

Briefing Sheet: Project Fast

Project Summary

- Company - Kempower Inc.
- Industry - Cleantech
- Number of new jobs through year 2028 - 601 jobs
- Minimum project investment through year 2028 - \$41,250,000
- Projected property tax revenue from project over first five years - \$585,000
- Durham County award over seven years - \$290,000
- Annual jobs, investment, and community partnership targets must be met to qualify for payment

Jobs Summary

- Number of new jobs through year 2028 - 601 jobs
 - Average Wage - \$71,181
 - Diversity of employment opportunities, including jobs that do not require previous work experience or an advanced degree
 - All company positions as proposed in this application exceed \$15 an hour
 - All project positions meet Durham County's insurance and wage standards
 - Includes targeted cleantech industry and advanced manufacturing that aligns with workforce development strategies
- 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
- Note: This new investment will bring a total of 601 jobs to Durham County over next five years, paying an average wage of \$71,181 plus benefits. However, you may see a different job figure (300 jobs paying an average wage of \$88,440) within the State of North Carolina's press release and promotional materials. This is because the State can only award JDIG funds for positions exceeding Durham County's 2023 average wage of \$86,686. For context, the State of North Carolina's 2023 average wage is \$62,248. The other approximately 300 positions under this threshold are still highly desirable for Durham County, as they average approximately \$50,000 plus benefits and may only require a high school diploma or associate degree and no work experience.
- Jobs Matrix: Please refer to the table on the following page.

Revenue Projections

The company projects it will make a minimum capital investment of **\$41,250,000** through 2028. As a result of the first five years of the project's capital investments, the Durham County Tax Administrator projects that the County property tax revenue generated will be \$585,000 over five years.

Kempower Inc. – Project Fast – Jobs Matrix

Job Title	# of Jobs	Education Requirements	Experience Requirements	Average Wage
Production Worker	362	High school diploma or 2-year degree	0 years	\$50,000
Engineering Specialist	29	2-year or 4-year degree	3-8 years	\$100,000
Product / Marketing Specialist	13	2-year or 4-year degree	3-8 years	\$80,000
Purchaser	17	2-year or 4-year degree	3-8 years	\$80,000
Production Planner	17	2-year or 4-year degree	3-8 years	\$80,000
Financial Controller	6	2-year or 4-year degree	4-15 years	\$150,000
Service Engineer	26	2-year or 4-year degree	3-8 years	\$80,000
Production / Logistics Specialist	24	2-year or 4-year degree	3-8 years	\$80,000
Human Resources / Office Assistant	18	2-year or 4-year degree	3-8 years	\$80,000
Sales Application Engineer	22	2-year or 4-year degree	3-8 years	\$80,000
Service Manager	8	2-year or 4-year degree	4-15 years	\$150,000
Quality Manager	5	2-year or 4-year degree	4-15 years	\$130,000
Engineering Manager	6	2-year or 4-year degree	4-15 years	\$130,000
Product / Marketing Manager	8	2-year or 4-year degree	4-15 years	\$150,000
Purchasing Manager	8	2-year or 4-year degree	4-15 years	\$130,000
Production Manager	5	2-year or 4-year degree	4-15 years	\$130,000
HR / Office Manager	4	2-year or 4-year degree	4-15 years	\$130,000
Sales Application Manager	5	2-year or 4-year degree	4-15 years	\$150,000
Business Development Manager	17	2-year or 4-year degree	4-15 years	\$150,000
CEO	1	4-year or advanced degree	10-20 years	\$250,000

Total Jobs: 601 jobs / Average Wage ~\$72,000

Company Policies, Project Attributes, and Workforce

- **Recruiting/Hiring.** The Company agrees to make reasonable efforts to work with the NC Works Center, Durham Technical Community College, Duke University, North Carolina Central University, Durham Public Schools, and similar local organizations to recruit local talent. These efforts include but are not limited to the following:
 - Participate in a minimum of **two (2)** job fairs with the NC Works Career Center Durham, Durham Technical Community College, North Carolina Central University, or similar organization(s)
 - Post job openings with NC Works Career Center

- **Workforce Development.** The Company also agrees to make reasonable efforts to work with Durham Technical Community College, North Carolina Central University, Duke University, and 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 agrees to the following:
 - Developing a Memorandum of Understanding (MOU) with Durham Technical Community College to create programming that provides an industry certified pathway to entry-level positions (for example, in electrician training or electrical engineering)
 - Providing **two (2) paid internships** annually with local community college and universities
 - On-site teacher externships for Durham Public Schools instructors
 - Participate in a minimum of **two (2)** of the following Durham Public Schools Career and Technical Education programs annually:
 - Educational sessions with students to include guest speaking and career conversions
 - Participating in Career Readiness Expos
 - Hosting students to include Job Shadowing and the Scholars at Work Program
 - Serving as a Durham Public Schools Career and Technical Education Advisor

- **MWBE.** The Company will commit to an overall MWBE participation aspirational goal of **25%** of the \$15 million real property investment (**\$3.75M**), to be accomplished through, but not limited to, the following activities:
 - Annual participation in a County approved MWBE vendor event
 - Work with Durham County Economic Development to identify minority vendors for bid opportunities advise in how to achieve aspirational MWBE goals
 - Post investment related Request for Proposals (RFP), with a state or local organization that notifies minority vendors of bid opportunities

- **Parental Leave & Childcare.** Company will provide generous and competitive parental leave policy and daycare/childcare subsidy to help working parents. Company will consult with Durham County to develop such a program.

- **Transportation Demand Management.** The Company will commit to develop Transportation Demand Management (TDM) strategies that reduce or redistribute travel demand by coordinating and promoting flex scheduling, carpooling, transit, biking, etc.

- **Sustainability.** The Company will commit to sustainable building design, construction, and operating practices such as LEED certification, use of recycled materials, use of renewable energy, and/or waste reduction strategies; (i) employing green methods on the project such as cutting

materials precisely to reduce waste, separating construction waste, etc.; (ii) partnering with selected Engineering, Procurement and Construction Management contractors to assess what sustainable and recycled materials are available for the facilities; and (iii) and once the Facility is operational, implementing feasible energy conservation projects that do not impact on-going operations.