AGREEMENT FOR ECONOMIC DEVELOPMENT SERVICES
ORLANDO ECONOMIC PARTNERSHIP, INC.
AND
ORANGE COUNTY

FY 2026 Grant Agreement

THIS AGREEMENT FOR ECONOMIC DEVELOPMENT SERVICES (the "Agreement") is entered into as of this 1st day of October, 2025 by and between ORANGE COUNTY, a charter county and political subdivision of the State of Florida, hereinafter referred to as the "County," and the ORLANDO ECONOMIC PARTNERSHIP, INC., a not-for-profit corporation organized under the laws of the State of Florida, hereinafter referred to as the "OEP."

RECITALS

WHEREAS, the County finds that providing information, data, marketing and advertising services by the OEP to promote the County as a location for business and economic development opportunities serves a valid public purpose under the laws of Florida; and

WHEREAS, the OEP performs such services in the course of its activities and operations, has established a record of reference information useful to its prospects, has hired a significant number of full time professional staff to accomplish its mission, and the County desires to contract with the OEP to perform such services for the benefit of the County; and

WHEREAS, the County finds that the OEP is performing services that enhance services rendered by the County, and the County further finds that the OEP is not the alter ego of the County, but the OEP is an independent contractor being paid for certain services to the County; and

WHEREAS, the OEP was created pursuant to those certain Articles of Incorporation dated October 7, 1977, and has been providing the services described generally to local governments in Central Florida for over 35 years; and

WHEREAS, the OEP's vision to champion a more prosperous and diverse economy and its mission to aggressively attract, retain and grow jobs for the Metropolitan Orlando region are in the best interest of the County.

NOW, THEREFORE, in consideration of the foregoing, the parties agree as follows:

1. **Services to be Performed**. The OEP shall provide the following services:

(a) Promote the County as a location for business operations, economic development, branching and employment through its local, national and international marketing campaigns and report biannually to the County's Office of Economic, Trade & Tourism Development on activities specific to the County on this service.

(b) Serve as an information source and point of contact for realtors, developers, corporations, site-selection consultants, management consultants and other representatives interested in economic development. Coordinate this service with the County's Office of Economic, Trade & Tourism Development (or other County department or office as the County may designate from time to time).

(c) Provide the County with information regarding matters that could adversely impact the County's ability to attract or retain business on a timely basis.

(d) Maintain economic development data and serve as an information source for demographic, market and property data and provide it to interested parties and the County's Office of Economic, Trade & Tourism Development as requested.

(e) Promote the County to the motion picture and television industry as a location for production. In that capacity, and to the extent requested by a motion picture or television business, the OEP will coordinate permitting activity with the County staff so as to expedite the needs of producers and directors.

(f) Monitor and assist in the retention and expansion of local business and report biannually to the County's Office of Economic, Trade & Tourism Development on activities specific to the County on this service.

(g) Coordinate with County staff on an ongoing and regular basis, as well as with other businesses and trade groups, to achieve cooperation and communication on business and economic development matters.

(h) Provide biannual reports summarizing business recruitment activity.

(i) Manage the Regional Economic Developers ("RED") Team, which shall include at least one representative from the County, so long as the County is in compliance with this Agreement.

(j) Manage international economic development initiatives through an additional forty thousand dollars ($40,000.00) to be paid pursuant to Section 4 herein ("International Development Funds"). International Development Funds are to be used for: staff travel expenses for international missions to potential sites for development of targeted businesses; planning logistics in support of the County's international travel related to sales missions; expenses related to meetings, conferences or marketing-related events held during the County's international missions, hosting international companies in the Metro Orlando region with potential for direct foreign investment. International Development Funds may be used for other initiatives only after prior written approval from the County.

(k) Provide complimentary admission to OEP events within the region for up to ten designated persons selected by the County, including but not limited to, the mayor, county commissioners, the county administrator/manager, deputy county administrator/manager, and two economic development staff representatives. OEP events: (e.g. the annual Barbeque in the Park networking event).

2. Business Plan and Budget (the "Business Plan"). The OEP shall adopt a Business Plan setting forth, among other things, the OEP's vision, mission, mandates for action, and goals and objectives, all of which serve as performance targets and benchmarks for the services performed under this Agreement. The 2025-26 Business Plan is attached here to and incorporated into this Agreement as Exhibit "A." The OEP shall use commercially reasonable and best efforts to achieve the goals, plans and objectives set forth in the Business Plan. The OEP may modify or adjust the performance targets, benchmarks, and metrics set forth in the Business Plan with the prior, written consent of the Orange County Economic Development Administrator.

The County and the OEP support and accept the performance metrics in the 2025-26 Business Plan. The OEP Board will conduct an evaluation of performance semiannually and report said results to the County, including impacts and benefits to the County. The County will provide input into the establishment of the OEP's performance metrics via the Regional Economic Developers (RED) Team and through the OEP Board approval process.

The OEP will inform the County's RED Team Representative in the event performance targets or benchmarks set forth in the Business Plan are not met. The OEP and the County's RED Team Representative will review the relevant factors and circumstances related to the performance targets and benchmarks not being met and discuss the proper approach to be taken to ensure performance targets and benchmarks are met in the future. Thereafter, the OEP will make revisions to its Business Plan, as it deems appropriate.

The OEP's failure to meet a performance target or benchmark, or any item specified in the Business Plan, shall not, by itself, constitute an event of default unless the OEP fails to notify the County's RED Team Representative and fails to cooperate in developing appropriate revisions to its Business Plan.

3. Staff, Facilities and Equipment. The OEP shall notify the County if sufficient staff, facilities or equipment necessary to deliver the agreed upon services cannot be maintained, at which time this Agreement may be modified or terminated by the parties. The determination of whether services have not been adequately provided shall be made upon majority vote of the County's governing board after notice to the OEP and an opportunity to be heard.

4. **Payments**. So long as the OEP is in compliance with all material terms of this Agreement, the County has appropriated for the period commencing October 1, 2025, and ending September 30, 2026, a total sum not to exceed Seven Hundred Fifty-Three Thousand Four Hundred Fifty-Three and 00/100 Dollars ($753,453.00) ("County Contribution") to reimburse OEP solely for the purposes set forth in Exhibit "A". The County Contribution shall be made in up to two installments, with each installment not to exceed Three Hundred Seventy-Six Thousand Seven Hundred Twenty-Six and 50/100 Dollars ($376,726.50). If the OEP is unable to complete

any portion of its project scope or activities during the first installment period, it may request approval to reallocate the corresponding funds to the second installment period. Any such request shall be submitted to the Economic Development Administrator for prior authorization no less than thirty (30) days before the conclusion of the first installment period. Payments are scheduled based on the submission of two performance and financial reports, as outlined in Exhibit "A". The report for the first period (October 1 to March 31) is due no later than April 15, and the report for the final period (April 1 to September 30) is due no later than October 15, as described in Exhibit "B". The final report will determine compliance for future funding. Failure to submit these reports may result in termination of this Agreement and make OEP ineligible for future County contributions.

The County shall also pay to the Partnership an additional sum not to exceed Forty Thousand and No/100 Dollars ($40,000) upon receipt of the Partnership's invoice in support of the Partnership's International Economic Development efforts described in Section 1j. herein. Any funds not spent or encumbered by September 30, 2026, for the designated purposes set forth in this Agreement shall be returned to the County, within sixty (60) days.

The County's performance and obligation to pay under this Agreement for fiscal years 2025-2026 are contingent upon a specific annual appropriation by the Board of County Commissioners. The Partnership acknowledges that this Agreement is not a commitment of future appropriations.

The OEP is liable for and accepts responsibility for repayment of any funds disbursed under the terms of this Agreement which may be deemed disbursed in error or for failure to follow applicable contractual requirements.

5. OEP as the Regional Economic Development Organization. The County agrees to recognize the OEP as its officially designated regional economic development organization ("RED") for regional marketing, business attraction and client handling. The County further agrees to notify Florida Department of Commerce (FDC) that the OEP is its official regional economic development organization for receipt and coordination of FDC generated business and industry attraction leads and follow-up activities.

6. County Responsibilities. The County agrees as follows:

(a) To employ and designate an economic development officer to act as a primary liaison to the OEP and to serve as a representative on the RED Team.

(b) To participate in the OEP and RED team planning process to help ensure that the OEP's regional economic development plan incorporates the County's priorities.

(c) To advance economic development projects within the county in conjunction with the OEP.

(d) To support the OEP's efforts to add value to the County by providing copies of county approved economic development strategies and plans as an input to the OEP's annual planning process.

(e) To respond to leads or prospects referred by the OEP in a professional and timely manner and in the format required by the OEP and approved RED Team.

(f) To work with the OEP to improve the County's competitiveness and market readiness to support growth and expansion as identified for the County in Exhibit "B".

7. Annual Financial Audit. The OEP shall obtain an independent financial audit conducted by a Florida-licensed certified public accountant and provide the results of the audit to the County within thirty (30) days of receipt by the OEP.

8. Anti-lobbying Clause.

(a) County funds shall not be used to lobby or influence the decisions of the County or the governing body or any other local-government entity in the State of Florida.

(b) The OEP shall not lobby the state legislature or attempt to influence legislative decision-making inconsistent with the legislative priorities adopted by the County without the County's prior written consent.

9. Term of Agreement. The term of this Agreement shall be for a one-year term beginning on October 1, 2025, and ending on September 30, 2026.

10. Termination. Either party may terminate this Agreement thirty (30) days after receipt by the other party of the first party's notice of intent to terminate. In the event of termination, the County shall pay for services rendered by the OEP through the date of termination. If payments are made to the OEP before services are rendered, the OEP shall refund to the County all excess money paid for services which would have been rendered after the date of termination.

11. Notice. Any notices required or allowed hereunder shall be in writing and sent by certified mail, return receipt requested, or in person with proof of delivery, to the addresses below, or such other address as either party shall have specified by written notice to the other party delivered in accordance herewith:

OEP:
President and Chief Executive Officer
Orlando Economic Partnership
200 S. Orange Ave, Suite 200
Orlando, FL 32801

COUNTY:
Orange County
Attn: Economic Development Administrator
201 S. Rosalind Avenue, 5th Floor
Orlando, FL 32801

AND

Orange County Administrator
201 S. Rosalind Avenue, 5th Floor
Orlando, Florida 32801

Notice shall be deemed received when (a) personally delivered or (b) on the third business day after mailing by certified mail with return receipt.

12. Records and Reporting. The OEP shall keep orderly and complete records of its accounts and operations. The OEP shall maintain a system of internal controls adequate to safeguard and ensure proper use of governmental and other funds that it may receive. The County Comptroller (or designee) shall have the right to audit these records from time to time for compliance by the OEP with the terms, conditions, obligations, and requirements of this Agreement. The Comptroller (or designee) shall have full access to all records, documents, and information, whether on paper or electronic media, of the OEP necessary to perform this review except for those records which are held by the OEP and are deemed confidential and exempt from Section 119.07, Florida Statues, and Section 24(a), Article I of the State Constitution in accordance with Section 288.075, Florida Statutes. The OEP shall maintain and keep available all such non-confidential and non-exempt records necessary for audit for five years subsequent to the Agreement.

(a) The OEP is an independent contractor not acting as the alter ego of the County, nor is it authorized to commit the County or its funds to any agreement. The OEP is being paid for certain services rendered as set forth herein. While a member of the County's governing body may serve on the OEP's governing board, the County and the OEP are two separate and autonomous entities.

(b) The OEP shall maintain all program records related to the services provided under this Agreement and submit to the County: (a) periodic reports (at least biannually) regarding the activities of the OEP pursuant to this Agreement, and (b) biannual program reports which outline the progress of the OEP towards the goals and targets described in the OEP's Business Plan and this Agreement.

(c) Within fifteen (15) business days of the close of each period, the OEP will provide to the County a report of the significant activities and accomplishments of the OEP. Specific reference will be made to the OEP's activities and accomplishments within the County. Progress will be measured against the published goals, plans, and initiatives of the OEP as stated in its Business Plan. Reporting shall contain a standardized format including an Executive Summary, Table of Contents, detailed breakdown by programming, participant data, financials, and other specified sections pertaining to. as required by the agreement. All fonts in reporting should be legible and in Times New Roman 12 pt. format to ensure readability. A standardized reporting template to be provided upon request. These reports shall be accompanied by "Assessing the Degree of OEP Involvement" forms (attached hereto as Exhibit "C") for projects resulting in new job growth and capital investment in the County. Failure to comply with the County's request for submission of such reports shall constitute grounds for termination of this Agreement and may result in the ineligibility of the OEP to receive future contributions from the County.

(d) In compliance with the Florida Statutes, the OEP will submit an annual report to the County detailing how the funds were spent and the results of the OEP's efforts. This report is required by the Office of Economic & Demographic Research (EDR) and is due January 15th of each year. Once the OEP has submitted the report to the County, the County is required to submit the report to EDR and post a copy of said report on the County's public website.

(e) If, when, and to the extent during its activities under this Agreement the OEP acts on behalf of the County, the OEP will be a "contractor" for purposes of Section 119.0701, Florida Statutes. At such times the OEP shall comply with public records laws and specifically shall:

(i) Keep and maintain the public records that ordinarily and necessarily would be required to be kept and maintained by the County in order to perform the services identified herein.

(ii) Provide the public with access to those public records on the same terms and conditions that the County would provide the records and at a cost that does not exceed the cost provided by law.

(iii) Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law.

(iv) Meet all requirements for retaining the public records and transfer, at no cost, to the County all the public records in possession of the OEP upon termination of the contract and destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. All such public records (if any) stored electronically must be provided to the County in a format that is compatible with the information technology systems of the County.

If the OEP fails during such times to comply with a public records request, the County shall enforce this section in accordance with this Agreement.

13. Indemnity and Insurance.

(a) To the fullest extent permitted by law, the OEP will defend, indemnify and hold harmless the County from and against all claims, damages, losses and expenses, including reasonable attorneys' fees and costs, arising out of or resulting from the performance of its operations under this Agreement.

(b) The OEP shall maintain commercial general liability coverage for all operations including but not limited to Contractual, Products and Completed Operations, Advertising and Personal Injury. The limits shall not be less than $1,000,000 per occurrence. All insurance shall be primary to, and not contribute with, any insurance or self-insurance maintained by the County. The County shall be specifically included as an additional insured on the OEP's general liability policy.

INSURANCE:

(a) **General**. The OEP shall, at its own cost, procure insurance required under this Section.

(i) The OEP shall furnish the County with a Certificate of Insurance on a current ACORD Form signed by an authorized representative of the insurer, evidencing the insurance required by this Section (Professional Liability, Workers' Compensation/Employer's Liability, Commercial General Liability, and Business Auto). The County, its officials, officers and employees shall be named additional insureds under the Commercial General Liability policy. If the policy provides for a blanket additional insured coverage, please provide a copy of the section of the policy along with the Certificate of Insurance. If the coverage does not exist, the policy must be endorsed to include the additional insured verbiage. The Certificate of Insurance shall provide that the County shall be given, by policy endorsement, not less than thirty (30) days written notice prior to the cancellation or non-renewal or by a method acceptable to the County. Until such time as the insurance is no longer required to be maintained by the Orlando Economic Partnership, the OEP shall provide the County with a renewal or replacement Certificate of Insurance before expiration or replacement of the insurance for which a previous Certificate has been provided.

(ii) The Certificate shall contain a statement that it is being provided in accordance with this Agreement and that the insurance is in full compliance with the Insurance requirements of this Agreement. **The Certificate shall have this Agreement title clearly marked on its face.**

(iii) In addition to providing the Certificate of Insurance, on a current ACORD Form, upon request as required by the County, the OEP shall, within thirty (30) days after receipt of the request provide the County with a certified copy of each of the policies of insurance providing the coverage required by this Section. Certified copies of policies may only be provided by the insurer, not the agent/broker.

(iv) Neither approval by the County, nor failure to disapprove the insurance furnished by the OEP, shall relieve the OEP of its full responsibility for performance of any obligation including the OEP's indemnification of the County under this Agreement.

(b) **Insurance Company Requirements**. Insurance companies providing the insurance under this Agreement must meet the following requirements:

(i) Companies issuing policies (other than Workers' Compensation) must be authorized to conduct business in the State of Florida and prove the same by maintaining Certificates of Authority issued to the companies by the Florida Office of Insurance Regulation.

(ii) In addition, such companies shall have and maintain, at a minimum, a Best's Rating of "A-" and a minimum Financial Size Category of "VII" according to A.M. Best Company.

(iii) If during the period which an insurance company is providing the insurance coverage required by this Agreement, an insurance company shall: (i) lose its Certificate of Authority; or (ii) fail to maintain the requisite Best's Rating and Financial Size Category, the OEP shall, as soon as it has knowledge of any such circumstance, immediately notify the County and immediately replace the insurance coverage provided by the insurance company with a different insurance company meeting the requirements of this Agreement. Until such time as the OEP has replaced the unacceptable insurer with an insurer acceptable to the County, the OEP shall be deemed to be in default of this Agreement.

(c) **Specifications**. Without limiting any of the other obligations or liability of the OEP, the OEP shall, at its sole expense, procure, maintain and keep in force amounts and types of insurance conforming to the minimum requirements set forth in this subsection. Except as otherwise specified in this Agreement, the insurance shall become effective upon execution of this Agreement by the OEP and shall be maintained in force until the expiration of this Agreement's term and/or the expiration of all Work Orders issued under this Agreement, whichever comes first. Failure by the OEP to maintain insurance coverage within the stated period and in compliance with insurance requirements of the County shall constitute a material breach of this Agreement, for which this Agreement may be immediately terminated by the County. The amounts and types of insurance shall conform to the following minimum requirements:

(i) Workers' Compensation/Employer's Liability.

(A) The OEP's insurance shall cover the OEP for liability which would be covered by the latest edition of the standard Workers' Compensation policy as filed for use in Florida by the National Council on Compensation Insurance without restrictive endorsements. The OEP will also be responsible for procuring proper proof of coverage from its subcontractors of every tier for liability which is a result of a Workers' Compensation injury to the subcontractor's employees. The minimum required limits to be provided by both the OEP and its subcontractors are outlined in subsection (C) below. In addition to coverage for the Florida Workers'

Compensation Act, where appropriate, coverage is to be included for the United States Longshoremen and Harbor Workers' Compensation Act, Federal Employees' Liability Act, and any other applicable Federal or State law.

(B) Subject to the restrictions of coverage found in the standard Workers' Compensation policy, there shall be no maximum limit on the amount of coverage for liability imposed by the Florida Workers' Compensation Act, the United States Longshoremen's and Harbor Workers' Compensation Act, or any other coverage customarily insured under Part One of the standard Workers' Compensation policy.

(C) The minimum amount of coverage under Part Two of the standard Workers' Compensation policy shall be:

$500,000.00 (Each Accident)
$500,000.00 (Disease-Policy Limit)
$500,000.00 (Disease-Each Employee)

(ii) Commercial General Liability.

(A) The OEP's insurance shall cover the OEP for those sources of liability which would be covered by the latest edition of the standard Commercial General Liability Coverage Form (ISO Form CG 00 01) as filed for use in the State of Florida by the Insurance Services Office without the attachment of restrictive endorsements other than the elimination of Coverage C, Medical Payment and the elimination of coverage for Fire Damage Legal Liability.

(B) The minimum limits to be maintained by the OEP (inclusive of any amounts provided by an Umbrella or Excess Policy) shall be as follows:

General Aggregate	Two Times (2x) the Each Occurrence Limit
Personal & Advertising	$1,000,000.00 Injury Limit
Each Occurrence Limit	$1,000,000.00

(iii) Professional Liability Insurance. The OEP shall carry Professional Insurance Liability insurance with limits of not less than One Million and No/100 Dollars ($1,000,000.00).

(iv) Business Auto Policy.

(A) The OEP's insurance shall cover the OEP for those sources of liability which would be covered by Part IV of the latest edition of the standard Business Auto Policy (ISO Form CA 00 01) as filed for use in the State of Florida by the Insurance Services Office, without the attachment of restrictive endorsements. Coverage shall include owned, non- owned and hired autos or any autos.

(B) The minimum limits to be maintained by the OEP (inclusive of any amounts provided by an Umbrella or Excess policy) shall be per accident combined single limit for bodily injury liability and property damage liability. If the coverage is subject to an aggregate, the OEP shall maintain separate aggregate limits of coverage applicable to claims arising out of or in connection with the work under this Agreement. The separate aggregate limits to be maintained by the OEP shall be a minimum of three times (3x) the per-accident limit required and shall apply separately to each policy year or part thereof.

(C) The minimum amount of coverage under the Business Auto Policy shall be:

Each Occurrence Bodily Injury and Property Damage Liability Combined $1,000,000.00

(d) **Coverage**. The insurance provided by the OEP pursuant to this Agreement shall apply on a primary and non-contributory basis and any other insurance or self-insurance maintained by the County or the County's officials, officers or employees shall be in excess of and not contributing to the insurance provided by or on behalf of the OEP.

(e) **Occurrence Basis**. The Workers' Compensation policy, the Commercial General Liability and the Umbrella policy required by this Agreement shall be provided on an occurrence rather than a claims-made basis. The Professional Liability insurance policy may be on an occurrence basis or claims-made basis. If a claims-made basis, the coverage must respond to all claims reported within three (3) years following the period for which coverage is required and which would have been covered had the coverage been on an occurrence basis.

(f) **Obligations**. Compliance with the foregoing insurance requirements shall not relieve the OEP, its employees or its agents of liability from any obligation under a Section or any other portion of this Agreement.

14. Miscellaneous Provisions.

(a) **Nondiscrimination.** The OEP shall not discriminate in the performance of this Agreement in regard to race, color, creed, sex, age, religion, ancestry, national origin, handicap or marital status.

(b) **Assignment.** The services to be rendered by the OEP are personal in nature. The OEP shall not assign any rights or duties under this Agreement to any other party without prior written permission of the County.

(c) **Other Conditions.**

(i) Any alterations, variations, modifications or waivers of provisions of this Agreement shall be valid only when they have been reduced to writing and duly signed by both parties. The parties agree to renegotiate this Agreement if revision of any applicable laws or regulations make changes in this Agreement necessary.

(ii) This Agreement contains all the terms and conditions agreed upon by the parties. All previous agreements and understandings between the parties are superseded hereby.

(iii) The OEP shall obtain and possess throughout the term of this Agreement all licenses and permits applicable to its operations under federal, state and local laws and shall comply with all fire, health and other applicable regulatory codes.

(iv) The OEP agrees to comply with all reasonable rules and guidelines prescribed by the County for recipients of funds which are applicable to independent contractors doing business with the County.

(v) The OEP agrees not to cause or create a conflict of interest or any other violation of Chapter 112, Florida Statutes, relating to ethics in government.

(vi) In performing services under this Agreement, the County grants the OEP permission to use County logos, the County name, and other County identifiers to promote and/or recognize the County, with the stipulation that the County may at any time require the OEP to obtain written permission from the County for such uses.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates indicated below.

ORANGE COUNTY, FLORIDA
By: Board of County Commissioners

By: ______________________
Jerry L. Demings,
Orange County Mayor

Date: ______________________

ATTEST: Phil Diamond, CPA, County Comptroller
As Clerk of the Board of County Commissioners

By:__________________________
Deputy Clerk

Date:_________________________

ORLANDO ECONOMIC PARTNERSHIP, INC.

By: ______________________
Tim Giuliani, President and CEO
Orlando Economic Partnership

Date: 10/8/25

STATE OF FLORIDA
COUNTY OF ORANGE

The foregoing instrument was acknowledged before me the 8th day of October, 2025 by ________________, Executive Vice President of the Orlando Economic Partnership, Inc. He/She is personally known to me or has produced ______________________ (type of identification) as identification and did/did not (circle one) take an oath.

WITNESS my hand and official seal in the County and State last aforesaid this 8th day of October, 2025

Notary Public State of Florida
Juanita Cruz
My Commission HH 711939
Expires 8/19/2029

Notary Public

____
Signature

Juanita Cruz
(Print Name)
My Commission Expires: 8/19/2029
Commission No.: HH 711939

Exhibit "A"

Business Plan and Budget FY 2025-26

Exhibit A

ORLANDO ECONOMIC PARTNERSHIP

Business Plan for Economic Development Services

Executive Summary

The Orlando Economic Partnership (OEP) promotes Broad-based Prosperity through economic and community development. Guided by the vision of *Orlando 2045: Becoming a Global Creative Capital*, this plan lays out strategies to create jobs, generate tax revenue through capital investment, support existing industries, and position Orange County for a strong future. The plan connects short-term priorities for fiscal year 2025-2026 with long-term goals up to 2045. This approach makes sure Orange County stays a top center for innovation, talent, growth that benefits everyone.

Mission and Vision

Mission: Advance Broad-based Prosperity® by creating opportunities for all residents to thrive.

Vision: By 2045, Orlando will transform from a fast-growing U.S. city into a global, creative capital — a Top 10 innovation hub, a region of 15-minute cities, and the #1 place to live in America

Strategic Focus Areas

- *Industry Development & Recruitment*
  - Foundational Industries: Tourism & hospitality, construction, healthcare — leverage supply chain and innovation opportunities.
  - Leading Industries: Aerospace & defense, business and professional services, modeling & simulation, cybersecurity, gaming, photonics/optics.
  - Aspirational Industries: Advanced manufacturing (semiconductors, clean tech), life sciences.

- *Global Engagement & Investment*
  - Expand foreign direct investment (FDI) and international soft-landing programs.
  - Conduct targeted recruitment missions for "Leading Industries" companies
  - Build and leverage relationships with Counsuls General and other global trade and economic representatives
  - Host international delegations
  - Position region as a global hub for business, culture, and sports.

- *Innovation & Research*
  - Support university R&D efforts to accelerate commercialization in emerging sectors.
  - Execution of the DIRT program (Development Initiative for Regional Transformation) to ensure world-class site readiness.

- *Talent & Workforce*
  - Narrow the talent gap annually by aligning education partners, employers, and workers.
  - Attract and retain top talent by marketing Orlando as a "The #1 place to live in America"
  - Support funding for high-demand education programs in STEM, healthcare, and advanced manufacturing.

- *Infrastructure & Urban Development*
  - Champion multimodal transit investments (e.g., Sunshine Corridor).
  - Promote new urbanism principles and mixed-income housing.
  - Strengthen downtown Orlando as one of the best urban cores in the U.S.

Key Initiatives (FY 2025–2026)

- Robust, global, targeted industry recruitment
- Business Retention & Expansion
- International Engagement: Execute international missions, host international delegations
- Film & Media: Film permitting, Locations database, and promote Orange County as a filming destination. (including potential film incentive)
- Government Affairs: Advocate for transportation funding and regional investment.

Performance Metrics * Regional Goals

Economic Development Goals - Fiscal Year 2025-2026

Objective	Threshold	Target	Stretch
Lead Generation	225	250	300
Successful Projects	20	25	30
Total Jobs	3,200	3,500	3,800
Average Wage	$65,000	$70,000	$75,000
Additional Payroll	$208,000,000	$245,000,000	$285,000,000
Capital Investment	$200,000,000	$300,000,000	$500,000,000
High Impact Projects (HIP)	3	5	7
Business, Retention + Expansion (BRE) Visits	70	100	120
Technical Assists	75	100	125
Execute International Missions	2	3	4
International Delegation Visits	10	12	15
International Companies Participating in Delegations	60	75	100
Consulate General/International Trade Briefings	15	20	25
Execute on Location-Based Econ Dev Engagements		✓	
D.I.R.T. Sites Analyzed	40	50	75
D.I.R.T. Site "Graduates" to Phase II	5	7	10
Film Permits	140	165	190

Definitions:
Lead Generation – number of unique businesses both in contact with OEP and openly expressed interest in the market
Successful Projects – number of unique businesses OEP worked with that have chosen to invest and create jobs in the market
Total Jobs – total number of anticipated jobs of all successful projects in the next 3-5 years, as confirmed in the establishment form
Average Wage – total average wage of all successful projects and associated jobs
Additional Payroll – Total payroll (jobs x average wage) added into the market

Capital Investment – Amount of money to be invested by successful projects in acquisition and build-out of facilities, furnishing, and equipment
High Impact Projects (HIP) – successful projects of a particular strategic importance (ie. Large HQ, Semiconductor, serves an underserved community, etc.)
Business Retention and Expansion (BRE) Visits – number of unique businesses visited and interviewed to gain "ground truth"
Technical Assists – number of unique businesses benefiting from OEPs economic development services (ie. Market data, custom presentations, permitting help not related to expansion, connections, etc.)
International Missions – trips with partners and stakeholders to foreign markets for business recruitment and the creation of international partnerships
International Delegation Visits – number of times OEP hosts visits by foreign delegations
International Companies Participating in Delegations – total number of unique businesses in all foreign delegation visits
Consulate General/International Trade Briefings – number of presentations made to foreign officials in the promotion of the Orlando region and creating international connections
Execute on Location-Based Econ Dev Engagements – Yes or No – based upon the MOUs between OEP and various community organizations
DIRT Sites Analyzed – Number of parcels studied for potential investment and job creation
DIRT Site "Graduates" to Phase II – number of sites that pass initial due diligence and are suited for additional investment and study
Film Permits – number of unique production permits processed by the OEP

Long-Term Vision

- Top 10 Global Innovation Hub
- 15-Minute Cities across Central Florida
- #1 Place to Live in the Nation
- Global Creative Capital recognized for education, business, and entertainment

Conclusion

This business plan provides a bridge between today's priorities and the long-term 2045 vision. It aligns with Orange County's goals for economic development services by focusing on industry diversification, talent readiness, global competitiveness, and equitable prosperity.

OEP is committed to delivering measurable results that strengthen Orange County's economy and enhance the quality of life for all residents.

ORLANDO ECONOMIC PARTNERSHIP

Partnership Top Priorities

Launch Global Economic Development Strategy

- Close 25 projects resulting in a minimum of 3,200 jobs in high-value industries

Invest in Transportation to Build a Region of 15-Minute Cities

- Lead Federal advocacy for the development of the Sunshine Corridor

Strengthening Regional Assets to Become to No. 1 Place to Live in America

- Conduct Business Recruitment Missions to Secure New HQs & Large Tenants
- Execute DIRT site development program

Secure Higher Education Funding to Meet Industry Needs

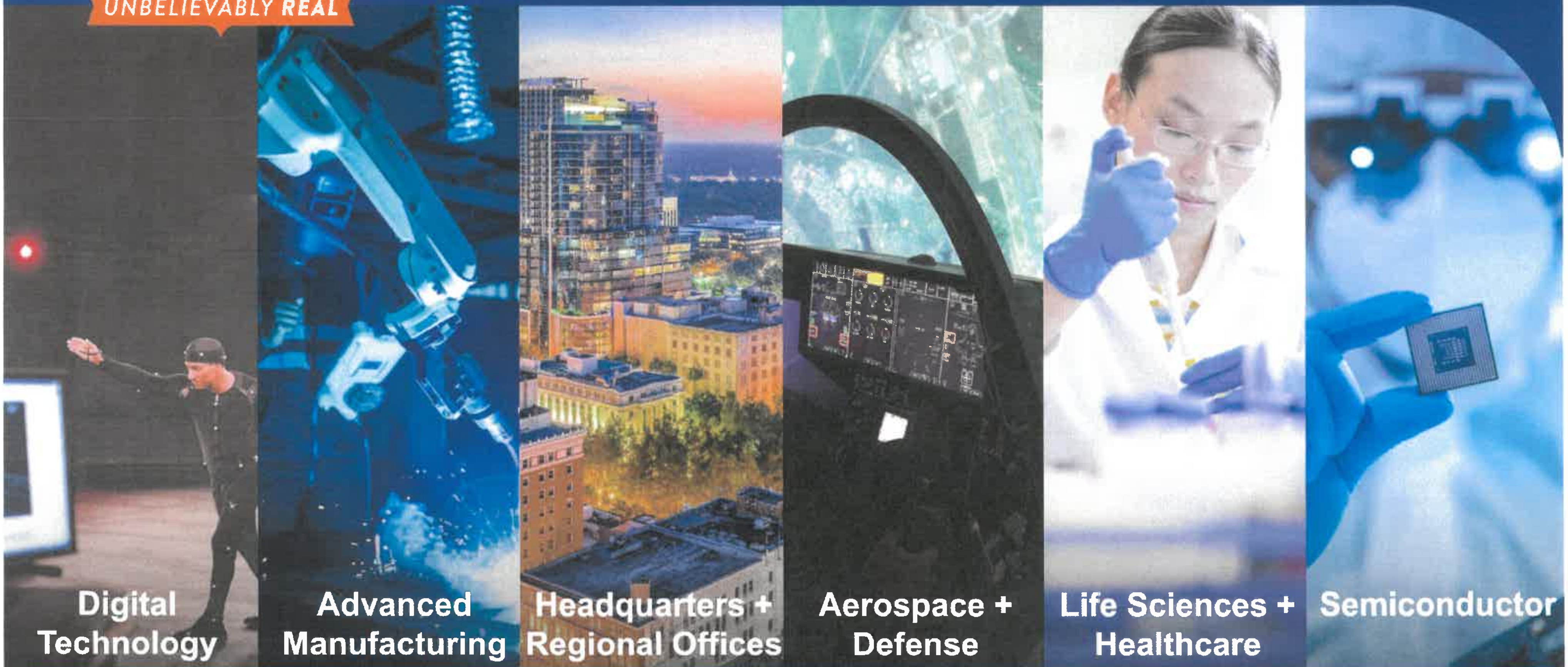
- Lead Tallahassee advocacy trip regarding funding for programs addressing regional talent gaps

<u>Exhibit “B”</u>

Targeted Industries 2025-26

TARGET INDUSTRIES

UNBELIEVABLY REAL



KEY INDUSTRY SECTORS

UNBELIEVABLY REAL

Digital Technology

- AI
- AR/XR/VR
- Cybersecurity
- Software Development
- Gaming
- Entertainment
- FinTech

Clean Technology

- Energy Storage / Grid Solutions
- Electric Mobility
- Renewable Energy

Advanced Manufacturing

- Semiconductor
- Optics & Photonics
- Food manufacturing
- Plastic/Wood/Metal manufacturing
- Autonomous Vehicles
- Wearables

Aviation, Aerospace & Defense

- Simulation
- Space
- Aviation / MRO
- Human Performance *(training for athletes and pilots)*
- R&D

Life Sciences

- Specialty Pharma
- Medical Devices
- BioTech

Sustainable Agriculture

Business & Professional Services

Facilities & Operations

Corporate Headquarters & Regional Offices

Logistics & Distribution

Exhibit "C"

Assessing the Degree of Partnership Involvement Form FY 2025-26

ASSESSING THE DEGREE OF PARTNERSHIP INVOLVEMENT

PROJECT: ____________________ **CATEGORY ASSIGNED:** **Cat2-Extensive**

The following marked category defines the Orlando Economic Partnership's role in minimizing issues, concerns, and barriers in a proactive approach to attracting this company:

CATEGORY 1 - MAXIMUM ROLE IN SUCCESSFULLY COMPLETING PROJECT

- ☐ Coordinating and facilitating ten or more client interactions, by phone, email or in person, on:
  - ☐ Permitting, federal, state and local
  - ☐ Incentives, state and local, prior to decision to relocate or expand
  - ☐ Financing, including Industrial Revenue Bonds
  - ☐ Labor, training, and education
  - ☐ Cooperating agencies, such as FloridaCommerce, cities/counties
  - ☐ Providing assistance to relocating families
- ☐ Coordinating and facilitating tour of sites to relocate or expand on
- ☐ Coordinating and facilitating client visits to local employers and/or vendors
- ☐ Responding to a formal "Request for Proposal/Information"
- ☐ Assisting with special legislative action in Tallahassee or Washington DC
- ☐ Other assistance

CATEGORY 2 - EXTENSIVE ROLE IN SUCCESSFULLY COMPLETING PROJECT

- ☐ Coordinating and facilitating five or more client interactions, by phone, email or in person, on:
  - ☐ Permitting, federal, state and local
  - ☐ Incentives, state and local, prior to decision to relocate or expand
  - ☐ Financing, including Industrial Revenue Bonds
  - ☐ Labor, training, and education
  - ☐ Cooperating agencies, such as FloridaCommerce, cities/counties
- ☐ Coordinating and facilitating client visits to local employers and educational providers
- ☐ Responding to a formal "Request for Proposal/Information"
- ☐ Other assistance

CATEGORY 3 - MODERATE ROLE IN SUCCESSFULLY COMPLETING PROJECT

- ☐ Coordinating and facilitating three to five client interactions, by phone, email or in person, on:
  - ☐ Permitting
  - ☐ Incentives and financial
  - ☐ Information on labor, training, and education
  - ☐ Cooperating agencies
  - ☐ Assisting relocating families
  - ☐ Introductions to talent providers
- ☐ Providing customized information such as:
  - ☐ Demographics
  - ☐ Financial
  - ☐ Labor, training and education
  - ☐ Real Estate
  - ☐ Utilities
  - ☐ Quality of Life
  - ☐ Industry and Commerce
  - ☐ Other assistance
- ☐ Responding to a formal "Request for Proposal/Information" and/or coordinating client visit

CATEGORY 4 - MINIMAL ROLE IN SUCCESSFULLY COMPLETING PROJECT

- ☐ Having one to two contacts with a client and providing off-the-shelf information, either by phone, e-mail, or mail on:
  - ☐ Permitting
  - ☐ Incentives
  - ☐ Training
  - ☐ Financing
  - ☐ Referrals to industry/ connect to local resources (ex: CareerSource, NEC, SBDC)
  - ☐ Real estate
  - ☐ Labor/Workforce
  - ☐ Demographics
  - ☐ Research
  - ☐ Talent recruitment
  - ☐ OEP Website
  - ☐ Other assistance

Project Handler: ____________ **Date Established:** ____________

APPROVALS

Project Manager: ______________________________ Date ____________

VP, Economic Development: ______________________________ Date ____________

Sr. VP., Economic Development: ______________________________ Date ___

PROJECT ESTABLISHMENT CONFIRMATION

COMPANY NAME:	**CONTACT NAME:**
ADDRESS:	**TITLE:**
CITY/STATE/ZIP:	**PHONE:**
PHONE:	**EMAIL:**
WEBSITE:	**OEP PROJECT MANAGER:**
FINAL LOCATION: ☐ **Yes** ☐ **No**	**PROJECT ADDRESS IF DIFFERENT FROM ABOVE:**

PROJECTED DATE OF OCCUPANCY:

Project Description:

Check all that apply: ☐ **New Location** ☐ **Retention** ☐ **Expansion** ☐ **Start-Up**

pr .obl	TOTAL IN YEAR (1)	TOTAL IN YEAR (2)	TOTAL IN YEAR (3)	TOTAL IN YEAR (4)	TOTAL IN YEAR (5)
Projected New Jobs Each Year:					

Total Projected New Jobs:	**# of Existing Orlando Region Employees:**
Average Salary for New Jobs:	**# of Jobs Retained** *(relo risks only):*
Est. New Capital Investment: *Real Property (Land purchased/Building Improvements):* *Tangible Personal Property (Furniture, equipment, etc.):*	**New Square Footage:** **Existing Sq. Ft. in Orlando Region:**

OEP Assistance (check all that apply):

State & Local Incentives (specify):

- ☐ **Site Selection & Tours**
- ☐ **Procurement of Financing**
- ☐ **Permitting/Licenses**
- ☐ **Employee Relocation Services**
- ☐ **Research & Marketing Analysis**
- ☐ **Introductions to Local Partners**
- ☐ **PR/Announcements**
- ☐
- ☐

THE FOLLOWING SECTION TO BE COMPLETED BY COMPANY

CONFIRMATION OF PROJECT INFORMATION & ASSISTANCE PROVIDED BY THE ORLANDO ECONOMIC PARTNERSHIP

Name:	**Date:**
Title:	
Signature:	