

Attachment A

<i>Job Creation Commitment and Schedule (Net New Jobs)* ❖</i>						
<u>Year</u>	<u>Net New Jobs Hiring Target</u>	<u>Jobs Retained From Prior Years</u>	<u>Payroll</u>	<u>Job Determination Period</u>		<u>Clawback % on Job Creation Shortfall^{^^^}</u>
1	20 + 19 = 39	20 (starting headcount)	\$2.66 million	01-Jul 2017	30 Jun 2018	100%
2	39 + 17=56	39	\$5.04 million	01 Jul 2018	30 Jun 2019	100%
3	56 + 14 = 70	56	\$7.0 million	01 Jul 2019	06 Jun 2022	100%
4	-	70		01 Jul 2022	30 Jun 2023	75%
5	-			01 Jul 2023	30 Jun 2024	50%
Note	71-90 (Bonus)			-	01 Jan 2024	
Total	50		\$14.7 million			
		Addt'l Notes: All 70 new jobs and the 20 baseline jobs must be retained until June 30, 2024 for compliance. Any bonus tier job shall be achieved prior to June 30, 2024, and must be retained for six months for the bonus.				

<i>Starting Headcount (JTIP Eligible):</i>	20	<i>As of:</i>	June 30, 2017
--	----	---------------	---------------

^^^ Clawback percentage is calculated on job creation shortfall at expiration or termination of the PPA, whichever is earlier. Clawback formula = (Job Creation % Shortfall) x (Cumulative Grant Monies Distributed), where Job Creation % Shortfall is (1 - (actual jobs / cumulative hiring target))*100%.

❖ Each job must have a minimum average salary of \$110,000, not including additional benefits. Wages of jobs retained from prior years must equal to or exceed the wage requirements for those jobs as described herein. Only New Mexico based employees count towards job creation.