

**AMENDMENT NO. 1 TO  
LEASE AGREEMENT FOR THE BOARDING AREA C COFFEE SHOP LEASE  
AT SAN FRANCISCO INTERNATIONAL AIRPORT  
LEASE NO. 14-0046**

THIS AMENDMENT NO. 1 TO LEASE AGREEMENT FOR THE BOARDING AREA C COFFEE SHOP LEASE AT SAN FRANCISCO INTERNATIONAL AIRPORT LEASE NO. 14-0046 (this “**Amendment**”), dated as of the Effective Date (as defined below), is entered by and between the CITY AND COUNTY OF SAN FRANCISCO, acting by and through its AIRPORT COMMISSION, as Landlord (“**City**” or “**Airport**”) and Green Beans Coffee Osteria – SFO Group, as Tenant (“**Tenant**”).

**RECITALS**

A. On March 18, 2014, by Resolution No. 14-0046, the Airport Commission (the “**Commission**”) awarded to Tenant the Lease Agreement for the Boarding Area C Coffee Shop Lease at San Francisco International Airport Lease No. 14-0046, dated March 18, 2014 (the “**Original Lease**”, as amended by this Amendment), for certain coffee and quick serve concession at the Airport (as further described in the Lease, the “**Original Premises**”).

B. In October 2016, the Airport commenced the Harvey Milk Terminal 1 redevelopment project. The Airport required Tenant to permanently close on July 14, 2020 to allow for renovation associated with Phase 4 of the Harvey Milk Terminal 1 redevelopment project (the “**HMT1 Project**”).

C. In September 2020, due to budget constraints caused by the COVID-19 pandemic, the Airport suspended the HMT1 Project and plans to resume it between late 2021 and early 2022.

D. To compensate Tenant for the required permanent closure of the Original Premises almost five years in advance of the expiration of the original term of the Lease (“**Original Term**”) of March 2, 2025 (the “**Original Expiration Date**”), Airport and Tenant desire to amend the Lease to (i) relocate Tenant’s operations under the Lease to a new location (the “**Relocation Premises**”); (ii) reimburse Tenant for its unamortized construction costs incurred in the improvement of the Original Premises and (iii) provide for a new lease term of ten (10) for the Relocation Premises. .

E. All capitalized terms not otherwise defined herein shall have the same meaning given to them in the Lease.

NOW, THEREFORE, in consideration of the foregoing and for valuable consideration the sufficiency of which is hereby acknowledged, City and Tenant hereby agree to amend the Lease as follows:

**AGREEMENT**

1. **Recitals.** The foregoing recitals are true and correct and are incorporated herein by this reference as if fully set forth herein.

2. **Effective Date.** This Amendment will be effective upon the date of final approval of the same by the Board of Supervisors under Section 9.118 of the Charter of the City and County of San Francisco (the “**Effective Date**”).

3. **Replacement Premises.** The Original Premises under the Lease is replaced with the Replacement Premises, which consists of approximately 1,275 square feet, pre-security, in the Harvey Milk Terminal 1 check-in lobby (Exhibit A). Tenant, at its sole cost and expense in the amount of the Minimum Investment Amount (as set forth below), shall design and construct improvements to the interior and exterior of the Replacement Premises in the same manner as the construction of the Initial Improvements in the Original Premises in accordance with Section 7.1 of the Original Lease (the “**Replacement Premises Initial Improvements**”).

4. **Reimbursement of Unamortized Construction Costs.** Tenant will be reimbursed \$357,225 for unamortized construction costs for the Original Premises.

5. **Development Term.** Tenant will have a development term of 180 days to complete the Replacement Premises Initial Improvements and open for business (the “**Development Term**”). The Development Term will commence on the date on which the Airport notifies Tenant that the Replacement Premises is ready for Tenant to take possession and begin the Replacement Premises Initial Improvements.

6. **Replacement Premises Term.** The Original Term will be extended for ten years from the earlier to occur of (i) the expiration of the Development Term of the Replacement Premises and (ii) the date that Tenant opens for business in the Replacement Premises (the “**Operating Term Commencement Date**”).

7. **Rent and Other Fees and Charges; Rent Commencement Date.** Rent and other Fees and Charges which are tied to the square footage of the premises will be adjusted based on the difference in square footage between the Original Premises and the Replacement Premises. Payment of Rent and all other fees and charges under the Lease shall commence on the Operating Term Commencement Date.

8. **Minimum Investment Amount.** The Minimum Investment Amount will be increased to \$1,000 per square foot of the Premises.

9. **Additional City and Other Governmental Provisions.** The following provisions are hereby incorporated as new sections of Article 19 of the Lease:

**“19.28 Vending Machines; Nutritional Standards and Calorie Labeling Requirements.** Tenant may not install or permit any vending machine on the Premises without the prior written consent of the Airport Director. Any permitted vending machine will comply with the food and beverage nutritional standards and calorie labeling requirements set forth in San Francisco Administrative Code Section 4.9-1(c), as may be amended from time to time (the “**Nutritional Standards Requirements**”). Tenant will incorporate the Nutritional Standards Requirements into any contract for the installation of a vending machine on the Premises or for the supply of food and beverages to that vending machine. Failure to comply with the Nutritional Standards Requirements or to otherwise comply with this provision will be a material breach of this Lease. Without limiting City’s other rights and remedies

under this Lease, City will have the right to require the immediate removal of any vending machine on the Premises that is not permitted or that violates the Nutritional Standards Requirements.

19.29 Consideration of Salary History. Tenant shall comply with Administrative Code Chapter 12K (“**Chapter 12K**”), the Consideration of Salary History Ordinance or “Pay Parity Act.” Tenant is prohibited from considering current or past salary of an applicant in determining whether to hire the applicant or what salary to offer the applicant to the extent that such applicant is applying for employment to be performed on this Lease or in furtherance of this Lease, and whose application, in whole or part, will be solicited, received, processed or considered, whether or not through an interview, in the City or on City property. The ordinance also prohibits employers from (1) asking such applicants about their current or past salary or (2) disclosing a current or former employee's salary history without that employee's authorization unless the salary history is publicly available. Tenant is subject to the enforcement and penalty provisions in Chapter 12K. Information about and the text of Chapter 12K is available on the web at <https://sfgov.org/olse/consideration-salary-history>. Tenant is required to comply with all of the applicable provisions of Chapter 12K, irrespective of the listing of obligations in this Section. Tenant shall include this obligation in all subleases, licenses, sublicenses and any other contracts for work to be performed in the Premises entered into by Tenant.

19.30 Local Hire. Any undefined, initially-capitalized term used in this Section shall have the meaning given to such term in San Francisco Administrative Code Section 23.62 (the “**Local Hiring Requirements**”). All Alterations under the Lease are subject to the Local Hiring Requirements unless the cost for such work is (a) estimated to be less than \$750,000 per building permit or (b) meets any of the other exemptions in the Local Hiring Requirements. Tenant agrees that it shall comply with the Local Hiring Requirements to the extent applicable. Before starting any Alteration, Tenant shall contact City's Office of Economic Workforce and Development (“**OEWD**”) to verify if the Local Hiring Requirements apply to the work (i.e., whether the work is a “**Covered Project**”). Tenant shall include, and shall require its subtenants to include, a requirement to comply with the Local Hiring Requirements in any contract for a Covered Project with specific reference to San Francisco Administrative Code Section 23.62. Tenant shall cooperate, and require its subtenants to cooperate, with City in any action or proceeding against a contractor or subcontractor that fails to comply with the Local Hiring Requirements when required. A contractor's or subcontractor's failure to comply with this Section will enable City to seek the remedies specified in San Francisco Administrative Code Section 23.62 against the breaching party.

19.31 Resource-Efficient City Buildings. Tenant acknowledges that City has enacted Chapter 7 of the San Francisco Environment Code relating to green building requirements. Tenant hereby agrees that it shall comply with all applicable provisions of Chapter 7, including but not limited to those relating to Leadership in Energy and Environmental Design (LEED) certification.

19.32 All Gender Toilet Facilities. If applicable, Tenant will comply with San Francisco Administrative Code Section 4.1-3 requiring at least one all-gender toilet

facility on each floor of the Premises in any building where extensive renovations are made by Tenant. An “all-gender toilet facility” means a toilet that is not restricted to use by persons of a specific sex or gender identity by means of signage, design, or the installation of fixtures, and “extensive renovations” means any renovation where the construction cost exceeds fifty percent (50%) of the cost of providing the toilet facilities required by Administrative Code Section 4.1-3. If Tenant has any question about applicability or compliance, Tenant should contact Building Inspection and Code Enforcement (BICE) for guidance.

19.33 Federal Fair Labor Standards Act. The Lease incorporates by reference the provisions of 29 USC §201, the Federal Fair Labor Standards Act (FLSA), with the same force and effect as if given in full text. The FLSA sets minimum wage, overtime pay, recordkeeping, and child labor standards for full and part time workers. Tenant has full responsibility to monitor compliance to the referenced statute or regulation for its employees in the Premises. Tenant must address any claims or disputes that arise from this requirement directly with the U.S. Department of Labor – Wage and Hour Division.

19.34 OSHA. The Lease incorporates by reference the requirements of 29 CFR §1910 with the same force and effect as if given in full text. Tenant retains full responsibility to monitor its compliance and their contractor’s and subcontractor’s compliance with the applicable requirements of the Occupational Safety and Health Act of 1970 (29 CFR §1910). Tenant must address any claims or disputes that pertain to a referenced requirement directly with the U.S. Department of Labor – Occupational Safety and Health Administration.”

10. Entire Agreement. This Amendment contains all of the representations and the entire agreement between the parties with respect to the subject matter of this agreement. Any prior correspondence, memoranda, agreements, warranties, or written or oral representations relating to the subject matter of the Amendment are superseded in their entirety by this Amendment. No prior drafts of this Amendment or changes between those drafts and the executed version of this Amendment shall be introduced as evidence in any litigation or other dispute resolution proceeding by any party or other person, and no court or other body should consider such drafts in interpreting this Amendment.

11. Miscellaneous. This Amendment shall bind, and shall inure to the benefit of, the successors and assigns of the parties hereto. This Amendment is made for the purpose of setting forth certain rights and obligations of Tenant and City, and no other person shall have any rights hereunder or by reason hereof as a third-party beneficiary of otherwise. Each party hereto shall execute, acknowledge and deliver to each other party all documents, and shall take all actions, reasonably requested by such other party from time to time to confirm or effect the matters set forth herein, or otherwise to carry out the purposes of this Amendment. This Amendment may be executed in counterparts with the same force and effect as if the parties had executed one instrument, and each such counterpart shall constitute an original hereof. No provision of this Amendment that is held to be inoperative, unenforceable or invalid shall affect the remaining provisions, and to this end all provisions hereof are hereby declared to be severable. Time is of the essence of this Amendment. This Amendment shall be governed by the laws of the State of California. Neither this Amendment nor any of the terms hereof may be amended or modified except by a written instrument signed by all the parties hereto.

12. **Full Force and Effect**. Except as specifically amended herein, the terms and conditions of the Lease shall remain in full force and effect.

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IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.


**TENANT:** Green Beans Coffee Osteria – SFO Group

By: Brian Jalil

Name: Brian Laliberte  
(type or print)

Title: COO

**CITY:** CITY AND COUNTY OF SAN FRANCISCO,  
a municipal corporation,  
acting by and through its Airport Commission

  
Ivar C. Satero  
Airport Director FB al

AUTHORIZED BY AIRPORT  
COMMISSION

Resolution: 21-0006  
Adopted: January 19, 2021

Attest:   
Secretary  
Airport Commission

APPROVED AS TO FORM:  
DENNIS J. HERRERA,  
City Attorney

By:   
Deputy City Attorney

**EXHIBIT A**  
**REPLACEMENT PREMISES**

One facility (Space T1.2.165), comprising approximately 1,275 square feet located pre-security of Harvey Milk Terminal, as described on the attached drawing.

