

**Tax Incentive Review Council - 2020 Incentive Analysis**

Annual Meeting Date 4.8.21

**Community Reinvestment Area (CRA) Incentives - (6)**

Company	Incentive Approved	Term	Tax Year	Collection Year	Project	Promised Employee Benchmarks	Promised Payroll Benchmark	2019 Update	2020 Update	PPP	Vote
<b>Mental Health Partners, LLC dba Assurance Health</b> EXEMPT PARCEL: 30-10162 PARCEL W/VALUE: 30-10253	2/7/2017	50%, 15 years	2018-2032	2019-2033 (ending on 12/31/2033)	Construction of 13,250 s.f. medical facility building	Create 45 FTEs within 5 months after completion of new facility	\$3,200,000	Current FTE count at 58. Total Hudson FTE payroll at \$3,462,243	Total Hudson FTE's created - 60 .2. Total Hudson FTE 2020 payroll - \$3,417,973.		Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.
<b>ForTec Medical</b> EXEMPT PARCEL: 30-09750 PARCEL W/VALUE: 30-10249	1/17/2017	100%, 15 years	2018-2032	2019-2033 (ending on 12/31/2033)	Construction of 70,000 s.f. corporate national headquarters facility	Retain 70 FTEs and 13 PTEs, create 50 new FTEs within 60 months of occupancy	Total of \$9,350,000. (\$8,500,000 annual payroll of existing jobs - additional \$835,000 for 50 new FTEs)	Total FTE count is 125 - 13 new Hudson FTE's added in 2019. Total Hudson payroll for 2019 is \$9,789,506. Total annual payroll for 2019 is \$31,505,535.	<b>Current Hudson payroll = \$10,650,000</b> Current total ForTec U.S. payroll = \$36,587,000 <b>2020 Hudson employees = 121</b> 2020 total ForTec employees = 575 <b>New Hudson employees 2020 = 10</b> New ForTec employees 2020 = 81	Y	Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.
<b>Hudson 21, LLC</b> EXEMPT PARCEL: 30-10162 PARCEL W/VALUE: 30-10253	10/18/2016	50%, 15 years	2019-2033	2020-2034 (ending on 12/31/2034)	Construct a 21,600 sq.ft. commercial/industrial facility in Hudson Crossings	Create 50 new FTEs within 36 months of the completion of the facility	\$1,300,000.00	Goldfish Swim School FTE count at 5 with annual payroll of \$417,000.00. Sweet Kiddles total FTEs at 12. Hudson Payroll at \$353,000. Explorer Pediatric Dentistry at \$250,000 with 5 FTE's. <b>Total building at \$1,020,000 in payroll and 22 FTE's</b>	This commercial building is unique as it occupied by consumer focused tenants - a swim academy, day care, and pediatric dentist. All were closed or largely closed for most of 2020. New hiring was non-existent given this. For TIRC review we are carrying 2019 statistics forward and hoping for a more normal year in 2021. 3500 sq ft of space remains to be leased in this building. <b>Total building at \$1,020,000 in payroll and 22 FTE's</b>		Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.
<b>Hudson 125, LLC</b> EXEMPT PARCEL: 30-10146 PARCEL W/VALUE: 30-10248	6/19/2016	100%, 15 years	2018-2032	2019-2033 (ending on 12/31/2033)	Construct a 125,000 sq.ft. commercial/industrial facility in Hudson Crossings	Create 60 new FTEs within 36 months of the completion of the facility	\$3,000,000.00	Hudson Crossing location for Universal Screen Arts has an FTE count of 126 with annual payroll of \$1,631,392.03. Alpha Technologies is the other tenant with 68 FTEs with a payroll of \$6,418,498.01	<b>Alpha Technologies</b> - 2021 Hudson payroll \$5,212,394.76. Non-Hudson 2021 Domestic Payroll \$1,151,073.96. Current Hudson FTEs 55. Non-Hudson Domestic FTEs 14. New 2020 FTE Hudson = 4. <b>Universal Screen Arts</b> - Payroll for 2020 - \$2,441,286.52. Total FTE count for 2020 214. <b>Total building at \$7,653,682 in payroll and 269 FTE's</b>		Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.
<b>RAMCO, LLC</b> EXEMPT PARCEL: 30-10059 PARCEL W/VALUE: 30-10156	2/3/2015	100%, 15 years	2016-2030	2017-2031 (ending on 12/31/31)	Construction of 165,000 sf building	Retain 120 FTEs, create 20 new FTEs within 48 months after occupancy	\$6,100,000	Total FTE count at 148. Annual payroll is \$6.9M.	Total Hudson FTE count is 113. Payroll is \$7.2M	Y	Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.

<b>Face-Off, LLC (DBA Boxout, LLC)</b> EXEMPT PARCEL: 30-09929 PARCEL W/VALUE: 30-09955	8/10/2010	100%, 15 years	2012-2026	2013-2027 (ending on 12/31/27)	Construction of a 62,000 sf HQ and Distribution Center in Hudson Crossings. The company committed to an investment of \$5M for the construction	Create 140 FTEs within 36 months of occupancy	\$6,700,000	FTE as of 12/31/19 is 226 employees with annual payroll of \$15,303,150.00	Payroll - 2020 \$ 16,710,960.62 Hudson Payroll \$14,423,265.37 <input type="checkbox"/> Total FTEs at 12/31/20 - 234.5 Hudson FTEs at 182.5	Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.
---	-----------	----------------	-----------	--------------------------------------	--	---	-------------	--	---	---

**Job Creation Tax Credit (1)**

Company	Incentive Approved	Term	Tax Year	Collection Year	Project	Employee Benchmarks	Payroll Benchmark	2019 Update	2020 Update	PPP	Vote
OnSearch Partners	10/23/2018	6 years - 50% of income tax paid by new employees	2019 - 2024	2020-2025	Company is leasing approx. 7,000 ft of office space at 102 First St.	Create 20 new FTEs within 36 months	\$2,360,000	Created 12 new FTEs since May 2018, 6 new Hudson FTEs created since May 2018. There were 3 new Hudson FTEs created in 2019. Hudson payroll at \$1,942,296. Total company payroll \$6,525,388. Company is continuing growth and plans to add 2-4 more FTEs in Hudson during 2020.	Total payroll for Hudson was \$1,925,043 compared to Total payroll for 2019 in Hudson being \$1,942,296. Current (as of 12-31-20) Hudson FTEs 13-1/2. Non-Hudson FTEs 20-1/2.		Motion to continue incentive for 2021 - Bill Wooldredge Second - Dexter James. The vote: All yea (4-0). Motion carried.

**New Incentives coming under initial review in 2021 and 2022**

CRA- **CEIA Inc.HQ** - first calendar year to be evaluated will likely be 2021

CRA- **Option Care**-- first calendar year to be evaluated will likely be 2021

CRA - **TJE Real Estate (Gemcore)HQ**- first calendar year to be evaluated will likely be 2021

Job Creation Grant - **Cleveland Steel Container Corp HQ**- first year to be evaluated will be 2022

Job Creation Grant - **Diebold Nixdorf HQ** - first year to be evaluated will be 2022

Job Creation Grant - **Base Holdings & Open Practice Solutions (ETactics)HQ** - first year to be evaluated will be 2022

Job Creation Grant - **Fleet Response HQ** - first year to be evaluated will be 2022