

Project Score

	Category 1 Score	
	Available	Achieved
Minimum Requirements	35	35
General Eligibility	10	10
Cost-Benefit Analysis	15	14
Community Benefits, Common	45	24
Community Benefits, Category Specific	30	19
Bonus Qualifiers	30	6
Totals	135	108
Project Score		80%

Business Expansion Program Incentive Matrix

Evaluation Criteria Scoring Standards- All Categories

SECTION MR. MINIMUM PROJECT REQUIREMENTS								
MINIMUM REQUIREMENTS:	Application Question #	Agreement Template #		Not Acceptable	Acceptable Threshold	Excellent Threshold	Points Available	Points Achieved
MR1	1A		But-For statement	No supporting evidence, or But-For is disproved by evidence of non-compete (posting of jobs in Austin, TX, media releases or information, or other evidence that would prove the company has already decided to make their investment in Austin.)	But-For statement provided and acceptable (proves credibly either a gap is filled or project addresses competitive position)		5	5
MR2	3A	1.1.01	Federal, state and local law and authorities compliant	No supporting evidence	Applicant has signed statement confirming compliance, or City determines plan and timeline for compliance.		5	5
MR3	4A	1.1.02	City Code compliant, including environmental	No supporting evidence	City Code compliance is met, including environmental		5	5
MR4	5A	1.1.03	MBE/WBE	No supporting evidence	Project compliant with MBE/WBE Ordinance		5	5
MR5	6A	1.1.05	Anti-Harassment/Anti-Discrimination	No supporting evidence	Firm provides written policies to support anti-harassment and anti-discrimination practices for business operations and work environment		5	5
MR6	7A	1.1.06	City of Austin Living Wage	No supporting evidence	Firm pays City Living Wage to the Austin-based employees		5	5
MR7	8A	1.1.07	Health Insurance	No supporting evidence	Firm provides company-sponsored health insurance benefits for all new full-time employees or proves facilitation of access to health insurance coverage for employees, and extends benefits to domestic partners		5	5
							35	35

SECTION 1. COST-BENEFIT ANALYSIS				Poor	Acceptable Threshold	Excellent Threshold	Points Available	Points Achieved
S1.01	Biz Exp WS		What is the fiscal impact of the project, considering construction and development costs, net new jobs additions, hiring timeline, wages, facility costs that impact water and electricity infrastructure, and other project-related financial information?		If positive net impact, minimum score = 10; Cat 2 score = 10		15	14

SECTION 2. COMMUNITY BENEFITS- GENERAL				Poor	Acceptable Threshold	Excellent Threshold	Points Available	Points Achieved
Talent Development							15	8

S2.01	4E, 13E, 1G	1.3.01.b	Does the firm offer a career ladder?	No supporting evidence	Career ladder for 40% or more of the workforce, including 25% of employees whose salary is below the median salary, excluding benefits, for the Project	Career ladder for 60% or more of the workforce, including all employees whose salary is below the median salary, excluding benefits, for the Project	2	1
S2.02	2C, 3E, 4E, 1G	1.3.01.d	Does the firm offer educational opportunities and training to its employees, such as upskilling and training workshops?	No supporting evidence	Yearly, employer-paid opportunities offered to 50% or more of employees below median salary, excluding benefits, for the Project	Yearly, employer-paid opportunities offered to 80% or more of employees below median salary, excluding benefits, for the Project	2	0
S2.03	2C, 3E, 4E, 1G	1.3.01.a	Does the firm offer entry-level talent development programs such as apprenticeships, paid internships, coop learning, work-study, etc.?	No supporting evidence	Informal program limited to occasional ad hoc opportunities	Formal program on an on-going basis	2	2
S2.04	2C, 3E, 4E, 1G	1.3.01.c	Does the firm collaborate or is the firm willing to commit to collaborate with local schools for talent pipeline development through programs that include recruitment, internships, apprenticeships, and education about opportunities in the industry?	No supporting evidence	Collaborates with one or more schools in Austin for recruitment, internships, apprenticeships, and education about opportunities in the industry	Has or will develop a pipeline program with one or more Title 1 schools in Austin	2	1
S2.05	2C, 3E, 4E, 1G	1.3.01.f	Does the firm partner and coordinate or is the firm willing to partner and coordinate with colleges and community colleges?	No supporting evidence	Firm participates routinely in job fairs/career exploration days sponsored by one or more local colleges/community colleges	Firm has an internship or related program (e.g., mentorship) with one or more local colleges and/or community colleges	2	1
S2.06	4E, 13E	1.3.01.g	Does the firm offer parental leave?	Firm adheres only to basic legal requirements under Federal law	Firm provides three or more weeks of paid parental leave	Firm provides six or more weeks of paid parental leave	2	2
S2.07	4E, 13E	1.3.01.h	Does the firm offer child care support?	Firm does not offer child care support	The company will provide subsidized child care for employees tied to a percentage of the worker's salary (equal to at least 5% of annual compensation).	The firm will subsidize off-site child care for employees tied to a percentage of the worker's salary equal to at least 10% of annual compensation.	1	0
S2.08	4E, 13E	1.3.01.e	Does the firm offer tuition reimbursement?	No supporting evidence	Firm offers tuition reimbursement limited to job related degree or training programs	Firm offers tuition reimbursement for job and non-job related degree and/or training programs	2	1
Diversity, Inclusion, & Equity / Hiring							15	12
S2.09	2E	1.3.02.a	Does the firm demonstrate diversity, inclusion, and equity at the executive level?	No supporting evidence	Firm tracks disproportionality across all stages of recruitment, compensation, and promotion processes	Firm meets 'Acceptable' criteria and has a planning process that incorporates these metrics	3	2

S2.10	2E	1.3.02.b	Does the firm demonstrate diversity, inclusion and equity in positions of leadership and management?	No supporting evidence	Firm surveys employees annually and summarizes the data in ways that identify diversity, inclusion, and equity based differences by manager/department	Firm surveys employees annually and managers/leadership are held accountable for diversity, inclusion, and equity related differences	3	3
S2.11	2E	1.3.02.c	Does the firm have policies or programs that enhance diversity, inclusion and equity across the workforce?	No supporting evidence	Firm has written policy that addresses diversity, inclusion and equity in hiring and workplace culture	Firm meets criteria for 'Acceptable' and mandatory training covering these areas, during work hours, for all new employees and ongoing at least bi-annually	3	2
S2.12	2E, 3E	1.3.02.e	Does the firm have, promote, and equitably support affinity groups?	No supporting evidence	Three or more affinity groups present but do not receive organizational support	Three or more affinity groups present and receive firm support in terms of paid time to meet and or financial support	3	3
S2.13	1E	1.3.02.f	Does the firm demonstrate recruitment and retention efforts that produce equity measures, provide pathways for underrepresented minorities, and reduce racial/gender disparities?	No supporting evidence	Firm has formal recruitment and retention programs/initiatives that use metrics to monitor results	Firm has formal recruitment and retention programs/initiatives that use metrics to monitor results and managerial/executive performance is tied to success	3	2
Neighborhood Connection / Civic Engagement							15	4
S2.14	3E	1.3.03.b	Does the project create jobs for workers who reside in underserved neighborhoods, districts or communities?	Fewer than 50% fo the employees in New Full-time Jobs reside in underserved neighborhoods, districts or communities.	At least 50% fo the employees in New Full-time Jobs reside in underserved neighborhoods, districts or communities.	At least 75% fo the employees in New Full-time Jobs reside in underserved neighborhoods, districts or communities.	3	0
S2.15	3E, 11E, 11E1	1.3.03.c	Does the project create a new retail storefront or service that provides affordable goods or services to one or more underserved neighborhoods, districts or communities?	The Project creates no new retail storefront or service that provides affordable goods or services to one or more underserved neighborhoods, districts, or communities.	The Project creates a new retail storefront or service that provides affordable goods or services to one or more underserved neighborhoods, districts, or communities.	The Project creates a new retail storefront or service that provides affordable goods or services with enhanced affordable product delivery measures to one or more underserved neighborhoods, districts, or communities.	2	0
S2.16	2C, 3E, 4E	1.3.03.d	Will the company offer annual training opportunities to to residents of underserved neighborhoods, districts, or communities who are interested in obtaining jobs in the Company's industry?	No supporting evidence	The Company will provide training, at least annually, to residents of underserved neighborhoods, districts, or communities who are interested in obtaining jobs in the Company's industry.	The Company provides training, at least bi-annually, to residents of underserved neighborhoods, districts, or communities who are interested in obtaining jobs in the Company's industry.	3	2

S2.17	3E	1.3.03.e	If the project is located in an underserved neighborhood, district, or community, does the project deliver or integrate workforce housing development that includes communal green space and parks?	No supporting evidence	Project delivers or integrates workforce housing development <u>or</u> communal green space and parks	Project delivers or integrates workforce housing development <u>and</u> communal green space and parks	2	0
S2.18	3E, 5E	1.3.03.f	Will the firm create and actively encourage its employees to participate in volunteer opportunities that benefit residents of underserved neighborhoods, districts or communities?	No supporting evidence	The Company will incentivize its employees to volunteer annually for job training and employment outreach opportunities offered to residents of underserved neighborhoods, districts, or communities.	the Company will incentivize its employees to volunteer annually for job training and employment outreach opportunities offered to residents of underserved neighborhoods, districts, or communities and the Company provides significant resources to providing employment training opportunities to such residents.	3	2
S2.19	3E	1.3.03.g	Is the firm willing to commit to participating in local arts and culture organizations, and/or other initiatives that amplify Austin's neighborhood culture?	No supporting evidence	Firm currently provides financial or other support to artists, and/or arts and culture organizations or related initiatives	Firm meets 'Acceptable' criteria and will expand this support	1	0
S2.20	3E	1.3.04	Does the firm take steps to inform and allow employees to take paid time off to vote in elections?	No supporting evidence	Paid time off policy in place	Paid time off policy in place and firm actively communicates the policy and how to take advantage of it during all election cycles	1	0

Subtotal, Common Community Benefits

45

24

Business Expansion Program Incentive Matrix
Evaluation Criteria Scoring Standards - Category 1

CATEGORY MINIMUM REQUIREMENTS

Reference Number	Application Question #	Agreement Template §#	General Eligibility	Poor	Acceptable Threshold	Points Available	Points Achieved
C1.MR.01	10A, 11A		Does the firm have a registered and operational location within the City of Austin?	No registered or operational location within the City of Austin	The Firm has a registered and/or operational location within the City of Austin limits.	5	5
C1.MR.02	10A, 11A, 14A	Cat 1, Joint 1-2: 1.2.01	Does the firm offer at least 5 full-time jobs that employ Austin residents?	Less than 5 jobs created	5 minimum jobs created	5	5

Point Sub-totals 10 10

Reference Number	Application Question #	Agreement Template §#	Local Partnerships	Poor	Acceptable Threshold	Excellent Threshold	Points Available	Points Achieved
C1.S3.02	5E	Cat 1, 3, Joint: 1.3.05.a	Does the firm partner and/or engage with local groups, non-profits, schools and small businesses to align with local values and needs?	No partnerships or ongoing engagements with local groups, non-profits, schools or small businesses.	Firm provides sponsorships or incentivizes employees to volunteer for local groups, non-profits, or schools on an ongoing basis.	In addition to meeting "Acceptable" criteria, firm is an active participant in local groups and devotes significant firm resources, including both time and funding, to support local groups, non-profits, schools, and small businesses that align with local values and needs, such as firm executives have permanent seats on local non-profit boards; firm offers a local grant program for non-profits; firm has program to allow employees to volunteer during work time and with compensation on an ongoing basis; firm provides volunteer hours and sponsorship dollars to local events for non-profits or small businesses each year.	3.5	3.5

C1.S3.03	3E, 5E	Cat 1, 3, Joint: 1.3.05.b	Do the firm's local partnerships enhance relationships with local organizations and support local culture?	No relationships or partnerships with local organizations	Relationships, partnerships demonstrate support of locally focused issues and cultural enhancement.	Demonstrates relationships, partnerships and financial support of locally focused issues and cultural enhancement, such as financial support of cultural heritage organizations.	3.5	3.5
C1.S3.04	2E	Cat 1, 3, Joint: 1.3.05.c	Does the firm promote industry diversity, encourage entrepreneurship and support small businesses through collaboration and partnership?	No initiatives to promote diversity within industry	Firm has policies or programs that promote industry diversity.	Firm is an industry leader in promoting industry diversity.	1	0
				No programs to engage with small businesses	Firm has policies in place that commit to providing procurement opportunities to small businesses.	Firm has policies in place that commit to a percentage of procurement from small businesses	1	
				No programs to engage with entrepreneurs	Firm has policies that support entrepreneurship.	Firm has policies in place that support entrepreneurship, such as an entrepreneur-in-residence program or co-locating with and investing in an accelerator program.	1	0.5
Point Sub-totals							10	7.5
Reference Number	Application Question #	Agreement Template §#	Sustainable Business Practices	Poor	Acceptable Threshold	Excellent Threshold	Points Available	Points Achieved

C1.S3.05	6E	Cat 1, 3, Joint: 1.3.06.a	Does the firm have zero waste and resource recovery initiatives such as recycling and/or reuse programs?	The firm does not offer recycling and organics diversion at all facilities to all employees, customers, and tenants. The firm has no policies or programs to promote zero waste beyond meeting the minimum requirements of the Universal Recycling Ordinance.	The firm offers recycling and organics diversion at all facilities to all employees, customers, and tenants. The firm has implemented several practices or policies to support zero waste beyond the minimum requirements of the Universal Recycling Ordinance.	The firm has a diversion rate above 75% (excluding diversion to waste to energy), AND either 1) Is an active participant in reuse programs such as the Austin Materials Marketplace or has other innovative initiatives to divert surplus and byproduct materials, or 2) offers recycling and organics diversion at all facilities to all employees, tenants, and customers.	2	0
C1.S3.06	6E	Cat 1, 3, Joint: 1.3.06.b	Do the firm's operations move the community closer to net zero greenhouse gas emissions goal and are they in line with the reductions mandated in the climate plan (25% reduction every 10 years), and getting to net zero carbon emissions by 2050?	The firm's operations are not in line with the reductions mandated in the Community Climate Plan.	The firm is eligible for and commits to joining the Austin Green Business Leaders, and scores at least an 13/22 (or 60%) on the Transportation section and at least 16/27 (or 60%) on the Energy section.	The firm is eligible for and commits to joining the Austin Green Business Leaders, and scores at least an 19/22 (or 85%) on the Transportation section and at least 23/27 (or 85%) on the Energy section.	2	0

C1.S3.07	6E	Cat 1, 3, Joint: 1.3.06.c	Is the firm actively engaged in environmentally friendly and sustainability-focused business operations that lower vulnerability to drought and flood risks?	The firm has no active engagement in environmentally friendly and sustainability-focused business operations that lower vulnerability to drought and flood risks. The facility only meets baseline city requirements relating to water efficiency, conservation and reuse	The firm has an active water conservation program, including that the facility shall maximize all water efficiency credits within the LEED or Austin Energy Green Building rating systems and installing/using systems not required under city code and ordinance as well as participation in related city conservation and sustainability programs such as AEGB and Green Business Leader. If the project includes construction with new impervious cover, the firm has used green infrastructure and permeable materials where possible and invested in storm water detention and water quality ponds that exceed minimum standards.	For industrial/manufacturing projects and office projects: In addition to meeting the "acceptable" criteria the facility shall be designed and constructed to capture available sources of auxiliary water including, but not limited to, rainwater collection, chiller condensate, gray water, stormwater and onsite treated wastewater or municipal treated wastewater (reclaimed water) supplied by Austin Water. Auxiliary water shall be used as the primary source for non-potable uses such as irrigation, water features, washing and toilet flushing. Any landscaping shall be native and drought tolerant landscapes shall also be used. Potable water shall only be used as a backup supply if the primary sources are depleted.	2	0
C1.S3.08	6E	Cat 1, 3, Joint: 1.3.06.d	Does the firm or is the firm willing to commit to participate in the City of Austin's Mobility Plan?	The firm is not implementing any strategies in the Austin Strategic Mobility Plan - TDM employer section (see employer strategies tab)	The firm is implementing three "easy" strategies and one additional "moderate" or "hard" strategy (see employer strategies tab)	The firm is implementing four "easy" strategies and two additional "moderate" or "hard" strategy (see employer strategies tab)	2	0

C1.S3.09	6E	Cat 1, 3, Joint: 1.3.06.e	Does the firm have a disaster or emergency preparation plan?	The firm has no disaster or emergency preparation plan.	The firm has a disaster or emergency preparation plan.	The firm has a disaster or emergency preparation plan that it updates on a regular schedule, regularly completes table top exercises of the plan, regularly informs employees about disaster readiness tips for home and work, and has invested in infrastructure and other resources necessary to resume critical operations in accordance with its plan.	1	0.5
C1.S3.10	6E	Cat 1, 3, Joint: 1.3.06.f	Does the firm encourage its employees to participate in sustainability measures?	The firm has no programs to encourage its employees to participate in sustainability measures.	The firm has a green team that implements sustainability actions in the work place and the firm regularly communicates with employees about how sustainable practices at work and home.	In addition to meeting "Acceptable" criteria, the firm supports its green team with sufficient funding, provides training on sustainability to new employees during on-boarding, and provides incentives for employees who take sustainable actions, such as bonuses for employees who recommend or implement emissions-savings strategies and/or financial incentive for employees who use alternative transportation to get to and from work.	1	1
Point Sub-totals							10	1.5
Point Totals							30	19

Business Expansion Program Incentive Matrix
 Evaluation Criteria Scoring Standards- Bonuses

SECTION 4. BONUS QUALIFIERS

Reference Number	Application Question #	Agreement Template #	Bonus Qualifier	Definition	Points Available	Points Scored
B.01	1F		The company is in a targeted industry, as identified by the City of Austin.		1	1
B.02	1A, Inquiry Form		The primary business activity of the project is defined as manufacturing.		2	2
B.03	1A, Inquiry Form		The company is involved in a leading edge technology.		2	0
B.04A	2F, Biz Exp WS		The company has fewer than 500 employees worldwide.		1	0
B.04B	Biz Exp WS		The company has fewer than 50 employees worldwide.		2	0
B.05	9E, 9E1	1.4.03	The company is in a lower wage sector but chooses to pay their employees above the City living wage. This is not a bonus for Joint Projects.	See other def	2	0
B.06	7E, 7E1	Cat 1, 3, Joint: 1.4.01 and 1.4.02	The company is cooperatively owned, managed, has a democratic form of representation for their workforce, or builds their projects using workers that have democratic forms of representation in their workplace. This is not a bonus for Joint Projects.		2	0
B.07	3F, 3F1	1.4.04	The company will (or already has) participated in the Human Rights Campaign Corporate Quality Index and received a favorable score above 80% and is actively taking measures to achieve a score of 100% before the term of the incentive agreement is complete.		1	0
B.08	4F	1.4.05	The company will locate outside Austin's downtown in a high frequency transit corridor, Transit Oriented Development, or Regional Center, Town Center, Job Center or Neighborhood Center identified in the Growth Concept Map in the Imagine Austin Plan, and/or locate within 1/4 mile of a rail or bus stop that is accessible by safe pedestrian and bicycle routes. • Core transit corridors: https://data.austintexas.gov/Locations-and-Maps/Core-Transit-Corridors/g4jr-h8r2 • High frequency transit network: https://www.capmetro.org/uploadedFiles/New2016/Plan_Your_Trip/Schedules_and_Maps/HighFrequencyMap_January2019.pdf • Imagine Austin centers: http://www.arcgis.com/apps/webappviewer/index.html?id=3c602527fd7146129d14aad9db223959 • Transit-oriented development: http://www.arcgis.com/home/webmap/viewer.html?useExisting=1&layers=d218b9d2ea854979aac6e752d624cb92 • CapMetro maps: https://capmetro.org/schedmap/		1	0
B.09	3C	1.4.06.a-i	The company will incentivize employees use of alternative transportation modes through Transportation Demand Management strategies such as carpooling, flextime work schedules, and subsidizing transit costs for employees	Company receives one bonus point for each "moderate" or "hard" strategy implemented (see employer strategies tab)	2	1
B.10	6F	1.4.08	The company's development, if applicable, scores above a 9 out of 12 on the City of Austin's Carbon Impact Statement.		1	0
B.11	5F	1.4.07	The company will commit to obtaining LEED certification silver or above for construction development of the project, if applicable.		1	0

SECTION 4. BONUS QUALIFIERS						
Reference Number	Application Question #	Agreement Template \$#	Bonus Qualifier	Definition	Points Available	Points Scored
B.12	6E	1.4.09	The company operations involve the use of waste or discarded material as a primary feedstock and will reuse, repair, remanufacture, or recycle that material, or otherwise enable the diversion of a waste material from the landfill/incineration through its core business activities.		2	2
B.13	8F, 8F1	1.4.10	At least 2% of any new construction budget is dedicated to procurement of art from local artists or arts organizations, in the form of public art integrated into the built environment of the facility or property, or exhibited inside the facility, or both.		1	0
B.14	8F, 8F1	1.4.11	The company will create a program that operates on a permanent, ongoing and regular basis that engages members of the local music and arts community to enrich the working environment for its employees, such as workplace concerts, performances, purchases, promotion programs, etc.	The company has or will create a program as described that operates on a permanent, ongoing and regular basis.	1	0
B.15	9F, 9F2	1.4.12	The company will provide an on-site day care facility for employees, and/or provide subsidized daycare for employees.		1	0
B.16	9F1	1.4.13	The company will provide an on-site child care facility that is open to the public.		2	0
B.17	13F				1	0
B.18	15F		State economic development funds are available for the project.		0	0
B.19	1C,	1.4.14	The company will generate 100 or more new, full-time jobs.		0	0
B.20	1C	1.4.15	The company will generate 500 or more new, full-time jobs.		0	0
B.21	16F1	1.4.16	The company will fill at least 75% of new, full-time jobs with City of Austin residents.		2	0
B.22	2G	1.4.17	The company will offer workforce housing support or an annual stipend program to help alleviate the rising cost of living burden on employees, especially those below the Company's median salary. This is not a bonus for Joint Projects since the stipend is subsidized by the City.		2	0
Totals					30	6