

## CHATHAM COUNTY INCENTIVE POLICY

Number of Jobs*					
N	R	Total	Points	Quality of New Jobs	Points
		10-20	2	Partial Employer Paid Health Insurance	1
		21-50	5	Entire Employer Paid Health Insurance	3
		51-75	7	Retirement Benefits	2
		76-100	9	Profit Sharing	2
		101-150	12	Employer Paid Vacation	2
		150-200	15	Employee-Owned Company	3
		200+	20	<b>Total Possible Points</b>	10
		<b>Total Possible Points</b>	20		

Level of Capital Investment					
Investment	Points	Wage Level of New Jobs	Points		Points
Under \$500,000	1	Less than County Average	0		
\$500,000 - \$4,999,999	5	County Average	1		
		Greater than County Average, But Less than State Average	4		
\$5,000,000 - \$14,999,999	10	Average	4		
\$15,000,000 - \$24,999,999	15	State Average	8		
\$25,000,000 and Above	20	Above the State Average	10		
<b>Total Possible Points</b>	20	<b>Total Possible Points</b>	10		

Number of Existing County Residents Hired					
County Residents Hired	Points	Environmental Impact	Points		Points
10-20	1	Reuse of Existing Building	4		
21-50	3	Location in Downtown Area	3		
		Location in Existing Industrial Area, not Central Carolina Business Campus	3		
51-75	5	Carolina Business Campus	3		
76-100	7	Location in Central Carolina Business Campus	5		
101-200	9	Location in LEED Certified Building	4		
		Other sustainable features (recycling, water reuse, etc.)	4		
200+	10				
<b>Total Possible Points</b>	10	<b>Total Possible Points</b>	15		

Industry Cluster/Business Type		Points
Presence in Identified Attraction Industry Cluster		6
Presence in Identified Retention Industry Cluster		3
Company Headquarters		6
Verified Supply-Chain/Sourcing Relationship with Existing Chatham County		3
<b>Total Possible Points</b>		15

This model approximates the following weights out of a 100 possible points:

Category	Points Possible
Jobs (Number, Quality, Wages, Hiring Residents)	50 points
Capital Investment	20 points
Environmental Impact	15 points
Industry Cluster/Business Type	15 points

The allocation in the model represents the desire and need for quality jobs in Chatham County, while balancing the local governments' need for additional capital investment (and associated property tax revenue), desire to preserve/protect the natural environment by focusing development to certain designated areas, and interest in targeting identified industry clusters. Depending on their score, new companies and existing company expansions are eligible to qualify for, **but not guaranteed**, a financial incentive grant based on the percentages of annual property taxes paid for each year for a five year period as outlined below. **The County and Chatham County EDC will continue to utilize qualitative criteria outlined in this document and other policy documents to approve, reject, and/or modify the grant amount.**

Year	Level 1	Level 2	Level 3	Level 4	Level 5
1	70%	75%	80%	90%	90%
2	60%	65%	70%	80%	80%
3	50%	55%	60%	70%	75%
4	40%	45%	50%	60%	75%
5	30%	35%	40%	50%	60%
Minimum Score	50	60	70	80	90

\*All existing jobs must be retained before new jobs are counted.