



Building on a tradition of success

March 5th, 2025

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Reference: Meta 10X – Labor Attraction and Retention Plan (LARP)

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The Labor Attraction and Retention Plan (LARP) is designed to ensure that our project has access to a skilled and motivated workforce throughout its duration. This plan outlines the strategies and initiatives that will be implemented to attract new talent and retain existing employees, thereby minimizing disruptions and ensuring the successful completion of the project.

Summary of the Plan

The LARP focuses on three main areas: recruitment, retention, and employee development. By addressing these areas, we aim to create a positive work environment that attracts top talent and encourages long-term commitment from our employees.

1. **Recruitment:** We will implement targeted recruitment campaigns to attract skilled labor from various sources, including existing MMR projects, job fairs, online job portals, and partnerships with local trade schools and universities. Additionally, we will offer competitive compensation packages and sign-on bonuses to attract top talent.
2. **Retention:** To retain our workforce, we will focus on creating a supportive and engaging work environment. This includes offering competitive wages, comprehensive benefits packages, and opportunities for career advancement. We will also implement employee recognition programs to acknowledge and reward outstanding performance.
3. **Employee Development:** Continuous learning and development opportunities will be provided to our employees to enhance their skills and knowledge. This includes on-the-job training, certification programs, and access to online learning resources. By investing in our employees' growth, we aim to foster a culture of continuous improvement and innovation.



MMR Constructors, Inc.
A subsidiary of MMR Group, Inc.

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Triggers for Release of Funds

To ensure that the allocated funds are used effectively, we propose the following triggers for the release of the monies included in the LARP:

1. **Achievement of Recruitment Targets** : Funds will be released when specific recruitment targets are not met, such as hiring a certain number of employees within a specified timeframe. As previously noted, MMR will primarily support the project by hiring workforce from current MMR projects that will be reaching completion. MMR proposes a preestablished, agreed upon hiring plan in accordance with the resource loaded project schedule. If unable to achieve 75% of that weekly target for two (2) consecutive weeks then a release of funds will be triggered to offer hiring bonuses of a pre-determined, agreed upon amount.
2. **Employee Retention Rates** : Funds will be released based on achieving predefined retention rates. MMR proposes a preestablished, agreed upon retention rate plan. If the retention rate over a two-month period is less than 90% then a release of funds will be triggered to offer attendance incentives of a pre-determined, agreed upon amount.
3. **Completion of Training Programs** : Funds will be released when employees complete specific training or certification programs. This ensures that the workforce is continuously developing and acquiring new skills. MMR will have a full-time onsite training and development coordinator who focuses on training and development of the craft workforce. MMR proposes a preestablished, agreed upon training and development plan. When an employee completes a training module a release of funds will be triggered to offer training completion incentives of a pre-determined, agreed upon amount.
4. **Performance Milestones** : Funds will be released upon achieving key performance milestones, such as achieving specific productivity targets. This incentivizes employees to perform at their best and contribute to the project's success. MMR proposes a preestablished, agreed upon productivity target matrix that standardizes productivity expectations for all commodities within scope. If those targets are met or bettered a release of funds will be triggered to offer performance bonuses to the foreman or crew leader of the high-performing crews of a pre-determined, agreed upon amount.
5. **Employee Satisfaction Surveys** : Funds will be released based on the results of employee satisfaction surveys. Low satisfaction scores will indicate a negative work environment and justify the allocation of additional funds to maintain and improve employee morale. MMR proposes a preestablished, agreed upon score system for employee satisfaction surveys. If the satisfaction target metrics are not met, then a release of funds will be triggered to implement measures to improve the workplace and improve worker morale. The amount and allocation of funds will be of a pre-determined, agreed upon amount and utilization strategy.



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By implementing the LARP and utilizing these triggers for the release of funds, we aim to create a stable and motivated workforce that will contribute to the successful completion of the project.

Sincerely,

David Wale

David Wale
Mission Critical Director



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