

# Office of Economic and Community Development

## Job Incentive Summary

| Company                                       | Date     | Jobs     |       | Capital Investment | Per Job Cash Grant |             | UDAG | Grants      |             |             |             | PILOT       |              |              |              | Total        | Notes   | 12/31/2017 Jobs           |
|---|----------|----------|-------|--------------------|--------------------|-------------|------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|---|---------------------------|
|   |          | Retained | Added |                    | \$ per Job         | Total       |      | Yr. 1       | Yr. 2       | Yr. 3       | Total       | 3 yr.       | 5 yr.        | 10 yr.       | Total        |              |   |                           |
| Philips                                       | 8/24/17  | 0        | 815   | NA                 | \$500              | \$2,852,500 | -    | -           | -           | -           | -           | -           | -            | -            | -            | \$2,852,500  | \$500 per incremental job per year for seven years.   | N/A                       |
| LKQ (Keystone America)                        | 1/17/17  | 450      | 150   | \$27,250,000       | -                  | -           | -    | -           | -           | -           | -           | \$619,011   | \$1,031,685  | \$1,031,685  | \$1,031,685  | \$1,031,685  | Abatement of 60% for five years on real property taxes  | N/A                       |
| Ryman Hospitality                             | 1/25/17  | 0        | 699   | \$90,000,000       | -                  | -           | -    | \$1,359,000 | \$1,359,000 | \$1,359,000 | \$8,154,000 | \$2,894,400 | \$4,824,000  | \$6,753,600  | \$6,753,600  | \$14,907,600 | PILOT for 100% abatement on property associated with the waterpark (Soundwaves) through 2025 plus an extension of the HOT "redirect" after the PILOT ends through 2031.                       | N/A                       |
| Warner Music                                  | 10/28/16 | 0        | 175   | NA                 | \$500              | \$612,500   | -    | -           | -           | -           | -           | -           | -            | -            | -            | \$612,500    | \$500 per incremental job per year for seven years, but terminates after year four if jobs are not >500. Uncapped.  | 28<br>(155 as of 4/30/18) |
| Bridgestone                                   | 10/18/16 | 1,700    | 415   | NA                 | \$500              | \$1,452,500 | -    | -           | -           | -           | -           | -           | -            | -            | -            | \$1,452,500  | Amendment to previous job grant. Extends footprint to include Antioch location (former Sears store at HH mall).   | 1,673                     |
| LifeWay                                       | 2/4/16   | 1,100    | NA    | \$42,000,000       | -                  | -           | -    | \$2,500,000 | -           | -           | \$2,500,000 | -           | -            | -            | -            | \$2,500,000  | Participation agreement with Metro Water and Public Works for infrastructure. Same Ordinance included \$990,000 that effectively acquired 1.26 acres of land to add to park space in the area | 1,059                     |
| HCA - expansion at former Dell and AIG bldgs. | 8/4/15   | 200      | 700   | NA                 | \$500              | \$2,450,000 | -    | -           | -           | -           | -           | -           | -            | -            | -            | \$2,450,000  | Amendment to Parallon Job Grant. \$500 per incremental job per year for seven years. Uncapped. Metro picking up ~\$350k annually on property taxes at Dell building.                          | 1,768                     |
| CHS   | 5/14/15  | 0        | 2,000 | \$66,000,000       | -                  | -           | -    | -           | -           | -           | -           | \$2,693,434 | \$3,936,557  | \$7,044,365  | \$7,562,333  | \$7,562,333  | Abatement of 100% for years 1-2, 60% for years 3-10, 25% 11-12 on real property taxes   | 939                       |
| Asurion (Antioch)                             | 6/2/15   | 0        | 800   | \$18,100,000       | \$500              | \$100,000   | -    | -           | -           | -           | -           | \$864,000   | \$1,152,000  | \$1,152,000  | \$1,152,000  | \$1,252,000  | PILOT - freeze real and personal property taxes at 2013 levels for 4 yrs. and pay \$500/job that pays over avg. wage for Nashville (\$41,810 at the time) for 2 yrs.                          | 950                       |
| AIG   | 5/19/15  | 750      | 0     | \$60,000,000       | -                  | -           | -    | -           | -           | -           | -           | \$1,625,760 | \$1,625,760  | \$1,625,760  | \$1,625,760  | \$1,625,760  | PILOT - 50% of real property taxes for three years. Term extended one year for each 100 employees added.  | 850                       |
| Bridgestone                                   | 11/11/14 | 1,112    | 607   | \$227,000,000      | \$500              | \$2,124,500 | -    | -           | -           | -           | -           | \$6,300,000 | \$10,500,000 | \$21,000,000 | \$42,000,000 | \$44,124,500 | PILOT - 100% abatement on real property for 20 years;   | 1,673                     |
| UBS   | 8/28/13  | 240      | 1,000 | \$37,000,000       | \$500              | \$2,500,000 | -    | -           | -           | -           | -           | -           | -            | -            | -            | \$2,500,000  | \$500 per incremental job per year for five years. Uncapped.  | 961                       |

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|---------------------|----------|----------|-------------------------|--------------------|--------------------|-------------|-------------|-----------|-----------|-----------|-------------|-------|-------------|--------------|--------------|--------------|--------------|--|-----------------|
|                     |          | Retained | Added                   |                    | \$ per Job         | Total       | Yr. 1       |           | Yr. 2     | Yr. 3     | Total       | 3 yr. | 5 yr.       | 10 yr.       | Total        |              |              |  |                 |
| AmSurg              | 12/10/12 | 420      | Plan to 2x over 10 yrs. | \$30,000,000       | -                  | -           | -           | -         | -         | -         | -           | -     | \$1,066,208 | \$1,558,304  | \$2,296,448  | \$2,296,448  | \$2,296,448  | PILOT - 100% abatement for first 2 yrs; 60% for yrs 3 - 8.   | 542             |
| Oberto Foods        | 11/14/12 | 0        | 310                     | \$28,700,000       | -                  | -           | -           | -         | -         | -         | -           | -     | \$295,256   | \$464,344    | \$464,344    | \$464,344    | \$464,344    | PILOT - abate 50% of the increase in real and personal property taxes as compared to 2011 levels for 5 yrs.  | 124*            |
| Parallon/SCRI       | 9/27/12  | 200      | 1,800                   | \$200,000,000      | \$500              | \$5,250,000 | \$1,000,000 | -         | -         | -         | -           | -     | \$9,000,000 | \$15,000,000 | \$30,000,000 | \$60,000,000 | \$66,250,000 | PILOT = max abatement of \$3+m per year. Has carry-forward provision if total bill for site comes in less. Cash grant of \$500 per incremental employee for seven years.   | 1,768           |
| Asurion 2           | 4/26/12  | 0        | 600                     | NA                 | -                  | -           | -           | -         | -         | -         | -           | -     | NA          | NA           | NA           | NA           | NA           | MDHA to build Lot K and provide 240 spots for a nominal fee for up to 10yrs 8 mos. If Asurion gets access to 330 spots in structured garage for \$50/spot/mo then Lot K reverts to MDHA. Asurion walked away from PILOT and make whole | 3,381           |
| HCA Data Center     | 3/6/12   | NA       | 155                     | \$200,000,000      | -                  | -           | -           | -         | -         | -         | -           | -     | \$1,619,869 | \$2,468,088  | \$3,044,966  | \$3,044,966  | \$3,044,966  | Abatement of 60% for 7 years   | 956             |
| ServiceSource 2     | 2/7/12   | 517      | 300+                    | \$5,500,000        | -                  | -           | \$300,000   | -         | -         | -         | -           | -     | -           | -            | -            | -            | \$300,000    | UDAG money for jobs  | 692             |
| Entrepreneur Center | 2/7/12   | NA       | NA                      | \$4,000,000        | -                  | -           | \$300,000   | -         | -         | -         | -           | -     | -           | -            | -            | -            | \$300,000    | Investment in job creation, but also job training. Matching private, federal and state funding for buildout.   | N/A             |
| LifePoint           | 11/22/11 | NA       | 480                     | \$100,000,000      | -                  | -           | -           | -         | -         | -         | -           | -     | \$2,106,300 | \$3,218,096  | \$5,314,484  | \$6,428,758  | \$6,428,758  | Abatement of 100% for years 1-4, 60% for years 5-11, 25% 12-15 on real and personal property taxes (in data center)  | 602             |
| Carlex              | 6/7/11   | 400      | 50                      | \$80,000,000       | -                  | -           | -           | -         | -         | -         | -           | -     | \$1,562,792 | \$1,840,328  | \$1,840,328  | \$1,840,328  | \$1,840,328  | Abatement: 60% on Real for 5 years and 50% on Personal for 3 yrs (two phases)  | 763*            |
| HealthSpring        | 8/16/11  | 700      | 315                     | \$50,000,000       | -                  | -           | -           | -         | -         | -         | -           | -     | \$1,437,240 | \$1,860,152  | \$2,494,520  | \$2,494,520  | \$2,494,520  | Abatement: 100% on Personal for 3 yrs and Real at 100% for yrs 0 - 4, 60% for yrs 5 - 7, and 40% for yrs 8 - 10. Deal involved SEVentures, which did a build-to-suit   | N/A             |
| Standard Candy      | 6/14/11  | NA       | 250                     | \$8,000,000        | -                  | -           | -           | -         | -         | -         | -           | -     | \$200,000   | \$300,000    | \$300,000    | \$300,000    | \$300,000    | Abatement: 100% on Real and Personal for 1 yr and 50% for yrs 2-5; Actually added ~450 jobs  | 615*            |
| Asurion             | 2/15/11  | 1,200    | 600                     | -                  | \$500              | \$300,000   | -           | \$750,000 | \$750,000 | \$600,000 | \$2,100,000 | -     | -           | -            | -            | -            | \$2,400,000  | IDB administers state grant and Metro grant funds.   | 3,381           |
| Loews Hotels        | 6/1/10   | 0        | 200                     | \$12,000,000       | -                  | -           | \$310,000   | -         | -         | -         | -           | -     | -           | -            | -            | -            | \$310,000    | UDAG instead of PILOT bc of location in multi-tenant bldg.   | 248             |

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|---------------|---------|----------|-------|--------------------|--------------------|--------------|------|--------|-------|-------|-------|-------------|-------------|--------------|--------------|---------------|--|-----------------|
|               |         | Retained | Added |                    | \$ per Job         | Total        |      | Yr. 1  | Yr. 2 | Yr. 3 | Total | 3 yr.       | 5 yr.       | 10 yr.       | Total        |               |  |                 |
| ServiceSource | 11/1/09 | 300      | 200   | \$2,000,000        | -                  | -            | -    | -      | -     | -     | -     | -           | -           | -            | -            | NA            | \$24/spot/mo. in Metro Garage for 400 spots through 8/31/18 plus \$1m payment funded by the State.   | 692             |
| Dell          | 8/17/99 | 0        | 3,000 | \$100,000,000+     | \$500              | \$60,000,000 | -    | -      | -     | -     | -     | \$4,680,000 | \$7,800,000 | \$15,600,000 | \$62,400,000 | \$122,400,000 | Abatement: 100% on Real and Personal for 40 yrs (must be over 1,500 employees after yr. 10 to receive full abatement), plus grant \$500 per employee for 40 years. | 1,600           |

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