

MBE/WBE Strategy

The strategy Massaro Corporation will employ on this project to recruit and retain MBE/WBE businesses is one that has been used before and proven successful.

Our estimating department continually works to identify all appropriate businesses that can perform quality work. We have made every effort to ensure that this opportunity has been extended to the MBE/WBE community. Throughout the year, Massaro representatives attend outreach, networking and business development events to recruit qualified subcontractors with special attention being paid to MBE/WBE contractors. This search spans Pittsburgh as well as the states of Pennsylvania, West Virginia and Ohio.

Massaro Corporation is committed to the success of our subcontractors. To that end, we have and will for this project, provide an opportunity for each subcontractor to meet with the accounting department to help with any financial management or administrative needs that may occur. If other training needs are to arise within our subcontractors, Massaro Corporation is prepared to address them.

Massaro will employ our own standard practices of engaging MBE/WBE contractors led by Randy Hartsock, VP, preconstruction operations. Randy is our leader and contractor liaison who reaches out to assist those firms who could benefit from participating in this project. We will align our standard programs with our customers in a collaborative effort to achieve the best possible participation using:

- . One-on-One and joint meetings with contractors during the pre-bid period. This will involve "Lunch and Learns" and other informative presentations to instruct potential bidders and vendors on how participate in the selection process.
- . Conduct "Open Houses" and "Work Shops" in the region targeting those firms for participation
- . Use well coordinated marketing program and public notices all focused on achieving tangible responses from firms that can be assisted in the qualification procedures.
- . Conduct "Partnering Sessions" between proposed design build contractors and the MBE/WBE candidates that can lead to achievable contract agreements to meet the scope of the planned work.



Pictured: On-site Project Engineers



Pictured: On-site workforce