

## **November 2025 Update on the Hermosa Community Protection & Benefit Agreement (CPBA) Process**

During November, the Hermosa CPBA Signatories continued advancing the Community Protection & Benefit Agreement with a focus on refining how protections, benefits, and long-term implementation will work in practice.

### **What We Worked On**

#### **1. How community benefit funds will be managed**

Review of different models used in other communities to manage and distribute long-term benefit funding. Discussions focused on creating a structure that:

- Follows the direction of the CPBA Signatories and future Executive Council
- Ensures funds are distributed as intended
- Maintains transparency and accountability for the community

#### **2. Phase One “Early Actions”**

Review of proposed Phase One Early Actions: short-term steps designed to address critical community needs as quickly as possible. These are informed by:

- Community listening sessions and focus groups
- The University of Arizona’s Asset Inventory, Gap Analysis, and Innovative Pathways Report (or the "Capacity Assessment")

#### **3. Environmental protections planning**

Independent consultant Spheros Environmental is finalizing its Phase One Protections Roadmap, to be released by mid-January. This document will help guide decisions related to environmental protections, oversight, and long-term implementation.

#### **4. Legal review and alignment**

Attorneys for all four Signatories continue reviewing the draft CPBA. A working session with Signatories and their attorneys occurred on November 25 in Nogales to review key legal considerations and confirm our next steps.

### **Work Happening Between Meetings/Working Sessions**

In addition to formal meetings, the Signatories and supporting teams are continuing work by:

- Reviewing the draft CPBA with legal counsel
- Refining and evaluating Phase One initiatives

- Reviewing and sharing public comments submitted through the CPBA website

November Website Submissions:

- Five Survey Submissions
- Five Comments/Messages

These inputs are considered and discussed by the Signatories as part of community engagement efforts to understand community concerns and interests.