

**REVISED AND RESTATED
ECONOMIC DEVELOPMENT INCENTIVE AGREEMENT**

This Revised and Restated Economic Development Incentive Agreement (“Agreement”) is made by and between the City of Plano, Texas (the “City”), and Toyota Motor North America, Inc., a California corporation (“Company”), acting by and through their respective authorized officers and representatives.

WITNESSETH:

WHEREAS, Company is engaged in the business of automotives and plans to add Three Hundred Million Dollars (\$300,000,000) of Real Property improvements and Fifty Million Dollars (\$50,000,000) of Business Personalty property on the Real Property; and

WHEREAS, Company agrees to occupy at least 1,000,000 gross square feet of office space and transfer, create and maintain up to 3,650 Full-Time Job Equivalents whose payroll is located at the Real Property and who are residents of one of the eleven counties in the Dallas-Fort Worth-Arlington Metropolitan Statistical Area (as shown on the map of Metropolitan and Micropolitan Statistical Areas of the United States and Puerto Rico published by the U.S. Census Bureau as of March 2020) or Cooke, Grayson, Hunt or Fannin County (such fifteen-county area, “MSA Area”) 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 1,000,000 gross square feet of office space and the creation, transfer and maintenance of a payroll representing up to 3,650 Full-Time Job Equivalents at the Real Property 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; and

WHEREAS, Company hereby acknowledges and agrees that City has disbursed all funds contemplated by Article IV hereof and otherwise fully complied with its obligations under the

Original Agreement through the Effective Date. City hereby acknowledges and agrees that Company has met the minimum number of Full-Time Job Equivalents and otherwise fully complied with its obligations under the Original Agreement through the Effective Date; and

WHEREAS, as of the Effective Date, the herein Revised and Restated Agreement supersedes and replaces the Original Agreement in its entirety.

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 Toyota Motor North America, Inc., a California corporation, or any of its Affiliates (defined as only those entities included on the List of Toyota Affiliates for Inclusion in Determining Employment Positions in that certain Economic Development Agreement by and between Company and The State of Texas dated as of April 28, 2014, as amended).

“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” or “Full-Time Job Equivalent at the Real Property” shall mean one or more Company employees, whether individual or combined with other employees, whose payroll is located at the Property and each Full-Time Job Equivalent is a resident of the MSA Area and is paid a total 2,080 hours annually and issued an Internal Revenue Service W-2 form by the Company. Company shall retain a copy of the W-2 forms, or other similar documents, for each Full-Time Job Equivalent representing such Full-Time Job Equivalent’s residence that is reported in the Company’s annual certification(s).

“Real Property” or “Property” shall mean an approximately one hundred (100) acre parcel located on the northwest corner of Legacy Drive and Headquarters Drive in Plano, Texas.

“Original Agreement” shall mean agreement as approved by City Council at their regular meeting on May 12, 2014, Resolution No. 2014-5-11(R).

Article II Term

The term of this Agreement shall begin on the Effective Date and continue until December 31, 2027, 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, 2017, occupy at least 1,000,000 gross square feet of office space at the Real Property throughout the term of the Agreement; and
- (b) By December 31, 2017, create or transfer at least 2,900 Full-Time Job Equivalents, maintain those Full-Time Job Equivalents at the Real Property throughout the Agreement; and
- (c) By December 31, 2018, and subject to at least the maximum amount of Full-Time Job Equivalents being created or transferred and maintained by Company pursuant to Article III, Section (b) herein, Company may add up to 750 Full-Time Job Equivalents and shall maintain those Full-Time Job Equivalents at the Real Property throughout the Agreement; and
- (d) 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.

Article IV Economic Development Grant

4.01 **Grant.** The City agrees to provide the Company a cash grant of up to Six Million Seven Hundred Fifty Thousand Dollars (\$6,750,000) 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, 2017, Company shall occupy not less than 1,000,000 gross square feet of office space and transfer or create at least 2,900 Full-Time Job Equivalents at the Real Property to be eligible to receive a payment of Two Million Nine Hundred Thousand Dollars (\$2,900,000). The payment will not be pro-rated.

(b) Subject to compliance with Section 4.02(a) above, Company may submit itemized relocation and occupancy expenses for approval to be eligible to receive a payment of up to Nine Hundred Thousand Dollars (\$900,000) to offset relocation and occupancy expenses. Failure to comply with this Section 4.02(b) shall not subject the grant in Section 4.02(a) to forfeiture.

(c) Subject to compliance with Section 4.02(a) above, Company may submit itemized costs paid by Company to the City of Plano for permit, building inspection, engineering and planning fees for the construction of the headquarters facility in Plano, Texas for reimbursement up to Two Million Two Hundred Thousand Dollars (\$2,200,000). Failure to comply with this Section 4.02(c) shall not subject the grant in Section 4.02(a) to forfeiture.

Company must submit the Initial Certification form attached hereto as Exhibit "A" certifying compliance with the obligations set forth in Section 4.02 not later than March 31, 2018. 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 if it reflects compliance with the terms of the Agreement.

(d) By December 31, 2018, and subject to the Company adding and maintaining the maximum number of Full-Time Job Equivalents pursuant to Sections 4.02 (a) herein, Company may add up to 750 Full-Time Job Equivalents for a total maximum number of 3,650 Full-Time Job Equivalents at the Real Property to be eligible to receive a fourth grant payment of up to Seven Hundred Fifty Thousand Dollars (\$750,000) which may be pro-rated at One Thousand Dollars (\$1,000) for each Full-Time 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(e) below certifying the number of Full-Time Job Equivalents added pursuant to Article III (c) and compliance with Article III (a), (b) and (d) not later than January 31, 2019 to be eligible for the fourth 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, 2019 annual certification if Company qualifies for a fourth grant payment pursuant to this Section 4.02 (d) and if it reflects compliance with the terms of the Agreement. In no event will the City make the fourth grant payment prior to January 31, 2019.

(e) Beginning January 31, 2019, 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 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.

4.03 **Refund/Default.**

(a) If the Company fails to meet the required number of Full-Time Job Equivalents as set forth in Section 4.02(a) for more than 180 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 a one-time amount equal to One Thousand Dollars (\$1,000) for each lost Full-Time Job Equivalent.

Subject to an Event of Force Majeure, if the Company fails to occupy the Real Property at any time during the term of the Agreement, Company shall refund to the City an amount equal to the total grant money paid to Company by City for expenses related to relocation and occupancy, and costs associated with permit, building inspection, engineering and planning fees for the construction pursuant to Section 4.02(b) and (c) above. This refund is in addition to any refund due and payable for failure to meet the required number of Full-Time Job Equivalents pursuant to this Agreement.

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 Full-Time Job Equivalents at the Real Property for the compliance period using the form attached as Exhibit "B". 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 Full-Time Job Equivalent(s), Company is not entitled to any future payment for that lost Full-Time Job Equivalent(s) notwithstanding that it subsequently complies with the Full-Time 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 subject to the 30-day cure period provided under Section 5.01(b) of the Agreement. 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) 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 the Agreement period; 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 Full-Time 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 this Agreement. 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, which will not be unreasonably withheld or delayed, 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 **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.

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. Mark D. Israelson
City Manager
1520 Avenue K
P.O. Box 860358
Plano, TX 75086-0358

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

If intended for the Company:
Toyota Motor North America, Inc.
Attention: Mr. Christopher P. Reynolds
Executive Vice President and Chief Administrative Officer
6565 Headquarters Dr.
Mailstop: W1-5A
Plano, Texas 75024

With a copy to:
Toyota Motor North America, Inc.
Attention: Mr. Scott A. Young
Managing Counsel
6565 Headquarters Dr.
Mailstop: W1-5B
Plano, Texas 75024

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 and any certifications related 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.

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

Lisa C. Henderson, CITY SECRETARY

Mark D. Israelson, CITY MANAGER
Date: _____

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

ATTEST:

TOYOTA MOTOR NORTH AMERICA,
Inc., a California corporation

Name: Scott A. Young
Title: Managing Counsel

Name: Christopher P. Reynolds
Title: EVP and Chief Administrative Officer
Date: _____

EXHIBIT "A"
INITIAL CERTIFICATE OF COMPLIANCE

Please select each applicable option below before signing and returning the certification:

- _____ a. I hereby certify that Toyota Motor North America, Inc. has occupied at least 1,000,000 gross square feet of office space and transferred or added at least 2,900 Full-Time Job Equivalent positions at the Property by December 31, 2017, 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. The actual number of Full-Time Job Equivalents is _____.
- _____ b. I hereby certify that Toyota Motor North America, Inc. has failed to occupy at least 1,000,000 gross square feet of office space and/or has failed to transfer or add at least 2,900 Full-Time Job Equivalent positions at the Property by December 31, 2017, 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 number of Full-Time Job Equivalents is _____.
- _____ c. Subject to certification of Section (a) of this Exhibit "A" above, I hereby certify that Toyota Motor North America, Inc. has submitted for approval itemized relocation and occupancy expenses for reimbursement in an amount not to exceed Nine Hundred Thousand Dollars (\$900,000), attached hereto as Exhibit "1", and is in compliance with all terms of the Agreement and is requesting payment in accordance with Section 4.02(b) of that Agreement in the amount of _____ Dollars.
- _____ d. I hereby certify that Toyota Motor North America, Inc. has failed to submit itemized relocation and occupancy expenses for reimbursement in an amount not to exceed Nine Hundred Thousand Dollars (\$900,000) and is not entitled to receive payment in accordance with Section 4.02(b) of that Agreement.
- _____ e. Subject to certification of Section (a) of this Exhibit "A" above, I hereby certify that Toyota Motor North America, Inc. has submitted for approval itemized costs paid by Company to the City of Plano for permit, building inspection, engineering and planning fees for the construction of the headquarters facility in Plano, Texas for reimbursement up to Two Million Two Hundred Thousand Dollars (\$2,200,000), attached hereto as Exhibit "2", and is in compliance with all terms of the Agreement and is requesting payment in accordance with Section 4.02(c) of that Agreement in the amount of _____ Dollars.
- _____ f. I hereby certify that Toyota Motor North America, Inc. has failed to submit itemized costs paid by Company to the City of Plano for permit, building inspection, engineering and planning fees for the construction of the headquarters facility in Plano, Texas for reimbursement up to Two Million Two Hundred Thousand Dollars (\$2,200,000) and is not entitled to receive payment in accordance with Section 4.02(c) of that Agreement.

ATTEST:

TOYOTA MOTOR NORTH AMERICA, INC., a
California corporation

Name: _____
Title: _____

By: _____
Name: _____
Chief Financial Officer

Date

This Certification is due by March 31, 2018.

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

- _____ a. I hereby certify that Toyota Motor North America, Inc. is in compliance with each applicable term as set forth in the Agreement and the transferred or added number of Full-Time Job Equivalents has not fallen below the number for which Toyota Motor North America, Inc. 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 number of Full-Time Job Equivalents was _____.
- _____ b. I hereby certify that Toyota Motor North America, Inc. is not in compliance with each applicable term as set forth in the Agreement and the transferred or added number of Full-Time Job Equivalents has fallen below the number for which Toyota Motor North America, Inc. has received a grant payment. I further certify that as of December 31 of the prior year, the number of Full-Time Job Equivalents was _____ 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 2019 ONLY IF APLICABLE)** I hereby certify that Toyota Motor North America, Inc. is qualified to receive a fourth grant payment as of January 31, 2019 in the amount of _____ (\$_____) for _____ total number of Full-Time Job Equivalents (not to exceed 750) in addition to the 2,900 initial Full-Time Job Equivalents for which Toyota Motor North America, Inc. previously received a grant payment.

ATTEST:

TOYOTA MOTOR NORTH AMERICA,
INC., a California corporation

Name: _____
Title: _____
Date _____

By: _____
Name: _____
Chief Financial Officer

NOTE: This form is due by January 31 of each year beginning on January 1, 2019, 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