

# Austin, Texas



## Business Information Form

**Office of Economic Development**  
*"Investing in Austin's Future"*

Date Received: \_\_\_\_\_

Project: \_\_\_\_\_



## Instructions

The Business Information Form is intended for internal City of Austin economic development analysis and efforts will be made to restrict circulation of the information included on the form to appropriate members of the City of Austin Office of Economic Development. However, please note that the Texas Open Records Act provides that information collected, assembled, or maintained by the City under a law or ordinance or in connection with the transaction of official business is generally considered to be public information. However, the Texas Public Information Act does provide that information relating to economic development negotiations with a business prospect is withheld from disclosure unless and until an agreement is reached. If an agreement has been reached and is ready for City Council consideration, this document will be posted to the City of Austin's website for public disclosure.

### Questions or Comments

Please contact

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## Company Information

Company Name: HID Global

Headquarters Location: City: Irvine State: CA

Contact Name: First Name: Kevin Last Name: Teehan

Contact Title: Sr Director Enterprise Optimization

Mailing Address: 15370 Barranca Parkway

City: Irvine State: CA Zip: 92618

Phone: 949-732-2379 Fax: \_\_\_\_\_ Mobile: 949-331-6555 Other Phone: \_\_\_\_\_

Email Address: kteeahan@hidglobal.com Website: www.hidglobal.com

### Business Description:

HID Global is the trusted leader in solutions for the delivery of secure identity solutions for millions of customers around the world and is committed to enhancing customer value by delivering the most trusted, advanced and dependable secure identity solutions in the market.

Recognized for robust quality, innovative designs and industry leadership, HID Global is focused on creating customer value and is the supplier of choice for a variety of markets that include physical access control; logical access control including strong authentication and credential management; card printing and personalization; highly secure government ID; and identification technologies used in animal ID, industry and logistics applications. HID Global is an [ASSA ABLOY Group](#) brand.

NAICS: Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing (334511) SIC: 3825 (Instruments to measure electricity)

Company Age: 21

Business Structure:  Private  Public Ticker Symbol N/A

Number of Austin Locations: 1 U.S. Locations: 10 Global Locations: 56



## Project Information

Is the company and the Project located in the Desired Development Zone:  Yes  No

Will the company comply with current City of Austin water quality regulations for the Project and during the term of an incentive agreement:  Yes  No

Please describe the Project:

This project represents a consolidation and expansion of HID manufacturing and distribution operations into on operations center. To facilitate its growth strategy, HID Global has acquired companies with high-tech credential manufacturing capabilities and high-end printing technologies in various parts of the United States. HID has identified competitive advantages when these operations are co-located. The objective of this project is to deploy a manufacturing and distribution center-of-excellence in North America. The new location will be a high-tech manufacturing operation developing multi-million dollar equipment for secure-identity products for private and government customers. Operations include semiconductor component assembly, film developing, final electronic component assembly, offset printing, electronic based plastic lamination processes with clean room environment, light product assembly, and programming. The site will also include warehousing and shipping, and office areas for regional management, customer service, engineering, purchasing, and quality.

Is the company considering other Texas Locations?  Yes  No

Is the company considering other U.S. Locations?  Yes  No

Is the company considering other Global Locations?  Yes  No

Market for Product of Activity:  Local  State  U.S.  Global

Location of Planned Investment:

601 Center Ridge Drive, TechRidge Development, Austin, Texas (Travis Co)



### Project Timeline

Expected Start Date: Q4 2012

Expected Complete Date: Q4 2013

### Project Capital Investment (U.S. Dollars)

Leasing Plans:  Yes  No

Land: \$ \_\_\_\_\_ Total Acres: 19 acres

Building: \$30,000,000 Square Feet: 200,000

### Investment Schedule

*(Please provide a 10-year list of the following items.)*

Year	Land	Building	M&E	FF&E	Taxable Inventory	Labor	Total
2013	\$0.00	\$26,250,000	\$1,500,000	\$392,250	\$17,418,000	\$0.00	\$45,560,250
2014	\$0.00	\$3,750,000	\$1,500,000	\$392,250	\$18,288,900	\$0.00	\$23,931,150
2015	\$0.00	\$0.00	\$750,000	\$5000	\$19,203,345	\$0.00	\$19,958,345
2016	\$0.00	\$0.00	\$750,000	\$5000	\$20,163,512	\$0.00	\$20,918,512
2017	\$0.00	\$0.00	\$750,000	\$5000	\$21,171,688	\$0.00	\$21,926,688
2018	\$0.00	\$0.00	\$0.00	\$5000	\$22,230,272	\$0.00	\$22,235,272
TOTALS	\$0.00	\$30,000,000	\$5,250,000	\$804,500	\$118,475,717	\$0.00	\$154,530,217

PROJECT TOTAL \$154,530,217



### Depreciation Schedule

<u>Item</u>	<u>Years</u>	<u>Percent per Year</u>	<u>Item</u>	<u>Years</u>	<u>Percent per Year</u>
Machinery	7	14%	Building	30	3%
Equipment	5	20%	Other	3 to 5	20 to 33%

### Job Categories and Wage Distributions *EXCLUDE BENEFITS*

<b>Job Category</b>	<b>Number of Jobs (employed by company)</b>	<b>Number of Jobs (vendor or contract)</b>	<b>Average Annual Wages</b>	<b>Percent to be Locally Hired</b>
Executive	0	0	0	0
Manager	31	0	\$102,240	45%
Supervisor	15	0	\$58,137	73%
Staff	131	0	\$49,193	94%
Entry Level	99	0	\$29,088	100%

What is the expected average wage for the lowest paid 10% of local workers? \$21,345

### Job Creation Schedule

*(Please provide a 10-year list of new jobs created and wage information – EXCLUDE BENEFITS)*

<u>Year</u>	<u>Existing Jobs</u>	<u>New Jobs</u>	<u>Total Jobs</u>	<u>Average Annual Wage</u>	<u>Median Annual Wage</u>
2013		0	0	-	-
2014		147	147	\$44,336	\$38,093
2015		129	276	\$53,163	\$41,810
2016		0	0		
2017		0	0		



## Service Requirements

### Electric

Peak Monthly Demand in Kilowatts (KW): <3,000

Average Monthly Usage in Kilowatt Hours (kWh): <600,000

Average Monthly Load Factor: 53% assuming 730 hours per month

Dual Feed Required:  Yes  No

Current Rate (cents per kWh): NA

### Water

Average Monthly Usage: <400 units

Meter Size: 3 inches

### Waste Water

Average Monthly Discharge: > 132,000 gallons

### Miscellaneous

Building Size: 200,000 SF Manufacturing Space: 170,000 SF

Office Space: 30,000 SF Ceiling Heights: 28 feet

Acres: 19 Docks/Type: 10 dock high, 3 ground level

Parking Requirements: 400

Rail:  Yes  No Interstate:  Yes  No

Commercial Airport:  Yes  No Fiber:  Yes

Does the company intend to locate near transit developments or transportation hubs, such as bus stops, rail stations, or park & rides?

Yes  No

If the company answered no to the question above, would the company be interested in learning more about transit developments and transportation hubs in and around the City of Austin?

Yes  No



## Economic Impact of Project

### Will the Project Generate:

Property Tax:

Land:  Yes  No  
Building:  Yes  No  
M&E:  Yes  No  
Inventory:  Yes  No

Local Sales Tax:  Yes  No

State Sales Tax:  Yes  No

Total annual company purchases subject to local sales tax: \$3,600,000  
(For example: office supply purchases, operating expenses, and taxable professional services)

Indirect Local Revenue:  Yes  No

Describe:

Third party suppliers, retailers and service providers will benefit from the creation of new jobs in the area and those employees having discretionary income. Local revenue will be impacted utilizing local vendors for products and services purchased by the company as those vendors churn those dollars back into the community. The company will also participate as a corporate citizen and will support local charitable causes, which will provides revenue flow to those organizations.

Other Local Revenue:  Yes  No

Describe:

Local revenue will be generated through the purchase of utility services from service providers as well as permit and local impact fees associated with the project.

Does the company have either of the following: (1) Historical data that demonstrates that the company has been successful in achieving diversity in vendor contracting through its existing programs or policies, or (2) A policy or plan for establishing goals for diversity in vendor contracting:  Yes  No

If so, please describe the historical data or policy/plan and attach the historical data or policy/plan:

HID is an active participant in the Electronic Code of Conduct (EICC), an organization that is based on Dell's Supplier Principles whose key element is a commitment to work with suppliers in promoting ethical and sustainable practices. Specific areas addressed are fair, humane and non discriminatory labor practices, Health and Safety, Environmental Compliance as well as Business





Ethics and Management Systems. HID has audited 50% of its Suppliers in Low Cost Countries which account for 96% of our supplier spend to ensure their adherence to the EICC guidelines.



## Employee Benefits and Labor Force Practices

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Health Insurance | <input checked="" type="checkbox"/> Life Insurance             |
| <input checked="" type="checkbox"/> Dental Insurance | <input checked="" type="checkbox"/> Prescription Drug Plan     |
| <input type="checkbox"/> Retirement Plan             | <input checked="" type="checkbox"/> Vision                     |
| <input checked="" type="checkbox"/> 401(k)           | <input checked="" type="checkbox"/> Flexible Spending Accounts |
| <input checked="" type="checkbox"/> Paid Leave       | <input checked="" type="checkbox"/> Tuition Reimbursements     |
| <input type="checkbox"/> Pension                     | <input checked="" type="checkbox"/> Disability                 |
| <input type="checkbox"/> Counseling                  | <input type="checkbox"/> Other: _____                          |

Please describe training provided to employees:

HID encourages and promotes employee training and personal development on a regular basis. HID requires each employee to complete a minimum of 40 hrs of training per year. Training types and curriculum can vary from each employee to each function and department. Training types provided are statutory, corporate, job specific, management, departmental, personal development and others. Informational training is also offered on corporate status (state of the company), employee benefits, health & wellness and miscellaneous topics.

Does the company provide opportunities for employee advancement:  Yes  No

Describe:

HID's Talent Management Program (TMP) provides a formal structure to evaluate potential and emerging talent in the organization. Goals are set and progress is monitored to support continuous advancement for high potential employees. HID utilize our Talent Management Plan to recognizes succession within the company. This program is more than an annual task but a mindset that the company has the responsibility to prepare and develop our people to give them opportunities when it arises. This also in turn will increase internal employee advancement and agility within our culture and business.

Are there funds for additional employee education (tuition match, etc.):  Yes  No

Describe:

Employees are encouraged to pursue their education so they may continue to advance in their career with HID Global. The company will reimburse 80% of the approved cost of tuition and textbooks from an accredited educational institution, up to \$7,000 for undergraduate study, and \$10,000 for graduate study. (A limited number of awards are granted each year)



Does the company actively promote diversity in hiring and promotion:  Yes  No  
Describe:

HID Global is an equal opportunity employer and is in full compliance with all OFCCP guidelines. Job listings are posted with agencies that promote gender, race and disability diversity and all recruiting and hiring practices are done in accordance with the corporate Affirmative Action Plan. All reasonable accommodations are provided.

Does the company provide non-discrimination policies that include both sexual orientation and gender identity:  Yes  No  
If so, please describe and attach the company policy(ies):

HID requires all employee to provide a written acknowledgement of our employee handbook. The handbook has policies and procedures that address a zero tolerance for any type of discrimination within the company.

Does the company provide domestic partner benefits to their lesbian, gay, bisexual, and transgender employees and their families:  Yes  No  
If so, please describe and attach the company policy(ies):

Certified domestic partners (certified by annual affidavit) may be covered on all dependent eligible benefit programs offered. There is no specific policy available, but domestic partners are listed as eligible participants on all health and welfare contracts that provide dependent benefits.

Does the company have either of the following: (1) Historical data that demonstrates that the company has been successful in achieving diversity in hiring through its existing programs or policies, or (2) A policy or plan for establishing goals for diversity in hiring:  Yes  No  
If so, please describe the historical data or policy/plan and attach the historical data or policy/plan:

HID is an Equal Opportunity Employer and report our Affirmative Action annually. We also have a diversity program that is reported to our parent company to promote more females in management.

### Cultural/Quality of Life Considerations

Does the company have a cultural outreach program:  Yes  No  
Describe:

Does the company actively encourage volunteer/charitable efforts:  Yes  No  
Describe:



HID participates in many charitable programs within the local communities and is also a key sponsor for a global philanthropic program that is a part of World Vision called Mission 500.



## Green Building Initiatives

Does the Project meet Austin Energy Green Building Program 2-Star rating or USGBC LEED Certified rating:  Yes  No

Describe:

HID will pursue LEED Silver certification and learn more about the Austin Energy Green Building Program

## Signature

Please provide any additional thoughts or comments related to your project that could be pertinent to the evaluation process.

The strategic location decision for this project will be driven by operational and financial factors including the availability of possible local and state economic incentives to offset start-up and ongoing operational costs.

To the best of my knowledge, the information included in this City of Austin Business Information Form is true and correct, as evidenced by my signature below.

Signature:

  
(Company Representative)

Date:

August 15, 2012