

From: Matt de Ferranti
Sent: Wednesday, March 06, 2019 3:38 PM EST
To: Fava, Andrea <afava@amazon.com>
Subject: RE: Amazon in Arlington FAQ

Andrea,

Thank you—this is helpful.

I want to reiterate how important it is to me that we make progress on wages. Project Labor Agreements with the County as a party are not allowed under Virginia law, as you know. An agreement on that issue between you and JBG and the Building Trades is, in my view, smart for Amazon's business. Starting off on that right foot will help us have the partnership I know you want. It is also very, very important to me and to the Board.

I will dig into the links that you identified and be back in touch. I am looking forward to continuing the conversations with you, Holly, Brian, and the team next week.

If I have updates or you do before the end of the week, let's be in touch. I suspect we will.

Thank you,

Matt

Matt de Ferranti
Member, Arlington County Board

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From: Fava, Andrea [mailto:afava@amazon.com]
Sent: Wednesday, March 6, 2019 3:17 PM
To: Matt de Ferranti <mdeferranti@arlingtonva.us>
Subject: Amazon in Arlington FAQ

Dear Matt,

We wanted to share an update on steps we've taken since our meeting last week to provide additional information about Amazon in Arlington on our website.

We've created a more comprehensive FAQ on our [Amazon in Arlington](#) webpage to provide information on the project. For example, there are questions about hiring at our HQ, benefits for future employees, what small businesses in the neighborhood should expect, our commitment to sustainability, and how we will engage with the community. It also includes a link to the County's Amazon in Arlington page. This is a living site, and we'll continue to make updates as more information becomes available.

You've asked specifically for information about our facial recognition technology and about working conditions in our Fulfillment Centers. We wanted to ensure you have the most direct route to information on these topics.

- Facial recognition technology. We've added information on our facial recognition technology is posted on the Amazon blog so it can be easily found. (It was previously located on our AWS site only.) A blog post describing our facial recognition technology, the benefits of this technology, and our call for a national legislative framework that protects individual civil rights and ensures that governments are transparent in their use of facial recognition technology is now here: <https://blog.aboutamazon.com/policy/some-thoughts-on-facial-recognition-legislation>
- Working conditions at Fulfillment Centers. Comprehensive information about working in Amazon Fulfillment is here: <https://www.aboutamazon.com/amazon-fulfillment/working-here>. This includes information on our \$15 minimum wage, benefits, parental leave programs, Career Choice and skills training, and how to tour a Fulfillment Center to allow community members to see for themselves.

Finally, there are questions about the use of union labor for the project. As we've shared, together with JBGS, we had initial discussions with representatives from the building trades. Amazon scheduled a follow-up meeting for this Friday to dive deeper. We'll continue to keep you updated on those discussions.

Please let us know if you have any questions!

Very best,

Andrea

Andrea Fava | Public Policy Director | Amazon
afava@amazon.com | T 202.442.2952 | M 202.580.9510