

**KENTUCKY ECONOMIC DEVELOPMENT FINANCE AUTHORITY  
KBI REPORT - PRELIMINARY APPROVAL**

**Date:** July 30, 2015  
**Approved Company:** 3 Ten Enterprises, LLC  
**City:** Louisville **County:** Jefferson  
**Activity:** Manufacturing **Prelim Resolution #:** KBI-I-15-20553  
**Bus. Dev. Contact:** M. Roe **OFS Staff:** M. Elder

**Project Description:** 3 Ten Enterprises, LLC (dba 310 Tempering) is a startup glass tempering company considering the Louisville region. The company plans to produce and sell fabricated tempered glass and shower door hardware to glass installers located in the eastern half of the United States.

**Facility Details:** Locating in a new facility

**Anticipated Project Investment - Owned**  
 Land  
 Building/Improvements  
 Equipment  
 Other Start-up Costs  
**TOTAL**

Eligible Costs	Total Investment
\$1,000,000	\$1,000,000
\$2,200,000	\$2,200,000
\$720,000	\$2,000,000
\$750,000	\$750,000
<b>\$4,670,000</b>	<b>\$5,950,000</b>

**NEGOTIATED TARGETS AND INCENTIVE AMOUNTS:**

Year	Job Target	Average Hourly Wage Target (Including Employee Benefits)	Annual Approved Cost Limitation
As of Activation Date	36	\$22.00	
1	36	\$22.00	\$150,000
2	61	\$22.00	\$150,000
3	87	\$22.00	\$150,000
4	120	\$22.00	\$150,000
5	147	\$22.00	\$150,000
6	147	\$22.00	\$150,000
7	147	\$22.00	\$150,000
8	147	\$22.00	\$150,000
9	147	\$22.00	\$150,000
10	147	\$22.00	\$150,000

**TOTAL NEGOTIATED TAX INCENTIVE AMOUNT:**

**\$1,500,000**

**County Type:**  
Other

**Statutory Minimum Wage Requirements:**  
Base hourly wage: \$10.88  
Total hourly compensation: \$12.51

**Ownership (20% or more):**

Greg Abrams Louisville, KY  
Chris Murphy Louisville, KY

**Active State Participation at the project site:** None

**Requested Wage Assessment / Local Participation:**

State: 2.25%

Local: .75% Louisville-Jefferson County Metro Government

**Unemployment Rate**

County: 4.9%

Kentucky: 5.3%

**Existing Presence in Kentucky:** None

**Special Conditions:** None