

GASTON

**COUNTY ECONOMIC
DEVELOPMENT COMMISSION**



FACT BOOK



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INTRODUCTION

INTRODUCTION TO GASTON COUNTY AND THIS FACT BOOK

This Gaston County Fact Book was prepared by the Gaston County Economic Development Commission (GCEDC) to provide a detailed introduction to Gaston County, primarily for business decision-makers and developers considering locating in business in Gaston County or expanding an existing one.

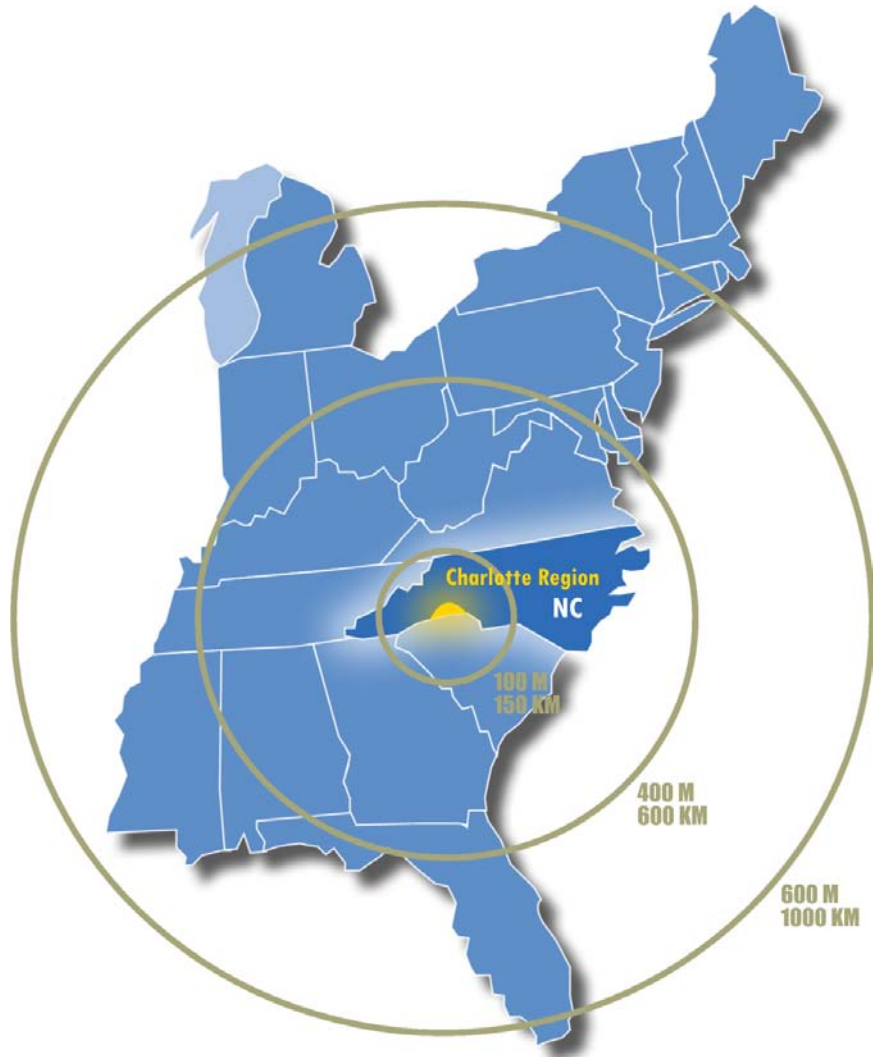
As the second-largest county in the Charlotte Region, Gaston County has a great deal to offer businesses and residents. Located just across the Catawba River from Charlotte and Mecklenburg County, Gaston's close proximity to the Charlotte-Douglas International Airport, its penetration by Interstate 85, rail lines and other major highway infrastructure, gives Gaston's businesses major competitive advantages. Gaston's long heritage as a hard-working, manufacturing center has been enhanced in recent years with a steady growth in high-tech manufacturing, research and development, service-related firms and the rapid expansion of retail stores and shopping centers.

Gaston County offers businesses superior value through economical real estate, dedicated workers, transportation advantages, and an excellent quality of life.

If, while making your decision about Gaston County, you need information that is not included in this publication, please do not hesitate to contact the Gaston County Economic Development Commission at 704-825-4046 or send an email to edc@co.gaston.nc.us.

LOCATION

The Strategic Location



GASTON COUNTY ECONOMIC DEVELOPMENT COMMISSION

The Gaston County Economic Development Commission (GCEDC) is dedicated to attracting and retaining desirable employers to continue improving and diversifying economic opportunities in the County. The EDC's main functions are:

- Attracting new, quality industry and commerce;
- Helping existing industry and businesses grow;
- Stimulating development of appropriate land and buildings;
- Improving area infrastructure, especially water, sewer and transportation;
- Improving the general business climate, including conditions for new industry; and
- Informing citizenry of the advantages of economic development.

The elected Gaston County Board of Commissioners appoints members to the Gaston County Economic Development Commission Board to serve three-year staggered terms. Seven full-time staff members handle daily operations.

GEOGRAPHIC DATA

Location and Geography

Gaston County is located in the south central "Piedmont" section of North Carolina, immediately West of Charlotte and Mecklenburg County. It is bound on the south by York County, South Carolina, with Lincoln County to the north and Cleveland County to the west. Gaston is midway between the Florida Keys and New England, and just 200 miles from the Atlantic Ocean, making it a strategic center for serving the entire Eastern United States.

The County includes approximately 365 square miles of diverse topography, mostly gently rolling hills. Higher elevations include the Kings Mountain Pinnacle at 1,705 feet above sea level, as well as Spencer Mountain and Crowders Mountain. These low "mountains" are the first that the traveler sees moving West from Charlotte on I-85. Average elevation in the County is estimated at 825 feet.

The County's climate has an average temperature of 60 degrees year-round, 80's in the Summer and 40's in the Winter. The average annual precipitation is 44 inches, and average relative humidity is 54 percent. The Catawba River and its South Fork tributary provide major natural drainage as well as abundant boating and fishing opportunities.

Gaston's 2007 population estimate was 200,972, eighth largest in the state.

HISTORY AND RECENT DEVELOPMENTS

Catawba Indians and other Native Americans populated Gaston originally. In the mid-18th Century, early settlers began moving down from the northeastern states. They included Scotch-Irish, Pennsylvania Dutch and English immigrants and descendants, who found the warmer climate more conducive to farming. The area soon attracted miners because of its deposits of gold, iron, sulfur and tin.

Gaston's strong rivers provided waterpower for cotton mills beginning in the 1840's, as later hydroelectric energy to drive other facilities. Although its economy continues to diversify, Gaston County still leads the United States in yarn and thread production, with more spindles in operation and more cotton bales consumed than any other U.S. location. Gaston is also a world leader in advanced textile technology and automation.

Supplying all that textile equipment with parts and machinery has also made Gaston one of the largest centers of metalworking firms in the U.S., with more than 150 companies employing over 3,000 people. Today some of that metalworking skill serves a major truck manufacturing facility and other automotive component producers. A wide variety of plastic products, power tools, electrical goods and components, motor oil filters, paper products and many others are also made in Gaston. Following manufacturing in order of local employment are retail, service, government, construction and wholesale.

Gaston County residents also benefit from the State's fifth-largest school system and two colleges. Caromont Healthcare has over 450 beds, a state-of-the-art cancer treatment center, and continues to grow as one of the top medical resources in the region. The Schiele Museum of Natural History and the Daniel Stowe Botanical Garden attract visitors and tourists from many states. In all, Gaston County offers a full spectrum of opportunities for quality of life and work.

LOCAL CLIMATE

Summary (30-Year Averages)

Month	Daily Max. Temp. F	Daily Min. Temp. F	Avg. Monthly Temp. F	Relative Humidity Percent	Precipitation Inches	Avg Number of Sunny Days
Jan	49	29.6	39.3	72	3.71	15
Feb	53	31.9	42.5	68	3.84	15
Mar	62.3	39.4	50.9	68	4.43	17
Apr	71.2	47.5	59.4	68	2.68	18
May	78.3	56.4	67.4	78	3.82	18
Jun	85.8	65.6	75.7	80	3.39	18
Jul	88.9	69.6	79.3	82	3.92	19
Aug	87.7	68.9	78.3	84	3.73	20
Sep	81.9	62.9	72.4	83	3.5	19
Oct	72	50.6	61.3	80	3.36	21
Nov	62.6	41.5	52.1	76	3.23	18
Dec	52.3	32.8	42.6	73	3.48	16
Year	70.4	49.7	60.1	76	43.09	214

ECONOMIC PROFILE

POPULATION CHARACTERISTICS

Population Distribution

	North Carolina	Gaston County	Gastonia	Percentage
Total Population	9,231,191	203,546	68,111	
One Race	9,082,480	201,322	67,256	99%
White	6,472,338	165,823	46,635	81%
Black/African American	1,983,698	28,974	17,614	14%
American Indian/Alaska Native	115,352	613	150	0%
Asian	181,373	2,674	1,054	1%
Native Hawaiian/Pacific Islander	5,628	69	21	0%
Some other race	324,091	3,169	1,174	2%
Two or More Races	148,711	2,224	855	1%
Hispanic/Latino (Any Race)	601,020	8,132	4,701	4%

Source: Source: U.S. Bureau of the Census, 2000 Census of Population and Housing. ESRI forecasts for 2008 and 2013 were effective as of July 1, 2008

Population Estimates: Gaston County & Municipalities

	2007	2000 Census
Gaston County	200,972	190,316
Belmont	9,921	8,794
Bessemer City	5,517	5,119
Cherryville	5,680	5,361
Cramerton	3,363	2,976
Dallas	3,949	3,402
Gastonia	72,779	66,355
High Shoals (Part)	785	729
Kings Mountain (Part)	1,052	590
Lowell	2,719	2,662
McAdenville	598	619
Mount Holly	10,213	9,617
Ranlo	3,142	2,198
Spencer Mountain	52	51
Stanley	3,246	3,053

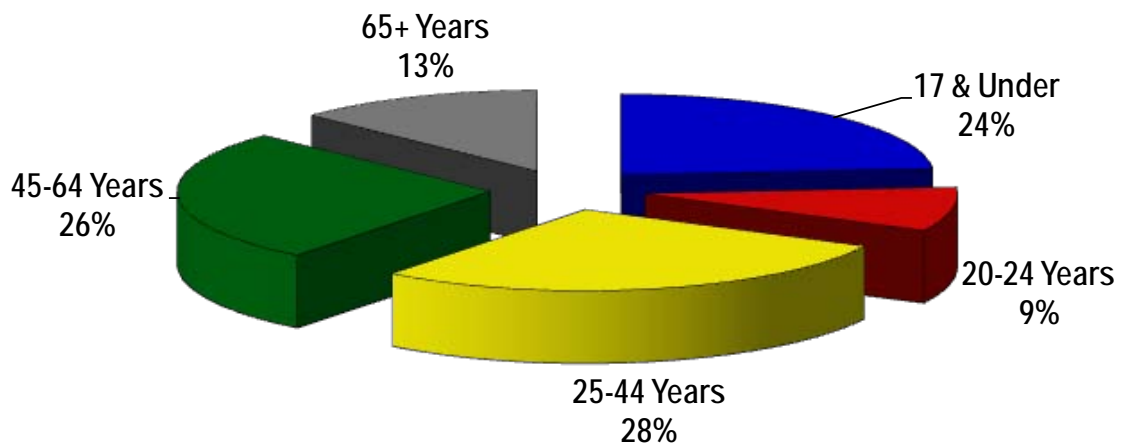
Source: The State Demographer's Office, 12/2008.

Gaston County Population Projections

	2010	2015	2020	2030
Gaston County	208,070	215,548	222,830	235,699

Source: The State Demographer's Office, 12/2008.

Population By Age Groups



Source: State Demographer's Office, Annual County Population Estimates by Standard Age Groups, July 1, 2007, verified 12/2008.

15 Largest Counties in North Carolina

Rank	County	2007	2000	% Change
1	Mecklenburg	863,147	695,370	80.6
2	Wake	832,590	627,866	75.4
3	Guilford	460,780	421,048	91.4
4	Forsyth	338,679	306,067	90.4
5	Cumberland	313,616	302,963	96.6
6	Durham	254,740	223,318	87.7
7	Buncombe	225,609	206,289	91.4
8	Gaston	200,972	190,304	94.7
9	New Hanover	189,922	160,327	84.4
10	Union	182,344	123,772	67.9
11	Onslow	169,302	150,355	88.8
12	Cabarrus	164,384	131,063	79.7
13	Johnston	157,296	121,900	77.5
14	Davidson	156,400	147,250	94.1
15	Catawba	153,404	141,686	92.4

Source: The State Demographer's Office, County Population Estimates, July, 2007, verified 12/2008.

15 Largest Cities in North Carolina

Rank	City	2007	2000	% Change
1	Charlotte	674,658	540,167	24.90%
2	Raleigh	367,098	276,094	32.96%
3	Greensboro	248,111	223,891	10.82%
4	Winston-Salem	224,889	185,776	21.05%
5	Durham	222,472	187,035	18.95%
6	Fayetteville	181,453	121,015	49.94%
7	Cary	132,443	94,536	40.10%
8	Wilmington	100,746	75,838	32.84%
9	High Point	98,791	85,839	15.09%
10	Jacksonville	77,301	66,715	15.87%
11	Asheville	76,764	68,889	11.43%
12	Greenville	76,222	61,209	24.53%
13	Gastonia	72,779	66,355	9.68%
14	Concord	71,071	55,977	26.96%
15	Rocky Mount	56,288	55,977	0.56%

Source: The State Demographer's Office, July, 2007, verified 12/2008.

Housing Statistics

	2005 Gaston County	2000 Census Gaston County	1990 Census Gaston County	2005 North Carolina	2000 Census North Carolina	1990 Census North Carolina
Housing units	84,759	78,842	69,133	3,940,554	3,523,944	2,818,193
Households	75,907	73,936	65,197	3,409,840	3,132,013	2,517,098
Households with persons under 18, percent	35.80%	36.50%	n/a	34.90%	35.30%	n/a
Homeownership rate	68.70%	68.80%	69.30%	68.20%	69.40%	68.00%

Source: 1990 & 2000 Census of Population and Housing, 2005 Community Survey by the US Census Bureau.

Persons Per Household

Municipality	Persons Per Household
Gaston County	2.54
Belmont	2.4
Bessemer City	2.55
Cherryville	2.34
Cramerton	2.54
Dallas	2.4
Dellview	3.33
Gastonia	2.59
High Shoals	2.57
Kings Mountain	2.47
Lowell	2.41
McAdenville	2.51
Mount Holly	2.37
Ranlo	2.56
Spencer Mountain	2.46
Stanley	2.54

Source: For all municipalities (except Gastonia), 2000 Census of Housing and Population. For Gastonia and Gaston County, 2005 American Community Survey, 1/2007.

INCOME

Per Capita Income

Year	Gaston County	NC	US
2006	\$30,892	\$32,247	\$36,714
2005	\$29,856	\$30,713	\$34,757
2004	\$28,961	\$29,322	\$33,050
2003	\$27,685	\$27,859	\$31,484
2002	\$27,108	\$27,510	\$30,810
2001	\$26,759	\$27,493	\$30,574
2000	\$26,357	\$27,068	\$29,845
1999	\$25,255	\$25,560	\$27,939
1998	\$24,218	\$24,743	\$26,883
1997	\$22,630	\$23,530	\$25,334
1996	\$21,485	\$22,320	\$24,175
1995	\$20,722	\$21,295	\$23,076
Current % US	84%	88%	

Source: Bureau of Economic Analysis, Verified 9/2008

Median Household Income

	2008	2013 Projection
Gaston County	\$51,164	\$59,672
North Carolina	\$51,411	\$61,207
United States	\$54,749	\$64,042

Source: Site Analysis, Site To Do Business, Online, CCIM

Poverty

Poverty

Percent in poverty, 2007	15.0%
Percent under age 18 in poverty	22.9%
Percent in poverty, NC, 2007	14.3%
Percent under age 18 in poverty, NC	19.5%

Source: 2008 American Community Survey, 1-Year Estimates, US Census Bureau.



ECONOMIC INDICATORS 2008

EMPLOYMENT DATA

TOTAL BUILDING PERMIT VALUE

	2008		2007			2008		2007		% Change
	2008 Employed	Unemployment Rate	2007 Employed	Unemployment Rate		2008	2007			
January	93,037	6.10%	92,576	5.50%	January	39,882,244	34,610,079	15.23%		
February	92,973	6.20%	93,041	5.30%	February	24,029,037	44,197,182	-45.63%		
March	93,466	6.20%	93,904	4.80%	March	33,668,638	45,078,670	-25.31%		
April	93,945	6.10%	93,648	4.90%	April	33,792,379	62,733,786	-46.13%		
May	93,835	6.70%	94,127	6.00%	May	28,679,602	50,794,082	-43.54%		
June	93,855	7.90%	93,990	5.70%	June	25,844,300	40,015,789	-35.41%		
July	94,774	8.00%	93,793	6.10%	July	42,320,892	45,973,505	-7.95%		
August	93,376	7.80%	94,104	5.70%	August	37,341,629	60,462,164	-		
September	93,252	7.70%	94,393	5.40%	September	20,339,503	38,100,351	-46.62%		
October	93,895	9.10%	94,531	5.30%	October	19,858,270	28,018,242	-29.12%		
November	91,788		94,379	6.00%	November	18,452,679	35,976,715	-48.71%		
December			93,621	5.50%	December	10,167,298	23,536,878			
					<i>Total**</i>	<i>\$334,376,471</i>	<i>\$509,497,461</i>			

RETAIL SALES*

NEW SINGLE-FAMILY HOUSING STARTS

	2008		2007		% Change		2008		2007		% Change
	2008	2007	2008	2007			2008	2007			
January	139,006,049	135,990,580	2.22%	January	82	113	40.68%				
February	103,692,894	137,264,921	-24.46%	February	70	93	-30.00%				
March	144,475,779	126,369,917	14.33%	March	78	139	-42.45%				
April	124,589,996	121,921,606	2.19%	April	82	152	-48.10%				
May	123,124,953	117,781,043	4.54%	May	73	155	-51.92%				
June	139,398,903	128,426,523	8.54%	June	77	122	-				
July	117,349,851	94,994,718	23.53%	July	81	136	-				
August	112,971,932	136,868,754	-17.46%	August	68	175	-38.54%				
September	126,826,495	88,792,104	42.84%	September	59	94	-52.83%				
October		115,343,383		October	50	106	-70.30%				
November		134,799,690		November	30	101					
December		137,825,802		December		59					
<i>Total</i>	<i>\$1,131,436,852</i>	<i>\$1,476,379,041</i>		<i>Total**</i>	<i>750</i>	<i>1,445</i>					

* Reflects taxable sales not gross retail sales. Starting in June, 2005, gross retail sales is not reported by all retailers on a monthly basis. Data for prior months and prior years are not comparable.

Sources: The North Carolina Employment Security Commission, Monthly Employment Statistics; The North Carolina Department of Revenue, Monthly Sales and Use Tax Reports; The Gaston County Building Permits Report; The City of Gastonia Building Permits Report; The Gaston County Economic Development Commission, 9/2007.

The City of Gastonia Building Permits Report; The Gaston County Economic Development Commission, 4/2007.

Economic Indicators

2007

EMPLOYMENT DATA

	2007 Employed	2007 Unemployment Rate	2006 Employed	2006 Unemployment Rate
January	92,576	5.50%	92,804	5.80%
February	93,041	5.30%	92,797	6.00%
March	93,904	4.80%	93,955	5.40%
April	93,648	4.90%	94,398	5.10%
May	94,127	6.00%	95,036	5.20%
June	93,990	5.70%	94,896	5.70%
July	93,793	6.10%	94,754	5.70%
August	94,104	5.70%	95,709	5.50%
September	94,393	5.40%	95,997	5.10%
October	94,531	5.30%	96,987	5.20%
November	94,379	6.00%	96,953	5.50%
December	93,621	5.50%	96,592	5.30%

TOTAL BUILDING PERMIT VALUE

	2007	2006	% Change
January	34,610,079	32,906,601	5.18%
February	44,197,182	31,834,737	38.83%
March	45,078,670	20,141,304	123.81%
April	62,733,786	35,924,375	74.63%
May	50,794,082	76,933,664	-33.98%
June	40,015,789	69,158,237	-42.14%
July	45,973,505	43,720,148	5.15%
August	60,462,164	41,735,866	44.87%
September	38,100,351	49,249,663	-22.64%
October	28,018,242	37,210,076	-24.70%
November	35,976,715	46,184,882	-22.10%
December	23,536,878	33,522,226	-29.79%
<i>Total**</i>	<i>\$509,497,461</i>	<i>\$518,521,779</i>	<i>-1.74%</i>

RETAIL SALES*

	2007	2006	% Change
January	135,990,580	101,927,328	-25.05%
February	137,264,921	114,255,989	-16.76%
March	126,369,917	105,219,660	-16.74%
April	121,921,606	128,683,913	5.55%
May	117,781,043	93,218,636	-20.85%
June	128,426,523	125,870,395	-1.99%
July	94,994,718	134,843,485	41.95%
August	136,868,754	112,195,296	-18.03%
September	88,792,104	88,807,289	0.02%
October	115,343,383	126,551,252	9.72%
November	134,799,690	115,473,455	-14.34%
December	137,825,802	146,117,189	6.02%
<i>Total</i>	<i>\$1,476,379,041</i>	<i>\$1,393,163,887</i>	<i>5.97%</i>

NEW SINGLE-FAMILY HOUSING STARTS

	2007	2006	% Change
January	59	133	-55.64%
February	100	120	-16.67%
March	139	58	139.66%
April	158	109	44.95%
May	156	173	-9.83%
June	119	152	-21.71%
July	137	142	-3.52%
August	181	121	49.59%
September	96	94	2.13%
October	106	137	-22.63%
November	101	129	-21.71%
December	59	116	-49.14%
<i>Total**</i>	<i>1,411</i>	<i>1,484</i>	<i>-4.92%</i>

* Reflects taxable sales not gross retail sales. Starting in June, 2005, gross retail sales is not reported by all retailers on a monthly basis. Data for prior months and prior years are not comparable.

Sources: The North Carolina Employment Security Commission, Monthly Employment Statistics; The North Carolina Department of Revenue, Monthly Sales and Use Tax Reports; The Gaston County Building Permits Report; The City of Gastonia Building Permits Report; The Gaston County Economic Development Commission, 9/2007.

Economic Indicators 2006

EMPLOYMENT DATA

TOTAL BUILDING PERMIT VALUE

	2006		2005			2006	2005**	% Change
	2006 Employed	Unemployment Rate	2005 Employed	Unemployment Rate		January	February	March
January	92,804	5.80%	90,839	6.60%	January	32,906,601	\$28,845,057	14.08%
February	92,797	6.00%	91,017	6.80%	February	31,834,737	\$22,507,570	41.44%
March	93,955	5.40%	91,728	6.20%	March	20,141,304	\$22,895,742	-12.03%
April	94,398	5.10%	92,151	5.60%	April	35,924,375	\$32,169,041	11.67%
May	95,036	5.20%	92,917	5.90%	May	76,933,664	\$41,228,183	86.60%
June	94,896	5.70%	93,009	6.30%	June	69,158,237	\$34,536,161	100.25%
July	94,754	5.70%	93,226	6.30%	July	43,720,148	\$41,281,922	5.91%
August	95,709	5.50%	93,727	5.90%	August	41,735,866	\$30,796,546	35.52%
September	95,997	5.10%	94,415	5.80%	September	49,249,663	\$30,348,501	62.28%
October	96,987	5.20%	95,156	6.00%	October	37,210,076	\$21,909,473	69.84%
November	96,953	5.50%	94,893	6.10%	November	46,184,882	\$26,842,877	72.06%
December	96,592	5.30%	94,921	5.60%	December	33,522,226	\$17,602,890	90.44%
					Total**	\$518,521,779	\$354,821,432	46.14%

RETAIL SALES*

NEW SINGLE-FAMILY HOUSING STARTS

	2006			2005				2006			2005		
	2006	2005	% Change	2006	2005	% Change		2006	2005	% Change	2006	2005	% Change
January	101,927,328	181,186,432	*	January	133	106	25.47%						
February	114,255,989	184,593,651	*	February	120	122	-1.64%						
March	105,219,660	205,142,173	*	March	58	123	-52.85%						
April	128,683,913	197,375,295	*	April	109	143	-23.78%						
May	93,218,636	191,774,385	*	May	173	131	32.06%						
June	125,870,395	110,671,998	*	June	152	141	7.80%						
July	134,843,485	106,753,329	*	July	142	127	11.81%						
August	112,195,296	108,523,826	*	August	121	148	-18.24%						
September	88,807,289	101,939,295	*	September	94	136	-30.88%						
October	126,551,252	119,921,489	*	October	137	81	69.14%						
November	115,473,455	91,751,664	*	November	129	123	4.88%						
December	146,117,189	181,714,701	*	December	116	85	36.47%						
Total	\$1,393,163,887	\$1,781,348,238	*	Total**	1,484	1,466	1.23%						

* Reflects taxable sales not gross retail sales. Starting in June, 2005, gross retail sales is not reported by all retailers on a monthly basis. Data for prior months and prior years are not comparable.

** Due to conflicting numbers in the permit reports, the sum of the monthly data does not equal the totals for 2005.

Sources: The North Carolina Employment Security Commission, Monthly Employment Statistics; The North Carolina Department of Revenue, Monthly Sales and Use Tax Reports; The Gaston County Building Permits Report; The City of Gastonia Building Permits Report; The Gaston County Economic Development Commission, 4/2007.

RETAIL SALES COMPARISON

Year	Gross Retail Sales
2007	\$ 1,476,379,041
2006	\$ 1,393,163,887
2005	\$ 1,781,348,238
2004	\$ 2,259,848,351
2003	\$ 2,156,437,181
2002	\$ 2,149,669,189
2001	\$ 2,019,683,592
2000	\$ 2,189,412,729
1990	\$ 1,331,799,006

In 2001 and again in 2005, changes were made in the reporting criteria, making yearly comparisons difficult.

COST OF LIVING

CPI-U – All Urban Users

Month	2000	2001	2002	2003	2004	2005	2006	2007	2008
January	168.70	175.10	177.10	181.70	185.20	190.70	198.30	202.416	211.080
February	169.70	175.80	177.80	183.10	186.20	191.80	198.70	203.499	211.693
March	171.10	176.20	178.80	184.20	187.40	193.30	199.80	205.352	213.528
April	171.20	176.90	179.80	183.80	188.00	194.60	201.50	206.686	214.823
May	171.30	177.70	179.80	183.50	189.10	194.40	202.50	207.949	216.632
June	171.40	178.00	179.90	183.70	189.70	194.50	202.90	208.352	218.815
July	172.80	177.50	180.10	183.90	189.40	195.40	203.50	208.299	219.964
August	172.80	177.50	180.70	184.60	189.50	196.40	203.90	207.917	218.783
September	173.70	178.20	181.00	185.20	189.90	198.80	202.90	208.490	
October	174.00	177.60	181.30	185.00	190.90	199.20	201.50	208.936	
November	174.10	177.60	181.30	184.50	191.00	197.60	201.50	210.177	
December	174.00	177.30	180.90	184.30	190.30	196.80	201.80	210.036	
Average First Half	170.72	176.62	178.90	183.30	187.60	193.20	200.60	205.709	214.429
Average Second Half	172.20	177.62	180.90	184.60	190.20	197.40	202.60	208.976	
Average Annual	172.07	177.12	179.90	184.00	188.90	195.30	201.60	207.342	
% Change Dec. – Dec.	3.28	2.88	2.03	1.88	3.26	3.30	2.54	4.10	
% Change Avg. - Avg.	3.19	2.86	1.56	1.95	2.66	3.39	3.23	2.8	

Adjusted Rates of Inflation

Year	Rate
1990	6.1
1991	3.1
1992	2.9
1993	2.7
1994	2.7
1995	2.5
1996	3.3
1997	1.7
1998	1.6
1999	2.7
2000	3.4
2001	3.0
2002	2.0
2003	2.0
2004	3.0
2005	3.3
2006	3.0
2007	3.0

Source: The Bureau of Labor Statistics, 11/2008.

ACCRA Cost of Living Survey

City/Town	State	2007 Population	100% Composite Index
Clarksville	TN	119,284	84.3
Dothan	AL	65,447	87.5
Johnson City	TN	61,028	88.1
Gastonia	NC	71,059	88.3
Albany	GA	75,825	90.2
Tuscaloosa	AL	88,722	90.8
Greenville	SC	58,754	92.1
Savannah	GA	130,311	93.1
Columbia	SC	124,818	93.2
Charleston	WV	50,478	93.2
Roanoke	VA	92,600	93.6
Jacksonville	NC	74,614	94.1
Bradenton	FL	53,431	97.1
Rocky Mount	NC	56,844	99.1
Gainesville	FL	114,375	99.3
Lynchburg	VA	71,282	99.4
Wilmington	NC	99,623	100.6
Chapel Hill	NC	51,574	100.9
Wilmington	DE	72,868	102.8
West Palm Beach	FL	99,377	110.5

Note: 64 cities within the above referenced population size range did not report or reported as part of a combined area in the 3rd Quarter, 2008.

EMPLOYMENT AND WAGES BY INDUSTRY SECTOR

	<i>Gaston County</i>			<i>North Carolina</i>		
	Avg Emp	% Total	Avg Wkly Wage	Avg Emp	% Total	Avg Wkly Wage
Total All Industries	70,623	100.00%	\$632	4,061,273	100.00%	\$785
Government	9,980	14.13%	\$748	688,708	16.96%	\$864
Private	60,690	85.94%	\$620	3,372,565	83.04%	\$787
Agriculture Forestry Fishing & Hunting	21	0.03%	\$473	25,061	0.62%	\$552
Mining	*	*	*	3,852	0.09%	\$1,089
Utilities	554	0.78%	\$1,523	13,893	0.34%	\$1,601
Construction	3,496	4.95%	\$702	242,414	5.97%	\$724
Manufacturing	14,794	20.95%	\$775	526,908	12.97%	\$962
Wholesale Trade	2,281	3.23%	\$893	182,689	4.50%	\$1,106
Retail Trade	9,875	13.98%	\$427	470,902	11.59%	\$459
Transportation and Warehousing	1,244	1.76%	\$710	135,795	3.34%	\$778
Information	573	0.81%	\$766	73,515	1.81%	\$1,226
Finance and Insurance	1,339	1.76%	\$826	156,057	3.84%	\$1,793
Real Estate and Rental and Leasing	848	1.20%	\$580	51,801	1.28%	\$714
Professional and Technical Services	1,701	2.41%	\$685	199,907	4.92%	\$1,090
Management of Companies and Enterprises	377	0.53%	\$1,504	74,909	1.84%	\$2,105
Administrative and Waste Services	4,083	5.78%	\$430	237,073	5.84%	\$532
Educational Services	6,539	9.26%	\$638	384,539	9.47%	\$716
Health Care and Social Assistance	10,906	15.44%	\$711	541,948	13.34%	\$721
Arts, Entertainment and Recreation	393	0.56%	\$355	52,170	1.28%	\$570
Accommodation and Food Services	5,679	8.04%	\$239	388,409	9.56%	\$262
Other Services Ex Public Administration	2,034	2.88%	\$420	102,506	2.52%	\$489
Public Administration	3,623	5.13%	\$763	229,234	5.64%	\$792
Unclassified	254	0.36%	\$687	17,691	0.44%	\$905

Source: The North Carolina Employment Security Commission, Labor Market Information Division, CMEDIS, 1st Qtr, 2008.

25 LARGEST EMPLOYERS

	Company	Employment	Type
1	Gaston County Schools	1,000 & over	Education & Health Svc.
2	Caromont Health	1,000 & over	Education & Health Svc.
3	Wal-Mart Associates, Inc.	1,000 & over	Trade, Trans, Utilities
4	County of Gaston	1,000 & over	Public Administration
5	FKA Wix Filtration Corp	1,000 & over	Manufacturing
6	Pharr Yarns, Inc.	1,000 & over	Manufacturing
7	American & Efird, Inc.	1000 & over	Manufacturing
8	Freightliner of Mount Holly LLC	1000 & over	Manufacturing
9	City of Gastonia	500-999	Public Administration
10	Fayetteville Ind Maint Corp	500-999	Professional & Bus.
11	Freightliner Of Gastonia LLC	500-999	Manufacturing
12	Gaston College	500-999	Education & Health
13	Food Lion LLC	500-999	Trade, Trans, Utilities
14	NC Advance Stores Co. Inc.	250-499	Trade, Trans, Utilities
15	Olsten Staffing	250-499	Professional & Bus
16	Ultra Machine & Fabrication Inc	250-499	Manufacturing
17	Gaston County Family YMCA	250-499	Other Services
18	Stabilus Inc.	250-499	Manufacturing
19	Bi-Lo LLC	250-499	Trade, Trans, Utilities
20	US Postal Service	250-499	Trade, Trans, Utilities
21	Danaher Tool Group	250-499	Manufacturing
22	Lowe's Home Centers Inc	250-499	Trade, Trans, Utilities
23	VSP Inc.	250-499	Professional & Bus
24	Bradington Young	250-499	Manufacturing
25	Southwood Realty Co Inc	250-499	Financial Activities

Source: The North Carolina Employment Security Commission, Labor Market Division, 2008.

FORTUNE 500 CORPORATIONS

Fortune 500 Corporations 2008 With Locations In Gaston County

<u>Rank</u>	<u>Corporation Name</u>
1	Wal-Mart Stores
2	Exxon Mobil
3	Chevron
5	ConocoPhillips
8	Citigroup
9	Bank of America Corporation
10	AT&T
17	Verizon Communications
22	Home Depot
24	CVS Caremark
31	Target
32	State Farm Insurance Companies
36	Marathon Oil
38	Wachovia Corporation
40	Walgreen
45	Sears Holdings
46	United Parcel Service
48	Lowe's
49	Time Warner
58	Sprint Nextel
64	Allstate
66	Best Buy
68	FedEx
85	Aetna
106	McDonald's
108	Nationwide
119	Goodyear Tire & Rubber
120	Manpower
126	J.C. Penney
134	Murphy Oil
142	Rite Aid
149	Anheuser-Busch
152	Kohl's
162	Gap
164	Office Depot
189	Toys 'R' Us
190	Pepsi Bottling
193	SunTrust Banks
197	Marriott International
199	Waste Management
203	Sara Lee
204	Duke Energy
215	Circuit City Stores
239	Danaher
243	Genuine Parts
247	Parker Hannifin
250	BB&T Corporation

(Fortune 500 Continued)

<u>Rank</u>	<u>Corporation Name</u>
274	Dollar General
283	Dana Holding
288	OfficeMax
300	Alltel
301	ArvinMeritor
316	Sherwin-Williams
333	CarMax
338	Dillard's
354	Dole Food
358	Family Dollar Stores
368	Bed Bath & Beyond
371	Ryder System
377	W.W. Grainger
397	Harley-Davidson
405	Pantry
409	Charter Communications
412	Ross Stores
434	Blockbuster
442	Foot Locker
446	Barnes & Noble
476	Advance Auto Parts
489	Petsmart
493	Big Lots
500	Scana

FOREIGN-OWNED FIRMS

Operating in Gaston County

<u>Name</u>	<u>Address</u>	<u>NAICS</u>	<u>Parent</u>	<u>Phone</u>	<u>Year</u>	<u>Employment</u>
					<u>Established</u>	<u>Code</u>
Adecco Staffing	3070 E. Franklin Blvd., Ste. 1, Gastonia	56131	Adecco SA, Switzerland	704-866-7177	n/a	n/a
Aksys USA	1909 Kyle Court, Gastonia	33634	Aksys USA, Germany	704-810-0500	1999	E=100-249
ALDI Grocery Store	2 locations, Gastonia and Belmont	44511	ALDI Sud GmbH & Co KG, Germany	n/a	n/a	n/a
Atkinson International	299 Olney Church Rd., Gastonia	31-33	Arvin Meritor, Canada	704-865-7750	2005	F=50-99
Bayer Corporation	5073 Kentwood Drive, Gastonia	4242	Bayer AG, Germany	704-867-5154	n/a	G=1-49
Beneficial Mortgage Co.	2940 E. Franklin Blvd., Gastonia	52	HSBC Holdings plc, United Kingdom	704-867-2372	n/a	n/a
Blum, Inc.	7733 Old Plank Road, Stanley	31-33	Julius Blum GmbH, Austria	704-827-1345	1977	D=250-499
Braun Insturment Co., Inc.	104 Rankin Ave., Ste. 104, Mount Holly	42169	Braun GmbH, Germany	704-822-2993	1960	G=1-49
Carothers Funeral Home Grp.	312 W. 2nd Avenue, Gastonia	81221	Alderwoods Group Inc., Canada	704-867-6337	1927	G=1-49
Cemex	401 E. Main St., Gastonia	32739	Cemex SAB de CV, Mexico	704-864-3227	1993	G=1-49
Clariant	2 plants, Mount Holly	325132	Clariant International Ltd., Switzerland	704-822-2100	1973	D=250-499
Colortex USA	1711 Sparta Court, Gastonia	31-33	Colortex, Belgium	704-868-9500	2005	F=50-99
DEB SBS, Inc.	1100 S. Highway 27, Stanley	325611	Dualwise Group, United Kingdom	704-263-4240	1996	F=50-99
DSM Desotech, Inc.	1101 S. Highway 27, Stanley	332812	DSM, Netherlands	704-862-5000	2001	F=50-99
Earlex USA	8261 Highway 73, Stanley	31-33	Earlex Ltd., United Kingdom	704-827-7889	1988	G=1-49
Ferguson Enterprises	2 locations, Gastonia	42	Wolseley plc, United Kingdom	704-865-2100	n/a	n/a
Firestone Fibers & Textiles Co.	100 Firestone Lane, Kings Mountain	314992	Bridgestone Corp., Japan	704-734-2100	1936	D=250-499
Food Lion	Multiple Locations	44511	Delhaize Group, Belgium	704-866-7022	n/a	n/a
Freightliner	2 plants, Gastonia & Mount Holly	33612	DaimlerChrysler AG, Germany	704-868-5760	1979	B=1,000-1,999
George Weston Bakeries, Inc.	1029 Cox Road, Gastonia	311811	George Weston Ltd., Canada	704-867-3631	1974	E=100-249
Hagemeyer North America	825 Groves St., Lowell	23620	Hagemeyer N.V., Netherlands	704-587-3569	1900	G=1-49
Hunter Douglas Designer Shades	201 Southridge Parkway, Bessemer City	314121	Hunter Douglas N.V., Netherlands	704-629-6500	1989	E=100-249
Kuhni USA	1310 Charles Raper Jonas Hwy, Mt. Holly	54	Kuhni AG, Switzerland	704-675-5405	2004	G=1-49
LAVA USA, Inc.	1405 Castle Court, Gastonia	31-33	LAVA bvba, Belgium	704-333-0885	2007	G=1-49
Outdoor Lifestyle, Inc.	201 S. Buckoak St., Stanley	337124	Outdoor Lifestyle Pty. Ltd., South Africa	704-263-5657	1994	G=1-49
Radici Spandex Corp.	3145 Northwest Blvd., Gastonia	325222	The Radici Group, Italy	704-864-5495	2001	F=50-99
RBC Centura	Multiple Locations	52211	Royal Bank of Canada, Canada	704-824-6800	n/a	n/a
Roehling Engineered Plastics	120 Roehling St., Dallas	326113	Roehling Engineered Plastics KG, Germany	704-922-7814	1987	E=100-249
Sans Fibers, Inc. (Sales)	2575 Pembroke Rd., Gastonia	32	Sans Fibres, South Africa	704-869-8311	n/a	n/a
Stabilus	1201 Tulip Drive, Gastonia	333995	Stabilus GmbH, Germany	704-865-7444	1982	D=250-499
Stock Building Supply	5600 Union Rd., Gastonia	42	Wolseley plc, United Kingdom	704-853-2877	n/a	n/a
Sunbelt Rentals, Inc.	Multiple Locations	532412	Ashtead Group plc, United Kingdom	704-867-9051	2000	G=1-49
THK America, Inc. (Sales)	1437 E. Franklin Blvd., #238, Gastonia	42183	THK Co. Ltd., Japan	704-853-2391	1993	G=1-49
Thomas Concrete	5614 Union Rd., Gastonia	32732	AB Fordig Betong, Sweden	704-868-4545	1978	G=1-49
Turbo Systems, Inc.	2 plants, Kings Mountain & Cherryville	31-33	LNS SA, Switzerland	704-435-9800	1997	G=1-49
Sun Terrace	2369 Charles Jonas Highway, Stanley	337125	Keter Plastics Ltd., Israel	704-263-1967	1987	E=100-249
Westfield Eastridge	246 N. New Hope Rd., Gastonia	55	Westfield Eastridge, Australia	704-867-1847	2002	G=1-49

FINANCIAL INSTITUTIONS

Banks

<u>Name</u>	<u>Website</u>	<u>Phone</u>
Alliance Bank & Trust	www.alliancebankandtrust.com	704-869-8840
Bank of America	www.bankofamerica.com	800-432-
BB&T	www.bbandt.com	704-866-
Blue Ridge Savings Bank		704-263-
Carolina Commerce Bank	www.carolinacommercebank.com	704-867-
Carter Bank & Trust		704-867-
Citizens South	www.citizenssouth.com	704-868-
CommunityOne Bank	www.MyYesBank.com	704-865-
Fidelity Bank	www.fidelitybanknc.com	704-833-
First Citizens Bank	www.firstcitizens.com	888-323-
First National Bank	www.ibankatfnb.com	704-865-
RBC Centura Bank	www.rbccentura.com	704-852-
State Farm Bank	www.statefarm.com	704-864-
SunTrust	www.suntrust.com	800-786-
Wachovia Corporation	www.wachovia.com	800-922-
Woodforest National Bank	www.woodforest.com	704-825-

Savings & Loan Associations

<u>Name</u>	<u>Website</u>	<u>Phone</u>
Belmont Federal Savings & Loan Association	www.belmontfederal.com	704-825-
Cherryville Federal Savings & Loan Association	www.cherryvillefederal.com	704-435-

Credit Unions

<u>Name</u>	<u>Website</u>	<u>Phone</u>
Carolinas Telco Federal Credit Union	www.ctelco.org	704-861-
Fort Financial Federal Credit Union	www.fortfinancialcu.org	704-864-
Local Government Employee's Federal Credit Union	www.lgfcu.org	704-867-
NC Press Association Federal Credit Union	www.ncpress.com/credit.html	704-867-
Truiliant Federal Credit Union	www.truiliantfcu.org	800-822-

NEW & EXPANDING INDUSTRY

2008 Industrial Investments

<u>Company</u>	<u>City</u>	<u>SIC</u>	<u>Investment</u>	<u>Square Footage</u>	<u>Employment</u>
Action Demolition & Recycling	Dallas		891,277.00	0	0
American Machine Company	Gastonia		16,707.00	0	0
Anchor Paper	Gastonia		18,872.00	0	15
Baker Brothers	Gastonia		695,889.00	11,070	0
Baxter Harriss	Belmont		1,000,000.00	0	0
Belmont Warehouse	Belmont		22,876.00	0	0
Buckeye	Mount Holly		51,587.00	0	0
Buckeye Technologies	Mount Holly		15,500.00	0	0
Burlan	Gastonia	2211	5,516,927.00	68,086	25
Dallas Machine Company	Gastonia		379,108.00	0	0
Digitrol	Gastonia		154,862.00	0	0
FMC Lithium	Bessemer City		500,000.00	640	0
Freightliner	Mount Holly		414,782.00	0	0
IMACC, Corp	Gastonia		5,000.00	18,000	5
Industrial Distribution Group	Belmont		550,000.00	0	0
Kitchen Creations of Gastonia	Gastonia	1751	88,000.00	0	0
Koops Woodworks, LLC	Gastonia		800,000.00	23,428	20
Masonry Unlimited	Cherryville		327,000.00	8,400	0
Posterity Court Building	Gastonia		1,038,916.00	16,500	0
R & R Powder Coating	Dallas		741,000.00	30,625	0
Riddley Cabinet Company	Kings Mountain		200,000.00	12,000	0
Rochling Engineered Plastics	Gastonia		8,000,000.00	165,000	20
State Line Scrap Metal Recycling, Inc.	Gastonia		6,500,000.00	0	30
Steel Specialty	Belmont		330,000.00	2,692	0
Western Auto Distribution Center	Gastonia		113,358.00	0	0
Western Auto Distribution Center	Gastonia		28,000.00	84	0
Wilbert Plastic Services	Gastonia		10,000.00	90,000	0
Totals			\$28,409,661.00	446,525	115

2007 Industrial Investments

<u>Company</u>	<u>City</u>	<u>SIC</u>	<u>Investment</u>	<u>Square Footage</u>	<u>Employment</u>
Clariant	Mount Holly	2865	\$168,000.00	0	0
Parker Hannifin	Kings Mountain	3566	\$10,000,000.00	63,000	90
Duke Energy (Lake Wylie)	Belmont		\$425,000,000.00	0	0
AC Foam	Gastonia	3086	\$1,000,000.00	23,428	12
Hagan-Kennington Oil	Gastonia		\$70,860.00	0	0
Insulated Glass of America	Dallas	327211	\$3,000,000.00	50,000	30
Wachs Technical Services	McAdenville		\$1,865,000.00	54,600	50
Pharr Yarns Extrusion Plant	McAdenville		\$215,350.00	0	0
Dole Foods Company	Bessemer City		\$10,000,000.00	0	175
Arnold Food Co.	Gastonia	2051	\$160,000.00	0	0
ABC Coatings of NC	Gastonia	2851	\$10,000.00	0	0
Hapco	Gastonia	3479	\$46,000.00	0	0
The Building Center	Gastonia		\$16,500.00	0	0
Fleeman Building #3	Gastonia		\$89,200.00	0	0
R-Anell	Crouse	1521	\$0.00	0	75
Hapco	Gastonia	3479	\$346,000.00	15,000	0
Industrial Electronics	Belmont		\$500,511.00	5,000	0
Barkley Enterprises	Gastonia		\$54,000.00	0	0
Freightliner	Gastonia		\$100,000.00	0	0
Castlegate Construction	Gastonia		\$68,987.00	0	0
Carolina Byproducts	Gastonia		\$484,191.00	0	0
Recore Electrical Contractors	Gastonia		\$25,000.00	0	0
Stabilus	Gastonia		\$61,034.00	0	0
Belmont Riverside Complex	Belmont		\$25,000.00	0	0
Belmont Riverside Complex	Belmont		\$20,000.00	0	0
Clover Scrap Metals	Gastonia		\$65,000.00	0	0
Pace Recycling, Inc.	Mount Holly		\$135,000.00	0	0
Burlan	Gastonia		\$59,908.00	0	0
Freightliner	Gastonia		\$18,644.00	0	0
Owen Steel	Gastonia		\$150,972.00	0	0
Roechling Engineered Plastics	Dallas		\$261,000.00	0	0
Burlan	Gastonia		\$160,000.00	15,000	0
J & L Machine & Supplies	Gastonia		\$2,500.00	0	0
Freightliner	Mount Holly		\$100,000.00	0	0
Lava USA	Gastonia	2515	\$3,500,000.00	30,000	10
DSM Dyneema	Stanley	2821	\$4,400,000.00	8,000	2
Beverly Knits, Inc.	Gastonia	2257	\$2,290,967.00	36,543	20
Alloy Fabricators, Inc.	Alexis	1791	\$84,000.00	10,164	0
Precision Drive Systems	Dallas		\$11,377.00		0
Clover Scrap Metals	Gastonia		\$95,000.00	2,356	0
Freightliner	Mount Holly		\$78,000.00	0	0
Carolina By Products	Gastonia		\$254,000.00	0	0
Totals			\$464,992,001.00	313,091	464

CLOSINGS & LAY-OFFS
Industrial

Jobs Lost

Job losses, 1998	1,102
Job losses, 1999	3,099
Job losses, 2000	2,682
Job losses, 2001	2,205
Job losses, 2002	1,585
Job losses, 2003	746
Job losses, 2004	554
Job losses, 2005	1,116
Job losses, 2006	256
Job losses, 2007	1,167
Job losses, 2008 to date	1,135

Establishments Affected

No. of affected establishments, 1997	5
No. of affected establishments, 1998	7
No. of affected establishments, 1999	17
No. of affected establishments, 2000	18
No. of affected establishments, 2001	24
No. of affected establishments, 2002	39
No. of affected establishments, 2003	19
No. of affected establishments, 2004	13
No. of affected establishments, 2005	27
No. of affected establishments, 2006	35
No. of affected establishments, 2007	6
No. of affected establishments, 2008, to date	4

UNIONIZED FIRMS

<u>Firm</u>	<u>Industry</u>	<u>Union</u>
US Postal Service	91-Government	American Postal Workers Union, AFL-
Duke Power (Operations Only)	49-Utilities	IBEW-Electrical*
Firestone Fiber Textile Co.	22-Textiles	URW-Rubber (Local 1133)
UPS, Inc.	42-Transportation	IBT-Teamsters*
BellSouth	48-Communications	CWA-Communications*
CPC Baking Group	54-Trade	BCTW-Bakery & IBT-Bakery*
Freightliner Corporation	37-Transportation	UAW-Auto Workers
Mount Holly & Gastonia Plts.	Equipment	

Source: The Gaston County Economic Development Commission.

2008 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	99,069	836,429	4,547,236
	Employed	93,037	791,496	4,325,878
	Unemployed	6,032	44,933	221,358
	Rate %	6.10%	5.40%	4.90%
February	Labor Force	99,089	835,729	4,533,112
	Employed	92,973	790,819	4,306,804
	Unemployed	6,116	44,910	226,308
	Rate %	6.20%	5.40%	5.00%
March	Labor Force	99,622	839,740	4,544,121
	Employed	93,466	795,984	4,307,119
	Unemployed	6,156	43,756	237,002
	Rate %	6.20%	5.20%	5.20%
April	Labor Force	100,086	843,510	4,556,974
	Employed	93,945	799,919	4,312,115
	Unemployed	6,141	43,591	244,859
	Rate %	6.10%	5.20%	5.40%
May	Labor Force	100,594	849,656	4,561,644
	Employed	93,835	799,659	4,293,517
	Unemployed	6,759	49,997	268,157
	Rate %	6.70%	5.90%	0.059
June	Labor Force	101,936	854,444	4,559,713
	Employed	93,855	800,544	4,288,621
	Unemployed	8,081	53,900	271,092
	Rate %	7.90%	6.30%	5.90%
July	Labor Force	102,966	867,219	4,603,062
	Employed	94,774	807,439	4,298,332
	Unemployed	8,192	59,780	304,730
	Rate %	8.00%	6.90%	6.60%
August	Labor Force	101,286	856,534	4,568,570
	Employed	93,376	795,767	4,254,304
	Unemployed	7,910	60,767	314,266
	Rate %	7.80%	7.10%	6.90%
September	Labor Force	100,993	853,748	4,577,528
	Employed	93,252	795,102	4,259,443
	Unemployed	7,741	58,646	318,085
	Rate %	7.70%	6.90%	6.90%
October	Labor Force	103,447	861,719	4,588,475
	Employed	94,005	800,638	4,264,984
	Unemployed	9,442	61,081	323,491
	Rate %	9.10%	7.10%	7.10%

SOURCE: N.C. EMPLOYMENT SECURITY COMMISSION, DECEMBER 2008

2007 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	98,011	827,628	4,499,882
	Employed	92,576	787,742	4,295,628
	Unemployed	5,435	39,886	204,254
	Rate %	5.50%	4.80%	4.50%
February	Labor Force	98,219	830,193	4,509,873
	Employed	93,041	790,983	4,306,292
	Unemployed	5,178	39,210	203,581
	Rate %	5.30%	4.70%	4.50%
March	Labor Force	98,683	834,328	4,512,088
	Employed	93,904	798,384	4,310,464
	Unemployed	4,779	35,944	201,624
	Rate %	4.80%	4.30%	4.50%
April	Labor Force	98,504	832,556	4,507,645
	Employed	93,648	796,279	4,294,784
	Unemployed	4,856	36,277	212,861
	Rate %	4.90%	4.40%	4.70%
May	Labor Force	100,109	839,392	4,519,743
	Employed	94,127	800,599	4,303,543
	Unemployed	5,982	38,793	216,200
	Rate %	6.00%	4.60%	0.048
June	Labor Force	99,719	841,228	4,526,537
	Employed	93,990	797,297	4,312,857
	Unemployed	5,729	41,518	213,680
	Rate %	5.70%	4.90%	4.70%
July	Labor Force	99,854	840,546	4,509,082
	Employed	93,793	797,297	4,298,723
	Unemployed	6,061	43,249	210,359
	Rate %	6.10%	4.80%	4.70%
August	Labor Force	99,841	840,258	4,521,597
	Employed	94,104	799,548	4,308,893
	Unemployed	5,737	40,710	212,704
	Rate %	570.00%	4.80%	4.70%
September	Labor Force	99,737	840,296	4,528,914
	Employed	94,393	801,708	4,314,941
	Unemployed	5,344	38,588	213,973
	Rate %	5.40%	4.60%	4.70%
October	Labor Force	99,841	842,564	4,530,643
	Employed	94,531	803,420	4,318,489
	Unemployed	5,310	39,144	212,154
	Rate %	5.30%	0.05%	4.70%
November	Labor Force	100,399	842,779	4,532,350
	Employed	94,379	802,642	4,318,662
	Unemployed	6,020	40,137	213,688
	Rate %	6.00%	4.80%	4.70%
December	Labor Force	99,058	837,004	4,531,872
	Employed	93,621	796,443	4,320,210
	Unemployed	5,437	40,561	211,662
	Rate %	5.50%	4.80%	4.70%
Annual Average	Labor Force	99,331	837,397	n/a
	Employed	93,842	797,896	n/a
	Unemployed	5,489	39,501	n/a
	Rate %	5.50%	4.70%	n/a

Source: The North Carolina Employment Security Commission, benchmarked 2008, verified 12/2008.

2006 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA</i>	<i>NC</i>
January	Labor Force	96,146	805,692	4,400,152
	Employed	90,473	766,525	4,192,038
	Unemployed	5,673	39,167	208,114
	Rate %	5.90%	4.90%	4.70%
February	Labor Force	96,636	809,694	4,403,052
	Employed	90,726	768,474	4,196,185
	Unemployed	5,910	41,220	206,867
	Rate %	6.10%	5.10%	4.70%
March	Labor Force	96,890	813,081	4,406,801
	Employed	91,505	775,586	4,203,528
	Unemployed	5,385	37,495	203,273
	Rate %	5.60%	4.60%	4.60%
April	Labor Force	97,261	818,439	4,436,253
	Employed	92,220	781,981	4,232,051
	Unemployed	5,041	36,458	204,202
	Rate %	5.20%	4.50%	4.60%
May	Labor Force	97,850	824,382	4,444,566
	Employed	92,616	785,309	4,236,247
	Unemployed	5,234	39,073	208,319
	Rate %	5.30%	4.70%	4.70%
June	Labor Force	98,075	826,001	4,454,336
	Employed	92,410	784,168	4,241,604
	Unemployed	5,665	41,833	212,732
	Rate %	5.80%	5.10%	4.80%
July	Labor Force	98,539	830,716	4,469,550
	Employed	92,868	787,446	4,258,547
	Unemployed	5,671	43,270	211,003
	Rate %	5.80%	5.20%	4.70%
August	Labor Force	99,265	835,398	4,482,014
	Employed	93,743	794,097	4,265,877
	Unemployed	5,522	41,301	216,137
	Rate %	5.60%	4.90%	4.80%
September	Labor Force	99,124	835,017	4,484,830
	Employed	94,104	796,995	4,266,862
	Unemployed	5,020	38,022	217,968
	Rate %	5.10%	4.60%	4.90%
October	Labor Force	100,222	843,635	4,498,636
	Employed	95,093	806,116	4,282,321
	Unemployed	5,129	37,519	216,315
	Rate %	5.10%	4.40%	4.80%
November	Labor Force	100,632	846,172	4,516,968
	Employed	95,156	806,765	4,301,106
	Unemployed	5,476	39,407	215,862
	Rate %	5.40%	4.70%	4.80%
December	Labor Force	99,948	841,508	4,518,546
	Employed	94,833	804,473	4,305,516
	Unemployed	5,115	37,035	213,030
	Rate %	5.10%	4.40%	4.70%
Annual Average	Labor Force	98,382	827,478	n/a
	Employed	92,979	788,161	n/a
	Unemployed	5,403	39,317	n/a
	Rate %	5.50%	4.80%	n/a

Source: The North Carolina Employment Security Commission, benchmarked 2008, verified 12/2008.

2005 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	94,704	776,446	4,304,935
	Employed	88,486	732,839	4,080,760
	Unemployed	6,218	43,607	224,175
	Rate %	6.60%	5.60%	5.20%
February	Labor Force	95,191	779,645	4,312,824
	Employed	88,655	733,948	4,087,106
	Unemployed	6,536	45,697	225,718
	Rate %	6.90%	5.90%	5.20%
March	Labor Force	95,276	781,212	4,316,966
	Employed	89,368	740,235	4,092,126
	Unemployed	5,908	40,977	224,840
	Rate %	6.20%	5.20%	5.20%
April	Labor Force	95,028	782,850	4,322,308
	Employed	89,706	743,531	4,095,181
	Unemployed	5,322	39,319	227,127
	Rate %	5.60%	5.00%	5.30%
May	Labor Force	96,000	789,812	4,320,745
	Employed	90,362	748,869	4,092,004
	Unemployed	5,638	40,943	228,741
	Rate %	5.90%	5.20%	5.30%
June	Labor Force	96,312	792,521	4,325,036
	Employed	90,272	748,538	4,089,530
	Unemployed	6,040	43,983	235,506
	Rate %	6.30%	5.50%	5.40%
July	Labor Force	96,692	794,867	4,343,297
	Employed	90,613	750,950	4,106,531
	Unemployed	6,079	43,917	236,766
	Rate %	6.30%	5.50%	5.50%
August	Labor Force	96,793	796,211	4,359,332
	Employed	91,060	754,395	4,123,028
	Unemployed	5,733	41,816	236,304
	Rate %	5.90%	5.30%	5.40%
September	Labor Force	97,276	798,432	4,374,669
	Employed	91,610	758,632	4,141,780
	Unemployed	5,666	39,800	232,889
	Rate %	5.80%	5.00%	5.30%
October	Labor Force	98,902	810,646	4,377,684
	Employed	93,061	770,694	4,147,510
	Unemployed	5,841	39,952	230,174
	Rate %	5.90%	4.90%	5.30%
November	Labor Force	98,625	808,480	4,378,742
	Employed	92,715	767,772	4,156,429
	Unemployed	5,910	40,708	222,313
	Rate %	6.00%	5.00%	5.10%
December	Labor Force	98,093	804,900	4,386,169
	Employed	92,628	767,323	4,166,733
	Unemployed	5,465	37,577	219,436
	Rate %	5.60%	4.70%	5.00%
Annual Average	Labor Force	96,574	793,002	n/a
	Employed	90,711	751,477	n/a
	Unemployed	5,863	41,525	n/a
	Rate %	6.10%	5.20%	n/a

Source: The North Carolina Employment Security Commission, Labor Market Division, benchmarked 2007, verified 12/2008.

2004 LABOR FORCE ESTIMATES

		Gaston County	Charlotte MSA	NC
January	Labor Force	96,094	771,990	4,258,066
	Employed	89,105	722,705	4,006,349
	Unemployed	6,989	49,285	251,717
	Rate %	7.30%	6.40%	5.90%
February	Labor Force	96,217	770,835	4,251,685
	Employed	89,100	722,635	4,002,722
	Unemployed	7,117	48,200	248,963
	Rate %	7.40%	6.30%	5.90%
March	Labor Force	96,294	772,381	4,253,972
	Employed	89,584	726,207	4,012,995
	Unemployed	6,710	46,174	240,977
	Rate %	7.00%	6.00%	5.70%
April	Labor Force	95,503	767,269	4,263,794
	Employed	89,339	724,755	4,020,952
	Unemployed	6,164	42,514	242,842
	Rate %	6.50%	5.50%	5.70%
May	Labor Force	95,719	770,917	4,261,875
	Employed	89,641	727,380	4,024,230
	Unemployed	6,078	43,537	237,645
	Rate %	6.30%	5.60%	5.60%
June	Labor Force	96,414	777,389	4,264,558
	Employed	90,083	730,658	4,026,449
	Unemployed	6,331	46,731	238,109
	Rate %	6.60%	6.00%	5.60%
July	Labor Force	96,285	776,559	4,276,333
	Employed	90,266	732,053	4,048,443
	Unemployed	6,019	44,506	227,890
	Rate %	6.30%	5.70%	5.30%
August	Labor Force	96,101	774,621	4,279,723
	Employed	90,349	732,407	4,049,997
	Unemployed	5,752	42,214	229,726
	Rate %	6.00%	5.40%	5.40%
September	Labor Force	96,052	774,250	4,283,603
	Employed	90,769	735,837	4,054,083
	Unemployed	5,283	38,413	229,520
	Rate %	5.50%	5.00%	5.40%
October	Labor Force	97,228	782,522	4,280,119
	Employed	91,516	742,204	4,050,460
	Unemployed	5,712	40,318	229,659
	Rate %	5.90%	5.20%	5.40%
November	Labor Force	97,088	783,546	4,286,126
	Employed	91,453	741,742	4,056,278
	Unemployed	5,635	41,804	229,848
	Rate %	5.80%	5.30%	5.40%
December	Labor Force	96,724	778,230	4,299,784
	Employed	90,889	737,316	4,069,487
	Unemployed	5,835	40,914	230,297
	Rate %	6.00%	5.30%	5.40%
Annual Average	Labor Force	96,310	775,043	n/a
	Employed	90,175	731,325	n/a
	Unemployed	6,135	43,718	n/a
	Rate %	6.40%	5.60%	n/a

Source: The North Carolina Employment Security Commission, Labor Market Division, benchmarked 2007, verified 12/2008.

JOB APPLICANTS PROFILE
Registered with the Employment Security Commission

Number of Registered Job Applicants

	Registered
Total	12,062
Male	6,395
Female	5,667

Major Occupation Class

Experience	No. of Applicants
0-6 Months	1,735
7-24 Months	2,511
Over 24 Months	7,309

Source: The North Carolina Employment Security Commission,
November, 2008, verified 12/2008.

EDUCATIONAL ATTAINMENT

Education Level	2000 Census (25+ Population)	2007 Estimate
Grade K - 8	8.60%	8.10%
High school graduate	29.60%	30.20%
Associate degree	6.40%	9.20%
Bachelor's degree	10.30%	11.90%
Graduate degree	3.80%	4.80%

Source: 2007 American Community Survey, U. S. Census Bureau, 11/2008

PUBLIC SCHOOL SYSTEM

Gaston County School System Statistical Report

Number of Schools

Total Number of Schools	53	Graduates	2,115
Elementary Schools	30	Graduates Continuing Their Education	
Intermediate Schools	1	Post-Second Education	84%
Middle Schools	11	Four-Year College	40%
High Schools	9	Two-Year College	40%
Special Schools	1	Vocational Technical Schools	4%
Alternate Schools	1	Military	5%

Enrollment

Total Number of Students	33,000		
Grades K-5	15,218		Employees
Grades 6-8	7,441	Total Number of Employees (PT/FT)	4,226
Grades 9-12	9,785	Total Number of Teachers	2,121

Ethnic Distribution

White	68.2%	Total Number of Students Transported	
Black	20.3%	Daily	14,800
Hispanic	7.5%	Miles Traveled Daily	11,000
Asian	1.5%	# Buses	215
Multiracial	2.3%		
American Indian	0.2%	Expenditures Per Pupil	Expenditures
			\$7,498

Food Service

Breakfasts Served Daily	7,716
Lunches Served Daily	22,634

PRIVATE SCHOOLS

<u>School Name</u>	<u>Grades</u>	<u>Type</u>	<u>City</u>	<u>Phone</u>
Assembly of Faith Christian School	1-8	Religious	Dallas	704-922-1149
Cramerton Christian Academy	K-12	Religious	Cramerton	704-824-2840
Faith Christian Academy	K-12	Religious	Stanley	704-263-4003
First Assembly Christian Academy	K-8	Religious	Gastonia	704-853-1777
First Wesleyan Christian School	K-8	Religious	Gastonia	704-865-9823
Gaston Christian School	K-12	Religious	Belmont	704-825-9000
Gaston Day School	K-12	Independent	Gastonia	704-864-7744
Hope Lutheran School	K-7	Religious	Gastonia	704-868-0003
Montessori Community School	K-6	Independent	Bessemer City	704-629-5465
St. Michael's Catholic School	K-8	Religious	Gastonia	704-865-4382
Stanley Christian Academy	K-10	Religious	Stanley	704-263-8993
Tabernacle Christian Academy	K-12	Religious	Dallas	704-922-9143
Victory Christian Academy	K-12	Religious	Gastonia	704-865-7132

HIGHLAND SCHOOL OF TECHNOLOGY



Highland School of Technology opened in July 2000 as the first magnet school in Gaston County Schools. The school draws its student body from the other eight high schools in the county. The students must be at or above grade level in reading, writing, and math. They must have a 94% attendance rate and must pass both the written and performance parts of the 8th grade computer competency test. The student body consisted of only 9th and 10th graders for the 2000-2001 school year. Each year a new 9th grade will be added and the total enrollment

for all four grades will not exceed 600. The students are selected through a lottery system.

Each student enters the school as a member on one of the academies. Within each academy there are various pathways available for the students. Class sizes at Highland School of Technology do not exceed 24. Each academic and workforce development education classroom has no less than 7 computers and 2 printers for student and teacher use. All computers are connected to a main server and each student and teacher has his/her own password and e-mail address. Internet use is highly recommended in each course curriculum.



Students are able to participate in a number of school clubs and functions but a real emphasis is placed on the Vocational Clubs such as HOSA (Health Occupations Students of America), FBLA (Future Business Leaders of America), and TSA (Technology Student Association). Students are encouraged to participate in regional, state and national competitive events sponsored by these organizations.

Highland School of Technology Mentoring Program

The mission of the mentoring program is to provide a program that connects the students at the Highland School of Technology with adult career mentors, who will share their workforce knowledge to allow students to make informed career decisions. The program will also provide a means for shared knowledge between the industry sector, community and the Highland School of Technology.

Highland School of Technology Mentors are advisors, people with career experience willing to share their knowledge; supporters, people who give emotional and moral encouragement; tutors, people who give specific feedback on one's performance; masters, in the sense of employers to whom one is apprenticed; sponsors, sources of information about and aid in obtaining opportunities; models, of identity, of the kind of person one should be to be an academic. A good mentor seeks to help a student optimize an educational experience, to assist the student's socialization into a disciplinary culture, and to assist the student in his or her quest for suitable employment.

The school is located off Highway 321, just south of I-85, on North Morris Street in what used to be the old Highland High School and Highland Junior High. The county has spent \$7.8 million in local, state and private funds to renovate the vintage 1950s building, and spent another \$3 million in technology and equipment.

Source: www.gaston.k12.nc.us/schools/highland/general_info.htm.

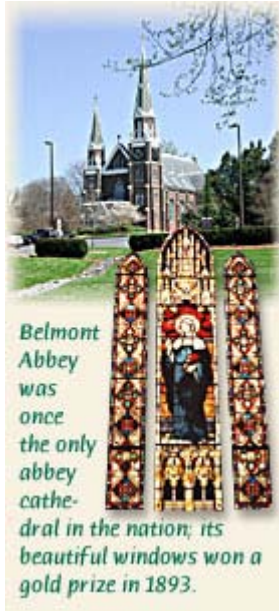
LOCAL COLLEGES & TECHNICAL TRAINING

Institutes of Higher Learning

Institution	Distance (Miles)	Type
Gaston College	5	CC
University of North Carolina at Charlotte	30	U
Central Piedmont Community College	25	CC
Davidson College	35	C
Mitchell	45	CC
Catawba College	47	C
Livingston College	45	C
Pfeiffer College	50	C
Barber Scotia College	35	C
Johnson C. Smith University	18	C
Queens College	20	C
Wingate College	50	C
Stanly Technical Institute	58	CC
Belmont Abbey	12	C
Winthrop College	27	C
Gardner Webb University	30	U
Lenoir-Rhyne College	45	C
Limestone College	30	C
Converse	50	C
Spartanburg Methodist Church	50	2C
USC of Spartanburg	50	CC
Wofford	50	C
Rowan Technical Institute	47	CC
Catawba Valley Community College	45	C
Spartanburg Technical College	50	CC
York County Technical College	27	CC
Cleveland County Technical College	20	CC
Isothermal College	45	CC
Western Piedmont Community College	47	CC
USC Lancaster	50	2C
Kings Business College Charlotte	22	1B
The NC Center for Applied Textile Technology	5	V

Note: CC= Two-Year Community College; U= University; C= Four-Year College; 2C= Two-Year College; 1B= One-Year Business College; 1C= Two-Year Business College; V= Vocational.

Belmont Abbey College



Belmont Abbey College is a Roman Catholic Church affiliated coed institution. Belmont Abbey College was established in 1876. Its programs include Liberal Arts, General, and Teacher Preparatory four and five year degrees. Its highest offering is Master's

At Belmont Abbey College, students quickly discover that we seek to educate the whole person, to strike a crucial balance between the specialized knowledge required of a specific discipline, and the broad education we expect of all our graduates.

The Abbey curriculum is divided equally between core requirements and major courses. Our core curriculum, rooted in the liberal arts tradition, gives all students the intellectual skills and moral discernment needed for success in all professions and, more importantly, in living the good life in the best and deepest sense of the word. Our distinctive First Year Program brings new students together for a prescribed series of courses examining the natural world, the human person in society, international studies and the Scriptures. In addition, a First Year Seminar integrates them into the community of Belmont Abbey College and its Benedictine heritage, and helps them learn the skills they will need for a successful transition to college life and studies. The core curriculum culminates in a course in Ethics and two courses in the "Great Books," which challenge students to apply the insights they have acquired in their college career to some of the perennial issues faced by the great minds of the past.

Each major provides a broad introduction to the student's chosen field of study, which prepares students either for graduate studies or for a career, with the flexibility to adapt to rapid change and to continue a lifetime of learning.

Source: Belmont Abbey website, www.belmontabbeycollege.edu.

For additional information, contact:

Belmont Abbey College
Belmont, NC 28012
Telephone: 704.825.6700
888.BAC.0110
Fax: 704.825.6670

Gaston College

Gaston College is a state and locally controlled coed institution. Gaston College was established in 1963. Its programs include occupational and two-year principally Bachelor's creditable degrees.

Since opening its doors in 1964, Gaston College has grown to be a strong, highly-regarded education institution. Serving the people of Gaston and Lincoln counties, the college has earned the high respect of not only the employers who hire its graduates but also the colleges and universities that accept its transfer students.



Gaston College students choose from a variety of associate degree, diploma, and certificate programs in liberal arts, trade and industrial, engineering technology, allied health, and business and public service. Students can work toward a high school equivalency diploma (GED), or improve basic skills and employability.

Non-credit continuing education classes offer the opportunity to learn to sew, prepare for the SAT, or even train to become a notary public. The Professional Development Institute and The Small Business Center host seminars and workshops for business owners.



Gaston College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate degrees. Four engineering technology programs are accredited by the Technology Accreditation Commission of The Accreditation Board for Engineering and Technology. The nursing programs are accredited by the NC Board of Nursing. The medical assisting program by the Committee on Allied Health Education and Accreditation.

Gaston College has an open door admission policy. Admission to certain programs such as nursing, however, is affected by special requirements. High school graduation or the equivalent is required of all applicants for associate degree programs.

Source: Gaston College Brochures.

North Carolina Community College System New and Expanding Industry Training (NEIT) Program Guidelines

Purpose

The purpose of the New and Expanding Industry Training (NEIT) Program is to provide customized training assistance in support of new, full-time production positions created in the State of North Carolina, thereby enhancing the growth potential of companies located in the state while simultaneously preparing North Carolina's workforce with the skills essential to successful employment in emerging industries.



Eligibility

Companies creating 12 or more production jobs in excess of their previous 3-year maximum employment level are eligible for assistance through the New and Expanding Industry Training Program. Resources may support training assessment, program development, instructional costs, and training delivery for new front-line personnel involved in the direct production of goods and services and their first-line supervisors.

Companies, which downsize positions in one area of the State and then transfer those positions to another area of the State are not eligible for training assistance for those transferred positions.

Employees of temporary or staffing agencies are not eligible for post-hire training support under the NEIT program.

Expenditure Guidelines

Salaries, Wages and Related Expenses:

The following priorities will be given to the recruitment and utilization of instructors for New and Expanding Industry Training projects: (1) community college permanent or part-time employees; (2) contractors of the community college; (3) company personnel or contractors. It shall be the responsibility of community college staff, with consultation from the client company, to determine the appropriate length and provision of training, and this shall be indicated in the Training Project Profile submitted for approval.

Reimbursement for instructors will be made at a 6:1 or greater trainee to trainer ratio.

In those cases when community college staff or contractors are used for instruction, they will be compensated directly in accordance with existing policies and guidelines. In addition to costs of instruction including travel expenses and course preparation time, community college staff or contractors may be reimbursed for costs associated with job analysis, training needs assessment and program development. The payment of social security taxes and other employee benefits to community college employees will be made in accordance with the existing policies and procedures of the college.

Employees or contractors of the client company may be used as instructors if community college staff or contractors with the appropriate expertise are not readily available. The community colleges have the responsibility, in such circumstances, to insure that all trainees are registered, and to monitor the instruction so as to assure that it is being delivered according to the Training Plan and Project Profile.

In such cases where company personnel or contractors are used as instructors, they will be reimbursed their normal rate of pay, not to exceed a maximum of \$26.50 per hour. In addition to actual hours of direct preparation may be recommended by the Regional economic Development Manager and authorized by the Director of Economic Development for the North Carolina Community College System. This amount may not exceed 15 percent of the schedules training hours or a maximum of 80 hours total. Wages may not be paid to prospective trainers while they themselves are trained in production operations, and under no circumstances may funds be used to pay trainee wages or salaries.

(Continued on next page)

Colleges will receive 5 percent of the project costs as an administrative allowance, not to exceed \$60,000 per project during any one fiscal year. Temporary clerical and administrative personnel, and project coordination staff, may be employed by a community college expressly for direct services related to a specific project, if recommended by the Regional Economic Development Manager and the Director of Economic Development.

If recommended by the local community college and the Regional Economic Development Manager, and approved by the Director of Economic Development, NEIT funds may also support training of community college instructors for skill acquisition of strategic technologies associated with a New and Expanding Industry Training project. The purpose of these expenditures will be to support specialized college instructor training for skills deemed important for future support of employers within the college's service area.

Travel Expenses

Community college instructors may be reimbursed for travel expenses in accordance with established travel policies and procedures.

Out-of-state residents, employed or reimbursed directly by the company, may be temporarily assigned as training instructors and reimbursed for their expenses after having trained six or more North Carolina residents who are new company employees. The number of individuals per project supported for travel to the state is subject to negotiation and prior approval, and under such circumstances they will be limited to:

- (a) a maximum of twelve (12) weeks per diem at a daily rate of \$71.
- (b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent for each of the two complete or partial six-week periods of supported state residency.
- (c) local travel expenses as authorized by the Regional Economic Development Manager prior to departure.

In-state residents, serving as instructors and employed by the company, may be reimbursed for previously authorized out-of-state travel, after having returned and trained six or more North Carolina residents who are new company employees in the knowledge or skills acquired as a result of the out-of-state travel. The intent of the out-of-state travel will be to acquire knowledge or skills necessary for NEIT project instruction. The number of individuals supported for out-of-state travel per project is subject to negotiation and prior approval, and under such circumstances they will be limited to:

- (a) a maximum of six weeks per diem at a daily rate of \$83. Per diem allowances for international travel may be adjusted for actual cost differences in different locations.
- (b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent to location of the temporary assignment.
- (c) local travel allowances as authorized by the Regional Economic Development Manager prior to departure.

Training Facilities

Community colleges may be reimbursed for costs associated with providing dedicated training facilities for New and Expanding Industry projects. Reimbursement may be provided for the period required by the client company for dedicated temporary training space, not to exceed twelve months in duration.

For training provided at existing college facilities, the college may be reimbursed a reasonable cost share of utilities (including electricity, gas, oil, water and sewer) for the space provided to the NEIT project. If suitable space is not available at a community college permanent facility, colleges may also be reimbursed for the costs of leasing space on a temporary basis. In such cases, colleges may be reimbursed the reasonable costs of leasing, utilities, maintenance, trash and garbage service, protective and security services, and insurance costs. Colleges may not lease temporary training space from New and Expanding Industry client companies or their subsidiaries.

Colleges may be reimbursed for reasonable costs associated with necessary alterations to facilities to accommodate the training. Authorization for the provision of training facility reimbursements, including costs associated with alterations to facilities, must be approved by the Director of Economic Development prior to initiation of the project.

Client companies may not be reimbursed for the leasing of training or other facilities through the New and Expanding Industry Training Program. They may, however, be reimburse the reasonable costs of transporting, installing, and removing training equipment to and from community college-provided training facilities.

Training Materials, Supplies and Equipment

The State may provide necessary classroom and training-related supplies and materials in support of a specific training project.

Media development services, including videos and print media, may be provided at State expense if recommended by the Regional Economic Development Manager and approved by the Director of Economic Development. In addition, if authorized, the State may assist with offsetting a percentage of the expenses of developing and producing customized training manuals and computer-based training programs.

The State may provide, install, and maintain at the training site, standard items of equipment normally associated with vocational-occupational training as available and typically used within the North Carolina Community College System.

Considerations for non-salvageable material, consumed by company employees during formal training periods of instruction, may be reimbursed if approved in advance by the Director of Economic Development. The eligible company may be reimbursed for 50% of the costs of the non-salvageable materials consumed during formal training, not to exceed \$100 per trainee participating in the training in which the materials were consumed. The cost and the amount of non-salvageable materials must be authenticated with appropriate company documentation.

Approval Procedures

A Project Profile Form as well as Expenditure Authorization Forms must be signed by both a local college representative and the Regional Economic Development Manager and submitted for approval prior to project initiation. The Project Profile Forms must include total estimated project costs and a project time frame, not to exceed 36 months in duration after project approval. Time frames and project costs may be amended according to project training needs, with prior approval from the Director of Economic Development.

Approval for projects with estimated total expenditures less than \$75,000 may be made by the Director of Economic Development. Projects in excess of \$75,000 must be approved by the Director of Economic Development, and submitted by the Director for secondary approval to a Joint Committee College/Department of Commerce Review Panel consisting of a designate(s) of the President of the North Carolina Community College System and a designate(s) of the Secretary of Commerce.

Project expenditures must be in accordance with the approved profile and may not exceed the amount indicated in the profile without prior amendment and approval.

Guideline Exceptions

In unusual or extenuating circumstances, the Director of Economic Development after consultation with the Review Panel consisting of both designated representatives from the North Carolina Community College System and the Department of Commerce, may authorize exceptions to these Guidelines. Exceptions will be documented and included with the Project Profile Form as a matter of public record.

Worker Training Tax Credit Provisions

Provided that expenses claimed for the Worker Training Tax Credit are reasonable and directly related to support of the company's training plan NEIT categorical reimbursement limitations (i.e., company instructor wages, instructor travel costs, and costs of non-salvageable training materials) will not apply in the administration of the Worker Training Tax Credit given that there is a tax credit limit per eligible employee.

Any expenditures made through the New and Expanding Industry Training Program may not be claimed by the company for credit as an eligible expenditure under the Worker Training Tax Credit.

Focused Industrial Training (FIT)

What is FIT?

Focused Industrial Training is a special training program for North Carolina's manufacturing industries. FIT uses specialized needs assessments and consultations to design and implement targeted, customized training for organizations who need to upgrade workers' skills because of technological or process advances.

What companies qualify for FIT Training?

FIT is designed to serve the special needs of existing North Carolina industry. This program, along with the State's award winning training program for new businesses, keeps North Carolina's economy strong and healthy by keeping your company strong and healthy.

How does FIT work?

You identify a training need. Together, we decide the kind and number of classes needed to meet your training goals. FIT custom-designs specialized training for your employees. Low enrollment, limited to your workers, guarantees more personal attention. Training can be provided for one (1) or more people.

What jobs qualify for FIT training?

FIT's focus is on critical skills that change as technology changes. Customized instruction will be directed toward skilled and semi-skilled production workers, industrial maintenance workers and leaders of personnel who perform industrial processes.

EMPLOYMENT AGENCIES

<u>Company Name</u>	<u>Phone</u>
ACT Staffing Services, Inc	704-853-2367
ADECCO Employment Services	704-866-7177
American Staffing Resources	704-868-2053
Barrett Business Services, Inc.	704-861-1516
Bennett-Hall Company	704-810-7501
Defender Services Inc. (Servsource)	704-869-0998
Employment Security Commission of NC	704-853-5328
Express Employment Professionals	704-866-4136
Robert Half International, Inc.	704-853-8315
Harris Staffing, Inc.	704-825-8324
Hitec Resources	704-865-8810
HR Support Services	704-865-4227
International Staffing	704-810-0402
Management Recruiters of Gastonia	704-825-0383
Mega Force Staffing Services, Inc.	704-864-9975
Personnel Services Unlimited, Inc.	704-867-4557
Select Staffing	704-824-5807
StaffMasters USA	704-865-1255
Venturi Staffing Partners	704-864-2500

TRANSPORTATION AND UTILITIES

MAJOR HIGHWAYS

North Carolina Highways

- 78,000-mile highway network.
- Largest state-maintained system in the nation.
- A North Carolina location provides same-day access to all eastern US markets.
- Five major interstate highways intersect North Carolina: Interstates 26, 40, 77, 85 & 95.

Gaston County Highways

- Three interstate highways serve Gaston County: Interstates 40, 85, & 77.
- Major US highways run through Gaston County: US Highways 29, 74, & 321.
- Major state highways run through Gaston County: NC Highways 7, 16, 27, 161, 273, 274, 275, & 279.

TRUCKING SERVICES

More than 50 trucking companies provide freight services to Gaston County businesses. Carolina Western Express, Frederickson Motor Express Corporation, CF Motor Freight, GSI Transportation, Interstate Air Freight Systems Corporation and Yellow Freight are only a few.

AIRPORTS & AIR CARGO

North Carolina Airports

- Three major international airports.
- 13 regional airports.
- 32 of the East Coast's "million plus" population centers within two hours' flight time.

Gaston County Airport Access

Charlotte-Douglas International Airport is located just minutes east of Gaston County in Charlotte, North Carolina. The Charlotte-Douglas International Airport is served by 6 major and 4 commuter airlines with 517 scheduled commercial departures daily and 8.4 million passenger boardings a year. US Airways provides direct flights to London, Germany, Paris and Nassau.

Gastonia Municipal Airport is located in Gaston County providing commuter access to Gaston County. The facility has one lighted runway of 3,500 feet and one unlighted runway of 2,500 feet.

RAILWAYS

- North Carolina is the hub of an East Coast rail network with 3,600 miles of track throughout the state.
- Gaston County is served by Norfolk & Southern Railway, CSX Transportation and Amtrak.

PORTS

- North Carolina has two modern, deep-water ports.
- North Carolina has an intermodal terminal network.
- North Carolina offers inland ports to reduce total shipment costs by consolidating individual truckloads.
- Foreign Trade Zones are in operation at both NC ports, as well as Charlotte and Research Triangle Park.
- Gaston County Ports: Wilmington, NC, Morehead City, NC, and Charleston, SC.

INTERMODAL TERMINAL NETWORK

North Carolina's intermodal terminal network, the first of its kind in the nation, provides better, less expensive, and more convenient inland transportation services for cargo shipment to the port of Wilmington. Currently, there are two inland intermodal terminals—the Charlotte facility, established in 1984, and the Greensboro terminal, established in 1987.

The intermodal network directly links the Piedmont's largest manufacturing centers, Charlotte and Greensboro, to the port of Wilmington. Both terminals serve as consolidation points for import and export cargo. Substantial cost savings result from the direct, high volume truck and rail transport of combined product shipments to and from the port.

Greensboro offers shippers free match-loading assistance to avoid empty rail hauls, thereby further reducing costs. One-day, non-stop rail service is available from Charlotte through a Seaboard System SPRINT train.

Inland ports provide direct assistance to companies and help them to avoid delays in preparing cargo for shipment. Shipping containers are available for fast delivery to carriers for transport to the port.

The intermodal terminal network offers North Carolina businesses more competitive transportation services and provides a lower cost alternative to many current systems.

For additional information, contact:

Charlotte Intermodal Terminal
5400 Hovis Road
Charlotte, NC 28208
704-398-2076

Port of Wilmington
2202 Burnett Boulevard
P. O. Box 9002
Wilmington, NC 28401
919-763-1621

Greensboro Triad Terminal
6211 Swiggett Road
Greensboro, NC 27409
919-294-9614
919-294-9615
919-294-9616

FOREIGN-TRADE ZONE

Since 1934, when Congress first passed the Foreign-Trade Zones Act, several important changes in the actual legislation and in U. S. Customs Service regulations have fostered development and utilization of the zones across the nation. North Carolina currently boasts four established zones, dispersed across the state, each operating independently.

Foreign-Trade Zone

A foreign-trade zone is a site within the United States where foreign and domestic merchandise is generally considered by the U. S. government as being outside the U. S. Customs territory in international commerce. Foreign or domestic merchandise may enter this enclave without a formal customs entry or the payment of customs duties or government excise taxes, and without a thorough examination.

If the final product is exported from the United States, no U. S. Customs duty or excise tax is levied. If the final product is import into the U. S., customs duty and excise taxes are due only at a time of transfer from the foreign-trade zone and formal entry into the U. S. on the product itself or its imported parts, whichever is lower. Spoiled, damaged or waste goods may be disposed of or re-exported without payment of duty.

Economic Benefits to Zone Users

Foreign-Trade Zones provide a myriad of economic advantages for businesses involved in international trade. Primarily, merchandise may be manipulated, used in a manufacturing process, inspected, combined with other domestic or foreign materials, displayed for sale and/or re-exported without payment of duty. Savings on personal property, sales and use taxes are possible since state and local governments generally do not impose such taxes on items housed in FTZ's. Additional savings on interest, labor and shipping costs may also result from FTZ use.

The economic benefits for communities housing FTZ's are numerous. The intent of the original FTZ Act was to stimulate international trade and thereby create new jobs. These new jobs are in companies engaged in international trade, as well as those in spin-off industries. New capital investment, generated by firms which might otherwise have located in foreign countries, is another important advantage. This growth in new investment activity also spurs development of support industries.

Governing Body of FTZ's

Although supervised by U. S. Customs, the zone is officially considered to be outside of U. S. territory.

North Carolina FTZ Locations:

Zone #57 – Charlotte
Piedmont Distribution Centers
Post Office Box 7123
Charlotte, NC 28217
704-588-3277
704-588-2867
TMX: 810-621-0465

Zone #93 – Durham
Triangle J
Post Office Box 12276
Research Triangle Park, NC 27709
919-549-0551
919-549-9390

Zone #66 – Wilmington

Zone #67 – Morehead City
NC State Ports Authority
P. O. Box 9002
Wilmington, NC 28402
919-763-1621
TWX: 510-937-0330

PARCEL CARRIERS

Several companies provide parcel shipping services to businesses in Gaston County, North Carolina.
The major carriers are listed below:

<u>Company Name</u>	<u>Phone</u>
BAX Global	800-532-6227
Delta Air Lines, Inc. --DASH	800-352-2746
Eagle Courier	704-869-8944
Emery Worldwide	800-443-6379
FedEx	800-463-3339
Fly Carolina Aviation	704-864-4363
Greyhound Package Express	704-865-1661
Southeast Airmotive Corp.	704-359-8403
United Parcel Service	800-742-5877
US Postal Service	800-275-8777



WATER & SEWER RATE SCHEDULES

Since both water and sewer service providers are determined by location and rates will vary by service provider, please contact Marc Bolick or Darlene Ritter at 704.825.4046 for further assistance.

AVERAGE ELECTRICAL USAGE BY TYPE OF SERVICE

As with water and sewer, electrical service providers are determined by location and rates will vary by service provider. Please contact Marc Bolick or Darlene Ritter at 704.825.4046 or visit Duke Power Company's website at www.dukepower.com for further assistance.

The City of Gastonia and Duke Energy offer electrical incentives to qualified companies. You may access a copy of the Rider on the Gaston County Economic Development Commission's website at www.gaston.org.

NATURAL GAS SERVICES: SCANA-PSNC ENERGY

Please call Marc Bolick or Darlene Ritter at 704.825.4046 or visit SCANA's website at www.scana.com for rates and additional information.

TELECOMMUNICATIONS: AT&T TELECOMMUNICATIONS SERVICES

When manufacturing firms expand or relocate, they're like to consider North Carolina. In fact, our state leads the nation in attracting this line of business. Over the last few years, service-sector companies requiring extensive telecommunications have located here as well. Businesses like airline and hotel reservation centers, credit card processing operations, catalog companies, telemarketers and customer service centers all thrive in North Carolina. So do modern, high-tech manufacturers.

A key reason for their success is access to information. AT&T has invested billions of dollars to give you this access. We are North Carolina's largest and most advanced telecommunications provider. Our sophisticated digital and fiber-optic technologies serve more than half the state. From the mountains to the coast, we penetrate both metropolitan and rural areas with state-of-the-art service. When you add the state's impressive business resources to AT&T'S telecommunications strengths, you can see why we're at the top of relocation lists.

We've prepared for your future in North Carolina by laying the groundwork with digital and fiber-optic technology. This means AT&T can transmit voice, data, video, text and graphics in multimedia format faster and more accurately than ever before. Digital technology has fostered local, intra-LATA and inter-LATA Common Channel Signaling7 (CCS7), as well as the next generation of telecommunications, including ISDN (Integrated Services Digital Network). This type of technology is used in 'smart switches' to allow AT&T to tailor an array of cost-effective services into a system that exceeds each customer's varied telecommunications need. One hundred thousand miles of fiber optics connect all our digital switching offices. This network carries billions of bits of information in the form of laser pulses through threads of glass at the speed of light. Almost all central offices are connected with fiber to the points of presence (POP's) of interexchange carriers. Since interoffice lines are buried, weather conditions are not a threat to your communications, even in such adverse conditions as a hurricane. AT&T's diverse facilities provide alternate or redundant transmission routes in the event a primary truck is cut. Self-healing facilities reroute calls instantly if a major cable is damaged.

Imagine information as 'goods' that need to get to market. Now imagine a 1,000-lane superhighway that transports these goods at the speed of light. This is broadband technology and it's the foundation of the North Carolina Information Highway. This advanced infrastructure is the world's first network based on asynchronous transfer mod (ATM) synchronous optical network (SONET) technology. It consists of high-speed, computerized switches located in telephone company central offices throughout the state. Fiber-optic cables connect the switches and flash bits of information at almost 186,000 miles per second. Data transmissions are almost instantaneous. Two-way video transmissions are simultaneous and sharper than a television broadcast. Over the last few years, BellSouth pioneered the Vision Carolina distance-learning initiative and the VISTAnet high-speed medical imaging project within North Carolina. These trials confirmed broadband access to information and markets. Employees will be trained onsite through video connections with universities and community colleges. Virtual presence will be achieved with supplier-partners.

Total Quality Management (TQM) literally has turned business upside down. The customer is first, feedback starts production, processes are continually refined and communication is crucial up and down the line. AT&T is a leading TQM company and your business will benefit from our commitment to quality. We take great pride in offering a wide range of innovative solutions for your telecommunication needs. Where you need central office-based features or a single piece of equipment, AT&T's custom-designed systems will help you gain a competitive edge, then stay flexible as your business grows and changes."

For additional information, contact:

Mr. Todd Lanham
Director Regulatory External Affairs
AT&T-North Carolina
704-417-8141
toddlanham@bellsouth.com

SOLID WASTE DISPOSAL: GASTON COUNTY LANDFILL

- Predicting 28 additional years depending on future permitting.
- Current landfill is on a 310-acre site.
- Available capacity: Approximately 800,000 cubic yards
- Sub-Title "D" land waste cell for all solid wastes.
- The County has construction & demolition debris cell.

Wastes not accepted at Landfill:

- Hazardous wastes
- Infectious wastes
- Free liquids
- Radioactive wastes
- Fluorescent light tubes
- Recyclables
- PCB's
- Asbestos

Residential Recyclables:

- Scrap metal
- Commercial tires
- White goods
- Aluminum/steel cans
- Cardboard
- Glass
- Plastic
- Oil
- Batteries
- Commercial yard waste & pallets

GOVERNMENT, INSURANCE & TAXES

COUNTY & MUNICIPAL GOVERNMENT STRUCTURES

County Administration & Municipal Hall Locations

Gaston County Administration
Manager's Office
E. Main St.
704-866-3100

Belmont, City of
City Hall
39 N. Main St.
704-825-5586

Bessemer City, City of
City Hall
132 W. Virginia Ave.
704-629-5542

Cherryville, City of
City Hall
116 S. Mountain St.
704-435-1710

Cramerton, Town of
Town Hall
155 N. Main St.
704-824-4337

Dallas, Town of
Town Hall
210 North Holland St.
704-922-3176

Gastonia, City of
City Hall
South St.
(704) 866-6719

High Shoals, City of
City Hall
101 Thompkins St.
(704) 735-1651

Kings Mountain, City of
City Hall
101 Gold St.
(704) 734-0333

Lowell, City of
Town Hall
101 W. First St.
(704) 824-3518

McAdenville, Town of
Town Hall
125 Main St.
(704) 824-3190

Mount Holly, City of
City Hall
131 S. Main St.
(704) 827-3931

Ranlo, Town of
Town Hall
1624 Spencer Mountain Rd.
(704) 824-3461

Stanley, Town of
Town Hall
114 S. Main St.
(704) 263-4779

Public Safety: Local Police Departments

Each municipality operates its own police department, except for the City of High Shoals, Town of Spencer Mountain, and City of Bessemer City. The City of Gastonia, however, has the largest municipal police department in the county. The Gaston County Police Department patrols all locations outside municipal limits, as well as the City of High Shoals and Town of Dellview. In the event of an emergency, citizens should dial 911 and the appropriate police and fire departments and emergency medical teams will be dispatched.

Listed below are the telephone numbers for the Gastonia and Gaston County Police Departments that may be used for obtaining general information.

**Gaston County Police Department
Police Information
420 West Franklin Blvd.
Gastonia, NC 28052
704-866-3300**

**City of Gastonia Police Department
Information and Non-Emergency
200 East Long Avenue
Gastonia, NC 28052
704-865-2323
Fax: 704-866-4216**

WORKER'S COMPENSATION PREMIUM RATE AND RANKING

State	Index Rate	Ran	State	Index Rate	Rank
Alaska	3.97	1	Florida	2.20	28
Montan	3.50	2	Missouri	2.20	28
Ohio	3.32	3	District of Columbia	2.16	29
Vermont	3.14	4	New Mexico	2.15	32
New Hampshire	3.06	5	Michigan	2.15	32
Maine	3.04	6	Nebraska	2.15	32
Delaware	2.96	8	Wisconsin	2.12	34
Kentucky	2.96	8	Idaho	2.12	34
Alabama	2.90	9	Hawaii	2.08	36
Oklahoma	2.89	10	South Dakota	2.08	36
Illinois	2.79	11	Wyoming	2.06	37
Louisiana	2.76	12	Washington	1.98	38
South Carolina	2.74	13	Oregon	1.88	39
California	2.72	14	West Virginia	1.86	40
Pennsylvania	2.68	15	Iowa	1.86	41
New	2.66	16	Kansas	1.77	42
Texas	2.61	17	Colorado	1.76	43
Nevada	2.58	18	Maryland	1.72	44
New York	2.55	19	Arizona	1.67	45
Connecticut	2.46	20	Utah	1.63	46
Tennessee	2.44	21	Arkansas	1.61	47
North Carolina	2.43	22	Virginia	1.43	48
Minnesota	2.33	24	Massachusetts	1.39	49
Mississippi	2.33	24	Indiana	1.23	50
Georgia	2.29	25	North Dakota	1.08	51
Rhode Island	2.26	26			

Source: State of Oregon, Department of Consumer & Business Services, Information Management Division, 1/2009.

UNEMPLOYMENT INSURANCE PROGRAM

New Employer Tax Rate is 1.2% for first two years.
Taxable Wage Base per employee is \$19,300 (changes annually).
North Carolina Minimum Tax Rate is 0.000%.
North Carolina Maximum Tax Rate is 6.84%.

Added to each state unemployment insurance tax rate nationwide, there is a Federal unemployment insurance tax rate of 6.2% of taxable wages. The taxable wage base is \$7,000 paid in wages to each employee during a calendar year. Employers who pay the state unemployment tax, in a timely manner, will receive an offset credit of up to 5.4% regardless of the rate of tax they pay the state. Therefore, the net federal tax rate is generally 0.8% (6.2%-5.4%). This would equate to a maximum of \$56.00 per employee per year. The average unemployment tax rate for North Carolina employers is 0.75%, among the lowest in the country.

Unemployment insurance legislation in North Carolina provides employers with cost saving provisions such as:

New Plant Locations of Resident Firms

If a company already has a plant operating in North Carolina, the company has the option of either using its established UI tax rate if the new operation is in the same corporate division as the existing operation, or accepting the standard beginning rate for all new firms.

Source: North Carolina Department of Commerce, 1/2009

For additional information, contact:

**North Carolina Employment Security Commission, UI Division
700 Wade Avenue
Post Office Box 25903
Raleigh, NC 27611
919.733.7395**

UNEMPLOYMENT INSURANCE COSTS BY STATE

Average Annual Cost Per Employee

State	Tax Base	Base	2007 Actual	
	\$7,000 Except As Shown	Change Date	Taxable	Total
Alabama	8,000	1/1/1993	1.42 %	0.36 %
Alaska	30,100	1/1/2006	2.49	1.53
Arizona	7,000		1.51	0.34
Arkansas	10,000	1/1/2004	2.30	0.76
California			4.18	0.73
Colorado	10,000	1/1/1998	1.77	0.47
Connecticut	15,000	1/1/1999	2.56	0.67
Delaware	8,500	1/1/1987	2.19	0.46
Dist. of Columbia	9,000	1/1/1995	2.03	0.32
Florida			1.48	0.34
Georgia	8,500	1/1/1990	1.54	0.37
Hawaii	35,300	1/1/2006	0.83	0.57
Idaho	29,200	1/1/2006	1.15	0.76
Illinois	11,500	1/1/2006	3.74	0.96
Indiana			2.75	0.61
Iowa	22,000	1/1/2006	1.58	0.84
Kansas	8,000	1/1/1984	1.45	0.48
Kentucky	8,000	1/1/1982	2.64	0.68
Louisiana			1.42	0.33
Maine	12,000	1/1/2000	1.82	0.67
Maryland	8,500	1/1/1993	1.80	0.40
Massachusetts	14,000	1/1/2004	3.56	1.04
Michigan	9,000	1/1/2003	4.73	1.10
Minnesota	24,000	1/1/2006	1.68	0.77
Mississippi			1.36	0.36
Missouri	11,000	1/1/2005	2.21	0.67
Montana	22,700	1/1/2006	1.20	0.78
Nebraska	9,000	1/1/2006	1.65	0.47
Nevada	24,600	1/1/2006	1.41	0.78
New Hampshire	8,000	1/1/1994	1.24	0.26
New Jersey	26,600	1/1/2006	2.03	0.88
New Mexico	18,600	1/1/2006	0.95	0.47
New York	8,500	1/1/1999	3.48	0.55
North Carolina	17,800	1/1/2006	1.88	0.81
North Dakota	21,300	1/1/2006	1.16	0.63
Ohio	9,000	1/1/1995	2.51	0.64
Oklahoma	13,200	1/1/2006	1.13	0.44
Oregon	29,000	1/1/2006	1.95	1.16
Pennsylvania	8,000	1/1/1994	5.01	1.06
Puerto Rico			3.18	1.06
Rhode Island	16,000	1/1/2005	3.36	1.22
South Carolina			2.15	0.52
South Dakota	8,500		0.92	0.28
Tennessee			1.84	0.40
Texas	9,000	1/1/1989	1.91	0.45
Utah	25,400	1/1/2006	0.90	0.52
Vermont	8,000	1/1/1983	2.87	0.74
Virgin Islands	20,500	1/1/1991	0.20	0.11
Virginia	8,000	1/1/2006	1.41	0.29
Washington	31,400	1/1/2006	1.97	1.12
West Virginia	8,000	1/1/1981	2.76	0.77
Wisconsin	10,500	1/1/1986	2.69	0.79
Wyoming	18,100	1/1/2005	1.41	0.66
United States			2.42 %	0.66 %

Source: Department of Labor, Employment & Training Administration

SALES TAX

The combined sales tax for Gaston County, North Carolina, is 6.75 percent. The State of North Carolina receives 4.25 percent and the County of Gaston receives 2.5 percent.

BUSINESS PROPERTY TAXES

Business property is taxed locally according to the North Carolina Department of Revenue's Cost Index and Depreciation Schedules. A copy of the publication is available online at www.dor.state.nc.us. This tax applies to all machinery and equipment, furniture & fixtures, supplies, expensed items, vehicles, leased and other equipment. Inventories, however, are not taxed in the State of North Carolina. Property such as raw materials, goods-in-process, finished products, or products held for sale are considered inventory.



COUNTY & LOCAL TAXES

Local real estate taxes depend on the physical location of the property. If a property lies within corporate limits of any municipality, taxes are due to both the municipality and the County of Gaston according to the schedule below. However, if a property lies outside corporate limits, taxes are due to the County of Gaston and the fire district serving the area.

<u>Taxing Authorities</u>	<u>\$ Per \$100 Valuation</u>
Gaston County	\$0.8350
City of Belmont	\$0.4750
City of Bessemer City	\$0.4100
City of Cherryville	\$0.4400
Town of Cramerton	\$0.4750
Town of Dallas	\$0.3800
City of Gastonia	\$0.5300
City of Gastonia-York Chester	\$0.5300
City of Gastonia Svc District*	\$0.2000
City of High Shoals	\$0.4000
City of Kings Mountain	\$0.4000
City of Lowell	\$0.4000
Town of McAdenville	\$0.3000
City of Mount Holly**	\$0.5300
Town of Ranlo (+FD)	\$0.3700
Town of Spencer Mtn.**	\$0.1300
Town of Stanley	\$0.5400

*In addition to city and county taxes.

** City/town collects taxes.

Fire District Taxes

<u>Fire Districts</u>	<u>Rate/\$100 Valuation</u>	<u>Fire Districts</u>	<u>Rate/\$100 Valuation</u>
Agriculture Center	\$0.0590	Lucia Riverbend	\$0.0910
Alexis Fire	\$0.0750	New Hope	\$0.0700
Chapel Grove	\$0.0700	Ranlo Fire	\$0.0790
Chestnut Ridge	\$0.0730	South Gastonia Fire	\$0.0700
Community	\$0.0880	South Point	\$0.0540
Crouse Fire	\$0.0740	Spencer Mountain	\$0.0620
East Gaston	\$0.0620	Tryonata	\$0.0730
High Shoals	\$0.0970	Union Road	\$0.0570
Hugh's Pond	\$0.1010	Waco Fire	\$0.0730
Long Shoals	\$0.0970		
Lowell Fire	\$0.0500		

Source: The Gaston County Economic Development Commission, Gaston County Government and municipal governments, 1/2009.

INCENTIVES

LOCAL INVESTMENT GRANT PROGRAM

Availability

The following investment grant program is available in Gaston County, Gastonia, Bessemer City, Belmont, Cherryville, Dallas and Stanley.

Purpose

The Gaston County Board of Commission has supported economic development for more than twenty years with an emphasis on tax base development, employer diversification and job creation. The Commission has recognized the need to provide programs and financial support to strengthen and diversify the County's economy. Tax base development is a key concern for the County's fiscal health. It is essential not only to attract new investment but also to encourage existing business to expand and reinvest in their Gaston County operations. The Gaston County Investment Grant Program (GCIGP) is intended to provide an inducement for new business to locate in Gaston County and encourage existing business to expand.

Grant Program Description

The program provides grants to companies investing in Gaston County. The grant will be established by an application with Gaston County. The company must pay their taxes in full each year based on the actual tax value of the property or investment. If the company meets all of the criteria in the application, a portion of the property tax will be returned as a grant. The amount of the grant is based on a sliding scale.

Investment Grants will be based on the increase in tax value of all real property, machinery and improvements above the base year prior to investment. No grant will be given to a company that would reduce their tax payment to an amount lower than the previous tax year.

Purchases of any existing Gaston County facility or equipment will not qualify for the program.

All grant monies will be taken directly from the company's tax payment. The company must be current with all other payments required by Gaston County.

The Gaston County Board of Commissioners may modify or eliminate the program subject to meeting all existing grant obligations in effect at the time.

No company may transfer grant agreements or contracts without explicit approval by the Gaston County Board of Commissioners.

Companies in the following North American Industry Classification System (NAICS) 1997 and 2000 Revisions are eligible for the grants:

Category of Business	NAICS Code
Manufacturing	31-33 (NAICS 97)
Warehousing	493 (NAICS 97)
Data Processing	51821 (NAICS 2000)
Retail	44-45 (NAICS 2000)

Industrial Grant 1

All investment in real property, new machinery and equipment over \$1,000,000.00 would be eligible for a grant as shown below.

Year 1 - 90% property tax grant
Year 2 - 80% property tax grant
Year 3 - 70% property tax grant

Year 4 - 60% property tax grant
Year 5 - 50% property tax grant

Industrial Grant 2

All investment in real property, new machinery and equipment over \$15,000,000.00 would be eligible for a grant as shown below.

Year 1 - 90% property tax grant
Year 2 - 80% property tax grant
Year 3 - 70% property tax grant
Year 4 - 60% property tax grant
Year 5 - 50% property tax grant

Year 6 - 40% property tax grant
Year 7 - 30% property tax grant
Year 8 - 20% property tax grant
Year 9 - 10% property tax grant

Industrial Grant 3

All investments in real property, new machinery and equipment over \$30,000,000.00 would be eligible for a grant as shown below.

Year 1 - 90% property tax grant
Year 2 - 85% property tax grant
Year 3 - 80% property tax grant
Year 4 - 75% property tax grant
Year 5 - 70% property tax grant

Year 6 - 65% property tax grant
Year 7 - 60% property tax grant
Year 8 - 55% property tax grant
Year 9 - 50% property tax grant
Year 10 - 45% property tax grant

Industrial Grant 4

All investments in real property, new machinery and equipment over \$50,000,000.00 would be eligible for a grant as shown below.

Year 1 - 85% property tax grant
Year 2 - 85% property tax grant
Year 3 - 85% property tax grant
Year 4 - 85% property tax grant
Year 5 - 85% property tax grant

Year 6 - 70% property tax grant
Year 7 - 70% property tax grant
Year 8 - 70% property tax grant
Year 9 - 70% property tax grant
Year 10 - 70% property tax grant

Retail Grant: Only available in Gaston County, Bessemer City, Cherryville and Stanley.

All retail investments with an aggregate investment of \$40,000,000.00 would qualify for a grant as shown below.

Year 1 - 90% property tax grant
Year 2 - 80% property tax grant
Year 3 - 70% property tax grant

Year 4 - 60% property tax grant
Year 5 - 50% property tax grant

The Local Investment Grant Program is intended to diversify the tax base, improve employment opportunities for Gaston County citizens, and create an increase in the net depreciable taxable value of the tax base of Gaston County. The Gaston County Tax Department and the Gaston County Economic Development Commission shall establish procedures for the implementation of the Program. Grant applications shall be reviewed and verified by the Tax Department and the EDC. Any interpretation of the application and/or approved Grant of the program to a specific project shall be subject to a yearly review by the EDC and Tax Department for eligibility in accordance with this policy statement and shall be final.

Amended 1/31/2007.

CREDITS FOR GROWING BUSINESSES (ARTICLE 3J CREDITS)

In July, 2006, the NC General Assembly passed legislation (House Bill 2170) that created a new tax credit program, Article 3J Credits. Article 3J provides three types of tax credits to eligible taxpayers that undertake qualifying activities in North Carolina:

1. Credit for creating jobs; and,
2. credit for investing in business property

These credits may be combined to offset up to 50% of the taxpayer's state income and franchise tax liability, and unused credits may be carried forward for up to five years (20-year carry-forwards exist for taxpayers that invest at least \$150 million over a two-year period).

Article 3J Credits should not be confused with William S. Lee Credits. Although these tax credit programs are similar, they are not the same. Article 3 J is not a revision to the Lee Act; it replaces the Lee Act. The distinction is subtle, but significant. In general terms, Lee Credits are repealed for business activities that occur on or after January 1, 2007 and Article 3J Credits take effect for taxable years beginning on or after January 1, 2007. However, taxpayers will have the option, after signing a letter of commitment with the NC Department of Commerce, to utilize the Lee Act Credits in place of Article 3J Credits for qualifying activity that takes place at a specific site in 2007. If the taxpayer intends to claim Lee Credits for 2007 activity at more than one site, it must sign a separate letter of commitment for each site. Taxpayers should carefully review and understand the differences between Lee Credits and Article 3J Credits before electing to claim Lee Act Credits for 2007 activity. Letters of commitment must be submitted to the Department of Commerce prior to January 1, 2007.

County Tier Designations

The Department of Commerce annually ranks the State's 100 counties based on economic well-being and assigns a tier designation to each. Gaston County is a Tier 2.

Urban Progress Zones (UPZ) and Agrarian Growth Zones (AGZ)

Municipalities with a population of at least 10,000 have the ability to define qualifying areas of poverty as Urban Progress Zones. Counties that do not have a municipality with a population of at least 10,000, have the ability to define qualifying areas of poverty as Agrarian Growth Zones. Projects located within these zones receive enhanced Article 3J Credits.

Eligibility

To qualify for Article 3J Credits, the following eligibility requirements must be met:

1. The primary activity at the business establishment must be an eligible type of business, which includes:
 - a. Aircraft maintenance and repair
 - b. Air courier services hub
 - c. Company headquarters that creates at least 75 new headquarter jobs
 - d. Customer service call centers
 - e. Electronic shopping and mail order houses
 - f. Information technology and services
 - g. Manufacturing
 - h. Motorsports facility
 - i. Motorsports racing team
 - j. Research and development
 - k. Warehousing
 - l. Wholesale trade
2. The average wage of all full-time workers employed by the taxpayer at the establishment during the taxable year must meet or exceed the applicable wage standard of the county in which the establishment is located. The 2007 wage standard for Gaston County is \$547.00 per week.

3. The taxpayer must offer qualifying health insurance for all full-time positions at the establishment and pay at least fifty percent (50%) of the employee premiums.
4. The taxpayer must not have received any significant environmental violations with the North Carolina Department of Environment and Natural Resources within the prior five years.
5. The taxpayer must not have received any "willful" or "failure to abate" serious OSHA violations at the establishment within the prior three years.
6. The taxpayer may not have overdue taxes.

Credit for Creating Jobs

Eligible taxpayers that meet a minimum threshold of new full-time jobs created during the taxable year may claim a credit for each new job created. The credit is taken in equal installments over four years following the year the jobs are created. The job threshold and the credit amount per job are determined by the tier designation of the county in which the jobs are created. In Gaston County, the job threshold is 10 and the credit per job is \$5,000. If the job is filled by a resident of the UPZ or AGZ or is a long-term unemployed worker, the credit is \$7,000.

Credit for Investing in Business Property

Eligible taxpayers may claim a credit based on a percentage of the cost of capitalized tangible personal property that is placed in service during the taxable year, in excess of an applicable threshold. This credit is taken in equal installments over four years, beginning the year after the property is first placed in service. The credit percentage and threshold are based on the tier designation of the county where the property is placed in service. In Gaston County, the threshold is \$1,000,000 and the credit percentage is 5%.

Published by NCDOC 1/31/2007

RESEARCH & DEVELOPMENT TAX CREDIT (ARTICLE 3F)

Administration

Effective for business activities occurring on or after May 1, 2005, any taxpayer, regardless of its type of business, is allowed a tax credit for qualified North Carolina research expenses, if the taxpayer meets the eligibility requirements relating to wage standard, health insurance, environmental impact, and safety and health programs found in G.S. 105-129.4(b), (b2), (b3), and (b4), respectively.

The credit allowed under this section and the credits allowed in G.S. 105-129.10 are exclusive. A taxpayer can elect to take only one of the three credits with respect to its research activities in a taxable year. A taxpayer may elect to take a different credit for different expenses in a subsequent year.

Tax Election

A taxpayer may claim the credit allowed in Article 3F against either franchise or income tax. The taxpayer must elect the tax against which the credit will be claimed when filing the return on which the credit is first claimed. The election is binding and applies to both the credit and any carryforwards of the credit.

Cap

The credit allowed in Article 3F cannot exceed fifty percent (50%) of the amount of tax against which it is claimed, reduced by the sum of all other tax credits allowed against that tax. This limitation applies to the cumulative amount of credit, including carryforwards. Any unused portion of this credit may be carried forward for the succeeding 15 taxable years.

Substantiation

Each taxpayer that claims a credit under Article 3F must maintain and make available for inspection any information or records required by the Secretary. The burden of proof for a credit and the amount of the credit rests upon the taxpayer.

Forms

The Form NC-478 series is used to calculate and report tax credits, including the Article 3F credits, that are limited to fifty percent (50%) of the taxpayer's tax less the sum of all other credits that the taxpayer claims. Form NC-478I is used to calculate the research and development tax credits without regard to the fifty percent (50%) limitation. Form NC 478 is used to total the specific credits, to determine if the fifty percent (50%) applies, and if so, to allocate the limited total credit among the specific credits.

Sunset

Article 3F is repealed for taxable years beginning on or after January 1, 2009.

Definitions

- North Carolina university research expenses – Any amount the taxpayer paid or incurred to a research university for qualified research performed in this State or basic research performed in this State.
- Period of measurement – Defined in the Small Business Size Regulations of the Federal Small Business Administration. Pursuant to those regulations (13CFR121.104), the period of measurement is used to determine the entity's annual receipts and is determined by how long an entity has been in business. If the entity has been in business for less than three years, the annual receipts for the period of measurement are the receipts for the period of time for which the entity has been in business divided by the number of weeks in business and multiplied by 52.
 - If the entity has been in business for three full fiscal years and has not filed a short-period income tax return for any of those three years, the annual receipts for the period of measurement are the total receipts over the last three years divided by three.
 - If one of the three years' returns is a short-period return, the annual receipts for the period of measurement are the receipts for the short year and the two full years divided by the total number of weeks in the short year and two full years divided by 52.
- Qualified North Carolina research expenses – Qualified research expenses, other than North Carolina university research expenses, for research performed in the State.
- Receipts – Defined in the Small Business Size Regulations of the Federal Small Business Administration. Pursuant to those regulations (13CFR121.104), receipts means total income, gross income plus cost of goods sold as reported for federal income tax purposes, less net capital gains or losses and taxes collected for and remitted to a taxing authority to the extent included in gross or total income, proceeds from transactions between the entity and its domestic or foreign affiliates if also excluded from

gross or total income on a federal consolidated return, and amounts collected for another by a travel agent, real estate agent, advertising agent, conference management service provider, freight forwarder or customs broker.

- Related person – Defined in G. S. 105-163.010 and IRC sections 267(b) or 707(b).
- Research university – An institution of higher education that (a) is classified in the most recent edition of 'A Classification of Institutions of Higher Education', the official report of The Carnegie Foundation for the Advancement of Teaching as one of the following: (1) Doctoral/research universities, extensive or intensive; (2) Masters colleges and universities, I or II; (3) Baccalaureate colleges, Liberal Arts or General; (b) is a constituent institution of The University of North Carolina.
- Small business – A business whose annual receipts, combined with the annual receipts of all related persons, for the applicable period of measurement did not exceed one million dollars (\$1,000,000).

Credit for North Carolina Research and Development

The credit allowed in this article consists of two parts:

- Credit for qualified North Carolina research expenses – The credit is equal to a percentage of the expenses based on whether the expenses qualify as small business, low tier research, or other research. Only one credit is allowed with respect to the same expenses. If the expenses qualify in more than one category, then the credit is equal to the higher percentage, not both percentages combined. If part of the taxpayer's expenses qualify as low-tier and part of the expenses qualify as other research, the applicable percentages apply separately to each part of the expenses. If the taxpayer was a small business as of the last day of the taxable year, the applicable percentage is three percent (3%). Research performed in a tier one, tier two, or tier three area is considered low-tier research and the applicable percentage is three percent (3%). Research expenses that do not qualify as small business or low-tier are considered other research. If other research expenses are greater than zero but not greater than fifty million dollars (\$50,000,000), the applicable percentage is one percent (1%). If other research expenses are greater than fifty million dollars (\$50,000,000), but not greater than two hundred million dollars (\$200,000,000), the applicable percentage is two percent (2%). If other research expenses are greater than two hundred million dollars (\$200,000,000), the applicable percentage is three percent (3%).
- Credit for North Carolina university research expenses – A taxpayer that has expenses for research performed by an institution within the North Carolina university system is allowed a credit equal to fifteen percent (15%) of the expenses.

Amended February, 2007

ONE NORTH CAROLINA FUND

The One North Carolina Fund (formerly the Governor's Industrial Recruitment Competitiveness Fund) helps recruit and expand quality jobs in high value-added, knowledge-driven industries. It also provides financial assistance to those businesses or industries deemed vital to a healthy economy that are making significant efforts to expand in North Carolina.

The fund currently consists of nonrecurring appropriations made by the N.C. General Assembly for companies seeking to undertake new expansion or locate new operations in the state. The fund is competitive and the location or expansion must be in competition with another location outside the state.

Program Requirements:

Companies can receive money for:

Installation or purchase of equipment.

Structural repairs, improvements, or renovations of existing buildings to be used for expansion.

Construction of or improvements to new or existing water, sewer, gas or electric utility distribution lines, or equipment for existing buildings.

For a company to be considered:

The company must agree to meet the weighted hourly average wage test as required for Article 3J (House Bill 2170 § 105-129.83). Local units of government (city or county) must agree to match financial assistance to the company.

INDUSTRIAL DEVELOPMENT FUND

The Industrial Development Fund provides assistance to local governments for improvements to infrastructure to enable the locality to attract new businesses. Usually this assistance is provided to make general improvements, such as improvement to or development of industrial parks, and is not tied to a luring a specific project. Two significant changes have been made to the Industrial Development Fund and the Utility Account, which is part of that Fund. First, the purposes for which funds in both the Industrial Development Fund and the Utility Account may be used have been expanded to allow expenditures for telecommunications and high-speed broadband lines and equipment. In the past, these funds have been available for construction of and improvements to water, sewer, gas and electricity lines and equipment. This change recognizes the growing importance to industry of telecommunications and high-speed broadband.

Second, funds in the Utility Account, which have been typically used to assist local governments located in enterprise tiers one and two only, have been expanded to allow funds to be used to assist local governments in enterprise tier three as well.

INDUSTRIAL REVENUE BONDS

Industrial Revenue Bonds have a variety of names and purposes (industrial development bonds, IDB's, IRB's and qualified small issue bonds) but essentially are of three basic types. The State's principal interest in these bonds is assisting new and expanding industry while seeing that North Carolinians get good jobs at good wages. The regulations governing bond issuance are a combination of federal regulations and North Carolina statutes. The amount each state may issue annually is designated by population. There are three types of bond issuances as follows:

Tax Exempt - (Small Issue IDB's) Because the income derived by the bond holder is not subject to federal income tax, the maximum bond amount is \$10 million in any given jurisdiction. According to federal regulations, the \$10 million total includes the bond amount and capital expenditures over a six year period going both backwards and forwards three years. The maximum any company may have is \$40 million nationwide outstanding at any given period.

Taxable - They are not exempt from federal tax (they are however exempt from North Carolina taxes). The essential difference is that the Taxable bond rate is more costly to the borrower and not being subject to the federal volume cap, may exceed \$10 million in bond amount.

Exempt Facility/Solid Waste Disposal Bond - These bonds are subject to volume cap although there is no restriction on amount and the interest on these bonds is federally tax exempt.

All three bond types are processed and approved in the same manner. The State supervises, approves and guides bond applications. The County Bond Authority issues the bonds where the facility will be located. The County Authority may select Bond Counsel for the project.

Two of the more significant regulations are:

IRB funds can be used only by a company engaged in some manner of manufacturing,
IRB proceeds may be used only for land, building and equipment,

Normally it takes 8-10 weeks for an application to be approved. There are a number of requirements and to prioritize them, a client should have an **Inducement Agreement** signed between their company and the County. There is neither financial nor legal liability involved with the agreement for either party. Bond Counsel prepares this and many other documents so the client should make an early contact. It is also appropriate at the same time to discuss the required *Letter of Credit* with a bank that must be rated investment grade or better.

Another high priority issue is to check with the State's Environmental Agency about meeting the requirements for air and water permits (this can be very time consuming and no bond may be approved without Environmental Certification or Permits, if they are required). Arrangements need to be made with the Department of Commerce about a Pre-application Conference. This conference is held in Raleigh, North Carolina by the Commerce Finance Center. At this meeting the client learns of the exhibits and requirements of the departments involved in the approval process. The completed exhibits should be returned to the Commerce Finance Center as soon as possible (the project cannot go forward until the articles are received). Once the exhibits are submitted by the client, the approval process is completed by the Commerce Finance Center for the Department and a recommendation is made for approval by the Secretary of Commerce.

The Local Government Commission (a division of the Office of the State Treasurer) handles the task of approving the legal documents required before bonds can be issued and sold.

There may be variations in the approval process, however, these are the fundamentals.

1. How do I qualify?

Must be a manufacturing facility
 Get local support for the project (inducement)
 Obtain the required environmental permits
 Save or create enough jobs to have a measurable impact on the area
 Show that the financing will not result in the company closing another North Carolina facility.

2. Who chooses bond counsel?

Each financing authority chooses bond counsel with the concurrence of the State Treasurer's Office.

3. What is an inducement agreement?

Also known as a Memorandum of Agreement, the inducement is a letter of intent signed by the Company and the County Financing Authority. It establishes official action for IRS purposes. Money spent on the project after the date of inducement can generally be recovered from bond proceeds. Neither party is obligated by inducement to complete the financing.

4. Does the State guarantee?

No unit of government guarantees IRB's in North Carolina. Bonds are secured only by the credit of the company.

5. What does it cost to do an issue?

County Authority Expense	\$500	-	\$3,000
Authority Counsel	\$1,500	-	\$5,000
Bond Counsel (Private Placement)	\$20,000	-	\$25,000
Trustee	\$1,000	-	\$3,000
State Treasurer's Fee	\$1,000		
Borrower's Counsel	\$5,000	-	\$15,000
LOC Bank Counsel	\$7,500	-	\$15,000
Underwriters Counsel	\$7,500	-	\$12,500

Attorney's fees will vary with complexity of project
 Placement fee is % of issue, usually 1%
 Letter of credit fees vary, approximately 1% per year
 Up-front costs totaling 2% of the bond amount plus the LOC fee can be paid out of bond proceeds

All of the above line items and figures are estimates and are intended for use only as a guideline

6. How much can I finance?

Federal tax law governs project size. Bond counsel makes the ultimate determination. Generally, projects under \$10 million can be financed in full unless the project is a new venture. There are also limits on other capital expenditures by the owner and operator in the same jurisdiction. Bond counsel can assist to comply with these limits. With start-ups the applicant must contribute an amount equal to 25% of the bond amount for beginning working capital as bond proceeds may only be used for capital expenditures. Each company is limited to an outstanding maximum of \$40 million of IRB's aggregate nationwide.

7. How large does an issue have to be?

Generally, an issue should be at least \$1.5 million to be cost effective.

8. How long does it take to do an issue?

Eight (8) to ten (10) weeks is typical. If environmental permits are required - 60 to 90 days.

9. What are the interest rates?

Interest rates are negotiated between the company's agent (bank or placement agent) and the bond buyer. Rates are based on the company credit or the credit enhancement associated with the issue, usually a letter of credit. The rate may be variable or fixed.

10. What may be financed?

Capital Expenditures: Fixed assets, land, building, new equipment, existing equipment (in place and installed as part of an integrated production line), architects and engineer's fees and issuance costs.

Costs which cannot be included: rolling stock, aircraft, inventory, working capital, relocation expenses, accounts receivable, good will.

Remember... State and federal regulations require that bonds be used solely for the financing of manufacturing or industrial facilities and pollution control facilities for industry and/or related new equipment.

11. Can land be included?

Yes, up to a total of 25% of project cost.

12. Can I finance an existing building?

Yes, if an amount equal to 15% of the cost of purchase (including equipment) is spent on "rehabilitation" of the building within 24 months of closing or beneficial occupancy. Federal tax law makes a very close distinction between rehabilitation and upfit. Individual examples should be referred to a bond or tax attorney.

13. Can I finance used equipment?

The purchase of used equipment cannot be financed unless it is an integrated existing production line within a building that is also being purchased. An amount equal to at least 15% of the purchase price of the building (and equipment therein) financed out of bond proceeds must be spent on rehabilitating the building and equipment. Any new equipment purchases, which replace existing equipment, can be counted toward the 15% "rehabilitation". A different rule applies to the purchase of a used "structure" (such as a water tower), and requires rehabilitation expenses equal to 100% of the purchase price. Note that if the company purchases used equipment with its own funds, it may use bond proceeds to rehabilitate and install that equipment, but not to finance the purchase price. Federal tax law is very tight with used equipment. Individual examples should be referred to a bond or tax attorney.

14. What is "Rehabilitation"?

Rehabilitation is expenditures made to enhance the property, which are permitted by the IRS and will be capitalized and depreciated. Those expenditures must be made within 24 months from the date of beneficial occupancy.

15. Can I finance an acquisition?

Yes, if the jobs involved are in jeopardy because the facility is otherwise to be closed. Jeopardy might include a public announcement or letter written by the current operator that the plant is to be closed. An acquisition must be structured as a purchase only of fixed assets and must meet the used building and equipment requirements.

16. Must I close the bond issue right away if interest rates are unfavorable?

No. Closing may occur up to one year from the date of Commerce Certificate of Approval, if the project is unchanged. The company may also take up to three years to spend bond proceeds.

17. Can a builder or realtor finance a building with IRB's and lease it to my company?

Yes, the builder is considered the obligor and the lease is considered the operator. The Obligor must prove commitment of operator at time of application with the Department of Commerce and must commit to continue to meet requirements of federal and state statutes, even if the lessee changes.

18. Can bond proceeds be used to refinance existing debt or as venture capital?

No. The Internal Revenue Service prohibits the use of bond proceeds for these purposes.

19. Are there any negative aspects to using IRB's?

IRB financed assets must take straight line depreciation over ACRS schedule
\$10 million limit may prohibit rapid expansion over the first 3 years after closing

20. What is the purpose of the pre-application conference?

21. What are the most common mistakes?

Waiting too late to consult the State Agencies involved. Confidentiality can be maintained until public notice.

22. How has the State volume cap affected North Carolina?

North Carolina is one of the few states virtually unaffected by the state volume cap.

23. Who do I contact?

County Bond Authority or Industrial Commission Bond Counsel
Bond Counsel

North Carolina Department of Commerce - Commerce Finance Center (919)733-5297

Additional information regarding Industrial Revenue Bonds, including application forms, employment profile worksheets, and active Bond Counsel firms can be obtain at <http://www.nccommerce.com/>.

CITY OF KINGS MOUNTAIN

Industrial Development Incentive Grant Program

Overview

In order to expand economic development options for the City of Kings Mountain that will diversify and increase the tax base, offer improved employment opportunities for its citizens and promote the economic growth and welfare of the business and industrial community, the city Council hereby establishes inducement guidelines to encourage new industry location decisions within the City and to assist existing industry expansions within the City. This Industrial Development Incentive (IDI) grant program formalizes guidelines that create the parameters for local government economic incentives which encourage existing industry expansions and help promote the City of Kings Mountain as an excellent site choice for new industrial plant locations.

Program Parameters

The IDI grant involves a contractual agreement between the City and a new or existing industry within the municipality's boundaries or subject to annexation within the time frame of the agreement that would allow for a financial incentive grant based upon the actual net new investment value, schedule and quality of new jobs created for a period of up to five tax years. The city will require the industry to "pay in full" annually total property taxes due. If the industry has met specific criteria as outlined in a formal agreement, general fund monies would be returned to the industry in the form of a local industrial incentive grant.

Each project would be dealt with on an individual basis using guidelines established under the directions of the Kings Mountain City Council. The guidelines for the program shall be subject to periodic review. Changing economic conditions may cause the City Council to modify, amend or even terminate the program subject to compliance with any industrial development incentive grants in effect at that time.

Project Qualifications

Under no circumstances would any new or expanding industry receive an industrial development incentive grant greater than the amount by which the next year's property taxes exceeded a prior year's property taxes.

Grant payments will not be made unless the applicable industry is current in all other required local property tax payments of record with the City of Kings Mountain, current in all utility payments due to the City, and compliant with all land-use regulations of the City.

Industrial development incentive grant benefits may not be transferred or otherwise conveyed to another party without the specific consent of the City Council.

All industrial development incentive grants will be conveyed by a formal agreement between the industry receiving the grant and the City as appropriate.

Grant Value

The potential value of the industrial incentive grant may be up to 1.00% of the total amount of net new investment in building and equipment beyond the threshold of \$750,000. If approved by City Council, in accordance with provisions in GS 158-7.1, then a legal agreement describing the project, stating expected performance benchmarks and recourse for non compliance will be drawn up and recorded in the Office of the Register of Deeds of the appropriate county.

An additional percentage up to .25% may be approved by City Council, in accordance with provisions in GS 158-7.1 as a result of quality job creation for residents of the counties. This could bring the total percentage to 1.25%.

Project Criteria

In order for a company to become eligible for an industrial incentive grant, the criteria listed below must be identified in the application. These items are to be used as minimum standards for evaluation of industrial projects. The City Council, at their discretion, may require additional criteria.

The criteria for consideration in authorizing an industrial development incentive grant may include but are not limited to:

- Minimum level of net new investment is \$750,000 in land, building and equipment;
- The size of the project based upon investment in site development, plant facilities and infrastructure;
- The number of and type of jobs created;
- The relationship between jobs development and total investment;
- Potential for future expansion and increased employment;
- Site specific issues that impact upon local infrastructure responsibilities; and,
- Site specific initiatives that may be pursued to stimulate other development in areas that the City may deem of significant benefit to the community.

Examples Of The Industrial Incentive Grant

Example 1: Total investment is \$3,000,000 net new in land, building and equipment. There are 30 new jobs to be created with the average wage rate being the same as the lower county's average weekly wage. Take the \$3,000,000 minus \$750,000 threshold and apply the percentage. For example, 1.00 percent would yield a figure of \$22,500. Divide this number by five and the resulting number is \$4,500. This would be the annual grant amount for a period of five years.

While there is growth in jobs there is not the assurance that most of those jobs are going to residents of the counties. The other factor is that the jobs are paying average wages and not increasing.

Example 2: Total investment is \$40,000,000 net new in land, building and equipment. Breakdown is land and building valued at \$3,000,000. Machinery and equipment is valued at \$37,000,000. There will be 75 jobs created for at least 42 residents of the counties with the average wage being 25% higher than the lower average weekly wage for the county. Take the \$40,000,000 minus \$750,000 threshold and apply the percentage. For example, 1.25 percent would yield a figure of \$490,625. Divide this number by five and the resulting number is \$98,125. This would be the annual grant amount for a period of five years. Due to the higher wage level going to an identified number of the counties residents, the economic impact is greater for the counties. Therefore the percentage is increased, making the value of the grant higher.

Example 3: Total is \$3,000,000 net new investment in land, building and equipment. Breakdown is land and building valued at \$1,000,000 net increase. Machinery and equipment is valued at \$2,000,000 net increase. There will be 35 jobs created. At least 25 for residents of the counties with the average wage being 15% higher than the average weekly wage for the lower county average. Take the \$3,000,000 net new investment minus \$750,000 threshold and apply the percentage. For example, 1.25 percent would yield a figure of \$28,125. Divide this number by five and the resulting number is \$5,625. This would be the annual grant amount for a period of five years. Due to the higher wage level going to an identified number of the counties residents, the economic impact is greater for the counties. Therefore the percentage is increased, making the value of the grant higher. The number of residents to be hired at the higher wage creates a quality job creation scenario, thus resulting in a higher grant value for the company.

DUKE ENERGY ECONOMIC RE-DEVELOPMENT BILLING CREDIT (RIDER ER)

Rider ER provides qualifying customers locating in Duke served existing buildings a billing credit of 50% for their first year of operation beginning, at the customer's discretion, up to 12 months after the initial delivery of service. The monthly billing credit effectively offers a new customer in an existing Duke served building, with adequate Duke electrical service in place, the opportunity for 'half price energy' during their first year of operation.

Qualifications

To qualify for Rider ER, the customer must sign a 5-year contract with Duke and add a minimum of 500 KW of new load on the Duke Power system accompanied by either:

- 35 new full time employees on the Duke system per 500 KW of load, or
- \$200,000 in capital investment per 500 KW of new load with a net increase in full-time employees on the Duke system.

Availability (North Carolina Only)

Effective August 1, 2002, the Rider EC is available to nonresidential establishments, provided the establishment is not classified as Retail Trade or Public Administration, for load associated with a new customer in an existing establishment served by Duke, provided the establishment has been unoccupied and/or has remained dormant for a minimum period of 6 months.

The Customer must make an application for consideration of Rider ER and must affirm that the availability of this Rider was a factor in their decision to locate the new load on the Duke system. The 500 KW must be at one delivery point at one voltage and must not result in additional investment in distribution facilities, other than minor alterations in the service which can be accomplished feasibly and economically.

Available, only at the Company's option, to nonresidential establishments receiving service from the Company under Schedule G, GA, I or OPT provided that the establishment is not classified as Retail Trade or Public Administration by the Standard Industrial Classification (SIC) Manual published by the United States Government.

This Rider is available for load associated with a new customer in an existing establishment served or previously served by the Company, provided the establishment has been unoccupied and/or has remained dormant for a minimum period of 6 months as determined by the Company. In order to qualify for service under the Rider the New Load must be a minimum of 500 KW at one delivery point at one voltage. In addition, the requested service necessary to serve the New Load must not result in additional investment in distribution facilities by the Company; however, minor alterations in the service supplied which can be accomplished feasibly and economically may be allowed.

To qualify for service under this Rider, the Customer must meet the qualifications under A. or B. below:

The Customer employ an additional workforce in the Company's service area of a minimum of thirty-five (35) full time equivalent (FTE) employees per 500 KW of New Load. Employment additions must occur following the Company's approval for service under this Rider.

The Customer's New Load must result in capital investment of two hundred thousand dollars (\$200,000) per 500 KW of New Load, provided that such investment is accompanied by a net increase in full time equivalent employees employed by the Customer in the Company's service area. The capital investment must occur following the Company's approval for service under this Rider.

This Rider is not available for renewal of service following interruptions such as equipment failure, temporary plant shutdown, strike, or economic conditions. This Rider is also not available for load shifted from one establishment or delivery on the Duke system to another on the Duke system. However, if a change of ownership occurs after the customer contracts for service under this Rider, the successor customer may be allowed to fulfill the balance of the contract under Rider ER and continue the credits outlined below.

Definitions

New Load: New Load is that which is added to Company's system as a result of the new customer taking service at an existing establishment and shall not be less than the Contract Demand.

Delivery Date: The Delivery Date is the first date service is supplied under the contract.

Operational Date: The Operational Date shall be the date the facility is fully operational as declared by the Customer, but shall be no more than twelve months after the Delivery Date.

Month: The term “month” as used in this Rider means the period intervening between readings for the purpose of monthly billings. Readings will be collected each month at intervals of approximately thirty (30) days.

General Provisions

The Customer must make an application to the Company for service under this Rider and the Company must approve such application before the Customer may receive service hereunder. The application must include a description of the amount of and nature of the new load and the basis on which the Customer requests qualification shown in A or B under Availability above. In the application, the Customer must affirm that availability of this Rider was a factor in the Customer's decision to locate the new load on the Duke system. The application shall also specify the total number of full time equivalent employees (FTE) employed by the Customer in all establishments receiving electric service from the Company's system, at the time of application for this Rider, and on the Operational Date.

The Customer must agree to a minimum contract term of five (5) years, with the credits being available for a maximum period of one (1) year following the Operational Date.

To continue service under this Rider, the Customer must maintain a monthly average of 300 hours use of demand.

All terms and conditions of Schedules G, GA, I or OPT applicable to the individual customer shall apply to service supplied to the Customer except as modified by this Rider.

Application of Credit

Beginning with the Operational Date, a credit of 50% will be applied to the total bill in Months 1 through 12 for the New Load contracted for under this Rider, calculated on the applicable rate schedule, including the Basic Facilities, Demand Charge, Energy Charge, or Minimum Bill excluding other applicable riders, and excluding Extra Facilities Charges.

Contract Period

Each customer shall enter into a contract to purchase electricity from the Company for a minimum original term of five (5) years, and thereafter from year to year upon the condition that either party can terminate the contract at the end of the original term, or at any time thereafter by giving at least sixty (60) days' previous notice of such termination in writing. If the Customer requests a change in rate schedule from that which was approved in conjunction with Rider ER, credit under Rider ER will no longer be available. Such a change will be allowed upon thirty (30) days' written notice to the Company. If at any time during the term of contract under this Rider, the Customer violates any of the terms and conditions of the Rider or the agreement, the Company may discontinue service under this Rider, and bill the customer under the applicable schedule without further credits. In the event of early termination of a contract under this Rider, the Customer will be required to pay the Company any costs due to such early cancellation.

Information regarding this special incentive was taken from an original copy of the Rider ER (NC) and its Summary as prepared by Duke Power Company.

CITY OF GASTONIA ECONOMIC DEVELOPMENT RIDER NO. 1 (ER1)

Availability

This Rider is available only to new commercial or industrial loads which begin receiving service after February 1, 2007 and is available in conjunction with service under any of the City's commercial or industrial electric rate schedules. The demand of the new load must equal or exceed 1,000 kW during at least three months of a twelve-month period.

Any customer desiring to receive service under this rider shall provide written notification to the City of such desire. Such notice shall provide the City with information concerning the load to be served and the Customers' facilities and shall provide the basis of the City representation that the characteristics of the load will meet the minimum eligibility requirements of the electric rate schedule to which this Rider applies.

All terms and conditions of the electric rate schedule applicable to the Customer shall apply to service supplied to the Customer except as modified by this Rider.

Monthly Credit

The Customer will receive a Monthly Credit on the bill calculated on the then-effective electric rate, whichever is applicable to the Customer. The schedule of Monthly Credits will be calculated as described below under the heading "Application of Credit."

Application of Credit

Beginning with the date on which service under the then-effective electric rate is to commence for the eligible load, a Monthly Credit based on the following schedule will be applied to the total bill, including Basic Facilities Charge, Demand Charges, Energy Charges, or Minimum Bill, excluding other applicable riders and special charges, if any.

Period	Discount
Months 1-12	20%
Months 13-24	15%
Months 25-36	10%
Months 37-48	5%
After Month 49	0%

Contract Period

Prior to receiving service under this Rider, the Customer must enter into a contract to purchase electricity from the City for a minimum period of ten years. Either party can terminate the contract at the end of the original term upon sixty days prior written notice.

Adopted

This Rider shall be effective for qualifying customers receiving permanent electrical service after February 1, 2007.

CITY OF GASTONIA ECONOMIC RE-DEVELOPMENT RIDER (ERD)

Availability

This Rider is available only to new commercial or industrial loads which begin receiving service after April 1, 2006 at an existing facility served, or previously served, by the City of Gastonia which has been vacant for at least six months. This Rider is available in conjunction with service under any of the City's commercial or industrial electric rate schedules. The demand of the new load must equal or exceed 1,000 kW during at least three months of a twelve-month period.

Any Customer desiring to receive service under this Rider shall provide written notification to the City of such desire. Such notice shall provide the City with information concerning the load to be served and the Customers' facilities and shall provide the basis of the City representation that the characteristics of the load will meet the minimum eligibility requirements of the electric rate schedule to which this Rider applies.

All terms and conditions of the electric rate schedule applicable to the Customer shall apply to service supplied to the Customer except as modified by this Rider.

Monthly Credit

The Customer will receive a Monthly Credit on the bill calculated on the then-effective electric rate, whichever is applicable to the Customer. The schedule of Monthly Credits will be calculated as described below under the heading "Application of Credit."

Application of Credit

Beginning with the date on which service under the then-effective electric rate is to commence for the eligible load, a Monthly Credit based on the following schedule will be applied to the total bill, including Basic Facilities Charge, Demand Charges, Energy Charges, or Minimum Bill, excluding other applicable riders and special charges, if any.

<u>Period</u>	<u>Discount</u>
Months 1-12	50%
After Month 12	0%

Contract Period

Prior to receiving service under this Rider, the Customer must enter into a contract to purchase electricity for the City for a minimum period of ten years. Either party can terminate the contract at the end of the original term upon sixty days prior written notice.

RETAIL & SHOPPING

With an abundance of shopping centers and two malls, Gaston County provides shopping convenience, diversity and quality. Consumers flock to Gaston County's retail establishments. For example, Mary Jo's Cloth Store is the largest fabric store in the Southeast, and it attracts consumers from all over the United States.

Westfield Shoppingtowne encompasses over 800,000 square feet and 100 stores, and ranks as the fourth largest mall in the Carolinas. Major retailers such as Belk, J. C. Penney, Dillard, and Sears anchor the facility. Franklin Square, built in five phases beginning in 1989, has over 1,000,000 square feet. With anchors such as Wal-Mart, K-Mart, Lowe's, Sam's, Best Buy, and Kohl's, Franklin Square has further enhanced Gaston's consumer appeal. Franklin Square is also populated by numerous small and medium-sized retailers, restaurants and a movie theater with thirteen movie screens and stadium seating. The neighboring Franklin Corners is home to Home Depot. Gaston Mall and Akers Center continue their traditions of quality and selection. Gaston Mall is anchored by Harris Teeter, Mary Jo's Cloth Store, Lebo's and Media Play. Akers Center houses retailers such as Hobby Lobby, Target, Toys 'R Us, and Eckerd Drug Store. Over the past 5 years, Wal-Mart has built two more facilities, one on the western part of Gastonia and another in Belmont. Complimenting the Belmont Wal-Mart, Lowe's has constructed a home improvements facility next door.

RESTAURANTS

Gaston County's dining selections offer outstanding quality and variety. For a comprehensive list of restaurants, please contact Gaston County Department of Tourism at (800) 849-9994 and request a copy of the *Magnolia Tour Guide*.

HOUSING AVAILABILITY AND COSTS

Gaston County offers diverse and high quality housing. Residents can choose among historical neighborhoods, golf course developments, lake communities, apartments and condominiums, and rural housing developments.

In ACCRA Cost-Of-Living Surveys, Gastonia/Gaston County consistently rates as one of the communities with the lowest cost-of-living in the Southeast. Housing costs are below the national average. A new mid-management 2,400 square foot home located within city limits with close proximity to shopping and schools costs less than \$230,000.

ACCOMMODATIONS

There are more than twenty-five hotels, motels and bed & breakfast facilities in Gaston County. Major chains located in the area include Comfort Suites, Days Inn, Fairfield Inn, Hampton Inn, Holiday Inn Express, Inn Keeper, Masters Economy Inn, Microtel, and Super 8. For a complete list of accommodations, please contact Gaston County Department of Tourism at (800) 849-9994 and request a copy of the *Magnolia Tour Guide*, or visit their website www.gastontourism.com.

HEALTH CARE

Major medical services are provided to the citizens of Gaston County by CaroMont Health. CaroMont is a private, non-profit general, acute care hospital. It employs more than 2,500 health care and support personnel. CaroMont is licensed for 442 beds and encompasses an area of nearly 400,000 square feet. Each patient room is private.

More than 250 physicians practice in Gaston County and more than 60 dentists providing services to residents from their Gaston County offices.

SPORTS & RECREATION

The most popular recreational pastime in Gaston County is golf. Gaston residents enjoy both public and private golf courses. Area parks also offer tennis courts, jogging trails and walking and nature paths.

Location is the key to Gaston County's tourist appeal. Gaston places the tourist right in the middle of regional attractions and events. Professional sports are a favorite for most and are accessible within thirty (30) minutes of the county. The events include the Carolina Panthers (NFL football), NASCAR Auto Racing, U.S. Clay Court Tennis Championships, Paine Webber Invitational and the Charlotte Knights (AAA Baseball).

Gaston County has a large variety of special events. For additional information, contact Gaston County Department of Tourism at (800) 849-9994 and request a copy of the *Magnolia Tour Guide* or visit their web site at www.gastontourism.com.

ARTS & CULTURE

A wide variety of cultural attractions, enriched by highly regarded regional museums, are a source of great pride to Gaston County's resident. The cornerstone of Gaston County's thriving arts community is a rich array of museums including the Schiele Museum of Natural history and Planetarium, the Gaston County Museum of Art & History, the C. Grier Beam Truck Museum, the Piedmont Railroad Museum and the American Military Museum. The 480-acre Daniel Stowe Botanical Garden, bordering on Lake Wylie, further exemplifies the diversity of the Gaston County cultural offering. The United Arts Council of Gaston County, along with its affiliates and associate groups, provides the community with excellent theater, dance and concerts, as well as exhibits by local and visiting artists.

For a complete calendar of events, contact Gaston County Department of Tourism at (800) 849-9994 and request a copy of the *Magnolia Tour Guide* or visit their web site at www.gastontourism.com.

GASTON-LINCOLN REGIONAL LIBRARY SYSTEM

This library system is the largest regional system in the state and the 6th largest public library system in the state. The library offers the following services to its patrons: art prints, audiocassettes, audiovisual equipment, bestsellers, books on tape, business reference services, career guides, children story hours, college catalogs, compact discs, computer resources on CD ROM and online, fax services, foreign language materials, genealogy and local history, information services over the phone and in-house, interlibrary loans, large print books, magazines, meeting rooms, newspapers, photocopies, read and lead literacy collections, special programs & activities, summer reading program, telephone directories, videocassettes, and voter registration.

Individuals who either live, work or own property in either Gaston or Lincoln County may obtain a library card free of charge.

The Gaston-Lincoln Regional Library System has 11 regional branches.

Main Library
1555 E., Garrison Boulevard, Gastonia
704-868-2164

Belmont Branch
111 Central Ave., Belmont
704-825-5426

Bessemer City Branch
207 N. 12th Ave., Bessemer City
704-629-3321

Cherryville Branch
605 E. Main St., Cherryville
704-435-6767

Dallas Branch
105 S. Holland St., Dallas
704-922-3621

Ferguson-Erwin Center Branch
913 N. Pryor St., Gastonia
704-868-8046

Lowell Branch
203 McAdenville Rd., Lowell
704-824-1266

Mt. Holly Branch
245 W. Catawba Ave., Mt. Holly
704-827-8573

Stanley Branch
205 Peterson St., Stanley
704-263-4166

MEDIA

Radio

WAAK-AM	WSGE-FM
WGAS-	WCSL-
WLTC-AM	WCGC-AM
WGNC-AM	

Television Stations

Call Letters	Location, Network	Channel
WBTB	Charlotte CBS	3
WSOC	Charlotte ABC	9
WJZ	Belmont, Independent	46
WCNC	Charlotte, NBC	36
WTV	Charlotte, Education	42
WUNG	Concord/Chapel	18
WCCB	Education Charlotte, Independent	13
WLOS	Asheville, ABC	13
WSPA	Spartanburg, SC, CBS	7
WFV	Belmont, Independent	55

RELIGION

History

The Calvinists who moved into the Gaston County area did not wait long to establish a meeting house. The story of the site selection for the church seems almost providential. A man passing through the area died and was buried in a clearing. Others who died thereafter were buried nearby. As the people began to visit the graves of their loved ones at this clearing in the woods, it began to take on a sacred air. Sometime before 1764, Elihu Spencer and Alexander McWhorter established a Presbyterian church on that very spot. The fledgling house of worship, located in what is now North Belmont, was named Goshen. Arriving in 1795, Humphrey Hunter became the first preacher at the log church. Hunter later helped to establish a school.

Joseph Kuykendall, a German, unpacked his wagon and setup by the Scotch-Irish near a creek that was later known as Dutchman's Creek (apparently a reference to Kuykendall). Kuykendall and his family attended Goshen Church until Germans in a settlement near the present town of Dallas established a Lutheran church.

The Germans in the area, many of whom came from Pennsylvania, had migrated to North Carolina around 1740. Among the settlers were Peter Heyle, John Freitag, Bostian Bess, Adam Kastner, the Leyenbergers, Seigmunds, and Hochstetters. They were settling further North on the South River near a creek that became Hoyle's Creek and later Dallas. By 1750, when patents were registered for the land, the spelling of the Germans' names were anglicized—Hoyle, Friday, Best, Carpenter, Sigmon, Huffstetler, and Lineberger.

Another settler in that area, John Sloan, found iron ore and built a smelting furnace to extract ore. Sloan's furnace provided andirons, skillets, irons and other domestic items for settlers.

In 1767, the Lutherans built a church on the South Fork River near present day Dallas. The church was first called Kastner's, after one of its charter families, but the name was later changed to reflect a famous town in their native state of Pennsylvania, Philadelphia.

Another Protestant group of settled on Long Creek, also near today's Dallas. Being of the Baptist following, the settlers built a log structure in 1772, which became the first Long Creek Church.

Another group springing off from Goshen settled near what is now Gastonia. Then two more Presbyterian churches had organized, Pisgah ARP Church near present day Gastonia, and Long Creek Presbyterian near what is now Bessemer City. By 1795, two more Presbyterian churches were organized: New Hope and Olney.

The Methodists came to the area known as Stanley Creek in the 1840s and built a campground.

An Italian, Chevalier Riva de Finola, searched for gold in the eastern part of the county near Tuckaseegee Ford. Workers in de Finola's mine were predominantly Irish and their religion was Catholic. For a while, they worshipped in de Finola's home, but their dream was to have their own church. Hearing of this desire, a Catholic farmer, William Lonagan, who also longed for a church of his denomination, donated land on Mountain Island for the construction of a chapel. The chapel still stands as a monument of faith on the island. Construction on the building began in 1842 and was completed in 1844. Judge William Gaston, who lived in Eastern North Carolina and died in 1844, sent money to help with the cost of construction. Given the name St. Joseph's, the chapel prospered and by 1969 was well established. It remained the worship place for the County's Catholic population until Belmont Abbey was built later in the century.

Present Day Religion

A lot has changed in Gaston County since the area's meek beginning in the 1700s. Now, nearly 700 churches and other houses of worship are located in Gaston County, representing more than 20 different denominations.

LOCAL CHAMBERS OF COMMERCE

<u>Name</u>	<u>Phone</u>
Belmont Chamber of Commerce	704-825-5307
Bessemer City Chamber of Commerce	704-629-3900
Cherryville Chamber of Commerce	704-435-3451
Gaston Chamber of Commerce	704-864-2621

Source: Telephone Directory.