



## A CULTURE OF UNRIVALED PERFORMANCE

### COMPETITIVE AND FLEXIBLE ECONOMIC INCENTIVES

We recognize the value associated with the establishment of large corporate technology hubs, and as such, **Frisco is willing to consider an aggressive local economic incentives package.**

The value of Frisco's incentive offer will be based upon a representative(s) of the company completing an Economic Impact Survey (EIS), which takes into account company/industry type, full-time jobs relocated and created, average annual salary for all jobs, square feet leased, length of lease term, property ownership and CapEx in real and business personal property. Project details and company investment plans must be disclosed prior to a formal binding offer from Frisco EDC.

Economic incentives offered by the Frisco EDC are negotiated on a case-by-case basis subject to the qualifications, conditions, and requirements to be fully described within an Agreement and subject to the approval of the Frisco EDC's Board of Directors. The Frisco EDC's Board of Directors meets the third Wednesday of every month at 4:30 p.m.

### PERFORMANCE BASED INCENTIVES

Performance agreements, often referred to as job-based agreements, are contracted incentives between companies and the Frisco EDC. Companies are required to meet certain metrics, such as number of jobs, capital investment, size of space leased or build or other specific project details, etc., before any incentives are paid to the company. These types of agreements require companies to complete annual compliance reports detailing proof of meeting performance metrics. Once the compliance report is submitted, it is reviewed by the FEDC staff and Board of Directors. Once approved, incentives are then paid within a specified time frame.

### VALUE INCENTIVES

In addition to the Frisco EDC economic incentive offer, Frisco EDC offers Value Incentives providing a range of customizable services to pave the way to success for your business, such as the following:



**VIP service coordination and leadership commitment**



**Sponsor and facilitate the various applicable state and local program applications for incentives**



**Assist with real estate property searches, including searches on behalf of the company**



**Coordination of site selection tours and regional briefings**



**Research and provide findings in key areas, such as available workforce**



**Introductions to business networks and community leadership**



**"TIAA chose Frisco because of the highly qualified workforce and the city's central U.S. location," said Thasunda Brown Duckett, president and CEO, TIAA. "These two factors are key in our plans to grow our organization. The addition of associates in the Frisco office will increase our capacity to serve new and existing clients as they plan for and live in retirement, and the terrific amenities and great location will be a real benefit for our people."**



**Located at The Star, TIAA's new corporate center joins the 91-acre development that is home to the Dallas Cowboys headquarters and team practice field.**

Frisco Economic Development Corporation, 2025



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Friscoedc.com

(972) 292-5150

## RELOCATION SUPPORT

As your company transitions through the exciting relocation process, the Frisco EDC will partner with your relocation specialists to ensure that your team can easily settle into the new office and community.

Depending on your company's specific needs, we can customize a Frisco orientation program in virtual presentation format or a delegation that will travel to you. Our Corporate Relocation programming caters to a wide array of offerings that may include the following areas of interest:



**Frisco Chamber of Commerce for B2B connectivity**



**Accommodation/meeting space services for out-of-town guests**



**Familiarization Tours of Frisco**



**Residential realtor groups for housing and relocation needs**



**Diverse K-12 education and higher education institutions**



**Healthcare and active lifestyle services**



**Local attractions, sports leagues, and entertainment venues**



**Music & arts scene, multi-cultural events, trails, and greenways**



**Custom requests from your employees**

## READY TO MOVE?

Frisco is home to two global relocation firms equipped to guide your employees through a seamless relocation process:



Altair Global  
([altairglobal.com](http://altairglobal.com))



Monument Realty  
([monumentrealttyx.com](http://monumentrealttyx.com))



## TALENT ATTRACTION & RETENTION

The Frisco Talent Task Force (FTTF) was created by the Business Retention and Expansion (BRE) division of the Frisco EDC to help employers reach their full potential by scaling their operations in Frisco. Task force members include the Frisco Independent School District, the University of North Texas, Collin College, and Workforce Solutions for North Central Texas. This partnership offers quarterly one-on-one meetings with employers and serves as a response team to provide immediate and long-term resources for workforce growth.



The Frisco Talent Task Force has resulted in customized solutions for employers including access to talent pipelines, recruiting assistance, training grants, bespoke curriculum, on-site job fairs, industry networks, and capital opportunities. Frisco stakeholders, such as Collin College and University of North Texas, have expressed interest in partnering with companies for placement of student interns.

## FAST-TRACK PERMITTING PROCESSES

We recognize that you may have a tight schedule to ramp up this project. Local permitting for construction and renovation projects is administered by the City of Frisco's Development Services Department. **Frisco is known for its public-private partnerships** that help create win-win outcomes. These have created major developments such as The Star in Frisco, the PGA of America Headquarters and Championship Level Golf Resort, Toyota Stadium, and many more.

### Dedicated Ombudsman Support:

We are committed to assigning a dedicated ombudsman from the City Manager's Office to quickly resolve any issues that may arise and to facilitate multi-department solutions, addressing potential delays in your project's completion.

### Impact Fee Waivers:

Impact fees are waived for mixed-use developments along the Dallas North Tollway in Frisco. Other permitting fees may apply depending on the final project scope. An estimate of actual permit fees will be determined once the specific building type and size are finalized.

### Efficient Review Processes:

- **Standard Review Process:** Typically completed within 10-15 business days.
- **Prescreen Review Time:** Only 2 business days, ensuring streamlined approvals.
- **Mechanical, Plumbing, and Electrical Fees:** Applied based on the specific requirements of your project and detailed during the review process.

### Expedited Plan Approvals for Specific Project Types:

For finish-out projects, site plan reviews can be completed in 30 days. Shell and interior finish-outs can be reviewed concurrently, but finish-out permits will only be released after shell permits are fully approved and issued.

## CASE STUDY TIAA:

### New Built-to-suit 15 Story, 500,000 square-foot Office Tower

The project involves the construction of a 15-story office tower, encompassing a total of 500,000 square feet. Developments of this magnitude typically involve a complex process that spans several months to a few years, depending on various factors such as client requirements, permitting processes, and potential delays.

#### Development Process Timeline

**General Timeline:** Projects of this scale can take as little as a few months, excluding any delays caused by general contractor(s) or unforeseen circumstances.

#### Approval Timeline:

**Congruent Permitting:** Both the building and parking structure permits were processed simultaneously to streamline the approval process.

Permit Type/Phase	Key Dates	Timeframe (days)	Costs
<b>Building Permit</b>	Issued: 5/24/2022 Approved: 8/18/2022	86	\$452,946.18
<b>Parking Structure Permit</b>	Submitted: 5/27/2022 Approved: 8/16/2022	81	\$211,657.27
<b>Finish-out Permitting</b>	Submitted: 9/15/2023 Approval: 12/12/2023	88	\$236,185.26 (Floors 1-9: \$148,699.44, Floors 10-15: \$87,485.82)
<b>Project Completion</b>	Grand Opening: August 2024	800	\$900,788.71

## AVERAGE PERMITTING COMPLETION TIMES

Year	Type	Average Completion Time (days)
2024	Commercial Interior Finish-Out (CIFO)	27
2024	New Construction (CNEW)	125
2024	Combined Average	152
2023	Commercial Interior Finish-Out (CIFO)	31
2023	New Construction (CNEW)	168
2023	Combined Average	199

### Tenant Finish-Out Plan Reviews:

Plan reviews for tenant finish-out projects typically take less than 30 days. Construction permits can be issued within the same timeframe, provided all necessary documents are submitted, contractors are validated and registered, and the shell building has already been approved.

### Concurrent Submittals and Plan Reviews:

Frisco uniquely offers concurrent submittals and plan reviews for site and building permits. Building construction permits are typically approved within 6 to 12 months from preliminary site plan submittal. This concurrent approach allows mass grading to begin on site work and infrastructure development upon approval, expediting new office delivery from design to grand opening.

### Expedited Plan Approvals for Specific Project Types:

**New Construction Build-to-suit**  
30-day plan review approvals (site plan, open space plan, façade plan)

30-day construction permitting process (civil set)

\*All building permits can be submitted concurrently to streamline approvals.

**Note:** For ground-up buildings, it's recommended to wait for Site Plan approval (or near-approval) before submitting building permits to account for site changes that may impact building plans.





## STATE OF TEXAS INCENTIVES

The **State of Texas** offers six economic incentive programs that might apply to your project

### Texas Enterprise Fund:

The Texas Enterprise Fund (TEF) grant program offers awards for qualifying projects ranging between \$1,000 and \$10,000 per qualified full-time job. The value is based on factors such as full-time jobs, payroll, capital expenditure, sales tax, and local financial support. A project considering Frisco must be nationally competitive, and a 'finalist' site in Texas must first be identified before application.

The entire process from submission of a completed TEF application to its approval by state leadership can be completed in 90 days depending on speed at which data and drafts are turned around between the parties. There is an annual compliance process over the term of the TEF grant to verify that full-time jobs and wages are maintained.

The Frisco EDC will help sponsor, coordinate and facilitate your project Texas Enterprise Fund application process with the Governor's Office.

### Skills Training for Veterans:

Administered by TWC, this program covers tuition and fees for employees who are military veterans to take courses from the existing catalog of a partnering community or public technical college. Employers may receive a wage reimbursement over a 12-month period, with an estimated benefit of \$1,800 per trainee.

Like the Skills Development Fund grant program, the Skills Training for Veterans requires approximately 60 to 90 days for the development of a 12-month training program. There is an annual compliance process at the end of the 1-year training period that confirms the training was completed during that time.

### In-State Tuition Waiver:

Administered by the Office of the Governor, this program allows employees and their family members to pay in-state tuition to a Texas college or university, eliminating the 12-month residency requirement. This program may be offered to qualified businesses that are in the decision-making process to relocate or expand their operations into Texas. On average, the incentive is based on tuition savings of approximately \$15,000 per student.

### Franchise Tax Exemption & Deduction for Business Relocation:

Administered by the Office of the Governor, a company may be authorized to deduct moving expenses from the apportioned margin while calculating their franchise liability. Companies must relocate their principal place of business from outside the state into Texas to obtain the deduction. A taxable entity may deduct relocation costs incurred in relocating the taxable entity's main office or other principal place of business to this state from another state if the business meets the criteria in Texas Tax Code Section 171.109(b). The taxable entity must take the deduction on the entity's first annual report described by Rule 3.584(c) (1)(C)(i). The deduction may not reduce apportioned margin below zero, and no carryover of unused deduction is allowed. The bill also makes permanent an exemption for businesses that gross less than \$1 million in revenue while providing a \$1 million deduction for businesses once they pass the gross receipts revenue threshold. The bill also amends the margin calculation accordingly for equity.

### Skills Development Fund:

The state grant program is a customized job training program administered by the Texas Workforce Commission (TWC). Collin College, Frisco's local community college, will partner with your project to co-develop a corresponding grant and customized curriculum. Average training costs are \$2,000 per trainee (benefits may vary based on individual application). All training materials developed specifically for your project will be professionally prepared.

The Skills Development Fund grant program requires approximately 60 to 90 days for the development of a 12-month training program. There is an annual compliance process at the end of the 1-year training period that confirms the training was completed during that time.

**Note:** *Eligibility Requirements for Skills Development Fund – Total value depends on the specific grant and employer need. At least 60% of the training must be for technical skills, IT skill set would qualify under this grant. Non-eligible positions would be management, managers, human resource, marketing or sales positions. The Frisco EDC will help sponsor, coordinate and facilitate your project's Skills Development Fund application process with Collin College and TWC.*

### Research & Development Tax Credit:

Administered by the Office of the Governor, companies are allowed a choice between a franchise tax credit and a sales tax exemption for materials, software, and equipment used for R&D purposes.