

Community Benefits Plan
Conceptual Outline

Name	Community Benefits Plan
Statutory Requirement	<p>Senate Bill 1, Sec. 29.5 (Community Benefits Plan) Senate Bill 1, Sec. 31.5 (Local Small Business Hiring Requirement)</p> <p><u>Purpose</u> 1. The developer partner and the Stadium Events Company shall develop a community benefits plan to ensure the greatest possible participation by all segments of the local community in the economic opportunities available in connection with the design, construction and operation of the National Football League stadium project developed by the developer partner and operated by the Stadium Events Company</p> <p><u>Oversight</u> 2. A stadium community oversight committee must be created to carry out the community benefits plan developed pursuant to subsection 1. The stadium community oversight committee is hereby authorized to enforce the provision community benefits plan which it was created to carry out</p>
Phases of the Project to be Covered by the Plan	<p>1. Stadium Design 2. Stadium Construction 3. Stadium Operations</p> <p>Note(s): Includes direct services and goods contracts and employment as well as procurement contracts and vendor contracts</p>
Oversight Committee Make Up	<p><u>Oversight Committee</u> 7 members 2 members appointed by the Stadium Authority (including chair) 2 members appointed by the Governor (in consultation with legislative leadership) 3 members appointed by the StadCo/DevCo</p> <p>Note(s): oversight committee will not have a budget, but it will be staffed, as necessary, by the Stadium Authority; committee members will be volunteer, unpaid positions; committee meetings will be subject to the Nevada Open Meeting Law</p>
Hiring Targets	<p><u>Local Small Businesses</u> Prime contractor(s) must subcontract at least 15 percent of the aggregate value of work subcontracted to third parties in connection with construction of the Project to local small businesses as defined in SB1, Sec. 31.5(2)</p>

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	[Workforce Diversity/Certified Business Enterprise Targets Pending]
Certification of Targeted Businesses	[Pending]
Funding for the Community Benefits Plan	<p>StadCo/DevCo acknowledges and agrees that the implementation of, and compliance with, its commitments as set forth in the plan will require the commercially reasonable expenditure of funds, foregoing certain revenue streams, incurring higher operating expenses and distributing other meaningful resource allocations (e.g., volunteer hours), either directly by StadCo/DevCo or by those charged with carrying the various provisions of the plan on the StadCo/DevCo’s behalf. All parties acknowledge the resource allocations necessary to effectuate plan are significant and some may not be readily quantifiable.</p> <p>Note(s): Nothing in the plan shall be interpreted to require that the StadCo/DevCo or any other party allocate resources or otherwise incur costs other than on a commercially reasonable basis.</p>
NFL Grants and Funding	The StadCo/DevCo and the Raiders will work with the National Football League to obtain grants to fund facilities improvements for local community athletic and educational organizations
Prime Contractor Requirements	<p><u>Local Small Business Requirements</u></p> <ul style="list-style-type: none"> • A prime contractor must allow subcontracted small local business to be covered by any bond or insurance of the prime contractor (the prime contractor may, however, recover proportional cost from the small local business) • Contractor may not impose any requirements on the small local business relating to the employees selected by the small local business to perform the subcontracted work • Prime contractor(s) must provide a mentorship program to help develop the skills necessary to carry out the subcontracted work • Failure of a prime contractor to comply shall be deemed a material breach of contract

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Bid Package Structuring	Bid packages will be structured to allow for maximum participation by local, small, women and minority-owned and other targeted businesses
Accelerated Payment Processing for Small Businesses	StadCo/DevCo will develop an accelerated payment process for small businesses to ease the cash flow difficulties such firms may experience
Business Retention Plan	StadCo/DevCo will develop and maintain and business retention plan for targeted businesses
Monitoring and Reporting	<p><u>StadCo/DevCo Generally</u> Will institute commercially reasonable internal controls and monitoring procedures relative to the plan and the fact that it is being carried out by its various contractors</p> <p><u>Reporting to Oversight Committee During Construction</u> Monthly reports on local small business hiring Quarterly report on all hiring targets</p> <p><u>Reporting to Oversight Committee Post Construction</u> Quarterly reports on all hiring and contracting requirement until such time as there have been two consecutive quarters in which all hiring and contracting targets have been met, then annually; in the event an annual report demonstrates one or more targets are not being met, then quarterly reports will be required until there is again two consecutive quarters showing compliance; Raiders will continue to produce an annual corporate responsibility report (community report) in a manner consistent with that done historically</p>
Remedy in the Event Targets are Not Being Met	<p><u>StadCo/DevCo Determine Noncompliance</u> Develop and present a remedial plan to address the noncompliance; remedial plan revisions cannot reduce requirements of the community benefits plan without the approval of the oversight committee</p> <p><u>Oversight Committee Determines Noncompliance</u> Provide notice to the StadCo/DevCo; if StadCo/DevCo concurs, they develop and present a remedial plan to address the noncompliance; if StadCo/DevCo does not concur, they submit an explanation as to why they believe they remain in compliance with the community benefits plan; no elements of the remedial plan can reduce the requirements of the community benefit plan without approval of the oversight committee; to the extent the</p>

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	<p>parties cannot come to a resolution, notice will be provided to the Stadium Authority and there will be a process to resolve the dispute</p>
<p>Project Labor Agreement</p>	<p>To the extent DevCo enters into a project labor agreement, it will reference and be consistent with the community benefits plan</p>
<p>Community Access Programs</p>	<p>StadCo/DevCo will encourage and support community programs for veterans and military families, disadvantaged and at-risk youth, and low-income residents, including, for example, discounted ticket opportunities for these groups</p>
<p>Community Outreach and Collaboration</p>	<p>StadCo/DevCo will utilize local partnership to communicate opportunities and develop plan implementation strategies; collaborative partners shall include, but may not be limited to Latin Chamber of Commerce, National Association of Minority Contractors, Women Business Enterprise Council, Nevada Contractor’s Association, Western Region Minority Supplier Development Council, Urban Chamber, Asian Chamber of Commerce, and the Gay and Lesbian Chamber of Commerce Nevada</p> <p>StadCo/DevCo will or their contractors will maintain an Internet presence that provides information and encourages targeted businesses and workers to apply for business or employment opportunities</p> <p>StadCo/DevCo will encourage and support community outreach programs designed to educate and encourage targeted business and worker opportunities</p> <p>StadCo/DevCo and the oversight committee will, where helpful to do so, encourage input and recommendations from organizations such as Latin Chamber of Commerce, National Association of Minority Contractors, Women Business Enterprise Council, Nevada Contractor’s Association, Western Region Minority Supplier Development Council, Urban Chamber, Asian Chamber</p>

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	<p>of Commerce, and the Gay and Lesbian Chamber of Commerce Nevada relative to strategies that might support the plan, increase awareness or otherwise be helpful in effectuating the plan</p> <p>Note(s): See also, <i>Workforce Training and Development</i></p>
<p>Workforce Training and Development</p>	<p>Workforce capacity will be developed through community partnerships including working unions, prime contractors, applicable subcontractors, universities, and other organizations to train a diverse and competent workforce to prepare targeted applicants to become pre-apprentices. StadCo/DevCo will provide support services for targeted applicants taking classes. StadCo/DevCo shall consider training programs recommended by the oversight committee from time to time and shall specifically consider career workshop programs, individual employment and service plan programs, vocational skills training, work support services and job placement services</p> <p>To address capacity building of small, women and minority businesses, StadCo/DevCo will develop a Local Small Business Enterprise Resource Center as a tool to strengthen and expand small, women and minority businesses in the community</p> <p>StadCo/DevCo will work with building trade unions to enable women and minorities to enter apprenticeship programs StadCo/DevCo will implement a program that provides 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</p> <p>StadCo/DevCo will partner with veterans’ transition agencies, including Helmets to Hardhats, and will endeavor to promote and provide relevant construction industry employment opportunities to veterans during the life of the project</p> <p>StadCo/DevCo will maintain relationships with the faith-based community leaders, utilizing their relationship with the communities they serve to communicate employment opportunities regarding the project</p> <p>StadCo/DevCo will partner with local sourcing agencies to ensure disadvantaged individuals are prepared for construction work by providing basic work clothes, boots and tools</p>

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	<p>StadCo/DevCo will maintain relationships with the Gay and Lesbian Chamber of Commerce Nevada and community leaders, to communicate employment opportunities on the project</p> <p>Note(s): StadCo/DevCo will develop a “first source” employment program that creates a link between the programs designed to develop the workforce and opportunities available on the project</p>
Internship Program	<p>StadCo/DevCo will offer high school and college students the opportunity to participate in summer internships</p>
Raiders Foundation/Corporate Responsibility Program	<p>The Raiders Foundation is the primary charitable arm of the Raiders will be active in the community to increase community and civic health through military support and youth development</p> <p>Raiders will to continue their long-standing tradition of community outreach through the Raiders Community Relations Department, a department within the Raiders’ organization devoted to ensuring that the organization serves as an asset to the Las Vegas metropolitan community, above and beyond the civic and economic benefits flowing to a host community for storied National Football League club</p> <p>All members of the Raiders organization, including members of the Raiders NFL team, are encouraged to reach out to the local community to support local charitable and civic causes</p> <p><u>Historical Examples</u></p> <ul style="list-style-type: none"> • Player participation in programs at local schools designed to encourage students to sharpen their skills both on the field and in the classroom; • Player participation in Breast Cancer Awareness Day and fundraising; • Player participation in programs designed to encourage young children develop a healthy lifestyle through proper diet and exercise; • Player participation in efforts to raise awareness and/or fundraise for various charitable causes through the My Cleats program and other initiatives; • Player participation in local food drives and bringing holiday meals and gifts to members of the local community who would not otherwise have an opportunity to celebrate the

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	<p>holidays;</p> <ul style="list-style-type: none"> • Hosting multiple visits by the Make-A-Wish Foundation that provided children the opportunity to spend time with their favorite players; • Hosting player safety clinics for area youth football coaches; and • Providing to charitable donations to numerous organizations including local scholarship funds, Toys For Tots, and youth and veteran organizations.
<p>Community Benefits Plan Staffing</p>	<p>DevCo will appoint a Community Benefits Director during the construction phase to provide leadership in the implementation and monitoring of the plan</p> <p>After completion of the construction, StadCo will designate an individual to serve as StadCo’s liaison regarding any issues related to compliance with the plan</p>
<p>Living Wage</p>	<p>StadCo/DevCo will encourage and support livable wage programs</p>
<p>Audit</p>	<p>[Pending]</p>