

**Kraus-Anderson Construction Company
University of Minnesota Children's Hospital, Fairview Construction Project
Small Underutilization Business Program
Workforce Employment Plan**

1. **Apprentice Construction Training Program** – Kraus-Anderson Construction Company and its subcontractors agree to a goal of 5% of the onsite construction hours for apprentices.
2. **Resident and Neighborhood Employment** – Kraus-Anderson Construction Company and its subcontractor's commit to an employment goal of at least 30 Minneapolis residents. Priority is given to residents who are unemployed Union members from the surrounding neighborhoods as defined by zip codes 55404, 55407, 55406, 55411 and 55414 as agreed to by the Minneapolis Building and Construction Council
3. **Employment Goals** – Kraus-Anderson Construction Company and its subcontractors agree to workforce utilization goals that meet established City goals in each category. The goals that Kraus-Anderson Construction Company commits to are:

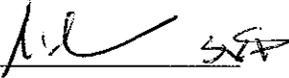
	Children's	City Goals
Skilled Minority	11%	11%
Unskilled Minority	11%	11%
Female (combined)	6%	6%

4. **Subcontracting Goals** – Kraus-Anderson Construction Company and its subcontractors commit to Small Underutilized Business Program goals of at least 5% for Minority owned Businesses and 5% for Women Owned Businesses. Kraus Anderson Construction Company will utilize the following initiatives to maximize participation:
 - a. Structuring of bid packages to allow for maximum participation by local small, women, and minority owned businesses.
 - b. Collaborating with women and minority business organizations to identify firms for participating in the project
 - c. Establish subcontracting goals for each trade contract based on the availability of S/W/MBE firms (contractors and suppliers) in that specific division of work
 - d. Conduct contractor open houses to explain the bid packages, procurement schedule and process to interested bidders
 - e. Conduct pre-bid informational meetings to inform and advise local and S/W/MBE contractors on the potential opportunities on the project.
 - f. Meet regularly with S/W/MBE contractor organizations to update them on the project.
5. **Clean and Green** - As part of an existing contract between Emerge Community Development's StreetWerks summer youth employment program and the City of Minneapolis to provide urban streetscape beautification, StreetWerks youth work crews in collaboration with Kraus-Anderson Construction Company and its subcontractors, will provide neighborhood clean up within one block of the construction site during the summer months.
6. **Construction Education MPLS. Public School Initiative** – Kraus-Anderson Construction Company will work with the Minneapolis Public Schools through the construction classes that are held at Roosevelt and North High Schools. Kraus-Anderson Construction Company and Fairview Health Services will provide these classes with a total of three speakers during the 2008-2009 and three speakers during the 2009-2010 school years to talk about job site safety and OSHA standards. Kraus-Anderson Construction Company and Fairview Health Services will also provide a total of three speakers during the 2008-2009 and three speakers during the 2009-2010 school year from the various trades and construction disciplines working on the Children's Project, including Architecture, Engineering, and Project Management. Kraus-Anderson Construction Company agrees to donate to these construction classes a total of \$2,500 worth of building materials, hard hats, work gloves, hand tools, and other materials as available. Kraus-Anderson Construction Services will provide students and instructors with one corporate office and one on-site tour during the 2008-2009 and during the 2009-2010 school years. Kraus-Anderson Construction Company and Fairview Health Services agree to provide a total of four mentors during the 2008-2009 and during the 2009-2010 school years for star students in these classes. Kraus-Anderson Construction Company will provide networking opportunities with other construction industry representatives for the high school instructors that teach these courses
7. **Internship Program** – Kraus-Anderson Construction Company will establish an internship program that offers a selected resident of the Cedar-Riverside or Seward neighborhoods the opportunity to participate in paid summer

internships that will expose them to the construction industry. Kraus-Anderson Construction Company will offer the summer internship each summer to a student of a Trade School Program from either of the designated neighborhoods

- 8 **Metropolitan Economic Development Association's (MEDA) Construction Partnering Program-** Kraus-Anderson will provide information about MEDA's Construction Partnering Program to all general contractors or construction managers with whom it contracts for construction of improvements. Kraus-Anderson shall also request that all contractors on this construction project meet with MEDA representatives about said program. Neither Kraus-Anderson nor its contractor or construction managers shall be obligated to enter into such a partnership.
- 9 **Minnesota Jobs Skill Partnership Grant-** Fairview agrees to continue its support of the collaborative partnership that has applied for and received a Low Income Worker Training Program grant through the Minnesota Job Skills Partnership Board (MJSP). The partnership is between the Minneapolis Employment and Training Program, the Minneapolis Workforce Centers and the Minneapolis Community and Technical College to recruit and assess eligible low-income candidates (including minority candidates) for a healthcare training and placement program. Fairview pledges its best efforts to hire 10 candidates from this Training Program who successfully complete training and obtain Program certificates.
- 10 **Job Linkage Program-** Fairview will continue its participation in the City's job linkage program and forward all notices of job openings to the Neighborhood Employment Network so that job applicants can be forwarded to Fairview for review and possible job interview.

This Project will commence on May 1, 2008 and is estimated to be completed in November 2010. Fairview, Kraus-Anderson and the City of Minneapolis agree to report project results every quarter.



Kraus-Anderson Construction Company



Fairview Health Services



City of Minneapolis