

COMMUNITY BENEFITS AGREEMENT
TERM SHEET

By

ATHLETICS INVESTMENT GROUP

This COMMUNITY BENEFITS AGREEMENT TERM SHEET (this "Agreement" or "CBA Term Sheet"), is dated June __, 2023 (the "Effective Date"). This Agreement contains a list of binding terms that the Athletics Investment Group (the "A's" or the "Team") that shall be included in the definitive Community Benefits Agreement executed by and between the Stadium Authority and the A's. The Community Benefits Agreement shall include, but may not be limited to, the binding terms listed below.

The Team hereby agrees to provide the following minimum community benefits as part of its relocation to Southern Nevada. For the avoidance of doubt, these provisions also extend to any developer partner and any stadium operator of the Major League Baseball stadium project.

1. Construction Workforce Diversity – Attain a minimum of 51% of construction work hours to be performed by construction contractors of any level during construction of the project by minority, female, veteran and disabled workers.
2. Stadium Operations Workforce Diversity – Attain a minimum of 60% of event operations work hours to be performed by minority, female, veteran, and disabled workers.
3. Subcontracting / Vendor Diversity – Ensure small business and nonprofit subcontractors/vendors in the construction and operations are diverse. Contract with Nevada subcontractors, vendors, and vendors nonprofits as contractors who are minority, women, veteran, and disabled owned businesses. The A's shall ensure that not less than 15% of the Major League Baseball stadium project's direct construction cost is allocated to Nevada small businesses.
4. Women-Veterans – Provide a Women-Veterans, including Women Veterans, Grant Program to assist and benefit local organizations providing assistance to Women Veterans and Women Veterans in the community. Hold a Women-Veteran's Appreciation Game Day event celebrating Women-Veterans and showcasing the local organizations that are providing assistance. Develop a Women-Veterans job program with the Team and stadium operations. Hold a special recognition event highlighting Women Veterans.
5. Appreciation Nights and Awareness Days – Host Appreciation Nights and Awareness Days at a baseball game at the Major League Baseball stadium project which shall include, but not necessarily be limited to, nurses appreciation, teachers appreciation,

first responders appreciation, veterans appreciation, Asian American and Pacific Islander heritage, Indigenous Peoples heritage, pride, Juneteenth, African American heritage, Latin and Hispanic heritage, Earth Day, hunger action awareness, and disability awareness.

6. Livable Wage – Ensure employees working in construction ~~or~~ and operations are paid at least a living wage and offered benefits such as healthcare.

a. The team shall provide a livable wage and benefits to its full-time employees, including but not limited to, healthcare and paid leave time.

7. Infrastructure:

a. *Traffic:* Address traffic improvements due to increased traffic volume around the stadium, in a manner that meets all of the requirements of the host jurisdiction's high-impact project planning progress.

b. *Improve Community Fields:* Renovate baseball and softball fields in public schools, colleges, and universities. Renovation efforts will target the urban and rural underserved communities throughout the state of Nevada.

~~b-c.~~ Collaborate with local government's parks and recreation departments and youth organizations, little leagues, and sports teams on restoring baseball and softball fields and player interaction with community youth on clinics, uniform donations, etc.

~~c-d.~~ *Project Impacts:* Work with Clark County through their high-impact project process to identify impacts related to parking, utilities, public safety and safe and efficient airport operations.

8. Nevada Small Business and Nonprofit Awareness and Marketing – The Team will identify opportunities to spotlight Nevada small businesses and nonprofits during Team home games and/or within the Major League Baseball stadium project. This shall include, but may not be limited to, opportunities such as complimentary tickets; fundraising opportunities via ticket sales; partner of the game; social media post on A's channels; inclusion in A's press releases; mention on A's broadcast and in-game, pregame on-field recognition; in-game public announcement mention on scoreboard; in-game broadcast interview for larger events and organizations; specialized in-game programming; first pitch and anthem honors.

9. Community Engagement:

a. *Team and Player Community Participation:* Team and player participation in educational programs in schools throughout Nevada, including youth clinics and player visits to local organizations (e.g., foster care facilities and hospitals).

b. *Ticket Donations:* Ticket donations to students and families throughout Nevada.

- c. *Youth Sports*: Support little leagues and other youth sport baseball and softball organizations in urban and rural underserved communities throughout Nevada. Efforts can include but not be limited to: uniform donations, financial support, youth clinics, stadium tours, and coaches clinics.
- d. *Educational Programs*: Player participation in educational programs throughout Nevada (e.g., reading, math, science programs and incentive programming for good grades).
- e. *Arts Plan*: The Team will develop an arts plan in support of the overall ballpark experience.
- f. *Neon Museum*: The Team will include elements related to the historic neon signs of Las Vegas into the design and features of the Stadium, with financial benefits, promotion and exposure which shall inure to the benefit of the Neon Museum.

10. Monetary Commitment:

- a. *Minimum Financial Commitment*: Community benefits described on this sheet will be supported with cash and in-kind donations from the team totaling at least 1% of annual ticket sales. This contribution shall be the greater of 1% of annual ticket sales, or ~~\$1,500,000~~ \$2,000,000. The cash and in-kind donations will support community needs outlined in this document and include, but not be limited to, mental health, healthcare access, youth development, domestic violence, drug addiction, substance use disorder, veterans services, teenage sex human trafficking, food insecurity, and homelessness.
- b. *Stadium Suite Donation*: Donate a stadium suite each game to a charitable or community organization to be used at their discretion, including fundraising for the charity or community organization.
- c. *Pre-opening Annual Contribution*: Prior to opening day of the Major League Baseball stadium project, the Team will contribute a minimum of \$500,000 per year to support community needs outlined in this document and include, but not necessarily be limited to, mental health, healthcare access, youth development, domestic violence, substance use disorder, veterans services, human trafficking, food insecurities, and homelessness. The Team's interim commitment shall begin upon its receipt of the first tranche of public dollars received for the construction of the southern Nevada stadium and shall terminate upon the Team's first game played at the Stadium. Upon termination of this interim commitment, the full commitment of funding provided is section 8 10(a), above, shall commence.

11. Educational Programming:

- a. *Career Development*: Partner with Nevada System of Higher Education (NSHE) Insitutions, UNLV and the College of Southern Nevada, and other local universities and community colleges on career development, including but not limited to, focused on sports management, broadcasting, journalism, marketing, and physical therapy.

- b. *Scholarships*: Offer scholarships to Nevada System of Higher Education (NSHE) and other university and community college -UNLV and College of Southern Nevada students that are residents of Nevada.
- c. *Internships*: Provide annually at least 25 paid internships for post-secondary students and 15 for high school students, annually, to high school and post-secondary students throughout Nevada.

12. Employee Relief Fund:

Provide financial assistance to employees who are facing financial hardship. Grants are intended to cover expenses including but not limited to mortgage or rent for primary residence, essential utilities (gas, water, electricity), food supplies, childcare, and significant medical expenses.

12-13. Accountability:

- a. *Community Benefits Director*: Designate an independent community benefits director to provide leadership in implementing and monitoring the Team's compliance with the terms and conditions of the community benefits agreement.
- b. *Annual Reporting*. Provide an annual report to the Legislature and Clark County to report on the compliance, results, and statewide community impacts.
- c. *Enforcement*: If the Team fails to reasonably comply with the CBA, the Team shall submit causes for noncompliance. The Team will be required to bring on one or more subject matter experts to assist with preparing and submitting a remedial plan specifying the actions that will be taken to remedy noncompliance. If the Team continues to be non-compliant, the Stadium Authority may take corrective action, including legal action against the Team for failing to meet the terms of the CBA.

IN WITNESS WHEREOF, the Athletics Investment Group have executed this Community Benefits Agreement Term Sheet as of the effective date set forth in the introductory paragraph herein:

ATHLETICS INVESTMENT GROUP

By: _____
Dave Kaval, President