People keep coming to the Charlotte Region. Nearly 100 people a day, in fact. Why do they come here? They come for jobs in a healthy and growing economy with thriving health care, finance and professional services sectors and a tech talent pool growing twice as fast as the national average. They come to start and grow businesses in a region with an educated, talented and innovative workforce, regularly ranked in the top three places to start a business. They come for lower cost of living and affordable real estate in neighborhoods fit for any lifestyle – from vibrant urban centers, to suburban cul-de-sac to quaint small towns and rural areas. And 226 days of sunshine a year doesn’t hurt either.

Need more proof? Consider these numbers:

- **7th busiest airport in the world**
- **98.1% cost of living as a percentage of the national average**
- **33.8% of residents have a bachelor’s degree or higher**
- **1,000+ internationally owned companies have presence in the region**
- **Within 200 miles of 15 research universities with nearly 300,000 students**
- **2.5% state corporate income tax in North Carolina. Lowest rate among states with corporate tax.**

(Source: C2ER, 2Q 2019)
Many factors drive the growth of our region’s economy. The Charlotte Regional Business Alliance’s economic intelligence team keeps track of them all. Here is a sample of some of the key metrics reflecting the growth of the Charlotte Region.
TOTAL POPULATION
2.97 MILLION
13% since 2010

TOTAL EMPLOYMENT
1.49 MILLION
24% since 2010

TOTAL HOUSING PERMITS
26,209
366% since 2010

TOTAL COMPENSATION
$293 BILLION
46% since 2010
### Regional Profiles

#### Alexander
- Population: 37,353
- Largest Industry: Manufacturing
- Growth since 2010: 0.3%
- Median Household Income: $44,523
- Median Age: 42.8

#### Cleveland
- Population: 97,334
- Largest Industry: Manufacturing
- Growth since 2010: -0.3%
- Median Household Income: $40,002
- Median Age: 41.7

#### York
- Population: 274,118
- Largest Industry: Retail Trade
- Growth since 2010: 20.8%
- Median Household Income: $59,394
- Median Age: 38.3

#### Iredell
- Population: 178,435
- Largest Industry: Manufacturing
- Growth since 2010: 11.7%
- Median Household Income: $55,957
- Median Age: 40.4

#### Gaston
- Population: 222,846
- Largest Industry: Manufacturing
- Growth since 2010: 8.1%
- Median Household Income: $46,626
- Median Age: 40.1

#### Union
- Population: 235,908
- Largest Industry: Manufacturing
- Growth since 2010: 16.7%
- Median Household Income: $70,858
- Median Age: 38.0

#### Catawba
- Population: 157,974
- Largest Industry: Manufacturing
- Growth since 2010: 2.5%
- Median Household Income: $48,649
- Median Age: 41.2

#### Mecklenburg
- Population: 1,093,901
- Largest Industry: Health Care
- Growth since 2010: 18.5%
- Median Household Income: $61,695
- Median Age: 34.9

#### Chester
- Population: 32,251
- Largest Industry: Manufacturing
- Growth since 2010: -2.7%
- Median Household Income: $37,421
- Median Age: 41.8

#### Rowan
- Population: 141,262
- Largest Industry: Health Care
- Growth since 2010: 2.1%
- Median Household Income: $46,978
- Median Age: 40.1

#### Cabarrus
- Population: 206,872
- Largest Industry: Retail Trade
- Growth since 2010: 18.4%
- Median Household Income: $60,716
- Median Age: 37.9

#### Lancaster
- Population: 95,380
- Largest Industry: Professional Services
- Growth since 2010: 23.9%
- Median Household Income: $50,557
- Median Age: 42.0

#### Stanly
- Population: 62,075
- Largest Industry: Manufacturing
- Growth since 2010: 2.5%
- Median Household Income: $46,017
- Median Age: 42.4

#### Chesterfield
- Population: 45,754
- Largest Industry: Manufacturing
- Growth since 2010: -1.9%
- Median Household Income: $38,469
- Median Age: 41.9

(Source: Charlotte Regional Business Alliance Research and JobsEQ)
DOING BUSINESS HERE
The Charlotte Region continues to attract professional and technical talent. Businesses from throughout the country are making the move, too. Three Fortune 1000 companies across the manufacturing (Honeywell), finance (Truist, the new bank resulting from the BB&T and SunTrust merger) and medical supplies industries (Dentsply Sirona) have announced plans to move to the Charlotte Region since November 2018 alone. About 45,000 people in the region are employed in headquarters operations, twice the national average concentration.

Industrial Available SF: **30.8 Million**
Industrial Lease Rate: **$6.11**
(Source: Co-Star)

Office Available SF: **13.4 Million**
Office Lease Rate (CBD): **$36.23**
Office Lease Rate Overall Region: **$28.71**
(Source: Co-Star)

**RECENT HEADQUARTERS RELOCATIONS TO THE REGION**

- **2015**
  - Louisiana

- **2017**
  - New York

- **2018**
  - Tennessee
  
- **2018**
  - New Jersey

- **2019**
  - Pennsylvania

- **2019**
  - Georgia

**2019 FORTUNE 1000 HEADQUARTERS IN THE REGION**

- **25**
- **42**
- **77**
- **120**
- **126**
- **246**
- **304**
- **316**
- **342**
- **511**
- **555**
- **563**
- **569**
- **590**
- **628**
- **702**
- **876**
- **962**

*Will officially be recognized in the 2020 Fortune 1000 rankings as being headquartered in the Charlotte Region.*
GETTING AROUND

The Charlotte Region is one of the most connected regions in the country due to its convenient location at the center of the East Coast. Strategic investments in infrastructure provide access to cities around the country and the world. Three major interstates cross through the region (I-40, I-77, and I-85) connecting the region domestically by car or truck. Extensive rail service by Norfolk Southern and CSX, two of the top five railroads in the country, join the region to the railroads’ expansive network of over 40,000 route miles, and three major ports within 250 miles. The local Charlotte Inland Terminal as well as intermodal facilities from Norfolk Southern and CSX ensure businesses are always able to move their freight efficiently between rail and truck.

The most important infrastructure in the region is Charlotte Douglas International Airport. As the second largest hub of the world’s largest airline, American Airlines, Charlotte Douglas International Airport has over 750 daily flights, and is the 7th busiest airport in the world. Whether by car, truck, train, or plane, the Charlotte Region will allow you to get where you need to go quickly and efficiently.
Charlotte Douglas International Airport

CLT is the largest airport in the Carolinas with direct International flights to business destinations such as London, Frankfurt, Munich, Paris, Toronto and Mexico City.

750+ Daily Flights
175+ Destinations
35+ International Destinations

Truck Delivery Times from Charlotte Region

- Atlanta, GA - 1 day
- Nashville, TN - 1 day
- New York, NY - 2 days
- Chicago, IL - 2 days
- Miami, FL - 2 days

Recently Completed and Future Improvements

- Shelby Bypass - Under construction
- I-77 Express Lanes - Completed
- I-85 Express Lanes - Completed
- Monroe Bypass - Completed

3 Major Ports within 250 Miles

- Port of Wilmington, NC
- Port of Charleston, SC
- Port of Savannah, GA

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- Port of Charleston, SC
- Port of Savannah, GA
WORKFORCE & TALENT

The Charlotte Region regularly ranks as top destination for post-college millennial talent in professional services and finance. Since 2012, as finance and other industries have strived to take advantage of new technologies, Charlotte has become one of the fastest-growing hubs for tech talent as well. The region has a robust community college system which leads strong apprenticeship programs modeled after the German-Swiss apprenticeship system. It is also home to UNC Charlotte, the fastest-growing university in the North Carolina system, and within 200 miles of 15 research universities.
Apprenticeship Highlights:

• Programs last anywhere from 1-5 years
• In addition to apprenticeship programs, community colleges and universities provide customized training programs to insure workers have the skills they need.
• Programs are geared towards development of hands-on technical skills applicable to advanced manufacturing professional skill sets

BEING A PARTNER EMPLOYER WITHIN THESE PROGRAMS CAN PROVIDE A DIRECT PIPELINE OF STRONG TALENT TO THE COMPANY

EMPLOYERS ARE ABLE TO PROGRAM & MANAGE THEIR OWN CURRICULUM TO BEST FIT THE NEEDS OF THEIR COMPANY
Charlotteans love to socialize and celebrate; as a result, the community calendar is full of events. Community events range from holiday parades to huge outdoor street festivals and cultural celebrations. Visit charlottecultureguide.com to explore hundreds of local cultural events. Charlotte has emerged as a Top 10 “New Beer City,” according to Forbes magazine. More than 60 breweries and distilleries in the Charlotte area offer craft brews and liquors.

The Charlotte Region is home to NBA’s Charlotte Hornets, NFL’s Carolina Panthers, AAA baseball’s Charlotte Knights, and the home of NASCAR. The Charlotte Region also hosts several special sporting events such as the annual Wells Fargo PGA Tournament and hosted the 99th PGA Championship in 2017 and the NBA All-Star Game in 2019. International soccer teams A.C. Milan, Bayern Munich, Borussia Dortmund, Chelsea, Inter Milan, Liverpool and Paris Saint Germain, have played summer friendlies in Charlotte during the International Champions Cup.
ARTS & CULTURE

With several theater venues, art and history museums and more than 100 symphony performances annually, Charlotte’s cultural community is alive and thriving. Residents and visitors can discover Charlotte’s rich history and heritage by exploring museums, historic sites and cultural centers. Children have an array of cultural avenues in which to participate, including choir and theater as well as hands-on children’s museums. The Arts and Science Council supports the arts through grant making, youth cultural field trips and other programs. For more information, visit artsandscience.org.

OUTDOORS & ADVENTURE

With more than 210 parks, the Charlotte Region provides excellent access to tennis courts, swimming pools, golf courses, fitness trails, mountain biking, fishing and much more. The U.S. National Whitewater Center in Southwest Charlotte hosts Olympic hopefuls as they train for kayak and canoe slalom events. The Center also offers hiking and biking trails, ziplining, ropes courses and paddle boarding for visitors. Daniel Stowe Botanical Garden is a botanical garden located on 380 acres (1.5 km) of rolling meadows, woodlands and lakefront property in Belmont, NC. Crowders Mountain offers challenging hikes, towering cliffs and 25-mile views of the surrounding piedmont. Lake Wylie is a reservoir, or man-made lake in the U.S. states of both South Carolina and North Carolina. The lake has a surface area of 13,400 acres (54 km) (21sq mi) and features 325 miles (523 km) of shore line.
TAXES & INCENTIVES

North Carolina Tier Designations

**NC Tax overview**

- **Corporate Income Tax:** 2.5%
- **Sales & Use Tax:** 4.75% (NC) + 2%-2.75% (local)
- **Inventory Tax:** None
- **Personal Income Tax:** 5.25%

**North Carolina: Job Development Investment Grant (JDIG)**

The Job Development Investment Grant is a performance-based, discretionary program that provides cash grants directly to new and expanding business to help offset the cost of locating or expanding a business facility. The amount of the grant is based on a percentage of personal income tax withholdings associated with the new jobs. In late 2018, the cap per job on the JDIG was raised from $6,500 to $16,000. The amount of the grant is calculated by weighing a number of factors to determine the potential value, including the location of the project, the county tier designation, the number of net new jobs, the wages of the jobs compared to the county average wage, the level of investment and whether the industry is one of the state’s targeted industry sectors. The county’s tier designation is based on the economic well-being of the county. The most distressed counties are designated as Tier 1, while the least distressed are designated as Tier 3.

**North Carolina: One North Carolina Fund (One NC)**

The One North Carolina Fund is a discretionary cash-grant program that allows the Governor to respond quickly to competitive job-creation projects. The North Carolina Department of Commerce administers One NC on behalf of the governor. Awards are based on the number of jobs created, level of investment, location of the project, economic impact of the project, and the importance of the project to the state and region. Awards are allocated to local governments as part of a negotiated challenge grant. By statute, One NC requires that a local government provide an incentive to match the One NC funding.

### Project Location
### Minimum Number of Jobs
### Minimum Average Wage
### Match Requirement
### Typical per Job Incentive Amount

<table>
<thead>
<tr>
<th>Project Location</th>
<th>Minimum Number of Jobs</th>
<th>Minimum Average Wage</th>
<th>Match Requirement (Local:State)</th>
<th>Typical per Job Incentive Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1 County</td>
<td>20 jobs</td>
<td>100% of the county average wage</td>
<td>1:3</td>
<td>$3,000</td>
</tr>
<tr>
<td>Tier 2 County</td>
<td>20 jobs</td>
<td>100% of the county average wage</td>
<td>1:2</td>
<td>$2,000</td>
</tr>
<tr>
<td>Tier 3 County</td>
<td>40 jobs</td>
<td>110% of the county average wage (whichever is lower)</td>
<td>1:1</td>
<td>$1,000</td>
</tr>
</tbody>
</table>
South Carolina: Job Tax Credits  The Job Tax Credit is a valuable financial incentive that rewards new and expanding companies for creating jobs in South Carolina. In order to qualify, companies must create and maintain a certain number of net new jobs in a taxable year. The number of new jobs is calculated as the increase in the average monthly employment from one year to the next.

The value of the credit depends on the county’s development tier as set forth below:

<table>
<thead>
<tr>
<th>County Development Tier</th>
<th>Minimum Number of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1</td>
<td>$1,500</td>
</tr>
<tr>
<td>Tier 2</td>
<td>$2,750</td>
</tr>
<tr>
<td>Tier 3</td>
<td>$4,250</td>
</tr>
<tr>
<td>Tier 4</td>
<td>$8,000</td>
</tr>
</tbody>
</table>

Corporate office facilities housing a majority of the headquarters functions must create a monthly average of 10 net new jobs.

Qualified service related facilities must meet the following criteria:

<table>
<thead>
<tr>
<th>Project Location</th>
<th>Minimum Job Requirements</th>
<th>Minimum Average Wage</th>
<th>Time-Frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 4 County</td>
<td>Monthly average of 10 new, full-time jobs</td>
<td>NA</td>
<td>Monthly</td>
</tr>
<tr>
<td>Tier 1, 2 or 3 County</td>
<td>- 175 new jobs - 150 new jobs in a building that has been vacant for at least 12 months</td>
<td>- 100 of the jobs with an average salary 1.5 times the lower of the state or county per capita income - 50 of the jobs with an average salary 2 times the lower of the state or county per capita income - 25 of the jobs with an average salary 2.5 times the lower of the state or the county per capita income</td>
<td>Single Taxable Year</td>
</tr>
</tbody>
</table>

South Carolina: Fee-in-Lieu of Property Taxes (FILOT)  The Fee-in-lieu of Property Taxes program allows companies making a substantial capital investment to negotiate a lower assessment ratio and stabilize millage rates for up to 30 years. The long-term savings of the FILOT is based on the actual investment and is dependent on both the assessment and millage rates negotiated with the county.

- Payments to a local government are significantly reduced through the negotiation of a lower assessment rate (from 10.5% to as low as 6%)
- Property that is replacing property previously under the FILOT is allowed to go under the agreement up to the original income tax basis of the original fee property it is replacing at any time during the agreement.
- The company may also negotiate a locked-in millage rate for up to 30 years or a five-year adjustable rate for the property that is subject to the FILOT.
- If a company is investing more than $400 million, or investing more than $150 million and creating at least 125 net new jobs, a “Super Fee” is negotiable. This fee can further lower the assessment rate to as low as 4%.
DOMESTIC & INTERNATIONAL CLIENT SERVICES

The following is a short summary of the Alliance’s services for domestic and foreign-owned (planning to establish U.S. operations at any level) companies considering the 15-county Charlotte region in North and South Carolina as a potential location. Our services are provided at no cost to our clients while maintaining a high level of confidentiality:

**Project Management** – Our project managers work diligently to provide access to the data, contacts and relevant information you may need at any point throughout the decision-making process.

**Customized Research** – Our research team provides an incredible breadth and depth of knowledge about the Charlotte Region. They are poised to respond to your unique needs. Topics and resources include; GIS mapping, company lists, labor analyses, cost comparisons, weather and climate, demographics, housing and more.

**Real Estate** – Our team is current on available and soon to become available space for both office and industrial clients. We will work with you to identify properties and land throughout the region that suit your specific needs.

**Regional Tours** – The Alliance team welcomes prospective companies and consultants to see firsthand what the Charlotte Region has to offer. We will work with you to create an agenda that meets your unique needs, while maximizing your time. Tours can include visiting communities of interest, touring potential commercial real estate options, interviews with service providers and experiencing the region’s exemplary quality of life.

**Connections** – Through our robust network of partners, we will connect you with the resources you need to be successful. Examples that may add value to your goals include introductions to state and local staff and elected officials, educational institutions, real estate developers as well as service providers and cultural organizations ranging from construction to housing to the arts.

**Talent and Workforce Development** – We want to help you access the right talent sources to meet your workforce needs to create opportunity, economic growth and prosperity for all in the Charlotte Region by connecting clients with regional public-school systems, colleges and universities and other educational and training organizations. Clients can schedule time to meet with our talent and workforce development lead for a consultative discussion on strategic partnership and engagement opportunities.

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For companies considering the Charlotte Region for foreign direct investment, we provide the following services tailored to these clients:

- Provide data on all aspects of local infrastructure: highway and air connections, wages and salaries, availability and skill level of local workers, commercial real estate lease rates, and the availability of office, warehouse and manufacturing space, among other things.
- Develop contacts with selected managers of the many foreign-owned companies in the Charlotte Region in order that our clients may form a completely independent impression of our city and county.
- Provide referrals to law firms that specialize in the establishment of foreign companies’ U.S. subsidiaries and obtaining U.S. visas for key employees.
- Provide contacts with tax advisors, accountants, bankers and other providers of services typically required by new U.S. subsidiaries.
- Conduct tours of identified real estate options.
- Conduct city-county-regional tours to familiarize clients with Charlotte’s many areas: downtown, suburban, rural, industrial zones, residential housing neighborhoods, etc.
- Identify suitable real estate options (office space, warehouses, existing manufacturing buildings and/or greenfield sites for new building construction).
- Provide referrals to local real estate firms that specialize in finding houses and/or apartments for relocating managers.
- Make introductions to regional technical schools and universities that offer customized training programs for new workers.
- Provide lists of manufacturers who work as subcontractors, particularly in plastics and metalworking.
- Provide information on financial incentive programs and develop contacts with the state and local authorities who manage such programs.

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The Charlotte Regional Business Alliance is a non-profit organization dedicated to the economic development of the Charlotte 15-county region in North and South Carolina. One of our main objectives is to attract foreign-owned companies to our region, and we offer our services at no charge.
Siemens
Charlotte, NC
Mecklenburg County
LEGAL CONSIDERATIONS FOR INTERNATIONAL BUSINESSES

Foreign companies must consider various legal issues for doing business in North Carolina and South Carolina. The issues may vary from company to company and will often depend on the company’s size as well as its industry sector.

DOING BUSINESS IN NORTH CAROLINA AND SOUTH CAROLINA

A company must decide which structure will be the most appropriate for its operation in North Carolina, South Carolina, and the United States. There are several entities that can be chosen by the foreign company with the most common being subchapter C corporations and limited liability companies. Each type has its own advantages and disadvantages. The following summaries provide a bit more information on each.

CORPORATIONS

C Corporations are a common type of entity. As a general rule, corporations offer "limited liability" to the shareholders. North Carolina corporations are often set up as a wholly-owned subsidiary of the foreign parent company, but may be structured in other ways as well (including being owned directly by the private owners of the foreign company). In addition, joint ventures and other mixed ownership structures can be formed, which may add some complexities. The formation of a corporation in the U.S. is governed by state law and not by federal law, so the state of incorporation should be considered.

LIMITED LIABILITY COMPANIES (LLC)

An LLC in essence is a hybrid of a corporation and a partnership. It can provide its owners with the limited liability enjoyed by the shareholders of a corporation with the additional advantage of a single level of federal and state taxation in the U.S. For LLCs taxed as a partnership or disregarded entity, owners (in an LLC, they are called "members") pay tax on the taxable income of the LLC. However, the member must file U.S. tax returns, and there also may be a U.S. "branch profits tax" applied.

In deciding between doing business in the U.S. through an LLC or a corporation, the tax laws of the foreign investor’s home country should also be considered so the structure with the maximum overall benefit for the investors can be established. Like a corporation, the formation of an LLC is governed by state law and not by federal law, so the state of formation should be considered.

IMMIGRATION & VISAS

U.S. immigration laws are very complex and can cause problems and delays for those who fail to plan ahead. Companies should consult with a visa counsel early in the process to determine the appropriate visa options and viability of particular visa applications.

U.S. immigration laws distinguish between two types of persons: nonimmigrants (persons coming to the U.S. for a limited temporary period of time for business or pleasure) and immigrants (persons intending to remain in the U.S. permanently).

Petitions or applications for immigration benefits are submitted either directly to a U.S. embassy or consulate abroad or to U.S. Citizenship and Immigration Services. Most foreign employees work in the U.S. pursuant to a short-term, nonimmigrant visa. There are six commonly used nonimmigrant visas: the B-1, L-1, E, H-1B, O-1 and TN (or NAFTA) visas. Lawful Permanent Residence (also known as the Green Card) may be obtained in a number of ways, principally through employment or a family relationship. The permanent residency process can take several years, so foreign nationals and employers should consider long-term plans as soon as possible.

B-1 BUSINESS VISITOR VISAS

The B-1 business visitor visa enables a business traveler to visit the U.S. for a short period of time (normally six months or less) with extensions possible in some cases. He or she may not work for a U.S. company or be paid in the U.S. Other permitted B-1 activities include industrial or commercial workers coming to the U.S. to install, service or repair commercial or industrial equipment of machinery purchased from outside the U.S., or to train U.S. workers to perform such services. Professional workers such as engineers, scientists, and accountants can also come to the U.S. under "B-1 in lieu of H-1B" to perform professional services for a U.S. company, as long as they remain on the foreign company payroll.

Visa Waiver Program

Similar to the B-1 visa, citizens of most European nations, Japan and certain other countries may take advantage of the Visa Waiver Program to enter the U.S. for a period of 90 days, provided they are not paid in the U.S. and meet certain other requirements including having a machine readable passport.

L-1 INTRA-COMPANY TRANSFEREES VISAS

Available for managers, executives and individuals with "specialized knowledge" of the company's business or products who have worked abroad for at least one year within the preceding three years with a related company. Employees will need a job in the United States that is related to their occupation and type of foreign shareholder. For distributions to a foreign company, the employee or individual, the withholding tax is generally a flat 30%. However, that rate of withholding may be reduced in certain circumstances, particularly if the U.S. has a double taxation treaty with the foreign investor’s home country.

H-1B VISAS

H-1B Visas are available to individuals coming to the U.S. to be employed in specialty occupations. Specialty occupations include those that require the services of a professional with a university degree (or equivalent), such as scientists, engineers, computer systems analysts, etc. H-1B visas may be issued for an initial three-year period and may be extended for an additional three years, for a maximum consecutive period of six years. There is an annual cap on the number of new H-1B visas that are granted each fiscal year and the cap has been reached every year since 2004.

O-1 VISAS

O-1 Visas are available to aliens of extraordinary ability, including exceptional ability in business. To obtain O-1 classification, he or she must establish that he or she has achieved national or international acclaim. An O-1 petition may be approved for an initial period of three years, and extensions may be granted in one-year increments.

TN OR "NAFTA" VISA

Permits citizens of Canada or Mexico to work in the U.S. in certain listed occupations, such as lawyers, accountants, systems analysts, or engineers. Canadian TN applicants may be granted a three-year admission at the border (Canadians are exempt from visas in passports for most categories) and Mexican TN applicants may be granted a one-year visa in their passports, but should be admitted to work for three years. The visas or stay may be extended in 3 year increments indefinitely so long as the foreign national has non-immigrant intent and meets the criteria. A new treaty "USMCA" has been negotiated to replace NAFTA but has yet to be ratified by the U.S. Congress. The provision of USMCA should also allow for a TN visa for the same or substantially similar list of occupations.

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BB&T  
BBVA  
Childress Klein

Duke Energy  
Deloitte  
Edifice  
First National Bank  
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Gray  
Lincoln Harris  
Moore & Van Allen  
Piedmont Natural Gas  
Robinson Bradshaw

GOLD

AIG  
Allied Universal  
Barings  
The Keith Corporation  
Novant Health  
Parker Poe  
Premier

SILVER

Alliance Consulting  
Balfour Beatty Construction  
Banc of America  
BDO  
Berkshire Hathaway Insurers  
Charlotte  
CRVA  
CTE

Cushman & Wakefield  
Dow  
Evans General Contractors  
Flexential  
Garfinkel Immigration  
GreenWalker  
Gresham Smith  
Hawley  
Northwood

SUPPORTING

AXA Equitable  
Brasfield & Gorrie General Contractors  
G4S Secure Solutions  
KDC Real Estate Development & Investments  
Lowe’s Companies  
Paragon Bank  
Sherpa  
Spangler Companies  
Synterra Corporation
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#1 METRO FOR FASTEST-GROWING TECH TALENT POOL  
(CBRE, 2019)

#1 CITY FOR ECONOMIC OPPORTUNITY  
(May, 2017)

2ND LARGEST SOLAR CONSTRUCTION MARKET IN THE US  
(Solar Market Insight, 2017)

3RD HIGHEST GROWTH IN NUMBER OF SMALL BUSINESSES  
(WalletHub, 2016)

#1 METRO FOR GROWTH IN WOMEN-OWNED FIRMS  
(American Express OPEN, 2017)

3RD LARGEST METRO FOR STEM JOB GROWTH  
(Forbes, 2018)

3RD BEST LARGE CITY TO START A BUSINESS  
(WalletHub, 2018)
As a nationally ranked engineering, architecture and construction firm, Gray has been providing creative design-build solutions to the Chinese market for nearly a decade. With a deep understanding of Chinese customs, the global marketplace, international trade and regulations, our team is ready to deliver the innovative solutions that will carry your business into the future.