

A construction worker is shown from the back, wearing a brown hard hat with several stickers, a black jacket, and a bright orange safety vest with reflective silver stripes. The worker is handling large, dark metal beams, likely steel joists, which are stacked in a way that creates a strong sense of depth and perspective. The background is slightly blurred, showing more of the construction site.

THE NORTHWESTERN MUTUAL TOWER AND COMMONS

QUARTERLY REPORT - SBE AND RPP
PARTICIPATION - SECOND QUARTER, 2014

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

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On the cover: More than 400 city of Milwaukee residents have worked on the Northwestern Mutual Tower and Commons construction through June 30, 2014. After the existing East Office Building was decoupled and demolished, site preparation was completed and the new structure is underway. More than 60 local and Wisconsin-based companies – including more than three dozen Small Business Enterprises – have been awarded contracts for future work.

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 received 28.6 percent of construction and professional services contracts.

City of Milwaukee residents hired for 47.5 percent of the work.

Northwestern Mutual is committed to Milwaukee's success.

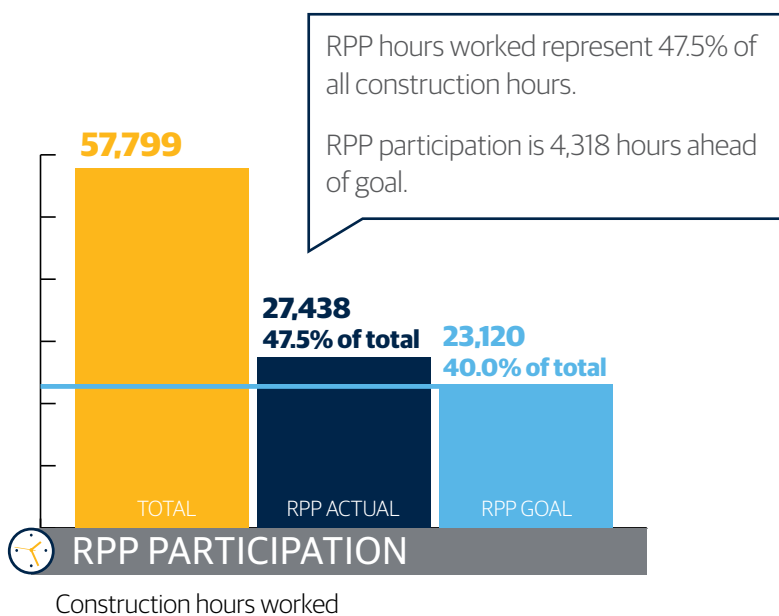
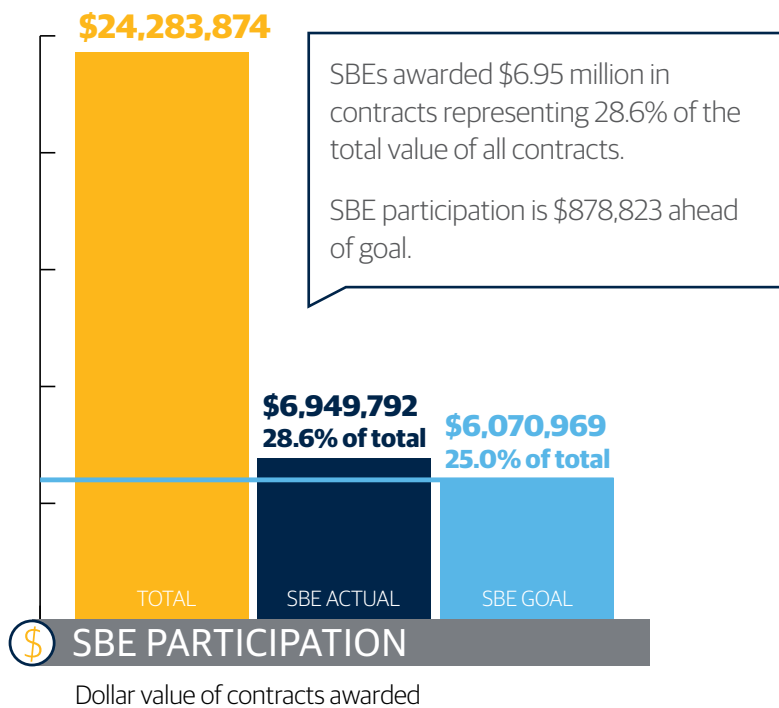
Whether it's our promise to keep or add 3,000 good-paying jobs at our downtown headquarters; the millions of dollars in philanthropic donations we make in the area; our partnerships in the Amani, Metcalfe Park and Muskego Way neighborhoods; or working hard to make sure local small businesses get the 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 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 percent of the applicable 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 June 30, 2014.

Northwestern Mutual Tower and Commons construction

Through June 30, 2014

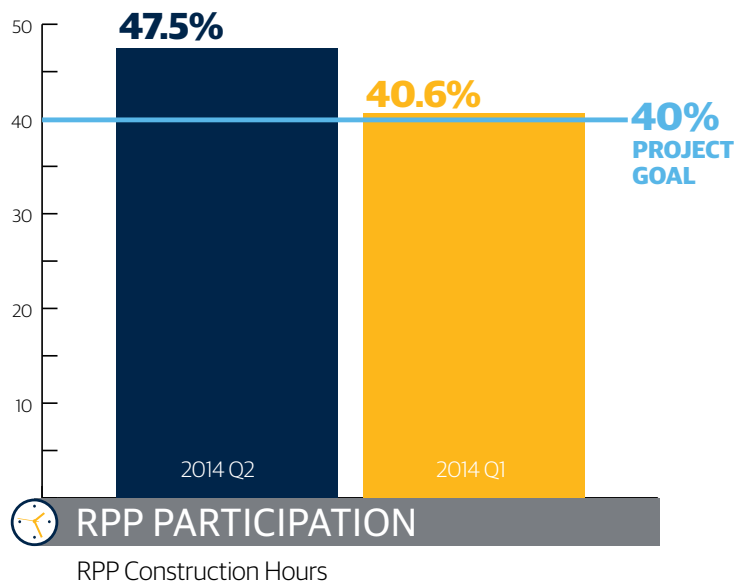
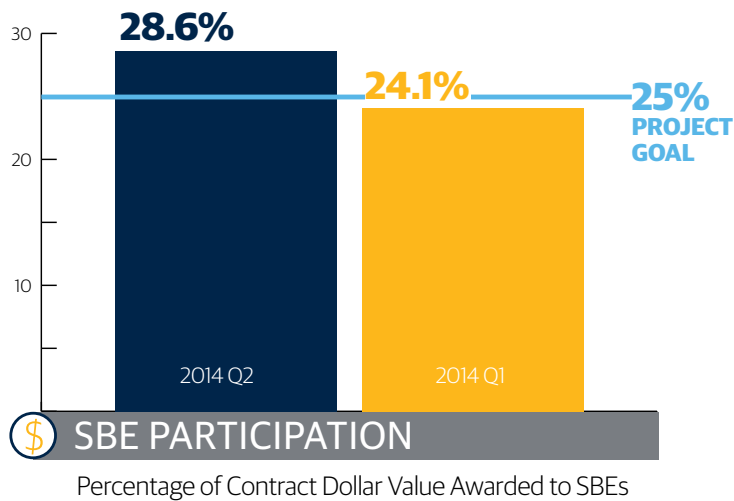


PROJECT HIGHLIGHTS

- \$6.95 million in contracts (28.6 percent of total) awarded to city of Milwaukee Small Business Enterprises (SBEs), exceeding 25 percent goal. This includes \$3.2 million in professional services contracts awarded to SBEs (33.8 percent ahead of goal).
- Residents Preference Program (RPP) participation ahead of goal. City of Milwaukee residents performed 47.5 percent of construction hours.
- 413 city of Milwaukee residents hired to work on project.
- 23 apprentices living in city of Milwaukee working on project.
- Outreach to more than 100 community-based organizations to help ensure project participation from diverse segments of the Milwaukee community.
- 15 informational sessions highlighted contracting opportunities; more than 300 businesses and organizations attended.
- Support given to Wisconsin Regional Training Partnership/BIG STEP on five work force fairs for city residents and the start of two apprenticeship training cohorts.

Northwestern Mutual Tower and Commons construction

Through June 30, 2014



PROJECT STATUS

AS OF JUNE 30, 2014

- Our downtown buildings successfully disconnected from one another.
- Underground utilities running through the future construction site successfully re-routed under streets adjacent to downtown campus.
- Almost all East Office Building (EOB) deconstruction completed. Final section fell on June 17.
- Work shifted from deconstruction to future site preparation.
- More than 90 percent of EOB materials reused or recycled.
- Office furniture, computers, carpeting, segments of exterior granite donated to local nonprofits.

LOOKING AHEAD

- More than 300 community guests and elected officials attend Tower and Commons groundbreaking.
- Extensive site preparation complete.
- More than 60 local and Wisconsin-based companies – including more than three dozen SBEs – awarded contracts for future work.



Northwestern Mutual Tower and Commons construction

Through June 30, 2014

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 percent of the construction costs.
- Use underemployed city of Milwaukee residents via the Residents Preference Program (RPP) for 40 percent of the worker hours on construction.
- 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

Participation Coordinator
Prism Technical

SECTION 2

OUR STORY

Northwestern Mutual has called Milwaukee home since 1859.

Today, more than 4.2 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

4 downtown office buildings

2.6 million square feet

\$60,000 average Northwestern Mutual employee annual salary



First Milwaukee Home Office, Southwest Corner of Main Street (now Broadway) and Wisconsin, 1859-62.



Home Office at 611 N. Broadway, 1886-1914



Current Home Office with 1932 addition, 720 E. Wisconsin Ave., 1914-present

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



Our success and growth will be a catalyst that helps lead the way in attracting top talent and new businesses to the metro Milwaukee area, creating even more jobs and propelling Milwaukee forward.



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.

On Jan. 19, 2015, more than 375 employees honored Dr. Martin Luther King Jr. by volunteering 1,500 hours to feed those in need, improve local schools, and mentor young people through community service across the greater Milwaukee area.

Milwaukee Public Schools' (top left) Washington High School, Gwen T. Jackson School and Ralph H. Metcalfe School were among the volunteering locations.



On Feb. 14, 2015, **Betty Brinn Children's Museum** (middle left) debuted the Word Headquarters exhibit. A new exhibit sponsored by the Northwestern Mutual Foundation highlights literacy as the key to a child's academic and lifelong success, and reflects a commitment to early childhood education and school readiness.

Northwestern Mutual presented **Children's Hospital of Wisconsin** (bottom left) with a \$2 million grant for the construction and development of the Northwestern Mutual Day Hospital – a state-of-the-art outpatient treatment facility at Children's Hospital of Wisconsin.

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.

SBE Pre-construction 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 \$450 million 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 veterans involved in building design and construction, are an integral part of creating our Tower and Commons.

Table 1: SBE Participation Level

Through June 30, 2014

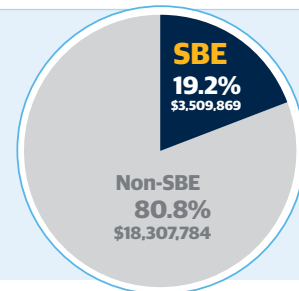
TOTAL VALUE OF PROJECT CONTRACTS AWARDED		\$24,283,874	
	GOAL	ACTUAL	STATUS
SBE Participation Percentage	25.0%	28.6%	+ 3.60
Value of SBE Project Contracts	\$ 6,070,969	\$6,949,792	+ \$878,823



CONTRACT PAYMENTS MADE

SBEs have received more than \$3.5 million in revenue through contract payments completed through June 30, 2014.

Work related to some contracts already awarded is scheduled for later in the project.



SBE PROFESSIONAL SERVICES

Through June 30, 2014

Much of the focus and excitement of a major building project is on the many construction and trades 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. The city of Milwaukee small business enterprises shown on page 14 were awarded almost \$3.17 million in contracts. Two of the businesses are featured below.

BARRIENTOS DESIGN & CONSULTING

For Norman Barrientos, owner of SBE architectural firm Barrientos Design & Consulting, the Northwestern Mutual project presented an opportunity for growth. "We'd just hired an architect and this project came along. It was a chance to bring someone along in the company." Norman noted that the project involved a very complex building system that they typically don't get the opportunity to work with.

Barrientos, subcontracted to Kendall Heaton, designed two connector skywalks that will cross over the roadway, connecting the two buildings. Norman commented on the significance of the project and the well-run structure of the project so far. "Northwestern Mutual reached out to SBEs in a unique way, which we felt good about."



QUORUM ARCHITECTS

has been serving the Milwaukee area for more than 21 years. Quorum provided local landscape support, signage and wayfinding for the Northwestern Mutual project. Owner Allyson Nemecek describes the job as "very profitable in experience. The exposure and the ability to work on a project of this level really gave us a chance to fine-tune skills, purchase new software, and pick up skills that we will be able to use going forward."

The design team featured a large SBE presence that was immediately noticed by Allyson. She noted that "there was a large SBE team involved, and it was very apparent how strong our SBE population is in Milwaukee. It was great that Northwestern Mutual recognized that strength and the potential to make a difference." Principal Project Manager Chris Hau added, "It was a really unique choice. I'd heard that there may be one or two SBE firms involved, but the choice to involve more firms gave a lot of firms a chance."

Allyson also spoke about the special significance this project holds for Quorum as a local firm. "I've driven past the site with my kids a couple times just to say, 'We're working on this!'"



TABLE 2: SBE PROFESSIONAL SERVICE PROVIDERS

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 6/30/14
American Design, Inc.	Kendall Heaton Associates	East Building Selective Salvage Project – Full Services	\$ 6,313	\$ 6,313
American Design, Inc.	Kendall Heaton Associates	East Building Demolition Project – Full Services	43,320	42,158
American Design, Inc.	VDTA	Office Tower Interior – Production Architect	638,735	0
American Design, Inc.	VDTA	Fitness Center	109,400	0
Barrientos Design & Consulting	Kendall Heaton Associates	Van Buren Bridge Project – Full Services	117,360	0
Con-Cor Company, Inc.	Giles Engineering Associates	Concrete Coring	79,043	79,043
Continuum Architects + Planners, S.C.	Kendall Heaton Associates	Code Review and Permit Expediting Services	31,320	17,945
Continuum Architects + Planners, S.C.	Kendall Heaton Associates	Old North Building Basement Project – Full Services	97,265	37,486
Dakota Intertek Corp.	Giles Engineering Associates	Labor and Hand Augering Services	3,411	3,411
Fusion Integrated Solutions, LLC	HMA Consultants	Construction Services	45,000	0
IBC Engineering Services, Inc.	Sebesta Blomberg & Associates	Mechanical and Electric Commissioning	42,350	0
IBC Engineering Services, Inc.	Alvine Engineering	MEP Engineering for The Commons	495,760	362,166
IBC Engineering Services, Inc.	Aquatic Design & Engineering	Water Feature Consultant	33,275	0
PA Roeper & Associates	Graef USA	Drafting Services	22,500	17,100
Prism Technical	Northwestern Mutual	HR Consultant	452,451	185,101
Quorum Architects, Inc.	Kendall Heaton Associates	Graphics/Wayfinding Consultant	196,140	120,793
Quorum Architects, Inc.	The Office of James Burnett	Associate Landscape Architects	218,230	49,743
Rinka Chung Architecture, Inc.	VDTA	Café Project – Production Architect	66,300	0
Rinka Chung Architecture, Inc.	VDTA	Credit Union Project – Full Services	54,300	0
Rinka Chung Architecture, Inc.	Kendall Heaton Associates	North Parking Garage – Full Services	58,000	0
Rinka Chung Architecture, Inc.	Buro Happold Selected	Solar Reflectivity Site Assessment	6,000	3,001
ZS, LLC	Magnusson Klemenci Associates	Structural Engineering	195,000	158,071
ZS, LLC	Entuitive Corporation	Building Enclosure Sub-Consultant	42,950	0
ZS, LLC	Northwestern Mutual	Laser Scan	51,000	0
ZS, LLC	Kendall Heaton Associates	Structural Engineering	23,124	23,124
ZS, LLC	Applied Technical Services, Inc.	Exterior Building Maintenance	49,319	0
TOTAL SBE PARTICIPATION			\$ 3,177,866	\$ 1,105,455
SBE PARTICIPATION AS PERCENTAGE OF TOTAL PROFESSIONAL SERVICES CONTRACT VALUE AND PAID TO DATE			33.8%	18.8%

SBE PRE-CONSTRUCTION PROVIDERS

Through June 30, 2014

Trades work on The Tower and Commons related to important pre-construction phases in which our existing downtown campus buildings were decoupled from one another prior to demolition of the east office building

(EOB), utilities beneath the future construction site were relocated, and the EOB was demolished.

The following city of Milwaukee small business enterprises were awarded \$3.77 million in contracts.

TABLE 3: SBE PRE-CONSTRUCTION PROVIDERS

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 6/30/14
Arrow-Crete Construction, LLC	Globe Contractors, Inc.	Concrete	\$ 104,987	\$ 104,987
Autumn Trucking, Inc.	Globe Contractors, Inc.	Fuel	120,006	120,006
Autumn Trucking, Inc.	Veit & Company, Inc.	Fuel and Oil	196,546	59,132
Con-Cor Company, Inc.	C.G. Schmidt, Inc.	Concrete Cutting	1,139	1,139
Con-Cor Company, Inc.	Globe Contractors, Inc.	Sawing	14,011	14,011
Con-Cor Company, Inc.	Staff Electric Company, Inc.	Labor and Material Coring	10,350	10,350
Dairyland Electric Company, Inc.	Staff Electric Company, Inc.	Electrical	308,529	308,529
Dairyland Electric Company, Inc.	Staff Electric Company, Inc.	Electrical	16,624	16,624
Duwe Metal Products, Inc.*	C.G. Schmidt, Inc.	Acoustic Screen Wall	60,304	60,304
EKG Trucking, LLC	Globe Contractors, Inc.	Trucking/Permits	470,302	470,302
Hard Rock Sawing & Drilling *	J.F. Ahern Co.	Concrete Cutting	9,240	9,240
Hawks Utility Locating *	C.G. Schmidt, Inc.	Foundations and Helical Piers	27,929	27,929
KMI Construction	C.G. Schmidt, Inc.	Masonry	4,150	4,150
National Athletic Turf *	Stano Landscaping, Inc.	Hardscape Restoration	50,850	50,850
Marek Landscaping, LLC	Veit & Company, Inc.	Erosion Control	57,047	49,352
McDowell Construction Corp.	Globe Contractors, Inc.	Asphalt	98,658	98,658
McDowell Construction Corp.	Veit & Company, Inc.	Fencing	69,681	69,681
Metropolitan Services, Inc.	Globe Contractors, Inc.	Traffic Control	151,998	151,998
Rams Contracting, Ltd.	Veit & Company, Inc.	Trucking	452,000	0

(CONTINUED ON PAGE 16)

TABLE 3: SBE PRECONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 6/30/14
Rockwell Mechanical, LLC	J.F. Ahern Co.	Chiller Procurement & Installation	418,380	418,380
Sonag Ready Mix, LLC	C.G. Schmidt, Inc.	CIP Concrete	20,846	20,846
Tremmel-Anderson Trucking, LLC	New Berlin Grading	Trucking	6,025	6,025
Valente Transport, Inc.	Veit & Company, Inc.	Trucking/Disposal	975,000	204,597
Vizcainos Trucking, LLC	Globe Contractors, Inc.	Trucking	127,324	127,324
TOTAL SBE PARTICIPATION			\$ 3,771,926	\$ 2,404,414
SBE PARTICIPATION AS PERCENTAGE OF TOTAL CONSTRUCTION CONTRACT VALUE AND PAID TO DATE			25.4%	19.3%

* As the project allows the utilization of certified disadvantaged business enterprises (DBEs) if SBEs are not available or practicable for a particular trade or task, DBEs may be included. These are noted by asterisk.

SBE company McDowell Construction Corp. has been operating for over 17 years under the ownership of Sean McDowell. McDowell successfully bid for work on the East Office Building deconstruction and utility relocation contracts during the initial phase of work on the Northwestern Mutual project. Performing asphalt work on the roads for the utility relocation portion and temporary fencing and repairs for the deconstruction portion of the project was very visible work for McDowell’s estimated 99 percent RPP work force. McDowell noted, “It’s a good feeling, and the employees feel the same way. We put pride into this work.”

McDowell also commented that the timing of the work offered the opportunity to keep staff working, “We began in the off season, when usually we aren’t able to work at all. It was a rare opportunity to keep guys working and the work just picked up from there.”



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 4: RPP Participation Level

Through June 30, 2014

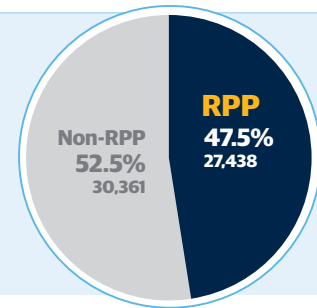
TOTAL CONSTRUCTION HOURS		57,799	
	GOAL	ACTUAL	STATUS
RPP Participation Percentage	40.0%	47.5%	+ 7.50%
RPP Construction Hours	23,119.6	27,437.8	+ 4,318.4



CONTRACT HOURS WORKED

RPP construction hours worked represent 47.5% of the total of all construction hours through June 30, 2014.

RPP participation is 4,318.4 hours, or 7.50 percent ahead of goal.



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." In this report, all onsite construction hours are included, including those worked by non-Wisconsin residents. Veit is a Minnesota-based firm with a sizable Milwaukee presence. While the majority of its workers on the Northwestern Mutual project are Wisconsin residents, if the hours for non-Wisconsin residents (5,312.75) are removed from the calculations presented herein, the total project RPP participation rises from 47.5 percent to 52.3 percent (27,438 of 52,486.25 hours).

TABLE 5: RPP PARTICIPATION BY CONTRACTOR

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 6/30/14			
		Projected RPP%	Total Hours	RPP Hours	RPP%
C.G. Schmidt, Inc.	General Contractor / Demo	20.0%	1,048.0	457.5	43.7%
Arrow-Crete Construction	Concrete	66.7%	513.8	249.5	48.6%
Architectural Products of Wausau, Ltd.	Acoustic Screen Wall	40.0%	387.8	167.8	43.3%
Brand Energy Service	Specialty Services	0.0%	3,584.5	1,337.0	37.3%
Con-Cor Company, Inc.	Electrical	0.0%	71.5	0.0	0.0%
Con-Cor Company, Inc.	Sawing	50.0%	43.8	27.3	62.3%
Chilstrom Erecting Corporation	CIP Concrete	0.0%	61.0	54.5	89.3%
Chilstrom Erecting Corporation	Erecting	0.0%	44.0	12.0	27.3%
Clean Cut Tree Service, Inc.	Landscaping	0.0%	64.0	0.0	0.0%
Dairyland Electric Company, Inc.	Electrical	0.0%	464.0	464.0	100.0%
Dairyland Electric Company, Inc.	Electrical	100.0%	233.0	233.0	100.0%
Duwe Metal Products Inc.	Acoustic Screen Wall	0.0%	16.0	0.0	0.0%
EKG Trucking, LLC	Permits/Trucking	70.0%	1,807.5	1,807.5	100.0%
Elite Environmental Service	Tank Cleaning	0.0%	12.3	0.0	0.0
Faust Company, Inc.	Utility Disconnects	0.0%	92.5	0.0	0.0
Globe Contractors, Inc.	General Contractor	15.0%	4,997.5	1,672.0	33.5%
Greg Rouse Trucking	Trucking	0.0%	8.5	8.5	100.0%
GROHorticultural Enterprises	Landscaping	0.0%	182.3	0.0	0.0%
Hawks Utility Locating	Foundations / Helical Piers	0.0%	161.8	0.0	0.0%
High Voltage Maintenance	Electrical	0.0%	73.5	0.0	0.0%
Integrity Environmental, Inc.	Asbestos Abatement	80.9%	2,544.5	2,175.5	85.5%
J.F. Ahern Co.	Mechanical / Plumbing	40.8%	2,614.7	722.5	27.6%
J & J Contracting, LLC	Waste Removal	40.0%	683.0	451.0	66.0%
J.T. Farina Enterprises, LLC	Trucking	0.0%	178.8	127.8	71.5%
KMI Construction, LLC	Masonry	0.0%	52.0	0.0	0.0%
Marek Landscaping, LLC	Erosion Control	44.6%	22.5	0.0	0.0%
Marshall Erecting	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%
Midwest Drilled Foundations & Engineering, Inc.	Helical Piers	50.0%	242.0	118.5	49.0%
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	Excavating	50.0%	181.5	89.5	49.3%
Northway Fencing, Inc.	Fencing	0.0%	24.0	16.0	66.7%

(CONTINUED ON PAGE 20)

TABLE 5: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 6/30/14			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Precise Excavating, LLC	Operating Engineer	0.0%	110.0	0.0	0.0%
Renegade Trucking, LLC	Trucking	0.0%	278.5	32.3	11.6%
Reynolds Rigging & Crane Service, Inc.	Crane Rental	0.0%	1,808.9	0.0	0.0%
Rockwell Mechanical, LLC	Mechanical / Plumbing	0.0%	119.0	119.0	100.0%
Staff Electric Company, Inc.	Electrical	40.8%	5,038.5	2,072.0	41.1%
Stano Landscaping, Inc.	Hardscape Restoration	0.0%	20.3	0.0	0.0%
State Painting Co.	Painting	0.0%	160.0	0.0	0.0%
Schlarb Contractors	Trucking	0.0%	102.8	16.5	16.1%
Staff Electric Company, Inc.	Electrical	70.5%	722.5	331.5	45.9%
Titan Building Company	Carpenter	0.0%	623.0	154.5	24.8%
Treescapes, Inc.	Landscaping	0.0%	8.8	0.0	0.0%
Valente Transport, Inc.	Trucking Disposal	0.0%	548.8	439.0	80.0%
Veit & Company, Inc.	General Contractor	40.0%	25,640.3	12,530.0	48.9%
Vizcainos Trucking, LLC	Trucking	90.0%	1,063.5	1,000.8	94.1%
PROJECT TOTALS		40%	57,799.5	27,437.8	47.5%

Mark Graika, a laborer who did scaffolding work on the Northwestern Mutual project, has been in construction for 25 years. Currently an employee for Veit & Co., Mark previously did similar construction work in the asbestos removal field. Mark points out that what he likes about construction is that there is always a different challenge at every job site.

Mark was doing scaffolding work for another contractor and was approached about an opportunity to work on the Northwestern Mutual project due to his great work performance. His RPP certification did not get him on the project, but it has helped make it possible for him to stay.

Mark happily affirmed that, "If you come to work and do a good job and practice safety, you're a keeper; contractors will seek you for future work. You just have to be given the opportunity."



TABLE 6: RPP PARTICIPATION BY TRADE

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 6/30/14
Asbestos Abatement Worker	6	53204	723.0
	6	53215	1,145.5
	1	53234	307.0
Carpenter & Soft Floor Layer	1	53207	93.5
	1	53215	74.3
	1	53218	48.0
	1	53219	65.0
	1	53222	197.0
Cement Mason/Concrete Finisher	1	53207	47.0
	1	53222	102.5
	1	53224	31.5
Electrician	1	53204	123.0
	2	53206	624.0
	1	53207	73.0
	1	53212	57.0
	2	53219	1,434.0
	2	53221	789.5
Fence Erector	4	53204	102.5
	1	53220	90.5
General Laborer	1	53202	9.0
	6	53204	399.5
	1	53206	40.0
	9	53207	2,075.5
	1	53208	691.5
	3	53209	726.5
	2	53211	92.0
	2	53212	352.5
	1	53213	10.0
	6	53215	1,822.5
	1	53216	50.0
	5	53218	1,142.5
	2	53219	1,462
	1	53220	660.5
	1	53221	777.5
1	53222	2.0	
4	53225	724.8	
1	53228	936.5	

(CONTINUED ON PAGE 22)

TABLE 6: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 6/30/14
Heavy Equipment Operator	2	53212	4490
	1	53215	980.5
	1	53218	850.0
	1	53219	692.5
	2	53222	609.0
	1	53225	1,300.0
Ironworker	2	53205	66.5
	1	53215	19.5
Landscaper	1	53204	94.3
Pipefitter	1	53207	54.5
	1	53216	586.0
	1	53225	16.0
Plumber	1	53215	66.0
Steamfitter	1	53224	119.0
Truck Driver	1	53204	18.8
	1	53207	356.5
	1	53209	124.0
	1	53210	115.8
	10	53215	1,138.1
	1	53218	65.0
	2	53219	128.8
	2	53221	128.3
	1	53222	32.3
	2	53223	1,016.0
	1	53224	309.0
TOTALS	123		27,438

Ka'ron Sanders is an RPP-certified Veit & Co. machine operator who has been in the construction business for nine years. Before entering the construction field, she was in the medical field aiding with home health. The salary Ka'Ron receives is what encourages her to complete projects. She was requested by a supervisor to work on this specific project and says that being RPP-certified gave her an advantage when it came to finding work. She's proud to be a part of a project that is redeveloping the city and hopes that young people will continue to consider this rewarding field, which will allow her to one day comfortably retire.



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.

TABLE 7: APPRENTICESHIP STATUS

TRADE	JOURNEYMEN	APPRENTICES	UNION LOCAL
Asbestos Abatement Worker	16	0	113
Bricklayer	3	0	8
Carpenter & Soft Floor Layer	25	2	161
Cement Mason/Concrete Finisher	13	2	599
Electrician	32	0	494
Fence Erector	7	0	8
General Laborer	128	2	113
Heavy Equipment Operator	54	5	139
Ironworker	16	2	8
Landscaper	20	0	113
Millwright	4	1	1056
Painter	3	0	7
Piledriver	1	0	2337
Pipefitter	18	5	183
Plumber	4	3	75
Sheet Metal Worker	3	1	18
Sprinkler Fitter	1	0	183
Steamfitter	1	0	601
Truck Driver	41	0	200
TOTALS	390	23	