

Welcome to SATX



greater:
SATX
REGIONAL ECONOMIC PARTNERSHIP

2025

greater:SATX

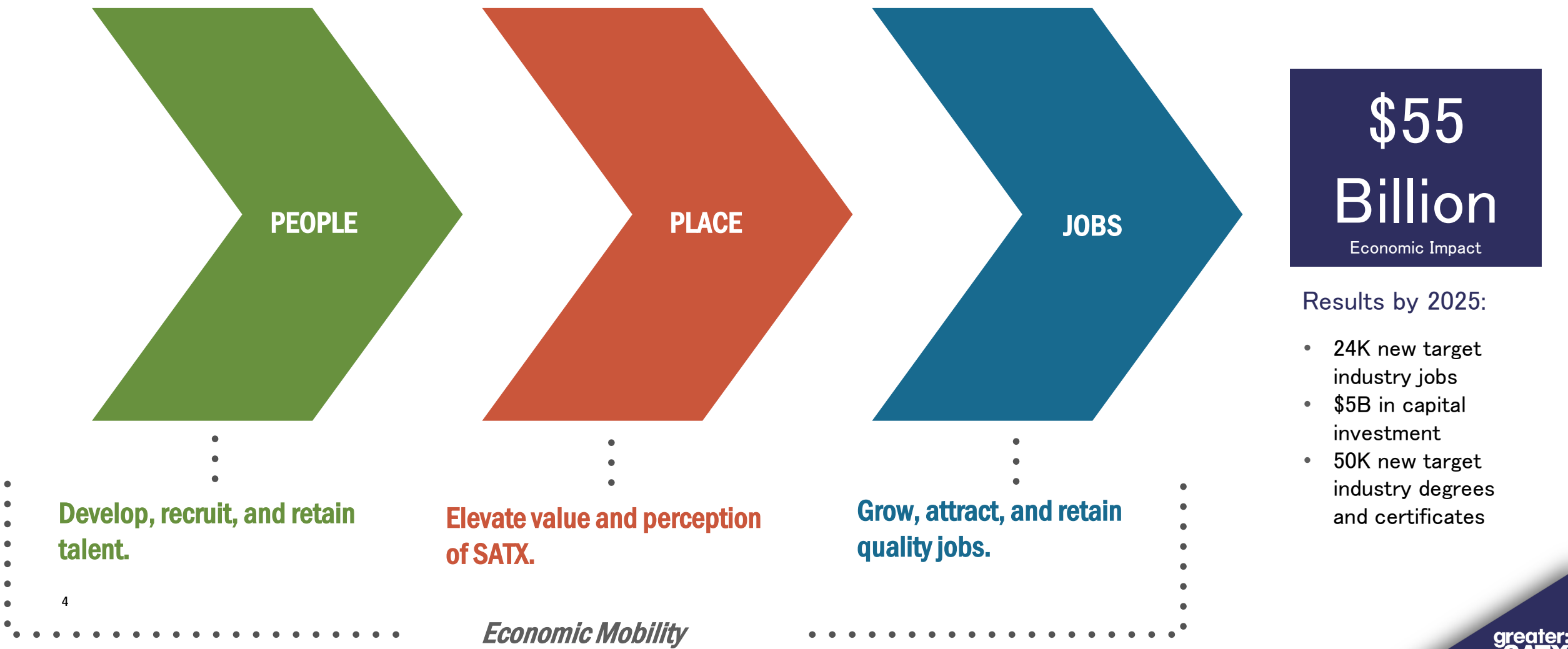
greater:SATX Regional Economic Partnership

is a private-public organization dedicated to growing quality jobs in the San Antonio, TX region.

Together with more than **200 private companies**, regional economic development offices, and our municipal partners, greater:SATX continues to attract companies into the regional business community and grow the ones that already call it home.



greater:SATX Strategic Framework



Strategic Initiatives

PEOPLE

- Workforce Readiness
- Talent Retention
- Talent Pipeline Management (TPM)

PLACE

- Regional Sites
- San Antonio International Airport
- Marketing & Brand Recognition
- Advocacy & Influence

JOBS

- Regional Partnerships
- Targeted Corporate Recruitment
- Business Advancement



Site Selection Services

Our site selection services are free of charge.

Target Industries

- Advanced Manufacturing
- Aerospace & Defense
- Life Sciences
- Cybersecurity / Information Technology
- Financial & Professional Services
- Headquarters

Project Thresholds

- 50+ New Jobs
- High Wages*
- \$50 Million in Company Revenue | \$10 MM CapEx

**\$50,000 annual salary or County Average Industry Wage*



International Business Development Program

The IBDP helps international companies chart San Antonio business terrain to minimize early market entry mistakes, avoid pitfalls, and accelerate success.

Establish your U.S. Office address

Achieve a soft-landing in SATX

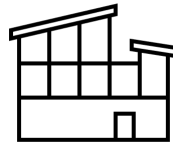
Through IBDP, gain connections to:



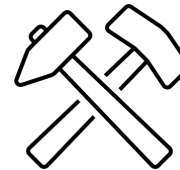
Immigration and Tax
Attorneys



International Trade Center,
UTSA



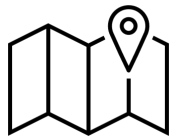
Public Sector Permitting
Entities



Industry Partners and Trade
Associations



Suppliers



Suppliers

San Antonio, Texas

A Story of Momentum & Growth

Texas Momentum

- World's **8th largest economy**
- **#1 Destination** for Corporate Relocations (Dallas Fed)
- **Fastest growing** population (US Census Bureau)
- Home of **52 Fortune® 500** headquarters
- **90+ Fortune® 1000** headquarters
- **16 Carnegie Tier 1** Research Universities

Population

30,000,000

Gross Domestic Product

\$2.6 Trillion



ORACLE



CATERPILLAR



MCKESSON

San Antonio Snapshot

2.7 M

MSA
Population

7th

Largest
City

16

Colleges &
Universities

SAT

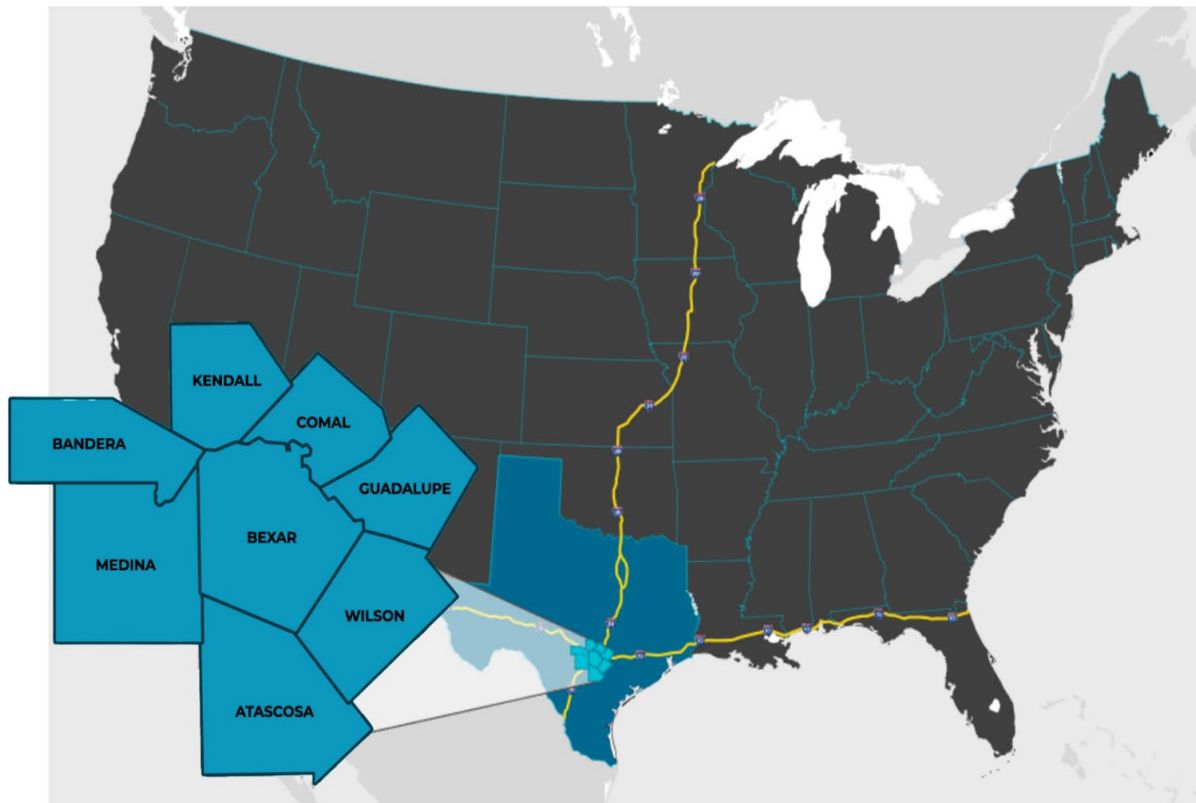
International
Airport

5

Fortune 1,000
HQs

No

State Income Tax



San Antonio-Austin Megaregion Snapshot

5.2
Million

Population

2.7
Million

Labor Force

36.3

Median Age

1.5
Million

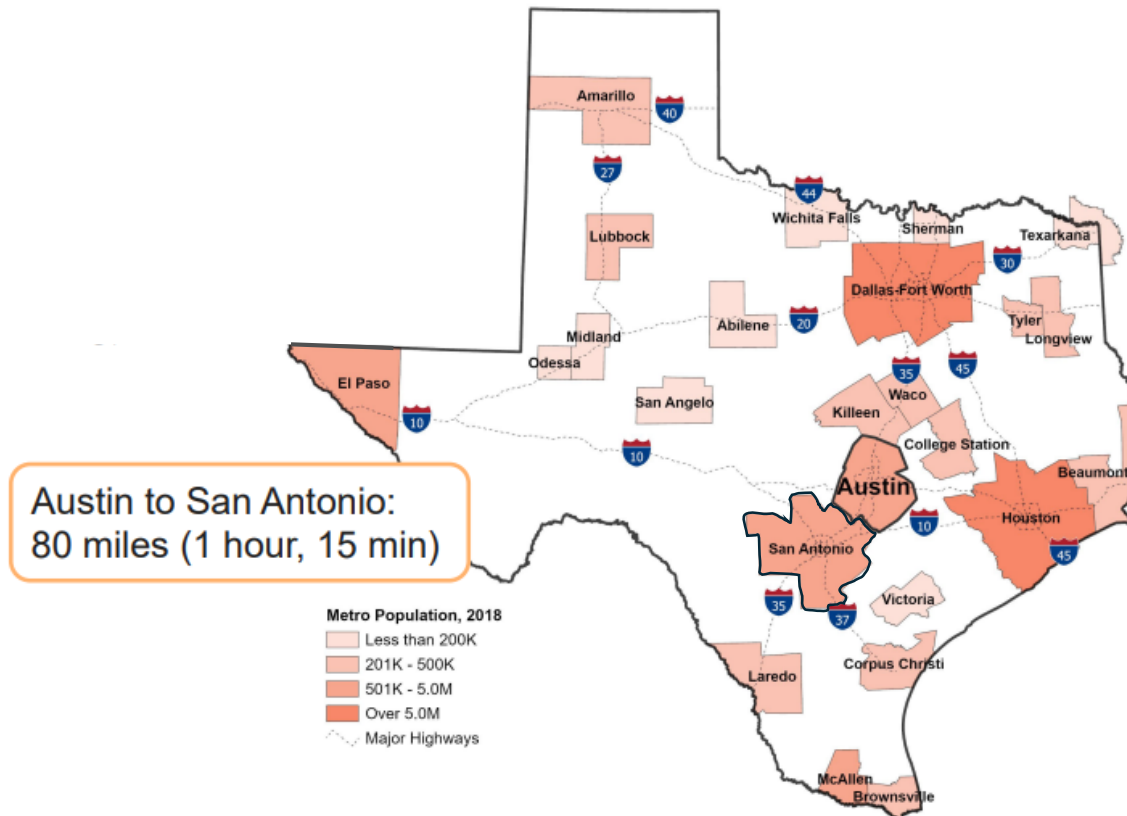
Bachelors Degree +

430
Billion

Combined GDP

94.3

Cost of Living



San Antonio Snapshot

PEOPLE

55%
Hispanic
Population

Median Age
36.2


170,000+
Students
Enrolled

2,000
US Service Members
Transitioning
Annually

PLACE

\$308K

Average
Home
Price

24k +
Net Migration to
SA


30k

Acres of Public
Parks
400 Miles of
Hike & Bike
Trails



*Creative City of
Gastronomy &
Culture*



BUSINESS & TECH

**Global consulting firm says it will
bring 1,000 office jobs to San
Antonio**

 by Tracy Idell Hamilton
November 13, 2024



TOYOTA
T E X A S

**Toyota plans half-billion dollar expansion to add more
than 400 jobs in San Antonio**

At the same time, the city is working to end a long-running legal dispute on zoning around the plant

By **Sara DiNatale, Madison Iszler**, Staff writers
Updated May 20, 2024 3:54 p.m.



Competitive Cost of Living

Overall Cost of Living

TX TRIANGLE METRO AREA	Cost of Living Index
San Antonio–New Braunfels, TX	91.2
Houston, TX	94.2
Austin, TX	97.4
Dallas, TX	101.7

Housing

TX TRIANGLE METRO AREA	Avg. Home Price, 2024
San Antonio–New Braunfels, TX	\$308,100
Houston, TX	\$335,700
Dallas, TX	\$398,000
Austin, TX	\$441,500



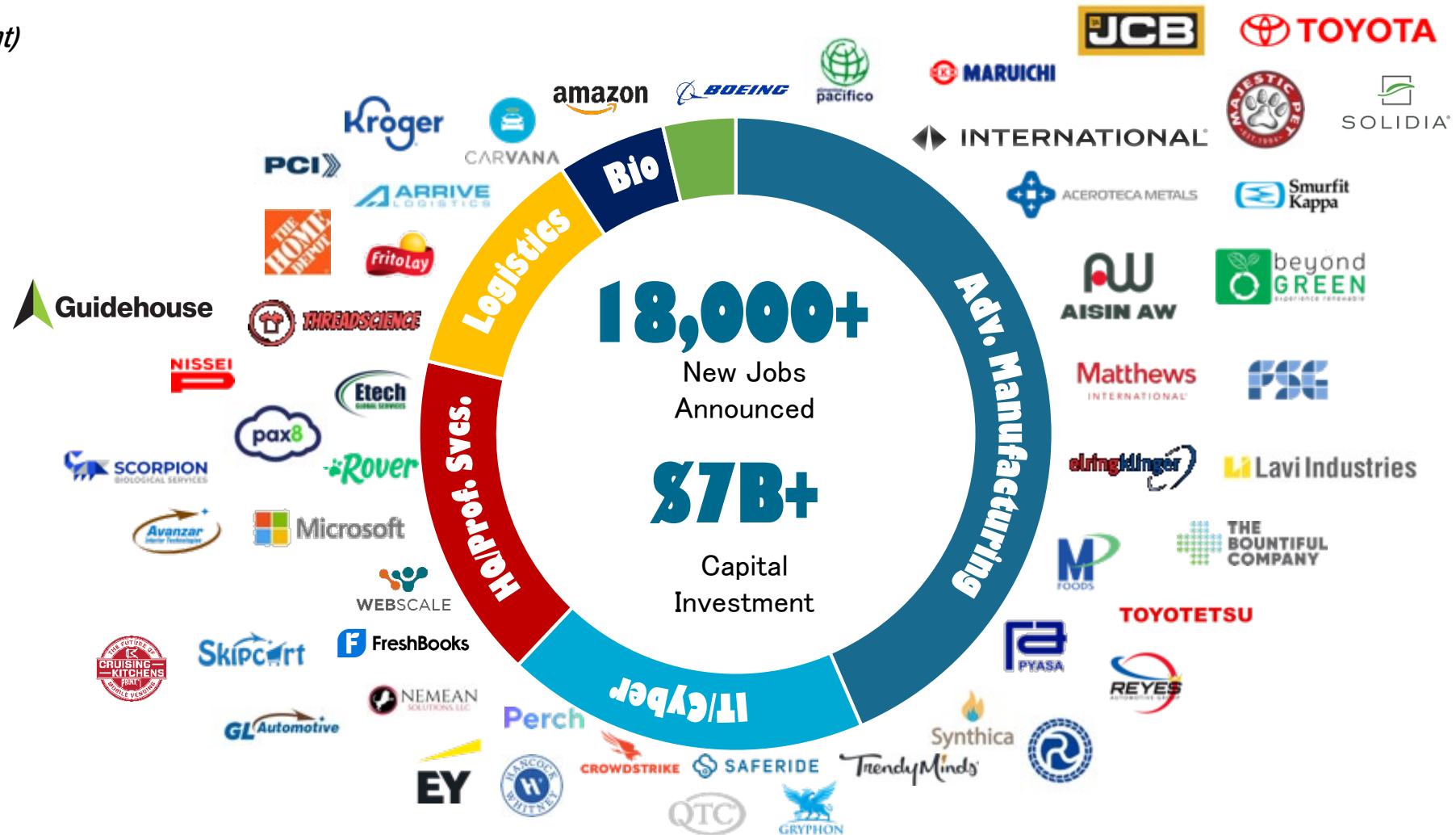
Actual northside SATX listing at \$315K

Lowest
Cost of Living
(Large TX Metros)

27 Minutes
Avg. Commute

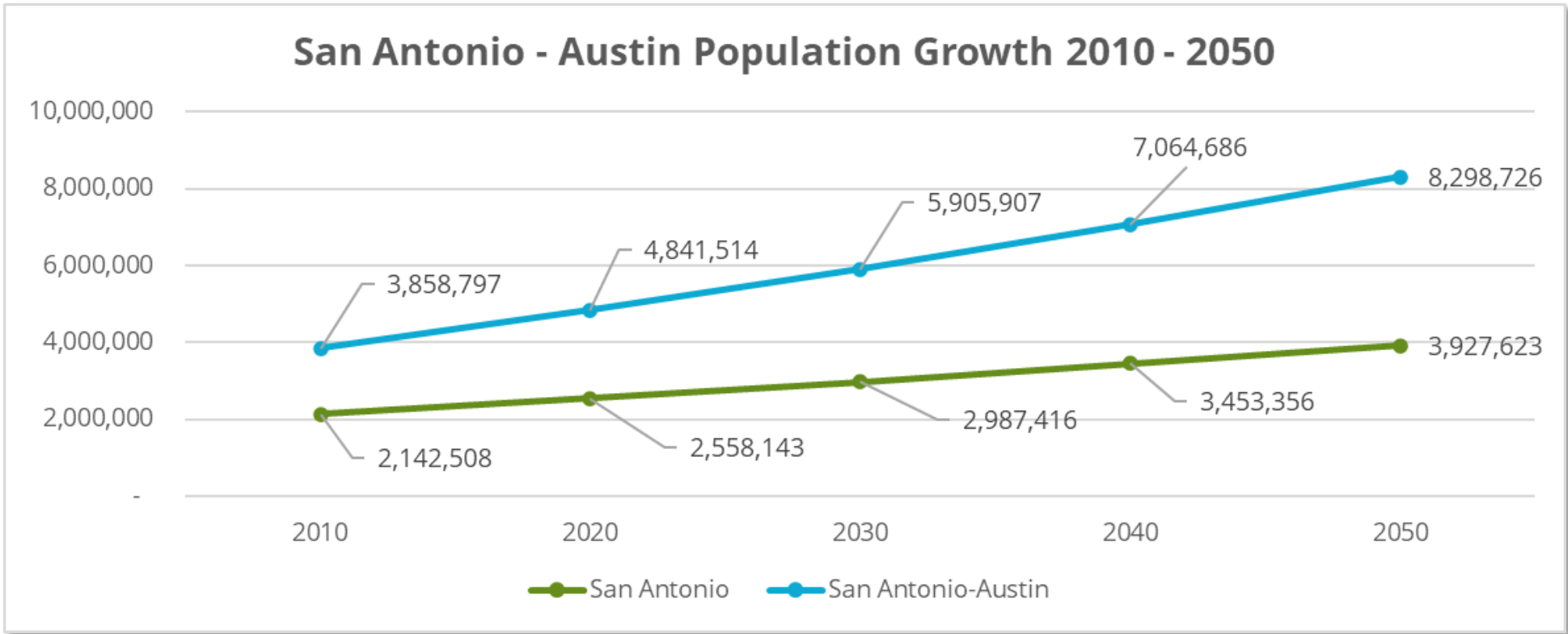
Recent Expansions

(2021-Present)



Growing Talent Base

San Antonio Top 5 for numerical population growth
#1 in 2023 | #4 in 2024



2.7M
SA
2024

8.3M
SA-ATX
2050

Investing for the Future

\$3 Billion

Airport Expansion

\$4 Billion

Downtown Sports District

\$690 Million

10-Yr BXCO Capital Improvements Program

\$1.8 Billion

Planned CPSE Power Investment

\$540 Million

Planned SAWS Water Investments

20+

TxDOT Active Road Infrastructure Projects

San Antonio International (SAT)

SAN ANTONIO INTERNATIONAL AIRPORT NONSTOP DESTINATIONS



46 Domestic and International Nonstop Destinations

Washington D.C. | Mexico City, Mexico | Queretaro, Mexico | NYC | Dallas | Boston | LA | Chicago

\$2.5 Billion Airport Expansion Underway



- New Terminal
- Ground Transportation Center
- Terminal A&B Secure Connection
- Commercial Apron
- New Terminal Curbside
- Roadway Improvements

Accolades



No. 4

City Population
Increase, 2024



World's Best

SA Hill Country One of
world's best destinations



No. 1

Uber's Highest-Rated
Customers in the U.S.



No. 1

Most Resilient GDP among
major Texas Metros



Top 5

Best Cities for Jobs



Top 10

Best Places to Live in Texas



No. 3

U.S. City for
Black Professionals



No. 4

U.S. Market for Millennial
Home-Buying



Top 5

Friendliest Cities in the U.S.

20+

Top Ten Accolades, 2024

4+

#1 Rankings, 2024

Wins and Case Studies

Recent Relocations and Expansions - 2024

greater:SATX – 2024 (Top ten recruitment by jobs)

Company	Jobs	CapEx
Guidehouse, Inc.	1000	\$1,000,000
Toyota Motor Manufacturing Texas, Inc.	411	\$513,000,000
Red Alpha / Nukudo	315	\$1,000,000
Genesis Marine Technologies	275	\$35,000,000
Double Gift (Information Technology)	250	\$23,000,000
Project Falcon (Food Manufacture)	186	\$50,000,000
Mesa Natural Gas Solutions	150	\$25,000,000
Global Gates Co.	150	\$6,000,000
Shag Carpet	130	\$9,000,000
Clearwater Benefits	110	\$11,000,000

San Antonio MSA

Business Name	Month of Announcement
University Health Medical Campus	January
Megaacrete	February
Home Depot Distribution	March
Perkins&Will	April
Victory Capital	April
Oracle	May
Caterpillar	May
NTI	June
KW Automotive	June
King of Padel	August
Microsoft	September
Averitt	November
Nissei	December

Recent Relocations and Expansions - 2023

greater:SATX – 2023 (Top ten by jobs)

Company	Jobs	CapEx
JCB, Inc.	1,580	N/A
Project Dentist	400	\$80 million
Foundry Commercial Client	200	\$100 million
Chick-fil-A Distribution Center	161	\$45 million
Electro Ceramic Industries	125	\$10 million
Beyondgreen Biotech	100	\$10 million
AvalonBay Communities	90	N/A
Solidia Technologies	65	\$25 million
Stream Data Centers	51	\$325 million
Freshbooks	40	\$100,000

San Antonio MSA

Business Name	Date of Announcement
Tesla, Inc.	Jan-23
Maverick Biometals	Feb-23
Solidia	Feb-23
Quadrant Biosciences	Feb-23
UPS	Feb-23
Crowdstrike	Mar-23
Microsoft	Mar-23
Plus One Robotics	Mar-23
UT Health San Antonio	Mar-23
Dura Software	Apr-23
Common Desk	Apr-23
Life SI	Apr-23
Revegy	May-23
Boise Cascade	May-23
WDG Architects Engineers	May-23
Leidos	June-23
Microsoft	July-23
Methodist	July-23
Bank of Texas	July-23
Amazon SAT3	Aug-23
Silotech Group	Aug-23
Intelligenesis	Sep-23
General Dynamics IT	Oct-23

Recent Relocations and Expansions - *Guidehouse*

Project Cape Henry

1,000

Jobs

100%

High-Wage

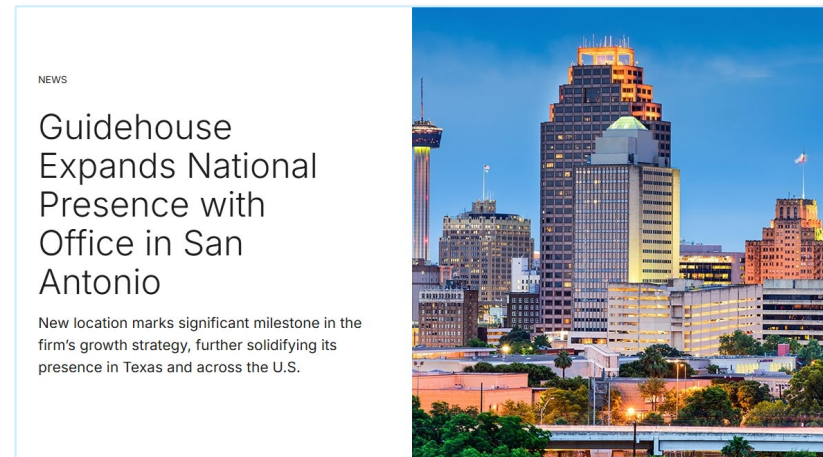
100,000 sq. ft. lease on Far
West SATX Office Business
Park



Management Consulting

“Our expansion into San Antonio – an industry hub for cybersecurity, financial services, health and life sciences, intelligence, defense and security – reflects our commitment to supporting clients in this dynamic market,” said Scott McIntyre, Guidehouse CEO.

“With the region’s commitment to support both government and commercial businesses confronting many of the world’s most complex challenges, we look forward to working in close proximity to our many clients and colleagues, becoming part of the greater San Antonio community, and providing local opportunities for our expanding network of Texas-based employees and trading partners.”



Recent Relocations and Expansions - *JCB*

Project Texas Sky – JCB, Inc.



1,600

Jobs

100%

High-Wage

\$500 Million CapEx

100 acre, 1 million sq. ft. facility in S San Antonio



International (Formerly Navistar)



Hired 700 San Antonians in 10 months



518

Jobs
posted*

2,100

Applications
received

\$18 - \$20

Starting
wages

4 weeks

Length
to fill

Late 2021

Hiring
Began

**This is reflective of the initial hiring investment, only.*

NAVISTAR
WE'RE HIRING!

**BUILD COMMUNITY.
BUILD TEAM.
BUILD LEGACY.**

**COME JOIN OUR WINNING TEAM
IN SAN ANTONIO!**

Our company is rooted in tradition, a strong work ethic and teamwork. We value our people as they are the key ingredient for the success of our company. We are currently hiring positions through Spring of 2022 for our brand new, industry 4.0 manufacturing facility in San Antonio, and Advanced Technology Center in Elmendorf.

Make an impact and grow your career. Let's build something amazing together. We are looking for great candidates to join our Navistar family for our **Mon - Fri, 6:30 am - 3:00 pm** production schedule.

APPLY TODAY AT
[NAVISTARSATX.COM](https://www.navistarsatx.com)

NAVISTAR

A QR code is located in the bottom left corner of the poster.

JCB, Ltd.

“Choosing San Antonio is all about the people – in Economic Development and the Workforce.”
Richard Fox-Marrs, President & CEO, JCB Inc.



1,580

Anticipated
Jobs

\$250MM+

Capital Expenditure

2024

Facility
Construction

\$23.40

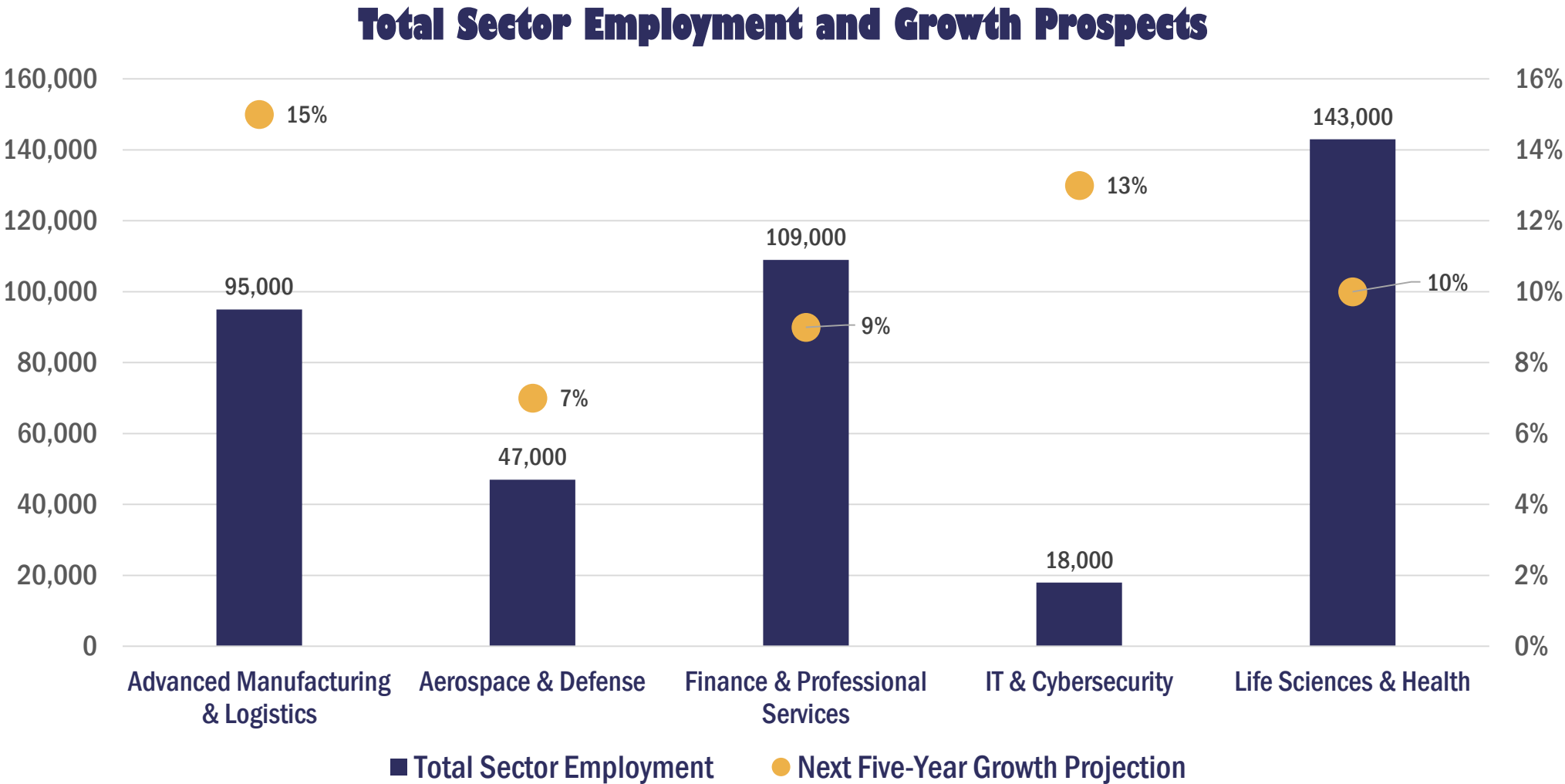
Avg. Starting
Manufacturing
Wage

**This is reflective of the initial hiring investment, only.*



Target Industries

Target Sectors: Employment Today and Tomorrow



Advanced Manufacturing & Logistics

95,200

Sector Employment

15%

Projected 5-yr Growth

\$13.5B

Sector GDP

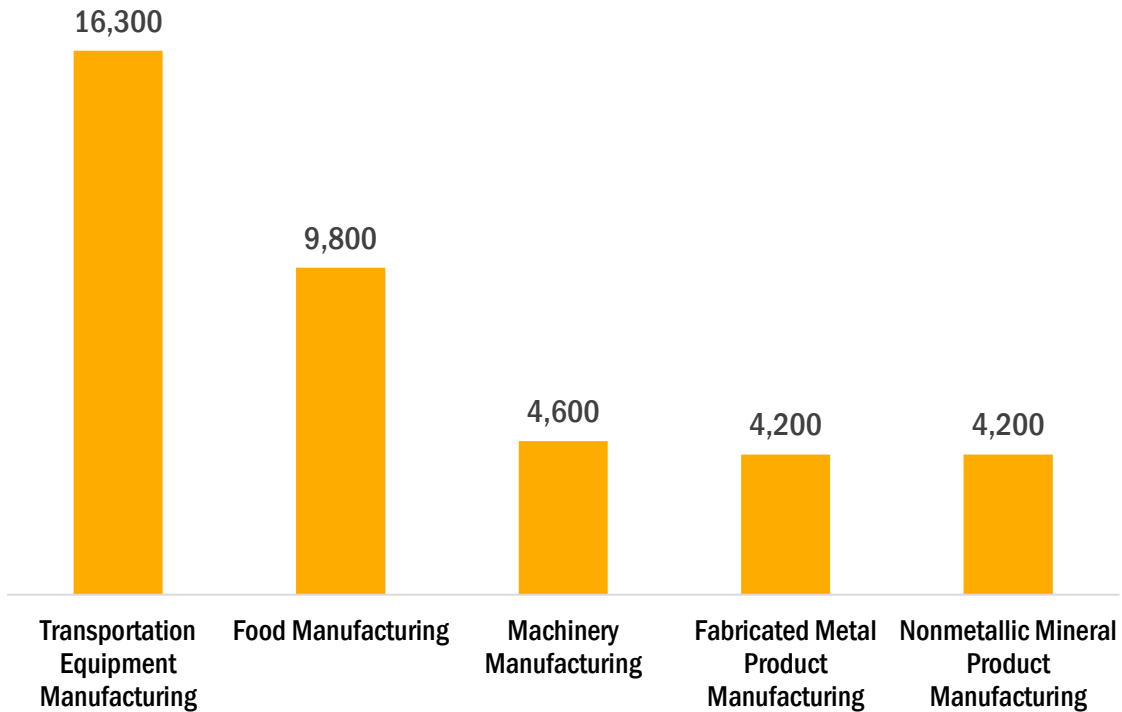
Major Employers & Assets



Advanced Manufacturing & Logistics

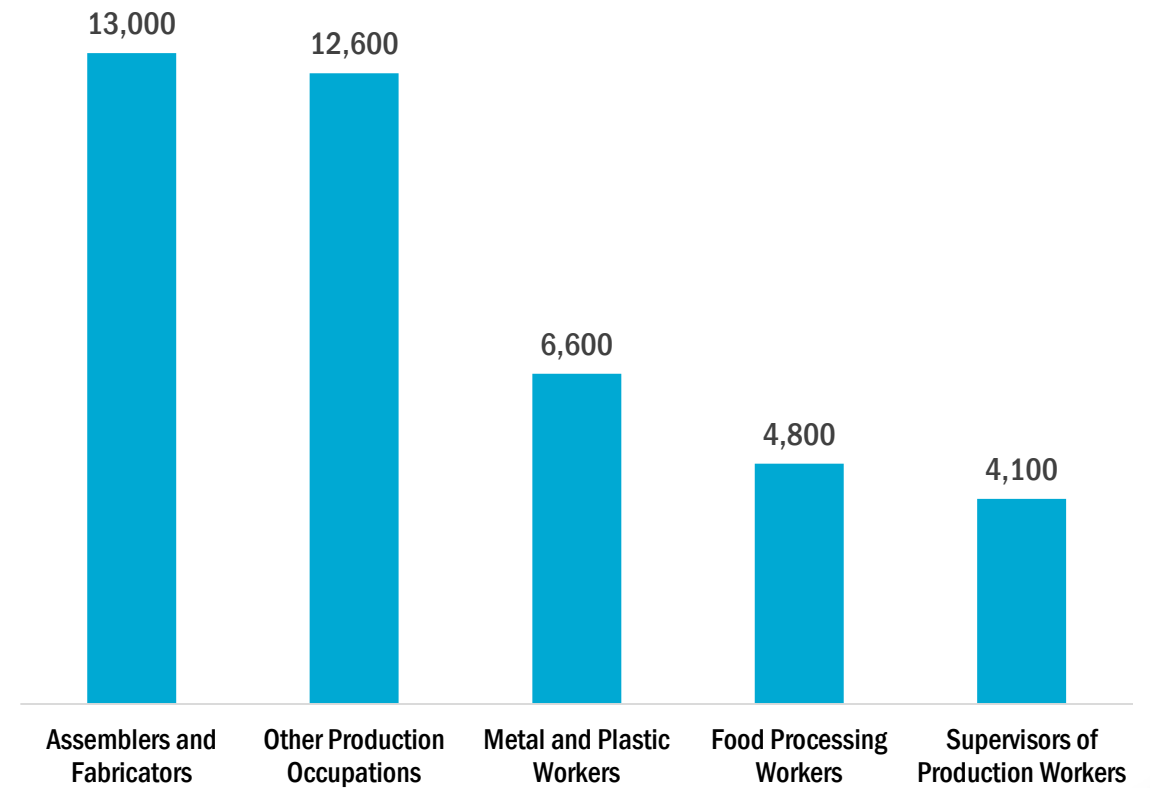
Top Manufacturing by Employment

■ Employment



Top Production Occupations by Employment

■ Employment



Aerospace & Defense

47,500

Sector Employment

7%

Projected 5-yr Growth

\$8.4B

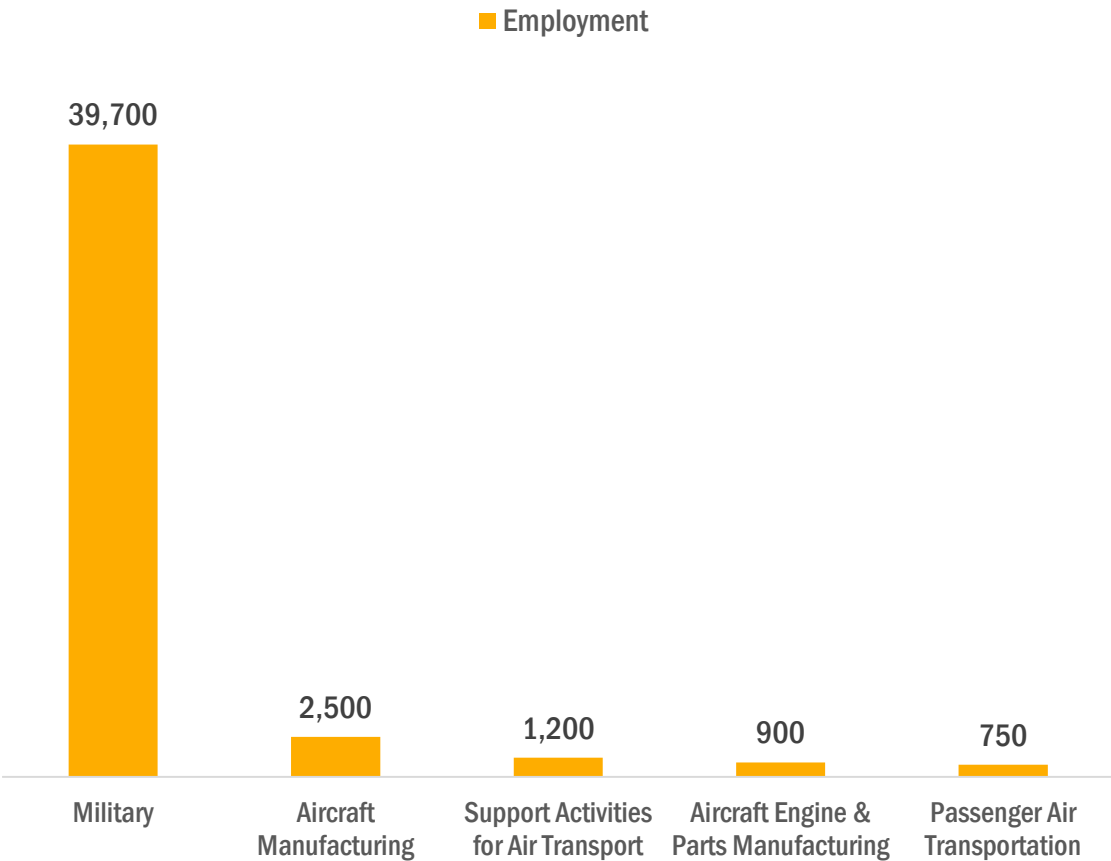
Sector GDP

Major Employers & Assets

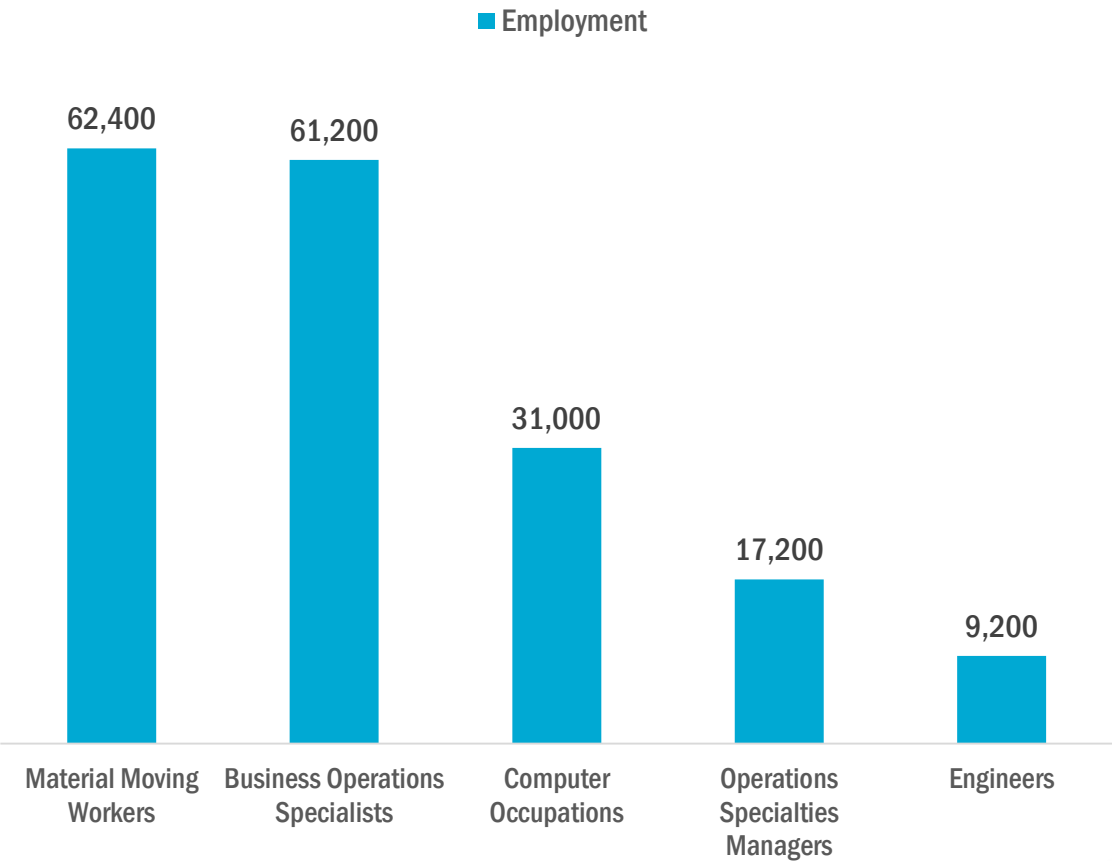


Aerospace & Defense

Top Aerospace & Defense Industries by Employment



Top Aerospace & Defense Occupations by Employment



Finance & Professional Services

109,000

Sector Employment

9%

Projected 5-yr Growth

\$27B

Sector GDP

Major Employers & Assets

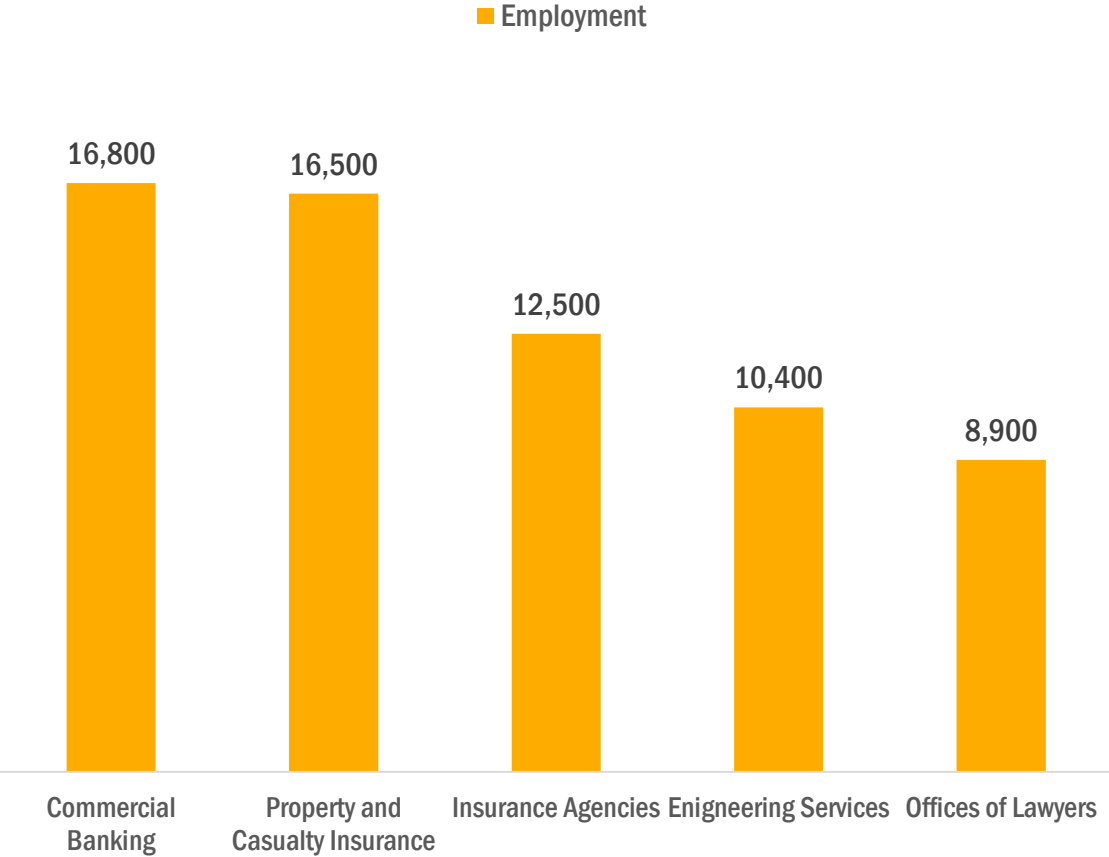


TEXAS A&M UNIVERSITY
SAN ANTONIO

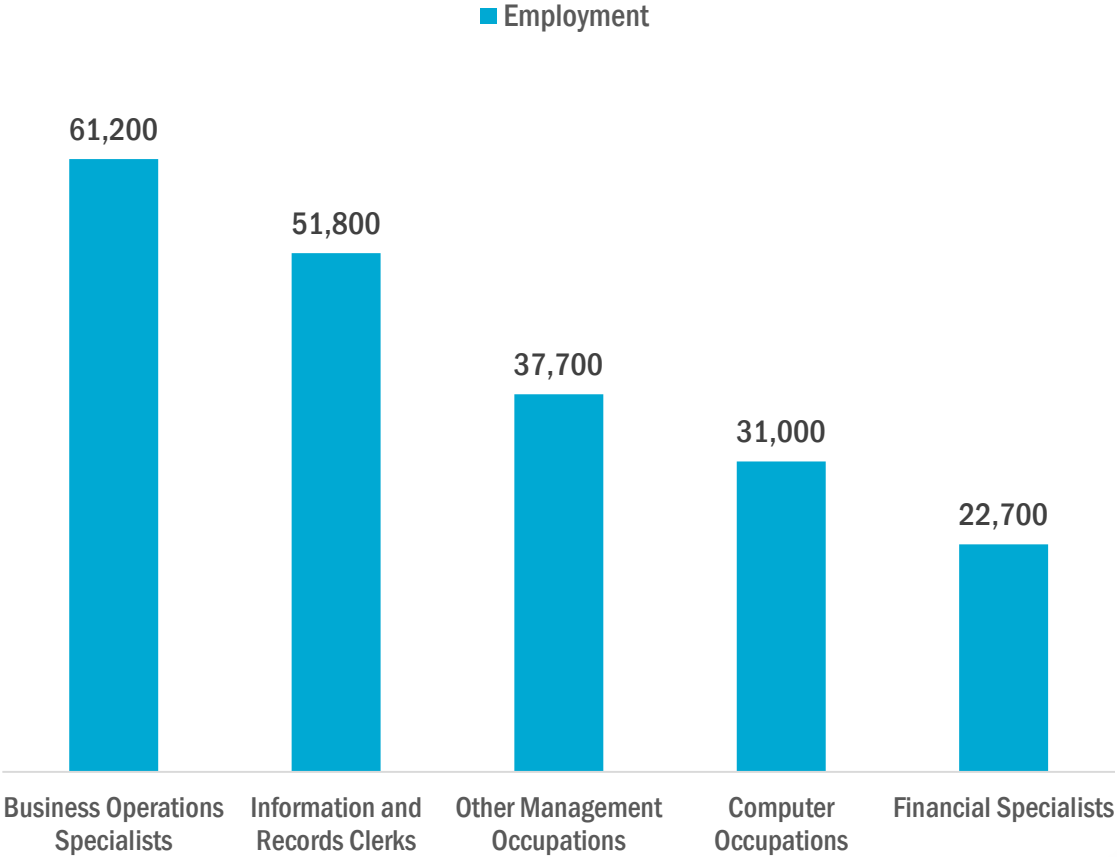


Finance & Professional Services

Top Finance & Professional Industries by Employment



Top Business Occupations by Employment



IT & Cybersecurity

35K

*Computer Occupation
Professionals in SA MSA,
non-military*

18,000

Sector Employment

13%

Projected 5-yr Growth

\$3.4B

Sector GDP

Major Employers & Assets

UTSA | NATIONAL SECURITY
COLLABORATION CENTER

CYMANII
the cybersecurity
manufacturing
innovation institute

**TECH
BLOC**
ACTIVATING SA TECH



ALAMO  ANGELS

 **LAUNCHSA**

geekdom


VELOCITY TX

NUKUDO

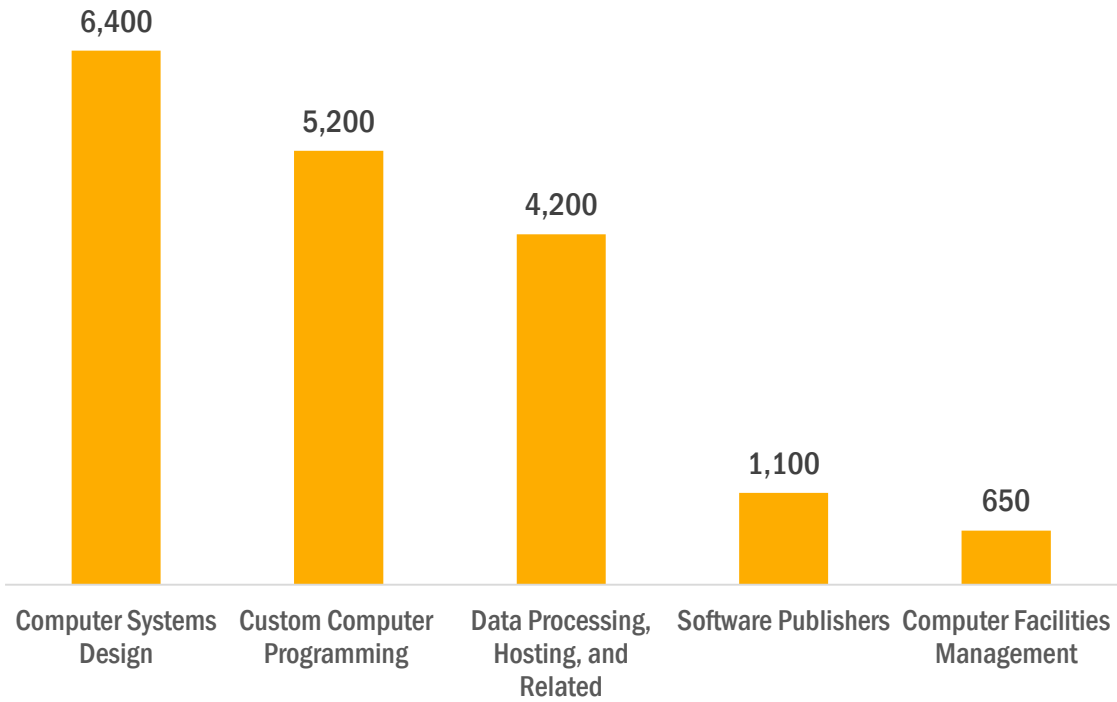


10 NSA recognized [cybersecurity academic centers of excellence](#) in SATX

IT & Cybersecurity

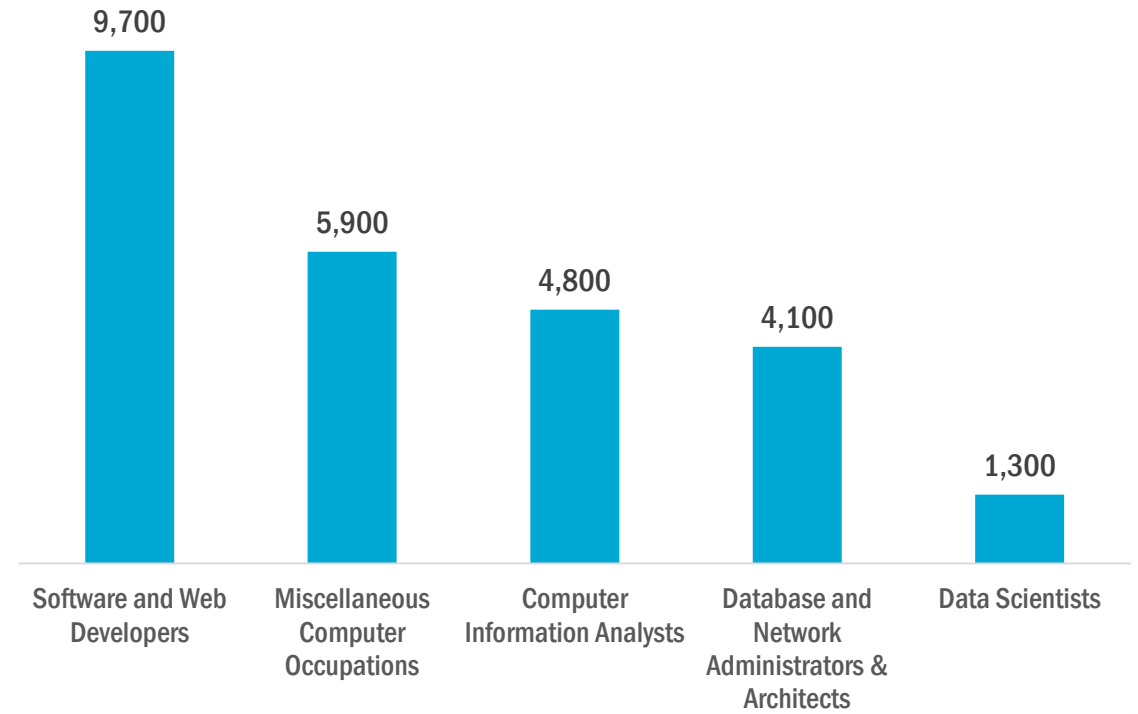
Top IT Industries by Employment

■ Employment



Top Computer Occupations by Employment

■ Employment



Life Sciences & Health



*Healthcare and Life
Science annual
economic impact*

143,000

Sector Employment

10%

Projected 5-yr Growth

\$15.1B

Sector GDP

Major Employers & Assets

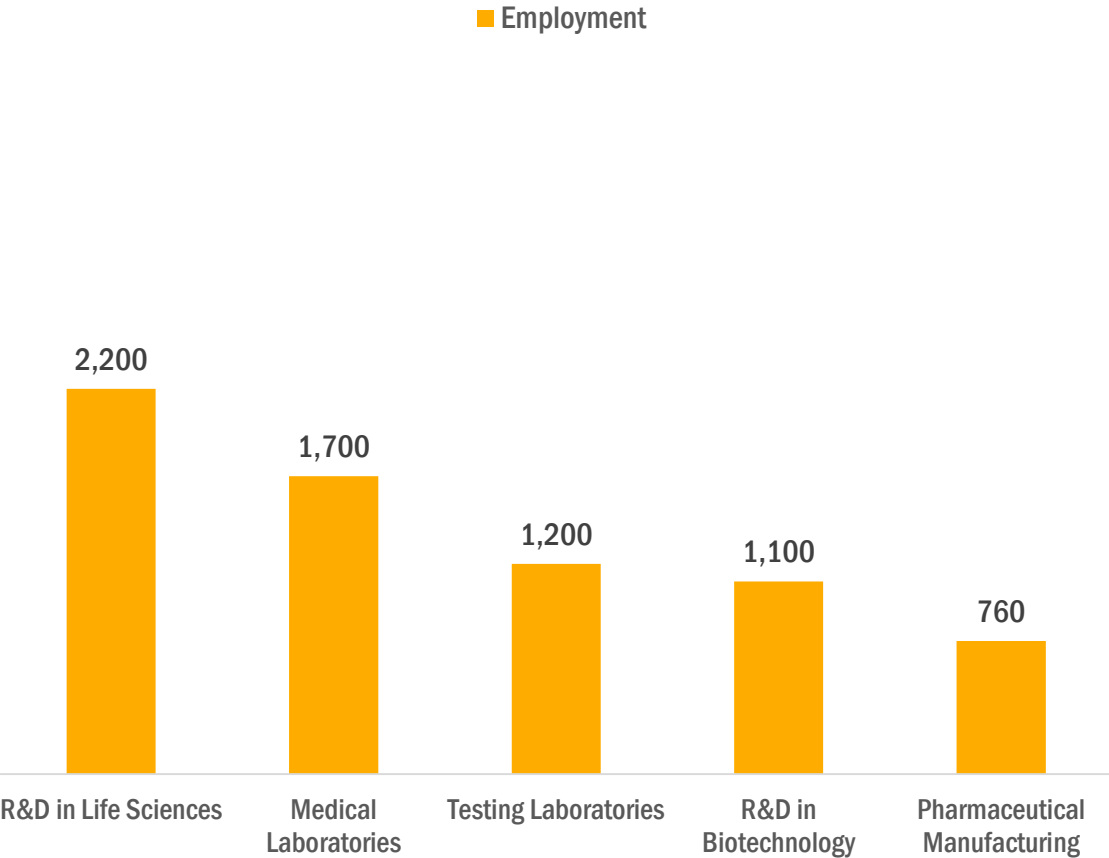


San Antonio is home to:

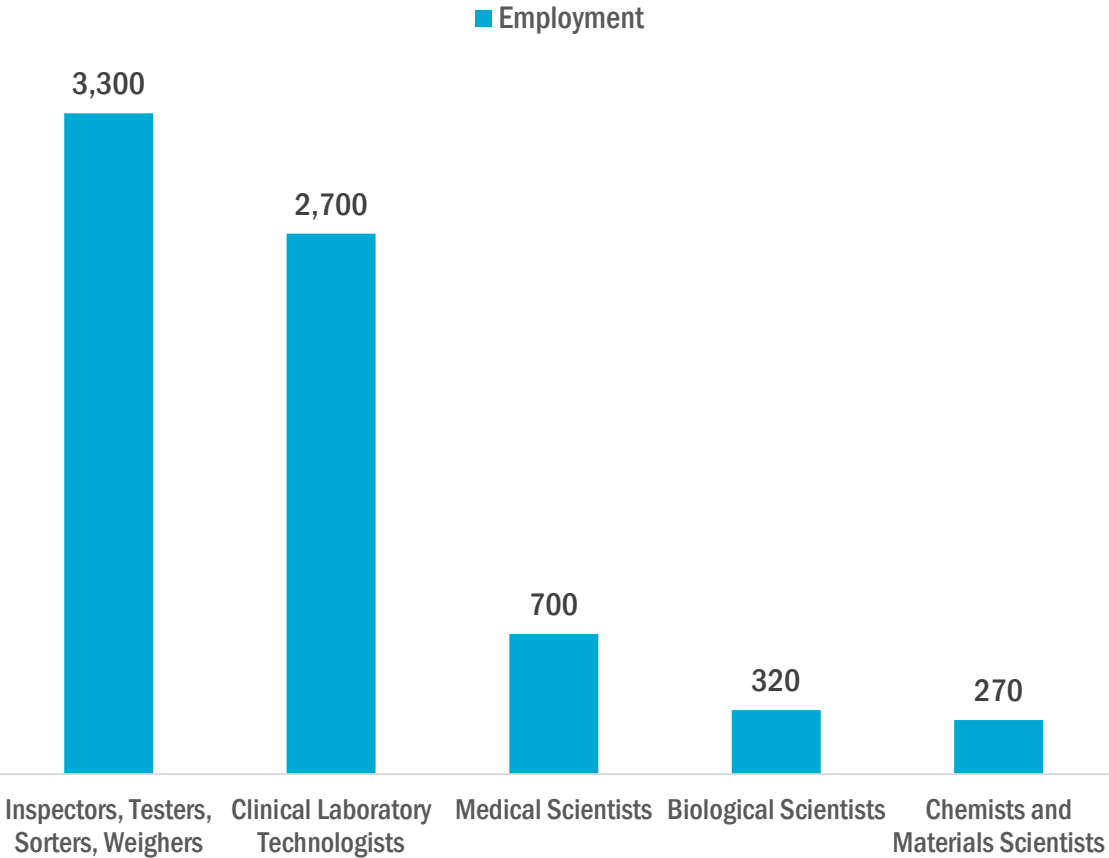
- Two Level 1 trauma centers
- Two of the nation's top 10 largest hospitals
- Two medical schools
- Largest U.S. military health complex with clinical care, research facilities, medical education programs and training facilities
- Two independent and two academic large-scale, non-profit research organizations
- Only NIH Primate research center with BSL4 in the U.S.
- \$530M in annual research dollars for life science research
- 1,750+ Active Clinical Trials

Life Sciences & Health

Top Life Sciences Industries by Employment



Top Life Science Occupations by Employment



Headquarters

14,470

Sector Employment

11%

Projected 5-yr Growth

\$3.6B

Sector GDP

Major Employers & Assets



TEXAS A&M UNIVERSITY
SAN ANTONIO



984

MBAs awarded by area
institutions, 2023

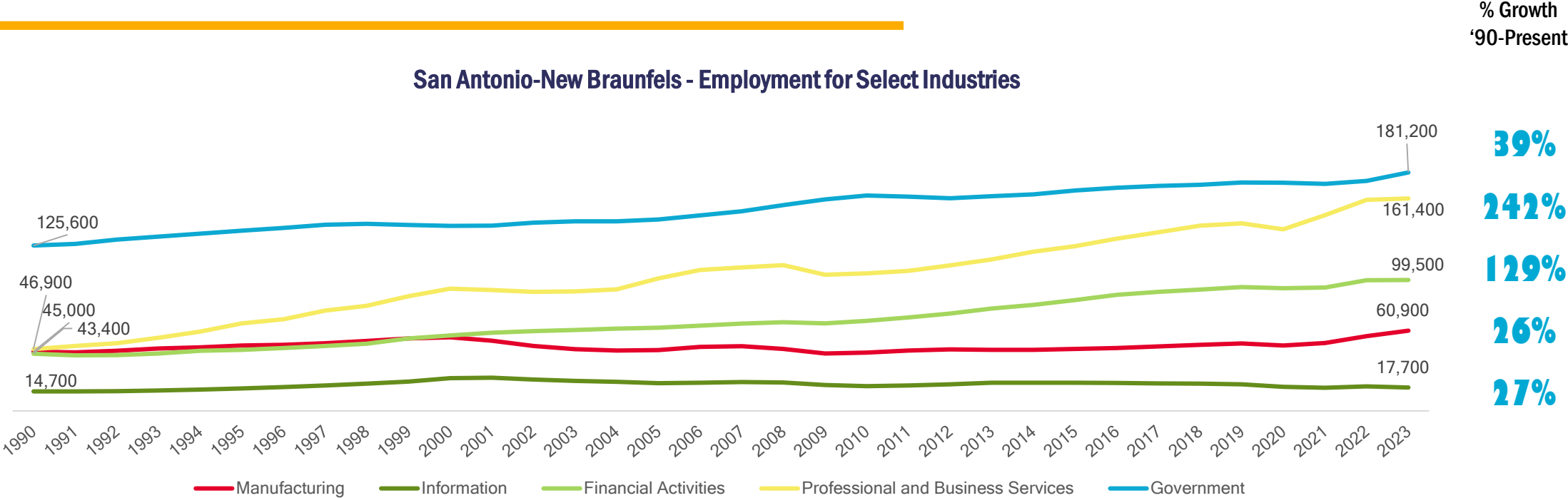
75+

Company HQs in SATX with \$50MM+ revenue and
100+ employees

Workforce & Talent

Workforce Overview

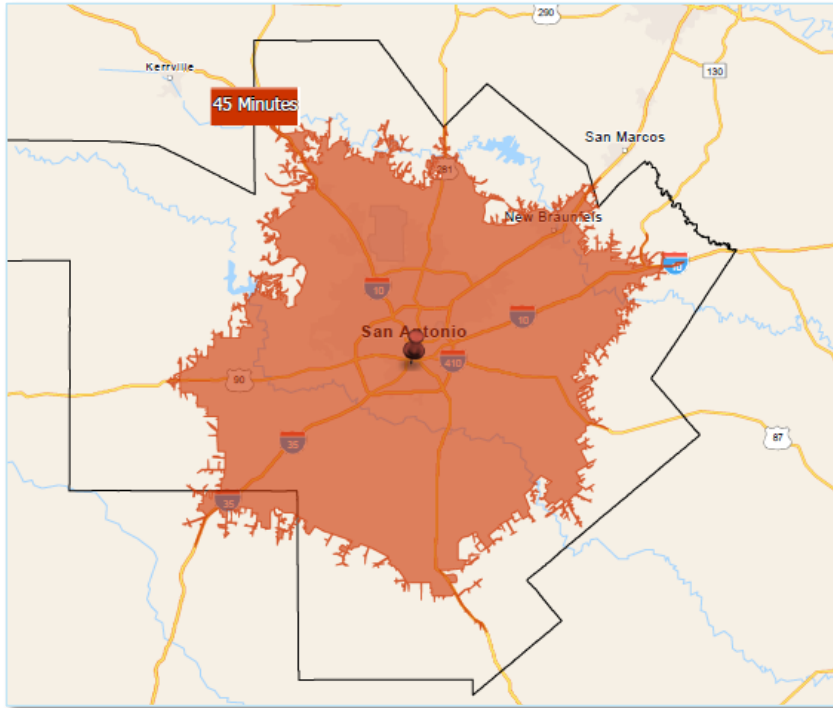
Select Industries, Employment Change
1990-Present



Regional Labor Force	1,251,474
Employment	1,205,842
Unemployment Rate	3.6%

2023 Annual Average

Workforce – 45 min commute coverage



73,891

Total Businesses

969,495

Total Employees

Occupation Category	Employee Count	Median Wage
Architecture & Engineering	18,045	\$77,829
Business & Financial	135,795	\$68,789
Computer & Mathematical	36,141	\$79,129
Healthcare Practitioners & Technical	79,346	\$68,107
Management	164,415	\$68,538
Production	55,785	\$36,631
Transportation	135,379	\$36,909

Talent Pipeline Overview

San Antonio Educational Attainment

(Persons 25+ with an Associates or higher)

	2018	2021	2022	2023	2018-2023 Change
San Antonio MSA	35.6%	39.7%	41.9%	42.0%	6.4

Among a peer group of MSAs, San Antonio has seen some of the highest five-year percent change in educational attainment

The MSA features **strong vocational and college-bound programs**, from a broad array of support organizations.



Our post-secondary assets include an **R1 Research Institution (UTSA)**, and one of the nation's highest concentrations of academically rigorous **Hispanic Serving Institutions (HSIs)**



Educational Completions

203,563

Total SA Completions, past five years

39,619

Total Completions, San Antonio 2023

**Includes Texas State University in San Marcos*

Spotlight on Target Sector Completions

Area of Study	Completions
Computer and Information Sciences	1,963
Engineering	858
Biological and Biomedical Sciences	1,358
Mathematics and Statistics	249
Physical Sciences	217
Total, Select Targets	4,645

Education Call-Outs

UTSA

TOP 4%

In the Nation for Economic Mobility

39%

Students Graduating with no Loan Debt



ALAMO
COLLEGES
DISTRICT

For every \$1 invested by...

STUDENTS

TAXPAYERS

SOCIETY

\$7

GAINED in lifetime earnings

\$3.70

GAINED in added tax revenue and public sector savings

\$22.40

GAINED in added state revenue and social savings



#2

University in the West for Best Value
U.S. News and World Report

#2

University in Texas
Brookings Institute

UTSA-UTHSC (2025)



University of Texas at San Antonio and UT Health San Antonio will merge in 2025, **creating a world-class institution of Health and Liberal Arts in SATX.**

Stats for the combined university:

40,000+

Students

16,000+

Employees

\$2.2 Billion

Annual Budget

\$6 Billion

Annual Economic Impact

TOP 3%

Globally for NIH Funding

\$470 Million

In Annual Research Expenditures

Aerospace, Defense, & Manufacturing

165 Engineering, Math, and Manufacturing Education Programs Regionally

- Aerospace Engineering at UTSA
- Airframe and Powerplant Technology
- Aircraft Technician and Mechanic Training
- Airframe Technologists
- All major Engineering Degrees



Manufacturing Training Programs and Potential Funding

- State of Texas Skills Development Fund
- Alamo Workforce Solutions
- TX FAME / TX FAST
- Bexar County Skills Development Fund
- City of San Antonio Ready2Work!



Veterans and Defense

Military City, USA

Military Assets

San Antonio is home to Joint Base San Antonio (JBSA), employing over 67,000 with an economic impact of **\$55.1 billion**.

This includes Lackland AFB, Camp Bullis, Randolph AFB, and Ft. Sam Houston, which house the 16th Air Force, Brooke Army Medical Center, and 59th Medical Wing. FBI, NSA, and DHS also have major operations here.



Military City U.S.A.

Estimated Total Contribution to the Texas Economy, JBSA 2023	
Total Direct Employment	67,350
Total Employment (Direct and Indirect)	240,403
Output	\$55B

Source: [Texas Comptroller](#)

JBSA Primary Locations

- Camp Bullis
- Fort Sam Houston
- Lackland Air Force Base
- Randolph Air Force Base



Military Operations in Greater SATX:



Training



Cyber



MRO



Medicine

Veterans in SATX

Bexar County is home to an estimated 162,000 veterans, the most of any county in the state. The San Antonio region boasts an **educated Veteran workforce of 98,000**.

98,000

Veterans in the Workforce

210,000+

Veterans in San Antonio Region

40%

Veterans hold a Bachelor's degree or higher

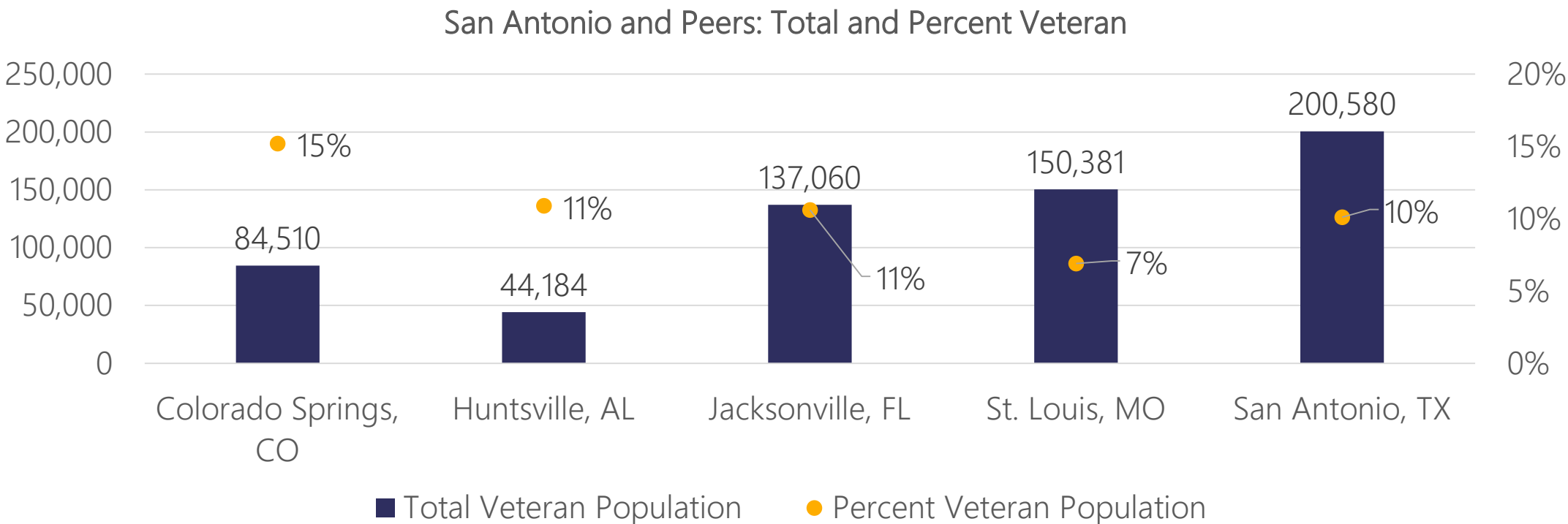
Manufacturing is a key employer for Veterans

8% of veterans in Texas work in Advanced Manufacturing and Logistics industries, 6% work in the Government sector and 5% work in Cyber + IT industries.



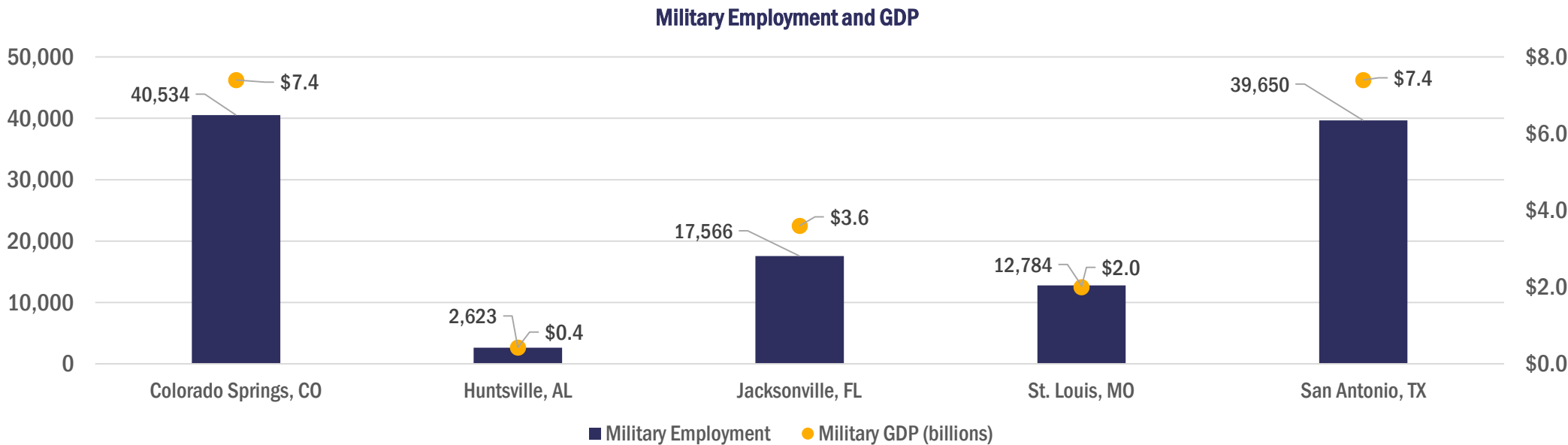
Veterans: SATX and Peers

Of selected peers, **San Antonio boasts a very strong percentage and overall highest number of Veterans.**



Defense: SATX and Peers

Of selected peers, San Antonio has the second highest military employment, highest military GDP, and a comparatively large overall labor force.



Taxes & Incentives

Tax Advantages & Rates

- *Texas imposes no state corporate or personal income tax.*
- *San Antonio does not impose a payroll tax.*

PROPERTY TAX	RATES (PER \$100)
Alamo Community College District	\$0.15
Bexar County	\$0.30
City of San Antonio	\$0.56
San Antonio River Authority	\$0.02
University Health Systems	\$0.28
Sample School District Tax (varies by District)	\$1.26

State sales and use tax exemptions are available to taxpayers who manufacture, fabricate or process tangible personal property for sale. The manufacturing exemption applies to machinery or equipment that causes a physical or chemical change in a product in order to make it saleable.

State Franchise Tax: 0.375% (wholesale / retail) to 0.75% on taxable margin over \$1,180,000 threshold (2021)

Unemployment Tax: Greater of 2.7% of taxable wages or industry average up to \$9,000 per employee

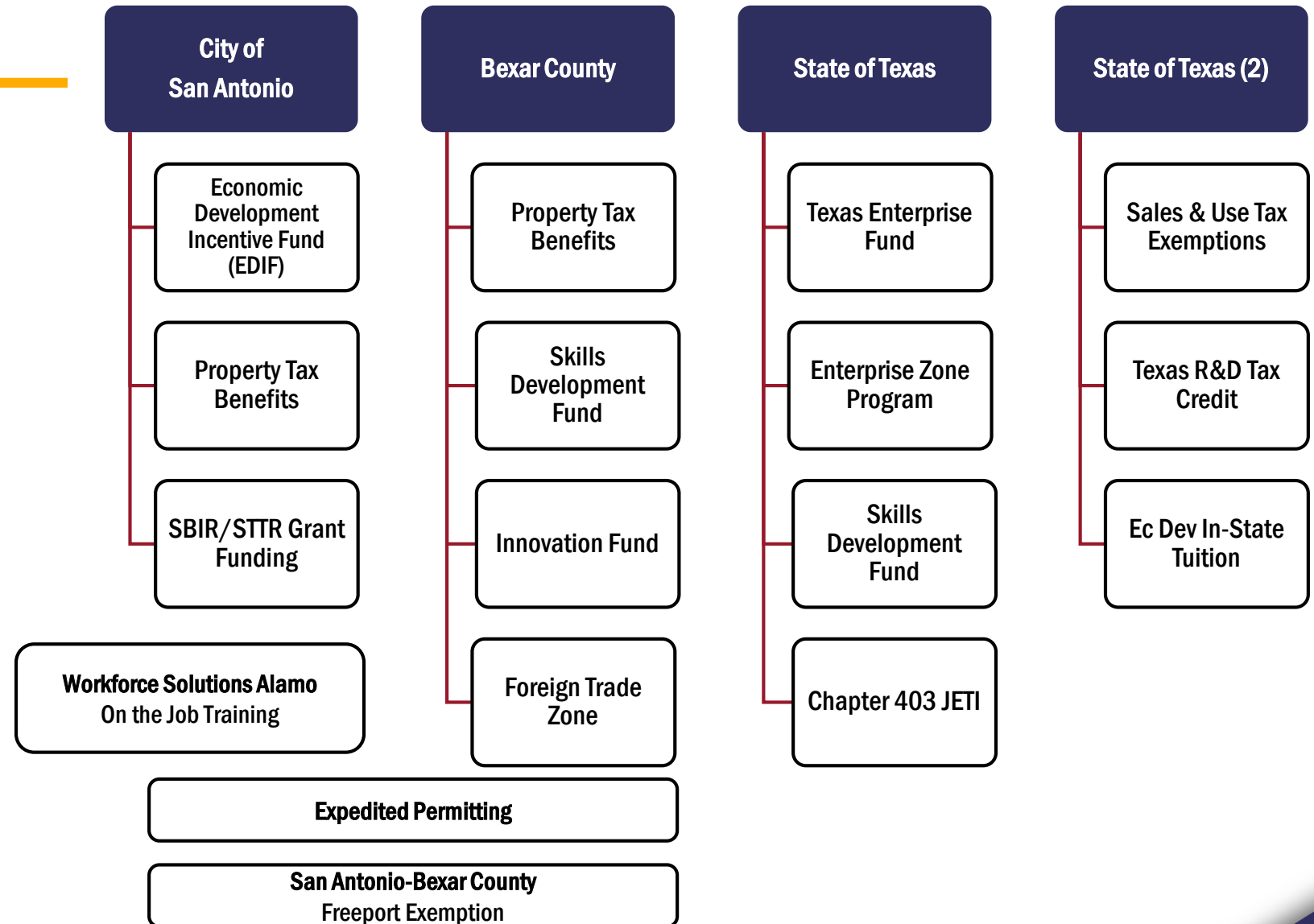
Workers Compensation is not mandatory in the state.

SALES TAX	RATES (PER \$100)
State	\$6.25
Local	\$2.00
TOTAL	\$8.25

Incentives

Example:

A project bringing **\$15MM CapEx** and **50 high-wage Jobs** in a target industry to the region could qualify for almost \$1 million across six incentive areas, including property tax abatements, TEF, Enterprise Zone, Skills Development, and City of San Antonio EDIF.



Minimum Thresholds

Program	Hourly Wage for FTEs	Annual Wage for FTEs	Type of Wage	# of Employees to Qualify	Wage Definition	Is the Wage Indexed?
Texas Enterprise Fund (TEF)	\$31.42	\$65,351.00	Base, Overtime, Bonus, Employee 401K Contributions	Average Wage of Qualified Jobs for Benefit	Last four quarters reported for County Average Weekly Wage per Texas Workforce Commission Quarterly Census of Employment Wages	Yes; 3% Wage Growth Annually Based on Wages at Submission
Texas Jobs, Energy, Technology, and Innovation (JETI)	\$57.87	\$120,377.40	Base, Overtime, Bonus, Employee 401K Contributions	100%	>110% of last four quarters reported for 6-digit NAICS + County Average Weekly Wage per Texas Workforce Commission Quarterly Census of Employment Wages (Wage Ex. uses NAICS 33531)	No
City of San Antonio – Tax Abatement (Ch. 312) and Tax Rebate (Ch. 380) Effective 1/1/2025	\$18.00	\$37,440.00	Base	100%	Entry Wage means the starting wage for all non-uniformed City employees as determined by the City's Annual Adopted Budget and is subject to indexing or adjusting as the budget is updated. As of Fiscal Year 2025, the current Entry Wage is \$18.00 per hour. The Entry Wage is exclusive of benefits, bonuses, overtime, commissions, shift differentials, and any other non-guaranteed wages.	Yes - Value TBD in December
	\$24.20	\$50,336.00	Base	90%	The higher of: (a) the median annual income of \$59,593.00 (or \$28.65 per hour); or (b) the indexed median annual income rate for an individual living in San Antonio, Texas, as determined annually by the United States Census Bureau American Community Survey 5-Year Estimates, (excluding benefits, bonuses, overtime, commissions, shift differentials, and any other non-guaranteed wages), currently \$24.20.	Yes - Value TBD in December
Bexar County – Tax Abatement (Ch. 312)	\$20.18	\$41,974.40	Base	100%	This wage is based on the Massachusetts Institute of Technology's living wage calculation for one adult in the San Antonio-New Braunfels, TX Metropolitan Area.	Yes - Subject to Change on Rolling Basis
	\$21.34	\$44,387.20	Base	70%	This median wage is compiled by the Bureau of Labor Statistics Occupational Employment Survey and is published annually by the Texas Workforce Commission. This wage reflects the annual median hourly wage for all industries in the San Antonio Metropolitan Statistical Area and is updated annually.	Yes - Subject to Change on Rolling Basis
Bexar County – Skills Development Program	\$20.18	\$41,974.40	Base	100%	This wage is based on the Massachusetts Institute of Technology's living wage calculation for one adult in the San Antonio-New Braunfels, TX Metropolitan Area.	Yes - Subject to Change on Rolling Basis
	\$35.46	\$73,756.80	Base	Minimum for Job to Qualify as TOP for Benefit	≥ the Bureau of Labor Statistics' National Occupational Employment and Wage Estimates Median Hourly Wage for All Occupations.	Yes - Subject to Change on Rolling Basis

City of San Antonio

Property Tax Benefits

Overview

Granting Authority: City of San Antonio

Incentive Type: Real / Personal Property M&O Tax Rebate or Abatement

Incentive Value:

Tier	Hourly Wage		Min. Capex		Jobs Created	Base Rebate	Term
1	80% of Median Wage	AND	\$10mm	AND	50	20%	3-4 Years
2	100% of Median Wage	OR	\$25mm	OR	200	30%	
3	115% of Median Wage	OR	\$50mm	OR	400	40%	
4	135% of Median Wage	OR	\$100mm	OR	600	50%	5-6 Years
5	150% of Median Wage	OR	\$150mm	OR	800	60%	7-9 Years
6	170% of Median Wage	OR	\$250mm	OR	1,000	70%	10 Years

Exceptional Enhancements:
+ 10% - Project Located in [Regional Center](#)
+ 10% - Target Industry
+ 10% - Project Located in a Census Tract Scoring ≥7 on [Equity Atlas](#)

Catalytic Project Exception: Tier 6 + ≥1 Exceptional Enhancement and higher-than-normal economic impacts may qualify for additional incentives.

Qualifying Priorities

New Jobs: ≥50

Capital Investment: ≥\$10 million in real and/or personal property

Benefits:

- Worker’s Compensation
- Health Benefits Package to all full-time persons employed at the project site and their eligible dependents.

Wage Requirements:

	Base Wage	% of Employees
Entry Wage	\$18.00 / \$37,440	100%
80% of Median Wage	\$24.20 / \$50,334	90%
Median Wage	\$30.25 / \$62,917	N/A

**Subject to application review and approval, 10% Wrap-Around Support Requirement, and policies laid out in the COSA Guidelines and Texas Chapter 380 or 312 Statutes.*

Source: [Census Table S1901](#)

City of San Antonio

Economic Development Incentive Fund – Per Job Grant

Overview

Granting Authority: City of San Antonio

Incentive Type: Per New Job Grant

Incentive Value:

Wage Range	Benefit Per New Job
150% - 165% Median Wage	\$1,000
165% - 185% Median Wage	\$1,500
185% - 195% Median Wage	\$2,000
> 195% Median Wage	\$2,500

Exceptional Enhancements:

- + 10% - Project Located in [Regional Center](#)
- + 10% - Target Industry
- + 10% - Project Located in a Census Tract Scoring ≥ 7 on [Equity Atlas](#)

Catalytic Project Exception: Tier 6 + ≥ 1

Exceptional Enhancement and higher-than-normal economic impacts may qualify for additional incentives.

Qualifying Priorities

Targeted Industries:

- Mobility
- IT Security/Infrastructure
- Sustainable Energy
- Corporate Services including HQs
- Bioscience Anchors and Catalysts

Retention:

- All new full-time jobs must be filled and maintained for ≥ 3 years.

Benefits:

- Worker's Compensation
- Health Benefits Package to all full-time persons employed at the project site and their eligible dependents.

Wage Requirements:

	Base Wage	% of Employees
Entry Wage	\$18.00 / \$37,440	100%
80% of Median Wage	\$24.20 / \$50,334	90%
Median Wage	\$30.25 / \$62,917	N/A

Source: [Census Table S1901](#)

Bexar County

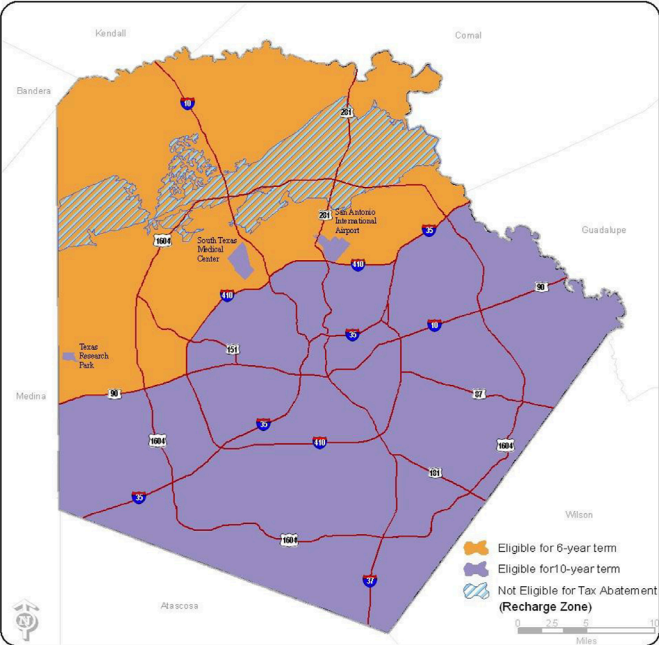
Property Tax Benefits

Overview

Granting Authority: Bexar County

Incentive Type: Real / Personal Property Tax Abatement

Incentive Value: 40% base for either six (6) or 10 years



Qualifying Priorities

New Jobs: ≥50

Capital Investment: ≥\$25 million in real and/or personal property

Benefits:

- Worker’s Compensation
- Health Benefits Package to all full-time persons employed at the project site and their eligible dependents.

Wage Requirements:

	Base Wage	% of Employees
High Wages I	\$20.18	100%
High Wages II	\$21.34	70%

**Subject to application review and approval, and policies laid out in the County Guidelines and Texas Chapter 312 Statute.*

Bexar County

County Skills Development Fund

Overview

Granting Authority: Bexar County

Incentive Type: Training Grant

Incentive Value: Up to \$1,000 per Targeted Occupation Position (TOP) created within the first two (2) years of grant execution, not to exceed \$250,000.

Qualifying Priorities

New Jobs: ≥20 TOPs

Capital Investment: ≥\$25 million in real and/or personal property

Benefits:

- Worker’s Compensation
- Health Benefits Package to all full-time persons employed at the project site and their eligible dependents.

Wage Requirements:

	Base Wage	% of Employees
High Wages I	\$35.46	100% TOPs
High Wages II	\$20.18	100% On-Site

Additional Requirements:

- Established Company in a Target Industry
- One (1) SAWORX Experiential Learning Opportunity
- 50% Local Hires
- Site not located over the Recharge Zone

Bexar County

Innovation Fund

Overview

Granting Authority: Bexar County

Incentive Type: Grant

Incentive Value: Varies according to new job creation

Qualifying Priorities

New Jobs: ≥5 Employees

Capital Investment: ≥\$N/A

Benefits:

- Worker’s Compensation
- Health Benefits Package to all full-time persons employed at the project site and their eligible dependents.

Wage Requirements:

	Base Wage	% of Employees
High Wages I	\$35.46	70%
High Wages II	\$20.18	100%

Additional Requirements:

- Non-publicly traded, no current operations in Bexar County

State of Texas

Enterprise Zone Program

Overview

Granting Authority: State of Texas

Incentive Type: Refund on Qualified State Sales & Use Tax Paid Over Five-Year Designation Period

Incentive Value: \$2,500 to \$7,500 per Qualified Job Created or Retained Determined by Level of Capital Investment

Capital Investment	Per Job Award	Max. Jobs for Award	Max. Potential Refund	Qualified Taxable Spend to Max. Refund
\$40,000 to \$4,999,999	\$2,500	250	\$625,000	\$10,000,000
\$5,000,000 to \$149,999,999	\$2,500	500	\$1,250,000	\$20,000,000
\$150,000,000 to \$249,999,999	\$5,000	500*	\$2,500,000	\$40,000,000
\$250,000,000+	\$7,500	500*	\$3,770,000	\$60,000,000

Qualifying Priorities

Total Average Wage of Qualified New Jobs Counted for Benefit Must Meet or Exceed County’s Average Weekly Wage for Previous Four Quarters (\$61,646 as of May 4, 2023)

Hiring Commitment: A percentage of a project’s new employees who must meet economically disadvantaged, enterprise zone residency, or veteran requirement.

- In-Enterprise Zone: 25%
- Outside-Enterprise Zone: 35%

Retention:

- Jobs must be maintained through the end of the designation period, or for at least three years after the date on which tax benefits are received, whichever is later.

**Subject to competitive, quarterly application, and local nomination and designation availability.*

State of Texas

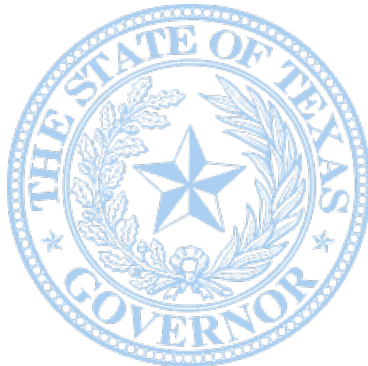
Texas Enterprise Fund

Overview

Granting Authority: State of Texas

Incentive Type: Per Job Cash Grant

Incentive Value: \$1,000 to \$10,000 per Qualified Job Created



**Subject to application review and unanimous approval by the Governor, Lieutenant Governor, and Speaker of the House, and statutory requirements.*

Qualifying Priorities

Competitive 'But For' Scenario: Project has selected a single Texas site that is competing against another out-of-state site.

New Jobs: 75 (*Urban*) / 25 (*Rural*)

Total Average Wage of Qualified New Jobs Counted for Benefit Must Meet or Exceed County's Average Weekly Wage for Previous Four Quarters (\$61,646 as of May 4, 2023)

Capital Investment: Significant as determined by the State.

Local Support: Project must also be incentivized by the competing local community.

Established Company: Must provide three (3) years of audited financial statements.

Advanced Industry

Minimum Thresholds

Granting Authority	Program	Capital Investment	New Jobs	Wages
City of San Antonio	Economic Development Incentive Fund	-	-	100% - \$53,400
				90% - \$80,100
	Property Tax Benefits	\$10 million	50	100% - \$36,400
				90% - \$42,723
Bexar County	Property Tax Abatement	\$25 million	50	100% - \$32,094
				70% - \$37,960
	Skill Development Fund	\$25 million	20*	100% - \$32,094
				*100% - \$67,766
State of Texas	Texas Enterprise Fund	Significant	75 (Urban) / 25 (Rural)	Average Wage of Incentivized Jobs must Average \geq County's AWW (\$61,646)
	Enterprise Zone Program	\$40,000,000	-	Average Wage of Incentivized Jobs must Average \geq County's AWW (\$61,646)

Sample Roadmap

City of San Antonio

Bexar County

State of Texas

	PHASE 0 <i>Day 1</i>	PHASE I <i>1-2 Months</i>	PHASE II <i>3-4 Months</i>	PHASE III <i>5-6 Months</i>	PHASE IV <i>6 Months and Beyond</i>
	<ul style="list-style-type: none"> Complete City + County Joint Incentive Application & Contracts Non-Disclosure Form 	<ul style="list-style-type: none"> Due Diligence / Cost Benefit Analysis City Manager & EWDC Review Offer Letter 	<ul style="list-style-type: none"> Council Review Execution of Agreement* 	<ul style="list-style-type: none"> Performance & Compliance 	
		<ul style="list-style-type: none"> Due Diligence / Cost Benefit Analysis Offer Letter Permission to Negotiate 	<ul style="list-style-type: none"> Commissioners Review Execution of Agreement* 	<ul style="list-style-type: none"> Performance & Compliance 	
	<ul style="list-style-type: none"> Begin Texas Enterprise Fund (TEF) Application Third-Party Cost-Benefit Analysis 	<ul style="list-style-type: none"> Submit Completed TEF Application 	<ul style="list-style-type: none"> State Due Diligence Governor, Lieutenant Governor & Speaker of House Consideration 	<ul style="list-style-type: none"> Offer Letter Execution of Agreement Formal Public Announcement 	<ul style="list-style-type: none"> Complete Nomination Process and Submit Texas Enterprise Zone (EZP) Application

* Requires seven (7) to 30 days notice to public.

Application Fees

Granting Authority	Application	Fee
City of San Antonio	Joint Incentive Application	\$5,000
Bexar County		\$1,000
State of Texas	Texas Enterprise Fund	\$1,000
	Enterprise Zone Program	\$500 / \$750 / \$1,500 / \$2,250



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Foreign Direct Investment

greater: SATX

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Thank you