

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF THE INDUSTRIAL
DEVELOPMENT BOARD OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND
DAVIDSON COUNTY, TENNESSEE

September 26, 2019

The Board of Directors of the Industrial Development Board of the Metropolitan Government of Nashville and Davidson County (the "Board") met on Thursday, August 22, 2019 at 10:01 a.m. at the Council Committee Room 2 at the Metropolitan Courthouse, Nashville, Tennessee 37201.

Board members present were: Ginger Hausser, Cristina Allen, Lindsey Cox, Aubrey Gregory, Nigel Hodge, Carnell Scruggs, and Quin Segall.

Also present were: Jamari Brown, Metro ECD; Justin Marsh, Metro Legal; Cathy West, Metro Finance; Bob Tuke, Trauger & Tuke; Scott Brisson, UBS; Wanda Lyle, UBS; Steve Jasper, Bass, Berry & Sims; Monica Ramirez, Warner Music Group; Courtney Ross, Nashville Chamber; Mike Hodge, NOAH; Anne Barnett, Stand Up Nashville; Ricky McDonald, Western Express, Jackie Sims, PATHE / Democracy Nashville; Steve Reitan, Public; Kira Austin-Young, St. Ann's Episcopal; Scott Rayson, Waller.

Meeting Minutes:

Madam Chair asked if there were any corrections or discussion for the July 17, 2019 meeting minutes. There being none, Ms. Allen made a motion to approve the meeting minutes and it was seconded by Mr. Gregory. The Board voted and approved.

Madam Chair asked if there were any corrections or discussion for the June 13, 2019 meeting minutes. There being none, Ms. Allen made a motion to approve the meeting minutes and it was seconded by Mr. Gregory. The Board voted and approved.

Public Comment Period:

There were not any public comments.

Items for Approval:

HCA Capital View – Economic Development Job Grant

Mr. Brown gave a brief overview of the HCA Capital View – Economic Development Job Grant. In 2012, HCA announced plans to relocate their headquarters to Nashville, create as many as 2,000 jobs and invest 200 million dollars in the new office tower. At the time of the announcement, HCA had 239 employees and to date they have 2,760 employees which exceeds what was originally announced. They are asking for 1,359,500 dollars for the Economic Development Job Grant which includes a retro payment from last year.

Madam Chair asked for details regarding the demographics. Mr. Rayson stated that 41 percent live in Davidson County, 57.5 percent are female, 23.6 percent are minority with 15% being African-American and the average salary is 97,000 dollars.

Madam Chair asked if there were any other questions or discussion for the HCA Capital View – Economic Development Job Grant. There being none, Mr. Hodge made a motion to approve the HCA Capital View – Economic Development Job Grant. The motion was seconded by Mr. Gregory. The Board voted and approved. Ms. Allen abstained from voting.

UBS – Economic Development Job Grant

Mr. Brown gave a brief overview of the UBS Economic Development Job Grant. In August 2013, UBS announced plans to bring 1,000 new jobs to Nashville. This included an investment of 36.5 million in a new shared services center that serves the company's wealth management and investment banking divisions. At the time of that announcement, UBS had 240 employees, and to date, UBS has added an additional 814 jobs. This was a five year grant that started in 2014. Mr. Scruggs asked how are these jobs verified. Mr. Brown stated that the jobs are verified by a third party audit.

Madame Chair asked for additional information regarding the job demographics. Ms. Lyle stated that sixty-six percent of employees hired live in Nashville / Davidson County and the average salary is \$78,594. Mr. Scruggs asked if this Job Grant had anything to do with the Do Better Bill. Mr. Brown state that the Job Grant is not related to the Do Better Bill. This grant was put together prior to the Do Better Bill. Madame Chair asked if there were gender or other demographics available. Ms. Lyle stated that because UBS is an inclusive organization, they do not require employee to identify any information. Of the employees who identify, 63 percent are white, 15 percent are Asian, 13 percent are African American, 6 percent are Hispanic or Latino and 2 percent are two or more races. Over 300 individuals did not disclose this information. Mr. Hodge asked for details concerning gender. Ms. Lyle stated that 65 percent are male and 35 percent are female.

Madam Chair asked if there were any other questions or discussion for the UBS – Economic Development Job Grant. There being none, Mr. Hodge made a motion to approve the UBS – Economic Development Job Grant. The motion was seconded by Mr. Gregory. The Board voted and approved.

Warner Music Group – Economic Development Job Grant

Mr. Brown gave a brief overview of the Warner Music Group Economic Development Job Grant. In 2016, Warner Music Group announced plans to relocate its U.S. financial operations to Nashville from New York and California. At the time of the announcement, this unit had seven project related jobs. To date, they have created 121 additional jobs in Nashville. The Economic Development Job Grant is for a 60,000 dollar incentive amount. Warner Music Group is in year two of seven years for their incentives.

Ms. Ramirez stated that 66 percent of the employees reside in Nashville / Davidson County, 25 percent identify as non-white, 70 percent are female and 30 percent are male. Warner Music Group is in the process of joining the Nashville Area Chamber of Commerce. They are also continuing to be heavily involved in community engagements.

Mr. Hodge requested that Mr. Brown submit a formal request to Warner Music Group regarding average salary information.

Madam Chair asked if there were any other questions or discussion for the Warner Music Group – Economic Development Job Grant. There being none, Ms. Allen made a motion to approve the Warner Music Group – Economic Development Job Grant. The motion was seconded by Mr. Hodge. The Board voted and approved.

Western Express – State FastTrack Economic Development Grant

Mr. Brown gave a brief overview of the Western Express State FastTrack Economic Development Grant. Western Express announced plans to expand their Nashville operations a few months ago. Mr. Brown explained the documents related to the State FastTrack Economic Development Grant. The first document is the IDB / Western Express Site Agreement, which provides an indemnity which protects the IDB from any issues that might come from the grant process. The second document is the Western Express State FastTrack Accountability Agreement, which binds Western Express to certain reporting State requirements. The last item is the actual contract that will be signed by the IDB, Western Express and the State.

Madam Chair asked Mr. Brown to walk them through the amount of the grant, the incentives and the number of employees. Mr. Brown stated that the amount of the grant is 1.3 million. Mr. McDonald stated that Western Express just build a new building approximately 20,000 square feet located at 7135 Centennial Place. Currently, Western Express has approximately 3,600 employees with an extensive

recruiting and training program. Madame Chair asked for the amount of jobs that Western Express brought to Nashville. Mr. McDonald stated that there were 220 jobs brought to Nashville.

Madam Chair asked if there were any other questions or discussion for the Western Express State FastTrack Economic Development Grant. There being none, Ms. Segall made a motion to approve the Western Express State FastTrack Economic Development Grant. The motion was seconded by Mr. Hodge. The Board voted and approved.

Financial Matters:

There were no expenditures.

Scheduled Next Board Meeting

The next Board meeting was scheduled for September 26, 2019.

Adjourn

The meeting was adjourned at 11:11 a.m.

APPROVED, this 26nd day of September 2019.

Ginger Hausser, Chair

Aubrey Gregory, Secretary