

NEW POTENTIAL | NEW OPPORTUNITY

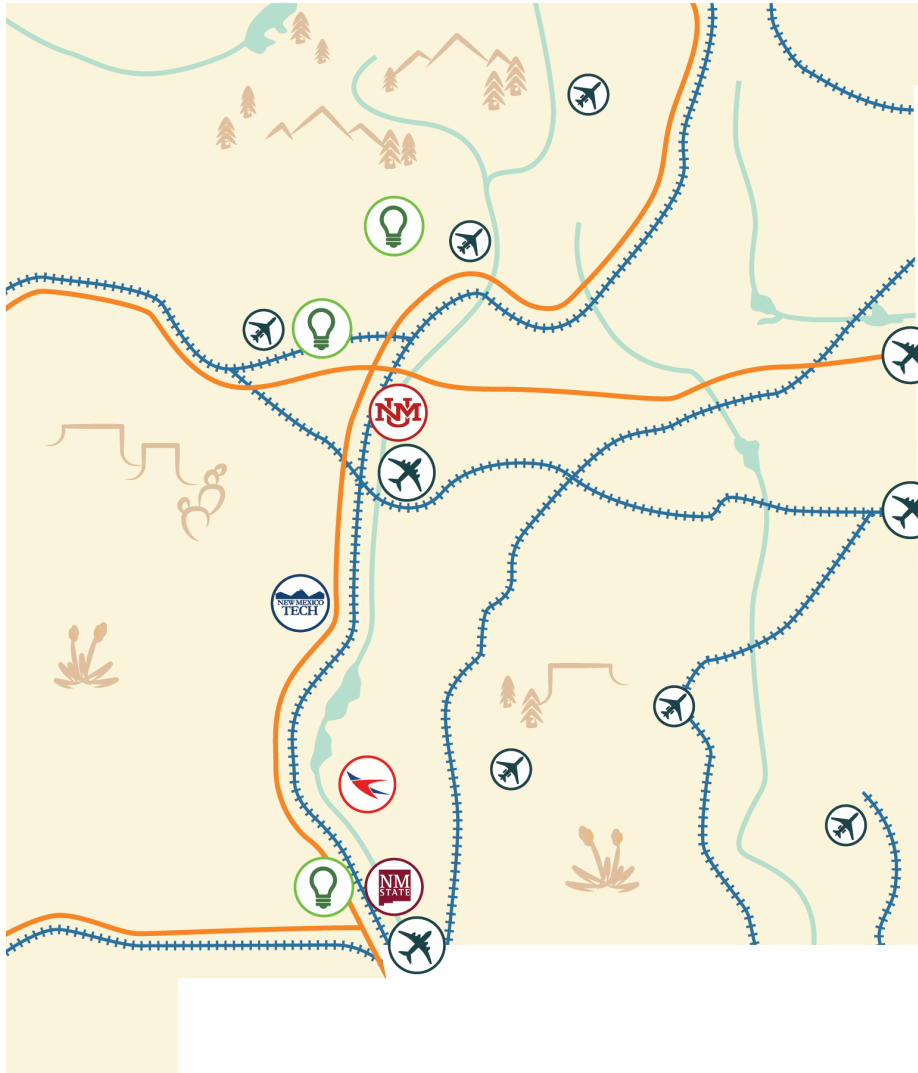
NEW MEXICO



In cooperation with the New Mexico Economic Development Department

1720 Louisiana Blvd. NE, Suite 312 | Albuquerque, NM 87110 | 505-247-8500 | NMPartnership.com

The New Mexico Advantage



IN THE PATH OF GROWTH

Located in the heart of the fastest growing region of the U.S.



STRATEGICALLY CONNECTED

State-of-the-art infrastructure connects to key markets across North America and beyond.



WORLD-CLASS TALENT

Diverse, highly skilled workforce aligned with the priorities of 21st century companies.



CULTURE OF INNOVATION

Home to major research institutions, colleges and universities that are creating the future today.



HOME TO IN-DEMAND INDUSTRIES

The key sectors for which New Mexico is an ideal choice.



STRONG VALUE PROPOSITION

Top talent at below-average cost offers a competitive advantage.



PRO-BUSINESS ENVIRONMENT

Policies and programs to help businesses succeed.



QUALITY OF PLACE

A place that attracts and retains talent.

World-Class Businesses Come Here to Grow



Stampede | Food Processing

- Innovative protein and prepared-meals provider
- Doubling production capacity and annual revenues in New Mexico



Kairos Power

Kairos Power | Energy R&D

- Leader in cutting-edge modular reactor technology
- Building new R&D and manufacturing center in Albuquerque



Admiral Cable

Admiral Cable | Manufacturing

- Subsidiary joint venture of one of Taiwan's largest electronics manufacturing companies
- Building first U.S. plant in Santa Teresa



Corrugated Synergies International | Energy R&D

- Leader in customized packaging and printing technology
- Locating advanced printing facility in Santa Teresa

Recent Announcements	Jobs	Sector	Location
Stampede Meat	1,295	Food Processing	Sunland Park
Safelite	900	Claims Processing and Service	Rio Rancho
Faneuil	700	Business Process Outsourcing	Albuquerque
Comcast	450	Customer Service Center	Albuquerque
S&P Data	425	Customer Service Center	Rio Rancho
Admiral Cable	342	Wire Manufacturing	Santa Teresa
Skorpios Technologies	300	Technology Manufacturing	Albuquerque
Fidelity (Expansion)	250	Financial Services	Albuquerque
PCM	224	Sales	Rio Rancho
Alorica	200	Customer Service Center	Albuquerque
General Dynamics	200	Customer Service Center	Las Cruces
Flagship Foods (Expansion)	200	Food Processing	Albuquerque
Rich Global (HQ)	182	Hemp and CBD Production	Mesilla
Franco Whole Foods	160	Tortilla Manufacturer	Las Cruces
CN Wire	158	Wire Manufacturer	Santa Teresa
Canon ITS	150	Technical/Customer Support	Albuquerque
Raytheon (Expansion)	150	Defense	Farmington
Fedex	140	Distribution Center	Santa Teresa
Rural Sourcing Inc.	125	IT Development/Support	Albuquerque
Corrugated Synergies Int'l	120	Manufacturing	Santa Teresa
Facebook	100	Data Center	Los Lunas
Kairos Power	67	Energy R&D	Albuquerque
Ganymede Games (HQ)	51	Video Game Studio	Las Cruces
W. Silver	50	Industrial Recycling	Santa Teresa
Southwest Cheese	50	Food Processing	Clovis
Precheck (Expansion)	40	Credential Verification	Alamogordo
United Poly Systems	30	Polyethylene Pipe Mfg	Albuquerque
ARCA Space Corporation	20	UAV Development	Las Cruces
Tucumcari Mountain Cheese	20	Food Processing	Tucumcari
Valley Cold Storage	15	Refrigerated Storage	Santa Teresa

Innovative Companies Are Born Here



Descartes Labs is an artificial intelligence company that analyzes petabytes of data from thousands of global satellites to predict crop yields around the world, which has profound implications for global markets, insurers, famine prevention and climate change.



Meow Wolf is a creative production company that changed the way audiences interact with art. Since launching in March 2016 in Santa Fe, Meow Wolf's first permanent exhibition has attracted more than 1 million visitors. The company is in the process of opening exhibitions in major markets around the country.



Ideum manufactures multi-touch tables and walls using cutting-edge sensing and projection technology to create interactive, immersive social experiences in public places. The company has worked on custom projects for the Smithsonian, Monterey Bay Aquarium, Apple, Adobe, Coca-Cola, Boeing and others.



SolAero is one of the world's leading manufacturers of radiation-hardened solar cells and solar panels for space applications. It manufactures 300,000 flight solar cells annually, which power more than 320 satellites in orbit. Its Albuquerque facility houses the world's largest space solar cell production line.



RiskSense is a pioneer and market leader in pro-active cyber risk management, enabling enterprises and governments to reveal cyber risk, quickly orchestrate remediation, and monitor the results. The company started at the New Mexico Institute of Mining and Technology.

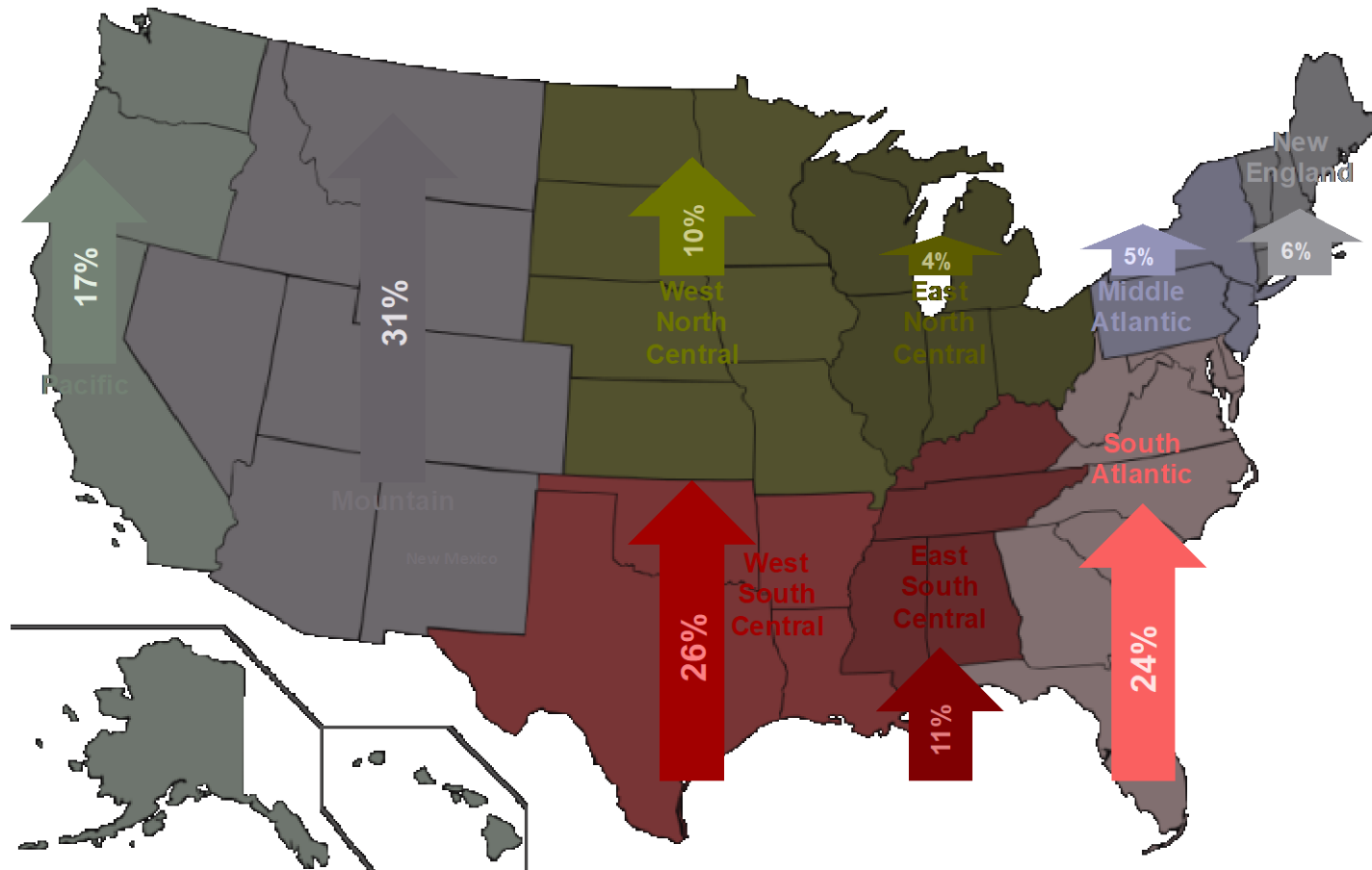


El Pinto Foods produces 25,000 salsa and chile jars per shift and has the capacity to make 3-4 million jars a year. El Pinto's factory, which is both Safe Quality Food (SQF) and Organic Certified, is expanding to meet growing demand for individual sized portion cups for private label customers.

A Growing State for Growing Business



New Mexico Is in the U.S. Region With the Fastest Population Growth Rate



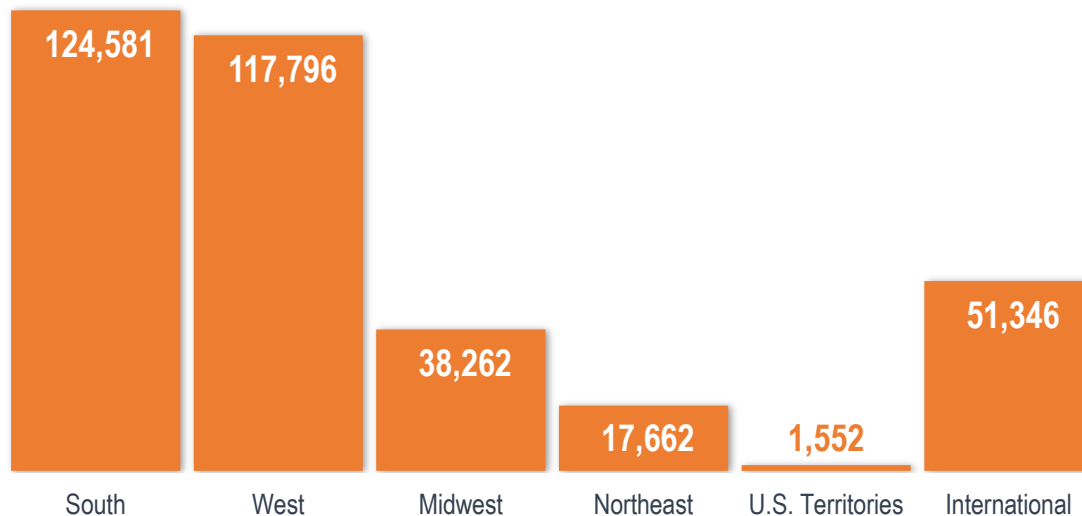
- Demographic trends leading to persistent long-term talent shortages
- U.S. population has grown by 14.8% since 2000; *that's less than 1% per annum.*
- Being located in this region is key to positioning yourself in the path of growth.

SOURCE: U.S. Bureau of Labor Statistics, 2018 estimates

People Are Moving Here

More than 350,000 people moved to New Mexico in the last five years.

- Most come from the Southern and Western regions of the U.S., but we also draw broadly from across the country and internationally.
- 55,000+ came from the Midwest and Northeast
- More than 50,000 came from outside of the U.S.



State of Origin	Number of New NM Residents
Texas	68,488
Arizona	31,404
California	29,006
Colorado	24,653
Florida	14,680
Virginia	7,093
Oklahoma	6,863
Washington	6,267
Utah	6,252
Illinois	5,973

SOURCE: U.S. Bureau of Labor Statistics, 2018 estimates

Strategically Connected



The Transportation Infrastructure You Need

- Ideal access by truck and train to the Mountain, Pacific and Central regions
- Three border crossings for easy access to Mexico and Latin America
- Equidistant from ports of LA/Long Beach and Houston/Galveston with extensive rail linkage
- Widespread access to passenger and commercial aerospace facilities

Our transportation assets are out of this world



The Road to Success

- Part of the first highway route in the U.S.
- Crossed by three major interstates:
I-25 (N-S), I-40 (E-W) and I-10 (E-W)
- Extensive network of two-and four-lane highways provide access to key markets
- Low backhaul rates for goods leaving the state; ideal for manufacturing, distribution and trans-load locations

Destination	Albuquerque	Santa Teresa
Ciudad Juárez	269 miles	16 miles
Phoenix	418	424
Denver	447	705
Oklahoma City	544	732
Las Vegas	572	724
Salt Lake City	598	858
Dallas	647	648
Guaymas	713	530
Los Angeles	787	796
Houston	884	759
Mazatlán	1,077	827
Chicago	1,337	1,524
Mexico City	1,405	1,145
Calgary	1,530	1,788
New York	1,981	2,185



You're on the Right Track

- Served by both Union Pacific and BNSF
- Direct service to the ports of Long Beach and Houston, as well as ports of entry at Mexican and Canadian borders
- BNSF-certified sites in Belen, Clovis and Gallup
- Locate directly on high-quality rail-served sites throughout the state



BNSF serves 28 states with 32,500 miles of rail



UP Serves 23 states with 32,100 miles of rail

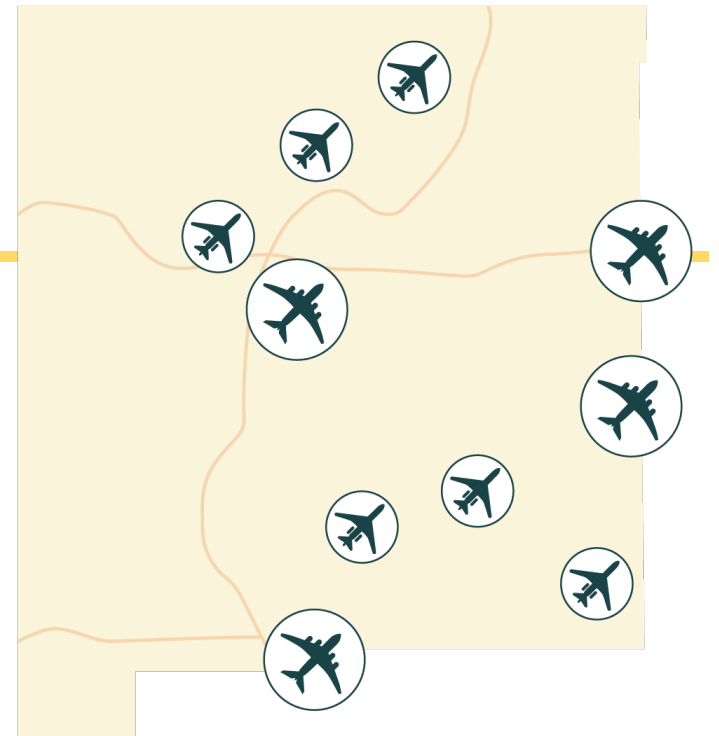
Your Border Connection

- The largest of three border trade crossings with Mexico, Santa Teresa offers:
 - The fastest commercial crossings in the Juarez-El Paso Customs District
 - 114,921 commercial crossings in 2017
 - Transportation of more than 50% of New Mexico's \$3.6 billion in total exports
 - A 12-mile overweight zone lowers cost for truck traffic
- Two-day delivery to and from a geographic region that includes 75% of the US population
- In 2019, New Mexico surpassed all other states with:
 - 68% growth in exports to Mexico
 - A 31% increase in global exports



Where Your Business Takes Flight

- 64 public airports throughout New Mexico
- Albuquerque International Sunport (ABQ)
 - Provides nonstop service to 24 cities
 - Supports nine commercial carriers
 - Served by FedEx and UPS for cargo carriage
- El Paso International (ELP)
 - Offers nonstop service to 13 cities
 - Provides service to southern New Mexico
 - Supports six carriers conducting 46 departures per day
 - Served by three cargo carriers: FedEx, UPS and DHL



International Airports

- Albuquerque International Sunport
- El Paso International
- Amarillo
- Lubbock

Regional Airports

- Hobbs, Lea County Regional
- Roswell Air Center
- Santa Fe Municipal
- Double Eagle, Albuquerque
- Taos Regional Airport
- Alamogordo, White Sands Regional

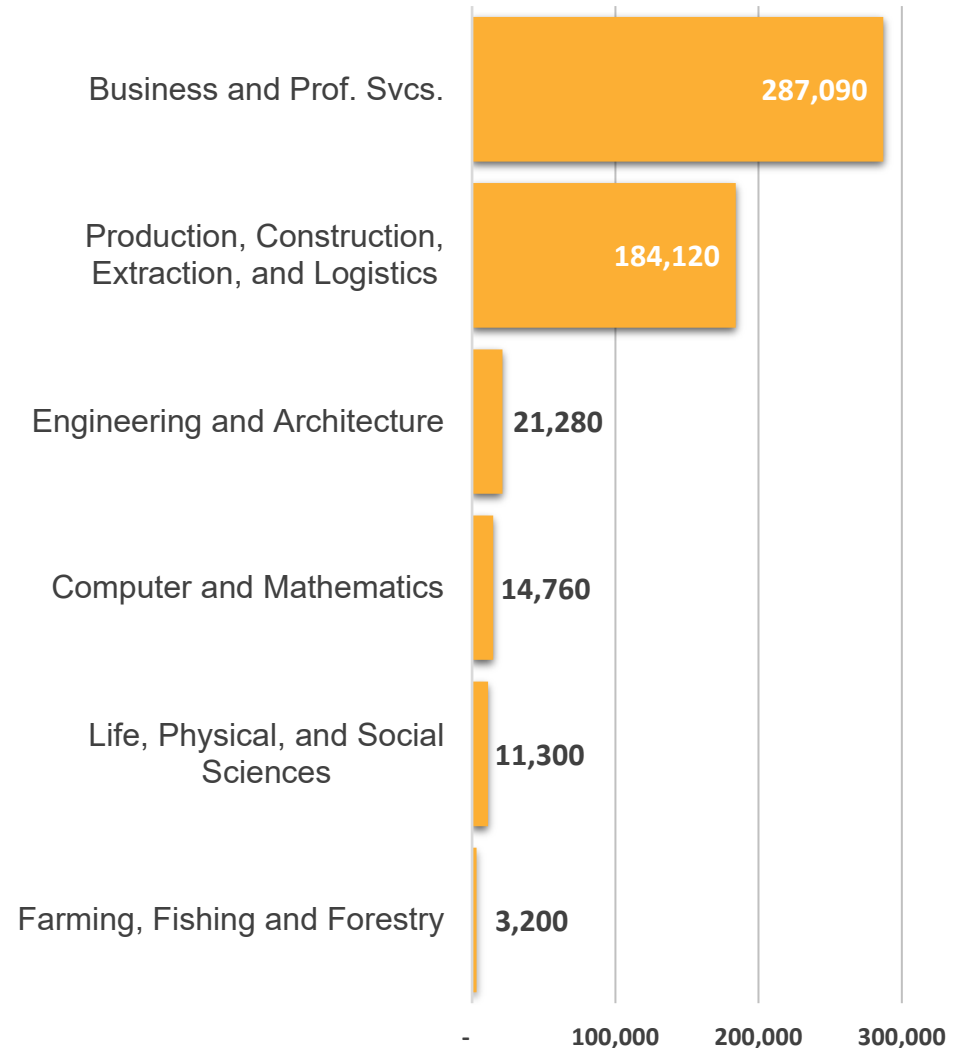
The Workforce You Need



A Workforce With the Skills for Today...

- Sizable talent pool among key economic base sectors
- Nearly 300,000 employed in general business sectors (service, sales, finance, operations, back office and executive talent)
- Nearly 200,000 employed in manufacturing, natural resources and logistics

Occupational Employment in Key Economic Base Sectors

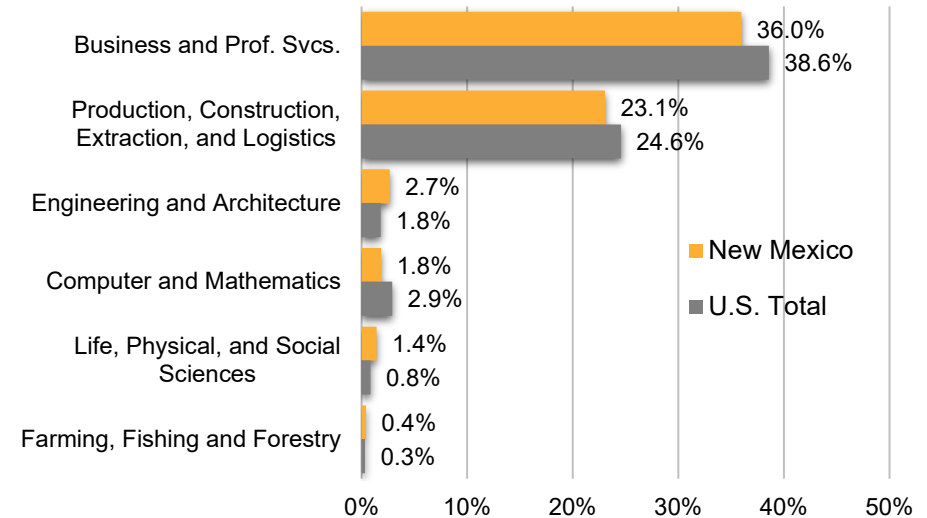


SOURCE: U.S. Bureau of Labor Statistics

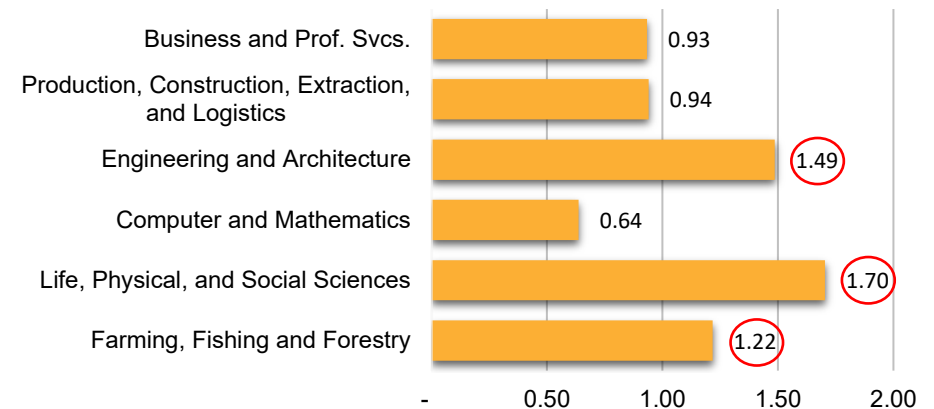
...A Talent Pool With the Expertise for Tomorrow

- High concentrations of talent among in-demand fields; proportionally higher than the rest of the U.S.
- Engineering and the sciences
 - Long history as a world-class research center
 - Home to multiple federal and private-sector research institutions
- Agriculture
 - A tradition reaching back millennia
 - Continued investment and innovation

Proportion of Workforce in Key Economic Base Occupational Sectors



**Proportion of Workforce in Key Economic Base Occupational Sectors
NM:U.S. Ratio (Location Quotient)**

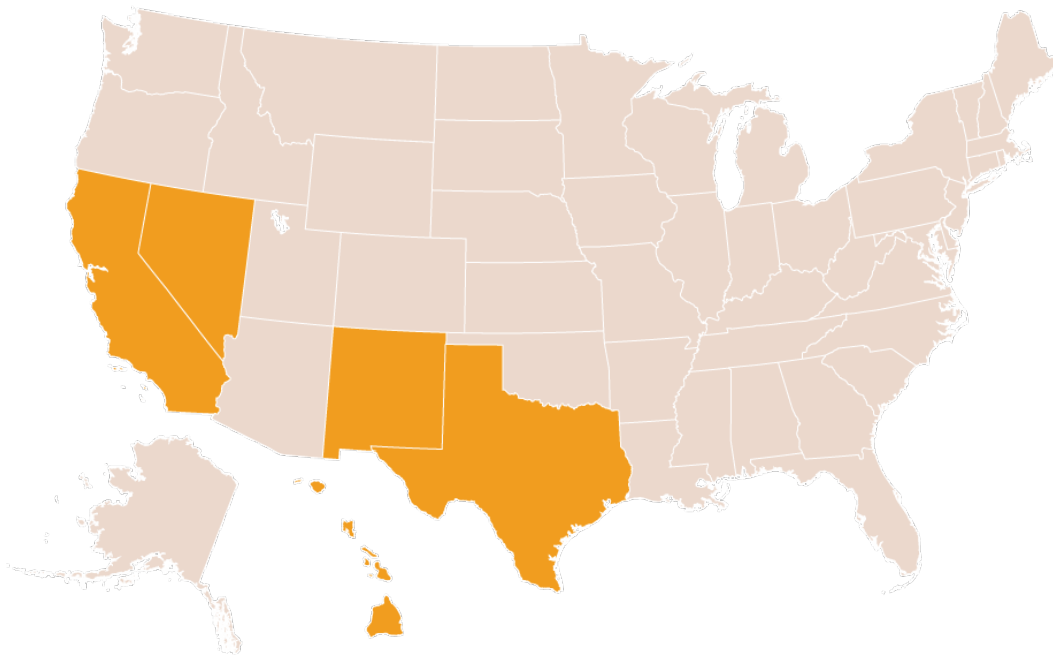


SOURCE: U.S. Bureau of Labor Statistics

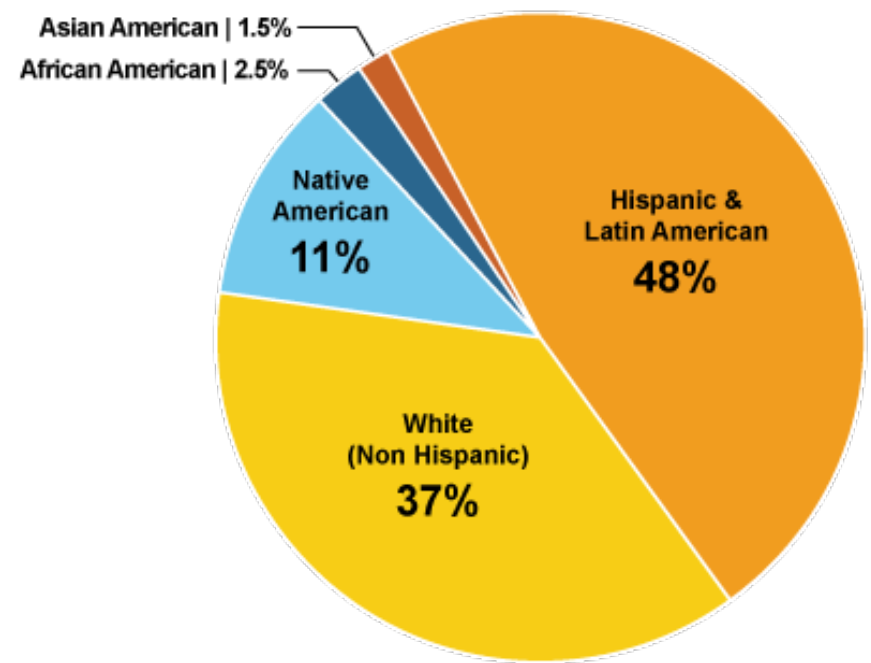
Leading the Way in Diversity

- A centuries-old legacy of diversity
- One of only five majority-minority states
(the rest of the U.S. is projected to get there in 2045)

Majority-minority states in the U.S.



Racial/ethnic composition of New Mexico



SOURCE: U.S. Bureau of Labor Statistics, 2018 estimates

A State of Innovation



An Unparalleled R&D Ecosystem

Sandia National Laboratories

The nation's premier science and engineering lab:

- Nuclear weapons and defense systems
- Energy and climate
- Global security
- Bioscience
- Computing and information science
- Electromagnetics, nanotechnology, materials science



Los Alamos National Laboratories

Delivers science and technology to protect the nation and promote world stability. Boasts a rich network of local research and business partnership programs.

- Energy
- Biotechnology
- High-energy physics
- Advanced computing



White Sands Missile Range

The DoD's largest open-air test range. Provides Army, Navy, Air Force and private sector customers with services for:

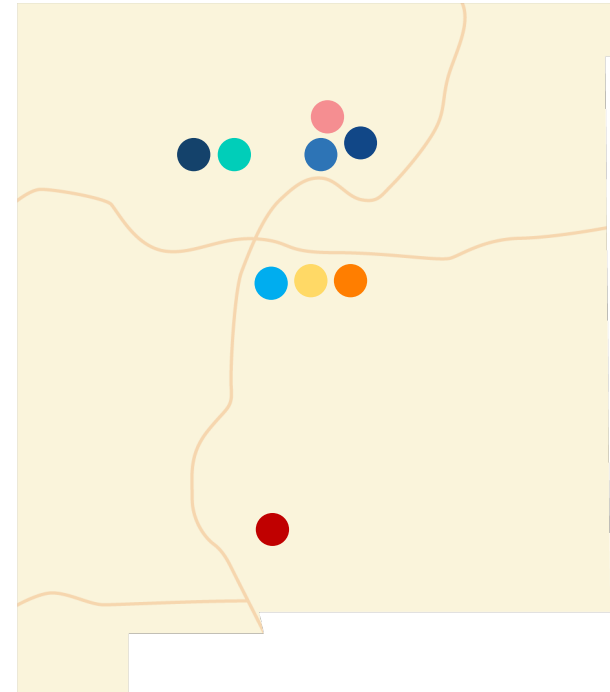
- Experimentation
- Research
- Development
- Testing
- Assessment
- Training



The Air Force Research Laboratory

Housed at Kirtland Air Force Base, leading the way in laser, optical and space supremacy technologies.

- Directed energy
- Space vehicles
- Technology Engagement Office connects private sector and academia with resources



Descartes
Labs

PEBBLELABS



Santa Fe
Institute



National Center for
Genome Resources



Higher Education That Supports Top-Tier Research



The University of New Mexico

18,576 undergrads; 4,400 grad students

Comprehensive, Carnegie-designated Research 1 University; the nation's only flagship state university that is also a Hispanic Serving Institution (HSI).

- Center for Advanced Research Computing
- Cancer Center
- New Mexico Engineering Research Institute
- Center for High Technology Materials
- Design Planning Assistance Center
- Mind Research Network



New Mexico Tech

1,507 undergrads; and 302 grad students

Education, research and service focused in science, technology, engineering, and mathematics. More than a dozen research divisions that work with private industry, government agencies, and other universities.

- Langmuir Laboratory for Atmospheric Research
- Magdalena Ridge Observatory
- New Mexico Tech Seismologic Observatory
- The Institute for Engineering Research and Application (IERA)



New Mexico State University

10,540 undergrads; 1,761 grad students

Multi-cultural population of students and community members located across the state. Five campuses, a satellite learning center, cooperative extension offices located in each of New Mexico's 33 counties, and 12 agriculture research and science centers.

- Chile Pepper Institute
- Physical Science Laboratory
- Agricultural Experiment Station
- Manufacturing Technology and Engineering Center
- Water Resources Research Institute

Colleges and Universities Supporting Growth

Key Facts and Figures

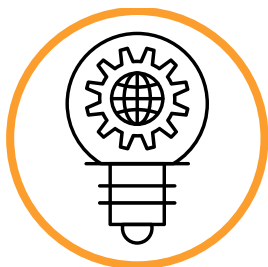
- Over 133,000 students enrolled in public higher education institutions; almost seven percent of the state's population.
- Nearly 40,000 full-time students enrolled in top-tier research universities.
- Approximately 8,000 students enrolled in ten private colleges throughout the state.

Public Higher Educational Institutions in New Mexico.		Total Enrollment	Full-Time Enrollment		
			Undergrad	Graduate	Total
Research Universities	University of New Mexico	26,998	18,576	4,440	23,016
	New Mexico State University	14,827	10,540	1,761	12,301
	New Mexico Institute of Mining & Tech	2,162	1,507	302	1,809
	UNM-Medical School	418	-	418	418
	Total	44,405	30,623	6,921	37,544
Comprehensive Universities	Eastern New Mexico University	6,230	3,369	380	4,049
	New Mexico Highlands university	3,512	1,774	871	2,645
	Western New Mexico University	3,420	1,614	533	2,147
	Northern New Mexico College	1,126	783	-	783
	Total	14,288	7,450	2,084	9,624
Branch Community Colleges	NMSU-Alamogordo, Carlsbad, Dona Ana, Grants	12,937	7,123	-	7,123
	UNM-Gallup, Los Alamos, Taos, Valencia	7,726	4,062	-	4,062
	ENMU-Roswell, Ruidoso	3,553	1,929	-	1,929
	Total	24,216	13,084	-	13,084
Independent Community Colleges	Central New Mexico Community College	24,832	12,913	-	12,913
	San Juan College	7,768	4,392	-	4,392
	Santa Fe Community College	6,101	2,546	-	2,546.
	Clovis Community College	3,691	1,556	-	1,556
	New Mexico Junior College	2,678	1,704	-	1,704
	Luna community College	1,404	689	-	689
	Mesalands Community College	869	414	-	414
	New Mexico Military Institute	528	502	-	502
	Total	47,871	24,716	-	24,716
Tribal Colleges	Navajo Technical University	1,675	1,061	2	1,063
	Institution of American Indian Arts	594	315	59	374
	Dine College	414	168	-	168
	Southwestern Indian Polytechnic Institute	367	310	-	310
	Total	3,050	1,854	61	1,915
Grand Total		133,830	77,817	9,066	86,833

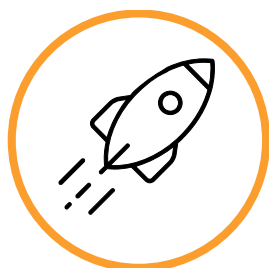
Home to In-Demand Industries



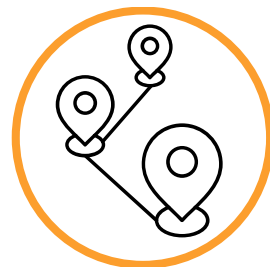
Industry Sectors



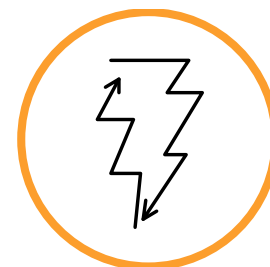
Advanced
Manufacturing



Aerospace and
Defense



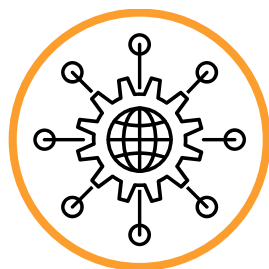
Distribution,
Transportation and
Logistics



Energy and
Natural
Resources



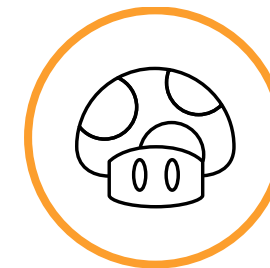
Food Processing
and Value-Added
Agriculture



Information
Technology and
Data Centers



Shared Services,
Back Office and
Support



Video Game
Production

Advanced Manufacturing

- Talent pipeline spanning a broad range of industries and skills, including 180,000 employed in manufacturing, production, logistics and construction roles
- Unparalleled access to R&D facilities such as Sandia and Los Alamos National Labs
- Ease of access to key U.S. and international markets, including 75% of the U.S. population within a two-day drive
- Pro-manufacturing business environment, including a single sales factor apportionment methodology for manufacturers and low operating costs



New Mexico is second in high tech jobs and seventh for workforce training, according to the 2017 state new economy index and the 2019 *Business Facilities* rankings issue



Aerospace and Defense

- Deep history of innovation in aerospace and defense: from drones to satellites and spaceflight, New Mexico sits at the forefront of technical discovery
- Home to three U.S. Air Force bases, White Sands Missile Range and NMSU's Physical Science Laboratory
- Pipeline of former military personnel supports avionics, maintenance, repair and component manufacturing operations for commercial aviation operators



Spaceport America, the country's first purpose-built commercial space launch facility, is home to Virgin Galactic, SpaceX and others.



Distribution, Transportation and Logistics

- Located within two days of 75% of the U.S. population by truck
- Strong highway and rail access with three major interstates and two major railway providers
- Equidistant location between two major ports (LA/Long Beach and Houston) providing international market access
- Growing warehouse and distribution facilities and spec space for additional operations
- Multiple rail-certified sites, rail-served industrial parks and intermodal capabilities throughout the state



Union Pacific completed construction on its state-of-the-art rail facility in southern New Mexico in May 2014.



Energy and Natural Resources

An industry leader in energy production

- Renewable energy pioneer with cutting-edge wind and solar farms
- Leading producer of traditional energy sources
- Major oil and natural gas producers use the latest technology to access vast reserves in the Permian and San Juan basins



- Third in oil production
- Tenth in natural gas production
- Nation's top supplier of potash



Food Processing and Value-Added Agriculture

- History in agriculture has fostered a workforce highly skilled in food production
- Close proximity to crop and livestock suppliers, with over 23,000 farms in operation
- Access to key markets throughout the U.S., including 75% of the U.S. population within a two-day drive
- Cost-effective manufacturing and food production environment



New Mexico is a leading national producer of chile (#1), pecans (#2) and cheese (#5).



Information Technology and Data Centers

- Unique opportunity to access high-end IT and R&D talent in artificial intelligence, cybersecurity, supercomputing, big data and imaging
- Lack of natural disasters means greater business continuity
- Unmatched potential for renewable energy
- Low land, construction, power and operating costs
- Strong fiber connectivity



State-of-the-Art Data Center In Los Lunas, NM

- ~3M-square-foot facility
- 100% powered by renewable energy
- Campus 50% online as of June 2020; construction continues through 2023



Shared Services, Back Office and Support

- Ability to attract nationally when desired (e.g., executives)
- Affordable/stable employment cost structure
- Opportunity to create ongoing savings (likely 20-30%) by transitioning roles from high-cost locations
- Strong talent pool with stable wages and high interest level in this type of job
- Ready labor source includes underemployed, retired military, trailing spouses of active duty military, large college/university populations
- Large pool of native Spanish speakers



Video Game Production

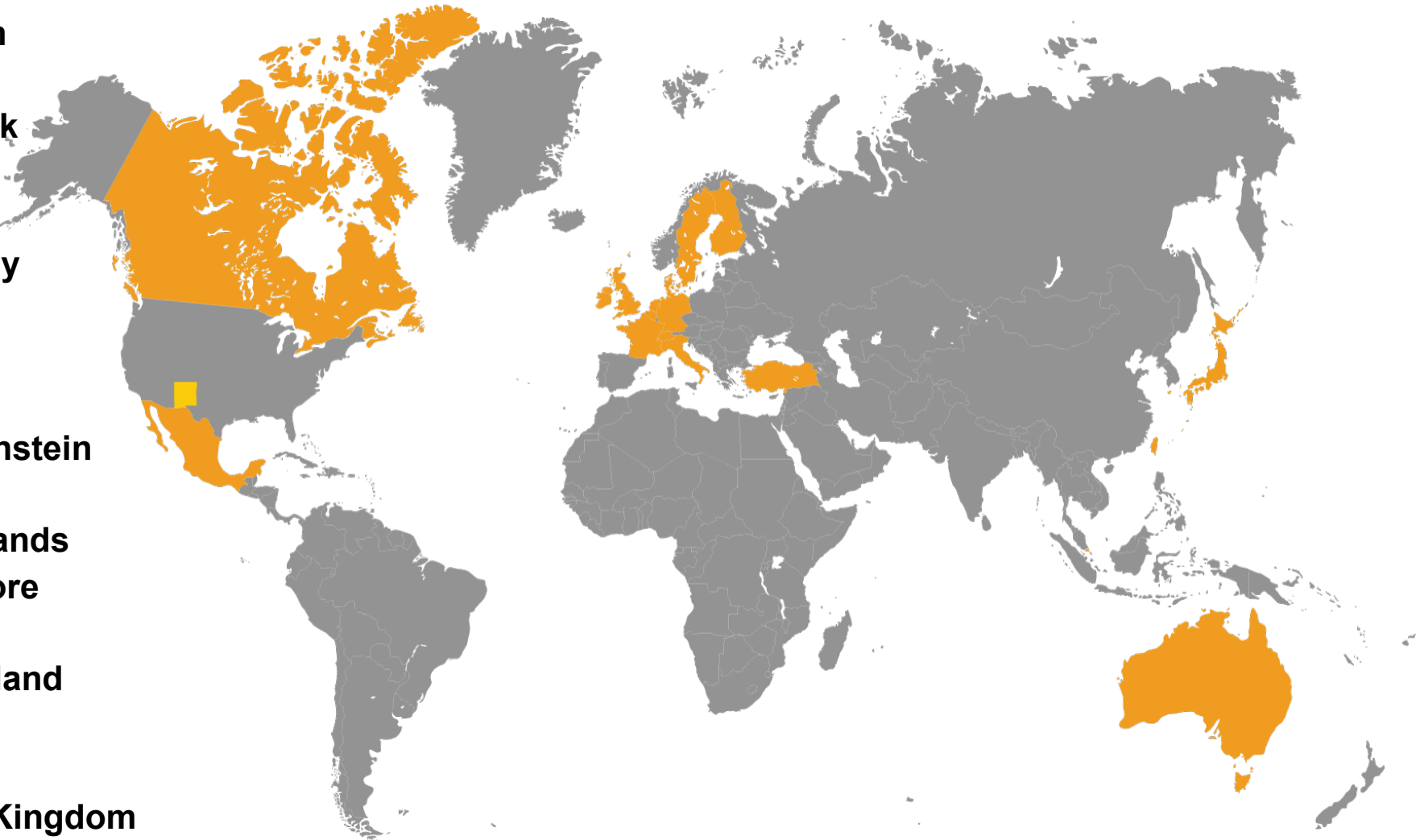
- Home to a vibrant, diverse tech ecosystem, including enterprise-level organizations, innovative startups and national labs
- Reasonable labor and business costs mean lower production budgets (often 25-30% less) compared to coastal metro areas
- Diverse workforce, including top-tier and entry-level talent in tech, engineering, programming and the arts
- High quality of life and low cost of living attract and retain top talent



The New Mexico Film and Media Tax Credit refunds up to 25% of video game production costs, including compensation.

Foreign Direct Investment: The World Works in New Mexico

Australia
Belgium
Canada
Denmark
Finland
France
Germany
Ireland
Italy
Japan
Liechtenstein
Mexico
Netherlands
Singapore
Sweden
Switzerland
Taiwan
Turkey
United Kingdom



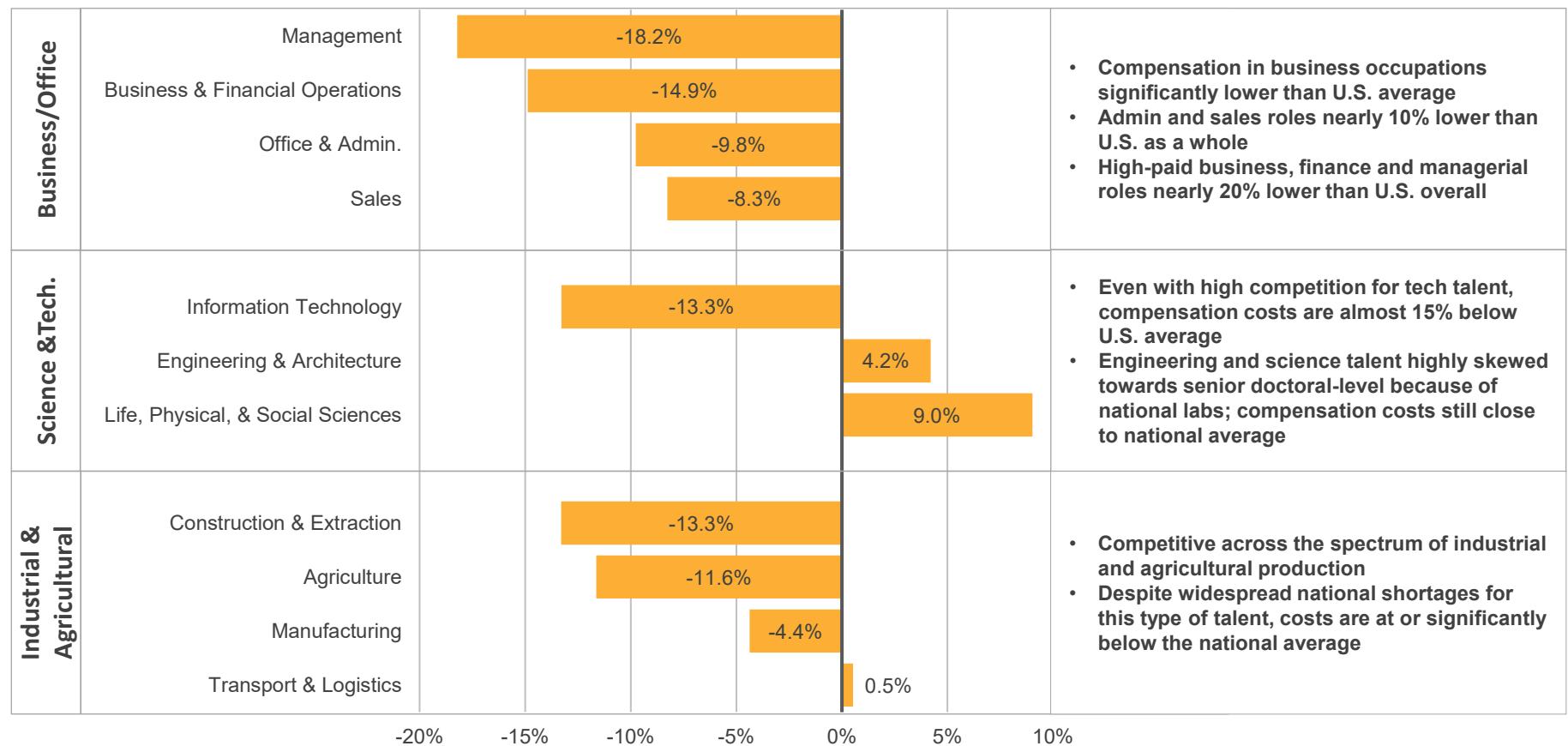
Added Value for Your Investment



Top Talent for Less

Lack of intense competition, low living costs, and a desirable environment keep compensation costs at or significantly below the national average for top-quality talent.

Compensation Costs: New Mexico vs. U.S. Average



SOURCE: U.S. Bureau of Labor Statistics, 2018 estimates

There's No Competition on Cost

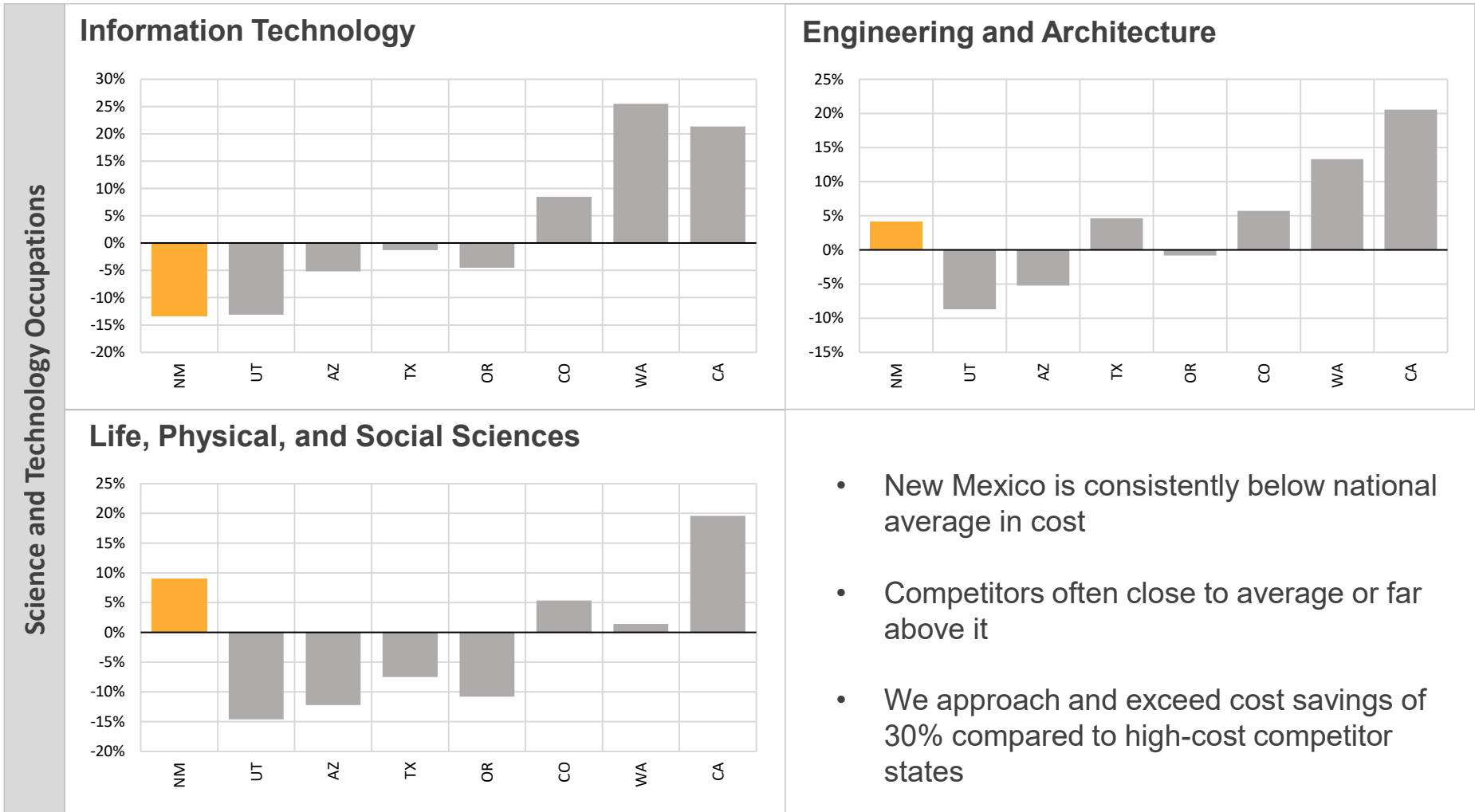
Compensation Costs Relative to U.S. Average:
New Mexico vs. Regional Competitors



SOURCE: U.S. Bureau of Labor Statistics

There's No Competition on Cost

Compensation Costs Relative to U.S. Average:
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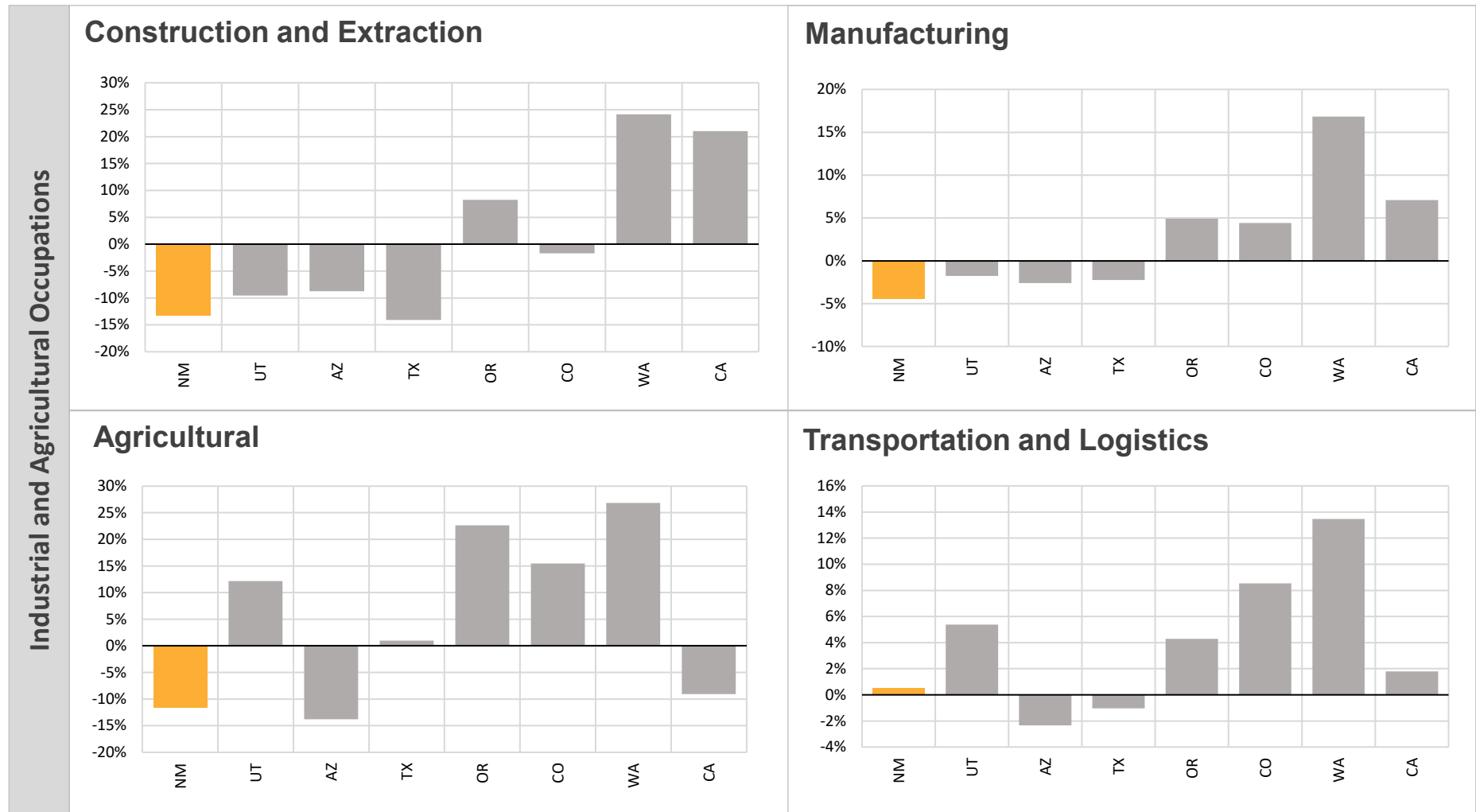


- New Mexico is consistently below national average in cost
- Competitors often close to average or far above it
- We approach and exceed cost savings of 30% compared to high-cost competitor states

SOURCE: U.S. Bureau of Labor Statistics

There's No Competition on Cost

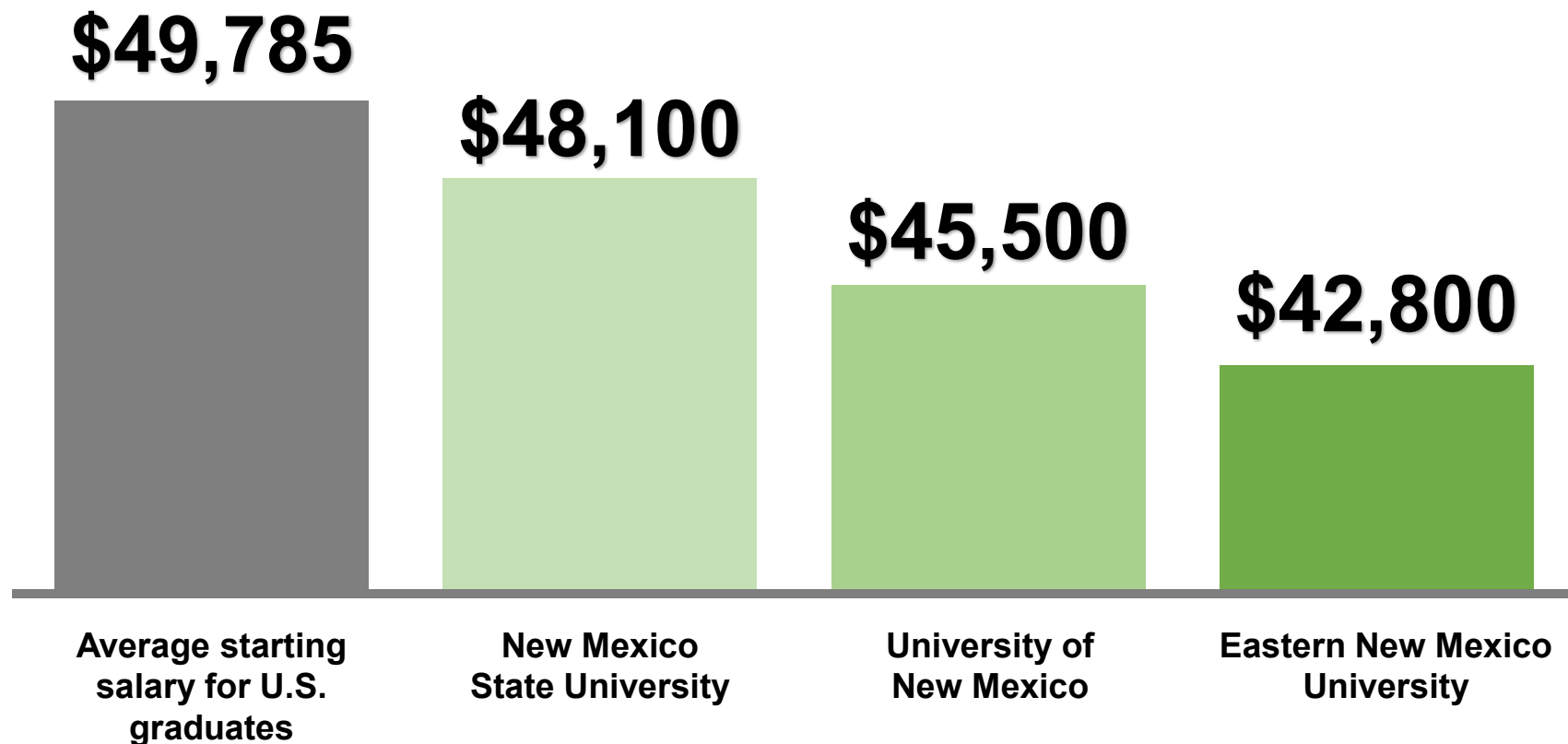
Compensation Costs Relative to U.S. Average:
New Mexico vs. Regional Competitors



SOURCE: U.S. Bureau of Labor Statistics

New Graduating Talent at Competitive Rates

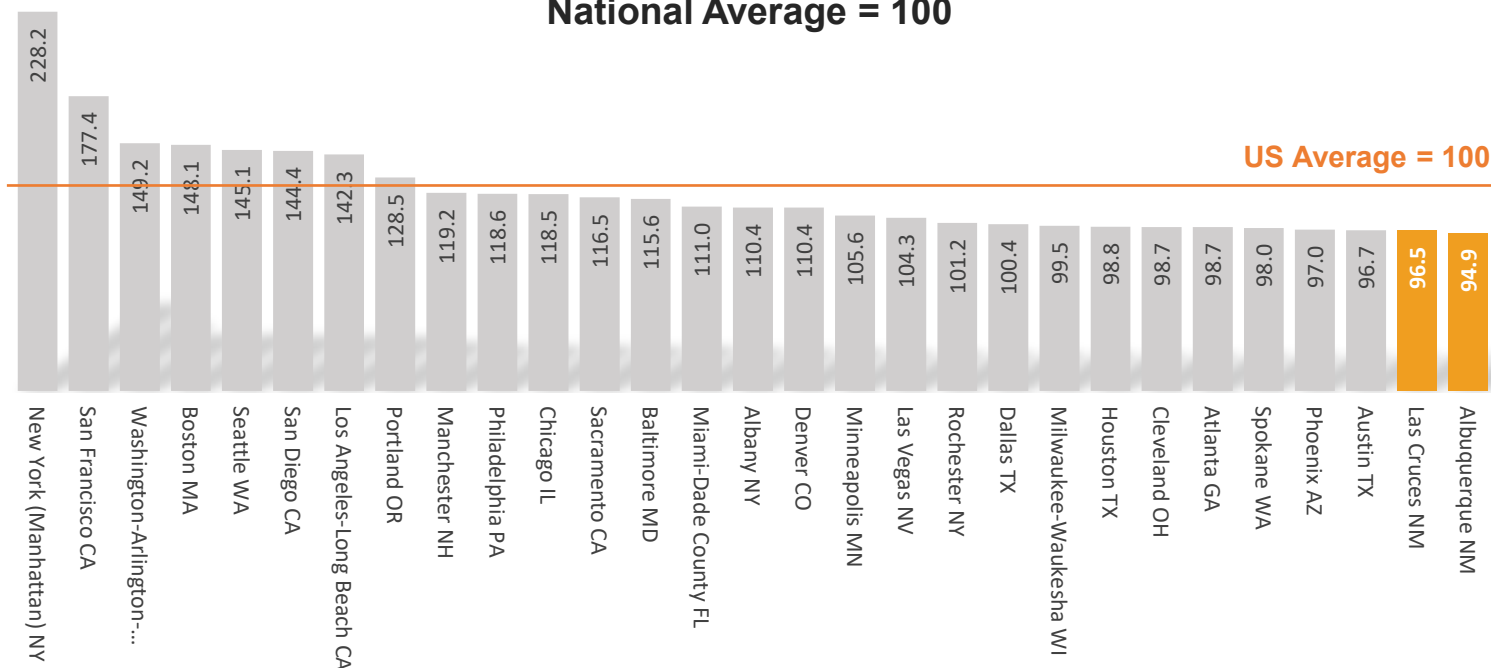
Low cost of living and high quality of place give you access to a new generation of talent for less.



SOURCE: New Mexico State University, The University of New Mexico, Eastern New Mexico University, The Hay Group

An Affordable Place to Live and Thrive

Overall Cost of Living Index
National Average = 100



Median sales price:
Detached single-family homes



US Overall
\$254,000



Western US
\$374,000



Albuquerque
\$202,000

- Affordable cost of living plays an important part in keeping employment costs low.
- The Albuquerque metro is one of the most affordable major metro areas in the Western U.S.; cost of living is ~95% of national average. This is typical of cost of living levels throughout the state.
- The median price of a single-family home in Albuquerque is 46% less than in the Western U.S. overall.

SOURCE: ACCRA Cost of Living Survey and U.S. Census Bureau

A Pro-Business State



A Business Climate Ideal for Growth

Favorable Tax Climate

- **22% reduction** in corporate income tax across all industries
- **Single Weighted Sales Factor** lowers corporate income tax rate for headquarters and manufacturing operations
- **No gross receipts taxes** on manufacturing consumables (electricity, industrial gases, repair parts, etc.)
- Among the **lowest property taxes** in the U.S.
- **Zero** inventory tax



More benefits:

- Affordable real estate, abundant land, diverse facility options
- Low energy costs, extensive renewable energy potential (solar and wind)
- Lottery-funded scholarship program

The Tools You Need for Success



Local Economic Development Act (LEDA): Discretionary state incentive that can be used toward the reimbursement of land, building or infrastructure costs. Funding awards are determined on a project-by-project basis.



Job Training Incentive Program (JTIP): Funds on-the-job and classroom training for expanding or relocating businesses for up to 6 months. JTIP provides cash reimbursement of 50-75% of wages.



High Wage Jobs Tax Credit (HWJTC): Refundable tax credits equal to 8.5% of salary for employees earning \$40K+ (rural areas) or \$60K+ (in urban communities). Credit may be taken for four years.

Industrial Revenue Bond (IRB): Allow for significant real and personal property tax and compensating tax abatements. Terms vary by community/project.








Rural Jobs Tax Credit: Can be applied to taxes due on (state) gross receipts, corporate income, or personal income tax.

Manufacturer's Investment Tax Credit: A tax credit of 5.125% of the value of qualified equipment applied against compensating or gross receipts tax.

Technology Jobs and R&D Tax Credit: A tax credit of 5% of qualified R&D expenditures for businesses under 50 employees with qualified expenditures under \$5 million.

Even more industry-specific incentives are available!

New Mexico Incentives at Work

	\$3M Awarded	900+ Jobs Created	\$5M Investment
	\$1M Awarded	120 Jobs Created	\$30M Investment
	\$3M Awarded	1,295 Jobs Created	\$36M Investment
	\$5M Awarded	140 Jobs Created	\$50M Investment
	\$250K Awarded	51 Jobs Created	\$1.3M Investment
High Plains Processing LLC	\$100K Awarded	20 Jobs Created	\$1.6M Investment
Big Dog Industries	\$750K Awarded	125 Jobs Created	\$15M Investment

A Place Like No Other



A Happy Workforce Is a Strong Workforce

KEY FACTORS

- | | |
|---|--|
| <ul style="list-style-type: none">• Low cost of living• Lack of congestion | <ul style="list-style-type: none">• Mild climate year-round• Diversity/multiculturalism |
|---|--|



TANGIBLE BENEFITS TO EMPLOYERS

- | | |
|--|--|
| <ul style="list-style-type: none">• Low turnover• Higher productivity | <ul style="list-style-type: none">• Low upward pressure on wages• Strong ability to recruit talent from other markets |
|--|--|

NEW MEXICO. A PLACE LIKE NO OTHER.



Ready to Get Started?

So are we! We're your single point of contact for locating your business in New Mexico, ready to help with:

- Data and analytics on key business factors
- Real estate searches
- Personalized briefings and orientations
- Coordination of site-selection trips
- Strategic meetings with key government and community officials
- Assistance in evaluating and applying for incentives
- Collaboration on media and public relations



Whether you're looking to expand or relocate your company to New Mexico, **the New Mexico Partnership can provide you with everything you need to know to grow your business.**

Let's Keep in Touch

Melinda Allen

President and CEO

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