



Dean A. Spanos
Chairman of the Board

August 9, 2016

Ms. Carol Kim
Director of Community Engagement
SDBCTC Family Housing Corporation

Delivered electronically

Dear Ms. Kim:

Thank you for all of the work you have done with my staff on the issue of a possible Community Benefits Agreement for the neighborhoods surrounding the proposed new multi-use stadium and convention center downtown.

Based on the the discussions we have had with you and your colleagues, we believe that, if we are successful at the ballot box in November, it should be possible to reach a Community Benefits Agreement with the residents and stakeholders of the surrounding communities of Barrio Logan, Sherman Heights, Logan Heights, Grant Hill, South Crest, and others.

Although the final contents of the Community Benefits Agreement will be determined based on a process that accounts for the meaningful input of all interested parties, we expect that a final agreement could include components such as:

- A Community Land Trust, into which the Chargers' organization will contribute, to facilitate the purchase and development of property in those communities for the purpose of encouraging the construction of affordable housing;
- Targeted outreach to residents of those surrounding communities for employment in the maintenance and operations of the completed stadium/convention center;
- Workforce development and training programs such as pre-apprenticeships;

- Service worker retention for current employees now employed during Chargers games at Qualcomm Stadium;
- Support by the Chargers for the designation of a voting seat on the governing Joint Powers Authority (JPA) for a resident of the surrounding communities, elected by other residents of the community by utilizing practices currently applied to election of community planning group boards and similar groups; and
- Traffic and parking mitigations such as provision of Youth Bus Passes within designated zip codes, no-fee residential parking permits, and so forth.

This prospective Community Benefits Agreement would complement the commitment already made by the Chargers' organization to build and maintain the proposed multi-use stadium and convention center utilizing a Project Labor Agreement with local hire. We also wish to reiterate our commitment to requesting that stadium operations be subject to neutrality agreements supporting the rights of employees to engage in organizing activities consistent with the requirements of applicable federal, state, and local laws.

Again, thank you for the time and effort you have devoted to helping devise a Community Benefits Agreement. We look forward to continuing to work with you on this vital aspect of our overall project.

Sincerely,

A handwritten signature in black ink, appearing to read "Dean A. Spanos". The signature is fluid and cursive, with a prominent initial "D" and "S".

DEAN A. SPANOS
Chairman, San Diego Chargers