



Business Investment Program (BIP) Grant

Public Hearing

Mecklenburg Board of County Commissioners
December 2, 2025.



Scout



Scout Motors

Project Details

- **\$206,974,180 in New Taxable Investment**
 - \$188,500,000 in Real Property
 - \$18,474,180 in Business Personal Property
- **1,200 New Employees**
 - \$153,978 Average Wage
 - \$179,771 including bonuses
- **Competition Sites:**
 - Charleston, SC & Tysons Corner, VA.



Company Background

Scout Motors



- American automotive startup
- Backed by Volkswagen Group
- Manufacture and market off-road electric vehicles
- Acquired the Scout name in 2021 from International Motors
- Serve as the central hub for Scout's nationwide network of talent and operations, including Production Center in South Carolina, Innovation Center in Michigan, and planned national retail, distribution, and service operations.
- It is a U.S.-based operation and independent company
- Currently building a \$2 billion, 1,100-acre manufacturing facility in Blythewood, SC

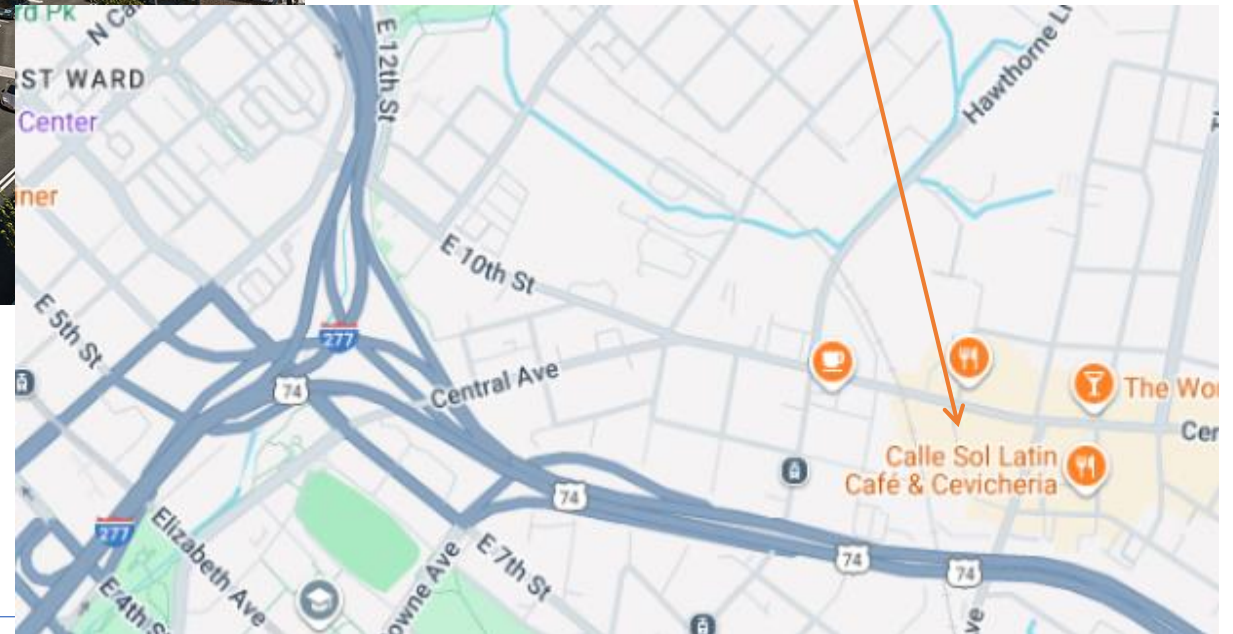


Scout Motors

- 300-350,000 sf office
- The Commonwealth
- Plaza Midwood



- County Commission District #4
- BIP Opportunity Area
- Brownfields Site



Project Incentives

Scout Motors

Partner	Terms	Cumulative Amount
County	15 yrs/90% (paid 10 yrs)	\$12,800,000
City of Charlotte	15 yrs/90%	\$7,270,479
State Incentives (JDIG)	12 years	\$41,780,000
Bonds & WOTC (tax credit)		\$2,364,000
NC Community Colleges		\$2,400,000
TOTAL:		\$66,614,479



Project Employment

Scout Motors

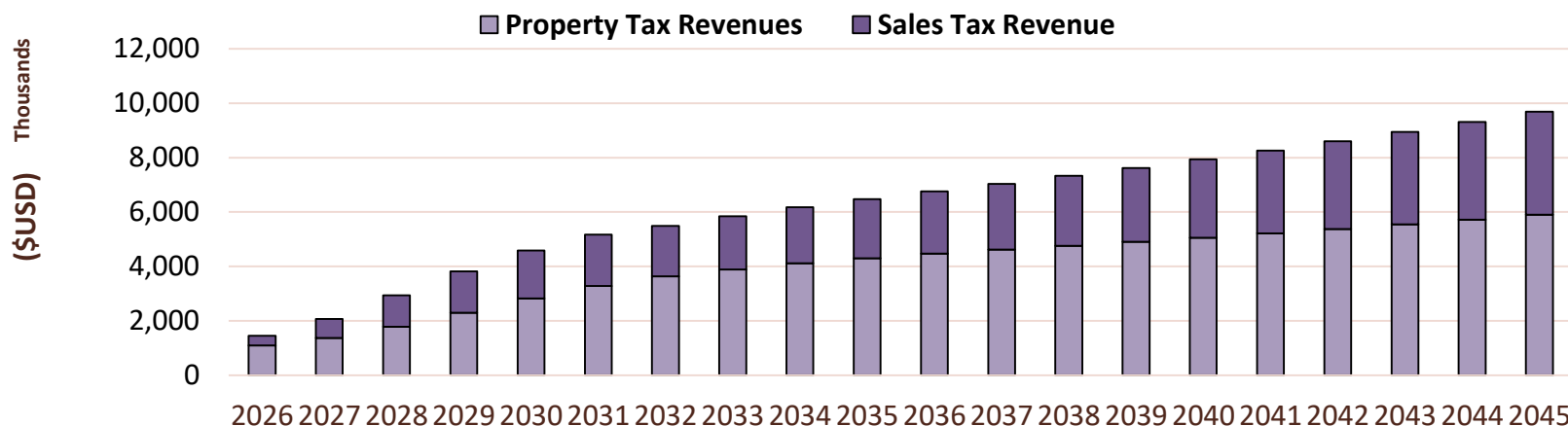
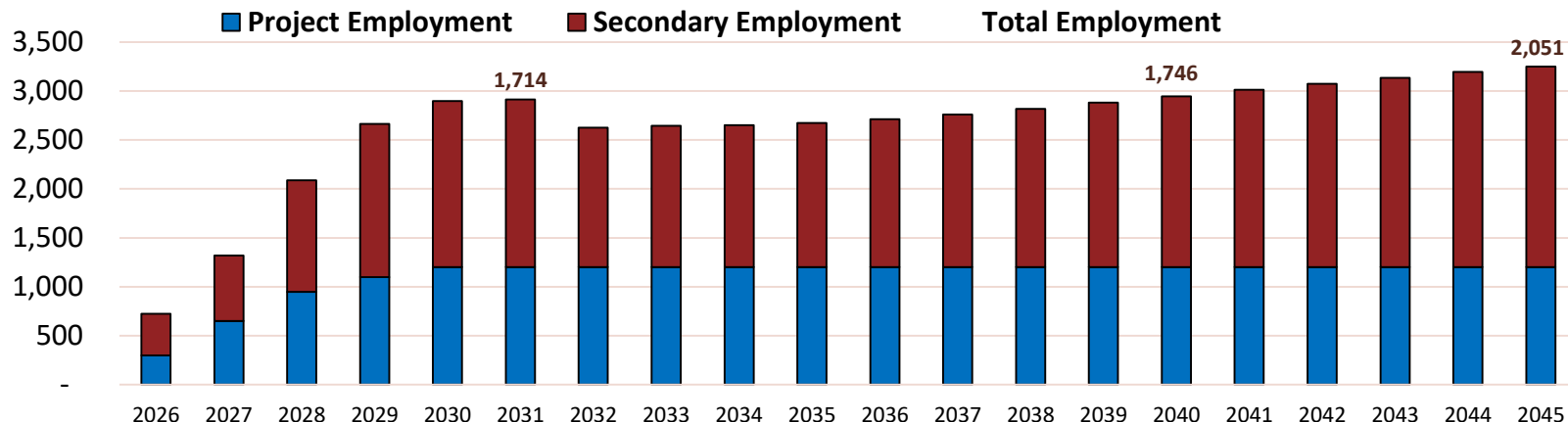
Position	Total	Wage	SOC- Code	Annual Median MSA	Percent difference
C-Suite Executives/Sr. Management	50	\$ 605,422	11-1011	\$321,270	>
Management	125	\$ 201,560	11-1021	\$138,460	>
Sales Management	190	\$ 152,320	11-2022	\$169,930	<
Marketing Research Analysts	190	\$ 152,320	13-1161	\$88,320	>
Mechanical Engineers	270	\$ 122,260	17-2141	\$107,150	>
Financial & Investment Analysts	40	\$ 120,485	13-2051	\$114,750	>
Accountants & Auditors	40	\$ 120,750	13-2011	\$98,031	>
Human Resources	70	\$ 135,094	11-3121	\$160,450	<
Computer Occupations/IT	70	\$ 159,464	15-1299	\$114,070	>
Lawyers	20	\$ 173,004	23-1011	\$186,560	<
Procurement Clerks	70	\$ 130,774	43-3061	\$51,100	>
Industrial & Production Managers	40	\$ 139,663	11-3051	\$137,030	>
Secretaries & Administrative Assistants	25	\$ 108,722	43-6014	\$42,620	>
Total	1,200	\$153,978 AVG			



Project Impacts

- Scout Motors is expected to create an additional **1,746 jobs** by the end of the 15-year grant term.
- Scout Motors is expected to create an additional cumulative net of **\$28,286,500 in sales tax** revenue by the end of Year 15.

Scout Motors



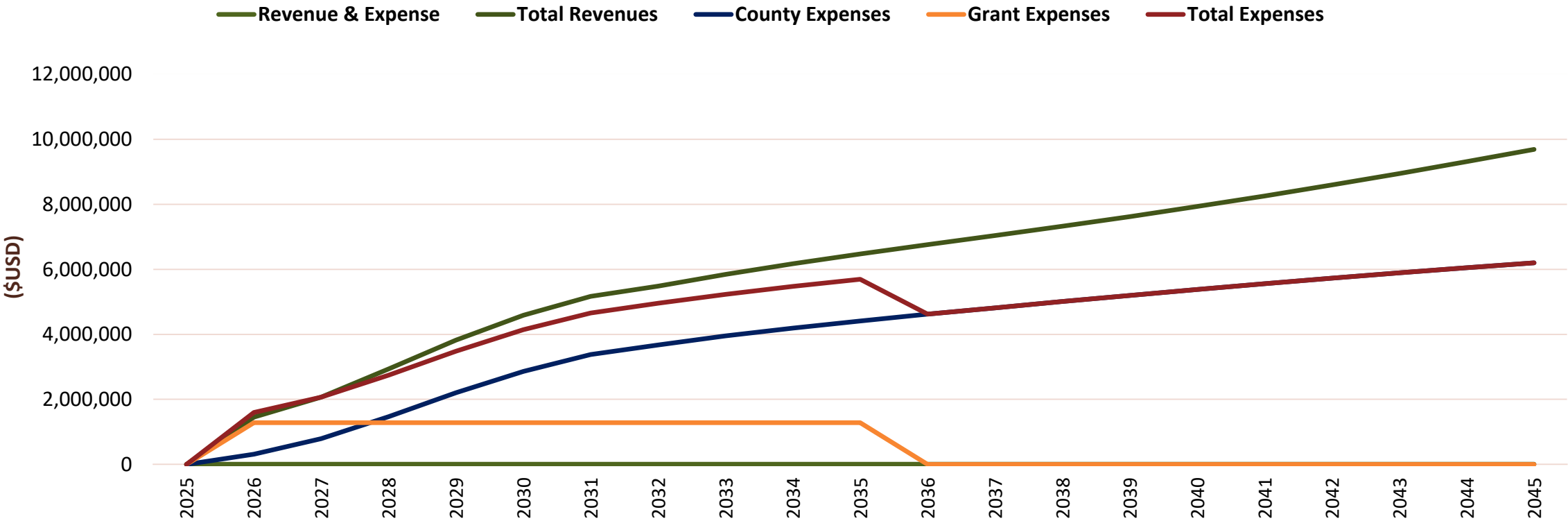
(Project Impacts based on 15 years/90%)



Project Impacts

Scout Motors

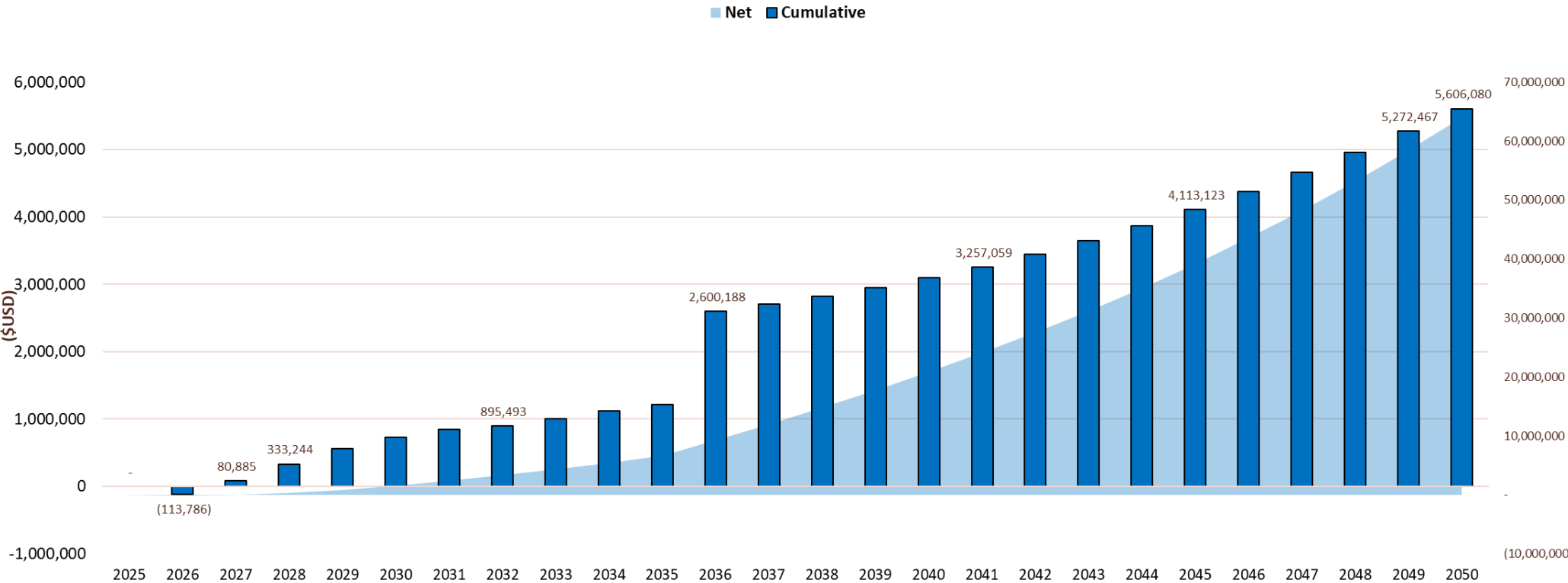
Scout Motors is expected to net the County **\$3,093,696** in revenue in the final year of the grant term for a cumulative net of **\$20,841,752** over 15 years.



Project Impacts

Scout Motors

Scout Motors – is akin to a 401(k) plan – it provides county revenue growth for the future



Scout Motors

Corporate Culture & Community Engagement

- Scout offers a comprehensive list of benefits including health, life and dental insurance
- The company does hire justice involved depending on relevance to the role
- The company expects to utilize with workforce partners to host hiring events locally
- The company does plan to have Employee Resource Groups
- The company aims to imbed into the community as a true HQ



Scout Motors

Corporate Culture & Community Engagement

- They expect to have a tuition reimbursement policy
- Do offer professional training and OTJ training
- A multitude of positions (administrative, corporate, and facility and corporate services) that do not require a college degree
- They plan to grow relationships with elementary, middle, high schools, community colleges, and universities as key to their talent strategy



Scout Motors

Caveats

- **Incentives are “performance-based”**
This means the company must perform (do what they said they would) before incentives are awarded
- **We will not dip into General Fund balance to pay incentives**
If the company pays less than \$1.280M in taxes in a year, they will only get what they paid. The rest will be carried forward to a future year and paid if that year's tax payment is sufficient
- **We have “claw-back” provision the agreement.**
Anytime during and up to 5 years after the agreement, if they close, we get anything we have paid them to date back.



Scout Motors

Scout Motors- BOCC Action

- Requesting the Board of County Commissioners to vote for a Notice of Intent to Approve **Scout Motors** for a **15-year, 90%** Business Investment Program Grant (**Paid over 10 years**) in the amount not to exceed **\$12,800,000; payable in equal annual payments of up to \$1,280,000 per year.**





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