

# REQUEST FOR INFORMATION

## Reconstructed from Project Clancy

### TALENT

#### A. Big Questions and Big Ideas

##### 1. Population Changes and Key Drivers.

- a. Population level - Specify the changes in total population in your community and state over the last five years and the major reasons for these changes. Please also identify the majority source of inbound migration.
- b. Education level - Specify the changes in education level in your community over the last five years and the major reasons for these changes. (Please address high school graduates, technical/vocational degree graduates, four-year graduates, and masters or higher graduates.)
- c. Tech job levels - Specify the changes in the number of tech jobs in your community over the last five years and the major reasons for these changes (including the major draw for tech companies in your community).
- d. Diversity - Specify the changes in composition in your community as a whole and within the tech industry in (i) race and ethnicity, (ii) gender, and (iii) foreign-born individuals
- e. Changes – Describe what your community is already doing to positively impact the above changes and what big ideas you propose to accelerate the positive changes and/or reverse the negative changes.

##### 2. Tech Talent Growth. Dive deep beyond the number of tech jobs discussed above to show us what your community is doing to address the fundamental building blocks that lead to tech jobs.

- a. Current efforts - Describe what your community is currently doing to support tech talent growth.
- b. Future proposals - Describe the big ideas your community proposes in addition to the current efforts mentioned above to enhance your community's development of tech talent (both millennial and mature/senior tech talent).
- c. Diversity and inclusion - Describe what your community is currently doing to support underrepresented minorities in tech and what your community proposes to do in the future to enhance these efforts.
- d. Specialized tech talent availability and growth - Please provide specialized tech talent availability for (i) machine learning specialists, (ii) UX/UI designers, and (iii) hardware engineers, as well as year-to-year trends for all three of these specialties. Please also describe the companies in your community currently employing that talent.
  - (i) Please also describe the companies in your community currently employing that talent and where their future growth will be.

**1. Venture Capital.**

- a. **Current efforts - What is your community currently doing to support venture capital investment? Please include the presences of venture capital firms in your community, 5-year trends in venture capital investment, and size of start-up community in your community.**
- b. **Future proposals - Describe the big ideas your community proposes in addition to the current efforts mentioned above to enhance your community's development of venture capital investment.**
- c. **Start-ups - Describe what your community is doing to encourage start-ups.**

**2. Educational Partnerships.**

- a. **Current efforts - Describe what your community is currently doing to support partnerships between employers and educational institutions (especially as they relate to STEM).**
- b. **Future Proposals - Describe the big ideas your community proposes in addition to current efforts mentioned above to enhance your community's development of educational partnerships. Examples might include: a post-secondary institution partnering with the Project to establish a school or campus to support the education of tech talent; or the establishment of a K-12 magnet school on the HQ2 campus focused on STEM education.**
- c. **Roadblocks - Describe the greatest barriers your community has faced in the deployment of STEM programs or road blocks to getting them off the ground. Describe how the Project could join your community in resolving these issues.**

- 3. Describe any places where you feel that the raw data does not tell the full story for your community. Tell us the full story. For example, if your software developer location quotient is low enough to suggest that a tech employer might struggle to recruit, but it is rapidly increasing and employers are having great success recruiting to your community right now, tell us that. Perhaps your housing supply is low but your community has implemented innovative programs to address this in the future.**

**B. Education**

- 1. Describe the educational system (from pre-K to 12 and graduate level) in high-level terms. Focus on their integration and cooperation as well as responsiveness to employer needs. If those areas are lacking, describe how your community proposes to address those deficiencies. Provide a map of each school within a 5-mile radius of each proposed real estate site.**
- 2. Describe early childhood education programs in your community, especially those focusing on STEM initiatives. Be specific in your description, including name and distance to proposed real estate sites.**
- 3. Primary, Secondary Education - Describe childhood education programs in your community focused on STEM initiatives.**
  - a. **If secondary school:**
    - (i) **Average ACT and SAT scores (provide average math, science, verbal, and total, as**

possible) for each of the past ten years

(ii) Graduation rates for the past ten years

(iii) Percentage of graduates by gender and race/ethnicity matriculating to (please include for all programs and specifically for STEM programs):

(1) Four-year colleges or universities

(2) Two-year community colleges

(3) Vocational and technical school and programs

b. Briefly describe capital improvement plan, timetable and plan of finance for school system and other significant program providers. Include capital investment in public schools over the last ten years. Also, include information on charter and magnet schools.

c. Describe how education programs are funded at the municipal, county and state levels in your community as well as how and where community and private funding can be allocated.

d. State assessment results by performance level (basic, proficient and advanced), including:

(i) Two-year trend data for each subject and grade tested

(ii) A comparison between annual objectives and actual performance for each student group.

e. Primary and secondary school rankings at the state/national level as well as a "scatter map.

f. Special needs and alternative education programs (including programs currently in place, student/teacher ratios in those programs, and success measures for those programs).

g. Accelerated learning/honors and AP track programs.

h. Foreign language schools in your community

(i) Languages offered

(ii) Language immersion programs in regular K-12 schools (include languages offered and success measures).

#### 4. STEM Education

a. Describe, to the extent not already discussed above, the STEM programs currently in place in your community.

b. Describe whether your current STEM programs are selective (i.e., criteria to gain enrollment and they are not in regular K-12 schools), inclusive (anyone can enroll but separate from regular K-12 schools), or comprehensive (included in regular K-12 schools).

c. Describe the curriculum offered, how it is determined, how often it is reviewed and how long it takes to change the curriculum.

d. Other student achievement indicators for STEM programs/participants to which you would like to call our attention.

e. Plans for next five to ten years for STEM programs (to the extent not discussed in subsection A

above).

## **5. Colleges and Universities**

**Describe four-year colleges and universities in your community/region. Description for each college and university should include:**

- a. Name of college or university (and distance from Site)**
- b. Any research specialties that are relevant to HQ2**
- c. Number of students (by degree/program (and total of all students))**
- d. Percentage of international student enrollment**
- e. Specify degree(s) granted in STEM-related fields**
- f. Number of students graduating each year and companies at which they are working**
- g. Percentage of graduates matriculating to graduate or professional schools**
- h. Percentage of graduates employed within one year of graduation**
- i. Percentage of graduates migrating out of your community. Percentage of graduates staying in the region.**
- j. Programs and services provided to business in your community (including companies with existing partnerships with colleges/universities)**

## GROWTH

### A. Community

#### 1. Quality of Life

As a proposed headquarters facility, the quality of life of the community is an important factor in our decision-making process. Quality of life impacts both our ability to recruit to the community and the satisfaction of employees working at the headquarters. Describe the quality of life in your community. Make sure to address each of the following:

- a. Health and Fitness Opportunities (indoor and outdoor, both man-made and naturally occurring)
- b. Cultural Activities, including Performing Arts, Fine Arts, Cultural Venues, and Festivals
- c. Crime
- d. Housing Availability, Affordability and Quality – the availability of convenient, affordable, quality housing, both now and in the future, is an especially important component of our decision-making process. Our employees must be able to find ample housing opportunities. We are well aware of the community housing challenges that often come with economic prosperity. We are willing to partner with your community in addressing the challenges.
  - (i) Current Housing Stock (availability, mix of rental versus owned, granular details on a few example neighborhoods if available, focus on [i] 3 bedroom, 2 bath, single-family homes and [ii] 1 and 2 bedroom apartments)
  - (ii) Options (apartment occupancy rate, condominiums, multi-family, single-family, etc.)
  - (iii) Cost (apartments, condominiums, multi-family, single-family, etc. – please specifically include data on [i] 3 bedroom, 2 bath, single-family homes and [ii] 1 and 2 bedroom apartments)
  - (iv) Planned Housing Developments (that is, those publicly announced)
  - (v) Future Housing Development (Zoning and Use Restrictions, Permitting Requirements and Timeline)
  - (vi) Plans to improve access to affordable housing through accelerating permitting, innovative zoning, etc.
  - (vii) Mix of rentals versus owned dwellings in your community (include three year trend data, if available)
  - (viii) Areas comprising the majority of available housing opportunities for Project employees

- (ix) Existing housing partnerships between the community and local companies
  - e. Inclusion: An inclusive workplace and community are key to Amazon. Provide data on the median earnings, unemployment, home ownership, educational attainment, and undergrad enrollment gaps for underrepresented minorities in your community. Please further provide data on hate crimes committed in your community.
  - f. Recreational Activities
    - (i) Athletic programs for adults and children
    - (ii) Availability of public parks and recreational areas
    - (iii) Types of organized activities in parks and recreational areas
  - g. Leisure-Time / Weekend Activities and Travel Destinations
    - Arts and culture
    - Outdoor activities:
    - Beaches:
    - Entertainment:
    - History:
  - h. Sustainability and Environment

Describe your Community's existing and planned sustainability initiatives (such as, but not exclusive to: recycling, green business parks, incentive programs for LEED standard building, energy efficiency programs):
  - i. Cost of Living
    - (i) Specify cost of living composite for each of 2013, 2014, 2015, 2016 and 2017, if available (ACCRA/COLI).
    - (ii) Specify the cost of a basket of goods in your community. The basket is from Whole Foods: gallon of 2% milk, loaf of whole wheat bread, and an avocado. Also, the cost of Starbucks tall coffee, movie ticket, monthly gym membership (individual) at a YMCA (if U.S.), dry cleaning of a shirt, and a gallon of gas.
  - j. Commuting
  - k. Number of nationally ranked hospitals and treatment facilities in your community.
2. Community Challenges
- a. Describe the largest social challenges your community is facing. Describe the programs in place to address these challenges. Describe any proposed programs to address these challenges. Describe success measures for current and proposed programs.
  - b. Describe ways businesses are partnering with your community to solve these social challenges

(including those that encourage volunteerism).

- c. Describe what your community has done to support veterans and disabled in healthcare, housing, and employment. Describe success metrics for such efforts.

**B. Diversity and Inclusion**

1. Describe the diversity and inclusion programs that are in place with your leading employers and school systems. Describe any legislation at the local or state level on diversity and inclusion.
2. Describe the percentages of foreign-born residents in your community, broken down by place of birth.
3. Describe programs that you have in place that build community for immigrants and assist with family integration (e.g., programs around language, culture, legislation, housing, finances).
4. Describe what your community has done to encourage STEM professional development in your immigrating and minority populations.

## REAL ESTATE

Complete this section for each of the following site/campus options identified by the company. For example, if four Sites are under consideration, complete this section four times. If your community feels that a compelling Site was not included in this request, please feel free to contact us to explain.

### A. Site

1. Site Name/Site Designation:
2. Street Address(es), including City, State/Commonwealth/Province and Zip/Postal Code, if available
3. Location
  - a. If Site is currently unincorporated, detail any plan(s) to annex Site to an incorporated municipality, as well as the benefits and burdens of any annexation. Name the intended municipality/municipalities to which Site would be annexed.
  - b. County (Name), if applicable:
4. Description, Characterization
  - a. Description – Briefly describe Site (shape, topo, etc.):
  - b. Characterization – Indicate all that may apply
    - Brownfield
    - Commercial, including Commercial Park
    - Greenfield
    - Industrial, including Industrial Park
    - Suburban
    - Technology, including Technology Park
    - Urban
  - c. Description – Briefly describe any geographic features that may limit or enhance the growth of Site (e.g., water or mountains)



5. Size

- a. Immediate: Number of acres (either contiguous or within close enough proximity to foster a sense of place and pedestrian-friendliness) currently available for the Project's immediate operations:
- b. Expansion: Number of acres (either contiguous or within close enough proximity to foster a sense of place and pedestrian-friendliness) available for the Project's future or expansion operations:.
- c. Schematic: Attach schematic drawing of Site.
- d. If less than 100 acres, is Site expandable to 100 acres?  
 Yes       No  
  - (i) Detail the plan and timetable for doing so?

6. Improvements

- a. Are there any buildings or structures or other improvements on Site (or portion of Site)?  
 Yes       No

b. Description

If Yes, describe all buildings, structures and other improvements on Site (or portion of Site), including available square footages and sustainability efforts?

7. Easements, Licenses, Rights of Way: describe each of the easements, licenses and rights of way affecting Site, and identify the beneficiaries, holders or owners of the same. If easier to show on a map, please attach to submittal and label.

8. Ownership: describe the ownership of Site, including the ownership structure and any entitlements.

9. Acquisition Cost (if any)

Please describe if all or a portion of Site will be made available at no or a reduced cost to the Project.

a. Public

- (i) Will a government agency make Site available to the Project at no cost?

Yes       No

- (ii) If No, specify the per acre (and total) cost of Site to the Project?

b. Nonprofit

- (i) Will a nonprofit entity make Site available to the Project at no cost?

Yes     No     Not Applicable

(ii) If No, specify the per acre (and total) cost of Site to the Project.

c. Private

(i) Will individuals or corporations or other entities make Site available to the Project at no cost?

Yes     No

(ii) If No, specify the per acre (and total) cost of Site to the Project.

10. Parking: identify all current and future parking options for Site

a. Existing and Planned Retail Development near Site

(i) Restaurants

(ii) Cinemas

(iii) Shopping

(iv) Other Public Gathering Spaces (such as coffee shops and local breweries)

11. Affordable Housing: identify available affordable housing options within close proximity to Site

12. Greenspace Features: are there greenspace features that enhance Site (e.g., parks, jogging trails, etc.)

13. Plat(s): attach plat(s) of Site and label according to section.

**B. Planning/Zoning**

1. Designation(s): identify Site's current planning/zoning designations(s)

2. Permitted Use(s): briefly describe Site's current permitted use(s)

3. Rezoning: must Site be rezoned for the Project's expected use?

a. If Yes, outline rezoning process, including all government approvals, public hearings, and schedule. Please describe any opportunity to fast track.

b. If Yes, will governments commit to rezoning prior to Site selection?

4. Neighboring Properties

a. Designation(s): identify current planning/zoning designation(s) for Neighboring Properties.

b. Permitted Use(s): briefly describe Neighboring Properties' permitted use(s).

Permitted uses for neighboring properties of the Waterfront and Commercial Core are mixed low- and high-density manufacturing; mixed light manufacturing and high-density residential; and mixed high-density residential and commercial.

### **C. Environment –**

#### 1. Site and Improvements (if any)

a. Prior Use(s): detail prior use(s) of Site (or portion of Site) in reverse chronological order.

#### b. Environmental Event(s)

(i) Detail each environmental event occurring on Site (or portion of Site) in reverse chronological order. (Environmental events include – but are not limited to – any contamination, dumping, explosion, fire, landfill or spill of any kind or description)

(ii) Describe any environmental cleanup or remediation occurring on Site (or portion of Site) as a result of an environmental event or otherwise in reverse chronological order. Please also include any environmental studies as supplemental information.

#### c. Environmental Study

(i) Detail each environmental study undertaken on Site (or portion of Site) in reverse chronological order.

(ii) Provide copies of environmental studies performed on the site within the prior three years.

#### 2. Neighboring Properties –

a. Prior Use(s): detail prior use(s) of Neighboring Properties in reverse chronological order. Please include any environmental events. Please also include any environmental studies as supplemental information

#### 3. Topography –

a. Elevation: identify Site's minimum and maximum topographic elevation. Please provide a topographic survey of Site, if available.

b. Terrain: describe Site's terrain and Neighboring Properties' terrain:

c. Wetlands: describe bodies of water, creeks, ditches, lakes, ponds, rivers and wetlands, and identify governing body or regulatory agency for each for Site and Neighboring Properties.

#### 4. Soils Types for Site and Neighboring Properties

a. Testing: describe any geotechnical or other testing that has been or will be completed on Site (or portion of Site)

#### 5. Studies Permit(s)

a. Specify all required environmental impact assessments and other environmental studies, and name relevant regulatory agency or agencies.

- b. Specify all required environmental permits, and name each government issuer of same. Can the environmental and building permits be integrated? Include a timetable for approvals.
6. Process: briefly describe the environmental study and permit processes, from preliminary discussions to final action, including any appeal periods. Also include the total costs for a building permit.
  7. Code(s), Regulations –
    - a. Include with your response a copy of the relevant state and local environmental code(s) and regulations. (Federal statutes and regulations need not be included with your response.)
    - b. Are amendments to the relevant environmental code(s) and regulations pending or proposed?
      - Yes       No

If Yes, please provide detail:
  8. Noise Restrictions: detail all noise restrictions or limitations affecting Site and any exceptions to or exemptions from same. Attach the appropriate statutory and other authorities.

**D. Building –**

1. Permits: specify all required building permits, and name government issuer of same.
2. Process
  - a. Briefly describe the building permit process, from pre-application discussions to final action, including any appeal periods.
  - b. Briefly describe the estimated cost to obtain a building permit for the project. Please attach a copy of the building permit ordinance.
3. Timetable: outline the timetable for a building permit process for a project such as that proposed by the Project and include whether the community can commit to a timetable for
4. Restrictions: outline any height restrictions relevant to Site.

**E. Utilities –**

For each of the following utilities/services, list the name of the utility/service provider, the person assigned to work with the Project and the relevant contact information for that person.

- Water
- Wastewater
- Electricity
- 
-

Natural Gas

Solid Waste

Drainage/Storm Water

Telecommunications

Broadband

1. Water: Please provide name of service provider, distance to Site, line size, capacity of line and system, and any capital improvements planned.
  - a. Costs - For water service to project on Site, estimate the cost of each of the following:
    - (i) Impact Fee
    - (ii) Extension of water line(s)
    - (iii) Installation of water line(s)
    - (iv) Tap Fee(s)
    - (v) Other relevant fees and assessmentsTo be determined by consult with DEP.
2. Wastewater: Please provide name of service provider, distance to Site, line size, capacity of line and system, and any capital improvements planned.
  - a. Costs - For wastewater service to project on Site, estimate the cost of each of the following:
    - (i) Impact Fee
    - (ii) Extension of sewage line(s)
    - (iii) Installation of wastewater line(s)
    - (iv) Tap Fee(s)
    - (v) Other relevant fees and assessments
3. Electricity: Please provide name of service provider, distance to Site, if dual feed available, capacity of line and system (including peak usage), and any capital improvements planned.
  - a. What is the expected proportion of renewable energy in the utility's generation mix over the next 20 years?
  - b. What options are or will be available for the project to use up to 100% renewable energy to serve their load?
  - c. What options are currently available to purchase power at Site on the open market?
  - d. What is the cost per kWh?

4. Natural Gas: Please provide name of service provider, distance to Site, line size, capacity of line and system, and any capital improvements planned. Include any costs to the Project.

5. Telecommunication & Broadband

a. Provider(s) - Name and describe providers of telecommunications (including cellular coverage) services to Site, and all high speed data links available to Site.

1. Commercial fiber providers
2. Terrestrial fixed wireless
3. Cellular
4. Major nearby carrier/collocation hotels

b. Fiber maps/routes

c. Estimated cost of dark fiber lease/ownership

d. Is any telecommunication license required for dark fiber install or use?

e. Process to install new fiber lines to reach Site

**F. Transportation**

1. Air

a. Nearest Airport: name, distance to Site, number of passenger carrier service providers. Also include any planned, funded and approved capital improvements to the airport.

b. Detail daily scheduled service, including flights to Seattle, New York City, San Francisco/Bay Area, and Washington, D.C.

c. Next nearest Airport:

2. Roads: describe road access to Site and any planned improvements. Include details of how employees may commute into Site via personal auto or rideshare. Use specific highway names, road names, bridges, etc.

3. Tram or Light Rail: name of provider, details of system (maps) of areas served, and planned improvements. Also include data on the reliability of the service and delays.

a. Extension or new tram/light rail service

(i) Will State/Commonwealth/Province or local government(s) commit to acquire rights-of-way to assure tram or light rail service to Site?

Yes       No

(ii) If Yes, provide letter of commitment and identify funding source(s).

4. Metro or Subway: name of provider, details of system (maps) of areas served, and planned

a. Extension or new service commitment

(i) Will State/Commonwealth/Province or local government(s) commit to acquire rights-of-way to assure metro service to Site?

Yes       No       NA, service to Site exists

(ii) If Yes, provide letter of commitment and identify funding source(s).

5. Commuter Train Service: name of provider, details of system (maps) of areas served, and  
a. Extension or new service commitment

(i) Will State/Commonwealth/Province or local government(s) commit to acquire rights-of-way to assure rail service to Site?

Yes       No       NA, service to Site exists

(ii) If Yes, provide letter of commitment and identify funding source(s).

6. Ferry Service for employee commuting: name of provider, details of system (maps) of areas served, and planned improvements. Also include data on the reliability of the service and delays.

- a. Extension or new service commitment

(i) Will State/Commonwealth/Province or local government(s) commit to acquire rights-of-way to assure ferry service to Site?

Yes       No       NA, service to Site exists

(ii) If Yes, provide letter of commitment and identify funding source(s).

7. Bus Service: name of provider, details of system (maps) of areas served, and planned improvements. Also include data on the reliability of the service and delays.

- a. New service or extension commitment

(i) Will State/Commonwealth/Province or local government(s) commit to acquire rights-of-way to assure bus service to Site, if necessary?

Yes       No       NA, service to Site exists

(ii) If Yes, provide letter of commitment and identify funding source(s).

8. Master Transit Plan: please provide a copy of the Master Transit Plan encompassing Site, if any.

## **G. Local Taxes**

1. Real Property Tax Rate

- a. Calculate Annual Real Property Taxes for Site

2. Personal Property Tax Rate

- a. Detail any personal property exclusions

3. Detail any additional local taxes (i.e., overlay, infrastructure)

## **H. Government**

1. Describe the government in your community, focusing on:
  - a. Municipal government organization and responsibilities
  - b. County government organization and responsibilities
  - c. State government organization and responsibilities, especially as government action may affect the Company and the headquarters.

### **Legislative Branch**

### **Judicial Branch**

### **Executive Branch**

### **Elected Officers and Appointed Officials**

### **Local Governments**

#### 2. Elected Officials

Name the following elected officials that represent your community and their term limit:

- a. County Executive(s)
- b. County Legislative Officers, Representatives
- c. Mayor or Chief Executive Officer
- d. Municipal Legislative Officers, Representatives

## **I. Labor/Talent**

1. Describe any unique talent in the immediate area or opportunities that may not be covered in the Talent section

**K-12 schools in the area:**

**Higher education schools in the area:**

**Other programs in the area:**



## TAXES AND TAX POLICY

### A. State/Commonwealth/Province

Detail the tax structures and policies of the State/Commonwealth/Province, including types of taxes, bases and application and exemptions and credits, including:

#### 1. Income Taxation

Taxable Income

Rates

Joint Filers

#### 2. Franchise Taxation

General

Rates

#### 3. Option Taxation, State/Commonwealth/Province

#### 4. Property Taxation

a) Personal, including machinery, equipment, or tools.

b) Real

#### 5. Sales and Use Taxation

#### 6. Surtaxes

#### 7. Other Taxation (State/Commonwealth/Province)

### B. Local

Detail the tax structures and policies of the local governments in your community, including types of taxes, bases and application and exemptions and credits:

#### 1. Income Taxation

#### 2. Franchise Taxation

#### 3. Option Taxation, Local

**4. Property Taxation**

- a. Personal, including Equipment, Machinery or Tools
- b. Real

**5. Sales and Use Taxation**

**6. Surtaxes**

**7. Other Taxation (local)**

**C. Projected Employee Tax Burden**

Describe in detail the typical State/Commonwealth/Province and local tax burden that a company worker might anticipate if HQ2 were built on Site and the worker lived in your community. Assume the worker earns \$100,000 annually, excluding benefits.

Assumptions:

- Single filer
- \$100,000 taxable income
- Standard Deduction
- NYC resident

**D. Other**

Detail any State/Commonwealth/Province tax legislation that has been proposed over the last

## **INCENTIVES**

Please provide a summary of total incentives offered by the State/Commonwealth/Province and Local Community. If there are different incentive opportunities depending on the proposed real estate site, detail each incentive by real estate site. If the incentives are the same for all sites, complete this section once. Please organize your response in accordance with the incentive categories outlined herein and provide the following information with respect to **each** incentive:

- Brief overview of the incentive
- Timing of incentive utilization/realization
- Estimated net present value (using a [6%] annual discount factor) of the incentive based on the **Project Assumptions** set forth below
- Description of any specific or unique eligibility requirements applicable to the incentive
- Description and timing of required approvals (including any legislative or other approvals that may be required)
- If the incentive is uncertain or is not guaranteed, an explanation of the factors that contribute to that uncertainty and an estimate of the level of certainty
- Description of any claw back or recapture provisions applicable to the incentive
- Whether the incentive is refundable, transferable, or may be carried forward or carried back

### **Project Assumptions**

In order to estimate the net present value of each incentive, please use an annual discount factor of 6% and the following assumptions regarding buildout and employment ramp-up:

- An initial building campus comprised of 500,000 square feet in Year 1
- A total building campus comprised of 8,000,000 square feet upon completion of the Project
- Three phases of buildout over 15 years, starting with an initial 500,000 square feet in 2019/2020. Next, an incremental 500,000 square feet built in Years 2-5 (totaling 2,000,000 square feet over the first phase), an incremental 600,000 square feet built in Years 6-11 (totaling 3,600,000 square feet over the second phase), and the remainder built in the third phase in years 12-16 in 380,000 square foot increments (totaling 1,900,000 square feet over the third phase).
- Investment by the Project and/or the developer (if any) of \$600 per square foot for construction.
- Initial direct Project employment of 2,500 in Years 1-2.
- 50,000 direct Project employees upon completion of the Project, increasing relative to construction at the rate of one job per 160 square feet built.

- Average compensation will be over \$100,000 for employees, excluding benefits. More detailed information may be available later in the process.

### **State/Commonwealth/Province/Local**

Please complete the section below for all State/Commonwealth/Province and Local Incentives. Organize your responses by specific jurisdictions. If there are different incentives for real estate sites, organize your response accordingly.

1. Tax Incentives - For each of the following, please provide the relevant percentage (e.g. a XX% investment credit or XX% reduction in real property taxes), maximum length of incentive (e.g. 10 year credit period or 20 year abatement period), eligibility requirements (e.g. what constitutes eligible investment under an investment credit), initial and on-going compliance obligations (such as prevailing wage requirements, annual reporting, etc.), any caps (annual and/or aggregate), carryforward (if any), refundability, transferability, and assignability (e.g. to members of an affiliated group).
  - a. Payroll withholding tax rebates/grants (existing or potential)
  - b. Job creation tax credits (existing or potential)
  - c. Investment tax credits (indicate whether investment by a developer, if any, would count)
  - d. Research and development tax credits and any other incentives available in connection with R&D activity conducted by or in conjunction with universities in the State/Commonwealth/Province.
  - e. Sales and use tax credits/exemptions or sharing agreements
  - f. Lodging tax, airport fees, etc. credits/exemptions or sharing agreements
  - g. Tax abatements of any type (indicate whether real, personal or both types of property are covered)
  - h. Millage/property tax rate reductions
  - i. Rate freezes and/or caps on income, business license and/or other taxes
  - j. Film tax credits
  - k. Tax incentives associated with the creation of an enterprise zone, development district or innovation zone
  - l. Other tax incentives not described above
2. Workforce Education, Training, and Relocation
  - a. Grants for workforce education, training, and relocation
  - b. Loans for workforce education, training, and relocation (no interest/low interest)
  - c. Reimbursements for workforce education, training, and relocation
  - d. Other workforce education, training, and relocation programs (including but not limited to internships and cooperative education programs linked to universities and technical schools)
3. Project and Infrastructure-Related

- a. Site acquisition and preparation assistance (discretionary grants and no interest/low interest loans)
  - b. Infrastructure acquisition and construction assistance (discretionary grants and no interest/low interest loans)
  - c. Temporary office space to accommodate immediate hiring during initial construction
  - d. State/Commonwealth/Province financing, including:
    - i. Forgivable loans
    - ii. No interest/low interest loans
    - iii. Credit enhancement
    - iv. Leases
    - v. Bond financing
  - e. Sustainability/renewable energy programs
  
  - f. Environmental mitigation/remediation assistance
  
  - g. Grant/cash matching incentives
  - h. Permitting fee discounts, abatements or waivers
  - i. Utility fee discounts, abatements or waivers
  - j. Impact or other development fee discounts, abatements or waivers
  - k. Other project or infrastructure-related incentives
4. Project manager / ombudsman to coordinate/expedite approvals.
  5. Other State/Commonwealth/Province Incentives
  6. Describe other incentives not addressed in Item 1, 2 or 3.