



George Schroeder
Planning Manager
City of Mountain View
500 Castro Street
Mountain View, CA 94039-7540

Dear George,

This letter is to provide you with background supporting our request for an amendment to the Development Agreement for the LinkedIn Middlefield Campus originally executed in early 2019 as part of the entitlements granted for this project by the City Council in December of 2018. For the reasons noted below, we are requesting to amend the existing Development Agreement to provide a five-year extension such that the expiration date would move from February 27, 2029 to February 27, 2034.

Background:

In December 2021 LinkedIn obtained a Certificate of Occupancy for Phase 1 of our Middlefield Campus. Since then, we've fully occupied Building 1, Parking Garage 1, have finished publicly accessible open spaces within the development and completed all offsite improvements. Employees are now fully utilizing all buildings on the Middlefield Campus including the pre-existing facilities (Buildings 2,3,4, and 7), concentrating our South Bay operations into what is now our Global Headquarters in Mountain View.

As part of the execution of Phase 1, we have delivered to the City of Mountain View significant public improvements and benefits, many of which are relevant to Phase 2 including:

- Completed extensive exterior landscaping for publicly accessible open space, replacing what was surface parking,
- Improved bike and pedestrian paths accessible to the public,
- Improved public street frontages featuring three new traffic signals,
- Improved lane configuration and paving improvements for Maude Avenue,
- Currently in process of completing the utility connections needed to provide recycled water to fully irrigate campus landscaping and for use within buildings for non-potable uses to save approximately 8 million gallons of potable water annually,



- Paid \$5.5M in public benefit fees used by the City for the purpose of improving bike accessibility through the Middlefield/237 interchange (an amount equal to 50% of the total benefit funds for the project, even though 32% of the campus was constructed in Phase 1),
- Provided a \$10M investment to catalyze two affordable housing projects in Mountain View (an amount that exceeds our required housing impact fee for Phase 1 by approximately \$5M) with an innovative partnership with Housing Trust Silicon Valley. This money has since been recycled and made available to the city to reinvest in additional affordable housing; and
- Paid a \$500K Development Agreement public benefit/consideration fee.

Taken together, these public benefits, coupled with fees paid to the City, have represented an investment by LinkedIn during Phase 1 of over \$17M that is directly attributable to Phase 2, demonstrating our intent to complete the full build-out of the Campus and our ongoing commitment to the City of Mountain View.

Impact of the COVID-19 Pandemic:

Like so many other corporations, the COVID-19 pandemic altered the timing of the implementation schedule that we estimated in 2018 for the completion of the LinkedIn Middlefield Campus, imposing unforeseen changes to how our workforce uses space and dramatically altering the pace of our planned real estate expansion. We know that our longer-term future depends on continuing to leverage our Mountain View location, so ensuring that we can plan for orderly development on this Campus is necessary. Our use of this site as our Global Headquarters has not wavered, yet the pandemic effectively altered the period in which we can complete this project.

As you are aware, the COVID-19 pandemic presented extraordinary challenges to corporations and employers globally. Like so many businesses, LinkedIn was required to immediately create a safe and productive work environment by relying on available technologies to maintain and continue its activities in the least disruptive way possible. Many of these strategies remain with us today.

While we continue to hire strategically, the pandemic adjusted the way that this translates into office space needs. Notably, we are currently using less square footage of office space in all of our major workplace locations despite increasing the number of employees.

As is typical for companies like LinkedIn, we have moved to a hybrid work model which allows for continued growth in headcount without having to densify occupancy in buildings, increase traffic trips, and overly stress existing parking resources. As a result, average attendance in the office remains lower than prior to the pandemic, a change that we could not have forecast at the time



of execution of our Development Agreement. While our buildings will be fully utilized, this will occur over a longer duration than expected. Consistent with our carbon-negative, zero-waste, and water-positive sustainability commitments, we do not want to build out the balance of our campus until the optimal time comes for use of the space.

Reflecting this hybrid work model and taking advantage of the occupancy opportunities that it creates, we have been consolidating our South Bay facilities - vacating some of our previously occupied buildings in Sunnyvale - and concentrating our presence in the Middlefield Campus. As our Global Headquarters, we expect this trend to continue into the foreseeable future.

Development Agreement Extension Request:

Because of these factors, LinkedIn is now requesting one five-year extension to its Development Agreement. In consideration of this request, we have agreed to the City's proposed public benefit fee of \$1,600,000, payable 60 days after the execution of the Amendment.

George, we are proud of our close association with the City of Mountain View during the creation of the LinkedIn Middlefield Campus and of how we continue to support the highest priority needs in the community, support that equals more than \$500,000 annually for the last 8 years for Mountain View based nonprofits. In addition, with Phase 1 of the project, we have provided in-kind benefits equivalent of approximately \$240,000 annually to Mountain View and surrounding local communities' nonprofits by making our Community Space available for their use. This has become an important way for us to contribute to strengthening the connections to and within the community and improving the quality of life for all of Mountain View. We see our continuing development of the Middlefield Campus as our Global Headquarters as an extension of these important relationships.

We thank the City of Mountain View for its support during the creation of the LinkedIn Middlefield Campus and of this requested Development Agreement Amendment.

Sincerely

A handwritten signature in blue ink, appearing to read "Victor Sanchez".

Victor Sanchez
Vice President, Workplace