

STATEMENT OF PRINCIPLES REGARDING JOBS CREATED AT 28 ACRE PENGUINS DEVELOPMENT

Whereas, the Penguins organization recognizes the importance of good jobs being a necessary element to building strong communities, the Penguins organization has a historic commitment to creating good jobs and has sought cooperative labor relations to this end in Pittsburgh,

Whereas, Pittsburgh has built a national model for creating family sustaining jobs in the service sector and other industries through the collective efforts of our business, labor, community and government leaders,

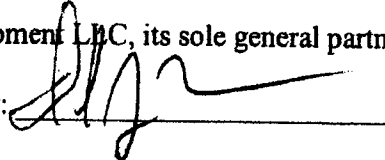
Whereas, the Penguins organization is proud to have cooperatively worked over many years with a wide range of collective bargaining organizations. These organizations have represented hockey players, construction workers, maintenance employees, hospitality and service workers, contractors and many others, all of whom have been essential to the past and ongoing success of the Penguins,

Whereas, in preparing to undertake a major project, an owner or developer may declare certain principles that shall guide a project, the Penguins organization commits to the following principles:

1. The Penguins will work cooperatively with operators, contractors, property managers, unions and the {name of Hill resource center} with the objective that qualified Hill District residents and residents of economically disadvantaged communities have first access to as many jobs as possible at the 28 acre development
2. Service sector employees (specifically property service, security, event, hotel and hospitality, food service, parking and grocery store employee's) who are employed at newly constructed buildings and employees working on the construction within the 28 acres should receive no less than union area standards and prevailing wages and benefits whether employed directly by the Penguins, an operator or by a contractor or property management company;
3. The Penguins will take a neutral approach to the unionization of employees. The Penguins shall not take any action or make any statement that will directly or indirectly state or imply its opposition to or support for the selection by employees of a collective bargaining representative.
4. If a majority of employees in a unit appropriate for bargaining have joined a union or designated it as their exclusive collective bargaining representative through a check card agreement, the Penguins will recognize the union as its employees' representative, unless it is faced with competing demands from rival unions. Otherwise, the Penguins and the unions will retain all rights under the National Labor Relations Act.
5. The Penguins will work cooperatively with its operators, its contractors, its property management companies, and its successors to secure their adherence to these principles.

Pittsburgh Arena Development LP

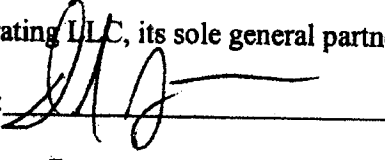
By: Pittsburgh Arena Development LLC, its sole general partner

By:  _____

Date: _____

Pittsburgh Arena Operating LP

By: Pittsburgh Arena Operating LLC, its sole general partner

By:  _____

Date: _____

Pittsburgh Arena Real Estate Redevelopment LP

By: Pittsburgh Arena Real Estate Redevelopment LLC, its sole general partner

By:  _____

Date: _____