



McHUGH

JAMES McHUGH CONSTRUCTION CO.  
COMMUNITY ENGAGEMENT PLAN

# Fifth Third Community Ice Rink Expansion

Ice Arena  
CHICAGO BLACK HAWKS COMMUNITY CENTER

Ice Arena

GUNZO HYUNDAI ZOOM

Chicago Blackhawks

Chicago Blackhawks

Chicago Blackhawks

Chicago Blackhawks

Chicago Blackhawks

Chicago Blackhawks

Chicago Blackhawks

COYOTE

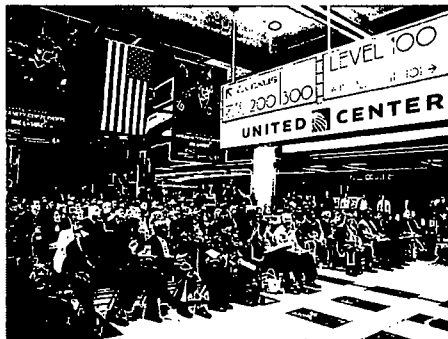
ONE GOAL

Chicago Blackhawks

We are fully committed to promoting diversity and inclusion on all of our projects. We believe that diversity is not only about age, race, gender, sexual orientation, and/or ethnicity but also about the positions and roles within the company and the array of clients we serve. We work alongside union representatives and community foundations to promote job opportunities. Below highlights successful initiatives we have undertaken and will continue to put forth the same commitment to strengthening our community's career growth and advancement as well as improve diversity and inclusion.

## WE BUILD COMMUNITIES

We are committed to serving and supporting the communities in which we work. Supporting minority-, women-, and disabled, veteran-owned businesses in our communities is a key tenant of our philosophy and approach. While some firms focus strictly on meeting set quotas for MBE/WBE/DBE participation, we believe that we have a responsibility to help build the capacity of our diverse trade partners and suppliers, strengthening their businesses and better positioning them to continue to grow.



### VISION FOR COMMUNITY CONNECTED EMPLOYMENT

McHugh will partner with Communities Empowered Through Construction on this project to ensure we maximize opportunities for local community members looking to enter the trades and work on this project.

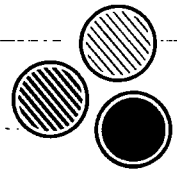
We have had great success working with CEC on past projects identifying minority- and women-owned subcontractors and suppliers. We will utilize CEC as a resource for community hiring as well.



### NETWORKING: DEVELOPING STRONG RELATIONSHIPS

We pride ourselves on developing relationships with our community partners and diverse businesses thus we are actively involved in networking trade shows such as Operation PUSH, African American Contractors Association, Black Contractors United, HACIA, the Chicago Minority Supplier Development Council, Women's Business Development Center, and Federation for Women Contractors.

# OUTREACH FAIRS



During the preconstruction phase, we will conduct an outreach fair in conjunction with Communities Empowered Through Construction to inform and support local subcontractors and suppliers about this opportunity. Notifications will be sent through advertising and public relations, local minority publications and media outlets, minority trade, and associations, and social media. Key executives, project management staff, architect and Ownership will present the scope of the work, major trade areas, and major requirements of the project such as insurance, bonding, etc. After the general overview, breakout groups will be assembled for trade areas to answer specific work assignment questions.

We will establish a dedicated online planroom for M/WBE subcontractors to access plans and address any questions related to a specific bid. After the outreach fair, we will have established a system for M/WBE subcontractors to review plans, logistics, and schedule to better understand the project requirements and manpower for each subcontractor's bid packages allowing enough lead time to bid and provide one on one scope reviews and walk-through. A by-product of the outreach fair is the introduction of majority firms to minority partners. This often results in the formation of joint ventures and/or mentor-protégé agreements. In the past, we have also conducted labor force outreach events. We will solicit and organize employment applications for distribution to subcontractors.

## Community Liaison: Creating a live, work, play environment

Supporting our neighbors is at the heart of what we do. We want to hire people living in the community where we work. Therefore, we proactively communicate with community members to bridge the gap between them, City and our partners so we are hiring people the understand that needs of the community.

<b>GOALS</b>	<ul style="list-style-type: none"> <li>50% City of Chicago workforce</li> <li>26% MBE participation (excluding specialty construction items such as ice equipment, scoreboard, etc. as previously approved on first phase)</li> <li>6% WBE participation (excluding specialty construction items such as ice equipment, scoreboard, etc. as previously approved on first phase)</li> <li>4 Community Hires</li> </ul>
<b>NARRATIVE</b>	<p><b>Subcontractors &amp; Suppliers</b></p> <ul style="list-style-type: none"> <li>Include businesses of all sizes and tiers in the prequalification process to assess subcontractor capacity, technical and managerial competency, safety record and financial health.</li> <li>Maximize opportunities for minority, women, small, and diverse businesses.</li> <li>Identify growth or capacity building opportunities for subcontractors.</li> <li>Provide networking opportunity and promoting contracting relationships.</li> <li>Analysis of prequalification data to plan and create targeted bid packages for M/WBE subcontractors and suppliers.</li> </ul> <p><b>Workforce</b></p> <ul style="list-style-type: none"> <li>We will create employment and economic development opportunities for City, local and neighboring community residents</li> <li>Reach out to underserved residents seeking employment opportunities residing in the 27th Ward.</li> <li>To support our hiring effort, our trade contractors will work collaboratively with our team, local municipalities and other stakeholders to achieve residency and workforce requirements.</li> <li>All outreach events will be coordinated in conjunction with project stakeholders</li> </ul> <p>Depending upon which City agency/department administers this project, we will provide all required deliverables. We frequently work with City agencies and have extensive experience with all of their policies, procedures, and documentation requirements. Below is a sample list of deliverables we have provided on previous projects.</p>
<b>DELIVERABLES</b>	<ul style="list-style-type: none"> <li>All deliverables will comply with contractual requirements.</li> <li>Subcontractor workforce projections (baseline projection report with M/WBE utilization projections and the budgetary back-up).</li> <li>Copy of subcontractor and supplier certifications to be collected and distributed to the appropriate agency.</li> <li>Quarterly report of M/WBE utilization.</li> <li>Hiring report that identifies the prospective candidate with status at each stage of hiring process.</li> </ul> <p><b>Certified Payroll Summary Report</b></p> <ul style="list-style-type: none"> <li>Author and distribute as supporting documentation status on ethnicity, gender, residency, and classifications. We have used LCP Tracker in the past.</li> </ul> <p><b>Close-Out Subcontractor Reports</b></p> <ul style="list-style-type: none"> <li>Final M/WBE utilization report.</li> <li>Final certified payrolls.</li> </ul> <p><b>Close-Out Workforce Report</b></p> <ul style="list-style-type: none"> <li>Final community impact report.</li> <li>Final certified payroll.</li> </ul>