

LUBBOCK ECONOMIC DEVELOPMENT ALLIANCE
PERFORMANCE AGREEMENT WITH BAHAMA BUCKS FRANCHISE CORPORATION
AGREED-UPON PROCEDURES REPORT
FOR THE PERIOD BEGINNING MAY 1, 2014 AND ENDING APRIL 30, 2015

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TABLE OF CONTENTS

	<u>Page Number</u>
Independent Accountant's Report	1
Procedures and Results	2

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Independent Accountant's Report

To the Board of Directors and
Management of
Lubbock Economic Development Alliance

We have performed the procedures enumerated in the attached supplement, which were agreed to by you, the specified user, solely to assist you with respect to determining the amounts payable pursuant to the Performance Agreement with regard to job creation incentives only, for Bahama Bucks Franchise Corporation. This agreed upon procedures engagement was performed in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of the specified user of the report. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

The procedures we performed and the findings as a result thereof, are enumerated in the attached supplement which is an integral part of this report.

We were not engaged to, and did not perform an audit, the objective of which would be the expression of an opinion on the specified elements, accounts, or items. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the specified parties listed above and is not intended to be and should not be used by anyone other than these specified parties.

Bolinger, Segars, Gilbert & Moss LLP

Certified Public Accountants

Lubbock, Texas

August 13, 2015

**LUBBOCK ECONOMIC DEVELOPMENT ALLIANCE
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Procedures and Results

Background:

The Lubbock City Council established the Lubbock Economic Development Alliance, Inc. (hereinafter referred to as LEDA) to stimulate and foster economic activity in Lubbock and the surrounding area. To this end, LEDA entered into a contract with Bahama Bucks Franchise Corporation (hereinafter referred to as BBFC) on April 23, 2014.

The general terms of the contract allow BBFC to receive incentives for Job Creation. Specifically, BBFC will receive Job Creation Incentives up to \$297,000 for the creation and maintenance of fifty-six (56) new full-time jobs in Lubbock over a five year period from May 1, 2014 through April 30, 2019. The incentive payout per job will be \$5,303.57 and will be paid out only for the year the job is created. Thus, BBFC will be able to earn the following incentives based on the projected job creation timeline:

- Year 1 – twelve (12) jobs created = \$63,642.86 incentive payout
- Year 2 – nine (9) jobs created = \$47,732.14 incentive payout
- Year 3 – twelve (12) jobs created = \$63,642.86 incentive payout
- Year 4 – ten (10) jobs created = \$53,035.71 incentive payout
- Year 5 – thirteen (13) jobs created = \$68,946.43 incentive payout

Should BBFC fail to attain the Target Job Positions on any measurement date, the incentive payout will be reduced by \$5,303.57 per job not created. Should BBFC exceed the projected Target Job Positions on any measurement date, the incentive payout will be increased by \$5,303.57 per job created. Total five year payout will not exceed \$297,000.

Objective, Scope and Procedures Performed:

Our objective was to determine if BBFC met the job creation requirements of their agreement with LEDA. A summary of the procedures used is as follows:

- Reviewed the pertinent contract.
- Reviewed employee census data indicating names, dates of hire, dates of termination, work locations and compensation as of April 30, 2015.
- Obtained the Texas Workforce Commissions (TWC) reports for quarters ending June 30, 2014 through March 31, 2015.
- Reviewed wages reported on the TWC to verify annual compensation levels and to corroborate dates of hire and/or termination while comparing to employee census.
- Discussed questions and issues raised as a result of the above steps with Bahama Bucks personnel.

Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

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Results and Conclusions:

Per our review of the above data and prior year agreed-upon procedure reports:

- BBFC had twenty-one (21) full-time Lubbock employees as of the May 1, 2014 baseline measurement date.
- BBFC had thirty-two (32) full-time Lubbock employees as of April 30, 2015.

Based on the above, BBFC created eleven (11) new Target Positions in the first measurement period. In accordance with the performance agreement, BBFC earns \$5,303.57 in incentives for each of the eleven new Target Positions; thus, BBFC has earned \$58,339.27 in year one incentives.

Based on procedures performed, there were no questions or issues raised that needed to be discussed with BBFC personnel.