

## 2014 Bond Program Phase I

A/E Firm	Phase Bid Package	Project Description	RFQ HUB Commitment	HUB Proposed	Total Est. A/E Fee	Total Est. HUB
Harrison Kornberg Architects	PH1-BP1	Ferguson Junior High Deficiency and Life Cycle	32.50%	52.30%	\$123,970	\$64,836
Harrison Kornberg Architects	PH1-BP2	Ousley Junior High Deficiency and Life Cycle	32.50%	42.90%	\$304,402	\$130,588
Brown Reynolds Watford Architects, Inc.	PH1-BP3	Workman Junior High Classroom Addition Deficiency and Life Cycle Softball Deficiency and Life Cycle	32.00%	23.49%	\$638,660	\$150,021
Stantec	PH1-BP4	Roquemore ES Fine Arts and Dual Language Academy Deficiency and Life Cycle	15.40%	10.00%	\$531,968	\$53,197
Stantec	PH1-BP5	1) Boles Junior High Special Education	15.40%	13.00%	\$306,501	\$39,845
		2) Corey ES Fine Arts and Dual Language Academy Deficiency and Life Cycle	15.40%	9.00%	\$418,929	\$37,704
Perkins+Will	PH1-BP6	New Elementary School North Baird Farm Rd	20% - 25%	20.00%	\$1,269,705	\$253,941
Corgan	PH1-BP7	New Elementary School South Workman Site	18.00%	18.00%	\$1,237,962	\$222,833
VLK	PH1-BP8	Career Technical Education Center	27.50%	27.50%	\$2,549,387	\$701,081
Huckabee	PH1-BP9	Multi-Purpose Activity Centers 1) Arlington HS 2) Bowie HS 3) Lamar HS 4) Martin HS 5) Sam Houston HS 6) Seguin HS	33%	31.00%	\$2,829,240	\$877,064
<b>TOTALS</b>					<b>\$10,210,724</b>	<b>\$2,531,112</b>
<b>TOTAL HUB Participation Percentage</b>					<b>24.79%</b>	



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Harrison Kornberg Architects, LLC	<b>Report Date:</b>	2/28/2015
<b>Phase/Bid Package:</b>	Schematic Design/14-79		
<b>Project Name:</b>	Ferguson Jr. High School		
<b>Project Manager:</b>			

<b>Report Period (M/D/Y to M/D/Y)</b>
12/11/2014 - 02/28/2015

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$18,596.00	\$18,596.00

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Jaster-Quintanilla Dallas, LLP	Civil		
Jaster-Quintanilla Dallas, LLP	Structural		
IDA Engineering, Inc.	MEP		
Moye Consulting	IT		
<b>TOTALS:</b>		\$0.00	\$0.00

HUB Participation %	
0.00%	0.00%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Harrison Kornberg Architects, LLC	<b>Report Date:</b>	2/28/2015
<b>Phase/Bid Package:</b>	Schematic Design/14-79		
<b>Project Name:</b>	Ousley Jr. High School		
<b>Project Manager:</b>			

<b>Report Period (M/D/Y to M/D/Y)</b>
12/11/2014 - 02/28/2015

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$43,993.00	\$43,993.00

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Jaster-Quintanilla Dallas, LLP	Civil		
Jaster-Quintanilla Dallas, LLP	Structural		
IDA Engineering, Inc.	MEP		
Moye Consulting	IT		
<b>TOTALS:</b>		\$0.00	\$0.00

HUB Participation %	
0.00%	0.00%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Brown Reynolds Watford Architects, Inc.	<b>Report Date:</b>	3/31/2015
<b>Phase/Bid Package:</b>	Phase 1 BP3		
<b>Project Name:</b>	Arlington 20014 Bond Program - Workman Jr. High		
<b>Project Manager:</b>	Richard A. Flores, AIA		

<b>Report Period (11/01/2014 to 3/31/2015)</b>
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<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$220,552.62	\$220,552.62

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Basharkhah Engineering, Inc.	M/E/P and Technology	\$14,985.00	\$14,985.00
Pacheco-Koch Consulting Eng.	Topographic Survey	\$48,000.00	\$48,000.00
Jaster-Quintanilla Dallas LLP	Structural		\$0.00
Pacheco-Koch Consulting Eng.	Civil		\$0.00
DeShazo Group	Traffic and Transportation		\$0.00
<b>TOTALS:</b>		\$62,985.00	\$62,985.00

HUB Participation %	
28.56%	28.56%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Stantec	<b>Report Date:</b>	4.1.2015
<b>Phase/Bid Package:</b>			
<b>Project Name:</b>	Corey & Roquemore Elementary Schools		
<b>Project Manager:</b>	Brett Holzie		

<b>Report Period (M/D/Y to M/D/Y)</b>
03/01/2015 to 04/01/2015

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$0.00	

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
DP Acoustics	Acoustical	\$0.00	\$0.00
Glenn Engineering	Civil	\$0.00	\$0.00
Coleman and Associates	Landscaping	\$0.00	\$0.00
<b>TOTALS:</b>		\$0.00	\$0.00

HUB Participation %	
#DIV/0!	#DIV/0!



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Perkins+Will, Inc.	<b>Report Date:</b>	3/12/2015
<b>Phase/Bid Package:</b>	Phase I, Bid Pkg. #6		
<b>Project Name:</b>	New Elementary School at Baird Farm Road		
<b>Project Manager:</b>	Charles Brant		

Report Period (M/D/Y to M/D/Y)
02/01/2015 to 02/28/2015

Report Period Invoiced	Invoiced to Date
\$378,829.24	\$378,829.24

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Pacheco Koch	Civil Engineering	\$0.00	\$0.00
Ponce-Fuess	Structural Engineering	\$0.00	\$0.00
Bosma Design Solutions	Food Service Design	\$0.00	\$0.00
Garza Program Management	Cost Estimating	\$0.00	\$0.00
<b>TOTALS:</b>		\$0.00	\$0.00

HUB Participation %
0.00%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Corgan	<b>Report Date:</b>	03.30.2015
<b>Phase/Bid Package:</b>	Phase 1		
<b>Project Name:</b>	New McNutt Elementary (Elementary on Center Street)		
<b>Project Manager:</b>	Susan Smith		

Report Period (M/D/Y to M/D/Y)
2/1/15 to 2/28/15

Report Period Invoiced	Invoiced to Date
\$36,475.00	\$36,475.00

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Ponce Fuess	Structural Engineering Services	\$0.00	\$0.00
Pacheco Koch	Civil Engineering Services	\$0.00	\$0.00
<b>TOTALS:</b>		\$0.00	\$0.00

HUB Participation %
0.00%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	VLK Architects, Inc.	<b>Report Date:</b>	3/11/2015
<b>Phase/Bid Package:</b>	Phase I - Bid Package #8		
<b>Project Name:</b>	Career Technical Education Center		
<b>Project Manager:</b>	Richard Flores		

<b>Report Period (M/D/Y to M/D/Y)</b>
02/01/15 to 02/28/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$191,204.01	\$191,204.01

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Pacheco Koch	Civil Engineering	\$9,600.00	\$9,600.00
Ponce Fuess Engineering	Structural Engineering	\$3,510.00	\$3,510.00
Pacheco Koch	Topographic Surveying	\$16,000.00	\$16,000.00
WJHW	Acoustical	\$10,500.00	\$10,500.00
Pacheco Koch	Landscape	\$600.00	\$600.00
<b>TOTALS:</b>		\$40,210.00	\$40,210.00

HUB Participation %	
21.03%	21.03%





## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Huckabee & Associates, Inc.	<b>Report Date:</b>	3/30/2015
<b>Phase/Bid Package:</b>	1/9		
<b>Project Name:</b>	001 Arlington High School Multipurpose Activity Center		
<b>Project Manager:</b>	Craig Drone/Andre Brackens		

<b>Report Period (M/D/Y to M/D/Y)</b>
11/1/14 to 3/30/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$136,428.49	\$136,428.49

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Yaggi Engineering, Inc.	Electrical and Fire Alarm Consultant	\$5,000.25	\$5,000.25
RoofTech	Roof Consultant		
Pacheco Koch	Surveyor	\$56,800.00	\$56,800.00
PIC Printing	Reprographics	\$3,279.65	\$3,279.65
<b>TOTALS:</b>		\$65,079.90	\$65,079.90

<b>HUB Participation %</b>
47.70%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Huckabee & Associates, Inc.	<b>Report Date:</b>	3/30/2015
<b>Phase/Bid Package:</b>	1/9		
<b>Project Name:</b>	004 Bowie High School Multipurpose Activity Center		
<b>Project Manager:</b>	Craig Drone/Andre Brackens		

<b>Report Period (M/D/Y to M/D/Y)</b>
11/1/14 to 3/30/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$117,735.24	\$117,735.24

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Yaggi Engineering, Inc.	Electrical and Fire Alarm Consultant	\$4,999.95	\$4,999.95
RoofTech	Roof Consultant		
Pacheco Koch	Surveyor	\$40,925.00	\$40,925.00
PIC Printing	Reprographics	\$1,986.74	\$1,986.74
<b>TOTALS:</b>		\$47,911.69	\$47,911.69

<b>HUB Participation %</b>
40.69%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Huckabee & Associates, Inc.	<b>Report Date:</b>	3/30/2015
<b>Phase/Bid Package:</b>	1/9		
<b>Project Name:</b>	003 Lamar High School Multipurpose Activity Center		
<b>Project Manager:</b>	Craig Drone/Andre Brackens		

<b>Report Period (M/D/Y to M/D/Y)</b>
11/1/14 to 3/30/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$120,705.24	\$120,705.24

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Yaggi Engineering, Inc.	Electrical and Fire Alarm Consultant	\$4,999.95	\$4,999.95
RoofTech	Roof Consultant		
Pacheco Koch	Surveyor	\$43,625.00	\$43,625.00
PIC Printing	Reprographics	\$1,986.74	\$1,986.74
<b>TOTALS:</b>		\$50,611.69	\$50,611.69

<b>HUB Participation %</b>
41.93%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Huckabee & Associates, Inc.	<b>Report Date:</b>	3/30/2015
<b>Phase/Bid Package:</b>	1/9		
<b>Project Name:</b>	005 Martin High School Multipurpose Activity Center		
<b>Project Manager:</b>	Craig Drone/Andre Brackens		

<b>Report Period (M/D/Y to M/D/Y)</b>
11/1/14 to 3/30/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$126,865.23	\$126,865.23

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Yaggi Engineering, Inc.	Electrical and Fire Alarm Consultant	\$4,999.95	\$4,999.95
RoofTech	Roof Consultant		
Pacheco Koch	Surveyor	\$49,225.00	\$49,225.00
PIC Printing	Reprographics	\$1,986.73	\$1,986.73
<b>TOTALS:</b>		\$56,211.68	\$56,211.68

HUB Participation %	
44.31%	44.31%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Huckabee & Associates, Inc.	<b>Report Date:</b>	3/30/2015
<b>Phase/Bid Package:</b>	1/9		
<b>Project Name:</b>	002 Sam Houston High School Multipurpose Activity Center		
<b>Project Manager:</b>	Craig Drone/Andre Brackens		

<b>Report Period (M/D/Y to M/D/Y)</b>
11/1/14 to 3/30/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$126,177.73	\$126,177.73

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Yaggi Engineering, Inc.	Electrical and Fire Alarm Consultant	\$4,999.95	\$4,999.95
RoofTech	Roof Consultant		
Pacheco Koch	Surveyor	\$48,600.00	\$48,600.00
PIC Printing	Reprographics	\$1,986.73	\$1,986.73
<b>TOTALS:</b>		\$55,586.68	\$55,586.68

HUB Participation %	
44.05%	44.05%



## HISTORICALLY UNDERUTILIZED BUSINESS (HUB) EXPENDITURE REPORT

<b>Firm:</b>	Huckabee & Associates, Inc.	<b>Report Date:</b>	3/30/2015
<b>Phase/Bid Package:</b>	1/9		
<b>Project Name:</b>	009 Seguin High School Multipurpose Activity Center		
<b>Project Manager:</b>	Craig Drone/Andre Brackens		

<b>Report Period (M/D/Y to M/D/Y)</b>
11/1/14 to 3/30/15

<b>Report Period Invoiced</b>	<b>Invoiced to Date</b>
\$120,595.22	\$120,595.22

HUB Vendor Information (Tier II Spend)			
Consultant / Vendor Name	Service Performed	Reporting Period Spend	Spend to Date
Yaggi Engineering, Inc.	Electrical and Fire Alarm Consultant	\$4,999.95	\$4,999.95
RoofTech	Roof Consultant		
Pacheco Koch	Surveyor	\$43,525.00	\$43,525.00
PIC Printing	Reprographics	\$1,986.72	\$1,986.72
<b>TOTALS:</b>		\$50,511.67	\$50,511.67

HUB Participation %	
41.89%	41.89%

# G. HISTORICALLY UNDERUTILIZED BUSINESSES (HUB)

Indicate HUB status of prime firm if any. Indicate the percentage of HUB participation that the firm commits to achieving in any project assigned under this RFO. Note that HUB participation is encouraged; however, lack of HUB certification does not preclude a firm from participating in the District's contracting and purchasing activities. Submit the firm's approach in recruiting, mentoring, obtaining HUB participation and your firm's HUB participation goal/target. Participation exceeding 20% will receive maximum point value in the evaluation matrix.

Balfour Beatty Construction is not a HUB certified business in the State of Texas. As a large business, we are committed to ensuring 25% HUB participation on our projects.

As a company, Balfour Beatty is committed to strengthening the local contractor market and understands the value of growing HUB community. We will use our comprehensive outreach and inclusion plan as our guide for facilitating the participation of HUB. Our overall plan has four key objectives:

1. Develop and increase opportunities for HUB contractors and suppliers during preconstruction and construction
2. Ensure project is in compliance with Arlington ISD's supplier diversity program
3. Create opportunities that are geared toward capacity building
4. Integrate local participation throughout the project

To meet our inclusion goal, we will employ outreach strategies during the preconstruction and construction phases. As we put together the subcontractor/vendor bid packages, we will structure them to encourage HUB participation based on our familiarity with the local subcontractor community. Our program isn't just about numbers but about developing long-term relationships. All of our efforts are geared toward enhancing capacity, improving visibility, and positively impacting the economic growth of HUB firms. We have a full time Diversity Affairs Manager, Kamecia Lambert, who will manage the outreach program for this project.

## CREATING OPPORTUNITIES THROUGH OUTREACH

Outreach during preconstruction is critical to meeting the supplier diversity goals for this project. The primary objective is to ensure HUBs are prepared to successfully bid on project opportunities. To secure maximum utilization, our program efforts must begin during the preconstruction phase. Some of our key activities include:

- Structuring work packages, when possible, to provide maximum opportunities for small businesses by breaking large packages into multiple, smaller contracts. Beyond our efforts at the first tier, we will also develop plans as necessary to help achieve participation at the lower tiers.
- Assist firms with understanding project contractor requirements, diverse spend program, Subguard program (insurance and bonding assistance), and schedule of bid opportunities.

- Conducting HUB outreach to firms to bid on available opportunities. Activities include hosting project information meetings, presentations to ethnic chambers of commerce and contractor associations, and advertising bid opportunities.

## PREQUALIFYING HUB FIRMS

Our team is very conscious and strategic when it comes to choosing a subcontractor/supplier to perform work on our projects. For us to make an intelligent decision about a subcontractor, we first set up a measure of quality control measures. Prequalification allows us to benchmark the subcontractor's capability against specific requirements of the project.

## COMPLIANCE/REPORTING

During the construction phase we continue our project-specific strategy to meet or exceed the 25% goal and track our performance. Our compliance initiatives include:

- Providing detail progress reports of HUB participation and success to key stakeholders
- Regular contractor meetings to keep firms updated on project coordination and progress. This meeting will also serve as a venue for HUB-MWVBEs to voice and address possible concerns or issues
- Monitoring and verifying contract commitments as well as contractor performance and payments to ensure HUB-MWVBEs are being utilized on the project and are performing successfully at multi-tier levels.

## MENTORING AND CAPACITY BUILDING

A major component of our development program is our ability to grow firms through capacity building and partnering efforts. At the jobsite level, we create targeted capacity building programs/classes to not only ensure that project information and contract opportunities are available to the community, but also to increase the capacity of HUB firms to pursue future major projects. As a part of our overall capacity building program we mentor up to three firms per year in our Peer-on-Peer Capacity Building Program.



## TAB G – HISTORICALLY UNDERUTILIZED BUSINESSES

Pogue Construction will exceed with the requested 20% HUB requirement mentioned in the RFP 15-22 and will submit a HUB subcontracting plan with each GMP estimate represented for these phases. Pogue has successfully participated in the HUB programs for UNT, Dallas ISD, DeSoto ISD and Irving ISD, within the last five years.

Our subcontractors are typically enrolled in a subcontractor default insurance program to help firms that qualify for MWBE and HUB status meet bonding requirements that aren't typically attainable. Pogue will aggressively pursue HUB subcontractors for the organized bid packages and coordinate subcontractor bids for Owner managed work. We utilize mainstream access to HUB contractors through the use of local trade fairs, pre-bid meetings and the State of Texas CMBL, in addition to invitation software, such as ISQFT, to assure great local MWBE and HUB participation. Our systems help subcontractors better understand the full scope of work, and bidding procedures for each project, as well as create a familiarity and simplicity that makes the construction manager/subcontractor partnership enjoyable for all parties. We take pride in our reputation for paying on time, and most times early, creating a safe and efficient jobsite. We maximize subcontractor production by coordinating scopes to work cohesively; effectively offering Arlington ISD the best subcontractors at the most competitive price. Subcontracts account for over 90% of the cost of construction. We ensure the best value of this cost by creating a simple, easy to understand, competitive, and fair bidding environment to maintain a proud reputation we have built over the past 35 years.

Bids for the GMP will be procured and handled in accordance with the Texas Education Code. All bids will be fairly analyzed and ranked in accordance with the grading system set by the Project Team in order to fairly determine our recommendation of the best value for Arlington ISD.

Pogue's plan, used on UNT, is done by utilizing the State of Texas' Centralized Master Bidders list (CMBL) to obtain a list of HUB Certified contractors. Invitations to Bid were sent to the CMBL list of HUB certified contractors by fax and email, as well as, the Chamber of Commerce, American Indian Chamber of Commerce of Texas, and DFW Minority Supplier Development. In addition, the Invitations to Bid were advertised in the local newspaper.

Pogue Construction and UNT exceeded the goal set for the project as well as the goal set by the State of Texas. As an added benefit, Pogue was able to add additional HUB certified contractors to our internal list for future bidding opportunities. Unfortunately, the size of the UNT project limited the amount of work allotted to HUB organizations.

In an effort to maximize the HUB participation on the project, we allocated more of the GMP percentage to the drywall subcontract in order to fully utilize HUB suppliers/installers.

Pogue is aware and infinitely familiar with the paperwork required for the HUB assessment reporting and verification of the subcontractors through their HUB Certification number. Furthermore, Pogue will verify all subcontractors via the online registration website prior to involving them in the GMP selection process.



Henderson Middle School – Henderson ISD



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## TAB G

(HUB)

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Joeris General Contractors, Ltd. does not have HUB status.

Joeris commits to achieve 25% HUB participation on any and all projects awarded under the Arlington ISD 2014 Phase 1 and Phase 2 Construction Manager at Risk project awards.

### Joeris Approach to Obtaining Maximum HUB Participation:

At Joeris, we are continually improving our relationship with subcontractor and supplier firms, including HUB and minority owned companies, through various outreach methods, including the efforts of our own Minority Outreach Coordinator. Joeris General Contractors maintains a Diversity Business Plan within our organization that represents our 'Good Faith Effort' to utilize qualified minority and women owned enterprises. Our team makes use of the plan or portions of the plan whenever possible in order to meet our corporate diversity goals as stated in our Diversity Statement.

### This plan includes the following provisions for attracting qualified HUB businesses:

- Host multiple pre-bid meetings targeting HUB businesses
- Divide the contract work into reasonable portions
- Advertise in general circulation, trade association, and/or minority/women focused media
- Provide qualified HUB subcontractors with adequate information
- Send such information to at least five HUB businesses
- Negotiate in good faith with qualified HUB businesses seeking opportunities for joint ventures
- Document the selection process if a HUB business proposal is not selected
- Assist non-certified HUB business enterprises to become certified
- Establish payment schedules for HUB's to assist them in meeting the project's schedule needs
- Provide resources for HUB business enterprises to assist their positive growth
- Create regular opportunities for outreach to HUB businesses
- Participate annually in the Mentor-Protege program(s) offered by local associations or institutions

Joeris General Contractors is committed to utilizing local resources whenever possible. As a 47-year old company that was started by Leo Joeris, a former subcontractor, we have a unique relationship with the subcontracting community. We are one of the most-respected general contractors in south Texas, having been selected as General Contractor of the Year by the American Subcontractors Association seven times.

Joeris General Contractors, Ltd. is not a minority-owned Corporation, but we are committed to diversity at every level of our business, beginning with our own corporate structure and our team of employees. Within our company, 25% of our executive staff is comprised of women, 20% of our company's ownership is represented by minorities, and over half of our employees are minority. This commitment to diversity extends to our projects as well.

### Joeris Diversity Statement

**At Joeris General Contractors, we realize that our employees, clients, subcontractors and suppliers are critical to our success. We are committed to conducting our business operations with integrity and a commitment to fairness and equal opportunity in every transaction. We recognize the value that diversity brings to our team of employees as well as to our project teams. We will maximize that value by seeking opportunities to recruit and partner with employees and subcontractor/suppliers of diverse backgrounds.**



**WBK** W.B. KIBLER CONSTRUCTION CO., LTD.  
GENERAL CONTRACTORS  
Retail Educational Industrial Medical Office Religious

**W.B. Kibler Construction Company  
Business Diversity Plan  
Presented to the Arlington Independent School District**

**Introduction:**

The long-term success and staying power of W.B. Kibler Construction Company (WBK) is due in large part to the diligent efforts over the years to attract and retain the best subcontractors, suppliers and vendors on projects. We are proud that many of these talented subcontractors, suppliers and vendors contributing to our success include minority and woman owned businesses.

We understand the importance and value of minority participation on our construction projects and we are committed to continue this practice to benefit the Owners we work with as well as other project team members.

We believe our Business Diversity Plan is realistic, reasonable and achievable given our firm's current success and experience in implementing many of the action items outlined in this Plan. We are prepared to demonstrate more than a good faith effort to actively seek M/WBE's to participate on Arlington ISD projects.

**Purpose of Business Diversity Plan:**

The purpose of our Business Diversity Plan is to provide opportunities for competent and qualified minority and woman owned business to join our construction team and participate as subcontractors, suppliers and vendors on construction projects for the Arlington Independent School District as well as for other Owners.

**Expected Results of Business Diversity Plan:**

By implementing this Diversity Plan, we expect to reach a greater number of competent qualified minority and woman owned businesses and increase M/WBE participation on Arlington ISD projects awarded to our firm.

**How to Implement the Business Diversity Plan:**

1. Partner with the Arlington ISD's Business Diversity Department
2. Use existing database of competent and qualified M/WBE's
3. Actively seek broader M/WBE participation using M/WBE advertisements
4. Reach out to minority and woman owned construction trade associations and chambers of commerce in Tarrant and Dallas County
5. Continue our M/WBE Mentor-Protégé Program
6. Develop stronger relationships with competent and qualified minority and woman owned businesses
7. Increase our firm's reputation as a M/WBE-friendly contractor
8. Leverage existing industry relationships to identify M/WBE firms
9. Meet with Arlington ISD Project Managers to help increase M/WBE participation

**\*WBK is not a HUB Construction Manager.**

**\*\*WBK will commit to achieving 25% HUB Participation on the Arlington ISD – 2014 Bond Program Phase 1 and 2 Projects.**

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**  
**RFQ 15-22 Construction Manager-At Risk**  
**HUB Commitments Reported in RFQ Submissions**

<b>Construction Manager-at Risk</b>	<b>HUB Participation Commitment (as a % of total construction value)</b>
Pogue	20%+
Balfour Beatty	25%
Joeris	25%
WB Kibler	25%

**Note:** The percentages presented above represent commitments made by the construction management firms as part of their submissions to RFQ 15-22. The commitments are for the sub-contractor participation in the construction projects. Bid invitations for sub-contracts will be issued beginning in April 2015. HUB participation data will be updated to present sub-contractor participation for each construction project as the Guaranteed Maximum Prices are awarded for each project, and it will be updated for actual expenditures throughout the projects.