

Firm-Based Evaluation Criteria

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Project Name:	HID Global				
MINIMUM PROJECT REQUIREMENT					
	The Firm is located in the Desired Development Zone.				
	The Firm conducts its business in compliance with environmental regulations.				
EVALUATION CRITERIA		AVAILABLE POINTS			TOTAL
Overall Economic and Fiscal Impact		<i>Small</i>	<i>Medium</i>	<i>Large</i>	
		10	20	30	20
	<i>Relative to its industry, what is the absolute size of the net benefit as measured by: jobs and income, level of desirable public benefits, and net fiscal impact to the City?</i>				
	Based on the WebLOCI fiscal analysis, the estimated net benefit to the City over a 10-year period is \$3.2 million.				
Linkages to the Local Economy		<i>Poor</i>	<i>Acceptable</i>	<i>Excellent</i>	
		0	15	25	15
	<i>Is the Firm a recognized targeted industry identified by City of Austin?</i>				
	Yes, the firm is a leading manufacturer of advanced secure identity solutions. The Firm is engaged in advanced manufacturing, which is a target industry identified by the City of Austin.				
	<i>Is the firm a headquarters operation? Does it represent the "headquarters" of a new product line or service for the firm?</i>				
	This project does not represent the headquarters of a new product line or service. It does, however, represent the consolidation of several of the firms operations into a manufacturing and distribution center-of-excellence in North America.				
	<i>Is the firm growing? Is the firm in a growing industry? How stable is the firm?</i>				
	Established in 1991, the firm has grown to include 11 US locations and 56 global locations, employing over 2,100 world-wide. The firm has grown, primarily through the 9 acquisitions it has made since its founding in 1991.				
	<i>Does the project make use of an especially underutilized asset such as certain segments of the labor force or current office space?</i>				
	The project would involve the construction of a new 200,000 square foot facility on currently vacant industrial property. The firm also plans to hire 99 entry level manufacturing positions as part of this project, a segment of the labor force that Austin is actively trying to recruit.				
	<i>Will the project create significant contracting opportunities for local firms including small and disadvantaged businesses?</i>				
	Yes, the company anticipates investing \$30 million to construct a new facility facility which would consist of 170,000 square feet of manufacturing space and 30,000 square feet of office space, which will create significant contracting opportunities for local firms, including small and disadvantaged businesses.				

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	<i>Does the project fill a hole in the Austin economic base?</i>				
	Yes, the project will result in the establishment of the company's manufacturing and logistics center-of-excellence in North America and create 99 entry level positions				
	<i>Does the project have the potential to either seed a new cluster or bring additional firms to Austin?</i>				
	It is unlikely that this project will either seed a new cluster or bring additional firms to Austin as it is a relatively small operation with an estimated 276 full time employees.				
	<i>Will the firm directly compete for resources with existing firms?</i>				
	It is unlikely that the firm will directly compete for resources with existing firms as the majority of the positions hired will be either entry level (99) or staff level positions (131).				
Infrastructure Impact		<i>Disproportionate</i>	<i>Proportionate</i>	<i>Low Impact</i>	
		<i>0</i>	<i>5</i>	<i>10</i>	<i>10</i>
	<i>Will the firm make a disproportionate demand on the community's infrastructure?</i>				
	The firm will not make a disproportionate demand on the community's infrastructure as they would develop vacant land within an existing business park which is served by existing infrastructure.				
Character of Jobs/Labor Force Practices		<i>Unacceptable</i>	<i>Acceptable</i>	<i>Excellent</i>	
		<i>0</i>	<i>15</i>	<i>25</i>	<i>15</i>
	<i>Will the bulk of new hires be local or imported?</i>				
	Of the estimated 276 new full-time employees this project would create, the company estimates that 90% of the jobs will be local hires.				
	<i>What is the average wage paid? How does it compare to the local or national industry average?</i>				
	The average wage paid across all positions is \$51,398, slightly below the Travis County average annual wage of \$52,100.				
	<i>What is the median wage paid? How are job categories and wages distributed within the overall structure?</i>				
	The median wage paid across all positions is \$39,951 annually and is distributed as follows: 31 managerial positions at \$102,240, 15 supervisor positions at \$58,137, 131 staff positions at \$49,193, and 99 entry level positions at \$29,088.				
	<i>What training is provided? Opportunities for advancement? Are there funds for additional education?</i>				
	The company requires each employee to complete a minimum of 40 hours of paid training annually. Training types provided are statutory, corporate, job specific, management, departmental, personal development and others. The company'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. The Company reimburses 80% of the approved cost of tuition and textbooks from accredited educational institutions, up to \$7,000 for undergraduate study and \$10,000 for graduate study.				

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	Does the firm actively promote diversity in hiring and promotion? The firm is an equal opportunity employer and is in full compliance with all Office of Federal Contract Compliance Programs (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.				
Quality of Life/Cultural Vitality		Unacceptable	Acceptable	Excellent	
		0	5	10	5
	Does the firm have a proactive cultural outreach program? The firm does not currently have a cultural outreach program.				
	Does the firm actively encourage employee volunteer/charitable efforts? Yes, the firm participates in numerous 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.				
Threshold for Extraordinary Economic Impact (only one required)		Yes		No	
	* The firm is in a targeted industry.	Yes			
	* The firm is involved in leading edge technology.	Yes			
	* State economic development funds are available for the firm.	Yes			
	* The firm will generate 500 jobs or more.			No	
TOTAL POSSIBLE POINTS					100
TOTAL SCORE					65

Investment Threshold Levels
Total combined investments shall not exceed 50% of the present value of the total estimated tax liability over 10 years and investments shall not exceed 80% of the total estimated tax liability in any single year.

Less than 60 points = No additional consideration.
60 to 79 points = Eligible for up to 30% of the present value of sales and property tax for 10 years.
80 points or more = Eligible for up to 50% of the present value of sales and property tax for 10 years.

A firm that meets the threshold for extraordinary economic impact may qualify for an investment of 100% of the present value of the total estimated tax liability over 10 years.