



Site Selection Checklist for Companies Expanding Operations or Entering the US

Insights

9.19.25

Many companies are accelerating US expansion or entry plans due to favorable policy shifts, rising demand for domestic supply chains, and shifting population dynamics. For example:

- Over the past decade, companies have announced nearly **\$200 billion** in investments in electric vehicles (EV) and battery manufacturing facilities.
- In the semiconductor sector, 2025 will see around **18 new fabrication construction projects** begin across the Americas and Japan; many more are expected to begin production in 2026-27.
- **Southern and Southeastern states** continue to grow rapidly. Florida has added 900,000 residents since 2023, while North Carolina gained approximately 350,000 in the same period and South Carolina's population grew by 1.5%. Meanwhile, Texas just won the 2025 Prosperity Cup, awarded by *Site Selection* magazine, recognizing its top ranking among states in new and expanded facility projects, capital investment, job creation, business and tax climate, and workforce readiness.

But the variabilities involved in large scale investment – considering federal, state, and local incentives, shifting demographics, and many other factors – mean that companies need to carefully evaluate if a potential landing site makes strategic, operational, and financial sense. The following checklist will help you assess whether a particular US location is suitable for expansion or entry.

1. Labor and Employment Considerations

_____ Will there be sufficient qualified employees to support the new location?

_____ Is there information on local occupations as rates of the applicable labor force?

_____ What are the educational levels within the hiring pool?

_____ What are the trends in the available workforce over the past five or 10 years? Is the labor pool growing or shrinking?

_____ What local educational resources are available to help train your workforce now and

into the future?

_____ Will the local post-secondary educational institutions create or modify educational programs to meet your company's needs (use of robotics and AI in your operations)?

_____ What type of regulatory environment prevails in the proposed location? This can include such areas as safety, workers' compensation, anti-discrimination, leave management, and unemployment.

_____ Is there an existing employer in a similar line of business or with similar business processes (e.g., IT or accounting) that might compete for workers?

_____ What's the outlook for current and future workforce competition? Are local businesses expanding or are new businesses coming into the area resulting in additional competition for workers?

_____ What is the unionization environment and history of labor activity?

_____ Are there workforce development partnerships (apprenticeships, vocational training, job centers) available?

2. Operational Considerations

_____ Are there sufficient crucial suppliers within reasonable travel times?

_____ Are there restrictive zoning requirements on the proposed site as well as adjacent properties?

_____ How accessible is the proposed location to existing company operations in the region?

_____ Can you reach existing and new customers efficiently?

_____ Are there existing buildings/offices or greenfield sites available for development?

_____ Is there room for future expansion as needed?

- _____ Will there need to be infrastructure improvements to meet your company's needs (airports with good connections, road or rail service, port access, and intermodals, etc.)?
- _____ Will you have access to sufficient levels of gas, electricity, potable water, sewer and waste handling, and emergency services to support your operations?
- _____ What type of renewable energy sources are available for the site (wind, solar, etc.)?
- _____ What are the permitting and approval timelines for site development or facility expansion?
- _____ Are there restrictive regulations on air and wastewater emissions or wetlands mitigation requirements?
- _____ How reliable are the logistics networks (congestion, weather disruptions, labor strikes at ports, etc.)?

3. Cost and Financial Considerations

- _____ What is the overall cost of doing business in this location (real estate, utilities, insurance, transportation)?
- _____ What are the state and local corporate, income, property, and sales tax burdens?
- _____ Are there property tax abatements, investment tax credits, job tax credits, cash grants, etc., available in the proposed area?
- _____ Is there a minimum level of investment or job creation needed to obtain incentives? Is there a risk of clawbacks?
- _____ What are average wage levels and benefits costs compared to other peer markets?
- _____ What are the hidden or long-term costs (compliance, environmental remediation, local fees)?
- _____ Does the region offer financial predictability (e.g., stable tax policies, no sudden incentive clawbacks)?

4. Community and Quality of Life Considerations

- _____ Is the proposed region desirable for workers (i.e., affordable housing, good schools, and recreational opportunities) – especially for those who might transfer from existing operations?
- _____ What is the availability and affordability of healthcare services?
- _____ How attractive is the region to new talent (arts, culture, amenities, diversity, climate)?
- _____ Are there relocation support services for families (spousal employment assistance, international schools, etc.)?
- _____ What is the community's track record welcoming and retaining major employers?

5. Risk and Strategic Considerations

- _____ Is the site vulnerable to natural disasters, severe weather, or the negative impacts of climate change (hurricanes, ice storms, floods, wildfires, sink holes, earthquakes)?
- _____ How stable is the political, judicial, and regulatory environment?
- _____ Are there reputational risks associated with locating in the region (litigation climate, environmental controversies)?
- _____ Does the location align with corporate ESG/sustainability goals?
- _____ What is the long-term strategic fit? Does the region position the company well for future expansions, shifts in customer demands, or shifts in supply chains?

Conclusion

We will continue to monitor developments related to site selection activities and offer updates as necessary, so make sure you are subscribed to Fisher Phillips' Insight System to keep up with the most up-to-date information. Please contact your Fisher Phillips attorney, the authors of this Insight,

or any attorney on our [Site Selection and Incentives Team](#) or [International Practice Group](#) with any questions.

Related People



Raymond W. Perez
Of Counsel
[Email](#)



Nan Sato, CIPP/E, CIPP/C
Partner
610.230.2148
[Email](#)

Service Focus

Counseling and Advice

Employment Discrimination and Harassment

International

Labor Relations

Industry Focus

Manufacturing