

CML Diversity & Inclusion Program

GOAL:

1. 20% contracts awarded to MBE/WBE owned businesses
2. 10% minority workforce participation
3. 6.9% female workforce participation

COMMUNITY ENGAGEMENT

Education and Implementation

- Construction Manager at Risk (CMaR) delivery model for 8 projects in 2020 Vision Plan
- CML Diversity & Inclusion Program presented to Board of Trustees December 2014
- Nancy Tidwell hired as CML diversity and inclusion consultant – August 2014
 - regularly communicates with MBE/ WBE firms to answer questions and concerns
 - ongoing conversations with community advocates
- Letter of commitment to Melinda Carter, Director, City of Columbus Equal Business Opportunity Commission expressing CML's commitment to the community – Feb. 2015
- Diversity & Inclusion Program presentations for Public Service Managers and CML Diversity Committee by Nancy Tidwell – March 2015
- Turner Construction Asst. Engineer discussion with CML community interns on construction careers – July 2015
- Free prevailing wage seminar open to local contractors – August 2015
- FastPath Program Construction Skills track – resulted from collaboration with local minority contractors and Columbus State – Jan. 2016

Bidding and Contracting Community Meetings

- Diversity & Inclusion Program kickoff event about CML building projects – open to all contractors/workers – Fall 2014
- CML contractor meeting at Turner Construction to share information about bid packages and processes – March 2015
- Pre-bid meeting at Main Library for contractors and workers – March 2015
- Quarterly meetings with CML Contractors Advisory Group
 - initiated by CML inclusion consultant and includes leaders in the minority contracting community – 2015
- CML presence at union job fairs and ongoing conversations with union leaders – 2015
- CML Contractor meeting — July 2015
- Northern Lights bid package mtg- July 2015
- City of Columbus Equal Business Opportunity Commission Director's panel discussion on the importance of minority inclusion practices - August 2015
- Shepard Branch pre-bid meeting – Oct. 2015

Marketing and Advertising to the Community

- Full-page bid advertisement prominently displayed in *Columbus African American News Journal* – Feb. 2015
- Created construction job referral flier
 - distributed at branches and posted online for those who want to be considered for employment by contractors – March 2015
- Enhanced CML Diversity & Inclusion Program presence on columbuslibrary.org – March 2015
- Created and distributed business cards with CML Diversity & Inclusion Program goals to share throughout the community – March 2015
- Article by Nancy Tidwell about CML's commitment to the Diversity & Inclusion Program printed in *Columbus African American News Journal* – April 2015

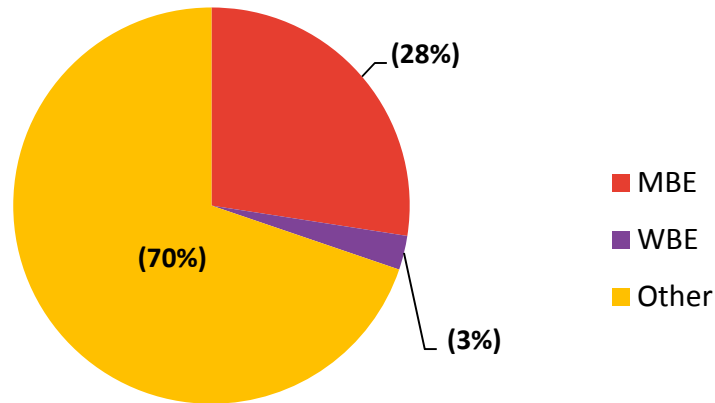
CML Diversity & Inclusion Program

GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED AS OF 9/30/15

All Active Projects

Total value of contracts



This data is based on dollars awarded as of 9/30/15. Additional contracts will be awarded for all projects listed.

*M/WBE = Minority Business Enterprise or Woman Business Enterprise

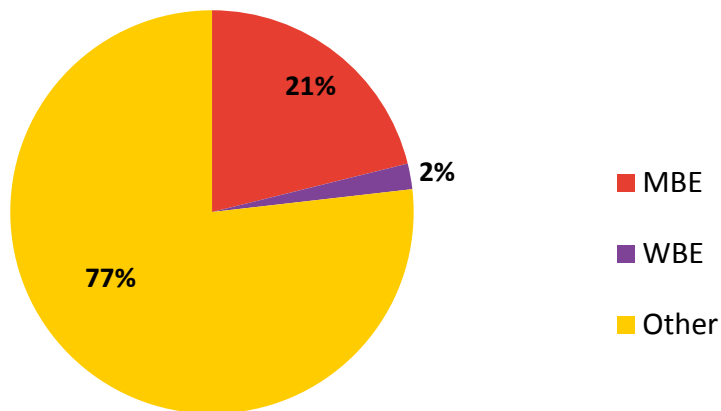
CML Diversity & Inclusion Program

GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED AS OF 9/30/15

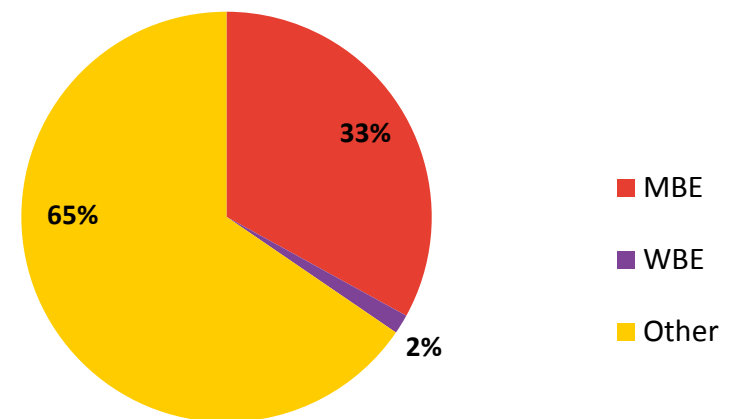
Main Library

Value of contracts



Parsons Branch

Value of contracts



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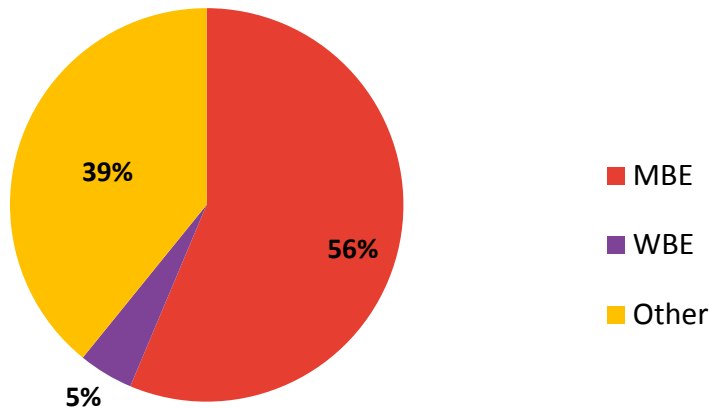
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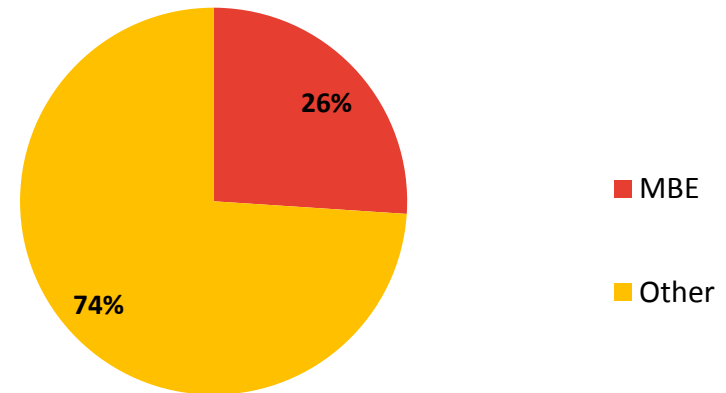
Northern Lights Branch

Value of contracts



Shepard Branch

Value of contracts



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CML Diversity & Inclusion Program

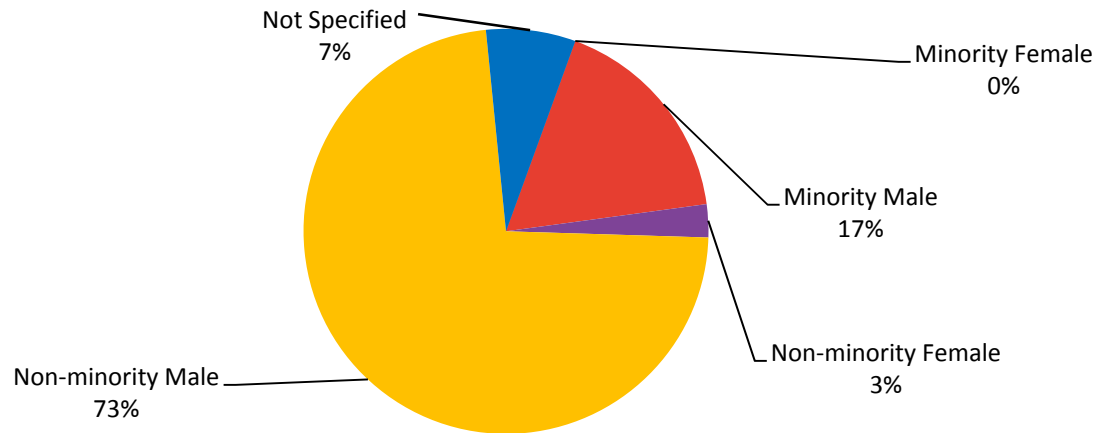
GOALS:

1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION AS OF 9/30/15

All Active Projects

**Workforce by minority status, % of workers
(construction only)**



This data is based on workforce reports through 9/30/15.

*Data will be reported on additional 2020VP projects as it becomes available.

CML Diversity & Inclusion Program

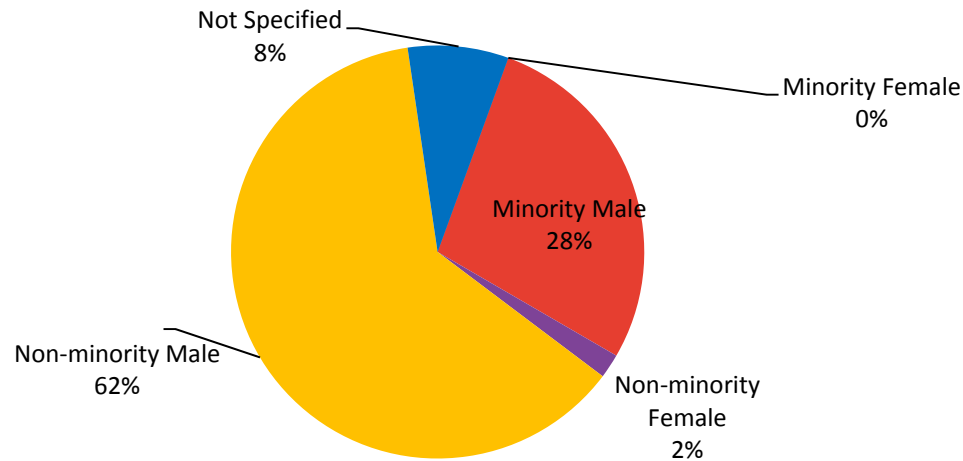
GOALS:

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CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by minority status, % of hours
(construction only)



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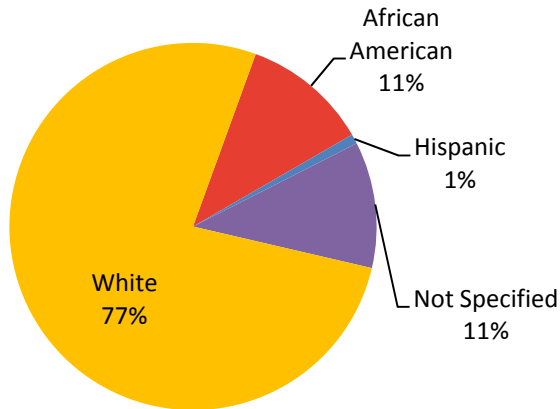
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CML Diversity & Inclusion Program

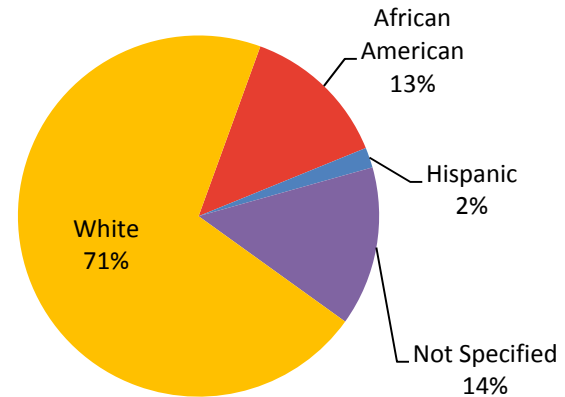
- GOALS:**
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CONSTRUCTION WORKFORCE PARTICIPATION

Main Branch workers
117 total



Main Branch hours
15,947 total



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CML Diversity & Inclusion Program

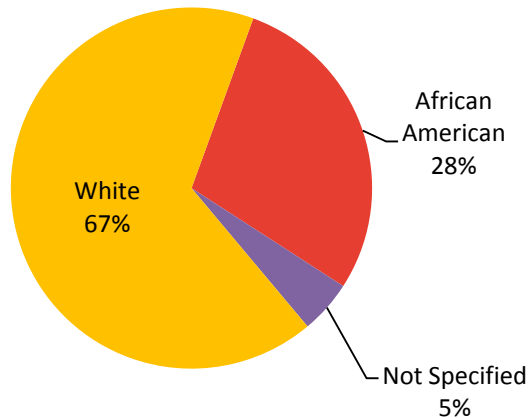
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CONSTRUCTION WORKFORCE PARTICIPATION

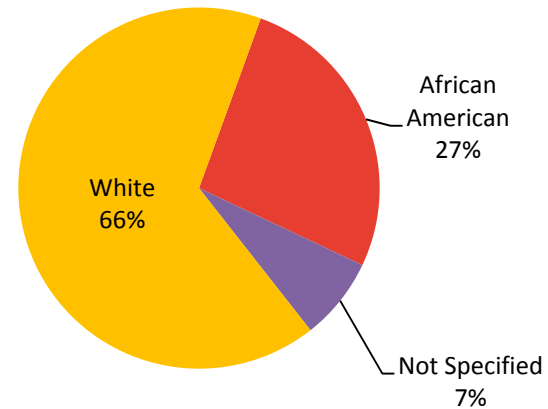
Northern Lights workers

21 total



Northern Lights hours

2,021 total



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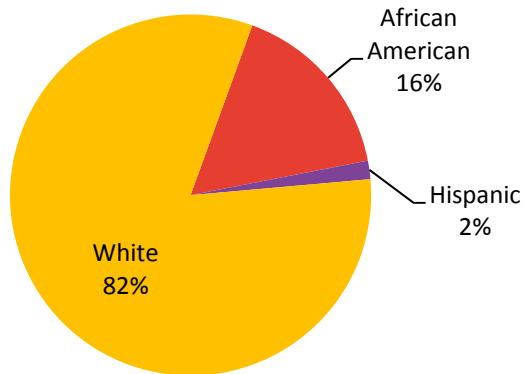
CML Diversity & Inclusion Program

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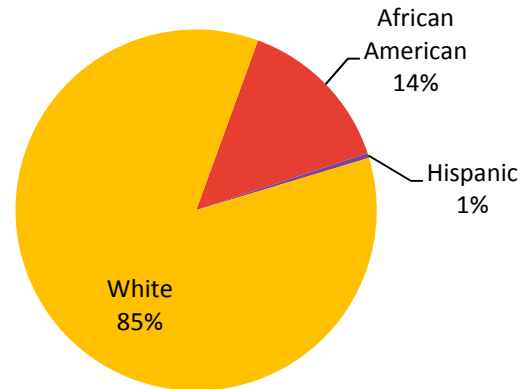
1. 10% minority workforce participation
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CONSTRUCTION WORKFORCE PARTICIPATION

Parsons workers
61 total



Parsons hours
3,702 total



This data is based on workforce reports through 9/30/15.

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Date of Award	Prime Vendor (BRANCH)	Sub Contractor	CML Branch	Construction or Non-Const.	Classification	Current Award	Prime Current Award	Subcontractor Current Award
4/14/2015	Teemok Construction, Inc. (MAIN)		Main	Construction	Other	\$ 1,004,155.00	\$ 808,855.00	
4/14/2015	Teemok Construction, Inc. (MAIN)	Gray Guy Group LLC	Main	Construction	MBE			\$ 140,300.00
4/14/2015	Teemok Construction, Inc. (MAIN)	Bo-Mic Enterprises dba	Main	Construction	WBE			\$ 55,000.00
4/14/2015	cHc Manufacturing, Inc. (MAIN)		Main	Construction	Other	\$ 1,142,362.00	\$ 1,031,362.00	
4/14/2015	cHc Manufacturing, Inc. (MAIN)	MBJ Consultants, Inc.	Main	Construction	MBE			\$ 20,000.00
4/14/2015	cHc Manufacturing, Inc. (MAIN)	MasterSource Co., Inc.	Main	Construction	Other			\$ 91,000.00
4/14/2015	S. G. Loewendick & Sons, Inc. (MAIN)		Main	Construction	Other	\$ 1,401,907.00	\$ 1,121,907.00	
4/14/2015	S. G. Loewendick & Sons, Inc. (MAIN)	NJB Consulting Services Inc.	Main	Construction	MBE			\$ 280,000.00
4/14/2015	Clive E Stephens (MAIN)		Main	Construction	MBE	\$ 22,600.00	\$ 22,600.00	
4/14/2015	Coleman Spohn Corporation (MAIN)		Main	Construction	MBE	\$ 25,000.00	\$ 25,000.00	
4/14/2015	DEH ELECTRIC,LLC (MAIN)		Main	Construction	MBE	\$ 50,000.00	\$ 50,000.00	
6/2/2015	The Blakley Corporation (MAIN)		Main	Construction	Other	\$ 2,725,276.00	\$ 2,268,276.00	
6/2/2015	The Blakley Corporation (MAIN)	Quality Interiors, Inc.	Main	Construction	MBE			\$ 457,000.00
5/21/2015	TP Mechanical Contractors, Inc. (MAIN)		Main	Construction	Other	\$ 4,240,988.00	\$ 3,493,988.00	
5/21/2015	TP Mechanical Contractors, Inc. (MAIN)	Barnett Mechanical Services	Main	Construction	MBE			\$ 747,000.00
6/2/2015	Valley Interior Systems, Inc. (MAIN)		Main	Construction	Other	\$ 2,265,033.00	\$ 1,795,033.00	
6/2/2015	Valley Interior Systems, Inc. (MAIN)		Main	Construction	MBE		\$ 470,000.00	
5/21/2015	The Superior Group (MAIN)		Main	Construction	Other	\$ 3,782,422.00	\$ 3,107,822.00	
5/21/2015	The Superior Group (MAIN)	Goldtech of Ohio	Main	Construction	MBE			\$ 349,600.00
5/21/2015	The Superior Group (MAIN)	Electronic Systems Consultants	Main	Construction	MBE			\$ 102,529.00
5/21/2015	The Superior Group (MAIN)	Royal Electrical Construction Corp	Main	Construction	WBE			\$ 222,471.00
6/5/2015	Harold J. Becker Company, Inc. (MAIN)		Main	Construction	Other	\$ 353,362.00	\$ 353,362.00	
7/1/2015	ARCHITECTURAL CONCRETE SOLUTIONS, (MAIN)		Main	Construction	MBE	\$ 716,436.00	\$ 716,436.00	
6/10/2015	George J. Igel & Company, Inc. (MAIN)		Main	Construction	Other	\$ 623,834.00	\$ 549,362.00	
6/10/2015	George J. Igel & Company, Inc. (MAIN)	ABK Services LLC	Main	Construction	MBE			\$ 74,472.00
7/9/2015	Centennial Preservation Group, LLC (MAIN)		Main	Construction	Other	\$ 374,237.00	\$ 362,107.00	
7/9/2015	Centennial Preservation Group, LLC (MAIN)	Columbus Coal & Lime	Main	Construction	WBE			\$ 12,130.00
7/27/2015	Lang Masonry Contractors, Inc. (MAIN)		Main	Construction	Other	\$ 125,156.00	\$ 123,856.00	
7/27/2015	Lang Masonry Contractors, Inc. (MAIN)	Columbus Coal & Lime	Main	Construction	WBE			\$ 1,300.00
8/7/2015	Omni Fireproofing Co. LLC (MAIN)		Main	Construction	Other	\$ 69,743.00	\$ 55,795.00	
8/7/2015	Omni Fireproofing Co. LLC (MAIN)	MBJ Consultants	Main	Construction	MBE			\$ 13,948.00
7/30/2015	GreenScapes Landscape Co Inc (MAIN)		Main	Construction	Other	\$ 671,336.00	\$ 621,165.00	
7/30/2015	GreenScapes Landscape Co Inc (MAIN)	tbd	Main	Construction	MBE			\$ 50,171.00
8/11/2015	The Painting Company (MAIN)		Main	Construction	Other	\$ 325,785.00	\$ 260,585.00	
8/11/2015	The Painting Company (MAIN)	Spears Shamrock	Main	Construction	MBE			\$ 65,200.00
4/10/2015	Gudenkauf (MAIN)		Main	Construction	Other	\$ 422,349.00	\$ 343,380.00	
4/10/2015	Gudenkauf (MAIN)	Teltron Design Group	Main	Construction	MBE			\$ 78,969.00
7/6/2015	McDaniel's Construction Corp., Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	MBE	\$ 619,000.00	\$ 619,000.00	
7/28/2015	DEH ELECTRIC,LLC (NORTHERN LIGHTS)		Northern Lights	Construction	MBE	\$ 999,460.00	\$ 999,460.00	
8/28/2015	Sauer Group, Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 683,000.00	\$ 529,025.00	
8/28/2015	Sauer Group, Inc. (NORTHERN LIGHTS)	Approved Components & Systems Inc	Northern Lights	Construction	MBE			\$ 153,975.00
8/28/2015	Aggressive Mechanical, Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 265,000.00	\$ 254,593.00	
8/28/2015	Aggressive Mechanical, Inc. (NORTHERN LIGHTS)	Stotts Mechanical Insulation Inc	Northern Lights	Construction	WBE			\$ 10,407.00
7/24/2015	DSS Services, LLC (NORTHERN LIGHTS)		Northern Lights	Construction	MBE	\$ 162,242.00	\$ 162,242.00	
8/28/2015	S. A. Comunale Co Inc (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 66,000.00	\$ 66,000.00	
8/7/2015	ARCHITECTURAL CONCRETE SOLUTIONS, (NORTHERN LIGHTS)		Northern Lights	Construction	MBE	\$ 454,500.00	\$ 454,500.00	
8/7/2015	The Tarrier Steel Company Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 409,536.00	\$ 408,036.00	
8/7/2015	The Tarrier Steel Company Inc. (NORTHERN LIGHTS)	XYZ Professional Services	Northern Lights	Construction	MBE			\$ 1,500.00
8/28/2015	Leidal & Hart Mason Contractors, (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 301,857.00	\$ 232,857.00	
8/28/2015	Leidal & Hart Mason Contractors, (NORTHERN LIGHTS)	Riverfront Building	Northern Lights	Construction	WBE			\$ 33,000.00
8/28/2015	Leidal & Hart Mason Contractors, (NORTHERN LIGHTS)	SMART Distribution	Northern Lights	Construction	WBE			\$ 23,000.00
8/28/2015	Leidal & Hart Mason Contractors, (NORTHERN LIGHTS)	Columbus Coal & Lime	Northern Lights	Construction	WBE			\$ 13,000.00

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Date of Award	Prime Vendor (BRANCH)	Sub Contractor	CML Branch	Construction or Non-Const.	Classification	Current Award	Prime Current Award	Subcontractor Current Award
8/3/2015	Sands Decker Cps LLC (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 5,145.00	\$ 5,145.00	
7/9/2015	National Construction Rentals, Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 9,176.46	\$ 9,176.46	
7/10/2015	Modular Space Corporation Dba ModSpace (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 5,962.00	\$ 5,962.00	
7/21/2015	Got 2 Go Portable Sanitation LLC (NORTHERN LIGHTS)		Northern Lights	Construction	MBE	\$ 4,919.00	\$ 4,919.00	
9/1/2015	Bo-Mic Enterprises dba BSS Waste (NORTHERN LIGHTS)		Northern Lights	Construction	WBE	\$ 15,000.00	\$ 15,000.00	
4/10/2015	US Communications (NORTHERN LIGHTS)		Northern Lights	Construction	WBE	\$ 89,839.00	\$ 89,839.00	
5/6/2015	Mark Corbin dba Superior (PARSONS)		Parsons	Construction	MBE	\$ 602,350.00	\$ 602,350.00	
5/14/2015	Thompson Concrete Construction Ltd. (PARSONS)		Parsons	Construction	Other	\$ 275,692.00	\$ 273,907.00	
5/14/2015	Thompson Concrete Construction Ltd. (PARSONS)	J & P Paving Masonry Sealant, Inc.	Parsons	Construction	MBE			\$ 1,785.00
5/14/2015	The Tarrier Steel Company Inc. (PARSONS)		Parsons	Construction	Other	\$ 494,110.00	\$ 494,110.00	
5/20/2015	Rockwood Builders, Ltd. (PARSONS)		Parsons	Construction	MBE	\$ 24,000.00	\$ 24,000.00	
5/14/2015	Capital City Electric LLC (PARSONS)		Parsons	Construction	Other	\$ 805,468.00	\$ 550,969.00	
5/14/2015	Capital City Electric LLC (PARSONS)	Goldtech of Ohio	Parsons	Construction	MBE			\$ 244,595.00
5/14/2015	Capital City Electric LLC (PARSONS)	Electronic Systems Consultants	Parsons	Construction	MBE			\$ 9,904.00
6/10/2015	Leidal & Hart Mason Contractors, (PARSONS)		Parsons	Construction	Other	\$ 252,807.00	\$ 236,057.00	
6/10/2015	Leidal & Hart Mason Contractors, (PARSONS)	SMART Distribution	Parsons	Construction	WBE			\$ 16,750.00
7/10/2015	Wolfrum Roofing and Exteriors, LLC (PARSONS)		Parsons	Construction	Other	\$ 250,600.00	\$ 198,600.00	
7/10/2015	Wolfrum Roofing and Exteriors, LLC (PARSONS)	LJM Enterprises, LLC	Parsons	Construction	MBE			\$ 27,000.00
7/10/2015	Wolfrum Roofing and Exteriors, LLC (PARSONS)	Metal Era	Parsons	Construction	MBE			\$ 25,000.00
6/10/2015	S. A. Comunale Co Inc (PARSONS)		Parsons	Construction	Other	\$ 54,200.00	\$ 54,200.00	
6/19/2015	Aggressive Mechanical, Inc. (PARSONS)		Parsons	Construction	Other	\$ 260,500.00	\$ 247,056.00	
6/19/2015	Aggressive Mechanical, Inc. (PARSONS)	Stotts Mechanical Insulation Inc	Parsons	Construction	WBE			\$ 13,444.00
6/10/2015	Celina Glass Company Inc (PARSONS)		Parsons	Construction	Other	\$ 564,786.00	\$ 452,744.00	
6/10/2015	Celina Glass Company Inc (PARSONS)	Rath Builders	Parsons	Construction	MBE			\$ 93,442.00
6/10/2015	Celina Glass Company Inc (PARSONS)	JLM Wholesale	Parsons	Construction	WBE			\$ 18,600.00
6/19/2015	The Righter Company (PARSONS)		Parsons	Construction	Other	\$ 42,990.00	\$ 42,990.00	
6/25/2015	Williamson Builders Inc. (PARSONS)		Parsons	Construction	MBE	\$ 620,447.00	\$ 620,447.00	
6/25/2015	Applied Mechanical Systems, Inc. (PARSONS)		Parsons	Construction	Other	\$ 557,300.00	\$ 552,800.00	
6/25/2015	Applied Mechanical Systems, Inc. (PARSONS)	PSC Industrial Contractors	Parsons	Construction	WBE			\$ 4,500.00
7/10/2015	Forum Manufacturing, Inc. (PARSONS)		Parsons	Construction	Other	\$ 79,267.00	\$ 79,267.00	
5/22/2015	Sands Decker Cps LLC (PARSONS)		Parsons	Construction	Other	\$ 11,770.00	\$ 11,770.00	
5/7/2015	National Construction Rentals, Inc. (PARSONS)		Parsons	Construction	Other	\$ 6,652.21	\$ 6,652.21	
5/7/2015	Modular Space Corporation Dba (PARSONS)		Parsons	Construction	Other	\$ 5,962.00	\$ 5,962.00	
5/14/2015	Bo-Mic Enterprises dba (PARSONS)		Parsons	Construction	WBE	\$ 21,228.00	\$ 15,000.00	
5/14/2015	Bo-Mic Enterprises dba (PARSONS)		Parsons	Construction	WBE		\$ 6,228.00	
4/10/2015	Crossbow (PARSONS)		Parsons	Construction	MBE	\$ 64,157.00	\$ 64,157.00	
4/10/2015	Crossbow (SHEPARD)		Shepard	Construction	MBE	\$ 47,460.00	\$ 47,460.00	
4/10/2015	US Communications (HILLIARD)		Hilliard	Construction	WBE	\$ 184,020.00	\$ 184,020.00	
4/10/2015	Crossbow (NORTHSIDE)		Northside	Construction	MBE	\$ 88,413.00	\$ 88,413.00	
10/29/2014	S. G. Loewendick & Sons, Inc. (SHEPARD)		Shepard	Construction	Other	\$ 113,037.00	\$ 113,037.00	
10/29/2014	S. G. Loewendick & Sons, Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 20,350.00	\$ 20,350.00	
10/29/2014	S. G. Loewendick & Sons, Inc. (PARSONS)		Parsons	Construction	Other	\$ 121,933.00	\$ 121,933.00	
	The Ardit Company (MAIN)		Main	Construction	WBE	\$ 97,985.00	\$ 97,985.00	
9/14/2015	The Wasserstrom company (MAIN)		MAIN	Construction	Other	\$ 14,183.00	\$ 14,183.00	
	Mock Woodworking Co. LLC (MAIN)		MAIN	Construction	Other	\$ 283,000.00	\$ 283,000.00	
	Continental Commercial Floors (MAIN)		MAIN	Construction	MBE	\$ 969,229.00	\$ 969,229.00	
	Continental Commercial Floors (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 105,758.00	\$ 105,758.00	
	Top Quality Painting Inc (PARSONS)		Parsons	Construction	MBE	\$ 43,719.00	\$ 43,719.00	
	Continental Commercial Floors (PARSONS)		Parsons	Construction	Other	\$ 116,100.00	\$ 116,100.00	
	Decker Construction Company (PARSONS)		Parsons	Construction	Other	\$ 1,600.00	\$ 1,600.00	
	Chemcote, Inc (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 119,610.00	\$ 119,610.00	
	Columbus Glass & Mirror, Inc (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 365,912.00	\$ 344,562.00	
	Columbus Glass & Mirror, Inc (NORTHERN LIGHTS)	Tanner Janitorial(Prof Jan Srvs of OH)	Northern Lights	Construction	MBE			\$ 3,500.00

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	Columbus Glass & Mirror, Inc (NORTHERN LIGHTS)	Quality Hardware	Northern Lights	Construction	WBE			\$ 17,850.00
	COLUMBUS SPD (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 758,504.00	\$ 596,904.00	
	COLUMBUS SPD (NORTHERN LIGHTS)	Gray Guy Group LLC	Northern Lights	Construction	MBE			\$ 161,600.00
	Top Quality Painting Inc (NORTHERN LIGHTS)		Northern Lights	Construction	MBE	\$ 52,541.00	\$ 52,541.00	
	Wolfrum Roofing and Exteriors, LLC (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 324,000.00	\$ 252,700.00	
	Wolfrum Roofing and Exteriors, LLC (NORTHERN LIGHTS)	LJM Enterprises, LLC	Northern Lights	Construction	MBE			\$ 44,500.00
	Wolfrum Roofing and Exteriors, LLC (NORTHERN LIGHTS)	Metal Era	Northern Lights	Construction	MBE			\$ 26,800.00
	Donley Concrete Cutting Company (NORTHERN LIGHTS)		Northern Lights	Construction	Other	\$ 7,700.00	\$ 7,700.00	
	Inside Outfitters, Inc. (NORTHERN LIGHTS)		Northern Lights	Construction	WBE	\$ 11,348.00	\$ 11,348.00	
	Anthony Judson Jr. DBA D4 (SHEPARD)		Shepard	Construction	MBE	\$ 40,018.00	\$ 40,018.00	
	Bio-Mic Enterprises dba (SHEPARD)		Shepard	Construction	WBE	\$ 12,000.00	\$ 12,000.00	
	George J. Igel & Company, Inc. (SHEPARD)		Shepard	Construction	Other	\$ 393,100.00	\$ 337,100.00	
	George J. Igel & Company, Inc. (SHEPARD)	ABK Services LLC	Shepard	Construction	MBE			\$ 56,000.00
	Mid-City Electric Company (SHEPARD)		Shepard	Construction	Other	\$ 487,870.00	\$ 338,870.00	
	Mid-City Electric Company (SHEPARD)	Electronic Systems Consultants	Shepard	Construction	MBE			\$ 11,000.00
	Mid-City Electric Company (SHEPARD)	Goldtech of Ohio	Shepard	Construction	MBE			\$ 25,000.00
	Mid-City Electric Company (SHEPARD)	DNM Investments	Shepard	Construction	WBE			\$ 113,000.00
	Modular Space Corporation DbA (SHEPARD)		Shepard	Construction	Other	\$ 6,162.00	\$ 6,162.00	
	National Construction Rentals, Inc. (SHEPARD)		Shepard	Construction	Other	\$ 3,040.53	\$ 3,040.53	
	The Tarrier Steel Company Inc. (SHEPARD)		Shepard	Construction	Other	\$ 268,523.00	\$ 268,523.00	
						\$34,484,019.20	\$30,573,777.20	\$3,910,242.00