

125-133 Sumner Street

Clippership Village

January 27, 2021

Developer: Clippership Apartments Limited Partnership/Clippership Condominium LLC

Awarding Authority: BPDA

General Contractor: Cranshaw Construction

Construction Cost: \$ 27.1 Million

Construction Period: 06/19/19 - 04/27/21

Construction Monitor: Takara Hamilton

Completion Percentage: 67% (45 hours left)

New BRJP Ordinance Goals: 51% Resident 40% People of Color 12% Female

Winn Development is constructing a mixed-use, mixed-income, transit-oriented residential development called 125 Sumner Street and 133 Sumner Street (the "Project"). This redevelopment will replace four existing buildings and 20 affordable housing units owned and operated by the Boston Housing Authority ("BHA") on approximately 1.1 acres or 46,320 square feet of land in East Boston (the "Project Site"). Winn Development subdivided the existing parcel at closing and is currently constructing a 30 unit, mixed-income homeownership project at 133 Sumner Street, with 14 middle-income restricted condos (6 units at 80% of AMI and 8 units at 120% of AMI) and 16 market-rate condos, and a separate 22 unit income-restricted affordable rental project at 125 Sumner Street with Project-Based Vouchers for all units.

The proposed buildings will each be three-story wood-framed structures. The ground floor of the 125 Sumner Project will contain approximately 3,123 square feet of retail space fronting on Sumner Street. A well-marked and accessible public bicycle storage room will be located behind the retail space and on the southern end of 125 Sumner, there will be an approximately 1,040 sf community room, fronted by a community patio with views to the harbor and skyline beyond. The community room will be open and available to the public and will be advertised in the East Boston neighborhood as a potential meeting space. Open space is proposed between the 125 Sumner Project and the neighboring Carlton Wharf residential building. A community patio and community garden are envisioned for this space. The Project Site and buildings will be bisected by Lisbon Street, a new private way open to public travel. Lisbon Street will optimize safety for residents and neighbors with one-way vehicular circulation away from the harbor, connect with Havre Street at Sumner Street. Clipper Ship Lane will remain the primary vehicular connection from Sumner Street, reinforcing the private nature of Lisbon Street.

Boston Employment Commission Project Review

I. Overall Numerical Compliance

Report Run Date: 01/06/21

Includes Work Records from 10/26/19-01/06/21

# Work hours	# Workers	# Contractors	% Residents	% People of Color	% Female
63,786.58	501	22	22.1%	39.8%	5.2%

II. Numerical Compliance by Major Trades

Report Run Date: 01/06/21

Includes Work Records From 10/26/19-01/06/21

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
Carpenter	20,441.5	113	13.2%	31.3%	4.7%
Plumber	7,819.00	25	42.7%	21.3%	4.1%
Laborer	7,790.75	61	20.7%	38.9%	1.5%
Electrician	5,572.75	21	62.7%	95.4%	9.6%
Equipment Operator	3,225.25	48	6.7%	6.7%	1.1%

III. Numerical Compliance by Major Contractor

Report Run Date: 01/06/21

Includes Work Records From 10/26/19-01/06/21

Contractor	# of Wrkhrs	# of Workers	% Resident	% People of Color	% Female
Superior Plumbing	11,385	52	29%	35.2%	6.2%
Save On Walls	7,563.00	26	11.9%	31.7%	6.6%
North/South Construction	7,202.50	43	10.9%	34.9%	1.6%
French WL Excavating	6,497.33	97	5.4%	12.5%	2.9%
Marguerite Concrete	5,969.50	81	13.0%	21.0%	0.6%

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BRJP Highlights and Concerns

1. Resident Verification forms are at 90%.
2. There were 3 Shutdowns on this project. 1st shutdown was for DEP approvals 9/9/19 - 9/27/19, 2nd shutdown was again for DEP approvals 10/23/19 – 12/13/19, 3rd shutdown was for COVID 3/23/20 – 5/15/20.
3. The project's initial completion date was 12/01/20.
4. This project has provided work for Section 3 residents in the Boston area.
5. The overall resident percentage has increased by 9% since resuming in May 2020.
6. We are still a ways away from meeting the goals for Boston Resident and Female workers but we are working diligently on increasing diversity on the project until completion.

List of active Subcontractors

1. Marguerite Concrete - Effort attached
2. Phoenix Construction Resources - Effort attached.
3. Outkast Electrical
4. Superior Plumbing
5. Cogswell Sprinkler - Effort attached
6. Streamline Waterproofing - Effort attached
7. East Coast Interiors
8. Salem Glass
9. Save-On-Wall
10. Engineered Concrete Products
11. North East Foam - The interview process
12. Kevin Labadini Corp.
13. Select Paint - Effort Attached
14. A. Scolaro & Sons
15. Pavilion Floors

RECOMMENDATIONS: The BPDA Office recommends that –

- **BPDA and Cranshaw will continue to apply pressure on subcontractors to increase their performance on site.**
- **BPDA will follow up with marguerite weekly to try to improve their numbers as they near the end of their scope of work.**
- **BPDA will continue to push the subcontractors to reach out to their Business Agents to acquire a more diverse crew.**
- **Continue to support our subcontractors and encourage them to make the necessary steps towards meeting the diversity goals.**

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- **Continue to connect our subcontractors with pre-apprenticeship programs and non-union resources.**

Enforcement of 7 Compliance Efforts: 125-133 Sumner Street

- Pre-construction meeting - in compliance
- Weekly payroll submission (On Time) –In Compliance
- Corrective Action meeting - in compliance
- Boston Employment Commission Meeting– in compliance
- Providing communications/confirmations – in compliance
- Jobs Bank Referral(s) – in compliance
- Boston Resident Verifications – in compliance

ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by trade*
- PROJECT STATISTICAL REPORT *by contractor*
- BEST FAITH EFFORTS DOCUMENTATION
- HISTORY REPORT FOR CONTRACTORS - Separate Packet

Best Faith Efforts: Page 5-20

When approached about BFE, a majority of the subcontractors will immediately add additional workers to their workforce that help meet the goals. This is reflected in their spreadsheets. Other subcontractors will reach out directly to their BA, requesting workers. Subcontractor's also used outside resources to help meet BRJP goals. This is reflected in the screenshots below.

W.L French BFE

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SITE DEVELOPMENT . ENVIRONMENTAL REMEDIATION . SOIL MANAGEMENT

August 1, 2020

International Union of Operating Engineers, Local 4
Mr. David Shea
16 Trotter Drive
Medway, MA 03053-2299

Re: Request for Boston Residents Operators | 125-133 Sumner Street East Boston, MA

Dear Mr. Mandarin,

This letter is in regard to our current project goals at the 125-133 Sumner Street project. This Project is subject to the Boston Residents Job Policy which requires that employment of 51% Boston residents, 40% people of color and 12% female workforce must be achieved on a weekly basis until completion of the contract. **W. L. French Excavating Corporation is commitment to making best faith efforts in order to meet the goals of this Project.**

W. L. French Excavating Corporation respectfully requests the Union provide a current list of qualified, available Boston Resident Laborers, Boston Resident Minorities & Boston Resident Women. In addition, we request that when we call into the hall for manpower that you join us in our effort to meet the BRJP goals by supplying the project with Laborers that meet the project goal criteria ahead of other Laborers.

We respectfully request that all Operators provided to our company come authorized to work in the United States, have their OSHA 10 training and we strongly encourage 40 Hour HazWoper Training.

The scope of work of this project includes but is not limited to: (Deep excavations requiring knowledge of various types of shoring including sheet piles, wood lagging, manhole boxes, slide rail systems, etc. and dewatering associated with this and all activities; support of pile subcontractor for both drilling new piles and cutting of existing piles; deep utility work for the installation of water, drain and sewer; excavation and backfill for electric, tel./com, gas and under slab utilities that will be hung from the structural slab; excavation, backfill and compaction for all activities including concrete foundations, pile caps, slabs, etc.; all other site activities.

We appreciate your time and assistance with this matter.

Sincerely,

Nick Engel
Project Manager
W. L. French Excavating Corporation

Boston Employment Commission Project Review



SITE DEVELOPMENT . ENVIRONMENTAL REMEDIATION . SOIL MANAGEMENT

September 1, 2020

International Union of Operating Engineers, Local 4
Mr. David Shea
16 Trotter Drive
Medway, MA 03053-2299

Re: Request for Boston Residents Operators | 125-133 Sumner Street East Boston, MA

Dear Mr. Mandarinini,

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We appreciate your time and assistance with this matter.

Sincerely,

Nick Engel
Project Manager
W. L. French Excavating Corporation

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SITE DEVELOPMENT . ENVIRONMENTAL REMEDIATION . SOIL MANAGEMENT

October 1, 2020

International Union of Operating Engineers, Local 4
Mr. David Shea
16 Trotter Drive
Medway, MA 03053-2299

Re: Request for Boston Residents Operators | 125-133 Sumner Street East Boston, MA

Dear Mr. Shea,

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This project's scheduled duration is October 2020 through April 2021.

If you could please let us know of any Operators that fit these criteria are available currently and/or throughout the duration of this project it would be appreciated and will help in attaining the goals of this project.

We appreciate your time and assistance with this matter.

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BRJP Compliance Efforts

Overall Company Wide Efforts for Future Applicant Pool For BRJP Qualified Applicants

W. L. French Excavation Corporation (WLF) is a second-generation family owned company that has been in business for nearly fifty years. As a company in an industry that traditionally struggles with diversity, and whose ownership group is 50% women, we strive to be on the forefront of the efforts to improve diversity and inclusion across the industry. We have recently engaged our Senior Management team to discuss strategies and actions we can take specifically towards improving our compliance efforts in regard to the goals set forth by the Boston Residents Jobs Policy on our Construction Projects. The discussions led to a multifaceted initiative of fostering relationships and participation in outreach and mentorship programs. Moreover, we will continue to work on advertising and training campaigns internally and externally that stress elements of diversity and inclusion. The overarching goals of our company are to promote diversity and build for the future by specifically attracting both underrepresented demographics as well as the next generation(s) in general into the trades.

As previously mentioned, WLF has initiated and / or is involved the following Mentorship Programs:

- ***Building Pathways***
 - Connected Mary Vogel, Executive Director via email and Zoom conversations.
 - Mary has added WLF Employee Advisory Commission distribution emails & meeting notification list.
 - WLF shared its video recruitment efforts of exemplary tradespeople as examples with Mary to distribute as she saw fit with Building Pathways and her contacts at other trade organizations.
 - Mary suggested WLF reach out to our Unions and Apprenticeship Trustees, which we did. We have been told that the apprentice programs at both Local 4 and MA Laborers are not accepting applications until at least the Spring of 2021 due to COVID-19. We will revisit this effort early next year and / or as the restrictions surrounding COVID-19 lift.

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- ***Youth Build***
 - WLF reached out and connected with Brian McPherson via email and phone.
 - In December 2020, after Brian has a chance to get acclimated in his new role at Youth Build he will reach out to provide ways WLF can participate in this program; through mentorship, employee presentations and among other things, donations.
- ***North East Center for Trades Women's Equity***
 - WLF was referred to this organization by our contact at the BRJP office. WLF provided information this entity including a list of our active jobs, addresses and affiliated unions. The organization was in turn going reaching out to the unions to see if there was anyone available, and/or whether we could help get anyone into the Apprenticeship Programs of either union.
- ***BuildALife.org***
 - WLF reached out to Build A Life to inquire about ways we can help their program, including education and information to under-represented groups about the career paths within the construction industry. WLF is waiting to hear back from this group.
- ***Shawsheen Valley Technical Vocational High School***
 - WLF has a long-term collaboration, including a number of student co-op and interns who have worked in our maintenance facilities and office. We have hired a number of former interns upon graduation from Shawsheen Tech and have begun fulltime employees.
 - WLF has reached out to the Co-Op Director to see if there was an opportunity to further our relationship, including the possibility of joining any kind of employee advisory committee or board.

All of these efforts seek to show those who are underrepresented in our industry and the next generation the success, the value and the rewards that can be achieved by pursuing a profession in the trades. This is considered a high priority for WLF due to the looming labor shortage; the next generation(s) are not entering the industry workforce in equal numbers to those nearing retirement and the inability for WLF to meet the goals as set forth by the BRJP. These efforts can help reach underrepresented groups within our industry; ultimately leading

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SITE DEVELOPMENT . ENVIRONMENTAL REMEDIATION . SOIL MANAGEMENT

to a larger pool of available union, trade employees who can add value to our projects.

Additionally, WLF has been very active in promoting and fostering the inclusion of women in the construction industry.

- WLF is a member of National Association of Women in Construction.
- WLF has women represented in nearly every aspect of the company.
- WLF has a robust social media platform presence, and have leveraged those platforms to highlight and celebrate the tradespeople, people of color and women who work at WLF by sharing their achievements with hopes of inspiring other women to choose our industry as a career. It is our goal to educate those watching the videos we have showcased in the hopes that they may take a look at an industry that otherwise may not have considered as a viable career opportunity.

WLF celebrates trade workers as a whole population across all social media platforms. Other advertising methods are in the works to increase transparency on job sites by promoting employment opportunities and always ensuring all diverse populations will be considered equally. WLF has worked hard over many years to foster a positive work environment of Equal Opportunity and also ensuring an environment that welcomes everyone. Our managers across the company, including Foreman & Site Superintendents have had several trainings including anti-discrimination and harassment training. In 2021, WLF will be rolling out additional training around topics that include unconscious bias.

To summarize, WLF is motivated to work towards achievement of the goals set forth by BRJP to promote an inclusive and diverse workforce and to expose more people, specifically those under-represented in our field, to the many strong career paths within the construction industry.

August 2019 Clippership Job Fair

Are you interested in working on
construction projects?
Worked construction or renovation before?
Come sign up if you are interested in possible
employment opportunities!



Clippership 125/133 Summer St



The Mark at DeNormandie Wharf -99
Summer

Please join us to get more information and sign up.

Thursday August 29, 2019
Maverick Landing Community Room
31 Liverpool Street
East Boston, MA 02128
2:30-5:30 PM

What to bring with you?

- **Photo ID**
- **Proof of current address**

For more information please call Lara at 518-380-5607 or email
lara Hammes@renaissancgroups.com

Boston Employment Commission Project Review

Cogswell Recent Efforts

Peter Celestino

Thu, Dec 10, 2020, 2:18 PM



to me ▾

Hi Takara! I just spoke with my boss because our field super is off for the next few days. We will definitely be able to accommodate the Boston resident by mid next week. Our field super returns on Wednesday so we will have a meeting and be in compliance by Thursday morning if not before. When the change is made I will email you and confirm.

Thank you!

From: Takara Hamilton <takara.hamilton@boston.gov>

Sent: Thursday, December 10, 2020 10:56 AM

To: Peter Celestino <Peter.Celestino@cogswellsprinkler.us>



Takara Hamilton

Thu, Dec 10, 2020, 2:19 PM



Sounds good, thank you! I appreciate your efforts.



Takara Hamilton

10:49 AM (2 hours ago)



Good Morning Peter, We're you able to add a Boston resident to the Sumner Street Project?



Peter Celestino

10:58 AM (2 hours ago)



to me ▾

Hi Takara! We actually have pulled off that project until they are ready for us to come back. When we do return we will have a Boston resident on staff.

Thank you!

Peter Celestino

COGSWELL SPRINKLER CO., INC | Project Management

22 cantonbury street | worcester ma | 01610

main: 508-753-0015 x240 | fax: 508-753-5629 | direct: 774-262-3944

www.cogswellsprinkler.com

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Most Recent Select Paint Efforts

Nicole Livingston

to Travis, me ▾

Hi Takara,

Mark asked me to send this over .

Thank you

*Nicole Livingston
Marquis Management
1 Delaware Dr. Suite 5
Salem, NH 03079
Office: 603-893-5083 ext . 1811*

Wed, Dec 9, 2020, 1:21 PM



From: Mark Brightman <mbrightman@selectpaint.com>

Sent: Wednesday, December 9, 2020 1:00 PM

To: Nicole Livingston <nlivingston@mqsmgt.com>

Cc: Derek Rohlfing <drohlfing@selectpaint.com>; William Boucher <wboucher@selectpaint.com>; Jason Pasco <jpasco@selectpaint.com>; Fran Nelson <fnelson@selectpaint.com>; Mark Brightman <mbrightman@selectpaint.com>

Subject: RE: Best Faith Efforts -125/133 Sumner Street

Hi Nicole..

Can you pass this on please? We added a female today and 2 minority residents are starting Monday 12/14

Thank you,

Boston Employment Commission Project Review

Most Recent Marguerite Efforts

Gary Nashawaty

to Chelsie, me, Dustin ▾

Mon, Dec 14, 2020, 12:49 PM



Yes

We added a minority and a minority female resident.

We will continue to try and improve.

Thank you

Sent from my Verizon, Samsung Galaxy smartphone



...

[Message clipped] [View entire message](#)

Takara Hamilton <takara.hamilton@boston.gov>

to Gary, Dustin, Chelsie ▾

Mon, Dec 14, 2020, 12:50 PM



As always, I appreciate your efficiency, Gary.

I look forward to seeing a steady increase.

Thank you,

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Takara Hamilton

Tue, Jan 5, 4:29 PM (19 hours ago) ☆

Gary, I thought you were going to add a minority resident female to Sumner street? I don't see any residents. -- Takara S. Hamilton BRJP Com...

Gary Nashawaty

Tue, Jan 5, 4:32 PM (19 hours ago) ☆

I will check and get back to you.

Takara Hamilton

10:36 AM (58 minutes ago) ☆

Ok, let me know.

Gary Nashawaty

11:18 AM (17 minutes ago) ☆ ↩ ⋮

to me, Ryan, Dustin ▾

Takara

I spoke to my crew abt the below question.

We had **[REDACTED]** on site up to Xmas and then had work last week for 1 or 2 to just clean up but we do have another set of walls soon and we will be looking to add her back on.

We also added a Minority as well to try and help out our #'s.

They keep giving us small areas then we have to leave.

Thanks

...

Streamline Waterproofing Efforts



Jason Marshall jason.marshall@streamlinewaterproofing.com via appriver3651015609.onmicrosoft... Tue, Aug 4, 2020, 12:35 PM ☆ ↩ ⋮

to Katrina, me ▾

Katrina, as we discussed on the phone earlier, I am looking to hire a full time employee with benefits.

I would prefer an experienced Waterproofer / Caulker, but am open to training the right candidate.

Starting pay would be in the area of \$16-18 for an inexperienced trainee. (Experience and training would determine rate offered)

OSHA 10 training is required for all workers on a construction project. If a candidate has that in place already they would be more favorable than someone who does not.

Any type of construction experience or training would make them more favorable.

Any prevailing wage projects would determine the pay rate for those projects only. Non rated jobs would be paid at the offered rate at the time of hire.

Random drug testing is something we rarely do, but it is listed, in our companies employee handbook, as a tool available to Streamline for all employees.

Historically we have done this on a case by case basis if there is an issue that arises that warrants it.

We reserve the right to have it available both pre-hire and after hire. I don't think this will be an issue with our current projects, but some high risk projects will require it.

New hires would get an initial review after 90 days and yearly after that.

We offer our full time employees the following benefits after 90 days.

- 6 Paid holidays
- 90% company paid medical insurance

We offer our full time employees the following benefits after 1 year.

- 5 days PTO (Vacation/ sick days) 10 days after 5 years. (Massachusetts employees will begin earning PTO from day 1 in line with MA law)

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North/South Efforts

Brian Bennett bbennett@northsouthnh.com [via](#) northsouthnh.onmicrosoft.com
to me, Lou, Rowena ▾

Fri, Jul 31, 2020, 1:52 PM ☆ ↩ ⋮

Takara ,

We have a new female starting on this Monday her name is Rena Stewart and she is a resident hope this helps

Thanks Brian

Brian Bennett
Director Field Operations
North & South Property Advisors
North & South Construction Services
55 Calef Highway
Suite 2
Barrington, NH 03825
Office (603) 610-1784
Mobile (603) 498-0610

Boston Employment Commission Project Review

Phoenix Construction Most Recent Efforts

Takara Hamilton

12:40 PM (2 hours ago) ☆

Cate, Can you send over a Resident Verification Form for ██████████ Could you also provide me with any best faith efforts that you have co...

Cate Raske

📎 2:14 PM (42 minutes ago) ☆ ↩ ⋮

to me ▾

Hi,

Happy New Year - I have attached documents for ██████████ that I sent over on 10/01/20.

As of today we have one woman on the payroll and she is not a Boston Resident, she is currently working on a site in Somerville. I am in the office one day a week and know it's been very difficult to find people to hire, we have been getting our current employees to refer people they know. We have not been successful using other methods to hire people.

I will discuss your request with the business owner.

Cate

Engineered Concrete Products Efforts

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Carol Canzellarini

9:40 AM (37 minutes ago) ☆

Takara, We currently have a job opening advertisement running in the Boston area. Best, Carol-Ceci Canzellarini Project Accountant 111 Presti...

Takara Hamilton

9:39 AM (38 minutes ago) ☆

Carol, Could you please send me the link/screenshot?

Carol Canzellarini

10:13 AM (4 minutes ago) ☆ ↩ ⋮

to me, Alyssa, Travis, sandypaben@renaissancegroups.com ▾

Job Description

General Construction Labor

Duties: Pulling hoses, sweep/clean up and ability to lift 80 pounds.

Learn to Pump and Finish.

Must be willing to do manual labor.

Lots of Benefits!

Serious applicants only, Please.

Job Type: Full-time

Pay: \$16.00 - \$25.00 per hour



Takara Hamilton

10:15 AM (2 hours ago) ☆

Have you received any applications? Any potential candidates?



Carol Canzellarini

10:40 AM (1 hour ago) ☆ ↩ ⋮

to me ▾

I just spoke to Tim, my foreman, who does the interviews.

Yes, to a couple Boston and yes, to one female, none took the job though.

