
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

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

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

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 imported 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:

<p>Zone #57 – Charlotte Piedmont Distribution Centers Post Office Box 7123 Charlotte, NC 28217 704-588-3277 704-588-2867 TMX: 810-621-0465</p>	<p>Zone #66 – Wilmington</p>
<p>Zone #93 – Durham Triangle J Post Office Box 12276 Research Triangle Park, NC 27709 919-549-0551 919-549-9390</p>	<p>Zone #67 – Morehead City NC State Ports Authority P. O. Box 9002 Wilmington, NC 28402 919-763-1621 TWX: 510-937-0330</p>

PARCEL CARRIERS

Nearly a dozen companies provide parcel shipping services to businesses in Gaston County, North Carolina:

<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 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 service, electrical service providers are determined by location, and rates will vary by 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 are two of the major electrical service providers in the Gaston County area. Both companies offer electrical incentives to qualified businesses. You may access a copy of their electrical riders 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 likely 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	Rank	State	Index Rate	Rank
Montana	3.33	1	South Dakota	2.02	27
Alaska	3.10	2	Rhode Island	2.02	28
Illinois	3.05	3	Idaho	1.98	29
Oklahoma	2.87	4	Nebraska	1.97	30
California	2.68	5	Mississippi	1.96	31
Connecticut	2.55	6	New Mexico	1.91	32
New Jersey	2.53	7	Missouri	1.9	33
Maine	2.52	8	Delaware	1.85	34
New Hampshire	2.45	9	West Virginia	1.84	35
Alabama	2.45	10	Iowa	1.82	36
Texas	2.38	11	Wyoming	1.79	37
South Carolina	2.38	12	Arizona	1.71	38
New York	2.35	13	Hawaii	1.7	39
Pennsylvania	2.32	14	Florida	1.7	40
Kentucky	2.29	15	Oregon	1.69	41
Minnesota	2.27	16	Maryland	1.63	42
Ohio	2.24	17	Kansas	1.55	43
Vermont	2.22	18	Massachusetts	1.54	44
Wisconsin	2.21	19	Utah	1.46	45
Tennessee	2.19	20	Colorado	1.39	46
Nevada	2.13	21	Virginia	1.39	47
Michigan	2.12	22	District of Columbia	1.32	48
North Carolina	2.12	23	Arkansas	1.18	49
Georgia	2.08	24	Indiana	1.16	50
Louisiana	2.09	25	North Dakota	1.02	51
Washington	2.04	26			

Source: State of Oregon, Department of Consumer & Business Services, Information Management Division, 10/2010.

UNEMPLOYMENT INSURANCE PROGRAM

- New Employer Tax Rate is 1.2% for first two years.
- Taxable Wage Base per employee is \$19,700 (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

State	Taxable Wage Base	Base Change Date	2009 Actual		%	%
			Taxable	Total		
Alabama	8,000	1/1/1993	1.42	0.36		
Alaska	32,700	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	7,000		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	10,500	1/1/1987	2.19	0.46		
Dist. of Columbia	9,000	1/1/1995	2.03	0.32		
Florida	7,000		1.48	0.34		
Georgia	8,500	1/1/1990	1.54	0.37		
Hawaii	13,000	1/1/2006	0.83	0.57		
Idaho	32,200	1/1/2006	1.15	0.76		
Illinois	12,300	1/1/2006	3.74	0.96		
Indiana	7,000		2.75	0.61		
Iowa	23,700	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	7,000		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	26,000	1/1/2006	1.68	0.77		
Mississippi	7,000		1.36	0.36		
Missouri	12,500	1/1/2005	2.21	0.67		
Montana	25,100	1/1/2006	1.20	0.78		
Nebraska	9,000	1/1/2006	1.65	0.47		
Nevada	26,000	1/1/2006	1.41	0.78		
New Hampshire	8,000	1/1/1994	1.24	0.26		
New Jersey	28,900	1/1/2006	2.03	0.88		
New Mexico	20,900	1/1/2006	0.95	0.47		
New York	8,500	1/1/1999	3.48	0.55		
North Carolina	19,300	1/1/2006	1.88	0.81		
North Dakota	23,700	1/1/2006	1.16	0.63		
Ohio	9,000	1/1/1995	2.51	0.64		
Oklahoma	14,200	1/1/2006	1.13	0.44		
Oregon	31,300	1/1/2006	1.95	1.16		
Pennsylvania	8,000	1/1/1994	5.01	1.06		
Puerto Rico	7,000		3.18	1.06		
Rhode Island	18,000	1/1/2005	3.36	1.22		
South Carolina	7,000		2.15	0.52		
South Dakota	9,500		0.92	0.28		
Tennessee	7,000		1.84	0.40		
Texas	9,000	1/1/1989	1.91	0.45		
Utah	27,800	1/1/2006	0.90	0.52		
Vermont	8,000	1/1/1983	2.87	0.74		
Virgin Islands	22,100	1/1/1991	0.20	0.11		
Virginia	8,000	1/1/2006	1.41	0.29		
Washington	35,700	1/1/2006	1.97	1.12		
West Virginia	8,000	1/1/1981	2.76	0.77		
Wisconsin	12,000	1/1/1986	2.69	0.79		
Wyoming	21,500	1/1/2005	1.41	0.66		
United States			1.23	0.61		

Source: Department of Labor, Employment & Training Administration

SALES TAX

The combined sales tax for Gaston County, North Carolina, is 7.75 percent. The State of North Carolina receives 5.75 percent and the County of Gaston receives 2 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.

Local Property Tax Rates

Taxing Authorities	\$ Per \$100 Valuation
Gaston County	\$0.8350
City of Belmont	\$0.4750
City of Bessemer City	\$0.4300
City of Cherryville	\$0.4600
Town of Cramerton	\$0.4750
Town of Dallas	\$0.3800
City of Gastonia	\$0.5300
City of Gastonia-York	\$0.5300
Chester	
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

Fire Districts	Rate/\$100 Valuation	Fire Districts	Rate/\$100 Valuation
Agriculture Center	\$0.0600	Lucia Riverbend	\$0.1050
Alexis Fire	\$0.0850	New Hope	\$0.0700
Chapel Grove	\$0.0750	Ranlo Fire	\$0.0790
Chestnut Ridge	\$0.0730	South Gastonia Fire	\$0.0750
Community	\$0.0930	South Point	\$0.0540
Crouse Fire	\$0.0740	Spencer Mountain	\$0.0700
East Gaston	\$0.0740	Tryonata	\$0.0730
High Shoals	\$0.0970	Union Road	\$0.0670
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, 1/2010.