

# **Wichita Falls Economic Development Corporation**

## **Board Packet**

**10-20-2022  
2:30 PM  
Wichita Falls City Hall**

### **Index**

#### **Notice of Meeting**

- 1.** Call to order
- 2.** Consent Agenda
  - a.** Approval of Minutes (09/15/2022)
  - b.** Financial Report
- 3.** Discussion and possible action related to a forgivable loan incentive for Pratt & Whitney Components expansion project.
- 4.** Discussion and update from Carter Aviation regarding the status of their current operations.
- 5.** Executive Sessions
- 6.** Adjourn

## **NOTICE OF MEETING**

**MEETING:** Wichita Falls Economic Development Corporation (WFEDC)

**DATE:** October 20, 2022

**TIME:** 2:30 o'clock p.m.

**LOCATION:** Council Conference Room, Memorial Auditorium building, 1300 Seventh Street, Wichita Falls, Texas

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1. Call to order
2. Consent Agenda
  - a. Approval of Minutes (09/15/2022)
  - b. Financial Report
3. Discussion and possible action related to a forgivable loan incentive for Pratt & Whitney Components expansion project.
4. Discussion and update from Carter Aviation regarding the status of their current operations.
5. Executive Sessions
  - a. In accordance with Texas Government Code § 551.087, to discuss or deliberate the offer of a financial or other incentive, including modification to an existing agreement, for a business prospect that the WFEDC seeks to have, locate, stay, or expand in or near the territory of the City of Wichita Falls and with which the WFEDC is conducting economic development negotiations for creation and retention of primary jobs (as defined by Tex. Local Gov't. Code §501.002).
  - b. In accordance with Texas Government Code §551.071, consultation with attorney on matter involving pending or contemplated litigation or other matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act.
  - c. In accordance with Texas Government Code §551.074 to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, dismissal of a public officer or employee (including, but not limited to, Chamber positions funded in part with WFEDC funds).
6. Adjourn.

Wheelchair or handicapped accessibility to the meeting is possible by using the designated parking spaces and ramp located off the east parking lot on the Sixth Street entrance. Spanish language interpreters, interpreters for the deaf, Braille copies, or any other special needs will be provided to any person requesting a special service with at least 24 hours' notice.

### **Certification**

I certify that the above notice of meeting was posted on the bulletin board at Memorial Auditorium, Wichita Falls, Texas, on the 14<sup>th</sup> day of October, 2022, at 4:00 o'clock p.m.



*Mari Babthop*

City Clerk

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Every item on this agenda shall be considered a public hearing, and citizens may appear at the beginning of this meeting and request to speak on any item. Regardless of the agenda heading under which any item is listed, any word or phrase of any item listed on this agenda shall be considered a subject for consideration for purposes of the Texas Open Meetings Act and other relevant law, and Board of Directors may deliberate and vote upon any such subject and resolutions related thereto. Any word, phrase or other subject may be voted upon, regardless of any language of limitation found in this agenda or any document referring to such action. Funding amounts may differ from the amounts shown on this agenda. In addition to other items listed hereon, any item that has previously been discussed by this Board of Directors may be discussed and deliberated and is herein added as a subject of this meeting without further notice. Any item on this agenda may be discussed in executive Session if authorized by Texas law regardless of whether any item is listed under "Executive Sessions" of this agenda, regardless of any past or current practice of this Board of Directors. Executive sessions described generally hereunder may include consideration of any item otherwise listed on the agenda plus any subject specified in the executive session notice. Executive sessions described generally hereunder are closed meetings, may include consideration of any item otherwise listed on the agenda plus any subject specified in the executive session notice, and may include items under Texas Government Code Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.084, and/or 551.087. Any descriptions of property or amounts stated herein are descriptive and not restrictive, and property and amounts may be changed in the motions, actions, or documents without further public notice. This agenda has been reviewed and approved by the attorney for the governing body, and the presence of any subject or description in the Executive Session portion of this agenda constitutes a written interpretation of Chapter 551 of the Texas Local Government Code by the attorney for the governmental body indicating that said subject or description thereof may be legally discussed in a closed meeting.

**MINUTES OF THE**  
**WICHITA FALLS ECONOMIC DEVELOPMENT CORPORATION**

**September 15, 2022**

**Present:**

Leo Lane, President	§ WFEDC Members
David Toogood, Vice President	§
Darron Leiker	§
Brent Hillery	§
Stephen Santellana, Mayor	§ Mayor & Council
Larry Nelson, Councilor, District 2	§
Paul Menzies, Assistant City Manager	§ City Administration
R. Kinley Hegglund, Jr., City Attorney	§
Russell Schreiber, Director of Public Works	§
Jessica Williams, CFO	§
Terry Floyd, Director of Development Svcs	§
Stephen Calvert, Senior Budget Analyst	§
Chris Horgen, Public Information Officer	§
Paige Lessor, Recording Secretary	§
Richard Gordon, Interim President/CEO	§ Wichita Falls Chamber of Commerce
Taylor Davis, Dir of Bus Retention & Expansion	§
Ryan McGowan, Director of Bus Intelligence	§
Johnny McClane	§ Falls Metal Fabrication, LLC
Lynn Walker, Writer	§ Times Record News
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<b><u>Absent:</u></b>	
Phyllis Cowling, Secretary-Treasurer	§ WFEDC Member

**1. Call to Order**

Mr. Leo Lane called the meeting to order at 2:30 p.m.

**2. Consent Agenda**

a. Approval of Minutes (August 18, 2022)

b. Financial Report

Mr. Paul Menzies addressed the Board and said he received the sales tax report for September reflective of July sales. Sales are up 8.3% from the same month last year and trending just short of 10% ahead of last year. If this trend continues, revenue from sales tax for this Corporation will be about \$5.1 million.

Mr. Leiker moved to approve the consent agenda. Seconded by Mr. Toogood, the motion carried 4-0.

### **3. Discussion and possible action related to the Wichita Falls Economic Development Corporation's FY 2023 proposed budget**

Mr. Menzies directed the Board's attention to the far right-hand column of the financial report. He said if sales tax pans out the way expected, at about \$5.1 million, the budget is flat for the next year. Based on the Federal Reserve's actions over the past few months, interest earnings will be significantly higher, which is positive for the Corporation's revenue. He further discussed the Corporation's third-party contract with the Chamber, reminding the Board it is based on a calendar year, so what is budgeted is a blend of the last three months of this calendar year and the first nine months of the next calendar year. Mr. Menzies then listed the three other third-party contracts that were approved at the Board's July meeting, SMAC, Downtown Wichita Falls Development (DWFD), and i.d.e.a.WF, as well as the City administrative expense and the annual payment for the Business Park Infrastructure Project. Beginning the new fiscal year, the Corporation should have approximately \$14 million for new projects.

Mr. Toogood noted that the debt service for the Business Park Bond increased slightly compared to the prior two years. He is asked if the reason was because of the new bond. Ms. Jessica Williams explained that there would be slight variations with the bond schedule because of where the interest is compounding at the time.

Mr. Lane noted that the Business Park electricity is budgeted at \$7,000, but the costs have only been around \$150.00. Mr. Menzies stated that as the infrastructure project wraps up, there will be streetlights that will require electricity.

Mr. Leiker moved to approve the WFEDC's FY 2023 budget. Seconded by Mr. Hillary, the motion carried 4-0.

### **4. Discussion and possible action related to canceling the current \$16,000 Cash-for-Jobs agreement with Falls Metal Fabrication and executing a new agreement for the same amount in the form of a forgivable loan**

Ms. Taylor Davis addressed the Board and noted that Falls Metal Fabrication had won a cash-for-jobs incentive for \$16,000 through the i.d.e.a.WF competition. She said since that time, the Company had recently purchased a facility in Downtown Wichita Falls. The facility comes with a significant renovation cost, especially in bringing its fire suppression system up to code. Ms. Davis explained that the Company is requesting a transition from the current cash-for-jobs model to an upfront forgivable loan in that same amount. She then introduced Mr. Johnny McClane to speak about the renovation.

Mr. McClane stated that he had a progress report to give the Board. He said that Greg Patterson, a mechanical engineer, has joined their team, and he would help set up the operation of the new equipment they have ordered. The new equipment is substantially more expensive now than it was six months ago and should all be delivered in about two months. They have produced and sold a few fireplace units, but they currently do them by hand. Underwriters Laboratories has been in quarterly to inspect their space and the units they produce. Their Company has been in contact with three distributors who have shown great enthusiasm about their product and are ready to place orders when they can deliver them in larger quantities.

Mr. McClane explained that he and his partner, Lee Birk, purchased the old Empire Paper Company building at 14<sup>th</sup> Street and Scott. They will move the entire Falls Metal Fabrication operation to that location. The building has plenty of room for the new equipment, including 29,500 square feet, loft storage, and loading docks. They are working with the City on their plans and permits to complete all required alterations, including the fire suppression system, accessible bathrooms, and emergency exit doors. Mr. McClane said their Company had incurred far more expenses than planned to get their operation up and running, but they are still moving along. They hope the Board will agree to realign the funds previously approved to assist with renovating the building.

## 5. Executive Session

Mr. Lane adjourned the meeting into executive session at 2:40 p.m. pursuant to Texas Government Code §§ 551.087 and 551.071. He announced the meeting back into regular session at 3:00 p.m. The subjects posted in the Notice of Meeting were deliberated, and no votes or further actions were taken on the items in executive session.

## 6. Motions

**Falls Metal Fabrication's request to cancel the current \$16,000 Cash for Jobs agreement and execute a new agreement for the same amount in the form of a forgivable loan**

Mr. Toogood moved to allow WFEDC President Leo Lane to cancel the current performance agreement with Falls Metal Fabrication for \$16,000 in Cash for Jobs, then execute a new performance agreement with Falls Metal Fabrication for the same amount as a forgivable loan, which will be forgiven should Company hire and employ four employees for a term of 1 year. The loan funds will be distributed in one installment and immediately payable upon execution of the performance agreement and promissory note. Seconded by Mr. Hillery, the motion carried 4-0.

## 7. Adjourned.

The meeting adjourned at 3:02 p.m.

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Leo Lane, President

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**Wichita Falls Economic Development Corporation**  
**October 20, 2022**

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**ITEM/SUBJECT:** October 2022 Financial Report

**ATTACHMENTS:** (1) October 2022 Sales Tax Revenue  
(2) Current Financial Report

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**Staff Summary:**

Sales Tax

The October 2022 sales tax payment, reflective of August 2022 receipts, shows an increase of almost 15% from same month last year. As such, sales tax for FY 2022 (Sept 2021 – Oct 2022) continues to trend about 10% ahead of the previous year. Next month's sales tax payment, reflective of September 2022 receipts, will close out the 2022 fiscal year.

FY 2023 Financial Update

As part of the September meeting, the Board approved the Corporation's FY 2023 budget. The City Council subsequently approved such on September 20. The updated financials are attached, and indicate an estimated unreserved fund balance of **\$13.8M** as the new FY 2023 fiscal year begins this month. Once next month's sales tax revenue is received, staff will begin closing out FY 2022.

SALES TAX HISTORY (Fiscal Year)													
1 and 1/2 Cent General Fund Allocation							1/4 Cent Sales Tax Board Allocation						
	FY 2022 <u>Actual</u>	FY 2021 <u>Actual</u>	FY 2020 <u>Actual</u>	FY 2019 <u>Actual</u>	1 1/2 Cent Avg (2019-2021)	3 Prior Year (2019-2021)	3 Prior Year (2019-2021)	1/4 Cent Avg (2019-2021)	FY 2018 <u>Actual</u>	FY 2019 <u>Actual</u>	FY 2020 <u>Actual</u>	FY 2021 <u>Actual</u>	% Var (FY21/FY20)
Dec	2,240,691	1,989,917	1,996,822	1,915,890	1,967,543	*	327,924	280,845	319,315	332,804	331,653	373,448	12.60%
Jan	2,400,650	1,971,270	1,895,281	1,881,684	1,916,078	*	319,346	301,023	313,614	315,880	328,545	400,108	21.78%
Feb	3,192,531	2,814,256	2,799,099	2,591,546	2,734,967	*	455,828	431,655	431,924	466,517	469,043	532,089	13.44%
Mar	2,181,613	2,018,609	1,659,931	1,727,589	1,802,043	*	300,341	277,137	287,931	276,655	336,435	363,602	8.08%
Apr	1,968,586	1,501,225	1,756,780	1,755,927	1,671,311	*	278,552	270,256	292,655	292,797	250,204	328,098	31.13%
May	3,069,049	3,356,949	2,241,503	2,437,105	2,678,519	*	446,420	405,981	406,184	373,584	559,492	511,508	-8.58%
Jun	2,427,055	2,291,864	1,716,207	1,939,266	1,982,445	*	330,408	303,795	323,211	286,034	381,977	404,509	5.90%
Jul	2,489,043	2,236,894	2,035,304	1,940,230	2,070,810	*	345,135	322,751	323,372	339,217	372,816	414,840	11.27%
Aug	3,048,756	2,815,188	2,533,800	2,358,186	2,568,991	*	428,165	383,811	393,031	422,267	469,198	508,126	8.30%
Sep	2,493,528	2,301,880	2,007,049	2,061,817	2,123,615	*	353,936	307,535	343,653	334,508	383,647	415,588	8.33%
Oct	2,622,074	2,281,866	2,050,789	1,978,472	2,103,709	*	350,618	315,856	329,745	341,798	380,311	437,012	14.91%
Nov	2,784,207	2,513,760	2,324,053	2,540,673	*	423,446	376,190	387,342	418,960	464,034			
	<u>28,133,576</u>	<u>28,364,124</u>	<u>25,206,125</u>	<u>24,911,866</u>	<u>26,160,705</u>	*	<u>4,360,118</u>	<u>3,976,836</u>	<u>4,151,978</u>	<u>4,201,021</u>	<u>4,727,354</u>	<u>4,688,929</u>	
						*							<b>9.98%</b>
						*							
						<b>Historical Comparison</b>	<b>% Change</b>						
1999						14,534,592	*						
2000						15,897,398	9.38%	*					
2001						16,323,752	2.68%	*					
2002						16,222,570	<b>-0.62%</b>	*					
2003						16,598,732	2.32%	*					
2004						17,192,703	3.58%	*					
2005						17,845,502	3.80%	*					
2006						19,272,204	7.99%	*					
2007						20,068,529	4.13%	*					
2008						21,353,895	6.40%	*					
2009						20,451,906	<b>-4.22%</b>	*					
2010						20,034,914	<b>-2.04%</b>	*					
2011						21,082,994	5.23%	*					
2012						21,406,823	1.54%	*					
2013						22,062,365	3.06%	*					
2014						22,397,535	1.52%	*					
2015						22,403,406	0.03%	*					
2016						22,373,768	<b>-0.13%</b>	*					<b>5,199,289</b>
2017						22,413,397	0.18%	*					
2018						23,861,014	6.46%	*					
2019						24,911,866	4.40%	*					
2020						25,206,125	1.18%	*					
2021						28,364,124	12.53%	*					
<b>2022</b>						<b>31,195,732</b>	<b>9.98%</b>	*					
								<b>2,831,608</b>					

Note: These figures may not tie exactly to the City's Financial Reports due to adjustments in accounting methodologies.



**City of Wichita Falls, TX**  
**Economic Development Corporation**  
**Financial Summary**

Current as of October 13, 2022

	FY 2021			FY 2022		FY 2023
	Original Award	Revised Budget	Year End Actual	Adopted Budget	YTD Actual	Approved Budget
<b>Beginning Fund Balance (10/1)</b>		<b>\$ 14,826,218</b>	<b>\$ 14,826,218</b>	<b>\$ 13,921,574</b>	<b>\$ 18,662,110</b>	<b>\$ 19,764,202</b>
<b>REVENUES</b>						
Sales Taxes		\$ 3,891,649	\$ 4,727,354	\$ 4,268,361	\$ 4,251,960	\$ 5,110,000
Other Rents (ATCO Lease)		-	-	-	720	-
Reimbursements		200,000	177,211	200,000	378,000	200,000
Capital Gain/Loss		-	4,663	-	-	-
Interest		102,711	10,875	25,000	123,247	390,000
<b>Total Revenues</b>		<b>\$ 4,194,360</b>	<b>\$ 4,920,103</b>	<b>\$ 4,493,361</b>	<b>\$ 4,753,927</b>	<b>\$ 5,700,000</b>
<b>EXPENDITURES</b>						
<b>Annual Programs</b>						
Ad Valorem Tax		\$ 100,000	\$ 58,963	\$ 100,000	\$ -	\$ 100,000
ATCO Structures Operating Expenses		60,000	81,566	60,000	18,528	-
Professional Fees		30,000	24,567	30,000	13,159	30,000
Chamber: Employee Recruitment		50,000	16,000	50,000	20,000	50,000
Chamber: Economic Development		1,004,871	981,353	1,031,527	915,569	988,315
Economic Development Marketing		92,500	34,750	-	-	-
Sheppard Military Affairs Committee		150,000	150,000	150,000	75,000	150,000
Downtown WF Development		110,000	110,000	106,500	106,500	115,000
Business Park Maintenance		105,696	95,641	110,000	68,762	110,000
Business Park Water/Sewer Sanitation		5,500	4,927	5,500	7,193	5,500
Business Park Electricity		7,000	148	7,000	168	7,000
City Administrative Expense		60,000	60,000	80,000	60,000	80,000
WF Regional Airport Facilities (2033)		140,000	140,000	140,000	-	140,000
Business Park Bond Payment Enc. (2050)		516,200	-	516,200	-	519,800
Choose Wichita Falls Program		2,500	4,250	-	-	-
Directors and Officers Insurance		7,419	14,410	7,500	6,950	7,500
Travel Expenses/Education Registration		240	240	240	-	250
Depreciation Expense		-	54,537	-	-	-
<b>Annual Programs Total</b>		<b>\$ 2,441,926</b>	<b>\$ 1,831,351</b>	<b>\$ 2,394,467</b>	<b>\$ 1,291,829</b>	<b>\$ 2,303,365</b>
<b>Open Projects<sup>(1)</sup></b>						
Business Park Project (2023)	\$ 1,050,000	\$ 1,050,000	\$ 21,632.10	\$ 1,028,368	\$ 405,525	\$ 622,843
MPEC/Hotel Parking Lot (Ongoing)	497,500	497,500	-	1,025,000	834,117	577,436
Panda Biotech (12/23)	2,800,000	2,800,000	1,000,000	1,800,000	-	1,800,000
Tryer Processing (3/25)	150,000	150,000	-	150,000	-	150,000
Pamlico Air (10/22)	2,278,200	772,200	-	772,200	-	772,200
Clayton Homes (12/24)	1,734,700	1,734,700	-	1,734,700	-	1,734,700
i.d.e.a Wichita Falls (FY 2021 Award)	-	-	-	16,000	-	16,000
i.d.e.a Wichita Falls (2023 Admin)	50,000	50,000	50,000	50,000	50,000	50,000
Broad Ripple Strategies (2022)	106,500	106,500	9,000	97,500	94,225	15,787
Howmet Phase 1 (8/22)	72,750	72,750	-	72,750	-	72,750
Delta T Thermal (9/25)	-	-	-	435,000	-	435,000
Howmet Phase 2 (6/25)	57,463	-	-	57,463	-	57,463
Airport Business Park (2022)	-	-	-	75,000	12,000	63,000
Land O'Lakes (2023)	-	-	-	1,248,000	-	1,248,000
Regional Airport Hangar Modifications	-	-	-	118,200	44,000	118,200
Sheppard AFB Airfield Projects and Equipment	-	-	-	133,979	-	133,979
Compass Container Works	-	-	-	1,500,000	-	1,500,000
<b>Open Projects Total</b>	<b>8,797,113</b>	<b>7,233,650</b>	<b>1,080,632</b>	<b>10,314,160</b>	<b>1,439,868</b>	<b>9,367,357</b>



**City of Wichita Falls, TX**  
**Economic Development Corporation**  
**Financial Summary**

Current as of October 13, 2022

	FY 2021			FY 2022		FY 2023	
	Original Award	Revised Budget	Year End Actual	Adopted Budget	YTD Actual	Approved Budget	
<b>Closed Projects</b>							
Stanley ATCO Marketing Plan	\$ -	\$ 22,859	\$ 25,579	\$ -	\$ -	\$ -	
Cryovac (UPS and Printer Labeling)	1,250,000	1,167,749	1,167,749	-	-	-	
Opportunities Strategies	20,000	-	-	-	-	-	
Braun Intertec Environmental Study	345,000	6,675	6,675	-	-	-	
SAFB Gate Project (Phase II)	1,867,787	389,684	320,491	44,500	-	-	
DuPlooy Trucking (8/22)	1,334,000	1,334,000	-	1,334,000	-	-	
Pratt & Whitney Technology (6/22)	1,815,000	915,235	-	915,235	-	-	
Sharp Iron Recruitment (7/21)	24,000	15,000	-	15,000	-	-	
USA800 (7/19)	3,359,200	487,863	-	487,863	-	-	
<b>Closed Projects Total</b>	<b>10,014,987</b>	<b>4,339,065</b>	<b>1,520,494</b>	<b>2,796,598</b>	<b>-</b>	<b>-</b>	
<b>Total Expenditures</b>		<b>\$ 14,014,641</b>	<b>\$ 4,432,477</b>	<b>\$ 15,505,225</b>	<b>\$ 2,731,697</b>	<b>\$ 11,670,722</b>	
Revenues Less Expenditures		<b>\$ (9,820,281)</b>	<b>\$ 487,626</b>	<b>\$ (11,011,864)</b>	<b>\$ 2,022,230</b>	<b>\$ (5,970,722)</b>	
Less Encumbrance for Open Projects			<b>\$ 9,582,164</b>		<b>\$ 9,976,929</b>		
<b>Unrestricted Fund Balance</b>		<b>\$ 5,005,937</b>	<b>\$ 5,731,680</b>	<b>\$ 2,909,710</b>	<b>\$ 10,707,411</b>	<b>\$ 13,793,480</b>	

<sup>(1)</sup> Date financial commitment ends. Performance end date may vary.

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**WICHITA FALLS ECONOMIC DEVELOPMENT CORPORATION**  
**PROJECT SUMMARY**  
**OCTOBER 20, 2022**

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SUBJECT: P&WC Aerospace (US) Inc. Expansion & Center of Excellence

INITIATED BY: Taylor Davis, Richard Gordon

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**Overview:**

P&WC Aerospace (US) Inc. (P&WCA) has been a pillar in the Wichita Falls community at their Hammon Road facility since 1997. P&WCA is a Center of Excellence for repair of hot-section, non-rotating aircraft engine components. The facility has consistently been upgraded to support today's aerospace needs and continually invests in the Wichita Falls community, as well. P&WCA has a goal of continuing with their Wichita Falls facility as a Center of Excellence for their company. P&WCA is supported by their parent company, Raytheon Technologies.

**The Project:**

P&WCA has performed a site search within three of their existing facilities, of which Wichita Falls was the only United States based location, to accommodate the addition of a new product line, Platinum-Aluminide OEM Coating. The addition of this new product line will provide more economic opportunity for the Wichita Falls plant by serving as a hub for all of Pratt & Whitney Canada to service their coating needs for new engine production and engine maintenance locally, in turn, diversifying the facilities income streams.

This project includes employment growth, retrofitting to accommodate the new line and additional investment into their local facility. Should they choose Wichita Falls, the total capital expenditure is anticipated to be \$10 Million. Additionally, includes the addition of 30 FTEs and the retention of 125 Full Time Employees (FTEs) for a total of 155 FTEs over a seven-year term. The additional roles will average an annual wage of approximately \$50,000/year with an economic impact equaling approximately \$2.5 Million annually in new payroll.

The company expects renovations to begin in the first half of 2023. Operations and hiring are expected to begin by the 1<sup>st</sup> Quarter of 2023.

**Local Incentive Proposal:**

- Forgivable loan offered up front in the amount of \$2,750,000, equivalent to 27.5% of the total project cost
  - Loan terms will extend over the course of seven years. The balance will be forgiven at an annual rate of 14.29%, as the burden of performance met through hiring milestones including the addition of 30 new FTEs and retention of 125 existing FTEs.

***Total Estimated Value of Local Incentives - \$2,750,000***

**Recommendation:**

Chamber staff recommends to the WFEDC that the proposed incentives to P&WC Aerospace (US) Inc. be approved and sent to the City Council. This is a great project that creates new jobs and investments and supports a company that has been active in the Wichita Falls community for the last 25 years.

**Proposed Motion Language:**

Move to provide a forgivable loan not to exceed and for a total maximum obligation of \$2,750,000 to P&WC Aerospace (US) Inc., as presented. The loan funds will be distributed in one equal installment and will be immediately payable upon execution of the performance agreement and promissory note. Loan will be forgiven at a rate of 14.29% per year over a seven-year term based on the retention of 125 FTEs and addition of 30 FTEs for a total of 155 FTEs.