

**EXHIBIT P
PUBLIC BUILDING COMMISSION OF CHICAGO**

CONTRACTORS RECAPITULATION OF MINORITY AND FEMALE WORKER HOURS AND PERCENTAGES

CONTRACT NO.	<u>Job Default Serial</u>	CONTRACTOR	<u>Your Company Name</u>
REQUEST NO.	<u>1</u>	JOB SITE	<u>Job Name for Customer One</u>
DATE	<u>01/01/2004 - 01/31/2004</u>	COMPLETE	<u>5</u>

	MALE JOURNEYWORKERS Commitment 42 %			MALE APPRENTICES Commitment 50 %			MALE LABORERS Commitment 50 %		
	WHITE	MINORITY	% MINORITY	WHITE	MINORITY	% MINORITY	WHITE	MINORITY	% MINORITY
TOTAL MONTH	0.00	22.00	73.33%	0.00	0.00	0.00%	0.00	0.00	0.00%
TOTAL TO DATE			0.00%	0.00	0.00	0.00%	0.00		0.00%

	FEMALE JOURNEYWORKERS Commitment 2.5 %		FEMALE APPRENTICES Commitment 10 %		FEMALE LABORERS Commitment 7.5 %	
	FEMALE	% FEMALE	FEMALE	% FEMALE	FEMALE	% FEMALE
TOTAL MONTH	8.00	26.67%	16.00	100.00%	8.00	100.00%
TOTAL TO DATE		0.00%	0.00	0.00%		0.00%

CITY RESIDENCY REQUIREMENTS:

	ALL JOURNEYWORKERS AND APPRENTICES Requirement 50%		ALL LABORERS Requirement 50%	
	CITY RESIDENCY	PERCENT	CITY RESIDENCY	PERCENT
TOTAL MONTH	5	0.00%	0.00	0.00%
TOTAL TO DATE	0.00	0.00%		0.00%

	ALL JOURNEY WORKERS	ALL APPRENTICES	ALL LABORERS
TOTAL MONTH	30.00	16.00	8.00
TOTAL TO DATE	0.00	0.00	0.00

CONTRACTOR'S SIGNATURE _____ Nancy Smyth / CQA

PUBLIC BUILDING COMMISSION

EXHIBIT P

CONTRACTOR'S MONTHLY BREAKDOWN OF MALE WORKER HOURS BY ETHNIC GROUP

ETHNIC GROUP	MALE JOURNEYWORKER		MALE APPRENTICE		MALE LABORERS	
	CITY	NON CITY	CITY	NON CITY	CITY	NON CITY
WHITE	0.00	0.00	0.00	0.00	0.00	0.00
BLACK AFRICAN AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
HISPANIC	0.00	22.00	0.00	0.00	0.00	0.00
ASIAN/PACIFIC	0.00	0.00	0.00	0.00	0.00	0.00
NATIVE AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
OTHER	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	0.00	22.00	0.00	0.00	0.00	0.00

CONTRACTOR'S MONTHLY BREAKDOWN OF FEMALE WORKER HOURS BY ETHNIC GROUP

ETHNIC GROUP	FEMALE JOURNEYWORKERS		FEMALE APPRENTICES		FEMALE LABORERS	
	CITY	NON CITY	CITY	NON CITY	CITY	NON CITY
WHITE	0.00	0.00	0.00	0.00	0.00	0.00
BLACK AFRICAN AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
HISPANIC	0.00	8.00	0.00	16.00	0.00	8.00
ASIAN/PACIFIC	0.00	0.00	0.00	0.00	0.00	0.00
NATIVE AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
OTHER	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	0.00	8.00	0.00	16.00	0.00	8.00

PUBLIC BUILDING COMMISSION

EXHIBIT P

CONTRACTOR'S MONTHLY BREAKDOWN OF MALE WORKER HOURS BY ETHNIC GROUP

ETHNIC GROUP	MALE JOURNEYWORKER		MALE APPRENTICE		MALE LABORERS	
	CITY	NON CITY	CITY	NON CITY	CITY	NON CITY
WHITE	0.00	0.00	0.00	0.00	0.00	0.00
BLACK AFRICAN AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
HISPANIC	0.00	22.00	0.00	0.00	0.00	0.00
ASIAN/PACIFIC	0.00	0.00	0.00	0.00	0.00	0.00
NATIVE AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
OTHER	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	0.00	22.00	0.00	0.00	0.00	0.00

CONTRACTOR'S MONTHLY BREAKDOWN OF FEMALE WORKER HOURS BY ETHNIC GROUP

ETHNIC GROUP	FEMALE JOURNEYWORKERS		FEMALE APPRENTICES		FEMALE LABORERS	
	CITY	NON CITY	CITY	NON CITY	CITY	NON CITY
WHITE	0.00	0.00	0.00	0.00	0.00	0.00
BLACK AFRICAN AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
HISPANIC	0.00	8.00	0.00	16.00	0.00	8.00
ASIAN/PACIFIC	0.00	0.00	0.00	0.00	0.00	0.00
NATIVE AMERICAN	0.00	0.00	0.00	0.00	0.00	0.00
OTHER	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	0.00	8.00	0.00	16.00	0.00	8.00

<u>#</u>	<u>Sex</u>	<u>Ethnicity</u>	<u>Resident</u>	<u>Work Type</u>	<u>Hours Worked</u>
1	Female	Hispanic	Non-Resident	Apprentice	16.00
2	Male	Hispanic	Non-Resident	Journey Worker	16.00
3	Female	Hispanic	Non-Resident	Laborer	8.00
4	Male	Hispanic	Non-Resident	Journey Worker	6.00
5	Female	Hispanic	Non-Resident	Journey Worker	8.00
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141	-	-	-	-	
142	-	-	-	-	
143	-	-	-	-	
144	-	-	-	-	
145	-	-	-	-	
TOTAL HOURS WORKED					54.00

<u>RESULTS</u>	
White Male Journey Worker Hours	0.00
Minority Male Journey Worker Hours	22.00
White Male Apprentices	0.00
Minority Male Apprentices	0.00
White Male Laborers	0.00
Minority Male Laborers	0.00
Female Journey Workers	8.00
Female Apprentices	16.00
Female Laborers	8.00
White Male Journey Workers - Resident	0.00
White Male Journey Workers - Non Res	0.00
White Male Apprentice - Resident	0.00

White Male Apprentice - Non Res.	0.00
White Male Laborer - Resident	0.00
White Male Laborer - Non Res.	0.00
Black Male Journey Workers - Resident	0.00
Black Male Journey Workers - Non Res.	0.00
Black Male Apprentice - Resident	0.00
Black Male Apprentice - Non Res.	0.00
Black Male Laborer - Resident	0.00
Black Male Laborer - Non Res.	0.00
Hispanic Male Journey Worker - Resident	0.00
Hispanic Male Journey Worker - Non Res.	22.00
Hispanic Male Apprentice - Resident	0.00
Hispanic Male Apprentice - Non Res.	0.00
Hispanic Male Laborer - Resident	0.00
Hispanic Male Laborer - Non Res.	0.00
Asian Male Journey - Resident	0.00
Asian Male Journey - Non Res.	0.00
Asian Male Apprentice - Resident	0.00
Asian Male Apprentice - Non Res.	0.00
Asian Male Laborer - Resident	0.00
Asian Male Laborer - Non Res.	0.00
Native Male Journey - Resident	0.00
Native Male Journey - Non Res.	0.00
Native Male Apprentice - Resident	0.00
Native Male Apprentice - Non Res.	0.00
Native Male Laborer - Resident	0.00
Native Male Laborer - Non Res.	0.00
Other Male Journey - Resident	0.00
Other Male Journey - Non Res.	0.00
Other Male Apprentice - Resident	0.00
Other Male Apprentice - Non Res.	0.00
Other Male Laborer - Resident	0.00
Other Male Laborer - Non Res.	0.00
White Female Journey Worker - Resident	0.00
White Female Journey Worker - Non Res.	0.00
White Female Apprentice - Res.	0.00
White Female Apprentice - Non Res.	0.00
White Female Laborer - Res.	0.00
White Female Laborer - Non Res.	0.00
Black Female Journey Worker - Resident	0.00
Black Female Journey Worker - Non Res.	0.00
Black Female Apprentice - Res.	0.00
Black Female Apprentice - Non Res.	0.00
Black Female Laborer - Res.	0.00

Black Female Laborer - Non Res.	0.00
Hispanic Female Journey - Resident	0.00
Hispanic Female Journey - Non Res.	8.00
Hispanic Female Apprentice - Resident	0.00
Hispanic Female Apprentice - Non Res.	16.00
Hispanic Female Laborer - Resident	0.00
Hispanic Female Laborer - Non Res.	8.00
Asian Female Journey - Resident	0.00
Asian Female Journey - Non Res.	0.00
Asian Female Apprentice - Resident	0.00
Asian Female Apprentice - Non Res.	0.00
Asian Female Laborer - Resident	0.00
Asian Female Laborer - Non Res.	0.00
Native Female Journey - Resident	0.00
Native Female Journey - Non Res.	0.00
Native Female Apprentice - Resident	0.00
Native Female Apprentice - Non Res.	0.00
Native Female Laborer - Resident	0.00
Native Female Laborer - Non Res.	0.00
Other Female Journey - Resident	0.00
Other Female Journey - Non Res.	0.00
Other Female Apprentice - Resident	0.00
Other Female Apprentice - Non Res.	0.00
Other Female Laborer - Resident	0.00
Other Female Laborer - Non Res.	0.00