



LAS VEGAS
GLOBAL ECONOMIC ALLIANCE

Dynamics Shaping Today's Corporate Site Selection Decisions

Las Vegas, Nevada
March 12, 2026

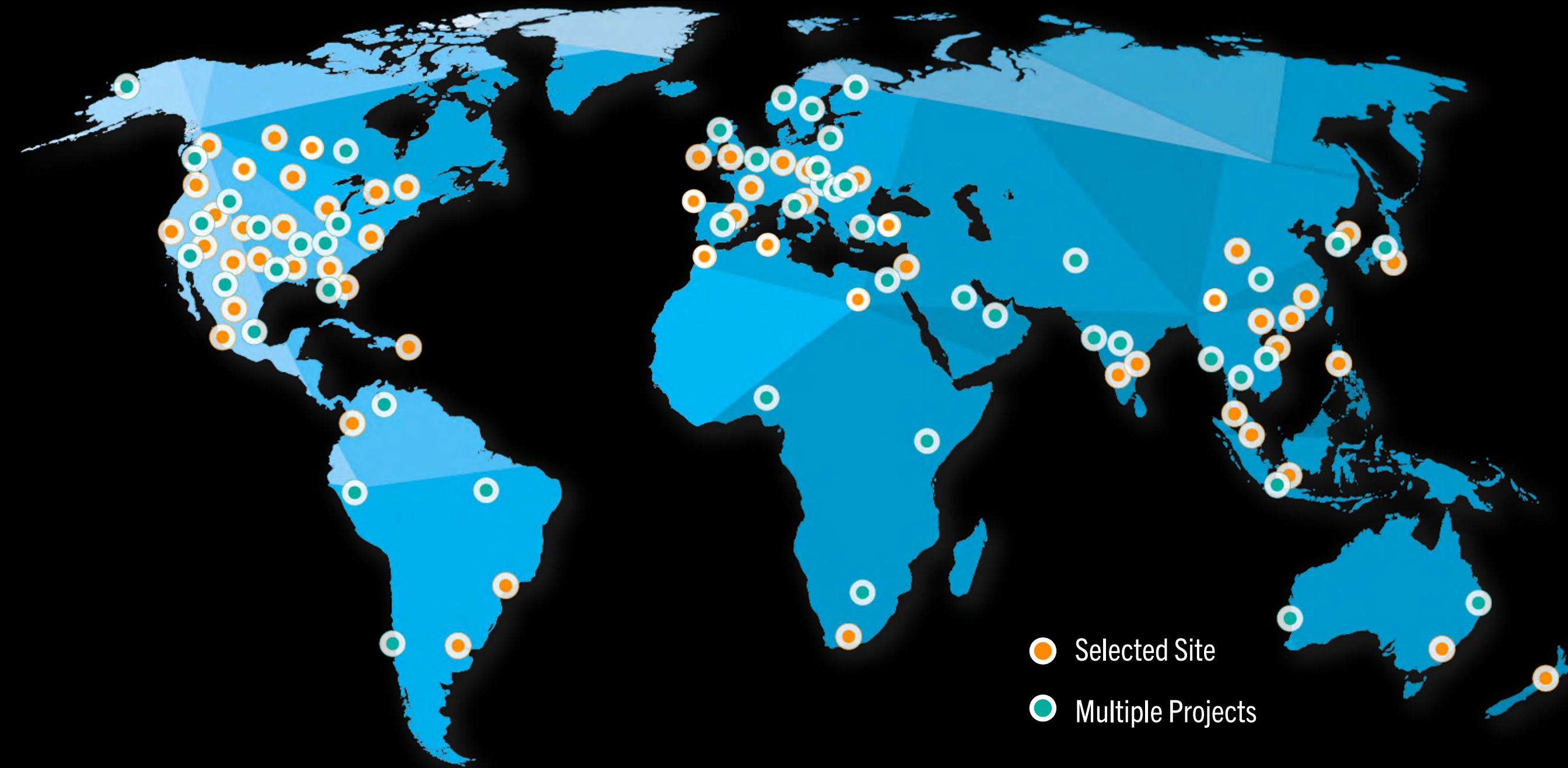
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About Hickey



We combine one of the largest independent site selection firms in the world, an international think tank, a foundation, and an economic development consulting practice into an integrated team.

EXTENSIVE EXPERIENCE **AROUND THE WORLD**



HICKEY

A NEW ERA IN SITE SELECTION

HICKEY GLOBAL

ECONOMIC DEVELOPMENT CONSULTING

THE
HICKEY
INSTITUTE



*You work in a globally connected environment;
and you need a global firm - **HICKEY***

About Hickey



EXTENSIVE EXPERIENCE IN NEVADA



For nearly 40 years, our legacy serving global clients with strategic site selection services. HICKEY has led 1,000s of projects around the world for our diverse set of clients across all industry sectors and asset classes.

What are the top risk factors impacting Site Selection and Economic Development?



Shifting Trends in Location Strategy



For **every dollar** of U.S. gross domestic product, **at least 20% more** logistic space is needed today than before the pandemic

Every company has shifted from **'just-in-time'** to **'just-in-case'**

Geographic **investment diversification** underway on a global scale

Community engagement is **unprecedented** and can be **unpredictable**

Some regions in North America are going to become **flash points for workforce scarcity**

Many companies have **established alternative supply chains** in the event of **global tariffs**

Power rates are increasing across most of the USA

Natural Disasters

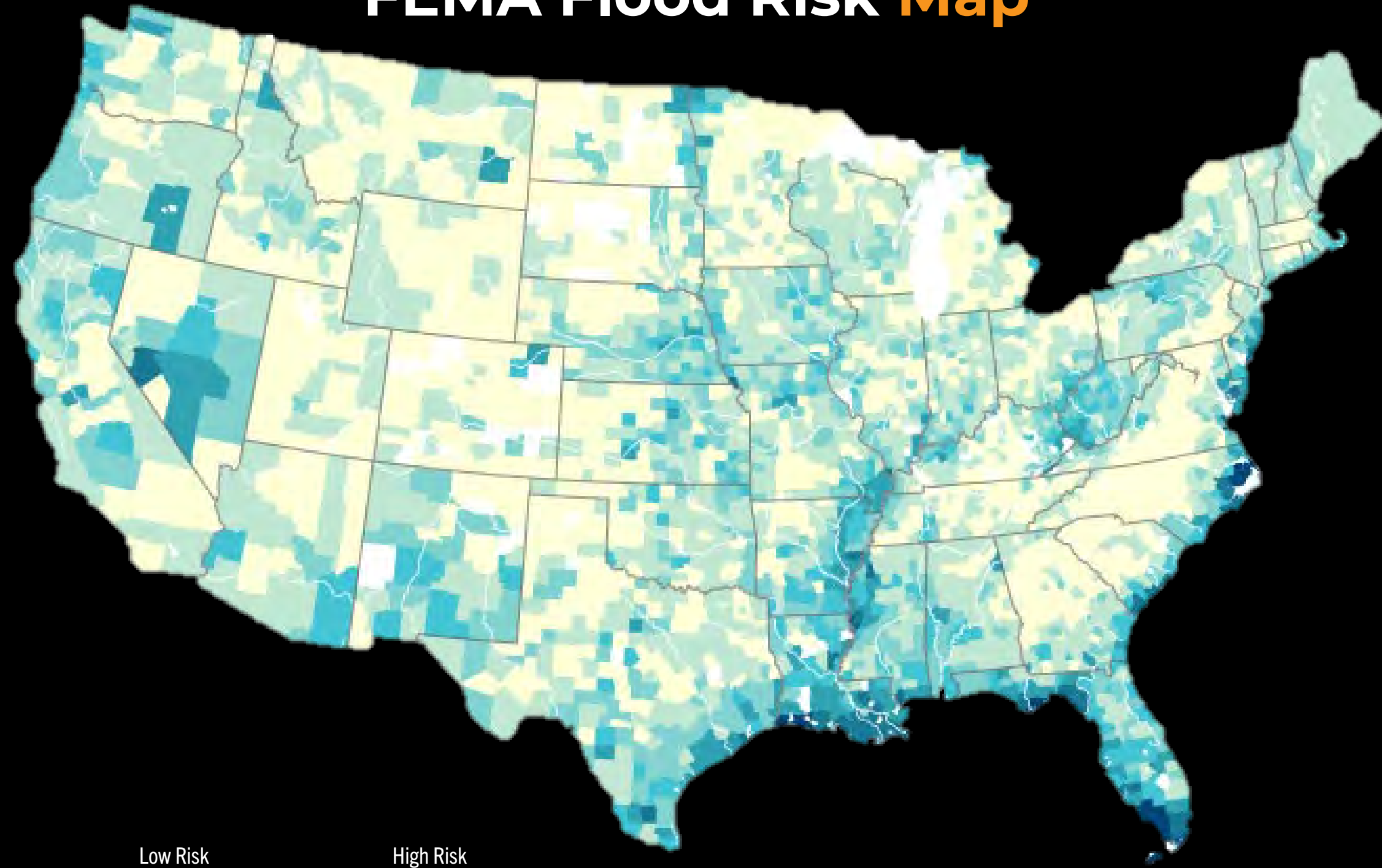
Risk: Natural Disasters



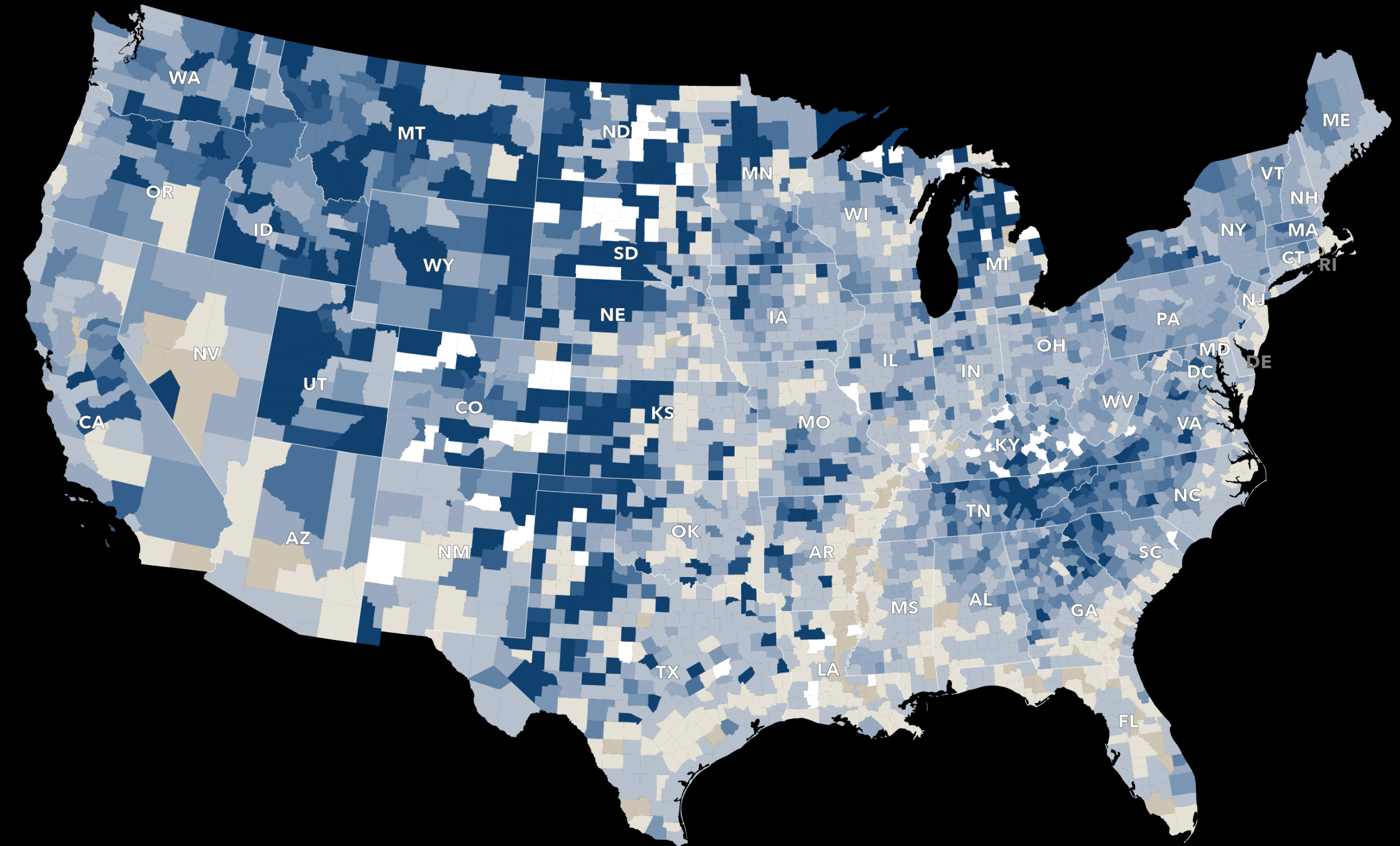
- A primary reason to consider natural disaster risks in site selection is to **ensure business continuity**.
- When a facility is located in an area prone to flooding, wildfires, or hurricanes, it faces a higher **probability of disruptions that could halt production, delay shipments, introduce major supply chain interruptions, or temporarily displace employees**.
- For example, **a manufacturing plant located in a floodplain** may experience **operational downtime due to inundation, requiring costly repairs and cleanup efforts**.
- Similarly, a **data center in an earthquake-prone zone** without adequate seismic protections may face **significant damage, leading to data loss and service interruptions**.

Navigating Outdated Flood Maps

FEMA Flood Risk Map

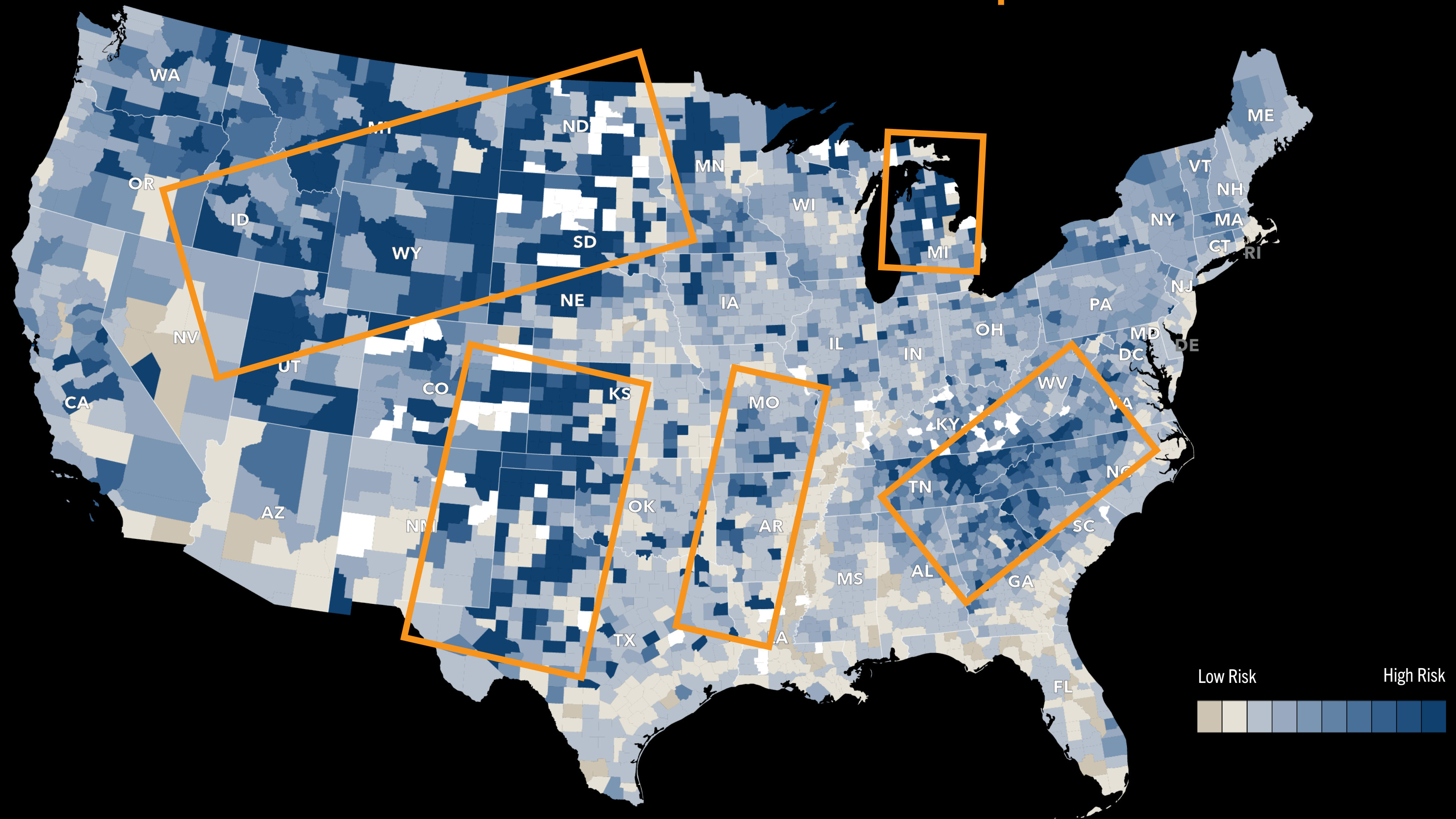


First Street Risk Differential Map



Navigating Outdated Flood Maps

First Street Risk Differential Map



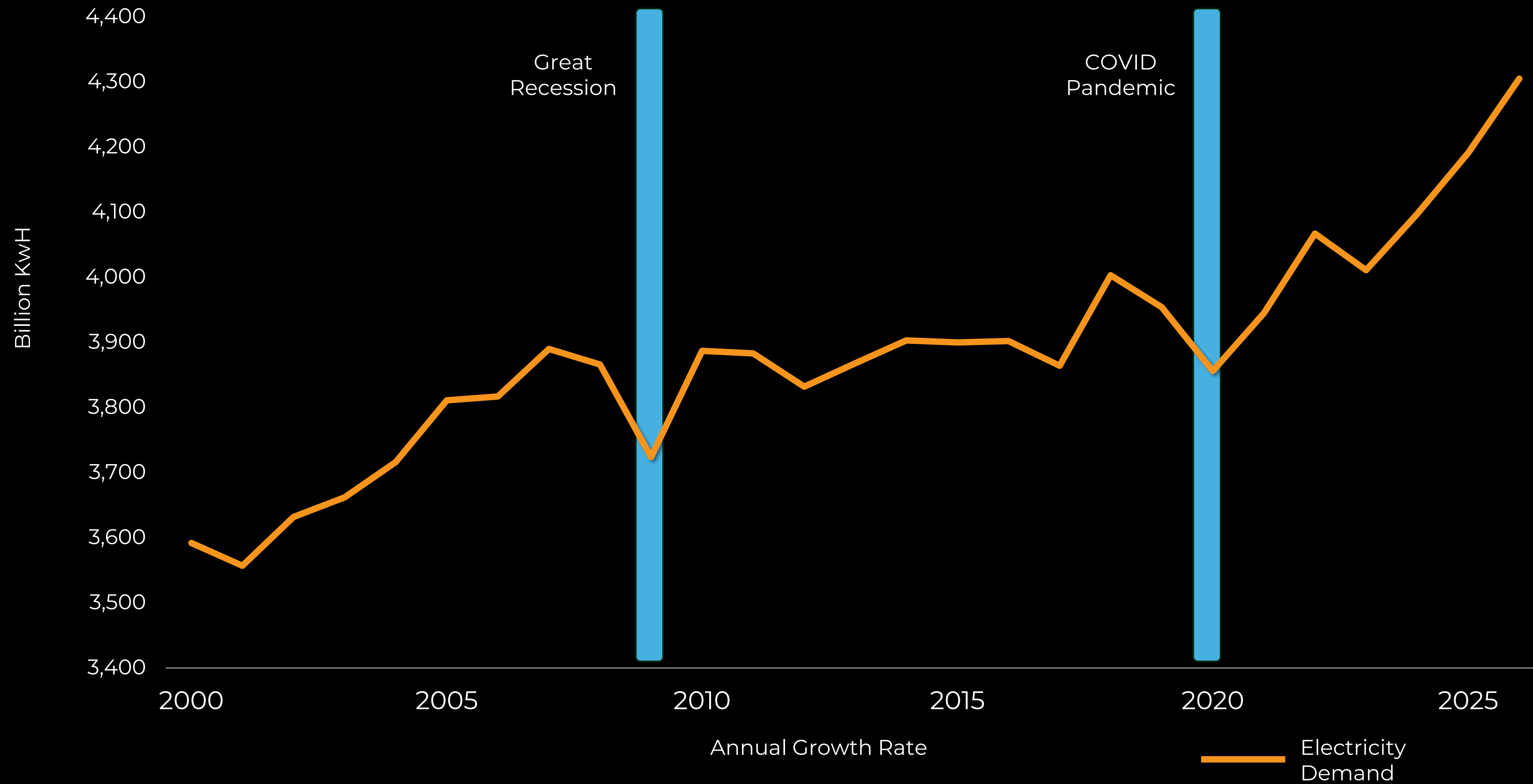
Power & Infrastructure

Unprecedented Power Demand



U.S. Electricity Consumption Growth Rate

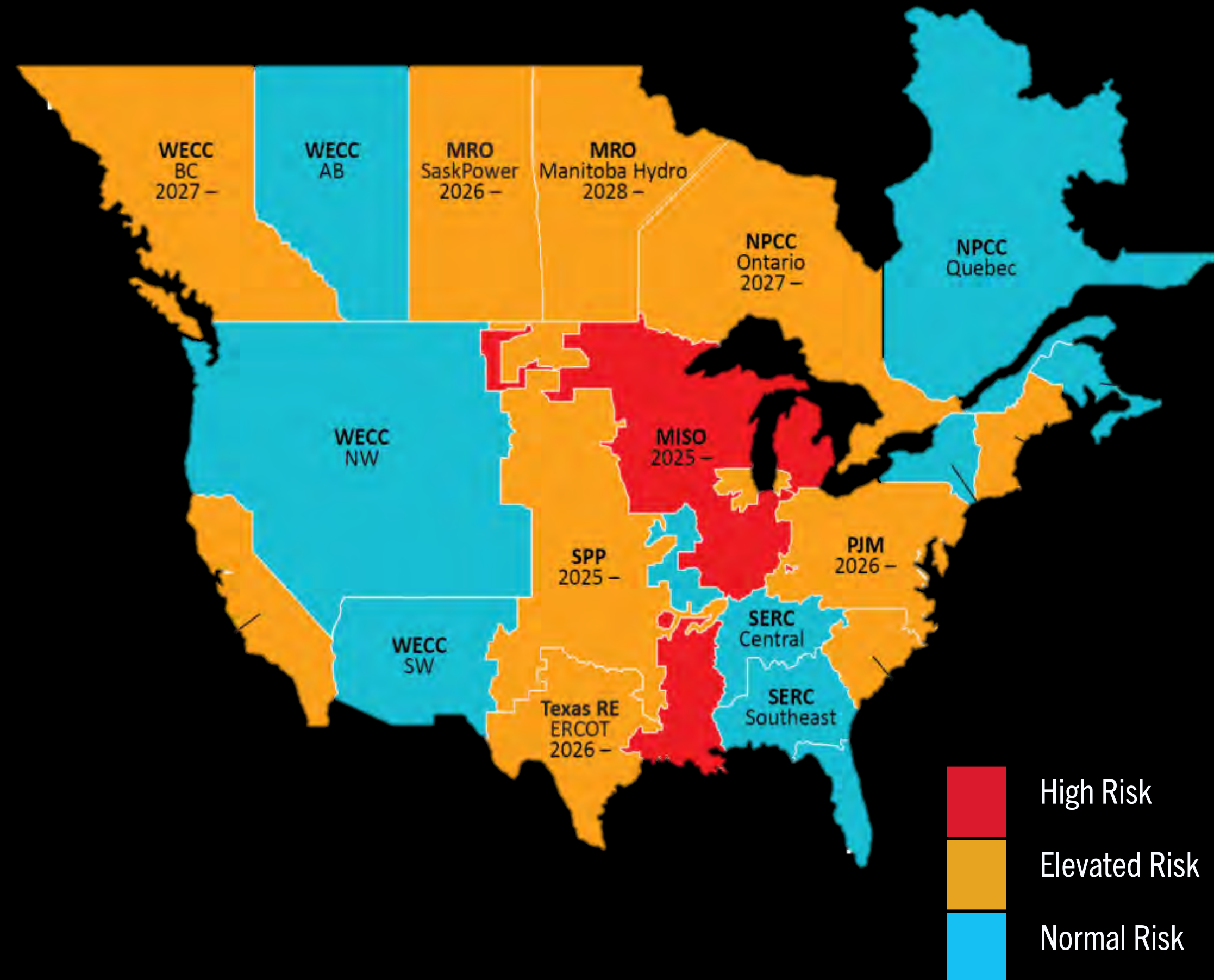
EIA Short Term Energy Outlook 2025



Running Out of Power

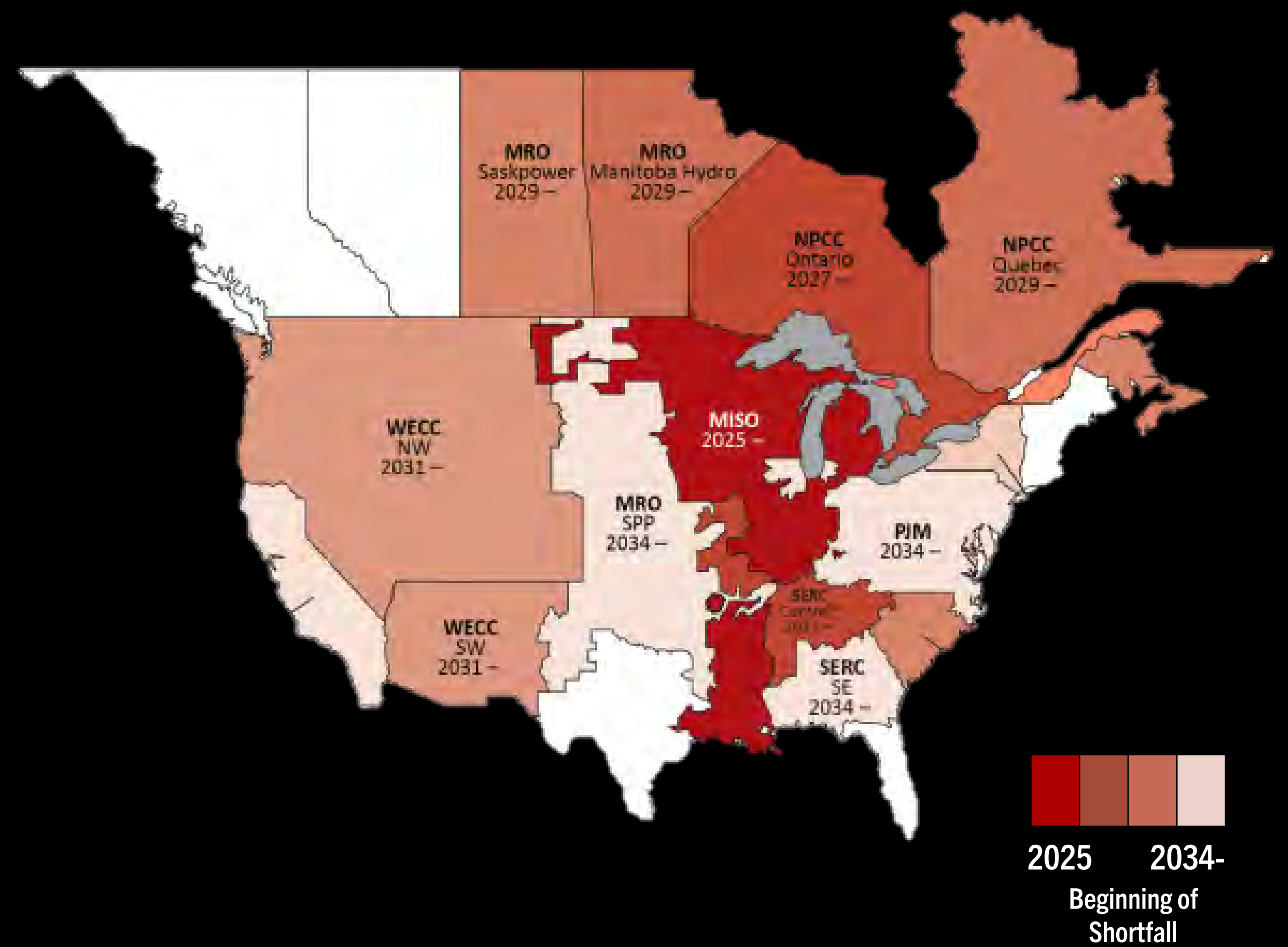
NERC Long-Term Reliability Assessment

Risk Areas 2025-2029



Projected Reserve Margin Shortfall Areas

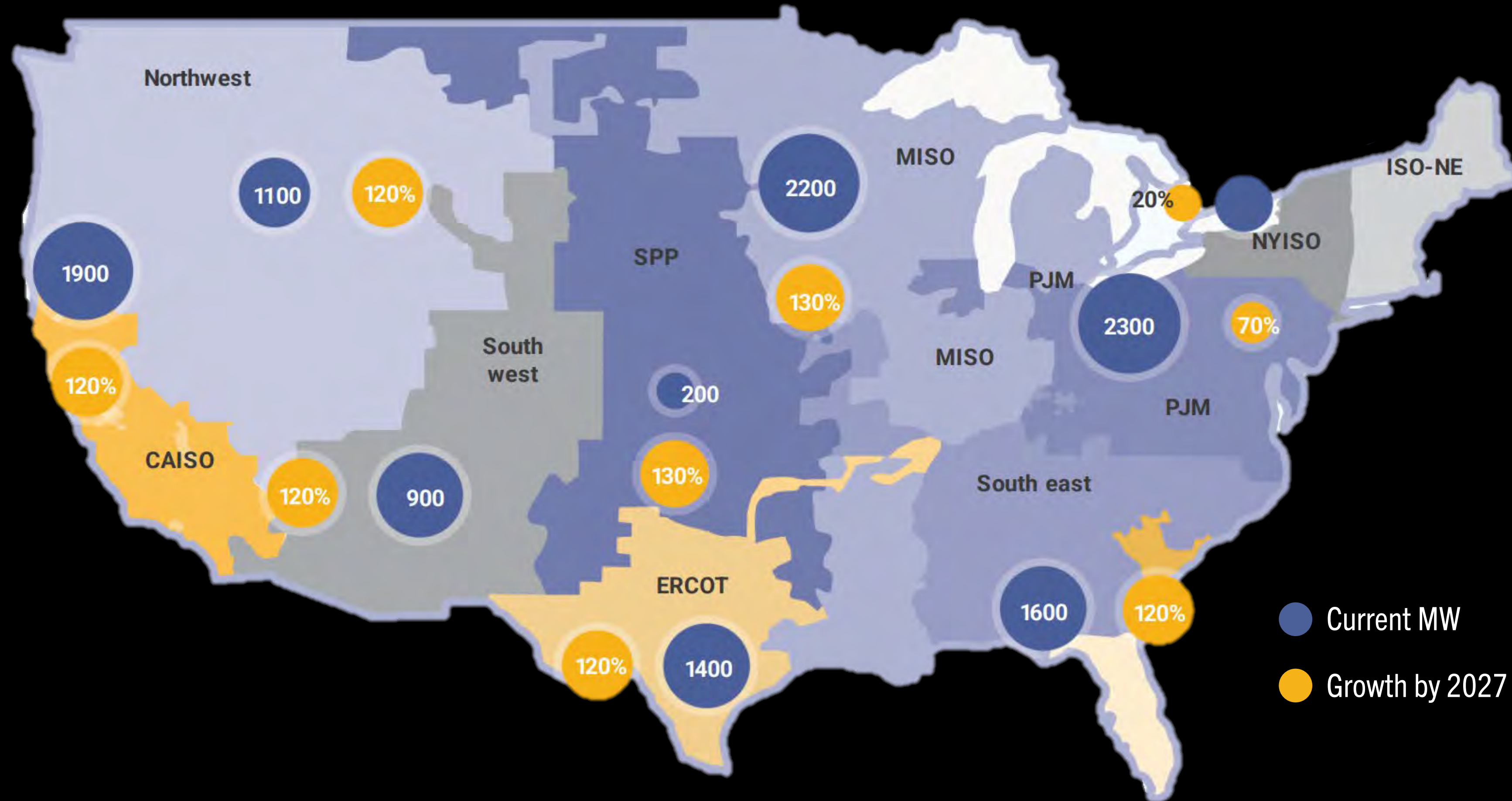
2025 through 2034



Unprecedented Power Demand

Data Center Demand

Growth by 2027



Increasing Power Costs

- States with the largest average electricity price growth rates:

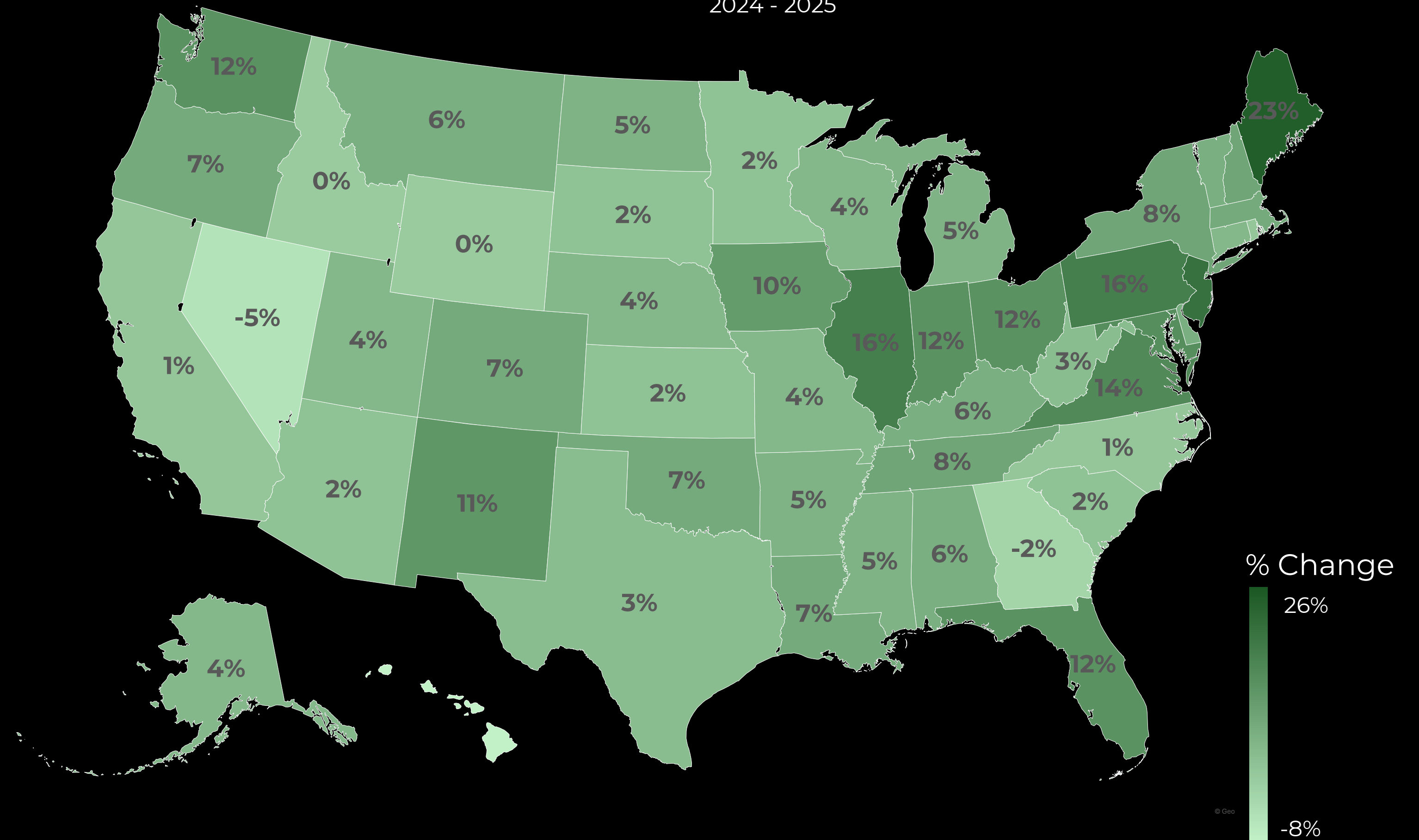
Maine, New Jersey, Illinois, Virginia, Washington

- States with the lowest average electricity price growth rates:

California, Georgia, Carolinas, Nevada, Idaho, Wyoming

Change in U.S. Electricity Prices

2024 - 2025



Navigating the Power Risk



- All too often, companies don't adequately **quantify the power requirement** for a prospective facility or existing site expansion
- By **understanding what the requirements are** for a new site and/or expansion during the planning phase can be vital for **resiliency and risk management** in the future
- Defining the **power requirements for at least the next 5-10 years**, is vital to sound location strategy
- Not only does the company need to do the **due diligence on the infrastructure** and power capacity to the site for initial operations, but also **assess long-term viability**
- Understand the **time required to have the due diligence and studies** to be completed – process can take years to complete

Workforce & Immigration

Shifting Workforce

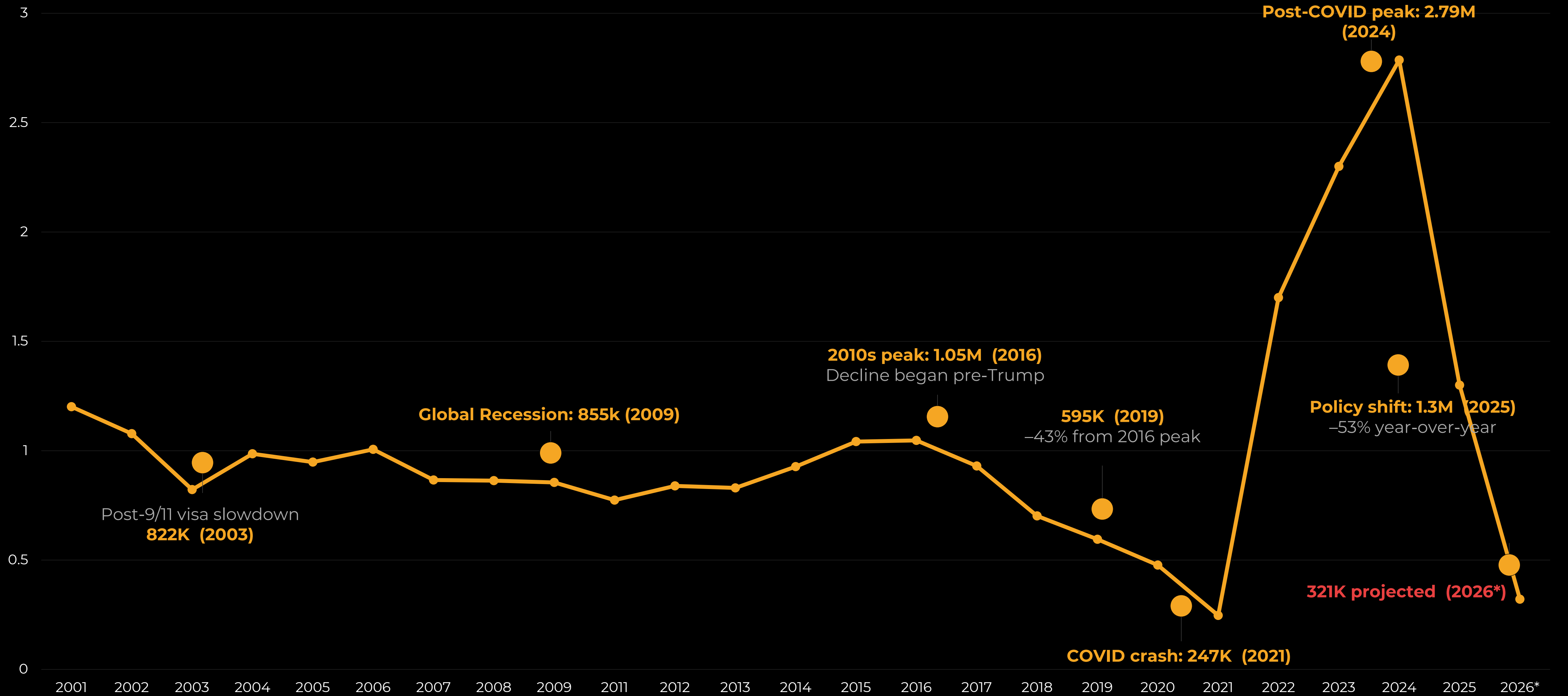


U.S. Labor Participation Rate

BLS, August 2025



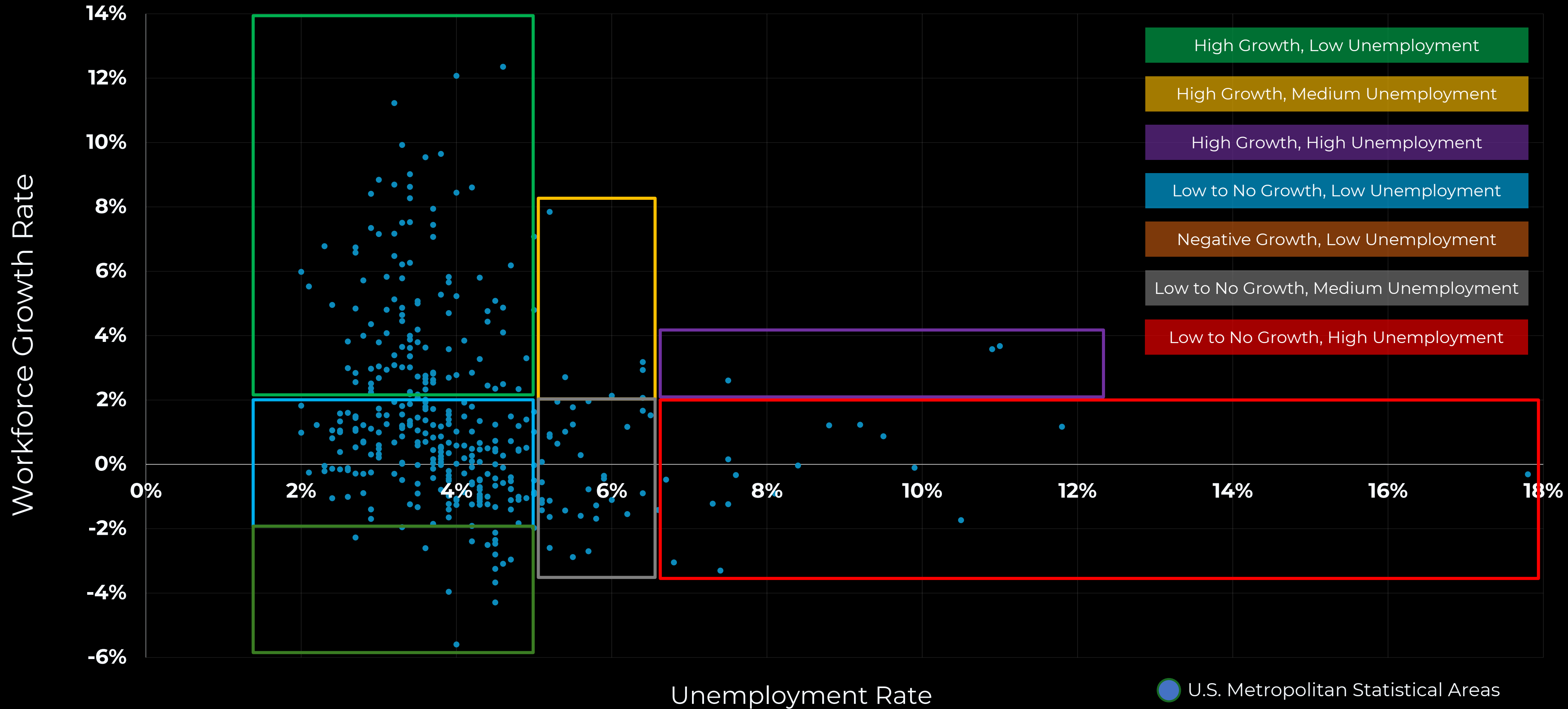
Historical Decline in Net Immigration



Source: U.S. Census Bureau Vintage 2009, 2019, 2024 & 2025 Population Estimates. 2010 excluded (3-month partial year). 2026 = Census projection.

Shifting Workforce

Hickey Workforce Longevity Model Workforce Growth vs Unemployment Rates



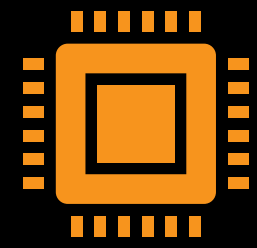
Source: Hickey Analytics, U.S. Census Bureau, U.S. Bureau of Labor Statistics, U.S. Federal Reserve

Shifting Workforce

- Availability and affordability of childcare
- Access to reliable transportation
- Spousal employment
- Employment for youngest cohort
- 'Clean' vs 'dirty' manufacturing
- Access to affordable pathways to upskill their job
- First Months Rent
- Most important – Stop the brain drain

Shifting Workforce

Core Skills by 2030



AI and big data



Networks & cybersecurity



Technological literacy



Creative thinking



Resilience, flexibility & agility



Curiosity & lifelong learning



Leadership & social influence



Talent management



Analytical thinking



Environmental stewardship

Source: World Economic Forum (2025) *Future of Jobs Report 2025*

Shifting Workforce



Career Pathways

AI & Analytics

Existing Industry	Current Occupation	Transferable Skills	AI & Analytics Roles
Information Technology	Software Developer	Programming systems architecture, data pipelines	Machine Learning Engineer
Business / Finance	Business Analyst	Statistical modeling, forecasting, data visualization	Data Scientist
Operations / Logistics	Supply Chain Analyst	Process optimization, KPI analysis, automation	AI Operations Analyst

Life Sciences

Existing Industry	Current Occupation	Transferable Skills	Life Sciences Roles
Manufacturing / Engineering	Process Engineer / Quality Control Technician	Optimization, technical drawing, prototyping	Quality Assurance Specialist / Medical Device Engineer
Information Technology	Software Developer / Data Analyst	Data analysis and visualization, software coding	Bioinformatics Analyst / Clinical Data Manager
Business / Finance	Financial Analyst / Business Analyst	Budgeting and forecasting, strategic planning	Clinical Trial Project Manager / Market Access Analyst

Industry 4.0

Existing Industry	Current Occupation	Transferable Skills	Industry 4.0 Roles
Traditional Manufacturing	CNC Operator / Maintenance Technician	Precision engineering, mechanical systems	Robotics Technician / Mechatronics Engineer
Information Technology	Network Administrator / Systems Analyst	IoT connectivity, automation integration, systems optimization	Industrial IoT Specialist / Automation Systems Engineer
Engineering / Design	Process Engineer / Industrial Designer	CAD modeling, prototyping, process improvement	Advanced Manufacturing Engineer / Digital Twin Developer

Community

Engagement

Community Engagement



NO Gotion Communist-Owned Battery Plant Meeting
April 5th, 6:30 PM @ Ferris State University
SIDEWALK IN FRONT OF WILLIAMS AUDITORIUM
630 S. MICHIGAN AVE. • BIG RAPIDS • MI
Bring Your Handmade NO Signs!



Community Engagement

- More **community engagement** for infrastructure and development
- Citizens interested in who comprises company ownership
- **Environmental and social impact** awareness
- Companies adding risk mitigation factors to the decision process of sites
- Data Centers and **cost of electricity** top three issue in upcoming **midterm elections** in 2026
- Elected Official and Stakeholder training very critical

Las Vegas Region

Las Vegas Wins: Tax Policy



\$0

Corporate &
Personal Income
Tax in Nevada

The Per-Employee Math

An exec earning \$500K in CA pays ~\$66K in state income tax. Same exec in Nevada: \$0. At scale, that's millions in annual employee tax savings. A real line item in relocation conversations.

No Franchise or Gross Receipts Tax on Income

Unlike Texas (franchise tax on margin) or Ohio (CAT), Nevada levies no tax on business income or equity. The Commerce Tax applies only to gross receipts >\$4M at very low rates — a fundamentally lighter burden.

Top Personal Income Tax Rate

California 13.3%

Oregon 9.9%

Colorado 4.4%

Arizona 2.5%

Nevada 0%

No Capital Gains Tax

Nevada has no state capital gains tax. For founders, investors, and PE-backed businesses planning liquidity events, domiciling in Nevada can represent millions in savings per event. This drives HQ and holding company decisions.

Tax Foundation Rank: #4 in the Nation

Nevada consistently ranks among the top 5 states for overall business tax climate. Only Wyoming, South Dakota, Alaska, and Florida compete on this dimension, none with Las Vegas's infrastructure and market access.

Las Vegas Wins: Business-friendly



#4

State Business
Tax Climate

Tax Foundation 2024

RTW

Right-to-Work
State

Since 1952

~60 Days

Avg. Commercial
Permit

vs. 180+ days in LA/SF

Familiar, Predictable Standards

Nevada operates its own OSHA-approved State Plan, but it adopts most federal standards by reference. For multi-state operators, compliance processes are nearly identical to federal OSHA with no duplicate framework to manage.

Fast Entity Formation

Nevada LLC/Corp formation timelines are among the fastest nationally. No residency requirements for officers or directors. Strong asset protection statutes attract holding company and HQ structures.

Zoning: Industrial Supply

Henderson and North Las Vegas have proactively zoned large industrial parcels. Fewer use-variance battles vs. legacy urban markets. Entitlement timelines are faster than most Western metros.

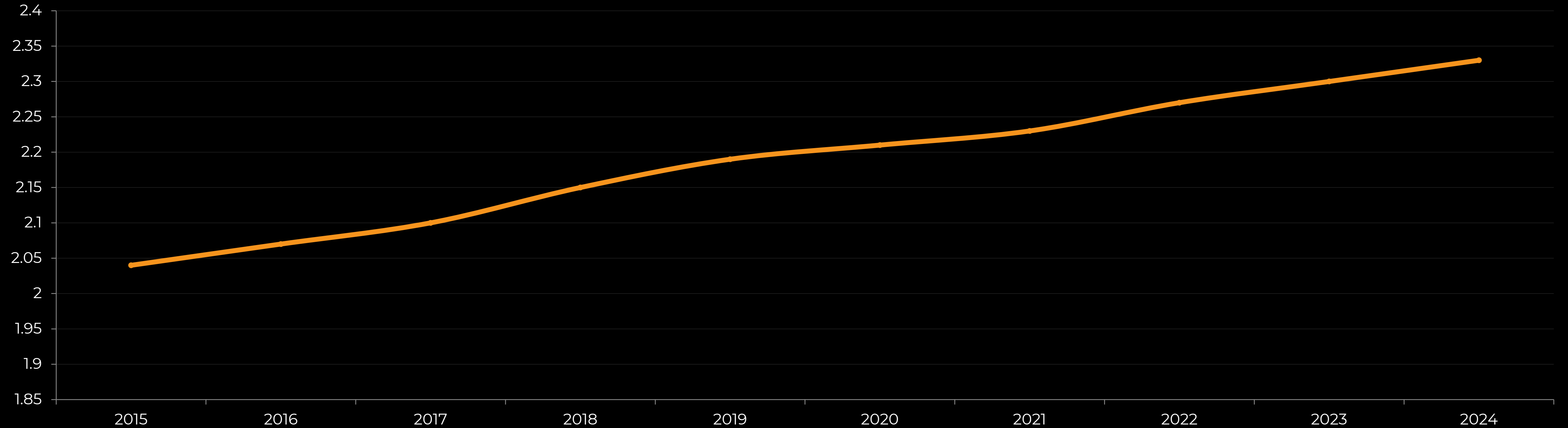
GOED Incentive Access

Governor's Office of Economic Development runs structured incentive programs: tax abatements, transferable tax credits, and expedited permitting for qualifying projects across key target industries.

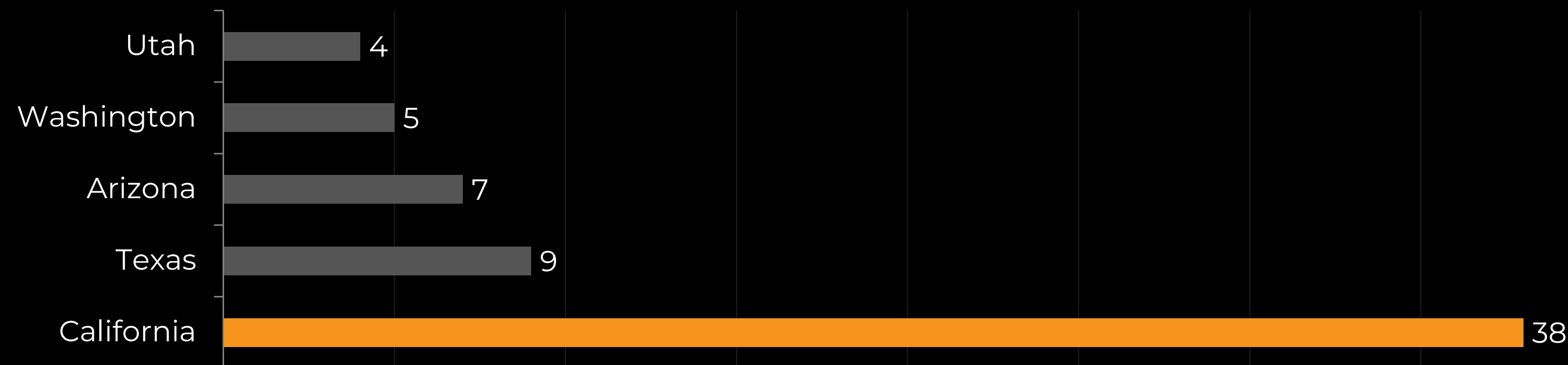
Las Vegas Wins: Growing Market



Las Vegas MSA Population Growth (2015–2024, millions)



Top In-Migration Sources (annual avg., thousands)



Exodus to Las Vegas

38K+ net annual arrivals from California alone, driven by housing costs, taxes, and quality-of-life calculus. These aren't retirees: most are working-age adults bringing skills, spending power, and entrepreneurial capital.

Las Vegas Wins: Air Advantage



#7
Busiest Airport
in the U.S.

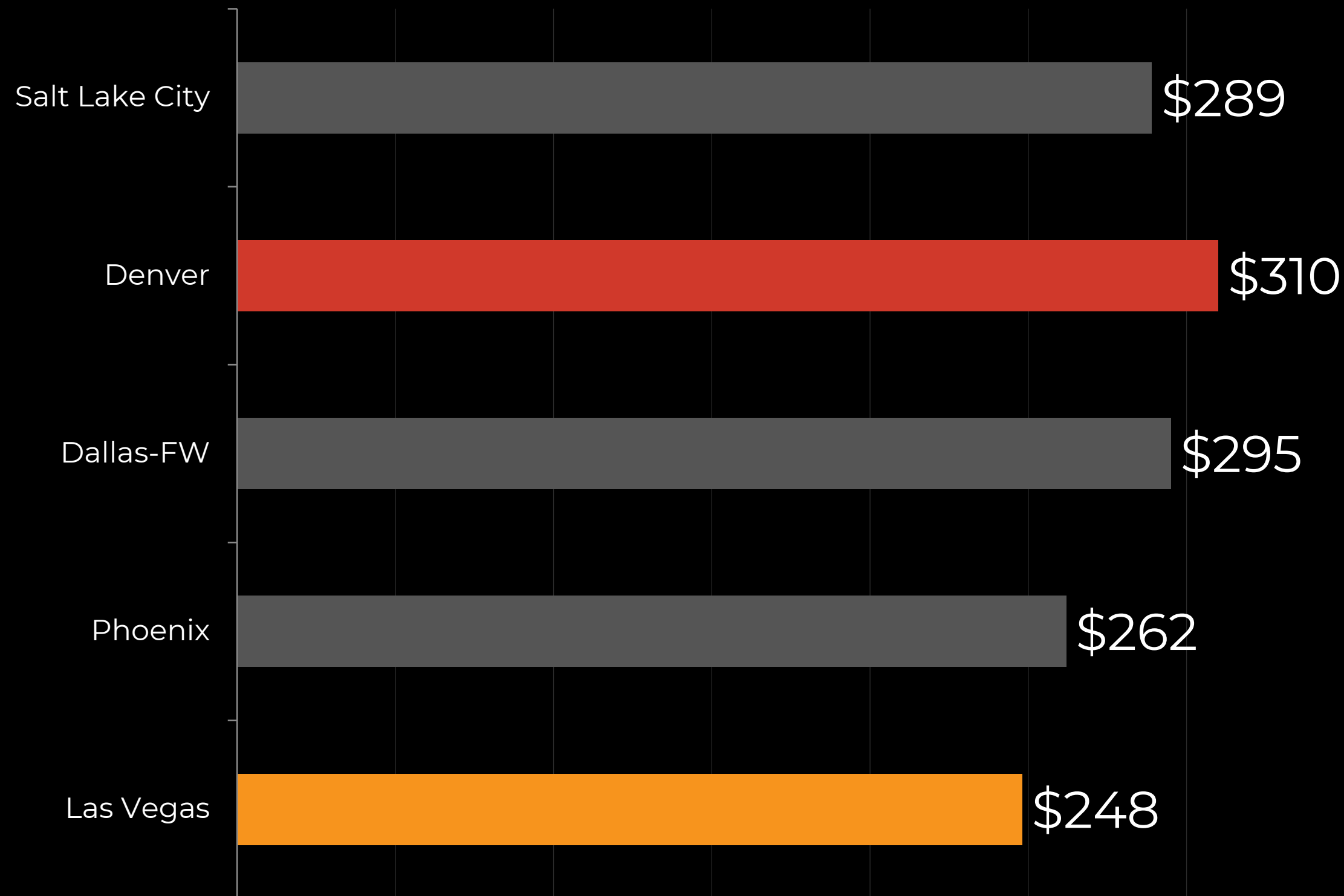
130+
Nonstop
Destinations

53M+
Annual
Passengers

Lowest Avg. Fare in the Peer Set

At ~\$248 avg round-trip, LAS consistently comes in lower than Denver (\$310) and DFW (\$295). For companies with 20+ road warriors, this compounds to \$50K–\$150K in annual T&E savings.

Average Domestic Round-Trip Airfare vs. Peer Markets



Southwest & Spirit Hub = Pricing Discipline

Las Vegas is one of Southwest Airlines' highest-frequency markets. Ultra-low-cost carrier competition (Spirit, Frontier) keeps fares structurally suppressed vs. peer markets.

No Airport Congestion

Unlike LAX, SFO, or ORD, LAS has zero chronic delay profile. TSA pre-check lines are short, terminals are efficient, and on-time performance ranks among the nation's best.

Strategic Planning

Strategic Planning

Discovery Insights



Competitive strengths the community keeps citing:

proximity to California, the ability to access key decision-makers quickly, a collaborative business culture, and a 24/7 adaptable workforce.

Constraints that come up repeatedly: land availability, water and power capacity, workforce pipeline gaps (particularly in skilled trades and higher-education attainment), and infrastructure that doesn't move at the speed of business.

Strategic Planning

Discovery Insights



Organizational themes: There is broad stakeholder consensus that LVGEA should narrow its focus, avoid duplicating what chambers and municipalities already do, and define clear roles within the regional ecosystem.

Several stakeholders specifically called for a written plan with defined targets and accountability metrics. New leadership at LVGEA was mentioned positively and unprompted across multiple sessions.

Strategic Planning

Discovery Insights



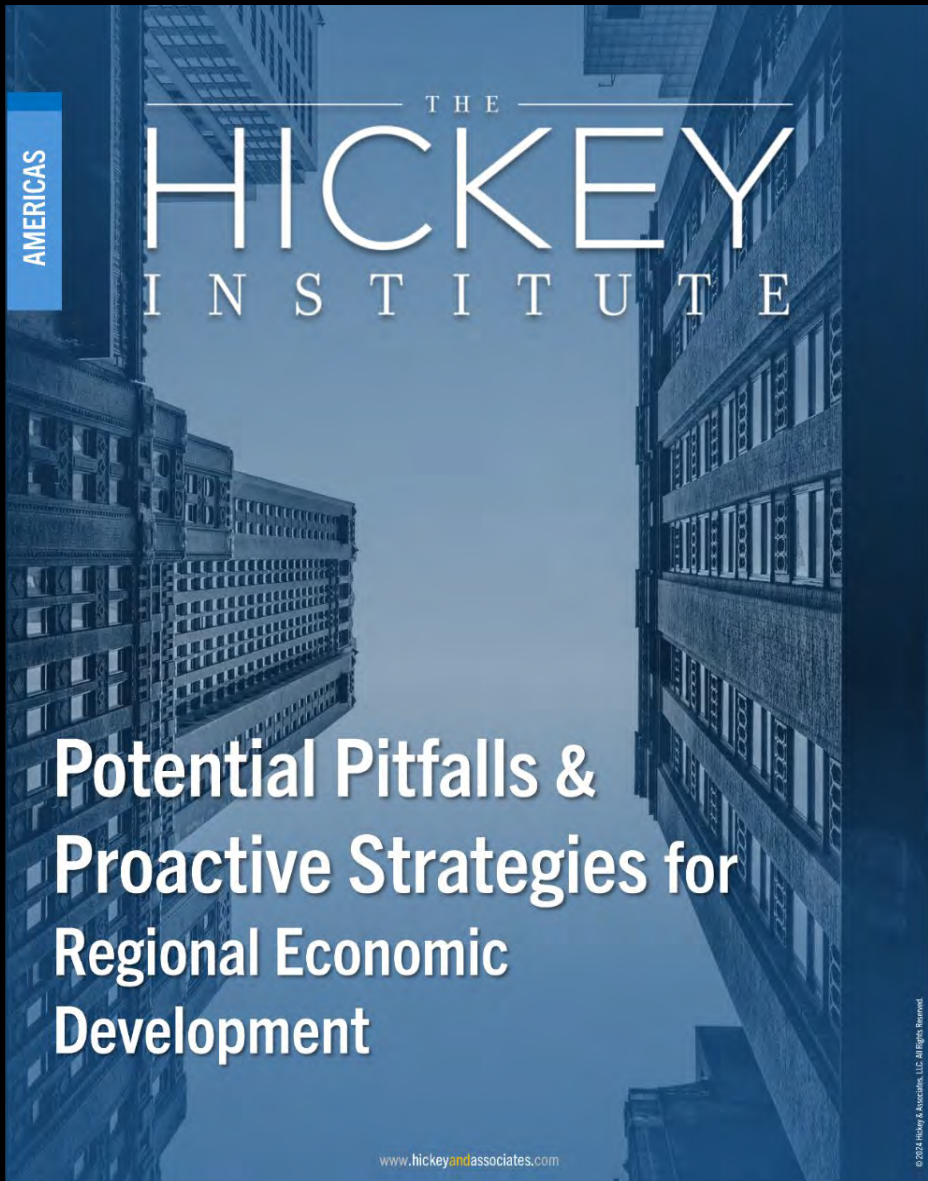
The discovery work is feeding directly into the cluster validation, goals and strategy, and organizational assessment components of the project.

The Importance of a Strategic Plan

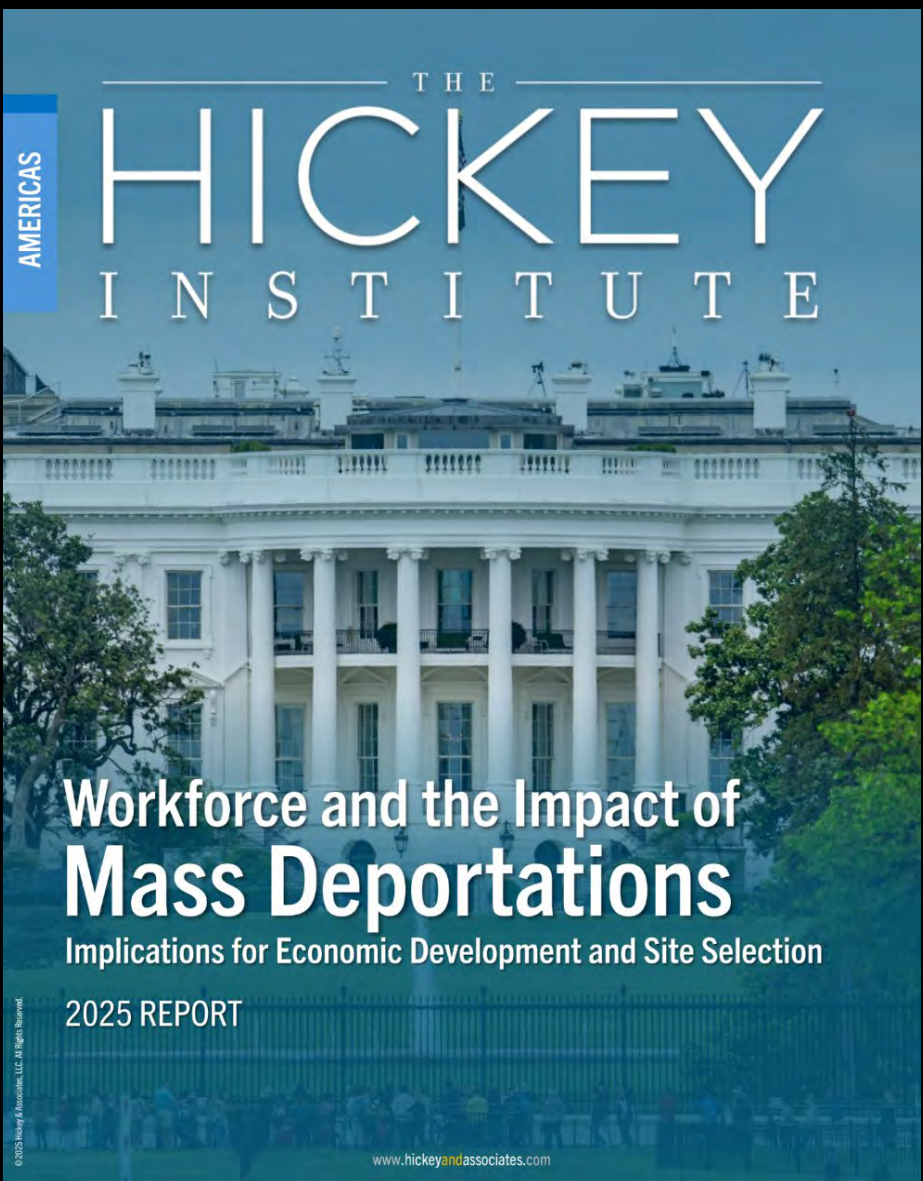
Clear, unified framework

A strategic plan gives LVGEA a clear, unified framework for resource allocation, industry focus, and partner coordination over the next three years. Without it, the organization risks duplicating efforts, pursuing opportunities that don't align with regional strengths, and losing credibility with limited structure to hold the region accountable to its stakeholders.

Join the Conversation



Regional EDO Strategy Report



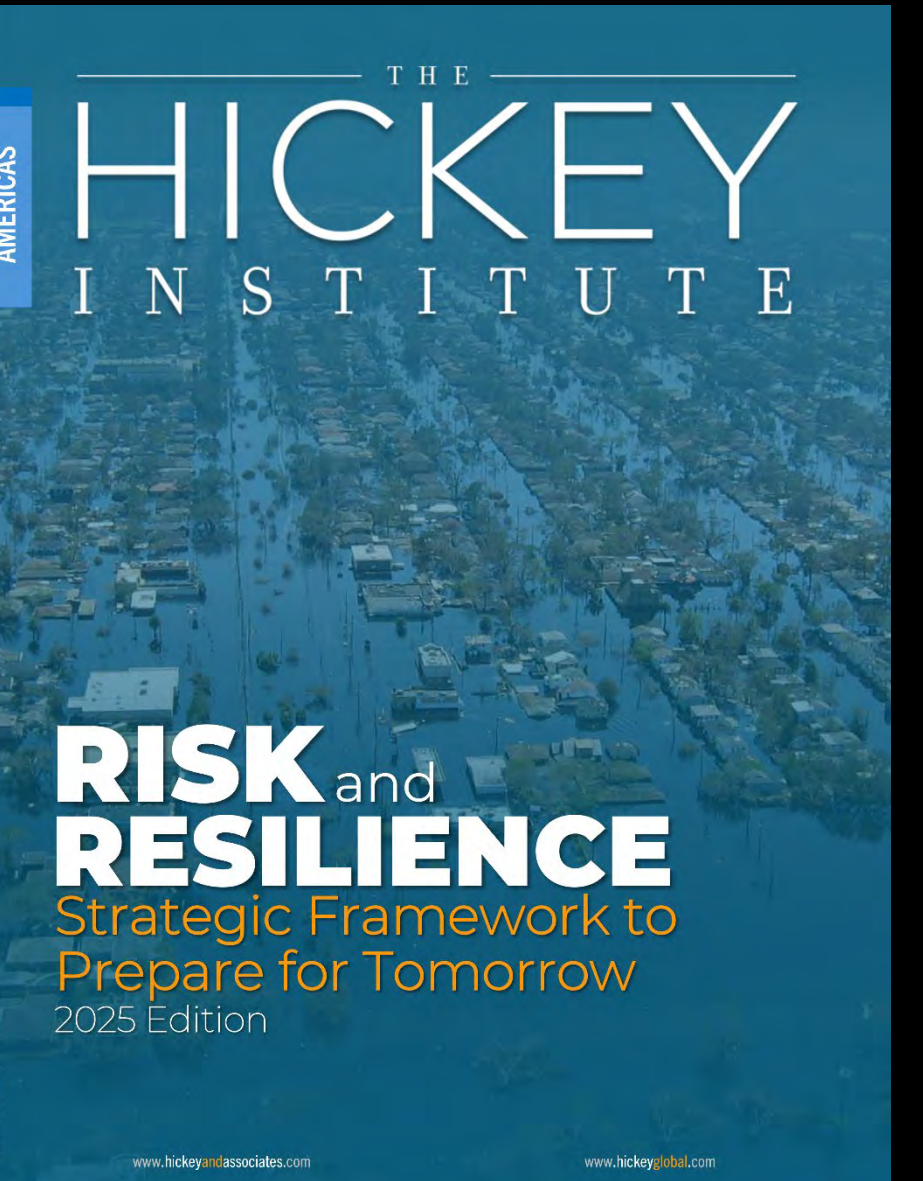
Workforce & Impact of Mass Deportations Report



Life Sciences & Medtech Location Strategy Report



U.S. Credits & Incentives Fall 2025 Report



Risk & Resilience Strategic Framework Report

now available online!



www.hickeyandassociates.com

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