

**FACT SHEET  
JANUARY 2025  
NORTHERN SAFETY CO., INC. DBA WURTH INDUSTRY NORTH AMERICA**

**I. STATEMENT OF PURPOSE – JOB CREATION**

The Department of Development recommends a dual-rate Jobs Growth Incentive for a term of up to five (5) consecutive years in consideration of an investment of approximately \$42,500,000.00, the creation of 160 net new full-time permanent positions.

**II. PROJECT HISTORY**

Founded in 1983, Northern Safety Co., Inc. was established by CEO Salvatore Longo who began selling first aid supplies and gloves out of the back of a pickup truck; since then, they have become a prominent player in the safety equipment industry. In mid-2015 Northern Safety Co., Inc. has since been acquired by their current parent organization the Wurth Group. Established in 1954, Wurth was founded in Monsey, New York and has slowly carved its way to becoming the world's largest industrial supplier with over 400 locations and over 86,000 employees worldwide. Family-owned and privately owned, Wurth has been able to ensure customers of security and confidence while continuing building close-knit relationships.

Northern Safety Co., Inc. is proposing to invest a total project cost of approximately \$42,500,000.00, which includes \$27,000,000.00 in acquisition costs, \$14,500,000.00 in machinery and equipment, and \$1,000,000.00 in furniture and fixtures to establish a new distribution facility. With this investment, the company proposes to enter into a lease agreement on an existing vacant industrial ware house consisting of approximately 472,000 square feet at 1568 Georgesville Road, Columbus, OH 43228, parcel number 570-291527 (the “**Project Site**”). The proposed project will allow Northern Safety Co., Inc. to expand into the Columbus region by creating 160 net new full-time permanent positions with a cumulative associated estimated annual payroll of approximately \$8,075,056.00 at the proposed **Project Site**.

Northern Safety Co., Inc. is requesting a dual-rate Jobs Growth Incentive from the City of Columbus to assist with establishing a new distribution facility.

**III. PROJECT INVESTMENT**

<b>INVESTMENT TYPE</b>	<b>PROPOSED VALUE</b>
Acquisition of Building	\$27,000,000.00
Machinery and Equipment	\$14,500,000.00
Furniture and Fixtures	\$1,000,000.00
<b>TOTAL INVESTMENT</b>	<b>\$42,500,000.00</b>

**IV. DECISION & TIMING**

The project is expected to begin in the fourth quarter of 2025 with an anticipated completion date something during the fourth quarter of 2026, pending Columbus City Council approval of the recommended incentive.

**V. EMPLOYMENT**

The project is expected to create 160 net new full-time permanent positions with a new estimated annual payroll of approximately \$8,075,056.00 at the proposed Project Site.

<b>Position Title</b>	<b># of New Jobs</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Total Estimated Payroll for New Jobs</b>
Direct Warehouse Workers	134	\$23.35	\$48,568.00	\$8,075,056.00
Indirect Warehouse Workers	10	\$23.35	\$48,568.00	
Leadership	16	\$32.49	\$67,579.00	
<b>Total</b>	<b>160</b>			<b>\$8,075,056.00</b>

Total cumulative new payroll over the term of the Jobs Growth Incentive to Columbus will be approximately \$8,075,056.00.

Benefits provided to new employees begin within the first year of employment and includes the following:

- Paid Holidays
- Medical/Dental Insurance
- Paid Vacation/Personal Days
- Annual Bonus
- Disability Pay
- Vacation Pay
- 401K Retirement Plan
- Training and Education Benefits
- Severance Policy

The proposed project site will be located at 1568 Georgesville Road, Columbus, OH 43228, parcel number 570-291527, which is accessible by public transportation.

**REQUESTED PUBLIC PARTICIPATION**

The Department of Development recommends a dual-rate Jobs Growth Incentive in an amount equal to (i) twenty-five percent (25%) of the City of Columbus income tax withheld on the Columbus payroll of new employees and (ii) thirty percent (30%) of the City of Columbus income tax withheld on the Columbus payroll of new employees, who are also City of Columbus residents at the end of each calendar year, both for a term up to five (5) consecutive years.

Should Northern Safety Co., Inc. not be able to sufficiently document residency for an employee associated with this project during a calendar year of the term of the agreement, the default rate of the Jobs Growth Incentive to be applied that calendar year for that new employee shall be twenty-five percent (25%).

**VI. NEW TAX IMPACT**

<b>NEW REVENUE SUMMARY</b>		
<b>Revenue</b>	<b>Average Annual</b>	<b>5-year Summary</b>
A. New City Income Tax Revenue	\$145,885.00	\$729,425.00
<b>Incentive</b>	<b>Average Annual</b>	<b>5-year Summary</b>
B. Proposed Incentive is equal to:  (i) twenty-five percent (25%) of the City of Columbus income tax withheld on the Columbus payroll of new employees for a term up to five (5) consecutive years; and  (ii) thirty percent (30%) of the City of Columbus income tax withheld on the Columbus payroll of new employees, who are also City of Columbus residents at the end of each calendar year, for a term up to five (5) consecutive years.	\$36,471.00 (at 25%) to \$43,765.00 (at 30%)	\$182,356.00 (at 25%) to \$218,827.00 (at 30%)
<b>Total</b>	<b>Average Annual</b>	<b>5-year Summary</b>
C. Net Value to City (i.e., A. - B.)	\$109,414.00 (at 25%) to \$102,119.00 (at 30%)	\$547,069.00 (at 25%) to \$510,597.00 (at 30%)

**VII. TAX BENEFIT**

The recommended dual-rate Jobs Growth Incentive could yield cash payments totaling between approximately \$182,356.00 (at 25%) – \$218,827.00 (at 30%) for Northern Safety Co., Inc. over the incentive term of five (5) consecutive years.

**VIII. AREA IMPACT/GREEN INITIATIVES**

Northern Safety Co., Inc. has been committed to conserving, protecting, and creating a better and more environmentally friendly world. From striving to raise awareness about the impact on the environment to winning a bronze medal from EcoVadis for sustainability and corporate responsibility. Northern Safety Co., Inc. has taken action to reduce the environmental impact of our business practices in order to benefit the planet. Through championing recycling efforts nationwide, engaging in community clean-up events, reducing waste, and implementing sustainability policies, Northern Safety Co., Inc. has set an example for their employees and affiliates.