

Briefing Sheet: Smart Wires Inc.

Project Summary

- Industry – Cleantech, electric bulk power transmission and control
- Number of new jobs through year 2025 - 250
- Minimum project investment through year 2025 - \$23.5 million
- Projected new revenue from project investment over 5 years - \$387,415
- Durham County award over 7 years - \$125,000
- Annual jobs and investment targets must be met in order to qualify for payment

Jobs Summary

- Number of new jobs through 2025 - 250
 - Average wage - \$118,360
- Project Positions:

Title	Education Requirements	Experience Requirements	Yr1	Yr2	Yr3	Yr4	Yr5	Average Wage
Senior Leadership Team	4 year or Masters	15+ Years	5	0	4	6	2	\$300,000
Talent & People	HSD, 2 year or 4-year degree	2-10 Years	2	2	5	3	4	\$85,000
Commercial & Tech Support	4 year or Masters	5-10 Years	4	4	14	19	15	\$100,000
Projects	2 year or 4-year degree	5+ Years	3	2	5	9	3	\$120,000
Engineering	4 year, Masters, or PHD	2-15 Years	7	13	33	26	27	\$100,000
Finance & Legal	4 year or Masters	3+ Years	4	4	9	8	8	\$120,000

- All project positions meet Durham County Policy insurance and wage standards, living wage goal
- Diversity of employment opportunities including jobs that do not require an advanced degree
- Contains high-paying jobs with an increased multiplier effect on the Durham economy
 - The multiplier effect refers to the uncaptured benefits of the capital investment to include the employment of construction staff and stimulated economic activity nearby

Revenue Projections

The Company projects that it will make a minimum capital investment of **\$23.5 million** through 2025. As a result of the first five years of the project's capital investments, the Durham County Tax Administrator projects that County tax revenue will increase by **\$387,415**.

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Company Policies, Project Attributes and Workforce Engagement

One factor that makes the Durham area attractive is that the Company is excited to partner with local organizations to recruit talent in a number of ways, including communicating employment opportunities to relevant industry networks such as Durham Technical Community College, Research Triangle Cleantech Cluster, etc.

The Company's sustainability commitment is shaped by California's regulatory and public policy priorities. For example, the state's target of 40% reduction in greenhouse gas emissions by 2030 compared to 1990 levels and a new statewide goal to achieve carbon neutrality by 2045. We strive to meet and exceed the environmental targets set by governing authorities not only in California, but also in every location we operate.

Additionally, the Company plans to offer at least **2 internships** per year to students from Durham Technical Community College and/or North Carolina Central University starting in 2024. This commitment aligns with The Company's focus on Diversity, Equity & Inclusion. Providing internships to students from underrepresented populations is already a focus area. Additionally, the Company has a DE&I Committee that is setting the direction for future initiatives in this space including Diverse recruitment efforts.

The Company also agrees to make reasonable efforts to work with Durham Public Schools to help prepare students for employment opportunities and ensure that a robust and diverse workforce is available to accommodate its hiring needs. To that end, the Company specifically agrees to the following:

- Participate in a minimum of **two (2)** of the following Durham Public Schools Career and Technical Education programs annually starting in year 2024:
 - Educational sessions with students to include guest speaking and career conversions
 - Hosting teachers over the summer or Career Readiness Expo participation
 - Hosting students to include Job Shadowing and the Scholars at Work Program
 - Serving as a Durham Public Schools Career and Technical Education Advisor

In addition, once a site has been determined and more information is understood about the relevant logistics, the Company is interested in learning more about and potentially pursuing the following:

- Diversity Purchasing programs or M/WBE policies
- Sustainable building design, construction and operating practices