

Permitted Use in Phase 3 Retail

Workforce Development and Disability Outreach

The Retail Building shall be used solely for lawful business purposes, with the requirement that each Tenant shall dedicate a portion of its operations to workforce development outreach specifically serving individuals (and/or their families) with special needs, intellectual disabilities, developmental disabilities, as defined by eligibility standards established by the Department of Disabilities and Special Needs/DHHS.

Required Activities

MaxAbilities of York County will only seek out tenants that agree to maintain and operate programs that include, but are not limited to:

a) **Skills Training and Development:** Provide job readiness training, vocational skills development, and employment preparation services tailored to individuals with special needs;

b) **Employment Placement Services:** Actively work to connect program participants with meaningful employment opportunities in the community;

c) **Community Outreach:** Conduct regular outreach to local disability service organizations, schools, and community groups to identify and recruit eligible participants;

d) **Support Services:** Offer ongoing support, mentoring, and follow-up services to individuals affected by disability.

Externally

Any outside rental agreement will include the necessity for employment of individuals with special needs. MaxAbilities is ready, willing, and able to walk alongside future outside tenants to provide job coaching and employee placement.

All external tenants will be vetted and approved to insure that MaxAbilities of York County, Inc. as well as our retail operations at Miracle Park are not placed in jeopardy. Competition is healthy and something we improve from; however, any tenant that is a direct competitor or that renders Medicaid services to individuals with disabilities will go through a strict inspection process and may not be allowed to operate as a tenant in the building.

Internally

Our goal with our retail ventures is to have an all-inclusive workforce. We will employ the greatest amount of individuals with special needs as possible while also providing support staff (typical individuals) to work alongside our employees with special needs to help them thrive and grow in their employment skills and opportunities.

Compliance with Laws

All workforce development activities shall comply with applicable federal, state, and local laws, including but not limited to the eligibility standards established by the Department of Disabilities and Special Needs/DHHS and relevant employment and disability rights legislation.

Approved at the June 26, 2025 MaxAbilities of York County, Inc. Board Meeting.