"Exhibit A"

# DEKALB COUNTY ENTERPRISE ZONE
# AMENDED INTERGOVERNMENTAL AGREEMENT

This Agreement is made this ____day of October 2019, by and between the County of DeKalb, the Town of Cortland, the City of DeKalb, the City of Genoa, the City of Sandwich, the City of Sycamore and the Village of Waterman.

**WHEREAS,** the County of DeKalb, the Town of Cortland, the City of DeKalb, the City of Genoa, the City of Sandwich, the City of Sycamore and the Village of Waterman have adopted ordinances and resolutions establishing an Enterprise Zone, herein after collectively referred to as "the Ordinance," as certified by the Department of Commerce and Economic Opportunity, herein after referred to as "the Department," including unincorporated portions of the County of DeKalb, incorporated portions of the Town of Cortland, incorporated portions of the City of DeKalb, incorporated portions of the City of Genoa, incorporated portions of the City of Sandwich, incorporated portions of the City of Sycamore and incorporated portions of the Village of Waterman; and

**WHEREAS,** the Governor signed Senate Bill 3616, as amended, into law on August 7, 2012, thereby amending the "Illinois Enterprise Zone Act" (20 ILCS 655/1 et. seq.) under the provisions of Public Act 97-0905 outlining new application procedures and related changes to the Illinois Enterprise Zone Program; and

**WHEREAS,** the local units of government listed above desire to operate the Enterprise Zone in an efficient and effective manner in keeping with the terms of the Act and rules and regulations promulgated by the Department and the Illinois General Assembly for the operation of an Enterprise Zone; and

**NOW, THEREFORE,** in consideration of the foregoing premises and the mutual promises herein after recited, the County of DeKalb, the Town of Cortland, the City of DeKalb, the City of Genoa, the City of Sandwich, the City of Sycamore and the Village of Waterman agree that the following terms shall govern the operation and management of the Enterprise Zone.

## SECTION 1 – GENERAL PROVISIONS

The name of the Enterprise Zone shall be the DeKalb County Enterprise Zone, herein after referred to as the "Zone."

A. Legal Description. The area as described in Exhibit A of this document and the Ordinance shall be designated as the DeKalb County Enterprise Zone.

B. Term. The term of the Zone will be for 15 years commencing on January 1, 2016, and ending at midnight on December 31, 2030, or until such time as the Zone has expired, been decertified by the Department or repealed by the General Assembly or by ordinance of the designating governmental entities, whichever is sooner. After the 13th year, the zone is subject to review by the state Enterprise

Zone Board for an additional 10-year designation beginning on the expiration date of the Enterprise Zone. During the review process, the state Enterprise Zone Board shall consider the costs incurred by the state and units of local government as a result of tax benefits received by the Enterprise Zone before granting the extension. Upon approval of the state Enterprise Zone Board and certification by the Department, the Zone may further be in effect for an additional 10 years, beginning January 1, 2031.

C. Zone Administration. The administration of the Enterprise Zone shall be under the jurisdiction of the DeKalb County Economic Development Corporation (DCEDC), and, more specifically, the Zone Administrator shall be the Executive Director of the DCEDC as outlined in Section IV below.

D. Administration Fees. As allowed by the Act, the Administrator of the DeKalb County Enterprise Zone is hereby authorized to collect an Administration Fee for the issuance of Sales Tax Exemption Certificates for Construction Materials from entities requesting said exemption, in order to offset the management and operational costs associated with the Administration of the Zone. Said fee shall be equal to 0.5 percent (1/2%) of the documented cost of building materials for each project up to a maximum of $50,000 per Certificate (20 ILCS 655/8.2c). The Zone Administrator, with the advice and consent of the Enterprise Zone Advisory board, may also elect to collect a processing fee for related Enterprise Zone activities such as boundary amendment applications, technical correction applications, and/or other applications resulting in an amendment to the Zone or Zone Operation Procedures, which may change from time to time. At no time will all fees combined, which are related to a single project, exceed $50,000 or such amount as may be stipulated in state statute. The parties to this agreement shall have no liability for payment of such fee.

E. Provisions for Tax Abatement. The parties to this agreement recognize the individual DeKalb County Enterprise Zone property tax abatement policies of the Designating Units of Government, set forth below. The parties further agree that the taxpayer receiving eligible property tax abatement within the DeKalb County Enterprise Zone, subject to certification and/or as certified by the Department, will be subject to certain terms and conditions in the Memorandum of Understanding between said taxpayer and the DeKalb County Enterprise Zone Administrator as also outlined below

## SECTION II – OTHER DEFINITIONS

A. “Memorandum of Understanding” or “MOU” as defined herein is the written agreement between the DeKalb County Enterprise Zone Administrator, on behalf of the Taxing Bodies participating in the DeKalb county Enterprise Zone property tax abatement program, and the Applicant receiving tax abatement. The MOU defines the terms and conditions by which abatement of real estate property tax is authorized.

B. “Industrial Companies” as defined herein, are enterprise where the manufacturing or assembling of goods takes place.

C. “Knowledge-Based Companies” as defined herein are enterprises that are research oriented and that require a highly skilled workforce such as biotechnology, electronic and/or professional services such as

engineering, architecture, finance and law. Eligible Knowledge-based projects may also be defined to include Data Centers or similar operations involving the storage and distribution of data and related technology applications where data and electronic information is housed, distributed and/or manipulated to foster technology sector innovation, growth and development or other emerging technologies. Technical training/vocational schools and telemarketing companies are excluded from this definition.

D. "Logistic(s) Companies" as defined herein, as warehousing and distribution businesses that are engaged in the storage and packaging of goods and the transfer of products from a point of origin to a point of consumption.

E. "Interstate Competition Market," hereafter known as ICM, is defined as the geographic area within the boundaries of the DeKalb County Enterprise Zone, located within 3.5 miles in either direction (north or south) of the center median of Interstate 88.

F. "Northern Illinois University (NIU) Research Park Projects" as defined herein, are research and development projects located within the defined boundaries of the **NIU Research Park Area** which support the research, investment, and educational goals of NIU and include data centers, research and development facilities, business and innovation incubators, and emerging technologies focused on knowledge-based industries, logistics-based industries and industrial companies. Private contributions to these research and development projects which result in **new or an** increased assessed valuation qualify for abatements.

**SECTION III – DESIGNATING UNITS' OF GOVERNMENT PROPERTY TAX ABATEMENT, JOB CREATION AND WAGE POLICIES.** Each designating unit of government for the DeKalb County Enterprise Zone shall have property tax abatement, job creation and wage policies specific to their unit of government. The terms for each are outlined below.

A. **County of DeKalb –** That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the County of DeKalb shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

   a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation of existing improvements on such parcel.

   b. ***Northern Illinois University Research Park Area Project Terms and Conditions.*** DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in the **Northern Illinois University (NIU) Research Park Area** and according to the following terms and conditions.

i. NIU Research Park Projects shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. The abatements outlined in NIU Research Park Area will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

c. ***ICM Area Project Terms and Conditions***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in the **ICM Area** and according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 100,000 square feet for new building construction or must add at least 50,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 15,000 square feet for new building construction or must add at least 7,500 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet or new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. The abatements outlined in the ICM area above will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

d. ***Non-ICM Area Project Terms and Conditions***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. Effective date. The abatements outside the ICM will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

e. ***Tax Abatement: Logistics-based Companies within the ICM***. The duration for tax abatement within the **ICM Area** described above shall be for 9 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 50% |
| iv. | For taxes levied in the fourth year of abatement: | 50% |
| v. | For taxes levied in the fifth year of abatement: | 50% |
| vi. | For taxes levied in the sixth year of abatement: | 40% |
| vii. | For taxes levied in the seventh year of abatement: | 30% |
| viii. | For taxes levied in the eighth year of abatement: | 20% |

ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 0%

f. ***Tax Abatement: Industrial companies within the ICM Area.*** The duration for tax abatement, within the **ICM Area** described above, shall be for 9 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 80%
iii. For taxes levied in the third year of abatement: 70%
iv. For taxes levied in the fourth year of abatement: 60%
v. For taxes levied in the fifth year of abatement: 50%
vi. For taxes levied in the sixth year of abatement: 40%
vii. For taxes levied in the seventh year of abatement: 30%
viii. For taxes levied in the eighth year of abatement: 20%
ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 0%

g. ***Tax Abatement: Knowledge-based Companies within the ICM Area***. The duration for tax abatement, within the **ICM Area** described above, shall be for 10 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 90%
iii. For taxes levied in the third year of abatement: 80%
iv. For taxes levied in the fourth year of abatement: 70%
v. For taxes levied in the fifth year of abatement: 60%
vi. For taxes levied in the sixth year of abatement: 40%
vii. For taxes levied in the seventh year of abatement: 30%
viii. For taxes levied in the eighth year of abatement: 20%
ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 5%

h. ***Tax Abatement***: ***Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area.*** The duration for tax abatement, for projects described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 80%

iii. For taxes levied in the third year of abatement: 70%
iv. For taxes levied in the fourth year of abatement: 60%
v. For taxes levied in the fifth year of abatement: 50%

i. ***Tax Abatement: Northern Illinois University Research Park Area.*** The duration for tax abatement, for projects described as the Northern Illinois University Research Park Area in the above, shall be for ten years, or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 90%
iii. For taxes levied in the third year of abatement: 80%
iv. For taxes levied in the fourth year of abatement: 70%
v. For taxes levied in the fifth year of abatement: 60%
vi. For taxes levied in the sixth year of abatement: 40%
vii. For taxes levied in the seventh year of abatement: 30%
viii. For taxes levied in the eighth year of abatement: 20%
ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 5%

j. ***Job Creation***: ***New or expanded Industrial or Logistic(s) Companies within ICM Area***. New Industrial or Logistic(s) Companies in the ICM Area must create a minimum of 20 full-time, permanent jobs. Industrial or Logistic(s) Companies in the **ICM Area** that are adding to the size of an existing building, as referenced above must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement applications, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

k. ***Job Creation***: ***New or expanded Knowledge-based Companies within the ICM Area.*** New or expanded Knowledge-based Companies in the **ICM Area** must create one job for every 250 square feet of office space created in conformance with the above. Said knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

l. ***Job Creation***: ***New Industrial or Logistic(s) Companies Outside of the ICM Area.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor

and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

m. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer

SPECULATIVE DEVELOPMENT EXCEPTION: Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

n. ***Job Creation***: ***New or expanded NIU Research Park Area Companies.*** New or expanded NIU Research Park Area based Companies must create one job for every 250 square feet of office space created in conformance with the above. Said NIU Research Park Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an NIU Research Park development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer.

All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

o. ***Wage Rates: Industrial or Logistics Companies***. Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

p. ***Wage Rates: Knowledge-based Companies.*** Knowledge-based companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

~~q.~~ ***Wage Rates: NIU Research Park Companies/projects***. NIU Research Park Companies/projects have no wage rate requirements other than those mandated by the state of Illinois.

B. **Town of Cortland –** That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the Town of Cortland shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation or existing improvements on such parcel.

b. ***ICM Area Project Terms and Conditions***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in the **ICM Area** and according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 100,000 square feet for new building construction or must add at least 50,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 15,000 square feet for new building construction or must add at least 7,500 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or

rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet or new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. The abatements outlined in the ICM area above will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

c. ***Non-ICM Area Project Terms and Conditions***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. Effective date. The abatements outside the ICM will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will

begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

d. ***Tax Abatement: Logistics-based Companies within the ICM***. The duration for tax abatement within the **ICM Area** described above shall be for 9 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 50% |
| iv. | For taxes levied in the fourth year of abatement: | 50% |
| v. | For taxes levied in the fifth year of abatement: | 50% |
| vi. | For taxes levied in the sixth year of abatement: | 40% |
| vii. | For taxes levied in the seventh year of abatement: | 30% |
| viii. | For taxes levied in the eighth year of abatement: | 20% |
| ix. | For taxes levied in the ninth year of abatement: | 10% |
| x. | For taxes levied in the tenth year of abatement: | 0% |

e. ***Tax Abatement: Industrial companies within the ICM Area.*** The duration for tax abatement, within the **ICM Area** described above, shall be for 9 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 70% |
| iv. | For taxes levied in the fourth year of abatement: | 60% |
| v. | For taxes levied in the fifth year of abatement: | 50% |
| vi. | For taxes levied in the sixth year of abatement: | 40% |
| vii. | For taxes levied in the seventh year of abatement: | 30% |
| viii. | For taxes levied in the eighth year of abatement: | 20% |
| ix. | For taxes levied in the ninth year of abatement: | 10% |
| x. | For taxes levied in the tenth year of abatement: | 0% |

f. ***Tax Abatement: Knowledge-based Companies within the ICM Area***. The duration for tax abatement, within the **ICM Area** described above, shall be for 10 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 90% |
| iii. | For taxes levied in the third year of abatement: | 80% |

| | | |
|---|---|---|
| iv. | For taxes levied in the fourth year of abatement: | 70% |
| v. | For taxes levied in the fifth year of abatement: | 60% |
| vi. | For taxes levied in the sixth year of abatement: | 40% |
| vii. | For taxes levied in the seventh year of abatement: | 30% |
| viii. | For taxes levied in the eighth year of abatement: | 20% |
| ix. | For taxes levied in the ninth year of abatement: | 10% |
| x. | For taxes levied in the tenth year of abatement: | 5% |

g. ***Tax Abatement*: *Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area.*** The duration for tax abatement, for projects described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 70% |
| iv. | For taxes levied in the fourth year of abatement: | 60% |
| v. | For taxes levied in the fifth year of abatement: | 50% |

h. ***Job Creation*: *New or expanded Industrial or Logistic(s) Companies within ICM Area***. New Industrial or Logistic(s) Companies in the ICM Area must create a minimum of 20 full-time, permanent jobs. Industrial or Logistic(s) Companies in the **ICM Area** that are adding to the size of an existing building, as referenced above must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement applications, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

i. ***Job Creation***: ***New or expanded Knowledge-based Companies in the ICM Area.*** New or expanded Knowledge-based Companies in the **ICM Area** must create one job for every 250 square feet of office space created in conformance with the above. Said knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

j. ***Job Creation***: ***New Industrial or Logistic(s) Companies Outside of the ICM Area.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor

and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

k. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

l. ***Wage Rates: Industrial or Logistic(s) Companies***. Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

m. ***Wage Rates: Knowledge-based Companies***. Knowledge-based Companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

C. **City of DeKalb** – That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the City of DeKalb shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation or existing improvements on such parcel.

b. ***ICM Area Project Terms and Conditions***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in the **ICM Area** and according to the following terms and conditions.

   i. Logistics Companies shall construct a minimum of 100,000 square feet for new building construction or must add at least 50,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   ii. Industrial Companies shall construct a minimum of 15,000 square feet for new building construction or must add at least 7,500 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   iv. NIU Research Park Projects shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   v. The abatements outlined in the ICM area above will be effective after the said rehabilitation, expansion or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a MOU as outlined below.

c. ***Non-ICM Area Project Terms and Conditions***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. Effective date. The abatements outside the ICM will be effective after the said rehabilitation, expansion or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a MOU as outlined below

d. ***Tax Abatement: Logistics-based Companies within the ICM***. The duration for tax abatement within the **ICM Area** described above shall be for 9 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 50% |
| iv. | For taxes levied in the fourth year of abatement: | 50% |
| v. | For taxes levied in the fifth year of abatement: | 50% |
| vi. | For taxes levied in the sixth year of abatement: | 40% |
| vii. | For taxes levied in the seventh year of abatement: | 30% |
| viii. | For taxes levied in the eighth year of abatement: | 20% |

ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 0%

e. ***Tax Abatement: Industrial companies within the ICM Area.*** The duration for tax abatement, within the **ICM Area** described above, shall be for 9 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 80%
iii. For taxes levied in the third year of abatement: 70%
iv. For taxes levied in the fourth year of abatement: 60%
v. For taxes levied in the fifth year of abatement: 50%
vi. For taxes levied in the sixth year of abatement: 40%
vii. For taxes levied in the seventh year of abatement: 30%
viii. For taxes levied in the eighth year of abatement: 20%
ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 0%

f. ***Tax Abatement: Knowledge-based Companies within the ICM Area***. The duration for tax abatement, within the **ICM Area** described above, shall be for 10 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 90%
iii. For taxes levied in the third year of abatement: 80%
iv. For taxes levied in the fourth year of abatement: 70%
v. For taxes levied in the fifth year of abatement: 60%
vi. For taxes levied in the sixth year of abatement: 40%
vii. For taxes levied in the seventh year of abatement: 30%
viii. For taxes levied in the eighth year of abatement: 20%
ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 5%

g. ***Tax Abatement***: ***Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area.*** The duration for tax abatement, for projects described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 80%

iii. For taxes levied in the third year of abatement: 70%
iv. For taxes levied in the fourth year of abatement: 60%
v. For taxes levied in the fifth year of abatement: 50%

h. ***Tax Abatement: Northern Illinois University Research Park Area.*** The duration for tax abatement, for projects described as the Northern Illinois University Research Park Area in the above, shall be for ten years, or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

i. For taxes levied in the first year of abatement: 90%
ii. For taxes levied in the second year of abatement: 90%
iii. For taxes levied in the third year of abatement: 80%
iv. For taxes levied in the fourth year of abatement: 70%
v. For taxes levied in the fifth year of abatement: 60%
vi. For taxes levied in the sixth year of abatement: 40%
vii. For taxes levied in the seventh year of abatement: 30%
viii. For taxes levied in the eighth year of abatement: 20%
ix. For taxes levied in the ninth year of abatement: 10%
x. For taxes levied in the tenth year of abatement: 5%

i. ***Job Creation***: ***New or expanded Industrial or Logistic(s) Companies within ICM Area***. New Industrial or Logistic(s) Companies in the ICM Area must create a minimum of 20 full-time, permanent jobs. Industrial or Logistic(s) Companies in the **ICM Area** that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement applications, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

j. ***Job Creation***: ***New or expanded Knowledge-based Companies in the ICM Area.*** New or expanded Knowledge-based Companies in the **ICM Area** must create one job for every 250 square feet of office space created in conformance with the above. Said knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

k. ***Job Creation***: ***New Industrial or Logistic(s) Companies Outside of the ICM Area.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

l. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

m. ***Job Creation***: ***New or expanded NIU Research Park Area Companies.*** New or expanded NIU Research Park Area based Companies must create one job for every 250 square feet of office space created in conformance with the above. Said NIU Research Park Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

SPECULATIVE DEVELOPMENT EXCEPTION: Should an NIU Research Park development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

n. ***Wage Rates Industrial or Logistic(s) Companies.*** Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage

requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

o. ***Wage Rates: Knowledge-based Companies***. Knowledge-based Companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

~~p.~~ ***Wage Rates: NIU Research Park Companies/projects.*** NIU Research Park Companies/projects have no wage rate requirements other than those mandated by the state of Illinois.

D. **City of Genoa** – That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the City of Genoa shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation or existing improvements on such parcel.

b. ***Non-ICM Area Project Terms and Conditions, including the CITY OF GENOA***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. Effective date. The abatements outside the ICM will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

c. ***Tax Abatement*: *Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area, including the CITY OF GENOA.*** The duration for tax abatement, for projects described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 70% |
| iv. | For taxes levied in the fourth year of abatement: | 60% |
| v. | For taxes levied in the fifth year of abatement: | 50% |

d. ***Job Creation*: *New Industrial or Logistic(s) Companies Outside of the ICM Area, including the CITY OF GENOA.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease,

purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

e. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area, including the CITY OF GENOA.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

f. ***Wage Rates***: ***Industrial or Logistic(s) Companies.*** Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

g. ***Wage Rates: Knowledge-based Companies.*** Knowledge-based Companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

E. **City of Sandwich** – That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the City of Sandwich shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation or existing improvements on such parcel.

b. ***Non-ICM Area Project Terms and Conditions, including the CITY OF SANDWICH***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

   i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

   iv. Effective date. The abatements outside the ICM will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a MOU as outlined below

c. ***Tax Abatement***: ***Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area, including the CITY OF SANDWICH.*** The duration for tax abatement, for projects described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

   i. For taxes levied in the first year of abatement: 90%
   ii. For taxes levied in the second year of abatement: 80%

iii. For taxes levied in the third year of abatement: 70%
iv. For taxes levied in the fourth year of abatement: 60%
v. For taxes levied in the fifth year of abatement: 50%

d. ***Job Creation***: ***New Industrial or Logistic(s) Companies Outside of the ICM Area, including the CITY OF SANDWICH.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

e. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area, including the CITY OF SANDWICH.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This

exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

f. ***Wage Rates: Industrial or Logistic(s) Companies.*** Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

g. ***Wage Rates: Knowledge-based Companies.*** Knowledge-based Companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

F. **City of Sycamore –** That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the City of Sycamore shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation or existing improvements on such parcel.

b. ***Non-ICM Area Project Terms and Conditions, including the CITY OF SYCAMORE***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or

rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said construction or to said addition.

iv. Effective date. The abatements outside the ICM will be effective after the said build-out, rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

c. ***Tax Abatement*: *Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area, including the CITY OF SYCAMORE.*** The duration for tax abatement, for projects described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 70% |
| iv. | For taxes levied in the fourth year of abatement: | 60% |
| v. | For taxes levied in the fifth year of abatement: | 50% |

d. ***Job Creation*: *New Industrial or Logistic(s) Companies Outside of the ICM Area, including the CITY OF SYCAMORE.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb county Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should an Industrial or Logistics -based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

e. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area, including the CITY OF SYCAMORE.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

f. ***Wage Rates: Industrial or Logistic(s) Companies***. Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

g. ***Wage Rates: Knowledge-based Companies.*** Knowledge-based Companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

G. **Village of Waterman –** That commencing on or after November 1, 2019**,** or upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, taxes on real property levied by the Village of Waterman shall be abated on property located within the boundary of the Enterprise Zone, as certified by the Department, and upon which new improvements have been constructed as follows:

a. ***Property Tax Abatement Overall Condition.*** In no event shall any abatement of taxes on any parcel exceed the amount attributable to the construction of the improvements or the renovation or rehabilitation or existing improvements on such parcel.

b. ***Non-ICM Area Project Terms and Conditions, including the VILLAGE OF WATERMAN***. DeKalb County Enterprise Zone property tax abatement shall be available for companies meeting the following criteria in areas outside of the ICM Area according to the following terms and conditions.

i. Logistics Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said new construction or to said addition.

ii. Industrial Companies shall construct a minimum of 10,000 square feet for new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said new construction or to said addition.

iii. Knowledge-based Companies shall construct a minimum of 10,000 square feet of new building construction or must add at least 5,000 square feet to the size of an existing building. Construction or redesign of existing structures involving interior build-out, renovation or rehabilitation are also eligible to the extent they increase the Equalized Assessed Valuation of the facility. Abatement shall only apply to the increased assessed valuation attributable to said new construction or to said addition.

iv. Effective date. The abatements outside the ICM will be effective after the said build-out rehabilitation, expansion, renovation or new construction has been completed and will begin following the first full year of a facility's commercial operation. Abatements are also contingent upon execution of a Memorandum of Understanding described below.

c. ***Tax Abatement***: ***Industrial, Logistic(s) and Knowledge-based Companies Outside the ICM Area, including the VILLAGE OF WATERMAN.*** The duration for tax abatement, for projects

described as *Outside the ICM Area* in the above, shall be for 5 years or until the expiration, termination or decertification of the DeKalb County Enterprise Zone, whichever is sooner. The following abatement schedule shall be followed:

| | | |
|---|---|---|
| i. | For taxes levied in the first year of abatement: | 90% |
| ii. | For taxes levied in the second year of abatement: | 80% |
| iii. | For taxes levied in the third year of abatement: | 70% |
| iv. | For taxes levied in the fourth year of abatement: | 60% |
| v. | For taxes levied in the fifth year of abatement: | 50% |

d. ***Job Creation***: ***New Industrial or Logistic(s) Companies Outside of the ICM Area, including the VILLAGE OF WATERMAN.*** New Industrial or Logistic(s) Companies in areas outside of the ICM Area must create a minimum of 20 full-time permanent jobs. Industrial and Logistic(s) Companies in areas outside of the ICM Area that are adding to the size of an existing building, as referenced above, must create a minimum of 10 additional full-time permanent jobs. Industrial or Logistic(s) Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should an Industrial or Logistics-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

e. ***Job Creation***: ***New or expanded Knowledge-based Companies Outside of the ICM Area, including the VILLAGE OF WATERMAN.*** New or expanded Knowledge-based Companies in areas outside the ICM Area must create one job for every 250 square feet of office space created in conformance with the above. Said Knowledge-based Companies which are expanding shall provide the DeKalb County Enterprise Zone Administrator, as part of its abatement application, with the number of existing employees employed at the subject property and whether they are full or part time.

The aforementioned employment thresholds shall be achieved within two years of the date of the execution of the abatement and said thresholds must be maintained over the life of the abatement

and shall be defined in the MOU between the DeKalb County Enterprise Zone Administrator and the taxpayer.

**SPECULATIVE DEVELOPMENT EXCEPTION:** Should a Knowledge-based development locate in a building developed as a speculative venture by an independent developer, employment threshold requirements may be extended from two years to four years. This exception must be requested by the developer or building owner and approved by the Enterprise Zone Advisory Board and the Zone Administrator prior to initiation of a lease, purchase or lease to purchase agreement being executed between the developer and the lessor and/or employer. All other terms of the abatement program remain as described in the Ordinance and the MOU between the Zone Administrator and the end user and/or owner/developer.

f. ***Wage Rates: Industrial or Logistic(s) Companies***. Industrial or Logistic(s) Companies must pay an average wage, at the subject property, equal to 140% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

g. ***Wage Rates: Knowledge-based Companies.*** Knowledge-based Companies must pay an average wage, at the subject property, equal to 160% of the State of Illinois minimum wage requirement in effect on January 1 of each calendar year. Starting wages shall not be less than 120% of the State of Illinois minimum wage in effect on January 1 of each calendar year. Wages may not fall below these thresholds for the life of the Enterprise Zone abatement period.

H. **Abatement Performance Monitoring Process.** Entities meeting abatement qualification criteria outlined above must enter into a Memorandum of Understanding with the DeKalb County Enterprise Zone Administrator. The MOU must outline projected square footage, job creation and/or job retention, wage rates and capital investment for the eligible Industrial, Logistics, Knowledge-based and NIU Research Park projects. The said Administrator is hereby authorized to enter into such agreements on behalf of the DeKalb County Enterprise Zone and the participating taxing bodies.

a. Entities receiving property tax abatement for eligible Industrial, Logistics, Knowledge-based and NIU Research Park projects as described above agree to maintain a minimum of 95% of the employment level at that location, as described in the MOU, for the term of the abatement.

Should employment levels drop to between 95% and 50% of the project employment level agreed to at that location, as described in the MOU, a pro-rata reduction of the applicable abatement will be implemented for the next tax year or until employment levels return to the levels agreed to in the MOU.

Should employment levels drop below 50 percent of the project employment level agreed to at that location, as described in the MOU, abatement shall be terminated for that tax year or until employment levels return to the agreed levels in the MOU.

At the discretion of the Enterprise Zone Administrator, with the advice and consent of the Enterprise Zone Advisory Board, failure to maintain a minimum of 50% of the employment levels during the agreement period may result in the immediate termination of remaining abatement and/or the pro-rata repayment of previously abated real property taxes to the applicable taxing districts.

b. The Administrator of the DeKalb County Enterprise Zone will annually monitor the performance of the eligible recipients of property tax abatement in order to ensure that job, wage and investment projections outlined in their MOUs are being met.

c. The Administrator of the DeKalb County Enterprise Zone, with advice and consent of the Enterprise Zone Advisory Board, may elect to waive enforcement of any performance measures outlined in the MOU based on a finding that the waiver is necessary to avert an imminent, demonstrable and material hardship to the entity that may result in such entity's insolvency or discharge of workers.

d. Upon the effective date of this ordinance, all incentives, general abatements and benefits previously offered and in effect within the boundaries of the County of DeKalb shall continue for the term of the newly designated DeKalb County Enterprise Zone for the following groups:

    i. Business enterprises which are receiving general property tax abatement benefits or incentives within the jurisdictions of the parties to this agreement on the effective date of said Agreements;

    ii. Business enterprises or expansions which are proposed or under development on the effective date of this Intergovernmental Agreement, if the business enterprise demonstrates that the proposed business enterprise or expansion has been committed to locating or expanding in the Zone;

    iii. Qualifying projects for which substantial or binding financial obligations have been made, and for which such commitments have been made in reasonable reliance on the benefits and programs which would have previously been available as described in Sections d.i and d.ii above;

    iv. Other projects for which the City elects to not terminate incentives or abatements, or other projects to which the City determines to extend other forms of incentives, abatements or benefits.

## SECTION IV – ENTERPRISE ZONE ADVISORY BOARD

A. Duties. The Enterprise Zone Advisory Board will perform the following duties with respect to the Enterprise Zone:

   a. Implement, monitor and update established goals and objectives.

   b. Establish procedures for the operation and management of the Zone, including appeals processes, and recommendations and advice on policies for the operation and management of the Zone and the administration and enforcement of the Ordinance.

   c. Report to the County of DeKalb, the Town of Cortland, the City of DeKalb, the City of Genoa, the City of Sandwich, the City of Sycamore, the Village of Waterman and other participating taxing bodies, on an annual basis with respect to Zone activities, performance, policies and procedures.

   d. Prepare and distribute to the Cities, Town, Village, County and participating taxing bodies an annual report for the Zone.

   e. Develop and implement a marketing program to inform local businesses and industries, as well as out of town prospects, about the Zone and its incentive programs.

   f. Coordinate Enterprise Zone programs and activities with the various other planning, economic development and community development entities in the area.

   g. Provide the necessary reporting data to the Illinois Department of Commerce and Economic Opportunity and the Illinois Department of Revenue.

   h. Perform other functions and duties as may be stipulated by future amendments to the Agreement by the Parties above or by the Act.

B. Membership. The Enterprise Zone Advisory Board shall be comprised of the Executive Committee of the Board of Directors of the DCEDC and the Executive Director of the DCEDC in his capacity as DeKalb County Enterprise Zone Administrator. Representatives of the Designating Units of Government and Representatives of Taxing Bodies participating in the DeKalb County Enterprise Zone Property Tax Abatement Program who do not currently serve on the DCEDC Executive Committee will be ex-officio, non-voting member of the Advisory Board.

C. Terms of Membership. The terms of membership for Zone Advisory Board members shall be as follows:

   DeKalb County Zone Advisory Board members shall serve during their respective terms on the DCEDC Board of Directors. In the case of elected officials, their term on the Advisory Board will be the same as their respective term in office. In the case of Taxing Body Representatives, their term will be for the

duration of their employment in their position at said Taxing Body or until their organization desires to replace them.

D. Elections. The DeKalb County Enterprise Zone Advisory Board shall have the same officer designations as the Executive Committee of the Board of Directors of the DCEDC. These positions are elected on an annual basis during the DCEDC Annual meeting and are titled President, Vice President and Secretary/Treasurer. Each member shall have one vote for election purposes and for any and all matters upon which the board must vote, except the President, who shall only vote in the case of a ties. A simple majority of the membership of the DeKalb County Enterprise Zone Advisory Board present and accounted for at any meeting shall constitute a quorum. A simple majority of the voting members present at any meeting (assuming quorum is achieved) shall be required for action upon any item brought before the Board for a vote.

E. Compensation. DeKalb County Enterprise Zone Advisory Board members shall serve without compensation.

F. Staff. The DeKalb County Enterprise Zone Administrator shall serve as advisor and staff to the DeKalb County Enterprise Zone Advisory Board in order to assist in carrying out its functions and duties.

G. Conflict of Interest. Any voting member of the Enterprise Zone Advisory Board who has a direct or an implied conflict of interest must abstain from voting on matters before the Advisory Board and their request(s) for abstention will be recorded in the minutes of the Board.

**SECTION V: ENTERPRISE ZONE ADMINISTRATOR**

A. Zone Administrator: The parties to this Intergovernmental Agreement find and concur that the Executive Director of the DeKalb County Economic Development Corporation (DCEDC) shall be the DeKalb County Enterprise Zone Administrator as previously agreed in the County of DeKalb Resolution regarding DeKalb County Enterprise Zone Administration.

B. Duties and Responsibilities. The duties and responsibilities of the DeKalb County Enterprise Zone Administrator shall be as follows:

a. Administration. The Zone Administrator shall administer and enforce the Ordinance and operate and manage the Zone. All appeals from any decisions or determination of the Zone Administrator shall be taken to the Zone Advisory Board for final resolution.

b. Records. The Zone Administrator shall maintain records associated with Zone activities and projects and necessary to the preparation of reports required by the State of Illinois and the state Zone Advisory Board.

c. Report Preparation. The Zone Administrator shall prepare all reports required by the State of Illinois and its affected agencies.

d. Advisor and Staff to the Enterprise Zone Advisory Board. The Zone Administrator shall serve as advisor and staff to the Zone Advisory Board.

e. The Zone Administrator shall initiate and enforce all DeKalb County Enterprise Zone property tax abatement Memorandums of Understanding between eligible taxpayers and said Administrator as outlined above.

f. The Administrator may also enter into other Enterprise Zone agreements as may be required from time to time, at the direction of the Enterprise Zone Advisory Board and the parties to this agreement, or as may be required by the Act.

**SECTION VI – ZONE MANAGEMENT COSTS AND OPERATION**

A. Staff salary and fringe benefits of the Zone Administrator shall be determined and paid by the DeKalb County Economic Development Corporation as a part of his or her compensation as DCEDC Executive Director.

B. Operating expenses for the administration of the Zone may include, but are not limited to:

a. Expenses related to promoting the Zone, e.g. brochure production and dissemination, television and newspaper advertising or other electronic marketing, workshops, presentations and travel.

b. Clerical, copying, printing, postage and minor equipment expenses associated with Zone Advisory Board meetings, activities of the Zone Advisory Board and reporting to the State of Illinois.

**SECTION VII – ADMINISTRATOR SUCCESSION PROCESS.** The agreement between the county of DeKalb, on its own behalf and on behalf of the Designating Units of Governments, and the DCEDC, by which the DCEDC shall contract to act in the various capacities previously set forth herein, is expected to contain a provision authorizing the termination of said agreement, without cause, by either party upon notice to the other. In the event that the County of DeKalb or the DCEDC elects such a termination prior to the expiration of this Intergovernmental Agreement, said termination shall not under any circumstances be construed as terminating this agreement. The parties to the agreement expressly agree that in that circumstance, this agreement shall remain in full force and effect and the parties hereto agree that they hall, in that event, designate, by majority vote, another entity, board or body to take over the duties of the DCEDC with regard to the Zone, or the Designating Units of Government shall create a means or mechanism for the election of a Zone Advisory Board and a Zone Administrator, which shall be adopted by a vote of the majority of the Designating Units.

**SECTION VIII – NO TAX LEVY OBJECTION**. Taxpayers receiving DeKalb County Enterprise Zone property tax abatement under the terms and conditions of above must agree that they shall not file an objection to the real estate property taxes levied on the Site and/or Facilities. In the event any real estate property tax

protest or objection is filed for the subject property, the Enterprise Zone property tax abatement for the subject property shall automatically terminate.

**SECTION IX – NO ASSIGNMENT OR TRANSFER.** DeKalb County Enterprise zone property tax abatement shall be specifically granted to the applicant and may not be assigned to or transferred without the written consent of the DeKalb County Enterprise Zone Administrator, with the advice and consent of the Enterprise Zone Advisory Board, on behalf of the taxing bodies. In the event that the applicant desires to transfer or assign any or all of its ownership of the subject property where the business located thereon, the transferee shall submit a written request to the DeKalb County Enterprise Zone Administrator requesting transfer of the abatement to the new owner for the time remaining on the abatement.

The DeKalb County Enterprise Zone Administrator, with the advice and consent of the Enterprise Zone Advisory Board, shall review the taxpayer's request to transfer said abatement and determine the taxpayer's eligibility for such transfer, subject to the terms and conditions outlined above and the applicable MOU. The DeKalb County Enterprise Zone Administrator shall notify the affected taxing bodies that such a request has been made and the action taken by the Administrator to address the transfer request.

**SECTION X – TAX INCREMENT FINANCING DISTRICT OR REDEVELOPMENT AREA OVERLAY.** In the event that a Tax Increment Financing (TIF) District or redevelopment district or project area (20 ILCS 655/5.4.1) is, will be or has been created by a municipality under Division 74.4 of the Illinois Municipal Code, and said redevelopment project area contains property that is located in an Enterprise Zone, and the municipality adopts an Enterprise Zone designating ordinance pursuant to Section 5.4 of the Act specifically concerning the abatement of taxes on property, as above, located within a redevelopment project area created pursuant to Division 74.4 of the Illinois Municipal Code, and the Department certifies the Ordinance, then the property that is located in both the Enterprise Zone and the redevelopment project area shall not be eligible for the abatement of taxes under Section 18-170 of the Illinois Property Tax Code.

**SECTION XI – LOCAL SOURCING STATEMENT.** The Designating Units of Government encourage companies receiving Enterprise Zone benefits, as provided herein, to utilize local labor and to purchase building materials locally.

**SECTION XII – EFFECTIVE DATE.** This Agreement shall be in effect from the date of and after its passage, approval and recording and upon written approval by the Department of Commerce and Economic Opportunity of the DeKalb County Enterprise Zone's 2019 Application to Expand, Limit or Repeal Incentives, according to law. Failure to receive approval by the Department will render this Agreement null and void.

**SECTION XIII – COMPLIANCE WITH OTHER LAWS.** Neither the passage of this Agreement nor the establishment of an Enterprise Zone shall excuse compliance with other applicable laws, ordinances or regulations, unless expressly superseded by the Agreement or the Enterprise Zone Act. Any development undertaken pursuant to the creation of the Enterprise Zone shall be performed in full compliance with all applicable laws and processes.

**SECTION XIV – REASONABLE ACTION.** For matters related to the operation, amendment or modification of the DeKalb County Enterprise Zone which will result in job creation, retention or capital investment within the boundaries or proposed boundaries of the Zone that, by statute, require the approval of the Designating Units of Government, the parties of this Intergovernmental Agreement stipulate and concur that said approval shall not be unreasonably withheld by any of said Designating Units of Government.

This agreement is made as of the year and day first above written.

City of DeKalb

By: _____
Mayor

County of DeKalb

By: _____
County Board Chairman

Town of Cortland

By: _____
Mayor

City of Genoa

By: _____
Mayor

City of Sandwich

By: _____
Mayor

City of Sycamore

By: _____
Mayor

Village of Waterman

By: _____
Mayor