



Business Investment Program (BIP) Grant

Public Hearing

Mecklenburg Board of County Commissioners

March 18, 2025.



RXO



Company Background

RXO Corporate Solutions, LLC



- RXO Corporate Solutions, LLC is a publicly traded high-tech transportation broker
- World's largest network of independent carriers, enabling them to match shippers' transportation needs with carriers looking to haul freight via ocean, air, and truck
- Approximate 10,000 customers
- 50% of Fortune 500 companies are customers
- +8,500 employes total



RXO Corporate Solutions, LLC

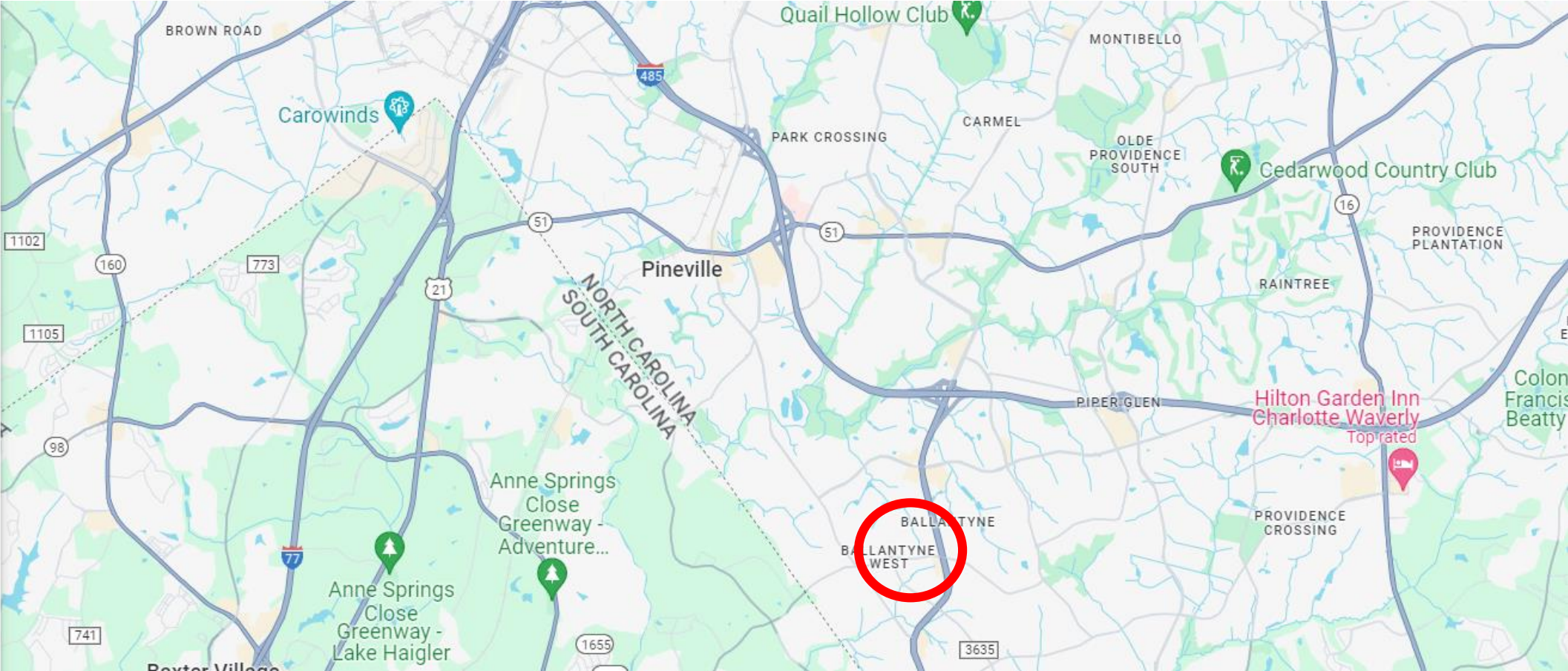
Project Details

- **\$13,723,848 in New Taxable Investment**
 - \$9,823,659 in Real Property
 - \$3,900,189 Business Personal Property
- **216 New Employees**
 - \$89,769 Average Wage
- **699 Retain Jobs:**
 - \$100,605 Average Wage
- **Competition Sites:**
 - Indian Land, SC.



Project Location

RXO Corporate Solutions, LLC



Proposed Location: 11215 N. Community House Rd.
Submarket Name: Ballantyne
Commission District : 6



Project Incentives

RXO Corporate Solutions, LLC

Partner	Terms	Amount
County	5 years/75%	\$223,411
City of Charlotte	7 years/90%	\$166,874
State Incentives	12 years	*\$3,251,750
TOTAL		\$3,642,035

* State incentive breakdown: \$1,914,750 JDIG; \$696,400 customized training; \$225,600 WOTC \$390,00 Fed. Bonding Pgm; \$25,000 job ready grants.



Project Employment

RXO Corporate Solutions, LLC

Position	Total	Salary Range	% of SOC	SOC Average	Standard Occupation Code
Professional-Broker	29	\$70,041	>100%	\$130,250	15-2051
Managerial-FF	6	\$175,000	>100%	\$140,110	11-1021
Sales-Brokerage	132	\$92,765	>100%	\$49,030	41-9099
Managerial-MT	1	\$110,000	<100%	\$140,000	11-1021
Managerial-Broker	3	\$107,755	<100%	\$140,000	11-1021
Professional-Corp	32	\$90,000	>100%	\$130,250	15-2051
Sales-FF	4	\$196,438	>100%	\$49,030	41-9099
Technical	14	\$60,000	<100%	\$79,190	13-1081
TOTAL	216	\$89,769			

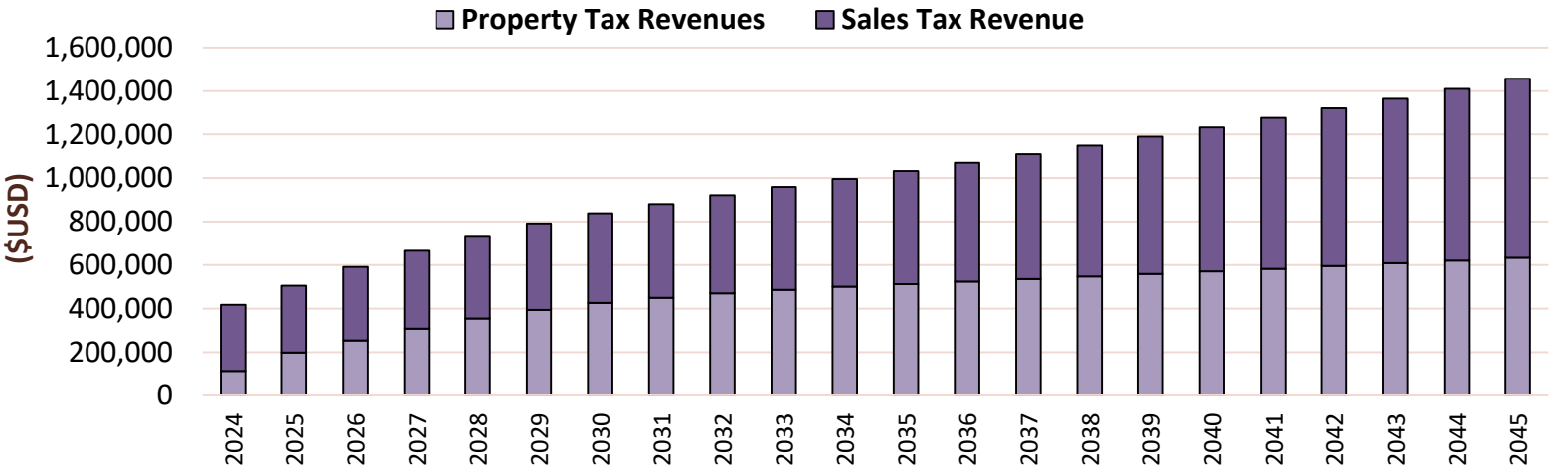
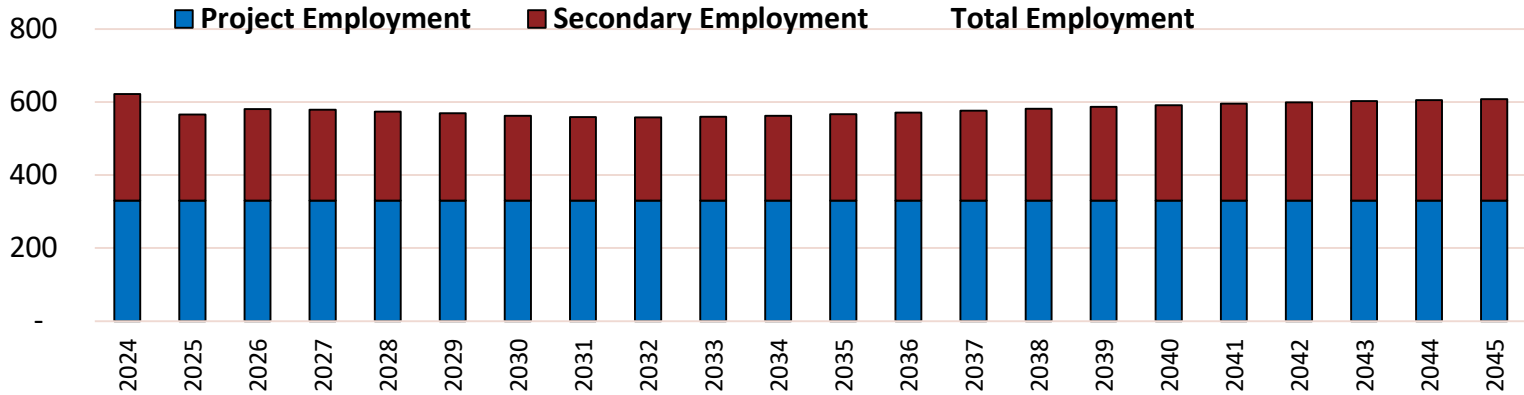
*Technical jobs are commission-based and have bonus and overrides not included in base number.



RXO Corporate Solutions, LLC

Project Impacts

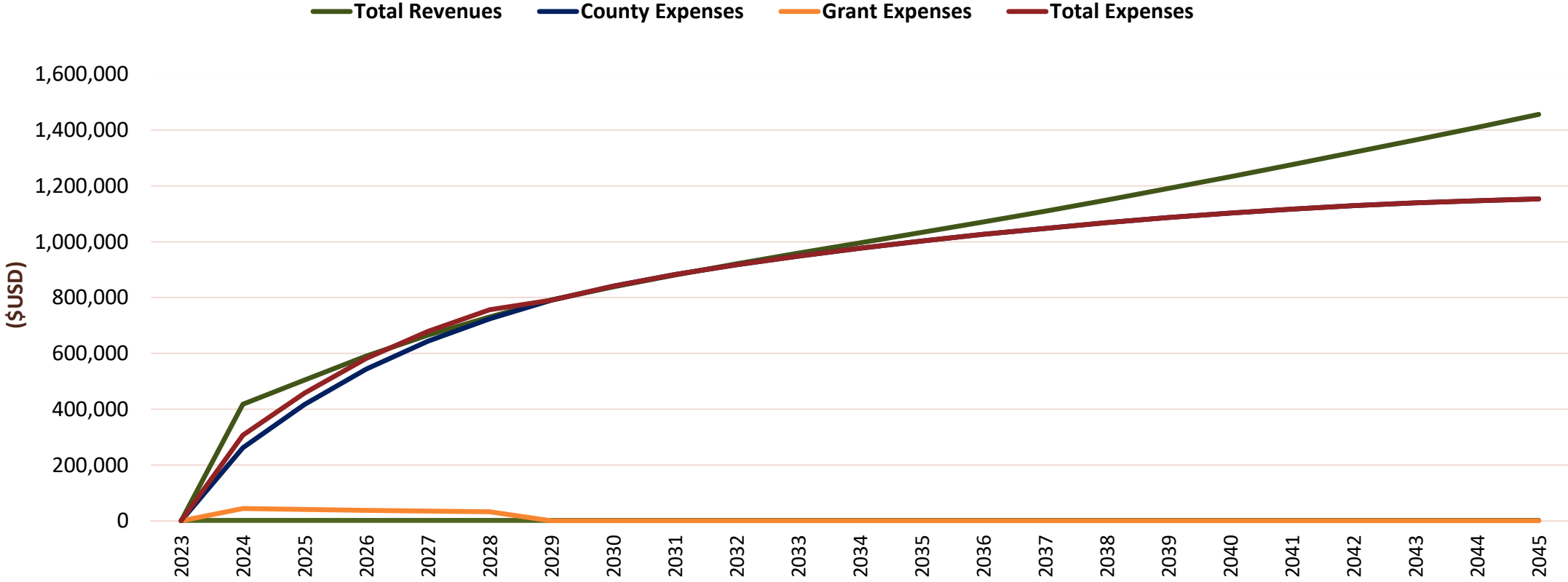
- RXO Corporate Solutions, LLC is expected to induce an additional **243 jobs** by the end of the five-year grant term.
- RXO Corporate Solutions, LLC is expected to induce an additional cumulative net of **\$1,681,314 in sales tax revenue** by the end of Year 5.



RXO Corporate Solutions, LLC

Project Impacts

RXO Corporate Solutions, LLC is expected to net the County **\$124,921** over five years .
Once the incentives expire, the County's tax collections are expected to increase by **\$64,927** per year.



Corporate Culture

RXO Corporate Solutions, LLC

Supplier Diversity

- New corporate members of the National Minority Development Council, enabling them increased opportunities to support and advance diverse suppliers

Community Engagement

- Members of Women in Trucking, Wreaths Across America, Dress for Success, Suits for Soldiers, Bright Blessings, Truckers Against Trafficking. Expanding this year with donations to the Thurgood Marshall College Fund and Girls Who Code

Employee Engagement

- Spotlight cultural heritage months, employee resource groups, employee-paid volunteer time



Local Community Engagement RXO Corporate Solutions, LLC

Community Drives

Kids in Need Foundation

- RXO gathered and shipped 37 boxes of school supplies through donations to send to the Kids in Need Foundation; an organization supporting students and teachers with back-to-school needs

Second Harvest Food Bank

- Collected and donated \$14,500 to Second Harvest Food Bank, providing 101,000 lbs. of food for the homeless

Coats for Kids

- Donated 4 boxes of coats to Steve's Coats for Kids program

Charitable Giving

Charlotte Veterans

- In 2023, sponsored USO and Veterans Bridge Home
- Corporate sponsor for Bright Blessings, a resource center for homeless families. Provided 1,000 healthcare kits for babies in need



RXO Corporate Solutions, LLC-BOCC Action

- Requesting the Board of County Commissioners to vote and adopt a resolution to approve a **5-year, 75%** Business Investment Program Grant to **RXO Corporate Solutions, LLC** for a not to exceed amount of **\$223,411** and to authorize the County Manager to negotiate and execute the contract.





Business Investment Program (BIP) Grant

Public Hearing

Mecklenburg Board of County Commissioners

March 18, 2025.