



Civil Rights, Inclusion
and Opportunity

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To: Honorable Detroit City Council
Neighborhood Advisory Councils
From: Anthony Zander, Director, Civil Rights, Inclusion, and Opportunity
Date: July 2025
Re: Community Benefits Ordinance Biannual Report for Future of Health

The Civil Rights, Inclusion, and Opportunity (CROI) Department has been given the responsibility of monitoring the Community Benefits Ordinance. The report details the developer's compliance with each Community Benefits Provision (CBP) commitment.

Future of Health project currently has **0** of their commitments **"Off Track"**.

Below, you will find a key to reference when reviewing "Status Update" and the total number of CBP commitments in each specific status

Status Update	Explanation	Commitments
	On Track- Actions taken towards satisfying commitment	53
	Off Track-Commitment not fulfilled	0
	Off Track but Compliance Plan Submitted	0
	Not Started- No action taken	9
	Additional information requested	0
Completed	Commitment fulfilled	2
Total Commitments		64

Respectfully,

Anthony Zander

Conrad Mallett

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Director, CROI

Corporation Counsel

Biannual Community Benefits Report

Project Name/Location:

Future of Health

Agreement Approval Date:

02/27/24

Henry Ford Health System – One Ford Place 5B, Detroit, MI 48202
Pistons Sports & Entertainment – 6201 Second Ave., Detroit, MI 48202
Board of Trustees of Michigan State University – 426 Auditorium Rd., Hanna Administrative
Bldg., Room 450, East Lansing, MI 48824-1046

Developer Name/Address

	Commitment	Finding	Status	City Department
1. Housing for Detroiters				



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1.	<p>Affordable Housing: Developer shall enter into an affordable housing agreement (the "Affordable Housing Agreement") with the City pursuant to which Developer shall offer to lease twenty percent (20%) of the residential units among the total unit count across the three buildings containing residential units (the "Residential Buildings") that are included in the Developer's TBP and constructed as a part of the Future of Health Development as affordable units to individuals and families with mixed incomes, as follows and for a term of thirty (30) years from completion of such Residential Building: (i) ten percent (10%) of the affordable units will be reserved for individuals and families with incomes of not more than thirty percent (30%) of the area median family income for the Detroit-Warren-Livonia Metropolitan Statistical Area as published from time to time by HUD ("AMI"), based on family size, (ii) eighty percent (80%) of the affordable units will be reserved for individuals and families with incomes of not more than fifty percent (50%) of the AMI, and (iii) ten percent (10%) of the affordable units will be reserved for individuals and families with incomes of not more than seventy percent (70%) of the AMI.</p>	<p>In February 2024, the developer entered into an Affordable Housing Agreement with the City of Detroit.</p>		<p>Housing and Revitalization Department</p>
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2	<p>Acceptance of Section 8 Vouchers: During the thirty (30) year term of the applicable Affordable Housing Agreement, Developer shall not unreasonably refuse to lease an affordable housing unit offered for rent or otherwise discriminate in the terms of tenancy because any prospective tenant is the holder of a Certificate of Family Participation or a Voucher under Section 8 of the United States Housing Act of 1937 (42 USC §1437f), or any successor legislation. Such obligation shall be included within the Affordable Housing Agreement(s).</p>	<p>The developer has agreed to accept Section 8 Vouchers for affordable housing units in its residential buildings, as outlined in the Affordable Housing Agreement.</p>		<p>Housing and Revitalization Department</p>
3	<p>Housing Accessibility. During the period that the proposed projects are under construction (the "Construction Period"), with respect to the Residential Buildings, Developer shall either hire (i) an architect for the project with experience in (x) compliance with the Americans with Disabilities Act (the "ADA"), (y) universal design for persons with disabilities and (z) prevailing best practices for accessibility and visit-ability; or (ii) a third-party consultant that specializes in (i)(x)-(i)(z) above, in order to consult on the design of the Residential Buildings and related outdoor environments which are a part of the housing components of the Future of Health Development to make the housing components of the Future of Health Development accessible and usable by persons with disabilities beyond the</p>	<p>Accessibility and universal design remain a stated priority for the developer during the design phase of the 725 Amsterdam residential building. The developer has retained an architectural team with experience in these principles. Current designs reportedly incorporate accessibility features throughout apartment units and common areas, both interior and exterior.</p> <p><i>**A detailed breakdown of the number of accessible units and design elements has not yet been provided</i></p>		<p>CRIo - Office of Disability Affairs / Housing and Revitalization</p>



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	<p>minimum requirements imposed by the ADA, including concepts of universal design.</p>	<p><i>and should be documented following construction commencement.**</i></p>		
4	<p>Home Repair Fund. Developer will make a donation of two million dollars (\$2,000,000) to an experienced non-profit or home repair fund selected by Developer in consultation with the NAC to be used for making home repair grants to qualifying owner occupied homes, based on criteria to be determined by the selected non-profit or home repair fund, within the neighborhoods of: New Center, New Center Commons, Virginia Park, Virginia Park Community, Tech Town, Elijah McCoy, Piety Hill, LaSalle Gardens, and NW Goldberg (each as defined by the City of Detroit Department of Neighborhoods). Such donation shall be made in five (5) annual donations of four hundred thousand dollars (\$400,000), with the first payment to be paid within ninety (90) days of the start of construction of the first residential housing project, with a maximum spend of fifteen</p>	<p>Central Detroit Christian (CDC) has been identified as the nonprofit administrator for the Home Repair Fund. According to the developer, CDC has experience with similar programs and is currently working with the developer to finalize the fund's structure in accordance with the Community Benefits Agreement timeline.</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>



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	<p>thousand dollars (\$15,000) per qualifying household; provided that the fifth payment shall be made no earlier than ninety (90) days following the start of construction of the third residential housing project.</p>		
5	<p>Rental Assistance Fund. Developer will make a donation of five hundred thousand dollars (\$500,000) to an experienced non-profit or rental assistance program selected by Developer in consultation with the NAC to be used for rental assistance for qualifying renters within the Impact Area. It is anticipated that the rental assistance program will be designed taking into consideration aspects of the former Live Midtown and Stay Midtown programs. Such donation shall be made in five (5) annual donations of one hundred thousand dollars (\$100,000) with the first payment to be paid within ninety (90) days of the start of construction of the first residential housing project; provided that the fifth payment shall be made no earlier than ninety (90) days following the start of construction of the third residential housing project.</p>	<p>Black Family Development Inc. (BFDI) has been selected to administer the Rental Assistance Fund. The developer states that BFDI is actively engaged within the Impact Area and has experience with similar efforts. Preparations for launching the fund are reportedly on schedule per the Community Benefits Agreement.</p>	<p>Jobs and Economy Team / Department of Neighborhoods</p>



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6	Affordable Housing Development and Preservation Fund. Developer will make a donation of two million dollars (\$2,000,000) to the Affordable Housing Development and Preservation Fund. Such donation shall be made in five (5) annual donations of four hundred thousand dollars (\$400,000), with the first payment to be paid within ninety (90) days of the start of construction of the first residential housing project; provided that the fifth payment shall be made no earlier than ninety (90) days following the start of construction of the third residential housing project.	The developer reports readiness to make the initial payment required under the Community Benefits Agreement.		Housing and Revitalization Department
	Commitment	Finding	Status	City Department
2. Finest Health Care for Detroiters				



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7.	<p>Expanded Hospital. As a part of the Future of Health Development, Developer shall expand the existing Henry Ford Hospital facilities, by designing and constructing the Expanded Hospital tower, which shall include new surgical rooms, an expanded emergency department, and private patient rooms.</p>	<p>In September 2024, crews broke ground on the hospital construction project. The \$2.2 billion expansion is anchored by a new, state-of-the-art hospital facility that will span 1.2 million square feet on the south side of West Grand Boulevard, directly across the street from the legacy campus, which will remain in operation. The facility includes a 20-story patient tower, with three floors dedicated to providing intensive inpatient physical medicine and rehabilitation in partnership with top-ranked Shirley Ryan AbilityLab. The inclusion of Shirley Ryan AbilityLab was made possible through a nearly \$130 million investment by the Gilbert Family Foundation, whose co-founder, Dan Gilbert, credits the organization for his recovery after a stroke in 2019. The entire project will be world-class from the most obvious features to the smallest details. At 75,000 square feet, the expanded emergency department will be more than double the size of the current emergency department and will be equipped with 100 private, flexible treatment spaces. The high-tech</p>		<p>Buildings Safety, Engineering and Environmental Department</p>
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		<p>touches in the 432 individual rooms in the new patient tower will ensure the most comfortable, convenient experience and will complement the existing hospital facility and beds. The interactive patient rooms in the new tower are being designed to utilize touchscreen televisions and voice activation for both patients and care teams, and there will be dedicated space for visitors in each room. Each of the 28 new operating rooms will be capable of handling nearly every type of complex surgical case, from transplants to brain surgery. In addition, the new patient tower also will include five floors of specialized ICU rooms, from cardiovascular to neurological, all further underscoring Henry Ford Health's commitment to providing unparalleled care.</p> <td></td>	
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8.	<p>New Research Center. As a part of the Future of Health Development, Developer shall build a state-of-the-art New Research Center.</p>	<p>Plans call for a 75,000-square-foot emergency department—more than twice the size of the current one—featuring 100 private, flexible treatment spaces and 432 patient rooms with high-tech features, including touchscreen TVs and voice activation systems. The facility will include 28 operating rooms and five floors of specialized ICU rooms.</p>		<p>Buildings Safety, Engineering and Environmental Department</p>
9.	<p>Urgent/Fast Track Care Services. Developer shall design the Expanded Hospital in a manner that provides a separate and distinct Urgent / Fast Track space utilizing enhanced patient triage for the provision of Urgent / Fast Track care on a 24-hour/7-day per week basis, subject to Applicable Laws. Developer will provide adjacent secured and designated parking for patients' use during such Urgent/Fast Track visits, the parking fees, if any, for which will be consistent with the parking policy at Henry Ford Hospital as it exists from time to time.</p>	<p>In accordance with the Community Benefits Agreement, the developer has designed and will construct the expanded hospital in a manner that revamps and improves upon the current intake process. More specifically, a new parking deck is being constructed with 1,500 parking spots and will be located immediately adjacent to the new Henry Ford Hospital Emergency Department. All patients seeking urgent/fast track and emergency services will have available parking in this new parking deck located within steps of the new facility,</p>		<p>Buildings Safety, Engineering and Environmental Department</p>



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		<p>and parking and care services will be available 24-hours of each day.</p> <p>The new hospital is being constructed with an adjacent 1,500-space parking deck to streamline emergency care intake and ensure proximity for patients seeking urgent services.</p>		
10.	<p>Behavioral Health Space. Developer shall design the Expanded Hospital in a manner that allows Developer to provide dedicated behavioral health space within the emergency department of the Expanded Hospital following construction completion, and subject to Applicable Laws. Developer shall include information regarding the dedicated behavioral health space in its semi-annual reporting to CRIQ hereunder, and will include the methods by which a resident can best access behavioral health services at Henry Ford Hospital on the Information Website.</p>	<p>A dedicated behavioral health space will be incorporated into the new emergency department. According to the developer, outpatient behavioral health services are currently offered at One Ford Place.</p> <p>Following construction completion, the new behavior health space will be located within a dedicated area conducive to patient privacy.</p> <p>Methods for accessing Behavioral Health Services: Currently, the developer provides outpatient behavioral health services at One Ford Place including comprehensive services for a variety of conditions including</p>		<p>Buildings Safety, Engineering and Environmental Department</p>



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		<p>addiction, ADHD, anxiety, mood disorders, bipolar disorder, depression, PTSD, and schizophrenia.</p> <p>Additional behavioral health resources and contact information are available online at https://www.henryford.com/future-of-health.</p>	
11.	<p>Uncompensated Care. Developer acknowledges that it currently realizes significant uncompensated care losses and that it expects to absorb additional uncompensated care losses that will occur as a direct result of the Expanded Hospital. Each year during the first five (5) years following the date that the Expanded Hospital is fully operational and servicing patients, Developer shall provide a report to CROI detailing the amount of uncompensated care provided to patients who are Detroit residents, to the extent practicable and permitted by Applicable Law</p>	<p>The expanded hospital tower is currently under construction. When complete, the new campus will feature an expanded emergency department that will allow for the hospital to absorb additional uncompensated care.</p>	<p>Jobs and Economy Team</p>



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12.	<p>Community Health Worker + Impact Area Senior Citizens. Commencing not later than January 1, 2025, and continuing for a period not less than five (5 years) after commencement, Developer will provide a dedicated and trained employee such as a community health worker or similar person to provide engagement with Impact Area senior citizens (including but not limited to licensed senior facilities within the Impact Area such as Lexington Village) to educate, coordinate community resources, and assist said senior citizens in navigating the healthcare system.</p>	<p>In 2024, two community health workers and health educators were assigned to the Village Center senior housing at 901 Pallister. They assisted about 50 residents with care coordination and conducted education programs, including nutrition and physical activity sessions. Newsletters and health education materials were distributed.</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>
13.	<p>Medical Resources for High Schools. Upon the earlier of (i) January 1, 2025, or (ii) within ninety (90) days of the final approval of the TBP by the MSF, Developer shall provide one (1) cardiac kit, one (1) trauma kit and one (1) overdose medical emergency kit to each of Northwestern High School and University Prep. The provision of the kits shall be subject to applicable regulations, and any training and maintenance plans mutually agreed upon between Developer and each high school.</p>	<p>Resources have been ordered (including AEDs) for all five buildings on University Prep's campus and Northwestern High School. Henry Ford Health, University Prep and DPSCD have developed a MOU to outline a mutually agreed upon maintenance and training plan for these devices</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>



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14.	<p>Primary Care Services. Developer shall develop and/or partner with a third-party organization to provide same day services for primary care within the Impact Area at an existing location, PACE facility, Federally Qualified Health Center, or near the Expanded Hospital campus. Developer shall include information on the availability of and best ways to access such primary care services on its Information Website. Developer (itself or through its partner third-party organization) shall provide such services for a period of at least ten (10) years from the date such services are commenced.</p>	<p>Plans are underway to expand primary care services with a new clinic on the Henry Ford Health campus, offering same-day care. The developer is currently evaluating locations and will publish operational details once confirmed.</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>
15.	<p>Community Fairs. Commencing January 1, 2025, and continuing for a period not less than five (5) years after commencement, Developer shall partner with City Council, the City of Detroit, and Developer-selected community groups to host a total of nine (9) community fairs each year during the Construction Period regarding health, education, job opportunities, and/or available hospital resources. Developer shall host one of the nine (9) community fairs in each of the seven Districts and an additional two (2) community fairs in the Impact Area.</p>	<p>Developer has contacted all members of Detroit City Council to identify upcoming events where we can collaborate to deploy resources, such as workforce development, health services, jobs fairs, and other organizational resources.</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>
16.	<p>RYSE MED Program. Commencing not later than January 1, 2025 and continuing for a period of</p>	<p>The RYSE MED program accepted 27 high school students into its 2024</p>		



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	<p>not less than five (5) years after commencement, and subject to any Applicable Laws, Developer will continue to operate its RYSE MED (Readyng Youth Scientists for Excellence in Medicine, Health Equity and Discovery) program (or a similar replacement program) designed to provide students interested in health professions and health related research and having backgrounds underrepresented in medicine, with support and resources through a summer educational/training program designed to help such students pursue jobs in the healthcare field.</p>	<p>cohort from across Metro Detroit. Recruitment for the 2025 cohort is open through March 30. Program information is disseminated through newsletters and online postings.</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>
17.	<p>Infant/Mother Mortality Resources. Commencing not later than January 1, 2025 and continuing for a period not less than five (5) years after commencement, and subject to Applicable Laws, Developer will dedicate research and direct care resources to address infant/mother mortality issues, and will include a summary of the scope and nature of the infant/mother mortality research and direct care resources in its semi-annual reporting to CPIO required hereunder. Developer will include the methods by which a resident can best access such resources on its Information Website.</p>	<p>Resources for mother and infant care, including the Women-Inspired Neighborhood (WIN) Network described below, are available online at https://www.henryford.com/future-of-health. Highlights of ongoing research to address infant/mother mortality issues are being added to this website as well.</p> <p>WIN Network Detroit, powered by Henry Ford Health, provides support for pregnant women who obtain care at our New Center One clinic in Midtown Detroit. The programming offers prenatal care through an enhanced group prenatal care format with the</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>



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	<p>added support of a community health worker as a co-facilitator (the first to do so in the country) to address social determinants of health (SDoH).</p> <p>Between January 2024 and January 2025 WIN Network enrolled a total of 123 mothers; 82 babies were born to parents in the program within that time with an average gestational age of 38.5 weeks and an average birth weight of 6.72 lbs.</p> <p>In addition to prenatal care, Developer offers moms case navigation by directly connecting them to community-based organizations by embedding them into the prenatal care appointments. These community resources include breast feeding peer-counselors, WIC, pediatrics, Generation with Promise (nutrition education and shopping on a budget), doula support, and domestic violence prevention and support.</p> <p>Moving forward, Developer will continue to provide support during prenatal visits and outside of the clinical setting to ensure women,</p>	
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		children and families are supported throughout their pregnancy journeys.		
18.	Implicit Bias Training. As a part of Developer's employee training programs, Developer shall provide its part-time employees and full-time employees at the Project with implicit bias training and/or diversity, equity and inclusion training.	Developer has and will continue to provide mandatory implicit bias training to Developer's full-time and part-time staff.		Jobs and Economy Team / Civil Rights, Inclusion, and Opportunity Department
3. Education & Career Opportunities Close to Home				
19.	Tuition-Free Scholarships. Developer shall make available a total of fifty (50), full-time, four-year, tuition-free scholarships to Michigan State University to qualifying seniors at University Prep and Northwestern High School over a period of ten (10) years commencing within one (1) year of the final approval of the TBP by the Michigan Strategic Fund.	Developer worked with MSU Office of Financial Aid and Office of Admissions to delineate the process for fifty (50) full-time, four-year, tuition-free scholarships to MSU to qualifying seniors at UPrep and Northwestern. Developer reviewed scholarship outline with General Counsel on 2/27/25, and is on track to attribute scholarships to qualifying seniors for the 2025-26 academic year.		Jobs and Economy Team / Department of Neighborhoods



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20.	<p>College Access Programs and Room and Board Assistance. Commencing in 2024, and continuing for five years, Developer will commit \$450,000 (\$90,000 per year over five years) to establish and support a mentoring program tailored to empower and uplift students aged 13 to 17 within University Prep and Northwestern High Schools to improve access and utilization of the tuition scholarships committed to herein. This program is strategically designed to bridge the educational achievement gap, offer exposure to Michigan's public universities, and establish connections with accomplished professionals. The program aims to address these challenges by providing mentorship, exposure to higher education, and career guidance, with objectives to increase exposure to university programs including STEM and health professions, to reduce dropout rates among participants, instill a sense of pride and aspiration in their educational journey, and connect participants with successful professionals who can serve as role models. In addition, to further improve access to the forgoing scholarships, Developer will offer need-based vouchers up to \$10,000 per matriculated student receiving a scholarship pursuant to and during the ten year period described in section 19 above for their first two years on campus to</p>	<p>Developer worked with MSU Office of Financial Aid and Office of Admissions to delineate the process for fifty (50) full-time, four-year, tuition-free scholarships to MSU to qualifying seniors at UPrep and Northwestern. Developer reviewed scholarship outline with General Counsel on 2/27/25, and is on track to attribute scholarships to qualifying seniors for the 2025-26 academic year.</p>		<p>Jobs and Economy Team / Department of Neighborhoods</p>
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	assist with the costs of room and board, up to a total of \$300,000.		
21.	Student Scholarship Competition and STEM Events. Developer shall engage with Detroit Public Schools Community District, and University Prep schools to invite participation from high school students at Northwestern High School and University Prep in the Detroit Black History Month Scholarship competition and annual Detroit Pistons STEM and Tech Slam events hosted by the Pistons for so long as Developer hosts such events.	Developer hosted the 20th Annual Black Excellence Scholarship on February 4, 2025, where students competed for more than \$100,000 worth of scholarship money. The winner of the grand prize \$25,000 Earl Lloyd award was a student from University Preparatory Academy, located within the Impact Area. Developer hosted STEAM SLAM 2025 at Huntington Place on March 13 - 14, 2025. The two-day, free event was open to youth of all ages for exploration of topics and activities in science, technology, engineering, arts and mathematics. Students from UPrep and Northwestern were invited to attend.	Jobs and Economy Team / Department of Neighborhoods
22.	Trade Apprenticeships. During the Construction Period, Developer shall encourage Developer's trade partners to provide on-the-job training through apprenticeship programs with areas of focus including construction, medical, research and technology jobs.	For the Pistons portion, construction has not yet started for the 725 Amsterdam residential building, but Developer will encourage its construction manager to engage in on-the-job training through apprenticeship programs during the Construction Period.	Detroit at Work / Civil Rights, Inclusion, and Opportunity Department



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	<p>Henry Ford Developments: On Wednesday, November 20, 2024, as part of National Apprenticeship Week, the BTD Workforce Development Team held an Apprenticeship Awareness Event at Northwestern High School in Detroit, MI. Over 150 10th through 12th graders were able to learn about the Henry Ford Health Destination Grand project, and receive information from Management and Unions Serving Together (MUST), Operating Engineers, Operative Plasterers and Cement Masons, Carpenters and Millwrights, and the Laborers. The Laborers and the Operators also provided hands on activities for the students to experience. This was the first of many engagement touchpoints throughout the duration of the project. 12/3 and 11/20 (Apprenticeship Awareness Fair held in conjunction with DSPCD at Northwestern High School).</p>	
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23.	<p>Job Fairs. During the Construction Period, Developer shall host a job fair within the Impact Area twice per year to provide resources and information regarding open construction and permanent jobs within the Future of Health Development. Developer will provide information regarding such job fairs on the Information Website, through its social media and through the e-mail listserv maintained for the Project at least thirty (30) days prior to the date of such job fair.</p>	<p>Developer will coordinate with its applicable construction manager(s) in order to facilitate job fairs for open construction jobs within the Future of Health Development.</p> <p>While Developer does not yet have any permanent job opportunities within the Future of Health Development, Developer is responding to the community's request for local job recruiting by hosting various job/career fairs within the Impact Area. On Tuesday, December 3, 2024, the BTD (Barton Malow-Turner-Dixon Joint Venture) Team held a Career + Resource Fair in an effort to expose workforce ready Detroiters to information regarding community resources, apprenticeship awareness, and employment opportunities within the Future of Health project. The event was held at the Wayne State University Industry Innovation Center and had representatives from the Skilled Trades Unions, Subcontractors of the project, Detroit At Work, Henry Ford Health, and other supportive services. Through this event, participants were able to</p>		<p>Detroit at Work / Civil Rights, Inclusion, and Opportunity Department / Department of Neighborhoods</p>
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	<p>network, make connections, and share their resumes with key players on the HFHDG project.</p> <p>Additionally, Developer hosted a career fair at the Henry Ford Pistons Performance Center on March 12, 2025, featuring sports teams, universities and other local Detroit organizations.</p> <p>Developer also hosted a clinical job fair at Henry Ford Hospital on March 18, 2025. Developers continue to work with Detroit City Council on other outreach activities related to job recruitment within Detroit.</p> <p>As job opportunities become available, Developer shall host additional job fairs within the Impact Area and will provide information regarding such job fairs on the Future of Health website. Additional resources are available on the Future of Health website for opportunities for vendors to apply for opportunities within the Future of Health Development.</p>	
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24.	<p>HBCU Pipeline. Developer will participate in job fairs hosted by Historically Black Colleges and Universities ("HBCUs"), and perform other outreach to create a partnership with HBCUs and/or related local alumni associations and/or organizations which advocate for HBCUs in order to create a pipeline of diverse, qualified candidates to healthcare positions within Detroit to help increase the diversity of the workforce in Detroit and in the Future of Health Development.</p>	<p>DP: Developer is dedicated to deepening its relationships with HBCUs through various initiatives. Following approval of the Community Benefits Agreement, Developer has coordinated the following events and engaged in the following programs with HBCUs:</p> <p>Pensole Lewis College Light School: Developer partnered with StockX and Pensole Lewis College to offer free creative education to Detroit residents through Pensole Lewis College. The program is focused on making career education more accessible for Detroit residents and by making such learning practical with a "learn by doing" structure. The program can accommodate up to 80 students ages 18 years or older. 35 students signed up and are currently participating in the seven-week program that started on March 20, 2025.</p> <p>HBCU NPHC Night: On February 7, 2025, Developer hosted an HBCU NPHC themed game at Little Caesars Arena to celebrate, honor and bring awareness to the legacy and impact of HBCUs and</p>	<p>Detroit at Work / Civil Rights, Inclusion, and Opportunity Department / Department of Neighborhoods</p>	
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	<p>the Divine Nine. More than 15 HBCUs were represented in a college and admissions fair that took place prior to the game, including Clark Atlanta University, Grambling State University, Howard University, Morehouse College, and Hampton University, among others.</p> <p>NBA HBCU Fellowship Program: Developer continues to participate in the NBA HBCU Fellowship Program and hosted three NBA HBCU fellows for an internship with the Detroit Pistons in Summer 2024. The HBCU fellows were placed in Developer's IT, Marketing and Marketing Operations departments and represented Howard University, Delaware State University and Edward Waters University.</p> <p>Howard University Alternative Spring Break: Developers coordinated with Howard University to participate in the Howard University Alternative Spring Break in Detroit on March 7, 2025. Students had the opportunity to visit and tour the Henry Ford Health Detroit Pistons Performance Center and meet with staff to learn about the sports and</p>		
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	<p>healthcare industries and potential career and internship opportunities. An admissions counselor from Michigan State University College of Human Medicine was onsite to answer questions and to act as a resource for students.</p> <p>HFH - The RYSE MED HBCU Track supports undergraduate students attending Historically Black Colleges and Universities (HBCUs) on their journey in medicine and health equity. This specialized track provides intensive mentorship, hands-on learning, professional development and financial resources to participants. Developer has also reached out to Howard University, Morgan State University, Xavier University of Louisiana, Morehouse School of Medicine, Clark Atlanta University, Spelman College and the Midnight Golf Program for HBCUs for outreach and to develop a pipeline program.</p> <p>MSU College of Human Medicine has a partnership with Xavier University.</p>	
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25.	<p>Nursing Assistant Apprenticeship Program. Commencing not later than January 1, 2025 and continuing for a period of not less than five (5) years after commencement, and subject to Applicable Laws, Developer will operate a Nurse Assistant Apprenticeship Program (or similar program) which provides the opportunity for qualified individuals to enroll in the program on a tuition free basis, where applicable, and upon completion, obtain full-time employment at Henry Ford Health (or another health facility) as a nurse assistant. When positions are available in any such program, Developer will advertise such openings with Wayne County Community College District and Detroit Public Schools Community District and Developer will provide a first-review priority for applications timely received from the Impact Area zip codes, followed by a second-review priority for applications timely received from Detroit residents.</p>	<p>The Henry Ford Nurse Assistant Apprenticeship is a 12-month program that has been in progress and continues to provide paid, on-the-job-training. It also pays for participants to take the State of Michigan exam to become certified nurse assistants (CNA). Information on the program has been shared via Developer's website. Openings will be shared to Wayne County Community College District and Detroit Public Schools Community District, and will provide a first-review priority for applications timely received from residents within the Impact Area zip codes, followed by a second-review priority for applications timely received from Detroit residents outside of the Impact Area zip codes.</p>		Detroit at Work
26.	<p>Educational Partners and Opportunities. Developer commits to work with Detroit Public Schools Community District, Michigan State University, Wayne County Community College, Henry Ford College, and Wayne State University to provide health, wellness and career pathways and education support, such as internships, mentorship opportunities and college application</p>	<p>Developer continues to focus on deepening connections and touchpoints with educational partners, including those partners within the Impact Area. Specifically, Henry Ford Health has put together a pilot mentorship plan that includes job shadowing opportunities, a town hall discussion, and other activities to help expose students to</p>		



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	<p>assistance for students within the Impact Area and the City of Detroit.</p>	<p>clinical and administrative career options. Students will be asked to complete an interest form that will assist Developer in determining students' specific interests. This innovative program is designed to be scaled with DPSCD, University Prep, Wayne Community College, Wayne State University, and Henry Ford College. Developers are committed to continued cross-collaborative efforts to maximize the impact of this Program.</p> <p>In addition, Developer hosted an event on April 7, 2025 focused on mental wellness and health with University Prep students to increase education around mental health and wellbeing. Representatives from Henry Ford Health and the Detroit Pistons will be presenting to University Prep students and engaging with them in mental wellness activities to give students tools to manage their own stress and mental wellbeing.</p> <p>Finally, Developer engaged with Paul Robeson Malcolm X Academy for a special visit on March 3, 2025 from</p>		<p>Jobs and Economy Team / Detroit at Work</p>
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		three Motor City Cruise players and the Motor City Cruise mascot, Nitro, to discuss basketball, careers, and the benefits of perseverance and hard work. The players visited five classrooms and spoke to over 100 students.		
27.	Medical Assistant Apprenticeship Program. Commencing not later than January 1, 2025 and continuing for a period of not less than five (5) years after commencement, and subject to Applicable Laws, Developer will provide the opportunity for qualified candidates to participate in a one-year HFH medical assistant apprenticeship program (or similar program), which provides paid on-the-job training and classroom learning opportunities. When positions are available in this program, Developer will advertise such openings with Wayne County Community College District and Detroit Public Schools Community District and Developer shall provide a first-review priority for applications timely received from the Impact Area zip codes, followed by a second-review priority for applications timely received from Detroit residents.	Henry Ford Health, through its Medical Assistant Apprenticeship Program, covers the cost of tuition for medical assistant college classes. MiWorks also will assist with additional expenses like textbooks, scrubs and stethoscopes. HFH provides paid, on-the-job training so that apprentices receive all of the tools needed to successfully become medical assistants. To date, 37 apprentices have graduated and virtually all of them are working full time at Henry Ford. Program information has been shared via Developer's website. Openings will be shared to Wayne County Community College District and Detroit Public Schools Community District, and Developer will provide a first-review priority for applications timely received from the Impact Area zip codes, followed by a second-review priority		Jobs and Economy Team / Detroit at Work



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		for applications timely received from Detroit residents.	
28.	Marvel in Medicine Program. Commencing not later than January 1, 2025 and continuing for a period of not less than five (5) years after commencement, and in accordance with Applicable Laws, Developer will continue the Marvel in Medicine Program (or similar program) to raise awareness of the multidisciplinary nature of medical research careers, encourage creative thinking, and assist school districts and industry leaders in developing future talent. Through the research completed as part of this program, students will gain a deeper understanding of current healthcare issues and gain important teamwork, communication, and problem-solving skills.	<p>Henry Ford Health has put together a pilot mentorship plan that includes job shadowing opportunities, a town hall discussion, and other activities to help expose students to clinical and administrative career options. Students will be asked to complete an interest form that will assist Developer in determining students' specific interests.</p> <p>Developers are committed to continued cross-collaborative efforts to maximize the impact of this Program.</p>	<p>Jobs and Economy Team / Detroit at Work</p>
29.	Healthcare Career Pathway Mentoring Program. Commencing not later than January 1, 2025 and continuing for a period of not less than five (5) years after commencement, and in accordance with Applicable Laws, Developer will provide mentoring opportunities for students in the Impact Area and the City of Detroit by exposing those interested students to various healthcare professions through healthcare labs and ongoing mentoring and career coaching designed to	<p>Henry Ford Health is launching a Healthcare Mentoring Initiative pilot program to foster educational and career development opportunities for students in the Detroit Impact Area in collaboration with local educational institutions. The focus will be creating mentorship opportunities through career exposure and hands-on experiences, emphasizing Henry Ford Health's commitment as a healthcare</p>	



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	<p>increase diversity within the healthcare workforce.</p>	<p>anchor institution to create pathways for healthier communities by pursuing inclusive, local hiring practices. The goals of the program include: a formal partnership agreement between educational institutions (University Prep) and HFH; a detailed pilot program framework for healthcare mentoring; finalization of a plan for partnering with workforce development to refer students to the Health, Wellness, and Career Pathways Program; and reports and evaluations on program effectiveness, participant feedback, and recommendations for scaling.</p>		<p>Jobs and Economy Team / Detroit at Work</p>
30.	<p>Ban-the-Box. So long as the financial incentives available to Developer under the TBP remain available to Developer, except where required by law, Developer will not inquire or consider the criminal convictions of an applicant to be an employee of Developer until after Developer first interviews the applicant.</p>	<p>The developer does not ask about or consider criminal history of an applicant on any initial application for any jobs. The Developer has reached out to five other Michigan-based health systems to advocate that they also ban the box.</p>		<p>Detroit at Work</p>



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31.	<p>Priority Review of Applications. Commencing not later than January 1, 2025, and continuing for a period of not less than one (1) year after completion of construction of the South Campus, and in accordance with Applicable Laws, and existing labor agreements, Developer will provide a first-review priority for job applicants from the Impact Area zip codes, followed by a second review priority for Detroit resident applicants, for temporary and permanent non-construction jobs created by the Future of Health Development. Within six (6) months of the Effective Date, Developer shall adopt policies implementing this job review priority and shall provide a copy of such policy to CROI.</p>	<p>According to the developer, it has created a policy to support the priority review of applications from applicants located in the Impact Area and Detroit for non-construction jobs created by the Future of Health Development. At the time of reporting there have not yet been any jobs for which this policy is applicable, but Developer will comply with this policy once it becomes applicable.</p> <p>All union and trade partners on the Destination Grand and Research Center projects are hiring in compliance with best faith efforts to provide impact area residents with opportunities for construction based (temporary) jobs. All labor partners have signed the Project Labor Agreements (PLAs) that outline fair hiring practices and compliance with executive orders focused on maximizing Detroit resident participation. These agreements align with applicable laws and labor requirements, reinforcing our commitment to workforce inclusion on the Future of Health Development.</p>		<p>Detroit at Work / Civil Rights, Inclusion, and Opportunity Department</p>
<p>4. Community Building</p>				



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32.	<p>Expanded Hospital and New Research Center Accessibility. During the Construction Period, with respect to the Expanded Hospital and the New Research Center, Developer shall either (i) hire an architect for the project with experience in (x) compliance with the Americans with Disabilities Act (the "ADA"), (y) universal design for persons with disabilities and (z) prevailing best practices for accessibility and visit-ability; (ii) hire a third-party consultant or partner with an individual or organization that specializes in (i)(x)-(i)(z) above, in order to consult on the design of the Expanded Hospital, the New Research Center and related outdoor environments which are a part of the Future of Health Development to make the Future of Health Development accessible and usable by persons with disabilities beyond the minimum requirements imposed by the ADA, including concepts of universal design. Developer shall include a summary of accessibility and universal design features incorporated into the Expanded Hospital and the New Research Center in its next semi-annual report to CRIO after commencement of construction of each of the Expanded Hospital and the New Research Center.</p>	<p>The subject site incorporates all of the following features: accessible routes throughout, universally designed companion seating, non slip/ stable ground surfaces, adequate lighting, maneuverability, highly visible open and flexible seating options with filtered shade for extended shoulder season use, accessible paver system and accessible three season shelter for public amenity, high contrast pedestrian crossings with signalized beacon and audible crossing aides, detectable warning measures, signage for traffic control/navigation, lighting for visibility and enhanced safety, gentle slope curb ramps, expanded accessible pedestrian/vehicular drop-off zone, and signage for entry and navigation.</p> <p>The HFH+MSU Research Center design embraces universal design principles and complies with the ADA Standards for Accessible design. The site and landscape design promotes pedestrian activity on and off site, creating an active and safe environment. The primary frontage at Third Street is</p>		<p>Office of Disability Affairs - CRIO</p>
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	<p>enhanced by a publicly accessible plaza. A clearly marked vehicle drop off at Third Street will be provided in a protected zone with direct access to the main entry. Exterior walking surfaces are designed to eliminate architectural barriers that may prevent movement or access for people with disabilities. Stairs, for instance, are eliminated completely from all building approaches and entries. Exterior site lighting is planned to ensure well-lit, safe walking spaces for all. Well-signed crosswalks will be provided across the new site access road, ensuring safe points of crossing for pedestrians. Building entry doors are equipped with automatic door openers. The creation of clear, organized circulation within the building was a planning priority. Circulation routes minimize complexity and maximize lines of sight. All floor surfaces are designed to be firm and slip resistant, with minimal transitions meeting or exceeding code requirements. Floors are level and specifically avoid ramps or stairs that may inhibit equitable movement through spaces. The building is planned</p> <td></td>	
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		with robust elevator service to all levels, easily accessed through common spaces. Appropriate accessible reach clearances are provided at interior doorways, and wall mounted devices or fixtures will meet ADA design standards. The design and building program also incorporate flexible Wellness Rooms and gender-neutral restrooms to promote user health, comfort, and equity throughout.		
33.	Infrastructure Improvements. During the Construction Period and as a part of the Future of Health Development, Developer will construct or cause to be constructed up to fifty-five million dollars (\$55,000,000) worth of on-site and adjacent infrastructure, rights-of-way and utility improvements, including roadway improvements, improved crosswalks, road resurfacing, streetscape improvements, and landscaping, to the extent such improvements are required as the buildings within the Project are built.	Infrastructure improvements such as road resurfacing, pedestrian bridge upgrades, and streetscape enhancements are being planned in coordination with MDOT and the City of Detroit. A TEDF grant was secured for improvements on West Grand Boulevard and Holden Street.		Department of Public Works



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34.	<p>Virtual Information Website. Commencing within ninety (90) days of the final approval of the TBP by the MSF, Developer will provide electronic updates through its existing website for the Future of Health Development (the "Information Website") concerning (i) affordable housing information and assistance to prospective residents of the Future of Health Development, (ii) information on employment opportunities related to the construction and post-construction operation and management of the Future of Health Development, and (iii) periodic construction updates and major road closures related to the Future of Health Development. The Information Website will include contact information for the Developers to whom any questions, comments or concerns from the community may be directed. The Information Website will remain available to access for the duration of the Construction Period. The foregoing information will also be shared through social media accounts for the Project and through an e-mail list-serve that interested persons can subscribe to through the Information Website.</p>	<p>The developers have been providing electronic updates via the Future of Health website at https://www.henryford.com/future-of-health. Updates include construction updates, road closures, vendor opportunities, and access to sign up for the e-newsletter which is sent out on a monthly basis with additional updates as necessary. The monthly e-newsletters are archived on the website and include job information and health resources as well. The Developers continue to improve the Future of Health website and will update it throughout the Construction Period as additional information becomes available.</p>		<p>Department of Neighborhoods</p>
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35.	<p>NW Goldberg Hoopfest. Developer shall sponsor the NW Goldberg Hoopfest through annual contributions of \$5,000 for three (3) years, with the first of such contribution to be made within one (1) year of the final approval of the TBP by the MSF.</p>	<p>The developer supported the July 2024 Northwest Goldberg Hoopfest with a \$5,000 sponsorship, sports gear donations, and appearances by Detroit Pistons affiliates.</p>		<p>Department of Neighborhoods</p>
36.	<p>Community Space/Programming for Children. Developer shall partner with Brilliant Detroit and/or other qualified non-profit organizations by providing a one-time financial contribution of two hundred thousand dollars (\$200,000) in order to support the rehabilitation and transformation of a home in the Impact Area into a community space with programming for children, with such contribution to be made within one (1) year of the final approval of the TBP by the MSF.</p>	<p>A \$200,000 donation was made to 360 Detroit to support children's programming. The initiative includes renovations for family-focused community support in collaboration with Brilliant Detroit.</p>		<p>Department of Neighborhoods</p>
37.	<p>Pistons Wheelchair Team. Developer shall provide a total financial contribution of seventy-five thousand dollars (\$75,000) over five (5) years (\$15,000 each year) to the Pistons Wheelchair Team, with the first of such contribution to be made within one (1) year of the final approval of the TBP by the MSF.</p>	<p>A \$15,000 donation was made in January 2025 to support the Detroit Pistons Wheelchair Team.</p>		<p>Department of Neighborhoods</p>



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38.	<p>MoGo. Developer will continue to work with MoGo to explore locations for bike-share stations and other bike and mobility enhancements in the Impact Area.</p>	<p>The developer is evaluating future station placement in conjunction with MoGo and sustainability leads. MoGo continues to partner on events like the Juneteenth Run and food truck rallies. The developer will continue to promote to MoGo services to our team members and community members.</p>		<p>Department of Public Works</p>
39.	<p>Other Organizational Relationships. During the Construction Period, one or more Developers will continue to explore opportunities to collaborate with local area non-profits, including by way of example, 360 Detroit, Northwest Goldberg Cares, Midnight Golf, Black Leaders Detroit, Black United Fund, Detroit Parent Network and Sobriety House.</p>	<p>The developer has supported several community events within and around the Impact Area in advance of a January 2025 CBA requirement. These include Juneteenth celebrations, school partnerships, and events in collaboration with Midnight Golf, Alternatives for Girls, and the Urban League of Detroit.</p>		<p>Department of Neighborhoods</p>
40.	<p>Community Micro-Grants. Developer shall collectively provide an aggregate amount of three hundred thousand dollars (\$300,000) in microgrants spread over fifteen (15) years for community organizations in NW Goldberg, Elijah McCoy, New Center, New Center Commons, Virginia Park, Virginia Park Community, Piety Hill, LaSalle Gardens and Tech Town beginning no later than ninety (90) days following the start of construction of the first residential housing project. A panel of community members representing each census tract will have the</p>	<p>The microgrants do not begin until 90 days after the beginning of construction of the first residential building. Developer is taking reasonable steps to prepare to provide such microgrants to community organizations located in NW Goldberg, Elijah McCoy, New Center, New Center Commons, Virginia Park, Virginia Park Community, Piety Hill, LaSalle Gardens and Tech Town in accordance with the CBA.</p>		<p>Department of Neighborhoods</p>



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	ability to nominate organizations for consideration and the funds shall be granted by Developer in consultation with Central Detroit Christian or another mutually agreed third party.		
41.	Community Event Sponsorship. Commencing not later than January 1, 2025, and continuing for a period not less than fifteen (15) years after commencement, Developer shall collectively sponsor or support a total of ten (10) community events each year hosted by organizations headquartered in neighborhoods within and surrounding the Impact Area such as: NW Goldberg, Elijah McCoy, New Center, New Center Commons, Virginia Park, Virginia Park Community, Piety Hill, LaSalle Gardens and Tech Town. Developer's sponsorship or support of such community events is contingent upon Developer receiving such requests from the community organizations in a reasonable time for Developer to commit to such sponsorship or support thereof and provided that such sponsorship or support is permitted by Applicable Laws.	Developers have collectively sponsored or supported several community events hosted by organizations headquartered in neighborhoods within and surrounding the Impact Area and beyond. Developers anticipate a growing list of events which will be announced to the community as they become available. .	Department of Neighborhoods



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42.	<p>Small Business Plan. Within six (6) months of the Effective Date, Developer shall individually or collectively create a plan ("Small Business Plan") to promote local, Impact Area businesses to visitors, patients, contractors, residents and employees of the Future of Health Development; to the extent permitted by Applicable Law. The Small Business Plan shall include Developer strategies to support existing or planned outdoor community events taking place in the Impact Area, which focus on creating awareness for such small businesses. In connection with such Small Business Plan, (a) Developer shall prioritize the use of local small businesses for Developer's needs throughout the Construction Period and (b) Developer shall select at least one (1) small business in the Impact Area and feature such small business's products in its giftshop and/or store, if applicable, throughout the Construction Period.</p>	<p>A small business engagement plan has been posted online, with community feedback solicited through a February 2025 roundtable discussion. For a copy of the Future of Health: Detroit small business plan, email futureofhealthdetroit@hfhs.org</p>		Jobs and Economy Team
43.	<p>Security. Developer shall individually or collectively install security cameras and blue light phones (or other security mechanisms) throughout the Future of Health Development, consistent with the overall design and site plan for the Future of Health Development.</p>	<p>Building perimeters and parking structures will be outfitted with security cameras and emergency phones.</p>		Detroit Police Department



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44.	<p>Environmental Design. Developer shall make reasonable efforts to meet or exceed industry-specific LEED standards applicable to each project at the time each project within the Future of Health Development is designed; provided that nothing contained herein shall obligate Developer to pursue any official LEED or other environmental certification. Developer shall deliver a report to CRIo describing Developer's compliance with applicable industry LEED standards within ninety (90) days of receipt of a certificate of occupancy for each applicable project.</p>	<p>Developer has hired an architect team with experience in incorporating environmentally conscious principles into design and construction plans. Developer will continue to prioritize these principles as the project continues and will provide a final report on all environmental design principles incorporated into the project following construction completion.</p>		<p>Buildings, Safety, Engineering, and Environmental Department</p>
45.	<p>Storm Water Management. Developer shall make reasonable efforts to incorporate underground storage, detention and environmentally conscious stormwater mitigation and management designs into the site plans of the Future of Health Development. Developer shall include a summary of the stormwater management features incorporated into each building of the Project in its next semi-annual report to CRIo after commencement of construction of each such building.</p>	<p>Environmental planning at 725 Amsterdam includes stormwater management and green space design. Active construction projects are also incorporating stormwater detention and pervious surfaces to reduce runoff.</p>		<p>Detroit Water and Sewerage Department</p>



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46.	<p>Construction Parking. During the Construction Period, Developer shall seek to address the parking needs of neighborhood residents and the Future of Health Development by (i) accelerating the planned 2029 commencement of the construction of the new South Campus 1,500 space parking garage by three years, which shall be designed to include use for contractor parking, or (ii) designating a surface parking lot for use for contractor parking.</p>	<p>Construction began in May 2024 on a 1,500-space parking garage on the south campus. This is intended to reduce the impact of contractor parking on surrounding neighborhoods.</p>		<p>Buildings, Safety, Engineering, and Environmental Department</p>
47.	<p>Traffic Routing and Planning. Developer shall commission a traffic study to determine the traffic impacts of the Future of Health Development on the impact area during the Construction Period and after completion of the Future of Health Development and to design solutions to traffic concerns within the impact area. Developer shall also use the results of the traffic study, in partnership with the City of Detroit and other applicable public partners, to inform the overall site master planning of the Future of Health Development and to advocate for roadway and other improvements from the public partners. Developer shall share the results of the traffic study with the Detroit Planning and Development Department</p>	<p>A traffic study was conducted by WSP engineering and approved by the City's Traffic and Engineering Department in 2024 to assess impacts from the development.</p>	<p>Completed</p>	<p>Planning and Development Department / Department of Public Works</p>



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48.	<p>Environmental Mitigation. Prior to any building demolition, Developer will engage with a third-party company to provide an environmental assessment on the building and will pursue clearance from such company that the applicable building is safe to demolish before any demolition begins. Developer will also engage with a third-party company to monitor air quality and vibration monitoring throughout the demolition process and shall make reasonable efforts to reduce airborne particles, noise and vibration during demolition. Where possible, Developer shall make reasonable efforts to direct contractors to use noise mitigating scrubbers on construction equipment</p>	<p>All required demolition work for the expanded hospital has been completed, aside from one ancillary building to be addressed later. Pre-demolition environmental assessments and air monitoring were conducted.</p>		<p>Buildings, Safety, Engineering, and Environmental Department</p>
49.	<p>Fairbanks School Development Plan. Within twelve (12) months of the final approval of the TBP, Developer shall make reasonable efforts and shall use feedback and input from the Henry Ford Health Community Advisory Council and the community through a public community meeting of which prior notice will be provided to community members living near Fairbanks School, to pursue a viable redevelopment plan for Fairbanks School that is consistent with the 5 pillars identified in the Future of Health CBO process: Housing, Finest Healthcare, Careers, Education, Community Building.</p>	<p>In the spring of 2024, Developer held a tour of the Fairbanks School building with members in the community. On May 7, 2025, a community meeting was also held regarding the future of Fairbanks School. Developer has identified Centria to be the developer and operator of the Fairbanks Site. Centria Autism provides personalized ABA therapy services to children with autism, helping them develop essential skills and achieve their goals through high-quality, supportive care. More details regarding Centria</p>		<p>Jobs and Economy Team</p>



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		Autism can be found on its website: https://centriahealthcare.com/		
50.	Community Land Trust. Developers will assist the community and community-based organizations to create a new Community Land Trust ("CLT") for the impact area and surrounding neighborhoods with the purpose of generating long-term affordable housing in and around the Impact area. Within sixty (60) days of the effective date of this Agreement, Developers will contribute \$250,000 to a qualified community-based nonprofit organization, to be selected by Developers in consultation with the Detroit Justice Center, that has worked within the impact area prior to this Agreement's effective date. Provided that the CLT has been duly organized as an independent non-profit legal entity and created a viable development plan by December 31, 2025, Developer will (1) contribute ten (10) standard size residential lots (or the equivalent thereof) to the CLT, with reasonable efforts made to contribute lots that are as contiguous; and (2) donate \$500,000 to	A \$250,000 fund was transferred to a fiduciary during a July 2024 RFP process to identify a CLT development partner. Develop Detroit, Inc. was selected, and parcel preparation is underway in collaboration with the Detroit Land Bank Authority.		Jobs and Economy Team / Housing and Revitalization Department / Detroit Land Bank Authority



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	the CLT to fund construction of affordable housing.		
51.	Greenspace. As to be reflected in the final design and site plans for construction of the Expanded Hospital, Developer shall create up to approximately five (5) acres of greenspace near the Expanded Hospital, which, except for special/private events, shall be free and open to the public.	Greenspace will be integrated throughout the project areas which will include landscaped walkways, pedestrian corridors, and open spaces that connect across the site. Each space will reflect its context, from prominent pedestrian corridors to more intimate courtyards, and feature amenities such as seating, landscaped promenades, and gathering areas to foster comfort, interaction, and connectivity. Final locations, installations, and activation of these greenspaces will align with the completion of the associated projects to ensure integration and functionality. Planning will follow best practices for master planning to balance pedestrian amenities, vehicular traffic, and connectivity, promoting accessibility, comfort, and wellness for all users.	Buildings, Safety, Engineering, and Environmental Department



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		These concepts will continue to evolve as other projects progress, and additional updates will be shared in the future.		
52.	Bird Friendly Glass. Developer, through its architect and other applicable consultants, shall make reasonable efforts to design and construct the Expanded Hospital using bird-friendly glass and design.	<p>Bird-friendly glass is not included in the hospital design, so alternative architectural features are reported to reduce the likelihood of bird strike by the developer. The developer has incorporated the following features to address bird strikes such as:</p> <ul style="list-style-type: none"> • Hospital Podium glass has a limited amount of glass, and the glass is on the Northside, which has a large canopy in front of it; • 3rd floor overhang where there is no entry canopy and • Shading fins in vulnerable area; 		Planning and Development Department / Buildings, Safety, Engineering, and Environmental Department



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53.	<p>Light Pollution. Developer, through its architect and other applicable consultants, shall make reasonable efforts to mitigate the amount of light pollution created by the Expanded Hospital by using directional lighting sources, appropriate backlighting and lighting fixtures that reduce the amount of light thrown into adjacent properties.</p>	<p>According to the developer the outdoor lighting across the project site will use cutoff fixtures and glare shields to minimize light pollution and maintain nighttime visibility.</p>		<p>Planning and Development Department / Buildings, Safety, Engineering, and Environmental Department</p>
54.	<p>Business Spend. Developer shall make reasonable efforts to procure, or cause to be procured, thirty percent (30%) of the total development costs of the Project from Detroit-Based Businesses, Detroit-Based Small Businesses, Detroit Headquartered Businesses and Detroit-Resident Businesses, each of the foregoing capitalized terms having the same definition as in Chapter 23 of the 2019 Detroit City Code and being certified by CRIO. Developer shall, to the extent permitted by Applicable Law, have a target to procure, or cause to be procured, at least one hundred million dollars (\$100,000,000) of goods and services from disadvantaged businesses and women-owned businesses.</p>	<p>The developer has committed to awarding over 30% of the construction budget to Detroit-based businesses and more than \$100 million to disadvantaged and women-owned enterprises. Actual spending will be tracked over time.</p>		<p>Civil Rights, Inclusion and Opportunity Department</p>



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55.	<p>Executive Order Compliance. Developers shall comply with Executive Order 2021-2 to the extent that the buildings being constructed as part of the Future of Health Development are “publicly funded construction projects” as defined by Executive Order 2021-2. Any contributions owed by Developers in connection with Executive Order 2021-2 shall be calculated using the methodology employed by CRIo as incorporated in CRIo’s reporting form as of December 31, 2023. If Executive Order 2021-2 or the methodology used by CRIo to calculate contributions thereunder is amended or superseded and the application of such would result in lower contributions by Developers, then those subsequent revisions or methodologies shall be applied to the Project. Notwithstanding that the proposed developments which are part of the South Campus are not “publicly funded construction projects” as defined by Executive Order 2021-2, HFH voluntarily agrees to meet the Workforce Target of Executive Order 2021-2 for the Future of Health Development or alternatively make a monetary contribution of the same amount that would be required if Executive Order 2021-2 fully applied to the South Campus. The City Administration and Developer may enter into a mutually agreed upon compliance agreement with respect to the</p>	<p>The contractors on the project have complied with Executive Order 2021-2 (now formerly known as 2024-2) regarding Detroit resident hiring. Ongoing reporting is being submitted to CRIo, and worker interviews are coordinated during site visits.</p>	<p>Civil Rights, Inclusion and Opportunity Department</p>	
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	Executive Order 2021-2 but in any event HFH and only HFH may offset any monetary contributions by the cost of any public infrastructure improvements performed by Developer outlined in Item IV(33) of this Exhibit A.			
City Community Benefits				
1.	Clearing and Improving Alleys. By December 31, 2024, the City, through its General Services Department, will perform alley clean up to clear legacy overgrowth and debris from existing public alleys in the Impact Area (which have not been vacated), including from all eight (8) alleys in the Impact Area which were not previously cleared by the City in 2021.	All eight alleys within the impact area have been fully cleared of overgrowth and debris, and this work was completed prior to the December 31, 2024, deadline.	Completed	General Services Department
2.	Renovation of Joseph Walker Williams Recreation Center. The City has approved and will perform renovations valued at approximately one million three hundred thousand dollars (\$1,300,000) to the Joseph Walker Williams Recreation Center and Park to make entryway improvements, various interior improvements, gymnasium improvements, parking repairs, and electrical and mechanical upgrades to the recreation center and upgraded playground and fitness equipment at the park	The recreation center has undergone extensive renovations to enhance both functionality and appearance. Improvements include: Parking lot repaving, LED lighting upgrades, new flooring and painting throughout the facility, ceiling and millwork upgrades, chilled water pump replacement, new gym and weight room floors, and a renovated entryway/front lobby.		General Services Department



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	within two (2) years from the date of this agreement.	In addition, the center has been outfitted with new furniture and modern equipment, including weights, pool tables, and computers—providing residents with a refreshed, welcoming, and fully equipped space for recreation and community engagement.		
3.	Additional Programming at the Joseph Walker Williams Recreation Center. The City, through its General Services Department, will provide programming valued at not less than one hundred thousand dollars (\$100,000) per year on programming at the Joseph Walker Williams Recreation Center over the next ten (10) years. The City will perform surveys at least annually to gather community input on programming needs of residents and design programming to be responsive to resident needs.	General Services Department invests over \$500,000 annually in staffing costs. The team supports more than 70 hours of weekly programming that benefits seniors, youth, and adults through a wide range of in-demand activities. Offerings include senior aerobics, youth swimming instruction, afterschool programs, homework assistance, and regular community events—all designed to promote health, learning, and community engagement.		General Services Department
4.	Creation of Additional Greenspace and Community Engagement. The City, through its General Services Department, will host at least two community listening sessions about desired greenspace improvements in the Impact Area by December 31, 2024. The City is currently working to acquire land at the north-east corner of W. Grand Boulevard and Rosa Parks Boulevard	Two community engagement sessions were held on March 21, 2024, June 18, 2024, and November 5, 2025 to hear directly from residents about their vision for the park space. Based on this input, the City has acquired additional land to expand the park and green space. The City is continuing to move		General Services Department



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	for a public park. The improvements and programming at such park will be designed to address the desires of the community solicited in such listening sessions.	through the required environmental phases before further development can begin.		
5.	Emergency Contact to Improve Safety. The City will request that the Downtown Detroit Partnership install an informational kiosk with a dedicated police call button in the Impact Area, with the exact location to be identified following community engagement by the Department of Neighborhoods.	The City is planning to work with the Department of Neighborhoods to identify potential locations.		Jobs and Economy Team / Department of Neighborhoods
6.	Improving Viaducts. The City, through its Department of Public Works, will repair, repave, and resurface broken public sidewalks at the Second and Third Street viaducts. The City will request and encourage property owners adjacent to Second and Third Street to repair structural conditions of the railroad bridge and retaining walls.	The City is planning to honor this commitment.		Department of Public Works



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7.	<p>Rerouting Busses around Construction. The City, through its Department of Transportation, will re-route busses as needed to ensure consistent service around the proposed construction for the Future of Health Development. All reroute information will be posted on DDOT's website. Reroute information will also be communicated in response to customer inquiries through the Customer Services Center.</p>	<p>The City, through DDOT has honored this commitment. As construction continues, DDOT will continue to post updates on its website and other necessary community channels.</p>		<p>Detroit Department of Transportation</p>
8.	<p>Improve Bus Stops. The City, through its Department of Transportation, will identify two (2) bus stops along Grand Boulevard near the proposed Future of Health Development for inclusion in future procurements for new or replacement bus shelters. Any future shelter construction would be incorporated into a regular DDOT shelter procurement, coinciding with or subsequent to completion of the Expanded Hospital, subject to obtaining all necessary state and federal approvals, and subject to the cooperation of the Developer in restoring the prospective sites to DDOT/ADA specifications when construction in the right-of-way is complete. Residents are encouraged to report any concerns regarding bus station cleanliness or repair through the "Improve Detroit App". DDOT recently added a "Bus Shelter" category to help expedite maintenance and repair of bus shelters when issues arise.</p>	<p>WB bus shelter has been installed EB shelter waiting on completion of sidewalk (est. 2027)</p>		<p>Detroit Department of Transportation</p>



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9.	<p>Small Business Support. The City shall direct the Detroit Economic Growth Corporation, for a period of not less than five (5) years from the Effective Date, to support small businesses located within or attempting entrance into the Impact Area</p> <p>(i) by providing technical assistance through the by District Business Liaisons and the Motor City Match program, including quarterly workshops focused on retail and restaurants to highlight best practices, address regulatory challenges, and help program participants access funding as well as technical assistance awards,</p> <p>(ii) by providing, through Motor City Match, awards of at least \$250,000 to new and existing businesses in the impact area, and</p> <p>(iii) designating a real estate manager at the DEGC to support small and emerging real estate developers to develop and rehabilitate commercial and mixed use projects in the Impact Area and serve as a central point of contact for facilitating introductions to real estate financing sources and providing tools and strategies for development within the Impact Area.</p>	<p>The City is planning to honor this commitment.</p>		<p>Detroit Economic Growth Corporation</p>
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