



Fact Sheet: Nissan Canton Vehicle Assembly Plant

Wages & Benefits

Our 6,400 employees have safe, stable jobs, with some of the highest wages and strongest benefits in the state of Mississippi.

- Our hourly wages are significantly above the average central Mississippi production wage of \$16.70 per hour.ⁱ We generate \$2.6 billion in disposable income every year, and Madison County, the home of Nissan Canton, has the highest median family income in Mississippi.ⁱⁱ
- Employees benefit when Nissan does well — cash recognition payments have been paid consistently, even as the company weathered the recession.
- Our comprehensive benefits package includes a choice of employee healthcare plans, retirement benefits plans, disability income protection, incentives for employee wellness, paid time off, a no-down-payment, no-credit-check car leasing program, employer-contributed 401(k) plan and tuition assistance.

Job Creation

We are committed to creating opportunities for current and future workers at Nissan Canton and other Mississippi businesses through strategic growth.

- Since 2013, Nissan has added more than 1,500 jobs in Canton to support Nissan's growing market presence.
- Across the state, Nissan and its suppliers are responsible for creating more than 25,000 jobs.ⁱⁱⁱ
- Thanks to the automotive sector, Jackson had the third-largest growth in advanced industry jobs among the 100 largest U.S. metro areas between 2013 and 2015.^{iv}
- While other OEMs were shedding jobs during the economic downturn, Nissan did not lay off a single employee at any of its plants.

Employee Representation

Nissan's history reflects that we truly value our employees and respect their right to decide who should represent them. The company values the open, direct communication we have between employees and management at the plant.

- Workers at Nissan's Smyrna, Tennessee plant have twice voted against unionization, and there has never been enough support for a vote in Canton.

Safety

The safety and well-being of our workforce is the number one priority at Nissan. We are continually reviewing and updating our safety policies and procedures to ensure that they adhere to the current legal guidelines and are appropriate for the working conditions our employees encounter.

- Lost time rates, a recognized measure of plant safety, are substantially better at Nissan Canton than the industry average.
- Nissan undertakes proactive safety and health initiatives to improve facilities, working environments, working procedures and educational activities, with a focus on identifying and eliminating potential hazards in the workplace.
- In 2016, we spent more than \$6 million on safety measures at the Canton plant, and we have 32 full-time health and safety employees (24 medical staff and eight safety employees).



Economic Impact

The Nissan plant has been a game changer for the Jackson metro area and continues to have a positive economic impact on local businesses and communities throughout the region.

- Since arriving in Mississippi in 2003, Nissan has invested more than \$3.3 billion in the Canton plant.
- For every job created at Nissan Canton, an average of 2.9 additional jobs are created at other businesses throughout the state.^v
- Nissan's presence in Mississippi contributes \$2.9 billion annually to the state GDP and generates more than \$300 million in local and state tax revenues each year.^{vi}

Community Support

We support causes that matter to the local community, our employees and their families, including education, diversity, humanitarian aid and the environment.

- Nissan Canton and its employees have made \$13.6 million in local charitable contributions since operations began in 2003.
- Our employees have given more than 8,000 volunteer hours to over 200 nonprofit organizations in the Greater Jackson area.
- We contribute to local K-12 schools as well as to Mississippi's Historically Black Colleges and Universities with monetary donations and equipment to support STEAM education programs.

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Contact

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ⁱ Mississippi Department of Employment Security. [Jackson MSA 2015 Occupational Employment and Wage Estimates](#).

ⁱⁱ National Strategic Planning & Analysis Research Center at Mississippi State University. [Nissan Canton: A Catalyst for Advanced Automotive Manufacturing in Mississippi](#). June 2016.

ⁱⁱⁱ Ibid.

^{iv} Brookings Institution. [America's advanced industries: New trends](#). August 4, 2016.

^v National Strategic Planning & Analysis Research Center at Mississippi State University. [Nissan Canton: A Catalyst for Advanced Automotive Manufacturing in Mississippi](#). June 2016.

^{vi} Ibid.