



PEOPLE of the partnership

2023 - 2024 ANNUAL REPORT



the
partnership

Henderson County, NC
Economic Development

celebrating the PEOPLE of the partnership

2023-2024 was a steady year for economic development. Coming off the 2022-2023 banner year, The Partnership was able to get back to the fundamentals of taking care of the people that make Henderson County great. At the heart of economic development lies the passion for community: ensuring that the people of Henderson County have a stable economy with high-paying jobs right now and in the future. As we often share, “manufacturing pays the bills”: both with high paying jobs, as well as strong capital investment that keeps the tax rates low. This year, the staff and board spent a great deal of time educating the community on economic development and the careers associated with manufacturing and professional services. We spent time charting our next path with new sites and buildings, and we dedicated time to our existing industry with neighborhood meetings and unique networking events. With every meeting, event, or activity, the people we work with continue to motivate our team to do this important work. Our team has the privilege of working with employees, employers, leadership, and partners at over 130 manufacturers in our county and each of those people inspire us to keep working hard every day.

While economic development years are often measured by capital investments and job creation numbers, it is the people and impact on our community that really drive our team. The people who work here, live here, play here,



and invest here make what we do matter. We are grateful for all the “People of the Partnership”: the members, manufacturers, community leaders, and citizens who are part of this work. At times, economic development is fast paced and focused in the moment, however, the relationships we have charted; from students to clients and everyone in between; helps us focus on the long-term impact of our work and the success of our industries.

As long as we have a strong foundation of people supporting The Partnership and working alongside us, we will be successful. We appreciate your continued support and for being true “People of The Partnership”. Thank you for another great year.

Mark Russell

Board:

Mark Russell
CHAIR
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Steve Gwaltney
PAST CHAIR
Park National Bank

Will Buie
CHAIR-ELECT
WGLA Engineering

John Bryant
TREASURER
UNC Health Pardee

Zach Cooper
LEADERSHIP & GOVERNANCE
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Anderson Ellis
COMMUNITY OUTREACH
COMMITTEE CHAIR
The Van Winkle Law Firm

Brittany Brady
PRESIDENT & CEO
HCPED

Steve Dozier
Allen Tate Beverly- Hanks

Craig DeBrew
Duke Energy

Carsten Erkel
Elkamet

Chip Gould
Cason Companies

Vince Howell
Dominion Energy

Kim Lance
Avery Dennison

Everett Lynch
UPM Raflatac

Nathan Kennedy
Tuist

Dan Poeta
Horizon Heating & Air

Clement Riddle
ClearWater Environmental

Beau Waddell
Reaben Oil Company

Kris Wilson
A-American Electric

Ex Officio:

Carl Taylor
Henderson County Public Schools

Mayor Carey O’Cain
Town of Laurel Park

Kelly Leonard
Economic Investment Fund of
Henderson County

Mayor Shannon Gonce
Town of Mills River

Chair Rebecca McCall
Henderson County Board of
Commissioners

Mayor Nick Weedman
Village of Flat Rock

Mayor Barbara Volk
City of Hendersonville

Dr. Laura Leatherwood
Blue Ridge Community College

Councilwoman Sheila Franklin
Town of Fletcher

Staff:

Brittany Brady
President & CEO

Jamie Justus
Vice President

Emily Martin
Director of Industry
Relations





People making it happen

While small, they are mighty.

BRITTANY BRADY

President & CEO

EMILY MARTIN

Director of Industry Relations

JAMIE JUSTUS

Vice President

All three staff members received professional recognition in 2023 and 2024.

Emily Martin started off the year not only as a North Carolina Certified Economic Developer, but also as a Certified Workforce Leader. Both designations are prestigious economic development recognitions in the State. Her capstone project focused on developing a workforce pipeline, something she has put into practice with Made in Henderson County workforce initiatives.

Jamie Justus received the North Carolina Economic Development Academy scholarship from the North

Carolina Economic Development Association Foundation. He was awarded the scholarship at NCEDA's spring conference. The scholarship will be used towards the North Carolina Certified Economic Developer courses that are offered at East Carolina University.

In the Spring, Brittany Brady was recognized on the Business NC Power List. The annual listing features 17 categories with the most influential leaders in the State. Brittany was recognized in the economic development category for her work at the local level and statewide impact.



Rooted

Nurturing Our Foundation
To Promote Future Growth



The Partnership hosted the 2023 Annual Event at Camp Greystone on the evening of September 14, 2023.



The theme was “Rooted”, showcasing the companies who have made deep roots in Henderson County.

Almost 300 of The Partnership’s people, closest friends, colleagues and partners; were welcomed to Camp Greystone. The evening began with a networking reception along Lake Summit; an ideal backdrop for connections to be made. Dinner followed alongside a fireside chat

with incoming and outgoing board chairs giving a year in review. The night ended by honoring The Partner of the Year, which was presented to the Economic Investment Fund’s (EIF) Board of Directors. EIF is integral to The Partnership and its product and workforce development efforts.

As the evening concluded, The Partnership gave attendees a custom roast of Sharewell coffee with a branded camp mug; a small token of appreciation for their support of economic development.



Happy 100th Anniversary!

Berkeley Mills Celebrates 100 Years in Henderson County

The 2023-2024 year celebrated the continued sustainability, success, and resilience of the manufacturing community in Henderson County.

Kimberly-Clark, a staple in the community, celebrated 100 years of operation in Henderson County this year. Their plant in Hendersonville has employed over 200 citizens of the community for 100 years, many of whom are multi-generational employees. As one of the longest-standing employers and manufacturing sites in Kimberly-Clark's 152-year history, the Berkeley manufacturing facility

celebrated 100 years of care, quality and service on June 1, 2024. Kimberly-Clark's Berkeley facility is one of the largest employers in Henderson County, with 130 contractors from the local community and 230 full-time workers, many of whom are second-, third-, and fourth-generation Berkeley babies.



RICHIE WARD

Process Engineering Technician
3RD GENERATION, KIMBERLY CLARK

What accomplishment in your career are you most proud of?

“The ability to help others develop and achieve their goals.”

How did you end up in manufacturing?

“My career started as a summer job while attending college that turned into a 36-year employment.”

What is your favorite thing about this community?

“The sense of family and a team mentality and environment.”



THOMAS WARD III

Process Operator
4TH GENERATION, KIMBERLY CLARK

What are some of your passions outside of your career?

“I have dabbled in quite a few different hobbies over the years, but the two that have consistently occupied most of my time (and money) are cars and computers.”

What is your favorite thing about this community?

“Probably my favorite thing about Hendersonville as a community is how interconnected everyone is. There are many families such as mine who have lived here for well over 100 years and that has resulted in a community where everyone knows everyone else and is willing to help anyone in need.”

What is your best piece of advice?

“Trying to plan out every step of your life and career is impossible, go wherever your heart takes you and don’t miss out on the present worrying about the future.”



JEREMIAH BURNETT

Maintenance Technician
5TH GENERATION, KIMBERLY CLARK

How did you end up in manufacturing?

“A lot of my family members have worked in manufacturing, so it just seemed right to follow in their footsteps and pursue a career working in a plant.”

Who is a person you admire?

“My dad, he taught me work ethic, accountability, and to give 100% effort into anything I am doing.”

What are some of your passions outside of your career?

“I enjoy hunting, fishing, and spending time with my family.”

The People of the Future

Made in Henderson County



Workforce development continued to be a top priority this year to manufacturers with unemployment averaging around 3% throughout the year.

Industries looked to The Partnership and key partners like Henderson County Public Schools (HCPS) and Blue Ridge Community College (BRCC) to provide guidance and programming to ensure a strong and sustainable workforce for now and the future. The Made in Henderson County workforce development programming has allowed The Partnership and partners to continue to do the challenging work in workforce development spaces.

This year, The Partnership hosted an inaugural Manufacturing Day event, including both key partners and students. In November for National Apprenticeship Week, The Partnership teamed up with Blue Ridge Community College to host a National Apprenticeship Day event to inform over 100 students on apprenticeship opportunities in the county. The Made in Henderson County Apprenticeship program continues to educate students about manufacturing and send them into employers for quality jobs. Additionally, The Partnership continued workforce development programming with Henderson County Public Schools. Workforce development pipeline programming for



manufacturing continues in elementary, middle, and high schools. All in all, over 250 students from HCPS were exposed to manufacturing as a viable career option this year with the help of the Partnership.



SCOTT MOORE, CTE Director and Director of High Schools
HENDERSON COUNTY PUBLIC SCHOOLS

What is your favorite book?

"The Alchemist, Paulo Coelho"

Who is a person you admire?

"Bobby Wilkins, longtime principal at Hendersonville High School, who helped me understand that right is right, regardless of how folks feel about it. He helped me to understand that it is more important for long-term peace and

happiness to adhere to what is right than to attempt to appease everyone."

What is your educational background?

"I have a Bachelor's degree in English and Secondary Education from Appalachian State and a Masters in School Administration from Western Carolina University."

**FRANSISCO JAVIER
RANGEL-TREJO**

Tooling Tech, Apprentice
LINAMAR LIGHT METALS

**What accomplishment in
your career are you most
proud of?**

“Learning how to TIG and MIG
weld at Linamar.”

**What is your best piece of
advice?**

“Lock in! Focus and get the work
done.”

**How did you end up in
manufacturing?**

“I wanted to be in manufacturing
or a mechanical engineer. The
apprenticeship program was the
best fit.”



JESUS PENA

BUA: Bending, Apprentice
ELKAMET, INC.

**How did you end up in
manufacturing?**

“I decided to get into manufacturing
because I wanted to go to school
but also get paid to work on the
job. It was something new that I
wanted to try.”

Who is a person you admire?

“I admire my parents for giving me
guidance and inspiration.”

**What is your best piece of
advice?**

“Never stop learning and growing
as a person.”

Partner Events



INVESTORS UPDATE

The Partnership held its Investors Update event April 9, 2024, at Sierra Nevada Brewing Company. The theme of ‘Alphabet Soup’ allowed Brittany Brady to host consultant, Crystal Morphis, in a fireside chat around the topics of Electric Vehicles (EV), Artificial Intelligence (AI), and Professional and Technical Services (PT&S). During lunch, each table was led in discussion around these topics, which made for a great base layer before the chat. They highlighted how EV has taken shape in North Carolina, how AI can be implemented in useful ways, and PT&S balances with the current manufacturing ecosystem.

THE FORUM

The Forum was hosted in the Bo Thomas Auditorium at Blue Ridge Community College. Breakfast and networking were followed by the topic ‘The Next Right Step’ where Henderson County’s own, Jennifer Farr Davis took the stage. Jennifer is a mother, hiker, speaker, business owner and Western North Carolina native. Her inspirational words took attendees on a journey through life’s unique paths and connected the trail to professional challenges.

Here They Grow Again

Existing Industry Growth

The 2023-2024 year was a big year for existing industry expansions and growth in Henderson County; with over 10% of industry inquiring about or executing expansion or investment opportunities. Their continued growth is a testament to a strong, sustainable manufacturing community that will continue to provide stable, well-paying jobs to citizens.

HAYNES INTERNATIONAL has been manufacturing in Henderson County for twenty years, employing over 50 people throughout their history here. In early 2024, due to Haynes' success in the US, the company was acquired by North American Stainless, a subsidiary of Acerinox. Headquartered in Madrid, Spain, Acerinox is a global leader in manufacturing stainless-steel and high-performance alloys and its subsidiary, North American Stainless, is the largest fully integrated stainless-steel company in the U.S.



TIM HONEYCUTT, GM
HAYNES INTERNATIONAL

What is your favorite thing about this community?

"The people. The people in this community are hard working, honest, and dependable. There is a sense of pride in the community along with a strong desire for educational, commercial, and industrial success."

How did you end up in manufacturing?

"After service in the United States

MAVIDON, a liquid packaging, medical device re-packer and marketer of "Mavidon" branded medical adhesives, solvents, and skin cleansers, started construction on an additional 12,000 square feet building on their property in 2024, doubling their footprint. The space became necessary when the company added diffuser lines to their production, quickly outgrowing their existing 12,000 square foot facility.



TIM CARROLL, Owner
MAVIDON

How did you end up in manufacturing?

"I began marketing our medical products and eventually started manufacturing these products for quality control and product development."

What has been the best change you have made in your life?

"Business wise, relocating to Henderson County reduced our fixed cost substantially. We have also seen an increase of good quality of candidates for employment."

What is your favorite thing about this community?

"Henderson County offers great seasonal weather, a good variety of locally owned restaurants, and an abundance of outdoor activities."

Navy, I entered the manufacturing industry, left for themining industry, then returned to manufacturing in WNC and found my home with Haynes International. Manufacturing provides stable jobs, good wages, and advancement opportunities."

What is your best piece of advice?

"Life is short. Build for the future while being present in the moment. It is good to have a destination of where you would like to be in your professional and personal life as long as you take time to appreciate the road that leads you there."

UPM RAFLATAC, a leading manufacturer in paper-based, film pressure sensitive label stock and adhesives, expanded their capacities in the Broadpointe Industrial Park in early 2024. They completed construction on three additional silos located at the back of their facility, investing around \$20 million to increase their production capabilities.



EVERETT LYNCH,
Human Resources Manager
UPM RAFLATAC

What is your best piece of advice?

“People rarely remember what you’ve said to them or what accomplishments you contributed to – they always remember how you made them feel, that’s where you can leave an impact.”

What is your favorite book?

“I have two: Kobe Bryant: The Mamba Mentality, and A Promised Land, Barack Obama.”

What is your favorite thing about this community?

“I really appreciate and love the people that make up Henderson County. There is so much diversity and historical, generational ties in manufacturing.”

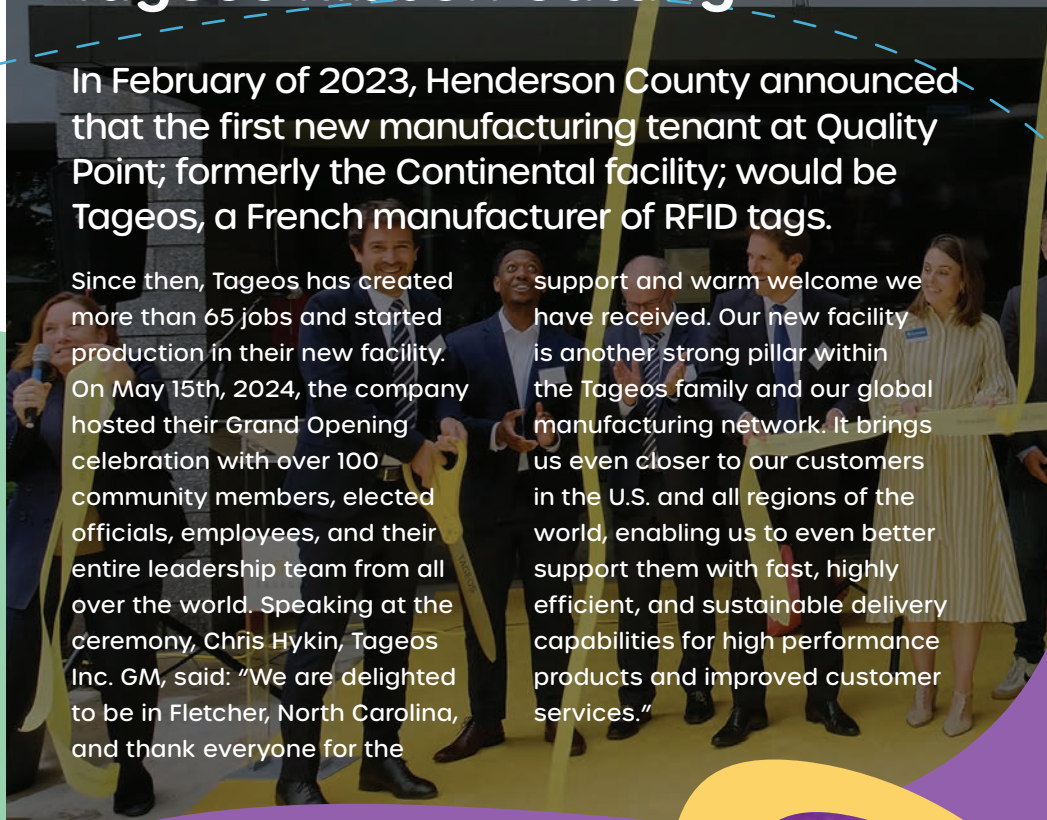
Celebrating Day One

Tageos Ribbon Cutting

In February of 2023, Henderson County announced that the first new manufacturing tenant at Quality Point; formerly the Continental facility; would be Tageos, a French manufacturer of RFID tags.

Since then, Tageos has created more than 65 jobs and started production in their new facility. On May 15th, 2024, the company hosted their Grand Opening celebration with over 100 community members, elected officials, employees, and their entire leadership team from all over the world. Speaking at the ceremony, Chris Hykin, Tageos Inc. GM, said: “We are delighted to be in Fletcher, North Carolina, and thank everyone for the

support and warm welcome we have received. Our new facility is another strong pillar within the Tageos family and our global manufacturing network. It brings us even closer to our customers in the U.S. and all regions of the world, enabling us to even better support them with fast, highly efficient, and sustainable delivery capabilities for high performance products and improved customer services.”



CHRIS HYKIN,
General Manager
TAGEOS INC.

How did you end up in manufacturing?

“I have always loved the process of creating something out of nothing. I also love working in a team environment. When I add that to my engineering degree, manufacturing was the perfect combination of my passions and skills.”

What is your favorite thing about this community?

“The recognition that manufacturing is a key driver for economic stability of our county.”



Who is a person you admire?

“My dad. He was the perfect role model for integrity, hard work, and responsibility.”

Gathering The People

Camaraderie among neighbors

To keep relationships strong and connections moving in 2023-2024, The Partnership offered a host of opportunities for industry through neighborhood meetings, task force meetings, and networking events.



A key component in supporting the manufacturing industry in Henderson County is offering manufacturers opportunities to connect with each other in meaningful ways throughout the year. The 2023-2024 year was no different, with a host of neighborhood meetings, task force meetings, and networking events.

Every year, The Partnership gathers manufacturers who are “neighbors” in a relaxed setting to allow them to meet and talk about common issues and successes, and to further the camaraderie of the community. This year, neighborhood meetings were hosted in Hendersonville, Mills River, Fletcher, and Mountain Home communities. These meetings were laid-back and offered employers the

opportunity to connect and hear from local partners like Veterans Healing Farm, Western Carolina University, and The Children and Family Resource Center.

This year The Partnership also hosted a brand new networking event for manufacturers: Meet the Makers - Speed Networking for Manufacturers was hosted in May at Trailside Brewing. Over 50 manufacturers signed up and were able to meet each other in a casual, yet structured manner. The pilot event was well received.

The Workforce Task Force was created in 2022 to allow employers to get together on a regular basis to discuss common workforce

development issues in manufacturing. The task force met quarterly this year and discussed topics in hiring, education, leadership, and industry connectivity.



Public Partners Outreach

The Leadership and Governance Committee met throughout the year to make sure the policy and advocacy efforts of The Partnership were being met. Partnership board members and staff met on numerous occasions to advocate for economic development in community plans including the Henderson County 2045 Comprehensive Plan as well as the City of Hendersonville Gen H plan.

While these meetings are important, the pinnacle event is the annual

Elected Officials lunch that took place in January. This year elected officials from the local, state, and federal level convened on the rainiest day of the year at Current by GE. Tours were offered of the facility, showcasing how the legacy manufacturer has withstood the test of time. Following the tour, guests heard a presentation from Brittany Brady on the plans for The Partnership for the year and goals for the future.



2023-2024 MEMBERS

The Partnership's members play a vital role in Henderson County's prosperity and the well-being of its residents. They empower our mission to foster business expansion and development across our community and region. With a diverse membership of 100+ companies, organizations, and partners, spanning various industries, we unite in our unwavering commitment to make Henderson County the ultimate destination for living and conducting business.

PUBLIC



Henderson County



City of Hendersonville



Town of Fletcher



Town of Laurel Park



Town of Mills River



Village of Flat Rock

PREMIER



PATRON



PRESIDENTIAL

A-American Electric Inc.
Asheville Regional Airport
AT&T
Bank of America / Merrill Lynch
Benton Roofing
BGW CPA, PLLC
Cason Companies, Inc.
Conrin, Inc
DMJPS
Elkamet Inc.
Forvis

Hedrick Industries
Horizon Heating & Air
Conditioning
IMOCO, Inc.
Industrial Chemical Company
KDS-Windsor
McMillan Pazdan Smith
Architecture
Mountain Credit Union
Omega Construction
Reaben Oil Company

Rinehart Racing
Skyline Plastic Systems, Inc.
Southern Alarm & Security
TD Bank
The Dominion Group
Truist
United Community Bank
Warren Restoration
Western Carolina University
WGLA Engineering, PLLC

PARTNER

828:Design
Advanced Business Equipment
Allegra
Applied Solutions Group, Inc.
Atlas Bolt & Screw Co.
B&G Enterprises, LLC (Eagle Self Storage)
Beverly-Hanks & Associates
Blue Ridge Metals Corp.
Boyd Automotive
Bunnell-Lammons Engineering, Inc.
Byers Precision Fabricators
Carl E. Shaw, CPA, PLLC
Carleton Collins Architecture
ClearWater Environmental, Inc.
Constangy, Brooks, Smith & Prophete
Cummins-Meritor, Inc.
Dampp-Chaser Corp.
Dave Steel Co., Inc.
Demmel Inc.
Echo Mountain Inn
ECS Carolinas
Egolf Motors
Epsilon
Excel Consulting Group, LLC
FEI Consulting
First Restoration Services of Asheville, LLC

Fletcher Business Park
Fletcher Warehousing Company
Formation PR + Brand
Gilreath Shealy Law
Global Brand Concepts
Harper Corporation General Contractors
Haynes Wire Company
Henderson County Public Schools
Henderson County Tourism Development
Authority
Henderson Oil Company
Hendersonville Lightning
HiViz LED Lighting, Inc.
Kenmure Enterprises, Inc.
Kenneth R. Youngblood
Looking Glass Realty
Manual Woodworkers & Weavers, Inc.
Marlboro Development Team, Inc.
McCroy Construction Company
McDonald's - Edwards Group
Miller Brothers
More Space Place
Morosani & Associates
Mountain Showcase Group, Inc.
Movement Bank
Norafin (Americas), Inc.

Norm's Minit Marts
Park National Bank
Premier Sotheby's International Realty
Pryor Insurance
RealtyOneGroup
Riddle Development, LLC
Rock Creek Containers
S&ME
Sierra Nevada Brewing Company
Southern Concrete Materials
Standard Tytape Company, Inc.
Summey Plumbing and Heating
The Tamara Peacock Company Architects
The Waverly Inn
Turf Mountain Sod, Inc
Vista Strategies
Vocational Solutions of Henderson Co.
Warm Company, Inc.
WeaverCooke-Kirkland
Well Adjusted, Inc
WestRock
Whitney Commercial Real Estate
Wilsonart International
Wirtz Wire EDM, Inc.
Young Office



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