

Beam Living
276 First Ave Loop, New York, NY, 10009

July 1st, 2025

The Center for Active Design
110 Wall St, New York, NY 10005

RE: Fitwel v3 Community (Built)

Strategy 7. Community Relations - Equitable Community Development: Official statement confirming the following two practices have been implemented in order to promote Equitable Community Development.

To whom it may concern,

This letter acknowledges and confirms that the following two practices have been implemented at Stuyvesant Town and Peter Cooper Village to promote Equitable Community Development:

- 1) **Sustainable Hiring Practices**
- 2) **Housing Supports**

See the following statements that provide additional context on each implemented practice.

Thomas Feeney

Thomas Feeney
Vice President, Facility Maintenance and Sustainability

1) Sustainable Hiring Practices

On behalf of Beam Living, the department of People and Culture (P&C) is responsible for developing and implementing *Sustainable Hiring Practices* at Stuyvesant Town and Peter Cooper Village ("STPCV"). This includes:

Develop an Equitable Contracting and Procurement Policy

- On-going development and support of the growth and hiring of diverse businesses including minority-owned, women-owned, LGBT-owned, disability-owned, veteran-owned, small businesses, and local suppliers for STPCV.
 - See the attached Beam Living Supplier Diversity Program Assessment.
- Participated in Supplier Diversity Program Development Workshops with Procurement and Sustainability teams.

Local Hiring Programs

- Beam Living's People & Culture team continuously develop recruiting and career advancement programs in conjunction with Blackstone Career Pathways Partnership Initiative. These partnerships will help diversify our talent pipeline, increase diversity amongst our teammates and potentially create volunteering opportunities related to mentorship for our teammates to align on recruiting & diversity goals.
 - [Blackstone Career Pathways Partnership Initiative:](https://www.blackstone.com/blackstone-career-pathways/)
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- Increase Beam Living's ability to seek out diverse local talent through on-going partnerships with Career Spring, NAF, Yupro, Braven, and America Needs You with a continued focus on diverse interview slates and local hires.

Workforce Training Programs: conduct a variety of

- Online workforce training program on Bridge app. Beam Living employees take mandatory training courses including onboarding, workplace policy, and emergency preparedness training.
- *Construction Safety Training Programs* that have been expanded to include 2023-2025 capital constructions projects such as on-going NYC Local Law 11 Façade work
- *Health and Wellness-Related Programs* to promote self-healing and mental health
 - Promote Mental Health Awareness Month via employee engagement program.
 - Provide resources like HeadSpace app, including mental health coaching and access to clinical care as well as meditation and mindfulness exercises.

- *Accident Investigation Program* to reduce onsite accidents
- *StuyTown Public Safety Training Program* to provide education on handling public safety emergencies like active shooters.

Career Advancement and Diversity & Inclusion Programs

- Beam Living's "Be A Leader" program - promote cross-team collaboration, communication, and learning opportunities
- *Continuing Executive Training Program "LifeLabs"* to provide training on management skills and assistance tools to leadership team
 - All Executive Leadership Team and Senior Leadership Team completed LifeLabs program in 2024.
 - Rolling out the program to managers in 2025+.
- Launched a pilot program of creating *Individual Development Plans* for all departments in 2022 and expanded to the whole company in Q1 2023. 100% of departments have participated in the IDP program.
- Affinity Group Program - further nurture inclusivity and diversity in the workplace
- Created an Inclusive Leadership Bridge Program that was launched in 2023.

2) Housing Supports

The second practice that Beam Living conducts at STPCV in order to promote equitable community development is *Housing Support*. See the following implemented strategies and resources related to this practice:

- a) **Financial Housing Support:** STPCV provides rent-stabilized apartment units to New Yorkers, which ensures housing protections financially. Residents are entitled to receive other protections, such as required services and having their leases renewed and not to be evicted except on grounds allowed by law.
 - a. STPCV supports the NYC Senior Citizen Rent Increase Exemption (SCRIE) program. The program helps eligible senior citizens (62+) afford their rent-regulated apartments by freezing their rent at the current rate.
 - b. STPCV supports the NYC Disability Rent Increase Exemption (DRIE) program. The program helps eligible residents with disabilities stay in affordable housing by freezing their rent.
 - c. Beam Living teammates host SCRIE and DRIE Information Sessions regularly at the StuyTown Community Center and assist eligible residents in participating in the programs.