



# THE NORTHWESTERN MUTUAL TOWER AND COMMONS

SBE AND RPP PARTICIPATION THROUGH  
DEC. 31, 2014

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



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## ON THE COVER:

**Harlan Coats**, an ironworker certified through the Residents Preference Program, has been with Choice Construction for the past two and a half years. He was one of the workers who installed rebar for “the Big Pour” to help ensure a strong, lasting Tower foundation. Having connections with mentors helped Harlan get into the trades, along with completing the education and hours to become a journeyman.

“Once I became a journeyman, construction went from a job to a career,” Harlan said. He hopes to one day start his own firm and employ more residents like himself. “Working on The Tower and Commons is an accomplishment. A select group of people will be able to say they built this project,” he said.

## 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

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Small Business Enterprises in Milwaukee have been awarded \$95.4 million in contracts and commitments, or 28.7 percent of the total value of applicable construction and professional services contracts to date.

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Milwaukee residents eligible under the Residents Preference Program (RPP) have performed 44.7 percent of the construction hours on the project to date.

Northwestern Mutual is committed to Milwaukee's success.

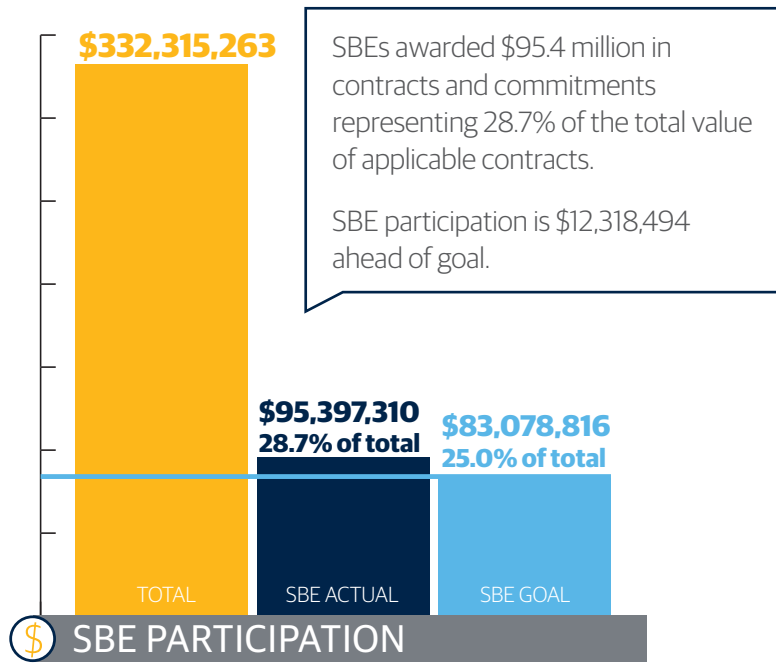
Whether it's our promise to keep or add 3,000 good-paying jobs at our downtown headquarters; the millions of dollars in philanthropic donations we make in the area; our partnerships in the Amani, Metcalfe Park and Muskego Way neighborhoods; or working hard to make sure local small businesses get the 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 25.0 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 40.0 percent of the labor hours on the project would be worked by Milwaukee residents eligible under the Residents Preference Program (RPP).

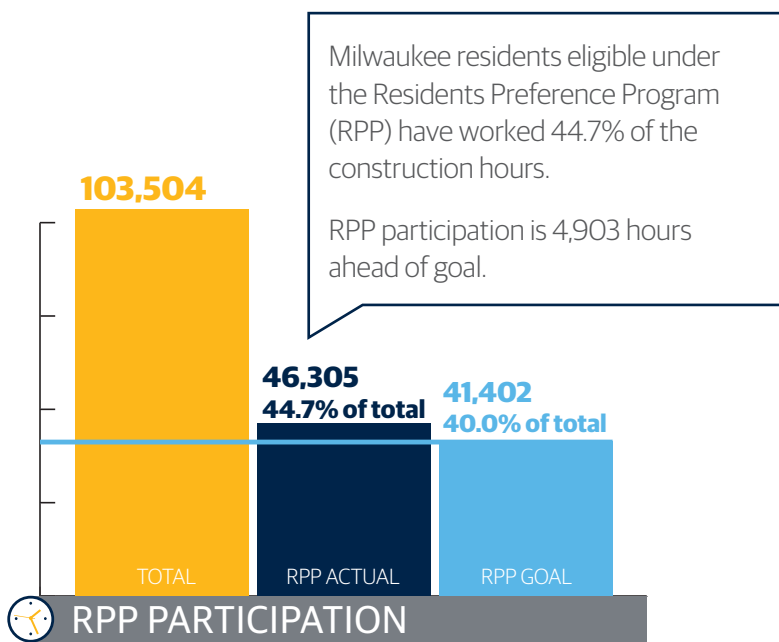
Recognizing that each quarter along the way we may be somewhat above or below the ultimate goal, we are pleased to report that we are ahead of these goals as of Dec. 31, 2014.

# Northwestern Mutual Tower and Commons Construction

Start of Project through Dec. 31, 2014



Dollar Value of Applicable Contracts Awarded



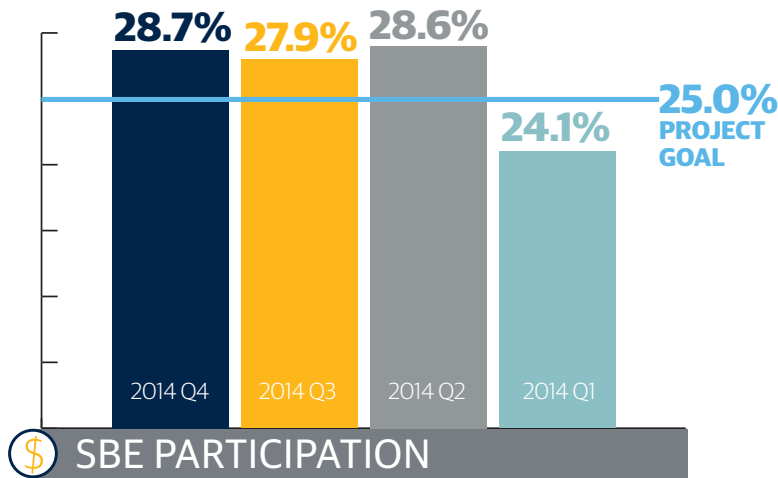
Construction Hours Worked

## PROJECT HIGHLIGHTS

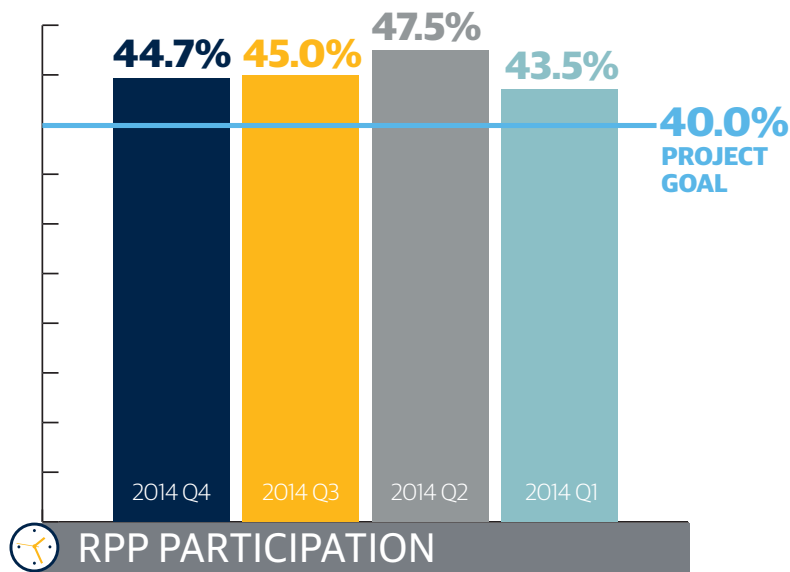
- \$332.3 million in applicable contracts awarded.
- \$95.4 million in contracts and commitments (28.7 percent of total) awarded to City of Milwaukee Small Business Enterprises (SBEs), exceeding 25.0 percent goal.
- Residents Preference Program (RPP) participation is ahead of goal. Milwaukee residents eligible under RPP have worked 44.7% of construction hours.
- 179 City of Milwaukee residents hired to work on the project.
- 28 apprentices 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 workforce fairs for city residents and the start of two apprenticeship training cohorts.

# Northwestern Mutual Tower and Commons Construction

Start of Project through Dec. 31, 2014



Percentage of Applicable Contract Dollar Value Awarded to SBEs



Percentage of Construction Hours Worked by RPP Participants

## PROJECT STATUS

AS OF DEC. 31, 2014

- Deconstruction of south building atrium begun.
- Site excavation completed.
- Work begun on "peeling back the lid" of our old north building basement to prepare site for The Commons foundation.
- Future skywalk plans completed and approved by the city.
- Skywalk between our south building and downtown parking structure removed.

## LOOKING AHEAD

- Second round of Tower and Commons contracts announced, bringing to more than 80 the total number of SBE contract awards and commitments.
- The Big Pour – largest continuous concrete pour in Wisconsin history – completed in 29 hours, with 89 trucks delivering 8,900 cu. yds. of concrete for The Tower foundation.
- Benson Industries leasing 83,000 sq. ft. of space in Century City Business Park to build Tower and Commons curtain wall. Up to 70 workers will be hired.
- Fifth Master Class held, engaging students from six different colleges in The Tower and Commons building project.
- OSHA Safety Day draws more than 200 workers to learn about fall protection and other safety issues.
- First steel is erected for The Tower and Commons.



# Northwestern Mutual Tower and Commons Construction

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## 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 25.0 percent of applicable construction costs.
- Use underemployed City of Milwaukee residents via the Residents Preference Program (RPP) for 40.0 percent of the construction hours worked.
- 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 Inc.

Participation Coordinator  
Prism Technical



## SECTION 2

# OUR STORY

Northwestern Mutual has called Milwaukee home since 1859.

Today, more than 4.3 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**



1956: The Northwestern Mutual Choir sings carols at the annual Christmas Tree Lighting in the historic south building lobby.



1967: Northwestern Mutual Vice President Victor Henningsen demonstrates a new Dictaphone system for visiting teenage business students.



1979: Northwestern Mutual Senior Vice President Don Mundt, 1979 United Way Campaign Chairman, attends the campaign kickoff at Marine Plaza.

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

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.

A. Northwestern Mutual is a major champion of the United Performing Arts Fund (UPAF). UPAF is not only central to Milwaukee's cultural scene, many programs it supports also provide learning and confidence-building experiences for children. Kids who have a connection with the performing arts are more confident, more focused, and tend to have higher test scores. Thanks to UPAF, nearly 400,000 children in Southeastern Wisconsin – many underserved – get access to the arts each year. In 2014, our campaign Feel Like a Kid Again raised almost \$900,000 from employees and increased our company's total donation to \$1.6 million – a record for the single-highest combined corporate donation.



B. Time to Read is a mentoring program sponsored by our Northwestern Mutual Foundation to help increase students' reading levels. We know early literacy spells success for children and that children are the future of our city, and that's why for more than two decades, we've hosted reading and mentoring programs with students throughout Milwaukee. This spring, students from Ralph H. Metcalfe School who visit us for our Time to Read program were given a special treat – a guest appearance from Johnny O'Bryant of the Milwaukee Bucks.



## 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.

# Tower and Commons Small Business Enterprise (SBE) 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 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

Start of Project through Dec. 31, 2014

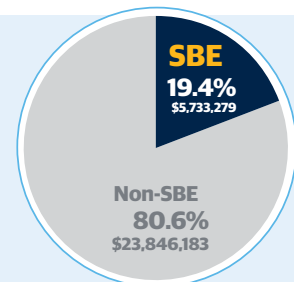
TOTAL VALUE OF APPLICABLE CONTRACTS AWARDED		\$332,315,263	
	GOAL	ACTUAL	STATUS
<b>SBE Participation Percentage</b>	25.0%	28.7%	+ 3.7
<b>Value of SBE Contracts Awarded</b>	\$83,078,816	\$95,397,310	+ \$12,318,494



## CONTRACT PAYMENTS MADE

SBEs have received 19.4 percent or \$5,733,279 of applicable project contract payments made through Dec. 31, 2014. Payments on

contracts awarded will continue to be made throughout the project as work is completed.



Numerical data presented in separate tables may differ slightly due to rounding.

## SMALL BUSINESS ENTERPRISES

Constructing a high-rise office building requires a wide variety of construction-related services. We're proud to involve a large number of companies in building our Tower and Commons. Table 2 shows details of all Small Business Enterprises involved from the start of

the project to date. For ease of reference, we have also broken out the SBE professional services providers (see Table 3, page 16) from the SBE construction providers (see Table 4, page 18).

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>American Design Inc.</b>	Kendall Heaton Associates	EOB Demolition Project - Full Services	\$ 43,320	\$ 43,320
<b>American Design Inc.</b>	Kendall Heaton Associates	EOB Selective Salvage Project - Full Services	\$ 6,313	\$ 6,313
<b>American Design Inc.</b>	Valerio Dewalt Train Associates (VDTA)	Fitness Center	\$ 109,400	\$ 72,120
<b>American Design Inc.</b>	VDTA	Office Tower Interior - Production Architect	\$ 638,735	\$ 3,335
<b>Arrow-Crete Construction LLC</b>	Globe Contractors Inc.	Concrete	\$ 104,987	\$ 104,987
<b>Arteaga Construction Inc.</b>	Veit & Co. Inc.	Crane	\$ 24,080	\$ 15,071
<b>ASAP Fastening Systems Inc.</b>	Construction Supply & Erection	Supplier of Various Fasteners	\$ 1,521	\$ -
<b>Autumn Trucking Inc.</b>	Veit & Co. Inc.	Fuel	\$ 250,000	\$ 94,239
<b>Autumn Trucking Inc.</b>	Globe Contractors Inc.	Fuel	\$ 120,006	\$ 120,006
<b>Autumn Trucking Inc.</b>	Veit & Co. Inc.	Fuel and Oil	\$ 259,371	\$ 259,371
<b>Barrientos Design &amp; Consulting Inc.</b>	Kendall Heaton Associates	Van Buren Bridge Project - Full Services	\$ 166,610	\$ 137,612
<b>BestEd Business</b>	Gilbane   C.G. Schmidt Inc.	Safety Protection	\$ 7,953	\$ 7,953
<b>BMR Design Group Inc.</b>	USA Fire Protection	Professional Services	\$ 203,309	\$ -
<b>Choice Construction Co. Inc.</b>	C.G. Schmidt Inc.	Welded Wire Fabric Reinforcing	\$ 1,470,186	\$ -
<b>Choice Construction Co. Inc.</b>	Lejeune Steel Company	Steel Erecting	\$ 7,180,000	\$ -
<b>Con-Cor Co. Inc.</b>	Giles Engineering Associates Inc.	Concrete Coring	\$ 79,043	\$ 79,043
<b>Con-Cor Co. Inc.</b>	Munson Inc.	Core-Drilling Floor	\$ 5,775	\$ 5,775
<b>Con-Cor Co. Inc.</b>	Veit & Co. Inc.	Concrete Sawing	\$ 134,767	\$ 3,456
<b>Con-Cor Co. Inc.</b>	Veit & Co. Inc.	Saw Cutting	\$ 5,760	\$ 5,760
<b>Con-Cor Co. Inc.</b>	Globe Contractors Inc.	Sawing	\$ 14,011	\$ 14,011

(CONTINUED ON PAGE 13)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>Con-Cor Co. Inc.</b>	C.G. Schmidt Inc.	Concrete Cutting	\$ 1,139	\$ 1,139
<b>Con-Cor Co. Inc.</b>	Staff Electric Co. Inc.	Labor and Material Coring	\$ 10,350	\$ 10,350
<b>Continuum Architects &amp; Planners S.C.</b>	Kendall Heaton Associates	Code Review and Permit Expediting Services	\$ 31,320	\$ 18,792
<b>Continuum Architects &amp; Planners S.C.</b>	Kendall Heaton Associates	Old NOB Basement Project - Full Services	\$ 97,265	\$ 63,222
<b>Continuum Architects &amp; Planners S.C.</b>	Kendall Heaton Associates	South Office Building	\$ 15,979	\$ 4,325
<b>DAAR Engineering Inc.</b>	Gilbane   C.G. Schmidt Inc.	Site Survey	\$ 299,561	\$ -
<b>DAAR Engineering Inc.</b>	Lejeune Steel Company	Surveying	\$ 25,194	\$ 25,194
<b>Dairyland Electric Co. Inc.</b>	Grunau Co. Inc.	Plumbing Supplier/Labor	\$ 809,933	\$ -
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 3,253,232	\$ -
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 306,320	\$ 306,320
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Switchgear	\$ 2,209	\$ 2,209
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 16,624	\$ 16,624
<b>Dakota Intertek Corp.</b>	Giles Engineering Associates Inc.	Labor and Hand Augering Services	\$ 3,411	\$ 3,411
<b>Duwe Metal Products Inc.</b>	Benson Industries Inc.	Shop and Field Labor	\$ 15,867,515	\$ -
<b>Duwe Metal Products Inc.</b>	C.G. Schmidt Inc.	Acoustic Screen Wall	\$ 60,304	\$ 60,304
<b>ER Abernathy Industrial Inc.</b>	Gilbane   C.G. Schmidt Inc.	Safety Protection	\$ 5,280	\$ 1,286
<b>EKG Trucking LLC</b>	Globe Contractors Inc.	Trucking and Permits	\$ 470,302	\$ 470,302
<b>Fusion Integrated Solutions LLC</b>	HMA Consulting Inc.	Construction Services	\$ 45,000	\$ -
<b>Greenfire Management Services LLC</b>	Gilbane   C.G. Schmidt Inc.	Project Engineering Services	\$ 166,400	\$ 29,440
<b>Hard Rock Sawing and Drilling Specialists Co.</b>	J.F. Ahern Co.	Concrete Cutting	\$ 9,240	\$ 9,240
<b>Hawk Construction LLC</b>	Veit & Company Inc.	Hydro Excavation	\$ 20,065	\$ 18,775
<b>Hawk Construction LLC</b>	C.G. Schmidt Inc.	Foundations and Helical Piers	\$ 27,929	\$ 27,929
<b>Hetzel Tile &amp; Marble Inc.</b>	Gilbane   C.G. Schmidt Inc.	Hard Tile/ Interior Stone Installation	\$ 3,802,530	\$ -
<b>Hetzel-Sanfilippo Inc.</b>	Gilbane   C.G. Schmidt Inc.	Misc. General Conditions	\$ 72,760	\$ -
<b>Hetzel-Sanfilippo Inc.</b>	Gilbane   C.G. Schmidt Inc.	Mockup	\$ 459,500	\$ -
<b>Hetzel-Sanfilippo Inc.</b>	Thorne Associates Inc.	Framing and Drywall	\$ 2,100,000	\$ -
<b>Hiram Power Electric LLC</b>	Staff Electric Co. Inc.	Furnish Electrical Fixtures	\$ 2,537,299	\$ -
<b>Hiram Power Electric LLC</b>	Staff Electric Co. Inc.	Furnish Medium Voltage	\$ 10,908	\$ 10,908

(CONTINUED ON PAGE 14)

TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>House of Stone Inc.</b>	Structures Hardscapes Specialists	Masonry	\$ 461,420	\$ -
<b>Hurt Electric Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 5,571,091	\$ -
<b>HVA Products Inc.</b>	Grunau Co. Inc.	Fuel Controls	\$ 19,250	\$ -
<b>IBC Engineering Services Inc.</b>	Alvine Engineering	MEP Engineering for Tower Center TI - Mechanical Plumbing	\$ 495,760	\$ 362,166
<b>IBC Engineering Services Inc.</b>	Aquatic Design & Engineering	Electrical Engineering	\$ 33,275	\$ -
<b>IBC Engineering Services Inc.</b>	Sebesta Blomberg & Associates	Mechanical and Electric Commissioning Services	\$ 45,760	\$ -
<b>JCP Construction LLC</b>	Gilbane   C.G. Schmidt Inc.	Foundation Waterproofing	\$ 3,605,835	\$ -
<b>KMI Construction LLC</b>	Gilbane   C.G. Schmidt Inc.	Masonry	\$ 3,827,697	\$ -
<b>KMI Construction LLC</b>	C.G. Schmidt Inc.	Masonry	\$ 4,150	\$ 4,150
<b>Marek Landscaping LLC</b>	Veit & Co. Inc.	Erosion Control	\$ 49,352	\$ 49,352
<b>McDowell Construction Corp.</b>	Globe Contractors Inc.	Asphalt	\$ 98,658	\$ 98,658
<b>McDowell Construction Corp.</b>	Veit & Co. Inc.	Fencing	\$ 77,423	\$ 77,423
<b>McKinley's Corp.</b>	Grunau Co. Inc.	HVAC Demolition	\$ 12,900	\$ -
<b>Metropolitan Services Inc.</b>	Globe Contractors Inc.	Traffic Control	\$ 151,998	\$ 151,998
<b>Milwaukee Metal Products Co.</b>	Terra Engineering & Construction Corp.	Tieback Bearing Plates	\$ 4,692	\$ 4,222
<b>Natural Athletic Turf LLC</b>	Stano Landscaping	Hardscape Restoration	\$ 50,850	\$ 50,850
<b>Nuvo Construction Co. Inc.</b>	C.G. Schmidt Inc.	Concrete	\$ 3,100,000	\$ -
<b>Nuvo Construction Co. Inc.</b>	Terra Engineering	Bulk Cement	\$ 123,212	\$ 105,101
<b>P.A. Roeper &amp; Associates Inc.</b>	Graef USA	Drafting Service	\$ 22,500	\$ 22,500
<b>P.A. Roeper &amp; Associates Inc.</b>	Graef USA	Drafting Services	\$ 22,500	\$ 22,500
<b>P.L. Freeman Co.</b>	Grunau Co. Inc.	HVAC/Plumbing Supplier/Labor	\$ 6,021,234	\$ -
<b>P.L. Freeman Co.</b>	Terra Engineering & Construction Corp.	Wales	\$ 104,848	\$ 58,843
<b>Price &amp; Sons Inc.</b>	Staff Electric Co. Inc.	Misc. Supplier	\$ 2,133,120	\$ -
<b>Prism Technical Management &amp; Marketing Services</b>	Northwestern Mutual	HR Consultant	\$ 546,155	\$ 265,297
<b>Quorum Architects Inc.</b>	Kendall Heaton Associates	Graphics/Wayfinding Consultant	\$ 239,490	\$ 142,790
<b>Quorum Architects Inc.</b>	The Office of James Burnett	Associate Landscape Architects	\$ 218,230	\$ 112,570
<b>Rams Contracting Ltd.</b>	Veit & Co. Inc.	Trucking	\$ 12,513	\$ 12,513
<b>Rinka Chung Architecture Inc.</b>	BuroHappold Engineering	Solar Reflectivity Site Assessment	\$ 6,000	\$ 3,001

(CONTINUED ON PAGE 15)



TABLE 2: TOTAL SBE PARTICIPATION (PROFESSIONAL SERVICES AND CONSTRUCTION) (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>Rinka Chung Architecture Inc.</b>	Kendall Heaton Associates	North Parking Garage - Full Services	\$ 58,000	\$ 15,510
<b>Rinka Chung Architecture Inc.</b>	VDTA	Café Project - Production Architect	\$ 64,450	\$ 9,500
<b>Rinka Chung Architecture Inc.</b>	VDTA	Credit Union Project - Full Services	\$ 66,150	\$ 52,550
<b>Rockwell Mechanical LLC</b>	J.F. Ahern Co.	Material Purchase for Chillers	\$ 418,380	\$ 418,380
<b>Rockwell Mechanical LLC</b>	Grunau Co. Inc.	HVAC Supplier/Labor	\$ 4,865,885	\$ -
<b>Security Officer Services Inc.</b>	Gilbane   C.G. Schmidt Inc.	Site Security	\$ 195,000	\$ 35,146
<b>Sonag Ready Mix LLC</b>	C.G. Schmidt Inc.	CIP Concrete	\$ 20,846	\$ 20,846
<b>Spann &amp; Associates LLC</b>	Gilbane   C.G. Schmidt Inc.	Project Engineering Services	\$ 173,680	\$ 34,736
<b>Thomas A. Mason Co. Inc.</b>	G3 Technologies Inc.	Floor Installation	\$ 1,485,933	\$ -
<b>Thomas A. Mason Co. Inc.</b>	Gilbane   C.G. Schmidt Inc.	Soft Flooring	\$ 1,921,906	\$ -
<b>Thomas A. Mason Co. Inc.</b>	Thorne Associates Inc.	Taping	\$ 2,100,000	\$ -
<b>Tremmel-Anderson Trucking LLC</b>	New Berlin Grading Inc.	Earthwork	\$ 6,025	\$ 6,025
<b>Tremmel-Anderson Trucking LLC</b>	Veit & Co. Inc.	Trucking	\$ 119,534	\$ 77,568
<b>Valente Transport Inc.</b>	Veit & Co. Inc.	Trucking	\$ 525,939	\$ 130,767
<b>Valente Transport Inc.</b>	Veit & Co. Inc.	Trucking/Disposal	\$ 828,802	\$ 828,802
<b>Vizcaino's Trucking LLC</b>	Veit & Co. Inc.	Trucking	\$ 20,164	\$ 20,164
<b>Vizcaino's Trucking LLC</b>	Veit & Co. Inc.	Trucking	\$ 168,791	\$ 22,468
<b>Vizcaino's Trucking LLC</b>	Globe Contractors Inc.	Trucking	\$ 127,324	\$ 127,324
<b>ZS LLC</b>	Applied Technical Services Inc.	Façade Access Design Services	\$ 62,975	\$ 54,593
<b>ZS LLC</b>	Entuitive Corp.	Building Enclosure Sub-Consultant	\$ 42,950	\$ 7,420
<b>ZS LLC</b>	Kendall Heaton Associates	Structural Engineer	\$ 23,124	\$ 23,124
<b>ZS LLC</b>	Magnusson Klemencic Associates	Structural Engineering	\$ 210,000	\$ 197,280
<b>ZS LLC</b>	Northwestern Mutual	Laser Scan	\$ 51,000	\$ 51,000
<b>ZS LLC</b>	Gilbane   C.G. Schmidt Inc.	Engineering Services	\$ 30,000	\$ 4,000
<b>TO BE DETERMINED</b>	TO BE DETERMINED	TO BE DETERMINED	\$ 13,397,825*	\$ -
<b>TOTAL SBE PARTICIPATION</b>			<b>\$ 95,397,309</b>	<b>\$ 5,733,278</b>
<b>% OF APPLICABLE CONTRACT VALUE AWARDED</b>			<b>28.7%</b>	
<b>% OF APPLICABLE PAYMENTS MADE</b>				<b>19.4%</b>

\* Prime contractors and subcontractors have been awarded contracts that include \$13.4 million for SBEs yet to be named.

TABLE 3: SBE PROFESSIONAL SERVICES PROVIDERS

Much of the focus and excitement of a major building project is on the many construction and trade 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. For ease of reference, we have separated just the SBE professional services providers listed in Table 2 and shown them here.

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>American Design Inc.</b>	Kendall Heaton Associates	EOB Demolition Project - Full Services	\$ 43,320	\$ 43,320
<b>American Design Inc.</b>	Kendall Heaton Associates	EOB Selective Salvage Project - Full Services	\$ 6,313	\$ 6,313
<b>American Design Inc.</b>	Valerio Dewalt Train Associates (VDTA)	Fitness Center	\$ 109,400	\$ 72,120
<b>American Design Inc.</b>	VDTA	Office Tower Interior - Production Architect	\$ 638,735	\$ 3,335
<b>Barrientos Design &amp; Consulting Inc.</b>	Kendall Heaton Associates	Van Buren Bridge Project - Full Services	\$ 166,610	\$ 137,612
<b>Con-Cor Co. Inc.</b>	Giles Engineering Associates	Concrete Coring	\$ 79,043	\$ 79,043
<b>Continuum Architects &amp; Planners S.C.</b>	Kendall Heaton Associates	Code Review and Permit Expediting Services	\$ 31,320	\$ 18,792
<b>Continuum Architects &amp; Planners S.C.</b>	Kendall Heaton Associates	Old NOB Basement Project - Full Services	\$ 97,265	\$ 63,222
<b>Continuum Architects &amp; Planners S.C.</b>	Kendall Heaton Associates	South Office Building	\$ 15,979	\$ 4,325
<b>Dakota Intertek Corp.</b>	Giles Engineering Associates	Labor and hand augering services	\$ 3,411	\$ 3,411
<b>Fusion Integrated Solutions LLC</b>	HMA Consulting, Inc.	Construction Services	\$ 45,000	\$ -
<b>IBC Engineering Services Inc.</b>	Alvine Engineering	MEP Engineering for Tower Center TI	\$ 495,760	\$ 362,166
<b>IBC Engineering Services Inc.</b>	Aquatic Design & Engineering	Electrical Engineering	\$ 33,275	\$ -
<b>IBC Engineering Services Inc.</b>	Sebesta Blomberg & Associates	Mechanical and Electric Commissioning	\$ 45,760	\$ -
<b>P.A. Roeper &amp; Associates Inc.</b>	Graef USA	Drafting Services	\$ 22,500	\$ 22,500
<b>Prism Technical Management &amp; Marketing Services</b>	Northwestern Mutual	HR Consultant	\$ 546,155	\$ 265,297
<b>Quorum Architects Inc.</b>	Kendall Heaton Associates	Graphics/Wayfinding Consultant	\$ 239,490	\$ 142,790
<b>Quorum Architects Inc.</b>	The Office of James Burnett	Associate Landscape Architects	\$ 218,230	\$ 112,570
<b>Rinka Chung Architecture Inc.</b>	BuroHappold Engineering	Solar Reflectivity Site Assessment	\$ 6,000	\$ 3,001
<b>Rinka Chung Architecture Inc.</b>	Kendall Heaton Associates	North Parking Garage - Full Services	\$ 58,000	\$ 15,510
<b>Rinka Chung Architecture Inc.</b>	VDTA	Café Project - Production Architect	\$ 64,450	\$ 9,500
<b>Rinka Chung Architecture Inc.</b>	VDTA	Credit Union Project - Full Services	\$ 66,150	\$ 52,550
<b>ZS LLC</b>	Applied Technical Services Inc.	Exterior Building Maintenance	\$ 62,975	\$ 54,593

(CONTINUED ON PAGE 17)

TABLE 3: SBE PROFESSIONAL SERVICES PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
ZS LLC	Entuitive Corp.	Building Enclosure Sub-Consultant	\$ 42,950	\$ 7,420
ZS LLC	Kendall Heaton Associates	Structural Engineer	\$ 23,124	\$ 23,124
ZS LLC	Magnusson Klemencic Associates	Structural Engineering	\$ 210,000	\$ 197,280
ZS LLC	Northwestern Mutual	Laser Scan	\$ 51,000	\$ 51,000
<b>TOTAL SBE PROFESSIONAL SERVICES PROVIDER PARTICIPATION</b>			<b>\$ 3,422,215</b>	<b>\$ 1,750,794</b>
<b>% OF APPLICABLE PROFESSIONAL SERVICES CONTRACT VALUE AWARDED</b>			<b>34.9%</b>	
<b>% OF APPLICABLE PROFESSIONAL SERVICES PAYMENTS MADE</b>				<b>26.4%</b>
<b>TOTAL APPLICABLE PROFESSIONAL SERVICES PROVIDER PARTICIPATION INCLUDING SBES</b>			<b>\$ 9,819,327*</b>	<b>\$ 6,636,827*</b>

\*This total excludes contracts for specialty disciplines as well as those awarded prior to Dec. 1, 2012, including Kendall/Heaton Associates, Ring & DuChateau, Valerio Dewalt Train Associates and Pickard Chilton.



### HURT ELECTRIC INC.

Hurt Electric Inc. is an electrical installation firm founded by Henry Hurt nearly 20 years ago. The company is assisting with electrical installation on The Tower and Commons. With 35 diverse and experienced workers, Hurt Electric has earned the respect of its peers and many repeat clients.

A lifelong Milwaukee resident, Henry has seen a transformation in the city’s landscape over the years, and he is thrilled to be involved in landmark projects like The Tower and Commons. “It’s nice to be part of a project you can hang your hat on and say ‘I was there,’” he said. “It’s like leaving behind a footprint.”

Hurt Electric maintains an advisory board and ensures that leadership and employees ask the right questions in order to continuously improve. “I want to make sure that when Hurt Electric is done with a job, it’s done right and the customer is happy,” Henry said.



### BMR DESIGN GROUP INC.

BMR Design Group Inc. has exceeded the architectural and engineering needs of its clients in Milwaukee and beyond since 1987. Luis Barbosa, project manager, principal and owner, is assisting in the preparation for the design of fire protection on The Tower and Commons project as a subcontractor to USA Fire Protection.

“Being part of this project brings a feeling of belonging and dignity,” Luis said. “Participating in The Tower and Commons project creates professional credentials for us that may help us get invited to work on more projects.”

Through the years, BMR has overcome many issues, including cash flow and the lack of social ties some of its competitors have. “It’s humbling to be involved with a project like this,” Luis said. “We have established the skills that companies need, and we just need more opportunities like this.”

TABLE 4: SBE CONSTRUCTION PROVIDERS

The visible creation of our Tower and Commons is in the capable hands of the construction contractors and subcontractors. They are responsible for preparing the construction site and erecting the building that will

change the shape of our Milwaukee skyline. For ease of reference, we have separated just the SBE construction providers listed in Table 2 and shown them here.

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>Arrow-Crete Construction LLC</b>	Globe Contractors Inc.	Concrete	\$ 104,987	\$ 104,987
<b>Arteaga Construction Inc.</b>	Veit & Co. Inc.	Crane	\$ 24,080	\$ 15,071
<b>ASAP Fastening Systems Inc.</b>	Construction Supply & Erection	Supplier of Various Fasteners	\$ 1,521	\$ -
<b>Autumn Trucking Inc.</b>	Veit & Co. Inc.	Fuel	\$ 250,000	\$ 94,239
<b>Autumn Trucking Inc.</b>	Globe Contractors Inc.	Fuel	\$ 120,006	\$ 120,006
<b>Autumn Trucking Inc.</b>	Veit & Co. Inc.	Fuel and Oil	\$ 259,371	\$ 259,371
<b>Best Ed Business</b>	Gilbane   C.G. Schmidt Inc.	Safety Protection	\$ 7,953	\$ 7,953
<b>BMR Design Group Inc</b>	USA Fire Protection	Professional Services	\$ 203,309	\$ -
<b>Choice Construction Co. Inc.</b>	C.G. Schmidt Inc.	Welded Wire Fabric Reinforcing	\$ 1,470,186	\$ -
<b>Choice Construction Co. Inc.</b>	Lejeune Steel Company	Steel Erection	\$ 7,180,000	\$ -
<b>Con-Cor Co. Inc.</b>	Munson Inc.	Core-Drilling Floor	\$ 5,775	\$ 5,775
<b>Con-Cor Co. Inc.</b>	Veit & Co. Inc.	Concrete Sawing	\$ 134,767	\$ 3,456
<b>Con-Cor Co. Inc.</b>	Veit & Co. Inc.	Saw Cutting	\$ 5,760	\$ 5,760
<b>Con-Cor Co. Inc.</b>	Globe Contractors Inc.	Sawing	\$ 14,011	\$ 14,011
<b>Con-Cor Co. Inc.</b>	C.G. Schmidt Inc.	Concrete Cutting	\$ 1,139	\$ 1,139
<b>Con-Cor Co. Inc.</b>	Staff Electric Co. Inc.	Labor and Material Coring	\$ 10,350	\$ 10,350
<b>DAAR Engineering Inc.</b>	Gilbane   C.G. Schmidt Inc.	Site Survey	\$ 299,561	\$ -
<b>DAAR Engineering Inc.</b>	Lejeune Steel Co.	Surveying	\$ 25,194	\$ 25,194
<b>Dairyland Electric Co. Inc.</b>	Grunau Co. Inc.	Plumbing Supplier/Labor	\$ 809,933	\$ -
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 3,253,232	\$ -
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 306,320	\$ 306,320
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Switchgear	\$ 2,209	\$ 2,209
<b>Dairyland Electric Co. Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 16,624	\$ 16,624
<b>Duwe Metal Products Inc.</b>	Benson Industries Inc.	Shop and Field Labor	\$ 15,867,515	\$ -

(CONTINUED ON PAGE 19)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>Duwe Metal Products Inc.</b>	Gilbane   C.G. Schmidt Inc.	Acoustic Screen Wall	\$ 60,304	\$ 60,304
<b>ER Abernathy Industrial Inc.</b>	Gilbane   C.G. Schmidt Inc.	Safety Protection	\$ 5,280	\$ 1,286
<b>EKG Trucking LLC</b>	Globe Contractors Inc.	Trucking and Permits	\$ 470,302	\$ 470,302
<b>Greenfire Management Services LLC</b>	Gilbane   C.G. Schmidt Inc.	Project Engineering Services	\$ 166,400	\$ 29,440
<b>Hard Rock Sawing and Drilling Specialists Co.</b>	Veit & Co. Inc.	Concrete Cutting	\$ 9,240	\$ 9,240
<b>Hawk Construction LLC</b>	Veit & Co. Inc.	Hydro Excavation	\$ 20,065	\$ 18,775
<b>Hawk Construction LLC</b>	C.G. Schmidt Inc.	Foundations and Helical Piers	\$ 27,929	\$ 27,929
<b>Hetzel Tile &amp; Marble Inc.</b>	Gilbane   C.G. Schmidt Inc.	Hard Tile / Interior Stone Installation	\$ 3,802,530	\$ -
<b>Hetzel-Sanflippo Inc.</b>	Gilbane   C.G. Schmidt Inc.	Misc. General Conditions	\$ 72,760	\$ -
<b>Hetzel-Sanflippo Inc.</b>	Gilbane   C.G. Schmidt Inc.	Mockup	\$ 459,500	\$ -
<b>Hetzel-Sanflippo Inc.</b>	Thorne Associates Inc.	Framing and Drywall	\$ 2,100,000	\$ -
<b>Hiram Power Electric LLC</b>	Staff Electric Co. Inc.	Furnish Electrical Fixtures	\$ 2,537,299	\$ -
<b>Hiram Power Electric LLC</b>	Staff Electric Co. Inc.	Furnish Medium Voltage	\$ 10,908	\$ 10,908
<b>House of Stone Inc.</b>	Structures Hardscapes Specialists	Masonry	\$ 461,420	\$ -
<b>Hurt Electric Inc.</b>	Staff Electric Co. Inc.	Electrical	\$ 5,571,091	\$ -
<b>HVA Products Inc.</b>	Grunau Co. Inc.	Fuel Controls	\$ 19,250	\$ -
<b>JCP Construction LLC</b>	Gilbane   C.G. Schmidt Inc.	Foundation Waterproofing	\$ 3,605,835	\$ -
<b>KMI Construction LLC</b>	Gilbane   C.G. Schmidt Inc.	Masonry	\$ 3,827,697	\$ -
<b>KMI Construction LLC</b>	C.G. Schmidt Inc.	Masonry	\$ 4,150	\$ 4,150
<b>Marek Landscaping LLC</b>	Veit & Co. Inc.	Erosion Control	\$ 49,352	\$ 49,352
<b>McDowell Construction Corp.</b>	Globe Contractors Inc.	Asphalt	\$ 98,658	\$ 98,658
<b>McDowell Construction Corp.</b>	Veit & Co. Inc.	Fencing	\$ 77,423	\$ 77,423
<b>McKinley's Corp.</b>	Grunau Co. Inc.	HVAC Demolition	\$ 12,900	\$ -
<b>Metropolitan Services Inc.</b>	Globe Contractors Inc.	Traffic Control	\$ 151,998	\$ 151,998
<b>Milwaukee Metal Products Co.</b>	Terra Engineering & Construction Corp.	Tieback Bearing Plates	\$ 4,692	\$ 4,222
<b>Natural Athletic Turf LLC</b>	Stano Landscaping	Hardscape Restoration	\$ 50,850	\$ 50,850
<b>Nuvo Construction Co. Inc.</b>	C.G. Schmidt Inc.	Concrete	\$ 3,100,000	\$ -

(CONTINUED ON PAGE 20)

TABLE 4: SBE CONSTRUCTION PROVIDERS (CONTINUED)

SBE FIRM	SUBCONTRACTOR TO	TRADE/DESCRIPTION OF WORK	TOTAL CONTRACT AMOUNT	AMOUNT PAID THROUGH 12/31/14
<b>Nuvo Construction Co. Inc.</b>	Terra Engineering & Construction Corp.	Bulk Cement	\$ 123,212	\$ 105,101
<b>P.A. Roeper &amp; Associates Inc.</b>	Graef USA	Drafting Services	\$ 22,500	\$ 22,500
<b>P.L. Freeman Co.</b>	Grunau Co. Inc.	HVAC/Plumbing Supplier/Labor	\$ 6,021,234	\$ -
<b>P.L. Freeman Co.</b>	Terra Engineering & Construction Corp.	Wales	\$ 104,848	\$ 58,843
<b>Price &amp; Sons Inc.</b>	Staff Electric Co. Inc.	Misc. Supplier	\$ 2,133,120	\$ -
<b>Rams Contracting Ltd.</b>	Veit & Co. Inc.	Trucking	\$ 12,513	\$ 12,513
<b>Rockwell Mechanical LLC</b>	J.F. Ahern Co.	Chiller Procurement/Installation	\$ 418,380	\$ 418,380
<b>Rockwell Mechanical LLC</b>	Grunau Co. Inc.	HVAC Supplier/Labor	\$ 4,865,885	\$ -
<b>Security Officer Services Inc.</b>	Gilbane   C.G. Schmidt Inc.	Site Security	\$ 195,000	\$ 35,146
<b>Sonag Ready Mix LLC</b>	C.G. Schmidt Inc.	CIP Concrete	\$ 20,846	\$ 20,846
<b>Spann &amp; Associates LLC</b>	Gilbane   C.G. Schmidt Inc.	Project Engineering Services	\$ 173,680	\$ 34,736
<b>Thomas A. Mason Co. Inc.</b>	G3 Technologies Inc.	Floor Installation	\$ 1,485,933	\$ -
<b>Thomas A. Mason Co. Inc.</b>	Gilbane   C.G. Schmidt Inc.	Soft Flooring	\$ 1,921,906	\$ -
<b>Thomas A. Mason Co. Inc.</b>	Thorne Associates Inc.	Taping	\$ 2,100,000	\$ -
<b>Tremmel-Anderson Trucking LLC</b>	New Berlin Grading Inc.	Earthwork	\$ 6,025	\$ 6,025
<b>Tremmel-Anderson Trucking LLC</b>	Veit & Co. Inc.	Trucking	\$ 119,534	\$ 77,568
<b>Valente Transport Inc.</b>	Veit & Co. Inc.	Trucking/Disposal	\$ 828,802	\$ 828,802
<b>Valente Transport Inc.</b>	Veit & Co. Inc.	Trucking	\$ 525,939	\$ 130,767
<b>Vizcaino's Trucking LLC</b>	Veit & Co. Inc.	Trucking	\$ 20,164	\$ 20,164
<b>Vizcaino's Trucking LLC</b>	Veit & Co. Inc.	Trucking	\$ 168,791	\$ 22,468
<b>Vizcaino's Trucking LLC</b>	Globe Contractors Inc.	Trucking	\$ 127,324	\$ 127,324
<b>ZS LLC</b>	Gilbane   C.G. Schmidt Inc.	Engineering Services	\$ 30,000	\$ 4,000
<b>TO BE DETERMINED</b>	TO BE DETERMINED	TO BE DETERMINED	\$13,397,825*	\$-
<b>TOTAL SBE CONSTRUCTION PROVIDER PARTICIPATION</b>			<b>\$ 91,975,094</b>	<b>\$ 3,982,485</b>
<b>% OF APPLICABLE CONSTRUCTION CONTRACT VALUE AWARDED</b>			<b>28.5%</b>	
<b>% OF APPLICABLE CONSTRUCTION PAYMENTS MADE</b>				<b>17.4%</b>

\* Prime contractors and subcontractors have been awarded contracts that include \$13.4 million for SBEs yet to be named.

## 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 5: RPP PARTICIPATION LEVEL

Start of Project through Dec. 31, 2014

TOTAL CONSTRUCTION HOURS		103,504	
	GOAL	ACTUAL	STATUS
<b>RPP Participation Percentage</b>	40.0%	44.7%	+ 4.7
<b>RPP Construction Hours</b>	41,402	46,305	+ 4,903



## CONTRACT HOURS WORKED

RPP construction hours worked represent 44.7% of all construction hours through Dec. 31, 2014.

RPP participation is 4,903 hours, or 4.7 percentage points, ahead of goal.

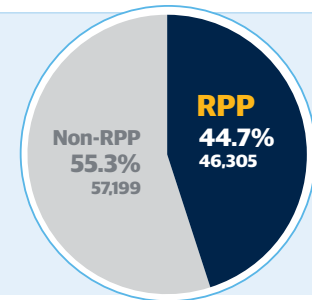


TABLE 6: RPP PARTICIPATION – EXCLUDING NON-WISCONSIN RESIDENTS

Start of Project through Dec. 31, 2014

TOTAL CONSTRUCTION HOURS WORKED		103,504	
<b>Less Hours Worked by Non-Wisconsin Residents</b>		(6,208)	
<b>Construction Hours Worked by Wisconsin Residents Only</b>		97,296	
<b>RPP Construction Hours</b>		46,305	
<b>RPP Participation Percentage (excluding non-Wisconsin residents)</b>		47.6%	

If the number of non-Wisconsin resident hours is subtracted from the total number of hours worked, RPP participation increases to 47.6 percent. While we are reporting 44.7 percent participation for the fourth quarter of 2014, 47.6 percent aligns with the City's requirement.

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."

*Numerical data presented in separate tables may differ slightly due to rounding.*



TABLE 7: RPP PARTICIPATION BY CONTRACTOR

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 12/31/14			
		Projected RPP%	Total Hours	RPP Hours	RPP%
<b>APW</b>	Acoustic Screen Wall	40.0%	387.8	167.8	43.3%
<b>Arrow-Crete Construction LLC</b>	Concrete	66.7%	513.8	249.5	48.6%
<b>Arteaga Construction Inc.</b>	Crane	0.0%	8.0	8.0	100.0%
<b>Bohmann &amp; Vick Inc.</b>	Plumbing	39.3%	454.0	0.0	0.0
<b>Brand Energy Services</b>	Specialty Services	0.0%	4,304.0	1,489.0	34.6%
<b>Budnik &amp; Sons Inc.</b>	Trucking	0.0%	147.0	0.0	0.0
<b>C. LaShell Trucking</b>	Trucking	0.0%	18.0	0.0	0.0
<b>C. LaShell Trucking</b>	Trucking	0.0%	23.8	0.0	0.0
<b>C.G. Schmidt Inc.</b>	General Contractor / Demo	20.0%	1,048.0	457.5	43.7%
<b>Chilstrom Erecting Corp.</b>	CIP Concrete	0.0%	61.0	54.5	89.3%
<b>Chilstrom Erecting Corp.</b>	Erecting	0.0%	44.0	12.0	27.3%
<b>Choice Construction Co. Inc.</b>	Rebar Installation	40.0%	186.0	72.0	38.7%
<b>Clean Cut Tree Service Inc.</b>	Landscaping	0.0%	64.0	0.0	0.0
<b>Con-Cor Co. Inc.</b>	Electrical	0.0%	23.3	0.0	0.0
<b>Con-Cor Co. Inc.</b>	Electrical	0.0%	71.5	0.0	0.0
<b>Con-Cor Co. Inc.</b>	Sawing	50.0%	43.8	27.3	62.3%
<b>Dairyland Electric Co. Inc.</b>	Electrical	100.0%	233.0	233.0	100.0%
<b>Dairyland Electric Co. Inc.</b>	Electrical	0.0%	464.0	464.0	100.0%
<b>Daniels Inc.</b>	Trucking	0.0%	7.3	0.0	0.0
<b>Dnesco Electric</b>	Electrical	0.0%	110.0	0.0	0.0
<b>Duwe Metals Products Inc.</b>	Acoustic Screen Wall	0.0%	16.0	0.0	0.0
<b>EKG Trucking LLC</b>	Permits / Trucking	70.0%	1,807.5	1,807.5	100.0%
<b>Elite Environmental Service</b>	Tank Cleaning	0.0%	12.3	0.0	0.0
<b>Faust Co. Inc.</b>	Utility Disconnects	0.0%	118.0	36.0	30.5%
<b>Flores Contracting</b>	Erosion Control	0.0%	10.0	0.0	0.0
<b>Gilbane   C.G. Schmidt Inc.</b>	General Contractor	40.2%	3,349.0	1,865.0	55.7%
<b>Globe Contractors Inc.</b>	General Contractor	15.0%	4,997.5	1,672.0	33.5%
<b>Gorman and Son Inc.</b>	Trucking	0.0%	86.3	0.0	0.0
<b>Greg Rouse Trucking</b>	Trucking	0.0%	306.5	248.5	81.1%
<b>Greg Rouse Trucking</b>	Trucking	0.0%	443.8	379.3	85.5%
<b>GRO Horticultural Enterprises Inc.</b>	Landscaping	0.0%	182.3	0.0	0.0
<b>Grunau Co. Inc.</b>	Plumbing	40.0%	1,047.0	312.0	29.8%
<b>Hawk Construction LLC</b>	Foundations / Helical Piers	0.0%	161.8	0.0	0.0
<b>Hetzel Tile &amp; Marble Inc.</b>	Hard Tile / Interior Stone Installation	0.0%	5.5	0.0	0.0

(CONTINUED ON PAGE 24)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 12/31/14			
		Projected RPP%	Total Hours	RPP Hours	RPP%
<b>Hetzel-Sanfillippo Inc.</b>	Mockup / Misc. General Conditions	42.6%	793.0	337.5	42.6%
<b>High Voltage Maintenance Corp.</b>	Electrical	0.0%	73.5	0.0	0.0
<b>Integrity Environmental</b>	Asbestos Abatement	80.9%	2,544.5	2,175.5	85.5%
<b>J &amp; J Contracting LLC</b>	Waste Removal	40.0%	683.0	451.0	66.0%
<b>J.F. Ahern Co.</b>	Mechanical / Plumbing	40.8%	2,614.7	722.5	27.6%
<b>J.T. Farina Enterprises LLC</b>	Trucking	0.0%	405.3	278.5	68.7%
<b>J.T. Farina Enterprises LLC</b>	Trucking	0.0%	733.3	395.5	53.9%
<b>KMI Construction LLC</b>	Masonry	40.0%	248.0	61.0	24.6%
<b>KMI Construction LLC</b>	Masonry	0.0%	52.0	0.0	0.0
<b>Langer Roofing &amp; Sheet Metal Inc.</b>	Roofing	0.0%	453.0	0.0	0.0
<b>M. Peters Trucking Inc.</b>	Trucking	0.0%	162.5	0.0	0.0
<b>Marek Landscaping LLC</b>	Erosion Control	44.6%	22.5	0.0	0.0
<b>Marshall Erecting Inc.</b>	Electrical	0.0%	71.0	19.5	27.5%
<b>McDowell Construction Corp.</b>	Fencing	0.0%	196.0	177.0	90.3%
<b>McDowell Construction Corp.</b>	Asphalt	66.7%	370.0	260.0	70.3%
<b>McKinley's Corp.</b>	Erection	0.0%	222.0	171.0	77.0%
<b>Midwest Drilled Foundations &amp; Excavations Inc.</b>	Helical Piers	50.0%	242.0	118.5	49.0%
<b>Munson Inc.</b>	Fencing	0.0%	428.3	65.5	15.3%
<b>Munson Inc.</b>	Fencing	0.0%	69.0	0.0	0.0
<b>Natural Athletic Turf LLC</b>	Hardscape Restoration	45.6%	438.3	94.3	21.5%
<b>New Berlin Grading Inc.</b>	Excavating	50.0%	181.5	89.5	49.3%
<b>Northway Fencing Inc.</b>	Fencing	0.0%	24.0	16.0	66.7%
<b>Precise Excavating LLC</b>	Operating Engineer	0.0%	110.0	0.0	0.0
<b>Rams Contracting Ltd.</b>	Trucking	0.0%	172.8	126.3	73.1%
<b>Renegade Trucking LLC</b>	Trucking	0.0%	204.8	176.8	86.3%
<b>Renegade Trucking LLC</b>	Trucking	0.0%	489.8	489.8	100.0%
<b>Reynolds Rigging &amp; Crane Service Inc.</b>	Crane Rental	0.0%	1,808.9	0.0	0.0
<b>Rockwell Mechanical LLC</b>	Mechanical / Plumbing	0.0%	119.0	119.0	100.0%
<b>Schlarb Contractors</b>	Trucking	0.0%	2,353.3	602.8	25.6%
<b>Schlarb Contractors</b>	Trucking	0.0%	2,021.3	530.3	26.2%
<b>Security Officer Services Inc.</b>	Security	0.0%	2,909.1	2,464.7	84.7%
<b>S.J. Stanley Trucking Inc.</b>	Trucking	0.0%	97.5	0.0	0.0
<b>Smithsonian Materials</b>	Trucking	0.0%	14.0	14.0	100.0%

(CONTINUED ON PAGE 25)

TABLE 7: RPP PARTICIPATION BY CONTRACTOR (CONTINUED)

CONTRACTOR	TRADE	ONSITE CONSTRUCTION HOURS THROUGH 12/31/14			
		Projected RPP%	Total Hours	RPP Hours	RPP%
Smithsonian Materials	Trucking	0.0%	80.8	80.8	100.0%
Staff Electric Co. Inc.	Electrical	50.0%	1,670.3	1,363.0	81.6%
Staff Electric Co. Inc.	Electrical	0.0%	27.0	27.0	100.0%
Staff Electric Co. Inc.	Electrical	70.5%	722.5	331.5	45.9%
Staff Electric Co. 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
Still Trucking	Trucking	0.0%	5.0	0.0	0.0
Terra Engineering & Construction Corp.	Sheeting	0.0%	13,026.0	2,084.5	16.0%
Tremmel-Anderson Trucking LLC	Trucking	0.0%	556.0	379.3	68.2%
Titan Building Co.	Carpenter	0.0%	551.0	130.5	23.7%
Tom's Truck Service	Trucking	0.0%	179.5	179.5	100.0%
Tom's Truck Service	Trucking	0.0%	306.3	306.3	100.0%
Treescapes Inc.	Landscaping	0.0%	8.8	0.0	0.0
USA Fire Protection	Fire Protection	39.8%	100.0	0.0	0.0
Valente Transport Inc.	Trucking	0.0%	230.0	104.0	45.2%
Valente Transport Inc.	Trucking Disposal	0.0%	838.8	630.8	75.2%
Vandalae Services Inc.	Trucking	0.0%	43.0	0.0	0.0
Veit & Co. Inc.	General Contractor	40.0%	29,679.5	13,812.5	46.5%
Veit & Co. Inc.	Earthwork	39.3%	6,632.5	4,291.0	64.7%
Veteran's Truck Line Inc.	Trucking	0.0%	63.0	0.0	0.0
Vizcaino's Trucking LLC	Trucking	90.0%	1,063.5	1,000.8	94.1%
Zien Service Inc.	Mechanical	0.0%	418.0	0.0	0.0
<b>PROJECT TOTALS</b>		<b>40.0%</b>	<b>103,504.0</b>	<b>46,304.9</b>	<b>44.7%</b>

TABLE 8: RPP PARTICIPATION BY TRADE

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/14
<b>Asbestos Abatement Worker (13)</b>	6	53204	723.0
	6	53215	1,145.5
	1	53234	307.0
<b>Carpenter and Soft Floor Layer (15)</b>	1	53202	268.0
	1	53206	105.0
	1	53207	93.5
	2	53208	256.5
	1	53212	38.5
	2	53215	282.3
	2	53218	93.0
	1	53219	65.0
	2	53222	217.5
	1	53223	93.0
	1	53224	270.0
<b>Cement Mason / Concrete Finisher (5)</b>	1	53207	47.0
	1	53209	23.5
	1	53222	102.5
	2	53224	54.5
<b>Drywall Taper or Finisher (1)</b>	1	53202	19.5
<b>Electrician (10)</b>	1	53202	503.0
	1	53204	123.0
	1	53206	624.0
	1	53207	73.0
	1	53212	57.0
	1	53219	1,434.0
	2	53220	863.0
	1	53221	789.5
	1	53222	24.0
<b>Fence Erector (4)</b>	2	53204	102.5
	1	53218	65.5
	1	53220	90.5
<b>General Laborer (62)</b>	1	53202	9.0
	8	53204	751.0
	3	53206	186.5
	7	53207	2,328.0
	1	53208	691.5
	3	53209	758.5

(CONTINUED ON PAGE 27)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/14
<b>General Laborer (continued)</b>	2	53211	92.0
	3	53212	1,377.0
	1	53213	10.0
	5	53215	1,964.0
	3	53216	1,340.0
	8	53218	1,337.0
	2	53219	2,025.0
	2	53220	774.0
	3	53221	2,686.0
	2	53222	63.0
	2	53224	197.5
	5	53225	958.8
	1	53228	944.5
<b>Heavy Equipment Operator (10)</b>	2	53211	1,066.0
	2	53212	449.0
	1	53215	980.5
	1	53218	850.0
	1	53219	1,000.5
	2	53222	652.0
	1	53225	2,222.5
<b>Ironworker (4)</b>	1	53205	66.5
	1	53214	40.5
	1	53215	19.5
	1	53221	31.5
<b>Landscaper (1)</b>	1	53204	94.3
<b>Pipefitter (3)</b>	1	53207	54.5
	1	53216	586.0
	1	53225	16.0
<b>Plumber (3)</b>	1	53215	66.0
	1	53220	36.0
	1	53225	88.0
<b>Security (8)</b>	1	53206	336.0
	1	53208	537.5
	1	53212	129.0
	1	53215	240.9
	3	53216	1,003.2
	1	53225	218.0

(CONTINUED ON PAGE 28)

TABLE 8: RPP PARTICIPATION BY TRADE (CONTINUED)

TRADE	NUMBER OF RPP WORKERS	ZIP CODE	TOTAL RPP HOURS THROUGH 12/31/14
<b>Steamfitter (2)</b>	1	53213	224.0
	1	53224	119.0
<b>Truck Driver (38)</b>	1	53204	18.8
	1	53207	356.5
	2	53209	133.5
	2	53210	260.8
	1	53214	57.3
	13	53215	2,430.5
	2	53218	364.0
	4	53219	1,312.0
	4	53221	490.5
	2	53222	218.5
	4	53223	1,519.3
	2	53224	569.0
	<b>TOTALS</b>	<b>179</b>	

Michael Rodgers, a carpenter certified through the Residents Preference Program, worked with C.G. Schmidt setting concrete forms for The Tower and Commons foundation. Michael enjoys both the experiential and social aspects of his job. "Carpentry is a versatile field where you are involved in a little bit of everything," he said, "and in construction you get to meet many types of people and develop long-term relationships."

Michael emphasizes the importance of on-the-job safety. "No one wants to see a construction worker get hurt on any job site. We may not all be from the same trade, but construction is a family," he said.



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. The table below includes only those trades considered apprenticeable in the state of Wisconsin.

TABLE 9: APPRENTICESHIP STATUS

TRADE	JOURNEYMEN	APPRENTICES	UNION LOCAL NO.
Bricklayer	6	0	8
Carpenter and Soft Floor Layer	52	5	161
Cement Mason / Concrete Finisher	21	2	599
Drywall Taper or Finisher	4	0	7
Electrician	39	0	494
General Laborer	163	2	113
Heavy Equipment Operator	87	6	139
Ironworker	20	2	8
Millwright	4	1	1056
Painter	3	0	7
Piledriver	5	0	2337
Pipefitter	17	6	183
Plumber	16	2	75
Roofer	7	0	65
Sheet Metal Worker	6	1	18
Sprinkler Fitter	5	0	183
Steamfitter	4	1	601
Tile Setter	1	0	5
<b>TOTALS</b>	<b>460</b>	<b>28</b>	

Asbestos Abatement Worker, Fence Erector, Landscaper and Truck Driver - included in this table in previous reports - have been removed from the data because they are non-apprenticeable trades.





