



Welcomes Your Company To the Greater Wilmington Area



Wilmington Business Development, (WBD) is a private, not-for-profit organization designed to assist and make company's expansion/re-location efforts seamless. WBD serves the Greater Wilmington North Carolina region—New Hanover and Pender Counties, and the City of Wilmington. A sampling of our turnkey site selection assistance includes confidential assistance with industrial expansion and relocation. We act as a business, government and utility liaison providing demographic and economic data as well as site selection assistance.

Our region has today become a regional leader in commerce and industry. Home to a diverse economy, New Hanover and Pender counties contain a variety of industry. From fiber optics and aircraft engines to pharmaceutical testing and plastics, Wilmington Business Development offers an industrial base that is geared for the future.

The International Port of Wilmington, Wilmington International Airport, the University of North Carolina at Wilmington, and Cape Fear Community College combine to create a pro-active business climate. This along with a strong work force, a responsive public education system, and an abundance of industrial sites make Greater Wilmington a prime business location.

The quality of life here is second to none. Historic downtown, sunlit beaches, championship golf courses, and a vibrant cultural community create an elegant backdrop for fine living. State-of-the-art medical care and refined residential communities make Greater Wilmington the number one choice for relocation.

Wilmington Business Development welcomes Your Company to the region. We invite you to meet our business and community leaders, experience our hospitality and prosper by locating here.

Please review the enclosed information and evaluate our region's assets for your needs. If we can be of further assistance in helping with your decision, contact our office at 1-910-763-8414. Thank you for considering the Greater Wilmington area.



The Best Reasons for Locating in the Greater Wilmington Area

✦ **Large and Productive Labor Force**

Our workforce of over 150,000 provides a large labor pool for new and expanding industry.

✦ **Work Force Training and Exceptional Educational Facilities**

*Cape Fear Community College, part of North Carolina's nationally acclaimed community college system, offers **free**, customized skills training to new and expanding industries. The University of North Carolina at Wilmington (UNCW) is ranked among the top 10 public universities in the South according to U.S. News and World Report (2013).*

✦ **Excellent Labor Environment**

North Carolina is a right-to-work state, with a unionization rate that is among the lowest in the nation. North Carolina offers low workers' compensation insurance rates, while providing some of the highest benefits.

✦ **Low Energy and Construction Costs**

Utility services are competitive efficient, and economical. Electric rates for industrial, commercial and residential customers are below the national average.

✦ **Unequaled Proximity to Major Markets**

Wilmington Business Development's central East Coast location puts it within a 700-mile radius of more than 150 million U.S. and Canadian consumers.

✦ **Comprehensive Transportation Network**

Home to an extensive highway system, Wilmington International Airport, a sophisticated rail network and the Port of Wilmington, Wilmington Business Development offers many transportation options for business and industry.

✦ **A Great Place to Live**

Our mild Sunbelt climate allows year-round outdoor recreation at over 150 regional golf courses, 30 marinas, numerous county and state parks.

✦ **Low Tax Burden**

North Carolina's per capita state and local tax rates are low, ranking 22nd among the 50 states.

✦ **A Government That Works for Business**

State, county, and city governments enforce sound fiscal policy with a pro-business attitude.

✦ **Professional Development Assistance**

Wilmington Business Development provides personalized assistance in all phases of a prospective company's relocation or expansion process.



Table of Contents

Location Advantages	4
Quality of Life	
<i>New Hanover County</i>	5
<i>Pender County</i>	6
Weather	7
Transportation	8
<i>Highway System</i>	8
<i>Seaport</i>	9
<i>Air Service</i>	9
<i>Rail Service</i>	9
Construction Cost Comparisons	10
Largest Employers in the Greater Wilmington Area	11
Population and Workforce Data	12
University of North Carolina at Wilmington	13
Cape Fear Community College	15
Unemployment Insurance	17
<i>Workers' Compensation</i>	18
Taxation	19-21
Economic Development Incentive Policy	22
Unions	23
WBD Services	24
Transportation Map	25
Contact Information	26

Location Advantages

Greater Wilmington is located in the southeastern corner of North Carolina. At 38 feet above sea level, the Atlantic Ocean on the east and Interstate 40 to the west border it. The average temperature in January is 44 degrees F and in July is 79 degrees F.

The Wilmington region is bisected by East/West **Interstate 40**, which provides an expressway from the **International deep-water seaport** in Wilmington to Southern California. Interstate 40 offers a connection to North/South **Interstate 95** within one-hour drive in Benson, NC. **Interstate 73/74**, already in construction, will connect the region with Detroit and the Midwest and is within a 30-minute drive via Interstate 40.

By locating in the region, companies enjoy an **excellent infrastructure**; transportation access by highway, rail, seaport and air; **superb quality of life**; and a **pro-business attitude** second to none.

The state's largest river, the Cape Fear, bisects the region on its way to the coast. The predominantly flat topography of this region - **which often makes construction less complicated and much less expensive** - gradually gives way to the gentle rise and fall that eventually becomes our state's spectacular Blue Ridge Mountains.

The Wilmington region is home to the internationally acclaimed **University of North Carolina at Wilmington** (UNCW) with its Center for Marine Science. **UNCW is ranked among the top 10 public universities in the South according to U.S. News and World Report (2013)**. **Cape Fear Community College** offers **free**, customized skills training to new and expanding industries.

The Wilmington region is a blend of urban and rural areas. The distinct personalities of our city and the quality of the region's down-home hospitality draw people here from across the nation.

Wilmington, long known for its **quiet beaches and busy port**, has been discovered in recent years by business and industry, retirees, families - and **Hollywood**. Since 1983, the Wilmington region has continued to be one of the most productive and cost-effective filmmaking destinations in the world. To date, the Wilmington area has hosted over 300 features, mini-series, movies of the week and 6 TV series along with numerous commercials and music videos. Wilmington is also the home of **Screen Gems Studios**, one of the largest production studios East of Hollywood.

Just over the state line, within an hour's drive, is the Myrtle Beach coast - **a Mecca for golf, shopping and night life**. Our proximity to South Carolina offers additional recreational opportunities, and gives Wilmington Industrial Development a **much larger labor pool** from which to draw.

Quality of Life—*New Hanover County*



The Cape Fear Coast is a world of history, sports, island beaches and incredible natural beauty—just waiting to be discovered.

Along the Cape Fear Coast you'll find endless enjoyment and adventure, whether you're an avid golfer, a beachcomber, a shopper, a history buff, a naturalist, or all of the above.

The historic port city of Wilmington affords all the unique opportunity to enjoy an exciting area rich in shopping, dining, culture and the arts, while being only minutes away from white sandy beaches.

An architecturally unique historic district highlights the downtown area with a scenic riverfront park overlooking the Battleship North Carolina. Numerous museums, galleries, historic sites and plantation homes and gardens lie nearby. Meeting facilities for large and small groups accommodate conferences from 10 to 1000.

Wrightsville Beach, 12 miles east of Wilmington, is a year-round island resort. Wide uncrowned beaches, over 30 marinas, and a variety of accommodations are complimented by excellent seafood restaurants, specialty shops and a touch of nightlife.

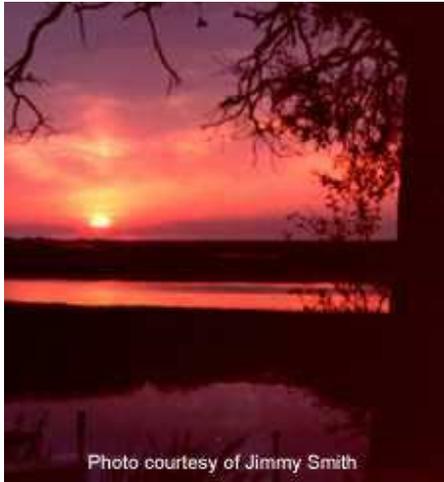
Carolina Beach and Kure Beach, just south of Wrightsville, offer pier fishing, charter boat cruises, amusements, fine restaurants, festivals and beautiful beaches. Relive the Civil War at historic Fort Fisher, or visit the North Carolina Aquarium shark tank and sea turtle exhibits.

Midway between New York City and Miami, the Cape Fear Coast enjoys four distinct yet mild seasons. The area offers year-round golf on nearly 150 golf courses within 90 minutes of Wilmington.

Just over the state line, within an hour's drive, is the Myrtle Beach coast - a Mecca for golf, shopping and night life.



Quality of Life—Pender County



Pender County was formed in 1875 and named in honor of General William Pender of Edgecombe, a Confederate soldier who was killed at the battle of Gettysburg. It is the fifth largest county in North Carolina, with a land area consisting of 870.76 miles. The county is located in the southeastern coastal plains section of North Carolina approximately 25 minutes north of the port of Wilmington and 25 minutes from the Atlantic Ocean.

Currently, Pender is the fastest growing county in North Carolina and has a population of 52,158. Citizens enjoy a relatively temperate climate here, where the average temperature is 62.3 degrees. The

average annual rainfall is 53.04 inches.

Pender County is home to I-40. Additional connections are 75 minutes to I-95 and 60 minutes to proposed I-74. Primary roads include NC 11, 53, 210, US 17, US 117 and US 421.

The county seat is Burgaw. The Wallace Municipal Airport is located two miles south of Wallace and 14 miles north of Burgaw and services local industrial flights. The airport has a 4,000-foot lighted, paved runway and can accommodate any corporate jet. Wilmington International Airport or Jacksonville Airport are strategically located just 15 minutes away for commercial air travel.

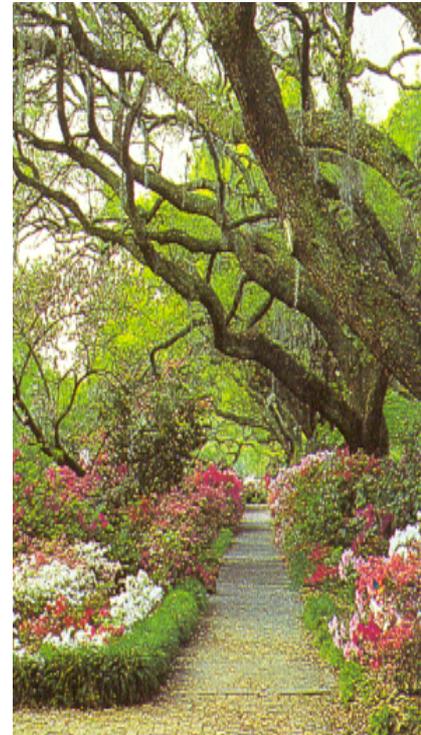
Pender County is host to three industrial parks and two industrial corridors, which are strategically located for new and expanding industry. Cape Fear Community College provides work force training tailored to meet industry demands. Other nearby colleges include Campbell University, Fayetteville State University, Methodist College, Mount Olive College, University of North Carolina-Pembroke and University of North Carolina-Wilmington.

Local health care facilities include Pender Memorial Hospital, an 86-bed primary care facility. Other nearby regional facilities include short commutes to New Hanover Regional Medical Center (25 minutes) and Onslow Memorial Hospital (30 minutes).

There are three rivers in Pender County, which offer recreational fun including boating, camping, canoeing, fishing, swimming and water skiing. Also, 15 miles of pristine sandy beaches offer additional fun. Citizens enjoy an abundance of outdoor recreational opportunities including Moore's Creek Battleground, four golf courses and festivals.

Weather

Wilmington Business Development's Sunbelt climate allows year-round outdoor recreation at over 150 regional golf courses, 30 marinas, numerous county and state parks. Midway between New York City and Miami, the Cape Fear Coast enjoys four distinct yet mild seasons.



Children fishing on North Carolina coast

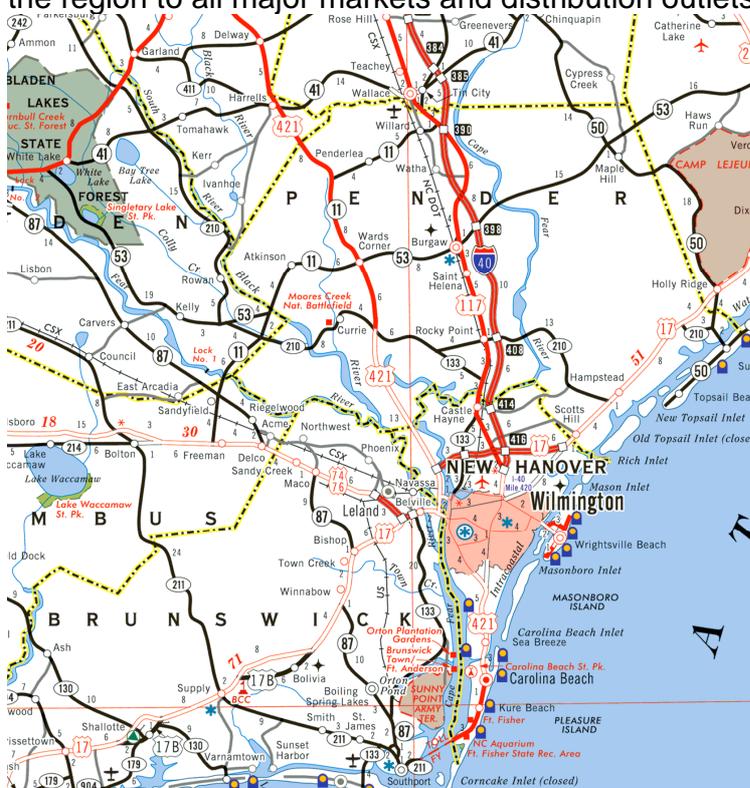
County	Average January Temperature	Average July Temperature	Average Annual Rainfall
New Hanover	44 degrees F	79 degrees F	56 inches
Pender	44 degrees F	79 degrees F	53 inches
Brunswick	43 degrees F	80 degrees F	57 inches
Duplin	43 degrees F	79 degrees F	49 inches

SOURCE:
North Carolina's Southeast Regional Data Book, Volume III.

Transportation

Highway System

North Carolina—"The Good Roads State"—has in place the largest and one of the highest-rated state highway systems in the nation, which includes five interstate highways across its 78,000-mile network. Interstate 40 east to west runs through the Greater Wilmington Region offering a connection within an hour to Interstate 95 north to south. Already in construction, the federally approved Interstates 73/74 will also pass within a half-hour drive of Wilmington providing convenient access to Detroit, Michigan, the North Carolina coast, and the Port of Wilmington. Excellent four-lane highways link the region to all major markets and distribution outlets.



Truck Service

There are many different trucking services available in the area that can pick up and deliver at any frequency. What follows is an example of the over 75 local trucking companies in the area...

ABF Freight System Inc.	910-251-9384
MCO Transport Incorporated	910-343-8372
Old Dominion Freight Line	910-763-3653
Roadway Express	910-791-7754
Robin Hood Container Express	910-371-6938
Sea Lane Express	910-791-2822

Seaport

The Greater Wilmington Region is conducive to globalization through its growing communications networks, its Foreign Trade Zone, and ten shipping lines operating out of one of the nation's finest ports—the Port of Wilmington. This port, 26 miles from open sea and within 700 miles of more than 150 million American and Canadian consumers, offers rates lower than larger ports, flexible customer contracts, and reduced transportation costs through inland terminals at Charlotte and Greensboro. In addition, unique state income tax credit advantages allow North Carolina shippers to save up to 50% of their total NC state tax liability each year.

Business and individuals who pay North Carolina state income tax and use North Carolina State Ports qualify for tax credits on inbound and outbound cargo. The credit is earned on cargo wharfage and handling fees paid to the North Carolina State Ports Authority which exceed the average for those fees over three tax years. The credit applies to taxes due the state - **up to 50%** of the total tax liability for each tax year. Any unused credit may be carried forward for as long as five years for a total credit of up to **\$2 million**. The people of the North Carolina State Ports Authority are **ready, willing and able** to be your partners in bottom-line success!

<http://www.ncports.com/web/ncports>.



Air Service

The Wilmington International Airport is one of the most dynamic, hospitable, progressive international airports in the Carolinas. Our Wilmington, NC airport offers non-stop flights to 5 major cities including: New York (LGA), Atlanta (ATL), Philadelphia (PHL), Washington DC (DCA), and Charlotte (CLT), and service to many other cities. They also offer connectivity to international airports located in Charlotte and Raleigh-Durham. Service is provided by Delta, and US Airways.

Rail Service

CSX Transportation offers excellent high-quality rail service at affordable costs in virtually every corner of our region

Construction Cost Comparisons

The Greater Wilmington region's predominantly flat topography often makes construction less complicated and much less expensive.

Location	Construction Cost Index	% of National Average
Wilmington, NC	157.1	80.7%
Biloxi, MS	160.6	82.5 %
Savannah, GA	163.7	84.1 %
Mobile, AL	166.2	85.4 %
Charleston, SC	166.9	85.7 %
Jacksonville, FL	168.4	86.5 %
Dallas, TX	168.7	86.7 %
Newport News, VA	170.2	87.5 %
Richmond, VA	171.6	88.2 %
Norfolk, VA	172.3	88.6 %
Atlanta, GA	173.5	89.2 %
New Orleans, LA	174.2	89.5 %
San Diego, CA	204.7	105.2 %

Source:

Means Construction Cost Indexes, 2014



Largest Employers in the Greater Wilmington Area

<u>Industry</u>	<u>Number of Employees</u>
PPD	1700
GE Aircraft Division.....	1500
GE Nuclear	1200
CP&L, Brunswick Nuclear Plant.....	1200
Verizon Wireless.....	1500
Corning, Inc.	1000
International Paper	900
AAI, Inc.	630
NC State Ports.....	300
LL Building Products.....	286
Duke Energy, Wilmington	250
Chloride Systems.....	200
Elementis Chromium	200
VisionAir	150
Sturdy Corporation.....	130
Therma Tru.....	100
Interrol	100

MSA Population and Labor Force Data

County	Current Population	Population 1990	Percent Increase
New Hanover	209,468	120,284	74.1%
Pender	54,692	28,855	89.5%
Brunswick	114,078	50,985	123.7%
TOTAL	378,238	200,124	95.7%

SOURCE:
NC Dept of Commerce

County	Labor Force	Employment	Unemployment	Unemployment Rate
New Hanover	111,485	104,367	7,118	6.4 %
Pender	25,091	23,237	1,854	7.4 %
Brunswick	52,744	48,877	3,867	7.3 %
TOTAL	189,320	176,781	12,839	7.0 %

SOURCE:
North Carolina Employment Security Commission, July 2014

Please see county profiles for additional information.

<https://edis.commerce.state.nc.us/docs/countyProfile/NC/37129.pdf>



NC Yachting

The University of North Carolina at Wilmington



For students willing to dive in intellectually, the University of North Carolina Wilmington offers a perfect environment for learning and living, one that is dynamic, demanding and engaging. Approximately three-fourths of freshmen surveyed said UNCW was their first choice.



At UNCW, passionate and engaged teaching, learning and research matter. Students consistently praise the quality of their interactions with faculty and express satisfaction with their overall educational experience. The faculty culture emphasizes teaching and mentoring, incorporating research as an important component of the undergraduate learning experience and a service to the state. [International experiences](#) are encouraged through study abroad programs and language and culture studies on campus.

UNCW offers 52 bachelor's degree programs and 35 graduate programs, which include a [Ph.D. in marine biology](#), one of only three offered on the East Coast. UNCW has the fourth highest freshman SAT average (1176), the third highest freshman retention rate (85.7 percent), and the third highest six-year graduation rate (61.2 percent) in the UNC system. The 2012 *U.S. News & World Report* "America's "Best Colleges" guide book ranked UNCW 4th among public regional undergraduate universities in the South. This is the 14th year, UNCW was been in the top 10.



UNCW's strength in the natural sciences, especially [biological sciences](#), [chemistry](#) and other disciplines that form the core of our internationally respected niche in the marine sciences, is the result of decades of intentional focus and investment. In the area of arts and literature, UNCW's highest profile programs are in film studies and [creative writing](#). The [Department of Film Studies](#) has evolved from a few film-related courses in various departments to a popular major. The [Master of Fine Arts in creative writing](#) has become one of the most respected on the East Coast.



Fall 2014 Enrollment		Costs 2014	
TOTAL	14,611	In-state	\$20,601
Undergraduate	12,387	Tuition & fees	\$6,343
Graduate	1,346	Room & board	\$8,624
Women	66 %	Other expenses	\$5,364
Men	34 %	Out-of-state	\$32,737
Diversity	17. %	Tuition & fees	\$18,479
Out-of-state	17 %	Room & board	\$8,624
Average SAT (Critical reading & Math only)	1192	Other expenses	\$5,634
Average GPA	4.1		
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Faculty & Staff		Degrees Offered	
Part-time	271	Bachelor's	52
Full Time	625	Master's	42
Staff	1,199	Doctoral	2
Total	2,095		
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Total Annual Budget		Randall Library	
2014-2015	\$297,000,000	Hardbound volumes	480,000
		Subscriptions	4,000
		US Govt. Docs	590,000
Economic Impact – Southeastern N.C.			
Annually	\$540 million		



Over **92 percent of freshmen** surveyed said UNCW was their first choice.



UNCW has one of the highest four-year graduation rates in the UNC System, second only to UNC Chapel Hill.



Cape Fear Community College

Customized Training and Development

Wilmington Industrial Development is home to Cape Fear Community College that **offers training programs and support services.**

Small Business Seminars

Topics of interest to existing and prospective small business owners are offered throughout the year. Seminar topics include the following: starting a business, writing the business plan, financing the business, marketing, and Occupational Safety and Health Administration (OSHA) standards.

Small Business Counseling and Referral

The Business and Industry Center maintains a library of small business planning brochures that are free to the prospective or existing business owner. The center also offers **free one-on-one counseling and referral to area resources.**

Industry Training

The Business and Industry Center **provides training for industry at Cape Fear Community College as well as on-site at your business.** Topics vary widely according to industry need and can be customized. Examples of industry offerings include: technical training, basic computer and software program skills, oral and written communication skills, management, supervision, quality standards, ISO 9000, customer service, and team-building.

Training in job analysis and employee assessment is also offered. These provide information important to forming accurate job descriptions and to determining employee traits related to success in particular jobs within a business.

Center for Business, Industry, and Government

As one of fifty-eight member colleges in the Small Business Center Network, the BIG strives to increase the number and the success rate of small businesses in New Hanover and Pender Counties.

Services include:

- **Training** – seminars, workshops and mini-courses on business management skills.
- **Information** – A resource center for SBA publications, pamphlets, books and videos on small business topics.
- **Consulting and Referral** – One-on-one confidential counseling with business management consultants.

Additionally, the BIG is the Regional Export Center for the EXPORT OUTREACH PROGRAM, a workshop covering the essentials of the export process. The course is



designed as a refresher for current export staffers or to bring those new to exporting up to speed.

Occupational Extension

Single courses designed to:

- Train individuals for employment
- Upgrade the skills of those presently employed
- Retrain for employment in new occupational fields.

Also, customized programs can be developed to meet the particular training needs of the requesting business, industry or agency.

New and Expanding Industry

The New and Expanding Industry program is designed to:

- Assist the developing infrastructure of the area
- Develop and deliver training for the production manpower of any new, relocating or expanding industry in our service area
- To encourage the development of long range training programs within industry.

Focused Industry Training (FIT)

FIT is intended for workers who need to update their skills and technical knowledge because of technological changes. Training can be held at CFCC, the firm's site or another appropriate location.

The FIT program provides for the:

- Assessment of your firm's training needs
- Development and delivery of customized training programs for skilled and semiskilled workers employed in industrial occupations.

The FIT program is offered in partnership with the Business and Industry Services Division, North Carolina Community College System.

Apprenticeship Training

Offered in partnership with the NC Department Of Labor, this program is designed to provide the specific skills associated with a trade. On-the-job training, combined with classroom instruction, develops the employees hands-on-skills, and results in the award of a certificate as a journeyman in the trade.

For additional information about customized training, please contact:

Cape Fear Community College
Business and Industry Services
411 North Front Street
Wilmington, North Carolina 28401-3993
(910) 251-5696 or (910) 251-5699

Unemployment Insurance and Workers' Compensation

Unemployment Insurance Tax

North Carolina ranks among the top states in the United States in the fiscal soundness of its unemployment insurance program and has one of the lowest minimum Unemployment Insurance tax rates in the nation. Under the state's experience rating system, reductions of the standard tax rate are permitted as an incentive to employers who provide steady work for their employees. An employer's experience rating is based on the relationship between the contributions credited to the employer's account and the benefits charged against it.

Employers subject to North Carolina unemployment tax pay quarterly tax on a percentage of their payroll. Most newly liable employers will use the standard beginning tax rate as shown below. Employers are notified of their official tax rate by letter if determined liable for unemployment insurance tax.

Year	Standard Beginning Tax Rate	Taxable Wage Base
2002	1.200% (.01200)	\$15,500
2003	1.200% (.01200)	\$15,900
2004	1.200% (.01200)	\$16,200
2005	1.200% (.01200)	\$16,700
2006	1.200% (.01200)	\$17,300
2007	1.200% (.01200)	\$17,800
2008	1.200% (.01200)	\$18,600
2009	1.200% (.01200)	\$19,300
2010	1.200% (.01200)	\$19,700
2011	1.200% (.01200)	\$19,700
2012	1.200% (.01200)	\$20,400
2013	1.200% (.01200)	\$20,900
2014	1.200% (.01200)	\$21,400

SOURCE:
North Carolina Employment Security Commission
<http://www.ncesc.com/business/UI/uiTax.asp>

For additional information, contact the following agency:

Employment Security Commission
PO Box 25903, 700 Wade Avenue
Raleigh, NC 27611
919-733-7395



<http://www.esc.state.nc.us/>

Workers' Compensation Rates

North Carolina workers' compensation legislation and insurance rates are generally more fiscally responsible and cost employers less money than in other states. The maximum weekly benefit for 2011 is \$816. Workers' compensation in North Carolina includes the following provision that could contribute substantially to labor cost savings for employers:

- Self-insurance is permitted.
- Insurance rates lower than the standard industry rates are permitted for firms that qualify.
- Clear-cut accident on the job is a condition for benefit compensation.
- Free accident-prevention workshops designed for each product manufactured are offered.

For additional information, contact the following agency:

NC Industrial Commission
Dobbs Building
430 North Salisbury Street
Raleigh, NC 27611
919-733-4820

<http://www.comp.state.nc.us/ncic/pages/maxrates.htm>



USS North Carolina Battleship

Taxation

North Carolina & Local Taxes and Rates

TAX TYPE	RATE
Corporate Tax	6% in 2014 -5% in 2015 – 4% in 2016 -3% in 2017
State Property Tax on Inventory	Exempt
State Franchise Tax	\$1.50 per \$1,000
Retail Sales & Use Tax	NHC =7% Brunswick & Pender Co. =6.75%
Highway Use Tax on Automobiles	3% State; Minimum of \$40 & Maximum of \$1,500
Property Tax—New Hanover County	\$0.5540/\$100 of assessed value
Property Tax—City of Wilmington	\$0.45/\$100 of assessed value
Property Tax—Pender County	\$0.5120/\$100 of assessed value
Property Tax—Town of Burgaw	\$0.48/\$100 of assessed value

SOURCE:
North Carolina Department of Revenue.
County Tax Departments, 2014



Personal Income Tax

North Carolina has a graduated rate schedule, with rates of six percent, seven percent and 7.75 percent based on the filing status and North Carolina taxable income of the taxpayer. Starting in 2009, individuals who meet certain income requirements will pay a surtax on the amount of tax they owe before any withholding, payments or credits.

North Carolina taxable income is the same as the figure calculated for federal income tax purposes with certain adjustments

Single Individuals Taxable Income	Rate	Surtax
0-\$12,750	6%	0%
Over \$12,750 to \$60,000	7%	0%
Over \$60,000 to \$150,000	7.75%	2%
Over \$150,000	7.75%	3%
Married Individuals Filing Jointly and Surviving Spouses Taxable Income	Rate	Surtax
0 to \$21,500	6%	0%
Over \$21,250 to \$100,000	7%	0%
Over \$100,000 to \$250,000	7.75%	2%
Over \$250,000	7.75%	3%
Head of Household Taxable Income	Rate	Surtax
0 to \$17,000	6%	0%
Over \$17,000 to \$80,000	7%	0%
Over \$80,000 to \$200,000	7.75%	2%
Over \$200,000	7.75%	3%
Married Individuals Filing Separately Taxable Income	Rate	Surtax
0 to \$10,625	6%	0%
Over \$10,625 to \$50,000	7%	0%
Over \$50,000 to \$125,000	7.75%	2%
Over \$125,000	7.75%	3%

SOURCE:
North Carolina Department of Revenue
<http://www.dor.state.nc.us/taxes/individual/rates.html>



Economic Development Incentive Policy

The Board of Commissioners economic development incentive policy provides for industrial development grants for projects that provide the County with a high return on investment over a ten year period. The policy provides for a written agreement with a company that binds it to minimum levels of capital investment and quality job creation. Investments of County funds shall be in items which leave value in the County in the event of a curtailment or closure of the company's operations.

Factors to be considered in awarding incentive grants include total capital investment; number, type and quality of jobs created; wage levels; potential for future expansions and increased unemployment, site specific issues such as those that will stimulate further economic development and other factors deemed relevant by the Board of Commissioners.

Use of incentive funds may be for one or more of the following: site acquisition, site preparation, site infrastructure, and other site improvements, job training costs not otherwise provided or reimbursed by the Community College System or State, or other purposes which leave value in the community as determined by the Board.

Potential State Incentives

WBD will coordinate through NC Department of Commerce for potential state incentives.

Unions

A Right-to-Work State

North Carolina is an “at-will” employment state and one of 23 states with a “right-to-work” law. Closed shops and union shops are not permitted. An employer may not require an employee to join a union, nor may an employer require an employee to refrain from joining a union.

2010 US Lowest Unionization States		
1	North Carolina	3.2%
2	Arkansas	4.0%
3	Georgia	4.0%
4	Mississippi	4.5%
5	South Carolina	4.6%
6	Virginia	4.6%
7	Tennessee	4.7%
8	Texas	5.4%
9	Louisiana	5.5%
10	Oklahoma	5.5%

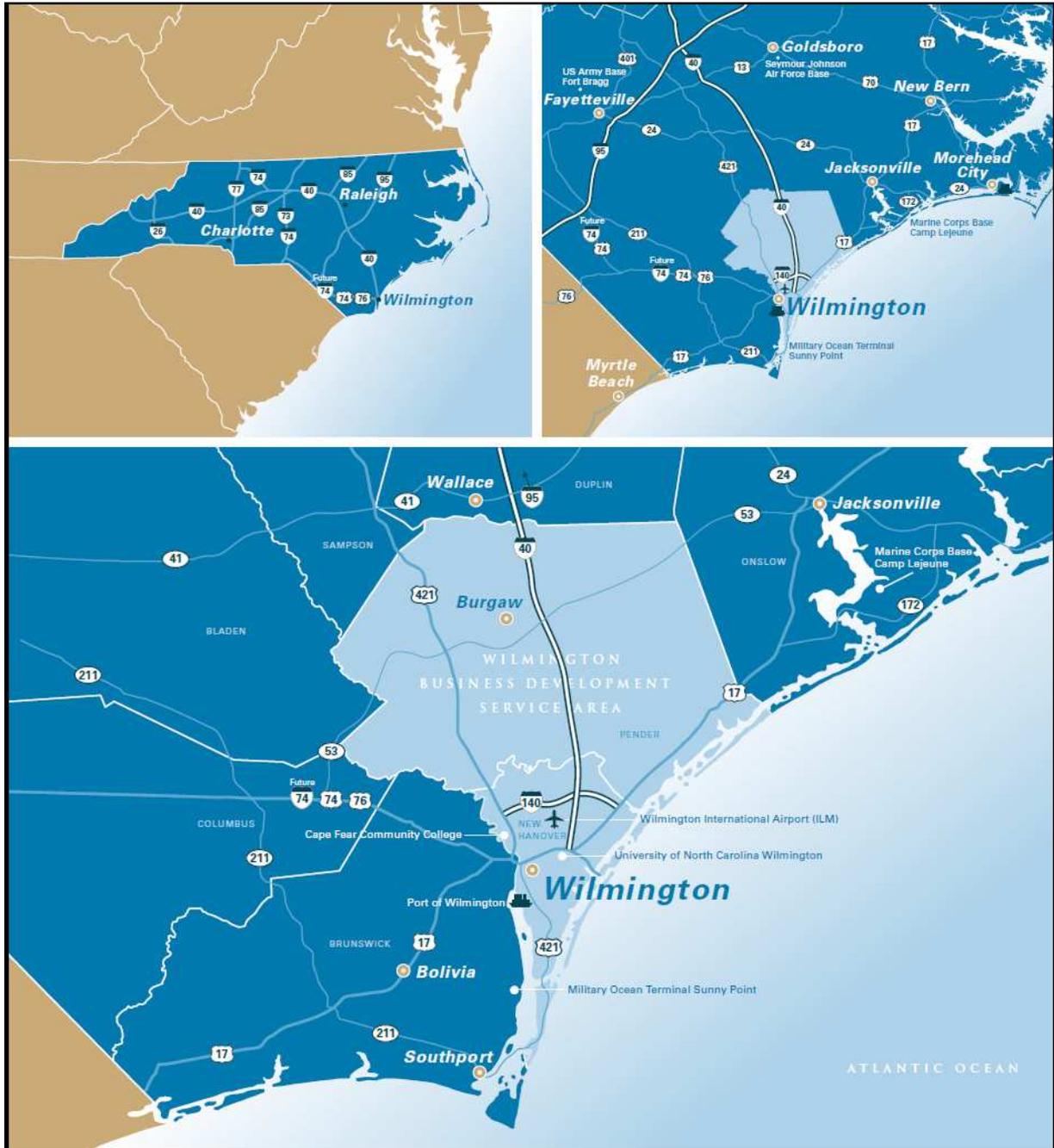
Source: U.S. Bureau of Labor Statistics, Division of Labor Force Statistics
[<http://data.bls.gov/cgi-bin/print.pl/news.release/union2.t05.htm>].

Wilmington Business Development Services

A sampling of our turnkey site selection assistance includes:

- ✓ **Autonomy and confidentiality**—*WBD is a private, non-government entity.*
- ✓ **Building and/or site selection**—*based on your company's needs, we can assist with finding the best location for your new facility.*
- ✓ **Data compilation**—*much data is needed to make the decision to expand and/or relocate. WBD strives to provide value-added information that is crucial and concise. We will provide data the most current data relevant to livability*
 - *Population and demographics*
 - *Workforce statistics*
 - *Economic indicators*
 - *Education and training*
 - *Tax advantages*
 - *Transportation and infrastructure*
 - *Climate*
 - *Taxes*
- ✓ **Construction**—*we can provide construction cost estimates, financing options, etc.*
- ✓ **Utility liaison**—*based on your energy consumption, WBD can work to secure utility rates that will be economically attractive to your company.*
- ✓ **Infrastructure enhancement**—*depending on your needs and location of building/site, WBD can assist in obtaining essential utilities including electric, water, sewer, and natural gas.*
- ✓ **Worker training**—*once you have decided to locate in the Greater Wilmington region, WBD will work to secure customized training for your workforce.*
- ✓ **Housing**—*WBD can assist locating both short-term/temporary to permanent housing needs.*
- ✓ **Permitting**—*WBD understands the headaches associated with permitting. It will be our responsibility to work with local and state officials to make this process less cumbersome.*
- ✓ **Financial Assistance**—*WBD can provide help in all parameters of facility financing including Industrial Revenue Bonds as well as contact with appropriate financial institutions.*
- ✓ **Community Development Block Grants**—*WBD has helped realize growth in our existing industries through Community Development Block Grants. We look forward to working with your company in this area.*

Transportation Map





For customer oriented service,

Contact

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