

To: Economic Development Growth Engine of Memphis & Shelby County Board of Directors

From: Carlee M. McCullough, Diversity Consultant
McCullough Law, PLLC

CC: Jim Turner, General Manager, Turner Holdings
David Warmath, Controller, Turner Holdings

Date: June 13, 2016

Re: Turner Holdings (“Turner Holdings” or “Applicant”) - Diversity Plan Approval

McCullough Law, PLLC (the “Diversity Consultant”) recommends approval of the Turner Holdings Diversity Plan (the “Diversity Plan”) as attached. This project was assigned on June 1, 2016. The Diversity Consultant worked very closely with Turner Holdings executives: David Warmath and Jim Turner. An onsite visit to their facility in Midtown, multiple telephone conversations and email correspondence with the team have resulted in the development of the following plans:

Contracting:

The team worked with the Diversity Consultant and provided the estimated spending forecasts for construction, professional services, goods and non- professional services. The data submitted included an initial PILOT year breakdown of sub-categorical spending areas. The Diversity Consultant will provide the Applicant with a customized vendor match of certified firms based on the specific needs that have been identified. The Applicant agrees to use its good faith efforts to meet the minimum 25% goal in the controllable spending areas in an effort to achieve its Diversity Plan.

Hiring:

The Diversity Consultant communicated with the team regarding workforce diversity. There are 25 net new jobs. The Applicant will communicate with the Identified Labor Source (“ILS”) partner and agrees to use its good faith efforts to meet the minimum requirement of 25% hiring from the ILS as indicated by the Diversity Plan.

Recommendation:

The consultant has verified that the Applicant has achieved specific Good Faith Efforts per EDGE’s published Diversity Program Policies (See: Steps to Maintain Compliance, Paragraph B.2), including: i) to maintain open communication with the Diversity Contractor and/or Compliance Officer concerning efforts to follow Diversity Plan; and (viii) to work with the Diversity Contractor in the establishment of an outreach plan.