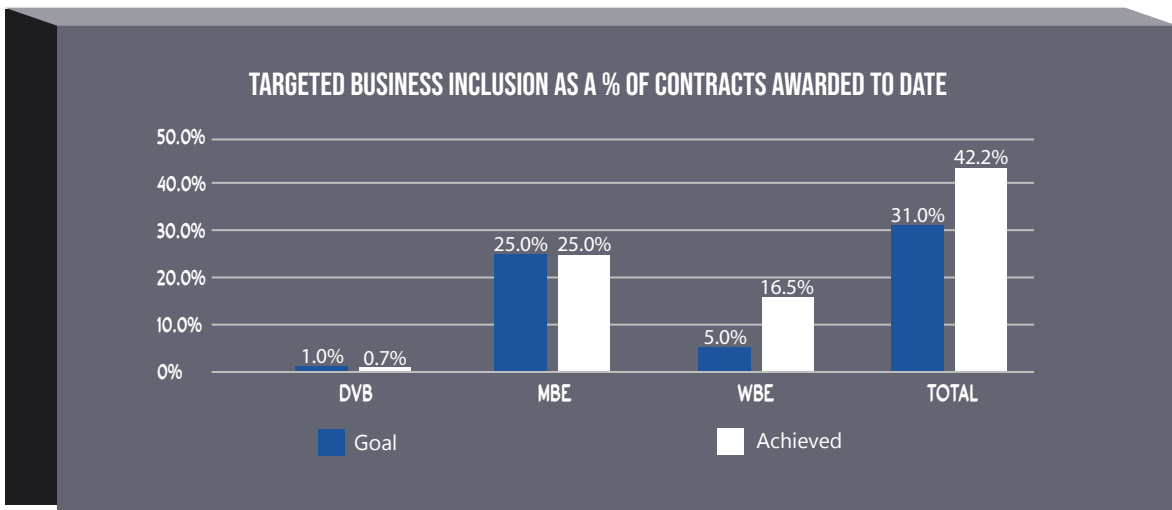
1. **Minority Group Members** - At least 25% of the onsite construction labor hours will be performed by construction trade workers who identify as minority group members.
2. **Women** - At least 5% of the onsite construction labor hours will be performed by construction trade workers who identify as women.
3. **Employees of Disabled-Veteran Owned Businesses** - At least 1% of the onsite construction labor hours will be performed by construction trade workers who are employees of Disabled-Veteran owned businesses.
4. **Resident Preference Program (RPP)** – At least 40% of onsite construction labor hours will be performed by construction trade workers certified through the City of Milwaukee Residents Preference Program.
 - a. At least 25% of the required RPP hours must be worked by residents of the Special Impact Area (SIA) zip codes.
 - b. The SIA zip codes are 53204, 53205, 53206, 53208, 53210, 53212, 53215, and 53233.
 - c. 25% of the Apprentice hours must be worked by RPP certified Apprentices.
 - d. 40% of the Apprentice hours must be worked by RPP certified Apprentices residing in the SIA zip codes.

EXECUTIVE SUMMARY

This report provides information on the business and workforce inclusion achieved through June 30, 2023.

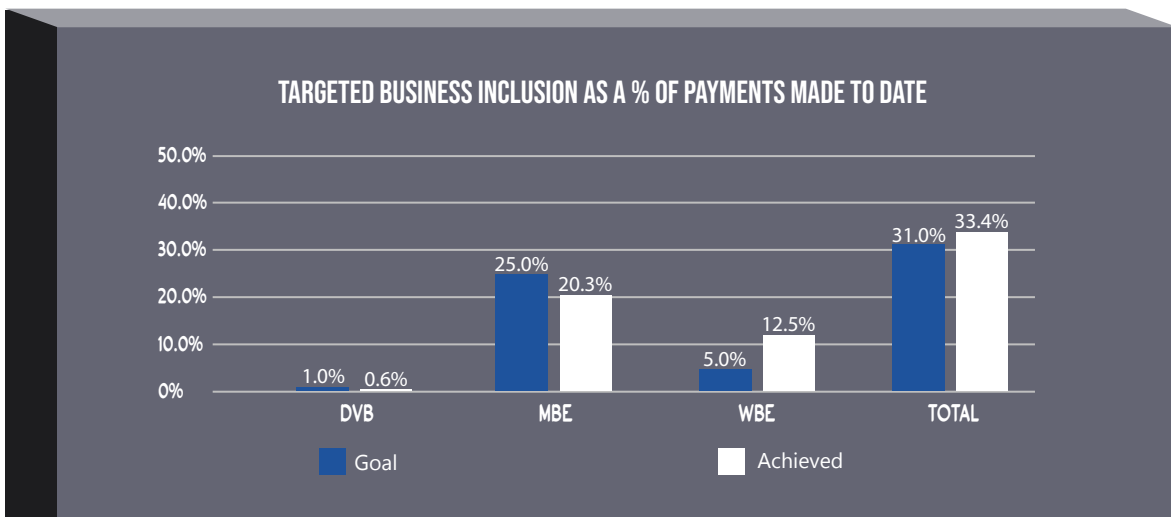
THE PROJECT HAS AWARDED CONTRACTS VALUED AT \$139,071,058 OR 42.2% OF THE COST SUBJECT TO INCLUSION TO TARGETED BUSINESS ENTERPRISES.

Graph 1: Targeted Business Inclusion Summary - % of Contracts Awarded to date



THE PROJECT HAS MADE PAYMENTS TOTALING \$68,430,604 OR 33.4% OF APPLICABLE PAYMENTS TO TARGETED BUSINESS ENTERPRISES.

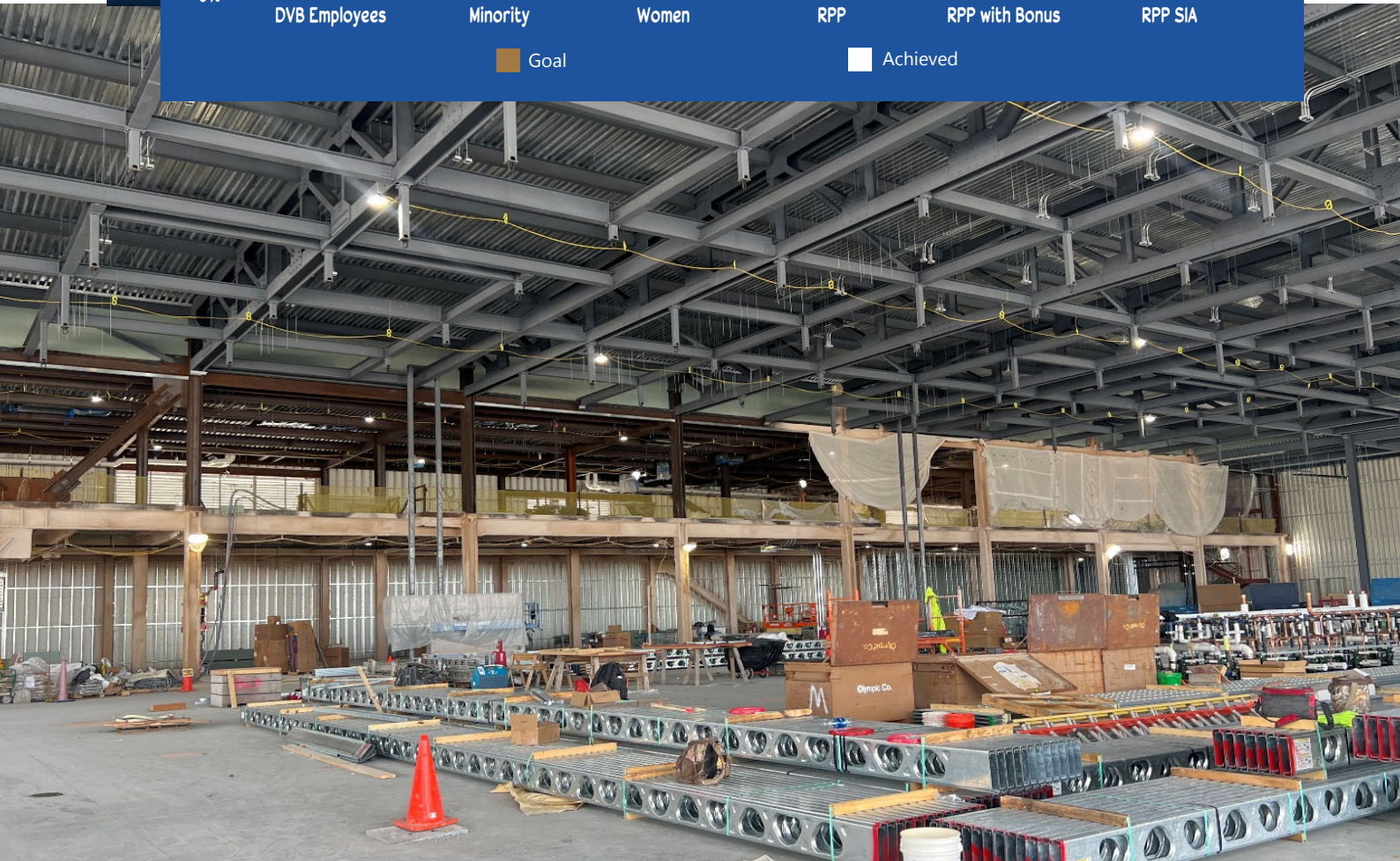
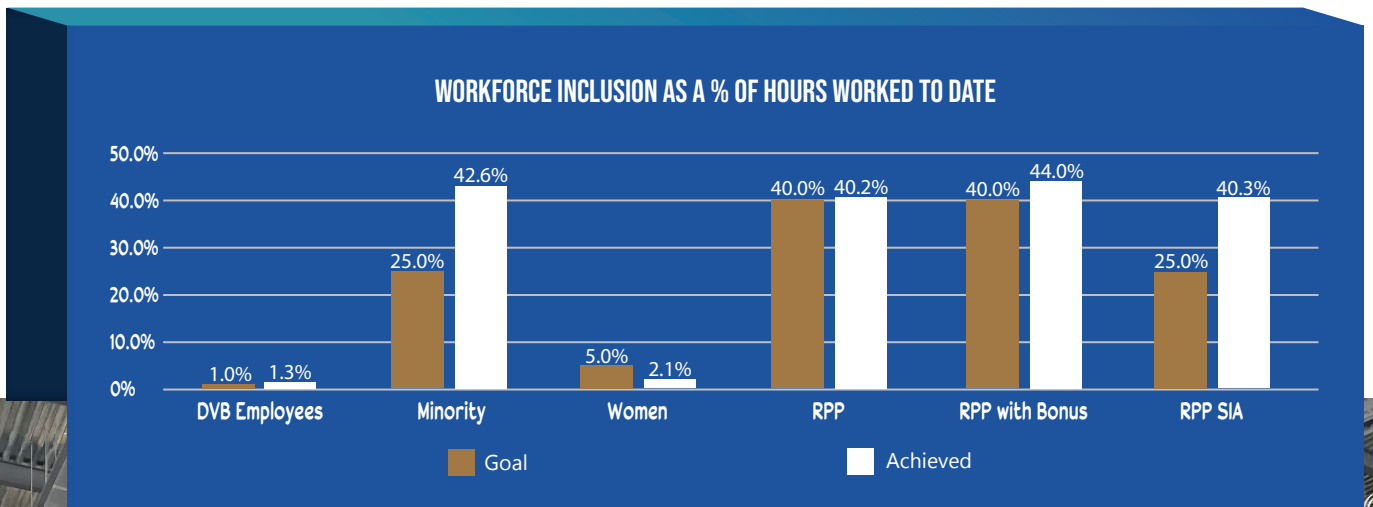
Graph 2: Targeted Business Inclusion Summary - % of Payments Made to date



EXECUTIVE SUMMARY

OF THE 590,770 HOURS WORKED, THE PERCENTAGE OF HOURS WORKED BY MINORITY, RPP AND RPP SIA WORKERS EXCEEDED THEIR INCLUSION GOALS, WHILE THE DVB EMPLOYEES AND WOMEN PERCENTAGES LAGS BEHIND THE INCLUSION GOALS.

Graph 3: Workforce Inclusion Summary



BALLROOM LEVEL – NORTH WALL FRAMING PROGRESS

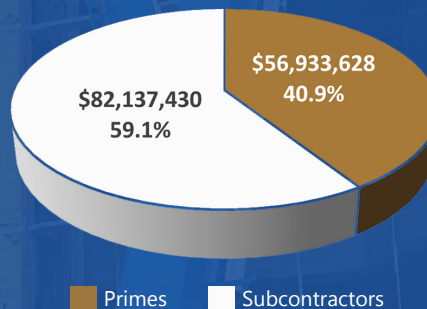
BUSINESS INCLUSION

With the Gilbane | Smith Team awarding most of the contracts for the Baird Center Expansion project, the Targeted Business participation exceeds the 31% required with 42.2% inclusion. Separately, the 25% MBE and WBE 5% inclusion requirements are exceeded, while the 1% DVB inclusion lags the requirements at .7%. This DVB underperformance is not symbolic of inclusion effort, but the minimal number of firms certified as DVB that perform construction-related work.

Baird Center Project provides opportunities for TBE firms to increase capability and workforce by serving as prime contractors. On this project, Gilbane | Smith awarded fourteen TBE firms prime contracts valued at \$56.9 million or 40.9% of the total TBE inclusion. Another 45 different TBE firms are involved in design and construction of the Baird Center as subcontractors or subconsultants.

Graph 4: Value and % of Contracts Awarded to TBE firms as Primes and Subcontractors

SUBCONTRACTOR AND PRIME AWARDS



EXTERIOR PANEL PROGRESS – VRP

Table 1: Targeted Business Inclusion

Inclusion Goals		1%		25%		5%		31%	
COMPANY	Prime Contractor	DVB Contracts	DVB Payments	MBE Contracts Awarded	MBE Payments	WBE Contracts	WBE Payments	Total Contracts Awarded	Total Payments
Academy Securities, Inc.	Robert W. Baird Inc.	\$142,351	\$142,351					\$142,351	\$142,351
American Design Inc.	Eppstein Uhen Architects, Inc.			\$1,692,078	\$1,504,317			\$1,692,078	\$1,504,317
Andersen & Andersen Technical Services, LLC	GRAEF-USA Inc.					\$77,680	\$67,950	\$77,680	\$67,950
Arteaga Construction Inc.	Langer Roofing & Sheet Metal Inc.			\$1,473,061				\$1,473,061	
Arteaga Construction Inc.	Olympic Companies, Inc.			\$174,808				\$174,808	
Avanti Design Group LLC	Eppstein Uhen Architects, Inc.			\$649,600	\$173,956			\$649,600	\$173,956
Barrientos Design & Consulting, LLC	Eppstein Uhen Architects, Inc.			\$377,094	\$377,094			\$377,094	\$377,094
BCL IT Consulting	Henderson Engineers					\$240,350	\$213,911	\$240,350	\$213,911
Beson & Houle LLC	C. D. Smith Construction, Inc.			\$687,825	\$648,315			\$687,825	\$648,315
Beson & Houle LLC	Klein Dickert Milwaukee Inc.			\$2,835,276	\$1,554,825			\$2,835,276	\$1,554,825
Best Erectors, Inc.	Klein Dickert Milwaukee Inc.					\$611,468		\$611,468	
BestEd, LLC	Gilbane Smith			\$1,109	\$1,109			\$1,109	\$1,109
BestEd, LLC	USA Fire Protection, Inc.			\$183,643	\$29,091			\$183,643	\$29,091
Bloom Companies, LLC	Gilbane Smith			\$83,000	\$83,000			\$83,000	\$83,000
Bloom Companies, LLC	GRAEF-USA Inc.			\$164,000	\$164,000			\$164,000	\$164,000
BMR Design Group, Inc.	USA Fire Protection, Inc.			\$918,212	\$240,000			\$918,212	\$240,000
BV Tetzlaff	Gilbane Smith					\$1,600,100	\$594,130	\$1,600,100	\$594,130
Con-Cor Company Inc.	C. D. Smith Construction, Inc.					\$36,020	\$36,020	\$36,020	\$36,020
Con-Cor Company Inc.	Gilbane Smith					\$198,677		\$198,677	
Construction Services of Milwaukee, LLC	Michels Corporation					\$3,634,154	\$3,634,154	\$3,634,154	\$3,634,154
Cross Management Services, Inc.	Wisconsin Center District			\$275,000	\$151,579			\$275,000	\$151,579
CSB Squared, Inc.	Klein Dickert Milwaukee Inc.					\$40,200	\$40,200	\$40,200	\$40,200
Dairyland Energy Solutions, Inc. OPO	CornerStone One LLC			\$1,650,000	\$622,973			\$1,650,000	\$622,973
Dairyland Energy Solutions, Inc.	CornerStone One LLC			\$180,000	\$77,661			\$180,000	\$77,661
DK-39 Management & Consulting	Henderson Engineers	\$54,160	\$54,160					\$54,160	\$54,160
Duwe Metal Products, Inc.	Gilbane Smith					\$2,640,000	\$424,801	\$2,640,000	\$424,801
Duwe Metal Products, Inc.	Zalk-Joseph Fabricators LLC					\$697,230	\$216,835	\$697,230	\$216,835
E3 Group LLC	Eppstein Uhen Architects, Inc.			\$212,903	\$104,236			\$212,903	\$104,236
Equity Supply Group LLC	KMI Construction LLC			\$1,392,608	\$589,412			\$1,392,608	\$589,412
Equity Supply Group LLC	Olympic Companies, Inc.			\$2,063,419	\$987,969			\$2,063,419	\$987,969
Equity Supply Group LLC	Thorne Associates, Inc.			\$1,515,000	\$509,520			\$1,515,000	\$509,520
Gestra Engineering Inc.	Wisconsin Center District			\$211,769	\$211,769			\$211,769	\$211,769
Halverson Carpet Center, LTD	Hetzel Tile & Marble, Inc.			\$663,027				\$663,027	
Hawk Daylighting LLC	C. D. Smith Construction, Inc.			\$3,315,289	\$2,310,817			\$3,315,289	\$2,310,817
Hawk Daylighting LLC/Ozinga OPO	C. D. Smith Construction, Inc.			\$6,406,014	\$6,388,264			\$6,406,014	\$6,388,264
Hawk Daylighting LLC/Plymouth Form OPO	C. D. Smith Construction, Inc.			\$575,731	\$509,398			\$575,731	\$509,398
Hetzel Sanfilippo, Inc.	Langer Roofing & Sheet Metal Inc.					\$294,613		\$294,613	
Hetzel Sanfilippo, Inc.	Thorne Associates, Inc.					\$800,000	\$61,189	\$800,000	\$61,189
Hetzel Tile & Marble, Inc.	Gilbane Smith					\$1,986,703	\$257,388	\$1,986,703	\$257,388
Hiram Power Electric LLC OPO	Staff Electric Inc.			\$11,724,258	\$8,941,709			\$11,724,258	\$8,941,709
HVA Products, Inc.	Lee Mechanical, Inc.			\$2,288,720				\$2,288,720	

Table 1: Targeted Business Inclusion (continued)

Inclusion Goals		1%		25%		5%		31%	
COMPANY	Prime Contractor	DVB Contracts	DVB Payments	MBE Contracts	MBE Payments	WBE Contracts	WBE Payments	Total Contracts	Total Payments
HVA Products, Inc. OPO	Lee Mechanical, Inc.			\$175,150	\$175,150			\$175,150	\$175,150
IBC Engineering Services, Inc.	Henderson Engineers					\$528,350	\$458,673	\$528,350	\$458,673
JCP Construction LLC (Steel General Labor)	C. D. Smith Construction, Inc.			\$808,808	\$808,808			\$808,808	\$808,808
JCP Construction LLC/Doka OPO	C. D. Smith Construction, Inc.			\$883,299	\$883,299			\$883,299	\$883,299
JCP Construction LLC (Concrete General Labor)	C. D. Smith Construction, Inc.			\$2,085,514	\$1,598,384			\$2,085,514	\$1,598,384
JCP Construction LLC	CG Schmidt, Inc			\$1,906,660				\$1,906,660	
JCP Construction LLC	Thorne Associates, Inc.			\$1,500,000	\$51,644			\$1,500,000	\$51,644
K Singh & Associates, Inc.	Collins Engineers, Inc.			\$18,450	\$18,450			\$18,450	\$18,450
Kapur & Associates, Inc.	Eppstein Uhen Architects, Inc.			\$179,110	\$159,990			\$179,110	\$159,990
Kapur & Associates, Inc.	Gilbane Smith			\$50,000	\$19,591			\$50,000	\$19,591
Kapur & Associates, Inc.	Michels Corporation			\$78,893	\$75,700			\$78,893	\$75,700
Kapur & Associates, Inc.	Michels Corporation			\$16,020	\$15,776			\$16,020	\$15,776
Kapur & Associates, Inc.	Michels Corporation			\$1,260				\$1,260	
KMI Construction LLC	Gilbane Smith					\$5,982,871	\$2,817,487	\$5,982,871	\$2,817,487
Loop Capital Markets LLC	Robert W. Baird Inc.			\$115,715	\$115,715			\$115,715	\$115,715
MWH Law Group LLP	Robert W. Baird Inc.			\$150,000	\$150,000			\$150,000	\$150,000
Nagel Architects LLC	Eppstein Uhen Architects, Inc.	\$159,950	\$159,950					\$159,950	\$159,950
Oneida Total Integrated Enterprises, LLC	Henderson Engineers			\$134,000	\$117,280			\$134,000	\$117,280
P.L. Freeman Co.	Construction Supply & Erection, Inc.			\$6,150,196	\$4,167,195			\$6,150,196	\$4,167,195
P.L. Freeman Co.	Lee Mechanical, Inc.			\$392,327	\$372,718			\$392,327	\$372,718
P.L. Freeman Co. OPO	Lee Mechanical, Inc.			\$8,859,508				\$8,859,508	
Peachy Clean Commercial & Construction Cleaning LLC	Gilbane Smith			\$77,410	\$77,410			\$77,410	\$77,410
Platt Construction, Inc.	C. D. Smith Construction, Inc.	\$48,850	\$48,850					\$48,850	\$48,850
Platt Construction, Inc. (Concrete General Labor)	C. D. Smith Construction, Inc.	\$380,570	\$380,570					\$380,570	\$380,570
Platt Construction, Inc. (Site Concrete)	C. D. Smith Construction, Inc.	\$672,000						\$672,000	
Prism Technical Marketing & Management LLC	Wisconsin Center District			\$298,863	\$280,715			\$298,863	\$280,715
Professional Audio Designs, Inc.	Henderson Engineers					\$226,939	\$195,406	\$226,939	\$195,406
Quorum Architects, Inc.	Eppstein Uhen Architects, Inc.					\$325,000	\$276,250	\$325,000	\$276,250
Ramirez & Co. Inc.	Robert W. Baird Inc.			\$126,347	\$126,347			\$126,347	\$126,347
RAMS Contracting, LTD.	J.P. Cullen & Sons, Inc.			\$94,302	\$94,302			\$94,302	\$94,302
RAMS Contracting, LTD.	Gilbane Smith			\$6,253,361	\$5,774,465			\$6,253,361	\$5,774,465
RAMS Contracting, LTD.	Staff Electric Inc.			\$50,000				\$50,000	
Rockwell Mechanical LLC	ComerStone One LLC			\$541,711				\$541,711	
Rockwell Mechanical LLC	Lee Mechanical, Inc.			\$1,239,330				\$1,239,330	
Saiki Design Inc.	Eppstein Uhen Architects, Inc.			\$194,685	\$132,732			\$194,685	\$132,732
Selbert Perkins Designs	Eppstein Uhen Architects, Inc.					\$245,000	\$223,365	\$245,000	\$223,365
Siebert Williams Shank & Co., LLC	Robert W. Baird Inc.			\$115,058	\$115,058			\$115,058	\$115,058
Sonrise Trucking LLC	Gateway Concrete Forming Systems Inc.					\$30,000	\$29,399	\$30,000	\$29,399
Special Operations Ductwork, Inc.	Lee Mechanical, Inc.	\$335,368	\$221,669					\$335,368	\$221,669
Tegan Marketing, Inc.	Badgerland Supply, Inc.					\$226,826	\$226,826	\$226,826	\$226,826
Thomas A. Mason Co., Inc.	All-Tech Decorating Inc.			\$1,004,500				\$1,004,500	

Table 1: Targeted Business Inclusion (continued)

Inclusion Goals		1%		25%		5%		31%	
COMPANY	Prime Contractor	DVB Contracts	DVB Payments	MBE Contracts	MBE Payments	WBE Contracts	WBE Payments	Total Contracts Awarded	Total Payments
Thomas A. Mason Co., Inc.	Gilbane Smith			\$6,107,189	\$30,400			\$6,107,189	\$30,400
Thomas A. Mason Co., Inc.	J.P. Cullen & Sons, Inc.			\$100,000				\$100,000	
Thomas A. Mason Co., Inc.	Thorne Associates, Inc.			\$985,000				\$985,000	
True Visions Design LLC	Cross Management Services, Inc.			\$15,000	\$8,645			\$15,000	\$8,645
US Vet General Contracting, LLC	Klein Dickert Milwaukee Inc.	\$145,000	\$74,550					\$145,000	\$74,550
Veterans Electric LLC	Gilbane Smith	\$66,071	\$66,072					\$66,071	\$66,072
Veterans Electric LLC	Ring & DuChateau, LLP	\$35,500	\$776					\$35,500	\$776
Veterans Electric LLC	Staff Electric Inc.	\$95,000	\$75,900					\$95,000	\$75,900
Veterans Electric LLC	Staff Electric Inc.	\$17,500						\$17,500	
Vyron Corporation	Lee Mechanical, Inc.					\$1,807,070	\$1,630,417	\$1,807,070	\$1,630,417
Work Environment Management LLC	Staff Electric Inc.					\$225,000	\$136,181	\$225,000	\$136,181
Work Environment Management LLC	Staff Electric Inc.					\$100,000	\$45,394	\$100,000	\$45,394
Zalk-Josephs Fabricators LLC	Gilbane Smith					\$24,105,154	\$6,929,741	\$24,105,154	\$6,929,741
Zalk-Josephs Fabricators LLC	Gilbane Smith					\$149,005	\$149,005	\$149,005	\$149,005
Zalk-Josephs Fabricators LLC OPO	Gilbane Smith					\$7,582,938	\$6,909,731	\$7,582,938	\$6,909,731
ZS LLC	C. D. Smith Construction, Inc.			\$33,190	\$26,020			\$33,190	\$26,020
ZS LLC	Eppstein Uhen Architects, Inc.			\$4,000	\$4,000			\$4,000	\$4,000
ZS LLC	Gateway Concrete Forming Systems Inc.			\$19,090	\$19,090			\$19,090	\$19,090
ZS LLC	Gilbane Smith			\$50,000	\$31,405			\$50,000	\$31,405
TOTAL INCLUSION		\$2,152,320	\$1,224,848	\$82,527,390	\$41,631,303	\$54,391,348	\$25,574,453	\$139,071,058	\$68,430,604
INCLUSION AS A % OF COST SUBJECT TO INCLUSION		0.7%		25.0%		16.5%		42.2%	
INCLUSION AS A % OF PAYMENTS MADE			0.6%		20.3%		12.5%		33.4%
COST SUBJECT TO INCLUSION		\$329,919,775		\$329,919,775		\$329,919,775		\$329,919,775	
TOTAL APPLICABLE PAYMENTS MADE			\$204,888,848		\$204,888,848		\$204,888,848		\$204,888,848



VIEW OF EXTERIOR PROGRESS

TARGETED BUSINESS PROFILE



Jeannie Lauret, President

Jeannie Lauret, CEO & President of DUWE Metal Products, Inc., began her journey in her family's business at the ripe age of 16. In 1981, her father had re-focused the business from a manufacturing company to a construction company. By the time Lauret graduated college, she had taken over all the business's financial responsibilities and by 2010, Lauret had received both her WBE and DBE certifications, enabling her to take over ownership of the company.

"It was a unique thing to be a woman in the construction industry and achieve those credentials during that time. I knew it would help the business and forever change our potential." Lauret reminisces.

When asked which project Lauret is most proud of working on, she proudly shares it was the Northwestern Mutual Tower Project. Benson Industries contacted DUWE to partner with them in the fabrication and installation of the curtainwall.

"It was a huge undertaking that opened up our world; having our WBE & DBE status opened the door to working with a curtainwall expert who wanted to partner with us for local talent." Lauret shares.

DUWE went on to set up shop in the central city of Milwaukee, where every single curtainwall unit was built by individuals with RPP status. Lauret worked with the Wisconsin Regional Training Partnership (WRTP/BIG STEP), a community focused workforce intermediary program to find individuals who were unemployed or underemployed, offered them training and a job. Her hope was to give these men and women an opportunity that would eventually lead to a career in the trades.

Since then, Lauret has served on WRTP/BIG STEP's Advisory Committee as well as its Board of Directors. "It is very important to me to give people a chance, when all they need is an opportunity." Lauret shares.

When asked what comes next, Lauret shares that DUWE is currently active in the Wisconsin Center Project, as well as in hospitals, schools and commercial sites throughout southeastern Wisconsin.

"We are very excited to be involved in the Wisconsin Center project!" DUWE was awarded the 'Stair Package' which consists of 10 staircases, the largest and most complex being the Grand Stair. The Grand Stair is 6 flights, 12' wide with 48' long runs, made from 20 x 12 tube steel stringers with 15 x 40 channel piggybacking the tube. "That's big! I can see the excitement in our team when projects like this go through our shop."

This year, DUWE invested largely in equipment and technology to keep up with demands. "Our WBE & DBE status has put us in front of new opportunities, but it's our commitment to our customers and our quality of work that keeps work coming in the door." Lauret shares.



WORKFORCE INCLUSION

This Workforce report, through June 30, 2023, marks the conclusion of 21 months of construction to double the size of the Baird Center. The Quarter closed less than 60 days after the May 10th Topping Off Ceremony, leaving less than a year before the project concludes.

With the last structural steel now in place, the interior buildout takes on more significance providing increased opportunities in trades where the project's greatest population of Target workforce are located.

RPP inclusion, with the allowable bonus for firms hiring RPP workers from Special Impact Area (SIA) Zip Codes is 44 %, exceeding the 40% minimum requirement.

Minority workers in the trades make up 42.6% of the workforce, far exceeding the project target of 25%. It is interesting to note that these numbers coincide with Milwaukee County's 45% minority population.

Women (non-minority) trade workers were recorded at 2.1% of the onsite labor hours, while minority women were recorded at 2.3%. Combined, the total female workforce represented 4.4% of all hours, while the project has a 5% female target.

It is important to note that just over 6% of Milwaukee County's construction workforce is female -according to the US Census American Community Survey. So, while achieving 5% has been difficult to achieve, it is not an impossible goal if the stat includes all women, regardless of ethnicity in this category.

For the sake of transparency, Target categories have been monitored, as mutually exclusive, except minority women and non-minority women. As an example, a minority male trades person, who is also RPP certified is recorded as both minority and an RPP worker. If this individual worked for a Disabled Veteran owned firm, the person would also be counted in this category. However, if this same individual was female, while they would be counted as an RPP worker and in the Disabled Veteran owned firm category and as minority, they would not be double counted in the female category.

Table 2: DVB Employees Inclusion

Goal: 1%		
Employee Type	Worker Hours	Inclusion %
DVB Employees	7,584	1.3%
All Others	583,186	98.7%
TOTALS	590,770	100.0%

DVB EMPLOYEES INCLUSION AS A % OF TOTAL HOURS WORKED

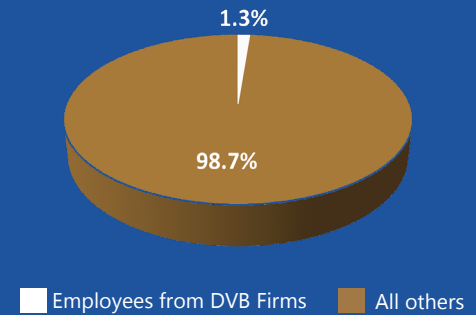


Table 3: Minority Workforce Inclusion

Goal: 25%		
Ethnicity	Hours Worked	Inclusion %
African-American	89,372	15.1%
Asian	2,998	0.5%
Caucasian	239,073	40.5%
Hispanic	155,773	26.4%
Native-American	3,443	0.6%
Not Specified	93,235	15.8%
Other	6,876	1.1%
TOTALS	590,770	100.0%

MINORITY INCLUSION AS A % OF TOTAL HOURS WORKED

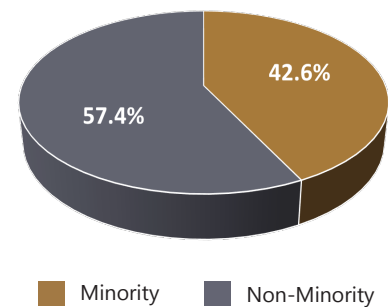
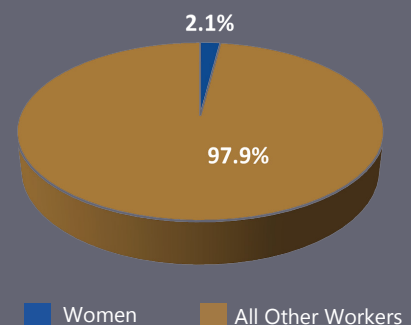


Table 4: Women Workforce Inclusion

Goal: 5%		
Worker Gender	Worker Hours	Inclusion %
Women (non-minority)	12,345	2.1%
Women (minority)*	13,478	2.3%
Men	564,947	95.6%
TOTALS	590,770	100.0%

WOMEN INCLUSION AS A % OF TOTAL HOURS WORKED



*Minority women are counted toward the minority worker goals and are not double counted here.

Table 5: RPP₁ Inclusion

Goal: 40% RPP / 25% RPP SIA											
Contractor	Sub To	Scope	Total Hours	Total Eligible Hours Worked	RPP Hours	RPP %	RPP/SIA Hours	RPP/SIA %	Bonus Hours	RPP w/ Bonus	RPP w/ Bonus %
Gilbane-Smith	N/A	GC	0	0	0	0.0%	0	0.0%	0	0	0.0%
ANI-Midwest Fireproofing & Insulation	Gilbane-Smith	Fireproofing	4,763	0	0	0.0%	0	0.0%	0	0	0.0%
Arteaga Construction, Inc.	Langer Roofing & Sheet Metal, Inc.	Plumbing	204	204	204	100.0%	159	78.1%	69	273	134.1%
B.V. Tetzlaff, Inc.	Gilbane-Smith	Plumbing	2,569	2,569	1,217	47.4%	0	0.0%	0	1,217	47.4%
Beson & Houle, LLC - J.P. Cullen	J.P. Cullen & Sons, Inc.	Steel Erection	3,540	3,234	0	0.0%	0	0.0%	0	0	0.0%
Beson & Houle, LLC - Klein-Dickert	Klein-Dickert - Installation	Steel Erection	327	327	0	0.0%	0	0.0%	0	0	0.0%
C.D. Smith Construction, Inc.	N/A	Structural Concrete	98,729	93,398	26,787	28.7%	12,906	48.2%	1,783	28,569	30.6%
C.D. Smith Construction, Inc.	N/A	Site Services	26,864	26,661	6,049	22.7%	5,422	89.6%	1,378	7,427	27.9%
C.D. Smith Construction, Inc.	J.P. Cullen & Sons, Inc.	Steel Project	15,528	15,527	5,812	37.4%	4,519	77.8%	1,483	7,295	47.0%
Ceco Concrete Construction	C.D. Smith Construction, Inc.	Concrete	1,288	674	329	48.8%	0	0.0%	0	329	48.8%
Con-Cor Company, Inc.-RAMS	RAMS Contracting, LTD	Concrete	1,173	1,173	0	0.0%	0	0.0%	0	0	0.0%
Con-Cor Company, Inc. - Steel	C.D. Smith Construction, Inc.	Steel Project	282	282	0	0.0%	0	0.0%	0	0	0.0%
Construction Services of Milwaukee, LLC	Michels Corp.	General Labor	1,251	1,251	779	62.3%	0	0.0%	0	779	62.3%
Construction Supply & Erection, Inc.	Gilbane-Smith	Sheet Metal	9,247	9,247	5,249	56.8%	1,318	25.1%	197	5,445	58.9%
Cornerstone One - 0035	Gilbane-Smith	Plumbing	4,771	4,771	713	14.9%	0	0.0%	0	713	14.9%
Cornerstone One - 0049	Gilbane-Smith	Plumbing	1,966	1,966	15	0.8%	0	0.0%	0	15	0.8%
Dairyland Energy Solutions	Gilbane-Smith	Plumbing	2,176	2,176	2,176	100.0%	753	34.6%	268	2,444	112.3%
Doral Corporation	Construction Services of Milwaukee, LLC	Metal Fabrication	575	575	569	98.9%	459	80.7%	201	769	133.7%
G.O. Services, LLC	Gilbane-Smith	Carpentry	14,230	14,230	3,724	26.2%	0	0.0%	0	3,724	26.2%
Gateway Concrete Forming, Inc.	C.D. Smith Construction, Inc.	Structural Concrete	69,013	33,104	14,551	44.0%	6,366	43.7%	1,528	16,078	48.6%
Harris Rebar Placing, LLC	C.D. Smith Construction, Inc.	Rebar Install	50,920	15,875	5,083	32.0%	2,258	44.4%	335	5,418	34.1%
Hawk Daylighting, LLC	C.D. Smith Construction, Inc.	Concrete	27,403	27,353	5,263	19.2%	4,787	91.0%	1,026	6,288	23.0%
Hetzel - Sanfilippo, Inc.	Thorne Associates, Inc.	Drywall	1,716	1,716	744	43.4%	624	83.9%	226	970	56.5%
Hillside Dampproofing, Inc.	C.D. Smith Construction, Inc.	Waterproofing	319	319	100	31.3%	100	100.0%	34	134	42.0%
HVA Products, inc.	Lee Plumbing, Inc.	Electrical Installation	610	610	0	0.0%	0	0.0%	0	0	0.0%
J.P. Cullen & Sons, Inc.	Zalk Joseph Fabricators	Ironwork	19,429	13,855	3,012	21.7%	1,591	52.8%	103	3,115	22.5%
JCP Construction, LLC-Concrete	C.D. Smith Construction, Inc.	Concrete	14,113	14,113	10,347	73.3%	3,541	34.2%	1,065	11,411	80.9%
JCP Construction, LLC-Steel	C.D. Smith Construction, Inc.	Steel Project	6,060	6,060	4,214	69.5%	3,159	75.0%	1,276	5,491	90.6%
Klein-Dickert Milwaukee, Inc. - Fabrication	Gilbane-Smith	Glass Glazing	11,770	11,469	8,826	77.0%	1,577	17.9%	215	9,040	78.8%
KMI Construction, LLC	Gilbane-Smith	Masonry	20,974	20,389	8,611	42.2%	5,441	63.2%	1,701	10,311	50.6%
Langer Roofing & Sheet Metal, Inc.	Gilbane-Smith	Roofing & Sheet Metal	7,153	7,153	1,904	26.6%	1,429	75.0%	357	2,261	31.6%
Lee Plumbing aka SelectLee Plumbing, Inc	Gilbane-Smith	Plumbing	18,656	18,656	6,812	36.5%	1,363	20.0%	0	6,812	36.5%
Masterfoam Insulation, LLC	KMI Construction, LLC	Insulation	9	9	0	0.0%	0	0.0%	0	0	0.0%
Michels Corp.	Gilbane-Smith	Pile Installation	19,497	19,497	6,863	35.2%	1,486	21.7%	0	6,863	35.2%
Michels Foundations	Gilbane-Smith	Pile Installation	426	426	73	17.2%	27	37.0%	0	73	17.2%
Midwest Stairs & Iron, Inc	Gilbane-Smith	Metal Fabrication	1,036	1,036	0	0.0%	0	0.0%	0	0	0.0%
Olympic Companies, Inc.	Gilbane-Smith	Interior/Exterior Finish	19,533	19,533	7,926	40.6%	4,038	50.9%	1,042	8,968	45.9%
P.L. Freeman Co.	Lee Plumbing, Inc.	HVAC	4,865	4,865	3,277	67.4%	698	21.3%	106	3,383	69.5%
Peachy Clean, LLC	Gilbane-Smith	Commercial Cleaning	3,597	3,597	2,885	80.2%	1,192	41.3%	416	3,301	91.8%

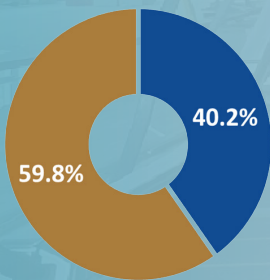
WORKFORCE INCLUSION

Table 5: RPP¹ Inclusion (continued)

Goal: 40% RPP / 25% RPP SIA											
Contractor	Sub To	Scope	Total Hours	Total Eligible Hours Worked	RPP Hours	RPP %	RPP/SIA Hours	RPP/SIA %	Bonus Hours	RPP w/ Bonus	RPP w/ Bonus %
Performance Contracting, Inc.	Gilbane-Smith	Acoustic Ceilings	47	47	0	0.0%	0	0.0%	0	0	0.0%
Pieper Electric, Inc.	Staff Electric - Electrical	Electrical	16,375	16,375	12,722	77.7%	3,873	30.4%	1,118	13,839	84.5%
Platt Construction, Inc. - Concrete	C.D. Smith Construction, Inc.	Concrete	5,217	5,217	5,121	98.2%	1,366	26.7%	422	5,542	106.2%
Platt Construction, Inc. - Steel	Con-Cor Company - Steel	Steel	571	571	0	0.0%	0	0.0%	0	0	0.0%
RAMs Contracting -MAM	Gilbane-Smith	Excavation/Hauling	23,664	23,664	8,616	36.4%	1,011	11.7%	0	8,616	36.4%
Rockwell Mechanical - 0049	Cornerstone One - 0049	Plumbing	3,982	3,982	1,490	37.4%	540	36.3%	71	1,560	39.2%
Sid's Sealants, LLC	Olympic Companies, Inc.	Bricklaying	2,093	2,093	0	0.0%	0	0.0%	0	0	0.0%
South Star Trucking, LLC	RAMS Contracting, LTD	Trucking/Hauling	1,477	1,477	449	30.4%	34	7.6%	0	449	30.4%
SPE, Inc. - Duwe	Duwe Metal Products, Inc.	Ironwork	2,522	2,522	551	21.8%	184	33.4%	0	551	21.8%
SPE, Inc. - J.P. Cullen	J.P. Cullen & Sons, Inc.	Ironwork	5,178	5,178	2,040	39.4%	103	5.0%	0	2,040	39.4%
Staff Electric - Electrical	Gilbane-Smith	Electrical Installation	26,189	26,189	19,147	73.1%	5,629	29.4%	1,505	20,652	78.9%
Staff Electric - Low Voltage	Gilbane-Smith	Electrical Installation	1,932	1,932	1,520	78.7%	268	17.6%	37	1,557	80.6%
Staff Electric - T&M	Gilbane-Smith	Electrical Installation	3,780	3,780	1,408	37.2%	512	36.4%	67	1,475	39.0%
Thomas A. Mason Co. - C.D. Smith	C.D. Smith Construction, Inc.	Flooring	654	654	468	71.6%	388	82.9%	161	629	96.2%
Thomas A. Mason Co. - GilbaneSmith	N/A	Flooring	797	797	280	35.2%	0	0.0%	0	280	35.2%
Tremmel-Anderson Trucking, LLC	RAMS Contracting, LTD	Trucking/Hauling	1,345	1,345	1,027	76.3%	287	28.0%	76	1,103	82.0%
USA Fire Protection, Inc	Gilbane-Smith	Fire Protection	4,157	4,157	2,107	50.7%	1,078	51.2%	331	2,437	58.6%
Veterans Electric, LLC	Gilbane-Smith	Electrical Installation	1,796	1,796	0	0.0%	0	0.0%	0	0	0.0%
Waukesha Air & Vapor Barrier, Inc.	Gilbane-Smith	Electrical Installation	982	982	881	89.7%	881	100.0%	391	1,272	129.6%
Wells Concrete Co.	C.D. Smith Construction, Inc.	Concrete Products	4	4	0	0.0%	0	0.0%	0	0	0.0%
Zenith Tech, Inc.	RAMS Contracting, LTD	Demolition	1,434	1,434	0	0.0%	0	0.0%	0	0	0.0%
TOTALS			590,770	502,088	201,933	40.2%	81,362	40.3%	18,987	220,920	44.0%

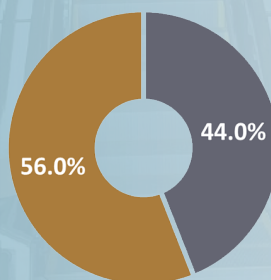
¹ RPP (Resident Preference Program) workers are certified as underemployed by the City of Milwaukee. SIA (Special Impact Area) designate workers from notably distressed zip codes.

RPP INCLUSION AS A % OF TOTAL HOURS WORKED



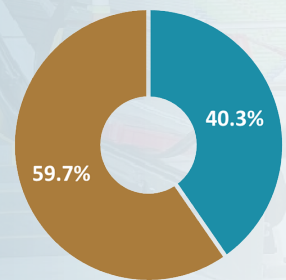
RPP Achieved Non-RPP Hours

RPP INCLUSION WITH BONUS AS A % OF TOTAL HOURS WORKED



RPP Achieved w/ Bonus Non-RPP Hours

RPP SIA INCLUSION AS A % OF RPP HOURS WORKED



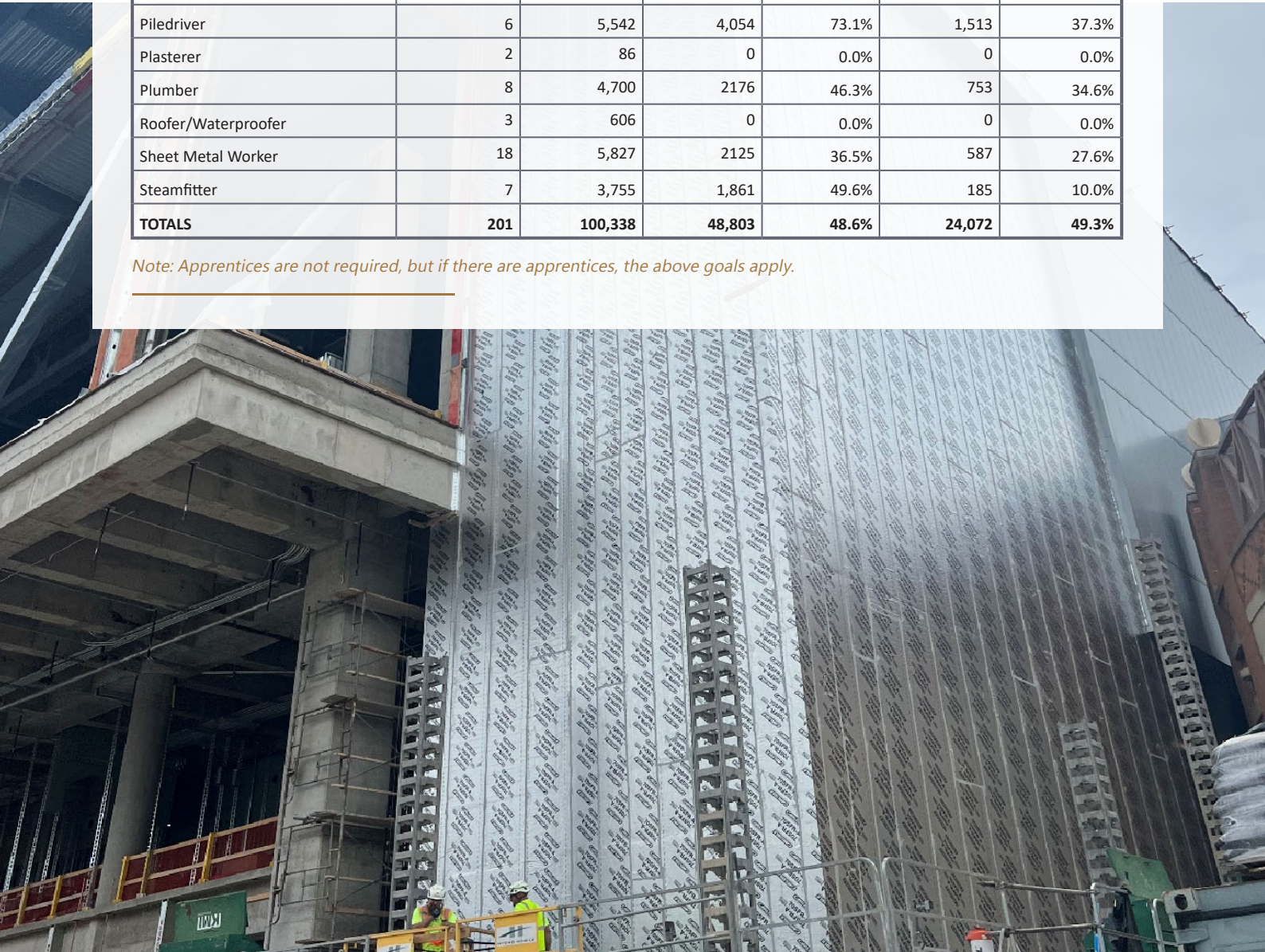
RPP SIA Achieved Non-RPP SIA

WORKFORCE INCLUSION

Table 6: Apprentice Inclusion

Goal: 25% RPP / 40% RPP SIA						
Trade	# of Apprentice Workers	Apprentice Hours	RPP Apprentice Hours	RPP Apprentice %	RPP SIA Apprentice Hours	RPP SIA Apprentice %
Bricklayer	5	2,138	1,603	75.0%	1,478	92.2%
Carpenter	51	22,797	8,942	39.2%	5,157	57.7%
Cement Finisher	1	272	0	0.0%	0	0.0%
Electrician	21	9,832	5,832	59.3%	3,645	62.5%
Fire Sprinkler Fitter	3	672	0	0.0%	0	0.0%
General Labor	26	23,627	15,051	63.7%	8,837	58.7%
Glazier	2	1,614	1,614	100.0%	0	0.0%
Heavy Equipment Operator	13	7,268	4,242	58.4%	1,207	28.5%
Insulator	1	136	136	100.0%	0	0.0%
Ironworker	34	11,470	1,171	10.2%	711	60.7%
Piledriver	6	5,542	4,054	73.1%	1,513	37.3%
Plasterer	2	86	0	0.0%	0	0.0%
Plumber	8	4,700	2176	46.3%	753	34.6%
Roofer/Waterproofer	3	606	0	0.0%	0	0.0%
Sheet Metal Worker	18	5,827	2125	36.5%	587	27.6%
Steamfitter	7	3,755	1,861	49.6%	185	10.0%
TOTALS	201	100,338	48,803	48.6%	24,072	49.3%

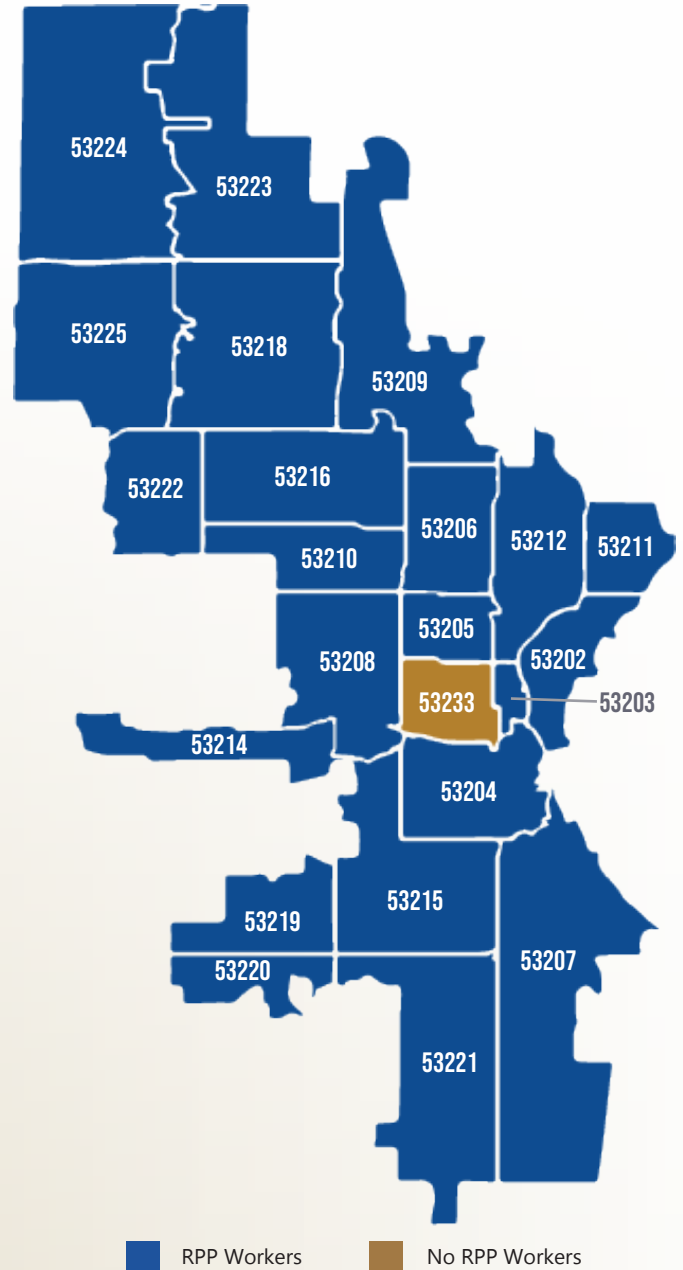
Note: Apprentices are not required, but if there are apprentices, the above goals apply.



WORKFORCE INCLUSION

Table 7: RPP Inclusion by Zip Code

Zip Code	# of RPP Workers	Total RPP Hours
53202	3	1,478
53203	1	64
53204	18	13,240
53205	4	3,452
53206	11	6,110
53207	20	16,104
53208	14	9,373
53209	18	8,931
53210	20	13,094
53211	3	1,530
53212	13	6,456
53213	1	1,006
53214	6	3,184
53215	46	29,638
53216	16	10,565
53218	26	17,423
53219	25	12,594
53220	11	7,104
53221	16	10,625
53222	14	8,549
53223	8	4,923
53224	13	11,504
53225	7	3,478
53227	2	813
53228	1	698
TOTALS	317	201,933



Note: 53233 is no longer included. Employer has not provided requested information.

TARGETED WORKER PROFILE



Robert Fehl, Plumber

Mr. Fehl has been onsite since November 2022 and has dedicated 27 years to the trades as a plumber and has been employed by Cornerstone One for almost 10 years. He started off on an out-of-town project with Cornerstone One and was later laid off. Robert then worked for a non-union company for a while, and when one of his co-workers transitioned to go to Cornerstone, he decided to do the same.

Having been employed in a number of dead-end jobs without potential for growth led Robert to look to the trades, specifically plumbing. Plumbing provided him with more opportunities and jobs to work on. He has been RPP certified for 2 years and believes this has led to working on bigger projects and more steady work.

In 5 years, he sees himself continuing to work in the trades and perhaps retiring in another 10 years. He indicated the benefits and beauty in construction is driving around and being able to point out the projects and his work; "being able to say I did this."

Mr. Fehl offers that to get young people engaged in the trades, exposure must start at home and in schools. He doesn't believe the trades as a career are being taught nor brought up enough. He encourages young people not to just settle but to consider the trades as a viable career choice.



SOUTHWEST SITE AERIAL OVERVIEW

Prepared by Cross Management Services, Inc. in conjunction with
Prism Technical Management & Marketing Services, LLC.
Designed by True Visions Design, LLC.