

WAKE COUNTY

BUSINESS DEVELOPMENT GRANT AGREEMENT

Business Development Grant

This Business Development Grant Agreement (the “Agreement”) is made and entered into as of the 6th day of January, 2025 by and between Amgen Inc., a business corporation incorporated in the state of Delaware and authorized to transact business in the State of North Carolina (the “Company”) and WAKE COUNTY, North Carolina, a body politic and corporate and political subdivision of the State of North Carolina (the “County”). The County and Company may from time to time be referred to in this Agreement individually as a “Party” and collectively as the “Parties.” In the event of a conflict or inconsistency between this Agreement and any County policy or provision, the definitions and provisions in this Agreement shall govern.

WITNESSETH:

WHEREAS, the Local Development Act of 1925, as amended, (Article 1 of Chapter 158 of the North Carolina General Statutes) grants counties the authority to make appropriations for the purposes of aiding and encouraging the location or expansion of certain business enterprises in the county or for other purposes which the county’s governing body finds, in its discretion, will increase the population, taxable property base and business prospects of the county; and

WHEREAS, N.C. Gen. Stat. § 158-7.1(b) lists specific economic development activities which a county may undertake, which list is not exclusive; and

WHEREAS, Wake County has adopted “Wake County Business Development Grant Policy, updated December 4, 2023” attached hereto as Exhibit A (“County Policy”), the provisions of which govern this agreement, (with modifications or waivers as determined necessary by Wake County and as set forth in this Agreement); and

WHEREAS, on June 28, 2024, the Company began discussions with the State of North Carolina (the “State”), and thereafter with the County, to explore the possibility of expanding the Company’s business operations in the County to include expansion of a biologics manufacturing facility located in Wake County (the “Project”); and

WHEREAS, on August 19, 2024 the Board of Commissioners of the County met in closed session regarding the Company and its location possibilities and determined that (i) the Project would tend to increase the population, taxable property base and business prospects of the County, (ii) an incentive grant would encourage the Company to locate and provide jobs in the County, and (iii) it would be in the public interest to provide assistance as authorized by N.C. Gen. Stat. § 158-7.1 and approved the negotiation of a business development grant agreement for the Project; and

WHEREAS, the Company has decided to locate the Project within the County; and

WHEREAS, the Company intends to hire no fewer than 370 new employees at average wages above 110% of the 2024 County average by December 31, 2030 and invest or cause to be invested no less than \$1,018,000,000 for acquisitions of tangible personal property and improvements to real estate related to the Project no later than December 31, 2029.

WHEREAS, the State of North Carolina (the “State”) has awarded the Company a Job Development and Investment Grant (“JDIG”); and

WHEREAS, N.C. Gen. Stat. § 153A-449 authorizes the County to contract with and appropriate money to any person, association, or company in order to carry out the public purpose in which the County is authorized by law to engage; and

WHEREAS, the Board of Commissioners of the County found that the consideration the County will receive, based on prospective tax revenues to be generated over a ten-year period due to investment in the Project, will exceed the amount of the grant offered in this Agreement; and

WHEREAS, the Board of Commissioners of the County, following a public hearing on January 6, 2025, approved the execution of a business development grant to the Company for the Project on the terms of this Agreement.

NOW, THEREFORE, in consideration of the reasons recited above, and the mutual covenants and obligations contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. Definitions:

(a) Full-time Employee: A person who is employed by the Company to work at least 35 hours per week, and whose wages are subject to withholding under Article 4A of Chapter 105 of the North Carolina General Statutes. The employee must be paid no less than the Wake County Living Wage Rate set by the County during the applicable Grant Year.

(b) New Employee: A Full-time Employee who represents a net increase in the aggregate number of employees employed by the Company in connection with the Project.

(c) New Investment: The additional tax value of improvements to real estate, machinery, equipment, and other business personal property. The value of the land is not included in the calculation of New Investment.

(d) Wake County Living Wage Rate: A rate calculated annually by Wake County and based on the four-year average housing cost of a one-bedroom according to the U.S. Department of Housing and Urban Development’s Fair Market Rents in Raleigh, North Carolina attached hereto as Exhibit B.

2. Project Location: The project includes constructing an expansion and/or improvements to a biologics manufacturing facility located in Wake County at the address below:

4130 Friendship Road
Apex, NC 27562

3. Real Estate Improvements and Machinery, Equipment, Furniture and Fixture Acquisition. The Company shall purchase and/or make or cause to be made improvements at the site chosen for the Project in Wake County, North Carolina, (the “Property”) and shall, upon request of the Tax Administrator, produce documentation for improvements which have been made to the Property and receipts showing proof of acquisitions of machinery, equipment, furniture and fixtures by the Company for use at the site of the Project; provided the value of Improvements is equal to the increase of the tax base and not the actual cost of the documented Improvements. Improvements made to the real estate not attributable to the Company’s Investment shall not be counted towards the value of Improvements for the purpose of this Agreement. The Property shall be improved in accordance with the following:

- (a) All construction undertaken, or caused to be undertaken, shall be or has been designed, constructed, and completed in accordance with applicable standards established by federal, State, local, and County regulations and laws; and
- (b) The County shall not be responsible for any aspect of the design or construction of the premises.

4. Performance by the Company. This Agreement and the expenditure of County funds under this Agreement is expressly contingent upon the Company achieving the performance requirements during each “Grant Year” and over the “Grant Period” as defined herein. For purposes of this Agreement, the “Grant Year” is defined as each calendar year (January-December) the Company meets performance requirements within the time periods set forth below, which shall be measured consecutively beginning in the first calendar year of qualification through the tenth (10th) calendar year. The “Grant Period” shall be defined as ten consecutive calendar years to be measured from the first Grant Year. The specified performance requirements and payment terms for the Grant are set forth in further detail as follows:

- (a) New Investment in Real Estate Improvements and Tangible Personal Property. The Company shall make, or cause to be made, New Investments for improvements to real estate and for acquisitions of tangible personal property (collectively, the “Investments”) in the County in connection with the Project which shall result in an increased assessed value of the Investments totaling at least \$800,000,000 on or before December 31, 2029. The existing value of real estate prior to constructing Improvements shall not be counted towards the calculation of Investment.
- (b) Employment. The Company shall, by December 31, 2032, employ in Wake County a minimum of 370 New Employees with an average annual wage of no less than \$91,527, which the Parties agree is at least 110% of the 2024 average annual wage for the County as determined by the North Carolina Department of Commerce’s Finance Center.

The Company shall maintain employment of the total number of New Employees for all years of the Grant Period. If any New Employee separates from the Company during the Grant Period, the Company will use reasonable efforts to backfill such headcount to comply with the requirements in this section. Telecommuting positions shall not be counted towards the employment requirement set forth in this section. For purposes of this Agreement, “telecommuting positions” shall be defined as Company remote workers.

The Parties agree that for purposes of calculating the “annual wage” of an employee of the Company “wage” shall have the meaning it has for purposes of the North Carolina Department of Commerce’s Finance Center’s calculation of “average annual wage” and that such meaning is the gross wage subject to reporting to the Division of Employment Security of the North Carolina Department of Commerce.

The Company agrees to include residents of the County in recruiting for such job positions.

(c) Living Wage Standard. The Company agrees that all New Employees shall receive no less than annually the Wake County Living Wage Rate set by the County during the applicable Grant Year throughout the Grant Period in order to be counted toward the New Employees threshold described in Section 4(b). For example, the 2028 Grant Year performance will be evaluated using the Living Wage set by the County in July 2028.

The Wake County Living Wage Rate is calculated annually by the County and is based on the four-year average housing cost of a One Bedroom according to the U.S. Department of Housing and Urban Development's (HUD) Fair Market Rents in the Raleigh Metropolitan Statistical Area (MSA). The rate is set on July 1st each year.

(d) Upward Mobility Bonus. After qualifying for this Business Development Grant by meeting the performance requirements under Section 4, the Company is eligible for a Business Development Grant Bonus of five percent (5%) of additional tax revenue growth in any Grant Year in addition to the qualifying grant if the Company demonstrates that it meets ALL of the following conditions in the qualifying Grant Year:

- Prohibits discrimination against applicants and employees in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment on the basis of race, natural hair or hairstyles, ethnicity, creed, color, sex, pregnancy, marital or familial status, sexual orientation, gender identity or expression, national origin or ancestry, National Guard or veteran status, religious belief or non-belief, age, or disability.
- Offers health insurance to employees and dependents at a level generally considered affordable (as set forth in the Affordable Care Act).
- Leave policies accommodate vacation, sick, bereavement, and parental leave.

The Company demonstrates that it provides other programs that reduce barriers to employment and economic mobility, including at least two of the following:

- Program(s) that offset costs to employees associated with childcare.
- Program(s) that offset costs to employees associated with transportation.

- Program(s) that offset costs to employees associated with tuition or related educational expenses that increase employee skills and opportunities for advancement.
- Second chance hiring practices, including removal of prior conviction checkoffs.

(e) Use. The Investments shall be made to accommodate the expansion of a biologics manufacturing facility and related facilities, buildings, and improvements.

(f) Payment of Taxes by Company. The County must receive confirmation from the County tax assessor's office that the Company has paid, in full, the annual ad valorem taxes based on the increased value resulting from Investments in the Project. Nothing in this Agreement restricts or limits the Company's right to contest the valuation of the Project or the Improvements or to contest any other North Carolina state and local tax matters.

5. Documentation from the Company. In connection with each request for reimbursement, the Company shall deliver to the County Manager a performance letter in substantially the form of the attached Exhibit C (the "Performance Letter"), certifying that (1) the Company has taken the actions and met the requirements described in Section 4(a) and (b) of this Agreement as of the date of the Performance Letter, and (2) the Company qualifies for Jobs Development Incentive Grant program monies for such Grant Year. If the Company does not meet all of the conditions required to be certified in the Performance Letter, the Company shall not qualify for a grant payment from Wake County for that calendar year. Upon the written request of the County Manager, the Company shall present to the County within thirty (30) days of such written request such evidence as may be reasonably requested to confirm the facts in the Performance Letter. To the full extent allowed by law, such requested evidence shall be kept confidential by the County and shall remain the property of the Company to be returned after the County's review.

The Company shall attest to meeting the requirements of Section 4(d) for the prior calendar year in order to receive the Upward Mobility Bonus. If the Company does not fulfill the requirements of Section 4(d), the Company remains eligible for the underlying Business Development Grant. The Company is ineligible for the Upward Mobility Bonus in any year that the Company is ineligible for the underlying Business Development Grant.

It is agreed that the County, through its auditors, no more than one time per calendar year during the Grant Period, shall have the right upon reasonable notice and during normal business hours, to inspect and audit the Company's records pertaining to the value of the Investments made with respect to the Project, provided such inspection and audit is conducted in a way to limit disruption to the business as much as possible and provided further, because some or all of Company's records that are subject to inspection or audit hereunder may be at locations other than within the County, that such inspection and audit may be conducted remotely or by electronic transmission of documents. All records revealed by the Company to the County's auditors shall remain confidential to the full extent allowed by law and may be used by the County only for audit purposes.

The Company acknowledges that it has been informed by the County that the County is required by law, upon request, to disclose "Public Records" as that term is defined by N.C. Gen.

Stat. §132-1. Notwithstanding the immediately preceding sentence, the County acknowledges that some or all of the information made available by the Company to the County pursuant to this Agreement may be exempt from disclosure as a “Public Record” pursuant to N.C. Gen. Stat. §§ 132-1.2 and/or 132-6(d), and that all such information may be proprietary. Some or all of the information made available to the County pursuant to this Agreement may be designated by the Company as confidential and as a trade secret at the time of disclosure to the County. The County, to the fullest extent allowed by state law, will hold such designated information as confidential. The County shall, if it receives a request for disclosure of any such information, notify the Company of such request so that the Company may defend any claims or disputes arising from efforts of others to cause such trade secrets to be disclosed as a Public Record, and the County shall refrain from making any such disclosures unless or until it (i) receives the Company’s written permission to do so; or (ii) is compelled to do so by the final order of a court of competent jurisdiction. The Company shall have the right to direct any litigation of such dispute and shall indemnify the County for any legal fees and expenses incurred by the County in opposing such request for disclosure. The Company acknowledges that the County has met the disclosure requirements set forth in N.C. Gen. Stat. § 132-1.11(b)

6. Payment of Grant.

(a) Upon the terms and conditions herein, the County agrees to partially reimburse the Company for the Investments that the Company makes or causes to be made in the Project in order to provide an incentive to the Company to make or cause such Investments and create such jobs within the County. A cash grant will be paid to the Company in an amount equal to a percentage of the additional County property tax revenue attributable to the assessed value of the Investments, as determined by the County tax assessor as more specifically set forth in Section 6(c). County property tax-exempt investments shall not count towards Investments for the purpose of this Section.

(b) Once the Company has met the performance requirements set forth in Section 4 of this Agreement for the Grant Year in question and the Company has submitted the required documentation under Section 5, the Company shall be eligible to receive the grant payments described in this Agreement. The grant payments shall begin in the year after the taxable property base of the Investments attributable to the Project as determined by the County Tax Administrator first exceeds \$800,000,000 and the employment requirements in Section 4 have also been met. For clarity, the first payment is expected to be based on the Company’s performance for calendar year 2032 assuming the requirements are met, but could be earlier depending on the timing of the applicable Investments and hiring of New Employees. The exact date of payments during each Grant Year shall be at the discretion of the County but in any event shall be made during the period from January 1st through March 31st that immediately follow the County’s receipt of the Company’s Performance Letter.

For example, if the Company’s Investment prior to December 31, 2029 is assessed by the County in 2030 at a value of at least \$800,000,000, the Company has paid or caused to be paid the *ad valorem* tax on Investment by January 6, 2031, satisfying the New Investment requirement in Section 4(a). If the Company has also met the employment requirements as set forth in Paragraph 4(b), the Company is eligible to begin receiving payments. The Company’s

Performance Letter for that year will be due by March 1, 2031 (as described below), and the County will issue payment to the Company no later than March 31, 2031.

(c) Taking into consideration the amount and duration of the Company's Investment, the County has approved an extended Grant Period subject to the recapture provisions herein. For the purposes of this extraordinary grant, the amount of the grant payments to be paid by the County to the Company shall be as follows:

- i. For the first five (5) consecutive years of the Grant Period (80% Years), the Grant shall be eighty percent (80%) of the additional County property tax revenue attributable to the assessed value of the Investments as defined and referenced in Sections 1(c) and 4(a) of this Agreement as of January 1 of the preceding calendar year, as verified by the County Manager.
- ii. For the last five (5) consecutive years of the Grant Period (20% Years), the Grant to be paid by the County to the Company shall be 20 percent (20%) of the additional County property tax revenue attributable to the assessed value of the Investments as defined in 4(a) of this Agreement as of January 1 of the preceding calendar year, as verified by the County Manager.
- iii. In the event the Company fails to qualify for the Grant at a minimum of 50% of the Years of the Grant Period, the County shall be entitled to recapture from the Company 50% of the actual amount of the reimbursement made by the County to the Company in each of the qualifying Grant Years. In no event shall the grant amount paid by the County for any year exceed the amount of ad valorem taxes actually paid in the preceding year for Investments in connection with the Project. The Parties agree that any payment of ad valorem tax made before January 6 following the due date of the tax shall be deemed to have been paid in the year the tax was due.

(d) Grant payments are to be made directly to the Company and mailed directly to the address on file with the County, or at such other address as shall be provided by the Company to the County in writing.

(e) As a material condition of receiving the Grant, the Company must submit the Performance Letter required by Section 5 by March 1 of the year following the calendar year for which the Grant is requested. **Failure to submit the Performance Letter by March 1 shall disqualify the Company from receiving the Grant for the previous calendar year, and the County shall have no obligation to the Company for any reimbursement based on performance or payment in the previous calendar year.** The March 1 deadline may be extended for cause only with the advance consent of the Board of Commissioners.

(f) In the event that all Grant requirements outlined in Section 4 of this Agreement are not met by Company for any year of the Grant Period, or the required documentation outlined in Section 5 is not submitted by Company for the year in time to allow payment by March 31 of the following year, then the County shall have no responsibility for all or any part of Grant for the non-qualifying Grant Year, and Company or its Affiliates shall

have no interest in or entitlement to Grant for that Grant Year. No cure periods shall be allowed for the purpose of qualification in any Grant Year.

7. State and Local Incentives. This Agreement is expressly contingent on the Company execution of a similar economic development incentive agreement with the Town of Holly Springs.

8. Amendments to Agreement. This Agreement may be modified or amended only with the mutual written consent of the Parties.

9. Parties. This Agreement shall be binding upon and shall inure to the benefit of the Parties and their heirs and successors and assigns. As used herein, words in the singular include the plural and the masculine includes the feminine and neuter genders, as appropriate.

10. Entire Agreement. This Agreement contains the entire agreement of the Parties and there are no other representations, inducements, or other provisions other than those expressed in this writing. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original and all of which together shall constitute but one and the same instrument. All changes, additions, or deletions to this Agreement must be in writing and signed by all Parties.

It is specifically understood and agreed that the Company will be subject to applicable County ordinances, policies, procedures, and other regulations.

11. Governing Law. The Parties agree that this Agreement is to be controlled by the laws of the State of North Carolina.

12. Jurisdiction and Venue. Any controversy or claim arising out of this Agreement shall be settled by an action initiated in the appropriate division of the General Court of Justice in Wake County, North Carolina.

13. Termination. Except as otherwise provided herein, this Agreement shall terminate on December 31st of the last year in which the County makes grant payments to the Company under this Agreement; provided, however, the Company shall have the right to terminate this Agreement for any reason or no reason upon thirty (30) days written notice to the County.

14. Assignment. With the consent of the County, which shall not be unreasonably withheld, the Company may assign all or part of its rights, benefits, and/or obligations under this Agreement; provided, however, such consent is not required for assignments to one or more Affiliates designated by the Company;. For the purpose of this section, an Affiliate means the Company or any other entity that directly or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, the Company. As a requirement of any assignment of this Agreement, the County Manager must receive satisfactory documentation that 1) the Assignee is engaged in the same or similar business as set forth on the Grant application, 2) no such assignments shall relieve the Company of its obligations or Company specific performance requirements under this Agreement which are a condition of County Grant Funding, 3) the grant agreement entered by and between the Company and Town of Holly Springs by which performance under this Agreement is measured is contemporaneously assigned to the same entity, and 4) the Assignee is a domestic corporation entity such that administration of the Grant terms

would not be impeded. The Board of Commissioners in its sole reasonable discretion may grant assignments upon the terms and conditions set forth herein. The approval of any request meeting the requirements for assignment pursuant to this Section 14 shall not be unreasonably withheld, conditioned, or delayed by the Board of Commissioners.

15. Notices. Any notices, statements, acknowledgements, consents, approvals, certificates or requests required to be given on behalf of any party to this Agreement shall be made in writing addressed as follows and sent by (i) registered or certified mail, return receipt requested, and shall be deemed delivered when the return receipt is signed, refused or unclaimed, or (ii) by nationally recognized overnight delivery courier service and shall be deemed delivered the next business day after acceptance by the courier service with instructions for next-business-day delivery:

If to the County, to:

Wake County Manager
PO Box 550
Raleigh, NC 27602

If to the Company, to:

Amgen Inc.
Attn: Development, Regulatory, Operations and Contracting Law (Business Contracting)
Mailstop 28-5-A
One Amgen Center Drive
Thousand Oaks, CA 91320
Email: law.operations@amgen.com

and

With copy to:

Butler Snow LLP
445 North Boulevard, Suite 300
Baton Rouge, Louisiana 70802
Attention: Adam C. Parker
Phone: (225) 325-8704
Email: adam.parker@butlersnow.com

or to any such other addresses as may be specified by any Party, from time to time, by prior written notification.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the day and year first above written.

ATTEST:

WAKE COUNTY

Yvonne Gilyard
County Clerk

By: _____
Matthew M. Calabria
Chair, Board of Commissions

Approved as to Form:

Scott Warren
Wake County Attorney

Amgen Inc.

By: _____

This instrument has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.

Wake County Finance Officer

The person responsible for monitoring the contract performance requirements is Michael James.

Department Head Initials:

Exhibit A

Wake County Business Development Grant Policy

Updated December 4, 2023

Policy Objective

Support the development of an economic environment that attracts or encourages new investment, creates new jobs, results in a diverse tax base, promotes economic mobility, and supports sustainable business practices.

Eligible Projects

An existing or new company (“economic development projects”) may be eligible for a Business Development Grant if they meet a new investment threshold, a new jobs threshold, and wage requirements detailed in this policy. Special consideration may be provided for Fortune 500 companies and large international companies.

Living Wage Standard

No company shall receive a Business Development Grant for a project that includes jobs with wage rates below the Wake County Living Wage Rate or equivalent. The Wake County Living Wage Rate will be calculated annually by the County and based on the four-year average housing cost of a One Bedroom according to the U.S. Department of Housing and Urban Development’s (HUD) Fair Market Rents in the Raleigh MSA. The rate will be set on July 1st each year.

New Investment Threshold

New or existing companies may be eligible for a Business Development Grant for new investments, which exceed the minimum thresholds as outlined below. New investment is defined as “improvements to real estate, machinery, equipment, and other business personal property.” The value of land is not included in the calculation of new investment. New investment must exceed the minimum threshold in assessed valuation, as determined by the Wake County Tax Administrator.

New Jobs Threshold

New or existing companies may be eligible for a Business Development Grant when the investment threshold is met, and new jobs are created as outlined below. New jobs are defined as a new increase in the company’s number of full-time Wake County employees. A full-time employee is defined as a person who is employed by the company working at least 35 hours per week, and whose wages are subject to withholding under Article 4A of Chapter 105 of the North Carolina General Statutes. Salary and employment documentation provided to the NC Department of Commerce, North Carolina Employer’s Tax and Wage Reports, or other information as determined by the Wake County Finance Department will serve as Wake County documentation of job creation.

Thresholds

	Investment Minimum	Jobs Minimum	Avg. Salary Minimum	Incentive Percentage	Max Years
Tier 1 (Super Jobs)	\$50 million	250	200%	50% new tax growth	8 years
Tier 2	\$100 million	50	110%	50% new tax growth	8 years
Tier 3	\$75 million	50	110%	42.5% new tax growth	5 years
Tier 4	\$50 million	50	110%	35% new tax growth	5 years
Tier 5	\$25 million	50	110%	30% new tax growth	5 years

State Participation

New or existing companies may be eligible for a Business Development Grant when the state incentive requires local government participation and when the investment and jobs thresholds meet or exceed the minimum as outlined below.

	Investment Minimum	Jobs Minimum	Avg. Salary Minimum	Incentive Percentage	Max Years
State Participation	\$5 million	25	100%	35% new tax growth	5 years

Targeted Growth Areas

New or existing companies may be eligible for a Business Development Grant when locating or expanding in a designated Targeted Growth Area when investment and job creation thresholds meet or exceed the minimum outlined below.

	Investment Minimum	Jobs Minimum	Avg. Salary Minimum	Incentive Percentage	Max Years
Targeted Growth Area	\$2 million	20	Wake County Living Wage	35% new tax growth	5 years

Headquarters

New or existing headquarters may be eligible for a Business Development Grant when the investment, jobs, and salary thresholds meet or exceed the minimums below. For the purposes of this policy, a headquarters is defined as a corporate or national headquarters. Regional headquarters serving as a company's headquarters for a multi-national region are also eligible. Wake County Economic Development will assess the headquarters status and qualifications.

	Investment Minimum	Jobs Minimum	Avg. Salary Minimum	Incentive Percentage	Max Years
Headquarters	\$5 million	35	120% County Average Wage	35% new tax growth	5 years

Upward Mobility Bonus

5% additional of new tax growth

After qualifying for a Business Development Grant under Wake County policy, new or existing companies may be eligible for a Business Development Grant Bonus of 5% of additional new tax revenue growth attributable to the project when meeting conditions outlined below. The bonus is intended to encourage business practices that reduce barriers to employment and economic mobility, not inconsistent with NCGS 143-162.6.

The company meets all following conditions:

- Prohibits discrimination against applicants and employees in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment on the basis of race, natural hair or hairstyles, ethnicity, creed, color, sex, pregnancy, marital or familial status, sexual orientation, gender identity or expression, national origin or ancestry, National Guard or veteran status, religious belief or non-belief, age, or disability.
- Offers health insurance to employees and dependents at a level generally considered affordable.
- Leave policies accommodate vacation, sick, bereavement, and parental leave.

The company provides other programs that reduce barriers to employment and economic mobility, including at least two of the following:

- Program(s) that offset costs to employees associated with childcare.
- Program(s) that offset costs to employees associated with transportation.
- Program(s) that offset costs to employees associated with tuition or related educational expenses that increase employee skills and opportunities for advancement.
- Second chance hiring practices, including removal of prior conviction checkoffs.

Policy Guidelines

1. Business Development Grants will be considered for companies meeting the new investment and new job thresholds. The Board of Commissioners is not obligated to make any grants.
2. All projects will be considered on a case-by-case basis. The County will consider several factors (in addition to level of new investment and number of new jobs) when determining approval of a Business Development Grant, including:
 - a. Type of business, relative to current tax base
 - b. Types of new jobs
 - c. Reputation of company
 - d. The presence of competition for the projects
 - e. Business practices, such as employee benefits offered, wellness and health benefits, leave policies, community involvement practices, or other innovative programs to support economic mobility and employee health and wellbeing.
 - f. Business practices, such as LEED certification, WELL Building Standard, or other sustainability initiatives.
3. The amount of the grant payment to be paid by the County shall be consistent with the investment and jobs minimum as established in the grant agreement. In no event shall the grant amount exceed the amount of ad valorem taxes paid by the company on the new investment in that calendar year.
4. The County will require that the assessed value of new investment is confirmed by the Wake County Tax Administrator and that all property taxes are paid prior to providing a grant payment.

5. For projects/companies considering locating (or expanding) in one of the municipalities within Wake County, the County's participation in a Business Development Grant is contingent on participation by the municipality.
6. All grant agreements are subject to performance criteria that will be outlined in detail in a Business Development Grant contract between the company and the County approved in an open meeting of the Wake County Commissioners. The contract will outline that grant payments are contingent on achievement of performance criteria during each year of the grant.

Exhibit B

Wake County Living Wage Standard

The Wake County Living Wage rate is based on the four-year average housing cost of a One-Bedroom according to the United States Department of Housing and Urban Development's (HUD) Fair Market Rents in the Raleigh Metropolitan Statistical Area. On January 1 of each year, the County's current Living Wage Rate is compared to the calculated rate to determine if an adjustment is needed. The Board of Commissioners sets the rate on July 1st each year through adoption of the annual budget ordinances.

Calculation Details

The formula used by Wake County to set the rate is included below, along with the sample calculation used to determine the rate most recently set and adopted by the Board of Commissioners (July 1, 2024). The Fair Market Rates can be accessed on the HUD website at this link: <https://www.huduser.gov/portal/datasets/fmr.html>

HUD Fair Market Housing Rate Raleigh, NC MSA: 1 Bedroom					
2024	2023	2022	2021	2020	2019
\$1,466	\$1,250	\$1,073	\$1,053	\$1,022	\$949

Annualized Calculation

Step 1: Calculate the four-year average for a one-bedroom using the HUD data.

2024 Example: The most recent four-year average available for the period was 2021-2024. The average for the period is **\$1,210.50**.

Step 2: Calculate the amount of monthly income required so that no more than 30% of gross monthly income is required for housing.

2024 Example: $\$1,210.50/0.3 = \mathbf{\$4,035}$ monthly gross income required

Step 3: Annualize the Wake County Living Wage Rate

2024 Example: $\mathbf{\$4,035}$ monthly income X 12 = **\$48,420 annually**.

Step 4: Divide by 2,080 to determine hourly rate (40 hours week X 52 Weeks/Year = 2,080 hours)

2024 Example: $\$48,420/2,080 = \mathbf{\$23.28/hour}$.

Step 5: Allow for a credit of \$1.50 per hour if health insurance is provided to the employee at an affordable rate:

2024 Example: $\$23.28/\text{Hour} - \$1.50 \text{ Credit} = \mathbf{\$21.78/hour}$.

Exhibit C

[Amgen Letterhead]

[date]

County Manager
Wake County
P. O. Box 550
Raleigh, NC 27602

Business Development Grant Agreement dated [],: Performance Letter

Dear Sir/Madam:

Section 5 of the Business Development Grant Agreement between Wake County and Amgen Inc. dated [_____] , 2025 (the “Agreement”) requires the Company to deliver a Performance Letter to the County Manager in connection with each request for reimbursement for the Investments that the Company makes or causes to be made in the Project described in the Agreement.

(Terms used in this letter have the meanings that such terms have in the Agreement.) The Company hereby certifies that:

1. The Company made or caused to be made investments for improvements to real estate and for acquisitions of tangible personal property in the County in connection with the Project totaling at least \$800,000,000 on or before December 31, 2029 in accordance with Section 2(a) of the Agreement;
2. The Company has paid in full its ad valorem taxes to the County for tax year _____;
3. As of December 31, [20__], the Company employed [__] New Employees, in accordance with Section 4(b) of the Agreement;
4. The Company has maintained employment of [__] New Employees since December 31, [20__];
5. The Investments for which this request is made have been completed; and
6. The Company qualifies for a JDIG payment for the Grant Year.
7. Upward Mobility Bonus: For the Grant Year, the Company:
 - Prohibits discrimination against applicants and employees in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment on the basis of race, natural hair or hairstyles, ethnicity, creed, color, sex, pregnancy, marital or familial status, sexual orientation, gender

identity or expression, national origin or ancestry, National Guard or veteran status, religious belief or non-belief, age, or disability.

- Offers health insurance to employees and dependents at a level generally considered affordable (as set forth in the Affordable Care Act).
- Leave policies accommodate vacation, sick, bereavement, and parental leave.

Provides other programs that reduce barriers to employment and economic mobility, including at least two of the following:

- Program(s) that offset costs to employees associated with childcare.
- Program(s) that offset costs to employees associated with transportation.
- Program(s) that offset costs to employees associated with tuition or related educational expenses that increase employee skills and opportunities for advancement.
- Second chance hiring practices, including removal of prior conviction checkoffs.

[*In the alternative:* For the Grant Year, the Company is ineligible for the Upward Mobility Bonus.]

The Company respectfully requests reimbursement in the amount of \$_____, the amount determined by the County Revenue Director in accordance with Section 4 of the Agreement.

Sincerely yours,

[name] [title]