PROJECT LABOR AGREEMENT

FOR

THE LODI ENERGY CENTER PROJECT

LODI, CALIFORNIA
With a copy to:

Marc D. Joseph
Adams Broadwell Joseph & Cardozo
601 Gateway Boulevard, Suite 1000
South San Francisco, CA 94080
Telephone: 650-589-1660

Either party may notify the other in writing if its person designated to receive notice is changed.

15. HELMETS TO HARDHATS

15.1. The Employers and the Unions recognize a desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The Employers and Unions agree to utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (the “Center”) and the Center’s “Helmets to Hardhats” program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and metering, support network, employment opportunities and other needs as identified by the parties.

15.2. The Unions and Employers agree to coordinate with the Center to create and maintain an integrated database of veterans interested in working on this Project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Unions will give credit to such veterans for bona fide, provable past experience.

16. ANTI-DISCRIMINATION

16.1. During the performance of this Agreement, the Employers and the Unions shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious
FW: Local Labor

Ed.Warner@ncpagen.com [Ed.Warner@ncpagen.com]

Sent: Friday, April 29, 2011 12:45 PM
To: Ken Speer

Here is the answer so far.

Ed Warner

From: Matthew Ventura [mailto:mventura@arbinc.com]
Sent: Friday, April 29, 2011 12:45 PM
To: Ed Warner
Cc: Jack Klein
Subject: RE: Local Labor

Ed,

I’ve been working it, but the response from the union halls has been slow. Here’s what I have so far:

We have zero confirmed helmets to hard hats onsite. The Boilermakers, and the fitters have both confirmed they are enrolled in the program, but just with zero takers. I’m still waiting on a response from the electricians, and laborer’s. As you know, the carpenter’s and operator’s are not a part of the PLA.

Matt

From: Ed Warner [mailto:Ed.Warner@ncpagen.com]
Sent: Friday, April 29, 2011 12:33 PM
To: Matthew Ventura
Cc: Jack Klein
Subject: FW: Local Labor

Can you help me out here on the Helmets to Hardhats info.

Ed Warner

From: Ken Speer
Sent: Friday, April 29, 2011 12:02 PM
To: Ed Warner
Subject: FW: Local Labor

Ken Speer
Northern California Power Agency
Assistant General Manager- Generation Services

https://mail.ncpa.com/owa/?ae=Item&t=IPM.Note&id=RgAAAACsNx185erZR7kB%2b... 9/7/2011
RE: Local Labor

Ken.Speer@ncpangen.com [Ken.Speer@ncpangen.com]

Sent: Wednesday, May 04, 2011 2:33 PM
To: Alex Leupp

Alex,

No numbers on the helmets to hard hats. This info has to come from the union halls and we are having a hard time getting the info from the union halls. I think we can simply say that the Unions are participating in the helmets to hard hats program.

The total number of craft employees is 217 employees.

In addition there is at least 30 additional engineers and managers on site supporting this project.

Ken Speer
Northern California Power Agency
Assistant General Manager- Generation Services
(916) 781-4201

From: Alex Leupp [mailto:alex.leupp@ncpa.com]
Sent: Tuesday, May 03, 2011 10:23 AM
To: Ken Speer
Subject: FW: Local Labor
Importance: High

Ken,

Do you have some updated numbers for the Helmets-to-Hardhats program at the LEC? I'd like to include this in the press release—and I need to get that finalized by COB today. Thanks!

/Alex

From: Alex Leupp
Sent: Friday, April 29, 2011 11:33 AM
To: Ken Speer
Cc: Jane Cirrincione; 'Rob Grossglauser'
Subject: FW: Local Labor

Ken,

Let me know when you get those updated “helmets-to-hardhats” program numbers for the LEC site—I will incorporate them into the press release for next week’s event.

/A

From: Jane Cirrincione
Sent: Monday, April 25, 2011 5:31 PM
To: Alex Leupp

https://mail.ncpa.com/owa/?ae=Item&t=IPM.Note&id=RgAAAACsNx185erZR7kIB%2bc... 9/7/2011
For Immediate Release:
May 5, 2011

Contact:
Alex Leupp
916-781-4222/alex.leupp@ncpa.com

State-of-the-Art Lodi Energy Center Boosts Local Jobs,
Economy

State Lawmaker Tours Project, Praises Impact on Local Economy

(Sacramento, Calif.) – Less than one year after its initial groundbreaking, construction of the Lodi Energy Center (LEC) is progressing rapidly, and continues to boost the Lodi area economy through the nearly 200 jobs that have been created as part of the power plant’s construction.

The 280 megawatt Lodi Energy Center (LEC), a project spearheaded by the Northern California Power Agency (NCPA), is being built by skilled laborers and tradesmen, more than 70% of whom reside within 50 miles of Lodi.

State Senator Tom Berryhill, who represents Lodi, toured the LEC construction site on Thursday, and praised the project for its contributions to the local area economy.

“The Lodi Energy Center Project has created hundreds of new construction jobs in the Lodi area,” Senator Berryhill said. “By focusing on training and hiring local workers, NCPA is helping to keep proceeds from the construction of the LEC in the State of California, and specifically here in Lodi."

City Councilman and NCPA Commissioner Larry Hansen also lauded the LEC’s broader impact on the City of Lodi.

“The Lodi Energy Center project really is giving an economic boost our city at a critical time. NCPA and the City of Lodi prioritized the hiring of local workers precisely because of the multiplier effect that such a project would have on the Lodi-area economy."

In addition to the benefits construction of the LEC is bringing to the broader North San Joaquin region, the project is also providing assistance to a very specific and deserving segment of the population: our military veterans. ___ percent of those employed by NCPA to help build the LEC are participants in the “Helmets to Hardhats” program, which is dedicated to helping National Guard, Reserve, retired and transitioning active-