

CITY OF PHILADELPHIA

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MICHAEL A. NUTTER
Mayor

MEMORANDUM OF UNDERSTANDING

WHEREAS, Philadelphia International Airport (PHL) is an economic engine for our entire region. From the international businesses that locate in Philadelphia because of the easy access to the rest of the globe our airport provides to the more than 7,800 Philadelphia residents who work at PHL, the airport's positive impacts are far reaching. The Capacity Enhancement Program (CEP) will have a direct and profound impact on the economic future of the entire region. We are committed to creating opportunities for workforce training and job placement, as well as the development of small businesses that benefit residents of the region, particularly those in neighborhoods impacted by the airport.

WHEREAS, we must also remain committed to working with our private sector stakeholders, including the airlines and concession operators that pay for airport operations. As PHL takes on debt to finance expansion, the support of these partners is critical to our efforts to have a cost structure that is regionally and nationally competitive. By remaining competitive PHL will remain a source of opportunity for Philadelphians. The loss of a few flights or the choice of carriers to introduce new international service in cities other than Philadelphia would only reduce, not expand, our workforce.

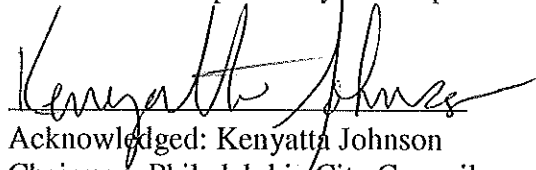
WHEREAS, full implementation of the CEP will not happen overnight. In fact, it will take place in various stages over the course of 15 years. Additionally multi-year agreements will be required between the City and private sector stakeholders, including the airlines, in order to ensure the necessary multi-year funding commitments needed for full implementation of the CEP.

NOW, THEREFORE, we are committed today to preparing Philadelphians from all walks of life to benefit from growth at PHL, and want to express our mutual understanding of our commitments to that assistance.

- *By October 30, 2013, the CEP Project Management Office will release a Workforce Needs Assessment and Development Report. We know that these opportunities are likely to include engineering and design employment, construction and trades jobs, as well as customer service and management trainee positions.*

- *Following the release of the Workforce Needs Assessment, the administration will work with Stakeholders to establish a Workforce Advisory Committee, to assist in the development of short-term and long-term workforce development strategies.* This advisory group will include representatives with workforce or training backgrounds. The representatives will be drawn from workforce development and training stakeholders including the building trades, airport businesses, the Philadelphia School District, and the Archdiocese of Philadelphia schools, other Philadelphia and Delaware county school entities and area colleges and universities. The charge of the advisory group will be to assist PHL on the implementation of programs to develop candidates today for the jobs of tomorrow.
- *When permitted by law, Economic Opportunity Plans (EOP) and Project Labor Agreements (PLA) will include area resident hiring goals.* For projects whose funding sources allow, the City will include language in EOPs and PLAs to require that contractors and labor work together to ensure opportunities are created for residents of communities impacted by the airport.
- *The Airport will create an aviation internship program. In the next 12-18 months, we will create 25 paid summer internships. This will include no fewer than 9 for Bartram High School students and sixteen from Council districts across the City.* The internships will be designed to create pathways to long-term employment at PHL. In the coming years, the Airport intends to further develop the internship program expanding the variety of opportunities available.
- *In 2013, 2014 and 2015 the Airport will host job fairs in coordination with our private sector stakeholders.* These job fairs will be timed to meet with employment needs of airport stakeholders, so that we can ensure meaningful employment opportunities emerge from these events. In addition to the employers on hand, the job fairs will include opportunities to meet with resume and interview counselors. The Airport will commit to meetings with each Councilmember to gain their insight regarding employment and training needs.
- *In the next 12 months an on-line job portal for PHL jobs will be developed.* The job portal will list job opportunities at the airport, facilitate on-line applications for jobs and provide tips on preparing an application. There will be a link on the airports' website and the on-line job portal will be promoted at libraries, Careerlink, Keyspots, and at computer centers throughout Philadelphia. The Airport will provide data on use of the portal in a form in which sharing the data is permitted by law, including homeland security rules. The Airport will add a position through its Project Management team to hire a Compliance Manager. This position will be responsible for ensuring commitments are being met and providing data that is available to the Airport. Furthermore, the Airport agrees to produce an annual report to Council on these initiatives. The first report will be due 18 months after the date of this letter.

This Memorandum of Understanding in May, 2013, represents the commitment by all parties that the PHL Capacity Enhancement Program is critical to the City and the region, and that all parties commit to taking the steps necessary for these projects and jobs to be created. This MOU puts Philadelphia on a path to leverage airport investments to create jobs and economic opportunity. The potential exists to ensure that PHL is as much an engine of opportunity for communities impacted by the Airport as it is for the entire region.




Acknowledged: Kenyatta Johnson
Chairman, Philadelphia City Council
Committee on Transportation and
Public Utilities

Date

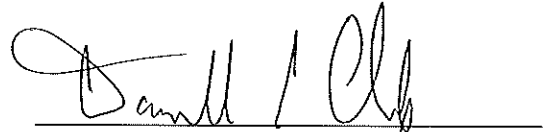
Acknowledged: Michael A. Nutter
Mayor

Date



Acknowledged: Mark Gale
Chief Executive Officer
Philadelphia International Airport

Date



Acknowledged: Darrell Clarke
City Council President

Date