

**AB MAURI FOOD, INC.
DIVERSITY PLAN GOALS**

We acknowledge our understanding of the commitments, requirements for implementation, ongoing participation and quarterly reporting requirements for compliance with the Diversity Plan of The Economic Development Growth Engine Industrial Development Board of the City of Memphis and County of Shelby, Tennessee and agree to participate in the following manner:

Contracting: Our estimated annual expenditure is \$115,000 in the categories set forth below and as set forth on the attached chart. We agree to use good faith efforts to achieve at least 20% of \$115,000 with W/MBEs and LOSBs in these categories:

- Construction/Tenant Improvements
- Professional Services
- Goods and Services
- Non-Professional Services

Hiring: Although this is a retention Project, we do anticipate hiring five (5) new workers. We will work with the Workforce Investment Network ("WIN") in a good faith effort to fill at least forty (40%) of these expected new positions from the Identified Labor Source ("ILS") population and work with WIN to fill positions resulting from attrition as well.

AB MAURI, INC.

By: _____

Date _____

Name: _____

Title: _____

The Economic Development Growth Engine
Industrial Development Board of the City of Memphis
and County of Shelby, Tennessee

By: Al Bright, Jr.

Date 2/15/12

Name: Al Bright, Jr.

Title: Chairman

**The Economic Development Growth Engine
Memphis & Shelby County
Industrial Development Board
Diversity Program**

**Company Name: A. B. Mauri/Fleischmann's
IDB #**

**Work Plan Summary
I. Requirement 1-Contracting:**

| | Year 1 Estimated Spending | M/WBE- LOSB | % | Year 2 Estimated Spending | M/WBE- LOSB | % | Year 3 Estimated Spending | M/WBE- LOSB | % | Year 4 Estimated Spending | M/WBE- LOSB | % | Year 5 Estimated Spending | M/WBE- LOSB | % |
|------------------------------|---------------------------------|----------------|----|---------------------------------|----------------|----|---------------------------------|----------------|----|---------------------------------|----------------|----|---------------------------------|----------------|----|
| Construction | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 |
| Professional Services | \$25,000 | \$7,500 | 30 | \$30,000 | \$9,000 | 30 | \$35,000 | \$10,500 | 30 | \$40,000 | \$12,000 | 30 | \$40,000 | \$12,000 | 30 |
| Goods | \$35,000 | \$10,500 | 30 | \$45,000 | \$13,000 | 30 | \$40,000 | \$12,000 | 30 | \$35,000 | \$10,500 | 30 | \$35,000 | \$10,500 | 30 |
| Non-Professional Services | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 |

| | Year 6 Estimated Spending | M/WBE- LOSB | % | Year 7 Estimated Spending | M/WBE- LOSB | % | Year 8 Estimated Spending | M/WBE- LOSB | % | Year 9 Estimated Spending | M/WBE- LOSB | % |
|------------------------------|---------------------------------|----------------|----|---------------------------------|----------------|----|---------------------------------|----------------|----|---------------------------------|----------------|----|
| Construction | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 | \$40,000 | \$8,000 | 20 |
| Professional Services | \$40,000 | \$12,000 | 30 | \$40,000 | \$12,000 | 30 | \$40,000 | \$12,000 | 30 | \$40,000 | \$12,000 | 30 |
| Goods | \$35,000 | \$10,500 | 30 | \$35,000 | \$10,500 | 30 | \$35,000 | \$10,500 | 30 | \$35,000 | \$10,500 | 30 |
| Non-Professional Services | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 | \$15,000 | \$3,000 | 20 |

II. Requirement 2-ISL (Memphis Area Career Center):

Please specify the # of new hires committed for the overall life of your pilot agreement: 5

| | New Hires (Total) | # ISL Hires | # ILS Retained | If applicable | New Hires (Total) | # ISL Hires | # ILS Retained | If applicable | New Hires (Total) | # ISL Hires | # ILS Retained | If applicable | New Hires (Total) | # ISL Hires | # ILS Retained |
|--------|-------------------|-------------|----------------|---------------|-------------------|-------------|----------------|---------------|-------------------|-------------|----------------|---------------|-------------------|-------------|----------------|
| Year 1 | 0 | 0 | 0 | Year 6 | 0 | 0 | 2 | Year 11 | | | | Year 1 | | | |
| Year 2 | 5 | 2 | 2 | Year 7 | 0 | 0 | 2 | Year 12 | | | | Year 2 | | | |
| Year 3 | 0 | 0 | 2 | Year 8 | 0 | 0 | 2 | Year 13 | | | | Year 3 | | | |
| Year 4 | 0 | 0 | 2 | Year 9 | 0 | 0 | 2 | Year 14 | | | | Year 4 | | | |
| Year 5 | 0 | 0 | 2 | Year 10 | | | 2 | Year 15 | | | | Year 5 | | | |

AB Mauri Food, Inc.
 Shelby County Workforce
 Demographics
 December 31, 2015

| Race/Ethnic Category | # Workers | | Total |
|------------------------|-----------|-----------|-----------|
| | Female | Male | |
| African American | | | |
| Hispanic | 0 | 1 | 1 |
| Asian/Pacific Islander | | | |
| Caucasian | 3 | 24 | 27 |
| Other | 1 | 1 | 2 |
| Total | 8 | 44 | 52 |

| Race/Ethnic Category | # | % |
|------------------------|-----------|---------------|
| African American | | |
| Hispanic | 1 | 1.9% |
| Asian/Pacific Islander | | |
| Caucasian Female | 3 | 5.8% |
| Other | 2 | 3.8% |
| SubTotal | 27 | 13.5% |
| Caucasian Male | 24 | 48.1% |
| Total | 52 | 100.0% |

