

Exhibit D

The Equity Plan for professional and technical services has three areas that will continue to be monitored, throughout the contract; targeted business inclusion, diverse workforce inclusion and transparent/regular reporting.

Targeted Business Inclusion

The MSFA will expect that the contractor will include Minority and Women Business Enterprises (MWBE's) to perform part of the contractor's work. There are arrays of resources that have been prepared to assist the contractor in identifying targeted businesses. In the event that the contractor cannot identify either minority or women businesses, we offer the opportunity to pursue veteran owned small businesses as an option. In addition to locating and contracting with targeted MWBE businesses, we anticipate that the contractor will offer targeted businesses an opportunity to get mentored through this contract. A mentor/protégé option will show that the contractor is serious about developing small businesses in an area where larger companies have dominated the market.

Diverse Workforce Inclusion

There are no workforce inclusion goals on professional and technical services; however, the MSFA expect that the contractor will make every effort to recruit a labor force that is ethnically and gender diverse. Recruiting workers from local small and disadvantaged businesses is an opportunity to develop those businesses as well as educating its workforce on the unique opportunities the professional / technical scopes of work offer.

Transparent Reporting

The building of this Project has a phenomenal track record of equity inclusion in both business and workforce. We expect the same in every facet of the Project. The contractors are expected to initially report its targeted business expectations through an exhibit to its contract. Next we expect the contractor to regularly report to the MSFA is monthly spending activity. The documents that the contractors should use to report this information are attached.

1) Attachement A: Who will the contractor award work to and at what price and percentage of total contract?

2) Attachement B: Who did the contractor solicit work from and why they chose to use or not to use that targeted business? This is the clarification data necessary to identify your Good Faith Effort(s).

Additionally, Minnesota Statute 337.10 requires prime contractors and all subcontractors on building and construction contracts to promptly pay their subcontractors, service providers and material suppliers within ten (10) days of their receipt of payment. Moreover, MSFA requires that you report on the monthly progress payments made to all your sub consultants.