



# Business Investment Program (BIP) Grant

## Public Hearing

Mecklenburg Board of County Commissioners  
February 17, 2026



**Maersk Agency USA, Inc.**



# Company Background

# Maersk Agency USA, Inc.



- Maersk Agency USA, Inc. is a publicly traded high-tech transportation broker
- Division of A.P. Moller
- Global leader in integrated logistics & container shipping
- Founded in 1904
- US HQ—Florham Park, NJ
- Global workforce of >100,000 employees
- Will house key functions include finance, HR, legal, commercial strategy, and technology



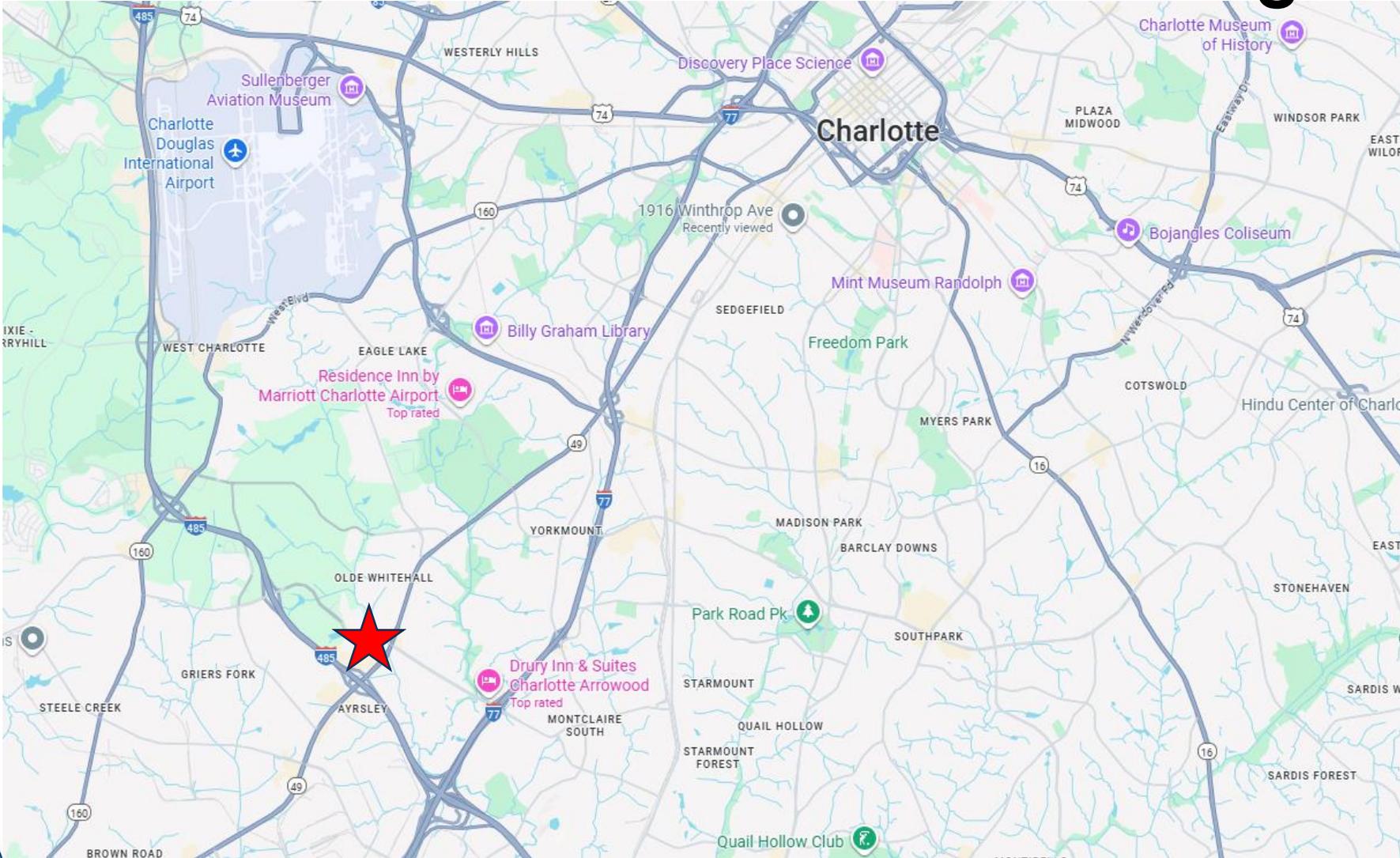
# Maersk Agency USA, Inc.

## Project Details

- **\$16,000,000 in New Taxable Investment**
  - \$10,000,000 in Real Property
  - \$ 6,000,000 in Business Personal Property
- **520 New Employees**
  - \$115,227 Average Wage
- **100-150,000 sf additional space**
- **Competition Sites:**
  - Atlanta, GA. (\$11.75 million)



# Maersk Agency USA, Inc.



**Proposed Location:**  
9300 Arrowpoint Blvd.

**Submarket Name:**  
Arrowood Rd.

**Commission District : 2**



# Maersk Agency USA, Inc.

## Project Incentives

Partner	Terms	Amount
County	7 years/75%	\$357,996
City of Charlotte	8 years/90%	\$269,435
*State Incentives	12 years	*\$9,457,150
<b>Total Incentives offered</b>		<b>\$10,084,581</b>

\*State incentive breakdown: \$7,575,750 JDIG; \$832,000 Customized Training; \$374,400 Work Opportunity Tax Credit; \$650,000 Federal Bonding Program; \$25,000 Job Ready Grants.



# Maersk Agency USA, Inc.

## Project Employment

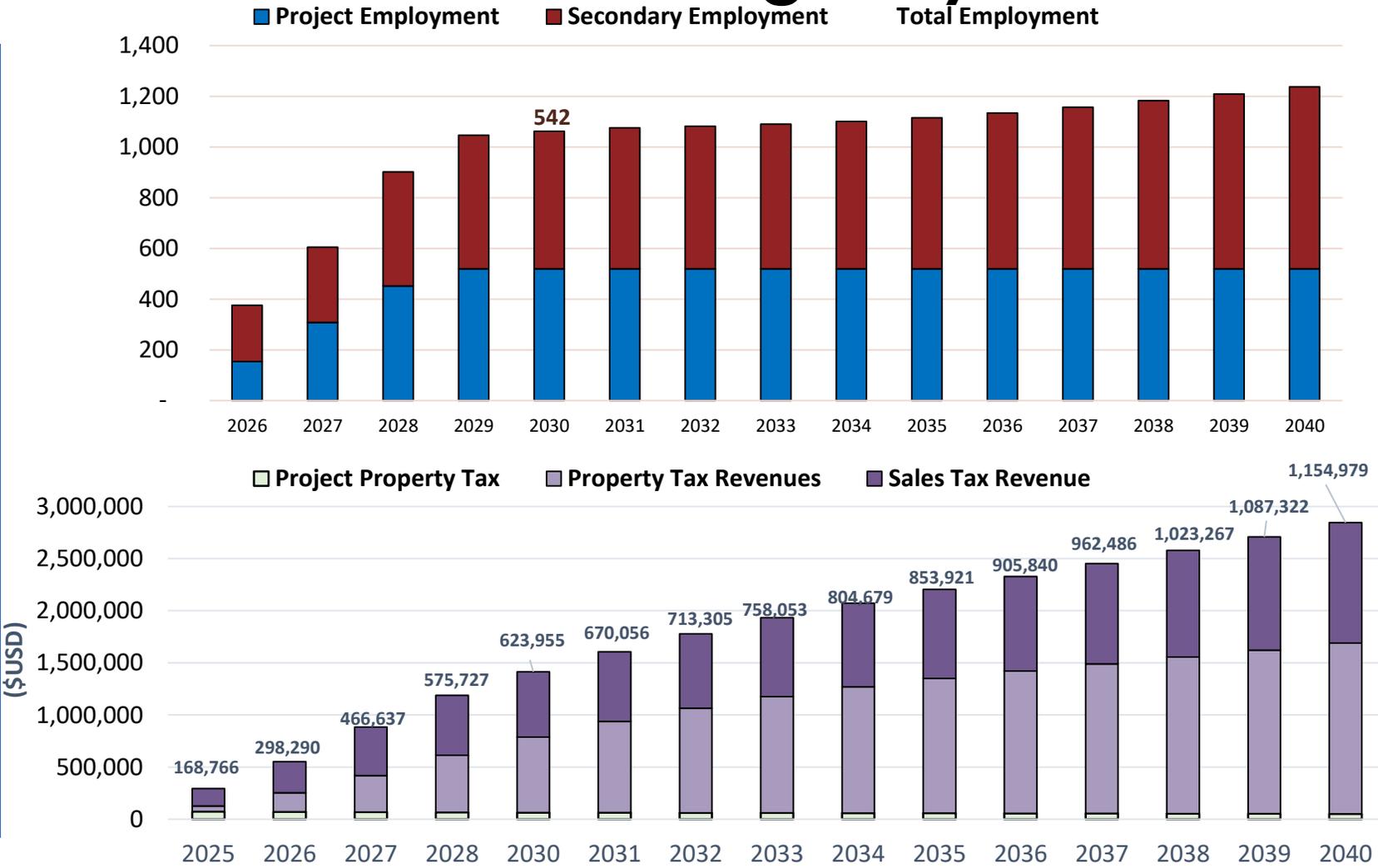
Position	Hired Locally	Relocated	Salary	% of SOC	SOC Average	Standard Occupation Code
Sales & Marketing	36	4	\$130,000	>100%	\$111,780	41-1012
Accountants & Auditors	54	6	\$135,000	>100%	\$98,030	13-2011
Legal Support	18	2	\$135,000	>100%	\$93,250	23-2099
Bus. Oper. Spec.	180	20	\$100,000	>100%	\$95,490	13-1111
Customer Exper.	135	15	\$90,000	>100%	\$44,830	43-4051
Comp. Benefits, & Job Analysis Specialists	27	3	\$100,000	>100%	\$83,250	13-1141
Office Admin. Support	18	2	\$100,000	>100%	\$69,090	43-1011
<b>TOTAL</b>	<b>468</b>	<b>52</b>				<b>520</b>



# Project Impacts

- Maersk is expected to create an additional **542 jobs** by the end of the five-year grant term.
- Maersk is expected to create an additional cumulative net of **\$2,133,375** in sales tax revenue by the end of Year 5.

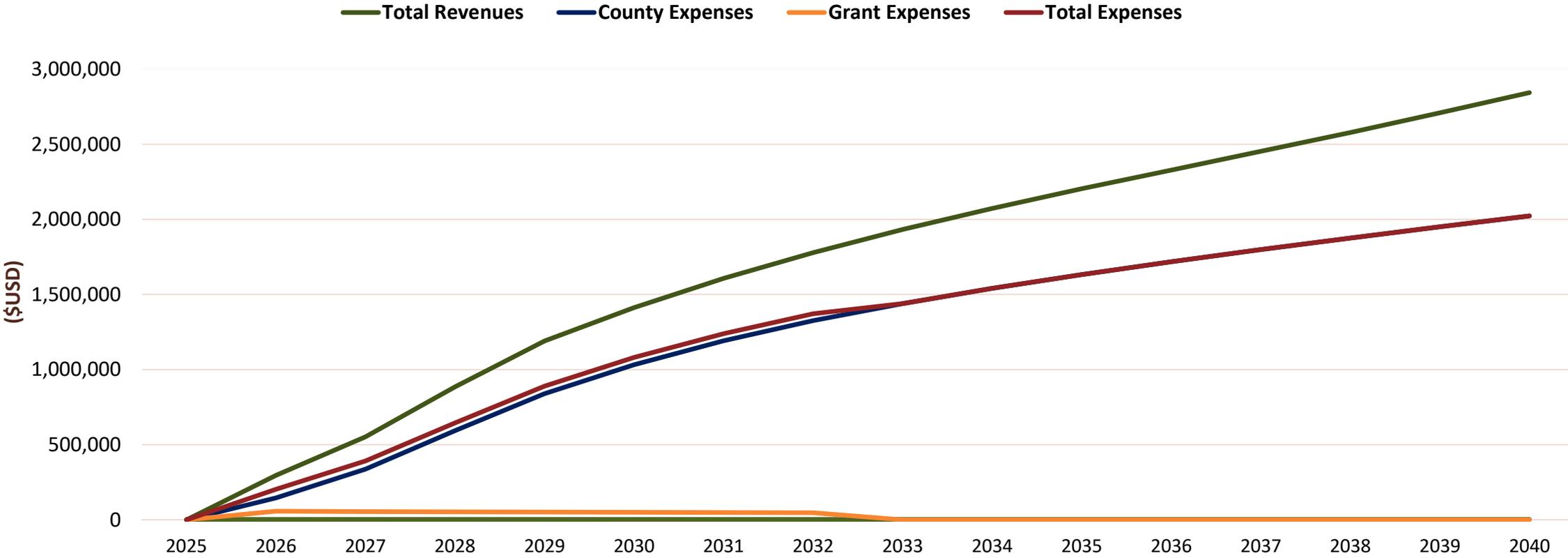
# Maersk Agency USA, Inc.



# Project Impacts

# Maersk Agency USA, Inc.

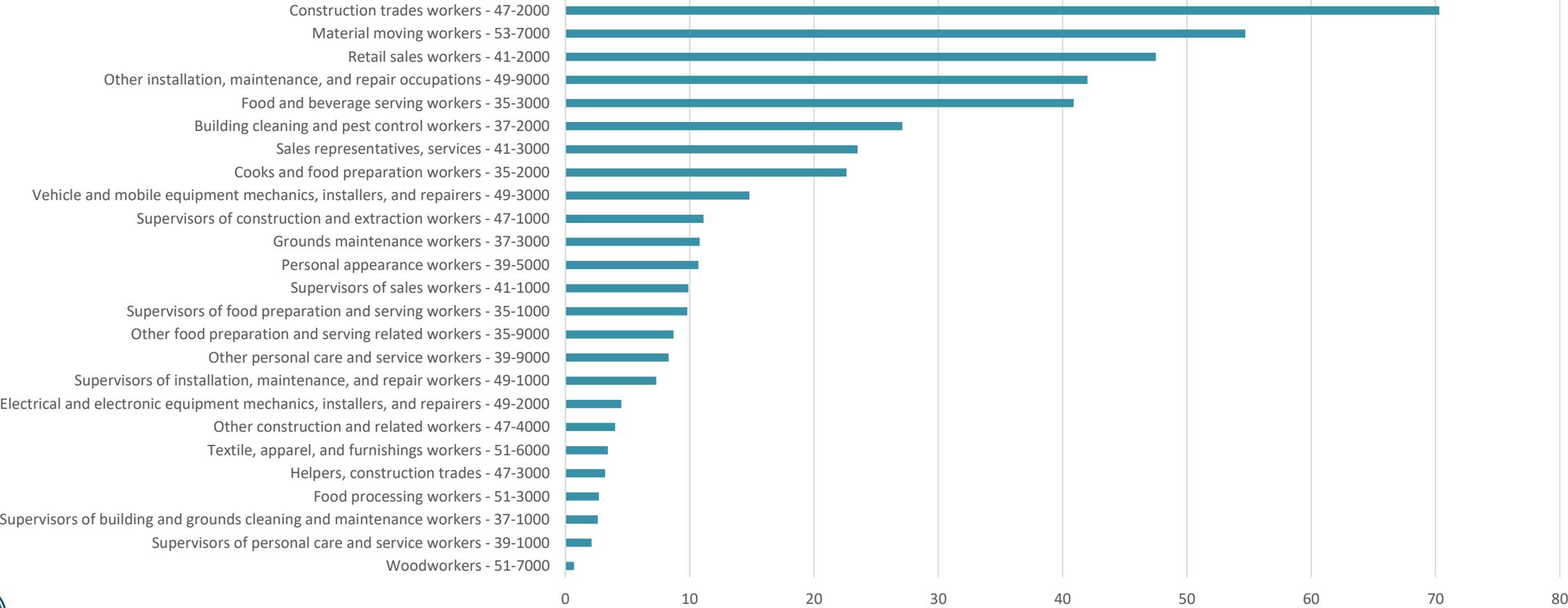
Maersk Agency USA, Inc. is expected to net the County **\$332,167** in revenue in the final year of the grant term for a cumulative net of **\$1,126,479** over five years



# Project Impacts

# Maersk Agency USA, Inc.

Maersk Agency USA, Inc. is expected to create **440 small business jobs** by the end of the grant period.



# Maersk Agency USA, Inc.

## Corporate Culture & Community Engagement

- “Justice Involved” applicants are considered on a case-by-case basis.
- Maersk Agency USA, Inc. offers various roles in logistics, customer service, and operations that do not require college degrees. These positions often emphasize skills, certifications, or experience over formal education.
- On-the-job training
- Committed to work with all workforce partners
- Maersk Agency USA, Inc. has Employee Resource Groups (ERGs) that support diversity and inclusion, including groups for women, veterans, LGBTQ+ employees, and others.



# Maersk Agency USA, Inc.

## Corporate Culture & Community Engagement

- Full benefits package incl. health, dental, vision and retirement, employee assistance program
- \$2,500 per-child adoption assistance
- Military care-giver leave, up to 26 weeks
- Maersk Agency USA, Inc. has Employee Resource Groups (ERGs) that support diversity and inclusion, including groups for women, veterans, LGBTQ+ employees, and others.



## Maersk Agency USA, Inc.

### BOCC Action

- Requesting the Board of County Commissioners to vote and adopt a resolution to approve a **7-year, 75%** Business Investment Program Grant to **Maersk Agency USA, Inc.** for a not-to-exceed amount of **\$357,996** and to authorize the County Manager to negotiate and execute the contract.





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## Public Hearing

Mecklenburg Board of County Commissioners  
January 21, 2026.