

**KENTUCKY ECONOMIC DEVELOPMENT FINANCE AUTHORITY  
KBI REPORT**

**DATE:** January 31, 2013  
**COMPANY:** eBay, Inc.  
**AFFILIATE:** GSI Commerce Solutions, Inc.  
**LOCATION OF PROJECT:** Louisville/Jefferson County  
**PROJECT TYPE:** S & T/Distribution/Expansion  
**PROJECT MANAGER:** A. Bugg  
**FI STAFF:** D. Phillips  
**RESOLUTION NUMBER:** KBI-I-13-19409  
**PROJECT DESCRIPTION:** eBay, Inc., founded in 1995, is the world's largest online marketplace connecting a diverse community of individual buyers and sellers, as well as small businesses. GSI Commerce Solutions, Inc., acquired by eBay in 2011, is a leading provider of e-commerce and interactive marketing services for the world's premier brands and retailers. In order to meet rising customer demand, the company is proposing the expansion of its current distribution operations by purchasing and equipping two other facilities.

**NEGOTIATED TARGETS AND INCENTIVE AMOUNTS:**

| <b>YEAR</b>           | <b>Job Target</b> | <b>Average Hourly Wage Target (Including Employee Benefits)</b> | <b>Annual Approved Cost Limitation</b> |
|-----------------------|-------------------|---|--|
| As of Activation Date | 100               | \$16.00   |  |
| 1                     | 115               | \$16.00   | \$150,000                              |
| 2                     | 117               | \$16.00   | \$150,000                              |
| 3                     | 120               | \$16.00   | \$150,000                              |
| 4                     | 123               | \$16.00   | \$150,000                              |
| 5                     | 126               | \$16.00   | \$150,000                              |
| 6                     | 130               | \$16.00   | \$150,000                              |
| 7                     | 135               | \$16.00   | \$150,000                              |
| 8                     | 140               | \$16.00   | \$150,000                              |
| 9                     | 146               | \$16.00   | \$150,000                              |
| 10                    | 153               | \$16.00   | \$150,000                              |

**Minimum Wage Requirements: Base hourly wage/total hourly compensation - \$10.88/\$12.51**

**TOTAL NEGOTIATED TAX INCENTIVE AMOUNT: \$1,500,000**

| <b>ANTICIPATED PROJECT INVESTMENT:</b> | <b>Owned Project</b>  |                         |
|--|-----------------------|-------------------------|
|  | <b>Eligible Costs</b> | <b>Total Investment</b> |
| <b>Land</b>                            | \$ 2,000,000          | \$ 2,000,000            |
| <b>Building/Improvements</b>           | \$19,000,000          | \$19,000,000            |
| <b>Equipment</b>                       | \$ 2,000,000          | \$22,000,000            |
| <b>Other start-up costs</b>            | \$ 2,000,000          | \$ 2,000,000            |
| <b>TOTAL</b>                           | \$25,000,000          | \$45,000,000            |

**OWNERSHIP (20% or more):** Publicly Traded

**OTHER STATE PARTICIPATION:** None

**REQUESTED WAGE ASSESSMENT/LOCAL PARTICIPATION:**

**State:** 3%

**Local:** 1%

**UNEMPLOYMENT RATE:**

**County:** 7.7%

**Kentucky:** 7.6%

**SPECIAL CONDITIONS:**

- Investments (start-up) will be incurred by the approved company.
- Only the approved company will participate in the income tax credit portion of the program. No affiliate is approved to receive the income tax credits.
- The jobs creation and wage requirements will be satisfied collectively by the approved company and the affiliate recognized above.
- Must maintain base employment of 540 full-time, Kentucky resident employees at the project location as reported on the application.
- Must maintain 90% statewide number of full-time, Kentucky resident employees at all company locations in the Commonwealth of Kentucky, excluding the site of the project. The Company reported 610 full-time, resident employees as of the application date.