

THE NORTHWESTERN MUTUAL TOWER AND COMMONS

SBE AND RPP PARTICIPATION THROUGH
DEC. 31, 2015

Prepared in conjunction with Prism Technical
Management & Marketing Services, LLC



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ON THE COVER:

BENSON INDUSTRIES of Portland, Ore., one of the top curtain wall producers in the country, agreed to set up shop in Milwaukee to assemble the glass curtain wall for The Tower. They leased space from the city at Century City Business Park on Milwaukee's northwest side and subcontracted with local SBE Duwe Metal Products Inc. In turn, Duwe has hired as many as 60 local residents, many of whom were previously unemployed or underemployed.

This is another way The Tower and Commons is helping to address economic disparity in Milwaukee by giving



underserved residents a chance to get into the system and on a path to sustainable employment. These workers will be able to take their skills to other projects and continue to proudly play a part in Milwaukee's renaissance.

SECTION 1

EXECUTIVE SUMMARY

Our decision to build a signature development downtown makes a huge statement about metro Milwaukee's attractiveness as a place to live and work and its ability to draw top talent and new businesses to the area. We are proud to call Milwaukee's lakefront our home.



Northwestern Mutual Tower and Commons Executive Summary

Small Business Enterprises in Milwaukee have been awarded \$114 million in contracts and commitments, or 28.3 percent of the total value of applicable construction and professional services contracts to date.

Milwaukee residents eligible under the Residents Preference Program (RPP) have performed 44.3 percent of the construction hours on the project to date.

Northwestern Mutual is committed to Milwaukee's success.

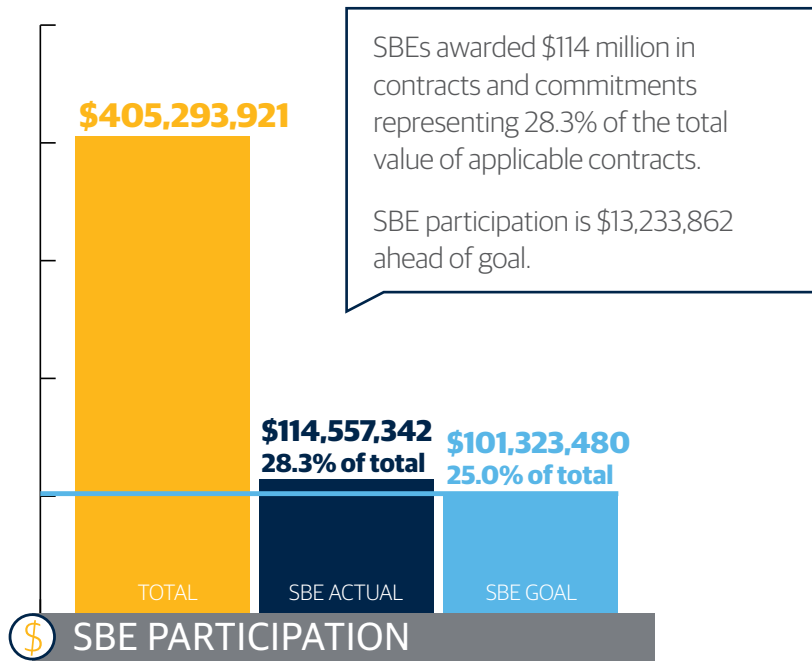
Whether it's our promise to keep or add 3,000 good-paying jobs at our downtown headquarters; the millions of dollars in philanthropic donations we make in the area; our partnerships in the Amani, Metcalfe Park and Muskego Way neighborhoods; or working hard to make sure local small businesses get the chance to help build our new Tower and Commons, it's all our way of saying, "We Believe in Milwaukee!"

We promised by the end of our building project in 2017 that 25.0 percent of the total value of applicable contracts awarded to build our Tower and Commons would go to Milwaukee Small Business Enterprises (SBEs). We promised that at least 40.0 percent of the labor hours on the project would be worked by Milwaukee residents eligible under the Residents Preference Program (RPP).

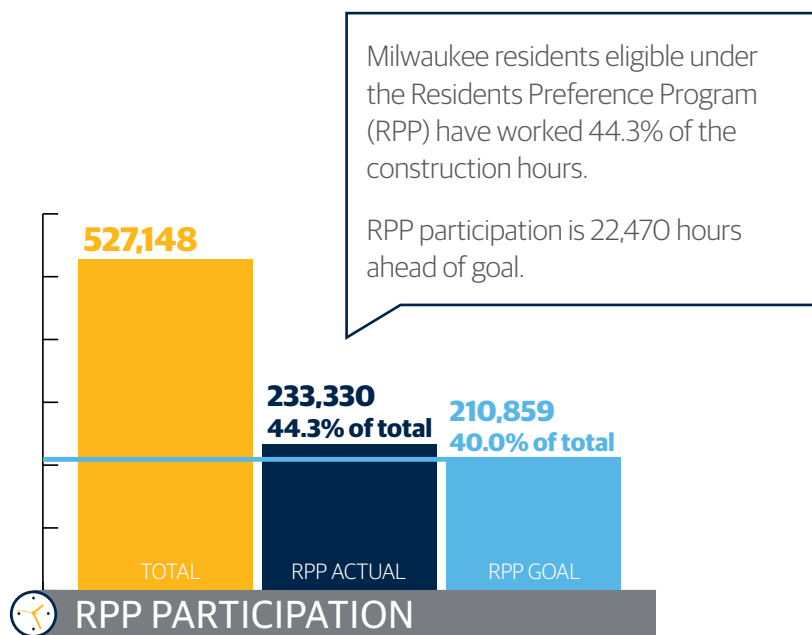
Recognizing that each quarter along the way we may be somewhat above or below the ultimate goal, we are pleased to report that we are ahead of these goals as of Dec. 31, 2015.

Northwestern Mutual Tower and Commons Construction

Start of Project through Dec. 31, 2015



Dollar Value of Applicable Contracts Awarded



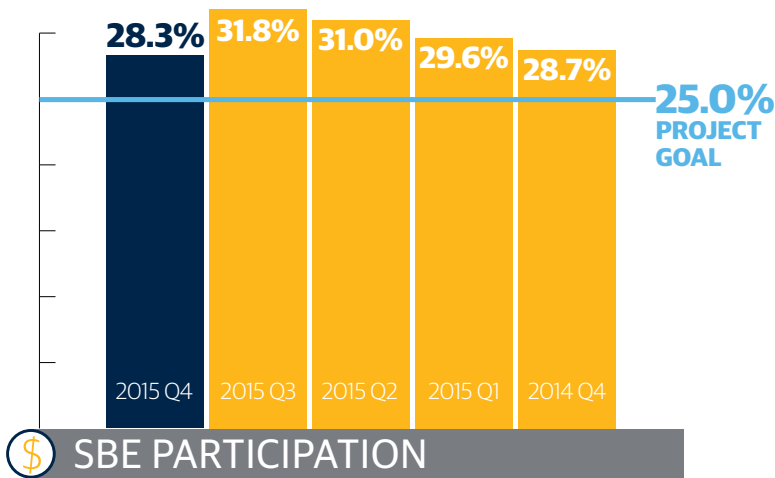
Construction Hours Worked

PROJECT HIGHLIGHTS

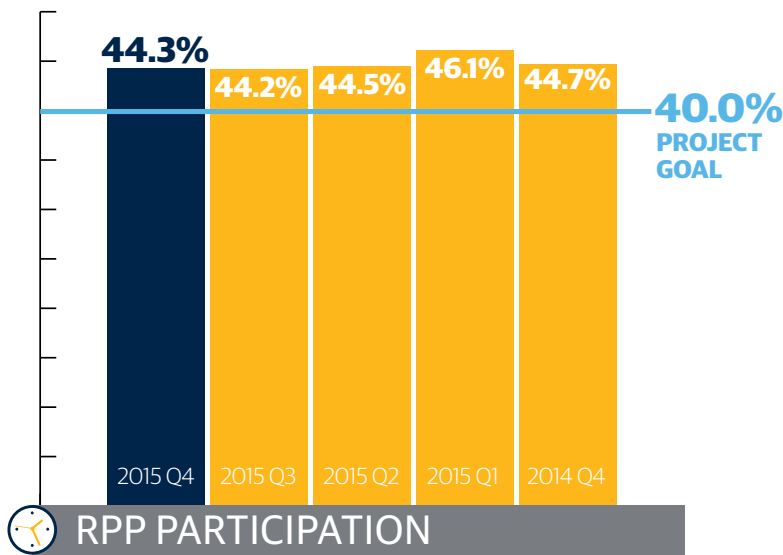
- \$405.3 million in applicable contracts awarded.
- \$114 million in contracts and commitments (28.3 percent of total) awarded to City of Milwaukee Small Business Enterprises (SBEs), exceeding 25.0 percent goal.
- Residents Preference Program (RPP) participation is ahead of goal. Milwaukee residents eligible under RPP have worked 44.3 percent of construction hours.
- 451 City of Milwaukee residents hired through RPP.
- 140 apprentices working on project
- Outreach to more than 100 community-based organizations to help ensure project participation from diverse segments of the Milwaukee community.
- 29 informational sessions highlighted contracting opportunities; nearly 600 businesses and organizations attended.
- Support given to Wisconsin Regional Training Partnership/ BIG STEP on more than 60 community events and workforce fairs, attracting more than 3,200 city residents. More than 595 event attendees have entered career pathways and accessed apprenticeship readiness, pre-employment and training services with WRTTP/BIG STEP.

Northwestern Mutual Tower and Commons Construction

Start of Project through Dec. 31, 2015



Percentage of Applicable Contract Dollar Value Awarded to SBEs



Percentage of Construction Hours Worked by RPP Participants

PROJECT STATUS

AS OF DEC. 31, 2015

- Safety record reaches 500 days without a work-loss injury.
- Workforce grows to more than 500 workers onsite.
- Tower core reaches level 24; structural steel to level 21.
- Curtain wall assembly plant is up and running at Century City.
- Interior drywall work begins in The Commons.

LOOKING AHEAD

- Curtain wall assembly in full production mode at Century City.
- First glass curtain wall pieces installed on The Tower.
- Tower framed in steel to within the top few floors.
- Tower crane is extended to its full height of 617 feet.
- The Commons is completely enclosed in glass and granite curtain wall.



Northwestern Mutual Tower and Commons Construction

Participation Performance Report

This Northwestern Mutual Tower and Commons Participation Performance Report details Northwestern Mutual's progress toward meeting the goals of the Human Resources Agreement it has with the City of Milwaukee. In constructing the 1.1 million-square-foot expansion of its downtown Milwaukee office complex, Northwestern Mutual has agreed to:

- Use certified Small Business Enterprises (SBEs) and/or businesses certified under equivalent programs for 25.0 percent of applicable construction costs.
- Use underemployed City of Milwaukee residents via the Residents Preference Program (RPP) for 40.0 percent of the construction hours worked.
- Ensure payment of prevailing wages where applicable.

Northwestern Mutual has engaged a building design, construction and consulting team that understands the critical importance we have placed on meeting these SBE and RPP goals.

Development Manager
Hines

General Contractor Team
Gilbane | C. G. Schmidt Inc.

Participation Coordinator
Prism Technical

SECTION 2

OUR STORY

Northwestern Mutual has called Milwaukee home since 1859.

Today, more than 4.3 million people rely on Northwestern Mutual for insurance and investment solutions.



THE TOWER

32 stories

550 feet

Second tallest building in state

Largest building in city occupied by one company

Our investment in our downtown campus is also an investment in Milwaukee.

The entire metro area benefits when top employers make a long-term commitment to grow in downtown Milwaukee. It means more jobs, a stronger tax base, more community support from businesses, and more top talent giving back to all areas of the community.

1914 HEADQUARTERS

Iconic structure anchors downtown campus

THE COMMONS

3 stories

Public dining and visitors center

Community access

3,000 DOWNTOWN MILWAUKEE JOBS RETAINED OR ADDED THROUGH CAMPUS EXPANSION



Northwestern Mutual has had a long history of supporting our military service men and women. These photos show employees helping entertain servicemen at the local United Service Organization (USO) Club (1955) and a group of female employees being recognized for their hours of volunteer service at the USO Club (1954).

We've grown up with Milwaukee as our hometown for nearly 160 years.

We are stewards of our communities by bringing together groups of people and organizations and leveraging the power of our employees, field and financial resources to improve the lives of children and families.

A. *BizTimes Media* named Northwestern Mutual their Corporate Citizen of the Year in November, recognizing our financial contributions, company-sponsored programs and community volunteerism. In addition, the Milwaukee Board of School Directors recognized us with two awards. Both the company and the Northwestern Mutual Foundation received the board's Excellence in Education award for our commitment to improving student achievement.



B. Each year, the Northwestern Mutual Foundation recognizes organizations that improve the Milwaukee community by awarding \$225,000 in grants to deserving nonprofits through our Days of Sharing program. Employees nominate their favorite nonprofits, and 25 local organizations are chosen at random to receive grants ranging from \$1,000 to \$10,000. An additional \$125,000 is set aside for Employee Choice awards, which go to the top five most-nominated organizations from a preselected list. In December, the Milwaukee Homeless Veterans Initiative received the top Employee Choice award and was presented a check by our Military Veterans employee resource group.



SECTION 3

SMALL BUSINESS ENTERPRISE RESULTS

We believe in promoting a healthy business environment. Strong businesses, especially small- and medium-sized companies, are the backbone of the city's economy. They contribute to the vitality of the city.

Tower and Commons Small Business Enterprise (SBE) Participation

Northwestern Mutual and the City of Milwaukee share an interest in promoting a healthy local business environment. Strong businesses, especially small- and medium-sized companies, are the backbone of the city's economy. They create jobs, pay taxes, and contribute to the vitality of the city.

That's why we set a goal for our downtown development to not only have an impact on our business, but to help raise the tide for many businesses in the city.

Small Business Enterprises are companies with annual revenues below a stated floor and typically owned by one or more individuals who are at an educational, social, economic or other disadvantage. SBEs, including many businesses owned by minorities, women and military veterans involved in building design and construction, are an integral part of creating our Tower and Commons.

TABLE 1: SBE PARTICIPATION LEVEL

Start of Project through Dec. 31, 2015

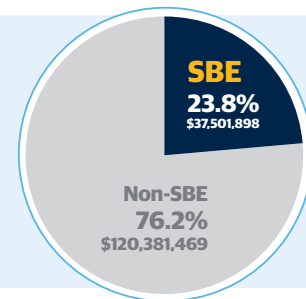
TOTAL VALUE OF APPLICABLE CONTRACTS AWARDED		\$405,293,921	
	GOAL	ACTUAL	STATUS
SBE Participation Percentage	25.0%	28.3%	+3.3
Value of SBE Contracts Awarded	\$101,323,480	\$114,557,342	+\$13,233,862



CONTRACT PAYMENTS MADE

SBEs have received 23.8 percent or \$37,501,898 of applicable project contract payments made through Dec. 31, 2015. Payments on

contracts awarded will continue to be made throughout the project as work is completed.



Numerical data presented in separate tables may differ slightly due to rounding.

SMALL BUSINESS ENTERPRISES

Constructing a high-rise office building requires a wide variety of construction-related services. We're proud to involve a large number of companies in building our Tower and Commons. Table 2 shows details of all Small Business Enterprises involved from the start of

the project to date. For ease of reference, we have also broken out the SBE professional services providers (see Table 3, page 18) from the SBE construction providers (see Table 4, page 20).

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
American Design Inc.	Kendall/Heaton Associates	East Office Building Demolition	\$ 43,320	\$ 43,320
American Design Inc.	Kendall Heaton Associates	East Office Building Selective Salvage	\$ 6,313	\$ 6,313
American Design Inc.	Valerio Dewalt Train Associates	Fitness Architectural Services/CD Production	\$ 109,400	\$ 79,600
American Design Inc.	Valerio Dewalt Train Associates	Office Architectural Services/CD Production	\$ 638,735	\$ 275,048
Arrow-Crete Construction LLC	Globe Contractors Inc.	Concrete	\$ 104,987	\$ 104,987
Arteaga Construction Inc.	Langer Roofing & Sheet Metal Inc.	Labor & Materials	\$ 1,322,538	\$ -
Arteaga Construction Inc.	Veit & Co. Inc.	Crane	\$ 24,080	\$ 24,080
ASAP Fastening Systems Inc.	Construction Supply & Erection	Supplier of Various Fasteners	\$ 3,126	\$ 3,126
Autumn Trucking Inc.	Globe Contractors Inc.	Fuel	\$ 120,006	\$ 120,006
Autumn Trucking Inc.	Veit & Co. Inc.	Fuel and Oil	\$ 259,371	\$ 259,371
Autumn Trucking Inc.	Veit & Co. Inc.	Fuel and Oil	\$ 250,000	\$ 190,435
B & D Contractors Inc.	Milwaukee Plate Glass Co.	Installation of Glass and Glazing	\$ 886,719	\$ -
Barrientos Design & Consulting Inc.	Kendall Heaton Associates	Van Buren Bridge Project	\$ 166,610	\$ 149,262
Belonger Corp. Inc.	Gilbane C.G. Schmidt Inc.	Interior Build Out HVAC	\$ 2,020,544	\$ -
Belonger Corp. Inc.	Gilbane C.G. Schmidt Inc.	Interior Plumbing Bid Package 22B	\$ 602,620	\$ -
Best Erectors Inc.	Grunau Co. Inc.	Installation/Erection	\$ 2,625,000	\$ 364,810
Best Erectors Inc.	Klein-Dickert Milwaukee Inc.	Interior Glass	\$ 668,068	\$ -
Best Erectors Inc.	Midwest Stairs & Iron Inc.	Miscellaneous Metals	\$ 1,083,597	\$ 402,264
BestEd Business	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 16,292	\$ 16,292
BMR Design Group Inc.	USA Fire Protection Inc.	Professional Services	\$ 203,309	\$ 152,127

(CONTINUED ON PAGE 13)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Choice Construction Co. Inc.	C.G. Schmidt Inc.	Welded Wire Fabric Reinforcing	\$ 2,120,349	\$ 1,908,314
Choice Construction Co. Inc.	Ceco Concrete Construction	Rebar Installation	\$ 873,000	\$ 613,407
Choice Construction Co. Inc.	LeJeune Steel Co.	Steel Erection	\$ 7,180,000	\$ 5,427,300
Con-Cor Co. Inc.	C.G. Schmidt Inc.	Concrete Cutting	\$ 1,139	\$ 1,139
Con-Cor Co. Inc.	Giles Engineering Associates Inc.	Concrete Coring Services	\$ 79,043	\$ 79,043
Con-Cor Co. Inc.	Globe Contractors Inc.	Sawing	\$ 14,011	\$ 14,011
Con-Cor Co. Inc.	Munson Inc.	Core-Drilling Floor	\$ 5,775	\$ 5,775
Con-Cor Co. Inc.	Staff Electric Co. Inc.	Labor and Material Coring	\$ 10,350	\$ 10,350
Con-Cor Co. Inc.	Veit & Co. Inc.	Saw Cutting	\$ 5,760	\$ 5,760
Con-Cor Co. Inc.	Veit & Co. Inc.	Concrete Sawing	\$ 215,290	\$ 194,660
Continuum Architects & Planners S.C.	Kendall Heaton Associates	Code Review and Permit Expediting Services	\$ 31,320	\$ 25,682
Continuum Architects & Planners S.C.	Kendall Heaton Associates	Old North Office Building Basement	\$ 97,265	\$ 81,703
Continuum Architects & Planners S.C.	Kendall Heaton Associates	South Office Building	\$ 15,979	\$ 4,325
DAAR Engineering Inc.	Construction Supply & Erection	Survey Work	\$ 21,120	\$ 21,120
DAAR Engineering Inc.	Gilbane C.G. Schmidt Inc.	Site Survey	\$ 299,561	\$ 134,347
DAAR Engineering Inc.	LeJeune Steel Co.	Surveying	\$ 25,194	\$ 25,194
Dairyland Electric Co. Inc.	Grunau Co. Inc.	Plumbing Labor/Supplier	\$ 809,933	\$ 84,219
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Electrical	\$ 306,320	\$ 306,320
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Switchgear	\$ 2,209	\$ 2,209
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Electrical	\$ 16,624	\$ 16,624
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Fire Alarm and AV Work	\$ 528,208	\$ -
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Install and Furnish Fire Alarm Generator	\$ 3,764,373	\$ 198,538
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Install and Furnish Tie/Data	\$ 1,926,242	\$ -
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Structure Cabling	\$ 51,500	\$ -
Dakota Intertek Corp.	Giles Engineering Associates Inc.	Labor and Hand Augering Services	\$ 3,411	\$ 3,411
Duwe Metal Products Inc.	Benson Industries Inc.	Shop and Field Labor and Miscellaneous Metals	\$ 15,867,515	\$ 226,387
Duwe Metal Products Inc.	Benson Industries Inc.	Interior	\$ 62,910	\$ -

(CONTINUED ON PAGE 14)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Duwe Metal Products Inc.	C.G. Schmidt Inc.	Acoustic Screen Wall	\$ 60,304	\$ 60,304
Duwe Metal Products Inc.	Gilbane C.G. Schmidt Inc.	Install Miscellaneous Metals	\$ 83,113	\$ -
EKG Trucking LLC	Globe Contractors Inc.	Trucking and Permits	\$ 470,302	\$ 470,302
Equity Supply Group LLC	Sergenian's Floor Coverings Inc.	Material Supplier	\$ 743,337	\$ -
Equity Supply Group LLC	Thorne Associates Inc.	Framing and Drywall Materials	\$ 1,500,000	\$ 546,549
ER Abernathy Industrial Inc.	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 5,280	\$ 1,286
Fusion Integrated Solutions LLC	HMA Consultants Inc.	Construction Services	\$ 45,000	\$ 5,520
Greenfire Management Services LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 358,400	\$ 178,880
Hard Rock Sawing & Drilling Specialists Co.	Veit & Co. Inc.	Concrete Cutting	\$ 9,240	\$ 9,240
Hawk Construction LLC	C.G. Schmidt Inc.	Foundations and Helical Piers	\$ 27,929	\$ 27,929
Hawk Construction LLC	Veit & Co. Inc.	Hydro Excavation	\$ 30,426	\$ 30,426
Hetzel Tile & Marble Inc.	Gilbane C.G. Schmidt Inc.	Hard Tile/Interior Stone Installation	\$ 3,504,087	\$ 181,800
Hetzel Tile & Marble Inc.	Gilbane C.G. Schmidt Inc.	Supply and Install Hard Tile	\$ 253,640	\$ -
Hetzel-Sanfilippo Inc.	Central Ceiling Systems Inc.	Acoustical Ceilings	\$ 558,300	\$ -
Hetzel-Sanfilippo Inc.	C.G. Schmidt Inc.	Sleeper Floor Carpentry Labor	\$ 408,054	\$ -
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Miscellaneous General Conditions	\$ 72,760	\$ 67,617
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Mock Up	\$ 464,989	\$ 429,554
Hetzel-Sanfilippo Inc.	Thorne Associates Inc.	Framing and Drywall	\$ 2,100,000	\$ 605,032
Hetzel-Sanfilippo Inc.	Langer Roofing & Sheet Metal Inc.	Labor and Materials	\$ 65,000	\$ 65,000
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Electrical Fixtures	\$ 30,602	\$ 30,602
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Medium Voltage	\$ 10,908	\$ 10,908
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Miscellaneous Materials	\$ 154,383	\$ 49,258
House of Stone Inc.	Structures Hardscapes Specialists	Masonry	\$ 461,420	\$ -
Hurt Electric Inc.	Johnson Controls Inc.	Controls Materials and Installation Labor	\$ 33,467	\$ -
Hurt Electric Inc.	Staff Electric Co. Inc.	Install and Furnish Distribution and UPS	\$ 5,252,288	\$ 3,528,116
Hurt Electric Inc.	Staff Electric Co. Inc.	Fixtures and Lamps	\$ 2,734,046	\$ -
HVA Products Inc.	Grunau Co. Inc.	Fuel Controls	\$ 19,250	\$ -

(CONTINUED ON PAGE 15)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
IBC Engineering Services Inc.	Alvine Engineering	MEP Engineering for Tower Center TI	\$ 495,760	\$ 395,760
IBC Engineering Services Inc.	Aquatic Design & Engineering Inc.	Electrical Engineering	\$ 33,275	\$ 27,675
IBC Engineering Services Inc.	Sebesta Blomberg & Associates	Mechanical and Electrical Commissioning Services	\$ 45,760	\$ 3,960
JCP Construction LLC	Gilbane C.G. Schmidt Inc.	Foundation Waterproofing	\$ 3,605,835	\$ 2,465,528
JCP Construction LLC	Glenn Rieder Inc.	Installation Services	\$ 360,380	\$ -
JCP Construction LLC	Thorne Associates Inc.	Framing/ Drywall/Labor	\$ 2,100,000	\$ 385,280
KMI Construction LLC	C.G. Schmidt Inc.	Masonry	\$ 4,150	\$ 4,150
KMI Construction LLC	Gilbane C.G. Schmidt Inc.	Masonry	\$ 7,392,122	\$ 1,446,802
Marek Landscaping LLC	Veit & Co. Inc.	Erosion Control	\$ 49,352	\$ 49,352
McDowell Construction Corp.	Globe Contractors Inc.	Asphalt	\$ 98,658	\$ 98,658
McDowell Construction Corp.	Veit & Co. Inc.	Fencing	\$ 77,423	\$ 77,423
McKinley's Corp.	Grunau Co. Inc.	HVAC Demolition	\$ 16,400	\$ 16,400
Metropolitan Services Inc.	Globe Contractors Inc.	Traffic Control	\$ 151,998	\$ 151,998
Milwaukee Metal Products Co.	Benson Industries Inc.	Fabricators of Embeds and Miscellaneous Metals	\$ 893,167	\$ 893,167
Milwaukee Metal Products Co.	Terra Engineering & Construction Corp.	Tieback Bearing Plates	\$ 4,692	\$ 4,692
Natural Athletic Turf LLC	Stano Landscaping	Hardscape Restoration	\$ 50,850	\$ 50,850
Nuvo Construction Co. Inc.	C.G. Schmidt Inc.	Concrete	\$ 3,100,000	\$ 2,897,090
Nuvo Construction Co. Inc.	Terra Engineering & Construction Corp.	Bulk Cement	\$ 128,824	\$ 128,824
P.A. Roeper & Associates Inc.	Graef USA	Drafting Services	\$ 22,500	\$ 22,500
P.L. Freeman Co.	Grunau Co. Inc.	HVAC and Plumbing Labor/Supplier	\$ 6,186,759	\$ 3,279,572
P.L. Freeman Co.	Terra Engineering & Construction Corp.	Wales	\$ 104,848	\$ 104,848
P.L. Freeman Co.	Langer Roofing & Sheet Metal Inc.	Roofing	\$ 136,500	\$ -
Price & Sons Inc.	Staff Electric Co. Inc.	Miscellaneous Supplier	\$ 2,133,120	\$ 569,716
Price & Sons Inc.	USA Fire Protection Inc.	Material Supplier	\$ 21,262	\$ -
Prism Technical Management & Marketing Services LLC	Northwestern Mutual	HR Consultant	\$ 546,155	\$ 414,186
Quorum Architects Inc.	Kendall Heaton Associates	Graphics/Wayfinding Consultant	\$ 244,240	\$ 175,419
Quorum Architects Inc.	The Office of James Burnett	Associate Landscape Architects	\$ 218,230	\$ 119,042

(CONTINUED ON PAGE 16)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Rams Contracting Ltd.	Veit & Co. Inc.	Trucking	\$ 12,513	\$ 12,513
Rinka Chung Architecture Inc.	BuroHappold Consulting Engineers PC	Solar Reflectivity Site Assessment	\$ 6,000	\$ 3,001
Rinka Chung Architecture Inc.	Kendall Heaton Associates	North Parking Garage	\$ 58,000	\$ 15,510
Rinka Chung Architecture Inc.	Valerio Dewalt Train Associates	Identity Center Café Architectural Services	\$ 64,450	\$ 9,500
Rinka Chung Architecture Inc.	Valerio Dewalt Train Associates	Credit Union Architectural Services	\$ 68,035	\$ 54,435
Rockwell Mechanical LLC	Grunau Co. Inc.	HVAC Labor/Supplier	\$ 4,865,885	\$ 1,646,828
Rockwell Mechanical LLC	J.F Ahern Co.	Chiller Procurement/Installation	\$ 418,380	\$ 418,380
Security Officer Services Inc.	Gilbane C.G. Schmidt Inc.	Site Security	\$ 195,000	\$ 135,264
Sonag Ready Mix LLC	Common Links Construction LLC	Metal Framing, Drywall and Taping	\$ 1,017,580	\$ -
Sonag Ready Mix LLC	C.G. Schmidt Inc.	CIP Concrete	\$ 20,846	\$ 20,846
Sonag Ready Mix LLC	Ceco Concrete Construction	Concrete Material	\$ 980,000	\$ 652,579
Spann & Associates LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 238,555	\$ 208,959
Thomas A. Mason Co. Inc.	All-Tech Decorating Co.	Painting	\$ 805,040	\$ 4,752
Thomas A. Mason Co. Inc.	All-Tech Decorating Co.	Painting	\$ 256,131	\$ -
Thomas A. Mason Co. Inc.	G3 Technologies Inc.	Floor Installation	\$ 1,485,933	\$ -
Thomas A. Mason Co. Inc.	Gilbane C.G. Schmidt Inc.	Soft Flooring	\$ 1,952,941	\$ -
Thomas A. Mason Co. Inc.	Thorne Associates Inc.	Taping Labor	\$ 2,100,000	\$ 5,942
Tremmel-Anderson Trucking LLC	New Berlin Grading Inc.	Earthwork	\$ 6,025	\$ 6,025
Tremmel-Anderson Trucking LLC	Veit & Co. Inc.	Trucking	\$ 228,546	\$ 228,546
Valente Transport Inc.	Veit & Co. Inc.	Trucking/Disposal	\$ 828,802	\$ 828,802
Valente Transport Inc.	Veit & Co. Inc.	Trucking	\$ 760,581	\$ 760,581
Vizcaino's Trucking LLC	Globe Contractors Inc.	Trucking	\$ 127,324	\$ 127,324
Vizcaino's Trucking LLC	Veit & Co. Inc.	Trucking	\$ 20,164	\$ 20,164
Vizcaino's Trucking LLC	Veit & Co. Inc.	Trucking	\$ 267,734	\$ 267,734
ZS LLC	Applied Technical Services Inc.	Façade Access Design Services	\$ 62,975	\$ 58,093
ZS LLC	Entuitive Corp.	Building Enclosure Sub-Consultant	\$ 42,950	\$ 16,020
ZS LLC	Gilbane C.G. Schmidt Inc.	Engineering Services	\$ 43,200	\$ 43,040

(CONTINUED ON PAGE 17)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
ZS LLC	Kendall Heaton Associates	Structural Engineering	\$ 23,124	\$ 23,124
ZS LLC	Magnusson Klemencic Associates	Structural Engineering	\$ 215,500	\$ 215,375
ZS LLC	Northwestern Mutual	Laser Scanning Services	\$ 51,000	\$ 51,000
ZS LLC	Novum Structures LLC	Laser Scanning Services	\$ 5,470	\$ 5,470
TO BE DETERMINED	TO BE DETERMINED	TO BE DETERMINED	\$ 4,160,840*	\$ -
TOTAL SBE PARTICIPATION			\$ 114,557,342	\$ 37,501,898
% OF APPLICABLE CONTRACT VALUE AWARDED			28.3%	
% OF APPLICABLE PAYMENTS MADE				23.8%
TOTAL ADJUSTED CONSTRUCTION AND PROFESSIONAL SERVICES PROVIDER PARTICIPATION			\$ 405,293,921	\$ 157,883,367

* Prime contractors and subcontractors have been awarded contracts that include \$4.16 million for SBEs yet to be named.



HIRAM POWER ELECTRIC

Hiram Power Electric, a subcontractor to Staff Electric on The Tower and Commons project, has been in business since 2005. With just one employee, company owner Hiram Croft notes, "We are small enough where we can maneuver. The competition is stiff, but we are lucky to still continue to gain contracts."

Since starting his company 11 years ago, Hiram has learned a lot about the electrical supplier world. "Starting a business and

expanding is very challenging," he says. "Nonetheless, we feel very good about the future and everything that is happening in Milwaukee. Northwestern Mutual is a great start to this new wave of construction."

Hiram believes his participation in The Tower and Commons project will help him expand his business and buy a new building. "I think this purchase is more and more likely to become a reality," he says.

TABLE 3: SBE PROFESSIONAL SERVICES PROVIDERS

Much of the focus and excitement of a major building project is on the many construction and trade groups who lift skyscrapers out of the ground. Before a shovelful of dirt is moved, however, architects, engineers and

other professional service providers design and plan the structure. For ease of reference, we have separated just the SBE professional services providers listed in Table 2 and shown them here.

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
American Design Inc.	Kendall Heaton Associates	East Office Building Demolition	\$ 43,320	\$ 43,320
American Design Inc.	Kendall Heaton Associates	East Office Building Selective	\$ 6,313	\$ 6,313
American Design Inc.	Valerio Dewalt Train Associates	Fitness Architectural Services/CD Production	\$ 109,400	\$ 79,600
American Design Inc.	Valerio Dewalt Train Associates	Office Architectural Services/CD Production	\$ 638,735	\$ 275,048
Barrientos Design & Consulting Inc.	Kendall Heaton Associates	Van Buren Bridge Project	\$ 166,610	\$ 149,262
Con-Cor Co. Inc.	Giles Engineering Associates Inc.	Concrete Coring Services	\$ 79,043	\$ 79,043
Continuum Architects & Planners S.C.	Kendall Heaton Associates	Code Review and Permit Expediting Services	\$ 31,320	\$ 25,682
Continuum Architects & Planners S.C.	Kendall Heaton Associates	Old North Office Building Basement	\$ 97,265	\$ 81,703
Continuum Architects & Planners S.C.	Kendall Heaton Associates	South Office Building	\$ 15,979	\$ 4,325
Dakota Intertek Corp.	Giles Engineering Associates Inc.	Labor and Hand Augering Services	\$ 3,411	\$ 3,411
Fusion Integrated Solutions LLC	HMA Consultants Inc.	Construction Services	\$ 45,000	\$ 5,520
IBC Engineering Services Inc.	Alvine Engineering	MEP Engineering for Tower Center TI	\$ 495,760	\$ 395,760
IBC Engineering Services Inc.	Aquatic Design & Engineering Inc.	Electrical Engineering	\$ 33,275	\$ 27,675
IBC Engineering Services Inc.	Sebesta Blomberg & Associates	Mechanical and Electrical Commissioning Services	\$ 45,760	\$ 3,960
P.A. Roeper & Associates Inc.	Graef USA	Drafting Services	\$ 22,500	\$ 22,500
Prism Technical Management & Marketing Services LLC	Northwestern Mutual	HR Consultant	\$ 546,155	\$ 414,186
Quorum Architects Inc.	Kendall Heaton Associates	Graphics/Wayfinding Consultant	\$ 244,240	\$ 175,419
Quorum Architects Inc.	The Office of James Burnett	Associate Landscape Architects	\$ 218,230	\$ 119,042
Rinka Chung Architecture Inc.	BuroHappold Consulting Engineers PC	Solar Reflectivity Site Assessment	\$ 6,000	\$ 3,001
Rinka Chung Architecture Inc.	Kendall Heaton Associates	North Parking Garage	\$ 58,000	\$ 15,510
Rinka Chung Architecture Inc.	Valerio Dewalt Train Associates (VDTA)	Identity Center Café Architectural Services	\$ 64,450	\$ 9,500
Rinka Chung Architecture Inc.	Valerio Dewalt Train Associates (VDTA)	Credit Union Architectural Services	\$ 68,035	\$ 54,435
ZS LLC	Applied Technical Services Inc.	Façade Access Design Services	\$ 62,975	\$ 58,093
ZS LLC	Entuitive Corp.	Building Enclosure Sub-Consultant	\$ 42,950	\$ 16,020

(CONTINUED ON PAGE 19)

TABLE 3: SBE PROFESSIONAL SERVICES PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
ZS LLC	Kendall Heaton Associates	Structural Engineering	\$ 23,124	\$ 23,124
ZS LLC	Magnusson Klemencic Associates	Structural Engineering	\$ 215,500	\$ 215,375
ZS LLC	Northwestern Mutual	Laser Scanning Services	\$ 51,000	\$ 51,000
TOTAL SBE PROFESSIONAL SERVICES PROVIDER PARTICIPATION			\$ 3,434,350	\$ 2,357,827
% OF APPLICABLE PROFESSIONAL SERVICES CONTRACT VALUE AWARDED			34.7%	
% OF APPLICABLE PROFESSIONAL SERVICES PAYMENTS MADE				25.4%
TOTAL ADJUSTED APPLICABLE PROFESSIONAL SERVICES PROVIDER PARTICIPATION			\$ 9,907,493*	\$ 9,296,287*

*This total excludes contracts for specialty disciplines as well as those awarded prior to Dec. 1, 2012, including Kendall/Heaton Associates, Ring & DuChateau, Valerio Dewalt Train Associates and Pickard Chilton.



KMI CONSTRUCTION LLC

KMI Construction, launched in 2011, won the contract to install stone on the interior and exterior of The Tower and Commons. The masonry company's owner, Mary

Kinateder, says the experience has enabled her team to expand.

"We have 16 skilled workers as our regular crew, and half of these are new hires because of our Northwestern Mutual contract," she says. "Some of them were hired through the city of Milwaukee's Residents Preference Program, and the experience has been very positive."

While this is the largest project her company has worked on, Mary is confident in her team's abilities. "This is a complex project, but the craftsmen on this job are very good," she says.

Mary says she's grateful for the concerted effort Northwestern Mutual has made to pay its subcontractors in a timely fashion. "When you have a crew of 16 workers, it's very important to have your pay application paid timely," she says. "We're very happy."

TABLE 4: SBE CONSTRUCTION PROVIDERS

The visible creation of our Tower and Commons is in the capable hands of the construction contractors and subcontractors. They are responsible for preparing the construction site and erecting the building that

will change the shape of our Milwaukee skyline. For ease of reference, we have separated just the SBE construction providers listed in Table 2 and shown them here.

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Arrow-Crete Construction LLC	Globe Contractors Inc.	Concrete	\$ 104,987	\$ 104,987
Arteaga Construction Inc.	Veit & Co. Inc.	Crane	\$ 24,080	\$ 24,080
Arteaga Construction Inc.	Langer Roofing & Sheet Metal Inc.	Labor & Materials	\$ 1,322,538	\$ -
ASAP Fastening Systems Inc.	Construction Supply & Erection	Supplier of Various Fasteners	\$ 3,126	\$ 3,126
Autumn Trucking Inc.	Globe Contractors Inc.	Fuel	\$ 120,006	\$ 120,006
Autumn Trucking Inc.	Veit & Co. Inc.	Fuel and Oil	\$ 259,371	\$ 259,371
Autumn Trucking Inc.	Veit & Co. Inc.	Fuel and Oil	\$ 250,000	\$ 190,435
Belonger Corp. Inc.	Gilbane C.G. Schmidt Inc.	Interior Build Out HVAC	\$ 2,020,544	\$ -
Belonger Corp. Inc.	Gilbane C.G. Schmidt Inc.	Interior Plumbing Bid Package 22B	\$ 602,620	\$ -
B & D Contractors Inc.	Milwaukee Plate Glass Co.	Installation of Glass and Glazing	\$ 886,719	\$ -
Best Erectors Inc.	Grunau Co. Inc.	Installation/Erection	\$ 2,625,000	\$ 364,810
Best Erectors Inc.	Midwest Stairs & Iron Inc.	Miscellaneous Metals	\$ 1,083,597	\$ 402,264
Best Erectors Inc.	Klein-Dickert Milwaukee Inc.	Interior Glass	\$ 668,068	\$ -
BestEd Business	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 16,292	\$ 16,292
BMR Design Group Inc.	USA Fire Protection Inc.	Professional Services	\$ 203,309	\$ 152,127
Choice Construction Co. Inc.	C.G. Schmidt Inc.	Welded Wire Fabric Reinforcing	\$ 2,120,349	\$ 1,908,314
Choice Construction Co. Inc.	Ceco Concrete Construction	Rebar Installation	\$ 873,000	\$ 613,407
Choice Construction Co. Inc.	LeJeune Steel Co.	Steel Erection	\$ 7,180,000	\$ 5,427,300
Con-Cor Co. Inc.	C.G. Schmidt Inc.	Concrete Cutting	\$ 1,139	\$ 1,139
Con-Cor Co. Inc.	Globe Contractors Inc.	Sawing	\$ 14,011	\$ 14,011
Con-Cor Co. Inc.	Munson Inc.	Core-Drilling Floor	\$ 5,775	\$ 5,775
Con-Cor Co. Inc.	Staff Electric Co. Inc.	Labor and Material Coring	\$ 10,350	\$ 10,350
Con-Cor Co. Inc.	Veit & Co. Inc.	Saw Cutting	\$ 5,760	\$ 5,760

(CONTINUED ON PAGE 21)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Con-Cor Co. Inc.	Veit & Co. Inc.	Concrete Sawing	\$ 215,290	\$ 194,660
DAAR Engineering Inc.	LeJeune Steel Co.	Surveying	\$ 25,194	\$ 25,194
DAAR Engineering Inc.	Gilbane C.G. Schmidt Inc.	Site Survey	\$ 299,561	\$ 134,347
DAAR Engineering Inc.	Construction Supply & Erection	Survey Work	\$ 21,120	\$ 21,120
Dairyland Electric Co. Inc.	Grunau Co. Inc.	Plumbing Labor/Supplier	\$ 809,933	\$ 84,219
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Fire Alarm and AV Work	\$ 528,208	\$ -
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Structure Cabling	\$ 51,500	\$ -
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Electrical	\$ 306,320	\$ 306,320
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Switchgear	\$ 2,209	\$ 2,209
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Electrical	\$ 16,624	\$ 16,624
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Install and Furnish Fire Alarm Generator	\$ 3,764,373	\$ 198,538
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Install and Furnish Tie/Data	\$ 1,926,242	\$ -
Duwe Metal Products Inc.	Benson Industries Inc.	Shop and Field Labor and Miscellaneous Metals	\$ 15,867,515	\$ 226,387
Duwe Metal Products Inc.	Benson Industries Inc.	Interior	\$ 62,910	\$ -
Duwe Metal Products Inc.	C.G. Schmidt Inc.	Acoustic Screen Wall	\$ 60,304	\$ 60,304
Duwe Metal Products Inc.	Gilbane C.G. Schmidt Inc.	Install Miscellaneous Metals	\$ 83,113	\$ -
EKG Trucking LLC	Globe Contractors Inc.	Trucking and Permits	\$ 470,302	\$ 470,302
ER Abernathy Industrial Inc.	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 5,280	\$ 1,286
Equity Supply Group LLC	Sergenian's Floor Coverings Inc.	Material Supplier	\$ 743,337	\$ -
Equity Supply Group LLC	Thorne Associates Inc.	Framing and Drywall Materials	\$ 1,500,000	\$ 546,549
Greenfire Management Services LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 358,400	\$ 178,880
Hard Rock Sawing & Drilling Specialists Co.	Veit & Co. Inc.	Concrete Cutting	\$ 9,240	\$ 9,240
Hawk Construction LLC	C.G. Schmidt Inc.	Foundations and Helical Piers	\$ 27,929	\$ 27,929
Hawk Construction LLC	Veit & Co. Inc.	Hydro Excavation	\$ 30,426	\$ 30,426
Hetzel Tile & Marble Inc.	Gilbane C.G. Schmidt Inc.	Hard Tile/Interior Stone Installation	\$ 3,504,087	\$ 181,800
Hetzel Tile & Marble Inc.	Gilbane C.G. Schmidt Inc.	Supply and Install Hard Tile	\$ 253,640	\$ -
Hetzel-Sanfilippo Inc.	Central Ceiling Systems Inc.	Acoustical Ceilings	\$ 558,300	\$ -

(CONTINUED ON PAGE 22)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Hetzel-Sanfilippo Inc.	C.G. Schmidt Inc.	Sleeper Floor Carpentry Labor	\$ 408,054	\$ -
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Miscellaneous General Conditions	\$ 72,760	\$ 67,617
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Mock Up	\$ 464,989	\$ 429,554
Hetzel-Sanfilippo Inc.	Langer Roofing & Sheet Metal Inc.	Labor and Materials	\$ 65,000	\$ 65,000
Hetzel-Sanfilippo Inc.	Thorne Associates Inc.	Framing and Drywall	\$ 2,100,000	\$ 605,032
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Electrical Fixtures	\$ 30,602	\$ 30,602
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Medium Voltage	\$ 10,908	\$ 10,908
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Miscellaneous Materials	\$ 154,383	\$ 49,258
House of Stone Inc.	Structures Hardscapes Specialists	Masonry	\$ 461,420	\$ -
Hurt Electric Inc.	Johnson Controls Inc.	Controls Materials and Installation Labor	\$ 33,467	\$ -
Hurt Electric Inc.	Staff Electric Co. Inc.	Install and Furnish Distribution and UPS	\$ 5,252,288	\$ 3,528,116
Hurt Electric Inc.	Staff Electric Co. Inc.	Fixtures and Lamps	\$ 2,734,046	\$ -
HVA Products Inc.	Grunau Co. Inc.	Fuel Controls	\$ 19,250	\$ -
JCP Construction LLC	Gilbane C.G. Schmidt Inc.	Foundation Waterproofing	\$ 3,605,835	\$ 2,465,528
JCP Construction LLC	Glenn Rieder Inc.	Installation Services	\$ 360,380	\$ -
JCP Construction LLC	Thorne Associates Inc.	Framing/Drywall/Labor	\$ 2,100,000	\$ 385,280
KMI Construction LLC	C.G. Schmidt Inc.	Masonry	\$ 4,150	\$ 4,150
KMI Construction LLC	Gilbane C.G. Schmidt Inc.	Masonry	\$ 7,392,122	\$ 1,446,802
Marek Landscaping LLC	Veit & Co. Inc.	Erosion Control	\$ 49,352	\$ 49,352
McDowell Construction Corp.	Globe Contractors Inc.	Asphalt	\$ 98,658	\$ 98,658
McDowell Construction Corp.	Veit & Co. Inc.	Fencing	\$ 77,423	\$ 77,423
McKinley's Corp.	Grunau Co. Inc.	HVAC Demolition	\$ 16,400	\$ 16,400
Metropolitan Services Inc.	Globe Contractors Inc.	Traffic Control	\$ 151,998	\$ 151,998
Milwaukee Metal Products Co.	Benson Industries Inc.	Fabricators of Embeds and Miscellaneous Metals	\$ 893,167	\$ 893,167
Milwaukee Metal Products Co.	Terra Engineering & Construction Corp.	Tieback Bearing Plates	\$ 4,692	\$ 4,692
Natural Athletic Turf LLC	Stano Landscaping	Hardscape Restoration	\$ 50,850	\$ 50,850
Nuvo Construction Co. Inc.	C.G. Schmidt Inc.	Concrete	\$ 3,100,000	\$ 2,897,090

(CONTINUED ON PAGE 23)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
Nuvo Construction Co. Inc.	Terra Engineering & Construction Corp.	Bulk Cement	\$ 128,824	\$ 128,824
P.L. Freeman Co.	Grunau Co. Inc.	HVAC and Plumbing Labor/Supplier	\$ 6,186,759	\$ 3,279,572
P.L. Freeman Co.	Langer Roofing & Sheet Metal Inc.	Roofing	\$ 136,500	\$ -
P.L. Freeman Co.	Terra Engineering & Construction Corp.	Wales	\$ 104,848	\$ 104,848
Price & Sons Inc.	USA Fire Protection Inc.	Material Supplier	\$ 21,262	\$ -
Price & Sons Inc.	Staff Electric Co. Inc.	Miscellaneous Supplier	\$ 2,133,120	\$ 569,716
Rams Contracting Ltd.	Veit & Co. Inc.	Trucking	\$ 12,513	\$ 12,513
Rockwell Mechanical LLC	Grunau Co. Inc.	HVAC Labor/Supplier	\$ 4,865,885	\$ 1,646,828
Rockwell Mechanical LLC	J.F Ahern Co.	Chiller Procurement/Installation	\$ 418,380	\$ 418,380
Security Office Services Inc.	Gilbane C.G. Schmidt Inc.	Site Security	\$ 195,000	\$ 135,264
Sonag Ready Mix LLC	C.G. Schmidt Inc.	CIP Concrete	\$ 20,846	\$ 20,846
Sonag Ready Mix LLC	Ceco Concrete Construction	Concrete Material	\$ 980,000	\$ 652,579
Sonag Ready Mix LLC	Common Links Construction LLC	Metal Framing, Drywall and Taping	\$ 1,017,580	\$ -
Spann & Associates LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 238,555	\$ 208,959
Thomas A. Mason Co. Inc.	G3 Technologies Inc.	Floor Installation	\$ 1,485,933	\$ -
Thomas A. Mason Co. Inc.	Gilbane C.G. Schmidt Inc.	Soft Flooring	\$ 1,952,941	\$ -
Thomas A. Mason Co. Inc.	Thorne Associates Inc.	Taping Labor	\$ 2,100,000	\$ 5,942
Thomas A. Mason Co. Inc.	All-Tech Decorating Co.	Painting	\$ 805,040	\$ 4,752.00
Thomas A. Mason Co. Inc.	All-Tech Decorating Co.	Painting	\$ 256,131	\$ -
Tremmel-Anderson Trucking LLC	New Berlin Grading Inc.	Earthwork	\$ 6,025	\$ 6,025
Tremmel-Anderson Trucking LLC	Veit & Co. Inc.	Trucking	\$ 228,546	\$ 228,546
Valente Transport Inc.	Veit & Co. Inc.	Trucking	\$ 760,581	\$ 760,581
Valente Transport Inc.	Veit & Co. Inc.	Trucking/Disposal	\$ 828,802	\$ 828,802
Vizcaino's Trucking LLC	Globe Contractors Inc.	Trucking	\$ 127,324	\$ 127,324
Vizcaino's Trucking LLC	Veit & Co. Inc.	Trucking	\$ 20,164	\$ 20,164
Vizcaino's Trucking LLC	Veit & Co. Inc.	Trucking	\$ 267,734	\$ 267,734
ZS LLC	Gilbane C.G. Schmidt Inc.	Engineering Services	\$ 43,200	\$ 43,040

(CONTINUED ON PAGE 24)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/2015
ZS LLC	Novum Structures LLC	Laser Scanning Services	\$ 5,470	\$ 5,470
TO BE DETERMINED	TO BE DETERMINED	TO BE DETERMINED	\$ 4,160,840*	\$ -
TOTAL SBE CONSTRUCTION PROVIDER PARTICIPATION			\$ 111,122,992	\$ 35,144,073
% OF APPLICABLE CONSTRUCTION CONTRACT VALUE AWARDED			28.1%	
% OF APPLICABLE CONSTRUCTION PAYMENTS MADE				23.7%
TOTAL ADJUSTED CONSTRUCTION PROVIDER PARTICIPATION			\$ 395,386,428	\$ 148,587,080

* Prime contractors and subcontractors have been awarded contracts that include \$4.16 million for SBEs yet to be named.

SECTION 4

RESIDENTS PREFERENCE PROGRAM

We are committed to improving the lives of families in Southeastern Wisconsin.

Residents Preference Program Participation

The City of Milwaukee Residents Preference Program connects unemployed or underemployed residents with good-paying jobs. Northwestern Mutual has committed to improving the lives of families in

southeastern Wisconsin through its employee volunteer efforts and Northwestern Mutual Foundation giving. Our participation in RPP is just another example of our leadership in strengthening our hometown community.

TABLE 5: RPP PARTICIPATION LEVEL

Start of Project through Dec. 31, 2015

TOTAL CONSTRUCTION HOURS		527,148	
	GOAL	ACTUAL	STATUS
RPP Participation Percentage	40.0%	44.3%	+ 4.3
RPP Construction Hours	210,859	233,330	+22,470



CONTRACT HOURS WORKED

RPP construction hours worked represent 44.3% of all construction hours through Dec. 31, 2015.

RPP participation is 22,470 hours, or 4.3 percentage points, ahead of goal.

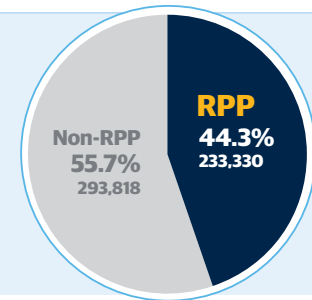


TABLE 6: RPP PARTICIPATION – EXCLUDING NON-WISCONSIN RESIDENTS

Start of Project through Dec. 31, 2015

TOTAL CONSTRUCTION HOURS WORKED		527,148	
Less Hours Worked by Non-Wisconsin Residents			(41,949)
Construction Hours Worked by Wisconsin Residents Only			485,199
RPP Construction Hours			233,330
RPP Participation Percentage (excluding non-Wisconsin residents)			48.1%

If the number of non-Wisconsin resident hours is subtracted from the total number of hours worked, RPP participation increases to 48.1 percent. While we are reporting 44.3 percent participation for the third quarter of 2015, 48.1 percent aligns with the City's requirement.

Milwaukee Code of Ordinances (MCO) Section 355-7(1)(a) notes that for the purpose of calculating RPP participation "... 'worker hours'... excludes the number of hours of work performed by all non-Wisconsin residents."

Numerical data presented in separate tables may differ slightly due to rounding.

TABLE 7: RPP PARTICIPATION BY CONTRACTOR

CONTRACTOR	TRADE	ON-SITE CONSTRUCTION HOURS THROUGH 12/31/2015			
		Projected RPP%	Total Hours	RPP Hours	RPP%
All-Tech Decorating Co.	Painting	40.0%	135.5	0.0	0.0%
APW	Acoustic Screen Wall	40.0%	387.8	169.8	43.8%
Arrow-Crete Construction LLC	Concrete	66.7%	513.8	249.5	48.6%
Arteaga Construction Inc.	Crane Rental	0.0%	8.0	8.0	100.0%
Arteaga Construction Inc.	Crane Rental	0.0%	409.0	277.0	67.7%
Best Erectors Inc.	Ironwork	0.0%	2,881.8	1,901.3	66.0%
Best Erectors Inc.	Miscellaneous Metals	0.0%	4,742.8	2,381.5	50.2%
Black Sand Trucking	Trucking	0.0%	36.5	0.0	0.0%
Bohmann & Vick Inc.	Plumbing	39.3%	1,557.5	443.5	28.5%
Brand Energy Services	Specialty Services	0.0%	4,304.0	1,489.0	34.6%
Budnik & Sons Inc.	Trucking	0.0%	318.8	0.0	0.0%
C. LaShell Trucking	Trucking	0.0%	23.8	0.0	0.0%
C. LaShell Trucking	Trucking	0.0%	29.0	0.0	0.0%
C.G. Schmidt Inc.	General Contractors/Demo	20.0%	1,048.0	457.5	43.7%
C.G. Schmidt Inc.	Site Concrete	40.0%	61,721.0	29,610.0	48.0%
C.G. Schmidt Inc.	Carpentry	40.0%	519.0	273.5	52.7%
Ceco Concrete Construction LLC	Concrete Area D Core	40.0%	24,968.5	4,768.0	19.1%
Central Ceiling Systems Inc.	Labor and Materials for ACT	40.0%	12.0	0.0	0.0%
Central Ceiling Systems Inc.	Tile Setter	40.0%	32.5	0.0	0.0%
Chenery Brothers Inc.	Waterproofing	0.0%	69.0	0.0	0.0%
Chilstrom Erecting Corp.	CIP Concrete	0.0%	61.0	54.5	89.3%
Chilstrom Erecting Corp.	Erecting	0.0%	44.0	16.0	36.4%
Choice Construction Co. Inc.	Rebar Installation	40.0%	14,710.5	6,325.0	43.0%
Choice Construction Co. Inc.	Steel Erection	42.0%	24,432.0	3,922.3	16.1%
Choice Construction Co. Inc.	Welded Wire Fabric Reinforcing	40.0%	23,723.0	10,240.0	43.2%
Clean Cut Tree Service Inc.	Landscaping	0.0%	64.0	0.0	0.0%
Cleveland Marble Co.	Stone Installation	40.0%	1,584.5	0.0	0.0%
Con-Cor Co. Inc.	Sawing	0.0%	23.3	0.0	0.0%
Con-Cor Co. Inc.	Sawing	50.0%	43.8	27.3	62.3%
Con-Cor Co. Inc.	Labor and Material Coring	0.0%	71.5	0.0	0.0%
Construction Supply & Erection	Steel Erection	38.8%	36,974.5	11,393.5	30.8%
Dairyland Electric Co. Inc.	Electrical	100.0%	233.0	233.0	100.0%
Dairyland Electric Co. Inc.	Electrical	0.0%	464.0	464.0	100.0%

(CONTINUED ON PAGE 28)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ON-SITE CONSTRUCTION HOURS THROUGH 12/31/2015			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Dairyland Electric Co. Inc.	Electrical	0.0%	1,643.0	1,033.0	62.9%
Dairyland Electric Co. Inc.	Electrical	0.0%	3,197.0	2,620.0	82.0%
Daniels Inc.	Trucking	0.0%	7.3	0.0	0.0%
Dnesco Electric Inc.	Electrical	0.0%	110.0	0.0	0.0%
Doral Corp.	Industrial Fabrication, Machinery Moving and Rigging	0.0%	538.0	0.0	0.0%
Duwe Metal Products Inc.	Acoustic Screen Wall	0.0%	16.0	0.0	0.0%
Duwe Metal Products Inc.	Mock Up	0.0%	47.5	0.0	0.0%
Duwe Metal Products Inc.	Site Installation Labor	0.0%	9,077.8	3,886.3	42.8%
EKG Trucking LLC	Trucking and Permits	70.0%	1,807.5	1,807.5	100.0%
Elite Environmental Service	Tank Cleaning	0.0%	12.3	0.0	0.0%
Faust Co. Inc.	Utility Disconnects	0.0%	118.0	36.0	30.5%
Flores Contracting	Erosion Control	0.0%	10.0	0.0	0.0%
Gilbane C.G. Schmidt Inc.	General Contractors	40.2%	22,254.0	9,278.0	41.7%
Globe Contractors Inc.	General Contractors	15.0%	4,997.5	1,672.0	33.5%
Gorman & Son Inc.	Trucking	0.0%	100.0	0.0	0.0%
Greg Rouse Trucking	Trucking	0.0%	528.8	409.3	77.4%
Greg Rouse Trucking	Trucking	0.0%	443.8	379.3	85.5%
GRO Horticultural Enterprises	Landscaping	0.0%	182.3	0.0	0.0%
Grunau Co. Inc.	Plumbing	40.0%	55,675.8	22,801.0	41.0%
Grunau Co. Inc.	Plumbing	40.0%	117.0	0.0	0.0%
Hawk Construction LLC	Foundations and Helical Piers	0.0%	161.8	0.0	0.0%
Hetzel Tile & Marble Inc.	Hard Tile/Interior Stone Installation	0.0%	5.5	0.0	0.0%
Hetzel Tile & Marble Inc.	Tile Setter	0.0%	122.0	0.0	0.0%
Hetzel-Sanfilippo Inc.	Framing and Drywall	48.3%	6,986.5	2,679.0	38.3%
Hetzel-Sanfilippo Inc.	Miscellaneous General Conditions	33.3%	641.0	203.5	31.7%
Hetzel-Sanfilippo Inc.	Mock Up	42.6%	1,000.5	470.5	47.0%
Hetzel-Sanfilippo Inc.	Carpentry	40.0%	792.0	270.0	34.1%
High Voltage Maintenance	Electrical	0.0%	73.5	0.0	0.0%
Hurt Electric Inc.	Electrical	0.0%	4,005.3	2,703.8	67.5%
Insulation Industries Inc.	HVAC Labor/Material	0.0%	4,359.5	1,757.0	40.3%
Integrity Environmental	Asbestos Abatement	80.9%	2,544.5	2,397.5	94.2%
J & J Contracting LLC	Waste Removal	40.0%	683.0	451.0	66.0%

(CONTINUED ON PAGE 29)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 12/31/2015			
		Projected RPP%	Total Hours	RPP Hours	RPP%
J.F. Ahern Co.	Mechanical/Plumbing	40.9%	2,614.7	722.5	27.6%
J.T. Farina Enterprises LLC	Trucking	0.0%	733.3	395.5	53.9%
J.T. Farina Enterprises LLC	Trucking	0.0%	666.0	402.5	60.4%
JCP Construction LLC	Foundation Waterproofing	42.1%	3,321.0	3,225.3	97.1%
JCP Construction LLC	Carpentry	0.0%	5,303.0	2,812.5	53.0%
JCP Construction LLC	Kitchen Equipment Install	0.0%	110.0	88.0	80.0%
Kay & Sons LLC	Carpentry	40.0%	22.0	0.0	0.0%
KMI Construction LLC	Masonry	40.0%	10,660.0	3,490.5	32.7%
KMI Construction LLC	Masonry	40.0%	52.0	0.0	0.0%
Langer Roofing & Sheet Metal Inc.	Roofing	40.0%	1,982.5	454.8	22.9%
M. Peters Trucking Inc.	Trucking	0.0%	162.5	0.0	0.0%
Marek Landscaping LLC	Erosion Control	44.6%	22.5	0.0	0.0%
Marshall Erecting Inc.	Electrical	0.0%	71.0	19.5	27.5%
McDowell Construction Corp.	Asphalt	66.7%	370.0	260.0	70.3%
McDowell Construction Corp.	Fencing	0.0%	196.0	177.0	90.3%
McKinley's Corp.	HVAC Demolition	0.0%	222.0	171.0	77.0%
Midwest Drilled Foundations & Engineering Inc.	Helical Piers	50.0%	242.0	118.5	49.0%
Midwest Stairs and Iron Inc.	Roofing	50.0%	453.0	0.0	0.0%
Mittelstadt LLC	Trucking	0.0%	13.5	0.0	0.0%
Morrow Equipment Co.	Millwright	0.0%	250.8	0.0	0.0%
Munson Inc.	Fencing	40.2%	622.5	99.3	16.0%
Munson Inc.	Fencing	40.0%	69.0	0.0	0.0%
Natural Athletic Turf LLC	Hardscape Restoration	45.6%	438.3	94.3	21.5%
New Berlin Grading Inc.	Excavating	50.0%	181.5	89.5	49.3%
Northway Fencing Inc.	Fencing	0.0%	24.0	16.0	66.7%
P. J. Trucking Inc.	Trucking	0.0%	8.3	0.0	0.0%
P.L. Freeman Co.	HVAC Labor/Material	0.0%	355.0	243.0	68.5%
P.L. Freeman Co.	HVAC Labor/Material	0.0%	189.0	189.0	100.0%
Precise Excavating LLC	Excavating	0.0%	110.0	0.0	0.0%
Rams Contracting Ltd.	Trucking	0.0%	172.8	126.3	73.1%
Renegade Trucking LLC	Trucking	0.0%	489.8	489.8	100.0%
Renegade Trucking LLC	Trucking	0.0%	528.0	484.8	91.8%
Reynolds Rigging & Crane Service Inc.	Crane Rental	0.0%	1,808.9	0.0	0.0%

(CONTINUED ON PAGE 30)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 12/31/2015			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Reynolds Rigging & Crane Service Inc.	Millwright	0.0%	224.5	0.0	0.0%
Reynolds Rigging & Crane Service Inc.	Crane Rental	0.0%	206.5	0.0	0.0%
Rockwell Mechanical LLC	HVAC Supplier/Labor	0.0%	1,653.0	1,653.0	100.0%
Rockwell Mechanical LLC	Chiller Procurement/ Installation	0.0%	119.0	119.0	100.0%
S.J. Stanley Trucking Inc.	Trucking	0.0%	317.5	18.5	5.8%
Schlarb Contractors	Trucking	0.0%	2,021.3	530.3	26.2%
Schlarb Contractors	Trucking	0.0%	4,306.5	1,239.8	28.8%
Security Officer Services Inc.	Site Security	40.0%	8,274.8	7,823.8	94.5%
Smithsonian Materials	Trucking	0.0%	14.0	14.0	100.0%
Smithsonian Materials	Trucking	0.0%	80.8	80.8	100.0%
Staff Electric Co. Inc.	Electrical	40.8%	5,038.5	2,072.0	41.1%
Staff Electric Co. Inc.	Electrical	70.5%	727.0	331.5	45.6%
Staff Electric Co. Inc.	Electrical	50.0%	68.5	68.5	100.0%
Staff Electric Co. Inc.	Electrical	50.0%	29,787.8	19,112.3	64.2%
Stano Landscaping	Hardscape Restoration	0.0%	20.3	0.0	0.0%
State Painting Co.	Painting	0.0%	160.0	0.0	0.0%
Still Trucking	Trucking	0.0%	90.3	0.0	0.0%
Terra Engineering & Construction Corp.	Sheeting	0.0%	14,437.5	2,159.0	15.0%
Thomas A. Mason Co. Inc.	Taping	0.0%	30.5	8.0	26.2%
Thomas A. Mason Co. Inc.	Painting	0.0%	16.0	16.0	100.0%
Thomas A. Mason Co. Inc.	Taping	0.0%	320.0	218.0	68.1%
Thorne Associates Inc.	Drywall	29.6%	4,786.5	0.0	0.0%
Titan Building Co.	Carpentry	0.0%	551.0	130.5	23.7%
Tom's Truck Service	Trucking	0.0%	306.3	306.3	100.0%
Tom's Truck Service	Trucking	0.0%	205.5	205.5	100.0%
Treescaping Inc.	Landscaping	0.0%	8.8	0.0	0.0%
Tremmel-Anderson Trucking LLC	Trucking	0.0%	2,044.3	799.8	39.1%
Triada Employment Services LLC	Assembly Work	0.0%	17,992.6	17,512.9	97.3%
United Steel Works Inc.	Specialty Glazing in the Atrium	0.0%	2,609.0	1,682.0	64.5%
USA Fire Protection Inc.	Fire Protection	40.0%	4,313.0	1,384.5	32.1%
Valente Transport Inc.	Trucking	42.4%	466.8	154.5	33.1%
Valente Transport Inc.	Trucking/Disposal	0.0%	838.3	630.8	75.2%
Vandalae Services Inc.	Trucking	0.0%	43.0	0.0	0.0%

(CONTINUED ON PAGE 31)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 12/31/2015			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Veit & Co. Inc.	Earthwork	39.3%	25,561.3	14,050.0	55.0%
Veit & Co. Inc.	General Contractors	40.0%	29,679.5	13,812.5	46.5%
Veteran's Truck Line Inc.	Trucking	0.0%	63.0	0.0	0.0%
Vizcaino's Trucking LLC	Trucking	90.0%	1,063.5	1,000.8	94.1%
Weyker Excavating LLC	Trucking	0.0%	23.5	0.0	0.0%
Wilkin Insulation Co.	Fireproofing	30.0%	7,390.5	2,467.5	33.4%
Zien Inc.	Mechanical	0.0%	418.0	0.0	0.0%
PROJECT TOTALS		40.0%	527,148.0	233,329.5	44.3%

When **Loren Johnson** moved to Milwaukee from Chicago in 2005, he was unable to transfer his carpenter's union membership. Unable to find work in the industry, he worked a variety of other jobs. After being laid off last year, he connected with WRTP/BIG STEP and attained his Residents Preference Program certification to work on The Tower and Commons. Loren now supervises 10 other workers in the pre-assembly processing area at Duwe Metals' and Benson Industries' curtain wall operation.

"I have learned so much with this opportunity," Loren says. "It will take about five more years, but I hope to eventually join the glaziers union."

In addition to learning the glazier trade, Loren has received certification in fork lifting and learned a lot about different types of machinery. These skills will help him find future employment after the curtain wall project is finished. When he moves on, he will take with him a sense of pride.

"I can look at this now and say I am a part of something in Milwaukee."



TABLE 8: RPP PARTICIPATION BY TRADE

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/15
Asbestos Abatement Worker (14)	7	53204	945.0
	6	53215	1,145.5
	1	53234	307.0
Bricklayer (8)	1	53204	82.5
	1	53208	237.0
	1	53210	23.0
	1	53213	371.5
	3	53218	1,512.0
	1	53223	512.0
Carpenter & Soft Floor Layer (54)	1	53202	1,364.5
	1	53204	1,114.8
	3	53206	1,652.0
	1	53207	95.5
	4	53208	1,408.5
	3	53209	137.5
	1	53210	80.0
	2	53211	409.5
	2	53212	1,584.5
	1	53213	2,010.5
	1	53214	1,734.5
	6	53215	3,537.3
	3	53216	733.0
	4	53218	1,064.0
	1	53219	843.5
	6	53221	3,379.0
	4	53222	2,583.5
	1	53223	2,352.0
	3	53224	3,643.5
3	53225	862.5	
1	53227	1,697.5	
2	53233	1,134.0	
Cement Mason/Concrete Finisher (13)	1	53205	1,501.0
	2	53206	174.5
	2	53207	349.5
	1	53209	1,339.0

(CONTINUED ON PAGE 33)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/15
	1	53215	97.5
	3	53219	1,895.5
	1	53222	118.5
	1	53223	165.0
	1	53224	1,469.5
Drywall Taper or Finisher (6)	1	53202	22.0
	1	53204	92.0
	1	53206	95.0
	1	53208	30.0
	2	53215	428.0
Electrician (38)	1	53202	2,501.3
	1	53204	123.0
	1	53205	511.0
	1	53206	624.0
	4	53207	1,706.8
	3	53208	1,452.0
	2	53209	685.5
	3	53210	1,279.3
	1	53212	57.0
	2	53215	860.5
	4	53216	3,047.0
	4	53218	2,327.0
	3	53219	2,916.5
	3	53220	3,796.0
	3	53221	3,827.8
	1	53222	819.0
	1	53225	728.5
Fence Erector (4)	2	53204	102.5
	1	53218	99.3
	1	53220	90.5
General Laborer (125)	1	53202	9.0
	12	53204	2,398.0
	4	53205	1,597.5
	8	53206	2,462.6
	9	53207	3,526.0

(CONTINUED ON PAGE 34)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/15
	2	53208	771.5
	9	53209	6,481.3
	2	53210	1,036.8
	3	53211	987.0
	11	53212	5,640.8
	2	53213	1,312.0
	1	53214	125.0
	7	53215	2,695.5
	13	53216	6,616.0
	12	53218	3,310.0
	5	53219	4,100.5
	2	53220	777.5
	4	53221	6,093.8
	4	53222	1,044.0
	3	53224	2,005.3
	9	53225	3,815.8
	1	53228	944.5
	1	53233	70.0
Glazier (1)	1	53233	94.0
Heat or Frost Insulator (5)	2	53204	1,018.0
	1	53213	149.0
	1	53216	302.5
	1	53221	287.5
Heavy Equipment Operator (15)	2	53207	371.0
	1	53209	16.0
	2	53211	2,734.5
	2	53212	449.0
	1	53215	980.5
	1	53218	850.0
	2	53219	2,330.0
	2	53222	652.0
	1	53224	189.5
	1	53225	3,090.5
Ironworker (58)	1	53202	128.5
	4	53204	3,372.8

(CONTINUED ON PAGE 35)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/15
	2	53205	112.5
	5	53206	3,313.0
	3	53207	1,169.0
	4	53208	2,693.8
	4	53209	3,111.0
	2	53210	983.5
	2	53211	1,295.8
	1	53212	354.0
	1	53213	781.0
	6	53215	5,092.5
	1	53216	57.0
	3	53218	2,946.8
	4	53219	5,005.8
	3	53220	1,596.0
	3	53221	2,547.0
	1	53222	1,931.0
	1	53223	102.0
	5	53225	3,522.0
	1	53228	260.5
	1	53233	1,352.5
Landscaper (1)	1	53204	94.3
Painter/Sprayer (2)	1	53214	8.0
	1	53216	16.0
Pipefitter (3)	1	53207	54.5
	1	53216	586.0
	1	53225	16.0
Plasterer (1)	1	53225	790.0
Plumber (13)	1	53204	1,321.8
	1	53208	661.0
	1	53209	533.0
	1	53211	907.5
	1	53212	771.0
	2	53215	574.3
	1	53216	256.0
	1	53220	36.0

(CONTINUED ON PAGE 36)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/15
	1	53222	664.5
	1	53224	405.0
	2	53225	819.3
Roofer (5)	1	53207	240.5
	1	53223	157.5
	1	53224	30.0
	1	53225	44.0
	1	53228	159.0
Security (12)	1	53206	596.3
	2	53208	2,308.0
	1	53212	1,246.8
	1	53215	1,163.0
	4	53216	1,674.3
	1	53218	25.0
	2	53225	810.5
Sheet Metal Worker (17)	1	53202	9.0
	3	53207	1,012.8
	1	53210	170.0
	2	53212	534.5
	2	53215	630.5
	3	53218	986.5
	1	53220	806.0
	1	53222	1,278.0
	1	53224	413.0
	2	53227	1,666.5
Sprinkler Fitter (2)	1	53208	753.0
	1	53220	631.5
Steamfitter (19)	1	53204	965.5
	3	53207	2,156.5
	1	53212	437.0
	1	53213	1,432.8
	2	53214	1,128.0
	1	53215	1,043.5
	1	53218	363.0
	2	53219	875.0

(CONTINUED ON PAGE 37)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/15
	2	53221	290.0
	1	53222	97.0
	1	53224	424.0
	2	53225	1,245.5
	1	53228	243.0
Technician (2)	1	53204	77.0
	1	53212	266.0
Truck Driver (49)	2	53204	72.3
	2	53207	422.0
	3	53209	180.0
	2	53210	283.8
	2	53214	92.0
	14	53215	2,887.0
	2	53218	422.8
	5	53219	1,822.8
	7	53221	603.5
	2	53222	281.8
	6	53223	1,800.0
	2	53224	607.8
TOTAL	467*		233,329.4

*BECAUSE WORKERS MAY WORK IN MORE THAN ONE TRADE, THE TOTAL NUMBER LISTED HERE IS HIGHER THAN THE ACTUAL NUMBER. THE CONFIRMED NUMBER OF WORKERS EMPLOYED THROUGH THE RESIDENTS PREFERENCE PROGRAM IS 451.



Latisha Jenkins was working a lower-paying job in health care when someone suggested she get into the training program at WRTP/ BIG STEP to learn construction. "I thought at my age and as a woman this would not be possible," she says. But it was.

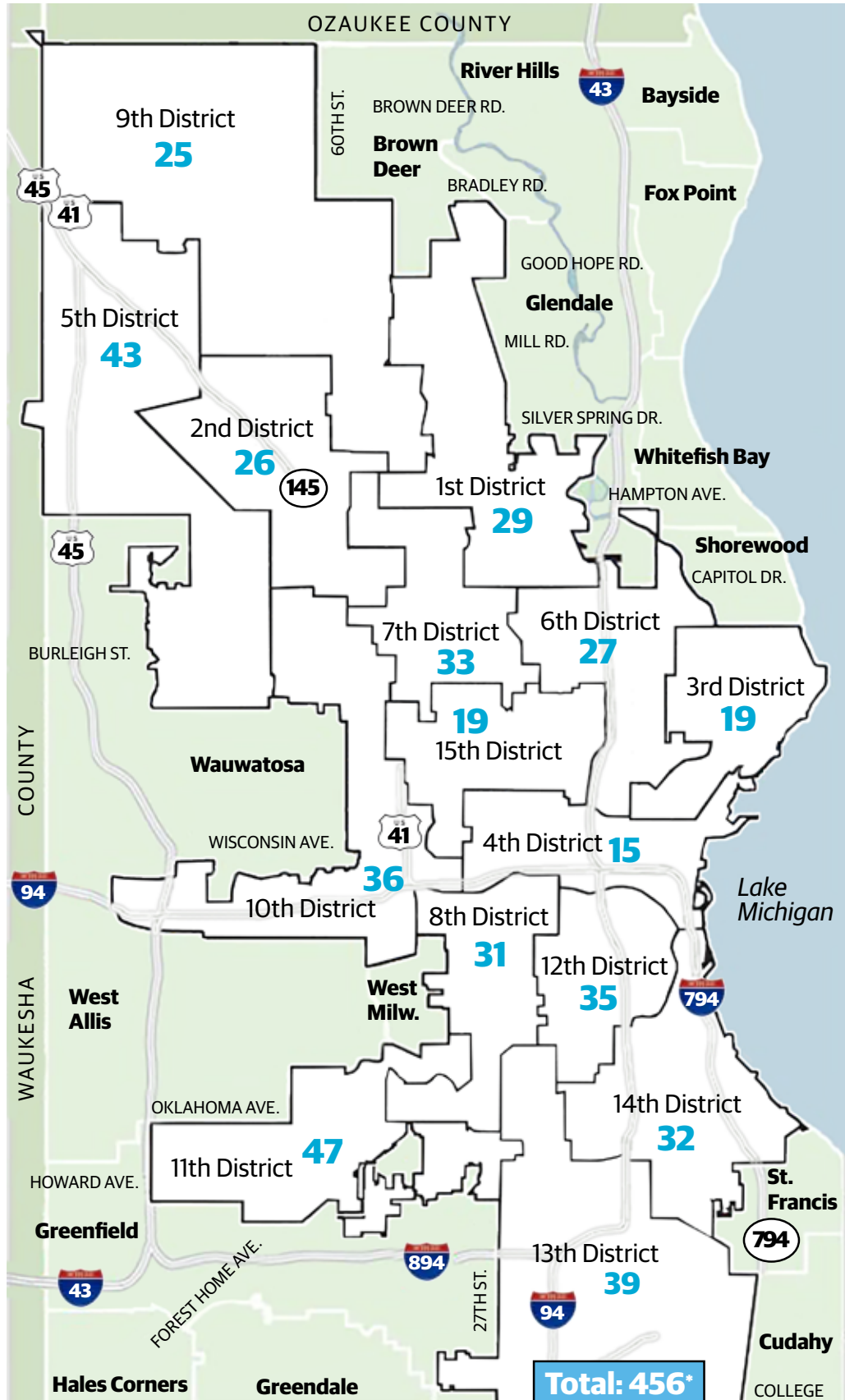
She was accepted into the WRTP program, trained by BIG STEP and certified by the city's Residents Preference Program last year. Now she's working for Duwe Metals at the Benson Industries curtain wall plant at Century City, caulking and sealing

glass window panels. She's earning more and working in a job that gives her greater confidence.

"I am now a part of something big," she says, "and I will continue to grow and grow in this industry. We work together here like family, and that also helps you grow and want to learn more."

Latisha is currently being tutored by BIG STEP to take the glazier apprentice test, and she hopes to continue working in the industry after the curtain wall is finished.

DISTRIBUTION OF RPP-CERTIFIED WORKERS BY MILWAUKEE ALDERMANIC DISTRICT AS OF DEC. 31, 2015



*THE CONFIRMED NUMBER OF WORKERS EMPLOYED THROUGH THE RESIDENTS PREFERENCE PROGRAM IS 451. WORKERS WHO MOVED DURING THE PROJECT MAY INADVERTENTLY BE COUNTED IN MORE THAN ONE DISTRICT.

SECTION 5

APPRENTICESHIP PROGRAM

We are committed to helping Milwaukee residents get a jump-start in their careers.

Apprenticeship Participation

Northwestern Mutual includes apprenticeship requirements in its construction contracts. Apprenticeships combine classroom instruction with on-the-job learning while working on construction projects under the supervision of experienced journey workers. The availability of construction apprenticeships varies by trade, employer and market fluctuations.

Contractors on The Tower and Commons project are asked to maximize the number of apprentices utilized in accordance with guidelines issued by the Wisconsin Department of Workforce Development. The table below includes only those trades considered apprenticeable in the state of Wisconsin.

TABLE 9: APPRENTICESHIP STATUS

TRADE	JOURNEYMEN	APPRENTICES	UNION LOCAL NO.
Bricklayer	26	4	8
Carpenter and Soft Floor Layer	212	13	161
Cement Mason/Concrete Finisher	34	7	599
Drywall Taper or Finisher	13	0	7
Electrician	92	11	494
General Laborer	298	10	113
Glazier	4	0	1204
Heat or Frost Insulator	15	5	19
Heavy Equipment Operator	120	11	139
Ironworker	210	43	8
Millwright	8	2	1056
Painter/Sprayer	7	0	7
Piledriver	7	0	2337
Pipefitter	17	6	183
Plasterer	10	0	599
Plumber	43	10	75
Roofer	20	0	65
Sheet Metal Worker	56	7	18
Sprinkler Fitter	13	1	183
Steamfitter	40	8	601
Tile Layer	7	2	5
Tuck Pointers	5	0	599
TOTALS	1,257	140	

* Journeymen sometimes work in more than one trade.

