



SelectGlobal, LLC

Newsletter | March 2025

Welcome!

You are receiving this newsletter because you have either expressed an interest in SelectGlobal, LLC or are already working with SelectGlobal, LLC.



Reflections and Connections:

What a month!

We have been working on a 10-figure greenfield FDI project since December

2024. Over the last month we flew over 7,500 miles, five states, and walked 18 individual sites. Thank you to the EDOs and state officials who went the extra mile. Special shout-out to our middle site, where, due to a series of unfortunate events, we had to swap out our original plan on a Saturday and scramble to fill in the Tuesday/Wednesday slot. They put on a great show with meaningful content, and we were blown away by the opportunities available.

While we cannot go into great detail of the site locations, and the type of project, we can provide some observations and offer general takeaways applicable to all projects.

What we learned:

- **Power:** Power was always our first question. Do you have enough? Can we bring our own micro-grid? Where are the transmission lines? When can we get power to the site? How much does power cost delivered to the site inclusive of Generation, Transmission and Reserve - aka: the ability to deliver the required power when you need it.

We have seen electrical prices range from below \$80MWH to over \$120MWH. We have also found some locations embracing load shifting augmenting demand with solar and battery use. Some locations had pad ready sites inside of “walled gardens” that created micro-grids detached from the utility and using natural gas generators (with scrubbers) as a primary generating source. Amazingly, the cost of delivered power was at a competitive price to the local utility!

- **Skilled Labor:** With any project bringing lots of skilled labor positions, the availability of labor and cost of labor was key. Furthermore, regions with job training programs and a solid grip on wages and availability moved to the front of the line for our consideration. As you can see in the image, not all regions had the lowest labor cost, and some did not have any of the critical positions in their labor shed.

Preliminary Wage Analysis (Side by Side)
As of March 27, 2025

SOC Code	Occupation				
15-1252	Software Developers	\$118,690.04	\$118,700.00	\$137,520.00	\$122,708.98
17-2001	Computer Hardware Engineers	\$121,516.30	\$126,800.00	\$128,790.00	\$112,960.06
17-2071	Electrical Engineers	\$110,576.50	\$126,800.00	\$97,210.00	\$117,830.00
17-2112	Industrial Engineers	\$102,846.96	\$107,800.00	\$102,040.00	\$102,860.08
17-2141	Materials Engineers	\$105,840.64	\$105,800.00	N/A	\$60,074.29
17-2141	Mechanical Engineers	\$101,887.17	\$102,100.00	\$90,770.00	\$98,960.99
17-9229	Electrical and Electronic Engineering Technicians	\$64,227.41	\$71,800.00	\$49,420.00	\$70,899.51
19-4031	Electrical Technicians	\$60,412.11	\$60,700.00	\$60,110.00	\$61,208.11
49-9071	Printing, Packaging, and Inventory Clerks	\$39,907.90	\$40,800.00	\$40,890.00	\$39,960.51
49-9061	Industrial Machinery Mechanics	\$47,266.02	\$47,800.00	\$62,690.00	\$47,704.85
49-9071	Maintenance and Repair Workers, General	\$44,991.27	\$44,800.00	\$51,820.00	\$41,227.67
51-1011	Food-Line Equipment Operators and Tending Workers	\$64,962.80	\$71,200.00	\$60,200.00	\$70,798.62
51-2029	Electrical, Electronic, and Electromechanical Assemblers	\$42,407.70	\$40,800.00	\$49,990.00	\$49,824.77
51-4041	Mechanics	\$52,195.87	\$50,100.00	\$52,190.00	\$50,504.71
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders	\$41,900.29	\$39,800.00	\$42,490.00	\$40,941.55
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$47,266.74	\$47,800.00	\$50,110.00	\$50,999.69
51-9141	Semiconductor Finishing Technicians	\$47,475.89	\$42,100.00	N/A	\$41,027.15
51-9199	Production Workers, All Other	\$45,405.29	\$39,800.00	\$42,070.00	\$39,900.00
53-7051	Industrial Truck and Tractor Operators	\$42,096.24	\$44,800.00	\$51,190.00	\$49,138.17
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$39,131.90	\$49,900.00	\$42,280.00	\$43,219.89
53-7064	Packers and Packagers, Hand	\$29,158.37	\$30,800.00	\$39,070.00	\$34,901.49

The hard work will be weighing which locations have the ideal mix of available labor, labor at a competitive wage, along with demonstrating a talent pipeline to fill the necessary jobs over a 10-year time horizon. The areas set apart have proven strong relationships with the local educational institutions extending down to the middle school.

- **Water:** Our project is a heavy water user. Obviously, as you move westward, water allocation and water becomes an issue. Even with reclamation many sites are capped well under 500,000 gallons of water per day. However, many western areas were able to meet the water demands from day one. The sites that could not, were scrapped.
- **Speed to vertical:** Areas Having Jurisdiction (AHJ) that had pad ready sites (mass grading is done, water, gas, electric + sewer are to the lot

line, PUD / zoning entitlements in place); that have a proven expedited, internal review processes and/or published "guarantees" of fast review times, have a huge advantage for projects that are shovel ready. In our case, the architectural bridging documents were complete and we were looking for the ability to move fast. 18 to 24 months for concept plan review may work in coastal areas, but when time is off the essence to capture sunseting federal dollars, this will not work.

- **Incentives:** Most, if not all projects, that bring 25 or more well-paying jobs to a region are eligible for incentives. Most states offer the same "tool box" of various real estate tax abatements, personal property abatements, discounts in electricity, discounts on land, and ongoing statutory job training grants. Lastly, many states now have "Over the Finish Line" discretionary grants. These grants vary in competitiveness, dollar amount, and timing. Sadly, these applications take time to develop and oftentimes add over six months to when a project can be announced to the wider public.
- **Intangibles:** In the end site selection is more than a cut and dry business case. Most of the time intangibles win the day. Sometimes, signaling that you made the big time, locating in a trophy city, or fast access to the great outdoors with fly fishing, can offset millions in incentives.

Conclusion(s):

- To our EDOs: Luck favors the prepared.
- To our Clients and Future Clients: Working with a robust team with strong local connections across various regions is key to saving precious time and opportunity cost.
- To our International Trade Commissioners: Prepare those looking to expand into the USA for the road ahead. While it can be fast, it is never cheap.

Thank you to our clients for your continued trust and camaraderie. If you're exploring expansion opportunities or want to discuss how these trends might impact your business, reach out and let's talk. We're here to help.

Michael Edgar,
Founder and CEO, SelectGlobal, LLC

Upcoming Events

ITAGC Event

April 3, 2025

TARIFFS & U.S.-MEXICO TRADE DYNAMICS

*Presentation by: **United States Mexico Chamber of Commerce**
Mid-America Chapter*



Breakfast program sponsored by the United States Mexico Chamber of Commerce Mid-America Chapter with support from the **International Trade Association of Greater Chicago**. Speakers include: Jimena Villarreal, Nepanoa; Tom Beube, Wintrust; Larry Friedman, Barnes & Richardson; and Ryan Gleason, U.S. Chamber of Commerce.

9:00 a.m. - 12:00 p.m.

**Union League Club,
65 West Jackson Boulevard, Chicago.**

Members of sponsoring organizations -
\$50; Non-members - \$80

[For information @gistration, please click here:](#)



ITAGC Event

April 10, 2025

**FOCUS INDIA: NEW OPPORTUNITIES FOR
INVESTMENT & TRADE**

Presentation by:

International Trade Association of Greater Chicago with DSK

Legal and Anand Rathi Advisors



The
**International
Trade Association
of Greater Chicago**

Luncheon program sponsored by the International Trade Association of Greater Chicago with DSK Legal and Anand Rathi Advisors. Speakers include H.E. **Somnath Ghosh, Consul General, Consulate General of India in Chicago;** Hemang K. Parekh, Partner, DSK Legal; Atul Thakkar, Director, Anand Rathi Advisors. They will address: The business environment in India; Opportunities available in India for doing business in and out of India; Government policies and incentives available towards various businesses; Legal framework in India; Evolution and liberalization of economic policies in India; and Access to capital via public markets in India.

11:45 a.m. - 2:00 p.m.
Carlucci Rosemont,
6111 North River Road, Rosemont, IL.

ITA/GC Members - \$55; Non-members - \$75.

[For information @gistration, please click here:](#)



Business Facilities Event
April 9-11, 2025
LiveXchange



Company executives, corporate real estate professionals, and location advisors planning an expansion or relocation project face a significant challenge in deciding where to place their business.

Whether your company is looking for sites for corporate headquarters, data centers, manufacturing facilities, or assembly plants, finding the right location is a difficult, time-consuming, and costly exercise.

Business Facilities LiveXchange addresses this challenge by directly connecting site selectors with economic developers from across North America. You'll get the location information you need—direct from the source—to make the most informed decisions possible for your company.

[For more information on LiveXchange click here](#)



Announcements

FDI Blog Chain Series Update by SelectGlobal, LLC



In 2024, we introduced SelectGlobal's FDI Chain Blog Series, titled "How to Invest Locally and Internationally: Your FDI Roadmap - The Ultimate Guide to Investing in the USA." This comprehensive series aims to provide invaluable insights and guidance on navigating the complexities of foreign direct investment, both within the United States and globally. Whether you are a seasoned investor or just starting out, this series promises to equip you with

the knowledge you need to make informed investment decisions.

To get the complete list of this blog series, check this out: [FDI Chain Blog Series Table of Contents](#).

Stay tuned for more informative topics in our FDI Series!

Visit our [SelectGlobal Blog Site](#) for the latest updates.



Event Recaps

Game Developers Conference 2025

March 17-21, 2025

San Francisco, CA, USA



GDC 2025 is the game industry's premier professional event. This year it was held between March 17-21, 2025 in San Francisco, CA, USA. It brings together game developers to exchange ideas, solve problems, and shape the future of the industry. Due to the site tours for the Mega Project, we had to pivot. In my stead, I sent Thomas Edgar. He is familiar to many of the Chicago area

International Trade Commissioners since he has been helping behind the scenes at SelectGlobal and its predecessor SelectChicago since 2017. Thomas visited many of the international trade pavilions and play tested many of the games. His big takeaway was that this year AI was the overarching theme and that the "Return On Time" invested was not as strong as in past years.



Why SelectGlobal?



Why SelectGlobal?

SelectGlobal transforms how mid-sized companies expand globally by creating meaningful connections between businesses and communities. We mitigate the complexity of international expansion by managing everything from market entry to community integration while building lasting partnerships that benefit both our clients and local economies. Our extensive network of business and government relationships, combined with deep cross-sector expertise, drives your expansion toward sustainable growth and positive community impact.

Ready to begin your global expansion journey? Visit selectglobal.net to explore our approach, or schedule a consultation with our team to discuss your vision for international growth.

Visit the SelectGlobal, LLC website to learn more

If you were forwarded this newsletter from a friend and would like to formally opt-in to SelectGlobal, LLC, and be part of the process of bringing together businesses, municipalities, and capital to assemble new ventures, projects, and foreign direct investment to help rebuild and redevelop communities, please join us!

opt in!

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