



# CITY OF PLANO COUNCIL AGENDA ITEM

<b>CITY SECRETARY'S USE ONLY</b>				
<input type="checkbox"/> Consent <input type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		09/23/13		
Department:		Economic Development		
Department Head		Sally Bane		
Agenda Coordinator (include phone #): <b>Linda Thomason x8301</b>				
<b>CAPTION</b>				
A Resolution of the City Council of the City of Plano, Texas, approving the terms and conditions of an Economic Development Incentive Agreement by and between United Services Automobile Association, a Texas reciprocal inter-insurance exchange, and the City of Plano, Texas; authorizing its execution by the City Manager or his authorized designee; and providing an effective date.				
<b>FINANCIAL SUMMARY</b>				
<input type="checkbox"/> NOT APPLICABLE <input checked="" type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR:	<b>2014-15 through 2024- 25</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>
		<b>TOTALS</b>		
Budget		0	25,101,057	0
Encumbered/Expended Amount		0	-2,205,448	-12,835,350
This Item		0	-494,000	0
BALANCE		0	22,401,609	-12,835,350
<b>FUND(S): ECONOMIC DEVELOPMENT INCENTIVE FUND</b>				
<b>COMMENTS:</b> Strategic Plan Goal: Providing economic development incentives related to the City's goal of Strong Local Economy.				
<b>SUMMARY OF ITEM</b>				
A request from United Services Automobile Association to locate its business and commercial activities, thereby generating additional local sales tax revenues and increasing ad valorem tax values to the City. United Services Automobile Association agrees to occupy at least 238,000 square feet of office space by 12/31/14 and transfer or create up to 494 Job Equivalents at 5601 Legacy Drive and 7300 Parkwood by 12/31/16.				
List of Supporting Documents:			Other Departments, Boards, Commissions or Agencies	
Resolution				
Economic Development Incentive Agreement				

**A Resolution of the City Council of the City of Plano, Texas, approving the terms and conditions of an Economic Development Incentive Agreement by and between United Services Automobile Association, a Texas reciprocal inter-insurance exchange, and the City of Plano, Texas; authorizing its execution by the City Manager or his authorized designee; and providing an effective date.**

**WHEREAS**, the City Council has been presented a proposed Economic Development Incentive Agreement by and between United Services Automobile Association and the City of Plano, Texas, a substantial copy of which is attached hereto as Exhibit "A" and incorporated herein by reference (hereinafter called "Agreement"); and

**WHEREAS**, upon full review and consideration of the Agreement, and all matters attendant and related thereto, the City Council is of the opinion that the terms and conditions thereof should be approved, and that the City Manager or his authorized designee shall be authorized to execute it on behalf of the City of Plano.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PLANO, TEXAS, THAT:**

**Section I.** The terms and conditions of the Agreement, having been reviewed by the City Council of the City of Plano and found to be acceptable and in the best interests of the City of Plano and its citizens, are hereby in all things approved.

**Section II.** The City Manager or his authorized designee is hereby authorized to execute the Agreement and all other documents in connection therewith on behalf of the City of Plano, substantially according to the terms and conditions set forth in the Agreement.

**Section III.** This Resolution shall become effective immediately upon its passage.

**DULY PASSED AND APPROVED** this the 23rd day of September, 2013.

\_\_\_\_\_  
Harry LaRosiliere, MAYOR

ATTEST:

\_\_\_\_\_  
Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

\_\_\_\_\_  
Diane C. Wetherbee, CITY ATTORNEY

## **ECONOMIC DEVELOPMENT INCENTIVE AGREEMENT**

This Economic Development Incentive Agreement (“Agreement”) is made by and between the City of Plano, Texas (the “City”), and United Services Automobile Association, a Texas reciprocal inter-insurance exchange (“Company”), acting by and through their respective authorized officers and representatives.

### **WITNESSETH:**

**WHEREAS**, Company is engaged in the business of providing insurance, banking and investment and retirement products and services to approximately 9.8 million current and former members of the U.S. military and their families and plans to add Fifteen Million Dollars (\$15,000,000) of Real Property improvements and Five Million Five Hundred Thousand Dollars (\$5,500,000) of Business Personalty property on the Real Property; and

**WHEREAS**, Company agrees to occupy at least 238,000 gross square feet of office space and transfer or create up to 494 Job Equivalents to be located on the Real Property for the term of this Agreement; and

**WHEREAS**, the Company has advised the City that a contributing factor that would induce the Company to relocate and expand its business and commercial activities in the City, thereby generating additional local sales tax revenues and increasing ad valorem tax values for the City, would be an agreement by the City to provide an economic development grant to the Company; and

**WHEREAS**, the Council finds that the occupancy of at least 238,000 gross square feet of office space and the creation or transfer of up to 494 Job Equivalents within the City will promote economic development, stimulate commercial activity and enhance the tax base and economic vitality of the City; and

**WHEREAS**, the City has adopted programs for promoting economic development; and

**WHEREAS**, the City is authorized by TEX. LOC. GOV'T CODE §380.001 *et seq.* to provide economic development grants to promote local economic development and to stimulate business and commercial activity in the City; and

**WHEREAS**, the City has determined that making an economic development grant to the Company in accordance with the terms and conditions set forth in this Agreement will further the objectives of the City, will benefit the City and its citizens and will promote local economic development and stimulate business and commercial activity in the City.

**NOW THEREFORE**, in consideration of the foregoing and the premises, mutual covenants and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties, intending to be legally bound, hereby covenant and agree as follows:

## **Article I**

### **Definitions**

For purposes of this Agreement, each of the following terms shall have the meaning set forth herein unless the context clearly indicates otherwise:

“Company” shall mean United Services Automobile Association, a Texas reciprocal inter-insurance exchange.

“Contract Job Equivalent” shall mean one or more third party employees, whether individual or combined with other third party employees, who are located at the Real Property and each Contract Job Equivalent is paid for a minimum of 2080 hours annually as evidenced by Company records maintained in its Enterprise Project Management System or in an equivalent employee time tracking software system maintained by Company if the Company discontinues use of the Enterprise Project Management System during the term of this Agreement.

“Effective Date” shall mean the last date on which all of the parties hereto have executed this Agreement.

“Event of Force Majeure” shall mean any contingency or cause beyond the reasonable control of a party including, without limitation, acts of God or the public enemy, war, riot, civil commotion, insurrection, government or de facto governmental action (unless caused by the intentionally wrongful acts or omissions of the party), fires, explosions or floods, strikes, slowdowns or work stoppages any of which event(s) directly and significantly impact the Company’s operations in the City. An economic downturn shall not constitute an Event of Force Majeure.

“Full-Time Job Equivalent” shall mean one or more Company employees, whether individual or combined with other employees, who are located at the Real Property and each Full-Time Job Equivalent is paid for a minimum of 2080 hours annually and issued an Internal Revenue Service W-2 form by the Company.

“Job Equivalent” shall collectively mean either Full-Time Job Equivalent, Contract Job Equivalent or a combination of both as each term is defined above.

“Real Property” or “Property” shall mean 5601 Legacy Drive, Plano, Texas 75024 and 7300 Parkwood Boulevard, Plano, Texas 75024.

## **Article II Term**

The term of this Agreement shall begin on the Effective Date and continue until December 31, 2024, unless sooner terminated as provided herein.

## **Article III Obligations of Company**

In consideration for the grant of public funds as set forth in Section 4.01 below, the Company agrees to perform the following:

(a) On or before December 31, 2014, occupy the office space on the Real Property throughout the term of the Agreement; and

(b) By December 31, 2014, Company shall create or transfer at least 125 Job Equivalents, which shall include no more than 30 Contract Job Equivalents, and shall maintain those Job Equivalents on the Real Property throughout the Agreement; and

(c) By December 31, 2015, Company may create or transfer up to an additional 173 Job Equivalents, which shall include no more than 60 additional Contract Job Equivalents, and shall maintain those Job Equivalents on the Real Property throughout the Agreement; and

(d) By December 31, 2016, and subject to at least the maximum amount of Job Equivalents being added and maintained by Company pursuant to Article III, Sections (b) and (c) herein, Company may create or transfer up to an additional 196 Job Equivalents, which shall include no more than 60 additional Contract Job Equivalents, and shall maintain those Job Equivalents on the Real Property throughout the Agreement; and

(e) Use reasonable efforts to place all Company-managed hotel room nights, related to the Company's business activities, at facilities located in the City of Plano.

(f) Use reasonable efforts to relocate all transferred Job Equivalents to residential units within the City of Plano.

## **Article IV Economic Development Grant**

4.01 **Grant.** The City agrees to provide the Company a cash grant of up to Four Hundred Ninety Four Thousand Dollars (\$494,000) as long as Company meets each of the obligations set out in Article III above and complies with the certification schedule and requirements set out in Section 4.02 below.

4.02 **Grant Payment Requirements and Schedule.** Except as otherwise indicated, the Company shall be entitled to the grant award in accordance with the following requirements and schedule:

(a) By December 31, 2014, Company shall occupy the office space at the Real Property and transfer or create at least 125 Job Equivalents, which shall include no more than 30 Contract Job Equivalents, to the Real Property to be eligible to receive an initial grant payment of One Hundred Twenty Five Thousand Dollars (\$125,000). The payment will not be pro-rated. **Company must submit the Initial Certification form attached hereto as Exhibit “A” certifying compliance with the obligations set forth in Article III (a), (b), (e) and (f) not later than March 30, 2015. A failure to provide this form by that date is an event of default and, if not cured, results in an immediate and complete forfeiture of the entire grant.**

City will make the payment within thirty (30) days of receipt of the initial certification unless the City reasonably objects to the certification.

(b) By December 31, 2015, Company may add up to 173 Job Equivalents, which shall include no more than 60 Contract Job Equivalents, in addition to the Job Equivalents required in Article III, Section (b) above for a total maximum number of 298 Job Equivalents, which shall include no more than 90 total Contract Job Equivalents, at the Real Property to be eligible to receive a second grant payment of up to One Hundred Seventy Three Thousand Dollars (\$173,000) which may be pro-rated at One Thousand Dollars (\$1,000) for each Job Equivalent up to the maximum amount allowed herein. **Company must submit the Annual Certification form attached hereto as Exhibit “B” as required by Section 4.02(d) below certifying the number of Job Equivalents added pursuant to Article III (c) and compliance with Article III (a), (b), (e) and (f) not later than January 31, 2016 to be eligible for the second grant payment. A failure to provide this form by that date is an event of default and, if not cured, results in an immediate and complete forfeiture of the remaining grants available under Sections 4.02(b) and (c) herein and invokes the City’s right to a full refund, including damages, as set out in Section 4.03 below.**

City will make the payment within thirty (30) days of receipt of the January 31, 2016 annual certification if Company qualifies for a second grant payment pursuant to this Section 4.02(b) herein unless the City reasonably objects to the certification. In no event will the City make the second grant payment prior to January 31, 2016.

(c) By December 31, 2016 and subject to the Company adding and maintaining the maximum number of Job Equivalents pursuant to Sections 4.02(a) and (b) herein, Company may add up to 196 additional Job Equivalents, which shall include no more than 60 additional Contract Job Equivalents for a total maximum number of 494 Job Equivalents, which shall include no more than 150 total Contract Job Equivalents, at the Real Property to be eligible to receive a third grant payment of up to One Hundred Ninety Six Thousand Dollars (\$196,000) which may be pro-rated at One Thousand Dollars (\$1,000) for each Job Equivalent up to the maximum amount allowed herein. **Company must submit the Annual Certification form attached hereto as Exhibit “B” as required by Section 4.02(d) below certifying the number of Job Equivalents added pursuant to Article III (d) and compliance with Article III (a), (b), (c), (e) and (f) not later than January 31, 2017 to be eligible for the third grant payment. A failure to provide this form by that date is an event of default and, if not**

**cured, results in an immediate and complete forfeiture of the remaining grant and invokes the City's right to a full refund, including damages, as set out in Section 4.03 below.**

City will make the payment within thirty (30) days of receipt of the January 31, 2017 annual certification if Company qualifies for a third grant payment pursuant to this Section 4.02(c) herein unless the City reasonably objects to the certification. In no event will the City make the third grant payment prior to January 31, 2017.

(d) Beginning January 31, 2016, Company must submit an annual certification on the form attached hereto as Exhibit "B" not later than January 31 of each year for the duration of this Agreement certifying compliance with all of the applicable obligations set out in Article III above. A failure to file the annual certification by the January 31 deadline during the remaining years of the Agreement shall be an event of default and, if not cured, results in the City's right to a full refund, including damages, as set out in Section 4.03.

(e) All certifications must be executed by a representative of the Company authorized to bind the Company to the Agreement.

#### 4.03 **Refund/Default.**

(a) If the Company fails to meet the required number of Full-Time Job Equivalents for more than 180 consecutive days and/or the required number of Contract Job Equivalents for more than 90 consecutive days at any time during the term of this Agreement and the loss is not the result of an Event of Force Majeure, the Company shall refund to the City an amount equal to One Thousand Dollars (\$1,000) for each lost Job Equivalent.

For the purposes of determining whether the City is due a refund under this section, the Company shall certify to the City as set out in Section 4.02 above the actual number of Job Equivalents at the Real Property for the compliance period using the form attached as Exhibit "B". The Company can transition a Contract Job Equivalent into a Full-Time Job Equivalent during the term of this Agreement. Likewise, the Company can transition a Full-Time Job Equivalent into a Contract Job Equivalent as long as the maximum number of Contract Job Equivalents allowed herein is not exceeded at any time during the term of the Agreement. A failure to make the refund payment prior to or at the time of filing certification shall constitute an event of default. If a refund has been paid for one or more Job Equivalent(s), Company is not entitled to any future payment for that lost Job Equivalent(s) notwithstanding that it subsequently complies with the Job Equivalent requirements of this Agreement at a later date.

(b) If the Company defaults on the payment of any refund or fails to timely provide any certification as required by Section 4.02, the full amount of the entire grant paid shall be refunded by Company to the City. City may use any efforts to collect such sums owed and Company agrees to pay any and all interest, and expenses, including attorney fees and costs incurred by City. This obligation shall survive termination of this Agreement.

(c) City agrees that with respect to this Agreement, no liability shall arise in favor of City as against any officer, director, member, agent or employee of Company, but City

shall look solely to the assets of Company for satisfaction of Company's duties, obligations and liabilities arising under or in connection with this Agreement.

(d) At any time during the term of this Agreement the Company is convicted of a violation under 8 U.S.C. Section 1324a(f) regarding the unlawful employment of undocumented workers, it shall reimburse the City all grant funds paid pursuant to this Agreement together with interest charged from the date of payment of the funds at the statutory rate for delinquent taxes as determined by V.T.C.A., Tax Code § 33.01, but without the addition of penalty. Repayment of grant funds and interest shall be due not later than 120 days after the date the City notifies the Company of the conviction.

## **Article V Termination**

5.01 **Events of Termination.** This Agreement terminates upon any one or more of the following:

(a) By expiration of the term and where no defaults have occurred; or

(b) If a party defaults or breaches any of the terms or conditions of this Agreement and such default or breach is not cured within thirty (30) days after written notice thereof by the non-defaulting party unless a longer period is provided. Any default under this provision and right to recover any claims, refunds, damages and/or expenses shall survive the termination of the Agreement.

The City Manager is authorized on behalf of the City to send notice of default and to terminate this Agreement for any default that is not cured.

5.02 **Effect of Termination/Survival of Obligations.** The rights, responsibilities and liabilities of the parties under this Agreement shall be extinguished upon the applicable effective date of termination of this Agreement, except for any obligations or default(s) that existed prior to such termination or as otherwise provided herein and those liabilities and obligations shall survive the termination of this Agreement, including the refund provision, maintenance of records, and access thereto.

## **Article VI Retention and Accessibility of Records**

6.01 Company shall maintain the fiscal records and supporting documentation for expenditures of funds associated with this Agreement. Company shall retain such records, and any supporting documentation for the greater of:

(a) Five (5) years from the end of each annual certification as required by Sections 4.02(a), (b), (c) and (d) above; or

(b) The period required by other applicable laws and regulations.

6.02 Company gives City, its designee, or any of their duly authorized representatives, access to and the right to examine relevant books, accounts, records, audit reports, reports, files, documents, written or photographic material, videotape and other papers, things, or personal and Real Property belonging to or in use by Company pertaining to the Economic Development Program Grant (the "Records") upon receipt of ten (10) business days written notice from the City. The City's access to Company's books and records will be limited to information needed to verify that Company is and has been complying with the terms of this Agreement. Any information that is not required by law to be made public shall be kept confidential by City. In no event shall City's access to Company's Records include any access to any personal and/or medical data of any employees of Company except to confirm payroll information compliance for Job Equivalents. Company shall not be required to disclose to the City any information that by law Company is required to keep confidential. Should any good faith dispute or question arise as to the validity of the data provided, the City reserves the right to require Company to obtain an independent firm to verify the information. This certified statement by an independent firm shall be provided at the sole cost of Company. The rights to access the Records shall terminate five (5) years after the termination or expiration of the retention period pursuant to Sections 6.01(a) or (b) above as applicable. Failure to provide reasonable access to the Records to authorized City representatives shall give the City the right to suspend or terminate this Agreement as provided for in Section 5.01 above, or any portion thereof, for reason of default. All Records shall be retained by Company for a period of five (5) years after all performance requirements are achieved for audit purposes until such audits or other administrative, civil or criminal matters including, but not limited to, investigations, lawsuits, administrative inquiries and open record requests are completed. Company agrees to maintain the Records in an accessible location.

## **Article VII Assignment**

This Agreement may not be assigned without the express written consent of the non-assigning party, except that the Company may assign this Agreement without obtaining the City's consent (a) to one of its wholly owned affiliates, or (b) to any person or entity that directly or indirectly acquires, through merger, sale of stock, purchase or otherwise, all or more than ninety (90) percent of the assets of the Company as long as the Company gives sixty (60) days prior written notice to the City and the assignee executes an agreement with the City to be bound to all the terms and conditions of this Agreement and be responsible for any default(s) that occurred prior to or after the assignment.

For any assignment not covered by (a) or (b) in the preceding paragraph, the Company must obtain the prior approval of the City through its City Manager and the assignee must agree to be bound to all the terms and conditions of this Agreement and to accept all liability for any default that occurred prior to and/or after the assignment.

Any assignment agreement must be furnished in a form acceptable to the City and be provided at least thirty (30) days prior to the effective assignment date. City agrees to notify the

potential assignee of any known default, but such notification shall not excuse defaults that are not yet known to the City.

## **Article VIII Miscellaneous**

8.01 **No Joint Venture.** It is acknowledged and agreed by the parties that the terms of this Agreement are not intended to and shall not be deemed to create a partnership or joint venture among the parties. Neither party shall have any authority to act on behalf of the other party under any circumstances by virtue of this Agreement.

8.02 **Notice of Bankruptcy.** In the event Company files for bankruptcy, whether involuntarily or voluntary, Company shall provide written notice to the City within three (3) business days of such event.

8.03 **Media/Publicity.** Neither Party will use the name(s), brand(s), service mark(s), trademark(s), or trade name(s) (collectively the "Marks") of the other Party without that Party's prior written consent. In the event the City is allowed to use the Company's Mark, any such use shall only be upon such terms and conditions approved by the Company's senior officer responsible for brand management in writing. Furthermore, the City shall conform any such use of the Company's Marks to the Company's current brand or web requirements as such requirement may change from time to time.

8.04 **Notice.** Any notice required or permitted to be delivered hereunder shall be deemed received three (3) days thereafter sent by United States Mail, postage prepaid, certified mail, return receipt requested, addressed to the party at the address set forth below (or such other address as such party may subsequently designate in writing) or on the day actually received if sent by courier or otherwise hand delivered.

If intended for the City:  
City of Plano, Texas  
Attention: Mr. Bruce D. Glasscock  
City Manager  
1520 Avenue K  
P.O. Box 860358  
Plano, TX 75086-0358

With a copy to:  
City of Plano, Texas  
Attention: Ms. Diane C. Wetherbee  
City Attorney  
1520 Avenue K  
P. O. Box 860358  
Plano, TX 75086-0358

If intended for the Company:  
United Services Automobile Association  
Attention: Real Estate Services  
9800 Fredericksburg Road  
San Antonio, TX 78288

With a Copy to:  
United Services Automobile Association  
Attention: Enterprise Operations Counsel  
9800 Fredericksburg Road  
San Antonio, TX 78288

8.05 **Entire Agreement.** This Agreement is the entire Agreement between the parties with respect to the subject matter covered in this Agreement. There is no other collateral oral or written agreement between the parties that in any manner relates to the subject matter of this Agreement.

8.06 **Governing Law.** This Agreement shall be governed and construed in accordance with the laws of the State of Texas, without giving effect to any conflicts of law rule or principle that might result in the application of the laws of another jurisdiction. Venue for any action concerning this Agreement, the transactions contemplated hereby or the liabilities or obligations imposed hereunder shall be in the State District Court of Collin County, Texas.

8.07 **Amendment.** This Agreement may only be amended by the mutual written agreement of the parties.

8.08 **Severability.** In the event any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect other provisions, and it is the intention of the parties to this Agreement that in lieu of each provision that is found to be illegal, invalid, or unenforceable, a provision shall be added to this Agreement which is legal, valid and enforceable and is as similar in terms as possible to the provision found to be illegal, invalid or unenforceable.

8.09 **Recitals.** The recitals to this Agreement are incorporated herein.

8.10 **Authorized to Bind.** The persons who execute their signatures to this Agreement represent and agree that they are authorized to sign and bind their respective parties to all of the terms and conditions contained herein.

8.11 **Counterparts.** This Agreement may be executed in counterparts. Each of the counterparts shall be deemed an original instrument, but all of the counterparts shall constitute one and the same instrument.

8.12 **Authorization.** Each party represents that it has full capacity and authority to grant all rights and assume all obligations that are granted and assumed under this Agreement.

This Agreement shall be effective upon the last date on which all parties have executed this Agreement.

ATTEST:

CITY OF PLANO, TEXAS, a home-rule  
municipal corporation

\_\_\_\_\_  
Diane Zucco, CITY SECRETARY

\_\_\_\_\_  
Bruce D. Glasscock, CITY MANAGER  
Date: \_\_\_\_\_

APPROVED AS TO FORM:

\_\_\_\_\_  
Diane C. Wetherbee, CITY ATTORNEY

ATTEST:

UNITED SERVICES AUTOMOBILE  
ASSOCIATION, a Texas reciprocal inter-  
insurance exchange

\_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

By: \_\_\_\_\_  
Name: Kathleen Dussault  
Title: Senior Vice President, Corporate  
Services  
Date: \_\_\_\_\_

**EXHIBIT "A"**  
**INITIAL CERTIFICATE OF COMPLIANCE**

Please select one of the options below before signing and returning the certification:

- \_\_\_\_\_ a. I hereby certify that United Services Automobile Association has occupied the office space and transferred or added at least 125 Job Equivalents, which includes no more than 30 Contract Job Equivalents, at the Real Property by December 31, 2014, and is in compliance with all terms of the Agreement and is entitled to receive payment in accordance with Section 4.02 (a) of that Agreement in the amount of One Hundred Twenty Five Thousand Dollars (\$125,000). The actual total number of Job Equivalents at the Real Property is \_\_\_\_\_ which consists of \_\_\_\_\_ Full-Time Job Equivalents and \_\_\_\_\_ Contract Job Equivalents.
- \_\_\_\_\_ b. I hereby certify that United Services Automobile Association has failed to occupy the office space and/or has failed to transfer or add at least 125 Job Equivalent positions, which includes no more than 30 Contract Job Equivalents, at the Real Property by December 31, 2014, and is not in compliance with the Agreement and is not entitled to receive payment in accordance with Section 4.02 (a) of that Agreement. The actual total number of Job Equivalents at the Real Property is \_\_\_\_\_ which consists of \_\_\_\_\_ Full-Time Job Equivalents and \_\_\_\_\_ Contract Job Equivalents.

ATTEST:

United Services Automobile Association, a  
Texas reciprocal inter-insurance exchange

\_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Authorized Officer

**This Certification is due by March 30, 2015.**

This Certificate of Compliance should be mailed to:

City of Plano  
Finance Department  
P.O. Box 860358  
Plano, Texas 75086-0358

**EXHIBIT "B"**  
**ANNUAL CERTIFICATE OF COMPLIANCE**

**Please select all applicable options below before signing and returning the certification:**

\_\_\_\_\_ a. I hereby certify that United Services Automobile Association is in compliance with each applicable term as set forth in the Agreement and the transferred or added number of Job Equivalents has not fallen below the number for which United Services Automobile Association has received a grant payment in accordance with the terms and conditions set out in Article IV. I further certify that as of December 31 of the prior year, the total number of Job Equivalents at the Real Property was \_\_\_\_\_ which consisted of \_\_\_\_\_ Full-Time Job Equivalents and \_\_\_\_\_ Contract Job Equivalents.

\_\_\_\_\_ b. I hereby certify that United Services Automobile Association is not in compliance with each applicable term as set forth in the Agreement and the transferred or added number of Job Equivalents has fallen below the number for which United Services Automobile Association has received a grant payment. I further certify that as of December 31 of the prior year, the total number of Job Equivalents at the Real Property was \_\_\_\_\_ which consisted of \_\_\_\_\_ Full-Time Job Equivalents and \_\_\_\_\_ Contract Job Equivalents and that that the City of Plano has been refunded the appropriate amount as required by Article IV, Section 4.03 of the Agreement.

\_\_\_\_\_ c. **(FOR USE IN JANUARY 2016 ONLY IF APPLICABLE)** I hereby certify that United Services Automobile Association is qualified to receive a second grant payment as of January 31, 2016 in the amount of One Thousand Dollars (\$1,000) per Job Equivalent for adding \_\_\_\_\_ total number of Job Equivalents at the Real Property which consists of \_\_\_\_\_ Full-Time Job Equivalents and \_\_\_\_\_ Contract Job Equivalents in addition to the 125 initial Job Equivalents, which included no more than 30 Contract Job Equivalents, for which United Services Automobile Association previously received a grant payment.

\_\_\_\_\_ d. **(FOR USE IN JANUARY 2017 ONLY IF APPLICABLE)** I hereby certify that United Services Automobile Association is qualified to receive a third grant payment as of January 31, 2017 in the amount of One Thousand Dollars (\$1,000) per Job Equivalent for adding \_\_\_\_\_ total number of Job Equivalents at the Real Property which consists of \_\_\_\_\_ Full-Time Job Equivalents and \_\_\_\_\_ Contract Job Equivalents in addition to the 298 previous Job Equivalents, which included no more than 90 Contract Job Equivalents, for which United Services Automobile Association previously received a grant payment.

ATTEST:

United Services Automobile Association, a  
Texas reciprocal inter-insurance exchange

\_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Authorized Officer

**NOTE: This form is due by January 31 of each year beginning on January 31, 2016, and as long as this Agreement is in effect.**

This Certificate of Compliance should be mailed to:

City of Plano  
Finance Department  
P.O. Box 860358  
Plano, Texas 75086-0358