# In The Matter Of:

Board of Directors Meeting

LEDC April 14, 2022

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1	MR. ROY:
2	Okay. We will roll into the actual
3	Board meeting. Call to order the Board of
4	Directors of the Louisiana Economic
5	Development Corporation.
6	Roll call, please?
7	MS. WOMACK:
8	Good morning. A. J. Roy?
9	MR. ROY:
10	Here.
11	MS. WOMACK:
12	Louis Reine?
13	Cal Simpson?
14	Charles Jackson?
15	MR. JACKSON:
16	Here.
17	MS. WOMACK:
18	Brad Lambert?
19	MR. LAMBERT:
20	Here.
21	MS. WOMACK:
22	Andy Adler?
23	Norisha Glover?
24	Steven David?
25	MR. DAVID:

1	Here.
2	MS. WOMACK:
3	We do not have a quorum.
4	MR. ROY:
5	Okay. As we expected. But we will
6	now turn it over to Mr. Jackson and the
7	Screening Committee who can conduct
8	business to a certain extent.
9	Mr. Jackson?
10	MR. JACKSON:
11	Thank you. Ms. Simmons, will you
12	call the roll for Screening Committee?
13	MS. WOMACK:
14	Charles Jackson?
15	MR. JACKSON:
16	Here.
17	MS. WOMACK:
18	Norisha Glover?
19	Andy Adler?
20	Louis Reine?
21	Stephen David?
22	MR. DAVID:
23	Here.
24	MS. WOMACK:
25	Mr. Roy?

1 MR. ROY: 2 Here. 3 MS. WOMACK: 4 We have a quorum. MR. JACKSON: 5 6 All right. We'll now convene the 7 Screening Committee, hearing that we do 8 have a quorum. The purview of the 9 Screening Committee is really limited to two items on the agenda for today. 10 first will be an EDAP award for Alliance 11 12 Compressors. MS. WOMACK: 13 Good morning. My name is Laura 14 15 Womack, and I'm representing staff. morning I am presenting Alliance 16 17 I have two Compressors to you. 18 representatives from the company that are 19 with me. Ms. Latina Thomas who is the 20 company's controller and I also have 21 Mr. David Chaisson, who is the engineering 22 manager. 23 Alliance is an existing business that 24 is requesting approval for a \$1 million

unsponsored EDAP for the expansion of

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their existing manufacturing facility 1 located in Natchitoches Parish. Alliance 2 Compressors was established in 1996 and is 3 a joint venture between Emerson Electric 4 5 Company, Trane Technologies, and Lennox International, with Emerson operational 6 7 responsibilities. Alliance is a 8 manufacturing operation engaged in the 9 production of refrigerant compressors for the heating, ventilating, air 10 conditioning, and refrigeration 11 12 industries. These compressors are used to 13 build energy-efficient air-conditioner and heat pumps for residential homes, 14 15 multifamily dwellings, and light commercial buildings. Their current 16 manufacturing footprint includes 17 high-volume assembly and proprietary 18 scroll machining in a world-class 19 environmentally friendly facility. 20 sell products under both the Alliance and 21 22 Emerson brand names, and the primary 23 customers of Alliance are Lennox and The Natchitoches facility opened 24 Trane. 25 up in 1998 and they're expanding their

1 compressor assembly facility and adding a third assembly line to the existing 2 400,000 square foot facility. 3 This expansion includes the purchase of new 4 5 equipment as well as custom-built equipment that includes, but isn't limited 6 7 to, conveyor systems, automated welders, 8 washers for parts, and material handling 9 equipment. The EDAP funds will be used to assist with the cost of this new 10 equipment. The expansion is needed to 11 12 keep pace with increased global demand for energy efficient air-conditioning. 13 company will retain 520 existing jobs with 14 15 an associated payroll of \$30 million 16 that's to be increased 2 percent annually, as well as the creation of 78 new jobs 17 with an associated payroll of \$3.9 million 18 by 2027. And the jobs on the payroll must 19 be maintained through December 31, 2027. 20 21 There is also a total capital investment of at least \$45 million that's required to 22 23 be expended by December 31, 2024. Natchitoches Parish's unemployment rate 24 25 was 3.7 as of January of 2022, compared to

the state rate for the same period of 4.3. The per capita personal income for Natchitoches Parish for 2020 was \$43,702, 3 compared to the state per capita income of 4 \$50,874. The project is estimated to have state revenues of roughly \$6 million with the company receiving a \$1 million EDAP as well as \$2.4 million from Quality Jobs, and this will result in a net revenue of

roughly \$2.7 million for the state.

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Staff recommends approval of this project as an unsponsored EDAP with our usual contingencies that are normally in place as well as the retention of the 520 jobs with the \$30 million payroll increased 2 percent annually as well as the creation of the 78 jobs with an associated payroll \$3.9 maintained through December 31, 2027. Also, the total capital investment of Alliance at the facility of \$45 million by December 31, 2024. The EDAP award will be reimbursed upon verification of two different items: Verification that the company has achieved at least \$33.6 million of payroll for

their first performance year as well as verification that the company expended the \$45 million in capital expenditures. 3 We're also requesting a recorded UCC for collateral in an amount no less than the EDAP award of \$1 million. And there was a contingency item number nine that was in the term sheet that required the signature of Mr. Conover on the resolution, and I just wanted to point out that we have already received -- we received that after the documents were sent to all of you Board members.

> And, with that, I would like to introduce Mr. David Chaisson, and he can give you more information about the company and their project.

#### MR. CHAISSON:

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Good morning. Thank you for having us.

As she mentioned, Alliance is a large manufacturing facility in Natchitoches. We -- our products go throughout the world. Most of the factories that we ship to are in the United States, Northern

Mexico. We also ship to Brazil, Europe, throughout the world. Our products are in very high demand. As she said, there's a lot of efficiency requirements being put on our industry that is driving the use of our product. Currently, we're working anywhere from 45 to 50 overtime days every year for the last two years to support the demand that's in there. The demand is continuing to increase. This new assembly line is needed, one, to alleviate the overtime demands on our employees. want them to be able to have a home life as well. But we continue to see increased demand over the next several years that will considerably out-pace the equipment that we have in the facility already. And this new assembly line will ensure that we can continue to support our customers and continue to have them purchase those products from us. That's -- the biggest reason for the drive for the new assembly line is to ensure that we can continue to support our customers, but also new products coming out in the future that

will require new equipment, new 1 2 3 4 5 market. MR. JACKSON: 6 7 Any questions? 8 MR. DAVID: 9 10 quick math. 11 12 13 seeing that. 14 15 also great. 16 17 18 going to be? 19 MR. CHAISSON: 20 21 22

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investments to meet these higher energy-efficiency needs that are being mandated as well as being expected in the Yes. First off, I just did some It looks like the 78 new jobs at 3.9 is \$50,000, which is well over the \$43,000 in Natchitoches Parish, and I love That's great news. And the normal payroll is also \$57,000, so that's Tell me a little bit about the new -the 78 new jobs being created. What, I guess, jobs and what positions are there There's five salaried positions in there to support the lines with some supervision as well as some engineering support staff. The new line is very

automated, a lot of robotics, a lot of

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automated system, so it will be a combination of what we call semi-skilled personnel, people that we hire and train on these specific pieces of equipment. A lot of welding and automated motions. This knowledge set is very specific to that equipment, so we'll have a set of employees, probably about a third of that group, that will be a little bit higher pay scale that has some specialized skills and then we have a -- our normal assembly team member, people who load parts into the machine, make sure that they continue to run, you know, deal with issues as they come up through the day, and that will be the majority of the hires for that area. So, it's a combination of people that we would be bringing it.

#### MR. DAVID:

Do you think most of those will come from the state of Louisiana? Or will there be people coming in from out of state?

# MR. CHAISSON:

The hourly workforce will almost

exclusively be from Louisiana and the 1 local area. In some cases, for some of 2 3 the support, the technical support staff, we do look out-of-state for those specific 4 5 skills, but more often than not we're finding those employees within the state. 6 7 MR. DAVID: That's excellent. 8 9 MR. CHAISSON: And Northwestern State has been a big 10 source of technical employees that we've 11 utilized. They're probably a good third 12 of our work -- our salaried work staff 13 have gone through the university there. 14 15 MR. DAVID: 16 That was going to be my next 17 question. Appreciate it. 18 And Louisiana needs air conditioners. 19 Thank you. MR. CHAISSON: 20 21 Yes. MR. JACKSON: 22 23 Get the family discount, right? 24 MR. CHAISSON: 25 Yes.

1 MR. JACKSON:

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Any other questions?

MR. ROY:

Just curious, on the compressors, if they're primarily Trane, I guess, or Lennox branded, are these residential compressors, commercial, just curious?

MR. CHAISSON:

The majority of what we sell is for residential, home -- house and home usage. The -- you go to your house, the big box that's on the outside, if you look inside, there's usually a cylinder. And if it's Trane, it's probably red. If it's Lennox, it's black. But that's the compressor that we build. So, it's a critical component of the air conditioning system and how it works. But, yeah, it's used around, and Emerson in general we've got multiple facilities that make these compressors, and you will find them in just about any brand that you have at your home. But the majority goes into household, anywhere from one and a half ton up to about five ton units. We will

1	see units used in light commercial
2	applications, like at the top of a
3	McDonald's or something like that where
4	they'll have multiple units in there. We
5	start to get large systems, like running
6	this building, that's a different type of
7	product. But you will seem in small
8	restaurants and stuff like that.
9	MR. JACKSON:
10	So, the units themselves are
11	identical, they're just branded with one
12	or the other?
13	MR. CHAISSON:
14	There are some minor design
15	differences
16	MR. JACKSON:
17	Okay.
18	MR. CHAISSON:
19	that the companies have asked for
20	over the years, but in general they are
21	pretty much the same design.
22	MR. JACKSON:
23	Okay. All right.
24	One question about the UCC: The
25	equipment that will be guaranteed through

1 the UCC, is that fixed equipment, movable equipment, special purpose? 2 MR. CHAISSON: 3 You're talking about the --4 5 MR. JACKSON: How effective is the UCC? 6 7 MR. CHAISSON: 8 You're talking about the collateral 9 asset? Yeah, it is a machine specifically built, custom built for our application. 10 It is a metal forming and welding machine. 11 That cylinder comes in, it's a flat piece 12 of metal and we roll it and weld it and 13 form it into where we put the parts inside 14 15 of that. So, individual components may be 16 reusable, but the machine itself is custom-built for our specific application. 17 So, a lot of parts, there's a lot of --18 there are several robots in it, welding 19 systems, and stuff that could be 20 21 repurposed in other applications, but in 22 general it is specific to what we are 23 looking for. MR. JACKSON: 24

Okay. And, construction time on the

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third line? It looks like your -- I mean, we're four months into this year and it looks like your employment number starts with 2023.

## MR. CHAISSON:

Yeah, the equipment -- with most custom equipment is a very long lead times. And, in today's market, unfortunately, the lead times are getting longer and longer with, you know, trucks and other things, electronic components. So, we're in the process right now of preparing to order most of the equipment that we're looking needing. We're seeing lead times anywhere from nine to twelve months on the equipment coming in. So, we're expecting next spring to start installing the equipment. There is some work that has to be done in the factory to create space for the assembly line. We do not have to expand the factory to fit it into the footprint, but we do have to do a significant amount of rearrangement, moving things around, and we do have to do some construction for, you know, different

truck paths, and things like that. 1 that work is going to start within the 2 next month. We will start the 3 rearrangement activities and the 4 5 construction to clear the space. MR. JACKSON: 6 7 And the only reason I ask it is, 8 based on the 2024 through '27 numbers, it 9 looks like, is there assumption on staff 10 part that they're going to have their numbers -- they're 78 new jobs starting in 11 12 January of 2023? 13 Is there potential that we're going to have to adjust that? I don't know. 14 15 MR. CHAISSON: We'd --16 MR. JACKSON: 17 18 Because it sounds like you're not going to have them in place January of 19 2023. 20 21 MR. CHAISSON: 22 No, we're looking at probably around 23 June, June timeframe, that we'll start operation of the line. We will have 24 25 people coming in within a few months prior

1 to that. But June would be about when we're currently expecting to start 2 operation of the new assembly line. 3 MR. JACKSON: 4 5 Ms. Villa, Ms. Womack, do y'all see any issues with that? 6 7 MS. WOMACK: 8 We do have the ability that if there 9 are issues and the company alerts us that they don't think that they're going to hit 10 the target, that we could push back the 11 employment deadlines to start in 2024. 12 But, at this point, we're fairly confident 13 that the company can meet that 14 requirement. But if we get closer to that 15 date and in the middle of the year if the 16 17 company alerts us, we do have the 18 flexibility to amend and push those back. 19 MR. JACKSON: 20 Okay. Does that have to come back 21 before us? MS. PORTER: 22 23 No. 24 MR. JACKSON: 25 Okay.

1 MS. PORTER: Also, Mr. Jackson, we still have to 2 go through the CEA negotiation. I have to 3 prepare the contract and so forth. 4 5 MR. JACKSON: Okay. 6 7 MS. PORTER: 8 So, maybe during that period of time 9 there probably --MR. JACKSON: 10 Okay. So, the package we got is more 11 indicative than definitive, I guess. 12 MS. PORTER: 13 14 Yes. 15 MR. JACKSON: 16 Okay. All right. MS. RANEY: 17 18 And, one additional detail, if I can -- and, Laura, please correct me if 19 20 I'm wrong, but the requirement for 2023 21 was 78 jobs, that's for the year of 2023. 22 So, when we do the evaluation for the 23 contract once it's prepared and executed for the performance to see whether the 24 25 jobs and payroll have reached their cap,

we'll be looking at a quarterly basis

periodically throughout 2023 but

evaluating the entire year. So, to attain

that 78 job count by year end of 2023.

### MR. JACKSON:

Okay. So, that's just by the -okay. I just -- I know we've had some
others where we've had some issues with
hitting that first year, and it -- with
robotics and high tech lines, that's
certainly -- that's a concern at the
present.

# MR. CHAISSON:

It's a concern for us as well. Yes, we're starting to order items and get quotes. We're concerned as well, so we're keeping -- keep close communication on the status.

#### MS. WOMACK:

And if the -- again, if the company does alert us to any issues that they foresee, once it gets closer to that time, as Robin stated, Ms. Robin Porter, we do have the ability to amend and push those deadlines back by one years.

1 MR. JACKSON: 2 Okay. All right. 3 Any other question? 4 Mr. Roy. 5 MR. ROY: One more out of curiosity: Any of 6 7 the components of the compressors or the 8 air-conditioning units, are they made in 9 Louisiana? MR. CHAISSON: 10 11 There are a few components. We do have a supplier who recently relocated to 12 Louisiana from Turkey and built a facility 13 in New Orleans to support this facility. 14 15 That took place about a year ago. We do have some other small components, 16 fasteners and such, but most are built in 17 18 Texas, Northern Mexico, Ohio, mid-west region. We do have a few parts from 19 overseas, as well. 20 21 MR. ROY: 22 Perhaps you could bring us some more. 23 MR. CHAISSON: 24 We're trying. 25 MR. ROY:

1	Texas is doing fine. Bring them.
2	MR. CHAISSON:
3	We do like the short supply chair.
4	It's much easier to get a truck than a
5	boat.
6	MR. JACKSON:
7	Any other questions?
8	Okay. Hearing none, is there a
9	motion?
10	MR. DAVID:
11	Motion to approve.
12	MR. JACKSON:
13	Motion to approve. Any further
14	discussion?
15	Any comments from the audience?
16	If not, is there a second?
17	MR. ROY:
18	Second.
19	MR. JACKSON:
20	Second, Mr. Roy.
21	Hearing no further discussion, all in
22	favor, please say aye.
23	ALL:
24	Aye.
25	MR. JACKSON:

1	Any opposed?
2	Motion carries. Congratulations.
3	MR. CHAISSON:
4	Thank you.
5	MR. JACKSON:
6	Keep us in the loop.
7	MR. CHAISSON:
8	Thank you very much.
9	MR. JACKSON:
10	The other item that is within purview
11	of Screening is Hubig's Pies.
12	MR. ROY:
13	Waited all day for this. Do we have
14	any coffee?
15	MR. JACKSON:
16	Good morning.
17	MR. RAMSEY:
18	They're coming.
19	MS. DOIN:
20	Good morning. Marissa Doin,
21	representing staff.
22	Today we have an extension request on
23	a current guaranty with Hubig's LLC. I
24	have with me today Hartley Crunk with
25	Hancock Whitney and Drew Ramsey with

Hubig's.

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Just a little background and summary 2 of Hubig's. They are a pie manufacturing 3 company located in New Orleans. Back in 4 5 July of 2019, they were approved by the LEDC Board of Directors for a loan 6 7 guaranty request in the amount of 8 \$1.22 million with a seven year guaranty. 9 This loan was to be interest only for the first seven months and then term out for 10 ten years. The loan proceeds were to be 11 12 used to purchase equipment and for 13 leasehold improvements. Hubig's has, unfortunately, experienced several 14 15 setbacks over the last two years surrounding supply and demand issues that 16 have caused multiple delays in delivery 17 and installation of equipment. From Covid 18 to Hurricane Ida, none of these factors 19 could have been foreseen nor fell within 20 21 their control. Consequently, the LEDC 22 in-house committee has approved five 23 extension request on the interim financing period since Board approval in 2019. Most 24 25 recently in November of 2021, the LEDC

Board approved to reallocate a small portion of the loan funds to support payroll. The LEDC guaranty is effective on the permanent finance portion of the loan, not the interim financing, therefore our guaranty has not yet gone into effect. The current balance on the loan is approximately \$1 million of the \$1.22 million loan amount.

The purpose of this new request is for an additional 120 day extension to the draw period. Supply chain issues on parts of the refrigerator are causing a domino effect in the completion of the refrigerator, and delaying electrical work and fire inspection, but I will let Drew get into those details and give us some updates on the completion of the project.

MR. RAMSEY:

Good morning. Thank y'all for your time. On a personal note, I'm tickled that you approved the gentleman before me, because I'm very familiar with our need for refrigeration close. And, I speak with a little bit of authority on this

issue, which is one of my headaches right now.

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We are on track. We are closer than we've ever been. I think it's important to note that of the paradigm of good, on budget, or fast, we have maintained the quality and we are on or ahead of budget. We are not asking for more money, we're simply asking for more time. We've had delays that Marissa indicated were beyond our control. I don't want to offer excuses. I do want to tell you that we are making progress. We have improved upon our original design -- of a relatively small facility. Less than 8000 square feet, unless you want to include our mezzanine level. But you are talking a gentleman who lost everything in a fire, and we added some life safety pull downs, some extra horns, some extra buzzers, which we didn't detract from the original plan, just the cooler situation, the domino effect, that is very specifically the cause of this where it created a line of egress and we thought it would be

better to put pull down stations and life safety equipment on that egress, not taking from the original plan that had already been approved, but adding to it. Nonetheless, it required re-submittal of everything and the Fire Marshall had to come in and approve that, which they did. And we are getting that installed and reinspected.

We are -- we're making great progress with every aspect of the way that you would think that would require an industrial bakery to be, mixers, pie forming machines, pie cooking machines, icing machines, cooling, wrapping, etc.

We have that stuff. We have it on our loading dock. We have electricity lined up to be put. We are just doing it methodically and properly maintaining the authentic Hubig's pie in every way, shape, and form, and it's taking time.

MR. JACKSON:

Questions?

MR. ROY:

So, what are your top three issues

for the moment in terms of opening?

MR. RAMSEY:

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I have to -- believe it or not, I'm still waiting for final approval from the FDA for my label, which -interestingly -- we have not changed anything on our label, but they've come up with some new requirements that are of no moment, but I do want to minimize it. For example, nutritional panels that were on the left now have to be on the right. We're not changing the formula, we're just changing to accommodate the rules. So, that all has to get resubmitted. We have a very, very good relationship with the FDA, always have, and as a matter of fact we have asked for a couple of courtesy walk-throughs, and my last one was last week, and we have a great working relationship with them and they indicate what concerns they might have and where we could improve and we act upon that. final approval from the FDA, final approval from the State Fire Marshal, and final approval from the parish for our

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occupant -- our certificates of occupancy, all of which are tied together. And I don't have a magic wand to make it happen any faster, and even if we could make a call and call in favor or ask someone higher up a the FDA, that -- I don't feel that's the answer, I feel the answer is to do it correctly and to make sure that every step of the way is 100 percent compliant.

## MR. ROY:

So, you said final Fire Marshal approval, of course, the parish people, I guess, but usually the -- once you get the Fire Marshal, you're in pretty good shape. Do you actually have final stamp plans or -- and are you just waiting for them to come back and reinspect to make sure that what you actually built matches the plan. What part of final are you alluding to?

MR. RAMSEY:

You're talking to a baker, so I'm a little bit out of my depth. And I don't have any area of expertise, but we have multiple large cookers, each of which has

their own fire suppression system. 1 fire suppression system talks to our 2 burglar and fire system, and the building 3 itself is also sprinkled. They all have 4 to communicate together and we have very 5 large air handlers in this facility. And 6 7 those systems need to be able to turn off the air handlers in case we are 8 9 discharging CO2 -- we don't want it to get sucked out -- or there is a fire, we don't 10 want it to be fueled with air being pumped 11 in, which we have both of those situations 12 13 happening. And system A has to talk to system B and system C, and the fire and 14 15 burglar alarm has been installed, the 16 extra pull downs have been installed, the CO2 has been installed. Everybody needs 17 18 to get there with the State Fire Marshal and do a test and bless it. 19 MR. ROY: 20 21 So, you're past the -- they have 22 stamped the plans --23 MR. RAMSEY: 24 Oh, yeah.

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MR. ROY:

1	you've implemented the plans, and
2	now they've got to come back and inspect
3	the work?
4	MR. RAMSEY:
5	We absolutely have stamped approved
6	plans.
7	MR. ROY:
8	Okay.
9	MR. RAMSEY:
10	I mean, that bullet is downrange.
11	We not only is that bullet downrange,
12	but the strobe line and the horn and the
13	pull down station is on the wall. We just
14	need to get them to come together.
15	MR. ROY:
16	So, within this 120 days you expect
17	that all of this is going to occur, I
18	think, I guess.
19	MR. RAMSEY:
20	Yes, sir. I do. I expected it to
21	happen before this meeting, quite frankly.
22	I yes.
23	MR. ROY:
24	I move for approval.
25	MR. JACKSON:

1	Motion for approval. Is there a
2	speed?
3	MR. DAVID:
4	I'll need to abstain from this vote
5	with Hancock Whitney being involved.
6	MR. JACKSON:
7	Okay. I will move that the
8	second.
9	Is there any further comment?
10	Is there any comment from the public?
11	Hearing none, we'll move to a vote.
12	All in favor of the extension, please
13	say aye.
14	ALL:
15	Aye.
16	MR. JACKSON:
17	Any opposed?
18	One abstention.
19	Motion carries.
20	MR. RAMSEY:
21	Thank you, gentlemen.
22	MS. DOIN:
23	Thank you.
24	MR. JACKSON:
25	Is there any other item to be

	33
1	considered by the Screening Committee at
2	this time?
3	Hearing none, I'll make the motion
4	that we adjourn. Is there a second?
5	MR. DAVID:
6	Second.
7	MR. ROY:
8	Second.
9	MR. JACKSON:
10	Is there any objection?
11	Hearing none, all in favor say aye.
12	ALL:
13	Aye.
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#### CERTIFICATE

I, the undersigned reporter, do hereby certify that the above and foregoing is a true and correct transcription of the stenomask tape of the proceedings had herein, taken down by me and transcribed under my supervision, to the best of my ability and understanding, at the time and place hereinbefore noted in the above-entitled cause.

I further certify that the witnesses were duly sworn by me in my capacity as a Certified Court Reporter pursuant to the provisions of R.S. 37:2551 et seq. in and for the State of Louisiana; that I am not of counsel nor related to any of the counsel of any of the parties nor in the employ of any of the parties, and that I have no interest in the outcome of this action.

I further certify that my license is in good standing as a Court Reporter in and for the State of Louisiana.

Elizabeth A. Brock, (#29028) Certified Court Reporter

	33:4	area (3)	bless (1)	cases (1)
\$	adjust (1)	11:16;12:2;29:24	30:19	12:2
Ψ	17:14	around (3)	Board (6)	cause (1)
1 (4)	Adler (2)	13:19;16:24;17:22	2:3,3;8:13;24:6,24;	26:24
1 (4)	2:22;3:19	aspect (1)	25:1	caused (1)
4:24;7:7;8:6;25:8	again (1)	27:11	boat (1)	24:17
1.22 (2)				
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