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**Sent:** Monday, January 07, 2019 10:23 AM EST  
**To:** Sullivan, Holly <hollyss@amazon.com>; Chee, Lloyd <lchee@amazon.com>  
**CC:** Stephen MacIsaac <smacisaac@arlingtonva.us>; Susan Stout <sstout@arlingtonva.us>; Katie McConnell <kmccconnell@arlingtonva.us>  
**Subject:** Amazon Draft Performance Agreement  
**Attachment(s):** "Amazon Draft Performance Agreement 1\_7\_19.docx"

Holly & Lloyd –

Happy New Year! Please find attached the draft performance agreement for your review. It includes the mechanics of the TOT grant and the TIF set aside. All performance metrics are tied only to square footage – there is no jobs target metrics (although the buildings must be occupied). We did not include language around the helipad since it was included in the County Manager's letter prior to the announcement. This item is typically something that we do not include in an incentive agreement. There should be no surprises as the language and terms we used were from the County Manager letter. The team also pulled the language from the Amazon MOU with the state so that we were being consistent. Also, please note that we will update all the Exhibit headers after we receive comments back.

We will also be sending the draft agreement to our Industrial Development Authority so they can concurrently review the language that refers to the IDA itself.

Do you want to schedule a call next week to discuss after you have had time to review?

Copied on this email is Steve MacIsaac, our County Attorney and Susan Stout, the project lead attorney. Katie McConnell is on my team and will oversee the administration of the agreement in the years to come.

Thanks!  
Christina



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