

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the page, framing the central white area where the text is placed.

Piedmont Companies, Inc.

Commercial Real Estate Developers

A BRIEF HISTORY OF THE PIEDMONT COMPANIES

The Piedmont Companies, Inc., a real estate development firm located in Lincolnton, North Carolina was founded by William L. Heafner in 1985 with an initial desire to satisfy the housing needs for Lincoln and the surrounding counties. From 1985 through the year 2000, there were 15,000 families living in a home or on a Piedmont developed home site located in twenty-three North Carolina counties as well as Horry County, SC.

During the history of the company, operations have not only included the twenty-one (21) manufactured housing dealerships, but also, real estate brokerage operations, a residential housing division, residential/commercial subdivision development, commercial real estate development, real estate appraisal services, real estate auction services, a mortgage brokerage operation and an insurance agency.

While the manufactured housing enterprise thrived and became one of the top four manufactured housing enterprises in the nation, Mr. Heafner began to diversify the corporation and his personal interests. In 1997, commercial real estate development became Mr. Heafner's main focus.

Today, Piedmont Companies derives 95% of its revenues from commercial real estate development. Since 1997, Piedmont Companies has served many clients including multiple Goodwill organizations, Walgreen, Family Dollar, Dollar General, Fastenal, Aldi, McDonalds, Firehouse Subs, Subway, Tuffy Auto, Hobby Town, O'Reilly Auto Parts, Lincolnton ABC Board and other governmental agencies, various hotel operators and a multi-national carbon fiber manufacturer, Sigmatex, to name a few. Piedmont has developed over three million square feet for our clients.

Our development portfolio has grown to include multiple projects totaling nearly two million square feet for Goodwill clients alone in North Carolina, South Carolina, Georgia, Virginia, Arizona, California, New Jersey, Alabama, Florida, Mississippi and Ohio that range in size from 12,000 square feet to more than 160,000 square feet. These Goodwill projects include stand-alone retail and donation centers as well as multi-facility developments which house not only the retail/donation facility, but also administrative offices, career centers and warehouse operations. Piedmont is the nation's premier developer of Goodwill facilities.

We have developed long-term relationships not only with Goodwill organizations across the United States, but also with many other retail clients providing development services in multiple locations and territories along the east coast.

More detailed information is available on our websites:

www.developwithpc.com and www.goodwillretail.com

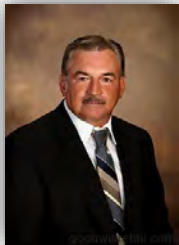
OUR TEAM



William (Willie) Heafner
President
Employed since: 1987



Sandra L. (Sandy) Cashion
Vice President
Employed since: 1993



Gary Faulkenbury
Construction Manager
Commercial Developer
Employed since: 1998



Craig Upshaw
Commercial Developer
Employed since: 2003



Eddie Davis
Commercial Developer
Employed since: 2011



Guy Long
Commercial Developer
Employed since: 2015



Albert Esquivel
Broker
Employed since: 2021



William (Bill) Spurrier
Broker-in-Charge/Developer
Employed since: 2001



Brigitte Davenport
GIS Specialist
Employed since: 2012



Donita Frankosky
Accounting Manager/Treasurer
Employed since: 1993



Lisa Carpenter
Accountant
Employed since: 1998



Lauren Travis
Administrative Assistant
Employed since: 2021

PIEDMONT SERVICES

Piedmont Companies prides itself on building long-term relationships, not only with clients, but also our staff. We have a dedicated team with nearly 200 years combined development experience. Over the years, we have taken our accumulated knowledge and experiences to develop specialized tools and methods that take the risks, fears and surprises out your next development project. We are prepared to take your project from inception and site selection through Grand Opening or work with you and your development team or real estate agent as needed.

METHOD AND PROCESS

- Client and their team members meet with the Piedmont team so that we can gain an understanding of the project goals and objectives.
- Develop a complete and accurate understanding about the project and our role in the process.
- Evaluate the resources and manpower necessary to achieve the goal
- Deliberate and create a critical path with target deadlines

EMPLOYEE SKILL SET

Every Commercial Developer with Piedmont has an average of 13 years experience with the company in their respective roles.

Some of the skills that define a Piedmont Commercial Developer include:

- Project Financial Analysis
- Preliminary Site Design
- Thorough understanding of commercial buildings and construction procedures
- Knowledge of interior and exterior finishes
- Experience with the unique features of our client's facilities to maintain design standards or branding requirements – i.e., drive-thru or drop off areas, processing room workflow and loading dock design.
- Experience overcoming use restrictions
- Accomplished project management
- Experience using mapping and demographic software
- Negotiation abilities

A Piedmont Commercial Developer usually devotes at least one third of year of work to each project (0.33 FTE) before the project begins construction. An inexperienced, but very knowledgeable, employee may take two to three times this amount of time.

PIEDMONT TOOLS

- Piedmont has acquired state of the art software which is utilized to identify that perfect location for your next facility. Our market and/or site analysis services are used in conjunction with in-house proprietary systems to facilitate the design and management of a project from start to finish.
- We have on staff one of the most respected cartographers in the region, who works with our staff, our clients and their real estate team (if needed) to assist in locating or evaluating selected sites for optimal return of your investment dollar. These services are not limited to regional areas, but available for sites selections across the United States.
- We can provide the results of market or site analysis in multiple formats to meet the individual client needs.
- We can provide preliminary site plan options for potential sites to illustrate your best visibility and functionally for that site before you hire a civil firm.

DESIGN/BUILD CONSULTING SERVICES

Piedmont's knowledge and experience shortens the design phase and improves the final design for a facility. During the site design and property assessment phases of a project, Piedmont's knowledge and experience adds these items to the mix:

- Experience in placing specialty building features such as Drive-Through Donation Centers or pick-up areas for the best traffic flow and donor/customer visibility.
- Logistical site and facility design to improve inventory handling from the receiving area through the sales floor and out the front door.
- Review of civil and architectural preliminary designs has resulted in reduced costs for site work and infrastructure construction.
- Value engineering suggestions by Piedmont based on the final design plans before and during the bid process have resulted in significant savings on many projects.
- The final building design can benefit from Piedmont's extensive experience of retail facility development. Piedmont can recommend exterior finishes that are easily maintained, cost effective and visually pleasing. When selecting interior finishes, you can rely on your Commercial Developer to discuss the costs and benefits of various flooring, ceiling and HVAC systems. Knowledge of current construction and design costs allow Piedmont to keep architectural construction costs well managed.

CONSTRUCTION SERVICES

Starting with sending out bids to General Contractors and ending with a Certificate of Occupancy, Piedmont's construction management group keeps the project on time and within budget. Piedmont provides change order management that explores every possible alternative to an expensive change that a General Contractor may propose. Piedmont is often able to save more than its fee in managing change orders alone. Some examples of change order management that resulted in large customer savings:

- Saved over \$250,000 on a drug store change order sprinkler system by investigating alternative water lines from the municipality and finding an alternative sprinkler system subcontractor who designed a more efficient system than the one identified by the General Contractor.
- By handling the negotiations for power locations and installation between a commercial subdivision owner and the local utility company, over \$32,000 was saved in utility infrastructure costs.
- Savings of over \$8,000.00 were realized when a change order was reviewed with the determination that the change order occurred due to a design error. Client was advised that the cost should not be approved and paid. The design team covered the cost of the design correction.
- Savings of over \$30,000.00 were realized by petitioning governmental authorities to delete requirements for HVAC roof top screening based on sight line photographs of the project.
- Most recently Piedmont assisted a client by working with the GC to provide VE savings and in excess of \$800,000.00 on their corporate office project.

Piedmont works diligently to deliver a facility to you on a timely and cost-effective basis. Your executive staff time will not be consumed by managing a project. Choosing Piedmont can minimize your risk in developing a new store and allow your staff to do what they do best. The staff of Piedmont Companies looks forward to serving your real estate needs!

PROJECT MANAGEMENT

Managing a development project is much like managing a construction project; you have to know who does what and when do they do it. For example, which needs to be completed first, a geotechnical exploration or a workable preliminary site plan? Without that knowledge, a lot of time and money can be wasted.

Another aspect of Project Management for commercial development is coordination of the many design and engineering professionals that all play roles in a project. A commercial developer is the single point of contact for all of the professionals on a project. He/she is responsible of keeping this group all working together and headed toward the goal line.

Regular reporting of development/construction progress keeps your management team informed of the project's progress and updated delivery schedule. This reporting can be delivered in emails, hard copy or on Web sites, however you prefer.

- Site Lighting is an item that typically does not fall under the general contractor's care, custody and control. Site lighting can be purchased or leased from the local utility company. Piedmont handles obtaining the site lighting agreements, easement negotiations, etc. for items such as these.
- Sign variances – Due to the knowledge of Goodwill operations, in several municipalities, we have obtained sign variances allowing Goodwill to properly identify their retail, job link/training centers and the donation areas.
- Piedmont has a proprietary method of evaluating General Contractor bids to search for efficiencies developed by contractors and to identify items that were missed and will result in bids that are artificially low. By utilizing our services during the bidding process and keeping costs down during construction, there were over \$500,000 in savings realized on a Goodwill project. Goodwill saved significant building expenses which earned Piedmont a time-and-savings bonus for the project.

FINANCIAL SERVICES

The Piedmont Companies also offers financing options for our clients. We can tailor a financing plan (if needed) that will provide ownership of new retail facility while preserve precious organizational capital.

FINANCING OPTIONS

Lease

Piedmont will provide a market rate lease, with flexible renewal options and no sales overages.

Lease With Purchase Option

A purchase option gives flexibility over financing options. Option to purchase terms run from six months to five years.

Lease with Loan Assumption Option

After the first year of the lease, your organization may assume the loan on the property from Piedmont.

Purchase

Purchase the new facility at the end of construction at a contracted price.

Sale Lease Back Option

Piedmont will buy your building/ property to provide cashflow to your organization and lease back to you.

Your Own Financing

Piedmont will build-to-suit with your own financing.

TESTIMONIALS

Deborah A. Passerini, M.Ed., CRC, CE, President/CEO, Goodwill Industries- Suncoast, Inc.,

"On behalf of Goodwill-Suncoast, let me extend our sincere thanks to Piedmont for the development of a great store in Wildwood that will allow us to serve even more people through the creation of jobs and the provision of services and training. Pulling the parcels together in the location right across from The Villages' Walmart was an amazing feat, Eddie! Together Eddie and Gary are knowledgeable and brought a wealth of experience that helped ensure that this project was top quality. Willie, thank YOU for reaching out to us with Piedmont, thanks to the investors and CBC National Bank....this really is what growing the mission is all about..."

With Appreciation, Deborah A. Passerini, M.Ed., CRC, CE President/CEO

Mindy P.Boyd, VP of Donated Goods, Goodwill Industries of the Valleys, Inc..

"Piedmont brings new ideas and suggestions to the table and works as a partner in your company's development".

David Wells, President & CEO, Alabama Goodwill Industries, Inc.

"I started working with Piedmont Corporation a few years ago on a purchase/leaseback and renovation project. Gary Faulkenbury is Piedmont's lead contact for us. Gary and team provided very straightforward lease and project planning and completed the project in a timely manner. The store is now our most successful to date. Piedmont and Gary are great partners for us. Probably the best testimony we can give for Piedmont's work is that we are continuing our business relationship and have more projects in the queue. I really appreciate their knowledge of our business and care for our mission, and highly recommend their services".

Paula Swearingen, Former VP of Donated Services, Goodwill of North Georgia

"In 2008, Piedmont completed the first ground-up retail and donation facility for Goodwill of North Georgia. Since that time, Piedmont Companies, Inc., along with Sandra Cashion (Project Manager/Commercial Developer) and Gary Faulkenbury (Piedmont Construction Manager) has maintained a high degree of professionalism with our organization and provided exemplary customer service. Their attention to detail and their desire to provide a quality project, while keeping the client's design requirements and budgetary needs a top priority, makes Piedmont a great development partner"

Robert G Smith, Past President & CEO, Goodwill Industries of Lower South Carolina

"I have had the pleasure of working with The Piedmont Companies for the past 15 years. During this time, we have built 22 Retail and Donation Centers, a Distribution Center and our Community Service Center. I couldn't think of a more perfect working relationship with another Developer. Piedmont consistently delivers projects on time and on budget!

Our working relationship gives me the peace of mind knowing our expansion is viewed as a collaborative partnership as we build Goodwill!"

David Rey, CPA, Chief Executive Officer, Goodwill Industries of North Florida

Gary Faulkenbury and The Piedmont Companies are truly mission-centric partners with a heart for Goodwill, providing real estate expertise and financing opportunities to expand our retail footprint throughout North Florida. The infamous "Piedmont lease" is by far the most tenant friendly lease I have ever seen in my 20+ year career!

Their customized financing options help level the playing field and allow us to enter fast growing markets more quickly and efficiently.

Team Goodwill + Team Piedmont = The Winning Combination!

Mike Schmitt an independent Real Estate Broker from Charleston SC, says...



Fifteen years ago I was trying to help my client find a solution to a problem.

Goodwill Industries of Lower SC wanted to expand retail operations, not only to add new locations but also to upgrade the image of their operations. The upgraded image and improved store locations were the most important part of their planned retail expansion program. Goodwill did not want to just add worn-out square footage in an old shopping center as was done in the past.

Goodwill wanted sites selected based on specific, enhanced demographics in order to maximize donations. They wanted the store designed and built to their specifications and engineered for their unique operations. In essence they wanted the new store location, design and construction to provide a better retail and donor experience for the customer.

The problem was that local developers did not realize the potential, nor grasp the vision, of Goodwill growth. They did not realize the economic viability of Goodwill's plan for the future with renewed, improved and expanded retail operations.

After several frustrating attempts to engage local developers I called Piedmont Companies LLC. Their extensive development work in the Charlotte NC area for Goodwill Industries of Southern Piedmont had been recognized and admired by our local Goodwill leadership and it seemed to be a possible solution to our local problem.

Was it ever! Piedmont understood every aspect of the Goodwill growth dilemma and made an early commitment to provide the assistance and means for Goodwill growth. Goodwill of Lower SC has grown from a few stores in the local area to a presence in almost every county in Lower SC. And now with almost thirty retail stores they are setting retail sales records every year.

The key factor has been Piedmont Companies and how their development expertise has been applied to Goodwill's growth plan. It is clear now that when Piedmont first used the word "partnership" they really meant it. From site selection, to design services and throughout the building phase and completion of construction the approach is to do what is best for Goodwill. The planning process is done in complete agreement with Goodwill staff as sites are planned and work flow is projected. Piedmont projects are completed on time and on budget. After construction follow-up for any issue is immediate and effective. Again the approach to problems has always been to pursue the course which benefits the client.

In all dealings with the CEO of Piedmont Companies, Willie Heafner, and Vice President, Sandy Cashion, their integrity, professionalism and expertise is readily apparent and they have the network and experience to take on any project.

For over fifteen years I have been impressed with the abilities and staff of Piedmont Companies. I have seen the operations of Goodwill expand and improve and made much better by their partnership with Piedmont Companies.

Piedmont Companies has been the major factor in the growth and success of Goodwill Industries of Lower SC. This growth allowed Goodwill to continue to expand their services and good works to the many new communities they are now able to serve. This mission expansion to help those in need has always been the ultimate objective of the Goodwill growth plan and the partnership with Piedmont Companies made that plan a success.

A handwritten signature in blue ink that reads "Mike Schmitt".

Michael K Schmitt
203 William St
Mt Pleasant SC 29464

GOODWILL RETAIL/DONATION, RIVERVIEW (BIG BEND), FLORIDA



GOODWILL RETAIL/ DONATION, NAPLES, FLORIDA



GOODWILL RETAIL/DONATION, ST. JOHNS (PARKWAY PLACE), FLORIDA



GOODWILL DISTRIBUTION CENTER/RETAIL, TAMPA (HUB), FLORIDA



GOODWILL CORPORATE COMPLEX, DECATUR, GA



GOODWILL OPPORTUNITY CAMPUS, CHARLOTTE, NC



ABC STORE, LINCOLNTON, NC



WALGREENS, LINCOLNTON, NC



GOODWILL RETAIL, BUFORD (HAMILTON MILL), GA



GOODWILL RETAIL, SUMMERVILLE (OLD TROLLEY RD), SC



GOODWILL RETAIL, ROCK HILL, SC



GRAYSTONE EYE CARE, LINCOLNTON, NC



SIGMATEx, ORANGEBURG, SC



Orangeburg County

Economic Development



Orangeburg County Development Commission



- ✓ EDUCATION
- ✓ TRANSPORTATION
- ✓ BUSINESS CLIMATE
- ✓ TRAINING AND LABOR FORCE
- ✓ AVAILABLE SPEC BUILDINGS

- ✓ TAXES AND INCENTIVES
- ✓ AVAILABLE SITES
- ✓ QUALITY OF LIFE
- ✓ CERTIFIED WORKFORCE
- ✓ INFRASTRUCTURE

FAMILY DOLLAR, LINCOLNTON, NC



DOLLAR GENERAL, LINCOLNTON, NC



O'REILLY'S AUTO PARTS, HURRICANE, WV

