



# Memo

**To:** Economic Development Growth Engine Of Memphis & Shelby County,  
Board Of Directors

**From:** Al Cousins, Diversity Consultant

**CC:** Christina Kurdilla, Arthur Barrett, Michael Hooks, Jr., Keith Dillihunt

**Date:** 11/28/2012

**Re:** Barrett Distribution Centers, LLC Diversity Plan Approval

AWPM recommends approval of Barrett Distribution Centers, LLC diversity plan as attached.

Summary of consultant activities and diversity plan:

Al Cousins met with Mr. Barrett (Owner & President) on 10/22. During this site visit there was a tour of the facility and meetings to better understand the business model. Additionally, Mr. Cousins explained the IDB diversity policy.

Mr. Barrett agreed to follow up with Mr. Cousins and on 10/29 we received a proposed plan from Mr. Barrett's legal counsel, Ms. Kurdillia. After review of the documents provided, on 11/2 there was an additional information request regarding the sub-categorical detail of the estimated spending categories. Sub-category detail was provided on 11/26 and a conference call was scheduled on 11/27 to verify details with company representatives. Barrett representatives communicated the procurement plans for the term of the pilot. At this time Ms. Kurdillia and Barrett representatives were informed that consultants were prepared to recommend approval.

## Memphis & Shelby County Industrial Development Board Diversity Program

**Company Name:** Barrett Distribution Centers, LLC

**IDB #**

**Work Plan Summary:**

**I. Requirement 1-Contracting:**

	Year 1 Estimated Spending	M/WBE LOS	%	Year 2 Estimated Spending	M/WBE LOS	%	Year 3 Estimated Spending	M/WBE LOS	%	Year 4 Estimated Spending	M/WBE LOS	%	Year 5 Estimated Spending	M/WBE LOS	%	Year 6 Estimated Spending	M/WBE LOS	%	Year 7 Estimated Spending	M/WBE LOS	%
Construction	200,000	50,000	25	150,000	37,500	25	100,000	25,000	25	100,000	25,000	25	100,000	25,000	25	100,000	25,000	25	100,000	25,000	25
Professional Services	50,000	12,500	25	60,000	15,000	25	60,000	15,000	25	60,000	15,000	25	60,000	15,000	25	60,000	15,000	25	60,000	15,000	25
Goods	180,000	45,000	25	200,000	50,000	25	250,000	62,500	25	250,000	62,500	25	250,000	62,500	25	250,000	62,500	25	250,000	62,500	25
Non- Professional Services	350,000	87,500	25	360,000	90,000	25	400,000	100,000	25	400,000	100,000	25	400,000	100,000	25	400,000	100,000	25	400,000	100,000	25
<b>Total</b>	<b>\$780,000</b>	<b>\$195,000</b>	<b>N/A</b>	<b>\$770,000</b>	<b>\$192,500</b>	<b>N/A</b>	<b>\$810,000</b>	<b>\$202,500</b>	<b>N/A</b>	<b>\$810,000</b>	<b>\$202,500</b>	<b>N/A</b>	<b>\$810,000</b>	<b>\$202,500</b>	<b>N/A</b>	<b>\$810,000</b>	<b>\$202,500</b>	<b>N/A</b>	<b>\$810,000</b>	<b>\$202,500</b>	<b>N/A</b>

**II. Requirement 2-ILS (Memphis Area Career Center):**

Please specify the # of new hires committed for the overall life of your pilot agreement: 35

	New Hires (Total)	# ILS Hires	# ILS Retained	If applicable	New Hires (Total)	# ILS Hires	# ILS Retained	If applicable	New Hires (Total)	# ILS Hires	# ILS Retained
Year 1	8	1	1	Year 6	0	0	5	Year 11			
Year 2	12	2	3	Year 7	0	0	5	Year 12			
Year 3	15	2	5	Year 8				Year 13			
Year 4	0	0	5	Year 9				Year 14			
Year 5	0	0	5	Year 10				Year 15			

<b>Category</b>	<b>Total Expenditure</b>	<b>Diversity %</b>
<b><u>Construction</u></b>		
Installation of Warehouse Materials Equipment	\$850,000	\$212,500
<b><u>Professional Services</u></b>		
Professional Sales Consultant	\$410,000	\$102,500
<b><u>Goods</u></b>		
Pallets	\$160,000	\$40,000
Stretchwrap	\$75,000	\$18,750
Warehouse Supplies(Labels, Tape, etc.)	\$75,000	\$18,750
Office & Computer Supplies	\$125,000	\$31,250
Maintenance Supplies	\$75,000	\$18,750
Equipment Repairs & Rentals	\$1,120,000	\$280,000
<b><u>Non-Professional Services</u></b>		
Warehouse Handlers	\$2,710,000	\$677,500
Total for Plan	\$5,600,000	\$1,400,000