

**FACT SHEET
JUNE 2017
KENO KOZIE ASSOCIATES, LTD.**

I. STATEMENT OF PURPOSE – JOB CREATION

The Department of Development recommends a Downtown Office Incentive of fifty percent (50%) for a period of three (3) consecutive years in consideration of a total investment of approximately \$90,000 and the creation of 36 new full-time permanent positions.

II. PROJECT HISTORY

Keno Kozie Associates, LTD. (“Keno Kozie”), headquartered in Chicago, Illinois, has been providing information technology design, service and support to leading law firms and legal departments since 1989. Hundreds of firms have chosen Keno Kozie to provide IT consulting, system and advanced application integration, 24/7 help desk support, training, managed services, and security and risk management services. Additionally, the company maintains partnerships with software and hardware vendors to provide clients with optimal value and support.

Keno Kozie is considering leasing approximately 5,577 square feet of office space at 375 N. Front Street, Columbus, Ohio 43215 (“Project Site”) to establish a client service office. The project involves a total investment of approximately \$90,000 related to leasehold improvements and the acquisition of furniture/fixtures, and information technology equipment. Keno Kozie anticipates hiring 36 new full-time permanent positions in support of this project with an associated annual payroll of approximately \$1,081,920.

Keno Kozie Associates, LTD. is requesting a Downtown Office Incentive from the City of Columbus to assist in the establishment of operations in Columbus.

III. PROJECT INVESTMENT

INVESTMENT TYPE	PROPOSED VALUE
Furniture and fixtures	\$25,000
Information technology equipment	\$45,000
Leasehold improvements	\$20,000
TOTAL INVESTMENT	\$90,000

IV. DECISION & TIMING

Real property improvements are expected to begin soon after Columbus City Council approval of the recommended tax incentive with a scheduled time of completion in July 2017.

V. EMPLOYMENT

Keno Kozie Associates, LTD. will create 36 new full-time permanent positions with an associated annual payroll of approximately \$1,081,920.

Position Title	Number of New Jobs	Average Hourly Rate	Average Annual Salary	Total Estimated Payroll for New Positions
Help Desk Analyst	30	\$12.75	\$26,520	\$795,600
Team Lead	4	\$20.00	\$41,600	\$166,400
Manager	1	\$33.65	\$70,000	\$70,000
Recruiter	1	\$24.00	\$49,920	\$49,920
TOTAL	36			\$1,081,920

Keno Kozie Associates, LTD. offers their full-time employees the following benefits:

- Paid holidays
- Paid vacation/personal days
- 401(k) retirement plan
- Annual bonus
- Medical/dental insurance
- Disability pay
- Pension profit sharing plan
- Life insurance
- Internal training & education

All benefits offered by Keno Kozie Associates, LTD. begin following a 90 day administrative period.

The proposed project site is located at 375 N. Front Street, Columbus, Ohio 43215 and is accessible by public transportation (Central Ohio Transit Authority).

VI. REQUESTED PUBLIC PARTICIPATION

The Department of Development recommends a Downtown Office Incentive in an amount equal to fifty percent (50%) of the City of Columbus income tax withheld on the Columbus payroll of new employees for a term of three (3) consecutive years.

VII. WORKFORCE DEVELOPMENT

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

VIII. NEW TAX IMPACT AND ANNUAL SUMMARY

NEW REVENUE SUMMARY		
Revenue	Average Annual	3-year Summary
A. New City Income Tax Revenue	\$27,048	\$81,144
Incentive	Average Annual	3-year Summary
B. Proposed Incentive is equal to fifty percent (50%) of New Employee withholdings	\$13,524	\$40,572
Total	Average Annual	3-year Summary
C. Net Value to City (i.e., A. - B.)	\$13,524	\$40,572

IX. TAX BENEFIT

The recommended Downtown Office Incentive could yield cash payments totaling approximately \$40,572 for Keno Kozie Associates, LTD. over the incentive term of three (3) consecutive years.

X. AREA IMPACT/GREEN INITIATIVES

Keno Kozie limits the consumption of office paper supplies and would likely implement recycling programs for typical office waste (paper, office supplies, aluminum and plastic). Keno Kozie has a social responsibility committee which leads the company's initiatives in a number of areas, including the sponsorship of environmental charitable causes.