

**FACT SHEET
MAY 2020
SLALOM, LLC**

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 \$547,000 and the creation of 85 new full-time permanent positions.

II. PROJECT HISTORY

Slalom, LLC is a modern consulting firm focused on strategy, technology, and business transformation. Slalom was formed in 1993 in Denver, Colorado. Now in over 35 markets across the US and around the world, Slalom’s teams have autonomy to move fast and do what’s right. They are backed by regional innovation hubs, a global culture of collaboration, and partnerships with the world’s top technology providers.

Slalom, LLC is proposing to invest approximately \$120,000 in computers, \$263,000 in furniture and fixtures, and \$164,000 in leasehold improvements to establish operations at 4111 Worth Avenue, Columbus, Ohio 43219, parcel number 010-298349. With this project, the company plans to retain 19 existing full-time permanent positions with an associated annual payroll of \$3,288,000. Additionally, Slalom, LLC will create 85 new full-time permanent positions with a cumulative estimated annual payroll of approximately \$12,157,000 to support its growth.

Slalom, LLC is requesting a dual-rate Jobs Growth Incentive from the City of Columbus to assist with this expansion project.

III. PROJECT INVESTMENT

| INVESTMENT TYPE | PROPOSED VALUE |
|-----------------------------------|-----------------------|
| Improvements to Existing Building | \$164,000 |
| Furniture and Fixtures | \$263,000 |
| Computers | \$120,000 |
| | |
| TOTAL INVESTMENT | \$547,000 |

IV. DECISION & TIMING

The project is expected to begin October 2020 possible with an anticipated completion date of January 2021, pending Columbus City Council approval of the recommended tax incentive.

V. EMPLOYMENT

The project is expected to create 85 new full-time permanent positions within five (5) years with a new estimated annual payroll of approximately \$12,157,000.

| Position Title | # of New Jobs | Hourly Rate | Annual Salary | Total Estimated Payroll for New Jobs |
|--------------------------------|----------------------|--------------------|----------------------|---|
| Managing Director | 1 | \$144.23 | \$300,000 | \$300,000 |
| Practice Area Director | 2 | \$96.15 | \$200,000 | \$400,000 |
| Practice Area Lead | 1 | \$96.15 | \$200,000 | \$200,000 |
| Client Services Partner | 2 | \$96.15 | \$200,000 | \$400,000 |
| Client Services Lead | 2 | \$91.35 | \$190,000 | \$380,000 |
| Consultant Manager | 5 | \$86.54 | \$180,000 | \$900,000 |
| Principal Consultant | 1 | \$79.33 | \$165,000 | \$165,000 |
| Solution Principal | 2 | \$76.92 | \$175,000 | \$350,000 |
| Consultant | 62 | \$64.42 | \$134,000 | \$8,308,000 |
| Sales Director | 1 | \$96.15 | \$200,000 | \$200,000 |
| Sales Executive | 1 | \$74.52 | \$155,000 | \$155,000 |
| Operations Analyst | 1 | \$33.65 | \$70,000 | \$70,000 |
| Talent Acquisition Sr. Manager | 1 | \$52.88 | \$110,000 | \$110,000 |
| Talent Acquisition Manager | 1 | \$38.46 | \$80,000 | \$80,000 |
| Talent Acquisition Analyst | 1 | \$33.65 | \$70,000 | \$70,000 |
| Alliances Analyst | 1 | \$33.65 | \$70,000 | \$70,000 |
| | | | | |
| Total | 85 | | | \$12,157,000 |

Total cumulative new payroll over the term of the Jobs Growth Incentive to Columbus will be approximately \$12,157,000.

Benefits provided to new employees begin immediately upon hiring and includes the following:

- Paid Holidays
- Medical/Dental Insurance
- Disability Pay
- Paid Vacation/Personal Leave
- Employee Discounts
- Adoption Assistance
- Company Retreats
- Vacation Pay
- 401K Retirement Plan
- Annual Bonus
- Employer paid STD & LTD Insurance
- Employee Assistance Program
- Paid parental leave
-

The proposed project site will be located at 4111 Worth Avenue, Columbus, Ohio 43219, parcel number 010-298349, 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 Slalom, LLC 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

| NEW REVENUE SUMMARY | | |
|---|--|--|
| Revenue | Average Annual | 5-year Summary |
| A. New City Income Tax Revenue | \$303,925 | \$1,519,625 |
| Incentive | Average Annual | 5-year Summary |
| 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. | \$75,981 (at 25%) to \$91,178 (at 30%) | \$379,905 (at 25%) to \$455,888 (at 30%) |
| Total | Average Annual | 5-year Summary |
| C. Net Value to City (i.e., A. - B.) | \$227,944 (at 25%) to \$212,747 (at 30%) | \$1,139,720 (at 25%) to \$1,063,735 (at 30%) |

VII. TAX BENEFIT

The recommended dual-rate Jobs Growth Incentive could yield cash payments totaling between approximately \$379,905 (at 25%) – \$455,888 (at 30%) for Slalom, LLC over the incentive term of five (5) consecutive years.

VIII. AREA IMPACT/GREEN INITIATIVES

Slalom, LLC reduces waste and energy use through recycling, lighting, and electronic records systems.