



Business Investment Program (BIP) Grant

Public Hearing

Mecklenburg Board of County Commissioners
September 3, 2025.

Toromont USA Inc. and AVL USA Inc.



TOROMONT

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Company Background

Toromont USA Inc. and AVL USA Inc.



- Toromont is a Canadian publicly traded company founded in 1961. Two groups (Equipment Group, CIMCO):
- Equipment Group makes advanced stationary and mobile machines for industrial use. This includes Caterpillar products.
- CIMCO, specializes in refrigeration equipment. Toromont currently has CIMCO operations in South Carolina.
- 1st US-based location for under the Equipment Group branch production and assembly of generator enclosures for power redundancy.
- These are metal casings that include electric inputs and closures required for data center servers and equipment for the data power generation, automotive, automation, construction, emergency management & energy storage sectors.



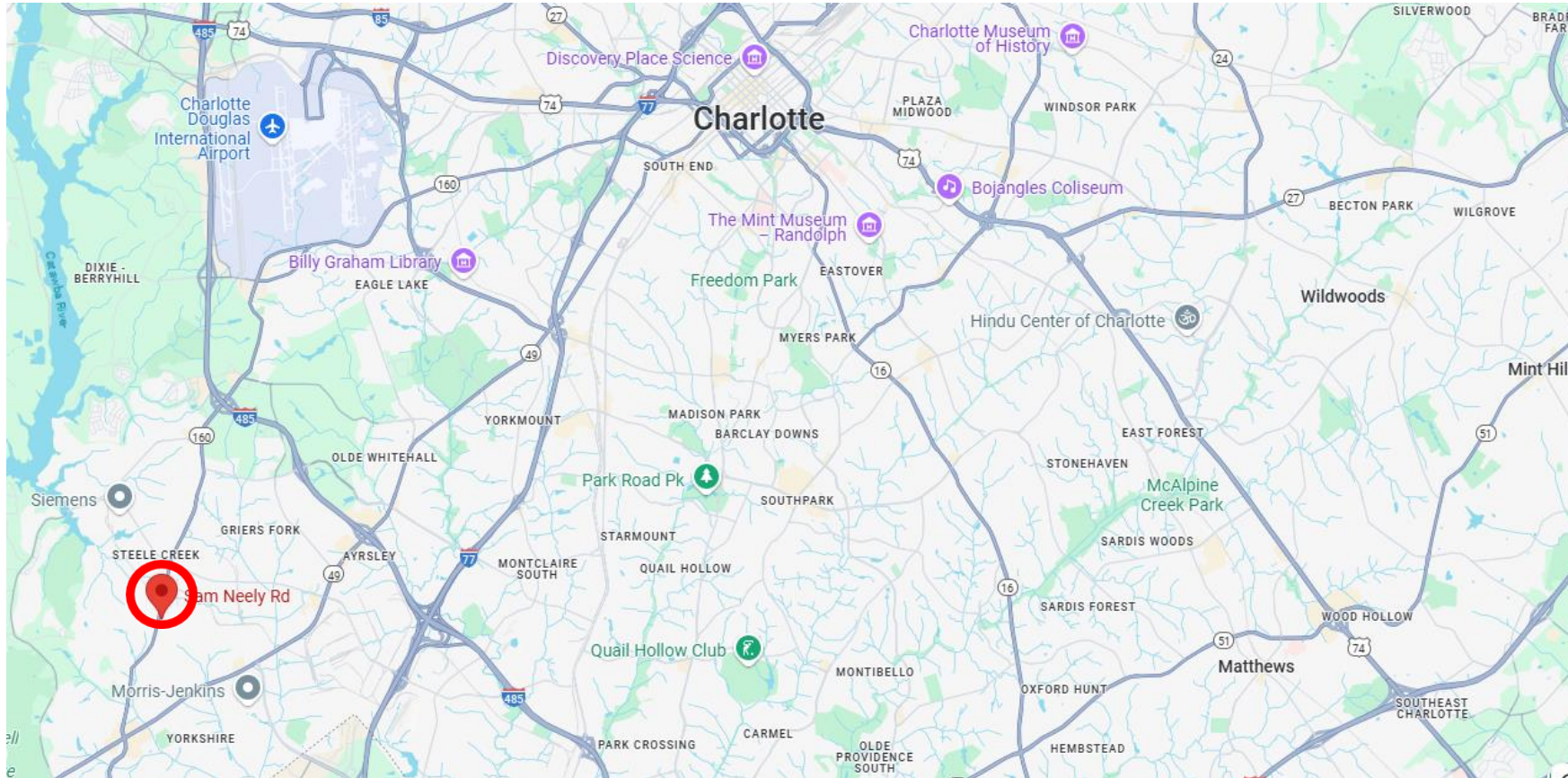
Project Details

Toromont USA Inc. and AVL USA Inc.

- **\$56,015,800 in New Taxable Investment**
 - \$46,015,800 in Real Property
 - \$10,000,000 in Business Personal Property
- **326 New Employees**
 - \$76,052 Average Wage
- **Competition Sites:**
 - Wamego, KS; \$13.6 million



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Submarket Name: Steele Creek

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Project Incentives

Toromont USA Inc. and AVL USA Inc.

Partner	Terms	Amount
County	5 years/50%	\$641,506
City of Charlotte	5 years/90%	\$655,157
*State Incentives One NC Grant	-	\$100,000
NC Community Colleges	-	\$586,000
Total:		\$1,982,663

*Requires a Dollar-for-Dollar local match



Project Employment

Toromont USA Inc. and AVL USA Inc.

Position	Hired Locally	Hourly Wage	SOC- Code	Annual Median MSA	Percent difference
Quality Manager/Supervisor	5	\$50.00	11-3051	\$65.88	<100
Electrical Supervisor/Engineer	7	\$54.00	17-2071	\$58.48	>100
Production Manager-Mechanical	5	\$54.00	17-2141	\$51.52	>100
Site Supervisor	2	\$48.00	47-1000	\$37.87	>100
Quality Coordinator	6	\$40.00	19-4099	\$30.45	>100
Supervisor-Panel Shop & Powder Coating	4	\$45.00	51-1011	\$35.07	>100
Machine Operators	20	\$43.50	51-4031	\$23.45	>100
Electricians	74	\$45.00	47-2111	\$27.55	>100
Lead Hands Mechanical	10	\$41.00	17-3027	\$34.49	>100
Machine Builders	110	\$35.00	51-2031	\$26.49	>100
Lead Hands Electrical Components	2	\$38.00	17-3023	\$32.76	>100
Warehouse/Materials Handler	14	\$25.50	53-7199	\$20.06	>100
Facilities & Maintenance	3	\$28.50	49-9071	\$25.50	>100
Janitor/Custodian	2	\$22.50	37-2011	\$16.27	>100
Electrical Support (Not Licensed)	34	\$36.50	51-2028	\$20.57	>100
Project Managers	4	\$39.00	13-1082	\$52.45	<100
Warehouse-Panel Shop	4	\$34.50	53-7062	\$18.52	>100
Accountant	2	\$46.50	13-2011	\$47.13	100
Admin Support	1	\$29.00	43-9199	\$26.78	>100
Buyer	4	\$33.00	13-1020	\$41.66	<100
MFG Engineer	4	\$40.00	17-2112	\$49.60	<100
HR	3	\$40.00	13-1071	\$38.74	>100
Safety Office	2	\$42.00	19-5011	\$42.94	<100
IT Support	2	\$39.00	15-1231	\$36.40	>100
Dir of Supply Chain	1	\$49.00	11-3071	\$58.46	<100
Gen. Manager	1	\$63.00	11-1021	\$66.57	<100
TOTAL	326	\$36.56			

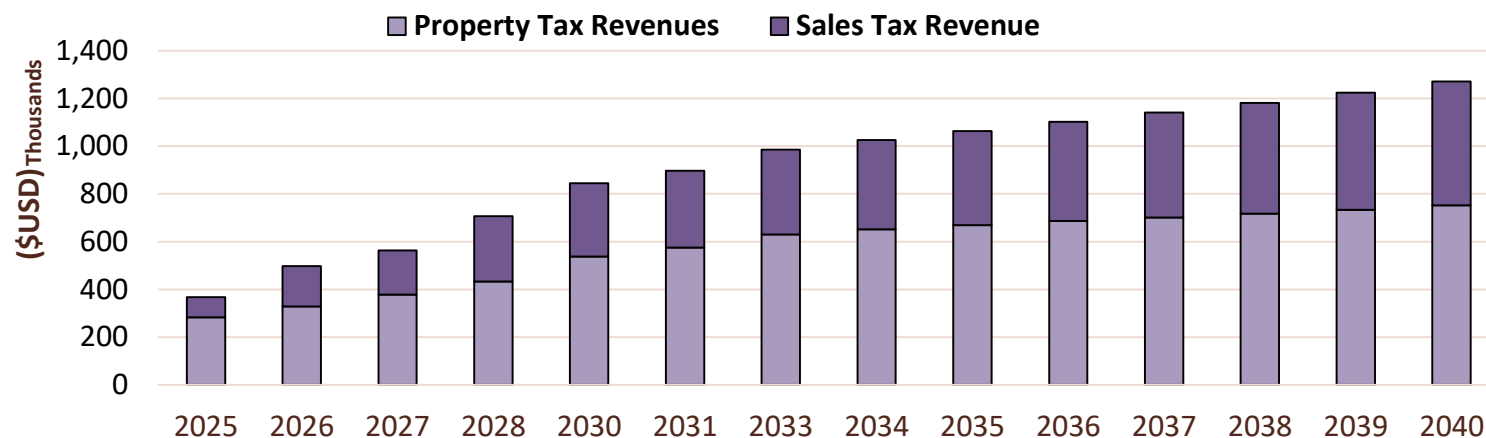
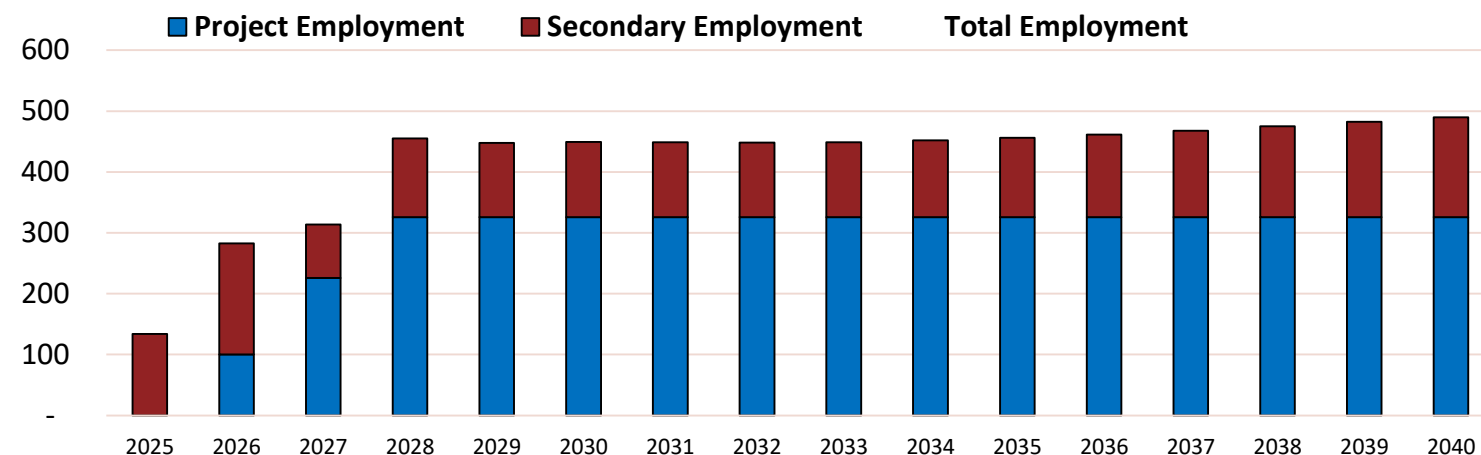
Average hourly wage CLT MSA \$31.00/hour



Project Impacts

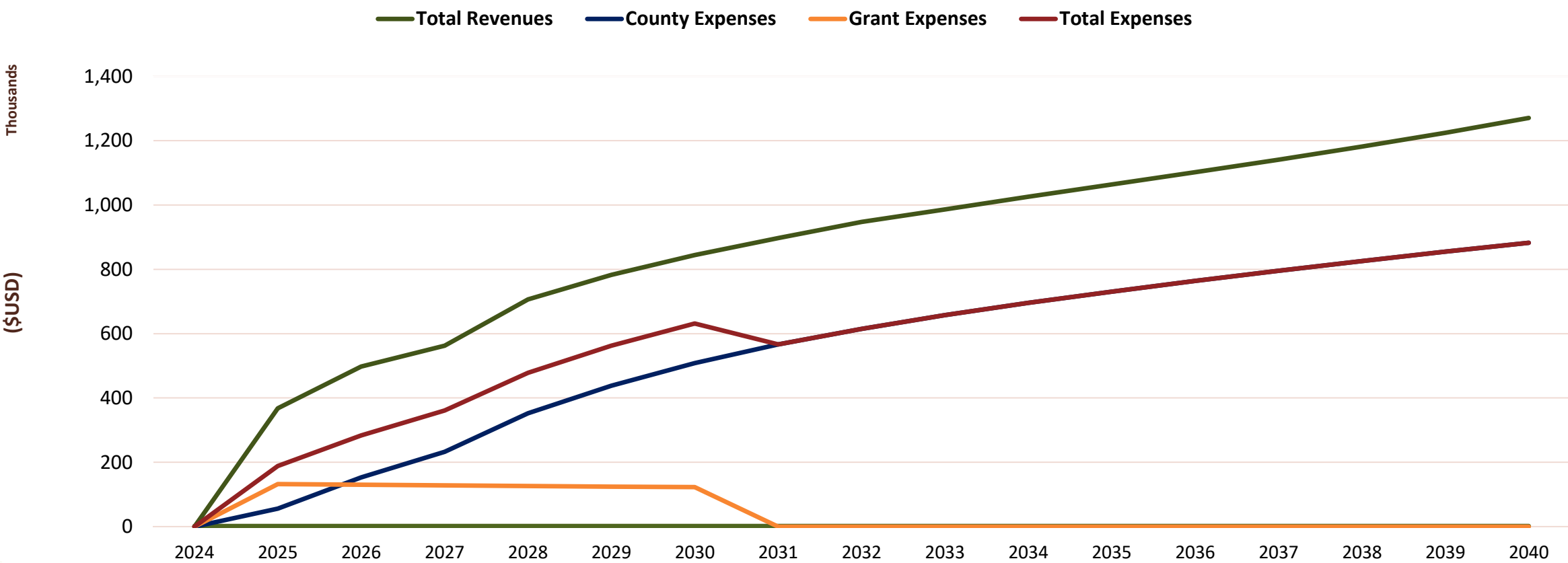
- Toromont USA Inc. and AVL USA Inc. are expected to create an additional **326 jobs** by the end of the five-year grant term.
- Toromont USA Inc. and AVL USA Inc. are expected to create an additional cumulative net of **\$306,775 in sales tax** revenue by the end of Year 5.

Toromont USA Inc. and AVL USA Inc.



Project Impacts Toromont USA Inc. and AVL USA Inc.

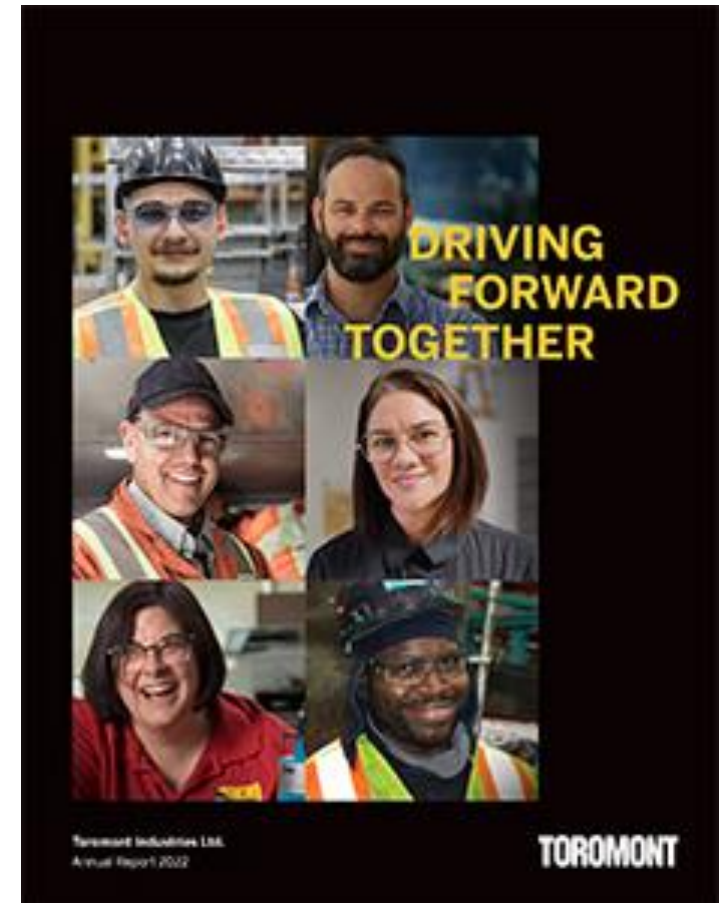
Toromont USA Inc. and AVL USA Inc. is expected to net the County **\$220,008** in revenue in the final year of the grant term for a cumulative net of **\$1,043,124** over five years



Toromont USA Inc. and AVL USA Inc.

Corporate Culture & Community Engagement

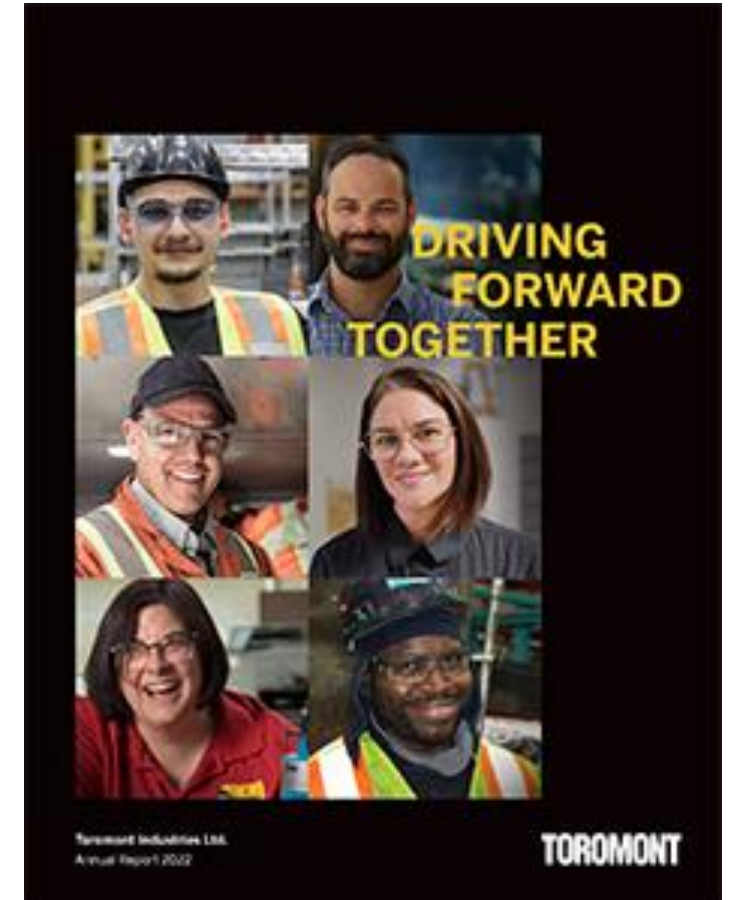
- Many positions do not require a college degree
- Feature 4-yr training program for apprentice technicians, OJT
- Co-op /intern programs for high school, community college and university students
- Winner of the Dr. Fred Sheridan Award from Cambrian College (Sudbury, Ont) in recognition of extraordinary service to education
- The company offers a robust benefits packages (insurance, sick time, vacation, etc.) for qualifying employees incl. tuition reimbursement
- Committed to work with Central Piedmont



Toromont USA Inc. and AVL USA Inc.

Corporate Culture & Community Engagement

- Reporting participant in Government of Canada's Employment Equity (Federal Contractor's) program
- Focus on women, Indigenous peoples, disabled, members of visible minorities
- Sponsor and supporter of Jill of All Trades (for high school girls)
- Sponsor of Canadian Women in Construction Association
- Women make up 40% of their Leaders of Tomorrow program
- United Way, March of Dimes, Habitat for Humanity, Canadian Blood Services
- Do hire justice involved



Toromont USA Inc. and AVL USA Inc.- BOCC Action

- Requesting the Board of County Commissioners to vote and adopt a resolution to approve a **5-year, 50%** Business Investment Program Grant to **Toromont USA Inc. and AVL USA Inc.** for a not to exceed amount of **\$641,506** and to authorize the County Manager to negotiate and execute the contract.





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