EXHIBIT B

1) <u>Developer Encouragement and Solicitation of Union Participation</u>.
   a) <u>Union Participation</u>. In order to encourage union participation on the Project, Developer agrees to perform, or cause its general contractor to perform, the following prior to contract letting, provided that nothing herein will preclude the solicitation or use of non-union labor:
      i) Solicit and receive bids from at least two (2) different Union Subcontractors (as defined in this section) for each of the following scopes of work that exceed $500,000: Sitework, Demolition, Concrete, Steel, Masonry, Carpentry, Drywall, Flooring, Painting, Mechanical, Electrical, Plumbing, and Fire Sprinkler;
      ii) provide bid instructions including access to plans and specifications to all such Union Subcontractors under clause (i) above, including any addenda and updated plans and specifications; and
      iii) hold a meeting with lowest responsive bidding Union Subcontractor (as defined in this section) for each scope of work to discuss and review the Project, scopes of work for such Union Subcontractor, and MBE/WBE requirements for the Project.
   b) <u>Non- Discrimination</u>. Developer and its general contractor shall have the right, in their sole discretion, to select all subcontractors for the Project; provided, however, Developer and its general contractor shall not discriminate against any Union Subcontractors solely because such subcontractors employ union members.
   c) <u>Compliance</u>. If Developer fails to perform, or cause its general contractor to perform, the obligations set forth in this Section ___, then Developer's year 1 PILOT payment shall increase by $250,000 (the "Non Compliance Payment"), such amount representing the total liquidated damages (due to the difficulty and inconvenience of measuring actual damages and the fact that such amount represents as fair an approximation of actual damages as the parties can now determine) and full satisfaction of all of Developer's obligations under this Section _____. The Human Relations Department for the City of Kansas City, Missouri shall monitor Developer's compliance with this Section ____.
   d) <u>Definitions</u>. For purposes of this section, the term "Union Subcontractors" shall mean subcontractors that regularly employ individuals who are represented by a union and who will employ such individuals on the Project, as certified by such subcontractor.