



## Equity Program

Since February, the Equity Program continues to measure and provide a transparent system that has proven to exceed goals and set a new standard for construction and design for diversity and inclusion. Minn. Stat. § 473J.12 continues to serve as the guideline for the program. The monthly reports are displayed on the MSFA’s website and are briefed, bi-monthly on activities for Targeted Businesses, Workforce and the Employment Assistance Firm. In addition to exceeding the goals, the program has conducted a number of activities which were in support of our current success. The MSFA/Vikings regularly present to a number of small and large communities the status of the project, in addition to educating the public on the details around “access”. We continue to audit each company on the validity of their workforce reports and the compensation of the awarded “WMVBE’s” Women-Minority-Veteran Business Enterprises. We have also conducted trainings and WMVBE Meet & Greets to the subcontracting community on the use of our data management tools. Lastly, our “EAF” Employment Assistance Firm conducted a Career Fair at Sebathani which brought over 400 members from the local community seeking interest in working on the stadium and entered directed them towards their unique and appropriate next step.

## Equity Results to Date

Our performance to date will be reported to the community at the next Stadium Oversight Committee on September 25, 2014.

The Employment Assistance Firm and its twelve community partners have contributed to outreaching 481 workers, trained 146 candidates and our contractors have hired 24 workers from the EAF’s partners.

Construction Workforce Utilization **GOALS: Minority: 32% Women: 6%**  
 As of July 31, 2014

Total HRS	Minorities	Women	Veterans
<b>356,175.50</b>	134,199.50	32,894.75	18,248.75
	38%	9%	5%
<b>Target Zip Codes</b>	80		

Targeted Business Inclusion **GOALS: MBE: 9% WBE: 11%**  
 As of July 31, 2014

Target Business	Committed \$	Committed %	Paid \$/%
<b>MBE</b>	\$60,941,311.50	10%	\$90,160,636 / 12%
<b>WBE</b>	\$127,715,547.75	21%	\$16,798,824 / 2.2%
<b>VOSB</b>	\$7,558,000	1.2%	\$823,086 / .1%
<b>TOTAL</b>	\$202,906,439.25	32.2%	\$107,782,546 / 14%