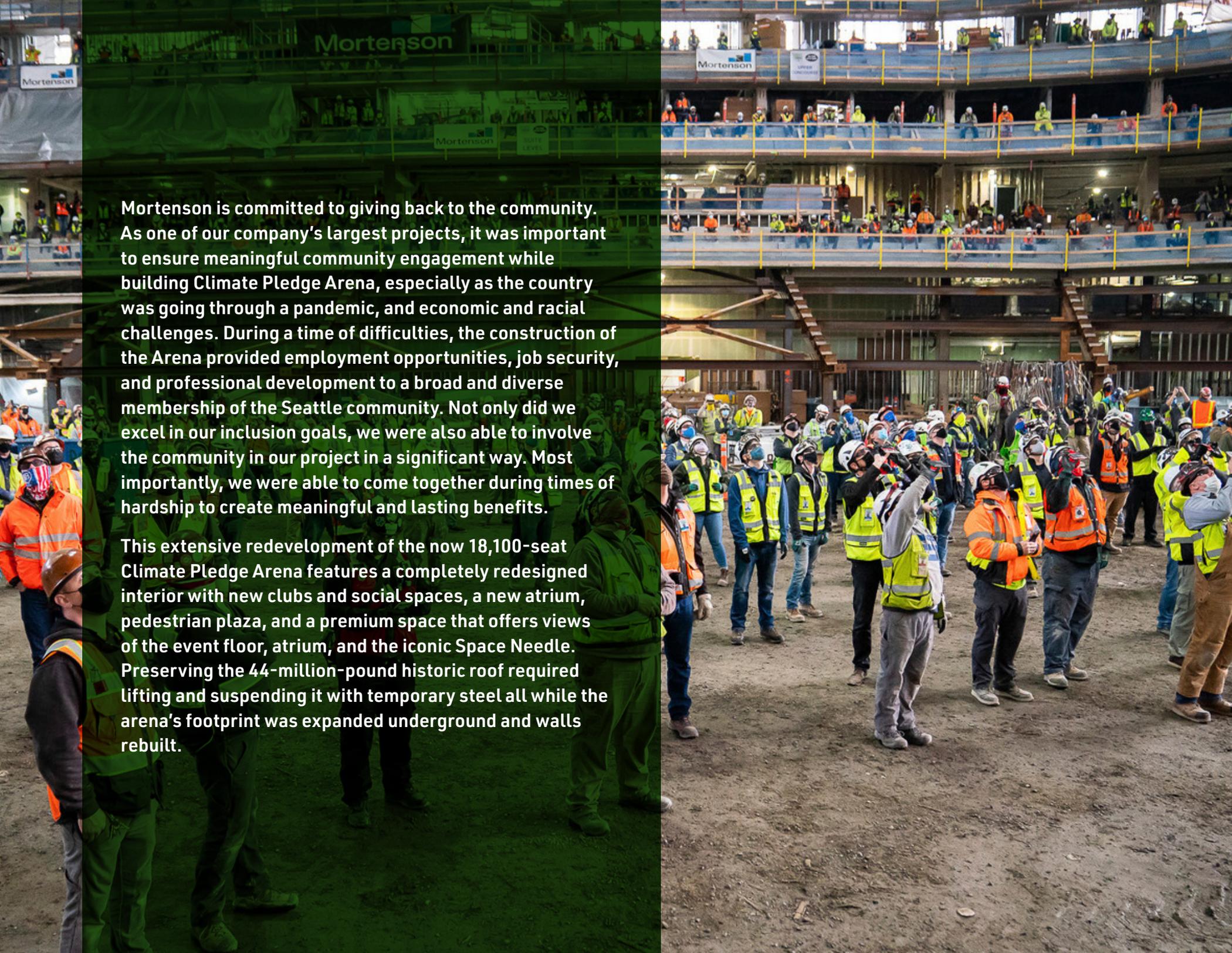


TRANSFORMING COMMUNITIES THROUGH ECONOMIC INCLUSION

COMMUNITY BENEFITS REPORT
Climate Pledge Arena

August 2022





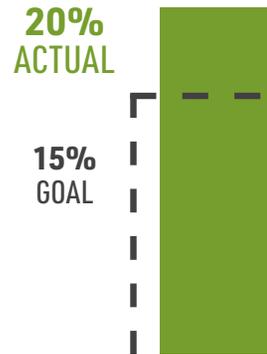
Mortenson is committed to giving back to the community. As one of our company's largest projects, it was important to ensure meaningful community engagement while building Climate Pledge Arena, especially as the country was going through a pandemic, and economic and racial challenges. During a time of difficulties, the construction of the Arena provided employment opportunities, job security, and professional development to a broad and diverse membership of the Seattle community. Not only did we excel in our inclusion goals, we were also able to involve the community in our project in a significant way. Most importantly, we were able to come together during times of hardship to create meaningful and lasting benefits.

This extensive redevelopment of the now 18,100-seat Climate Pledge Arena features a completely redesigned interior with new clubs and social spaces, a new atrium, pedestrian plaza, and a premium space that offers views of the event floor, atrium, and the iconic Space Needle. Preserving the 44-million-pound historic roof required lifting and suspending it with temporary steel all while the arena's footprint was expanded underground and walls rebuilt.



SUPPLIER DIVERSITY

WOMEN & MINORITY OWNED BUSINESS ENTERPRISES (WMBE)



WMBE DEFINITION

Per the Community Workforce Agreement, "Women or Minority Business Enterprise or WMBE means a business that self-identifies or is certified by the Office of Minority and Women's Business Enterprise to be at least 51 percent owned by women and/or minority group members including, African Americans, Native Americans, Asians/Pacific Islanders, and Hispanics/Latinos."

CERTIFICATION

To ensure that the WMBE program benefits only those businesses that are owned and controlled by women and minority business owners, a recognized agency or organization must certify them. WMBE firms were considered eligible and met the requirements for WMBE participation credit if they were certified prior to award and able to show proof of certification by the following agencies:

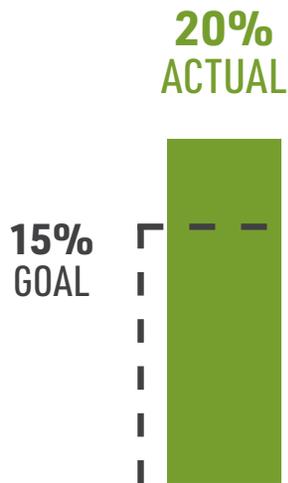
- [OMWBE Directory](https://www.omwbe.wa.gov/) >> [LEARN MORE AT OMWBE.WA.GOV](https://www.omwbe.wa.gov/)
- [City of Seattle On-Line Directory \(Online Business Directory\)](https://web6.seattle.gov/) >> [LEARN MORE AT WEB6.SEATTLE.GOV](https://web6.seattle.gov/)

SUPPLIER DIVERSITY RESULTS

CLIMATE PLEDGE ARENA

CLIMATE PLEDGE ARENA

WMBE RESULTS



CONTRACTS

\$179,000,000
AWARDED TO WMBE FIRMS

\$148,000,000
AWARDED TO WBE

\$31,000,000
AWARDED TO MBE

FIRMS

46
WMBE FIRMS

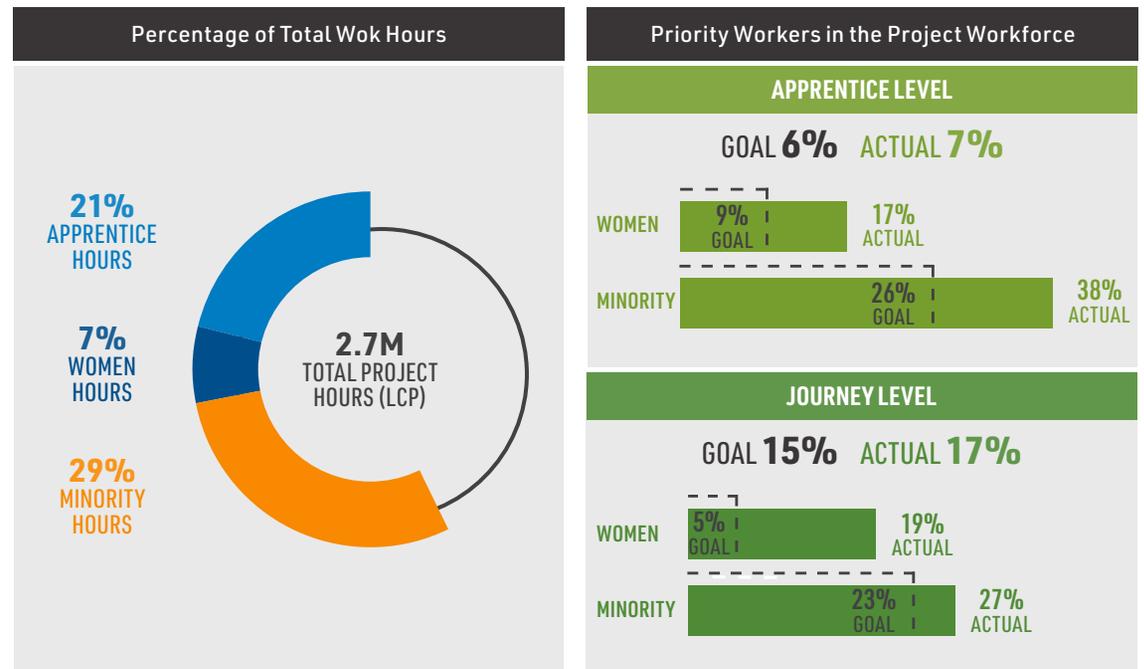
15
WBE FIRMS

31
MBE FIRMS

WORKFORCE DIVERSITY

Mortenson is committed to transforming the communities where we live and work through economic empowerment. Workforce diversity was very important for this project to ensure that the men and women who built the project mirrored the community. The workforce diversity goals for the Arena were designed to provide access and employment opportunities that enabled residents to gain economic self-sufficiency. **The goals were established as a percentage of work hours** and applied to on site construction trades.

Mortenson collaborated with workforce development partners, apprenticeship programs, and local union representatives to **increase recruitment for all trades**. Project workforce goals and results are shown on the right.



BLADIMIR* worked as a preferred entry carpenter's apprentice for Mortenson on the Arena. He loves carpentry, building things himself and seeing the finished product. Entering construction has changed his life in two significant ways. Carpentry is the first job he actually loves, and he gets paid a living wage with benefits. "This is a lot more money than I've ever earned before." The Arena was his third job as a carpenter – and his favorite one so far. He's grateful for his many mentors on the project who were happy to teach him the skills he needs, as well as give him tips for being successful in a long-term construction career.



LEILANNA* is a journey-level heavy equipment operator who worked on the Arena for Mortenson. After completing ANEW's pre-apprenticeship program in 2013, she first went to work as a new apprentice for Mortenson on the Elliott Bay Seawall – the region's first Priority Hire project. She first entered construction when she realized that as a mother and a professional, she needed more for her family. Now that she's well into the next level of her career, she passes on the same mentorship and commitment she first experienced in construction. The Arena offered an incredible professional opportunity for Leilanna, on which she earned an average of \$57 an hour, plus benefits.



* "Priority Hire, Contract Equity and Community Impact Climate Pledge Arena", Seattle Finance & Admin Services, March 2022



OUTREACH

To ensure community participation in our projects, Mortenson engaged in active, visible, and sustained outreach that includes developing meaningful relationships with key players in the community and openly promoting opportunities. For the Arena, our approach was to foster interest and enthusiasm for the project with the local community and WMBE firms. We sponsored and participated in the following outreach and community events during the life of the project.

OUTREACH EVENTS

- Trade Partner outreach events in the Armory Building
- Participated in NAMC's General Membership Meeting to discuss the construction of the Arena
- 2 Virtual Trade Partner Outreach Events

EVENTS ATTENDEES

- Tabor 100, NAMC, CDE, WA PTAC, SBTRC, Bluebook, Urban League
- WMBE firms that specialize in various scopes
- Representatives from the City of Seattle

EVENTS ADVERTISED IN

- OMWBE
- NWMMSDC
- NAMC
- Minority Business Development Agency (MBDA) - Washington Business Center
- CDE
- Tabor 100
- DJC

Mortenson

NEW ARENA AT SEATTLE CENTER SUBCONTRACTOR OUTREACH EVENT
 Tuesday, February 5, 2019
 2:00pm - 3:30pm

AGENDA

- Project overview
- Estimated timeline
- Potential scopes of work
- Social Equity Requirements
- CWB - WMBE Inclusion & Workforce

Light refreshments will be available. See list of potential scopes of work on following page.

RSVP
www.mortenson.com/arena/2019/02/05/arena-subcontractor-outreach-event/

South Seattle College
 Georgetown Campus
 6727 Cotton Avenue South
 Seattle, WA 98108

Parking Fee - Please pay at the pay station machine prior to parking (5)

ELIZABETH DALRYMPLE
 Diversity Inclusion Manager
 Mortenson Construction
 (425) 487-7556
elizabeth.dalrymple@mortenson.com

WORKFORCE DEVELOPMENT CONTRACTOR MEET & GREET
 with Seattle Vocational Institute and the Urban League of Metropolitan Seattle

Thursday, July 25
 12:30 am - 2:00 pm
 Seattle Vocational Institute
 2700 South Jackson Street
 Seattle, WA 98148

MEET TRAINED CANDIDATES IN

- hand tool & power tool use
- industrial safety
- trade math
- forklift operator certification
- road tagging certification
- OSHA-10 certification
- first aid/CPR certification

Participating contractors who get a table to advertise your company, and a chance to speak with candidates one on one. You'll get to recognize their curiosity, passion, and drive for a successful career and recruitment. Get to know the next generation of construction workforce you will.

CALLING ALL CONTRACTORS READY TO HIRE!
 AGC of Washington is hosting this special networking event coming up on Thursday, July 25 from 11:30 am to 2:00 pm at Seattle Vocational Institute. This excellent opportunity to meet 90% PACT skilled and ready to work!

Register on-line today at bit.ly/AGCofWAJuly25 or email Staff@agcwa.org. Lunch will be provided for everyone in attendance.

AGC SEATTLE VOCATIONAL INSTITUTE PACT Urban League of Metropolitan Seattle

360 TRADE PARTNER WORKSHOP

At Mortenson, we value our Trade Partner's success and are committed to improving our relationship with each and every one of them. No one project is the same. This holds true for the vast number of business & industry owners that have their own set of unique qualities, challenges and approach to projects. Since we are not just a builder of quality structures, but also a builder of people, we developed a workshop designed to be a 360 educational environment to improve communication and relationships with Trade Partners.

We are inviting business owners, architect, cost owned trade partners from various divisions to be part of this interactive workshop series. On the both sides you will have an opportunity to showcase your business through a 5-min presentation in front of the Mortenson team and some of our customers.

WHEN:
 EVERY WEDNESDAY
 SEPTEMBER 26TH - OCTOBER 30TH
 3:30PM - 6PM

10230 NE POINTS DRIVE, STE 300
 BELLEVUE, WA 98003

Please Register at:
www.mortenson360.eventbrite.com

SCHEDULE OF EVENTS:

September 26th Estimating	October 2nd Estimating	October 9th Safety & Quality
Know the differences, what it means, how it will affect you, how to prepare your estimating approach and much more.	Learn the difference between cost-est, second process, and what we look for in an estimate.	Critical role in safety and quality programs and the impact these programs have on cost, engagement, and overall success.
October 16th Full Planning	October 23rd Pre-qualification & Requirements	October 30th Celebration & Thank You
A collaborative planning session with owner/guest from the City of Seattle, Port of Seattle and University of Washington.	What to expect for the pre-qualification process and different types of insurance involved.	Workshop completion, Trade Partner Recognition, feedback, celebration and Thank you.

For questions please contact Elizabeth Dalrymple at elizabeth.dalrymple@mortenson.com

MENTORING & TECHNICAL ASSISTANCE

To assist in building capacity of our WMBE trade partners, Mortenson collaborated with industry organizations such as Northwest Mountain MSDC, CDE, and NAMC to offer one-on-one support and guidance as needed. These sessions served to listen, help provide a different perspective, assess approach, messaging and capabilities statements, and to provide guidelines on resolving issues and provide follow-up next steps. Mortenson also conducted one-on-one calls with apprentices to listen, provide gentle guidance and support for any apprentice that was interested in personal mentorship. This assistance enabled WMBE firms and our craft workers to develop and enhance their capabilities and competencies for future growth.

NI PAINTING*

Nadeem, the president of NI Painting, has always liked construction. He finds it interesting and challenging. Nadeem started in the industry because he didn't want to work behind a desk all day, so he learned his trade and developed relationships with other contractors. Over time, NI Painting grew, taking on larger contracts. Climate Pledge Arena was one of those opportunities, with NI Painting managing a contract larger than usual. Working under a larger painting company, Purcell P&C, NI Painting successfully completed their work on the project.

T&T TRAFFIC CONTROL*

Tracey, owner of T&T Traffic Control, calls her experience working at Climate Pledge Arena "amazing!" T&T's number one goal was to "get everyone in and out, safely. And we accomplished that." Tracey has a long history working on Priority Hire projects, both as a worker and a contractor. She loves being a business owner and giving living-wage opportunities to people in need, such as those who are low-income or in work release. Tracey attributes her success to her faith. "I would not be in this position otherwise. I have blessed so many people with work. They're doing amazing jobs. Giving second chances – it's just unbelievable.



ADEPT MECHANICAL*

Shelton started Adept Mechanical because he enjoys helping people in need of a plumber. As the owner of the company, he's grown his business by setting good prices and keeping his word. Adept Mechanical had the opportunity to stretch their business experience on Climate Pledge Arena. Their \$4 million contract was double the size of their typical work, and they successfully laid several miles of underground piping to complete their scope. Hermanson, their prime contractor, helped Adept Mechanical with coordination and safety throughout the project. Climate Pledge Arena was a unique experience; Shelton appreciated the support on the project, while expanding his company's visibility, overall revenue and skill with larger contracts.



*"Priority Hire, Contract Equity and Community Impact Climate Pledge Arena", Seattle Finance & Admin Services, March 2022



CANstruction food drive for Queen Anne Food Bank



Queen Anne Food Bank donation



Thanksgiving Meal Drive



Northwest Harvest donations

COMMUNITY IMPACT

One of Mortenson's key pillars is stewardship. Throughout the life of the project, Mortenson team members actively participated in and launched many volunteering initiatives in the neighborhoods surrounding the Arena.

- During the 2021 Safety Week, the Arena team, Mortenson trade partners, and craft workers led a community service food drive where they raised \$17,806 and 4 totes of food for **Queen Anne Food Bank**.
- The Arena team planned a Thanksgiving Meal Drive in which they provided 40 bags of food to **Queen Anne Helpline** for distribution to the local neighborhoods.
- The Arena team gathered and served meals to the homeless community at **Sacred Heart Shelter**. Our team also raised funds for the shelter and provided coffee for the staff and bags for handing out meals.
- Partnership and volunteering with **Rainier Valley Food Bank (RVFB)** – their mission is to nourish with good food, empower with knowledge, and serve with compassion.
- Partnership and volunteering with **Hire Heroes USA**, a program that helps support military and their families with one-on-one mentorship via virtual calls and emails, to provide guidance, tips, and support as needed.
- The Arena team, along with our trade partner Hermanson, volunteered to work on **HVAC units in homeless shelters**.
- Donations of nonperishable food items and infant food items to **Northwest Harvest** to make sure families in Washington can put food on their tables.



The 2019 Arena summer interns on a site tour with Travis, a superintendent on the project

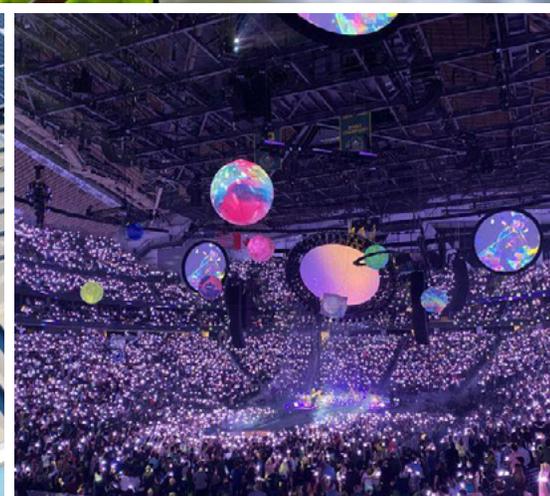


INTERNSHIPS

Mortenson's internship programs offered **14 college students** paid summer internships at the Arena—5 of which were female and 3 identified as persons of color. This exposed them to the construction industry and allowed them to gain experience in varied aspects of the industry. The interns came from universities throughout the nation including Iowa State University, Oregon State University, University of Wisconsin, Virginia Tech, Purdue, Howard, Colorado State University, Marquette, Washington State, Seattle University, and University of Washington.

Through Mortenson's partnership with **ACE Mentor Program**, a high school intern worked at Mortenson, rotating through different departments and project sites, spending a week at the Arena to learn planning for and executing quality work in the field as well as how to execute work safely.





LASTING IMPACT

Climate Pledge Arena's impact on the Seattle community began long before its doors opened in October 2021 for the first of many sold-out events. Hundreds of lives were positively impacted through the creation of stable jobs, which offered financial security and workplace safety during the uncertainty of the global pandemic. Workers from marginalized communities were supported in their professional development, promoting their success in long-term construction careers. Women and minority-owned businesses profited from work awarded on the project and grew through mentorship and support.

The Arena created lifetime opportunities for individuals that have been historically marginalized in the construction industry and demonstrates how construction can transform communities through economic empowerment.

Climate Pledge Arena continues to bring the Seattle community together to enjoy sport games and concerts under the historic World's Fair roof.

FOR MORE INFORMATION PLEASE CONTACT



STEPHANIE ABLA
Community Affairs Manager
Stephanie.Abla@mortenson.com



DANNY KEIM
Project Executive
Danny.Keim@mortenson.com

