



Five Generations Building Confidence

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*St. Paul*

*Rochester*

*Phoenix*  
Arizona License No. 193754

# DIVERSITY AT MCGOUGH COMPANIES



FIVE GENERATIONS BUILDING CONFIDENCE



**McGough**

## McGough Companies' Diversity Program

THE MCGOUGH COMPANIES ARE DEDICATED TO A RESPONSIBLE, INCLUSIVE DIVERSITY PROGRAM. OUR commitment recognizes that diversity in employment and contracting is absolutely aligned with the McGough culture.

Because we value diversity in our employees, our subcontractors, and our business partners, our diversity program is specifically intended to encourage competition and innovation and provide significant economic benefits to the communities where we do business.

**Community Business Partners** McGough supports and works collaboratively with numerous community organizations, thereby maintaining our business relationships with businesses that reflect the diverse composition of our marketplace. These organizations include the following:

- Association of Women Contractors (AWC)
- Hispanic Chamber of Commerce of Minnesota (HCCM)
- Metropolitan Economic Development Association (MEDA)
- Minnesota American Indian Chamber of Commerce (MAICC)
- National Association of Minority Contractors – Upper Midwest (NAMC-UM)



Moreover, McGough has established and maintained excellent working relationships with numerous government offices and agencies, including the University of Minnesota Office for Business and Community Economic Development; the cities of Saint Paul and Minneapolis; Ramsey and Hennepin Counties; the Construction Partnering Program (CPP); and private businesses' Supplier Diversity Programs.

We are committed to creating lasting relationships that support capacity building strategies for emerging businesses. For example:

- McGough invites W/MBE owners to introduce their businesses to our senior project management team;
- McGough mentors W/MBE owners regarding our business and contracting practices and our customers' requirements;
- McGough provides meaningful work to W/MBE firms and actively solicits their involvement in all of our projects;
- McGough has developed and been recognized for our successful CPP partnerships with W/MBE firms; and
- McGough encourages our subcontractors to form CPP relationships with W/MBE businesses.



***Community Employment Partners*** McGough maintains relationships with a variety of community organizations that provide orientation, education and training for women, minorities and persons with disabilities who are considering the construction trades. Specifically:

- McGough has established relationships with workforce development programs throughout the Twin Cities to support the recruitment of a diverse workforce;
- McGough principals serve on several executive committees for local outreach groups in the Twin Cities, thereby providing a means to actively recruit and employ females, people of color and individuals with disabilities on our projects;
- McGough encourages our subcontractors to provide concurrent employment opportunities to maximize workforce participation goals;
- McGough actively participates in the annual Minneapolis Urban League's School-to-Career summer internship program; and
- McGough works with community and industry construction employment programs, including MN BUILD, Building Minnesota, Goodwill Easter Seals and the Construction Careers Coalition.

***Diversity Business Development*** McGough's leadership and subcontracting strategies increase contracting opportunities and successful completion of projects utilizing W/MBE and employment goals. Among these projects are the following:

- Hmong American Center (City of St. Paul)
- Paul and Sheila Wellstone Center for Community Building (City of St. Paul)
- Guthrie on the River (City of Minneapolis)
- Ramsey County 911 Call Center (Ramsey County)
- Ramsey County Law Enforcement Center (Ramsey County)
- Ramsey County Maplewood Library (Ramsey County)
- St. Paul Police Department (Ramsey County)
- University of Minnesota Arboretum (U of M)
- University of Minnesota Hanson Hall (U of M)
- University of Minnesota Mayo Auditorium (U of M)
- University of Minnesota Steam Plant (U of M)
- General Mills (Corporate Diversity Program)
- Health Partners (Corporate Diversity Program)
- Medtronic (Corporate Diversity Program)
- Wells Fargo (Corporate Diversity Program)

McGough has been a premier construction company in the Twin Cities for more than 50 years. During our history, diversity in employment and contracting has been part of our business, and one of the reasons for our success. It is reflected in our motto: ***"Five Generations Building Confidence."***