

COLISEUM PARCEL REDEVELOPMENT COOPERATION AGREEMENT

EXHIBIT B

Anticipated Minimum Community Benefits

- (1) As it relates to community outreach and engagement:
 - (i) Intentional and meaningful engagement of the residents living closest to the project and other community members likely to be most impacted by the project;
 - (ii) Involvement of community members in the planning process in an effort to ensure the community's goals, objectives, priorities, and criteria for growth and reinvestment are considered in project planning;
 - (iii) Inclusion of community members in the decision-making process for the project, such as by providing for community representation on a project advisory team or task force; and
 - (iv) Ensuring that any significant change to the project's scope of work includes additional community engagement and discussion.
- (2) As it relates to job creation and workforce development:
 - (i) Placement of all advertisements for job opportunities through multiple media, including local print publications and social media outlets;
 - (ii) Conduct job fairs and information sessions in each City Council district;
 - (iii) Create ongoing hiring opportunities for students operated by the School Board of the City of Richmond through recruitment, training, and internship programs;
 - (iv) Conduct outreach programs that target neighborhoods in the city with high poverty rates;
 - (v) Give employment preference to qualified honorably discharged veterans of the armed forces of the United States;
 - (vi) Participate in and provide apprenticeship programs certified by the Virginia Department of Labor and Industry or the U.S. Department of Labor;
 - (vii) Emphasize hiring of full-time employees over part-time employees;
 - (viii) Provide health and retirement benefits plans to employees;
 - (ix) Require all contractors and subcontractors to pay the greater of \$15 per hour and the prevailing wage for the City of Richmond as determined by Virginia Commissioner of Labor and Industry based upon the prevailing wage rates under the Davis-Bacon Act (the latest reference for prevailing wage rates in Virginia is

available at <https://www.doli.virginia.gov/prevaling-wage-law/> under the “Virginia Prevailing Wage Rates” reference tab) and

(x) Require all contractors and sub-contractors participating in project construction to set a goal to achieve certain hiring targets.

(3) As it relates to supporting minority business enterprises and emerging small businesses as defined in City Code section 21-4:

(i) Submit and follow a MBE/ESB Utilization Plan in consultation with the City’s Office of Minority Business Development, which plan includes good faith efforts to achieve meaningful goals for minority business enterprise and emerging small business participation in both project construction and ongoing operation; and

(ii) Submit and follow a plan to aid:

-The startup and growth of micro and small businesses;

-Micro and small Richmond-based businesses, as defined by the Virginia Department of Small Business and Supplier Diversity, in need of financial assistance in order to lease office or retail space;

-Graduates of schools operated by the School Board of the City of Richmond that reside in census tracts with a poverty rate of 15% or higher, in need of scholarships or other assistance to attend trade, technical, and two- or four-year colleges or universities.

(4) As it relates to sustainability and site development:

(i) Develop the project at a minimum to LEED Silver standards;

(ii) Utilize district-wide sustainability practices, such as district-wide stormwater management and reuse, on-site renewable energy generation, and other innovative district-wide sustainability initiatives;

(iii) Develop the district in a way that supports transit-oriented development and supports multimodal transportation and increases walkability;

(iv) Provide and follow a plan for diverting from landfills the project-related demolition, construction, and land-clearing debris;

(x) Recycle or reuse at least 50% of the demolition and construction waste;

(xi) Provide services for the collection, storage, compaction, removal, recycling and composting of materials from the project;

(xii) Provide bicycle parking and storage facilities on the project site and provide electric vehicle charging stations and infrastructure for a minimum of 10% of all required parking spaces within the project;

(xiii) Provide shade trees on all existing and new streets within and surrounding the project and any surface parking lot within the project; and

(xiv) Develop and follow a plan to salvage and recycle building elements and materials from any existing historic buildings within the project footprint, to the extent applicable.

(5) As it relates to affordable for-sale and rental housing:

(i) The affordable housing units shall be similar in size, quality, and amenities to the project's market rate units;

(ii) The affordable housing units shall be dispersed throughout the project; and

(iii) The affordable housing units shall vary in size to accomplish a mix of one, two, and three bedroom affordable housing units.