

**EXHIBIT J**  
**LOCAL HIRING AND CONSTRUCTION JOB TRAINING BENEFITS**

1. Local Hiring: The Project shall be subject to a local hiring program based on the following:
  - a. Definitions:
    - (i) “Qualified Job Hours” are (i) all job hours worked by Qualified Oakland Residents on the Project site, (ii) all job hours worked by Qualified Oakland Residents under continuous employment for one employer where such resident’s initial employment was for work on the Project site and (iii) all job hours worked by Oakland residents between the Effective Date and the date the first building permit is pulled for the Project on job sites owned by Signature Properties, Inc., Reynolds & Brown or their affiliates.
    - (ii) “Qualified Oakland Residents” are Oakland residents that (a) have not worked in the construction trades within the last five (5) years and have not completed an apprenticeship program; or (b) have worked in the construction trades within the last five (5) years but have not completed more than twenty five percent (25%) of an apprenticeship program.
  - b. Each parcel within the Project shall create a number of Qualified Job Hours equal to 6% of the construction hours worked in the construction of the improvements on such parcel (subject to a Project-wide maximum requirement of 300,000 Qualifying Job Hours).
  - c. Developer(s) would receive a bonus of 100 hours for each Qualified Oakland Resident that works at least 900 hours for a particular employer within any 12 month period.
  - d. Developers would be able to transfer Qualifying Job Hours in excess of their 6% requirement to other developers subject to this program upon written notice to the City.
  - e. Prior to the issuance of a building permit for a particular parcel, the parcel developer shall provide the City with estimates of (i) total construction hours to be created through the development of such parcel and (ii) total apprentice construction hours to be created through the development of such parcel.
  - f. Parcel developers shall submit a certified payroll to the City on a quarterly basis. The first certified payroll shall be due to the City at the end of the first quarter after the first building permit is issued. In the event that a parcel developer fails to submit any required certified payroll, the City shall not issue any permits or perform any inspections until the parcel developer has submitted the delinquent report to the City.
  - g. In the event that a parcel developer fails to meet the 6% minimum requirement, such developer shall pay an amount equal to the number of deficit hours multiplied by an amount equal to 50% of the average hourly apprentice compensation (including wages and benefits) for the Project to the City as liquidated damages (the average hourly apprentice compensation rate for the Project shall be determined by the certified payrolls submitted through the date of default); and
  - h. City staff shall present a report on Project compliance with this requirement to the City Council annually during the term of the Agreement.

2. Job Training Assistance:

- a. Upon the issuance of the first building permit for the Project, Developer will provide \$1,000,000 to be equally distributed among four existing job training programs: Youth Employment Partnership, Cypress/Mandela, Allen Temple Training Center, and Men of Valor. In the event one or more of these programs is not in existence at the time the funds are to be distributed, Developer shall have the right to find a similar replacement program or increase the amount to be distributed to the remaining programs.
- b. Prior to the issuance of the building permits for 40% of the Project residential units and 60% of the Project residential units, respectively, Developer will provide an additional \$325,000 for a provider or partnership of providers that will use the funds to serve local residents in the Eastlake/Chinatown, Fruitvale and Lower San Antonio neighborhoods.