

**PCDC Economic Development Performance Agreement
Deal Points – 12/29/30**

WALKER Engineering Requirements

Year One:

- Invest one million eight hundred fifty dollars (\$1,850,000.00) in Capital improvements, personal property, and lease;
- Relocate or create a minimum of fifty (50) jobs with total average wage of forty-nine thousand dollars (\$49,000.00) plus medical benefits;
- Enter into a minimum five (5) year lease of a suitable building in the City ("the Facility");
- Obtain a Certificate of Occupancy from the City for the Facility;
- Meet all City rules for permitting and occupancy; and
- Provide PCDC with proof of its capital investment of one million eight hundred fifty dollars (\$1,850,000.00)

Year Two:

- Maintain residency and the lease agreement for the Facility;
- Maintain fifty (50) FTEs relocated or created in Year One and hire an additional twenty (20) FTEs with a total average wage of forty-nine thousand dollars (\$49,000.00) plus medical benefits

Year Three:

- Maintain residency and the lease agreement for the Facility;
- Maintain seventy (70) FTEs already established and hire additional twenty (20) FTEs with total average wage of forty-nine thousand dollars (\$49,000.00) plus medical benefits

Year Four:

- Maintain residency and the lease agreement for the Facility;
- Maintain ninety (90) FTEs and hire additional twenty (20) FTEs with total average wage of forty-nine thousand dollars (\$49,000.00) plus medical benefits

Year Five:

- Maintain residency and the lease agreement for the Facility;
- Maintain one hundred ten (110) FTEs and hire additional twenty (20) FTEs with total average wage of forty-nine thousand dollars (\$49,000.00) plus medical benefits.

PCDC Requirements:

- Provide Walker with a Relocation Grant of forty thousand dollars (\$40,000.00) to be paid out in four (4) equal payments of \$10,000 at the end of each Year so long as Walker meets the performance guarantees as stated above
- Coordinate with Texas Workforce Solutions to host job fairs for Walker as needed;
- Assist Walker in obtaining skill development funds and other state workforce grants to train new workforce;
- Upon request, provide a health and wellness seminar administered by Baylor Scott & White Hospital;
- Provide Walker a one-year, Executive Membership in the Pflugerville Chamber of Commerce
- All incentives are due and payable each year on or before September 30, provided that Walker has timely furnished proof of compliance and reports