



HUNT INSTITUTE

FOR GLOBAL COMPETITIVENESS

Site Selection Database for Chihuahua City

May 2017

UNIVERSITY OF TEXAS AT EL PASO



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I. Demographics

A. Population, Gender, and Age Characteristics

	Year	2011	2012	2013	2014	2015	2016
Population	0-14	222,823	225,031	227,313	229,377	231,331	233,184
	15-29	223,459	224,597	226,030	226,729	227,143	227,212
	30-44	195,862	197,526	198,855	199,622	200,128	200,420
	45-64	153,428	160,091	166,679	173,128	179,407	185,466
	65+	53,096	55,215	57,376	59,582	61,859	64,224
	Total	848,668	862,460	876,253	888,439	899,868	910,505
Male Population	0-14	113,769	115,023	116,272	117,392	118,442	119,422
	15-29	111,009	111,260	112,009	112,291	112,532	112,641
	30-44	92,744	93,385	93,980	94,280	94,510	94,670
	45-64	71,178	74,235	77,248	80,186	83,031	85,760
	65+	23,154	24,030	24,935	25,868	26,838	27,853
	Total	411,853	417,932	424,445	430,017	435,353	440,345
Female Population	0-14	109,054	110,009	111,041	111,985	112,890	113,762
	15-29	112,450	113,338	114,022	114,437	114,610	114,571
	30-44	103,118	104,140	104,875	105,342	105,618	105,750
	45-64	82,250	85,856	89,430	92,942	96,376	99,706
	65+	29,942	31,185	32,440	33,715	35,021	36,371
	Total	436,814	444,528	451,808	458,422	464,515	470,160

Source: INEGI and CONAPO. Retrieved in March 2017.

B. Educational Spectrum 2012-2013

Education Category	Students	Teachers	Schools
Kindergarten Enrollment	33,773	NA	NA
Elementary Enrollment	91,255	NA	NA
Middle School Enrollment	45,030	NA	NA
Total	170,570	10,087	1,173

Source: INEGI: Censo de Escuelas, Maestros Y Alumnos de Educación Básica y Especial 2013.

II. Labor Force

A. Unemployment Rate

Year	2013			
Period	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Unemployment Rate (%)*	5.4	5.9	5.3	4.4
Year	2014			
Period	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Unemployment Rate (%)*	4.9	3.2	4.5	4.3
Year	2015			
Period	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Unemployment Rate (%)*	3.5	4.0	4.0	3.4
Year	2016			
Period	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Unemployment Rate (%)*	3.2	3.8	3.2	2.4

*Refers to the State of Chihuahua.

Source: INEGI. Retrieved in April 2017.

B. Number of Establishments and Employees

NAICs Code by Sector	Non-Agricultural Employment Reported by Place of Work	Number of Total Establishments 2013	Total Number Employees		
			2003	2009	2013
Sector 11	Agriculture, Forestry, Fishing and Hunting	3	5	NA	92
Sector 21	Mining, Quarrying, and Oil and Gas Extraction	12	85	1,600	2,906
Sector 22	Utilities	4	3,526	5,867	1,191
Sector 23	Construction	301	11,056	14,604	9,282
Sector 31-32	Manufacturing	2,465	68,757	68,480	92,726
Sector 42	Wholesale Trade	1,215	11,801	13,044	14,233
Sector 46-45	Retail Trade	11046	38,856	44,959	46,872
Sector 48-49	Transportation and Warehousing	165	6,361	6,739	7,201
Sector 51	Information	73	2,204	4,921	3,040
Sector 52	Finance and Insurance	217	544	988	1,199
Sector 53	Real Estate and Rental and Leasing	599	1,875	6,154	3,638
Sector 54	Professional, Scientific, and Technical Services	966	6,279	5,296	5,411
Sector 55	Management of Companies and Enterprises	4	19	427	209
Sector 56	Administrative and Support and Waste Management and Remediation	563	6,518	22,045	13,292
Sector 61	Educational Services	406	4,601	6,136	7,538
Sector 62	Health Care and Social Assistance	1,711	4,488	7,221	8,858
Sector 71	Arts, Entertainment, and Recreation	342	1,164	1,789	1,228
Sector 72	Accommodation and Food Services	2,823	9,564	13,448	15,576
Sector 81	Other Services (except Public Administration)	4,932	8,406	11,491	11,825
Total		16,801	186,109	235,209	246,317

Source: INEGI. Retrieved in May 2017.

C. Employment Regulations in Mexico

Employment Regulation Entity in Mexico	
Name	The Federal Labor Law (FLL)
Pre-Hire Screening	
Pre-Employment Screening Required	Yes
Drug	Yes
Medical	Yes
Mandatory Employee Benefits	
Statutory Minimum Wage*	USD \$3.70 per day
State Employment Insurance	No
State Unemployment Benefits	No
Paid Sick Days or Long-Term Disability	No
PTU (profit sharing)	10 % of company profit annually
IMSS (social security)	17 % of wages
SAR (pension)	2 % of wages
INFONAVIT**	5% of wages
Paid Vacation***	After one year of service, six days of paid vacation are mandatory
Overtime	Double time for regular, overtime and more on Sundays
Seven paid legal holidays	Yes
Aguinaldo (Christmas Bonus)	A minimum of two weeks of pay
Severance pay	Yes

*Converted into USD with the December 2015 End of Month Fix Exchange Rate (MXN \$17.50).

**Housing fund, which provides low-cost loans to workers to purchase a home.

***Varies by Seniority.

Source: Miller Canfield: Doing Business in North America. Retrieved in May, 2017.

III. Manufacturing Industry

A. Manufacturing Labor Costs in 2015

Operator C, Operator B, Operator A, Operator AA, and Production Group Leader Labor Costs

Annual Salary					
Type of Worker	Operator C	Operator B	Operator A	Operator AA	Production Group Leader
Base Salary (Pesos)	30,779.19	38,518.74	48,757.41	59,150.52	109,469.88
Subtotal:	30,779.19	38,518.74	48,757.41	59,150.52	109,469.88
Basic Benefits (Pesos/Yr)					
Vacation Days	526.14	658.44	833.46	1,011.12	1,871.28
Vacation Premium	1,315.35	164.61	2,083.65	252.78	467.82
Holidays	701.52	877.92	1,111.28	1,348.16	2,495.04
Christmas Bonus	1,315.35	1,646.10	2,083.65	2,527.80	4,678.20
Savings Fund	2,560.54	3,204.40	4,056.17	4,920.78	9,106.89
Food Coupons	5,720.00	5,720.00	5,720.00	5,720.00	5,720.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	1,052.28	1,316.88	1,666.92	2,022.24	3,742.56
Subtotal:	17,987.37	19,568.35	21,659.84	23,782.88	34,061.79
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	300.00	300.00	300.00	300.00	300.00
Medical Major	0	0	0	0	0
Uniforms	250.00	250.00	250.00	250.00	250.00
Transportation	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	12,990.00	12,990.00	12,990.00	12,990.00	12,990.00
Fiscal Cost (Pesos/Yr)					
Social Security	10,527.00	11,767.95	13,409.86	15,076.30	23,679.63
Housing Program	1,855.30	2,289.10	2,863.06	3,445.60	6,266.32
State Tax	1,742.37	2,052.11	2,461.91	2,877.85	4,891.84
Federal Tax	1,413.87	1,555.95	1,743.91	1,874.82	2,495.38
Subtotal:	15,538.53	17,665.11	20,478.75	23,274.57	37,333.17
Total Annual Cost					
Total Annual Cost (Pesos)	77,295.09	88,742.21	103,886.00	119,197.97	193,854.85
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	2.02	2.31	2.71	3.11	5.06
Total Cost per Year (USD)	4,480.87	5,144.48	6,022.38	6,910.03	11,237.96
Total Cost per Month (USD)	373.41	428.71	501.86	575.84	936.50

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Maintenance Technician, Electromechanical Technical, Engineering Technician, Electromechanical Technician, and Laboratory Technician Labor Costs

Annual Salary					
Type of Worker	Maintenance Technician	Electromechanical Technician	Engineering Technician	Electromechanical Technician	Laboratory Technician
Base Salary (Pesos)	129,810.33	145,517.58	135,815.94	118,925.82	99,210.15
Subtotal:	129,810.33	145,517.58	135,815.94	118,925.82	99,210.15
Basic Benefits (Pesos/Yr)					
Vacation Days	2,218.98	2,487.48	2,321.64	2,032.92	1,695.90
Vacation Premium	554.75	621.87	580.41	508.23	423.98
Holidays	2,958.64	3,316.64	3,095.52	2,710.56	2,261.20
Christmas Bonus	5,547.45	6,218.70	5,804.10	5,082.30	4,239.75
Savings Fund	10,799.04	12,105.74	11,298.65	9,893.54	8,253.38
Food Coupons	5,720.00	5,720.00	5,720.00	5,720.00	5,720.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	4,437.96	4,974.96	4,643.28	4,065.84	3,391.80
Subtotal:	38,216.81	41,425.39	39,443.60	35,993.39	31,966.01
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	300.00	300.00	300.00	300.00	300.00
Medical Major	0	0	0	0	0
Uniforms	250.00	250.00	250.00	250.00	250.00
Transportation	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	12,990.00	12,990.00	12,990.00	12,990.00	12,990.00
Fiscal Cost (Pesos/Yr)					
Social Security	27,191.81	29,903.95	28,229.10	25,312.31	21,907.52
Housing Program	7,406.40	8,286.78	7,743.11	6,796.30	5,691.08
State Tax	5,705.86	6,334.45	5,946.27	5,270.25	4,481.12
Federal Tax	2,746.23	2,939.94	2,820.29	2,611.99	2,368.85
Subtotal:	43,050.29	47,465.11	44,738.77	39,990.85	34,448.57
Total Annual Cost					
Total Annual Cost (Pesos)	224,067.43	247,398.08	232,988.31	207,900.07	178,614.72
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	222,300	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	5.84	6.45	6.08	5.42	4.66
Total Cost per Year (USD)	12,989.42	14,341.92	13,506.57	12,052.18	10,354.48
Total Cost per Month (USD)	1,082.45	1,195.16	1,125.55	1,004.35	862.87

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

PLC Technician, Quality Inspector, Mold Fixer, Cyclic Counter, and Data Clerk Labor Costs

Annual Salary					
Type of Worker	PLC Technician	Quality Inspector	Mold Fixer	Cyclic Counter	Data Clerk
Base Salary (Pesos)	110,554.47	65,286.00	180,484.20	85,436.91	123,190.47
Subtotal:	110,554.47	65,286.00	180,484.20	85,436.91	123,190.47
Basic Benefits (Pesos/Yr)					
Vacation Days	1,889.82	1,116.00	3,085.20	1,460.46	2,105.82
Vacation Premium	472.46	279.00	771.30	365.12	526.46
Holidays	2,519.76	1,488.00	4,113.60	1,947.28	2,807.76
Christmas Bonus	4,724.55	2,790.00	7,713.00	3,651.15	5,264.55
Savings Fund	9,197.12	5,431.20	15,014.64	7,107.57	10,248.32
Food Coupons	5,720.00	5,720.00	5,720.00	5,720.00	5,720.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	3,779.64	2,232.00	6,170.40	2,920.92	4,211.64
Subtotal:	34,283.35	25,036.20	48,568.14	29,152.50	36,864.55
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	300.00	300.00	300.00	300.00	300.00
Medical Major	0	0	0	0	0
Uniforms	250.00	250.00	250.00	250.00	250.00
Transportation	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	12,990.00	12,990.00	12,990.00	12,990.00	12,990.00
Fiscal Cost (Pesos/Yr)					
Social Security	23,866.85	16,060.40	35,942.18	19,529.33	26,048.82
Housing Program	6,327.09	3,789.61	10,246.83	4,919.11	7,035.38
State Tax	4,935.23	3,123.47	7,733.92	3,929.93	5,440.95
Federal Tax	2,508.75	1,950.48	3,371.16	2,198.99	2,664.59
Subtotal:	37,637.93	24,923.97	57,294.09	30,577.36	41,189.73
Total Annual Cost					
Total Annual Cost (Pesos)	195,465.75	128,236.17	299,336.43	158,156.77	214,234.75
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	5.10	3.34	7.81	4.12	5.59
Total Cost per Year (USD)	11,331.35	7,433.98	17,352.84	9,168.51	12,419.41
Total Cost per Month (USD)	944.28	619.50	1,446.07	764.04	1,034.95

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Inventory Control Assistant, Warehouse Group Leader, Warehouse Clerk, Material Handler, and Tool Crib Clerk Labor Costs

Annual Salary					
Type of Worker	Inventory Control Assistant	Warehouse Group leader	Warehouse Clerk	Material Handler	Tool Crib Clerk
Base Salary (Pesos)	107,651.70	106,423.20	78,360.75	58,297.59	78,360.75
Subtotal:	107,651.70	106,423.20	78,360.75	58,297.59	78,360.75
Basic Benefits (Pesos/Yr)					
Vacation Days	1,840.20	1,819.20	1,339.50	996.54	1,339.50
Vacation Premium	460.05	454.80	334.88	249.14	334.88
Holidays	2,453.60	2,425.60	1,786.00	1,328.72	1,786.00
Christmas Bonus	4,600.50	4,548.00	3,348.75	2,491.35	3,348.75
Savings Fund	8,955.64	8,853.44	6,518.90	4,849.83	6,518.90
Food Coupons	5,720.00	5,720.00	5,720.00	5,720.00	5,720.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	3,680.40	3,638.40	2,679.00	1,993.08	2,679.00
Subtotal:	33,690.39	33,439.44	27,707.03	23,608.65	27,707.03
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	300.00	300.00	300.00	300.00	300.00
Medical Major	0	0	0	0	0
Uniforms	250.00	250.00	250.00	250.00	250.00
Transportation	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	12,990.00	12,990.00	12,990.00	12,990.00	12,990.00
Fiscal Cost (Pesos/Yr)					
Social Security	23,365.35	23,153.39	18,307.63	14,939.52	18,307.63
Housing Program	6,164.30	6,095.50	4,522.53	3,397.79	4,522.53
State Tax	4,819.00	4,769.88	3,646.78	2,843.71	3,646.78
Federal Tax	2,472.96	2,457.80	2,111.73	1,864.30	2,111.73
Subtotal:	36,821.61	36,476.58	28,588.67	23,045.31	28,588.67
Total Annual Cost					
Total Annual Cost (Pesos)	191,153.70	189,329.22	147,646.44	117,941.55	147,646.44
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	4.98	4.94	3.85	3.08	3.85
Total Cost per Year (USD)	11,081.37	10,975.61	8,559.21	6,837.19	8,559.21
Total Cost per Month (USD)	923.45	914.63	713.27	569.77	713.27

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Lift Truck Driver, Driver/Multitask Chauffeur, Instructor, Nurse, Guard, and Janitor Labor Costs

Annual Salary						
Type of Worker	Lift Truck Driver	Driver/Multitask Chauffeur	Instructor	Nurse	Guard	Janitor
Base Salary (Pesos)	78,360.75	110,944.08	185,805.36	110,684.34	81,442.53	40,536.99
Subtotal:	78,360.75	110,944.08	185,805.36	110,684.34	81,442.53	40,536.99
Basic Benefits (Pesos/Yr)						
Vacation Days	1,339.50	1,896.48	3,176.16	1,892.04	1,392.18	692.94
Vacation Premium	334.88	474.12	794.04	473.01	348.05	173.24
Holidays	1,786.00	2,528.64	4,234.88	2,522.72	1,856.24	923.92
Christmas Bonus	3,348.75	4,741.20	7,940.40	4,730.10	3,480.45	1,732.35
Savings Fund	6,518.90	9,229.54	15,457.31	9,207.93	6,775.28	3,372.31
Food Coupons	5,720.00	5,720.00	5,720.00	5,720.00	5,720.00	5,720.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0	0
Profit Sharing	2,679.00	3,792.96	6,352.32	3,784.08	2,784.36	1,385.88
Subtotal:	27,707.03	34,362.94	49,655.11	34,309.88	28,336.55	19,980.63
Additional Benefits (Pesos/Yr)						
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	300.00	300.00	300.00	300.00	300.00	300.00
Medical Major	0	0	0	0	0	0
Uniforms	250.00	250.00	250.00	250.00	250.00	250.00
Transportation	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00
Medicines	350.00	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0	0
Subtotal:	12,990.00	12,990.00	12,990.00	12,990.00	12,990.00	12,990.00
Fiscal Cost (Pesos/Yr)						
Social Security	18,307.63	23,933.75	36,861.41	23,889.34	18,839.49	12,091.64
Housing Program	4,522.53	6,348.81	10,545.22	6,334.39	4,695.18	2,402.25
State Tax	3,646.78	4,950.74	7,946.97	4,940.45	3,770.05	2,132.89
Federal Tax	2,111.73	2,513.56	3,436.78	2,510.36	2,149.73	1,593.00
Subtotal:	28,588.67	37,746.86	58,790.38	37,674.53	29,454.45	18,219.78
Total Annual Cost						
Total Annual Cost (Pesos)	147,646.44	196,043.88	307,240.85	195,658.75	152,223.53	91,727.40
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	3.85	5.11	8.01	5.10	3.97	2.39
Total Cost per Year (USD)	8,559.21	11,364.86	17,811.06	11,342.54	8,824.55	5,317.53
Total Cost per Month (USD)	713.27	947.07	1,484.26	945.21	735.38	443.13

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Direct Materials Buyer, Black Belt Six Sigma, Quality Engineer, Quality Assurance Engineer, and Process Engineer Labor Costs

Annual Salary					
Type of Worker	Direct Materials Buyer	Black belt Six Sigma	Quality Engineer	Quality Assurance Engineer	Process Engineer
Base Salary (Pesos)	308,229.82	443,736.05	325,662.37	314,969.01	293,624.17
Subtotal:	308,229.82	443,736.05	325,662.37	314,969.01	293,624.17
Basic Benefits (Pesos/Yr)					
Vacation Days	7,065.44	10,171.60	7,465.04	7,219.92	6,730.64
Vacation Premium	2,472.90	3,560.06	2,612.76	2,526.97	2,355.72
Holidays	7,065.44	10,171.60	7,465.04	7,219.92	6,730.64
Christmas Bonus	17,663.60	25,429.00	18,662.60	18,049.80	16,826.60
Savings Fund	33,262.45	33,262.45	33,262.45	33,262.45	33,262.45
Food Coupons	8,684.00	8,684.00	8,684.00	8,684.00	8,684.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	10,598.16	15,257.40	11,197.56	10,829.88	10,095.96
Subtotal:	92,791.99	112,516.11	95,329.45	93,772.94	90,666.01
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Medical Major	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00
Uniforms	0	0	0	0	0
Transportation	0	0	0	0	0
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	23,340.00	23,340.00	23,340.00	23,340.00	23,340.00
Fiscal Cost (Pesos/Yr)					
Social Security	58,763.20	82,673.79	61,839.66	59,952.85	56,185.99
Housing Program	17,654.69	25,416.23	18,653.33	18,040.86	16,818.11
State Tax	13,128.95	18,670.69	13,841.98	13,404.68	12,531.63
Federal Tax	8,262.73	8,262.73	8,262.73	8,262.73	8,262.73
Subtotal:	97,809.57	135,023.45	102,597.69	99,661.12	93,798.46
Total Annual Cost					
Total Annual Cost (Pesos)	522,171.38	714,615.61	546,929.52	531,743.07	501,428.64
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	13.62	18.64	14.26	13.87	13.08
Total Cost per Year (USD)	30,270.80	41,426.99	31,706.06	30,825.69	29,068.33
Total Cost per Month (USD)	2,522.57	3,452.25	2,642.17	2,568.81	2,422.36

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Product Engineer, Manufacturing Engineer, Materials Engineer, Molding Engineer, and Tools Engineer Labor Costs

Annual Salary					
Type of Worker	Product Engineer	Manufacturing Engineer	Materials Engineer	Molding Engineer	Tools Engineer
Base Salary (Pesos)	311,444.11	234,678.07	252,142.03	340,425.07	275,860.07
Subtotal:	311,444.11	234,678.07	252,142.03	340,425.07	275,860.07
Basic Benefits (Pesos/Yr)					
Vacation Days	7,139.12	5,379.44	5,779.76	7,803.44	6,323.44
Vacation Premium	2,498.69	1,882.80	2,022.92	2,731.20	2,213.20
Holidays	7,139.12	5,379.44	5,779.76	7,803.44	6,323.44
Christmas Bonus	17,847.80	13,448.60	14,449.40	19,508.60	15,808.60
Savings Fund	33,262.45	31,906.80	33,262.45	33,262.45	33,262.45
Food Coupons	8,684.00	8,684.00	8,684.00	8,684.00	8,684.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	10,708.68	8,069.16	8,669.64	11,705.16	9,485.16
Subtotal:	93,259.86	80,730.25	84,627.93	97,478.29	88,080.29
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Medical Major	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00
Uniforms	0	0	0	0	0
Transportation	0	0	0	0	0
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	23,340.00	23,340.00	23,340.00	23,340.00	23,340.00
Fiscal Cost (Pesos/Yr)					
Social Security	59,330.48	45,784.94	48,866.46	64,444.42	53,051.62
Housing Program	17,838.83	13,441.86	14,442.14	19,498.85	15,800.67
State Tax	13,260.43	10,120.99	10,835.19	14,445.68	11,805.18
Federal Tax	8,262.73	8,071.59	8,262.73	8,262.73	8,262.73
Subtotal:	98,692.46	77,419.37	82,406.52	106,651.68	88,920.20
Total Annual Cost					
Total Annual Cost (Pesos)	526,736.44	416,167.69	442,516.48	567,895.04	476,200.56
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	13.74	10.85	11.54	14.81	12.42
Total Cost per Year (USD)	30,535.45	24,125.66	25,653.13	32,921.45	27,605.83
Total Cost per Month (USD)	2,544.62	2,010.47	2,137.76	2,743.45	2,300.49

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Plant Engineer, Design Engineer, Suppliers Development Engineer, Training Engineer, and IT Engineer Labor Costs

Annual Salary					
Type of Worker	Plant Engineer	Design Engineer	Suppliers Development Engineer	Training Engineer	IT Engineer
Base Salary (Pesos)	253,140.17	225,649.44	252,142.03	240,345.83	231,589.42
Subtotal:	253,140.17	225,649.44	252,142.03	240,345.83	231,589.42
Basic Benefits (Pesos/Yr)					
Vacation Days	5,802.64	5,172.48	5,779.76	5,509.36	5,308.64
Vacation Premium	2,030.92	1,810.37	2,022.92	1,928.28	1,858.02
Holidays	5,802.64	5,172.48	5,779.76	5,509.36	5,308.64
Christmas Bonus	14,506.60	12,931.20	14,449.40	13,773.40	13,271.60
Savings Fund	33,262.45	30,679.27	33,262.45	32,677.39	31,486.87
Food Coupons	8,684.00	8,684.00	8,684.00	8,684.00	8,684.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	8,703.96	7,758.72	8,669.64	8,264.04	7,962.96
Subtotal:	84,773.21	78,188.52	84,627.93	82,325.83	79,860.74
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Medical Major	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00
Uniforms	0	0	0	0	0
Transportation	0	0	0	0	0
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	23,340.00	23,340.00	23,340.00	23,340.00	23,340.00
Fiscal Cost (Pesos/Yr)					
Social Security	49,042.44	44,191.61	48,866.46	46,785.13	45,240.15
Housing Program	14,499.26	12,924.65	14,442.14	13,766.52	13,265.01
State Tax	10,875.98	9,751.70	10,835.19	10,352.80	9,994.72
Federal Tax	8,262.73	7,898.51	8,262.73	8,180.24	8,012.38
Subtotal:	82,680.41	74,766.48	82,406.52	79,084.69	76,512.27
Total Annual Cost					
Total Annual Cost (Pesos)	443,933.79	401,944.44	442,516.48	425,096.35	411,302.42
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	11.58	10.48	11.54	11.09	10.73
Total Cost per Year (USD)	25,735.29	23,301.13	25,653.13	24,643.27	23,843.62
Total Cost per Month (USD)	2,144.61	1,941.76	2,137.76	2,053.61	1,986.97

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Control Production Engineer, Production Supervisor, Production Scheduler, Production Cost Accountant, Production Control Assistant Labor Costs

Annual Salary					
Type of Worker	Control Production Engineer	Production Supervisor	Production Scheduler	Production Cost Accountant	Production Control Assistant
Base Salary (Pesos)	392,422.58	237,648.06	314,396.65	261,750.00	174,800.14
Subtotal:	392,422.58	237,648.06	314,396.65	261,750.00	174,800.14
Basic Benefits (Pesos/Yr)					
Vacation Days	8,995.36	5,447.52	7,206.80	6,000.00	4,006.88
Vacation Premium	3,148.38	1,906.63	2,522.38	2,100.00	1,402.41
Holidays	8,995.36	5,447.52	7,206.80	6,000.00	4,006.88
Christmas Bonus	22,488.40	13,618.80	18,017.00	15,000.00	10,017.20
Savings Fund	33,262.45	32,310.60	33,262.45	33,262.45	23,765.81
Food Coupons	8,684.00	8,684.00	8,684.00	8,684.00	8,684.00
Attendance Bonus	5,980.00	5,980.00	5,980.00	5,980.00	5,980.00
KPI*	0	0	0	0	0
Profit Sharing	13,493.04	8,171.28	10,810.20	9,000.00	6,010.32
Subtotal:	105,046.99	81,566.36	93,689.63	86,026.45	63,873.50
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Medical Major	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00
Uniforms	0	0	0	0	0
Transportation	0	0	0	0	0
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	23,340.00	23,340.00	23,340.00	23,340.00	23,340.00
Fiscal Cost (Pesos/Yr)					
Social Security	73,619.26	46,308.93	59,851.65	50,562.11	35,219.17
Housing Program	22,477.07	13,611.95	18,008.01	14,992.56	10,012.13
State Tax	16,572.13	10,242.43	13,381.22	11,228.19	7,672.17
Federal Tax	8,262.73	8,128.52	8,262.73	8,262.73	6,923.71
Subtotal:	120,931.19	78,291.83	99,503.61	85,045.60	59,827.17
Total Annual Cost					
Total Annual Cost (Pesos)	641,740.76	420,846.25	530,929.89	456,162.05	321,840.81
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	16.74	10.97	13.85	11.90	8.39
Total Cost per Year (USD)	37,202.36	24,396.88	30,778.54	26,444.18	18,657.44
Total Cost per Month (USD)	3,100.20	2,033.07	2,564.88	2,203.68	1,554.79

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Warehouse Supervisor, Bilingual Assistant, Plant Manager, Operations Manager, Production Manager Labor Costs

Annual Salary					
Type of Worker	Warehouse Supervisor	Bilingual Assistant	Plant Manager	Operations Manager	Production Manager
Base Salary (Pesos)	383,900.00	162,722.23	1,401,866.69	825,877.09	831,778.68
Subtotal:	383,900.00	162,722.23	1,401,866.69	825,877.09	831,778.68
Basic Benefits (Pesos/Yr)					
Vacation Days	8,800.00	3,730.02	32,134.48	18,931.28	19,066.56
Vacation Premium	3,080.00	1,305.51	11,247.07	6,625.95	6,673.30
Holidays	8,800.00	3,730.02	32,134.48	18,931.28	19,066.56
Christmas Bonus	22,000.00	9,325.06	80,336.20	47,328.20	47,666.40
Savings Fund	33,262.45	22,123.70	33,262.45	33,262.45	33,262.45
Food Coupons	8,684.00	8,684.00	8,684.00	8,684.00	8,684.00
Attendance Bonus	5,980.00	5,980.00	9,100.00	9,100.00	9,100.00
KPI*	0	0	0	0	0
Profit Sharing	13,200.00	5,595.03	48,201.72	28,396.92	28,599.84
Subtotal:	103,806.45	60,473.34	255,100.40	171,260.08	172,119.11
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Medical Major	12,000.00	12,000.00	15,000.00	15,000.00	15,000.00
Uniforms	0	0	0	0	0
Transportation	0	0	0	0	0
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	23,340.00	23,340.00	26,340.00	26,340.00	26,340.00
Fiscal Cost (Pesos/Yr)					
Social Security	72,115.89	33,088.36	102,904.11	102,904.11	102,904.11
Housing Program	21,989.06	9,320.46	31,983.13	31,983.13	31,983.13
State Tax	16,223.69	7,178.31	57,966.22	34,410.34	34,651.66
Federal Tax	8,262.73	6,692.17	8,685.73	8,685.73	8,685.73
Subtotal:	118,591.38	56,279.30	201,539.19	177,983.30	178,224.63
Total Annual Cost					
Total Annual Cost (Pesos)	629,637.83	302,814.86	1,884,846.27	1,201,460.47	1,208,462.41
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	16.42	7.90	49.15	31.33	31.51
Total Cost per Year (USD)	36,500.74	17,554.48	109,266.45	69,649.88	70,055.79
Total Cost per Month (USD)	3,041.73	1,462.87	9,105.54	5,804.16	5,837.98

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

Maintenance Manager, Engineering Manager, Quality Manager, Materials Manager, and Six Sigma Coordinator Labor Costs

Annual Salary					
Type of Worker	Maintenance Manager	Engineering Manager	Quality Manager	Materials Manager	Six Sigma Coordinator
Base Salary (Pesos)	822,038.09	865,310.60	824,704.45	802,200.93	825,154.66
Subtotal:	822,038.09	865,310.60	824,704.45	802,200.93	825,154.66
Basic Benefits (Pesos/Yr)					
Vacation Days	18,843.28	19,835.20	18,904.40	18,388.56	18,914.72
Vacation Premium	6,595.15	6,942.32	6,616.54	6,436.00	6,620.15
Holidays	18,843.28	19,835.20	18,904.40	18,388.56	18,914.72
Christmas Bonus	47,108.20	49,588.00	47,261.00	45,971.40	47,286.80
Savings Fund	33,262.45	33,262.45	33,262.45	33,262.45	33,262.45
Food Coupons	8,684.00	8,684.00	8,684.00	8,684.00	8,684.00
Attendance Bonus	9,100.00	9,100.00	9,100.00	9,100.00	9,100.00
KPI*	0	0	0	0	0
Profit Sharing	28,264.92	29,752.80	28,356.60	27,582.84	28,372.08
Subtotal:	170,701.28	176,999.97	171,089.39	167,813.81	171,154.92
Additional Benefits (Pesos/Yr)					
Cafeteria	8,840.00	8,840.00	8,840.00	8,840.00	8,840.00
Life Insurance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Medical Major	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
Uniforms	0	0	0	0	0
Transportation	0	0	0	0	0
Medicines	350.00	350.00	350.00	350.00	350.00
Social Activities	450.00	450.00	450.00	450.00	450.00
Sports Activities	200.00	200.00	200.00	200.00	200.00
Others	0	0	0	0	0
Subtotal:	26,340.00	26,340.00	26,340.00	26,340.00	26,340.00
Fiscal Cost (Pesos/Yr)					
Social Security	102,904.11	102,904.11	102,904.11	102,904.11	102,904.11
Housing Program	31,983.13	31,983.13	31,983.13	31,983.13	31,983.13
State Tax	34,253.32	36,022.99	34,362.38	33,442.04	34,380.76
Federal Tax	885.73	8,685.73	8,685.73	8,685.73	8,685.73
Subtotal:	177,826.28	179,595.95	177,935.35	177,015.00	177,953.72
Total Annual Cost					
Total Annual Cost (Pesos)	1,196,905.65	1,248,246.52	1,200,069.19	1,173,369.74	1,200,603.30
Exchange Rate* (USD/MXP)	17.25	17.25	17.25	17.25	17.25
Hours per Year	2,223.00	2,223.00	2,223.00	2,223.00	2,223.00
Cost per Hour (USD)	31.21	32.55	31.30	30.60	31.31
Total Cost per Year (USD)	69,385.83	72,362.12	69,569.23	68,021.43	69,600.19
Total Cost per Month (USD)	5,782.15	6,030.18	5,797.44	5,668.45	5,800.02

*Key Performance Indicator.

**December 2015 End of Month Fix Exchange Rate.

Source: Desarrollo Económico Ciudad Juárez.

B. Tax Regime for the Manufacturing Industry in Mexico

The sources used were the following:

- “PWC-IMMEX, Maquiladora Guide, Doing Business in Mexico”,
http://www.pwc.com/es_MX/mx/industrias/archivo/doing-business-maquiladora.pdf,
- “Deloitte, International Tax: Mexico Highlights 2015”,
<http://www2.deloitte.com/content/dam/Deloitte/global/Documents/Tax/dttl-tax-mexicohighlights-2015.pdf>,
- ‘KPMG, Investment in Mexico,
<https://www.kpmg.com/MX/es/IssuesAndInsights/ArticlesPublications/Documents/Estudios/2014/Investment-in-Mexico-2014.pdf>,
- “Deloitte, Taxation and Investment in Mexico 2014, Reach, relevance and reliability”,
<http://www2.deloitte.com/content/dam/Deloitte/global/Documents/Tax/dttl-tax-mexicoguide-2014.pdf>.

Retrieved in May 2017.

The Federal government levies the main taxes payable in Mexico. The principal taxes are the following:

1. Federal Income Tax
2. Value-Added Tax
3. Social Security Contribution
4. Federal Housing Contribution
5. State Payroll Tax
6. Tax on Real Estate
7. Withholding Tax

A. Federal Income Tax

The Federal Corporate Income Tax description for maquiladoras:

- 30% of almost all revenue is taxed and works on an accrual basis.
- Significant tax reductions can be made if requirements are met.
- Normal Fiscal year is from January 1 through December 31.

a. Figure 1

Income Taxation for Companies in Mexico	
Corporate income tax rate	30%
Branch tax rate	30%
Capital gains tax rate	10%/25%/35%
Basis	Worldwide Income
Participation exemption	No

Source: Deloitte: "Taxation and Investment in Mexico 2014, Reach, Relevance and Reliability". Retrieved in May 2017.

B. Value-Added Tax (IVA in Spanish)

The Value-Added Tax description for Maquiladoras:

- Standard 16% rate applies to the following activities in Mexico:
 - Sale of goods
 - Supply of independent services
 - Granting of temporary use of enjoyment of tangible goods
 - Import of goods or services
- A zero rate applies to export and services used abroad if the services are contracted and paid by a nonresident with a PE in Mexico.
- Special rates and refunds are applicable to qualifying maquiladoras.
 - Maquiladoras that enable the sale of goods between nonresidents at an exempt Value-Added Tax rate when the goods are delivered from one maquiladora to another.
 - Following certain customs formalities to virtually export the goods.

C. Social Security Contribution

The Social Security Tax description for Maquiladoras:

- Social Security is mandatory for any type of industry of business.
 - Rates vary from 15%-30% (depending the salary structure of the maquiladora's employee)

D. Federal Housing Contribution

The Federal Housing Contribution description for Maquiladoras:

- Companies need to contribute to the National Housing Institute
 - The sum equals to 5% of the payroll.
 - Funds go into special accounts for employee.

E. State Payroll Tax

The State Payroll Tax description for Maquiladoras:

- Payroll wages apply at the state level.
- Such tax is withheld by the employer.
- According to PwC-IMMEX: Maquiladora Guide: Doing Business in Mexico, the state of Chihuahua has a payroll tax percentage that ranges from 1% to 2.6%.

F. Tax on Real Estate

- A rate between 2%- 5% applies to the transfer of real estate.
- The real estate tax is levied by the municipal state.
- Rates are deductible in calculating the individual's taxable income related to leasing of real property.

G. Withholding Tax

The withholding tax description for Maquiladoras:

- Dividends
 - A company that distributes dividends to nonresident or to a resident must withhold a 10% tax.
- Interest
 - A 4.9% rate applies to interest paid to foreign banks registered as banks in Mexico and resident in tax treaty countries; if requirements are not met the rate is 10%.
 - A 15% rate applies to interest paid to reinsurance companies and interest on finance lease.
 - A 21% rate applies to nonresident suppliers financing the acquisition of Machine & Equipment that is included in the fixed assets of the acquirer.
 - 40% rate applies where interest payments are made to a related party located in a low-tax-country.
 - 35% in all other cases.
- Royalties
 - The following are subject to a 25% withholding tax:
 - Leasing of machinery and equipment
 - Technical assistance
 - Know-how
 - Use of models
 - Plans
 - Formulas and similar technology transfer
 - Use of commercial, industrial or scientific information or equipment
 - The following are subject to a 35% withholding tax:
 - Foreign licensor of patents
 - Trademarks and trade names (without rendering the technical assistance)
 - Business enterprises that pay fees or make rental payments to a nonresident must withhold a 25% tax on such payments.
 - Mexican-source royalty payments made to related parties located in a tax haven are subject to a punitive 40% withholding tax withholding tax rate.

a. Figure 2

Withholding Tax for Companies in Mexico	
Dividends	10%
Interest	4.9%- 40%
Royalties	5%/25%/35%
Branch Remittance Tax	10%

Source: Deloitte: "Taxation and Investment in Mexico 2014, Reach, Relevance and Reliability". Retrieved in May 2017.

IV. Research and Development Facilities

Research Facility Name	Economic Purpose	Research Activity
Centro de Investigación de Materiales Avanzados, S.C. (CIMAV)	<p>The three main functions of CIMAV are the following:</p> <ul style="list-style-type: none"> To carry out research, development and innovation of science and technology with criteria of excellence in the areas of materials, energy and environment with the purpose of promoting the development of Mexico. To form high level human capital in the areas of its specialty through graduate programs. Provide technology and innovation solutions to the productive, academic and social sectors through services, consulting, and consultation and generation of technological development. 	Materials, Energy, and Environmental Research and Development
Address	Website	Contact Information
Avenida Miguel de Cervantes Saavedra 120, Complejo Industrial Chihuahua, 31136 Chihuahua, Chih., Mexico	http://cimav.edu.mx/	Phone: +52 (614) 439-1100 Email: NA

Research Facility Name	Economic Purpose	Research Activity
Centro de Investigación y Docencia (CID)	The CID is an institution of higher education dependent on the Educational Services of the State of Chihuahua, whose mission is to contribute dynamically in the comprehensive improvement of the local and national educational service, through research, teaching and dissemination and Extension of culture to support educational transformation processes.	Education Research and Development
Address	Website	Contact Information
Lucio Cabañas 27, Pablo Gómez, 31206 Chihuahua, Chih., Mexico	http://cid.edu.mx/	Phone: +52 (614) 411-3598 Email: NA

Research Facility Name	Economic Purpose	Research Activity
Centro de Alimentación en Alimentación y Desarrollo A.C. (CIAD)	<p>The CIAD focuses on responding to the problems of the Mexican food sector by carrying out studies, and consulting in the agri-food, fishing, industrial and commercial sectors, considering its impact in three basic areas:</p> <ol style="list-style-type: none"> 1. The production, conservation, quality and commercialization of food. 2. The health and biological development of the human being. 3. The social and economic repercussion of the processes of economic development and international integration. 	Nutrition Research and Development
Address	Website	Contact Information
Río Conchos, Basaseachi, Cd Cuauhtémoc, Chih., Mexico	http://www.ciad.mx/	Phone: +52 (625) 581-2920 Email: pwong@ciad.mx

Research Facility Name	Economic Purpose	Research Activity
Instituto de Ecología (INECOL)	Generate, transfer and socialize scientific and technological frontier knowledge on ecology and biological diversity for the benefit of society contributing to the innovative solution of environmental, agricultural and forestry problems. To train new talents for science and technology as well as professionals of excellence, and offer highly specialized professional services in the field of ecology.	Environmental Research and Development
Address	Website	Contact Information
Miguel de Cervantes #120, Complejo Industrial Chihuahua, C.P.31109, Chihuahua	http://www.inecol.edu.mx/inecol/index.php/es/	Phone: +52 (614) 451-0905 Email: daniel.nunez@inecol.mx

V. Higher Education

Public Higher Education Institutions

1. Universidad Autónoma de Chihuahua (UACH)
2. Universidad Autónoma de Durango (UAD)
3. Universidad Pedagógica Nacional (UPN)
4. Universidad Politécnica de Chihuahua
5. Universidad Tecnológica de Chihuahua (UTCH)
6. Instituto Tecnológico de Chihuahua (ITCH)
7. Instituto Tecnológico de Chihuahua II

Private Higher Education Institutions

1. Universidad TecMilenio
2. Universidad del Desarrollo Profesional (UNIDEP)
3. Universidad del Valle de México (UVM)
4. Universidad Interamericana del Norte (UIN)
5. Universidad La Salle Chihuahua
6. Escuela de Arquitectura de Chihuahua (EACH)
7. Escuela Libre de Psicología (ELPAC)
8. Tecnológico de Monterrey (ITESM)

VI. Transportation

Distance in Miles to the Five Nearest Metro Areas in the US	
Metro Area	Miles
El Paso, TX	233 Miles
Tucson, AZ	440 Miles
Albuquerque, NM	507 Miles
San Antonio, TX	618 Miles
Austin, TX	644 Miles
Commercial Airport	
Name	General Roberto Fierro Villalobos International Airport
Classification	International
Year 2015 Statistics (Departures and Arrivals)	
Total Passengers	1,026,022
Total Flights	13,561
Total Merchandise (Kg)	3,779,990
10 Cities Serving by the Commercial Airport (2015)	
1. Mexico City	
2. Monterrey, Nuevo Leon	
3. Ciudad Juarez, Chihuahua	
4. Guadalajara, Jalisco	
5. Hermosillo, Sonora	
6. Torreon, Coahuila	
7. La Paz, Baja California Sur	
8. Los Mochis, Sinaloa	
9. Tijuana, Baja California	
10. San Luis Potosi	

Source: Secretaria de Comunicaciones y Transportes. Retrieved May 2017

VII. Utilities

Electric Power			
Name of Company	Comisión Federal de Electricidad		
Communities Served	Chihuahua City		
Commercial and Industrial Rates in 2015 (USD)			
	Voltage	Rate	Demand
Low Voltage	1 - 1,000 volts	2 3	≤ 25 kW > 25 kW
Medium Voltage	1,0001 - 35,000 volts	OM HM	< 100 kW ≥ 100 kW
High Voltage	35,000 - 110,000 volts > 110,000 volts	HS HSL HT	Sub transmission level Sub transmission level Transmission level
HM Rates in 2015 (USD)			
Billing Demand (per kW)	10.9132		
Basic	Intermediate	On-Peak	
0.0437	0.0538	0.1090	
Natural Gas			
Name of Provider	Gas Natural del Norte		
Territory Serving	Chihuahua City		
Water and Sewer			
Name of Provider	Junta Municipal de Agua y Saneamiento de Chihuahua		
Territory Serving	Chihuahua City		
Click here to calculate projected m³ Consumption Rate			

Source: The Hunt Institute for Global Competitiveness and Junta Municipal de Agua y Saneamiento de Chihuahua.

VIII. Environmental Permits

Mexico's Environmental Regulations and Compliance Needed: *	
Permits and Licenses	Yes
Hazardous and Non-Hazardous Waste	Yes
Monthly and Quarterly (in-house) Audits	Yes
Safety Programs and Regulations	Yes
Certification Support (i.e. ISO 9001)	Yes
Raw Material Analysis	Yes
Government Audits	Yes
Environmental Regulations in Mexico Include: **	
Any company being established for the first time is required to obtain Environmental Impact Authorization and is required to apply for an extension if there is a significant change in the manufacturing process.	
A company must identify and apply authorization if a manufacturing area releases emissions into the atmosphere, and is required to comply with the maximum permissible limit regulations.	
A company must identify if any manufacturing processes have generated wastewater and evaluate if they surpass the maximum permissible limit that can be discharged into the city's sewer, requires authorization to discharge the wastewater.	
All non-hazardous waste must be handled by authorized companies, and companies are required to obtain registration as non-hazardous waste generators.	
Proper management is required with all hazardous waste generated, and companies must obtain registration as hazardous waste generators. It is mandatory that an authorized company is used to dispose of this hazardous waste.	
More to Environmental Regulations	

Source: NAPS* and Maquila Reference**. Retrieved in May 2017.

IX. Government

City Government	
Form (Structure)	Democracy
# of Elected Officials	4
Mayor	
Name	Maria Eugenia Campos Galvan
Years in Office	Since October 2016
Next Election Date	June 2018
City Manager (Yes or No)	Yes
Governor	
Name	Javier Corral Jurado
Years in Office	Since October 2016
Current Term Expiration Date	October 2022
Allowed to Run for Another Term (Yes or No)	No
Next Election Date	June 2016
Mexican Government Representation	
Congressional Districts Listed by District # in the Service Area (by District)	Districts 6, 7, 8
Mexican Congresspersons Serving the Area	
District	Name
District 6	Blanco Zaldívar, Juan Alberto (PAN)
District 7	Le Baron González, Alex (PRI)
District 8	Domínguez Domínguez, Cesar Alejandro (PRI)

Source: Congreso del Estado de Chihuahua, Chihuahua- Gobierno Municipal 2016-2018. Retrieved in May 2017.

X. Quality of Life

Weather	
Average Annual Temperature	18.2 Celsius
June's Average Temperature	26.3 Celsius
January's Average Temperature	9.6 Celsius
Rainfall in August cm	
	102
Snowfall in cm	
	NA
Highest Annual Average Wind Speed in Miles per Hour	
	NA
Lowest Annual Average Wind Speed in Miles per Hour	
	NA
Number of Days Sunny or Partly Sunny	
	80 %
Elevation (Mean Feet Above Sea Level)	
	1437 Meters
Health Care	
Hospital Name	Address
Hospital Ángeles Chihuahua	Av. Hacienda del Valle 7120, Fraccionamiento Plaza Las Haciendas, 31217 Chihuahua, Chih., Mexico
Hospital Star Médica Chihuahua	Perif. de la Juventud 6103, Saucito, 31110 Chihuahua, Chih., Mexico
Consultorios Christus Mougerza del Parque	De La Llave 1419, Zona Centro, 31020 Chihuahua, Chih., Mexico
Centro de Atención Medica Christus Muguerza	Av. Mirador 3300, Las Aguilas, Campestre-Lomas, 31214 Chihuahua, CHIH, Mexico
General Hospital Dr. Salvador Zubiran	Av. Prolongación Teófilo Borunda 510, Santo Niño, 31200 Chihuahua, Chih., Mexico
Number of Enclosed Regional Malls	20 Shopping Malls

Source: Servicio Meteorológico Nacional and Chihuahua- Gobierno Municipal 2016-2018.

XI. Industrial Brokers

Company	Address	Website	Contact	Email
American Industries Group	12035 Rojas Dr. Suite F, El Paso, TX 79936	http://www.americanindustriessgroup.com/re/chihuahua.html	+52 (614) 439-3673	chihuahua@aiig.com

XII. Available Industrial Sites

Available Industrial Site #1

Identity	Name & Address
Land	Inventory North III, Ave. Alejandro Dumas #11321 Ed. 4, American Industry Kimco Industrial Park
Broker	American Industries Group
Company	American Industries Group
Telephone Number	+52 614 439 3673
Website	http://www.americanindustriesgroup.com/re/assets/cuu-cic-b357_inventorynorthiii.pdf
Site Characteristics Surrounding the Building	
Business Park	Kimco Industrial Park
Specific Building Site Sq. Ft.	121,882
Total Complex in Sq. Ft.	294,025
Price	Upon Request
Transportation	
Highway Linkage	Avenida Tecnologico
2 or 4 Lane	4 Lane
Distance to 4 Lane Highway	Within
Mass Transit Service Distance from Building	
Distance to Border Crossing	391 km
Bus	Public Transportation
Distance to Airport in Miles	10 km
Utilities	
Water	
Provider	JMAS Chihuahua
Sewer	
Provider	JMAS Chihuahua
Natural Gas	
Provider	Gas Natural del Norte
Electric Power	
Service Provider	CFE
Protective Services	
Fire Station Volunteer or Full-Time	Yes
24 Hour police Patrol Provided	Yes

Source: American Industries Group.

Available Industrial Site #2

Identity	Name & Address
Land	Multitenant North I, Ave. Alejandro Dumas #11327, Building 1, Chihuahua, Chihuahua, Mexico
Broker	American Industries Group
Company	American Industries Group
Telephone Number	+52 (614) 439-3673
Website	http://www.americanindustriessgroup.com/re/assets/cuu-cic-cav-b361.pdf
Site Characteristics Surrounding the Building	
Specific Building Site Sq. Ft.	123,163
Total Complex in Sq. Ft.	328,704
Price	Upon Request
Business Park	American Ind. Kimco Industrial Park
Transportation	
Highway Linkage	Avenida Tecnologico
2 or 4 Lane	4 Lane
Distance to 4 Lane Highway	Within
Mass Transit Service Distance from Building	
Distance to Border Crossing	391 km
Bus	Public Transportation
Distance to Airport in Miles	10 km
Utilities	
Water	
Provider	JMAS Chihuahua
Sewer	
Provider	JMAS Chihuahua
Natural Gas	
Provider	Gas Natural del Norte
Electric Power	
Service Provider	CFE
Protective Services	
Fire Station Volunteer or Full-Time	Yes
24 Hour police Patrol Provided	Yes

Source: American Industries Group.



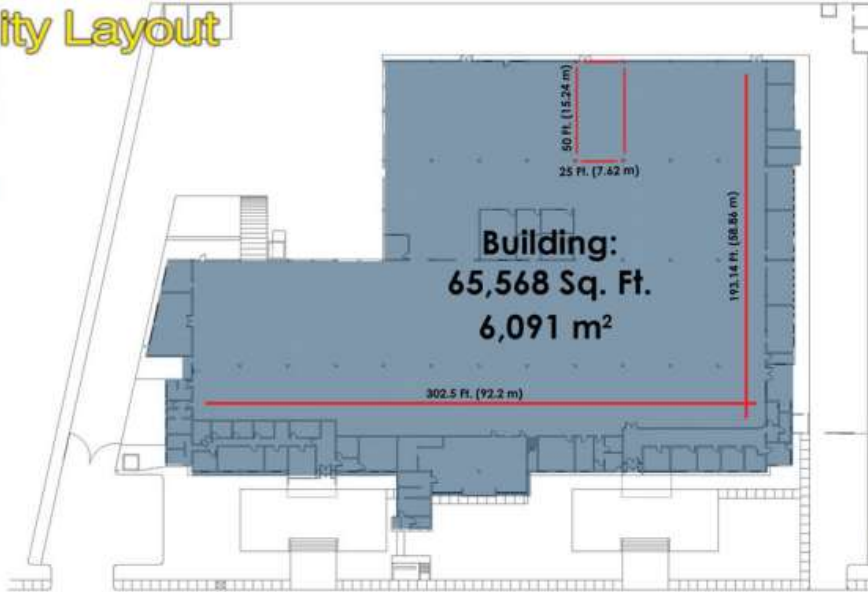
Source: American Industries Group.

Available Industrial Site #3

Identity	Name & Address
Land	Inventory Americas II, Las Americas Industrial Park, Ave. Washington #3701, Building 19, Chihuahua, Mexico
Broker	American Industries Group
Company	American Industries Group
Telephone Number	+52 (614) 439-3673
Website	http://www.americanindustriessgroup.com/re/assets/cuu-pia-b237-sumitomo-ii.pdf
Site Characteristics Surrounding the Building	
Business Park	Las Americas Industrial Park
Specific Building Site Sq. Ft.	65,568
Total Complex in Sq. Ft.	120,957
Price	Upon Request
Transportation	
Highway Linkage	Avenida Tecnologico
2 or 4 Lane	4 Lane
Distance to 4 Lane Highway	Within
Mass Transit Service Distance from Building	
Distance to Border Crossing	391 km
Bus	Public Transportation
Distance to Airport in Miles	10 km
Utilities	
Water	
Provider	JMAS Chihuahua
Sewer	
Provider	JMAS Chihuahua
Natural Gas	
Provider	Gas Natural del Norte
Electric Power	
Service Provider	CFE
Protective Services	
Fire Station Volunteer or Full-Time	Yes
24 Hour police Patrol Provided	Yes

Source: American Industries Group.

Facility Layout



Source: American Industries Group.

Available Industrial Site #4

Identity	Name & Address
Land	Stoneridge, Las Americas Industrial Park, Ave. Washington #3701, Building 44, Chihuahua, Mexico
Broker	American Industries Group
Company	American Industries Group
Telephone Number	+52 (614) 439-3673
Website	http://www.americanindustriessgroup.com/re/assets/cuu-pia-b202-ex-alphabet.pdf
Site Characteristics Surrounding the Building	
Business Park	Las Americas Industrial Group
Specific Building Site Sq. Ft.	61,619
Total Complex in Sq. Ft.	168,509
Price	Upon Request
Transportation	
Highway Linkage	Avenida Tecnologico
2 or 4 Lane	4 Lane
Distance to 4 Lane Highway	Within
Mass Transit Service Distance from Building	
Distance to Border Crossing	391 km
Bus	Public Transportation
Distance to Airport in Miles	10 km
Utilities	
Water	
Provider	JMAS Chihuahua
Sewer	
Provider	JMAS Chihuahua
Natural Gas	
Provider	Gas Natural del Norte
Electric Power	
Service Provider	CFE
Protective Services	
Fire Station Volunteer or Full-Time	Yes
24 Hour police Patrol Provided	Yes

Source: American Industries Group.



Source: American Industries Group.

Available Industrial Site #5

Identity	Name & Address
Land	Inventory Hallmark, Las Americas Industrial Park, Ave. Washington #3701, Building 31, Chihuahua, Mexico
Broker	American Industries Group
Company	American Industries Group
Telephone Number	+52 (614) 439-3673
Website	http://www.americanindustriessgroup.com/re/assets/cuu-pia-b238--inventory-hallmark.pdf
Site Characteristics Surrounding the Building	
Business Park	Las Americas Industrial Park
Specific Building Site Sq. Ft.	99,279
Total Complex in Sq. Ft.	245,586
Price	Upon Request
Transportation	
Highway Linkage	Avenida Tecnologico
2 or 4 Lane	4 Lane
Distance to 4 Lane Highway	Within
Mass Transit Service Distance from Building	
Distance to Border Crossing	391 km
Bus	Public Transportation
Distance to Airport in Miles	10 km
Utilities	
Water	
Provider	JMAS Chihuahua
Sewer	
Provider	JMAS Chihuahua
Natural Gas	
Provider	Gas Natural del Norte
Electric Power	
Service Provider	CFE
Protective Services	
Fire Station Volunteer or Full-Time	Yes
24 Hour police Patrol Provided	Yes

Source: American Industries Group.



Source: American Industries Group.