



**Northwestern Mutual
North Office Building
Modernization Project
SBE and RPP Participation
Quarterly Performance Report
through June 30, 2025**

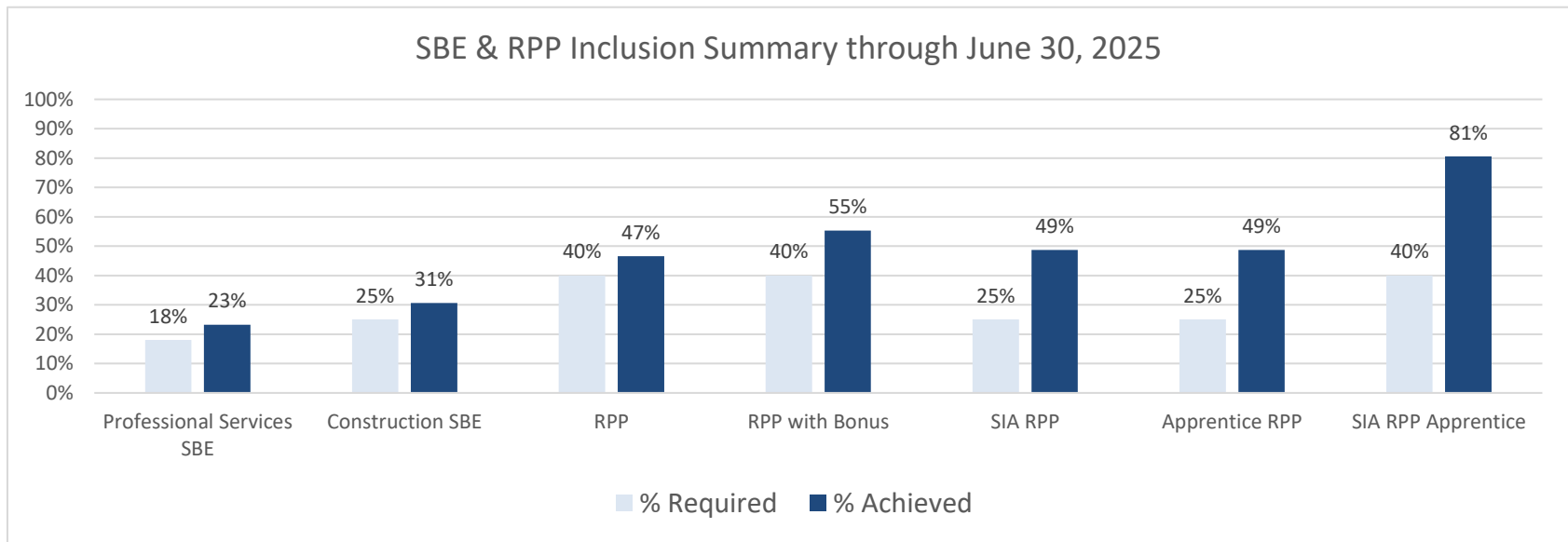
Prepared by:  **cross**

Date: July 18, 2025

Project Summary

The Northwestern Mutual North Office Building Modernization project will include extensive interior and exterior renovations to the 540,000-square-foot building to mirror the iconic and award-winning architecture of the Tower and Commons, new connecting structures, and a pedestrian plaza on Cass Street.

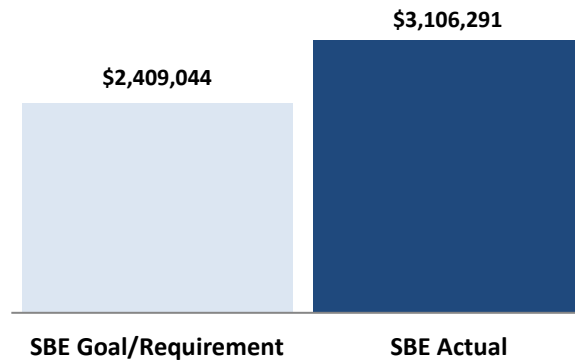
Developer	Northwestern Mutual
Project Address	818 E Mason St, Milwaukee, WI 53202
General Contractor	Gilbane Building Company
Professional Services Cost Subject to Inclusion	\$13,383,575
Applicable Professional Services Draws to Date	\$13,203,730
Construction Cost Subject to Inclusion	\$381,472,634
Applicable Construction Draws to Date	\$179,006,966





SBE Professional Services Inclusion

Through the period covered by this report, SBE/DBE firms have been awarded contracts that equal to 23% of the professional service cost subject to inclusion surpassing the requirement of 18%. Table 1 below shows the SBE/DBE firms awarded contracts.



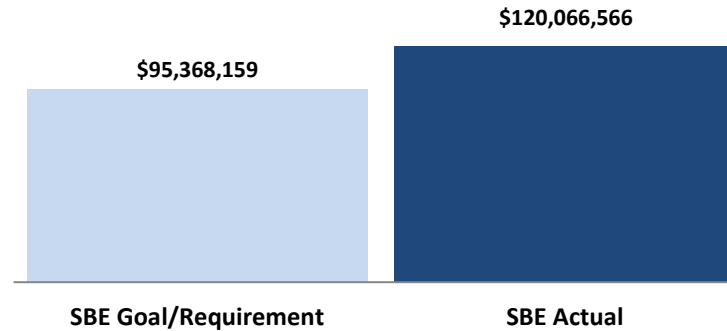
Total Value of SBE Payments	Goal/Requirement	Actual	Status
SBE Participation Percentage	18%	23%	+5%
Value of SBE Participation	\$2,409,044	\$3,106,291	+\$697,247

Table 1: Professional Services Inclusion

NAME OF CERTIFIED FIRM	SBE / DBE	SUBCONTRACTOR OF	SERVICE PERFORMED OR MATERIALS SUPPLIED	SUBCONTRACT AWARD AMOUNT	TOTAL AMOUNT PAID TO DATE
American Design, Inc.	DBE	Kendall/Heaton Associates, Inc.	Architect	\$ 497,380	\$ 463,126
Candacity, LLC	DBE	YoungCaruso	Construction Administration	\$ 8,040	\$ -
Ce Planning Studio, LLC	SBE	Graef-USA Inc.	Transportation Planning Services	\$ 12,000	\$ -
Chemistry In Place	DBE	D G Studios, Inc.	Graphics/Wayfinding	\$ 44,300	\$ 30,994
Cross Management Services, Inc.	S/DBE	Northwestern Mutual Life Insurance Company	Inclusion Consultant	\$ 367,000	\$ 139,413
Cross Management Services, Inc.	S/DBE	Gilbane Building Company	Inclusion Consultant	\$ 36,560	\$ 20,000
IBC Engineering Services, Inc.	S/DBE	Bliss Fassman Inc.	Lighting Design	\$ 79,600	\$ 64,579
IBC Engineering Services, Inc.	S/DBE	HMA Consulting, Inc	BMCS Construction Administration	\$ 42,000	\$ -
IBC Engineering Services, Inc.	S/DBE	Cogent Comissioning, LLC	Contract Administration	\$ 32,500	\$ 1,625
IBC Engineering Services, Inc.	S/DBE	Alvine and Associates, Inc.	MEP Design	\$ 536,113	\$ 438,845
Quorum Architects Inc.	S/DBE	Eppstein Uhen Architects, Inc.	EGD Services	\$ 19,120	\$ -
Quorum Architects Inc.	S/DBE	Eppstein Uhen Architects, Inc.	Furniture Services	\$ 339,120	\$ 129,279
Quorum Architects Inc.	S/DBE	The Office of James Burnett, Inc.	Landscape Architecture	\$ 126,000	\$ 119,800
Sound Stormwater Design, LLC	DBE	Graef-USA Inc.	Stormwater Design	\$ 13,500	\$ -
Spann & Associates, LLC	DBE	Graef-USA Inc.	Site Utility Design	\$ 37,200	\$ -
Technology Management Corporation	DBE	Waveguide LLC	Low Voltage Technology Design	\$ 144,900	\$ 57,489
The Energy Studio, Inc.	SBE	Alvine and Associates, Inc.	Energy Modeling	\$ 125,000	\$ -
Wisconsin Utility Exposure, Inc	SBE	Giles Engineering Associates, Inc.	Vacuum Excavation	\$ 2,800	\$ -
Zoe Engineering, LLC	DBE	Affiliated Engineering, LLC	Construction Administration	\$ 16,461	\$ 1,920
ZS LLC	SBE	Giles Engineering Associates, Inc.	Material Testing	\$ 68,460	\$ -
ZS LLC	SBE	Magnussen Klemencic Associates	Structural Engineering	\$ 216,300	\$ 212,840
ZS LLC	SBE	RJC Engineers	Design Review	\$ 29,125	\$ 11,017
ZS LLC	SBE	Applied Technical Services LLC	Exterior Building Maintenance Services	\$ 26,475	\$ 19,856
ZS LLC	SBE	Gilbane Building Company	Design Review	\$ 286,337	\$ 220,795
TOTAL INCLUSION				\$ 3,106,291	\$ 1,931,578
INCLUSION, AS PERCENT OF PROFESSIONAL SERVICES COST SUBJECT TO INCLUSION				23%	
INCLUSION, AS PERCENT OF APPLICABLE PROFESSIONAL SERVICES PAYMENTS TO DATE					15%

SBE Construction Inclusion

Through the period covered by this report, SBE/DBE firms have been awarded contracts that equal 31% of the construction cost subject to inclusion and exceed the 25% inclusion requirement. Table 2 below shows the SBE/DBE firms awarded contracts.



Total Value of SBE Payments	Goal/Requirement	Actual	Status
SBE Participation Percentage	25%	31%	+6%
Value of SBE Participation	\$95,368,159	\$120,066,566	+\$24,698,407

Table 2: Construction SBE Inclusion

NAME OF CERTIFIED FIRM	SBE / DBE	SUBCONTRACTOR OF	SERVICE PERFORMED OR MATERIALS SUPPLIED	SUBCONTRACT AWARD AMOUNT	TOTAL AMOUNT PAID TO DATE
Affirmative Supply Co Inc	SBE	C.M. Morris Group Inc	Material/Supply	\$ 400,000	\$ -
Arteaga Construction, Inc.	S/DBE	Veit & Company Inc	Equipment/Labor	\$ 395,695	\$ 395,695
Arteaga Construction, Inc.	S/DBE	Langer Roofing & Sheet Metal Inc	Supply and Install Materials	\$ 365,805	\$ 365,805
Arteaga Construction, Inc.	S/DBE	Langer Roofing & Sheet Metal Inc	Material/Supply	\$ 1,238,400	\$ -
B & D Contractors, Inc.	S/DBE	Elevated Identity, Inc.	Signage Installation	\$ 38,756	\$ -
B.G. BelongGru, LLC (51%)	SBE	Gilbane Building Company	HVAC	\$ 15,926,703	\$ 10,232,172
B.G. BelongGru, LLC (51%)	SBE	Gilbane Building Company	HVAC	\$ 1,347,703	\$ 1,070,522
Belonger Corporation Inc.	SBE	B.G. BelongGru, LLC	HVAC/Plumbing	\$ 7,000,000	\$ 6,755,649
Best Erectors, Inc.	S/DBE	Midwest Stairs & Iron Inc	Erecting	\$ 2,302,488	\$ 753,243
Best Erectors, Inc.	S/DBE	Klein-Dickert Milwaukee Inc.	Curtain Wall Installation	\$ 1,288,532	\$ 500,000
C.H. Coakley & Co., Inc.	SBE	Gilbane Building Company	Trucking	\$ 73,812	\$ 73,430
Cisco Distributing LLC	DBE	Staff Electric Company, Inc.	Electrical	\$ 4,686,186	\$ -

Table 2: Construction SBE Inclusion (continued)

NAME OF CERTIFIED FIRM	SBE / DBE	SUBCONTRACTOR OF	SERVICE PERFORMED OR MATERIALS SUPPLIED	SUBCONTRACT AWARD AMOUNT	TOTAL AMOUNT PAID TO DATE
Con-Cor Company, Inc.	SBE	Veit & Company Inc	Saw Cutting	\$ 1,625,058	\$ 1,577,755
Con-Cor Company, Inc.	SBE	Staff Electric Company, Inc.	Core Drilling	\$ 35,338	\$ 2,639
Con-Cor Company, Inc.	SBE	Cornerstone One, LLC	Core Drilling	\$ 37,515	\$ -
Con-Cor Company, Inc.	SBE	J.P. Cullen & Sons	Core Drilling	\$ 5,660	\$ 5,660
Con-Cor Company, Inc.	SBE	RAMS Contracting, LTD	Saw Cutting	\$ 1,600	\$ 1,600
Con-Cor Company, Inc.	SBE	C.G. Schmidt Inc	Core Drilling	\$ 13,505	\$ 12,080
Con-Cor Company, Inc.	SBE	Cornerstone One, LLC	Core Drilling	\$ 47,000	\$ -
Dairyland Energy Solutions, Inc.	S/DBE	Staff Electric Company, Inc.	Electrical	\$ 1,469,684	\$ 149,598
Dairyland Energy Solutions, Inc.	S/DBE	Cornerstone One, LLC	Plumbing Supply & Install	\$ 688,000	\$ 68,603
Dairyland Energy Solutions, Inc.	S/DBE	Cornerstone One, LLC	Plumbing Fixtures	\$ 284,000	\$ -
Dairyland Energy Solutions, Inc.	S/DBE	Cornerstone One, LLC	Plumbing Labor	\$ 50,000	\$ -
Duwe Metal Products, Inc.	DBE	LeJeune Steel Company	Steel Erection	\$ 5,791,664	\$ 5,140,512
Duwe Metal Products, Inc.	DBE	Harmon, Inc.	Steel Erection	\$ 13,461,834	\$ 12,707,569
Eaton Asphalt Service, Inc.	DBE	Payne & Dolan, Inc.	Asphalt Paving	\$ 12,000	\$ -
Equity Supply Group, LLC	DBE	KMI Construction LLC	Material Supplier	\$ 64,870	\$ -
Equity Supply Group, LLC	DBE	KMI Construction LLC	Material Supplier	\$ 881,000	\$ -
Equity Supply Group, LLC	DBE	Boelter, LLC	Material Supplier	\$ 157,339	\$ -
Express Insulation, Inc.	DBE	Cornerstone One, LLC	Insulation	\$ 460,000	\$ 230,000
Express Insulation, Inc.	DBE	Cornerstone One, LLC	Insulation	\$ 83,505	\$ -
Express Insulation, Inc.	DBE	B.G. BelongGru, LLC	Insulation	\$ 2,100,000	\$ 1,030,000
Heider & Bott Company	S/DBE	Cornerstone One, LLC	Material/Supply	\$ 801,750	\$ -
Heider & Bott Company	S/DBE	Cornerstone One, LLC	Pipe Fitting	\$ 166,581	\$ -
Hetzel-Sanfilippo, Inc.	DBE	Gilbane Building Company	Carpentry	\$ 69,647	\$ 62,682
Hetzel-Sanfilippo, Inc.	DBE	Langer Roofing & Sheet Metal Inc	Rough Carpentry	\$ 592,704	\$ 32,199
Hetzel-Sanfilippo, Inc.	DBE	Wellenstein & Sons, Inc	Carpentry	\$ 1,200,000	\$ 289,448
Hetzel-Sanfilippo, Inc.	DBE	C.M. Morris Group Inc	Rough Carpentry	\$ 46,180	\$ 46,180
Hetzel-Sanfilippo, Inc.	DBE	E&K of Chicago, Inc.	Drywall	\$ 725,682	\$ 725,682
Hetzel Tile & Marble, Inc.	DBE	Gilbane Building Company	Tile Installation	\$ 922,713	\$ 705,697
Hetzel Tile & Marble, Inc.	DBE	Gilbane Building Company	Soft Flooring	\$ 332,685	\$ -
Hiram Power Electric LLC	SBE	Staff Electric Company, Inc.	Electrical	\$ 15,186,644	\$ 7,808,168
Hiram Power Electric LLC	SBE	Staff Electric Company, Inc.	Electrical	\$ 536,906	\$ -
Hiram Power Electric LLC	SBE	Staff Electric Company, Inc.	Electrical	\$ 2,556,107	\$ -
Hiram Power Electric LLC	SBE	Staff Electric Company, Inc.	Electrical	\$ 490,035	\$ -

Table 2: Construction SBE Inclusion (continued)

NAME OF CERTIFIED FIRM	SBE / DBE	SUBCONTRACTOR OF	SERVICE PERFORMED OR MATERIALS SUPPLIED	SUBCONTRACT AWARD AMOUNT	TOTAL AMOUNT PAID TO DATE
Hurt Electric Inc	S/DBE	Automated Logic Contracting Services, Inc.	Electrical	\$ 1,106,370	\$ 879,215
Hurt Electric Inc	S/DBE	Westphal & Company, Inc.	Electrical	\$ 926,224	\$ 32,080
HVA Products Inc.	DBE	J.M. Brennan Inc.	HVAC	\$ 2,580,000	
JCP Construction, LLC	S/DBE	Structures, Inc.	Laborers	\$ 387,179	\$ -
JCP Construction, LLC	S/DBE	C.G. Schmidt Inc	Concrete	\$ 3,863,674	\$ 3,163,065
JCP Construction, LLC	S/DBE	Veit & Company Inc	Laborers	\$ 341,514	\$ 341,514
JCP Construction, LLC	S/DBE	Boelter, LLC	Laborers	\$ 28,825	\$ -
LF Green Development, LLC	SBE	Veit & Company Inc	Laborers	\$ 3,270,154	\$ 3,270,154
MKE Iron Erectors, Inc.	DBE	C.G. Schmidt Inc	Rebar	\$ 660,271	\$ 347,981
PCF-CLC Construction, LLC (51%)	DBE	Gilbane Building Company	Framing & Drywall	\$ 6,002,629	\$ 2,726,621
RAMS Contracting, LTD	SBE	Gilbane Building Company	Excavation	\$ 427,395	\$ 364,079
RAMS Contracting, LTD	SBE	Gilbane Building Company	Excavation	\$ 2,378,481	\$ 818,287
RAMS Contracting, LTD	SBE	Veit & Company Inc	Disposal/Trucking	\$ 826,030	\$ 1,177
RAMS Contracting, LTD	SBE	Staff Electric Company, Inc.	Excavation	\$ 622,458	\$ 166,095
RAMS Contracting, LTD	SBE	Staff Electric Company, Inc.	Excavation	\$ 19,746	\$ -
Ron's Carpeting & Services Inc.	SBE	Architectural Sales of MN	Access Flooring	\$ 1,300,000	\$ -
Sanchez Painting Contractors, Inc.	SBE	Gilbane Building Company	Painting	\$ 1,897,140	\$ -
Security Officer Services, Inc.	SBE	Gilbane Building Company	Security Services	\$ 451,840	\$ 419,886
South Star, Inc.	SBE	Payne & Dolan, Inc.	Trucking	\$ 10,725	\$ 1,149
Strike Group LLC	DBE	Staff Electric Company, Inc.	Electrical	\$ 1,500,000	\$ -
Thomas A. Mason Company, Inc.	SBE	Gilbane Building Company	Flooring	\$ 1,154,971	\$ -
Thomas A. Mason Company, Inc.	SBE	Gilbane Building Company	Flooring	\$ 3,945,804	\$ 4,500
Thomas A. Mason Company, Inc.	SBE	All-Tech Decorating	Painting	\$ 398,000	\$ -
Vizcainos Trucking, LLC	DBE	Payne & Dolan, Inc.	Trucking	\$ 5,850	\$ 2,397
TOTAL INCLUSION				\$ 120,066,566	\$ 63,280,787
INCLUSION, AS PERCENT OF CONSTRUCTION COST SUBJECT TO INCLUSION				31%	
INCLUSION, AS PERCENT OF APPLICABLE CONSTRUCTION DRAWS TO DATE					35%

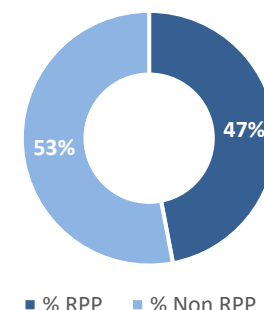
RPP Participation

As shown in Table 3 below, the RPP inclusion achieved is 47% and 55% when the bonus hours for SIA RPP and RPP Apprentice hours are included.

Table 3: RPP Participation by Contractor

Contractor	Trade	Union	On-Site Construction Hours			
			Total Hours Worked	RPP Worker Hours	RPP %	SIA RPP Hours
Architectural Sales of MN	Acoustic Ceiling Installers	x	1,835.50	-	0%	-
Arleaga Construction, Inc.	Laborers	x	69.00	69.00	100%	-
Balestrieri Environmental & Development, Inc.	Laborers	x	3,408.00	1,857.00	54%	308.00
BG BelongGru LLC	HVAC	x	13,191.00	11,908.00	90%	3,153.00
C.M. Morris Group Inc	Laborers	x	10,400.00	3,716.00	36%	1,049.00
C.G. Schmidt Inc.	Concrete/Carpenters	x	51,702.70	10,641.50	21%	3,039.00
Con-Cor Company, Inc.	Laborers	x	1,426.25	146.00	10%	-
Cornerstone One LLC	Plumbers	x	25,670.67	10,827.35	42%	1,511.05
Dairyland Energy Solutions Inc.	Plumbers	x	1,151.97	597.82	52%	-
Dawes Rigging & Crane Rental Inc	Crane Operators	x	1,526.50	565.00	37%	-
Duwe Metal Products, Inc.	Ironworkers	x	32,191.25	12,982.50	40%	6,249.50
E&K of Chicago, Inc.	Carpenters	x	657.00	-	0%	-
EHC Industries, Inc.	Laborers	x	33,653.00	30,029.00	89%	27,980.00
Express Insulation Inc	Insulators	x	9,332.00	6,722.50	72%	180.00
Gilbane/CG Schmidt	Concrete/Carpenters	x	22,878.50	10,989.25	48%	5,348.50
Grunau Company Inc	Sheet Metal Workers	x	39,578.25	17,352.75	44%	4,138.50
Hetzel Tile & Marble, Inc.	Tile Setters	x	4,876.25	1,974.25	40%	900.00
Hetzel-Sanfilippo, Inc.	Carpenters	x	7,857.75	3,515.75	45%	2,682.00
Hurt Electric, Inc	Electricians	x	3,130.00	-	0%	-
J.P. Cullen and Sons, Inc.	Ironworkers	x	32,049.75	10,927.00	34%	4,620.50
JCP Construction LLC	Laborers	x	14,884.15	6,550.50	44%	3,061.50
JM Brennan Inc.	Sheet Metal Workers	x	204.25	-	0%	-
Klein-Dickert Milwaukee Inc.	Glaziers	x	2,317.50	1,214.50	52%	-
KMI Construction LLC	Bricklayers	x	2,698.00	1,736.50	64%	1,066.60
Langer Roofing & Sheet Metal Inc	Roofers/Waterproofers	x	16,598.50	6,074.75	37%	3,387.50
Michels Construction Inc.	Pile Drivers	x	358.00	-	0%	-
Midwest Iron Inc.	Ironworkers	x	8,485.25	3,343.50	39%	1,990.50
Next 150 Construction LLC	Site Services	x	27,431.50	15,798.50	58%	7,240.50
Payne and Dolan Inc.	Laborers	x	114.25	11.25	10%	-
PCF-CLC Construction, LLC	Carpenters	x	31,990.30	12,755.50	40%	5,847.50
Performance Contracting, Inc.	Acoustic Ceiling Installers	x	330.50	136.50	41%	-
RAMS Contracting, LTD.	Heavy Equipment Operators	x	6,114.83	3,027.00	50%	841.25
Sanchez Painting Contractors, Inc.	Painters	x	6,351.00	3,327.00	52%	3,287.00
Security Officer Services, Inc.	Security/Laborers		7,886.24	7,798.97	99%	5,387.20
Staff Electric Co., Inc.	Electricians	x	44,717.75	29,550.25	66%	11,692.75
Structurewerks, Inc.	Laborers	x	21,348.00	9,508.50	45%	9,508.50
USA Fire Protection	Fire Sprinkler Fitters	x	7,071.00	3,455.50	49%	1,375.50
USA Hoist Company, Inc.	Laborers	x	2,048.50	1,890.00	92%	1,890.00
Veit & Company, Inc.	Heavy Equipment Operators	x	41,018.00	12,897.50	31%	4,939.00
Veterans Electric LLC	Electricians	x	1,886.50	-	0%	-
Wellenstein and Sons, Inc	Carpenters	x	6,142.50	3,159.00	51%	1,742.00
Westphal & Company, Inc.	Temp Control Installers	x	8,833.00	1,535.00	17%	1,535.00
Subtotal			555,414.86	258,590.89	47%	125,951.35
Bonus SIA RPP Hours				35,204.93		
Bonus Apprentice RPP Hours				13,207.93		
Total RPP Hours			555,414.86	307,003.75	55%	

RPP Inclusion as a % of Total Hours Worked



SIA RPP as a % of RPP Hours Worked

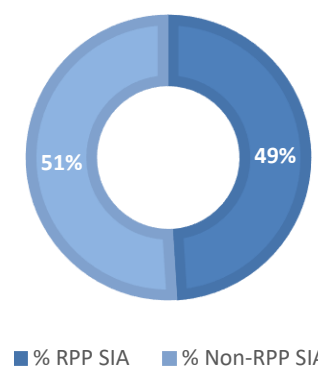


Table 4: RPP Participation by Craft

Craft	RPP Hours	# of RPP Workers
Acoustic Ceiling Installers	136.50	1
Bricklayers	882.00	6
CAD Technicians	2,016.50	1
Carpenters	31,165.50	44
Cement Finishers	2,998.00	5
Crane Operators	7,768.75	9
Drywall Installers	405.00	1
Electricians	26,902.75	26
Farm/Industrial Tractor Greaser	47.00	1
Fire Sprinkler Fitters	3,455.50	3
General Laborers	86,921.43	124
Glaziers	1,603.25	7
Insulators	6,722.50	8
Ironworkers	25,183.25	35
Oilers	565.00	1
Painters	3,327.00	8
Pipeline Fuser	844.00	1
Plumbers	7,701.99	7
Pump Truck Operators	4,299.00	1
Roofers	6,042.00	29
Security Officers	7,798.97	15
Sheet Metal Workers	11,958.00	15
Steamfitters	15,967.50	10
Teledata Technicians	3.00	1
Temperature Control Installers	1,535.00	1
Tile Finishers	1,731.75	3
Truck Drivers	186.25	2
Tuckpointers	423.50	4
Total	258,590.89	369

Table 5: RPP Participation by Zip

Zip Code	RPP Hours	# of RPP Workers
53202	5,334.50	9
53204	28,407.00	37
53205	1,515.50	3
53206	5,723.06	15
53207	22,100.75	19
53208	8,918.27	15
53209	7,193.82	14
53210	10,477.80	20
53211	2,760.04	4
53212	14,541.11	21
53213	376.50	2
53214	387.00	3
53215	56,345.48	87
53216	6,898.20	9
53218	12,695.13	16
53219	15,376.82	19
53220	13,731.46	17
53221	20,671.00	25
53222	5,462.37	10
53223	1,063.75	4
53224	8,132.46	8
53225	570.75	2
53226	174.62	1
53227	3,975.75	5
53228	5,333.25	3
53233	424.50	1
Total	258,590.89	369

SIA Zip Codes are bold.

Table 6: RPP Participation by Race

Race	RPP Hours	# of RPP Workers
African American	56,689.30	88
Asian	1,040.50	3
Causasian	82,687.57	102
Hispanic	110,318.77	157
Native American	2,769.75	2
Not Specified	5,084.00	16
Pacific Islander	1.00	1
Total	258,590.89	369

Table 7: RPP Participation by Gender

Gender	RPP Hours	# of RPP Workers
Male	239,668.66	341
Female	16,834.73	17
Not Specified	2,087.50	11
Total	258,590.89	369



Table 8: Apprentice Participation by Craft

Craft	# of Apprentices / OJT Trainees	Total Hours Worked	RPP Apprentice Hours	RPP Apprentice %	SIA RPP Apprentice Hours	Required RPP Apprentice Hours*	SIA RPP Apprentice Hours as a % of Required RPP Apprentice Hours**
Acoustic Ceiling Installers	7	710.50	136.50	19%	-	177.63	0%
Bricklayers	2	490.00	490.00	100%	354.00	122.50	289%
Carpenters	57	23,579.25	8,242.25	35%	3,864.50	5,894.81	66%
Cement Finishers	7	1,539.20	381.00	25%		384.80	0%
Crane Operators	12	3,373.33	1,324.75	39%	841.25	843.33	100%
Electricians	13	9,062.50	5,654.50	62%	3,587.75	2,265.63	158%
Fire Sprinkler Fitters	4	2,007.00	1,532.00	76%		501.75	0%
General Laborers	9	2,186.53	480.50	22%	242.50	546.63	44%
Glaziers	4	41.00	35.25	86%		10.25	0%
Insulators	16	5,843.50	4,415.00	76%	180.00	1,460.88	12%
Ironworkers	42	24,051.50	7,617.50	32%	5,112.50	6,012.88	85%
Painters	1	712.00	616.00	87%	616.00	178.00	346%
Piledrivers	1	8.00	-	0%	-	2.00	0%
Plumbers	13	7,320.14	3,728.28	51%	1,511.02	1,830.04	83%
Roofers	13	956.00	889.00	93%	451.50	239.00	189%
Sheet Metal Workers	18	13,071.75	11,763.25	90%	3,931.50	3,267.94	120%
Steamfitters	15	12,123.50	5,495.00	45%	257.50	3,030.88	8%
Temperature Control Installers	7	4,356.00	1,535.00	35%	1,535.00	1,089.00	141%
Tile Setters	1	248.00	-	0%	-	62.00	0%
Total	242	111,679.70	54,335.78	49%	22,485.02	27,919.93	81%

*HR Agreement, Section III.E.1. One-quarter of the apprentices and on-the-job trainees **required** for the Project, as measured in worker hours, shall be RPP.

HR Agreement, Section III.E.2. Of the apprentice and on-the-job workers hours **required for the Project, at least 40% shall be attributed to SIA RPP.

Table 9: Apprentice Participation by Race

Race	Hours	# of Workers
African-American	10,509.92	27
Asian	58.50	2
Causasian	58,498.46	131
Hispanic	34,988.57	68
Native American	2,917.00	2
Not Specified	4,707.25	12
Total	111,679.70	242

Table 10: Apprentice Participation by Gender

Gender	Total Hours	# of Workers
Male	103,362.70	229
Female	7,653.25	9
Not Specified	663.75	4
Total	111,679.70	242