

Affirmative Action Report

2026

**Metropolitan Pier and
Exposition Authority**
(July 1, 2024 – June 30, 2025)

Data Collection



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Section I

Chief Executive Officer's Policy Statement

The Metropolitan Pier and Exposition Authority ("MPEA" or the "Authority") has a policy of providing equal employment opportunity in all employment transactions such as recruitment, hiring, access to training, promotions and transfers, compensation, benefits, discipline, wages, hours and other terms, conditions, or privileges of employment, as well as layoffs, recalls and terminations of women, persons who represent racial minorities, and people with disabilities as defined in federal and state statutes and regulations.

The Authority's policy states that no employee will be subject to unlawful discrimination, harassment, intimidation, threats, coercion or retaliation on the basis that they have 1) initiated, assisted or participated in an investigation or other activity related to the administration of any federal, state law or local ordinance requiring equal employment opportunity; 2) complained of or opposed any act or practice made unlawful by any federal or state law or local ordinance requiring equal employment opportunity; or 3) exercised any other right protected by federal or state law or local ordinance requiring equal employment opportunity.

Non-Discrimination compliance as defined by applicable laws requires positive steps to ensure equal employment of minorities and women in the Authority's workforce. Senior management is held accountable for adherence to and compliance with the Authority's equal employment and Non-Discrimination policies and goals, in the same manner as they are held accountable for all other elements of job performance.

In accordance with the Metropolitan Pier and Exposition Authority Act (the "Act"), the Authority has also adopted and maintains a minority- and women-owned business enterprise ("MBE" and "WBE") procurement program as a part of its overall affirmative action program. Additionally, under the Act, the Authority requires its contractors to promote equal employment opportunity in connection with the hiring of minorities and women on expansion and other construction projects undertaken by the Authority.

The Authority's Director of Human Resources ("HR Director") is responsible for the development, implementation and monitoring of the Authority's Non-Discrimination initiatives. The HR Director offers technical assistance to all business units within the Authority regarding its Non-Discrimination policies and programs. The HR Director also works closely with the Legal Department on key aspects of this Non-Discrimination including the

development of employment policies and procedures related to the recruitment and retention of the Authority's workforce.

Respectfully submitted this 1st day of September 2025


Larita Clark (Oct 15, 2025 10:27:24 CDT)

By Larita D. Clark

Title: Chief Executive Officer

Technical Phases of Compliance

Berkshire's analysis of the technical phases of compliance reveals that the Authority fully complies with all the technical phases of its Non-Discrimination obligations:

- Equal Employment Opportunity posters are prominently displayed in each of the Authority's locations.
- The Authority's employment application contains a statement concerning Equal Employment Opportunity.
- All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- All personnel and employment records made or kept by the Authority are retained for the required period as mandated by law.

Authority Profile

The Authority is a political subdivision, unit of local government, body politic, and municipal corporation existing under the laws of the State of Illinois pursuant to the Metropolitan Pier and Exposition Authority Act, as amended, 70 ILCS 210/1 et seq. (the “Act”).¹ The Authority was established to promote, operate, and maintain fairs, expositions, meetings, and conventions in Cook County, Illinois. The Authority owns the McCormick Place exhibition and convention center. The Authority also owns a 1,252-room Hyatt hotel and conference center adjacent to the convention center, the Navy Pier® entertainment and convention complex, the American Book Company building, and a 1,206-room Marriott Marquis hotel, and Wintrust Arena as part of the McCormick Place Complex.

McCormick Place is North America’s premier convention facility. The McCormick Place Complex comprises four state-of-the-art buildings, the South, West, North buildings, and the Lakeside Center. These buildings have a combined total of more than 2.6 million square feet of exhibit space, and over 600,000 square feet of meeting rooms, making it the nation’s largest convention center. In calendar year 2024, McCormick Place hosted 112 events. These events attracted approximately 1.5 million visitors to the campus.

McCormick Place features the Arie Crown Theater, which seats 4,249 people. In addition, an expansive series of pedestrian promenades and sky bridges link the entire campus. The Grand Concourse connects the South and North buildings, while the Central Concourse in the West Building contains various retail shops, cafes, restaurants, and other visitor amenities.

The greater area surrounding McCormick Place is called “McCormick Square,” and this includes McCormick Place, the Hyatt Regency McCormick Place Hotel and Conference Center, Wintrust Arena and Marriott Marquis Chicago Hotel. McCormick Square is built on a vision of entertainment, growth, and economic stability for the surrounding neighborhoods and communities. Offering the complete event experience with exhibition and meeting space, hotels, and entertainment within walking distance, McCormick Square will drive job growth and community revitalization.

Additionally, within McCormick Place, each management company operates pursuant to its own organizational structures while also independently making employment decisions subject to the contractual obligations set forth in each company’s agreement with the Authority. These major contractors have also agreed to implement plans to achieve workforce diversity by providing equal employment opportunities for minorities and women.

¹ See Appendix 1 for full text of the Act.

Identification of Designated AA Individuals:

Gloria I. Juarbe
Director of Human Resources

Metropolitan Pier and Exposition Authority

301 East Cermak

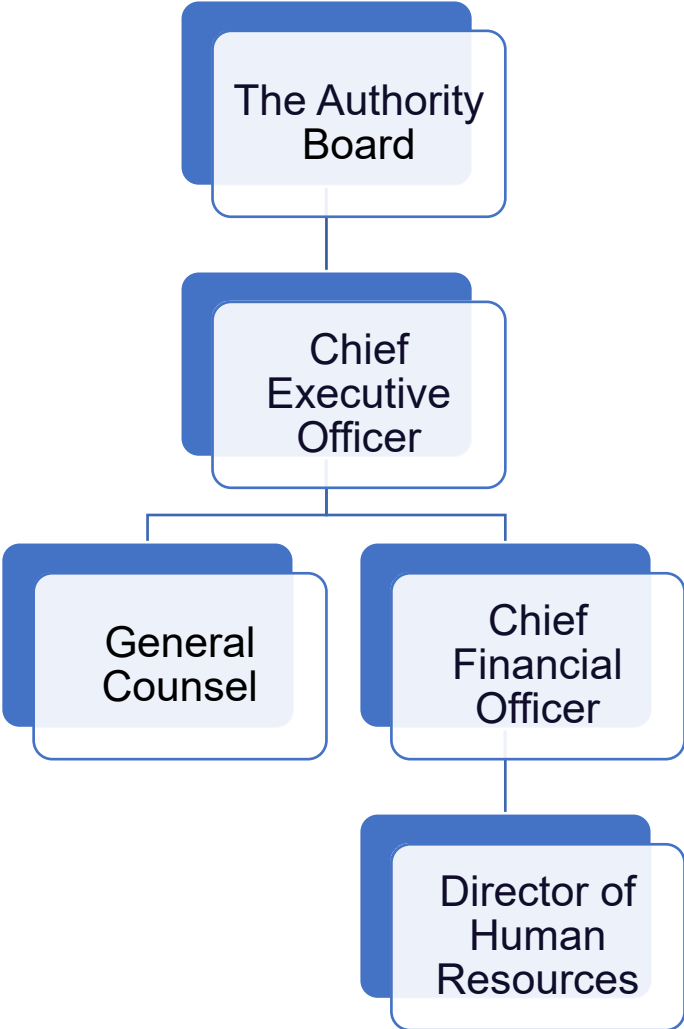
Chicago, IL 60616

Telephone Number: 312-791-6176

Fax Number: 312-791-6001

Email : gjuarbe@mpea.com

Organizational Chart: The Authorities EEO Network



Methods of Dissemination of Affirmative Action Policy and Plan

The Authority's equal employment opportunity policy is communicated to both current and future employees via *Notices of Employment Opportunities*, which are posted on the Authority's Intranet and Internet sites. The Authority's commitment to equal employment opportunity/ Non-Discrimination is also set forth in the Authority's Employee Handbook, Personnel Code and Manual of Personnel, Policies and Procedures. Additionally, the Authority's Policy Against Discrimination and Harassment (the "Policy") is issued to employees upon hiring and during the year. The Authority also conducts related training for all employees.

The Authority's policies regarding Non-Discrimination with respect to the procurement process are reflected in a document entitled "Special Conditions Regarding Minority- and Women-Owned Business Enterprises." The "Special Conditions" document, which is issued with each solicitation, outlines the Authority's plan for the participation of MBE/WBEs on Authority contracts, as well as the process that all Proposers must follow to assist the Authority with meeting its statutory obligations. Per the "Special Conditions," Proposers are required to provide the Authority with a plan illustrating their compliance with the "Special Conditions" when they submit a proposal for an Authority contract. Additionally, expansion and construction projects at McCormick Place also require bidders to commit to equal employment opportunity requirements for the hiring of all individuals.

Section II

Introduction: The Authority annually compiles employment transaction data to analyze the effects of personnel decisions on groups protected by federal, state, and local laws. The Authority hired an independent third party, Berkshire Associates, Inc., to conduct various internal workforce analysis based on data compiled by the Human Resources and Payroll Departments. The summaries of the analysis are described in this Plan henceforth.

External Contractors

Pursuant to the Act, the Authority requires that its contractors perform their contractual obligations in a non-discriminatory manner. These parties agree to comply with all applicable federal, state, and local laws and ordinances that prohibit discrimination. At the time of proposal or bid submission, potential contractors are required to demonstrate compliance with such laws by furnishing the Authority with a copy of their organization's Equal Employment Opportunity/Non-Discrimination Plan. Proposers must also commit to helping the Authority meet the statutorily established goals for MBE/WBE participation; specifically, the Act calls for the Authority to award 25% of the dollar value of all contracts to MBEs and 5% of the dollar value of all contracts to WBEs.

Once a contractor is selected to provide goods or services to the Authority, the contractor is also required to submit monthly compliance reports to the Authority's Director of Supplier Diversity as evidence of the achievement of MBE/WBE participation goals.

Under its Management Agreement with the Authority, OVG Hospitality (a third-party contractor) is required to assist the Authority in meeting its MBE and WBE participation goals on procurement expenditures. The Authority and OVG evaluate contracting opportunities, perform outreach, and monitor actual spend and contractor compliance to maximize opportunities for MBE and WBE firms at McCormick Place. The Authority and OVG continued to host the supplier diversity fair and will partner again in 2026.

Lastly, under its Lease Agreement with the Authority, Navy Pier Incorporated (NPI) is required to develop a plan to increase the participation of minorities and women in the operation of Navy Pier, including in the day-to-day operation of the facilities; the purchase of goods and services; and with respect to the redevelopment projects at Navy Pier.

Workforce Analysis

As one of the diagnostic components of the Authority's Plan, the Authority has completed a profile of its workforce as of June 30, 2025. The organizational profile is an overview of the staffing patterns at the Authority and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete the organizational profile, the Authority elected to follow the workforce analysis methodology. The analysis identifies the various departments within the Authority, and for each department lists all job titles. For each job title, the following data is provided:

- the total number of incumbents.
- the total number of male and female incumbents; and
- the total number of male and female incumbents by racial/ethnic group.

The following charts set forth this analysis:

Workforce Analysis

DEPT CCEXAU_AUD - Audit												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
340031		Total	1	Mal	0	0	0	0	0	0	0	0
Dir Internal Audit li	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
210001		Total	1	Mal	0	0	0	0	0	0	0	0
Staff Internal Auditor	1	Total Min	1	Fem	0	0	1	0	0	0	0	1
Total		Total	2	Mal	0	0	0	0	0	0	0	0
		Total Min	2	Fem	0	1	1	0	0	0	0	2

DEPT CCEXCE_CEO - Ceo'S Office												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
630001		Total	1	Mal	0	0	0	0	0	0	0	0
Chief Executive Officer	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
530016		Total	1	Mal	0	0	0	0	0	0	0	0
Mgr Operations & LBR Relations	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
476001		Total	1	Mal	0	0	0	0	0	0	0	0
Compliance Officer/Brd ADM	1	Total Min	1	Fem	0	0	1	0	0	0	0	1

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT CCEXCE_CEO - Ceo'S Office												
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
300009		Total	1	Mal	0	0	0	0	0	0	0	0
Project Coord Ceo	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
110008		Total	1	Mal	0	0	0	0	0	0	1	1
Sr. Dir Labor Rel & Camp Ops	1	Total Min	0	Fem	0	0	0	0	0	0	0	0
085003		Total	1	Mal	0	0	0	0	0	0	1	1
Intergovernmental Liaison	1	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total		Total	6	Mal	0	0	0	0	0	0	2	2
		Total Min	4	Fem	0	3	1	0	0	0	0	4

DEPT CCEXCO_COM - Communications												
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
125002		Total	1	Mal	0	0	0	0	0	0	0	0
Associate Dir of Comm	1	Total Min	0	Fem	0	0	0	0	0	0	1	1

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Workforce Analysis

DEPT CCEXCO_COM - Communications												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	1	Mal	0	0	0	0	0	0	0	0	
	Total Min	0	Fem	0	0	0	0	0	0	1	1	

DEPT CCEXHR_HRS - Human Resources												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
340006		Total	1	Mal	0	0	0	0	0	0	0	
Dir Human Resources	1	Total Min	1	Fem	0	0	1	0	0	0	1	
065029		Total	1	Mal	0	0	0	0	0	0	0	
HR Generalist	1	Total Min	1	Fem	0	0	1	0	0	0	1	
Total		Total	2	Mal	0	0	0	0	0	0	0	
		Total Min	2	Fem	0	0	2	0	0	0	2	

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Workforce Analysis

DEPT CCEXLE_LGL - Legal												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
640003		Total	1	Mal	0	1	0	0	0	0	0	1
General Counsel	1	Total Min	1	Fem	0	0	0	0	0	0	0	0
343001		Total	1	Mal	0	0	0	0	0	0	0	0
Deputy General Counsel	1	Total Min	0	Fem	0	0	0	0	0	0	1	1
300008		Total	1	Mal	0	0	0	0	0	0	0	0
Project Coord Legal	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
200003		Total	1	Mal	0	0	0	0	0	0	0	0
Asst General Counsel	1	Total Min	1	Fem	0	0	1	0	0	0	0	1
Total		Total	4	Mal	0	1	0	0	0	0	0	1
		Total Min	3	Fem	0	1	1	0	0	0	1	3

DEPT CCEXSS_TRM - Transportation - McCormick PI												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
190005		Total	2	Mal	0	0	0	0	0	0	1	1
Working Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	1	1

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Workforce Analysis

DEPT CCEXSS_TRM - Transportation - McCormick PI												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
190003		Total	29	Mal	0	23	0	0	0	0	2	25
Traffic Attendant	7	Total Min	27	Fem	0	1	3	0	0	0	0	4
Total		Total	31	Mal	0	23	0	0	0	0	3	26
		Total Min	27	Fem	0	1	3	0	0	0	1	5

DEPT CCFIAC_FOP - Fiscal Operations												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
280047		Total	2	Mal	0	0	1	0	0	0	0	1
Accountant	6	Total Min	2	Fem	0	1	0	0	0	0	0	1
340029		Total	1	Mal	0	0	0	0	0	0	0	0
Controller	1	Total Min	1	Fem	0	0	1	0	0	0	0	1
Total		Total	3	Mal	0	0	1	0	0	0	0	1
		Total Min	3	Fem	0	1	1	0	0	0	0	2

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Workforce Analysis

DEPT		CCFIAC_FXD - Fixed Assets										
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
271001		Total	1	Mal	0	1	0	0	0	0	0	1
Coord Inventory	6	Total Min	1	Fem	0	0	0	0	0	0	0	0
Total		Total	1	Mal	0	1	0	0	0	0	0	1
		Total Min	1	Fem	0	0	0	0	0	0	0	0

DEPT		CCFIAC_PAY - Payroll										
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
245009		Total	1	Mal	0	0	0	0	0	0	0	0
Payroll Clerk	6	Total Min	1	Fem	0	1	0	0	0	0	0	1
475007		Total	1	Mal	0	0	0	0	0	0	0	0
Mgr Payroll	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
Total		Total	2	Mal	0	0	0	0	0	0	0	0
		Total Min	2	Fem	0	2	0	0	0	0	0	2

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Workforce Analysis

DEPT		CCFIAC_RPT - Financial Reporting										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
480001		Total	1	Mal	0	0	1	0	0	0	0	1
Mgr Accounting	1	Total Min	1	Fem	0	0	0	0	0	0	0	0
475020		Total	1	Mal	0	0	0	0	0	0	0	0
Sr.Mgr Accounting	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
130022		Total	1	Mal	0	0	0	0	0	0	0	0
Asst Controller	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
Total		Total	3	Mal	0	0	1	0	0	0	0	1
		Total Min	3	Fem	0	2	0	0	0	0	0	2

DEPT		CCFIBD_BTM - Budget Management										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
105000		Total	1	Mal	0	0	1	0	0	0	0	1
Financial Bud, Plan, & Anly	1	Total Min	1	Fem	0	0	0	0	0	0	0	0

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Workforce Analysis

DEPT CCFIBD_BTM - Budget Management												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	1	Mal	0	0	1	0	0	0	0	1	
	Total Min	1	Fem	0	0	0	0	0	0	0	0	

DEPT CCFICF_CFO - Cfo'S Office												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
065005		Total	1	Mal	0	0	0	0	0	0	0	
Executive Assistant-CFO & Fina	6	Total Min	0	Fem	0	0	0	0	0	1	1	
640001		Total	1	Mal	0	0	0	0	0	1	1	
Chief Financial Officer	1	Total Min	0	Fem	0	0	0	0	0	0	0	
Total		Total	2	Mal	0	0	0	0	0	1	1	
		Total Min	0	Fem	0	0	0	0	0	1	1	

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Workforce Analysis

DEPT CCFIFS_PAY - Payroll *Inactive*												
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
230017		Total	1	Mal	0	0	0	0	0	0	0	0
Payroll Clerk	6	Total Min	1	Fem	0	1	0	0	0	0	0	1
Total		Total	1	Mal	0	0	0	0	0	0	0	0
		Total Min	1	Fem	0	1	0	0	0	0	0	1

DEPT CCFIPU_PUR - Purchasing & Business Divrsity												
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
066002		Total	1	Mal	0	1	0	0	0	0	0	1
Procurement Administrator	6	Total Min	1	Fem	0	0	0	0	0	0	0	0
475014		Total	1	Mal	0	0	0	0	0	0	0	0
Diversity Program Manager	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
471008		Total	1	Mal	0	0	0	0	0	0	0	0
Procurement Manager	1	Total Min	1	Fem	0	1	0	0	0	0	0	1
330033		Total	1	Mal	0	0	0	0	0	0	0	0
Dir Procurement	1	Total Min	0	Fem	0	0	0	0	0	0	1	1

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Workforce Analysis

DEPT CCFIPU_PUR - Purchasing & Business Divrsity												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	4	Mal	0	1	0	0	0	0	0	1	
	Total Min	3	Fem	0	2	0	0	0	0	1	3	

DEPT CCFIRI_RSK - Risk Management												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
541003		Total	1	Mal	0	0	0	0	0	0	1	1
Mgr Loss Prevention	1	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total		Total	1	Mal	0	0	0	0	0	0	1	1
		Total Min	0	Fem	0	0	0	0	0	0	0	0

DEPT CCFITR_TRE - Treasury												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
340020		Total	1	Mal	0	0	0	0	0	0	0	0
Dir Treasury	1	Total Min	1	Fem	1	0	0	0	0	0	0	1

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Workforce Analysis

DEPT CCFITR_TRE - Treasury												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	1	Mal	0	0	0	0	0	0	0	0	
	Total Min	1	Fem	1	0	0	0	0	0	0	1	

DEPT CCISIS_OPS - Operations & Support												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
495006		Total	1	Mal	0	0	0	0	0	0	1	1
Mgr Facility Floor	1	Total Min	0	Fem	0	0	0	0	0	0	0	0
330039		Total	1	Mal	0	0	0	0	0	0	1	1
Dir Plant Oper & Facilities	1	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total	Total	2	Mal	0	0	0	0	0	0	0	2	2
	Total Min	0	Fem	0	0	0	0	0	0	0	0	0

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Workforce Analysis

DEPT DVDEDE_DEV - Development												
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
302001		Total	1	Mal	0	1	0	0	0	0	0	1
Planroom Assistant	6	Total Min	1	Fem	0	0	0	0	0	0	0	0
342001		Total	1	Mal	1	0	0	0	0	0	0	1
Dir Construction Ops	1	Total Min	1	Fem	0	0	0	0	0	0	0	0
110005		Total	1	Mal	0	0	0	0	0	0	0	0
Capital Finance Manager	1	Total Min	0	Fem	0	0	0	0	0	0	1	1
Total		Total	3	Mal	1	1	0	0	0	0	0	2
		Total Min	2	Fem	0	0	0	0	0	0	1	1

DEPT MCMA - Mc Administration												
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
320004		Total	2	Mal	0	0	0	0	0	0	1	1
Audio Visual MGR	1	Total Min	0	Fem	0	0	0	0	0	0	1	1
300001		Total	1	Mal	0	0	0	0	0	0	0	0
Dir AV MGMT	1	Total Min	0	Fem	0	0	0	0	0	0	1	1

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Workforce Analysis

DEPT		MCMA - Mc Administration										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
Total	Total	3	Mal	0	0	0	0	0	0	0	1	1
	Total Min	0	Fem	0	0	0	0	0	0	0	2	2

DEPT		MCMAAR_ARI - ACT & WINT										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
750001		Total	10	Mal	0	0	0	0	0	0	1	1
Wardrober	7	Total Min	1	Fem	0	1	0	0	0	0	8	9
675001		Total	34	Mal	0	7	14	0	1	0	9	31
Stagehand	7	Total Min	24	Fem	0	1	1	0	0	0	1	3
600001		Total	13	Mal	0	6	4	0	0	0	3	13
Projectionist	7	Total Min	10	Fem	0	0	0	0	0	0	0	0
451001		Total	2	Mal	0	0	0	0	0	0	2	2
Stagehand D/Head	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
240004		Total	10	Mal	0	0	1	0	0	0	9	10
Video Production Direct Connec	7	Total Min	1	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT		MCMAAR_ARI - ACT & WINT										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
225018		Total	48	Mal	0	1	4	0	0	0	39	44
Decorator Direct Connect	7	Total Min	6	Fem	0	0	1	0	0	0	3	4
112001		Total	4	Mal	0	0	0	0	0	0	0	0
Hair/Makeup Artist	7	Total Min	3	Fem	0	1	2	0	0	0	1	4
Total		Total	121	Mal	0	14	23	0	1	0	63	101
		Total Min	45	Fem	0	3	4	0	0	0	13	20

DEPT		MCMACM - Conv Sales & Marketing										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
476007		Total	1	Mal	0	0	0	0	0	0	0	0
Sr Dir Campus Sales	1	Total Min	0	Fem	0	0	0	0	0	0	1	1
330030		Total	1	Mal	0	0	0	0	0	0	0	0
Dir Business Dev & Strategy	1	Total Min	1	Fem	1	0	0	0	0	0	0	1
320015		Total	1	Mal	0	0	0	0	0	0	0	0
Dir Collection Sales	1	Total Min	1	Fem	1	0	0	0	0	0	0	1

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMACM - Conv Sales & Marketing												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	3	Mal	0	0	0	0	0	0	0	0	0
	Total Min	2	Fem	2	0	0	0	0	0	1	3	

DEPT MCMAET_CSR - ETS Communication Services												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
725013		Total	1	Mal	0	0	0	0	0	0	1	1
Telephone Tech Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
725012		Total	56	Mal	0	3	5	0	0	0	43	51
Telephone Tech	7	Total Min	10	Fem	0	0	2	0	0	0	3	5
725011		Total	4	Mal	0	0	0	0	0	0	4	4
Telephone Tech	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
725010		Total	1	Mal	0	0	0	0	0	0	0	0
Telephone Tech General Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	1	1
725005		Total	4	Mal	0	0	1	0	0	0	3	4
Telephone Tech	7	Total Min	1	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCAET_CSR - ETS Communication Services												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
Total	Total	66	Mal	0	3	6	0	0	0	0	51	60
	Total Min	11	Fem	0	0	2	0	0	0	0	4	6

DEPT MCAET_ELE - ETS Electricians												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
355038		Total	1	Mal	0	0	0	0	0	0	1	1
Elec Gen Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
355035		Total	359	Mal	2	71	59	0	0	0	192	324
Electrician	7	Total Min	145	Fem	0	11	2	0	0	0	22	35
355034		Total	2	Mal	0	0	0	0	0	0	2	2
Maint Elec Gen Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
355029		Total	2	Mal	0	0	1	0	0	0	1	2
Maint Elec Foreman	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
355027		Total	1	Mal	0	0	0	0	0	0	1	1
A.V.D. Technician	7	Total Min	0	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAET_ELE - ETS Electricians												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
355010		Total	7	Mal	0	3	2	0	0	0	2	7
Show Elec	7	Total Min	5	Fem	0	0	0	0	0	0	0	0
Total		Total	372	Mal	2	74	62	0	0	0	199	337
		Total Min	151	Fem	0	11	2	0	0	0	22	35

DEPT MCMAET_PLM - ETS Plumbers												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
591001		Total	1	Mal	0	0	0	0	0	0	0	0
Plumbing Supt	7	Total Min	1	Fem	0	1	0	0	0	0	0	1
585020		Total	1	Mal	0	0	0	0	0	0	1	1
Plumber Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
585016		Total	5	Mal	0	1	1	0	0	0	3	5
Plumber	7	Total Min	2	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAET_PLM - ETS Plumbers												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
Total	Total	7	Mal	0	1	1	0	0	0	0	4	6
	Total Min	3	Fem	0	1	0	0	0	0	0	0	1

DEPT MCMAEX_EVT - Event Excellence												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
735008		Total	3	Mal	0	0	1	0	0	0	0	1
Ticket Seller	7	Total Min	3	Fem	0	2	0	0	0	0	0	2
735003		Total	2	Mal	0	1	0	0	0	0	0	1
Box Office Treas Arie	7	Total Min	1	Fem	0	0	0	0	0	0	1	1
735001		Total	2	Mal	0	0	0	0	0	0	1	1
Asst Box Office Treas	7	Total Min	0	Fem	0	0	0	0	0	0	1	1
715004		Total	6	Mal	0	2	3	0	0	0	0	5
Teamster Event Excel	7	Total Min	5	Fem	0	0	0	0	0	0	1	1
715003		Total	12	Mal	0	5	4	0	0	0	3	12
Teamster Event Excel	7	Total Min	9	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT		MCMAEX_EVT - Event Excellence										
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
735011		Total	2	Mal	0	0	0	0	0	0	2	2
1St Asst Box Off Treas	6	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total		Total	27	Mal	0	8	8	0	0	0	6	22
		Total Min	18	Fem	0	2	0	0	0	0	3	5

DEPT		MCMAMO_BRK - Bricklayers										
Job Code - Job Title	EEO Code		Asi	Blk	His	Ind	Pac	Two	Wht	Total		
220011		Total	2	Mal	0	0	0	0	0	0	2	2
Foreman Bricklayer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
220010		Total	3	Mal	0	1	0	0	0	0	2	3
Bricklayer Asst	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
Total		Total	5	Mal	0	1	0	0	0	0	4	5
		Total Min	1	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT		MCMAMO_CRP - Carpenters										
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
225025		Total	2	Mal	0	1	0	0	0	0	1	2
Carpenter Foreman	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
225021		Total	2	Mal	0	0	1	0	0	0	1	2
Supt Carpenter	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
225019		Total	30	Mal	0	4	3	0	0	0	23	30
Carpenter	7	Total Min	7	Fem	0	0	0	0	0	0	0	0
225015		Total	2	Mal	0	0	1	0	0	0	1	2
Carpenter	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
225009		Total	1	Mal	0	0	0	0	0	0	1	1
Carpenter	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total		Total	37	Mal	0	5	5	0	0	0	27	37
		Total Min	10	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAMO_ENG - Engineers												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
445007		Total	1	Mal	0	0	0	0	0	0	1	1
Foreman Mechanic	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
371001		Total	1	Mal	0	0	0	0	0	0	1	1
Supt Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370018		Total	1	Mal	0	0	0	0	0	0	1	1
Operating Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370015		Total	1	Mal	0	0	0	0	0	0	1	1
Asst Supt Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370014		Total	14	Mal	0	1	3	0	0	0	10	14
Operating Engineer	7	Total Min	4	Fem	0	0	0	0	0	0	0	0
370013		Total	1	Mal	0	0	0	0	0	0	1	1
Operating Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370012		Total	1	Mal	0	0	0	0	0	0	1	1
Chief Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370011		Total	2	Mal	0	0	0	0	0	0	2	2
Chief Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAMO_ENG - Engineers												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
370010		Total	2	Mal	0	0	0	0	0	0	2	2
Asst Chief Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370007		Total	16	Mal	1	1	0	0	0	0	11	13
Operating Engineer	7	Total Min	2	Fem	0	0	0	0	0	0	3	3
370002		Total	1	Mal	0	1	0	0	0	0	0	1
Chief Engineer	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
370001		Total	2	Mal	0	1	0	0	0	0	1	2
Asst Chief Engineer	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
Total		Total	43	Mal	1	4	3	0	0	0	32	40
		Total Min	8	Fem	0	0	0	0	0	0	3	3

DEPT MCMAMO_MOA - Maint & Oper Admin												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
384002		Total	1	Mal	0	0	0	0	0	0	0	0
Campus Ops Administrator	6	Total Min	0	Fem	0	0	0	0	0	0	1	1

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT		MCMAMO_MOA - Maint & Oper Admin										
Job Code - Job Title		EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total
490002		Total	1	Mal	0	0	0	0	0	0	1	1
Sr Utilities Manager	1	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total		Total	2	Mal	0	0	0	0	0	0	1	1
		Total Min	0	Fem	0	0	0	0	0	0	1	1

DEPT		MCMAMO_PA1 - Painters										
Job Code - Job Title		EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total
565016		Total	1	Mal	0	0	1	0	0	0	0	1
Painter Foreman	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
565015		Total	1	Mal	0	0	1	0	0	0	0	1
Gen Foreman Painters	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
565012		Total	7	Mal	0	0	1	0	0	0	6	7
Painter	7	Total Min	1	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAMO_PA1 - Painters												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	9	Mal	0	0	3	0	0	0	6	9	
	Total Min	3	Fem	0	0	0	0	0	0	0	0	

DEPT MCMAMO_PFT - Pipefitters												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
580005		Total	1	Mal	0	0	0	0	0	1	1	
Pipefitter Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	0	
580004		Total	1	Mal	0	0	0	0	0	1	1	
Pipefitter	7	Total Min	0	Fem	0	0	0	0	0	0	0	
580001		Total	1	Mal	0	1	0	0	0	0	1	
Pipefitter	7	Total Min	1	Fem	0	0	0	0	0	0	0	
Total	Total	3	Mal	0	1	0	0	0	0	2	3	
	Total Min	1	Fem	0	0	0	0	0	0	0	0	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAMO_PLT - Energy Center												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
370024		Total	3	Mal	0	1	1	0	0	0	1	3
Operating Engineer	7	Total Min	2	Fem	0	0	0	0	0	0	0	0
370022		Total	1	Mal	0	0	0	0	0	0	1	1
Chief Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
370021		Total	1	Mal	0	0	0	0	0	0	1	1
Asst Chief Engineer	7	Total Min	0	Fem	0	0	0	0	0	0	0	0
Total		Total	5	Mal	0	1	1	0	0	0	3	5
		Total Min	2	Fem	0	0	0	0	0	0	0	0

DEPT MCMAMO_REC - Receiving												
Job Code - Job Title	EEO Code				Asi	Blk	His	Ind	Pac	Two	Wht	Total
605018		Total	1	Mal	0	1	0	0	0	0	0	1
Asst Supvr Receiving	7	Total Min	1	Fem	0	0	0	0	0	0	0	0
605017		Total	1	Mal	0	0	0	0	0	0	1	1
Sr Receiving Supvr	7	Total Min	0	Fem	0	0	0	0	0	0	0	0

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Workforce Analysis

DEPT MCMAMO_REC - Receiving												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
Total	Total	2	Mal	0	1	0	0	0	0	1	2	
	Total Min	1	Fem	0	0	0	0	0	0	0	0	

DEPT MCMAMO_SFT - Sprinklerfitters												
Job Code - Job Title	EEO Code			Asi	Blk	His	Ind	Pac	Two	Wht	Total	
670008		Total	1	Mal	0	0	0	0	0	1	1	
Sprinklerfitter Foreman	7	Total Min	0	Fem	0	0	0	0	0	0	0	
670007		Total	3	Mal	0	0	0	0	0	2	2	
Sprinklerfitter	7	Total Min	0	Fem	0	0	0	0	0	1	1	
Total	Total	4	Mal	0	0	0	0	0	0	3	3	
	Total Min	0	Fem	0	0	0	0	0	0	1	1	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List by Department report.
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Job Group Analysis Summary

The job group analysis is the first step in comparing the representation of all employees in the workforce covered by this Plan with the estimate of the available qualified individuals who could be employed by the Authority in positions covered by this Plan.

In designing the Authority's job groups, the following elements were considered:

- similarity of duties and responsibilities; and
- similarity of opportunities for advancement including training, transfers, promotions, mobility, and other career enhancements.

Although not a determinative factor in designing job groups, Berkshire also attempted to create job groups that were large enough to conduct an appropriate analysis. As detailed in the Job Group Analysis report, this Plan covers 779 employees including 311 minorities (39.92%) and 107 women (13.74%).

The following Job Group Analysis report identify the job groups analyzed by Berkshire for the creation of this Plan, the job titles that comprise each job group, and the percentage of incumbents in each job group:

Job Group Analysis

EEO 1 Officials & Administrators - 1B									Min	Fem	Total
Job Code - Job Title											
065029 - HR Generalist									1	1	1
									100.00%	100.00%	
085003 - Intergovernmental Liaison									0	0	1
									0.00%	0.00%	
105000 - Financial Bud, Plan, & Anly									1	0	1
									100.00%	0.00%	
110005 - Capital Finance Manager									0	1	1
									0.00%	100.00%	
110008 - Sr. Dir Labor Rel & Camp Ops									0	0	1
									0.00%	0.00%	
125002 - Associate Dir of Comm									0	1	1
									0.00%	100.00%	
130022 - Asst Controller									1	1	1
									100.00%	100.00%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 1 Officials & Administrators - 1B									Min	Fem	Total
Job Code - Job Title											
200003 - Asst General Counsel								1	1	1	
								100.00%	100.00%		
210001 - Staff Internal Auditor								1	1	1	
								100.00%	100.00%		
300001 - Dir AV MGMT								0	1	1	
								0.00%	100.00%		
300008 - Project Coord Legal								1	1	1	
								100.00%	100.00%		
300009 - Project Coord Ceo								1	1	1	
								100.00%	100.00%		
320004 - Audio Visual MGR								0	1	2	
								0.00%	50.00%		
320015 - Dir Collection Sales								1	1	1	
								100.00%	100.00%		

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 1 Officials & Administrators - 1B									Min	Fem	Total
Job Code - Job Title											
330030 - Dir Business Dev & Strategy									1	1	1
									100.00%	100.00%	
330033 - Dir Procurement									0	1	1
									0.00%	100.00%	
330039 - Dir Plant Oper & Facilities									0	0	1
									0.00%	0.00%	
340006 - Dir Human Resources									1	1	1
									100.00%	100.00%	
340020 - Dir Treasury									1	1	1
									100.00%	100.00%	
340029 - Controller									1	1	1
									100.00%	100.00%	
340031 - Dir Internal Audit li									1	1	1
									100.00%	100.00%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 1 Officials & Administrators - 1B												
Job Code - Job Title										Min	Fem	Total
342001 - Dir Construction Ops										1	0	1
										100.00%	0.00%	
343001 - Deputy General Counsel										0	1	1
										0.00%	100.00%	
471008 - Procurement Manager										1	1	1
										100.00%	100.00%	
475007 - Mgr Payroll										1	1	1
										100.00%	100.00%	
475014 - Diversity Program Manager										1	1	1
										100.00%	100.00%	
475020 - Sr.Mgr Accounting										1	1	1
										100.00%	100.00%	
476001 - Compliance Officer/Brd ADM										1	1	1
										100.00%	100.00%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 1 Officials & Administrators - 1B									Min	Fem	Total
Job Code - Job Title											
476007 - Sr Dir Campus Sales									0	1	1
									0.00%	100.00%	
480001 - Mgr Accounting									1	0	1
									100.00%	0.00%	
490002 - Sr Utilities Manager									0	0	1
									0.00%	0.00%	
495006 - Mgr Facility Floor									0	0	1
									0.00%	0.00%	
530016 - Mgr Operations & LBR Relations									1	1	1
									100.00%	100.00%	
541003 - Mgr Loss Prevention									0	0	1
									0.00%	0.00%	
630001 - Chief Executive Officer									1	1	1
									100.00%	100.00%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 1 Officials & Administrators - 1B											
Job Code - Job Title									Min	Fem	Total
640001 - Chief Financial Officer									0	0	1
									0.00%	0.00%	
640003 - General Counsel									1	0	1
									100.00%	0.00%	
Total Employees for 1B									23	26	38
									60.53%	68.42%	

EEO 6 Admin Support - 6A											
Job Code - Job Title									Min	Fem	Total
065005 - Executive Assistant-CFO & Fina									0	1	1
									0.00%	100.00%	
066002 - Procurement Administrator									1	0	1
									100.00%	0.00%	
230017 - Payroll Clerk									1	1	1
									100.00%	100.00%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 6 Admin Support - 6A									Min	Fem	Total
Job Code - Job Title											
245009 - Payroll Clerk									1	1	1
									100.00%	100.00%	
271001 - Coord Inventory									1	0	1
									100.00%	0.00%	
280047 - Accountant									2	1	2
									100.00%	50.00%	
302001 - Planroom Assistant									1	0	1
									100.00%	0.00%	
384002 - Campus Ops Administrator									0	1	1
									0.00%	100.00%	
735011 - 1St Asst Box Off Treas									0	0	2
									0.00%	0.00%	
Total Employees for 6A									7	5	11
									63.64%	45.45%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Workers-ELE - 7B									Min	Fem	Total
Job Code - Job Title											
355010 - Show Elec								5	0	7	
								71.43%	0.00%		
355029 - Maint Elec Foreman								1	0	2	
								50.00%	0.00%		
355034 - Maint Elec Gen Foreman								0	0	2	
								0.00%	0.00%		
355035 - Electrician								145	35	359	
								40.39%	9.75%		
355038 - Elec Gen Foreman								0	0	1	
								0.00%	0.00%		
725005 - Telephone Tech								1	0	4	
								25.00%	0.00%		
725010 - Telephone Tech General Foreman								0	1	1	
								0.00%	100.00%		

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Workers-ELE - 7B												
Job Code - Job Title										Min	Fem	Total
725011 - Telephone Tech										0	0	4
										0.00%	0.00%	
725012 - Telephone Tech										10	5	56
										17.86%	8.93%	
725013 - Telephone Tech Foreman										0	0	1
										0.00%	0.00%	
Total Employees for 7B										162	41	437
										37.07%	9.38%	

EEO 7 Skilled Worker All other Trades - 7C												
Job Code - Job Title										Min	Fem	Total
112001 - Hair/Makeup Artist										3	4	4
										75.00%	100.00%	
190003 - Traffic Attendant										27	4	29
										93.10%	13.79%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
190005 - Working Foreman	0 0.00%	1 50.00%	2
220010 - Bricklayer Asst	1 33.33%	0 0.00%	3
220011 - Foreman Bricklayer	0 0.00%	0 0.00%	2
225009 - Carpenter	0 0.00%	0 0.00%	1
225015 - Carpenter	1 50.00%	0 0.00%	2
225018 - Decorator Direct Connect	6 12.50%	4 8.33%	48
225019 - Carpenter	7 23.33%	0 0.00%	30

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
225021 - Supt Carpenter	1	0	2
	50.00%	0.00%	
225025 - Carpenter Foreman	1	0	2
	50.00%	0.00%	
240004 - Video Production Direct Connec	1	0	10
	10.00%	0.00%	
355027 - A.V.D. Technician	0	0	1
	0.00%	0.00%	
370001 - Asst Chief Engineer	1	0	2
	50.00%	0.00%	
370002 - Chief Engineer	1	0	1
	100.00%	0.00%	
370007 - Operating Engineer	2	3	16
	12.50%	18.75%	

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
370010 - Asst Chief Engineer	0 0.00%	0 0.00%	2
370011 - Chief Engineer	0 0.00%	0 0.00%	2
370012 - Chief Engineer	0 0.00%	0 0.00%	1
370013 - Operating Engineer	0 0.00%	0 0.00%	1
370014 - Operating Engineer	4 28.57%	0 0.00%	14
370015 - Asst Supt Engineer	0 0.00%	0 0.00%	1
370018 - Operating Engineer	0 0.00%	0 0.00%	1

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
370021 - Asst Chief Engineer	0 0.00%	0 0.00%	1
370022 - Chief Engineer	0 0.00%	0 0.00%	1
370024 - Operating Engineer	2 66.67%	0 0.00%	3
371001 - Supt Engineer	0 0.00%	0 0.00%	1
445007 - Foreman Mechanic	0 0.00%	0 0.00%	1
451001 - Stagehand D/Head	0 0.00%	0 0.00%	2
565012 - Painter	1 14.29%	0 0.00%	7

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
565015 - Gen Foreman Painters	1 100.00%	0 0.00%	1
565016 - Painter Foreman	1 100.00%	0 0.00%	1
580001 - Pipefitter	1 100.00%	0 0.00%	1
580004 - Pipefitter	0 0.00%	0 0.00%	1
580005 - Pipefitter Foreman	0 0.00%	0 0.00%	1
585016 - Plumber	2 40.00%	0 0.00%	5
585020 - Plumber Foreman	0 0.00%	0 0.00%	1

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
591001 - Plumbing Supt	1 100.00%	1 100.00%	1
600001 - Projectionist	10 76.92%	0 0.00%	13
605017 - Sr Receiving Supvr	0 0.00%	0 0.00%	1
605018 - Asst Supvr Receiving	1 100.00%	0 0.00%	1
670007 - Sprinklerfitter	0 0.00%	1 33.33%	3
670008 - Sprinklerfitter Foreman	0 0.00%	0 0.00%	1
675001 - Stagehand	24 70.59%	3 8.82%	34

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Job Group Analysis

EEO 7 Skilled Worker All other Trades - 7C

Job Code - Job Title	Min	Fem	Total
715003 - Teamster Event Excel	9 75.00%	0 0.00%	12
715004 - Teamster Event Excel	5 83.33%	1 16.67%	6
735001 - Asst Box Office Treas	0 0.00%	1 50.00%	2
735003 - Box Office Treas Arie	1 50.00%	1 50.00%	2
735008 - Ticket Seller	3 100.00%	2 66.67%	3
750001 - Wardrober	1 10.00%	9 90.00%	10
Total Employees for 7C	119 40.61%	35 11.95%	293

Footnote Section

1	Information on employees who report in/out of this AAP can be found in the Annotated Employee List report.
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Availability Analysis and Statistics

The estimated availability analysis is part of the final diagnostic component of this Plan. The purpose of this analysis is to establish a benchmark against which the demographic composition of the Authority's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

The estimated availability analysis for each job group examines potential areas of availability for individuals with the requisite skills outside the Authority (external availability). In determining availability, Berkshire selected our reasonable recruitment area in such a way as not to exclude qualified individuals. Moreover, when determining external availability Berkshire used as their source of data the most current and discrete statistical information available.

For this availability analysis, Berkshire used the EEO Tabulation 2014-2018 American Community Survey Data from the US Census Bureau. Finally, where a job group is composed of different job titles that carry different availability rates, a composite availability figure was calculated. Berkshire arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighing the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates. However, the actual availability for some job groups may vary from this estimate because of the union referral process for the trades which refers applicants based on their union criteria such as seniority.

In determining availability, Berkshire assigned a census title code for each staffed job as of June 30, 2025, and a labor market area for each of the Authority's job groups. The Authority's job groups include:

- 1B OFFICIALS AND ADMINISTRATORS
- 6A ADMINISTRATIVE SUPPORT and SALES WORKERS
- 7B SKILLED WORKERS- ELECTRICIANS
- 7C SKILLED WORKERS - ALL OTHER

External recruitment area: The *Chicago-Naperville-Elgin, IL-IN-WI Metropolitan Statistical Area* is the labor market area for each of the Authority's job groups because it is the geographical area from which the Authority usually seeks or reasonably would seek workers to fill positions in some of its job groups that are not subject to the union referral process. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding any group.

Availability Factor Computation Form

EEO 1		Officials & Administrators - 1B				
Raw Statistics				Min	Fem	
Factor 1				26.41%	41.79%	
Factor 2				0.00%	0.00%	
Weighted Statistics				Weight	Min	Fem
Factor 1			100.00%	26.41%	41.79%	
Factor 2			0.00%	0.00%	0.00%	
			Availability	100.00%	26.41%	41.79%

Factor 1 - Percentage of individuals with requisite skills in the reasonable recruitment area.

Chicago-Naperville-Elgin, IL-IN-WI Metro Area

Factor 2 - Percentage of individuals among those promotable, transferable, and trainable within the contractor's organization.

Availability Factor Computation Form

EEO 6		Admin Support - 6A				
Raw Statistics				Min	Fem	
Factor 1				41.29%	76.72%	
Factor 2				0.00%	0.00%	
Weighted Statistics				Weight	Min	Fem
Factor 1				100.00%	41.29%	76.72%
Factor 2				0.00%	0.00%	0.00%
Availability				100.00%	41.29%	76.72%

Factor 1 - Percentage of individuals with requisite skills in the reasonable recruitment area.

Chicago-Naperville-Elgin, IL-IN-WI Metro Area

Factor 2 - Percentage of individuals among those promotable, transferable, and trainable within the contractor's organization.

Availability Factor Computation Form

EEO 7		Skilled Workers-ELE - 7B				
Raw Statistics				Min	Fem	
Factor 1				29.58%	2.98%	
Factor 2				0.00%	0.00%	
Weighted Statistics				Weight	Min	Fem
Factor 1			100.00%	29.58%	2.98%	
Factor 2			0.00%	0.00%	0.00%	
			Availability	100.00%	29.58%	2.98%

Factor 1 - Percentage of individuals with requisite skills in the reasonable recruitment area.

Chicago-Naperville-Elgin, IL-IN-WI Metro Area

Factor 2 - Percentage of individuals among those promotable, transferable, and trainable within the contractor's organization.

Availability Factor Computation Form

EEO 7		Skilled Worker All other Trades - 7C					
Raw Statistics				Min	Fem		
Factor 1				41.40%	6.07%		
Factor 2				0.00%	0.00%		
Weighted Statistics				Weight	Min	Fem	
Factor 1				100.00%	41.40%	6.07%	
Factor 2				0.00%	0.00%	0.00%	
				Availability	100.00%	41.40%	6.07%

Factor 1 - Percentage of individuals with requisite skills in the reasonable recruitment area.

Chicago-Naperville-Elgin, IL-IN-WI Metro Area

Factor 2 - Percentage of individuals among those promotable, transferable, and trainable within the contractor's organization.

Comparison of Incumbency vs. Estimated

The Authority has compared the representation of all employees in each job group with the external estimated availability for employment in the job group. Where actual representation was less than the external estimated availability, the Authority conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of sufficient size to analyze using the two-standard-deviation test, the Authority applied that methodology. Where the use of the two-standard-deviation test was not appropriate, the Authority used the exact binomial methodology.

The Incumbency vs. Estimated Availability report follows:

Incumbency vs Estimated Availability

EEO 1		Officials & Administrators - 1B		Total Employees: 38	
		Min	Fem		
	Employment #	23	26		
	Employment %	60.53	68.42		
	Availability %	26.41	41.79		
	Statistical Value				
	Shortfall				

Footnote Section

Stat Sig	In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.
W	Whole Person Rule - A placement goal is set when employment is less than availability by at least one whole person.

Incumbency vs Estimated Availability

EEO 6		Admin Support - 6A		Total Employees: 11	
		Min	Fem		
	Employment #	7	5		
	Employment %	63.64	45.45		
	Availability %	41.29	76.72		
	Statistical Value		0.024E		
	Shortfall		3		

Footnote Section

Stat Sig	In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.
W	Whole Person Rule - A placement goal is set when employment is less than availability by at least one whole person.

Incumbency vs Estimated Availability

EEO 7		Skilled Workers-ELE - 7B		Total Employees: 437	
			Min	Fem	
	Employment #		162	41	
	Employment %		37.07	9.38	
	Availability %		29.58	2.98	
	Statistical Value				
	Shortfall				

Footnote Section

Stat Sig	In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.
W	Whole Person Rule - A placement goal is set when employment is less than availability by at least one whole person.

Incumbency vs Estimated Availability

EEO 7		Skilled Worker All other Trades - 7C		Total Employees: 293	
		Min	Fem		
	Employment #	119	35		
	Employment %	40.61	11.95		
	Availability %	41.40	6.07		
	Statistical Value	0.273			
	Shortfall	2			

Footnote Section

Stat Sig	In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.
W	Whole Person Rule - A placement goal is set when employment is less than availability by at least one whole person.

Section III

Placement Goals

The Authority has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on estimated availability.

Berkshire's analysis is based on the Authority's workforce of 779 individuals. However, only 49 of those individuals are non-represented employees who are directly recruited by the Authority. The remaining represented employees consist of a number of electricians, carpenters, plumbers, and members of other trades. When a represented position becomes available, the applicable union will refer to potential candidates based on their union criteria.

The jobs in the 7C Skilled Workers job group for which placement goals were indicated are union-based positions subject to the union referral process. The Authority shares this information with the union representative and advises them of the Authority's areas of focus. The Authority continues to request their assistance in making sure that when a position is available, they continue to refer to a diverse pool of applicants, whenever possible, from which we can make our hiring selection from.

In evaluating whether to establish placement goals, the Authority applied the following principles:

1. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their estimated availability percentage in that job group, the Authority established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
2. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
3. In all employment decisions, the Authority makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.
4. Placement goals do not create set asides for specific groups, nor are they intended to achieve proportional representation or equal results.
5. Placement goals are not used to supersede merit selection principles, nor do these placements goals require the Authority to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

The placement goals report is as follows:

Placement Goals

Job Group & Name									Min	Fem
1B - Officials & Administrators										
6A - Admin Support										76.72
7B - Skilled Workers-ELE										
7C - Skilled Worker All other Trades									41.40	

Section IV

Personnel Activity

Berkshire conducted an in-depth analysis of the Authority's total employment process; the following is a summary of the data set.

Composition of the Workforce by Organizational Unit:

- Out of the 34 departments within the Authority, 79.41% include minorities and 70.58% include women.

Composition of the Workforce by Job Group:

- The Authority conducted an estimated availability analysis by job group, taking into account external estimated availability, and have compared incumbency to estimated availability to determine placement goals. The results by job group are summarized in the Availability Analysis (See page 13).


Hires

The Human Resources Department develops all procedures and conducts all hiring at the Authority. Hiring is conducted on the basis of nondiscriminatory criteria as follows:

- Job descriptions are reviewed to ensure they accurately reflect job functions.
- Job descriptions are reviewed by department and job title using job performance criteria.
- Job descriptions are made available to recruiting sources and made available to all members of management involved in the recruiting, screening, selection and promotion processes.
- The phrase "Equal Opportunity/Affirmative Action Employer" is included in all application materials.
- Personnel and management staff are trained in proper interview techniques.
- Applicable state and federal laws are followed during the hiring process and the interview process.
- Employees are encouraged to refer qualified applicants to the Authority for employment. In addition, the Authority has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
- Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.
- All employees are given equal opportunity for promotion.

During July 01, 2024, to June 30, 2025, there were 256 new employees hired including 110 minorities (42.97%) and 23 women (8.98%). The following New Hire report summarizes hiring activity by job group:

New Hire Summary

For period 07-01-2024 to 06-30-2025 

Job Group - Job Group Name									Min	Fem	Total
1B - Officials & Administrators									2	2	2
6A - Admin Support									3	1	3
7B - Skilled Workers-ELE									59	6	126
7C - Skilled Worker All other Trades									46	14	125
#									110	23	256
%									42.97%	8.98%	


Terminations

The Authority has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, the Authority makes its decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

Promotion Practices

The Authority trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the Plan are carried out. The Promotion Summary Report for the fiscal year follows:

Promotion Summary by Old Job

For period 07-01-2024 to 06-30-2025 

Job Group - Job Group Name									Min	Fem	Total
6A - Admin Support									1	1	1
7B - Skilled Workers-ELE									0	0	1
	#								1	1	2
	%								50.00%	50.00%	

Section V

Employment Discrimination Complaint Process

General Policy

Equal Employment Opportunity, Nondiscrimination, and Anti-Harassment Policy

MPEA is committed to creating a diverse workforce that is representative of the customers it serves. This commitment includes fostering and maintaining a workplace where each individual is valued for their skills, experience, and unique perspectives and all employees have an opportunity to participate and contribute.

Discrimination and Harassment Policy Statement

MPEA is an equal opportunity employer. MPEA prohibits all forms of unlawful employment discrimination or harassment on the basis of an individual's actual or perceived protected characteristic which includes race, color, religion, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, physical or mental disability, veteran status, unfavorable discharge from military service, citizenship status, work authorization status, pregnancy, childbirth or medical and common conditions related to pregnancy or childbirth, marital status, order of protection status, criminal conviction record, or any other characteristic protected by federal, state, or local laws. These protections extend to all employment and personnel decisions, including but not limited to, recruitment, hiring, promotion, compensation, transfer, evaluation, training, discipline, benefits, and all terms and conditions of employment.

Discrimination means any different or adverse treatment related to the terms, conditions, or privileges of employment based on an individual's actual or perceived protected characteristic rather than on the basis of job-related merit and/or other lawful considerations.

Discriminatory Harassment means any unwelcome verbal, non-verbal, or physical conduct that disparages, insults, or offends a person or group based on a protected characteristic when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission or rejection of such conduct is used as a basis for any employment decision; or (3) the behavior has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive working environment. A witness to discriminatory harassment may be the subject of harassment if the conduct witnessed has the effect of creating a hostile work environment.

Examples of discriminatory harassment include, but are not limited to:

Offensive or degrading remarks, verbal abuse, or other hostile behavior such as insulting, teasing, mocking, degrading, or ridiculing another person;

Unwelcome or inappropriate physical contact, comments, questions, advances, jokes or innuendo, epithets, or demands; and Using, displaying, or communicating words, objects, pictures, cartoons, articles, letters, e-mail or text messages, computer programs, videos,

social media, or other material from the Internet that disparage, insult, offend, or ridicule based on a protected characteristic.

Sexual Harassment Policy Statement

Sexual harassment is strictly prohibited. It is the responsibility of each individual employee to refrain from sexual harassment, and it is the right of each individual employee to work in an environment free from sexual harassment.

The Illinois Human Rights Act defines sexual harassment as:

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

1. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

For purposes of this policy, the phrase "working environment" is not limited to the physical location an employee is assigned to perform their official duties and does not require an employment relationship. Sexual harassment can involve "nonemployee" contractors or consultants directly performing services for MPEA.

Normally the effect that conduct has on the working environment depends upon its pervasiveness over a period of time. However, a single incident of unwanted conduct may be sufficiently severe to be harassment.

Examples of sexual harassment include, but are not limited to:

- Verbal: Sexually suggestive or offensive remarks or innuendos, insults, humor or jokes about sex, anatomy, or gender-specific traits; subtle or direct propositions or pressure for sexual favors, unwelcome flirting, threats, repeated requests for dates, or statements about other employees, even outside of their presence, of a sexual nature.
- Non-Verbal: Sexually suggestive or insulting sounds (e.g., whistling), leering, obscene gestures, sexually suggestive bodily gestures, "catcalls," "smacking" or "kissing" noises, sexually suggestive or offensive memos or messages.
- Visual: Sexually suggestive pictures, posters, signs, pin-ups, or slogans of a sexual nature.
- Physical: Touching, unwelcome hugging or kissing, pinching, brushing, or rubbing the body, coerced sexual intercourse, or actual assault.

Courts have determined that sexual harassment is also a form of discrimination under Title VII of the U.S. Civil Rights Act of 1964, as amended in 1991. Specific examples include

awarding employment opportunities and benefits to an individual who voluntarily or under coercion submits to sexual advances or requiring an individual to submit to unwelcome sexual conduct in order to receive employment opportunities. Any person can be a victim of sexual harassment. The harassing behavior may be by someone of a different gender or by someone of the same gender. Sexual harassment can also involve more subtle conduct such as use of endearments or compliments that can be interpreted as sexual in nature and that undermine the ability of an individual to be treated on an equal and professional level. In compliance with the Sexual Harassment Victim Representation Act, in any proceeding in which the victim and the perpetrator of sexual harassment are members of the same union, the union must designate separate union representatives to represent the parties during the proceedings.

Retaliation Policy Statement

MPEA will not tolerate retaliation against any employee who makes a good-faith report of discrimination, harassment, or sexual harassment, or who participates in an investigation, even if, after the investigation, it appears that there has been no violation of this policy. Retaliation occurs when an employer takes a materially adverse action, including reprimand, discharge, suspension, denial of promotion, demotion, transfer, or change in the terms or conditions of employment, because an individual has engaged or may engage in protected activity. A person engages in protected activity if the person:

1. Opposes that which the person reasonably and in good faith believes to be unlawful discrimination, harassment, sexual harassment, or retaliation;
2. Makes a charge, files a complaint, testifies, assists, or participates in an investigation, proceeding, or hearing related to discrimination, harassment, sexual harassment, or retaliation; or
3. Reports discrimination, harassment, sexual harassment, or retaliation to a direct supervisor or a supervisor within their direct chain of command, MPEA's Human Resources Director, the Illinois Department of Human Rights, the U.S. Equal Employment Opportunity Commission, or any other state or federal agency with jurisdiction over such claims.

No employee shall be discouraged from reporting alleged discrimination, harassment, or sexual harassment or be intimidated by threats or pressure when making a report of alleged discrimination, harassment, or sexual harassment. The State Officials and Employees Ethics Act, the Illinois Human Rights Act, Title VII of the U.S. Civil Rights Act of 1964, and the Workplace Transparency Act prohibit retaliatory action against an employee who discloses what they believe is a violation of a law, rule, or regulation. The Whistleblower Act provides that an employer may not retaliate against an employee from disclosing information they have reasonable cause to believe discloses a violation of a State or federal law, rule, or regulation.

Persons interfering with the attempted reporting of discrimination, harassment, or sexual harassment or those retaliating against individuals reporting such conduct are subject to discipline, up to and including discharge.

Reporting Procedures:

An employee who either observes, becomes aware of, or believes themselves to be the subject of discrimination, harassment, retaliation, or sexual harassment should promptly report this conduct to their immediate supervisor or another supervisor within their chain of command, MPEA Human Resources, or a member of MPEA's Legal Department.

These complaints may be made confidentially. It is not necessary for the inappropriate conduct to be directed at the person making the complaint.

Supervisors must immediately report to the Human Resources Director and General Counsel all allegations of sexual harassment received, whether directly or indirectly.

Exhibit 1: The Metropolitan Pier and Exposition Board

Jeffrey Bethke
(Chairman)

Don Villar
(Vice Chairman)

Jorge Ramirez
(Secretary/Treasurer)

Dr. Sonat Birnecker Hart
Nina Grondin
Sam Kukadia
Terrance B. McGann
Michelle Mills Clement
Christian Mitchell
Juan Morado Jr.
Sherman Wright

MPEA CEO
Larita D. Clark

Exhibit 2: MPEA Act

(70 ILCS 210/23.1) (from Ch. 85, par. 1243.1)

Sec. 23.1. Affirmative action.

(a) The Authority shall, within 90 days after the effective date of this amendatory Act of 1984, establish and maintain an affirmative action program designed to promote equal employment opportunity and eliminate the effects of past discrimination. Such program shall include a plan, including timetables where appropriate, which shall specify goals and methods for increasing participation by women and minorities in employment, including employment related to the planning, organization, and staging of the games, by the Authority and by parties which contract with the Authority. The Authority shall submit a detailed plan with the General Assembly prior to September 1 of each year. Such program shall also establish procedures and sanctions, which the Authority shall enforce to ensure compliance with the plan established pursuant to this Section and with State and federal laws and regulations relating to the employment of women and minorities. A determination by the Authority as to whether a party to a contract with the Authority has achieved the goals or employed the methods for increasing participation by women and minorities shall be determined in accordance with the terms of such contracts or the applicable provisions of rules and regulations of the Authority existing at the time such contract was executed, including any provisions for consideration of good faith efforts at compliance which the Authority may reasonably adopt.

(b) The Authority shall adopt and maintain minority-owned and women-owned business enterprise procurement programs under the affirmative action program described in subsection (a) for any and all work, including all contracting related to the planning, organization, and staging of the games, undertaken by the Authority. That work shall include, but is not limited to, the purchase of professional services, construction services, supplies, materials, and equipment. The programs shall establish goals of awarding not less than 25% of the annual dollar value of all contracts, purchase orders, or other agreements (collectively referred to as "contracts") to minority-owned businesses and 5% of the annual dollar value of all contracts to women-owned businesses. Without limiting the generality of the foregoing, the programs shall require in connection with the prequalification or consideration of vendors for professional service contracts, construction contracts, and contracts for supplies, materials, equipment, and services that each proposer or bidder submit as part of his or her proposal or bid a commitment detailing how he or she will expend 25% or more of the dollar value of his or her contracts with one or more minority-owned businesses and 5% or more of the dollar value with one or more women-owned businesses. Bids or proposals that do not include such detailed commitments are not responsive and shall be rejected unless the Authority deems it appropriate to grant a waiver of these requirements. In addition the Authority may, in connection with the selection of providers of professional services, reserve the right to select a minority-owned or women-owned business or businesses to fulfill the commitment to minority and woman business participation. The commitment to minority and woman business participation may be met by the contractor or professional service provider's status as a minority-owned or women-owned business, by joint venture or by subcontracting a portion of the work with or purchasing materials for the work from one or more such businesses, or by any combination thereof. Each contract shall require the contractor or

provider to submit a certified monthly report detailing the status of that contractor or provider's compliance with the Authority's minority-owned and women-owned business enterprise procurement program. The Authority, after reviewing the monthly reports of the contractors and providers, shall compile a comprehensive report regarding compliance with this procurement program and file it quarterly with the General Assembly. If, in connection with a particular contract, the Authority determines that it is impracticable or excessively costly to obtain minority-owned or women-owned businesses to perform sufficient work to fulfill the commitment required by this subsection, the Authority shall reduce or waive the commitment in the contract, as may be appropriate. The Authority shall establish rules and regulations setting forth the standards to be used in determining whether or not a reduction or waiver is appropriate. The terms "minority-owned business" and "women-owned business" have the meanings given to those terms in the Business Enterprise for Minorities, Women, and Persons with Disabilities Act.

(c) The Authority shall adopt and maintain an affirmative action program in connection with the hiring of minorities and women on the Expansion Project and on any and all construction projects, including all contracting related to the planning, organization, and staging of the games, undertaken by the Authority. The program shall be designed to promote equal employment opportunity and shall specify the goals and methods for increasing the participation of minorities and women in a representative mix of job classifications required to perform the respective contracts awarded by the Authority.

(d) In connection with the Expansion Project, the Authority shall incorporate the following elements into its minority-owned and women-owned business procurement programs to the extent feasible: (1) a major contractors program that permits minority-owned businesses and women-owned businesses to bear significant responsibility and risk for a portion of the project; (2) a mentor/protege program that provides financial, technical, managerial, equipment, and personnel support to minority-owned businesses and women-owned businesses; (3) an emerging firms program that includes minority-owned businesses and women-owned businesses that would not otherwise qualify for the project due to inexperience or limited resources; (4) a small projects program that includes participation by smaller minority-owned businesses and women-owned businesses on jobs where the total dollar value is \$5,000,000 or less; and (5) a set-aside program that will identify contracts requiring the expenditure of funds less than \$50,000 for bids to be submitted solely by minority-owned businesses and women-owned businesses.

(e) The Authority is authorized to enter into agreements with contractors' associations, labor unions, and the contractors working on the Expansion Project to establish an Apprenticeship Preparedness Training Program to provide for an increase in the number of minority and women journeymen and apprentices in the building trades and to enter into agreements with Community College District 508 to provide readiness training. The Authority is further authorized to enter into contracts with public and private educational institutions and persons in the hospitality industry to provide training for employment in the hospitality industry.

(f) McCormick Place Advisory Board. There is created a McCormick Place Advisory Board composed as follows: 2 members shall be appointed by the Mayor of Chicago; 2 members shall be appointed by the Governor; 2 members shall be State Senators appointed by the

President of the Senate; 2 members shall be State Senators appointed by the Minority Leader of the Senate; 2 members shall be State Representatives appointed by the Speaker of the House of Representatives; and 2 members shall be State Representatives appointed by the Minority Leader of the House of Representatives. The terms of all previously appointed members of the Advisory Board expire on the effective date of this amendatory Act of the 92nd General Assembly. A State Senator or State Representative member may appoint a designee to serve on the McCormick Place Advisory Board in his or her absence.

A "member of a minority group" shall mean a person who is a citizen or lawful permanent resident of the United States and who is any of the following:

(1) American Indian or Alaska Native (a person having origins in any of the original peoples of North and South America, including Central America, and who maintains tribal affiliation or community attachment).

(2) Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam).

(3) Black or African American (a person having origins in any of the black racial groups of Africa).

(4) Hispanic or Latino (a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race).

(5) Native Hawaiian or Other Pacific Islander (a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands).

Members of the McCormick Place Advisory Board shall serve 2-year terms and until their successors are appointed, except members who serve as a result of their elected position whose terms shall continue as long as they hold their designated elected positions. Vacancies shall be filled by appointment for the unexpired term in the same manner as original appointments are made. The McCormick Place Advisory Board shall elect its own chairperson.

Members of the McCormick Place Advisory Board shall serve without compensation but, at the Authority's discretion, shall be reimbursed for necessary expenses in connection with the performance of their duties.

The McCormick Place Advisory Board shall meet quarterly, or as needed, shall produce any reports it deems necessary, and shall:

(1) Work with the Authority on ways to improve the area physically and economically;

(2) Work with the Authority regarding potential means for providing increased economic opportunities to minorities and women produced indirectly or directly from the construction and operation of the Expansion Project;

(3) Work with the Authority to minimize any potential impact on the area surrounding the McCormick Place Expansion Project, including any impact on minority-owned or women-owned businesses, resulting from the construction and operation of the Expansion Project;

(4) Work with the Authority to find candidates for building trades apprenticeships, for employment in the hospitality industry, and to identify job training programs;

(5) Work with the Authority to implement the provisions of subsections (a) through (e) of this Section in the construction of the Expansion Project, including the Authority's goal of awarding not less than 25% and 5% of the annual dollar value of contracts to minority-owned

and women-owned businesses, the outreach program for minorities and women, and the mentor/protege program for providing assistance to minority-owned and women-owned businesses.

(g) The Authority shall comply with subsection (e) of Section 5-42 of the Olympic Games and Paralympic Games (2016) Law. For purposes of this Section, the term "games" has the meaning set forth in the Olympic Games and Paralympic Games (2016) Law.

(Source: P.A. 102-465, eff. 1-1-22.)






2026 AAP Report 09.30.2025 FINAL

Final Audit Report

2025-10-15

Created:	2025-10-09
By:	Berta Daniel (bdaniel@mpea.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAApOKIOTLFTPrX4UI8Wo_6xCl8wnzhDJZ-

"2026 AAP Report 09.30.2025 FINAL" History

-  Document created by Berta Daniel (bdaniel@mpea.com)
2025-10-09 - 3:26:27 PM GMT
-  Document emailed to Larita Clark (lclark@mpea.com) for signature
2025-10-09 - 3:26:34 PM GMT
-  Email viewed by Larita Clark (lclark@mpea.com)
2025-10-15 - 5:05:50 AM GMT
-  Document e-signed by Larita Clark (lclark@mpea.com)
Signature Date: 2025-10-15 - 3:27:24 PM GMT - Time Source: server
-  Agreement completed.
2025-10-15 - 3:27:24 PM GMT