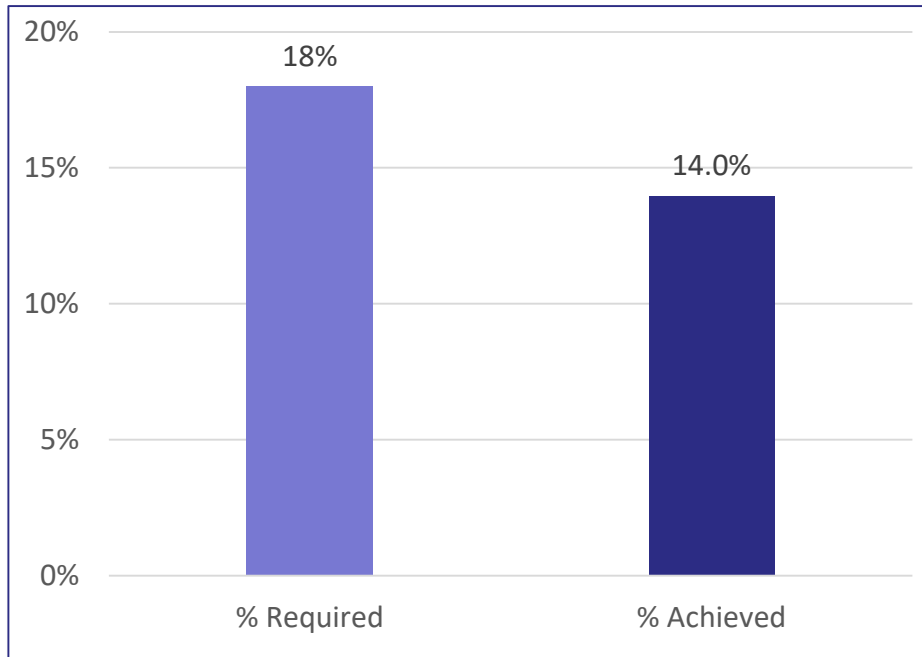


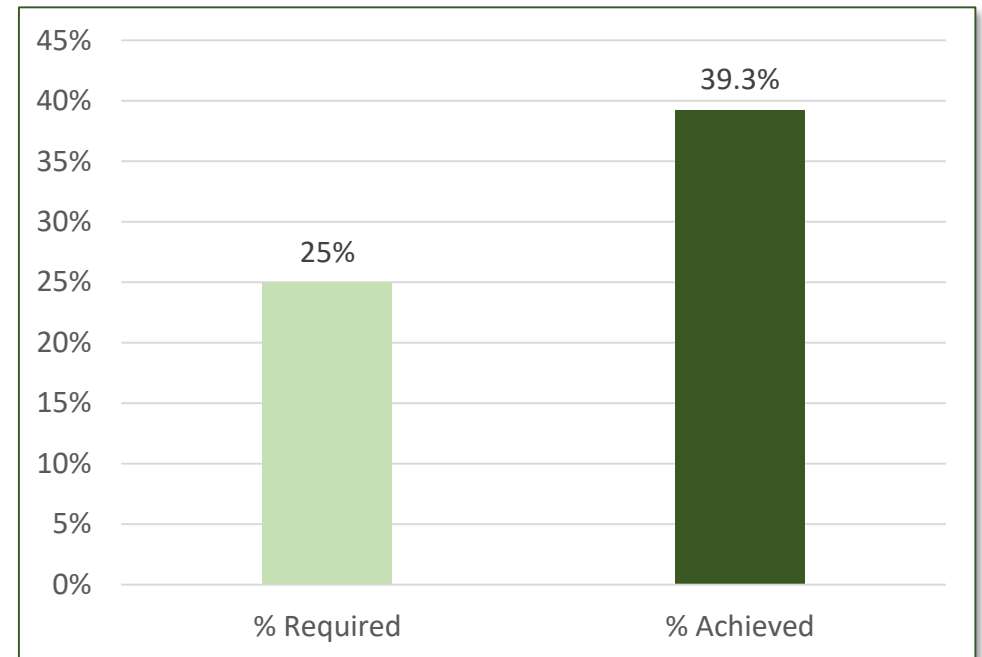


SBE & RPP Inclusion Quarterly Report Summary – December 31, 2020 Business Inclusion

Professional Services SBE Inclusion

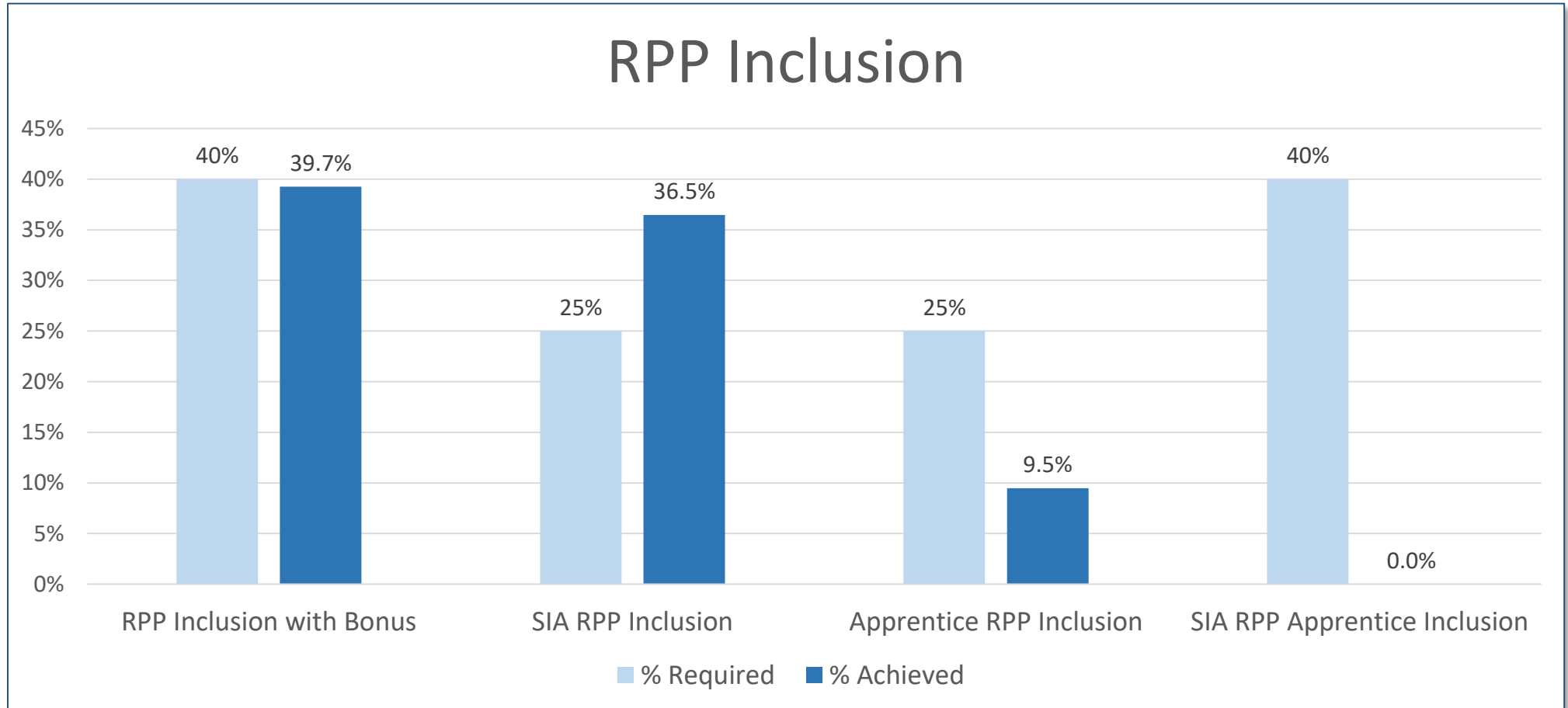


Construction SBE Inclusion



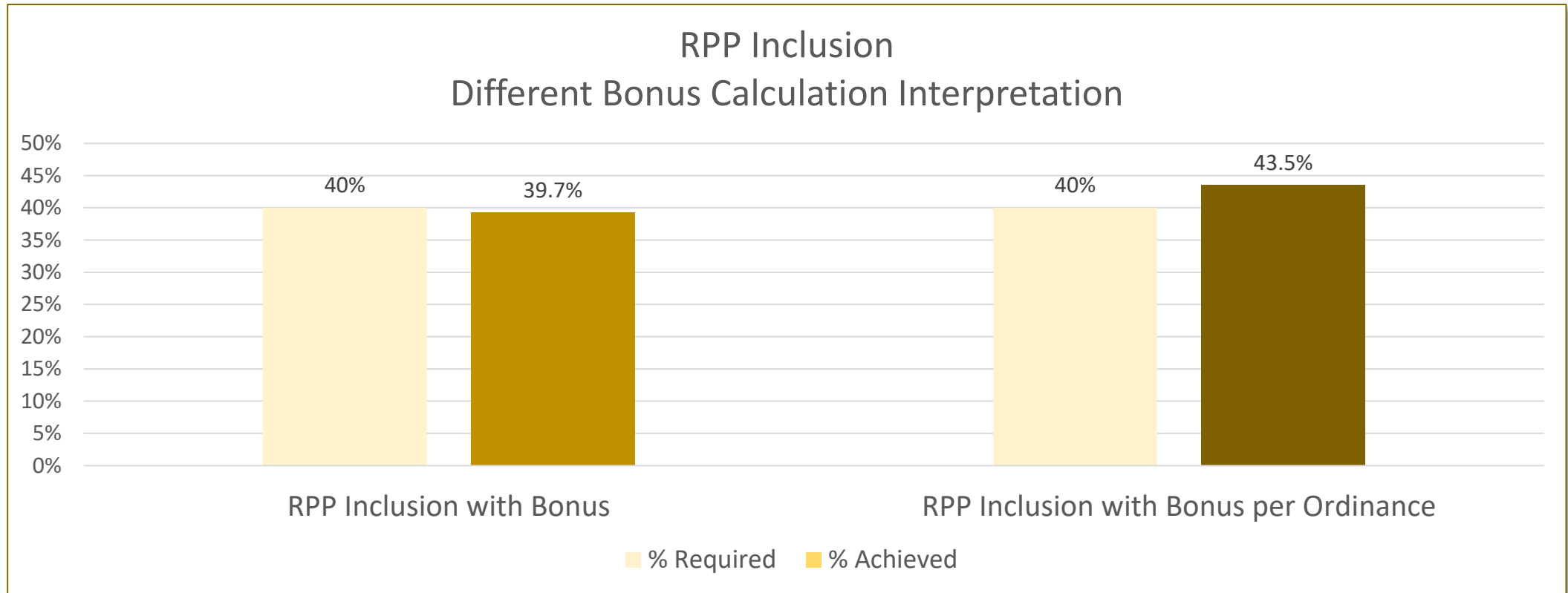


SBE & RPP Inclusion Quarterly Report Summary – December 31, 2020 Workforce Inclusion





SBE & RPP Inclusion Quarterly Report Summary – December 31, 2020 Workforce Inclusion



***Section III.A.2. of the HR Agreement reads,**

"In accordance with sec. 355-7-2-a-1 of the MCO, at least one-quarter of the 40% resident utilization requirement shall be performed by unemployed or underemployed residents who maintain their permanent residence in zip codes established as high-poverty. Every worker hour exceeding this requirement shall count for **1.5** hours toward the overall 40% resident utilization requirement for the PROJECT." (bold added)



SBE & RPP Inclusion Quarterly Report Summary – December 31, 2020

Our strategies to meet RPP Requirement by project conclusion:

- Verifying the RPP status of each worker that lives in the City of Milwaukee to capture any worker hours that should be classified as RPP
- Updating RPP status of any worker that is RPP certified
- Verifying the Apprenticeship status of each employee
- Following through with subcontractors to upload OJT plans for employees
- Requiring future contractors to meet or exceed the 40% RPP requirement

As of January 31, 2021, RPP Inclusion with bonus is 39.8% or 44.9%*.

***Section III.A.2. of the HR Agreement reads,**

"In accordance with sec. 355-7-2-a-1 of the MCO, at least one-quarter of the 40% resident utilization requirement shall be performed by unemployed or underemployed residents who maintain their permanent residence in zip codes established as high-poverty. Every worker hour exceeding this requirement shall count for 1.5 hours toward the overall 40% resident utilization requirement for the PROJECT." (bold added)