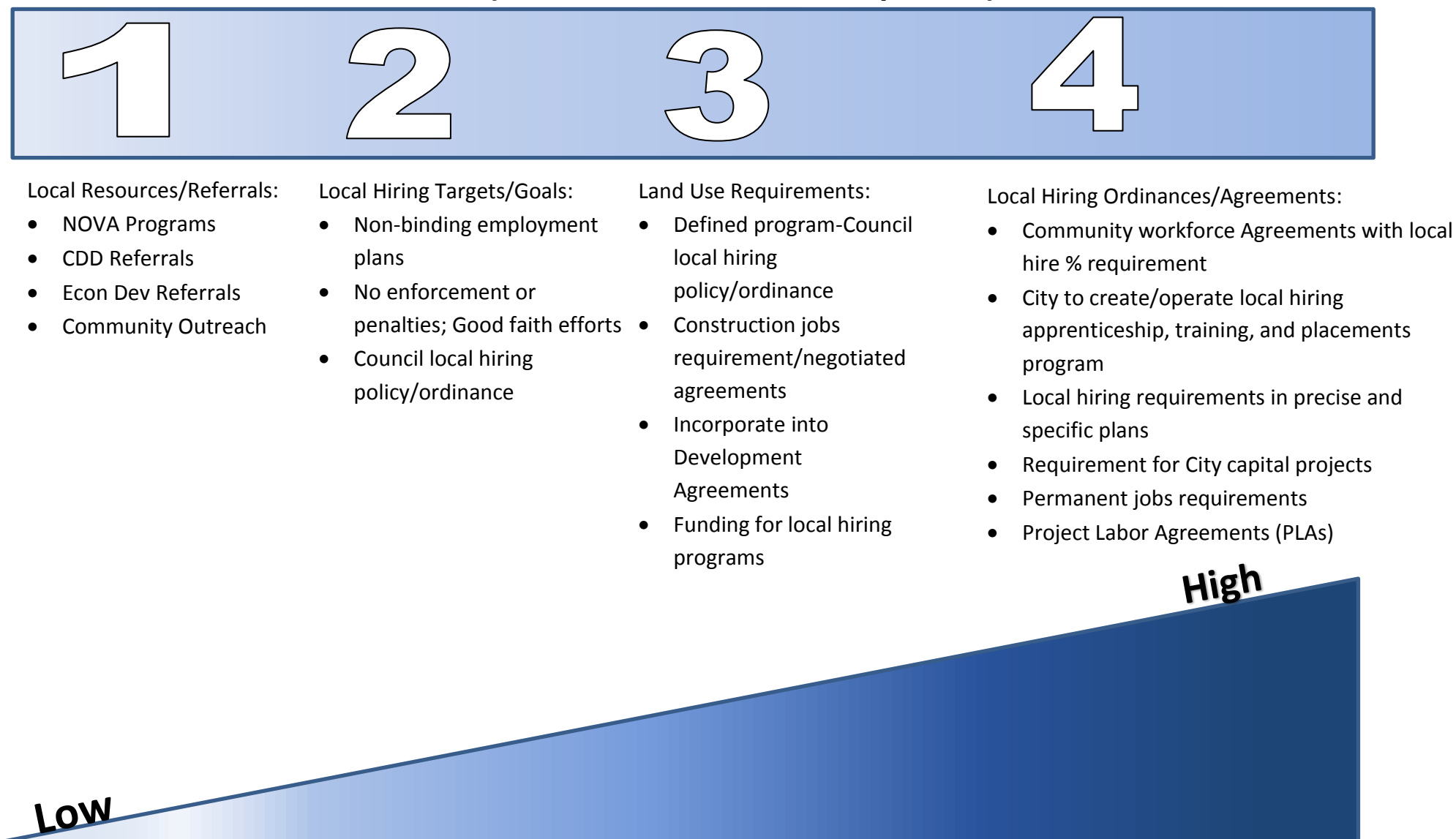


LOCAL HIRING POLICY SPECTRUM (Private & Public Development)



CITY RESOURCE NEEDS (OPERATIONAL, REGULATORY, LEGAL, ETC)*

*Each policy requires a different level of resources. This spectrum is an example of local hiring programs, but is not inclusive of all policy options available to Council. The diagram is to illustrate the various policy options and each column beginning from #1 is illustrated assuming that the next column is cumulative.