SUPPLEMENTAL DOCUMENT 14

LOCAL AND TARGETED WORKER HIRING REPORTING

EXHIBIT "W" TO LOAN AGREEMENT

LOCAL AND TARGETED WORKER HIRING PROGRAM REQUIREMENTS

(COUNTY GENERAL FUND - PROJECT NO. _____)

All projects must utilize best efforts to achieve the Local Resident hire goal of 30 percent of total California construction labor hours and a Targeted Worker hire goal of 10 percent of total California construction labor hours. Hours worked by a Targeted Worker who is also a Local Resident may be applied towards the 30 percent Local Resident hire goal.

The Contractor shall ensure posting a wide array of its construction job advertisements and/or seeking the assistance of a community service provider organization, if necessary, to ensure the best efforts hiring requirement provided for Local Workers is met in accordance with this Policy.

Exceptions for projects in jurisdictions enforcing their own local hiring policy, and for projects with federal or State funding prohibitions on geographic preferences will be determined on a case-by-case basis by Chief Executive Office (CEO), in consultation with the County Board of Supervisors Offices and County Counsel, and the exemption shall be stated in the corresponding Board letter.

Affordable housing projects financed with federal funds subject to 24 CFR Part 135 will follow local hiring and training guidelines promulgated through Section 3 of the Housing and Urban Development Act of 1968 (12 U.S.C. 1701u) (Section 3). The purpose of Section 3 is to ensure that employment and other economic opportunities generated by certain Housing and Urban Development (HUD) financial assistance can be directed to low- and very low-income persons, particularly those who are recipients of government assistance for housing, and to business concerns which provide economic opportunities to low- and very low-income persons.

LOCAL RESIDENT

Local Resident hiring uses a two-tiered preference system.

A ***Tier I Qualified Local Resident*** is defined as a County resident whose primary residency is:

(1) within five (5) miles of the proposed project site; and
(2) is within a qualifying Zip Code (see definition below). If a qualifying Zip Code is partially located within the 5-mile radius, then the entire Zip Code is considered as Tier I Zip Code, and workers living in that entire Zip Code area may qualify as Tier I hire.

A ***Tier 2 Qualified Local Resident*** is defined as a County resident whose primary residency is:

(1) within a qualifying Zip code; and
(2) that qualifying Zip Code is beyond five (5) miles of the proposed project site.

A ***qualifying Zip Code*** is defined as a Zip Code within the County of Los Angeles, where either:

(1) the average percentage of households living below 200 percent of the Federal Poverty Level (FPL) for that individual's primary residency's Zip Code is greater than the County average for such households; or
(2) the Zip Code is one of 11 additional Zip Codes determined by the Board on September 6, 2011 to be a Zip Code where at least 30 percent of the population is living in poverty, and with an unemployment rate of at least 150 percent of the national average.

A Local Resident is defined as an individual living within the Tier 1 or Tier 2 ZIP Codes of Los Angeles County. Before employing worker(s) from Tier 2 ZIP Codes, the available pool of local residents whose primary place of residence is within Tier 1 ZIP Codes must first be exhausted.

TARGETED WORKER

A ***Targeted Worker*** is an individual who is both a County resident and who faces one or more of the following barriers to employment:

1. Has a documented annual income at or below 100 percent of the Federal Poverty Level;
2. Has no high school diploma or GED;
3. Has a history of involvement with the criminal justice system;
4. Is experiencing protracted unemployment (receiving unemployment benefits for at least 6 months);
5. Is a current recipient of government cash or food assistance benefits;
6. Is homeless or has been homeless within the last year;
7. Is a custodial single parent;
8. Is a former foster youth;
9. Is a veteran, or is the eligible spouse of a veteran of the United States armed forces, under Section 2(a) of the Jobs for Veterans Act (38 U.S.C.421 5[a});
10. Is an eligible migrant and seasonal farmworker;
11. Is currently an English language learner;
12. Is an older Individual (55+);
13. Is disabled; or
14. Is an individual with a low level of literacy.

PROGRAM REQUIREMENTS

From time to time, the Local and Targeted Worker Hiring Program may be updated or amended by the Los Angeles County Board of Supervisors and/or Chief Executive Office. Projects are expected to adhere to the Local and Targeted Worker Hiring Program in effect at the time of permitting. Reporting on progress with meeting program requirements will be made monthly and will be a prerequisite to receipt of approval of funds during each construction draw and permanent loan conversion.

The lead developer is required to facilitate the Local and Targeted Worker Hiring Program and must provide evidence of outreach to Local Residents and Targeted Workers and report on hiring activities monthly (sample form provided below). The LACDA will condition the approval of construction draws and release of funds at conversion to permanent financing on the submission of monthly reports.

To demonstrate best efforts at achieving the designated hiring goals, the project's lead developer shall provide evidence of outreach efforts that shall include but not be limited to:

- Advertising the project information and Local Resident and Targeted Worker hiring goals, job fairs, and job opportunities via two separate notices in community newspapers prior to the start of construction;

- Conducting outreach to organizations or programs such as:
    - Local Workforce Investment Board and job centers;
    - Area chamber(s) of commerce;
    - Any local community colleges, trade and technical schools, and other employment training programs;
    - Labor organizations if union labor is used; and
    - The local jurisdiction's social services department.

- Conducting at least two job fairs at or near the job site;

- To the extent available, using the lead developer's and general contractor social media outlets and website to advertise the Local and Targeted Worker hiring aspects of the project;

- The following resources may be used to connect contractors to workers meeting the definition of a Local Worker or a Target Worker, should the contractor require assistance. Additional Community Service Providers may be used by contractors and subcontractors to identify local residents and Targeted Workers.

    1. Los Angeles County Workforce Development, Aging, and Community Services: https://wdacs.lacounty.gov/
    2. LA Jobs: https://jobs.lajobsportal.org/
    3. Cal Jobs: https://www.caljobs.ca.gov/vosnet/Default.aspx
    4. Helmets to Hardhats: https://helmetstohardhats.org/
    5. America's Job Center of California: https://www.ajcc.lacounty.gov/

As a result of the above outreach, project teams shall develop a list of qualified Local Residents and Targeted Workers and shall draw from this list to the greatest extent possible for job openings that occur throughout the life of the project.

The Local and Targeted Worker Hiring Program does not require the project to hire personnel that are not qualified for available job openings, but instead seeks to provide job opportunities to Local and Targeted Workers to the greatest extent possible.

INSTRUCTIONS

1. Email the LACDA project manager assigned to your project to request a list of qualifying zip codes within 5 miles of the site and qualifying zip codes within Los Angeles County. Include the project's address within the email.
2. Obtain the Excel worksheet from LACDA project manager used to report Local and Targeted Worker Hires.
3. Submit a monthly Local and Targeted Worker Hire report to the LACDA project manager.
4. Within first 6 months of the project submit evidence of compliance with best efforts to LACDA project manager.

PROJECT NAME:

CUMULATIVE LOCAL & TARGETED WORKER HIRE INFORMATION	
Total Forecast Project Hours:	50,000
Total Project Hours Completed to Date:	10000
Project Hours This Period	2500
Total Project Hours Completed by Local Residents (Tier 1):	704
Total Project Hours Completed by Local Residents (Tier 1) & Targeted Workers:	1408
Total Project Hours Completed by Local Residents (Tier 2):	1408
Total Project Hours Completed by Local Residents (Tier 2) & Targeted Workers:	704
Total Project Hours Completed by Targeted Workers:	704
Total Project Hours Completed by Local Residents (Tier 1 &2) + Targeted Workers:	4928
Total Number of Workers Who Are New Hires:	3
Total Number of All Workers at Project:	15

Period From	1/1/2020
Period To	1/31/2020

	Number of Workers This Period	Hours This Period	Percentage of Hours Worked This Period	Number of Workers Who Are New Hires This Period	Number of Workers Who Were Existing Employees*
LOCAL RESIDENTS - TIER 1					
Workers residing within zip codes 5 Miles of the project AND a Qualifying Zip Code	1	176	7%	0	0
LOCAL RESIDENTS TIER 1 & TARGETED WORKERS					
Workers meet the Local Resident Tier 1 description above AND any of the Targeted Worker categories listed below	2	352	14%	0	0
TARGETED WORKER CATEGORIES					
Income at or below 100% of Federal Poverty Level	1	176	7%	0	0
No high school diploma or GED					
A history of involvement with the criminal justice system					
Protracted unemployment					
Current recipient of government cash or food assistance benefits					
Homeless or has been homeless within the last year					
Custodial single parent					
Former foster youth					
Veteran, or is the eligible spouse of a veteran of the United States armed forces, under Section 2(a) of the Jobs for Veterans Act (38 U.S.C. 4215[a])	1	176	7%	0	0
Is an eligible migrant and seasonal farmworker					
Is currently an English language learner					
Is an older Individual (55+)					
Is disabled					
Is an individual with a low level of literacy					
LOCAL RESIDENTS - TIER 2					
Workers residing in a Qualifying zip code beyond 5 miles from project	2	352	14%	0	0
LOCAL RESIDENTS TIER 2 & TARGETED WORKERS					
Workers meet the Local Resident Tier 2 description above AND any of the Targeted Worker categories listed below	1	176	7%	0	0
TARGETED WORKER CATEGORIES					
Income at or below 100% of Federal Poverty Level					
No high school diploma or GED					
A history of involvement with the criminal justice system					
Protracted unemployment					
Current recipient of government cash or food assistance benefits					
Homeless or has been homeless within the last year					
Custodial single parent					
Former foster youth	1	176	7%	0	0
Veteran, or is the eligible spouse of a veteran of the United States armed forces, under Section 2(a) of the Jobs for Veterans Act (38 U.S.C. 4215[a])					
Is an eligible migrant and seasonal farmworker					
Is currently an English language learner					
Is an older Individual (55+)					
Is disabled					
Is an individual with a low level of literacy					
TARGETED WORKERS					
Workers meet any of the Targeted Worker categories listed below	1	176	7%	0	0
TARGETED WORKER CATEGORIES					
Income at or below 100% of Federal Poverty Level	1	176	7%	0	0
No high school diploma or GED					
A history of involvement with the criminal justice system					
Protracted unemployment					
Current recipient of government cash or food assistance benefits					
Homeless or has been homeless within the last year					
Custodial single parent					
Former foster youth					
Veteran, or is the eligible spouse of a veteran of the United States armed forces, under Section 2(a) of the Jobs for Veterans Act (38 U.S.C. 4215[a]).					
Is an eligible migrant and seasonal farmworker					
Is currently an English language learner					
Is an older Individual (55+)					
Is disabled					
Is an individual with a low level of literacy					

* Existing employes are employees who were employed by the company prior to the contract award by the project.

Note: Tier 1 and Tier 2 ZIP Codes will be provided by LACDA upon request of the developer.