FIAT CHRYSLER AUTOMOBILES
ANNUAL COMMUNITY BENEFITS
UPDATE MEETING

December 7TH, 2020
MEETING AGENDA

CITY OF DETROIT
• WELCOME & INTRODUCTION
• CBO MONITORING AND ENFORCEMENT
• COMMUNITY BENEFITS UPDATE – CITY OF DETROIT COMMITMENTS

FIAT CHRYSLER AUTOMOBILES
• FCA DETROIT ASSEMBLY COMPLEX UPDATE
• COMMUNITY BENEFITS UPDATE – FCA COMMITMENTS

NAC DISCUSSION

GENERAL Q & A
THANK YOU NEIGHBORHOOD ADVISORY COUNCIL!

- **Rhonda Theus** – Elected by Impact Area Residents
- **Michelle Jackson** – Elected by Impact Area Residents
- **Jerry King** – Appointed by Council President Jones
- **Juliette Okotie-Eboh** – Appointed by Councilmember Ayers
- **Jay Henderson** – Appointed by Councilmember Spivey
- **Darnell Gardner** – Appointed by Planning & Development
- **Henry Williams** – Appointed by Planning & Development
- **Curtis Perry** – Appointed by Planning & Development
- **Thomas Hardiman** – Appointed by Planning & Development
CBO ENGAGEMENT PROCESS
WHAT WE HEARD FROM THE COMMUNITY

<table>
<thead>
<tr>
<th>9 CBO MEETINGS HOSTED BY CITY</th>
<th>+1,200 ATTENDEES</th>
<th>MARCH – APRIL 2019</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Local hiring &amp; Job Training</th>
<th>Home repair resources</th>
<th>Youth Access to Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beautify the area &amp; monitor air quality</td>
<td>Expedited demolitions</td>
<td>Keep trucks off residential roads</td>
</tr>
</tbody>
</table>
ONCE CBO MEETINGS ARE COMPLETED

1. NAC signs letter of support for the negotiated Community Benefits Package

2. Development package submitted to City Council along with Community Benefits Report & Provisions signed by the developer

3. City Council approves incentives request with Community Benefits Provision – effective May 26th, 2019

Community Benefits Report is sent the NAC & posts to website

Monitoring & Enforcement Period: Annual Meetings and Biannual Compliance Reports
The Community Benefits Provision Agreement remains in effect throughout the duration of the project.
ONCE CBO MEETINGS ARE COMPLETED

All documents and reports are posted on City of Detroit Website: Detroitmi.gov/CBO

PDD hosts Public Annual Update Meeting with NAC and Developer (at least 2 years)
COMMUNITY BENEFIT MONITORING BY CRIO
The Civil Rights, Inclusion, and Opportunity Department (CRIO) monitors Tier 1 Projects under the Community Benefits Ordinance

TIER 1 PROJECTS ARE:

An investment of Seventy-five Million Dollars (75,000,000) or more

AND

Public support in the form of land transfers that have a cumulative market value of One Million Dollars (1,000,000)

and/or

Tax breaks that abate more than One Million Dollars (1,000,000)
CRIO is responsible for monitoring, enforcing, and investigating Community Benefits Commitments

1. A CRIO Inclusion Analyst will send the developer a biannual CBO status request letter and a reporting form. This form requires the developer to provide an update on all Community Benefits Agreement commitments.

2. The Developer has 14 days to complete the reporting form.

3. The Inclusion Analyst will review the submitted information and request a project walkthrough, documented proofs, and/or additional clarification within 14 days of the submission to verify commitments if necessary.
## FCA October 2020 Report Status

<table>
<thead>
<tr>
<th>Status Update</th>
<th>Explanation</th>
<th>Commitments</th>
</tr>
</thead>
<tbody>
<tr>
<td>On Track- Actions taken towards satisfying commitment</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Off Track-Commitment not fulfilled</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Off Track-Compliance Plan Submitted</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Compliance Effected by Covid-19</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Not Started- No action taken</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Additional information requested</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Completed</td>
<td>Commitment fulfilled</td>
<td>31</td>
</tr>
<tr>
<td>Total Commitments</td>
<td></td>
<td>66</td>
</tr>
</tbody>
</table>

Reports are produced twice a year for projects 6 months and older

Reports can be found at: [Bit.ly/cbocm](https://www.bitly.com/cbocm)
SEND US YOUR COMMENT OR CONCERN

bit.ly/CBOComment

- All Violations must be submitted in writing to CRIO using the link above
- Reported violations are shared with the Enforcement Committee
- CRIO investigates all allegations and presents findings in writing
- The Committee’s findings are presented in writing to the NAC, Developer, and/or Complainant

CRIO DEPARTMENT CONTACT

Tenika Griggs
Incentives Compliance Manager
tenika.griggs@detroitmi.gov
O: (313) 224-3593  C: (313)671-6756

Jacob Jones
Inclusion Analyst
Jacob.Jones@detroitmi.gov
C: (586) 625-6496

www.detroitmi.gov/crio
COMMUNITY BENEFITS UPDATE
CITY OF DETROIT INVESTMENTS
COMMUNITY BENEFITS PROVISIONS

OVERVIEW

- Workforce training and job opportunities for Impact Area residents and Detroiters
- Targeted education programs for Impact Area students
- Focused demolitions and blight removal
- Sound barrier wall and beautification projects to mitigate development impacts
- Neighborhood Planning Study and Impact Fund
- Home Repair Resources for Impact Area
- Safer streets through truck routing plan and traffic calming
- Programs to support small businesses in Impact Area
## CITY OF DETROIT INVESTMENTS

### SUMMARY

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
</table>
| **Workforce & Education**        |Detroit at Work  
Grow Detroit’s Young Talent (Summer Youth Employment)  
Detroit Promise                  |
| **Housing**                      |300 demolitions over next three years  
Impact area rehabs of publicly owned property  
Detroit Land Bank Side Lot & “Own it Now” programs |
| **Other Neighborhood Improvements** | Chandler Park, West End & Riverbend Neighborhood Plan  
Marketing campaign to promote the impacted area |
| **Construction Impacts**         |Traffic calming and road improvements  
Beniteau wall construction and beautification |
Commitment

- City of Detroit Invests $5.4M to complete 300 demolitions in the Impact Area
- 100 demolitions / year from 2019 – 2021
- Priority on Beniteau St.
- Demolitions can be tracked at: https://detroitmi.gov/webapp/detroit-neighborhood-improvement-tracker
- Demolitions start within 9 months from agreement
Year 1 (5/13/19 – 5/12/20)
• Impact Area Goal: 100
• Impact Area Actual: 116
• 16 in resident selected Priority Area

Year 2 (5/13/20 – 5/12/21)
Current as of 12/3/2020
• Impact Area Goal: 100
• Impact Area Actual: 97
• 64 in resident selected Priority Area
• An additional 32 are under contract (yellow dots), of which 27 are in the Priority Area

~$4.9M spent as of December 2020
NEIGHBORHOOD STABILIZATION
DEMOLOITONS

4580 Beniteau
Demolished: 9/30/2020
NEIGHBORHOOD STABILIZATION
DEMOLITIONS

BEFORE

AFTER

4542 Lillibridge
Demolished: 11/4/2020
NEIGHBORHOOD STABILIZATION

DEMOLITIONS AWAITING FUNDING & BOND RELEASE
NEIGHBORHOOD STABILIZATION
HOME REPAIR PROGRAMS

Commitments:

- FCA invested $1.8M in a home repair program administered by the City of Detroit
- Up to $15,000 per home
- Phase I Priority on Beniteau St. to be followed by Phase II in whole Impact Area
- Maximum leniency in resolving eligibility issues
- Home repair intake to begin within 3 months from agreement
- Those not eligible for the home repair program will be connected to the 0% Home Repair Loan application process
Phase I – Beniteau Street Homes

- Intake began August 2019
- Submitted Applications – 69
- Canceled* – 13
- Pipeline - 56
  - Bid Process – 2
  - Awarded – 4
  - Notice to Proceed – 18
  - Under Construction – 17
  - Completed – 15

Remaining units are scheduled to be under construction by the end of April 2021 and completed in July 2021
NEIGHBORHOOD STABILIZATION
HOME REPAIR PROGRAMS

BEFORE

4630 Beniteau

AFTER
NEIGHBORHOOD STABILIZATION
HOME REPAIR PROGRAMS

BEFORE

DURING CONSTRUCTION

AFTER

3571 Beniteau
NEIGHBORHOOD STABILIZATION
HOME REPAIR PROGRAMS

BEFORE

DURING CONSTRUCTION

AFTER

4458 Beniteau
Phase II – Impact Area with HRD’s Bridging Neighborhoods
- $900K available for Phase II = 60 recipients
- Informational meetings will be held weeks of February 15th and 22nd, 2021
- Application period: March 1, 2021 – April 12, 2021
- Recipients selected by May 3, 2021
- Recipients will be selected & prioritized based on an Impact Area Score, as there are thousands of households in the Impact Area
- Must be an owner-occupant to be eligible

Provide your contact information @ bit.ly/fcahomerepair for program updates & Email fcahomerepair@detroitmi.gov with any questions
NEIGHBORHOOD STABILIZATION
HOME REPAIR PROGRAMS

Phase II – Impact Area with HRD’s Bridging Neighborhoods

• To determine an applicant’s Impact Area Score, points will be awarded for
  • Income level
  • Proximity to FCA site & truck routes
  • Length of ownership will be a tiebreak for applicants with the same score

<table>
<thead>
<tr>
<th>Impact Area Score</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1,000 ft</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,001 - 2,000 ft</td>
<td>11</td>
<td>10</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>2,001 - 3,000 ft</td>
<td>9</td>
<td>8</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>&gt;3,000 ft</td>
<td>8</td>
<td>7</td>
<td>6</td>
<td>5</td>
</tr>
</tbody>
</table>

Income Level:
- < 30% AMI
- < 40% AMI
- < 50% AMI
- < 60% AMI
- < 70% AMI
- < 80% AMI
- < 90% AMI

Provide your contact information @ bit.ly/fcahomerepair for program updates & Email fcahomerepair@detroitmi.gov with any questions
Commitment:
The Building Safety Engineering and Environmental Department (BSEED) will enter into consent agreements (which creates leniency and the potential for waiver) to those homes that are in the process of securing a home renovation grant or loan.

Result:
BSEED is monitoring 48213, 48214, and 48215 Zip Codes for residents that are qualified for Consent agreement. As of December 7th there are 831 consent agreements for those Impact Area Zip Codes.
Commitment

- Side Lot Sales
- “Own it Now” Home Sales Event
- Invest $500,000 into the complete and/or partial rehabilitation of DLBA homes in the Impact Area
- Residents to be involved in the selection of vacant home rehab process
NEIGHBORHOOD STABILIZATION
DETROIT LAND BANK PROGRAMS

Selecting Event Neighborhoods
- Adjacency to occupied home density
- MLS value increase
- Housing typology
- Geographic proximity to city-led strategies

Selecting Properties for Sale
- Condition
- Location
- Public input

DLBA Building Blocks Events
NEIGHBORHOOD STABILIZATION
DETROIT LAND BANK PROGRAMS

Building Blocks Event - East Canfield Village
Held August 3rd, 2019
NEIGHBORHOOD STABILIZATION
DETROIT LAND BANK PROGRAMS

Featured Property Sales – East Canfield Village
# Neighborhood Stabilization

## Detroit Land Bank Programs

### DLBA Properties in FCA Impact Area

<table>
<thead>
<tr>
<th></th>
<th>Currently For Sale</th>
<th>Sold since April 1, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auction Homes</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Own It Now Homes</td>
<td>48</td>
<td>133</td>
</tr>
<tr>
<td>Side Lots</td>
<td>1550</td>
<td>178</td>
</tr>
</tbody>
</table>

**DLBA Property Sales - FCA Impact Area**
NELIHOOD STABILIZATION
DETROIT LAND BANK PROGRAMS

- Property Rehabilitation Programs are market regenerating programs
- DLAB conducts Market Assessments prior entering a “new” area/neighborhood
- Aligns with other neighborhood stimulants such as demolitions and Home Repair Program
- 2 bundles of properties will be selected by early spring 2021: Residents will have an opportunity to rank the bundles. The bundle receiving the highest ranking will be prioritized for rehab
- Construction is planned to start summer of 2021

DLBA Property Rehabilitation Engagement Plan - FCA Focus Area
Commitment

• The Greater Conner Creek Neighborhood Framework plan will be conducted by the Detroit Planning & Development Department in the Chandler Park, East Canfield Village, and Riverbend neighborhoods.

• Impact Fund: $800k invested by FCA to support projects identified by the neighborhood framework.

• Neighborhood Marketing Plan to be created as an outcome of neighborhood framework.
The Greater Conner Creek Neighborhood Framework will guide investment to improve core assets in the following focus areas:

**HOUSING & NEIGHBORHOOD STABILIZATION**
- Keeping Detroiters in their homes
- Rehabilitation of vacant houses
- Residential blight removal

**COMMERCIAL & ECONOMIC DEVELOPMENT**
- Neighborhood asset mapping and marketing plan
- Small business assistance
- Identify and support retail corridors / nodes
- Industrial development with appropriate buffers and protections for the neighborhood

**PUBLIC LAND STEWARDSHIP**
- Community access to land
- Maintenance of alleys and non-structural blight
- Opportunities to improve park and recreation amenities

**MOBILITY & STREETSCAPES**
- Traffic calming and truck routes to reduce impacts
- Balance the needs of all users of the street and sidewalks
- Improved mobility and access to jobs and amenities
How to get involved

• Invite us to present at your community group gatherings
• Tell your neighbors about the planning process and invite them to participate
• Attend future town halls and related community events about the plan (both online and in person)
• Share your neighborhood stories, experiences, existing community plans and ideas with us!

First community forum and public launch tentatively planned for Spring 2021

Contact us!

Aaron Goodman
Urban Planner + Community Benefits Ordinance Manager
Planning & Development Department
313-224-3577 (o)
313-452-0687 (m)
goodmana@detroitmi.gov
ENGAGE IMPACT AREA IN PLANNING ACTIVITIES
DTE ELECTRICAL ANALYSIS

Commitment:
Request DTE to complete a full analysis of the electrical infrastructure of the impact area of Beniteau to McClellan bordered by Mack and East Warren within 60 days of the agreement.

This report will identify the issues with this power grid and the cost to make the necessary repairs to address these issues.

Result:
Upon the City's request DTE completed a full analysis of the electrical infrastructure of the impact area.

DTE’s analysis did not reveal reliability issues and there is adequate electrical supply for the neighborhood in the impact area following the upgrade to FCA.
ENGAGE IMPACT AREA IN PLANNING ACTIVITIES
TREE & WEED REMOVAL

Commitment
Tree and weed removal in City and DBLA owned vacant lots and regular and continued maintenance in the impact area.

Targeted efforts in Impact Area
40 Board Ups
- 8 on Beniteau
- 14 on Lillibridge
- 18 on various streets in the area

Debris Clearing - 16 parcels/lots (some lots were occupied by vacant homes)
- 10 on Beniteau
- 3 on Lillibridge
- 3 on various streets in the area

642 Trees removed in FCA Impact Area

Future maintenance
- Vacant Lot Cutting: 4 cuts a year on a fixed schedule
- Residents can report issues on “See-Click-Fix” (Improve Detroit App)
- Trees: If residents have a concern about trees on the city right of ways (not private property or vacant lots) please call forestry department at 313-871-5461
- Trees of concern will be evaluated for maintenance and addressed as resources are available
ENGAGE IMPACT AREA IN PLANNING ACTIVITIES
DWSD ASSISTANCE

Commitment:
From the time of this agreement, City of Detroit Water and Sewerage Department (DWSD) will postpone service interruptions in the impact area for two weeks to allow residents who have delinquent water bills to apply for funds through the Water Residential Assistance Program (WRAP).

Result:
DWSD confirmed there were no service interruptions in the impact area for the first two weeks following this agreement. Any resident can avoid service interruptions once they apply for WRAP dollars. Once customers apply, their account is taken is taken off the service interruption list.
SMALL BUSINESS SUPPORT
DEGC PROGRAMS

Commitment
• City committed to leveraging two existing small business programs (Motor City Match and Motor City Restore) to provide support to new and small business owners in the impact area. Residents can begin to take advantage of these programs immediately.
• Specific focus be given to small business start-ups in the impact area.

Grand opening of Diamond Smiles Dentistry
Motor City Match Winner - July 2019
Businesses in FCA Impact Area awarded grants or services from Motor City Match, Motor City Restore, or DEGC administered pandemic relief grants starting in July 2019
SMALL BUSINESS SUPPORT
DEGC PROGRAMS

2019 – 2020 Activities

• The District 4 Business Liaison (DBL), Martell Bivings, walked the footprint to meet all existing Business Owners to introduce them to the DEGC, Motor City Match and Motor City Restore, and Detroit’s business ecosystem

• Connected aspiring entrepreneurs with TechTown to help start their business plan and helped existing business establish a web presence

• Helped 6 new businesses to open including Diamond Smiles Dentistry a Motor City Match cash winner, which opened in June 2019

• Helped 45 businesses fill out and submit their Property Exemption applications

• Helped secure over $150,000.00 in grant dollars to the FCA footprint

2019 – 2020 Activities

• Resolved 30 business issues

• Established a WhatsApp group for Jefferson, Mack, and E. Warren to allow Business Owners and commercial property owners to communicate with one another and directly with the DEGC

• Delivered Personal Protection Equipment to business

Next Steps

• Inform Business Owners about the Pure Michigan Small business Relief Grant that opens December 15, 2020

• Schedule Zoom calls to owners with needed resources

• Inform Business Owners and Residents about Detroit Means Business (Detroit Means Business | COVID-19 help for small and local businesses)
Commitments

• City constructs a wall along St. Jean Street as a sound barrier to FCA plant. Barrier will run from Warren Avenue to Kercheval Avenue

• Wall design to be approved by residents along Beniteau Street through a series of meetings to end in May 2019

• Height of wall to be determined at the completion of sound study

• FCA provides support on wall aesthetics by planting ivy and adding potential murals along portions of the barrier
Sound Barrier Process

- Six meetings held with Beniteau residents focusing on the wall design

- Visual preference survey conducted

- Survey hand delivered to every house on Beniteau

- 19 surveys returned

- "Dry Stack Stone" was community's preferred design
MITIGATE DEVELOPMENT IMPACTS
SOUND BARRIER WALL & MURAL

Smooth surface will receive mural

Stamped surface will receive Ivy
Mural will be the largest art installation in the City of Detroit at 15' tall and stretch over 1,500' long

City of Detroit held a series of meetings with residents to gain feedback and alignment on mural

Over 100 artists responded to “Call for Artists” Request for Proposal (RFP) released in Feb 2020

Selection Committee included 2 NAC members, 2 students from Southeastern High School and Detroit Enterprise Academy, a professional art juror, City of Detroit and FCA representatives

- Committee members have met to begin the artist selection process
- After COVID-19 Delay, finalists interviewed in December 2020
- Continued engagement meetings after announcement of artist selection

Artists will begin work on murals in Spring 2021 with goal of completion by October 2021
MITIGATE DEVELOPMENT IMPACTS
SOUND BARRIER WALL & MURAL

March 2020 Community Q & A at DEA

Notes From January 2020 Visioning Sessions w/ NAC, Southeastern HS, and Detroit Enterprise Academy
MITIGATE DEVELOPMENT IMPACTS
TRAFFIC DESIGN & CALMING

Commitments

• The City Department of Public Works will work with FCA truck routing and area residents to develop a plan for preferred neighborhood traffic calming measures.

• Detroit Public Works will install preferred traffic calming to ensure trucks do not drive along residential streets. This includes: speed cushions, one-way street conversions, and posted signage.

• The St. Jean route of the Iron Belle Trail will be removed as part of this project. New routing of the Iron Belle Trail will be considered.
FCA, City and MDOT conducted a comprehensive traffic impact study

MDOT designed most efficient I-94 interchange to satisfy volume (see Diverging Diamond design on right)

FCA helped secure a **$2.8M State of Michigan grant** for Conner improvements

- Resurfacing started in November 2020 and will be completed in Spring 20
- New two-way cycle track on eastside of Conner
- Lights on Mack Ave. bridge upgraded
MITIGATE DEVELOPMENT IMPACTS

TRAFFIC FLOW DESIGN & CALMING

Traffic Monitors and Signal Timing
- Signal optimizations
- Installing ITS equipment
- Providing left turn phases

80 Speed cushions in vicinity of FCA plant

Posted “No Trucks” signs to restrict truck traffic from Vernor and Kercheval

FCA Plant Area Map

LIST OF SIGNALIZED INTERSECTIONS
1. St Jean / Warren (Miovision)
2. Mack / St Jean
3. Kercheval / St Jean (Miovision)
4. Jefferson / St Jean (Miovision)
5. Conner / Jefferson (Miovision)
6. Conner / Kercheval
7. Conner / Vernor
8. Conner / Charlevoix
9. Conner / Mack
10. Conner and Canfield
11. Conner / Warren
12. Conner / Samaritan Dr
13. Conner / Shoemaker

*Signal timing changes were implemented to improve progression along Conner and Jefferson corridors during shift change time.
Conner reconfiguration

- Construction and resurfacing started. For safety purposes
- Cycle track moved to east side south of Warren
- North of Warren will be reconfigured to 3+Center+3 lanes + off-road cycle track
• The City of Detroit has begun the fundraising process with Barack Obama Leadership Academy, formerly known as Timbuktu Academy.

• The City’s Office of Development and Grants has reached out to potential donors for securing the $50,000 towards computer lab and library improvements and continues to make progress towards this goal.
EDUCATION PROGRAMS
DETROIT PROMISE SCHOLARSHIPS

What is the Detroit Promise?
Debt-Free Tuition at Partnering 2-year and 4-year Colleges for Detroit High-School Seniors

Total Students Registered for the Promise (by graduation class)
• 2019: 228 students
• 2020: 181 students
• 2021: 33 students to date

Yearly Snapshot for Students in the FCA Impact Zone (48213, 48214 & 48215)

Invoices paid in 2019-2020* (by zip-code)
48213 = 6
48214 = 9
48215 = 5
Total = 20

*Note: invoices are only paid for those students where the cost of tuition is not fully covered by the Federal Pell Grant. Historically, 75% of Detroit students are fully covered by Pell.

Status Updates
City commits $500,000 to fund scholarships through the Detroit Promise – disbursed June 2019
✓
The Detroit Promise funds will be administered by the Detroit Regional Chamber
✓
The scholarships will be earmarked specifically for students of the impact area (MOU)
✓
Commitment

• City commits $500,000 to fund the Grow Detroit’s Young Talent (GDYT) summer youth employment program

Results

• $500,000 disbursed in June 2019

• Interested youth can apply for 2021 at [https://gdyt.org](https://gdyt.org)

GDYT Participation in FCA Zip Codes (% of Impact Zone Numbers of Total Numbers)

<table>
<thead>
<tr>
<th>Status</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied</td>
<td>48213 491</td>
<td>48214 354</td>
</tr>
<tr>
<td>Registered</td>
<td>195 123</td>
<td>169 105</td>
</tr>
<tr>
<td>Worked</td>
<td>182 123</td>
<td>105 410</td>
</tr>
</tbody>
</table>
In 2020, FCA has contributed $1.5M to expand CTE programming and launch Advanced Manufacturing Career Academy

- Phase 1 of construction at Southeastern HS was completed in November
  - 3 classrooms were renovated to house the ‘Introduction to Advanced Manufacturing’ and ‘Computer Networking’ classes
- Phase 2 of construction is expected to start in Spring 2021
  - Roof of Southeastern HS will be replaced
  - More classrooms will be renovated to house additional Advanced Manufacturing and CTE courses
- Career Pathways are being developed in partnership with FCA that will result in student internships and GDYT opportunities
Commitments

- Detroit at Work provides $2M in-kind outreach, screening, pre-application support and interviewing services.
- FCA and Detroit at Work collaborate to develop and implement pre-application readiness training programs.
- Impact Area residents receive priority access to hiring events and applications and Detroit at Work provides quarterly updates regarding pre employment and workforce development within the impact area.
ACCESS TO TRAINING AND JOBS
DETROIT AT WORK

16,000+ Detroiters on the list
10,300+ Detroiters applied
5,500+ Interviews completed
ACCESS TO TRAINING AND JOBS
DETROIT AT WORK

Supporting Detroiters
Minimizing Challenges

APPLICATION
- Tutoring
- Application workshop
- Computer support
- Call center/email communication

INTERVIEW
- Workshops online/in person
- Practice questions
- Transportation

OFFER
- Manufacturing readiness training
- Transportation
- Candidate live support
ACCESS TO TRAINING AND JOBS
DETROIT AT WORK

- 2,182 impact area residents eligible to apply (13%)
- 2,983 eligible candidates reported criminal or felony backgrounds (18%)
- 461 eligible candidates reported veteran status (3%)

Engaging Detroiters

1,100+ Events

16,000+ Eligible

Minimum per district

68+ Events

1,300+ Attendees
CONSTRUCTION UPDATE
CONSTRUCTION UPDATE

OVERVIEW

- Overall Site
- Body Shop
- General Assembly
- New Paint Shop
- New Vehicle Test Track
- Rail Yard Expansion
- Charlevoix Entrance
- DTE Expansion
CONSTRUCTION UPDATE
OVERALL SITE

December 2018
- 1,590 parking spaces
- 1,753,000 sq. ft. of manufacturing space
- Manufacturing in one building

November 2020
- 3,100 parking spaces
- 2,495,100 sq. ft. of manufacturing space
- Manufacturing in three buildings
- New and updated site entrance
- Upgrades to ancillary buildings

95% COMPLETE
CONSTRUCTION UPDATE

BODY SHOP

- Building Size: 646,600 sq. ft.
- Facility used for welding the vehicle body together
- New Metrology Center
- New HR Hiring Center

100% COMPLETE
CONSTRUCTION UPDATE

GENERAL ASSEMBLY

- Building Size: 1,053,000 sq. ft.
- Building used for the final assembly of all components within the vehicle
- New Vehicle Quality Lab
- New Vehicle Test Track
- New Roofing System
CONSTRUCTION UPDATE
NEW PAINT SHOP

- 795,500 sq. ft.
- World class environmental controls
- New state of the art air circulation for energy conservation
- LEED certification pending

94% COMPLETE
CONSTRUCTION UPDATE

NEW TEST TRACK

- 95,000 sq. ft.
- Testing operations protected from weather
- Facility includes unique driving surface
- Improved vehicle safety and quality

100% COMPLETE
CONSTRUCTION UPDATE
RAIL YARD EXPANSION

- Rail yard serves Detroit Assembly Complex Jefferson and Mack
- Addition of 4 new rail spurs
- Increased capacity by 47 rail cars

100% COMPLETE
CONSTRUCTION UPDATE
CHARLEVOIX ENTRANCE

- New entrance developed in response to community traffic study
- Purpose is to divert truck traffic away from residential streets and onto Jefferson and Conner
- Area used for parts deliveries and shipment of finished vehicles from Jefferson and Mack plants

99% COMPLETE
CONSTRUCTION UPDATE
DTE EXPANSION

Update

● Site is paved and painted
● Lighting is being installed
● Beautification scheduled Spring 2021

Once Completed

● The property will be a finished vehicle parking lot and trailer loading area
● Site will be used as a Michigan and Ohio dealer distribution center
FCA COMMUNITY BENEFITS UPDATE
<table>
<thead>
<tr>
<th>PROGRAMS</th>
<th>FCA COMMITMENT</th>
<th>FCA CONTRIBUTIONS TO DATE</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce and Training</td>
<td>$5.8M</td>
<td>$5.8M</td>
<td>COMPLETED</td>
</tr>
</tbody>
</table>
| ● FCA will partner with Detroit at Work to support hiring related to recruiting, pre-screening and vetting related to production jobs  
● FCA will provide work readiness training  
● State incentives for DESC training program in Detroit | | | |
| Education                      | $4M            | $1.5M                     | ON TRACK   |
| ● Manufacturing Career Academy at Southeastern High School  
● DPSCD facility investment for career and technical education  
● Adult and youth training programs in advanced manufacturing  
● Partner with Wayne County Community College District to launch Automotive Manufacturing Program | | | |
| Home Repair Grants             | $1.8M          | $1.8M                     | COMPLETED  |
| ● $15,000 non-cash grant to invest in and repair residents homes | | | |
| Neighborhood Improvement       | $.8M           | $.4M                      | ON TRACK   |
| ● Community directed projects  |                |                           |            |
| Construction Mitigation        | $1.4M          | $1.4M                     | COMPLETED  |
| ● Stormwater, traffic, vegetative buffer, landscaping, trees, murals and community beautification | | | |
| Total                          | $13.8M         |                           |            |
WORKFORCE AND TRAINING

OVERVIEW

- Early Application Windows for Detroiter
- Interviewing Detroiter
- Salaried and Skilled Trades Jobs
- Returning Citizens
FCA Prioritized Detroit Residents

- Two early application windows opened before general public with focus on:
  - Residents in Impacted Area
  - Returning Citizens
  - Veterans

- FCA conducted over 5,000 in-person interviews

- Successful candidates receive a conditional offer of employment
FCA Comprehensive Recruitment Strategy for Detroiters

- Targeted marketing campaign
- Customized community recruiting events
  - Tents at Eastern Market, Detroit Lions tailgate, veterans outreach, faith-based organizations and partnerships with City of Detroit and Wayne County
- Established academic partnerships
BAN-THE-BOX EMPLOYER

- A criminal record is not an automatic bar to employment

- FCA does not ask applicants to disclose criminal histories until after they have accepted a conditional offer of employment in order to ensure candidates are given equal treatment throughout the interview and selection process

- FCA takes several factors into consideration when making hiring decisions for returning citizens, such as the nature and date of the offense and the candidate’s age at the time of the offense
EDUCATION
OVERVIEW

- Southeastern High School
- Wayne County Community College District
EDUCATION
SOUTHEASTERN HIGH SCHOOL

Manufacturing Career Academy - Launched Fall 2020

- FCA Partnership with City of Detroit and DPSCD
- Industry Certificate
- Career Pathways
- Adult Training Program
EDUCATION

SOUTHEASTERN HIGH SCHOOL

202 students enrolled in Introduction to Advanced Manufacturing

39 students enrolled in Information Technology Networking Infrastructure

- New laptops installed with curriculum software
- Installation of CNC machine, robotic arm and air compressor
- FCA manufacturing and engineering executives featured as guest speakers
- DESC and DPSCD to launch adult Career Technical Education in same classrooms (timing under review due to COVID)
Automotive Manufacturing Program

- FCA will establish a partnership with WCCCD to create an Automotive Manufacturing Program
  - Program delayed due to COVID as school is closed
  - Curriculum under development
HOUSING & NEIGHBORHOOD IMPROVEMENTS
HOUSING & NEIGHBORHOOD IMPROVEMENTS

OVERVIEW

- Home Repair Grants
- Impact Neighborhood Fund
FCA invested $1.8M in a home repair Program administered by the City of Detroit’s Housing and Revitalization Department.
FCA will invest $400,000 in 2020 (with another $400,000 contribution in 2021) to support projects in Chandler Park, West End and Riverbend neighborhoods.
CONSTRUCTION MITIGATION
OVERVIEW

- Stormwater Park
- Vegetative Buffer, Landscaping and Trees
CONSTRUCTION MITIGATION
STORMWATER RUNOFF

STORMWATER PARK HIGHLIGHTS
- Project is 75% complete
- Fenceline installed, trees and shrubs planted, walking path created
- Large pavilion for community use, educational signage on walking path, and pollinator garden coming in Spring 2021
CONSTRUCTION MITIGATION
STORMWATER PARK

1. Boot Brushing
2. Pavilion
3. Bat Box
4. Stormwater Pond
5. Role of Tree
6. Carbon Footprint
7. Wildflower Garden
8. Bug Hotel
9. Monarch Butterfly Waystation
10. Rain Garden
11. Vegetable Garden
CONSTRUCTION MITIGATION
VEGETATIVE BUFFER, LANDSCAPING AND TREES

Increasing the urban tree cover and enhancing green buffer, air filtration and stormwater management by planting 600 trees on plant property.

400 trees planted to date
MINIMIZING OUR ENVIRONMENTAL IMPACT

We have a great responsibility - and plan - to minimize the environmental impact on the community for this and future generations.

**Reviving the Tree Canopy**
Partnering with Greening of Detroit to plant 500 trees throughout the neighborhood to maximize results.

**Constructing Education Plaza**
Supporting the Chandler Park Conservancy to launch construction of Detroit’s first environmental education plaza.

**Monitoring the Air Quality**
Installed state-of-the-art, ambient air quality monitoring station to monitor and report nearby particulate matter and nitrogen oxides.

**Beautifying Stormwater Park**
Constructing neighborhood pavillion and educational stops at existing stormwater park along Beniteau Street and Kercheval Avenue.

**Lighting the Bus Stops**
Installing solar-powered bus stop shelters together with the Detroit Department of Transportation.

**Restoring Blighted, Vacant Lots**
Transforming 300 vacant lots into green spaces where blighted homes once stood.

These projects are part of the Mack Permit to Install (No. 14-19) "Additional Projects Plan" approved by the State of Michigan.
OTHER CBA PROJECTS
OTHER CBA PROJECTS

OVERVIEW

- Traffic Calming and Community Feedback
- Now Hiring Truck Drivers
- Small Business Support
- Continuing Community Engagement
OTHER CBA PROJECTS

TRAFFIC CALMING & COMMUNITY FEEDBACK

● FCA launched 1-800-REPORT-9 (737-6789) in August 2019 and is currently live and accepting calls 24 hours a day
  ○ FCA Logistics team directs truck traffic to use Conner and Jefferson and avoid residential streets

● Reduce our carbon footprint: FCA partners with SmartWay®, to help the industry reduce the carbon footprint of our transport fleet as well as our suppliers’ trucks.
  ○ FCA vehicle transport carrier is in top category for low CO2 emissions performance (Grams per Ton-Mile)
  ○ FCA truck fleet is in the 2nd best category for Nitrogen and Particulate Matter emissions performance (Grams per Ton-Mile)
WORKFORCE AND TRAINING
NOW HIRING TRUCK DRIVERS

FCA TRANSPORT

- FCA is hiring 91 Truck Drivers through March of 2021 in Detroit, Toledo and Windsor, Ontario
- FCA Transport utilizes top of the line equipment
- FCA Transport – Detroit Terminal truck drivers are needed to:
  - Drive dedicated routes in Michigan, Ohio, Indiana and Ontario, Canada
  - Provide transfer and switching services between a dock and trailer holding
  - Most loads are “drop and hook” and “no touch freight”
  - All routes require a Class A CDL license and ability to obtain a Free and Secure Trade (FAST) endorsement

Job posting and qualifications on FCA Careers
https://careers.fcagroup.com/job/11459933/truck-driver-detroit-mi
OTHER CBA PROJECTS

SMALL BUSINESS SUPPORT

Invited Detroit-based suppliers to exhibit 2019 and 2020 MatchMaker networking events

Working with MMSDC to mentor and grow Detroit based minority-owned business

Only automaker to invest in Plug and Play Detroit, a technology incubator growing minority-owned business

Awarded back-to-back ‘Corporation of the Year’ honors from the National Minority Supplier Development Council

9 Distinguished Speakers
700+ Attendees
160 Supplier Exhibiting

Rowe Trucking from 2019 Matchmaker

Supplier Diversity
21st Annual Virtual Matchmaker
OTHER CBA PROJECTS
CONTINUING COMMUNITY ENGAGEMENT

FCA4DETROIT.COM
FCA4DETROIT@FCAGROUP.COM
#FCA4DETROIT

FCA4DETROIT QUARTERLY
JOB OFFERS TO DETROITERS
FCA has offered over 4,100 jobs to Detroiters

448 offers to Impact Area residents
● nearly 80% of residents interviewed

Detroiters eager to begin jobs at new FCA plant

Fiat Chrysler has extended 2.3K work offers for east side site

BY BREANA NOBLE
The Detroit News

Detroit — Benny Wilkinson had been out of a job since March when he received an email in August that Fiat Chrysler Automobiles had hired him to work at its new plant on the city’s east side.

“I told people I felt like I had just been drafted to the NBA,” the 36-year-old Detroit, who lives a 30-minute walk from the plant, told The Detroit News. “It’s going down. It’s finally hitting, y’all. Everybody was all happy and proud.”

Fiat Chrysler in February 2019 said it would invest $3.5 billion to expand its former Mack Avenue Engine Complex to produce a new three-row, full-size Jeep SUV as well as the next-generation Grand Cherokee. Production will begin next quarter, and the automaker forged an agreement with the city and residents in surrounding neighborhoods to make the 4,000 new positions at the new plant and the adjacent updated Jefferson North Assembly Plant available to Detroiters first.

More than 16,000 Detroiters have submitted their applications with the help of the city and Detroit at Work. Hundreds of job readiness events in the fall and spring helped prepare residents to apply. Fiat Chrysler has conducted 4,039 interviews and extended 448 job offers to residents in the first three months of 2020.

It wouldn’t have mattered where,” the FCA jobs were, said Benny Wilkinson of Detroit. “If it had been Ohio, I would’ve been there.”

Fiat Chrysler Automobiles

“Without these initiatives, I think the city would have a really big challenge in going through this transition,” said Fabio Tranfesa, the city’s chief economic officer. “The fact that this city is going to make this transformation and have a big say in how that happens is incredible.”

The Detroit native said he worked in those roles during that time.
THANK YOU