



March 29, 2023

Ms. Diana Pancholi
Principal Planner
City of Mountain View
500 Castro Street
Mountain View, California 94039-7540

Dear Ms. Pancholi:

Re: Development Agreement Amendment Request for LinkedIn Middlefield Campus

This letter is to provide you with background supporting our request for an amendment to the Development Agreement for the LinkedIn Middlefield Campus which we originally approached the city manager about in June 2022. We are requesting to amend our existing Development Agreement to provide a three-year extension with a possible option to extend an additional two years in the event of an unforeseen significant and unavoidable disruption to our ability to complete phase 2 of the project.

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 and have completed publicly accessible open spaces within the development as well as 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) and we have concentrated 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.

Impact of the COVID-19 Pandemic:

Like so many other corporations, the COVID-19 pandemic has altered the timing of our initial implementation schedule 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 continues to alter the period in which we can complete this project.

The reasoning behind this request to amend our Development Agreement is as follows:

As you are aware, the COVID-19 pandemic presented extraordinary challenges to corporations and employers globally. Like the City of Mountain View, 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.

While we continue to hire strategically, and expect headcount growth to continue, the pandemic has radically adjusted the way that this translates into office space needs. Notably, during this period of remarkable growth for LinkedIn, we are currently using less square footage of office space in all our major workplace locations despite increasing the number of employees.

With the pandemic now entering a new phase, LinkedIn, like many companies, has 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.

At this time, average attendance in the office is lower than prior to the pandemic, a change that we could not have forecast at the time of execution of our Development Agreement. We expect our buildings to be fully utilized, but this will be 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 are now in the process of 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:

Our proposal originally shared with the City Manager requested an additional three-year extension to the existing LinkedIn Middlefield Campus Development Agreement, providing us with ample time to thoughtfully plan for our expansion into Phase 2. We also request a provision for an additional two-years in the event of an unforeseeable

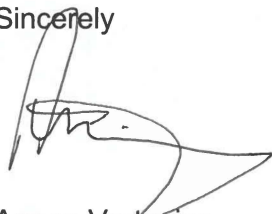
change in our operating environment, such as a new global pandemic, significant earthquake, or other major business disruptions that may delay our timeline but are outside of our control.

In consideration for this amendment to the Development Agreement, we are prepared to offer an additional \$65,000 per year for the duration of the extension period. We believe that the extensive public benefits fees and completed mitigation projects associated with Phase 1 & 2 that we have already paid should be considered in this matter. The calculated value of these fees and improvements already funded in Phase 1 that apply directly to Phase 2 is over \$14M, demonstrating our commitment to the ultimate execution of the full build-out of the Campus and our ongoing commitment to the City of Mountain View.

Diana, 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 begun giving significant 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, 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 appreciate your serious consideration of this request as outlined in this letter and we look forward to hearing from you soon to progress to the next steps in the process of amending our development agreement.

Sincerely



Armen Vartanian
Vice President, Workplace
LinkedIn Corporation



September 3, 2025

Ms. Diana Pancholi
Principal Planner
City of Mountain View
500 Castro Street
Mountain View, California 94039-7540

Re: Development Agreement Amendment Request for LinkedIn Middlefield Campus

Dear Ms. Pancholi:

On March 29, 2023, LinkedIn submitted a request to amend the Development Agreement for the LinkedIn Middlefield Campus. In that letter we outlined the background behind the development of the Campus and associated Development Agreement, explained the impact of the COVID-19 Pandemic and its aftermath on our space utilization plans and proposed terms for an extension to our Development Agreement.

The descriptions in that letter and LinkedIn's rationale for requesting an extension remain unchanged. However, based on dialog with City staff since this original request was made, the terms of the proposed extension agreement have evolved and are outlined below.

Revised Terms of Development Agreement Extension

Our proposal originally requested an additional three-year extension to the existing LinkedIn Middlefield Campus Development Agreement, with a provision for an additional two-years in the event of an unforeseeable change in our operating environment. We now request that we combine these into one five-year extension.

We originally proposed annual payments of \$65,000 during the extension term. In discussion with City staff and consideration for amending the Development Agreement, LinkedIn has agreed to the City's proposal of a one-time fee of \$876,162, payable 60 days after the execution of the Amendment.

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 black ink, appearing to read "Armen Vartanian", written over a horizontal line.

Armen Vartanian
Vice President, Workplace
LinkedIn Corporation