

Rivian Planning Committee Recommendations

Site Design and Environmental Committee

- 1) Increased communication when possible from Rivian and the Georgia Department of Economic Development (GDEcD) to the local community on overall site development.
- 2) Ensure compliance with all state and federal environmental laws through each step of the development process to the operational process. The following are also recommended by the committee to Rivian:
 - a. Reduce impervious surfaces wherever possible.
 - b. Oil/grit separators incorporated in all public parking lots.
 - c. All detention ponds designed to handle a 100-year flood event.
 - d. All stormwater collected must be discharged into the same drainage basin in which it was collected.
 - e. All visible stormwater detention ponds be esthetically pleasing to the average person.
 - f. Maintain best management practices at all times to prevent impacts on the environment and adjoining properties.
 - g. Lighting plan be submitted and approved to address the dark sky issue with the observatory.
 - h. Provide a recycling reduction plan for all waste generated on site (construction to operation).
 - i. Provide documentation of emissions.
 - j. Implement setbacks, buffers, berms, and landscaping to screen facility from adjoining properties.
 - k. Distribute all plans to both Walton and Morgan County Planning Offices.
- 3) Minimize traffic impacts to surrounding neighborhoods during the construction phase.
 - a. Assist the Georgia Department of Transportation (GDOT) where possible in addressing potential impacts of existing non-state roads adjoining the project and major traffic corridors from adjoining counties that are not served by I-20 or Highway 278.
 - b. Consider prioritizing a specific entrance for construction vehicles that limits traffic and noise impacts on surrounding neighborhoods.
- 4) Environmental Protection Division (EPD) to provide periodic updates on its website about permit applications submitted by Rivian.
- 5) Rivian to provide more up-to-date and detailed site design when available for public viewing.

Quality of Life

Civic Engagement Subcommittee

- 1) Engage locally sourced farmers and food to celebrate the region's agricultural community and engage local small businesses to source products and services.
- 2) Partner with organizations and service leagues like the Boys and Girls clubs, FFA, NAACP, scouting organizations, etc. to further engage local youth.

- 3) Encourage Rivian to identify a public safety plan working with local partners.

Land Conservation Subcommittee

- 1) Make efforts to protect current land conservation easements currently in place as they pertain to the road network and traffic patterns.
- 2) Develop a mitigation program on and off the project site that addresses potential negative impacts associated with development. Examples can include concepts such as the "5:1 Land Conservation Mitigation Pilot Project," among others.
- 3) Engage local experts to aid in the development of a habitat/wildlife management plan for the site, specifically experts in fish husbandry.

Public Benefits Subcommittee

- 1) Encourage company and state to be sensitive the surrounding landowners through the development process.

Local Business Engagement

- 1) Recommend that Rivian continue to host meet and greet events with local organizations.
 - a. Ask event hosts to record attendee information to compile and share with Rivian.
- 2) Recommend that Rivian consider having a presence at local events and fairs to engage with the community.
 - a. Ask Chambers of Commerce to provide a comprehensive list of options to Rivian.
- 3) Recommend that Rivian provide preliminary information for their vendor fairs, to the extent that it is possible, to help small businesses prepare to engage and do business with Rivian.
 - a. This information may include required certifications, classifications, software, type of company, and more.
 - b. Ask that Chambers of Commerce provide a point of contact for companies looking to do business with Rivian and to consolidate company information and share with Rivian.
- 4) Recommend that Rivian considering partnering with local charitable organizations to better engage with and support the local community.

Workforce

- 1) Explore Small Business incentives.
 - a. Labor costs have increased and will continue to increase as the demand for labor continues to increase in light of the record-breaking years for Georgia economic growth. Given that small businesses are a major economic driver in a regional economy, the impacts of potential incentives for small business expansions and/or start-ups should be explored. These incentives could allow the small business owners to be more

competitive on wages with larger employers who have benefitted from economic development incentives.

- 2) Support Small Businesses through education.
 - a. Efforts should be made to intentionally educate small business owners throughout the state of any existing incentives which are already available. Additionally, regional pay and benefit studies as well as recruitment and retention best practices education should be considered for inclusion in the small business support effort.
- 3) Support improving the availability and quality of childcare.
 - a. The lack of childcare is something that is hurting large employers and small businesses. Research how the state can support an increase in childcare facilities as an immediate workforce need but also support better education in childcare (both facilities and in the home care) to better develop the future workforce.
- 4) Implement a Career Readiness academic curriculum.
 - a. A career opportunity and/or career readiness curriculum should be considered for development by the state Department of Education (DOE). This type of curriculum could serve as a mandatory high school elective and should focus on career readiness components (resume building, soft skills, professional communication, etc.) and also focus on a career exploration piece, which includes local and statewide career opportunities in high-demand careers and the educational path (and educational cost) to success in these careers. Similarly, a middle school and elementary level of this type of program should be considered for statewide curriculum.
- 5) State-level support for more Work-Based Learning utilization.
 - a. Work-Based Learning is a tool of all the regional school systems, however there are many barriers to overcome before an industrial partner will agree to allow a 16- or 17-year-old to work in their facility. As the state continues to grow in advanced manufacturing, a statewide push should support increased use of work-based learning in these advanced manufacturing and logistics/transportation sectors so that work-based learning (including youth apprenticeship) can prepare these students to contribute to the workforce earlier and more effectively.
- 6) Increase articulation agreements between Career, Technical, and Agricultural Education (CTAE) and Technical College System of Georgia (TCSG) and TCSG and the University System of Georgia (USG).
 - a. Articulation agreements allow for continuity between programs and lower the cost of education. Students are more likely to start and complete a program when costs are lowered and time needed for completion is reduced. A special emphasis should be given to programs in critical sectors such as healthcare, transportation, manufacturing, and engineering.
- 7) State-level support for more apprenticeship program utilization.
 - a. Similar to work-based learning, employers using apprenticeships to upskill their existing employees will be critical to statewide workforce development. Barriers to apprenticeship utilization should be explored and a statewide push made to overcome these hurdles and get more industries to use apprenticeships to upskill their workforce.

- 8) Statewide marketing campaign to promote the dignity of skilled and technical careers.
 - a. In many households and communities, there is still a belief that in-demand careers in advanced manufacturing, transportation, and the skilled trades are less desirable than professional careers. A campaign needs to be created to educate the public on what the advantages and realities of these in-demand careers and return these careers to something to be proud to achieve in the public eye.

- 9) Use K-12 school systems as a resource for parent education.
 - a. The K-12 school system has the strongest connection to the parents in their county. These parents are a large portion of the regional workforce and also the advisors to their student(s), who are the future workforce. Develop statewide best practices and even consider funding for a position so that schools can better educate these parents on available career and training opportunities in the region. This could encourage workforce solutions in the parent group while also creating better informed parents who are likely the largest influence on their students future career/college decisions.

- 10) Create a single point of contact for regional workforce development components
 - a. There should be a “one stop shop” where all regional workforce development information is housed – K-12 through career. This would be a place for students, parents, and career-seekers to get information on programs available in their region including how to articulate and transition from one program to the next. It would include information on regional employers, in-demand careers (including employer preferred training pathways).

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