



Your Move.
Our Commitment.

Frederick[♡] co. VA

Frederick County, Virginia, welcomes new, quality companies and, more importantly, provides continual resources and assistance to secure their future. We're a growing community of more than 100,000, and the northernmost locality in the state of Virginia, with a central East Coast location just 90 minutes from Washington, D.C.

No.11 **Winchester MSA** (No.2 on East Coast!)

Forbes Best Small Places for Business & Careers

No.1 **Virginia**
CNBC Top States for Business

No.4 **Virginia**
Forbes Best States for Business

The place for business on the East Coast.

PORTFOLIO

From Local to Global

Diversity within our business community

includes expanding large-scale and home-grown businesses, manufacturers, farms and agribusinesses, consumer credit unions, retailers, and back-end operations. With an award-winning healthcare system and outstanding public and private education offerings, we are a community that residents and businesses proudly call home.



LOCATION

Central & Essential

The Frederick County market serves a range of industries – from manufacturers and financial institutions, to IT companies and startups – that benefit from our strategic geographic advantages in the heart of the East Coast.

- IAD • DCA • BWI < 2 hrs.
- CSX • Winchester Western (cxn to Norfolk Southern)
- Virginia Inland Port
- 81 66 50 522 11 37 7



Recognized brands operate here.



YesFrederickVA.com

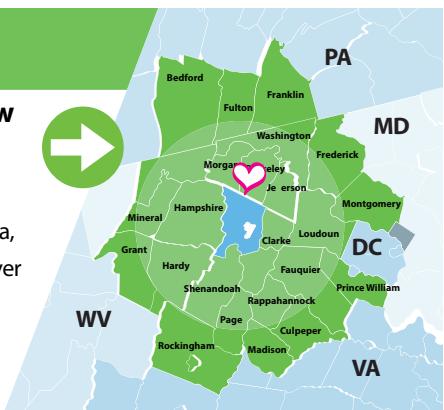
WORKFORCE

Dedicated Workforce & Standard of Excellence

Frederick County draws from a skilled workforce that is nurtured at all levels. Labor supply for Frederick County is drawn from a 45-mile radius across 10 counties in Virginia, Maryland, Pennsylvania, and West Virginia. The total labor supply is more than 370,000 professionals, over 90% of which are high school graduates (or higher); 38.4% hold an associate degree or higher.

370k

Workforce Draw
45-Mile Radius



Target Industries

Advanced Manufacturing |

Engineered Wood, Fabricated Metal, Plastics, Bioscience, Supportive Logistic Consulting & Trucking

Business Support Operations |

Corporate Headquarters, Back Office, Service Centers

Food Processing & Agribusiness |

Specialty Foods, Packaged Foods, Perishable Foods, Beverages

Professional & Creative Services |

Engineering, Cyber Security, Data Centers, Information & Communication Technology

Average Salaries

\$50k | Industrial Machinery Mechanics

\$36k | Machine Operators

\$33k | Team Assemblers

\$45k | Machinists

\$34k | Customer Service Representatives

\$85k | Computer Systems Analysts

\$108k | Software Developers

\$53k | Computer Support Specialists

38% Associate's Degree +

90% HS Grad +

Recent Announcements



LOGISTICS



MANUFACTURING



BUSINESS SUPPORT

COMMITMENT

Business Support at Every Step

With a diversity of companies, consistent performance and signature workforce development programs, we continue to shine as one of Virginia's finest regions, leaning on numerous resources to ensure the success of our community.



21
years

15,237 Students
1,590 Educators
605 Businesses
452 Expo Attendees



PERFORMANCE

Recognized Performance & Efficiency

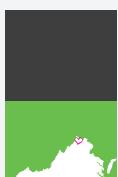
With an extensive and diverse business portfolio, \$437 million in capital expenditures between 2016-18, plus ongoing partnerships between the business community and educational institutions, we have consistently recruited and retained leading companies.

Announced 2016-2018

\$437mm Capital Investment

3,325 New Jobs

Top 10% Virginia Localities - New Jobs & CapEx Announced



We'd love to connect with you!

Please contact us to see how Frederick County can be the right fit for your business.

Patrick Barker, CECd | Executive Director

540.665.0973 or pbarker@YesFrederickVA.com

YesFrederickVA.com

ACCOLADES

No. 11 **Winchester MSA** (No. 2 on East Coast!)
Forbes **Best Small Places for Business & Careers**

No. 1 **Virginia**
CNBC **Top States for Business**

No. 4 **Virginia**
Forbes **Best States for Business**

“

We expect to see ongoing economic development of Frederick County, as it is a great location for businesses and a very attractive place for people to come live, work and enjoy all that the area has to offer.”

David Duffield
M&H Plastics

A global producer of plastic bottles, jars, flexible tubes and closers, with a location in Frederick County.

The place for business on the East Coast.



VIRGINIA

CNBC	America's Top States for Business (2019) No. 1 Workforce (1) Education (1) Business Friendliness (3)
Forbes	Best States for Business (2018) No. 4 Regulatory Environment (1) Quality of Life (1) Labor Supply (3)
Site Selection Magazine	Top State Business Climate (2018) No. 7
Area Development	Top States for Doing Business (2018) No. 13 tied Workforce Development (7) Responsive State Government (9) Favorable Utility Rates (9) Corporate Taxes (9)
Smart Asset	Best State for Higher Education No. 1
Business Facilities	State of the Year (2018) No. 1 Business Climates No. 2 Economic Growth Potential No. 3
U.S. News	Highest Four-Year College Graduation Rates (2018) No. 2 Best States for Lowest Violent Crime Rates (2019) No. 4

WINCHESTER MSA

Forbes	Best Small Places for Business & Careers (2018) No. 11 Cost of Doing Business (14)
Area Development	394 Leading Metro Locations (2018) No. 87 Economic Strength (74) Prime Workforce (134)
Milken Institute	Best Performing Small Cities (2018) No. 44

Sources: Varied | Last Updated: October 2019

Flags of Valor CEO, Brian Steorts, was recognized as the 2019 Virginia Small Business Veteran of the Year by the Virginia Small Business Development Center. Combat Veterans manufacturer hand-made wood flags at FOV's manufacturing facility in Frederick County.

COMMUTING TRENDS

More workers (2,584) commute into Winchester-Frederick County than commute out, positioning the community as an economic center of the Northern Shenandoah Valley.

A place to live and work

60% of working individuals in Winchester-Frederick County live in Winchester-Frederick County. JobsEq 2019Q2

The benefits of having a large “live where you work” population is enormous.

- Promotes linkage between employers and community
- Reduces commuting costs, thus increasing a household's disposable income
- Reduces employee turnover, training, and recruitment costs
- Makes our community a more attractive place for businesses to locate and expand

Prime employee recruitment opportunities for Frederick County companies exist in Hampshire and Berkeley Counties in West Virginia, along with Shenandoah, Warren, and Loudoun Counties in Virginia. These locations either boast the largest number of in-commuting or out-commuting employees.



45-mile workforce draw area



60%
LIVE & WORK

Of the **58,371** individuals in Winchester-Frederick County's labor force, **35,174** choose to live & work here.



IN-COMMUTING

Winchester-Frederick County employment opportunities draw **25,781** individuals into the area.

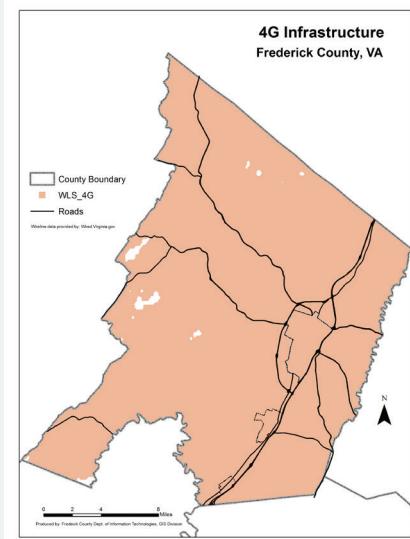
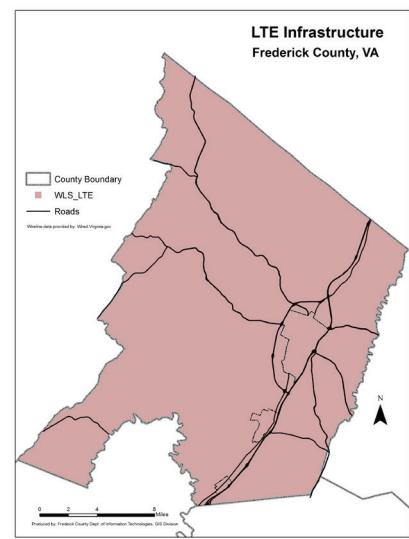
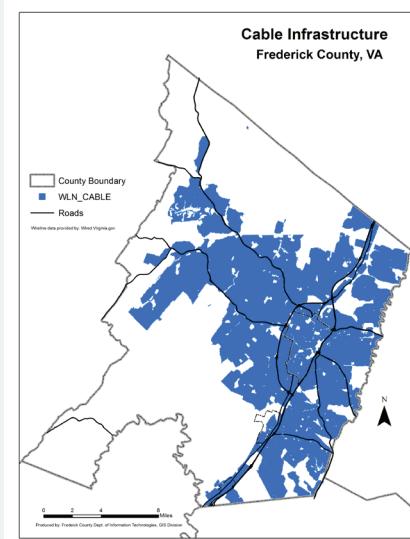
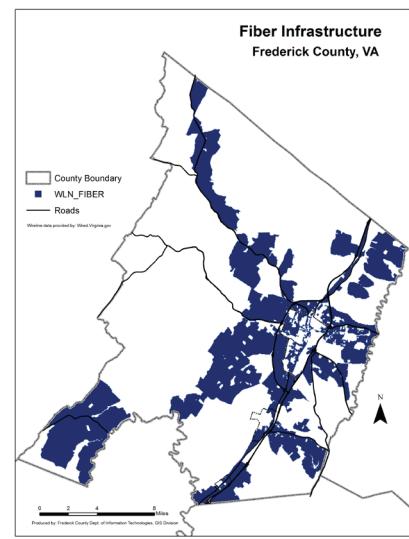
• West Virginia	8,567
• Adjacent Localities (in VA)	5,599
(Clarke, Shenandoah, Warren)	
• Other Areas	11,615

Out-Commuting

23,197

• Northern Virginia	9,215
• Adjacent Virginia Localities	3,985
(Clarke, Shenandoah, Warren)	
• Other Areas	9,997

CONNECTIVITY



The region is served by a robust fiber network linking major commercial and institutional centers with regional and national providers. Local telecommunications providers include **Verizon**, **Comcast**, and **Shentel**. Major long distance carriers include **AT&T**, **Level 3**, **Verizon**, and **Comcast**, among others. Phone and data services are available through all of these providers.

Wireless data and voice services are available throughout the region, with extensive 4G LTE mobile data service coverage. The Commonwealth of Virginia asserts there is 100% cellular data coverage in Frederick County. Providers include **Verizon Wireless**, **T-Mobile**, **AT&T**, **Sprint**, and **nTelos**, among others.

100%
CELLULAR
COVERAGE
in Frederick County

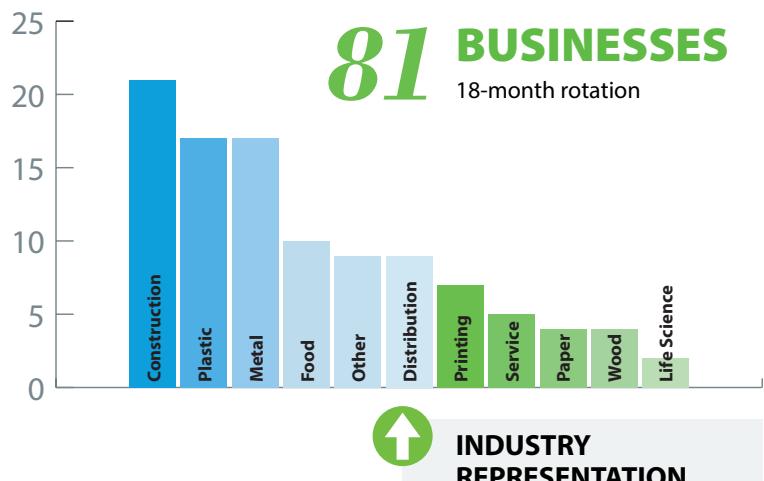
Source: Commonwealth of Virginia

ROBUST FIBER
Linking Major Commercial
& Institutional Centers

CALL TEAM UPDATE

A team of retired industry professionals visits select industries on a rotational basis to support the growth and health of Frederick County's existing business base.

The Business Call Team engages with businesses during an informal visit, using a survey to guide conversation. These conversations, and data derived from the visit, help the EDA access the overall health of industry sectors, recognize changing industry trends, and ensure consistent, personal contact with local businesses.



18 MO. REPORT UPDATE | June 2016 - January 2018

44 visits conducted

Community Strengths

- Good transportation system **25%**
- Location **21%**
- Positive business climate **21%**

Community Weaknesses

- Inadequate labor supply, skilled & unskilled **59%**
- Land availability & cost **11%**
- Poor infrastructure **11%**

Comments

- “Traffic pressure on the interstate is intense.” **Construction**
- “Improving with Rt.37 interchange upgrade.” **Food Processing**
- “Water has become a major problem. Dirty water is increasing wear and tear on equipment.” **Manufacturing**
- “No internet access service.” **Recycling**
- “Reasonable taxes.” **Manufacturing**
- “Diversified industry.” **Manufacturing**
- “Truck drivers are a major shortage.” **Engineering**
- “Need to give greater support to technical trades.” **Construction**

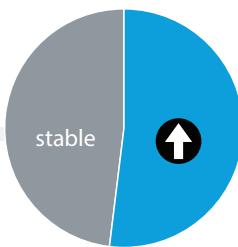


MARKET SHARE

48% stable 52% increasing

SALES

44% stable 56% increasing



PRODUCT LIFE CYCLE main product

65% growing 28% maturing 5% emerging 2% declining

32% Plan to expand in the next three years

63% New technology is emerging in product

38% Have international sales (47% are increasing)

77% Do not have facilities outside of the country

67% Having difficulty with recruiting, primarily skilled labor

74% Recruitment issues are community-related

38% Increasing investment in employee training

COST OF LIVING

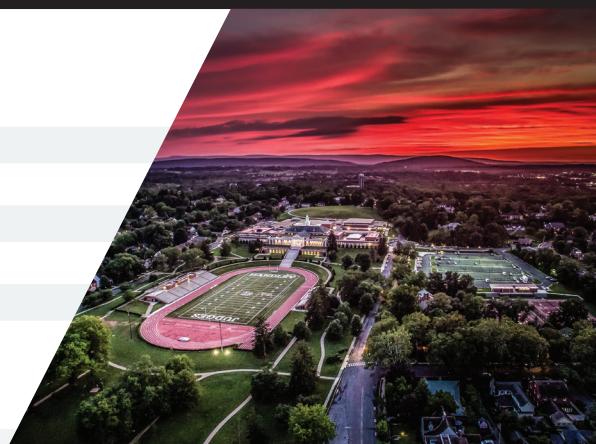
95.9%

COST OF LIVING

Frederick County &
Winchester, Virginia

Winchester MSA Data

94.6%	Grocery items
89.5%	Housing
100.9%	Utilities
89.5%	Transportation
100.2%	Healthcare
101.6%	Miscellaneous Goods & Services



Comparison Data

METRO AREA	100% COMPOSITE INDEX	GROCERY ITEMS	HOUSING	UTILITIES	TRANSP.	HEALTH CARE	MISC. GOODS & SERVICES
Winchester, VA*	95.9%	94.6%	89.5%	100.9%	89.5%	100.2%	101.6%
Alexandria, VA	139.8%	124.1%	218.7%	94.6%	102.7%	101.1%	105.6%
Arlington, VA	152.2%	130.1%	246.6%	95.7%	104.8%	89.7%	115.8%
Bethesda-Gaithersburg-Frederick, MD	141.4%	103.0%	221.1%	107.2%	115.8%	89.3%	110.9%
Cleveland, OH	95.9%	104.6%	81.0%	97.0%	100.9%	104.4%	102.6%
Hampton Roads- SE Virginia, VA	93.9%	88.3%	90.2%	95.3%	92.8%	92.0%	99.3%
Scranton, PA	96.5%	103.5%	86.0%	100.7%	104.8%	91.1%	99.9%
Charlottesville, VA	102.0%	100.8%	105.9%	96.6%	80.0%	101.1%	106.6%
Richmond, VA	92.8%	89.0%	84.0%	95.6%	88.2%	107.8%	100.4%
Roanoke, VA	89.6%	87.4%	80.4%	103.9%	85.6%	101.2%	94.3%
Lynchburg, VA	87.5%	83.1%	77.8%	103.6%	83.1%	95.9%	93.4%

Source: Council for Community and Economic Research, Cost of Living Index | Q22019

* The Winchester MSA includes Frederick County, VA, Winchester, VA, and Hampshire County, WV.

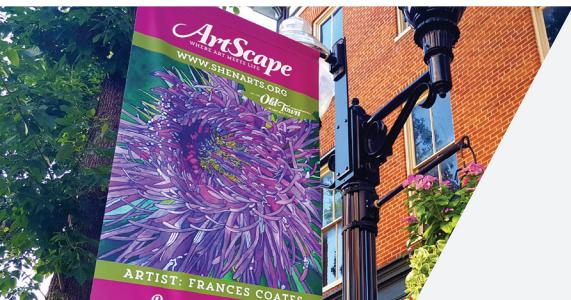
Last Updated | October 2019

41%

Cost of living is 41%* less in Winchester MSA
than the Washington DC metro area.

* If you live in Washington, D.C., and are contemplating a move to Winchester-Frederick County, you can sustain a decrease of 41% in after-taxes income and still maintain your current lifestyle.

$100^* [(95.9 - 163.4) / 163.4] = - 41.3\%$



FAST TRACK PERMIT PROCESS

Frederick County offers a parallel tracking system to expedite the timetable between plan review and the commencement of construction. This process allows for all plan review agencies to ensure compliance with all applicable codes and allows the developer to begin site improvements. Open communication and the ability for engineering and design to maintain pace with the construction schedules are imperative.

SITE PLAN

Industrial and commercial development proposals require an engineered site plan, as well as related design computation, that are reviewed and approved by Frederick County. These drawings must be sealed by an engineer who is licensed to do work in the state of Virginia.

Forward Site Plans To:

- Virginia Department of Transportation
- Frederick County Sanitation Authority
- Frederick County Building Official
- Frederick County Fire Marshal
- Frederick County Engineer
- Frederick County Department of Planning & Development

The Frederick County Zoning Administrator can approve the site plan for this proposal administratively after agency's review and comments have been incorporated. All site plans appear on the Frederick County Planning Commission's Bimonthly Report for information, but do not require public hearings and approvals.

Site Plan Application & Review Fee

\$2,500 base, plus:

Disturbed acres 1-5 | \$200 per acre

Disturbed acres 6+ | \$100 per acre

Procedures and Contacts

Lead Agency

Frederick County Public Works Department

Joe Wilder | 540.665.5643 | jwilder@fcva.us

STRUCTURAL PLANS

Submitted to the Frederick County Department of Public Works when an application is made for a building permit. The building permit may be applied for at the same time that the site plans are sent out for review agency comment, enabling Frederick County to begin structural review immediately.

LAND DISTURBANCE PERMIT

Issued by Frederick County Department of Public Works prior to final approval of the site plan, with approval of a grading plan by Frederick County Engineering Department, which shall include all erosion and sediment control measures, storm water design and all related computations.

Ensure a seamless process by having the engineer developing the plan meet with the Engineering Department prior to submitting the grading plan. The Engineering Department is available to meet with the designer throughout the revision process if needed.

Land Disturbance Permit Fees

\$500 base, plus:

\$100 per acre of disturbed area

FAST TRACK PERMIT PROCESS

FOOTING FOUNDATION PERMIT

Issued in conjunction with zoning approval, and prior to final approval of the site plan, allowing the applicant to complete all work associated with the footings and slab at their own risk. This also includes the subgrade work such as basement floors, basement walls, plumbing and electrical underground systems. The Footing Foundation Permit is part of the overall building permit and the details are reviewed as part of the structural drawings. These plans are reviewed by a Frederick County Plans Review Specialist.

The Plans Review Specialist is able to review the detailed footing foundation drawings within seven (7) to ten (10) working days, provided that he is informed that the developer is ready to submit the structural drawings and apply for the building permit. The Plans Review Specialist requires two sets of the structural drawings for review. Any corrections that are required for the structural drawings will be forwarded to the engineer. The Plans Review Specialist is willing to approve a Footing Foundation Permit once adequate footing details, basement details (if necessary), and groundwork details are provided.

Footing Foundation Permit Fee

\$0

Part of the overall building permit

DEMOLITION PERMIT

Issued in the event an existing structure needs to be razed, as dictated by the Virginia Uniform Statewide Building Code. The permit can be issued immediately if, when applying for the permit, the applicant furnishes a letter from all applicable utility companies stating that all utilities have been disconnected.

Demolition Permit Fee

\$40

REMAINING PERMITS

Issued once the site plan has received final approval from the Frederick County Zoning Administrator, and the structural drawings have received final approval from the Frederick County Building Official.

These permits include: Final Building Permit, Electrical Permit, Mechanical Permit, and Plumbing Permit. These permits are applied for individually, and each has its own permit fee. Please refer to the Frederick County Industrial and Commercial Fee Schedules for current fees.

BLASTING PERMIT

Issued in the event blasting is necessary. A Blasting Permit may be applied for at the Frederick County Fire and Rescue Department. A separate Blasting Permit is required for each contractor that will be conducting work at the site. The permit is issued once the Frederick County Fire Marshal has had the opportunity to review and sign the permit. This can usually be accomplished the same day; however, it may take an additional day if the applicant does not make arrangements to meet with the Fire Marshal.

Blasting Permit Fee

\$15

FAST TRACK PERMIT PROCESS

Anticipated Schedule*

	MONTH 1 (Weeks)				MONTHS 2-9							
	1	2	3	4								
Obtain Demolition Permit	X											
Obtain Blasting Permit		X										
Review Blasting Request	X											
Issuance of Blasting Permit	X											
Submit Grading Plan for Review	X											
Obtain Land Disturbance Permit				X								
Commence Grading Work			X		X							
Obtain Footing Foundation Permits & Groundwork						X						
Review Footing, Basement, & Groundwork Details						X						
Issuance of Footing Foundation Permit							X					
Commence Construction of Footing & Groundwork					X	X						
Approval of Final Site Plan					X	X						
Approval of Final Structural Plans					X	X						
Obtain Building Permit							X					
Obtain Electrical Permit							X					
Obtain Plumbing Permit							X					
Obtain Mechanical Permit							X					
Commence Construction								inspections throughout construction				
Obtain Temporary Occupancy Permits (if necessary)												X

* This is an anticipated time line. To ensure final building, electrical, plumbing, and mechanical permits are issued in accordance with this chart, it is important to submit the site plan and construction drawings in a timely fashion. This can occur either before or after a grading plan and footing details are submitted; however, early submittal is strongly recommended. Cooperation between the design firms and County agencies to meet County and State requirements will expedite this process. The submission of quality plans at all levels will permit optimal timing.

Contacts

Virginia Dept. of Transportation

Resident Engineer
PO Box 278
Edinburg, VA 22824
(540) 984-5600

Frederick Water

Engineer Director
315 Tasker Rd.
Winchester, VA 22602
(540) 868-1061

Frederick Co. Inspections Dept.

Building Official
107 N. Kent St., Annex Bldg. 2nd Floor
Winchester, VA 22601
(540) 665-5650

[Footing Foundation Permit](#) | [Final Building Permit](#) | [Electrical Permit](#) | [Mechanical Permit](#) | [Plumbing Permit](#) | [Demolition Permit](#) | [Structural Plans](#) | [Certificate of Occupancy](#)

Frederick Co. Fire Marshal

1080 Coverstone Dr.
Winchester, VA 22602
(540) 665-5618

Blasting Permit

Frederick Co. Public Works

Director of Engineering
107 N. Kent St., Annex Bldg. 2nd Floor
Winchester, VA 22601
(540) 665-5643

[Land Disturbance Permit](#) | [Site Plans](#) | [Erosion and Sediment Plans](#) | [Stormwater Management](#)

Frederick Co. Dept. of Planning

107 N. Kent St., Annex Bldg. 2nd Floor
Winchester, VA 22601
(540) 665-5651

Final Site Plan Approval

FINANCIAL ASSISTANCE

Qualified businesses locating to, or expanding in, Frederick County, Virginia, may qualify for financial incentives, at the sole discretion of the Frederick County Board of Supervisors. Businesses within targeted development sectors receive priority consideration.

Targeted Sectors:

Advanced Manufacturing

Niche Industry Targets

Plastic products | Engineered wood products | Fabricated metal products | Bioscience | Supportive Logistics Consulting & Trucking Operations

Headquarters & Back Office

Niche Industry Targets

Corporate Headquarters | Back Office | Service Centers

Professional & Creative Services

Niche Industry Targets

Information & Communication Technology | Data Centers | Cyber Security Engineering

Agribusiness & Food Processing

Niche Industry Targets

Specialty Food & Beverages | Packaged Foods | Perishable Foods | Beverages & Breweries

Local Incentives & Qualifications

- **Public Infrastructure Improvements** (roads, sidewalks, parking facilities, etc.)
- **Match of the Virginia Jobs Investment Grant**
- **Match of Commonwealth Development Opportunity Fund or Cash Appropriations** (as authorized by Virginia Code § 15.2-953 or other applicable law)

INCENTIVE	MINIMUM REQUIREMENTS
New Businesses Locating	<ul style="list-style-type: none"> • Create 5 new jobs over 36 months, paying at least 100% of Frederick County's median wage (\$44,266). • Make \$5 million taxable investment in buildings, land, and equipment over a 36 month period. • Frederick County, VA, must be competing with another jurisdiction for the company's final location decision.
Existing Businesses Expanding	<ul style="list-style-type: none"> • Create 5 new jobs, AND must receive a Virginia Jobs Investment Program grant. (Projects qualifying for The Governor's Agriculture and Forestry Industries Development Fund or Virginia Investment Performance Grant are exempt from the minimum job threshold, but must maintain stable employment levels) • Make \$500,000 taxable investment in buildings, land, and equipment over a 36 month period. (Projects qualifying for The Governor's Agriculture and Forestry Industries Development Fund are exempt from the minimum investment threshold) • Frederick County, VA, must be competing with another jurisdiction for the company's final location decision. (Projects qualifying for The Governor's Agriculture and Forestry Industries Development Fund are exempt from this requirement)

FINANCIAL ASSISTANCE

LOCAL INCENTIVES PROCESS

Frederick County EDA (FCEDA) works with the Frederick County Board of Supervisors on a grant request once project details have been solidified. Once the level of public investment has been agreed to, a contract of understanding is executed detailing the company's and community's investments and expectations.

- Each grant request is reviewed independently to ensure a company's unique needs are met
- Any project receiving public investment must have the announcement coordinated through FCEDA or the Virginia Economic Development Partnership via the Governor's Office

Factors that Could Result in Increased or Decreased Public Investment:

- Amount of qualifying match from Virginia
- Qualifying, project-related expenditures (site infrastructure development, training, etc.)
- Availability and amount of other local incentives offered
- Projected local revenue generated by the project based on Return on Investment analysis
- Receipt of approvals from Frederick County Board of Supervisors

ADDITIONAL LOCAL FINANCIAL BENEFITS

Fast Track Permitting

POC for Pre-Qualified Projects

Ensures permits and inspections are completed in a timely manner to meet the desired occupancy time line. Assistance with securing permits with Virginia Department of Environmental Quality is available.

Technology Zones

For information technology companies

Information technology companies locating to Frederick County may be considered for local permit and user fee waivers, local tax incentives, special zoning treatment, or exemptions from ordinances.

Opportunity Zone

Census Tract ID: 51069051102

Investors may receive tax benefits on currently unrealized capital gains that are invested through Opportunity Funds in Frederick County's Opportunity Zone. Guidelines are established by the US Treasury and the designation is permanent until December 31, 2028.

Tax Assessment Cost Avoidance

Assessed Annually on January 1

Machinery, tools, and business equipment installed after January 1 are not taxed until January 1 of the following year.

Foreign Trade Zones

Available for Business-Zoned Properties

Businesses in Frederick County can benefit from Washington Dulles Zone #137. Activated businesses can reduce or eliminate duty on imports and take advantage of other benefits.

Tax Exemptions

Real Estate

Companies may qualify for partial exemption from taxation for up to 15 years for qualifying real estate (at least 25 years old) that has been substantially rehabilitated for commercial or industrial use.

FINANCIAL ASSISTANCE

Virginia Incentives

DISCRETIONARY INCENTIVES

Agriculture & Forestry Industries Development Fund (AFID)	Provides grants to localities for businesses that add value to Virginia-grown agriculture and forestry products.
Commonwealth's Development Opportunity Fund (COF)	Provides "deal-closing" grants at the Governor's discretion to secure a company location or expansion in Virginia.
Major Eligible Employer Grant Program (MEE)	Provides grants to companies to make investments and provide a significant number of stable jobs through significant expansion or new operation.
Port of Virginia Economic and Infrastructure Development Grant (POV Grant)	Provides grants to companies that construct new maritime-related employment centers or expand existing centers.
Virginia Economic Development Incentive Grant (VEDIG)	Provides grants to companies that invest and create new employment opportunities by locating significant headquarters, administrative, or service sector operations in Virginia.
Virginia Investment Performance Grant (VIP)	Provides grants to existing Virginia manufacturers or manufacturing-related research and development services that continue capital investment in the Commonwealth.

FINANCIAL ASSISTANCE

Virginia Small Business Financing Authority (VSBA)	Provides small businesses and communities with debt financing resources for business formation and expansion.
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INFRASTRUCTURE ASSISTANCE

Economic Development Access Program	Provides funds to localities for road improvements needed to create adequate access for new or substantially expanding companies.
Rail Industrial Access Program	Provides funds to construct railroad tracks to new or substantially expanded industrial and commercial projects having a positive impact on economic development in Virginia.
Transportation Partnership Opportunity Fund (TPOF)	Awards grants, revolving loans, or other financial assistance to an agency or locality for projects related to transportation capacity expansion.

RECRUITMENT & TRAINING INCENTIVES

Virginia Jobs Investment Program (VJIP)	Provides services and funding to companies creating new jobs or implementing technological change to reduce human resource development costs for new companies, expanding companies, and companies retraining their employees.
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TAX INCENTIVES

Commercial and Industrial Sales & Use Tax Exemption	Offers sales and use tax exemption for purchases used directly in production or research and development.
Data Center Retail Sales & Use Tax Exemption	Offers exemption for qualifying computer equipment or enabling software purchased or leased for use in certain data centers in the Commonwealth that meet minimum investment and job creation requirements.
Green Job Creation Tax Credit	Offers annual individual or corporate income tax credit for each new green job meeting minimum hours requirements in taxable years beginning before January 1, 2021.
International Trade Facility Tax Credit	Offers income tax credit for capital investment or job creation related to an international trade facility.
Major Business Facility Job Tax Credit	Offers \$1,000 income tax credit for each new full-time job created over a jobs threshold for companies locating or expanding in Virginia.
Major R&D Expenses Tax Credit	Offers individual and corporate income tax credit for incurring more than \$5 million of Virginia qualified research and development expenses in taxable years beginning on or after January 1, 2016.
New Company Incentive Program	Offers an exemption from corporate income tax, and up to \$2,000 per new job, for companies with no employment or property in the state prior to January 1, 2018 and that meet statutory investment and employment requirements.
Port Volume Increase Tax Credit	Offers corporate income tax credit for manufacturing, distribution, agriculture, and mineral and gas companies that increase usage cargo volume at Virginia's port facilities.
Recyclable Materials Processing Equipment Tax Credit	Offers income tax credit to manufacturers for the purchase of certified machinery and equipment used for processing recyclable materials beginning before January 1, 2020.
Refundable R&D Expenses Tax Credit	Offers individual and corporate income tax credit for taxpayers with qualified research and development expenses in Virginia under \$5 million per year.

Last Updated January 2019

FINANCIAL ASSISTANCE



CASE STUDY NO. 1

Distribution Company

Committed to making a \$25 million new, local taxable investment and creating 150 new jobs. Local and state governments provided \$300,000 to assist in securing its location. The company received \$60,000+ in workforce training assistance.

CASE STUDY NO. 2

Manufacturing Company

Purchased an existing facility and committed to making a \$12 million new, local taxable investment, purchasing the existing facility for \$24 million, retaining 200 jobs, and creating 50 new jobs. Local and state governments provided \$500,000 to assist in securing its location. The company received \$500,000+ in workforce training assistance and \$300,000 in Industrial Road Access funds.



CASE STUDY NO. 3

Manufacturing Company

Manufacturing company committed to making an \$84 million new, local taxable investment and creating 170 new jobs. Local and state governments provided \$1.1 million to assist in securing its location. The company received \$300,000 in Industrial Road Access funds.

LARGEST EMPLOYERS



Valley Health System

1,000+ Regional healthcare network



Frederick County Public Schools

1,000+ Local public education



Navy Federal Credit Union

1,000+ Credit union - contact center



FEMA

1,000+ Federal Government



Amazon

1,000+ Logistics & e-commerce center

500-999

6	Walmart	Retail	Private
7	County of Frederick	Government Local	Public
8	Shenandoah University	Higher education	Private
9	Ignite Holdings, LLC Rubbermaid Commercial Products	Plastics manufacturing	Private
10	Winchester Public Schools	Public education Local	Public
11	Trex Company	Plastics manufacturing	Private
12	Home Depot	Logistics	Private
13	City of Winchester	Government Local	Public
14	FBI	Government Federal	Public
15	H.P. Hood, Inc.	Food manufacturing	Private
16	Martin's Food Market	Grocery	Private
17	Lord Fairfax Community College	Higher education State	Public
18	American Woodmark	Headquarters and support operations	Private
19	Metromont Corporation	Precast concrete manufacturing	Private
20	Axiom Staffing Group	Staffing agency	Private
21	Thermo Fisher Scientific	Chemical manufacturing	Private
22	Army Corps of Engineers	Government Federal	Public
23	Kraft Heinz	Food manufacturing	Private
24	Kohl's	Logistics	Private

LARGEST EMPLOYERS

250-499

25	Grafton Integrated Health	Behavioral health	Private
26	Westminster Canterbury	Residential care facilities	Private
27	Lowe's Home Centers, Inc	Retail	Private
28	M&H Plastics	Plastics manufacturing	Private
29	Costco	Retail	Private

150-249

30	Continental	Plastics manufacturing	Private
31	Home Instead Senior Care	Home caregiver services	Private
32	Annandale Millwork Corporation	Wood manufacturing	Private
33	Target	Retail	Private
34	Handy Mart	Retail	Private
35	Valley Proteins	Food manufacturing	Private
36	Blue Ridge Hospice	Non-profit healthcare	Private
37	Monoflo	Plastics manufacturing	Private
38	National Fruit	Food Manufacturing	Private
39	Onsite Engineering & Manta Inc.	Administration and support services	Private
40	Red Lobster & The Olive Garden	Restaurants	Private
41	McDonald's	Restaurants	Private
42	Chick-Fil-A Pleasant Valley	Restaurants	Private
43	Ashworth Brothers	Metal product manufacturing	Private
44	The Village at Orchard Ridge	Residential care facilities	Private
45	Quad Graphics	Printing	Private
46	Fortessa Incorporated	Transportation, logistics and manufacturing	Private
47	United States Postal Service	Government Federal	Public
48	Cives	Metal product manufacturing	Private
49	Crown, Cork & Seal Company	Manufacturing	Private
50	Fox Rehabilitation	Residential care facilities	Private

Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages | 1Q 2019 |
Winchester MSA, VA portion only. Includes Winchester and Frederick County.
Last Updated | October 2019

MARKET DATA

SIZE & VACANCY OF THE MARKET

Class C and Above | Frederick County & Winchester

Office

2.9mm	total square footage
108k	vacant
3.8%	vacancy rate

Industrial

20.1mm	total square footage
918k	vacant
4.6%	vacancy rate



2019 69,296 sq. ft. (YTD)

2018 -54,753 sq. ft.

2017 1,589,289 sq. ft.

2016 1,608,221 sq. ft.

2015 210,969 sq. ft.

2014 390,707 sq. ft.

2013 283,708 sq. ft.

LARGEST INDUSTRIAL USERS BY SQUARE FOOTAGE

COMPANY	TYPE	SQUARE FEET*	EMPLOYEES	OWNERSHIP
Home Depot	logistics	1,700,878	500-999	lease
Trex Company	manufacturing & logistics	1,167,483	500-999	mix of lease & own
Rubbermaid Commercial Products	manufacturing & logistics	1,105,309	500-999	mix of lease & own
Amazon	logistics	1,016,041	500-999	own
McKesson	logistics	450,056	100-249	lease
Kohl's	logistics	420,000	250-499	own
Fiat Chrysler Mopar	logistics	400,400	1-99	lease
Kraft Heinz	manufacturing	344,700	250-499	lease
Mercury Paper	communications	338,000	1-99	lease
Ozburn - Hessey Logistics	logistics	300,000	1-99	lease
Ford Motor Co	manufacturing & logistics	252,000	1-99	own
Crown Beverage Packaging	manufacturing	216,470	100-249	own
Fortessa	logistics	208,564	100-249	own
Bender Warehouse Co.	logistics	200,000	1-99	lease
FedEx	business services	170,820	1-99	lease

Source: CoStar

Last Updated | October 2019

* Sq. Ft. includes space leased or owned in Winchester & Frederick County

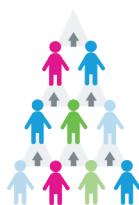
POPULATION PROFILE

110k+ POPULATION

LOCATION	2010	2020	2030	2040
Winchester-Frederick County	104,508	118,919	135,613	150,222
Virginia	8,001,024	8,655,021	9,991,666	9,876,728

Source: Weldon Cooper Center, Demographics Research Group. (2019)
 Virginia Population Projections. Retrieved from <https://demographics.coopercenter.org/virginia-population-projections>
 Last Updated | October 2019

DEMOGRAPHICS | 2017 WINCHESTER-FREDERICK CO.



1.3%

Average Annual Population Growth

VA 0.8%

US 0.7%



Educational Attainment

Ages 25-64

30.1%

High School Graduate

VA

23.2% **US** 26.0%

9.0%

Associates Degree

8.1%

9.0%

18.2%

Bachelors Degree

23.1% **US** 20.5%

12.0%

Postgraduate Degree

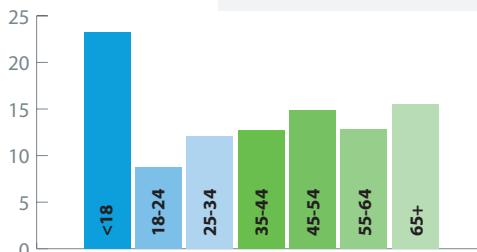
16.4% **US** 11.8%

39.8

Median Age

VA 38

US 37.8



44,946

Housing Units



\$236,920 Median House Value

3.0%

Union Membership

VA 4.5%

US 10.7%

Source: JobsEQ®, Census 2018, & American Community Survey 2013-2017
 Last Updated | October 2019



\$65,469

Median Household Income

VA \$68,766

US \$57,652

REAL TIME EMPLOYMENT INFORMATION

1,445 EMPLOYERS WITH JOB LISTINGS **↑ 60**

4,711 Total Job Postings **↑ 142**

423 Occupations Represented **↑ 34**

140 Certifications Required **↑ 140**

30-DAY SNAPSHOT

WINCHESTER &
FREDERICK COUNTY, VA

LAST UPDATED
October 1, 2019

Top Listings | Overall

NUMBER	JOB TITLE	AVERAGE	ENTRY	EXPERIENCED
408	Retail Salespersons	\$29,500	\$18,800	\$34,800
219	First-Line Supervisors of Retail Sales	\$44,600	\$27,300	\$53,300
169	Food Prep & Serving Workers	\$20,100	\$16,900	\$21,700
142	First-Line Supervisors of Food Prep	\$37,600	\$26,000	\$43,400
136	Heavy & Tractor-Trailer Truck Drivers	\$41,200	\$28,700	\$47,400
133	Registered Nurses	\$68,700	\$53,900	\$76,100
108	Laborers & Material Movers	\$29,900	\$21,200	\$34,300
104	Janitors & Cleaners	\$26,200	\$20,200	\$29,100
91	Customer Service Representatives	\$34,700	\$23,400	\$40,400
89	Production Workers	\$34,900	\$26,700	\$39,000

Source: JobsEQ, RTI Report - 30 days ending October 1, 2019



2.7%

UNEMPLOYMENT RATE

Winchester - Frederick County
July 2019

Source: Bureau of Labor Statistics

\$38,400

MEDIAN WAGE

Winchester-Frederick County
October 2019

Source: JobsEQ

REAL TIME EMPLOYMENT INFORMATION



Business & Financial



Construction

NO.	JOB TITLE	AVG.	ENTRY	EXP.
24	Human Resource Specialists	\$72,900	\$43,800	\$87,400
18	Loan Officers	\$91,600	\$50,500	\$112,100
17	Business Ops Specialist	\$70,500	\$43,700	\$83,900
13	Accountants	\$79,300	\$44,400	\$96,700
12	Training & Dev Specialists	\$72,800	\$50,200	\$84,100
11	Management Analysts	\$81,800	\$54,400	\$95,400
9	Logisticians	\$64,000	\$39,700	\$76,200
5	Auditors	\$79,300	\$44,400	\$96,700
5	Budget Analysts	\$74,900	\$49,200	\$87,800
5	Financial Analysts	\$94,800	\$52,000	\$116,200

NO.	JOB TITLE	AVG.	ENTRY	EXP.
17	Electricians	\$49,800	\$36,600	\$56,400
15	Construction Laborers	\$32,200	\$23,800	\$36,300
11	First-Line Supervisor/Workers	\$69,300	\$46,300	\$80,800
9	Plumbers	\$45,600	\$29,600	\$53,600
8	Construction Carpenters	\$43,100	\$32,500	\$48,300
7	Operating Engineers	\$45,000	\$33,800	\$50,600
5	Paving, Surfacing Equip Op	\$28,700	\$19,100	\$33,600
5	Construction Inspectors	\$53,400	\$31,800	\$64,100
3	Cement Masons/Finishers	\$40,000	\$25,200	\$47,400
3	Glaziers	\$40,900	\$24,000	\$49,400



Healthcare



Manufacturing

NO.	JOB TITLE	AVG.	ENTRY	EXP.
154	Registered Nurse	\$68,700	\$53,900	\$76,100
34	Speech Pathologists	\$88,000	\$63,000	\$100,500
19	Radiologic Techs	\$60,700	\$44,600	\$68,700
19	Medical Records Techs	\$42,100	\$27,200	\$49,600
15	Medical/Clinical Lab Techs	\$57,100	\$36,400	\$67,500
14	Physicians/Surgeons	\$248,700	\$108,100	\$319,000
13	Physical Therapists	\$76,000	\$51,700	\$88,100
13	Licensed Practical/Voc Nurses	\$44,300	\$32,500	\$50,200
12	Nurse Practitioners	\$116,100	\$89,500	\$129,400
12	Surgical Techs	\$54,100	\$42,500	\$59,900

NO.	JOB TITLE	AVG.	ENTRY	EXP.
94	Production Workers	\$34,900	\$26,700	\$39,000
59	First-Line Supv. of Production	\$65,100	\$41,100	\$77,100
11	Machine Setters, Operators	\$34,800	\$25,400	\$39,600
9	Bakers	\$28,400	\$19,600	\$32,900
6	Print Press Operators	\$31,300	\$21,900	\$36,000
6	Inspectors, Testers, Sorters	\$42,500	\$27,800	\$49,800
5	Assemblers & Fabricators	\$33,400	\$22,500	\$38,900
5	Computer-Controlled Op	\$42,500	\$29,100	\$49,100
5	Laundry & Dry Cleaning	\$23,400	\$17,600	\$26,300
5	Water & Waste Water Op	\$35,200	\$26,300	\$39,600

Source: JobsEQ, RTI Report - 30 days ending October 1, 2019

TARGET BUSINESSES



Navy Federal Credit Union is underway with a \$100 million expansion of its contact center campus in Frederick County. The project includes the addition of 1,400 new jobs, nearly doubling its workforce to 3,000.

“

“A key word for Frederick County’s growth has been diversification. We expect that to continue.”

Don Louque Clutch Labs

A Winchester, VA - based information technology company

Advanced Manufacturing

Niche Industry Targets

Plastic products | Engineered wood products | Fabricated metal products | Bioscience | Supportive Logistics Consulting & Trucking Operations

Headquarters & Back Office

Niche Industry Targets

Corporate Headquarters | Back Office | Service Centers

Professional & Creative Services

Niche Industry Targets

Information & Communication Technology | Data Centers | Cyber Security Engineering

Agribusiness & Food Processing

Niche Industry Targets

Specialty Food & Beverages | Packaged Foods | Perishable Foods | Beverages & Breweries

DISTRIBUTION

Real Estate

\$0.61 Per \$100 of assessed valuation
100% of fair market value is taxable

Miscellaneous Business Equipment, Furniture, and Fixtures

\$4.86 (nominal) Per \$100 of assessed valuation
\$1.46 (effective) 30% of original value is taxable

Trucks and Automobiles

\$4.86 (nominal) Per \$100 average trade-in value
Autos & trucks less than two tons | NADA Official Used Car Guide
Trucks greater than two tons | Truck Blue Book, National Market Reports

Utility Purchases

Electricity \$0.30 + \$0.0024/kWh on first 700 kWh | \$0.0015928/kWh above 700kwh
Gas \$0.04 times non-metered | \$0.04 on first 1k CCF | \$0.033 CCF on next 29k | \$0.025 CCF over 30k
Telephone 5% of monthly bill

Sales & Use

1% with exemptions allowed identical to those at State level,
including purchases used directly in manufacturing process

Exemptions

Frederick County has enacted ordinances exempting or partially exempting, certified pollution control and/or recycling machinery and equipment from real and/or personal property taxes.

Source: www.fcva.us
Last Updated: October 2019

MANUFACTURING

Real Estate

\$0.61 Per \$100 of assessed valuation
100% of fair market value is taxable

Machinery & Tools

\$2.00 Per \$100 of assessed valuation | original cost
Year 1 | 60% (\$1.20 effective)
Year 2 | 50% (\$1.00 effective)
Year 3 | 40% (\$0.80 effective)
Year 4 | 30% (\$0.60 effective)

Trucks and Automobiles

\$4.86 (nominal) Per \$100 average trade-in value
Autos & trucks less than two tons | NADA Official Used Car Guide
Trucks greater than two tons | Truck Blue Book, National Market Reports

Utility Purchases

Electricity \$0.30 + \$0.0024/kWh on first 700 kWh | \$0.0015928/kWh above 700kwh
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Exemptions

Frederick County has enacted ordinances exempting or partially exempting, certified pollution control and/or recycling machinery and equipment from real and/or personal property taxes.

Source: www.fcva.us
Last Updated: September 2019

SERVICES

Real Estate

\$0.61 Per \$100 of assessed valuation
100% of fair market value is taxable

Miscellaneous Business Equipment, Furniture, and Fixtures

\$4.86 (nominal) Per \$100 of assessed valuation
\$1.46 (effective) 30% of original value is taxable

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Gas \$0.04 times non-metered | \$0.04 on first 1k CCF | \$0.033 CCF on next 29k | \$0.025 CCF over 30k
Telephone 5% of monthly bill

Gross Receipts

Per \$100 of gross receipts of immediate past year
\$0.36 Business Services | Minimum License Fee: \$30
\$0.58 Professional Services | Minimum License Fee: \$30

Exemptions

Frederick County has enacted ordinances exempting or partially exempting, certified pollution control and/or recycling machinery and equipment from real and/or personal property taxes.

Source: www.fcva.us
Last Updated: September 2019

SAMPLE WAGES

Advanced Manufacturing

SOC	JOB DESCRIPTION	MEAN	ENTRY LEVEL	EXPERIENCED
17-2041	Chemical Engineers	\$112,400	\$68,500	\$134,400
51-9011	Chemical Equipment Operators	\$51,700	\$31,900	\$61,600
51-9032	Cutting and Slicing Machine Setters, Operators, & Tendors	\$36,100	\$25,300	\$41,600
51-1011	First-line Supervisors of Production and Operating Workers	\$65,100	\$41,100	\$77,100
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$41,200	\$28,700	\$47,400
51-9198	Helpers - Production Workers	\$27,800	\$22,100	\$30,700
49-9041	Industrial Machinery Mechanics	\$48,500	\$37,400	\$54,000
11-3051	Industrial Production Managers	\$87,200	\$49,600	\$106,000
53-7062	Laborers and Freight, Stock, and Material Movers - Hand	\$29,900	\$21,200	\$34,300
51-4041	Machinists	\$48,400	\$35,000	\$55,200
51-9023	Mixing and Blending Machine Setters	\$36,300	\$24,100	\$42,400
51-5111	Prepress Technician and Workers	\$42,800	\$27,600	\$50,500
47-2211	Sheetmetal Workers	\$50,800	\$41,500	\$55,500
43-5081	Stock Clerks and Order Fillers	\$27,400	\$20,500	\$30,800
51-2092	Team Assemblers	\$33,400	\$22,400	\$38,900
51-4111	Tool and Die Makers	\$54,300	\$35,900	\$63,500
51-4121	Welders, Cutters, Solderers, and Brazers	\$40,900	\$33,100	\$44,800

Business Support

SOC	JOB DESCRIPTION	MEAN	ENTRY LEVEL	EXPERIENCED
43-4041	Credit Authorizers, Checkers, Clerks	\$38,300	\$26,300	\$44,300
43-4051	Customer Service Representatives	\$34,700	\$23,400	\$40,400
43-9021	Data Entry Keyers	\$32,600	\$24,500	\$36,600
13-2051	Financial Analysts	\$94,800	\$52,000	\$116,200
43-1011	First-line Supervisors of Office and Administrative Support Workers	\$54,900	\$36,500	\$64,200
11-3121	Human Resources Managers	\$116,400	\$76,400	\$136,300
13-2072	Loan Officers	\$91,600	\$50,500	\$112,100
13-1111	Management Analysts	\$81,800	\$54,400	\$95,400
43-3061	Procurement Clerks	\$40,700	\$28,300	\$46,900
11-3061	Purchasing Managers	\$109,000	\$71,500	\$127,700
11-3131	Training and Development Managers	\$117,800	\$66,600	\$143,400

SAMPLE WAGES

Construction

SOC	JOB DESCRIPTION	MEAN	ENTRY LEVEL	EXPERIENCED
47-4011	Construction and Building Inspectors	\$53,400	\$31,800	\$64,100
47-2061	Construction Laborers	\$32,200	\$23,800	\$36,300
11-9021	Construction Managers	\$115,600	\$76,000	\$135,400
13-1051	Cost Estimators	\$55,600	\$30,400	\$68,200
47-2111	Electricians	\$49,800	\$36,600	\$56,400
17-3025	Environmental Engineering Technicians	\$54,400	\$33,700	\$64,800
53-7032	Excavating and Loading Machine and Dragline Operators	\$42,000	\$35,500	\$45,300
47-3011	Helpers - Brickmasons, Block-masons, Stonemasons, Tile & Marble Setters	\$30,600	\$20,500	\$35,600
47-3015	Helpers - Pipe-layers, Plumbers, Pipe-fitters, and Steamfitters	\$27,400	\$19,500	\$31,400
47-2152	Plumbers, Pipe-fitters, and Steamfitters	\$45,600	\$29,600	\$53,600

Healthcare

SOC	JOB DESCRIPTION	MEAN	ENTRY LEVEL	EXPERIENCED
29-2012	Medical and Clinical Laboratory Technicians	\$57,100	\$36,400	\$67,500
11-9111	Medical and Health Services Managers	\$117,100	\$69,700	\$140,700
31-9092	Medical Assistants	\$27,800	\$17,600	\$32,900
29-2071	Medical Records and Health Information Technicians	\$42,100	\$27,200	\$49,600
43-6013	Medical Secretaries	\$35,600	\$28,100	\$39,300
31-9094	Medical Transcriptionists	\$35,900	\$28,800	\$39,500
29-1171	Nurse Practitioners	\$116,100	\$89,500	\$129,400
31-1014	Nursing Assistants	\$29,200	\$23,100	\$32,200
29-1122	Occupational Therapists	\$84,900	\$68,500	\$93,200
29-1141	Registered Nurses	\$68,700	\$53,900	\$76,100
29-1067	Surgeons	\$289,400	\$162,600	\$352,900

Source: JobsEQ - 2018 Data for Winchester MSA, VA portion only
 Last Updated: October 2019

Need a custom report?

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