

MassMutual's responsible contractor policy highlights



1. Over \$2.8 billion spent on union labor from 2006 to present.
2. Established Responsible Contractor Policy.
3. Periodic Policy review meetings with the North America's Building Trades Unions.
4. Proactive notification to North America's Building Trades Unions of any subcontracted work on our equity projects expected to exceed \$250,000, so that they can identify union contractors to bid on the work.
5. Periodic meeting with MassMutual real estate managers to review current and future projects.
6. Lending language that encourages borrowers to seek bids from union contractors.

"MassMutual's new construction policy represents a best practice on the part of construction real estate, loan and retirement service providers. The new policy reflects the close and cooperative relationship between MassMutual and North America's Building Trades Unions that will provide value and lead to successful partnerships for all involved. The goal is to provide financial security to our members, both while they are in their working years and when they retire."

*Sean McGarvey, President,
North America's Building Trades Unions*

"In 2013, MassMutual commenced significant infrastructure renovations and capital improvements to both its Springfield and Enfield Headquarters' campuses. The \$92 million plan, which was completed in the third quarter of 2014, includes a new data center and reconfiguration of the main entrance of the Enfield campus as well as a new employee mall, training rooms and data center improvements at the Springfield campus. In planning this significant work at both headquarters' campuses, MassMutual reached out to the Building Trades well in advance to partner with us and make sure all our union contractors had the opportunity to bid on and participate in this work. Many of our Springfield and Hartford area Locals have their retirement plans with MassMutual, and they make a strong commitment with their Construction Policy to ensure our members are always on the job at MassMutual Headquarters projects."

*Dan D'Alma, President, Western Massachusetts Building Trades,
Springfield, MA*

MassMutual's commitment to union labor



The hallmark of our current development is Boston's Fan Pier, a \$2 billion, 10-year project being constructed entirely with union labor under a Project-Labor Agreement.



The installation of photovoltaic and thermal solar panels at our headquarters in Springfield, Massachusetts, and our Enfield, Connecticut, location was done exclusively with union labor.



MassMutual thanks all of the Local Unions in Western Massachusetts and Connecticut for their work and dedication in completion of the Enfield and Springfield campuses' \$92 million capital infrastructure improvement projects. Our Enfield campus is the home office of Retirement Services and houses 1,600 employees. The work in Enfield includes a new data center, new main entrance, main lobby and new client meeting rooms.



We'll help you get there.®