

PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

Meeting Date:	June 7, 2011	<input checked="" type="checkbox"/> Consent	<input type="checkbox"/> Regular
Department:	Administration	<input type="checkbox"/> Workshop	<input type="checkbox"/> Public Hearing
Submitted By:	Economic Development Office		

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to: Approve Amendment No. 1 to the Job Growth Incentive (JGI) Grant Agreement (R2007-0208) with Sunbeam Products d/b/a Jarden Consumer Solutions and Jarden Corporation (Jarden) to extend the job maintenance end date from December 31, 2011 to December 31, 2013 and to extend the Agreement term expiration date from April 30, 2012 to April 30, 2014.

Summary: On February 6, 2007, the Board of County Commissioners approved a JGI Grant Agreement with Jarden to create 80 Full Time Equivalent (FTE) jobs, relocate 20 FTE jobs and retain 340 FTE jobs by December 31, 2007. The Performance Audit found Jarden in compliance with the conditions of the JGI Grant Agreement. Amendment No. 1 is required to allow the County's local financial support disbursement schedule to match the revised State Qualified Target Industry (QTI) disbursement schedule. The revised QTI disbursement schedule reflects a one-time Economic Stimulus Exemption approved by the Office of Tourism Trade and Economic Development. Jarden designs and manufactures a diverse portfolio of consumer products, marketed nationally and internationally. **District 4 (DW)**

Background: Jarden is a leading provider of niche consumer products used in and around the home. Palm Beach County, Enterprise Florida, Inc., and the State's Office of Tourism, Trade & Economic Development utilize the QTI Program to support relocation/expansion business projects. Each incentive dollar matched by the County leverages five dollars (\$5.00) from the State.

Attachments:

1. Amendment No. 1 to the JGI Grant Agreement
2. JGI Grant Agreement R2007-0208

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Recommended By:	<u>Jimmy Howard</u>	<u>5-27-2011</u>
	Economic Development Director	Date
Approved By:	<u>Sharon B. Byrd</u>	<u>6-6-11</u>
	Assistant County Administrator	Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2011	2012	2013	2014	2015
Capital Expenditures	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Grant Expenditure	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
External Revenues	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Program Income (PBC)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
In-Kind Match (PBC)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
NET FISCAL IMPACT	<u>000</u> (<i>*See below</i>)	=	=	=	=
# ADDITIONAL FTE POSITIONS (Cumulative)	<u>0</u>	=	=	=	=

Is Item Included In Current Budget? Yes No
 Budget Account No: Fund _____ Department _____ Unit _____ Object _____

B. Recommended Sources of Funds/Summary of Fiscal Impact:

* There is no additional fiscal impact. The remaining funds will be disbursed as follows:
 \$25,000 in 2012
 \$25,000 in 2013

C. Departmental Fiscal Review: *[Signature]*
 Economic Development

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Administration Comments:

OFMB *[Signature]*
 WS 5/31/11 SA 6/1/11 5/27/11

[Signature] 6/3/11
 Contract Administration
 E. Jones 6/2/11

B. Legal Sufficiency:
[Signature] 6/6/11
 Assistant County Attorney

This amendment complies with our review requirements.
At the time of our review, the Amendment was not accepted.

C. Other Department Review:

 Department Director

This summary is not to be used as a basis for payment.
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**AMENDMENT NO. 1 – TO JOB GROWTH INCENTIVE GRANT AGREEMENT (R2007-0208)
AMONG PALM BEACH COUNTY
AND SUNBEAM PRODUCTS, INC. D/B/A JARDEN CONSUMER SOLUTIONS
AND JARDEN CORPORATION**

THIS AMENDMENT No. 1, dated this _____ day of _____, 2011 (the "AMENDMENT") to the Job Growth Incentive Grant Agreement (R2007-0208), by and among Palm Beach County, a political subdivision of the State of Florida, by and through its Board of County Commissioners, hereinafter referred to as "COUNTY", Sunbeam Products, Inc. d/b/a/ Jarden Consumer Solutions (the "COMPANY") and Jarden Corporation ("JARDEN").

RECITALS

WHEREAS, the COUNTY, the COMPANY and JARDEN are parties to that certain Job Growth Incentive Grant Agreement dated as of February 6, 2007 (the "JGI AGREEMENT"), under which the COMPANY agreed to create and retain jobs; and

WHEREAS, the parties desire to amend the JGI AGREEMENT.

NOW, THEREFORE, in consideration of the foregoing and the respective representations, warranties, covenants and agreements set forth in the JGI AGREEMENT, and intending to be legally bound hereby, the parties agree to amend the JGI AGREEMENT as follows:

TERMS OF AMENDMENT

SECTION 1. Part IV of the JGI Agreement is amended as follows:

PART IV.
COMMENCEMENT DATE & GRANT TERM

- (i) Section A., Commencement Date. Replace "30th day of April 2012" with "30th day of April 2014" on the second line of this Section.
- (ii) Section B., Term. This section is deleted in its entirety and replaced with the following:

Term: 91 months. The term of this Agreement shall be for ninety-one (91) months, from the commencement date of this Agreement, and consisting of the performance, maintenance, and final verification periods as set forth in Paragraphs "C", "D" and "E" below and until the expiration date of the Letter of Credit as provided in PART XI of this Agreement. Notwithstanding the above, the Letter of Credit shall remain in effect until April 30, 2014.
- (iii) Section D., Maintenance Period. This section is deleted in its entirety and replaced with the following:

Maintenance Period: 72 months. COMPANY shall be obligated to maintain such jobs for an additional seventy-two (72) months (January 1, 2008 through December 31, 2013) from the date Company provides COUNTY with audited verification of compliance by COMPANY with the agreed upon performance standards of this Agreement, and COUNTY after its review of this performance audit has determined that COMPANY has satisfactorily complied with its obligations under this Agreement.
- (iv) Section E., Final Verification Period. Replace "(January 1, 2012 – April 30, 2012)" with "(January 1, 2014 to April 30, 2014)" on the second line of this Section.

SECTION 2. Part XI of the JGI Agreement is amended as follows:

PART XI.
LETTER OF CREDIT

- (i) Section C., Term. This section is deleted in its entirety and replaced with the following:

Term. The Letter of Credit shall remain in effect until the COUNTY has determined that COMPANY has fully satisfied both the job performance and maintenance period obligations as set forth in this Agreement. In order for the COUNTY to be provided sufficient time to complete its review and to determine whether COMPANY is in full compliance with COMPANY'S obligations as set

forth in this Agreement, the Letter of Credit shall remain in effect until April 30, 2014.

- (ii) Section E. Release. This section is deleted in its entirety and replaced with the following:

Release. Upon the COUNTY having determined that COMPANY has satisfactorily complied with the terms of this Agreement, the COUNTY shall notify the financial institution that issued the Letter of Credit and COMPANY that the Letter of Credit is considered released. The COUNTY may release the Letter of Credit prior to the end date of the Letter of Credit (until April 30, 2014) contingent on the COUNTY having been provided verification acceptable to the COUNTY that COMPANY has satisfied its job performance and maintenance obligations prior to the end date identified or complying with such obligations in the Agreement.

SECTION 3. Part XII of the JGI Agreement is amended as follows:

PART XII.
JOB MAINTENANCE & REPORT

- (i) Section A., Maintenance Period. This section is deleted in its entirety and replaced with the following:

COMPANY shall maintain each position created in or relocated to Palm Beach County, and at the average salary per annum required by this Agreement or at the number of full time jobs and wage level verified by the performance audit until December 31, 2013. COMPANY, at its sole cost and expense, shall provide this Maintenance Report to the COUNTY (i.e., to the Palm Beach County Economic Development Office) by February 28, 2014.

- (ii) Section B., Commencement of Maintenance Period. This section is deleted in its entirety and replaced with the following:

The seventy-two (72) months of job and salary maintenance shall commence as of the compliance by COMPANY with the terms of this Agreement. In the event that during the Maintenance Period the COUNTY subsequently and reasonably determines that the first performance audit is deficient, the commencement of the maintenance period shall be extended until the deficiencies are corrected.

- (iii) Section D., Report Submittal. This section is deleted in its entirety and replaced with the following:

COMPANY, at its sole cost and expense, shall provide this Maintenance Report to the COUNTY (i.e. to the Palm Beach County Economic Development Office) no later than the end of the eighty-nine (89th) month (by February 28, 2014 following the commencement date of the Agreement or no later than sixty (60) days following the expiration of the seventy two (72) months of job maintenance.

SECTION 4. Part XIV of the JGI Agreement is amended as follows:

PART XIV.
GENERAL CONDITIONS

- (i) Pursuant to Ordinance 2009-049 of the Office of Inspector General, the following paragraphs shall be added to the end of the Part XIV, General Conditions :

Office of the Inspector General. Palm Beach County has established the Office of the Inspector General in Ordinance 2009-049, as may be amended. The Inspector General's authority includes but is not limited to the power to review past, present and proposed County contracts, transactions, accounts and records, and to audit, investigate, monitor, and inspect the activities of the COMPANY, its officers, agents, employees, and lobbyists in order to ensure compliance with contract requirements and detect corruption and fraud.

Failure to cooperate with the Inspector General or interfering with or impeding any investigation shall be in violation of Ordinance 2009-049, and

punished pursuant to Section 125.69, Florida Statutes, in the same manner as a second degree misdemeanor.

SECTION 5. Exhibit C of the JGI Agreement is amended as follows:

EXHIBIT "C"

**JOB GROWTH INCENTIVE GRANT AGREEMENT
AMONG PALM BEACH COUNTY AND
SUNBEAM PRODUCTS, INC. D/B/A JARDEN CONSUMER SOLUTIONS/
JARDEN CORPORATION**

- (i) PROJECTED LOCAL MATCH PAYMENT SCHEDULE. This section is deleted in its entirety and replaced with the following:

PROJECTED LOCAL MATCH PAYMENT SCHEDULE:

The job creation schedule leads to the following QTI local match payment requirements by the COUNTY:

December 2007: \$25,000

December 2008: \$25,000

December 2012: \$25,000

December 2013: \$25,000

SECTION 6. JGI AGREEMENT in Full Force and Effect. Other than as amended pursuant to Section 1, 2, 3, 4 and 5 of this AMENDMENT, the JGI AGREEMENT shall remain in full force and effect.

SECTION 7. Effectiveness. This AMENDMENT shall be effective as of the date of this AMENDMENT, and all references to the JGI AGREEMENT shall, from and after such time, be deemed to be references to the JGI AGREEMENT as amended hereby.

SECTION 8. Governing Law. THIS AMENDMENT SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF FLORIDA APPLICABLE TO AMENDMENTS MADE AND PERFORMED IN SUCH STATE AND WITHOUT REGARD TO CONFLICTS OF LAW DOCTRINES.

SECTION 9. Defined Terms. Unless otherwise defined herein, all capitalized terms used in this AMENDMENT shall have the meaning ascribed to such terms in the JGI AGREEMENT.

[Signature Page Follows]

IN WITNESS WHEREOF, the Board of County Commissioners of Palm Beach County, Florida has made and executed this AMENDMENT on behalf of Palm Beach County, and the COMPANY and JARDEN has hereunto set its hand the day and year above written.

ATTEST:
SHARON R. BOCK,
CLERK & COMPTROLLER

By: _____
Deputy Clerk

PALM BEACH COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS:

By: _____
Karen T. Marcus, Chair

APPROVED AS TO TERMS
AND CONDITIONS:

By _____
Director, Economic Development

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

By _____
County Attorney

WITNESS FOR COMPANY:

Signature

Name (type or print)

Title

COMPANY:

Sunbeam Products, Inc.
d/b/a Jarden Consumer Solutions
Company Name

Signature

Name (type or print)

Title

COMPANY SEAL

(Seal must be identical to COMPANY name.
If seal is unavailable, COMPANY must draw
seal. If not applicable, write N/A.)

WITNESS FOR COMPANY:

Signature

Printed Name

COMPANY:

Jarden Corporation
Company Name

Signature

Printed Name

R2007_0208

JOB GROWTH INCENTIVE GRANT AGREEMENT

THIS AGREEMENT is made as of the _____ day of FEB 06 2007, [date to be entered by Clerk of the Circuit Court] by and between Palm Beach County, a political subdivision of the State of Florida, by and through its Board of County Commissioners, hereinafter referred to as COUNTY, and Sunbeam Products Inc. d/b/a Jarden Consumer Solutions and Jarden Corporation [] an individual, [] a partnership, [x] a corporation authorized to do business in the State of Florida, hereinafter referred to as COMPANY, whose Federal I.D. number is provided on Exhibit "A", which is attached hereto and made a part hereof.

WITNESSETH:

WHEREAS, it is the policy of the COUNTY to encourage and stimulate economic growth in Palm Beach County by either attracting new businesses to Palm Beach County or by assisting local expanding businesses within Palm Beach County that would otherwise expand elsewhere; and

WHEREAS, the creation of new full time employment opportunities for residents of Palm Beach County and the tax revenues resulting from business relocation or expansion within Palm Beach County is beneficial to the local economy; and

WHEREAS, the State of Florida has determined that counties may expend funds to attract and retain business enterprises, and that the use of public funds toward the achievement of such economic development goals constitutes a public purpose; and

WHEREAS, the COUNTY has determined that offering a Job Growth Incentive (JGI) Grant Program encourages either existing businesses to remain and/or expand or new businesses to establish a facility in Palm Beach County and thereby create employment opportunities for the residents of Palm Beach County; and

WHEREAS, the COUNTY has established an Economic Development Fund; and

WHEREAS, the average annual wage for COMPANY'S newly created and/or relocated jobs will meet or exceed the average salary level in Palm Beach County or the applicable industry average wage when the COUNTY provides a JGI Grant Agreement to COMPANY; and

WHEREAS, the COUNTY has determined that COMPANY is eligible to receive a JGI Grant Agreement based on the Criteria of the JGI Grant Program, as amended; and

WHEREAS, the COUNTY finds and declares that it is in the public's best interests to award a JGI Grant Agreement to COMPANY pursuant to the terms of this Agreement.

NOW, THEREFORE, in consideration of the promises and mutual covenants hereinafter contained, the parties agree as follows:

PART I.
RECITALS

Recitals. The foregoing recitals are correct and true at the time of execution of this Agreement and are incorporated herein.

PART II.
ELIGIBILITY

Minimum Criteria. The conditions precedent to COMPANY being eligible to obtain any JGI Grant Program (hereafter a "Grant") funds whatsoever from the COUNTY include:

- A. **Site.** COMPANY'S business operations in Palm Beach County shall be at the site described on Exhibit "A", which is attached hereto and made a part hereof.
- B. **Minimum Jobs & Salary.** COMPANY shall create and retain jobs in Palm Beach County as follows:
- (1) At least eighty (80) new full time or equivalent jobs (minimum of 2,080 hours annually) must be created; and
 - (2) Relocate twenty (20) full time or equivalent jobs (minimum of 2,080 hours annually);
 - (3) Retain the existing three hundred and forty (340) full time or equivalent jobs (minimum of 2,080 hours annually);
 - (4) The new jobs must be created in Palm Beach County following the commencement date of this Agreement, within the performance period and at the average annual

salary as set forth in PART X of this Agreement to satisfy the minimum conditions to obtain any funds whatsoever.

PART III.
GRANT AMOUNT

Grant Maximum Amount. COMPANY shall be eligible to receive Grant payments of up to \$100,000.00 for all the newly created positions, which shall be payable in accordance with the terms of this Agreement.

PART IV.
COMMENCEMENT DATE & GRANT TERM

Grant Timeframes. COMPANY shall be obligated to:

- A. **Commencement Date.** This Agreement shall be retroactive and commence on the 1st day of October 2006 and end on the 30th day of April 2012.
- B. **Term: ~~67 months~~.** The term of this Agreement shall be for sixty-seven (67) months, from the commencement date of this Agreement, and consisting of the performance, maintenance, and final verification periods as set forth in Paragraphs "C", "D" and "E" below and until the expiration date of the Letter of Credit as provided for in PART XI of this Agreement. However, the only circumstance whereby the term of this Agreement and the Letter of Credit may expire prior to the end of the sixty-seven (67) month are set forth in PARTS XI and XII of this Agreement.
- C. **Performance Period: ~~15 months~~.** COMPANY shall have fifteen (15) months (October 1, 2006 through December 31, 2007) from the commencement date of this Agreement to fulfill the obligations set forth hereinafter relating to job creation and retention.
- D. **Maintenance Period: ~~48 months~~.** COMPANY shall be obligated to maintain such jobs for an additional forty-eight (48) months (January 1, 2008 through December 31, 2011) from the date COMPANY provides COUNTY with audited verification of compliance by COMPANY with the agreed upon performance standards of this Agreement, and COUNTY after its review of this performance audit has determined that COMPANY has satisfactorily complied with its obligations under this Agreement.
- E. **Final Verification Period: ~~4 months~~.** This Agreement shall provide an additional four (4) months (January 1, 2012 – April 30, 2012) immediately following the maintenance period to enable COMPANY to comply with the provisions of PARTS XI and XII of this Agreement.

PART V.
NEW JOBS

New Jobs. The conditions for COMPANY to obtain the maximum amount of Grant funds from the COUNTY include:

- A. **Job Performance & Period.** COMPANY shall create eighty (80) full time jobs or equivalent jobs (minimum of 2,080 hours annually), relocate twenty (20) full time jobs and retain its existing three hundred and forty full time jobs in Palm Beach County within fifteen (15) months (by October 1, 2006) of the commencement date of this Agreement. All newly created jobs cannot include transfer workers of COMPANY that are identified on the payroll of an existing COMPANY facility that is located in Palm Beach County prior to the commencement date of this Agreement; and
- B. **Job Advertising.** In addition to COMPANY'S normal advertisement of job positions, COMPANY, commencing upon the date of this Agreement as set forth above, shall undertake extensive advertising of the job openings in Palm Beach County to provide sufficient notice to Palm Beach County's residents concerning the availability of COMPANY'S new positions. The advertising regarding the new jobs at COMPANY'S facility in Palm Beach County must be county-wide, include Hispanic and Minority news venues, and not be limited to a single advertisement. Proof of advertising shall be provided to the COUNTY in conformity with the Notice section of this Agreement and within thirty (30) days of the date of advertising.
- C. **Job Availability & Competition.** After the date of this Agreement as set forth above, COMPANY shall mail the job description for all new job hires (as those job descriptions are being created and made available) to:

- (1) Workforce Alliance, Inc.
Main Office: 2051 Martin Luther King Blvd., Suite 302, Riviera Beach, FL 33404
Attention: Executive Director

1953

- (2) The Glades Workforce Development Center
Glades Office: 557 SW 16th St., Belle Glade, FL 33430
Attention: Chairperson

D. Transportation to & from Job Location. After the date of this Agreement as set forth above, COMPANY shall provide the following information to assist individuals in Palm Beach County who are hired:

- (1) The bus stop closest to COMPANY'S office;
- (2) The Tri-Rail stop number closest to COMPANY'S office;
- (3) Information about COMPANY'S car pool program (if one exists); and
- (4) Directions to COMPANY'S office from Interstate 95.

This information shall either be posted on COMPANY'S web site or provided to individuals who are hired.

PART VI. DEFINITIONS

Definitions. The new jobs as set forth in this Agreement shall be:

- A. New Job. A full time or equivalent job (minimum of 2,080 hours annually) that is created in or relocated to Palm Beach County which adds to Palm Beach County's total job base, adds incrementally to COMPANY'S payroll, results in a net increase in the number of COMPANY'S employees, and involves only a new employee working on-site at COMPANY'S facility that is located in Palm Beach County. A full time or equivalent job may include permanent salaried, part-time, leased employees, and contractors and subcontractors. Excludes an employee on COMPANY'S payroll of a COMPANY facility located in a county adjacent to the borders of Palm Beach County who transferred to COMPANY'S facility in Palm Beach County.
- B. Relocating Employee. A full time or equivalent employee identified on COMPANY'S payroll who relocates to Palm Beach County. Excludes an employee on COMPANY'S payroll of a COMPANY facility located in a county adjacent to the borders of Palm Beach County who transferred to COMPANY'S facility in Palm Beach County.

PART VII. AWARD PER JOB & SALARY

Amount Per Job & Wage. As a further condition precedent to obtaining the Grant's base amount of **\$1,000.00 per job created** from COUNTY, COMPANY shall pay an average salary per annum equal to or greater than **\$75,000.00 (excluding benefits)** for all of those COMPANY employees that must be created in and relocated to Palm Beach County pursuant to this Agreement.

PART VIII. JOB PERFORMANCE & AUDIT

Performance Audit.

- A. Independent Audit. Prior to receiving any Grant funds, COMPANY shall provide written audited verification at its sole cost and expense, satisfactory to COUNTY in its sole but reasonable discretion, of compliance by COMPANY with all agreed upon performance standards set forth in this Agreement.
 - (1) This performance audit must be conducted by an independent Certified Public Accountant (CPA).
 - (2) The CPA must **examine** COMPANY'S statements/schedules for the new jobs created/relocated and the average annualized salary for those jobs at the facility located in Palm Beach County, and express a written opinion. The examination must be conducted in accordance with standards established by the American Institute of Certified Public Accountants.
 - (3) The CPA's report will include examining evidence supporting COMPANY'S schedules of new jobs and average annualized salary of the new jobs.
 - (4) The accuracy of the number, hire dates and average annual salaries (excluding benefits) of all current employee transfers and/or all local hires in Palm Beach County as represented by COMPANY shall be verified by this independent audit by the CPA to the COUNTY'S satisfaction.
 - (5) The CPA's report must identify two (2) average annual salaries for the new jobs based on the auditor's examination of the new jobs according to:
 - a) All New Jobs. Identify the average annualized salary for all new jobs. Include all exempt and non-exempt employees and all officers/

corporate executives that will represent the total number of new full time jobs to be created in / relocated to Palm Beach County.

- b) Low and Mid Echelon New Jobs Only. Identify the average salary per annum of the new exempt and non-exempt employees only; **exclude** from these calculations the average annual salary of the officers and senior corporate executives which are included in A(5)(a) above.
- (6) The audit may be performed in conjunction with other auditing services.
- (7) A report by an independent CPA that is a review or agreed-upon procedures report on COMPANY'S representations is unacceptable to the COUNTY.
- (8) This performance audit must be submitted to the COUNTY (attn: Palm Beach County Economic Development Office) within seventeen (17) months (by February 28, 2008) of the commencement date of this Agreement.
- (9) COMPANY will be informed by the COUNTY when the COUNTY has made the determination that there are deficiencies with the audit and/or invoice documentation. Under these circumstances, the audit and invoice documentation cannot be processed pending COMPANY resolving the identified deficiencies.
- (10) Upon receipt by the COUNTY from COMPANY of the appropriate audited and/or invoiced documentation, processing of the audit and invoices may proceed.
- (11) To the fullest extent permitted by applicable law and/or regulation, COUNTY agrees to keep confidential and not to disclose to third parties the information provided in COMPANY's audit report. COMPANY considers this information proprietary and confidential. However, the COMPANY recognizes COUNTY's obligations and responsibilities pursuant to Chapter 119, Florida Statutes.
- B. Audit & Invoice Submittal. The COMPANY may submit such performance audit and seek reimbursement for eligible expenses hereunder at any time following the commencement date hereof, upon satisfaction of the performance standards set forth hereinabove.
- C. Remittance. The COUNTY shall remit payment to COMPANY of the sum due hereunder within sixty (60) days of the COUNTY'S receipt of written audited verification as required hereunder, the COUNTY having completed its review of the audited report, and the COUNTY having determined that COMPANY has satisfactorily complied with the terms of this Agreement.
- D. Inspection. Upon ten (10) business days notice and at any time during normal business hours and as often as the COUNTY deems necessary, there shall be made available by COMPANY to the COUNTY for examination, all its records with respect to all matters covered by this Agreement. The COUNTY reserves the right to require copies of such records and/or to conduct an inspection of COMPANY'S records regarding performance measures at any time for any period covered by this Agreement.
- E. Automatic Termination. This Agreement shall automatically terminate, thereby relieving the parties hereto of any liability or obligations hereunder, if COMPANY fails to submit this performance audit to the COUNTY by the end of the seventeenth (17th) month following the commencement date of this Agreement (by February 28, 2008).

PART IX. REIMBURSEMENT TERMS

Eligible Reimbursables. The Grant funds available under this Agreement will be provided only for reimbursement of expenses associated with COMPANY'S physical move, relocation to and/or expansion in Palm Beach County as set forth on Exhibit "B". To be eligible for reimbursement, such expenses must be:

- A. Date of Expenditure. Incurred not more than fifteen (15) months following the commencement date of this Agreement (October 1, 2006 through December 31, 2007).
- B. Project Associated Cost. Related directly to creating and retaining jobs and business operations in Palm Beach County or expansion of a business in Palm Beach County.
- C. Exhibit "B". In compliance with the requirements set forth on Exhibit "B".

Request Reimbursement.

- A. Total Grant Amount. All eligible "Out-of-Pocket" expenses incurred directly by COMPANY will be reimbursed up to an amount not to exceed the Grant maximum amount set forth in this Agreement.
- B. Total New Jobs. All reimbursement amounts shall not exceed the Grant's award per job, multiplied by the number of applicable jobs as verified by the Performance Audit, and as set forth in this Agreement.
- C. Payment Schedule. All requests for payment of "Out-of-Pocket" expenses eligible for reimbursement under the terms of this Agreement must be received no later than the

expiration of the seventeenth (17th) month following the commencement date of this Agreement (by February 28, 2008).

- D. Invoices & Documentation. All requests for reimbursement shall include, in addition to the performance audit required by this Agreement, copies of paid receipts, canceled invoices, or other documentation reasonably acceptable to the Palm Beach County Office of Financial Management & Budget and the Finance Department of the Clerk of the Circuit Court, and shall be sufficient to adequately describe the expenses and establish that the expense was actually incurred directly by COMPANY.

PART X. BREACH OF AGREEMENT

The COMPANY must fully comply with the job and salary guarantees as set forth in this Agreement.

- A. An audit of the COMPANY must show that the COMPANY created at least eighty (80) full time equivalent (F.T.E.) positions, and relocated twenty (20) full time equivalent positions at a average annual salary that does not fall below \$75,000 (excluding benefits);
- B. An audit of the COMPANY must show that the COMPANY retained its existing three hundred and forty (340) full time employees.

If the minimum full time equivalent positions and/or salaries fall below the minimum, as required by this Agreement, the COMPANY shall be considered by the COUNTY to have breached this Agreement and the Agreement shall terminate. In the event of termination, COMPANY agrees that it shall, within 60 days of the date of termination, make restitution to the COUNTY the per job grant award paid by the COUNTY to COMPANY for each position not created/maintained/retained as required by this Agreement.

PART XI. LETTER OF CREDIT

Provision of Letter of Credit.

- A. Review & Acceptance. COMPANY shall provide to the COUNTY a clean, irrevocable Letter of Credit that the COUNTY must review, and that the COUNTY finds acceptable at its sole but reasonable discretion and in accordance with the COUNTY'S PPM:CW-F-055, for the maximum grant amount of this Agreement or for an amount less than the total amount of grant funds in the event COMPANY seeks reimbursement for an amount less than the maximum grant amount.
- B. Payment. The Letter of Credit shall be provided to the COUNTY at the time COMPANY seeks payment pursuant to this Agreement or in the event grant funds are committed pursuant to PART XIII (Local Match Commitment) of this Agreement at the time the State of Florida requests payment, whichever occurs first.
- C. Term. The Letter of Credit shall remain in effect until the COUNTY has determined that COMPANY has fully satisfied both the job performance and maintenance period obligations as set forth in this Agreement. In order for the COUNTY to be provided sufficient time to complete its review and to determine whether COMPANY is in full compliance with COMPANY'S obligations as set forth in this Agreement, the Letter of Credit shall remain in effect for a total period of sixty-seven (67) months (until April 30, 2012) which shall be the sixty (60) days immediately following the sixty-fifth (65th) months (by February 28, 2012) that this Agreement provides COMPANY for the purpose of submitting the maintenance report.
- D. Automatic Termination. This Agreement shall automatically terminate, thereby relieving the parties hereto of any liability or obligations hereunder, if COMPANY fails to submit an acceptable Letter of Credit to the COUNTY at the time COMPANY seeks payment pursuant to this Agreement, with the Letter of Credit to remain in effect for the total period set forth in PART XI (C) above.
- E. Release. Upon the COUNTY having determined that COMPANY has satisfactorily complied with the terms of this Agreement, the COUNTY shall notify the financial institution that issued the Letter of Credit and COMPANY that the Letter of Credit is considered released. The COUNTY may release the Letter of Credit prior to the end date of the Letter of Credit (until June 30, 2012) contingent on the COUNTY having been provided verification acceptable to the COUNTY that COMPANY has satisfied its job performance and maintenance obligations prior to the end date identified for complying with such obligations in this Agreement.

PART XII. JOB MAINTENANCE & REPORT

Maintenance Agreed-upon Procedures Report. Additional conditions:

- A. Maintenance Period. COMPANY shall maintain each position created in or relocated to Palm Beach County, and at the average salary per annum required by this Agreement or at the number of full time jobs and wage level verified by the performance audit:
- (1) Until the expiration of the sixty-third (63rd) month (December 31, 2011) following the commencement date of this Agreement; or
 - (2) If COMPANY submitted its performance audit at anytime within the performance period of this Agreement prior to the expiration of the fifteenth (15th) month following the commencement date of this Agreement, the additional forty-eight (48) months of job maintenance under this Agreement shall commence as set forth in Paragraph "B" below. In the event that the maintenance period commences prior to January 1, 2008, it is understood that COMPANY can complete performance of all of its obligations hereunder prior to the expiration of the Agreement term.
- B. Commencement of Maintenance Period. The forty-eight (48) months of job and salary maintenance shall commence as of the compliance by COMPANY with the terms of this Agreement. In the event that during the Maintenance Period the COUNTY subsequently and reasonably determines that the first performance audit is deficient, the commencement of the maintenance period shall be extended until the deficiencies are corrected.
- C. Independent CPA. COMPANY shall provide the COUNTY with an agreed-upon procedures report from an independent CPA regarding COMPANY'S representations that it has maintained the positions created in or relocated to Palm Beach County and at the required wage level during the maintenance period. The audit procedures for the report shall be reasonably agreed to by the parties. The CPA report shall be prepared in accordance with standards established by the American Institute of Certified Public Accountants. The report shall be submitted on the CPA's letterhead, shall be satisfactory to the COUNTY in its sole but reasonable discretion, and shall identify the procedures performed to assist the COUNTY in determining whether COMPANY is in compliance with the terms of this Agreement.
- D. Report Submittal. COMPANY, at its sole cost and expense, shall provide this Maintenance Report to the COUNTY (i.e., to the Palm Beach County Economic Development Office) no later than the end of the sixty-fifth (65th) month (by February 28, 2012) following the commencement date of this Agreement or no later than sixty (60) days following the expiration of the forty-eight (48) months of job maintenance.
- E. Restitution. Within sixty (60) days from the date this audit is submitted to the COUNTY, COMPANY agrees to make restitution to the COUNTY, the per job grant award paid by the COUNTY to COMPANY, for each position not maintained in accordance with the conditions set forth hereinabove. This restitution payment to the COUNTY shall be to the "Palm Beach County Board of County Commissioners" for said Grant.
- F. Inspection. Upon ten (10) business days prior written notice and at any time during normal business hours and as often as the COUNTY deems reasonably necessary, there shall be made available by COMPANY to the COUNTY for examination, all its records with respect to all matters covered by this Agreement. The COUNTY reserves the right to require copies of such records and/or to conduct an inspection of COMPANY'S records regarding performance requirements at any time for any period covered by this Agreement.
- G. To the fullest extent permitted by applicable law and/or regulation, but notwithstanding Chapter 119, Florida Statutes, COUNTY agrees to keep confidential and not to disclose to third parties the information provided in COMPANY'S Maintenance Report. COMPANY considers this information proprietary and confidential.

PART XIII.
LOCAL MATCH COMMITMENT

Qualified Target Industry Tax Refund Program. In the event COMPANY enters into an agreement with the State of Florida to receive State tax refunds pursuant to the State of Florida Qualified Target Industry Tax Refund Program as set forth in Chapter 288, Florida Statutes, as may be amended (hereinafter referred to as QTI), the following shall apply:

- A. Maximum Match Amount. Any Grant funds provided for under this Agreement may be used by COUNTY as reimbursement toward the required QTI local match of up to 20%, with the total match amount of COUNTY not to exceed the total Grant amount of this Agreement.
- B. Payment Request & Letter of Credit. COMPANY shall provide to COUNTY a clean, irrevocable Letter of Credit at the time the State of Florida requests the local match payment pursuant to PART XI (Letter of Credit) of this Agreement. The State of Florida's payment schedule for COMPANY'S expansion project differs from the COUNTY'S schedule. In order for the COUNTY to make timely payments to the State of Florida, a letter of credit is required

from the COMPANY, based on the yearly payout amounts and schedule required by the State of Florida attached as Exhibit C.

- C. Payment Procedure. The Grant funds paid by COUNTY on behalf of COMPANY as part of the required QTI local match, and as provided for under this Agreement, shall be paid directly by COUNTY to the State of Florida Economic Development Trust Fund in accordance with the QTI Program.
- D. QTI Commitment Nullified. If COMPANY does not satisfy all of its QTI contractual obligations with the State of Florida, which results in the termination of the QTI agreement, but complies fully with its Grant commitments with COUNTY, the COMPANY shall be entitled to seek reimbursement of expenditures of funds pursuant to this Agreement. However, any funds that may have been provided by COUNTY to the State of Florida toward the QTI match shall be subtracted from the Grant maximum amount set forth in this Agreement.

PART XIV. GENERAL CONDITIONS

Obligation & Annual Appropriation. The COUNTY'S obligation to pay under this Agreement is contingent upon annual appropriation for its purpose by the COUNTY.

Employee: Bona Fide. Other than its legal counsel, COMPANY warrants that it has not employed or retained any company or person, other than a bona fide employee working solely for COMPANY to solicit or secure this Agreement and that it has not paid or agreed to pay any person, company, corporation, individual, or firm, other than a bona fide employee working solely for COMPANY, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from the award or making of this Agreement.

- A. Non-discrimination. COMPANY agrees that no person shall on the grounds of race, color, disability, national origin, religion, age, familial status, sex or sexual orientation be excluded from the benefits of, or be subjected to discrimination under, any activity carried out by the performance of this Agreement. Upon receipt of evidence of such discrimination, the COUNTY shall have the right to terminate this Agreement.
- B. Low-income Residents & Local Businesses. To the greatest extent feasible,
- (1) Low-income residents shall be given opportunities for training and employment; and
 - (2) Eligible business concerns located in or owned in substantial part by persons residing in Palm Beach County shall be awarded contracts in connection with this Grant.

Worker's Compensation & Employer's Liability. COMPANY shall agree to maintain Worker's Compensation Insurance & Employers Liability in accordance with Florida Statute Chapter 440 for all jobs set forth in this Agreement. COMPANY agrees this coverage shall be provided on a primary basis.

Convicted Vendor List. As provided in F.S. 287.132-133, by entering into this Agreement or performing any work in furtherance hereof, COMPANY certifies that it, and its affiliates who will perform hereunder, have not been placed on the Convicted Vendor List maintained by the State of Florida Department of Management Services within thirty-six (36) months immediately preceding the date of execution of this Agreement by the COUNTY. This notice is required by F.S. 287.133(3)(a).

Florida Department of Management Services, Division of Purchasing
4050 Esplanade Way, Tallahassee, FL 32399-0950
(850) 488-8440

http://dms.myflorida.com/business_operations/state_purchasing/vendor_information

Successors & Assigns. The COUNTY and COMPANY each binds itself and its partners, successors, executors, administrators and assigns to the other party and to the partners, successors, executors, administrators and assigns of such other party, in respect to all covenants of this Agreement. Except as above, neither the COUNTY nor COMPANY shall assign, sublet, convey or transfer its interest in this Agreement without the prior written consent of the other. Nothing herein shall be construed as creating any personal liability on the part of any officer or agent of the COUNTY, nor shall it be construed as giving any rights or benefits hereunder to anyone other than the COUNTY and COMPANY. In the event that the COUNTY reasonably determines that COMPANY is in violation of this paragraph, the COUNTY shall have the right to terminate this Agreement and to seek restitution of the funds paid by the COUNTY to COMPANY.

Name or Location Change. In the event COMPANY implements a change to the name of COMPANY or the location of COMPANY within or outside Palm Beach County, COMPANY must immediately provide the COUNTY with written verification regarding said change to the name and/or location of COMPANY, once the COMPANY begins contemplating and has decided to make a change.

Material Change of Circumstances. COMPANY shall immediately notify the COUNTY of any material change of circumstances of COMPANY'S business operations in Palm Beach County. For the purposes hereof, material change of circumstance shall include, but not be limited to, the failure of COMPANY to diligently and actively pursue fulfillment of the terms hereof, the sale or transfer of COMPANY'S assets for the benefit of creditors, the suspension, closing or cessation of operation of COMPANY, voluntary or involuntary bankruptcy or an assignment for the benefit of COMPANY'S creditors. In the event of a material change of circumstances, the COUNTY shall have the right to terminate this Agreement, whereupon the COUNTY shall have no further obligation to COMPANY under this Agreement.

Entire Agreement Between Parties. The COUNTY and COMPANY agree that this Agreement sets forth the entire agreement between the parties, and that there are no promises or understandings other than those stated herein. None of the provisions, terms and conditions contained in this Agreement may be added to, modified, superseded or otherwise altered, except by written instrument executed by the parties hereto.

Performance: Time & Liability. The parties expressly agree that time is of the essence in this Agreement and the failure by a party to complete performance within the time specified, or within a reasonable time if no time is specified herein, shall, at the option of the other party without liability, in addition to any other rights or remedies, relieve the other party of any obligation to accept such performance.

Invalid or Unenforceable Terms. If any term or provision of this Agreement, or the application thereof to any person or circumstances shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement, or the application of such terms or provision, to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected, and every other term and provision of this Agreement shall be deemed valid and enforceable to the extent permitted by law.

Defaults. The occurrence of any one or more of the following events shall constitute a Default hereunder:

- A. Vacating, abandoning, or closing COMPANY'S business.
- B. Relocating COMPANY'S business outside Palm Beach County.
- C. The failure of COMPANY to observe or perform any of the terms, covenants, conditions, obligations, or provisions of this Agreement to be observed or performed by COMPANY where such failure continues for a period of thirty (30) days after written notice thereof from the COUNTY to COMPANY; provided, however, that if the nature of COMPANY'S default is such that more than thirty (30) days are reasonably required for its cure, then COMPANY shall not be deemed to be in default if COMPANY commenced such cure within said thirty (30) day period and thereafter diligently pursues such cure to completion.
- D. (i) The making by COMPANY of any general assignment, or general arrangement for the benefit of creditors; (ii) the filing by or against COMPANY of a petition to have the COMPANY adjudged bankrupt or a petition for reorganization or arrangement under any law relating to bankruptcy (unless, in the case of a petition filed against COMPANY, the same is dismissed within sixty (60) days); (iii) the appointment of a trustee or receiver to take possession of substantially all of COMPANY'S assets where possession is not restored to COMPANY within thirty (30) days; or (iv) the attachment, execution or other judicial seizure of substantially all of COMPANY'S assets located within Palm Beach County where such seizure is not discharged within thirty (30) days.
- E. The discovery by the COUNTY that any financial statement relating to this Agreement given to the COUNTY was materially false.
- F. A breach of Agreement as referenced in PART X.

Remedies. In the event of a Default by COMPANY, the COUNTY may at any time thereafter terminate this Agreement. In such event, the COUNTY shall be entitled to recover immediately upon demand from COMPANY or any party joining in or consenting to this Agreement, all sums paid by the COUNTY to COMPANY pursuant to this Agreement.

Law & Remedy. This Agreement shall be governed by the laws of the State of Florida. Any and all legal action necessary to enforce the Agreement shall be held in Palm Beach County. No remedy herein conferred upon any party is intended to be exclusive of any other remedy, and each and every such remedy shall be cumulative and shall be in addition to every other remedy given hereunder or now or hereafter existing at law or in equity or by statute or otherwise. No single or partial exercise by any party of any right, power, or remedy hereunder shall preclude any other or further exercise thereof.

Indemnification & Hold Harmless. COMPANY agrees to protect, defend, reimburse, indemnify and hold the COUNTY, its agents, its employees and elected officers and each of them, free and harmless at all times from and against any and all claims, liability, expenses, losses, costs, fines and damages, including attorney's fees, and causes of action of every kind and character against and from the COUNTY which arise out of this Agreement. COMPANY recognizes the broad nature of this indemnification and hold harmless clause, and voluntarily makes this covenant and expressly acknowledges the receipt of good and valuable consideration provided by the COUNTY in support of this clause in accordance with the laws of the State of Florida. This Paragraph shall survive the termination of the Agreement.

Notice. All notices required in this Agreement shall be sent by certified mail, return receipt requested, and if sent to the COUNTY shall be mailed to:

Kevin Johns, Director
Palm Beach County Economic Development Office
P.O. Box 1989 (10th floor)
West Palm Beach, Florida 33402-1989

With a copy to:

Dawn Wynn, Assistant County Attorney
County Attorney's Office
301 N. Olive Ave (6th floor)
West Palm Beach, FL 33401

And if sent to the COMPANY shall be mailed to (to be completed by COMPANY prior to execution):

Steve Lemons
Sunbeam Products Inc. d/b/a Jarden Consumer Solutions
2381 Executive Center Drive
Boca Raton, FL 33431

James E. Lillie
Jarden Corporation
555 Theodore Fremd Ave, Suite B-302
Rye, New York 10580

IN WITNESS WHEREOF, the Board of County Commissioners of Palm Beach County, Florida has made and executed this Agreement on behalf of Palm Beach County, and COMPANY has hereunto set its hand the day and year above written.

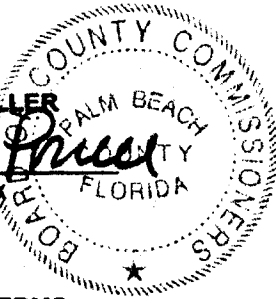
R2007. 0208

FEB 06 2007

PALM BEACH COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS:

ATTEST:
SHARON R. BOCK,
CLERK & COMPTROLLER

By: [Signature]
Deputy Clerk



By: [Signature]
Addie L. Greene, Chairperson

APPROVED AS TO TERMS
AND CONDITIONS:

By: [Signature]
Director, Economic Development

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

By: [Signature]
County Attorney

WITNESS FOR COMPANY:

COMPANY:

Sunbeam Products Inc.
d/b/a Jarden Consumer Solutions
Company Name

[Signature]
Signature

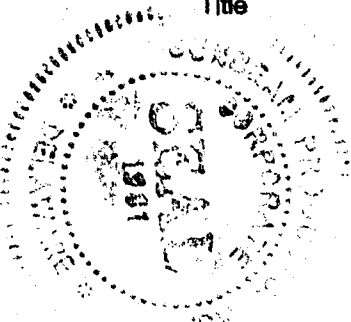
STEVE WEMONS
Name (type or print)

SR. VP GLOBAL HUMAN RESOURCES
Title

[Signature]
Signature

ALLISON CLARKE
Name (type or print)

Exec. ASSISTANT
Title



COMPANY SEAL
Sunbeam Products Inc. d/b/a Jarden
Consumer Solutions
(Seal must be identical to COMPANY name.
If seal is unavailable, COMPANY must draw
seal.)

WITNESS FOR COMPANY:

COMPANY:

[Signature]
Signature

Helen P. Ayala
Name (type or print)

Jarden Corporation
Company Name

[Signature]
Signature

James E. Lillie
Name (type or print)

EXHIBIT "A"

**JOB GROWTH INCENTIVE GRANT AGREEMENT
BETWEEN PALM BEACH COUNTY AND
SUNBEAM PRODUCTS INC. D/B/A JARDEN CONSUMER SOLUTIONS / JARDEN CORPORATION**

COMPANY IDENTIFICATION AND INFORMATION:

JGI Application date: August 4, 2006
Letter of Intent date: December 11, 2006

SUNBEAM PRODUCTS INC. D/B/A JARDEN CONSUMER SOLUTIONS

Existing Headquarters: 2381 Executive Center Drive, Boca Raton, FL 33431
Proposed Location: Boca Raton
State of Florida: Status: Active
Registration Date: February 21, 2005
(Registered with the Division of Corporations, Florida Department of State, in order to conduct business operations within the State of Florida)

Federal ID number: 25-1406546

Products/services involving
COMPANY'S facilities
in Palm Beach County: Expansion of workforce in the County. Sunbeam Products Inc. d/b/a Jarden Consumer Solutions and Jarden Corporation and Jarden Corporation designs, manufactures and markets (nationally and internationally), a diverse portfolio of leading consumer products.

JARDEN CORPORATION

Existing Corporate Office: 555 Theodore Fremd Ave, Ste B-302, Rye, New York 10580
Incorporation: Type: Corporation
Date: December 30, 2002
State: Delaware

Federal ID Number: 35-1828377

Company Information: Jarden Corporation is a leading provider of niche consumer products used in and around the home. Jarden operates in three primary business segments through a number of well recognized brands, including Ball, Bee, Bicycle, Crawford, Diamond, First Alert, Forster, Hoyle, Kerr, Lehigh, Leslie-Locke, Loew-Cornell, Pine Mountain, Bionaire, Crock-Pot, FoodSaver, Harmony, Health-o-meter, Holmes, Mr. Coffee, Oster, Patton, Rival, Seal-a-Meal, Sunbeam, VillaWare and White Mountain, Campingaz and Coleman.

SUNBEAM PRODUCTS INC. D/B/A JARDEN CONSUMER SOLUTIONS / JARDEN CORPORATION

Company History: The Parent Company is Jarden Corporation. In 2005 Jarden Corporation purchased American Household, Inc. (AHI). AHI was previously Sunbeam Corporation. Sunbeam Corporation emerged from bankruptcy in 2002 as a private company known as AHI.

EXHIBIT "B"

**JOB GROWTH INCENTIVE GRANT AGREEMENT
BETWEEN PALM BEACH COUNTY AND
SUNBEAM PRODUCTS INC. D/B/A JARDEN CONSUMER SOLUTIONS / JARDEN CORPORATION**

ELIGIBLE REIMBURSABLES:

The grant funds of this Agreement may be used to reimburse COMPANY for the following expenses associated with the expansion and/or relocation of COMPANY in Palm Beach County. Invoices submitted for reimbursement must be accompanied by copies of canceled checks, with the front and back sides of the canceled checks copied.

1. **Payment of Impact Fees and Special Assessments**
 - (a) Impact fees assessed by the COUNTY include fees for roads, parks, fire-rescue, libraries, law enforcement, and public buildings.
 - (b) Impact fees assessed by local governments and special assessments by special districts.
2. **Land Improvement Costs**
 - (a) Off-site land improvements.
 - (b) Road improvements.
 - (c) Construction of recreational facilities open to the public.
 - (d) Reimbursement for any government required dedications.
 - (e) Water and sewer connection fees.
 - (f) Telecommunication connection fees and costs.
 - (g) Infrastructure design and construction plan preparation.
 - (h) Drainage facilities in conjunction with new roadway construction or on-site improvements.
 - (i) Construction of new curbs, curb cuts, medians, shoulders and sidewalks.
 - (j) Relocating utilities to accommodate new roadway construction.
 - (k) Facade redevelopment in eligible community redevelopment agency or downtown development authority designated areas subject to prior approval of all governing bodies.
 - (l) Landscaping and road beautification costs.
 - (m) All fees and dedications required by entities other than the COUNTY are subject to prior approval by the Palm Beach County Economic Development Office.
 - (n) County permitting, licensing, or other approval costs associated with land improvement.
3. **Environmental Compliance**
 - (a) Costs associated with design and installation of equipment needed for compliance with existing federal, state, and local environmental standards.
 - (b) Costs associated with asbestos removal.
4. **Leasehold Improvements**
 - (a) Costs of improvements to leased property required by expansion or relocation, including wiring and other installation costs involving communication and computer systems.
5. **Construction and Renovation Costs**
 - (a) Costs of constructing or renovating the real property for which COMPANY must possess title, with such costs directly related to the expansion or relocation.
 - (b) Architect, design and technical fees associated with the expansion or relocation.
6. **Employee Hiring and Training**
 - (a) Costs associated with providing for employee hiring and training, such as advertising, job fairs, and reasonable hotel and transportation costs for employee recruitment and training. All out of town travel by trainers and trainees (new employees) directly necessitated by the expansion or relocation must be fully documented and will be reimbursed in accordance with the provisions of Florida Statute, Chap. 112, Part I, 112.061; www.leg.state.fl.us (Statutes & Constitution).
7. **Relocating Company Assets**
 - (a) Costs associated with relocation of company assets required by expansion or relocation.
8. **Day Care**
 - (a) Improvement costs associated with establishing a COMPANY sponsored day care facility for children of employees filling new jobs, with facility physically located on or adjacent to site of relocation or expansion project.
9. **Local Match for State Tax Refund Program**
 - (a) Up to 20% of State Tax refund subject to State Law and procedures established pursuant to the Job Growth Incentive Grant Program.

EXHIBIT "C"

**JOB GROWTH INCENTIVE GRANT AGREEMENT
BETWEEN PALM BEACH COUNTY AND
SUNBEAM PRODUCTS INC. D/B/A JARDEN CONSUMER SOLUTIONS / JARDEN CORPORATION**

JOB CREATION SCHEDULE

Below is the State of Florida's projected job creation schedule and payment schedule. Enterprise Florida, Inc. (EFI) has confirmed that Sunbeam Products Inc. d/b/a Jarden Consumer Solutions is eligible for \$500,000 (with the COUNTY providing a 20% match which is included in the total award), for their Corporate Headquarters expansion project in Palm Beach County. Enterprise Florida is the public-private partnership responsible for leading Florida's statewide economic development efforts. Enterprise Florida works with a statewide network of regional and local economic development organizations to continually improve Florida's business climate and ensure its global competitiveness.

SUNBEAM PRODUCTS INC. D/B/A JARDEN CONSUMER SOLUTIONS AND JARDEN CORPORATION MUST ADHERE TO THE FOLLOWING SCHEDULE:

Create 100 new full time jobs by 12/31/07

PROJECTED LOCAL MATCH PAYMENT SCHEDULE:

The job creation schedule leads to the following QTI local match payment requirements by the COUNTY:

December 2007: \$25,000

December 2008: \$25,000

December 2009: \$25,000

December 2010: \$25,000

PLEASE NOTE: THE INFORMATION LISTED ABOVE IS THE APPROXIMATE DATES AND AMOUNTS BY WHICH THE COUNTY WILL BE REQUESTED TO PAY THE RESPECTIVE AMOUNTS. THE OFFICIAL CREATION AND LOCAL MATCH SCHEDULES WILL BE ISSUED BY THE OFFICE OF TOURISM, TRADE, AND ECONOMIC DEVELOPMENT (OTTED), ONCE THE QTI HAS BEEN APPROVED BY THE STATE.