

**FACT SHEET**  
**JUNE 2016**  
**THE SOPHIC GROUP, INC. DBA**  
**IMPROVING ENTERPRISES, INC.**

**I. STATEMENT OF PURPOSE – Job Creation**

The Department of Development recommends a Jobs Growth Incentive of twenty-five percent (25%) for a term up to term five (5) years for the purpose of job creation and new employment opportunities for the citizens of the City of Columbus.

**II. PROJECT HISTORY**

Improving Enterprises, Inc. is a complete IT services firm, offering training, consulting, recruiting and project services to its customers in the United States and Canada. The company began as Blue Ocean Group, Inc., but merged in January 2007, to become Improving Enterprises, Inc. In December 2010, Improving Enterprises, Inc. acquired a Columbus-based company, The Sophic Group, Inc. This expanded the company's reach into the Midwest combining the established training, consulting, and project management capabilities of each to maximize the benefits of their existing and future clients. Improving Enterprises, Inc. is based in Dallas, Texas with operations in Calgary, Canada, College Station, Texas, Columbus, Ohio, Houston, Texas and Minneapolis, Minnesota.

Improving Enterprises, Inc. is proposing to invest approximately \$65,000, which includes machinery, equipment, stand-alone computers, furniture and fixtures to expand its Midwest office. With this expansion, the company plans to launch a fully integrated Financial Services division as well as hire additional support staff to accommodate the company's growth. Improving Enterprises, Inc. will enter into a new lease agreement on their existing office space consisting of approximately 6,000 sq. ft. (with an option to add additional square-footage) at One Easton Oval, Suite 175 Columbus, Ohio 43219, retain 24 existing full-time jobs with an annual payroll of approximately \$2.21 million and create 30 new full-time permanent positions with an new associated annual payroll of approximately \$2.36 million, which will be new to Columbus and the region.

Improving Enterprises, Inc. is requesting a 25%/5-year Jobs Growth Incentive from the City of Columbus to assist with this expansion project.

**III. PROJECT INVESTMENT**

Machinery & Equipment	\$15,000
Furniture & Fixtures	\$30,000
Stand-Alone Computers	\$20,000
<b>TOTAL INVESTMENT</b>	<b>\$65,000</b>

#### IV. DECISION & TIMING

The project is anticipating beginning production in July 2016, contingent upon Columbus City Council approval of the recommended tax incentive.

#### V. EMPLOYMENT

The project will create 30 new full-time permanent positions with an estimated new annual payroll of approximately \$2.36 million and retain 24 full-time jobs with an annual payroll of approximately \$2.21 million.

Position	Number of New Jobs	Hourly Rate	Annual Salary	Total Estimated Payroll for New Jobs
Principal Consultant	9	\$28.85	\$60,000	\$540,000
Senior Consultant	5	\$36.06	\$75,000	\$375,000
Consultant	11	\$43.27	\$90,000	\$990,000
Associate	3	\$50.48	\$105,000	\$315,000
Admin./Office Support	1	\$24.04	\$50,000	\$50,000
Management Support	1	\$43.27	\$90,000	\$90,000
Total	30			\$2,360,000

Total new payroll to Columbus will be approximately \$2.36 million.

Benefits provided to new employees begin immediately upon hiring and includes the following:

- Paid Holidays
- Vacation Pay
- Annual Bonus
- Disability Pay
- Pension Profit Sharing Plan
- Paid Vacation/Personal Days
- 401K Retirement Plan
- Medical/Dental Insurance
- Employee Discounts
- Training & Education Benefits

The proposed project will be located at One Easton Oval, Suite 175 Columbus, Ohio 43219, which is accessible by public transportation (COTA).

#### VI. REQUESTED PUBLIC PARTICIPATION

The Department of Development recommends a Jobs Growth Incentive equal to twenty-five percent (25%) of the amount of new employee city income tax withholding for a term up to five (5) consecutive years.

#### VII. WORKFORCE DEVELOPMENT

Employers granted a tax incentive will meet with the Central Ohio Workforce Investment Corporation (COWIC) within 90 days to develop a relationship to assure continuing employment opportunities for Columbus residents who are unemployed or underemployed.

**VIII. NEW TAX IMPACT/ANNUAL AND 5-YEAR SUMMARY**

<b>NEW REVENUE 5-YEAR SUMMARY</b>		
<b>Revenue</b>	<b>Average Annual</b>	<b>5-year Summary</b>
A. New City Income Tax Revenue	\$59,000	\$295,000
<b>Incentive</b>	<b>Average Annual</b>	<b>5-year Summary</b>
B. Proposed Incentive is equal to 25% of New Employee withholding	\$14,750	\$73,750
<b>Total</b>	<b>Average Annual</b>	<b>5-year Summary</b>
C. (A-B) Net Value to City	\$44,250	\$221,250

**IX. TAX BENEFIT**

The recommended 25%/5-year Jobs Growth Incentive could yield cash payments totaling \$73,750 to Improving Enterprises, Inc. over the incentive period.

**X. AREA IMPACT/GREEN INITIATIVES**

Although, Improving Enterprises, Inc. does not have a formalized green initiative plan, the employees utilize multiple computer monitors to reduce the amount of paper consumption. In addition, reusable glasses and plates have replaced disposable dish ware in the office kitchen in an effort to reduce the amount of waste. The company recently installed a water filtration system to eliminate the volume of bottle water, and continuously evaluates other methods to eliminate waste.