

City of San Marcos Project FAQs

Information from Daimler Truck North America (DTNA)

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Note: The following questions and answers are provided to the City by DTNA.

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About the Project

What does the company propose to build and manufacture?

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Where is the proposed facility located, and how large would it be?

The proposed facility would be located on approximately 611 acres in Caldwell County near State Highways 80 and 142. The proposed size of the building is approximately two million square feet.

When would construction begin, and when would the facility begin operating?

Following a final site selection decision and project approvals, the Company anticipates beginning construction activities at its selected location in early 2027. Initial operations are targeted for 2029. Planning, design, and due diligence activities remain ongoing.

Why is it important for the company to break ground in early 2027?

This project is part of a long-term strategy to strengthen the US manufacturing network, support future growth, and meet evolving truck customer needs. Projects of this scale require several years of planning, construction, equipment installation, testing, and workforce development before operations can begin. Maintaining the anticipated timeline helps ensure the project can support the Company's long-term business objectives and commitments to customers and other stakeholders.

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What are the anticipated average wages and benefits?

The Company offers a comprehensive benefits package including medical, dental, 401k retirement contributions, Paid Time Off, and holidays. The Company will be competitive within its industry and the selected location for both hourly and salaried roles.

How would the company recruit and hire local area residents?

The Company anticipates utilizing local support for city job fairs, local advertising, local school districts as well as trade / community / university recruiting venues. The Company will also likely utilize local recruiting firms to support its workforce needs.

What workforce training or educational partnerships are planned, if any?

Significant training will be required, likely utilizing both company trainers and external training partners.

What workplace safety measures would be implemented, including OSHA compliance and required safety signage?

The Company will require and track all relevant role-based safety training. OSHA and local safety standards are strictly adhered to at all of the Company's plants. Specifically for employees, the Company evaluates each role for relevant Personal Protective Equipment,

How much water would the facility require at full operation?

The Company estimates the facility will require approximately 300,000 gallons of water per day at full capacity, which is equivalent to the daily water use of a regular local grocery retailer. Over 75% of this water is to support the thousands of employees on site, including restrooms, breakrooms, comfort cooling, and cafeterias. Only a small percentage of the

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What is the anticipated noise level from manufacturing operations (i.e. cooling systems, HVAC equipment, and generators)?

What measures would be used to reduce noise affecting neighboring properties, if any?

Would outdoor lighting be designed to meet dark-sky principles?

All lighting will be designed to face down and meet the standards required by the City and County for the developed area.

Does the company have spill containment and mitigation plans that would be implemented in the event of an accident?

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What steps will the company take to address those impacts?

The Company has begun a preliminary Traffic Impact Analysis (TIA) that will result in a Final TIA and overall road improvement plan. The purpose of the TIA is to identify impacts of the proposed development on the transportation system, including existing roadways and intersections. The analysis will provide proportionate mitigation measures and provide recommendations on safe and efficient transportation systems, including the potential for added capacity on existing roadways, and traffic signal improvements.

The Company is actively discussing proactive road improvements with relevant entities to ensure that traffic can safely enter and exit the site while minimizing disruption. Traffic associated with shift changes will be evaluated as part of the Traffic Impact Analysis, and roadway improvements will be identified in coordination with state, regional, and local transportation agencies.

While facility design is still in its early stages, the company has evaluated conceptual plans that would route employee vehicles, supply deliveries, and finished goods shipments through separate entrances on different roadways to reduce congestion and improve safety.

Does the company have a plan for hazardous material storage?

Engineering standards include a state-of-the-art storage facility equipped with security measures, secondary containment, fire protection systems, and other engineered controls designed to prevent releases and minimize risk.