

## JE Dunn, state capitol contractor, exceeds workforce goals

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State Capitol Contractor exceeding State workforce goals through community partnerships  
Contractor JE Dunn employs 34% minorities, 21% females on State Capitol interior project

ST. PAUL, MN – The Minnesota State Capitol interior restoration and preservation project is exceeding diversity workforce goals with 34.89 percent minority workforce hours and 21 percent female workforce hours earning the project a premium rating of 1 from the Minnesota Department of Human Rights.

This marks the first time JE Dunn earned a premium rating of 1, which means the contractor is meeting or exceeding workforce goals, for its efforts to recruit, hire and retain a diverse workforce, and the comprehensive good faith efforts the company implemented on the project. Through its efforts, JE Dunn exceeded the Minnesota's 2012 workforce goals for Hennepin and Ramsey counties, which are 32 percent minority and 6 percent female. Good faith efforts are specific actions a contractor takes to enhance its participation of women and minorities.

"JE Dunn is implementing strategies that are improving the diversity of its workforce," said Commissioner Kevin Lindsey. "JE Dunn has made a laudable turnaround in their workforce inclusion performance and this deserves to be highlighted.

"Contractors such as JE Dunn are developing best practices that not only strengthen and improve Minnesota's workforce for today, it is also cultivating Minnesota workers for tomorrow's diverse workforce," he said.

In March 2013, JE Dunn received a 4 rating, which means the contractor failed to meet good faith efforts, for failing to meet its good faith efforts or its workforce goals on the State Capitol exterior project. The restoration of the Minnesota State Capitol is overseen by the Minnesota Department of Administration.

"The Minnesota State Capitol belongs to all Minnesotans and the workforce restoring this landmark should be reflective of the state's citizens," said Spencer Cronk, Commissioner of the Department of Administration. "We applaud JE Dunn's commitment to recruiting a project team embracing Minnesota's diversity."

After several meetings with Human Rights representatives, JE Dunn developed a work plan, hired Diversity Manager Christa Seaberg and implemented trainings and strategies designed to increase diversity. The plan involved concerted efforts and commitments by the entire project team and JE Dunn's subcontractors. JE Dunn also partnered with Job Connect and the unions

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to help the company recruit women and minorities.

"This has been a dramatic turnaround," Commissioner Lindsey concluded. "JE Dunn has put together a plan in which they are working with the community, and as a result they are seeing tremendous success with their workforce participation."