

August 27, 2018

Dear Members of Metro Council:

As you know, Stand Up Nashville (SUN) and Nashville Soccer Holdings (NSH) have been working diligently for months to develop Nashville's first Community Benefits Agreement (CBA). The discussions have focused on affordable housing, jobs and workforce development, and inclusive spaces and community services. Both groups have learned a great deal from each other through this process and are genuinely looking forward to working collaboratively on this project.

Today, we are pleased to announce that we have come to agreement on the majority of the terms and fully expect to finalize the Community Benefits Agreement formal document this week. We have agreed to the following items that will be memorialized in detail through the CBA:

- Affordable Housing
 - This remains one of our greatest challenges despite a period of unprecedented growth. To that end, our CBA creates the following commitments. NSH voluntarily agrees to set aside a minimum of 12% the residential units to be affordable housing (0-60) and 8% workforce housing (4% 61-80 and 4% 81-120) (rents of both affordable and workforce 30% or less of indexed household income).
 - Also, in recognition of the increasing need for family housing, 20% of the affordable housing units will be 3 bedrooms and subject to funding programs, up to 20% of the workforce housing units will be 3 bedrooms. Families below the median income are among the most at risk in Nashville, and this feature of the CBA helps address that challenge in the Promise Zones.
- Inclusive Spaces/Community Services
 - Families often struggle to find reliable childcare. NSH will reserve 4000 sq. ft. within or in close proximity to the mixed use development for a childcare location. SUN and NSH will work with Childcare Tennessee to develop a business plan that will address tuition and will include an income-based sliding scale. NSH will provide initial seed funding for this facility.
 - NSH will also reserve 4,000 sq. ft. of retail space in the mixed use development to establish a micro-unit incubator for the use of artisans and small business merchants who are verified Promise Zone residents at below market rental rates. This will allow minority-owned small businesses and entrepreneurs driving the Nashville economy to navigate rising commercial rents.
 - NSH will foster and enhance youth soccer opportunities in Metro Nashville, including donating new or used soccer equipment and accessories to Metro schools and hosting an annual coaching clinic for coaches from Metro schools and

other youth soccer organizations located within the Metro area, providing free tickets MLS matches, and many other youth and community soccer oriented programs.

- Jobs/Economic Equity
 - NSH will directly hire employees to provide services for the stadium operations such as guest services, janitorial, field maintenance and other areas. All of these employees will be paid at least \$15.50/hour.
 - To ensure jobs go to applicants most in need of the opportunity, SUN and NSH will work collaboratively to establish a first-source referral program. NSH agrees to provide funding for a program coordinator, who will work collaboratively with the Nashville's Promise Subzone Captains to recruit and refer Promise Zone residents and to provide supportive services.
 - To ensure local people will be a part of Nashville's team, NSH will hire qualified local residents at all levels of the organization and will provide educational and professional development opportunities.
 - NSH will ensure that the 10-acre development provides opportunities for local minority businesses and construction managers who demonstrate strong safety practices as well utilizing approved DOL certified apprenticeship programs and hiring Promise Zone residents.

- Community Advisory Committee. SUN and NSH will create a Community Advisory Committee to work on developing timelines to accomplish the CBA goals, to monitor the success of the various programs established by the CBA, to ensure compliance with the terms of the CBA, and to report to the public on an annual basis.

This has been a historic process for Nashville and we believe our CBA will add significant and lasting impact to our community well beyond what with the stadium development alone was already going to provide. We appreciate Metro Council's interest, support and encouragement throughout the process and now ask that you support our work by voting to approve 2018-1289, 2018-1290, 2018-1291, and 2018-1328. Nashville's soccer fans are not just supporting the team, with our CBA, we are also supporting their neighbors.

Sincerely,



For Stand Up Nashville



For Nashville Soccer Holdings