

2018 Annual Report



Overview



Tim Frame, 2018 Chair

In 2018, the Economic Development Corporation of Wayne County celebrated its 25th anniversary. That's 25 years of working for the residents, employees, and businesses within Wayne County by promoting economic development and economic success. It was a privilege and honor to serve as the 2018 Board Chair for the EDC. The Board of Directors represents a talented cross section of local business and civic leaders that are heavily engaged in supporting local economic growth and development.

In many ways the EDC serves as the "sales force" for Wayne County. Whether the EDC is responding to requests for proposals from afar, seeking out land for future development opportunities, providing grants to local businesses for new projects, or promoting education and training opportunities, the EDC maintains a critical role for our current and future success.

As with any successful organization or mission, the key ingredient is people. We are fortunate to have Valerie Shaffer serving as President of the EDC in Wayne County. Valerie's tenure as President has been one of accomplishment, with 2018 being no exception. Valerie's knowledge of local, state, and regional resources and opportunities are invaluable to businesses considering a local expansion or a move to Wayne County. A talented leader tends to attract other talented people, and the EDC certainly has an exceptional team. Renee Doty, Manager of Community Affairs, Sarah Mitchell, Manager of Existing Business & Education, and Alaina Geres, Office Manager, are all highly skilled professionals that work extremely well together in support of the EDC's mission.

The mission has been refined over the years as the needs and opportunities have evolved. Essentially, the EDC strives to improve the business environment and employment opportunities in Wayne County by identifying, addressing and overcoming obstacles to business retention, growth, and development by encouraging the retention and expansion of existing businesses, attracting new investment, and by encouraging investment in the workforce through education and training of its people. Throughout 2018, the EDC was again very active in the support of local business expansion. These projects included Grace Sales & Engineering, JM Hutton, Omen USA, SugarCreek and Taconic Biosciences.

For companies to be successful, they must be able to attract and maintain a qualified workforce. To assist in this effort, the EDC expanded the "Home in Wayne" campaign in 2018 with the objective to further increase awareness of Wayne County for people who are looking for jobs as well as a place to call home. From professionally produced videos highlighting local people living and working in Wayne County to an enhanced social media campaign, the focus remained of Wayne County not only being a great place to work but to live as well.

Workforce development initiatives continued as well throughout 2018 with a special emphasis on reaching out to high school students. From "Manufacturing Day" tours of local companies, "Find a Job Fridays" where employers visited area schools, to ongoing WorkKeys testing offered to students with the assistance of Ivy Tech Community College, the overall emphasis was to inform young people of their opportunities for success right here in Wayne County.

Whether we are looking at the next year, the next five years, or even the next 25 years, the importance of an active and engaged Economic Development Corporation of Wayne County remains critical to the success of our communities. When our EDC is successful, we all win together.

- Tim Frame, President
West End Bank

Outgoing Board Members

The EDC of Wayne County is happy to recognize the contributions of four outgoing board members: Johnnie Barrett, Jeff Jackson, Josh Russell, and Paul Witte.

Johnnie Barrett was appointed to the board of directors by the Centerville Town Council in 2016 and served a three-year term. Johnnie was an active member of the Marketing and Communication Committee during his time on the board.

Jeff Jackson was appointed to the board of directors by the Mayor of the City of Richmond in 2015. During his time on the board he served on the Executive/Finance Committee as treasurer in 2015, vice chair in 2016, chair in 2017 and past chair in 2018. In 2019 the board reluctantly accepted Jeff's resignation due to business interests. This was Jeff's second time to serve on the board of directors. In total, Jeff spent eleven years serving the community and aiding in county-wide economic development efforts.

Josh Russell was appointed to the board of directors by the Wayne County Council in 2016 and served a three-year term. During his time on the EDC Board Josh lent his expertise to the Industrial Park Committee.

Paul Witte was appointed to the board of directors in 2013 by the Wayne County Area Chamber of Commerce. Paul was reappointed to a second term in 2016. While on the board Paul was a member of the Industrial Park Committee from 2013 to 2016. In 2014, Paul was elected secretary and became a member of the Executive/Finance Committee. In 2015, Paul served as the vice chair, and was elected to chair of the board in 2016. He remained on the Executive/Finance Committee in 2017 as the past chair.

The EDC is fortunate to have these outstanding board members volunteer their time and effort to improving the economy and quality of life for Wayne County. Their time and talents are appreciated not only by the EDC, but also by the entities they were chosen to represent and the greater community.

2018 Officers

Chair – Tim Frame (Wayne County Area Chamber of Commerce)

Vice Chair – Robert Warner (Hagerstown Town Council)

Treasurer – Larry Parker (Richmond Common Council)

Secretary – Sayward Salazar (Mayor of the City of Richmond)

Immediate Past Chair - Jeff Jackson (Mayor of the City of Richmond)

2018 Board of Directors

Johnnie Barrett (Centerville Town Council)

Roger Golden (Wayne County Commissioners)

Beth Leisure (Cambridge City Town Council)

Josh Russell (Wayne County Council)

Randy Templin (Wayne County Area Chamber of Commerce)

Paul Witte (Wayne County Area Chamber of Commerce)

Susan Yaeger (Wayne County Commissioners)

(appointing body)

EDC Staff



Valerie Shaffer
President
valerie@whywaynecounty.com
13 years of service



Renee Doty
Manager of Community
Affairs
renee@whywaynecounty.com
16 years of service



Alaina Geres
Office Manager
alaina@whywaynecounty.com
7 years of service



Sarah Mitchell
Manager of Existing
Business & Education
sarah@whywaynecounty.com
1 year of service

Partnering Communities

Cambridge City
Centerville
Economy
Hagerstown
Milton
Mt. Auburn
Richmond
Wayne County

Business Development



Omen USA

Israel-based Omen USA added 21,000 square feet to their existing 76,000 square foot facility located at 1600 Rich Road in Richmond. The new space allowed the aluminum die casting company to add new product lines. The company invested a little over \$15 million and committed to creating 200 new jobs. The EDC was able to provide an EDIT grant in the amount of \$237,000 to help facilitate this expansion. The company produces aluminum drivelines, steering components, and oil pumps. In 2016, Omen USA announced they would make Richmond their first North American location investing \$16 million and creating 100 new jobs. Their latest expansion will bring their total employment to 300 full time jobs by the end of 2022.

SugarCreek

This state-of-the-art food processor added new equipment in 2018 allowing them to add additional food production capabilities to Hall 4 of the expansive facility. SugarCreek is located in the Gateway Industrial Park outside of Cambridge City at the Interstate 70 and State Road 1 interchange. After expanding their existing facility to over 418,000 square feet the company cut the ribbon on the newly renovated facility in 2016. Since then the company invested another \$33 million and committed to creating an additional 150 new jobs. Projected employment will reach 550 full time employees by the end of 2020.



SugarCreek Ribbon Cutting 2016





JM Hutton & Co., Inc.

Founded in 1845 as a saw mill, JM Hutton & Co. is one of Richmond's oldest companies. Today the company manufactures both metal and wood caskets as well as deep draw and stamping capabilities, laser cutting, and powder coating for several industries including heavy truck, locomotive, aeronautical, and medical industries.

In 2018, the company purchased another state-of-the-art laser cutting machine for their location at 1501 South 8th Street in Richmond. The \$1 million investment will allow the company to increase production capabilities and create 7 new jobs. The EDC was able to assist by providing an EDIT grant in the amount of \$10,160.

Taconic Biosciences



Taconic Biosciences was the first company to locate in the Gateway Industrial Park in 2004. Since then the EDC has been happy to partner with the company on several expansion projects. The most recent expansion included upgrades to two animal production buildings and construction of a new quarantine building to house new animals arriving at the facility. Taconic Biosciences invested a little over \$1.2 million and has committed to creating 6 new jobs. The EDC assisted by providing an EDIT grant in the amount of \$13,500. Taconic Biosciences is a life science company providing high quality lab animals to research companies and educational institutions.



Business Development

Grace Sales & Engineering, LLC

This new company, located at 4810 Woodside Drive in Richmond, will reclaim and compound recycled thermoplastic and rubber materials into a product suitable for sheet extrusion. Company officials estimate they have the ability to compound 9 to 12 million pounds of recycled thermoplastic and rubber materials annually that will be suitable for reuse as various sheet products for industrial, agricultural, commercial, and environmental customers. In addition, the company estimates they will remove 600,000 to 1 million pounds of thermoplastic and rubber from the solid waste stream on an annual basis. The company represents a new investment of \$1.1 million and has committed to creating 14 new jobs. The EDC provided an EDIT grant of \$41,000 to assist this new and growing company.

2018 Project Summary

- Total Number of Projects – 5
- Total New Job Commitments – 377
- Total New Annual Payroll - \$13,455,998
- Average Hourly Wage - \$17.16
- Total Private Investment - \$51,435,693

Cost of Living Rankings

The EDC has participated in The Council for Community and Economic Research's Cost of Living Index for several years. The survey uses price data from metropolitans

and micropolitans like Richmond. Through participation in the survey Richmond received positive news coverage from national media. In Kiplinger's 10 Cheapest Small Towns in America, Richmond was in the top spot. In CNBC's coverage focused on U.S. Cities Where \$1 Million Goes Furthest, Richmond ranked third. In addition, the website smartassets.com featured an article on locations where \$1 million would last the longest. Richmond ranked third in this article with \$1 million lasting 39.3 years. It takes more than a low cost of living to make a great place to live. That's why coupled with our outstanding quality of life, Richmond and Wayne County is a great place to call home. Through the EDC's Brightside and Home In Wayne campaigns we continually market all of the positive attributes of living and working in Wayne County.

C2ER

THE COUNCIL FOR COMMUNITY
AND ECONOMIC RESEARCH

Talent Recruitment & Retention



National Manufacturing Day

National Manufacturing Day is an initiative that highlights the opportunities a career in manufacturing can provide. The EDC partnered with Ivy Tech Community College and the Wayne County Area Chamber of Commerce to promote Manufacturing Day in Wayne County. In 2018 over 180 students from four area high schools participated in company tours and open houses at six local companies. Students were able to see what a modern manufacturing facility looks like, learn what skills employers are looking for, and see employees in action. High schools who participated in Manufacturing Day included Richmond, Lincoln, Northeastern, and Hagerstown. Companies who opened their doors to educate our students included SugarCreek, Belden, Primex Plastics Corporation, Quanex Building Products, Holland Colours and Johns Manville. Thank you to all who participated!



Work Ready Communities

ACT's Work Ready Communities initiative provides a framework to build an economic development and community based approach to identifying, measuring, and closing skill gaps among workers and job seekers. Wayne County achieved its Work Ready Community designation in 2016. Since then focus has been on completing the goals to maintain the designation. As part of the maintenance efforts focus has been on

working with area high schools to test juniors and seniors. In 2018, 35 students were able to take the WorkKeys test to assess their current skills level and determine where they need improvements. The WorkKeys test can also provide direction to students looking to make a career choice. In addition to working with high school students, 78 companies indicated they support the ACT Work Ready Initiative in Wayne County.



Home in Wayne

In 2018 work continued on the new talent recruitment campaign, Home in Wayne. Springboarding off efforts late in 2017 the website, homeinwayne.com, was expanded to provide more data and content to help visitors learn about the benefits of living and working in Wayne County. A cost of living tool was added, along with resources to help parents find suitable child care, and an interactive map that showcases not only the large number of amenities in Wayne County, but what the region has to offer as well. The expanded website was created to be a resource for employers in their talent recruitment efforts. With unemployment low, and job openings on the rise, the EDC recognized it needed to play a larger role in helping local employers fill jobs by recruiting talent from outside the county. The information on the website will continue to evolve as employers identify other sources of information pertinent to their recruitment efforts.

In addition to the expanded website, a series of videos were produced featuring musicians Brian and Molly Wallen (pictured above). The videos highlight the many reasons Brian and Molly call Wayne County their home. The videos are showcased on homeinwayne.com as well as used in social media promotions. The Home in Wayne hashtag continues to gain popularity on Facebook and Instagram and provides a way for people to share what they love about Wayne County. Ads promoting Home in Wayne were also placed in Livability Magazine, the Richmond/Wayne County Travel Guide, and the Cambridge City Antique and Information Guide.

Talent Recruitment & Retention



Hoosier Opportunity

The EDC, along with our partners in Jay and Randolph counties, created hoosieropportunity.com to connect jobseekers from anywhere with employers in the three counties and to showcase the employment opportunities available in the region. Employers can post open positions free of charge on the website as long as the positions pay \$10 or more an hour. The website continues to add new companies as well as a diverse number of employment opportunities. Through a combined annual marketing budget of \$30,000 Hoosier Opportunity is promoted throughout the three counties through radio, newspaper ads, billboards, and most recently Ball State University's athletics department's social media outlets and live during sporting events. The website is also promoted through participation in community events such as festivals and job fairs. In 2018, Hoosier Opportunity participated in 10 job fairs including the Wayne County Area Chamber of Commerce Senior Job Fairs, the Eastern Indiana Veteran Resource Fair, and job fairs sponsored by the Boys and Girls Club of Wayne County, and the NAACP.

Find a Job Fridays

Find a Job Friday is a program developed by the EDC that gives employers valuable opportunities to engage the workforce of the future through visiting Wayne County high schools during lunch periods. Representatives from companies speak directly with interested students about internships and career opportunities available in Wayne County after high school graduation. Students get a chance to ask questions about skills needed, company culture, and careers available. Businesses participating in 2018 included: Contract Industrial Tooling, Reid Health, Hill's Pet Nutrition, Dot Foods, Primex Plastics Corporation, Johns Manville, Blue Buffalo/Heartland Pet Food Manufacturing, Qualex Building Products and the Richmond Fire Department. The EDC also uses #FindaJobFriday as a marketing tool to promote career postings on our regional employment website, hoosieropportunity.com.

Collaboration

Partnership Award

Each year the EDC recognizes an individual or organization who has gone above and beyond to strengthen Wayne County's economic development efforts. This year the EDC recognizes Wayne County Commissioner, Ken Paust. Ken has been willing to take on several large and challenging projects. But the first thing he will tell you is he didn't do it alone. It takes a team. Ken was chosen as this year's recipient of the Partnership Award for his ability to bring people together for the good of our community. Most recently Ken was instrumental in pulling together a taskforce made up of community and business leaders, as well as elected officials, to create a plan to gain control of the former Elder Beerman building, an integral part of Richmond's downtown. Ken also worked on a collaboration between the City of Richmond, the Town of Centerville, and Wayne County officials to make improvements to Gaar Jackson and Round Barn roads, which was necessary to support the growth of the Midwest Industrial Park when Blue Buffalo made a commitment to locate in Richmond. Ken also worked with Wayne County officials, Mayor Dave Snow, Richmond Common Council and Reid Health to find the funding to demolish the former hospital property to remove the blight and open that site up for redevelopment.



Ken Paust

Early in his public service career Ken saw the value of economic development. As part of the earliest efforts in economic development he worked with local leaders to construct a new street by the former Alcoa building to increase investment opportunity. He partnered with local business and community leaders to create an organization dedicated solely to economic development in Wayne County and supported hiring the EDC's first full-time economic developer. Ken says he's a dreamer and is always looking for future opportunities. When he voted many years ago to provide funding to stabilize the roof over the Depot building he was thinking that one day that building would be brought back into use. He even thought it would be a great place for the economic development office. Many years later his vision paid off not only for the use of the Depot building, but also for the county's economic development efforts. What is Ken's vision for Wayne County's future? For the county to continue to grow and benefit future generations down the road. We are grateful for the work Ken has done on behalf of Wayne County.

Regional Stellar Partnership

Eastern Indiana Transforms was a taskforce developed from members of the Eastern Indiana Regional Planning Commission to develop projects and apply for funding through the State of Indiana's Regional Stellar program. Member counties include Wayne as well as Fayette, Randolph, Rush and Union. The taskforce worked together to develop a list of projects designed to improve the quality of life and workforce for the Eastern Indiana region. Growth in Eastern Indiana is only possible if the decline in population, which has been occurring for decades, can be stopped. Projects were chosen based on their connection to attraction, retention and development of talent. Whether they focused on building quality of



place by improving connectivity, creating needed housing opportunities, directly developing a person's ability to join the workforce or improving the health and wellness of people so they could be a part of the workforce, the mission remained the same. While the region was not selected, the effort involved resulted in creating and strengthening relationships of those working in the region to improve the quality of life and build a strong workforce. The group continues to seek funding for projects identified in the plan.

Japan Mission

Indiana is a top location for Japanese investment. Over 280 Japanese owned businesses operate across the state employing more than 58,000 people. Six Japanese owned companies currently call Richmond home. The East Central Indiana Regional Partnership (ECIRP), building off the first Japan Mission in 2016, organized a second mission in 2018 to continue to strengthen relationships with Japanese companies who've invested in the region. Valerie Shaffer, along with Richmond Mayor Dave Snow and Dyron Dabney, director of Earlham College's Japan Studies made up the Richmond delegation. Before joining the ECIRP delegation in Tokyo, the Richmond delegation spent two days visiting with local officials and dignitaries in Richmond's Sister City, Unnan. In addition, Valerie and Mayor Snow visited with executives at company headquarters for Suncall, TBK, and Asahi Tec. Along with the regional delegation, visits were made to the headquarters of original equipment manufacturers located in Indiana that included Honda, Toyota and Subaru. The group also met with a delegation from Tochigi Prefecture, Indiana's Sister City and Aichi Prefecture who have a memorandum of friendship with the state of Indiana. Visits were also made to the Japan External Trade Organization (JETRO) and connections were made with new companies considering investment in the United States. These trade missions are an important component of continuing to build relationships with our partners in Japan who continue to invest in our great state and our county.



Honda
Tokyo, Japan



Richmond Sister City, Unnan



Industrial Park Development

The growth and marketability of Wayne County's industrial parks is crucial for new investment as well as the retention and expansion of existing companies. The EDC, with the support of its Industrial Park Committee, has been involved in projects in both of Wayne County's industrial parks.



Midwest Industrial Park

Gateway Industrial Park Cambridge City

The EDC worked closely with the Western Wayne Regional Sewer Board, Wayne County Government, and leadership at SugarCreek to explore expansion solutions to increase wastewater treatment capacity for Western Wayne County. While a solution has not yet been agreed upon, the working group continues to collaborate on investigating the best possible scenario not only for the park, but for all the businesses and residents located within the sewer district.

Midwest Industrial Park Richmond

There were two areas of focus in the Midwest Industrial Park. The first area was to develop a plan to remove barriers to marketing the remaining acreage in Phase I of the park. The plan includes mitigating wetlands, repairing field tiles, reworking the configuration of a detention basin, and reconfiguring the remaining available lots. The second area of focus was to identify and negotiate additional land options for new industrial park development. Both areas of focus are still in progress and will continue into 2019.

Celebrating 25 years of progress



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