

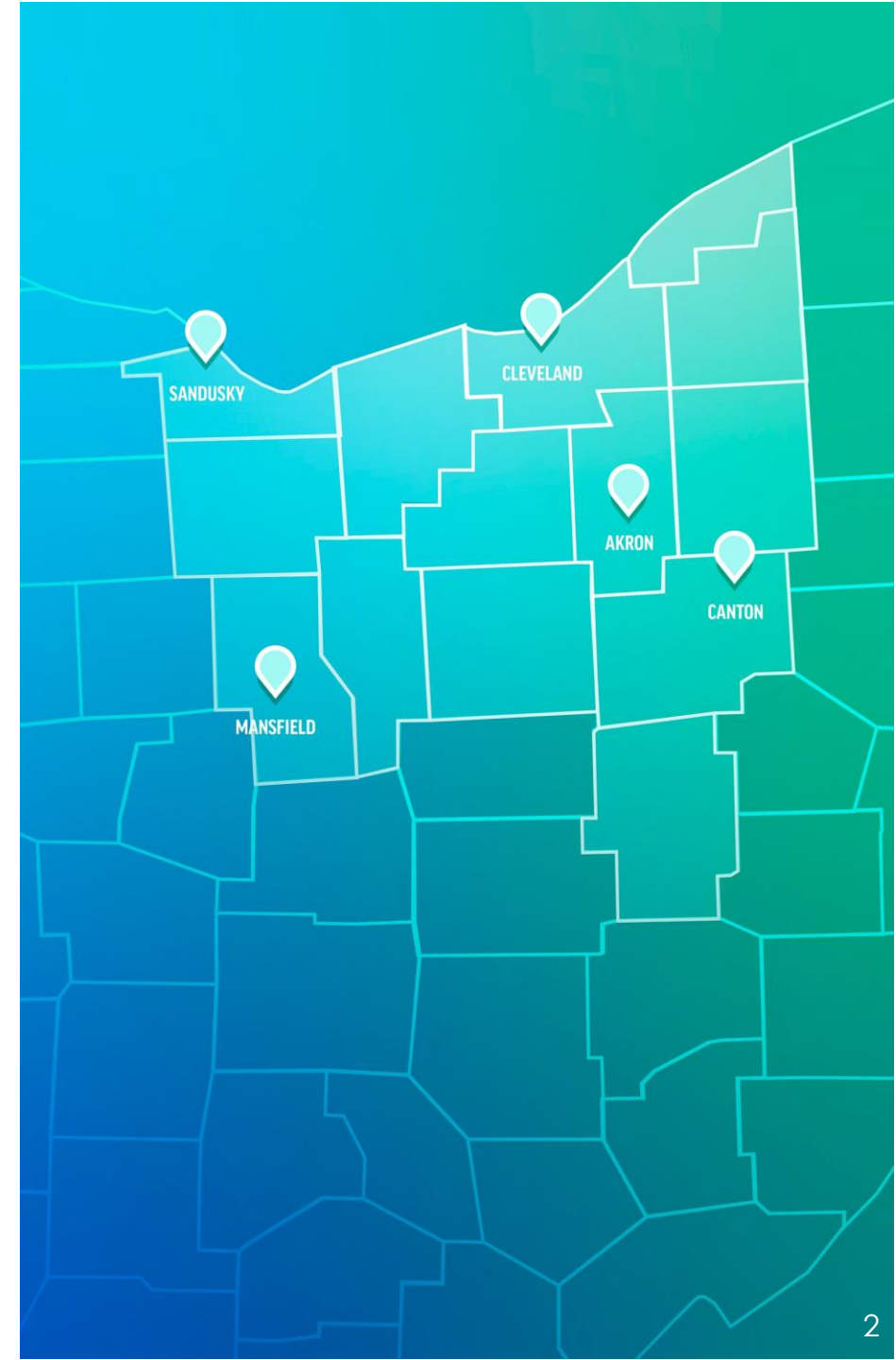


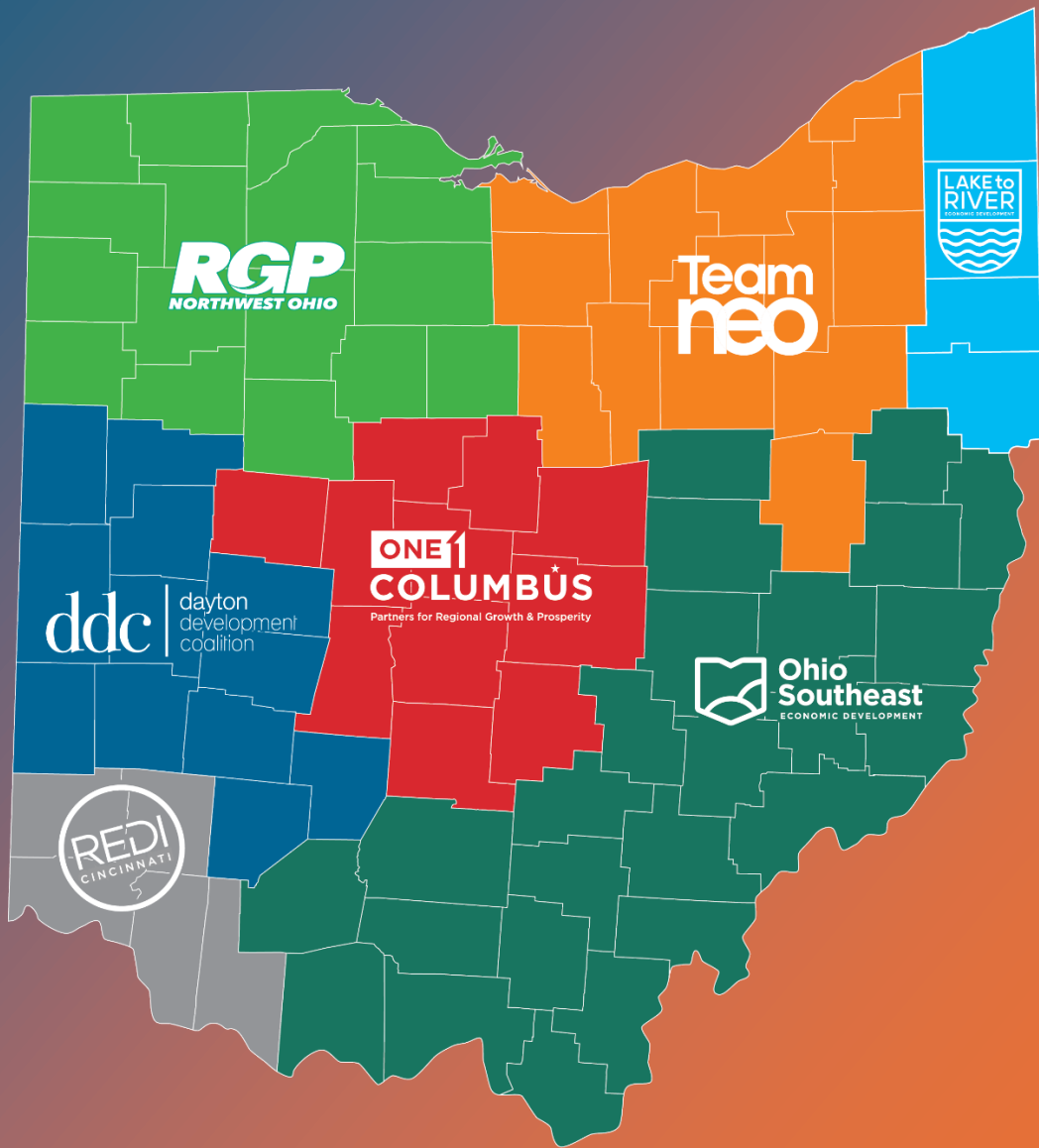
Team NEO 2025 Site Strategies



Our Mission Statement

Team NEO retains, expands,
and attracts business, jobs, and
opportunities to Northeast Ohio





We are the designated JobsOhio network partner for Northeast Ohio

NEO has 14-Counties In Northeast Ohio

- Ashland County
- Cuyahoga County
- Erie County
- Geauga County
- Huron County
- Lake County
- Lorain County
- Medina County
- Portage County
- Richland County
- Stark County
- Summit County
- Tuscarawas County
- Wayne County



What We Do: Unique Services & Elite Delivery



JobsOhio Partnership

As JobsOhio's only Northeast Ohio regional partner, we work across county lines, connecting businesses to data, resources, sites and state incentives to help them overcome barriers, reduce risk, and grow with confidence.



Business Retention & Expansion

Proactively meeting with over 600 existing companies annually with resources, incentives and on-the-ground support.



Talent Solutions

Analyzing workforce needs and connecting companies to workforce developing programs.



Site Selection

Facilitating business attraction through corporate site selection services and proactive site readiness.



Business Investment Solutions

Delivering customized incentive strategies and deep industry analysis to secure impactful corporate investment



Business Attraction

Leading efforts to bring new businesses to Northeast Ohio with data-driven insights and seamless support.



Economic Research

Producing insights through our research team and the Vibrant Economy Indicators to benchmark and track progress.



Promote and Engage

Elevating Northeast Ohio's visibility through targeted campaigns and through leadership.

Regional Impact

TEAM NEO

Our strategy aligns with JobsOhio as well as local economic development partners who value a cohesive state, regional and local economic development strategy

Since 2015:

892

Project Wins

\$3B

New Payroll

56,000

Jobs Created

\$15B

Capital
Investment

2024 Results:

125

Project Wins

\$253M

New Payroll

3,800 +

Jobs Created

\$1.1B

Capital
Investment



Key Ohio Industries

Must be in an industry sector; B2B; no startups



Advanced Manufacturing



Food Processing



Logistics & Distribution



Aerospace & Aviation



Shale Energy & Petrochemicals



Federal & Military



Automotive



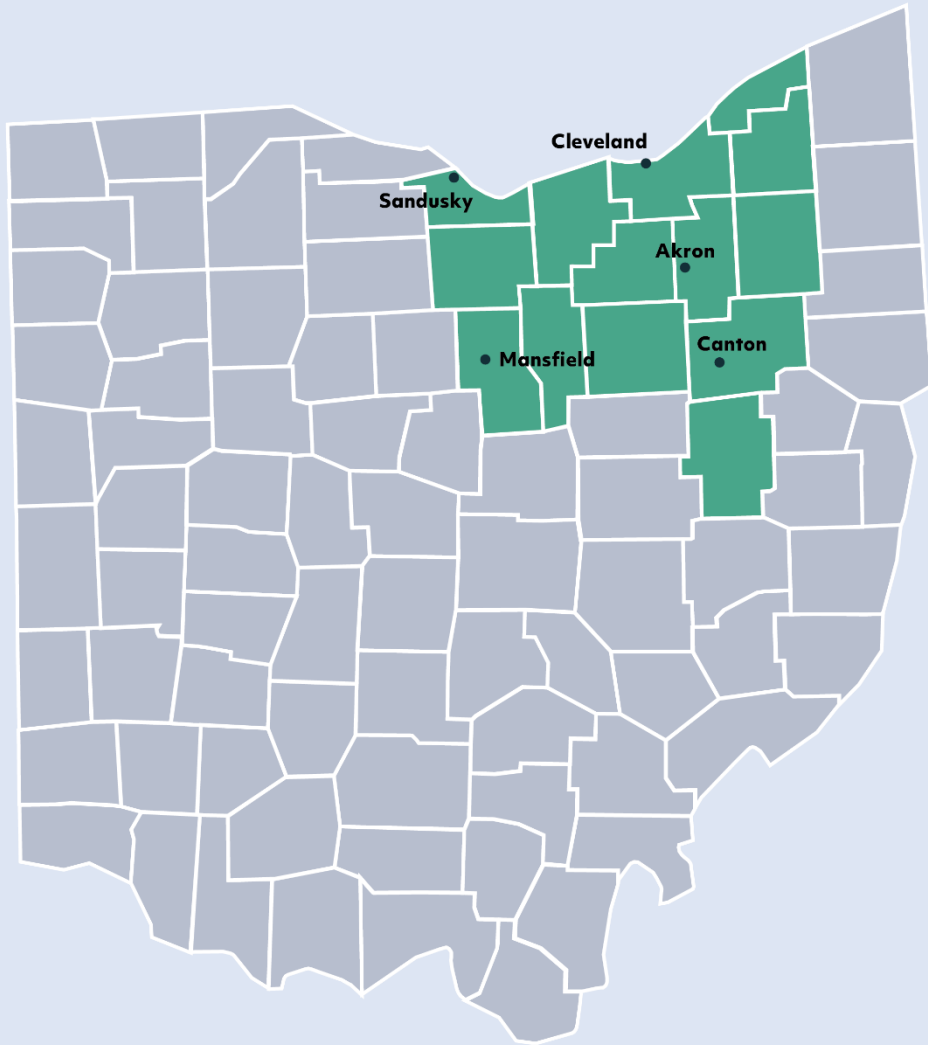
BioHealth



Financial Services



Information Technology



The Collective Power

OF THE NORTHEAST OHIO REGION

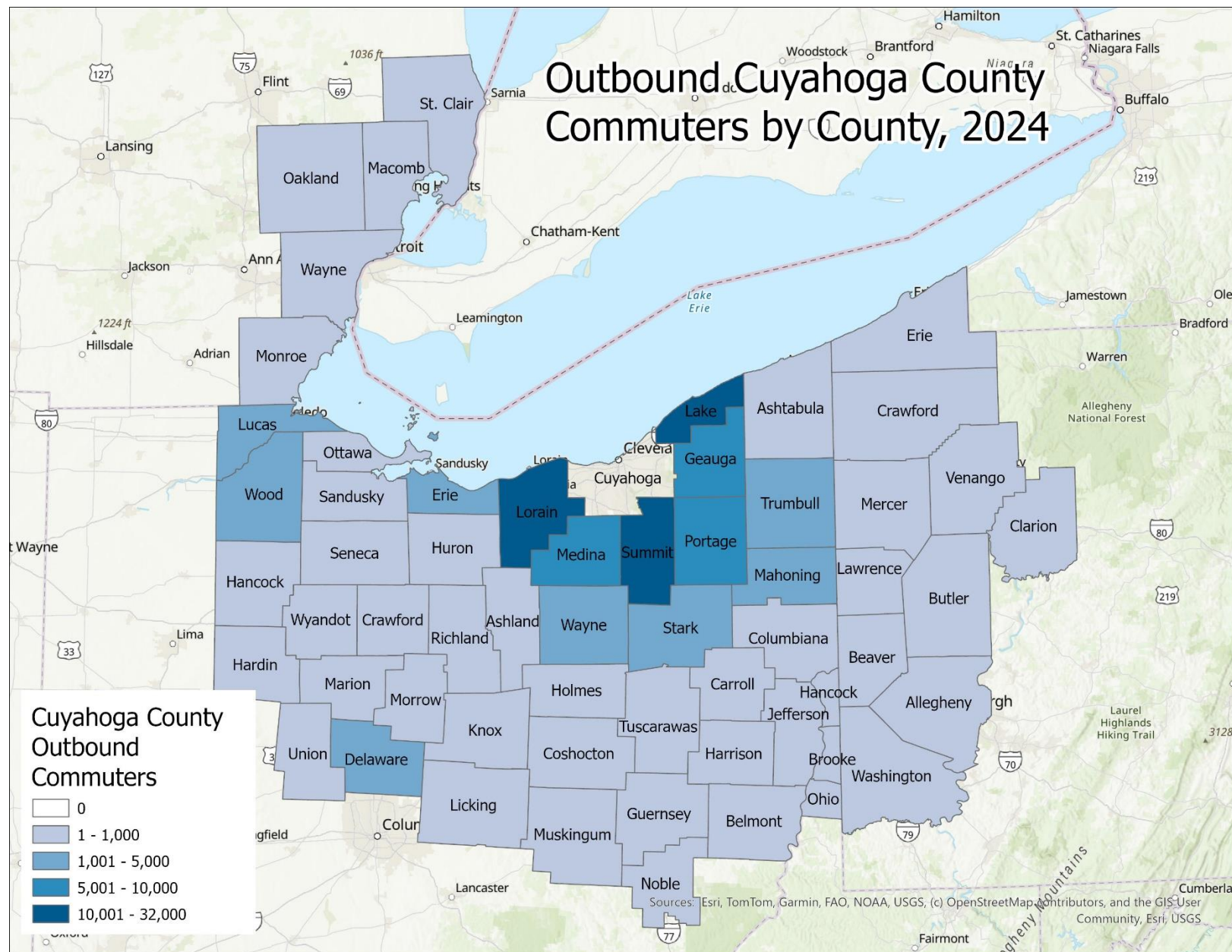
- 15th largest U.S. market
- ~40% of Ohio's economy
- \$235 billion GDP
- The most Fortune 1000 companies of any region in Ohio
- 25+ higher education institutions
- Integrated supply chains
- 7,700 manufacturers
- Collective might + unique community assets

112,914

Cuyahoga County residents commute out of the city for work

18%

**Of Cuyahoga County
resident workers commute
out of the county for work**





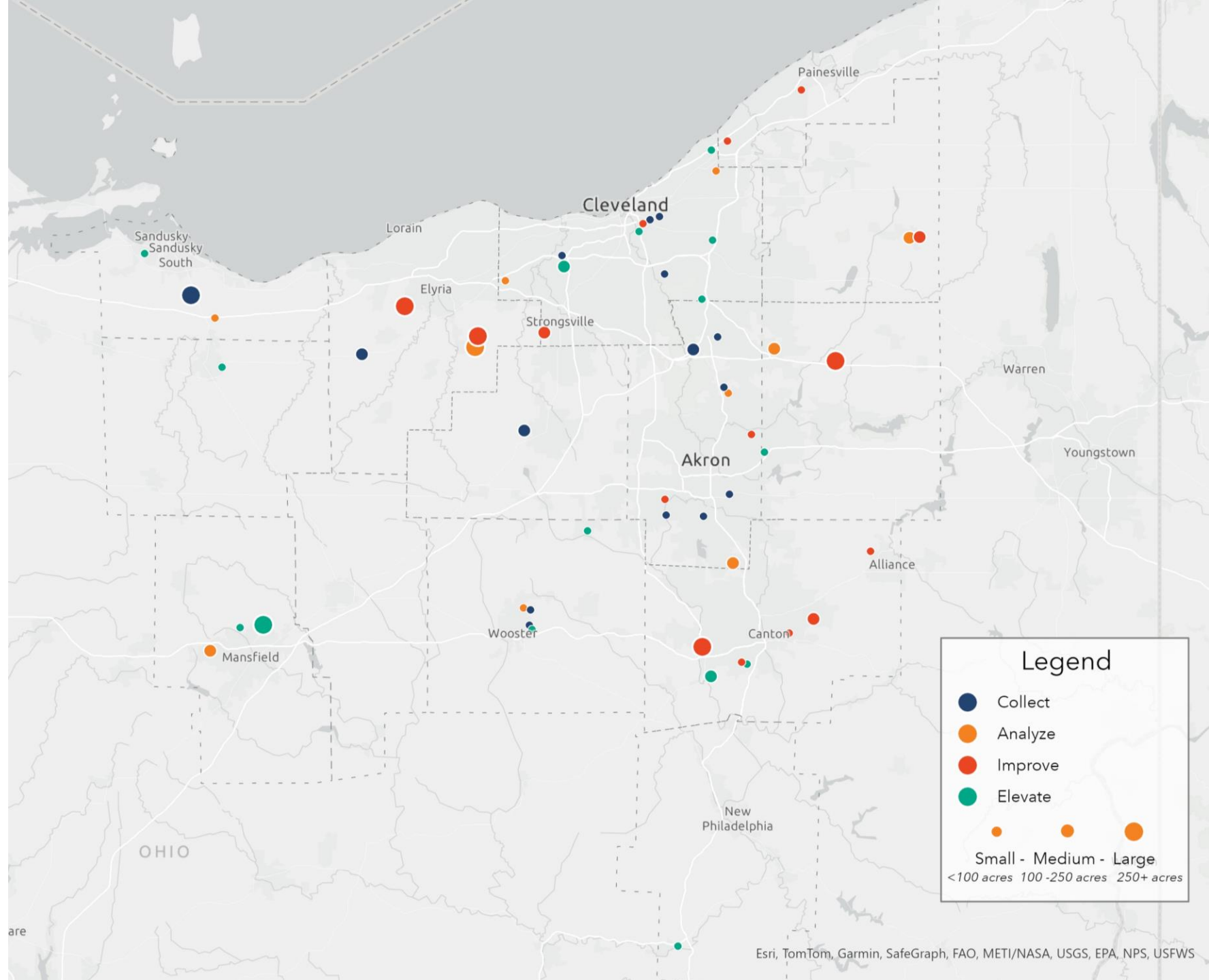
Site Inventory Supply Chain Gap Analysis

Site Type	Acreage	Total Inventory that Meets Acreage Only	Electricity (peak demand)	Natural Gas (per month)	Water/Sewer (gal/day)	Industry Supply Chains	Site Inventory Gaps	Inventory that Could Fill the Gap
Mega Site	500-1,000+	1	200 MW	1.5 MM mcf	2 MGD	Microelectronics, Electric Vehicles	1000+ acres with robust water, sewer, and electricity	1
Heavy manufacturing	100-500	45	45 MW	1.5 MM mcf	1 MGD	Batteries, Electric Vehicles	300+ acres with robust utilities and rail service	3
Light manufacturing	10-20	72	7,000 kW	5,000 mcf	50000	Food Packaging	Proximity to public transit, road, and rail service	7
General manufacturing	25 +	152	15,000 kW	50,000 mcf	500000	Food Processing, Metals, Plastics and Materials	Food grade buildings, proximity to public transit, road, and utility infrastructure	21
Research & development	5- 20	60	1,500 kW	4,000 mcf	10000	Healthcare, Medical Devices	Wet labs, R&D space in proximity to major medical institutions	0
Warehouse / distribution	20-100	145	5,000 kW	400 mcf	10000	Food/Pharma/Specialty Storage	Cold & freezer storage, redundant electricity	3
Office space	1-25	17% vacancy rate for office	2,000 kW	5,500 mcf	50000	Professional Services	none	

Sites We're Working On

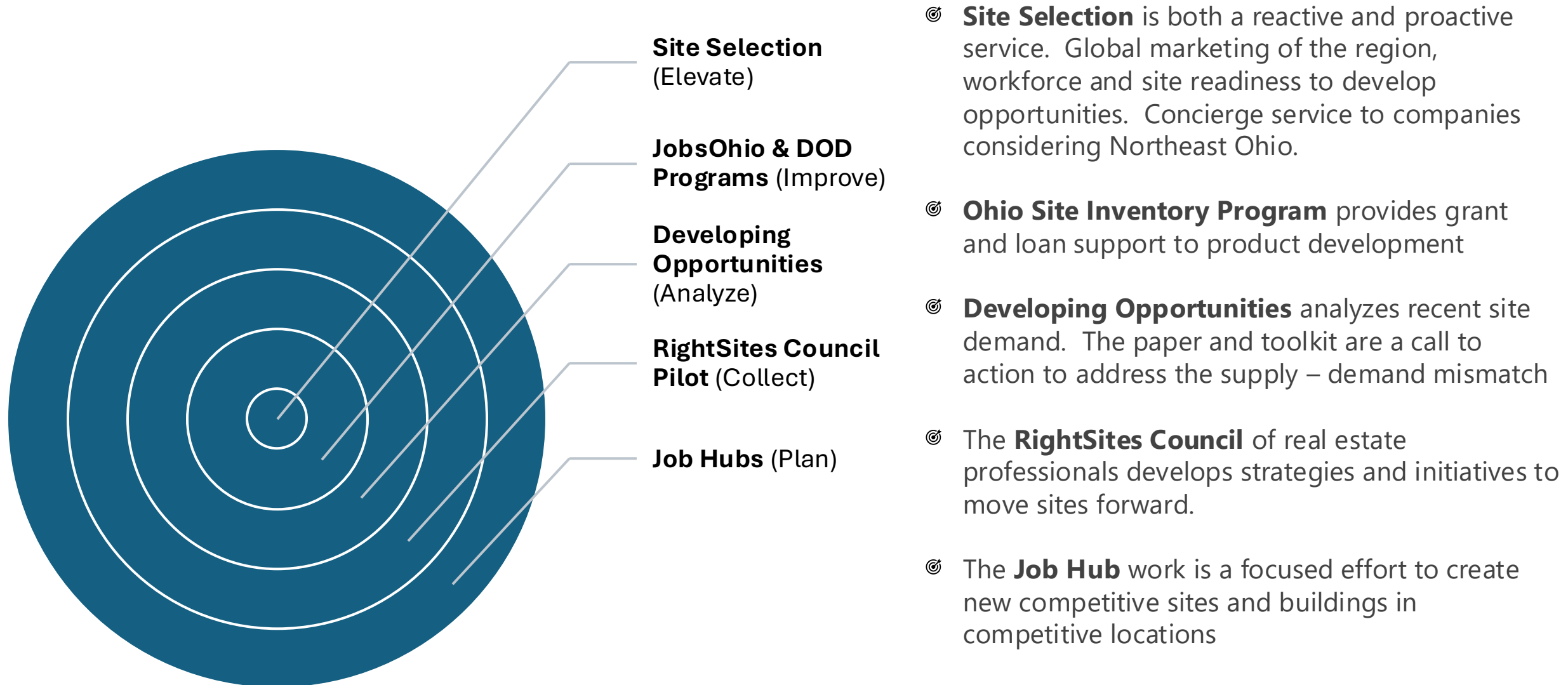
2024 WORK

Stage	# of Sites
Plan	11
<i>*not currently mapped</i>	
Collect	15
Analyze	11
Improve	15
Elevate	15



Team NEO Site Strategies

Each stage of the funnel aligns with a specific Site Strategy, creating support every step of the way



The Development Funnel helps Team NEO track progress on our most competitive sites

Developing Opportunities

Team NEO Proactive Site Development Strategy

What is Developing Opportunities?

Research and insights on recent site inventory demand. The report and toolkit are calls to action to address the supply-demand gap of available site locations in NEO.

The goal is to enhance our region's competitiveness for business investment and the probability of securing more manufacturing attraction deals.

Leveraging AI in Economic Development

As an economic developer, leveraging AI tools like ChatGPT can significantly enhance site development readiness and location analysis. While AI tools don't replace your expertise, they assist in ideation, content creation, and streamlining complex tasks, making your work more efficient and insightful. Here's how AI can be integrated into the work Developing Opportunities Site & Location Analysis Toolkit:



Practical AI Prompts for Economic Developers you may Consider Trying

- "As Chief Sales Director for this site, create a sales strategy targeting Fortune 500 companies in [industry, e.g., manufacturing, tech]. Include an outreach plan with specific contact channels, key messaging that explains how the site's advantages reduce time, minimize risk, or save money, talking points for decision-makers (e.g., CFOs, COOs) on time, risk, and financial benefits, and urgency-building techniques to close deals quickly. Use clear subheadings for each section."
- "Assume the role of Chief Real Estate Officer for a large food company evaluating potential sites for a new manufacturing facility. Provide a list of top priorities for site selection (e.g., utility access, transportation links, workforce availability), and any unique requirements specific to food manufacturing."
- Use ChatGPT to upload an example ZoomProspector Record that you like and for example, ask ChatGPT to create a similar, engaging site overview for [site name], focusing on unique attributes like infrastructure, local labor pool, and proximity to major transportation. Ask for a professional tone, geared toward attracting [specific type of investor or company type].
- In Real Estate Writer Pro (a custom GPT), input your site's address, key details, and any visuals. Ask it to draft a concise, engaging brochure narrative that highlights why this site is ideal for [target industry]. You can then copy the content into related AI tools like ChatGPT for further refinement.
- Upload your site record into Chat GPT and ask it to generate a list of "attributes and competitive advantages."
- "Identify recent factors driving growth in [specific industry, e.g., manufacturing, tech], or significant investment trends benefiting from these trends."

Some tips to consider when ideating in Chat GPT

- Be Specific in Prompts:** The clearer your prompts, the better the responses. Include context, desired outcomes, and constraints.
- Iterate Freely:** Ask follow-up prompts based on responses.

DEVELOPING OPPORTUNITIES • Prepared by TEAM NEO

Expedited Permitting

Concept Idea #3: Economic Developers Need to Get More Involved in Building, Fire, Engineering Processes

- Economic developers should engage with building, fire, and engineering professionals to deeply understand the plan review & permitting process & identify improvement opportunities, then be prepared to share policies and procedures with companies and developers.
- Collaborative efforts will lead to more efficient procedures and better stakeholder outcomes.

Additional recommendations to consider include:



Conclusion

Script for Discussions with Electric Providers

Our Industry Sheets provide key utility trends specific to electrical infrastructure to guide your site preparation. Collaborating with electric utility providers is essential to assess what's required to meet the site's power demands and capacities outlined in your market strategy. Understanding the limitations and opportunities of nearby electric infrastructure, such as proximity to distribution and transmission lines, will help determine the site's potential to attract large energy users or meet special power requirements.

When engaging with electric utility providers, your goal is to gain detailed insights into the infrastructure assets, such as power line size and location, substation proximity, and the feasibility of accommodating varying power needs. Below are critical questions to ask, many of which are also found in our Intake Form, to help you assess and market the site to potential end users with electric needs.

You can use the points below as an agenda during a virtual meeting or call. Team NEO has had much more success working in person or via virtual meetings with our electric providers.

Electric Utility Discussion Points:

- Distance to Nearest Electric Line:** What is the distance to the nearest distribution electric line (<69kV) and the nearest transmission electric line (>69kV)? What is the nearest transmission electric line voltage (kV)?
- Distance to Nearest Substation:** What is the distance to the nearest substation?
- Line Locations:** Can you provide the line locations?
- Electric Infrastructure Notes:** Can you provide notes about the electric infrastructure that would help us assess attributes and practical limitations? What are additional strengths about the electric infrastructure that would help market the site to an end user?
- Type of User:** Would this site be a good candidate for a large electrical user or a light electrical user? Please include any details on why.
- Feasibility:** What is the feasibility (ease or difficulty) of attracting an end user with high-capacity power needs? Relative to all sites in your territory, would you consider ~5 MW feasible or unfeasible? ~10MW? >20+ MW?
 - Note: We're interested in a basic understanding of the feasibility to achieve higher capacities. You can plug in any capacities you'd like.
- Formal Load Study:** You can work with electric providers to do a more formal load study, but this is not typically available for all sites.

Food Production & Processing Industry



Great & Small Opportunities
3-35 acres or <300K square feet
(66% of food production leads)

PHYSICAL ATTRIBUTES OF SITE

- More likely to seek single tenant buildings only; land and multi-tenant buildings possible
- 16'-25' ceiling height
- Environmental and wetlands studies are crucial
- Buildings cannot have been previously used for heavy industry

LOCATIONAL NEEDS

- Proximity to residential is important (no less than ¼ mile)
- Companies are interested in practical public transportation options for employees

UTILITIES

- Electric – 2 – 5 MW at full capacity, 277/480V required
- Gas – 10K mcf/month
- Water – 100K GPD, Process water capacity may be needed
- Wastewater – 100K GPD

OPERATIONAL NEEDS

- Zoning permits food mfg
- Explain the readiness or path to a food grade building
- Labor costs relative to the nation and/or other similar markets is meaningful
- Who are the major food manufacturing and manufacturing employers within a 60-minute drive time
- ≈ 1 job/1K square feet

Great & Large Opportunities
50-160 acres or 300K+ square feet
(34% of food production leads)

PHYSICAL ATTRIBUTES OF SITE

- Building or land
- Square or rectangle shaped site desired
- Single tenant building needed
- 32'-42' ceiling height
- All due diligence studies completed are crucial
- Not in FEMA 100- or 500-year floodplain

LOCATIONAL NEEDS

- Proximity to residential is important (no less than ½ mile)
- Companies are interested in practical public transportation options for employees

UTILITIES

- Electric – 7 – 10 MW at full capacity, 277/480V required
- Gas – 120K mcf/month, 17 PSI
- Water – 600K GPD, Process water capacity may be needed
- Wastewater – 600K GPD

OPERATIONAL NEEDS

- Zoning permits food mfg
- Operations are likely 24/7 or 24/6
- A tower or tall stack (≈60'+) may be needed
- Labor costs relative to the nation and/or other similar markets is meaningful
- Who are the major food manufacturing and manufacturing employers within a 60-minute drive time
- 1.5 jobs/1K square feet

EXPLORE YOUR OCCUPATIONAL COMPETITIVENESS

Investigate these priority 2-4-digit Occupation Profiles (SOC): Production Occupations; Food Scientists & Technologists; Food Science Technicians

WANT TO LOOK DEEPER?

Investigate these common 3-4-digit Occupation Profiles: Industrial Production Managers; Food Scientists & Technologists; Food Science Technicians; Food Preparation Workers; Industrial Machinery Installation, Repair & Maintenance Workers; First-Line Supervisors of Production & Operating Workers; Assemblers & Fabricators; Food Processing Workers; Metal Workers & Plastic Workers; Other Production Occupations

Industry Sheets

Developing Opportunities & Business Attraction

2025 YEAR-TO-DATE INSIGHTS

80+ Site Searches (YTD)

On pace to surpass prior years

70% Seeking Existing Buildings

Median: 62K-98K SF - mostly single-tenant

FTZ Access

Projects flagged FTZ as critical

Rail & Ceiling Heights

First drop in 5+ years

International Activity

Rebounded to 53.4%

Cluster Trends & What May Be Driving Activity

Advanced Manufacturing: Surging on tariffs, reshoring, federal incentives.

Automotive: Shifting from OEM plants to supplier-driven projects.

Healthcare: Spiking – more leads than the past three years combined.

Food & Ag: Steady, infrastructure-intensive, speed-to-market driven.

Aerospace & Aviation: Low volume, high impact – both sourced by Team NEO.

Open Questions & Surprises

Policy Impacts: Are election cycles and new incentives driving real projects – or just more “looks”?

Shifting Preferences: Lower ceilings & smaller single-tenant buildings – long-term trend or short-term blip?

Healthcare Surge: More leads than last 3 years combined – growth in sector, or more Ohio visibility? What are these projects asking for?

Inventory Gap: Mid-size, stand-alone buildings remain scarce – why isn't the private market delivering?

Business Development Travel Calendar 2025

90

Attraction Leads
Generated

57/33

Int vs Dom

7 International Missions

Europe, Asia, Aerospace, Manufacturing, Food Processing, Tech, BioHealth

14 Domestic Missions

Tech, Auto, Polymer, BioHealth, Manufacturing, Food Processing, Semiconductor, Packaging, Automation

53 Site Selection Consultant Meetings

Site Selectors Guild, NextGen, IAMC

London

Partners such as Cleveland Clinic, Jones Day, EY are hosting business leader events with Team NEO

The Business Development team is holding company meetings for current leads, HQs and high value prospects.

JobsOhio / Ohio marketing visible throughout the week

Top 10 Factors in Site Selection

- Energy availability (#6)
- Available land (#4)
- Availability of skilled labor (#1)
- Expedited Permitting (#9)
- Proximity to suppliers (#5)
- Energy costs (#4)
- State and local responsiveness
- Property tax (new)
- State and local incentives
- Highway accessibility

What are consultants saying about site selection?

A responsive state and local government, incentives offerings, and site readiness now outweigh the long-term costs in the location decision

What are consultants saying about 2025?

How much are current economic conditions affecting your clients' investment plans?

Greatly	20%
Moderately	52%
Slightly	15%
Not at all	0%

Which will most affect your clients' investment plans for 2025?

Energy availability and costs	43%
Economic pressures	33%
Labor availability	18%
Supply chain reliability	6%

Are you currently working with any international companies / foreign direct investment (into U.S.)?

Yes	90%
No	10%

Top 10 Site Selection Priorities and You

Site Selection Criteria	Economic Development Role
Energy availability	Capacity at the site today, closest 135kv line
Available land	Know EVERYTHING about sites on the market, identify potential 30+ acre sites
Availability of skilled labor	Use regional numbers in all communications (website, marketing, etc), maintain relationships with k-12 and technical schools
Expedited permitting	Know the process and timeline for permitting, have a plan to expedite
Proximity to suppliers	Maintain relationships with existing industry (BRE)
Energy costs	Maintain water and sewer relationships, know utility partners
State and local responsiveness	Plan and practice for a site visit
Property tax	Know your tax rate and how it is calculated. Maintain k-12 relationships
State and local incentives	Scenario plan incentive offers based on the personality of the site
Highway accessibility	Distance and turn radius to a 4 lane, capital plan

“Buzz Words”

TEAM NEO

When to Call Team NEO?

Company in one of the **Industry Sectors** and plans to:

- Buy new equipment
- Expand or renovate their physical space
- Search for a new building to purchase
- Hire to meet increased product demand
- Train existing and new workers
- Innovate process or product

Qualify both Company & Project

TEAM NEO

JobsOhio Small Business Grant Criteria

- Established company (end user) with minimum of \$100K to maximum of \$25M in annual revenue (additional consideration if majority owned by an underrepresent population – MBE, WBE, Disabled or Veteran)
- Company is in a JO industry sector
- Customers are businesses (B2B)
- Break even or positive net income
- Making strategic investment that would benefit the company's bottom line and future success
- Company payroll and/or employment will increase at least 10% as a result of the project
- Costs eligible for reimbursement (list of eligible costs on website)
- Financial capacity to fund the project. All JO grants are reimbursement based and loans are take-out financing
- Grant value are \$25k or \$50K (majority \$25K)

[JobsOhio Small Business Grant](#)

Project Torrent Duck

TEAM NEO

8 new FTEs

3 retained FTEs

\$518K payroll

\$120K in M&E



Case Study: Business Banking Client

Company & Opportunity

- Torrent Duck commercial baker that sells to local and national grocers (B2B).

Opportunity

- Company qualified for Global Food Safety Initiative (GFSI) Certification. This certification would allow them to sell products to all retailers and internationally. Planned to increase production capacity with a new equipment and hire additional staff.

Partnering with JobsOhio & Team NEO

- Company is a small business and veteran owned.
- Lead referred to Team NEO by senior lender. The company received a \$50K JobsOhio Small Business Grant for the commitment of 8 new FTEs (created over 3 years) to be applied against the M&E. (typical JOSBG value \$25K)

Project Cataclysm

TEAM NEO

Case Study: Non-Financial Resource Example

Company & Opportunity

- \$50M Advanced manufacturing company. New ownership and capital infusion
- Plans to pivot into higher margin products - Invest in IP and cutting-edge research to expand product application

Team NEO's Consultation

- 100-year old facility; Company was looking to relocate
- How to think about site selection? - Where are your workers coming from & how do they get to work (reco: zip code analysis)
- Retro-fit vs. new build? Magnet and Rudolph Libbe (Time and Money)
- Higher end products - type of employee needed (Ohio Means Jobs, Cuyahoga Skill-Up & Tech Cred)
- Electric provider and the transformer
- Supply Chain diversification
- Customer introductions

Qualify Speculative Real Estate Project

TEAM NEO

Ohio Site Inventory Program (Real Estate)

Overview

- OSIP offers grants and loans for speculative site and building development across Ohio.
- Targeted Industries: Advanced Manufacturing, Aerospace, Automotive, Energy, Healthcare, Logistics, Technology, and more.
- Eligible Projects: Sites ≥ 30 acres, full infrastructure, with no identified end-user.

Eligibility

- Who Can Apply: Developers, port authorities, nonprofits, and local governments.
- Site Types: Greenfield or Brownfield (≥ 30 acres preferred), or speculative buildings meeting industry specs.
- Requirements: Market analysis, site plans, cost estimates, and financing in place.

Guiding Principles for OSIP Projects

- Lead Development Entity must be identified
- Phase I ESA required; Phase II ESA if recommended
- Reimbursement-based Program
- Strong Preferences: Experienced partners, statewide portfolio, sites ≥ 30 acres
- Prioritized: Job creation, brownfield redevelopment, and inventory gap projects

Key Benefits:

- Grants up to \$2M and Loans up to \$5M (50% of project costs)
- Stimulate Job Creation and attract business investments
- Team NEO helps identify projects and connect developers



Contact Us

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