



A culture of inclusivity,  
maximizing opportunities for all.



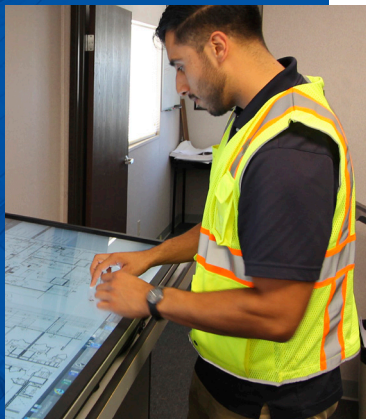
Our Diversity Program



Bernards understands that we strengthen our business through diversity. We take pride in our commitment to create conditions that encourage all talented individuals to succeed, regardless of sex, culture, race, ethnicity, religion, disability, national origin, ancestry, sexual orientation, or veteran status.

We deliver projects under all variations of general contracting, construction management and program management contracts through the talents of the diverse internal workforce throughout our firm.

We also have a long history of supporting the growth and vitality of emerging local and disadvantaged businesses. It is our belief that the efforts we expend to locate and facilitate the inclusion of these businesses and workers promotes positive impacts on the communities in which we work and live.



## DIVERSITY STRATEGIES

### Breaking-Out the Contract

Bernards selects portions of work that are suitable for disadvantaged businesses and workers to perform. This includes, where appropriate, breaking out the contract work into economically feasible units to facilitate local and disadvantaged worker participation.

### Targeted Solicitation

Reaching out to local and minority businesses through all available means, including: Obtaining lists of certified businesses maintained by DBEs; Participating in Local Outreach fairs; Consulting with minority, women, and community organizations; and Advertising the Project throughout the service area, inviting qualified DBE firms to participate in bidding and describing the special assistance programs.

### Engaging Past Successful Firms

Identifying qualified disadvantaged businesses that have satisfactorily worked with Bernards on past projects.

### Subcontractor Mentoring

We invite subcontractors to discuss bid/s opportunities available and offer training in administrative and financial requirements and procedures of performing work.

### Community Outreach Events

We host job fairs for local hire requirements and technical assistance training. These workshops provide step-by-step instructions and reference materials to assist and advise these firms on how to successfully execute: Bid documents, Bonding documents, Compliance documents, Federal EEO documentation, Prevailing Wage compliance and documentation, Payment request documentation, and Close-out procedures and final documentation

## “Advocating for Local and Disadvantaged Business and conducting Worker Outreach is part of our culture.”

–Doug Bernards  
Executive Chairman, Bernards

### ENCOURAGING PARTICIPATION

Bernards strives to promote economic opportunity for local residents and businesses – whether accessing job opportunities or receiving training – that are situated in the vicinity of our projects.

We have undertaken the following specific activities to work with local trade unions and subcontractors to maximize local worker participation:

- Conduct outreach workshops for Disadvantaged Business Enterprises (DBEs) to provide information about the project and our subcontractor bidding process
- Contact local subcontractors, material suppliers, and service providers who are listed in our comprehensive database developed specifically for the municipalities where our projects are located
- Incorporate a geographical boundary into the Bernards master subcontractor database, then send out invitations through the online “BidMail” service
- Utilize The Southern California Blue Book online services to review hundreds of CSI categories related labor, materials, or services and then sort them for specific area boundaries
- List with California builder’s exchanges in the specific area markets where our projects are located

*We consistently exceed  
our client’s diversity goals  
and requirements.*

### MINORITY-BASED PARTNERSHIPS

Bernards has developed partnerships and communicated with the following Trade Associations and Community-Based Organizations to identify minority and local subcontractor participation for our projects:

- Asian American Architects/Engineers of Southern California (AAa/e)
- Valley Economic Development Center (VEDC)
- California Disabled Veteran Business Alliance
- National Association of Minority Contractors
- Women Construction Owners & Executives USA
- National Association of Women In Construction
- National Association of Women Business Owners
- National Organization for Minority Architects
- Native American Contractors Association
- Society of Hispanic Professional Engineers
- National Latin Business Association
- Los Angeles Urban League







## BERNARDS' COMMITMENT

Bernards' commitment to nondiscrimination and equal employment of suppliers is inherent in our culture and we believe it is critical to our company's success.

We're vigilant in ensuring compliance with the diversity goals set forth for the projects we implement, as well as all applicable laws related to diversity and equal employment opportunities.

## EXTENSIVE DIVERSITY RECORD

Bernards has sponsored numerous events to support our Local & Disadvantaged Business Commitment. Recent events include:

- California Disabled Veteran Business Alliance's 20th Annual "Keeping the Promise" Conference
- 4th Annual LATTC Construction Career Awareness Day
- 13th Annual National Association of Minority Contractors Awards Dinner
- NBC/Universal Annual Veteran's Supplier Week
- Playa Vista Job Opportunities (PVJOBS) Recognition Luncheon
- USC Joint Outreach Event

Bernards has built or managed numerous construction projects involving outreach programs. These include the California State University, Los Angeles Science Building Wings A & B, Sunrise Senior Living in Playa Vista, CA, and participation in a community outreach program managed by our client – a renowned Anaheim-based Theme Park and Entertainment company.

We believe that expanding opportunities for minorities, women, and disadvantaged workers positively affects the communities in which we build, work, and live. Therefore, we maximize opportunities for MBE/WBE participation in our projects. Because of our targeted outreach efforts, we have helped multitudes of socio-economically disadvantaged workers find access to job opportunities.



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