

CHATHAM COUNTY INCENTIVE POLICY – TRANSFORMATIONAL PROJECTS

JOBS

| Number of Jobs* New or Retained | Points |
|------------------------------------|--------|
| 1,000 | 5 |
| 1,000-1,500 | 10 |
| 1,500-2000 | 15 |
| 2,000+ | 20 |

Total Possible Points 20

| Quality of New Jobs | Points |
|--|--------|
| Partial Employer Paid Health Insurance | 1 |
| Entire Employer Paid Health Insurance | 3 |
| Retirement Benefits | 3 |
| Profit Sharing | 3 |
| Employer Paid Vacation | 3 |

Total Possible Points 10

| Wage Level of New Jobs | Points |
|---|--------|
| Less than County Average | 0 |
| County Average | 1 |
| Greater than County Average, but Less than State Average | 4 |
| State Average | 8 |
| Above the State Average | 10 |

Total Possible Points 10

| Number of Existing County Residents Hired | Points |
|--|--------|
| 500 | 1 |
| 500-750 | 5 |
| 750-1,000 | 7 |
| 1,000+ | 10 |

Total Possible Points 10

CAPITAL INVESTMENT

| Level of Capital Investment | Points |
|-----------------------------|--------|
| \$250-\$500M | 5 |
| \$500M-\$1B | 10 |
| \$1B-1.5B | 15 |
| \$1.5B+ | 20 |

Total Possible Points 20

ENVIRONMENTAL IMPACT

| Environmental Impact | Points |
|--|--------|
| Location in area with public utilities | 5 |
| Location in existing Industrial Area | 5 |
| Sustainable Building Features | 5 |

Total Possible Points 15

INDUSTRY CLUSTER/BUSINESS TYPE

| Industry Cluster/Business Type | Points |
|---|--------|
| Presence in Identified Attraction Industry Cluster | 5 |
| Industry Multiplier greater than 2.5 | 5 |
| Verified Supply Chain/Sourcing Relationship with existing Chatham County business | 5 |

Total Possible Points 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 |
|----------------------|-----------|-----------|-----------|
| 1 | 70% | 80% | 90% |
| 2 | 70% | 80% | 90% |
| 3 | 65% | 75% | 90% |
| 4 | 65% | 75% | 90% |
| 5 | 60% | 70% | 80% |
| 6 | 55% | 70% | 80% |
| 7 | 50% | 65% | 80% |
| 8 | 45% | 65% | 80% |
| 9 | 40% | 60% | 75% |
| 10 | 35% | 60% | 75% |
| 11 | | 55% | 75% |
| 12 | | 55% | 60% |
| 13 | | 50% | 60% |
| 14 | | 50% | 60% |
| 15 | | 50% | 60% |
| 16 | | | 50% |
| 17 | | | 50% |
| 18 | | | 50% |
| 19 | | | 50% |
| 20 | | | 50% |
| Minimum Score | 50 | 65 | 85 |

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