Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|--|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|-----------------------------|
| Cosco Fire Protection | 0 | 0 | 0 | 1 | 1 | 100.0% |
| Global Diversified Voltage Services | 0 | 0 | 1 | 1 | 1 | 100.0% |
| Palp Inc., dba Excel Paving Company | 0 | 0 | 0 | 1 | 1 | 100.0% |
| American Air Balance Co., Inc. | 0 | 0 | 1 | 3 | 3 | 100.0% |
| L.Riley Trucking | 0 | 0 | 2 | 24 | 31 | 77.4% |
| El Prado Cleaning Service Inc | 0 | 0 | 3 | 52 | 72 | 72.2% |
| LA Excavating, Inc. dba Alward Equipment | 0 | 0 | 4 | 20 | 33 | 60.6% |
| PCL Construction Services - A/TPJV | 16 | 6 | 12 | 41 | 68 | 60.3% |
| XL Fire Protection | 0 | 0 | 2 | 9 | 15 | 60.0% |
| KDC Inc., dba Dynalectric | 0 | 0 | 9 | 34 | 62 | 54.8% |
| Control Air Conditioning Corp. | 3 | 1 | 3 | 43 | 81 | 53.1% |
| Thyssenkrupp Airport Systems, Inc. | 0 | 0 | 1 | 1 | 2 | 50.0% |
| AGI Marble Company, Inc. | 0 | 0 | 0 | 6 | 12 | 50.0% |
| Cor-Ray Painting Co. | 0 | 0 | 0 | 6 | 12 | 50.0% |
| 24 Hour Sweeping, Inc. | 0 | 0 | 1 | 7 | 14 | 50.0% |
| Techno Coatings | 0 | 0 | 1 | 11 | 22 | 50.0% |
| Building Electronic Controls, Inc. | 1 | 0 | 3 | 13 | 26 | 50.0% |
| Glow Electric | 0 | 0 | 3 | 6 | 13 | 46.2% |
| SE Pipeline Construction | 0 | 0 | 2 | 12 | 26 | 46.2% |
| TeraBand Technologies, Inc. | 1 | 1 | 4 | 34 | 74 | 45.9% |
| Direct AV | 0 | 0 | 2 | 9 | 20 | 45.0% |
| Pan-Pacific Mechanical | 0 | 0 | 0 | 13 | 30 | 43.3% |
| SR BRAY LLC dba Power Plus | 0 | 0 | 1 | 3 | 7 | 42.9% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|--|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|--------------------------|
| California Earth Transport, Inc. | 0 | 0 | 19 | 84 | 199 | 42.2% |
| West Coast Firestopping, Inc. | 0 | 0 | 2 | 8 | 19 | 42.1% |
| GEC2 | 0 | 0 | 10 | 55 | 131 | 42.0% |
| Safe Scaffolding | 0 | 0 | 5 | 15 | 36 | 41.7% |
| San-Mar Construction Co., Inc. | 3 | 0 | 5 | 41 | 99 | 41.4% |
| Comet Electric | 0 | 0 | 1 | 21 | 51 | 41.2% |
| Diversified Production Services, Inc. | 1 | 1 | 5 | 16 | 39 | 41.0% |
| Steve Bubalo Construction Co. | 2 | 0 | 7 | 18 | 44 | 40.9% |
| Apex Cabling Inc | 0 | 0 | 1 | 2 | 5 | 40.0% |
| Bielski Specialty Services, Inc. | 0 | 0 | 0 | 2 | 5 | 40.0% |
| Smoke Guard California Inc. | 0 | 0 | 1 | 2 | 5 | 40.0% |
| Conti Corporation | 0 | 0 | 0 | 6 | 15 | 40.0% |
| R&R Masonry, Inc. | 0 | 0 | 2 | 13 | 33 | 39.4% |
| CSI Electrical Contractors, Inc. | 0 | 0 | 2 | 7 | 18 | 38.9% |
| RJ&J Construction, Inc. | 0 | 0 | 4 | 12 | 31 | 38.7% |
| Murrco Construction, Inc. | 2 | 0 | 4 | 24 | 62 | 38.7% |
| Birdi & Associates, Inc. | 0 | 0 | 3 | 13 | 34 | 38.2% |
| Top End Constructors | 0 | 0 | 0 | 19 | 50 | 38.0% |
| Courtney Inc. | 0 | 0 | 0 | 6 | 16 | 37.5% |
| Alert Insulation Co., Inc. | 0 | 0 | 1 | 9 | 24 | 37.5% |
| Taft Electric Company | 0 | 0 | 7 | 25 | 67 | 37.3% |
| Blue Iron Foundations & Shoring LLC | 0 | 0 | 2 | 4 | 11 | 36.4% |
| Environmental Construction Group, Inc. | 0 | 0 | 1 | 12 | 33 | 36.4% |
| Crown Fence Co. | 0 | 0 | 1 | 18 | 50 | 36.0% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|---|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|-----------------------------|
| Tahlequah Steel | 0 | 0 | 5 | 18 | 50 | 36.0% |
| Morrow Meadows Corporation | 0 | 0 | 4 | 26 | 73 | 35.6% |
| PCL Construction B- Tunnel/Concrete | 0 | 0 | 5 | 11 | 31 | 35.5% |
| Borbon, Inc. | 0 | 0 | 3 | 28 | 79 | 35.4% |
| Martinez Steel Corporation | 0 | 0 | 1 | 29 | 82 | 35.4% |
| South Coast Specialty Construction | 1 | 1 | 0 | 6 | 17 | 35.3% |
| Vellutini Corp dba Royal Electric Company | 0 | 0 | 2 | 13 | 37 | 35.1% |
| Helix Electric, Inc. | 1 | 1 | 20 | 116 | 333 | 34.8% |
| ISEC, Inc. | 1 | 1 | 13 | 46 | 134 | 34.3% |
| NorthStar Contracting Group, Inc. | 0 | 0 | 0 | 12 | 35 | 34.3% |
| Saddleback Waterproofing | 0 | 0 | 2 | 12 | 35 | 34.3% |
| Valley Waterproofing, Inc. | 0 | 0 | 0 | 1 | 3 | 33.3% |
| Upland Contracting, Inc. | 0 | 0 | 0 | 2 | 6 | 33.3% |
| Granstrom Masonry Inc | 0 | 0 | 0 | 8 | 24 | 33.3% |
| McDonough Construction Rentals, Inc. | 0 | 0 | 1 | 8 | 24 | 33.3% |
| Penhall Company | 0 | 0 | 3 | 29 | 88 | 33.0% |
| Muhlhauser Steel, Inc. | 0 | 0 | 3 | 23 | 70 | 32.9% |
| Concrete Coring Company | 0 | 0 | 3 | 12 | 37 | 32.4% |
| Bagatelos Glass Systems, Inc. | 3 | 1 | 1 | 16 | 50 | 32.0% |
| Granite Construction Company | 4 | 1 | 28 | 124 | 388 | 32.0% |
| Mike Zarp, Inc. | 0 | 0 | 3 | 13 | 41 | 31.7% |
| Gonsalves & Santucci dba Conco | 3 | 1 | 14 | 115 | 366 | 31.4% |
| Elite Terminal Services | 0 | 0 | 1 | 5 | 16 | 31.3% |
| Silverado Tile and Stone, Inc. | 0 | 0 | 0 | 4 | 13 | 30.8% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| | Reported Community | HIRE LAX | Total Impact | Total Impact and Local | | Local Hire % |
|---|-----------------------|-----------|--------------|------------------------|---------------|--------------|
| Subontractor Name | Sponsorships | Graduates | Workers | Workers | Total Workers | (Headcount) |
| Premier Tile & Marble | 0 | 0 | 1 | 12 | 39 | 30.8% |
| Sign Age Identity Systems, Inc. | 0 | 0 | 2 | 7 | 23 | 30.4% |
| Zolnay Insulation, Inc. | 0 | 0 | 0 | 10 | 33 | 30.3% |
| Malcolm Drilling Co., Inc. | 0 | 0 | 4 | 20 | 66 | 30.3% |
| Gerdau Reinforcing Steel | 4 | 0 | 9 | 52 | 173 | 30.1% |
| Infinity Drywall Contracting, Inc. | 1 | 1 | 1 | 6 | 20 | 30.0% |
| Anning-Johnson Company | 1 | 0 | 5 | 16 | 54 | 29.6% |
| Best Contracting Services, Inc. | 0 | 0 | 10 | 76 | 257 | 29.6% |
| Alameda Construction Services, Inc. | 0 | 0 | 3 | 13 | 44 | 29.5% |
| Wolverine Fire Protection Co | 4 | 4 | 7 | 18 | 61 | 29.5% |
| McGuire Contracting, Inc. | 2 | 1 | 7 | 66 | 224 | 29.5% |
| Performance Contracting, Inc. | 0 | 0 | 29 | 123 | 424 | 29.0% |
| Shoring Engineers | 0 | 0 | 5 | 42 | 148 | 28.4% |
| Southwest Steel of California, Inc. | 0 | 0 | 5 | 37 | 131 | 28.2% |
| Griffith Company | 2 | 0 | 22 | 96 | 340 | 28.2% |
| Bryton Engineering & Grading, Inc. dba Premiere | 0 | 0 | 1 | 11 | 39 | 28.2% |
| NOR-CAL Pipeline Services | 0 | 0 | 2 | 20 | 71 | 28.2% |
| Cowelco | 1 | 0 | 2 | 9 | 32 | 28.1% |
| Karcher Interiors Systems, Inc. | 2 | 2 | 1 | 6 | 22 | 27.3% |
| Rosendin Electric Inc | 0 | 0 | 1 | 6 | 22 | 27.3% |
| Traffic Management, Inc. | 0 | 0 | 0 | 6 | 22 | 27.3% |
| Blois Construction, Inc. | 2 | 1 | 4 | 17 | 63 | 27.0% |
| Signature Flooring, Inc. | 0 | 0 | 1 | 14 | 52 | 26.9% |
| Coast Insulation Contractor, Inc. dba Coast Building Products | 0 | 0 | 0 | 6 | 23 | 26.1% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|---------------------------------------|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|-----------------------------|
| A Power Sweeping, Inc. | 0 | 0 | 0 | 1 | 4 | 25.0% |
| Kellar Sweeping, Inc. | 0 | 0 | 0 | 1 | 4 | 25.0% |
| Northwest Excavating, Inc. | 0 | 0 | 0 | 1 | 4 | 25.0% |
| Throop Lightweight Fill, Inc. | 0 | 0 | 0 | 1 | 4 | 25.0% |
| Machado & Sons Construction, Inc. | 0 | 0 | 1 | 2 | 8 | 25.0% |
| PG Cutting Services | 1 | 0 | 0 | 2 | 8 | 25.0% |
| W.A. Rasic Construction Company, Inc. | 0 | 0 | 0 | 2 | 8 | 25.0% |
| Zefiro Corporation | 0 | 0 | 0 | 2 | 8 | 25.0% |
| Farwest Insulation Contracting | 0 | 0 | 2 | 3 | 12 | 25.0% |
| Merli Concrete Pumping | 0 | 0 | 0 | 5 | 20 | 25.0% |
| LNA Concrete Structures, Inc. | 0 | 0 | 3 | 8 | 32 | 25.0% |
| Brady Company | 0 | 0 | 2 | 10 | 40 | 25.0% |
| Sterndahl Enterprises, Inc. | 0 | 0 | 2 | 10 | 40 | 25.0% |
| Otis Elevator Company | 0 | 0 | 4 | 32 | 128 | 25.0% |
| Limbach Company LC | 0 | 0 | 6 | 44 | 179 | 24.6% |
| Commercial Scaffolding of CA, Inc. | 0 | 0 | 0 | 7 | 30 | 23.3% |
| Allied Steel Co., Inc. | 1 | 1 | 4 | 20 | 88 | 22.7% |
| Corradini Corp | 0 | 0 | 1 | 7 | 31 | 22.6% |
| Schuff Steel | 4 | 1 | 9 | 46 | 204 | 22.5% |
| Applied Engineering Concepts | 0 | 0 | 0 | 2 | 9 | 22.2% |
| JLS Concrete Pumping | 0 | 0 | 0 | 2 | 9 | 22.2% |
| Clevland Marble LP | 0 | 0 | 0 | 7 | 32 | 21.9% |
| Austin Enterprise | 0 | 0 | 0 | 13 | 63 | 20.6% |
| Conco Pumping, Inc. | 1 | 0 | 1 | 7 | 34 | 20.6% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|--|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|-----------------------------|
| Air Conditioning Control Systems, Inc. | 0 | 0 | 0 | 1 | 5 | 20.0% |
| Bill Carr Surveys, Inc. | 0 | 0 | 0 | 1 | 5 | 20.0% |
| TechCorr USA Management, LLC | 0 | 0 | 0 | 1 | 5 | 20.0% |
| GeoDesign, Inc. | 0 | 0 | 2 | 3 | 16 | 18.8% |
| Karcher Insulation, Inc. | 0 | 0 | 1 | 3 | 16 | 18.8% |
| Crown Corr, Inc. | 0 | 0 | 2 | 8 | 43 | 18.6% |
| Orange County Plastering Company | 1 | 1 | 5 | 12 | 67 | 17.9% |
| Bigge Crane and Rigging Co. | 0 | 0 | 2 | 3 | 17 | 17.6% |
| Connor Concrete Cutting and Coring | 0 | 0 | 1 | 3 | 17 | 17.6% |
| Pacific Waterproofing & Restoration | 0 | 0 | 0 | 3 | 17 | 17.6% |
| KM3N-B dba Terra-Petra | 0 | 0 | 0 | 1 | 6 | 16.7% |
| Nold's Equipment | 0 | 0 | 1 | 1 | 6 | 16.7% |
| Siemens Industry Inc | 0 | 0 | 0 | 1 | 6 | 16.7% |
| Travertine, Inc. | 0 | 0 | 0 | 1 | 6 | 16.7% |
| Won-Door Corporation | 0 | 0 | 0 | 1 | 6 | 16.7% |
| Service West | 0 | 0 | 1 | 2 | 12 | 16.7% |
| Badger Daylighting | 0 | 0 | 0 | 6 | 36 | 16.7% |
| Vertical Access, Inc. | 0 | 0 | 1 | 10 | 60 | 16.7% |
| RMA Group, Inc. | 0 | 0 | 1 | 6 | 37 | 16.2% |
| Martin Bros./Marcowall, Inc. | 0 | 0 | 1 | 3 | 20 | 15.0% |
| Sequoia Consultants Inc | 0 | 0 | 0 | 4 | 27 | 14.8% |
| Rouch Rebar, Inc. | 0 | 0 | 0 | 1 | 7 | 14.3% |
| RR Leonard Company | 0 | 0 | 0 | 1 | 7 | 14.3% |
| United Riggers & Erectors, Inc. | 0 | 0 | 1 | 5 | 35 | 14.3% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|--|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|-----------------------------|
| Murray Company | 0 | 0 | 1 | 12 | 95 | 12.6% |
| Ampco North, Inc. | 0 | 0 | 0 | 1 | 8 | 12.5% |
| RJ Lalonde, Inc. | 0 | 0 | 2 | 2 | 16 | 12.5% |
| Martin Integrated | 0 | 0 | 0 | 6 | 50 | 12.0% |
| Pfeiler & Associates Engineers, Inc. | 0 | 0 | 0 | 2 | 17 | 11.8% |
| Power One LLC | 0 | 0 | 1 | 1 | 10 | 10.0% |
| J.R. Construction | 0 | 0 | 0 | 1 | 11 | 9.1% |
| Integrity Rebar Placers | 0 | 0 | 0 | 2 | 22 | 9.1% |
| Bragg Crane Service | 0 | 0 | 2 | 9 | 105 | 8.6% |
| Doty Bros. Construction Co. | 0 | 0 | 1 | 1 | 12 | 8.3% |
| G and S Mechanical USA, Inc. | 0 | 0 | 0 | 1 | 12 | 8.3% |
| Savala Equipment Company, Inc. | 0 | 0 | 0 | 2 | 29 | 6.9% |
| Reliable Construction Services, LLC | 0 | 0 | 0 | 1 | 15 | 6.7% |
| Socal Pacific Construction Corp. dba National Coating & Lining Co. | 0 | 0 | 1 | 1 | 15 | 6.7% |
| Maxim Crane Works | 0 | 0 | 0 | 1 | 31 | 3.2% |
| Crane Rental Service, Inc. | 0 | 0 | 0 | 1 | 44 | 2.3% |
| B & I Equipment Rental | 0 | 0 | 0 | 0 | 1 | 0.0% |
| CATTRAC Construction | 0 | 0 | 0 | 0 | 1 | 0.0% |
| Cochran Inc., dba DAS Simplified | 0 | 0 | 0 | 0 | 1 | 0.0% |
| ECCO Equipment Corporation | 0 | 0 | 0 | 0 | 1 | 0.0% |
| G&F Concrete Cutting, Inc. | 0 | 0 | 0 | 0 | 1 | 0.0% |
| JLM Installation | 0 | 0 | 0 | 0 | 1 | 0.0% |
| Karcher Firestopping, Inc. | 0 | 0 | 0 | 0 | 1 | 0.0% |
| Pacific Plumbing Company of Santa Ana | 0 | 0 | 0 | 0 | 1 | 0.0% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

| Subontractor Name | Reported Community Sponsorships | HIRE LAX Graduates | Total Impact Workers | Total Impact and Local Workers | Total Workers | Local Hire % (Headcount) |
|--|---------------------------------------|-----------------------|-------------------------|--------------------------------------|---------------|-----------------------------|
| Adkan Engineers dba Adkison Engineers, Inc. | 0 | 0 | 0 | 0 | 2 | 0.0% |
| Antigo Construction, Inc. | 0 | 0 | 0 | 0 | 2 | 0.0% |
| ARS Construction Services, Inc. dba Concrete Cutting IntL. | 0 | 0 | 0 | 0 | 2 | 0.0% |
| Cindy Trump Inc., dba Lindy's Cold Planing | 0 | 0 | 0 | 0 | 2 | 0.0% |
| FasTrack Rentals, Inc. | 0 | 0 | 0 | 0 | 2 | 0.0% |
| McKeon Door West, Inc. | 0 | 0 | 0 | 0 | 2 | 0.0% |
| Straight Up Surveying, Inc | 0 | 0 | 0 | 0 | 2 | 0.0% |
| Century Sweeping, Inc. | 0 | 0 | 0 | 0 | 3 | 0.0% |
| DSM Construction Inc. | 0 | 0 | 0 | 0 | 3 | 0.0% |
| G.B.H. Enterprises, Inc | 0 | 0 | 0 | 0 | 3 | 0.0% |
| HMT Electric Inc | 0 | 0 | 0 | 0 | 3 | 0.0% |
| Smith Shade & Linoleum Co., Inc. | 0 | 0 | 0 | 0 | 3 | 0.0% |
| SteelPro Specialties | 0 | 0 | 0 | 0 | 3 | 0.0% |
| Trademark Hoist Inc | 0 | 0 | 0 | 0 | 3 | 0.0% |
| Veterans Engineering Services Inc | 0 | 0 | 0 | 0 | 3 | 0.0% |
| WMB & Associates | 0 | 0 | 0 | 0 | 3 | 0.0% |
| Addison Equipment Rental | 0 | 0 | 0 | 0 | 4 | 0.0% |
| Exsell Sales Associates Inc | 0 | 0 | 0 | 0 | 4 | 0.0% |
| Golden State Boring & Pipe Jacking, Inc. | 0 | 0 | 0 | 0 | 4 | 0.0% |
| Koppl Pipeline Services, Inc. | 0 | 0 | 0 | 0 | 4 | 0.0% |
| Warren Collins & Associates, dba Collins Company | 0 | 0 | 0 | 0 | 4 | 0.0% |
| Cascade Drilling, LP | 0 | 0 | 0 | 0 | 5 | 0.0% |
| Griffin Contract Dewatering, LLC | 0 | 0 | 0 | 0 | 5 | 0.0% |
| L2 Specialties, Inc | 0 | 0 | 0 | 0 | 5 | 0.0% |

Data Received Through: September 30, 2020- Data Source: Contractor's LCP Tracker Report

Prime Contractor: Turner-PCL

| | Reported Community | HIRE LAX | Total Impact | Total Impact and Local | | Local Hire % |
|--------------------------------|-----------------------|-----------|--------------|---------------------------|---------------|--------------|
| Subontractor Name | Sponsorships | Graduates | Workers | Workers | Total Workers | (Headcount) |
| Matt Chlor, Inc. | 0 | 0 | 0 | 0 | 5 | 0.0% |
| Mitsubishi Electric US, Inc. | 0 | 0 | 0 | 0 | 5 | 0.0% |
| NMN Consruction | 0 | 0 | 0 | 0 | 5 | 0.0% |
| PCI | 17 | 10 | 0 | 0 | 5 | 0.0% |
| The Door Crew, Inc. | 0 | 0 | 0 | 0 | 5 | 0.0% |
| D7 Consulting Inc. | 0 | 0 | 0 | 0 | 6 | 0.0% |
| Electro Construction Corp | 0 | 0 | 0 | 0 | 6 | 0.0% |
| Hydraulic Crane LLC | 0 | 0 | 0 | 0 | 6 | 0.0% |
| Ultra Welding, Inc. | 0 | 0 | 0 | 0 | 6 | 0.0% |
| Cell-Crete Corporation Inc | 0 | 0 | 0 | 0 | 8 | 0.0% |
| MB Professional Service, Inc. | 0 | 0 | 0 | 0 | 8 | 0.0% |
| Newman Backhoe Service, Inc. | 0 | 0 | 0 | 0 | 8 | 0.0% |
| Ayala Boring, Inc. | 0 | 0 | 0 | 0 | 11 | 0.0% |
| Pavement Recycling Systems | 0 | 0 | 0 | 0 | 11 | 0.0% |
| PSC Industrial Outsourcing LP | 0 | 0 | 0 | 0 | 11 | 0.0% |
| Fine Grade Equipment, Inc. | 0 | 0 | 0 | 0 | 12 | 0.0% |
| BHC Crane, LLC | 0 | 0 | 0 | 0 | 18 | 0.0% |
| Dean's Certified Welding, Inc. | 0 | 0 | 0 | 0 | 19 | 0.0% |
| Mr. Crane, Inc. | 0 | 0 | 0 | 0 | 27 | 0.0% |
| | 86 | 37 | 434 | 2508 | 8354 | 30.0% |

LAX PLA Article III, Section 6 Contractor Hiring Obligations - . . . to maximize the employment of qualified local persons residing within the area of the Project, with the goal that <u>at least 30%</u> of each contractor's employees hired under this Agreement shall be either residents of the cities immediately adjacent to LAX or of the City of Los Angeles ("local residents"). Contractors shall develop a hiring plan and maintain records of their compliance efforts.