

Central Roofing Company  
 City of Minneapolis Convention Center  
 Small Underutilization Business Program  
 Workforce Employment Plan

1. **Apprentice Construction Training Program** – Central Roofing Company and its subcontractors agree to a goal of **5%** of the onsite construction hours for apprentices.
2. **Resident and Neighborhood Employment** – Central Roofing Company and its subcontractor’s commit to an employment goal of at least 2 Minneapolis residents. 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 as agreed to by the Minneapolis Building and Construction Council.
3. **Employment Goals** – Central Roofing Company and its subcontractors agree to workforce utilization goals that meet established City goals in each category. The goals that Central Roofing Company commits to are:

	Central	City
Skilled Minority	15%	11%
Unskilled Minority	N. A.	11%
Female (combined)	TBD	6%

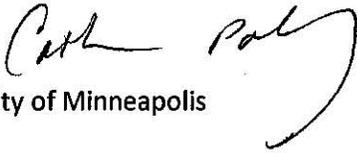
4. **Subcontracting Goals** – Central Roofing Company and its subcontractors commit to Small Underutilized Business Program goals of at least **7%** for minority owned Businesses and **8%** for Women Owned Business. Central Roofing Company will utilize the following initiatives to maximize participation:
  - a. Goals will be attained by using suppliers since there are no subcontractors on this project
5. **Clean and Green** – As part of an existing contract between Emerge Community Development’s StreetWerks summer youth program and the City of Minneapolis to provide urban streetscape beautification, StreetWerks youth work crews in collaboration with Central Roofing Company and its subcontractors, will provide neighborhood clean up within one block of the construction site during the summer months.
6. **Construction Education MPLS Public School Initiative** – Central Roofing Company will work with Minneapolis Public Schools through the Best Prep Speakers bureau during the 2009-10 school years to talk about construction as a career path, including expectations of employers and required education. Central Roofing Company will provide networking and mentor opportunities with construction industry representatives for the students as interest is expressed.
7. **Construction Partnering Program (CPP)**. Central Roofing Company 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 Minneapolis Convention Center Project. Central Roofing Company shall encourage all subcontractors on this construction project to meet with MEDA and AWC representatives about said program. Neither Central Roofing nor its subcontractors shall be obligated to enter into such a partnership.

8. **Green Jobs** – Central Roofing Company will implement a scope of work that includes “green building” features and will create “green jobs”. The green building feature will include a white coated roofing membrane to maximize reflectance, reclamation and recycling of demolition materials. These elements will result in green construction jobs associated with the project in the roofing and sheet metal trades.

This project is expected to commence in fall of 2009 and to be completed in the spring of 2010. Central Roofing Company and the City of Minneapolis agree to report project results on items 1-8 upon completion of the project.



Central Roofing Company



City of Minneapolis