

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

**Date:** February 25, 2016  
**Approved Company:** Hogan Lovells US LLP  
**City:** Louisville **County:** Jefferson  
**Activity:** Service & Technology **Prelim Resolution #:** KBI-IL-16-20911  
**Bus. Dev. Contact:** L. Ransdell **OFS Staff:** M. Elder

**Project Description:** Hogan Lovells is a multinational law firm co-headquartered in London and Washington, D.C. The company has around 2,500 lawyers working out of more than 40 offices in the United States, Europe, Latin America, the Middle East and Asia. In 2013, Hogan was the eleventh largest law firm in the world. The firm is seeking to deploy a business center operation in order to consolidate a number of the firm's back office activities. The new location will consist of a mix of traditional shared service occupations like finance/accounting, HR, IT, and marketing, along with the possibility of adding legal support personnel, including staff attorneys and paralegals in the future. These activities are currently being performed in other firm locations or through external contractors, and this project is an effort to consolidate them into a single center that will better meet the firm's current and future needs.

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

**Anticipated Project Investment - Leased**  
 Rent  
 Building/Improvements  
 Equipment  
 Other Start-up Costs  
**TOTAL**

Eligible Costs	Total Investment
\$2,700,000	\$5,400,000
\$1,500,000	\$1,500,000
\$1,000,000	\$2,000,000
\$0	\$0
<b>\$5,200,000</b>	<b>\$8,900,000</b>

**NEGOTIATED TARGETS AND INCENTIVE AMOUNTS:**

Year	Job Target	Average Hourly Wage Target (Including Employee Benefits)	Annual Approved Cost Limitation
As of Activation Date	50	\$31.00	
1	100	\$31.00	\$400,000
2	150	\$31.00	\$400,000
3	200	\$31.00	\$400,000
4	210	\$31.00	\$400,000
5	220	\$31.00	\$400,000
6	230	\$31.00	\$400,000
7	240	\$31.00	\$400,000
8	250	\$31.00	\$400,000
9	250	\$31.00	\$400,000
10	250	\$31.00	\$400,000

**TOTAL NEGOTIATED TAX INCENTIVE AMOUNT:**

**\$4,000,000**

**County Type:**  
Other

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

**Ownership (20% or more):** None more than 20%

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

**Requested Wage Assessment / Local Participation:**

State: 3.0%

Local: 1.0% Louisville- Jefferson County Metro Government

**Unemployment Rate**

County: 4.8%

Kentucky: 5.5%

**Existing Presence in Kentucky:** None

**Special Conditions:** None