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2	STATE OF LOUISIANA
3	LOUISIANA ECONOMIC DEVELOPMENT CORPORATION
4	SCREENING COMMITTEE
5	BEING HELD ON MONDAY, JUNE 10, 2024
6	AT THE LASALLE BUILDING
7	617 North Third Street, FLOOR 1, LABELLE ROOM
8	Baton Rouge, Louisiana
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10	
11	REPORTED BY: KELLY S. PERRIN, C.C.R.
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15	COURT REPORTERS OF LOUISIANA - A VERITEXT COMPANY
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17	BATON ROUGE, LOUISIANA 70809
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1 INDEX	1 PROCEEDINGS
PAGE	2 CHAIRMAN JACKSON:
3 CAPTION 1	3 Let's go ahead and call the meeting to
4 APPEARANCES 3	4 order, this is the Screening Committee.
5 PROCEEDINGS 4	5 Ms. Simmons, will you call the roll?
6 REPORTER'S CERTIFICATE 36	6 MS. SIMMONS:
7	7 Louis Reine?
8	8 MR. REINE:
9	9 Here.
10	10 MS. SIMMONS:
11	11 Charles Jackson?
12	12 MR. JACKSON:
13	Here.
14	14 MS. SIMMONS:
15	15 Andy Adler?
16	16 (Absent)
17	17 MS. SIMMONS:
18	Norisha Glover?
19	19 MS. GLOVER:
20	20 Here.
21	21 MS. SIMMONS:
22	22 Stephen David?
23	23 MR. DAVID:
24	24 Here.
25	25 MS. SIMMONS:
Page 2	Page 4
1 APPEARANCES:	1 We have a quorum.
2 BOARD MEMBERS PRESENT:	2 CHAIRMAN JACKSON:
3 CHAIRMAN CHARLES E. JACKSON, III	3 Thank you very much. The Screening
4 ANDY L. ADLER (ABSENT)	4 Committee is now in order. We have one item
5 LOUIS REINE	5 of business today on the agenda. We have a
6 NORISHA K. GLOVER	6 project for RNGD, LLC.
7 STEPHEN P. DAVID, JR.	7 MS. WOMACK:
8 STAFF MEMBERS PRESENT:	8 Hello. Yes, my name is Laura Womack and,
9 KELLY A. RANEY	9 today, I'm representing RNGD to you guys. I
10 BRENDA GUESS	have Mr. David Greenwood with me, who is with
11 DEBORAH SIMMONS	11 the company, and I also have Mr. Grady
12 LAURA WOMACK	12 Fitzpatrick, who is a consultant for the
13 ROBIN PORTER	13 company as well.
14 LAUREN CULLINS	RNGD, in 2013, Wesley Palmisano created
15 KARLA HENDERSON	Palmisano after growing up in a family with
16 TEDRA CHEATHAM	over 70 years experience in the construction
17 SPEAKERS FROM THE AUDIENCE:	17 industry. With only 11 original employees,
18 DAVID GREENWOOD, CFO, RNGD, LLC	the company launched with an original dynamic
19 GRADY FITZPATRICK, CONSULTANT, MAXIS ADVISORS	19 commercial project, the 20,000 square foot
20	boutique entertainment facility, Fulton Alley,
21	21 located in New Orleans.
22	22 After the next several years of
23 REPORTED BY: KELLY S. PERRIN, CCR	23 accelerated growth, they expanded with the
24	24 civil construction division. Their
25	25 capabilities continued to grow into other
Page 3	Page 5

1 1 divisions, such as customized architectural consistent, and cost effective building with 2 2 millwork and metalwork design, steel their industrialized construction services. 3 3 They offer full service custom fabrication, fabrication and erection, and standard 4 prefabricated elements for projects of all 4 prefabrication manufacturing, assembly and 5 5 scale. In 2024, Palmisano was re-branded to design, and technology to build better, 6 6 RNGD. stronger, faster. Currently, their 7 RNGD has evolved to become a multistate, 7 headquarters and corporate offices are located 8 8 in New Orleans with their manufacturing multifaceted building construction enterprise. 9 9 They not only have expanded their capabilities facilities located in Jefferson Parish. 10 but operations as well with offices and 10 RNGD is looking to expand their projects located in Tennessee and Alabama. 11 11 manufacturing business not only in the types 12 They pride themselves on their ability to 12 of products they offer, but in the 13 13 geographical area that they cover as well. deliver high quality customer service. Their 14 mentality challenges the traditional approach 14 They recently acquired land that surrounds the 15 to construction enabling RNGD to deliver the 15 current manufacturing facility in Jefferson 16 Parish. Their goal is to consolidate all 16 highest quality work on time, on budget, and 17 eliminating uncertainties, delays, overruns, 17 facilities, including relocating the corporate 18 18 office and headquarters that are in New and compromises throughout the construction 19 19 Orleans all to the location in Jefferson life cycle. 20 20 Projects that they've included --Parish. This will allow for more efficiency 21 projects that they have completed include The 21 and facility cost savings in the long run. 22 Sydney & Walda Besthoff Sculpture Garden at 22 The property is owned by one affiliate entity 23 23 New Orleans Museum of Art, the Everly at and leased to another. In addition to 24 24 Rouzan Apartment Community, LCMC Audubon expanding the manufacturing and fabrication 25 Retirement Village, Hotel St. Vincent, and 25 space, RNGD will be building a new Page 6 Page 8 1 1 H3C, which is a mixed use affordable housing manufacturing facility, building a new 2 complex. And I only mentioned H3C, because in 2 headquarter space but with corporate office 3 3 my former job at Louisiana Housing space, and constructing a new 20,000 square 4 4 Corporation, I was involved in awarding foot skilled trades training academy. 5 5 disaster funding to multifamily projects. And The training academy recently named the 6 6 H3C is actually one of those apartment Renegade Academy is not only critical to the 7 complexes that I reviewed, approved, and 7 company's growth plans but will provide 8 8 funded. critical skills to local workforce. In 9 9 addition to the training academy, So it's very rewarding to see my career 10 10 come full circle like this. And to change Mr. Palmisano established the Palmisano 11 careers from housing to economic development 11 Foundation in 2016 to transform the lives of 12 and to still have a personal relationship to a 12 underprivileged youth through construction 13 project is very rewarding in my career. So I 13 initiatives. Their programs include the 14 just wanted to highlight that. 14 introduction of AEC Industries to middle 15 15 With every road, bridge, and public school students, assisting other nonprofits 16 helping local families, and funding 16 space, RNGD repairs and revitalizes, they know 17 that their efforts move communities forward. 17 scholarships for college students. Since it's 18 More than strengthening infrastructure, 18 creation, the foundation has donated over 19 19 2 million to the Greater New Orleans they're creating the enduring foundations that 20 future generations will come to relay upon. 20 community. 21 21 Some of these projects include Propel The total project cost for the facility 22 22 is \$25 million. This includes purchase of Industrial Business Park located at NASA 23 Michoud, New Orleans Lakefront Airport, and 23 land and buildings, building renovation, 24 24 purchases of capital equipment, site and the Kenner Discovery Health Sciences Academy. 25 They offer their clients efficient, 25 infrastructure improvements. The EDAP funds Page 7 Page 9

will be used to assist with the renovation and 1 1 match made in Heaven. It's been the best job 2 2 the infrastructure improvements. I've ever had. Wesley is -- pushes every 3 3 element of my work habits; meaning, he's The company is to retain 240 existing always on the go. He always is trying to grow 4 jobs with an associated payroll of 4 5 5 \$22.2 million, increased at 2 percent annually the company, do the right thing. And so 6 with the creation of 130 new jobs with an 6 anybody that works there knows that you have 7 associated payroll of \$9.3 million. All jobs 7 to put in more than a hundred percent to help 8 8 make the company successful. and payroll to be maintained through 9 December 31, 2034. Total capital investment 9 Wesley grew up in the New Orleans area, 10 of \$11 million is to be expended by April 1, 10 went to LSU, and graduated in three years in 11 11 construction management, went to his first 12 Jefferson Parish unemployment rate was 12 interview by phone with Woodward Design, which 13 4.13 as of March 2024 compared to the State 13 is also in New Orleans, one of the larger 14 rate of 4.5 for the same period. The per 14 general contractors. He got a job there. And 15 15 I don't know the exact time frame, but within capita personal income for Jefferson Parish 16 for 2022 was 58,692 compared to the State per 16 a fairly short period of time, he elevated 17 capita income of 54,501. The project is 17 himself to vice president. And after Katrina, 18 estimated to have State revenues of over 18 basically, was bringing in, again, I don't 19 \$27 million with the company receiving the 19 remember the exact number, but maybe more than 20 20 \$500,000 EDAP. So this results in a net -- maybe more than 40 percent of the gross 21 revenue of over \$27.3 million for the State. 21 revenue for the company. 22 22 Staff recommends approval of this project And at that time, he was looking for to 23 23 as an unsponsored EDAP with our usual expand his roll within that company. And for 24 24 contingencies that are normally in place, as various reasons within the political dynamic 25 well as the retention of the 240 jobs, 25 of that company, ultimately, he decided to Page 10 Page 12 1 associated payroll of \$20.2 million, increase 1 leave. He wasn't sure exactly what he wanted 2 2 2 percent annually, the creation of 130 new to do. He interviewed with some other large 3 jobs with the associated payroll of \$9.3 3 GCs but made the decision to start his own 4 maintained through December 31, 2034. Total 4 company. And that, as Laura said, happened in 5 5 capital investment of \$25 million expended by April of 2013. 6 April 1, 2025. And, finally, RNGD is to 6 Wesley is a planner to the nth degree. 7 7 provide a corporate guarantee. We do strategic planning annually, and we do 8 8 And with that, I would like to introduce strategic updates monthly. We -- each 9 9 department is to involve all their team Mr. Greenwood, and he can give you more 10 10 information about the history of the company members. And so when he says, as a team when 11 and the project. 11 we set forth a goal, we pretty much know that, 12 12 MR. GREENWOOD: again, we're not going to hit a hundred 13 Thank you. I'm not used to talking on a 13 percent, but we're going to get pretty close. 14 microphone. I would like to give a little 14 And so his first goal was, within five years, 15 15 background on Wesley Palmisano. He wanted to to grow from zero to a hundred million, and we 16 be here on Thursday in person. I just, I'm 16 got very close, if not almost to the dime. 17 about 62 years old. Wesley is 43, I think, 17 And then his next goal was to, you know, 18 and so it's an interesting story between me 18 expand into other parts of construction. 19 19 and him. When I first interviewed with him So we started the company as a general 20 about eight years ago, we were coming back 20 contractor doing mostly buildings. Then in 21 from lunch, and he says, well, David, do you 21 2015, we added a very, very small civil 22 22 think you can work for somebody younger than construction team. And that company has now 23 23 grown, I think last year they did 65 million. you. And I said, I don't know, can you take 24 24 advice from somebody older than you. And that team by itself is about 125 or 130 25 And from that point, it was sort of a 25 employees. So we have the building team. We Page 11 Page 13

1 have the civil construction team, and then we 1 manufacturing company. We just want to be 2 2 started a couple of years ago the recognized as one of the most innovative 3 3 manufacturing team. companies basically in the United States. 4 We bought a piece of real estate that was 4 And so our path is, again, he's a planner 5 5 used by a former steel manufacturer. And we by -- he's a strategist, he's a planner, he's 6 basically bought the building, offered jobs to 6 constantly on the go. And, obviously, a BHAG 7 the people that were losing their jobs there. 7 like that, I have to admit, I would have never 8 8 Most of them came with us, and we have grown created that BHAG, but Wesley is the type of 9 9 that business. Last year, we did just person that does. And he's the type of 10 under -- or just over 10 million and looking 10 person, he's magnetic. He involves everybody 11 to really expand that business. 11 that's around him. And so when you have time 12 And so the next adventure is -- so last 12 to interact with him, you leave a meeting 13 year, we did about a hundred. And for 2022, 13 thinking, I'm on board a hundred percent. 14 we did -- or 2023, we did right at about 14 And so we're really trying to change the 15 \$260 million. So we grow from zero to \$100 15 industry, change what it means to do 16 million; then last year, \$260 million and 200, 16 construction. As most of you know, 17 almost 250 employees. The plan is to 17 construction, you know, technology is 18 basically double in the next five to ten 18 everywhere, and but one area that is slow to 19 19 years. change is construction. And it's changing 20 20 And although there's those are very round slowly, but we want to be on the forefront of 21 numbers, we are very specific to grow the 21 that. And this facility in Metairie basically 22 22 business as a manufacturing end of the allows us to create a campus environment where 23 23 business. We want to expand the steel we can bring all of our teams together and 24 24 fabrication. And, ultimately, I guess to give really make this happen. So that's what we're 25 you an idea of what we're trying to do is 25 really looking to do. Page 14 Page 16 1 1 where you would basically build with metal On the -- Laura mentioned the foundation, 2 2 products rather than wood, housing units or this year, we've already sponsored \$150,000 3 3 apartment units that are basically constructed for 30 scholarships. We have students, I 4 in a manufacturing environment. So we would 4 would say off the top of my head, about 5 5 basically build a steel structure, then it 85 percent of them are in the State of 6 6 would move to a mechanical, electrical, et Louisiana. We do have a few students that are 7 7 in Tennessee, one or two that are from cetera. And then we basically would build 8 8 each room or most of it in a warehouse setting Virginia, which we had a vice president that 9 out of weather conditions. And then you 9 was from Virginia, so he was recruiting at his 10 10 Alma Mater. That's how we ended up there, but basically put it on the back of the truck and 11 take it to the site where our steel team would 11 we're recruiting in Mississippi, might go to 12 be building the structural steel elements. 12 Alabama. But at this point, we're doing 30 13 And then you basically move these pieces into 13 scholarships. 14 place, which are both higher quality, less 14 We are donating this year \$25,000 to a 15 15 company or a nonprofit called Son of Saints, time and basically deliver a product to the 16 16 client much faster, which means they start which is in New Orleans. It's for young boys 17 making their money on whatever their business 17 that have lost their father. And that 18 is sooner. That's where we're trying to go. 18 organization tries to, you know, give them a 19 19 I don't know if everybody knows what a grounding and help them move through their 20 BHAG is, a Big Harry Audacious Goal, we set 20 life. And so we have -- there's \$25,000 21 21 one last year at our strategic meeting, and established an avenue for some of those 22 22 our BHAG is to be recognized as one of the individuals that might find construction or 23 most innovative companies by 2024. So it's 23 manufacturing of interest to follow that path. 24 24 not the most, you know, innovative So some of that money is to support like a 25 construction company or innovative 25 director who would focus some on the Page 15 Page 17

1 construction and manufacturing type 2 industries. 3 We're also donating \$25,000 to the New 4 Orleans Career Center, which is also a 5 technical training organization in New 5 Corleans, \$75,000 to Uncommon Construction, 6 Orleans, \$75,000 to Uncommon Construction, 7 which is another organization that helps 8 usually high school students or maybe just 9 after high school find a career in 10 engineering, construction, et cetera. And 11 then we also participate in Junior 12 Achievement. We find the construction 13 business. The main business, RNGD funds most 14 of that. And then we annually do what we call 15 Renegade Fest, which is Renegade is the name 16 that we that's what RNGD stands for without 17 the vowels. And to us. we went from the 18 Palmisano name, which is Wesley's last name, 19 and I don't remember exactly, maybe three 10 years ago or four years ago, Wesley decided 21 that, I don't remember exactly, maybe three 22 years ago or four years ago, wesley decided 23 is more than about me anymore; this is all 24 you know, I mean we had a hundred people. A 25 lot of people have helped create what we have 26 Page 18 27 And so by the felt it was too cutting 28 to the follow you and to call it that, and 29 that, I don't remember exactly how many people 20 years ago or four years ago, wesley decided 21 that, I don't remember exactly, how many people 22 we had at the time, but he said the business 23 is more than about me anymore; this is all 24 you know, I mean we had a hundred people. A 25 lot of people have helped create what we have 26 Page 18 27 Page 20 28 Page 19 29 Page 20 20 21 the name just really didn't catch on. 23 just me and my family. 24 you know, I mean we had a hundred people. A 25 lot of people have helped create what we have 26 people have helped create what we have 27 page 18 29 Page 20 20 20 Page 20 21 page 20 21 page 20 22 page 20 23 page 20 24 page 20 25 page 20				
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Achievement. We fund the construction business. The main business, RNGD funds most of that. And then we annually do what we call the of that. And then we annually do what we call that we — that's what RNGD stands for without the twowles. And to us, we went from the Renegade Fest, which is Renegade is the name that we — that's what RNGD stands for without the twowles. And to us, we went from the Reliance of that. I don't remember exactly, maybe three and I don't remember exactly, maybe three we had at the time, but he said the business is more than about me anymore; this is all— we had at the time, but he said the business is more than about me anymore; this is all— you know, I mean we had a hundred people. A to of people have helped create what we have Page 18 Page 10 Robert Okay. Any questions? MS. GLOVER: Idon't have any questions. Just a couple of comments. So (indiscernible) construction, and I'm very familiar with your company. My only question is going to be, explain the name change because I follow you all. Our websites might be the same color. And so I'd like you to explain that. I also want to say, I recently had a trip to the Hotel St. Vincent and so thank y'all for the work that you do. And I'm familiar with Son of a Saint, so thank you also for being in involved in that. MR. GREENWOOD: The page 10 The forward. And so it did have meaning to us, the name Impetus, which the definition of impetus actually stands for moving things the name Impetus, which the definition of impetus actually stands for moving things the name pist really didn't catch on. So after a few years, and this is how Wesley does things, he came to — and you'd that it the first place. Then after say three wery we company. My only questions. Just a couple of comments. So (indiscernible) construction, and I'm very familiar with your company. My only questions. In for the work that you do. And I'm familiar with Son of a Saint, so thank you also for being in involved in that. MR. GREENWOOD: Good afternoon. MR. REINE: Mine	10		10	continue to give back to the communities we're
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25 does stand for renegade. 25 It's to the lessor of the land.				

1	MD DEBTE	1	111
1	MR. REINE:	1	like, entire units inside a manufacturing
2	Who will own what? Usually, we look at	2	setting.
3	collateral and the land and the building, but	3	MR. REINE:
4	we're giving the money to (indiscernible).	4	I bet the termites in New Orleans are not
5	MS. WOMACK:	5	going to like that, are they.
6	Collateral is not required on this one.	6	MR. GREENWOOD:
7	MR. REINE:	7	No, sir.
8	Okay. I just wanted to feel comfortable	8	MR. REINE:
9	about who's on the hook for what. So one	9	And the training academy, so?
10	company owns the land, but the EDAP goes to	10	MR. GREENWOOD:
11	the lessee?	11	Right. I totally skipped over that.
12	MS. WOMACK:	12	Sorry.
13	Correct.	13	MR. REINE:
14	MR. REINE:	14	I was just curious.
15	Okay. Manufacturing, so that's mostly	15	MR. GREENWOOD:
16	MR. GREENWOOD:	16	I could address that. We already have
17	If I could speak to that for a second?	17	what we call the Renegade Academy within the
18	MR. REINE:	18	company. It started as mostly an internal
19	Yes, sir.	19	training program. It's focused both on skills
20	MR. GREENWOOD:	20	like, you know, how to use Excel, basic Excel
21	All of the real estate is owned	21	programming or programs to use within our
22	Wesley's so we have the construction	22	construction. And then we have a, I think
23	business, which does have some minority	23	it's three different levels of leadership
24	ownership in it. And then Wesley, obviously,	24	training, and we take groups of 12 people that
25	he's trying to create his family estate for	25	are working for us and they do a two-day
	Page 22	_	Page 24
1	himself and his family. And so some of the	1	offsite training on how to become a better
2	real estate assets, he puts sort of on his	2	leader. Because part of our business is about
3	side of the balance sheet, so to speak, and	3	creating leaders, because without leaders and
4	then leases them back. But all of the loans	4	the business won't be able to grow.
5	related to that are guaranteed by the leases	5	MR. REINE:
6	that the company signs relative to those	6	So it's really not like about this
7	properties. So the company is the one that	7	carpentry
8	funds basically everything.	8	MR. GREENWOOD:
9	MR. REINE:	9	That well, that
10	Such a minor amount. You know, if it was		MR. REINE:
11	a bigger percentage, I might want more	11	the skills trades training. It's more
12	clarity, but I was just curious. And the	12	of the
13	manufacturing, so that's mostly the steel or	13	MR. GREENWOOD:
14	metal	14	Well, that's the initial part. That's
15	MR. GREENWOOD:	15	where it sort of blossoms from and going to
16	Steel, light gauge.	16	the new facility, we're actually bringing a
17	MR. REINE:	17	training facility to bring the trades training
18	parts and	18	into that, bring in the, I think it's
19	MR. GREENWOOD:	19	FastStart, if I'm not mistaken to bring help
20	Well, initially, it will be steel and	20	help have FastStart help us with some of
21	light gauge steel, and then it will develop	21	those programs. And that's why we're doing
22	into facade panels for buildings which would	22	like Son of a Saint and New Orleans Career
23	involve steel, metal, insulation, et cetera.	23	Center is to develop training for our skilled
24	And then it would go to this whole	24	trades, operators, carpenters, concrete, et
25	prefabrication where we're building those, Page 23	25	cetera to bring more people into the
	Page 23		Page 25

1	construction business in the trades as well.	1	we have four entry times during the year
2	MR. REINE:	2	April 1st, July 1st, October 1st, January 1st.
3	So is there tuition or that's just	3	And then once you're in the plan, the company
4	MR. GREENWOOD:	4	contributes 3 percent regardless of how much
5	(Shakes head.)	5	the employee contributes. So if an employee
6	MR. REINE:	6	contributes zero dollars, we still contribute
7	Okay. One more question. So the new	7	three. If they contribute six, we contribute
8	jobs, if my math was correct, that was about	8	three.
9	an average of \$60,000 per employee?	9	MR. REINE:
10	MR. GREENWOOD:	10	So if I understood you, like the bottom
11	Yeah, I can	11	of the new payroll is 50,000 plus benefits up?
12	MR. REINE:	12	MR. GREENWOOD:
13	Is there benefits on top of that?	13	Yes.
14	MR. GREENWOOD:	14	MR. REINE:
15	When I did the math on that, basically,	15	Okay. Thank you.
16	at this point, because we don't know exactly	16	MR. GREENWOOD:
17	how that's going to take shape, but we have	17	You're welcome.
18	the math is basically four trade positions at	18	MR. DAVID:
19	50,000 each and then one manager position at	19	David, Grady, first off, awesome work for
20	about 100,000 a piece. So that would be, four	20	the plan and great job in giving back to the
21	times 50 would be 200,000, plus 100,000 would	21	community. I was curious, do y'all have any
22	be 300,000 for each five positions hired	22	success from the scholarships that have come
23	roughly.	23	and the students that have worked for you all?
24	MR. DAVID:	24	MR. GREENWOOD:
25	I did the math, and it is 71,533. Page 26	25	Yes, sir. We have quite a few. In fact,
1	MR. GREENWOOD:	1	I don't remember the exact number, I think we
2	And then on top of that, we have health	2	had maybe close to 15 interns that just
2 3	And then on top of that, we have health insurance, the company pays approximately	2 3	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and
2 3 4	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays	2 3 4	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not
2 3 4 5	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The	2 3 4 5	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them
2 3 4 5 6	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The company pays first 50,000 life insurance. The	2 3 4 5 6	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them did.
2 3 4 5 6 7	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The company pays first 50,000 life insurance. The employees can voluntarily buy dental	2 3 4 5 6 7	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them did. MR. DAVID:
2 3 4 5 6 7 8	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The company pays first 50,000 life insurance. The employees can voluntarily buy dental insurance, vision insurance, short term	2 3 4 5 6 7 8	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them did. MR. DAVID: Where do you usually recruit for those
2 3 4 5 6 7 8	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The company pays first 50,000 life insurance. The employees can voluntarily buy dental insurance, vision insurance, short term disability. We also offer a 401K plan.	2 3 4 5 6 7 8 9	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them did. MR. DAVID: Where do you usually recruit for those jobs that
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The company pays first 50,000 life insurance. The employees can voluntarily buy dental insurance, vision insurance, short term disability. We also offer a 401K plan. Well, let me back up. All those first benefits I had mentioned are available to the employee basically on the first of the month following date of hire. So there's not much lead time before they're covered, and that applies to everybody in the company. There's no two different sets of rules or anything like that. The 401K plan, you're eligible after you've been with the company for six months, it's the first day of the month I'm sorry, three months. So it's first day of the quarter following you meeting 90 days. So for some individuals, it could be	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them did. MR. DAVID: Where do you usually recruit for those jobs that MR. GREENWOOD: I'm sorry? MR. DAVID: Where do you usually recruit for those jobs? MR. GREENWOOD: LSU, Tennessee State, Virginia Tech, Mississippi Southern Miss, I believe it is, and then we're trying to get more involved in a local community college. It's just hard because a lot of them don't have construction/engineering type programs. And we're trying to reach out to them to try to
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	And then on top of that, we have health insurance, the company pays approximately about half of the premium. The company pays long term disability for all employees. The company pays first 50,000 life insurance. The employees can voluntarily buy dental insurance, vision insurance, short term disability. We also offer a 401K plan. Well, let me back up. All those first benefits I had mentioned are available to the employee basically on the first of the month following date of hire. So there's not much lead time before they're covered, and that applies to everybody in the company. There's no two different sets of rules or anything like that. The 401K plan, you're eligible after you've been with the company for six months, it's the first day of the month I'm sorry, three months. So it's first day of the quarter following you meeting 90 days. So for some individuals, it could be close to six months before they get in. For other individuals, it could be close to four	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	had maybe close to 15 interns that just started maybe a week ago or two weeks ago, and they'll be with us for about two months. Not all of them had scholarships, but some of them did. MR. DAVID: Where do you usually recruit for those jobs that MR. GREENWOOD: I'm sorry? MR. DAVID: Where do you usually recruit for those jobs? MR. GREENWOOD: LSU, Tennessee State, Virginia Tech, Mississippi Southern Miss, I believe it is, and then we're trying to get more involved in a local community college. It's just hard because a lot of them don't have construction/engineering type programs. And we're trying to reach out to them to try to develop programs as part of the training academy.
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1	You mentioned Alabama earlier, you can	1	Before we adjourn, if I can take just a
2	forget about them.	2	moment of personal privilege. As I think
3	MR. GREENWOOD:	3	everybody knows, we'll be signing the
4	Okay.	4	Governor will be signing the reorg later this
5	MS. GLOVER:	5	week, the bill to reconstitute, and I just
6	Might I suggest they've sent some	6	want to thank all of you for what's been an
7	resumes' that have crossed my desk, and I	7	excellent experience for me. Ms. Glover,
8	haven't had success with the college yet, but	8	you've been a staunch friend to smaller
9	River Parish Community College seems to be	9	businesses and businesses outside of the named
10	it seems to have a decent program in	10	metro markets. Mr. Reine, you've taught me a
11	construction. I see a lot of resumes' coming	11	lot about labor more than I've experienced and
12	through with that. I haven't successfully	12	it's all been very positive. Staff has been
13	made contact with the staff, but I'm impressed	13	incredible and professional. Ms. Porter,
14	with the resumes' coming out of there.	14	you've addressed every concern I brought to
15	MR. GREENWOOD:	15	you. Ms. Guess, you oriented me from the
16	Okay. Thank you. I'll take a look.	16	beginning, and it has been a treat every time
17	CHAIRMAN JACKSON:	17	we have met to see the breath of economic
18	Any other questions?	18	activity that goes on in this State. The
19	If not, what's the pleasure of the Board?	19	variety of it, large and small, it's so
20	MR. DAVID:	20	encouraging to see. Mr. David, Mr. Adler
21	Make a motion to approve.	21	could not be here, Mr. Simpson, Mr. Roy, I
22	CHAIRMAN JACKSON:	22	mean we have had less problems with quorums
23	A motion. Second?	23	since you've been here. And I hate,
24	MS. GLOVER:	24	certainly, that Mr. Simpson and Mr. Roy could
25	Second.	25	not be here.
	Page 30		Page 32
1	CHAIRMAN JACKSON:	1	In all likelihood, a number of us won't
2	Second by Ms. Glover.	2	be back when this Board is reconstituted and
3	Any further comments or discussion?	3	reconvened. So I just wanted to take that
4	Any comments from the public?	4	opportunity to say thank you one and all and
5	If not, all in favor of awarding, please	5	how much I appreciate all of you if we don't
6	say aye.	6	meet again.
7	ALL:	7	MR. REINE:
8	Aye.	8	I'd also like to echo that. And Brenda's
9	CHAIRMAN JACKSON:	9	been babysitting me for 16 years, I think, and
10	Any opposed?	10	y'all have put up with me. So it's different
11	Congratulations.	11	from my normal activities of the day and I
12	MR. GREENWOOD:	12	enjoyed serving and served with some very
13	Thank you. We look forward	13	competent people who have helped me understand
14	CHAIRMAN JACKSON:	14	some things. So it's been quite a trip and
15	Keep doing the good work that you're	15	thank all of y'all. And I know y'all are not
16	doing.	16	going to miss me, but I'm going to miss y'all.
17	MR. GREENWOOD:	17	MS. GUESS:
18	We appreciate it. We look forward to	18	Mr. Jackson, I'd like to say that we have
19	working with you.	19	enjoyed having all of you as Members of our
20	MR. FITZPATRICK:	20	Board. You all have been engaging, you have
21	Thank you.	21	been committed, and we as staff really
22	CHAIRMAN JACKSON:	22	appreciate that that you have been very
23	All right. We are done with our	23	supported. So I do hope that when the Board
24	scheduled item of business. Is there anything		is reconstituted that we look at some familiar
105			
25	else, other business from the staff?	25	faces. So we are hopeful that that might Page 33

1	happen, but I want to thank you all. And	1	This certification is valid only for a
2	especially us trying to get this meeting	1	transcript accompanied by my handwritten or digital
3	together today, the Governor actually signs	1	signature and the image of my State-authorized seal
4	the Bill on tomorrow.	1	on this page.
5	So effective as of tomorrow, things	5	Signed:
6	change. But we didn't want to deny the	6	
7	opportunity or prolong for our RNGD, the	7	KELLY S. PERRIN,CCR
8	Renegades, those opportunities to delay your	8	
9	project. And I want to thank the Board for	9	
10	coming together so that we could convene this	10	
11	meeting. Thank you very much for your	11	
12	dedication and all of your service.	12	
13	CHAIRMAN JACKSON:	13	
14	And will you make a motion to adjourn?	14	
15	MS. GLOVER:	15	
16	Adjourn.	16	
17	CHAIRMAN JACKSON:	17	
18	Is there a second?	18	
19	MR. DAVID:	19	
20	Second.	20	
21	CHAIRMAN JACKSON:	21	
22	All in favor, say aye.	22	
23	ALL:	23	
24	Aye.	24	
25	(WHEREUPON, THE MEETING ADJOURNED.) Page 34	25	Page 36
1	REPORTER'S CERTIFICATE		
2			
1	Reporter, Certificate #23035, in good standing with		
1	the State of Louisiana, as the officer before whom		
	this meeting was taken, do hereby certify that the		
	foregoing 34 pages;		
7	That this testimony was reported by me in		
	stenographic machine shorthand by Computer-Aided		
	Transcription, transcribed by me or under my		
1	personal direction and supervision, and is a true		
	and correct transcript to the best of my ability		
1	and understanding;		
13	That the transcript has been prepared in		
1	compliance with transcript format guidelines		
1	required by statute or by rules of the Board, that		
	I have acted in compliance with the prohibition on		
	contractual relationships, as defined by Louisiana		
	Code of Civil Procedure Article 1434 and in rules		
1	and advisory opinions of the Board; that I am not		
1	of counsel nor related to any person participating		
	in this cause and am in no way interested in the		
	outcome of this event.		
23			
24			
25			
	Page 35		

[& - ago]

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	217 1:16	60,000 26:9	activity 32:18
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[ahead - call]

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