

Date APR 3 1995Agenda Item 43Roll Call # 95-1319**FIRST SOURCE EMPLOYMENT AGREEMENT**

This Agreement (hereinafter, the "Agreement") is made by and between the Iowa Department of Employment Services/Job Service Division (hereinafter, "Job Service"), the City of Des Moines (hereinafter, the "City"), Fibrelite Corporation (hereinafter, the "Employer") which proposes to operate an industrial facility in Des Moines, Iowa, (hereinafter, the "Project") pursuant to the provisions of Chapter 28E of the Code of Iowa.

The above-referenced development Project has received direct federal, state or local public financing of \$100,000 or more (excluding U.S. SBA Guarantees and urban renewal writedowns). The purpose of this Agreement is to make the permanent jobs created within the Project accessible to those qualified applicants who are most in need of a job. It is the intent of the parties that job opportunities be maximized for low and moderate income people of the community by the utilization of Job Service as the first source of hiring referrals for such jobs within the Project.

I. CONSIDERATION

The Employer shall in consideration of the receipt from the City of public financing in its Project use Job Service as its first source for recruitment and referral in the hiring of all non-promotional, non-professional permanent job openings within the development Project. Job Service shall in consideration of being designated the first source hiring agency provide the Employer with job referrals in an expedited fashion. The City shall in consideration of the enhancement of job opportunities for low and moderate income persons require developers who are recipients of public financing to enter into this Agreement.

II. DIVISION OF RESPONSIBILITIES

The parties do hereby agree to the following division of responsibilities for this joint and cooperative undertaking:

A. Responsibilities of the Employer:

1. The Employer shall use Job Service as its first source for the recruitment, referral and hiring for all non-promotional, non-professional permanent job openings in the Project for the duration of this Agreement.
2. During the first ten (10) days following the date of each job opening the Employer shall interview only applicants referred to it by Job Service. The Employer may negotiate a lesser time period with Job Service for those jobs for which there is critical need that it be filled within a shorter timeframe so long as the crisis is not of the Employer's own making and is not used to circumvent the purpose of this Agreement.
3. The Employer shall interview each applicant referred by Job Service during the ten (10) day period until the job is filled or the period expires. The Employer retains at all times full choice of whom to hire.
4. The Employer shall notify Job Service of its specific need for additional employees as soon as that need is identified together with the anticipated date of each job opening.

Return to: CITY CLERK-DES MOINES
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DES MOINES, IA 50309-1891
(515) 283-4209