

**26<sup>th</sup> and Kostner Community Oversight Council**  
**Community Benefits Agreement Terms Sheet for Proposed Unilever Development**

**COMMUNITY RELATIONS**

Unilever agrees to support the development of a Community Relations Committee (referred to as the “Committee”) that includes Unilever leadership, the Alderman, local community residents, and representatives from community based organizations, with the goal of maintaining communication and strengthening relationships between the Unilever Kilbourn site and the surrounding community.

The structure of the Committee will be as follows:

- Membership shall include at least 2-5 Unilever representatives, the Alderman, 5-7 community representatives to be chosen by residents, and 5-7 representatives from local community organizations to be chosen by the 26<sup>th</sup> and Kostner Community Council.
- The Committee will meet quarterly, with the first meeting to be held in June or July of 2015.
- An executive committee will be chosen by Committee membership. There must be at least two community residents on this executive committee. This committee will be responsible for creating and sharing agendas and notes with Committee membership, disseminating information to the broader community, and facilitating meetings.

Committee meetings will have the following objectives, although will not be limited to these:

- Addressing community concerns and questions about Unilever’s daily operations
- Developing initiatives that strengthen ties between Unilever and the community
- Sharing updates related to Unilever’s progress in reducing emissions of its truck fleet
- Sharing updates related to Unilever’s actions to reduce the impact of truck traffic in Little Village, including the mitigation of noise and emissions
- Discussing potential collaboration in the development of the donated land along Kostner and north of Zapata for community use

**ENVIRONMENTAL AND COMMUNITY IMPACT**

Unilever will share a summary of Phase 1 and Phase 2 environmental studies with the Council. Unilever will also provide the council with a copy of the completed traffic study.

In connection with its ongoing corporate sustainability reviews, Unilever will commit to transitioning the trucking fleet that accesses the Kilbourn plant to vehicles intended to reduce and minimize emissions following a timeline determined in conjunction with the Community Relations Committee.

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 donated land may be used solely for public use, such as an expansion of Zapata school or a public park. 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.

To mitigate impact on the community, Unilever will implement 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.
- Maintenance of the truck access road that runs along the railroad tracks to 31<sup>st</sup> Street in case of emergency.

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.

#### **EMPLOYMENT AND CONTRACTING**

Unilever will work with the Cook County 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, parkway maintenance requirements, 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**

