

**26th and Kostner Community Oversight Council  
Community Benefits Agreement for Proposed Unilever Development**

**ENVIRONMENTAL AND COMMUNITY IMPACT**

- Unilever, the 26th and Kostner Community Oversight Council and the Alderman agree to meet quarterly to facilitate communication and exchange of information.
- Unilever will share a summary of Phase 1 and Phase 2 environmental studies with the Council.
- Unilever will provide the council with a copy of the completed traffic study.
- To mitigate impact on the community, Unilever will implement the infrastructure improvements recommended in the traffic study, including:
  - Internal north-south private drive that maximizes site access flexibility and keeps traffic within the site
  - Ample off-street employee parking, with a single access drive from 30th Street, reducing the need for employees to park on Kilbourn Avenue
  - New signalized truck access to docks that will be located along 26th Street, approximately 700 feet west of Kostner Avenue, and across from an existing curb cut, subject to the approval of the Chicago Department of Transportation and as approved in the Planned Development plans
- Unilever will donate a parcel of land along Kostner from 26th to 27th Street and to the north of the Zapata Elementary School Main Building, as depicted on Exhibit A attached hereto. The terms of the donation and the use of the donated parcel must be reasonably acceptable to Unilever. The donated land may be used solely for an expansion on the north side of Zapata's main school building, open space/school purposes, or other similar uses reasonably approved by Unilever. Other than the donation of this parcel, Unilever will have no other obligations with respect to this land whatsoever, including improvements, environmental remediation if necessary, etc. The 26th and Kostner Oversight Council will be responsible for engaging the community in developing a plan for the use of this donated parcel, and for acquiring the funding and resources needed to implement this plan.
- Unilever will build a landscaped buffer running along 26th Street, to the west of the donated parcel, and to the north of Zapata Elementary, as approved in the Planned Development plans.
- In connection with its ongoing corporate sustainability reviews, Unilever will continue to investigate the viability and feasibility of transitioning its on-site yard jockey fleet to vehicles intended to reduce and minimize emissions.

## EMPLOYMENT AND CONTRACTING

- Unilever will work with the Chicago Cook Workforce Partnership’s Business Relations Economic Development Unit (referred to as “the Partnership”) and other local workforce development agencies, including but not limited to Erie Neighborhood House and Central States SER, to formalize a first source referral system in order to identify and recruit local candidates that qualify for posted jobs at the Unilever Kilbourn facility.
- The first source referral system will follow this general process:
  - Unilever will provide information on available employment opportunities to the Partnership, workforce development agencies and the 26th Street and Kostner Community Oversight Council.
  - Unilever will attend a reasonable number of recruitment and hiring events organized by the council and local agencies.
  - Agencies will recruit, pre-screen, train, prepare and refer candidates to the Partnership, who will refer candidates to Unilever’s human resources department.
  - Unilever will use its normal hiring practices to consider all applicants referred. In all cases, the decision to hire or not hire and to retain any individual employees or groups of employees will rest entirely with Unilever.
- Further details of the first source referral system system will be developed in planning sessions that will include the Unilever Kilbourn plant manager, Unilever human resources staff, community residents, and representatives from organizations including but not limited to Erie Neighborhood House, Central States SER and the Partnership. These planning sessions will also be used to consider the possibility of instituting on-the-job training programs at the Unilever Kilbourn facility in collaboration with local agencies.
- Unilever will use good faith efforts to facilitate a meeting between its selected general contractor and local small businesses to discuss the possible utilization of such businesses as subcontractors and possibility to unbundle into smaller bid sizes for the construction of the development. All decisions regarding hiring subcontractors and ultimate bid size shall rest entirely with the general contractor and Unilever.

## GENERAL

- Unilever will comply with all applicable laws and ordinances, including as concerns equal opportunity in employment, environmental laws, clean air and emissions laws, idling ordinances, etc.
- In the event that Unilever requests any public incentives or financial assistance (such as TIF) in the construction of future facilities, the CBA may be reopened for further negotiation.

**Exhibit A**

