

Vanguard/DMC Detroit-based Capital Improvement Program

Vanguard and DMC have jointly adopted the following program for the construction of DMC facilities under this program:

- The construction projects will be built with a goal that at minimum 30% of all construction dollars will be awarded to minority-owned, women-owned, and Detroit-based business.
- The workers will be employed in the construction of these projects with the following goals:
 - 25% of all workers will be minority
 - 25% of all workers will be City of Detroit residents
 - 50% of all workers will be Wayne County residents
- A minimum of 25% of the apprentices employed will be minority.
- The parties will sign a project labor agreement with the Greater Detroit Building Trades Council and appropriate organizations representing unionized laborers to ensure labor harmony throughout the construction period. The parties will work with the unions and solicit their full support to assisting Vanguard/DMC in achieving the specified goals for employment of workers and apprentices.
- Vanguard/DMC will contract with the independent firm of MMSDC (Michigan Minority Supplier Development Council) to monitor the compliance of Vanguard/DMC with the requirements of this program and to provide quarterly reports to the Mayor of Detroit, the Detroit City Council, the Wayne County Executive, and the Wayne County Commission.

Vanguard/DMC will work cooperatively with elected officials of the City of Detroit and Wayne County to establish outreach programs to provide maximum opportunity for targeted businesses, employees, and apprentices, in order to achieve these goals.