

March 22, 2021

Mr. Kevin Ellis, Chair
Planning Board
Town of Hingham
210 Central Street
Hingham, MA 02043-0239

Re: 100 Industrial Park Road
Proposed Shipping Warehouse

Dear Chair Ellis and Members of the Planning Board:

During the course of numerous meetings with the Planning Board and Conservation Commission in the Town of Hingham, JEB Group LLC, and Amazon have made a number of commitments to the Town as a direct result of the permitting processes. The permitting has spanned a year to this point with multiple discussions and feel it may be helpful to the Planning Board if we provide a comprehensive list of all commitments, representations, and mitigation measures that have been discussed and to which the Owner and Amazon have agreed. The following items have been memorialized in either the applications, modifications to the design plans or referenced the proposed Order of Conditions prepared by the Conservation Commission.

- Off-Site Improvements to Industrial Park Road and Commerce Road
 1. The Project will incorporate off-site mitigation work of proposed widening at the existing 90-degree curve of Industrial Park Road that has been noted by members of the Board, and the public. This off-site roadway improvement will correct the existing dangerous condition of tractor trailers crossing the centerline of Industrial Park at that 90-degree curve of Industrial Park and will benefit the entire Industrial Park development and greatly enhance the safety of travel in the Park.
 2. The Project will provide Commerce Road improvements to include widening at the intersection of Industrial Park and adding new pavement structure which will not only benefit the abutting businesses that have existing entrances on Commerce Drive, specifically 35 Commerce Road and 110 Industrial Park Road, but will also enhance the safety of travel at that intersection within the Park. An oil grit separator will also be incorporated to enhance off-site stormwater quality of the existing storm drainage system on Commerce Road just north of the southerly entrance drive which will

enhance stormwater quality before the system discharges to the wetland at the south end of Commerce.

3. The sight lines will be improved from the two entrances onto Commerce, the intersection of Commerce Road and Industrial Park Road as well as the van right turn only exit onto Industrial Park Road that will improve safety in the Park.
4. The proposed landscaping and preservation of the existing trees and understory shrubs along Industrial Park frontage will be an aesthetic improvement for the Park as indicated in the Site Rendering Exhibits (Sheets SR1 thru SR-4) provided to the Planning Board on February 8, 2021.

- On-Site Improvements to 100 Industrial Park Road

1. The Project will provide a new 12" D.I. water main looping from on-site connection point routed through the Site connecting to the existing 12" D.I. main on Commerce Road to create a closed loop water system. There is a total 5 new on-site hydrants and laterals, valves, and 1,746 linear feet of new water main with 350 linear feet of new 12' water main on Commerce Road. This upgrade will increase water pressure and volume to 100 Industrial Park as well as the properties at 110 Industrial Park 35 Commerce Road. It will also benefit the rest of the park since the water main will be able to be shut down in 2 locations if repairs have to be made meaning less customers within the Park would be affected. It will also benefit any future development to the south with a newer main connection point on Commerce Road.
2. The Project will be retiring an existing on-site wastewater treatment facility with a new state of the art Presby septic system. The leaching sand beds of existing on-site system are currently located within the 100' and 50' wetland buffers, in the Zone A Surface Water Supply for Town of Weymouth and in the Flood Zone A all located at the southeast corner of the Site. The new septic system will be re-located to the northeast area of the Site, out of and 525' away from the Zone A and wetlands buffer zone.
3. The former 6,000 square foot leaching field located at the southeasterly area of the site will be utilized for the planting of 90 trees (Supplemental planting area 'B') as indicated on Sheet LL-2 which will bridge the gap between the existing forested areas in this area for the benefit of the surrounding habitat.
4. The proposed raingarden at the northeast area of the site has increased in area by 1,300 square feet of pervious area with the reduction of 6 parking spaces and overall has reduced the impervious area which will be an added treatment measure of stormwater (although not qualified as a raingarden per the Mass DEP manual due to December 29, 2020 field testing confirming limiting layer at 38" and 19" of redoximorphic features (Test Hole 205 and 206) at this location). The raingarden and plantings associated will enhance the aesthetics for the site and surrounding street view perspective of the Park.
5. The proposed stormwater wetland pond located at the southwesterly area of the site serves the purpose of stormwater treatment for the water quality the southerly end of

the site. The basin bottom and side slopes equal an area of 14,500 square feet and is planted with 3,410 native species plants. Additionally, the upper 7,000 square feet of area of the stormwater wetland pond will have additional 190 shrubs and small trees that are all native species to benefit the surrounding habitat of the surrounding wetlands, forested areas, and Old Swamp River to the south. Two-year growth cycle and a minimum 75% survival rate is required and will be replaced if not achieved.

6. The Project will drastically improve the stormwater management conditions currently existing on the Site by providing a complete overhaul of the existing stormwater infrastructure for the Site. The current storm system drains untreated stormwater to the wetland and Zone A Water supply at the southerly end of the Site. The proposed storm drainage will improve stormwater quality and quantity that includes the following infrastructure additions and improvements to the Site:

- 26 new catch basin structures with sumps
- 12 Flow splitters
- 12 Oil/Grit separators with a combined water quality volume of 28,098 cubic feet (210,187 gallons)
- 53 storm manholes
- 4,763 feet of stormwater pipe ranging in size from 18” to 36” diameter
- 17,203 square feet of proposed underground detention system
- And a constructed stormwater detention basin with total detention volume of 52,224 cubic feet (390,662 gallons)

The proposed stormwater system goes beyond what is required for a re-development site, as the proposed design will treat the 1” water quality volume for the entire pavement area (8.4 +/- acres) of the Site, not just the additional impervious area of 1.37 +/- acres. This is an added benefit to the existing environmental features on and off-site in the Town of Hingham as well as to the Zone A Water supply for the Town of Weymouth.

In addition, the Operation and Maintenance (O&M) plan commits the Owner to perform parking lot sweeping and trash pickup to protect the existing wetland and ground water resources in the area of the parking lot. The Project’s O&M also prohibits the use of de-icing chemicals, pesticides, herbicides, and fertilizers that will benefit Old Swamp River and the Surface Water Supply Protection Area (Zone A), and the surrounding resource areas to surface water supply, ground water supply and water quality.

- Amazon Operations

1. Please refer to Attachment 1 of the Economic Impact Statement as of March 19, 2021 from Amazon.
2. The vehicles that will be stored overnight may benefit the Town of an excise tax

if vehicles are registered in the Town of Hingham, MA. There are 321 proposed van spaces proposed out of the 447 total parking spaces for the site.

- Traffic Monitoring Program for 3 years

1. Amazon has committed to a comprehensive Traffic Monitoring Plan for the next 3 years from the Amazon operations at 100 Industrial Park to ensure compliance with its projected vehicle trips and mitigate negative traffic impacts Amazon's operations are directly causing. Moreover, this data collection can be valuable for the Town's master planning and traffic analysis study for future development in the South Hingham Industrial District.

We thank the Board for its input and suggestions throughout the permitting process and we acknowledge that some of the above commitments are a result of the review process. We believe these above items greatly enhance vehicular safety within the Park as well as immeasurably upgrading the environmental conditions to the surrounding wetlands and Surface Water Supply Protection (Zone A) areas. We present the items above for your consideration and we intend to discuss these items at the continued public hearing on March 22, 2021, along with other questions or comments that the Board may present at the hearing. Should you require additional information, please feel free to contact me at 203-608-2438.

Sincerely,



Kevin Hixson
Senior Project Manager

ATTACHMENT 1

DBC6 Hingham, MA – Economic Impact Statement / As of March 19, 2021

At Amazon, we focus on being the most customer-centric company in the world. Amazon Logistics (“AMZL”) specializes in delivery of customer orders from delivery stations, which power the last mile of our customer order process and help speed-up deliveries for customers. Our associates and customers in this region are also your residents, and we want to ensure we are being good neighbors.

Employment

Three types of jobs are available in delivery stations:

1. Sortation – These associates are directly employed by Amazon. They help with sorting packages inside the delivery station.
2. Delivery Service Partners (DSP) – DSPs are third-party small businesses, logistics companies and entrepreneurs who have launched their own small business delivering packages on behalf of Amazon. DSPs operate out of Amazon’s delivery stations and employ delivery van drivers who deliver Amazon packages. They adhere to the \$15.00 per hour wage requirement for their employees.
3. Managers – Managers are employed by Amazon for managing the sortation process, and by DSP owners for managing the delivery process.

It is anticipated the Hingham facility will create approximately 50-75 full time Amazon jobs. In addition, the station would create 150-175 full time, third-party Delivery Service Provider (DSP) roles for van drivers. On top of Amazon’s minimum \$15 per hour wage, the company offers full-time employees comprehensive benefits including full medical, vision, and dental insurance as well as a 401(k) with 50 percent match starting on day one. The company also offers up to 20 weeks of maternal and parental paid leave and innovative benefits such as Leave Share and Ramp Back, which give new parents flexibility with their growing families.

All associates go through hours of safety training and ongoing coaching and have access to continuing education opportunities through Amazon’s upskilling programs, such as Career Choice, in which the company will pre-pay up to 95 percent of tuition for courses related to in-demand fields, regardless of whether the skills are relevant to a career at Amazon. Since the program’s launch, more than 25,000 employees have pursued degrees in game design and visual communications, nursing, IT programming and radiology, to name a few.

In addition, Amazon has pledged to invest over \$700 million to provide upskilling training for 100,000 U.S. employees for in demand jobs. Programs will help Amazonians from all backgrounds access training to move into highly skilled roles across the company’s corporate offices, tech hubs, fulfillment centers and transportation network, or pursue career paths outside of Amazon.

Our growth in Hingham would be the result of the area's outstanding workforce, strong local support and incredible customers. To that end, Amazon is committed to hiring a local workforce that is reflective of Hingham. To accomplish a local hire goal, Amazon is interested in hosting several virtual local hiring events with Hingham partnership with the City and local workforce development organizations. As we get closer to launching the new station, Economic Development can connect you to its workforce staffing team to partner during the hire-up process.

Community Engagement

Our associates in this region are also your residents and we want to ensure we are being good neighbors. To assist in this effort, Amazon created a new community engagement team that works specifically with communities where we have delivery stations to forge new partnerships. As part of our partnership with Hingham, Amazon's Economic Development team is happy to make introductions to the teams leading several programs, including:

- Amazon Future Engineer – Amazon Future Engineer is a four-part, childhood-to-career program aimed at inspiring and educating hundreds of thousands of students from underrepresented and underserved communities each year to try computer science and coding. The program has an online application process that can be found at the following web address: <https://www.amazonfutureengineer.com/>
- Amazon in the Community and Amazon Logistics Community Operations – These teams make community-based donations to a variety of programs and organizations throughout the United States. As the delivery station gets closer to completion, Economic Development can connect Hingham officials to the appropriate point of contact within Amazon for a specific request.

We want this to be the first of many engagements with you as we work to ensure we have a positive impact on Hingham and address any issues and concerns with expediency. It is our desire to have such a positive impact that you feel like this community has thrived as a result of our presence and associates in our delivery stations and drivers on the road are members of this community and share this same passion.

Delivery Station overview

Delivery stations power the last mile of our customer order process and help reduce delivery times for customers. Packages are transported to delivery stations via line haul trucks from neighboring Amazon fulfillment and sortation centers and loaded into vehicles for delivery to customers. Here are some key delivery station facts:

- There are currently more than 200 delivery stations across the US.
- Delivery stations create hundreds of jobs, which are great for parents and others seeking flexibility in schedule, college students, those seeking second jobs, retirees, etc. All associates receive at least \$15.00 per hour.
- From the delivery station, deliveries are made to customers via two methods. Most deliveries are made by employees of our Delivery Service Partners, which are typically small businesses owned and managed by entrepreneurs who live and work in the community. Some deliveries are made by participants of Amazon's innovative service called Amazon Flex, which enables individual

contributors to be their own boss, create their own schedules, and make money delivering Amazon packages.

Delivery Service Partners (DSPs):

We have great partners in our traditional carriers and we have a need to build even more capacity thanks to growing customer demand. As we innovated on how to support our growth, we went back to our roots to empower entrepreneurs to build their own delivery business and grow with the rising tide of e-commerce in order to supplement capacity to speed up deliveries for customers.

We launched the Delivery Service Partner program in June 2018 to help entrepreneurs build their own business delivering Amazon packages in their local communities. Amazon takes an active role helping interested entrepreneurs start, set up and manage their delivery business. Delivery Service Partners get delivery volume from Amazon, access to the company's sophisticated delivery technology and discounts on a suite of assets and services including discounted vehicle leases and comprehensive insurance to keep startup costs low.

Since the program launched, Amazon has empowered hundreds of new small business owners to hire tens of thousands of delivery drivers across the U.S., joining a robust existing community of traditional carriers who employ thousands of drivers delivering Amazon packages today.

Amazon Flex:

Amazon Flex is an innovative program, launched in 2015, that gives individuals the opportunity to be their own boss as an independent contractor while delivering for Amazon. Delivery partners use their own vehicles and set their own schedule via the Amazon Flex app (available on Android and iOS devices), freeing up time to pursue their goals and dreams, such as finishing school, building a business or spending time with their family. On average Amazon Flex drivers earn more than \$22 an hour.

Workplace Conditions

Ensuring the safety of associates, drivers, and members of the communities in which we operate is our number one priority. Operational meetings, new hire orientation, process training and new process development begin with safety and have safety metrics and audits integrated within each program.

Training is constant, both in making sure employees know how best to work with the technology in the facility and also how to prevent injuries. While any serious incident is one too many, we learn and improve our programs working to prevent future incidents.

Our Delivery Stations are typical for the logistics industry where due to loading of vehicles, associates are often inside and outside as part of their shift. We closely monitor the temperatures in the stations to ensure a safe work environment and we also have industrial-grade fans, cooling mists, an abundance of water and other measures to ensure the safety of those at the site.

COVID-19

We are in unprecedented times and are taking exceptional measures to ensure the safety of our associates and communities during the COVID crisis so that we can bring essential goods to those in need.

Amazon's facilities follow all health and safety protocols including social distancing guidelines. Across operations, Amazon has invested more than \$800 million dollars in the first half of this year on safety measures like temperature checks, masks, enhanced cleaning, gloves, sanitation stations, and onsite testing, to name a few.

We've made over [150 process updates](#) to help protect employees; have implemented [enhanced cleaning](#) and social distancing measures; and we're piloting new efforts like using disinfectant fog in our New York fulfillment center. We've already had [175,000 new hires start new positions opening up](#) to help meet customer demand and assist existing employees fulfilling orders for essential products.

We're rolling out personal protective gear such as [masks for our hourly employees](#) and implementing [temperature checks](#) across our operations worldwide. Leadership at all levels in Amazon are working day and night every day continuously monitoring the effectiveness of the changes we made in the network and looking for opportunities for continuous improvement. *We are also looking for ways to leverage technology to help us audit social distance compliance.* We know this new normal is a big change for everyone so recognize the importance of inspecting our processes and looking for ways to make it easier to comply and ensure safety.

About Amazon

Amazon is guided by four principles: customer obsession rather than competitor focus, passion for invention, commitment to operational excellence and long-term thinking. Customer reviews, 1-Click shopping, personalized recommendations, Prime, Fulfillment by Amazon, AWS, Kindle Direct Publishing, Kindle, Fire tablets, Fire TV, Amazon Echo and Alexa are some of the products and services pioneered by Amazon. For more information, visit amazon.com/about and follow [@AmazonNews](https://twitter.com/AmazonNews).