



JEDO BOARD MEETING AGENDA

Wednesday, February 11, 2026 - 6:00 p.m.

City Council Chambers
214 SE 8th Street, 2nd Floor
Topeka, Kansas 66603

JEDO BOARD MEMBERS

VOTING MEMBERS

Kevin Cook	Shawnee County Commissioner
Aaron Mays	Shawnee County Commissioner
Bill Riphahn	Shawnee County Commissioner
Spencer Duncan	City of Topeka Mayor
Michelle Hoferer	City of Topeka Deputy Mayor
David Banks	City of Topeka Councilmember
Karen Hiller	City of Topeka Councilmember

NON-VOTING MEMBERS

Christina Valdivia-Alcala	City of Topeka Councilmember
Sylvia Ortiz	City of Topeka Councilmember
Brett Kell	City of Topeka Councilmember
Marcus Miller	City of Topeka Councilmember
Michelle Bradberry	City of Topeka Councilmember
Murray McGee	City of Topeka Councilmember

PUBLIC COMMENT from members of the public shall be entertained on each actionable agenda item and at the end of each meeting. Comment shall be limited to topics directly relevant to JEDO business. Members of the public wishing to speak must notify the County Counselor's Office (call 785-251-4042 or email counselors@snco.us) before 3:00 p.m. on the date of the meeting. Members of the public will be allowed to speak one at a time in the order they signed up. Public comment shall not apply to items added during the meeting. Members of the public shall be given four (4) minutes to speak and must maintain proper decorum relating to public meetings.

AGENDAS are furnished at least five (5) business days prior to each meeting and posted on JEDO's website at <https://www.jedoecodevo.com/Meeting-Documents/>.

JEDO BOARD MEETINGS shall be open to the public, except for executive sessions pursuant to state law. Meetings shall be televised. View the meeting online at <https://www.topeka.org/communications/live-stream/> or at <https://www.facebook.com/cityoftopeka/>.

To make arrangements for special accommodations please call 785-368-3940. A 48-hour advance notice is preferred.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. ACTION ITEMS

A. APPROVAL of December 10, 2025 JEDO Board meeting minutes.

B. APPROVAL of Incentive Funding Proposal in the amount of \$1,430,000 for Project Omega. (GO Topeka has been working with a local primary employer in the financial services sector to assist and support their expansion efforts.)

C. APPROVAL of Incentive Agreement in the amount of \$383,000 for Project Team. (GO Topeka has been working with a local primary employer in the food manufacturing industry to assist in an expansion)

D. APPROVAL of Incentive Agreement in the amount of \$147,000 for Project Vulcan. (GO Topeka has been working with a local primary employer in the manufacturing industry to assist in their growth in Topeka.)

5. PRESENTATION

A. 2025 Growth Organization of (GO) Topeka Year End Update

6. DISCUSSION

A. JEDO 2026 Meeting Times

7. REMINDER: 2026 JEDO Board Meeting Dates

Wednesday, May 13, 2026

Wednesday, September 9, 2026

Wednesday, December 9, 2026

8. PUBLIC COMMENT

9. ADJOURNMENT.

City of Topeka & Shawnee County



Agenda Item No. 4A

**JEDO Board Meeting
February 11, 2026**

ACTION ITEM:

APPROVAL of December 10, 2025 JEDO Board Meeting Minutes

**Joint Economic Development Organization Board Minutes
December 10, 2025**

The Joint Economic Development Organization (JEDO) Board members met at 6:00 p.m. with the following voting Board members present: Shawnee County Commissioners Bill Riphahn and Kevin Cook -2; Deputy Mayor Brett Kell, City of Topeka Councilmembers David Banks and Spencer Duncan -3. Mayor Micheal Padilla presided -1. Absent Commissioner Aaron Mays -1.

JEDO Non-Voting Board members present: Councilmember Karen Hiller – 1. Absent: Councilmembers Christina Valdivia-Alcala, Sylvia Ortiz, Marcus Miller and Neil Dobler - 4.

Public comment for the meeting was available via Zoom or in-person. Individuals were required to contact the City Clerk's Office at 785-368-3940 or via email at cclerk@topeka.org by no later than 4:00 p.m. on December 10, 2025, after which the City Clerk's Office provided the Zoom link information and protocols prior to the meeting start time. Written public comment was also considered to the extent it was personally submitted at the meeting or to the City Clerk's Office located at 215 SE 7th Street, Room 166, Topeka, Kansas, 66603 or via email at cclerk@topeka.org on or before December 10, 2025.

THE PLEDGE OF ALLEGIANCE was recited by meeting participants.

APPROVAL of September 10, 2025, JEDO Board Meeting Minutes, was presented.

Commissioner Cook moved to approve the minutes. The motion seconded by Deputy Mayor Kell carried unanimously on roll call vote. (6-0-0)

APPROVAL of the 2024 GO Topeka Audit and 2024 JEDO Audit, was presented.

Cynthia Darting, BT & Co. principal, provided an overview of the 2024 JEDO Audit and reported after reviewing the financial statements of governmental activities and the major fund of Joint Economic Development Organization (JEDO), it was found that the financial statements presented fairly, and in all material respects, the respective financial position of the governmental activities and the major fund of JEDO ended in accordance with accounting principles.

Emily Sheldon, BT & Co. principal, provided an overview of the 2024 GO Topeka Audit and reported there was an unmodified opinion rendered regarding the Growth Organization of Topeka (GO Topeka) statements for the Fiscal Year 2024. She stated that Management had selected the preferred accounting practice; there were no Audit Adjustments made; and they were not aware of any uncorrected misstatements.

Deputy Mayor Kell moved to approve the 2024 JEDO Audit and 2024 GO Topeka Audit. The motion seconded by Councilmember Duncan carried unanimously on roll call vote. (6-0-0)

APPROVAL of Incentive Funding Proposal for Project Team in the amount of \$383,000 was presented.

Ashley Lehman, Vice President of Business Development, reported GO Topeka has been working with a local primary employer in the food manufacturing industry to assist in an expansion to include a Capital Investment of Real Property in the amount of \$17.8 million and \$2.7 million in equipment.

Councilmember Duncan moved to approve the incentive funding proposal for Project Team in the amount of \$383,000. The motion seconded by Commissioner Riphahn carried unanimously on roll call vote. (6-0-0)

APPROVAL of Incentive Funding Proposal for Project Vulcan in the amount of \$147,000, was presented.

Ashley Lehman, Vice President of Business Development, reported GO Topeka has been working with a local primary employer in the manufacturing industry to assist in an expansion with a Capital Investment in Real Property in the amount of \$1 million and \$600,000 in equipment resulting in 19 new jobs over the next 5 years.

Deputy Mayor Kell moved to approve the incentive funding proposal for Project Vulcan in the amount of \$147,000. The motion seconded by Commissioner Riphahn carried unanimously on roll. (6-0-0)

APPROVAL of the 2026 GO TOPEKA Budget and Business Plan, was presented.

Josh Patterson, GO Topeka Chief Financial Officer, provided an overview of the 2026 GO Topeka Budget and Business Plan.

Councilmember Banks moved to approve the 2026 GO Topeka Budget and Business Plan as proposed. The motion seconded by Mayor Padilla carried unanimously on roll call vote. (6-0-0)

APPROVAL of JEDO Contract No. C-001-2025 the 2026 Cash Carry-Forward Agreement in the amount of \$13,600,000, was presented.

Josh Patterson, GO Topeka, Chief Financial Officer, provided a financial breakdown of the proposed agreement.

Commissioner Cook inquired about the uncommitted funds in the amount of \$3 million. He questioned if there is an expected increase from prior years or if it would be consistent with what has been seen in the past.

Josh Patterson reported there was a slight drop from last year; however, he would expect it to remain fairly flat.

Councilmember Duncan moved to approve the agreement in the amount of \$13,600,000. The motion seconded by Councilmember Banks carried unanimously on roll call vote. (6-0-0)

APPROVAL of Resolution No. 2025-02 granting a waiver for the residency requirement provision outlines in Section 4(b) of JEDO Service Contract No. 2019-01, was presented.

Nick Jefferson, City Attorney, stated approval would waive the residency requirement provision for a GO Topeka employee.

Commissioner Cook moved to approve the resolution. The motion seconded by Councilmember Duncan carried unanimously on roll call vote. (6-0-0)

A PRESENTATION on the 2025 Growth Organization of (GO) Topeka 3rd Quarter Report, was presented.

Rhiannon Friedman, GO Topeka Chief Executive Officer, referenced the Third Quarter Report included in the agenda packet and highlighted the Q3 2025 Dashboard. She provided an overview of their focus for 2026 to include aviation and aerospace.

Stephanie Moran, GO Topeka Senior Vice President of Innovation, shared the Link Innovation Labs grand opening ribbon cutting ceremony will be in February 2026. She advised the Organization of the new tenants, sponsors, members and programing that can be expected in the Link Innovation Labs.

Ashley Lehman, GO Topeka Vice President of Business Development, reported there are 27 active projects in the pipeline to include 10 manufacturing, 4 aviation and aerospace, 9 data center and tech, 2 logistics and distribution and 2 office/other.

Trina Goss, GO Topeka Director of Business and Talent Initiatives, reported on the Topeka Federation for Advanced Manufacturing Education (TopCity FAME) program which connects area students with employer partners to obtain sponsorship to pursue a two-year degree in manufacturing. Sponsors provide selected students with paid experience, working part-time, while attending classes offering an associate degree program that will develop skills in technical, core and personal development.

Stephanie Norwood, GO Topeka Director of Entrepreneurship & Small Business, provided an update on projects, programs and approved incentives.

On behalf of the Greater Topeka Partnership Staff members, Rhiannon Friedman, Chief Executive Officer, recognized Mayor Michael A. Padilla for his service.

Brenda Younger, City Clerk, announced the 2026 JEDO Board meetings would be held on February 11, 2026, May 13, 2026, September 9, 2026, and December 9, 2026.

PUBLIC COMMENT was provided by the following individuals:

Henry McClure stated he believes the JEDO Board has lost sight of their purpose to ensure property was shovel ready for potential economic development and instead, has turned into a bank for GO Topeka and the Greater Topeka Chamber of Commerce. He also stated he believes the carry-over funds should be used for city and county water line and street repairs.

LaZone Grays distributed a handout. He referenced past strategic plans (2002 and 2008) that have been conducted for economic development and questioned what has been accomplished then and now and if there is a need to conduct a new study. He mentioned the use of Artificial Intelligence (AI) and how it will change future study and workforce development efforts.

NO FURTHER BUSINESS appearing the meeting adjourned at 7:06 p.m.

City of Topeka & Shawnee County



Agenda Item No. 4B

**JEDO Board Meeting
February 11, 2026**

ACTION ITEM:

APPROVAL of Incentive Funding Proposal in the amount of \$1,430,000 for Project Omega.



Incentive Funding Proposal | Project Omega

Revised 01.22.2026

GO Topeka has been working with a local primary employer in the financial services sector to assist and support their expansion efforts. The details of the proposed incentives for Project Omega are below:

- New jobs: 175
- Salary range: \$50k - \$100k+

Employment Incentive

Based on the scope of the project and the projected annual salary range, GO Topeka will offer a performance-based cash incentive payable over five years as earned for up to 175 net new employees.

Total value of the Employment incentive offered is: \$1,255,000

Training Incentive

The community recognizes the importance of a skilled workforce. As part of the incentive package GO Topeka will offer a cash incentive of \$1,000 per new employee up to 175 employees.

Total value of the Training incentive offered is: \$175,000

Employment Incentive Value	\$1,255,000
Training Incentive Value	\$175,000
GO Topeka Incentive Value	\$1,430,000

This forecast was created by IMPLAN to prepare the results of GO Topeka's analysis, using widely published, peer-review methods that have made IMPLAN a standard tool among academic and professional economists for decades.

39% ROI	\$1.37B Economic Impact
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City of Topeka & Shawnee County



Agenda Item No. 4C

**JEDO Board Meeting
February 11, 2026**

ACTION ITEM:

APPROVAL of Incentive Agreement in the amount of \$383,000 for Project Team.



Incentive Funding Proposal | Project Team

12.02.2025

GO Topeka has been working with a local primary employer in the food manufacturing industry to assist in an expansion. The details of the proposed incentives for Project Team are below:

- Capital Investment in Real Property of \$17.8M; \$2.7M in Equipment

Real Property Investment

GO Topeka may offer a cash incentive paid upon performance of \$20,000 per million invested in real property. For this proposal, we have used the provided estimated investment of \$17.8M for building & facility.

Total value of the Real Property Investment Incentive offered is: \$356,000

Personal Property Investment

GO Topeka may offer a cash incentive paid upon performance of \$10,000 per million invested in personal property. For this project, we have used the provided estimated investment of \$2.7M for machinery & equipment.

Total value of the Machinery and Equipment incentive offered is: \$27,000

Real Property Incentive Value	\$356,00
Personal Property Incentive Value	\$27,000
GO Topeka Incentive Value	\$383,000

This forecast was created by IMPLAN to prepare the results of GO Topeka's analysis, using widely published, peer-review methods that have made IMPLAN a standard tool among academic and professional economists for decades.

30% ROI	\$30.9M Economic Impact
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INCENTIVE AGREEMENT

This Incentive Agreement (this “Agreement”) is made effective as of December 10th, 2025 (the “Effective Date”), and is entered into between the following parties:

GO TOPEKA: GROWTH ORGANIZATION OF TOPEKA/SHAWNEE COUNTY, INC.

719 S. Kansas Ave., Suite 100
Topeka, KS 66603
Phone: (785) 234-2644
Fax: (785) 234-8656
Contact Person/Title: Rhiannon Friedman, President, GO Topeka

PROJECT TEAM

WHEREAS, PROJECT TEAM is a corporation that is in good standing and qualified to do business under the laws of the state of Kansas; and

WHEREAS, PROJECT TEAM is contemplating investing approximately Twenty Million Five Hundred Thousand Dollars (\$20,500,000) to construct improvements and equip additional production space in Shawnee County, Kansas; and

WHEREAS, GO TOPEKA desires to assist and promote PROJECT TEAM by offering up to Three Hundred Eighty-Three Thousand Dollars (\$383,000) in investment incentives; and

WHEREAS, PROJECT TEAM acting in reliance upon the incentives set forth in this Agreement, has decided to maintain and expand its operations in Shawnee County, Kansas; and

WHEREAS, the parties wish to memorialize their understanding regarding the details of the incentive package through this legally enforceable contract.

WITNESSETH:

NOW, THEREFORE, in consideration of such mutual benefits and the mutual covenants and agreements expressed herein, the parties covenant and agree as follows:

1. Real Estate and Equipment Investment Incentive. For each One Million Dollars (\$1,000,000) in expenditure made by PROJECT TEAM between December 10th, 2025

and December 9th, 2030 for the improvement of its real property located at _____, Topeka in Shawnee County, Kansas GO TOPEKA shall pay an incentive to PROJECT TEAM of Twenty Thousand Dollars (\$20,000) (The “Real Estate Investment Incentive”). The aggregate of said real estate investment incentive payments shall not exceed Three Hundred Fifty-Six Thousand Dollars (\$356,000). PROJECT TEAM’s investment in its real property in Shawnee County is expected to be Seventeen Million Eight Hundred Thousand Dollars (\$17,800,000). GO Topeka shall make all reasonable efforts to complete payment(s) of the Real Estate Incentive within sixty (60) days of the receipt of sufficient documentary evidence showing the investment and improvement (construction/remodel) in the real property.

For each One Million Dollars (\$1,000,000) in expenditure made by PROJECT TEAM between December 10th, 2025 and December 9th, 2030 for the purchase of equipment to be housed at its real estate located in Shawnee County, Kansas GO TOPEKA shall pay an incentive to PROJECT TEAM of Ten Thousand Dollars (\$10,000) (The “Equipment Investment Incentive”). The aggregate of said equipment investment incentive payments shall not exceed Twenty-Seven Thousand Dollars (\$27,000). PROJECT TEAM’s investment in its equipment is expected to be Two Million Seven Hundred Thousand Dollars (\$2,700,000). GO Topeka shall make all reasonable efforts to complete payment(s) of the Equipment Investment Incentive within sixty (60) days of the receipt of sufficient documentary evidence showing the purchase of said equipment.

2. Use of Funds. The funds received by PROJECT TEAM pursuant to this Agreement, shall be used for the purpose of purchasing and improving real estate and equipment in Shawnee County, Kansas. PROJECT TEAM agrees to make every reasonable effort to include, in any bidding process, qualified Shawnee County, Kansas based contractors, subcontractors and vendors for construction of its facility and the purchase or procurement of machinery and equipment to be installed in its facility.

3. Notices. Any notices required or permitted to be given pursuant to this Agreement may be delivered in person or mailed, certified mail, return receipt requested, to the addresses identified above.

4. Miscellaneous. The following miscellaneous provisions shall apply to this Agreement:

a. Time is of the essence of this Agreement. PROJECT TEAM agrees to provide written documentation demonstrating proof that the Company has commenced performance within two (2) years of the Effective Date of this Agreement. This documentation must be submitted regardless of whether any qualifying performance activity has occurred. In the event no such activity has taken place, PROJECT TEAM shall submit a written statement within sixty (60) days after the second anniversary of the Effective Date, affirming that no qualifying performance has been achieved during the period. In the event no qualifying performance has taken place and no written statement affirming no qualifying performance has been submitted, PROJECT TEAM will be in default of this Agreement. In the event of such default, no additional incentive payments will be made under this Agreement and no application for future incentives will be considered until the termination of the original term established in this Agreement.

b. PROJECT TEAM shall provide prompt notice to GO TOPEKA of any material change in PROJECT TEAM's ownership, control or management, including issues of insolvency or bankruptcy, or other material changes that could reasonably result in a default by PROJECT TEAM under any agreement to which it is a party related to the matters set forth herein. Such notice shall be provided in advance to the extent practicable and legally permissible, it being understood that where prior notice is not provided in advance, it shall be provided as soon as reasonably possible thereafter.

c. PROJECT TEAM agrees to participate in a public event with GO TOPEKA in Shawnee County, Kansas, celebrating the capital investment contemplated by this Agreement. Such event would include general recognition of JEDO's and GO TOPEKA's involvement in the project.

d. This writing contains the entire agreement reached between the parties hereto with respect to the subject matter hereof, and may be amended only in writing, duly executed by all parties concerned.

e. This Agreement shall be interpreted under the laws of the State of Kansas, with venue being solely in the state District Court of Shawnee County, Kansas. In the event any provision is found to be unenforceable or unconstitutional, all other provisions shall remain in full force and effect.

f. By signing this Agreement, the parties affirm that they have the authority of their respective corporations to enter into this Agreement and bind their respective entities.

g. This Agreement shall bind and inure to the benefit of the parties to this Agreement, their heirs, legal representatives, assignees, transferors and successors.

h. No failure by a party to insist on prompt performance by the other party of its obligations hereunder shall constitute a waiver of rights under the Agreement. Similarly, the waiver by a party of any breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach of that same or any other provision.

i. This Agreement may be executed in counterparts, each counterpart shall be deemed an original, and, when taken together with other signed counterparts, shall constitute one agreement, which shall be binding upon and effective as to all parties.

j. The parties acknowledge and agree that PROJECT TEAM shall not assign, transfer, hypothecate or otherwise encumber this Agreement and its rights hereunder, without the prior written approval of GO TOPEKA, unless such transfers are made to an affiliated entity.

k. Sarbanes-Oxley and similar legislation may have application to, or affect the accounting for, this Agreement by PROJECT TEAM.

l. GO TOPEKA makes no representation as to the taxability or tax effect of this Agreement and the incentive payments hereunder.

m. GO TOPEKA's obligations hereunder are contingent upon approval hereof by the Joint Economic Development Organization ("JEDO") and the continued funding of GO TOPEKA at adequate levels through a portion of the Shawnee County retailer's sales tax and/or by JEDO. GO TOPEKA may unilaterally reduce or eliminate any payments hereunder in the event that sufficient funds are not available (taking into account GO TOPEKA's other obligations). GO TOPEKA will endeavor to give PROJECT TEAM advance notice of any reduction of funds when practical. PROJECT TEAM agrees and understands that if there are not sufficient funds appropriated or available to GO TOPEKA to continue to make any payments hereunder (taking into account GO TOPEKA's other obligations), GO TOPEKA may terminate this Agreement with written notice of termination to PROJECT TEAM. The reduction or elimination of any payments, and/or termination of this Agreement pursuant to this paragraph, shall not cause any penalty or damages to be charged to GO TOPEKA and PROJECT TEAM

waives and releases any rights, causes of action or claims it may have should such insufficiency of funds occur.

n. In carrying out the terms and provisions of this agreement, PROJECT TEAM shall not unlawfully discriminate against any employee, applicant for employment, recipient of service or applicant to receive or provide services because of race, color, religion, sex, age, disability, national origin or any other status protected by applicable federal or state law or local ordinance.

o. Every duty, right, or obligation contained in this Agreement imposes an obligation of good faith in its performance or enforcement. For the purposes of the Agreement, “good faith” dealing means honesty in fact in the conduct or the transaction concerned.

p. Nothing herein contained shall be construed or held to make any party a partner, joint venture or associate of another party in the conduct of its business, nor shall either party be deemed the agent of the other, it being expressly understood and agreed that the relationship between the Parties hereto is and shall at all times remain contractual as provided by the terms and conditions of this Agreement.

q. The parties agree to execute and deliver such other documents, agreements or instruments as may be necessary or convenient to affect the purposes of this Agreement and to comply with any of the terms hereof.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date and year first above written.

“PROJECT TEAM”

By: _____
_____, _____

“GO TOPEKA”

GROWTH ORGANIZATION OF TOPEKA/SHAWNEE COUNTY, INC.

By: _____
Rhiannon Friedman, President

City of Topeka & Shawnee County



Agenda Item No. 4D

**JEDO Board Meeting
February 11, 2026**

ACTION ITEM:

APPROVAL of Incentive Agreement in the amount of \$147,000 for Project Vulcan.



Incentive Funding Proposal | Project Vulcan

12.02.2025

GO Topeka has been working with a local primary employer in the manufacturing industry to assist in an expansion. The details of the proposed incentives for Project Vulcan are below:

- Capital Investment in Real Property of \$1M; \$600K in Equipment
- 19 net new jobs over the next 5 years
- \$50,000 - \$80,000 annual wage

Real Property Investment

GO Topeka may offer a cash incentive paid upon performance of \$20,000 per million invested in real property. For this proposal, we have used the provided estimated investment of \$1M for building & facility.

Total value of the Real Property Investment Incentive offered is: \$20,000

Personal Property Investment

GO Topeka may offer a cash incentive paid upon performance of \$10,000 per million invested in personal property. For this project, we have used the provided estimated investment of \$600,000 for machinery & equipment.

Total value of the Machinery and Equipment incentive offered is: \$6,000

Employment

Based on the scope of the project and the projected annual salary, GO Topeka will offer a performance-based cash incentive payable over five years as earned for up to 19 net new employees.

Total value of the employment incentive offered is: \$90,000

Training

The community recognizes the importance of a skilled workforce. As part of the incentive package GO Topeka will offer a cash incentive of \$1,000 per new employee up to 19 employees.

Total value of the training incentive offered is: \$19,000

Real Property Incentive Value	\$20,000
Personal Property Incentive Value	\$6,000
Employment Incentive Value	\$102,000
Training Incentive Value	\$19,000
GO Topeka Incentive Value	\$147,000

This forecast was created by IMPLAN to prepare the results of GO Topeka's analysis, using widely published, peer-reviewed methods that have made IMPLAN a standard tool among academic and professional economists for decades.

415% ROI	\$71M Economic Impact
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INCENTIVE AGREEMENT

This Incentive Agreement is effective December 10th, 2025 (the “Effective Date”), and is entered into between the following parties:

GO TOPEKA: GROWTH ORGANIZATION OF TOPEKA/SHAWNEE COUNTY, INC.

719 S. Kansas Ave., Suite 100
Topeka, KS 66603
Phone: (785) 234-2644
Fax: (785) 234-8656
Contact Person/Title: Rhiannon Friedman, President, GO Topeka

PROJECT VULCAN

WHEREAS, PROJECT VULCAN is a corporation that is in good standing and qualified to do business under the laws of the state of Kansas; and

WHEREAS, PROJECT VULCAN is contemplating investing approximately One Million Six Hundred Thousand Dollars (\$1,600,000) to construct improvements and equip additional production space in Shawnee County, Kansas; and

WHEREAS, PROJECT VULCAN intends to expand its operations and, in the process, create Nineteen (19) full-time jobs over the next approximately five (5) years; and

WHEREAS, GO TOPEKA desires to assist and promote PROJECT VULCAN by offering up to One Hundred Forty-Seven Thousand Dollars (\$147,000) in employment, training, and investment incentives; and

WHEREAS, PROJECT VULCAN acting in reliance upon the incentives set forth in this Agreement, has decided to maintain and expand its operations in Shawnee County, Kansas; and

WHEREAS, the parties wish to memorialize their understanding regarding the details of the incentive package through this legally enforceable contract.

WITNESSETH:

NOW, THEREFORE, in consideration of such mutual benefits and the mutual covenants and agreements expressed herein, the parties covenant and agree as follows:

1. **Local Employment Incentive.** GO TOPEKA agrees to provide to PROJECT VULCAN an employment incentive of up to One Hundred Two Thousand Dollars (\$102,000) (the “Employment Incentive”) for net new Full Time Employment Positions created by PROJECT VULCAN over five (5) years, subject to the limitations and requirements outlined herein. The eligibility for Employment Incentive of a new Full Time Employment Position is based on annual employee compensation as follows:

<u>Annual Compensation</u>	<u>Total Employment Incentive</u>	<u>Per Year</u>
• \$50,000 - \$59,999	\$5,000	\$1,000
• \$60,000 - \$69,999	\$6,000	\$1,200
• \$70,000 or more	\$7,000	\$1,400

A Full Time Employment Position receiving compensation of less than \$50,000 annually is not eligible for an Employment Incentive.

As used in this agreement, a “Full Time Employment Position” is an employee position that includes approximately 2080 paid hours of service in Shawnee County, Kansas, during each calendar year. For purposes of determining eligibility for Employment Incentives (and the amount thereof), compensation includes salary, bonuses or other cash incentives paid by PROJECT VULCAN to a full-time employee in a calendar year but does not include benefits. Each position shall be eligible to receive health insurance benefits, at least part of the premiums of which are paid by PROJECT VULCAN, and paid time off. Nothing herein shall require that a Full Time Employment Position be held by the same person, nor shall this Agreement preclude PROJECT VULCAN from changing the title, purpose or utility of a position (as long as it meets the other requirements identified herein, including compensation). Each Full Time Employment Position must be one in which PROJECT VULCAN withholds and pays all federal, state and local employment taxes attributable to the employee. More than one position cannot be aggregated to qualify for an Employment Incentive.

Only new Full-Time Employment Positions shall be eligible for the Employment Incentive. A “new” Full Time Employment Position is an otherwise eligible Full Time Employment Position that is in excess of and in addition to the Forty-One (41) Full Time Employees employed by PROJECT VULCAN as of December 10th, 2025.

A Full Time Employment Position shall not fail to qualify for the Employment Incentive if the position is vacated (voluntarily or otherwise) and PROJECT VULCAN is undertaking an open and active search and such position is filled within one hundred eighty (180) days after the vacancy during the calendar year. If unfilled for longer than one hundred eighty (180) days during a calendar year, the position will cease to qualify as a Full Time Employment Position and will not be eligible for an Employment Incentive for that year.

Notwithstanding anything to the contrary herein, a maximum Employment Incentive available hereunder shall not exceed One Hundred Two Thousand Dollars (\$102,000) in the aggregate. Generally, the maximum annual Employment Incentive payment shall be Twenty Thousand Four Hundred Dollars (\$20,400); however, if PROJECT VULCAN is experiencing faster than anticipated growth and the GO TOPEKA budget allows, the yearly Employment Incentive may exceed the noted maximum at the direction of the President of GO TOPEKA.

Installments of the Employment Incentive shall be available to be earned for up to five (5) consecutive years, with the first qualifying year beginning on December 10th, 2025 (with the Employment Incentive installment relating to Full Time Employment Positions established in 2025 paid in 2026), and the last qualifying year (depending when a position was added) ending on December 9th, 2030 (with the first Employment Incentive installment relating thereto paid in 2031).

GO TOPEKA will endeavor to make incentive payments according to the following schedule:

- New Full Time Employment Positions hired between December 10th, 2025 and December 31, 2025 will be eligible to receive the first incentive payment installment in 2026;
- New Full Time Employment Positions hired between January 1, 2026 and December 31, 2026 will be eligible to receive the second incentive payment installment in 2027;
- New Full Time Employment Positions hired between January 1, 2027 and December 31, 2027 will be eligible to receive the third incentive payment installment in 2028;
- New Full Time Employment Positions hired between January 1, 2028 and December 31, 2028 will be eligible to receive the fourth incentive payment installment in 2029;
- New Full Time Employment Positions hired between January 1, 2029 and December 31, 2029 will be eligible to receive the fifth incentive payment installment in 2030;

- New Full Time Employment Positions hired between January 1, 2030 and December 9th, 2030 will be eligible to receive the final incentive payment installment in 2031;

provided, however, that PROJECT VULCAN must first provide GO TOPEKA with sufficient documentation relating to such employment levels (as required elsewhere herein). GO TOPEKA shall make all reasonable efforts to complete payment of all incentive payments within sixty (60) days of the receipt of such sufficient documentation relating to employment levels.

The parties recognize there may be some turnover and fluctuations in PROJECT VULCAN's employment levels. Therefore, a position may qualify for an Employment Incentive in one year after failing to qualify in a prior year.

For purposes of illustration, if PROJECT VULCAN hires throughout the period between January 1, 2026 and December 31, 2026 three (3) new Full Time Employment Positions receiving compensation of at least \$50,000 and one (1) new Full Time Employment Positions receiving compensation in excess of \$70,000, it would be eligible to receive an Employment Incentive installment in the amount of \$4,400 [(3 x 1,000) + (1 x 1,400)] in 2027 upon receipt and verification of appropriate documentation.

2. Employment Incentive Calculation Documentation. When and as reasonably requested by GO TOPEKA, PROJECT VULCAN shall provide GO TOPEKA with state and federal employment tax returns and/or other information reasonably necessary to establish employment levels in Shawnee County, Kansas, for purposes of calculating Employment Incentives and monitoring PROJECT VULCAN's performance hereunder. GO TOPEKA is granted the right to audit payroll and human resources records at any time during the term of this Agreement. GO TOPEKA is granted the right to reduce payments made to PROJECT VULCAN by amounts found to be improper, unauthorized or unsubstantiated. GO TOPEKA shall have sole authority in this regard and shall base its decision upon information submitted, including the absence of documents to substantiate expenditure.

3. Employee Training Incentive. PROJECT VULCAN may earn an Employee Training Incentive in an amount not to exceed Nineteen Thousand Dollars (\$19,000) (the "Employee Training Incentive").

GO Topeka shall reimburse PROJECT VULCAN for verifiable training costs including, but not limited to, tuition, registration fees, computer software for in-house training and other direct training costs incurred from December 10th, 2025 to December 9th, 2030 in accordance

with the following provisions. PROJECT VULCAN shall be eligible for up to One Thousand Dollars \$1,000 in Employee Training Incentive for up to Nineteen (19), net new Full Time Employment Position (as defined in Section 1 “Local Employment Incentive”), created by PROJECT VULCAN. Thus, for PROJECT VULCAN to receive all Nineteen Thousand Dollars (\$19,000) in Employee Training Incentive the company’s full-time employment would need to increase to at least 41 + 19 (60).

An Employee Training Incentive payment may be made to PROJECT VULCAN starting in 2026 for training costs incurred by any full-time employee (new or existing) at PROJECT VULCAN in 2025 upon proof of approved training expenses in the form of paid invoices, or other verifiable records confirming payment for approved training expenses. The amount of Employee Training Incentive available in 2026 will be based on net new Full Time Employment Positions created by PROJECT VULCAN in 2025. For example, if PROJECT VULCAN created five (5) new Full Time Employment Positions in 2025, increasing the company’s full time employee count to [41 + 5 (46)] PROJECT VULCAN could receive a reimbursement of up to \$5,000 in 2026, for expenses incurred to train any existing or new full-time employee. Payment for training expenses incurred shall be available on a yearly basis thereafter through 2030 based on the previous year’s job creation and verifiable training costs. GO TOPEKA shall not reimburse PROJECT VULCAN wages paid to an employee while they are in training or incidental costs associated with training such as travel expenses, meals, and lodging.

4. Real Estate and Equipment Investment Incentive. For each One Million Dollars (\$1,000,000) in expenditure made by PROJECT VULCAN between December 10th, 2025 and December 9th, 2030 for the improvement of its real property located at _____, Topeka in Shawnee County, Kansas GO TOPEKA shall pay an incentive to PROJECT VULCAN of Twenty Thousand Dollars (\$20,000) (The “Real Estate Investment Incentive”). The aggregate of said real estate investment incentive payments shall not exceed Twenty Thousand Dollars (\$20,000). PROJECT VULCAN’s investment in its real property in Shawnee County is expected to be One Million Dollars (\$1,000,000). The Real Estate Incentive payments shall be made to PROJECT VULCAN upon GO TOPEKA’s receipt of documentary evidence showing the investment and improvement (construction/remodel) in the real property.

For each One Hundred Thousand Dollars (\$100,000) in expenditure made by PROJECT VULCAN between December 10th, 2025 and December 9th, 2030 for the purchase of equipment to be housed at its real estate located in Shawnee County, Kansas GO TOPEKA shall pay an incentive to PROJECT VULCAN of One Thousand Dollars (\$1,000) (The “Equipment Investment Incentive”). The aggregate of said equipment investment incentive payments shall not exceed Six Thousand Dollars (\$6,000). PROJECT VULCAN’s investment in its equipment is expected to be Six Hundred Thousand Dollars (\$600,000). The Equipment Investment Incentive payments shall be made to PROJECT VULCAN upon GO TOPEKA’s receipt of documentary evidence showing the purchase of said equipment.

5. **Use of Funds.** The funds received by PROJECT VULCAN pursuant to this Agreement, shall be used for the purpose of purchasing and improving real estate and equipment in Shawnee County, Kansas and for the employment and training of persons to be employed in Shawnee County, Kansas. PROJECT VULCAN agrees to make every reasonable effort to include, in any bidding process, qualified Shawnee County, Kansas based contractors, subcontractors and vendors for construction of its facility and the purchase or procurement of machinery and equipment to be installed in its facility.

6. **Notices.** Any notices required or permitted to be given pursuant to this Agreement may be delivered in person or mailed, certified mail, return receipt requested, to the addresses identified above.

7. **Miscellaneous.** The following miscellaneous provisions shall apply to this Agreement:

a. Time is of the essence of this Agreement. PROJECT VULCAN agrees to provide written documentation demonstrating proof of performance within two (2) years of the Effective Date of this Agreement. This documentation must be submitted regardless of whether any qualifying performance activity has occurred. In the event no such activity has taken place, PROJECT VULCAN shall submit a written statement within sixty (60) days after the second anniversary of the Effective Date, affirming that no qualifying performance has been achieved during the period. In the event no qualifying performance has taken place and no written statement affirming no qualifying performance has been submitted, PROJECT VULCAN will be in default of the agreement. In the event of such default, no additional incentive payments will

be made under this Agreement and no application for future incentives will be considered until the termination of the original term established in this Agreement.

b. PROJECT VULCAN shall provide prompt advance notice to GO TOPEKA of any material change in PROJECT VULCAN's ownership, control or management, including issues of insolvency or bankruptcy, or other material changes that could reasonably result in a default by PROJECT VULCAN under any agreement to which it is a party related to the matters set forth herein, or a change in the Full Time Employment Positions maintained in Shawnee County, Kansas.

c. PROJECT VULCAN agrees to participate in a public event with GO TOPEKA in Shawnee County, Kansas, celebrating the employment expansion contemplated by this Agreement. Such event would include general recognition of JEDO's and GO TOPEKA's involvement in the project.

d. This writing contains the entire agreement reached between the parties hereto with respect to the subject matter hereof, and may be amended only in writing, duly executed by all parties concerned.

e. This Agreement shall be interpreted under the laws of the State of Kansas, with venue being solely in the state District Court of Shawnee County, Kansas. In the event any provision is found to be unenforceable or unconstitutional, all other provisions shall remain in full force and effect.

f. PROJECT VULCAN agrees to make every reasonable effort to use, if qualified, Shawnee County residents to fill the new Full Time Employment Positions in Shawnee County, Kansas.

g. By signing this Agreement, the parties affirm that they have the authority of their respective corporations to enter into this Agreement and bind their respective entities.

h. This Agreement shall bind and inure to the benefit of the parties to this Agreement, their heirs, legal representatives, assignees, transferors and successors.

i. No failure by a party to insist on prompt performance by the other party of its obligations hereunder shall constitute a waiver of rights under the Agreement. Similarly, the waiver by a party of any breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach of that same or any other provision.

j. This Agreement may be executed in counterparts, each counterpart shall be deemed an original, and, when taken together with other signed counterparts, shall constitute one agreement, which shall be binding upon and effective as to all parties.

k. The parties acknowledge and agree that PROJECT VULCAN shall not assign, transfer, hypothecate or otherwise encumber this Agreement and its rights hereunder, without the prior written approval of GO TOPEKA.

l. Sarbanes-Oxley and similar legislation may have application to, or affect the accounting for, this Agreement by PROJECT VULCAN.

m. GO TOPEKA makes no representation as to the taxability or tax effect of this Agreement and the incentive payments hereunder.

n. GO TOPEKA's obligations hereunder are contingent upon approval hereof by the Joint Economic Development Organization ("JEDO") and the continued funding of GO TOPEKA at adequate levels through a portion of the Shawnee County retailer's sales tax and/or by JEDO. GO TOPEKA may unilaterally reduce or eliminate any payments hereunder in the event that sufficient funds are not available (taking into account GO TOPEKA's other obligations). GO TOPEKA will endeavor to give PROJECT VULCAN advance notice of any reduction of funds when practical. PROJECT VULCAN agrees and understands that if there are not sufficient funds appropriated or available to GO TOPEKA to continue to make any payments hereunder (taking into account GO TOPEKA's other obligations), GO TOPEKA may terminate this Agreement with written notice of termination to PROJECT VULCAN. The reduction or elimination of any payments, and/or termination of this Agreement pursuant to this paragraph, shall not cause any penalty or damages to be charged to GO TOPEKA and PROJECT VULCAN waives and releases any rights, causes of action or claims it may have should such insufficiency of funds occur.

o. In carrying out the terms and provisions of this agreement, PROJECT VULCAN shall not unlawfully discriminate against any employee, applicant for employment, recipient of service or applicant to receive or provide services because of race, color, religion, sex, age, disability, national origin or any other status protected by applicable federal or state law or local ordinance.

p. PROJECT VULCAN agrees to make a good faith effort to provide relocating information to existing employees, and/or new employees with information/relocation materials

regarding Topeka and Shawnee County, that support and promote residency within the Topeka/Shawnee County limits. Annual reporting of these efforts shall be provided to GO TOPEKA during the incentivized period defined in this Agreement.

q. Every duty, right, or obligation contained in this Agreement imposes an obligation of good faith in its performance or enforcement. For the purposes of the Agreement, “good faith” dealing means honesty in fact in the conduct or the transaction concerned.

r. Nothing herein contained shall be construed or held to make any party a partner, joint venture or associate of another party in the conduct of its business, nor shall either party be deemed the agent of the other, it being expressly understood and agreed that the relationship between the Parties hereto is and shall at all times remain contractual as provided by the terms and conditions of this Agreement.

s. The parties agree to execute and deliver such other documents, agreements or instruments as may be necessary or convenient to affect the purposes of this Agreement and to comply with any of the terms hereof.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date and year first above written.

“PROJECT VULCAN”

By: _____
_____, _____

“GO TOPEKA”

GROWTH ORGANIZATION OF TOPEKA/SHAWNEE COUNTY, INC.

By: _____
Rhiannon Friedman, President

City of Topeka & Shawnee County



Agenda Item No. 5

**JEDO Board Meeting
February 11, 2026**

PRESENTATION:

2025 Growth Organization of (GO) Topeka Year End Update



JEDO
Quarterly Report

2025 Q4

CONTENTS

Q4 2025

4

Business Attraction & Retention & Dashboard



5

Innovation & Entrepreneurship



8

Workforce Data



9

Choose Topeka By The Numbers



12

2025 GO Topeka Board of Directors



GO Topeka
785.234.2644
GOTOpeka.com
719 S Kansas Ave. Ste.100
Topeka, KS 66603

6

Small Business
Incentives



7

Small Business



10

Workforce Data
& Talent Attraction



11

GO Topeka
Staff



New Business Attraction

Existing Business:

At the December JEDO meeting, two projects were approved:

- PROJECT TEAM
 - Capital Investment of \$20.5M
 - ROI 30%
 - Economic Impact of \$30.9M over 10 years

- PROJECT VULCAN
 - \$1.6M in capital investment
 - ROI 415%
 - Economic Impact of \$71M over 10 years

21

NEW ACTIVE PROJECTS



Adv. Manufacturing

7



Aviation & Aerospace

2



Data Center/Tech

8



Other

4

New Business · Retention & Expansion Small Business · Economic Mobility Choose Topeka Q4 2025

As of 12/31/25

184 New Projects	54 Completed Projects	130 Active Projects
169 New Jobs	646 Retained Jobs	1069 Training Investment (number of people impacted)
377 Outreach/Assisted (number of companies/ individuals)	\$99,292,712 Capital Investment	



Innovation & Entrepreneurship

WWW.LINKTOPEKA.COM

YOU'RE INVITED

go topeka **link**
innovation labs

RIBBON CUTTING

FEBRUARY 9, 2026
3:00 PM - 4:30 PM
220 SE 6TH ST

 LINK YOUR VISION

 BUILD YOUR FUTURE

 LAUNCH YOUR SUCCESS



Link Innovation Labs Ribbon Cutting

Link Innovation Labs is in its final stages of construction and preparing to open as Topeka's newest hub for innovation, entrepreneurship, and collaboration. This \$15 million, 17,000-square-foot facility will offer flexible lab and office space, coworking areas, conference rooms, and a dedicated pitch and event space in the heart of Topeka's Innovation District. Leasing and sponsorship efforts are underway as interest continues to grow among startups, researchers, and industry partners. The official ribbon cutting is scheduled for February 9, 2026, marking a major milestone in strengthening Topeka's innovation ecosystem and supporting future business growth.



Small Business Incentive Program

Incentive Types

Construction

22

Marketing

27

Architecture & Design

7

Equipment

39

Proof of Concept

0

Professional Services

1

Global Markets

0

Autumn Window Approvals

The Autumn 2025 window closed with 30 incentives awarded to 18 companies, totaling \$152,825 in reimbursements. These projects represent an estimated \$740k+ capital investment into our local economy.

PREAPPROVAL
2025

98

INCENTIVES
TOTALING

\$606,575

LIFE OF PROGRAM

881

INCENTIVES
TOTALING

\$4,146,257

*Some companies may have been awarded more than one incentive.

DEMOGRAPHICS OF APPLICATIONS IN PROCESS

19

Minority Owned

29

Women Owned

6

Veteran Owned

2

Disabled Owned

0

SBA 8(a)- Certified



Small Business

Suscess Strategy Rountables

- o Discussing Imposter Syndrome – With Fatima Perez-Luthi of The Grind Coaching & Consulting

Attendees engaged in open dialogue, gaining reassurance from shared experiences and relatable stories of overcoming self-doubt. The discussion equipped participants with practical tools to reframe negative self-talk, embrace their strengths, and approach entrepreneurship with renewed confidence.

SBC Insights Training

- o SBC Insights Training: Building a Positive Work Culture with Desiree LaForge of Mize CPAs

Participants left with actionable steps to immediately implement within their organizations, from refining onboarding processes to enhancing employee engagement initiatives. The session reinforced that intentional leadership, paired with clear communication and consistent follow-through, directly contributes to higher morale and long-term workplace success.

- o Sales Tax for Retail and Construction

In partnership with the Kansas Department of Revenue, this workshop demystified sales and use tax for retail and construction industries. Separate trainings offered in-depth knowledge and support on evolving tax laws and procedures. Participants appreciated the direct access to KDOR staff and the opportunity for Q&A.

Thank you to all who attended and contributed to the discussion. As workplaces continue to evolve, these insights will help businesses create stronger, more connected teams. Find out next training session and other events here!

Shawnee County Youth Pitch Contest

In early December, we had the incredible opportunity to watch and help judge the next generation of entrepreneurs shine at the Shawnee County eCommunity Youth Pitch Contest! Congratulations to all the winners who took home cash prizes and to every student who had the courage to stand up and pitch.

Economic Mobility

To date, \$486,525 has been awarded to local organizations and individuals.

Shop Small Campaign (Bags + Guide)

November kicked off our season of shopping small and supporting local with members of the Small Business Council traversing the city to drop off shop small bags ahead of the holiday shopping rush. We also issued our Shop Small Guide, giving a variety of local gift ideas tailored to womever you were shopping for. Gift guide can be found here:

<http://bit.ly/holidayguide25>

Washburn Pitch Contest

GO Topeka sponsored and assisted in judging the Washburn University Pitch Contest and awarded the top winners with cash prizes.

Congrats to Devin Fritzsich, winner of the 2025 Pitch Competition for his pitch on Beyond the Stone QR code memorial. Sydney Achilles took 2nd pnce for Tidy Ventures professional organizing. Sloan Stockton earned 3rd place with Air Grid drone marketplace. Annie Wright and Kinsley Johnson came in 4th with Night Owl Coffee truck. Jordy and Jordana De La Torre's Los Gemelotes Mexican street corn took 5th place.



Workforce & Talent

2025 Q4 Workforce Data

*Data includes the most recent data available for 2025

Total Working Age Population (16 YEARS AND OVER)	139,385 SHAWNEE COUNTY	2,315,399 KANSAS	272,855,229 UNITED STATES
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Labor Force Participation	91,693 SHAWNEE COUNTY	1,574,442 KANSAS	171,217,119 UNITED STATES
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Employment	88,108 SHAWNEE COUNTY	1,517,249 KANSAS	163,893,585 UNITED STATES
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Jobs	108,384 SHAWNEE COUNTY	1,634,376 KANSAS	174,436,325 UNITED STATES
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Average Wages	62,244 SHAWNEE COUNTY	60,788 KANSAS	74,672 UNITED STATES
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Labor Force Participation Rate

65.54% SHAWNEE COUNTY

68.00% KANSAS

62.80% UNITED STATES

Employment-Population Ratio

63.21% SHAWNEE COUNTY

65.52% KANSAS

60.06% UNITED STATES

Unemployment Rate

3.70% SHAWNEE COUNTY

3.60% KANSAS

4.30% UNITED STATES

*Total Civilian Non-institutionalized Population

Choose Topeka 2.0 Relocation Incentive

\$374,529

IN TOTAL COMMITTED FUNDS

\$324,529 EMPLOYER MATCH FUNDS

\$35,000 BOOMERANG FUNDS

\$15,000 TRANSITIONING SERVICEMEMBER FUNDS

Economic Impact Analysis

\$95,897

TOTAL AVERAGE SALARY

\$98,519 EMPLOYER MATCH

\$88,033 BOOMERANG & MILITARY

89

APPROVED
FAMILIES

46

RENTING

43

PURCHASED
HOMES

79

EMPLOYER
MATCHED

3

TRANSITIONING
SERVICE
MEMBERS

7

BOOMERANG

132%

RETURN ON INVESTMENT
AFTER 3 YEARS

\$42.8M

TOTAL ECONOMIC IMPACT
AFTER 1 YEAR

38

UNIQUE
EMPLOYER
SUBMITTALS

23

OF STATES
MOVED FROM

14,000+

PROFILES
CREATED ON
SKILLFIT



Workforce & Talent

TopCity FAME Is Announced

GO Topeka is helping launch TopCity FAME (Federation for Advanced Manufacturing Education), an employer-led workforce pathway designed to prepare students and adults for in-demand careers in advanced manufacturing. The program blends paid, hands-on work experience with classroom instruction through a partnership with Washburn University and Washburn Tech, allowing participants to earn a credential while building real-world skills aligned with employer needs. A community launch event is scheduled for February 3, 2026, where students, parents, career-changers, and community leaders can learn how the program works, meet participating employers, and explore how TopCity FAME strengthens the local workforce pipeline and supports long-term talent development in Topeka and Shawnee County.



Made for Manufacturing

National Manufacturing Day was on Oct 3 — a day to celebrate the critical role manufacturing plays not only in our local economy, but in driving innovation, progress, and prosperity across our country and around the world.

Here in Topeka, we marked the day with GO Topeka's Made for Manufacturing! Over 400 area high school students explored career pathways with local manufacturing companies, enjoyed lunch together, and learned about the launch of the TopCity FAME chapter and opportunities through Washburn Tech.

This event highlighted the power of manufacturing to shape futures and inspire the next generation of skilled professionals. Together, we're building awareness of just how essential manufacturing is — in Topeka, in Kansas, and across the globe.



GO Topeka Staff

Rhiannon

Friedman



President,
GO Topeka

Stephanie

Moran



SVP of Innovation

Trina

Goss



Director, Business &
Talent Initiatives

Rhett

Flood



Executive Director of
Forge Young Talent

Ashley

Lehman



VP of Business
Development

Stephanie

Norwood



VP of
Entrepreneurship
& Small Business

Manuel

Castro



Small Business
Resource Manager

Erin

Young



Sr. Marketing &
Communications
Account Manager

Analisa

Chavez-Munoz



Executive
Coordinator

Staff Updates

Analisa Chavez-Munoz was hired on as GO Topeka's Executive Coordinator

Manuel Castro was promoted to Small Business Resource Manager

Stephanie Norwood was promoted to VP of Entrepreneurship & Small Business

HERE. GREAT
SMOOTH GREAT



GO Topeka leverages the community's unique strengths to foster county-wide economic growth opportunities for businesses and residents.

Great. Grows. Here.

Visit GoTopeka.com



2025 GO Topeka Board of Directors

Elected Directors

Neal Spencer	Ernest-Spencer Metal Fabrication
Joe Caldwell	Bartlett & West
Calla Haggard	Community Bank
Travis Morris	Summit Materials
Daina Williams	L&J Building Maintenance
Jeff Martin	Evergy
Sara Girard	Central National Bank
Martha Bartlett Piland	MB Piland Advertising & Marketing
Darin Stephens	Stone & Story Real Estate Group, LLC
Manny Herron	Haus Property Partners
Kevin Rake	HME, Inc.
Robert Kenagy	Stormont Vail Health
Troy Simoneau	Kansas Gas Service-A Division of ONE Gas Inc.
Sam Al-Murrani	LifeTech Sciences LLC
Scott Campbell	The University of Kansas Health System St. Francis
Kurt Kuta	CoreFirst Bank & Trust
Shane Hillmer	Southwest Publishing and Mailing Corp
Michelle Whitehead	Capitol Federal
Chris Faulk	McElroy Electric
Marvin Spees	Capital City Oil
Cassandra Taylor	HTK Architects
Jacob Wamego	Prairie Band, LLC
Sherry Hunsicker	S Hunsicker Investments
Josh Gorrell	Electronic Life

Directors Appointed at Large

Michael Odupitan	Omni Circle Group
Dan Chavez	Chavez Restoration & Cleaning
Ryan McMichael	Walmart Fulfillment Center
Dr. Kevin Hahn	Ardiah Group
Megan Bottenberg	Cox Communications
Joe Hishmeh	Fellowship Bible Church
Jim Klausman	Midwest Health
Dawn McWilliams	The Boys and Girls Club of Topeka

Directors By Virtue of Position Held

Michael Padilla	Mayor of Topeka
Kevin Cook	Shawnee County Commissioner
Aaron Mays	Shawnee County Commissioner
Rich Eckert	Shawnee County Counselor
Neil Dobler	City Council Member
Curtis Sneden	MTAA
Robert Perez	Topeka City Manager
Marshall Meek	Washburn University
Lt. Col. Chris Hill	190th Refueling Wing



go >topeka

A Greater Topeka Partnership Organization

INTERNATIONAL ECONOMIC
DEVELOPMENT COUNCIL



Accredited Economic Development Organization



Prepared for JEDO
Joint Economic Development Organization