

**FACT SHEET
SEPTEMBER 2008
NAVIGATOR MANAGEMENT PARTNERS, LLC**

I. STATEMENT OF PURPOSE- Job Creation

The Department of Development recommends a Jobs Growth Incentive of 25% for a period of two years with an option to extend to 5 years upon purchase of the property, for the purpose of creating 19 new positions within the City of Columbus.

I.

II. PROJECT HISTORY

Navigator Management Partners, LLC (Navigator) is a consulting firm specializing in Project/Program management, Business Process Design, Packaged Software Implementation and Enterprise Technology Strategy services. Founded in 2001 Navigator is headquartered in Columbus, Ohio with locations in Phoenix, Arizona, Raleigh, North Carolina and Baltimore, Maryland.

Navigator's client list includes Fortune 500 companies, large health-care systems and institutions of higher education.

Navigator is proposing to expand its Columbus office by adding 19 new full-time positions.

Navigator is requesting a Jobs Growth Incentive to assist in the expansion of its Columbus headquarters.

III PROJECT INVESTMENT

AQUISITIONS OF BUILDING	\$420,000
IMPROVEMENTS TO BUILDING	\$20,000
FURNITURE & FIXTURES	\$20,000
TOTAL INVESTMENT	\$460,000

IV. DECISION & TIMING

The project will begin in October 2008 with a scheduled time of completion for December 31, 2008, contingent upon Columbus City Council approval of the recommended tax incentive.

V. EMPLOYMENT

Navigator will retain 38 full-time permanent employees and create 19 full-time positions with an annual payroll of \$2.2 million.

The 19 new positions are listed below:

Position	Number of New Jobs	Hourly Rate	Annual Salary	Total Estimated Payroll for New Jobs

<i>New Positions</i>				
Senior Consulting Professional	15	\$61.23	\$127,500	\$1,912,500
Consulting Professional	4	\$44.23	\$92,000	\$368,000
Total	19			\$2,280,500

Benefits provided to associates of Navigator include:

- Paid Holidays
- Paid Vacation/Personal Days
- 401 K Retirement
- Training & Educational Benefits
- Annual Bonus
- Medical Insurance/Dental Insurance
- Pension Profit Sharing
- Disability Pat
- Parental Leave
- Tuition Reimbursement
- Holiday “shut down week”

The proposed project will be located at 450 South Front Street, Columbus, Ohio 43215 and is accessible by public transportation (COTA).

VI. REQUESTED PUBLIC PARTICIPATION

The Department of Development recommends a Jobs Growth Incentive equal to 25% of the amount of new employee city income tax withholding, for a term of two years with an option to extend to 5 years upon purchase of the property. Navigator will enter into a First Source Agreement for new and replacement jobs if Columbus City Council approves the proposed tax incentive.

VII. NEW TAX IMPACT/ANNUAL AND 2 YEAR SUMMARY

NEW REVENUE 2-YEAR SUMMARY

Revenue	Average Annual	2-year Summary
A. New City Income Tax Revenue	\$45,000	\$90,000

Incentive	Average Annual	2-year Summary
B. Proposed Incentive is equal to 25% of New Employee withholding	\$11,250	\$22,500

Total	Average Annual	2-year Summary
C. (A-B) Net Value to City	\$33,750	\$67,500

VIII. WORKFORCE DEVELOPMENT

Employers granted a tax incentive must enter into a First Source Agreement with the City. First Source seeks to assure continuing employment opportunities for Columbus residents who are unemployed or underemployed. The First Source Agreement establishes as the employer’s goal, the filling of at least 50% of employer’s covered job openings (entry level to intermediate skilled positions) with job applicants referred by the First Source program. Job applicants referred to the employer by First Source will have been pre-screened and identified as qualified based on job descriptions the employer will provide to the City’s First Source Administrator. The City’s First Source Administrator, the Central Ohio Workforce Investment Corporation (COWIC), will coordinate the recruitment, pre-screening and referral of job candidates for covered positions.

IX. TAX BENEFIT

The recommended 25%/2 year Jobs Growth Incentive could yield cash payments totaling \$ 22,500 for Navigator over the incentive period.

X. AREA IMPACT/GREEN INITIATIVE

No residential or commercial displacement will occur as a result of this project. Navigator has a recycling program and is seeking a “Green Spot” designation from the City of Columbus.