



INDUSTRY LEADER

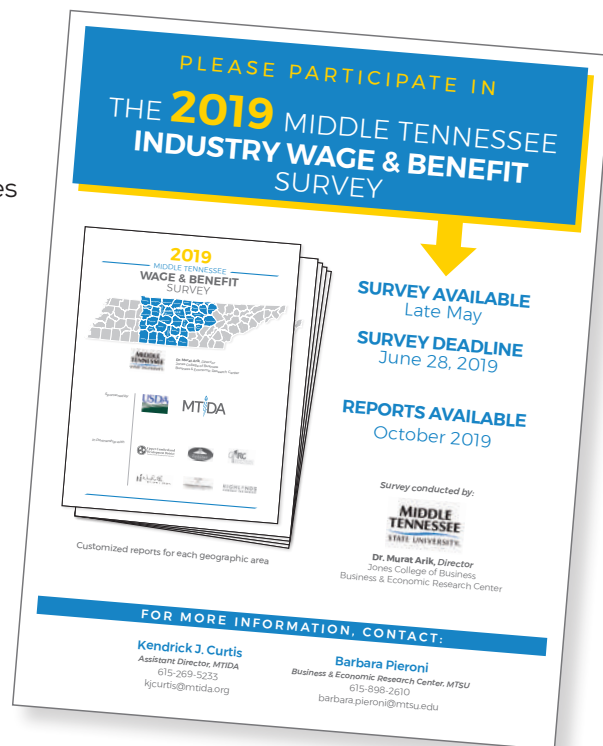
APRIL 2019

Middle Tennessee Industrial Development Association

2019 Update Industry Wage & Benefit Survey

The 2019 Industry Wage & Benefit Survey will be open for industries to complete during May and June 2019. Please help us ensure all industries have the chance to participate by promoting the survey and encouraging participation. All participating companies will be provided the survey results in Q4 of 2019.

Through the support of USDA Rural Development as well as our local and regional partners at Upper Cumberland Development District, South Central Tennessee Development District, Greater Nashville Regional Council, and the Nashville Area Chamber of Commerce, this survey is available at NO COST to industries. Confidentiality is a hallmark of the work that MTSU's Business and Economic Research Center does and because of this MTSU will send custom surveys for each industry in the 40 counties of Middle Tennessee. Please contact MTIDA to ensure your company is included.



Spring Hill Gets Cadillac Crossover

SPRING HILL (January) Leaders of General Motors said they have picked their Spring Hill manufacturing complex to begin making a new three-row, seven-seat Cadillac crossover with a 3.6L V-6 engine. The project calls for a \$300 million investment, and state officials say the decision will lead to the hiring of hundreds.

GM executives detailed their plans for the Cadillac XT6 ahead of the North American International Auto Show in Detroit. The XT6 will be built on the same platform as the GMC Acadia, one of two models already being

made in Maury County. The new model will be available to order this spring and marks the latest piece of good news for GM's Spring Hill team, which was spared from big cuts announced late last year. GM said more than 100 workers from its Lordstown, Ohio plant will relocate to Middle Tennessee.

GM's Spring Hill car manufacturing/assembly and engine operations employ more than 3,000 people, about 2,600 of them hourly. The plant opened in 1990 as the home of the company's former Saturn brand. The Spring Hill site is the largest GM facility in North America, spanning 7.1 million square feet on 2,000 acres. GM has invested more than \$2 billion in the facility since 2010. In addition to the Cadillac XT6, GM produces the Cadillac XT5, GMC Acadia and Holden Acadia models in Spring Hill, as well as engines used in several GM vehicles.

Along with the addition of the crossover, GM will invest another \$22 million to build fuel efficient V8 engines in Tennessee.

Source: Nashville Post

Nashville-based Manufacturer Investing \$9 Million, Creating 70 Jobs



NASHVILLE (January) Military Systems Group, Inc., a Nashville-based manufacturer, will expand its operations in Davidson County. The company expects to create 70 jobs over the next five years.

Founded in 1977 to manufacture the legendary .50 caliber machine gun, MSG now designs and manufactures specialty weapons mounting systems for various U.S. national defense programs. The company caters primarily to the U.S. Government and supports U.S. partners and allies around the globe. MSG will expand its in-house engineering, design, machining, production and assembly operations to accommodate increased demand.

"As one of Tennessee's oldest privately-owned specialty manufacturing companies, we are pleased to continue to expand and invest in our hometown of Nashville," Joe Whelan, President & Owner of MSG, said. "One of Tennessee's greatest strengths is its people, many of whom are fellow veterans, and it is a distinct privilege to be able to serve alongside them as we continue to grow and support our nation's defense."

Source: TN ECD

Dickson County Has Filled Two Positions

DICKSON (December 2018) A newly-created Dickson County business development officer position has been filled by Alex Wilson. Alex has worked in the newly created position just over 3 months now.

Among Wilson's duties will be recruiting new companies to the county and encouraging local entrepreneurial growth. "I wanted this job because of the opportunities for growth going forward. Dickson County is in a prime location, logistically speaking, for growing businesses and families," Wilson said. "Before accepting this job, I went through Downtown Dickson and was exposed to a lively downtown with growing small businesses and a great sense of community.

County Mayor Bob Rial introduced Wilson at the mayor's annual State of the County address at the chamber luncheon January 14. Mayor Rial said "the economic development arm still needs to partner with the chamber but with the chamber focusing more "on the development side, building membership and helping to serve the people that are already here"

Wilson, who is from Ripley, TN, earned a bachelor's degree at the UT-Martin and a master's degree in public administration at UT-Chattanooga last year. He is a fan of exposing students to good career opportunities at an early age. His local chamber sponsored a youth leadership program when he was in school. Growing up in a county with high unemployment, he saw companies leaving the community and the effect that it had on his family and friends.

(January 2019) When Fayetteville, Tennessee native Corey Albert moved to his wife's hometown of White Bluff in 2017, the local chamber of commerce was not foremost on his mind. But that was before he registered for Leadership Dickson County.

"Everyone told me that there was no better way to learn about my newly adopted county than the leadership program, and they were right," said Corey Albert, the newly hired president of the Dickson County Chamber. "I feel like I know more about Dickson now than my own hometown," he laughed.

Unlike many chamber presidents, Albert did not bring a chamber background to his new position, he brought a financial one. After earning his degree from Freed Hardeman University, he began a career in the financial services industry where he obtained his series 7/66 licenses. Most recently, he worked with Penn Mutual Life Insurance Company specializing in assisting small business owners and families with their financial plans. During his time in the Leadership, and now with the board of the Leadership Dickson County Alumni Association, Albert noted that he was able to build a great rapport with the chamber staff, which he described as "a stellar group that is doing an excellent job.

Already an active member of the White Bluff community, Corey coaches a White Bluff Junior Pro basketball team. He is married to Kaley (Gross) Albert. He's a Tennessee Vol fan who enjoys anything outside, including hiking, camping, fishing, hunting and golf. Albert will begin his chamber duties on Monday, February 4.

Source: TNECD and Tennessean



ECD Advances Prep Work on Five Regional Sites

TNECD (January) Tennessee Department of Economic and Community Development will spend more than \$5 million in 13 communities to move forward infrastructure and site development work aimed at landing large projects. Five of the properties are within the Middle Tennessee area.

The state's spending on site development is part of the Rural Economic Opportunity Act adopted by lawmakers three years ago. Newly installed Governor Bill Lee has made rural economic development one of his main early initiatives.

The grants were reviewed and approved by state ECD staff as well as officials from Austin Consulting, the Tennessee Valley Authority, the Tennessee Department of Environment and Conservation, the Tennessee Department of Transportation and USDA Rural Development.

The following Middle Tennessee projects were included in this round of funding:

- The Clarksville-Montgomery County Industrial Development Board was awarded \$500,000 to grade 42 acres at **Clarksville Montgomery County Corporate Business Park North**. The massive business park between Interstate 24 and the Kentucky state line already is home to an LG plant and a large Google data center, among others. Its north section spans more than 800 acres.
- The City of Columbia's Industrial Development Board has been granted \$1 million to buy 129 acres on the west side of the city. The **Oakland Rail Site** sits near the intersection of US Highway 43 and US Highway 412.
- Lewisburg's Industrial Development Board has been granted \$378,000 to buy 27 acres adjacent to the **I-65 Commerce Park**. This property lies just east of the Interstate 65 at exit 32 and already is home to facilities for Christian Brands and Japanese auto parts supplier Meiwa.
- Macon County will receive \$27,000 for the development of a Master Plan for an expansion of the **Lafayette/Macon County Industrial Park**, home to Cobb Vantress and Tennplasco.
- Stewart County has been granted \$35,155 to conduct an archeological survey and perform a rail feasibility study at the **Stewart-Houston Industrial Park**. This industrial park is in two counties - Houston County and Stewart County and is publicly owned. It is home of Glastonbury Southern Gage and Tennessee Wire, among others.

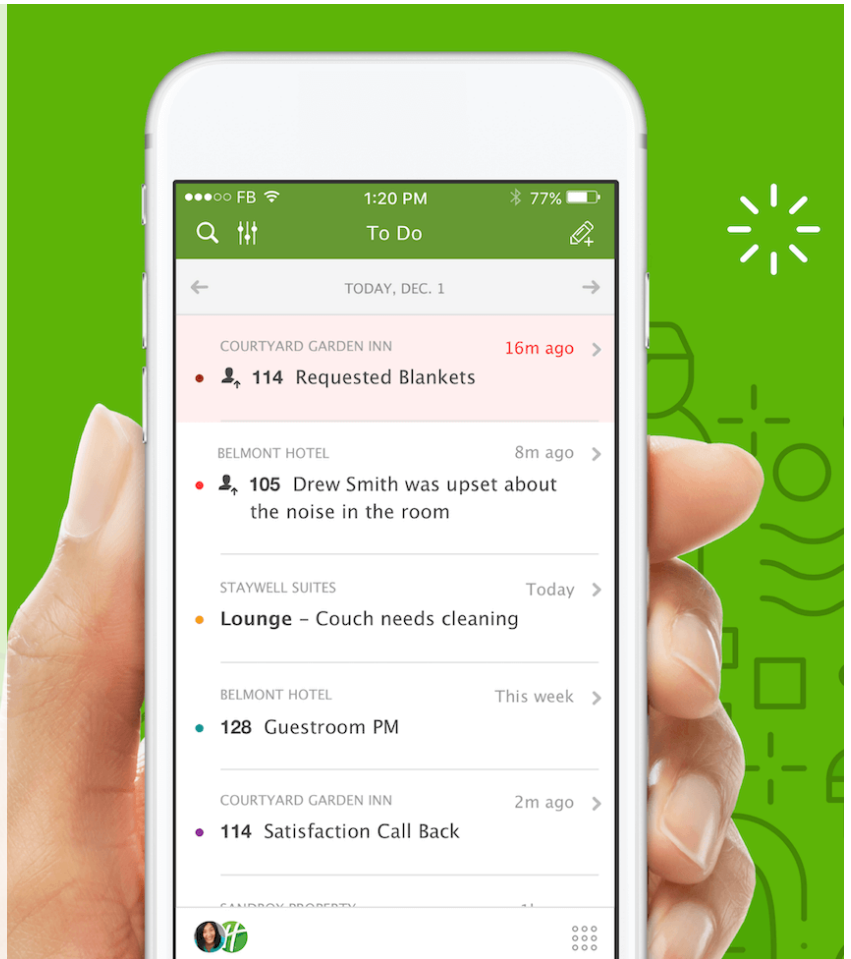
Source: TNECD and Nashville Post

Franklin Tech Firm Adding 45 Jobs

FRANKLIN (February) As the region's hotel and tourism sector continues to grow, so, too, does a Franklin tech firm that specializes in hotel-management software. Quore announced it will expand its Franklin operations for its hotel management software business. The hotel management software company will create 45 new jobs and invest approximately \$780,000 in Williamson County.

Quore offers cloud-based software to help hotels run their day-to-day operations, including staff communications, housekeeping and service recovery. Quore is the hospitality industry's market leader of hotel management software. With software used by more than half of the top 100 highest-earning hotel management companies in the U.S., Quore Founder and CEO Scott Schaedle said the growth is being spurred in part by the company's work in international markets. In the release, he praised state officials for the support.

Source: TNECD



Auto Supplier Reveals \$11.4M Middle Tennessee Investment

PORTLAND (February) Togo North America Inc. will invest \$11.4 million to establish a production facility in Portland and create 58 jobs over the next five years.

Togo North America, a subsidiary of Japan-based Togo Seisakusyo Corporation, plans to produce automotive parts, including hose clamps, return springs and flat springs at its Portland facility, located in the Tennessee-Kentucky Business Park. The auto supplier will occupy a

107,000-square-foot building at 9534 Eubanks Rd. in Portland, where it anticipates starting operations in the fourth quarter of 2019.

Founded in 1940, Quality Spring Products grew to become a division of the Kuhlman Corporation in 1964, and later, formed a joint venture partnership with Togo Seisakusyo Corporation of Nagoya, Japan. Today, Quality Spring Togo, Inc. is wholly owned by Togo Seisakusyo Corporation, and utilizes the combined practices of Japan's largest cold-forming spring manufacturer with the proven expertise and spring manufacturing experience of Quality Spring Products.

"Tennessee is an ideal location in relation to our customers and their expanding presence south of the boarder," Sandee Sawdey, Togo North America's human resource manager, said. "We are looking forward to becoming part of the Portland community. We would like to thank the City of Portland officials and the staff of the Tennessee Department of Economic and Community Development for all their support in making this a reality. We will be preparing to start production by the end of this year and have many exciting opportunities developing which will increase our global footprint."

Source: TNECD



Integrity Breaks Ground on New Facility

PULASKI (February) Representatives from Integrity Injection Mold, Inc. and Integrity Tool and Mold were in Pulaski for the groundbreaking of their new 35,000-square-foot facility which will be located in the Dan Speer Industrial Park South. Integrity Injection Mold Inc. plans to create approximately 80 jobs at the new facility.

Representatives from city and county government, MTIDA, Tennessee Department of Economic and Community, Tennessee Valley Authority and South Central Tennessee Development District were present.

Executive Director Bob Bibb said "We thank Integrity for investing in Tennessee and in Giles County. The Tennessee

Valley Authority, the Tennessee Department of Economic and Community Development and the South Central Tennessee Development District all work together to help make these expansions happen. These expansions also add to the quality of life locally since employees can live nearby instead of making a long commute."

The first Integrity plant in Pulaski opened in 2007 and expanded to 42,000-square-feet in 2014. Integrity's global headquarters is in Oldcastle, Canada where their first plant opened in 2000, they also have plants in Mexico. In 2018-2019, Integrity has expanded to operating plants in three countries with approximately 600-700 employees.

Source: Pulaski Citizen

Icee Leaves California, Brings HQ to Middle Tennessee

LAVERGNE (March) The Icee Co., which makes a range of frozen beverages and slushies, is relocating its corporate headquarters from California to La Vergne, about 20 miles southeast of Nashville. The facility will be located in the 200 block of Mason Road in La Vergne.

The company revealed that it would invest \$10.3 million to make the move, creating more than 200 jobs in Rutherford County over the next five years. The full scope of incentives the 52-year-old business will receive for its trek from just east of Los Angeles was not immediately clear.

The announcement ranks among the largest jobs' announcements for Rutherford County since 2011. It's particularly notable because it includes

corporate, front-office jobs. Much of the county's previous job growth has centered on manufacturing and distribution.

At the press conference, Icee CEO Dan Fachner said Panattoni Development Co. will build the headquarters, which should be open late this year. Fachner said Icee had been searching for a new headquarters for well more than a year, and "eliminated nine or 10 other states or areas around the country," ultimately choosing La Vergne. Fachner said 75 percent of Icee's customer base, such as movie theaters and gas stations, are within a 1,000-mile radius of Middle Tennessee. ICEE has existing business relationships with Tennessee companies like Regal Theaters, Mapco, Dollar General and others.

(Continued next page)



(Icee, continued)

The headquarters search was code-named Project Bear, a nod to Icee's polar bear mascot. In November, the Rutherford County Industrial Development Board approved close to \$700,000 of tax breaks for the then-unidentified company. Icee pledged to create 207 office and distribution jobs, at an average annual wage of \$60,152, according to the board.

Founded in 1967, The ICEE Company is a subsidiary of J&J Snack Foods Corp. and operates service and distribution centers throughout the United States,

Mexico and Canada. ICEE is distributed globally across Europe, China, Central America and the GCC. Its brand portfolio includes ICEE®, SLUSH PUPPIE®, ARCTIC BLAST®, Parrot-ice® fruit smoothies, THELMA's® frozen lemonade, Nitro cold brew frozen coffee dispensed out of Twisted Chill® by ICEE machines, and frozen cocktails. The ICEE Company is also a major service provider to the foodservice category through ICEE Managed Service.

Source: Nashville Business Journal



WESTMORELAND (March) Westmoreland is about to get its largest employer, paying well above minimum wage, thanks to an expansion of Alabama-based Wilson Lumber Company. Wilson Lumber signed a lease for the 30,000-square-foot space in the Westmoreland Business Center, formerly the Westmoreland Expo Center at 4011 Fleetwood Drive. The company intends to launch a portion of the business in February 2019, and the space will be used as a roof truss facility.

The family owned and operated business will invest more than \$4.5 million and create 75 jobs in rural Sumner County over the next five years.

Forward Sumner Economic Partnership was instrumental in connecting the community with the company and hosted a welcoming celebration to show gratitude to Wilson Lumber's adding a facility in Westmoreland.

Charly Lyons, Tennessee Central Economic Alliance, stated in a news article that this was truly a team effort that is projected to add 70+ jobs in the next five years. The day was filled with thanks and praise to Wilson Lumber, from the leadership of Forward Sumner.

In attendance at the celebration was Tennessee Department of Economic and Community Development, Middle TN Industrial Development Association, Tennessee Valley Authority, Greater Nashville Regional Council, Tri-County Electric, NCTC, Westmoreland's Mayor Jerry Kirkman, Chamber of Commerce, Industrial Development Board, and Sumner County Executive, Anthony Holt. Tennessee Central Economic Alliance thanked all of these outstanding talents for their efforts to make this multi-million-dollar investment in Sumner County happen.

Source: Tennessee Central Economic Alliance Newsletter and Tennessean



Asurion Breaks Ground on New Nashville HQ

NASHVILLE (March) Asurion broke ground on its 552,800-square-foot Gulch headquarters, and the company's CEO hopes the new space will allow employees to spend extra time in the trendy neighborhood.

The \$252 million, two-tower office development, which Asurion is leasing the majority of from Highwoods Properties Inc., will feature a large two-acre outdoor terrace, a cafeteria, a coffee shop, a large ramp for bike access and a video-production studio.

The headquarters will also feature big collaboration areas and bridges between the two towers, Highwoods CEO Ed Fritsch said.

Asurion, which relocated from California to Nashville in 2003, today ranks among the 10 largest private employers in Middle Tennessee. Asurion's reported \$8 billion of sales in 2017 ranks the company No. 1 on the NBJ's List of privately held businesses in Nashville.

Asurion will combine its four existing offices and 1,600 employees into the new Gulch hub. The company plans to hire an additional 400 workers once the space is open, which will make it one of Nashville's three largest downtown employers, along with Bridgestone Americas and HCA Healthcare Inc.

Asurion CEO Tony Detter said having four offices across the city often requires employees to travel between the locations multiple times a day. He said having all 2,000 workers under one roof will encourage teamwork while reducing the hassle of transit.

When the company moved to Nashville 16 years ago with 600 employees, there wasn't a lot of competition for tech talent. But with the impending arrival of Amazon and Oracle's reported interest in Music City, keeping and retaining talent is likely to become a bigger issue for area companies.

The buildings will be located on a curvy 5.4-acre property, previously owned by Gannett, at 120 11th Ave. N. Construction is expected to finish in 2021.

Source: Nashville Business Journal



- ✓ SmileDirectClub will invest \$217 million to expand Middle Tennessee presence
- ✓ Project represents 2,010 new jobs
- ✓ Second expansion in Nashville in two years
- ✓ Company currently employs more than 1,600 people in the Nashville area

SmileDirectClub to Create 2,000 Jobs

NASHVILLE (March) SmileDirectClub officials announced the company will invest \$217 million to expand its headquarters and facilities in Middle Tennessee.

SmileDirectClub, the market leader and pioneer of doctor-directed, remote invisible aligner therapy, will create 2,010 new jobs in Nashville and Antioch over the next five years.

This is SmileDirectClub's second expansion in Middle Tennessee in two years. In February 2017, the company announced a \$4.5 million expansion across two Davidson County locations, which supported the creation of nearly 450 new jobs. Currently, SmileDirectClub employs more than 1,600 people in the Nashville area.

SmileDirectClub provides an affordable option to those searching for access to a straighter, more confident smile for much less than traditional treatment methods, and without having to visit the orthodontist's or dentist's office.

Founded in 2014, SmileDirectClub employs more than 4,300 people and has helped over 500,000 customers around the world achieve their best smile. Utilizing its teledentistry platform, SmileDirectClub connects customers with a duly licensed dentist or orthodontist in their state who remotely creates a personalized SmilePlan and continually monitors their progress.

With an average treatment length of six months, SmileDirectClub straightens smiles for 60 percent less and three times faster than traditional braces.

Source: TNECD



National Home Builder Will Invest \$14 Million in Westmoreland

**Clayton Homes is
one of the largest
homebuilders in
the nation**

WESTMORELAND (April) Clayton officials announced that the home builder will establish a Clayton Supply® facility in Westmoreland.

East Tennessee-based Clayton Homes will invest \$14 million in Sumner County and will hire nearly 110 new team members over the next two years. After renovations, the 130,000-square-foot facility, located at 1720 Pleasant Grove Road, is expected to begin operations early next year.

The supply facility will be dedicated to the launch of a new division of pre-manufactured assemblies for on-site home builders. Clayton plans to manufacture wall panels and trusses for single and multifamily residential site-built homes.

Headquartered in Maryville, Tennessee, Clayton is one of the largest homebuilders in the nation and offers traditional site-built homes and off-site built housing, including modular homes, manufactured homes, tiny homes, college dormitories, military barracks and apartments.

Clayton was bought by Warren Buffet's Berkshire Hathaway for \$1.7 billion in 2003. In 2016, Clayton Homes bought Gallatin-based Goodall Homes, which was founded by president and CEO Bob Goodall in 1990. Clayton currently employs approximately 5,400 Tennesseans.

Clayton's subsidiaries include Clayton Home Building Group®, Clayton Supply and Clayton Properties Group®, Vanderbilt Mortgage, 21st Mortgage® and insurance company HomeFirst® Agency.

Source: TNECD

MARK YOUR CALENDAR

NEW DAY AND PLACE

MTIDA Annual Seminar, lunch, and golf outing will be held **Thursday**, July 25, 2019 at the Embassy Suites in Cool Springs.



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