

**FACT SHEET**  
**FCX PERFORMANCE, INC., INTEGRATED PLANT SERVICES INC.,**  
**AND INSTRUMENTATION SERVICES, INC.**  
**JULY 2013**

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

The Department of Development recommends a Jobs Growth Incentive of twenty-five percent (25%) for a period of three (3) years for the purpose of retaining 64 existing positions and creating 19 new full-time permanent positions.

**II. PROJECT HISTORY**

Headquartered in Columbus, Ohio and founded in 1999 with antecedents dating back to 1984, FCX Performance, Inc. distributes and repairs valves, instruments, pumps, compressors, boilers and related process equipment. The company serves end users, original equipment manufacturers, and engineering and construction firms across the chemicals processing, pulp and paper, pharmaceutical, industrial gas, and other industrial end markets. The company has 23 locations serving 33 states and 410 employees.

Integrated Plant Services, Inc., formed in 1999 and wholly-owned by FCX Performance, Inc., provides field and shop valve repair services to those in the power generation, refining, chemical processing, and pulp and paper markets in Ohio and contiguous states. Instrumentation Services, Inc. was acquired by FCX Performance, Inc. in 2012 and provides instrument repair, calibration, project management, and systems integration services to those in the industrial and municipal markets.

In total, FCX Performance, Inc. and its subsidiaries, Integrated Plant Services Inc. and Instrumentation Services, Inc., are proposing to renovate their current commercial space located at 3000 E. 14<sup>th</sup> Avenue, Columbus, OH 43219 and relocate approximately 12 FCX Performance, Inc. positions from their joint site to an 11,400 square foot leased space located at 1149 Rarig Avenue, Columbus, OH 43219, less than a quarter of a mile away. Combined company investments total approximately \$332,500 and are related to leasehold improvements at both sites and the acquisition of machinery and equipment, furniture and fixtures, stand-alone computers, and inventory. Leasehold improvements and machinery and equipment acquisition will accommodate the construction of a clean room designed to service the valves, instruments, and pumps to be used in the gas and chemical industries.

The company is also considering moving approximately 20 existing FCX Performance, Inc. positions from the 3000 E. 14<sup>th</sup> Avenue site to a recently-acquired site in Stafford, Texas, where there is ample office space in which to grow. Acceptance of State of Ohio and City of Columbus assistance would support the economics of leasing additional commercial space in Columbus, would allow for employee and service expansion at both 3000 E. 14<sup>th</sup> Avenue and 1149 Rarig Avenue, and would ensure the preservation of all existing positions in Columbus, Ohio.

FCX Performance, Inc. and its subsidiaries, Integrated Plant Services Inc. and Instrumentation Services, Inc., are requesting a twenty-five percent (25%)/three (3) years Jobs Growth Incentive from the City of Columbus to assist in the development of this project.

**III. PROJECT INVESTMENT**

ACQUISITION OF BUILDINGS	\$-
ADDITIONS/NEW CONSTRUCTION	\$-
IMPROVEMENTS TO EXISTING BUILDINGS	\$-
MACHINERY & EQUIPMENT	\$185,000
FURNITURE & FIXTURES	\$80,000
STAND-ALONE COMPUTERS	\$5,000
INVENTORY	\$10,000
LEASEHOLD IMPROVEMENTS ONLY	\$52,500
<b>TOTAL INVESTMENT</b>	<b>\$332,500</b>

**IV. DECISION & TIMING**

The project is expected to begin in August 2013 with a scheduled time of completion for early fall 2013, contingent upon Columbus City Council approval of the recommended tax incentive.

**V. EMPLOYMENT**

The project will retain 64 existing positions with an annual payroll of approximately \$4,555,833 and create 19 new full-time positions with an associated annual payroll of approximately \$872,280.

**FCX Performance, Inc.**

Position Title	Number of New Positions	Hourly Rate	Annual Salary	Total Estimated Payroll for New Positions
Inside Sales	2	\$19.23	\$40,000.00	\$80,000.00
Sales Administration	2	\$14.42	\$30,000.00	\$60,000.00
Outside Sales	1	\$36.05	\$75,000.00	\$75,000.00
<b>TOTAL</b>	<b>5</b>			<b>\$215,000.00</b>

**Integrated Plant Services, Inc.**

Position Title	Number of New Positions	Hourly Rate	Annual Salary	Total Estimated Payroll for New Positions
Valve Service Technician	6	\$20.00	\$41,600.00	\$249,600.00
<b>TOTAL</b>	<b>6</b>			<b>\$249,600.00</b>

**Instrumentation Services, Inc.**

Position Title	Number of New Positions	Hourly Rate	Annual Salary	Total Estimated Payroll for New Positions
Instrument Technician/Project Manager	8	\$24.50	\$50,960.00	\$ 407,680.00
<b>TOTAL</b>	<b>8</b>			<b>\$ 407,680.00</b>

Benefits provided to full-time employees of FCX Performance, Inc. and its subsidiaries, Integrated Plant Services Inc. and Instrumentation Services, Inc., are listed below and include the following:

- Paid Holidays
- Paid Vacation/Personal Days
- Vacation Pay
- 401(K) Retirement Plan
- Medical/Dental Insurance
- Severance Policy
- Employee Uniforms
- Disability Pay

Most benefits begin within 90 days of date of hire.

**VI. REQUESTED PUBLIC PARTICIPATION**

The Department of Development recommends a Jobs Growth Incentive equal to twenty-five percent (25%) of the amount of new employees city income tax withholding for three (3) 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**

<b>ANNUAL AND 3-YEAR SUMMARY</b>		
<b>Revenue</b>	<b>Average Annual</b>	<b>3-year Summary</b>
A. New City Income Tax Revenue	\$21,807.00	\$65,421.00
<b>Incentive</b>	<b>Average Annual</b>	<b>3-year Summary</b>
B. Proposed Incentive is equal to 25% of New Employee withholding.	\$5,452.00	\$16,356.00
<b>Total</b>	<b>Average Annual</b>	<b>3-year Summary</b>
C. Net Value to City ( <i>i.e.</i> , A. - B.)	\$16,355.00	\$49,065.00

**IX. TAX BENEFIT**

The recommended twenty-five percent (25%)/ three (3) years Jobs Growth Incentive could yield cash payments totaling up to approximately \$16,356 for FCX Performance, Inc. and its subsidiaries, Integrated Plant Services Inc. and Instrumentation Services, Inc., over the incentive period.

**X. AREA IMPACT/GREEN INITIATIVES**

FCX Performance, Inc., Integrated Plant Services Inc., and Instrumentation Services, Inc. have not implemented any green initiatives.