



Tax Incentive Review Council

MEETING MINUTES

March 14, 2025 – 8:00 a.m.

City Hall – City Manager's Conference Room

Members Present: Dr. Mike Bird, Councilman; Nicole Alverson, Hudson Chamber of Commerce; Thomas Sheridan, City Manager; Jeff Knoblauch, Assistant City Manager – Finance; Dexter James, Citizen Representative; Jay Curry, Summit County Fiscal Office, Phillip Butto, Chief Financial Officer & Treasurer Hudson City Schools (Board of Education Appointed Representative)

Others Present: Katie Behnke, Economic Development Manager; Emily Fernandez, Community Project Planner; Charles Michalec, Summit County Fiscal Office, Dominic Basile, Summit County Fiscal Office; Business Representatives as listed below for their presentation time only

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- 8:00 a.m.** **Meeting Called to Order.** All members were present, except for Councilman Bird who joined the meeting in process as noted below due to a scheduling conflict.
- 8:15 a.m.** **CRA – UYS Properties (dba Western Reserve Hospitals)**
Address: 231 Seasons Road, Hudson, OH 44236
Presenting: Mark Bosko, VP of Marketing and Public Relations
Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its first year of review. The building serves three tenants, Western Reserve Hospitals, Unity Health Network, and University Hospitals. Mr. Bosko noted the system has been very happy with the new facility in Hudson and confirmed intentions for additional facilities on the campus long-term. Mr. Bosko anticipates the combined entities will continue to meet the agreement metrics through the Warrensville Heights office relocation into the facility, expansion of rheumatology and otolaryngology practices, and an additional x-ray machine to support an additional three staff members. The additional headcount at the facility is projected to be an even mix of transfers from existing facilities (outside of Hudson) and net new talent to Western Reserve Hospitals and Unity Health Network.
- 8:30 a.m.** **JCG – FleetHQ Partners, LLC (dba Fleet Response)**
Address: 695 Boston Mills Road, Hudson, OH 44236
Presenting: Mark Genger, Chief Financial Officer
Discussion: Mrs. Behnke summarized the incentive is a 50%, ten-year Jobs Creation Grant in its third year of review. The 2024 headcount and payroll dollars both exceeded the commitments in the agreement. Mr. Genger noted a strategic acquisition and key client were the primary drivers for the 2024 growth in personal, matched with a 12-15% increase in revenue for their primary operations. Additionally, the business prefers to add new headcount in Ohio related to operations for the acquired California business for many reasons.
- 8:45 a.m.** **JCG – Cleveland Steel Container Company**
Address: 100 Executive Parkway, Hudson, OH 44236
Presenting: Jeff Vinci, Vice President & Corporate Controller
Discussion: Mrs. Behnke summarized the incentive is a 50%, nine-year Jobs Creation Grant in its second year of review. The 2024 FTEs and payroll dollars exceed the commitment. Mr. Vinci confirmed that employees are fully in the office, with no remote work options offered. Tariffs are currently the largest

risk for the business, however as their business is tied to steel commodity rates, customer pricing is updated quarterly. The risk to the business is whether customers will accept the full tariff rate being passed through in price or if profit margin will narrow.

8:54 a.m. Councilman Bird joined the meeting.

9:00 a.m. JCG – Base Holdings, LCC and Open Practice Solutions, LTD (dba Etactics)

Address: 300 Executive Parkway West, Suite 300, Hudson, OH 44236

Presenting: Tim Drake, Chief Executive Officer; Emily Teutsch, Senior Accountant

Discussion: Mrs. Behnke summarized the incentive is a 50%, nine-year Jobs Creation Grant in its third year of review. The 2024 FTEs met the commitment, and the payroll dollars exceeded the commitment. Mr. Drake commented that their growth is from additional market penetration and focusing on acquiring customers with growth potential. Mr. Drake confirmed that their employees continue to be in the office four days a week and remote on Fridays.

9:15 a.m. CRA - ForTec Medical, Inc.

Address: 6245 Hudson Crossing Parkway, Hudson, OH 44236

Presenting: David Henison, Chief Financial Officer

Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its seventh year of review. The 2024 FTEs met the commitment, and the payroll dollars exceeded the commitment. Mr. Henison explained that as they continue to gain market share in by case rentals for urology, the business is exploring other practice areas like bronchology for future growth. Additional workstations may need to be constructed to support growth in staff. Dr. Bird inquired about how their services are paid for.

9:30 a.m. CRA – Aurora 6279 Hudson, LLC

Address: 6279 Hudson Crossing Parkway, Hudson, OH 44236

Tenants: Alpha Technologies

Presenting: Morning Calm Management: Steve Filosa, Managing Director; Vicki Chadwell, Director

Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its seventh year of review. This property has far exceeded the FTE and payroll commitments in each of year reviewed. In 2024, one of the tenants, Universal Screen Arts, ceased operations due to insolvency and their portion of the space is available for lease. The 2024 numbers reported reflect Alpha Technologies only. Alpha Technologies has a lease expiring on September 30, 2027.

9:45 a.m. CRA - Mental Health Partners Hudson LLC (dba Assurance Health)

Address: 6260 Hudson Crossing Parkway, Hudson, OH 44236

Presenting: Elizabeth Hannahs, Regional Quality Manager

Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its seventh year of review. The business reported FTE and payroll dollars in excess of the agreement commitment. Ms. Hannahs noted that the facility currently has only one open position and patient occupancy for 2024 was upwards of 90%.

10:00 a.m. CRA – WBC Group, LLC (dba Boxout)

Address: 6333 Hudson Crossing Parkway, Hudson, OH 44236

Presenting: Ken Kramer, Chief Financial Officer

Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its thirteenth year of review. The business reported FTE and payroll dollars in excess of the agreement commitment. Mr. Karmar noted that the business continues to grow with 2024 being the largest revenue growth year in the history of the business at 20% or \$59 million. Mr. Kramer expects that headcount will remain relatively flat in 2025 but additional distribution center space may be required. Ms. Behnke offered assistance in finding space.

10:15 a.m.

CRA - TJE Real Estate, LLC (dba GEMCORE)

Address: 5640 Hudson Industrial Parkway, Hudson, OH 44236

Presenting: Matt Edwards, Chief Operating Officer; David Lewis, Chief Financial Officer

Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its fourth year of review. The business did not meet the FTE and payroll growth committed for their expansion in their agreement. However, the business made significant strides toward achieving the targets compared to 2024. As discussed in the 2022 review, the company projected it would take between three and five years to reach their agreement commitments following the changes in work styles from the pandemic. Mr. Edwards and Mr. Lewis confirmed that this remains a reasonable timeline. Additionally, Mr. Edwards shared that employees who were previously fully remote are now required in office one day per week. Following a parking lot expansion for an additional seventy-two parking spaces, employees will be required in office two days per week. Mr. Sheridan inquired if this in office shift would allow them to reach the commitment of \$4 million in payroll for 2025. Mr. Edwards noted that one day in office would not, but once they move to two days in office, they will meet their commitment.

Mr. Edwards also noted that the company is nearing completion on the \$2.3 million dollar investment for the 10,000 SF mail order pharmacy on their campus. This facility allows the business to hire four additional pharmacists and twelve to fourteen additional support staff.

March 21, 2025 Update: Further reconciliation with the business was completed via email following the meeting and it was determined that the pre-expansion payroll provided to the TIRC group was not project site specific, but rather company wide. As a result, the headcount and payroll for the 17 transferred employees associated with the expansion were double counted in the analysis. After correcting for this duplication the company had exceeded their payroll commitments for 2024.

10:45 a.m.

CRA - Manneschi & Benedetti Properties, LLC & CEIA USA, LTD.

Address: 6333 Hudson Crossing Parkway, Hudson, OH 44236

Presenting: Bruno Carano, Chief Financial Officer

Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its fourth year of review. The business far exceeded the FTE and payroll dollar commitment for 2024. Mr. Carano noted government and entertainment venue contracts continue to be strong and K-12 security continues to provide the highest growth for the business. CEIA leadership is excited to continue its investment in the Hudson community through the expansion of their building to break ground in 2025.

11:00 a.m.

CRA - RAMCO, LLC

Address: 5445 Hudson Industrial Parkway, Hudson, OH 44236

Presenting: Bob Businger, Corporate Controller

Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its ninth year of review. The business is short of the FTE commitment for 2024 but has far exceeded the payroll commitment. Mr. Businger shared that RAMCO continues to move production capabilities to Hudson from other locations in Michigan and overseas. In 2021, approximately 20% of their products were manufactured domestically. In 2024, that percentage had increased to 50% with plans to domestically manufacture upwards of 70% of their offerings in coming years. Tariffs will be largely impactful to their business if customers are unwilling to pay increased prices.

The Tax Incentive Review Council deliberated on each incentive and the following actions were taken:

Incentive Held By	Recommendation	Motion	Second	Absent	Abstained	Opposed
UYS Properties	Continuance	Alverson	James	Bird	None	None
FleetHQ Partners, LLC	Continuance	Alverson	James	Bird	None	None
Cleveland Steel Container Corp	Continuance	Alverson	James	Bird	None	None
Base Holdings, LCC and Open Practice Solutions, LTD	Continuance	James	Sheridan	None	None	None
ForTec Medical, Inc.	Continuance	Sheridan	Bird	None	None	None
Aurora 6279 Hudson, LLC	Continuance	Alverson	James	None	None	None
Mental Health Partners Hudson LLC	Continuance	James	Bird	None	None	None
WBC Group, LLC	Continuance	Alverson	James	None	None	None
TJE Real Estate, LLC	Continuance*	Sheridan	Alverson	None	James	None
Manneschi & Benedetti Properties, LLC	Continuance	Sheridan	Bird	None	None	None
RAMCO, LLC	Continuance	Sheridan	Bird	None	None	None

*Motion to Continue the Job Creation Grant for TJE Real Estate, LLC was subject to the company providing a projection that shows how commitments will be met in 2025 and with the company put on notice that noncompliance in 2025 will result in the modification or termination of their incentive. Following the receipt of the corrected pre-expansion payroll from the company on March 21, 2025, TIRC members confirmed via email that the corrected analysis showing the company exceeding their payroll commitments in 2024 satisfied their request in order to recommend Continuance.

Note, Mr. James abstained from vote on the incentive for TJE Real Estate as he has a business relationship with the company. Mrs. Behnke summarized the motions and the Tax Incentive Review Council moved to vote. All yeas aside from members noted as absent or abstained above. Motion carried.

11:15 a.m. Review of Incentives Not Requiring Recommendation.

The following incentives do not require a recommendation to City Council as described below.

JCG – OnSearch Partners, LLC: This agreement was in its final year in 2024 and will no longer be active in 2025. The company submitted payroll information, but did not have enough payroll to earn a grant payout for 2024 consistent with last several years.

JCG – PartsSource, Inc.: This agreement was executed in 2024, and the business occupied the space in Fall 2024. 2025 will be the first full year of occupancy and incentive review.

JCG – Charter Communications: This agreement was executed in 2024, and the company is anticipated to occupy the space in mid-2025. It is anticipated that 2026 will be the first full year of occupancy and grant review.

JCG – Diebold Nixdorf, Inc.: The business relocated out of Hudson in Q1 2024 as part of their bankruptcy proceedings. The City terminated the grant agreement per the Termination Clause in the original document.

11:30 a.m. Meeting Adjourned.