



## Community Benefits Policy

It is the policy of the California High Speed Rail Authority (Authority) and Board to ensure that all reasonable steps should be taken, within the constraints of state and federal laws, to ensure that California communities, small businesses and residents benefit as fully as possible during the construction of the high speed rail project. Unemployment rates remain above state and national levels in the Central Valley, and the initial construction of the high speed rail system can be an important component of economic recovery and advancement in the region. In implementing this policy, the Authority and its contractors are directed to adopt and implement programs designed to promote and advance construction employment and training opportunities for all individuals, especially those residing in extremely economically disadvantaged areas and veterans returning from military service. These efforts will serve to mitigate the harms caused by geographically concentrated poverty, unemployment and underemployment in economically disadvantaged areas and among disadvantaged workers throughout the United States, and shall further serve to remove potential barriers to participation by small businesses.

This Policy directs the Authority and its contractors to make every effort to engage in defined activities that will provide meaningful employment opportunities and construction careers to those residing in disadvantaged areas and/or currently facing barriers to employment.

The Policy will be implemented in accordance with Federal Railroad Administration guidance and in compliance with federal and state laws and governing regulations.

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Jeff Morales  
Chief Executive Officer

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Date