The EIR identifies the following impacts that, even with mitigation, are significant and unavoidable:

- **Historic Architectural Resources**
  The 10.25-acre project site is considered an historic resource under CEQA. The resource is composed of many different elements that combine to create a Mid-Century Modern corporate campus. It is eligible for inclusion on the National Register of Historic Places, and is therefore on the California Register of Historic Resources. The project would alter the characteristics that justify its eligibility for inclusion in the California Register. The mitigation measures would lessen the impact but not eliminate it.

- **Transportation / Circulation**
  The project would result in a significant transit capacity impact on Muni service. Specifically, the 43 Masonic would be more crowded during the peak weekday morning hour, such that the number of passengers could exceed Muni’s performance standard regarding vehicle capacity (all seats are taken and there are many standees). The mitigation measure would not eliminate the impact to the 43 Masonic.

- **Construction Noise**
  While the project sponsor would implement construction noise control measures, the project construction and excavation would temporarily cause a substantial increase in background noise levels (10 or more decibels) at and near the site. In general, a 10-decibel increase is perceived as a doubling of noise level. Mitigation measure would reduce the increases in background noise levels to the maximum extent feasible, but not eliminate them.
MITIGATION MEASURES

The EIR identifies the following significant impacts that would be mitigated:

- Impacts to archaeological resources, if any, would be mitigated by a program of archaeological testing, monitoring, data recovery and reporting.

- Impacts to tribal cultural resources, if any, would be mitigated by a program of archaeological testing, monitoring, data recovery, and reporting, along with a tribal cultural resources interpretive program.

- Impacts to the transportation system, specifically additional vehicle miles traveled, would be mitigated by reducing the amount of retail parking provided.

- Ongoing background noise impacts due to heating, ventilation and air conditioning equipment (commonly called HVAC equipment), would be reduced by incorporating noise reduction measures into stationary equipment installed on all buildings.

- Impacts from construction vibration to the San Francisco Fire Credit Union Building would be mitigated by implementing a vibration assessment and monitoring plan associated for excavation activities.

- Impacts to biological resources, specifically to nesting birds, would be mitigated by conducting initial vegetation and tree removal outside nesting season or through pre-construction nesting surveys by a qualified biologist.

- Impacts to paleontological resources, if any, would be mitigated by the recovery of fossils and associated data.