



EDGE Industrial Development Board of Memphis and Shelby County

## DIVERSITY PROGRAM ANNUAL REPORT Year-To-Date December 31, 2013

★ Submission Dead line: January 15, 2014

### I. PILOT PROJECT INFORMATION

Applicant: *Logical Systems LLC*  
 Case Number: *20120718*  
 Telephone: *901-312-5174*  
 Fax:

Mailing Address:

*Attn: Lentz Gattin*  
*P.O. Box 341321*  
*Bartlett, TN 38184*

Address of Property Subject to PILOT

*2756 Appling Center Cove*  
*Memphis, TN 38133*

Number of tax freeze years granted by the EDGE IDB   *9*  

### II. CONTRACTING

State the **agreed upon** annual amount/goals of contract spending with certified firms for 2013.

Construction of Tenant Improvements	\$ <u>  <i>750,000</i>  </u>
Professional Services	\$ <u>  <i>30,000</i>  </u>
Goods	\$ <u>  <i>0</i>  </u>
Non-Professional Services	\$ <u>  <i>36,300</i>  </u>

State the **actual** amount contracted with certified firms from January 1 through **DECEMBER 31, 2013**. Please itemize the certified firms by providing below listed information.

**Construction or Tenant Improvements** \$ 2,023,593

Name of Firm	Address of Firm	Amount of Contract
① Servco	P.O. Box 171372 Memphis, TN 38187-1372	2,023,593

**Professional Services** \$ 31,500

Name of Firm	Address of Firm	Amount of Contract
Attempted to hire Lynn Evans as recommended by Al Cousins to do our annual aud.t. Al and Michael Hooks thought Lynn was registered. Lynn is both minority and woman owned but refused to register. Also attempted to hire Mac Tuggle but he was non-competitive		

**Goods** \$ 0

Name of Firm	Address of Firm	Amount of Contract

**Non-Professional Services** \$ 20,495.00

\* Applied for but not aud.ted.

Name of Firm	Address of Firm	Amount of Contract
① Delta Janitorial	P.O. Box 358, Oakland, TN 38060	14,275.00
Sides*	3639 New Getwell Suitell Memphis, TN 38116	6,220.00

(Please use additional pages if necessary.)

① Proof of certification previously provided

## Business Transaction Form

	<b>Company's Name &amp; Address</b>	<b>Transacted Amount</b>	<b>Entity Certifying Small/Minority/ Woman-owned Business.</b> <small>PLEASE PROVIDE PROOF OF CERTIFICATION.</small>
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			

**III. Identified Labor Source(ILS)**

State the number of new hires committed for 2013 12.

All committed ILS hires retained year to date 11.

State the information of **actual new** and **retained** hires with ILS on the provided ILS Tracking Form.

**ILS TRACKING FORM**

	Employee's Name	ZIP Code	Date of Hire	Base Salary (per hour)	Date of Termination (if needed)
1	See attached - Actually hired 18 net but 7 currently live outside Shelby County. In addition, 2 were hired that lived in Shelby County but had left by 12-31-13				
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					

# Pilot report - Logical Systems ILS Tracking Form

Logical Systems, LLC

For the period 1/1/2013 - 6/30/2013

Monday, January 20, 2014  
12:28:22 PM

Full Name	Title	Check for hourly employee	Zip/Postcode	City	Hire Date	Hourly Rate	Termination Date	Annual Wage	Annual Wage With Benefits
<del>Jonathan B. Elledge</del>	<del>Level IV Senior Controls Engineering</del>	<del>N</del>	<del>38014</del>	<del>Brighton</del>	<del>4/4/2013</del>	<del>65.9900</del>		<del>436,096.60</del>	<del>472,450.72</del>
<del>Ronald J. Berridge</del>	<del>Level III Field Engineer</del>	<del>Y</del>	<del>38018</del>	<del>Philadelphia</del>	<del>2/4/2013</del>	<del>55.9900</del>		<del>447,000.00</del>	<del>494,999.00</del>
James W. Kunz	Level III Senior Project Manager	N	38018	Cordova	2/25/2013	52.8800		109,990.40	139,139.23
William H. Vogel III	Level III Senior Designer	N	38018	Cordova	3/1/2013	43.7500		91,000.00	115,847.50
Michael J. Robinson	Level I Programmer	Y	38135	Bartlett	3/25/2013	16.0000		33,280.00	41,393.12
<del>Jamara R. Orr</del>	<del>Level III Senior Controls Engineering</del>	<del>N</del>	<del>72364</del>	<del>Madison</del>	<del>4/4/2013</del>	<del>52.9900</del>		<del>409,990.40</del>	<del>439,430.73</del>
Ronald A. Miller II	Level I Controls Engineering	N	38016	Cordova	12/16/2013	25.0000		52,000.00	68,014.00
Craig M. Wolfe	Level I CAD Special	Y	38119	Memphis	5/7/2013	12.5000		26,000.00	33,265.00
Dennis W. Arnold	Level IV Senior Engineer	N	38017	Collierville	5/13/2013	50.4800		104,998.40	133,016.54
<del>Montreal Z. Holmes</del>	<del>Level II Fabrication</del>	<del>Y</del>	<del>38017</del>	<del>Collierville</del>	<del>6/4/2013</del>	<del>6.6900</del>	<del>9/4/2013</del>	<del>49,760.00</del>	<del>26,298.04</del>
Wayne D. Wood	DeltaK Vision Support	Y	38119	Memphis	7/1/2013	20.0000		41,800.00	50,682.40
Eduardo F. Gonzalez	Level I Controls Engineering	N	38002	Lakeland	9/16/2013	33.6500		69,992.00	90,081.19
<del>John F. Robinson</del>	<del>Level II Field Engineer</del>	<del>N</del>	<del>38018</del>	<del>Madison</del>	<del>9/23/2013</del>	<del>22.7500</del>		<del>68,120.00</del>	<del>87,285.18</del>
<del>Kevin T. Bink</del>	<del>Level II Project Manager</del>	<del>N</del>	<del>38564</del>	<del>Oliver Branch</del>	<del>4/4/2013</del>	<del>49.2900</del>		<del>82,000.40</del>	<del>107,950.29</del>
<del>Matthew A. Brickell</del>	<del>Level II Engineer</del>	<del>N</del>	<del>38128</del>	<del>Madison</del>	<del>4/4/2013</del>	<del>26.6400</del>		<del>76,000.00</del>	<del>97,459.09</del>
Cassandra K. Clements	Receptionist	Y	38128	Memphis	11/4/2013	10.0000		20,800.00	27,459.20
<del>Eric E. Neims</del>	<del>Level III Fabrication</del>	<del>N</del>	<del>38002</del>	<del>Arlington</del>	<del>4/4/2013</del>	<del>23.6900</del>	<del>4/4/2013</del>	<del>46,900.00</del>	<del>64,636.20</del>
April D. Woodall	Level II Fabrication	Y	38135	Bartlett	11/29/2013	24.0000		49,990.00	59,971.68
Joshua T. Elledge	Level I Fabrication	Y	38011	Brighton	12/9/2013	9.5000		19,760.00	26,298.04
Denardo N. Crawford	Level II DCS Software Developer	N	38141	Memphis	12/9/2013	27.8800		57,990.40	75,361.23

Total net hires = 18  
 # not relocated to Shelby County @ 12/31/13 = 7  
 Net Shelby County hires = 11

Note that some employees still have time to relocate. Also, when we set goals we don't know where qualified Engineers will choose to live. Still we were very close.

## Tips and Checklist for Completing Diversity Plan Annual Reports

### Tips

This aide memoire is to help PILOT recipients complete the Annual Diversity Plan Reports.

#	Checklist	√
1	Confirm by reference to the PILOT project information section of the diversity plan quarterly report, that the contents include applicant name, case number, and contact information of key contact.	✓
2	Compare the <b>agreed upon annual</b> amounts of contract spending with certified firms per your diversity plan with the amounts quoted in the contracting section of the diversity plan quarterly report.	✓
3	Summarize the names, transaction amounts and minority/ woman owned business certification agencies on the provided "Business Transaction form". Ensure that the minority and women owned businesses details agree to the certificates of MWBE status issued by certifying bodies.	✓
4	Attach the relevant minority / woman owned business enterprise certificates. <i>Previously attached</i>	✓
5	Complete the included ILS tracking form. Complete even if there was no hiring during the year.	✓
6	Scrutinize the ILS tracking form for the occurrence of obvious inconsistencies. For example, ensure that termination dates associated with employees do not occur earlier than the date of hire. Review the ILS form for duplications and obvious omissions.	✓
7	Match the PILOT term per the Diversity Plan annual report to the PILOT term per the lease agreement. Note any differences and investigate any such discrepancy which could be due to <ul style="list-style-type: none"> <li>a) amendment of PILOT terms</li> <li>b) error</li> <li>c) inadequate information</li> </ul>	✓
8	Contact us at <a href="mailto:Nyaku@memphisconsultinggroup.com">Nyaku@memphisconsultinggroup.com</a> or <a href="mailto:roser@memphisconsultinggroup.com">roser@memphisconsultinggroup.com</a> or 901-791-4643 for any clarifications.	✓