

1.1 Apprenticeship Plan and Program

(a) No later than six months after Financial Close, Project Co shall provide a plan setting out Project Co's Project-specific approach to maximizing apprenticeship opportunities on the Project (the "**Apprenticeship Plan**") for review and approval by the Sponsors. The Apprenticeship Plan shall include,

- (i) specific objectives for apprenticeship opportunities for the Project on a trade-by-trade basis;
- (ii) apprenticeship opportunities for each trade required on the Project;
- (iii) a confirmation that apprenticeships will be registered with the Ministry of Training, Colleges and Universities and the Ontario College of Trades, as applicable;
- (iv) a program to ensure the required supply of apprentices to meet Project Co's Apprenticeship Plan objectives and requirements;
- (v) a program to support apprentices on the Project to complete their apprenticeships during the Project Term and, for those whose apprenticeships are not complete by the end of the Project Term, a program to support apprentices to complete their apprenticeships after the end of the Project Term; and
- (vi) a focused program for youth-at-risk, historically disadvantaged groups in local communities including low-income, racialized and immigrant populations, and military veterans.

(b) Project Co shall implement the approved Apprenticeship Plan.

(c) Project Co shall provide an annual report to HMQ Agencies on the implementation of the Apprenticeship Plan which report shall include,

- (i) statistics on the number of apprentices involved in the Project relative to the number of journeypersons, for each month of the Project; and
- (ii) detailed information setting out Project Co's progress toward achieving the objectives set out in the Apprenticeship Plan, including an identification of any barriers that prevented Project Co from achieving its objectives.

(d) HMQ Agencies may require Project Co to amend its Apprenticeship Plan if, in the HMQ Agencies' opinion, acting reasonably, Project Co is failing to maximize apprenticeship opportunities on the Project pursuant to the then current Apprenticeship Plan.

(e) HMQ Agencies may, in their sole discretion, release Project Co's Apprenticeship Plan to the public. Project Co's Apprenticeship Plan shall not be Confidential Information.

20.15 Community Benefits and Liaison Plan

(a) No later than six months after Financial Close, Project Co will provide to the HMQ Agencies, for review and approval, a plan setting out Project Co's Project-specific approach to,

- (i) providing community liaison to the communities impacted by the Works; and
- (ii) events it plans to undertake to enhance community awareness of employment opportunities and opportunities for the provision of goods and services to Project Co,

(the "Community Benefits and Liaison Plan").

(b) The Community Benefits and Liaison Plan shall include,

- (i) a description of Project Co's planned initiatives to enhance community awareness of employment opportunities that are available as a result of the Project;
- (ii) a description of Project Co's plans to liaise with local workforce agencies;
- (iii) a description of Project's planned events to disseminate information about employment opportunities that are available to local workforces;
- (iv) a description of Project Co's plans to disseminate information about goods and services that will be required for the Project from the community in the vicinity of the Project and supplier opportunities that exist; and
- (v) the identification of Project Co's liaison person or team whose role it will be to liaise with local community groups during the Works.

(c) Project Co shall implement the approved Community Benefits and Liaison Plan.

(d) Project Co shall provide an annual report to HMQ Agencies on the implementation of the Community Benefits and Liaison Plan which report shall include detailed information on Project Co's success in implementing the Community Benefits and Liaison Plan.

(e) HMQ Agencies may require Project Co to amend its Community Benefits and Liaison Plan from time to time if, in the HMQ Agencies' opinion, acting reasonably, Project Co is failing to successfully implement the Community Benefits and Liaison Plan.

(f) HMQ Agencies may, in their sole discretion, release Project Co's Community Benefits and Liaison Plan to the public. Project Co's Community Benefits and Liaison Plan shall not be Confidential Information.