

Fisher Price
\$4,025,058
INDUCEMENT RESOLUTION

ELIGIBILITY	Project Title:	Fisher Price
<ul style="list-style-type: none">• NAICS Section - 339932	Project Address:	636 East Girard Avenue East Aurora, New York 14052 (East Aurora Union Free School District)
COMPANY INCENTIVES		
<ul style="list-style-type: none">• Approximately \$260,572 in sales tax savings	Agency Request	A sales tax savings in connection with upgrades to the company’s Team Center operations.
EMPLOYMENT		
<ul style="list-style-type: none">• Retained Jobs: 274• Projected New Jobs: 5• Total Jobs 2 Years After Project Completion: 279• Annual payroll: \$28,300,000• Estimated salary of jobs to be created: \$89,000• Estimated salary of jobs to be retained: \$103,000	Renovation	\$1,948,400
	Equipment	\$1,497,000
	Soft Costs/Other	\$ 579,658
	Total Project Cost	\$4,025,058
	85%	\$3,421,299
	Company Description	
	Fisher Price, Inc. is a manufacturer of toys and children’s products which are sold worldwide. The company was established in East Aurora in 1930. This location is the corporate headquarters and research and development center for the world’s leading brand of infant and preschool toys that enhance early childhood development. Fisher Price’s Play Lab was the first child research center of its kind in the toy industry. Fisher price is also a leading developer of baby gear products (nursery monitors, infant swings, high chairs) and character-based toys.	
	Although diminished in size, Fisher Price remains among the top non-governmental employers in Western New York with approximately 650 people working at the East Aurora plant. In 1997, the company was acquired by Mattel, Inc., a publicly traded company headquartered in El Segundo, California.	
	Toy assembly is conducted in plants located in China and Mexico.	
	Project Description	
	The proposed project consists of renovations to the Team Center which focuses on Mattel’s infant and preschool toy development. The Play Lab space will be renovated into a Center of Early Childhood Development research. The project is intended to upgrade the functionality and branded-look of the Team Center.	
	While Fisher Price employs approximately 650 employees in East Aurora, this project focuses solely on the employees associated with the Team Center.	
	In addition, the Team Center solidifies the existing workforce and helps provide state of the art facilities for research & development.	
PROJECT HISTORY		
<ul style="list-style-type: none">• 7/8/2019—Public hearing held. Transcript attached.• 7/24/2019 - Inducement Resolution presented to Board of Directors.• 7/24/2019 - Lease/Leaseback Inducement Resolution presented to the Board of Directors		

Draft Recapture Material Terms

Condition	Term	Recapture Provision
Total Investment	At project completion	Investment amount equal to or greater than 85% of project amount. Total project amount = \$4,025,058 85% = \$3,421,299
Employment	Coincides with Recapture Period	Maintain Base: 274 Create 85% of Projected Projected: 5 85% : 4 Recapture Employment: 278
Local Labor	Construction period	Adherence to policy including quarterly reporting
Pay Equity	Coincides with Recapture Period	Adherence to Policy
Unpaid Tax	Coincides with Recapture Period	Adherence to Policy
Recapture Period	2 years after project completion	State and Local Sales Taxes

Recapture applies to:
State and Local Sales Taxes

Recapture

Pursuant to New York State General Municipal Law, the agency shall modify, recover, recapture or terminate any financial assistance taken by the company that is in violation of the GML.

At completion of the project company must certify i) total investment amount is equal to or greater than 85% of the anticipated project amount; ii) Company has maintained 274 FTE and created 5 FTE jobs, iii) confirm adherence to local labor policy during construction and iv) its adherence to unpaid tax/pay equity policies for recapture term.