

GT Distributors Deal Points

I. Year One:

- A. Invest \$11.2 MM in Capital investment to build or cause to be built their National Headquarters ("the Facility") and personal property;
- B. Relocate or create a minimum of 90 FTE jobs with an average wage of \$53,000 plus medical benefits;
- C. Meet all city rules for permitting and occupancy and obtain a Certificate of Occupancy for the Facility from the City of Pflugerville;
- D. Provide receipts for relocation, construction & equipment expenses that comprise GT's capital investment of \$11,200,000;
- E. Provide the Pflugerville Police Department with a ten percent (10%) discount on Uniforms, Body Armor, and Safariland Duty Gear, such discount being from the competitive bid (Buy Board) contract price currently used by the Police Department, and waive Buy Board shipping fees.
- F. Provide the Pflugerville Police Department with a five percent (5%) discount on ammunition currently provided through the Buy Board Contract, and waive Buy Board shipping fees.

2. Year Two:

- A. Maintain leasehold, operations, and residency in the City of Pflugerville;
- B. Maintain the 90 FTEs created in year one and add an additional five FTEs with an average wage of \$53K plus medical benefits.
- C. Provide the Pflugerville Police Department with a ten percent (10%) discount on Uniforms, Body Armor, and Safariland Duty Gear, such discount being from the competitive bid (Buy Board) contract price currently used by the Police Department, and waiving Buy Board shipping fees.
- D. Provide the Pflugerville Police Department with a five percent (5%) discount on ammunition currently provided through the Buy Board Contract.

3. Year Three:

- A. Maintain leasehold, operations, and residency in the City of Pflugerville;
- B. Maintain the 95 FTE jobs relocated and created in Years One and Two, and add an additional five FTEs with average wage of \$53K plus medical benefits.
- C. Provide the Pflugerville Police Department with a ten percent (10%) discount on Uniforms, Body Armor, and Safariland Duty Gear, such discount being from the competitive bid (Buy Board) contract price currently used by the Police Department, and waiving Buy Board shipping fees.
- D. Provide the Pflugerville Police Department with a five percent (5%) discount on ammunition currently provided through the Buy Board Contract.

4. Year Four:

- A. Maintain leasehold, operations, and residency in the City of Pflugerville;

- B. Maintain the 100 FTE jobs relocated and created in Years One, Two and Three, and add an additional five FTEs with an average wage of \$53K plus medical benefits.
- C. Provide the Pflugerville Police Department with a ten percent (10%) discount on Uniforms, Body Armor, and Safariland Duty Gear, such discount being from the competitive bid (Buy Board) contract price currently used by the Police Department, and waiving Buy Board shipping fees.
- D. Provide the Pflugerville Police Department with a five percent (5%) discount on ammunition currently provided through the Buy Board Contract.

5. Year 5:

- A. Maintain leasehold, operations, and residency in the City of Pflugerville;
- B. Maintain the 105 FTE jobs relocated and created in Years One, Two, Three, and Four and add an additional five FTEs with average wage of \$53K plus medical benefits.
- C. Provide the Pflugerville Police Department with a ten percent (10%) discount on Uniforms, Body Armor, and Safariland Duty Gear, such discount being from the competitive bid (Buy Board) contract price currently used by the Police Department, and waiving Buy Board shipping fees.
- D. Provide the Pflugerville Police Department with a five percent (5%) discount on ammunition currently provided through the Buy Board Contract.

PCDC Performance Requirements:

- (a) The PCDC covenants and agrees that while this EDPA is in effect and so long as GT is in full compliance with its obligations thereunder, the PCDC shall perform or accomplish the following:
 1. Upon satisfactory completion of GT's performance requirements for Year One (or Year Two as set out in Section 3(d), pay to GT a relocation grant of \$150,000.00.)
 2. Upon satisfactory completion of GT's performance requirements for Year Two, pay to GT an additional relocation grant of \$75,000.00.
 3. Upon satisfactory completion of GT's performance requirements for Year Three, pay to GT an additional relocation grant of \$75,000.00.
 4. Coordinate with Texas Workforce Solutions to host job fairs for GT as needed;
 5. Assist GT in obtaining skill development funds and other state workforce grants to train new workforce.
 6. Upon request from GT, provide a health and wellness seminar administered by Baylor Scott & White Hospital.
 7. Provide GT a one-year. Executive Membership in the Pflugerville Chamber of Commerce.