



Exhibit A

HIGH VALUE JOB CREATION PROGRAM GUIDELINES

High Value Job Creation Program (HVJCP):

The County has established and funded a high value job creation program to encourage the location target industry businesses that offer significant economic benefit and create high-value jobs, this program provides a cash award for the creation of jobs paying a minimum of 115% of the County's average annual wage (AAW).

Amount of Award: To be eligible for HVJCP monies, companies must meet the minimum award criteria, demonstrate an effort to hire Lake County residents, demonstrate a commitment to purchase goods and services locally, offer competitive employee benefit packages, and place a high degree of importance on employee training.

Employers who qualify as a target industry and whose average wage is 115% or more of the average annual wage for Lake County (as determined by the Florida Department of Labor and Employment Security) are eligible for an award (based on the chart below) per new job created.

Percentage Award

Any job created paying at least 115% of the Average Hourly Wage*	\$2,000 per job
Any job created paying 150% of the Average Hourly Wage*	\$3,000 per job
Any job created paying 200% of the Average Hourly Wage*	\$4,000 per job

***Or average annual wage for salaried positions. Average wages are determined by Enterprise Florida, Florida Department of Labor and Employment Services.**

Use of Funds: HVJCP funds can be used for any new location or existing business expansion expense, including: payment of impact and permit fees, relocation costs, employee training, building construction loan interest pay down, leasehold improvements, or any other legitimate business expense.

Minimum Award Criteria: The following minimum criteria will be used in awarding HVJCP funds.

1. New jobs created for which HVJCP awards are made must be permanent, full-time jobs paying a minimum of 115% of the average annual wage for Lake County as determined by the Florida Department of Labor and Employment Security.
2. A minimum of 10 jobs must be created within two years for new businesses and a minimum of 5 jobs must be created in one year for existing businesses.

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3. Jobs must be retained for a period of two years after creation.
4. HVJCP funds must be spent within 12 months of award or an extension must be applied for in writing and approved by the Lake County Department of Economic Growth and Redevelopment. Extension is not to exceed an additional 12 months.
5. In order to be eligible for an award, a new or expanding business must be in one of the target sectors: Agri-Tech; Arts, Recreation & Leisure; Business Services; Clean Tech; Manufacturing; and Health & Wellness.

Compliance: Businesses that have received HVJCP monies must submit annual proof of compliance with the terms of the agreement for the duration of the defined benefit period. If after the specified time period the business has failed to hire the required number of persons or retain the positions for two years after creation, the County shall request prorated repayment of HVJCP funds provided to the business. Failure to repay funds within 60 days of written notification of request to repay will result in the placement of liens by the County on any business property owned by the business within Lake County.