

Milwaukee



TID 108
(5th and Michigan)



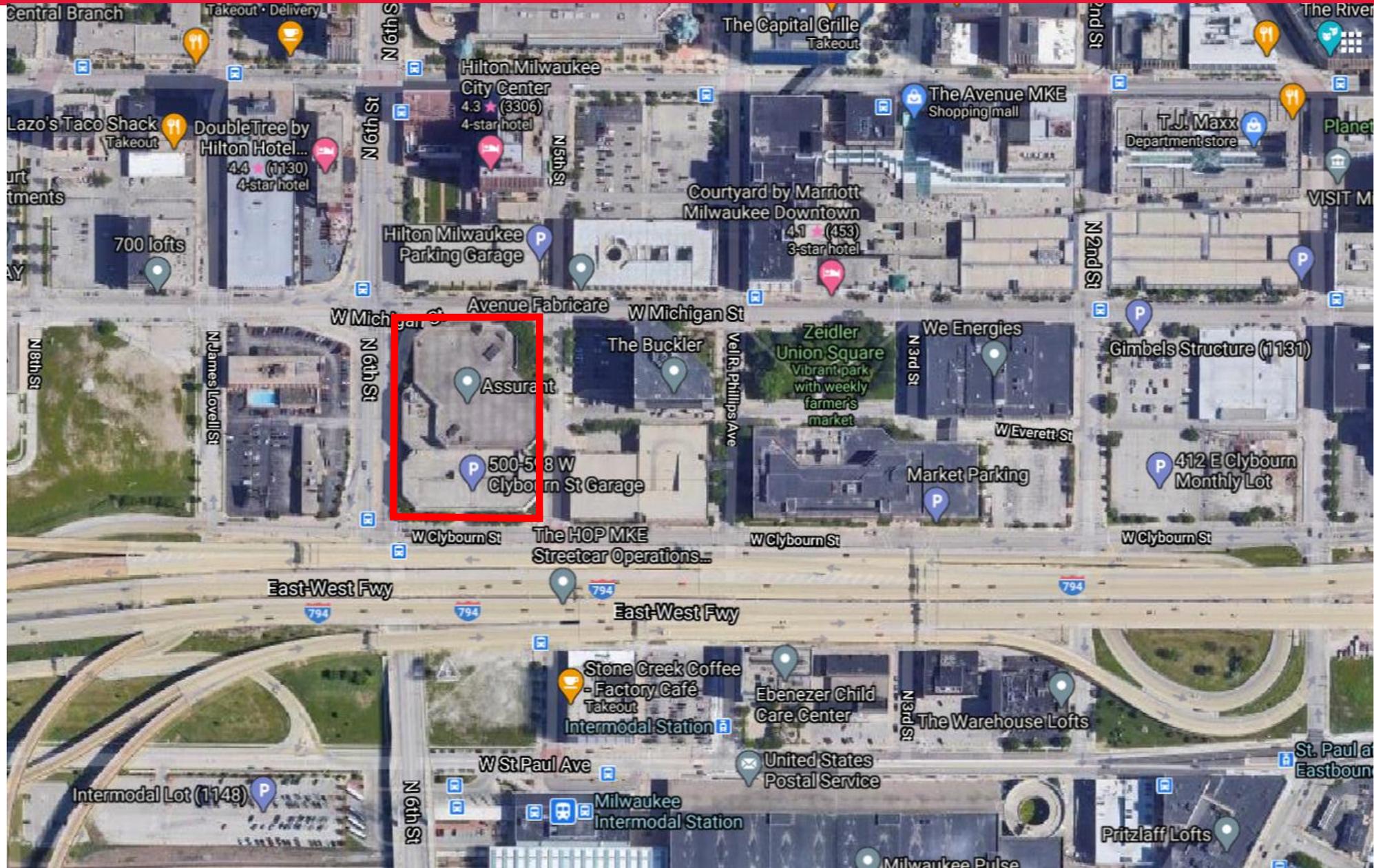
TID 108 (5th and Michigan)



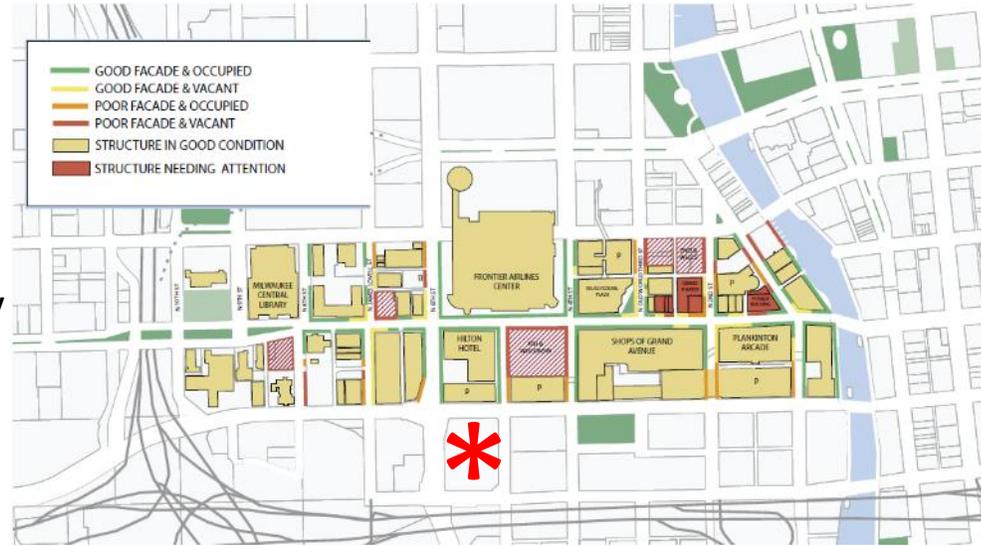
Building

- 350,000 SF
- 850 parking spaces

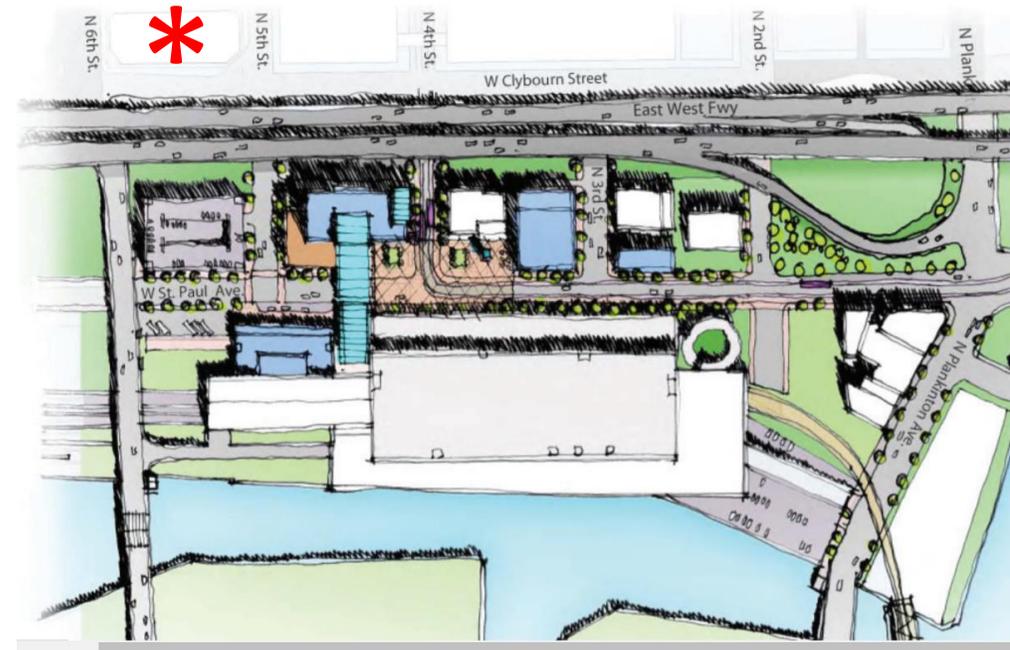
TID 108 (5th and Michigan)



2010 Downtown Plan



Wisconsin Avenue Strategy



West Wisconsin Avenue



West Wisconsin Avenue

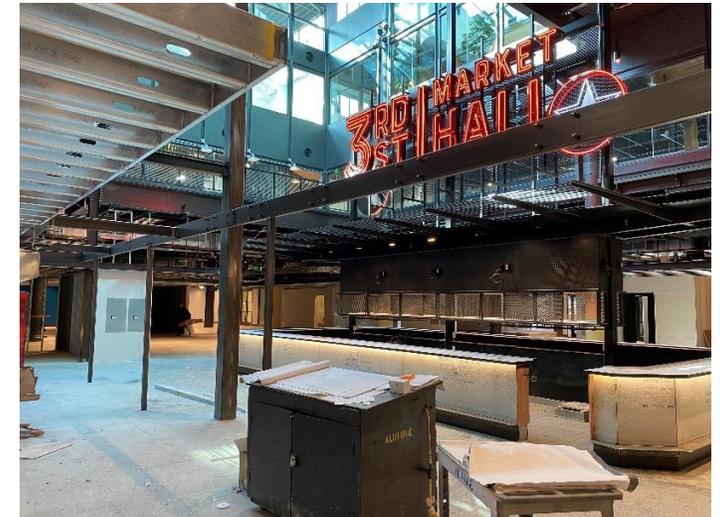


Photo: Scott Paulus

TID 108 (5th and Michigan)



Building

- 350,000 SF
- 850 parking spaces

Initial Project

- \$30m investment
- 1,210 jobs by 2026

Future Expansion

- Up to 4 more floors possible
- 790 additional jobs



Nothing but **HEAVY DUTY.**[®]

Milwaukee Tool Background



Milwaukee Tool COMPANY FACTS



- Division of Techtronic Industries Company
 - Publicly traded on the HK Exchange (0669.HK)
- Approximately 14,800 global employees (~5,300 located in the US)
- Global Sales > \$5 billion USD for FY 2020
- 11 global manufacturing sites (6 in the US, 2 more under construction)
- Global Headquarters in Brookfield, WI



HISTORY



Milwaukee Tool's BEGINNING

- 1924: A.F. Siebert began Milwaukee Electric Tool Corporation on W. State St.
- 1965: Company Moved from Milwaukee, WI to current Brookfield, WI location
- 1973: Mississippi manufacturing facilities were opened
- 1995: Atlas Copco purchases Milwaukee Electric Tool
- 2005: Techtronic Industries acquires Milwaukee Tool





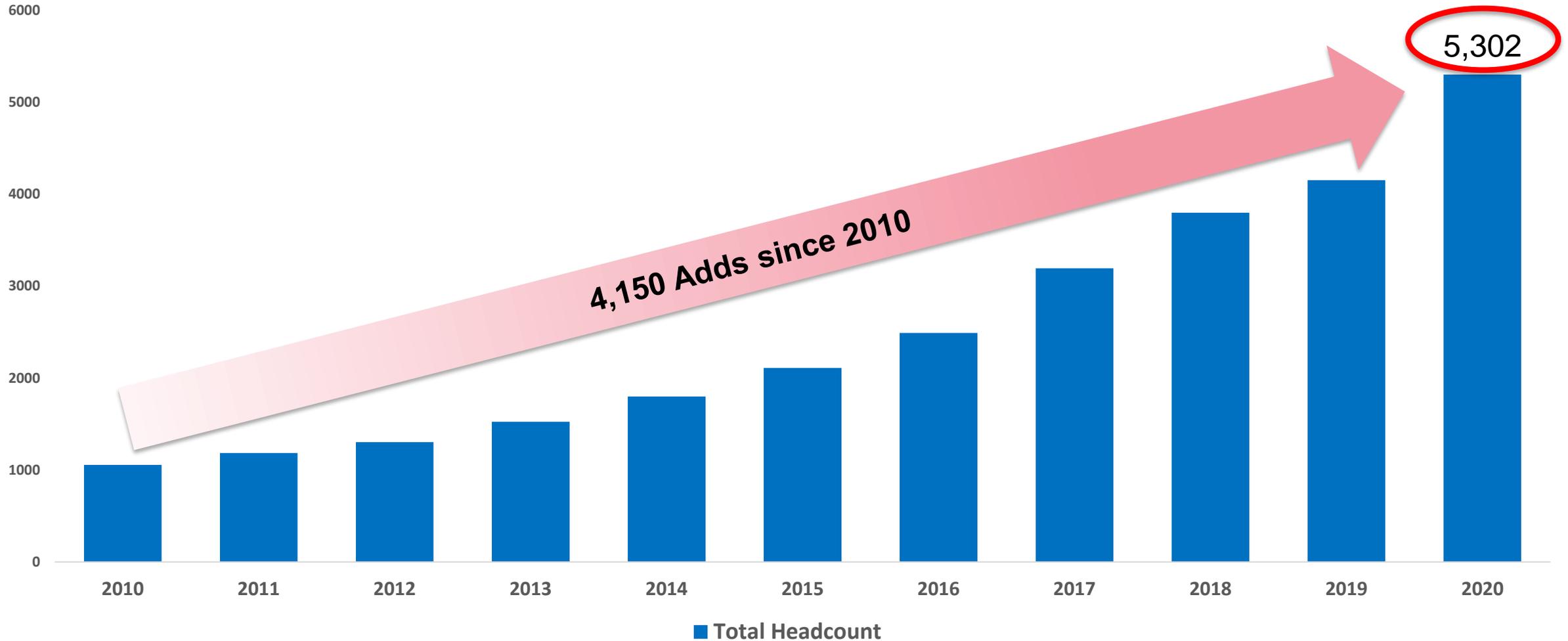
ACQUISITION & INVESTMENT (2007 – 2020)



Over \$700MM of Investment in 13 years



US HEADCOUNT Trend



360% increase in headcount...with more coming



Diversity & Inclusion

Signatory to MMAC's Region of Choice Pledge

MISSION STATEMENT

The Diversity and Inclusion Team drives the company's efforts to enable an **inclusive workplace for all employees**, by encouraging and fostering diversity of thought, experience, and background.

SUCCESSES



**Unconscious Bias Training
Focus Group Pilot Sessions**



D&I Onboarding Survey

UPCOMING INITIATIVES

- **Mentoring Program**
- **Coffee Buddies Internal Networking**
- **Inclusion Resource Library**
- **Leadership Development Workshops**
- **Engagement Survey**





Culture



EMPLOYEE ENGAGEMENT: ENGAGEMENT SURVEY RESULTS!

HIGH PERFORMANCE DESIGNATION

Willis Towers Watson

2019

HIGH PERFORMANCE ORGANIZATION

EMPLOYEE RESPONSE RATE

94%

EXCEEDED ALL BENCHMARKS
WILLIS TOWERS WATSON

3,538

EMPLOYEE PROVIDED COMMENTS

67%

2,378

EMPLOYEE ENGAGEMENT RATE

89%

USA HIGH PERFORMING

RESOURCES & MEANS CAREER & MOBILITY

COMMUNICATION IMMEDIATE MANAGER EMPowerMENT

TEAM MANAGEMENT PLANNING PROJECT

RECOGNITION RELATIONS BETWEEN DEPT. HELP SALES

GOALS SKILLS PAY NEW PRODUCTS & SERVICES CHANGE

LEADERSHIP LEVEL WORK LIFE BALANCES ISSUES

WORKING HOURS CUSTOMER FOCUS

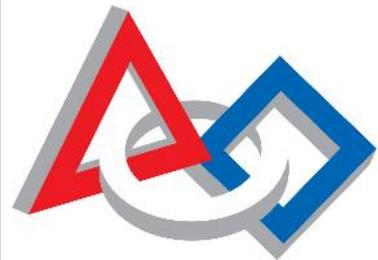
RESPECT & ETHICS STAFF MANAGEMENT TRAINING

FAST



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FIRST®

FIRST ROBOTICS



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stepping
up



for our
COMMUNITY



KIDS BUILDING WISCONSIN



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VETERANS OUTREACH



GLASSDOOR TOP 100 RANKINGS 2021:

VOTED #44 BEST PLACES TO WORK®

#44 Milwaukee Tool



4.3



[See Reviews](#) | [View Jobs](#)

“ Amazing friendliness from people throughout the organization makes it very easy to approach anyone and ask for advice.



#49 NIKE



4.3



[See Reviews](#) | [View Jobs](#)

“ Great benefits, great teammates, great leadership, amazing campus, fun work environment.

#53 Walt Disney Company



4.3



[See Reviews](#) | [View Jobs](#)

“ Disney truly understands that how they treat their employees directly affects the guest experience, and they do everything they can to...

#54 Qualcomm



4.3



[See Reviews](#) | [View Jobs](#)

“ Supportive and encouraging workplace and good mentorship.

#56 Costco Wholesale



4.3



[See Reviews](#) | [View Jobs](#)

“ Great pay and benefits. Flexible hours. Raises, sick time, and vacation time for part time employees.



501 Project



501 W. Michigan St.



TID 108 - Terms

- \$12,100,000 initial grant to the Company for building renovations and at least 1,210 employees by Year 6
- Subsequent \$7,900,000 grant if expansion occurs (up to 790 additional employees), Company-Financed, 4.5% interest for no longer than year 20 of the TID
- Community Benefits:
 - Human Resources Agreement: 25% SBE and 40% RPP
 - Commitment to \$15/hour for service workers
- Payment in Lieu of Taxes (PILOT) Agreement

TID 108 - Budget and Feasibility

Initial Grant to Company	\$12,100,000
Subsequent Grant to Company (Monetary Obligation)	\$7,900,000
Administration (\$147,500 + \$7,500 x 7 years)	\$200,000
TOTAL	\$20,200,000

If no expansion and only the Initial Grant is released, the District is able to pay off by Year 18

If expansion occurs and the entire Subsequent Grant released, the District is able to pay off by Year 19

No capacity for paving projects

Milwaukee



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