

**FACT SHEET
APRIL 2017
THE ONEIDA GROUP INC.**

I. STATEMENT OF PURPOSE – JOB CREATION

The Department of Development recommends a Downtown Office Incentive of fifty percent (50%) for a period of up to five (5) consecutive years in consideration of a total investment of approximately \$2,197,960 related to leasehold improvements, the acquisition of machinery, equipment, furniture, and fixtures, the retention and relocation of 56 full-time permanent positions, and the creation of 26 new full-time permanent positions.

II. PROJECT HISTORY

The Oneida Group Inc. (“The Oneida Group” or “Oneida”) is a leading global marketer of tabletop and food preparation products for the consumer and foodservice markets. The company markets their products globally under a broad range of consumer brands. The Oneida Group’s principal operating subsidiaries, Oneida Ltd. and Anchor Hocking, LLC, were founded in 1848 and 1873, respectively. Customers range from Fortune 500 companies to medium and small-sized companies in the consumer, foodservice, business-to-business and e-commerce channels. The company operates two glass manufacturing plants in the U.S. and sources a variety of propriety designed tableware products.

The Oneida Group Inc. intends to relocate its corporate headquarters from 519 N. Pierce Ave. Lancaster, Ohio 43130 in the coming months to support projected growth and future employee recruitment. The Oneida Group Inc. will lease, renovate, and equip approximately 23,000 square feet of office space located at 200 S. Civic Center Drive, Columbus, Ohio 43215 (“Project Site”). The Oneida Group Inc. will retain and relocate 56 full-time permanent positions with an associated annual payroll of approximately \$7,435,904 and create 26 new full-time permanent positions with an associated annual payroll of approximately \$2,750,000.

The Oneida Group Inc. is requesting a Downtown Office Incentive from the City of Columbus to assist in the relocation to and expansion of operations in the City of Columbus.

III. PROJECT INVESTMENT

INVESTMENT TYPE	PROPOSED VALUE
Improvements to existing building	\$450,000
Machinery & equipment	\$360,000
Furniture & fixtures	\$700,000
Leasehold improvements	\$687,960
TOTAL INVESTMENT	\$2,197,960

IV. DECISION & TIMING

Real property improvements are expected to begin as soon as April 2017 with a anticipated time of completion in mid-2017, contingent upon Columbus City Council approval of the recommended tax incentive.

V. EMPLOYMENT

The Oneida Group Inc. will retain and relocate 56 existing positions with an associated annual payroll of approximately \$7,435,904 and create 26 new full-time permanent positions with an associated annual payroll of approximately \$2,750,000.

Position Title	Number of New Jobs	Average Hourly Rate	Average Annual Salary	Total Estimated Payroll for New Positions
Business Intelligence Architect	1	\$43.27	\$90,000.00	\$90,000.00
Business Analyst	1	\$38.46	\$80,000.00	\$80,000.00
Sr. System Analyst	1	\$48.08	\$100,000.00	\$100,000.00
Office Tech Admin II	1	\$26.44	\$55,000.00	\$55,000.00
Sr. Systems Programmer Analyst	1	\$48.08	\$100,000.00	\$100,000.00
Manager, ERP Systems	1	\$60.10	\$125,000.00	\$125,000.00
Brand Manager, Retail Marketing	1	\$28.85	\$60,000.00	\$60,000.00
Sr. Brand Manager, Foodservice Product Manager	1	\$38.46	\$80,000.00	\$80,000.00
Oneida.com E-Commerce Manager	1	\$28.85	\$60,000.00	\$60,000.00
Photographer	1	\$24.04	\$50,000.00	\$50,000.00
Designer	2	\$24.04	\$50,000.00	\$100,000.00
Staff Accountant	2	\$24.04	\$50,000.00	\$100,000.00
Business Unit Controller - FS	1	\$52.88	\$110,000.00	\$110,000.00
Sr. Program Manager	2	\$48.08	\$100,000.00	\$200,000.00
Strategic Purchasing Sr. Manager	1	\$48.08	\$100,000.00	\$100,000.00
Corporate Distribution Sr. Manager	1	\$48.08	\$100,000.00	\$100,000.00
Global Logistics & Planning Director	1	\$91.35	\$190,000.00	\$190,000.00
Material Science Director	1	\$52.88	\$110,000.00	\$110,000.00
Assoc. Director Process	1	\$52.88	\$110,000.00	\$110,000.00

SVP of Corporate Sales & International	1	\$153.85	\$320,000.00	\$320,000.00
Assoc. Legal Counsel	1	\$38.46	\$80,000.00	\$80,000.00
SVP Design & Advertising	1	\$108.17	\$225,000.00	\$225,000.00
VP Mfg. Strategy & Innovation	1	\$98.56	\$205,000.00	\$205,000.00
TOTAL	26			\$2,750,000

The Oneida Group Inc. offers their full-time employees the following benefits:

- Paid holidays
- Paid vacation/personal days
- Vacation pay
- Medical/dental insurance
- Disability pay
- Employee discounts
- Training & education benefits

Benefit eligibility varies by benefit. Employees may be eligible upon hire in some cases, but in others, an employee must meet certain milestones for eligibility.

The proposed project site is 200 S. Civic Center Drive, 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 up to five (5) consecutive years. Employees relocated from other jurisdictions in Franklin County, or any adjacent county, shall not be considered a new employee.

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	5-year Summary
A. New City Income Tax Revenue	\$68,750	\$343,750
Incentive	Average Annual	5-year Summary
B. Proposed Incentive is equal to fifty percent (50%) of New Employee withholdings	\$34,375	\$171,875
Total	Average Annual	5-year Summary
C. Net Value to City (i.e., A. - B.)	\$34,375	\$171,875

IX. TAX BENEFIT

The recommended Downtown Office Incentive could yield cash payments totaling approximately \$171,875 for The Oneida Group Inc. over the incentive term of up to five (5) consecutive years.

X. AREA IMPACT/GREEN INITIATIVES

The Oneida Group Inc. aspires to be a “digital office” but does recycle typical office paper waste by making recycle bins available throughout the office, expects to install IT equipment programmed to minimize power use, invests in multi-purpose machines, and attempts to take advantage of the opportunity for natural light to the extent possible.