

# WHY NEW MEXICO

# WHY NEW MEXICO

A place that attracts and retains talent.



**Quality of Place**



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

**In the Path of Growth**

Policies and programs in place to help business succeed.



**Pro-Business Environment**

**Strategically Connected**



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

Top talent at below-average cost provides our companies with a competitive advantage.



**Strong Value Proposition**

**World-Class Talent**



Top-quality workforce with diverse, in-demand skills aligned with the priorities of 21<sup>st</sup> century companies.

**Culture of Innovation**



Major research institutions and colleges and universities that are creating the future right now.

# OUR UNIQUE COMPETITIVE ADVANTAGES AS A BUSINESS ENVIRONMENT ARE NOT GOING UNNOTICED.

## NEW MEXICO CONTINUES TO ATTRACT SOME OF THE MOST SOPHISTICATED AND RECOGNIZED COMPANIES FROM ACROSS THE GLOBE.



**Stampede** selected New Mexico for a new plant which will double the company’s production capacity, allowing it to also double its annual revenues to \$1B. They will hire 1,295 employees in New Mexico and invest almost \$40M.



**Corrugated Synergies International (CSI)** is a leader in customized packaging and printing technology. They will invest over \$30M and hire 120 in Santa Teresa. This new facility will be home to one of the most advanced printing machines, one of only 6 in the world.



**Facebook** is investing over \$1B in a new 2.8 million sq. ft. data center in Los Lunas. It will be powered by 100% renewable energy. Prior to completing Phase 1 of the project, Facebook has already committed to building out all six phases.



**Keter**, headquartered in Israel, is a leading manufacturer of resin-based household and garden consumer products. They selected Belen, NM to be the site for their western U.S. manufacturing activities. They will hire 175 and invest \$36M in an existing facility.



**Ganymede Games** is a video game studio started by industry veterans from major studios like Riot and Electronic Arts. They are headquartered in Las Cruces and plan to grow to at least 51 near-terms.

Recent Announcements	Jobs	Sector	Location
Stampede Meat	1,295	Food Processing	Sunland Park
Safelite	900	Claims/Customer Service	Rio Rancho
Comcast	450	Customer Service Center	Albuquerque
S&P Data	425	Customer Service Center	Rio Rancho
Admiral Cable	342	Wire Manufacturing	Santa Teresa
Skorpis Technologies	300	Technology Manufacturing	Albuquerque
Fidelity (Expansion)	250	Financial Services	Albuquerque
PCM	224	Customer Service Center	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	182	Hemp and CBD Production	Mesilla
Keter Plastics	175	Plastic Injection Molding	Belen
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
Raytheon (Expansion)	60	Defense	Albuquerque
Ganymede Games	51	Video Game Studio	Las Cruces
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

# NOT ONLY DO WE HAVE WHAT IT TAKES TO ATTRACT TOP COMPANIES, BUT OUR ENVIRONMENT HAS CREATED A UNIQUE AND INNOVATIVE ECOSYSTEM OF WORLD-CLASS HOMETGROWN COMPANIES.



**Descartes Labs**, a New Mexico born technology-transfer company from Los Alamos National Labs, was founded in Los Alamos in 2015. This revolutionary company has developed Artificial Intelligence technology to analyze petabytes of data from thousands of global satellites. Descartes has successfully used this technology to predict crop yields around the world. This unique capability has profound implications in moving global markets, providing predictive analytics for insurers, preventing famines, and tracking climate change. Their technology also has potential applications for defense and intelligence agencies, as well as a myriad of other corporate uses.



**Meow Wolf** in Santa Fe is an arts production company that creates immersive, multimedia experiences that transport audiences of all ages into fantastic realms of storytelling. Since launching in March 2016, Meow Wolf's first permanent exhibition, House of Eternal Return, has attracted more than 1 million visitors. Meow Wolf is in the process of opening exhibitions in major markets around the country; with the first two announced in Denver and Las Vegas. To accommodate the company's expansion plans, Meow Wolf purchased a 52,000-square-foot building in Santa Fe which is now an art design and manufacturing facility that will feed Meow Wolf's creative exhibits as it expands nationally.



**Ideum** manufactures multitouch tables and walls using cutting-edge sensing and projection technology to create interactive, immersive social experiences in public places. The company custom builds its own hardware as well as designs custom software for the displays. Ideum has worked on custom projects for the Smithsonian, Monterey Bay Aquarium, Apple, Adobe, Coca-Cola, Boeing, Hewlett-Packard, Union Pacific, and the Museum of Science and Industry in Chicago.



**SolAero** started in 1997 with technology from Sandia National Laboratories. Today, it is the one of the world's leading manufacturers of highly efficient radiation-hardened solar cells and solar panels for space applications. SolAero currently manufactures 300,000 flight solar cells annually, and its products currently power more than 320 satellites in orbit. Approximately 1,000 satellites with these solar cells are scheduled to launch in the next few years. Its Albuquerque facility houses the world's largest space solar cell production line.



**RiskSense**, initially called CAaNES LLC, was launched in 2006 as a spin-off of the New Mexico Institute of Mining and Technology. The company 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 RiskSense Platform transforms cyber risk management into a more proactive, collaborative, and real-time discipline across a growing attack surface.



**El Pinto Foods'** salsa manufacturing division currently 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. "El Pinto began from humble roots in 1962 by my parents with 10 tables. Today our salsa manufacturing facility, located on the same property as the 1,000 seat restaurant, shares the taste of New Mexico to the entire country," said co-owner Jim Thomas.

# NEW MEXICO IS POISED FOR GROWTH

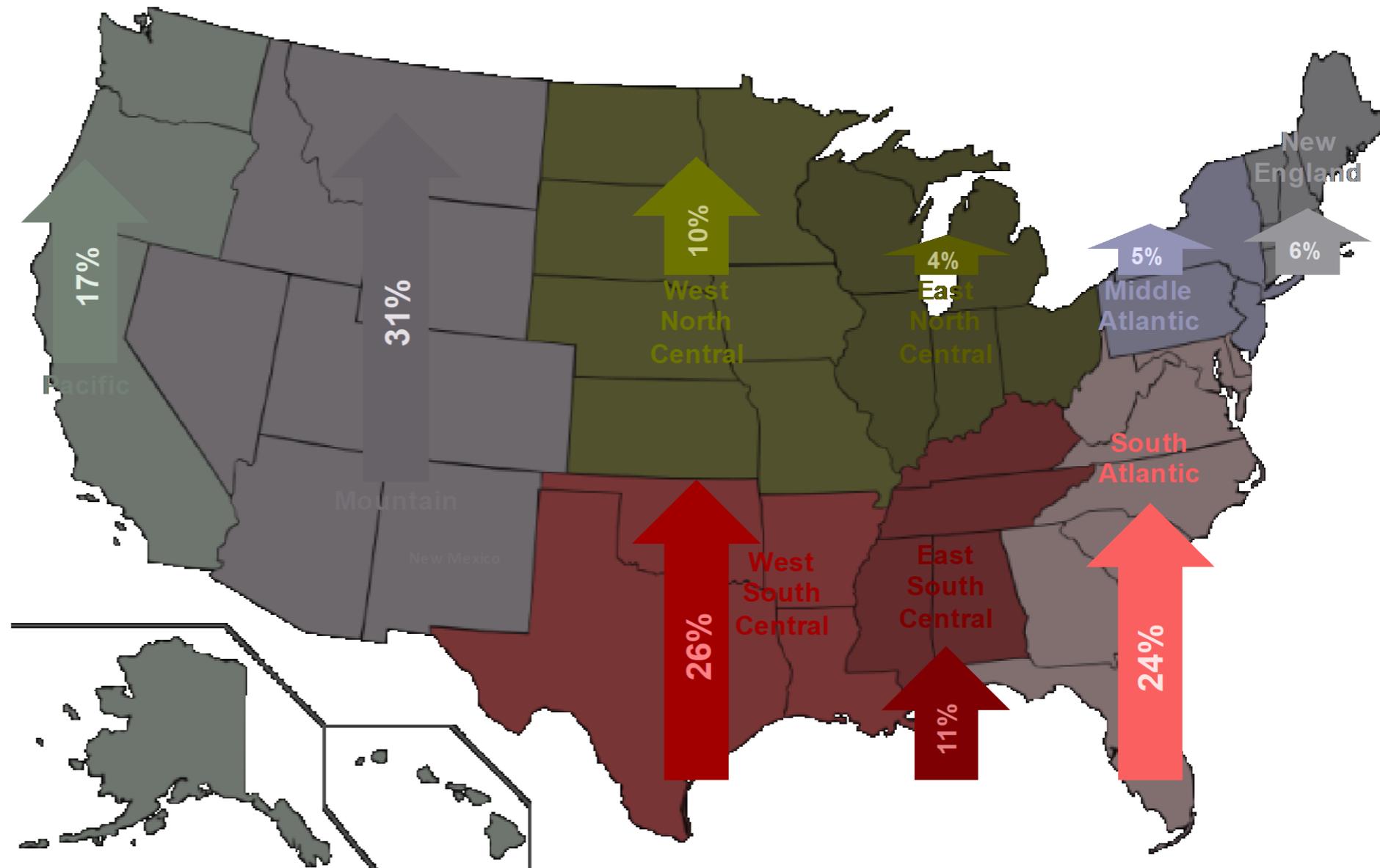


## SQUARELY IN THE PATH OF GROWTH

# NEW MEXICO IS SQUARELY IN THE PATH OF GROWTH.

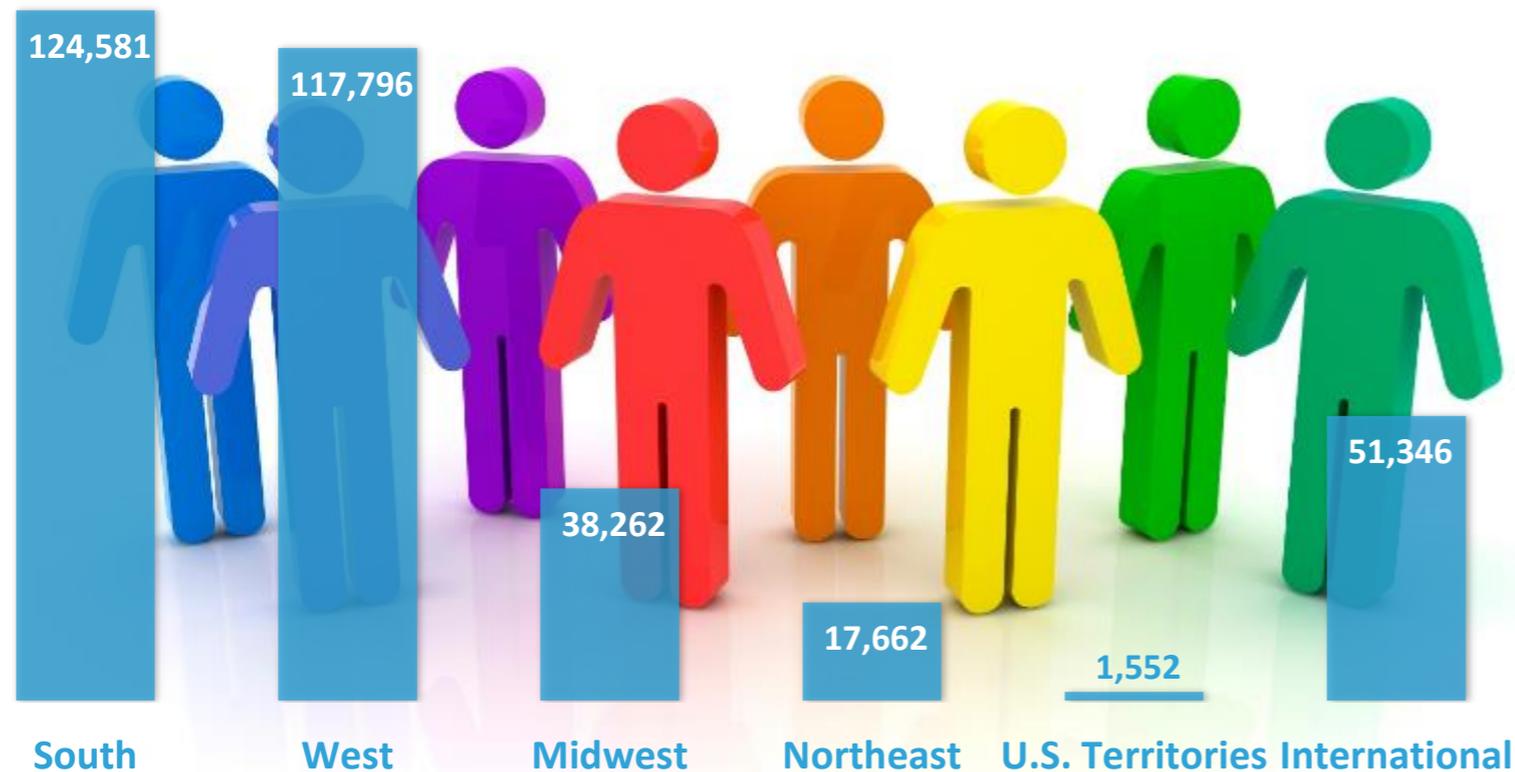
## *WE ARE LOCATED IN THE U.S. REGION WITH THE FASTEST POPULATION GROWTH RATE SINCE THE TURN OF THE CENTURY.*

- The U.S. population has grown by 14.8% since 2000; *that's less than 1% per annum.*
- The Mountain Division, where New Mexico is located, grew by 31.3%; approx. 2% per annum ... twice the rate of the U.S. overall.
- Increasingly, companies globally are recognizing that locating in this region is key to positioning themselves in the path of growth.



## SQUARELY IN THE PATH OF GROWTH

# 351,209 PEOPLE HAVE CHOSEN NEW MEXICO OVER JUST THE LAST FIVE YEARS.



- Most are coming from the Southern and Western regions of the U.S. But, we also draw broadly from across the country. Over 55,000 moved to New Mexico from the Midwest and Northeast in the last five years.
- We continue to draw internationally; over 50,000 people have migrated to New Mexico in the last five years from outside of the U.S.

Rank	State of Origin	Number of Movers to New Mexico
1	Texas	68,488
2	Arizona	31,404
3	California	29,006
4	Colorado	24,653
5	Florida	14,680
6	Virginia	7,093
7	Oklahoma	6,863
8	Washington	6,267
9	Utah	6,252
10	Illinois	5,973

**Certainly, many people are coming here from our neighboring states.**

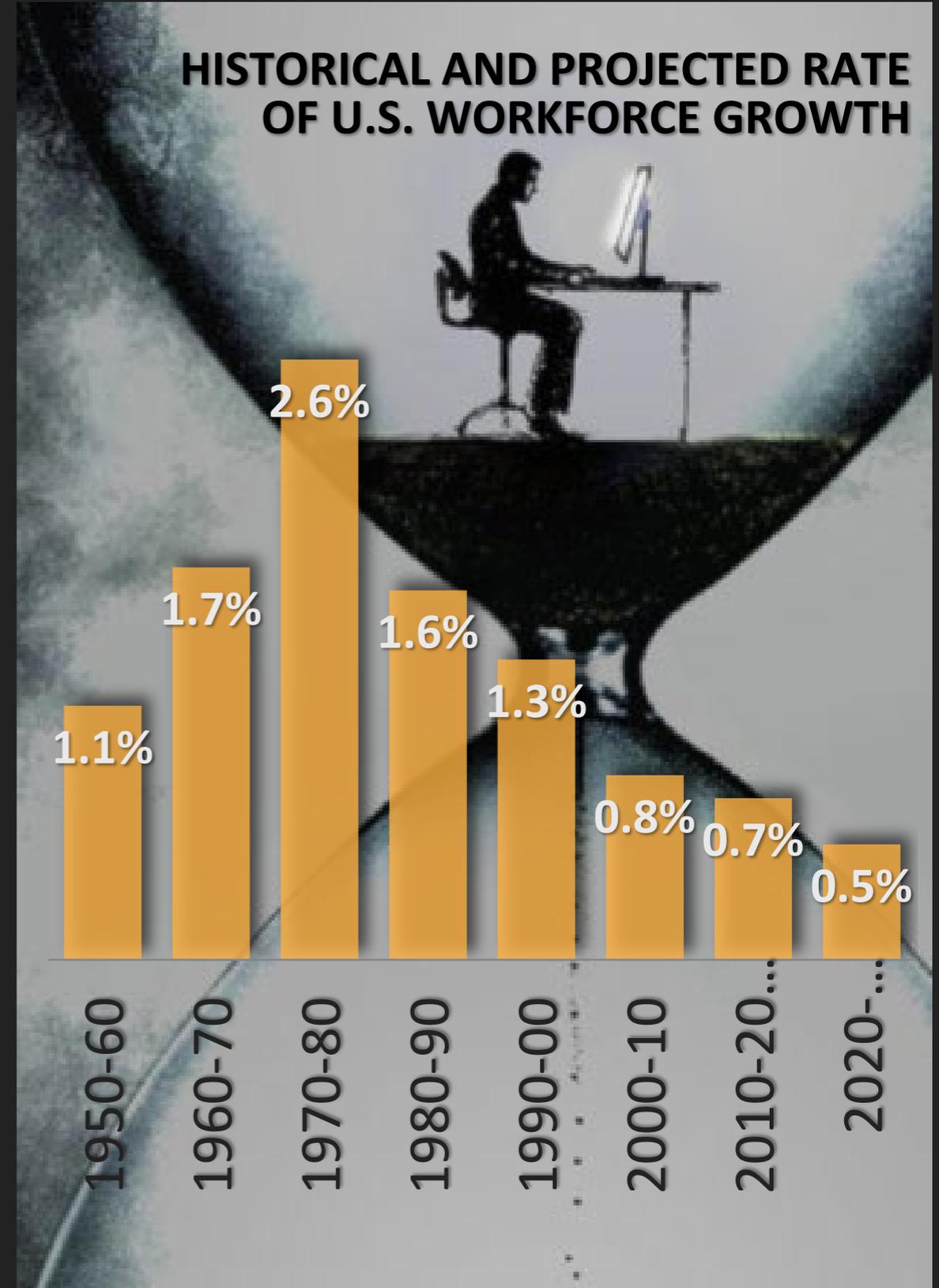
**But, they're also coming from much further afield; Florida, Virginia, Washington and Illinois are among the top ten states of origin for those moving to New Mexico.**

## SQUARELY IN THE PATH OF GROWTH

**THE RATE OF WORKFORCE EXPANSION IN THE U.S. IS CONTINUING TO DECLINE.**

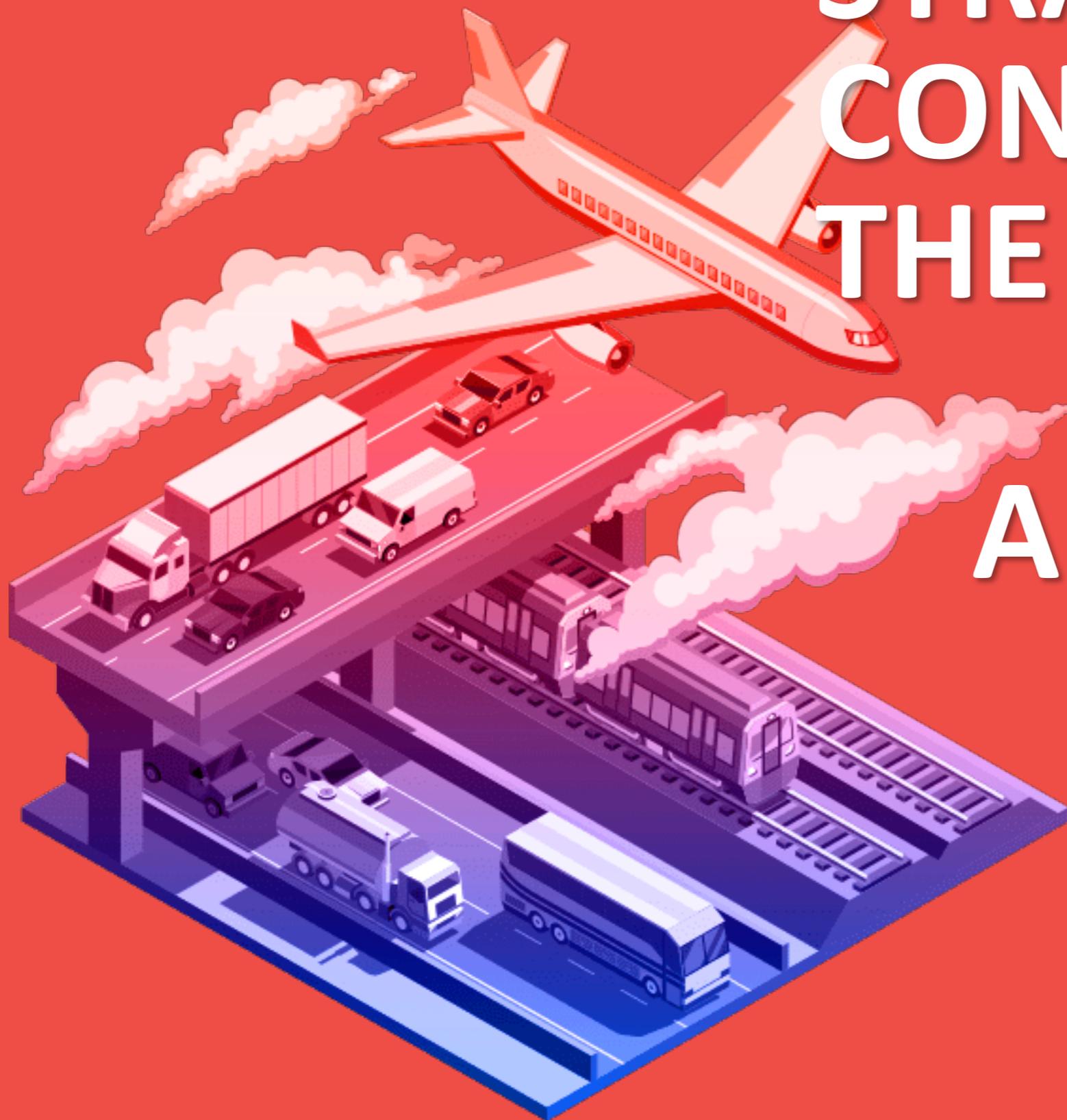
**BEING IN THE NATION'S FASTEST GROWING REGION IS A STRATEGIC ADVANTAGE FOR COMPANIES THAT LOCATE IN NEW MEXICO**

- Fundamental demographic trends are leading to a persistent long-term shortage of talent.
- Companies are using geographic diversification as a strategy for ensuring access to the talent they need.
- They are focusing on places that are in the fastest-growing regions of the country, like New Mexico.



**STRATEGICALLY  
CONNECTED TO  
THE WORLD ...**

**AND BEYOND**



## STRATEGICALLY CONNECTED

# EXTENSIVE TRANSPORTATION INFRASTRUCTURE

- Ideal market access by both truck and train throughout the Mountain Region as well as the Pacific and Central U.S.
- Strong linkages to Mexico - with three border crossings.
- Equidistant from ports of LA/ Long Beach and Houston/ Galveston; with extensive rail linkage.
- Widespread access to passenger and commercial aerospace facilities.

## SOME OF OUR TRANSPORTATION ASSETS ARE OUT OF THIS WORLD



New Mexico is home to **SPACEPORT AMERICA**, a first purpose-built commercial spaceport in the world. It is a major hub for R&D and testing related to both spaceflight and autonomous vehicles.

It is the headquarters for Virgin Galactic's commercial space launch operations. Consumer spaceflights are expected to commence as early as 2019.



It is also a premier site for drone R&D. It provides for unlimited flight ceilings with no FAA approvals necessary, testing beyond line-of-site can be conducted, and lack of inclement weather means a lack of disruption to flight operations.

# THE TRUTH IS OUT THERE

Of course our connection to space isn't new! It dates back to at least 1947.

On June 14 of that year, the crash site of an apparent extraterrestrial craft was discovered about 30 miles outside of Roswell, New Mexico.

We've all been assured that this was actually just an experimental military weather balloon. However, we all know the truth.

Now, unfortunately, we don't know exactly why these alien visitors were on their way to New Mexico, but we like to think it was for the same reasons we highlight to out-of-town businesses when they visit!



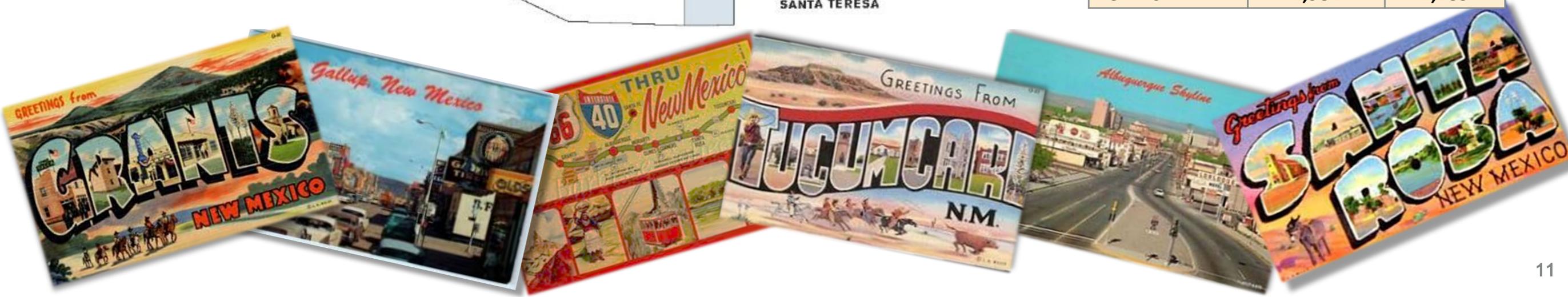
# STRATEGICALLY CONNECTED

## WE'VE BEEN ON THE ROAD TO SUCCESS FOR A LONG TIME

- We were part of the route for the first highway and now we're crossed by three major interstates: I-25 (north-south), I-40 (east-west), and I-10 (east-west), in addition to an extensive network of two- and four-lane highways that provide efficient access to a host of key markets.
- The high volume of truck traffic into the state translates into low backhaul rates for goods leaving the state; making us an ideal manufacturing, distribution, and trans-load location.



Destination (in miles)	Albuquerque	Santa Teresa
Ciudad Juárez	269	16
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



## STRATEGICALLY CONNECTED

# NEW MEXICO IS ON THE RIGHT TRACK

- New Mexico is served by both Union Pacific and BNSF.
- We have direct service to the ports of Long Beach and Houston, as well as ports of entry at the Mexican and Canadian Borders.
- We offer a wealth of opportunities to locate directly on high-quality rail-served sites throughout the state.



UP Serves 23 states with 32,100 miles of rail



BNSF serves 28 states with 32,500 miles of rail

## STRATEGICALLY CONNECTED

# BEING A GOOD NEIGHBOR IS GOOD FOR BUSINESS

- Santa Teresa is the largest of three border trade crossings with Mexico.
  - This port-of-entry has the fastest commercial crossings in the entire Juarez-El Paso Customs District, and no crossing fees are charged at the port.
  - Union Pacific has invested \$400M to develop the 2,200 acre intermodal facility in Santa Teresa.
  - In-Bond shipments allow companies to streamline their logistics by doing their custom inspections in Santa Teresa, bypassing long wait times in the ports of Long Beach or Houston.
  - More than 50% of NM's \$3.6 billion in total exports, are transported through Santa Teresa.
  - Both highway and rail connect the Mexican ports to Santa Teresa's port-of-entry and the UP intermodal terminal.
  - In 2017, Santa Teresa had 114,921 commercial crossings.
- Our policies and advocacy have led to a 12-mile overweight zone to lower costs for truck traffic, as well as highly efficient customs process that put – for the first time – U.S. customs agents on **BOTH** sides of the border to ensure rapid inspection of cargo.
- The border region provides delivery times within-two-days to and from a geographic region made up of 75% of the U.S. population.



Our border region, anchored by the Las Cruces Metro, is part of the broader Metroplex that also includes El Paso, TX and Mexico's Ciudad Juárez Metro.

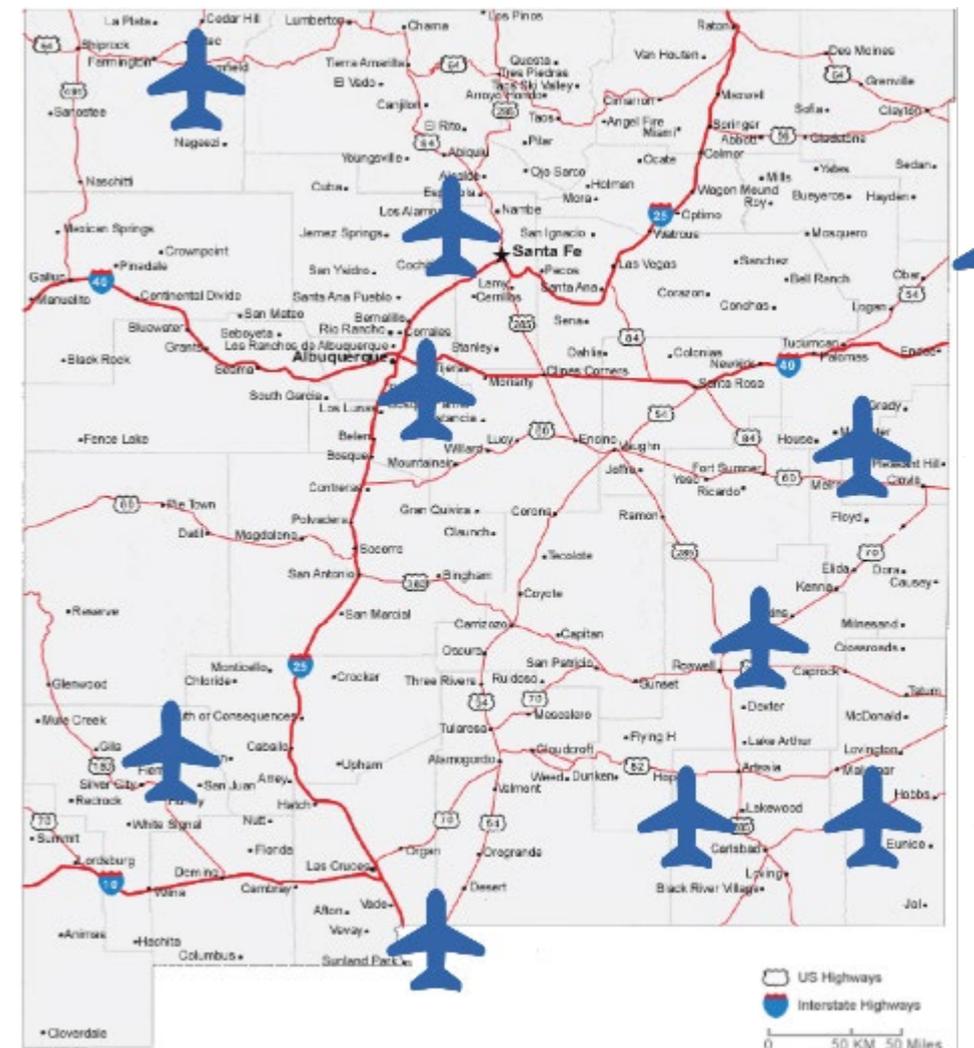
This region has over 2.4 million residents and a manufacturing workforce of over 250,000.



## STRATEGICALLY CONNECTED

# WE DON'T JUST FLY TO SPACE ... WE ALSO HAVE REGULAR AIRPORTS

- More than 60 airports are located throughout the state and three international airports serve different regions of New Mexico.
- The Albuquerque International Sunport provides nonstop service to 24 cities daily via nine commercial carriers. Two cargo carriers, FedEx and UPS, serve the airport.
- Providing service to southern NM, El Paso International is served by five carriers conducting 46 departures per day, with nonstop service to 13 cities. It is served by three cargo carriers: FedEx, UPS, and DHL.
- Providing flight access to commercial residents in eastern NM, Rick Husband Amarillo International Airport is served by four commercial carriers.
- Airports in Alamogordo, Carlsbad, Clovis, Farmington, Hobbs, Roswell, Santa Fe, and Silver City also offer flights to destinations within New Mexico and bordering states.



YOU'LL  
ACTUALLY ENJOY  
OUR

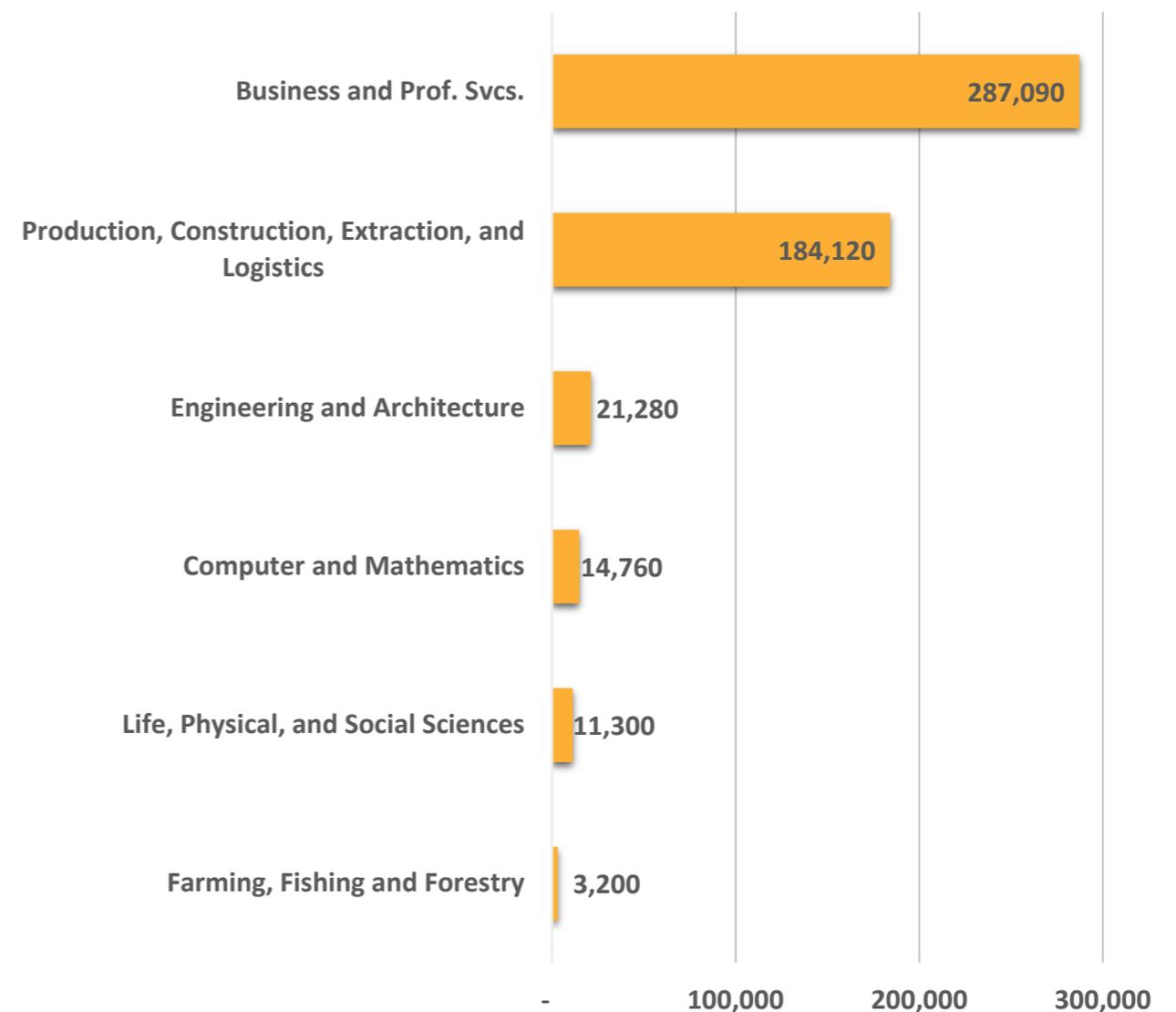


## TALENT

# DESPITE BEING A STATE OF ONLY 2 MILLION PEOPLE, NEW MEXICO HAS LARGE TALENT POOLS IN BUSINESS AND PROFESSIONAL SERVICES, MANUFACTURING, LOGISTICS AND EXTRACTION.

- Among key ‘economic base’ sectors, we have sizable talent pools.
- Our general business sectors – encompassing a broad range of occupations including service, sales, finance, operations, back office, and executive talent – employ almost 300,000.
- Likewise, almost 200,000 are employed across manufacturing, natural resources, and logistics occupations.

Occupational Employment in Key Economic Base Sectors

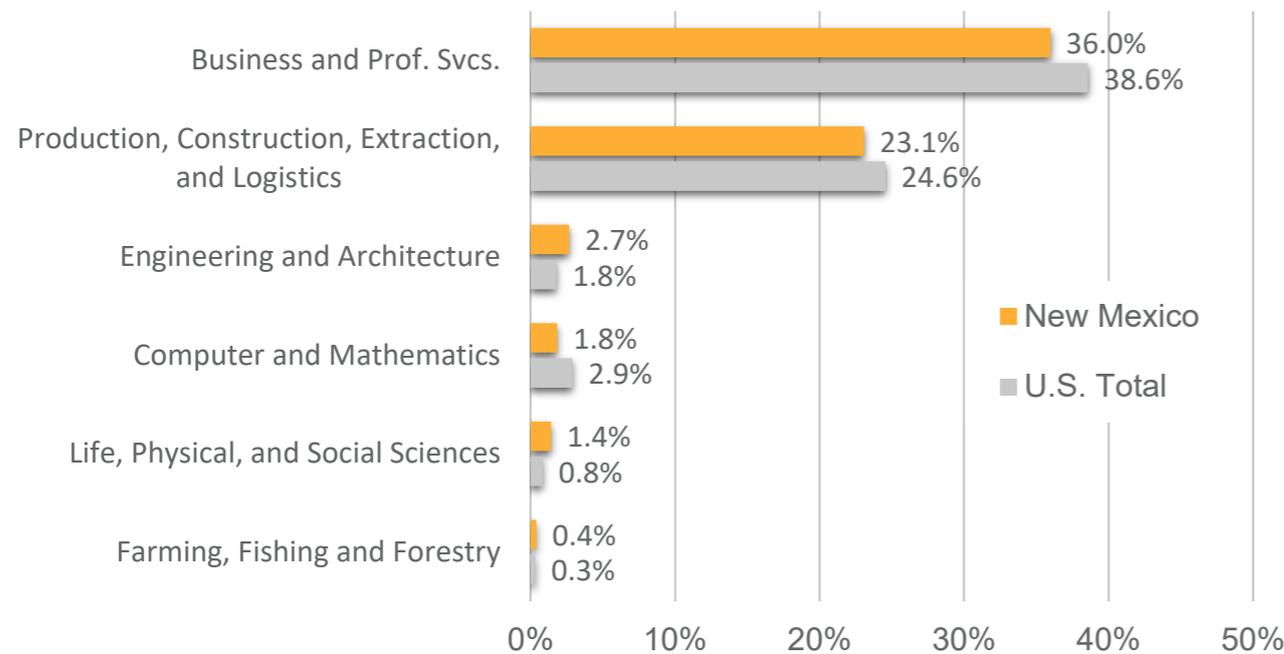


# TALENT

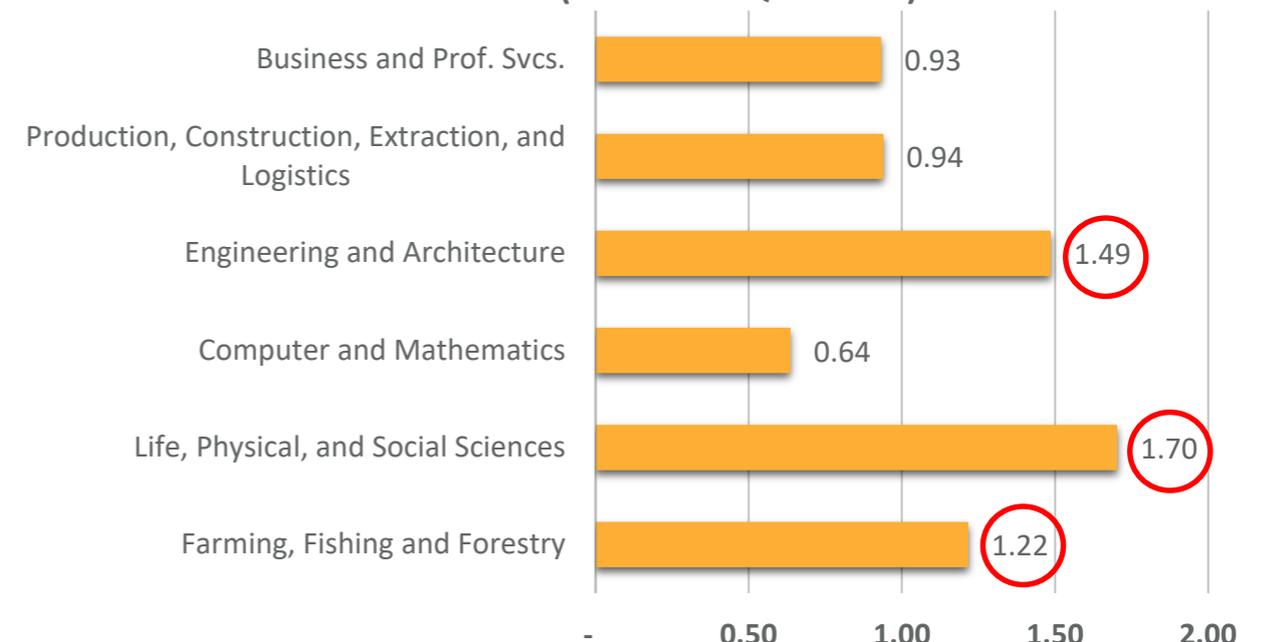
## WE ALSO HAVE STRONG CONCENTRATIONS OF TALENT IN HIGHLY IN-DEMAND FIELDS SUCH AS ENGINEERING, SCIENCE, AND AGRICULTURE

- There are also sectors in which, while small in terms of absolute numbers employed, New Mexico shines because, relative to typical employment levels elsewhere, we have high concentrations of talent.
- Such niche sectors where New Mexico stands out include Engineering and the Sciences - largely as a result of our long history as a world-class research center. We are home to several federal and private-sector research institutions.
- We have an even longer history – one that stretches across literally millennia – as a major agricultural center. That continues today.

**Proportion of Workforce in Key Economic Base Occupational Sectors**



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

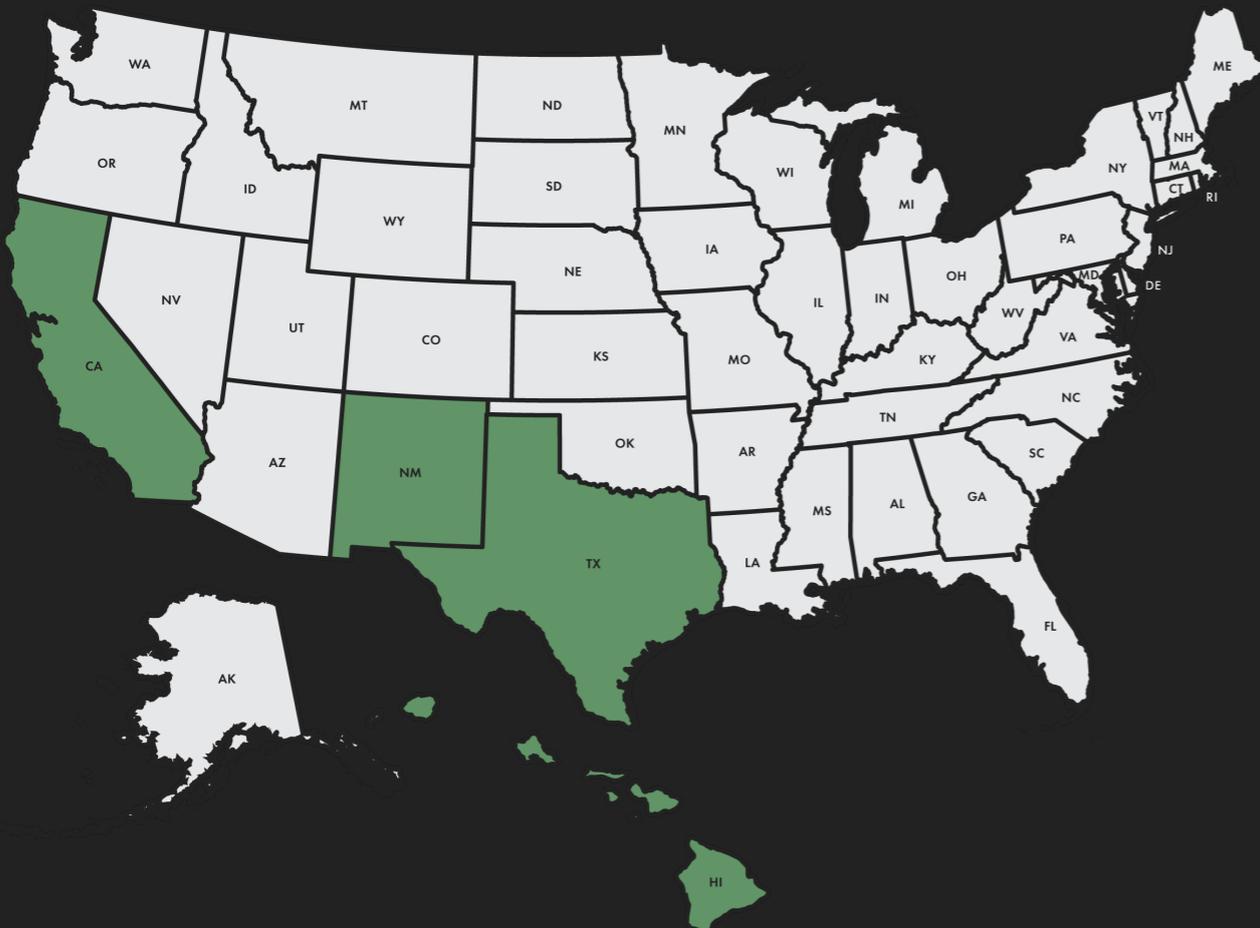


# NEW MEXICO IS PROUD OF ITS CENTURIES-OLD HISTORY OF DIVERSITY

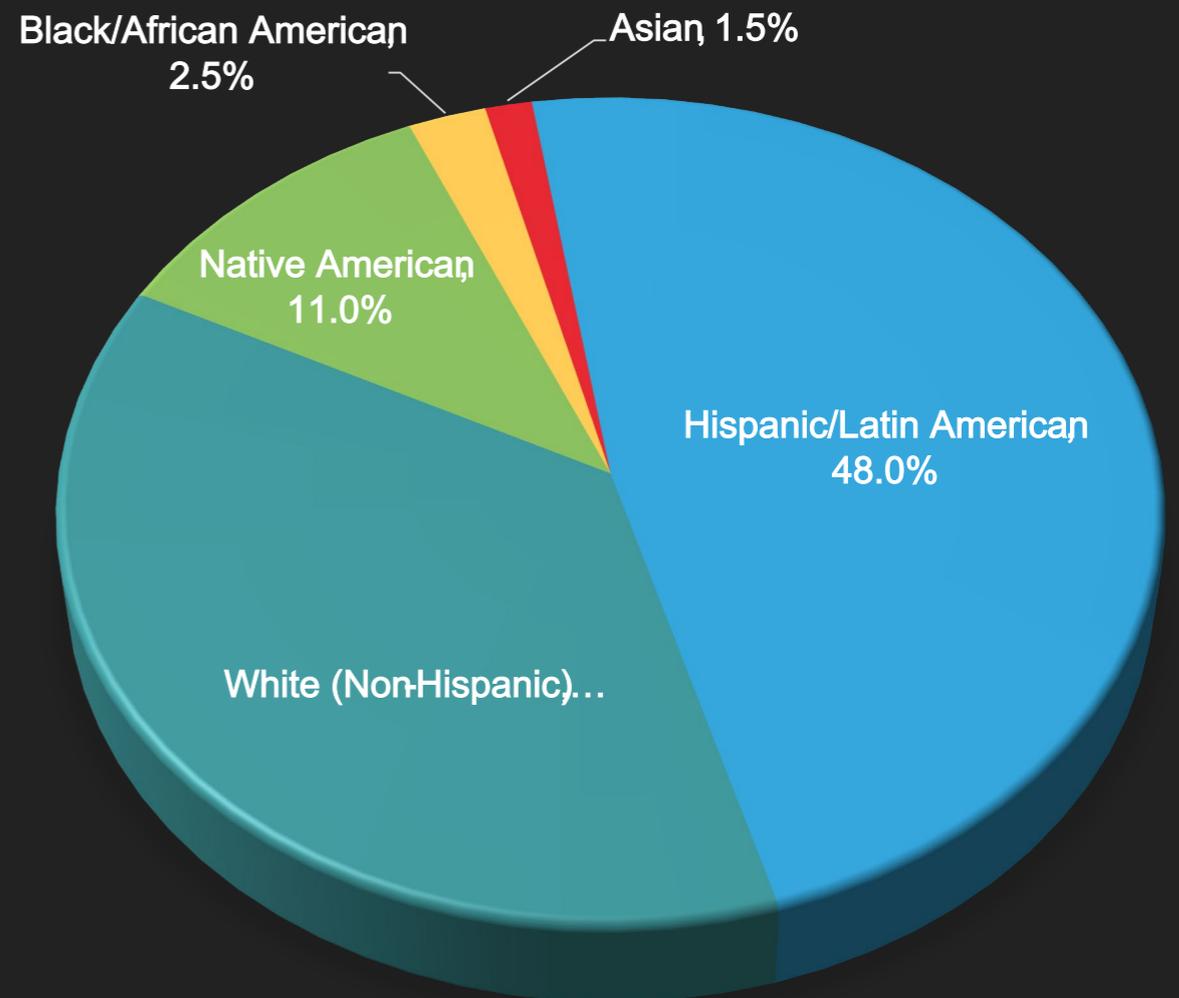
We often lead the way scientifically, but we are also leading the way socially and demographically.

While the whole of the U.S. is projected to be majority-minority by 2045, we're one of only four states that is already there!

**NEW MEXICO IS ONE OF ONLY FOUR MAJORITY-MINORITY STATES IN THE U.S.**



## RACIAL/ETHNIC COMPOSITION OF NEW MEXICO



# INDUSTRY SECTORS



ADMINISTRATION,  
SALES, SERVICE &  
SUPPORT



ADVANCED  
MANUFACTURING



INFORMATION  
TECHNOLOGY



DISTRIBUTION,  
TRANSPORTATION &  
LOGISTICS



ENERGY & NATURAL  
RESOURCES



VALUE-ADDED  
AGRICULTURE



AEROSPACE &  
DEFENSE



DIGITAL MEDIA

## WORKFORCE & INDUSTRY

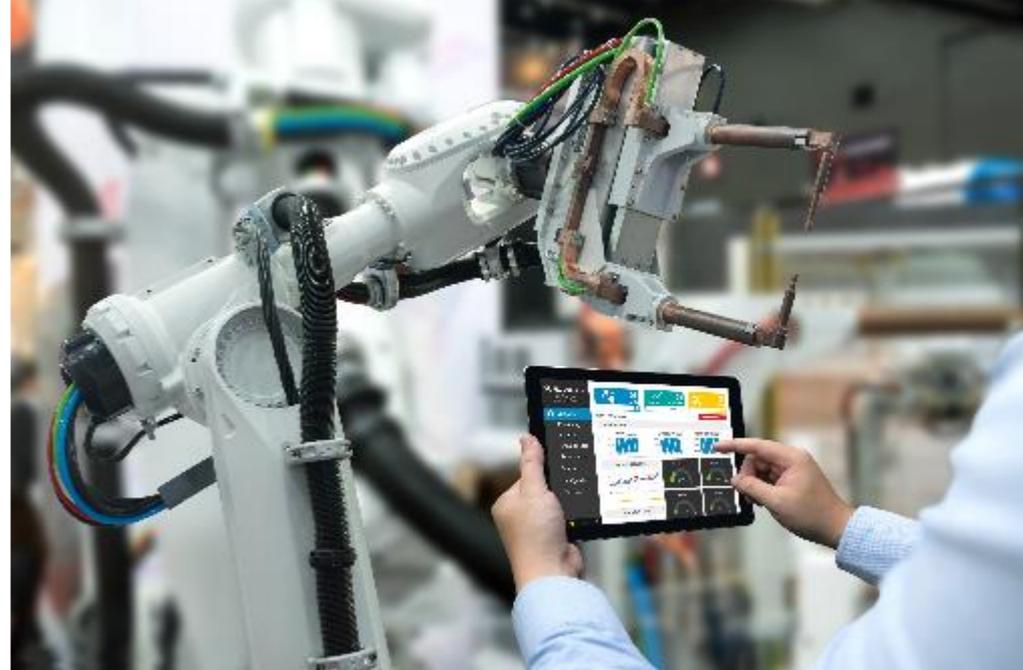
# SHARED SERVICES, BACK OFFICE, SALES, AND SUPPORT

- Shared Services** New Mexico provides a strong value proposition; experienced talent, new talent pipeline, ability to attract nationally when desired (e.g., executives), and affordable/stable employment cost structure. There is an opportunity to consider deployment strategies focused on creating ongoing savings (likely 20% to 30%) by transitioning roles from high-cost locations.
- Customer Service** Workforce and quality facility options available. Strong talent pool and high interest level in this type of job; but without high levels of saturation, so competition for talent is not intense and wages are stable. New Mexico has a strong fit statewide, in both rural and urban communities. Unemployment due to global conditions in specific sectors, underemployment, retired military as well as trailing spouses of active duty military, and large college/university populations are all examples of ready labor sources. In addition, strong Spanish-language capabilities are available.



## WORKFORCE & INDUSTRY

# ADVANCED MANUFACTURING

- A report released by Ernst & Young in January 2014, ranked New Mexico 1st in the west for manufacturers with the lowest effective tax rate
    - A major factor in the report was the New Mexico Jobs Package which was signed into law in 2013.
    - This included phasing down the corporate income tax rate to 5.9% and providing a single sales factor apportionment methodology for corporations whose principal business activity is manufacturing.
- 
- New Mexico has worked to develop business parks dedicated to advanced manufacturing. The Sandia Science and Tech Park, for example, is home to dozens of companies that support national laboratories.
  - Our universities and community colleges have created advanced manufacturing programs that are growing to meet New Mexico's demand for skilled workers.



# INFORMATION TECHNOLOGY AND DATACENTERS



## FACEBOOK SELECTED NM FOR ITS NEW STATE-OF-THE-ART DATACENTER

- Located in Los Lunas, part of the Albuquerque Metro
- ~3M square foot facility
- An investment of over \$1B.
- 100% powered by renewable energy.
- Almost 300 full time workers.
- Built in six phases, beginning in 2016; Phase I well underway

- **Information Technology** New Mexico has a robust supply of IT talent, and there is an unique opportunity here to access very high-end R&D talent in disciplines such as artificial intelligence, cyber security, supercomputing, big data, and imaging; commercialization of intellectual property from the national labs and other research institutions is a major driver of this.
- **Data Centers** New Mexico offers a strong data center value proposition because of lack of natural disasters, virtually unmatched potential for renewable energy, low power costs, climate conditions suited to efficiency, low land and construction costs, low operating costs, and strong fiber connectivity.



## WORKFORCE & INDUSTRY

# DISTRIBUTION, TRANSPORTATION & LOGISTICS

- New Mexico's border with Mexico has quickly become one of the busiest crossings in the country. Why? Because New Mexico makes it easy. We make it easy to cross, easy to build, and we make it easy to get where you're going
  - Santa Teresa Port of Entry has the fastest commercial crossings in the entire Juarez-El Paso Customs district, and no crossing fees are charged at this port.
  - 12-mile radius overweight cargo zone around the Santa Teresa port-of-entry, \$250 annual per truck permit.
- New Mexico also has strong highway and airport access with the state being crisscrossed by 3 major interstates and having more than 60 airports with 3 international airports.



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



## WORKFORCE & INDUSTRY

# ENERGY & NATURAL RESOURCES



- **NEW MEXICO HAS BEEN A LEADER IN ENERGY PRODUCTION FOR DECADES.** Today, we are pioneers in renewable energy, while also retaining our status as a leading producer of traditional energy sources. Wind and solar farms keep us on the cutting edge, while major oil and natural gas producers are using the latest technology to access our vast reserves.
- **NEW MEXICO HAS ABUNDANT ENERGY RESOURCES,** including traditional oil/gas in the Permian and San Juan basins. NM is currently **3RD IN OIL PRODUCTION** in the United States and **10TH IN NATURAL GAS PRODUCTION**. New Mexico is also the nation's largest supplier of potash.



## WORKFORCE & INDUSTRY

# FOOD PROCESSING AND VALUE ADDED AGRICULTURE



#1 STATE FOR CHILE PRODUCTION  
 #2 STATE FOR PECAN PRODUCTION  
 #5 STATE FOR CHEESE PRODUCTION

- New Mexico is home to a thriving value-added agriculture and food processing industry thanks to vast open spaces for diverse crop planting and livestock production, favorable weather conditions, and an expert workforce.
- Home to six of the seven life zones in the world, long growing seasons and mild winters allow crops to be produced year round. The abundant sunshine and dry weather also produce less mud and fewer diseases for farm animals.
- New Mexico's economy has been based in cattle ranching and farming for two centuries, and there are currently 23,000 farms operating in the state. Wheat is the highest volume crop in terms of acreage with nearly one million acres in production. Corn, for grain, is second largest crop. For the smaller grower, there are more than 60 farmers' markets statewide.



## WORKFORCE & INDUSTRY

# AEROSPACE AND DEFENSE

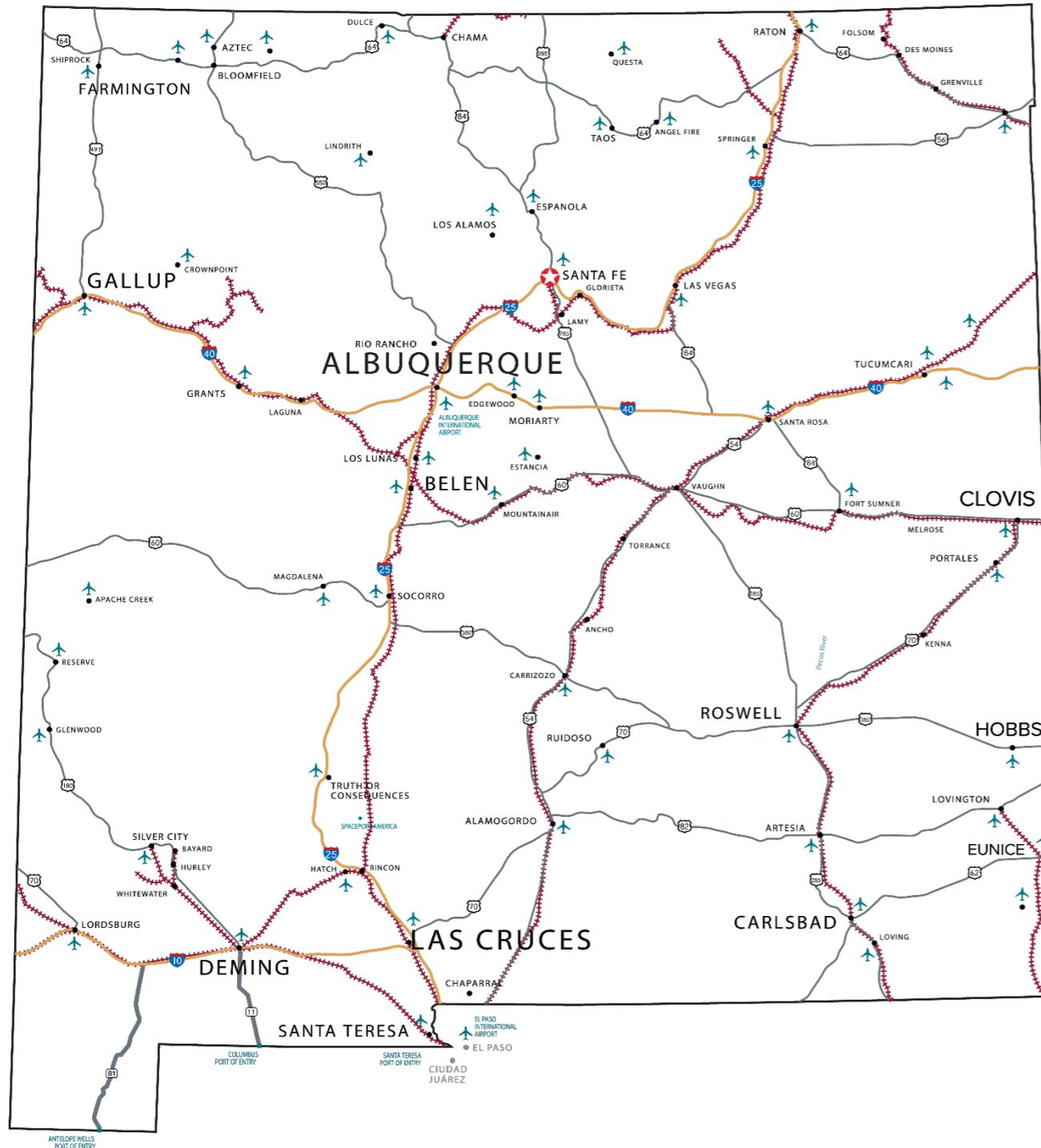


- We have a long history of innovation in aerospace and defense. NM is home to three Air Force Bases, White Sands Missile Range, and NMSU's Physical Science Laboratory.
- Most leading defense contractors have a presence in NM. From drones, to satellites and spaceflight, NM remains on the forefront of technical discovery.
- Commercial aviation operators benefit from our pipeline of former military personnel to support avionics, maintenance, repair, and component manufacturing operations.
- We have continued to build upon our long history of aerospace innovation by creating the first purpose-built commercial space launch facility; Spaceport USA. It is home to a host of companies such as Virgin Galactic and SpaceX.



# WORKFORCE & INDUSTRY

# FOREIGN DIRECT INVESTMENT IN NEW MEXICO



## ALBUQUERQUE

- ABB Installation Products
- AON
- Bunzl USA, Inc.
- Canon ITS
- Daikin Applied Americas
- Framo-Morat, Inc
- Fraunhofer R&D and CFV Solar Test Lab
- Sartorius AG
- Kinesio Tape
- Matheson Tri-Gas, Inc.
- Komatsu
- Nikon Precision
- Lafarge Southwest, Inc.
- Ricoh USA, Inc.
- Sennheiser
- Sharp Electronics Corp.
- SUMCO USA
- WONIK Quartz
- Unirac

## LAS CRUCES

- Saputo
- CertoPlast
- Olam

## DEMING

- Border Foods
- Mizkan

## SANTA TERESA

- D.A. Inc
- CN Wire
- Admiral Cable
- Contenential Automotive Systems

## GALLUP

- McKinley Paper
- Rhino Health

## BELEN

- Clariant
- Ketter

## FARMINGTON

- TECO

## HOBBS

- IC Potash

## CLOVIS

- Glanbia/Southwest Cheese

## CARLSBAD

- AREVA
- S8 Engineering

## EUNICE

- URENCO

## ROSWELL

- Sceye

# A STATE OF MINDS



## NEW MEXICO HISTORY

# OUR LONG UNIQUE HISTORY HAS MADE US WHAT WE ARE TODAY ...



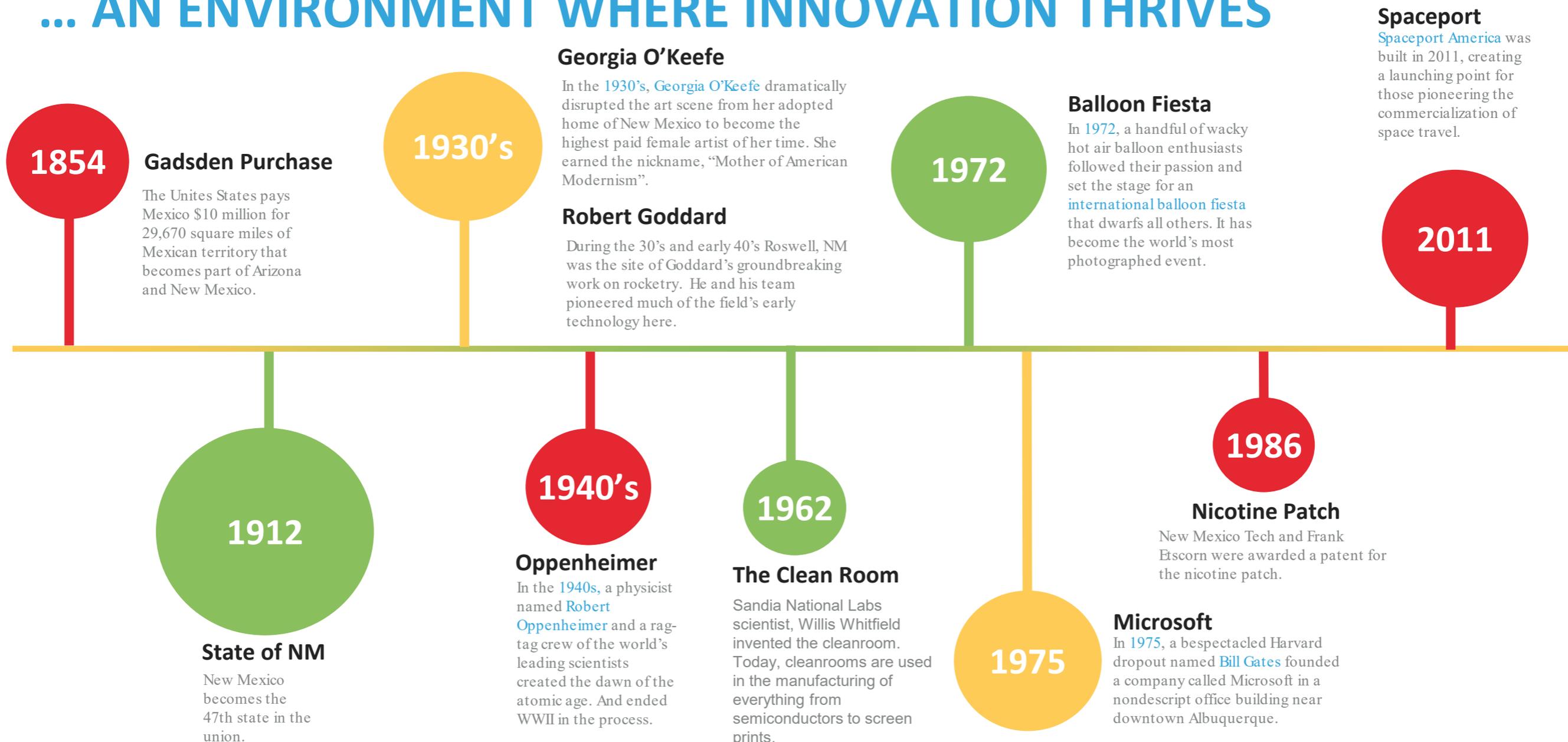
New Mexico's first inhabitants were various groups of Native Americans who farmed, hunted, and developed a sophisticated tradition of craftwork and industry for **AT LEAST 10,000 YEARS BEFORE EUROPEAN EXPLORERS APPEARED.**

As new settlers from elsewhere arrived they melded their new industry, trade, ideas, and cultural traditions with those that were already here.

The arrival of new comers was not always without conflict or inequity, but ultimately it laid the foundation for a vibrant multi-cultural society.

# NEW MEXICO HISTORY

## ... AN ENVIRONMENT WHERE INNOVATION THRIVES



**THIS IS A PLACE WHERE PEOPLE THINK BIG. WHERE TRANSFORMATIONAL IDEAS COME TO LIFE. THIS IS A PLACE OF DREAMERS AND DOERS, OF COLLABORATORS AND CONNECTORS, WHO AREN'T AFRAID TO BE MISUNDERSTOOD. AND RELISH BEING UNDERESTIMATED.**

New Mexico is a breeding ground for ingenuity, producing some of the most meaningful cultural and technological breakthroughs in history. This is a place that has been at the forefront of scientific discovery, and that has turned scientific breakthroughs into real-world technology and engineering.

## EDUCATION AND RESEARCH

# OUR RICH HISTORY IN SCIENCE AND ENGINEERING HAS CREATED A UNIQUE R&D ECOSYSTEM IN THE STATE.



**Sandia National Laboratories** is the nation's premier science and engineering laboratory for national security and technology innovation. Sandia works with industry, other government agencies, and academic intuitions in the areas of nuclear weapons, defense systems and assessments, energy and climate, and global security. Research foundations include bioscience, computing and information science, electromagnetics, materials science, geoscience, nanotechnology, and materials science.



**White Sands Missile Range** is the Department of Defense's largest open-air test range. White Sands provides Army, Navy, Air Force, and other customers (including the private sector) with high-quality services for experimentation, testing, research, assessment, development, and training.



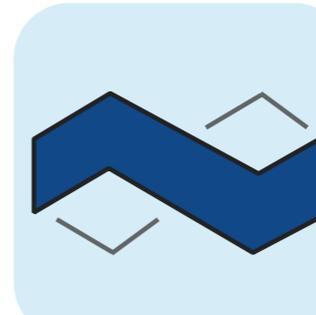
**Los Alamos National Laboratories** deliver science and technology to protect our nation and promote world stability. Areas of focus include energy, biotechnology, high-energy physics, and advanced computing. Through its tech transfer efforts, partners are able to conduct research at many of its unique facilities. Los Alamos participates in the New Mexico Small Business Assistance Program which helps businesses in the state gain access to cutting-edge technologies and expertise.



**The Santa Fe Institute** endeavors to understand and unify the underlying, shared patterns in complex physical, biological, social, cultural, technological, and even possible astrobiological worlds. It's research is focused on discovering mechanisms and processes that shape these evolving worlds, and using this understanding to promote the well-being of humankind and of life on earth.



**The Air Force Research Laboratory (AFRL)** leads the way in laser, optical, and space supremacy technologies. Two of its directorates – Directed Energy and Space Vehicles – are located in New Mexico at Kirtland Airforce Base. It's Technology Engagement Office connects the private sector and academia with AFRL resources to develop new technology. The Tech Engagement Team works with those interested in collaborating to identify potential opportunities and bring these to fruition.



**National Center for Genome Resources (NCGR)** is a nonprofit research institute that applies bioinformatics, software engineering and next-generation sequencing to solve the preeminent challenges of 21st century biology through collaborative research and services. It provides research partners in this field with experimental design assistance, data analysis, and data visualization.



**The Mind Research Network (MRN)** focuses on imaging technology and its emergence as an integral element of neuroscience investigation. It's dedicated to the discovery and advancement of clinical solutions for the prevention, diagnosis, and treatment of mental illness and other brain disorders. It is headquartered in Albuquerque and is a nonprofit organization consisting of an interdisciplinary association of scientists at universities, national labs, and research centers around the world.

## EDUCATION AND RESEARCH

# THE STATE IS HOME TO A HOST OF HIGHER EDUCATIONAL INSTITUTIONS, INCLUDING THREE MAJOR RESEARCH UNIVERSITIES



### The University of New Mexico

#### **18,576 Undergrads and 4,400 Grad Students**

A comprehensive, Carnegie-designated Research 1 University and the nation's only flagship state university that is also a Hispanic Serving Institution (HSI). UNM is a place where cutting-edge research and creative endeavors flourish. Among the university's outstanding research units are the Center for Advanced Research Computing, Cancer Center, New Mexico Engineering Research Institute, Center for High Technology Materials, Design Planning Assistance Center, and the Mind Research Network. UNM's Health Science Center conducts innovative medical research that reaches every corner of the globe. It has particularly strong programs in both Business and Engineering.



### New Mexico Tech

#### **1,507 Undergrads and 302 Grad Students**

Tech serves the state and beyond through education, research, and service, focused in science, technology, engineering, and mathematics. It has more than a dozen research divisions that work with private industry, government agencies, and other universities to contribute ground-breaking research to the scientific canon and the world of industry, science, and engineering.



### New Mexico State University

#### **10,540 Undergrads and 1,761 Grad Students**

State enrolls more than 12,000 students just on its main campus in Las Cruces. Students come from 49 states and 89 foreign countries. NMSU serves a multi-cultural population of students and community members across the state at five campuses, a satellite learning center in Albuquerque, cooperative extension offices located in each of New Mexico's 33 counties, and 12 agriculture research and science centers. NMSU has developed an international track



record in research and development in several disciplines including biochemistry, molecular biology, genetics, computer science, energy, medical and health sciences, space and aerospace, resource conservation and environmental issues, and agricultural sciences.

## EDUCATION AND RESEARCH

# INNOVATION AND EDUCATION: COLLEGES AND UNIVERSITIES

- Across New Mexico, we have over 133,000 students enrolled in our public higher education institutions. This is almost 7% of the state's entire population.
- Almost 40,000 of these are full-time students enrolled in our top-tier research universities.
- In addition to enrollment in our public institutions shown on this table, there are another ~8,000 students enrolled across 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
	<b>Total</b>	<b>44,405</b>	<b>30,623</b>	<b>6,921</b>	<b>37,544</b>
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
	<b>Total</b>	<b>14,288</b>	<b>7,450</b>	<b>2,084</b>	<b>9,624</b>
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
	<b>Total</b>	<b>24,216</b>	<b>13,084</b>	<b>-</b>	<b>13,084</b>
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
	<b>Total</b>	<b>47,871</b>	<b>24,716</b>	<b>-</b>	<b>24,716</b>
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
	<b>Total</b>	<b>3,050</b>	<b>1,854</b>	<b>61</b>	<b>1,915</b>
<b>Grand Total</b>		<b>133,830</b>	<b>77,817</b>	<b>9,066</b>	<b>86,833</b>

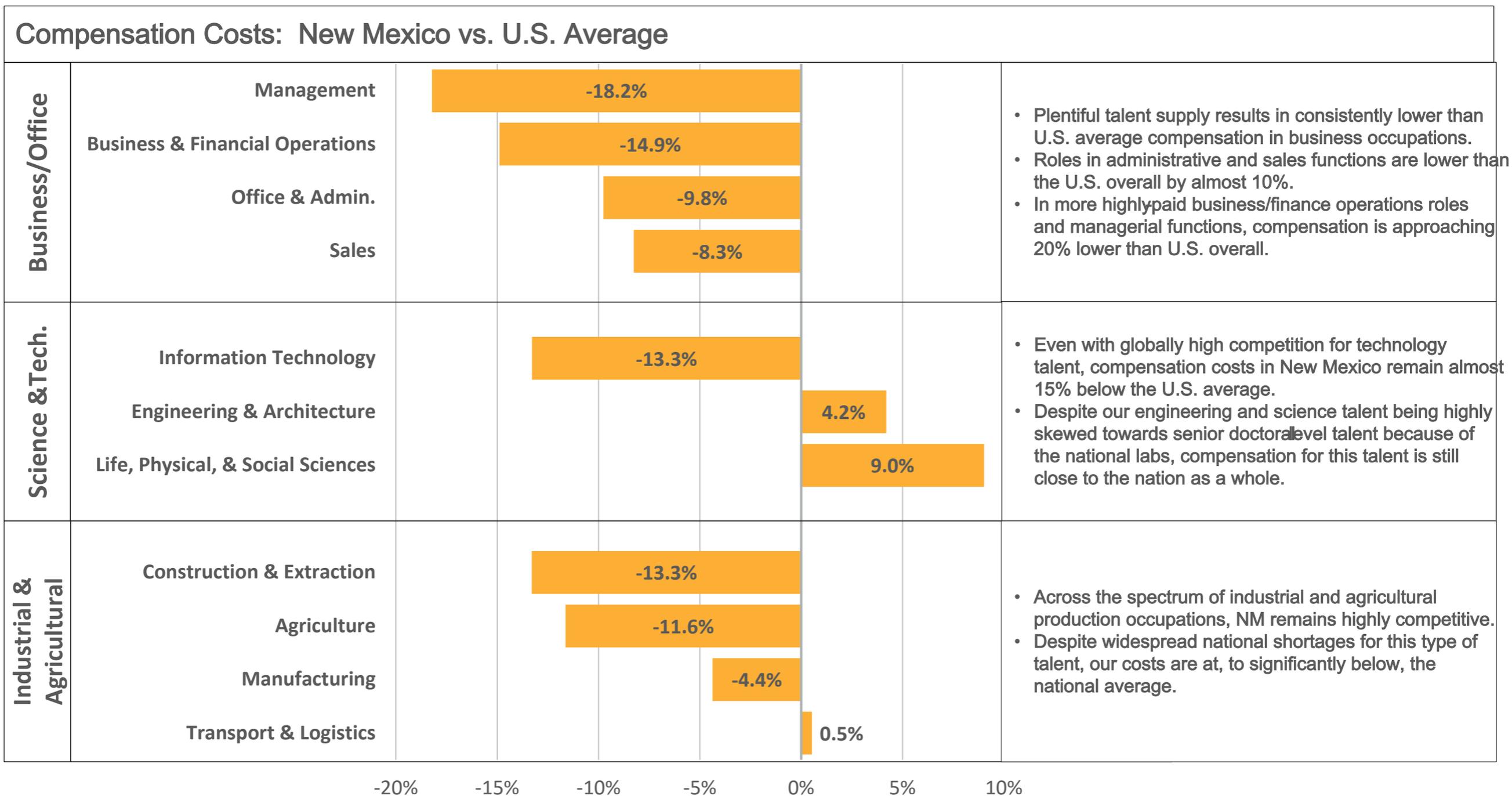
**“PRICE IS WHAT YOU PAY,  
VALUE IS WHAT YOU GET.”  
WARREN BUFFET**



# COMPENSATION COSTS

## TOP QUALITY TALENT ... LOWER COST

Despite the high-quality of our talent in New Mexico, the lack of intense competition, reasonable living costs, and an environment where people want to live has kept compensation costs approx. at, to significantly below, the national average.



# COMPENSATION COSTS

## TOP QUALITY TALENT ... LOWER COST

Compensation Costs Relative to U.S. Average:  
*New Mexico vs. Examples of Western Region Competitors*

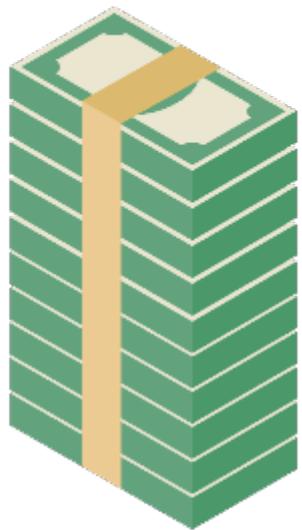


## COMPENSATION COSTS: NEW GRADS

# TOP QUALITY TALENT ... LOWER COST

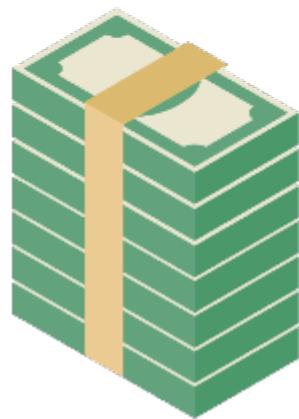
Our three largest research/comprehensive universities all have average starting salaries for graduates below the overall U.S. average of \$49,785.

\$49,785



National Average

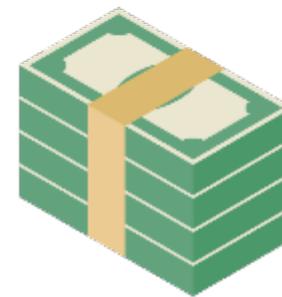
\$48,100



New Mexico State University  
3.5% below the U.S. average



\$45,500



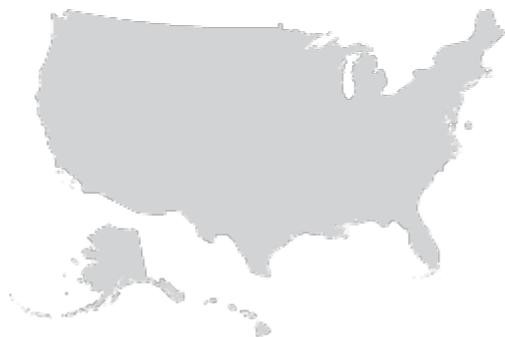
University of New Mexico  
8.6% below the U.S. average



\$42,800



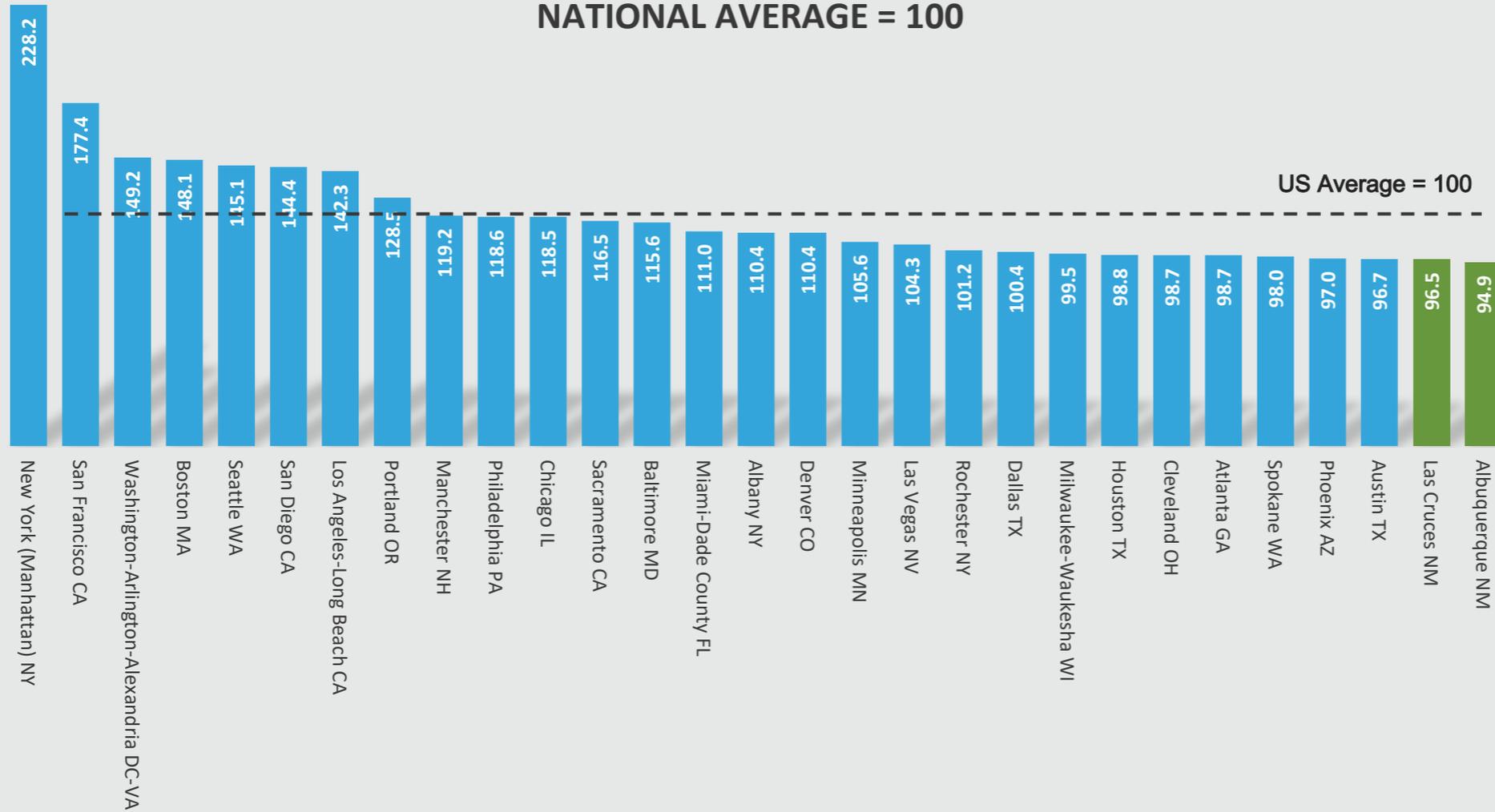
Eastern New Mexico University  
14% below the U.S. average



# COST OF LIVING

## FAVORABLE COMPETITIVE ENVIRONMENT AND AFFORDABLE COST OF LIVING

**OVERALL COST OF LIVING INDEX  
NATIONAL AVERAGE = 100**



**MEDIAN SALES PRICE:  
DETACHED SINGLE-FAMILY  
HOMES**



**WESTERN U.S. = \$374,000**



**U.S. OVERALL = \$254,000**



**ALBUQUERQUE = \$202,000**

- Our affordable cost of living also plays an important part in keeping employment costs low.
- For example, the Albuquerque Metro, home to almost half the state’s population, is one of the most affordable major Metro Areas in the Western U.S., with a cost of living that is ~95% of the 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 expensive than in the Western U.S. overall.

# TAKING CARE OF BUSINESS



# BUSINESS CLIMATE

## ALWAYS WORKING TO CREATE A FANTASTIC BUSINESS CLIMATE

**22%** ↓  
 22% reduction in Corporate Income Tax (across the board tax cut for all industries)

Enacted optional **Single Weighted Sales Factor** for headquarters and manufacturing operations (dramatically lowers corporate income tax rate)

**Eliminated gross receipts taxes** on manufacturing consumables (i.e., electricity and industrial gases, repair parts and spares)

**Among the lowest property taxes** in the nation

**zero** Inventory Tax

### OTHER BENEFITS INCLUDE:

- Affordable real estate; abundant land and facility options statewide
- Low energy costs; extensive renewable energy potential (solar and wind).
- Rapid Workforce Development Fund
- Lottery funded scholarship program



On July 13, 2018 Stampede Meat announced its plan for expansion outside of the Chicago area for the first time. **“It is a \$36 million-dollar investment and an expansion to create immediate growth,”** Stampede Meat President & CEO Brock Furlong said at the groundbreaking ceremony.

## BUSINESS CLIMATE

# TOOLS FOR TANGIBLY PARTNERING WITH BUSINESS

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

**Job Training Incentive Program (JTIP):** 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 credit 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):** IRBs allow for significant real and personal property tax and compensating tax abatements. Terms vary by community/ project.

**Rural Jobs Tax Credit:** This 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 may be applied against compensating or gross receipts tax.

**Technology Jobs and R&D Tax Credit:** Businesses under 50 employees, with qualified expenditures under \$5 million, may claim a tax credit of 5% of qualified R&D expenditures.

**New Markets Tax Credit (NMTC):** NMTCs provide favorable terms for financing real estate, working capital, equipment, and inventory.

**Alternative Energy Product Manufacturers Tax Credit:** 5% tax credit against gross receipts/ compensating taxes for equipment purchases.



**Netflix** announced Albuquerque, N.M., as the site of a new U.S. production hub — which the company said will bring upwards of \$1 billion in production money to New Mexico over the next decade and up to 1,000 production jobs per year.



**Corrugated Synergies International (CSI)** expanding to Santa Teresa, NM, creating 120 new manufacturing jobs. The company will invest more than \$31 million in infrastructure, production equipment, and the renovation of their new facility.



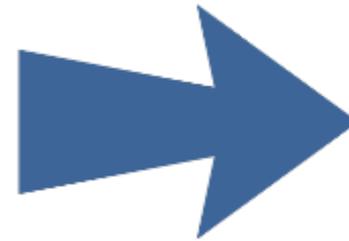
# THE LAND OF ENCHANTMENT

## QUALITY OF LIFE, QUALITY OF PLACE

# NEW MEXICO'S FAVORABLE QUALITY OF LIFE DYNAMICS CONFER REAL AND TANGIBLE BENEFITS ON EMPLOYERS; HELPING TO MAXIMIZE PRODUCTIVITY, MINIMIZE COST, AND ENHANCE WORKFORCE STABILITY.

### FAVORABLE QUALITY OF PLACE FACTORS

-  Low cost of living, especially housing
-  Mild climate year-round
-  Lack of congestion
-  Diversity/multiculturalism
-  Easy and affordable access to recreational/cultural amenities



### TANGIBLE BENEFITS TO EMPLOYERS

-  Low turnover
-  Low upward pressure on wages
-  Higher productivity
-  Strong ability to recruit talent from other markets

**NEW MEXICO IS THE ONLY LANDSCAPE WHERE  
NATURE IS AS AESTHETIC AS ART; THE ONLY  
LANDSCAPE THAT CAN COMPETE WITH THE GREAT  
PAINTERS.**

**– LEO STEIN**



## QUALITY OF LIFE, QUALITY OF PLACE

### QUALITY OF LIFE AND PLACE

From the beauty of southern New Mexico's deserts to some of the country's finest ski slopes, this land of breathtaking contrasts offers a myriad of activities.

New Mexico's weather is as varied as its landscape. Its elevation provides for four seasons throughout the state. Most parts of the state enjoy a very moderate climate and low precipitation.



**“I think New Mexico was the greatest experience from the outside world that I have ever had.” — D. H. Lawrence**

Few places on earth offer the rich history and cultural diversity found in New Mexico. Visitors are drawn to the state's many historical sites, museums and celebrations.

Many who call New Mexico home seek out its scenic beauty and countless outdoor recreation activities. And when you're done for the day, explore New Mexico's many microbreweries and wineries, from award-winning IPAs to green chile wine there's something for everyone.

# ABOUT US

The New Mexico Partnership is designated by the State to be your single-point-of-contact for locating your business in New Mexico. We offer a coordinated approach and a formal network of economic developers to simplify the site selection process by providing expertise on talent, critical infrastructure, educational and R&D institutions, real estate and facilities, incentives, and all the other factors that go into a business location decision. Our services cover the whole state, are confidential and free of charge, and we can coordinate all of the activities required for you to choose New Mexico. Whether you're looking to expand or relocate your company to New Mexico, **THE NEW MEXICO PARTNERSHIP CAN PROVIDE YOU WITH ALL YOU NEED TO KNOW TO GROW YOUR BUSINESS.**

- 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
- Assist in evaluating and applying for incentives
- Collaborate on media and public relations

# THE NEW MEXICO PARTNERSHIP

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