

EXHIBIT B

Firm-Based Incentive Matrix

Project Name:

SECTION 1. MINIMUM PROJECT REQUIREMENTS

A.	The Firm is located in the Desired Development Zone.				
B.	The Firm conducts its business in compliance with environmental regulations.				
C.	The Firm will ensure that all construction workers hired for construction funded by the Firm will be provided Workers Compensation Insurance and OSHA 10 Training.				
D.	The Firm will comply with the City of Austin's MBE/WBE Ordinance. In regards to construction work, the ordinance will only apply for costs funded by the Firm.				
E.	The Firm will ensure that all construction work funded by the Firm complies with the City's established prevailing wage program that is used on City of Austin public works projects. Unless living wage is exempted through the exception process, the City of Austin's living wage will apply to any prevailing wage classification that falls below the living wage.				
F.	The Firm will ensure that all workers are paid at least the City of Austin's living wage, including full-time employees, contract employees, and construction workers hired for construction work funded by the Firm. <i>Firm may qualify for an exception from this requirement - see Section #5 below.</i>				
G.	The Firm will extend benefits to domestic partners of employees and their dependents. The Firm's policy should reflect the definition of a domestic partner as an individual who lives in the same household and shares the common resources of life in a close, personal, intimate relationship with an employee if under Texas law the individual would not be prevented from marrying the employee on account of age, consanguinity or prior undissolved marriage to another. A domestic partner may be of the same, or opposite, gender as the employee. <i>Firm may qualify for an exception from this requirement - see Section #5 below.</i>				
H.	The Firm will provide health insurance benefits for all new full-time employees. <i>Firm may qualify for an exception from this requirement - see Section #5 below.</i>				

SECTION 2. EVALUATION CRITERIA				
Overall Economic and Fiscal Impact		Small 10	Medium 20	Large 30
	Relative to its industry, what is the absolute size of the net benefit as measured by: jobs and income, level of desirable public benefits, and net fiscal impact to the City?			
Linkages to the Local Economy		Poor 0	Acceptable 15	Excellent 25
	Is the Firm a recognized targeted industry identified by City of Austin?			
	Is the firm a headquarters operation? Does it represent the "headquarters" of a new product line or service for the firm?			
	Is the firm growing? Is the firm in a growing industry? How stable is the firm?			
	Does the project make use of an especially underutilized asset such as certain segments of the labor force or current office space?			
	Will the project create significant contracting opportunities for local firms including small and disadvantaged businesses?			
	Does the project fill a hole in the Austin economic base?			
	Does the project have the potential to either seed a new cluster or bring additional firms to Austin?			
	Will the firm directly compete for resources with existing firms?			
Infrastructure Impact		Disproportionate 0	Proportionate 5	Low Impact 10
	Will the firm make a disproportionate demand on the community's infrastructure?			
Character of Jobs/Labor Force Practices		Unacceptable 0	Acceptable 15	Excellent 25
	Will the bulk of new hires be local or imported?			
	What is the average wage paid? How does it compare to the local or national industry average?			

	What is the median wage paid? How are job categories and wages distributed within the overall structure?				
	What training is provided? Opportunities for advancement? Are there funds for additional education?				
	Does the firm actively promote diversity in hiring and promotion?				
Quality of Life/Cultural Vitality		Unacceptable	Acceptable	Excellent	
		0	5	10	
	Does the firm have a proactive cultural outreach program?				
	Does the firm actively encourage employee volunteer/charitable efforts?				
SECTION 3. THRESHOLD FOR EXTRAORDINARY ECONOMIC IMPACT AND ADDITIONAL BONUS					
Threshold for Extraordinary Economic Impact		Yes		No	
Subsection A:	1. The firm is in a targeted industry.				
	2. The firm is involved in leading edge technology.				
	3. State economic development funds are available for the firm.				
	4. The firm will generate 500 jobs or more.				
Criteria for Additional Bonus Consideration		Yes		No	
	<p>1. 10% of the new full-time jobs created by the project will be filled by economically disadvantaged workers. An economically disadvantaged worker is defined as a person who meets one of the following descriptions:</p> <ul style="list-style-type: none"> • Is unemployed for at least three months before obtaining employment with the company; • Has a household income of less than 80% of the area median income; • Resides in a census tract with a rate of unemployment in excess of 150% of the Austin-MSA unemployment rate; or • Faces or has overcome at least one of the following barriers to employment: <ul style="list-style-type: none"> o Being homeless o Being a custodial single parent o Receiving public assistance o Lacking a GED or high school diploma o Participation in a vocational English as a second language program o Having a criminal record or other involvement in the criminal justice system o Has a physical or mental disability 				

Subsection B:	2. The firm will develop and implement a program for recruiting ex-offenders and provide employed ex-offenders with continuing education services (either toward the attainment of a high school diploma or GED or toward the attainment of an Associate's or Bachelor's degree) or ongoing mentoring services.				
	3. The firm will fill at least 75% of new, full-time jobs with City of Austin residents. For purposes of this requirement, residents are defined as having a permanent address within the City of Austin and not having worked for the company prior to the effective date of the agreement				
	4. The firm will locate in a Regional Center, Town Center, or Neighborhood Center identified in the Growth Concept Map in the Imagine Austin Plan and/or locate within 1/2 mile of a rail stop or a public transit center.				
	5. The firm will commit to obtaining LEED certification silver or above for the project.				
	6. The project has a WebLOCI-estimated net benefit of \$5 million or more.				
	7. The firm will ensure that employees and/or construction workers are provided workforce development services through nonprofits that contract with the City of Austin or apprenticeship/training programs registered with the Department of Labor, or will make a monetary donation (the amount to be included in the Agreement) to a workforce training program approved by the City of Austin.				
	8. The firm will provide an on-site day care facility for employees that may be open to the public, and/or provide subsidized daycare for employees.				
	9. The firm meets two or more of the thresholds in Section 3, Subsection A.				
	TOTAL POSSIBLE POINTS				100
TOTAL SCORE					
SECTION 4. PROPERTY TAX REBATES AND JOBS-BASED GRANTS					
	A firm can receive either a property tax rebate OR a jobs-based grant. The point range below describes the maximum level to be provided. All incentives are performance-based and are not paid up front.				
	General Fund Impact: Property tax rebates will not be provided which result in a Web-LOCI computed net loss for the General Fund. Property tax rebates are for property taxes generated by the Project and will not exceed 100% in any year.				
	Total Points Scored:	<u>Property Tax</u> <u>Rebate</u>		<u>Jobs-Based</u> <u>Grant</u>	

	Less than 60 points	No Consideration		No Consideration	
	60 to 79 points	Up to 30%		Up to \$100/job	
	80 points or more	Up to 50%		Up to \$150/job	
	EXTRAORDINARY ECONOMIC IMPACT: A firm that scores at least 60 points AND meets at least one threshold from Section #3A will be eligible to be considered for additional incentives. The firm will be eligible for up to an additional 10% incentive for each criteria met in Section #3B. The percent for each criteria will be recommended by City Staff and then evaluated and approved by Council.	Up to 100%		Up to an Additional \$50/job	
SECTION 5. THRESHOLD FOR EXCEPTION PROCESS FOR SECTION #1F, #1G, or #1H					
	Section #1A, #1B, #1C, #1D, and #1E are Minimum Requirements that cannot be waived. An exception application form must be submitted by the applicant and approved with a 2/3 majority vote of Council in order to waive Minimum Requirements Section #1F, #1G, or #1H.				