



# A G E N D A

## OFFICE OF COUNTY AUDITOR

County Auditor  
Carri L. Brown, PhD, MBA, CGFM  
carri.brown@fairfieldcountyohio.gov

**City of Lancaster Tax Incentive Review Council Meeting**  
**1897 Room; 2<sup>nd</sup> Floor, City Hall**  
**104 E. Main Street**  
**Lancaster, Ohio**

Wednesday, June 21, 2023, 9:00 a.m.

### *TIRC Members*

- *Dr. Carri L. Brown*, County Auditor, TIRC Chair
  - *Mayor David Scheffler*, City of Lancaster (excused)
- *Perla Uhl*, for the City of Lancaster, appointed by the Mayor and affirmed by Council
- *Bill Nash*, for the City of Lancaster, appointed by the Mayor and affirmed by Council
  
- *Larry Ailes*, Councilman, City of Lancaster City Council President Appointee
  
- *Tricia Nettles*, City Auditor, City of Lancaster
  
- *Julie Taylor*, Treasurer, Lancaster City Schools
  - *Nathan Hale*, Superintendent, Lancaster City Schools (*alternate for Julie Taylor*)

### *Also attending, for the City of Lancaster:*

- *Anitra Scott*, Deputy City Auditor, alternate for *Tricia Nettles*, City Auditor
- *Stephanie Hall*, Law Director
- *Lynda Berge-Disser*, Community Development Director
- *Don McDaniel*, At-Large Council Member, President Pro Tem
- *Stephanie Bosco*, Economic Development Director & Port Authority Director

#### **A. Welcome and Introductions**

Dr. Brown welcomed everyone and called the meeting to order at 9:00 a.m. The group introduced themselves to one another.

#### **B. Role of Tax Incentive Review Councils**

Dr. Brown indicated that the role of the Tax Incentive Review Council, created by the City of Lancaster, was to monitor the status of incentives and agreements and to make recommendations to local municipalities as to the efficacy of the incentives. She distributed a summary of notice procedures and a “frequently asked questions” fact sheet for TIRCs. These items are attached to the minutes, exhibits 1 and 2.



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### C. Information Posted on the County Website/Documentation

Dr. Brown went on to state that the notice and “faq” fact sheet (with pull down sections), along with contact and membership information, were placed on the County Auditor website.

Minutes and agendas are also placed at this site:

<https://www.co.fairfield.oh.us/auditor/Fairfield-County-TIRCS.html>

Dr. Brown reported that there was on file documentation of appointments of the Mayor and affirmation of those appointments by City Council. There was documentation on file for the appointment and alternate of the Lancaster City Schools. There was no such documentation on file yet on file for the appointment of the City Council President’s appointee (which was made on June 12<sup>th</sup>) because the minutes were not certified yet.

*Action: City Auditor Tricia Nettles indicated she would email to Dr. Brown the City Council minutes documenting the appointment of Mr. Larry Ailes as soon as the minutes from June 12 were available.*

### D. Election of Vice-Chairperson

Dr. Brown indicated by the ORC, there needed to be a vice-chairperson selected. Previously, Tom Stoughton was voted to be the vice-chair, and he no longer serves on the TIRC. She asked for a motion (and a second) for the selection of a vice-chair.

#### **Motion to approve Larry Ailes as the Vice-Chair of the City of Lancaster Tax Incentive Review Council**

On the motion of Perla Uhl and the second of Tricia Nettles, the TIRC voted to approve Larry Ailes as the vice-chair of the City of Lancaster Tax Incentive Review Council.

Discussion: There was no additional discussion.

The motion carried unanimously.

### E. Approval of Minutes from August 4, 2022

Thank you to Stephanie Hall for taking the minutes from the August 4, 2022, meeting. The minutes were distributed electronically previously and were available for review today.

#### **Motion to approve the minutes from the August 4, 2022, meeting**

On the motion of Julie Taylor and the second of Tricia Nettles, the TIRC voted to approve the minutes from the August 4, 2022, meeting.



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Discussion: There was no additional discussion.

The motion carried unanimously.

Dr. Brown indicated she would take minutes for today's meeting, and she asked that the City of Lancaster provide a person to take minutes for the next meeting (to be held in June of 2024). She indicated that with other TIRCs, economic development professionals were typically involved in monitoring the agreements and provided a person to take minutes for the annual meeting. She stated she was glad to see the increased attendance today at the TIRC meeting. She noted that City Auditor Tricia Nettles was listed on the website as the first point of contact.

*Action: City Auditor Tricia Nettles indicated she would stay in touch with city officials and ensure someone was available to take minutes in June of 2024.*

### **F. Lancaster Tax Increment Financing Review**

Anitra Scott, Deputy City Auditor, provided an overview of the attached update (exhibit 3) for the following companies:

Island Capital Investment Group, LLC (purchased by Flag Star)  
Menards, Inc.  
Wal-Mart  
RLG Lancaster Ltd., GCG Lancaster Ltd., Anchor Lancaster, LLC

After the report, Dr. Brown thanked Ms. Scott for her update. There were no questions about the report, and Ms. Scott indicated that the companies were in compliance with financial requirements.

City Auditor Tricia Nettles explained that there were differences between the 2006 TIF and the one that is pending known as the "Timbertop" agreement. With "Timbertop" the *developer* will incur the debt. Copies of the agreement from 2006 and the "Timbertop" agreement were distributed, and they are exhibits 5 and 6 with these minutes.

Dr. Brown reported that the "Timbertop" tax-exempt application had not been approved by the state yet. It was sent to the state in May of this year.

### **G. Review of Compliance with Non-Discriminatory Policies**

Ms. Scott went on to provide a report of compliance with the City's non-discriminatory policies. She provided the attached packet of letters and information from websites, exhibit 4 with these minutes.



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The letters and information from websites indicated policies that were aligned with the City's non-discriminatory policies, and with the letters, there was indication of company compliance with policies.

Dr. Brown thanked Ms. Scott for her work in gathering this information. She asked if anyone was aware of any complaints about compliance with the non-discriminatory policies. There was no awareness of any complaints.

Dr. Brown asked if there was an annual review or conversation with the companies.

City Auditor Tricia Nettles indicated that there was an annual financial review, but it had been difficult to have a point of contact with Walmart because the company has had so much turnover. Despite reaching out several times, her office does not have a current contact person with Walmart.

*Action: Stephanie Bosco, Economic Development Director and Port Authority Director, indicated she would reach out to her regional contacts to help find a contact person at Walmart. She will also reach out to the companies with agreements once throughout the year to add to the reports to the TIRC next year. Ms. Scott indicated she would provide the current contact information to Ms. Bosco.*

### H. Recommendation of TIRC

Dr. Brown indicated that if there were no questions and no additional discussion, the next order of business would be for the TIRC to accept the reports and recommend continuance of the 2006 Tax Increment Financing agreement and tax incentives contained therein for the six entities of:

Island Capital Investment Group, LLC (purchased by Flag Star)  
Menards, Inc.  
Wal-Mart  
RLG Lancaster Ltd., GCG Lancaster Ltd., Anchor Lancaster, LLC

#### **Motion to accept the reports and recommend continuance of the 2006 TIF agreement and incentives contained therein for the six named entities**

On the motion of Tricia Nettles and the second of Julie Taylor, the TIRC voted to accept the reports and recommended continuance of the 2006 TIF agreement and incentives contained therein for the six named entities.

Discussion: There was no additional discussion.

The motion carried unanimously.

S E R V E • C O N N E C T • P R O T E C T

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Dr. Brown commented that the City of Lancaster would now pass its resolution to accept or modify the TIRC's recommendation on or before September 1, 2023.

*Action: Stephanie Hall, Law Director, indicated she would prepare that resolution for the City.*

### I. Other Business/Agreements in Progress

Dr. Brown reiterated that the County Auditor's Office received the "Timbertop" TIF application for tax exemption, and that application was sent to the state for review and approval. There was no activity to date to review for that agreement. It can take several months for the state to process such applications.

#### Other Business/Comments about Potential Future Agreements

Lynda Berge-Disser, Community Development Director, commented on the importance of tax abatements for residential properties and encouraged such abatements especially during a time when there is a shortage of affordable housing in the area. She noted that while the current agreements under review with the TIRC did not include such abatements, she encouraged such abatements and for information purposes, she wanted the TIRC to know that if agreements were to include residential tax abatements, the TIRC would be reviewing that compliance as well. She has interest in abatements for residential properties and would recommend a strategy for such abatements in the future, noting she would favor a long-term strategy.

Dr. Brown thanked Ms. Berge-Disser for her report and indicated that the TIRC would review such agreements as executed by the City.

### J. 2024 TIRC Meeting Date & Location

*The 2024 meeting will be June 26, 2024, 9 a.m. at Lancaster City Hall.*

### K. Adjourn

#### Motion to Adjourn

On the motion of Larry Ailes and the second of Perla Uhl, the TIRC voted to adjourn at 9:32 a.m.

Discussion: There was no additional discussion.

The motion carried unanimously.

## TAX INCENTIVE REVIEW COUNCILS PUBLIC NOTICE - NOTICE OF TIRC MEETINGS

There are six Tax Incentive Review Councils for which the Fairfield County Auditor serves as chair by the Ohio Revised Code. TIRCs were established by: Fairfield County (and Fairfield County/Violet Township), the City of Pickerington, the City of Lancaster, the City of Reynoldsburg, and the City of Canal Winchester.

Each TIRC, in compliance with RC 121.22(F), has a method whereby any person may determine the date, time and place of regular meetings and the date, time, place and purposes of special meetings, and whereby the news media may be notified of the date, time, place and purposes of special and emergency meetings.

### 1. Regular meetings

Regular meetings of each TIRC are held one time annually in June, July, or August. *By May, dates are posted online:*

<https://www.co.fairfield.oh.us/auditor/Fairfield-County-TIRCS.html>

This link above shows the membership and a contact person for each TIRC. They are:

Fairfield County (and Fairfield County/Violet Township) – Rick Szabak, 740.652.7162

The City of Pickerington – Greg Butcher, 614.837.3974

The City of Lancaster – Tricia Nettles, 740.687.6611

The City of Reynoldsburg – Melisa Butler, 614.322.6827

The City of Canal Winchester – Lucas Haire, 614.837.1894

As the TIRCs are created by Fairfield County and the respective cities, these regular meetings are posted by those entities using their customary posting methods.

Fairfield County posts the County (and Fairfield County/Violet Township) TIRC meetings on the calendar of the Board of Commissioners, which is also posted on the Commissioners' website and at the Courthouse at 210 East Main Street, Lancaster, Ohio, 43130.

The City of Pickerington TIRC meetings are posted on the calendar of the City of Pickerington, which is posted at 100 Lockville Road, Pickerington, Ohio, 43147.

The City of Lancaster TIRC meetings are posted on the calendar of the City of Lancaster, which is posted at 104 E. Main St., Lancaster, Ohio, 43130.

The City of Reynoldsburg TIRC meetings are posted on the calendar of the City of Reynoldsburg, which is posted at 1615 Truro Ave., Reynoldsburg, Ohio, 43068.

The City of Canal Winchester TIRC meetings are posted on the calendar of the City of Canal Winchester, which is posted at 36 S. High St., Canal Winchester, Ohio, 43110.

A hard copy of this public notice summary is placed at 108 N. High Street in Lancaster, Ohio, as well.

If the date, time, or location of a regular meeting is changed, notice shall be posted at least twenty-four hours prior to the meeting at the website link. Members of the TIRCs are notified of meetings electronically by the entity that created the TIRC.

### 2. Special and emergency meetings

Special meetings of a TIRC will be held at the call of any member of the TIRC by request to the chair. The call for a special meeting shall specify the date, time, location and purposes of the meeting. Unless otherwise provided, special meetings will be held at the office of the County Auditor in the County Auditor's Conference Room at 108 N. High Street, Lancaster, Ohio.

The Communications Officer of the County Auditor shall give notice of the date, time, location and purposes of a special meeting other than an emergency meeting by posting a hard copy of a notice at 108 N. High Street, Lancaster, Ohio, at the front entrance. Notice shall be posted as far in advance of the meeting as practicable, but not less than twenty-four hours prior to the meeting. If there is sufficient time to provide twenty-four hours' notice, the Communications Officer shall give notice of an emergency meeting in the same manner as notice of a nonemergency special meeting.

### 3. Notice to news media of special and emergency meetings

News media who have required notice of special meetings shall be individually notified by the Communications Officer of the date, time, location and purposes of any such meeting at least twenty-four hours in advance of the meeting. If the meeting is an emergency meeting, the Communications Officer shall immediately notify the media who have requested notification of the date, time, location and purposes of the meeting.

### 4. Notice of meetings to discuss particular business

The Communications Officer shall give reasonable advance notice of any special meeting, at which a particular type of public business is to be discussed, to any person who has requested such notice. If time permits, such notice shall be given. A request for notice shall be in writing, shall state the requestor's name, address, telephone number, email address (if available) and the nature of the public business in which the requestor has a particular interest and desires notice. Any such request shall remain in force for 12 months.

### 5. Special notice required by law

When a particular form or method of notice is required by statute for a public hearing or meeting, notice of the hearing or meeting shall be given in the form and manner prescribed by statute in addition to notice otherwise required under this notice.



## Tax Incentive Review Councils – Fact Sheet

Tax Incentive Review Councils (TIRCs) process and monitor the status of tax incentives and agreements to make recommendations to local municipalities as to the efficacy of the incentives. In Fairfield County, there are multiple TIRCs.

**Here is a link for information about each TIRC, such as membership, meeting minutes, and meeting dates:**

### ***What are some terms relating to TIRCs?***

**Enterprise Zone (EZ):** Offers companies property tax exemption on new real property.

**Environmental Protection Abatement (EPA):** Property tax incentives created to encourage the cleanup of brownfields and other environmental hazards in our communities. Oversight is conducted by the Ohio Environmental Protection Agency, not the Tax Incentive Review Council.

**Tax Increment Financing (TIF):** Designates a parcel or multiple parcels as within a project.

**Community Reinvestment Areas (CRA):** Provide real property tax exemptions to property owners who make improvements to their property.

***Why are tax incentives in place?*** State and local governments use a variety of tax incentives to attract and retain business investment, create jobs, reduce blight, and pursue other goals. These incentives are used with expectation that each granted incentive results in increased property value, investment, employment, payroll activity, and/or other economic development benefit. TIRCs process and monitor the status of each incentive and make recommendations to the local municipality as to the efficacy of the incentive.

***What information do municipalities provide to TIRCs?*** Per the Ohio Revised Code, municipalities must provide the TIRC with “any information necessary to perform its review.” A report is made by the municipality and minutes are taken annually on each incentive. These progress reports include information on scope of project, type of incentive, jobs created, payroll, and real estate investment. TIFs municipalities provide information on collections, expenditures, and fund balances. Each year the TIRC reviews the prior tax year’s performance data for each incentive. This data is collected and compiled by the municipality and provided to the members of the TIRC.

For abatements, the data provided shows whether the entity receiving the tax abatement is complying with the terms of the agreement. Simply put, is the company receiving the tax break doing what it said it was going to do? Has it hired the employees it said it would? Has it invested in construction in the way it promised? The TIRC receives information on the number of jobs created or retained, total payroll, real estate investment (new structures or upgrades), and construction payroll.

***What type of recommendation does a TIRC make?*** After reviewing information about agreements and compliance, TIRCS make recommendations about continuing agreements.

Sometimes, if there are problems with the compliance, and it is the first time there has been a problem or if the business is close to meeting the terms of the agreement, the recommendation might be to continue the agreement and reach out and see what assistance can be provided to help the project meet the original goals. If the project is consistently off target, the TIRC might recommend modification of the original agreement. For example, if a property is 100% abated but regularly only meets 75% of the terms of the agreement, the recommendation might be to change the tax abatement from 100% to 75% and make the goals 75% of the original agreement. Finally, in extreme cases, the TIRC may recommend the municipality cancel the abatement altogether. This has not been the experience in Fairfield County.

***What happens next?*** Once the TIRC makes recommendations, they are presented to the municipality’s legislative body for acceptance, rejection, or modification. The legislative body must vote on the TIRC’s recommendations within 60 days of that municipality’s TIRC meeting.

### City of Lancaster Tax Increment Financing Agreement

- A. Island Capital Investment Group, LLC
- B. Menard, Inc
- C. Wal-Mart Stores East
- D. RLG Lancaster Ltd, GCG Lancaster Ltd, Anchor Lancaster, LLC
- E. Lancaster Development Company, LLC
- F. District at Lancaster, LLC

PARCEL #	ABATED PARCEL #	OWNER'S NAME	TERMS	ABT TYPE	TOTAL APPRAISED VALUE	TOTAL ABATED VALUE	ANNUAL TAX PAID	TAX STATUS	EFF TAX YEARS	Square Feet
063-00010-00	063-70010-00	Anchor Lancaster LLC ET AL	100%/ 30 yrs	C	\$ 495,250.00	\$ 130,560.00	\$ 10,561.74	2nd Half Due	2007-2036	123,275
063-00011-00	063-70011-00	Dustaway LLC	100%/ 30 yrs	C	\$ 1,141,060.00	\$ 888,470.00	\$ 51,476.18	2nd Half Due	2007-2036	85,378
063-00012-00	063-70012-00	2665 North Memorial Drive LLC	100%/ 30 yrs	C	\$ 1,050,490.00	\$ 846,870.00	\$ 22,402.98	2nd Half Due	2007-2036	68,825
063-00013-00	053-70013-00	Spikes Motors	100%/ 30 yrs	C	\$ 133,260.00	\$ 43,050.00	\$ 2,841.20	2nd Half Due	2007-2036	27,094
053-13729-00	053-71372-90	Stevenson Family Realty LLC	100%/ 30 yrs	C	\$ 1,061,280.00	\$ 1,056,920.00	\$ 19,050.24	2nd Half Due	2007-2036	42,253
053-10047-10	053-71304-71	Spikes Motors	100%/ 30 yrs	C	\$ 102,000.00	\$ 97,420.00	\$ 1,830.94	2nd Half Due	2007-2036	44,431
053-13720-00	053-71372-00	lanckenship Investment Properties LL	100%/ 30 yrs	C	\$ 770,050.00	\$ 764,840.00	\$ 13,822.64	2nd Half Due	2007-2036	50,530
053-13722-00	053-71372-20	Kohl's Illinois Inc	100%/ 30 yrs	C	\$ 3,800,000.00	\$ 3,764,370.00	\$ 68,210.50	Current	2007-2036	345,867
053-13724-00	053-71372-40	ICIG-V LUX	100%/ 30 yrs	C	\$ 905,570.00	\$ 899,960.00	\$ 16,255.12	2nd Half Due	2007-2036	54,450
053-13725-00	053-71372-50	Marias Mexican Restaurant LLC	100%/ 30 yrs	C	\$ 114,000.00	\$ 108,880.00	\$ 2,046.36	Current	2007-2036	49,658
053-13726-00	053-71372-60	Ety Pointe LLC	100%/ 30 yrs	C	\$ 316,400.00	\$ 288,600.00	\$ 5,679.42	2nd Half Due	2007-2036	269,636
053-13727-00	053-71372-70	Standing Stone National Bank	100%/ 30 yrs	C	\$ 897,870.00	\$ 889,390.00	\$ 16,116.62	Current	2007-2036	81,893
053-13727-20	053-71372-72	Aaron Rents Inc	100%/ 30 yrs	C	\$ 771,710.00	\$ 667,220.00	\$ 12,057.35	Current	2007-2036	43,560
053-13727-30	053-71372-73	MAP Properties EP LLC	100%/ 30 yrs	C	\$ 277,000.00	\$ 264,560.00	\$ 4,972.20	Current	2007-2036	120,661
053-13727-10	053-71372-71	SRI Real Estate Properties LLC	100%/ 30 yrs	C	\$ 489,030.00	\$ 484,090.00	\$ 8,778.12	2nd Half Due	2007-2036	47,916
053-13721-00	053-71372-10	Menard Inc	100%/ 30 yrs	C	\$ 9,600,000.00	\$ 9,523,160.00	\$ 172,321.22	2nd Half Due	2007-2036	745,312
053-13728-00	053-71372-80	Wal-Mart Real Estate Business Trust	100%/ 30 yrs	C	\$ 3,646,000.00	\$ 3,598,900.00	\$ 65,694.18	2nd Half Due	2007-2036	456,945
063-00014-00	063-70014-00	Wal-Mart Real Estate Business Trust	100%/ 30 yrs	C	\$ 5,354,100.00	\$ 3,972,620.00	\$ 114,179.56	2nd Half Due	2007-2036	466,963
053-23271-00	Pending	Lancaster Development Company LLC	100%/ 30 yrs	R	\$ 545,000.00	\$ -	\$ 7,129.30	2nd Half Due	2021-2051	1,695,225
053-23277-00	Pending	Lancaster Development Company LLC	100%/ 30 yrs	C	\$ 377,850.00	\$ -	\$ 6,782.60	2nd Half Due	2021-2051	506,429
053-23278-00	Pending	District at Lancaster LLC	100%/ 30 yrs	C	\$ 1,175,950.00	\$ -	\$ 44,498.52	Current	2021-2051	606,312
053-23279-00	Pending	Lancaster Development Company LLC	100%/ 30 yrs	R	\$ 590,000	\$ -	\$ 7.86	2nd Half Due	2021-2051	127,805

\$ 666,714.85

**RLC/GCG/Anchor Street TIF**

Name of TIRC	City of Lancaster	Tax Year	2022
Company Name	RLC/GCG/Anchor Street TIF	Community Reinvestment Area Type	Percent Abated
First Year	2007	Last Year	2037
Total Appraised Value	\$3,881,340.00	Number of Years	30
		Total Value Abated	\$2,965,870.00

Annual Tax Paid \$106,332.34

Foregone Tax

Delinquent Tax \$0.00

Do you believe this abatement is in compliance? Yes

Building Description/Use E - OTHER TAX ABATEMENT - TIF

Parcel Number(s) 053-71372.90, 063-70010.00, 063-70011.00, 063-70012.00, 063-70013.00

Tenants

Vacancies

**Agreement Amount of Note**

Note Steet Improvement TIF Note, Series 2022

Noteholder RLG Lancaster Ltd, GCG Lancaster Ltd. And Anchor Lancaster, LLC

Note Rate 3.257%

Principal Amount \$91,423.00

**Project Details/History**

Neighborhood Shopping Center, Commercial Vacant Land, Full Service Bank, Restaurant, Cafeteria, and/or Bar  
Totaling 346,825 square feet



**WAL-MART**

Name of TIRC City of Lancaster	Tax Year 2022
TIF Ordinance No. 39-06	
Company Name Wal-Mart Street TIF	Community Reinvestment Area Type Percent Abated
First Year 2007 Last Year 2037	Number of Years 30
Total Appraised Value \$9,000,100.00	Total Value Abated \$7,571,520.00
Annual Tax Paid \$179,873.74	Foregone Tax
Delinquent Tax \$0	Do you believe this abatement is in compliance? Yes
Building Description/Use Discount Department Store	
Parcel Number(s) 053-13728.00, 053-71372.80, 063-00014.00, 063-70014.00	
Tenants Wal-Mart	Vacancies

**Agreement Amount of Note**

Note Street Improvement TIF Note, Series 2022  
Noteholder Wal-Mart Stores East, LP  
Note Rate 3.257%  
Principal Amount \$313,595.23  
Other Agreement Benchmarks  
Notes

Project Details/History

Commercial Discount Department Store  
Totalling 923,908 square feet



**MENARDS**

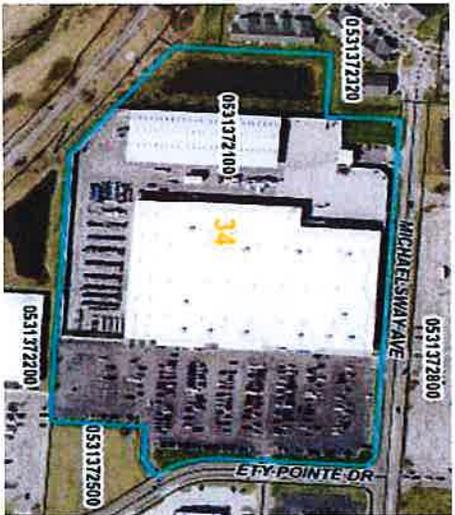
Name of TIRC City of Lancaster	Tax Year 2022
TIF Ordinance No. 39-06	
Company Name Menards Street TIF	Community Reinvestment Area Type Percent Abated
First Year 2007 Last Year 2037	Number of Years 30
Total Appraised Value \$9,600,000.00	Total Value Abated \$9,523,160.00
Annual Tax Paid \$172,321.22	Foregone Tax
Delinquent Tax \$0	Do you believe this abatement is in compliance? Yes
Building Description/Use Discount Department Store	
Parcel Number(s) 053-13721.00, 053-71372.10	
Tenants Menard Inc	Vacancies

**Agreement Amount of Note**

Note Steet Improvement TIF Note, Series 2022  
Noteholder Menard, Inc.  
Note Rate 3.257%  
Principal Amount \$219,486.74

Commercial Discount Department Store  
Totalling 745,312 square feet

### Project Details/History



**ISLAND CAPITAL/FLAGSTAR**

Name of TIRC City of Lancaster	Tax Year 2022
TIF Ordinance No. 39-06	
Company Name Menards Street TIF	Community Reinvestment Area Type Percent Abated
First Year 2007 Last Year 2037	Number of Years 30
Total Appraised Value \$8,343,630.00	Total Value Abated \$8,229,330.00
Annual Tax Paid \$149,769.30	Foregone Tax
Delinquent Tax \$0	Do you believe this abatement is in compliance? Yes

Building Description/Use Discount Department Store  
Parcel Number(s) 053-71004.71, 053-71372.00, 053-71372.20, 053-71372.40, 053-71372.50, 053-71372.60, 053-71372.70, 053-71372.72  
Tenants Spires Motors, Blankenship Investment properties, Kohls Illinois Inc, ICI-G-V LX, Maria Mexican Restaurant LLC, Ety  
Pointe LLC, Standing Stone National Bank, Aaron Rents Inc  
Vacancies

**Agreement Amount of Note**

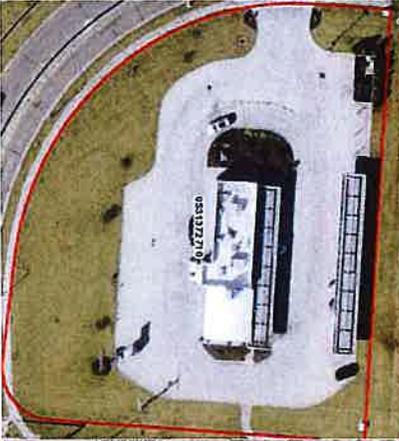
Note Street Improvement TIF Note, Series 2022  
Noteholder Flagstar Bank, FSB  
Note Rate 3.257%  
Principal Amount \$269,177.43

Note Island Capital TIF Note, Series 2022  
Noteholder Flagstar Bank, FSB  
Note Rate 3.257%  
Principal Amount \$277,201.56

**Project Details/History**

Commercial Vacant Land, Restaurant, Cafeteria,  
and/or Bar, Discount Department Store,  
Neighborhood Shopping Center  
Totalling 940,025 square feet





**Lancaster Development Company LLC**

Name of TIRC City of Lancaster	Tax Year 2022
TIF Ordinance No. 19-21 / 24-21	
Company Name Lancaster Development Company LLC	Community Reinvestment Area Type Percent Abated
First Year 2021 Last Year 2051	Number of Years 30
Total Appraised Value \$545,000.00	Total Value Abated - PENDING TIF APPROVALS
Annual Tax Paid \$7,129.30	Foregone Tax
Delinquent Tax \$0	Do you believe this abatement is in compliance?

**Building Description/Use**  
Parcel Number(s) 053-23271-00, 053-23277-00, 053-23279-00  
Tenants Residential Rental Apartments  
Vacancies Vacant Land

**Agreement Amount of Bond**

Bond Columbus-Franklin County finance Authority  
Developer Lemon Development  
Note Rate - Unknown  
Principal Amount - Unknown

Timbertop St. Single Family Residential,  
Residential/Commercial Vacant Land, Lot  
Totalling 2,329,459 square feet

Project Details/History



## District at Lancaster, LLC

Name of TIRC City of Lancaster  
TIF Ordinance No. 19-21 / 24-21  
Company Name District at Lancaster, LLC  
First Year 2021 Last Year 2051  
Total Appraised Value \$1,175,950.00  
Annual Tax Paid \$44,498.52  
Delinquent Tax \$0

Tax Year 2022  
Community Reinvestment Area Type Percent Abated  
Number of Years 30  
Total Value Abated - PENDING TIF APPROVALS  
Foregone Tax  
Do you believe this abatement is in compliance?

Building Description/Use  
Parcel Number(s) 053-23278-00  
Tenants Apartment rentals 40 or more  
Vacancies

### Agreement Amount of Note

Note Columbus-Franklin County finance Authority  
Developer Lemon Development  
Bond Rate - Unknown  
Principal Amount - Unknown

### Project Details / History

Timbertop St. Commercial Apartments  
40 or more rentals units  
Totaling 606,312.00 square feet



Flag Star

- Home
- Banking
- Loans
- Investing
- Business

About Us - Diversity, Equity, and Inclusion

# Diversity, Equity, and Inclusion

At Flagstar Bank, we understand the importance of having employees, clients, and suppliers who share various backgrounds and views. Learn more about how Flagstar actively encourages diversity, equity, and inclusion in the workplace.

## Creating value by embracing diversity, equity, and inclusion in the workplace.

Flagstar Bank believes that fostering a culture of diversity, equity, and inclusion broadens perspectives, engages employees, encourages teambuilding, and helps create a positive environment in which to work and grow. This ultimately can help better answer the varied needs of our customers and the communities in which we serve.

### OUR DIVERSITY, EQUITY, AND INCLUSION VISION CENTERS ON FIVE PILLARS:

- Expanding our market share and products
- Diverse staffing of talent
- Engaging and developing our diverse team members
- Connecting with the communities we serve
- Diversifying our suppliers

### COMPANY DIVERSITY GROWTH THROUGH EMPLOYEE RESOURCE GROUPS

We support diversity, equity, and inclusion in the workplace through our Employee Resource Groups (ERGs), which are open to all employees. Members work together to advance Flagstar's commitment to diversity, equity, and inclusion by fostering leadership, networking, and development opportunities, increasing awareness, and being involved in our communities. Our ERGs include:

- Veterans
- Women
- Disabilities
- LGBTQ
- African and African Americans
- Asian Indians
- Hispanic Latinos
- Native Americans
- Millennials/Young Professionals

### FLAGSTAR SUPPLIER DIVERSITY

We also recognize the importance of supplier diversity in our sourcing processes and affirm that certified diverse suppliers have an equal opportunity to participate in providing products and services to Flagstar and its customers.

### ABOUT FLAGSTAR

- [About Flagstar](#)
- [Vision, Guiding Principles and STAR Values](#)
- [Leadership](#)
- [Media Inquiries](#)
- [Careers](#)
- [Diversity, Equity, and Inclusion](#)
- [Supplier Diversity](#)
- [Flagstar Foundation](#)
- [Community Involvement](#)

## Industry Recognition for Diversity, Equity, and Inclusion

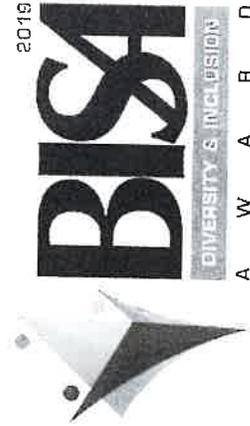
### CEO **ACTION** FOR DIVERSITY & INCLUSION

Our CEO Tom Cangemi has joined more than 250 chief executives nationwide in signing the CEO Action for Diversity & Inclusion. By endorsing this pledge, Flagstar has committed to take measurable actions to create a work environment where corporate diversity, equity, and inclusion thrive.

CHAT  
FLOW



Flagstar was named by DiversityInc to its 2021 list of Noteworthy Companies. The list comprises 32 companies whose performance in talent pipeline, talent development, leadership accountability, and supplier diversity indicate they have the potential to progress to the elite DiversityInc Top 50.



Flagstar was a winner of the 2019 Diversity & Inclusion Award from the Bank Insurance & Securities Association. The award recognizes member firms that demonstrate outstanding leadership, innovation, and results in diversity management. Flagstar was one of only three companies to win in the category.



Flagstar was recently recognized by *Corp! Magazine* as a winner of its annual *Salute to Diversity Award* within the Diversity Focused Company category. This award recognizes Flagstar's initiatives specifically developed to increase diversity, equity, and inclusion in

[Investor Relations](#)

[Security](#)

[About Flagstar](#)

[ESG](#)

[Contact](#)

**CONNECT:**



October 27, 2022

*Sent Via: Email*

City of Lancaster  
Attn: Anitra Scott  
104 E. Main Street, Room 107  
Lancaster, OH 43130  
E: [ascott@ci.lancaster.oh.us](mailto:ascott@ci.lancaster.oh.us)

**RE: Menards Lancaster TIF**

Ms. Scott,

This letter is in response to your email request of August 4, 2022. Menard, Inc. complies with all federal, state, and local laws, regulations, and ordinances regarding its hiring practices. If you have any questions, you may contact me using the information below.

Cordially,

A handwritten signature in black ink, appearing to read "Josh Melder". The signature is fluid and cursive, written over a white background.

**Josh Melder**  
Senior Counsel  
Menard Inc. - Properties Division  
5101 Menard Drive, Eau Claire, WI 54703  
[jmelder@menard-inc.com](mailto:jmelder@menard-inc.com)  
[P] 715-876-2492 [F] 715-876-5992

# BETTER TOGETHER

Culture, Diversity,  
Equity & Inclusion

FISCAL YEAR 2022  
MID-YEAR REPORT

Walmart 





# Walmart's Strategic Approach TO CULTURE, DIVERSITY, EQUITY & INCLUSION

**Vision:** A world in which every person has the opportunity to thrive and prosper. Every person has the opportunity to thrive and prosper. Every person has the opportunity to thrive and prosper.

**Mission:** To create a culture of respect, equity and inclusion. To create a culture of respect, equity and inclusion. To create a culture of respect, equity and inclusion.

## Introducing Accessibility Center of Excellence

Center of Excellence (ACE) as part of an internal award celebrating Global Accessibility Awareness Day (GAAD). The ACE will sit within Culture, Diversity, Equity & Inclusion and work collaboratively across the enterprise to develop and implement scalable strategies aimed at increasing digital and physical accessibility for associates and customers. The work of the ACE will be informed by a series of current state assessments of Walmart systems and processes. The goal is to establish and improve policies and procedures such as testing criteria; enabling and launching tools and resources; and introducing training protocols and programming.

## Strategic Objectives

- Activate our culture**—Equip every associate to be an inclusive leader who leads and makes decisions based upon our cultural values of Service, Respect, Excellence and Integrity
- Associate life, cycle integration**—Integrate Culture, Diversity, Equity and Inclusion principles into every facet of the associate life cycle—recruit, hire, develop, promote and retire
- Build an inclusive brand**—Create a trusted brand experience that makes people feel like there is a place for everyone. We are a place for everyone—a customer, associate, supplier or community stakeholder
- Increase enterprise equity & accessibility**—Examine systems to identify gaps in equity and accessibility across the spectrum of stakeholder touchpoints, particularly for our associates, customers, and develop and deploy strategies to address those gaps
- Modernized measures**—Leverage technology to monitor key performance indicators on diversity (representation and movement) and inclusion (engagement and sentiment indices) to inform strategic action plans for continued progress

## Definitions

- CULTURE:** Our values in action (Service, Respect, Excellence and Integrity)
- DIVERSITY:** The unique identities, experiences, styles, abilities and perspectives of our workforce, reflecting communities we serve
- EQUITY:** When people of every gender, race, ability and orientation have what they need to thrive, and diverse identity is no longer a determining factor in shaping an individual's life outcomes
- INCLUSION:** The intentional action of understanding, supporting and championing individuals in all of their uniqueness (identities, experiences, styles, abilities and perspectives)—resulting in a culture where all associates feel welcome, comfortable and safe and are empowered to reach their full potential every day

## Guiding Principles

- Accountability**—Promote action through ownership and acceptance of responsibility for inclusive behaviors
- Data-driven decisions**—Collect and analyze data, and generate verifiable insight to make better decisions
- Objectivity**—Minimize subjectivity to reduce the risk of bias in talent processes
- Transparency**—Increase access to information through communication and collaboration

## 4 Better Together

# Inclusion Innovations Across Walmart International

Inclusion is an intentional element of Walmart's Global People strategy across its international businesses. This approach provides freedom within the framework to develop distinct programming that is culturally and operationally relevant as the practical definition of diversity can differ across markets.



### Walmart Canada

The Walmart Foundation announced in June 2021 a commitment of USD \$20 million over five years to advance equity for Black and Indigenous Canadians through food security and economic opportunity. The funding, which is in addition to the commitment by Walmart and the Walmart Foundation of \$100 million over five years through the Walmart.org "Center for Racial Equity", will seek to support initiatives that strengthen food systems and create equitable advancement and pathways of opportunity for Black and Indigenous Canadians. Walmart Canada believes these contributions align with its three Shared Value Networks (SVNs) of Education & Employment, Health & Well-Being and Supplier Diversity Procurement, as part of its new Live! Do Better equity strategy.

### Walmart Mexico & Central America

Walmart de México y Centroamérica (Walmart Mexico/CAM) launched a three-year campaign in 2021 focused on how to foster a safe environment for its associates, customers, suppliers and the community. The campaign includes partnerships with local organizations that help Walmart Mexico/CAM accelerate the culture change management program with emphasis on internal and external communication; the formation of a Mexico/CAM Diversity & Inclusion Advisory Council; and the utilization of internal surveys.

### Massmart

Massmart launched a disability strategy in May 2021 that is aiming toward a 15 percent disability workforce representation across its operations within Africa. The priorities include an awareness campaign as well as a Disability Declaration Week in June 2021. A series of disability sensitization training programs across Massmart operations was also introduced to a full line of managers in better understanding how to engage associates with disabilities. Massmart also began collaborating with schools for people with disabilities on workplace readiness workshops and the implementation of the Massmart Disability Internship Program, a 12-month structured program across department

### Total Associate Count by International Market

Africa*	40,416
Canada	109,245
Central America**	37,031
Chile	46,303
China	78,367
Mexico	191,650

### Total Workforce Representation by International Market - Women\*

Africa*	47.89%
Canada	55.04%
Central America**	44.29%
Chile	56.00%
China	65.31%
Mexico	55.33%

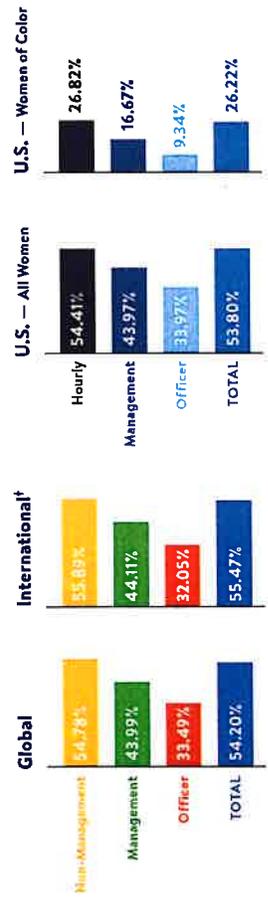


# Diversity & Inclusion by the Numbers

Percentages as of June 30, 2021 for International markets and companies and as of July 31, 2021 for the United States. Global data is the combination of International and U.S. data from their respective reporting periods. Please see Disclosure & Enquiries for data definitions.

Total Associate Count by Market	
Global	2,061,366
United States	1,558,374
International <sup>1</sup>	502,992

## WOMEN IN THE WORKFORCE



## U.S. Workforce New Hires by Gender and Ethnicity

Women	49.84%
Women of Color	28.59%
People of Color	55.47%
African American/Black	28.73%
Asian	2.77%
Latina	17.51%
Native American/Alaskan Native	1.34%
Native Hawaiian/Pacific Islander	0.52%
2+ Races	4.61%

## U.S. Workforce Representation by Ethnicity

	Hourly	Management	Officer	TOTAL
People of Color	48.08%	37.95%	25.69%	47.43%
African American/Black	21.35%	11.63%	9.13%	20.77%
Asian	4.05%	11.07%	8.49%	4.47%
Latina	18.77%	10.8%	5.52%	17.70%
Native American/Alaskan Native	1.3%	0.80%	0.21%	1.1%
Native Hawaiian/Pacific Islander	0.50%	0.34%	0.00%	0.49%
2+ Races	2.87%	3.1%	2.94%	2.89%
Caucasian	51.56%	62.85%	74.31%	52.23%

## U.S. Promotions by Gender and Ethnicity

	Hourly/Non-Management	Hourly/Management	Management/Non-Management	Management/Management	TOTAL MANAGEMENT PROMOTIONS
All Women	50.93%	44.61%	45.82%	45.64%	45.64%
Women of Color	22.82%	18.36%	18.8%	18.80%	18.80%
People of Color	44.8%	38.80%	40.84%	40.55%	40.55%
African American/Black	17.7%	13.28%	13.50%	13.47%	13.47%
Asian	3.31%	3.61%	11.42%	10.30%	10.30%
Latina	18.58%	12.9%	10.93%	11.85%	11.85%
Native American/Alaskan Native	1.31%	0.61%	0.82%	0.79%	0.79%
Native Hawaiian/Pacific Islander	0.49%	0.1%	0.3%	0.29%	0.29%
2+ Races	3.40%	3.79%	3.85%	3.84%	3.84%

## U.S. Workforce Representation by Age

16 - 19 <sup>1</sup>	14.02%
20 - 24	15.91%
25 - 29	10.37%
30 - 34	9.09%
35 - 39	8.15%
40 - 44	7.49%
45 - 49	6.93%
50 - 54	7.99%
55 - 59	7.82%
60 - 64	6.58%
65+	6.25%

## Average Age of the U.S. Workforce

Category	Average Age
Hourly	38.14 years old
Management	41.26 years old
OVERALL	38.32 years old

# Race in the Workplace: The Black Experience

The tragic murder of George Floyd in May 2020 snowballed across society and led to change in both the public and private sectors. This report, commissioned by and supported by Walmart, contains quantitative and qualitative research from 24 leading companies, including Walmart, from across multiple industries, as well as publicly available data that resulted in one of the most comprehensive studies of its kind.

**Race in the Workplace: The Black Experience**, a report published in February 2021 by McKinsey & Co., is one example of that work. Companies that have been identified as having the most diverse and inclusive workforces are highlighted, and the report provides a framework for how to improve diversity and inclusion within our company and throughout corporate America.



Report by McKinsey & Co., February 2021

## INSIGHTS FROM THE REPORT INCLUDE:

- Educational attainment has an outsized impact on the employment gap: high school education is the overall population is employed by 5 percent.
- Workers who have previously been employed by the private sector are more likely to be employed by public sector workers, compared with 27 percent.
- Geography is an important determinant of employment: 60 percent of the U.S. Black labor force (118 million) is concentrated in the South, compared with just one-third of all other private sector workers.

"The study details the challenges facing Black Americans specific to employment across the private sector, and it further reinforces the importance of addressing these complex systemic issues through our internal people processes, SVNs and the Center for Racial Equity."

Doree Morris, Executive Vice President - Global People

# ADDRESSING ANTI-ASIAN DISCRIMINATION AND VIOLENCE

The COVID-19 pandemic brought with it a wave of anti-Asian discrimination and violence. In the United States, this violence has taken the form of hate crimes, including physical assault, harassment, and discrimination in the workplace. In other parts of the world, such as Australia, Canada, and the United Kingdom, anti-Asian violence has also been reported.

Walmart is committed to providing a safe and inclusive workplace for all employees, regardless of their race or ethnicity. We have implemented a number of measures to address anti-Asian discrimination and violence, including training for our employees and managers, and providing support for our employees who have experienced such incidents.

Walmart is also committed to supporting our Asian American and Pacific Islander (AAPI) employees. We have implemented a number of measures to support our AAPI employees, including providing them with opportunities for career advancement and leadership development. We are also committed to supporting our AAPI employees in their communities, and we have implemented a number of measures to support our AAPI employees in their communities.

Walmart is committed to providing a safe and inclusive workplace for all employees, regardless of their race or ethnicity. We have implemented a number of measures to address anti-Asian discrimination and violence, including training for our employees and managers, and providing support for our employees who have experienced such incidents.

# Accelerating Growth in Supplier Inclusion

At Walmart, we believe the role diverse suppliers play has become even more critical as our society continues to face unprecedented challenges to public health and issues of racial equity and justice. Because Walmart and Sam's Club take a multi-stakeholder approach to creating value, we strive to help enable diverse businesses to thrive by identifying opportunities for them to grow with Walmart. In FY21 (Feb. 1, 2020 - Jan. 31, 2021), Walmart sourced more than \$130 billion in goods and services from 2,899 diverse suppliers.<sup>1</sup>



**Supplier Inclusion**  
Creating value through synergy  
Walmart | sam's club

## Supplier Inclusion Advisory Council

Walmart launched a Supplier Inclusion Advisory Council in March 2021 comprised of leaders from across our Merchandising organization to reimagine our supplier inclusion initiative and strive for a best-in-class program for supplier development. This council is a multi-stakeholder approach to creating value, and it includes representatives from across the organization, including our Supplier Inclusion team, our Supplier Development team, and our Supplier Inclusion team. The council also provides guidance and recommendations to individual teams across business segments and advises executive leadership and the Supplier Inclusion team.

The goals of the council are to drive supplier inclusion as a competitive advantage, leverage the ecosystem to enable supplier success, be responsible for tangible supplier inclusion results, and include diverse suppliers in objectives, processes, and strategies.

## Expanding Access to Working Capital

One challenge to achieving growth that many of Walmart's current and potential diverse suppliers face is gaining access to working capital. Megan Crozier, Chief Merchandising Officer - Walmart U.S., and Scott McCall, Chief Merchandising Officer - Walmart U.S., jointly announced a partnership with CPO in April 2021 to help address these challenges by providing access to reliable funding.

This new option, building on Walmart's existing early payment programs, launched May 3 with the goal of making access to working capital affordable, transparent and more equitable by offering qualified diverse-owned suppliers faster payments from Walmart at our lowest rates. The CPO technology platform enables suppliers to hand-select the invoices they'd like to request for early payment, while the four-factor calculation will fund the opportunity at a rate that is more competitive than other early payment programs. Walmart and CPO are committed to providing additional funding capabilities, leading global and minority-owned banks to provide additional funding capabilities.

## Women's Business Enterprise National Council

Walmart has supported the growth and development of women-owned businesses for many years through a variety of programs. The Women's Business Enterprise (WBE) National Council was established in 2017 to create multi-tiered programming to aid women of color entrepreneurs in increasing their competitive advantage and capacity for inclusion in corporate supply chains. Walmart is a founding member of the program which has seen WBE National Council increase its number of women of color business owners by 36 percent since the program's inception.

The 12-week WBE National Councils Accelerator Program featured a cohort of 28 female founders in 2021, 71 percent of whom are women of color. The program objectives include a focus on the fundamentals of growth, marketing, business strategy, and leadership; connecting participants with some of the most successful women-owned businesses and America's largest Fortune 500 companies; and awarding three \$5,000 Innovation Grants to the most disruptive businesses. Walmart is a sponsor of the Collegiate Accelerator Program and received a national distribution agreement with one of the Innovation Grant recipients, Socratic Lock-In.



**WBENC**  
WOMAN-BUSINESS ENTERPRISE  
NATIONAL COUNCIL  
FOR PEOPLE, PRODUCTS AND PLACES

# Expanding equity through Shared Value Networks

Walmart launched Shared Value Networks (SVNs) in June 2020 to help address the root causes of racial disparity across the social systems of criminal justice, education, financial health, and housing. The SVNs emphasize the development of strategies and investment of resources to help increase fairness, equity, justice and belonging within social systems.

Each SVN has begun implementing their strategies and piloting programs consistent with their aspirational goals, and together with the "Business Center for Racial Equity" are applying system change across local and local community levels.



**Lead:** Latricea Watkins, Executive Vice President - Consumer Care, Walmart U.S.

## CRIMINAL JUSTICE SVN

**Aspiration:** Leverage Walmart's scale, influence and access to stakeholders to help drive long-lasting racial equity in the criminal justice system by investing in and advocating for reformational programs and policies.

**Actions Taken:** Walmart collaborated with the Racial Equity Institute to support the creation of a racial bias training for law enforcement, three partnership agreements with the Center for Criminal Justice Professionals to understand how unconscious bias may impact their interactions with the communities they serve.

A pilot program was also launched by Walmart in the U.S. to provide employment to select individuals exiting the criminal justice system and offer support through wrap-around services. The intent is to connect citizens with jobs and support services that will help them successfully re-enter society.



**Lead:** Lewis Young, Vice President - People, Sam's Club

## EDUCATION SVN

**Aspiration:** Create opportunities for Black and African Americans by supporting quality early childhood education and shifting practices around talent with a focus on increasing skills and building capabilities.

**Actions Taken:** Walmart plans to open its first Community Academy in fall 2021 in Chicago which will provide early childhood education. The academy will also serve members of the Chatham neighborhood through collaboration with local educational providers to offer another community space for skills development.

The OneTen coalition, a multisector coalition of public and private organizations, will provide support to advance 1 million Black adults into family-sustaining careers over the next 10 years. Walmart is a committed participant of the OneTen coalition, and will continue to share available career opportunities via this coalition.

Walmart announced in July 2021 that 100 percent of college tuition and books are covered through the Live Better University (LBU) program, offering eligible associates the opportunity to earn their degree or learn trade skills with no student debt, beginning on day one of employment. In addition, the University of Arkansas is piloting a program with Walmart and Sam's Club, a partnership with the University of Arkansas, a Historically Black College. Walmart's commitment to removing barriers that too often keep adult working learners from earning degrees. Additional HBCU options are expected to launch later in 2021.



**Lead:** Wayne Hamilton, Vice President - Specialty Tax

## FINANCIAL SVN

**Aspiration:** Decrease the racial wealth gap by increasing opportunities for diverse-owned businesses; and expanding access to financial services for the communities we serve.

**Actions Taken:** Walmart supported the launch of Morgan Stanley's Next Level Management Private Credit & Equity platform. This fund, according to Morgan Stanley, will build on the expertise of the bank's in-house startup accelerator and Hometown which provides cash investment and services to early-stage, high-growth startups. Walmart is also supporting the Next Level Fund, offering a unique opportunity to support women and diverse businesses by increasing access to capital and providing strategic assistance.

The Walmart U.S. Marketing organization has designed a new program to support diverse-owned and minority-owned businesses to ensure that Walmart's broad and diverse customer base sees themselves represented in the work produced to promote the Walmart brand. For example, Marketing is complementing the exploration of the Finance SVN by supporting advertising and media companies across the advertising ecosystems through a goal of 40 percent of all production directors, photographers and crew members being women or people of color.



**Lead:** Warren Moore, Vice President - Neighborhood Market Pharmacy Operations, Walmart U.S.

## HEALTH SVN

**Aspiration:** Create opportunities for all to simply live healthier by improving equity and driving systems change.

**Actions Taken:** A pilot program for Walmart Medical Plan participants in Georgia was introduced in June 2021 that provides health coverage up to 10 percent of the cost. This program will be part of a larger effort to improve access to affordable, quality maternity services by offering supportive and connected care throughout the pregnancy journey.

A cultural competency training is currently under development to address unconscious bias and racial inequity. The training is anticipated to help people have access to culturally responsive healthcare, addressing their individualized needs.



# THE CENTER FOR RACIAL EQUITY

The Center for Racial Equity (CRE) is a 501(c)(3) nonprofit organization that works to advance racial equity in the United States. The Center was created by Walmart and the Walmart Foundation in 2019. The Center's mission is to advance racial equity through research, education, and advocacy. The Center is currently focused on three key areas: criminal justice, education, and financial health. The Center is also working to build a network of diverse-owned businesses and to provide financial services to underserved communities.

**Update:** Walmart announced \$900,000 to support Black-owned businesses that supply retail-related products and services as they prepare for and seek capital. Funds will be used to educate entrepreneurs on resources available to them and help ensure they receive the assistance needed to sustain and grow. Walmart will strive to identify and serve 200 Black-owned businesses that support the retail industry over the next three years across Arkansas, Louisiana and Mississippi.

## CRIMINAL JUSTICE

**Focus:** Fill the void in prevention initiatives by activating and sustaining systems change efforts that prevent people from entering the criminal justice system.

**Update:** The Walmart Foundation has provided a grant to the Brotherhood of Sleeping Car Porters (BSCP) to support a network of People's Commissions in 14 cities to generate ideas and recommendations that could transform how criminal justice systems engage with communities. ACT NOW, a broad-based coalition created by UNITE, seeks to establish a network of research organizations to collect and analyze data that informs policies and strategies introduced by the People's Commission.

## EDUCATION

**Focus:** Support the equitable advancement of Black workers by strengthening talent pipelines into the workforce and by furthering advancement through upskilling.

**Update:** Walmart has contributed \$400,000 to The Joint Center for Political and Economic Studies to enable research focused on the barriers that seek for Black talent when it comes to education and training for workforce development.

## FINANCE

**Focus:** Support the success of entrepreneurs in the Black community by helping Black-owned businesses that provide goods and services to the retail industry strengthen and grow their companies.

**Update:** Walmart contributed \$900,000 to Winrock Solutions which will be used to activate Black-owned businesses that supply retail-related products and services as they prepare for and seek capital. Funds will be used to educate entrepreneurs on resources available to them and help ensure they receive the assistance needed to sustain and grow. Walmart will strive to identify and serve 200 Black-owned businesses that support the retail industry over the next three years across Arkansas, Louisiana and Mississippi.

## HEALTH

**Focus:** Improve access to fresh food in communities of color that lack access to nutritious food and support community-based innovation to identify solutions that increase food access in these communities.

**Update:** A \$1 million grant from the Walmart Foundation to The University of Texas Foundation will support The University of Texas MD Anderson Cancer Center's "Be Well Communities" model in recruiting and retaining an evidence-based strategy for food access and health. It seeks to address the social determinants of health in Acacia Homes, one of the largest unincorporated African American communities in the U.S. The grant will support the development of a community-based approach to results to communities across Greater Houston and beyond.

## Disclosures & Endnotes

1 Walmart subsidizes the cost of higher education, beyond financial aid. Some LBU programs previously required associates to pay a \$1 per day fee, but Walmart announced the fee would be removed effective August 2021

2 <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>

3 <https://www.dol.gov/agencies/odep/publications/fact-sheets/diverse-perspectives-people-with-disabilities-fulfilling-your-business-goals>

4 <https://www.understood.org/articles/en/understanding-invisible-disabilities-in-the-workplace>

5 Walmart.org: Brand of corporate philanthropy that represents the combined philanthropic efforts of both Walmart and the Walmart Foundation

6 Center for Racial Equity: As part of Walmart's larger efforts to address the drivers of racial inequity in society and accelerate change, Walmart and the Walmart Foundation committed \$100 million over five years through Walmart.org's Center for Racial Equity. The Center's initiatives will fund research, advocacy, innovation of practices and tools, stakeholder convenings, and nonprofit capability building

8 <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/race-in-the-workplace-the-black-experience-in-the-us-private-sector>

9 A diverse supplier is defined as a U.S. privately held company that is recognized as 51% owned and operated by a woman, minority, veteran, disabled veteran, person with a disability or member of the lesbian, gay, bisexual or transgender (LGBT) community

## 7 DATA DEFINITIONS & DISCLOSURES

**Global:** Aggregate of International and U.S. data

**United States:** All 50 states, excludes Puerto Rico

**International:** \*Africa (Botswana, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, South Africa, Swaziland, Tanzania, Uganda and Zambia), Canada, \*\*Central America (Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua), Chile, China, and Mexico. Excludes associates in India and eCommerce associates in Ireland and Israel

### Non-Management

- U.S.: All hourly associates, excluding temporary associates
- International: Determined using Hay Points scale with non-management level positions being those scored between 0 - 437. Roles would include but not limited to administrative and frontline field associates

### Management

- U.S.: All salaried, exempt associates
- International: Determined using Hay Points scale with management level positions being those scored between 438 - 1,260. Roles would include but not limited to Senior Directors, Directors, Managers and field managers

### Officer

- U.S.: President, Executive Vice President, Senior Vice President and Vice President positions
- International: Determined using Hay Points scale with officer level positions being those scored between 1,261 - 7,000

**Women of Color:** An aggregate composite of U.S. women including African American/Black, Asian, LatinX, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, and women of two or more races

**People of Color:** An aggregate composite of U.S. associates including African American/Black, Asian, LatinX, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, and individuals of two or more races

† Minimum age for employment at Walmart Inc. or one of its subsidiary companies, in the United States is at least 16 years old.



To: City of Lancaster

Re: Section 2 – City of Lancaster Policies and Procedures  
Nondiscriminatory Personnel Policies

This letter certifies that the joint owners of the property known as Ety Pointe Centre (RLG Lancaster Ltd., GCG Lancaster, Ltd. and Anchor Development II, Ltd.) are in compliance with Section 2 of the City of Lancaster's policies and procedures relating to nondiscriminatory personnel policies.

There are zero (0) employees at Ety Pointe Centre. Any work performed at this property is performed by third party vendors.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Scot Clyne', with a long, sweeping underline that extends to the right.

Scot Clyne  
Controller  
RG Properties Inc.