

# Fiserv Headquarters

**Gardner Builders**



## **Final Participation Report**





# Table of Content

Executive Summary .....	03
First Source Hiring Event .....	04
SBE Professional Services Participation .....	05
SBE Construction Contracting Participation .....	06
Workforce Participation .....	08
RPP Participation .....	11
Apprenticeship Participation .....	12



## Executive Summary

On October 27, 2022, Fiserv Inc announced that it would move its Corporate headquarters to downtown Milwaukee to Hub640, the location of the former Boston Store located at 640 N. Vel R. Phillips Avenue, a few blocks from the Deer District, the site of the Fiserv Forum. The announcement was met with great fanfare and excitement.

Fiserv President, Chairman, and CEO Frank Bisignano said, “Fiserv roots run deep in Wisconsin and we’re proud to be expanding our presence and investment in the state and the local workforce.”

The project began with an aggressive schedule, hiring a Construction Manager which engaged Prism Technical, serving as inclusion coordinator (IC). By March ‘23, Prism sent project introductory emails to over three dozen SBE certified firms and organizations connected to diverse local vendors to notify businesses of the project opportunity and to solicit firm qualifications.

The project had a change in the CM leadership, bringing on Gardner Builders, with Prism remaining as the IC in July ‘23. The project faced this challenge without any changes to the standard city inclusion requirements noted below.

Professional Services: 18% SBE  
Construction Services: 25% SBE  
Workforce: 40% RPP for onsite labor



Exposed Cream City Brick at Fiserv HQ, courtesy of an article at Urban Milwaukee.

## First Source Hiring Event

With the assistance of Prism Technical Management & Marketing Services several contractors working on the Fiserv HQ project participated in a First Source hiring event at SDC Milwaukee held September 27, 2023. The event was hosted by Employ Milwaukee and SDC and targeted RPP certified, RPP eligible and underemployed job seekers, as well as those looking for training opportunities.

The attendees were received by contractors hiring for the Fiserv HQ project, construction unions recruiting candidates and agencies offering free skills training.

The event was attended by over 80 prospective employees.



# SBE Professional Services Participation

**Table 1: Lead Professional Services Firm**

Firm	Contracted by	Scope of service	Value Subject to Participation
Various	Fiserv Solutions, LLC	Developer	\$ 664,405
<b>TOTAL</b>			<b>\$ 664,405</b>

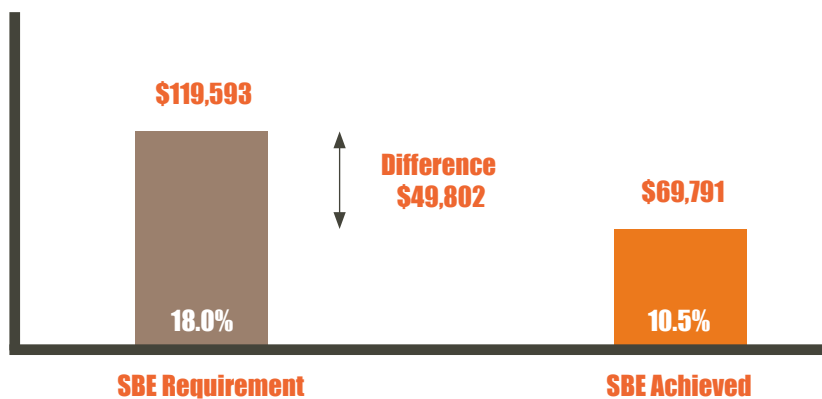
**Table 2: SBE Professional Services**

Consultant	Sub To	Scope	Awarded Contract Value
Prism Technical	Gardner Builders	Inclusion Consultant	\$ 69,791
<b>TOTAL</b>			<b>\$ 69,791</b>

Project Subject to Participation:	\$ 664,405	
Required SBE Participation:	\$ 119,593	18.0%
Actual SBE Participation*:	\$ 69,791	10.5%

\*Pershing Technologies LLC, is a veteran-owned small business that has been registered to receive federal contract awards since September 30, 2009. Based on the inclusion of Pershing Technologies, the project would have achieved 26.1% SBE for Professional Services, however Pershing does not meet the standards for certification by the City of Milwaukee Office of Equity and Inclusion, this vendor is not being included and the result is a shortfall in certified SBE for Professional Services.

**Chart 1: SBE Participation**



# SBE Construction Contract Participation

**Table 3: Construction Contract**

Firm	Contracted by	Scope of service	Value Subject to Participation
Gardner Builders - Milwaukee	Fiserv Solutions, LLC	General Contractor	\$ 33,462,711
TOTALS			\$ 33,462,711

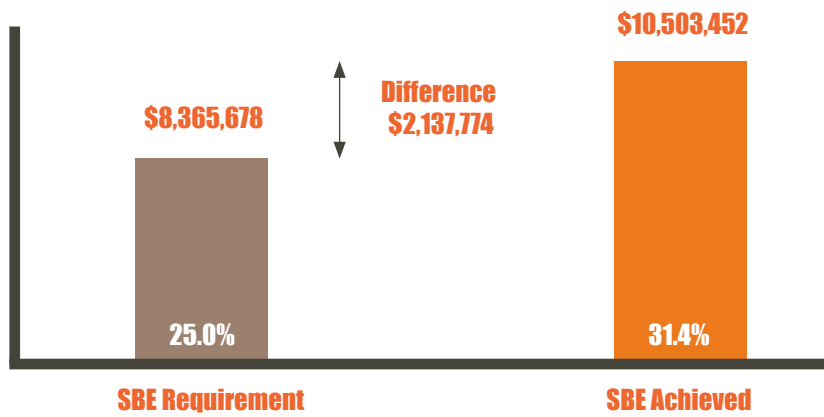
**Table 4: SBE Construction Contracts**

Contractor	Sub To	Scope	Awarded Contract Value
Arteaga Construction	Butters-Fetting	Labor	\$ 188,117
Beson & Houle	Klein-Dickert	Glazing	\$ 448,915
Con-Cor Company	Butters-Fetting	Concrete Cutting	\$ 12,610
D&G Insulation	Butters-Fetting	Insulation	\$ 134,370
Dairyland Energy	Staff Electric	Low Voltage	\$ 648,041
Duwe Metal Products	Gardner Builders	Metal Fabrication	\$ 659,108
Equity Supply Group	Olympic Companies	Material Supplier	\$ 441,683
Express Insulation	Ahern Fire Protection	Plumbing	\$ 47,928
Gordon Solutions	Olympic Companies	Drywall Install	\$ 212,617
Hetzel Tile & Marble	Gardner Builders	Tiling	\$ 1,400,582
Hiram Power	Staff Electric Co	Low Voltage	\$ 3,614,520
House of Stone	Lange Brothers	Arch Woodwork Materials	\$ 232,005
HVA Products - HVAC Equipment	Butters-Fetting	HVAC Equipment	\$ 305,983
HVA Products - Controls	Butters-Fetting	HVAC Controls	\$ 584,964
P.L. Freeman	Butters-Fetting	HVAC	\$ 174,084
Postorino Decorating	E&K of Chicago	Acoustic Ceiling Materials	\$ 225,251
Sanchez Painting	Gardner Builders	Painting	\$ 854,353
TOTALS			\$ 10,503,452

# Total SBE Construction Participation

Project Subject to Participation:	\$33,462,711	
Required SBE Participation:	\$8,365,678	25.0%
Actual SBE Participation:	\$10,503,452	31.4%

**Chart 2: SBE Participation**



The Blue-Sky Staircase, named for the company’s commitment to blue-sky thinking, is a modern, open-concept architectural centerpiece spanning the headquarters’ main floors. Courtesy of an article in Business Wire.

# Workforce Participation

**Table 5: Workforce Participation**

Contractor	Sub To	Scope	Total Hours Worked	Total Eligible Hours Worked*	RPP Hours	RPP %	RPP/ SIA Hours	RPP/ SIA %	Bonus Hours	RPP w/ Bonus Hours	RPP w/ bonus %
Arteaga Construction Inc.	Gardner Builders	General Laborers	1,446.5	1,446.5	1,446.5	100.0%	0.0	0.0	0.0	1,446.5	100.0%
Butters-Fetting Co, Inc.	Gardner Builders	General Laborers	13,737.5	13,737.5	4,070.0	29.6%	804.0	19.8%	0.0	4,070.0	29.6%
Consoliated Flooring of Chicago	Gardner Builders	Flooring	6,110.5	684.5	467.5	68.3%	0.0	0.0	0.0	467.5	68.3%
Dairyland Energy Solutions, Inc.	Gardner Builders	Electrical	6,504.5	5,887.8	4,491.7	76.3%	509.8	11.4%	0.0	4,491.7	76.3%
Duwe Metal Products, Inc	Gardner Builders	Ironwork	3,734.5	3,734.5	861.0	23.1%	116.0	13.5%	0.0	861.0	23.1%
E&K of Chicago	Gardner Builders	Carpentry	4,916.3	2,589.5	846.0	32.7%	764.0	90.3%	252.5	1,098.5	42.4%
Edgar J Prager & Sons, Inc.,	Gardner Builders	Cement Finisher	1,073.5	1,071.0	60.0	5.6%	0.0	0.0	0.0	60.0	5.6%
Gardner Builders	GC	Carpentry/ General Laborer	12,289.6	10,202.1	2,023.0	19.8%	1,043.0	51.6%	11.4	2,034.4	19.9%
Gordon Solutions LLC	Gardner Builders	Carpentry	4,485.0	4,485.0	0.0	0.0%	0.0	0.0	0.0	0.0	0.0%
Hetzel Tile & Marble, Inc.	Gardner Builders	Tile Finisher	5,704.0	5,704.0	439.5	7.7%	0.0	0.0	0.0	439.5	7.7%
J.F. Ahern Co.	Gardner Builders	Plumbing	5,839.0	5,839.0	924.5	15.8%	0.0	0.0	0.0	924.5	15.8%
John Beres Builders, Inc.	Gardner Builders	Carpentry	4,629.5	4,629.5	1,653.0	35.7%	0.0	0.0	0.0	1,653.0	35.7%
Klein-Dickert Milwaukee, Inc.	Gardner Builders	Glazier	3,153.8	3,108.5	884.0	28.4%	7.0	0.8%	0.0	884.0	28.4%
Lemberg Electric Co., Inc.	Gardner Builders	Electrical	6,787.5	6,787.5	3,215.5	47.4%	0.0	0.0	0.0	3,215.5	47.4%
Milburn	Gardner Builders	General Laborers	2,672.5	204.0	204.0	100.0%	0.0	0.0	0.0	204.0	100.0%

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# Workforce Participation

**Table 5: Workforce Participation (Continued)**

Contractor	Sub To	Scope	Total Hours Worked	Total Eligible Hours Worked*	RPP Hours	RPP %	RPP/ SIA Hours	RPP/ SIA %	Bonus Hours	RPP w/ Bonus Hours	RPP w/ bonus %
Olympic Companies	Gordon Solutions, LLC	Carpentry	28,986.0	28,986.0	11,252.5	38.8%	6,863.5	61.0%	1,982.5	13,235.0	45.7%
P.L. Freeman	Gardner Builders	Steamfitting	1,298.0	1,298.0	1,298.0	100.0%	387.3	29.8%	128.7	1,426.7	109.9%
Regency Janitorial Services, Inc.	Gardner Builders	General Laborers	1,551.0	1,541.7	942.2	61.1%	868.0	92.1%	356.9	1,299.1	84.3%
Sanchez Painting Contractors, Inc.	Gardner Builders	Painting	6,224.0	6,224.0	2,982.0	47.9%	2,229.0	74.7%	803.3	3,785.3	60.8%
Staff Electric Co, Inc.	Gardner Builders	Electrical	27,770.0	27,383.8	12,364.5	45.2%	5,315.5	43.0%	1,288.6	13,653.1	49.9%
Total Mechanical Inc - Fire Protection	Gardner Builders	Fire Protection	0.0	0.0	0.0	0.0%	0.0	0.0	0.0	0.0	0.0%
<b>TOTALS</b>			148,913.0	135,544.4	50,425.4	37.2%	18,907.0	37.5%	4,823.9	55,249.3	40.8%

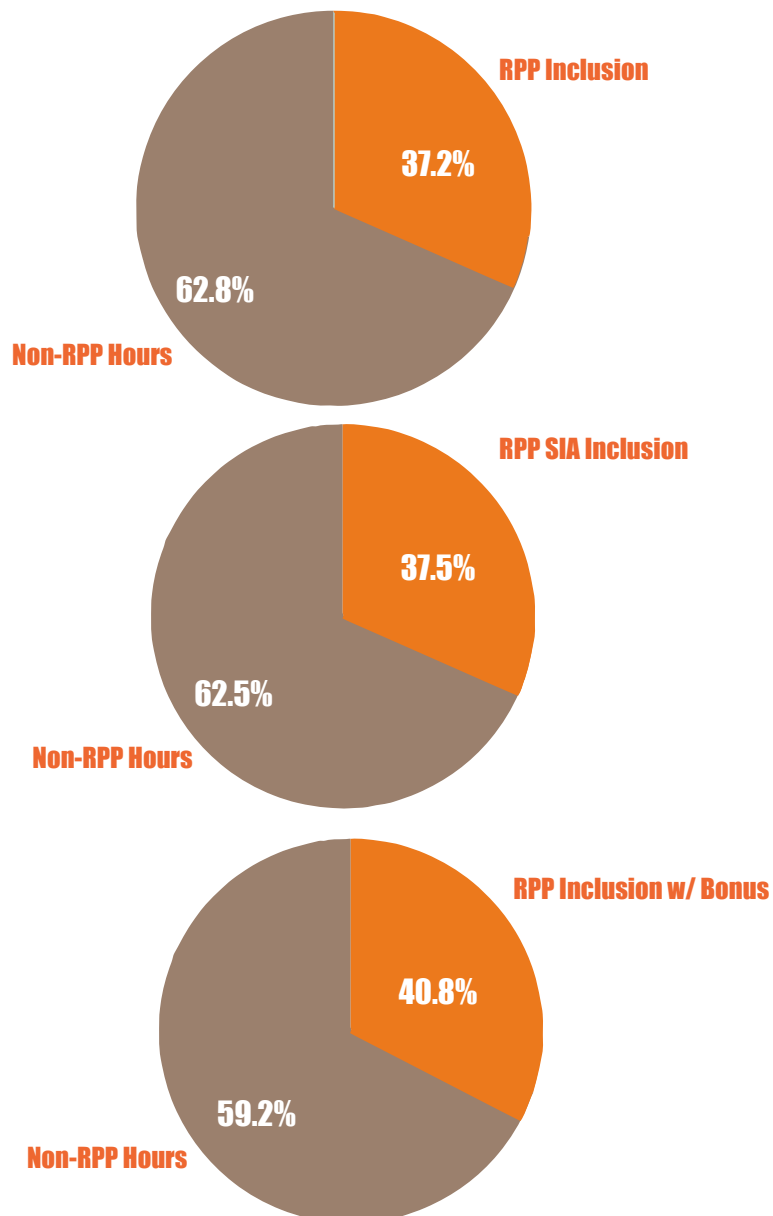
\*All out of state workers and fire protection hours have been exempted and not counted in the eligible hours worked.

# Workforce Participation

**Table 5: Workforce Participation (continued)**

Total Eligible Hours Worked:	135,544.4
RPP Participation:	37.2%
RPP SIA Participation:	37.5%
RPP with Bonus:	40.8%

**Chart 3: Workforce Participation**



# RPP Participation

**Table 11: RPP by Zip Code<sup>1</sup>**

Zip Code	# Of RPP Hours	# Of RPP Workers
53202	605.5	1
53204	4,677.0	18
53205	24.0	1
53206	227.7	3
53207	4,544.2	19
53208	4,429.8	6
53209	1,223.7	1
53210	1,923.3	5
53211	1,279.0	1
53212	784.8	5
53213	125.0	2
53214	107.5	3
53215	7,091.7	22
53216	2,179.8	6
53217	216.2	2
53218	2,203.7	5
53219	2,906.0	9
53220	3,860.0	7
53221	6,037.3	8
53222	842.5	3
53223	1,275.3	4
53225	743.0	4
53226	225.0	1
53227	2,203.5	2
53233	690.0	1
<b>Totals</b>	<b>50,425.4</b>	<b>138</b>

<sup>1</sup> One worker resided in 2 different zip codes during the project.

<sup>2</sup> Three workers are classified in 2 separate trades.

**Table 12: RPP by Craft<sup>2</sup>**

Craft	# Of RPP Hours	# Of RPP Workers
Carpenters	12,056.5	32
Cement Finisher	60.0	1
Drywall	4,075.5	8
Electrician	18,499.6	30
Glazier	884.0	7
Ironworker	861.0	6
Laborers	1,218.2	19
Painter	2,982.0	13
Plasterer	38.0	1
Plumber	1,490.5	5
Refrigeration Mechanic	605.5	1
Sheet metal worker	3,653.5	7
Steamfitters	1,989.5	5
Teledata Technician	1,572.0	4
Tile Setter	439.5	1
<b>Totals</b>	<b>50,425.4</b>	<b>140</b>

**Table 13: RPP by Race**

Race	# Of RPP Hours	# Of RPP Workers
Asian	208.2	3
African American	11,565.5	27
Caucasian	18,336.6	42
Hispanic	15,976.9	54
Not Specified or Unspecified	4,182.3	9
Native American	156.0	2
<b>Totals</b>	<b>50,425.4</b>	<b>137</b>

# Apprentice Participation

**Table 14: Apprentice Participation by Craft**

Craft	# of App Workers	App Hours	RPP App Hours	RPP App %	RPP SIA App Hours	RPP SIA App %
Carpenter	8	3,861.0	1,830.5	47.4%	52.0	2.8%
Electrician	12	5,949.8	4,896.3	82.3%	1,031.5	21.1%
General Laborer	1	164.0	0.0	0.0%	0.0	0.0%
Glazier	2	618.0	618.0	100.0%	0.0	0.0%
Sheet Metal Worker	3	482.5	482.5	100.0%	101.5	21.0%
Steamfitter	2	248.0	183.0	73.8%	0.0	0.0%
Totals	28	11,323.3	8,010.3	70.7%	1,185.0	14.8%

**Table 15: Apprentice Participation by Gender**

Gender	# Of RPP Hours	% Of RPP Workers
Male	11,323.3	100.0%
Female	0.0	0.0%
Unspecified	0.0	0.0%
Totals	11,323.3	100.0%

**Table 16: Apprentice Participation by Race**

Race	# Of RPP Hours	% Of RPP Workers
Asian	17.5	0.2%
African-American	947.8	8.4%
Caucasian	6,548.3	57.8%
Hispanic	677.8	6.0%
Native American	0.0	0.0%
Not Specified	1,734.0	15.3%
Two or More Races	258.5	2.3%
Unspecified	1,139.5	10.1%
Totals	11,323.3	100.0%

**End of Report.**