

ATTACHMENT NO. 8

EMPLOYMENT AND TRAINING AGREEMENT

In cooperation with the City of Inglewood, the Developer shall aid in the creation and development of a job recruitment and training program in order to provide employment opportunities to Inglewood residents during construction of the Project. The program shall maximize the availability and accessibility of employment in connection with the construction of the improvements on the Property. As further provided below, it shall be the goal of the Developer to award at least 30% of the total value of funds awarded for contracts and subcontracts related to construction activities of the Project, to minority contractors (reflecting the makeup of the Inglewood Community) with at least 50% of the 30% being awarded to local qualified Inglewood businesses. Special emphasis shall be placed on the creation of a partnership between the Developer and the City of Inglewood as the principal resources to achieve the aforesaid goal.

The Developer's commitments set forth below are also included in Exhibit C to the Development Agreement, and compliance with the requirements of Exhibit C to the Development Agreement shall also constitute satisfaction of the requirements of this Employment and Training Agreement. Exhibit C to the Development Agreement also includes additional Developer's commitments regarding employment recruitment and training with respect to the operation of the Project.

The Developer shall initiate the following actions/activities:

- a) **Workforce Outreach.** In consultation with the City, Developer shall fund a Workforce Outreach Coordination Program (the "**WOCP**") in the aggregate amount of \$600,000, over a period of 4 years, starting from the Effective Date. Funding for the WOCP shall include the costs of outreach and marketing, and the retention of a qualified Workforce Outreach Coordinator. Developer shall hire a local qualified Workforce Outreach Coordinator for the construction period, and shall designate a Workforce Outreach Coordinator on the Arena operations staff following completion of construction, whose job responsibilities shall include marshaling and coordinating workforce outreach, training and placement programs construction jobs as well as operations related jobs as provided in Exhibit C to the Development Agreement. The Workforce Outreach Coordinator shall also marshal and coordinate workforce outreach and training and placement programs by engaging in the following community outreach activities: (i) advertising available workforce programs; (ii) establishing a community resources list that includes the Inglewood Chamber of Commerce, service organizations, block clubs, community town hall meetings, and religious organizations; and (iii) notification and advertising of upcoming job opportunities and job fairs as described below. The overall objectives and goals of the WOCP shall include: (i) establishing strategic community outreach partners with existing organizations such as community organizations, churches, and state and local resources; (ii) partnering with community organizations to facilitate intake and assess

potential job training candidates; (iii) building working relationships with contractors, religious organizations, local political leaders and other local organizations; (iv) working with contractors to estimate the number of employment opportunities and required skills; and (v) monitoring efforts by contractors as required in this Employment and Training Agreement. In furtherance of these objectives, the Workforce Outreach Coordinator shall also coordinate with existing organizations, which offer employment and training programs for Inglewood residents, such as the South Bay Workforce Investment Board and other similar organizations so that the expertise of that organization is matched with the particular Project need, it being recognized that the needs of the Project and the available organizations will change over time.

- b) **MBE/DBE Participation Goals.** Developer shall require that all construction contractors shall have a goal to achieve participation by MBE/DBEs of at least 30% of the total value of contracts and subcontracts awarded for construction activities during the Project, with a goal of at least 50% of such 30% goal being awarded to local qualified businesses located in Inglewood. Developer's and its contractors' obligations with respect to this goal shall be satisfied by engaging in the following activities: (i) utilization of the WOCP to identify and solicit MBE/DBEs; (ii) coordination with organizations such as the Inglewood Chamber of Commerce and other local service organizations to identify and solicit MBE/DBEs; and (iii) funding (by Developer only) and participation in job fairs as further provided in paragraph c) below.
- c) **Job Fairs.** Developer shall contribute a maximum of \$150,000 over the lifetime of the Project in order to fund at least 4 job fairs and related advertising and promotion for those job fairs. At least one job fair shall take place 3 months prior to the commencement of the Project, with the second job fair to take place no later than six months prior to the first ticketed event held after the opening of the Arena. All job fairs shall be open to the general public and include information about available employment opportunities, as well as opportunities to submit resumes and applications. Developer shall publish notice of each jobs fair once each week in a newspaper of general circulation in Inglewood for 3 weeks prior to that job fair.
- d) **Planning Efforts.** The Developer shall participate in the ongoing local planning efforts of the State of California's Employment Development Department and Workforce Investment Act Program. This participation may take the form of membership in the South Bay Work Force Investment Board or other formal advisory bodies that assist in program design as seen fit by the Developer and the City.

The City shall initiate the following actions/activities:

- e) The City shall work with the Developer to develop training and recruitment materials which will be used to solicit participation on the part of the minority

business community in the development of the Project. The City shall provide its list of minority contractors to the Developer which, to the greatest extent possible, shall be used, in conjunction with other resources, to solicit qualified contractors to work on this project.

- f) The City, will cooperate in the implementation of job fairs and other recruitment efforts, in conjunction with the Developer, to make sure that every conceivable effort is generated to attract the required qualified labor pool to assist in the attainment of the goals of this Employment and Training Agreement.

AUDIT AND COMPLIANCE

The Developer shall annually review its compliance with the requirements of this Employment and Training Agreement. The Developer will keep such records as are necessary to determine compliance with the requirements of this Employment and Training Agreement. These records will be designed to indicate (1) the number of minority subcontractors working on the development and (2) the progress being made in securing the services of minority group subcontractors.