

**Knutson Construction Services  
Children's Hospital Expansion/Ambulatory Care Center/Parking Ramp  
Small Underutilization Business Program  
Workforce Employment Plan**

1. **Apprentice Construction Training Program** – Knutson Construction Services and its subcontractors agree to a goal of 5% of the onsite construction hours for apprentices
2. **Resident and Neighborhood Employment** – Knutson Construction Services and its subcontractor's commit to the employment of up to 30 Minneapolis residents. Priority is given to residents who are unemployed Union members from the surrounding neighborhoods as defined by zip codes 55404, 55407, 55408, 55406, and 55409 as agreed to by the Minneapolis Building and Construction Council.
3. **Employment Goals** – Knutson Construction Services and its subcontractors agree to workforce utilization goals that exceed established City goals in each category. The goals that Knutson Construction Services commits to are:

	Children's	City Goals	% Increase
Skilled Minority	15%	11%	36.36%
Unskilled	20%	11%	90.90%
Female (combined)	6%	6%	

4. **Subcontracting Goals** – Knutson Construction Services and its subcontractors commit to Small Underutilized Business Program goals of 13% for Minority owned Businesses and 11% for Women Owned Businesses. Knutson Construction Services 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 trade contract based on the availability of S/W/MBE firms (contractors and suppliers) in that specific division of work
  - d. Conduct contractor open houses to explain the bid packages, procurement schedule and process to interested bidders.
  - e. 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 S/W/MBE contractor organizations to update them on the project.
5. **Clean and Green** - A collaborative effort of the City of Minneapolis "Streetwerks" crews and Knutson Construction Services and its subcontractors will provide clean-up in the summer months of the surrounding neighborhood during within a block of the construction activity. As part of an existing contract between Emerge Community Development's StreetWerks summer youth employment program and the City of Minneapolis to provide urban streetscape beautification and in collaboration with Knutson Construction Services and its subcontractors, StreetWerks youth work crews will provide neighborhood clean up within one block of the construction site during the summer months
6. **Construction Education MPLS. Public School Initiative** – Knutson Construction Services will work with the Minneapolis Public Schools through the construction classes that are held at Roosevelt and North High Schools. Knutson Construction Services will provide these classes with speakers to talk about job site safety and OSHA standards. Knutson Construction Services will also provide speakers from the various trades and construction disciplines working on the Children's Project, including Architecture, Engineering, and Project Management. Knutson Construction Services agrees to donate to these construction classes building materials, hard hats, work gloves, hand tools, and other materials as available. Knutson Construction Services will provide students and instructors with corporate office, shop, and on-site tours. Knutson Construction Services agrees to provide four mentors annually for star students in these classes. Knutson Construction Services will provide networking opportunities with other construction industry representatives for the high school instructors that teach these courses

- 7 **Internship Program** – Knutson Construction Services will establish an internship program that offers a selected resident of West Phillips and/or Mid-Town Phillips Neighborhood the opportunity to participate in paid summer internships that will expose them to the construction industry. Knutson Construction Services will offer a summer internship each summer to a student of a Trade School Program.
- 8 Children's Hospital has signed a Job Linkage agreement and will be forwarding all notices of job openings to Project for Pride in Living and Minnesota Diversity.com so that job applicants can be forwarded to Children's Hospital for review and possible job interview.

This Project will commence in April, 2008 and is estimated to be completed in January, 2011. Knutson Construction Services and the City of Minneapolis agree to report project results every quarter.

  
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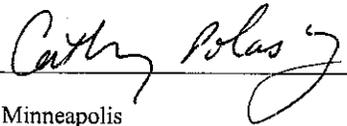
Knutson Construction Services

Date: 5-2-08

  
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Alan L. Goldbloom, MD  
President and Chief Executive Officer  
Children's Health Care dba Children's Hospitals and Clinics of Minnesota

Date: 5-1-2008

  
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City of Minneapolis

Cathy Polasky  
Director of Economic Policy and Development

Date: 5-2-08