



CHARLOTTE
REGIONAL BUSINESS
ALLIANCE®

**20
23**

ANNUAL REPORT

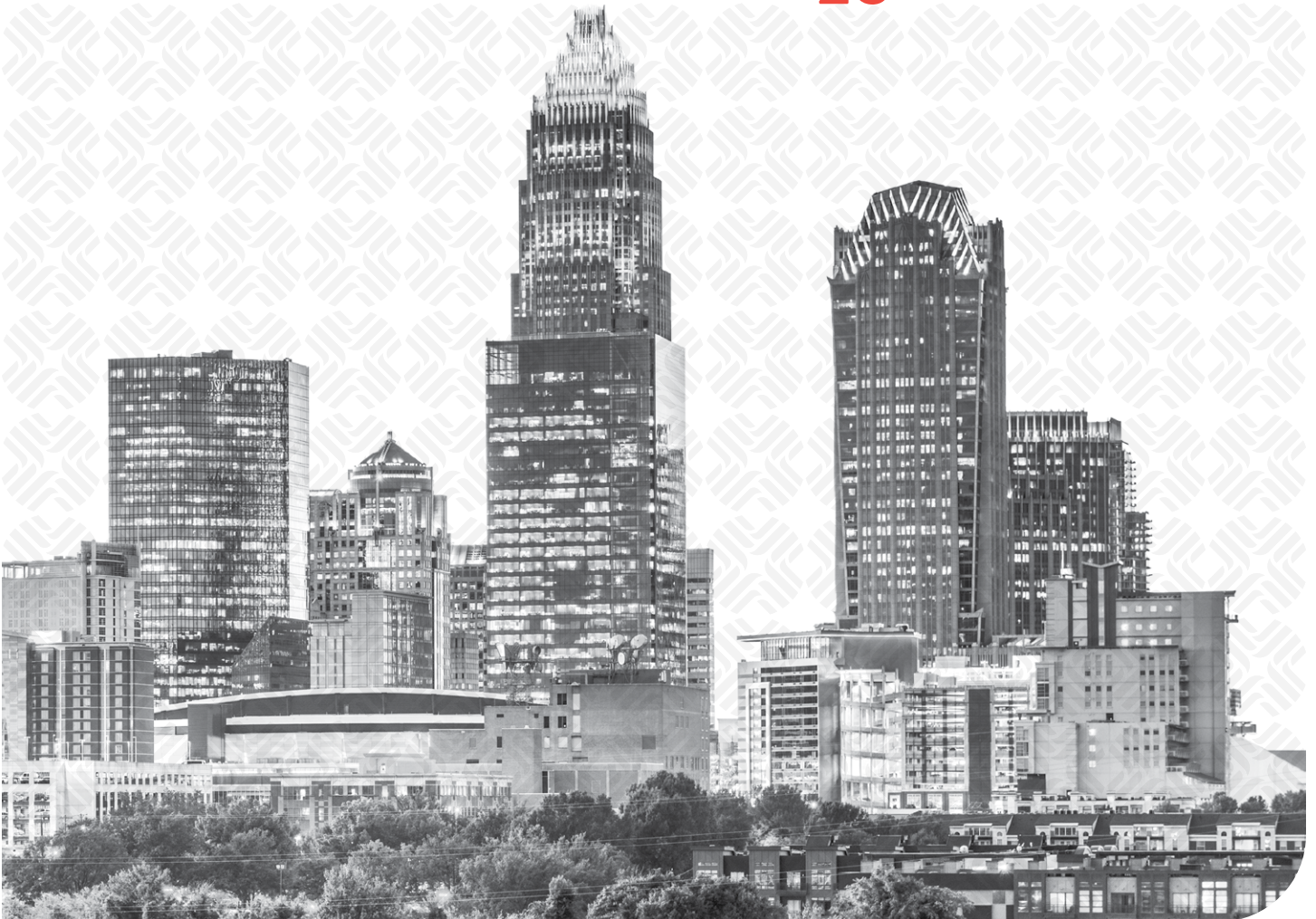




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DEAR CLT ALLIANCE INVESTORS, PARTNERS, AND FRIENDS,

The Charlotte Region reached the end of 2023 with strong momentum and clear optimism about our future. Like those who have paved the way, the CLT Alliance is committed to creating opportunities for growth and success, ensuring that we will continue to prosper in 2024 and beyond.

The year was filled with milestones and accomplishments reflecting the CLT Alliance's role as the voice of business. We maintained our focus on championing strong infrastructure that supports a fast-growing and dynamic city and region. This is where workforce development, education, transportation, access to health care, and sustainable economic growth are the pillars of a strategic vision that is realized on a daily basis.

It was a year of renewed energy in the business community. We built new relationships and leveraged existing partnerships to collaboratively tackle the issues in front of us, as well as the challenges that lie ahead. It was further proof that we are a community that stands together. We inherently value working alongside one another, and more importantly, believe that the outcomes will be better thanks to the power of partnerships.

Throughout 2023, we amplified our efforts to create the most vibrant, innovative, and healthy regional economy for all. Bold steps are necessary to deliver what our community deserves. We want to continue building on the rich legacy of legendary leaders who helped mold and shape our region. A new year brings fresh promise. We must never lose the passion and audacity to make Charlotte socially and economically transformational – not only for this region, but as a shining example for the nation.

The Charlotte Region finished the year proving that greatness is possible. And greatness always requires a holistic approach. With it, we are empowered to expand on our successes, strengthen our foundation, and continue on the extraordinary trajectory we have created together.

THANK YOU FOR A YEAR WE CAN ALL CELEBRATE.



KIETH COCKRELL

2023 Chair, Board of Trustees



JANET LABAR

President & CEO



THE CLT ALLIANCE IS THE
VOICE OF BUSINESS AND ONLY
REGIONAL ECONOMIC DEVELOPMENT
ORGANIZATION THAT

GROWS THE ECONOMY

THROUGH BUSINESS RECRUITMENT,
MARKETING, AND LEAD GENERATION

ADVOCATES FOR BUSINESS

SO ORGANIZATIONS HERE CAN THRIVE

CONVENES DIVERSE STAKEHOLDERS

TO SOLVE DIFFICULT CHALLENGES

FOR THE CITY OF CHARLOTTE

AND 14-COUNTY BI-STATE REGION





AS WE LOOK AT OUR ACCOMPLISHMENTS IN 2023, WE HAVE A LOT TO CELEBRATE AS A REGION AND AS AN ORGANIZATION. WE HAVE INCREASED AWARENESS AND CONSIDERATION OF OUR REGION AS A PLACE WHERE BOTH PEOPLE AND COMPANIES ARE INTERESTED IN RELOCATING; CONTINUED ON A STRONG JOBS GROWTH AND INVESTMENT TRAJECTORY, ASSISTED IN THE PASSAGE OF LEGISLATION THAT HAS BOTH NEAR- AND LONG-TERM IMPACT, AND BROUGHT TOGETHER PUBLIC-PRIVATE STAKEHOLDERS ON TOPICS THAT WILL HELP DETERMINE THE CONTINUED COMPETITIVENESS OF OUR REGION.

IN THE FOLLOWING PAGES WE HIGHLIGHT OUR PROGRESS AND DEMONSTRATE WHY

BUSINESS IS BETTER HERE!



GROW THE ECONOMY

In 2023, our region continued to demonstrate its attractiveness for investment on a global scale. Companies are drawn to our region because of the strength of our workforce, our connectivity to the world, and the diversity of our 14-county bi-state footprint that allows businesses to thrive regardless of where they locate.

Some of the key expansion or relocation projects announced by our regional partners include:



BOSCH



TIMKEN



**5,468
JOBS**

REGIONAL IMPACT

**\$4B
CAPITAL
INVESTMENT**

REGIONAL IMPACT



ADVOCATE FOR BUSINESS

Public-private partnerships are a key differentiator for our region. It is that collective hustle that makes our region a preferred location for both employers and talent. One of the ways we maintain our attractiveness as a region is to ensure our legislative agenda reflects the needs of our growing and dynamic region. Included in it are four main areas of focus: **Business Climate, Economic Empowerment, Education and Workforce, and Transportation and Infrastructure.**

This year, we had **legislative successes** in both North and South Carolina because of our advocacy efforts.

The CLT Alliance led a coalition of chambers across North Carolina in supporting Medicaid expansion, which was approved and then funded in the budget. This policy change will lead to **greater access to health care for 600,000 North Carolinians.**

\$2.9B
IN HEALTH
CARE ACTIVITY

REGIONAL IMPACT

37,000
NEW JOBS

REGIONAL IMPACT



The CLT Alliance also managed the campaign that led to the **successful passage of the largest school bond in North Carolina history.**

VOTE Yes FOR SCHOOL BONDS



\$2.5B
CMS SCHOOL
BONDS

REGIONAL IMPACT



Additionally, the CLT Alliance successfully advocated for sports wagering, jet fuel sales tax exemption, franchise tax simplification, and occupational licensing reform.

- Extension of the jet fuel sales tax exemption will help Charlotte Douglas International Airport remain competitive and continue to build on its **\$24.5B economic impact and \$1.3B in state and local tax revenue generation.**
- Sports wagering tax revenue in North Carolina is expected to approach **\$100M annually by FY 2027-2028**, including 30% that will be used to attract major events to the state.





CONVENE DIVERSE STAKEHOLDERS TO IMPROVE THE COMPETITIVENESS OF THE CHARLOTTE REGION

Topics such as workforce housing, transportation/infrastructure, talent, and education need a diverse group of individuals to look at our opportunities holistically. The CLT Alliance has gathered thought leaders to help facilitate learnings and discussions on the potential options for our region, inviting our diverse audiences to educate themselves further and determine our approach as a region.

In the last year, we have gathered more than 4,500 leaders from business, government, education, and non-profits on **issues that address the competitiveness of the Charlotte Region.**



4,500+
REGIONAL LEADERS
GATHERING

REGIONAL IMPACT



TALENT DEVELOPMENT, RETENTION & ATTRACTION ARE CATALYSTS FOR REGIONAL GROWTH

The competition for talent continues to intensify as companies grow and expand. The skill sets needed in the next few years are different from the skill sets needed today. Every day, 113 people move to the Charlotte Region, but we must continue to invest in the talent that is currently here and augment that migration with programs designed to fill our talent pipeline.

In 2023, we continued our investment in two of our legacy programs: Young Professionals (YP) and Emerging Business Leaders (EBL); expanded our talent recruitment campaign to new markets; and launched an innovative program for summer interns in the region called InCLT.



YOUNG PROFESSIONALS

Open to young professionals in the Charlotte Region from ages 21-39, programs focus on leadership growth and professional development, networking, and relationship building.

EMERGING BUSINESS LEADERS

Talent development program designed to enhance the leadership capability of high-potential, diverse professionals.



INCLT

Inaugural year where over 100 interns spending the summer in Charlotte met each other and learned all about what the city has to offer.

TALENT RECRUITMENT CAMPAIGN

Highly targeted digital campaign, focused on recruiting mid-career professionals to the Charlotte Region.

5.7M IMPRESSIONS

15,000 WEBSITE VISITS





CLT ALLIANCE FOUNDATION

As a close affiliate of the Charlotte Regional Business Alliance, the CLT Alliance Foundation extends and amplifies the mission to make this one of the most dynamic, business-friendly regions in the nation.

Our focus is small business. Our ambition is as large as an emerging leader's wildest dream of success. We're providing the tools and resources to break through the traditional barriers:

- Inequities in starting, growing, and sustaining a business
- Lack of access to capital, markets, mentoring, and business relationships

By working with large, regional businesses, the CLT Alliance Foundation is paving the way for growing companies to become an integral part of our Region's vibrant economy.



Nate Hogan
President



Tya Bolton
*Director of Small Business
& Entrepreneurship*



Jonathan Evans
Program & Funding Manager





2023 HIGHLIGHTS

FINANCIAL

- Bank of America — \$100K for 3 years
- Foundation For The Carolinas — \$50K first ever
- AT&T — \$10K first ever

• **TOTAL REVENUE** **\$1.7M**
(exceeded budget)

CONVENING

- Kicked off ACE (Accounting for Charlotte Entrepreneurs) with 11+ large and small accounting firms
- Coordinated funding for the new Charlotte Small Business Growth Fund, with a fund manager and 5 major funders



BANK OF AMERICA

**FOUNDATION FOR
THE CAROLINAS**



**CHARLOTTE
SMALL BUSINESS
GROWTH FUND**

COMMUNITY ENGAGEMENT

- Kicked off the Small Business Advisory Council — represented by 12 small businesses from early stage to over \$1M in revenue
- Engaged with corporations, community foundations, small businesses, city and county government, and universities and community colleges

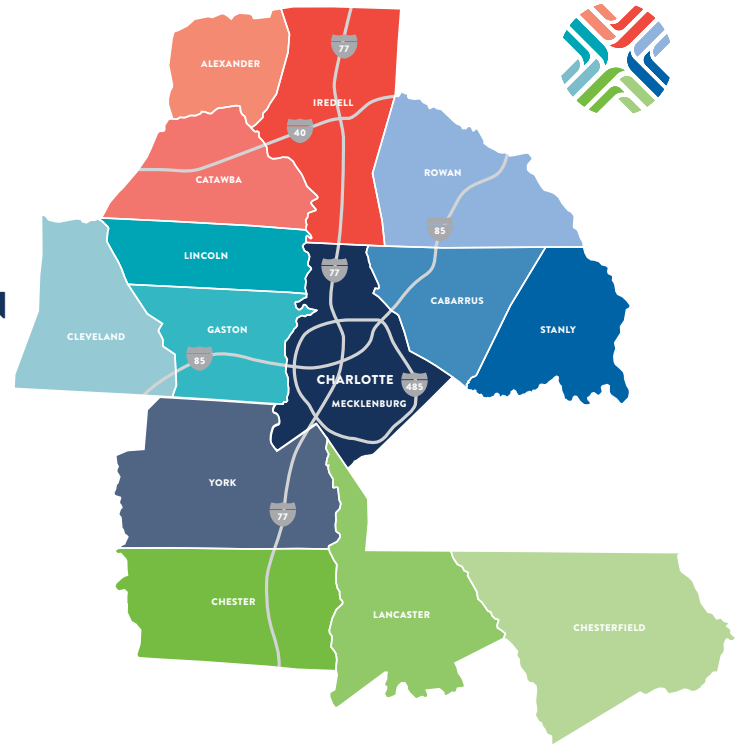
- Hosted the inaugural Tate Awards
- Participated in panel discussions such as Ally Moguls in the Making



PROGRAMMING/INITIATIVES

- Kicked off the African American Leadership Academy of Charlotte (AALAC) with 14 fellows and a focus on leadership development
- Increased the applicant pool of Scale Up CLT to 98 — more than twice the number applicants than the previous 4 years combined
- Expanded investable opportunities beyond Scale Up CLT





HIGHLIGHTS FROM OUR REGION

Vibrancy and growth are felt in every corner of the **Charlotte Region**. Over the following pages, we highlight how our region has continued to build upon the growth momentum, and focus on some of the smart investments being made to ensure we have the assets needed to continue to thrive.

ALEXANDER COUNTY

- Alexander County Economic Development Corporation completed a \$1.4 million grading project for a 16-acre rail-served industrial site in the Alexander Industrial Park.
- Paragon Films broke ground on a 70,000-SF, \$8 million expansion on a recently purchased 25-acre site.
- The Alexander County Housing Our Teachers project, formed to create affordable housing for newly recruited public school teachers, is scheduled for bid opening on October 18, 2024.

CABARRUS COUNTY

- Our community hosted the ConvergeSouth 2023 Conference at the Cabarrus Center for Innovation and Entrepreneurship in October. The event included two full days of entrepreneurial programming, expert-led sessions, a startup expo, and the participation of investment firms from across the Southeast.
- Zipline has located their flight operations headquarters in downtown Concord, where they monitor and control their domestic network of drones, operating the world's largest instant logistics and delivery system.
- Over 2.3 million SF of industrial spec development is currently under construction, and another 2.2 million SF is anticipated to be announced in FY 2024.
- HSREI, LLC (Hendrick) received local grants on two industrial projects earlier this year that will total over \$38 million in new investment.



CHESTER COUNTY

- In 2023, we were excited to announce 11 projects, with \$1.96 billion in capital investment and 616 jobs.
- Luck Stone received final approval for a rock quarry that will provide a local source of aggregate material. Also in development is a small business park with 5,000 to 20,000-SF buildings. In total, Luck Stone will invest \$35 million and create 28 jobs.
- IKO Industries announced plans for two projects. They will reopen a former fiberglass plant, and build a new mat plant. In total, IKO will invest \$363 million and create 180 jobs.
- Albemarle Corporation announced plans to invest \$1.3 billion and create 307 jobs for a lithium hydroxide processing plant to support the growing need for EV batteries.

CHESTERFIELD COUNTY

- The new tenant at Lynches River Industrial Park purchased our county's 100,000-SF spec building and is adding almost 25,000 SF. The company details will be announced by the end of the year. We are excited to be welcoming a major player in the aerospace and defense industry.
- An existing 185,000-SF manufacturing building will be available in Cheraw in Q1 2024, along with over 500 acres on Hwy 9.
- Our county's two water companies were both awarded \$10 million for system upgrades from the SC Rural Infrastructure Authority SCIIP Grants.
- Northeastern Technical College was awarded \$7 million to build a new advanced manufacturing building in Cheraw and a satellite campus in McBee.

CLEVELAND COUNTY

- In 2023, we announced four expansion projects, with nearly \$65 million in new investment and 178 new jobs.
- Construction has been completed on City of Shelby and Cleveland County's fourth shell building. The Job Ready Shell Building #4 is a modern 108,500-SF industrial building that is expandable to 250,000 SF.
- ACTEGA, an ink manufacturer, announced a \$10 million project and 109 new jobs in Kings Mountain.
- Bosch Tools announced a \$744,000+ project and 78 new jobs in Shelby.



GASTON COUNTY

- Over 4.5 million SF of warehouse space was developed throughout Gaston County in 2022-2023.
- Gold Bond Building Products, LLC, an affiliate of National Gypsum Company, announced a \$90 million expansion at its Mount Holly facility. The company will undergo construction on its existing facility and enhancements to upgrade its transportation infrastructure and other improvements throughout 2024.
- Construction on the Hans Kissle facility is nearing completion in the Apple Creek Corporate Center. This ready-to-eat food company announced a \$42 million investment in their first Southeast manufacturing facility, and plans to hire 219 employees.
- Newell Brands located a distribution facility in Gateway 85, making a \$135 million investment and hiring over 170 employees.
- Premix, a Finnish conductive plastics company, purchased a lot in the Apple Creek Corporate Center and started construction on their first U.S. facility. Their investment totals \$47 million and includes 30 new jobs.

IREDELL COUNTY

- In 2023, we announced two product development projects totaling \$85 million in investment. The total product development pipeline equates to 15.7 SF. We have delivered 1.02 million SF since January 1, 2023, and there is an additional 2.7 million SF under construction.
- Iredell Ready, a new workforce collaborative created to build pathways to better futures with a focus on students, residents, and businesses, launched a newly designed workforce dashboard to identify employment opportunities and serve as a “one-stop shop” resource. This initiative will also strengthen partnerships with businesses by supporting their recruitment, retention, and pipeline development efforts.
- Dura Supreme Cabinetry, headquartered in Minnesota, announced an investment of \$17.4 million and the creation of 237 jobs, including cabinet making, furniture making, finishing, woodworking, and machining skills. The company will occupy an existing 309,000-SF building in Statesville.
- Fibreworks Composites, an R&D and manufacturer of composite materials for the motorsports, defense and aerospace industries, announced an investment of \$5 million and the creation of 60 jobs. The company will be expanding its manufacturing facilities and moving into the 111,488-SF spec building in Mooresville Business Park East.



LINCOLN COUNTY

- Lincoln is the seventh fastest-growing county in North Carolina, resulting from proper planning, a high-performing school system, low taxes, and attractive amenities.
- At Lincoln Commerce Center, 25 minutes from Charlotte Douglas International Airport, two million SF of Class A industrial space is currently in development and will be available in 2024.
- Robert Bosch Tool began a \$135 million expansion that will create over 300 jobs, adding to their robust growth of over \$50 million in new investment in Lincoln County in recent years.
- Our investment in utilities in Eastern Lincoln County resulted in an expansion of water capacity and a doubling of wastewater capacity, putting this part of the county on a par with the water systems of Lincolnton.

MECKLENBURG COUNTY

- Six new projects for the county—three expansions and three new to the area—represent more than \$240 million in capital investment and are creating 984 new jobs.
- Albemarle Corporation, a leader in the global specialty chemicals industry, announced it will invest at least \$180 million to establish the Albemarle Technology Park (ATP), a world-class facility designed for novel materials research, advanced process development, and acceleration of next-generation lithium products to market. The company anticipates that innovations from the new site will enhance lithium recovery, improve production methods, and introduce new forms of lithium to enable breakthrough levels of battery performance.
- Alpitronic America, Inc., a leading manufacturer of electric vehicle charging units, announced it has selected Mecklenburg County for its North American headquarters, creating 300 new jobs in a facility off Westpark Drive. In addition, the company will operate a technology, test, and repair center to service its EV charging stations. Alpitronic America is a subsidiary of Alpitronic SRL, headquartered in Bolzano, Italy.
- Atom Power, a company started at UNC Charlotte by school alumnus Ryan Kennedy, is a manufacturer supplying components for charging electric vehicles. The company announced a \$4.2 million expansion of its headquarters and manufacturing facility in Huntersville. The project will create 205 jobs over the next four years, including electrical, mechanical, and software engineers, and will pay an average annual wage of \$91,804. Economists at the North Carolina Department of Commerce estimate this project will lift the state's economy by \$817.9 million over 12 years.



ROWAN COUNTY

- Chick-fil-A Supply selected Kannapolis to create a 126,000-SF distribution center. Located on the Rowan County side, this \$58.3 million initiative is set to generate 112 new jobs over the next five years, with 85 of those jobs beginning in the first two years.
- General RV Center, the nation's largest family-owned RV dealer, selected Salisbury for its first dealership in North Carolina and 16th Supercenter nationwide. The 71,000-SF facility will feature over 30 service bays, including a six-bay body shop, with enough space to house 700 RVs on the lot. With an investment estimated at \$25 million, the dealership will have more than 150 full-time jobs, with an average salary of \$65,000.
- Further enhancing our "Choose Rowan" talent attraction campaign launched in 2022, we introduced our concierge relocation guide service in spring 2023. Like a travel agent, it provides white-glove assistance for talent relocating to the community – from job search to community integration.
- Crow Holdings, Fortius Capital, and Hudson Capital began construction of 6.2 million SF of speculative buildings overlooking I-85, offering convenient transportation access to the I-485 loop.
- Our county achieved ACT® Work Ready Communities certification in June, showcasing our unwavering commitment to workforce development.
- Trade & Industry Development selected Rowan County and Macy's Inc. as 2023 CiCi Award winners. This recognition is for demonstrating how site selection can make a significant difference in a community, providing jobs and opportunities.

STANLY COUNTY

- Clayton Supply, part of Clayton Home Building Group, announced plans in August to create 263 jobs and invest \$46.6 million at a facility in New London.
- The county broke ground on a new \$5.6 million livestock arena in April, projected to generate additional sales and occupancy tax revenue from between \$756,000 to \$1.2 million when it is completed in the spring of 2024.
- The North Carolina Emergency Operations Training Facility, which will be located adjacent to the Stanly County Airport, recently received \$66.25 million from the General Assembly, in addition to a previous appropriation of over \$28 million.
- Construction will be complete in the spring of 2024 on the \$11.1 million Trades Facility at Stanly Community College. The 36,000-SF facility will feature classrooms, offices, and technical trades labs for HVAC, welding, PLC, machining, and more.



YORK COUNTY

- QTS Data Centers will invest \$1 billion in our county, establishing its first South Carolina facility, and creating a technology hub that emphasizes sustainability and water-saving technology.
- Silfab Solar is expanding its U.S. presence with a \$150 million investment, generating 800 new jobs and enhancing U.S. solar cell production with next-gen technology.
- Pallidus Semiconductor will relocate its corporate headquarters and manufacturing operations to our county, investing \$443 million and creating 405 new jobs while contributing to semiconductor advancements in green energy and transportation.
- Visit York County, York County Economic Development, and the York County Regional Chamber Foundation have established a unified destination brand to maximize resources, enhance appeal, and align marketing efforts, fostering collaboration and promoting the county's diverse communities.





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Chief Financial Officer

Eduardo Venegas

Manager, Business Recruitment

Annie Wilson

Manager, Investor Relations



OUR 2023 INVESTORS

Many thanks to our investors that help craft our region’s success story and fuel our mission.

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CORNERSTONE INVESTORS



VISIONARY INVESTORS

- | | | |
|---------------------------------------|-----------------------------------|-------------------------------|
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**BUSINESS
IS BETTER
HERE.**



**WE STRIVE.
WE THRIVE.
TOGETHER.**

LET'S GET TO WORK.

We all know this place is exceptional. Not just Charlotte, but 14 counties primed for continued success — success we can all help to shape by sharing our insights, inspiration and influence. We welcome you to join us in connecting with each other, building our economy and always lifting our community. For we understand our individual prosperity is greater if our collective prosperity is greatest. **Become an investor today at CharlotteRegion.com.**



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