

Community Benefits Plan

Summary of Reporting Elements

A. General Responsibility of the Board Oversight Committee (BOC) as it Relates to Receiving and Reviewing Reports

The BOC shall oversee Developer's compliance with the terms and conditions of the Plan and will provide monitoring, oversight, and accountability in connection with the performance of this Plan. **In furtherance of this responsibility, the BOC shall receive and review reports from Developer and its Community Benefits Director or designated liaison, as set forth in this Plan, relative to this Plan's progress and Developer's commercially reasonable efforts to implement the programs contemplated by this Plan.** The BOC shall report to the CCSA its findings as to whether Developer is making commercially reasonable efforts to implement the programs contemplated by this Plan. (*Community Benefits Plan, Section 2.3*)

To the extent the BOC reasonably determines Developer has failed to make commercially reasonable efforts to implement this Plan, after having received two consecutive reports from Developer indicating such noncompliance or after receiving an audit report indicating noncompliance, the BOC shall provide notice of such noncompliance to the Developer. (*Community Benefits Plan, Section 2.8.2*)

B. General Outline of Community Benefit Plan Programming and Reporting Elements

- Developer will provide **quarterly reports** that will identify Developer's efforts to comply with this Plan during construction of the Project. (*Community Benefits Plan, Section 2.6*)
- Developer shall **identify its designated Community Benefits Director**, who shall be responsible for providing reports to the BOC. (*Community Benefits Plan, Section 2.3*)
- Reports are to reflect the **efforts of the Developer as well as its various contractors** charged with constructing, operating, and servicing the stadium project. (*Community Benefits Plan, Section 2.6*)
- Reports shall include **identification of any programs created pursuant to the Plan** and performance metrics related thereto. (*Community Benefits Plan, Section 2.6*)
- Reports shall include the **share of the stadium construction undertaken by Local Small Business Enterprises**. (*Community Benefits Plan, Section 2.6 and Section 3.1.8 (requiring that 15% of the aggregate value of construction work be subcontracted to Local Small Businesses)*) Please also see Section 3.2.1 for a list of reasonable commercial efforts the Developer has committed to use to encourage participation by Local Small Business Enterprises, including Women and Minority Business Enterprises (WMBEs).
- Reports shall include the **share of stadium construction performed by minority and women workers**. (*Community Benefits Plan, Section 2.6, Section 3.1.8 and Section 3.3.1(I) (requiring that not less than 38% of construction work hours shall be performed by women and minority workers)*)

Community Benefits Plan

Summary of Reporting Elements

- Reports shall **include Women and Minority Business Enterprise hiring, purchasing and contracting shares.** (*Community Benefits Plan, Section 2.6, Section 3.1.7 and Section 3.3.4*)
- Developer shall require that Local Small Business and WMBEs **meet the requirements** as set forth in SB1 and/or can provide **proof of certification.** (*Community Benefits Plan, Section 3.1.4*)
- Developer will **encourage and support Community Access Programs,** including programs for veterans and military families, disadvantaged and at-risk youth, and low-income residents (*Community Benefits Plan, Section 3.2.2*)
- Developer will **implement the Community Workforce Program,** which provides construction entry-level employment opportunities for low-income residents through short-term "hands on" industry experience from which participants can learn and identify a career path should they desire to pursue opportunities within the construction industry (*Community Benefits Plan, Section 3.3.1(B)*)
- Developer will **partner with transition agencies,** including Helmets to Hardhats, and will endeavor to promote and provide relevant employment opportunities to veterans. (*Community Benefits Plan, Section 3.3.1(C)*)
- Developer will **work closely with the building trade unions** to enable women and minorities to enter into apprenticeship programs during construction. (*Community Benefits Plan, Section 3.3.1(E)*)
- Developer will **partner with local sourcing agencies** to ensure disadvantaged individuals are prepared for construction work by providing basic work clothes, boots, and tools. (*Community Benefits Plan, Section 3.3.1(F)*)
- Developer will **encourage and support livable wage programs** for employees working on the construction and operation of the Project. (*Community Benefits Plan, Section 3.3.3*)
- At least once each calendar year, the Developer shall **host an employment and business development opportunity fair,** or host or participate in a similar event, designed to inform and encourage participation in stadium-related employment and business opportunities for small businesses, WMBEs, and other Targeted Groups. (*Community Benefits Plan, Section 3.3.6*)
- At least once each calendar year, the Developer shall **solicit input from Local Chambers** relative to the effectiveness of the employment and business development initiatives set forth in this Plan. (*Community Benefits Plan, Section 3.3.7*)

Community Benefits Plan

Summary of Reporting Elements

- To address capacity building of small local, women and minority owned businesses, Developer will **develop a Local Small Business Enterprise Resource Center** as a tool to strengthen and expand local small, women and minority owned businesses in the community during the construction process. (*Community Benefits Plan, Section 3.4.1*)

- Developer will provide **support services for Targeted Groups taking classes**. (*Community Benefits Plan, Section 3.4.2*)

- Developer's **internship program during construction** will offer high school and college students the opportunity to participate in paid summer internships that will expose them to the construction industry and will give students the opportunity to gain experience in varied aspects of the construction business. (*Community Benefits Plan, Section 3.4.3*)