



## As a national construction management firm, Shawmut Design and Construction's mission is to build an enduring leading-edge company that provides a challenging and rewarding environment for its people.

We do so by delivering client service excellence and high-quality building solutions for challenging and demanding projects. To thrive in this space, we have created and sustained a culture that allows everyone—employees, subcontractors, clients, and partners—to be their best each day. Our commitment to diversity and inclusion is a central tenet to this.

Since our incorporation in 1982, Shawmut has actively supported organizations with an understanding that our company can make a difference in our city. As a company rooted in Boston since our founding, our goal is to support our neighbors with whom we share our community.

### Small Business Diversity Initiative

Giving back has always been a central component of Shawmut's corporate philosophy and a substantial part of our company culture. Our people are the reason for our success. We develop leading-edge systems and processes to train, support, coach, and mentor our people to achieve the highest levels. So we decided to use our most valuable resource—our people—to create a program that leverages Shawmut's capabilities to directly support small businesses, specifically disadvantaged subcontractors and partners. We call it Shawmut's Small Business Diversity Initiative.

The 6-session/12-course program is geared to disadvantaged businesses and trades in the Greater Boston community that are committed to becoming a professional reputable company with a long-term view and provides small contractors and vendors with the opportunity to participate in a specialized curriculum with Shawmut. The program provides access and resources to assist in sustaining their business, while also establishing new business relationships.

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In addition to providing advice on building a successful business, the participants have the opportunity to collaborate with other companies and staff from Shawmut's Senior Leadership Team to learn our leading-edge construction and procurement process.

The course features insight from our business lines and internal departments and diverse subject matters, including:

- Day 1: Intro to the Program/Safety
- Day 2: Marketing/Request for Proposal Process

- Day 3: Contract Administration and Finding Capital
- Day 4: Construction Administration
- Day 5: Project Scheduling and Lean Best Practices
- Day 6: Labor Relations and Supplier Diversity Opportunities/Closing

Upon successful completion of the six classes, companies have a clear view of the Shawmut Way. We have extensive experience completing projects that have well-defined minority and female participation goals, including projects that have a requirement of 15 percent or greater MBE/WBE participation.

Our diversity and inclusion goal is to maximize the level of participation of both minority workers and qualified MBE/WBE subcontractors on all Shawmut jobs. To this end, Shawmut remains committed to pre-qualifying subcontractors, continually tracking and updating their MBE/WBE status in our database, and including them on select bid lists as a way of ensuring that Shawmut works with a diverse range of high-quality subcontractors.

Because of our hard work, dedication, and commitment to following our core values, Shawmut continues to be committed to our communities. From senior leadership to our employees, we believe that we have a responsibility as a Boston success story to give back to the city in which we work, and strive to be a good neighbor in a variety of real, tangible ways.

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