

CITY OF KANSAS CITY  
DEPARTMENT OF THE NAUGHTSKANSAS CITY  
MISSOURI**CONTRACTOR UTILIZATION PLAN/REQUEST FOR WAIVER**Project Number 81000975 / 1689Project Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2  
(Department Project)Water Services  
DepartmentMegaKC Corporation

(Bidder/Proposer)

STATE OF Missouri )COUNTY OF Clay ) ssI, Tyler Wesselman, of lawful age and upon my oath state as follows:

1. This Affidavit is made for the purpose of complying with the provisions of the MBE/WBE submittal requirements on the above project and the MBE/WBE Program and is given on behalf of the Bidder/Proposer listed below. It sets out the Bidder/Proposer's plan to utilize MBE and/or WBE contractors on the project.
2. The project target goals are 13 % MBE and 13 % WBE.
3. Bidder/Proposer assures that it will utilize a minimum of the following percentages of MBE/WBE participation in the above project:

**BIDDER/PROPOSER PARTICIPATION:** 13.01 % MBE 13.00 %  
WBE

**POST-BID/POST-RFP ESTIMATED BUDGET:** \$ 4,018,387.00

4. The following are the M/WBE subcontractors whose utilization Bidder/Proposer warrants will meet or exceed the above-listed Bidder/Proposer Participation. Bidder/Proposer warrants that it will utilize the M/WBE subcontractors to provide the goods/services described in the applicable Letter(s) of Intent to Subcontract, copies of which shall collectively be deemed incorporated herein). (*All firms must currently be certified by Kansas City, Missouri*)

Name of M/WBE Firm Carpio Masonry, LLCAddress 2521 S. Holloway Rd., Oak Grove, MO 64075Telephone No. 816-625-3020

I.R.S. No. \_\_\_\_\_



Name of M/WBE Firm KCon, LLC  
 Address 5507 NW 82nd Terrace, Kansas City, MO 64151  
 Telephone No. 816-225-9934  
 I.R.S. No. \_\_\_\_\_

Name of M/WBE Firm Redford Construction, Inc.  
 Address 17322 S. State Route 291, Pleasant Hill, MO 64080  
 Telephone No. 816-540-2030  
 I.R.S. No. \_\_\_\_\_

Name of M/WBE Firm Welch Silt Fence & Erosion Control, LLC  
 Address 3003 Cantrill Road, Harrisonville, MO 64701  
 Telephone No. 816-651-7358  
 I.R.S. No. \_\_\_\_\_

Name of M/WBE Firm Brandy Electric, Inc.  
 Address 500 SW Gull Point Ct., Lee's Summit, MO 64082  
 Telephone No. 816-366-0090  
 I.R.S. No. \_\_\_\_\_

Name of M/WBE Firm EJ & Sons Construction, LLC  
 Address 3910 Norton Ave, Kansas City, MO 64130  
 Telephone No. 816-326-8429  
 I.R.S. No. \_\_\_\_\_

*(List additional M/WBEs, if any, on additional page and attach to this form)*

4. The following is a breakdown of the percentage of the total contract amount that Bidder/Proposer agrees to pay to each listed M/WBE:

**MBE/WBE BREAKDOWN SHEET**

**MBE FIRMS:**

Name of MBE Firm	Supplier/Broker/Contractor	Subcontract Amount*	Weighted Value**	% of Total Contract
<u>Carpio Masonry, LLC</u>	<u>Contractor</u>	<u>\$ 58,100.00</u>	<u>\$ 58,100.00</u>	<u>1.45</u>
<u>KCon, LLC</u>	<u>Contractor</u>	<u>\$ 279,708.06</u>	<u>\$ 279,708.06</u>	<u>6.96</u>
<u>Redford Construction, Inc.</u>	<u>Contractor</u>	<u>\$ 184,882.20</u>	<u>\$ 184,882.20</u>	<u>4.60</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____



**TOTAL MBE \$ / TOTAL MBE %:** \$ 522,690.31 13.01 %

**WBE FIRMS:**

Name of WBE Firm	Supplier/Broker/Contractor	Subcontract Amount*	Weighted Value**	% of Total Contract
Welch Silt Fence & Erosion Control, LLC	Contractor	\$ 28,098.00	\$ 28,098.00	0.70
Brandy Electric, Inc.	Contractor	\$ 364,036.73	\$ 364,037.73	9.05
EJ & Sons Construction, LLC	Contractor	\$ 130,455.00	\$ 130,455.00	3.25
<b>TOTAL WBE \$ / TOTAL WBE %:</b>		<u>\$ 522,589.84</u>		<u>13.00</u> %

\*"Subcontract Amount" refers to the dollar amount that Bidder/Proposer has agreed to pay each M/WBE subcontractor as of the date of contracting and is indicated here solely for the purpose of calculating the percentage that this sum represents in proportion to the total contract amount. Any contract amendments and/or change orders changing the total contract amount may alter the amount due an M/WBE under their subcontract for purposes of meeting or exceeding the Bidder/Proposer participation.


\*\*\*"Weighted Value" means the portion of the subcontract amount that will be credited towards meeting the Bidder/Proposer participation. See CREO KC Forms and Instructions for allowable credit and special instructions for suppliers.

- Bidder/Proposer acknowledges that the monetary amount to be paid each listed M/WBE for their work, and which is approved herein, is an amount corresponding to the percentage of the total contract amount allocable to each listed M/WBE as calculated in the MBE/WBE Breakdown Sheet. Bidder/Proposer further acknowledges that this amount may be higher than the subcontract amount listed therein as change orders and/or amendments changing the total contract amount may correspondingly increase the amount of compensation due an M/WBE for purposes of meeting or exceeding the Bidder/Proposer participation



6. Bidder/Proposer acknowledges that it is responsible for considering the effect that any change orders and/or amendments changing the total contract amount may have on its ability to meet or exceed the Bidder/Proposer participation. Bidder/Proposer further acknowledges that it is responsible for submitting a Request for Modification or Substitution if it will be unable to meet or exceed the Bidder/Proposer participation set forth herein.
7. If Bidder/Proposer has not achieved both the M/WBE goal(s) set for this Project, Bidder/Proposer hereby requests a waiver of the MBE and/or WBE goal(s) that Bidder/Proposer has failed to achieve
8. Bidder/Proposer will present documentation of its good faith efforts, a narrative summary detailing its efforts and the reasons its efforts were unsuccessful when requested by the City.
9. I hereby certify that I am authorized to make this Affidavit on behalf of the Bidder/Proposer named below and who shall abide by the terms set forth herein:

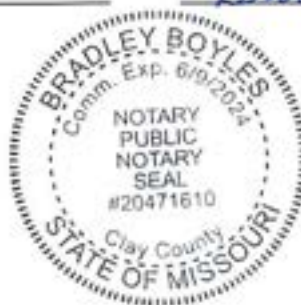
Bidder/Proposer primary contact: Tyler Wesselman - Vice President  
 Address: 1491 Iron  
North Kansas City, MO 64116  
 Phone Number: 816-472-8722  
 Facsimile number: \_\_\_\_\_  
 E-mail Address: megabids@megakc.com

By:  Tyler Wesselman  
 Title: Vice President  
 Date: 6/6/2024  
 (Attach corporate seal if applicable)

Subscribed and sworn to before me this 6th day of June, 2024.

My Commission Expires: 6/9/2024

  
 Notary Public







# LETTER OF INTENT TO SUBCONTRACT

Bid #2

Check one:

Original LOI: ☒

Updated LOI: ☐

Project Name/Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2

Project Location/Number 81000975 / 1689

**PART 1:** Prime Contractor MegaKC Corporation agrees to enter into a contractual agreement with M/W/DBE Subcontractor KCon, LLC who will provide the following goods/services in connection with the above-reference contract: [Insert a brief narrative describing goods/services to be provided, Broad Categorizations (e.g., "electrical," "plumbing," etc.) or the listing of NAICS Codes in which M/W/DBE Subcontractor is certified are insufficient and may result in denial of this Letter of Intent to Subcontract.]  
excavation and grading

for an estimated amount of \$ 279,708.06 (or 6.96 % of the total estimated contract value.)

- M/WBE Vendor type:
- ☒ Subcontractor/manufacture (counts as 100% of contract value towards goals)
  - ☐ Supplier (counts as 60% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)
  - ☐ Broker (counts as 10% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)

M/W/DBE Subcontractor is, to the best of Prime Contractor's knowledge, currently certified with the City of Kansas City's Civil Rights & Equal Opportunity Department to perform in the capacities indicated herein. Prime Contractor agrees to utilize M/W/DBE Subcontractor in the capacities indicated herein, and M/W/DBE Subcontractor agrees to work on the above-referenced contract in the capacities indicated herein, contingent upon award of the contract to Prime Contractor.

**PART 2:** This section is to be completed by the M/W/DBE subcontractor listed above. Please attach additional sheets as needed for more than one intended sub-tier contract. **IMPORTANT: Falsification of this document will result in denial and other remedies available under City Code.**

- Select one:
- ☒ The M/W/DBE Subcontractor listed above **IS NOT** subcontracting any portions of the above-stated scope of work(s). (Continue to Part 3.)
  - ☐ The M/W/DBE Subcontractor listed above **IS** subcontracting certain portions of the above stated scope of work(s) to:

(I) Company name: KCON LLC

Full address: 5507 NW 82nd Ter

Kansas City, MO 64151

Street number and name

City, State and Zip Code

Primary contact: Ramon Kelley

816-225-9934

Name

Phone

a) This subcontractor is (select one): ☒ MBE ☐ WBE ☐ DBE ☐ N/A

i: If this subcontractor is an M/W/DBE certified with the City of Kansas City, Missouri, a separate Letter of Intent must be attached to this document.

ii. If this subcontractor is NOT a certified M/W/DBE certified with the City of Kansas City, Missouri, the firm must still be listed for reporting purposes but a Letter of Intent is not required.

b) Scope of work to be performed: Excavation & grading

c) The dollar value of this agreement is: \$279,708.06

**PART 3:**

Bid #2

**NOTE: SIGNATURES AND NOTARIZATIONS REQUIRED FOR NEW LETTERS OF INTENT (LOI);  
SIGNATURES ONLY FOR UPDATED LOI (ADDING VALUE TO EXISTING CONTRACT).**

PRIME CONTRACTOR BUSINESS NAME: **MegaKC Corporation**

  
Signature: Prime Contractor  
Vice President  
Title

**Tyler Wesselman**  
Print Name  
6/6/2024  
Date

State of Missouri )  
County of Clay )

I, Tyler Wesselman, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6th day of June, 2024

My Commission Expires: 6/9/2024

  
Notary Public



MWDBE SUBCONTRACTOR BUSINESS NAME: **KCon, LLC**

  
Signature: Subcontractor  
President  
Title

**Ramon Kelley**  
Print Name  
6-6-24  
Date

State of Missouri )  
County of Platte )

I, Ramon Kelley, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6th day of June, 2024

My Commission Expires: Jan 16, 2026

  
Notary Public

STAMP:







# LETTER OF INTENT TO SUBCONTRACT

Project Name/Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2

Project Location/Number 81000975 / 1689

Bid #2  
Check one:  
Original LOI: ☒  
Updated LOI: ☐

**PART I:** Prime Contractor MegaKC Corporation agrees to enter into a contractual agreement with M/W/DBE Subcontractor Redford Construction, Inc. who will provide the following goods/services in connection with the above-reference contract: [Insert a brief narrative describing goods/services to be provided. Broad Categorizations (e.g., "electrical," "plumbing," etc.) or the listing of NAICS Codes in which M/W/DBE Subcontractor is certified are insufficient and may result in denial of this Letter of Intent to Subcontract.]  
storm sewer and water line construction

for an estimated amount of \$ 184,882.25 (or 4.00 % of the total estimated contract value.)

M/WBE Vendor type: ☒ Subcontractor/manufacture (counts as 100% of contract value towards goals)  
☐ Supplier (counts as 60% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)  
☐ Broker (counts as 10% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)

M/W/DBE Subcontractor is, to the best of Prime Contractor's knowledge, currently certified with the City of Kansas City's Civil Rights & Equal Opportunity Department to perform in the capacities indicated herein. Prime Contractor agrees to utilize M/W/DBE Subcontractor in the capacities indicated herein, and M/W/DBE Subcontractor agrees to work on the above-referenced contract in the capacities indicated herein, contingent upon award of the contract to Prime Contractor.

**PART 2:** This section is to be completed by the M/W/DBE subcontractor listed above. Please attach additional sheets as needed for more than one intended sub-tier contract. **IMPORTANT: Falsification of this document will result in denial and other remedies available under City Code.**

Select one: ☒ The M/W/DBE Subcontractor listed above **IS NOT** subcontracting any portions of the above-stated scope of work(s). (Continue to Part 3.)  
☐ The M/W/DBE Subcontractor listed above **IS** subcontracting certain portions of the above stated scope of work(s) to:

(1) Company name: Redford Construction, Inc.

Full address: P.O. Box 1065 Raymore, Mo. 64083  
Street number and name City, State and Zip Code

Primary contact: Larry Hudgens 816-540-2030  
Name Phone

a) This subcontractor is (select one): ☐ MBE ☐ WBE ☐ DBE ☐ N/A

i: If this subcontractor is an M/W/DBE certified with the City of Kansas City, Missouri, a separate Letter of Intent must be attached to this document.

ii. If this subcontractor is NOT a certified M/W/DBE certified with the City of Kansas City, Missouri, the firm must still be listed for reporting purposes but a Letter of Intent is not required.

b) Scope of work to be performed: \_\_\_\_\_

c) The dollar value of this agreement is: \_\_\_\_\_



**PART 3:**

Bid #2

NOTE: SIGNATURES AND NOTARIZATIONS REQUIRED FOR NEW LETTERS OF INTENT (LOI);  
SIGNATURES ONLY FOR UPDATED LOI (ADDING VALUE TO EXISTING CONTRACT).

**MegaKC Corporation**

PRIME CONTRACTOR BUSINESS NAME: \_\_\_\_\_

  
Signature: Prime Contractor  
Vice President  
Title

Tyler Wesselman  
Print Name  
6/6/2024  
Date

State of Missouri )

County of Clay )


I, Tyler Wesselman, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6th  
day of June, 2024

My Commission Expires: 6/9/2024

  
Notary Public

MWDBE SUBCONTRACTOR BUSINESS NAME: Redford Construction Inc.

  
Signature: Subcontractor  
Project Manager - Assist  
Title Sec

LARRY Hudgens  
Print Name  
6-6-24  
Date

State of Missouri )County of Jackson )

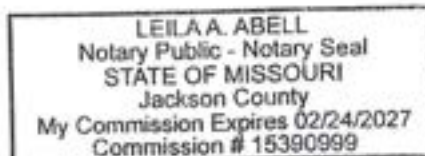
I, Leila A. Abell, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6th  
day of June, 2024

My Commission Expires: Feb. 24, 2027

  
Notary Public

STAMP:







# LETTER OF INTENT TO SUBCONTRACT

Bid #2  
Check one:  
Original LOI: ☒  
Updated LOI: ☐

Project Name/Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2

Project Location/Number 81000975 / 1689

**PART I:** Prime Contractor MegaKC Corporation agrees to enter into a contractual agreement with M/W/DBE Subcontractor EJ & Sons Construction, LLC who will provide the following goods/services in connection with the above-reference contract: [Insert a brief narrative describing goods/services to be provided. Broad Categorizations (e.g., "electrical," "plumbing," etc.) or the listing of NAICS Codes in which M/W/DBE Subcontractor is certified are insufficient and may result in denial of this Letter of Intent to Subcontract.]  
concrete flatwork and dump trucking

for an estimated amount of \$ 130,455.11 (or 3.25 % of the total estimated contract value.)

M/WBE Vendor type: ☒ Subcontractor/manufacturer (counts as 100% of contract value towards goals)  
☐ Supplier (counts as 60% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)  
☐ Broker (counts as 10% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)

M/W/DBE Subcontractor is, to the best of Prime Contractor's knowledge, currently certified with the City of Kansas City's Civil Rights & Equal Opportunity Department to perform in the capacities indicated herein. Prime Contractor agrees to utilize M/W/DBE Subcontractor in the capacities indicated herein, and M/W/DBE Subcontractor agrees to work on the above-referenced contract in the capacities indicated herein, contingent upon award of the contract to Prime Contractor.

**PART 2:** This section is to be completed by the M/W/DBE subcontractor listed above. Please attach additional sheets as needed for more than one intended sub-tier contract. **IMPORTANT: Falsification of this document will result in denial and other remedies available under City Code.**

Select one: ☒ The M/W/DBE Subcontractor listed above **IS NOT** subcontracting any portions of the above-stated scope of work(s). (Continue to Part 3.)  
☐ The M/W/DBE Subcontractor listed above **IS** subcontracting certain portions of the above stated scope of work(s) to:

(1) Company name: \_\_\_\_\_

Full address: \_\_\_\_\_

Street number and name

City, State and Zip Code

Primary contact: \_\_\_\_\_

Name

Phone

a) This subcontractor is (select one): ☐ MBE ☐ WBE ☐ DBE ☐ N/A

i: If this subcontractor is an M/W/DBE certified with the City of Kansas City, Missouri, a separate Letter of Intent must be attached to this document.

ii. If this subcontractor is NOT a certified M/W/DBE certified with the City of Kansas City, Missouri, the firm must still be listed for reporting purposes but a Letter of Intent is not required.

b) Scope of work to be performed: \_\_\_\_\_

c) The dollar value of this agreement is: \_\_\_\_\_

**PART 3:**

Bid #2

**NOTE: SIGNATURES AND NOTARIZATIONS REQUIRED FOR NEW LETTERS OF INTENT (LOI);  
SIGNATURES ONLY FOR UPDATED LOI (ADDING VALUE TO EXISTING CONTRACT).**

## MegaKC Corporation

PRIME CONTRACTOR BUSINESS NAME: \_\_\_\_\_

Signature: Tyler Wesselman Prime Contractor

Vice President

Title

Tyler Wesselman

Print Name

6/6/2024

Date

State of Missouri )

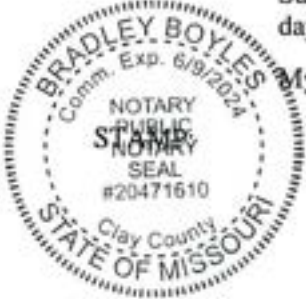
County of Clay )

I, Tyler Wesselman, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6th day of June, 2024

My Commission Expires: 6/9/2024

Bradley Boyles  
Notary Public



MWDBE SUBCONTRACTOR BUSINESS NAME: EJ & Sons Construction, LLC

Signature: Mark Jones Subcontractor

Title

Mark Jones  
Print Name

6-05-2024  
Date

State of Missouri )

County of Jackson )

I, Latrina Jones, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 5th day of June, 2024

My Commission Expires: 01/26/2025

Latrina Jones  
Notary Public

STAMP:





# LETTER OF INTENT TO SUBCONTRACT

Bid #2	
Check one:	
Original LOI:	<input checked="" type="checkbox"/>
Updated LOI:	<input type="checkbox"/>

Project Name/Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2

Project Location/Number 81000975 / 1689

## PART 1: Prime Contractor MegaK/C Corporation

agrees to enter into a contractual agreement with M/WDBE Subcontractor Welch Silt Fence & Erosion Control, LLC who will provide the following goods/services in connection with the above-reference contract: [Insert a brief narrative describing goods/services to be provided. Broad Categorizations (e.g., "electrical," "plumbing," etc.) or the listing of NAICS Codes in which M/WDBE Subcontractor is certified are insufficient and may result in denial of this Letter of Intent to Subcontract.]  
erosion control and sodding

for an estimated amount of \$ 28,098.00 (or 0.70 % of the total estimated contract value.)

M/WDBE Vendor type: ☒ Subcontractor/manufacturer (counts as 100% of contract value towards goals)  
☐ Supplier (counts as 60% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)  
☐ Broker (counts as 10% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)

M/WDBE Subcontractor is, to the best of Prime Contractor's knowledge, currently certified with the City of Kansas City's Civil Rights & Equal Opportunity Department to perform in the capacities indicated herein. Prime Contractor agrees to utilize M/WDBE Subcontractor in the capacities indicated herein, and M/WDBE Subcontractor agrees to work on the above-referenced contract in the capacities indicated herein, contingent upon award of the contract to Prime Contractor.

**PART 2:** This section is to be completed by the M/WDBE subcontractor listed above. Please attach additional sheets as needed for more than one intended sub-tier contract. **IMPORTANT: Falsification of this document will result in denial and other remedies available under City Code.**

Select one: ☒ The M/WDBE Subcontractor listed above **IS NOT** subcontracting any portions of the above-stated scope of work(s). (Continue to Part 3.)

☐ The M/WDBE Subcontractor listed above **IS** subcontracting certain portions of the above stated scope of work(s) to:

(1) Company name: \_\_\_\_\_

Full address: \_\_\_\_\_

Street number and name

City, State and Zip Code

Primary contact: \_\_\_\_\_

Name

Phone

a) This subcontractor is (select one): ☐ MBE ☐ WBE ☐ DBE ☐ N/A

i. If this subcontractor is an M/WDBE certified with the City of Kansas City, Missouri, a separate Letter of Intent must be attached to this document.

ii. If this subcontractor is NOT a certified M/WDBE certified with the City of Kansas City, Missouri, the firm must still be listed for reporting purposes but a Letter of Intent is not required.

b) Scope of work to be performed: \_\_\_\_\_

c) The dollar value of this agreement is: \_\_\_\_\_



**PART 3:**

Bid #2

**NOTE: SIGNATURES AND NOTARIZATIONS REQUIRED FOR NEW LETTERS OF INTENT (LOI);  
SIGNATURES ONLY FOR UPDATED LOI (ADDING VALUE TO EXISTING CONTRACT).**

**MegaKC Corporation**

PRIME CONTRACTOR BUSINESS NAME: \_\_\_\_\_

Tyler Wesselman  
Signature/Prime Contractor  
Vice President  
Title

Tyler Wesselman  
Print Name  
6/6/2024  
Date

State of Missouri )

County of Clay )

I, Tyler Wesselman, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6th day of June, 2024

My Commission Expires: 6/6/2024

Bradley Boyles  
Notary Public



MWDRE SUBCONTRACTOR BUSINESS NAME: \_\_\_\_\_

**Welch Silt Fence & Erosion Control, LLC**

Danielle Welch  
Signature: Subcontractor  
Managing Member  
Title

Danielle Welch  
Print Name  
6/6/24  
Date

State of Missouri )

County of Clay )

I, Danielle Blessing, state that the above and foregoing is based on my best knowledge and belief. <sup>6th</sup>

Subscribed and sworn to before me, a notary public, on this day of June, 2024

My Commission Expires: 6/13/2024

Notary Public

STAMP:





# LETTER OF INTENT TO SUBCONTRACT

Project Name/Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2

Project Location/Number 81000975 / 1689

Bid #2	
Check one:	
Original LOI:	<input checked="" type="checkbox"/>
Updated LOI:	<input type="checkbox"/>

**PART 1:** Prime Contractor MegaKC Corporation agrees to enter into a contractual agreement with M/W/DBE Subcontractor Carpio Masonry, LLC who will provide the following goods/services in connection with the above-reference contract: [Insert a brief narrative describing goods/services to be provided. Broad Categorizations (e.g., "electrical," "plumbing," etc.) or the listing of NAICS Codes in which M/W/DBE Subcontractor is certified are insufficient and may result in denial of this Letter of Intent to Subcontract.]

stone masonry construction

for an estimated amount of \$ 58,100.00 (or 1.45 % of the total estimated contract value.)

M/WBE Vendor type: ☒ Subcontractor/manufacture (counts as 100% of contract value towards goals)  
☐ Supplier (counts as 60% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)  
☐ Broker (counts as 10% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)

M/W/DBE Subcontractor is, to the best of Prime Contractor's knowledge, currently certified with the City of Kansas City's Civil Rights & Equal Opportunity Department to perform in the capacities indicated herein. Prime Contractor agrees to utilize M/W/DBE Subcontractor in the capacities indicated herein, and M/W/DBE Subcontractor agrees to work on the above-referenced contract in the capacities indicated herein, contingent upon award of the contract to Prime Contractor.

**PART 2:** This section is to be completed by the M/W/DBE subcontractor listed above. Please attach additional sheets as needed for more than one intended sub-tier contract. **IMPORTANT: Falsification of this document will result in denial and other remedies available under City Code.**

Select one: ☒ The M/W/DBE Subcontractor listed above **IS NOT** subcontracting any portions of the above-stated scope of work(s). (Continue to Part 3.)  
☐ The M/W/DBE Subcontractor listed above **IS** subcontracting certain portions of the above stated scope of work(s) to:

(1) Company name: \_\_\_\_\_

Full address: \_\_\_\_\_

Street number and name

City, State and Zip Code

Primary contact: \_\_\_\_\_

Name

Phone

a) This subcontractor is (select one): ☐ MBE ☐ WBE ☐ DBE ☐ N/A

i: If this subcontractor is an M/W/DBE certified with the City of Kansas City, Missouri, a separate Letter of Intent must be attached to this document.

ii. If this subcontractor is NOT a certified M/W/DBE certified with the City of Kansas City, Missouri, the firm must still be listed for reporting purposes but a Letter of Intent is not required.

b) Scope of work to be performed: \_\_\_\_\_

c) The dollar value of this agreement is: \_\_\_\_\_

**PART 3:**

Bid #2

**NOTE: SIGNATURES AND NOTARIZATIONS REQUIRED FOR NEW LETTERS OF INTENT (LOI);  
SIGNATURES ONLY FOR UPDATED LOI (ADDING VALUE TO EXISTING CONTRACT).**

**MegaKC Corporation**

PRIME CONTRACTOR BUSINESS NAME: \_\_\_\_\_

  
Signature: Prime Contractor  
Vice President  
Title

Tyler Wesselman  
Print Name  
6/6/2024  
Date

State of Missouri )

County of Clay )

I, Tyler Wesselman, state that the above and foregoing is based on my best knowledge and belief.

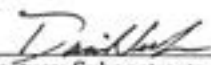
Subscribed and sworn to before me, a notary public, on this 6th day of June, 2024

My Commission Expires: 6/9/2024

  
Notary Public



① MWDBE SUBCONTRACTOR BUSINESS NAME: Carpio Masonry, LLC

  
Signature: Subcontractor  
P.M.  
Title

Daniel Jenkins  
Print Name  
6/6/24  
Date

State of AK )

County of Mat-Su Borough )

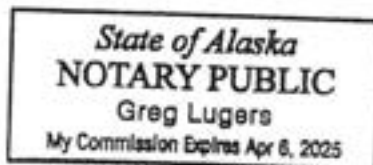
I, Daniel Jenkins, state that the above and foregoing is based on my best knowledge and belief.

Subscribed and sworn to before me, a notary public, on this 6 day of June, 2024

My Commission Expires: 4/6/25

  
Notary Public

STAMP:







# LETTER OF INTENT TO SUBCONTRACT

Project Name/Title Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2

Project Location/Number 81000975 / 1689

Bid #2

Check one:

Original LOI: ☒

Updated LOI: ☐

**PART 1:** Prime Contractor MegaKC Corporation agrees to enter into a contractual agreement with M/W/DBE Subcontractor Brandy Electric, Inc. who will provide the following goods/services in connection with the above-reference contract: [Insert a brief narrative describing goods/services to be provided. Broad Categorizations (e.g., "electrical," "plumbing," etc.) or the listing of NAICS Codes in which M/W/DBE Subcontractor is certified are insufficient and may result in denial of this Letter of Intent to Subcontract.]  
excavation & site preparation, hoisting and placement of large scale apparatus

for an estimated amount of \$ 364,036.73 (or 9.06 % of the total estimated contract value.)

M/WBE Vendor type: ☒ Subcontractor/manufacture (counts as 100% of contract value towards goals)  
☐ Supplier (counts as 60% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)  
☐ Broker (counts as 10% of the total dollar amount paid or to be paid by a prime contractor for supplies or goods towards goals)

M/W/DBE Subcontractor is, to the best of Prime Contractor's knowledge, currently certified with the City of Kansas City's Civil Rights & Equal Opportunity Department to perform in the capacities indicated herein. Prime Contractor agrees to utilize M/W/DBE Subcontractor in the capacities indicated herein, and M/W/DBE Subcontractor agrees to work on the above-referenced contract in the capacities indicated herein, contingent upon award of the contract to Prime Contractor.

**PART 2:** This section is to be completed by the M/W/DBE subcontractor listed above. Please attach additional sheets as needed for more than one intended sub-tier contract. **IMPORTANT: Falsification of this document will result in denial and other remedies available under City Code.**

Select one: ☒ The M/W/DBE Subcontractor listed above **IS NOT** subcontracting any portions of the above-stated scope of work(s). (Continue to Part 3.)  
☐ The M/W/DBE Subcontractor listed above **IS** subcontracting certain portions of the above stated scope of work(s) to:

(1) Company name: \_\_\_\_\_

Full address: \_\_\_\_\_

Street number and name

City, State and Zip Code

Primary contact: \_\_\_\_\_

Name

Phone

a) This subcontractor is (select one): ☐ MBE ☐ WBE ☐ DBE ☐ N/A

i: If this subcontractor is an M/W/DBE certified with the City of Kansas City, Missouri, a separate Letter of Intent must be attached to this document.

ii. If this subcontractor is NOT a certified M/W/DBE certified with the City of Kansas City, Missouri, the firm must still be listed for reporting purposes but a Letter of Intent is not required.

b) Scope of work to be performed: \_\_\_\_\_

c) The dollar value of this agreement is: \_\_\_\_\_

**PART 3:**

Bid #2

**NOTE: SIGNATURES AND NOTARIZATIONS REQUIRED FOR NEW LETTERS OF INTENT (LOI);  
SIGNATURES ONLY FOR UPDATED LOI (ADDING VALUE TO EXISTING CONTRACT).**

**MegaKC Corporation**

PRIME CONTRACTOR BUSINESS NAME: \_\_\_\_\_

Signature: Prime Contractor

Vice President

Title

Tyler Wesselman

Print Name

6/6/2024

Date

State of Missouri )

County of Clay )

I, Tyler Wesselman,

and belief,

state that the above and foregoing is based on my best knowledge

Subscribed and sworn to before me, a notary public, on this 6th  
day of June, 2024

My Commission Expires: 6/9/2024

Notary Public



MWD BE SUBCONTRACTOR BUSINESS NAME: \_\_\_\_\_

Brandy Electric, Inc.

Signature: Subcontractor

Owner

Title

Print Name

Date

State of Missouri )

County of Jackson )

I, Terri Asher,

and belief,

state that the above and foregoing is based on my best knowledge

Subscribed and sworn to before me, a notary public, on this  
day of JUNE, 2024

My Commission Expires: April 12, 2025

Notary Public

STAMP:

AARON E. ASHER  
NOTARY PUBLIC - NOTARY SEAL  
STATE OF MISSOURI  
MY COMMISSION EXPIRES APRIL 12, 2025  
JACKSON COUNTY  
COMMISSION #13770405

# TIMETABLE FOR MBE/WBE UTILIZATION

*(This form should be submitted to the City after contract award.)*

I, Tyler Wesselman, acting in my capacity as Vice President  
 of MegaKC Corporation, with the submittal of this Timetable, certify that  
 the following timetable for MBE/WBE utilization in the fulfillment of this contract is correct and true to the best of my knowledge.

## **ALLOTTED TIME FOR THE COMPLETION OF THIS CONTRACT**

*(Check one only)*

15 days	<input type="checkbox"/>	75 days	<input type="checkbox"/>	135 days	<input type="checkbox"/>
30 days	<input type="checkbox"/>	90 days	<input type="checkbox"/>	150 days	<input type="checkbox"/>
45 days	<input type="checkbox"/>	105 days	<input type="checkbox"/>	165 days	<input type="checkbox"/>
60 days	<input type="checkbox"/>	120 days	<input type="checkbox"/>	180 days	<input type="checkbox"/>
Other	<u>480</u>	(Specify)			

Throughout	<u>33.33</u>	Beginning 1/3	<u>33.33</u>
Middle 1/3	<u>33.33</u>	Final 1/3	<u>33.33</u>
Beginning 1/3	<u>33.33</u> %	Middle 1/3	<u>33.33</u> %
		Final 1/3	<u>33.33</u> %

**PLEASE NOTE:** Any changes in this timetable require approval of the Civil Rights & Equal Opportunity Department in advance of the change.

If you have any questions regarding the completion of this form, please contact the Civil Rights & Equal Opportunity Department at: (816) 513-1836.

Tyler Wesselman  
 (Signature)  
 Vice President  
 (Position with Firm)  
 6/6/2024  
 (Date)





**City of Kansas City, Missouri**  
**Civil Rights & Equal Opportunity Department**  
**Construction Contractor Employee Identification Report**

**Company Name:** MegaKC Corporation  
**Company Address:** 1491 Iron  
**Company City, State, Zip:** North Kansas City, MO 64116  
**Name of Person Completing Report:** Shelley Finnell  
**Phone Number:** 816-472-8722  
**Email:** megabids@megakc.com

**Prime's Name:** MegaKC Corporation  
**KCMO Project Name:** Green Infrastructure Project 1-2: Paseo C  
**KCMO Project Number:** 81000975 / 1689  
**Today's Date:** 6/6/2024  
**City Department:** Water Services

**Instructions:**

- 1) Each applicable Prime Contractors **must complete this form for its company within 48 hours of bid opening**
- 2) The Human Relations Department strongly recommends usage of the electronic version of this form. This form may be obtained by visiting [www.kcmo.gov](http://www.kcmo.gov) website. The website is enabled with a "search" function on the Home page in the center titled "What are you looking for?". Type in the "What are you looking for?" field Contract Central. Click on the link to Standard City Contract Forms. Scroll down to Construction Contractor Employee Identification Report and click the link to open this document. Complete the fields in the Employee section; the Official Use Only section will automatically populate. **NOTE: This form can be printed and attached to other required Bid documents.**
- 3) All subcontractors shall be required to complete this form and submit to the Prime Contractor. For each subcontractor, the Prime must submit this form to City at least (10) days prior to the date the subcontractor shall commence work under a city construction contract.
- 4) Complete this form if you are the Prime contractor on a City construction project estimated over \$300,000 & over 800 man hours.
- 5) Complete this form with data from your current construction workforce (no office personnel).
- 6) Prime contractor is responsible to ensure subcontractor completes this form as required in #3 above.

**Official Use Only**

Penales		KCMO Resident		Males		KCMO Resident		Journeyman		Apprentice		Journeyman		Apprentice	
African American	#####	0		African American	#####	1		Foreman/Supervisor	4	0		Operating Engineer	0	0	
Asian/Pacific Islander American	#####	0		Asian/Pacific Islander American	#####	0		Asbestos Worker	0	0		Painter	0	0	
Caucasian American	#####	1		Caucasian American	#####	4		Bolismaker	0	0		Pipe Fitter/Plumber	1	0	
Hispanic/Latino American	#####	0		Hispanic/Latino American	#####	0		Bricklayer	0	0		Plasterer	0	0	
Native American	#####	0		Native American	#####	0		Carpenter	2	0		Roofer	0	0	
Other	#####	0		Other	#####	0		Cement Mason	3	0		Sheet Metal	0	0	
	#####	1			#####	5		Electrician	0	0		Sprinkler Fitter	0	0	
								Elevator Constructor	0	0		Truck Driver	0	0	
								Glazier	0	0		Welder	0	0	
								Iron Worker	1	0		Other	0	0	
								Laborer	23	0					
									33	0					
		Number of KCMO Residents		6											
		Number of Journeyman		40											
		Number of Apprentice		0											

**Company Name:** MegaKC Corporation **KCMO Project Name:** Green Infrastructure Project 1-2: **KCMO Project Number:** 81000975 / 1689

	Name		Job Title (use drop down menu)	Address	City	State	Zip Code	KCMO Resident	Gender	Ethnicity
	Last	First								
1	Howe	Glenn	Operating_Engineer_(Journeyman)		Excelsior Springs	MO	64024	No	Male	Caucasian_American
2	Rodriguez de la Roas	Ricardo	Operating_Engineer_(Journeyman)		Kansas City	MO	64124	Yes	Male	Hispanic/Latino_American
3	Lopez	Jose	Iron Worker (Journeyman)		Excelsior Springs	MO	64024	No	Male	Hispanic/Latino_American
4	Ortiz	Pedro	Laborer (Journeyman)		Olathe	KS	66061	No	Male	Hispanic/Latino_American
5	Ray	Dwight	Pipe_Fitter/Plumber_(Journeyman)		Overland Park	KS	66212	No	Male	African_American
6	Ebeling	Jonathan	Operating_Engineer_(Journeyman)		Louisburg	KS	66053	No	Male	Caucasian_American
7	Douglas	Travis	Operating_Engineer_(Journeyman)		Oak Grove	MO	64075	No	Male	Caucasian_American
8	Marlow	James	Operating_Engineer_(Journeyman)		Pleasant Hill	MO	64080	No	Male	Caucasian_American
9	Ortega	Andrew	Laborer (Journeyman)		Kansas City	MO	66109	Yes	Male	Hispanic/Latino_American
10	Uzueta-Vidana	Daniel	Foreman/Supervisor		Kansas City	KS	66109	No	Male	Hispanic/Latino_American
11	Vazquez Acevedo	Jose	Laborer (Journeyman)		Olathe	KS	66061	No	Male	Hispanic/Latino_American
12	Knutter	Everett	Laborer (Journeyman)		Buckner	MO	64016	No	Male	Caucasian_American
13	Gonzalez	Francisco	Laborer (Journeyman)		Belton	MO	64012	No	Male	Hispanic/Latino_American
14	Galeno	Bonifacio	Cement Mason (Journeyman)		Kansas City	KS	66104	No	Male	Hispanic/Latino_American
15	Orduna	Saul	Cement Mason (Journeyman)		Independence	MO	64055	No	Male	Hispanic/Latino_American
16	Thomas	Gary	Operating_Engineer_(Journeyman)		Shelbina	MO	63468	No	Male	Caucasian_American

	Name		Job Title (use drop down menu)	Address	City	State	Zip Code	KCMO Resident	Gender	Ethnicity
	Last	First								
17	Riedesel	Tyler	Foreman/Supervisor		Basehor	KS	66007	No	Male	Caucasian_American
18	Liechti	Andrew	Laborer (Journeyman)		Excelsior Springs	MO	64024	No	Male	Caucasian_American
19	Perez Portillo	Victor	Laborer (Journeyman)		Olathe	KS	66061	No	Male	Hispanic/Lation_American
20	Wheeler	Dakota	Laborer (Journeyman)		Oak Grove	MO	64075	No	Male	Caucasian_American
21	Ogden	Tyler	Foreman/Supervisor		Tonganoxie	KS	66086	No	Male	Caucasian_American
22	Wiesner	Mark	Carpenter (Journeyman)		Lenexa	KS	66216	No	Male	Caucasian_American
23	Rock-Cutclow	Rahje	Laborer (Journeyman)		Kansas City	MO	64131	Yes	Male	African_American
24	Cruz-Martinez	Rene	Laborer (Journeyman)		Gladstone	MO	64118	No	Male	Hispanic/Lation_American
25	Acosta Guzman	Gabriel	Laborer (Journeyman)		Kansas City	KS	66102	No	Male	Hispanic/Lation_American
26	Horsley	Cody	Laborer (Journeyman)		Grain Valley	MO	64029	No	Male	Caucasian_American
27	Martinez-Garcia	Luis	Laborer (Journeyman)		Olathe	KS	66062	No	Male	Hispanic/Lation_American
28	Liechti	Eric	Foreman/Supervisor		Liberty	MO	64068	No	Male	Caucasian_American
29	Ibarra Mota	Gilberto	Cement Mason (Journeyman)		Kansas City	KS	66104	No	Male	Hispanic/Lation_American
30	Espinoza	Nicholas	Laborer (Journeyman)		Raytown	MO	64138	No	Male	Hispanic/Lation_American
31	Bartley	Taber	Laborer (Journeyman)		Kansas City	MO	64158	No	Male	Caucasian_American
32	Small	Kevin	Laborer (Journeyman)		Lee's Summit	MO	64081	No	Male	African_American
33	Guffey	Alan	Carpenter (Journeyman)		Kansas City	MO	64118	Yes	Male	Caucasian_American
34	Myers	Thomas	Laborer (Journeyman)		Kansas City	MO	64119	Yes	Male	Caucasian_American
35	Gentry	Breanna	Laborer (Journeyman)		Independence	MO	64058	No	Female	Caucasian_American
36	Rasnic	Will	Laborer (Journeyman)		Kansas City	MO	64119	Yes	Male	Caucasian_American
37	Swain	Andrew	Laborer (Journeyman)		Liberty	MO	64068	No	Male	Caucasian_American
38	Schulze	Christina	Laborer (Journeyman)		Kansas City	MO	64132	Yes	Female	Caucasian_American
39	Gire	Bailey	Laborer (Journeyman)		Kansas City	MO	64118	Yes	Male	Caucasian_American
40	Bartley	Phillip	Laborer (Journeyman)		Higginsville	MO	64037	No	Male	Caucasian_American
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	Name		Job Title <i>(use drop down menu)</i>	Address	City	State	Zip Code	KCMO Resident	Gender	Ethnicity
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# AFFIDAVIT OF TRAINING PROGRAM

*This form must be submitted with 48 hours of Bid Opening*

Bidder MegaKC Corporation

Project Title and Number Green Infrastructure Project 1-2: Paseo Gateway/KCU-Bid #2: 81000975 / 1689

STATE OF MISSOURI )  
 ) ss:  
 COUNTY OF Clay )

After being duly sworn the person whose name and signature appears below hereby states under penalty of perjury that:

1. I am the duly authorized officer of the business indicated above ("Bidder") and I make this affidavit on behalf of Bidder.
2. Bidder certifies that it presently participates in a training program that facilitates entry into the construction industry and which may include an on-the-job or in-house training program, further described as follows: MegaKC Corporation participates in a Entry Level Worker Training Program that facilitates entry into the construction industry through a MegaKC Laborer Apprenticeship Program in full accordance with Missouri's Prevailing Wage Law.

(attach additional pages, if necessary)

3. If requested by the City, Bidder agrees to provide City further documentation of, or other information about, this training program within 48 hours of the request.
4. Bidder acknowledges that failure to submit this form to the City within 48 hours of the Bid Opening will automatically render its bid non-responsive.

I am authorized to make this Affidavit on behalf of the Bidder named below as:

Vice President of MegaKC Corporation  
 (Title) (Name of Bidder)

Dated: 6/6/2024 By: Tyler Wesselman  
 (Affiant)

Subscribed and sworn to before me this 6th day of June, 2024.

My Commission Expires: 6/9/2024

Bradley Boyle  
 Notary Public





## **EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION PLAN**

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of the company not to discriminate against any qualified employees and applicants for employment because of race, color, religion, national origin, creed, disability, genetic information, pregnancy, age, sex, gender, sexual orientation, disabled, veteran status, ancestry or any other status protected by applicable law. The company will take affirmative action to ensure that the Policy is implemented, particularly with regard to: employment, upgrade, promotion, demotion, transfer, recruitment, recruitment advertising, layoff, termination, compensation, benefits and all other privileges, training, discipline, and working conditions.

The company will continue to make it understood by all companies with whom it deals, and in employment opportunity announcements that the foregoing is company policy; and that all applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired, and transferred solely on the basis of the individual's merit.

All present employees are requested to encourage minorities, women, veterans, and qualified disabled persons to make application for employment with the company or to apply for training in an approved On the Job Training. As part of its commitment to providing equal employment opportunities, the Company will provide reasonable accommodation, in accordance with applicable laws, to qualified individuals with disabilities. Any applicant or employee who is disabled should notify their supervisor and/or the company EEO Officer to request a reasonable accommodation.

It is the policy of the company to ensure and maintain a working environment free of harassment, intimidation, and coercion at all job sites, and in all facilities at which employees are assigned to work. The Policy will be rigidly adhered to at all times. Any violation of the Policy should be reported immediately to your supervisor or to the company EEO Officer.

The company's EEO Officer's name and address is:

Caleb C. Lundberg  
1491 Iron Street  
North Kansas City, Missouri 64116  
(816) 472-8722

## **AFFIRMATIVE ACTION PLAN**

MegaKC Corporation is an Equal Opportunity Employer. All qualified applicants for employment will receive consideration without discrimination because of race, color, religion, national origin, creed, disability, genetic information, pregnancy, age, sex, gender, sexual orientation, disabled, veteran status, ancestry or any other status protected by applicable law. An Affirmative Action hiring process will assure those qualified individuals previously discriminated against in the American work force will have job opportunities.

All employees of MegaKC Corporation will be treated equally with respect to employment; upgrade, promotion, demotion, transfer, recruitment, recruitment advertising, layoff, termination, compensation, benefits and all other privileges, training, discipline and working conditions. Such decisions shall be made solely on the basis of qualification, merit, and length of service with consideration for such qualities as aptitude, attitude, workmanship, attendance (including punctuality), and employee misconduct or performance problems.

In compliance with the Civil Rights Act of 1964 and 1991, Executive Order No. 11246 and The Americans with Disabilities Act of 1990 and to reaffirm continued commitment to Equal Opportunity and Affirmative Action employment, the Company submits the following plan:

1. Assignment:       Equal Opportunity Policy Officer  
                          Caleb C. Lundberg  
                          1491 Iron Street  
                          North Kansas City, Missouri 64116  
                          (816) 472- 8722

The Equal Employment Opportunity Officer is hereby designated the general responsibility of implementing and maintaining the Company's EEO Policy. Specific responsibilities included, but not limited to, are as follows:

- a. Coordinate the program;
  - b. Advise and assist management with the program;
  - c. Render periodic reports to the Company relative to the policy, the programs and progress or the programs;
  - d. Make recommendations for the implementation of the plan in an orderly and progressive manner and to expand the plan to strengthen affirmative action employment;
  - e. Review the plan periodically and institute all necessary procedures and/or changes so as to assure that the Company fulfills its affirmative action goals;
  - f. Post on all job sites, home and area office bulletin boards the necessary program information, the Company policy and the name, telephone number and address of where the EEO Policy Officer, or his designated representative can be contacted at all times concerning any acts or alleged acts of discrimination.
  - g. Establish, document, and monitor all training positions as required by contract provisions.
  - h. Visit job sites periodically to insure compliance with program.
2. POLICY DISSEMINATION:  
The Company and its EEO Policy Officer, Caleb C. Lundberg, will take steps to ensure that all employees are advised of the policy on non-discrimination and of its continued interest in actively providing equal opportunities and affirmative action as follows:
    - a. All available communication sources, including but not limited to, bulletin boards, weekly safety meetings, pay envelope mailers, etc. The EEO Officer, Caleb C. Lundberg, shall instruct every supervisor before

he commences a new project and during the course of the project as the EEO Officer feels is advisable. The EEO Officer shall obtain from the project supervisor a commitment to follow and enforce the Company's Equal Opportunity Employment and Affirmative Action programs within his/her authority. The EEO Officer shall periodically review with the project superintendents their responsibility to follow the programs and to report the progress being made.

- b. The Company shall, at its Annual Meeting, Job Conferences, Supervisory Conferences, and other meetings of the office staff and supervisors provide an opportunity for the EEO Officer to review and instruct the supervisory employees and office staff of their responsibility under the Company's Equal Opportunity and Affirmative Action Program.
- c. Weekly safety meetings may be used for further orientation on non-discrimination and the Company's Equal Opportunity Employment / Affirmative Action program. Qualified individuals can be encouraged to take part in the Affirmative Action Program; however, it will be stressed that the key to an individual's success is ability and merit.
- d. The Company's key management and home office staff will be fully cognizant of the Company's policy and program and of their responsibilities to it. Those key personnel include those engaging in recruiting, hiring, training and other personnel activities.
- e. The company will establish a system of management control and periodic inspections within supervisory levels to assure total compliance with the EEO Policy.

### 3. APPRENTICESHIP AND TRAINING:

Appropriate steps will be taken to actively encourage female and minority group employees to develop and increase their skills. This will be done through:

- a. On-the-job training;
- b. Education programs available through area resources;
- c. The Company will include female and/or minority employees in any pre-apprenticeship, or other training programs in which the Company either participates in or has knowledge of which will develop the skills of the participants;
- d. The Company will provide documentation to State and Federal agencies where required by contacted provisions, file proper documentation as required, and monitor entire training process.

### 4. BENEFITS:

Employee benefits will be provided to employees without regard to race, color, religion, national origin, creed, disability, genetic information, pregnancy, age, sex, gender, sexual orientation, disabled, veteran status, ancestry or any other status protected by applicable law.

- a. The Company will contract group health insurance, for all employees who are eligible. Personnel will have worked the required days in order to qualify for insurance coverage. The employee may forfeit his/her rights to the coverage.
- b. All hourly employees, salaried and key personnel will become part of the Company 401(K) Salary Reduction Plan and Employee Stock Ownership Plan when they have met each plan's required employment period.
- c. The Company will insure that there is no disparity in the compensation received by minority and/or female employees and other protected classes for the performance of equivalent duties. The opportunities for performing overtime work or otherwise increasing earnings will be based on seniority, aptitude, attendance, and attitude without regard to race, color, religion, national origin, creed, disability, genetic information, pregnancy, age, sex, gender, sexual orientation, disabled, veteran status, ancestry or any other status protected by applicable law.



**5. PLACEMENT AND PROMOTION:**

The Company will review job categories on a continuous basis. Where few minority or female persons are presently employed the Company will seek to determine the cause for such situations. Remedial efforts may include:

- a. The Company will conduct personal systematic and direct recruitment through public and private employee referral services and sources likely to yield minority and women applicants. Such sources will include schools, colleges, trade schools, and minority group organizations, State Employment Offices, Probation Officers. The Company will use these organizations to identify target employees for any given area of construction.
- b. When and where appropriate employment advertisements will be placed in newspapers or other publications or broadcasts that are devoted to the interests of minority groups and females.
- c. All recruiting sources used by the Company will be notified, in writing, of the Company's policy and program and will be urged to refer qualified minority and female applicants.
- d. The Company's EEO Policy Officer or his/her designated representative shall notify all present employees of the openings and shall encourage those employees to refer qualified minority group applicants for employment.

**6. SUBCONTRACTORS:**

- a. The Company will solicit by fax and/or personal contact, minority group and female subcontractors. The Company will also actively solicit those subcontractors with significant minority employee representation.
- b. The applicable requirements of the Civil Rights Act of 1964 and 1991, Executive Order 11246 and/or subsequent orders will be included in all subcontracts and purchase orders.

**7. COMPANY GOALS AND OBJECTIVES:**

- a. Goals will be established for the Company as whole, rather than specific contracts only. These goals will apply to hiring of employment; upgrade, promotion, demotion, transfer, recruitment, recruitment advertising, layoff, termination, compensation, benefits and all other privileges, training, discipline and working conditions.
- b. The Company will continuously monitor its total work force for compliance with regulatory statutes regarding employment practice. Goals and objectives will be revised to conform with the conditions existing in the area(s) in which the Company is working if the current goals are not at or above said goals and objectives;
- c. The Company will insist that contractor and subcontractors working with the Company establish and maintain goals and objectives. These goals and objectives will at a minimum be those prescribed by Federal, State and City mandate.
- d. The Equal Employment Opportunity Policy Officer will take any action necessary to correct any deficiencies of the contractors and subcontractors goals and objectives which are discovered by the periodic review process.



March 10, 2024

TO: ALL EMPLOYEES

RE: RECRUITING

MegaKC Corporation. is morally and legally committed to nondiscrimination and affirmative action in employment. The following Equal Employment Opportunity policy statement governs Company personnel practices and procedures.

"It is the policy of MegaKC, Corp. to promote the realization of equal employment opportunity through a positive continuing program of specific practices designed to ensure the full realization of equal opportunity in employment. This Company will not discriminate in employment because of race, color, religion, national origin, creed, disability, genetic information, pregnancy, age, sex, gender identity, sexual orientation, disabled, veteran status, ancestry or any other status protected by applicable law. All applicants meeting our basic occupational qualifications are welcome and encouraged for apply for jobs with this Company."

In keeping with this policy, we have designed and agreed to implement an affirmative action program in accordance with the Civil Rights Act of 1964 and Executive Order 11246 and its amendments. And according to affirmative action regulations Sections 503 of the Rehabilitation Act of 1973 and Section 402 of the 1974 Vietnam Veterans Readjustment Assistance Act.

We earnestly request your help in the recruiting phase of our affirmative action program. Please refer all qualified minority and female applicants for employment to our management.

Sincerely,

Caleb C. Lundberg  
EEO Officer

"AN EQUAL OPPORTUNITY EMPLOYER"



March 10, 2024

TO: All Employees

The employment policies and practices of MegaKC Corp. are to recruit, hire, train and promote persons in and for all job classification without regard to race, creed, color, religion, disability, sex, gender identity, age, veteran status, or national origin, and to ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, Company sponsored training, education, tuition assistance, social and recreational programs, are administered without regard to race, color, religion, national origin, creed, disability, genetic information, pregnancy, age, sex, gender, sexual orientation, disabled, veteran status, ancestry or any other status protected by applicable law. Mega Industries Corporation is committed to this policy of EQUAL OPPORTUNITY EMPLOYMENT.

Please assist us in implementing this policy by reporting all violations to Caleb C. Lundberg, the Company EEO Officer, at 816-472-8722.

Sincerely,

Brian Gordon  
President and CEO



"AN EQUAL OPPORTUNITY EMPLOYER"

March 10, 2024

MEMO TO: Supervisors

FROM: Equal Opportunity Office

SUBJECT: Minority and Female Inventory Review

It is necessary for each Supervisor or foreman (those persons who have the responsibility of hiring, job assignment, layoff, termination, and other employment decisions) "conduct at least annually, an inventory and evaluation, of all minority and female personnel for promotional opportunities," for the people working in their crew at any time during the year (#14, 41CFR Part 60-4.3, Executive Order 11246).

If there were no minority and female employees who worked for you during the year, please submit a report stating none. Again, it is not acceptable for one individual to review employees other than those working directly for that individual.

Please contact me at your convenience if you have any questions, or if I can be of assistance with the review.

Sincerely,

Caleb C. Lundberg  
EEO Officer