

A man with grey hair and glasses, wearing a white dress shirt, a blue and white striped tie, and khaki pants, stands in front of the Mississippi State Capitol building. He is holding a large, golden shovel aloft in his right hand. The building's dome and classical columns are visible in the background under a clear blue sky.

THE MISSISSIPPI  
**Advantage**  
A QUARTERLY PUBLICATION OF THE MISSISSIPPI DEVELOPMENT AUTHORITY

Third Quarter 2017

**WE  
WON!**

MISSISSIPPI'S AUTOMOTIVE  
**INDUSTRY IS GOLDEN**

CELEBRATING TEN YEARS OF TOYOTA  
BREAKING GROUND, BREAKING RECORDS

# THE MISSISSIPPI Advantage

October 2017 | Third Quarter

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Breaking Ground, Breaking Records

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## Welcome from **Governor Phil Bryant**

Take notice of the cover photo of this edition of The Mississippi Advantage. Mississippi was awarded the Gold Shovel by Area Development Magazine in recognition of the state's significant achievements in economic development. This is Mississippi's 7th consecutive shovel award and the state's first Gold Shovel, the economic development magazine's top award. The state received this award thanks in large part to continued growth in our automotive sector.

I like to tell people how we compete in the Southeastern Conference of economic development. Much like athletics, the competition is fierce. The Gold Shovel award confirms Mississippi is winning – not just in economic development but in many other initiatives aimed at improving the state's supportive business climate.

Mississippi is winning in education. Last year the state was awarded the Frank Newman Award for State Innovation for our transformational education reforms. Our grade school students are consistently improving test scores in reading and math. Mississippi is implementing programs to teach our students critical skills in computer coding and implementing STEM programs, ensuring they are ready for in-demand careers when they graduate.

Mississippi is winning in workforce development. With overwhelming support from Lt. Governor Tate Reeves and Speaker Philip Gunn, the Legislature passed and I signed into law the Mississippi Works Fund. This fund commits \$50 million to strengthen the skills of our state's workforce today and well into the future. The first project using these funds is the joint effort between Mississippi State University, Itawamba Community College and Northeast Mississippi Community College establishing the Mississippi Furniture Academy. Graduates of this 28-hour skills program receive two nationally recognized manufacturing credentials, guaranteed interviews, hiring priority and a higher starting pay rate by certifying industries.

The Gold Shovel award means not only is Mississippi winning, but also, others are taking notice. It is the culmination of our team competing and winning in the SEC of economic development. We are ready to build on our successes. We are poised with our economic leaders at the Mississippi Development Authority, utility partners and local economic developers to keep winning for a brighter future for all Mississippians.

A handwritten signature in black ink that reads "Phil Bryant". The signature is fluid and cursive, with a large initial "P" and "B".

# AUTOMOTIVE SUPPLIERS EXPAND IN MISSISSIPPI

## Bolster State's Thriving Automotive Industry



*Ribbon Cutting at Calsonic Kansei in Madison County, Miss.*

Two corporate expansions in Mississippi are generating nearly 140 new jobs in the state's automotive sector. A testament to the skilled workforce throughout the state, the expansions signify the companies' commitment to doing business in Mississippi and the ample opportunities for success in the state's growing automotive supplier industry.

In July, global automotive supplier Calsonic Kansei announced a \$16.33 million project creating 98 new jobs in Madison. Calsonic Kansei is a supplier to Nissan's Canton automotive assembly plant, where the company employs more than 500 workers. The growth into a former warehouse in the Madison County Economic Development

Authority's Central Mississippi Industrial Center allows for increased capacity.

"We are proud our company is able to offer new employment opportunities to the people in Madison County," said Calsonic Kansei North America Vice President

**"Calsonic Kansei greatly values our team members, and we will continue to strive for excellence in maintaining a strong workforce in the Magnolia State."**

Nancy Rice.

To maintain a strong workforce, Calsonic Kansei trains employees in-house. The company provides on-the-job training with supervision

until employees demonstrate their competencies, said plant manager Jeremy Beard. Each technician receives a monthly job observation from their supervisors to ensure consistency in the process.

Calsonic Kansei manufactures a wide range of products, including cockpit modules, interior, electronics and heat exchange products, climate control systems and compressors.

In August, automotive supplier S&A Industries Corporation announced an expansion in New Albany, a \$4 million investment creating 40 jobs. The company is constructing a new 52,500-square-foot manufacturing facility in the Glendale Industrial Park,

allowing S&A to merge two existing New Albany facilities and accommodate new manufacturing operations.

“S&A Corporation truly appreciates the efforts of Mississippi Development Authority and the Union County members who worked diligently with our S&A management team to design a plan that is favorable to both S&A and the local communities,” said S&A President and General Manager Greg Anderson.

S&A Industries supplies molded automotive ducting and noise vibration damping products to Toyota, GM and major Tier 1 automotive suppliers.

To ensure the company's current and future workforce continues to deliver the products, the company is working with Northeast Mississippi Community College to develop and implement a workforce training plan. The company's training will focus on ISO Certification readiness, basic skills for manufacturing, 5 S training, WorkKeys testing and readiness and more, said S&A's HR/Safety/Enviro Representative Angie King.



# Incentives Spotlight

## JOBS TAX CREDIT

Mississippi offers a state income tax credit to manufacturers, processors, distributors, wholesalers, warehouse operations and R&D facilities creating new jobs in the state. A number of other business types such as data and information processing companies and technology-intensive enterprises also may qualify for the credit. These businesses must receive prior approval from the Mississippi Development Authority.

The amount of the credit is based on the number of new jobs created and the county where the jobs are created. Companies locating or expanding in Mississippi's most developed (Tier I) counties may receive a credit equal to 2.5 percent of payroll for each job created, while companies creating new jobs in the state's moderately developed (Tier II) and less developed (Tier III) counties may receive credits equal to 5 percent and 10 percent of payroll, respectively.

The business's location also determines the minimum number of jobs which must be created to qualify for the credit. The credit is available for a five-year period. Credits can be used to offset up to 50 percent of a business's income tax liability and may be carried forward up to five years.

**To learn more, contact MDA's Financial Resources Division at 601.359.3552 or [financial@mississippi.org](mailto:financial@mississippi.org).**

# Locations & Expansions

IN MISSISSIPPI | JANUARY - SEPTEMBER 2017



**B&D Plastics, Existing**  
*Gautier, MS*

**\$750K INVESTMENT | 35 JOBS**



**Regions Bank, Existing Company**  
*Hattiesburg, MS*

**\$22.712M INVESTMENT | 91 JOBS**



**KeyTronicEMS, Existing Company**  
*Corinth, MS*

**\$500K INVESTMENT | 75 JOBS**



**New Process Steel, Existing Company**  
*Lowndes County, MS*

**\$7.5M INVESTMENT | 50 JOBS**



**Leggett & Platt, Existing Company**  
*Tupelo, MS*



**Viking Range Corporation, Existing Company**  
*Greenwood, MS*



**McCormick & Company, New Company**  
*Marshall County, MS*

**\$6M INVESTMENT | 48 JOBS**



**Renin Corporation, Existing Company**  
*Tupelo, MS*

**\$1M INVESTMENT | 50 JOBS**

**Pearl River Foods, New Company**  
*Carthage, MS*

**\$2M INVESTMENT | 150 JOBS**

***NORTHROP GRUMMAN***

**Northrop Grumman, Existing Company**  
*Moss Point, MS*

**\$3.7M INVESTMENT | 60 JOBS**



**Yalobusha General Hospital, Existing Company**  
*Water Valley, MS*

**\$3.832M INVESTMENT | 32 JOBS**



**Multicraft Ventures, Existing Company**  
*Pelahatchie, MS*

**\$2M INVESTMENT | 50 JOBS**



***Calsonic Kansei***

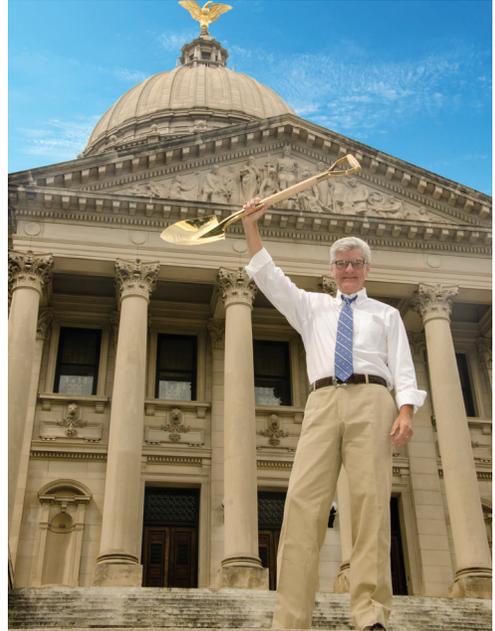
**Calsonic Kansei, Existing Company**  
*Madison, MS*

**\$16.33M INVESTMENT | 98 JOBS**



**S&A Industries, Existing Company**  
*New Albany, MS*

**\$4.15M INVESTMENT | 40 JOBS**



**GOLD SHOVEL  
AWARD**

Mississippi was awarded the Gold Shovel by Area Development Magazine in recognition of the state's significant achievements in economic development. This is Mississippi's 7th consecutive shovel award and the state's first Gold Shovel, the economic development magazine's top award.

Playing a key role in the state receiving the award was Continental Tire's announcement the company was locating a \$1.45 billion tire manufacturing facility in Hinds County.

**GO TO [WWW.AREADEVELOPMENT.COM/AWARDS](http://WWW.AREADEVELOPMENT.COM/AWARDS) TO SEE MORE.**

To learn more, contact MDA's Locations Team at 601.359.3552 or [locateinms@mississippi.org](mailto:locateinms@mississippi.org).

10

YEARS OF



TOYOTA

2007



2017

BREAKING GROUND,  
***BREAKING RECORDS***



**IN APRIL 2007**, a groundbreaking in Northeast Mississippi permanently changed the region's landscape - both literally and figuratively. Toyota broke ground on the company's automotive manufacturing plant, Toyota Motor Manufacturing Mississippi, in the small town of Blue Springs. The event propelled the state's automotive industry into the global spotlight.

"On April 19, 2007, Toyota and the State of Mississippi started the process of building a 2-million square foot facility and an outstanding relationship," said Toyota Mississippi Vice President of

Administration Mike Botkin. "Now, 10 years later, we are celebrating a milestone as well as those who have supported us along the way."

In April of this year, Toyota officials marked the 10-year anniversary of the plant's groundbreaking with the announcement the company would construct a \$10 million interactive training center. The new facility will give the public a first-hand look at how 2,000 Mississippians have produced nearly a million of the world's best-selling vehicle, the Corolla, in Blue Springs and assist in training the workforce of the future.

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“ Toyota Mississippi’s growth and productivity is a direct reflection of our team members and the support of our community partners.

We have built nearly one million Corollas

**WITH MISSISSIPPI PRIDE** ”

in 10 years, and we look forward to what comes next.

- MIKE BOTKIN, VICE PRESIDENT OF ADMINISTRATION

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Toyota Mississippi President Akitoshi Ichino said the continued investment in the plant is due to the dedication of its team members. “They are proud to produce high-quality vehicles, safely, every day. It’s their hard work that keeps our plant competitive.”

Also in honor of its 10-year anniversary, Toyota Mississippi announced two donations in the amount of \$350,000. The contributions focused on the next generation of workers through STEM and family literacy programs – two examples of the philanthropic spirit Toyota Mississippi shares throughout its Northeast Mississippi communities.

Well before the industry-leading automaker converged upon the small town with a population of approximately 150 residents, economic

developers in the region knew the area had what it takes – from the site to the skilled workforce – for an automaker to achieve long-term growth and success. The PUL Alliance was formed in 2001 by leaders from Pontotoc, Union and Lee counties with the goal of creating jobs and spurring economic growth. The Alliance developed and marketed a shovel-ready industrial site tailor-made for an auto manufacturer or other large industry. The Alliance’s efforts paid off; Toyota announced in February 2007 it had selected the site for its newest North American plant.

Over the last decade, Toyota has been a valuable business partner to the state and local community. In addition to the company’s continued investments in Toyota Mississippi and its 2,000 direct employees, Toyota supports hundreds

of additional jobs through its Tier I suppliers. These companies located in Mississippi to supply the plant with everything from seat components and door panels to interior plastic parts and glass assembly.

“As a result of Toyota’s decision to locate in our state, thousands of Mississippians have good-paying careers in advanced manufacturing, and we are a global leader in automotive manufacturing,” said Gov. Phil Bryant. “We offer companies a supportive business environment that allows them to compete successfully in the international marketplace.”

To maintain its competitive edge, Toyota Mississippi relies on a skilled, quality trained workforce to manufacture the Corolla. One Toyota executive cites the outstanding workforce found in the region as a major factor



when selecting Blue Springs as the home of the company's newest plant.

Today, Toyota Mississippi works closely with Itawamba Community College, which focuses on the plant's workforce training needs. With Toyota, ICC created its Advanced Manufacturing Technician Program, combining classroom instruction with hands-on experience at Toyota Mississippi to provide the plant with a pipeline of talented workers.

The Center for Manufacturing Excellence at the University of Mississippi, which opened in anticipation

of Toyota Mississippi's location in Blue Springs, aims to keep jobs in Mississippi by educating the state's future manufacturers. At the CME,

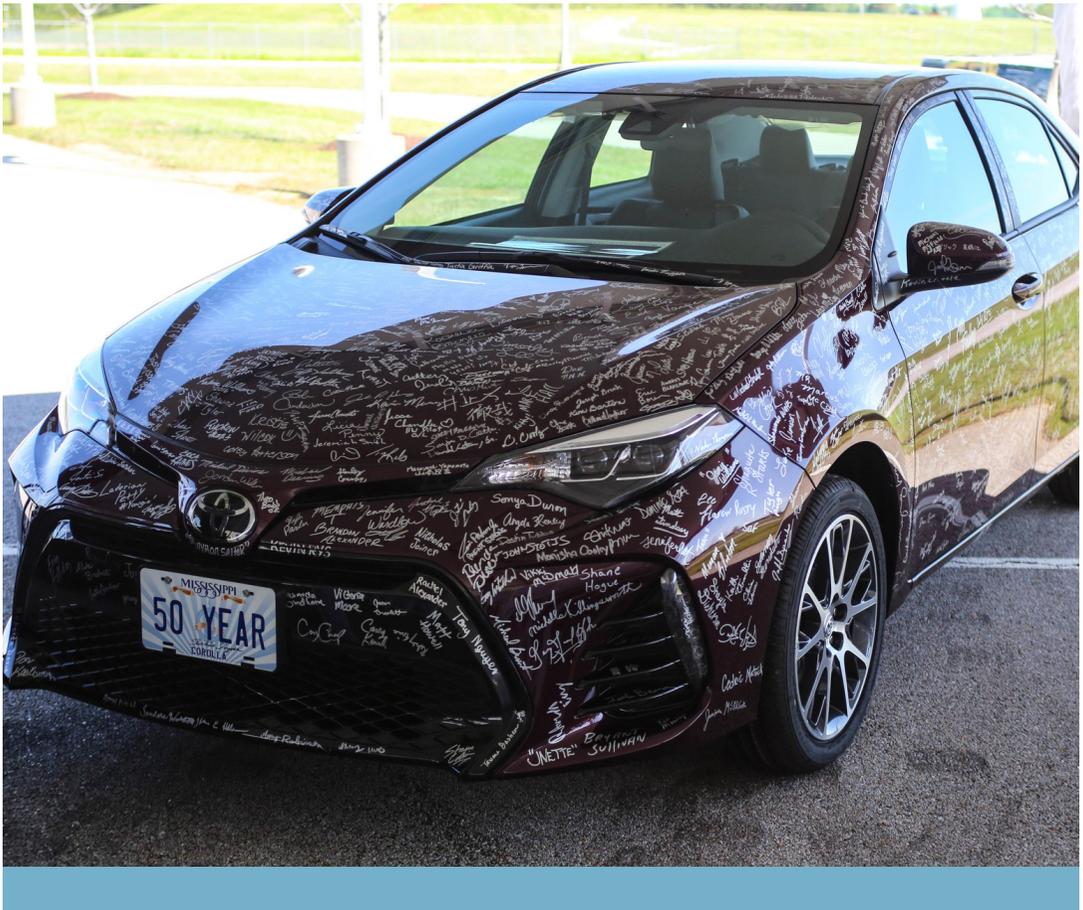


students receive degrees in engineering, with an emphasis on manufacturing. Students also participate in cross-disciplinary studies

focusing on other vital skills needed in the manufacturing sector, such as business, management and accounting.

The state of Mississippi's and Toyota's investments in training the plant's workforce have been instrumental in the success of Toyota Mississippi over the last 10 years. Toyota Mississippi employees produce a Corolla every 71 seconds and have been critical to the facility reaching significant milestones since opening.

In April 2014, Toyota Mississippi began exporting Corollas from Mississippi to the world. Then-Toyota Mississippi President



*Toyota Mississippi employees signed a commemorative 50-year anniversary Corolla, which was manufactured in Blue Springs.*

Masafumi Hamaguchi said, “Now our loyal customers in Central and South America and the Caribbean will experience Toyota Mississippi’s commitment to safety and high-quality. The export of Mississippi-built Corollas directly supports 2,000 Toyota jobs, keeps our plant running at optimal capacity and increases opportunities for our suppliers and partners

while serving our customers’ needs.”

In 2015, the plant celebrated production of its 500,000th Corolla, a milestone achieved faster than any other Toyota plant in the country.

“Toyota Mississippi’s growth and productivity is a direct reflection of our team members and the support of our community partners. We have built nearly one million Corollas with Mississippi

pride in 10 years, and we look forward to what comes next,” said Botkin.

In addition to celebrating the production of its 1-millionth Corolla later this year, Toyota Mississippi will continue its 10-year anniversary celebration through November, when the company will host a free community concert for its Northeast Mississippi neighbors.

# Automotive Industry

## IS WINNING IN MISSISSIPPI

In less than two decades, Mississippi went from producing zero commercial vehicles to assembling nearly 4 million Toyotas and Nissans. These two leading automakers have invested billions in the state, creating thousands of careers building better communities and taking Mississippi's economy to a higher level.

This year, Toyota celebrates 10 years since announcing it would locate in Blue Springs, Miss. The 2,000 Toyota team members assemble the world's most popular vehicle, the Corolla. Meanwhile, Mississippians assembled 500,000 vehicles faster than any other Toyota plant in North America providing tangible evidence of our world class workforce.

Nissan's Canton assembly plant, opened in 2003, now produces eight models, and is the global source for Murano. With more than 3 million vehicles assembled at the Canton facility, Mississippi is recognized as a global leader in the Southern Automotive Corridor.

A point of pride for all Mississippians, Toyota and Nissan consider their Canton and Blues Springs plants as a star in their global manufacturing universe. Mississippi's automotive assembly excellence is enhanced by almost 200 automotive

suppliers who proudly call the Magnolia State their home.

A study published in 2016 by The Center for Automotive Research shows Toyota Motor Manufacturing Mississippi generates a payroll of approximately \$307 million, delivering \$235 million to Mississippians in disposable income through 6,700 direct and indirect jobs.

Mississippi State University's National Strategic Planning & Analysis Research Center recently published a study showing Nissan contributes \$2.9 billion to Mississippi's annual gross domestic product. The assembly plant also brings 25,000 direct and indirect jobs to Mississippians.

In addition to our aggressive recruitment of global companies like Continental Tire, Yokohama Tire and PACCAR, the Mississippi Development Authority is committed to developing local leaders. Leadership at the state and local levels led to Toyota and Nissan deciding Mississippi is the right location for their assembly plants.

Today, Mississippi is reaping the benefits of Toyota and Nissan's investment in our people as well as in our state. Investing in the productivity of people means the state's corporate partners – and the Mississippians they employ – win.



by **Glenn McCullough, Jr.**

MDA Executive Director



## Houston, Mississippi's Solar Car Team's

# SUNDANCER

## Featured in Big-Screen IMAX Film

Mississippi's STEM education programs continue to inspire new generations of innovators in our state and across the globe. Earlier this year, a group of Mississippi students showcased their STEM skills and accomplishments on the big screen. The Houston High School Solar Car Team from Houston, Miss., is featured in the IMAX film

Dream Big: Engineering Our World, which premiered in Washington, D.C. The film follows the students' record setting run at the Bridgestone World Solar Challenge in Australia in their solar car Sundancer. The student engineered vehicle also was on display earlier this year at the Smithsonian Institute for the premiere of the film.

MACGILLIVRAY FREEMAN'S

# DREAM

# BIG



# ENGINEERING OUR WORLD

"Houston High School's solar car has shined a global spotlight on our young people's ability to achieve excellence in science, technology, engineering and math education across the state and country, which is why the Mississippi Development Authority is a long-time supporter of this program," said MDA Executive Director Glenn McCullough, Jr. "The Houston Solar Car Race Team is comprised of the innovators of tomorrow. We are proud of their achievements and honored to have them representing Houston and the state of Mississippi in this IMAX feature."

In 2015, the team traveled to Australia to race Sundancer in the Bridgestone World Solar Challenge, a 1,700-plus mile race highlighting the world's most effective solar vehicles. Operated by the race's youngest

competitors in its 30-year history, Sundancer is the first high school solar car to win the World Solar Challenge Adventure Class. During the race, Sundancer also set a World Solar Challenge record for most miles raced in a single day – 252 miles. The Dream Big team followed the Houston Solar Car Race Team to Australia to document its journey for the film.

"The harnessing of electrical energy is one of mankind's greatest achievements," said Keith Reese, Houston Solar Car Race Team founder and former advisor. "Harnessing the sun's energy is at the core of solar racing, which encourages students to bring new ideas and innovations in the field of technology, engineering and alternative energy."

Dream Big: Engineering Our World is narrated by Jeff Bridges and directed by Greg MacGillivray. The film focuses on engineering as a part of daily life and honors remarkable engineering achievements, such as Sundancer.

For more information about Dream Big: Engineering Our World, visit [www.dreambigfilm.com](http://www.dreambigfilm.com).



# WE ARE DRIVEN.

Mississippi's highly skilled workforce rolls out 500,000 new vehicles annually. World-class automotive leaders like Nissan, Toyota and PACCAR are thriving in Mississippi. Our business climate is supportive, and the state's location suits both domestic and global sales. Nearly 200 automotive-related manufacturers call Mississippi home, including the state's newest automotive partners and commercial tire giants, Continental Tire and Yokohama Tire Corporation.

**More companies keep rolling into Mississippi. Discover why.**

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**AUTOMOTIVE**

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