

<u>POINTS</u>	<u>PILOT TERM</u>	<p>The Memphis/Shelby County Industrial Development Board has the discretion to award bonus points for special circumstances.</p>
30 or fewer	Not Eligible	<p>(Special Circumstances points should not exceed 25% of the Matrix Score)</p>
31 – 40 41 – 50 51 – 60	Three (3) years Four (4) years Five (5) years	<p>1. Targeted industries (based on the Memphis ED Plan)</p> <ul style="list-style-type: none"> - Biomedical (research and manufacturing) - Electronics (assembly, repair and manufacturing) - Manufacturing - Information Technology - Logistics, Music and Film, Tourism
61 – 70 71 – 80 81 – 90 91 – 100	Six (6) years Seven (7) years Eight (8) years Nine (9) years	<p>2. Regional, District, National, or International Corporate Headquarters up to 5 points</p> <p>3. Fortune 500/Global 1,000 companies, or Nationally Recognized Industry Leader up to 5 points</p>
101- 110 111 – 120 121 – 130 131 – 140 141 – 150	Ten (10) years Eleven (11) years Twelve (12) years Thirteen (13) years Fourteen (14) years	<p>4. Major Employers (employing 500+ jobs in Shelby County) up to 5 points</p>
151 or greater	Fifteen (15) years	<p>5. Minority/Women-owned Business up to 5 points</p> <p>6. Benefit to Cost Ratio Exceeds 3 to 1 up to 20 points</p> <p>Benefit to Cost Ratio Must Exceed 1 to 1 after any special circumstance points are considered.</p>
	Maximum	Fifteen (15) year maximum

III. Special Incentives

The length of the PILOT agreement may be extended beyond the number of years indicated by the matrix for projects that meet the criteria for any of the special initiatives listed below. However, the PILOT term can not be extended beyond 15 years, and the benefit to cost ratio must still exceed one to one when any special incentives are applied.

- **Leadership in Energy Environmental Design (LEED) Certification**

<u>Level of Certification</u>	<u>Potential PILOT Extension</u>
Certified or Silver	1 year
Gold or Platinum	2 years

As an alternative to obtaining LEED Certification, a company may submit an Environmental Commitment Plan. If that Plan clearly shows performance in at least 2 out of 6 key areas of sustainability as defined in the Shelby County IDB PILOT Program Overview, a 1 year extension of the PILOT may be granted.

- **Prisoner Re-entry Program (hiring through a city, county or state-approved re-entry plan)**

<u>Number of Employees</u>	<u>Potential PILOT Extension</u>
5-15	1 year
16-29	2 years
30 or more	3 years

- **Diversity Plan**

For a diversity plan that significantly exceeds the basic requirements and goals established by Memphis Shelby County IDB Diversity Program and outlined in the Program Overview, a PILOT may be extended 1 or 2 years. The company must fulfill the diversity plan during the initial PILOT term to receive the extension.

IV. The PILOT payment is based on 10% (for the City of Memphis) and 25% (for Shelby County) of the ordinary taxes on Personal Property and the improved value of the Real Property as provided in the PILOT Lease Agreement. The remaining 90% and 75%, respectively, are forgone by the city and county as an incentive for meeting the PILOT program criteria.

V. Fees for the PILOT agreement will be applied as outlined in the Memphis Shelby County IDB PILOT Program Overview.