

**FACT SHEET
JANUARY 2009
MISSION ESSENTIAL PERSONNEL**

I. STATEMENT OF PURPOSE- Job Creation

The Department of Development recommends a Jobs Growth Incentive of 25% for a period of 5 years for the purpose of creating 108 new positions and retaining 84 positions within the City of Columbus.

II. PROJECT HISTORY

Mission Essential Personnel (MEP) is a global personnel and management company headquartered in Columbus that assists clients' specialized requirements for national security and corporate objectives. Customers include the Department of Defense Intelligence Agencies and Fortune 100 Large System Integrators. MEP was established in Ohio in 2004 under the name Aegis by Chad Monnin and Greg Miller, who were both members of the U.S. Army Special Forces. In three years, the company has grown from 6 to more than 150 employees in the United States and more than 700 worldwide.

MEP has four primary business units: security, language, training and advanced programs (intelligence) management. Services also include mobilization support, dynamic theater replication and information technology.

MEP is proposing to expand its Columbus operation which includes the installation of a Sensitive Compartmented Information Facility enabling classified and confidential conversations with clients.

MEP has office locations in Augusta & Columbus, GA, Fayetteville, NC, Lake Success, NY, Linthicum, MD, Lorton, VA, Mainz, Germany, and Pleasanton, CA. The company is also considering its Virginia location for this expansion due to the close proximity to Washington, D.C.

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

III PROJECT INVESTMENT

IMPROVEMENTS TO BUILDING	\$171,780
MACHINERY & EQUIPMENT	\$295,945
TOTAL INVESTMENT	\$467,725

IV. DECISION & TIMING

The project will begin in January 2009 with a scheduled time of completion for December 31, 2010, contingent upon Columbus City Council approval of the recommended tax incentive.

V. EMPLOYMENT

MEP will retain 84 full-time permanent employees with an annual payroll of \$5.4 million and create 108 full-time permanent positions with an annual payroll of \$5,928,000.

The 108 new positions are listed below:

Position	Number of New Jobs	Hourly Rate	Annual Salary	Total Estimated Payroll for New Jobs
<i>New Positions</i>				
Project Manager	5	\$45.67	\$95,000	\$475,000
Program Manager	5	\$44.23	\$80,000	\$400,000
Training Manager	2	\$33.65	\$70,000	\$140,000
Operations Lead	3	\$36.05	\$75,000	\$225,000
HR Manager	1	\$36.05	\$75,000	\$75,000
Recruiting Manager	3	\$33.65	\$70,000	\$210,000
Accounting Manager	2	\$33.65	\$70,000	\$140,000
Security Manager	3	\$33.65	\$70,000	\$210,000
Project Analyst	4	\$31.25	\$65,000	\$260,000
Recruiters	20	\$21.63	\$45,000	\$900,000
HR Generalist	4	\$24.03	\$50,000	\$200,000
HR Assistant	4	\$21.63	\$45,000	\$180,000
Accounting Clerk	3	\$21.63	\$45,000	\$135,000
Payroll Assistant	2	\$21.63	\$45,000	\$90,000
Executive Admin. Asst.	2	\$28.84	\$60,000	\$120,000
Admin. Asst.	7	\$19.23	\$40,000	\$280,000
File Clerk	2	\$16.82	\$35,000	\$70,000
Asst. Recruiter	5	\$16.82	\$35,000	\$175,000
Facilities Spec.	3	\$24.03	\$50,000	\$150,000
Mail Clerk	2	\$19.23	\$40,000	\$80,000

Compensation Manager	1	\$36.05	\$75,000	\$75,000
Communication Director	2	\$40.86	\$85,000	\$170,000
Security Specialist	6	\$26.44	\$55,000	\$330,000
Contracts Administrator	3	\$21.63	\$45,000	\$135,000
Contract Manager	2	\$36.05	\$75,000	\$150,000
Benefits Assistant	2	\$21.63	\$45,000	\$90,000
Operations Analyst	4	\$21.63	\$45,000	\$180,000
Capture Associate	1	\$21.63	\$45,000	\$45,000
Proposal Writer	2	\$24.03	\$50,000	\$100,000
PR Marketing Assistant	2	\$21.63	\$45,000	\$90,000
Community Relations Specialist	1	\$23.07	\$48,000	\$48,000
Total	108			\$5,928,000

MEP provides the following benefits to associates:

- Paid Holidays, Vacation and Personal Days
- 401 K Retirement Training & Educational Benefits
- Annual Bonus Medical Insurance/Dental Insurance Disability Pay

The proposed project will be located at 4343 Easton Commons, Suite 100, Columbus, Ohio 43219 and is accessible by public transportation (COTA).

MEP has a severance policy in place for employees terminated due to a permanent reduction in force, the elimination of the job or position, or voluntary acceptance of a company initiated early retirement program.

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 five years. MEP 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 5 YEAR SUMMARY

NEW REVENUE 5-YEAR SUMMARY

Revenue	Average Annual	5-year Summary
A. New City Income Tax Revenue	\$118,560	\$592,800

Incentive	Average Annual	5-year Summary
B. Proposed Incentive is equal to 25% of New Employee withholding	\$29,640	\$148,200

Total	Average Annual	5-year Summary
C. (A-B) Net Value to City	\$88,920	\$444,600

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%/5 year Jobs Growth Incentive could yield cash payments totaling \$148,200 for MEP over the incentive period.

X. AREA IMPACT/GREEN INITIATIVE

No residential or commercial displacement will occur as a result of this project. MEP has a recycling program.