

## **SUB-RECIPIENT AGREEMENT**

THIS AGREEMENT, entered into this \_\_\_ day of \_\_\_\_\_, 2016, by and between:

Heartland Pet Food Manufacturing, Inc., hereinafter referred to as "Sub-Recipient", and the City of Joplin, Missouri, a Municipal Corporation, hereinafter referred to as "City", is as follows:

WHEREAS, the City desires to make certain Community Development Block Grant (CDBG) funds available; and

WHEREAS, in exchange for said funds, Sub-Recipient agrees to comply with agreement requirements and certain documentation requirements of City as described herein.

NOW, THEREFORE, in consideration of the mutual promises, covenants, and agreements hereinafter set forth and contained, the Sub-Recipient and City hereby mutually agree as follows:

1. Statement of Work. Subject to this agreement, the two parties will cooperate in the creation of 46 new full-time jobs, within two (2) years from the start of production at Sub-Recipient's new manufacturing facility, at least fifty-one percent (51%) of which, i.e., twenty-four (24), shall be filled by low-moderate income persons. Starting at the end of the second year of production, the Sub-Recipient must maintain the aforementioned level of job creation for two (2) additional years. The average annual salary for the jobs created will be thirty-nine thousand dollars (\$39,000.00), plus benefits. A list of these proposed jobs can be found listed by job title in Proposed Job Creation Titles marked Exhibit D. Documentation of persons shall be recorded on the Community Development Block Grant Program Eligibility Form marked Exhibit "C" attached hereto and incorporated herein. If the Sub-Recipient fails to comply with these requirements, the Sub-Recipient shall make a CDBG refund payment to the City equal to the grant amount according to the terms described in section 3.
2. Schedule. The Sub-Recipient program start date shall be January 1, 2017, and the completion date shall be December 31, 2018. These funds will not be available to the Sub-Recipient from the Community Development Block Grant Program after the completion date.
3. Budget. The City agrees to furnish not more than One Hundred Thousand Dollars (\$100,000) or (\$2,174.00 per job created) in CDBG funds to the Sub-Recipient, whichever is higher. Said funds shall be in the form of a forgivable loan. Provided the company complies with the applicable provisions and conditions of this agreement, the loan shall be forgiven after five (5) years from the date of signing of this agreement. All items purchased with Community Development Block Grant funds shall become the property of the City if the Sub-Recipient ceases operation or fails to comply with the applicable provisions and conditions of this agreement. The use of the Community Development Block Grant funds provided shall be restricted to the following activities unless otherwise approved by the City's Planning & Community Development Director:
  - a. equipment/ computer costs;
  - b. new employee training; and

CDBG funds may not be reimbursed for project expenses incurred prior to the signing of this agreement.

4. Environmental Review. Once adequate information to determine the full scope of the project is received by the City from the company, the City will commence a Tier I Environmental Review of the project. The company may not be reimbursed for eligible project expenses prior to the City's receipt of an "Authority to Use Grant Funds" form from HUD. The company agrees to meet any and all potential conditions required by the City in order to fully complete the Environmental Review.

5. Cessation of Operations and Reversion of Assets. If for any reason the company ceases operation at the project site prior to the completion date, the company shall make a CDBG refund payment to the City equal to any outstanding grant amount, plus 3% interest and/or return all items purchased with CDBG funds to the City. In the event the Sub-Recipient does not establish sufficient jobs at the end of the program period, then a pro-rata amount of the principal, and all accrued interest shall be payable within thirty (30) days following the end of the program period.

6. Payments. Sub-Recipient shall provide itemized statements and such other supporting documentation as reasonably requested by City to support requests for payments.

7. Program Income. Any program income (as defined at 24 CFR 570.500(a)) generated by activities carried out with CDBG funds made available under this contract shall be returned to the City.

8. Maintenance of Records. Sub-Recipient agrees to maintain and make available for inspection by City, upon reasonable notice, the following records of the project:

- a. Sub-Recipient shall submit reports of direct benefit to Low/Moderate-Income Households/Persons and minority program participation semi-annually for a total of two (2) years.
- b. Sub-Recipient shall establish and maintain sufficient records as required by 24 CFR 570.506. Such records shall be made available upon request by the Planning & Community Development Manager or his designee.
- c. Sub-Recipient shall establish and maintain sufficient records for the following: (1) Listing by job title of the jobs created; (2) Listing by job title of the jobs filled; (3) The name and income status of the person who filled each position; and (4) The full-time equivalency status of the jobs. Such records shall be made available upon request by the Planning & Community Development Manager or his designee.
- d. Sub-Recipient shall maintain asset management requirements as established in 24 CFR Subtitle A Section 85.32 (d). This will include providing information about assets and access for periodic monitoring by the Community Development office.

9. Uniform Administrative Requirements. Sub-Recipient shall comply with all relevant administrative requirements as set forth in 24 CFR 570.502. In addition, Sub-Recipient shall comply with all rules, regulations, laws, and such other matters as set forth on the Statement of Assurances marked Exhibit "A" attached hereto and incorporated herein.

10. Indemnification. Sub-Recipient hereby agrees that it will indemnify and save harmless City against any expenditures determined to be ineligible by the United States Department of Housing and Urban Development. In addition, the Sub-Recipient, its agents and its employees shall hold City harmless from all third party claims, damages, assessments, costs and liabilities, arising in any way from the relationship created herein, including claims of injury to person or property suffered or allegedly caused due to the relationship created by this agreement, except to the extent any such claim, damage or assessment is caused by the negligence or willful misconduct of City.

11. Modification - Interpretation. The terms, conditions, and provisions of this agreement can neither be modified nor eliminated except by mutual agreement between the City and Sub-Recipient and approved by an ordinance or ordinances duly adopted by the Council.

12. Termination. This Agreement terminates after Five (5) years have expired from its date of commencement. Termination of this Agreement may occur prior to the completion of this Agreement in the following manner:

a. Upon mutual agreement; or

b. When Sub-Recipient has demonstrated compliance with all requirements of City, and United States Department of Housing and Urban Development, for such period of time that further monitoring of Sub-Recipient's compliance is not required.

13. Retention of Records . The Sub-Recipient shall retain all financial records, supporting documents, statistical records, and all other records pertinent to the Agreement for a period of four (4) years. The retention period begins on the date of the submission of the Grantee's annual performance and evaluation report (CAPER) to HUD in which the activities assisted under the agreement are reported on for the final time. Notwithstanding the above, if there is litigation, claims, audits, negotiations or other actions that involve any of the records cited and that have started before the expiration of the four-year period, then such records must be retained until completion of the actions and resolution of all issues, or the expiration of the four-year period, whichever occurs later.

14. Federal Work Authorization Program "FWAP". Sub-Recipient represents and agrees that it is enrolled and participating in a Federal Work Authorization Program ("FWAP") that ensures that all of its employees or agents have the legal right to work in the United States, as defined in 8 U.S.C. 1324a(h)(3) and RSMo § 285.525-285.555, and that it will maintain this compliance for the entire duration of its contract with the City of Joplin. Sub-Recipient agrees that it does not knowingly employ any unauthorized alien in connection with the contracted services with the City. Sub-Recipient agrees to provide an Affidavit of Compliance stating that it is enrolled and participating in a FWAP, and that Sub-Recipient does not knowingly employ any unauthorized aliens in connection with the contracted services, upon execution of this Agreement. All Subcontractors shall state, in writing, in their contracts with the Sub-Recipient, that they are not in violation of RSMo § 285.530.1 and shall not thereafter be in violation, or subcontractor may submit a sworn affidavit to this effect. Sub-Recipient agrees to hold harmless and indemnify the City for any liability due to Sub-Recipient's failure to maintain compliance with FWAP or for violations of the Missouri Unauthorized Alien Workers Act. (See Exhibit B; attached hereto and incorporated herein)

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first written above.

Company name:

\_\_\_\_\_  
Typed name: \_\_\_\_\_  
Title: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Typed Name: \_\_\_\_\_  
Title: \_\_\_\_\_

CITY OF JOPLIN, MISSOURI  
a Municipal Corporation

\_\_\_\_\_  
Troy Bolander,  
Planning & Community Development Director

ATTEST:

\_\_\_\_\_  
Barbara Hogelin, City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Peter Edwards, City Attorney

**EXHIBIT A**  
**Statement of Assurances**

Company: \_\_\_\_\_ hereby assures and certifies that:

- (a) It possesses legal authority to apply for the grant, and to execute the proposed program.
- (b) Its governing body has duly adopted or passed as an official act a resolution, motion, or similar action authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the applicants' chief executive officer to act in connection with the application and to provide such additional information as may be required.
- (c) The Community Development Block Grant Program has been developed so as to give maximum feasible priority to activities which will benefit low and moderate income families, or aid in the prevention or elimination of slums or blight; the projected use of funds may also include activities which the grantee certifies are designed to meet other community development needs having a particular urgency as specifically explained in the application.
- (d) It will comply with the regulations, policies, guidelines and requirement OMB Circulars Number A-110 and A-122, revised, and A-133 (audit required if the Sub-Recipient receives \$500,000 in federal funds), as they relate to the application, acceptance, and use of Federal funds under this document.
- (e) It will comply with:
  - (1) Section 110 of the Housing and Community Development Act of 1974, as amended, 24 CFR 470d, 605, and Federal regulations regarding the administration and enforcement of labor standards;
  - (2) The provisions of the Davis-Bacon Act (46 U.S.C.S. 2786a) with respect to the prevailing wage rates (except where exempted under law);
  - (3) Contract Work Hours and Safety Standards Act of 1962, 40 U.S.C. 327-332 requiring that mechanics and laborers (including watchmen and guards) employed on federally assisted contracts be paid wages of not less than one and one-half times their basic wage rates for all hours worked in excess of eight in a calendar day or forty in a work-week, whichever is greater; and
  - (4) Federal Fair Labor Standards Act, 29 U.S.C.S. 201 et. seq., requiring that covered employees be paid one and one-half times their basic wage rate for all hours worked in excess of the prescribed work-week.
- (f) It will comply with all requirements imposed by the Federal Government concerning special requirements of law, program requirements, and other administrative requirements. It will comply with:
  - (1) Title VI of the Civil Rights Act of 1964 (Pub. L. 88-352), and the regulations issued pursuant thereto (24 CFR Part 1), which provides that no person in the United States shall on the grounds of race, color, religion, sex, handicap, familial status, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the applicant receives Federal financial assistance and will immediately take any measures necessary to effectuate this assurance. If any real property or structure thereon is provided or improved with the aid of Federal financial assistance extended to the applicant, this assurance shall obligate the applicant, or in case of any transfer of such property, any transferee, for the period during which the real property or structure is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits;

(2) Title VIII of the Civil Rights Act of 1968 (Pub. L. 90-284), as amended, administering all programs and activities relating to housing and community development in manner to affirmatively further fair housing; and will take action to affirmatively further fair housing in the sale of rental of housing, the financing of housing, and the provision of brokerage services;

(3) E.O. 12259, Leadership and Coordinator of Fair Housing in Federal Programs, requiring that programs and activities relating to housing and urban development be administered in a manner affirmatively to further the goals of Title VIII of the Civil Rights Act of 1968;

(4) Section 109 of the Housing and Community Development Act of 1974 (ACT) as amended, and the regulations issued pursuant thereto (24 CFR 570.601), which provides that no person in the United States shall, on the grounds of race, color, national origin, or sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under, any program or activity funded in whole or in part with funds provided under the act. Any prohibition against discrimination on the basis of age under the Age Discrimination Act of 1974 or with respect to otherwise qualified handicapped individuals as provided in Section 504 of the Rehabilitation Act of 1973 shall also apply to any such program activity.

(5) Executive Order 11063 on equal opportunity in housing and nondiscrimination in the sale or rental of housing built with Federal Assistance;

(6) Executive Order 11246 as amended by Executive Orders 11375 and 12086, and the regulations issued pursuant thereto (24 CFR Part 130 and 41 CFR Chapter 60); which provide that no person shall be discriminated against on the basis of race, color, religion, sex or national origin in all phases of employment during the performance of federal or federally assisted construction contracts shall take affirmative termination, rates of pay or other forms of compensation and selection for training and apprenticeship; and

(7) Policies required by the State to affirmatively further fair housing.

(h) It will comply with Section 3 of the Housing and Urban Development Act of 1968, as amended, requiring within the unit of local government in which the project is located; and that contracts for work in connection with the project be awarded to eligible business concerns which are located in, or owned in substantial part by, persons residing within the unit of local government.

(i) It will:

(1) To the greatest extent practicable under State law, comply with Section 301 and 302 of Title III (Uniform Real Property Acquisition Policy) of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and will comply with Section 303 and 304 of Title III, and HUD implementing instructions at 24 CFR Part 42; and

(2) Inform affected persons of their rights and of the acquisition policies and procedures set forth the regulations at 24 CFR Part 42 and 24 CFR 570.602(b).

(j) It will abide by the terms and conditions of the Department of Economic Development's Conflict of Interest Program Policy as adopted March 1, 1987, and any additions thereto, for all activities paid for or assisted by Block Grant funds.

(k) It will comply with the Anti-kickback (Copeland) Act of 1934, 18 U.S.C.S. 874 and 40 U.S.C.S. 276a, which outlaws and prescribes penalties for "kickbacks" of wages in federally financed or assisted construction activities.

- (l) It will comply with the provisions of the Hatch Act which limits the political activity of employees.
- (m) It will give the City, HUD and the Comptroller General, through any authorized representatives, access to and the right to examine all records, books, papers, or documents related to the grant.
- (n) It will insure that the facilities under its ownership, lease or supervision which shall be utilized in the accomplishment of the program are not listed on the Environmental Protection Agency's (EPA) list of Violating Facilities and that it will notify the State of the receipt of any communication from the Director of the EPA Office of Federal Activities indicating that a facility to be used in the project is under consideration for listing by the EPA.
- (o) It will comply with the flood insurance purchase requirement of Section 102(a) of the Flood Disaster Protection Act of 1973, Pub. L. 903-234, 87 Stat. 975, approved December 31, 1973, Section 102(a) required, on and after March 2, 1974, the purchase of flood insurance in communities where such insurance is available as a condition for the receipt of any Federal financial assistance for construction or acquisition purposes for use in any area that has been identified by the Secretary of the Department of Housing and Urban Development as an area having special flood hazards. The phrase (Federal financial assistance) includes any form of loan, grant, guaranty, insurance payment, rebate, subsidy, disaster assistance loan or grant, or any other form of direct or indirect Federal assistance.
- (p) It will, in connection with its performance of environmental assessments under the National Historical Preservation Act of 1966 (16 U.S.C. 470), Executive Order 11593, and the Preservation of Archeological and Historical Preservation Act of 1968 (16 U.S.C. 469-1, et. seq.) by:
- (1) Consulting with the State Historical Preservation Officer to identify properties listed in or eligible for inclusion in the National Register of Historic Places that are subject to adverse effects (see 36 CFR Part 800.8) by the proposed activity; and
  - (2) Complying with all requirements established by the State to avoid or mitigate adverse effects upon such properties.
- (q) It will comply with:
- (1) The National Environmental Policy Act of 1969 (42 U.S.C. Sect. 4321 et. seq.) and 24 CFR Part 58;
  - (2) Executive Order 11988, Floodplain Management;
  - (3) Executive Order 11990, Protection of Wetlands;
  - (4) The Endangered Species Act of 1973, as amended (16 U.S.C.S. 1531 et. seq.);
  - (5) The Fish and Wildlife Coordination Act of 1958, as amended, (16 U.S.C.S. 661 et. seq.);
  - (6) The Wild and Scenic Rivers Act of 1968, as amended, (16 U.S.C.S. 1271);
  - (7) The Safe Drinking Water Act of 1974, as amended (42 U.S.C.S. 30f et. seq.);
  - (8) Section 401 (f) of the Lead-Based Paint Poisoning Prevention Act, as amended (42 U.S.C.S. 4831 (b) );
  - (9) The Clean Air Act of 1970, as amended (42 U.S.C.S. 7401 et. seq.);
  - (10) The Federal Water Pollution Control Act of 1972, as amended, 33 U.S.C.S. 1251 et. seq.);
  - (11) The Clean Water Act of 1977 (Public Law 95-217); and
  - (12) The Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act of 1976 (re U.S.C.S. 6901 et. seq.).
- (r) It will comply with all parts of Title 1 of the Housing and Community Development Act of 1974, as

amended, which have not been cited previously as well as with other applicable laws.

(s) It will minimize displacement of persons as a result of activities assisted with such amounts.

(t) It will not attempt to recover any capital costs of public improvements assisted in whole or part under section 106 or with amounts resulting from a guarantee under section 108 by assessing any amount against properties owned and occupied by persons of low and moderate income, including any fee charged or assessment made as a condition of obtaining access to such public improvements, unless (i) funds received under section 106 are used to pay the proportion of such fee or assessment that relates to the capital costs of such public improvements that are financed from revenue sources other than under this title; or (ii) for purposes of assessing any amount against properties owned and occupied by persons of low or moderate income who are not persons of very low income, the grantee certified to the Secretary or such State, as the case may be, that it lacks sufficient funds received under section 106 to comply with the requirements of clause (i).

(u) Any activities conducted with amounts received by a unit of general local government under this subsection shall be subject to the applicable provisions of this title and other Federal law in the same manner and to the same extent as activities conducted with amounts received by a unit of general local government under subsection 9a).

(v) A monthly (unless another time period is specified) report is required. This report must contain the results of the program including financial and beneficiary data. This report is due the 10th of each following month during the grant award period.

The City may also require additional information in addition to the HUD program benefit requirements.



**EXHIBIT B**

STATE OF \_\_\_\_\_ )  
 ) ss.  
COUNTY OF \_\_\_\_\_)

**AFFIDAVIT OF COMPLIANCE**  
**(Missouri Unauthorized Alien Workers Act)**

My name is \_\_\_\_\_(Name) and I am the \_\_\_\_\_(Title)  
of \_\_\_\_\_(Company Name). I hereby represent, affirm and certify  
to the City of Joplin that my company does not knowingly employ any person who is an  
unauthorized alien in connection with contracted services with the City. I further affirm that my  
company is actively enrolled and participating in a federal work authorization program with  
respect to all employees working in connection with the contract services provided to the City.

\_\_\_\_\_  
Affiant

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed my official  
seal this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Notary Public

My commission expires:  
\_\_\_\_\_

**CDBG Self-Certification Form**  
**CDBG Program- Job Creation Project**  
**(To Be Completed By Participant)**

**INSTRUCTIONS:** The organization has participated in a federal program that requires to meet certain standards. Completion of this form is voluntary and this information will be kept confidential, with access only to the grantee, administrating staff of the City of Joplin, and officials of Housing and Urban Development.

1. **FAMILY SIZE:** \_\_\_\_\_ person(s)  
Family Size: give the number of persons in your family living with you in your household including husband, wife, and all dependents, as defined by the Internal Revenue Service (IRS) for income tax purposes.
  
2. **FAMILY INCOME:** \$ \_\_\_\_\_ .00\*  
Family Income: give the total annual income from all family members, as determined on today's date; in IRS terms, this would be adjusted gross income.  
**\*Support documentation is needed for this item (i.e. tax form showing annual income)**  
**The Income Verification Survey will guide you to provide proper documentation.**
  
3. **ELDERLY:** \_\_\_\_\_ person(s)  
Elderly: how many persons in your family are 62 years of age and over?
  
4. **HANDICAPPED:** \_\_\_\_\_ person(s)  
Handicapped: how many persons in your family have a physical or mental impairment that substantially limits one or more of the individual's major life activities.
  
5. **ETHNICITY (Check one box only):**  **Hispanic or Latino**  **Not Hispanic or Latino**
  
6. **HEAD OF HOUSEHOLD:**  **Male**  **Female**
  
7. **RACIAL DESIGNATION:** (select one or more) for each household, enter the number by race.  

<input type="checkbox"/> <b>White</b>	<input type="checkbox"/> <b>American Indian/Alaskan Native &amp; White</b>
<input type="checkbox"/> <b>Black/African American</b>	<input type="checkbox"/> <b>Asian &amp; White</b>
<input type="checkbox"/> <b>Asian</b>	<input type="checkbox"/> <b>Black/African American &amp; White.</b>
<input type="checkbox"/> <b>American Indian/Alaskan Native</b>	<input type="checkbox"/> <b>American Indian/Alaskan Native &amp; Black/African American.</b>
<input type="checkbox"/> <b>Native Hawaiian/Other Pacific Islander</b>	<input type="checkbox"/> <b>Other Multi-Racial.</b>

**PRIOR EMPLOYMENT STATUS:**  Unemployed  Employed

**CERTIFICATION:**

"To the best of my knowledge, the above information is true and can be verified if requested by proper officials of the Grantee, City of Joplin and HUD."

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Job Title (potential title if not hired yet)

\_\_\_\_\_  
Sign Name

<b><u>Employer/Local Government Use Only</u></b>	
<b><u>New Job Category (based on Economic Development Administration categories):</u></b>	
<input type="checkbox"/> <b>Officials and Managers</b>	<input type="checkbox"/> <b>Professional</b>
<input type="checkbox"/> <b>Technicians</b>	<input type="checkbox"/> <b>Sales</b>
<input type="checkbox"/> <b>Office and Clerical</b>	<input type="checkbox"/> <b>Craft Workers (skilled)</b>
<input type="checkbox"/> <b>Operatives (semi-skilled)</b>	<input type="checkbox"/> <b>Laborers (unskilled)</b>
<input type="checkbox"/> <b>Service Workers</b>	
<b><u>Part Time/Full-Time:</u></b> Is this position part-time or full-time?	<input type="checkbox"/> <b>PT</b> <input type="checkbox"/> <b>FT</b>
<b><u>Insurance:</u></b> Does this position provide health benefits?	<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>

**COMMUNITY DEVELOPMENT BLOCK GRANT  
EMPLOYEE SELF CERTIFICATION**

**INSTRUCTIONS FOR SUB-RECIPIENT (OFFICE USE ONLY)**

- 1.) Once the Self Certification form is completed, verify that the number of people in each family and income complies with the appropriate FY 2015 (effective 3/6/2015) or FY 2016 (effective 3/28/2016) Income Limits Summary below. Please see [https://www.huduser.gov/portal/datasets/il/il2015/select\\_Geography.odn](https://www.huduser.gov/portal/datasets/il/il2015/select_Geography.odn) for updated Income Limits for future years.

**FY 2015 Income Limits Summary**

<b>Income Limit Category</b>	<b>1 Person</b>	<b>2 Person</b>	<b>3 Person</b>	<b>4 Person</b>	<b>5 Person</b>	<b>6 Person</b>	<b>7 Person</b>	<b>8 Person</b>
<b>Extremely Low (30%)</b>	\$11,770	\$15,930	\$20,090,	\$24,2501	\$27,300	\$29,300	\$31,350	\$33,350
<b>Very Low (50%)</b>	\$17,700	\$20,200	\$22,750	\$25,250	\$27,300	\$29,300	\$31,350	\$33,350
<b>Low (80%)</b>	\$28,300	\$32,250	\$36,400	\$40,400	\$43,650	\$46,900	\$50,100	\$53,350

The **Joplin, MO MSA** contains the following areas: Jasper County, MO.

**FY 2016 Income Limits Summary**

<b>Income Limit Category</b>	<b>1 Person</b>	<b>2 Person</b>	<b>3 Person</b>	<b>4 Person</b>	<b>5 Person</b>	<b>6 Person</b>	<b>7 Person</b>	<b>8 Person</b>
<b>Extremely Low (30%)</b>	\$11,880	\$16,020	\$20,160	\$24,300	\$27,950	\$30,000	\$32,100	\$34,150
<b>Very Low (50%)</b>	\$18,100	\$20,700	\$23,300	\$25,850	\$27,950	\$30,000	\$32,100	\$34,150
<b>Low (80%)</b>	\$28,950	\$33,100	\$37,250	\$41,350	\$44,700	\$48,000	\$51,300	\$54,600

The **Joplin, MO MSA** contains the following areas: Jasper County, MO.

---

1 The FY 2014 Consolidated Appropriations Act changed the definition of extremely low-income to be the greater of 30/50ths (60 percent) of the Section 8 very low-income limit or the poverty guideline as [established by the Department of Health and Human Services \(HHS\)](#), provided that this amount is not greater than the Section 8 50% very low-income limit. Consequently, the extremely low income limits may equal the very low (50%) income limits.

**EXHIBIT D**

**Proposed Job Creation Titles**

<b>Job Title and Description</b>	<b>Number</b>	<b>Proposed Salary</b>
<b>Operations Manager:</b> Responsible for the entire operations of the treat facility	<b>1</b>	<b>\$58,000.00</b>
<b>Process Engineer:</b> Responsible for the technical aspects of the treat manufacturing process	<b>1</b>	<b>\$58,000.00</b>
<b>Production Supervisors:</b> Oversee Production of Treats	<b>3</b>	<b>\$58,000.00</b>
<b>Ingredient Buyer/Scheduler:</b> Responsible for the purchase of raw materials for treat manufacturing and the scheduling of production	<b>1</b>	<b>\$58,000.00</b>
<b>Quality Control Technicians:</b> Oversee all quality related aspects of the treat manufacturing process	<b>4</b>	<b>\$45,000.00</b>
<b>Mechanics:</b> Responsible for the maintenance of the machinery/equipment used in the treat manufacturing facility	<b>4</b>	<b>\$45,000.00</b>
<b>Production Operators:</b> Responsible for operating the Machinery/Equipment to produce treats	<b>32</b>	<b>\$35,000.00</b>

<b>Total Jobs Created</b>	<b>46</b>
<b>Average Salary</b>	<b>\$39,739.13</b>