

# ABC Diversity Awards

**GENERAL CONTRACTOR (UNDER \$20 MILLION)  
& SUBCONTRACTOR (UNDER \$7 MILLION) ENTRY**



**2014**



**Minnesota/  
North Dakota Chapter**



## Purpose

The MN/ND ABC Diversity Excellence Awards recognize members that display exemplary diversity leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices, and training and mentoring programs.

### AWARD CATEGORIES

- General Contractor Under \$20 million
- Subcontractor Under \$7 million

Winners of the MN/ND ABC Diversity Excellence Awards will be recognized at the ABC Excellence in Construction Awards celebration on January 29, 2015 at the The Metropolitan Clubroom, in Golden Valley, MN.

## Entry Requirements

### APPLICATION/ENTRY DEADLINE

Application form and supporting documentation must be mailed no later than September 9, 2014 to :

MN/ND ABC  
10193 Crosstown Cir.  
Eden Prairie, MN 55344

If you would like, please feel free to copy the answers to the Q & A sections on a separate sheet of paper.

### ENTRY FEE

The entry fee of \$25 may be submitted by credit card or by check made payable to Associated Builders and Contractors. Checks should be mailed with the entry to MN/ND ABC.

### IMPORTANT DATES

- Application form and supporting documentation deadline: September 9, 2014
- Notification of award Winners: October 2014
- Award winners will be recognized at the ABC Excellence in Construction Awards celebration on January 29, 2015 at The Metropolitan Clubroom in Golden Valley, MN.
- Questions may be directed to Jeni at the ABC office [jeni@mnabc.com](mailto:jeni@mnabc.com) or 952.941.8693.

## **COMPANY DIVERSITY COMMITMENT (20 points)**

1. Does your company have a written diversity strategy or a formal commitment to diversity with respect to:
  - a. Vendor/supplier inclusion
  - b. Employee recruitment, hiring and promotion
2. What are some examples of how your firm supports diversity in your company, the community or your industry?
3. Describe the composition of your management team and overall workforce by including your total number of management personnel, as well as the number of managers who satisfy the following criteria: racial and ethnic minorities, women, veterans, people with disabilities, other; provide the same information for your remaining workforce.

## **COMPANY DIVERSITY HIRING, TRAINING & RETENTION (40 points)**

1. Describe your company's accomplishments in employing a diverse and inclusive workforce.
  - a. List your company's external efforts to promote diversity and inclusion in the construction industry through participation in workshops, seminars and job fairs, etc., targeting minority applicants, employers and other attendees.
  - b. List any involvement with trade associations and other groups whose mission is the promotion and advancement of minority enterprises (women in construction, minority contractor associations, etc.).
2. What strategies does your company use to retain diverse talent?
3. Does your company have talent development programs to help employees realize their career potential (e.g., apprenticeship, management)? If so, what are the participation percentages and incentives/efforts to encourage participation?

## CONTRACTOR RELATIONSHIPS & MEASURABLE RESULTS (40 points)

1. Has your firm participated in a mentor-protégé or joint venture relationship with another firm? If so, describe how this experience has benefited your company and improved your level of commitment to diversity and inclusion.
2. Describe the best practices you have implemented or changed in your business as a result of your mentor-protégé or joint venture experience and how these practices have improved your company.
3. If you are a certified firm (SMWDBE), how do you reach out to other certified firms to achieve project goals on public contracts? Also, describe how you have reached out to eligible, non-certified companies to explore or secure available certification?

### Company Information

Company name: \_\_\_\_\_

Company contact: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Category (Check One):

☐ General Contractor Under \$20 Million

☐ Subcontractor Under \$7Million

### Payment Information

\_\_\_\_ Check enclosed (payable to MN/ND ABC)

\_\_\_\_ Credit Card: ☐ Visa ☐ MasterCard ☐ American Express

Card number: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ 3 Digit Code: \_\_\_\_\_

Print name on Card: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_