

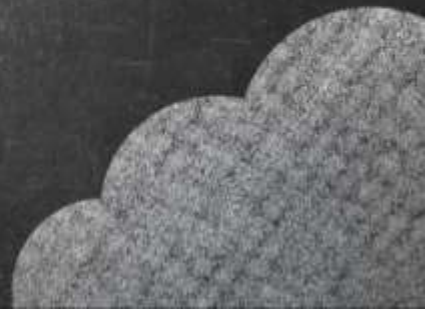
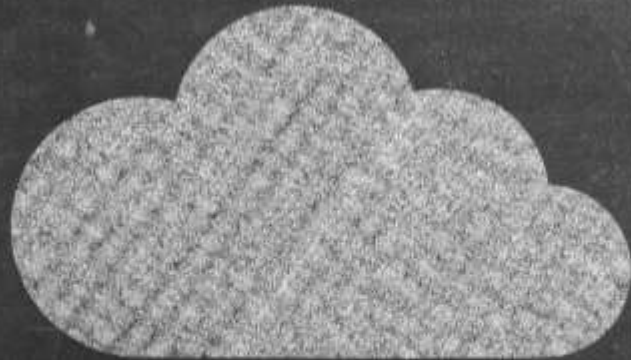


PIEDMONT TRIAD
PARTNERSHIP

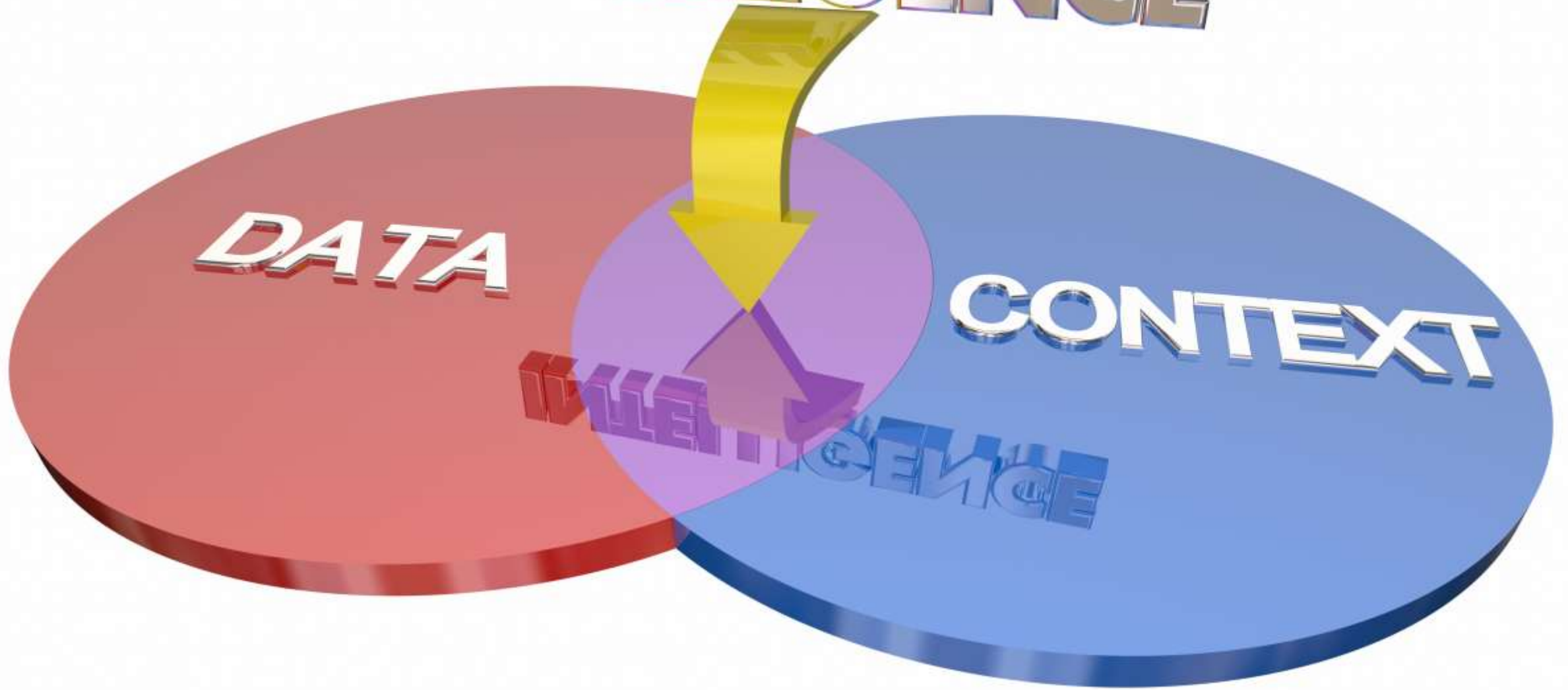
NC CAROLINA
CORE

YOUR NEXT BIG MOVE

COMING SOON



INTELLIGENCE





POST-COVID-19



TECHNOLOGICAL CHANGE





hire retain

TRAIN

recruit

ATTRACT

replace

PAY

satisfy

**STAFFING
SHORTAGE**

reward

ENGAGE

network

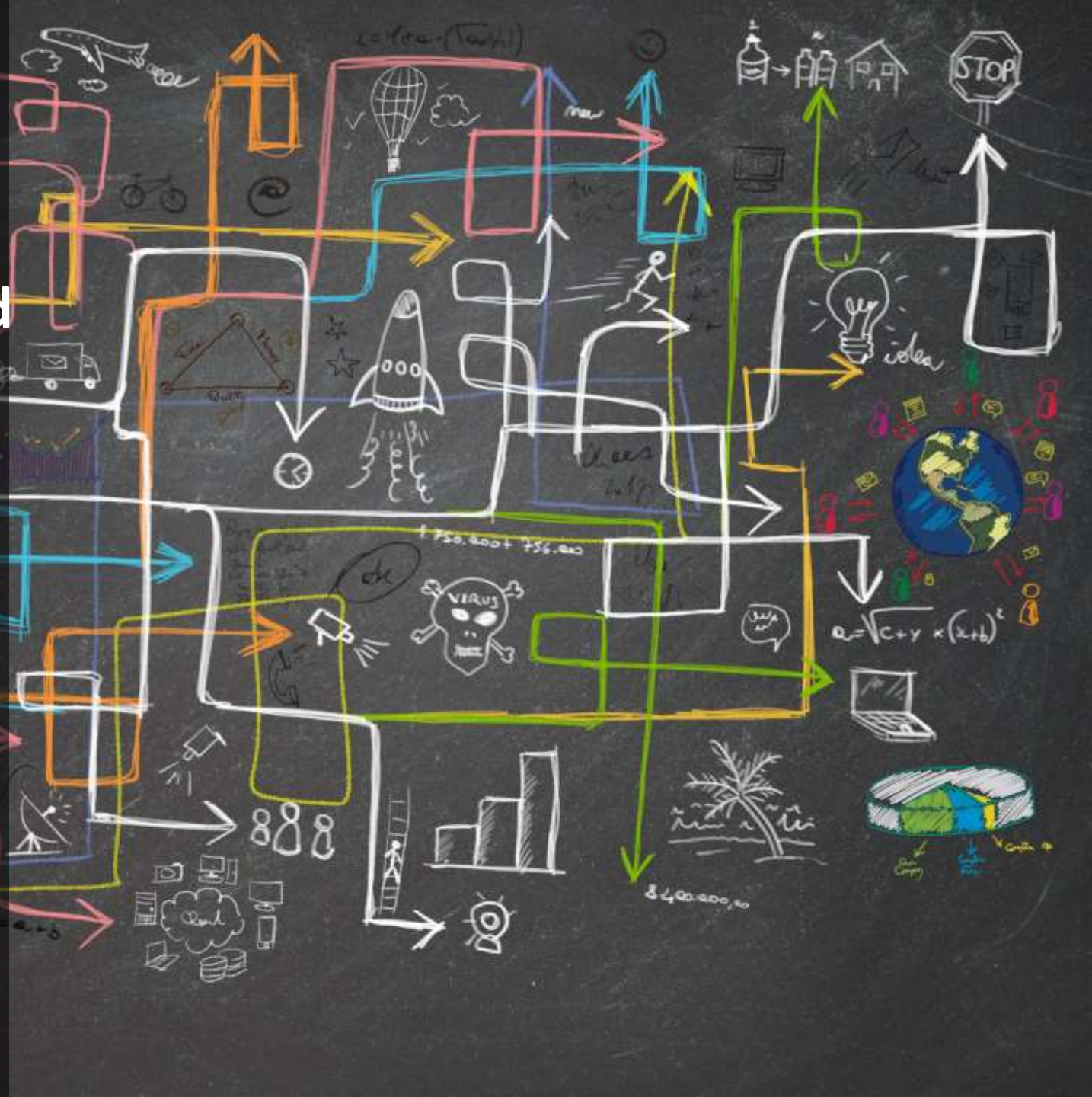
The National & State Economy



.....

The Economy

- Inflation near record high
- Unemployment near record low
- Hiring remains strong
- Retail sales steady
- Trade deficit improving
- GDP growth slowing
- Interest rates rising
- Stock market falling
- National debt...



**Oscar
Mayer**

RESEALABLE
FULLY COOKED


**Pumpkin Spice
Bologna**

MADE WITH CHICKEN & PORK
& Pumpkin & Cinnamon

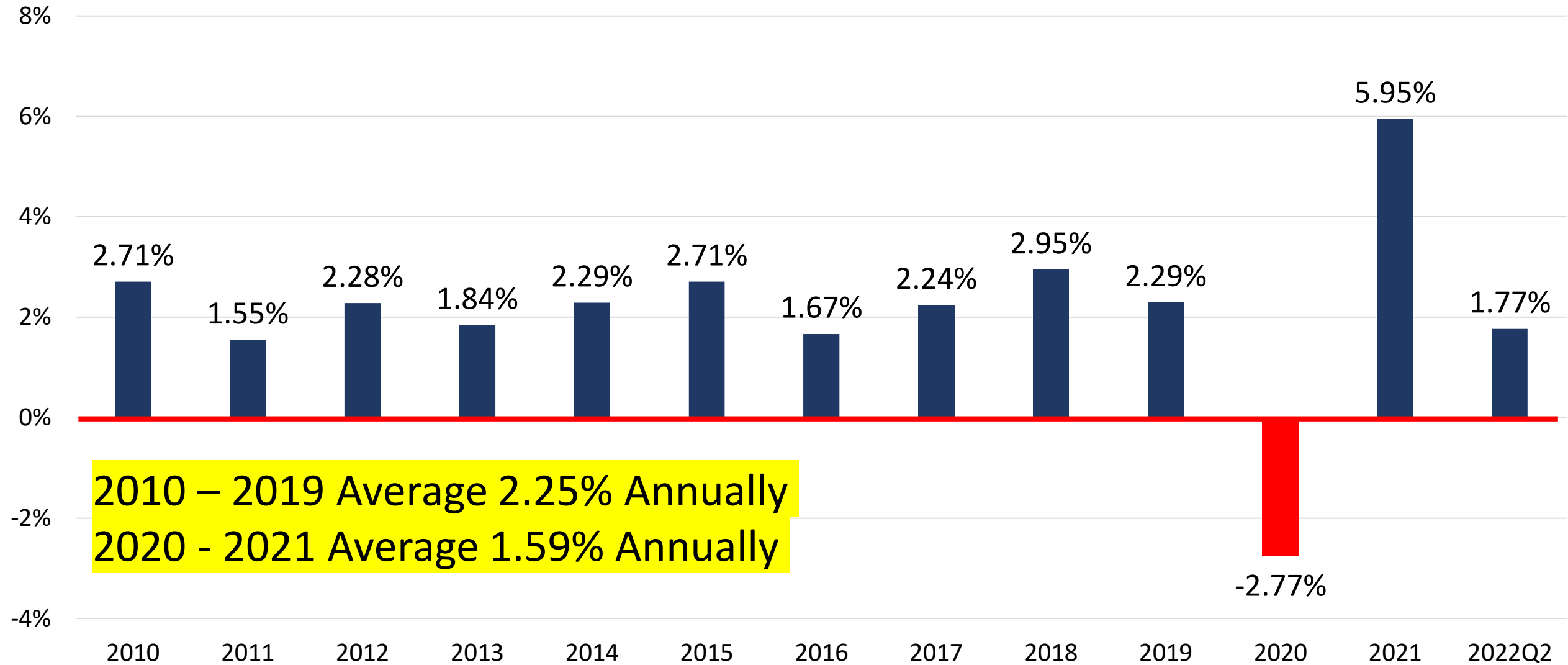


80
CALORIES
PER SLICE

PREPARED BY OSCAR MAYER CORP., DAYTON, OH
NET WT 16 OZ (1 LB)

FOR BEST QUALITY, PURCHASE AND USE BY DATE LISTED.
ONCE OPENED, USE WITHIN 7 DAYS. KEEP REFRIGERATED.

United States Annual GDP Growth

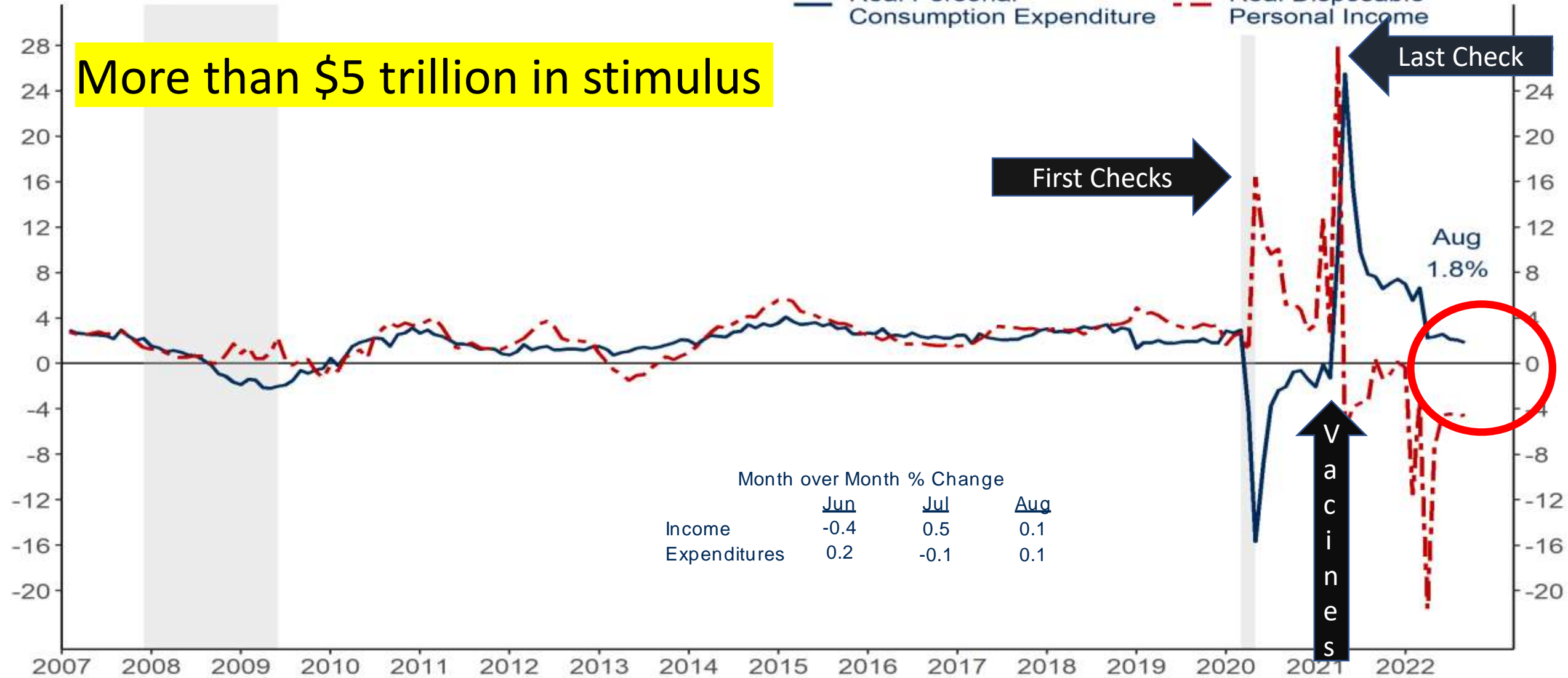


Consumer Spending and Income

Consumer Spending and Income
12 Month Percent Change

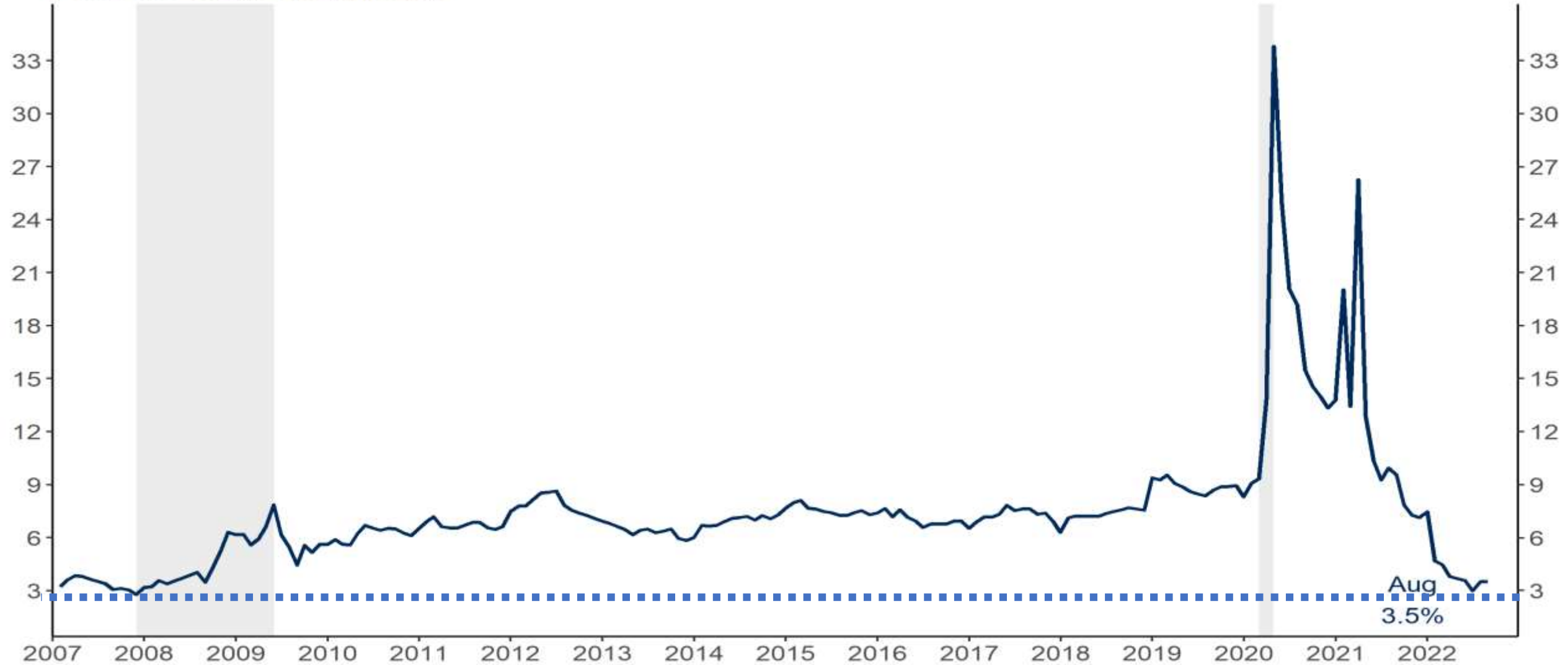
More than \$5 trillion in stimulus

— Real Personal Consumption Expenditure - - - Real Disposable Personal Income



Personal Savings Rate

Personal Saving Rate
Percent of Disposable Personal Income



Labor Market Flows

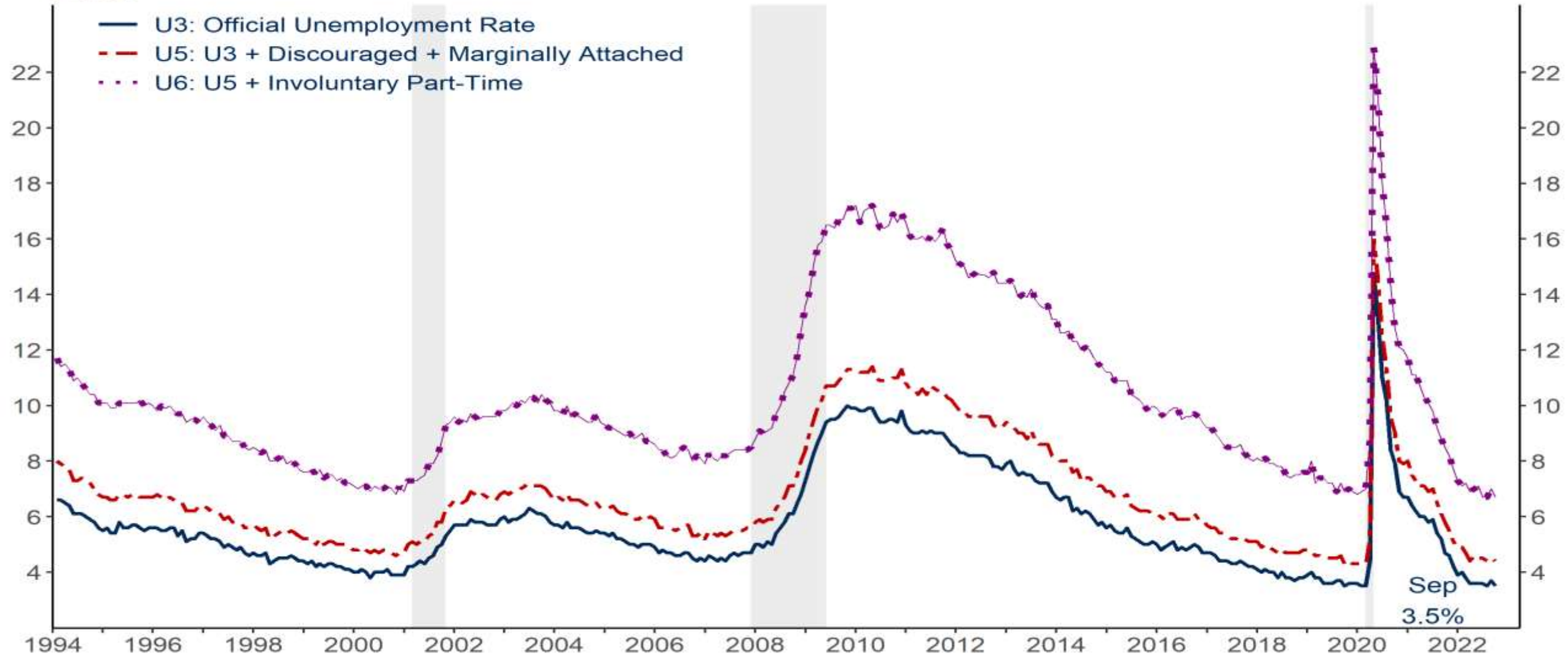


Measures of Labor Utilization

Measures of Labor Utilization

Percent

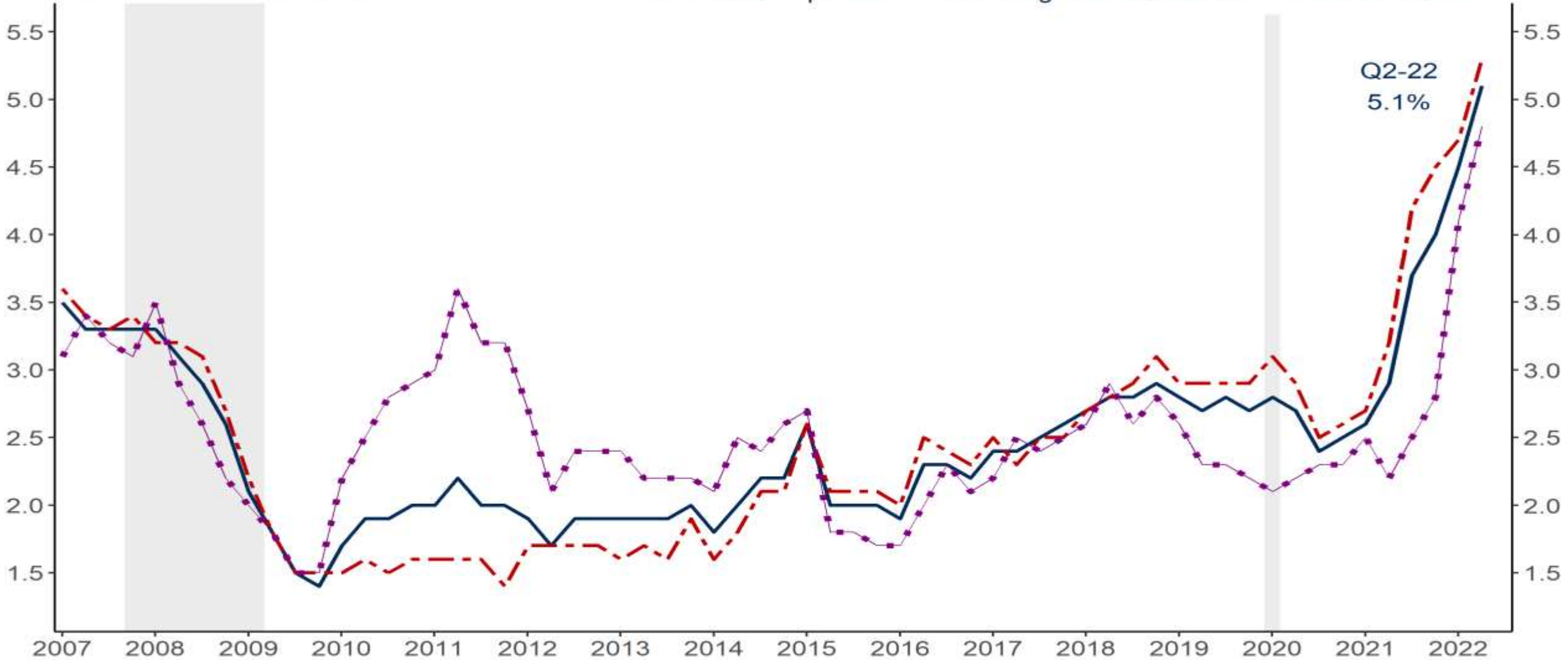
- U3: Official Unemployment Rate
- - - U5: U3 + Discouraged + Marginally Attached
- · · U6: U5 + Involuntary Part-Time



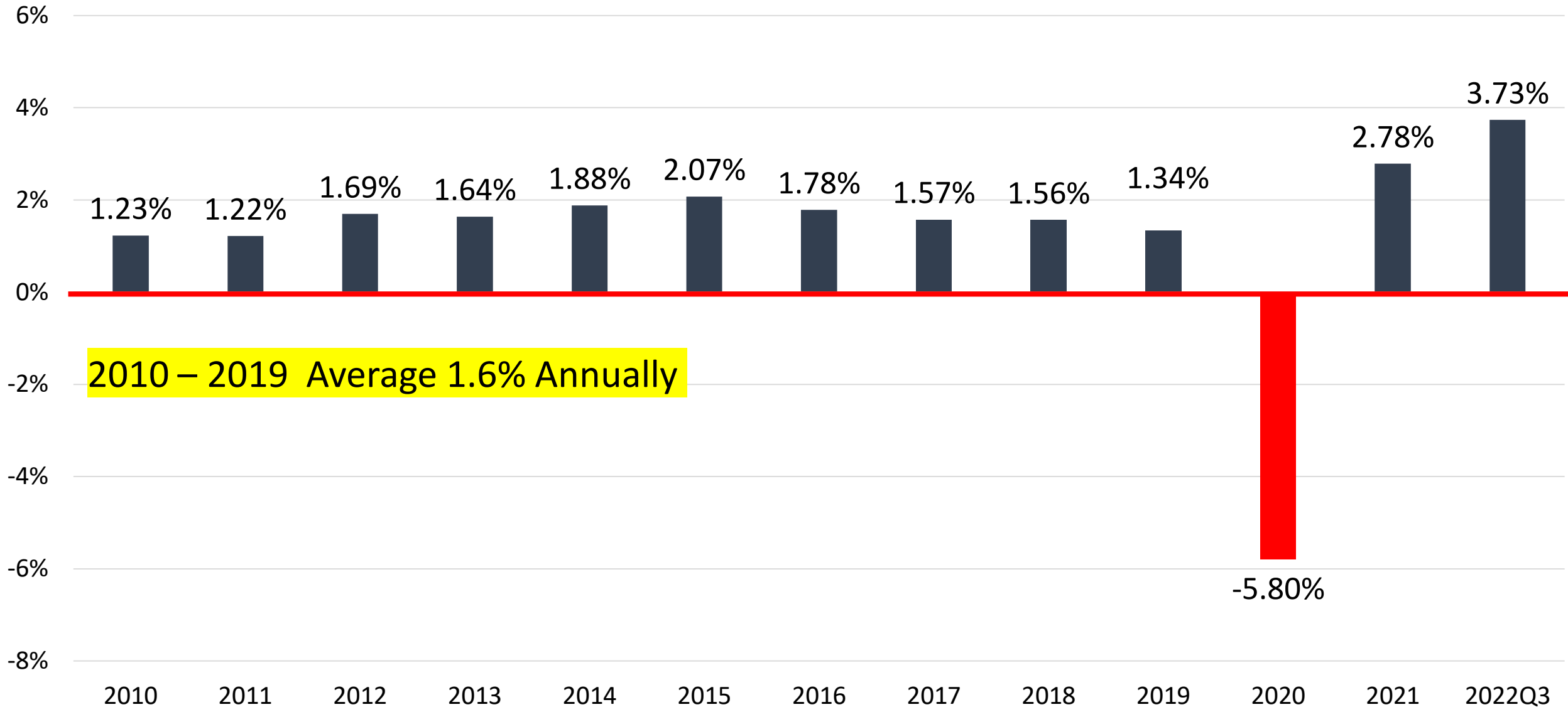
Employment Cost Index

Employment Cost Index
Year over Year Percent Change

— Total Compensation - - - Wages and Salaries · · · Benefits Cost

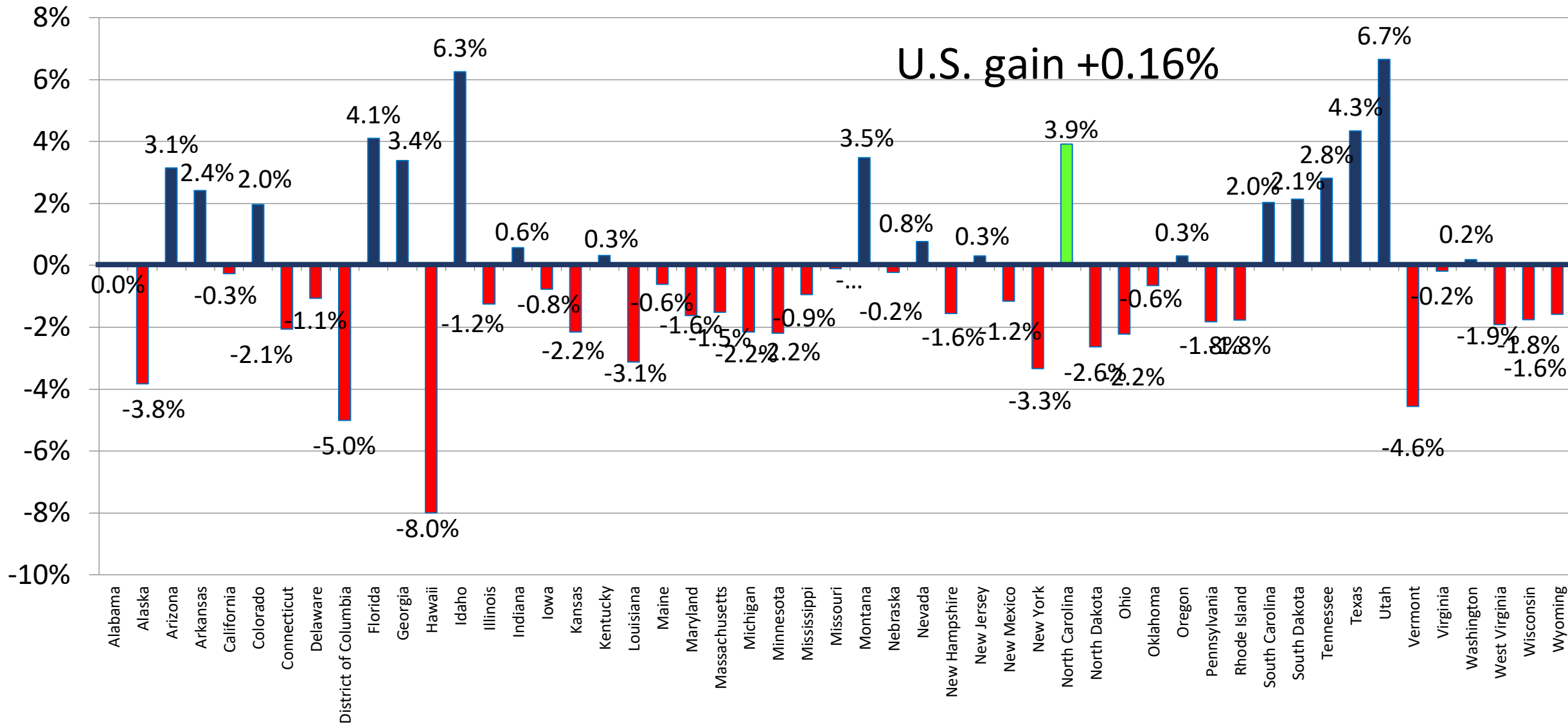


United States Annual Nonfarm Employment Growth

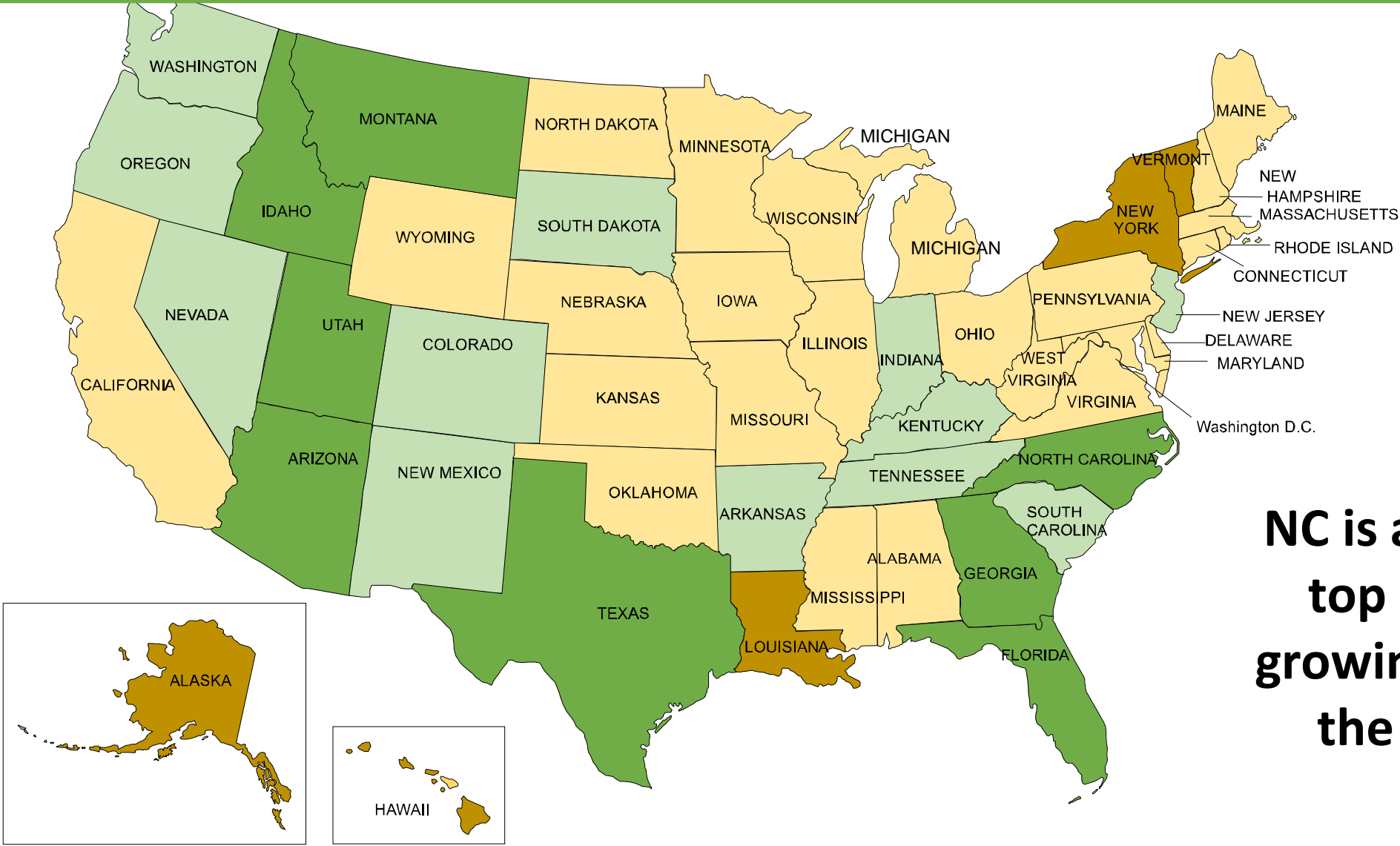


All States Since Start of Covid

Total Non-Farm Employment Percentage Change Feb 2020 to August 2022

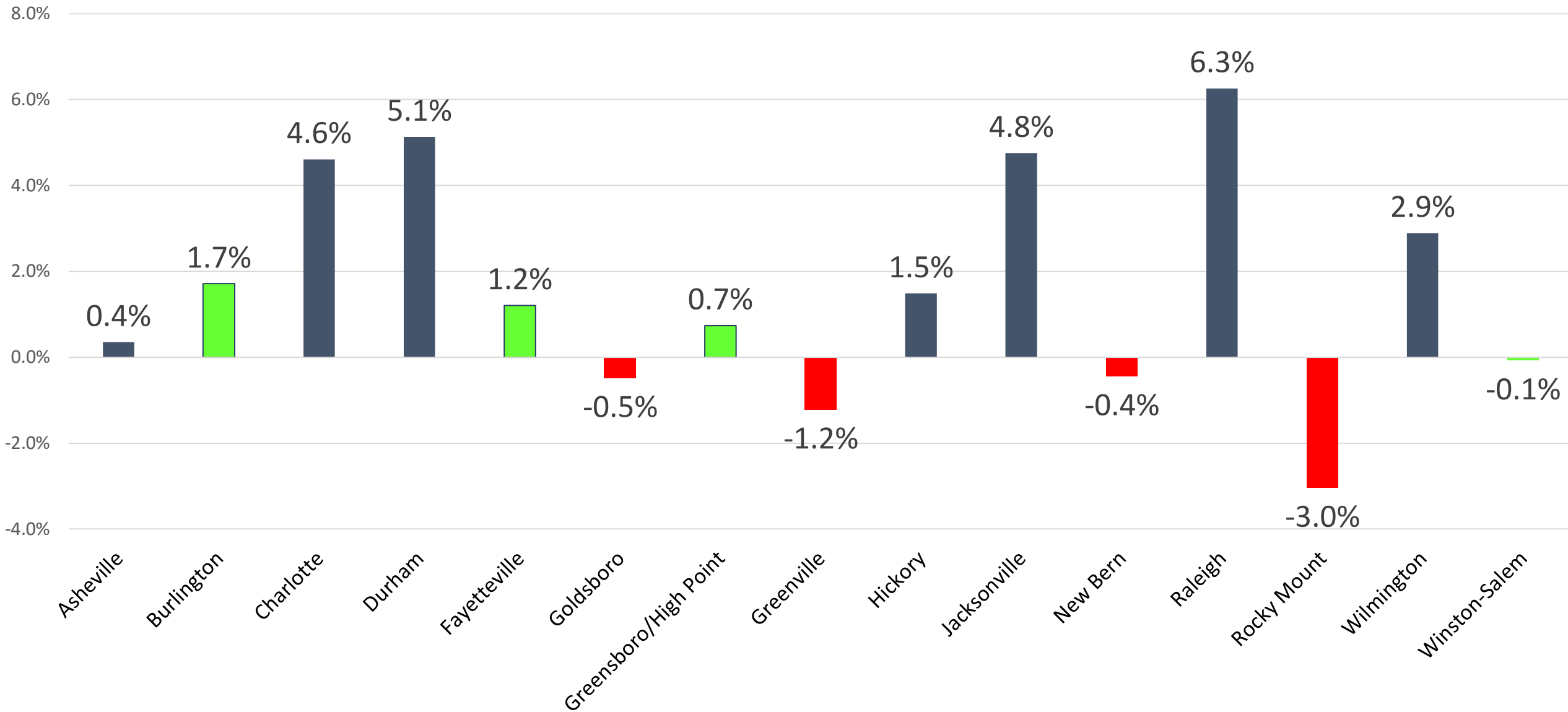


Nonfarm Employment Since Start of Covid

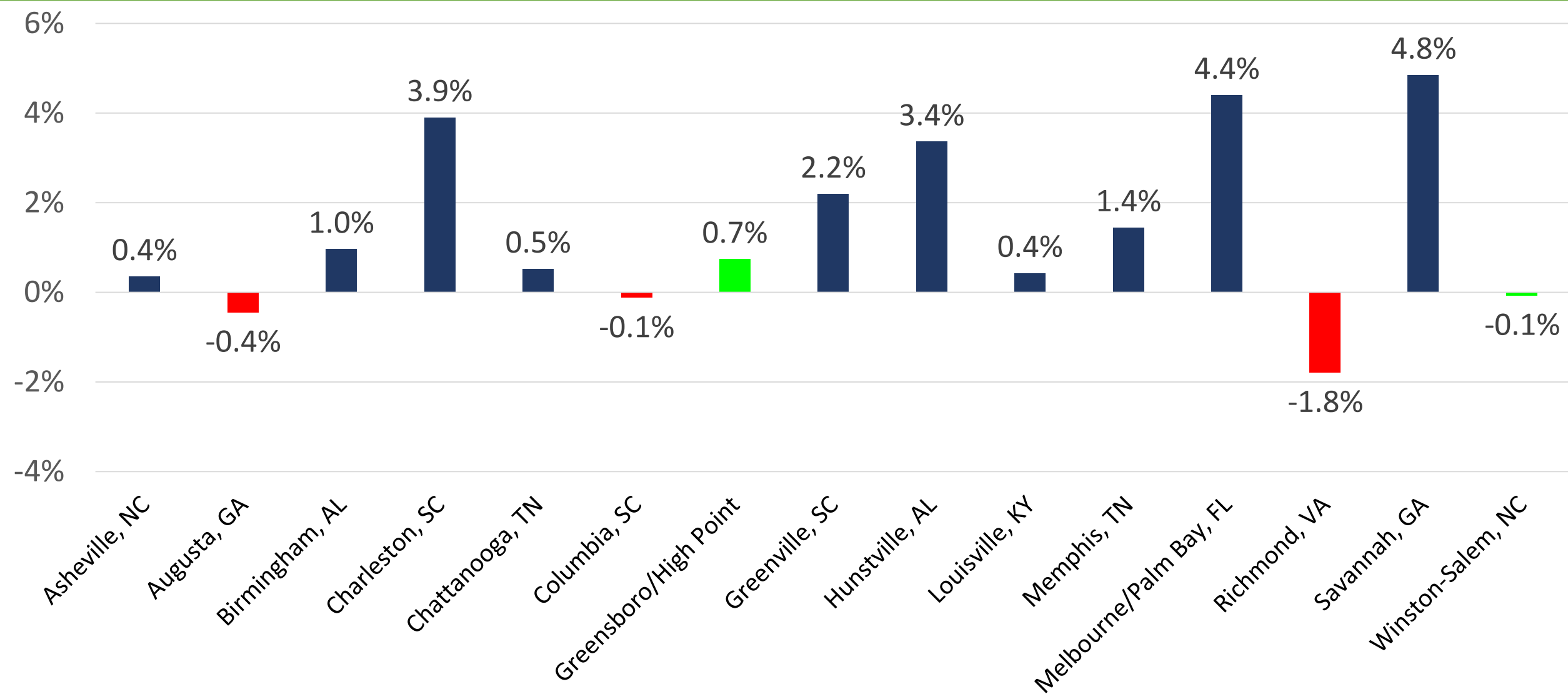


NC is among the top 8 fastest growing states in the country

NC Metro % Non-Farm Employment Change Since Start of Covid February 2020 - August 2022

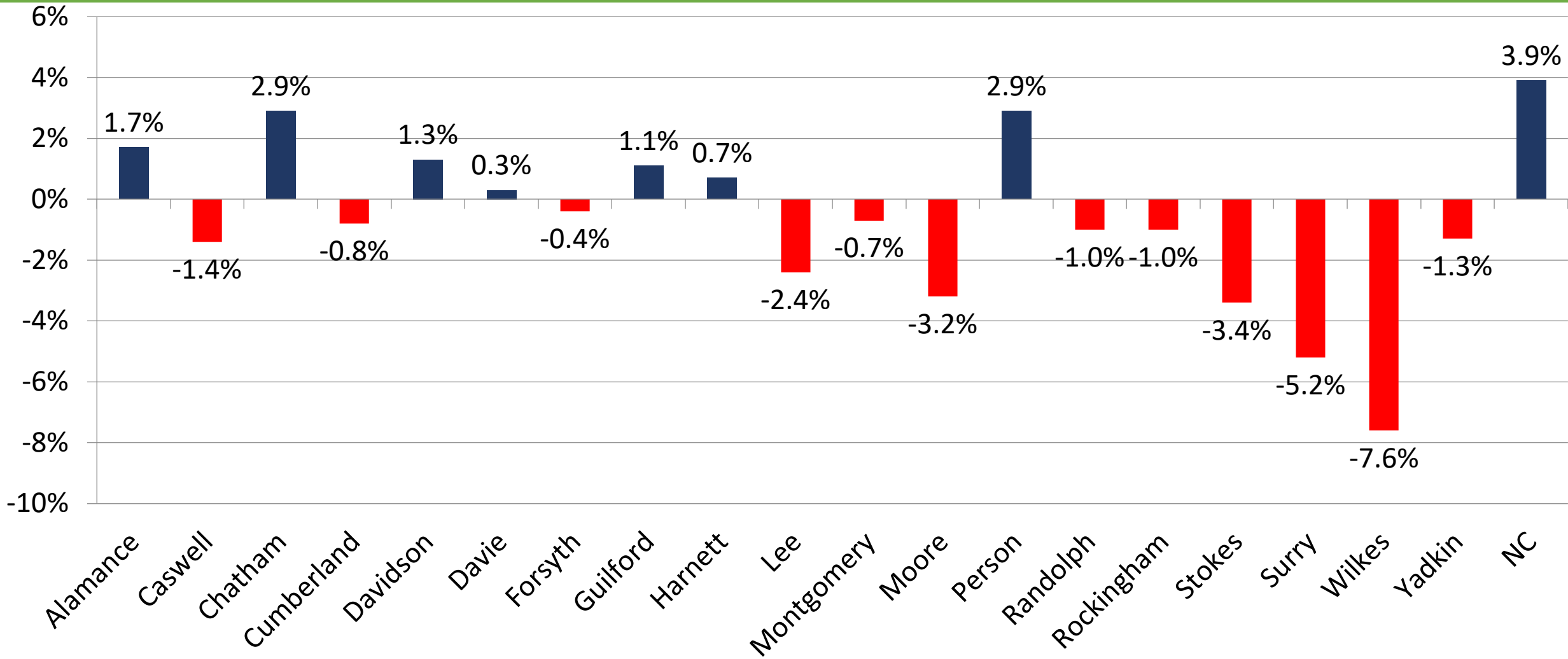


Similar Size Metro % Non-Farm Employment Growth Pre-Covid February 2020 – August 2022

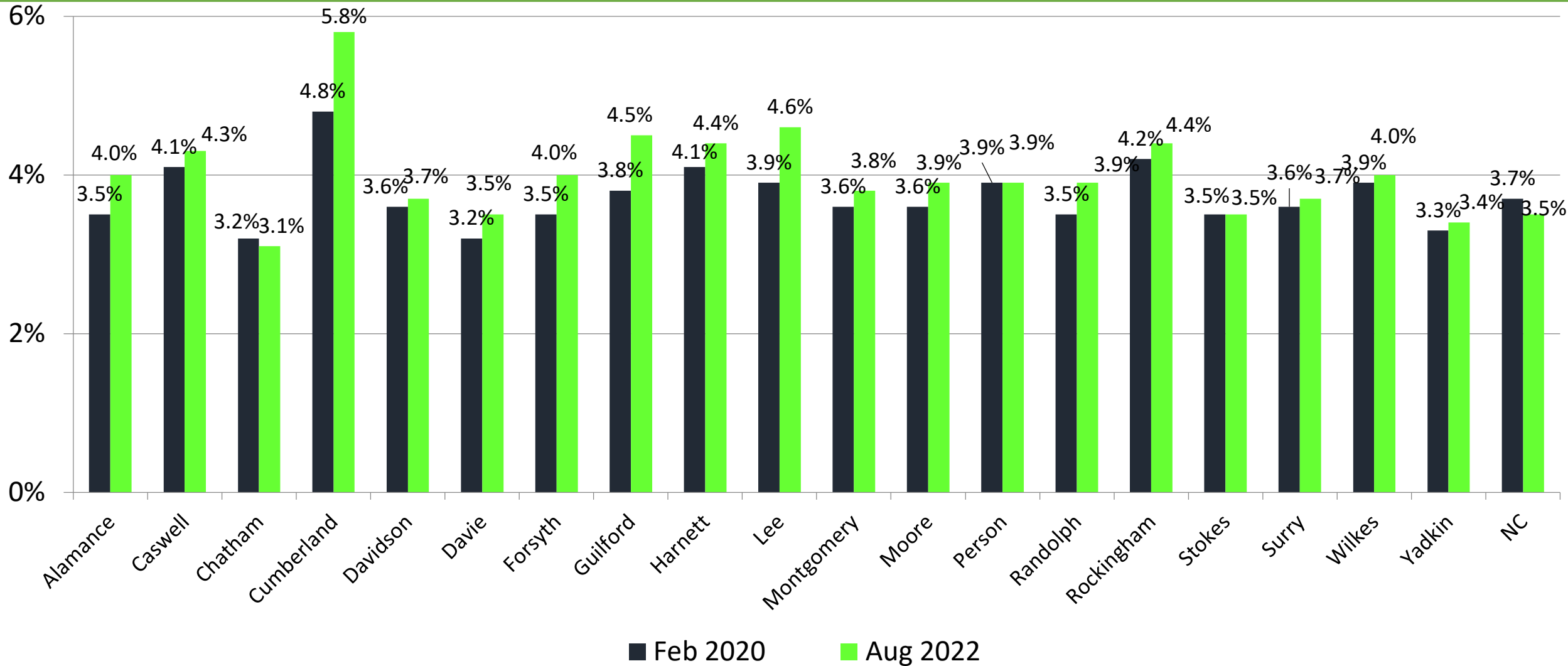


Carolina Core Counties Employment

Since Start of Covid February 2020 - August 2022

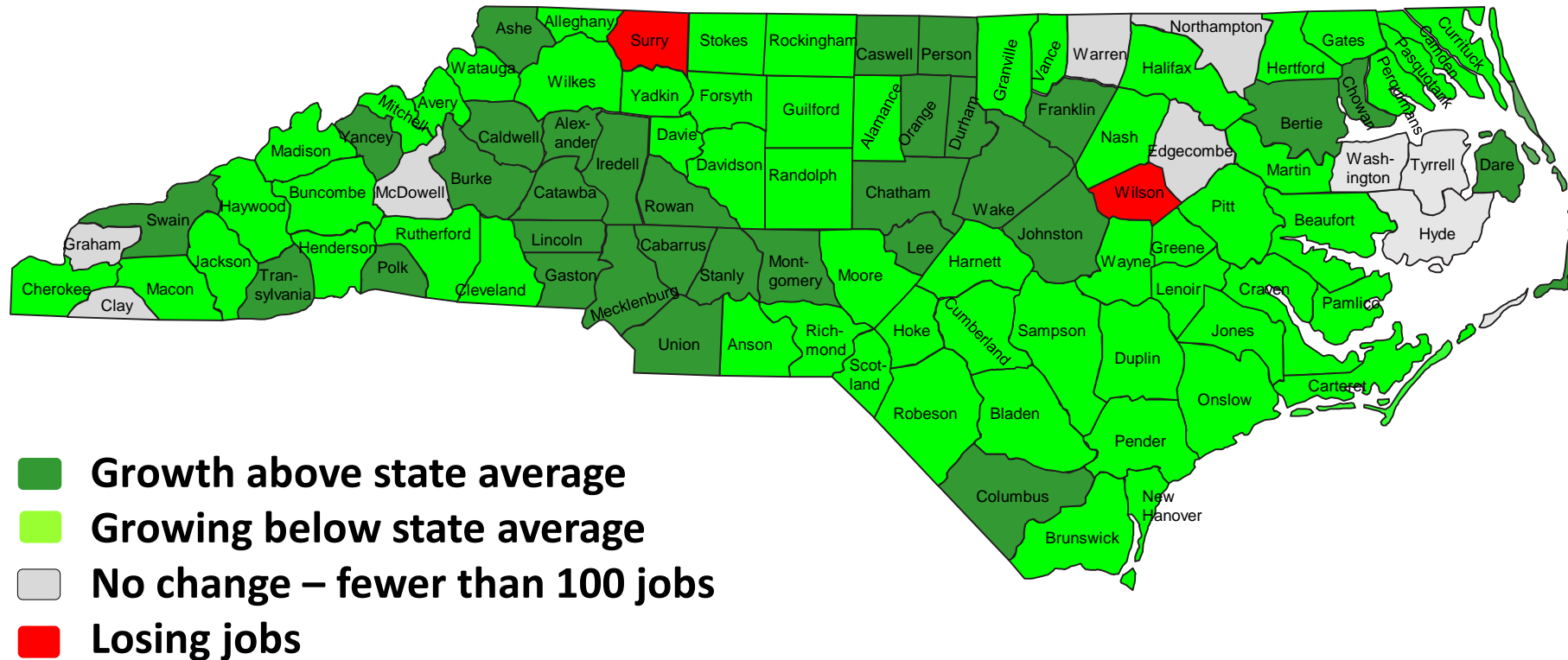


Carolina Core Counties Change in Unemployment Rate Since Start of Covid February 2020 - August 2022



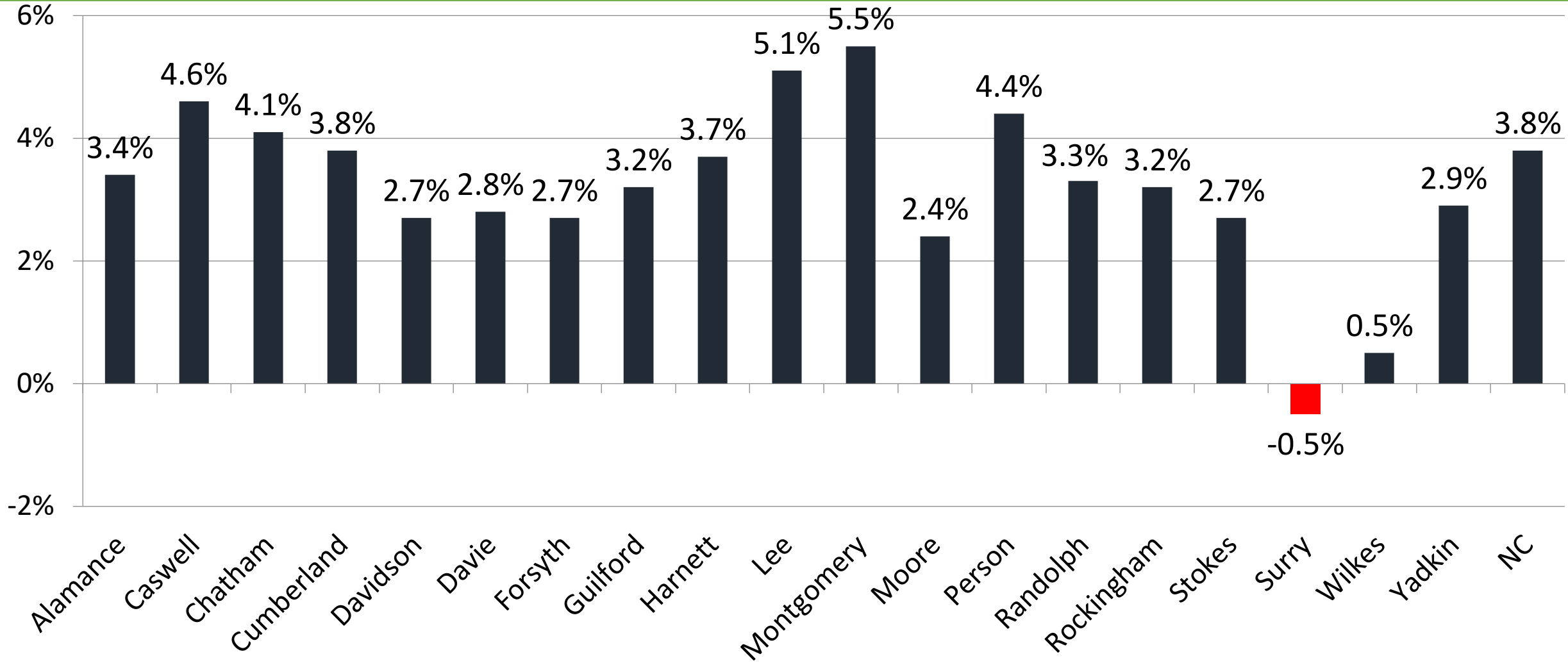
Employment Growth August 2021 – August 2022

North Carolina Average 3.8%



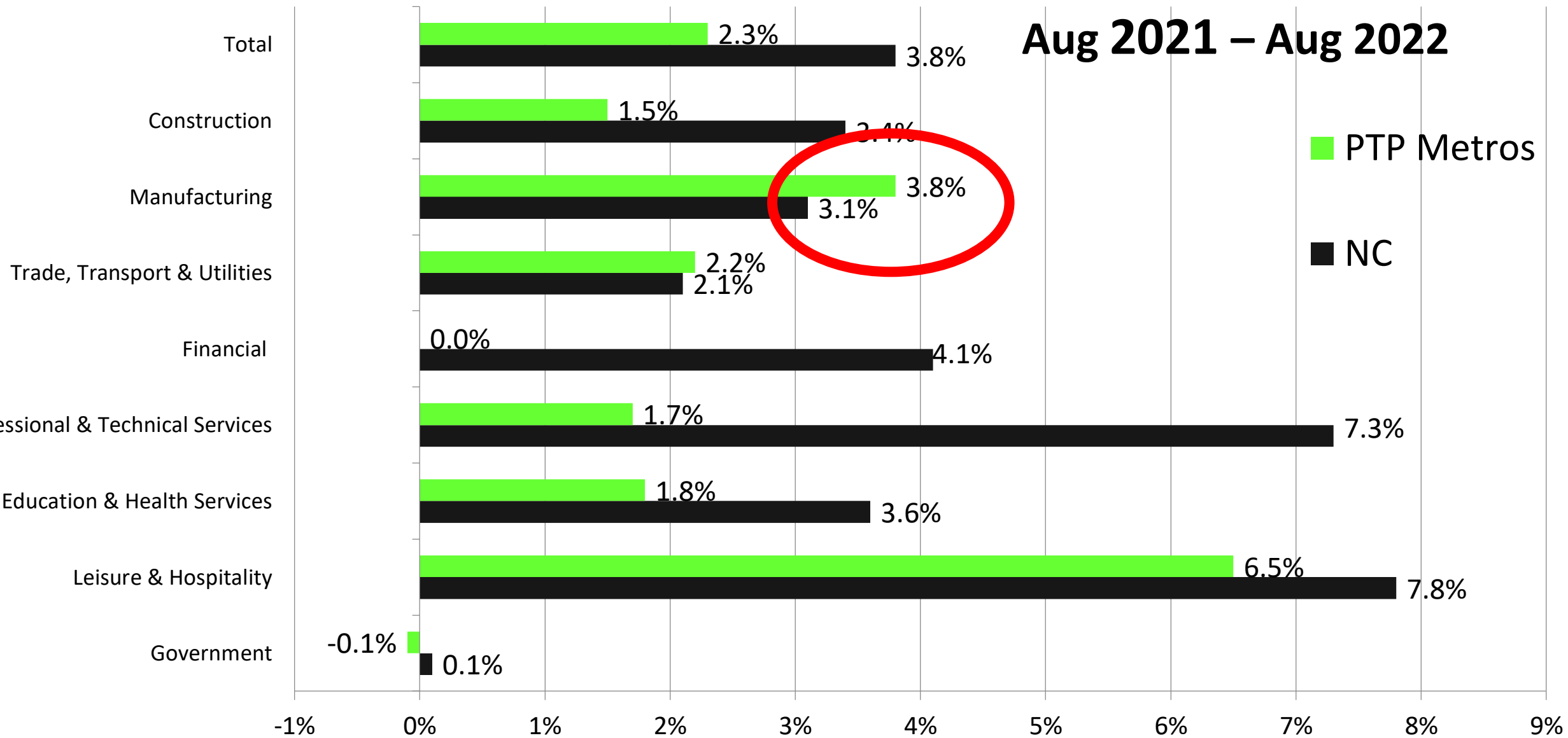
Carolina Core Counties Employment

August 2021- August 2022



Employment Gains By Sector for NC & PTP Metros

Aug 2021 – Aug 2022



The Great Resignation, Reshuffle, Realignment, Reflection, Renegotiation

Between March 2020 and April 2021 half of all U.S. adults had experienced some change in their work.



“The collective desire of the American workforce for more rewarding or meaningful work.”

Strada September 2022

Quits continue to build

68% who quit do not have next job

57% looking in a different field

“Quitters” are benefitting financially

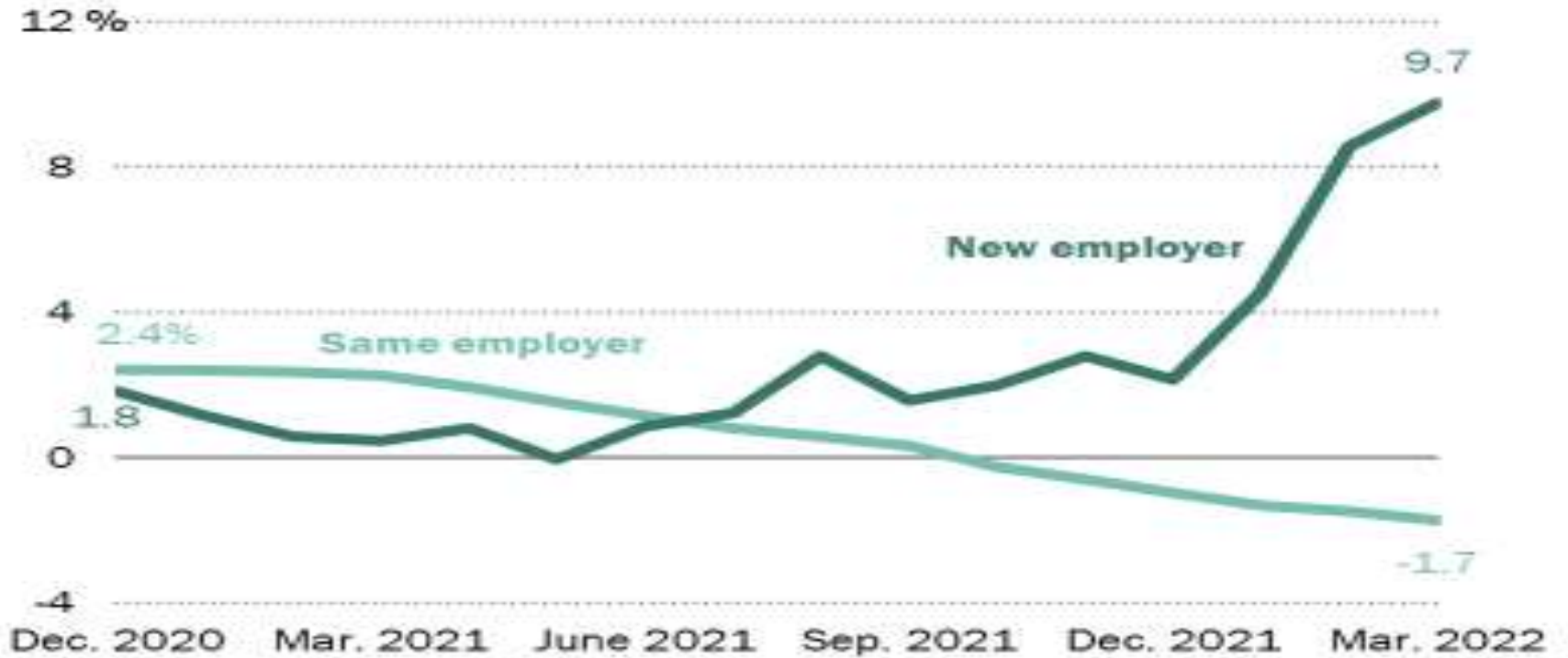


Why People are Quitting Their Jobs

DEAR BOSS,
I QUIT!
(IT'S NOT YOU, IT'S ME)

Most workers who changed employers are seeing real gains in earnings into 2022

Median % change in U.S. workers' real earnings over the same month the year before



Note: Estimates refer to 12-month periods ending in the month and year shown. For example, the March 2022 estimate refers to the median of the percentage change in the earnings of individual workers sampled over the period from April 2021 to March 2022. The estimate encompasses the change in earnings of workers over the same month the previous year, from April 2020 to April 2021, from May 2020 to May 2021, and so on to the change from March 2021 to March 2022. Wages are inflation-adjusted. Source: Pew Research Center analysis of the Current Population Survey. "Majority of U.S. Workers Changing Jobs Are Seeing Real Wage Gains"

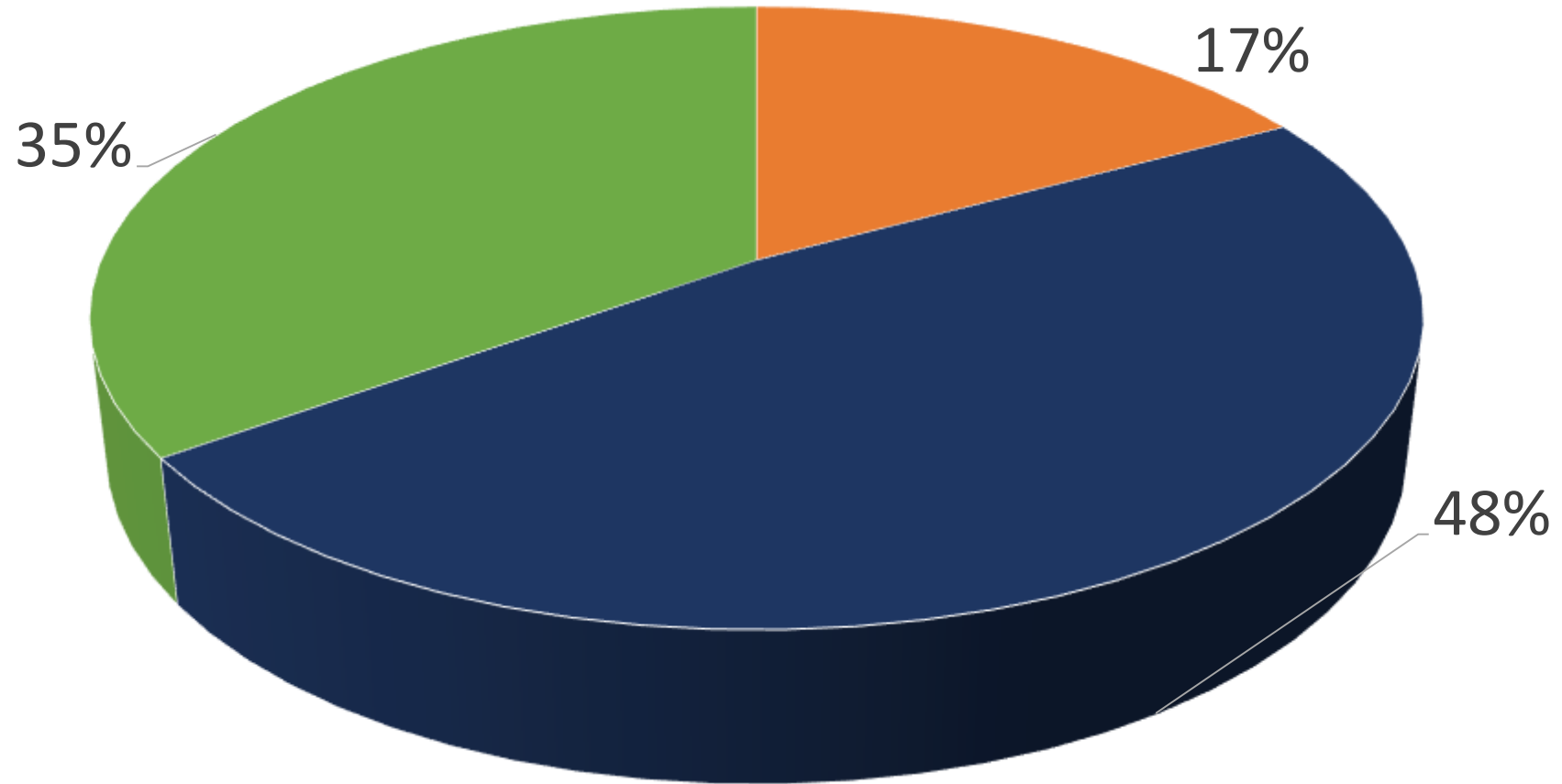
PEW RESEARCH CENTER

40% of Global Workers Say That They Will Leave Their Job in the Near Future



65% of Those Who Left Their Job From April 2020 to April 2022 Did not Return to Industry They Left

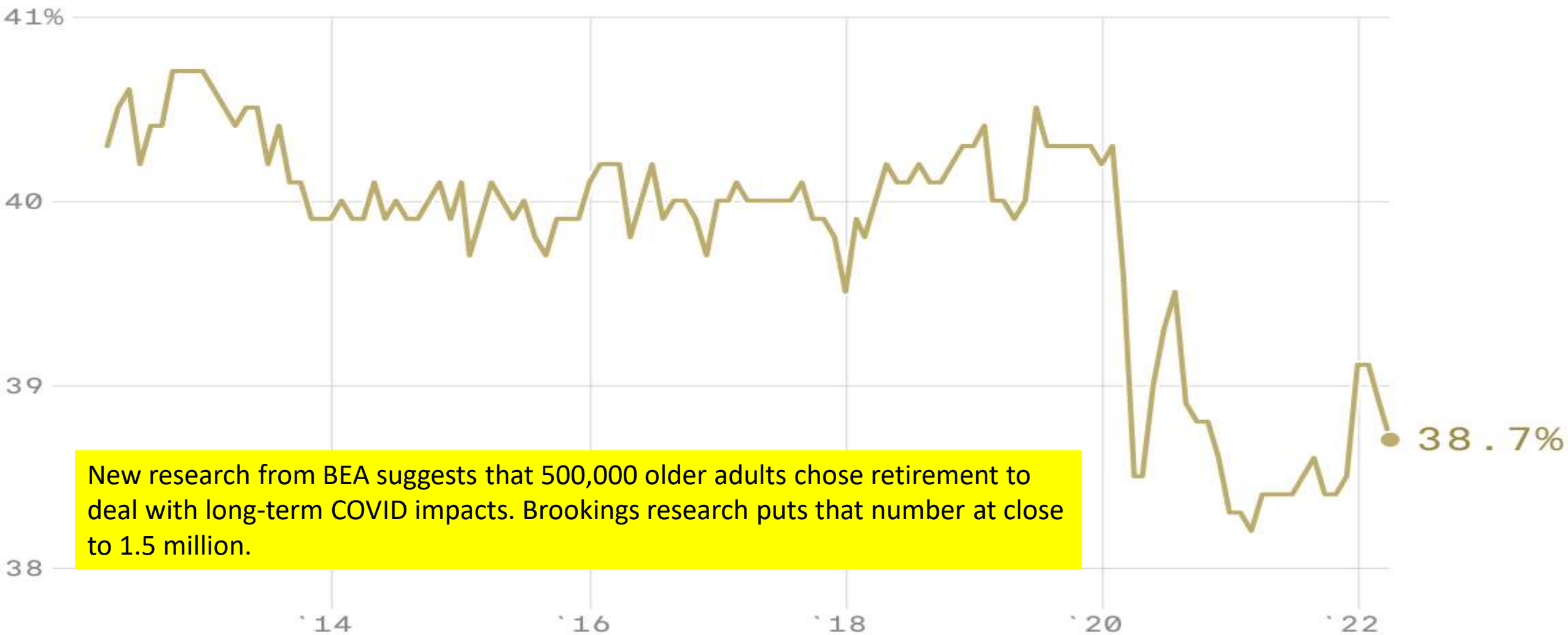
Status of Those Who Had Quit Job Global



■ Did not return to work ■ Moved to a different industry 48% ■ New job, same industry

Labor force participation rate, 55 years and over

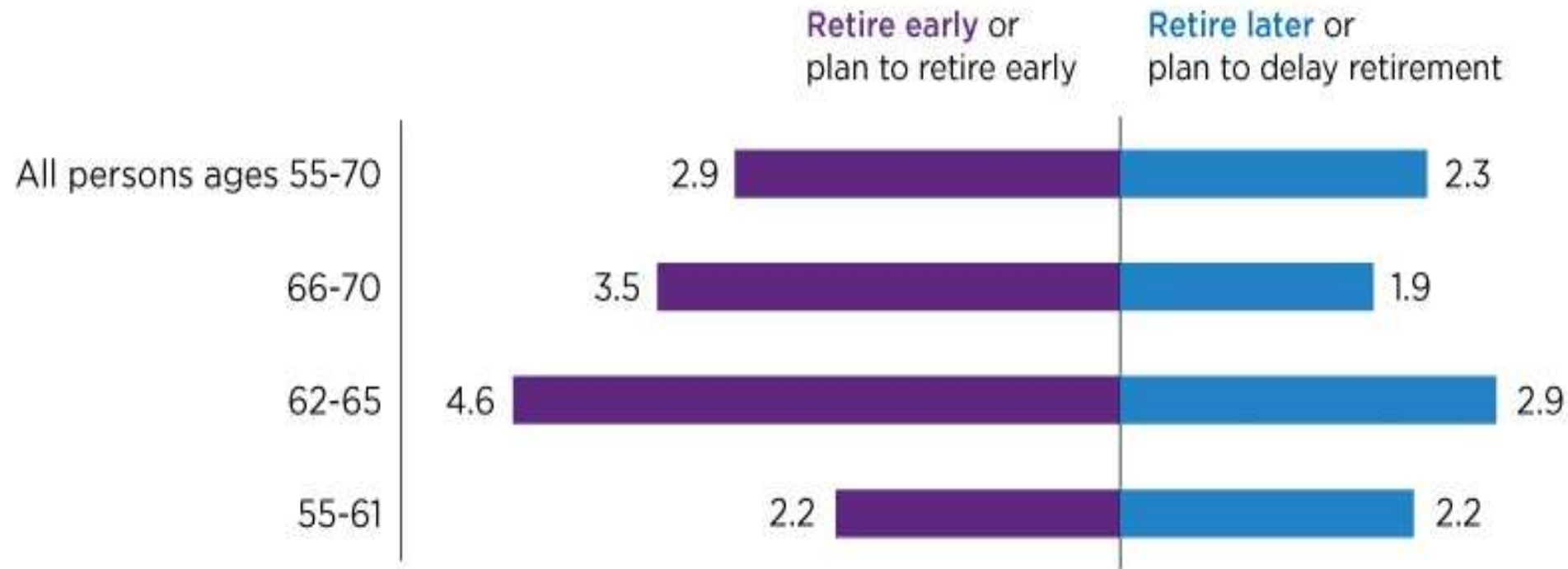
Monthly; April 2012 to April 2022



New research from BEA suggests that 500,000 older adults chose retirement to deal with long-term COVID impacts. Brookings research puts that number at close to 1.5 million.

People Ages 55-70 Employed in January 2020: COVID-19 Retirement Response by Age

(In percent)



Source: U.S. Census Bureau, 2021 Survey of Income and Program Participation.

Missing Immigrants

US has 1.7 million fewer working-age immigrants versus pre-2020 trend

Working-age immigrants Pre-2020 trend



Source: Analysis of Census Bureau's Current Population Survey data by Giovanni Peri and Reem Zaiour from University of California, Davis

Critical Positions

CRISIS

The word "CRISIS" is rendered in large, bold, 3D red letters. The letters are positioned as if they are breaking through a white, cracked surface. The cracks are jagged and grey, extending across the top and bottom of the letters. The lighting creates soft shadows beneath the letters, giving them a three-dimensional appearance.



NC Ranked Compared to All States

Job Growth

Wage Growth

GDP Growth

1 Year

2020 – 2021

10

9

8

5 Year

2016 – 2021

6

19

18

10 Year

2011 - 2021

11

13

17

DC is included so that all rankings are of 51 “states”

Latest Best States for Business Rankings

	Forbes	CNBC	CEO Magazine	Business Facilities
1	North Carolina	North Carolina	Texas	Texas
2	Texas	Washington	Florida	Virginia
3	Utah	Virginia	Tennessee	Tennessee
4	Virginia	Colorado	North Carolina	Alabama
5	Florida	Texas	Indiana	North Carolina
6	Georgia	Tennessee	South Carolina	Indiana
7	Tennessee	Nebraska	Ohio	Georgia
8	Washington	Utah	Nevada	Florida
9	Colorado	Minnesota	Georgia	Utah
10	Idaho	Georgia	Arizona	Mississippi

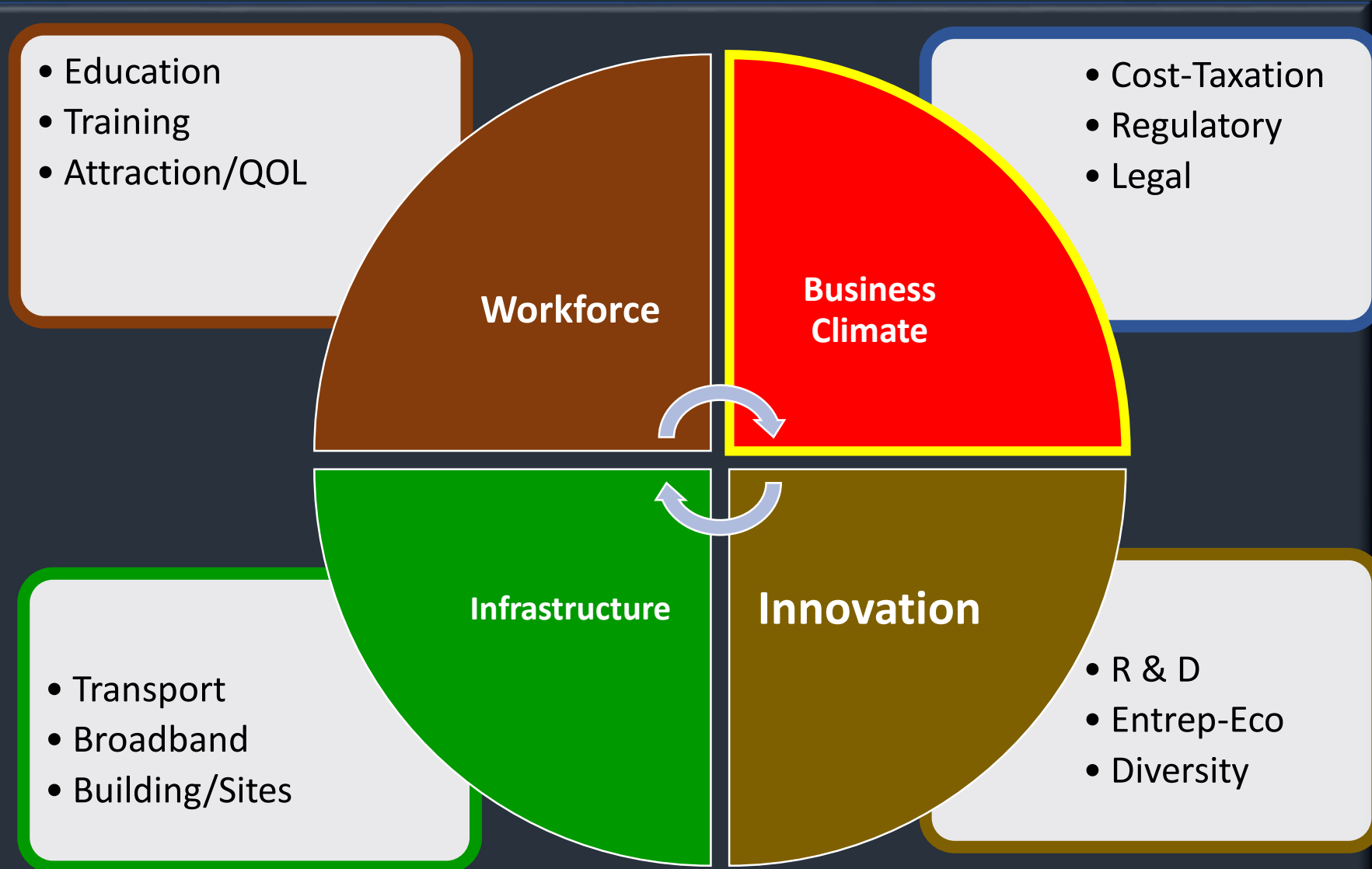
Virginia, Florida, Utah 3 of 4

Washington, Colorado, Indiana, Ohio 2 of 4

Each year Economic Leadership conducts a multifactor analysis of manufacturing competitiveness for a client. Over 50 factors were identified by manufacturing industry executives.

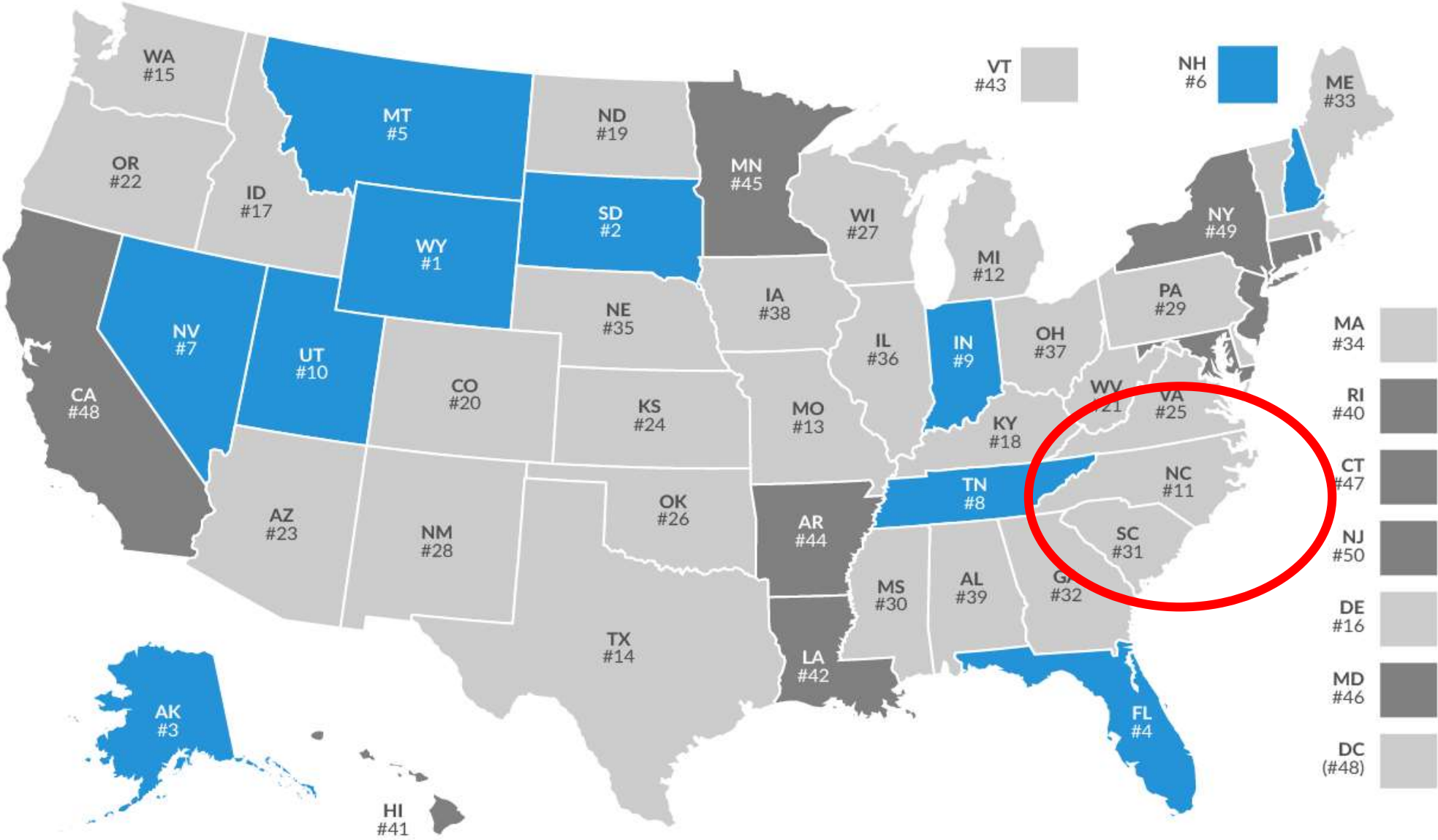
		BUSINESS CLIMATE	WORKFORCE	INFRA-STRUCTURE	INNOVATION	ECONOMIC STRENGTH
1	Utah	3	1	5	18T	2
2	Idaho	7	15	7	16	7
3	Texas	23	13	1	13	17T
4T	Indiana	14	14	23T	25	3
4T	North Carolina	2	10	35	5	27
6	Florida	10	18T	14	8	21T
7	Oregon	28	36	10	4	4
8	Arizona	8	33	23T	7	13
9	Virginia	6	7	6	28	42
10	Nebraska	24	5	8	38T	20
11	Kansas	30	25	4	31	8T
12	Tennessee	9	28T	27T	26	10
13T	Kentucky	19	18T	16	40	8T
13T	North Dakota	4	6	3	42	46
15	South Dakota	1	9	11	43	44
16T	New Jersey	50	21	26	9T	6
16T	Massachusetts	38	4	45T	2	23
16T	Maryland	39	16	13	14	30
19T	Michigan	18	39	25	12	19
19T	Washington	32	8	41	3	29
21	Wisconsin	33	12	27T	27	16
22T	Pennsylvania	47	24	12	20	14
22T	South Carolina	17	38	9	36	17T
22T	Colorado	35	2	34	11	35
25	Alabama	25	35	19	34	5
26T	Georgia	29	27	22	18T	25
26T	Nevada	11	32	15	32	31T
28T	California	49	34	38	1	1
28T	New Mexico	12	49	2	22T	38
30	Ohio	20	26	40	24	15
31	New Hampshire	27	18T	47	9T	26
32	Minnesota	44	22	21	17	28
33	Iowa	42	17	17	30	33
34	Missouri	15	41	36T	15	36
35	Wyoming	5	3	48	49	40
36	Oklahoma	13	30	18	41	45
37	Illinois	48	42	29	21	11
38	Vermont	37	23	20	33	39
39	Montana	31	11	32	38T	48
40T	Maine	34	31	44	35	22
40T	Connecticut	40	28T	33	22T	43
42	Arkansas	21T	43	43	44	21
43	Delaware	36	37	31	29	41
44	Mississippi	16	48	39	48	24
45	New York	45	40	50	6	37
46	West Virginia	21T	47	36T	50	34
47	Louisiana	46	44T	49	45	12
48	Hawaii	26	46	42	47	50
49T	Rhode Island	43	44T	45T	37	47
49T	Alaska	41	50	30	46	49

Components of Competitiveness

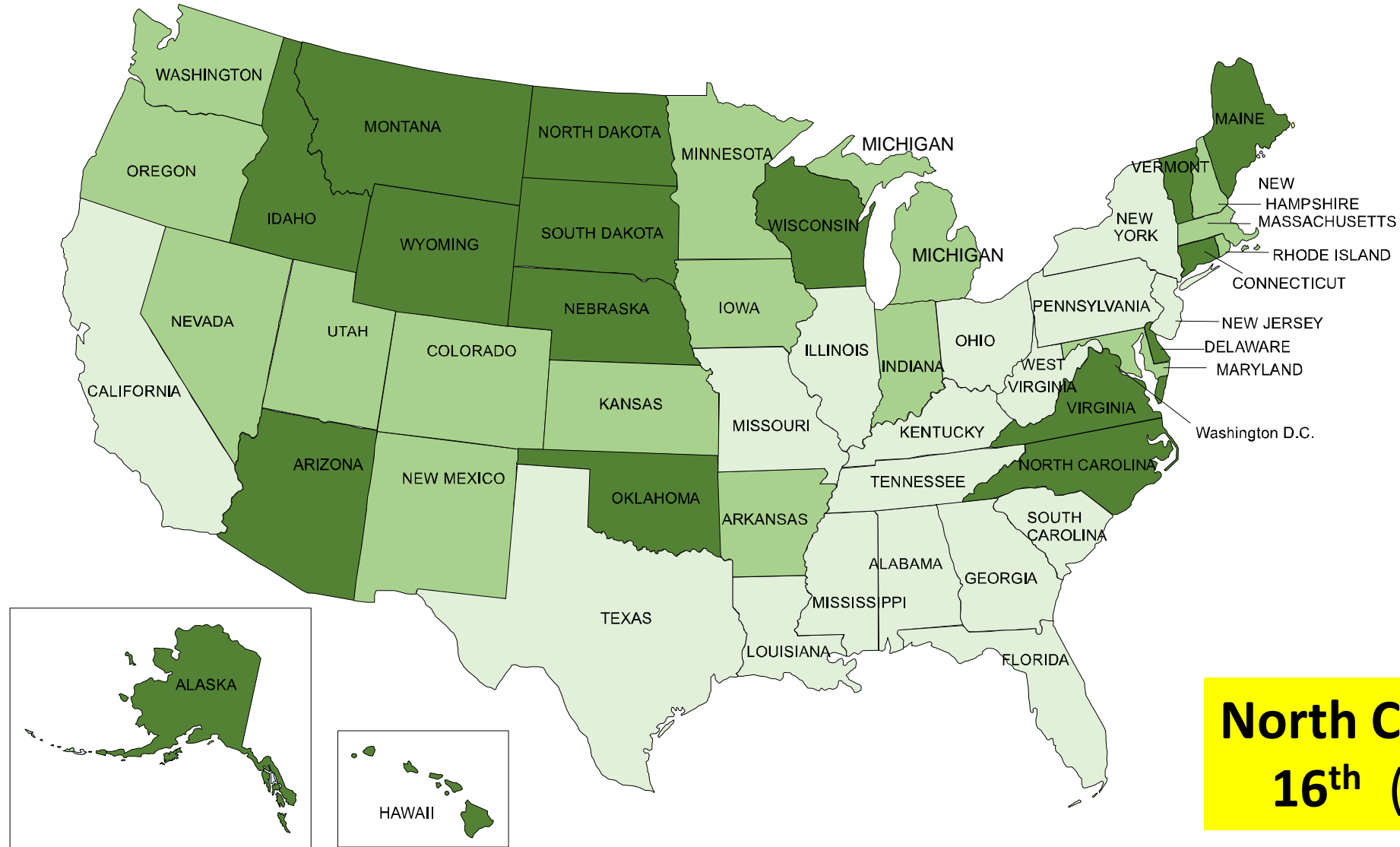


2022 State Business Tax Climate Index

North Carolina #11

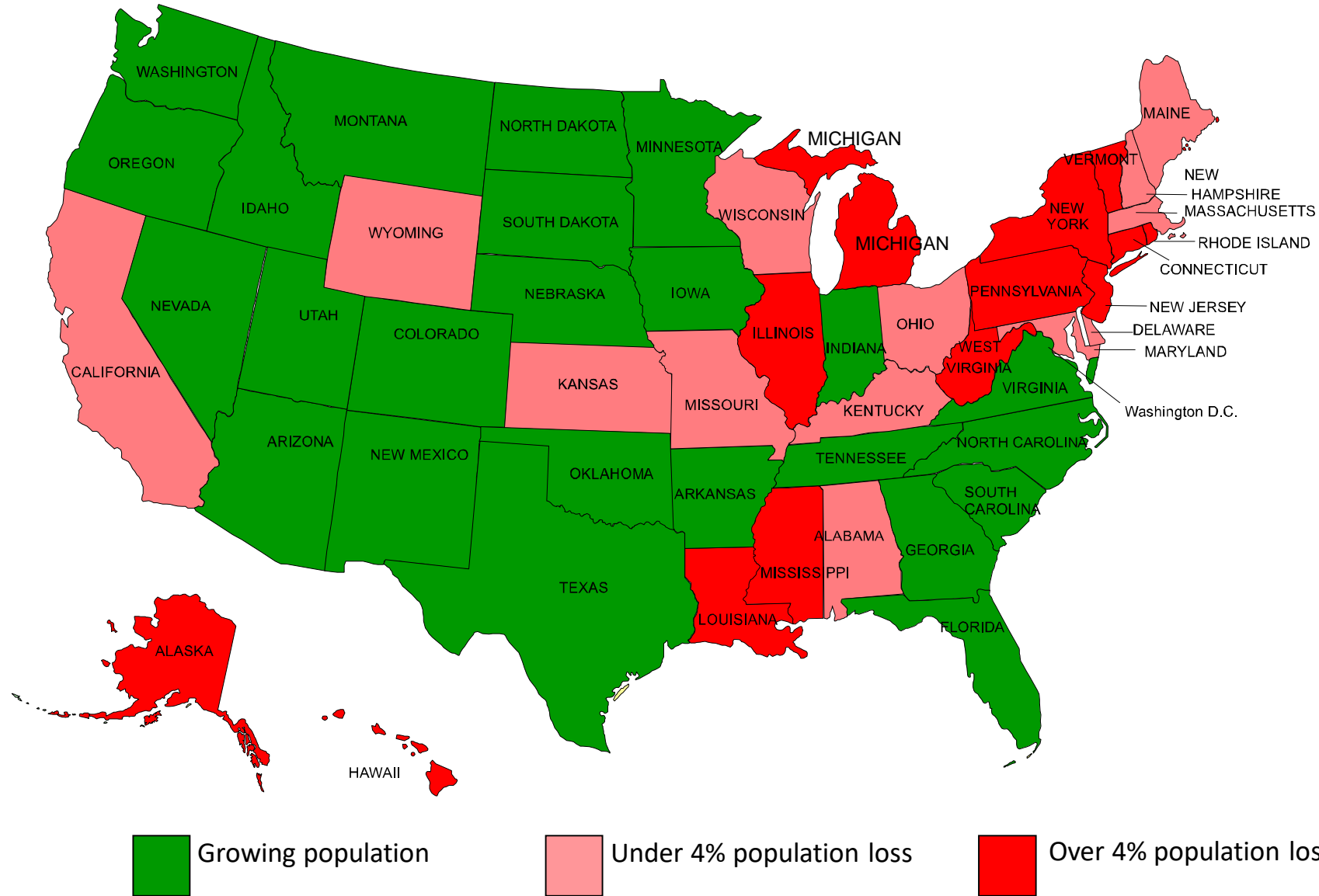


State Legal Climate Rankings

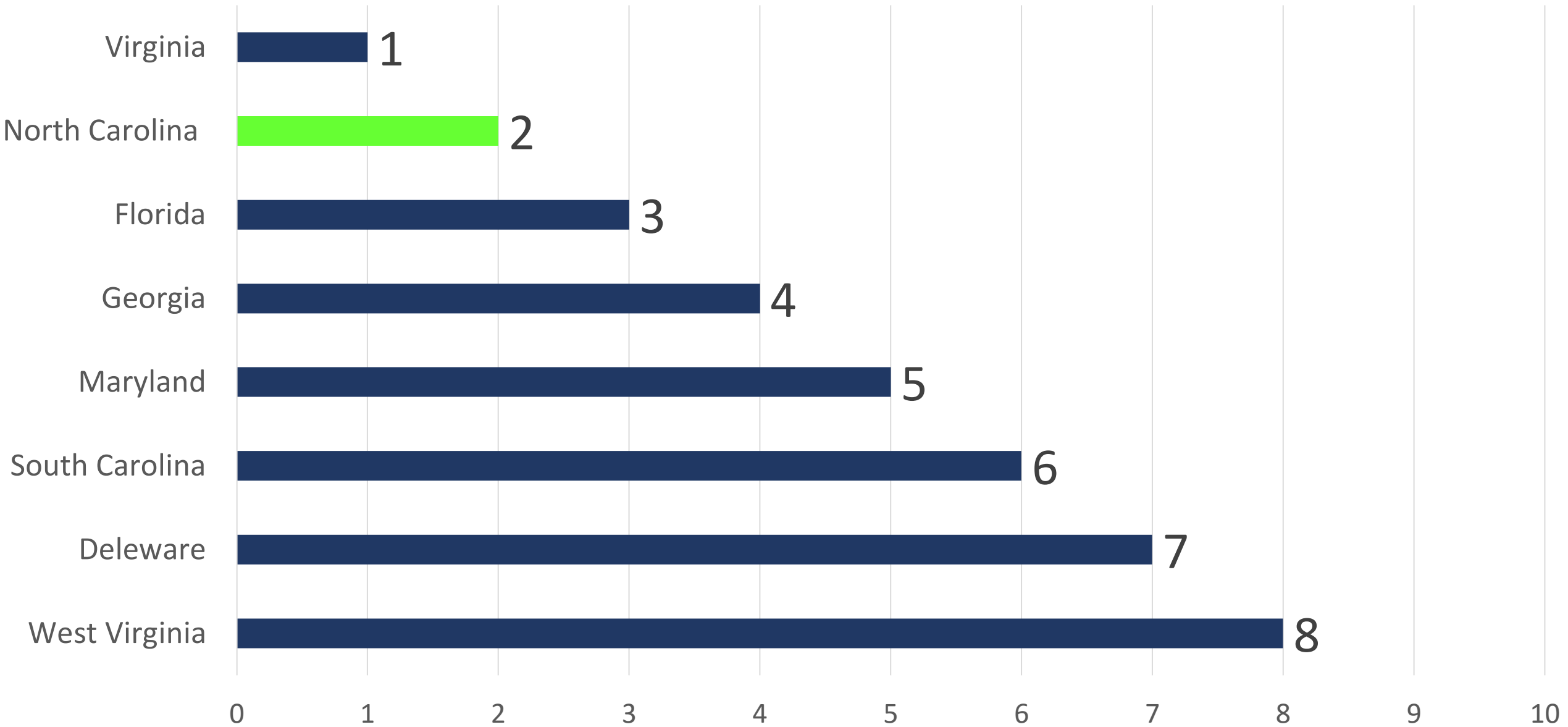


North Carolina Rank
16th (7th in 2015)

Projected Population Change 2021–2031 Ages 25-64



Workforce Development Rankings for the South Atlantic





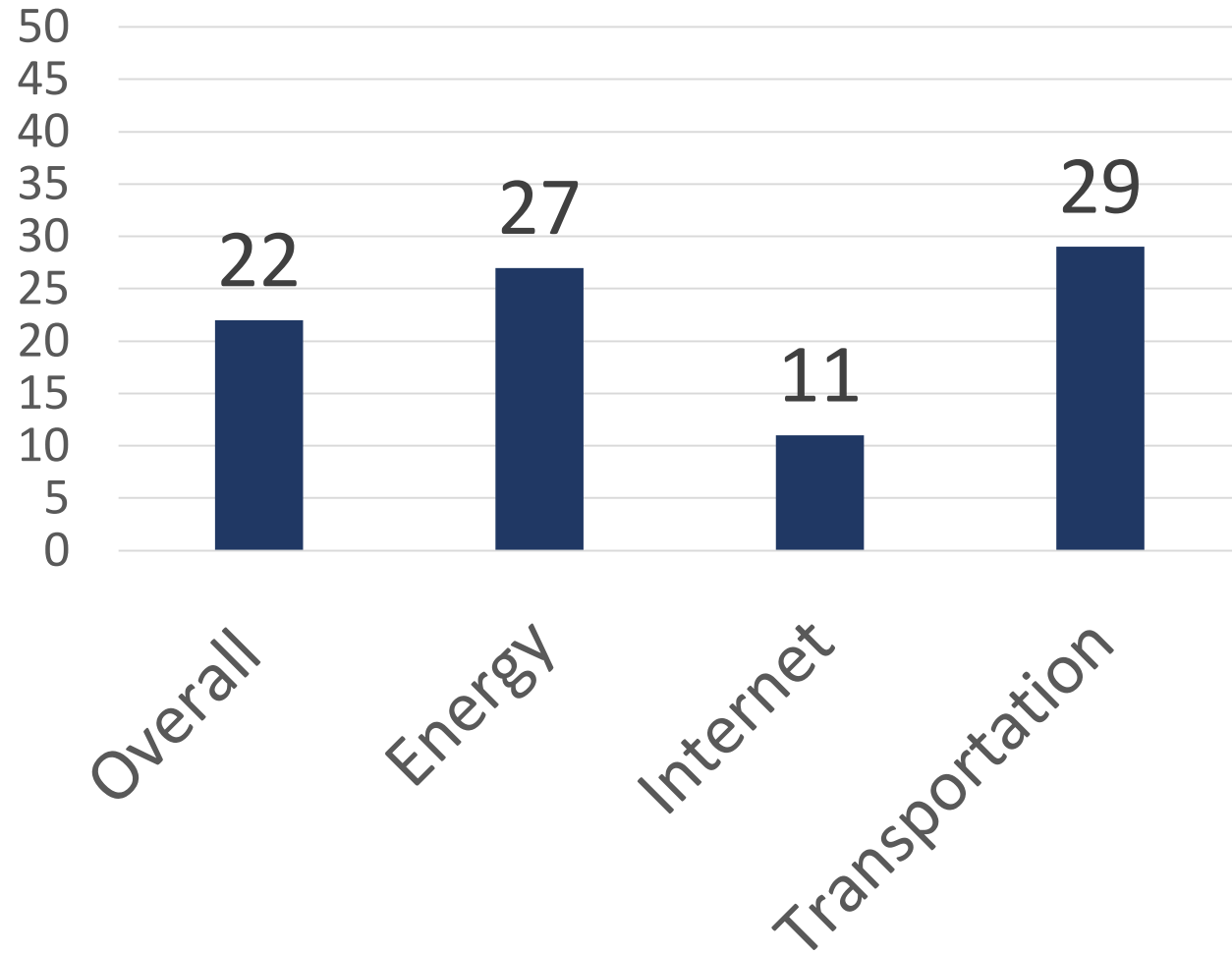
Infrastructure

Yes, energy, roads, bridges, airports, ports and waterways, water, sewer, wastewater, solid waste, broadband

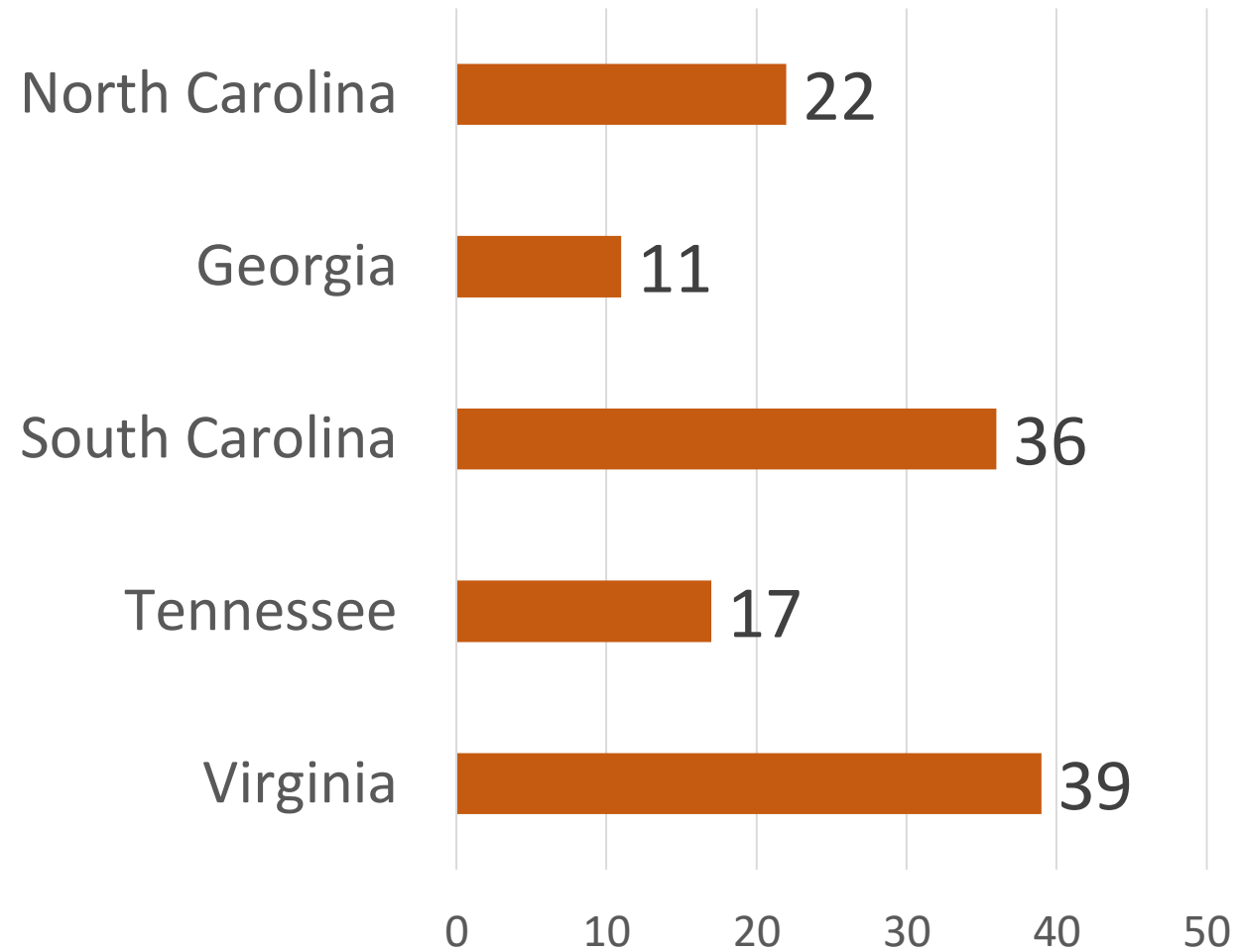
But also, buildings and sites, housing, health care, childcare and...

US News Infrastructure Rankings

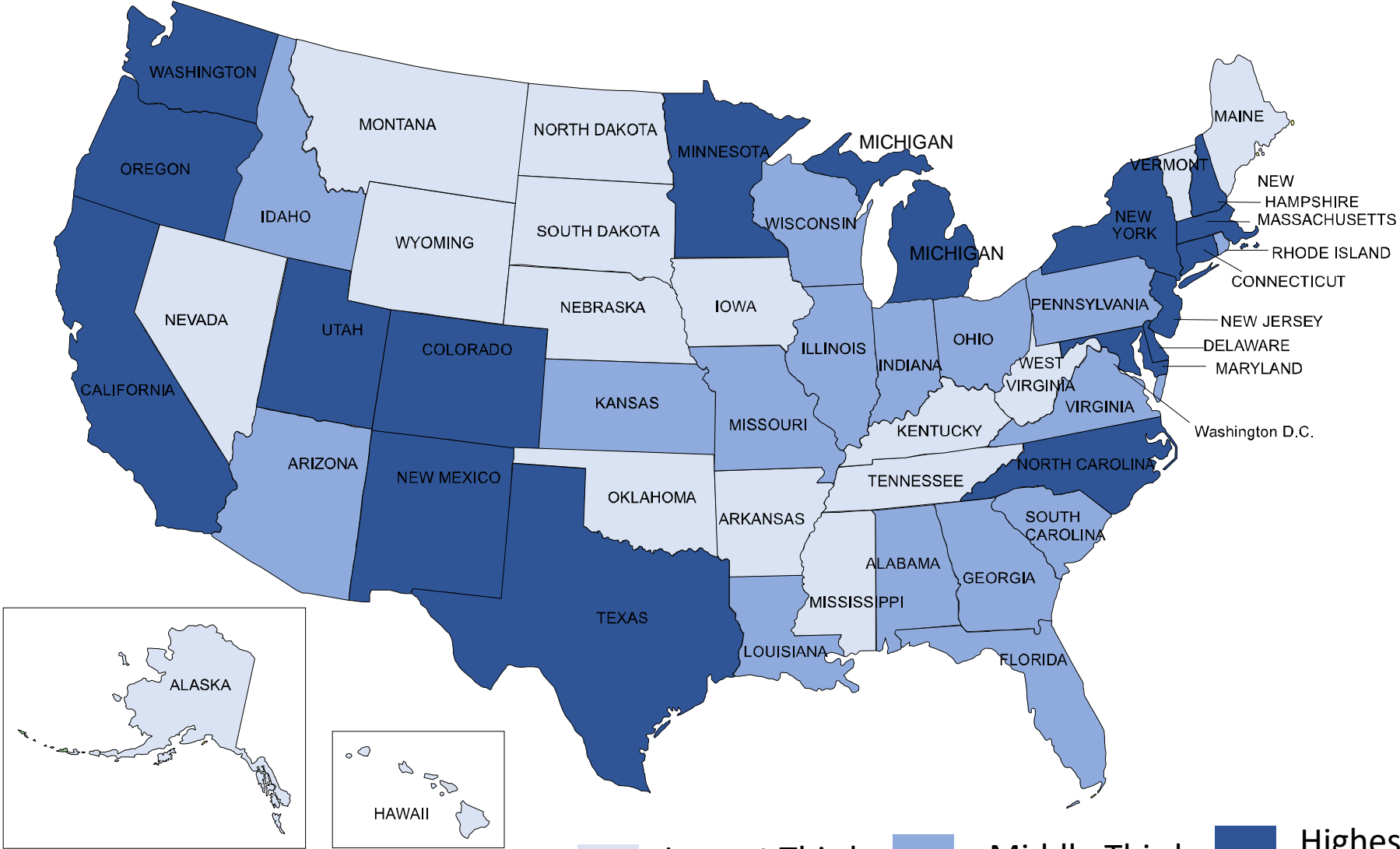
North Carolina



Neighbor Overall Rankings

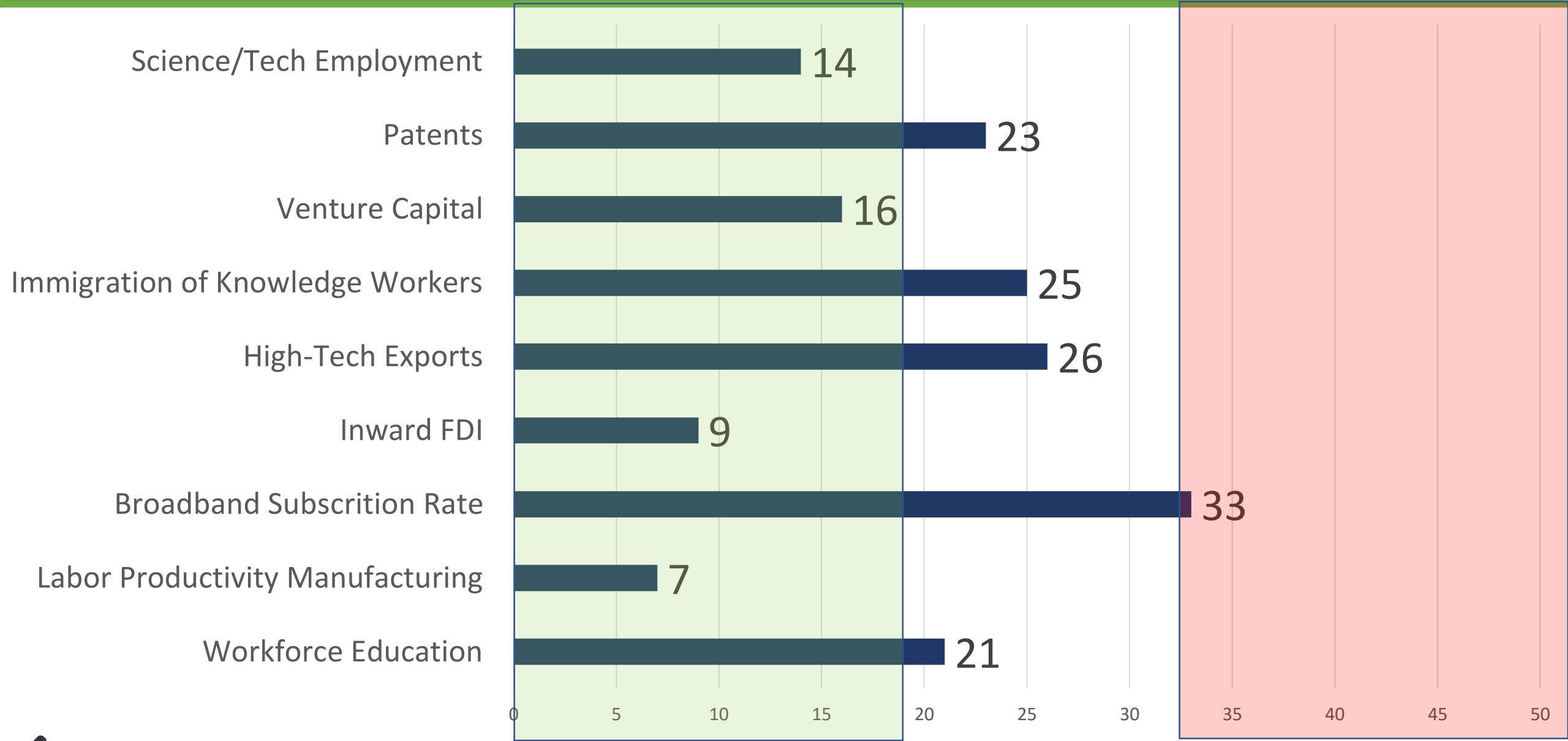


State Rankings for Innovation Scores



Lowest Third #34 - #50 Middle Third #18 - #33 Highest Third #1 - #17

North Carolina Rankings for Innovation Scores





- ✓ 2 Million People
- ✓ 250,000 students
- ✓ 3 major airports
- ✓ 30 Colleges & Universities





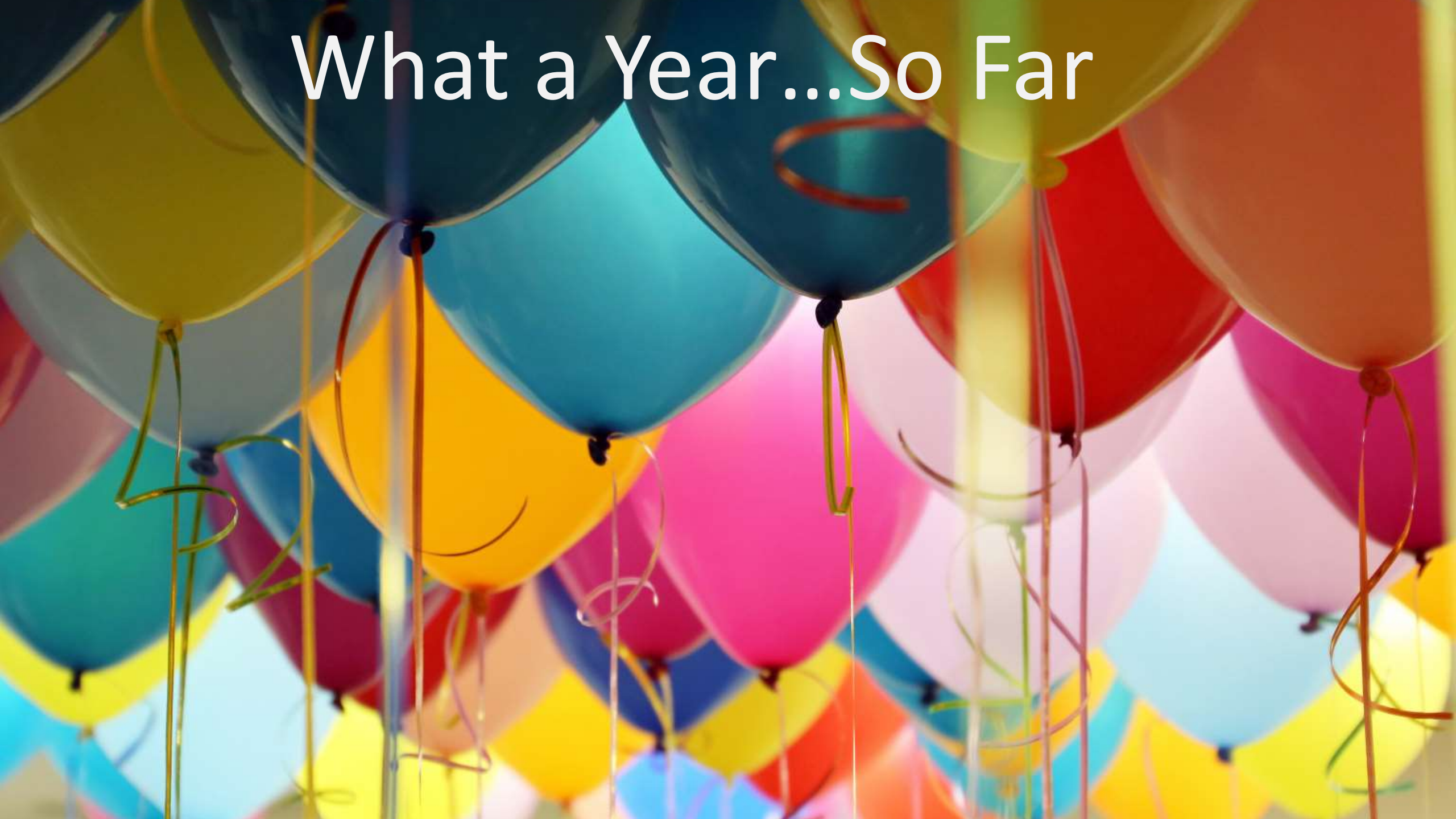
- ✓ Sites and urban spaces
- ✓ A focus on growing sectors (Aerospace, Automotive, Life Sciences, Tech, & Logistics)





Success

What a Year...So Far





Toyota Battery



VinFast



300 Jobs



Boom Supersonic



Over the past 4 years- nearly 40,000 jobs
 In 2022 over 16,000 jobs and \$13 Billion

Post-Pandemic Ripples

