A Third Open Letter To the Community of Cottle County

Built With Cottle County, Not Just In It

Good Jobs, Strong Local Businesses, and a Commitment to Our Neighbors

Dear Cottle County neighbors,

Over the past two weeks, we've shared details on Project Matter, our efforts to protect Cottle County's land, water and rural character, and what the proposed abatement could mean financially for the community. In this final letter before the November 9 public hearing, we want to focus on the people and businesses that make this community what it is.

What opportunities will this create for local families? Can someone without technical experience build a career here? Will existing local businesses have the chance to grow with us? Put simply, we are approaching this development by asking a simple question – how do we strengthen the community and not disrupt it?

A successful project should do more than add jobs and tax revenue: It should help a community grow while respecting the local economy already there.

Good Jobs That Stay Here and Come Here

Project Matter will bring both temporary work, during construction, and, more importantly, a bigger opportunity in the form of permanent careers for people who call this area home. We currently anticipate 40-50 full time and part-time positions as part of initial operations, with additional job openings expected as future phases are developed.

We want to help build up the county's workforce, starting with people who already live here. We want residents to have the first opportunity to secure jobs, while also recruiting from the broader region to expand Cottle County's workforce.

You don't need to have prior experience in a data center or power plant. Skills in agriculture, construction, maintenance, trucking, customer service as well as running small businesses, translate into roles with Project Matter. We look for people who are dependable, willing to learn and proud of their work. Technical skills can be taught, while innate character, attitude, work ethic and safety matter the most.

Training People, Not Just Hiring Them

We want to offer careers, not just jobs.

Training will combine classroom instruction with hands-on work. New employees will work alongside experienced operators, learn the equipment and safety procedures, and show they can do the job before taking on more. With gained experience, employees can grow into more technical and supervisory roles paying higher wages.

This includes adults changing careers. If you've worked in agriculture, construction, transportation, retail or hospitality, you may already have many of the skills needed to succeed.

We intend to pay our employees while they train and support them in earning relevant certifications.

Beyond our own workforce, as part of the proposed abatement agreement, we would commit to provide OSHA 10 and OSHA 30 safety training at no cost to any Cottle County resident who wants it. These courses provide valuable safety knowledge and can help residents qualify for construction and other industrial jobs, whether with Project Matter, another local business or an employer elsewhere. It's a benefit residents can take with them throughout their careers.

We also want to work with Paducah ISD, regional colleges and training organizations to introduce students to careers in energy, technology and facility operations, through classroom programs, internships, work-study and site visits. We hope young people will see that they can build a career, raise a family and have a future right here, carrying on local traditions and providing for their families.



Growing Cottle County's Workforce

While we will prioritize hiring locally, we'll also recruit and train from a broader candidate pool, so we aren't simply hiring people that local businesses currently rely on.

We know that Cottle County's existing employers depend on talented people too. Our goal isn't to compete for the existing workforce – we want to help expand it. That means attracting new workers and families to Cottle County, training people for new careers, and working with community partners on housing and local services. The West Texas region is growing, and by focusing on job opportunities, housing, services, and community support, Cottle County can become an ideal destination for young families and workers. We hope to work with the local Chamber of Commerce and other community partners to create recruiting programs and tools such as job fairs, relocation assistance, and local grants to foster new businesses.

We know that higher wages, which bring more spending into the local economy, will not automatically solve all hiring challenges. That's why we emphasize training people who might not have considered a new career in our industry or yours. We can partner with the Library and Chamber on training facilities and technologies and help minimize these costs to local businesses.

To attract new workforce, we can create visibility around all available jobs and training programs in the County with a broader audience. By promoting these opportunities, we will reach workers and families open or committed to relocating into the area, possibly even unlocking a path home for former residents who moved away for work and are looking to return.

We want to hear from local employers about their concerns and ways we can support their growth, including collaborating with local business representatives as part of our community advisory board.

Local Businesses Should Share in the Opportunity

Project Matter will need far more than engineers and technicians. Construction and operations require materials,

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transportation, landscaping, maintenance, food service, equipment repair and more, and businesses should have a fair chance to compete for work that keeps dollars and sales tax revenue local.

We'll help vendors learn about upcoming opportunities, connect them with our purchasing team, and look for practical ways to make opportunities accessible to qualified local and small businesses. We will work with existing restaurants, stores, healthcare providers and service businesses, and foster buying from local businesses that serve this community today rather than creating unnecessary competition.

We know we haven't met everyone. If you own a business or know someone who could serve the project, please contact us at info@projectmatter.net.

An Open Door to the Community

A project like this may feel unfamiliar, especially when much of the technology is new to the area. So, as the project develops and safe conditions allow, we intend to invite residents, educators, students and local leaders to see the facilities and meet our team. We'll hold public meetings, publish annual updates and establish a community advisory committee that includes both residents and local business representatives. You'll know who to contact, how to raise concerns and where to find answers.

You shouldn't have to wonder what is happening behind our fence, and through these letters, we hope to address some of the concerns we've heard and cause you to feel empowered to reach out and ask us questions.

Our Commitment to Cottle County

Across these three letters, we've shared our financial commitments, our approach to responsible development and the opportunities we hope to create for local families and businesses. We look forward to continued conversations with the City of Paducah and other organizations that can add to these commitments.

We are asking the Commissioners Court to approve the proposed reinvestment zone and tax abatement agreement because we believe it provides something valuable to everyone involved - the certainty of financial contributions to Cottle County. Our commitments are documented, and there is a framework for holding us accountable as the project moves forward.

We want to be good stewards of the land and natural resources, and good neighbors to the community. There will be questions we haven't anticipated. We are committed to being open, honest and responsive. When concerns arise, we'll listen. If something needs to change, we'll work responsibly to make it right. Whether you support the project, oppose it, or are still undecided, we welcome your questions and participation.

Cottle County has built a community worth protecting. We greatly appreciate the opportunity to contribute to its future.

Join Us at the Public Hearing

The Cottle County Commissioners Court will hold a public hearing on the proposed tax abatement on November 9, 2026, at 9:30 a.m. in the Commissioners Courtroom, Cottle County Courthouse, 815 9th Street, Paducah, TX 79248.

All interested residents are welcome to attend and speak. For more information, visit projectmatter.net or email info@projectmatter.net.

Sincerely,

Steve Manos VP Corporate Development, Aetheris
Kristen Vosmaer Head of Operations, Aetheris
On behalf of Project Matter and RS 70 Land Holdings LLC

Concratulations to Nina Gills who was installed as Paducah's Chief of Police recently. We welcome Chief Gills to Paducah and hope for a productive and safe tenure.



Here's a picture of someof the outlaws who ran Saturday nights BINGO. While there were many more we will try to place all the pictures we have on our facebook page as soon as possible.



and the fun and games continue at BINGO night!

