

June 19, 2018

Jim,

I wanted to provide an update regarding current staffing levels at Levi's Stadium and our challenges in building a full workforce at the building, despite our enthusiastic support of the Worker Retention Ordinance.

The City of Santa Clara's Worker Retention Ordinance is a powerful and necessary tool not only for protecting workers and creating stability for them during transitional periods, but also for building meaningful partnerships between businesses, unions, and workers. We were thus excited and supportive of the retention program in place at Levi's Stadium, and have looked forward to partnering with United Here Local 19 to build the foundation of our Levi's Stadium team with the tenured employees who bring deep experience and knowledge to our operational team.

After taking over as the hospitality partner at Levi's Stadium, Unite Here Local 19 provided a list of 596 individuals with experience working at the stadium. We were looking forward to welcoming a larger number of individuals to our team, but we were pleased to send each of the 596 individuals welcome letters with offered dates for attending orientation.

As of today, 475 of the individuals contacted by Levy have accepted the offer to join our team, with more than 90 providing no response to our letter. We were disappointed in the lack of response from these individuals, as we had expected to welcome them to our team. Of those 475, an average of 300 worked our first three events. Given the number of team members needed to adequately staff a building of this caliber, we were forced to bring in a larger number of temporary workers, as well as team members from other Levy properties.

Levy has devoted a significant amount of time and effort to recruiting locally in the Santa Clara community. We have hosted job fairs every two weeks at the stadium, engaged in extensive local advertising, and have partnered with local job boards and news stations. We have also worked with Mission College and have reached out to local high school seniors, clubs, and hospitality management programs. We have made progress in hiring the number of individuals needed to achieve operational excellence, but will continue to need the assistance of the union to identify and invest in local talent and up-and-coming stars. That said, we are confident that Local 19 HERE will continue to partner with us on these efforts

We remain committed to finding the best people to staff Levi's Stadium, but the large number of unresponsive transferring employees that have chosen not to work at our large events or did not respond to our offers have left us with a workforce deficit which impacts Levi's Stadium. We are confident the union will continue to partner with us to identify several hundred more union members and ensure steps are being taken to identify additional individuals interested in joining our team.

Thank you,

*Scott Sweeney*

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