

NY Green CHIPS program Requirements

1. Up to \$10 billion in incentives
2. To qualify, company must,
 - a. Create \geq 500 new jobs
 - b. Invest \geq \$10 billion/10-year project with eligibility for up to 20 years of project incentives
 - c. Adopt sustainability measures to mitigate GHG emissions
 - d. Pay prevailing wage rates for project construction
 - e. Commit to worker and community investments
 1. Including training and education programs to expand employment opportunities for disadvantaged communities
 - f. Complete community and sustainability plans in order to be eligible for the credit

NY Green CHIPS Program Transportation

1. Discuss commitments you will make to install infrastructure for charging or fueling clean vehicles for employee, contractor, and company fleet use
- 2, Discuss your plan for supporting public transportation or alternative transportation options for employees. Plans can include:
 - a. Measures supporting smart growth
 - b. Integrating facilities into public transportation services
 - c. Providing incentives for businesses to accommodate non-vehicular commuting
 - d. Include employee-based trip reduction programs
 - e. Low/no-cost transit passes for employees
 - f. Micro-transit options for employees
 - g. Ride-sharing programs
 - h. Bike- and scooter-sharing
 - i. Cycling accommodations

Major Local Financing Incentive: the PILOT

- **P**ayment **I**n **L**ieu **O**f **T**axes
- Reduction in property tax over time
- Example: OCIDA Job Creation PILOT
- To qualify, company must represent that it will create or increase employment at site by 25% or increase Onondaga County employment by 25%

OCIDA PILOT	
Year	Job Creation
1	100
2	100
3	90
4	90
5	80
6	80
7	70
8	70
9	60
10	60
11	50
12	40
13	30
14	20
15	10
16	30
17	20
18	10

Micron PILOT application

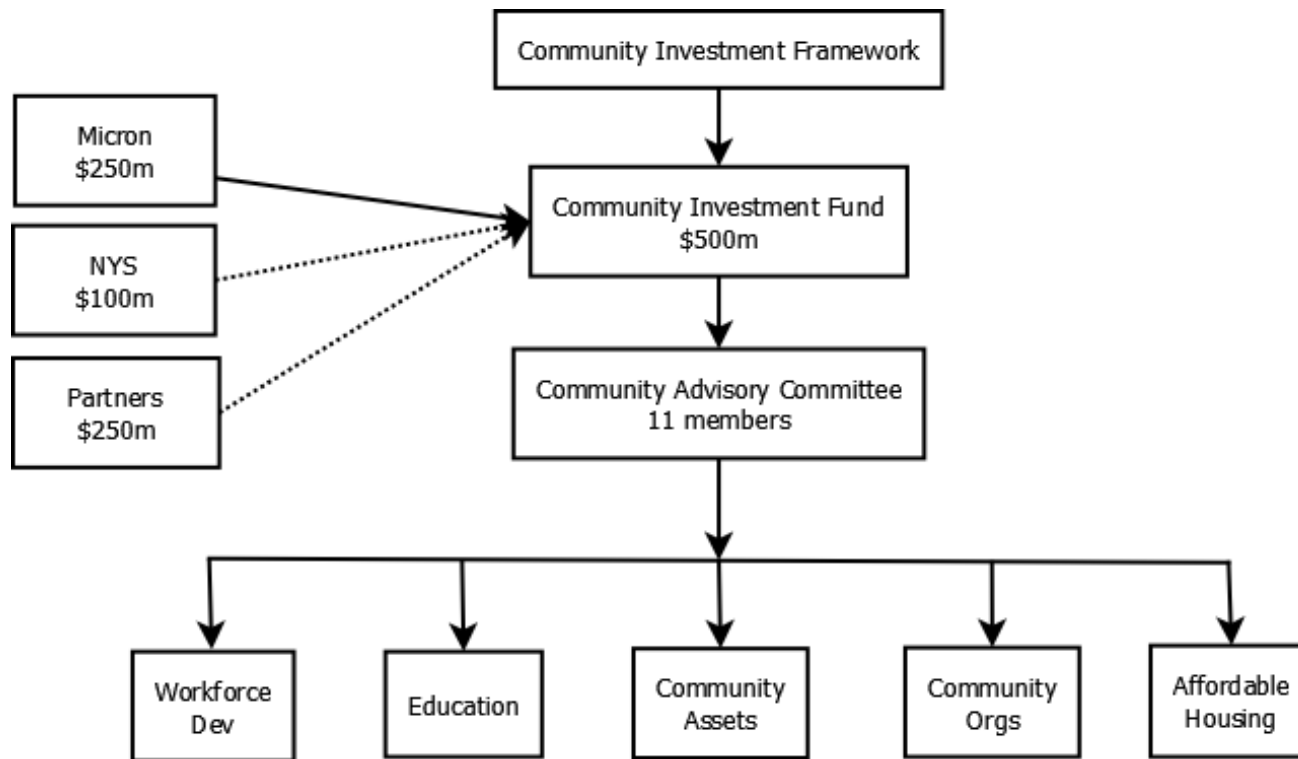
- **JOB CREATION**
- The application to the county says:
 - The plant's construction will create 4500 construction jobs.
 - Over the first three years, operation of the plant will involve 1,858 FTE jobs, rising to 4,680 over the first ten years.
 - Of the initial 1,858 permanent jobs, 1,301 will be filled by residents of the six-county economic development region.
 - Only 669 of the jobs in the first three years can be filled by a worker without an advanced degree.
- Altogether, the firm will hire:
 - 4,680 people on site upon completion of Fabs 1 and 2. (Phase I, ten years)
 - 4,325 people on site upon completion of Fabs 3 and 4, approximately ten years later. (Phase II)

Micron Projected Employment Growth
Years 1-3
(From application for PILOT incentives)

Please use this chart to illustrate the projected employment growth:

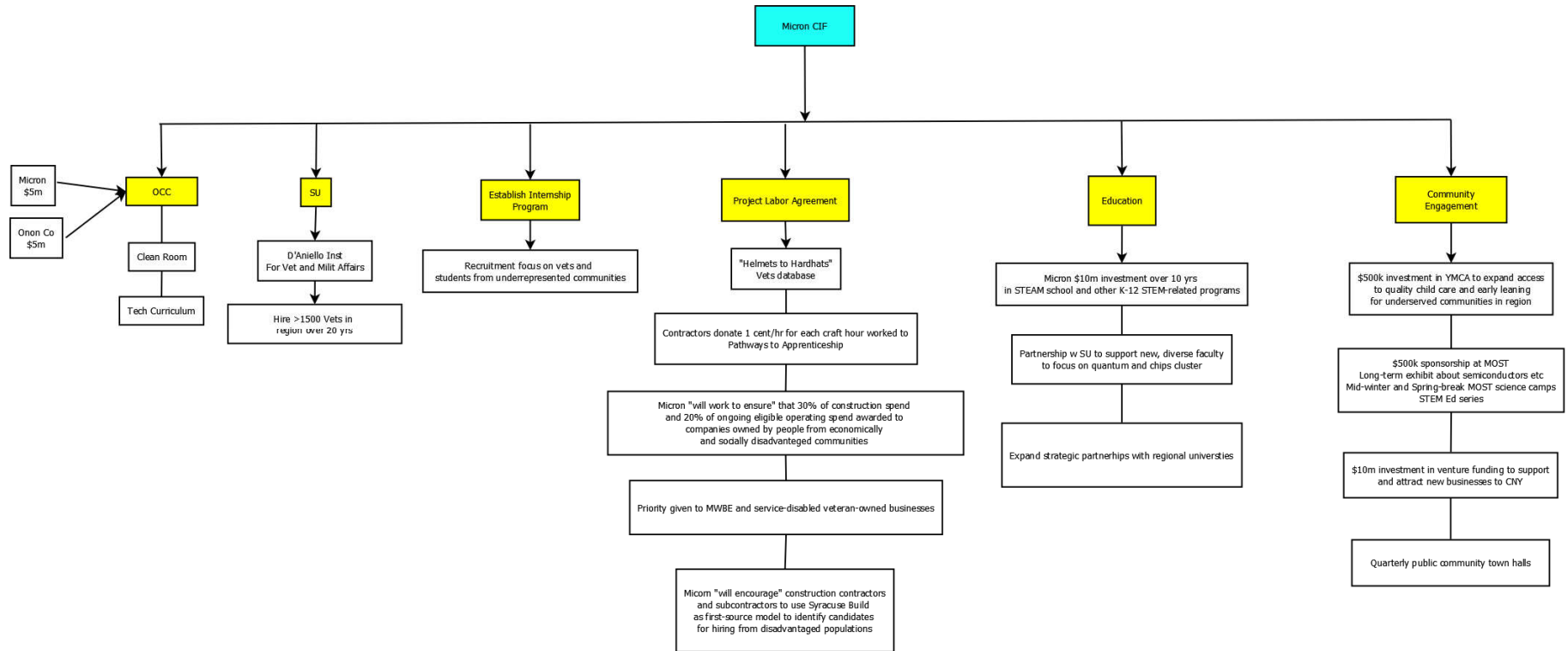
Job Title/Category	Current Annual Pay	FTE Jobs Created Year 1	FTE Jobs Created Year 2	FTE Jobs Created Year 3
Management & Executives	166,000	134	21	31
Engineers	94,800	588	91	138
Technicians	68,600	481	74	114
Manufacturing Support	154,759	134	21	31
		1337	207	314
		1858		
		Technicians over 3 years = 669		

Micron Community Investment Framework



Micron Community Engagement Committee

- **The Micron Community Engagement Committee:**
- **Melanie Littlejohn, Vice President for New York Customer and Community Management at National Grid (Co-Chair)**
- **Tim Penix, Vice President of the Syracuse Educational Opportunity Center (Co-Chair)**
- **April Arnzen – *Senior Vice President and Chief People Officer*, Micron**
- **Karen Belcher – *Executive Director*, Food Bank of Central New York**
- **Donna DeSiato – *Superintendent*, East Syracuse Minoa School District**
- **Bishop Ronald Dewberry – *Senior Pastor*, New Life Temple of Praise**
- **Kristi Eck – *Chief of Staff*, SUNY Oswego**
- **Scott Gatzemeier – *Corporate Vice President of Front-End US Expansion*, Micron**
- **Mark Hall – *President and CEO*, Syracuse Community Health**
- **Jasenko Mondom – *Employment Specialist*, Refugee Assistance Program at Syracuse City School District**
- **Meg O'Connell – *Executive Director*, Allyn Family Foundation**
- **Hazel Powless – *Haudenosaunne Environmental Task Force*, Onondaga Nation**
- **Kerry Quaglia – *Founder and CEO*, Home HeadQuarters**
- **Sheena Solomon – *Executive Director*, The Gifford Foundation**
- **Paco Valle – *Minority Veteran Program Coordinator*, Veterans Affairs Syracuse**
- **Ex Officio Members**
- **Joe Nehme – *Senior Manager, External Affairs*, Micron**
- **Kevin Younis – *COO and Executive Deputy Commissioner*, Empire State Development**
- **Isabelle Harris - *Director of Strategic Initiatives*, Onondaga County**
- **Sharon Owens – *Deputy Mayor*, City of Syracuse**
- **Damian Ulatowski – *Supervisor*, Town of Clay**
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OCC

- Investment in OCC
 - Total investment: \$10 million
 - Micron (\$5m over 10 years) + Onondaga County (\$5m)
- Build and outfit a clean room
- Support development of technical curriculum
 - Provide students with access to
 - Advanced manufacturing methods
 - Equipment

Syracuse University

- Partner with D'Aniello Institute for Veteran and Military Families (IVMF)
- Supports veteran skill development for advanced manufacturing jobs
- Micron aspires to hire more than 1500 veterans over 20 years

Internships

- Internship program will be established
- Designed to prepare students for full-time positions as engineers, scientists and other critical industry roles
- Recruitment to focus heavily on veterans and students from underrepresented communities

Project Labor Agreement (PLA)

- Agreement between Micron and local trade unions
 - Establishes framework for labor-management cooperation
- “Helmets to Hardhats” program
 - Center for Military Recruitment, Assessment and Veterans Employment
 - Maintains database of
 - veterans interested in working on the project
 - Apprenticeship and employment opportunities
- Contractors’ donation of 1 cent/hr for each craft hour worked to “Pathways to Apprenticeship” (<https://cnyworks.breezy.hr/>)

Project Labor Agreement (Cont'd)

- Micron will work to ensure that 30% of eligible construction spend and 20% of eligible operating spend is awarded to companies owned by veterans and people from underrepresented communities
 - Priority given to NYS Certified MWBE and Service-disabled Veteran Owned Businesses
- Micron will encourage construction contractors and subcontractors to use Syracuse Build as first-source model to identify candidates for hiring from disadvantaged communities

Education

- Micron will invest \$10 million over 10 years in new STEAM school and other K-12 STEM-related programs in the region
 - <https://www.syracusecityschools.com/districtpage.cfm?pageid=13277>
- Future Professors Fellowship Program
 - Partnership with SU to support new diverse faculty to train the workforce of the future
 - Focus on quantum and chips cluster
 - Add world class faculty
 - Establish cutting-edge research labs
 - Enable experiential learning
- Expand strategic partnerships with regional universities

Community engagement

- Micron will make \$500,000 investment in YMCA of CNY expanding access to high quality child care and early learning for underserved communities
- Micron will launch \$500,000 sponsorship at MOST to include:
 - Long-term exhibit that allows hands-on experiences to learn about semiconductors and their common applications
 - Midwinter- and spring-break MOST science camps – no cost to students
 - STEM education series
- Micron plans to invest \$10 million in venture funding with regional tech ecosystem to support and attract new business to CNY

Other Micron Commitments

- Workforce Innovation Consortium
 - Collaboration w SU, CNY business community, trade unions, community colleges & other 4-year institutions
 - Goal: “implement a multi-dimensional and inclusive approach to workforce development, upskilling and professional retention”
- Make \$10m in deposits with Minority Depository Institutions (MDI’s) that serve CNY
- Commission a study to understand the specific and unique hurdles facing the Syracuse region in order to identify policies that support better infrastructure, housing opportunities and social and financial inclusion
- Introduce Chip Camp –no-cost STEM ED program for middle and HS students. Approx 70-100 students/wk will attend