

sync[®] NEWS & OPPORTUNITIES FROM N.C. COMMERCE



Darius Adamczyk, CEO for Honeywell with Governor Cooper for the company's headquarters announcement last Friday (November 30). Photo courtesy of Charlotte Regional Business Alliance (@clt_alliance)

Fortune 100 Honeywell Selects Charlotte for New Headquarters

Honeywell, a Fortune 100 company providing software-oriented solutions for many of the world's most complex industries, will locate its headquarters in Mecklenburg County, creating 750 jobs by the end of 2024, including 150 that are currently based in New Jersey. The company's move will bring more than \$248 million in investment by the end of 2023.

"With our strong talent, robust infrastructure and unmatched quality of life, including our commitment to education and our low cost of living, North Carolina is the ideal headquarters choice for an elite company like Honeywell," said **Governor Roy Cooper**. "Charlotte is perfectly positioned to provide the education and training, infrastructure and amenities to attract and retain Honeywell's top talent."

"As our new corporate global headquarters, Charlotte provides Honeywell with many advantages in support of our ongoing transformation and emergence as a premier technology company," said **Darius Adamczyk, Honeywell chairman and**



Secretary Copeland (right) presents the gift of a ceremonial fine china plate to Steve Snyder, Plant Manager for Reser's Fine Foods in Halifax County.

Secretary Copeland Visits Halifax County for Job Announcement, Hometown Strong Visit

North Carolina Commerce Secretary **Anthony M. Copeland** had a busy day in Halifax County last Thursday (November 29), including keynoting an economic development event announcing 79 jobs to the area.

Governor Cooper announced Reser's Fine Foods will expand its current operations in Halifax County, creating 79 jobs over the next 5 years, and Secretary Copeland brought word of the Governor's announcement to a group gathered at the company's facility in Halifax.

"Halifax County is a prime location for manufacturers with strategic access to rail and road transport," said Commerce Secretary Anthony M. Copeland. "That transportation and distribution infrastructure, coupled with an experienced manufacturing workforce, made it the right choice for Reser's to stay in North Carolina."

"Our tortilla business continued to grow in the Eastern United States over the past 9 years,

chief executive officer. "We selected Charlotte because it offers a great business environment along with access to a workforce that has the skillset Honeywell will need to be competitive over the coming decades. In addition, the location allows us to co-locate Corporate headquarters with our Safety and Productivity Solutions business, it is near our Honeywell Building Technologies and Honeywell Connected Enterprise businesses in Atlanta, and it offers our employees a great quality of life. At the same time, we will retain a large workforce in New Jersey."

Salaries for the new employees in North Carolina will vary by position and experience. Once all positions are filled, the annual payroll impact will be more than \$250 million.

Honeywell's headquarters location in Mecklenburg County will grow the state's economy by an estimated \$7.9 billion, over the 12 years of its Job Development Investment Grant (JDIG), which was approved by the state's Economic Investment Committee Monday evening (December 3). The JDIG agreement authorizes the potential reimbursement to the company of up to \$42,450,000 spread over 12 years. As much as \$14.1 million in new tax revenue generated through the grant will go into the state's Industrial Development Fund - Utility Account.

Partnering with [N.C. Commerce](#) and the [Economic Development Partnership of North Carolina](#) on this project were the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [Mecklenburg County](#), the [City of Charlotte](#), and the [Charlotte Regional Business Alliance](#).

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Pendo CEO Todd Olsen (left) enjoys a celebratory moment with Governor Cooper at Tuesday's announcement event at the company's Raleigh offices.

Raleigh Tech Company Pendo to Expand Headquarters and Add 590 Jobs

Pendo, a growing technology company founded in Raleigh, will more than triple its local operations over the next five years, adding 590 jobs and investing \$34.5 million in Wake County, **Governor Roy Cooper** announced yesterday (December 3).

"North Carolina is home to many of the best tech minds in the industry, and Pendo grew out of that innovative culture," said **Governor Cooper**. "As homegrown companies evolve, they get

and it became clear we needed to invest to support both current and future demand in this region," says **Reser's Fine Foods CEO Mark Reser**. "The One North Carolina Fund grant, along with the continued support of N.C. Commerce and the Economic Development Partnership of N.C., made the choice to invest here in Halifax an easy one. We will expand capacity by investing in new equipment at our existing plant, and increase the site's workforce by nearly 40% over the next five years."

"A performance-based grant of \$250,000 from the One North Carolina Fund will help facilitate Reser's expansion in Halifax County.

In addition to the [North Carolina Department of Commerce](#) and the [Economic Development Partnership of North Carolina](#) other key partners in the project include the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [Halifax County](#), and the [Halifax County Economic Development Commission](#).

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While in Halifax, the Secretary also participated in meetings convened by the [Governor's HomeTown Strong team](#), and took the opportunity to visit the [Sylvan Heights Bird Park in Scotland Neck](#). The park hosts the world's largest collection of rare and endangered waterfowl, offering visitors the opportunity to see more than 2,500 birds from around the world.



Sylvan Bird Park Co-Owner Ali Lubbock (left) watches as Secretary Copeland makes some new friends.



the opportunity to reassess their location and expansion plans. North Carolina's experienced tech talent pool won Pendo's commitment to expand here."

Pendo started in Raleigh in 2013 when alumni from Rally Software, Google, Cisco and Red Hat set out to build software to understand and act on what drives digital product success. Pendo's product cloud now provides user insight, user guidance and user communication tools for digital product teams at software companies and digital enterprises around the world and across industries. They use Pendo to understand how users journey through their web and mobile applications, and provides tools to onboard and educate those users, collect feedback, and ultimately, to increase product adoption and engagement.

"Our mission at Pendo is big and bold - we want to improve society's experience with software," said **Todd Olson, CEO and co-founder of Pendo**. "To achieve that, we need to continue to find the best talent and offer them an amazing place to work. With its first class universities, hub of technology companies, and incredible quality of life, North Carolina, and specifically Raleigh, offers the perfect setting for our team to grow."

This project will provide Pendo with a corporate headquarters location and facility to accommodate rapid growth. This location will be the company's primary engineering hub, with dozens of software engineers and product managers, as well as its center for sales, marketing, customer success, and back office functions such as finance and human resources. Salaries will vary by position and experience. Once all positions are filled, the average salary is expected to be \$86,824. The average salary in Wake County is \$56,245.

"Pendo had an attractive offer to leave Raleigh, but our talent pipeline, top-tier universities and our stable and favorable business climate won out against competitors," said North Carolina Commerce Secretary Anthony M. Copeland. "I look forward to Pendo's continued success here."

A Job Development Investment Grant (JDIG) worth up to \$8,788,500 to the company, spread over 12 years, will help facilitate the expansion. The state expects the project will grow our economy by an estimated \$1.2 billion over those 12 years. As \$2.9 million in the new tax revenue generated through the grant will go into the state's Industrial Development Fund - Utility Account. The Utility Account helps rural communities finance necessary infrastructure upgrades to attract future business.

Partnering with [N.C. Commerce](#) and the [Economic Development Partnership of North Carolina](#) on this project were the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [Wake County](#), the [City of Raleigh](#), [Wake County Economic Development](#), the [City of Raleigh Office of Economic Development and Innovation](#), and the [Greater Raleigh Chamber of Commerce](#).

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The 2019 Tiers.

2019 Tier Rankings Released

The North Carolina Department of Commerce released the county tier designations for 2019 on November 30. The designations, which are mandated by state law, play a role in several programs that assist in economic development.

The new rankings comply with changes made by the North Carolina General Assembly that alter the formula used to calculate final tier designations. These changes, implemented with the adoption of the 2018 Appropriations Act (S.L. 2018-5, Section 15.2.a), eliminate several 'adjustment factors' previously incorporated into the methodology.

28 counties will change tier designations for 2019.

Counties moving to a less distressed tier ranking include Alleghany, Ashe, Camden, Cherokee, Clay, Jackson, Macon, McDowell, Montgomery, Person, Yadkin, and Yancey (from Tier 1 to Tier 2); and Currituck and Davie (from Tier 2 to Tier 3).

Counties moving to a more distressed tier ranking include Beaufort, Cleveland, Cumberland, Duplin, Hoke, Nash, Rockingham, Rutherford, Sampson, Surry, Wayne, and Wilson (from Tier 2 to Tier 1); and Carteret and Granville (from Tier 3 to Tier 2).

[Read more](#)



Governor Cooper announces Cascades' expansion in Scotland County November 27.

Canadian Manufacturer to Add 66 New Jobs and Invest \$58 Million in Scotland County

Cascades Holdings U.S., Inc. (Cascades) has



Governor Cooper(left) with CEO Tom Greco of Advance Auto.

Advance Auto Parts Designates Raleigh as Corporate Headquarters

Advance Auto Parts will designate Raleigh as its corporate headquarters and expand operations in Wake County by adding up to 435 new jobs over five years, **Governor Roy Cooper** announced November 28.

"We all know that North Carolina is a great place to live, but it takes much more than that to attract a headquarters like Advance Auto Parts," said **Governor Cooper**. "Advance is expanding its technology, data analytics and eCommerce capabilities in North Carolina because we have the talent, training opportunities, education system and industry expertise to make this venture a success."

"This is a great day for Advance Auto Parts and the beginning of an exciting new chapter in our company's history here in North Carolina," said **Tom Greco, President and CEO, Advance Auto Parts**. "Our industry and our company are in the midst of a major technology and business transformation. We are making considerable progress in these efforts. Following a thorough review of options, North Carolina's deep bench of information technology and software development talent was a key driver of our decision."

A Job Development Investment Grant (JDIG) will help facilitate the company's move. Over the course of the 12-year term of this grant, the state's economy will grow an estimated \$1 billion due to this expansion. The JDIG agreement authorizes the potential reimbursement to the company of up to \$9,380,250 spread over 12 years. As much as \$3.1 million in new tax revenue generated through the grant could go into the state's Industrial Development Fund - Utility Account, the fund that helps more rural communities build the necessary infrastructure to compete for jobs in the future.

Partnering with [N.C. Commerce](#) and the [Economic Development Partnership of North Carolina](#) on this project were the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [Wake County](#), the [City of Raleigh](#), [Wake County Economic Development](#), the [City of Raleigh Office of Economic Development and Innovation](#), the [Greater Raleigh Chamber of Commerce](#), the [Capital Area Workforce Development Board](#), and [Wake Technical Community College](#).

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Australian Plastics Manufacturer Selects

selected Scotland County for a significant expansion of its operations. The company will invest \$58 million and create 66 new jobs over two years. **Governor Roy Cooper** traveled to Wagram to make the announcement to a large crowd gathered at the company's facility on November 27.

"International manufacturers like Cascades are thriving in North Carolina," said **Governor Cooper**. "Our state's global reputation attracts new investments and jobs because companies know North Carolina's skilled industrial workers will help them succeed here. These new jobs are an extra welcome boost for an area working to recover from Hurricane Florence."

Jean Jobin, Cascades Tissue Group President and Chief Operating Officer said, "Modernizing and adding equipment to the Wagram plant will help improve Cascades' product offering by allowing to provide superior quality products, benefit from the latest technology to provide our customers with new, innovative products and creating additional capacity to meet future need of our customers. It is a strategic investment that will solidify our presence in Southeastern United States and strengthen our ability to offer nationwide coverage for our customers."

"North Carolina continues to win the confidence of manufacturers," said **North Carolina Commerce Secretary Anthony M. Copeland**. "It's particularly gratifying to see a company that's already here choose to expand, based on our business environment and their own positive experience of doing business in North Carolina."

Cascades' expansion in Scotland County will be facilitated by a Job Development Investment Grant (JDIG) that authorizes the potential reimbursement to the company of up to \$468,000, spread over 6 years.

Partnering with the [North Carolina Department of Commerce](#) and the [EDPNC](#) on this project were the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [Scotland County](#), and the [Scotland County Economic Development Corporation](#).

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Manufacturer Chooses Halifax County for New Facility

JBB Packaging, a plastic packaging

Gaston County for First U.S. Plant

Era Polymers Corporation, an Australian manufacturer specializing in polyurethane chemistry, will open its first industrial facility in the United States, creating 20 new jobs in Gaston County, **Governor Roy Cooper** announced November 21. The company plans to invest \$9.2 million in Stanley.

"Advanced manufacturers from around the world continue to choose North Carolina as the ideal place to expand," **Governor Cooper** said. "Our skilled workforce combined with our central east coast location enable international companies that locate here to serve customers efficiently across the United States and North America."

Era Polymers, with headquarters in Sydney, Australia, produces a diverse line of polyurethane products sold in over 70 countries worldwide. The new manufacturing operation in Stanley, the first American plant for the company, will join four other production facilities operated by the company in Australia, New Zealand and South Africa. Strong sales growth in North America led the company to search for a new business location in the United States.

"Era Polymers has been conducting business within the USA for more than 15 years," said **George Papamanuel, President of Era Polymers**. "It became a logical step for us to establish our own presence in the USA with an advanced manufacturing facility, to better supply and technically service our growing customer base." Mr. Papamanuel expressed pleasure with the support received from the North Carolina Department of Commerce and added, "the support from local, county and state authorities made a compelling case to locate our facility in Stanley N.C. This world class facility is the ideal platform to support the next growth stage of our company."

Taking into consideration all of the new positions announced today, the average annual wage of the new jobs will be \$66,250. The average wage in Gaston County is currently \$38,780.

A performance-based grant of \$50,000 from the One North Carolina Fund will help facilitate Era Polymers' move into Gaston County.

Partnering with the [North Carolina Department of Commerce](#) and the [EDPNC](#) on this project were the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [Duke Energy](#), [Gaston College](#), the [Gaston County Board of Commissioners](#), the [Town of Stanley](#), [Wake County Economic Development](#), and the [Gaston County Economic Development Commission](#).

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Opportunity Zone Workshop Hosted by the Federal Reserve Bank Coming to Raleigh December 13

The Federal Reserve Bank of Richmond will convene an information workshop in Raleigh to provide local community leaders and economic developers with more information regarding Opportunity Zones, the federal initiative aimed at bringing more investment to economically distressed areas across the country.

The event, hosted by the Federal Reserve Bank, will be held December 13 starting at 8:30am at the McKimmon Center in

manufacturer, will open a new plastic film manufacturing facility in Halifax County, creating 50 jobs, Governor Roy Cooper announced November 29. The company plans to invest \$11 million in Weldon with the project.

"JBB Packaging chose this location at the Becker Industrial Park because it was formerly used for plastics manufacturing, it has the space they need now and for future growth, and it's half a mile from Interstate 95," said Commerce Secretary Anthony M. Copeland. "It's this combination of infrastructure and industry expertise that makes Halifax County a winning choice for manufactures."

JBB Packaging will recycle plastics and produce flexible packaging and garment bags. The new facility moving into the Flambeau Building in Becker Industrial Park will host state-of-the art equipment producing the highest quality at the most affordable cost.

A performance-based grant of \$150,000 from the One North Carolina Fund will help facilitate JBB Packaging's move to Halifax County. The One NC Fund provides financial assistance to local governments to help attract economic investment and to create jobs. Companies receive no money upfront and must meet job creation and capital investment targets to qualify for payment. All One NC grants require a matching grant from local governments and any award is contingent upon that condition being met.

Partnering with the [North Carolina Commerce](#) and the [Economic Development Partnership of North Carolina](#) on this project were the [North Carolina General Assembly](#), the [North Carolina Community College System](#), [North Carolina Railroad](#), [Halifax County](#), and the [Halifax County Economic Development Commission](#).

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N.C. in the News

- [Forbes: NC tops ranking of 'Best States for Business'](#) (*Triad Business Journal* - December 3)
- [Gov. Cooper on Honeywell HQ, tech jobs and Carolina Panthers](#) (*Charlotte Business Journal* - December 3)
- [Advance Auto Parts CEO talks decision to move HQ to Raleigh](#) (*Triangle Business Journal* - November 29)
- [NC opens new office to lure Indian investments](#) (*Triangle Business Journal* - November 28)
- [The Best States For Business 2018: North Carolina Leads The Way](#) (*Forbes* - November 28)

Raleigh.

[Reservations to attend are being accepted on a first-come, first-serve basis online.](#)

More information about the 252 Opportunity Zones in North Carolina can be reviewed at public.nccommerce.com/oz.

About Us

SYNC is North Carolina Commerce's electronic newsletter for local government officials, private-sector allies, state policy makers, and other economic development leaders. We offer unfiltered details about new economic development projects and events, useful news about your peers, and opportunities to synchronize with statewide programs and tools in order to advance economic development in your community. [Send your story ideas to the editor.](#)

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