



THE INDUSTRIAL DEVELOPMENT BOARD OF THE CITY OF MILLINGTON, TENNESSEE

Minutes of the Regular Board Meeting

NOVEMBER 14, 2025 AT 8:00 A.M.

Held at the IDB Office

7965 Veterans Parkway, Suite 101, Millington, TN 38053

The following Board Members participated:

Jack Langford
Kenneth Uselton
James Blackwell
Jim Warberg

Also participating:

Jon Crisp
Deanna Grigsby
Larry Dagen
Don Lowry
Tricia Adrian
And others in attendance

1. **Call to Order** – Vice Chairman Jack Langford opened the meeting at 8:00 a.m. on November 14, 2025. The Board had a moment of silence. Then, the Board and all guests recited the Pledge of Allegiance. After determining a quorum, the IDB meeting was called to order. Secretary and Treasurer Kenneth Uselton made a motion to accept the agenda as it is written. Jim Warberg made a second to the motion. Jack Langford, Kenneth Uselton, James Blackwell, and Jim Warberg, voted aye. Motion carried.
2. **Consideration of Minutes for Regular Meeting on 10/10/25 and for Special Meetings on 10/23/25 and 11/06/25** – Kenneth Uselton made a motion to approve all three sets of minutes. Jack Langford made a second to the motion. Jack Langford, Kenneth Uselton, James Blackwell, and Jim Warberg, voted aye. Motion carried.
3. **Consideration of Financial Statements for October 2025** – Kenneth Uselton gave a summary of the financial statements for October 2025.
4. **Public Comment Period** – There were no public comments.
5. **Executive Director's Update**
 - a. **Upcoming Lease Renewals** – Mr. Crisp informed the Board of Directors that there were some lease coming up to review.
 - b. **Roof Project Update** – Mr. Crisp informed the Board of Directors that the roof coating project will begin on Monday, weather permitting.
 - c. **Most Dependable Fountains Update** – Mr. Crisp stated that the administrative officials of Most Dependable Fountains would be meeting with the Planning Commission of Millington in the following week. The Purchase and Sales Agreement offered by the IDB is still in their hands, but it is expected to receive action soon.

- d. **Millington Farms TIF Updates** – Mr. Crisp explained that Target and Academy Sports were both ready to start. It is expected that Academy Sports will open in November 2026.
- e. **Forked River Commons TIF Update** – Mr. Crisp informed the Board that the VS Nails Spa and Firehouse Subs were both now open. These are the last two stores to occupy Forked River Commons, as there is no longer open space within the shopping center.
- f. **Land Swap with Airport Update** – Mr. Crisp asked Tricia Adrian, the IDB’s attorney, to give an update on this item. Tricia stated she was working with Mike Gill at the Airport Authority on adjusting some property lines. The City transferred the City-owned properties to the airport at their recent meeting.
- g. **Jetway** – Mr. Crisp stated that IDB staff met with Tioga Environmental at the Jetway site. They drilled 25-30 holes to test vapor and pollution within. We are now awaiting the results.
- h. **Butler Buildings** – Mr. Crisp explained that the asbestos survey was complete and results should be coming soon.
- i. **TCAT Update** – Mr. Crisp explained the ALTA survey was complete and given to officials managing the Millington TCAT project. He also explained that TCAT has expressed concerns about the traffic on Veterans Parkway coming around the curve on the bridge and how this would interact with the traffic of students pulling in and out of the facility. In light of this, TCAT may request additional acreage for their land purchase. The Board was all in agreement with this should TCAT ask for more land.
- j. **Panattoni Update** – Mr. Crisp stated Panattoni has helped submit a Request for Proposal for an organic automated greenhouse with a \$500 million capital investment. This company would create 100 new jobs with a \$50,000 annual salary. It would require 15 megawatts of electricity, meaning this would put pressure on MLG&W to build a new substation for Millington to handle the load.

6. **Other Business**

- a. **Nomination and Election for Chairman (and any other office as may require)** – Mr. Langford introduced the topic. James Blackwell made a motion to nominate Ken Uselton to the office of Chair. Jack Langford made a second to the motion. After some discussion, Ken Uselton made a motion to close the nominations for the office of Chair. Jack Langford made a second to the motion. Jack Langford, James Blackwell, and Jim Warberg voted aye. Ken Uselton abstained from the vote. Motion carried. James Blackwell made a motion to nominate Jim Warberg to the office of Secretary and Treasurer. Ken Uselton made a second to the motion. James Blackwell made a motion to close the nominations. Jack Langford made a second to the motion. Jack Langford, Ken Uselton, and James Blackwell vote aye. Jim Warberg abstained from the vote. Motion carried.
- b. **Website Analytics** – The website analytics report was included in the meeting materials.
- c. **IDB’s Next Regular Meeting on 12/08/25 at 8:00 a.m.** – This date was incorrect on the agenda. The IDB’s next regularly scheduled meeting will occur on 12/12/2025 at 8:00 a.m. at the offices of the IDB.
- d. **Other Business for the Good of the Order** – There was discussion on the recently passed Memorandum of Understanding between the Millington Industrial Development Board and the City of Millington. It was decided that a transition team would be put together to help navigate the transition of the IDB to the City of Millington. James Blackwell made a motion to create a transition team made up of the following people: Ken Uselton, James Blackwell Jim Warberg, and Deanna Grigsby. Jack Langford made a second to the motion. Jack Langford, Ken Uselton, James Blackwell, and Jim Warberg voted aye. Motion carried. Also, James Blackwell asked a question on the specifics of the MOU regarding who would be considered the employer of the IDB staff and chain of

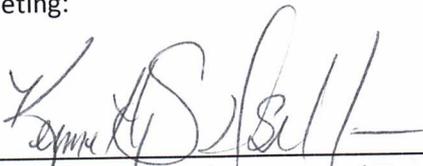
command. There was discussion in reference to this with Mayor Dagen at which time it was agreed upon by the Mayor and the Chair of the Board that Ms. Grigsby would be working for and with the Board and the City.

7. **Adjourn** – With no other business to discuss, James Blackwell made a motion to adjourn the meeting. Jack Langford made a second to the motion. Jack Langford, Kenneth Uselton, James Blackwell, and Jim Warberg, voted aye. Motion carried.

I have read and approved the above minutes of this regular Board meeting:



Jack Langford, Vice Chair



Kenneth Uselton, Secretary and Treasurer

Mr. Chairman:

In reference to Agenda Item Eleven (11), Election of Officers, I share a note of clarification. The minutes as approved earlier were correct in reference to the action taken during the regular Board meeting of the Millington Industrial Board on November 14, 2025. A letter was written to Mayor Dagen, so as to inform him, the City Manager, and the Board of Mayor and Alderman of the action of this board.

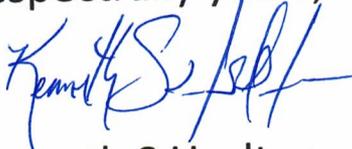
Subsequently, the Mayor wrote a letter of response saying, "it is important to clarify that Dr. Uselton is not the current Chair of the Board" and "that the former Vice Chair Jack Langford is serving as Chair." Copies of this letter was sent out to the City Manager, Mr. Lowry, Ms. Grisby, Mrs. Adrian and members of the IDB board excluding myself (Dr. Uselton). I was shown a copy of this letter on Tuesday, December 16, 2025, at approximately 2:20 pm.

We will need to add this document to the minutes for November 14, 2025, as an addendum. As Secretary/Treasurer of the Board, I need to inform you that we have a current vacancy of Chair of the Board for which there needs to be nominations and an election. There are no other vacancies of officers, thus the background for item eleven of the agenda.

We will need to change item Eleven to read: Nomination and Election of Chair.

Thank you for allowing me to share this note of clarification ...

Respectfully yours,



Kenneth S Uselton

Secretary/Treasurer

Millington Industrial Development Board

November 19, 2025

(ksu)