

ECONOMIC IMPACT IN SOUTH CAROLINA.



**BMW
GROUP**
Plant Spartanburg





COMMISSIONED BY:

**BMW
GROUP**

Plant Spartanburg



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EXECUTIVE SUMMARY

- The annual economic impact of Plant Spartanburg on South Carolina totals approximately \$26.7 billion. This figure reflects the dollar value representing all final goods and services assembled in South Carolina that can be attributed (either directly or indirectly) to Plant Spartanburg's South Carolina-based operations.
- Plant Spartanburg supports – directly and indirectly – a total of 42,935 jobs across the state of South Carolina along with \$3.1 billion in wages and salaries.
- The direct employment base at Plant Spartanburg accounts for 4.8 percent of all manufacturing jobs in South Carolina.
- Plant Spartanburg's statewide employment footprint in South Carolina has significantly expanded in recent years. Since 2017, the total number of jobs created – either directly or indirectly – by Plant Spartanburg has increased by an average of 4.3 percent per year. This is more than three times the rate of South Carolina's total job growth over the same time period (1.3%). Such an expansion illustrates how Plant Spartanburg continues to play a central role in new job creation for South Carolina.
- Nearly half of Plant Spartanburg's annual economic impact in South Carolina derives from the ongoing operations of its in-state supplier base. In 2023, Plant Spartanburg regularly utilizes more than 500 S.C. suppliers. Nearly 90 percent of these suppliers are located in the Upstate Region.
- Such a large in-state supplier base produces a uniquely high employment multiplier for Plant Spartanburg of 3.5. This means that for every 10 jobs that are created at Plant Spartanburg, another 25 are created elsewhere in South Carolina – for a total of 35 jobs. This multiplier is among the highest in South Carolina across all major industry sectors and is more than twice as high as the average industry multiplier in the state. The combination of Plant Spartanburg's high total volume of economic activity and its high employment multiplier effects make it a uniquely strong contributor to the state's economy.
- In October 2022, Plant Spartanburg announced its seventh major expansion – a \$1.7 billion investment to prepare for the production of electric vehicles and to build a high-voltage battery assembly plant in nearby Woodruff, South Carolina. This latest investment will further expand Plant Spartanburg's economic footprint above and beyond its current annual value of \$26.7 billion. Yet even more importantly, this expansion represents the ongoing commitment that Plant Spartanburg has to the state of South Carolina – a commitment that is critical for maintaining the strong growth of the state's automotive cluster in the coming years.

Plant Spartanburg maintains an employment multiplier of 3.5. This implies that for every 10 jobs generated directly at the plant, another 25 jobs are created elsewhere in South Carolina. This multiplier is among the highest across all industry sectors in the Palmetto State.



OVERVIEW

In 1992, BMW Group announced that it would build its first full manufacturing facility outside of Germany in Spartanburg County, South Carolina. With an initial commitment of \$600 million in capital investment and the creation of 2,000 direct jobs at this facility, the arrival of BMW served as a catalyst that would help launch a transformation of South Carolina's manufacturing industry. Having historically been a textile-producing region, the shift towards automotive production in South Carolina began in the 1970s. Yet following the opening of the new Plant Spartanburg in 1994, BMW rapidly became the hub of a burgeoning export-oriented automotive manufacturing cluster that would become one of South Carolina's fastest growing industry sectors over the next three decades. As of 2023, BMW Group has invested a total of nearly \$12.4 billion in Plant Spartanburg, which includes six major plant expansions. Plant Spartanburg currently assembles more than 1,500 vehicles each day. Additionally, this manufacturing facility now directly supports over 11,000 jobs for local residents as part of its ongoing operations.

This level of capital investment in Spartanburg County, coupled with all ongoing operations, collectively represents a major ongoing commitment on the part of BMW to the state of South Carolina. This has established BMW as an essential part of the local economy that is helping to boost the region's long-run growth rates. In addition, as part of the broader advanced manufacturing base in South Carolina, Plant Spartanburg maintains one of the highest employment multiplier effects among all industries in the state. This implies that the secondary job creation that results from Plant Spartanburg's ongoing business operations scale up local employment in ways that few other businesses are able to do. This analysis specifically estimates the current total economic impacts of BMW Group's Plant Spartanburg on the state of South Carolina.

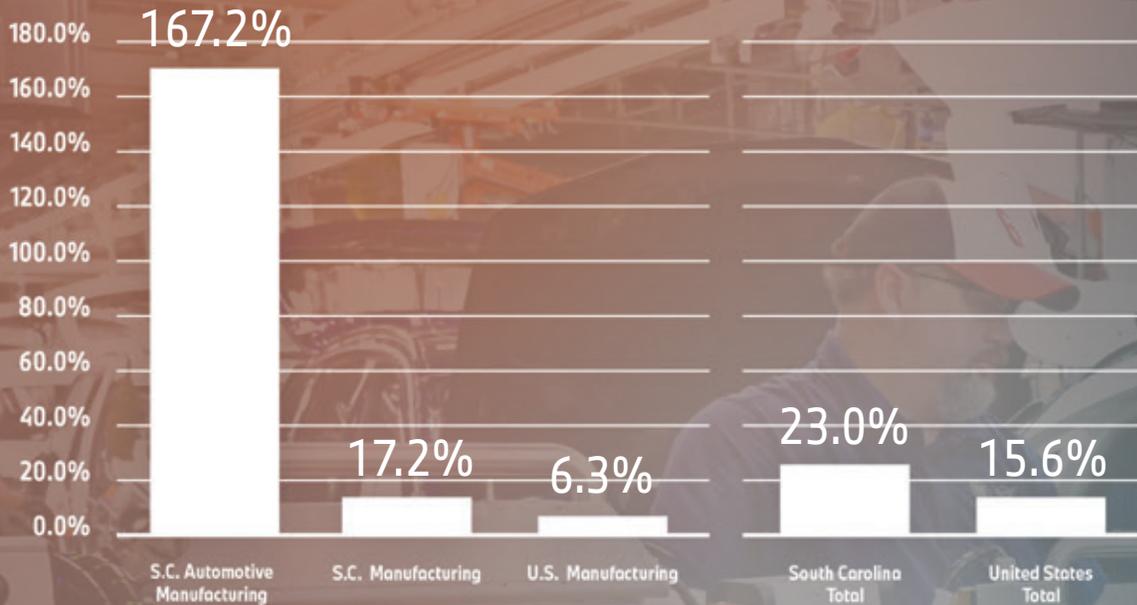


MANUFACTURING AS AN ECONOMIC DRIVER FOR SOUTH CAROLINA

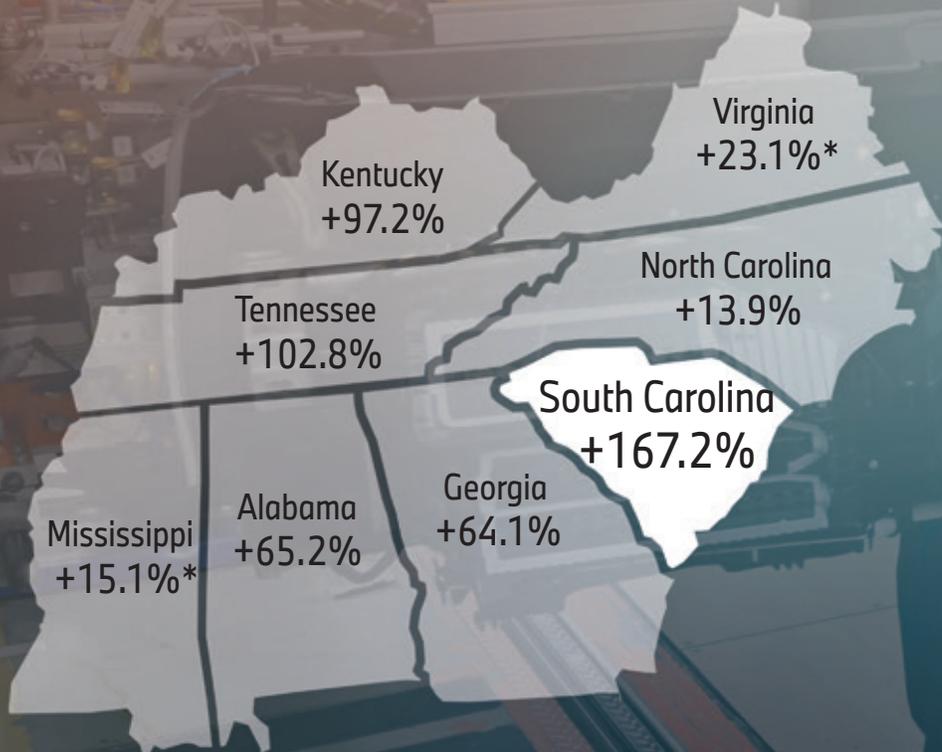
Over the past 30 years, South Carolina has experienced a significant transition period in which the state has proactively established a globally competitive, export-oriented manufacturing base that is now a principal driver of the state's economic growth. Nearly 12 percent of all private sector jobs created in South Carolina over the previous decade have been in manufacturing. Moreover, South Carolina has significantly outpaced the United States in its rate of economic growth since 2011. Consider, for example, that from December 2011 to December 2021 (thus including pandemic trends) employment growth in South Carolina's manufacturing industry increased by approximately 17.2 percent, compared to just 6.3 percent for the total U.S. manufacturing industry. This difference, in turn, also helps to drive faster growth that the state of South Carolina experienced over the U.S. during the same time period (+23.0% vs. +15.6%, respectively). A sizable component of this strong manufacturing growth in South Carolina has been driven by BMW Group's Plant Spartanburg. As Figures 1 illustrates, the extraordinarily high growth of the automotive manufacturing sector over the previous decade (+167.2%) has helped drive broader manufacturing growth in the state and has helped South Carolina to consistently outpace national rates of economic growth. South Carolina's automotive sector also experienced faster growth than in any other Southeastern state.

FIGURE 1 – S.C. AND U.S. TOTAL EMPLOYMENT GROWTH BY INDUSTRY SECTOR: 2011-2021

Source: U.S. Bureau of Labor Statistics, QCEW



AUTOMOTIVE MANUFACTURING EMPLOYMENT GROWTH IN THE SOUTHEAST: 2011-2021



- The extraordinarily high growth of the automotive manufacturing sector over the previous decade has been largely driven by Plant Spartanburg. This in turn, has driven broader manufacturing growth in the state and helped South Carolina consistently outpace national rates of economic growth.
- South Carolina's automotive sector also experienced faster growth than in any other Southeastern state.

*Due to data limitations, listed Mississippi and Virginia growth rates reflect the broader transportation equipment manufacturing sector.

METHODOLOGY

BMW Group employs a workforce of over 11,000 at Plant Spartanburg and generates billions of dollars in economic activity every year through its production at its facility in South Carolina. Yet these direct manufacturing operations do not provide a complete picture of the impact of Plant Spartanburg on South Carolina's economy. Both the labor and non-labor expenditures that occur at the plant lead to additional job creation and economic activity throughout South Carolina by way of the economic multiplier effect (or economic ripple effect).

Economic multiplier effects can be divided into direct, indirect, and induced impacts. The direct impact reflects all in-state purchases made directly by Plant Spartanburg itself. These include, for example, all employee wages and benefits, equipment, building construction and remodeling, technology services, vendors, and other overhead or administrative costs. This spending activity increases demand and leads to the creation of new jobs and more income for both employees and suppliers.

The indirect impact reflects additional economic activity that results from inter-industry linkages between local suppliers. For example, Plant Spartanburg regularly utilizes more than 500 South Carolina-based suppliers, including over 40 Tier 1 suppliers. Each time Plant Spartanburg makes a purchase from one of these suppliers, the supplier experiences an increase in demand. To satisfy this demand, the supplier then purchases additional materials from its own set of vendors. These vendors, in turn, purchase raw materials from their own suppliers, and so on. These iterative rounds of spending continue to ripple through the economy and ultimately affect many industrial sectors.

The induced impact reflects additional economic activity that results from increases in the spending of household income. For example, when one of Plant Spartanburg's in-state suppliers purchases materials from one of its own vendors and the overall demand for this vendor rises, some of the staff working for this vendor will see a rise in their income levels (or the vendor may hire new staff). Part of this income will then be spent locally on, for example, food, entertainment, or health care. These industries will then also see an increase in demand for their goods and services, which will lead to higher incomes for some of their employees, part of which will also be spent locally.

These successive rounds of indirect and induced spending do not go on forever, which is why it is possible to calculate a value for each of them. In each round, money is "leaked out" for a variety of reasons. For example, firms will purchase some of their supplies from vendors located outside of the local region. In addition, employees will save part of their income or spend part of it with firms located outside of the region. In order to determine the total economic impact that will result from an initial direct impact, economic multipliers are used. An economic multiplier can be used to determine the total impact (direct, indirect, and induced) that results from an initial change in economic activity (the direct impact). Multipliers are different in each sector of the economy and are largely determined by the size of the local supplier network as well as the particular region being examined. Economic multipliers are available to calculate not just the total economic impact of an individual organization, but also the total employment and income levels associated with the total impact.

BMW Group employs a workforce of over 11,000 at Plant Spartanburg and generates billions of dollars in economic activity every year through its production.

PRIMARY RESULTS

The structural input-output models used in this analysis estimate impacts in terms of three specific measures: economic output, employment, and labor income.¹ Economic output reflects the dollar value of all final goods and services that can be attributed (directly or indirectly) to Plant Spartanburg. It can also be thought of as an aggregate measure of total spending activity that results from all of the facility's direct expenditures within the local economy. Because it includes all spending by consumers and businesses on both goods and services, it is an all-inclusive measure of the impact on total economic activity. Employment measures the total number of jobs associated with total economic output. Labor income reflects all employee compensation associated with total employment estimates, including wages, salaries, and benefits. Table 1 below highlights these estimates.

TABLE 1 – ECONOMIC IMPACT OF PLANT SPARTANBURG ON SOUTH CAROLINA

	Annual Employment	Annual Labor Income	Annual Total Impact
Industrial Production Impact	31,917	\$2,553,795,594	\$24,999,305,984
Consumer Spending Impact	11,018	\$533,621,920	\$1,695,468,550
Total Impact	42,935	\$3,087,417,514	\$26,694,774,534

In sum, the total annual economic impact of Plant Spartanburg on South Carolina is estimated to be approximately \$26.7 billion, which supports 42,935 jobs and nearly \$3.1 billion in annual labor income. These total impact estimates, in turn, can be divided into industrial production impacts and consumer spending impacts. Industrial production impacts represent all economic activity at both Plant Spartanburg itself as well as all additional economic activity that takes place at Plant Spartanburg's in-state suppliers that results from the additional demand that Plant Spartanburg creates at these supplier firms. Plant Spartanburg's current economic impact on South Carolina that results from industrial production totals approximately \$25.0 billion, which is associated with 31,917 jobs and \$2.6 billion in labor income.

Consumer spending impacts refer to all additional economic activity that is created as a result of wages that are spent in the local economy by the employees holding the jobs created through the industrial production impacts. More specifically, the increase in consumer demand that results from the 31,917 employees cited above spending their wages in the South Carolina economy generates an additional economic impact of approximately \$1.7 billion annually, which supports another 11,018 jobs in the South Carolina economy that are primarily outside of the automotive sector (e.g., retail, housing, utilities, etc.).

¹All estimates are derived from customized proprietary economic models of the South Carolina economy as well as from the IMPLAN (2021) modeling software.



When examining these results, it is important to first note the sheer magnitude of Plant Spartanburg's economic footprint on the Palmetto State. For example, the direct employment base at Plant Spartanburg accounts for 4.8 percent of all manufacturing jobs in South Carolina . Additionally, Plant Spartanburg's statewide employment footprint in South Carolina has significantly expanded in recent years. Since 2017, the total number of jobs created – either directly or indirectly – by Plant Spartanburg has increased by an average of 4.3 percent per year. This is over three times the rate of South Carolina's total job growth over the same time period (1.3%). Such an expansion illustrates how Plant Spartanburg continues to play a central role in new job creation for South Carolina.

Second, note the size of the employment multiplier effect itself that is generated by the plant. Plant Spartanburg regularly utilizes more than 500 South Carolina-based suppliers, including over 40 Tier 1 suppliers. Such a large in-state supplier base creates a uniquely high employment multiplier of 3.5. This means that for every 10 jobs that are created at Plant Spartanburg itself, another 25 are created elsewhere in South Carolina – for a total of 35 jobs . This multiplier is among the highest in South Carolina across all major industry sectors and is more than twice as high as the average industry multiplier in the state. This difference also represents the extent to which future increases in production and employment at Plant Spartanburg will also generate higher secondary employment gains in the local economy relative to similar expansions in other industry sectors.

The direct employment base at Plant Spartanburg accounts for 4.8 percent of all manufacturing jobs in South Carolina.

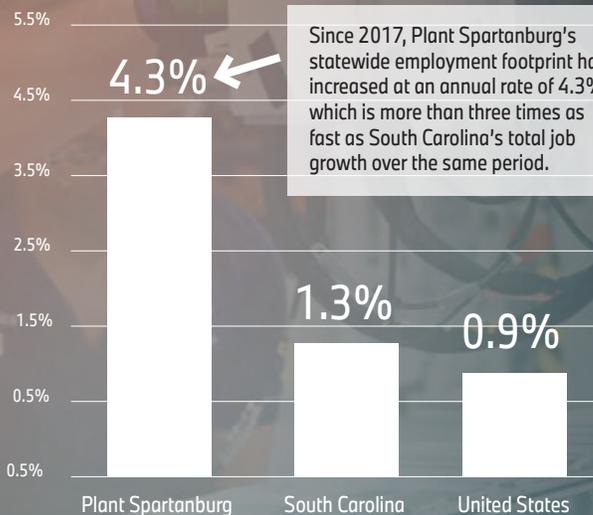
THE ECONOMIC IMPACT OF PLANT SPARTANBURG ON SOUTH CAROLINA



\$26.7 BILLION
Total Annual Output

BOOSTING SOUTH CAROLINA JOB GROWTH

Annual Rate of Job Growth: 2017-2022



Since 2017, Plant Spartanburg's statewide employment footprint has increased at an annual rate of 4.3%, which is more than three times as fast as South Carolina's total job growth over the same period.

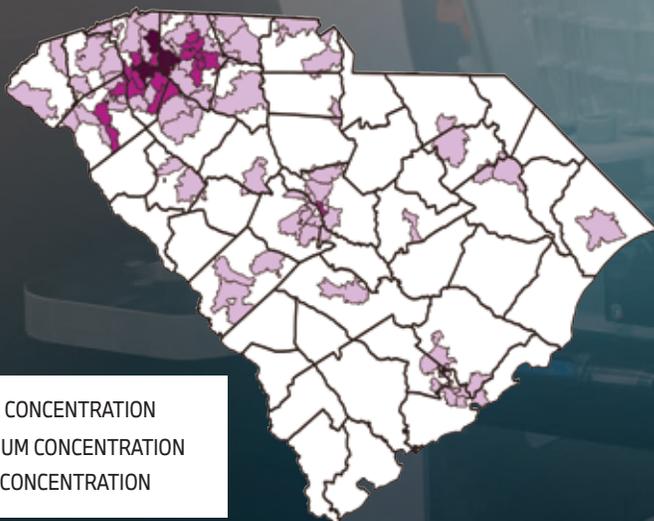


42,935
Total Jobs Created



\$3.1 BILLION
Total Wages and Salaries

LARGE CONCENTRATION OF IN-STATE SUPPLIERS



- HIGH CONCENTRATION
- MEDIUM CONCENTRATION
- LOW CONCENTRATION

Plant Spartanburg utilizes more than 500 South Carolina based suppliers, including over 40 Tier 1 suppliers. Such a large in-state supplier base creates a uniquely high employment multiplier of 3.5. This means that for every 10 jobs that are created at Plant Spartanburg itself, another 25 are created elsewhere in South Carolina – for a total of 35 jobs. This multiplier is among the highest in South Carolina across all major industry sectors and is more than twice as high as the average industry multiplier in the state.



CONCLUSION

Since its arrival in 1994, BMW Group's Plant Spartanburg has served as a primary driver for South Carolina's automotive industry, with an economic footprint that has steadily grown over the last thirty years. As of 2023, Plant Spartanburg assembles more than 1,500 vehicles per day and generates a total economic impact of \$26.7 billion annually on the state of South Carolina. This volume of economic activity also supports 42,935 jobs statewide and approximately \$3.1 billion in wages and salaries, with the direct employment base at Plant Spartanburg itself accounting for nearly five percent of all manufacturing jobs in South Carolina. Additionally, Plant Spartanburg regularly utilizes more than 500 South Carolina-based suppliers, including over 40 Tier 1 suppliers. Such a large in-state supplier base creates a uniquely high employment multiplier of 3.5, implying that the secondary job creation that results from Plant Spartanburg's ongoing business operations scale up local employment in ways that few other businesses are able to do.

In October 2022, Plant Spartanburg announced its seventh major expansion – a \$1.7 billion investment to prepare for the production of electric vehicles and to build a high-voltage battery assembly plant in nearby Woodruff, South Carolina. This latest investment will continue to increase Plant Spartanburg's total economic impact in the coming years to a level beyond its current value of \$26.7 billion. With its consistent and ongoing commitment to South Carolina, Plant Spartanburg is helping to ensure that the Palmetto State continues to outpace the United States in economic growth throughout the 2020s as it has in the previous decade.

As of 2023, Plant Spartanburg assembles more than 1,500 vehicles per day and generates a total economic impact of \$26.7 billion annually on the state of South Carolina

QUICK FACTS ABOUT BMW MANUFACTURING

- Since 1992, the BMW Group has invested nearly **\$12.4 Billion** (through December 31, 2022), and the Spartanburg plant has gone through six major expansions. The seventh major expansion was announced on October 19, 2022 – a \$1.7 billion investment to prepare the plant for the production of electric vehicles and to build a high-voltage battery assembly plant in Woodruff, SC.
- There are more than **11,000 jobs onsite**.
- More than 40 direct Tier 1 suppliers are located in South Carolina and more than 300 suppliers are in the United States.
- Currently, the physical size of BMW Plant Spartanburg is about **8.0 million square feet** with two body shops, two paint shops, two assembly halls, and several logistics centers.
- The plant assembles more than **1,500 vehicles each day**.
- Approximately 70% of the steel and aluminum used in manufacturing BMWs in the U.S. is produced in the U.S.
- From 2010 – 2020, about **two-thirds of Spartanburg's assembled vehicles were exported** to more than 120 world markets.
- According to the U.S. Department of Commerce, **the BMW Group is the largest automotive exporter by value from the U.S.** with a total export value of nearly \$9.6 Billion in 2022. The number of BMWs exported totaled 227,029. This makes nine consecutive years that BMW has led the nation in this category.
- **Total number of vehicles assembled in 2022 totaled 416,301 units – second-highest total number of vehicles assembled in the history of the plant.**

o	Total X3:	97,737	Total X3 M:	3,586
o	Total X4:	53,705	Total X4 M:	2,507
o	Total X5:	154,486	Total X5 M:	4,658
o	Total X6:	38,915	Total X6 M:	3,594
o	Total X7:	56,826		
o	Total XM:	287		

- The Spartanburg plant also has its own **battery assembly facility** onsite which produces lithium-ion battery modules for three plug-in hybrid electric vehicle (PHEV) models: the BMW X3 xDrive30e, the BMW X5 xDrive50e, and the BMW XM. In 2022, 69,200 “electrified” BMWs were assembled.

BMW X3 PHEV – 22,967 BMW XM – 287

BMW X5 PHEV – 45,946



BMW Plant Spartanburg is Preparing for the Future.

- **The BMW Group is investing about \$1.7 billion in its U.S. operations**, including \$1 billion to prepare for the **production of electric vehicles** at Plant Spartanburg and \$700 million to build a new high-voltage battery assembly facility in nearby Woodruff, SC. The \$1.7 billion investment is the largest single investment for this site.
- By 2030, the BMW Group will build at least six fully electric models in the U.S.
- **The BMW Group has chosen Envision AESC as its battery cell partner.** Envision will build a new battery cell factory in South Carolina to supply Plant Spartanburg. They will produce newly developed round lithium-ion battery cells, which were specifically designed for the sixth generation of BMW eDrive technology and will be used in the next generation of electric vehicles. The annual capacity of the battery cell factory will be up to 30 GWh.
- **New BMW Technical Training Center opened in October 2022.** Plant Spartanburg will use this new training center to promote creative learning, foster innovation, and advance technical skills of its workforce. Inside the \$20 million, 68,000 square foot building will be areas for hands-on vocational training as well as advanced training in robotics and controls, mechatronics, automotive technology, and electrification.
- **New BMW Logistics Center for X Models opened in September 2022.** This new facility is nearly one million square feet in size and provides a more efficient, sustainable, and digital operation.
- **New Press Shop Construction Underway:** BMW Group is investing more than \$200 million to construct a 219,000-square-foot press shop on the plant site. The investment, announced March 2, 2022, includes more than 200 new jobs. The new press shop, which will start production in the summer of 2024, will take raw coils of steel, cut them into blanks, and stamp sheet metal parts for future BMW models.

SUSTAINABILITY IN THE PRODUCTION PROCESS

Landfill Gas-to-Energy Project – BMW Manufacturing's original Landfill Gas-to-Energy project was implemented in 2003 in conjunction with partners Ameresco and Waste Management. Infrastructure was installed at the Palmetto Landfill to collect, clean, and compress the methane gas. The gas is then transported through a 9.5-mile pipeline to the BMW plant. The methane gas coming from the landfill is used to cogenerate electrical power and heat water more efficiently.

In 2009, BMW replaced the original 4 turbines with 2 new highly efficient turbines. Currently, about 25 percent of the plant's total energy needs is proved by methane gas. Implementation of the landfill gas program reduces CO2 emissions by 92,000 tons per year.

Use of Hydrogen Fuel Cells in Logistics Equipment – BMW Manufacturing has more than 500 pieces of material handling equipment (forklifts, tuggers) powered by hydrogen fuel cell technology to deliver parts to the production line. This makes BMW one of the largest hydrogen fuel-cell fleets in the world on a single site. Operators can refill their equipment with hydrogen in minutes at one of dozens of refueling stations around the plant site.

Integrated Paint Process (IPP) technology – In the Paint Shop, the plant's IPP technology integrates the primer coat process into the topcoat process which eliminates three process steps: primer, primer oven and primer finish. This more efficient method, combined with the latest in robot application equipment and new ventilation technology, results in an ultra-high-performance paint shop that reduces the plant's energy consumption by 30 percent. It also reduces the total amount of process time per vehicle by 80 minutes, a 40 percent productivity increase.

Use of CO2-Reduced Steel for Global Production: For the Americas region, agreements have already been reached with domestic steel producers Steel Dynamics (SDI) and Big River Steel, a U. S. Steel facility, to use renewable energy sources in their local steel production. In the US and Mexico, about half of the BMW Group's flat steel requirements are supplied by the electric arc furnace (EAF) steelmaking process, which relies on electrical energy to melt down iron and steel scrap. This manufacturing process has significant potential for CO2 savings, compared to coal-based steel production in a blast furnace. The CO2-reduced steel is then used at BMW Group Plants Spartanburg and San Luis Potosí to create car bodies for BMW vehicles. Due to its material properties, steel from electric arc furnaces is particularly suitable for use in structural components such as the underbody.

Use of Reverse Osmosis – Plant Spartanburg uses high-pressure reverse osmosis to remove impurities from the water that is used. This allows the water to be reused in production processes, reducing wastewater and water consumption.

Energy-Efficient Smart Motor System – Working with BMW iVentures partner Turntide Motors, Plant Spartanburg has installed more than 300 energy-efficient smart motor systems in air handling units across the site. This system has already reduced plant HVAC energy use by 40 percent.



Reducing Carbon Footprint with Carbon Capture Pilot Program – BMW is rethinking how we build facilities, all the way down to the foundation. In a pilot program with BMW iVentures partner Carbon Cure, recycled CO₂ was injected into fresh concrete during mixing. Once injected, the CO₂ undergoes a chemical reaction where it transforms into a mineral, which makes the concrete stronger. What was once CO₂ is now eliminated. Some of this concrete was used during the building of our new Logistics Center for X Models.

From 2006 to 2021, per vehicle shipped, BMW Manufacturing has decreased:

- o Water consumption by 57 percent
- o Energy consumption by 70 percent
- o Waste disposed of in a landfill by 83 percent
- o Industrial wastewater by 56 percent

The amount of waste reused, recycled, or recovered totaled 96 percent in 2021. Only 4 percent of waste was sent to a landfill. (Note: BMW Manufacturing achieved "zero waste-to-landfill" status for all non-regulated waste streams in 2012.)

From 2015 to 2021, BMW:

- o Saved over 810 million gallons of water through overall recycling efforts – enough daily water for 10 million people.
- o Saved over 670 million kilowatt hours of electricity through overall recycling efforts – enough energy to power 17,700 homes for one year.
- o Saved over 55 million gallons of oil – enough to heat/cool over 250,000 homes for one year.
- o Recycled enough paper, cardboard, and wood to save over six (6) billion mature trees.

TRAINING AND RECRUITMENT

The rapid pace of digitalization, electrification, artificial intelligence, and autonomous driving is transforming the automotive industry. Advancing the skills of our workforce is a priority for BMW Manufacturing. We are involved with several recruiting partnerships that deliver two-year, four-year, and graduate school employment candidates.

BMW Scholars Apprenticeship Program – BMW offers an apprenticeship program for students enrolled in several two-year career paths related to manufacturing technology – **the BMW Scholars program**. BMW Scholars offers the workplace benefits of a traditional apprentice program found in Germany with the additional advantage of tuition and book assistance. This is a great example of how collaboration between the educational and manufacturing sector can lead to employment and far better outcomes and opportunities for the next generation.

BMW Manufacturing first announced the Scholars program in 2011; in 2018, it expanded the number of apprentices in the program to 200 Scholars. BMW currently partners with four area technical colleges: Spartanburg Community College, Greenville Technical College, Tri-County Technical College and Piedmont Technical College. In the program, students attend class full-time and work at the BMW plant for 20 – 25 hours per week. BMW covers the cost of tuition and books, provides healthcare benefits and pays students for their work at BMW. Since the Scholars program began, there have been 11 graduating classes and more than 360 BMW Scholar graduates.

In 2021, BMW expanded the popular Scholars program to include two additional opportunities: BMW Rising Scholars and BMW Fast Track.

BMW Rising Scholars: The BMW Rising Scholars Program allows high school seniors to work part-time at BMW Manufacturing while attending high school and a participating Career and Technical Education (CATE) center. These students will work primarily at the BMW Training and Development Center 15 hours per week with starting pay at \$12 per hour. The first class of Rising Scholars started in August 2021. Just like the BMW Scholars Program, Rising Scholars is registered as an Apprenticeship Program with U.S. Department of Labor.

BMW Fast Track: In the BMW Fast Track Program, BMW will hire recent graduates or experienced individuals who already have an associate degree in a technical field such as mechatronics or automotive technology. They will enter an aggressive training program using the well-established BMW Scholars curriculum. These candidates will train 40 hours a week instead of the normal 20 hours.

PACE Program – Other successful programs at the plant include the **PACE** program (**P**rofessional **A**ccelerated **C**ross-functional **E**xperience). This program, which began in July 2008, was formulated in conjunction with several four-year universities to develop a pipeline to recruit the best and brightest engineering, supply chain, finance, and business graduates from around the nation. The goal is to establish a pool of broadly skilled specialists beyond their specific field of study. Currently, 30 candidates are in the PACE program. Since July 2008, more than 210 associates have been hired by BMW through this program.



Gen>NEXT Program – To support the professional recruitment, BMW makes domestic and international intern and co-op positions available through its **Gen>NEXT** program. This program is available to highly skilled students who have demonstrated an interest in international careers in automotive manufacturing. The objective is to build a channel to find engineering and management prospects that can gain valuable knowledge by working along the side of existing, tenured employees.

At BMW Manufacturing, we are committed to

BUILDING OUR LEGACY, DRIVING OUR FUTURE.





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