



SAGE DEVELOPMENT GROUP/CITY OF PORTLAND EMPLOYMENT OBJECTIVES AND GUIDELINES AGREEMENT

Purpose. The purpose of this agreement is to lay out mutually supported principles, which Sage Hospitality Resources, LLC will utilize when it fills positions at the Renaissance Portland Hotel in 2007. Because the application for the HUD Section 108 loan needs to be submitted some two years in advance of the hiring, the City and Sage believe it is worthwhile to develop common objectives and guidelines that the project will strive to attain.

Objectives. A common goal is to provide a stable quality workforce for Sage and full-time family wage employment with benefits for Portland residents with low (80% of Median Family Income (MFI)) and very low (50% MFI) incomes.

Of the projected non-management positions at the Renaissance Portland, the parties will work to fill a minimum of 80% with persons below 80% of median income. Of that 80%, we will work to fill 50% with qualified workers whose entry incomes are 65% or below MFI and as many positions as possible at 50% or below. It is understood that as the hiring date approaches there could be revisions in the numbers and types of positions. This information will be shared by Sage with the City of Portland.

Applicant Referral and Preparation. A more accurate list of positions considered non-management, their descriptions and hiring criteria, and the number to be hired in each of those positions will be determined by Sage Hospitality Resources, LLC and given to the Portland Bureau of Housing and Community Development (BHCD) at least nine months prior to the hire date. Sage, BHCD & its workforce partners will then discuss the requirements and hiring criteria so that qualifying applicants can be appropriately identified by the City and its workforce partners and prepared for the Sage interview process.

Sage will work with the City and its workforce partners to develop a hiring process that will give priority to candidates identified as low income.

Retention and wage progression of Renaissance workers will be monitored on a quarterly basis for the first year after the hotel opens. With joint focus on these goals and proactive identification and preparation of appropriate candidates we are confident that these goals can be easily met insuring a quality staff for the hotel and maximum benefit to City of Portland residents.

William White, Director
Portland Bureau of Housing and Community Development

Date

Ken Geist, Executive Vice President
Sage Hospitality Resources, LLC

Date

SAGE HOSPITALITY RESOURCES