

## Briefing Sheet: Novartis Gene Therapies (formerly AveXis)

### Jobs

- Number of new jobs - 200
- Average wage - \$72,952
- New positions include 33 Warehouse positions starting at \$46,000 that will not require an advanced degree and another 44 positions starting at approx. \$66,000 that will likely not require an advanced degree

### Company Policies, Project Attributes and Workforce Participation

The Company agrees to make reasonable efforts to work with the NC Works Center Durham, Durham Technical Community College's BioWork Advisory Committee and similar local organizations to recruit local talent. These reasonable efforts include but are not limited to the following:

- Posting job openings with NC Works
- Holding a job fair with NC Works
- Communicate employment opportunities to DTCC's BioWork

The Company agrees to make reasonable efforts to work with Durham Technical Community College and Durham Public Schools Career and Technical Education to help prepare students for employment opportunities and ensure that a robust workforce is available to accommodate an expanding economy. Those partnership opportunities include but are not limited to:

- Paid summer Internships and jobs
- Educational sessions with students to include Guest Speaking and Career Conversations
- Hosting teachers over the summer or Career Readiness Expo participation
- Hosting students to include Job Shadowing and the Scholars-At-Work-Program
- Collaborating with North Carolina Central University's BRITE Center
- Serving as a Durham Public Schools Career and Technical Education Advisor

The Company agrees to deploy their corporate diversity purchasing practices consistent with the company's policy, including making reasonable effort to participate in minority purchasing trade events and training sessions for companies. The Company will consider entering into a formal relationship with a local organization for further guidance with minority vendor selection and interaction.

Additional project attributes to include:

- Diversity of employment opportunities, including jobs that do not require an advanced degree
- All project positions exceed the Durham County living wage
- Contains high-paying jobs with an increased multiplier effect on the Durham economy
- Meets County Economic Incentive Policy's insurance and wage requirements

### Revenue Projections

The Company will make a minimum capital investment of **\$60,000,000**. As a result of those capital investments, the Tax Department projects that real property and business personal property will increase by **\$1.536 million** over 5 years.

In terms of County priorities, the projected new revenue could fund:

- x Pre-K seats
- \$ of bond debt for capital needs at today's borrowing rates and current AAA rating