

DIVERSITY & INCLUSION NEWSLETTER



SPRING 2020



PROJECT UPDATE

Pre-Stage construction activities kicked off this winter with track and signal work near the Thorndale Station. The Walsh-Fluor Design-Build Team (DBT) is realigning tracks near Thorndale to make room for the new track interlockings, signals, and electrical equipment in preparation for the start of major construction in the Lawrence to Bryn Mawr area. Pre-Stage track work near Montrose Avenue on the Red Line will also begin later this spring, along with construction of temporary stations at Argyle and Bryn Mawr.

Construction of the Red-Purple Bypass continues, as we finish drilling and pouring column foundations and begin erecting columns this spring.

Walsh-Fluor also celebrated Women in Construction Week, which was March 1-7. Recognized nationally, this week is dedicated to celebrating women in the workforce and their contributions to the construction industry, as well as changing the stereotypes that women face when it comes to careers in construction.

Crews worked through multiple weekends as part of the Pre-Stage work to realign tracks south of the Thorndale station in the LBMM area. ►

IN THIS ISSUE

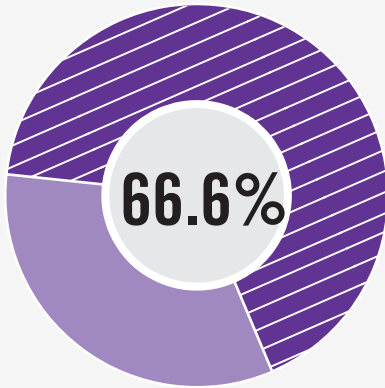
- **DBE Spotlight:**
Lakeshore Engineering, LLC
- **Workforce Spotlight:**
From Intern to Full-Time Hire
CPS Job Shadow Day Success
- Recent Outreach Events
- Upcoming Procurement Schedule



WALSH-FLUOR: BY THE NUMBERS

DBE UTILIZATION: BY NUMBER OF FIRMS

[DESIGN FIRMS]



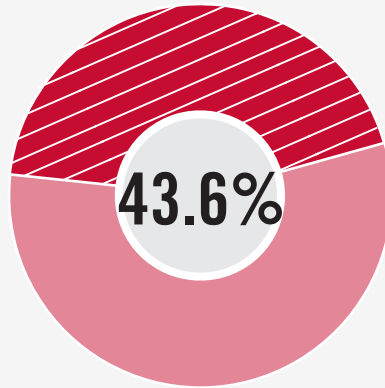
66.66% DBE UTILIZATION*
[DESIGN FIRMS]



DBE Firms

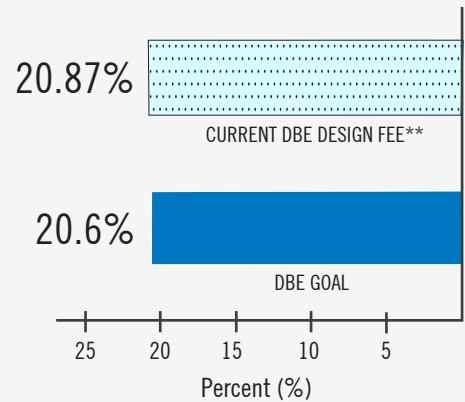
* Number of firms, as of March 31, 2020

[CONSTRUCTION FIRMS]



43.66% DBE UTILIZATION*
[CONSTRUCTION FIRMS]

DESIGN DBE PARTICIPATION IN CONTRACTS AWARDED



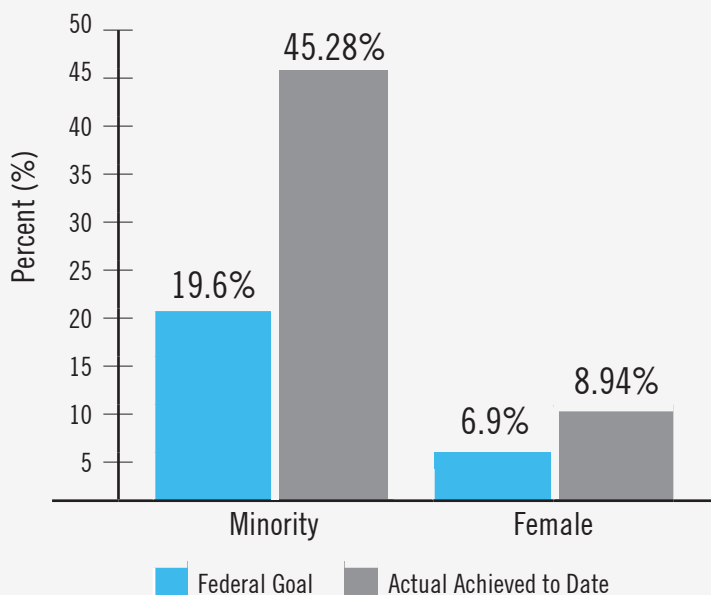
** Actual billings through April 2020

WOMEN IN CONSTRUCTION

In early March, Walsh-Fluor celebrated Women in Construction Week, which recognizes women's contributions to construction and highlights the fact that there are many opportunities for women to build a career for themselves within the industry. Walsh-Fluor is dedicated to the advancement of women in construction, as our management team is comprised of **28% female** employees and our field workforce is **8.94% female**—surpassing the federal Equal Employment Opportunity goal of 6.9%.

EQUAL EMPLOYMENT OPPORTUNITY GOALS

FIELD WORKFORCE - ACHIEVED TO DATE



Walsh-Fluor's field workforce is 8.94% female, surpassing the federal EEO goal of 6.9%.



Walsh-Fluor's management team is 28% female.

GAINING TRACTION

LAKESHORE ENGINEERING, A DBE DESIGN FIRM, SEES PROFOUND GROWTH THANKS TO THEIR INVOLVEMENT ON THE CTA RPM PROJECT

SAINATH Reddivari, a civil engineer with a master's degree from Illinois Institute of Technology, never thought he would own his own business. In fact, it was something he never even considered. But in 2011, he was laid off from his job as a project manager for a large design firm and found himself in peculiar situation.

"With my previous company, I had been working in-house for Metra managing their consultants," Sainath said. "Metra still needed me after I had been laid off."

When the agency put out an RFP for the work Sainath had been performing, he decided to start his own company so he could bid on the work. That's when Lakeshore Engineering was established.

"I started my own company unexpectedly," he said. "I now have the freedom to make my own decisions and I've been able to make a good name as a consulting company, which gives me a lot of satisfaction."

Lakeshore Engineering is a certified DBE/MBE design consulting firm that typically works with transit agencies, including CTA, Metra, and Northern Indiana Commuter Transportation District (NICTD), as well as highway and roadway agencies such as CDOT, IDOT, and the Illinois Tollway.

Most of the firm's growth, however, has occurred in the past year, as a result of their participation on the Walsh-Fluor Design-Build Team for the CTA's \$2.1 billion RPM Phase One project.

"I was the only employee the first two years I was in business," Sainath said. "Then in 2014, we were on teams that won a CDOT project and a Tollway project and added more employees. But most of our growth took place in 2019."

In addition to providing design support services to Stantec on the RPM Phase One project, Lakeshore is currently a subconsultant on the IDOT CREATE 75th Street Corridor Improvement Project and is part of the project management team overseeing design and construction of the NICTD

When Sainath Reddivari (center) started Lakeshore Engineering in 2011, he was the firm's only employee. Today, he has a staff of ten full-time and four part-time employees.



Double Track and West Lake Corridor projects in northwest Indiana. The firm is also serving as a subconsultant on various construction management bridge, station, and yard construction projects for Metra, as well as providing construction management and design services on CDOT projects throughout the city.

Fostering Relationships

Sainath's relationship with Walsh Construction began in 2017, when he participated in the CTA's Battle of the Bids mock design-build competition, which was geared toward developing DBE firms' capabilities in design-build and transit. Lakeshore was paired with Walsh and other small DBE firms on the team that prepared the winning proposal to design and construct a fictitious transportation facility.

As a result of that experience, the Walsh-Fluor Design-Build Team and Stantec included Lakeshore in a mentor-protégé role on the RPM Phase One project. The firm is currently providing design support services, including technical requirements verification, to Stantec on the \$2.1 billion project.

"Walsh-Fluor trusted us based on our work on Battle of the Bids and brought us on their team as part of the project's mentor-protégé program," Sainath said. "Working on the RPM project has been a huge opportunity for us, and it has raised our profile in the consulting community."

Not only has this opportunity opened the door for Lakeshore on other design-build projects, such as the NICTD West Lake Corridor, but it has also been a valuable learning experience for the team. "It has been a two-way mentoring process in many ways," Sainath said. "With a project like this, it's a learning process for everyone involved."

Business Best Practices

With Lakeshore's involvement on the RPM project, the company has been able to use their solid rail design abilities, as well as develop new skillsets and expand their scopes of work, particularly in the design-build area. Sainath's goal for the company is to leverage the RPM experience and apply it to other areas of infrastructure, including the upcoming highway and roadway work that IDOT anticipates to award in the near future.

"I want to build the company and work on more diverse



Lakeshore Engineering was a part of Walsh's team for the CTA's Battle of the Bids mock design-build competition for small, MBE/WBE/DBE firms. The winning team was announced at the Illinois Transportation Symposium in February 2018.

projects," Sainath said. "One way for us to do that is to team with other companies."

For a small design consulting firm like Lakeshore, teaming with other design firms is often critical in obtaining new work. This is why networking is a priority for Sainath.

"I attend all industry events so I can network with clients and owners," he said. "Networking is good marketing."

Sainath makes sure someone from his team is always in attendance at industry events. This includes regularly attending membership meetings for the various associations Lakeshore is a part of, such as HACIA and IRTBA. Exchanging business cards and following up via email is also always a must.

Since his business' major growth, Sainath has been focusing less on the technical elements of work and more so on business operations, including marketing, office management, hiring, and human resources. The most challenging aspect for him has been recruiting and retaining strong talent.

To keep hiring costs down, Sainath uses websites such as LinkedIn and Indeed.com to advertise job opportunities, and he has had a lot of success hiring experienced employees who bring value to the high-profile projects Lakeshore has been awarded recently. To accommodate his growing team, Sainath also recently expanded office space at the company's Printer's Row location.

With a strong team in place and valuable project experiences under their belt, Lakeshore Engineering is well positioned for future successes in the design and construction management of transportation-related projects.



Electrical designer Clemente Tovar (right) began working on the RPM Phase One project as an intern last summer.

Learning ON THE JOB

MEET OUR SUMMER INTERN TURNED FULL-TIME EMPLOYEE

LAST summer, the Walsh-Fluor DBT and our lead designer, Stantec, brought on 11 high school and college students to work summer internships on the RPM Phase One Project. For one of those interns, the opportunity has led to the beginning of a career in design engineering.

Clemente Tovar, who will be graduating with a master's degree in electrical engineering from the University of Illinois at Chicago (UIC) this spring, was hired full-time by Stantec in January to work as an electrical designer for systems integration.

"I love working as an electrical designer because I am able to apply theory to application," said Clemente. "School work is all theory but when I'm here, I am actually designing and applying those theories to real-life situations."

Clemente learned about the Walsh-Fluor internship opportunity while attending a career fair at UIC in early 2019, where CTA and Walsh-Fluor had an RPM informational booth. A short time later, he was brought onboard as part of the inaugural class of RPM Phase One summer interns.

As an intern, Clemente worked as an asset management

support engineer. Since coming onboard full-time, he continues to work in asset management for the time being, but is transitioning into the role of electrical designer for systems integration.

"In this new role, I'm making sure the proper power is in place so the track system will work with the electrical systems, including signals, power, and communications," he explained. "I love doing this work – the time flies by!"

BACKGROUND IN ELECTRONICS

Clemente was born in Celaya Guanajuato, Mexico, and was raised by his mother while his father lived and worked in the United States. He migrated with the rest of his family to Chicago's Rogers Park neighborhood in 1993. As one of eight children, Clemente knew his parents could not afford to send him to college; therefore, he enlisted in the Marines during his senior year at Sullivan High School.

While in the Marines, Clemente suffered an injury playing soccer. After three years and several surgeries to repair torn ligaments in his knee, it was determined that his injuries were permanent and he was no longer fit for active duty.

Clemente was honorably discharged from the marines in 2013 and had to figure out a new career path.

“Being from an immigrant family, my dad always worked with his hands, so I thought I would eventually work in construction,” said Clemente. “I wanted to pursue a career in the military, but my injury redefined my career path.”

Clemente grew up helping his dad work on cars and was always interested in mechanical and electrical systems. After being discharged from the marines, he enrolled in college and obtained a bachelor’s degree in power systems and electronics from the University of Texas at San Antonio.

He worked various electrical jobs in the San Antonio area before deciding to return home to Chicago and pursue a graduate degree in electrical engineering.

While Clemente is currently working full time for Stantec, he is also completing one last

course for his master’s degree and will graduate in May. Managing a full-time work schedule with class twice a week has been challenging, but he is used to putting in long hours. To help unwind on the weekends, Clemente enjoys hiking the Indiana Dunes and restoring his 1966 Ford Mustang.

After graduation, Clemente plans to continue working with Stantec performing systems electrical design on the RPM Phase One project. “My electrical background has led to the systems work I am doing today, and I love learning on the job,” he said. “I like that I can now be more involved in the design process.”

Eventually, Clemente says he may pursue another degree in automotive technology and open an automotive restoration shop in San Diego. But he is currently in the process of buying a condo near the Bryn Mawr station, in the project area, and plans to finish the job he started on the RPM project.



CPS JOB SHADOW DAY SUCCESS

Stantec designers spend the day with high school students, provide insight on careers in design and construction

On February 5, Walsh-Fluor Design-Build Team lead designer, Stantec, participated in the Chicago Public Schools (CPS) Job Shadow Day by hosting two high school students interested in pursuing a continuing education in STEM. The students, who attend Whitney Young High School and Jones College Prep, spent the day talking with design engineers working on various components of the RPM Phase One project.

Students met with discipline leads, including design, structural, civil, track and systems, and two recent interns turned new hires. During these discussions, they learned about the importance of the various roles on a design-build project of this scale, as well as how the disciplines work in coordination with the others during the design process, including the construction team.



The students had lunch with the CTA’s Workforce Manager Chynna Hampton and Kweku Thompson, Diversity & Inclusion Manager for Walsh-Fluor, and discussed how CTA, Walsh-Fluor, and Stantec are coordinating their DBE, Workforce, and Community Outreach initiatives.

The event was a success and both students left with a great respect for the engineering, construction, and design-build professions.

RECENT OUTREACH EVENTS

LBMM PUBLIC OUTREACH OPEN HOUSES ➡

January 28 & 30, 2020

Residents and small business owners located in the Lawrence to Bryn Mawr project area gathered in late-January to hear from the CTA and Walsh-Fluor team about upcoming construction activities. The 48th Ward Alderman Harry Osterman (right) was also on hand to address attendees and answer questions.



BUILDING SMALL BUSINESSES: BUILD YOUR FINANCIAL CAPACITY CAPBUILD EVENT ➡

February 6, 2020

The fourth “Build Your Financial Capacity” workshop was held at the Gads Hill Center in Chicago’s Pilsen neighborhood. Walsh-Fluor’s Outreach Consultant Suzanne Arkle (right), president of ZANN Inc., facilitated the event, which was attended by 16 small minority business owners.

The program provides financial guidance to DBEs by providing direct loan placement for financial needs, such as mobilization, working capital, equipment, and other cash-flow needs. DBEs targeted for the program are those interested in bidding on RPM and other projects throughout the city.



WALSH COMMUNITY SERIES: LUNCH-AND-LEARN ➡

February 13, 2020

Our monthly small business lunch-and-learn event was held on February 13 at Walsh Construction headquarters in the West Loop. JuanPablo Prieto (right), Director, DBE Liaison Officer, for the CTA joined the event and provided a brief overview of the RPM project and how small minority businesses can become involved with upcoming bidding opportunities.



FEDERATION OF WOMEN CONTRACTORS’ MEMBERSHIP MEETING ➡

February 27, 2020

The Walsh-Fluor Diversity & Inclusion Team, including DBE & Workforce Coordinator Kate Lenertz and Stations Field Engineer Lauren LaSalle (right), attended the Federation of Women Contractors’ monthly membership meeting at the East Bank Club on February 27. Walsh-Fluor presented information on our vendor solicitation process and provided an RPM project update.



COMING SOON

WALSH-FLUOR & CTA'S ELEVATING FUTURES SCHOLARSHIP RECIPIENTS TO BE ANNOUNCED THIS SPRING



The first recipients of the new Elevating Futures Scholarship Fund will be announced this spring. This first-of-its-kind initiative for the CTA, Chicago Public Schools (CPS), and Walsh-Fluor will provide a new path for economically disadvantaged youth who want to attend college and are interested in pursuing a Science, Technology, Engineering, Math (STEM)-related career.

The scholarship will be offered to CPS high school seniors enrolled in STEM programs. Students need a GPA of at least 3.0 and must come from families with a median annual income of \$40,000 or less to apply for the program.

The fund was created due to concern from the CTA about the lack of potential internship and job candidates coming from economically disadvantaged areas of Chicago, particularly in minority neighborhoods.

Upcoming OUTREACH EVENTS



Due to the social distancing restrictions now in place to mitigate the spread of COVID-19, Walsh-Fluor has canceled all in-person outreach events until further notice. However, we will be hosting a number of virtual events over the next few months for both the DBE and workforce communities.

Please check our website (www.Walsh-FluorRPM.com) as more information becomes available.



For more information about upcoming bidding opportunities, visit www.Walsh-FluorRPM.com



Subcontractors and DBE firms interested in being considered for contracting opportunities should submit credentials to RPM Diversity@WFDDBT.com

UPCOMING PROCUREMENT SCHEDULE

MAY

- LBMM Stations: Earthwork & Aggregate Materials
- Clark Substation: Bituminous Roofing
- Clark Substation: Structural Steel (F&I), Framing, and Pan Deck
- RPB: Bridge Drainage (F&I)

Walls, & Cross-Street Precast Panel Walls

- Engineered Barrier Work: Materials
- LBMM Track Structure: Structural Steel (F&I)
- Precast Concrete Panels (F&I): Cross-Street Retaining Wall Precast (Panel Material & Unload/Set Panels)

JUNE

- Signage: Track-Level ROW
- LBMM: Precast Concrete Noise Wall Panels (F&I)
- Anti-Graffiti Coating & Concrete Sealer: LBMM, Winona, Noise Walls, Retaining

AUGUST

- Asphalt Paving
- Street Work: Aggregate Surface & Sub-Base Granular Material
- Sawcutting, Sealing, & Coring: Stage Line ERS (Concrete Coring), Drilled

Below are the anticipated scopes of work that will be available to bid throughout the next quarter.

Shaft SOE Wall Demolition, Winona-Foster Retaining Wall (Concrete Coring for Tie-Rods)

- LBMM: Expansion Joint Installation
- Bridge Drainage Materials (F&I)
- LBMM Track Structure Shear Studs: Reinforcing Steel (F&I)
- Winona-Foster Retaining Wall (Sheeting & Tie Rods)
- Aggregate Placement: Infiltration Aggregate Surface
- Directional Boring
- Temporary Steel: Drilled Shafts (Oscillator Support Material)