

THE NORTHWESTERN MUTUAL TOWER AND COMMONS

SBE AND RPP PARTICIPATION THROUGH
SEPT. 30, 2015

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

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ON THE COVER:

MELISSA EMERSON-FROEBE became a journeyman in October after working with Choice Construction for five months as an RPP iron worker. Her job duties include rod busting and reinforcing concrete. The day we took her picture, she was securing metal rods on the 12th floor of The Tower.

"Living in Milwaukee and working on projects in my city is a great thing to share. I take a lot of pride in it," she said. "I never had this type of feeling

until I was in construction. It is a brother/sisterhood type of industry."

Melissa moved to Milwaukee in 2006 and attended MATC to learn welding. She believes training and mentoring are important for women. "I'd like to see training for women improved because this type of work is brand new for some of us. Mentoring is a big part of it. I have mentors from the 70s that have paved my way, and this has helped me tremendously."



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 \$105.9 million in contracts and commitments, or 31.8 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 44.2 percent of the construction hours on the project to date.

Northwestern Mutual is committed to Milwaukee's success.

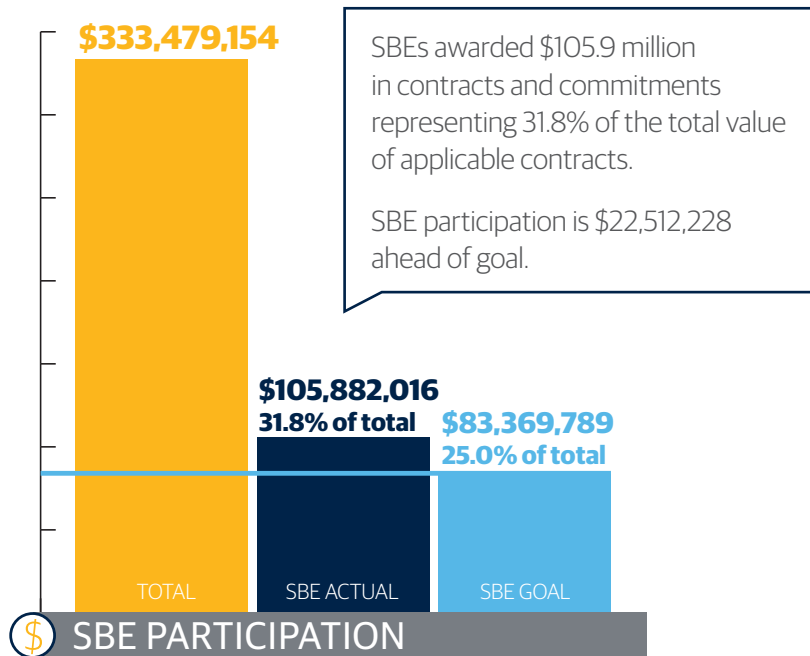
Whether it's our promise to keep or add 3,000 good-paying jobs at our downtown headquarters; the millions of dollars in philanthropic donations we make in the area; our partnerships in the Amani, Metcalfe Park and Muskego Way neighborhoods; or working hard to make sure local small businesses get the 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).

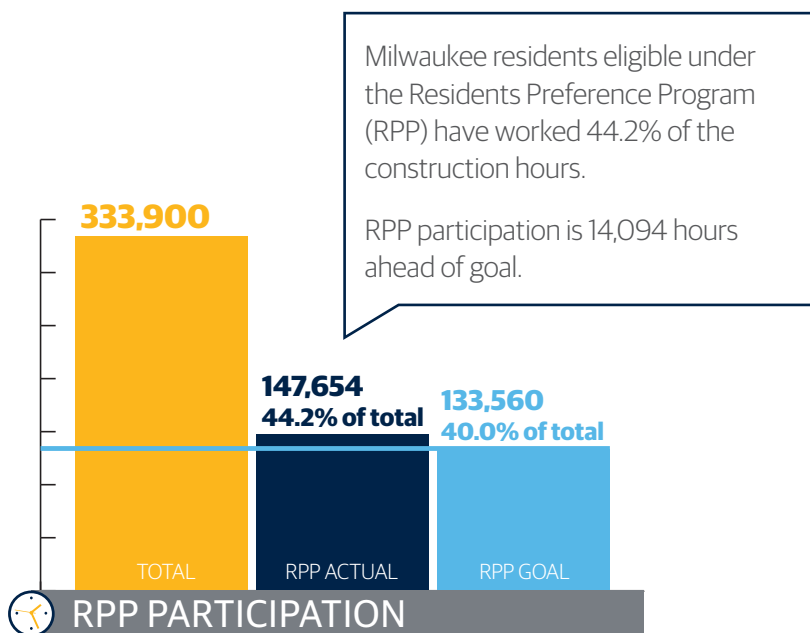
Recognizing that each quarter along the way we may be somewhat above or below the ultimate goal, we are pleased to report that we are ahead of these goals as of Sept. 30, 2015.

Northwestern Mutual Tower and Commons Construction

Start of Project through Sept. 30, 2015



Dollar Value of Applicable Contracts Awarded



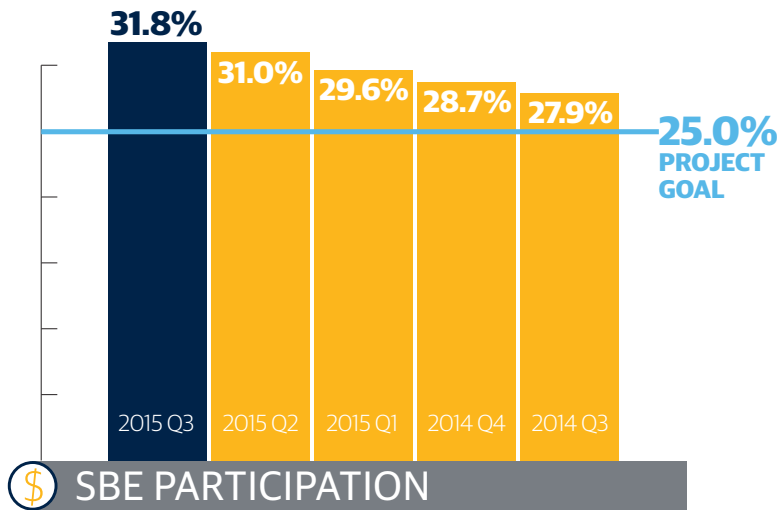
Construction Hours Worked

PROJECT HIGHLIGHTS

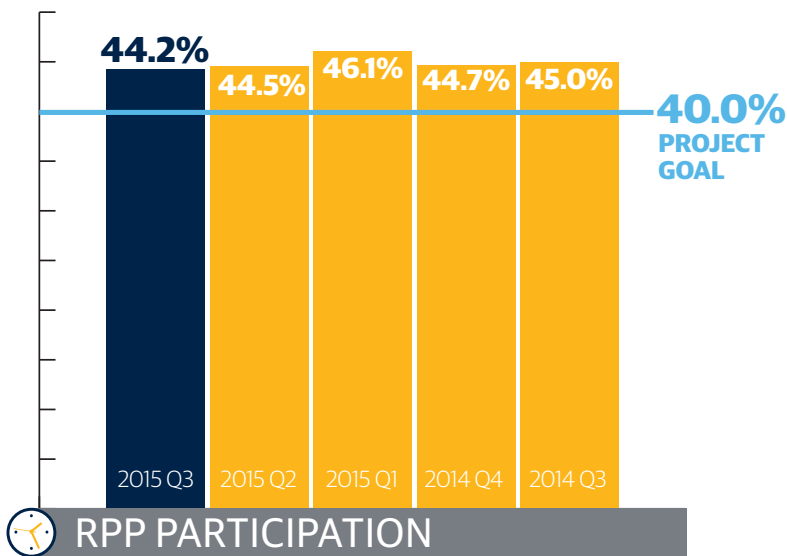
- \$333.5 million in applicable contracts awarded.
- \$105.9 million in contracts and commitments (31.8 percent of total) awarded to City of Milwaukee Small Business Enterprises (SBEs), exceeding 25.0 percent goal.
- Residents Preference Program (RPP) participation is ahead of goal. Milwaukee residents eligible under RPP have worked 44.2 percent of construction hours.
- 355 City of Milwaukee residents hired through RPP.
- 107 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 WRTP/BIG STEP.

Northwestern Mutual Tower and Commons Construction

Start of Project through Sept. 30, 2015



Percentage of Applicable Contract Dollar Value Awarded to SBEs



Percentage of Construction Hours Worked by RPP Participants

PROJECT STATUS

AS OF SEPT. 30, 2015

- Commons completely framed in steel and attached to The Tower.
- Glass and stone curtain wall installation gaining speed.
- Concrete core and steel frame of Tower grow weekly; external elevator called a "skip hoist" installed.
- Tower crane's first expansion lifts it to 312 feet from original height of 181 feet.
- Nine 14,000-pound bow trusses lifted into place to support future atrium skylight.
- Atrium skylight glass arrives and installation begins.

LOOKING AHEAD

- Mayor Tom Barrett speaks to 75 apprentices and other workers inside The Commons to recognize National Apprenticeship Week.
- Installation of The Tower's glass curtain wall begins.
- Workforce grows to more than 500 workers on the site.
- Safety record reaches 500 days without a work-loss injury.
- Tower core reaches level 24; structural steel to level 21.



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



1942: Defense Bonds and Stamps were the price of admission for the Variety Defense Show, featuring employee talent.



1958: Company volunteers serve as mentors to Krib Keepers Company, a Junior Achievement business.



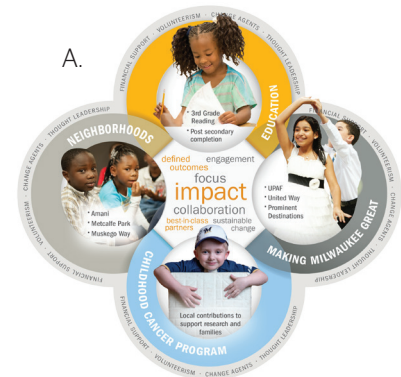
1968: An employee conducts weekly English classes to new immigrants at the International Institute.

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. In September, we announced a \$1.1 million donation to three of Milwaukee's most at-risk neighborhoods: Amani, Metcalfe Park and Muskego Way. Our donation supports four goals: safe neighborhoods, healthy and thriving children and youth, strong families and quality education. To help increase the quality of education citywide, we made a \$1.7 million investment to dozens of Milwaukee education programs.

B. To help ensure our literacy efforts also reach after-school programs, we partnered with World Festivals, Inc. (Summerfest) on the Make a Child Smile promotion on July 4. The first 1,500 people who donated new or gently used children's books with a \$10 minimum value received free admission to Summerfest for that day. As a result of that effort, we were able to donate more than 5,000 books to the Boys & Girls Clubs of Milwaukee.



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 Sept. 30, 2015

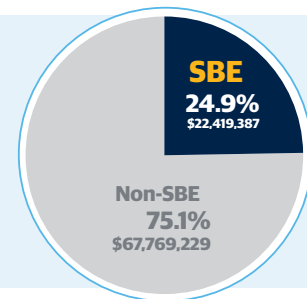
TOTAL VALUE OF APPLICABLE CONTRACTS AWARDED		\$333,479,154	
	GOAL	ACTUAL	STATUS
SBE Participation Percentage	25.0%	31.8%	+6.8
Value of SBE Contracts Awarded	\$83,369,789	\$105,882,016	+\$22,512,228



CONTRACT PAYMENTS MADE

SBEs have received 24.9 percent or \$22,419,387 of applicable project contract payments made through Sept. 30, 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 17) from the SBE construction providers (see Table 4, page 18).

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

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 9/30/15
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 (VDTA)	Fitness Architectural Services/CD Production	\$ 109,400	\$ 70,920
American Design Inc.	Valerio Dewalt Train Associates (VDTA)	Office Architectural Services/CD Production	\$ 638,735	\$ 244,180
Arrow-Crete Construction LLC	Globe Contractors Inc.	Concrete	\$ 104,987	\$ 104,987
Arteaga Construction Inc.	Langer Roofing & Sheet Metal Inc.	Labor and 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	\$ 2,497	\$ 2,497
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
Barrientos Design & Consulting Inc.	Kendall/Heaton Associates	Van Buren Bridge Project	\$ 166,610	\$ 149,262
Best Erectors Inc.	Grunau Co. Inc.	Installation/Erection	\$ 2,625,000	\$ 156,286
Best Erectors Inc.	Klein-Dickert Milwaukee Inc.	Interior Glass	\$ 668,068	\$ -
Best Erectors Inc.	Midwest Stairs and Iron Inc.	Miscellaneous Metals	\$ 1,083,597	\$ 83,764
BestEd Business	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 14,556	\$ 14,556
BMR Design Group Inc.	USA Fire Protection Inc.	Professional Services	\$ 203,309	\$ 128,212
Choice Construction Co. Inc.	C.G. Schmidt Inc.	Welded Wire Fabric Reinforcing	\$ 1,916,616	\$ 1,724,954
Choice Construction Co. Inc.	Ceco Concrete Construction LLC	Rebar Installation	\$ 873,000	\$ 493,478
Choice Construction Co. Inc.	LeJeune Steel Co.	Steel Erection	\$ 7,180,000	\$ 2,581,222

(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 9/30/15
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	\$ 170,630	\$ 170,630
Continuum Architects & Planners S.C.	Kendall/Heaton Associates	Code Review and Permit Expediting Services	\$ 31,320	\$ 24,430
Continuum Architects & Planners S.C.	Kendall/Heaton Associates	Old North Office Building Basement	\$ 97,265	\$ 79,757
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	\$ -
DAAR Engineering Inc.	LeJeune Steel Co.	Surveying	\$ 25,194	\$ 25,194
Dairyland Electric Co. Inc.	Grunau Co. Inc.	Plumbing Labor/Supplier	\$ 809,933	\$ -
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.	Electrical	\$ 3,321,679	\$ 98,141
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Install & Furnish Tie/Data	\$ 1,926,242	\$ -
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	\$ 257,289
Duwe Metal Products Inc.	Gilbane C.G. Schmidt Inc.	Acoustic Screen Wall	\$ 60,304	\$ 60,304
EKG Trucking LLC	Globe Contractors Inc.	Trucking and Permits	\$ 470,302	\$ 470,302
Equity Supply Group LLC	Thorne Associates Inc.	Framing and Drywall Materials	\$ 1,500,000	\$ 162,436
ERAbernathy Industrial Inc.	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 5,280	\$ 1,286
Fusion Integrated Solutions LLC	HMA Consultants Inc.	Construction Services	\$ 45,000	\$ 3,680
Greenfire Management Services LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 166,400	\$ 140,800

(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 9/30/15
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	\$ 145,800
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Miscellaneous General Conditions	\$ 72,760	\$ 65,484
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Mock Up	\$ 464,898	\$ 418,490
Hetzel-Sanfilippo Inc.	Thorne Associates Inc.	Framing and Drywall	\$ 2,100,000	\$ 135,422
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Electrical Fixtures	\$ 2,573,142	\$ -
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	\$ -
House of Stone Inc.	Structures Hardscapes Specialists	Masonry	\$ 461,420	\$ -
Hurt Electric Inc.	Staff Electric Co. Inc.	Install and Furnish Distribution and UPS	\$ 5,653,284	\$ 2,657,981
HVA Products Inc.	Grunau Co. Inc.	Fuel Controls	\$ 19,250	\$ -
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	\$ 1,661,248
JCP Construction LLC	Thorne Associates Inc.	Framing/Drywall/Labor	\$ 2,100,000	\$ 62,412
KMI Construction LLC	C.G. Schmidt Inc.	Masonry	\$ 4,150	\$ 4,150
KMI Construction LLC	Gilbane C.G. Schmidt Inc.	Masonry	\$ 7,503,167	\$ 368,809
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	\$ 14,760
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	\$ 127,349	\$ 103,656
Milwaukee Metal Products Co.	Terra Engineering & Construction Corp.	Tieback Bearing Plates	\$ 4,692	\$ 4,692

(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 9/30/15
Natural Athletic Turf LLC	Stano Landscaping	Hardscape Restoration	\$ 50,850	\$ 50,850
Nuvo Construction Co. Inc.	C.G. Schmidt Inc.	Concrete	\$ 3,100,000	\$ 2,120,270
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	\$ 134,880
P.L. Freeman Co.	Terra Engineering & Construction Corp.	Wales	\$ 104,848	\$ 104,848
Price & Sons Inc.	Staff Electric Co. Inc.	Miscellaneous Supplier	\$ 2,133,120	\$ 255,791
Prism Technical Management & Marketing Services LLC	Northwestern Mutual	HR Consultant	\$ 546,155	\$ 387,312
Quorum Architects Inc.	Kendall/Heaton Associates	Graphics/Wayfinding Consultant	\$ 239,490	\$ 175,419
Quorum Architects Inc.	The Office of James Burnett	Associate Landscape Architects	\$ 218,230	\$ 118,070
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	\$ 3,536
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	\$ 66,150	\$ 54,435
Rockwell Mechanical LLC	Grunau Co. Inc.	HVAC Labor/Supplier	\$ 4,865,885	\$ 281,415
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	\$ 113,808
Sonag Ready Mix LLC	C.G. Schmidt Inc.	CIP Concrete	\$ 20,846	\$ 20,846
Sonag Ready Mix LLC	Ceco Concrete Construction LLC	Concrete Material	\$ 980,000	\$ 292,022
Spann & Associates LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 173,680	\$ 168,127
Thomas A. Mason Co. Inc.	All-Tech Decorating Co.	Painting	\$ 805,040	\$ -
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	\$ 227,644	\$ 227,644

(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 9/30/15
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	\$ 54,593
ZS LLC	Entuitive Corp.	Building Enclosure Sub-Consultant	\$ 42,950	\$ 11,130
ZS LLC	Gilbane C.G. Schmidt Inc.	Engineering Services	\$ 40,000	\$ 39,840
ZS LLC	Kendall/Heaton Associates	Structural Engineering	\$ 23,124	\$ 23,124
ZS LLC	Magnusson Klemencic Associates	Structural Engineering	\$ 212,750	\$ 212,750
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	\$ 4,983,967*	\$ -
TOTAL SBE PARTICIPATION			\$ 105,882,016	\$ 22,419,387
% OF APPLICABLE CONTRACT VALUE AWARDED			31.8%	
% OF APPLICABLE PAYMENTS MADE				24.9%
TOTAL ADJUSTED CONSTRUCTION AND PROFESSIONAL SERVICES PROVIDER PARTICIPATION			\$ 333,479,154	\$ 90,188,616

* Prime contractors and subcontractors have been awarded contracts that include \$4.98 million for SBEs yet to be named.



SECURITY OFFICER SERVICES INC.

Security Officer Services has provided security to schools, parking lots, special events and hotels since 2000. When Diana Kuhrt's only partner retired in 2014, the company officially became a woman-owned business. Five of the company's 50 officers protect The Tower and Commons construction site after business hours. Gaining this contract has helped her company grow.

"We have more business now that we have Northwestern Mutual on our résumé," she said. "We're scheduling

more hours for our officers, and we have increased our staff. We just had our best year in five years."

Diana is one of four participants in the Business Capacity Building Program on which Northwestern Mutual partners with the City of Milwaukee. She said the program has given her confidence. "When my partner was retiring, it was scary," she said. "Being a woman in security, I questioned whether I was strong enough to hold my own with national and global companies. Now I know I am."

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 9/30/15
American Design Inc.	Valerio Dewalt Train Associates (VDTA)	Fitness Architectural Services/CD Production	\$ 109,400	\$ 70,920
American Design Inc.	Valerio Dewalt Train Associates (VDTA)	Office Architectural Services/CD Production	\$ 638,735	\$ 244,180
Barrientos Design & Consulting Inc.	Kendall/Heaton Associates	Van Buren Bridge Project	\$ 166,610	\$ 149,262
Continuum Architects & Planners S.C.	Kendall/Heaton Associates	Code Review and Permit Expediting Services	\$ 31,320	\$ 24,430
Continuum Architects & Planners S.C.	Kendall/Heaton Associates	Old North Office Building Basement	\$ 97,265	\$ 79,757
Continuum Architects & Planners S.C.	Kendall/Heaton Associates	South Office Building	\$ 15,979	\$ 4,325
Fusion Integrated Solutions LLC	HMA Consultants Inc.	Construction Services	\$ 45,000	\$ 3,680
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
Prism Technical Management & Marketing Services LLC	Northwestern Mutual	HR Consultant	\$ 546,155	\$ 387,312
Quorum Architects Inc.	Kendall/Heaton Associates	Graphics/Wayfinding Consultant	\$ 239,490	\$ 175,419
Quorum Architects Inc.	The Office of James Burnett	Associate Landscape Architects	\$ 218,230	\$ 118,070
Rinka Chung Architecture Inc.	BuroHappold Consulting Engineers PC	Solar Reflectivity Site Assessment	\$ 6,000	\$ 3,536
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	\$ 66,150	\$ 54,435
ZS LLC	Applied Technical Services Inc.	Façade Access Design Services	\$ 62,975	\$ 54,593
ZS LLC	Entuitive Corp.	Building Enclosure Sub-Consultant	\$ 42,950	\$ 11,130
ZS LLC	Magnusson Klemencic Associates	Structural Engineering	\$ 212,750	\$ 212,750
ZS LLC	Northwestern Mutual	Laser Scanning Services	\$ 51,000	\$ 51,000
TOTAL SBE PROFESSIONAL SERVICES PROVIDER PARTICIPATION			\$ 3,424,965	\$ 2,274,914
% OF APPLICABLE PROFESSIONAL SERVICES CONTRACT VALUE AWARDED			34.6%	
% OF APPLICABLE PROFESSIONAL SERVICES PAYMENTS MADE			26.9%	
TOTAL ADJUSTED APPLICABLE PROFESSIONAL SERVICES PROVIDER PARTICIPATION			\$ 9,907,493*	\$ 8,462,304*

*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.

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 9/30/15
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 and Materials	\$ 1,322,538	\$ -
ASAP Fastening Systems Inc.	Construction Supply & Erection	Supplier of Various Fasteners	\$ 2,497	\$ 2,497
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
Best Erectors Inc.	Grunau Co. Inc.	Installation/Erection	\$ 2,625,000	\$ 156,286
Best Erectors Inc.	Midwest Stairs and Iron Inc.	Miscellaneous Metals	\$ 1,083,597	\$ 83,764
Best Erectors Inc.	Klein-Dickert Milwaukee Inc.	Interior Glass	\$ 668,068	\$ -
BestEd Business	Gilbane C.G. Schmidt Inc.	Safety Protection	\$ 14,556	\$ 14,556
BMR Design Group Inc.	USA Fire Protection Inc.	Professional Services	\$ 203,309	\$ 128,212
Choice Construction Co. Inc.	C.G. Schmidt Inc.	Welded Wire Fabric Reinforcing	\$ 1,916,616	\$ 1,724,954
Choice Construction Co. Inc.	Ceco Concrete Construction LLC	Rebar Installation	\$ 873,000	\$ 493,478
Choice Construction Co. Inc.	LeJeune Steel Co.	Steel Erection	\$ 7,180,000	\$ 2,581,222
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
Con-Cor Co. Inc.	Veit & Co. Inc.	Concrete Sawing	\$ 170,630	\$ 170,630
DAAR Engineering Inc.	LeJeune Steel Co.	Surveying	\$ 25,194	\$ 25,194
DAAR Engineering Inc.	Gilbane C.G. Schmidt Inc.	Site Survey	\$ 299,561	\$ -
DAAR Engineering Inc.	Construction Supply & Erection	Survey Work	\$ 21,120	\$ 21,120

(CONTINUED ON PAGE 19)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 9/30/15
Dairyland Electric Co. Inc.	Grunau Co. Inc.	Plumbing Labor/Supplier	\$ 809,933	\$ -
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.	Electrical	\$ 3,321,679	\$ 98,141
Dairyland Electric Co. Inc.	Staff Electric Co. Inc.	Install & Furnish Tie/Data	\$ 1,926,242	\$ -
Duwe Metal Products Inc.	Benson Industries Inc.	Shop and Field Labor and Miscellaneous Metals	\$ 15,867,515	\$ 257,289
Duwe Metal Products Inc.	Gilbane C.G. Schmidt Inc.	Acoustic Screen Wall	\$ 60,304	\$ 60,304
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	Thorne Associates Inc.	Framing and Drywall Materials	\$ 1,500,000	\$ 162,436
Greenfire Management Services LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 166,400	\$ 140,800
Hard Rock Sawing & Drilling Specialists Co.	Veit & Co. Inc.	Concrete Cutting	\$ 9,240	\$ 9,240
Hawk Construction LLC	C.G. Schmidt Inc.	Foundations & 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	\$ 145,800
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Miscellaneous General Conditions	\$ 72,760	\$ 65,484
Hetzel-Sanfilippo Inc.	Gilbane C.G. Schmidt Inc.	Mock Up	\$ 464,898	\$ 418,490
Hetzel-Sanfilippo Inc.	Thorne Associates Inc.	Framing and Drywall	\$ 2,100,000	\$ 135,422
Hiram Power Electric	Staff Electric Co. Inc.	Furnish Electrical Fixtures	\$ 2,573,142	\$ -
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	\$ -
House of Stone Inc.	Structures Hardscapes Specialists	Masonry	\$ 461,420	\$ -
Hurt Electric Inc.	Staff Electric Co. Inc.	Install and Furnish Distribution and UPS	\$ 5,653,284	\$ 2,657,981
HVA Products Inc.	Grunau Co. Inc.	Fuel Controls	\$ 19,250	\$ -
JCP Construction LLC	Gilbane C.G. Schmidt Inc.	Foundation Waterproofing	\$ 3,605,835	\$ 1,661,248
JCP Construction LLC	Thorne Associates Inc.	Framing/Drywall/Labor	\$ 2,100,000	\$ 62,412

(CONTINUED ON PAGE 20)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 9/30/15
KMI Construction LLC	C.G. Schmidt Inc.	Masonry	\$ 4,150	\$ 4,150
KMI Construction LLC	Gilbane C.G. Schmidt Inc.	Masonry	\$ 7,503,167	\$ 368,809
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	\$ 14,760
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	\$ 127,349	\$ 103,656
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	\$ 2,120,270
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	\$ 134,880
P.L. Freeman Co.	Terra Engineering & Construction Corp.	Wales	\$ 104,848	\$ 104,848
Price & Sons Inc.	Staff Electric Co. Inc.	Miscellaneous Supplier	\$ 2,133,120	\$ 255,791
Rams Contracting Ltd.	Veit & Co. Inc.	Trucking	\$ 12,513	\$ 12,513
Rockwell Mechanical LLC	Grunau Co. Inc.	HVAC Labor/Supplier	\$ 4,865,885	\$ 281,415
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	\$ 113,808
Sonag Ready Mix LLC	C.G. Schmidt Inc.	CIP Concrete	\$ 20,846	\$ 20,846
Sonag Ready Mix LLC	Ceco Concrete Construction LLC	Concrete Material	\$ 980,000	\$ 292,022
Spann & Associates LLC	Gilbane C.G. Schmidt Inc.	Project Engineering Services	\$ 173,680	\$ 168,127
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	
Tremmel-Anderson Trucking LLC	New Berlin Grading Inc.	Earthwork	\$ 6,025	\$ 6,025

(CONTINUED ON PAGE 21)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 9/30/15
Tremmel-Anderson Trucking LLC	Veit & Co. Inc.	Trucking	\$ 227,644	\$ 227,644
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	\$ 40,000	\$ 39,840
ZS LLC	Novum Structures LLC	Laser Scanning Services	\$ 5,470	\$ 5,470
TO BE DETERMINED	TO BE DETERMINED	TO BE DETERMINED	\$ 4,983,967*	\$ -
TOTAL SBE CONSTRUCTION PROVIDER PARTICIPATION			\$ 102,457,052	\$ 20,144,473
% OF APPLICABLE CONSTRUCTION CONTRACT VALUE AWARDED			31.7%	
% OF APPLICABLE CONSTRUCTION PAYMENTS MADE				24.6%
TOTAL ADJUSTED CONSTRUCTION PROVIDER PARTICIPATION			\$ 323,571,661	\$ 81,726,312

* Prime contractors and subcontractors have been awarded contracts that include \$4.98 million for SBEs yet to be named.



JCP CONSTRUCTION LLC

JCP Construction is a general contracting business owned by brothers Jalen, James and Clifton Phelps. The company provides waterproofing, drywall, millwork and freezer installation services to The

Tower and Commons project and hires many employees through the city's Residents Preference Program (RPP).

Clifton, in charge of business development, said the company's involvement has brought new opportunities and helped them

to grow. "Northwestern Mutual's outreach and networking sessions enabled us to develop some great relationships that have led to new contracts," he said. In addition, the brothers were recently able to purchase a building and move their headquarters to the new location. Clifton believes other opportunities are also headed their way.

"We've gained a lot of knowledge working on this project, and we will continue to stay on marquee projects to keep our employees in Milwaukee working with whatever else Milwaukee brings," he said. "We're already on the forefront of talk for other big projects in the city, and we're confident we'll perform well on them."

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 Sept. 30, 2015

TOTAL CONSTRUCTION HOURS		333,900	
	GOAL	ACTUAL	STATUS
RPP Participation Percentage	40.0%	44.2%	+4.2
RPP Construction Hours	133,560	147,654	+14,094



CONTRACT HOURS WORKED

RPP construction hours worked represent 44.2% of all construction hours through Sept. 30, 2015.

RPP participation is 14,094 hours, or 4.2 percentage points, ahead of goal.

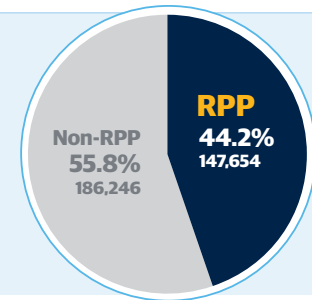


TABLE 6: RPP PARTICIPATION – EXCLUDING NON-WISCONSIN RESIDENTS

Start of Project through Sept. 30, 2015

TOTAL CONSTRUCTION HOURS WORKED		333,900	
Less Hours Worked by Non-Wisconsin Residents			(27,088)
Construction Hours Worked by Wisconsin Residents Only			306,811
RPP Construction Hours			147,654
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 44.2 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 9/30/15			
		Projected RPP%	Total Hours	RPP Hours	RPP%
All-Tech Decorating Co.	Painting	0.0%	38.5	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	0.0%	8.0	8.0	100.0%
Best Erectors Inc.	Ironwork	0.0%	1,186.5	864.0	72.8%
Best Erectors Inc.	Misc. Metals	0.0%	1,769.8	1,107.5	62.6%
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%	37,608.0	18,210.0	48.4%
Ceco Concrete Construction LLC	Concrete Area D Core	40.0%	18,547.0	3,748.0	20.2%
Central Ceilings Systems Inc.	Labor and Materials for ACT	40.0%	12.0	0.0	0.0%
Central Ceilings Systems Inc.	Tile Setter	0.0%	32.5	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%	12,089.5	5,349.5	44.2%
Choice Construction Co. Inc.	Steel Erection	42.0%	18,608.3	3,262.3	17.5%
Choice Construction Co. Inc.	Welded Wire Fabric Reinforcing	40.0%	16,560.0	7,632.0	46.1%
Clean Cut Tree Service Inc.	Landscaping	0.0%	64.0	0.0	0.0%
Cleveland Marble Company	Stone Installation	40.0%	136.0	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%	20,359.5	7,084.5	34.8%
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%
Dairyland Electric Co. Inc.	Electrical	0.0%	277.0	157.0	56.7%
Dairyland Electric Co. Inc.	Electrical	0.0%	948.5	948.5	100.0%
Daniels Inc.	Trucking	0.0%	7.3	0.0	0.0%

(CONTINUED ON PAGE 25)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ON-SITE CONSTRUCTION HOURS THROUGH 9/30/15			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Dnesco Electric Inc.	Electrical	0.0%	1100	0.0	0.0%
Duwe Metal Products Inc.	Acoustic Screen Wall	0.0%	160	0.0	0.0%
Duwe Metal Products Inc.	Mock Up	0.0%	475	0.0	0.0%
Duwe Metal Products Inc.	Site Installation Labor	0.0%	3,055.0	1,004.0	32.9%
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%	100	0.0	0.0%
Gilbane C.G. Schmidt Inc.	General Contractors	40.2%	13,766.0	6,354.0	46.2%
Globe Contractors Inc.	General Contractors	15.0%	4,997.5	1,672.0	33.5%
Gorman & Son Inc.	Trucking	0.0%	1000	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%	19,571.8	7,711.8	39.4%
Grunau Co. Inc.	Plumbing	0.0%	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%	1,871.5	377.5	20.2%
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%
High Voltage Maintenance	Electrical	0.0%	73.5	0.0	0.0%
Hurt Electric Inc.	Electrical	0.0%	1,623.8	1,503.8	92.6%
Insulation Industries Inc.	HVAC Labor/Material	0.0%	311.0	234.0	75.2%
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%
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%	1,768.0	1,734.0	98.1%
JCP Construction LLC	Carpentry	0.0%	1,033.5	751.5	72.7%

(CONTINUED ON PAGE 26)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 9/30/15			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Kay & Sons LLC	Carpentry	0.0%	220	0.0	0.0%
KMI Construction LLC	Masonry	40.0%	2,292.0	811.0	35.4%
KMI Construction LLC	Masonry	0.0%	52.0	0.0	0.0%
Langer Roofing & Sheet Metal Inc.	Roofing	0.0%	479.8	3.8	0.8%
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	0.0%	453.0	0.0	0.0%
Mittelstadt LLC	Trucking	0.0%	13.5	0.0	0.0%
Morrow Equipment Co.	Millwright	0.0%	210.5	0.0	0.0%
Munson Inc.	Fencing	40.2%	579.8	96.5	16.6%
Munson Inc.	Fencing	0.0%	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%
Precise Excavating LLC	Operating Engineer	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%
Reynolds Rigging & Crane Service Inc.	Millwright	0.0%	4,553.8	0.0	0.0%
Reynolds Rigging & Crane Service Inc.	Millwright	0.0%	9.3	0.0	0.0%
Rockwell Mechanical LLC	HVAC Supplier/Labor	0.0%	745.5	745.5	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	0.0	0.0%
Schlarb Contractors	Trucking	0.0%	2,021.3	530.3	26.2%
Schlarb Contractors	Trucking	0.0%	4,306.5	1,137.5	26.4%
Security Officer Services Inc.	Site Security	0.0%	6,931.9	6,483.8	93.5%

(CONTINUED ON PAGE 27)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 9/30/15			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Smithstonian Materials	Trucking	0.0%	14.0	14.0	100.0%
Smithstonian 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	0.0%	68.5	68.5	100.0%
Staff Electric Co. Inc.	Electrical	50.0%	12,864.8	9,318.8	72.4%
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%	14,341.0	2,159.0	15.1%
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%	71.0	0.0	0.0%
Thorne Associates Inc.	Drywall	29.6%	1,188.0	0.0	0.0%
Titan Building Co.	Carpenter	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%
Treescapes Inc.	Landscaping	0.0%	8.8	0.0	0.0%
Tremmel-Anderson Trucking LLC	Trucking	0.0%	2,044.3	784.3	38.4%
Triada Employment Services LLC	Assembly Work	0.0%	7,731.1	7,731.1	100.0%
United Steel Works Inc.	Specialty Glazing in the Atrium	0.0%	1,160.0	784.0	67.6%
USA Fire Protection Inc.	Fire Protection	39.8%	1,396.5	437.0	31.3%
Valente Transport Inc.	Trucking	42.4%	466.8	154.5	33.1%
Valente Transport Inc.	Trucking/Disposal	0.0%	838.8	630.8	75.2%
Vandalae Services Inc.	Trucking	0.0%	43.0	0.0	0.0%
Veit & Co. Inc.	Earthwork	39.3%	24,215.8	13,411.5	55.4%
Veit & Co. Inc.	General Contractor	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%	2,602.5	1,230.5	47.3%
Zien Inc.	Mechanical	0.0%	418.0	0.0	0.0%
PROJECT TOTALS		40.0%	333,900.2	147,654.3	44.2%

TABLE 8: RPP PARTICIPATION BY TRADE

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 9/30/15
Asbestos Abatement Worker (14)	7	53204	945.0
	6	53215	1,145.5
	1	53234	307.0
Bricklayer (7)	1	53204	60.5
	1	53210	23.0
	1	53213	60.0
	3	53218	320.0
	1	53223	72.0
Carpenter and Soft Floor Layer (42)	1	53202	827.0
	1	53204	631.8
	2	53206	1,175.5
	1	53207	95.5
	3	53208	698.5
	2	53209	89.5
	1	53210	80.0
	1	53211	53.0
	2	53212	1,584.5
	1	53213	1,486.0
	1	53214	1,228.0
	3	53215	1,459.8
	2	53216	99.0
	4	53218	976.0
	1	53219	399.5
	4	53221	1,853.5
	4	53222	2,497.5
	1	53223	1,875.5
	3	53224	2,265.0
	2	53225	501.5
1	53227	1,156.0	
1	53233	330.0	
Cement Mason/Concrete Finisher (10)	1	53205	1,004.0
	2	53206	32.5
	1	53207	47.0
	1	53209	773.5
	1	53215	38.5

(CONTINUED ON PAGE 29)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 9/30/15
	2	53219	921.5
	1	53222	118.5
	1	53224	948.5
Drywall Taper or Finisher (3)	1	53202	220
	1	53208	300
	1	53215	61.0
Electrician (27)	1	53202	2052.0
	1	53204	123.0
	1	53205	400
	1	53206	624.0
	3	53207	534.5
	2	53208	334.3
	2	53210	503.3
	1	53212	57.0
	1	53215	120.0
	3	53216	1,506.0
	3	53218	765.5
	2	53219	2,172.5
	2	53220	2,558.0
	2	53221	2,416.5
	1	53222	405.0
	1	53225	728.5
Fence Erector (4)	2	53204	102.5
	1	53218	96.5
	1	53220	90.5
General Laborer (104)	1	53202	90
	10	53204	1,638.5
	3	53205	435.5
	6	53206	1,023.1
	9	53207	3,177.0
	1	53208	691.5
	9	53209	4,433.0
	2	53210	534.8
	3	53211	955.0
	6	53212	2,333.0
	2	53213	838.0

(CONTINUED ON PAGE 30)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 9/30/15
	7	53215	2,321.0
	10	53216	3,966.5
	11	53218	2,403.5
	3	53219	3,378.5
	2	53220	774.0
	3	53221	5,718.5
	3	53222	337.0
	3	53224	1,101.5
	8	53225	2,582.3
	1	53228	944.5
	1	53233	70.0
Heat or Frost Insulator (1)	1	53204	234.0
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	1,912.0
	2	53222	652.0
	1	53224	189.5
	1	53225	3,090.5
Ironworker (48)	1	53201	811.5
	3	53204	1,935.5
	2	53205	112.5
	5	53206	2,043.8
	2	53207	495.8
	4	53208	2,386.8
	2	53209	2,001.0
	1	53210	440.8
	2	53211	753.0
	1	53213	600.3
	5	53215	2,163.8
	3	53218	1,873.0
	4	53219	3,826.3

(CONTINUED ON PAGE 31)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 9/30/15
	3	53220	905.0
	3	53221	1,616.5
	1	53222	1,456.3
	4	53225	2,412.3
	1	53228	260.5
	1	53233	1,083.5
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	325.0
Plumber (9)	1	53204	916.8
	1	53209	120.0
	1	53211	537.0
	1	53212	285.5
	2	53215	106.0
	1	53220	36.0
	2	53225	356.3
Security (10)	1	53206	596.3
	1	53208	1,970.0
	1	53212	919.7
	1	53215	937.2
	4	53216	1,309.1
	1	53218	13.0
	1	53225	738.5
Sheet Metal Worker (9)	3	53207	139.8
	1	53212	40.0
	1	53220	436.5
	1	53222	785.5
	1	53224	40.0
	2	53227	741.0
Sprinkler Fitter (2)	1	53208	303.0
	1	53220	134.0
Steamfitter (10)	1	53204	525.5

(CONTINUED ON PAGE 32)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 9/30/15
	3	53207	855.5
	1	53213	883.3
	1	53215	778.0
	1	53219	431.0
	1	53222	12.0
	1	53224	119.0
	1	53225	305.5
Truck Driver (47)	1	53204	65.5
	2	53207	422.0
	3	53209	180.0
	2	53210	283.8
	2	53214	37.5
	14	53215	2,839.3
	2	53218	422.8
	4	53219	1,795.5
	7	53221	603.5
	2	53222	281.8
	6	53223	1,800.0
	2	53224	607.8
TOTAL	369*		147,654.1

*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 355.



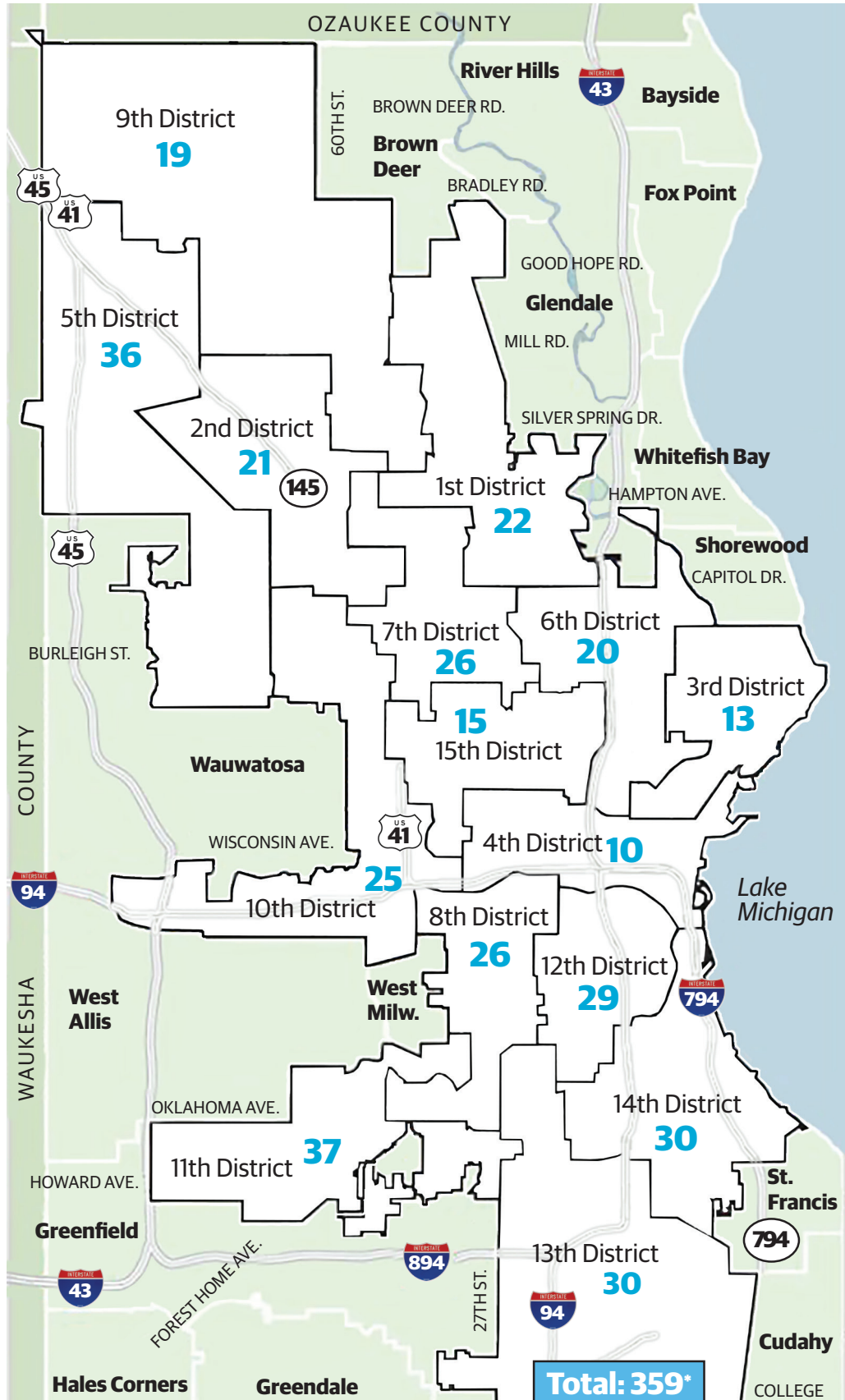
Jose Luis Martin, Jr. has worked on the Northwestern Mutual project as a journeyman iron worker for multiple contractors, most recently for United Steel Works. He sees iron working as a good choice for those who want a career and not just a job. "We take a lot of pride," he said.

He considers his Residents Preference Program (RPP) certification to be a plus. "It's helped me get work that I may not have had. There are not a lot of us in this trade that are RPP-certified." Being

a part of the redevelopment of the city is a source of pride for Jose. "When you see Milwaukee, you'll see Northwestern Mutual - and I can say I worked on this project."

While being an iron worker often requires those in the trade to travel to find work, right now Milwaukee is the place to be. "Milwaukee is booming with work right now, and I should be home for a while," Jose said.

DISTRIBUTION OF RPP-CERTIFIED WORKERS BY MILWAUKEE ALDERMANIC DISTRICT AS OF SEPT. 30, 2015



*THE CONFIRMED NUMBER OF WORKERS EMPLOYED THROUGH THE RESIDENTS PREFERENCE PROGRAM IS 355. 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.

Daniel Stefonich is an iron worker apprentice with Best Erectors Inc. He followed his father and brother into the trade, and he envisions advancing his career and bettering his life from where it was a year ago.

Because Daniel had been incarcerated, he had difficulty finding employment. But he found construction unions willing to give him a chance. "I had written to the apprentice coordinator for Local 8 from jail. I took my Accuplacer test at the technical college and passed. WRTP/BIG STEP certified me as an RPP worker, and here I am on the Northwestern Mutual project."

Working on The Tower and Commons has given Daniel new hope. "I came a long way after prison, but I've learned that no matter what you come from, you can still make a difference. Never dwell on the negatives in life," he said.

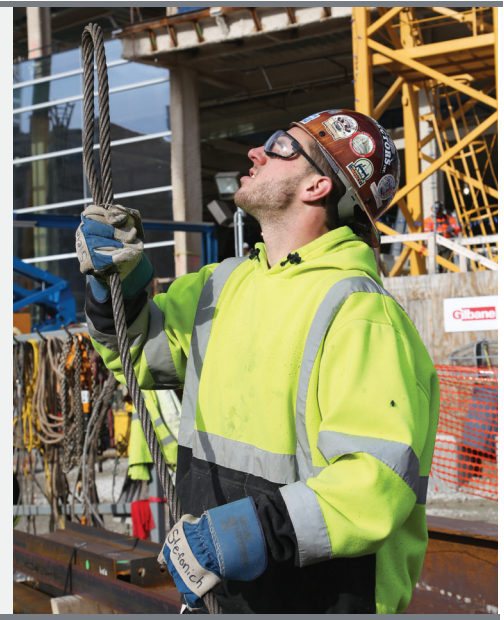


TABLE 10: APPRENTICESHIP STATUS

TRADE	JOURNEYMEN	APPRENTICES	UNION LOCAL NO.
Bricklayer	19	3	8
Carpenter and Soft Floor Layer	148	10	161
Cement Mason/Concrete Finisher	30	6	599
Drywall Taper or Finisher	9	0	7
Electrician	60	8	494
General Laborer	254	5	113
Heat or Frost Insulator	4	0	19
Heavy Equipment Operator	112	11	139

(CONTINUED ON PAGE 36)

TABLE 10: APPRENTICESHIP STATUS (CONTINUED)

TRADE	JOURNEYMEN	APPRENTICES	UNION LOCAL NO.
Ironworker	174	38	8
Millwright	7	2	1056
Painter/Sprayer	6	0	7
Piledriver	7	0	2337
Pipefitter	17	6	183
Plumber	32	8	75
Roofer	7	0	65
Sheet Metal Worker	31	5	18
Sprinkler Fitter	11	1	183
Steamfitter	23	4	601
Tile Layer	6	0	5
Tuck Pointers	4	0	599
TOTALS	961	107	

* Journeymen sometimes work in more than one trade.

