Firm-Based Evaluation Criteria

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Project Name:	**National Instruments**				
MINIMUM PROJECT REQUIREMENT					
	The Firm is located in the Desired Development Zone.				
	The Firm conducts its business in compliance with environmental regulations.				
EVALUATION CRITERIA		**AVAILABLE POINTS**			**TOTAL**
Overall Economic and Fiscal Impact		***Small***	***Medium***	***Large***	
		10	***20***	***30***	**20**
	Relative to its industry, what is the absolute size of the net benefit as measured by: jobs and income, level of desirable public benefits, and net fiscal impact to the City?				
	The net benefit based on the WebLOCI analysis is $7.6 million over a ten year period.				
Linkages to the Local Economy		***Poor***	***Acceptable***	***Excellent***	
		0	***15***	***25***	**25**
	Is the firm a recognized targeted industry identified by City of Austin?				
	The firm is an industry leader in the provision of software and hardware platforms which accelerate productivity, innovation and discovery.				
	Is the firm a headquarters operation? Does it represent the "headquarters" of a new product line or service for the firm?				
	Yes, the firm is headquartered in Austin, and this project represents an expansion of operations in Austin by constructing a new 300,000 square foot research and development facility which will result in increasing the firm's local workforce from 2,440 to 3,440.				
	Is the firm growing? Is the firm in a growing industry? How stable is the firm?				
	The firm is a publicly traded company which has been in business for 36 years and is growing.				
	Does the project make use of an especially underutilized asset such as certain segments of the labor force or current office space?				
	The project includes the construction of a new 300,000 square foot research and development facility. Of the anticipated 1,000 new full-time jobs, the firm anticipates that 35% of the positions will be filled by local graduates of science and engineering programs.				
	Will the project create significant contracting opportunities for local firms including small and disadvantaged businesses?				
	The firm is proposing to invest $46 million to construct a 300,000 square foot research and development facility, which will provide contracting opportunities for local firms including small and disadvantaged businesses.				

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	Does the project fill a hole in the Austin economic base?				
	The firm's expansion will strengthen the local software and hardware technology sectors.				
	Does the project have the potential to either seed a new cluster or bring additional firms to Austin?				
	The firm was established in 1976 and is headquartered in Austin. The firm has helped Austin develop a cluster within the software industry. The proposed expansion would further this cluster and potentially bring additional firms to Austin.				
	Will the firm directly compete for resources with existing firms?				
	The firm is very active in developing the human resource of local graduates in science, technology, engineering, and math programs. In 2012, the firm contributed $176,000 to local STEM programs that touched over 3,500 Central Texas youth. In January 2013, Dr. James Truchard, CEO and Cofounder of the firm, made a personal pledge of $10 million to The University of Texas planned Engineering Education and Research Center to further support the development of human resource talent in the firm's industry.				
Infrastructure Impact		***Disproportionate***	***Proportionate***	***Low Impact***	
		0	***5***	***10***	**10**
	Will the firm make a disproportionate demand on the community's infrastructure?				
	The firm will not make a disproportionate demand on the community's infrastructure as any potential expansion would occur within the firm's existing campus, which is already served by the necessary infrastructure.				
Character of Jobs/Labor Force Practices		***Unacceptable***	***Acceptable***	***Excellent***	
		0	***15***	***25***	**25**
	Will the bulk of new hires be local or imported?				
	The firm anticipates that 35% of the positions will be filled by local graduates of science and engineering programs and is investing significantly in local STEM programs to build the pool of available graduates in these fields.				
	What is the average wage paid? How does it compare to the local or national industry average?				
	The average wage paid across all positions is $72,223, which is above the Travis County average annual wage of $53,768.				
	What is the median wage paid? How are job categories and wages distributed within the overall structure?				
	The median wage paid across all positions is $63,523 and is distributed across the following positions: 100 Supervisory positions with an average annual wage of $92,979.63 / 850 Staff level positions with an average annual wage of $69,734.73				
	What training is provided? Opportunities for advancement? Are there funds for additional education?				
	The firm estimates that 80% of its employees are promoted during their career at the firm. The firm provides an average of 40 hours of paid training per year for each employee to foster employee development through its Superior Employee Development (SED) training program. In addition, the firm provides tuition reimbursement of up to $7,500 per year for each employee.				

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	Does the firm actively promote diversity in hiring and promotion?				
	Yes, the firm has a very diverse workforce as a result of its Affirmative Action Plan and the Austin location represents more that 60 national origins as a result. The firm also provides a Cultural Awareness training course.				
Quality of Life/Cultural Vitality		***Unacceptable***	***Acceptable***	***Excellent***	
		0	***5***	***10***	**10**
	Does the firm have a proactive cultural outreach program?				
	The firm invests heavily in local STEM education programs, engaging elementary and high school students with robotics technology, and equipping educators with resources to teach engineering concepts in a fun, hands-on way. In addition to developing the software that powers LEGO MINDSTORMS, the firm is a strategic partner to For Inspiration and Recognition of Science and Technology (FIRST), and a key technology supplier to Project Lead the Way and the Infinity Project.				
	Does the firm actively encourage employee volunteer/charitable efforts?				
	Last year, the firm contributed $1.8 million to various charities, in addition to their Spring Volunteer Campaign which had 248 volunteers completing more than 900 hours of volunteer services.				
Threshold for Extraordinary Economic Impact (only one required)		***Yes***		***No***	
	* The firm is in a targeted industry.	Yes			
	* The firm is involved in leading edge technology.	Yes			
	* State economic development funds are available for the firm.	Yes			
	* The firm will generate 500 jobs or more.	Yes			
TOTAL POSSIBLE POINTS					***100***
TOTAL SCORE					***90***

Investment Threshold Levels
Total combined investments shall not exceed 50% of the present value of the total estimated tax liability over 10 years and investments shall not exceed 80% of the total estimated tax liability in any single year.

Less than 60 points = No additional consideration.
60 to 79 points = Eligible for up to 30% of the present value of sales and property tax for 10 years.
80 points or more = Eligible for up to 50% of the present value of sales and property tax for 10 years.

A firm that meets the threshold for extraordinary economic impact may qualify for an investment of 100% of the present value of the total estimated tax liability over 10 years.