

A G E N D A

VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY MEETING OF THE FINANCE AND AUDIT COMMITTEE (FAC)

March 6, 2024
1:30 P.M. to 2:30 P.M.

901 East Cary Street
James Center One, 9th Floor VEDP Board Room
Richmond, VA 23219

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|-----------------------|---|
| 1:30 p.m. – 1:31 p.m. | Welcome/Call to Order – Rick Harrell, FAC Chair |
| 1:31 p.m. – 1:33 p.m. | Public Comment Period – Rick Harrell |
| 1:33 p.m. – 1:35 p.m. | Approval of Minutes of 12/6/23 FAC Meeting – Rick Harrell
■ Action Item - Vote to Accept |
| 1:35 p.m. – 1:40 p.m. | VEDP FY24 Financial Results (thru 12/31/2023) – Bob Grenell
■ Action Item - Vote to Accept |
| 1:45 p.m. – 1:55 p.m. | Audit Update, including reports on International Trade and Real Estate Solutions, and Open Audit Issues Status – FORVIS |
| 1:55 p.m. – 2:00 p.m. | IT Security Update – Chris Hughes |
| 2:00 p.m. – 2:10 p.m. | Extension Requests – Katherine Goodwin
■ Action Item - Vote to Recommend |
| 2:10 p.m. – 2:15 p.m. | Clawback Updates – Katherine Goodwin
■ Action Item - Vote to Recommend |
| 2:15 p.m. – 2:25 p.m. | Semi-annual Report on Incentive Performance (as of 12/31/23) – Katherine Goodwin
■ Action Item - Vote to Recommend |
| 2:25 p.m. – 2:30 p.m. | Topics for Next Meeting |
| 2:30 p.m. | Adjournment |

Minutes
Finance and Audit Committee Meeting
Board of Directors of the Virginia Economic Development Partnership
December 6, 2023
1:30 p.m.

901 East Cary Street
James Center One, Katherine Johnson Room, 7th Floor
Richmond, VA 23219

Welcome and Call to Order

The meeting was called to order at 1:40 p.m. by Chair Rick Harrell, who noted that a quorum was present.

In-Person Committee Members: Chair Rick Harrell, Pace Lochte, Secretary Caren Merrick, and Steven Stone

Committee Members Absent: Secretary Stephen Cummings, April Kees, and Will Sessoms

In-Person Other Board Members: Carrie Chenery and Nick Rush

In-Person VEDP Staff Members: Stephanie Agee, Nicole David, Michael Dreiling, Jason El Koubi, Kim Ellett, Stef Florie, Katherine Goodwin, Bob Grenell, Stephen Hartka, Chris Hughes, Tim Stuller, and Lisa Wallmeyer

Virtual VEDP Staff Members: Carrie Vuori

In-Person Guests: Anita Begnaud, Bryan Carnahan, Chris Kalafatis, Kay Powers, Randy Sherrod, and Kendra Shifflett

Public Comment Period

Chair Harrell asked for public comments. There were none.

Approval of Minutes for 09/13/23 Meeting

Chair Harrell asked for approval of the minutes from the September 13, 2023, Committee meeting.

A motion was made by Ms. Lochte and seconded by Mr. Stone and the minutes were unanimously approved as presented.

VEDP FY24 Financial Results (thru 09/30/2023)

Bob Grenell presented the quarterly financial results. Mr. Grenell said that VEDP is tracking spending against 25%, currently at 17% spending for operations and 16% overall.

Mr. Grenell summarized that all VEDP divisions are at or below budget for the first three months of the fiscal year. He highlighted that administration of the Innovative Framework for Economic Growth and the International Trade Plan are both ramping up, so spending is expected to increase in these areas, as well as in all of the market-facing divisions in the coming months.

Mr. Grenell explained that the Projects, Pass Thru's, and Grants budget includes \$8.0 million for the Virginia Business Ready Sites Development and Characterization programs, \$2.3 million for the Brownfields restoration and Redevelopment Fund, and \$2.5 million for the Offshore Wind Supply Chain Development Program. He said that first quarter spending includes \$1.1 million related to Virginia Business Ready Sites Program payments. He added that other items will be paid later in the fiscal year.

Secretary Merrick made a motion to accept the financial results report. Mr. Stone seconded the motion, and the report was unanimously approved.

Audit Update

Chair Harrell introduced Chris Kalafatis with FORVIS to provide a progress update on VEDP's audit function.

Mr. Kalafatis reviewed the VEDP Management Action Plan Tracker. He explained that one outstanding action item for the Research division and one outstanding action item for the IT division are expected to be closed out in the first quarter of 2024.

Mr. Kalafatis shared that audits of the Real Estate Solutions and International Trade divisions are in progress and should be wrapped up in January of 2024. He said that the final audit reports will be presented at the Committee meeting in March of 2024.

Chair Harrell thanked Mr. Kalafatis for his report.

IT Security Update

Chris Hughes shared VEDP's IT Audit Plan Five-Year Outlook, including routine audits, and numerous sensitive systems audits.

Mr. Hughes shared open audit findings and the status of each, stating that VEDP is in good shape overall.

Mr. Hughes shared VEDP's Nucleus vulnerability dashboard which displays vulnerability data since June 2023 across all sources. He explained that the dashboard provides intelligence on credible threats. He said that the Nucleus program was effective in managing a busy last quarter and working through a backlog.

Mr. Hughes introduced Brian Carnahan and Kay Powers from VEDP's security partner, Asura. Mr. Hughes explained that he and his team have been working with Asura to monitor progress on making VEDP's network more secure.

Mr. Carnahan provided an overview and update of VEDP and Assura's security partnership. He shared information on Assura's information security services. He spoke about a Compliance Assessment Summary that was recently conducted for VEDP. He said that VEDP is making great progress. He shared next steps on moving VEDP to full compliance, adding that the VEDP team and Assura are currently working on policies and procedures, which should be complete in the next 12-14 months.

Mr. El Koubi asked Mr. Carnahan if he could offer any advice for VEDP's leadership team and Board of Directors in terms of good governance on IT security matters. Mr. Carnahan answered that VEDP has done a great job of dedicating resources to IT security and ensuring that its IT staff is well-trained. He said that additional focus on continuity planning and increasing the resiliency of the organization as a whole may also be helpful.

Mr. El Koubi recognized Mr. Hughes for everything he has done to improve VEDP's IT operations. Mr. El Koubi said that it is also great to have Assura on the team. Chair Harrell echoed Mr. El Koubi's comments.

Mr. Harrell thanked Mr. Hughes for his report and Assura for their presentation and partnership.

Clawback Updates and OAG Referrals

Katherine Goodwin shared several updates. Ms. Goodwin stated that there have been no new referrals to the Office of the Attorney General (OAG) since the last Committee meeting.

Ms. Goodwin shared the clawback report and explained that no clawbacks are past due as of November 10, 2023.

Ms. Goodwin shared that four clawbacks have been paid and closed out since September 14, 2023.

Ms. Goodwin reviewed the progress report on VJIP projects subject to clawback. She stated that there have been no VJIP clawbacks referred to the OAG and no clawbacks are currently in process or past due.

Ms. Goodwin said that there is one data center project, OVH, currently subject to clawback, the amount of which is currently being determined by an auditor from Tax. Ms. Goodwin stated that VEDP has not received any new updates since the September Committee meeting but hopes to have a status update to share at the next Committee meeting.

Ms. Lochte made a motion to recommend approval of the clawback report. Mr. Stone seconded the motion, and the recommendation was unanimously approved.

Other Topics, Next Meeting, and Adjournment

The next meeting of the Finance and Audit Committee will be held on March 6, 2024, exact time TBD. The meeting was adjourned at 1:59 p.m.

Respectfully submitted,

Nicole David
Acting Recording Secretary

CONTROLLER'S REPORT TO THE FINANCE AND AUDIT COMMITTEE

March 6, 2024

PRESENTER



Bob Grenell
Controller, Fiscal & Support Services
bgrenell@vedp.org
804.545.5646

FY2024: OPERATIONS BUDGET TO ACTUAL FOR THE SIX MONTHS ENDED DECEMBER 31, 2023

<u>Division</u>	<u>Budget</u>	<u>YTD Actual</u>	<u>50%</u>
Talent Solutions (Note)	19,698,482	4,477,141	23%
International Trade	11,823,610	4,556,915	39%
Business Investment	8,547,541	3,435,814	40%
Research	3,375,513	1,687,306	50%
Marketing and Communications	4,606,390	1,844,688	40%
Economic Competitiveness	1,406,251	693,200	49%
Real Estate Solutions	1,537,477	411,579	27%
Information Technology	1,239,553	612,223	49%
Incentives	1,187,018	511,760	43%
Administration	5,383,742	2,561,647	48%
Total VEDP Operations	58,805,577	20,792,273	35%
Projects, Pass Thru's, and Grants	12,758,266	2,916,610	23%
Total VEDP	71,563,843	23,708,883	33%

Note: Talent Solutions FY24 budget includes \$17,166,658 for the Talent Accelerator Program, \$1,675,646 for Regional Talent Solutions and Business Outreach, and \$856,178 for VOEE.

FY2024: OPERATIONS BUDGET TO ACTUAL FOR THE SIX MONTHS ENDED DECEMBER 31, 2023

- All divisions are at or below budget through the first six months of the fiscal year.
- The market-facing divisions (Talent Solutions, International Trade, Business Investment, and Marketing and Communications) are under budget (32% combined). This spending rate is expected to increase as we move into the final two quarters of FY24 with the continued ramp up of the Innovative Framework for Economic Growth, as well as additional spending expected in Talent Solutions, International Trade, and Marketing and Communications.
- The Projects, Pass Thru's and Grants budget includes \$8.0 million for the Virginia Business Ready Sites Development and Characterization programs, \$2.3 million for the Brownfields Restoration and Redevelopment Fund, and \$2.5 million for the Offshore Wind Supply Chain Development Program. Year-to-date spending through the second quarter includes \$1.8 million related to the Virginia Business Ready Sites program and \$1.1 million for the Brownfields Fund.



Virginia Economic Development Partnership

Audit Report – International Trade Division

January 5, 2024

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Program Overview	2
Objective and Scope	3

Confidential: This document is intended for management only and it should not be distributed to third parties or used for any other purpose.

Executive Summary

We have completed an assessment of the controls over the International Trade Division at the Virginia Economic Development Partnership (VEDP). Based on our procedures, we identified no findings.

Audit Rating: Satisfactory

A “Satisfactory” rating, as defined below, was assigned based on the results of this audit.

<i>Satisfactory</i>	Strong internal controls exist, and they are generally working as intended. No findings rated Critical, High, or Medium were noted.
<i>Satisfactory with Exceptions</i>	Audit area does not contain any findings rated Critical or High. However, some Medium rated findings were noted that do require a commitment to correct by Management.
<i>Improvement Required</i>	Audit area contains findings rated High or Medium that, when aggregated, result in an elevated level of risk that require timely attention and correction by management.
<i>Unsatisfactory</i>	Significant internal control weaknesses exist. The overall number / extent of control weaknesses represents unacceptable exposure and risk.

Program Overview

The International Trade Division’s mission is to increase the number of Virginia companies selling overseas and their volume of international business. VEDP helps both new and experienced exporters enter new international markets. VEDP’s International Trade programs provide direct support to Virginia companies committed to increasing their international export sales as a corporate growth strategy. These services help companies identify potential new markets, develop market entry strategies, and locate possible distributors and representatives for products or services – all at little to no cost to the company. Some key functions for the Division include, but are not limited to:

- Completing requests for Internal and Global Research

- Issuing Certificates of Free Sale
- Conducting Trade Missions and Trade Shows
- Overseeing the following programs:
 - Global Defense Program
 - Regional Export Program
 - State Trade Expansion Program (STEP)
 - Supply Chain Optimization Program
 - Virginia International Trade Alliance program
 - Virginia Leaders in Export Trade program (VALET).
- Conducting training sessions related to International Trade

Objective and Scope

The objective of this assessment was to assist VEDP in evaluating processes and controls for the International Trade Division, and to provide any recommendations for improvement. We performed testing of select internal controls over the International Trade Division's business processes in place during the period of 7/1/2022 through 9/30/2023. We conducted meetings with management and process owners to understand the current processes and control activities in place. The following functional areas and activities were included within the scope of our testing procedures:

- Policies and procedures
- Job descriptions for staff in the International Trade Division
- Internal and Global Research requests
- Processes over issuing Certificates of Free Sale
- Documentation of Trade Missions and Trade Shows
- Issuance of Client Satisfaction Surveys
- Processes over the Global Defense Program, Regional Export Program, State Trade Expansion Program, Supply Chain Optimization Program, Trade Show Program, Virginia International Trade Alliance program and the Virginia Leaders in Export Trade program.

- Export Readiness Assessments
- Development of Export Guides
- International Trade Training Programs
- Performance Metrics and Reporting to VEDP Management and the VEDP Board

Note: The Findings and Recommendations table was omitted from this report since no findings and recommendations were issued.



Virginia Economic Development Partnership

Audit Report – Real Estate Solutions Division

January 25, 2024

Table of Contents

Executive Summary	2
Program Overview	2
Objective and Scope	3

Confidential: This document is intended for management only and it should not be distributed to third parties or used for any other purpose.

Executive Summary

We have completed an assessment of the controls over the Real Estate Solutions (RES) Division at the Virginia Economic Development Partnership (VEDP). Based on our procedures, we identified no findings.

Audit Rating: Satisfactory

A “Satisfactory” rating, as defined below, was assigned based on the results of this audit.

<i>Satisfactory</i>	Strong internal controls exist, and they are generally working as intended. No findings rated Critical, High, or Medium were noted.
<i>Satisfactory with Exceptions</i>	Audit area does not contain any findings rated Critical or High. However, some Medium rated findings were noted that do require a commitment to correct by Management.
<i>Improvement Required</i>	Audit area contains findings rated High or Medium that, when aggregated, result in an elevated level of risk that require timely attention and correction by management.
<i>Unsatisfactory</i>	Significant internal control weaknesses exist. The overall number / extent of control weaknesses represents unacceptable exposure and risk.

Program Overview

The RES Division at VEDP is focused on analyzing, developing, and implementing real estate solutions for economic development projects across Virginia. Some key functions the Division is responsible for include, but are not limited to:

- Creation of the Real Estate Development Strategy
- Oversight of the following programs:
 - Virginia Brownfields Restoration and Economic Redevelopment Assistance Fund (VBAF) Site Assessment and Planning Grant

- VBAF Site Remediation Grant
- Virginia Business Ready Sites Program (VBRSP) Site Characterization Grant
- VBRSP Site Development Grant
- Management of the Virginia Scan (iVS) / Real Estate Database Tool

Objective and Scope

The objective of this assessment was to assist VEDP in evaluating processes and controls for the RES Division, and to provide any recommendations for improvement. We conducted meetings with management and process owners to understand the current processes and control activities in place. We performed testing of select internal controls over the Division's business processes in place during the period of 7/1/2022 through 9/30/2023. The following functional areas and activities were included within the scope of our testing procedures:

- Policies and procedures for the RES Division
- Job descriptions for staff in the RES Division
- Creation of the Real Estate Development Strategy
- Processes and administration related to the VBAF Site Assessment and Planning Grant, the VBAF Site Remediation Grant, the VBRSP Site Characterization Grant, and the VBRSP Site Development Grant
- Processes and administration related to the iVS / Real Estate Database Tool

Note: The Findings and Recommendations table was omitted from this report since no findings and recommendations were issued.

VEDP MANAGEMENT ACTION PLAN TRACKER – UPDATES FOR THE MARCH 2024 FAC MEETING

AUDIT & FINDING NUMBER	FINDING	RECOMMENDATION	MANAGEMENT'S RESPONSES	DUE DATE	CURRENT STATUS
Research FY 23: L-1	Four Research Division policies / procedures (P&P) had not been reviewed since November 2018. In addition, eight P&Ps did not have a date of last review.	Research Division P&Ps should be reviewed annually, and this review should be documented.	Management agrees with this finding and will put a process in place to ensure that all policies and procedures are reviewed and updated on an annual basis. This review will be undertaken during the first quarter of each Fiscal Year. Cover pages will be added to all policies and procedures to document annual review and any updates that are made.	3/30/2024 (extended from August 2023)	Closed
IT FY 23: M-2	VEDP does not currently have a formal centralized change request ticketing process in place to monitor and track change request tickets submitted by agency personnel. To date most change tickets have been managed via email. Note: The agency purchased the Fresh Service ticket tracking system during the audit period, and VEDP plans to implement its change request ticket management process. In addition, the agency as part of its APA audit finding remediation efforts, is in the process of building out a Change Management Plan, which will help provide further governance around the agency's change management process being built into Fresh Service.	Develop and implement a change management plan and associated change request process that allows for centralized submission, tracking, testing, and approval of all change request tickets within the Fresh Service system.	VEDP concurs. We are working with Assura to formalize a Configuration Management Plan and will map that into the Fresh Service ticketing system upon completion.	5/31/2024 (extended from August 2023)	Open – expected to be complete in May and validated with FORVIS by the June FAC Meeting

VEDP MANAGEMENT ACTION PLAN TRACKER – UPDATES FOR THE MARCH 2024 FAC MEETING

AUDIT & FINDING NUMBER	FINDING	RECOMMENDATION	MANAGEMENT'S RESPONSES	DUE DATE	CURRENT STATUS
IT FY 23: L-2	VEDP requires employees to complete mobile device agreement forms if using their own personal mobile devices. However, there is currently no mobile device agreement form in place for mobile devices issued for business use by VEDP management to authorized employees.	Develop and implement a mobile device agreement form required to be completed and signed by authorized employees who are issued an internally managed mobile device for business use.	VEDP agrees and has started to review the VITA policies and will prioritize creating and implementing this policy with assistance from Assura.	5/31/2024 (extended from August 2023)	Open – expected to be complete in May and validated with FORVIS by the June FAC Meeting

INFORMATION TECHNOLOGY QUARTERLY BOARD REPORT

March 6, 2024

PRESENTER



Chris Hughes

VP, Information Technology

chughes@vedp.org

804.370.0543

ORIGINAL VEDP IT AUDIT PLAN (5 YEAR OUTLOOK)





Audit Name	Auditor	Last Completed	Expected Completion Date					
			2024	2025	2026	2027	2028	
Routine Audits								
APA Information System Security	APA	Q1 2023	Q1	Q1	Q1	Q1	Q1	
Information Technology Department	Forvis	Q2 2023	Q2	-	Q1	-	-	
Sensitive System Audits								
Salesforce	Forvis		Q1	-	-	Q1	-	
VEDP custom apps and databases	Forvis		Q1	-	-	Q1	-	
IT, Microsoft 365, and network systems	Forvis		-	Q1	-	-	Q1	
Public websites, Slack, Widen, and Dropbox	Forvis		-	Q1	-	-	Q1	
VOEE, Research database and dashboards	Forvis		-	Q1	-	-	Q1	
Accounting System	Forvis		-	-	Q1	-	-	
ADP Workforce Now	Forvis		-	-	Q1	-	-	
Performance Management System	Forvis		-	-	Q1	-	-	
Total Audits			4	4	5	3	4	

REVISED VEDP IT AUDIT PLAN (5 YEAR OUTLOOK)





Audit Name	Auditor	Last Completed	Expected Completion Date				
			2024	2025	2026	2027	2028
Routine Audits							
APA Information System Security	APA	Q1 2023	Q1	Q1	Q1	Q1	Q1
Information Technology Department	Forvis	Q2 2023	Q2	-	Q1	-	-
Sensitive System Audits							
Salesforce	Forvis		Q1	-	-	Q1	-
IVS and VirginiaScan (Sites & Buildings)	Forvis		Q1	-	-	Q1	-
File Shares and Authentication	Forvis		-	Q1	-	-	Q1
Public websites and subsites	Forvis		-	Q1	-	-	Q1
VOEE databases and dashboards	Forvis		-	Q1	-	-	Q1
Accounting, ADP, and Performance systems	Forvis		-	-	Q1	-	-
ResearchStats and internal web apps	Forvis		-	-	Q1	-	-
Legislative Tracker and Lead Gen apps	Forvis		-	-	Q1	-	-
Total Audits			4	4	5	3	4

The VEDP audit plan was revised after guidance from the APA surrounding the use of SOC 2 Type II Compliance reports for vendor-hosted systems. SOC 2 Type II compliance is a framework for service organizations that demonstrates proper controls for data security criteria. SOC 2 Type II audit reports are issued by independent auditors.

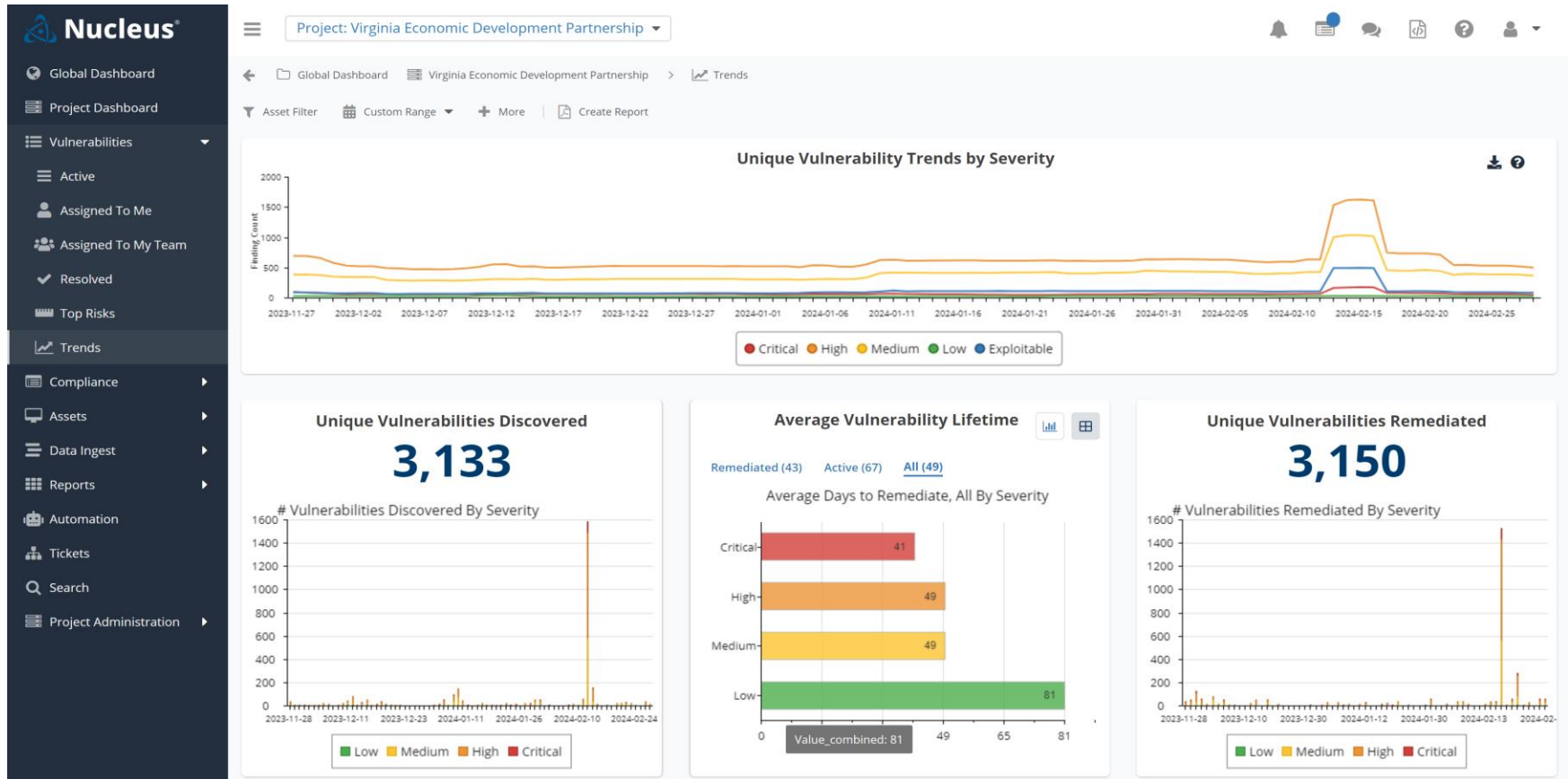
VEDP IT HIGH AND MEDIUM AUDIT FINDING STATUS

Finding	Description	Audit	Status (% complete)	Comments & Next steps
MP1: March 2023	Improve Information Security Program and IT Governance	APA	 100%	Improved and aligned security program and governance in all areas mentioned in the APA audit report. Developed roadmap to deliver a Virginia Information Technologies Agency (VITA) compliant program with Assura. FY2023 ISS audit approaching completion with the APA.
MP2: March 2023	Improve Service Provider Insight	APA	 100%	VEDP has improved service provider insight in multiple areas and developed a 5-year sensitive system audit plan. Working diligently to align with the new service provider oversight requirements in VITA SEC530. FY2023 ISS audit approaching completion with the APA.
M-01: June 2023	Improve user access management controls	Forvis	 100%	Improvements made to align around new VITA SEC530 security requirements. Logon and permission request forms revamped as the system is tightly integrated with our ADP HR system. Closed out with Forvis in November 2023.
M-02: June 2023	Develop and implement a change management plan	Forvis	 90%	Developed IT Change Management Policy with Assura and aligned the change management processes within the Freshservice Service Desk Changes module. Change Advisory Board is meeting monthly and currently working to refine processes. Expected close-out with Forvis in May 2024.

VEDP IT LOW AND BEST-PRACTICE AUDIT FINDING STATUS

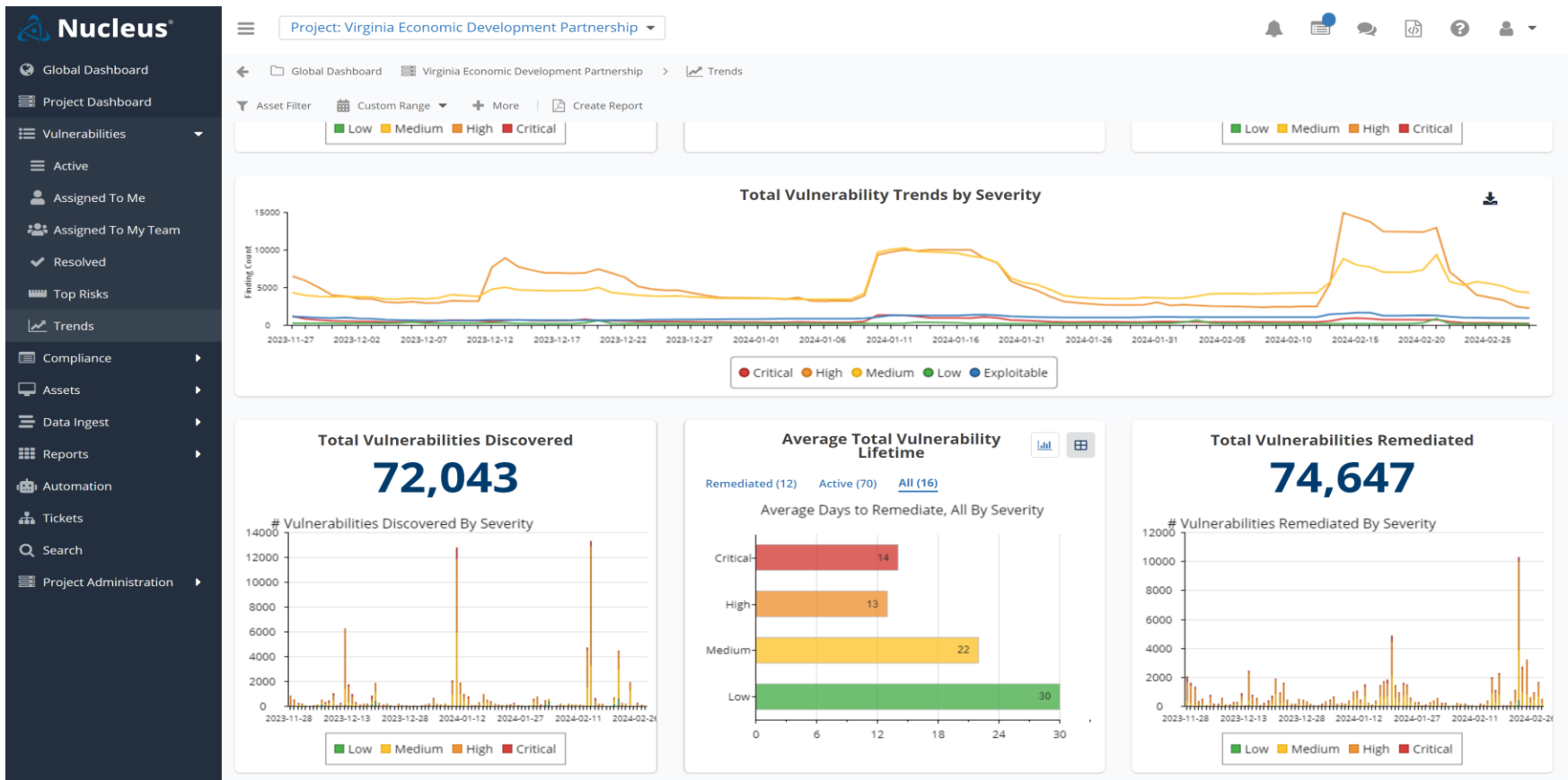
Finding	Description	Audit	Status (% complete)	Comments & Next steps
L-01: June 2023	Implement password policy changes	Forvis	 100%	The SEC501 security policy was replaced by SEC530. VEDP is compliant with the password policy requirements in SEC530. Closed out with Forvis in November 2023.
L-02: June 2023	Develop and implement a mobile device agreement form for VEDP-provided devices	Forvis	 90%	Implementing new Acceptable Use Policy and Mobile Device Agreement form. Reviewed with Forvis and planning implementation alongside new offerings from T-Mobile and Verizon. Expected close-out with Forvis in May 2024.
L-03: June 2023	Develop and implement a formal process for testing data restores	Forvis	 100%	Implemented formal processes with monthly tracking and auditing via ticketing system. Closed out with Forvis in November 2023.
BP-01: June 2023	Implement video surveillance and ensure inspection of fire extinguishers	Forvis	 100%	Implemented video surveillance within datacenter and purchased new fire extinguishers with maintenance contracts through Summit Fire & Security. Closed out with Forvis in November 2023.

THE VULNERABILITY MANAGEMENT PROGRAM HAS NEARLY ELIMINATED THE BACKLOG AND FOCUSING ON BEST-PRACTICES



Unique vulnerability trends show the number of vulnerabilities with no regard for the number of devices impacted. Virginia Information Technologies Agency (VITA) recently switched to the Nucleus platform. VITA's Nucleus information sessions helped to highlight that VEDP is extremely effective in managing vulnerabilities compared to its peers.

TOTAL VULNERABILITY TRENDS SHOW THE EFFECTIVENESS OF VEDP'S MONTHLY PATCHING CYCLE AFTER EACH "PATCH TUESDAY"



Total vulnerability trends account for number of devices impacted and show the monthly rise and fall. VEDP has achieved sub 30 day resolution lifetimes ahead of the March 30, 2024 compliance date for VITA SEC530.

VEDP IS WORKING CLOSELY WITH ASSURA ON THE ROADMAP TO COMPLIANCE WITH VITA'S SEC530 SECURITY STANDARD

Projected Remediation Tasks

Initiative	Progress
Compliance Assessment	Complete
Incidents Response	Complete
Policies, Procedures, Standards, and Guidelines	In Progress
Business Impact Analysis	In Progress
Data Classification	Planned
Risk Assessments	Planned
Risk Treatment Plan	Planned
IT Disaster Recovery	Planned
Role Based Training	Planned

- Continuous development of policies and procedures for compliance with VITA's SEC530
- Implemented Governance, Risk, and Compliance (GRC) platform to manage and track compliance efforts
- Started departmental business impact analysis (BIA) interviews to feed data classifications and risk assessments
- Aligning VEDP's Vendor Risk Management program and policies with the new NIST Cybersecurity Framework (CSF) 2.0
 - VITA processes based on CSF 1.1 are too rigid for VEDP and independent entities
- Replacing AT&T Cybersecurity's AlienVault security information and event management (SIEM) with Stellar Cyber's extended detection and response (XDR) platform OpenXDR
 - AI-driven security platform improves response times, reduces false positives, and improves correlation of events



Charlottesville

INCENTIVE-RELATED FAC MATERIALS

March 6, 2024

PRESENTER



Katherine Goodwin
VP, Business Investment
kgoodwin@vedp.org
804.545.5794



FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

EXTENSION REQUEST OVERVIEW

- The Code of Virginia § 2.2-115. (Commonwealth's Development Opportunity Fund, or COF) provides an option for the locality and Commonwealth to grant up to a 15-month extension of the performance date.
- Further, the Code of Virginia § 2.2-2237.3. (VEDP Division of Incentives) provides that an extension of the performance date may only be granted with the approval of the VEDP Board of Directors (VEDP Board); further, approval of both the VEDP Board and the MEI Project Approval Commission is required to grant any additional extensions.
- There is no fee associated with first extensions.
- VEDP's incentives policy provides that all subsequent extension requests submitted on or after October 25, 2018, require the company to pay a fee equal to five percent (5%) of the Commonwealth's part of the grant. This policy was revised in June 2023 to require the five percent (5%) fee to only be assessed on the outstanding portion of the COF grant that would be subject to repayment/proration as opposed to the entire grant amount. This fee will be waived in the event of force majeure and may be waived in other circumstances with the approval of the VEDP Board and the MEI Project Approval Commission.
- All extension requests require the support of the local government.

INTACT TECHNOLOGY – FAIRFAX COUNTY – 1ST EXTENSION

Summary:

- Information technology company
- \$32,800 VJIP grant
- Governor approved: 8/25/2021
- Performance date: 4/12/2024
- Extension request date: 4/12/2025
- Extension request received: 12/17/2023

Targets per the Performance Agreement:

- 41 new jobs @ \$55.88/hour over baseline of 29
- \$450,000 capital investment

Actual as of 9/30/2023:

- 71 new jobs (173%) @ required wage (verified)
- Capital investment to be verified at performance date

Request:

- Extend performance date by 12 months from 4/12/2024 to 4/12/2025

Rationale:

- Intact Technology has met its employment target.
- The company has experienced delays in the lease expansion process. A letter of intent with the landlord was signed in October 2023 and the lease addendum was signed in early February.
- The design process for the space is complete and building upfits are underway.
- Intact Technology is confident a 12-month extension will allow it time to complete the pledged capital investment for the grant.

DATA CENTER EXTENSION REQUEST OVERVIEW

- The Code of Virginia § 58.1-609.3. (Commercial and industrial exemptions.) provides an exemption from state and local sales tax for computer equipment or enabling software purchased or leased for the processing, storage, retrieval, or communication of data, including but not limited to servers, routers, connections, and other enabling hardware, including chillers and backup generators used or to be used in the operation of the equipment.
- The statutory minimum qualification for the exemption is a capital investment of at least \$150 million and the creation of at least 50 new jobs, each earning at least 150% of the prevailing average wage. For distressed communities, the statutory minimums are lowered to \$70 million and ten new jobs, each earning at least 150% of the prevailing average wage.
- Per the DCRSUT Exemption Guidelines, the data center holding the MOU is responsible for collecting repayment from tenants or identifying to TAX when repayments will be made by their tenants. Should the tenants be unable to pay, the data center is responsible for the repayment of the collective tax benefit.
- There is no fee associated with extensions.

COMPASS DATACENTERS – LOUDOUN COUNTY – 2ND EXTENSION

Summary:

- Data Center Retail Sales & Use Tax Exemption (DCRSUTE)
- MOU executed: 7/7/2019
- Initial performance date: 7/7/2022
- Extended performance date: 1/7/2024
- Second extension request date: 7/7/2025
- Extension request received: 1/5/2024

Targets per the MOU:

- 50 new jobs @ \$98,594 (150% PAW)
- \$150,000,000 capital investment

Company Reported as of 1/5/2024¹:

- 38 new jobs (76%)
- \$620,567,200 capital investment (414%)
- Cumulative tax benefit to date: \$22,200,000

Request:

- Extend performance date by 18 months from 1/7/2024 to 7/7/2025

Rationale:

- Compass began construction of a co-location data center facility in Loudoun in 2019.
- The company secured its first major tenant in February 2022, which took up 39 MW of capacity.
- In 2023, the company entered phase two of its development, seeking to add an additional 40 MW of capacity.
- A backlog of computer equipment and peripherals delayed the company's timeline towards meeting pledged metrics with the first extension request.
- The company is hopeful a second 18-month extension will allow the operator to achieve the minimum job creation requirement.
- A second extension will require MEI review and approval.

¹Compass has passed the end of its performance period. The company has reported hiring 38 of the 50 qualifying jobs required to qualify for the benefit. The reported job creation and investment have not yet been verified by VEDP through VEC data and County Assessor records, respectively.



FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

REPAYMENT REQUIREMENTS FOR COF UNDERPERFORMANCE

Per the Code of Virginia § 2.2-115. (Commonwealth's Development Opportunity Fund, or COF), all COF performance agreements “shall provide that if the private investment and new job contractual requirements are not met by the expiration of the date stipulated in the contract, including any extension granted by the political subdivision and the Commonwealth, the business beneficiary shall be liable to the political subdivision and the Commonwealth for repayment of a portion of the funds provided by the political subdivision under the contract and liable to the Commonwealth for repayment of a portion of the funds provided from the Commonwealth's Development Opportunity Fund.”

JLARC Recommendation No. 24: "The Virginia Economic Development Partnership (VEDP) board of directors should require VEDP to develop and use standard policies and procedures that clearly explain when and how staff should enforce clawback provisions. Enforcement should be consistent and effective for all companies that do not meet their contractual obligations, including wage requirements. The board should require VEDP staff to report regularly to the full board on each project that is subject to a clawback and the repayment status for each project that is subject to a clawback."

PROGRESS REPORT ON COF PROJECTS SUBJECT TO CLAWBACK

Past due clawbacks referred to Office of the Attorney General as of February 2, 2024

Company	Locality	Clawback amount due (\$)	Notes	Clawback Previously Reported?	Announcement Date	Performance Date
Home Care Industries	Mecklenburg	150,000	Full repayment of \$150,000 grant due 5/1/2013; company closed in January 2013; hard asset created (site preparation) through use of COF grant. The VEDP Board, at its January 17, 2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	10/5/2010	3/31/2014
Lindenburg	Appomattox	1,400,000	Project not proceeding as planned; repayment of \$1,400,000 grant due 3/7/2016; VEDP has been pursuing an injunction to attach foreclosure proceeds by alleging misconduct by the project consultant; VEDP has a pending lawsuit against Lindenburg. The VEDP Board, at its January 17, 2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	11/4/2014	4/30/2018
Tranlin	Chesterfield	4,811,726	Project not proceeding as planned; full repayment of \$5,000,000 grant to be repaid. \$150,000 repaid 10/24/2017; remainder to be repaid in six monthly installments of \$833,561 beginning 12/1/2017, secured by deed of trust on land. Additional \$38,274 repaid 9/19/2019. The VEDP Board, at its January 17, 2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	6/18/2014	12/31/2019
Evatran	Wythe	100,000	Full repayment of \$150,000 to be paid in three installments of \$50,000 each due 12/31/2016, 12/31/2017, and 12/31/2018; 2016 payment received; \$50,000 installments due 12/31/2017 and 12/31/2018. The VEDP Board, at its April 26, 2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	6/29/2010	12/31/2013
Axon Ghost Sentinel	Harrisonburg	75,000	Statutory minimum requirements not met; full repayment of \$75,000 grant due 7/25/2019. The VEDP Board, at its October 24, 2019, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	6/29/2015	10/1/2018
Basket Savings	Arlington	40,000	Statutory minimum requirements not met; full repayment of \$125,000 grant due 9/30/19; \$85,000 held by Arlington received 9/5/19; \$40,000 balance due from Basket by 9/30/19. The VEDP Board, at its October 24, 2019, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	2/29/2016	6/30/2019
TOTAL		6,576,726				

PROGRESS REPORT ON COF PROJECTS SUBJECT TO CLAWBACK

Clawbacks past due as of February 2, 2024

Company	Locality	Clawback amount due (\$)	Notes	Clawback Previously Reported?	Announcement Date	Performance Date
None						
TOTAL		0				

Clawbacks requested but not past due as of February 2, 2024

Company	Locality	Clawback amount due (\$)	Notes	Clawback Previously Reported?	Announcement Date	Performance Date
Hardywood	Goochland	42,500	Investment threshold not fully met; prorated repayment of \$42,500 of \$500,000 grant requested 9/1/2023; will be repaid in quarterly installments of \$10,625 due 12/1/2023 (received 12/5/2023), 3/1/2024, 6/1/2024, and 9/1/2024.	Yes	7/20/2015	6/30/2023
Kyocera SGS Tech Hub	Danville	200,000	Statutory minimum employment requirement not met; full repayment of \$200,000 grant requested 6/15/2023; will be repaid in quarterly installments of \$50,000 due 12/15/2023 (received 12/14/2023), 3/15/2024, 6/15/2024, and 9/15/2024.	Yes	9/8/2016	1/17/2023
Appian	Fairfax	600,000	Job threshold not fully met; prorated repayment of \$600,000 of \$4,000,000 grant requested 1/30/2024; due 4/30/2024.	No	4/17/2018	9/30/2023
TOTAL		842,500				

PROGRESS REPORT ON COF PROJECTS SUBJECT TO CLAWBACK

Projects subject to clawback closed out since December 7, 2023

Company	Locality	Clawback amount received (\$)	Notes	Clawback Previously Reported?	Announcement Date	Performance Date
Premier Tech	King & Queen	75,000	Statutory minimum employment requirement not met; full repayment of \$75,000 grant received 12/7/2023.	Yes	11/8/2018	3/31/2023
TOTAL		75,000				

VEDP still processing closeout with performance dates at least 90 days prior

Company	Locality	Amount of grant (\$)	Status	Previously Reported?	Announcement Date	Performance Date
Phoenix Packaging	Pulaski	600,000	Meetings being held with company and consultant to discuss COF grant closure.	Yes	4/12/2017	6/30/2022
ADP	Norfolk	5,000,000	Awaiting employment verification from the Virginia Employment Commission data.	Yes	3/15/2016	3/31/2023
Oran Safety Glass	Greensville	150,000	Company unable to continue securing COF grant. Statutory minimum employment requirement not met; full repayment of \$150,000 grant requested 2/14/2024; due 5/14/2024.	Yes	9/7/2017	3/31/2023
TOTAL		5,750,000				



FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

PROGRESS REPORT ON VJIP PROJECTS SUBJECT TO CLAWBACK

Past due clawbacks referred to Office of the Attorney General as of February 2, 2024 – NONE

Clawbacks past due as of February 2, 2024 – NONE

Clawbacks requested but not past due as of February 2, 2024 – NONE

Projects subject to clawback closed out since February 2, 2024 – NONE

VEDP still processing closeout with performance dates at least 90 days prior – NONE



FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

PROGRESS REPORT ON DATA CENTER PROJECTS SUBJECT TO CLAWBACK

Past due clawbacks referred to Office of the Attorney General as of February 2, 2024 – NONE

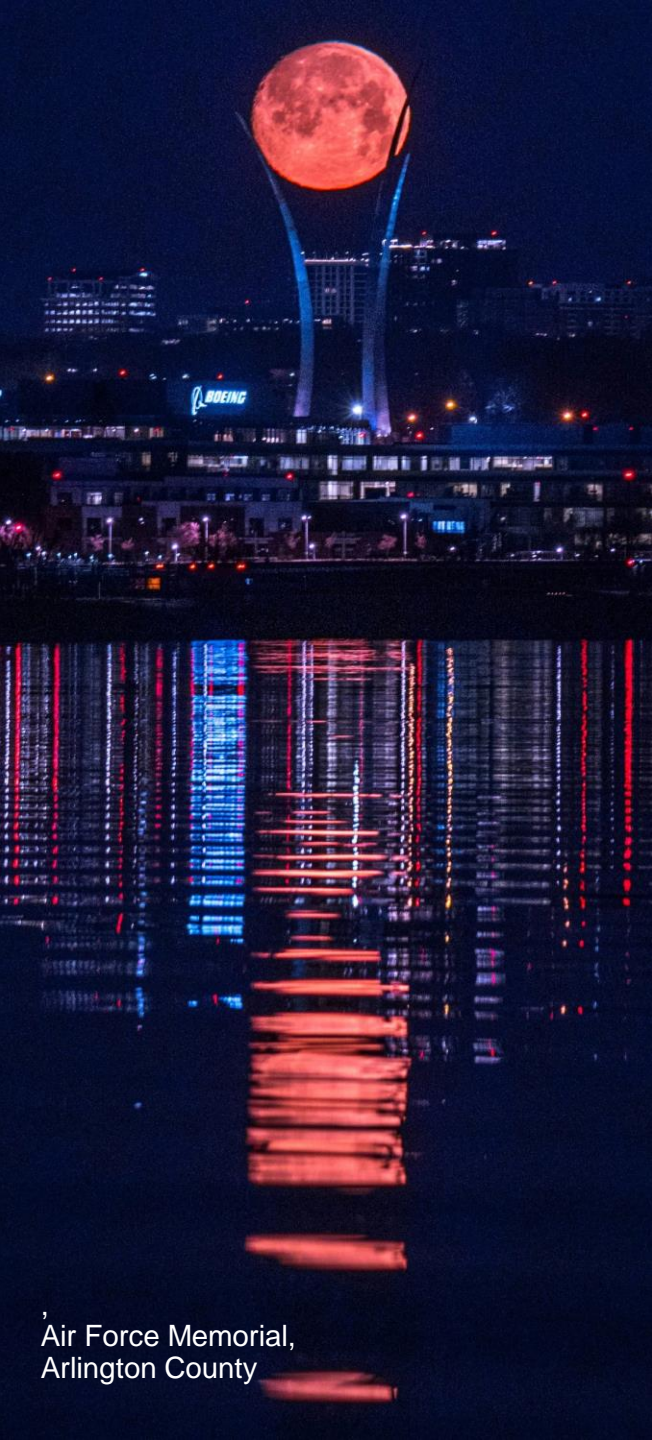
Clawbacks past due as of February 2, 2024 – NONE

Clawbacks requested but not past due as of February 2, 2024 – NONE

Projects subject to clawback closed out since February 2, 2024 – NONE

VEDP still processing closeout with performance dates at least 90 days prior

Company	Locality	Clawback Amount Due (\$)	Notes	Clawback Previously Reported?	Announcement Date	Performance Date
OVH	Fauquier	TBD	Company indicated that statutory minimum capital investment of \$150 million has not been met and cannot be met with an extension of the MOU; the client has been notified of the clawback and assigned an auditor from TAX to assist in determining the tax repayment due.	Yes	10/6/2016	6/30/2021
TOTAL		TBD				



Air Force Memorial,
Arlington County

FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

VEDP-ADMINISTERED INCENTIVES DASHBOARD (AS OF DECEMBER 31, 2023)

COF Within Performance Period (or Post-Performance Follow-up Stage)¹

Fiscal Year of Governor's Approval	Total Number of Projects	Total Approved (\$) ⁵	Total Number of Projects by Estimated Risk ²				Moderate or High Risk Projects By...			Job Creation			Capital Investment		
			Low	Moderate	High	To Be Determined ³	Jobs	Capital Investment	Average Wages	Future Target	Actual as of Most Recent Report ⁴	% of Future Target Met	Future Target (\$M)	Actual as of Most Recent Report ⁴	% of Future Target Met
2017	4	\$2,800,000	2	1	1	0	2	0	0	1,615	425	26%	164.9	200.9	122%
2018	1	\$4,000,000	1	0	0	0	0	0	0	600	436	73%	28.5	30.3	106%
2019	13	\$8,452,000	8	4	1	0	5	2	1	1,629	2,053	126%	1,655.7	2,524.0	152%
2020	17	\$7,635,000	6	5	6	0	11	5	5	3,138	1,524	49%	497.1	345.0	69%
2021	26	\$16,091,982	14	5	6	1	9	6	5	3,431	1,879	55%	897.5	677.9	76%
2022	23	\$19,785,052	14	3	0	6	3	1	1	3,706	988	27%	1,178.0	354.9	30%
2023	28	\$18,836,950	2	1	2	23	3	2	3	4,441	143	3%	1,397.6	8.9	1%
2024	9	\$29,792,500	0	0	0	9	0	0	0	1,858	0	0%	1,066.1	0.0	0%

COF Post Performance Period⁵

Fiscal Year of Governor's Approval	Total Number of Projects	Total Approved (\$) ⁶	Total Number of Projects by Closeout Status			Total Number of Projects			Job Creation			Capital Investment		
			Metrics Achieved/Full Clawback/Reduced Payment	Clawback in Process (not yet due)	Clawback Unsuccessful to Date	Met Both Targets for Jobs and Capital Investment	Met Target for Either Jobs or Capital Investment	Missed Both Targets for Jobs and Capital Investment	Target	Actual as of Final Report ⁷	% of Target Met	Target (\$M)	Actual as of Final Report ⁷	% of Target Met
2017	24	\$25,942,500	23	1	0	10	3	11	4,440	3,748	84%	914.4	1,236.8	135%
2018	27	\$10,145,500	27	0	0	4	6	17	4,101	1,129	28%	360.6	145.2	40%
2019	15	\$3,417,931	15	0	0	1	3	11	1,247	399	32%	231.6	123.1	53%
2020	9	\$4,450,000	9	0	0	4	3	2	1,299	1,582	122%	394.7	450.2	114%
2021	1	\$800,000	1	0	0	0	0	1	350	49	14%	8.5	3.1	36%
2022	1	\$457,125	1	0	0	0	1	0	265	177	67%	1.5	1.7	111%
2023	0	\$0	0	0	0	0	0	0	0	0	N/A	0.0	0.0	N/A
2024	0	\$0	0	0	0	0	0	0	0	0	N/A	0.0	0.0	N/A

VEDP-ADMINISTERED INCENTIVES DASHBOARD (AS OF DECEMBER 31, 2023)

COF Clawback History

Fiscal Year of Governor's Approval	Projects Within Perf. or Post-Perf. Follow-up	Post-Performance Projects (ie. Closed-Out)	Clawback Summary By Number of Projects			Clawback Summary By \$			Companies with Unpaid Clawbacks
			Clawbacks Requested	Clawbacks Received	% of total received	Total Clawbacks Requested (\$)	Total Clawbacks Received (\$)	% of total received	
2017	4	24	14	13	93%	\$6,783,563	\$6,583,563	97%	Kyocera (Three Installments Not Yet Due)
2018	1	27	19	19	100%	\$6,734,250	\$6,734,250	100%	N/A
2019	13	15	13	13	100%	\$2,205,431	\$2,205,431	100%	N/A
2020	17	9	4	4	100%	\$1,848,275	\$1,848,275	100%	N/A
2021	26	1	1	1	100%	\$724,750	\$724,750	100%	N/A
2022	23	1	1	1	100%	\$151,800	\$151,800	100%	N/A
2023	28	0	0	0	N/A	\$0	\$0	N/A	N/A
2024	9	0	0	0	N/A	\$0	\$0	N/A	N/A

VEDP-ADMINISTERED INCENTIVES DASHBOARD (AS OF DECEMBER 31, 2023)

Other VEDP-Administered Incentives Within Performance Period (including DCRSUTE within Verification Process)¹

Incentive Program	Total Number of Projects	Total \$ Approved	Jobs			Capital Investment		
			Future Target	Actual as of Most Recent Report ²	% of Future Target Met ²	Future Target (\$M)	Actual as of Most Recent Report (\$M) ²	% of Future Target Met ²
Data Center Retail Sales and Use Exemptions (DCRSUT Exemption) ³	31	N/A	1,550	TBD	TBD	\$4,650.0	TBD	TBD
Major Eligible Employer (MEE) ⁴	0	0	0	0	0	0	0	0
Virginia Economic Development Incentive Grant (VEDIG)	4	\$15,000,000	2,805	TBD	TBD	\$193.4	TBD	TBD
Virginia Investment Partnership (VIP)	21	\$18,150,000	2,365	TBD	TBD	\$1,355.6	TBD	TBD
Virginia Jobs Investment Program (VJIP) New Jobs Programs ⁵	157	\$14,538,000	20,905	4,487	21%	\$4,246.2	N/A	N/A
Virginia Jobs Investment Program (VJIP) Retraining Programs ⁴	0	0	0	0	0	0	0	0
Custom Grants ⁶	13	\$982,642,875	38,261	10,608	28%	\$59,292.1	\$5,363.0	9%

Post Performance Period (including VIP/VEDIG Projects within Company Notification Period)⁷

Incentive Program	Total Number of Projects			Total \$ Approved	Jobs			Capital Investment		
	Approved	Target Metrics Achieved	Post-Perf. Follow Up		Target	Actual as of Final Report ²	% of Target Met	Target (\$M)	Actual as of Final Report (\$M) ²	% of Target Met
Data Center Retail Sales and Use Exemptions (DCRSUT Exemption) ⁸	21	21	0	N/A	1,050	1,050	100%	\$3,150.0	\$3,150.0	100%
Major Eligible Employer (MEE)	2	2	0	\$33,000,000	4,150	5,544	134%	\$433.0	\$597.4	138%
Virginia Economic Development Incentive Grant (VEDIG)	8	5	3	\$37,300,000	3,899	4,746	122%	\$430.3	\$589.3	137%
Virginia Investment Partnership (VIP)	79	64	15	\$62,550,000	7,113	8,492	119%	\$5,994.2	\$6,904.1	115%
Virginia Jobs Investment Program (VJIP) New Jobs Programs ^{5,9}	194	77	N/A	\$19,942,904	26,483	15,919	60%	\$2,434.5	N/A	N/A
Virginia Jobs Investment Program (VJIP) Retraining Programs ^{5,10}	30	19	N/A	\$1,834,477	5,705	5,538	97%	\$478.4	N/A	N/A
Custom Grants	3	3	0	\$62,000,000	2,919	2,184	75%	\$982.4	\$520.9	53%

VEDP-Administered Incentives Dashboard (as of December 31, 2023)
Commonwealth's Opportunity Fund (COF)

Within Performance Period (and Post Performance Follow-up Stage)¹

Fiscal Year of Governor's Approval	Total Number of Projects	Total Approved (\$) ⁶	Current Portfolio Performance Recap by Fiscal Year												
			Total Number of Projects by Estimated Risk ²				Moderate or High Risk Projects By...			Job Creation			Capital Investment		
			Low	Moderate	High	To Be Determined ³	Jobs	Capital Investment	Average Wages	Future Target	Actual as of Most Recent Report ⁴	% of Future Target Met	Future Target (\$M)	Actual as of Most Recent Report ⁴	% of Future Target Met
2017	4	\$2,800,000	2	1	1	0	2	0	0	1,615	425	26%	164.9	200.9	122%
2018	1	\$4,000,000	1	0	0	0	0	0	600	436	73%	28.5	30.3	106%	
2019	13	\$8,452,000	8	4	1	0	5	2	1	1,629	2,053	126%	1,655.7	2,524.0	152%
2020	17	\$7,635,000	6	5	6	0	11	5	5	3,138	1,524	49%	497.1	345.0	69%
2021	26	\$16,091,982	14	5	6	1	9	6	5	3,431	1,879	55%	897.5	677.9	76%
2022	23	\$19,785,052	14	3	0	6	3	1	1	3,706	988	27%	1,178.0	354.9	30%
2023	28	\$18,836,950	2	1	2	23	3	2	3	4,441	143	3%	1,397.6	8.9	1%
2024	9	\$29,792,500	0	0	0	9	0	0	0	1,858	0	0%	1,066.1	0.0	0%

Post Performance Period⁵

Fiscal Year of Governor's Approval	Total Number of Projects	Total Approved (\$) ⁶	Final Portfolio Performance Recap by Fiscal Year												
			Total Number of Projects by Closeout Status			Total Number of Projects			Job Creation			Capital Investment			
			Metrics Achieved/Full Clawback/Reduced Payment	Clawback in Process (not yet due)	Clawback Unsuccessful to Date	Met Both Targets for Jobs and Capital Investment	Met Target for Either Jobs or Capital Investment	Missed Both Targets for Jobs and Capital Investment	Target	Actual as of Final Report ⁷	% of Target Met	Target (\$M)	Actual as of Final Report ⁷	% of Target Met	
2017	24	\$25,942,500	23	1	0	10	3	11	4,440	3,748	84%	914.4	1,236.8	135%	
2018	27	\$10,145,500	27	0	0	4	6	17	4,101	1,129	28%	360.6	145.2	40%	
2019	15	\$3,417,931	15	0	0	1	3	11	1,247	399	32%	231.6	123.1	53%	
2020	9	\$4,450,000	9	0	0	4	3	2	1,299	1,582	122%	394.7	450.2	114%	
2021	1	\$800,000	1	0	0	0	0	1	350	49	14%	8.5	3.1	36%	
2022	1	\$457,125	1	0	0	0	1	0	265	177	67%	1.5	1.7	111%	
2023	0	\$0	0	0	0	0	0	0	0	0	N/A	0.0	0.0	N/A	
2024	0	\$0	0	0	0	0	0	0	0	0	N/A	0.0	0.0	N/A	

¹Within Performance includes all COF projects approved through December 31, 2023 which are currently within their performance period, an extended performance period, subsequent notification period, or undergoing final verification of performance.

²Estimated risk of not achieving metrics based on the company's self-reporting on the most recent progress report.

³Projects remain in this category until the first annual progress report is received indicating a company's self-reported confidence level.

⁴For projects within performance, actual job creation and capital investment shown reflects job creation and capital investment as of the most recent progress report submitted. Figures are company-reported and not yet verified.

⁵Post Performance includes all COF projects approved between July 1, 2016 through December 31, 2023 which have reached their performance date. All projects considered 'closed' except those listed as "Clawback in Process (not yet due)".

⁶Total Approved reflects the total COF award approved by the Governor. For Post-Performance Projects, if the company was subject to clawback or received a reduced award due to underperformance, the Total \$ Approved does not reflect the final amount received by the company.

⁷Projects which paid full clawbacks (i.e., 100% of incentive grant amount) are excluded from actual job creation and capital investment so as not to present a misleading perspective on performance. Such excluded projects resulted in minimal job creation and capital investment.

VEDP-Administered Incentives Dashboard (as of December 31, 2023)
Commonwealth's Opportunity Fund (COF)

Clawback History

Fiscal Year of Governor's Approval	Projects Within Perf. or Post-Perf. Follow-up	Post-Performance Projects (ie. Closed-Out)	Clawback Summary By Number of Projects			Clawback Summary By \$			Companies with Unpaid Clawbacks
			Clawbacks Requested	Clawbacks Received	% of total received	Total Clawbacks Requested (\$)	Total Clawbacks Received (\$)	% of total received	
2017	4	24	14	13	93%	\$6,783,563	\$6,583,563	97%	Kyocera (Three Installments Not Yet Due)
2018	1	27	19	19	100%	\$6,734,250	\$6,734,250	100%	N/A
2019	13	15	13	13	100%	\$2,205,431	\$2,205,431	100%	N/A
2020	17	9	4	4	100%	\$1,848,275	\$1,848,275	100%	N/A
2021	26	1	1	1	100%	\$724,750	\$724,750	100%	N/A
2022	23	1	1	1	100%	\$151,800	\$151,800	100%	N/A
2023	28	0	0	0	N/A	\$0	\$0	N/A	N/A
2024	9	0	0	0	N/A	\$0	\$0	N/A	N/A

VEDP-Administered Incentives Dashboard (as of December 31, 2023)

VIP, MEE, VEDIG, Custom Grants, and Data Centers reflect projects since inception.

VJIP reflects projects with Application Date between July 1, 2016 through Present.

Within Performance Period as of December 31, 2023 (including Data Center Projects within Verification Process)¹

Incentive Program	Total Number of Projects	Total \$ Approved	Jobs			Capital Investment		
			Future Target	Actual as of Most Recent Report ²	% of Future Target Met ²	Future Target (\$M)	Actual as of Most Recent Report (\$M) ²	% of Future Target Met ²
Data Center Retail Sales and Use Exemptions (DCRSUT Exemption) ³	31	N/A	1,550	TBD	TBD	\$4,650.0	TBD	TBD
Major Eligible Employer (MEE) ⁴	0	0	0	0	0	0	0	0
Virginia Economic Development Incentive Grant (VEDIG)	4	\$15,000,000	2,805	TBD	TBD	\$193.4	TBD	TBD
Virginia Investment Partnership (VIP)	21	\$18,150,000	2,365	TBD	TBD	\$1,355.6	TBD	TBD
Virginia Jobs Investment Program (VJIP) New Jobs Programs ⁵	157	\$14,538,000	20,905	4,487	21%	\$4,246.2	N/A	N/A
Virginia Jobs Investment Program (VJIP) Retraining Programs ⁴	0	0	0	0	0	0	0	0
Custom Grants ⁵	13	\$982,642,875	38,261	10,608	28%	\$59,292.1	\$5,363.0	9%

Post Performance Period as of December 31, 2023 (including VIP/VEDIG Projects within Company Notification Period)⁷

Incentive Program	Total Number of Projects			Total \$ Approved	Jobs			Capital Investment		
	Approved	Target Metrics Achieved	Post-Perf. Follow Up		Target	Actual as of Final Report ²	% of Target Met	Target (\$M)	Actual as of Final Report (\$M) ²	% of Target Met
Data Center Retail Sales and Use Exemptions (DCRSUT Exemption) ⁸	21	21	0	N/A	1,050	1,050	100%	\$3,150.0	\$3,150.0	100%
Major Eligible Employer (MEE)	2	2	0	\$33,000,000	4,150	5,544	134%	\$433.0	\$597.4	138%
Virginia Economic Development Incentive Grant (VEDIG)	8	5	3	\$37,300,000	3,899	4,746	122%	\$430.3	\$589.3	137%
Virginia Investment Partnership (VIP)	79	64	15	\$62,550,000	7,113	8,492	119%	\$5,994.2	\$6,904.1	115%
Virginia Jobs Investment Program (VJIP) New Jobs Programs ^{5, 9}	194	77	N/A	\$19,942,904	26,483	15,919	60%	\$2,434.5	N/A	N/A
Virginia Jobs Investment Program (VJIP) Retraining Programs ^{5, 10}	30	19	N/A	\$1,834,477	5,705	5,538	97%	\$478.4	N/A	N/A
Custom Grants	3	3	0	\$62,000,000	2,919	2,184	75%	\$982.4	\$520.9	53%

¹Within Performance includes all active Data Center Retail Sales & Use Tax Exemption MOUs, MEE, VEDIG, VIP, VJIP, and Custom grant projects approved through December 31, 2023. These projects are currently within their performance period or an extended performance period. For data center MOUs, this includes projects which have reached their performance date but are in the process of documenting and verifying final performance.

²Actual performance and percentage of targets met for projects within performance will be determined during post-performance follow-up and project closeout. For DCRSUT Exemptions, should the data center not achieve the statutory minimums reflected as targets, the data center will be required to repay the value of the tax benefits received. For MEE, VEDIG, VIP, and VJIP, companies receive grant payments post-performance, and the total received is adjusted from the Total \$ Approved based on actual performance.

³For DCRSUT Exemptions, the Total \$ Approved will be the value of the tax benefit received on qualifying computer equipment and enabling software; VEDP does not have the authority to track this amount. The combined state and local sales tax rates in Virginia vary by locality from 5.3-7%. Target jobs and capital investment reflect the statutory minimums of 50 new jobs and \$150 million in capital investment for each of the 31 DCRSUT Exemption MOUs within a performance period.

⁴There are no MEE or VJIP Retraining projects within performance period.

⁵Capital investment targets for VJIP projects reflect company forecast for the projects. For VJIP grants, should the company not achieve the statutory minimum capital investment, the company will be required to repay the grant received. VJIP statutory minimums are \$1 million for New Jobs Program; \$100,000 for Small Business New Jobs Program; \$500,000 for Retraining Program; \$50,000 for Small Business Retraining Program.

⁶There are 13 active custom grants: Amazon, AWS, Blue Star, CMA CGM, CoStar, Huntington Ingalls, Lego, Merck, Micron, Microsoft, Morgan Olson, Rocket Lab, and Siemens Gamesa.

⁷Post Performance Period projects include all projects that have reached their performance date, as well as those VIP/VEDIG Projects within the Company Notification or Payment periods.

⁸For DCRSUT Exemptions, the Total \$ Approved will be the value of the tax benefit received on qualifying computer equipment and enabling software; VEDP does not have the authority to track this amount. The combined state and local sales tax rates in Virginia vary by locality from 5.3-7%. Target jobs and capital investment reflect the statutory minimums of 50 new jobs and \$150 million in capital investment for each of the 21 DCRSUT Exemption MOUs in a post-performance period. VEDP is currently unable to track job creation and investment above the statutory minimums, which are verified when a Letter of Satisfaction is issued.

⁹77 (40%) of the 194 projects achieved full performance targets; 117 (60%) of these projects partially completed their metrics and received a portion of the original VJIP amount.

¹⁰19 (63%) of the 30 projects achieved full performance targets; 11 (37%) of these projects partially completed their metrics and received a portion of the original VJIP retraining amount.

Interim status report on Commonwealth's Development Opportunity Fund (COF) projects **that have not yet reached their Performance Date¹ (clawbacks do not apply to these projects until Performance Date is reached)**

Important note: Projects have **NOT** yet reached their Performance Date or Subsequent Performance Date (i.e., date on which target performance levels are required by performance agreement)

As of December 31, 2023 - sorted by time remaining until performance date

Project number	Project name	Locality	Grant amount (\$)	Jobs target for perf. date	Actual jobs as of most recent progress report	% of future target jobs attained as of most recent progress report	Company-reported confidence level for jobs ²	Capital investment target for perf. date (\$)	Actual capital investment as of most recent progress report (\$)	% of future target capex attained as of most recent progress report	Company-reported confidence level for investment ²	Avg. annual wage target for perf. date (\$)	Actual avg. annual wage as of most recent progress report (\$)	% of future target avg. annual wage attained	Company-reported confidence level for wage ²	Perf. agreement date	Initial perf. date for meeting job, investment, and wage targets	Extension granted - new perf. date (if applicable) ³	Reason for extension	Subsequent perf. date (if applicable)
2017-138143	Carry-On Trailer	Westmoreland	125,000	42	42	100%	Not Reported	1,625,000	2,392,574	147%	Not Reported	29,741	38,251	129%	Not Reported	12/3/2018	3/31/2022	None	No Extension	3/31/2024
2017-137060	Navy Federal Credit Union	Frederick	2,000,000	1,400	262	19%	High	100,000,000	136,421,496	136%	High	60,314	60,314	100%	High	11/8/2017	12/31/2022	3/31/2024	COVID-19	None
2021-141987	Breeze Airways	Norfolk	400,000	116	93	80%	High	5,150,000	643,387	12%	Low	55,333	51,291	93%	Moderate	8/18/2021	6/30/2024	None	No Extension	None
2015-130761	Eldor	Botetourt	3,200,000	350	194	55%	Moderate	75,200,000	76,136,323	101%	High	37,950	47,553	125%	High	3/15/2016	12/31/2021	6/30/2024	COVID-19	None
2020-141439	Exel	Stafford	1,700,000	577	481	83%	High	72,000,000	76,586,854	106%	High	46,065	51,191	111%	High	12/15/2020	6/30/2024	None	No Extension	None
2019-140789	Hershey	Augusta	600,000	65	65	100%	High	104,400,000	117,359,176	112%	High	46,400	52,115	112%	High	4/28/2020	6/30/2024	None	No Extension	None
2019-140582	Teal Jones	Westmoreland	125,000	59	0	0%	Low	10,750,000	12,652,021	118%	High	36,273	0	0%	High	2/24/2020	6/30/2024	None	No Extension	None
2020-141609	Zasti	Loudoun	150,000	60	2	3%	Low	5,930,000	1,000,000	17%	Moderate	71,250	72,000	101%	Moderate	4/19/2021	6/30/2024	None	No Extension	None
2019-140619	Howell Metal	Shenandoah	400,000	102	7	7%	Low	8,039,000	6,731,918	84%	Moderate	37,175	45,443	122%	High	8/12/2019	7/31/2024	None	No Extension	None
2018-140262	Microsoft BN 9-13	Mecklenburg	1,500,000	108	387	358%	High	1,066,755,918	1,817,305,847	170%	High	47,000	90,092	192%	High	11/8/2018	9/1/2024	None	No Extension	None
2020-141613	Acoustical Sheetmetal	Virginia Beach	750,000	200	67	34%	High	15,800,000	16,529,328	105%	High	46,781	47,908	102%	High	8/31/2020	6/30/2023	9/30/2024	Hiring difficulty for worker job set	None
2021-141932	Aditxt	Richmond City	1,300,000	347	18	5%	Moderate	31,545,800	2,263,602	7%	Moderate	78,399	91,640	117%	High	10/1/2021	9/30/2024	None	No Extension	None
2021-141972	Oransi	Radford	50,000	101	14	14%	High	2,215,000	1,384,676	63%	High	39,556	77,071	195%	High	7/1/2020	9/30/2024	None	No Extension	None
2019-140581	Teal Jones	Henry	200,000	67	30	45%	Moderate	21,000,000	34,162,196	163%	High	35,450	73,478	207%	High	9/25/2019	6/30/2023	9/30/2024	Job/Investment ramp up slower than anticipated	None
2018-140319	Traditional Medicinals	Franklin	350,000	56	0	0%	Low	29,679,998	0	0%	Low	47,682	0	0%	Low	1/16/2020	9/30/2024	None	No Extension	None
2019-140687	Total Fiber Recovery	Chesapeake	200,000	68	0	0%	High	48,985,034	16,475,856	34%	High	44,066	0	0%	High	12/1/2020	6/30/2023	9/30/2024	Equipment installation delay	None
2017-137709	Eastman	Henry	50,000	15	74	493%	Not Reported	11,700,000	11,661,208	100%	Not Reported	43,000	60,449	141%	Not Reported	5/30/2017	7/1/2020	11/1/2020	COVID-19	11/1/2024
2019-140790	Aery Aviation	Newport News	280,000	211	109	52%	High	15,250,000	11,930,867	78%	High	80,073	91,637	114%	High	9/1/2021	12/31/2024	None	No Extension	None
2020-141626	Applied Felts	Henry	65,000	15	19	127%	High	1,950,000	3,519,895	181%	High	50,000	50,000	100%	High	7/30/2020	12/31/2024	None	No Extension	None
2020-141516	Drake Extrusion	Henry	90,000	30	0	0%	High	6,850,000	8,117,347	119%	High	34,500	41,600	121%	High	8/25/2020	12/31/2024	None	No Extension	None
2020-141150	Laminate Technologies	Henry	100,000	42	18	43%	High	4,000,000	6,799,664	170%	High	36,171	44,232	122%	High	12/31/2020	12/31/2024	None	No Extension	12/31/2025
2019-140987	Litehouse Foods	Danville	600,000	160	137	86%	Moderate	46,240,000	49,854,307	108%	High	34,875	47,591	136%	High	11/13/2020	12/31/2024	None	No Extension	None
2020-141457	Metalworx	Grayson	150,000	59	66	112%	High	7,595,000	9,289,698	122%	High	49,028	53,000	108%	High	6/15/2020	12/31/2024	None	No Extension	None
2022-142623	Muhlbauer	Newport News	227,700	34	21	62%	Moderate	9,000,000	2,921,467	32%	Moderate	57,500	59,000	103%	Moderate	1/20/2023	12/31/2024	None	No Extension	None
2020-141403	Rage	Pittsylvania	500,000	200	0	0%	Low	34,000,000	0	0%	Low	37,000	0	0%	Low	11/30/2020	12/31/2024	None	No Extension	None
2021-141954	Tyson Foods	Pittsylvania	3,048,000	376	0	0%	Not Reported	295,452,718	0	0%	Not Reported	41,668	0	0%	Not Reported	8/1/2021	12/31/2024	None	No Extension	None
2021-142033	Bonumose	Albemarle	256,000	64	11	17%	Moderate	27,700,000	29,652,322	107%	High	76,563	91,801	120%	High	9/1/2021	3/31/2025	None	No Extension	None
2018-140024	Cascades	Hanover	1,950,000	140	159	114%	Not Reported	275,010,000	346,863,384	126%	Not Reported	75,551	77,339	102%	Not Reported	7/25/2018	12/31/2021	3/31/2023	Job/Investment ramp up slower than anticipated	3/31/2025
2018-140324	KPMG	Fairfax	1,000,000	355	489	138%	Not Reported	31,426,000	31,010,000	99%	Not Reported	124,694	132,297	106%	Not Reported	1/31/2019	12/31/2021	3/31/2023	COVID-19	3/31/2025
2020-141661	Mohawk	Carroll	80,000	35	0	0%	Low	22,489,000	18,599,998	83%	High	40,319	0	0%	High	9/30/2020	3/31/2025	None	No Extension	None
2018-140032	Press Glass	Henry	1,000,000	212	293	138%	Not Reported	43,550,000	60,222,319	138%	Not Reported	37,736	44,949	119%	Not Reported	8/28/2018	12/31/2021	3/31/2023	COVID-19	3/31/2025
2021-142051	Service Center Metals	Prince George	350,000	94	116	123%	High	101,722,000	111,401,301	110%	High	74,968	83,934	112%	High	9/1/2021	3/31/2025	None	No Extension	None
2020-141700	Shenandoah Valley Organic	Harrisonburg	500,000	110	275	250%	High	64,250,000	53,596,257	83%	High	44,300	46,111	104%	High	11/24/2020	3/31/2025	None	No Extension	None
2021-142116	VF Corporation	Henry	225,000	82	146	178%	High	10,200,000	12,307,292	121%	High	33,823	36,860	109%	High	5/25/2021	3/31/2025	None	No Extension	None
2021-142079	VFP	Scott	100,000	30	114	380%	High	7,165,800	8,329,604	116%	High	34,715	37,514	108%	High	12/1/2021	3/31/2025	None	No Extension	None
2021-142184	Certified Origins	Newport News	125,000	30	6	20%	High	24,625,000	15,790,000	64%	High	41,254	50,268	122%	High	10/1/2022	6/30/2025	None	No Extension	None
2021-142131	Granules India	Prince William	200,000	57	37	65%	High	12,500,000	12,701,664	102%	High	53,764	59,666	111%	High	7/1/2022	6/30/2025	None	No Extension	None
2019-141109	MEP	Danville	135,000	45	3	7%	Low	6,445,000	346,387	5%	Low	56,077	73,315	131%	Moderate	6/1/2021	6/30/2025	None	No Extension	None
2019-141112	Simplisafe	Henrico	200,000	572	314	55%	Moderate	5,489,000	4,054,752	74%	Moderate	54,338	88,333	163%	Moderate	6/15/2020	6/30/2025	None	No Extension	None
2019-140498	Veronesi Holding	Rockingham	3,816,800	161	1	1%	Moderate	105,250,000	12,815,256	12%	High	38,416	240,000	625%	High	7/8/2021	6/30/2025	None	No Extension	None
2022-142418	Church & Dwight Company	Chesterfield	300,000	53	0	0%	Low	27,000,000	2,255,266	8%	High	55,559	0	0%	Moderate	5/1/2023	9/30/2025	None	No Extension	None
2022-142353	Unilock	Hanover	340,000	50	0	0%	Not Reported	55,600,000	0	0%	Not Reported	65,592	0	0%	Not Reported	6/15/2022	9/30/2025	None	No Extension	None
2022-142466	Hitachi Energy USA	Halifax	511,500	165	0	0%	High	37,000,000	0	0%	High	43,500	0	0%	High	7/1/2022	10/1/2025	None	No Extension	None
2020-141268	Bausch & Lomb	Lynchburg	210,000	79	15	19%	Moderate	35,425,000	27,591,429	78%	High	29,583	38,806	131%	High	9/15/2020	12/31/2025	None	No Extension	None
2021-142226	BWXT	Campbell	400,000	97	45	46%	High	65,000,000	16,380,928	25%	High	116,591	97,099	83%	High	8/23/2023	12/31/2025	None	No Extension	None
2020-141712	Civica	Petersburg	5,700,000	186	65	35%	High	124,562,136	124,885,599	100%	High	83,978	109,336	130%	High	1/26/2021	12/31/2025	None	No Extension	None
2023-142795	Civica Rx	Chesterfield	400,000	51	0	0%	Not Reported	27,800,000	0	0%	Not Reported	100,000	0	0%	Not Reported	3/1/2023	12/31/2025	None	No Extension	None
2019-140771	East Coast Repair and Fabrication	Newport News	1,314,000	332	253	76%	High	64,400,000	48,036,701	75%	High	51,024	70,757	139%	High	11/8/2022	12/31/2025	None	No Extension	None
2021-141835	Grayson Natural Farms	Grayson	50,000	40	29	73%	Moderate	1,530,000	701,262	46%	High	31,706	25,480	80%	High	11/10/2020	12/31/2025	None	No Extension	None
2023-142849	Hollingsworth & Vose	Floyd	558,700	25	0	0%	Not Reported	40,189,956	0	0%	Not Reported	52,488	0	0%	Not Reported	12/20/2022	12/31/2025	None	No Extension	None
2020-141427	Huntington Ingalls	Hampton	1,500,000	268	32	12%	Low	46,000,000	48,428,480	105%	High	69,201	73,700	107%	High	11/10/2020	12/31/2025	None	No Extension	None
2021-141891	Intertape Polymer	Pittsylvania	150,000	50	83	166%	High	44,500,000	24,767,944	56%	High	38,000	43,769	115%	High	9/1/2021	12/31/2025	None	No Extension	None
2022-142672	IperionX	Halifax	300,000	108	0	0%	Not Reported	8												

Interim status report on Commonwealth's Development Opportunity Fund (COF) projects that have not yet reached their Performance Date¹ (clawbacks do not apply to these projects until Performance Date is reached)

Important note: Projects have **NOT** yet reached their Performance Date or Subsequent Performance Date (i.e., date on which target performance levels are required by performance agreement)

As of December 31, 2023 - sorted by time remaining until performance date

Project number	Project name	Locality	Grant amount (\$)	Jobs target for perf. date	Actual jobs as of most recent progress report	% of future target jobs attained as of most recent progress report	Company-reported confidence level for jobs ²	Capital investment target for perf. date (\$)	Actual capital investment as of most recent progress report (\$)	% of future target capex attained as of most recent progress report	Company-reported confidence level for investment ²	Avg. annual wage target for perf. date (\$)	Actual avg. annual wage as of most recent progress report (\$)	% of future target avg. annual wage attained	Company-reported confidence level for wage ²	Perf. agreement date	Initial perf. date for meeting job, investment, and wage targets	Extension granted - new perf. date (if applicable) ³	Reason for extension	Subsequent perf. date (if applicable)
2021-141988	J&J Equipment	Pittsylvania	50,000	27	29	107%	High	5,170,000	6,062,005	117%	High	34,166	37,440	110%	High	6/1/2021	12/31/2025	None	No Extension	None
2021-141941	Kegeerels	Danville	160,500	72	11	15%	High	1,675,000	166,016	10%	High	60,484	68,416	113%	High	8/1/2021	12/31/2025	None	No Extension	None
2022-142487	M S International	Suffolk	225,000	80	0	0%	Not Reported	61,550,000	0	0%	Not Reported	57,166	0	0%	Not Reported	5/1/2023	12/31/2025	None	No Extension	None
2021-141899	Modine	Rockbridge	194,000	60	74	123%	High	7,025,000	9,323,801	133%	High	47,117	47,756	101%	High	2/24/2021	12/31/2025	None	No Extension	None
2014-108775	Pure Salmon	Tazewell	900,000	218	3	1%	High	198,370,000	64,115,760	32%	High	59,133	150,000	254%	High	9/21/2020	12/31/2025	None	No Extension	None
2022-142660	Skip Barber	Halifax	100,000	24	15	63%	High	8,900,000	0	0%	High	102,083	56,857	56%	High	4/11/2023	12/31/2025	None	No Extension	None
2022-142581	Lutron Electronics	Hanover	250,000	200	0	0%	Not Reported	28,300,000	0	0%	Not Reported	50,754	0	0%	Not Reported	10/1/2022	3/31/2026	None	No Extension	None
2023-143024	Weidmüller	Chesterfield	488,450	96	13	14%	Moderate	16,409,000	2,746,108	17%	Moderate	73,467	64,386	88%	Moderate	7/18/2023	3/30/2026	None	No Extension	None
2020-141461	Plasser American	Chesapeake	450,000	98	71	72%	High	52,600,000	33,920,870	64%	Low	50,186	59,942	119%	High	7/19/2022	3/30/2026	None	No Extension	None
2021-141927	Crown Holdings	Henry	1,000,000	126	142	113%	High	145,000,000	166,236,424	115%	High	47,958	62,869	131%	High	2/1/2021	6/30/2026	None	No Extension	None
2021-141860	Patton Logistics	Pulaski	225,000	63	73	116%	High	11,000,000	12,207,860	111%	High	41,033	56,667	138%	High	7/1/2021	6/30/2026	None	No Extension	None
2022-142371	TFC Poultry	Winchester	500,000	111	42	38%	High	31,455,000	19,980,552	64%	High	51,315	52,100	102%	High	5/1/2022	6/30/2026	None	No Extension	None
2021-141923	AutoZone	New Kent	2,512,000	352	0	0%	High	185,175,000	39,240,834	21%	High	43,988	0	0%	High	2/18/2022	8/31/2026	None	No Extension	None
2020-141708	Silk City	Fluvanna	70,000	93	109	117%	High	5,650,000	2,253,113	40%	High	40,484	42,083	104%	High	6/22/2021	9/30/2026	None	No Extension	None
2020-141493	Cava	Augusta	200,000	52	1	2%	High	37,564,662	3,884,504	10%	High	47,235	115,000	243%	High	12/23/2021	12/31/2026	None	No Extension	None
2022-142268	Clarabridge	Fairfax	1,440,000	400	37	9%	High	15,900,000	3,468,554	22%	High	157,198	118,804	76%	High	12/1/2021	12/31/2026	None	No Extension	None
2018-140204	Speyside	Smyth	325,000	125	147	118%	Not Reported	26,000,000	32,580,419	125%	Not Reported	30,173	34,400	114%	Not Reported	12/12/2018	12/31/2022	None	No Extension	12/31/2026
2018-140229	Volvo	Roanoke	700,000	250	227	91%	Not Reported	13,000,000	16,616,904	128%	Not Reported	42,400	45,441	107%	Not Reported	2/11/2020	12/31/2021	None	No Extension	12/31/2026
2019-140884	Walraven	Pittsylvania	100,000	46	16	35%	Moderate	7,150,000	4,243,256	59%	High	48,913	87,232	178%	High	6/14/2021	12/31/2026	None	No Extension	None
2017-137198	Wegmans	Hanover	2,350,000	700	16	2%	Moderate	175,000,000	97,145,410	56%	High	55,012	139,245	253%	High	12/11/2019	12/31/2026	None	No Extension	None
2020-141123	AeroFarms	Pittsylvania	200,000	92	125	136%	Low	41,836,000	45,436,970	109%	Moderate	34,945	44,190	126%	Low	11/7/2019	6/30/2021	3/31/2023	COVID-19	3/31/2027
2021-142039	EAB	Henrico	741,600	206	38	18%	High	5,918,365	5,923,547	100%	High	75,000	75,000	100%	High	11/28/2022	6/30/2027	None	No Extension	None
2022-142446	Hilton	Fairfax	1,000,000	350	0	0%	Not Reported	50,300,000	0	0%	Not Reported	242,297	0	0%	Not Reported	6/15/2023	6/30/2027	None	No Extension	None
2021-141826	SES	Prince William	500,000	201	38	19%	Moderate	17,000,000	12,879,798	76%	High	128,456	104,440	81%	Moderate	7/1/2021	6/30/2027	None	No Extension	None
2022-142272	DroneUp	Virginia Beach	928,000	655	115	18%	Low	27,200,000	3,879,017	14%	Low	103,652	90,179	87%	Low	1/12/2023	9/1/2027	None	No Extension	None
2023-142819	Heyco	Greensville	135,000	21	0	0%	Not Reported	5,400,000	0	0%	Not Reported	48,429	0	0%	Not Reported	6/8/2023	9/30/2027	None	No Extension	None
2022-142592	AgroSpheres	Albemarle	200,000	53	0	0%	Not Reported	25,000,000	0	0%	Not Reported	74,434	0	0%	Not Reported	5/1/2023	12/31/2027	None	No Extension	None
2023-142783	PRINCO	Norfolk	50,000	284	0	0%	Not Reported	23,800,000	0	0%	Not Reported	54,888	0	0%	Not Reported	10/1/2023	3/31/2028	None	No Extension	None
2020-141500	e-Health	Scott	626,500	160	0	0%	Not Reported	375,000	0	0%	Not Reported	36,567	0	0%	Not Reported	5/1/2021	12/31/2028	None	No Extension	None
2020-141718	EarthLink	Norton	686,500	285	0	0%	Not Reported	4,800,000	0	0%	Not Reported	33,751	0	0%	Not Reported	10/1/2021	12/31/2028	None	No Extension	None
2021-142213	Plenty	Chesterfield	2,400,000	300	0	0%	Not Reported	300,000,000	0	0%	Not Reported	53,555	0	0%	Not Reported	9/15/2022	12/31/2028	None	No Extension	None
2023-143019	Northrop Grumman	Waynesboro	8,500,000	331	0	0%	Not Reported	201,153,473	0	0%	Not Reported	93,942	0	0%	Not Reported	11/14/2023	12/31/2031	None	No Extension	None
2021-142082	Apex Mills	Patrick	300,000	140	0	0%	Not Reported	3,099,248	0	0%	Not Reported	39,253	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142951	Automatic Coating	Suffolk	200,000	50	0	0%	Not Reported	22,755,400	0	0%	Not Reported	65,664	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142882	Bauer Compressors	Norfolk	50,000	47	0	0%	Not Reported	7,431,173	0	0%	Not Reported	44,535	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142913	Berkley Mid-Atlantic Group	Henrico	217,500	72	0	0%	Not Reported	6,128,039	0	0%	Not Reported	99,162	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143184	Camrett Logistics	Pulaski	230,000	58	0	0%	Not Reported	2,150,000	0	0%	Not Reported	41,534	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142788	Coronado Coal	Buchanan	3,525,000	181	0	0%	Not Reported	169,063,865	0	0%	Not Reported	108,254	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143034	Delta Star	Lynchburg	850,000	149	0	0%	Not Reported	30,150,000	0	0%	Not Reported	67,450	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142883	Engineered BioPharmaceuticals	Danville	150,000	34	0	0%	Not Reported	6,125,000	0	0%	Not Reported	55,882	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143032	Framatome	Lynchburg	5,000,000	515	0	0%	Not Reported	49,354,000	0	0%	Not Reported	105,109	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142784	Grucci Holdings	Pulaski	212,000	45	0	0%	Not Reported	5,450,000	0	0%	Not Reported	49,851	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142802	LS Cable	Norfolk	12,690,000	276	0	0%	Not Reported	600,000,000	0	0%	Not Reported	76,315	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143177	Mack Trucks	Roanoke	255,000	51	0	0%	Not Reported	14,500,000	0	0%	Not Reported	52,530	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None

Interim status report on Commonwealth's Development Opportunity Fund (COF) projects **that have not yet reached their Performance Date¹ (clawbacks do not apply to these projects until Performance Date is reached)**

Important note: Projects have **NOT** yet reached their Performance Date or Subsequent Performance Date (i.e., date on which target performance levels are required by performance agreement)

As of December 31, 2023 - sorted by time remaining until performance date

Project number	Project name	Locality	Grant amount (\$)	Jobs target for perf. date	Actual jobs as of most recent progress report	% of future target jobs attained as of most recent progress report	Company-reported confidence level for jobs ²	Capital investment target for perf. date (\$)	Actual capital investment as of most recent progress report (\$)	% of future target capex attained as of most recent progress report	Company-reported confidence level for investment ²	Avg. annual wage target for perf. date (\$)	Actual avg. annual wage as of most recent progress report (\$)	% of future target avg. annual wage attained	Company-reported confidence level for wage ²	Perf. agreement date	Initial perf. date for meeting job, investment, and wage targets	Extension granted - new perf. date (if applicable) ³	Reason for extension	Subsequent perf. date (if applicable)
2022-142749	Massimo Zanetti Beverage USA	Suffolk	450,000	79	0	0%	Not Reported	29,103,926	0	0%	Not Reported	50,246	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2021-141814	PPD	Henrico	2,000,000	458	0	0%	Not Reported	92,316,547	0	0%	Not Reported	62,395	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2021-142047	PPD	Richmond City	151,952	48	0	0%	Not Reported	4,700,000	0	0%	Not Reported	62,395	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143189	Press Glass	Henry	2,000,000	335	0	0%	Not Reported	155,198,255	0	0%	Not Reported	40,397	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2022-142757	Ronald Mark Associates	Tazewell	116,000	29	0	0%	Not Reported	13,500,000	0	0%	Not Reported	45,903	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2021-142037	Scholle IPN	Smyth	600,000	75	0	0%	Not Reported	31,079,779	0	0%	Not Reported	50,889	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143002	STS Plastics	Salem	500,000	119	0	0%	Not Reported	32,600,000	0	0%	Not Reported	49,569	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-143261	Tate	Russell	700,000	170	0	0%	Not Reported	14,850,000	0	0%	Not Reported	52,020	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142881	Wilderness Asset Holdings	Bland	90,000	30	0	0%	Not Reported	4,300,000	0	0%	Not Reported	42,867	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2023-142816	World Class Distribution	Caroline	3,000,000	745	0	0%	Not Reported	275,000,000	0	0%	Not Reported	38,457	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2022-142334	Zim American Integrated Shipping	Virginia Beach	1,497,300	307	0	0%	Not Reported	16,356,800	0	0%	Not Reported	67,708	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
2022-142553	Zollner Elektronik AG	Danville	360,000	100	0	0%	Not Reported	18,000,000	0	0%	Not Reported	51,536	0	0%	Not Reported	Not Yet Established	Not Yet Established	None	No Extension	None
TOTAL			103,185,002	18,595	5,934	32%		6,758,930,892	4,015,189,574	59%										

¹These projects are all within performance periods; thus, **clawbacks do not apply to these projects until they reach their Performance Date.**

²Confidence levels are documented for annual progress reporting effective January 2018; data for those projects without confidence levels will be collected with the next scheduled report.

³Effective 04/05/17, extensions require formal approval of first extension by VEDP Board and formal approval of second extension by VEDP Board and the Major Employment and Investment (MEI) Commission; Mid-2016 until 04/05/17, extension required approval of VEDP's Project Review and Credit Committee.

This report was prepared in response to §2.2-2237.3., which states in part: "The Division of Incentives shall provide semiannual updates to the Board of the status and progress of investment and job creation requirements for all projects for which economic development incentives have been awarded, until such time as the investment and job creation requirements are met or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the request of the Board, or if deemed necessary by the Division of Incentives."

Status report on Commonwealth's Development Opportunity Fund (COF) projects approved from FY 17 through FY 24 in Post-Performance Period (excludes projects within performance period)¹

Status Key:

Important note: Projects have reached their Performance Date or Subsequent Performance Date (i.e., date on which target performance levels are required by performance agreement)

Yellow:	Clawback in Process (not yet due)
Green:	Metrics Achieved or Clawback Amount Received in Full
White:	In Post Performance Follow-Up Period

As of December 31, 2023 - sorted by status (last column), then alphabetical

Project number	Project name	Locality	Grant amount (\$) ²	Jobs target for Perf. Date	Actual jobs as of Perf. Date	% of target jobs attained as of Perf. Date	Capital investment target for Perf. Date (\$)	Actual capital investment as of Perf. Date (\$)	% of target capex attained as of Perf. Date	Avg. annual wage target for Perf. Date (\$)	Actual avg. annual wage as of Perf. Date (\$)	% of target avg. annual wage attained	Perf. Agreement Date	Initial Perf. Date for meeting job, investment, and wage targets	Extension Granted - New Perf. Date (if applicable)	Reason for Extension ^{3,4}	Subsequent Perf. Date (if applicable)	Status
2016-134861	Kyocera SGS Tech Hub	Danville	200,000	35	14	40%	9,500,000	8,672,674	91%	62,000	76,438	123%	11/2/2016	7/17/2020	10/17/2021	COVID-19	1/17/2025	Full clawback of \$200,000 requested 6/15/23; will be repaid in quarterly installments of \$50,000 due 12/15/23 (received 12/15/23), 3/15/24, 6/15/24, and 9/15/24
2020-141313	Acesur	Suffolk	120,000	29	37	128%	10,965,000	11,550,546	105%	41,200	47,865	116%	3/28/2020	6/30/2023	None	No extension	None	Metrics Achieved
2015-129649	Aldi Food	Dimwiddle	450,000	145	158	109%	57,000,000	66,759,405	117%	46,204	52,500	114%	8/16/2016	9/1/2019	None	No extension	None	Metrics Achieved
2017-137703	Altec	Botetourt	400,000	180	248	138%	30,200,000	29,351,054	97%	55,000	55,665	101%	1/19/2018	12/31/2021	3/31/2023	COVID-19	None	Metrics Achieved
2017-137490	American Institutes for Research	Arlington	500,000	320	291	91%	12,500,000	13,730,556	110%	90,000	104,062	116%	2/7/2018	2/1/2021	None	No extension	None	Metrics Achieved
2016-133139	American Woodmark	Frederick	550,000	55	56	102%	30,000,000	32,930,000	110%	45,500	61,055	134%	2/8/2017	3/1/2020	None	No extension	None	Metrics Achieved
2018-139970	Amthor	Pittsylvania	150,000	70	0	0%	2,500,000	0	0%	38,000	0	0%	7/23/2018	9/30/2021	12/31/2022	COVID-19	None	Full clawback of \$150,000 received 5/22/23
2015-131887	Applied Predictive Technologies	Arlington	1,750,000	368	263	71%	6,800,000	19,192,922	282%	148,231	185,848	125%	10/4/2016	6/30/2021	9/30/2022	COVID-19	None	Underperformed; clawback of \$253,750 received 3/3/23
2018-140033	Arconic	Fairfax	750,000	58	0	0%	5,175,000	0	0%	347,275	0	0%	9/19/2018	12/31/2021	None	No extension	None	Full clawback of \$750,000 received 2/25/19
2017-137698	Ariake	Harrisonburg	75,000	22	32	145%	17,000,000	16,081,966	95%	40,000	42,245	106%	1/24/2018	3/31/2021	None	No extension	None	Metrics Achieved
2016-134880	Atarfil	Suffolk	60,000	15	17	113%	5,139,122	6,532,716	127%	52,547	52,865	101%	7/20/2017	6/1/2020	None	No extension	None	Metrics Achieved
2017-138128	Atlantic Credit and Finance	Roanoke City	250,000	115	0	0%	4,000,000	0	0%	43,333	0	0%	1/17/2018	3/1/2021	6/1/2022	COVID-19	None	Full clawback of \$250,000 received 12/8/22
2016-137025	Aurora	Manassas	500,000	135	0	0%	13,750,000	0	0%	105,030	0	0%	11/9/2018	6/30/2022	None	No extension	None	Full clawback of \$500,000 received 3/25/22
2018-140061	BGF Industries	Danville	275,000	65	0	0%	7,000,000	0	0%	75,000	0	0%	10/16/2018	6/30/2022	None	No extension	3/31/2023	Full clawback of \$275,000 received 2/4/21
2019-141046	Block.one	Arlington	600,000	170	0	0%	10,000,000	0	0%	147,882	0	0%	8/11/2020	12/31/2022	None	No extension	None	Full clawback of \$600,000 received 7/5/23
2017-137462	Bloomberg BNA	Arlington	500,000	125	0	0%	5,500,000	0	0%	85,500	0	0%	7/20/2017	6/30/2020	None	No extension	None	Full clawback of \$500,000 received 12/14/20
2021-141906	CMA CGM	Norfolk	457,125	265	177	67%	1,500,000	1,670,571	111%	56,713	59,592	105%	9/1/2021	9/30/2021	None	No extension	None	Underperformed; company received reduced payment of \$305,325 on 10/31/22
2018-138491	Cogar	Giles	150,000	60	57	95%	2,500,000	2,336,033	93%	40,267	47,196	117%	3/26/2018	3/31/2021	None	No extension	None	Metrics Achieved
2018-139948	College Board	Fairfax	750,000	120	0	0%	15,400,270	0	0%	113,651	0	0%	7/31/2018	9/30/2022	None	No extension	None	Full clawback of \$750,000 received 12/8/22
2017-137040	CoStar	Richmond City	4,000,000	732	732	100%	8,170,000	8,304,888	102%	57,821	69,679	121%	2/3/2017	12/31/2019	None	No extension	12/31/2021	Metrics Achieved
2018-140212	Discovery Communications	Loudoun	500,000	240	0	0%	16,000,000	0	0%	150,331	0	0%	8/23/2018	12/31/2021	None	No extension	None	Full clawback of \$500,000 received 7/29/20
2016-137003	Dollar Tree	Chesapeake	4,000,000	600	1,054	176%	110,000,000	175,309,000	159%	61,000	132,835	218%	12/20/2016	1/31/2023	None	No extension	None	Metrics Achieved
2015-122398	Dominion Packaging	Henrico	150,000	60	60	100%	25,100,000	30,723,852	122%	53,000	56,040	106%	11/30/2016	12/31/2019	None	No extension	None	Metrics Achieved
2018-140031	DuPont	Chesterfield	250,000	60	56	93%	110,500,000	137,016,000	124%	70,905	99,089	140%	2/21/2020	12/31/2021	12/31/2022	COVID-19	None	Metrics Achieved
2018-140345	Empire Bakery	Franklin	225,000	75	0	0%	10,400,000	0	0%	29,000	0	0%	10/15/2018	3/31/2022	6/30/2023	COVID-19	None	Full clawback of \$225,000 received 10/10/23
2019-140684	Essel Propack	Danville	150,000	45	0	0%	31,197,395	0	0%	47,319	0	0%	1/29/2019	6/30/2022	None	No extension	None	Full clawback of \$150,000 received 12/8/22
2015-126988	Ferguson	Newport News	2,000,000	434	0	0%	82,800,000	0	0%	45,000	0	0%	9/26/2017	1/1/2022	4/1/2023	COVID-19	None	Full clawback of \$2,000,000 received 5/15/23
2019-140730	Flow Hydration	Augusta	250,000	51	0	0%	15,500,000	0	0%	44,903	0	0%	5/19/2020	12/31/2022	None	No extension	12/31/2024	Full clawback of \$250,000 received 6/8/23
2017-138126	Gerber	Arlington	862,500	150	150	100%	5,000,000	5,035,476	101%	127,919	144,265	113%	6/13/2019	12/31/2021	None	No extension	None	Metrics Achieved
2018-138496	Global Technical Systems	Virginia Beach	1,800,000	1,100	0	0%	54,700,000	0	0%	73,372	0	0%	9/7/2018	6/30/2022	None	No extension	None	Full clawback of \$1,800,000 received 7/27/22
2019-141004	GSK	Richmond City	675,000	158	57	36%	16,730,000	11,590,510	69%	110,000	119,390	109%	7/1/2021	12/31/2022	None	No extension	None	Underperformed; company received reduced payment of \$265,275 on 6/22/23
2020-141458	Hershey	Augusta	1,100,000	110	485	441%	135,000,000	135,044,850	100%	47,000	51,775	110%	11/1/2020	6/30/2023	None	No extension	None	Metrics Achieved
2017-137696	Humm Kombucha	Roanoke City	150,000	46	0	0%	10,000,000	0	0%	39,462	0	0%	11/21/2017	7/31/2021	None	No extension	None	Full clawback of \$150,000 received 7/16/19
2018-138578	idX	Spotsylvania	75,000	25	0	0%	2,680,000	0	0%	50,000	0	0%	9/12/2018	6/30/2021	9/30/2022	COVID-19	None	Full clawback of \$75,000 received 4/12/23
2015-127514	idX	Spotsylvania	400,000	150	133	89%	7,200,000	9,037,898	126%	55,502	56,545	102%	4/27/2017	6/30/2020	9/30/2021	COVID-19	9/30/2023	Underperformed; clawback of \$22,000 received 7/14/22
2017-137347	Interstate Group	Giles	200,000	83	65	78%	4,100,000	3,593,676	88%	37,200	37,354	100%	3/28/2018	3/1/2021	None	No extension	None	Underperformed; clawback of \$34,000 received 11/9/21
2017-138144	Intertape Polymer	Pittsylvania	50,000	15	30	200%	7,000,000	15,064,190	215%	40,066	60,847	152%	11/1/2017	12/31/2020	None	No extension	None	Metrics Achieved
2017-137670	Jenchem	Russell	100,000	40	35	88%	5,000,000	4,489,597	90%	38,740	43,146	111%	7/1/2017	9/1/2020	None	No extension	9/1/2022	Underperformed; clawback of \$6,000 received 5/14/21
2017-137679	Koinonia	Pulaski	100,000	40	0	0%	4,905,000	0	0%	35,300	0	0%	1/23/2018	12/31/2021	None	No extension	None	Full clawback of \$100,000 received 10/31/22
2018-138157	LifeNet Health	Virginia Beach	700,000	321	101	31%	12,254,000	12,963,123	106%	70,524	72,274	102%	11/29/2017	12/31/2020	None	No extension	None	Underperformed; clawback of \$241,500 received 6/11/20
2018-140198	MC Dean	Caroline	500,000	100	169	169%	25,095,001	31,670,160	126%	51,600	51,719	100%	3/12/2019	12/31/2021	3/31/2023	COVID-19	None	Metrics Achieved
2017-138145	Merchant House	Bristol	300,000	405	28	7%	19,908,100	20,909,388	105%	32,664	37,723	115%	1/9/2018	3/31/2023	None	No extension	None	Underperformed; clawback of \$139,500 received 7/18/23
2015-126848	Microsoft BNS	Mecklenburg	500,000	44	54	123%	251,590,000	688,425,394	274%	47,000	64,313	137%	8/24/2016	7/1/2019	None	No extension	None	Metrics Achieved
2018-138566	Microstrategy	Fairfax	1,000,000	300	0	0%	6,000,000	0	0%	95,000	0	0%	7/31/2018	3/1/2021	None	No extension	None	Full clawback of \$1,000,000 received 7/1/21
2017-138073	Mohawk	Rockbridge	73,000	15	0	0%	10,000,000	0	0%	34,888	0	0%	7/24/2018	3/1/2021	None	No extension	None	Full clawback of \$73,000 received 4/6/21
2018-140401	Monogram	Henry	350,000	300	0	0%	30,000,000	0	0%	29,370	0	0%	9/19/2018	12/31/2021	3/31/2023	COVID-19	3/31/2025	Full clawback of \$350,000 received 6/28/23
2020-141386	Moore DM	Henrico	100,000	239	96	40%	24,948,285	26,205,248	105%	46,956	55,880	119%	5/5/2020	6/30/2023	None	No extension	None	Underperformed; company received reduced payment of \$41,450 on 1/16/24
2017-137362	Nestle	Arlington	6,000,000	748	813	109%	36,300,000	39,581,952	109%	127,719	140,230	110%	5/1/2017	12/31/2019	None	No extension	None	Metrics Achieved
2015-128650	Niagara Bottling	Chesterfield	500,000	76	114	150%	95,440,093	111,126,731	116%	50,630	53,427	106%	7/22/2016	9/30/2019	None	No extension	None	Metrics Achieved
2017-137210	Novatech	Henry	100,000	50	18	36%	3,150,000	1,546,622	49%	28,724	34,530	120%	12/13/2016	12/31/2019	3/31/2021	Job/Investment ramp up delayed	6/30/2024	Underperformed; clawback of \$57,500 received 12/12/22
2018-138520	O'Sullivan	Winchester	187,931	61	0	0%	10,348,500	0	0%	53,852	0	0%	5/8/2019	10/1/2020	1/1/2022	COVID-19	None	Full clawback of \$187,931 received 2/28/22
2016-134852	Overfinch	Danville	125,000	41	0	0%	1,945,260	0	0%	42,000	0	0%	8/8/2016	9/1/2022	None	No extension	None	Full clawback of \$125,000 received 5/1/23
2015-131897	OVH	Fauquier	1,250,000	54	0	0%	47,528,400	0	0%	58,333	0	0%	1/19/2017	12/31/2020	3/31			

Status report on Commonwealth's Development Opportunity Fund (COF) projects approved from FY 17 through FY 24 in **Post-Performance Period** (excludes projects within performance period)¹

Important note: Projects have reached their Performance Date or Subsequent Performance Date (i.e., date on which target performance levels are required by performance agreement)

As of December 31, 2023 - sorted by status (last column), then alphabetical

Status Key:

Yellow: Clawback in Process (not yet due)
Green: Metrics Achieved or Clawback Amount Received in Full
White: In Post Performance Follow-Up Period

Project number	Project name	Locality	Grant amount (\$) ²	Jobs target for Perf. Date	Actual jobs as of Perf. Date	% of target jobs attained as of Perf. Date	Capital investment target for Perf. Date (\$)	Actual capital investment as of Perf. Date (\$)	% of target capex attained as of Perf. Date	Avg. annual wage target for Perf. Date (\$)	Actual avg. annual wage as of Perf. Date (\$)	% of target avg. annual wage attained	Perf. Agreement Date	Initial Perf. Date for meeting job, investment, and wage targets	Extension Granted - New Perf. Date (if applicable)	Reason for Extension ^{3,4}	Subsequent Perf. Date (if applicable)	Status
2018-140357	PPD	Henrico	675,000	200	689	345%	63,700,000	100,104,643	157%	62,700	64,245	102%	9/21/2020	3/31/2023	None	No extension	None	Metrics Achieved
2019-141073	PRA Group	Danville	780,000	300	128	43%	10,858,219	12,735,888	117%	39,241	37,250	95%	9/18/2019	12/31/2022	None	No extension	None	Full clawback of \$780,000 received 9/28/23
2019-140853	Preferred Freezer Services	Portsmouth	180,000	60	45	75%	60,000,000	65,308,169	109%	50,000	50,272	101%	11/22/2019	12/31/2022	None	No extension	None	Underperformed; clawback of \$22,500 received 6/28/23
2018-139978	Premier Tech	King and Queen	75,000	20	0	0%	1,840,000	0	0%	34,000	0	0%	2/20/2019	12/31/2021	3/31/2023	COVID-19	3/31/2025	Full clawback of \$75,000 received 12/5/23
2018-140329	Scholle	Smyth	125,000	42	42	100%	10,290,000	9,728,415	95%	43,806	46,303	106%	1/8/2019	3/31/2022	None	No extension	None	Metrics Achieved
2018-138460	Service Center Metals	Prince George	200,000	58	0	0%	45,243,000	0	0%	55,411	0	0%	12/1/2019	7/1/2021	None	No extension	None	Full clawback of \$200,000 received 2/12/21
2019-140511	Smyth County Machine and Fabrication	Smyth	100,000	35	0	0%	2,100,000	0	0%	35,883	0	0%	11/15/2018	3/31/2022	6/30/2023	COVID-19	6/30/2027	Full clawback of \$100,000 received 10/10/23
2016-136952	ST Tissue	Isle of Wight	167,500	50	58	116%	35,000,000	22,745,850	65%	53,000	59,000	111%	11/1/2016	12/31/2019	None	No extension	None	Underperformed; clawback of \$29,313 received 12/18/20
2019-140614	Standard Calibrations	Chesapeake	250,000	89	0	0%	9,618,912	0	0%	51,011	0	0%	2/13/2019	6/30/2022	None	No extension	None	Full clawback of \$250,000 received 1/23/23
2017-137044	SteelFab	Emporia	50,000	18	18	100%	2,144,582	3,022,534	141%	29,400	36,800	125%	3/13/2017	6/30/2020	None	No extension	None	Metrics Achieved
2018-138386	Sumitomo	Chesapeake	200,000	26	26	100%	10,000,000	12,310,000	123%	38,917	44,498	114%	4/2/2018	9/1/2021	None	No extension	None	Metrics Achieved
2018-140029	Tessy	Lynchburg	200,000	34	35	103%	9,214,000	9,710,492	105%	43,000	45,866	107%	3/1/2019	9/30/2021	12/31/2022	COVID-19	None	Metrics Achieved
2017-137634	Thomson Reuters	Richmond City	50,000	68	51	75%	2,181,000	2,049,040	94%	120,000	165,017	138%	2/7/2020	12/31/2020	None	No extension	None	Underperformed; clawback of \$6,250 received 9/22/21
2020-141633	Tor Robotics	Montgomery	800,000	350	49	14%	8,500,000	3,076,911	36%	117,901	140,349	119%	12/1/2020	6/30/2023	None	No extension	None	Underperformed; company received reduced payment of \$75,250 on 10/17/23
2017-138114	U.S. Foods	Prince William	350,000	99	0	0%	42,000,000	0	0%	51,000	0	0%	10/4/2017	12/31/2020	3/31/2022	COVID-19	None	Full clawback of \$350,000 received 10/1/22
2018-138265	Unison	Pittsylvania	105,000	35	0	0%	5,041,462	0	0%	51,771	0	0%	1/4/2018	12/31/2020	None	No extension	12/31/2022	Full clawback of \$105,000 received 3/22/21
2016-137019	Universal Companies	Washington	90,000	30	0	0%	1,500,000	0	0%	50,000	0	0%	4/7/2017	6/1/2022	None	No extension	6/1/2024	Full clawback of \$90,000 received 11/10/21
2017-137719	Willow Tree	Albemarle	500,000	200	143	72%	12,302,000	16,374,230	133%	80,000	139,715	175%	9/18/2018	3/31/2023	None	No extension	None	Underperformed; clawback of \$70,000 received 9/27/23
2019-140586	Yak Attack	Prince Edward	100,000	34	0	0%	3,408,541	0	0%	32,058	0	0%	5/24/2019	7/31/2022	None	No extension	None	Full clawback of \$100,000 received 6/8/23
2019-140878	ABB	Bland	140,000	40	Pending Receipt ⁵	0%	6,200,000	Pending Receipt ⁵	0%	40,363	Pending Receipt ⁵	0%	9/3/2020	12/31/2023	None	No extension	None	Post Performance FollowUp
2021-141727	AMPAC	Petersburg	640,000	156	Pending Receipt ⁵	0%	25,000,000	Pending Receipt ⁵	0%	73,269	Pending Receipt ⁵	0%	5/1/2021	12/31/2023	None	No extension	None	Post Performance FollowUp
2018-138602	Appian	Fairfax	4,000,000	600	Pending Receipt ⁵	0%	28,460,000	Pending Receipt ⁵	0%	115,000	Pending Receipt ⁵	0%	7/31/2018	9/30/2023	None	No extension	None	Post Performance FollowUp
2020-141460	ASGN/Apex	Henrico	900,000	700	Pending Receipt ⁵	0%	12,441,743	Pending Receipt ⁵	0%	92,068	Pending Receipt ⁵	0%	9/14/2020	12/31/2023	None	No extension	None	Post Performance FollowUp
2018-138535	Harlow Group	Danville	147,000	49	Pending Receipt ⁵	0%	8,000,000	Pending Receipt ⁵	0%	55,000	Pending Receipt ⁵	0%	9/18/2019	12/31/2023	None	No extension	None	Post Performance FollowUp
2019-140497	McAirlaid's	Franklin	75,000	25	Pending Receipt ⁵	0%	7,800,000	Pending Receipt ⁵	0%	31,200	Pending Receipt ⁵	0%	1/30/2019	6/30/2022	9/30/2023	COVID-19	None	Post Performance FollowUp
2015-128619	OSG	Greensville	150,000	55	Pending Receipt ⁵	0%	4,450,000	Pending Receipt ⁵	0%	43,000	Pending Receipt ⁵	0%	6/12/2017	12/31/2021	3/31/2023	COVID-19	3/31/2025	Post Performance FollowUp
2013-77009	Phoenix Packaging	Pulaski	600,000	145	Pending Receipt ⁵	0%	48,705,264	Pending Receipt ⁵	0%	40,978	Pending Receipt ⁵	0%	2/2/2018	3/31/2021	6/30/2022	COVID-19	None	Post Performance FollowUp
2018-140222	Plasticap	Russell	130,000	48	Pending Receipt ⁵	0%	11,800,000	Pending Receipt ⁵	0%	30,670	Pending Receipt ⁵	0%	9/3/2020	9/30/2022	9/30/2023	COVID-19	None	Post Performance FollowUp
2019-140675	Pratt	Botetourt	300,000	50	Pending Receipt ⁵	0%	20,100,000	Pending Receipt ⁵	0%	47,900	Pending Receipt ⁵	0%	3/7/2019	6/30/2023	None	No extension	None	Post Performance FollowUp
2017-138107	SchaeferRolls	Alleghany	55,000	31	Pending Receipt ⁵	0%	5,873,008	Pending Receipt ⁵	0%	49,745	Pending Receipt ⁵	0%	11/1/2021	12/31/2023	None	No extension	None	Post Performance FollowUp
2020-141665	Silent Falcon	Warren	161,482	249	Pending Receipt ⁵	0%	6,023,000	Pending Receipt ⁵	0%	84,096	Pending Receipt ⁵	0%	1/13/2021	12/31/2023	None	No extension	None	Post Performance FollowUp
2021-141817	Tempur Production	Scott	110,000	25	Pending Receipt ⁵	0%	16,700,000	Pending Receipt ⁵	0%	33,300	Pending Receipt ⁵	0%	9/1/2021	12/31/2023	None	No extension	None	Post Performance FollowUp
TOTAL⁶			52,621,538	11,702	7,084	61%	1,911,262,742	1,959,967,809	103%									

¹Excludes projects approved by the Governor for which funds were never disbursed due to cancellation.

²Reflects grant amount approved by the Governor; the actual final grant amount received is the amount approved less any clawback received.

³No formal verification procedures were in place prior to 04/01/17. Projects with final performance dates on or after 04/01/17 have been verified through VEC data and with local Commissioners of the Revenue. Exceptions include those projects referred to the Attorney General's Office and those for which full clawbacks were received (no verification required as no jobs or investment were created) and those which are currently within post performance follow-up period.

⁴Effective 04/05/17, extensions require formal approval of first extension by VEDP Board and formal approval of second extension by VEDP Board and the Major Employment and Investment (MEI) Commission; mid-2016 until 04/05/17, extensions required approval of VEDP's Project Review and Credit Committee.

⁵Awaiting final reporting for those projects within post performance follow-up.

⁶Excludes jobs and capital investment for projects for which final report has not yet been submitted.

This report was prepared in response to §2.2-2237.3., which states in part: "The Division of Incentives shall provide semiannual updates to the Board of the status and progress of investment and job creation requirements for all projects for which economic development incentives have been awarded, until such time as the investment and job creation requirements are met or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the request of the Board, or if deemed necessary by the Division of Incentives."

Status report on Virginia Investment Performance (VIP) projects - Inception through present¹

Important note: VIP grants are post performance grants; thus, no funds are released until targets are met and verified. **Clawbacks do not apply to VIP grants, as they are paid post performance.**

As of December 31, 2023 - sorted by Status (last column), then alphabetical

Project number	Project name	Locality	Grant amount (\$)	Projected Completion Date	Date Initial Company Notification Received ²	Date Subsequent Company Notification Received ³	Jobs target for Completion Date	Actual jobs as of Completion Date ⁴	% of target jobs attained as of Completion Date	Capital investment target for Completion Date (\$)	Actual capital investment as of Completion Date (\$) ⁴	% of target capex attained as of Completion Date	Avg. annual wage target for Completion Date (\$)	Actual avg. annual wage as of Completion Date (\$) ⁴	% of target avg. annual wage attained as of Completion Date (\$)	Incentive Stage ⁶
2022-142479	Kingspan Insulation	Frederick	550,000	Not Yet established	Pending receipt	Pending receipt	37	TBD ⁵	TBD ⁵	27,000,000	TBD ⁵	TBD ⁵	44,037	TBD ⁵	TBD ⁵	Performance Agreement Not Yet Executed
2021-141814	PPD	Henrico	1,000,000	Not Yet established	Pending receipt	Pending receipt	458	TBD ⁵	TBD ⁵	92,316,547	TBD ⁵	TBD ⁵	62,395	TBD ⁵	TBD ⁵	Performance Agreement Not Yet Executed
2021-141727	AMPAC	Petersburg	250,000	12/31/2023	Pending receipt	Pending receipt	156	TBD ⁵	TBD ⁵	25,000,000	TBD ⁵	TBD ⁵	73,269	TBD ⁵	TBD ⁵	Within Performance Period
2020-141268	Bausch & Lomb	Lynchburg	300,000	12/31/2025	Pending receipt	Pending receipt	79	TBD ⁵	TBD ⁵	35,425,000	TBD ⁵	TBD ⁵	29,583	TBD ⁵	TBD ⁵	Within Performance Period
2022-142519	Birdsong Peanuts	Suffolk	250,000	12/31/2023	Pending receipt	Pending receipt		TBD ⁵	TBD ⁵	25,095,200	TBD ⁵	TBD ⁵		TBD ⁵	TBD ⁵	Within Performance Period
2021-142033	Bonumose	Albemarle	300,000	3/31/2025	Pending receipt	Pending receipt	64	TBD ⁵	TBD ⁵	27,700,000	TBD ⁵	TBD ⁵	76,563	TBD ⁵	TBD ⁵	Within Performance Period
2021-141916	Bowman Andros	Shenandoah	400,000	12/31/2023	12/13/2022	Pending receipt	Not applicable	Not applicable	Not applicable	40,000,000	50,000,000	TBD ⁵	Not applicable	Not applicable	Not applicable	Within Performance Period
2021-142226	BWX Technologies	Campbell	700,000	12/31/2025	Pending receipt	Pending receipt	97	TBD ⁵	TBD ⁵	65,000,000	TBD ⁵	TBD ⁵	116,591	TBD ⁵	TBD ⁵	Within Performance Period
2020-141493	Cava	Augusta	300,000	12/31/2026	Pending receipt	Pending receipt	52	TBD ⁵	TBD ⁵	37,564,662	TBD ⁵	TBD ⁵	47,235	TBD ⁵	TBD ⁵	Within Performance Period
2021-141927	Crown Holdings	Henry	3,000,000	6/30/2024	Pending receipt	Pending receipt	126	TBD ⁵	TBD ⁵	145,000,000	TBD ⁵	TBD ⁵	47,958	TBD ⁵	TBD ⁵	Within Performance Period
2021-142125	High Liner Foods	Newport News	300,000	6/30/2025	Pending receipt	Pending receipt	Not applicable	Not applicable	Not applicable	30,559,000	TBD ⁵	TBD ⁵	Not applicable	Not applicable	Not applicable	Within Performance Period
2020-141427	Huntington Ingalls	Hampton	1,500,000	12/31/2025	Pending receipt	Pending receipt	268	TBD ⁵	TBD ⁵	46,000,000	TBD ⁵	TBD ⁵	69,201	TBD ⁵	TBD ⁵	Within Performance Period
2021-141891	Intertape	Pittsylvania	300,000	12/31/2025	Pending receipt	Pending receipt	50	TBD ⁵	TBD ⁵	44,500,000	TBD ⁵	TBD ⁵	38,000	TBD ⁵	TBD ⁵	Within Performance Period
2021-142015	Mondelez	Henrico	1,800,000	6/30/2024	Pending receipt	Pending receipt	80	TBD ⁵	TBD ⁵	122,540,000	TBD ⁵	TBD ⁵	41,525	TBD ⁵	TBD ⁵	Within Performance Period
2021-142195	Nature's Touch	Warren	400,000	12/31/2024	Pending receipt	Pending receipt	67	TBD ⁵	TBD ⁵	40,300,000	TBD ⁵	TBD ⁵	36,746	TBD ⁵	TBD ⁵	Within Performance Period
2022-142468	Perdue Agribusiness	Chesapeake	500,000	6/30/2026	Pending receipt	Pending receipt	Not applicable	Not applicable	Not applicable	59,147,354	TBD ⁵	TBD ⁵	Not applicable	Not applicable	Not applicable	Within Performance Period
2013-77009	Phoenix Packaging	Pulaski	1,000,000	6/30/2022	Pending receipt	Pending receipt	145	TBD ⁵	TBD ⁵	48,705,264	TBD ⁵	TBD ⁵	40,978	TBD ⁵	TBD ⁵	Within Performance Period
2020-141403	Rage Corporation	Pittsylvania	300,000	12/31/2024	Pending receipt	Pending receipt	200	TBD ⁵	TBD ⁵	34,000,000	TBD ⁵	TBD ⁵	37,000	TBD ⁵	TBD ⁵	Within Performance Period
2020-141700	Shenandoah Valley Organic	Harrisonburg	800,000	3/31/2025	Pending receipt	Pending receipt	110	TBD ⁵	TBD ⁵	64,250,000	TBD ⁵	TBD ⁵	44,300	TBD ⁵	TBD ⁵	Within Performance Period
2021-141828	SunCoke Energy	Buchanan	1,200,000	10/31/2024	Pending receipt	Pending receipt	Not applicable	Not applicable	Not applicable	50,000,000	TBD ⁵	TBD ⁵	Not applicable	Not applicable	Not applicable	Within Performance Period
2021-141954	Tyson Foods	Pittsylvania	3,000,000	12/31/2024	Pending receipt	Pending receipt	376	TBD ⁵	TBD ⁵	295,452,718	TBD ⁵	TBD ⁵	41,668	TBD ⁵	TBD ⁵	Within Performance Period
2017-137703	Altec ⁷	Botetourt	300,000	3/31/2023	5/15/2023	Pending receipt	180	248	138%	30,200,000	29,351,054	97%	55,000	55,665	101%	Company Notification Period
2018-140031	DuPont	Chesterfield	1,000,000	12/31/2022	1/24/2023	Pending receipt	60	56	93%	110,500,000	137,016,000	124%	70,905	99,089	140%	Company Notification Period
2019-140591	Enviva	Southampton	400,000	12/31/2022	9/14/2022	8/24/2023	Not applicable	Not applicable	Not applicable	75,700,000	118,030,666	156%	Not applicable	Not applicable	Not applicable	Company Notification Period
2019-140684	Essel Propack	Danville	300,000	6/30/2022	Pending receipt	Pending receipt	45	TBD ⁵	TBD ⁵	31,197,395	TBD ⁵	TBD ⁵	47,319	TBD ⁵	TBD ⁵	Company Notification Period
2020-141366	Flowers Baking	Lynchburg	250,000	12/31/2022	Pending receipt	Pending receipt	15	TBD ⁵	TBD ⁵	25,000,000	TBD ⁵	0%	42,250	TBD ⁵	0%	Company Notification Period
2019-140789	Hershey	Augusta	400,000	6/30/2022	8/29/2022	9/27/2023	65	511	786%	104,400,000	155,418,843	149%	46,400	50,331	108%	Company Notification Period
2020-141458	Hershey	Augusta	500,000	6/30/2023	9/27/2023	Pending receipt	110	485	441%	135,000,000	135,044,850	100%	47,000	51,775	110%	Company Notification Period
2021-141728	Klockner Pentaplast	Louisa	800,000	3/31/2023	4/21/2023	Pending receipt	54	72	133%	68,090,980	74,894,197	110%	41,851	50,992	122%	Company Notification Period
2018-140198	M.C. Dean ⁸	Caroline	250,000	3/31/2023	3/14/2023	Pending receipt	100	169	169%	25,095,001	30,500,000	122%	51,600	51,719	100%	Company Notification Period
2021-141742	Nestle Purina	King William	2,000,000	12/31/2024	8/24/2023	Pending receipt	Not applicable	Not applicable	Not applicable	182,000,000	145,700,000	80%	Not applicable	Not applicable	Not applicable	Company Notification Period
2018-140357	PPD	Henrico	450,000	3/31/2023	2/9/2022	3/17/2023	200	473	237%	63,700,000	88,036,814	138%	62,700	63,174	101%	Company Notification Period
2015-130780	Printpack	Newport News	200,000	9/1/2020	11/11/2020	11/18/2021	50	50	100%	25,700,000	31,165,461	121%	42,840	43,052	100%	Company Notification Period
2015-126975	SEPPIC/Polykon	Henrico	700,000	3/31/2019	12/31/2020	1/10/2022	54	33	61%	56,406,798	108,600,000	193%	45,950	56,987	124%	Company Notification Period; VIP grant reduced to \$631,750; job target not fully met
2021-142051	Service Center Metals	Prince George	900,000	3/31/2025	Pending receipt	Pending receipt	94	TBD ⁵	TBD ⁵	101,722,000	TBD ⁵	TBD ⁵	74,968	TBD ⁵	TBD ⁵	Company Notification Period
2016-134586	Shamrock	Augusta	400,000	6/1/2020	11/30/2021	9/1/2022	78	84	108%	43,900,000	50,219,717	114%	45,760	49,772	109%	Company Notification Period
2016-134281	Abbott Laboratories	Campbell	300,000	9/1/2019	12/17/2019	12/16/2021	34	77	226%	34,000,000	36,297,400	107%	41,600	60,000	144%	Within Payout Period
2015-128635	Ashland	Hopewell	700,000	9/30/2017	1/23/2018	2/15/2019	17	17	100%	89,250,000	111,842,900	125%	75,000	85,518	114%	Within Payout Period
2015-126494	Canon Virginia	Newport News	3,000,000	1/1/2018	4/12/2019	4/7/2020	Not applicable	Not applicable	Not applicable	100,000,000	108,991,147	109%	Not applicable	Not applicable	Not applicable	Within Payout Period
2015-122398	Dominion Packaging	Henrico	200,000	12/31/2019	2/26/2020	2/10/2021	60	60	100%	25,100,000	30,723,852	122%	53,000	56,040	106%	Within Payout Period
2011-38424	Fareva	Henrico	800,000	12/31/2016	5/1/2018	6/1/2019	90	100	111%	42,000,000	68,346,000	163%	51,500	55,600	108%	Within Payout Period
2013-74240	Hollister	Augusta	250,000	12/31/2015	1/31/2017	2/23/2018	Not applicable	Not applicable	Not applicable	29,600,000	38,295,715	129%	Not applicable	Not applicable	Not applicable	Within Payout Period
2014-90327	James Hardie	Pulaski	200,000	12/31/2017	3/21/2018	5/15/2019	69	82	119%	25,000,000	29,771,354	119%	36,795	40,393	110%	Within Payout Period
2015-128627	Kingspan	Frederick	500,000	5/1/2018	3/18/2019	5/4/2020	15	15	100%	25,000,000	25,773,812	103%	34,320	43,803	128%	Within Payout Period
2014-111160	McKee	Augusta	300,000	10/31/2017	12/20/2018	12/10/2019	54	77	143%	34,000,000	47,783,927	141%	34,055	39,584	116%	Within Payout Period
2014-117714	Merck	Rockingham	1,300,000	2/1/2019	6/25/2019	7/20/2020	Not applicable	Not applicable	Not applicable	168,000,000	282,000,000	168%	Not applicable	Not applicable	Not applicable	Within Payout Period
2016-134295	MillerCoors	Rockingham	500,000	9/1/2019	5/23/2019	7/31/2020	23	53	230%	60,000,000	154,966,658	258%	73,112	78,824	108%	Within Payout Period
9041-17356	San J	Henrico	300,000	6/30/2018	9/30/2019	9/30/2020	18	18	100%	38,000,000	45,331,226	119%	26,489	35,232	133%	Within Payout Period
2018-138465	Westrock	Covington	2,000,000	12/31/2021	12/28/2021	1/4/2023	Not applicable	Not applicable	Not applicable	248,400,000	256,089,664	103%	Not applicable	Not applicable	Not applicable	Within Payout Period
2017-137704	Whitewave	Rockingham	700,000	12/31/2020	3/23/2020	3/8/2021	49	68	139%	60,000,000	70,431,550	117%	49,500	64,357	130%	Within Payout Period
16-1450	Amfibe	Henry	450,000	12/31/2001	12/19/2006	Not available	50	66	132%	44,000,000	53,200,000	121%	22,000	Not available	0%	Payout Completed
2011-17162	Ashland	Hopewell	250,000	12/31/2012	11/16/2012	12/27/2013	15	19	127%	39,200,000	39,200,000	100%	49,920	49,920	100%	Payout Completed
19-12871	B.I. Chemicals	Petersburg	2,500,000	12/31/2006	3/4/2012	Not available	165	180	109%	260,000,000	260,500,000	100%	56,000	Not available	0%	Payout Completed; phase 1 payout completed; phase 2 reduced to \$1,562,500; last three payments not paid as company closed
05-1276	BWX Technologies	Campbell	500,000	7/27/2003	8/8/2003	Not available	320	365	114%	41,100,000	41,100,000	100%	26,728	26,728	100%	Payout Completed
16-17161	Canon Cartridge Camera	Newport News	5,000,000	12/31/2012	10/4/2013	10/4/2013	402	402	100%	370,000,000	370,000,000	100%	34,550	34,550	100%	Payout Completed
2013-79519	Canon Toner	Newport News	3,000,000	6/30/2014	6/25/2015	6/28/2016	27	49	181%	27,000,000	27,094,750	100%	38,000	42,700	112%	Payout Completed
2012-59961	Carmeuse	Frederick	250,000	7/1/2016	7/28/2016	9/12/2017	25	36	144%	45,000,000	62,500,000	139%	43,673	59,838	137%	Payout Completed
2012-66969	Celanese Acetate	Giles	1,500,000	12/31/2015	12/19/2014	12/1/2015	22	0	0%	145,000,000	150,000,000	103%	100,000</			

Status report on Virginia Investment Performance (VIP) projects - Inception through present¹

Important note: VIP grants are post performance grants; thus, no funds are released until targets are met and verified. Clawbacks do not apply to VIP grants, as they are paid post performance.

As of December 31, 2023 - sorted by Status (last column), then alphabetical

Project number	Project name	Locality	Grant amount (\$)	Projected Completion Date	Date Initial Company Notification Received ²	Date Subsequent Company Notification Received ³	Jobs target for Completion Date	Actual jobs as of Completion Date ⁴	% of target jobs attained as of Completion Date	Capital investment target for Completion Date (\$)	Actual capital investment as of Completion Date (\$) ⁴	% of target capex attained as of Completion Date	Avg. annual wage target for Completion Date (\$)	Actual avg. annual wage as of Completion Date (\$) ⁴	% of target avg. annual wage attained as of Completion Date (\$)	Incentive Stage ⁶
16-12750	DeGussa/Goldschmidt	Hopewell	300,000	12/31/2004	8/22/2007	Not available	28	41	146%	26,600,000	26,600,000	100%	39,000	68,512	176%	Payout Completed
2014-87017	Dominion Packaging	Henrico	300,000	10/31/2016	2/23/2016	2/22/2017	113	113	100%	25,363,000	43,156,916	170%	33,354	43,437	130%	Payout Completed
16-13461	DuPont	Chesterfield	650,000	6/30/2005	10/21/2005	Not available	51	51	100%	146,000,000	146,000,000	100%	55,000	53,130	97%	Payout Completed
16-1114	Fisher Scientific	Frederick	350,000	11/2/2002	11/29/2006	Not available	50	24	48%	25,500,000	25,500,000	100%	34,200	38,000	111%	Payout Completed; VIP grant reduced to \$341,250; jobs target not fully met
16-13513	Framatome	Lynchburg	500,000	12/31/2005	6/4/2007	Not available	300	413	138%	32,000,000	40,000,000	125%	60,247	73,974	123%	Payout Completed
2014-92496	Greif	Amherst	350,000	6/30/2015	11/24/2015	12/13/2016	Not applicable	Not applicable	Not applicable	45,000,000	46,315,532	103%	Not applicable	Not applicable	Not applicable	Payout Completed
16-10126	Hershey	Augusta	425,000	12/30/2001	7/31/2001	Not available	100	117	117%	45,000,000	54,800,000	122%	27,414	27,414	100%	Payout Completed
2013-79518	HP Hood	Frederick	1,000,000	7/31/2016	4/29/2016	4/20/2017	75	99	132%	84,628,856	102,691,971	121%	44,080	44,189	100%	Payout Completed
17-13816	HP Hood	Frederick	500,000	6/30/2005	9/12/2005	Not available	65	69	106%	42,800,000	42,800,000	100%	34,320	34,320	100%	Payout Completed
9003-17211	Industrial Resource Technologies	Gloucester	500,000	12/31/2012	3/8/2013	1/13/2014	30	41	137%	29,000,000	34,800,000	120%	27,908	27,908	100%	Payout Completed
11-15001	Interbake Foods	Warren	500,000	12/31/2006	8/10/2007	Not available	133	257	193%	40,200,000	57,200,000	142%	29,474	32,136	109%	Payout Completed
506-12910	Klockner Pentaplast	Wythe	200,000	10/31/2005	6/10/2008	Not available	108	108	100%	34,000,000	38,400,000	113%	34,050	34,050	100%	Payout Completed
16-11674	Kraft	Frederick	300,000	12/31/2003	2/19/2008	Not available	75	0	0%	29,000,000	28,800,000	99%	27,040	Not available	0%	Payout Completed; VIP grant reduced to \$128,950; job and investment targets not fully met
323-17988	Kraft Capri Sun	Frederick	300,000	12/31/2012	2/5/2013	5/12/2014	100	100	100%	40,000,000	52,000,000	130%	40,276	43,800	109%	Payout Completed
06-15701	Lees Commercial Carpet	Rockbridge	100,000	3/31/2009	5/15/2009	Not available	25	0	0%	26,400,000	27,700,000	105%	24,960	Not available	0%	Payout Completed; VIP grant reduced to \$75,000; job target not met; last three payments foregone in lieu of COF repayment
2012-64724	Lipton	Suffolk	1,000,000	12/31/2016	12/21/2016	2/28/2018	250	264	106%	96,200,000	115,000,000	120%	45,760	72,176	158%	Payout Completed
06-15445	McKee Foods	Augusta	425,000	12/30/2003	8/16/2007	Not available	229	172	75%	45,300,000	45,400,000	100%	26,624	Not available	0%	Payout Completed; VIP grant reduced to \$371,875; job target not fully met
2011-34830	MeadWestvaco	Covington	1,000,000	9/30/2014	11/30/2015	12/15/2016	Not applicable	Not applicable	Not applicable	285,000,000	296,376,145	104%	Not applicable	Not applicable	Not applicable	Payout Completed
06-11852	Mennel Milling	Roanoke	250,000	6/30/2007	11/24/2008	Not available	3	4	133%	30,800,000	30,800,000	100%	26,374	Not available	0%	Payout Completed
31-16831	Merck	Rockingham	1,500,000	8/1/2010	8/12/2014	Not available	70	181	259%	250,000,000	158,221,261	63%	60,000	98,000	163%	Payout Completed; VIP grant reduced to \$1,224,675; investment target not fully met
31-15075	Merck	Rockingham	500,000	6/30/2006	1/4/2007	Not available	Not applicable	Not applicable	Not applicable	40,000,000	29,500,000	74%	Not applicable	Not applicable	Not applicable	Payout Completed; VIP grant reduced to \$389,750; investment target not fully met
15-13067	Metalsa	Botetourt	300,000	3/31/2005	11/8/2006	Not available	70	105	150%	25,000,000	32,000,000	128%	34,941	Not available	0%	Payout Completed
14-18281	Micron	Manassas	1,000,000	3/31/2011	1/30/2012	Not available	123	123	100%	56,000,000	116,000,000	207%	69,415	71,613	103%	Payout Completed
2014-107859	Mondelez	Henrico	100,000	3/31/2015	7/8/2015	5/2/2016	Not applicable	Not applicable	Not applicable	40,750,000	47,783,549	117%	Not applicable	Not applicable	Not applicable	Payout Completed
34-17234	Orbital Sciences	Loudoun	1,000,000	12/31/2011	12/27/2011	12/10/2012	125	332	266%	45,000,000	127,000,000	282%	100,000	105,208	105%	Payout Completed
9003-14875	Pepsico	Wythe	1,500,000	12/31/2009	9/3/2010	Not available	250	290	116%	140,000,000	143,500,000	103%	32,000	37,600	118%	Payout Completed
9003-17947	Polymer Group	Waynesboro	750,000	2/1/2012	3/26/2012	3/6/2014	41	42	102%	65,000,000	73,300,000	113%	37,939	45,691	120%	Payout Completed
31-18065	PPD	Henrico	500,000	1/31/2014	12/31/2014	6/17/2016	190	208	109%	28,000,000	29,629,553	106%	53,000	53,000	100%	Payout Completed
2011-20643	RockTenn	Hopewell	300,000	12/31/2013	10/31/2014	1/21/2016	Not applicable	Not applicable	Not applicable	41,000,000	147,000,000	359%	Not applicable	Not applicable	Not applicable	Payout Completed
16-11752	Ross Products/Abbott Labs	Campbell	300,000	12/31/2003	1/16/2007	Not available	61	64	105%	29,000,000	30,700,000	106%	33,696	37,980	113%	Payout Completed
16-1269	Rowe Furniture	Montgomery	750,000	1/31/2000	11/3/2006	Not available	458	188	41%	28,000,000	28,000,000	100%	23,088	Not available	0%	Payout Completed; VIP grant reduced to \$250,000; job target not fully met
2011-19824	Rubbermaid	Winchester	600,000	6/30/2014	9/9/2015	9/21/2016	71	52	73%	67,300,000	121,500,000	181%	73,732	50,557	69%	Payout Completed; VIP grant reduced to \$559,500; job target not fully met
2013-70181	Sabra Dipping	Chesterfield	500,000	7/1/2016	3/24/2015	3/24/2016	140	140	100%	86,000,000	87,691,861	102%	45,000	54,785	122%	Payout Completed
19-1941	Sara Lee	Suffolk	500,000	1/1/2004	4/15/2008	Not available	100	94	94%	93,000,000	98,400,000	106%	35,000	46,000	131%	Payout Completed; VIP grant reduced to \$485,000; job target not fully met
71-13128	Stihl	Virginia Beach	700,000	12/31/2005	1/25/2007	Not available	200	232	116%	60,800,000	70,800,000	116%	35,400	Not available	0%	Payout Completed
75-16087	Swedwood	Danville	1,000,000	12/31/2010	3/29/2006	Not available	271	302	111%	85,500,000	110,000,000	129%	27,310	28,920	106%	Payout Completed
02-2563	United States Gypsum	Norfolk	500,000	1/1/2007	9/7/2011	Not available	25	0	0%	132,000,000	159,000,000	120%	33,904	24,669	73%	Payout Completed
2015-128253	Volvo	Pulaski	2,000,000	9/15/2016	12/15/2016	5/11/2018	Not applicable	Not applicable	Not applicable	25,000,000	31,440,000	126%	Not applicable	Not applicable	Not applicable	Payout Completed
06-14445	WhiteWave	Rockingham	400,000	12/31/2006	8/30/2007	Not available	50	56	112%	49,000,000	84,100,000	172%	30,160	37,773	125%	Payout Completed; VIP grant reduced to \$250,000; job target not fully met
2013-74609	WhiteWave	Rockingham	800,000	6/30/2014	9/26/2014	12/19/2016	36	64	178%	69,800,000	84,500,000	121%	41,600	42,234	102%	Payout Completed
TOTAL⁵			80,700,000				7,113	8,492	119%	5,994,204,030	6,904,089,378	115%				

¹Excludes projects approved by the Governor which did not meet their targets by the projected completion date and for which funds were never disbursed.

²Initial company notification reports the actual jobs, investment, and wages achieved as of the projected completion date. (Initial company notifications are not subject to fixed deadlines and may be received significantly before or after projected completion date).

³Subsequent company notification required a year after the initial company notification confirming there has been no net reduction in employment since the initial company notification was submitted.

⁴No formal verification procedures were in place prior to 04/01/17. Projects with projected performance dates or payout dates on or after 04/01/17 have been verified through VEC data and with local Commissioners of the Revenue.

⁵To be determined upon receipt of Initial Company Notification.

⁶Status Definitions:

Within performance period: Companies within performance period are not required to report until the established projected completion date.

Company notification period: Company notification period means that companies are within the reporting stage for the agreed-upon targets.

Within payout period: Denotes companies that have met the established targets and are within the payout period. VIP grants are paid in five equal installments over a five-year period.

Payout completed: Denotes companies that have met the established targets and for which the grant has been fully paid.

⁷Extension of 15 months granted to allow company additional time to reach performance metrics.

⁸Excludes jobs and capital investment for projects for which company notification has not begun.

This report was prepared in response to §2.2-2237.3., which states in part: "The Division of Incentives shall provide semiannual updates to the Board of the status and progress of investment and job creation requirements for all projects for which economic development incentives have been awarded, until such time as the investment and job creation requirements are met or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the request of the Board, or if deemed necessary by the Division of Incentives."

Status report on Virginia Economic Development Investment Grant (VEDIG) projects - Inception through present¹

Important note: VEDIG grants are post performance grants; thus, no funds are released until targets are met and verified. Clawbacks do not apply to VEDIG grants, as they are paid post performance.

As of December 31, 2023 - sorted by Status (last column), then alphabetical

Project number	Project name	Locality	Grant amount (\$)	Projected Completion Date	Date Company Notification Received ²	Jobs target for Completion Date	Actual jobs as of Completion Date ³	% of target jobs attained as of Completion Date	Capital investment target for Completion Date (\$)	Actual capital investment as of Completion Date (\$) ³	% of target capex attained as of Completion Date	Avg. annual wage target for Completion Date (\$)	Actual avg. annual wage as of Completion Date (\$) ³	% of target avg. annual wage attained	Status ⁵
2022-142268	Clarabridge	Fairfax	2,000,000	12/31/2026	Pending receipt	400	TBD ⁴	TBD ⁴	15,900,000	TBD ⁴	TBD ⁴	157,198	TBD ⁴	TBD ⁴	Within Performance Period
2022-142272	DroneUp	Virginia Beach	4,000,000	6/30/2027	Pending receipt	655	TBD ⁴	TBD ⁴	27,200,000	TBD ⁴	TBD ⁴	103,652	TBD ⁴	TBD ⁴	Within Performance Period
2022-142446	Hilton	Fairfax	5,000,000	6/30/2027	Pending receipt	350	TBD ⁴	TBD ⁴	50,300,000	TBD ⁴	TBD ⁴	242,297	TBD ⁴	TBD ⁴	Within Performance Period
2017-137060	Navy Federal Credit Union ⁶	Frederick	4,000,000	3/31/2024	Pending receipt	1,400	TBD ⁴	TBD ⁴	100,000,000	TBD ⁴	TBD ⁴	60,314	TBD ⁴	TBD ⁴	Within Performance Period
2014-114342	Lidl	Arlington	2,000,000	6/30/2020	12/21/2020	500	464	93%	77,000,000	92,907,929	121%	128,000	128,066	100%	Company Notification Period; grant reduced to \$1,895,000; job target not fully met
2016-137003	Dollar Tree	Chesapeake	5,300,000	1/31/2023	8/30/2019	600	840	140%	110,000,000	118,800,000	108%	61,000	100,818	165%	Within Payout Period
2017-137362	Nestle	Arlington	4,000,000	12/31/2019	1/10/2020	748	813	109%	36,300,000	39,581,952	109%	127,719	140,230	110%	Within Payout Period
2011-21744	Bechtel	Fairfax	5,000,000	1/31/2016	4/22/2015	625	854	137%	18,000,000	23,900,000	133%	134,200	198,100	148%	Payout Completed
80-17605	Hilton	Fairfax	2,500,000	12/31/2010	10/12/2011	325	325	100%	17,000,000	17,000,000	100%	136,186	136,900	101%	Payout Completed
80-14945	MeadWestvaco	Richmond	4,000,000	7/1/2008	4/28/2014	400	723	181%	30,000,000	111,200,000	371%	90,000	112,356	125%	Payout Completed
14-18054	Northrop Grumman	Fairfax	10,000,000	10/31/2013	1/21/2013	300	322	107%	24,000,000	78,000,000	325%	200,000	254,770	127%	Payout Completed
80-16745	Volkswagen	Fairfax	4,500,000	12/31/2009	3/28/2012	401	405	101%	118,000,000	107,948,082	91%	115,000	117,822	102%	Payout Completed
TOTAL⁷			52,300,000			3,899	4,746	122%	430,300,000	589,337,963	137%				

¹Excludes projects approved by the Governor which did not meet their targets by the projected completion date and for which funds were never disbursed.

²Company notification reports the actual jobs, investment, and wages achieved as of the projected completion date.

³No formal verification procedures were in place prior to 04/01/17. Projects with projected completion dates or payout dates on or after 04/01/17 have been verified through VEC data and with local Commissioners of the Revenue.

⁴To be determined upon receipt of Company Notification.

⁵Status Definitions:

Within performance period: Companies within performance period are not required to report until the established projected completion date.

Company notification period: Company notification period means that companies are within the reporting stage for the agreed-upon targets.

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Payout completed: Denotes companies that have met the established targets and for which the grant has been fully paid.

⁶Extension of 15 months granted to allow company additional time to reach performance metrics.

⁷Excludes jobs and capital investment for projects for which company notification has not begun.

This report was prepared in response to §2.2-2237.3., which states in part: "The Division of Incentives shall provide semiannual updates to the Board of the status and progress of investment and job creation requirements for all projects for which economic development incentives have been awarded, until such time as the investment and job creation requirements are met or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the request of the Board, or if deemed necessary by the Division of Incentives."

Status report on Major Eligible Employer (MEE) projects - Inception through present^{1,2}

Important note: MEE grants are post performance grants; thus, no funds are released until targets are met and verified. Clawbacks do not apply to MEE grants, as they are paid post performance.

As of December 31, 2023 - sorted by Status

Project number	Project name	Locality	Grant amount (\$)	Projected Completion Date	Date Company Notification Received ³	Jobs target for Completion Date	Actual jobs as of Completion Date ⁴	% of target jobs attained as of Completion Date	Capital investment target for Completion Date (\$)	Actual capital investment as of Completion Date (\$) ⁴	% of target capex attained as of Completion Date	Avg. annual wage target for Completion Date (\$)	Actual avg. annual wage as of Completion Date (\$) ⁴	% of target avg. annual wage attained	Status ⁵
31-14283	Booz Allen Hamilton	Fairfax	8,000,000	6/30/2009	5/15/2009	3,700	5,094	138%	133,000,000	171,800,000	129%	79,591	104,000	131%	Payout Completed; last three payments foregone; jobs not maintained
23-13491	Philip Morris	Richmond/Henrico	25,000,000	12/31/2006	10/22/2009	450	450	100%	300,000,000	425,600,000	142%	133,333	156,596	117%	Payout Completed
TOTAL			33,000,000			4,150	5,544	134%	433,000,000	597,400,000	138%				

¹Excludes projects approved by the Governor which did not meet their targets by the projected completion date and for which funds were never disbursed.

²**Extensions do not apply to MEE grants.**

³Initial company notification reports the actual jobs, investment, and wages achieved as of the projected completion date.

⁴No formal verification procedures were in place prior to 04/01/17. Projects with projected completion dates or payout dates on or after 04/01/17 have been verified through VEC data and with local Commissioners of the Revenue.

⁵Status Definitions:

Within performance period: Companies within performance period are not required to report until the established projected completion date.

Company notification period: Company notification period means that companies are within the reporting stage for the agreed-upon targets.

Within payout period: Denotes companies that have met the established targets and are within the payout period. MEE grants are paid in five equal installments over a five-year period.

Payout completed: Denotes companies that have met the established targets and for which the grant has been fully paid.

This report was prepared in response to §2.2-2237.3., which states in part: "The Division of Incentives shall provide semiannual updates to the Board of the status and progress of investment and job creation requirements for all projects for which economic development incentives have been awarded, until such time as the investment and job creation requirements are met or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the request of the Board, or if deemed necessary by the Division of Incentives."

Interim status report on Virginia Jobs Investment Program (VJIP) projects that have not yet reached their Performance Date¹

Important note: Companies are eligible for per job reimbursement once statutory minimum of jobs is achieved. Companies are only paid for jobs created or retrained. If statutory capital investment is not achieved, a full clawback is requested.

As of December 31, 2023 - sorted by time remaining until Initial Performance Date.

Project number ¹	Project name	Locality	Awarded Grant Amount (\$)	Actual Grant Amount Paid to Date (\$)	Reimbursement Rate Per Job (\$)	New Jobs Target ²	Actual New Jobs As of Most Recent Reimbursement Request	% of New Job Target Achieved	Average Hourly Wage Target (\$)	Actual Hourly Wage As of Most Recent Reimbursement Request (\$)	Capital Investment Target (\$) ³	VJIP Application Date	Date of First Hire ⁴	Initial Performance Date ⁵
2017-137060	Navy Federal Credit Union	Frederick	700,000	442,000	500	1,400	884	63%	25.98	23.47	102,000,000	1/5/2018	10/7/2019	10/7/2022
2020-141613	Acoustical Sheetmetal Company (ASC)	Virginia Beach	150,000	136,500	750	200	182	91%	22.49	20.90	15,800,000	4/16/2020	4/22/2020	4/22/2023
2021-141822	Ceres Nanosciences, LLP	Prince William	37,500	6,000	750	50	8	16%	33.52	28.04	8,600,000	7/1/2020	7/27/2020	7/27/2023
2020-141417	Mount-It!	Prince George	68,000	24,000	800	85	30	35%	15.34	15.34	7,450,000	8/1/2020	8/17/2020	8/17/2023
2020-141648	Greenswell Growers	Goochland	18,000	8,250	750	24	11	46%	24.52	30.48	17,416,772	5/18/2020	10/19/2020	10/19/2023
2018-140024	Cascades, Inc.	Hanover	84,000	77,400	600	140	129	92%	41.06	44.82	275,000,000	5/6/2019	11/16/2020	11/16/2023
2020-141353	Golden Piedmont Labs	Halifax	14,000	9,100	700	20	13	65%	23.55	15.00	2,935,000	2/4/2020	12/14/2020	12/14/2023
2020-141709	SIBO USA	Harrisonburg	21,600	6,300	900	24	7	29%	22.50	32.61	2,610,000	10/1/2020	1/1/2021	1/1/2024
2021-141831	Babylon Micro-Farms	Richmond City	16,800	11,200	700	24	16	67%	25.54	32.93	140,000	12/11/2020	1/4/2021	1/4/2024
2021-141903	Evolve Stone, LLC	Frederick	42,000	28,000	500	84	56	67%	13.72	16.52	1,250,000	1/1/2021	1/4/2021	1/4/2024
2021-141984	Signco	Tazewell	15,200	15,200	800	19	19	100%	19.74	15.00	650,000	1/5/2021	1/18/2021	1/18/2024
2021-141909	Virginia Industrial Plastics	Rockingham	69,000	4,500	750	92	6	7%	20.72	17.07	7,393,000	10/27/2020	2/5/2021	2/5/2024
2021-142036	Lawrence Brothers, Inc.	Tazewell	28,000	23,100	700	40	33	83%	17.75	13.77	3,200,000	1/13/2021	2/8/2021	2/8/2024
2021-141925	Performance Food Group	Hanover	87,500	77,000	700	125	110	88%	26.40	29.58	80,203,350	1/19/2021	2/22/2021	2/22/2024
2020-141665	Silent Falcon UAS Technologies	Warren	224,100	9,000	900	249	10	4%	40.43	28.58	1,275,000	11/16/2020	3/1/2021	3/1/2024
2021-142032	Beanstalk	Fairfax	12,750	4,500	750	17	6	35%	31.75	35.00	2,085,000	3/1/2021	3/1/2021	3/1/2024
2021-141854	Intact Technology	Fairfax	32,800	32,800	800	41	41	100%	55.88	61.03	450,000	6/26/2020	4/12/2021	4/12/2024
2022-142280	Innovative Refrigeration Systems	Augusta	132,750	33,750	750	177	45	25%	26.24	27.82	2,605,000	4/19/2021	4/19/2021	4/19/2024
2021-142052	Ten Oaks LLC	Patrick	52,500	18,000	750	70	24	34%	19.59	15.85	22,098,800	5/14/2021	6/1/2021	6/1/2024
2021-141956	Dante Valve Company	Norfolk	32,000	5,600	800	40	7	18%	30.65	31.93	1,855,000	2/19/2021	6/14/2021	6/14/2024
2020-141120	Amazon	Suffolk	500,000	500,000	500	1,000	1,000	100%	15.44	17.70	200,000,000	7/2/2021	7/4/2021	7/4/2024
2020-141262	Amazon	Chesapeake	250,000	250,000	500	500	500	100%	15.44	20.00	50,000,000	7/2/2021	7/5/2021	7/5/2024
2021-141985	Stewart Tool Company	Fluvanna	19,800	6,300	900	22	7	32%	24.91	31.00	9,100,000	3/4/2021	7/15/2021	7/15/2024
2021-142011	Booz Allen Hamilton	Fairfax	225,000	20,250	750	300	27	9%	75.75	60.78	10,000,000	7/30/2021	7/30/2021	7/30/2024
2022-142241	Richmond National Group	Henrico	54,750	44,250	750	73	59	81%	44.49	52.98	175,000	7/30/2021	8/1/2021	8/1/2024
2021-142063	StarKist Co.	Fairfax	62,250	43,500	750	83	58	70%	60.35	66.25	3,600,000	6/8/2021	8/2/2021	8/2/2024
2018-140031	DuPont	Chesterfield	54,000	50,400	900	60	56	93%	35.54	36.20	112,000,000	4/1/2018	8/9/2021	8/9/2024
2018-140345	Empire Bakery	Franklin	45,000	18,600	600	75	31	41%	10.73	16.37	10,400,000	9/25/2018	8/16/2021	8/16/2024
2022-142316	Alarm.com	Fairfax	126,000	98,700	700	180	141	78%	55.29	46.84	2,550,000	8/20/2021	8/30/2021	8/30/2024
2022-142322	Rivanna Medical	Albemarle	16,200	15,300	900	18	17	94%	43.26	38.07	260,000	8/23/2021	8/30/2021	8/30/2024
2019-140581	Teal-Jones Group	Henry	53,600	20,800	800	67	26	39%	16.87	20.21	21,000,000	11/1/2018	9/16/2019	9/30/2024
2021-141972	Oransi	Radford	70,700	9,800	700	101	14	14%	19.02	66.06	5,615,000	1/1/2021	10/1/2021	10/1/2024
2022-142394	Paymerang	Chesterfield	68,800	48,800	800	86	61	71%	28.04	28.13	241,674	10/5/2021	10/18/2021	10/18/2024
2022-142424	Hamilton Insurance Group	Henrico	68,400	29,700	900	76	33	43%	75.54	50.00	415,116	10/21/2021	11/1/2021	11/1/2024
2019-140790	AERY Aviation	Newport News	168,800	26,400	800	211	33	16%	39.26	39.95	15,300,000	11/19/2021	11/22/2021	11/22/2024
2023-142839	Pangiam	Fairfax	180,900	21,600	900	201	24	12%	71.03	59.76	3,078,507	10/26/2021	11/29/2021	11/29/2024
2020-141718	EarthLink	Norton	142,500	13,500	500	285	27	9%	18.56	19.43	5,666,032	11/15/2021	11/29/2021	11/29/2024
2021-141900	Easy Dynamics	Fairfax	45,750	27,000	750	61	36	59%	58.13	64.10	100,000	1/1/2021	1/3/2022	1/3/2025
2022-142294	Mercana Furniture & Decor	Newport News	20,800	12,000	800	26	15	58%	16.75	20.00	8,500,000	1/10/2022	1/10/2022	1/10/2025
2021-141983	SVT Robotics	Norfolk	33,300	9,900	900	37	11	30%	42.65	54.39	101,400	1/12/2021	1/17/2022	1/17/2025
2022-142589	Nodal Exchange, LLC	Fairfax	27,750	27,750	750	37	37	100%	50.91	59.28	300,000	12/21/2021	1/18/2022	1/18/2025
2021-141927	Crown Holdings, Inc.	Henry	100,800	80,800	800	126	101	80%	23.74	30.27	145,000,000	12/1/2021	1/19/2022	1/19/2025

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2021-141835	Grayson Natural Farms, LLC	Grayson	28,000	9,100	700	40	13	33%	14.08	12.00	1,530,000	10/1/2020	2/1/2022	2/1/2025
2021-142055	Simplisafe	Henrico	161,200	26,000	650	248	40	16%	23.60	21.69	3,034,000	11/29/2021	2/7/2022	2/7/2025
2021-142051	Service Center Metals	Prince George	75,200	55,200	800	94	69	73%	35.32	22.90	93,436,450	6/1/2021	2/8/2022	2/8/2025
2022-142577	Stallworks LLC	Appomattox	117,000	28,800	900	130	32	25%	21.75	20.88	5,400,000	3/16/2022	3/21/2022	3/21/2025
2022-142654	Axxor - North America	Pittsylvania	17,850	10,200	850	21	12	57%	22.59	23.76	3,500,000	4/8/2022	4/18/2022	4/18/2025
2022-142680	Evermade Foods	Fauquier	23,000	22,000	500	46	44	96%	16.34	18.27	110,000	3/28/2022	4/21/2022	4/21/2025
2022-142744	Technomics	Arlington	105,000	67,900	700	150	97	65%	47.11	46.70	1,700,000	4/19/2022	4/25/2022	4/25/2025
2022-142552	Embody, Inc.	Norfolk	92,000	6,000	1,000	92	6	7%	51.76	40.00	5,000,000	3/16/2022	5/9/2022	5/9/2025
2020-141439	DHL Exel, Inc.	Stafford	288,500	13,000	500	577	26	5%	22.15	32.50	72,000,000	2/26/2021	5/31/2022	5/31/2025
2021-142039	EAB	Henrico	84,000	9,100	700	120	13	11%	36.06	40.67	14,890,909	6/1/2022	6/6/2022	6/6/2025
2022-142564	A.G. Stacker	Augusta	29,600	6,400	800	37	8	22%	22.23	24.67	3,000,000	4/28/2022	6/20/2022	6/20/2025
2022-142592	Agrospheres	Albemarle	36,000	8,100	900	40	9	23%	34.13	53.89	13,750,000	5/1/2022	7/1/2022	7/1/2025
2020-141271	Bode Technology	Fairfax	60,350	5,100	850	71	6	8%	20.29	20.50	2,046,587	5/11/2021	7/5/2022	7/5/2025
2022-142272	DroneUp	Virginia Beach	533,000	47,000	1,000	533	47	9%	49.83	39.06	25,300,000	8/1/2022	8/1/2022	8/1/2025
2023-143029	Dev Technology Group, Inc.	Fairfax	67,500	25,500	750	90	34	38%	60.09	59.76	366,000	9/15/2022	9/26/2022	9/26/2025
2023-142882	Bauer Compressors	Norfolk	35,250	35,250	750	47	47	100%	23.41	21.71	7,900,000	9/27/2022	10/24/2022	10/24/2025
2023-142884	AIT Marine	Norfolk	68,400	17,100	900	76	19	25%	30.78	25.93	500,000	9/7/2022	11/1/2022	11/1/2025
2023-142879	Yellow Dog Software	Norfolk	15,000	6,750	750	20	9	45%	22.36	27.69	150,000	8/19/2022	11/7/2022	11/7/2025
2023-142833	PSF, Inc.	Albemarle	24,800	4,000	800	31	5	16%	45.00	48.80	1,150,000	8/11/2022	1/1/2023	1/1/2026
2020-141290	InMotion Hosting	Virginia Beach	30,000	0	600	50	0	0%	24.60	TBD	12,200,000	10/7/2019	TBD	TBD
2019-141109	MEP Ltd.	Danville	14,400	0	800	18	0	0%	28.71	TBD	6,445,000	12/1/2019	TBD	TBD
2018-138535	Harlow Group	Danville	44,100	0	900	49	0	0%	28.33	TBD	8,000,000	12/15/2019	TBD	TBD
2020-141386	Moore DM Group	Henrico	155,350	0	650	239	0	0%	22.57	TBD	24,948,285	1/1/2020	TBD	TBD
2019-141095	Tabet Manufacturing Company, Inc.	Norfolk	61,200	0	900	68	0	0%	27.99	TBD	6,505,000	2/24/2020	TBD	TBD
2020-141501	Dynamic Aviation Group	Rockingham	165,600	0	800	207	0	0%	19.74	TBD	47,869,647	3/4/2020	TBD	TBD
2020-141313	Acesur	Suffolk	16,250	0	650	25	0	0%	21.16	TBD	10,965,000	4/1/2020	TBD	TBD
2019-141112	Simplisafe	Henrico	155,500	0	500	311	0	0%	16.85	TBD	3,528,500	5/15/2020	TBD	TBD
2019-140878	Hitachi Energy	Bland	28,000	0	700	40	0	0%	19.26	TBD	6,200,000	6/1/2020	TBD	TBD
2014-108775	Dominion Aquaculture	Tazewell	130,800	0	600	218	0	0%	31.27	TBD	198,437,000	8/1/2020	TBD	TBD
2021-141851	Grenova	Richmond City	200,000	0	800	250	0	0%	34.76	TBD	10,619,905	9/15/2020	TBD	TBD
2020-141461	Plasser American	Chesapeake	51,000	0	750	68	0	0%	31.37	TBD	40,000,000	10/7/2020	TBD	TBD
2020-141225	Moog Inc.	Montgomery	60,000	0	800	75	0	0%	18.43	TBD	10,683,000	11/25/2020	TBD	TBD
2019-140498	Veronesi Holding	Rockingham	120,750	0	750	161	0	0%	25.49	TBD	105,250,000	12/1/2020	TBD	TBD
2021-141989	Ryzing Technologies	Staunton	23,250	0	750	31	0	0%	18.35	TBD	149,000	1/28/2021	TBD	TBD
2020-141609	Zasti Federal Services	Loudoun	45,000	0	750	60	0	0%	34.25	TBD	5,930,000	2/1/2021	TBD	TBD
2021-141826	SES Americom	Prince William	105,750	0	750	141	0	0%	61.76	TBD	13,500,000	2/18/2021	TBD	TBD
2021-141890	Katoen Natie Norfolk, Inc.	Norfolk	24,500	0	700	35	0	0%	19.90	TBD	61,000,000	3/1/2021	TBD	TBD
2021-142002	Guidehouse Consulting	Fairfax	368,000	0	400	920	0	0%	62.01	TBD	12,700,000	4/1/2021	TBD	TBD
2021-141941	Kegeerreis	Danville	29,400	0	700	42	0	0%	28.85	TBD	1,510,000	5/1/2021	TBD	TBD
2019-140687	Zero Waste Energy, LLC	Chesapeake	34,000	0	500	68	0	0%	21.09	TBD	48,985,034	5/13/2021	TBD	TBD
2021-142157	Kristi Corporation USA	Suffolk	6,500	0	650	10	0	0%	20.63	TBD	1,060,000	5/20/2021	TBD	TBD
2021-142182	Prism Maritime	Chesapeake	124,500	0	750	166	0	0%	23.03	TBD	4,024,000	6/3/2021	TBD	TBD
2021-141998	SpaceLink Corporation	Fairfax	30,750	0	750	41	0	0%	104.60	TBD	190,000	6/7/2021	TBD	TBD
2021-142226	BWX Technologies	Campbell	87,300	0	900	97	0	0%	57.35	TBD	65,000,000	7/9/2021	TBD	TBD

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2021-142033	Bonomose, Inc.	Albemarle	44,800	0	700	64	0	0%	38.11	TBD	27,700,000	9/1/2021	TBD	TBD
2022-142413	Ashworth Bros., Inc.	Winchester	33,750	0	750	45	0	0%	23.18	TBD	4,500,000	10/4/2021	TBD	TBD
2022-142677	RapidFlight, LLC	Manassas	83,300	0	700	119	0	0%	50.57	TBD	5,499,018	10/12/2021	TBD	TBD
2019-141076	UVision USA	Stafford	30,000	0	750	40	0	0%	43.86	TBD	2,175,000	11/18/2021	TBD	TBD
2022-142410	Walgreens Company	Hanover	149,400	0	600	249	0	0%	18.21	TBD	30,000,000	12/15/2021	TBD	TBD
2021-141960	Intact Technology	Richmond City	100,000	0	800	125	0	0%	40.73	TBD	100,000	1/1/2022	TBD	TBD
2022-142269	Starplast USA LLC	Chesterfield	150,000	0	750	200	0	0%	17.73	TBD	15,190,000	1/1/2022	TBD	TBD
2022-142524	Blue Origin	Fairfax	218,750	0	1,250	175	0	0%	80.71	TBD	3,300,000	1/27/2022	TBD	TBD
2022-142609	AccuTec	Augusta	13,000	0	1,000	13	0	0%	30.84	TBD	6,600,000	2/7/2022	TBD	TBD
2022-142578	Hanley Energy	Loudoun	257,250	0	750	343	0	0%	37.10	TBD	8,000,000	2/16/2022	TBD	TBD
2021-142184	Certified Origins	Newport News	22,500	0	750	30	0	0%	20.34	TBD	23,000,000	3/1/2022	TBD	TBD
2022-142607	Blue Ridge Optics	Bedford	14,250	0	750	19	0	0%	17.47	TBD	2,460,000	3/3/2022	TBD	TBD
2022-142579	Virongy LLC	Prince William	52,500	0	750	70	0	0%	33.17	TBD	529,000	3/7/2022	TBD	TBD
2022-142550	Layman Distributing	Salem	29,400	0	700	42	0	0%	16.23	TBD	6,790,000	3/13/2022	TBD	TBD
2023-142826	Enabled Intelligence	Fairfax	70,200	0	600	117	0	0%	22.04	TBD	1,384,855	3/30/2022	TBD	TBD
2022-142633	SWVA Biochar	Floyd	13,500	0	900	15	0	0%	21.87	TBD	2,550,000	4/1/2022	TBD	TBD
2023-142823	EZ Treat	Fauquier	12,000	0	750	16	0	0%	28.31	TBD	3,540,000	5/11/2022	TBD	TBD
2023-142789	Armored Fresh	Fairfax	16,200	0	600	27	0	0%	28.31	TBD	125,000	6/28/2022	TBD	TBD
2023-142788	Coronado Coal	Buchanan	76,000	0	800	95	0	0%	36.49	TBD	127,239,865	8/1/2022	TBD	TBD
2022-142709	Wilderness Asset Holdings LLC	Bland	22,500	0	900	25	0	0%	33.32	TBD	12,850,000	8/2/2022	TBD	TBD
2023-142842	North American Specialty Laminations	Roanoke	35,200	0	800	44	0	0%	21.00	TBD	2,018,000	8/17/2022	TBD	TBD
2022-142466	Hitachi Energy	Halifax	115,500	0	700	165	0	0%	20.91	TBD	37,000,000	9/1/2022	TBD	TBD
2022-142660	Skip Barber	Halifax	21,600	0	900	24	0	0%	49.08	TBD	3,500,000	10/1/2022	TBD	TBD
2023-143028	Sapporo	Richmond City	51,000	0	750	68	0	0%	26.65	TBD	15,562,000	11/16/2022	TBD	TBD
2023-142986	Richmond National Group	Henrico	77,250	0	750	103	0	0%	47.67	TBD	350,000	11/22/2022	TBD	TBD
2023-143035	Altec Industries	Botetourt	112,500	0	750	150	0	0%	25.65	TBD	1,400,000	12/7/2022	TBD	TBD
2023-142914	Magazine Jukebox	Norfolk	15,000	0	750	20	0	0%	28.96	TBD	1,000,000	12/14/2022	TBD	TBD
2021-142082	Apex Mills	Patrick	112,000	0	800	140	0	0%	18.87	TBD	2,800,000	1/1/2023	TBD	TBD
2023-143139	Hermes Abrasives	Virginia Beach	24,000	0	800	30	0	0%	23.56	TBD	3,600,000	1/6/2023	TBD	TBD
2023-143067	Graham-White Manufacturing Co.	Salem	34,200	0	900	38	0	0%	23.21	TBD	2,700,947	2/1/2023	TBD	TBD
2023-143147	Fortreum	Loudoun	47,700	0	900	53	0	0%	67.68	TBD	125,000	3/7/2023	TBD	TBD
2023-142911	Ross Industries	Fauquier	21,600	0	900	24	0	0%	32.57	TBD	7,125,000	3/7/2023	TBD	TBD
2023-143187	Laser Thermal Analysis	Charlottesville	22,400	0	800	28	0	0%	48.00	TBD	2,927,990	3/9/2023	TBD	TBD
2023-142783	Premier, Inc.	Norfolk	121,500	0	900	135	0	0%	24.63	TBD	17,800,000	4/1/2023	TBD	TBD
2023-143103	Silver Branch Brewing Company	Fauquier	6,300	0	700	9	0	0%	21.00	TBD	190,000	5/5/2023	TBD	TBD
2023-143208	Republic National Distributing Company	Hanover	67,500	0	750	90	0	0%	27.45	TBD	3,119,804	5/8/2023	TBD	TBD
2023-143290	Virginia Diodes, Inc.	Charlottesville	19,200	0	800	24	0	0%	25.00	TBD	2,431,640	5/23/2023	TBD	TBD
2024-143330	Parkland Direct	Bedford	36,900	0	900	41	0	0%	22.81	TBD	10,000,000	5/25/2023	TBD	TBD
2020-141244	Lowe's Companies, Inc.	Suffolk	85,000	0	850	100	0	0%	19.29	TBD	103,442,731	6/27/2023	TBD	TBD
2023-143166	Lyon Shipyard	Norfolk	110,550	0	825	134	0	0%	27.72	TBD	8,500,000	8/7/2023	TBD	TBD
2024-143350	Evermark	Shenandoah	8,250	0	750	11	0	0%	19.86	TBD	275,000	8/15/2023	TBD	TBD
2024-143345	DOMA Technologies, LLC	Virginia Beach	245,600	0	800	307	0	0%	27.30	TBD	3,725,000	12/5/2023	TBD	TBD

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2021-141894	Amazon	Henrico	500,000	0	500	1,000	0	0%	15.53	TBD	340,000,000	TBD	TBD	TBD
2022-142515	ARDX	Norfolk	12,750	0	850	15	0	0%	37.18	TBD	295,120	TBD	TBD	TBD
2018-140258	Armed Forces Brewing Company	Norfolk	24,500	0	700	35	0	0%	40.71	TBD	4,000,000	TBD	TBD	TBD
2023-142951	Automatic Coating, Limited	Suffolk	37,500	0	750	50	0	0%	31.57	TBD	22,700,000	TBD	TBD	TBD
2021-141923	AutoZone, Inc.	New Kent	221,900	0	700	317	0	0%	21.33	TBD	72,000,000	TBD	TBD	TBD
2023-142913	Berkley Mid-Atlantic Group	Henrico	43,200	0	600	72	0	0%	43.51	TBD	5,126,544	TBD	TBD	TBD
2023-143184	Camrett Logistics	Pulaski	46,400	0	800	58	0	0%	19.97	TBD	1,550,000	TBD	TBD	TBD
2020-141517	Celadon	Chesapeake	168,000	0	800	210	0	0%	29.43	TBD	300,000,000	TBD	TBD	TBD
2023-142883	Engineered Biopharmaceuticals	Danville	34,000	0	1,000	34	0	0%	26.86	TBD	6,125,000	TBD	TBD	TBD
2024-143405	Eska Graphic Board	Suffolk	9,000	0	1,000	9	0	0%	30.83	TBD	5,272,320	TBD	TBD	TBD
2023-142819	Heyco	Greensville	18,900	0	900	21	0	0%	23.28	TBD	16,800,000	TBD	TBD	TBD
2022-142446	Hilton	Fairfax	315,000	0	900	350	0	0%	116.49	TBD	50,300,000	TBD	TBD	TBD
2022-142672	IperionX	Halifax	108,000	0	1,000	108	0	0%	33.17	TBD	78,135,431	TBD	TBD	TBD
2022-142445	ISO Group	Chesterfield	16,000	0	800	20	0	0%	40.38	TBD	540,000	TBD	TBD	TBD
2024-143319	JTI Leaf Services LLC	Danville	79,200	0	800	99	0	0%	33.40	TBD	46,000,000	TBD	TBD	TBD
2023-143060	Katoen Natie Norfolk, Inc.	Norfolk	53,200	0	700	76	0	0%	19.84	TBD	59,900,000	TBD	TBD	TBD
2022-142423	Leiber	Rockingham	29,750	0	850	35	0	0%	24.24	TBD	21,014,377	TBD	TBD	TBD
2022-142581	Lutron Electronics Co., Inc.	Hanover	150,000	0	750	200	0	0%	22.18	TBD	28,300,000	TBD	TBD	TBD
2021-142015	Mondelez Global	Henrico	48,000	0	600	80	0	0%	19.95	TBD	123,000,000	TBD	TBD	TBD
2022-142487	MSI	Suffolk	57,800	0	850	68	0	0%	26.62	TBD	61,550,000	TBD	TBD	TBD
2020-141329	Ozark Automotive Distributors, Inc.	Stafford	202,500	0	750	270	0	0%	18.92	TBD	67,000,000	TBD	TBD	TBD
2023-143189	Press Glass	Henry	268,000	0	800	335	0	0%	19.42	TBD	126,500,800	TBD	TBD	TBD
2023-142784	Pyrotechnique by Grucci	Pulaski	24,000	0	800	30	0	0%	23.97	TBD	5,350,000	TBD	TBD	TBD
2022-142757	Ronald Mark Associates Inc.	Tazewell	23,400	0	900	26	0	0%	25.12	TBD	9,500,000	TBD	TBD	TBD
2022-142353	Unilock	Hanover	37,500	0	750	50	0	0%	32.55	TBD	55,600,000	TBD	TBD	TBD
2023-143111	Virginia Artesian Bottling Company	Hanover	9,750	0	750	13	0	0%	20.38	TBD	3,000,000	TBD	TBD	TBD
2023-143212	Wells Fargo	Roanoke	848,250	0	750	1,131	0	0%	25.05	TBD	87,000,000	TBD	TBD	TBD
2023-142881	Wilderness Asset Holdings LLC	Bland	27,000	0	900	30	0	0%	20.61	TBD	3,300,000	TBD	TBD	TBD
2022-142334	Zim American Integrated Shipping Services	Virginia Beach	177,300	0	900	197	0	0%	32.55	TBD	14,300,000	TBD	TBD	TBD
TOTAL			14,538,000	2,750,050		20,905	4,487	21%			4,246,168,410			

¹Reporting includes all announced VJIP projects that are within a performance period or are pending the submission of a VJIP application. Since there are no active Retraining projects, those fields are not included in this report.

²Reflects company's commitment to job creation and/or retraining. Company is not reimbursed for new jobs or retrained jobs above the target.

³Reflects company's commitment to capital investment. VJIP grants are not offered for projects not meeting the statutory minimum threshold of projected capital investment (statutory minimums: \$1MM for New Jobs Program; \$100K for Small Business New Jobs Program; \$500K for Retraining Program; \$50K for Small Business Retraining Program).

⁴Reflects date of first hire, which is the starting date of the 36-month performance period for New Jobs Programs. TBD reflects projects pending the submission of the VJIP application or that have not yet submitted their first reimbursement request.

⁵Reflects the Initial Performance Date of the project, which occurs 36 months after the date of the first hire. TBD reflects projects pending the submission of the VJIP application or that have not yet submitted their first reimbursement request.

Status report on Virginia Jobs Investment Program (VJIP) projects approved from FY17 through FY24 in Post-Performance Period (excludes projects within performance period)¹

Important note: Companies are eligible for per job reimbursement once statutory minimum of jobs is achieved. Companies are only paid for jobs created or retrained. If statutory capital investment is not achieved, a full clawback is requested.

As of December 31, 2023 - sorted by Initial Performance Date

Project number ¹	Project name	Locality	Awarded Grant Amount (\$)	Actual Grant Amount Paid (\$)	Reimbursement Rate Per Job (\$)	New Jobs Target ²	Actual New Jobs	% of New Job Target Achieved	Retrained Jobs Target ²	Actual Jobs Retrained	% of Retrained Jobs Target Achieved	Average Hourly Wage Target (\$)	Actual Hourly Wage (\$)	Capital Investment Target (\$) ³	VJIP Application Date	Date of First Hire ⁴	Initial Performance Date ⁵
2017-137413	Winchester Metals, Inc	Frederick	15,975	15,975	551	-	-	-	29	29	100%	20.42	19.30	140,000	11/10/2016	N/A	1/31/2017
2016-134304	Hershey Chocolate	Augusta	77,000	75,350	550	-	-	-	140	137	98%	13.21	18.10	16,900,000	7/27/2016	N/A	5/15/2017
2016-134295	Molson Coors North America	Rockingham	175,000	175,000	500	-	-	-	350	350	100%	32.78	33.10	60,000,000	8/19/2016	N/A	5/15/2017
2016-135797	Jemison Metals	Amherst	5,005	5,005	1,001	5	5	100%	-	-	-	18.20	14.48	1,750,000	7/14/2016	8/22/2016	6/6/2017
2014-87017	Dominion Packaging	Henrico	113,000	113,000	1,000	113	113	100%	-	-	-	14.50	17.21	35,000,000	3/24/2017	12/30/2014	6/16/2017
2013-79402	Shearer Foods	Bristol	17,600	17,600	800	22	22	100%	-	-	-	13.24	11.75	4,750,000	7/26/2016	2/24/2013	7/28/2017
2015-122398	Dominion Packaging	Henrico	60,000	60,000	1,000	60	60	100%	-	-	-	25.48	19.28	25,100,000	3/3/2017	12/5/2016	11/6/2017
2017-137388	Tri-Dim Filter Corp	Louisa	7,058	6,416	642	-	-	-	11	10	91%	17.73	20.24	700,000	10/26/2016	N/A	11/14/2017
2015-128650	Niagara Bottling LLC	Chesterfield	114,011	114,011	1,500	76	76	100%	-	-	-	25.00	15.77	95,000,000	9/19/2016	12/29/2016	1/4/2018
2016-137017	Blue Ridge Industries	Frederick	55,200	55,200	600	-	-	-	92	92	100%	17.25	18.28	2,000,000	10/10/2016	N/A	1/17/2018
2017-137440	Temperpack	Richmond City	18,550	18,550	807	23	23	100%	-	-	-	25.00	33.29	2,000,000	12/7/2016	1/1/2017	2/6/2018
2018-138543	Becker Global America	Washington	44,100	44,100	700	-	-	-	63	63	100%	28.07	14.35	150,000	10/23/2017	N/A	2/16/2018
2017-137359	Mikro Systems, Inc.	Albemarle	34,910	34,909	919	38	38	100%	-	-	-	19.63	15.40	1,550,000	10/19/2016	10/10/2016	3/6/2018
2017-137197	Grand Springs, Inc.	Halifax	22,400	22,400	800	28	28	100%	-	-	-	10.00	10.80	800,000	12/10/2016	12/27/2016	3/6/2018
2017-138146R	Graham Packaging Company	Campbell	29,600	29,600	800	-	-	-	37	37	100%	22.00	21.69	3,350,000	10/16/2017	N/A	3/27/2018
2018-138524	Electric Motor & Contracting Company, Inc.	Chesapeake	104,000	104,000	800	-	-	-	130	130	100%	28.00	23.00	3,000,000	11/22/2017	N/A	4/27/2018
2017-137703	Altec Industries	Botetourt	139,500	139,500	775	180	180	100%	-	-	-	20.93	26.22	30,200,000	1/4/2017	1/4/2017	5/15/2018
2017-137441R	Allfirst LLC	Suffolk	31,000	31,000	500	-	-	-	62	62	100%	23.42	21.06	86,000	12/8/2016	N/A	6/1/2018
2017-138146	Graham Packaging Company	Campbell	7,200	7,200	900	8	8	100%	-	-	-	22.00	15.99	3,350,000	11/3/2017	1/8/2018	6/13/2018
2017-137442	Atlantic Bay Mortgage	Virginia Beach	84,000	51,100	700	120	73	61%	-	-	-	25.30	22.06	1,000,000	10/14/2016	9/12/2016	6/15/2018
2017-137455R	Muhlbauer, Inc.	Newport News	17,500	17,500	700	-	-	-	25	25	100%	20.00	26.50	3,500,000	11/27/2017	N/A	6/15/2018
2016-137012	Eaton Crouse-Hinds	Roanoke City	100,270	99,900	370	-	-	-	271	270	100%	13.00	15.77	1,052,060	11/1/2016	N/A	6/18/2018
2016-135805	GLAD Manufacturing Company	Amherst	82,962	10,995	1,000	83	11	13%	-	-	-	19.53	19.91	20,600,000	9/7/2016	3/6/2017	6/20/2018
2016-131915	Colonna's Shipyard, Inc.	Norfolk	51,000	51,000	1,000	51	51	100%	-	-	-	22.00	23.41	34,250,000	8/4/2016	8/7/2017	7/1/2018
2017-137417	Nomadic Display	Fairfax	33,550	26,400	550	-	-	-	61	48	79%	23.21	22.20	630,110	7/1/2016	N/A	8/2/2018
2018-140281	GS Industries of Bassett, Inc.	Henry	3,000	3,000	500	-	-	-	6	6	100%	16.02	14.71	451,720	4/26/2018	N/A	8/10/2018
2017-137721	Unanet, Inc.	Loudoun	28,500	28,500	750	38	38	100%	-	-	-	31.53	42.10	1,675,000	9/22/2016	9/26/2016	8/17/2018
2015-131616	Wholesome Harvest	Roanoke City	129,824	125,816	401	-	-	-	324	314	97%	18.97	16.21	22,100,000	11/10/2016	N/A	11/15/2018
2018-138603	Innovairre Communications	Bedford	36,000	36,000	500	-	-	-	72	72	100%	22.36	17.70	35,000,000	1/1/2018	N/A	11/15/2018
2017-137431	Vignet	Fairfax	72,750	72,750	750	97	97	100%	-	-	-	55.88	53.17	2,250,000	8/1/2016	8/1/2016	11/20/2018
2018-138467	Standard Calibrations, Inc.	Chesapeake	120,000	11,200	800	150	14	9%	-	-	-	21.43	20.68	287,546	7/27/2017	1/2/2018	12/18/2018
2017-137408	Walmart Distribution Center	Rockingham	86,100	86,100	700	123	123	100%	-	-	-	18.03	17.55	6,000,000	12/20/2016	1/10/2017	12/19/2018
2017-137441	Allfirst LLC	Suffolk	19,305	4,290	715	27	6	22%	-	-	-	15.51	23.33	100,000	12/8/2016	1/15/2018	12/20/2018
2017-137398	Anheuser-Busch, Williamsburg Brewery	James City	202,500	159,300	900	-	-	-	225	177	79%	32.00	31.78	8,500,000	5/1/2017	N/A	12/20/2018
2015-131454	BGF Industries Inc.	Campbell	34,000	17,000	1,000	34	17	50%	-	-	-	14.54	14.70	2,400,000	3/2/2017	4/6/2017	1/2/2019
2016-134880	Atarfil SL	Suffolk	19,500	19,500	1,300	15	15	100%	-	-	-	19.52	16.00	5,000,000	2/1/2017	6/5/2017	1/3/2019
2016-136943	The Standard Insurance Company	Campbell	194,958	99,896	806	242	124	51%	-	-	-	15.87	19.50	1,714,235	7/14/2016	7/19/2016	1/18/2019
2017-137455	Muhlbauer, Inc.	Newport News	9,600	4,000	800	12	5	42%	-	-	-	18.33	21.00	3,500,000	11/27/2017	1/2/2018	1/22/2019
2017-137057	Walmart Distribution	Dinwiddie	77,947	77,947	709	110	110	100%	-	-	-	19.50	16.21	4,000,000	11/10/2016	11/12/2016	1/3/2019
2018-138581	Corenso North America Corporation	Richmond City	6,000	6,000	500	-	-	-	12	12	100%	17.32	17.66	160,000	3/26/2018	N/A	2/6/2019
2016-134873	Speyside Cooperage	Bath	22,500	22,500	750	30	30	100%	-	-	-	14.11	14.63	6,000,000	7/31/2017	7/31/2017	2/21/2019
2018-138503	Instant Systems	Norfolk	57,600	5,600	800	72	5	7%	-	-	-	18.06	13.00	460,000	10/13/2017	11/1/2017	3/26/2019
2017-137207	Hershey Chocolate	Augusta	51,750	51,750	750	69	69	100%	-	-	-	21.40	18.93	26,800,000	1/18/2017	2/27/2017	4/8/2019
2018-138588	Magnets USA	Roanoke	35,000	35,000	500	-	-	-	70	70	100%	11.20	13.00	1,500,000	8/1/2017	N/A	4/1/2019
2017-137216	Maximus	Hampton	113,400	113,400	600	189	189	100%	-	-	-	15.15	15.57	2,771,182	2/15/2018	1/29/2017	5/15/2019
2017-137395	Smyth Companies, Inc.	Bedford	14,000	14,000	500	-	-	-	28	28	100%	24.62	24.03	6,500,000	4/1/2017	N/A	5/28/2019
2016-134546	AvePoint	Richmond City	120,000	72,000	1,200	100	60	60%	-	-	-	40.86	29.91	1,000,000	7/25/2017	2/1/2016	6/13/2019
2018-140234	IMS Gear Virginia	Virginia Beach	57,500	57,500	500	-	-	-	115	115	100%	15.00	17.85	1,050,000	4/4/2018	N/A	6/28/2019
2018-138577	NIBCO, Inc.	Augusta	22,500	22,500	750	30	30	100%	-	-	-	18.40	19.56	8,000,000	2/1/2018	2/5/2018	7/1/2019
2018-140189	Huntington Ingalls	Newport News	283,000	287,000	100	-	-	-	2,830	2,830	100%	29.99	25.50	8,745,492	7/26/2018	N/A	7/2/2019
2015-131463	Euro Composites Group	Culpeper	48,199	25,706	803	60	32	53%	-	-	-	15.80	16.38	10,000,000	7/8/2016	7/1/2016	7/12/2019
2016-137022	Owens & Minor	Richmond City	300,000	300,000	1,000	300	300	100%	-	-	-	26.00	20.30	15,000,000	8/18/2017	3/13/2017	7/12/2019
2017-137428	All Traffic Solutions	Fairfax	73,100	18,700	850	86	22	26%	-	-	-	44.56	49.51	100,000	7/22/2016	8/22/2016	8/22/2019
2016-134268	Starsprings	Henry	68,000	32,000	1,000	68	32	47%	-	-	-	16.21	13.84	3,689,875	8/10/2016	8/10/2016	9/13/2019
2017-137667	Hapco	Washington	22,400	24,000	800	28	28	100%	-	-	-	15.12	15.58	6,750,000	8/8/2017	8/16/2017	9/16/2019
2018-140342	Blue Ridge Optics	Bedford	5,600	5,600	800	-	-	-	7	7	100%	30.51	16.50	750,000	5/3/2018	N/A	9/30/2019
2017-137201	JK Moving & Storage, Inc.	Loudoun	544,475	76,125	725	751	105	14%	-	-	-	17.21	19.61	19,000,000	7/8/2016	7/11/2016	10/1/2019
2017-137663	Winchester Metals, Inc	Frederick	13,600	4,000	800	17	5	29%	-	-	-	14.57	16.25	870,000	3/7/2017	3/15/2017	10/1/2019
2017-137438	RPC Superfos US, Inc.	Frederick	26,250	6,750	750	35	9	26%	-	-	-	19.60	17.00	9,700,000	12/16/2016	3/6/2017	10/21/2019
2017-137670	JM Conveyors, LLC	Russell	32,000	32,000	800	40	40	100%	-	-	-	18.00	18.00	4,500,000	7/26/2017	9/18/2017	10/23/2019
2017-137402	Munters Corp	Buena Vista	80,000	44,000	800	100	55	55%	-	-	-	14.62	24.40	2,500,000	11/1/2016	11/7/2016	10/24/2019

Status report on Virginia Jobs Investment Program (VJIP) projects approved from FY17 through FY24 in Post-Performance Period (excludes projects within performance period)¹

Important note: Companies are eligible for per job reimbursement once statutory minimum of jobs is achieved. Companies are only paid for jobs created or retrained. If statutory capital investment is not achieved, a full clawback is requested.

As of December 31, 2023 - sorted by Initial Performance Date

Project number ¹	Project name	Locality	Awarded Grant Amount (\$)	Actual Grant Amount Paid (\$)	Reimbursement Rate Per Job (\$)	New Jobs Target ²	Actual New Jobs	% of New Job Target Achieved	Retrained Jobs Target ²	Actual Jobs Retrained	% of Retrained Jobs Target Achieved	Average Hourly Wage Target (\$)	Actual Hourly Wage (\$)	Capital Investment Target (\$) ³	VJIP Application Date	Date of First Hire ⁴	Initial Performance Date ⁵
2017-137704	Danone	Rockingham	41,650	41,650	850	49	49	100%	-	-	-	23.88	19.11	60,000,000	7/6/2017	7/17/2017	11/15/2019
2018-138465	WestRock	Covington	30,000	30,000	500	-	-	-	60	60	100%	30.82	30.82	248,400,000	2/1/2019	N/A	12/13/2019
2017-137399	Canatal Steel USA	Botetourt	26,600	9,800	700	38	14	37%	-	-	-	17.18	16.13	1,500,000	9/23/2016	10/3/2016	12/17/2019
2017-137392	Favor Techconsulting LLC	Fairfax	894,209	181,646	701	1,275	259	20%	-	-	-	46.37	39.91	1,650,000	7/8/2016	7/11/2016	1/7/2020
2017-138111	Appalachian Power Company	Roanoke City	54,000	54,000	600	90	90	100%	-	-	-	50.00	35.08	12,700,000	6/8/2017	6/12/2017	1/9/2020
2017-137063	Iomaxis, LLC	Fairfax	277,500	30,500	500	555	61	11%	-	-	-	59.40	55.39	150,000	7/27/2016	8/14/2016	1/22/2020
2017-137461	CONCEPT PLUS LLC	Fairfax	27,125	7,000	875	31	8	26%	-	-	-	55.94	51.85	140,000	11/29/2016	11/29/2016	1/22/2020
2017-137210	Novatech Patio Doors	Martinsville	45,000	27,900	900	50	31	62%	-	-	-	12.00	12.78	4,000,000	12/14/2016	1/18/2017	1/22/2020
2015-129121	Ballast Point Brewing & Spirits	Botetourt	80,000	33,600	800	100	42	42%	-	-	-	20.89	22.12	47,800,000	1/9/2017	1/9/2017	1/29/2020
2017-137044	SteelFab Inc.	Emporia	14,400	14,400	800	-	-	-	18	18	100%	15.22	19.46	2,500,000	4/5/2017	N/A	1/29/2020
2017-137400	Integer	Salem	102,000	66,000	750	136	88	65%	-	-	-	17.62	17.06	7,000,000	8/12/2016	8/29/2016	1/31/2020
2017-137040	CoStar Group	Richmond City	732,000	732,000	1,000	732	732	100%	-	-	-	24.97	30.07	8,170,000	11/1/2016	11/1/2016	2/3/2020
2016-134861	SGS Carbide Tool Ltd.	Danville	42,000	21,000	1,500	28	14	50%	-	-	-	21.67	33.66	9,500,000	2/13/2017	2/13/2017	2/24/2020
2015-128252	Thomas Automation Management, LLC	Carroll	23,700	20,189	878	27	23	85%	-	-	-	38.00	29.53	750,000	8/2/2016	8/1/2016	3/7/2020
2016-136948	Grayson Natural Farms, LLC	Grayson	8,800	8,800	800	11	11	100%	-	-	-	17.00	17.91	2,100,000	7/29/2016	8/8/2016	3/17/2020
2017-137423	Karn Custom Woodwork Inc.	Richmond City	23,700	11,060	790	30	14	47%	-	-	-	15.00	15.31	2,550,000	12/22/2016	1/3/2017	3/18/2020
2017-137404	Steel Dynamics	Roanoke City	153,500	120,000	500	-	-	-	307	240	78%	17.73	15.38	28,000,000	1/19/2017	N/A	3/20/2020
2017-138141	FoxGuard Solutions	Montgomery	43,000	14,000	1,000	43	14	33%	-	-	-	19.65	24.41	106,303	11/5/2016	11/14/2016	3/24/2020
2017-137380	Dulles Glass and Mirror	Prince William	25,500	11,050	850	30	13	43%	-	-	-	19.23	20.00	6,100,000	11/8/2016	11/25/2016	4/2/2020
2017-137642	IR Engraving	Henrico	19,800	4,500	900	22	5	23%	-	-	-	17.65	22.97	850,344	2/23/2017	8/28/2017	4/7/2020
2018-140074	Clarke Precision Machine, Inc	Wythe	9,600	9,600	800	12	12	100%	-	-	-	18.60	17.68	750,000	6/6/2018	6/1/2018	4/7/2020
2015-126975	Seppic	Henrico	59,400	31,900	1,100	54	29	54%	-	-	-	34.91	29.85	56,406,798	1/2/2017	1/1/2017	4/8/2020
2017-137676	ComSonics	Augusta	21,250	10,625	625	34	17	50%	-	-	-	14.26	15.27	615,000	12/1/2016	4/24/2017	5/4/2020
2016-137003	Dollar Tree Stores	Chesapeake	751,000	751,000	1,000	751	751	100%	-	-	-	33.78	31.49	110,000,000	10/1/2016	10/10/2016	5/7/2020
2018-138577R	NBCO, Inc.	Augusta	58,500	58,500	500	-	-	-	117	117	100%	19.56	19.56	6,000,000	2/1/2018	N/A	5/13/2020
2015-130761	Eldor Corporation S.p.A.	Botetourt	399,000	253,500	1,500	266	169	64%	-	-	-	23.59	24.66	75,000,000	11/13/2016	11/14/2016	5/26/2020
2017-137654	Perrone Robotics	Albemarle	127,000	8,000	1,000	127	8	6%	-	-	-	62.56	51.74	3,866,343	3/22/2017	3/27/2017	5/29/2020
2018-140052	Delta Pure Filtration, LLC	Hanover	12,600	7,000	700	18	10	56%	-	-	-	15.44	13.52	2,000,000	2/20/2018	6/4/2018	6/3/2020
2017-137430	MicroHealth, LLC	Fairfax	48,750	48,750	750	65	65	100%	-	-	-	21.28	45.00	395,000	11/14/2016	1/3/2017	6/8/2020
2015-127514	IDX Corporation	Spotsylvania	117,000	117,000	900	130	130	100%	-	-	-	19.99	15.43	7,200,000	11/6/2017	12/1/2017	6/8/2020
2018-138578	IDX Corporation	Spotsylvania	22,500	22,500	900	25	25	100%	-	-	-	17.72	22.96	2,680,000	11/20/2017	11/26/2018	6/8/2020
2015-128619	OSG	Greensville	55,000	55,000	1,000	55	55	100%	-	-	-	16.00	11.85	3,500,000	9/8/2017	9/11/2017	6/10/2020
2016-136985	Vorsight	Arlington	84,000	4,500	750	112	6	5%	-	-	-	24.25	31.71	105,701	9/2/2016	10/31/2016	6/30/2020
2018-138573	Lighthouse Instruments, LLC	Albemarle	8,500	8,500	850	10	10	100%	-	-	-	29.09	36.30	4,885,000	11/9/2017	1/1/2018	7/24/2020
2017-137698	Ariake USA	Harrisonburg	17,600	17,600	800	22	22	100%	-	-	-	15.24	15.37	17,000,000	10/10/2017	2/15/2018	8/6/2020
2019-140858	Penny Plate, LLC	Augusta	10,800	10,800	600	18	18	100%	-	-	-	13.81	15.32	400,000	1/18/2019	2/6/2019	8/6/2020
2018-138273	Aquatic	Halifax	60,000	40,500	500	120	73	61%	-	-	-	11.92	10.00	1,000,000	7/27/2017	8/7/2017	10/2/2020
2017-137624	Spectrum Brands	Montgomery	73,200	71,200	400	-	-	-	183	178	97%	15.53	14.93	7,281,737	2/24/2017	N/A	8/11/2020
2017-137473	Mythics, Inc.	Virginia Beach	24,000	24,000	800	30	30	100%	-	-	-	17.63	23.60	7,500,000	4/17/2017	5/15/2017	8/25/2020
2016-133747	Chemres	Chesapeake	14,400	8,100	900	16	5	31%	-	-	-	24.00	24.84	3,000,000	12/29/2016	2/13/2017	9/14/2020
2018-138585	Ocean Network Express, Inc.	Richmond City	96,750	96,750	750	129	129	100%	-	-	-	24.91	32.99	2,550,000	3/2/2018	4/15/2018	9/16/2020
2017-137504	Windward IT Solutions	Fairfax	84,875	13,125	875	97	15	15%	-	-	-	58.28	68.31	825,000	12/1/2016	12/1/2016	9/23/2020
2016-134586	Shamrock Foods Company	Augusta	58,500	48,000	750	78	64	82%	-	-	-	20.58	22.17	43,900,000	2/27/2017	4/19/2017	9/29/2020
2017-138150	Astraea	Charlottesville	31,000	12,000	1,000	31	12	39%	-	-	-	56.14	45.72	1,005,000	6/22/2017	10/6/2017	10/13/2020
2017-137366	Park Hotels & Resorts	Fairfax	100,000	33,000	1,000	100	33	33%	-	-	-	83.74	65.03	2,485,000	10/17/2016	10/17/2016	10/14/2020
2018-138495	NorrisBUILT Fabrication, LLC	Wise	39,200	11,200	800	49	14	29%	-	-	-	14.08	14.00	925,000	6/1/2017	6/4/2017	10/16/2020
2015-129649	Aldi Food, Inc.	Dinwiddie	116,000	115,200	800	145	145	100%	-	-	-	22.21	18.79	47,700,000	2/16/2018	4/2/2018	10/20/2020
2017-137405	Sumitomo Verona	Augusta	17,000	16,000	500	-	-	-	34	32	94%	23.56	27.12	6,000,000	3/9/2018	N/A	11/9/2020
2017-137468	VideoBlocks	Arlington	57,600	12,600	900	64	14	22%	-	-	-	45.32	48.03	3,857,350	1/15/2017	1/30/2017	12/8/2020
2016-136966	Amazon	Frederick	770,000	633,500	700	1,100	905	82%	-	-	-	12.64	14.86	163,000,000	4/9/2017	5/8/2017	12/8/2020
2017-137716	Mission Services, Inc.	Fairfax	240,000	17,400	600	400	29	7%	-	-	-	34.36	33.48	820,000	4/11/2017	5/9/2017	12/8/2020
2016-136952	ST Tissue LLC	Isle of Wight	59,000	49,000	1,000	59	47	80%	-	-	-	25.50	20.40	40,000,000	6/28/2017	7/10/2017	12/16/2020
2017-138074	Powerschool	Roanoke City	76,800	50,400	800	96	63	66%	-	-	-	27.45	29.21	1,785,000	9/1/2017	11/6/2017	1/1/2021
2018-138265	Unison Ltd	Pittsylvania	35,000	6,000	1,000	35	6	17%	-	-	-	35.22	32.98	5,200,000	9/7/2017	1/1/2018	1/12/2021
2016-133907	Bright Farms	Culpeper	14,400	6,000	600	24	10	42%	-	-	-	14.00	14.44	7,350,000	11/15/2017	1/29/2018	1/13/2021
2017-137412	M&H Plastics	Frederick	117,750	41,250	750	157	55	35%	-	-	-	14.56	13.32	12,000,000	12/15/2016	8/27/2017	1/20/2021
2018-138157	Lifenet Health	Virginia Beach	288,900	120,600	900	321	134	42%	-	-	-	33.90	25.78	12,254,000	8/14/2017	8/14/2017	1/21/2021
2017-137470	Kosmo Machine, Inc.	Henrico	28,800	8,800	800	36	11	31%	-	-	-	18.47	18.09	1,000,000	5/16/2017	6/29/2017	1/25/2021
2017-138128	Midland Credit Management Inc.	Roanoke City	92,000	72,000	800	115	90	78%	-	-	-	20.84	10.00	4,000,000	12/15/2017	1/2/2018	1/27/2021
2018-140403	Speyside Bourbon Cooperage, Inc. US	Washington	24,500	24,500	700	35	35	100%	-	-	-	14.17	13.00	9,330,000	3/27/2019	7/5/2019	2/2/2021
2018-140005	MI Technical Solutions, Inc.	Chesapeake	12,750	12,750	850	15	15	100%	-	-	-	39.80	41.06	100,000	1/18/2018	2/20/2018	2/3/2021
2015-127126	Sanjo Fineblanking	Virginia Beach	61,500	13,500	1,500	41	9	22%	-	-	-	21.23	19.13	17,500,000	5/29/2018	9/1/2017	2/5/2021

Status report on Virginia Jobs Investment Program (VJIP) projects approved from FY17 through FY24 in **Post-Performance Period (excludes projects within performance period)**¹

Important note: Companies are eligible for per job reimbursement once statutory minimum of jobs is achieved. Companies are only paid for jobs created or retrained. If statutory capital investment is not achieved, a full clawback is requested.

As of December 31, 2023 - sorted by Initial Performance Date

Project number ¹	Project name	Locality	Awarded Grant Amount (\$)	Actual Grant Amount Paid (\$)	Reimbursement Rate Per Job (\$)	New Jobs Target ²	Actual New Jobs	% of New Job Target Achieved	Retrained Jobs Target ²	Actual Jobs Retrained	% of Retrained Jobs Target Achieved	Average Hourly Wage Target (\$)	Actual Hourly Wage (\$)	Capital Investment Target (\$) ³	VJIP Application Date	Date of First Hire ⁴	Initial Performance Date ⁵
2018-138460	Service Center Metals	Prince George	46,400	23,200		800	58	29	50%			18.48	15.46	45,243,000	2/1/2018	2/5/2018	2/8/2021
2017-138104	England Inc.	Lee	40,000	40,000		800	50	50	100%			11.09	11.00	1,300,000	3/29/2018	4/16/2018	2/9/2021
2018-140203	Axios	Arlington	155,000	83,000	1,000	1,000	155	83	54%			47.89	45.05	1,500,000	12/9/2016	12/14/2016	2/19/2021
2017-137460	Collins Aerospace	Loudoun	43,500	18,750		750	58	25	43%			38.70	37.98	3,500,000	10/6/2017	10/9/2017	2/19/2021
2017-138151	1901 Group, LLC	Montgomery	406,000	79,800		700	580	114	20%			27.54	23.74	3,000,000	10/27/2017	10/30/2017	2/25/2021
2018-138582	1901 Group, LLC	Fairfax	157,500	15,400		700	225	22	10%			38.03	58.95	1,000,000	10/27/2017	12/18/2017	2/25/2021
2018-139945	New Ravenna	Northampton	27,900	13,500		900	31	27	87%			22.07	15.44	826,256	1/19/2018	1/15/2018	2/25/2021
2018-140068	Fairlead	Newport News	48,000	12,800		800	60	15	25%			21.23	24.27	3,000,000	1/30/2018	2/2/2018	2/25/2021
2018-140202	Elbit Systems of America	Roanoke	72,750	56,250		750	97	75	77%			22.87	33.11	10,000,000	1/16/2018	1/16/2018	3/5/2021
2018-140038	BiInformatics	Arlington	20,250	3,750		750	27	5	19%			37.27	37.27	175,000	1/12/2018	3/5/2018	3/9/2021
2018-140246	InterChange Group	Rockingham	44,000	44,000		500	88	88	100%			14.59	15.99	41,600,000	10/10/2018	11/6/2018	3/17/2021
2018-138503R	Instant Systems	Norfolk	15,600	5,400		600	-	-	-	26	9	24.54	28.47	460,000	10/13/2017	N/A	4/7/2021
2018-140263	Excivity, Inc.	Fairfax	27,000	5,400		600	45	9	20%			58.97	63.22	392,123	3/12/2018	5/7/2018	4/13/2021
2018-138462	Deloitte	Arlington	550,000	492,400		400	1,375	1,231	90%			51.18	48.86	25,000,000	1/18/2018	1/21/2018	4/14/2021
2017-137362	Nestle USA	Arlington	1,122,000	1,059,000	1,500	748	706	94%				77.20	68.31	39,800,000	2/5/2017	4/17/2017	5/10/2021
2018-138474	SAP NS2	Fairfax	80,750	80,750		850	95	100%				53.38	70.61	6,000,000	6/24/2017	6/26/2017	5/10/2021
2017-137371	Concentrix	Lynchburg	360,000	331,200		800	450	414	92%			12.56	12.26	3,000,000	12/3/2017	5/7/2018	5/17/2021
2018-140408	Mercury Paper Inc.	Shenandoah	47,450	26,650		650	73	41	56%			16.64	18.56	17,200,000	4/18/2018	4/18/2018	5/25/2021
2018-140214	Dominion Outsourcing LLC	Henrico	76,000	6,800		400	190	17	9%			11.25	11.00	370,000	3/8/2018	3/8/2018	6/3/2021
2021-141834	Premium PPE	Virginia Beach	108,000	108,000		600	180	100%				13.13	13.10	5,300,000	8/18/2020	8/20/2020	6/8/2021
2016-134852	Overfinch	Danville	32,800	4,000		800	41	5	12%			20.16	21.23	1,945,260	4/1/2018	4/16/2018	6/16/2021
2017-137634	Thomson Reuters	Richmond City	68,000	25,000	1,000	68	25	37%				57.69	56.84	2,180,000	9/29/2017	10/1/2017	6/17/2021
2017-137347	Interstate Group LLC	Giles	74,700	61,200		900	68	68	82%			19.20	16.52	1,650,000	4/1/2018	4/13/2018	6/17/2021
2018-140025	Dynovis, Inc.	Rockbridge	30,800	30,800		700	44	44	100%			16.08	14.29	592,000	2/12/2018	2/15/2018	6/21/2021
2018-139973	Sugaright	Rockingham	31,500	26,250		750	42	35	83%			14.76	17.77	3,500,000	5/7/2018	5/7/2018	6/25/2021
2018-139980	Buidertrend	Albemarle	69,000	51,000	1,000	69	51	74%				43.39	28.48	485,000	12/27/2017	1/2/2018	6/28/2021
2018-140344	Averhealth	Richmond City	40,000	12,000		800	50	15	30%			44.62	27.38	325,000	5/8/2018	5/14/2018	6/28/2021
2020-141458	Hershey Chocolate	Augusta	88,000	88,000		800	110	110	100%			25.48	21.19	135,000,000	3/16/2020	3/16/2020	10/21/2021
2018-138491	Cogar Mine Supply Inc.	Giles	42,000	23,800		700	60	34	57%			16.86	15.00	2,500,000	2/14/2018	3/1/2018	10/28/2021
2018-140054	CloudFit Software	Lynchburg	97,300	49,700		700	139	71	51%			39.49	43.30	491,000	6/27/2018	7/9/2018	10/29/2021
2018-140401	Monogram Snacks	Henry	211,200	62,400		800	264	78	30%			13.66	13.56	30,000,000	8/1/2018	8/2/2018	11/1/2021
2018-140059	Temperpack	Henrico	98,700	52,500		700	141	93	66%			15.67	18.07	10,400,000	2/16/2018	3/26/2018	11/15/2021
2018-140437	RTS Labs	Henrico	72,000	12,800		800	90	16	18%			39.92	38.57	926,500	7/6/2018	7/18/2018	11/18/2021
2017-138107	SchaeferRolls	Alleghany	24,800	14,400		800	31	18	58%			18.14	18.00	7,542,975	10/15/2018	10/15/2018	11/18/2021
2018-138563	Bissell Inc.	Chesterfield	75,000	18,750		750	100	25	25%			12.75	15.51	25,100,000	4/16/2019	5/10/2019	12/6/2021
2019-140586	Yak Attack, LLC	Prince Edward	17,000	10,000		500	34	20	59%			10.88	14.84	3,408,541	10/18/2018	12/3/2018	12/16/2021
2019-140515	CareerBuilder	Frederick	125,000	93,000		500	250	186	74%			13.02	12.65	2,512,000	12/3/2018	12/3/2018	1/12/2022
2020-141708	Silk City Printing	Fluvanna	37,100	37,100		700	53	53	100%			20.67	13.32	5,650,000	10/20/2020	10/22/2020	1/13/2022
2020-141317	TST Fabrication, LLC	Norfolk	29,750	29,750		875	34	34	100%			26.68	30.26	4,090,000	10/14/2019	10/21/2019	1/20/2022
2020-141611	The Plant Company of Virginia LLC	Augusta	16,500	16,500		750	22	22	100%			22.03	17.11	10,550,000	5/1/2020	3/22/2021	1/26/2022
2018-140404	IDEMIA	Fairfax	50,000	46,000		500	100	92	92%			87.54	77.46	1,700,000	8/28/2018	9/24/2018	3/1/2022
2019-140851	Fleetwood Homes Inc.	Franklin	30,000	30,000		500	60	60	100%			13.25	15.47	2,100,000	3/1/2020	3/16/2020	3/31/2022
2019-140708	Metalsa Roanoke	Botetourt	15,000	15,000		600	25	25	100%			15.42	21.74	6,409,000	3/23/2019	2/3/2020	4/4/2022
2019-140497	McAirlaid's	Franklin	12,500	5,500		500	25	11	44%			18.08	17.94	8,140,000	12/1/2018	3/7/2019	4/5/2022
2018-139970	Amthor International	Pittsylvania	52,500	9,750		750	70	14	19%			14.40	14.88	2,800,000	11/1/2017	12/4/2017	4/18/2022
2021-141817	Tempur Production	Scott	17,500	17,500		700	25	25	100%			16.01	15.80	16,700,000	12/1/2020	1/4/2021	4/28/2022
2019-140509	Gwaltney of Smithfield	Suffolk	112,000	96,800		800	140	121	86%			35.56	28.40	1,312,000	11/8/2018	11/19/2018	5/10/2022
2019-140901	Aireon	Fairfax	28,000	6,000		500	56	12	21%			50.47	50.76	2,000,000	10/1/2018	11/22/2018	5/12/2022
2019-141080	Macedon Technologies	Fairfax	102,900	11,200		700	147	16	11%			41.54	35.31	1,650,000	3/26/2019	4/10/2019	5/12/2022
2019-140949	Blue Ridge Industries	Frederick	7,800	7,800		600	13	13	100%			23.39	15.38	3,700,000	3/27/2019	6/17/2019	5/17/2022
2018-138602	Aprian	Fairfax	288,000	224,800		800	360	281	78%			60.01	59.26	28,083,508	4/1/2018	4/2/2018	5/18/2022
2019-140925	High Purity Systems, Inc.	Manassas	73,500	31,500		700	105	45	43%			49.13	37.83	8,500,000	4/11/2019	4/15/2019	6/15/2022
2019-140987	Lithouse Foods Inc	Danville	76,800	76,800		800	96	96	100%			14.16	20.37	46,240,000	5/1/2019	10/26/2020	6/15/2022
2018-140035	Two Six Technologies	Arlington	43,500	34,500		500	87	69	79%			61.44	58.67	3,400,000	7/2/2018	7/9/2018	6/16/2022
2018-140198	M.C. Dean	Caroline	70,000	70,000		700	100	100	100%			24.81	21.24	25,095,001	3/12/2019	2/18/2019	7/22/2022
2019-140715	Petalcard	Chesterfield	44,500	22,000		500	89	44	49%			21.30	21.89	300,000	4/26/2019	4/29/2019	7/22/2022
2018-140210	Hallo DX	Richmond City	18,900	7,200		900	21	8	38%			51.48	57.01	1,700,000	12/20/2018	2/26/2019	8/15/2022
2017-138143	Carry On Trailer Company	Westmoreland	29,400	29,400		700	42	42	100%			14.30	18.39	1,625,000	10/1/2018	4/1/2019	8/22/2022
2019-140677	DroneUp	Virginia Beach	20,500	20,500		500	41	41	100%			25.54	49.27	130,000	5/15/2019	7/8/2019	8/22/2022
2018-140285	The Results CX	Chesterfield	210,000	134,400		350	600	384	64%			11.06	10.50	1,500,000	1/4/2019	1/4/2019	8/29/2022
2017-137719	WillowTree Apps Inc.	Albemarle	200,000	129,000	1,000	200	129	65%				38.46	40.40	12,300,000	1/1/2018	1/1/2018	9/1/2022
2020-141413	Lyon Shipyard	Norfolk	98,175	98,175		825	119	119	100%			33.00	28.63	24,369,634	12/12/2019	12/16/2019	9/9/2022
2019-141040	Blue Ridge Designs LLC	Carroll	70,800	27,600		600	118	46	39%			13.11	10.03	2,275,000	3/13/2019	3/13/2019	9/13/2022

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As of December 31, 2023 - sorted by Initial Performance Date

Project number ¹	Project name	Locality	Awarded Grant Amount (\$)	Actual Grant Amount Paid (\$)	Reimbursement Rate Per Job (\$)	New Jobs Target ²	Actual New Jobs	% of New Job Target Achieved	Retrained Jobs Target ²	Actual Jobs Retrained	% of Retrained Jobs Target Achieved	Average Hourly Wage Target (\$)	Actual Hourly Wage (\$)	Capital Investment Target (\$) ³	VJIP Application Date	Date of First Hire ⁴	Initial Performance Date ⁵
2021-141891	Intertape Polymer Group	Pittsylvania	40,000	40,000	800	50	50	100%	-	-	-	20.06	20.81	45,000,000	1/1/2021	1/18/2021	9/20/2022
2021-141847	ID.me	Fairfax	358,500	358,500	750	478	478	100%	-	-	-	55.18	25.27	2,597,103	5/1/2020	5/6/2020	9/28/2022
2017-138145	Merchant House International	Bristol	210,400	40,800	800	263	51	19%	-	-	-	15.27	29.43	16,450,000	6/28/2018	4/1/2019	10/4/2022
2018-140222	Plasticap	Russell	33,600	27,300	700	48	39	81%	-	-	-	14.54	16.67	11,800,000	1/28/2019	5/6/2019	10/27/2022
2018-140204	Speyside Bourbon Cooperage, Inc. US	Smyth	87,500	87,500	700	125	125	100%	-	-	-	16.48	18.33	26,000,000	3/27/2019	7/1/2019	12/7/2022
2018-140032	Press Glass SA	Henry	106,000	106,000	500	212	212	100%	-	-	-	17.26	17.95	43,550,000	12/23/2019	12/23/2019	12/14/2022
2018-138386	Sumitomo Machinery Corporation of America	Chesapeake	20,800	20,800	800	26	26	100%	-	-	-	17.30	22.55	11,000,000	8/22/2018	9/3/2019	1/4/2023
2020-141229	Expel	Fairfax	114,800	44,100	700	164	63	38%	-	-	-	55.02	52.56	1,442,000	7/31/2019	8/5/2019	1/17/2023
2021-141728	Klockner Pentaplast of America	Louisa	22,400	22,400	800	28	28	100%	-	-	-	22.63	18.50	19,540,080	10/1/2020	10/1/2020	1/23/2023
2021-141816	Klockner Pentaplast of America	Wythe	20,800	20,800	800	26	26	100%	-	-	-	17.42	15.50	48,550,900	10/1/2020	10/10/2020	1/23/2023
2019-140771	East Coast Repair & Fabrication, LLC	Newport News	120,600	31,800	600	201	53	26%	-	-	-	24.67	33.16	46,576,542	3/25/2019	10/21/2019	3/13/2023
2021-142079	VFP Inc.	Scott	21,000	21,000	700	30	30	100%	-	-	-	15.70	16.15	7,165,800	9/1/2021	10/4/2021	3/27/2023
2020-141444	Modea	Montgomery	15,000	9,000	750	20	12	60%	-	-	-	44.75	40.77	100,000	1/2/2020	1/6/2020	3/28/2023
2019-141073	PRA Group, Inc.	Danville	120,000	59,200	400	300	148	49%	-	-	-	18.87	14.37	10,858,219	9/18/2019	3/2/2020	3/28/2023
2020-141237	ePac	Henrico	21,000	10,200	600	35	17	49%	-	-	-	21.66	21.02	6,570,000	9/5/2019	1/6/2020	3/30/2023
2019-140891	Ozmo	Montgomery	28,000	28,000	700	40	40	100%	-	-	-	26.88	30.65	202,500	4/3/2019	5/6/2019	4/3/2023
2021-141898	Kreative Technologies	Fairfax	222,000	12,750	750	296	17	6%	-	-	-	54.04	50.34	1,500,000	4/20/2020	4/20/2020	4/5/2023
2016-136892	Panacea Nutrition	Pittsylvania	70,000	11,000	1,000	70	11	16%	-	-	-	16.88	76.00	5,000,000	1/2/2019	2/12/2020	5/3/2023
2020-141457	Real Performance Machinery	Grayson	29,500	29,500	500	59	59	100%	-	-	-	17.24	25.69	7,595,000	6/15/2020	6/15/2020	5/15/2023
2020-141700	Shenandoah Valley Organic	Harrisonburg	82,500	82,500	750	110	110	100%	-	-	-	21.30	22.17	64,250,000	10/1/2020	1/19/2021	6/7/2023
2017-138126	Nestle USA	Arlington	112,500	97,500	750	150	130	87%	-	-	-	77.11	55.60	5,000,000	6/15/2020	6/15/2020	6/12/2023
2020-141724	Fortune Auto Sales	Powhatan	7,000	4,200	700	10	6	60%	-	-	-	16.33	13.50	275,000	3/20/2020	5/5/2020	6/14/2023
2021-142042	MI Technical Solutions, Inc.	Chesapeake	8,500	8,500	850	10	10	100%	-	-	-	32.79	35.79	110,000	2/25/2021	3/1/2021	6/16/2023
2020-141460	Apex Systems	Henrico	420,000	255,000	600	700	425	61%	-	-	-	44.26	45.08	12,441,741	3/1/2020	3/1/2020	6/28/2023
2020-141513	Spig Industry, Inc	Washington	79,100	25,200	700	113	36	32%	-	-	-	19.88	14.00	8,354,169	6/1/2020	6/22/2020	6/29/2023
2020-141123	AeroFarms	Pittsylvania	64,400	64,400	700	92	92	100%	-	-	-	16.80	23.37	41,836,000	10/1/2019	2/9/2022	7/3/2023
2019-140723	Speyside Bourbon Stave Mill	Bath	33,750	7,500	750	45	10	22%	-	-	-	12.98	13.00	114,000	1/15/2019	3/9/2020	8/7/2023
2021-141844	Ison Furniture	Pittsylvania	105,000	18,200	700	150	26	17%	-	-	-	19.23	17.00	3,500,000	10/1/2020	11/1/2020	8/7/2023
2018-138496	Global Technical Systems	Virginia Beach	777,000	46,900	700	1,110	67	6%	-	-	-	35.28	24.96	54,700,000	9/19/2017	6/10/2019	8/11/2023
2021-141860	Patton Logistics, LLC	Pulaski	27,300	27,300	700	39	39	100%	-	-	-	22.36	21.00	4,000,000	7/1/2021	7/8/2021	8/18/2023
2020-141383	SPARC Research	Fauquier	12,800	11,200	800	16	14	88%	-	-	-	46.57	65.87	2,473,000	6/1/2020	6/15/2020	8/24/2023
2018-140229	Volvo Trucks North America	Roanoke	150,000	150,000	600	250	250	100%	-	-	-	23.61	21.88	13,000,000	1/1/2019	10/7/2019	10/5/2023
2021-141874	Afton Scientific	Albemarle	15,000	15,000	750	20	20	100%	-	-	-	23.32	27.18	500,000	10/13/2020	10/19/2020	10/5/2023
2020-141462	Ridgeline International, Inc.	Fairfax	121,500	42,000	750	162	56	35%	-	-	-	74.07	61.94	1,750,000	9/1/2020	9/1/2020	10/16/2023
2020-141626	Applied Felts, Inc.	Martinsville	12,750	12,750	850	15	15	100%	-	-	-	24.03	25.90	1,950,000	6/1/2020	1/25/2021	11/2/2023
2019-140577	Castle Hill Gaming	Albemarle	84,800	22,400	800	106	28	26%	-	-	-	39.24	37.89	1,306,000	10/18/2018	1/2/2019	11/6/2023
2021-142116	VF Corporation	Henry	57,400	57,400	700	82	82	100%	-	-	-	16.26	19.05	10,200,000	10/1/2021	10/4/2021	11/28/2023
2020-141719	Shenandoah Valley Hemp	Rockingham	10,500	8,250	750	14	11	79%	-	-	-	22.84	15.00	3,282,000	7/3/2020	9/1/2020	12/11/2023
			21,777,381	14,051,661		26,483	15,919	60%	5,705	5,538	97%			2,912,905,648			

¹Reporting includes projects with applications submitted FY17 (July 1, 2016) through FY24 (December 31, 2023)

²Reflects company's commitment to job creation and or retraining. Company is not reimbursed for new jobs or retrained jobs above the target.

³Reflects company's commitment to capital investment. VJIP grants are not offered for projects not meeting the statutory minimum threshold of projected capital investment (statutory minimums: \$1MM for New Jobs Program; \$100K for Small Business New Jobs Program; \$500K for Retraining Program; \$50K for Small Business Retraining Program).

⁴Reflects date of first hire, which is the starting date of the 36-month performance period for New Jobs Programs. N/R reflects that no reimbursement was requested. N/A reflects this item is not applicable because it is a retraining project.

⁵Reflects date of project closeout. Initial Performance date is 36 months after the date of first hire (New Jobs programs) or the date of the application (Retraining programs), or once the company achieves the target new jobs or retrained jobs, whichever occurs first.

Status report on Custom Grants projects - Inception through present¹

Important note: Additional requirements for Custom Performance Grant outlined in individual MOUs.

As of December 31, 2023 - sorted by time remaining until performance date

Project Number	Company Name	Locality	Grant Amount (\$)	Grant Amount Paid to Date ²	MOU Execution Date	Performance Date	Job Creation Target	Job Creation as of Most Recent Payment Application ⁴	% of Job Creation Target as of Most Recent Payment Application	Capital Investment Target (\$)	Capital Investment as of Most Recent Payment Application (\$) ⁴	% of Capital Investment Target as of Most Recent Payment Application	Average Annual Wage Target (\$) ⁴	Status	Comments
34-15515	Rolls-Royce	Prince George	35,000,000	11,000,000	11/20/2007	12/31/2023	642	391	61%	501,400,000	273,000,000	54%	40,000	Completed	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback. The Company notified VEDP that it is closing operations in Prince George and the MOU has been terminated.
2018-140398	Merck & Co., Inc.	Rockingham	7,500,000	5,000,000	8/20/2019	2/28/2025	152	373	245%	1,000,000,000	843,185,534	84%	100,000	Within Performance Period	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2017-137665	Amazon Web Services, Inc.	Fairfax County	10,500,000	10,500,000	7/1/2018	12/31/2025	1,500	1,682	112%	84,000,000	113,263,668	135%	90,000	Completed	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2020-141161	Microsoft Corporation	Fairfax County	22,500,000	11,250,000	8/1/2020	12/31/2025	1,500	892	59%	64,000,000	136,289,378	213%	112,215	Within Performance Period	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2021-141926	Blue Star	Wythe	8,500,000	0	6/1/2022	12/31/2026	2,464	TBD	N/A	714,100,000	TBD	N/A	42,671	Within Performance Period	\$8.5 million grant will be paid upfront to Wythe County for public water and sewer infrastructure improvements. The contract will have a maximum annual repayment schedule for underperformance.
2016-133016	Huntington-Ingalls	Newport News	46,000,000	38,000,000	8/15/2016	12/31/2026	1,120	1,120	100%	750,000,000	1,631,700,000	218%	50,289	Within Performance Period	Award consists of two separate grants of which the company has satisfactorily met the requirements of one. Further, the company must file a final report in 2025 and in 2027 for each grant respectively and may be subject to clawback in the case of underperformance.
2019-141041	Morgan Olson, LLC	Pittsylvania	7,000,000	500,000	6/30/2020	12/31/2027	703	574	82%	57,837,356	58,872,643	102%	34,274	Within Performance Period	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2019-140584	Volvo Trucks North America	Pulaski	16,500,000	4,000,000	8/1/2020	9/30/2029	777	111	14%	397,000,000	134,604,170	34%	51,624	Completed	Payments of the \$12.5 million grant related to job creation are made after new job milestones have been met, and are, therefore, not subject to clawback. Payment of \$4.0 million grant related to capital investment is not subject to clawback as capital investment has been achieved. The Company notified VEDP that it would be unable to meet the job creation component of the MOU and the MOU was terminated.
2021-141906	CMA CGM	Norfolk	9,042,875	0	8/1/2021	9/30/2030	415	295	71%	36,000,000	4,570,399	13%	113,636	Within Performance Period	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2021-141926	CoStar	Richmond City	15,000,000	0	TBD ³	12/31/2031	1,984	TBD	N/A	460,500,000	TBD	N/A	85,604	MOU Not Yet Executed	\$15.0 million grant will be paid upfront to the City of Richmond for pedestrian improvements. The contract will have a maximum annual repayment schedule for underperformance.
2018-138527	Micron Technology, Inc.	Manassas	70,000,000	70,000,000	8/1/2018	6/30/2033	1,106	415	38%	2,980,000,000	2,089,437,319	70%	92,000	Within Performance Period	Company has received the full grant but has secured any potential repayment through a cash escrow. The contract has a maximum annual repayment schedule for underperformance.

Status report on Custom Grants projects - Inception through present¹

Important note: Additional requirements for Custom Performance Grant outlined in individual MOUs.

As of December 31, 2023 - sorted by time remaining until performance date

Project Number	Company Name	Locality	Grant Amount (\$)	Grant Amount Paid to Date ²	MOU Execution Date	Performance Date	Job Creation Target	Job Creation as of Most Recent Payment Application ⁴	% of Job Creation Target as of Most Recent Payment Application	Capital Investment Target (\$)	Capital Investment as of Most Recent Payment Application (\$) ⁴	% of Capital Investment Target as of Most Recent Payment Application	Average Annual Wage Target (\$) ⁴	Status	Comments
2022-142431	LEGO	Chesterfield	75,000,000	17,326,820	6/1/2022	12/31/2035	1,761	TBD	N/A	1,043,000,000	TBD	N/A	64,257	Within Performance Period	Grant consists of \$56.0 million custom grant and \$19.0 million grant paid upfront to Chesterfield County for infrastructure improvements. The contract will have a maximum annual repayment schedule for underperformance related to the infrastructure grant; otherwise, payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2019-140933	Siemens Gamesa	Portsmouth	17,100,000	0	10/22/2021	9/30/2036	310	TBD	N/A	83,638,400	TBD	N/A	63,091	Within Performance Period	\$17.0 million grant paid upfront to the Virginia Port Authority from bond proceeds to be used for site improvements at the Portsmouth Marine Terminal. The contract will have a maximum annual repayment schedule for underperformance.
2018-138510	Amazon.com, Inc.	Arlington	550,000,000	0	11/12/2018	12/31/2038	25,000	6,939	28%	2,000,000,000	598,946,080	N/A	150,000	Within Performance Period	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
2021-142060	Rocket Lab USA	Accomack	15,000,000	0	8/15/2023	6/30/2040	246	TBD	N/A	103,000,000	TBD	N/A	95,822	Within Performance Period	\$15.0 million grant will be paid upfront to the Virginia Spaceflight Authority for the infrastructure improvements and construction of the facility. The contract will have a maximum annual repayment schedule for underperformance.
2022-142442	Amazon Web Services, Inc.	Multiple	140,000,000	0	TBD ³	12/31/2040	1,500	TBD	N/A	50,000,000,000	TBD	N/A	122,300	MOU Not Yet Executed	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
TOTAL			1,044,642,875	167,576,820			41,180	12,792	31%	60,274,475,756	5,883,869,191	10%			

¹Reflects latest data received from the company; TBD means the company has not yet filed its first payment application; thus, performance has not yet been verified.

²Denotes how much of the grant has actually been paid out to the company.

³Project has been announced but the performance agreement has not yet been signed.

⁴Job creation and wages are verified with the Virginia Employment Commission and capital investment is verified through the local Commissioner of the Revenue.

KEY - CUSTOM GRANT LEGISLATIVE NAMES BY PROJECT

- Amazon.com, Inc. = Major Headquarters Program
- Amazon Web Services, Inc.(2017-137665) = Special Workforce Grant
- Amazon Web Services, Inc. (2022-142442) = Cloud Computing Cluster Infrastructure Grant
- Blue Star = Nitrile Glove Manufacturing Training Program
- CMA CGM = Shipping and Logistics Headquarters Grant Program
- CoStar = Property Analytics Firm Grant Program
- Huntington-Ingalls = Advanced Shipbuilding Production Facility Grant Program
- LEGO = Precision Plastic Manufacturing Grant Program
- Merck & Co., Inc. = Pharmaceutical Manufacturing Grant
- Micron Technology, Inc. = Semiconductor Manufacturing Grant Program
- Microsoft Corporation = Technology Development Grant Program
- Morgan Olson, LLC = Advanced Production Grant Program
- Rocket Lab USA = Space Flight Operations Facilitation Program
- Rolls-Royce = Aerospace Engine Manufacturing Performance Grant Program
- Siemens Gamesa = Offshore Wind Component Grant Program
- Volvo Trucks North America = Truck Manufacturing Grant Program

TOPICS FOR NEXT MEETING

March 7, 2024