

**SAN DIEGO CONVENTION CENTER CORPORATION
BUDGET COMMITTEE MEETING
OF THE BOARD OF DIRECTORS**

**Director Will Rodriguez-Kennedy, Chair
Director Jaymie Bradford
Director Gretchen Newsom**

**WEDNESDAY, DECEMBER 4, 2024, 11:00 A.M.
111 W. Harbor Drive, Executive Boardroom
San Diego, California 92101**

AGENDA

**Telephone number for members of the public
to observe, listen, and address the meeting telephonically:
1(888) 251-2909 – Access code is 6724115#**

The Executive Office elevator is currently out-of-service; however, members of the public who are mobility impaired may observe and/or provide public commentary for this meeting from the Administrative Conference Room located at Hall “E”, Mezzanine Level.

1. **Call to Order** -Will Rodriguez-Kennedy, Chair
2. **Non-Agenda Public Comment:**
This portion of the agenda provides an opportunity for members of the public to address the Board on items of interest within the jurisdiction of the Board that have not previously been before the Board. Pursuant to the Brown Act, no discussion or action shall be taken by the Board on items not posted on the agenda.
3. **Approval of Proposed Budget Committee Meeting Minutes of October 23, 2024**
4. **Chair’s Report**
5. **Action Item(s):**
 - A. **Recommendation to Authorize Approval of Employee Health and Welfare Benefits 2025-2026 through Marsh & McLennan**
 - B. **Recommendation to Authorize Ratification of Chiller Repairs**

6. **Staff Updates:**

- CFO
- President & CEO

7. **Urgent non-agenda items** (must meet the requirements of Government Code, Section 54954.2)

8. **Budget Committee Comment** [Govt. Code §54954.2(a)(2)]

Adjournment

This information is available in alternative formats upon request. To request an agenda in an alternative format, or to request a sign language, oral interpreter, an Assistive Listening Device (“ALD”), or other reasonable accommodation for the meeting, please call Pat Evans at (619) 525-5131 at least two working days prior to the meeting to ensure availability. **Audio copies of Board of Director meetings are available upon request. Please contact Pat Evans at (619)525-5131 or pat.evans@visitsandiego.com to request a copy.**

In compliance with Government Code section 54957.5, non-exempt written material that is distributed to the Board prior to the meeting will be available at the meeting or it may be viewed in advance of the meeting online at visitsandiego.com. Materials distributed to the board after the posting of this agenda also will be available. Please contact Pat Evans at (619)525-5131 or pat.evans@visitsandiego.com if you would like to receive a copy of any material related to an item on this agenda.

Agenda Item 3

MINUTES

SAN DIEGO CONVENTION CENTER CORPORATION BUDGET COMMITTEE OF THE BOARD OF DIRECTORS COMMITTEE MEETING OF OCTOBER 23, 2024

BOARD MEMBERS PRESENT: Chair Will Rodriguez-Kennedy and Directors Jaymie Bradford and Gretchen Newsom

BOARD MEMBERS ABSENT:

STAFF PRESENT: Rip Rippetoe, Mardeen Mattix, Corey Albright, Shannon Teem, Victoria Mitchell and Pat Evans (Recorder)

ALSO PRESENT:

*Meeting Minutes memorialize votes on “Action Items” and Staff Reports and are not a verbatim transcript of regular Committee meetings. Audio copies of Committee meetings are available upon request. Please contact Pat Evans at (619)525-5131 or pat.evans@visitsandiego.com to request a copy.

1. **Call to Order:** Chair Rodriguez-Kennedy called the meeting to order at 11:07 a.m. in the Administrative Conference Room of the San Diego Convention Center, 111 West Harbor Drive, San Diego, California.

Chair Rodriguez-Kennedy announced that since this meeting is being conducted on site with an open line to the public, the first action is to perform a roll call to determine which Board members are present on this call:

Director Rodriguez-Kennedy – Present
Director Bradford- Present
Director Newsom– Present

Chair Rodriguez-Kennedy reported that all Directors were present, and that all votes would be recorded via roll-call vote.

2. **Non-Agenda Public Comment:** Chair Rodriguez-Kennedy requested public comment regarding any non-agenda items. No members of the public responded to the request for comment.

3. Approval of Minutes of August 28, 2024, Budget Committee Meeting:

Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item (3). No members of the public responded to the request for comment.

Directors Bradford and Newsom moved and seconded, respectively, to approve the minutes from the August 28, 2024, meeting.

Director Rodriguez-Kennedy – Aye

Director Bradford- Aye

Director Newsom– Aye

Vote: Unanimous

AYES: 3

NAYS: 0

ABSTENTIONS: 0

4. Chair’s Report: None

5. Action Item(s):

A. Recommendation to Authorize Contract for Elevator and Escalator Maintenance

Chair Rodriguez-Kennedy called for a staff report regarding Agenda Item (5.A). After staff submitted its report, Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item (5.A). No members of the public responded to the request for comment.

After presentations by staff, request for public comment and Director discussion, Directors Bradford and Newsom moved and seconded, respectively, to Recommend Authorizing a Contract for Elevator and Escalator Maintenance.

Director Rodriguez-Kennedy – Aye

Director Bradford- Aye

Director Newsom– Aye

Vote: Unanimous

AYES: 3

NAYS: 0

ABSTENTIONS: 0

B. Recommendation to Authorize Contract for Replacement of Power Transformers

Chair Rodriguez-Kennedy called for a staff report regarding Agenda Item (5.B). After staff submitted its report, Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item (5.B). No members of the public responded to the request for comment.

After presentations by staff, request for public comment and Director discussion, Directors Bradford and Newsom moved and seconded, respectively, to Recommend Authorizing a Contract for Replacement of Power Transformers.

**Director Rodriguez-Kennedy – Aye
Director Bradford- Aye
Director Newsom– Aye**

Vote: Unanimous

AYES: 3 NAYS: 0 ABSTENTIONS: 0

C. Recommendation to Authorize Contract for Stormwater Repairs

Chair Rodriguez-Kennedy called for a staff report regarding Agenda Item (5.C). After staff submitted its report, Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item (5.C). No members of the public responded to the request for comment.

After presentations by staff, request for public comment and Director discussion, Directors Newsom and Bradford moved and seconded, respectively, to Recommend Authorizing a Contract for Stormwater Repairs.

**Director Rodriguez-Kennedy – Aye
Director Bradford- Aye
Director Newsom– Aye**

Vote: Unanimous

AYES: 3 NAYS: 0 ABSTENTIONS: 0

6. **Staff Updates:**

CFO: Ms. Mattix reported:

- Staff reviewed the Audited Financial Statements with the Audit Committee at this morning's Audit Committee meeting and those statements will be presented to the full Board at the upcoming Board meeting. The statements are considered to be "drafts" until approved by the Board.
- In the last 48 hours, there have been changes to the format of the financial statements, so they have not yet been forwarded to Board Directors for review. The City's contribution to SDCCC is no longer going to be classified as "operating revenue." The contribution will be classified as "non-operating revenue" below the line. This change was the result of the City having different auditors than SDCCC this year. Over the past few years, the City has classified the Corporation's funding in a different manner than we have on our financial statements so we made that change, and it will be reflected in the copy of the statements the Board receives.
- Ms. Mattix reported that through August, revenues are performing slightly above expectations.
- The Corporation has been very conservative with expenditures in the first half of the year. Staff originally projected a \$3.4 million loss at this point in the year; however, the loss is approximately \$1.8 million.
- The unrestricted reserves look good. The Corporation has paid its I-Bank payment and has not invested heavily in capital yet this fiscal year. The Corporation ended the year with \$27 million in reserves and, as of August 21st, the reserves are \$25.8 million.

Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item 6.1. No members of the public responded to the request for comment.

President & CEO: Mr. Rippetoe reported:

- Next month is the Corporation's 35th year of operation and we are going to continue to see expenses from capital and maintenance that come with not performing as much preventative maintenance over the years as was probably needed and required. The team is being very efficient with how they spend Corporate funds, especially as we await the outcome of City initiatives regarding finances.
- The San Diego Convention Center was named one of the top 25 convention centers in North America with the Convention Center Excellence Award by Exhibition Magazine. This award reflects positively on our entire team, and we are very proud of this accomplishment.

Chair Rodriguez-Kennedy inquired if any member of the public wished to comment on Agenda Item 6.2. No members of the public responded to the request for comment.

7. **Urgent non-agenda items** (must meet the requirements of Government Code, Section 54954.2) — **None**

8. Budget Committee Comment [Govt. Code §54954.2(a)(2)]: None

There being no further business, the meeting adjourned at 11:26 a.m.

CERTIFICATION

I, Will Rodriguez-Kennedy, Chair of the Budget Committee of the Board of the Directors of San Diego Convention Center Corporation, Inc., do hereby certify that the foregoing is a true and correct copy of the minutes of the business transacted by the Budget Committee of the Board of Directors of the San Diego Convention Center Corporation, Inc. at a duly noticed meeting held on October 23, 2024.

Will Rodriguez-Kennedy, Chair

DRAFT

Agenda Item 5.A

SAN DIEGO CONVENTION CENTER CORPORATION M E M O R A N D U M

TO: Budget Committee

FROM: Mardeen Mattix, Deputy Chief Executive Officer & CFO

DATE: For the Agenda of December 4, 2024

RE: Recommendation to Authorize approval of Employee Health and Welfare Benefits 2025-2026 through Marsh & McLennan

OVERVIEW

The San Diego Convention Center Corporation (SDCCC) is preparing for the annual renewal of employee Health and Welfare Benefits for the plan year starting March 1st. This includes medical, dental, vision, life, accidental death and dismemberment (AD&D), long-term disability, flexible spending, and other voluntary benefits. Key points of this memo include:

- Proposed changes to the benefits package.
- A summary of new medical plan options.
- Financial considerations for both SDCCC and employees.

Marsh & McLennan (Marsh) has been the broker since March 2018, with an option to extend it through February 2025. SDCCC proposes to extend this contract through February 2026, continuing Marsh's brokerage services for the upcoming plan year.

OBJECTIVES OF HEALTH RENEWAL

- **Comprehensive Coverage:** Offer a competitive benefits package supporting employee health.
- **Minimize Disruption:** Reduce disruption for employees by maintaining familiar providers where possible.
- **Compliance:** Ensure compliance with all regulations.
- **Financial Sustainability:** Balance cost control with maintaining quality benefits.

PROPOSED CHANGES

1. Switch Medical Carrier to Sharp

Aetna's initial renewal increase was 29.9%, with a final renegotiated reduction to 27.9%, due to high claims and member demographics.

SDCCC evaluated the impact of the premium increase, considering options to absorb the cost or pass it on to employees, while also aligning the deductible structure with industry standards. Sharp provided a more favorable network match and a lower renewal increase.

Recommendation: Switch to Sharp, which offers a better cost structure and minimal disruption, as 94% of employees already use Sharp providers. The remaining employees will need to select a new provider or continue with their existing provider by enrolling in a new plan.

2. New Sharp Medical Plans

SDCCC plans to introduce two Sharp plans: one HMO and one Point of Service (POS) plan.

- The Sharp HMO plan is cost-effective and has a provider network familiar to most employees.
- The Sharp POS plan allows access to external providers (e.g., Scripps, UCSD) with manageable cost-sharing.

The SIMNSA HMO plan will remain, catering to Mexican Nationals, with a 6% premium increase (~\$3,800).

3. Changes to Deductibles and Out-of-Pocket Limits

For the Sharp plans, the deductible will be increased to better align with market standards. The new deductible limits are \$1000 for individual and \$2,000 for family coverage, up from \$500/\$1000 limits but still below benchmark standards. Only specific services count toward the deductible, such as emergency room visits, outpatient/inpatient care, residential treatment and skilled nursing care.

***Deductibles do not apply to preventive care, routine exams, immunizations, primary care, specialist visits, urgent care, or prescription drugs. Preventive care will remain deductible-free.*

4. Rate Guarantees for Other Benefits

Dental: United Concordia and SIMNSA – No increase.

Vision: EyeMed – No increase.

Life & Disability: The Hartford Group – No increase for employer-paid policies.

Flexible Spending: IGOE – No increase for employee cost.

FINANCIAL IMPACT

SDCCC will save ~\$25,000 in premiums for 2025-2026 by switching to Sharp. The plan design also includes:

- \$25,000 implementation credit for technology and marketing costs
- \$10,000 for wellness initiatives

These savings will ensure that employee contributions for the Sharp HMO and SIMNSA plans remain unchanged through 2025.

EMPLOYEE ENROLLMENT AND COMMUNICATION

Enrollment Period: January 27 – February 7, 2025.

Employee Education: Educational campaigns will ensure understanding of new options.

Enrollment Assistance: Town halls, one-on-one meetings, virtual sessions, and a detailed benefits guide will be available.

Aetna vs. Sharp HMO Plan Comparison

| MEDICAL PLANS | Aetna | | Sharp Health Plan |
|---------------------------------------|-----------------------------------|--|------------------------------------|
| | CURRENT / RENEWAL | | Plan Option |
| | Aetna AVN 500 Ded/\$20/40/20% RX3 | | Sharp NG40L 10/25/50 |
| | In Network Only | | In Network Only |
| Deductible - Ind. / Family | \$500 / \$1,000 | | \$1,000 / \$2,000 |
| Out of Pocket Maximum - Ind. / Family | \$3,000 / \$5,000 | | \$3,500 / \$7,000 |
| Medical Services | | | |
| Preventive Care Services | | | |
| Primary Care Visit | No Charge | | No Charge |
| Specialist Office Visit | \$20 | | \$20 |
| Basic X-ray and Laboratory | \$40 | | \$20 |
| Complex Imaging (MRI, CT Scan, etc.) | \$40 (X-ray) / No charge (Lab) | | No charge |
| Inpatient Hospital | \$150 | | \$75 |
| Outpatient Hospital Surgery | 20% after Deductible | | 20% after Deductible |
| Emergency Room | \$150 after Deductible | | \$150 after Deductible |
| Urgent Care | \$50 | | \$30 |
| Chiropractic (Rider) | \$15 (20 visits) | | \$15 (40 visits combined w/ Acu) |
| Acupuncture (Rider) | \$15 (20 visits) | | \$15 (40 visits combined w/ Chiro) |
| Rehab Therapy (Physical Occ & Speech) | \$40 | | \$20 |
| Prescription Drugs | | | |
| Generic / Tier 1 | \$10 | | \$10 |
| Formulary / Tier 2 | \$30 | | \$25 |
| Non-Formulary / Tier 3 | \$50 | | \$50 |
| Specialty / Tier 4 | 30% to \$250 | | \$25 or \$50 |
| Mail Order Copay | 2x Retail | | 2x Retail |

Sharp POS Plan

| MEDICAL PLANS | Plan Option Sharp OAMC POS 2000 (NG11L) | | |
|---|--|--------------------------|-----------------------|
| | Tier 1 In | Tier 2 In | Tier 3 Out |
| Plan/ Network Name | Sharp Choice | Aetna Open Choice PPO | Out-of- Network |
| Deductible - Individual / Family | \$2,000 / \$4,000 | \$2,000 / \$4,000 | \$4,000 / \$8,000 |
| Out of Pocket Maximum - Individual / Family | \$5,000 / \$10,000 | \$5,000 / \$10,000 | \$9,000 / \$18,000 |
| Coinsurance | 30% | 30% | 50% |
| Medical Services | | | |
| Preventive Care Services | No Charge | No Charge | Not Covered |
| Primary Care Visit | \$25 | \$30 | 50% |
| Specialist Office Visit | \$30 | \$30 | 50% |
| Laboratory / Basic X-ray | \$15 / \$25 | \$30 | 50% |
| Complex Imaging (MRI, CT Scan, etc.) | 30% | 30% | 50% |
| Inpatient Hospital | 30% | 30% | 50% |
| Outpatient Hospital Surgery | 30% | 30% | 50% |
| Emergency Room | 30% after Deductible + \$100 Copay | | |
| Urgent Care | \$30 | \$30 | 50% |
| Mental Health Office Visit (Magellan Network) | \$30 | \$30 | 50% |
| Chiropractic | \$10 (30 visits combined w/ Acc) | | |
| Accupuncture | \$10 (30 visits combined w/ Chiro) | | |
| Prescription Drugs | | | |
| Generic / Tier 1 | \$10 | \$10 | Not Covered |
| Formulary / Tier 2 | \$25 | \$25 | Not Covered |
| Non-Formulary / Tier 3 | \$50 | \$50 | Not Covered |
| Specialty / Tier 4 | Covered Under Tier 1&2 | | Not Covered |

Recommendation

That the Committee recommend the Board give authorization to replace Aetna’s two HMO plans with Sharp’s two medical insurance plans (HMO & POS) and increase the deductible and out of pocket maximum amounts in these plans. Additionally, renew the existing lines of coverage and extend the option with Marsh until February 2026.



Mardeen Mattix
 Deputy Chief Executive Officer & CFO

Agenda Item 5.B

SAN DIEGO CONVENTION CENTER CORPORATION M E M O R A N D U M

TO: Budget Committee

FROM: Mardeen Mattix, Deputy CEO and CFO

DATE: For the Agenda of December 4, 2024

RE: Recommendation to Authorize Ratification of Chiller Repairs

BACKGROUND

The San Diego Convention Center's heating, ventilation, and air conditioning (HVAC) systems are essential for providing thermal comfort to all occupants. Among these systems, five (5) chillers, three (3) large capacity and two (2) smaller capacity—are essential to meet cooling demands, especially during peak summer temperatures. In November 2024, Chiller No. 4, a smaller capacity unit, experienced a power failure that caused irreparable damage to the variable frequency drive (VFD), three (3) pre-charge resistors, and one (1) high voltage line resistor.

In recent years, the central plant has faced numerous unplanned repairs due to aging equipment that has exceeded its useful life. The plant is currently being evaluated for redesign and replacement due to its limited capacity and efficiency. In the interim, staff will continue to address emergency repairs and will rent a large chiller during the summer months to ensure proper cooling for events with high attendance until the central plant can be replaced.

DISCUSSION

Upon failure of components in Chiller-4, staff engaged Jackson & Blanc, the contracted maintenance vendor for the Corporation's chillers, to assess the damage. It was determined that the fuse in the electrical vault had tripped, causing damage to the VFD and resistors. However, the final inspection could not occur until a replacement fuse was purchased and installed, which was expedited through Radwell International LLC for \$728.54.

Jackson & Blanc is currently troubleshooting the root cause of the fuse trip but has confirmed that the VFD and resistors are beyond repair and require replacement. Staff obtained proposals from two vendors for the necessary parts, and Jackson & Blanc provided the best value with the shortest lead time to ensure the chiller is operational before the summer months.

BUDGETARY IMPACT

Due to the unexpected nature of this failure, this repair is classified as an unplanned, unbudgeted capital expenditure. The costs associated with replacing the VFD and resistors, including parts, labor, and associated repairs, were not anticipated in the current capital budget. These expenses

will need to be funded from reserves. Staff have notified Budget Chair Rodriguez-Kennedy about the emergency issue and have placed an order for the required parts to secure timely replacement.

RECOMMENDATION

That the Committee recommend the Board approve ratification of the chiller repairs with Radwell for \$728.54, and Jackson & Blanc for \$99,764.00, with a 10% contingency, for a total not-to-exceed capital project value of \$110,468.94.



Mardeen Mattix
Deputy CEO and Chief Financial Officer

EQUAL OPPORTUNITY CONTRACTING (EOC)
1200 Third Avenue, Suite 200 • San Diego, CA 92101
Phone: (619) 236-6000 • Fax: (619) 236-5904

WORK FORCE REPORT

The objective of the *Equal Employment Opportunity Outreach Program*, San Diego Municipal Code Sections 22.3501 through 22.3517, is to ensure that contractors doing business with the City, or receiving funds from the City, do not engage in unlawful discriminatory employment practices prohibited by State and Federal law. Such employment practices include, but are not limited to unlawful discrimination in the following: employment, promotion or upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection for training, including apprenticeship. Contractors are required to provide a completed *Work Force Report (WFR)*.

**NO OTHER FORMS WILL BE ACCEPTED
CONTRACTOR IDENTIFICATION**

Type of Contractor: Construction Vendor/Supplier Financial Institution Lessee/Lessor
 Consultant Grant Recipient Insurance Company Other

Name of Company: JACKSON & BLANC

ADA/DBA: _____

Address (Corporate Headquarters, where applicable): 7929 ARJONS DRIVE

City: SAN DIEGO County: SAN DIEGO State: CA Zip: 92126

Telephone Number: 858-831-7900

Fax Number: _____

Name of Company CEO: KIRK I JACKSON

Address(es), phone and fax number(s) of company facilities located in San Diego County (if different from above):

Address: _____

City: _____ County: _____ State: _____ Zip: _____

Telephone Number: _____ Fax Number: _____ Email: _____

Type of Business: HVAC INSTALLATION & SERVICE Type of License: C20 C4 C43 C38 C36 C-7 B

The Company has appointed: JEANETTE L ALTIG

As its Equal Employment Opportunity Officer (EEOO). The EEOO has been given authority to establish, disseminate and enforce equal employment and affirmative action policies of this company. The EEOO may be contacted at:

Address: 7929 ARJONS DRIVE, SAN DIEGO, CA 92126

Telephone Number: 858-831-7900

Fax Number: _____

Email: jaltig@jacksonandblanc.com

- One San Diego County (or Most Local County) Work Force - Mandatory
 Branch Work Force *
 Managing Office Work Force

Check the box above that applies to this WFR.

*Submit a separate Work Force Report for all participating branches. Combine WFRs if more than one branch per county.

I, the undersigned representative of JACKSON & BLANC

(Firm Name)

SAN DIEGO

CA

hereby certify that information provided

(County)

(State)

herein is true and correct. This document was executed on this 2 day of DECEMBER, 2024


(Authorized Signature)

JEANETTE L ALTIG

(Print Authorized Signature Name)

WORK FORCE REPORT – Page 2

NAME OF FIRM: JACKSON & BLANC

DATE: 12/02/2024

OFFICE(S) or BRANCH(ES): OFFICES

COUNTY: SAN DIEGO

INSTRUCTIONS: For each occupational category, indicate number of males and females in every ethnic group. Total columns in row provided. Sum of all totals should be equal to your total work force. Include all those employed by your company on either a full or part-time basis. The following groups are to be included in ethnic categories listed in columns below:

- (1) Black or African-American
- (2) Hispanic or Latino
- (3) Asian
- (4) American Indian or Alaska Native
- (5) Native Hawaiian or Pacific Islander
- (6) White
- (7) Other race/ethnicity; not falling into other groups

Definitions of the race and ethnicity categories can be found on Page 4

| ADMINISTRATION OCCUPATIONAL CATEGORY | (1) Black or African American | | (2) Hispanic or Latino | | (3) Asian | | (4) American Indian/ Nat. Alaskan | | (5) Pacific Islander | | (6) White | | (7) Other Race/ Ethnicity | |
|---|--|-----|------------------------------|-----|--------------|-----|--|-----|----------------------------|-----|--------------|-----|---------------------------------|-----|
| | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) |
| Management & Financial | | | | | 1 | | | | | | 7 | 1 | | |
| Professional | | | | | | | | | | | | | | |
| A&E, Science, Computer | | | | | | | | | | | | | | |
| Technical | | | | | | | | | | | | | | |
| Sales | | | 1 | 1 | 1 | | | | | | 12 | 1 | 1 | |
| Administrative Support | | | 1 | 2 | | | | | | | 3 | 12 | | |
| Services | | | | | | | | | | | | | | |
| Crafts | 5 | | 57 | 2 | 6 | | 1 | | 2 | | 76 | | 5 | |
| Operative Workers | | | | | | | | | | | | | | |
| Transportation | | | | | | | | | | | | | | |
| Laborers* | | | | | | | | | | | 1 | | | |

*Construction laborers and other field employees are not to be included on this page

| | | | | | | | | | | | | | | |
|--------------------|---|--|----|---|---|--|---|--|---|--|----|----|---|--|
| Totals Each Column | 5 | | 59 | 5 | 8 | | 1 | | 2 | | 99 | 13 | 6 | |
|--------------------|---|--|----|---|---|--|---|--|---|--|----|----|---|--|

Grand Total All Employees

199

Indicate by Gender and Ethnicity the Number of Above Employees Who Are Disabled:

| | | | | | | | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Disabled | | | | | | | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

Non-Profit Organizations Only:

| | | | | | | | | | | | | | | |
|--------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Board of Directors | | | | | | | | | | | | | | |
| Volunteers | | | | | | | | | | | | | | |
| Artists | | | | | | | | | | | | | | |

NAME OF FIRM: JACKSON & BLANC

DATE: 12/02/2024

OFFICE(S) or BRANCH(ES): OFFICE

COUNTY: SAN DIEGO

INSTRUCTIONS: For each occupational category, indicate number of males and females in every ethnic group. Total columns in row provided. Sum of all totals should be equal to your total work force. Include all those employed by your company on either a full or part-time basis. The following groups are to be included in ethnic categories listed in columns below:

- (1) Black or African-American
- (2) Hispanic or Latino
- (3) Asian
- (4) American Indian or Alaska Native
- (5) Native Hawaiian or Pacific Islander
- (6) White
- (7) Other race/ethnicity; not falling into other groups

Definitions of the race and ethnicity categories can be found on Page 4

| TRADE OCCUPATIONAL CATEGORY | (1) Black or African American | | (2) Hispanic or Latino | | (3) Asian | | (4) American Indian/ Nat. Alaskan | | (5) Pacific Islander | | (6) White | | (7) Other Race/ Ethnicity | |
|---|--|-----|------------------------------|-----|--------------|-----|---|-----|----------------------------|-----|--------------|-----|---------------------------------|-----|
| | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) | (M) | (F) |
| Brick, Block or Stone Masons | | | | | | | | | | | | | | |
| Carpenters | | | | | | | | | | | | | | |
| Carpet, Floor & Tile Installers Finishers | | | | | | | | | | | | | | |
| Cement Masons, Concrete Finishers | | | | | | | | | | | | | | |
| Construction Laborers | | | | | | | | | | | | | | |
| Drywall Installers, Ceiling Tile Inst | | | | | | | | | | | | | | |
| Electricians | | | | | | | | | | | | | | |
| Elevator Installers | | | | | | | | | | | | | | |
| First-Line Supervisors/Managers | | | | | | | | | | | | | | |
| Glaziers | | | | | | | | | | | | | | |
| Helpers; Construction Trade | | | | | | | | | | | | | | |
| Millwrights | | | | | | | | | | | | | | |
| Misc. Const. Equipment Operators | | | | | | | | | | | | | | |
| Painters, Const. & Maintenance | | | | | | | | | | | | | | |
| Pipelayers, Plumbers, Pipe & Steam Fitters | 2 | | 37 | 1 | 1 | | 1 | | 1 | | 52 | | 4 | |
| Plasterers & Stucco Masons | | | | | | | | | | | | | | |
| Roofers | | | | | | | | | | | | | | |
| Security Guards & Surveillance Officers | | | | | | | | | | | | | | |
| Sheet Metal Workers | 3 | | 20 | 1 | 5 | | | | 1 | | 24 | | 1 | |
| Structural Metal Fabricators & Fitters | | | | | | | | | | | | | | |
| Welding, Soldering & Brazing Workers | | | | | | | | | | | | | | |
| Workers, Extractive Crafts, Miners | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | |
|--------------------|---|--|----|---|---|--|---|--|---|--|----|--|---|--|
| Totals Each Column | 5 | | 57 | 2 | 6 | | 1 | | 2 | | 76 | | 5 | |
|--------------------|---|--|----|---|---|--|---|--|---|--|----|--|---|--|

Grand Total All Employees 154

Indicate By Gender and Ethnicity the Number of Above Employees Who Are Disabled:

| | | | | | | | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Disabled | | | | | | | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|