

**From:** [Phan, Johnny](#)  
**To:** [Downtown West Project](#)  
**Subject:** FW: Google - DW - Local Hire, supplier diversity, and Google volunteer provisions  
**Date:** Tuesday, April 6, 2021 2:42:51 PM  
**Attachments:** [03.03.2021 - Downtown West DA Volunteer I Mentor Provision-c.docx](#)  
[03.03.2021 - Downtown West DA Local Hire Provision-c.docx](#)  
[03.03.2021 - Downtown West DA Supplier Diversity Provision-c.docx](#)

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**From:** Straka, Stephanie <SStraka@coblentzlaw.com>  
**Sent:** Wednesday, March 3, 2021 12:26 PM  
**To:** Phan, Johnny <Johnny.Phan@sanjoseca.gov>  
**Cc:** Miller, Gregg <gmiller@coblentzlaw.com>  
**Subject:** Google - DW - Local Hire, supplier diversity, and Google volunteer provisions

[External Email]

Johnny, Please see the attached DA provisions regarding local hire, supplier diversity, and Google volunteer/mentoring. Please ensure that these reach Nanci and Kim. Thanks.

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**Google Volunteer I Mentorship**

1. As part of Google's presence in Downtown San José, following issuance of a temporary certificate of occupancy for the first commercial office Building in the Project, as long as Google LLC, Alphabet Inc., or any of their affiliate companies occupies commercial office space in the Project during the Term, Google shall use, or cause its affiliate company to use, Good Faith Efforts:

- a. to promote opportunities for Google employees to volunteer their time with, and to serve as mentors on behalf of community-based organizations that serve San José students from underrepresented backgrounds; and
- b. to promote career exploration and skills development opportunities, such as onsite field trips, career days, and computer science workshops, to students from underserved communities and who have an interest in technology and technology-based careers.

**Local Hire Provision**

1. Project Construction. Developer will include in its construction contracts for all onsite construction a requirement that the contractor or subcontractor shall use Good Faith Efforts to achieve a goal that Local Residents comprise thirty percent (30%) of all new hires for employment opportunities under the applicable construction contract for construction trade positions and entry-level positions related to providing support to the construction industry. This obligation to use Good Faith Efforts shall not limit the ability of a contractor or subcontractor to assess qualifications of prospective workers, to require a contractor or subcontractor to employ a worker not qualified for the position in question, or to employ any particular worker.
2. Project Operation. In advance of the issuance of a temporary certificate of occupancy for a commercial office Building in the Project, as long as Google LLC, Alphabet Inc., or any of their affiliate companies occupies commercial office space in the Project during the Term, Google shall use, or cause its affiliate company to use in context to the operation of each commercial office building, Good Faith Efforts:
  - a. to establish a “Local Community Liaison” who will be responsible for connecting primary building operations contractors (e.g. maintenance, janitorial, landscaping, security, and other non college IT roles) with the City’s lead Workforce Development Board (e.g. work2future) and other local community based workforce development organizations to ensure qualified residents seeking employment are aware of open positions at the project site and are considered for the open roles;
  - b. to encourage building operations contractors that provide services to Google/affiliate occupied buildings to use their Good Faith Efforts to notify the City’s lead Workforce Development Board (e.g. work2future) and other local community based workforce development organizations when the contractor is hiring for positions that service such buildings, and to make Good Faith Efforts to interview and consider referred candidates from the local workforce agencies to with appropriate backgrounds, qualifications, and experience for the open roles;
  - c. to periodically participate in City’s lead Workforce Development Board (e.g. work2future) and other local community based workforce development organizations client outreach and recruiting events;
  - d. to host two (2) times per year on a semi-annual basis, a career development workshop targeted at local economically disadvantaged communities and Underrepresented Workers;
  - e. to have a Google representative serve as a board member on the City’s lead Workforce Development Board (e.g. work2future); and
  - f. to collaborate on an annual basis with the Community Stabilization and Opportunity Pathways Fund, and with the City’s lead Workforce Development Board (e.g. work2future) and other local community based workforce development organizations to analyze job types, projections for in-demand roles, and job readiness.

**CPRA Confidential Treatment Request**  
**Not for Public Release – CPRA Exempt**  
**Confidential and Proprietary Business / Siting Information**  
**Pre-Decisional Draft – For Review Only**

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**Local and Minority Business Enterprises**

1. Project Construction. For the construction of the commercial office buildings within the Project, Developer will use Good Faith Efforts to achieve an overall LBE, DBE, MBE, WBE, and/or LGBTBE, DOBE, and/or SD/VBO participation goal of 10% of the total cost of all Contracts for a commercial office building to be awarded to contractors, subcontractors, suppliers, and/or consultants that qualify as a LBE, DBE, MBE, WBE, LGBTBE, DOBE, and/or SD/VBO. To advance this goal, Developer will include in its construction contracts for each commercial office building a requirement that the contractor shall use Good Faith Efforts to contract with subcontractors, suppliers, and other businesses that qualify as a LBE, DBE, MBE, WBE, LGBTBE, DOBE, and/or SD/VBO.

2. Project Operation. In advance of the issuance of a temporary certificate of occupancy for a commercial office Building in the Project, as long as Google LLC, Alphabet Inc., or any of their affiliate companies occupies commercial office space in the Project during the Term, Google shall use, or cause its affiliate company to use in context to the opening of each commercial office building, Good Faith Efforts:

- a. to hire contractors, subcontractors, suppliers, and/or consultants that qualify as a LBEs, DBEs, MBEs, WBEs, LGBTBEs, DOBEs, and/or SD/VOBs for ongoing service contracts (e.g. maintenance, janitorial, landscaping, security etc.) related to Google's commercial office buildings.
- b. Google, its vendors, Alphabet, and/or their affiliated companies to host two (2) times per year on a semi-annual basis, an informational session targeted to LBEs, DBE, MBEs, WBEs, LGBTBEs, DOBE, and SD/VOBs interested in providing goods and services to Google's commercial office buildings.