



Contracting and Construction Employment Policy

Since its inception, Trinity Financial has worked to establish relationships with contractors and vendors that provide the highest quality of goods and services and, in particular, those that are the most responsive to the following five objectives:

1. We select contractors and vendors that have the appropriate level of experience, that are responsive, that offer competitive pricing, that follow sound operating practices, and that have the ability to execute required tasks within very explicit time frames.
2. We insist that our contractors and vendors pay wages and benefits that comply with all applicable federal, state, and local employment laws when working on our development projects.
3. We recognize the quality and the expertise of the local Building Trades and, accordingly, we seek to maximize their participation in all of our development projects, where feasible.
4. We give strong preference to contractors and vendors that have a demonstrated track record in utilizing minority and woman owned businesses (MBE's/WBE's) and Disadvantaged Businesses Enterprises (DBE's), with a goal of achieving at least a 25% participation rate by these firms in our development projects.
5. We give strong preference to contractors and vendors that have a demonstrated track record in hiring a diverse workforce, including minorities, women, and workers from the development project's impact area, with a goal of achieving a 30% labor participation rate by these individuals in our development projects.

Throughout our history, Trinity has had an excellent track record in utilizing MBE/WBE firms and employing minorities, women and local residents in the construction and management of our properties. The firm has always welcomed opportunities to reinvest in local communities above and beyond the "bricks and mortar" of our projects. Providing attractive business opportunities to area businesses and decent jobs to local residents only serves to strengthen the local economy and therefore enhances long term value creation for the assets that we develop, own and manage there.