PROPOSAL

Project Clean Meds

August 20, 2025

GOVERNOR
Josh Stein

SECRETARY
Lee Lilley

NORTH CAROLINA
DEPARTMENT of
COMMERCE

Thank you for the opportunity to respond to your request for a proposal regarding Project Clean Meds as you consider new company location – purchase/lease. Our team stands ready to provide personalized assistance to you and your client's team as you assess a site location in North Carolina.

No Legal Obligation
This proposal represents our intent to identify programs that are available in North Carolina that may benefit Brunswick Pharma LLC in its efforts to locate or expand here and create no binding legal or contractual obligation on the part of either party.

Financial Information Required
No company will be permitted to apply for any grants until the Department of Commerce is provided with acceptable financial statements from the grantee or a guarantor.

Documentation and Approvals Required
State incentives are contingent upon submission of all required documentation, staff review, fulfillment of eligibility requirements and terms and conditions of programs, availability of capacity or funds to make any award, and approval by responsible program administrators, committees or authorities.

The relevant statutory provisions and rules must be consulted for a full understanding of the terms and conditions of each program. Although various economic development entities may reference State incentive programs, only administrators directly responsible for such programs at the relevant State agencies or relevant committees or authorities can provide definitive terms or make binding awards.

Public Records Disclosure
Please note that materials submitted by companies are subject to public disclosure under North Carolina's public records law, unless they qualify for confidential treatment under North Carolina law. Any public announcement regarding this project will include the number of new jobs created, the total annual average wage, the amount of capital investment and the amount of the state incentive awarded. Financial statements submitted to the Department by a private company or individual seeking assistance from the Department are not public records as defined in N.C. Gen. Stat. § 143B-431(f).

Environmental Justice Considerations
Gov. Stein's Executive Order No. 292 directs a whole of government approach that listens to communities that are suffering from pollution and the effects of climate change, and takes action to help them become safer, healthier and more sustainable environments. To support this effort, the Department of Commerce encourages all businesses considering a location or expansion in the state to review the Environmental Justice Toolkit for Businesses which provides recommended practices for engaging with local communities throughout the site selection and environmental permitting processes and for continued environmental stewardship once a project is completed. Frequent, transparent engagement with the local community is an effective way to build trust and facilitate positive, informed interactions during economic development projects.

Proposal Valid for 60 Days
Given the fact that the funding associated with these programs is limited and cannot be reserved until a public award is made, this proposal is valid for the next 60 days.

PROJECT ASSUMPTIONS	
Project Activity	A distributor of pharmaceuticals, allopathic and homeopathic drugs
Permanent full-time jobs	71 jobs
	Yr. 1: 49, Yr. 2: 22.
Average annual wage	$52,743
Capital investment	$7,200,000
Real Property	$3,000,000
Personal Property	$4,200,000
County under consideration	Caldwell County
Jobs to be retained	0

County Tier Designations and County Average Wages

The Department of Commerce annually ranks the state's 100 counties based on economic well-being and assigns a tier designation to each. The 40 most distressed counties are designated at Tier 1, the next 40 are Tier 2 and the 20 least distressed counties are Tier 3. This tier system is incorporated into various state programs to encourage economic activity in the less prosperous areas of the state. Please see the tier designation map to determine the 2025 tier designation of each county in the state. In addition, the county average wage is also often a determining factor related to applicability of various incentive programs. Local incentives are estimated to be equal to required local match; NCCCS customized training is estimated to be $1,400 - $1,600 per eligible trainee.

Below please find an overview of the programs that we are proposing for this project.

The value of any particular incentive may vary as additional information concerning the project becomes available. This summary represents our intent to identify programs that are available in North Carolina that may benefit Brunswick Pharma LLC in its efforts to locate or expand here and creates no binding legal or contractual obligation on the part of either party.

Incentive Summary

STATE PROGRAMS	ESTIMATED VALUE
Discretionary Incentives	
Rural Division Building Reuse	$500,000
Workforce Incentives	
North Carolina Community College System's Customized Training Value	$99,400-$113,600
Work Opportunity Tax Credit (WOTC)	$91,200
Federal Bonding Program	$155,000
TOTAL	**$845,600 - $859,800**

Rural Building Reuse Grant

The Rural Building Reuse grant program provides grants, on a competitive basis, to local governments to assist with building improvements that will lead to the creation of new, full-time jobs.

Eligible projects in the Vacant Building Category include the renovation of buildings that have been vacant for at least three months prior to the application deadline, or the initial upfit of shell buildings that have never been occupied and are at least five years old. For vacant buildings, only renovations within the existing footprint are eligible.

Eligible projects in the Existing Business Category include the renovation of buildings occupied by a resident company for at least 12 months in a priority industry, primarily manufacturing or distribution. A "resident company" is defined in N.C.G.S §143B-472.127(a)(4) as a company that has paid unemployment taxes or income taxes, and whose principal place of business is in this state. Renovations within the existing footprint and connected additions are eligible.

Eligible applicants are units of local government located in Tier 1 and Tier 2 counties as defined in N.C.G.S. §143B-437.08, and rural census tracts in Tier 3 counties. A rural census tract is defined in N.C.G.S. §143B-472.127(a)(2) as an area having a population density of less than 500 people per square mile in accordance with the most recent decennial federal census.

In Tier 1 and Tier 2 counties, the program may offer grants of up to $12,500 per new, full-time job committed with a maximum grant award of up to $500,000. In Tier 3 counties, the program may offer grants of up to $5,000 per new, full-time job committed with a maximum grant award of up to $250,000. In all cases the grant award will never exceed one-half of the renovation/construction cost. The program requires a dollar-for-dollar cash match equivalent to the grant request amount. In addition, the local government is required to provide 5% a cash match that shall come from local resources and may not be derived from other State or federal grant funds.

Funding decisions are made by the Rural Infrastructure Authority (RIA) based upon the quantity and quality of jobs, as well as, the overall economic impact of the project. Expenses eligible for reimbursement may not be incurred prior to issuance of formal notice of the grant award by the RIA.

The program includes claw-back provisions requiring repayment of the grant if the jobs committed are not created and/or maintained for six consecutive months during the two-year grant period.

Funds for the program are appropriated by the N.C. General Assembly during a fiscal year (July 1 through June 30) and awards are subject to the availability of funds.

The upcoming application deadlines and Rural Infrastructure Authority meeting dates are as follows:

It is important to note that the projects cannot be awarded by the RIA until other State incentives (One NC and JDIG) are publicly announced by Commerce.

Application Deadline	Date of Award
January 9, 2025	**February 20, 2025**
February 24, 2025	April 17, 2025
April 28, 2025	**June 19, 2025**
June 19, 2025	August 21, 2025
August 21, 2025	**October 16, 2025**
October 23, 2025	December 4, 2025
January 8, 2026	**February 19, 2026**
February 26, 2026	April 16, 2026
April 23, 2026	**June 18, 2026**

North Carolina Community College System's Customized Training Program

Attracting and retaining a skilled and motivated workforce is crucial to any new or expanding company. No state has more experience assisting companies with this critical issue than North Carolina. The State pioneered free, customized job training for new and expanding businesses in 1958 and continues to provide the nation's most-recognized job training service. Helping businesses maintain their competitive edge is a primary role of the Customized Training Program offered through the state's 58 community colleges.

Enhancing the global competitiveness of North Carolina's companies requires:

- A strategic training solution that identifies knowledge, skills and abilities for specific jobs
- The design and development of a detailed customized training plan
- The instructional delivery to a world-class workforce

The Customized Training Program provides education, training, development of instructional materials, and supporting services at no cost to eligible companies. Eligibility is based on:

- Job growth
- Investment in new equipment, machinery and technologies
- Productivity enhancement
- And may cover both new and incumbent workforce.

Customized Training Program is known for its agility, flexibility and focus on the customer with training and services including:

- **Technical Skills Training** – Delivered by the local community college, this training gets to the hearts of needed technical expertise and may be connected to National and Industry-Specific Skills Standards/Certifications.
- **Technology Transfer** – When skills are specific to one industry and best delivered by internal company trainers, the Customized Training Program offers the flexibility to support a negotiated number of these training hours. Support can include a negotiated amount of travel expenses for trainers traveling from a location to North Carolina or for a core number of North Carolina employees to travel to another location to become trainers for other employees.
- **Original Equipment Manufacturer (OEM) Training** – This allows employees to be trained competent in the operation and maintenance of newly installed equipment.
- **Job Profiling** – Using a focus group from an existing location, skills needed for employee success will be identified and a customized Job Profile Report developed.
- **Skills Assessment** – Aligned with the National Career Readiness Certification, validated assessments may be delivered to measure skills critical to job performance success.
- **Job Fairs** – Job fairs and on-campus recruiting will provide excellent access to targeted talent pools and generate publicity to further enhance recruiting efforts.
- **Development of Customized Training Material** – Training information can be developed and offered in a variety of media including video and e-learning to facilitate employee learning.
- **Pre-Employment Training** – This "realistic job preview process" allows both candidate and company an opportunity to assess each other in a typical work environment and determine if there is a good match for a long-term relationship. Both understand that there is no guarantee of a job offer nor is there any obligation to accept a job offer.
- **Statewide Experts** – Highly skilled professionals in areas such as continuous improvement, interpersonal skill and leadership development, and safety are available statewide to meet training needs.

NC Job Ready Workforce Investment Grant / On-The-Job Training

On-the-Job Training (OJT) is an opportunity for qualifying businesses to be reimbursed for a portion of the wages paid to eligible new hires. The wage reimbursement serves as compensation for lost productivity during the time the new hires are being trained and becoming more proficient.

Local workforce development boards may apply to the Division of Workforce Solutions (DWS) within the NC Department of Commerce for NC Job Ready Workforce Investment Grants in conjunction with economic development projects. A grant of up to $50,000 per project can support OJT to assist companies that choose to locate or expand in North Carolina.

These grants will be in addition to the current OJT programs that local workforce development boards offer on a regular basis to eligible local employers through the NCWorks system.

Local workforce staff will work with the company to identify qualified applicants who are eligible for On-The-Job Training. Once the local workforce staff and the company develop training plans, the company will be reimbursed for 50 percent of the wages paid for up to a six (6) month period for each applicant, while they are in a training/orientation period with the company. The local workforce staff and the company may negotiate the training period, based on the skills needed; however, no training period may exceed six months.

The amount of potential OJT funding is based on 50 percent of the actual average salary (provided by the company), multiplied by the months of training and the number of projected workers to be hired. Because these federal funds have a limited period of availability, the use of these funds will begin with the official announcement date of the project in the State of North Carolina.

All eligible workers must be at least age 18; a U.S. citizen or eligible non-citizen; a North Carolina resident; and registered with Selective Service if a male born after 2/31/1959.

OJT services are not available for temporary or contract hires. Participants must receive wages, benefits, and working conditions that are equal to those provided to regular employees in similar types of positions. No funds can be provided to employers to be used to directly or indirectly assist, promote, or deter union organizing.

After the public announcement of the project, a Pre-Award Review will be conducted by the local workforce staff for verification purposes and will be documented jointly with the establishment as a prerequisite to OJT services and the timing within which they are available.

This value statement is not in addition to any proposals for similar services from the regional or local levels. Resource alignment would need to occur between multiple proposals around these types of services.

NC Job Ready Workforce Investment Grant / Incumbent Worker Training

Incumbent Worker Training (IWT) is designed to make a difference in your company's bottom line, whether your organization is creating jobs, investing in new machinery and equipment, or streamlining processes for efficiency. IWT resources may support a needs assessment, instructional design, development and delivery of training.

Local workforce development boards may apply to the Division of Workforce Solutions (DWS) within the NC Department of Commerce for NC Job Ready Workforce Investment Grants in conjunction with economic development projects. A grant of up to $50,000 per project can support IWT to assist companies that choose to locate or expand in North Carolina.

These grants will be in addition to the current IWT programs that local workforce development boards offer on a regular basis to eligible local employers through the NCWorks system.

The IWT grant helps offset the cost of training employees who have worked for the company consistently for six months or more. Training will improve the skills of employees and the company's competitiveness by promoting from within and allowing the employer to backfill opportunities for less skilled or experienced employees.

Incumbent Worker Training Grants cover the costs of the following training-related expenses:

- Instructional costs for training courses
- Classes for certification exams
- Online training
- Skills assessments related to requested training
- Textbooks and manuals
- Computer software for training purposes
- Instructor travel (if the training location is not within a reasonable distance of the company)

Employees who are eligible for IWT grants are those who are at least 18 years of age and a paid employee of the applicant business; meet the Fair Labor Standards Act (FLSA)* requirements for an employer-employee relationship; have worked with the eligible business consistently for six months or more; and are U.S. citizens, or non-citizens permitted to work in the U.S.

To be eligible to apply for IWT, a business must be a North Carolina for-profit or not-for-profit business that has been in operation in North Carolina for 12 months or more. The company must be current on all federal, state and local obligations, in an employer-employee relationship with at least five employees, and financially viable. Businesses in high growth and in-demand industry sectors, (including advanced manufacturing, health care, biotechnology and hospitality) are given priority for the IWT program.

Talent Identification and Selection

Through the services of the NC Department of Commerce's Division of Workforce Solutions and its NCWorks partners, comprised of workforce and economic development professionals, we pledge to create and deploy a seamless process to recruit, screen and train your new workforce. We commit to designating a Project Manager that will serve as the main, dedicated point of contact for the development, design and delivery of a comprehensive recruiting, screening and training strategy, developed jointly with the company, through the following in-kind services.

Talent Recruitment

The company can be provided with access to a network of recruiters, infrastructure and recruiting tools. The recruiters are experienced in the labor market and can leverage resources to more efficiently and effectively identify qualified applicants.

To tap into the market, a range of recruitment tools can be used to assist talent acquisition for this project:

- A thorough analysis of the regional demographics to identify potential candidates.
- A coordinated communications and outreach strategy to raise awareness about job opportunities.
- A number of short orientation sessions for potential applicants to explain the process for securing a job with the company.
- Online job postings through NCWorks.gov and other Internet access points, social media, and post-secondary placement offices. A web link can direct interested candidates to a dedicated company website should one be in place.
- Dedicated personnel to coordinate recruiting efforts on local, regional and state levels.
- Special events such as job fairs, on-site and on-campus recruiting will provide excellent access to targeted talent pools and generate publicity to further enhance recruiting efforts.
- Other services for those moving to the state/region and on-going talent sourcing support.

These efforts can leverage the resources of the entire system of economic and workforce development agencies, providing the company with the foundation and support to build a thriving business for years to come.

Talent Screening

Utilizing the screening services available can trim considerable time and resources allocated to the staffing process.

Services provided for screening include:

- Using job and skills requirements developed by the company, NCWorks professional employment consultants will screen applicants, ensuring that only qualified candidates will be referred and the company talks only to those who meet the company's qualifications.
- NCWorks career center recruiting staff can design the interviewing process for candidates, based on the defined needs of the company. Experienced employment consultants can be available to support the interviewing process as needed.
- Recruitment specialists to manage applicant flow at NCWorks career centers and/or through web-based screening including candidate questionnaires, telephone screening and in-person interviews.
- Facilities and office equipment for company officials to conduct job fairs, group orientations, and applicant interviews.
- Experienced staff to provide information and a variety of appropriate recommendations regarding test selection and implementation such as, but not limited to: employment testing issues, test locators, achievement or aptitude tests.

Talent Assessment and Training

Through the NCWorks approved training providers, including the North Carolina Community College System's (NCCCS) Customized Training Program, training will be provided to eligible employees of the company utilizing the following steps:

- A comprehensive training plan, specific to the company's requirements, will be developed as a joint effort between representatives from the company and the NCWorks career center professionals and partners.
- Pre-Employment training can be utilized to minimize the amount of training that takes place after a candidate is hired and can include a realistic job preview to provide both the candidate and the company an opportunity to assess each other and determine if there is a good match for a long-term relationship.

On-Going Partnership
The NCWorks workforce partners are committed to working with the company and its Human Resources team as it establishes itself through ongoing support in building its workforce and long-term talent pipeline. This relationship will be a continuous foundation for assisting the company in identifying talent development resources. NCWorks partners can also provide funding for future training of the company's existing workforce as it continues to thrive in North Carolina.

Work Opportunity Tax Credit

Federal Work Opportunity Tax Credits (WOTC) are available to employers who hire individuals from eligible target groups with significant barriers to employment. The Division of Workforce Solutions (DWS) administers the WOTC program and determines eligibility for the target groups. The amount of tax credit employers can claim depends on the target group of the individual hired, the wages paid to that individual in the first year of employment, and the number of hours that individual worked. A business can receive anywhere from $1,200 to $9,600 for each one of its eligible employees.

Target Groups

Qualified IV-A recipient: An individual who is receiving Temporary Assistance to Needy Families (TANF) for any 9 months during the 18-month period ending on the hiring date.

Veteran: To be considered a veteran, an applicant must: 1) have served on active duty in the U.S Armed Forces for a period of more than 180 days, or have discharged or released from active duty for a service-connected disability, and 2) not have a period of active duty (not including training) of more than 90 days that ended during the 60-day period ending on the hiring date.

Qualified Veteran Categories:

- Veteran/SNAP: Received Supplemental Nutrition Assistance Program (SNAP) benefits for at least a 3-month period during the 15-months ending on the hire date.
- Unemployed Veteran/4 weeks: Unemployed for a period or periods totaling at least 4 weeks in the 1-year period ending on the hiring date.
- Unemployed Veteran/ 6 Months: Unemployed for a period or periods totaling at least 6 months in the 1-year period ending on the hiring date.
- Disabled Veteran: Entitled to compensation for a service-connected disability and is hired not more than 1 year after being discharged or released from active duty.
- Disabled Unemployed Veteran: Entitled to compensation for a service-connected disability and was unemployed for a period or periods totaling at least 6 months in the 1-year period ending on the hiring date.

Qualified Ex-Felon: An individual who has been convicted of a felony under any federal or state law, and is hired not more than 1 year after the conviction or release from prison for that felony.

Vocational Rehabilitation Referral: An individual who has a physical or mental disability resulting in a substantial handicap to employment and who was referred to the employer upon completion of (or while receiving) rehabilitation services by a rehabilitation agency approved by the state, an employment network under the Ticket to Work program, or the Department of Veterans Affairs.

SNAP Recipient: An individual who is 18-39 years old on the hiring date and received SNAP benefits for the 6-month period ending on the hiring date; or is no longer eligible for SNAP, but the family received SNAP benefits for at least 3 months of the 5-month period ending on the hiring date.

SSI Recipient: An individual who is receiving Supplemental Security Income (SSI) benefits for any month ending during the 60-day period ending on the hiring date.

Long-Term Family Assistance Recipient: An individual who received TANF payments for at least 18 consecutive months ending on the hiring date; or received TANF payments for any 18 months after August 5, 1997, and the earliest 18-month period beginning after August 5, 1997, ended during the past 2 years; or stopped being eligible for TANF payments because federal or state law limits the maximum period such assistance is payable and the individual is hired not more than 2 years after such eligibility ended.

Qualified, Long-Term Unemployment Recipient: An individual in a period of unemployment that is not less than 27 consecutive weeks and includes a period in which the individual received unemployment compensation under state or federal law.

Federal Bonding Program

The mission of the U.S. Department of Labor's Federal Bonding Program (FBP) is to give employers peace of mind by bonding job candidates considered to be higher risk. Individual fidelity bonds are provided free of charge and carry a $0 deductible to encourage employers to hire "at risk" individuals, who traditionally have had difficulty finding employment.

The FBP is designed to reimburse the employer for any loss due to employee theft of money or property up to $5,000 during the first six (6) months of a bonded individual's employment. Higher amounts can be requested based on business necessity. The FBP does not cover liability due to poor workmanship, job injuries or work-related accidents.

Eligible individuals include:

- Individuals with a history of arrest or conviction.
- Individuals with a history of substance abuse.
- Receive TANF (Temporary Assistance to Needy Families).
- Have poor credit or have previously declared bankruptcy.
- Are economically disadvantaged or with little or no work history.
- Have been dishonorable discharged from the military.

While it must be the employer who establishes the bond, job seekers can request a Federal Bonding Eligibility Letter from the Federal Bonding Coordinator or their NCWorks Career Center for use when applying for employment.

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NC DEPARTMENT of COMMERCE
WORKFORCE SOLUTIONS

Roy Cooper
GOVERNOR

Machelle Baker Sanders
SECRETARY

Chet Mottershead
ASSISTANT SECRETARY

April 10, 2024

Bill Slagle
Economic Development Partnership of North Carolina
Wells Fargo Capital Center
150 Fayetteville Street, Suite 1200
Raleigh, North Carolina 27601

Dear Mr. Slagle,

The North Carolina Department of Commerce Division of Workforce Solutions (DWS) is pleased to learn that Project Clean Meds is considering locating its manufacturing facility in Caldwell County, North Carolina. We understand the company is planning to create 125 new jobs by the year 2028. These new positions will have an average annual salary of $52,283 and the capital investment is estimated to exceed $6,998,000.

Supporting North Carolina's workforce is a priority of the state. As a key part of North Carolina's workforce system, NCWorks, DWS, and local workforce area boards and staff have extensive experience convening industry leaders, partners, and stakeholders to positively impact North Carolina's workforce community.

We understand a skilled workforce is essential to growing our economy and attracting more jobs to the State. North Carolina supports workforce development through a variety of programs and investments that benefit workers, employers, and communities. These programs focus on recruitment, hiring and screening, training and education, pipeline development, and transition services. A recruitment, hiring, and training plan will be developed jointly with the business, Commerce DWS, the local workforce area partners, and the NCWorks Career Centers.

We look forward to partnering with Project Clean Meds to develop a plan that meets your workforce needs. In addition, you can take advantage of the following workforce programs:

- **Work Opportunity Tax Credit:** Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. ***Estimated potential value to employer: $91,200.***
- **Federal Bonding:** Issues fidelity bonds, which are business insurance policies that protect employers in case of theft, forgery, larceny, or embezzlement of money or property by an employee who is covered by the bond. The bond coverage is usually $5,000 with no deductible amount of liability for the employer. ***Estimated potential value to employer: $155,000.***
- **Additional State and Local Resources:** North Carolina's workforce development system is made up of a network of partners on the state and local levels. There are additional resources that may be available to your company, per eligibility qualifications, that support hiring and training of employees such as apprenticeships, customized training, work experience, and incumbent worker

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training. As you proceed with your project, your state workforce recruitment coordinator can share more about utilizing these programs and resources and connect you with partner organizations.

The workforce partners are committed to working with Project Clean Meds as it establishes itself in building its workforce pipeline. They will be a continuous resource for assisting the company in identifying talent development resources for future training of the company's workforce as it continues to thrive in North Carolina.

Should you have additional questions, please feel free to contact me at (919) 935-7228.

Regards,

DocuSigned by:
Andrea L. DeSantis
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Andrea L. DeSantis, Ph.D.
Assistant Secretary

cc: D. Jordan Whichard IV, Chief Deputy Secretary
Susan Fleetwood, Chief Economic Development Liaison
Jenni Harris, Executive Director of Business Services

NC COMMUNITY COLLEGES
CREATING SUCCESS

North Carolina Community College System
Dr. Jeff A. Cox
President
200 W. Jones St., Raleigh NC 27603

April 10, 2024

Mr. Bill Slagle
Economic Development Partnership of North Carolina
150 Fayetteville Street, Suite 1200
Raleigh, NC 27601

Dear Bill,

I am excited to learn that Project Clean Meds is considering expanding their company's manufacturing operation in Caldwell County, North Carolina. As I understand this project, the company is considering hiring 125 full-time positions within a five-year period. The average annual salary of all new hires is estimated to be $52,283 and the capital investment is estimated to exceed $6.9 million.

I am confident that given our extensive experience partnering with thousands of companies, both domestic and international, along with our resources and flexibility, that no other state offers accessibility to high quality workforce development as does North Carolina. The North Carolina Community College System is known worldwide for the quality and specific focus of our Customized Training Program and other programs that support business development in North Carolina.

Training may include pre-employment training, where candidates experience a short-term realistic job preview, as well as extensive post-employment training that will be customized for Project Clean Meds. A training plan is developed as a joint effort between representatives from the company, the local community college and the North Carolina Community College System. We are prepared to discuss technical training and soft skills training with your client. We look forward to partnering with Project Clean Meds to design and develop a customized plan to meet their specific workforce development requirements for a well-trained and productive workforce that is the equal of any in the world. Serving Project Clean Meds will be Caldwell Community College & Technical Institute, a leader in workforce development.

Although it is difficult to determine a dollar value of the training without knowing specific job skills and competencies, I estimate the value of our Customized Training Program support to be between $1,400 and $1,600 per eligible trainee. It should be noted this estimated value is not a grant award; but, as stated above, the estimate represents the value of a comprehensive training plan. This does not include fixed costs of existing personnel resources, previous investments in curriculum development, facilities, etc. I also need to mention that this commitment is contingent upon availability of funding, which is based on annual legislative appropriations. However, no other state has as long a period of consistent funding for customized training as has North Carolina.

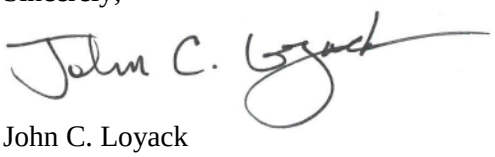
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nccommunitycolleges.edu | Phone: 919-807-7100 | Fax: 919-807-7173

During the past year, we have worked with over 944 new, expanding, and existing industry clients across North Carolina to design and deliver focused and effective training programs that met their respective needs. Each year well over 96 percent of our clients ranked us as very good or excellent for meeting their training expectations, providing effective service, and for the impact of our training programs on their companies' productivity and performance. This year promises to be even busier and we hope to be able to start planning and implementing some of these activities for Project Clean Meds.

We are confident our Customized Training Program and the North Carolina Community College System have the fiscal resources and the expertise to provide assistance in developing a comprehensive and genuinely effective customized training program tailored to company needs.

Please know we are committed to a continued partnership with the company and the possibility of future expansion. If you have questions or need clarification on any of this information, please feel free to contact me at (919) 703-5359 or email me at loyackj@nccommunitycolleges.edu at your convenience.

Sincerely,



John C. Loyack
Vice President, Economic Development

JL/jmf