



## **Thresholds Loren Juhl Renovation Q & A**

### **1. What are the labor requirements Union, Prevailing Wage, or Open Shop?**

- a. Thresholds does expect that tradespeople on this project will be union members. Illinois Prevailing Wages are required.

### **2. What is the preferred business enterprise WBE, MBE, DBE, or Section 3?**

- a. Thresholds is committed to inclusion, diversity, equity, and access to advance social justice. We respect, honor, and value diversity and we are invested in creating an inclusive culture that is compassionate, committed, and caring. Additionally, Thresholds is committed to working in and with communities to change existing structures that deny equitable access to housing, employment, resources and health care to people, particularly those with behavioral health conditions. Our procurement processes are one means to address racial inequality. Therefore, we give preference to opportunities for businesses owned by people of color and/or women. If a business meets this criteria but is not certified, please provide explanatory information for review.