

**FACT SHEET
NOVEMBER 2015
HEARTLAND BANK**

I. STATEMENT OF PURPOSE – Job Creation

The Department of Development recommends a Jobs Growth Incentive of twenty-five percent (25%) for a term up to five (5) years for the purpose of job creation, the relocation and retention of the company's corporate headquarters and operations center.

II. PROJECT HISTORY

Tiney M. McComb formed Heartland BancCorp in 1988 with purchased shares of Croton Bank. Heartland Bank is a subsidiary of Heartland BancCorp, a registered Ohio bank holding company. The financial institution is a state-chartered bank, a member of the Federal Reserve and Federal Deposit Insurance Corporation. Heartland Bank offers a complete line of loan and deposit products that include: package checking accounts, savings accounts, business express, investments, retirement products, home equity loans, construction, lot and mortgage loans, Intranet banking, money market accounts, individual retirement accounts and certificates of deposit. Other personal banking services include wire transfers, money orders, safe deposit boxes and travelers checks.

Heartland Bank is proposing to invest approximately \$7.871 million, which includes \$7.016 million in new construction and real property improvements and \$855,000 in machinery, equipment, stand-alone computers, furniture and fixtures to renovate, redevelop and reuse the old vacant Port Columbus Terminal and hangar (which opened in 1929, and is listed on the National Register of Historic Places). Heartland Bank plans to relocate its corporate headquarters and operations center from the City of Gahanna to the Columbus community. The old terminal, consisting of approximately 11,222 sq. ft., will be renovated, redeveloped, and reused as Heartland Bank's corporate headquarters while the hangar will be used as the company's operations center, expanding the hangar from 41,637 sq. ft. to approximately 50,905 sq. ft. In addition, Heartland Bank will create 16 new full-time permanent positions with an estimated annual payroll of approximately \$831,000, and retain and relocate 72 full-time jobs with an estimated annual payroll of approximately \$4.14 million, consolidating five locations to 4920 E. Fifth Avenue and 575 N. Hamilton Road, Columbus, Ohio 43219.

Heartland Bank is requesting a 25%/5-year Jobs Growth Incentive from the City of Columbus to assist with this expansion and relocation project.

III. PROJECT INVESTMENT

Additions/new construction	\$4,600,000
Improvements to existing building	\$2,416,000
Furniture & Fixtures	\$750,000
Machinery & Equipment	\$85,000
Stand-Alone Computers	\$20,000
TOTAL INVESTMENT	\$7,871,000

IV. DECISION & TIMING

The project is anticipating beginning in March 2016 with a scheduled time of completion for April 2017, contingent upon Columbus City Council approval of the recommended tax incentive.

V. EMPLOYMENT

The project will create 16 new full-time permanent positions with an estimated annual payroll of approximately \$831,000 million, retain and relocate 72 full-time jobs with an annual payroll of approximately \$4.14 million (which will be new to the City of Columbus, but not incentivized).

Position	Number of New Jobs	Hourly Rate	Annual Salary	Total Estimated Payroll for New Jobs
Retail Executive Management	1	\$43.69	\$90,880	\$90,880
Retail Admin	1	\$14.00	\$29,120	\$29,120
HR/Training Specialist	1	\$15.38	\$32,000	\$32,000
Mortgage Originator	2	\$21.63	\$45,000	\$90,000
Investment Executive Mgmt.	1	\$48.08	\$100,000	\$100,000
BSA/Compliance	1	\$48.08	\$100,000	\$100,000
Accounting Specialist	2	\$19.23	\$40,000	\$80,000
Consumer Loan Processor	2	\$18.75	\$39,000	\$78,000
Commercial Loan Processor	2	\$18.27	\$38,000	\$76,000
Client Service Representative	2	\$19.23	\$40,000	\$80,000
Retail Sales	1	\$36.06	\$75,000	\$75,000
TOTAL	16			\$831,000

Total new annual payroll (including the retained and relocated) jobs to Columbus will be approximately \$4.97 million.

Benefits provided to employees of Heartland Bank are listed below and include the following:

- Paid Holidays
- Vacation Pay
- Annual Bonus
- Pension Profit Sharing Plan
- Employee Uniforms
- Vision Benefits
- Paid Vacation/Personal Days
- 401K Retirement Plan
- Medical/Dental Insurance
- Training & Education Benefits
- Employee Discounts

The proposed project sites are located at 4920 E. Fifth Avenue and 575 N. Hamilton Road Columbus, Ohio 43219, which is accessible by public transportation (COTA). There is a COTA stop in close proximity of the project sites.

VI. REQUESTED PUBLIC PARTICIPATION

The Department of Development recommends a Jobs Growth Incentive equal to twenty-five percent (25%) of the amount of new employee city income tax withholding for a term up to five (5) consecutive years.

VII. WORKFORCE DEVELOPMENT

Employers granted a tax incentive will meet with the Central Ohio Workforce Investment Corporation (COWIC) within 90 days to develop a relationship to assure continuing employment opportunities for Columbus residents who are unemployed or underemployed.

VIII. 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	\$20,775	\$103,875
Incentive	Average Annual	5-year Summary
B. Proposed Incentive is equal to 25% of New Employee withholding	\$5,194	\$25,970
Total	Average Annual	5-year Summary
C. (A-B) Net Value to City	\$15,581	\$77,905

IX. TAX BENEFIT

The recommended 25%/5-year Jobs Growth Incentive could yield cash payments totaling \$77,905 to Heartland Bank over the incentive period.

X. AREA IMPACT/GREEN INITIATIVES

Heartland Bank will consider implementing green initiatives once designs are developed. Great efforts are being made to ensure the most energy efficient materials are incorporated in the construction process to ensure minimal energy consumption.