

**FACT SHEET  
OCTOBER 2018  
DIVERSITY SEARCH GROUP, 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 a total investment of approximately \$370,000, the retention of 4 full-time permanent positions, and the creation of 120 new full-time permanent positions.

**II. PROJECT HISTORY**

Founded in 2005, Diversity Search Group, LLC (hereinafter “Diversity Search Group”) is one of the largest project-based human resources and recruiting firms in Ohio. Headquartered in Columbus, Diversity Search Group specializes in providing staffing, call center, and training services to public sector entities, non-profit organizations, and corporations nationwide.

Diversity Search Group is a workplace solutions leader with a comprehensive service offering – Temporary and Contract Staffing, Permanent Placement, Training, Managed Service Provider (MSP), Executive Search, Payroll Services. Diversity Search Group provides staffing in the following industry specialty areas: Accounting, Administrative/Clerical, Engineering, Finance, Information Technology, Legal, Light Industrial, and Medical/Healthcare. Diversity Search Group is a registered minority vendor for the City of Columbus, a certified minority business enterprise (MBE), a Disadvantaged Business Enterprise (DBE), and a woman-owned small business.

Diversity Search Group is proposing to relocate their operations from 2600 Corporate Exchange Drive, Suite 120, Columbus, Ohio 43231 to another site located in the city of Columbus, 2550 Corporate Exchange Drive, Columbus, Ohio 43231 (“Project Site”) to proceed with an expansion of an on-site, contract-based call center operation to support the needs of the firm’s clients. As part of that relocation, Diversity Search Group is expected to lease, renovate, and equip approximately 7,477 square feet of commercial office space at the Project Site.

In total, Diversity Search Group is expected to invest approximately \$370,000 to ready, furnish, and equip the Project Site to support this expansion of operations. Furthermore, Diversity Search Group anticipates retaining and relocating 4 existing full-time permanent positions with an associated annual payroll of approximately \$239,200 and expects to create 120 net new full-time permanent positions by December 31, 2021 with an associated new annual payroll of approximately \$3,806,400 (together, the “Project”).

Diversity Search Group, LLC is requesting a dual-rate Jobs Growth Incentive from the City of Columbus to assist in the relocation and expansion of operations in Columbus.

### III. PROJECT INVESTMENT

INVESTMENT TYPE	PROPOSED VALUE
Additions/New Construction	\$25,000
Furniture & Fixtures	\$175,000
Computers/IT Equipment	\$120,000
Leasehold Improvements	\$50,000
<b>TOTAL INVESTMENT</b>	<b>\$370,000</b>

### IV. DECISION & TIMING

Real property improvements are expected to begin as soon as the incentive proposed is approved with a scheduled time of completion in December 2018, contingent upon Columbus City Council approval of the recommended tax incentive.

### V. EMPLOYMENT

Diversity Search Group, LLC will retain and relocate 4 existing full-time permanent positions with an associated annual payroll of approximately \$239,200 and create 120 new full-time permanent positions with an associated new annual payroll of approximately \$3,806,400.

Position Title	Number of New Jobs	Average Hourly Rate	Average Annual Salary	Total Estimated Payroll for New Positions
Call Center Customer Service	116	\$15.00	\$31,200	\$3,619,200
Call Center Supervisors	2	\$20.00	\$41,600	\$83,200
Call Center Manager	2	\$25.00	\$52,000	\$104,000
<b>TOTAL</b>	<b>120</b>			<b>\$3,806,400</b>

The proposed project site is located at 2550 Corporate Exchange Drive, Columbus, Ohio 43231 and is accessible by public transportation (Central Ohio Transit Authority).

Diversity Search Group, LLC offers their full-time employees the following benefits:

- Paid holidays
- Paid vacation/personal days
- Vacation pay
- 401(k) retirement plan
- Annual bonus
- Medical/dental insurance
- Disability pay
- Employee discounts
- Training & education benefits

## VI. 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 of up to five (5) consecutive years.

If Diversity Search Group, LLC is not 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%).

## VII. NEW TAX IMPACT AND ANNUAL SUMMARY

NEW REVENUE SUMMARY		
Revenue	Average Annual	5-year Summary
A. New City Income Tax Revenue	\$95,160	\$475,800
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 of 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 of up to five (5) consecutive years.	\$23,790 (at 25%) to \$28,548 (at 30%)	\$118,950 (at 25%) to \$142,740 (at 30%)
Total	Average Annual	5-year Summary
C. Net Value to City (i.e., A. - B.)	\$71,370 (at 25%) to \$66,612 (at 30%)	\$356,850 (at 25%) to \$333,060 (at 30%)

## **VIII. TAX BENEFIT**

The recommended dual-rate Jobs Growth Incentive could yield cash payments totaling between approximately \$118,950 (at 25%) – \$142,740 (at 30%) for Diversity Search Group, LLC over the incentive term of up to five (5) consecutive years.

## **IX. AREA IMPACT/GREEN INITIATIVES**

Diversity Search Group, LLC deploys a web-based application system that makes their new employee on-boarding paperless, enables “sleep mode” and power saver features on computers and other equipment, uses copy paper that has recycled content, and regularly stocks reusable supplies to minimize landfill waste.