

PILOT

PAYMENT-IN-LIEU-OF-TAX APPLICATION

EDGE

**ECONOMIC DEVELOPMENT
GROWTH ENGINE
FOR MEMPHIS & SHELBY COUNTY**

**100 Peabody Place, Suite 1100
Memphis, TN 38103
(901) 341-2100**

Please submit your application online at www.growth-engine.org

APPLICATION FOR PILOT

ECONOMIC DEVELOPMENT GROWTH ENGINE INDUSTRIAL DEVELOPMENT BOARD OF
CITY OF MEMPHIS AND SHELBY COUNTY, TENNESSEE

Applicant

Company Name: Thomas & Betts Corporation
Company Contact: Allan Wells
Mailing Address: 12040 Regency Parkway, Attn: Suite 300, Indirect Tax
City: Cary State: NC Zip: 27518
Telephone: 919 856-3074 Fax: _____
Federal Employer Identification Number: 22-1326940
Applicant's Legal Structure: Corporation

If any outside consultants will be representing the applicant (accounting firm, law firm or site consultant) in applying for this PILOT, please provide the following:

Company Name: Wyatt, Tarrant & Combs, LLP
Contact Name: Odell Horton, Jr.
Mailing Address: 1715 Aaron Brenner Drive, Suite 800
City: Memphis State: TN Zip: 38120
Telephone: (901) 537-1082 Fax: _____

Project Location

- A. Address: 860 Ridge Lake Blvd, Memphis, Tennessee 38120
B. Tax Parcel Numbers: _____
C. City of Memphis: Yes No
D. New Market Tax Credit Eligible Site: Yes No

Project Description

Briefly describe the applicant's principal business activities to be conducted at the Project Site: _____
This would be a reset of the existing headquarters for EP division of ABB Inc. which is still operated as Thomas & Betts Corporation, a long time large scale employer in Memphis. Thomas & Betts R&D operations will be consolidated from out of state into the new location as well introducing more and newer personal property and leasehold improvements to accommodate the growth. Thomas & Betts is a global leader in the design and manufacture of connectors and components for electrical and communication markets.

Project - Real Property Investment

- Building a new _____ sq. ft. facility
 Purchasing an existing facility, and Making renovations or additions
 Leasing 154,000 sq. ft. of an existing facility and Making renovations or additions

Category	Capital Investment
Purchase Price of Land	\$
Purchase Price of Building	\$
New Construction/Site Improvements	\$
Renovation of Existing Structure	\$7,500,000
Soft Costs	\$
TOTAL	\$7,500,000

Project - Personal Property Investment

Group	New	Relocated ²
1 - Furniture, Fixtures, General Equipment & All Other Property Not Listed in Another Group	\$6,400,000	\$350,000 (out of state)
2 - Computers, Copiers, Fax Machines, Peripherals & Tools	\$6,500,000	\$0
3 - Molds, Dies & Jigs	\$	\$
4 - Aircraft, Towers & Boats ¹	\$	\$
5 - Manufacturing Machinery	\$	\$
6 - Billboards, Tanks & Pipelines	\$	\$
7 - Scrap Property ¹	\$	\$
8 - Raw Material & Supplies ¹	\$	\$
9 - Vehicles ¹	\$	\$
TOTAL	\$12,900,000	\$350,000

¹Vehicles, towers, scrap and inventory are not eligible for a PILOT agreement, but the value of these items may be included in the determination of the PILOT benefit. ²Depreciated value.

Items to be submitted with this application

_____ Tax Compliance - Provide documentation demonstrating payment of all municipal, county, state, and federal taxes due for all properties owned by the Applicant located within Shelby County.

_____ Application Fee (\$3,000.00)

Other

_____ Applicant Financial Information - Staff will need to review audited financial statements for the most recent three fiscal years.

This Application is made in order to induce EDGE to grant financial incentives to Applicant. Applicant represents and warrants that the statements contained herein or attached hereto are true and correct to the best of their knowledge and include all information materially significant to EDGE in its consideration of this Application.

Applicant has read and agrees to comply with all requirements of the EDGE PILOT Program Policies and Procedures. Applicant specifically agrees to pay all reasonable costs, fees, and expenses incurred by EDGE in connection with this Application, whether or not the financial incentives are granted or the Project is consummated.

Applicant: Thomas & Betts Corporation
by [Signature]
 Chief Counsel / Secretary

Date: 7/12/2017

CURRENT EMPLOYMENT

Job Family	# jobs	Annual Base Pay		Annual OT/Incentive		Annual Benefits		Annual Total Compensation	
		Each	Total	Each	Total	Each	Total	Each	Total
		Account Dev Manager 2	1	183,110	183,110	19,201	19,201	5,163	5,163
Account Representative	1	132,519	132,519	16,300	16,300	3,325	3,325	152,144	152,144
Account Representative 2	2	96,475	192,950	18,965	37,930	6,897	13,794	122,337	244,674
After Sales Manager	1	85,471	85,471	32,163	32,163	102	102	117,736	117,736
Business Controller	2	90,193	180,385	15,461	30,922	347	694	106,000	212,001
Cons Marketing Engineer	1	126,721	126,721	9,044	9,044	5,689	5,689	141,454	141,454
Consulting Product Marketing Specialist	2	103,450	206,900	14,421	28,842	5,767	11,533	123,638	247,275
Global Value Chain Manager	1	127,668	127,668	38,514	38,514	4,431	4,431	170,614	170,614
Human Resources Manager	1	95,017	95,017	7,831	7,831	2,121	2,121	104,970	104,970
Integration Manager	1	160,370	160,370	24,021	24,021	2,496	2,496	186,887	186,887
IS Specialist 2	1	72,300	72,300	1,823	1,823	2,369	2,369	76,492	76,492
LBU Controller	1	134,608	134,608	32,589	32,589	2,943	2,943	170,140	170,140
LBU Manager	2	236,237	472,474	72,709	145,418	3,737	7,474	312,683	625,366
Lead Division Manager	1	358,015	358,015	278,929	278,929	8,963	8,963	645,907	645,907
Local BU Product Marketing Manager	2	191,634	383,269	108,694	217,388	10,262	20,525	310,591	621,182
Manager Operations 2	1	149,968	149,968	21,875	21,875	5,262	5,262	177,106	177,106
Manager Sales	1	102,282	102,282	12,714	12,714	2,135	2,135	117,131	117,131
Manager Sales 3	1	167,848	167,848	23,205	23,205	3,060	3,060	194,113	194,113
Manager, IS Security and Compliance	1	126,684	126,684	18,118	18,118	2,958	2,958	147,760	147,760
Manager, Marketing Communications	1	145,427	145,427	35,984	35,984	5,054	5,054	186,465	186,465
Marketing Engineer 2	2	74,368	148,736	8,453	16,906	4,832	9,664	87,653	175,306
Mgr, Product Marketing Manager	1	157,850	157,850	33,322	33,322	4,676	4,676	195,848	195,848
Mktg Analysis Dev Analyst	1	64,103	64,103	264	264	2,283	2,283	66,650	66,650
Mktg Analysis Dev Manager	1	119,180	119,180	8,549	8,549	2,486	2,486	130,215	130,215
Prin Cons Mktg Engineer	2	139,635	279,270	57,267	114,534	9,649	19,297	206,551	413,101
Principal SCM Analyst	1	152,523	152,523	21,060	21,060	6,010	6,010	179,593	179,593
Project Accounting Mgr 2	1	175,000	175,000	76,525	76,525	6,362	6,362	257,887	257,887
Project Engineer 2	1	83,200	83,200	1,123	1,123	5,673	5,673	89,996	89,996
Region Division Controller	1	238,696	238,696	134,240	134,240	9,102	9,102	382,037	382,037
Region M&S Manager	1	177,362	177,362	69,133	69,133	8,002	8,002	254,497	254,497
Sales Coordinator	1	59,122	59,122	6,297	6,297	799	799	66,219	66,219
Senior Marketing Engineer	3	88,324	264,971	21,174	63,522	7,864	23,591	117,361	352,084
Specialist	1	45,868	45,868	2,215	2,215	3,209	3,209	51,293	51,293
Sr Account Representative	1	99,258	99,258	27,628	27,628	134	134	127,020	127,020
Sr Field Service Tech 2	2	75,199	150,397	26,864	53,728	6,333	12,665	108,395	216,790

CURRENT EMPLOYMENT

Sr Product Specialist 2	1	193,800	193,800	27,029	27,029	5,302	5,302	226,131	226,131
Sr Sales Assistant	1	63,587	63,587	14,945	14,945	2,684	2,684	81,216	81,216
Technical Support Specialist	1	63,202	63,202	6,273	6,273	2,255	2,255	71,730	71,730
Value Chain Manager	1	110,210	110,210	25,698	25,698	2,169	2,169	138,077	138,077
	49		\$6,250,321		\$1,735,802		\$236,458		\$8,222,581
				AVERAGE		\$127,558			

FOOTNOTES

Listing contains employees active as of 6/30/2017 reconciled to 12/31/2016 filing with TN ECD application.

CURRENT EMPLOYMENT

Job Family	Funct Area	# jobs	Annual Base Pay		Annual OT/Incentive		Annual Benefits		Annual Total Compensation	
			Each	Total	Each	Total	Each	Total	Each	Total
Business R&D	Research & Development	36	\$97,455	\$3,508,397	\$4,934	\$177,625	\$15,030	\$541,079	\$117,419	\$4,227,102
Communications	Support Functions	9	\$73,396	\$660,566	\$0	\$0	\$13,017	\$117,156	\$86,414	\$777,722
Finance	Support Functions	46	\$64,128	\$2,949,866	\$3,859	\$177,517	\$12,370	\$569,013	\$80,356	\$3,696,396
General Management	General Management	31	\$66,207	\$2,052,406	\$9,207	\$285,419	\$11,626	\$360,392	\$87,039	\$2,698,217
Human Resources	Support Functions	18	\$125,790	\$2,264,222	\$11,453	\$206,148	\$15,947	\$287,045	\$153,190	\$2,757,416
Information Systems (IS)	Support Functions	89	\$92,286	\$8,213,484	\$3,661	\$325,849	\$13,969	\$1,243,269	\$109,917	\$9,782,602
Inventory Management	Value Chain Excellence	9	\$77,281	\$695,527	\$0	\$0	\$12,997	\$116,972	\$90,278	\$812,499
Legal & Integrity	Support Functions	10	\$133,458	\$1,334,581	\$34,021	\$340,207	\$18,054	\$180,538	\$185,533	\$1,855,326
Marketing	Marketing, Sales, Product Management	39	\$100,700	\$3,927,303	\$6,796	\$265,050	\$14,416	\$562,219	\$121,912	\$4,754,573
Product Management	Marketing, Sales, Product Management	15	\$123,039	\$1,845,590	\$10,769	\$161,533	\$16,842	\$252,625	\$150,650	\$2,259,748
Project Management	Project Execution	3	\$113,911	\$341,734	\$6,585	\$19,754	\$16,549	\$49,646	\$137,045	\$411,134
Quality & Operational Excellence	Quality & Operational Excellence	13	\$130,751	\$1,699,766	\$8,409	\$109,318	\$16,406	\$213,283	\$155,567	\$2,022,366
R&D Project Management	Research & Development	1	\$108,212	\$108,212	\$10,405	\$10,405	\$15,002	\$15,002	\$133,619	\$133,619
Real Estate	Support Functions	3	\$103,751	\$311,252	\$18,676	\$56,029	\$15,752	\$47,257	\$138,179	\$414,538
Sales	Marketing, Sales, Product Management	9	\$180,944	\$1,628,500	\$25,831	\$232,482	\$24,245	\$218,202	\$231,021	\$2,079,185
Sales Support	Marketing, Sales, Product Management	104	\$57,856	\$6,017,054	\$2,711	\$281,955	\$11,741	\$1,221,024	\$72,308	\$7,520,032
Service	Service	1	\$45,310	\$45,310	\$36,360	\$36,360	\$11,173	\$11,173	\$92,843	\$92,843
Supply Chain Management	Supply Chain Management	13	\$104,673	\$1,360,750	\$7,531	\$97,907	\$14,301	\$185,911	\$126,505	\$1,644,568
Sustainability	Support Functions	4	\$100,570	\$402,279	\$11,616	\$46,463	\$14,315	\$57,259	\$126,501	\$506,002
Testing & Laboratory	Research & Development	17	\$59,774	\$1,016,162	\$1,083	\$18,419	\$12,081	\$205,370	\$72,938	\$1,239,950
Transport, Trade & Logistics	Supply Chain Management	1	\$64,798	\$64,798	\$0	\$0	\$12,823	\$12,823	\$77,620	\$77,620
Value Chain Management	Value Chain Excellence	3	\$130,316	\$390,948	\$17,388	\$52,164	\$18,837	\$56,510	\$166,541	\$499,622
		474		\$40,838,709		\$2,900,605		\$6,523,766		\$50,263,080

FOOTNOTES
Listing contains employees active as of 6/30/2017

Average

\$86,158

PROJECT EMPLOYMENT (NEW POSITIONS ONLY)

Position	# of Full-time Jobs ¹	Average Annual Base Pay ²		Annual Overtime/ Incentive Pay ³		Annual Benefits ⁴		Annual Total Compensation	
		Each	Total	Each	Total	Each	Total	Each	Total
Sales & Product Management	50	60,000	3,000,000	0	0	18,000	900,000	78,000	3,900,000
Transportation & Logistics Center (ABB Inc. employees)	6	65,000	390,000	0	0	19,500	117,000	84,500	507,000
Product Management / Engineers	7	100,000	700,000	0	0	30,000	210,000	130,000	910,000
R&D Positions	12	60,000	720,000	0	0	18,000	216,000	78,000	936,000
Total	75		4,810,000		0		1,443,000		6,253,000
Average			64,133		0		19,240		83,373

Definitions:

¹Permanent jobs or combination of permanent positions that provide employment of 1,600 hours or more within a year that is employed directly by the Applicant or employed by a contract employer on behalf of the Applicant.

²Annual base wage must exceed \$12 per hour to be included, please show payments as annual average wages.

³Include paid overtime, paid holidays and vacation pay. Do not include discretionary bonus or stock options.

⁴Include health insurance, dental insurance, 401K plans, paid sick leave, bonus compensation, etc.