

CHARLOTTE

A Working Work Force

CHARLOTTE-MECKLENBURG OFFERS A HIGHLY productive work force for companies concerned about the quality of their products or services. Studies show that North Carolina workers are more productive than their counterparts nationally. Studies of companies relocating rank the availability of a competent work force high in importance and Charlotte addresses this need.

The draw of this quality work force is evident in the number of firms locating to Charlotte in the last ten years. During this period 6,790 firms have selected Charlotte-Mecklenburg for new or relocated operations. These firms represent more than \$11 billion in investments.

During 2010 alone, new and expanded firms in Charlotte-Mecklenburg created 10,781 additional jobs and invested more than \$1 billion in facilities.

**CHARLOTTE OFFERS A DIVERSE,
COMPETENT AND TALENTED
WORK FORCE TO FULFILL YOUR
COMPANY'S NEEDS.**



Good Corporate Citizens

Quality business and industry continue to locate in Charlotte. Seven of the nation's 500 largest corporations, listed by Fortune magazine, have headquarters in the Charlotte area. Three thousand four hundred sixty four firms with annual revenues exceeding \$1 million and 25 companies with revenues exceeding \$1 billion have operations in Mecklenburg County. A quality work force attracts quality corporate citizens.

A Growing Work Force

Charlotte's work force continues to grow steadily. Since 2000, Mecklenburg County has experienced more than a 13 percent increase in its labor force, compared to only eight percent in the U.S. During this same period, employment has grown by six percent compared to the U.S. growth of less than three percent. The growing population of the area ensures a constant and predictable flow of workers into the job market.

Mecklenburg County's population has grown by 32 percent since 2000, well above the national growth of nine percent.

Much of Charlotte's growth is through the in-migration of people from outside the region seeking the superior quality of life offered here. IRS 2008 tax returns indicate 57,744 new people moved to Charlotte. Locally, Charlotte-Mecklenburg schools graduated approximately 7,681 students in 2009-2010. In 2010, 14 CMS high schools were ranked among America's top

1,500 out of more than 16,000 high schools surveyed by Newsweek Magazine. Nearly 1,000 of the graduates move directly into the job market, and many have training for technical and clerical positions.

Charlotte has a number of underemployed workers that can be tapped for new job creation. A survey conducted by the University of North Carolina at Charlotte indicated that 61 percent of the employed respondents are willing to change careers for better wages and benefits.

A Labor Magnet

The total labor force in the Charlotte region numbers more than 1,094,215. Each day more than 180,500 workers commute to Mecklenburg from outlying counties.

This commuting labor force has increased significantly over recent years. As traditional industries have reduced their labor needs, new industries have been able to tap this supply of labor. With this area's growth, additional labor remains to be tapped.

More than 1.4 million people reside within a 25-mile radius of Charlotte. Within this 30-minute commute, more than 56,000 workers are registered with the Employment Security Commission seeking a new job.

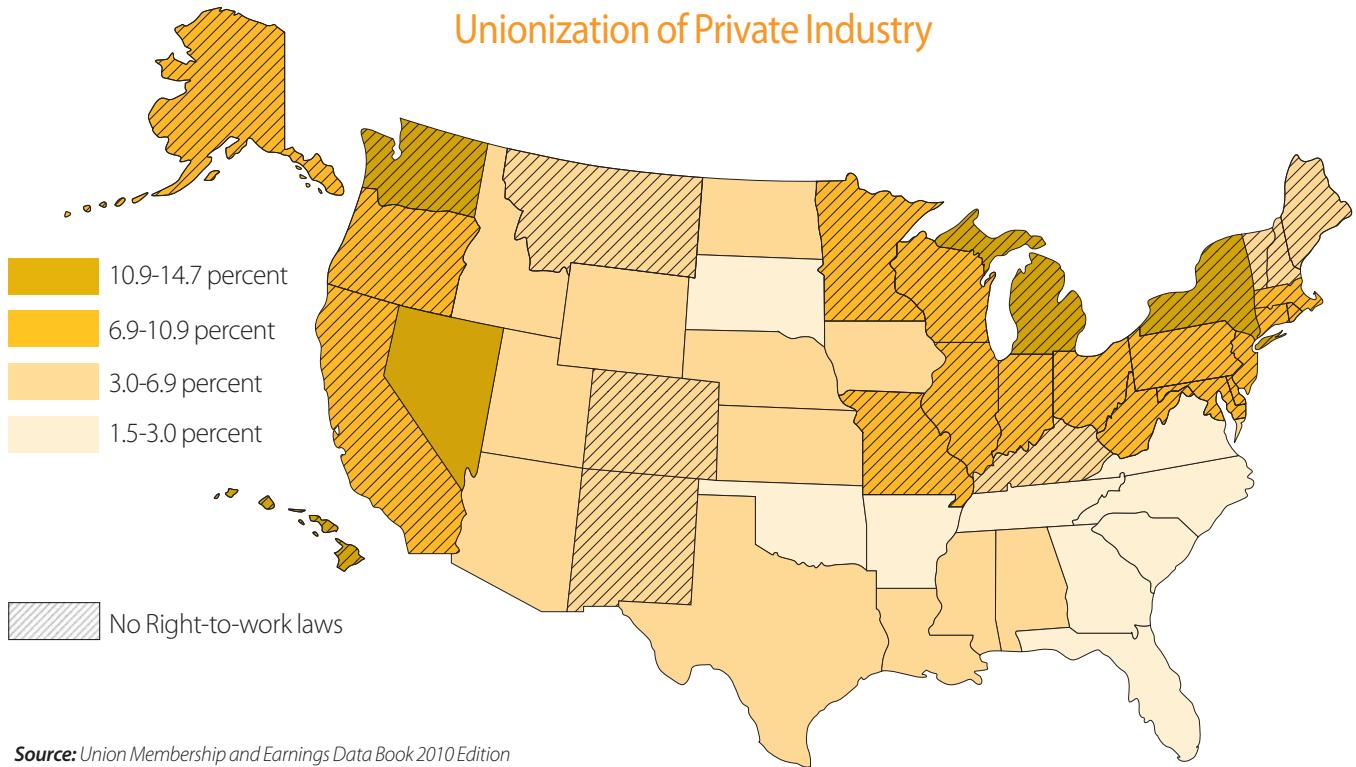
As Charlotte continues to grow as a metropolitan community, it draws a larger portion of the regional work force to fill available jobs. This provides an even greater labor pool to tap.



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Unionization of Private Industry



SIXTY-ONE PERCENT OF CHARLOTTE'S WORK FORCE FEEL THEY ARE UNDEREMPLOYED.

Training Workers Made Easy

Central Piedmont Community College (CPCC), as one of the top five community colleges in the country, offers the Charlotte business community a wide variety of training opportunities. CPCC is the largest community college in North Carolina with six campuses and it serves 75,000 students in Mecklenburg County.

CPCC also has a digital campus that was ranked second among urban digital community colleges. In 2002, CPCC was named National Community College of the Year by the National Alliance of Business, which looked at the college's responsiveness to the need for a supply chain of workers. The same year, CPCC was selected by the U.S. Government Accounting Office as one of the top two workforce development colleges in the nation.

CPCC is a comprehensive training resource offering credit programs leading to associate degrees, diplomas or certificates. It also offers Continuing Education non-credit programs leading to professional designation, continuing education units or certification. Often training is customized to meet specific needs and is offered onsite or at a nearby CPCC campus.

In addition to job training, the Charlotte region's 35 colleges and universities, educating 179,695 students, offer degrees in 150 different subjects, with over 60 different graduate programs that include Ph.D. degrees in mechanical, electrical, and optical engineering; information technology and mathematics. There are over 1,680 graduate students in the Charlotte region

Median Hourly Wage

All occupations, selected Southern MSAs

Nashville	\$15.40
Charlotte	16.45
Dallas	16.57
Raleigh	16.69
Atlanta	16.82
Richmond	16.793
Chicago	17.57
Chicago	17.50
Detroit	17.67
Los Angeles	17.75
New York	19.98
Boston	21.26
U.S. Average	16.27

Source: Bureau of Labor Statistics, May 2010

pursuing their MBA or a similar type of graduate degree in the field of business.

A Productive Work Force

North Carolina ranks as the nation's sixth highest manufacturing state with over \$100 million in value added. This status is a reflection of its high level of productivity. North Carolina is the third most productive of the nation's top 20 industrialized states. For each dollar of labor cost, \$5.04 of value added is produced by N.C. workers (Value added divided by annual payroll). Lost work time due to accidents and labor disputes is minimal.



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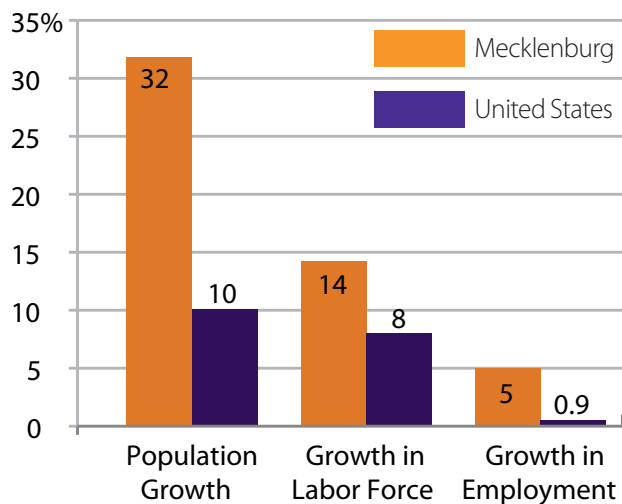
THIRTY-FIVE COLLEGES AND UNIVERSITIES PROVIDE AN EXCELLENT RESERVOIR OF WELL-EDUCATED AND TALENTED WORKERS.

A Right-to-Work Work Force

North Carolina law permits individual workers to choose whether or not they wish to join a labor union. North Carolina, which has one of the nation's highest percent of manufacturing employment, has one of the nation's lowest union membership. The state's three percent is well below the national average of 12 percent. (See Unionization Map)

Growth Rates

Mecklenburg County and United States since 2000



Government and Special Agencies

Employment Security Commission of North Carolina
 5601 Executive Center Drive, Charlotte, N.C. 28212
 704-566-2870

North Carolina Department of Labor
 901 Blairhill Road, Ste. 200, Charlotte, N.C. 28217
 704-665-4341

Workforce Development Board of Charlotte-Mecklenburg
 700 Parkwood Avenue, Charlotte, N.C. 28205
 704-336-6270

Equal Employment Opportunity Commission
 129 W. Trade Street, Ste. 400, Charlotte, N.C. 28202
 704-344-6682

Productivity Index

Top 20 Industrial States

Rank	State	Index
1	Wyoming	723
2	Louisiana	588
3	North Carolina	504
4	Oregon	481
5	New Mexico	462
6	Texas	454
7	Virginia	441
8	Nebraska	438
9	Alaska	428
10	Delaware	417
11	Indiana	410
12	Iowa	407
13	Oklahoma	406
14	North Dakota	397
15	Georgia	392
16	West Virginia	391
17	Mississippi	386
18	Tennessee	383
19	Utah	382
20	New York	375
	U.S. Average	370

Index is derived by dividing value added by annual payroll and multiplying by 100.

Note: Figures taken from Annual Survey of Manufacturers (Statistics for All Manufacturing by States, 2009), U.S. Census Bureau 2011



Workers Compensation

Comparative Costs*

Rank	State	Index
1	Utah	0.431
2	Arkansas	0.526
3	Indiana	0.531
4	Virginia	0.563
5	Massachusetts	0.606
6	Arizona	0.642
6	Oregon	0.642
8	Colorado	0.647
9	South Dakota	0.774
10	Michigan	0.795
11	Maryland	0.841
12	Iowa	0.844
13	Idaho	0.852
14	Florida	0.865
15	Mississippi	0.898
16	Rhode Island	0.900
17	Wisconsin	0.903
18	Nebraska	0.906
19	North Carolina	0.908
20	Nevada	0.925

*An average cost based upon a uniform payroll distribution among the twenty lowest states. Source: Actuarial & Technical Solutions, Inc. Workers Compensation State Rankings 2009

U.S. Department of Labor (Wage and Hour Division)

3800 Arco Corporate Drive, Ste. 460, Charlotte, N.C. 28273
704-749-3360

The Employers Association

3020 W. Arrowood Road, Charlotte, N.C. 28273
704-522-8011

Social Security Administration

5800 Executive Center Drive, Ste. 300, Charlotte, N.C. 28212
800-772-1213

North Carolina Department of Commerce

8430 University Executive Park Drive, Ste. 645,
Charlotte, N.C. 28262
704-547-5750

