



VEDP Board of Directors Meeting

March 17, 2022 - 9 a.m. to 1 p.m.

VEDP Richmond Office

901 E. Cary Street

7th Floor

Richmond, VA, 23219



Meeting Book - VEDP Board of Directors Meeting - March 17, 2022 @ 9 a.m. EST

Table of Contents

FULL BOARD MEETING MATERIALS - March 17, 2022

VEDP Notable News - October 14, 2021 thru March 1, 2022

Agenda - VEDP Board Meeting March 17, 2022

DRAFT Board Meeting Minutes - October 2021

President's Report - March 2022

CLOSED SESSION MATERIALS (Full Board Meeting)

FY23 Operational Plan Major Initiatives

FY23 Marketing Plan

International Trade Plan

Quarterly Marketing Effectiveness / Lead Generation Report

Virginia Office of Education Economics Overview

Federal Funding Opportunities

EXECUTIVE COMMITTEE MEETING MATERIALS - March 16, 2022

Agenda - Executive Committee Meeting March 16, 2022

DRAFT Executive Committee Meeting Minutes - October 2021

DRAFT Special Executive Committee Meeting Minutes - November 2021

President's Report - March 2022

Business Outreach - March 2022

FY23 Operational Plan Major Initiatives

FINANCE & AUDIT COMMITTEE MEETING MATERIALS - March 16, 2022

Agenda - Finance & Audit Committee Meeting March 16, 2022

DRAFT Finance & Audit Committee Meeting Minutes - October 2021

VEDP FY21 Internal Control Report

VEDP FY21 Audit Report - Financial Statement Opinion

Controller's Report to FAC - March 2022

External Affairs Audit Report - December 2021

General Counsel Audit Report - December 2021

Extension Requests

Clawback Updates (and OAG Referrals)

LEGISLATIVE & POLICY COMMITTEE MEETING MATERIALS -

March 16, 2022

Agenda - Legislative & Policy Committee Meeting - March 16, 2022

DRAFT Legislation & Policy Committee Meeting Minutes - June 2021

DRAFT Legislation & Policy Committee Meeting Minutes - October 2021

General Assembly Outcomes

**RURAL VIRGINIA ACTION COMMITTEE MEETING MATERIALS -
March 16, 2022**

Agenda - Rural Virginia Action Committee Meeting - March 16, 2022

DRAFT Rural Virginia Action Committee Meeting Minutes - June 2021

DRAFT Rural Virginia Action Committee Meeting Minutes - October
2021

Opportunities for Rural Virginia

NOTABLE NEWS

October 14, 2021 – March 1, 2022

#1  **2021**
Best Overall
Business Climate

#1  **2021**
Best Regional
Workforce Development –
South Atlantic

6,687 

Jobs From VEDP-Assisted
Project Announcements

\$1.8B 

Capital Investment From VEDP-
Assisted Project Announcements

127 

New VEDP-Generated
Leads



Albemarle County
64 new jobs
\$27.7M capital investment
Central Virginia



Henrico County
70 new jobs
\$175K capital investment
Greater Richmond



Fairfax County
40 new jobs
\$700K capital investment
Northern Virginia



City of Portsmouth
310 new jobs
\$200M capital investment
Hampton Roads



Henry County
82 new jobs
\$10.2M capital investment
Southern Virginia



Stafford County
500 new jobs
Greater Fredericksburg



Buchanan County
22 new jobs
\$675K capital investment
Southwest Virginia e-region



Hanover County
125 new jobs
\$80.2M capital investment
Greater Richmond



Warren County
67 new jobs
\$40.3M capital investment
Northern Shenandoah Valley



Henrico County
80 new jobs
\$122.5M capital investment
Greater Richmond

NOTABLE NEWS

October 14, 2021 – March 1, 2022



Campbell County
97 new jobs
Lynchburg Region



Scott County
30 new jobs
\$7.2M capital investment
Southwest Virginia



City of Winchester
111 new jobs
\$31.5M capital investment
Northern Shenandoah Valley



Fairfax County
400 new jobs
\$15.9M capital investment
Northern Virginia



Stafford County
40 new jobs
\$ 2.2M capital investment
Greater Fredericksburg



Albemarle County
18 new jobs
\$260K capital investment
Central Virginia



City of Richmond
2,000 new jobs
\$460M capital investment
Greater Richmond



Chesterfield County
300 new jobs
\$17.7M capital investment
Greater Richmond



City of Chesapeake
210 new jobs
\$267M capital investment
Hampton Roads



City of Richmond
125 new jobs
\$1.5M capital investment
Greater Richmond



City of Newport News
26 new jobs
\$8.5M capital investment
Hampton Roads



New Kent County
352 new jobs
\$185.2M capital investment
Greater Richmond



Augusta County
500 new jobs
Shenandoah Valley



Hanover County
249 new jobs
\$34.2M capital investment
Greater Richmond



Fairfax County
180 new jobs
\$2.6M capital investment
Northern Virginia



Accomack County
250 new jobs
Eastern Shore

Minutes
Board of Directors of the Virginia Economic Development Partnership Authority
October 21, 2021
Hybrid In-Person and Electronic (Zoom) Meeting

Welcome and Call to Order

The meeting was called to order at 9:03 a.m. by Chair, Dan Pleasant, who noted that a quorum was present.

- In person Board Members: Greg Fairchild, Deborah Flippo, Secretary Joe Flores, Rick Harrell, April Kees, Ned Masee, Anne Oman, Dan Pleasant, Marianne Radcliff, and Xavier Richardson
- Virtual Board Members: Dan Clemente, Stephen Edwards, Vincent Mastracco, and Steven Stone
- Board Members absent: Nancy Howell Agee, Secretary Brian Ball, and Carrie Chenery
- In-person VEDP Staff Members: David Devan, Jason El Koubi, Stephanie Florie, Jennifer Garrett, Sandi McNinch, Stephen Moret, Christy Morton, and Jordan Snelling
- Virtual VEDP Staff Members): Stephanie Agee, Ben Anderson, Lindsay Barker, Vince Barnett, Christine Bell, Lindsey Bertozzi, Jamie Canup, Nicole David, Emily Fay, Kevin Farrelly, Katherine Goodwin, Bob Grenell, Pam Harder, Heather McKay, Lori Melancon, Debbie Melvin, Cole Pearce, Melissa Pritchard, John Mehfoud, Nathalie Molliet-Ribet, Tim Stuller, Carrie Vuori, and Adam Watkins
- In-person guests: Amanda DiMeo, Mike Ligon, Megan Lucas, Cass Rasnick, and Billy Vaughn
- Virtual guests: Steve Adcox, Mallory Butler, Don Ferguson, Chris Kalafatis, Randy Sherrod, and Toni Walker

Welcome and Announcements

Chair Pleasant welcomed guests to the hybrid in-person and electronic meeting of VEDP's Board of Directors. He noted that a quorum of members is present at VEDP headquarters, and that several members of the Board and guests are joining electronically.

Chair Pleasant added that the Board is gathered now in-person and in a Zoom environment that is open to the public. The agenda suggests that the Board will enter into a closed meeting for a portion of the meeting. When the Board is ready to enter into a closed meeting, the Board members and VEDP support staff and legislative guests necessary to support the closed

meeting will leave the public Zoom environment and gather in a separate Zoom environment. When the closed meeting is concluded, the Committee members will rejoin the public Zoom environment and the public portions of the meeting will continue. Should anyone from the public get disconnected from the public Zoom environment and be unable to re-engage, he or she should call 804.545.5615 and speak to Jennifer Garrett. VEDP will do its best to re-engage and will halt the public portion of the meeting until the connection can be re-established.

Chair Pleasant shared a few reminders of things that would be different than past meetings:

- Everything on the public Zoom environment will be recorded and the recording will be posted on VEDP's website.
- All votes will be taken by roll call.
- During the public comment period, any member of the public not present at the physical meeting site wishing to make a comment may simply unmute and speak at that time, or use the Chat function and ask to be given an opportunity to speak.
- Likewise, during the meeting, Board members not present at the physical meeting site may simply unmute themselves to speak or use the Chat function.

Public Comment Period

Chair Pleasant solicited public comments. There were none.

Approval of Minutes

Chair Pleasant asked for approval of the minutes from the June 17, 2021 meeting. A motion was made by Mr. Masee and seconded by Mr. Harrell and the minutes were approved as presented by roll call vote.

Upon the vote:	Mr. Pleasant	Aye
	Mr. Clemente	Aye
	Mr. Edwards	Aye
	Mr. Fairchild	Aye
	Ms. Flippo	Aye
	Secretary Flores	Abstained
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Masee	Aye
	Mr. Mastracco	Aye
	Ms. Oman	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye
	Mr. Stone	Absent for the vote

Chairman's Report

Chair Pleasant began his report by offering thanks and congratulations to VEDP staff for a strong finish to FY21 and great start to FY22. Mr. Pleasant spoke about the organization's successes over the last year working under difficult conditions. The meeting attendees offered a round of applause for VEDP staff.

Chair Pleasant welcomed new Board members, Secretary Joe Flores and Steven Stone.

Chair Pleasant shared notable updates since the last meeting, including kudos for several Board members on recent accomplishments.

- Chair Pleasant congratulated Ms. Chenery and family on the birth of their second daughter.
- Chair Pleasant congratulated Mr. Fairchild on being named inaugural Dean and CEO of UVA NOVA. Chair Pleasant added that this significant promotion continues Greg's exemplary record at University of Virginia.
- Chair Pleasant also shared that Ms. Flippo was recently honored by the Virginia Economic Developers Association (VEDA) with a Cardinal Award. He said that this is a very prestigious award, as only 1-2 ppl across the Commonwealth are honored each year.

Chair Pleasant offered special thanks to Mr. Masee for his dedicated service as Board Chair of VEDP over the past two fiscal years. Chair Pleasant presented Mr. Masee with a framed gift, which Mr. Moret explained includes the cover of a recent issue of *Virginia Economic Review* on the COVID-19 era and a signed letter from Governor Northam.

Mr. Moret read the letter aloud to the meeting participants who offered a round of applause at the conclusion.

Mr. Masee said that it has been a pleasure and a privilege to be involved with VEDP for as long as he has and to follow in the footsteps of many distinguished past chairs. Mr. Masee thanked the Board, Mr. Moret, and the entire organization for their dedication, passion, and professionalism. Mr. Masee asked Mr. Moret to share his appreciation of the gift with Secretary Ball and the Governor.

Chair Pleasant ended his remarks by reviewing the meeting agenda.

President's Report

Mr. Moret mentioned that John Loftus, VEDP Sites and Buildings Manger, was also recently recognized by the Virginia Economic Developers Association (VEDA) with a Cardinal Award. Mr. Moret congratulated Mr. Loftus on this honor.

Mr. Moret shared final Business Investment (BI) results for FY21. Mr. Moret stated that the International Trade team also had a great year and said that Ms. Agee would be providing an update later in the meeting. Mr. Moret reminded the group that these outstanding results represent the work of the entire organization.

Mr. Moret reviewed VEDP's FY22 BI goals and progress that has been made toward them.

Mr. Moret provided an update on VEDP's FY22 Major Initiatives, noting a couple that are running a little behind, but should be completed by the end of the fiscal year.

Mr. Moret spoke about the size of the current capital investment pipeline, stating that it is the largest the Commonwealth has ever seen. He said that while Virginia should win some of these projects, many will be lost due to a lack of sites.

Mr. Moret mentioned progress on national rankings, highlighting the CNBC “Top State for Business” ranking, adding that Virginia is the only state to be in the #1 spot two years in a row. He also said the Virginia Talent Accelerator Program has climbed to #2 in both of the national rankings, which is at least a year ahead of schedule for where the program was projected to be at this time.

Mr. Moret spoke about recent briefings with candidates for Governor, McAuliffe and Youngkin on opportunities for the next administration. They were positive about the work of VEDP and supportive of economic development priorities.

Mr. Moret said that the Virginia Talent Accelerator Program has taken on approximately 15 new projects touching all areas of the state.

Mr. Moret reminded participants that VEDP has been operating under required remote work, with a few exceptions, since the start of the pandemic. He explained that VEDP is considering a hybrid work model for the future, which would be instituted upon the staff’s return to the office. He added that the pilot program will likely consist of two days of remote work and three days in the office each week.

International Trade Performance Metrics for FY21

Chair Pleasant introduced Ms. Agee to share her report.

Ms. Agee reviewed the results of a survey of companies enrolled in VEDP’s International Trade programs and services. International Trade achieved exceptionally high scores for the quality of its programs and services.

Ms. Agee shared that companies attributed \$670M in export sales, \$377M in existing international sales, and a \$293M increase in international sales to VEDP International Trade programs in 2021.

Ms. Agee said that survey respondents identified reimbursement funds, market research, and connections as the types of assistance that would be most valuable to them in the next year.

Ms. Agee explained that these results show that international sales remain an important component of company strategies.

Update on Advisory Committee on International Trade

Chair Pleasant introduced Mike Ligon, Chair of the Advisory Committee on International Trade.

Mr. Ligon reported out on recent activities of the Committee. He shared that the Committee continues to stay engaged on securing additional funding for the Governor’s International Trade Plan and thanked the General Assembly for the support they have offered to date.

Mr. Ligon spoke about ideas for import and export opportunities.

Mr. Ligon said that he is proud of how the Committee has evolved and thanked Mr. Masee for being a part of the Committee. Mr. Ligon added that the Committee has become a team and

that the entire Committee is continuing to push the message of the importance of the International Trade Plan. He said the Committee hopes to get citizens and businesses excited about the plan to gain additional support.

Chair Pleasant thanked Mr. Ligon, Mr. Masee, and Secretary Ball for supporting the Committee and applauded them for being a value-add partner to VEDP's International Trade team. Mr. Masee thanked Governor Northam for his vision in creating the plan.

Chair Pleasant thanked Mr. Ligon for his remarks.

Presentations from Local and Regional Partners

Megan Lucas, CEO of Lynchburg Regional Business Alliance

Ms. Lucas spoke about her organization's great relationship with VEDP. She said that VEDP is the best state level economic development organization she has ever worked with, adding that VEDP is fortunate to have Mr. Moret, Mr. El Koubi, Ms. Melancon, Mr. Barnett and the rest of the team.

Ms. Lucas shared a video of regional CEO's sharing what they love about doing business in the Lynchburg region.

Ms. Lucas spoke about products that are manufactured in the region, local universities, and other assets of the area. Ms. Lucas also reviewed the focus sectors for her region.

Mr. Harrell asked Ms. Lucas how much of her organization's funding comes from Lynchburg. Ms. Lucas responded that 70% comes from the private sector and 30% comes from the public sector. She stated that she would like to see this as an 80/20 split in the future.

Mr. Moret asked what Ms. Lucas sees as the biggest challenges regional economic development organizations like hers face in Virginia. Ms. Lucas answered that her biggest challenges are site development and workforce

Chair Pleasant thanked Ms. Lucas for her presentation.

Billy Vaughn, Director of Economic Development, City of Staunton

Mr. Vaughn introduced his colleague, Amanda DiMeo.

Mr. Vaughn expressed his appreciation for the VEDP team. He said he values their energy, ideas, knowledge, and genuine effort to help local regions.

Mr. Vaughn spoke about lead generation efforts at VEDP. He said that he always feels included in the process and that he has been pleased to receive 1-2 leads per month from VEDP, even during the pandemic era.

Mr. Vaughn spoke about Staunton Crossing and the need to upgrade this site to Tier 4 status. He reviewed the site specifications, development history, and future plans, including marketing for the site.

Mr. Vaughn shared a video on the region featuring employers, universities, and quality of life assets. He encouraged the meeting participants to visit the area.

Mr. Harrell asked what the target industries for the Staunton Crossing site are. Mr. Vaughn answered, advanced manufacturing, logistics, and medical.

Chair Pleasant applauded Mr. Vaughn for his perseverance and thanked him for his presentation.

VEDP Board Policy on Electronic Participation

Ms. McNinch reviewed Freedom of Information Act (FOIA) electronic participation options.

Ms. McNinch shared proposed updates to VEDP's electronic participation policy to reflect changes in the Code of Virginia.

Mr. Masee made a motion to accept the revised electronic meeting policy. Mr. Richardson seconded the motion, and the motion was approved by roll call vote.

Upon the vote:	Mr. Pleasant	Aye
	Mr. Clemente	Aye
	Mr. Edwards	Aye
	Mr. Fairchild	Aye
	Ms. Flippo	Aye
	Secretary Flores	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Masee	Aye
	Mr. Mastracco	Aye
	Ms. Oman	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye
	Mr. Stone	Aye

Finance and Audit Committee Report

Mr. Fairchild provided an update on the topics that were discussed during the Finance and Audit Committee (FAC) meeting on October 20, 2021.

Mr. Fairchild reviewed the following consent agenda items, which were brought to the Board for a vote.

- VEDP FY22 Quarterly Financial Results (thru 9/20/2021)
- Internal Audit Update
- Clawback Update which showed no new items have been referred to the Office of Attorney General and no overdue clawbacks
- Report on COF Progress Reports for FY21
- Semi-annual Report on Incentives Performance
- Extension Requests (total of 7)
 - **Ferguson Enterprises, LLC** has requested a first extension of 15 months to make more progress on reaching its employment target.

- **Monogram Foods** has requested a first extension request of 15 months to meet its employment target.
- **Phoenix Packaging** has requested a first extension request of 15 months to meet its employment target.
- **Premier Tech** has requested a first extension request of 15 months to meet its employment and investment targets.
- **Tessy Plastics, LLC** has requested a first extension of 15 months to meet its employment target.
- **Kyocera SGS Tech Hub** has requested a second extension request to meet its employment target. This second extension request will require MEI approval.
- **Iron Mountain Information Management, LLC** has requested a first extension of 18 months to meet its employment target.

Mr. Harrell made a motion to approve the consent agenda. Mr. Richardson seconded the motion, and the motion was approved by roll call vote.

Upon the vote:	Mr. Pleasant	Aye
	Mr. Clemente	Aye
	Mr. Edwards	Aye
	Mr. Fairchild	Aye
	Ms. Flippo	Aye
	Secretary Flores	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye for all consent agenda items, with the exception of the Kyocera second extension request for which Ms. Kees abstained
	Mr. Masee	Aye
	Mr. Mastracco	Aye
	Ms. Oman	Aye for all consent agenda items, with the exception of the Kyocera second extension request for which Ms. Oman abstained.
	Ms. Radcliff	Aye
	Mr. Richardson	Aye
	Mr. Stone	Aye

Legislation and Policy Committee Report

Legislation and Policy Committee Chair Marianne Radcliff gave an update on the topics that were discussed during the Committee meeting on October 20, 2021.

Ms. Radcliff reported that during the meeting, Ms. Morton discussed the legislative proposals that were submitted to the Secretary's office in August.

Ms. Radcliff stated that Ms. Morton also presented on VEDP's Budget requests that were due at the end of September. Ms. Radcliff said the most significant request includes \$150 million to expand the Virginia Business Ready Sites Program (VBRSP). She added that this large, one-time request would allow VEDP to begin to develop a portfolio of mega and mid-sized sites to support projects.

Ms. Radcliff said that the Committee heard about other operational requests including the final ramp up for the Talent Accelerator Program (\$2.3M FY23 and FY24), fully funding the initiatives outlined in the International Trade Plan (\$3.5M FY23 and \$7M FY24, in addition to the \$1.1M last year), and expanding out-of-state marketing for the Commonwealth (\$1.5M FY23 and \$3M FY24). She said Ms. Morton also reported that one additional request provides sustained funding for VEDP functions (Incentives, Audit, and Talent Management Program) outlined in the Code and based on JLARC recommendations (\$1M FY23 and FY24). Ms. Morton explained to the Committee that VEDP has been utilizing carryover funds to cover the costs of these functions, which is not sustainable for the long term.

Ms. Radcliff said that in addition to VEDP's Operational requests, Ms. Morton also reviewed incentive-related requests submitted by VEDP.

Ms. Radcliff explained that the Governor will announce his budget on December 16 to a joint meeting with House Appropriations, House Finance, and Senate Finance and Appropriations committees.

Ms. Radcliff said the Committee also discussed outreach and engagement, including ideas for how VEDP and the Board can engage with legislators and partners regarding VEDP's initiatives.

Chair Pleasant thanked Ms. Radcliff for her very thorough report.

Rural Virginia Action Committee Report

Rural Virginia Action Committee Chair Rick Harrell gave an update on the topics that were discussed during the Committee meeting on October 20, 2021.

Mr. Harrell said the Committee heard from guest speaker Kristie Proctor, Executive Director and Chris Atkins, Program Director for the Center for Rural Virginia. Mr. Harrell said the guests gave a presentation on the Virginia Rural Institute, which is modeled after a larger program in North Carolina to build the next generation of rural leaders.

Mr. Harrell said that the Committee learned that 30 participants will be accepted into the one-year program. He added that the group will meet four times during the year in various rural locations across the Commonwealth.

Mr. Harrell said that the purpose of the program is to build leadership and relationship skills during a goal-oriented assignment.

Mr. Harrell shared that the public unveiling of the program will be on November 4, 2021 at the Governor's Summit on Rural Prosperity. He added that the registration fee for the program is \$3,500 per person and scholarships are available.

Chair Pleasant thanked Mr. Harrell for his report.

Closed Meeting

Quarterly Marketing Effectiveness / Lead Generation Report; Site Development; Value Proposition Initiative; High-growth Subsector Strategy; Personnel

A motion was made by Chair Pleasant and seconded by Ms. Radcliff to move into a closed meeting. The motion shown below was unanimously approved by those present by roll call vote.

I MOVE THAT THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY CONVENE A CLOSED MEETING PURSUANT TO VIRGINIA CODE §2.2-3711(A)(1) TO ENGAGE IN A DISCUSSION REGARDING THE ASSIGNMENT, APPOINTMENT, PROMOTION, PERFORMANCE, DEMOTION, SALARIES, DISCIPLINING, OR RESIGNATION OF VEDP’S EMPLOYEES, INCLUDING REVIEWS, FRINGE BENEFITS AND SUCCESSION PLANNING; AND PURSUANT TO VIRGINIA CODE §2.2-3711(A)(50) TO ENGAGE IN A DISCUSSION OR CONSIDERATION OF THOSE PORTIONS OF VEDP’S STRATEGIC PLAN, MARKETING PLAN OR OPERATIONAL PLAN, THAT MAY RELATE TO TARGET COMPANIES, SPECIFIC ALLOCATION OF RESOURCES AND STAFF FOR MARKETING ACTIVITIES, AND SPECIFIC MARKETING ACTIVITIES THAT WOULD REVEAL TO THE COMMONWEALTH’S COMPETITORS FOR ECONOMIC DEVELOPMENT PROJECTS THE STRATEGIES INTENDED TO BE DEPLOYED BY THE COMMONWEALTH, THEREBY ADVERSELY AFFECTING THE FINANCIAL INTEREST OF THE COMMONWEALTH.

Upon the vote:	Mr. Pleasant	Aye
	Mr. Clemente	Aye
	Mr. Edwards	Aye
	Mr. Fairchild	Aye
	Ms. Flippo	Aye
	Secretary Flores	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Masee	Aye
	Mr. Mastracco	Aye
	Ms. Oman	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye
	Mr. Stone	Aye

Mr. Moret asked that VEDP staff and legislative guests be allowed to stay for the closed meeting for all matters, with the exception of personnel matters, and Chair Pleasant agreed.

Back in Open Meeting, Certification of Closed Meeting – Followed by a Roll Call vote:

WHEREAS, THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY HAS CONVENEED A CLOSED MEETING ON THIS DATE PURSUANT TO AN AFFIRMATIVE RECORDED VOTE AND IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT; AND

WHEREAS, THE ACT REQUIRES A CERTIFICATION BY THIS BOARD THAT SUCH CLOSED MEETING WAS CONDUCTED IN CONFORMITY WITH THE ACT;

NOW, THEREFORE, BE IT RESOLVED, THAT THE BOARD CERTIFIES THAT, TO THE BEST OF EACH MEMBER'S KNOWLEDGE, (I) ONLY PUBLIC BUSINESS MATTERS LAWFULLY EXEMPTED FROM OPEN MEETING REQUIREMENTS UNDER THE ACT WERE DISCUSSED IN THE CLOSED MEETING TO WHICH THIS CERTIFICATION RESOLUTION APPLIES, AND (II) ONLY SUCH PUBLIC BUSINESS MATTERS AS WERE IDENTIFIED IN THE MOTION BY WHICH THE CLOSED MEETING WAS CONVENED WERE HEARD, DISCUSSED, OR CONSIDERED IN THE CLOSED MEETING BY THE BOARD.

Upon the vote:	Mr. Pleasant	Aye
	Mr. Clemente	Absent for the vote
	Mr. Edwards	Aye
	Mr. Fairchild	Aye
	Ms. Flippo	Aye
	Secretary Flores	Absent for the vote
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Masee	Aye
	Mr. Mastracco	Aye
	Ms. Oman	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye
	Mr. Stone	Aye

Vote Regarding Closed Session Item

A motion was made by Mr. Masee that the Board of Directors approve the establishment of a deferred compensation program, as summarized for the Board. The initial manager will be Empower Retirement. The VEDP Board Chair is authorized to sign any necessary or appropriate documentation to establish, manage or maintain the program. Mr. Masee further moved that the Board ratify and reaffirm actions previously taken to authorize the Chair to determine the portion of the annual performance compensation of the President and CEO that may be contributed under the program and to make all appropriate adjustments to the employment contract for the President and CEO. The motion was seconded by Mr. Richardson and was approved by roll call vote

Upon the vote:	Mr. Pleasant	Aye
	Mr. Clemente	Absent for the vote
	Mr. Edwards	Aye
	Mr. Fairchild	Aye
	Ms. Flippo	Aye
	Secretary Flores	Absent for the vote
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Masee	Aye
	Mr. Mastracco	Aye
	Ms. Oman	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye
	Mr. Stone	Aye

Anticipated topics for the 03/17/22 Board meeting

Chair Pleasant shared anticipated topics for the next Board meeting.

Adjournment

There being no further business, Chairman Pleasant adjourned the meeting at 1:02 p.m.

Respectfully submitted,

Stephen Moret

Secretary

DRAFT

PRESIDENT'S REPORT

March 2022

TOPICS FOR TODAY

FY22 performance metrics to date: BI and Trade

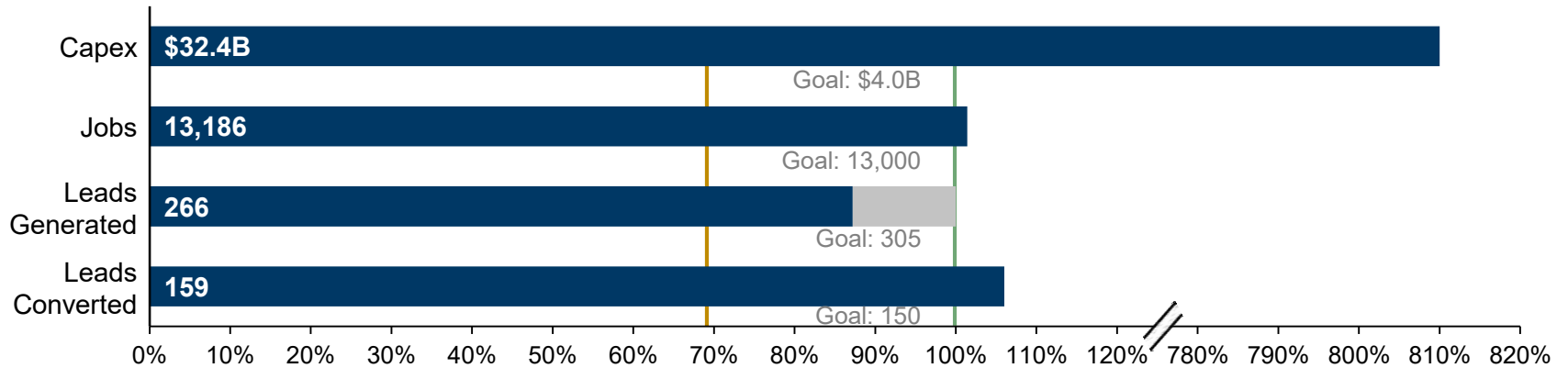
FY22 operational plan – progress dashboard

Notable developments since last meeting

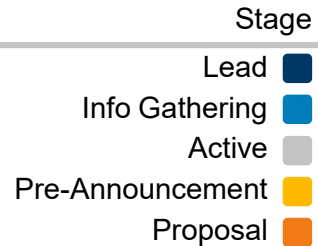
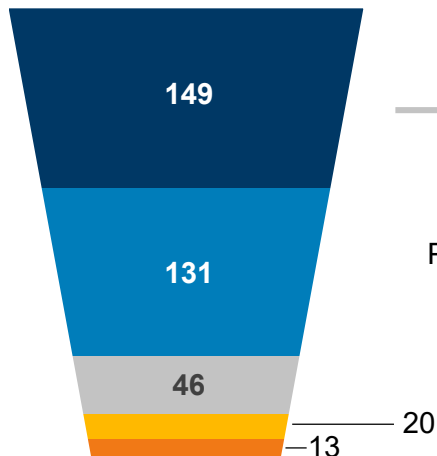
Top priorities for the next few months

PROGRESS AND PIPELINE FOR VEDP-ASSISTED PROJECT DECISIONS TO-DATE JULY 1, 2021 – MARCH 8, 2022 (69.3% THROUGH FY22)

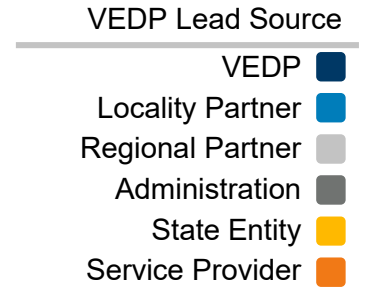
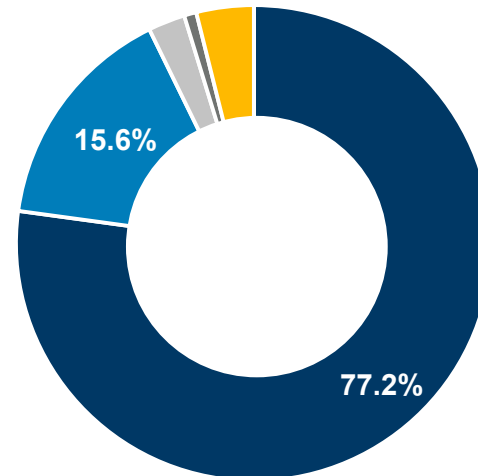
VEDP-Assisted Project Decisions
N = 76



VEDP Open Pipeline (359)

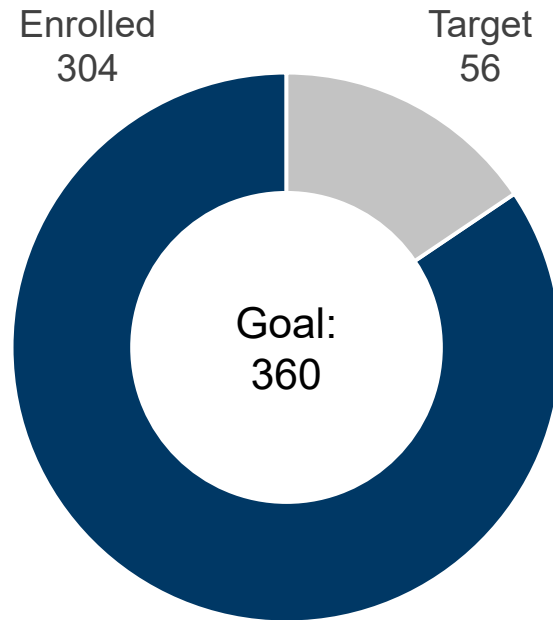


% of VEDP Leads for Open Pipeline



VEDP'S INTERNATIONAL TRADE DIVISION IS ON TRACK TO MEET ITS GOAL OF ENROLLING 360 COMPANIES IN FY22

Companies enrolled in trade programs
July 1, 2021 to March 8, 2022










FY21 Summary

- Last fiscal year, a total of 330 companies enrolled in international trade programs (103% of goal).
- These companies attributed \$670M in international sales and 6,030 trade-supported jobs to VEDP's international trade programs.








Next Steps

- International Trade is continuing to enroll companies in programs and services.
- The team is currently on track to meet its goal of enrolling 360 companies in FY22.

FY22 OPERATIONAL PLAN PROGRESS TRACKER: MAJOR INITIATIVES (1 OF 2)

	Major initiative	Primary owner	Status (% complete)	Comments	Next steps
1.	Develop a playbook to become one of America's top states for tech sector growth across Virginia	Welch	 50%	Completed interviews, compiling qualitative data to inform recommendations	Develop recommendations and move forward with initiatives (e.g., Rural & Small Metro Tech, Unicorn)
2.	Build out the best customized workforce recruitment & training incentive program in the U.S.	Grundmann	 70%	Engaged with 65 new opportunities, prepared 33 proposals, hired 6 FYTD	Begin staffing a western operations Instructional Design team
3.	Expand the Virginia Business Ready Sites Program with a strategic approach and statewide participation	Devan	 80%	Awarded \$7M to 11 sites throughout the Commonwealth; Received excellent feedback from partners on the program	Update strategic approach and VBRSP policy to align with funding amounts in Budget and Code language coming out of session
4.	Expand exports and imports through implementation of high priority initiatives in the International Trade Plan	Agee	 75%	Implemented no-cost ITP initiatives; hosted orientation session/training for first cohort of supply chain program; on track to support 40 more firms via expanded programs	Plan Q2 supply chain program training session with support of the Port of Virginia; prepare STEP grant application and proposal for increased funding
5.	Establish, design, and launch the newly created Virginia Office of Education Economics within VEDP	McKay	 50%	Gathered data sets in house and began process of mocking up core deliverables; set up advisory model for deliverables	Begin to visualize data and share with stakeholders for feedback; start new efforts including the Virginia Skills Initiative
6.	Develop and implement a comprehensive HR talent management strategy	Cox	 45%	Started building abridged Career Paths and identified next division for compensation study	Continue work on career paths and complete compensation study
7.	Complete launch and implementation of Team Virginia to enhance consultant and executive perceptions of Virginia	Melançon	 60%	Planning underway for Spring events, 1:1 board member conversations ongoing	Preparing for April Board meeting scheduled

FY22 OPERATIONAL PLAN PROGRESS TRACKER: MAJOR INITIATIVES (2 OF 2)

	Major initiative	Primary owner	Status (% complete)	Comments	Next steps
8.	Complete value prop materials for all target sectors and facilitate ongoing updates	Melançon; Hartka	 90%	All industries complete and brochures printed; update process in development	Work with teams to develop process for maintaining information and updating materials
9.	Build processes and capabilities needed to effectively and efficiently produce holistic project responses	Barnett; Hartka	 60%	Finalized process of collecting feedback from companies and consultants; working on draft project management processes	Identify and implement product improvements based on feedback; engage with team to get feedback on draft process document
10.	Further develop and execute strategies to capture post-COVID economic recovery and growth opportunities	Devan	 80%	Supported four applications for Build Back Better funding; two applications were selected as finalists: Transportation and Pharma	Support Build Back Better Regional Challenge applications for two VA finalists; support cluster growth regardless of outcome; support applications for infrastructure funding
11.	Implement a best-in-class BRE program, including clear protocols, high productivity, and reporting of insights	Barnett	 n/a	Initiative has been paused due to the program transition to Talent Solutions	Evaluate BRE program and evaluate transition to Talent Solutions
12.	Develop a comprehensive strategy for supporting local and regional EDOs	Watkins; Morton	 20%	Supported partners' EDA grant applications for Good Jobs Challenge and Build Back Better Regional Challenge	Planning for LRCI refresh; pause development of pilot program for technical support for EDOs due to lack of funding
13.	Improve data management and capabilities to expand utilization across VEDP to better guide activities	Barnett; Melançon;	 30%	Continued cross-divisional assessment to identify current processes, resources, and utilization	Finalize existing processes and needs assessment; research potential technology tools
14.	Fully leverage IT platforms to enhance organizational effectiveness	Mehfoud	 50%	Completed the survey and interview portion of IT assessment; compiling findings	Schedule and present analysis report to stakeholders in March and develop next phase

NOTABLE DEVELOPMENTS SINCE OUR LAST BOARD MEETING

- Continued acceleration of business development activity (project announcements and cultivation of opportunities in the pipeline)
- Active involvement across the organization in the 2022 General Assembly session, as well as with the Youngkin Administration
- Moving up in the national rankings: *Business Facilities* names Virginia state of the year for Overall Business Climate
- Completion of initial Value Prop initiative, including brochures for all target sectors
- Q4 2021 issue of *Virginia Economic Review: Industries of the Future* co-mailed with *Chief Executive* magazine in January
- Launch of VEDP's Real Estate Solutions Division, incl. new VP of Real Estate Solutions
- Continued expansion of Virginia Talent Accelerator Program to complete rapidly growing set of projects across the Commonwealth
- Completion of round of VBRSP grants with strong interest and very positive feedback
- Implementation of additional elements of the International Trade Plan
- Completion of annual VEDP Staff and CEO Sync Ups

TOP PRIORITIES FOR THE NEXT FEW MONTHS

- Aggressive cultivation of several high-impact economic development projects
- Alignment and launch of significantly expanded site development initiative
- Q1 2022 issue of *Virginia Economic Review*: Life Sciences will mail late March
- Continued refining of VEDP's FY23 Operational Plan and Marketing Plan for Board approval in June
- Searches for VEDP Vice President of Research and General Counsel
- Top 200 site consultant visits begin in April
- State tour with Secretary Merrick
- Implementation of additional elements of the International Trade Plan
- Accelerating ramp of Virginia Talent Accelerator Program and VOEE
- Annual Career Conversations and Q1 VEDP All-Staff Meeting

THANK YOU

A G E N D A

**VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY
EXECUTIVE COMMITTEE MEETING
MARCH 16, 2022
4:00 P.M. - 5:30 P.M.**

**901 East Cary Street
James Center One, Katherine Johnson Room
Richmond, VA 23219**

- | | |
|------------------------------|--|
| 4:00 p.m. – 4:03 p.m. | Welcome/Call to Order — Dan Pleasant, Chairman |
| 4:03 p.m. – 4:05 p.m. | Public Comment Period |
| 4:05 p.m. – 4:10 p.m. | Approval of Minutes for 10/20/2021 and 11/17/21 Meetings |
| 4:10 p.m. – 4:25 p.m. | President’s Report — Jason El Koubi |
| 4:25 p.m. – 5:20 p.m. | CLOSED SESSION: Business Outreach Strategy (BRE/Talent Solutions); FY23 Operational Plan Development; Personnel |
| 5:20 p.m. – 5:25 p.m. | Votes Regarding Closed Session Items |
| 5:25 p.m. – 5:30 p.m. | Topics for Next Meeting |
| 5:30 p.m. | ADJOURNMENT |

**Minutes
Executive Committee Meeting
Board of Directors of the Virginia Economic Development Partnership Authority
October 20, 2021
Electronic (Zoom) Meeting**

Call to Order

The meeting was called to order at 4:02 p.m. by Chair Dan Pleasant, who noted that a quorum was present.

In person Committee Members: Dan Pleasant, Secretary Brian Ball, Rick Harrell, Marianne Radcliff, and Xavier Richardson

Committee Members Absent: Carrie Chenery, Greg Fairchild, and Joe Flores

In person VEDP Staff Members: Vince Barnett, Jason El Koubi, Stephanie Florie, Jennifer Garrett, Sandi McNinch, Christy Morton, and Stephen Moret

Virtual VEDP Staff Members: Stephanie Agee, Ben Anderson, Lindsay Barker, Jamie Canup, Melissa Cox, Nicole David, David Devan, Bob Grenell, Heather McKay, John Mehfoud, Lori Melancon, Debbie Melvin, Nathalie Molliet-Ribet, Tim Stuller, and Carrie Vuori

In person Guests: Deborah Flippo and Ned Masee

Virtual Guests: Dan Clemente, Cassidy Rasnick, and Steven Stone

Chair Pleasant welcomed guests to a hybrid in-person and electronic meeting of VEDP's Executive Committee. Chair Pleasant noted that a quorum of members is present at VEDP headquarters, and some guests are joining electronically.

Chair Pleasant added, the Committee will start in a Zoom environment that is open to the public. The agenda suggests that the Committee will enter into a closed meeting for a portion of the meeting. When the Committee is ready to enter into a closed meeting, the Committee members and VEDP staff necessary to support the closed meeting who are participating electronically will leave the public Zoom environment and gather in a separate Zoom environment, where the closed meeting will take place. When the closed meeting is concluded, the Committee members will rejoin the public Zoom environment and the public portions of the meeting will continue. Should anyone from the public get disconnected from the public Zoom environment and be unable to re-engage, he or she was invited to call 804.545.5615 and speak to Jenn Garrett. The Committee will halt the public portion of the meeting until the connection can be re-established. Chair Pleasant shared a few reminders of things that would be different than in-person meetings:

- Everything on the public Zoom environment will be recorded and the recording will be posted on VEDP's website.

- All votes will be taken by roll call.
- During the public comment period, any member of the public not present at the physical meeting site wishing to make a comment should simply unmute and speak at that time or use the Chat function and ask to be given an opportunity to speak.
- Likewise, during the meeting, Committee members should simply unmute themselves to speak or use the Chat function.

Public Comment Period

Chair Pleasant solicited public comments. There were none.

Approval of Minutes

Chair Pleasant asked for approval of the minutes from the June 16, 2021 meeting. A motion was made by Mr. Richardson and seconded by Mr. Harrell and the minutes were unanimously approved as presented by a roll call vote.

Upon the vote:	Chair Pleasant	Aye
	Secretary Ball	Aye
	Mr. Harrell	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye

President’s Report

Mr. Moret provided a recap of where VEDP ended up for FY21.

Mr. Moret shared that Business Investment and International Trade ended well ahead on all metrics for the year. He reminded the members that almost every division touches these projects and that these numbers represent a team effort.

Mr. Moret gave an update on FY22 metrics. He stated that VEDP has already exceeded the cap ex goal for the year. He added that this level of investment is possibly the most Virginia has ever had. He said the Commonwealth is trending to where it was for jobs and investment pre-pandemic

Chair Pleasant asked how the metrics look compared to the same time last year. Mr. Moret said they are running ahead and he feels it will be a very strong year overall.

Mr. Moret provided an update on VEDP’s major initiatives for the year. He said that he is very pleased with the staff’s work and reported that most of the initiatives are on track. He highlighted a few initiatives that will take a little extra time to complete, which are the Talent Management initiative and the IT initiative, as it is taking a little extra time to finalize the approach across the Executive Leadership Team. He said that VEDP should be able to catch up on these by the end of the fiscal year.

Mr. Moret noted that the Value Prop initiative is on track to be completed by the end of the calendar year.

Mr. Moret shared notable developments since the last Board meeting.

Mr. Moret spoke about the project pipeline, stating that there are approximately \$200B of projects currently considering the Commonwealth.

Other highlights from Mr. Moret included positive national rankings progress; early success with the Virginia Office of Education Economics (VOEE); promotions of David Devan to VP of Economic Competitiveness and Jordan Snelling to VP of Incentives, following national searches; and popularity of the Virginia Business Ready Sites Program (VBRSP)

Mr. Moret shared his top priorities for the next few months.

Mr. Moret highlighted cultivation of several high-impact economic development projects - still losing many due to lack of prepared sites; completion of next round of VBRSP grants; the next issue of *Virginia Economic Review* focusing on industries of the future; planning for the 2022 General Assembly session; and transition activities with the Governor-elect and team

Mr. Moret spoke about recent briefings with candidates for Governor, McAuliffe and Youngkin on opportunities for the next administration. They were positive about the work of VEDP and supportive of economic development priorities.

Mr. Moret also highlighted expansion of the Virginia Talent Accelerator Program; implementation of additional elements of the International Trade Strategic Plan; continued focus on the value proposition project; annual VEDP Staff and CEO Sync Ups; completion of high demand occupations work by the Virginia Office of Education Economics (VOEE); and return-to-office plans, including some level of remote work for the staff.

Mr. Moret concluded his report by giving kudos to the VEDP team, stating that he is proud of the work the staff is doing across all divisions. He applauded the team for continuing to perform and exceed expectations in the awkward pandemic era environment.

Chair Pleasant thanked Mr. Moret for his report and leadership and the VEDP team for their great work.

Closed Meeting:

BRE/Talent Solutions; Gubernatorial Candidate Briefings; Personnel

A motion was made by Ms. Radcliff and seconded by Mr. Richardson to move into a closed meeting. The motion shown below was unanimously approved by roll call vote.

Upon the vote:	Chair Pleasant	Aye
	Secretary Ball	Aye
	Mr. Harrell	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye

I MOVE THAT THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY CONVENE A CLOSED MEETING PURSUANT TO VIRGINIA CODE §2.2-3711(A)(1) TO ENGAGE IN A DISCUSSION REGARDING THE ASSIGNMENT, APPOINTMENT, PROMOTION, PERFORMANCE, DEMOTION, SALARIES, DISCIPLINING, OR RESIGNATION OF VEDP'S EMPLOYEES, INCLUDING REVIEWS, FRINGE BENEFITS AND SUCCESSION PLANNING; AND PURSUANT TO VIRGINIA CODE §2.2-3711(A)(50) TO ENGAGE IN A DISCUSSION OR

CONSIDERATION OF THOSE PORTIONS OF VEDP's STRATEGIC PLAN, MARKETING PLAN OR OPERATIONAL PLAN, THAT MAY RELATE TO TARGET COMPANIES, SPECIFIC ALLOCATION OF RESOURCES AND STAFF FOR MARKETING ACTIVITIES, AND SPECIFIC MARKETING ACTIVITIES THAT WOULD REVEAL TO THE COMMONWEALTH'S COMPETITORS FOR ECONOMIC DEVELOPMENT PROJECTS THE STRATEGIES INTENDED TO BE DEPLOYED BY THE COMMONWEALTH, THEREBY ADVERSELY AFFECTING THE FINANCIAL INTEREST OF THE COMMONWEALTH.

Mr. Moret asked that VEDP staff and legislative guests be allowed to stay for the closed meeting for all matters, with the exception of Personnel, and Chair Pleasant agreed.

Back in Open Meeting, Certification of Closed Meeting – Followed by a Roll Call vote:

WHEREAS, THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY HAS CONVENED A CLOSED MEETING ON THIS DATE PURSUANT TO AN AFFIRMATIVE RECORDED VOTE AND IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT; AND

WHEREAS, THE ACT REQUIRES A CERTIFICATION BY THIS COMMITTEE THAT SUCH CLOSED MEETING WAS CONDUCTED IN CONFORMITY WITH THE ACT;

NOW, THEREFORE, BE IT RESOLVED, THAT THE COMMITTEE CERTIFIES THAT, TO THE BEST OF EACH MEMBER'S KNOWLEDGE, (I) ONLY PUBLIC BUSINESS MATTERS LAWFULLY EXEMPTED FROM OPEN MEETING REQUIREMENTS UNDER THE ACT WERE DISCUSSED IN THE CLOSED MEETING TO WHICH THIS CERTIFICATION RESOLUTION APPLIES, AND (II) ONLY SUCH PUBLIC BUSINESS MATTERS AS WERE IDENTIFIED IN THE MOTION BY WHICH THE CLOSED MEETING WAS CONVENED WERE HEARD, DISCUSSED, OR CONSIDERED IN THE CLOSED MEETING BY THE COMMITTEE.

Upon the vote:	Chair Pleasant	Aye
	Secretary Ball	Aye
	Mr. Harrell	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye

Mr. Masee made a motion that the Executive Committee recommend to the Board of Directors approval of the establishment of a deferred compensation program, as summarized for the Executive Committee. The initial manager will be Empower Retirement. The Chair is authorized to sign any necessary or appropriate documentation to establish, manage or maintain the program. The Executive Committee further recommends that the Board ratify and reaffirm actions previously taken to authorize the Chair to determine the portion of the annual performance compensation of the President and CEO that may be contributed under the program and to make all appropriate adjustments to the employment contract for the President and CEO. The motion was seconded by Ms. Radcliff, and the motion was unanimously approved by roll call vote.

Upon the vote:	Chair Pleasant	Aye
	Secretary Ball	Aye
	Mr. Harrell	Aye
	Ms. Radcliff	Aye
	Mr. Richardson	Aye

Next Meeting and Adjournment

The next meeting of the Executive Committee will be held on March 16, 2022 time TBD.

There being no further business, the meeting was adjourned at 5:18 p.m.

Respectfully submitted,

Nicole David

Acting Recording Secretary

DRAFT

**Executive Committee Meeting
Board of Directors of the Virginia Economic Development Partnership Authority
November 17, 2021
901 East Cary Street
One James Center, 7th Floor – Katherine Johnson Room
Richmond, Virginia**

Call to Order

The meeting was called to order at 10:33 a.m. by Chair Dan Pleasant, who noted that a quorum was present.

Committee Members Present: Carrie Chenery, Secretary Joe Flores, Rick Harrell, Dan Pleasant, Marianne Radcliff, and Xavier Richardson

Committee Members Absent: Secretary Brian Ball and Greg Fairchild

VEDP Staff Present: Jamie Canup, Nicole David, Jason El Koubi, Stephanie Florie, Sandi McNinch, Christy Morton, and Carrie Vuori

Guests Present: Deborah Flippo

Public Comment Period

Chair Pleasant solicited public comments. There were none.

Remarks from the Chair

Chair Pleasant thanked everyone for attending and reviewed the agenda for the meeting.

Chair Pleasant shared that Stephen Moret's last day with VEDP would likely be at the end of December 2021 or the first week of January 2022.

Chair Pleasant said that Mr. Moret is a great and transformational leader. He added that a sign of a good leader is the team they build around them. Chair Pleasant said that the team at VEDP is second-to-none and that he feels the organization is well positioned to continue the positive momentum experienced during Mr. Moret's tenure.

Closed Meeting:

Personnel and Public Contract

A motion was made by Mr. Harrell and seconded by Ms. Radcliff to move into a closed meeting.

I MOVE THAT THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY CONVENE A CLOSED MEETING:

PERSONNEL MATTER: PURSUANT TO VIRGINIA CODE §2.2-3711(A)(1) TO ENGAGE IN A DISCUSSION REGARDING THE ASSIGNMENT, APPOINTMENT, PROMOTION, PERFORMANCE, DEMOTION, SALARIES, DISCIPLINING, OR RESIGNATION OF VEDP'S EMPLOYEES, INCLUDING COMPENSATION, FRINGE BENEFITS AND SUCCESSION PLANNING RELATED TO THE TRANSITION IN EXECUTIVE MANAGEMENT; and

PUBLIC CONTRACT: PURSUANT TO VIRGINIA CODE §2.2-3711(A)(29) TO ENGAGE IN A DISCUSSION OF THE AWARD OF A PUBLIC CONTRACT INVOLVING THE EXPENDITURE OF PUBLIC FUNDS, AND DISCUSSION OF THE TERMS OR SCOPE OF SUCH CONTRACT, WHERE DISCUSSION IN AN OPEN SESSION WOULD ADVERSELY AFFECT THE BARGAINING POSITION OR NEGOTIATING STRATEGY OF VEDP, INCLUDING THE HIRING OF A SEARCH FIRM FOR THE SELECTION OF A NEW PRESIDENT AND CEO.

Upon the vote, the motion was unanimously approved.

Back in Open Meeting, Certification of Closed Meeting — Followed by a Roll Call Vote:

WHEREAS, THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY HAS CONVENED A CLOSED MEETING ON THIS DATE PURSUANT TO AN AFFIRMATIVE RECORDED VOTE AND IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT; AND

WHEREAS, THE ACT REQUIRES A CERTIFICATION BY THIS COMMITTEE THAT SUCH CLOSED MEETING WAS CONDUCTED IN CONFORMITY WITH THE ACT;

NOW, THEREFORE, BE IT RESOLVED, THAT THE COMMITTEE CERTIFIES THAT, TO THE BEST OF EACH MEMBER'S KNOWLEDGE, (I) ONLY PUBLIC BUSINESS MATTERS LAWFULLY EXEMPTED FROM OPEN MEETING REQUIREMENTS UNDER THE ACT WERE DISCUSSED IN THE CLOSED MEETING TO WHICH THIS CERTIFICATION RESOLUTION APPLIES, AND (II) ONLY SUCH PUBLIC BUSINESS MATTERS AS WERE IDENTIFIED IN THE MOTION BY WHICH THE CLOSED MEETING WAS CONVENED WERE HEARD, DISCUSSED, OR CONSIDERED IN THE CLOSED MEETING BY THE COMMITTEE.

Upon the vote:	Ms. Chenery	Aye
	Secretary Flores	Aye
	Mr. Harrell	Aye
	Mr. Pleasant	Aye
	Mr. Radcliff	Aye
	Mr. Richardson	Aye

Open Session Motions

Search Committee

Mr. Harrell made a motion that the Executive Committee authorize the creation of a Search Committee of the Board of Directors and that the Chair of the Board of Directors will appoint the

members of the Search Committee, including the Chair of the Search Committee. Ms. Radcliff seconded the motion, and upon the vote, the motion was unanimously approved.

Search Firm

Mr. Harrell made a motion that the Executive Committee authorize the Chair of the Board of Directors to work with VEDP staff to hire a search firm for the CEO transition, including determination of the identity of the search firm, the compensation to be paid to the search firm, and the form of the contract with the search firm. Mr. Harrell added that the Chair or VEDP's General Counsel may execute and deliver the contract on behalf of VEDP. Chair Pleasant seconded the motion, and upon the vote, the motion was unanimously approved.

Compensation Matters Related to the Outgoing President and CEO

Mr. Harrell made a motion that the Executive Committee authorize the Chair of the Board of Directors to determine the compensation and other exit benefits for Stephen Moret, in line with the discussions of the Executive Committee. Mr. Harrell added that the Chair or the Vice Chair may execute and deliver any necessary related documents on behalf of VEDP. Ms. Radcliff seconded the motion, and upon the vote, the motion was unanimously approved.

Interim President and CEO

Mr. Harrell made a motion that Jason El Koubi be named as the Interim President and Chief Executive Officer of VEDP, to serve upon the departure of Stephen Moret until further notice by the Board. Ms. Chenery seconded the motion, and upon the vote, the motion was unanimously approved.

Compensation Matters Related to the Interim President and CEO

Mr. Harrell made a motion that the Executive Committee authorize the Chair of the Board of Directors to determine the compensation and other fringe benefits for Jason El Koubi, in line with the discussions of the Executive Committee. Mr. Harrell added that the Chair or the Vice Chair may execute and deliver any necessary related documents on behalf of VEDP. Mr. Richardson seconded the motion, and upon the vote, the motion was unanimously approved.

Chair Pleasant thanked everyone for attending. There being no further business, the meeting was adjourned at 11:07 a.m.

Respectfully submitted,

Nicole David

Acting Recording Secretary

PRESIDENT'S REPORT

March 2022

TOPICS FOR TODAY

FY22 performance metrics to date: BI and Trade

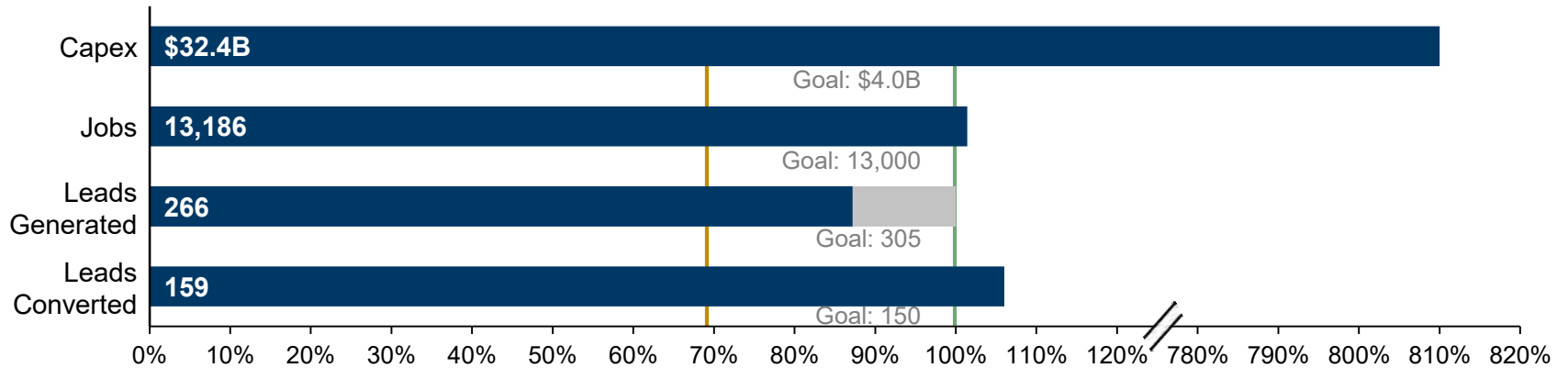
FY22 operational plan – progress dashboard

Notable developments since last meeting

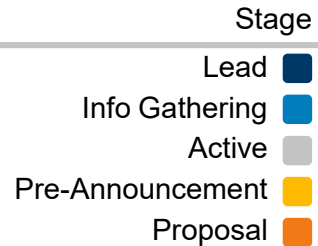
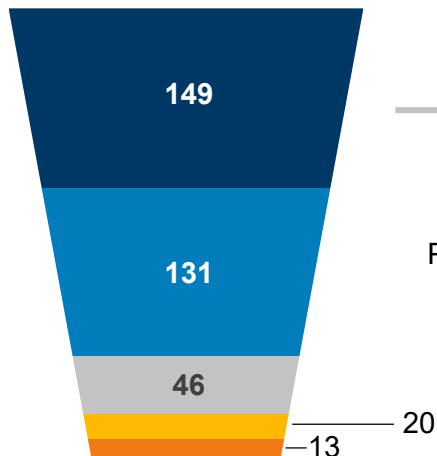
Top priorities for the next few months

PROGRESS AND PIPELINE FOR VEDP-ASSISTED PROJECT DECISIONS TO-DATE JULY 1, 2021 – MARCH 8, 2022 (69.3% THROUGH FY22)

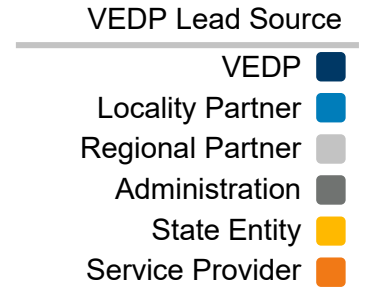
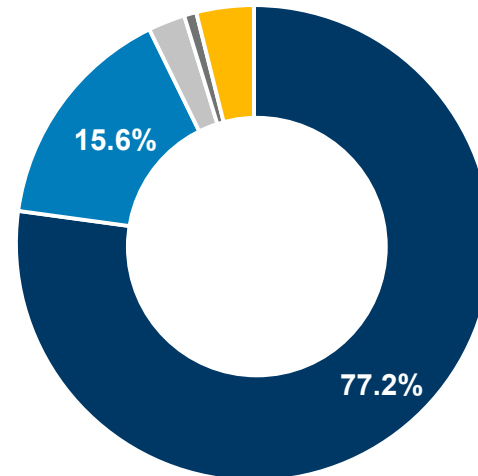
VEDP-Assisted Project Decisions
N = 76



VEDP Open Pipeline (359)

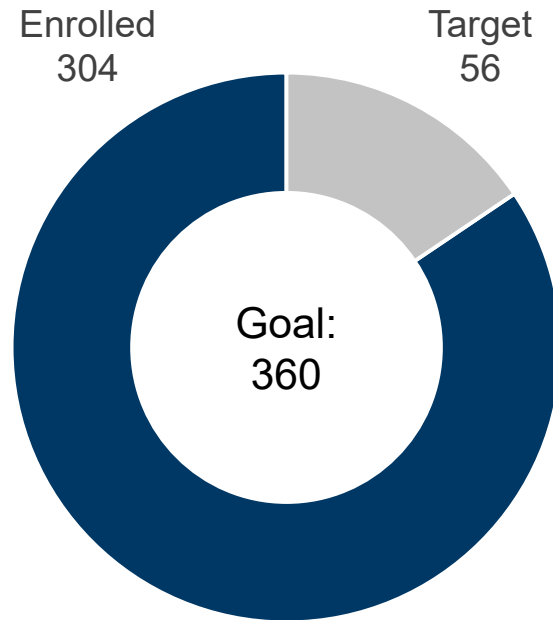


% of VEDP Leads for Open Pipeline



VEDP'S INTERNATIONAL TRADE DIVISION IS ON TRACK TO MEET ITS GOAL OF ENROLLING 360 COMPANIES IN FY22

Companies enrolled in trade programs
July 1, 2021 to March 8, 2022










FY21 Summary

- Last fiscal year, a total of 330 companies enrolled in international trade programs (103% of goal).
- These companies attributed \$670M in international sales and 6,030 trade-supported jobs to VEDP's international trade programs.








Next Steps

- International Trade is continuing to enroll companies in programs and services.
- The team is currently on track to meet its goal of enrolling 360 companies in FY22.

FY22 OPERATIONAL PLAN PROGRESS TRACKER: MAJOR INITIATIVES (1 OF 2)

	Major initiative	Primary owner	Status (% complete)	Comments	Next steps
1.	Develop a playbook to become one of America's top states for tech sector growth across Virginia	Welch	 50%	Completed interviews, compiling qualitative data to inform recommendations	Develop recommendations and move forward with initiatives (e.g., Rural & Small Metro Tech, Unicorn)
2.	Build out the best customized workforce recruitment & training incentive program in the U.S.	Grundmann	 70%	Engaged with 65 new opportunities, prepared 33 proposals, hired 6 FYTD	Begin staffing a western operations Instructional Design team
3.	Expand the Virginia Business Ready Sites Program with a strategic approach and statewide participation	Devan	 80%	Awarded \$7M to 11 sites throughout the Commonwealth; Received excellent feedback from partners on the program	Update strategic approach and VBRSP policy to align with funding amounts in Budget and Code language coming out of session
4.	Expand exports and imports through implementation of high priority initiatives in the International Trade Plan	Agee	 75%	Implemented no-cost ITP initiatives; hosted orientation session/training for first cohort of supply chain program; on track to support 40 more firms via expanded programs	Plan Q2 supply chain program training session with support of the Port of Virginia; prepare STEP grant application and proposal for increased funding
5.	Establish, design, and launch the newly created Virginia Office of Education Economics within VEDP	McKay	 50%	Gathered data sets in house and began process of mocking up core deliverables; set up advisory model for deliverables	Begin to visualize data and share with stakeholders for feedback; start new efforts including the Virginia Skills Initiative
6.	Develop and implement a comprehensive HR talent management strategy	Cox	 45%	Started building abridged Career Paths and identified next division for compensation study	Continue work on career paths and complete compensation study
7.	Complete launch and implementation of Team Virginia to enhance consultant and executive perceptions of Virginia	Melançon	 60%	Planning underway for Spring events, 1:1 board member conversations ongoing	Preparing for April Board meeting scheduled

FY22 OPERATIONAL PLAN PROGRESS TRACKER: MAJOR INITIATIVES (2 OF 2)

	Major initiative	Primary owner	Status (% complete)	Comments	Next steps
8.	Complete value prop materials for all target sectors and facilitate ongoing updates	Melançon; Hartka	 90%	All industries complete and brochures printed; update process in development	Work with teams to develop process for maintaining information and updating materials
9.	Build processes and capabilities needed to effectively and efficiently produce holistic project responses	Barnett; Hartka	 60%	Finalized process of collecting feedback from companies and consultants; working on draft project management processes	Identify and implement product improvements based on feedback; engage with team to get feedback on draft process document
10.	Further develop and execute strategies to capture post-COVID economic recovery and growth opportunities	Devan	 80%	Supported four applications for Build Back Better funding; two applications were selected as finalists: Transportation and Pharma	Support Build Back Better Regional Challenge applications for two VA finalists; support cluster growth regardless of outcome; support applications for infrastructure funding
11.	Implement a best-in-class BRE program, including clear protocols, high productivity, and reporting of insights	Barnett	 n/a	Initiative has been paused due to the program transition to Talent Solutions	Evaluate BRE program and evaluate transition to Talent Solutions
12.	Develop a comprehensive strategy for supporting local and regional EDOs	Watkins; Morton	 20%	Supported partners' EDA grant applications for Good Jobs Challenge and Build Back Better Regional Challenge	Planning for LRCI refresh; pause development of pilot program for technical support for EDOs due to lack of funding
13.	Improve data management and capabilities to expand utilization across VEDP to better guide activities	Barnett; Melançon;	 30%	Continued cross-divisional assessment to identify current processes, resources, and utilization	Finalize existing processes and needs assessment; research potential technology tools
14.	Fully leverage IT platforms to enhance organizational effectiveness	Mehfoud	 50%	Completed the survey and interview portion of IT assessment; compiling findings	Schedule and present analysis report to stakeholders in March and develop next phase

NOTABLE DEVELOPMENTS SINCE OUR LAST BOARD MEETING

- Continued acceleration of business development activity (project announcements and cultivation of opportunities in the pipeline)
- Active involvement across the organization in the 2022 General Assembly session, as well as with the Youngkin Administration
- Moving up in the national rankings: *Business Facilities* names Virginia state of the year for Overall Business Climate
- Completion of initial Value Prop initiative, including brochures for all target sectors
- Q4 2021 issue of *Virginia Economic Review: Industries of the Future* co-mailed with *Chief Executive* magazine in January
- Launch of VEDP's Real Estate Solutions Division, incl. new VP of Real Estate Solutions
- Continued expansion of Virginia Talent Accelerator Program to complete rapidly growing set of projects across the Commonwealth
- Completion of round of VBRSP grants with strong interest and very positive feedback
- Implementation of additional elements of the International Trade Plan
- Completion of annual VEDP Staff and CEO Sync Ups

TOP PRIORITIES FOR THE NEXT FEW MONTHS

- Aggressive cultivation of several high-impact economic development projects
- Alignment and launch of significantly expanded site development initiative
- Q1 2022 issue of *Virginia Economic Review*: Life Sciences will mail late March
- Continued refining of VEDP's FY23 Operational Plan and Marketing Plan for Board approval in June
- Searches for VEDP Vice President of Research and General Counsel
- Top 200 site consultant visits begin in April
- State tour with Secretary Merrick
- Implementation of additional elements of the International Trade Plan
- Accelerating ramp of Virginia Talent Accelerator Program and VOEE
- Annual Career Conversations and Q1 VEDP All-Staff Meeting

THANK YOU

AGENDA

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

March 16, 2022
1:30 P.M. to 3:00 P.M.

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

- | | |
|-----------------------|---|
| 1:30 p.m. – 1:35 p.m. | Welcome/Call to Order – Greg Fairchild |
| 1:35 p.m. – 1:37 p.m. | Public Comment Period – Greg Fairchild |
| 1:37 p.m. – 1:40 p.m. | Approval of Minutes of 10/20/21 FAC Meeting – Greg Fairchild <ul style="list-style-type: none">▪ Action Item - Vote to Accept |
| 1:40 p.m. – 1:50 p.m. | FY21 Financial Audit – Auditor of Public Accounts |
| 1:50 p.m. – 1:55 p.m. | VEDP FY22 Financial Results (thru 12/31/2021) – Bob Grenell <ul style="list-style-type: none">▪ Action Item - Vote to Accept |
| 1:55 p.m. – 2:00 p.m. | Update on VEDP FY23 Operating Budget – Bob Grenell |
| 2:00 p.m. – 2:10 p.m. | Internal Audit Update, incl. reports on External Affairs and Legal – DHG <ul style="list-style-type: none">▪ Action Item - Vote to Accept |
| 2:10 p.m. – 2:35 p.m. | Extension Requests – Jordan Snelling <ul style="list-style-type: none">▪ Action Item - Vote to Recommend |
| 2:35 p.m. – 2:45 p.m. | Clawback Updates – Jordan Snelling <ul style="list-style-type: none">▪ Action Item - Vote to Recommend |
| 2:45 p.m. – 2:55 p.m. | Semi-annual Report on Incentive Performance (as of 12/31/21) – Jordan Snelling <ul style="list-style-type: none">▪ Action Item - Vote to Recommend |
| 2:55 p.m. – 3:00 p.m. | Topics for Next Meeting |
| 3:00 p.m. | Adjournment |

Next Meeting: Wednesday, June 22, 2022 after Noon

Minutes
Finance and Audit Committee Meeting
Board of Directors of the Virginia Economic Development Partnership
October 21, 2021
1:30 p.m.
Hybrid Meeting

Call to Order

The meeting was called to order at 1:36 p.m. by Chair Greg Fairchild.

In-Person Committee Members: Greg Fairchild, Secretary Brian Ball, Deborah Flippo and Rick Harrell

Virtual Committee Members: April Kees and Steven Stone

Committee Members Absent: Secretary Joe Flores

Ex-Officio Committee Member Present: Dan Pleasant

VEDP staff present: Ben Anderson, Lindsay Barker, Vince Barnett, Jamie Canup, Melissa Cox, Nicole David, David Devan, Jason El Koubi, Kim Ellett, Stephanie Florie, Jennifer Garrett, Katherine Goodwin, Bob Grenell, Heather McKay, Sandi McNinch, Debbie Melvin, John Mehfoud, Lori Melancon, Stephen Moret, Christy Morton, Jordan Snelling, and Carrie Vuori

Guests present: Steve Adcox, Mallory Butler, Dan Clemente, Chris Kalafatis, Charles Kennington, Ned Masee, Ellen Miller, Marianne Radcliff, Cassidy Rasnick, Xavier Richardson, Randy Sherrod, and Toni Walker

Chair Fairchild welcomed guests to the hybrid in-person and electronic meeting of VEDP's Finance and Audit Committee. He noted that a quorum of members was present at VEDP headquarters, and several members and guests were joining electronically.

Chair Fairchild added, the Committee is gathered now in person and in a Zoom environment that is open to the public. Should anyone from the public get disconnected from the public Zoom environment and be unable to re-engage, he or she should call 804-545-5615 and speak to Jennifer Garrett. We will do our best to re-engage and will halt the public portion of the meeting until the connection can be re-established.

Chair Fairchild shared a few reminders of things that would be different than our in-person meetings:

- Everything on the public Zoom environment will be recorded and the recording will be posted on VEDP's website.
- All votes will be taken by roll call.
- During the public comment period, any member of the public not present at the physical meeting site wishing to make a comment may simply unmute and speak at that time, or use the Chat function and ask to be given an opportunity to speak.
- Likewise, during the meeting, Committee members not present at the physical meeting site may simply unmute themselves to speak or use the Chat function.

Public Comment Period

Chair Fairchild asked for public comments. There were none.

FY21 Financial Audit Process

Chair Fairchild introduced Mr. Grenell to share an update on the annual audit process.

Mr. Grenell explained that there are two pieces to the audit: a financial audit; and an internal control audit. He said that things are going well with the audit and that there have been no issues. He said that the Auditor of Public Accounts will join the Committee and Board for the March 2022 meetings to deliver details of the completed report.

Financial Reports

Mr. Grenell said that since the Committee has not met since the end of the fiscal year, he wanted to share the year-end results for FY21 (twelve months ended June 30, 2021). He shared that VEDP operations ended at 88% spent and all divisions are under budget. He said VEDP had a strong finish for the year.

Mr. Grenell noted that underspending is primarily in the market-facing divisions (Talent Solutions, International Trade, Business Investment, and Marketing and Communications). He added that the spending rate was lower in the first six months of the fiscal year due to the hiring freeze and other efforts to reduce expenditures during state budget uncertainty, with increased spending in the third and fourth quarters.

Mr. Grenell shared that Projects, Pass Thru's and Grants ended at 58% spent. The underspending primarily represents funds budgeted for the Virginia Business Ready Sites Development and Characterization programs that were carried forward and included in the FY22 budget.

Next, Mr. Grenell shared VEDP's quarterly financial results through the end of Q1 FY22.

Mr. Grenell said that spending is low at 17%, which is typical for VEDP at the beginning of a new fiscal year, especially when there are new programs that are not completely up and running and staff have not been hired for those programs. Mr. Grenell said it is a similar story with Projects, Pass Thru's, and Grants which are at 1%. He said that most of the money is for the

Virginia Business Ready Sites Program which is not fully up and running, so that money will be spent later in the year.

Mr. Grenell said that these numbers will look a lot different later in the year, especially with travel beginning to increase as COVID-19 restrictions are being lifted.

Chair Fairchild thanked Mr. Grenell for his report.

Internal Audit Update

Chair Fairchild introduced Mr. Kalafatis with Dixon, Hughes, Goodman, LLC (DHG) to provide a progress update on VEDP's internal audit.

Mr. Kalafatis reviewed the management action plans from previous audits and explained that all actions have been completed.

Mr. Kalafatis said that DHG is currently working on audits of the External Affairs Division and General Counsel. He said that DHG will present the final reports for these audits at the Committee and Board meetings in March of 2022.

Chair Fairchild thanked Mr. Kalafatis for his report.

Extension Requests

Chair Fairchild introduced Ms. Snelling to share her report.

Ms. Snelling provided a quick overview of the extension request process.

Ms. Snelling presented several extension requests for the Committee's consideration. She stated that the localities where these companies are located are supportive of the extension requests.

Ferguson Enterprises, LLC has requested a first extension of 15 months to make more progress on reaching its employment target. Though the company anticipates that they will not reach their full employment target, they are confident that they will exceed the statutory minimum of 15 new jobs above the baseline. Ferguson Enterprises has met its statutory minimum for capital investment. The company has cited COVID-19 impacts for hiring delays.

Ms. Snelling noted that as a gesture of good faith, Ferguson Enterprises has returned \$500K of the Commonwealth Opportunity Fund (COF) grant and is holding a remainder in a reserve for repayment if needed.

Monogram Foods has requested a first extension request of 15 months to meet its employment target. The company has cited COVID-19 impacts for hiring delays. Monogram Foods reports high confidence that it can reach its performance targets with the extension, due to new product lines and upcoming expansions at the facility which will increase their headcount. The company has met the statutory minimum for capital investment. The company

must create and maintain the statutory minimum of 15 jobs through the extended performance date to receive any portion of the COF grant.

Phoenix Packaging has requested a first extension request of 15 months to fill at least 37 open positions over the extension period in order to earn a larger portion of its \$600K COF grant. The company has cited COVID-19 impacts for hiring delays. Phoenix Packaging has met the statutory minimum for job creation and capital investment and must maintain the statutory minimum of 15 jobs through the extended performance date to retain any portion of the COF grant.

Premier Tech has requested a first extension request of 15 months to meet its employment and investment targets. The company has cited COVID-19 impacts related to sourcing the materials needed to make their products and difficulty sourcing labor for their inability to hit their targets. Premier Tech reports high confidence that it can reach its performance targets if granted the extension. The company will need to achieve the statutory minimum of 15 jobs and \$1.5M in capital investment by the extended performance date to receive any portion of the COF grant.

Tessy Plastics, LLC has requested a first extension of 15 months to meet its employment target. The company has cited a sharp decline in customer orders due to manufacturing plant closures as a result of COVID-19 for their inability to ramp up hiring. Tessy reported moderate confidence that it will meet its job creation target and high confidence that it will meet its capital investment target with the extension. The company has met the statutory minimum for capital investment. The company must create and maintain the statutory minimum of 15 jobs by the extended performance date to retain any portion of their \$200K COF grant.

Kyocera SGS Tech Hub has requested a second extension request to meet its employment target. The company has cited the closure of the facility of its largest customer, Rolls Royce in Prince George County, for a 50% reduction in its workforce. Global constriction of the aerospace industry has made it difficult for Kyocera to recruit new customers to backfill the demand. The company has brought in new production lines to create additional revenue streams, which will result in increased headcount. Kyocera has met the statutory minimum for capital investment. The company must create and maintain the statutory minimum of 15 jobs by the extended performance date to retain any portion of the COF grant. It is recommended that the 5% fee (\$10K) for second extensions be waived due to COVID-19. This second extension request will require MEI approval.

Ms. Snelling introduced the following data center extension request and provided an overview of the qualification.

Iron Mountain Information Management, LLC has requested a first extension of 18 months to meet its employment target. The company has requested an extension after discovering that wage threshold is an individual job requirement, not an average for all jobs. Ms. Snelling said that Iron Mountain will likely not need the extension, but that this is a preemptive ask in case they do. Iron Mountain has met the statutory minimum for capital investment. The company must create the statutory minimum of 50 jobs each earning at least 150% of the Prevailing Average Wage (PAW) by the extended performance date to qualify for the Exemption. Iron Mountain reported high confidence that it will meet its job creation target with the extension.

Should Iron Mountain not create the statutory minimum job creation, the data center and its tenants must cease using the Data Center Retail Sales & Use Tax Exemption and repay the value of the collective tax benefits received.

Mr. Harrell made a motion to recommend approval all extension requests, with the exception of Kyocera, to the full Board. The motion was seconded by Secretary Ball, and the motion was unanimously approved by roll call vote.

Upon the vote:	Mr. Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Stone	Aye

Mr. Harrell made a motion to recommend approval of the Kyocera extension request to the full Board. The motion was seconded by Ms. Flippo, and the motion was unanimously approved by roll call vote.

Upon the vote:	Mr. Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Abstained
	Ms. Kees	Abstained
	Mr. Stone	Aye

Chair Fairchild asked for approval of the minutes from the June 16, 2021 meeting. A motion was made by Mr. Harrell and seconded by Ms. Kees and the minutes were unanimously approved as presented by roll call vote:

Upon the vote:	Chair Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Stone	Aye

Clawback Updates and OAG Referrals

Ms. Snelling stated that there have been no new referrals to the Office of the Attorney General (OAG) since the last Committee meeting.

Ms. Snelling shared the clawback report and explained that no new clawbacks are past due.

Ms. Snelling reviewed the clawbacks that have been requested but are not yet past due.

Mr. Masee asked if there has been any change on Tranlin status. Ms. Snelling said that there is no additional information.

Secretary Ball asked a question regarding the performance period for COF projects. Ms. Snelling answered that it is typically 36 months, but some can be longer.

Ms. Snelling reviewed projects that were subject to clawback and have been closed out since June 1, 2021.

Ms. Snelling concluded her report by sharing the Virginia Jobs Investment Program (VJIP) only clawback report, which showed that there are no clawbacks or other items to address at this time.

Mr. Harrell made a motion to recommend approval of the clawback report to the full Board. Ms. Flippo seconded the motion, and the motion was unanimously approved by roll call vote.

Upon the vote:	Chair Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Stone	Aye

Report on COF Progress Reports for FY21

Ms. Snelling shared an update on COF Progress Reports for FY21. She stated that VEDP has received 100% of the 76 reports that were due. The Committee was very enthusiastic about that result and congratulated the Incentives team.

Mr. Harrell made a motion to recommend to approve the report on COF Progress Reports for FY21. The motion was seconded by Ms. Flippo, and the motion was unanimously approved by roll call vote.

Upon the vote:	Mr. Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Stone	Aye

Semi-annual Report on Incentives Performance (as of 6/30/2021)

Ms. Snelling provided the Semi-annual Report on Incentives Performance. She shared the VEDP Administered Incentives dashboard, which offers an overview of how each program is performing, and reviewed these details with the Committee.

Mr. Harrell made a motion to approve the Semi-annual Report on Incentives Performance. The motion was seconded by Ms. Flippo, and the motion was unanimously approved by roll call vote.

Upon the vote:	Mr. Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Stone	Aye

Vote on Q1 FY22 Financial Results

Mr. Harrell made a motion to approve the Q1 FY22 financial results. The motion was seconded by Ms. Flippo, and the motion was unanimously approved by roll call vote.

Upon the vote:	Mr. Fairchild	Aye
	Secretary Ball	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Ms. Kees	Aye
	Mr. Stone	Aye

Update on Incentive-Related Transparency Efforts

Ms. Snelling provided an update on incentive-related transparency efforts. She explained that it is a codified requirement that VEDP provide updates and transparency into how incentives are handled. Ms. Snelling provided background and additional details on the purpose, expectations, and progress made. Ms. Snelling shared information on the new VirginiaIncentives.org website, created by VEDP, which is helping to further improve incentives transparency in the Commonwealth. She added that the new site is much more streamlined now and has greater functionality.

Mr. El Koubi added that Virginia incentive programs are administered by 10 or so different agencies. He said that Ms. Snelling and the Incentives team have worked with these agencies to retrieve their data, so that VirginiaIncentives.org represents a more comprehensive picture of incentives programs, not just those administered by VEDP. Mr. El Koubi offered kudos to the team for this herculean effort.

Other Topics, Adjournment, and Next Meeting

The next meeting of the Finance and Audit Committee will be held on March 16, 2022, exact time to be determined.

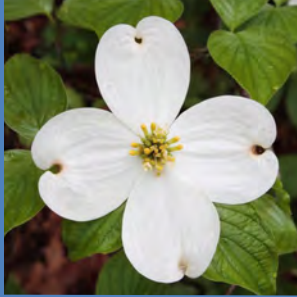
The meeting was adjourned at 2:50 p.m.

Respectfully submitted,

Nicole David

Acting Recording Secretary

DRAFT



VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP

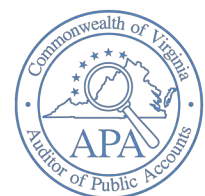
REPORT ON AUDIT FOR THE YEAR ENDED JUNE 30, 2021

Auditor of Public Accounts

Staci A. Henshaw, CPA

www.apa.virginia.gov

(804) 225-3350



AUDIT SUMMARY

We have audited the basic financial statements of the Virginia Economic Development Partnership (Partnership) as of and for the year ended June 30, 2021, and issued our report thereon, dated November 24, 2021. Our report is included in the Partnership's Annual Report that it plans to release in December 2021. Our audit of the Partnership for the year ended June 30, 2021, found:

- the financial statements are presented fairly, in all material respects;
- no internal control findings and recommendations requiring management's attention; and
- no instances of noncompliance or other matters required to be reported under Government Auditing Standards.



Staci A. Henshaw, CPA
Auditor of Public Accounts

Commonwealth of Virginia

Auditor of Public Accounts

P.O. Box 1295
Richmond, Virginia 23218

November 24, 2021

The Honorable Ralph S. Northam
Governor of Virginia

The Honorable Kenneth R. Plum
Chairman, Joint Legislative Audit
and Review Commission

Board of Directors
Virginia Economic Development Partnership

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of the **Virginia Economic Development Partnership** (Partnership), as of and for the year ended June 30, 2021, and the related notes to the financial statements, which collectively comprise the Partnership's basic financial statements, and have issued our report thereon dated November 24, 2021.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Partnership's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Partnership's internal control. Accordingly, we do not express an opinion on the effectiveness of the Partnership's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material

misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Partnership's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards.

Status of Prior Findings and Recommendations

The Partnership has taken adequate corrective action with respect to audit findings and recommendations reported in the prior year.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

We provided management with a draft report on November 30, 2021.

Staci A. Henshaw
AUDITOR OF PUBLIC ACCOUNTS

LCW/vks

VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP

As of June 30, 2021

Board Members

Dan Pleasant, Chair

Brian Ball, Vice Chair

Nancy Agee	Richard Harrell, III
Carrie Chenery	April Kees
Daniel Clemente	Ned Masee
Stephen Edwards	Vincent Mastracco
Gregory Fairchild	Anne Oman
Deborah Flippo	Marianne Radcliff
Joseph Flores	Xavier Richardson
Stephen David Stone	

Partnership Officials

Stephen Moret, President/CEO



Staci A. Henshaw, CPA
Auditor of Public Accounts

Commonwealth of Virginia

Auditor of Public Accounts

P.O. Box 1295
Richmond, Virginia 23218

November 24, 2021

The Honorable Ralph S. Northam
Governor of Virginia

The Honorable Kenneth R. Plum
Chairman, Joint Legislative Audit
and Review Commission

Board of Directors
Virginia Economic Development Partnership

INDEPENDENT AUDITOR'S REPORT

Report on Financial Statements

We have audited the accompanying financial statements of the governmental activities and each major fund of the Virginia Economic Development Partnership (Partnership), a component unit of the Commonwealth of Virginia, as of and for the year ended June 30, 2021, and the related notes to the financial statements, which collectively comprise the Partnership's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of the Partnership as of June 30, 2021, and the respective changes in financial position thereof and the respective budgetary comparison for the General Fund and Special Revenue Fund for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the following be presented to supplement the basic financial statements: Management's Discussion and Analysis on pages 3 through 8; the Schedule of Employer's Share of Net Pension Liability, the Schedule of Employer Contributions, and the Notes to the Required Supplementary Information on pages 73 through 75; the Schedule of Employer's Share of Net OPEB Liability, the Schedule of Employer Contributions, and the Notes to the Required Supplementary Information for the Health Insurance Credit, Group Life Insurance, and Disability Insurance programs on pages 76 through 89; the Schedule of Employer's Share of Total OPEB Liability and the Notes to the Required Supplementary Information for the Pre-Medicare Retiree Healthcare program on pages 90 through 91. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of the financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide

any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated November 24, 2021, on our consideration of Partnership's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the Partnership's internal control over financial reporting and compliance.

Staci A. Henshaw
AUDITOR OF PUBLIC ACCOUNTS

LCW/vks

CONTROLLER'S REPORT TO THE FINANCE AND AUDIT COMMITTEE

March 16, 2022

FY2022: OPERATIONS BUDGET TO ACTUAL FOR THE SIX MONTHS ENDED DECEMBER 31, 2021

<u>Division</u>	<u>2022 Budget</u>	<u>2022 YTD Actual</u>	<u>% Spent 50%</u>
Talent Solutions (Note)	13,115,613	2,997,598	23%
International Trade	8,635,586	3,091,722	36%
Business Investment	6,337,915	3,018,676	48%
Research	2,964,875	1,357,291	46%
Marketing and Communications	4,712,844	1,588,018	34%
Economic Competitiveness	1,033,198	407,306	39%
Information Technology	1,446,265	679,323	47%
Incentives	658,969	338,668	51%
Administration	4,560,844	2,254,398	49%
Total VEDP Operations	43,466,109	15,733,000	36%
Projects, Pass Thru's, and Grants	12,534,062	1,379,396	11%
Total VEDP	56,000,171	17,112,396	31%

Note: Talent Solutions FY22 budget includes \$11,223,069 for the Talent Accelerator Program, \$1,092,544 for VJIP Program operations, and \$800,000 for VOEE.

FY2022: OPERATIONS BUDGET TO ACTUAL FOR THE SIX MONTHS ENDED DECEMBER 31, 2021

- All divisions are close to 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 (33% combined). This spending rate is expected to increase as we move into the third and fourth quarters of FY22.
- Projects, Pass Thru's and Grants are under budget through the first six months of the fiscal year. The FY22 budget includes \$9.3 million for the Virginia Business Ready Sites Development and Characterization programs, and \$2.3 million for the Brownfields Restoration and Redevelopment Fund. Spending for these programs is expected to increase later in the fiscal year.



Virginia Economic Development Partnership

Internal Audit Report – External Affairs (EA) Division

December 17, 2021

Table of Contents

Executive Summary	2
Overview of EA	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 internal audit of the controls over the External Affairs (EA) Division. Based on our procedures, we did not identify any 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.

Overview of EA

The EA division at the Virginia Economic Development Partnership (VEDP) is responsible for managing VEDP’s relationships with the General Assembly, the Administration, and Virginia’s congressional delegation. These responsibilities include ensuring that VEDP tracks and responds to Legislative Action Summaries (LAS) in a timely manner, as well as collaborating with VEDP executives in budget development and submission to the General Assembly. EA leads external relationships with local and regional economic development organizations, trade associations, and other key stakeholders and partners to increase VEDP’s collaboration across the Commonwealth, including leading and supporting strategic plan initiatives and economic development strategies.

Objective and Scope

The objective of this audit was to assist VEDP in evaluating processes and controls for the EA division, and to provide any recommendations for improvement. As part of the audit plan for Fiscal Year 2022, we performed testing of select internal controls over EA business processes during the period of July 1, 2020 - September 30, 2021. We conducted meetings with management and process owners to understand the current processes and control activities in place. The following were included within the scope of our testing procedures:

- Budget Development
- Collaboration with Economic Development Partners
- Job Descriptions
- Legislative Bill Tracking
- Major Employment and Investment (MEI) Commission Engagement
- Policies and Procedures
- Reports to the VEDP Board
- Rural Development Strategy
- Strategic Plan Initiatives
- Succession Planning

We cannot guarantee that a third party would agree with our analysis or that this internal audit identified all issues that may exist or become apparent in the future.

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



Virginia Economic Development Partnership

Internal Audit Report – General Counsel (GC) Division

December 13, 2021

Table of Contents

Executive Summary	3
Overview of GC	4
Objective and Scope	4
Finding, Recommendation, and Management's Response	5

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 internal audit of the controls over the General Counsel (GC) Division at the Virginia Economic Development Partnership (VEDP). Based on our procedures, we identified one recommendation for GC to document when policies and procedures are created and last reviewed.

Below is an explanation of the Finding Classification associated with the finding identified during our audit. See detailed summary of the Finding, Recommendation, and Management’s Response on page five.

Finding Classifications	Quantity
Critical —Matter is urgent and requires immediate action by the Board of Directors and Executive Management.	0
High —Matter is a high priority that requires Executive Management’s immediate attention and correction.	0
Medium —Matter is a priority that requires Executive Management’s attention and a commitment to correct in a reasonable timeframe.	0
Low —Corrective action is necessary. These items represent infrequent errors or opportunities to improve internal controls or processes.	1
Best Practice —These items represent observations where there may not be an error, but controls or processes could be improved to better align with best practices.	0

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.

Overview of GC

The GC division at the Virginia Economic Development Partnership (VEDP) oversees VEDP's legal functions. This includes processes such as handling the responses to Freedom of Information Act (FOIA) requests and reviewing performance and non-disclosure agreements.

Objective and Scope

The objective of this audit was to assist VEDP in evaluating processes and controls for the GC division, and to provide any recommendations for improvement. As part of the audit plan for Fiscal Year 2022, we performed testing of select internal controls over GC business processes during the period of July 1, 2020 - September 30, 2021. 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:

- (FOIA) Requests and Responses
- Job Descriptions
- Policies and Procedures
- Review of Non-Disclosure Agreements (NDA)
- Review of Performance Agreements
- Succession Planning

We cannot guarantee that a third party would agree with our analysis or that this internal audit identified all issues that may exist or become apparent in the future.

Finding, Recommendation, and Management’s Response

LOW RATED FINDINGS				
NUMBER	FINDING	RECOMMENDATION	MANAGEMENT'S RESPONSE	EXPECTED REMEDIATION DATE
L-1	The GC policies and procedures (P&P) cover key topics such as onboarding, NDA and FOIA requests. Although the P&P appear to be complete, there was no documentation to show when they were created and last reviewed or updated.	We recommend that the GC includes initials and the date of when their P&P were last reviewed or updated.	All policies and procedures will include the date of the latest review and the identity of the reviewer.	This was completed on 12/6/2021.

FINANCE & AUDIT COMMITTEE



St. Peter's Parish –
New Kent County

March 16, 2022

VEDP

Virginia
Economic
Development
Partnership
VEDP.org

FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

Bethel Beach –
Mathews County

VEDP |

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). Additionally, 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 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.

ADP – CITY OF NORFOLK – 1ST EXTENSION

Summary:

- Provider of business outsource solutions
- \$5,000,000 COF Grant
- Governor approved: 2/10/2016
- Initial performance date: 12/31/2021
- Extension Request Date: 11/30/2021

Targets per the Performance Agreement:

- 1,800 new jobs @ \$50,693 over baseline of 0
- \$32,250,000 capital investment

Actual as of 12/31/2021:

- 1,332 new jobs (74%) at \$63,526 (verified)
- \$41,133,668 capital investment (128%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023.

Rationale:

- Due to COVID-19, ADP's client service demands shifted significantly, which ultimately impacted the timeline for hiring and the types of jobs that would need to be hired.
- While they have made substantial progress, ADP now anticipates that their hiring plan will extend through Q1 2023.
- This grant was made prior to the inception of milestones, so the Company holds the entire \$5,000,000 COF grant.
- ADP has met the statutory minimum for job creation and capital investment. The company must maintain the statutory minimum 15 jobs through the performance date to retain any portion of the COF.
- ADP projects 1,625 new jobs by March 2023, which will be 90% of targets and considered full performance.
- Norfolk is supportive of an extension for ADP to approach its employment target.

AEROFARMS – PITTSYLVANIA COUNTY – 1ST EXTENSION

Summary:

- Vertical growhouse for leafy greens
- \$200,000 COF Grant
- Governor approved: 11/18/2019
- Initial performance date: 12/31/2021
- Subsequent performance date: 3/31/2025
- Extension request date: 12/10/2021

Targets per the Performance Agreement:

- 92 new jobs @ \$34,945 over baseline of 0
- \$41,836,000 capital investment

Actual as of 12/31/2021:

- 0 new jobs
- \$59,098,757 capital investment (141%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023, and the subsequent performance date from 12/31/2025 to 3/31/2027.

Rationale:

- Aerofarms' timeline was impacted by disruptions to the construction industry during the COVID-19 pandemic. The company commenced construction in April 2021, more than 12 months later than anticipated.
- Aerofarms completed construction in Q4 2021 and initiated hiring in Q1 2022.
- The Commonwealth holds the entire COF, as the company has not yet met the payment milestones.
- Aerofarms has not yet met the statutory minimum for job creation. The company must reach and maintain the statutory minimum 15 jobs through the performance date to receive any portion of the COF.
- Aerofarms projects 92 new jobs by the end of 2022, when it will be fully operational.
- Pittsylvania County is supportive of an extension for Aerofarms to reach its employment target.

ALTEC INDUSTRIES – BOTETOURT COUNTY – 1ST EXTENSION

Summary:

- Manufacturer of construction/utility equipment
- \$400,000 COF Grant
- \$300,000 VIP Grant
- Governor approved: 10/23/2017
- Initial performance date: 12/31/2021
- Extension request date: 10/28/2021

Targets per the Performance Agreement:

- 180 new jobs @ \$55,000 over baseline of 603
- \$30,200,000 capital investment

Actual as of 12/31/2021:

- 180 new jobs (100%) @ \$59,408 (verified)
- \$25,024,059 capital investment (83%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023.
- COF Performance Agreements do not authorize extension requests for 5-year performance periods. However, the company may invoke the force majeure clause to request additional consideration due to COVID-19.

Rationale:

- Altec's progress was impacted by global supply chain shortages, limited availability of production materials, and record price increases on steel and other commodities during the COVID-19 pandemic.
- The company has received \$312,500 of the COF grant; Botetourt will hold the remaining \$87,500 until the full targets are met and verified. No VIP payments have been made since it is a post-performance grant.
- Altec has met the statutory minimum for job creation and capital investment for COF. The company must reach the \$25 million threshold to receive the VIP.
- Altec projects an additional \$7 million investment by March 2023.
- Botetourt County is supportive of an extension for Altec to reach its investment target.

DUPONT – CHESTERFIELD COUNTY – 1ST EXTENSION

Summary:

- Manufacturer of Kevlar
- \$250,000 COF Grant
- \$1,000,000 VIP Grant
- Governor approved: 9/5/2019
- Initial performance date: 12/31/2021
- Extension request date: 12/3/2021

Targets per the Performance Agreement:

- 60 new jobs @ \$70,905 over baseline of 0¹
- \$110,500,000 capital investment

Actual as of 9/30/2021:

- 30 new jobs (50%) at \$79,351 (verified)
- \$137,016,000 capital investment (124%, verified)

Request:

- Extend performance date by 12 months from 12/31/2021 to 12/31/2022.

Rationale:

- DuPont's Spruance facility manufactures next-generation Kevlar and other military, homeland security and law enforcement products and is the company's largest facility in the world.
- During the COVID-19 pandemic, the company experienced significant supply chain disruptions as raw materials were diverted for emergency response.
- Chesterfield County holds the entire COF, as the company has not yet met the payment milestones. No VIP payments have been made since it is a post-performance grant.
- DuPont has not yet met the statutory minimum for job creation. The company must reach and maintain the statutory minimum 50 jobs through the performance date to receive any portion of the COF.
- DuPont projects employment of 52 by June 2022, and 68 by September 2022.
- Chesterfield County is supportive of an extension for DuPont to reach its employment target.

¹ While DuPont employs nearly 3,000 employees in Virginia, the Kevlar polymerization plant is a new operation at the Spruance plant and therefore will be considered a new facility with a baseline employment of 0.

ELDOR – BOTETOURT COUNTY – 1ST EXTENSION

Summary:

- Manufacturer of automotive ignition coil systems
- \$3,200,000 COF Grant
- Governor approved: 3/14/2016
- Initial performance date: 12/31/2021
- Extension request date: 11/19/2021

Targets per the Performance Agreement:

- 350 new jobs @ \$37,950 over baseline of 0
- \$75,200,000 capital investment

Actual as of 09/30/2021:

- 209 new jobs (60%) at \$47,553 (verified)
- \$76,136,323 capital investment (101%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023.
- COF Performance Agreements do not authorize extension requests for 5-year performance periods. However, the company may invoke the force majeure clause to request additional consideration due to COVID-19.

Rationale:

- Eldor's ramp-up at its new facility experienced significant delays due to the COVID-19 pandemic. Eldor's largest customer, Ford, shifted production from automobiles to ventilators, which drastically slowed demand for ignition coil systems.
- Furthermore, Eldor's supplier DuPont limited allocation of plastic compound materials, which prevented the company from reaching production levels sooner.
- Based on milestones achieved to date, the company holds \$3,000,000 of the COF grant; Botetourt County will hold the remaining \$200,000 until the targets are met and verified.
- Eldor has met the statutory minimum for job creation and capital investment. The company must maintain the statutory minimum 50 jobs through the performance date to receive any portion of the COF.
- Botetourt County is supportive of an extension for Eldor to approach its employment targets.

EMPIRE BAKERY – FRANKLIN COUNTY – 1ST EXTENSION

Summary:

- Commercial bakery
- \$225,000 COF Grant
- Governor approved: 9/13/2018
- Initial performance date: 3/31/2022
- Extension request date: 1/21/2022

Targets per the Performance Agreement:

- 75 new jobs @ \$29,000 over baseline of 138
- \$10,400,000 capital investment

Actual as of 12/31/2021:

- 13 new jobs (17%) at \$33,570 (verified)
- \$11,052,552 capital investment (106%, verified)

Request:

- Extend performance date by 15 months from 3/31/2022 to 6/30/2023.

Rationale:

- Empire Bakery has experienced delays due to the tight post-COVID labor market.
- The company has implemented strategies to improve recruitment and retention efforts, including hourly rate increases, development of a tiered development program, referral bonuses, enhanced leave policies, and additional advertising of open positions.
- The company has also introduced two 8-hour shift options, in addition to the existing 10-hour shift.
- Franklin County holds the entire \$225,000 COF, as the company has not yet met the payment milestones.
- Empire Bakery has not yet met the statutory minimum for job creation. The company must reach and maintain the statutory minimum 15 jobs through the performance date to receive any portion of the COF.
- Franklin County is supportive of an extension for Empire Bakery to approach its employment targets.

KPMG – FAIRFAX COUNTY – 1ST EXTENSION

Summary:

- Provider of audit, tax, and advisory services
- \$681,000 COF Grant
- Governor approved: 8/30/2018
- Initial performance date: 12/31/2021
- Subsequent performance date: 12/31/2023
- Extension request date: 11/3/2021

Targets per the Performance Agreement:

- 355 new jobs @ \$124,694 over baseline of 1,727
- \$31,426,000 capital investment

Actual as of 12/31/2021:

- 297 new jobs (84%) at \$136,624 (verified)
- \$30,940,000 capital investment (98%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023, and the subsequent performance date from 12/31/2023 to 3/31/2025.

Rationale:

- At the onset of the COVID-19 pandemic, many KPMG clients imposed cost-saving measures to preserve financial viability. As a result, KPMG lost countless engagements and many project scopes were reduced.
- In September 2020, KPMG was forced to reduce its national workforce to align its professionals with new market demand. KPMG is actively working to rebuild its workforce.
- Fairfax County holds the entire COF, as the company has not yet met the payment milestones.
- KPMG has met the statutory minimums for job creation and capital investment. The company must maintain the statutory minimum 50 jobs through the performance date to receive any portion of the COF.
- KPMG reported 212 open positions in November 2021.
- Fairfax County is supportive of an extension for KPMG to reach its performance targets.

M.C. DEAN – CAROLINE COUNTY – 1ST EXTENSION

Summary:

- Manufacturer of modular electrical buildings, rooms and assemblies for data centers
- \$500,000 COF Grant
- \$250,000 VIP Grant
- Governor approved: 2/7/2019
- Initial performance date: 12/31/2021
- Extension request date: 1/26/2022

Targets per the Performance Agreement:

- 100 new jobs @ \$51,600 over baseline of 99
- \$25,095,001 capital investment

Actual as of 12/31/2021:

- 136 new jobs (136%) at \$53,602 (verified)
- \$20,675,302 capital investment (82%, verified)

Request:

- Extend performance date by 15 months from 3/31/2021 to 6/30/2022.

Rationale:

- Announced just prior to the COVID-19 pandemic, M.C. Dean's expansion experienced some early construction delays, which pushed its investment beyond the anticipated timeline.
- M.C. Dean plans to construct a 168,000 SF warehouse, as well as a new waterline and cafeteria in 2022-23, which will represent an additional investment of \$25 million.
- While the company has met the payment milestones, Caroline County will hold the entire \$500,000 COF until the targets are met and verified. No VIP payments have been made since it is a post-performance grant.
- M.C. Dean has met the statutory minimum job creation and capital investment for COF. The company must reach the \$25 million threshold to receive the VIP.
- Caroline County is supportive of an extension for M.C. Dean to reach its performance targets.

ORAN SAFETY GLASS – GREENSVILLE COUNTY – 1ST EXTENSION

Summary:

- Manufacturer of specialty glass
- \$150,000 COF Grant
- Governor approved: 3/7/2017
- Initial performance date: 12/31/2021
- Subsequent performance date: 12/31/2023
- Extension request date: 3/3/2022

Targets per the Performance Agreement:

- 55 new jobs @ \$43,000 over baseline of 110
- \$4,450,000 capital investment

Actual as of 12/31/2021:

- 9 new jobs (16%) at \$46,741 (verified)
- \$19,251,954 capital investment (433%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023, and the subsequent performance date from 12/31/2023 to 3/31/2025.

Rationale:

- In the spring of 2020, OSG had 30 new employees, but its employment dropped below the baseline with the onset of the pandemic.
- OSG has already increased starting hourly pay from \$8.50 to \$13.50, and it now plans to increase it to \$16.00 in order to increase retention and improve recruitment efforts.
- The company is utilizing staffing agencies and job fairs to fill its 30 positions open currently.
- This grant was made prior to the inception of milestones; thus, the company holds the entire COF grant. A Standby Letter of Credit is in place to guarantee repayment.
- OSG has not yet met the statutory minimum for job creation. The company must reach and maintain the statutory minimum 15 jobs through the performance date to retain any portion of the COF.
- Greenville County is supportive of an extension for OSG to meet its employment targets.

PRESS GLASS – HENRY COUNTY – 1ST EXTENSION

Summary:

- Manufacturer of glass products
- \$1,000,000 COF Grant
- Governor approved: 7/20/2018
- Initial performance date: 12/31/2021
- Extension request date: 2/15/2022

Targets per the Performance Agreement:

- 212 new jobs @ \$37,736 over baseline of 0
- \$43,550,000 capital investment

Actual as of 12/31/2021:

- 185 new jobs (87%) at \$40,086 (verified)
- \$60,222,319 capital investment (138%, verified)

Request:

- Extend performance date by 15 months from 12/31/2021 to 3/31/2023.

Rationale:

- Press Glass was under construction when COVID-19 began, and they started operations in June 2020. Due to the uncertainty surrounding the pandemic, their hiring plans were significantly delayed.
- The company currently operates two shifts and will hire an additional 80 workers in 2022 to fill a third shift.
- Press Glass also plans to continue investing into the facility adding two additional production lines in 2022.
- The company has achieved performance milestones and received \$500,000 of the grant. Henry County will hold the remaining \$500,000 until job targets are met and verified.
- Press Glass has met the statutory minimum for job creation and capital investment. The company must maintain the statutory minimum 15 jobs through the performance date to retain any portion of the COF.
- Henry County is supportive of an extension for Press Glass to meet its employment targets.

HARDYWOOD PARK CRAFT BREWERY – GOOCHLAND COUNTY – 2ND EXTENSION – REQUIRES MEI APPROVAL

Summary:

- Manufacturer of craft beer
- \$500,000 COF Grant
- \$400,000 VIP Grant
- Governor approved: 12/13/2016
- Initial performance date: 12/31/2020
- Extended performance date: 3/31/2022
- Second extension request date: 10/14/2021

Targets per the Performance Agreement:

- 56 new jobs @ \$51,000 over baseline of 0
- \$28,250,000 capital investment

Actual as of 12/31/2021:

- 35 new jobs (63%) at \$54,569 (verified)
- \$21,032,119 capital investment (74%; verified)

Request:

- Extend performance date by 15 months from 3/31/2022 to 6/30/2023.
- It is recommended that the 5% (\$25,000) fee for second extensions be waived due to COVID-19.
- This second extension will require approval by the MEI Commission.

Rationale:

- Hardywood previously received a 15-month extension for construction delays that postponed their opening by 12-18 months. More recently, the ongoing closures of its restaurant customers and its own tasting rooms due to COVID-19 have been financially devastating. Hardywood has indicated its employment is growing steadily, but the overall industry needs additional time in 2022 to rebound.
- Hardywood has not yet met the statutory minimum for job creation for the COF. The company must reach the statutory minimum 50 jobs to retain any portion of the COF. The company must also reach the \$25 million threshold to receive the VIP.
- This grant was made prior to the inception of milestones, so the Company holds the entire \$500,000 COF grant. No VIP payments have been made since it is a post-performance grant.
- Hardywood has indicated repaying the COF will cause a terminal financial hardship for the company.
- Goochland County is supportive of a second extension for Hardywood to reach the statutory minimums.

FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

Beaver Creek Lake –
Albemarle County

VEDP |

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 clawback referred to Office of the Attorney General as of February 25, 2022

Company	Locality	Clawback Amount (\$)	Notes	Previously Reported?	Announcement Date	Performance Date
Home Care Industries	Mecklenburg	150,000	Full repayment of \$150,000 grant due 05/01/2013; company closed in January 2013; hard asset created (site preparation) through use of COF grant. The VEDP Board, at its 01/17/2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	10/05/2010	03/31/2014
Lindenburg	Appomattox	1,400,000	Project not proceeding as planned; repayment of \$1,400,000 grant due 03/07/2016; 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 01/17/2018 meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	11/04/2014	04/30/2018
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 12/01/2017, secured by deed of trust on land. Additional \$38,274 repaid 09/19/2019. The VEDP Board, at its 01/17/2018 meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	06/18/2014	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 04/26/2018 meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	06/29/2010	12/31/2013
Axon Ghost Sentinel	Harrisonburg	75,000	Statutory minimum requirements not met; full repayment of \$75,000 grant due 07/25/2019. The VEDP Board, at its 10/24/2019 meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	06/29/2015	10/01/2018
Basket Savings	Arlington	40,000	Statutory minimum requirements not met; full repayment of \$125,000 grant due 09/30/2019; \$85,000 held by Arlington received 09/05/2019; \$40,000 balance due from Basket by 09/30/2019. The VEDP Board, at its 10/24/2019 meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	02/29/2016	06/30/2019
Telos	Loudoun	65,000	Job threshold not fully met; prorated repayment of \$65,000 of \$500,000 grant due 07/09/2019. The VEDP Board, at its 10/24/2019 meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C.	Yes	01/07/2014	03/31/2018
TOTAL		6,641,726				

PROGRESS REPORT ON COF PROJECTS SUBJECT TO CLAWBACK

Clawback past due as of February 25, 2022

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

Clawback requested but not past due as of February 25, 2022

Company	Locality	Clawback Amount (\$)	Notes	Previously Reported?	Announcement Date	Performance Date
Aurora Flight Services	Manassas	500,000	Statutory minimum requirements will not be met; full repayment of \$500,000 grant requested 01/20/2022; due 04/20/2022.	No	07/26/2018	06/30/2022
TOTAL		500,000				

PROGRESS REPORT ON COF PROJECTS SUBJECT TO CLAWBACK

Projects subject to clawback closed out since October 21, 2021

Company	Locality	Clawback Amount (\$)	Notes	Previously Reported?	Announcement Date	Performance Date
Universal Companies	Washington	90,000	Statutory minimum requirements not met; full repayment of \$90,000 grant received 11/09/2021.	Yes	04/28/2017	06/01/2022
Harris Teeter	Caroline	650,000	Statutory minimum requirements not met; full repayment of \$650,000 grant received 11/30/2021.	Yes	12/23/2015	12/31/2021
Interstate Group	Giles	34,000	Thresholds not fully met; prorated repayment of \$34,000 of \$200,000 grant received 11/30/2021.	No	01/05/2018	03/01/2021
Constellation Brands	Botetourt	1,400,000	Thresholds not fully met; prorated repayment of \$1,400,000 grant received 12/13/2021.	Yes	05/24/2016	03/31/2021
Euro-Composites	Culpeper	150,000	Statutory minimum requirements not met; full repayment of \$150,000 grant received 01/21/2022.	Yes	02/03/2016	07/01/2021
O'Sullivan Films	Winchester	187,931	Statutory minimum requirements will not be met; full repayment of \$187,931 grant received 02/22/2022.	No	11/02/2018	01/01/2022
Panacea BioMatx	Pittsylvania	105,000	Statutory minimum requirements not met; full repayment of \$105,000 grant received 02/22/2022.	No	03/06/2018	09/30/2021
TOTAL		2,616,931				

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

Company	Locality	Clawback Amount (\$)	Notes	Previously Reported?	Announcement Date	Performance Date
idX	Spotsylvania	400,000	Awaiting VEC FC-20 quarterly tax report as employment verification; investment verified.	No	02/07/2017	09/01/2021
Blue Wolf	Tazewell	45,000	Statutory minimum requirements not met; working with locality and company to establish payment plan for repayment.	No	10/15/2015	11/01/2021
TOTAL		445,000				

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 clawback referred to Office of the Attorney General as of February 25, 2022 - NONE

Clawback past due as of February 25, 2022 - NONE

Clawback requested but not past due as of February 25, 2022 - NONE

Projects subject to clawback closed out since October 21, 2021 - 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

Rosslyn –
Arlington County

VEDP |

PROGRESS REPORT ON DATA CENTER PROJECTS SUBJECT TO CLAWBACK

Past due clawback referred to Office of the Attorney General as of February 25, 2022 - NONE

Clawback past due as of February 25, 2022 - NONE

Clawback requested but not past due as of February 25, 2022 - NONE

Projects subject to clawback closed out since October 21, 2021 - NONE

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

Company	Locality	Clawback Amount (\$)	Notes	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; TAX will conduct an audit of expenditures to determine the tax payment due.*	No	10/06/2016	06/30/2021
TOTAL		TBD				

*OVH was also awarded a \$1,250,000 COF and a \$54,000 VJIP grant. The company received a 15-month COF extension of their performance date to 3/31/2022. In advance of that extended performance date, the company is verifying total job creation, including dedicated, on-site contractors. Should the company miss the employment target, it will request a second extension. No VJIP payments were made to the company before the grant was closed out.

FINANCE & AUDIT COMMITTEE

Extension Requests

Repayments Initiated: COF

Repayments Initiated: VJIP

Repayments Initiated: Data Centers

Semiannual Report on Incentive Performance

Emory & Henry –
Washington County

VEDP |

REQUIREMENTS FOR SEMI-ANNUAL INCENTIVE REPORTING

- Per the Code of Virginia § 2.2-2237.3., 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.

VEDP-ADMINISTERED INCENTIVES DASHBOARD (AS OF DECEMBER 31, 2021)

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

Fiscal Year	Total Number of Projects	Total Approved (\$) ⁶	Total Number of Projects by Estimated Risk ²				Moderate/High Risk Projects By...			Job Creation			Capital Investment		
			Low	Moderate	High	TBD 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
2015	2	\$6,000,000	0	0	0	2	0	0	0	690	-	-	188.3	-	-
2016	7	\$9,145,000	0	1	1	5	2	1	2	2,396	26	1%	159.9	22.7	14%
2017	13	\$16,625,000	3	6	1	3	7	2	0	4,079	2,345	57%	441.9	498.7	113%
2018	13	\$9,537,000	2	4	3	4	6	1	3	2,990	554	19%	228.3	206.9	91%
2019	26	\$11,407,000	11	5	6	4	11	2	1	2,916	1,040	36%	1,870.0	1,857.4	99%
2020	28	\$13,761,350	14	6	1	7	6	3	3	5,142	1,323	26%	999.3	297.1	30%
2021	32	\$19,378,482	7	2	0	23	1	2	1	4,553	109	2%	1,016.4	129.4	13%
2022	15	\$14,476,800	0	0	0	15	0	0	0	2,722	-	0%	868.5	-	0%

COF Post Performance Period⁵

Fiscal Year	Total Number of Projects	Total Approved (\$) ⁶	Total Number of Projects by Closeout Status				Total Number of Projects			Job Creation			Capital Investment		
			Metrics Achieved	Partial or Full Clawback Received	Clawback Requested	Clawback Unsuccessful to Date or Asset Created ⁷	Met Both Targets for Jobs and Capital Investment	Met Target for Either Jobs or Capital Investment	Missed Targets for Jobs and Capital Investment	Target	Actual as of Final Report ⁸	% of Target Met	Target (\$M)	Actual as of Final Report (\$M) ⁸	% of Target Met
2015	30	\$15,500,000	10	17	0	3	6	9	15	5,137	2,315	45%	837.1	622.3	74%
2016	26	\$14,440,000	9	15	0	2	8	5	13	3,427	2,392	70%	861.5	1,114.4	129%
2017	15	\$12,117,500	8	6	1	0	8	1	6	1,976	1,534	78%	637.3	1,014.7	159%
2018	15	\$4,608,000	4	10	1	0	1	3	11	1,711	627	37%	160.8	65.8	41%
2019	2	\$462,931	0	1	1	0	0	0	2	126	0	0%	17.3	0.0	0%
2020	0	\$0	0	0	0	0	0	0	0	0	0	0%	0.0	0.0	0%
2021	0	\$0	0	0	0	0	0	0	0	0	0	0%	0.0	0.0	0%
2022	0	\$0	0	0	0	0	0	0	0	0	0	0%	0.0	0.0	0%

VEDP-ADMINISTERED INCENTIVES DASHBOARD (AS OF DECEMBER 31, 2021)

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
			Clawback Requested	Clawback Received	% of total received	Total Clawback Requested (\$)	Total Clawback Received (\$)	% of total received	
2015	2	30	20	17	85%	\$5,688,250	\$3,724,492	65%	Lindenburg (Referred to OAG), Axon Ghost (Referred to OAG), Qore Solutions (Referred to OAG) ¹
2016	7	26	17	15	88%	\$8,810,000	\$8,655,000	98%	Chris Renee (Closed; Public Asset Created); Basket Savings (Referred to OAG)
2017	13	15	7	6	86%	\$2,875,313	\$2,375,313	83%	Aurora Flight Services (Not Yet Due)
2018	13	15	11	10	91%	\$3,164,750	\$3,059,750	97%	Panacea Biomatx (Not Yet Due) ²
2019	26	2	2	1	50%	\$462,931	\$275,000	59%	O'Sullivan Films (Not Yet Due) ³
2020	28	0	0	0	-	\$0	\$0	-	N/A
2021	32	0	0	0	-	\$0	\$0	-	N/A
2022	15	0	0	0	-	\$0	\$0	-	N/A

¹ The VEDP Board, at its October 25, 2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C. against Qore, which had previously filed for bankruptcy in 2017. A repayment of \$45,242 was received on 07/14/2021 through bankruptcy proceedings; no further repayments are anticipated and the project was closed out.

² Full Clawback of \$105,000 received from Panacea Biomatx on 2/28/22 and the project has been closed.

³ Full Clawback of \$187,931 received from O'Sullivan Films on 2/28/22 and the project has been closed.

VEDP-ADMINISTERED INCENTIVES DASHBOARD (AS OF DECEMBER 31, 2021)

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

Incentive Program	Total Projects	Total \$ Approved	Jobs			Capital Investment		
			Future Target	Actual as of Most Recent Report ²	% of Future Target Met	Future Target (\$M)	Actual as of Most Recent Report (\$M) ²	% of Future Target Met ²
DCRSUT Exemption ³	19	N/A	950	TBD	TBD	\$2,850.0	TBD	TBD
MEE ⁴	0	-	-	-	-	-	-	-
VEDIG	5	\$16,300,000	2,950	TBD	TBD	\$246.7	TBD	TBD
VIP	29	\$26,500,000	4,162	TBD	TBD	\$2,280.4	TBD	TBD
VJIP New Jobs Programs ⁵	162	\$15,336,075	23,930	3,799	16%	\$4,124.4	N/A	N/A
VJIP Retraining Programs ⁴	0	-	-	-	-	-	-	-
Custom Grants ⁶	11	\$769,142,875	35,531	1,751	5%	\$9,043.0	\$3,622.0	40%

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

Incentive Program	Number of Projects			Total \$ Approved	Jobs			Capital Investment		
	Total	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
DCRSUT Exemption ⁸	19	19	0	N/A	950	950	100%	\$2,850.0	\$2,850.0	100%
MEE	2	2	0	\$33,000,000	4,150	5,544	134%	\$433.0	\$597.4	138%
VEDIG	7	5	2	\$32,000,000	3,299	3,906	118%	\$320.3	\$470.5	147%
VIP	68	55	13	\$53,750,000	6,247	6,542	105%	\$4,889.3	\$5,775.4	118%
VJIP New Jobs Programs ^{5, 9}	315	75	0	\$35,463,251	43,578	23,408	54%	\$3,181.1	N/A	N/A
VJIP Retraining Programs ^{5, 10}	50	28	0	\$4,355,081	10,048	9,476	94%	\$891.0	N/A	N/A
Custom Grants	2	1	0	\$45,500,000	2,142	2,073	97%	\$585.4	\$386.3	66%

For detailed footnotes, please reference full semi-annual report included in the Board packet.

Questions

Birch Knob –
Dickenson County

**VEDP-Administered Incentives Dashboard (as of December 31, 2021)
Commonwealth's Opportunity Fund (COF)**

As of December 31, 2021 - sorted by Initial Performance Date

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

Fiscal Year of Governor's Approval	Total Number of Projects	Total Approved (\$) ⁵	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
2015	2	\$6,000,000	0	0	0	2	0	0	0	690	-	0%	188.3	-	0%
2016	7	\$9,145,000	0	1	1	5	2	1	2	2,396	26	1%	159.9	22.7	14%
2017	13	\$16,625,000	3	6	1	3	7	2	0	4,079	2,345	57%	441.9	498.7	113%
2018	13	\$9,537,500	2	4	3	4	6	1	3	2,990	554	19%	228.3	206.9	91%
2019	26	\$11,407,000	11	5	6	4	11	2	1	2,916	1,040	36%	1,870.0	1,857.4	99%
2020	28	\$13,761,350	14	6	1	7	6	3	3	5,142	1,323	26%	999.3	297.1	30%
2021	32	\$19,378,482	7	2	0	23	1	2	1	4,553	109	2%	1,016.4	129.4	13%
2022	15	\$14,476,800	0	0	0	15	0	0	0	2,722	-	-	868.5	-	-

Post Performance Period⁵

Fiscal Year of Governor's Approval	Total Number of Projects	Total Approved (\$) ⁵	Final Portfolio Performance Recap by Fiscal Year												
			Total Number of Projects by Closeout Status				Total Number of Projects			Job Creation			Capital Investment		
			Metrics Achieved	Requested Clawback Received	Clawback Requested	Clawback Unsuccessful to Date or Asset Created ⁷	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 ⁸	% of Target Met	Target (\$M)	Actual as of Final Report (\$M) ⁸	% of Target Met
2015	30	\$15,500,000	10	17	0	3	6	9	15	5,137	2,315	45%	837.1	622.3	74%
2016	26	\$14,440,000	9	15	0	2	8	5	13	3,427	2,392	70%	861.5	1,114.4	129%
2017	15	\$12,117,500	8	6	1	0	8	1	6	1,976	1,534	78%	637.3	1,014.7	159%
2018	15	\$4,608,000	4	10	1	0	1	3	11	1,711	627	37%	160.8	65.8	41%
2019	2	\$462,931	0	1	1	0	0	0	2	126	0	0%	17.3	0.0	0%
2020	0	\$0	-	-	-	-	-	-	-	-	-	-	-	-	-
2021	0	\$0	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	0	\$0	-	-	-	-	-	-	-	-	-	-	-	-	-

¹Within Performance includes all COF projects approved through December 31, 2021 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-reported confidence levels based on the most recent progress report for which confidence levels were reported. The risk rating is based on the lowest confidence reported for any individual metric. For example, if the company reported "moderate" confidence for job creation, and "low" confidence for wages and capital investment, the project would be classified as "moderate" risk here).

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

⁴For project 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, 2015 through December 31, 2021 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.

⁷VEDP previously provided a "close out" communication to Chris Renee Cosmetics (indicating contractual obligations were satisfied) and/or determined that the project achieved an equivalent ROI target, making any retroactive clawback attempt difficult. With the implementation of comprehensive Incentive Policies and Procedures, VEDP has implemented a policy going forward for strictly enforcing clawbacks.

⁸Projects 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, 2021)
Commonwealth's Opportunity Fund (COF)

As of December 31, 2021 - sorted by Initial Performance Date

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	
2015	2	30	20	17	85%	\$5,688,250	\$3,724,492	65%	Lindenburg (Referred to OAG), Axon Ghost (Referred to OAG), Qore Solutions (Referred to OAG) ¹
2016	7	26	17	15	88%	\$8,810,000	\$8,655,000	98%	Chris Renee (Closed; Public Asset Created); Basket Savings (Referred to OAG)
2017	13	15	7	6	86%	\$2,875,313	\$2,375,313	83%	Aurora Flight Services (Not Yet Due)
2018	13	15	11	10	91%	\$3,164,750	\$3,059,750	97%	Panacea Biomatx (Not Yet Due) ²
2019	26	2	2	1	50%	\$462,931	\$275,000	59%	O'Sullivan Films (Not Yet Due) ³
2020	28	0	0	0	0%	\$0	\$0	0%	N/A
2021	32	0	0	0	0%	\$0	\$0	0%	N/A
2022	15	0	0	0	0%	\$0	\$0	0%	N/A

¹The VEDP Board, at its October 25, 2018, meeting, directed the Office of Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C. against Qore, which had previously filed for bankruptcy in 2017. A repayment of \$45,242 was received on 07/14/2021 through bankruptcy proceedings; no further repayments are anticipated and the project was closed out.

²Full Clawback of \$105,000 received from Panacea Biomatx on 2/28/22 and the project has been closed.

³Full Clawback of \$187,931 received from O'Sullivan Films on 2/28/22 and the project has been closed.

VEDP-Administered Incentives Dashboard (as of December 31, 2021)

VIP, MEE, VEDIG, and Data Centers reflect projects since inception. Custom Grants reflect projects approved since July 1, 2015.

As of December 31, 2021 - sorted by Initial Performance Date

Within Performance Period as of December 31, 2021 (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	19	N/A	950	TBD	TBD	\$2,850.0	TBD	TBD
Major Eligible Employer (MEE) ⁴	0	-	-	-	-	-	-	-
Virginia Economic Development Incentive Grant (VEDIG)	5	\$16,300,000	2,950	TBD	TBD	\$246.7	TBD	TBD
Virginia Investment Partnership (VIP)	29	\$26,500,000	4,162	TBD	TBD	\$2,280.4	TBD	TBD
Virginia Jobs Investment Program (VJIP) New Jobs Programs ⁵	162	\$15,336,075	23,930	3,799	16%	\$4,124.4	N/A	N/A
Virginia Jobs Investment Program (VJIP) Retraining Programs ⁴	0	-	-	-	-	-	-	-
Custom Grants ⁶	11	\$769,142,875	35,531	1,751	5%	\$9,043.0	\$3,622.0	40%

Post Performance Period as of December 31, 2021 (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	19	19	0	N/A	950	950	100%	\$2,850.0	\$2,850.0	100%
Major Eligible Employer (MEE)	2	2	0	\$33,000,000	4,150	Clawback Unsucc	#VALUE!	\$433.0	\$597.4	138%
Virginia Economic Development Incentive Grant (VEDIG)	7	5	2	\$32,000,000	3,299	3,906	118%	\$320.3	\$470.5	147%
Virginia Investment Partnership (VIP)	68	55	13	\$53,750,000	6,247	6,542	105%	\$4,889.3	\$5,775.4	118%
Virginia Jobs Investment Program (VJIP) New Jobs Programs ^{5,9}	315	75	N/A	\$35,463,251	43,578	23,408	54%	\$3,181.1	N/A	N/A
Virginia Jobs Investment Program (VJIP) Retraining Programs ^{5,10}	50	28	N/A	\$4,355,081	10,048	9,476	94%	\$891.0	N/A	N/A
Custom Grants	2	1	0	\$45,500,000	2,142	2,073	97%	\$585.4	\$386.3	66%

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, 2021. 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 in Virginia varies 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 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 minimums 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. The VJIP program does not use the Post-Performance Follow-up Status, so projects appear "Within Performance" until final performance is verified.

⁶There are eleven custom grants within performance: Amazon, Blue Star, CMA CGM, CoStar, Huntington Ingalls, Merck, Micron, Microsoft, Morgan Olson, Siemens Gamesa, and Volvo.

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 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.

⁹249 (79%) of the 315 VJIP New Jobs projects achieved statutory minimum threshold for new job creation and capital investment to receive a grant payment.

¹⁰44 (88%) of the 50 VJIP Retraining projects achieved statutory minimum threshold for job retraining and capital investment to receive a grant payment.

Status report on Commonwealth's Development Opportunity Fund (COF) projects approved from FY 15 through FY 22 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, 2021 - sorted by status (last column), then alphabetical

Status Key:

Red: Clawback Unsuccessful to Date or Asset Created ²
Yellow: Clawback in Process (not yet due)
Blue: Project Closed out when Full Clawback Amount Received
Green: Metrics Achieved
White: In Post Performance Follow-Up Period

Project Number	Company Name	Locality	Grant Amount (\$) ²	Job Creation Target	Actual Job Creation as of Performance Date	% of Job Creation Target as of Performance Date	Capital Investment Target (\$)	Actual Capital Investment as of Performance Date (\$)	% of Capital Investment Target as of Performance Date (%)	Average Annual Wage Target (\$)	Actual Average Annual Wage as of Performance Date (\$)	% of Average Annual Wage Target as of Performance Date	Performance Agreement Execution Date	Performance Date	Extended Performance Date (if applicable)	Reason for Extension ³	Subsequent Performance Date (if applicable)	Status
2015-131450	Axon Ghost Sentinel	Harrisonburg	75,000	29	18	62%	1,500,000	0	0%	82,778	0	0%	07/31/15	10/01/18	N/A	N/A	None	Clawback of \$75,000 requested 4/25/19; due 7/25/19; VEDP Board directed the Office of the Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C
2016-133743	Basket Savings	Arlington	125,000	65	0	0%	10,000,000	0	0%	95,000	0	0%	10/08/16	06/30/19	N/A	N/A	None	Clawback of \$125,000 requested 6/18/19; due 9/30/19; \$85,000 held by Arlington received 9/5/19; \$40,000 balance due from Basket by 9/30/19; VEDP Board directed the Office of the Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C
2013-86308	Lindenburg	Appomattox	1,400,000	349	0	0%	113,000,000	0	0%	32,000	0	0%	11/10/14	04/30/18	N/A	N/A	04/30/20	Clawback of \$1,400,000 requested 12/8/15; due 3/7/16; VEDP has pending lawsuit against Lindenburg; VEDP Board directed the Office of the Attorney General to enforce collection of clawback in accordance with § 2.2-2237.3.C; VEDP brought litigation against the project consultant for Lindenburg, which was unsuccessful, as the judge determined that the consultant was not a guarantor of the success of the project. VEDP lawyers determined there was no surviving Lindenburg entity to sue and the former principals were foreign nationals, which would have made any litigation expensive and highly-speculative
2016-132046	Chris Renee Cosmetics	Washington	115,000	37	0	0%	2,025,750	0	0%	30,700	0	0%	09/30/15	12/31/18	N/A	N/A	None	Clawback attempt in amount of \$115,000 unsuccessful; however, new public asset (site preparation/utility extension) created as a
2016-137025	Aurora	Manassas	500,000	135	0	0%	13,750,000	0	0%	105,030	0	0%	11/09/18	06/30/22	N/A	N/A	None	Full clawback of \$500,000 requested 1/20/22; due 4/20/22
2018-138520	O'Sullivan	Winchester	187,931	61	0	0%	10,348,500	0	0%	53,852	0	0%	05/08/19	10/01/20	01/01/22	COVID-19	None	Full clawback of \$187,931 requested 11/12/21; due 2/12/22
2016-136892	Panacea BioMatx	Pittsylvania	105,000	70	0	0%	5,817,000	0	0%	52,742	0	0%	08/27/18	09/30/21	N/A	N/A	None	Full clawback of \$105,000 requested 1/7/22; due 4/7/22
2015-119457	S10nano	Greensville	200,000	113	0	0%	11,000,000	0	0%	36,109	0	0%	09/11/15	08/01/18	N/A	N/A	08/01/19	Full clawback of \$200,000 received 8/28/16
2015-129128	AccuTec Blades	Augusta	125,000	53	0	0%	5,376,000	0	0%	47,281	0	0%	05/11/16	06/01/19	N/A	N/A	None	Full clawback of \$125,000 received 7/29/19
2015-127125	Aerojet	Orange	300,000	100	84	84%	11,000,000	11,100,000	101%	70,000	74,371	106%	07/15/15	08/01/18	11/01/19	Hiring difficulty for worker job set	None	Underperformed; clawback of \$24,000 received 4/21/2020
2015-127373	Andros	Shenandoah	400,000	66	0	0%	50,000,000	0	0%	27,581	0	0%	08/25/15	12/31/18	03/31/20	Job/investment ramp up delayed	None	Full clawback of \$400,000 received 2/1/21
2018-140033	Arconic	Fairfax	750,000	58	0	0%	5,175,000	0	0%	347,275	0	0%	09/19/18	12/31/21	N/A	N/A	None	Full clawback of \$750,000 received 2/25/19
2015-129121	Ballast Point	Botetourt	2,400,000	178	57	32%	47,800,000	53,390,172	112%	41,075	46,289	113%	06/02/16	12/31/19	03/31/21	Job/investment ramp up delayed	03/31/23	Underperformed; clawback of \$1,400,000 received 12/13/21
2015-126987	Bechtel	Fairfax	500,000	700	235	34%	10,000,000	13,575,000	136%	129,000	187,658	145%	05/27/15	07/01/18	10/01/19	Job/investment ramp up delayed	None	Underperformed; clawback of \$165,000 received 2/13/2020
2018-140061	BGF Industries	Danville	275,000	65	0	0%	7,000,000	0	0%	75,000	0	0%	10/16/18	06/30/22	N/A	N/A	03/31/23	Full clawback of \$275,000 received 2/4/21
2017-137462	Bloomberg BNA	Arlington	500,000	125	0	0%	5,500,000	0	0%	85,500	0	0%	07/20/17	06/30/20	N/A	N/A	None	Full clawback of \$500,000 received 12/14/20
2015-119437	Blue Ridge Rail	Charlotte	100,000	37	0	0%	2,411,882	0	0%	39,191	0	0%	01/26/15	02/01/18	05/01/19	Force majeure	05/01/21	Full clawback of \$100,000 received 8/30/19
2014-105588	Continental	Newport News	2,000,000	525	151	29%	152,000,000	105,232,528	69%	36,532	57,968	159%	10/28/14	06/30/20	N/A	No extension	None	Underperformed; clawback of \$820,000 received 2/8/21
2014-117734	Core Health/Nautilus	Grayson	350,000	250	108	43%	2,000,000	4,498,556	225%	30,000	38,600	129%	08/01/14	09/30/17	12/31/18	Job/investment ramp up delayed	None	Underperformed; clawback of \$99,750 received 7/29/19
2015-131476	CWW Conveyor Systems	Carroll	65,000	20	0	0%	2,000,000	0	0%	36,504	0	0%	06/30/15	10/01/18	N/A	N/A	10/01/20	Full clawback of \$65,000 received 6/14/16
2014-100428	Deschutes Brewery	Roanoke City	3,000,000	108	0	0%	85,000,000	0	0%	44,928	0	0%	04/20/16	06/01/21	N/A	N/A	None	Full clawback of \$3,000,000 received 6/20/18
2018-140212	Discovery Communications	Loudoun	500,000	240	0	0%	16,000,000	0	0%	150,331	0	0%	08/23/18	12/31/21	N/A	N/A	None	Full clawback of \$500,000 received 7/29/20
2014-117220	Dynax America	Botetourt	225,000	75	0	0%	32,625,000	0	0%	40,683	0	0%	01/26/15	04/01/18	N/A	N/A	None	Full clawback of \$225,000 received 3/1/18
2015-130790	Emser Tile	Suffolk	250,000	98	52	53%	16,250,000	22,025,071	136%	39,873	42,126	106%	08/30/16	06/01/19	N/A	N/A	None	Underperformed; clawback of \$58,750 received 12/5/19
2015-131463	Euro-Composites	Culpeper	150,000	58	0	0%	10,500,000	0	0%	38,931	0	0%	04/05/16	04/01/19	07/01/21	COVID-19	None	Full clawback of \$150,000 received 1/21/22
2014-104531	Friant and Associates	Suffolk	200,000	166	87	52%	16,919,000	15,632,800	92%	28,567	32,781	115%	02/10/15	12/31/17	03/31/19	Job/investment ramp up delayed	None	Underperformed; clawback of \$48,000 received 12/12/19
2016-133750	Grant Thornton	Arlington	1,000,000	348	283	81%	15,750,000	4,175,408	27%	87,000	100,128	115%	01/24/17	03/01/20	N/A	N/A	None	Underperformed; clawback of \$175,000 received 12/15/20
2016-133892	Graphic Packaging	Staunton	250,000	43	29	67%	20,000,000	27,750,000	139%	31,893	38,451	121%	04/28/16	05/01/19	N/A	N/A	05/01/20	Underperformed; clawback of \$41,250 received 11/12/19
2013-84146	Hardide	Henry	150,000	29	0	0%	7,250,000	0	0%	50,000	0	0%	01/21/15	06/30/18	09/30/19	Equipment installation delay	09/30/21	Full clawback of \$150,000 received 6/28/21
2011-21859	Harris Teeter	Caroline	650,000	400	0	0%	115,250,000	0	0%	38,000	0	0%	03/15/16	12/31/21	N/A	N/A	None	Full clawback of \$650,000 received 11/30/21
2017-137696	Humm Kombucha	Roanoke City	150,000	46	0	0%	10,000,000	0	0%	39,462	0	0%	11/21/17	07/31/21	N/A	N/A	None	Full clawback of \$150,000 received 7/16/19

Status report on Commonwealth's Development Opportunity Fund (COF) projects approved from FY 15 through FY 22 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, 2021 - sorted by status (last column), then alphabetical

Status Key:

Red: Clawback Unsuccessful to Date or Asset Created ²
Yellow: Clawback in Process (not yet due)
Blue: Project Closed out when Full Clawback Amount Received
Green: Metrics Achieved
White: In Post Performance Follow-Up Period

Project Number	Company Name	Locality	Grant Amount (\$) ²	Job Creation Target	Actual Job Creation as of Performance Date	% of Job Creation Target as of Performance Date	Capital Investment Target (\$)	Actual Capital Investment as of Performance Date (\$)	% of Capital Investment Target as of Performance Date (%)	Average Annual Wage Target (\$)	Actual Average Annual Wage as of Performance Date (\$)	% of Average Annual Wage Target as of Performance Date	Performance Agreement Execution Date	Performance Date	Extended Performance Date (if applicable)	Reason for Extension ³	Subsequent Performance Date (if applicable)	Status
2015-126985	Ernst & Young	Fairfax	1,300,000	462	943	204%	12,666,600	14,622,328	115%	98,042	119,194	122%	02/05/16	12/31/18	N/A	N/A	None	Metrics Achieved
2015-128495	Hubbell Lighting	Montgomery	100,000	100	90	90%	4,665,000	5,875,081	126%	38,526	44,064	114%	06/30/15	09/01/18	N/A	N/A	None	Metrics Achieved
2017-138144	Intertape Polymer	Pittsylvania	50,000	15	30	200%	7,000,000	15,064,190	215%	40,066	60,847	152%	11/01/17	12/31/20	N/A	N/A	None	Metrics Achieved
2014-90327	James Hardie	Pulaski	250,000	69	82	119%	25,000,000	29,771,354	119%	36,795	40,393	110%	12/09/14	12/31/17	N/A	N/A	None	Metrics Achieved
2014-103167	K2M	Loudoun	450,000	97	95	98%	28,400,000	30,387,890	107%	103,000	103,345	100%	12/12/14	03/31/18	N/A	N/A	None	Metrics Achieved
2014-117740	Lidl	Spotsylvania	1,000,000	80	89	111%	125,000,000	126,544,566	101%	80,000	80,441	101%	07/22/15	06/30/18	N/A	N/A	None	Metrics Achieved
2014-114342	Lidl	Arlington	4,000,000	500	464	93%	77,000,000	92,907,929	121%	128,000	128,066	100%	11/01/15	06/30/20	N/A	N/A	None	Metrics Achieved
2014-108780	McKesson	Henrico	500,000	135	138	102%	12,200,000	12,297,436	101%	104,000	117,091	113%	11/26/14	12/31/17	N/A	N/A	None	Metrics Achieved
2015-123227	Microsoft BN7	Mecklenburg	700,000	42	50	119%	402,400,000	824,504,900	205%	45,000	59,400	132%	11/12/15	01/31/19	N/A	N/A	None	Metrics Achieved
2015-126848	Microsoft BN8	Mecklenburg	500,000	44	54	123%	251,590,000	688,425,394	274%	47,000	64,313	137%	08/24/16	07/01/19	N/A	N/A	None	Metrics Achieved
2015-128250	Monogram Foods	Henry	600,000	301	365	121%	43,719,750	91,829,189	210%	25,666	27,243	106%	06/01/15	07/01/19	N/A	N/A	None	Metrics Achieved
2017-137362	Nestle	Arlington	6,000,000	748	813	109%	36,300,000	39,581,952	109%	127,719	140,230	110%	05/01/17	12/31/19	N/A	N/A	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%	07/22/16	09/30/19	N/A	N/A	None	Metrics Achieved
2015-131457	NorrisBuilt	Wise	75,000	24	26	108%	1,500,000	1,500,000	100%	29,000	33,000	114%	10/22/15	02/01/19	N/A	N/A	None	Metrics Achieved
2016-136960	Pacific Life	Lynchburg	500,000	300	293	98%	3,698,800	13,326,252	360%	51,527	67,697	131%	10/03/16	12/31/19	03/31/21	Job/Investment ramp up delayed	None	Metrics Achieved
2016-131907	Ply Gem	Franklin	100,000	76	84	111%	1,980,000	4,430,934	224%	26,083	30,261	116%	02/29/16	09/01/19	N/A	N/A	None	Metrics Achieved
2015-130780	Printpack	Newport News	150,000	50	50	100%	25,700,000	31,165,461	121%	42,840	43,052	100%	06/09/16	09/01/20	N/A	N/A	None	Metrics Achieved
2017-137044	SteelFab	Emporia	50,000	18	18	100%	2,144,582	3,022,534	141%	29,400	36,800	125%	03/13/17	06/30/20	N/A	N/A	None	Metrics Achieved
2014-117715	VivaTerra	Madison	100,000	25	28	112%	4,533,000	5,221,443	115%	32,040	35,178	110%	02/10/15	03/01/18	N/A	N/A	None	Metrics Achieved
2015-128253	Volvo	Pulaski	100,000	32	162	506%	13,700,000	64,705,705	472%	59,800	59,800	100%	08/01/17	12/31/18	N/A	N/A	None	Metrics Achieved
2016-133755	ADP	Norfolk	5,000,000	1,800	TBD ⁴	TBD ⁴	32,250,000	TBD ⁴	TBD ⁴	50,693	TBD ⁴	TBD ⁴	03/16/16	12/31/21	N/A	N/A	None	Post Performance FollowUp
2020-141123	Aerofarms	Pittsylvania	200,000	92	TBD ⁴	TBD ⁴	41,836,000	TBD ⁴	TBD ⁴	34,945	TBD ⁴	TBD ⁴	11/07/19	12/31/21	N/A	N/A	12/31/25	Post Performance FollowUp
2017-137703	Altec	Botetourt	400,000	180	TBD ⁴	TBD ⁴	30,200,000	TBD ⁴	TBD ⁴	55,000	TBD ⁴	TBD ⁴	01/19/18	12/31/21	N/A	N/A	None	Post Performance FollowUp
2016-133141	Blue Wolf	Tazewell	45,000	15	TBD ⁴	TBD ⁴	1,559,000	TBD ⁴	TBD ⁴	27,435	TBD ⁴	TBD ⁴	11/24/15	05/01/19	11/01/21	COVID-19	None	Post Performance FollowUp
2017-137040	CoStar	Richmond City	4,000,000	732	TBD ⁴	TBD ⁴	8,170,000	TBD ⁴	TBD ⁴	57,821	TBD ⁴	TBD ⁴	02/03/17	12/31/19	N/A	N/A	12/31/21	Post Performance FollowUp
2018-140031	DuPont	Chesterfield	250,000	60	TBD ⁴	TBD ⁴	110,500,000	TBD ⁴	TBD ⁴	70,905	TBD ⁴	TBD ⁴	02/21/20	12/31/21	N/A	N/A	None	Post Performance FollowUp
2015-130761	Eldor	Botetourt	3,200,000	350	TBD ⁴	TBD ⁴	75,200,000	TBD ⁴	TBD ⁴	37,950	TBD ⁴	TBD ⁴	03/15/16	12/31/21	N/A	N/A	None	Post Performance FollowUp
2017-138126	Gerber	Arlington	862,500	150	TBD ⁴	TBD ⁴	5,000,000	TBD ⁴	TBD ⁴	127,919	TBD ⁴	TBD ⁴	06/13/19	12/31/21	N/A	N/A	None	Post Performance FollowUp
2015-127514	idX	Spotsylvania	400,000	150	TBD ⁴	TBD ⁴	7,200,000	TBD ⁴	TBD ⁴	55,502	TBD ⁴	TBD ⁴	04/27/17	06/30/20	09/30/21	COVID-19	09/30/23	Post Performance FollowUp
2017-137679	Koinonia	Pulaski	100,000	40	TBD ⁴	TBD ⁴	4,905,000	TBD ⁴	TBD ⁴	35,300	TBD ⁴	TBD ⁴	01/23/18	12/31/21	N/A	N/A	None	Post Performance FollowUp
2018-140324	KPMG	Fairfax	1,000,000	521	TBD ⁴	TBD ⁴	31,426,000	TBD ⁴	TBD ⁴	124,694	TBD ⁴	TBD ⁴	01/31/19	12/31/21	N/A	N/A	12/31/23	Post Performance FollowUp
2018-140198	MC Dean	Caroline	500,000	100	TBD ⁴	TBD ⁴	25,095,001	TBD ⁴	TBD ⁴	51,600	TBD ⁴	TBD ⁴	03/12/19	12/31/21	N/A	N/A	None	Post Performance FollowUp
2014-108540	Navy Federal Credit Union	Fairfax	1,000,000	600	TBD ⁴	TBD ⁴	114,600,000	TBD ⁴	TBD ⁴	53,535	TBD ⁴	TBD ⁴	07/06/15	09/01/20	12/01/21	COVID-19	None	Post Performance FollowUp
2015-128619	OSG	Greensville	150,000	55	TBD ⁴	TBD ⁴	4,450,000	TBD ⁴	TBD ⁴	43,000	TBD ⁴	TBD ⁴	06/12/17	12/31/21	N/A	N/A	12/31/23	Post Performance FollowUp
2018-140032	Press Glass	Henry	1,000,000	212	TBD ⁴	TBD ⁴	43,550,000	TBD ⁴	TBD ⁴	37,736	TBD ⁴	TBD ⁴	08/28/18	12/31/21	N/A	N/A	12/31/23	Post Performance FollowUp
2015-127126	Sanjo	Virginia Beach	250,000	85	TBD ⁴	TBD ⁴	17,500,000	TBD ⁴	TBD ⁴	40,400	TBD ⁴	TBD ⁴	11/30/17	09/01/20	12/01/21	COVID-19	None	Post Performance FollowUp

Status report on Commonwealth's Development Opportunity Fund (COF) projects approved from FY 15 through FY 22 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, 2021 - sorted by status (last column), then alphabetical

Status Key:

Red: Clawback Unsuccessful to Date or Asset Created⁸

Yellow: Clawback in Process (not yet due)

Blue: Project Closed out when Full Clawback Amount Received

Green: Metrics Achieved

White: In Post Performance Follow-Up Period

Project Number	Company Name	Locality	Grant Amount (\$) ²	Job Creation Target	Actual Job Creation as of Performance Date	% of Job Creation Target as of Performance Date	Capital Investment Target (\$)	Actual Capital Investment as of Performance Date (\$)	% of Capital Investment Target as of Performance Date (\$)	Average Annual Wage Target (\$)	Actual Average Annual Wage as of Performance Date (\$)	% of Average Annual Wage Target as of Performance Date	Performance Agreement Execution Date	Performance Date	Extended Performance Date (if applicable)	Reason for Extension ³	Subsequent Performance Date (if applicable)	Status
2016-134268	StarSprings	Henry	100,000	68	TBD ⁴	TBD ⁴	3,689,875	TBD ⁴	TBD ⁴	27,428	TBD ⁴	TBD ⁴	01/13/16	03/31/19	09/30/21	COVID-19	09/30/23	Post Performance FollowUp
2014-108657	Stone Brewing	Richmond City	5,000,000	90	TBD ⁴	TBD ⁴	73,700,000	TBD ⁴	TBD ⁴	57,024	TBD ⁴	TBD ⁴	01/06/15	12/31/21	N/A	N/A	None	Post Performance FollowUp
2018-138386	Sumitomo	Chesapeake	200,000	26	TBD ⁴	TBD ⁴	10,000,000	TBD ⁴	TBD ⁴	38,917	TBD ⁴	TBD ⁴	04/02/18	09/01/21	N/A	N/A	None	Post Performance FollowUp
2018-140229	Volvo	Roanoke	700,000	250	TBD ⁴	TBD ⁴	13,000,000	TBD ⁴	TBD ⁴	42,400	TBD ⁴	TBD ⁴	02/11/20	12/31/21	N/A	N/A	12/31/26	Post Performance FollowUp
TOTAL⁵			71,485,931	12,345	6,706	54%	2,500,278,869	2,752,490,268	110%									

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, extension required approval of VEDP's Project Review and Credit Committee, and Credit Committee; Standard 3 (prior to mid-2016) based on VEDP staff determination.

⁵Average wage data not taken into consideration for this project.

⁶VEDP previously provided a "close out" communication to the company (indicating contractual obligations were satisfied) and/or determined that project achieved equivalent ROI target, making any retroactive clawback attempt difficult; VEDP has implemented a policy going forward for strictly enforcing clawbacks.

⁷Awaiting final reporting for those projects within post performance followup.

⁸Excludes 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."

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, 2021 - sorted by time remaining until performance date

Project Number	Company Name	Locality	Grant Amount (\$)	Job Creation Target	Actual Jobs as of Most Recent Progress Report	% of Jobs Target as of Most Recent Progress Report	Company-Reported Confidence Level for Job Creation ²	Capital investment Target (\$)	Actual Capital Investment as of Most Recent Progress Report (\$)	% of Capital Investment Target as of Most Recent Progress Report	Company-Reported Confidence Level of Capital Investment ²	Average Annual Wage Target (\$)	Actual Average Annual Wage as of Most Recent Progress Report (\$)	% of Wage Target as of Most Recent Progress Report	Company-Reported Confidence Level for Wage Target ²	Performance Agreement Execution Date	Initial Performance Date for Job, Wage, and Capital Investment Targets	Extended Performance Date (if applicable) ³	Reason for Extension	Subsequent Performance Date (if applicable)
2022-142371	TFC Poultry	Winchester	500,000	111	0	0%	TBD	31,455,000	0	0%	TBD	51,315	0	0%	TBD	TBD	TBD	N/A	N/A	None
2021-142116	VF Corporation	Henry	225,000	82	0	0%	TBD	10,200,000	0	0%	TBD	33,823	0	0%	TBD	TBD	TBD	N/A	N/A	None
2021-142079	VFP	Scott	100,000	30	0	0%	TBD	7,165,800	0	0%	TBD	34,715	0	0%	TBD	TBD	TBD	N/A	N/A	None
TOTAL			116	75,973,632	19,912	5,397	27%	5,118,809,393	3,012,046,157	59%										

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

² Confidence 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.

³ Effective 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 Virginia Jobs Investment Program (VJIP) projects approved from FY15 through FY21 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, 2021 - 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
2015-126985	EY	Fairfax	277,200	277,200	600	462	462	100%	-	-	-	46.25	45.66	12,666,600	11/1/2014	11/3/2014	6/15/2017
2013-70455	Classic Creations	Carroll	56,440	56,440	830	68	68	100%	-	-	-	11.90	10.97	2,500,000	11/10/2014	11/15/2014	6/14/2017
2014-117215	Continental Automotive Systems, Inc.	Culpeper	19,421	19,421	607	-	-	-	32	32	100%	22.85	22.85	49,000,000	5/5/2016	N/A	6/14/2017
2016-134848	Buckingham Branch Railroad	Buckingham	53,200	53,200	626	-	-	-	85	85	100%	25.00	23.50	1,000,000	3/30/2015	N/A	6/6/2017
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
2015-87099	HMB Inc	Louisa	10,907	10,907	727	15	15	100%	-	-	-	15.40	16.75	200,000	3/19/2015	5/9/2015	5/30/2017
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
2016-134304	Hershey Chocolate of Virginia, Inc.	Augusta	77,000	75,350	550	-	-	-	140	137	98%	13.21	18.10	16,900,000	7/27/2016	N/A	5/15/2017
2014-86945	Ferguson Enterprises Inc	Newport News	292,641	61,101	804	364	76	21%	-	-	-	18.00	12.23	1,290,483	7/11/2014	9/15/2014	5/11/2017
2015-130798	Trex Company, Inc.	Frederick	93,750	93,750	750	125	125	100%	-	-	-	17.22	19.36	17,500,000	3/16/2015	3/16/2015	4/25/2017
2015-131486	Gerdau	Petersburg	31,150	-	546	-	-	-	57	-	0%	32.14	N/A	8,551,000	4/2/2015	N/A	3/1/2017
2015-127523	AppTech Solutions	Roanoke	78,000	13,500	750	104	18	17%	-	-	-	24.65	24.36	210,000	10/27/2014	11/3/2014	2/24/2017
2015-128487	TREAD Corporation	Botetourt	40,650	40,649	689	-	-	-	59	59	100%	20.01	19.35	400,000	5/4/2015	N/A	2/15/2017
2015-123228	Essei Propack Americas	Danville	23,155	21,752	702	-	-	-	33	31	94%	11.50	13.25	2,100,000	11/2/2014	N/A	2/1/2017
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
2015-126971	DOMA Technologies, LLC	Virginia Beach	263,249	263,249	914	288	288	100%	-	-	-	12.08	12.08	7,500,000	1/1/2015	10/16/2014	1/18/2017
2015-119290	Interbake	Warren	24,800	24,800	800	31	31	100%	-	-	-	20.39	18.26	10,600,000	1/1/2015	1/12/2015	1/4/2017
2015-119290R	Interbake	Warren	19,500	19,500	500	-	-	-	39	39	100%	20.58	24.03	500,000	1/1/2015	N/A	1/4/2017
2015-128633	Timbr	Charlottesville	29,000	-	1,000	29	-	0%	-	-	-	39.63	N/A	100,000	11/4/2014	N/A	12/13/2016
2015-127502	Virginia Poultry Growers Cooperative (VPGC)	Rockingham	50,000	50,000	376	-	-	-	133	133	100%	12.62	11.40	61,888,793	12/7/2015	N/A	12/2/2016
2015-130796	Bristol Compressors International	Washington	243,501	150,971	812	300	186	62%	-	-	-	17.00	18.74	1,000,000	4/10/2015	4/10/2015	10/25/2016
2015-131296	Apex Systems	Fairfax	41,266	41,266	825	50	50	100%	-	-	-	15.56	15.21	1,000,000	3/2/2015	3/8/2015	9/26/2016
2015-87277	STIHL Incorporated	Virginia Beach	921,604	921,604	544	-	-	-	1,694	1,694	100%	25.94	25.01	47,841	9/4/2015	N/A	8/15/2016
2015-131475	Opus Group, LLC	Fairfax	61,110	-	1,054	58	-	0%	-	-	-	39.95	N/A	104,178	1/1/2015	N/A	8/5/2016
2016-136914	Premier Fabrication Solutions	Buena Vista	12,000	-	1,000	12	-	0%	-	-	-	14.50	N/A	465,000	3/10/2016	N/A	7/29/2016
			39,818,333	23,397,652		43,578	23,408	54%	10,048	9,476	94%			4,072,070,740			

¹Reporting includes projects with applications submitted FY15 (July 1, 2014) through FY21 (December 31, 2021).

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 New Jobs 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.

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, 2021 - 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
2018-139970	Amthor International	Pittsylvania	52,500	9,750	750	70	13	19%	14.40	14.88	2,800,000	11/1/2017	12/4/2017	12/3/20
2017-137719	WillowTree Apps Inc	Charlottesville	200,000	126,000	1,000	200	126	63%	38.46	40.41	12,300,000	1/1/2018	1/9/2018	1/8/21
2018-138602	Appian	Fairfax	288,000	224,800	800	360	281	78%	60.01	59.26	28,083,508	4/1/2018	4/2/2018	4/1/21
2018-140035	Two Six Technologies	Arlington	43,500	24,500	500	87	49	56%	61.44	56.23	3,400,000	7/2/2018	7/9/2018	7/8/21
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	9/23/21
2019-140509	Gwaltney of Smithfield	Suffolk	112,000	92,000	800	140	115	82%	35.56	28.40	1,312,000	11/8/2018	11/19/2018	11/18/21
2019-140577	Castle Hill Gaming	Albemarle	84,800	12,000	800	106	15	14%	39.24	35.98	1,306,000	10/18/2018	1/2/2019	1/1/22
2018-140285	The Results Companies	Chesterfield	210,000	134,400	350	600	384	64%	11.06	10.50	1,500,000	1/4/2019	1/4/2019	1/3/22
2019-140901	Aireon	Fairfax	28,000	6,000	500	56	12	21%	50.47	50.76	2,000,000	10/1/2018	1/22/2019	1/21/22
2018-140198	M.C. Dean	Caroline	70,000	61,600	700	100	88	88%	24.81	20.65	25,095,001	3/12/2019	2/18/2019	2/17/22
2018-140210	Halio DX	Richmond City	18,900	7,200	900	21	8	38%	51.48	57.01	1,700,000	12/20/2018	2/26/2019	2/25/22
2019-140497	McAird's	Franklin	12,500	5,500	500	25	11	44%	18.08	17.94	8,140,000	12/1/2018	3/7/2019	3/6/22
2019-141040	Blue Ridge Designs LLC	Carroll	70,800	24,600	600	118	41	35%	13.11	9.79	2,275,000	3/13/2019	3/13/2019	3/12/22
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	3/31/22
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	4/9/22
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	4/14/22
2019-140715	Petalcard	Chesterfield	44,500	15,500	500	89	31	35%	21.30	23.94	300,000	4/26/2019	4/29/2019	4/28/22
2019-140891	Ozmo App	Montgomery	28,000	23,800	700	40	34	85%	26.88	28.64	202,500	4/3/2019	5/6/2019	5/5/22
2018-140222	Plasticap	Russell	33,600	14,700	700	48	21	44%	14.54	17.25	11,800,000	1/28/2019	5/16/2019	5/15/22
2018-138496	Global Technical Systems	Virginia Beach	777,000	18,200	700	1,110	26	2%	35.28	32.91	54,700,000	9/19/2017	6/10/2019	6/9/22
2019-140949	Blue Ridge Industries	Frederick	7,800	4,800	600	13	8	62%	22.39	15.00	3,700,000	3/27/2019	6/17/2019	6/16/22
2018-140204	Speyside Bourbon Cooperage, Inc. US	Washington	87,500	60,900	700	125	87	70%	16.48	19.57	26,000,000	3/27/2019	7/1/2019	6/30/22
2019-140677	DroneUp	Virginia Beach	20,500	3,500	500	41	7	17%	25.54	40.85	130,000	5/15/2019	7/8/2019	7/7/22
2020-141229	Expel	Fairfax	114,800	32,200	700	164	46	28%	55.02	52.04	1,442,000	7/31/2019	8/5/2019	8/4/22
2018-138386	Sumitomo Machinery Corporation of America	Chesapeake	20,800	20,000	800	26	25	96%	17.30	22.55	11,000,000	8/22/2018	9/3/2019	9/2/22
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	9/15/22
2017-137060	Navy Federal Credit Union	Fairfax	700,000	245,000	500	1,400	490	35%	25.98	19.50	102,000,000	1/5/2018	10/7/2019	10/6/22
2018-140229	Volvo Trucks North America	Roanoke	150,000	112,800	600	250	188	75%	23.61	23.25	13,000,000	1/1/2019	10/7/2019	10/6/22
2020-141413	Lyon Shipyard	Norfolk	98,175	62,700	825	119	76	64%	33.00	25.94	24,369,634	12/12/2019	12/16/2019	12/15/22
2018-140032	Press Glass SA	Henry	106,000	82,500	500	212	165	78%	17.26	17.60	43,550,000	12/23/2019	12/23/2019	12/22/22
2020-141237	ePac	Henrico	21,000	6,600	600	35	11	31%	21.66	20.28	6,570,000	9/5/2019	1/6/2020	1/5/23
2020-141444	Modea	Montgomery	15,000	9,000	750	20	12	60%	44.75	40.77	100,000	1/2/2020	1/6/2020	1/5/23
2016-136892	Panacea BioMatx	Pittsylvania	70,000	11,000	1,000	70	11	16%	16.88	76.00	5,000,000	1/2/2019	2/12/2020	2/11/23
2020-141460	Apex Systems	Fairfax	420,000	95,400	600	700	159	23%	44.26	42.67	12,441,741	3/1/2020	3/1/2020	3/1/23
2019-141073	PRA Group, Inc.	Danville	120,000	44,000	400	300	110	37%	18.87	14.55	10,858,219	9/18/2019	3/2/2020	3/2/23
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	3/9/23
2019-140851	Fleetwood Homes Inc	Franklin	30,000	26,500	500	60	53	88%	13.25	15.47	2,100,000	3/1/2020	3/16/2020	3/16/23
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	4/20/23
2020-141613	Acoustical Sheetmetal Company (ASC)	Virginia Beach	150,000	21,000	750	200	28	14%	22.49	21.74	15,800,000	4/16/2020	4/22/2020	4/22/23

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, 2021 - 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
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	5/5/23
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	5/6/23
2017-138126	Nestle USA	Arlington	112,500	23,250	750	150	31	21%	77.11	50.90	5,000,000	6/15/2020	6/15/2020	6/15/23
2020-141383	SPARC Research	Fauquier	12,800	5,600	800	16	7	44%	46.57	51.65	3,843,000	6/1/2020	6/15/2020	6/15/23
2021-141822	Ceres Nanosciences, LLP	Prince William	37,500	4,500	750	50	6	12%	33.52	28.60	8,600,000	7/1/2020	7/27/2020	7/27/23
2020-141417	Mount-It!	Prince George	68,000	9,600	800	85	12	14%	15.34	17.04	7,450,000	8/1/2020	8/17/2020	8/17/23
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	9/1/23
2020-141648	Greenswell Growers	Goochland	18,000	3,750	750	24	5	21%	24.52	43.59	17,416,772	5/18/2020	10/19/2020	10/19/23
2021-141874	Afton Scientific	Albemarle	15,000	12,750	750	20	17	85%	23.32	26.24	500,000	10/13/2020	10/19/2020	10/19/23
2019-140987	Litehouse Foods Inc	Danville	76,800	76,000	800	96	95	99%	14.16	20.35	46,240,000	5/1/2019	10/26/2020	10/26/23
2021-141831	Babylon Micro-Farms	Richmond City	16,800	4,900	700	24	7	29%	25.54	29.97	140,000	12/11/2020	1/4/2021	1/4/24
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	2/5/24
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	2/8/24
2021-142042	MI Technical Solutions, Inc.	Chesapeake	8,500	4,250	850	10	5	50%	32.79	31.58	110,000	2/25/2021	3/1/2021	2/29/24
2022-142280	Innovative Refrigeration Systems	Augusta	132,750	25,500	750	177	34	19%	26.24	28.68	2,605,000	4/19/2021	4/19/2021	4/18/24
2022-142241	Richmond National Group	Henrico	54,750	9,750	750	73	13	18%	44.49	81.50	175,000	7/30/2021	8/1/2021	7/31/24
2013-77009	Grupo Phoenix	Pulaski	116,000	0	800	145	0	0%	15.09	TBD	49,089,312	7/31/2018	TBD	TBD
2014-108775	Dominion Aquaculture	Tazewell	130,800	0	600	218	0	100%	28.43	TBD	198,400,000	TBD	TBD	TBD
2015-126988	Ferguson Enterprises Inc	Newport News	347,200	0	800	434	0	0%	19.23	TBD	57,000,000	1/18/2019	TBD	TBD
2017-138114	U.S. Foods	Prince William	79,200	0	800	99	0	0%	24.52	TBD	42,000,000	8/20/2017	TBD	TBD
2017-138143	Carry On Trailer Company	Westmoreland	29,400	0	700	42	0	0%	14.30	TBD	1,625,000	10/1/2018	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
2018-139978	Premier Tech	King and Queen	12,000	0	600	20	0	0%	17.68	TBD	1,890,000	9/19/2018	TBD	TBD
2018-140000	Cardinal Glass Industries Inc	Roanoke	36,000	0	600	60	0	0%	11.92	TBD	6,700,000	1/5/2018	TBD	TBD
2018-140024	CAI Global	Hanover	84,000	0	600	140	0	0%	41.06	TBD	275,000,000	5/6/2019	TBD	TBD
2018-140031	DuPont	Chesterfield	54,000	0	900	60	0	0%	35.54	TBD	112,000,000	4/1/2018	TBD	TBD
2018-140324	KPMG	Fairfax	213,000	0	600	355	0	0%	59.95	TBD	31,426,206	8/1/2018	TBD	TBD
2018-140345	Empire Bakery	Franklin	45,000	0	600	75	0	0%	10.73	TBD	10,400,000	9/25/2018	TBD	TBD
2018-140400	Anord Control Systems Ltd.	Henrico	40,800	0	800	51	0	0%	26.46	TBD	907,500	6/14/2018	TBD	TBD
2019-140496	GD USA Inc	Chesterfield	13,000	0	500	26	0	0%	29.53	TBD	3,730,500	1/17/2019	TBD	TBD
2019-140498	Veronesi Holding S.p.A.	Rockingham	120,750	0	750	161	0	0%	24.00	TBD	105,250,000	TBD	TBD	TBD
2019-140511	Becker Global America	Washington	21,000	0	600	35	0	0%	16.69	TBD	2,100,000	8/7/2018	TBD	TBD
2019-140582	Teal-Jones Group	Henry	47,200	0	800	59	0	0%	22.93	TBD	10,750,000	11/1/2018	TBD	TBD
2019-140600	Eaton Corporation	Henrico	48,000	0	600	80	0	0%	15.46	TBD	3,635,904	TBD	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
2019-140708	Metalsa Roanoke	Botetourt	15,000	0	600	25	0	0%	15.42	TBD	6,409,000	3/23/2019	TBD	TBD
2019-140718	Zantech	Fairfax	75,000	0	625	120	0	0%	50.40	TBD	317,853	12/10/2018	TBD	TBD
2019-140771	East Coast Repair & Fabrication, LLC	Newport News	120,600	0	600	201	0	0%	24.67	TBD	46,576,542	3/25/2019	TBD	TBD
2019-140790	AERY Aviation	Newport News	168,800	0	800	211	0	0%	39.26	TBD	15,300,000	11/19/2021	TBD	TBD

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, 2021 - 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
2019-140878	Hitachi Energy	Bland	28,000	0	700	40	0	0%	19.26	TBD	6,200,000	6/1/2020	TBD	TBD
2019-140900	Great Southern Wood Preserving	Caroline	9,000	0	500	18	0	0%	15.37	TBD	11,000,000	TBD	TBD	TBD
2019-140903	M & M Milling Inc.	Isle of Wight	12,800	0	800	16	0	0%	22.00	TBD	2,350,800	3/1/2019	TBD	TBD
2019-140970	Eagle Aviation Technologies	Newport News	45,000	0	600	75	0	0%	22.13	TBD	207,500	4/4/2019	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
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
2019-141109	MEP Ltd.	Danville	14,400	0	800	18	0	0%	22.72	TBD	6,445,000	12/1/2019	TBD	TBD
2019-141112	Simplisafe	Henrico	155,500	0	500	311	0	0%	16.85	TBD	3,528,500	5/15/2020	TBD	TBD
2020-141120	Amazon	Fairfax	500,000	0	500	1,000	0	0%	15.44	TBD	200,000,000	7/2/2021	TBD	TBD
2020-141123	AeroFarms	Pittsylvania	64,400	0	700	92	0	0%	16.80	TBD	41,836,000	TBD	TBD	TBD
2020-141153	Custom Truck One Source	Bedford	45,750	0	750	61	0	0%	15.77	TBD	2,585,762	8/30/2019	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
2020-141262	Amazon	Fairfax	250,000	0	500	500	0	0%	15.44	TBD	50,000,000	7/2/2021	TBD	TBD
2020-141290	InMotion Hosting	Virginia Beach	30,000	0	600	50	0	0%	24.60	TBD	12,200,000	10/7/2019	TBD	TBD
2020-141313	Acesur	Suffolk	16,250	0	650	25	0	0%	21.16	TBD	10,965,000	4/1/2020	TBD	TBD
2020-141353	Golden Piedmont Labs	Halifax	14,000	0	700	20	0	0%	23.55	TBD	2,935,000	2/4/2020	TBD	TBD
2020-141365	1901 Group, LLC	Montgomery	105,000	0	700	150	0	0%	23.59	TBD	115,000	TBD	TBD	TBD
2020-141386	Moore DM Group	Henrico	155,350	0	650	239	0	0%	22.57	TBD	24,948,285	TBD	TBD	TBD
2020-141395	T-Mobile USA, Inc.	Henrico	300,000	0	600	500	0	0%	28.37	TBD	30,000,000	TBD	TBD	TBD
2020-141411	IAC	Shenandoah	35,250	0	750	47	0	0%	14.59	TBD	4,600,000	1/1/2020	TBD	TBD
2020-141435	Musser Lumber Company	Wythe	7,800	0	650	12	0	0%	19.47	TBD	2,400,000	TBD	TBD	TBD
2020-141439	DHL Exel, Inc.	Stafford	288,500	0	500	577	0	0%	22.15	TBD	72,000,000	2/26/2021	TBD	TBD
2020-141443	Rambler Industries	Russell	58,400	0	800	73	0	0%	20.01	TBD	8,065,000	TBD	TBD	TBD
2020-141457	Real Performance Machinery	Grayson	29,500	0	500	59	0	0%	17.24	TBD	7,595,000	6/15/2020	TBD	TBD
2020-141461	Plasser American	Chesapeake	51,000	0	750	68	0	0%	31.37	TBD	40,000,000	TBD	TBD	TBD
2020-141501	Dynamic Aviation Group, Inc.	Rockingham	165,600	0	800	207	0	0%	19.74	TBD	47,869,647	3/4/2020	TBD	TBD
2020-141513	Spig Industry, Inc	Washington	79,100	0	700	113	0	0%	19.88	TBD	8,354,169	6/1/2020	TBD	TBD
2020-141517	Celadon	Chesapeake	168,000	0	800	210	0	0%	29.43	TBD	300,000,000	TBD	TBD	TBD
2020-141609	Zasti Federal Services, Inc.	Loudoun	45,000	0	750	60	0	0%	34.25	TBD	5,930,000	TBD	TBD	TBD
2020-141626	Applied Felts, Inc.	Martinsville	12,750	0	850	15	0	0%	23.30	TBD	1,950,000	TBD	TBD	TBD
2020-141629	Precision Fabrics Group, Inc.	Roanoke	23,250	0	750	31	0	0%	15.00	TBD	3,500,000	3/24/2020	TBD	TBD
2020-141661	Mohawk Industries	Carroll	29,750	0	850	35	0	0%	19.38	TBD	22,489,000	TBD	TBD	TBD
2020-141665	Silent Falcon UAS Technologies	Warren	224,100	0	900	249	0	0%	43.14	TBD	1,275,000	TBD	TBD	TBD
2020-141700	Shenandoah Valley Organic	Harrisonburg	82,500	0	750	110	0	0%	21.30	TBD	64,250,000	10/1/2020	TBD	TBD
2020-141709	SIBO USA	Harrisonburg	21,600	0	900	24	0	0%	22.50	TBD	2,610,000	10/1/2020	TBD	TBD
2020-141718	EarthLink	Norton	142,500	0	500	285	0	0%	16.23	TBD	5,370,000	TBD	TBD	TBD
2020-141719	Shenandoah Valley Hemp	Rockingham	10,500	0	750	14	0	0%	22.84	TBD	3,282,000	7/3/2020	TBD	TBD

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, 2021 - 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
2021-141728	Klockner Pentaplast of America	Louisa	22,400	0	800	28	0	0%	22.63	TBD	19,540,080	10/1/2020	TBD	TBD
2021-141816	Klockner Pentaplast of America	Louisa	20,800	0	800	26	0	0%	17.42	TBD	48,550,900	10/1/2020	TBD	TBD
2021-141817	Tempur Production	Scott	17,500	0	700	25	0	0%	16.01	TBD	16,700,000	12/1/2020	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
2021-141835	Grayson Natural Farms, LLC	Grayson	28,000	0	700	40	0	0%	14.08	TBD	1,530,000	10/1/2020	TBD	TBD
2021-141844	Ison Furniture	Pittsylvania	105,000	0	700	150	0	0%	19.23	TBD	3,500,000	10/1/2020	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
2021-141854	Intact Technology	Fairfax	32,800	0	800	41	0	0%	55.88	TBD	700,000	6/26/2020	TBD	TBD
2021-141860	Patton Logistics, LLC	Pulaski	27,300	0	700	39	0	0%	22.43	TBD	11,000,000	TBD	TBD	TBD
2021-141861	Woodgrain Millwork	Smyth	64,000	0	800	80	0	0%	15.60	TBD	8,965,000	9/7/2021	TBD	TBD
2021-141862	Vytal Companies	Richmond City	124,000	0	800	155	0	0%	35.30	TBD	5,025,000	TBD	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
2021-141891	Intertape Polymer Group	Pittsylvania	40,000	0	800	50	0	0%	20.06	TBD	45,000,000	1/1/2021	TBD	TBD
2021-141894	Amazon	Fairfax	500,000	0	500	1,000	0	0%	15.53	TBD	340,000,000	TBD	TBD	TBD
2021-141903	Evolve Services, LLC	Frederick	42,000	0	500	84	0	0%	13.72	TBD	1,250,000	1/1/2021	TBD	TBD
2021-141923	AutoZone, Inc.	New Kent	221,900	0	700	317	0	0%	21.33	TBD	72,000,000	TBD	TBD	TBD
2021-141925	Performance Food Group	Hanover	87,500	0	700	125	0	0%	26.40	TBD	80,203,350	1/19/2021	TBD	TBD
2021-141927	Crown Holdings, Inc.	Henry	100,800	0	800	126	0	0%	23.74	TBD	145,000,000	TBD	TBD	TBD
2021-141941	Kegerreis	Danville	29,400	0	700	42	0	0%	28.85	TBD	1,510,000	5/1/2021	TBD	TBD
2021-141956	Dante Valve Company	Norfolk	32,000	0	800	40	0	0%	30.65	TBD	1,855,000	2/19/2021	TBD	TBD
2021-141960	Intact Technology	Fairfax	100,000	0	800	125	0	0%	40.73	TBD	3,500,000	TBD	TBD	TBD
2021-141962	SecureTech360, LLC	Fairfax	7,000	0	700	10	0	0%	31.25	TBD	155,000	7/15/2020	TBD	TBD
2021-141972	Oransi	Radford	70,700	0	700	101	0	0%	19.02	TBD	5,615,000	1/1/2021	TBD	TBD
2021-141983	SVT Robotics	Norfolk	33,300	0	900	37	0	0%	42.65	TBD	101,400	1/12/2021	TBD	TBD
2021-141985	Stewart Tool Company	Fluvanna	19,800	0	900	22	0	0%	24.91	TBD	9,100,000	3/4/2021	TBD	TBD
2021-141989	Ryzing Technologies	Staunton	23,250	0	750	31	0	0%	18.35	TBD	149,000	1/28/2021	TBD	TBD
2021-141998	SpaceLink Corporation	Fairfax	30,750	0	750	41	0	0%	104.60	TBD	190,000	6/7/2021	TBD	TBD
2021-142002	Guidehouse Inc	Fairfax	368,000	0	400	920	0	0%	62.01	TBD	12,700,000	4/1/21	TBD	TBD
2021-142011	Booz Allen Hamilton	Fairfax	225,000	0	750	300	0	0%	75.75	TBD	10,000,000	7/30/2021	TBD	TBD
2021-142015	MONDELEZ GLOBAL LLC	Henrico	48,000	0	600	80	0	0%	19.95	TBD	123,000,000	TBD	TBD	TBD
2021-142032	Beanstalk	Fairfax	12,750	0	750	17	0	0%	31.75	TBD	2,085,000	3/1/2021	TBD	TBD
2021-142033	Bonumose Inc	Albemarle	44,800	0	700	64	0	0%	38.11	TBD	27,700,000	9/1/2021	TBD	TBD
2021-142051	Service Center Metals	Prince George	75,200	0	800	94	0	0%	36.04	TBD	93,436,450	6/1/2021	TBD	TBD
2021-142052	Ten Oaks LLC	Patrick	52,500	0	750	70	0	0%	19.59	TBD	22,098,800	5/14/2021	TBD	TBD
2021-142055	Simplisafe	Henrico	161,200	0	650	248	0	0%	23.60	TBD	3,034,000	11/29/2021	TBD	TBD
2021-142063	StarKist Co.	Fairfax	62,250	0	750	83	0	0%	60.35	TBD	3,600,000	6/8/2021	TBD	TBD
2021-142079	VFP Inc	Scott	21,000	0	700	30	0	0%	16.69	TBD	7,165,800	TBD	TBD	TBD
2021-142116	VF Corporation	Henry	57,400	0	700	82	0	0%	16.26	TBD	11,500,000	TBD	TBD	TBD
2021-142117	Amazon	Fairfax	250,000	0	500	500	0	0%	15.79	TBD	150,000,000	TBD	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
2021-142226	BWX Technologies	Campbell	87,300	0	900	97	0	0%	57.35	TBD	65,000,000	TBD	TBD	TBD

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, 2021 - 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
2022-142269	Starplast USA LLC	Chesterfield	150,000	0	750	200	0	0%	17.77	TBD	15,190,000	TBD	TBD	TBD
2022-142294	Mercana Furniture & Decor	Newport News	20,800	0	800	26	0	0%	16.75	TBD	8,500,000	1/10/2022	TBD	TBD
2022-142322	Rivanna Medical	Charlottesville	16,200	0	900	18	0	0%	43.26	TBD	260,000	8/23/2021	TBD	TBD
2022-142373	Skyline Fabricating	Buchanan	17,600	0	800	22	0	0%	18.55	TBD	676,710	9/23/2021	TBD	TBD
2022-142394	Paymerang	Chesterfield	68,800	0	800	86	0	0%	28.04	TBD	241,674	10/5/2021	TBD	TBD
			15,336,075	2,421,150		23,930	3,799	16%			4,124,429,061			

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 Economic Development Investment Grant (VEDIG) projects - Inception through present^{1 2}

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, 2021 - sorted by Status (last column), then alphabetical

Project Number	Company Name	Locality	Grant Amount (\$)	Projected Performance Date	Date Company Notification Received ³	Job Creation Target	Actual Jobs as of Performance Date ⁴	% of Jobs Target as of Performance Date	Capital Investment Target (\$)	Actual Capital Investment as of Performance Date (\$) ⁴	% of Capital Investment Target as of Performance Date	Average Annual Wage Target (\$)	Actual Average Wage as of Performance Date (\$) ⁴	% of Wage Target as of Performance Date	Status ⁶
2022-142268	Clarabridge	Fairfax	2,000,000	TBD	TBD	400	TBD	TBD	15,900,000	TBD	TBD	157,198	TBD	TBD	Performance agreement not yet executed
2016-137003	Dollar Tree	Chesapeake	5,300,000	01/31/23	TBD	600	TBD ⁵	TBD ⁵	110,000,000	TBD ⁵	TBD ⁵	61,000	TBD ⁵	TBD ⁵	Within Performance Period
2017-137060	Navy Federal Credit Union	Frederick	4,000,000	12/31/22	TBD	1,400	TBD ⁵	TBD ⁵	100,000,000	TBD ⁵	TBD ⁵	60,314	TBD ⁵	TBD ⁵	Within Performance Period
2020-141633	Torc Robotics	Montgomery	3,500,000	06/30/23	TBD	350	TBD ⁵	TBD ⁵	8,500,000	TBD ⁵	TBD ⁵	117,901	TBD ⁵	TBD ⁵	Within Performance Period
2017-137719	Willow Tree	Albemarle	1,500,000	03/31/23	TBD	200	TBD ⁵	TBD ⁵	12,302,000	TBD ⁵	TBD ⁵	80,000	TBD ⁵	TBD ⁵	Within Performance Period
2014-114342	Lidl	Arlington	2,000,000	06/30/20	12/21/20	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
2017-137362	Nestle	Arlington	4,000,000	12/31/19	01/10/20	748	813	109%	36,300,000	39,581,952	109%	127,719	140,230	110%	Company Notification Period
2011-21744	Bechtel	Fairfax	5,000,000	01/31/16	04/22/15	625	854	137%	18,000,000	23,900,000	133%	134,200	198,100	148%	Within Payout Period
80-17605	Hilton	Fairfax	2,500,000	12/31/10	10/12/11	325	325	100%	17,000,000	17,000,000	100%	136,186	136,900	101%	Payout Completed
80-14945	MeadWestvaco	Richmond	4,000,000	07/01/08	04/28/14	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	10/31/13	01/21/13	300	322	107%	24,000,000	78,000,000	325%	200,000	254,770	127%	Payout Completed
80-16745	Volkswagen	Fairfax	4,500,000	12/31/09	03/28/12	401	405	101%	118,000,000	107,948,082	91%	115,000	117,822	102%	Payout Completed
TOTAL⁷			48,300,000			3,299	3,906	118%	320,300,000	470,537,963	147%				

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

²Extensions do not apply to VEDIG grants.

³Company 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.

⁵To be determined upon receipt of 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. VEDIG 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.

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

As of December 31, 2021 - sorted by Status

Project Number	Company Name	Locality	Grant Amount (\$)	Projected Performance Date	Date Company Notification Received ³	Job Creation Target	Actual Job Creation as of Performance Date ⁴	% of Job Creation Target as of Performance Date	Capital Investment Target (\$)	Actual Capital Invest as of Performance Date (\$) ⁴	% of Capital Investment Target as of Performance Date	Average Annual Wage Target (\$)	Actual Average Annual Wage as of Performance Date (\$) ⁴	% of Wage Target as of Performance Date	Status ⁵
31-14283	Booz Allen Hamilton	Fairfax	8,000,000	06/30/09	05/15/09	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	12/31/06	10/22/09	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.

²Extensions 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."

Status report on Custom Grants projects - Inception through present^{1,4}

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

As of December 31, 2021 - sorted by time remaining until performance date

Project Number	Company Name	Locality	Grant Amount (\$)	Grant Amount Paid to Date ¹	MOU Execution Date	Performance Date	Job Creation Target	Job Creation as of Most Recent Payment Application	% of Job Creation Target as of Most Recent Payment Application	Capital Investment Target (\$)	Capital Investment as of Most Recent Payment Application (\$)	% of Capital Investment Target as of Most Recent Payment Application	Average Annual Wage Target (\$)	Status	Comments
2021-141926	Blue Star	Wythe	8,500,000	0	TBD ¹	12/31/26	2,464	TBD	N/A	714,100,000	TBD	N/A	37,321	MOU Not Yet Executed	Payment of \$8.5 million will be made up-front to Wythe County for public water and sewer infrastructure improvements. The contract will have a maximum annual repayment schedule for underperformance.
2021-141926	CoStar	Richmond City	15,000,000	0	TBD ¹	12/31/31	1,984	TBD	N/A	460,500,000	TBD	N/A	85,604	MOU Not Yet Executed	Payment of \$15 million will be made up-front to the City of Richmond for pedestrian improvements. The contract will have a maximum annual repayment schedule for underperformance.
2017-137665	Amazon Web Services, Inc.	Fairfax	10,500,000	10,500,000	07/01/18	12/31/25	1,500	1,682	112%	84,000,000	113,263,668	135%	90,000	Post Performance	Payments of the grant are made after new job and capital investment milestones have been met and are, therefore, not subject to clawback.
34-15515	Rolls-Royce	Prince George	35,000,000	11,000,000	11/20/07	12/31/23	642	391	61%	501,400,000	273,000,000	54%	40,000	Post Performance	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 has notified VEDP that it is closing operations in Prince George and the MOU has been terminated.
2019-140933	Siemens Gamesa	Portsmouth	17,100,000	0	10/22/21	09/30/36	310	TBD	N/A	83,638,400	TBD	N/A	63,091	Within Performance Period	Payment of \$17 million made up-front 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
2021-141906	CMA CGM	Norfolk	9,042,875	0	08/01/21	09/30/30	415	TBD	N/A	36,000,000	TBD	N/A	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.
2020-141161	Microsoft Corporation	Fairfax City	22,500,000	0	08/01/20	12/31/25	1,500	TBD	N/A	64,000,000	TBD	N/A	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.
2019-140584	Volvo Trucks North America	Pulaski	16,500,000	2,000,000	08/01/20	09/30/29	777	111	14%	397,000,000	134,604,170	34%	51,624	Within Performance Period	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 million grant related to capital investment is subject to clawback.
2019-141041	Morgan Olson, LLC	Pittsylvania	7,000,000	500,000	06/30/20	12/31/27	703	384	55%	57,800,000	53,233,007	92%	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.
2018-140398	Merck & Co., Inc.	Rockingham	7,500,000	2,500,000	08/20/19	02/28/25	152	321	211%	1,000,000,000	621,157,751	62%	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.
2018-138510	Amazon.com, Inc.	Arlington	550,000,000	0	11/12/18	12/31/38	25,000	TBD	N/A	2,500,000,000	TBD	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.
2018-138527	Micron Technology, Inc.	Manassas	70,000,000	70,000,000	08/01/18	06/30/33	1,106	377	34%	2,980,000,000	1,580,995,770	53%	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.
2016-133016	Huntington-Ingalls	Newport News	46,000,000	22,000,000	08/15/16	12/31/26	1,120	558	50%	750,000,000	1,232,055,701	164%	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 2029 for each grant respectively and may be subject to clawback in the case of underperformance.
TOTAL			814,642,875	118,500,000			37,673	3,266	9%	9,628,438,400	2,776,254,366	29%			

¹ This denotes how much of the grant has actually been paid out to the Company.

Interim status report on Data Center Retail Sales & Use Tax Exemption (DCRSUT) projects - MOUs executed since Fiscal Year 2015 or with active exemptions

Important note: DCRSUT is a tax credit program; thus, if the company does not meet statutory minimum criteria the company will be required by the Virginia Department of Taxation to repay taxes owed.

As of December 31, 2021 - sorted by Status (last column)

Company Name	Locality	Facility Type	MOU Execution Date	Initial Performance Date	Extended Performance Date (if applicable)	Statutory Minimum Job Creation of 50 Jobs Verified ¹	Statutory Minimum Capital Investment of \$150 Million Verified ¹	Status ²
SI NVA01, LLC (Previously Infomart Ashburn, LLC)	Loudoun County	Co-location	01/03/17	03/01/21	03/01/23	Not Yet	Not Yet	Within Performance
Quality Tech Loudoun	Loudoun County	Co-location	08/01/17	04/01/22	None	Not Yet	Not Yet	Within Performance
Point One Holdings Inc.	Fauquier County	Co-location	10/10/18	06/30/22	None	Not Yet	Not Yet	Within Performance
Compass Datacenters IAD I, LLC	Loudoun County	Co-location	07/07/19	07/01/22	None	Not Yet	Not Yet	Within Performance
Aligned Energy Data Centers (Ashburn)	Loudoun County	Co-location	12/03/18	12/31/22	None	Not Yet	Not Yet	Within Performance
Wheeler Survey Company LLC	Loudoun County	Single User	01/26/18	12/31/22	None	Not Yet	Not Yet	Within Performance
Cyxtera	Loudoun County	Co-location	02/01/19	02/01/23	None	Not Yet	Not Yet	Within Performance
Iskandar Ventures LLC	Loudoun County	Co-location	03/19/18	03/31/23	None	Not Yet	Not Yet	Within Performance
Point One IX USA, Inc.	Virginia Beach	Co-location	12/12/19	03/31/23	None	Not Yet	Not Yet	Within Performance
Vantage Data Centers VA11 (Previously Vantage Data Centers, LLC)	Loudoun County	Co-location	05/15/18	05/31/24	None	Not Yet	Not Yet	Within Performance
Nova Mango Farms LLC	Prince William County	Single User	10/22/19	12/31/24	None	Not Yet	Not Yet	Within Performance
Microsoft Corporation	Loudoun County	Single User	09/02/20	12/31/25	None	Not Yet	Not Yet	Within Performance
Manuchehr Ventures, LLC.	Prince William	Co-location	09/15/20	06/30/27	None	Not Yet	Not Yet	Within Performance
Amazon Data Services, Inc. (Previously Vadata Inc.) (Culpeper)	Culpeper County	Single User	11/15/13	12/31/18	12/31/21	Not Yet	Not Yet	Post-performance Follow-up
Amazon Data Services, Inc. (Previously Vadata Inc.) (Fauquier)	Fauquier County	Single User	11/15/13	12/31/18	12/31/21	Not Yet	Not Yet	Post-performance Follow-up
Intergate.Ashburn I LLC	Loudoun County	Co-location	01/29/16	12/31/19	06/30/21	Not Yet	Not Yet	Post-performance Follow-up
OVH Holdings US Inc.	Fauquier County	Co-location	09/26/16	06/30/21	None	Not Yet	Not Yet	Post-performance Follow-up
Iron Mountain Information Management LLC	Prince William County	Co-location	05/10/17	12/31/21	None	Not Yet	Not Yet	Post-performance Follow-up
Quality Tech Prince William	Prince William County	Co-location	02/01/18	01/01/22	None	Not Yet	Not Yet	Post-performance Follow-up
Bank of America, N.A.	Henrico County	Single User	09/14/09	12/31/13	None	Yes	Yes	Post-performance
Amazon Data Services, Inc. (Previously Vadata Inc.) (Fairfax)	Fairfax County	Single User	05/11/11	05/01/14	None	Yes	Yes	Post-performance
Amazon Data Services, Inc. (Previously Vadata Inc.) (Loudoun)	Loudoun County	Single User	05/11/11	05/01/14	None	Yes	Yes	Post-performance
Amazon Data Services, Inc. (Previously Vadata Inc.) (Prince William)	Prince William County	Single User	05/11/11	05/01/14	None	Yes	Yes	Post-performance
Visa, U.S.A. Inc.	Loudoun County	Single User	12/17/12	07/01/14	None	Yes	Yes	Post-performance
Equinix LLC	Loudoun County	Co-location	10/31/12	12/31/14	None	Yes	Yes	Post-performance
Microsoft Corporation	Mecklenburg County	Single User	10/08/10	12/31/14	None	Yes	Yes	Post-performance
Digital Realty Trust, L.P.	Loudoun County	Co-location	01/16/13	12/31/15	None	Yes	Yes	Post-performance
Salesforce.com	Loudoun County	Single User	07/01/11	12/31/15	None	Yes	Yes	Post-performance
Capital One Financial Corporation	Chesterfield County	Single User	06/22/12	06/01/16	None	Yes	Yes	Post-performance
DuPont Fabros Technology, L.P.	Loudoun County	Co-location	07/01/12	06/30/16	None	Yes	Yes	Post-performance
QualityTech, L.P.	Henrico County	Co-location	02/07/13	01/01/17	None	Yes	Yes	Post-performance
CoreSite Real Estate 12100 Sunrise Valley Drive L.L.C.	Fairfax County	Co-location	05/15/14	06/01/17	None	Yes	Yes	Post-performance
NTT Global Data Centers Americas, Inc. (Previously RagingWire Data Centers, Inc.)	Loudoun County	Co-location	04/25/13	03/31/18	None	Yes	Yes	Post-performance
Zayo Group	Loudoun County	Co-location	08/12/13	07/31/18	None	Yes	Yes	Post-performance
CyrusOne LLC	Loudoun County	Co-location	06/12/14	12/31/18	03/31/20	Yes	Yes	Post-performance
COPT DC-6, LLC	Prince William County	Co-location	12/01/14	12/31/19	None	Yes	Yes	Post-performance
Abteen Interests LLC	Prince William	Co-location	03/16/16	06/30/20	None	Yes	Yes	Post-performance
Scout Development, LLC	Henrico County	Single User	09/26/17	06/01/21	None	Yes	Yes	Post-performance

¹VEDP verifies that the company meets statutory minimum targets of 50 jobs and \$150 million in capital investment in order to be eligible for the program

² Status Definition

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

Post-Performance Follow-up: Verification of job creation and capital investment in progress, or clawback in progress.

Post-Performance: Denotes companies that have met the established targets and have been issued an exemption certificate.

AGENDA

**VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY
LEGISLATION AND POLICY COMMITTEE MEETING**

**March 16, 2022
12:30 P.M. – 1:30 P.M.**

**One James Center, 7th Floor – Katherine Johnson Room
Richmond, Virginia**

- | | |
|--------------------------------|--|
| 12:30 p.m. – 12:33 p.m. | Welcome/Call to Order – Marianne Radcliff, Chair |
| 12:33 p.m. – 12:35 p.m. | Public Comment Period |
| 12:35 p.m. – 12:40 p.m. | Approval of Minutes for 6/16/21 and 10/20/2021 Meetings |
| 12:40 p.m. – 1:20 p.m. | General Assembly Outcomes |
| 1:20 p.m. – 1:30 p.m. | Open Discussion and Anticipated Topics for Next Meeting |
| 1:30 p.m. | Adjournment |

Minutes
Legislation and Policy Committee Meeting
Board of Directors of the Virginia Economic Development Partnership
June 16, 2021
1:00 p.m. – 2:00 p.m.
[Zoom Meeting]

Welcome and Call to Order

The meeting was called to order at 1:05 p.m. by Chair Marianne Radcliff, who noted that a quorum was present.

Members present: Chair Marianne Radcliff, Carrie Chenery, Deborah Flippo, Vince Mastracco, Dan Pleasant, and Ned Masee, *ex officio*

Members absent: Bill Hayter

Other Board Members: Dan Clemente and Rick Harrell

VEDP staff present: Lindsay Barker, Vince Barnett, Christine Bell, Jamie Canup, Ryan Dunn, Jason El Koubi, Stephanie Florie, Sharon Grant, Sandi McNinch, Lori Melancon, Stephen Moret, Christy Morton, Jordan Snelling, Karin Sun, and Carrie Vuori

Guests present: Kim McKay, Deputy Secretary Cass Rasnick, and Donna Tram

Opening Remarks

Chair Radcliff welcomed guests to the electronic meeting of VEDP's Legislation and Policy Committee. Chair Radcliff shared these remarks: "As you well know, the Governor declared a state of emergency in March due to the potential spread of COVID-19. Because an in-person meeting is unsafe and we wish to discharge our lawful purposes, duties and responsibilities, we are permitted by the Virginia Freedom of Information Act, as amended by the State Budget, to meet by electronic means without a quorum of our members being physically assembled at one location.

We are gathered now in a Zoom environment that is open to the public. Should anyone from the public get disconnected from the public Zoom environment and be unable to re-engage, he or she should call (804) 278-7702 and speak to Jennifer Garrett. We will do our best to re-engage and will halt the public portion of the meeting until the connection can be re-established.

Here are reminders of a few things that will be different than our in-person meetings:

- Everything on the public Zoom environment will be recorded, and the recording will be posted on VEDP's website.
- All votes will be taken by roll call.
- Please use the mute function unless you are speaking—and remember to unmute at the appropriate time.

- During the public comment period, any member of the public wishing to make a comment may simply unmute and speak at that time or use the Chat function and ask to be given an opportunity to speak.
- Likewise, committee members may simply unmute themselves to speak or use the Chat function during the meeting."

Public Comment Period

Chair Radcliff solicited public comments. There were none.

Approval of Minutes for April 28, 2021, Meeting

Chair Radcliff asked for approval of the minutes from the April 28, 2021, meeting. A motion was made by Ms. Chenery and seconded by Ms. Flippo, and the minutes were approved as presented by roll call vote:

Upon the vote:	Ms. Radcliff	Aye
	Ms. Chenery	Aye
	Ms. Flippo	Aye
	Mr. Hayter	Absent for vote
	Mr. Mastracco	Aye
	Mr. Pleasant	Aye

Election Update – Christy Morton

Ms. Morton mentioned the three statewide offices and all 100 house seats are up for election this year. On June 8, the Democratic party held a primary for the offices of Governor, Lieutenant Governor, and Attorney General and the House of Delegates. The Republican party held a primary for all other House of Delegates Districts not previously determined. November 2 is election day and a state holiday.

Former Governor, Terry McAuliffe, won the Democratic nomination and will face off against Glenn Youngkin, selected in the May 8 Republican nominating convention. Terry McAuliffe was the 72nd Governor of Virginia from 2014 – 2018 and is running for a second term. Virginia is the only state where a Governor cannot serve two consecutive terms. Since 1830, when the second Virginia constitution was adopted, only two governors have served additional terms, William Smith and Mills Godwin. Glenn Youngkin is a former Carlyle Group Executive, Co-founder, and Chairman of Virginia Ready.

Virginia's Lieutenant Governor's race will be historic regardless of which candidate is elected. Delegate Hala Ayala secured the Democratic nomination. She has served in the House of Delegates since 2018 and is one of three first Hispanic women elected to the House. Winsome Sears won the Republican nomination. She served in the House of Delegates from 2002 – 2004 and is the first and only black Republican elected to the House.

Current Attorney General, Mark Herring, is the Democratic candidate for Attorney General. He is seeking a third term and has held this office since 2014. Before being elected as Attorney General, he served in the Senate from 2006 – 2014. Delegate Jason Miyares is the Republican candidate running against current Attorney General Mark Herring. Delegate Miyares has served in the House of Delegates since 2016.

Ms. Morton concluded the election updates by talking about the House of Delegates races. She mentioned there would be, at a minimum, ten new delegates to the General Assembly. Ms. Morton said there would be opportunities to meet and share the importance of economic development after the election in November.

Closed Session

Budget and Legislative Development.

A motion was made by Ms. Chenery and seconded by Mr. Pleasant to move into a closed meeting. The motion shown below was approved by roll call vote.

I MOVE THAT THE LEGISLATION AND POLICY COMMITTEE OF THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY CONVENE A CLOSED MEETING PURSUANT TO VIRGINIA CODE §2.2-3711(A)(50) TO ENGAGE IN A DISCUSSION OR CONSIDERATION OF THOSE PORTIONS OF VEDP'S STRATEGIC PLAN, MARKETING PLAN OR OPERATIONAL PLAN, THAT MAY RELATE TO TARGET COMPANIES, SPECIFIC ALLOCATION OF RESOURCES AND STAFF FOR MARKETING ACTIVITIES, AND SPECIFIC MARKETING ACTIVITIES THAT WOULD REVEAL TO THE COMMONWEALTH'S COMPETITORS FOR ECONOMIC DEVELOPMENT PROJECTS THE STRATEGIES INTENDED TO BE DEPLOYED BY THE COMMONWEALTH, THEREBY ADVERSELY AFFECTING THE FINANCIAL INTEREST OF THE COMMONWEALTH.

Upon the vote:	Ms. Radcliff	Aye
	Ms. Chenery	Aye
	Ms. Flippo	Aye
	Mr. Hayter	Absent for vote
	Vince Mastracco	Aye
	Mr. Pleasant	Aye

Back in Open Meeting, Certification of Closed Meeting – Followed by a Roll Call vote:

WHEREAS, THE LEGISLATION AND POLICY COMMITTEE OF THE BOARD OF DIRECTORS OF THE VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY HAS CONVENEED A CLOSED MEETING ON THIS DATE PURSUANT TO AN AFFIRMATIVE RECORDED VOTE AND IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT; AND

WHEREAS, THE ACT REQUIRES A CERTIFICATION BY THIS COMMITTEE THAT SUCH CLOSED MEETING WAS CONDUCTED IN CONFORMITY WITH THE ACT;

NOW, THEREFORE, BE IT RESOLVED, THAT THE COMMITTEE CERTIFIES THAT, TO THE BEST OF EACH MEMBER'S KNOWLEDGE, (I) ONLY PUBLIC BUSINESS MATTERS LAWFULLY EXEMPTED FROM OPEN MEETING REQUIREMENTS UNDER THE ACT WERE DISCUSSED IN THE CLOSED MEETING TO WHICH THIS CERTIFICATION RESOLUTION APPLIES, AND (II) ONLY SUCH PUBLIC BUSINESS MATTERS AS WERE IDENTIFIED IN THE MOTION BY WHICH THE CLOSED MEETING WAS CONVENEED WERE HEARD, DISCUSSED, OR CONSIDERED IN THE CLOSED MEETING BY THE COMMITTEE.

Upon the vote:	Ms. Radcliff	Aye
	Ms. Chenery	Aye
	Ms. Flippo	Aye
	Mr. Hayter	Absent for vote
	Vince Mastracco	Aye
	Mr. Pleasant	Aye

Open Discussion and Anticipated Topics for Next Meeting

Chair Radcliff said that legislative and budget proposals would be discussed at the August meeting.

Adjournment

There being no further business, Chair Radcliff adjourned the meeting at 2:02 p.m.

Respectfully submitted,

Christine Bell
Acting Recording Secretary

DRAFT

Minutes
Legislation and Policy Committee Meeting
Board of Directors of the Virginia Economic Development Partnership
October 20, 2021
12:30 p.m. – 1:30 p.m.
Hybrid Meeting
One James Center, 7th Floor – Katherine Johnson Room, Richmond, Virginia
&
Zoom Meeting

Welcome and Call to Order

The meeting was called to order at 12:33 p.m. by Chair Marianne Radcliff, who noted that a quorum was not present.

Members present: Chair Marianne Radcliff (in person), Dan Clemente (Zoom), Deborah Flippo (in person), Vince Mastracco (Zoom), Ned Massee (in person), and Dan Pleasant, *ex officio* (in person)

Members absent: Nancy Agee and Carrie Chenery

Other Board Members: Secretary Brian Ball and Rick Harrell

VEDP staff present: Lindsay Barker (in person), Vince Barnett (in person), Christine Bell (Zoom), Jamie Canup (in person), David Devan (Zoom), Jason El Koubi (in person), Stephanie Florie (in person), Jenn Garrett (Zoom), Sandi McNinch (in person), Lori Melancon (Zoom), Debbie Melvin (Zoom), Stephen Moret (in person), Christy Morton (in person), and Carrie Vuori (in person)

Guests present: Charles Kennington (Zoom) and Deputy Secretary Cass Rasnick (in person)

Opening Remarks

Chair Radcliff welcomed guests to a hybrid in-person and electronic meeting of VEDP's Legislation and Policy Committee. A quorum of members was not present at VEDP headquarters, but several members joined electronically. Since a quorum was not physically assembled, the Committee did not take any formal action during the meeting.

Chair Radcliff stated that the Committee gathered in person, and a Zoom environment open to the public. If anyone from the public was disconnected from the public Zoom environment and unable to re-engage, they could have called 804-545-5615 and spoken to Jennifer Garrett. VEDP would do its best to re-engage and halt the public portion of the meeting until the connection could be re-established.

Chair Radcliff provided reminders of a few things that were different than in-person meetings:

- Everything in the public Zoom environment was recorded, and the recording would be posted on VEDP's website. All votes would be taken by roll call.

- During the public comment period, any member of the public not present at the physical meeting site wishing to make a comment would simply unmute and speak at that time or use the chat function and ask to be given an opportunity to speak.
- Likewise, Committee members not present at the physical meeting site would simply unmute themselves to speak or use the chat function during the meeting.

Public Comment Period

Chair Radcliff solicited public comments. There were none.

Approval of Minutes for June 16, 2021, Meeting

Chair Radcliffe noted that since a quorum was not physically assembled, the Committee would not take any formal action during the meeting.

Budget and Legislative Proposals – Christy Morton

Ms. Morton began by talking about the operational requests beginning with the caboose budget for FY22. She mentioned the importance of site development and the need for additional dollars. Ms. Morton said it has been very apparent in the last six to eight months because the Commonwealth has lost a lot of large projects because of our lack of available and project-ready sites. She mentioned that VEDP has been in close contact with the Administration and the General Assembly about the need to increase funding for the Virginia Business Ready Sites Program (VBRSP). The \$150 million proposal to expand the VBRSP would help Virginia begin to catch up to competitors through a one-time infusion of funds. \$100 million in funding will help prepare megasites to accommodate the exceptional needs and short timelines of the current wave of large project opportunities. \$50 million in funding would be allocated regionally for medium to large size sites to ensure that every region has an opportunity to expand its portfolio.

In addition to the VBRSP request, Ms. Morton spoke about two additional requests for the caboose budget. One is to change the funding source for Jefferson Lab (JLab) to the general fund (GF), and the second is to reduce funding for the Shipping & Logistics Custom Grant due to the change in their custom grant agreement.

Ms. Morton spoke about the potential VEDP FY23-24 biennium operational budget proposals.

Initiative	FY23 (\$M)	FY24 (\$M)
Final Ramp of the Virginia Talent Accelerator Program to support statewide coverage	2.3	2.3
Fund initiatives outlined in the Virginia International Trade Plan	3.5	7.0
Expand out-of-state marketing for the Commonwealth	1.5	3.0
Sustained funding for Code of Virginia requirements and JLARC recommendations	1.0	1.0
Total	8.3	13.3

In talking about the final ramp-up of the Virginia Talent Accelerator Program, Ms. Morton mentioned this final \$2.3 million of the originally proposed \$9.7 million budget would fully fund the Talent Accelerator Program, which was designed to generate a total of 5,000 additional direct jobs annually.

Ms. Morton said the additional funding for the Virginia International Trade Plan would allow VEDP to continue the implementation of the International Trade Plan for the Commonwealth. These initiatives will provide timely support to a total of 530 Virginia businesses per year, generating an additional approximately 5,000 trade-related jobs, stimulating new economic activity, and diversifying Virginia's economy.

Ms. Morton talked about expanding out-of-state marketing for the Commonwealth. The new funding would be utilized to expand VEDP's marketing collateral and online presence and add significant multi-channel paid media marketing to raise the profile of the Commonwealth, including rural Virginia.

Ms. Morton spoke about the sustained funding for the Code of Virginia requirements and JLARC recommendations. \$350,000 of the dedicated funding would be utilized to fund the five existing full-time positions to oversee five discretionary incentive programs (COF, VIP, MEE, VEDIG, VJIP). \$200,000 of dedicated funding for the Internal Audit function within VEDP. \$450,000 of dedicated funding for the training and professional development program for VEDP staff.

Ms. Morton reviewed the potential VEDP FY23-24 Biennium incentive-related budget proposals. The proposals included: change the funding source for Port of Virginia Economic and Infrastructure Development Zone Grant Fund to the GF; fund the Major Headquarters Workforce Grant Fund (Amazon); eliminate reference to a Major Aerospace Manufacturer for the use of clawback funds for site improvements; reduce the Virginia Investment Performance (VIP) Grant; and eliminate or adjust funds for custom grants.

Ms. Morton shared that at the end of August, VEDP submitted the following legislative proposals for the 2022 General Assembly session: extend the sunset for Major Business Facilities Job Tax Credit; revise Shipping & Logistics Headquarters Grant project parameters; expand Electric Utility Pilot Program; and MEI Custom Grants.

The Major Business Facilities Job Tax Credit (MBFJTC) allows qualified companies locating or expanding in Virginia to be eligible to receive a \$1,000 income tax credit for each new full-time job created over a threshold number of jobs beginning in the first taxable year following the taxable year in which the major business facility commenced or expanded its operations. The recommendation is to extend the sunset date for the MBFJTC from the current date of July 1, 2022, to July 1, 2025.

Ms. Morton spoke about the proposal to revise the Shipping & Logistics Headquarters Grant Fund. This proposal would revise the code section to align with the new deal structure to be paid post-performance, as agreed to by CMA CGM and approved by the MEI Commission.

Ms. Morton spoke about expanding the Electric Utility Pilot Program. This program was created in 2019 and allowed utilities to recover funds for electric infrastructure investments to certain sites based on eligibility. The recommendation is to expand the criteria of eligible sites to include key, high-targeted sites within each territory. Now that VEDP has completed the sites characterization initiative, we are able to recommend sites that would be ideal candidates for this program. This will help address one of the most significant delays in site development, providing electric service to a site.

Outreach and Engagement

Ms. Morton encouraged board members to reach out to their legislators and talk about the importance of economic development and what VEDP does. She mentioned on December 16 that we would know what is in the Governor's budget, and she would notify the board members.

Open Discussion and Anticipated Topics for Next Meeting

There was no discussion on topics for the next meeting.

Adjournment

There being no further business, Chair Radcliff adjourned the meeting at 1:28 p.m.

Respectfully submitted,

Christine Bell
Acting Recording Secretary

DRAFT



LEGISLATION AND POLICY COMMITTEE

Virginia State Capitol

March 16, 2022

VEDP | Virginia
Economic
Development
Partnership
VEDP.org

2022 SESSION RECAP & STATISTICS

- 2022 General Assembly Regular Session started January 12, 2022 – lasted **60 days**
- House and Senate met **in person**
 - Public participation was hybrid
- **Sine Die** – Adjourned March 12, 2022
- Reconvened session scheduled: **Wednesday, April 27, 2022**

2022 Session Statistics

3,000+

Bills introduced

11

Legislative action summaries

185

Bills tracked by VEDP

8

Agency bills



APPROVED OR PENDING LEGISLATION



VEDP LEGISLATIVE PROPOSALS FOR 2022 GENERAL ASSEMBLY SESSION

Initiative	Summary	Status	Additional investment (\$M)		
			FY22	FY23	FY24
HB269 (Byron)/SB185 (Ruff) Income tax, state; extends sunset provision for major business facility job tax credit	Extends the sunset for the Major Business Facilities Job Tax Credit to 2025	Signed by the Governor/ Signed by Speaker and President	0.0	0.0	0.0
HB324 (Williams Graves)/SB103 (Spruill) Shipping and Logistics Headquarters Grant Program; updates certain provisions	Revises language for CMA CGM based on revised MOU	Signed by the Governor/ Signed by Speaker and President	(6.3)	1.3	1.2
HB186 (J. Campbell)/SB595 (Pillion) Nitrile Glove Manufacturing Training Program; established	Provides additional funds for the Virginia Talent Accelerator Program specific to Blue Star Manufacturing and related operating entities	Signed by Speaker and President/Enrolled	1.4	0.6	0.7
HB453 (Knight)/SB346 (Barker) Income tax, state; property information and analytics firms, business operations, definitions	Allows CoStar to utilize market-based sourcing rather than Virginia's current cost-of-performance method of apportionment for calculating state corporate income taxes	Enrolled	0.0	0.0	0.0

OTHER LEGISLATIVE PROPOSALS OF INTEREST FOR 2022 GENERAL ASSEMBLY SESSION (1 OF 4)

Legislation	Summary	Status
HB191 (Hodges) Health Workforce Development; creates position of Special Advisor to the Governor and Virginia Health Workforce Development Fund	Creates the position of Special Advisor to the Governor for Health Workforce Development in the Office of the Governor and creates the Virginia Health Workforce Development Fund to (i) provide incentives for the removal of barriers to educating and training health workforce professionals (ii) incentivize the production of health workforce credentials, degrees, and licensures based on a rigorous analysis of the need by the VOEE will provide the analysis of credentials, degrees, and licensures to support the incentive decision-making	House rejected Senate substitute
HB206 (Webert) Small renewable energy projects; impact on natural resources, report	Requires, as a condition for a permit by rule for a small energy project, that the applicant conduct an analysis of the beneficial and adverse impacts of the proposed project on natural resources. DEQ, in consultation with VEDP and others, convene an advisory panel in developing regulations regarding prime ag soils or forest lands	Enrolled
HB217 (Simonds) Stem Education Advisory Board; required to review federal occupational categories	Requires the VOEE to review the occupational categories in the U.S. Bureau of Labor Statistics' to determine occupational categories not captured in the Commonwealth's existing STEM+C workforce profile and the gaps in the Commonwealth's tracking of careers in these occupational categories for the purpose of better aligning K-16 education priorities; Report to GA 10/1/22	In Conference
HB405 (Ballard) Business park electric transmission infrastructure pilot program; location of qualifying projects	Removes the requirement that the location of a qualifying project for Electric Infrastructure Pilot Program that allows investor-owned utilities to complete the construction phase of electric transmission infrastructure for up to three business parks pre-prospect be in a designated opportunity zone	Enrolled

OTHER LEGISLATIVE PROPOSALS OF INTEREST FOR 2022 GENERAL ASSEMBLY SESSION (2 OF 4)

Legislation	Summary	Status
HB445 (Murphy) High-speed broadband service; expanding to new residential & commercial development	Provides that the DHCD shall convene a stakeholder advisory group for the purpose of evaluating local and state policies, procedures, or ordinances to facilitate the expansion of high-speed broadband service and associated infrastructure in new residential and commercial development	Signed by Speaker and President
HB458 (Bulova) MEI Project Approval Commission; incentives requiring review	Adds direct incentive payments to a company in excess of \$3.5M for review by the Commission. The bill also clarifies that the total \$10M value of incentives does not include tax credit and exemptions, except for the data center tax exemption and the motion picture tax credit. It also provides that any in-state relocations receiving incentives over \$2.5M are reviewed by the Commission	Continued to 2023
HB565 (O'Quinn)/SB685 (Mason) Advanced Manufacturing Talent Investment Program and Fund	Creates the Advanced Manufacturing Talent Investment Program and Fund to assist qualified institutions in reaching a goal of increasing by at least 25,000 new eligible credentials, which are noncredit workforce credentials awarded by a qualified institution in a high demand advanced manufacturing field as identified by VEDP	In Conference (House: Senate: Mason Locke, Pillion)
HB654 (Wampler) GO Virginia Grants, certain; extends sunset provision	Extends from July 1, 2022, to July 1, 2023, the sunset of the provision that allows a locality to use grant funds awarded by the Tobacco Region Revitalization Commission as matching funds for GO Virginia grants	Signed by Speaker and President
HB791 (McNamara)/SB513 (McPike) Data centers; center fixtures are taxed as part of the real property where they are located	Provides that if data center fixtures are taxed as part of the real property where they are located, they shall be valued based on depreciated reproduction or replacement cost, rather than based on the amount of income they generate	GOV Deadline 4/11/22 / Signed by Speaker and President

OTHER LEGISLATIVE PROPOSALS OF INTEREST FOR 2022 GENERAL ASSEMBLY SESSION (3 OF 4)

Legislation	Summary	Status
HB894 (Kilgore) Generation of electricity and energy development in the Commonwealth	VA Energy and VNECA to convene a working group to identify strategies for promoting the development of advanced small modular reactors, VA Energy to consider economic development of rural Virginia in their update for the Virginia Energy plan scheduled for 2022, requires the VCE to maintain a map or repository of prime farmland, the SCC shall develop a program for infrastructure investments, and for VEDP review whether barriers currently exist for development of infrastructure and supply chain investments in Southside and Southwest Virginia and review incentives should utilize or develop to retain economic development and promote new infrastructure and supply chain investments by 12/1/22	Enrolled
HB1353 (Knight)/SB727 (Saslaw) Virginia Football Stadium Authority	Establishes the Virginia Football Stadium Authority as a political subdivision charged with financing the construction of a football stadium and related facilities. The provisions of the bill expire if the Authority has not entered into a development and lease agreement with the primary team before July 1, 2025.	In Conference (House: Knight, Marshall Hayes; Senate: Saslaw, Newman, Ebbin)
SB28 (Marsden) Virginia Business Ready Sites Program Fund created	Establishes the Virginia Business Ready Sites Program Fund. The Fund would be administered by VEDP and would provide grants to political subdivisions to prepare sites for industrial or commercial development. The bill also codifies that grants from the Virginia Brownfields Restoration and Economic Redevelopment Assistance Fund are authorized for site remediation.	Enrolled

OTHER LEGISLATIVE PROPOSALS OF INTEREST FOR 2022 GENERAL ASSEMBLY SESSION (4 OF 4)

Legislation	Summary	Status
SB657 (Stuart) Air Pollution Control Board and State Water Control Board; transfer of authority to Department of Environmental Quality	Limits the authority of the Air Pollution Control Board and the State Water Control Board to issuance of regulations and transfers the Boards' existing authority to issue permits and orders to the Department of Environmental Quality.	Signed by Speaker and President
SB667 (Hashmi) Innovative Internship Program; Virginia Office of Education Economics	Directs the State Council of Higher Education for Virginia to partner with the VOEE to collect and utilize data that includes the gaps that are most significant in hindering the Commonwealth from achieving its goals that its funds are intended to accomplish under the Innovative Internship Program, and provides other directives to the Council and VOEE to collaborate on and accomplish for the Innovative Internship Program	Enrolled
SB736 (Ruff) Sales tax; data center exemption	Reduces the new job creation requirement from 50 to 25 for the sales tax exemption for data center operators.	Continued to 2023

STATUS OF VEDP BUDGET PROPOSALS & GA PROPOSED ITEMS



STATUS OF VEDP OPERATIONAL BUDGET PROPOSALS

Initiative (Item)	Introduced Addt'l Investment (\$M)			House Amendments (\$M)			Senate Amendments (\$M)			
	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24	
Operational	Expand Virginia Business Ready Sites Program (130 #1h/125 #1h & 130 #1s FY22/113 #2s) ¹	150.0			(155.5)	(5.6)	(5.6)	(150.0)	Lang.	Lang.
	Final Ramp of the Virginia Talent Accelerator Program to support statewide coverage (125 #2h)		2.3	2.3		(1.0)	(1.0)			
	Fund initiatives outlined in the Virginia International Trade Plan (125 #3h/125 #5s)		3.5	7.0			(3.5)			(3.5)

¹Both bodies move VBRSP from VEDP's Operational Budget to Economic Development Incentives Payments (EDIP)

STATUS OF VEDP INCENTIVE BUDGET PROPOSALS

Initiative (Item)	Introduced Addt'l Investment (\$M)			House Amendments (\$M)			Senate Amendments (\$M)		
	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24
Virginia Business Ready Sites Program (112 #7h/113 #7h & 112 #3s /113 #2s)				164.0 ¹	20.0	5.6	100.0	25.0	25.0
Replenishes funds to the COF previously set aside for Jefferson Lab (Jlab) (112 #2h)	1.5			(1.5)					
Fund the Port of Virginia Economic and Infrastructure Development Zone Grant Fund (465 #1h)		2.0	2.0		(2.0)	(2.0)			
Fund the Shipping & Logistics Custom Grant (CMA CGM)	(6.3)	1.4	1.2						
Fund the Major Headquarters Workforce Grant Fund (Amazon) (113 #4h)		42.5	42.5		78.0 +35.5				
Fund Infrastructure for Progress Park for Blue Star Manufacturing (112 #2h)	8.5			(8.5) ¹					
Nitrile Glove Manufacturing Training Program (112 #1h/113 #2h & 112 #2s/113 #1s)				1.4	0.6	0.7	1.4	0.6	0.7
Infrastructure for the City of Richmond for the expansion of a real property analytics firm (CoStar) (112 #6h/112 #1s)				15.0			15.0		
MEI Project for Rocket Labs (112 #4h/447.10 #1s)				15.0			45.0		

¹Includes \$150M from the introduced + 5.5M base funding + 8.5M for the Blue Star Project

ADDITIONAL ITEMS IN EDIP (ITEM 112/113) INCLUDED IN THE HOUSE PROPOSED BUDGET

Initiative (Item)	Summary	Additional investment (\$M)		
		FY22	FY23	FY24
Petersburg Water / Sewer infrastructure (112 #5h)	Removes the language involving VEDP to administer the \$10M for the City of Petersburg and utilizes ARPA funds to cover the cost of the project	(10.0)	30.0	
GOVA Talent Pathways Planning (112 #8h)	VOEE to provide planning grants and analytical support to GOVA regions in developing workforce skills gap analysis	2.5		
Offshore Wind Industry Supply Chain program (113 #1h)	Provides \$5M to develop a program designed to build a supply chain for the offshore wind industry by investing in equipment		5.0	
Virginia Health Workforce Development Fund (113 #3h)	Based on provisions of HB191, VOEE may use up to 10% of the funds for administration of the program		2.0	0.0
Virginia Economic Development Incentive Grant (VEDIG) program (113 #8h)	Removes obsolete budget language related to a 2017 cap for VEDIG projects		Language	Language

ADDITIONAL ITEMS IN EDIP (ITEM 112/113) INCLUDED IN THE SENATE PROPOSED BUDGET

Initiative (Item)	Summary	Additional investment (\$M)		
		FY22	FY23	FY24
Frederick County Economic Development Initiative (113 #3s)	Provides a one-time grant of \$5.0 million GF in FY 2023 to the Frederick County Economic Development Authority for a regional economic development initiative and facility that supports the growth of aerospace and unmanned systems companies in Planning District 7		5.0	

ADDITIONAL ITEMS IN VEDP OPERATIONS (ITEM 125) INCLUDED IN THE HOUSE PROPOSED BUDGET

Initiative (Item)	Summary	Additional investment (\$M)		
		FY22	FY23	FY24
Operating Support (125 #4h)	Provides \$1M in each year of the new biennium to add 5 positions for business investment activities, 2 positions for incentives administration, and to cover costs for a third-party to complete an audit		1.0	1.0
Study on strategies to fill maritime jobs in Hampton Roads (125 #3h)	Provides \$200K for VOEE to undertake a study of strategies to attract skilled out of state talent to fill maritime jobs in Hampton Roads; report by November 1, 2022		0.2	
Economic impact study of a natural gas pipeline extension in the Eastern Shore (125 #6h)	Provides \$200K for VOEE to complete an economic impact study of expanding a natural gas pipeline to Accomac; report by December 1, 2022		0.2	
Talent Pathways Planning Grant Program (125 #7h)	VOEE shall continue the Talent Pathways Planning Grant Program		Language	Language

ADDITIONAL ITEMS IN VEDP OPERATIONS (ITEM 125) INCLUDED IN THE SENATE PROPOSED BUDGET

Initiative (Item)	Summary	Additional investment (\$M)		
		FY22	FY23	FY24
Inland Port Feasibility Study (125 #1s)	Provides \$200K for VEDP to assess the feasibility of creating an inland port located in Region 2000 or the City of Bristol		0.2	
Wind Industry Supply Chain Grant Fund (125 #2s)	Provides \$2.5M in FY24 for the establishment of an Offshore Wind Industry Supply Chain Grant Fund			2.5
Offshore Wind Industry Talent Attraction Program (125 #3s)	Directs VEDP to undertake a study of strategies to attract skilled out-of-state talent to fill maritime jobs in Hampton Roads in support of the shipbuilding, ship repair, and offshore wind industries; report by November 1, 2022		0.2	0.2
WIOVA Consolidation Assessment (125 #4s)	Directs the VEDP to develop recommendations for the integration of the state programs under the federal Workforce Innovation and Opportunity Act Title I and Title III under one state entity in response to the Virginia Board of Workforce Development's December 2020 recommendation		0.2	

OTHER ITEMS OF INTEREST INCLUDED IN THE HOUSE PROPOSED BUDGET

Initiative (Item)	Summary	Additional investment (\$M)		
		FY22	FY23	FY24
GO Virginia Balances (3-1.01 #1h)	Reverts \$27.5 million in unobligated GO Virginia balances to support several commerce initiatives included in House Bill 30	Language		
DGS acquisition of the Commonwealth Center for Advanced Manufacturing (CCAM) (C-68.50 #1h)	Provides clarifying technical language changes to allow DGS to proceed with the acquisition of CCAM; VEDP certify that U.S. EDA and Rolls Royce has an agreement	Language		
Talent Pathways Program (115 #3h)	GOVA to establish a Talent Pathways program in consultation with VEDP in conjunction with Item 112 #8h		9.0	
Fund Remaining Rebuild Virginia Applications (479.20 #1h)	Provides \$160M in ARPA funds to provide business assistance to qualifying businesses that submitted an application for Rebuild Virginia prior to the Department of Small Business and Supplier Diversity closing the application portal in November of 2020	160.0		
Adjust Funding & Language for State Employee Compensation Increases (483 #2h)	Reduces the state employee pay raises from 5% to 4% but adds a 1% bonus in each year of the biennium		(56.4)	(103.0)

OTHER ITEMS OF INTEREST INCLUDED IN THE SENATE PROPOSED BUDGET

Initiative (Item)	Summary	Additional investment (\$M)		
		FY22	FY23	FY24
State Employee Bonus (477 #1s)	Provides a \$1,000 one-time bonus to be paid on June 1, 2022	102.5		

AGENDA

**VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP AUTHORITY
MEETING OF THE RURAL VIRGINIA ACTION COMMITTEE
March 16, 2022
3:00 P.M. – 4:00 P.M.**

**One James Center, 7th Floor – Katherine Johnson Room
Richmond, Virginia**

- | | |
|------------------------------|--|
| 3:00 p.m. – 3:03 p.m. | Welcome/Call to Order – Rick Harrell, Chairman |
| 3:03 p.m. – 3:05 p.m. | Public Comment Period |
| 3:05 p.m. – 3:10 p.m. | Approval of Minutes for 6/16/21 and 10/20/2021 Meetings |
| 3:10 p.m. – 3:30 p.m. | Rural Trends Over the Last 20 Years and Economic Recovery
forecast – Jason El Koubi |
| 3:30 p.m. – 3:50 p.m. | Closed Session:
Opportunities for Rural Virginia |
| 3:50 p.m. – 4:00 p.m. | Topics of Discussion for Next Meeting |
| 4:00 p.m. | Adjournment |

Minutes
Rural Virginia Action Committee Meeting
Board of Directors of the Virginia Economic Development Partnership
June 16, 2021
3:00 p.m. – 4:00 p.m.
[Zoom Meeting]

Welcome and Call to Order

The meeting was called to order at 3:00 p.m. by Chair Rick Harrell, who noted that a quorum was present.

Members present: Chair Rick Harrell, Carrie Chenery, Stephen Edwards, Deborah Flippo, Dan Pleasant, and Ned Masee, *ex officio*

Members absent: Secretary Brian Ball and Secretary Aubrey Layne

Other Board Members: Dan Clemente and Marianne Radcliff

VEDP staff present: Lindsay Barker, Vince Barnett, Christine Bell, Jamie Canup, Ryan Dunn, Jason El Koubi, Stephanie Florie, Sharon Grant, Sandi McNinch, Lori Melancon, Debbie Melvin, Stephen Moret, Christy Morton, Jordan Snelling, Karin Sun, and Carrie Vuori

Guests present: Greg Campbell, Charles Kennington, Melissa Lubin, Peirce Macgill, Liz Povar, Deputy Secretary Cass Rasnick, Nick Swartz, and Donna Tram

Opening Remarks

Chair Harrell welcomed guests to the electronic meeting of VEDP's Rural Virginia Action Committee. Chair Harrell shared these remarks: "As you well know, the Governor declared a state of emergency in March due to the potential spread of COVID-19. Because an in-person meeting is unsafe and we wish to discharge our lawful purposes, duties, and responsibilities, we are permitted by the Virginia Freedom of Information Act, as amended by the State Budget, to meet by electronic means without a quorum of our members being physically assembled at one location.

We are gathered now in a Zoom environment that is open to the public. Should anyone from the public get disconnected from the public Zoom environment and be unable to re-engage, he or she should call (804) 278-7702 and speak to Jennifer Garrett. We will do our best to re-engage and will halt the public portion of the meeting until the connection can be re-established.

Here are reminders of a few things that will be different than our in-person meetings:

- Everything on the public Zoom environment will be recorded, and the recording will be posted on VEDP's website.
- All votes will be taken by roll call.

- Please use the mute function unless you are speaking—and remember to unmute at the appropriate time.
- During the public comment period, any member of the public wishing to make a comment may simply unmute and speak at that time or use the Chat function and ask to be given an opportunity to speak.
- Likewise, during the meeting, Committee members may simply unmute themselves to speak or use the Chat function.

Public Comment Period

Mr. Kennington with the Senate Finance and Appropriations Committee asked to make an introduction. Mr. Kennington shared that the Senate Finance and Appropriations Committee staff have hosted a studentship over the past five years. The studentship has been done in cooperation with Virginia Commonwealth University's School of Business. The externship is an experiential learning opportunity available to high-achieving students. This year they are happy to have Donna Tram.

Approval of Minutes for April 28, 2021, Meeting

Chair Harrell asked for approval of the minutes from the April 28, 2021, meeting. A motion was made by Mr. Pleasant and seconded by Ms. Chenery, and the minutes were approved as presented by roll call vote:

Upon the vote:	Secretary Ball	Absent for vote
	Ms. Chenery	Aye
	Mr. Edwards	Aye
	Ms. Flippo	Aye
	Mr. Harrell	Aye
	Secretary Layne	Absent for vote
	Mr. Pleasant	Aye

Regional Asset Development in Rural Virginia – SHD Ambassador Taskforce

Ms. Chenery introduced the group of speakers that she has worked with over the years. The group consists of Mr. Greg Campbell, Executive Director of the Shenandoah Valley Airport, Dr. Nick Swartz, Associate Dean for Professional and Continuing Education at James Madison University (JMU), and Mr. Peirce Macgill, Assistant Director of Economic Development for the City of Harrisonburg. The group will highlight three things: asset-based development, university-based economic development, and innovative partnerships.

Ms. Chenery shared that the group would give an overview of some exciting efforts around the airport and the Ambassador Taskforce for the Shenandoah Valley region. Ms. Chenery said that hopefully, there would be some takeaways that can be replicated in other parts of the state.

Mr. Greg Campbell, Executive Director, Shenandoah Valley Airport

Mr. Campbell began by mentioning the Shenandoah Valley Airport is centrally located. He shared that business and community leaders came together back in the 1950s because they believed the region needed air access to be competitive. The business and community leaders were made up of the following five jurisdictions - the cities of Harrisonburg, Staunton, and

Waynesboro, and the counties of Rockingham and Augusta. This group came together to create the Shenandoah Valley Regional Airport Commission. The airport opened in 1960.

After almost a decade of talking to SkyWest airlines and United airlines, the airport convinced them there was an opportunity for United. United gave the airport SkyWest airlines which is the largest regional operation in the country. The airport needed help getting the word out to the business community that something big had happened, and they no longer had to drive to catch a flight. This need was the framework of creating this partnership with JMU and the air service taskforce.

Dr. Nick Swartz, Associate Dean, Professional and Continuing Education, James Madison University

Dr. Swartz began by saying the SHD Ambassador Taskforce was created in 2019 to support SHD's efforts to increase and maintain quality air service. The membership of the task force consists of 21 individuals representing 11 different organizations. The task force's mission is to support SHD by informing residents and businesses about the services offered by the airport.

Dr. Swartz talked about anchor institutions. An anchor institution is place-based and is tethered to its community. Examples of anchors are universities, hospitals, etc. JMU is the largest employer in the region. In addition to their anchor role, JMU was one of, if not the single, most significant contributors to SHD ticket sales.

Mr. Peirce Macgill, Assistant Director, Economic Development, City of Harrisonburg

Mr. Macgill began by talking about why the task force and promoting SHD are essential. He mentioned the importance of transportation and access to markets to economic development. In addition to a good transportation network, there are a few other benefits. The first is quality of life. Having direct flights to Dulles and O'Hare, and anywhere in the world. You don't have to fight traffic, and you can park for free. The second is talent attraction. Having a strong, reliable carrier that can take you anywhere in the world is attractive to potential residents. Finally, there is a positive marketing component, and that is having a solid airport and carrier. This gives the perception to outsiders that maybe the area isn't so remote, and we need to check it out.

Mr. Macgill talked about the Shenandoah Valley Partnership (SVP), the regional EDO, and their great partner with SHD and vice-versa. SVP takes advantage of SHD when hosting FAM tours for site selectors and CEOs.

Mr. Macgill concluded by saying they spend a lot of time on the taskforce to keep and grow air service. The taskforce wants to keep United and SkyWest in the valley and increase their connectivity to more markets. They need the communities to support them to make this happen.

Mr. Moret shared that what the task force has done is very impressive, and hopefully, it can be an example to other regions across Virginia. He wondered if it might be beneficial to give this presentation at a Virginia Economic Developers Association (VEDA) meeting. Mr. Moret said it speaks to the collaboration and leveraging of anchor institutions.

Mr. Moret mentioned that he just got back from the Site Selectors Guild, and he heard a lot of praise about the Shenandoah Valley. Mr. Moret complimented the speakers on their presentations and the brand awareness of the Shenandoah Valley across the country.

Ms. Flippo shared that her firm is an investor with the SVP, and she serves on the lead generation committee. She said the SVP does collaborate well.

Open Discussion and Anticipated Topics for Next Meeting

There was no discussion on topics for the next meeting.

Adjournment

There being no further business, Chair Harrell adjourned the meeting at 3:55 p.m.

Respectfully submitted,

Christine Bell
Acting Recording Secretary

DRAFT

Minutes
Rural Virginia Action Committee Meeting
Board of Directors of the Virginia Economic Development Partnership
October 20, 2021
3:00 p.m. – 4:00 p.m.
Hybrid Meeting
One James Center, 7th Floor – Katherine Johnson Room, Richmond, Virginia
&
Zoom Meeting

Welcome and Call to Order

The meeting was called to order at 3:02 p.m. by Chair Rick Harrell, who noted that a quorum was not present.

Members present: Chair Rick Harrell (in person), Deborah Flippo (in person), and Dan Pleasant (in person), *ex officio*

Members absent: Nancy Agee, Secretary Brian Ball, Carrie Chenery, Stephen Edwards, and Secretary Joe Flores

Other Board Members: Dan Clemente (Zoom), Marianne Radcliff (in person), and Ned Masee (in person)

VEDP staff present: Lindsay Barker (in person), Christine Bell (Zoom), Jamie Canup (in person), Nicole David (Zoom), David Devan (Zoom), Jason El Koubi (in person), Stephanie Florie (Zoom), Jennifer Garrett (Zoom), Bob Grenell (Zoom), Heather McKay (Zoom), Sandi McNinch (in person), Lori Melancon (Zoom), Debbie Melvin (Zoom), Stephen Moret (in person), Christy Morton (in person), and Carrie Vuori (Zoom)

Guests present: Christopher Atkins (in person), Kristie Proctor (in person), and Charles Kennington (Zoom)

Opening Remarks

Chair Harrell welcomed guests to a hybrid in-person and electronic meeting of VEDP's Rural Virginia Action Committee. A quorum of members was not present at VEDP headquarters, but several members joined electronically. Since a quorum was not physically assembled, the Committee did not take any formal action during the meeting.

Chair Harrell stated that the Committee gathered in person, and a Zoom environment open to the public. If anyone from the public was disconnected from the public Zoom environment and unable to re-engage, they could have called 804-545-5615 and spoken to Jennifer Garrett. VEDP would do its best to re-engage and halt the public portion of the meeting until the connection could be re-established.

Chair Harrell provided reminders of a few things that were different than our in-person meetings:

- Everything in the public Zoom environment was recorded, and the recording would be posted on VEDP's website. All votes would be taken by roll call.
- During the public comment period, any member of the public not present at the physical meeting site wishing to make a comment would simply unmute and speak at that time or use the chat function and ask to be given an opportunity to speak.
- Likewise, Committee members not present at the physical meeting site would simply unmute themselves to speak or use the chat function during the meeting.

Public Comment Period

Chair Harrell solicited public comments. There were none.

Approval of Minutes for June 16, 2021, Meeting

Chair Harrell noted that since a quorum was not physically assembled, the Committee would not take any formal action during the meeting.

Virginia Rural Leadership Institute Update – Kristie Proctor, Executive Director, and Christopher "Chris" Atkins, Program Director, at the Center for Rural Virginia

Chair Harrell introduced Kristie Proctor, Executive Director, and Christopher Atkins, Program Director at the Center for Rural Virginia.

Ms. Proctor began by thanking the committee for inviting her back and mentioning how she appreciates the support from partners at VEDP and everyone sitting around the table. She shared the Rural Center raised over \$100,000 during the pandemic and were able to hire Chris Atkins as the new Program Director.

Ms. Proctor shared that the Rural Center will be hosting its first in-person Summit since 2019. The Governor's Summit on Rural Prosperity will be held at Longwood University on November 4-5. She mentioned they would officially kick off their Virginia Rural Leadership Institute the night before the Summit at the Hotel Weyanoke.

Mr. Atkins began by talking about deciding on the Virginia Rural Leadership Institute logo. In rural communities, you see barn quilts on many farms, which brings people together. They took a barn quilt concept about bringing communities together and chose the colors from the Virginia flag.

Mr. Atkins explained the vision of the Virginia Rural Leadership Institute (VRLI) is to retain, attract, and develop rural Virginians into innovative, responsible, and civic-minded leaders who build strong communities.

Mr. Atkins spoke about the Community Impact Project (CIP). It is a short-term, one-year project that provides an opportunity for cohorts to put leadership skills into practice. It will build relationships around goal-oriented assignments where participants can acquire first-hand experience making a difference in rural communities.

Mr. Atkins shared that the CIP plan is a five-part plan broken out into four sessions. The five parts of the plan are assess, plan, act, evaluate, and sustain.

Mr. Atkins said the goal is to have 30 members in the inaugural class, but he mentioned they are highly focused on quality over quantity. The cost for the program will be \$3,500 per cohort member. Since this is the inaugural class, the VRLI will pay \$1,000 per member. So, each class member will pay \$2,500. Ms. Proctor mentioned there would be scholarships available because they do not want to exclude anyone for financial reasons.

Mr. Atkins spoke about the curriculum. As mentioned earlier, there will be four sessions held in four different regions. Session 1 will be held in Southern Virginia, Session 2 in the Middle Peninsula/Northern Neck, Session 3 in the Shenandoah Valley, and Session 4 in Southwest Virginia. The cohort will participate in all four regions.

Mr. Atkins shared they see VEDP as a great partner and would like VEDP to help with session planning, including: Local/Revitalized hotel venues, industry/regional tour ideas, local business success stories, and VEDP's participation/role in each session.

Open Discussion and Anticipated Topics for Next Meeting

There was no discussion on topics for the next meeting.

Adjournment

There being no further business, Chair Harrell adjourned the meeting at 3:59 p.m.

Respectfully submitted,

Christine Bell
Acting Recording Secretary

RURAL VIRGINIA ACTION COMMITTEE


March 16, 2022

AGENDA

Historical Trends in Rural Virginia

Status of Recovery in Rural Virginia

Dynamic Opportunities for Rural Virginia



McAfee Knob,
Roanoke County

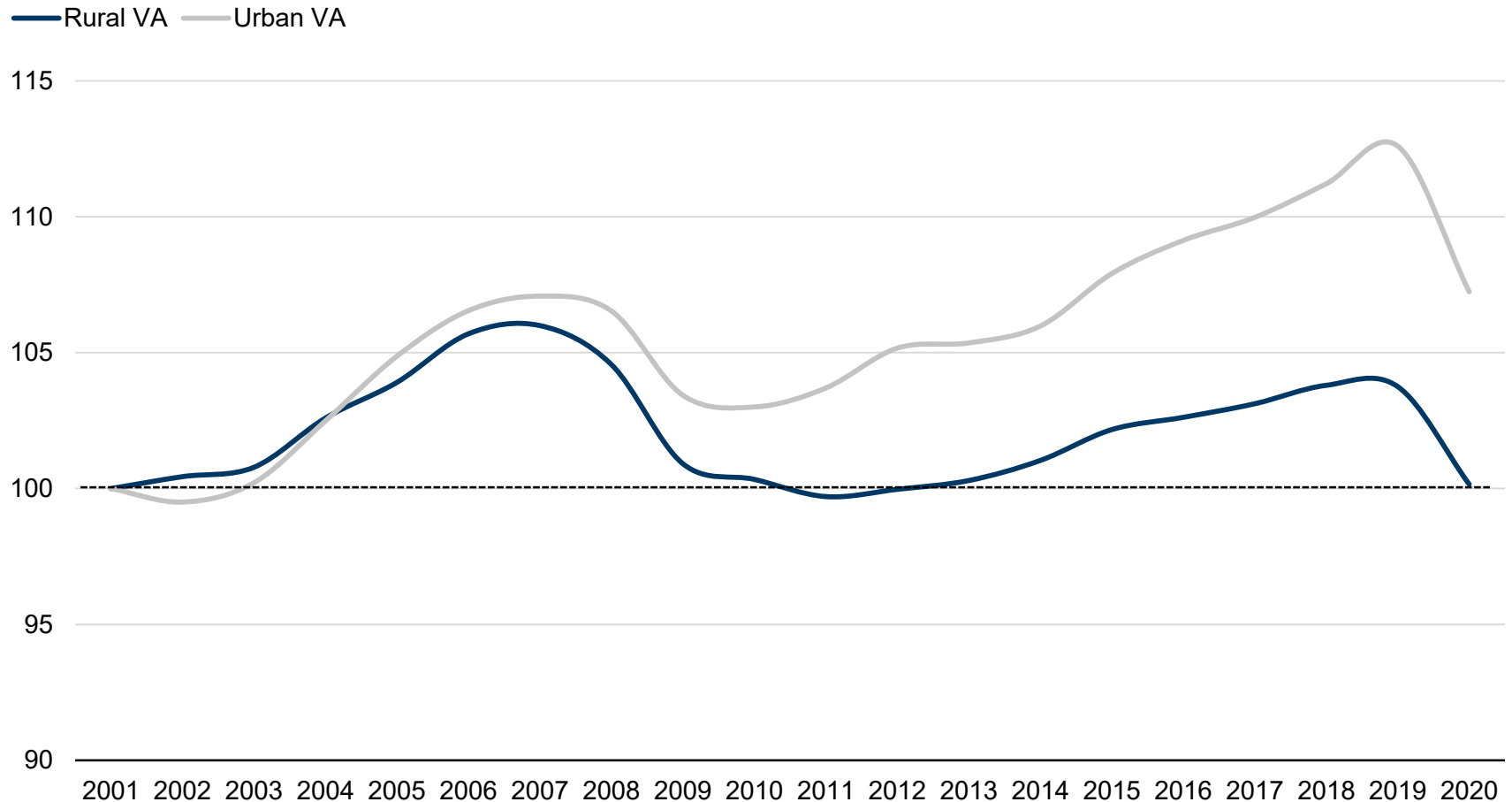


RURAL VIRGINIA: THE LAST 20 YEARS

King Family Vineyard, Albemarle County

EMPLOYMENT GROWTH IN RURAL VIRGINIA HAS STRUGGLED TO KEEP UP WITH URBAN LOCALITIES SINCE THE GREAT RECESSION...

Employment growth in rural and urban Virginia
Average annual employment, 2001 – 2020, indexed

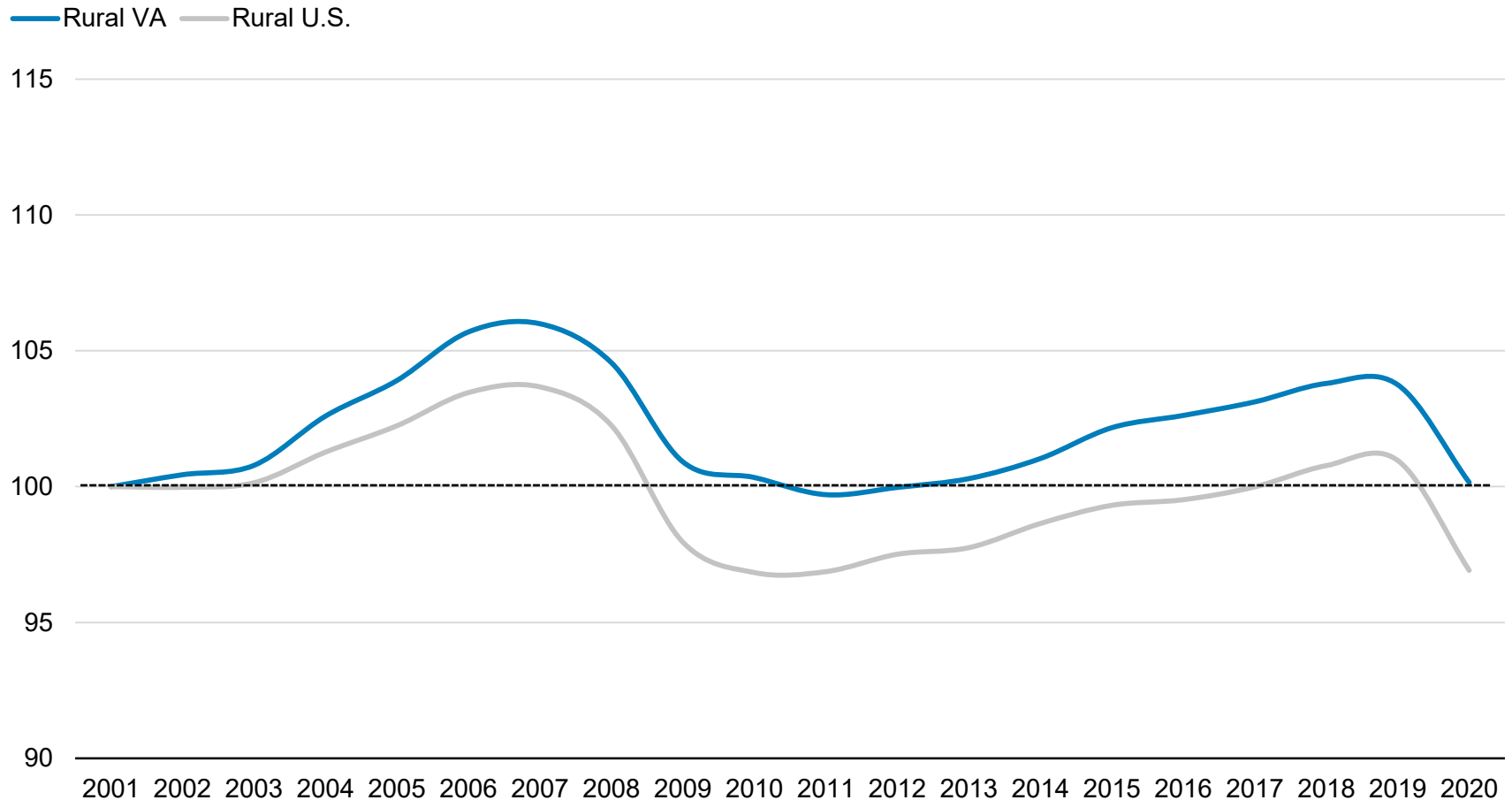


Source: Economic Modeling Specialists International 2021.3 (estimates based on QCEW and other BLS data, include OCEW, non-QCEW and self-employed); VEDP analysis

...HOWEVER, RURAL VIRGINIA HAS FARED BETTER THAN RURAL LOCALITIES AS A WHOLE IN THE UNITED STATES

Employment growth in rural Virginia and U.S.

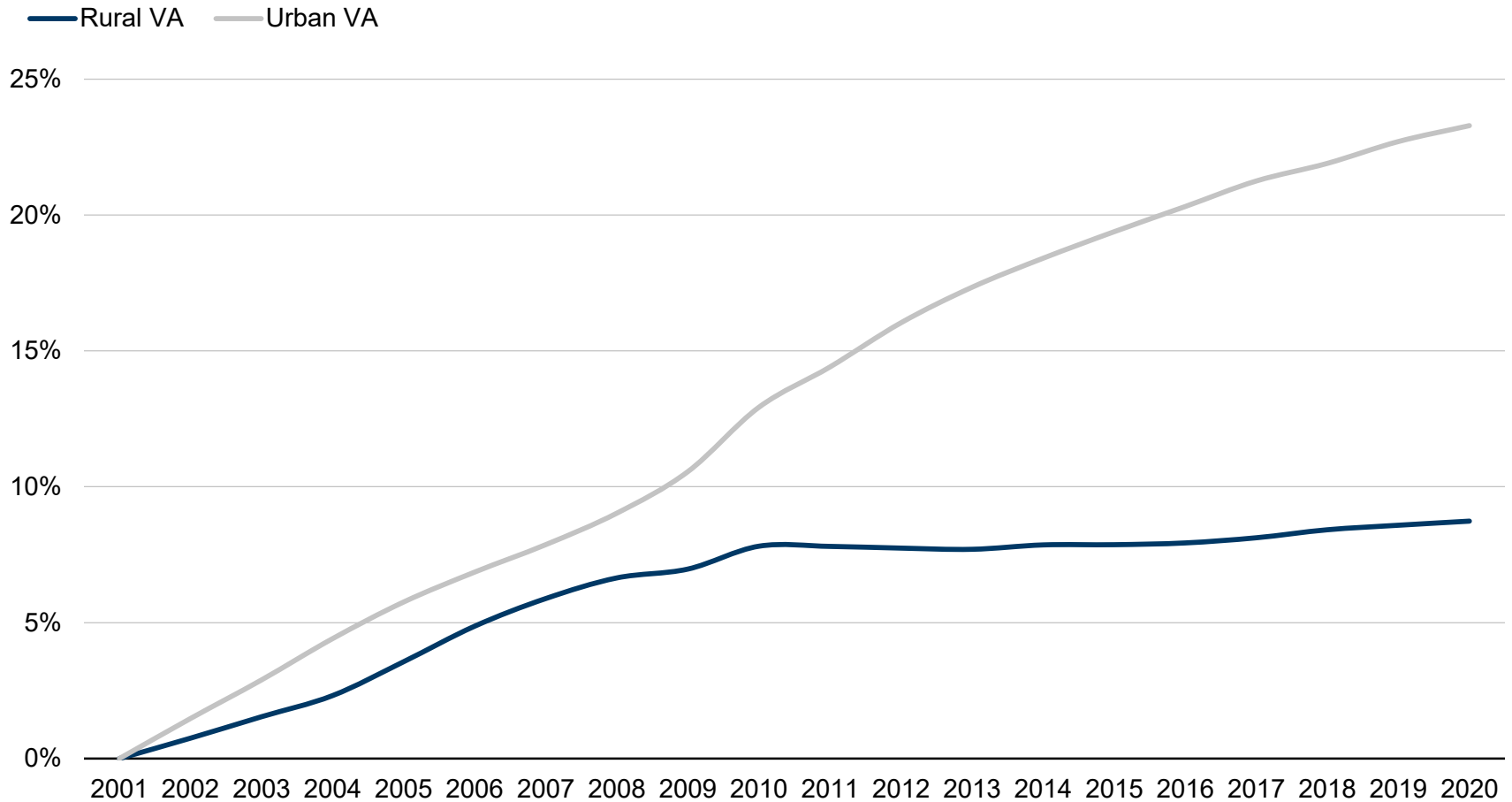
Average annual employment, 2001 – 2020, indexed



Source: Economic Modeling Specialists International 2021.3 (estimates based on QCEW and other BLS data, include OCEW, non-QCEW and self-employed); VEDP analysis

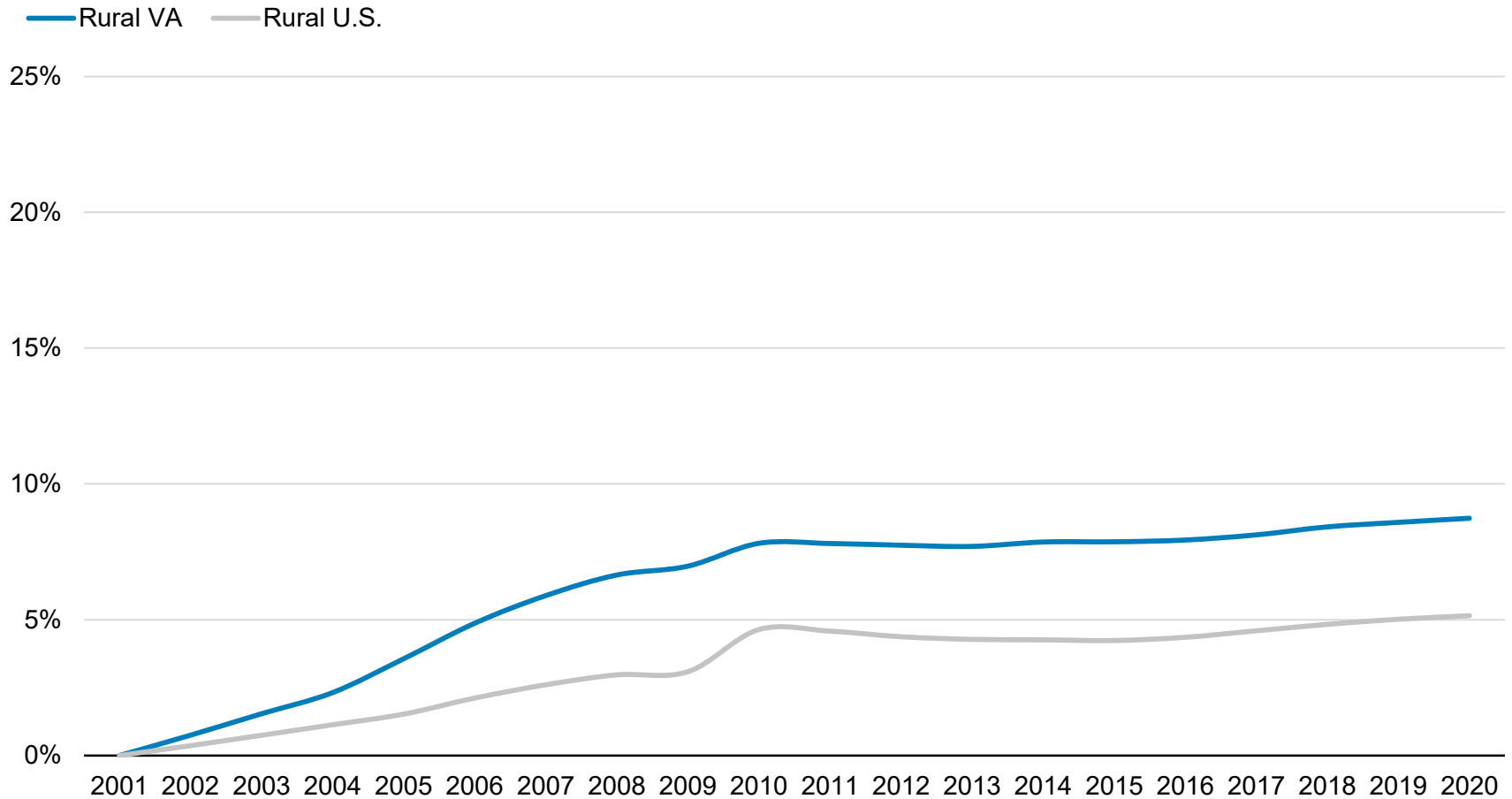
POPULATION GROWTH IN RURAL VA HAS LARGELY STALLED OVER THE PAST DECADE WHILE CONTINUING UNABATED IN URBAN VA

Population change in rural and urban Virginia
% population change since 2001



HOWEVER, RURAL VA'S POPULATION GROWTH OVER PAST TWO DECADES HAS OUTPACED RURAL GROWTH NATIONALLY

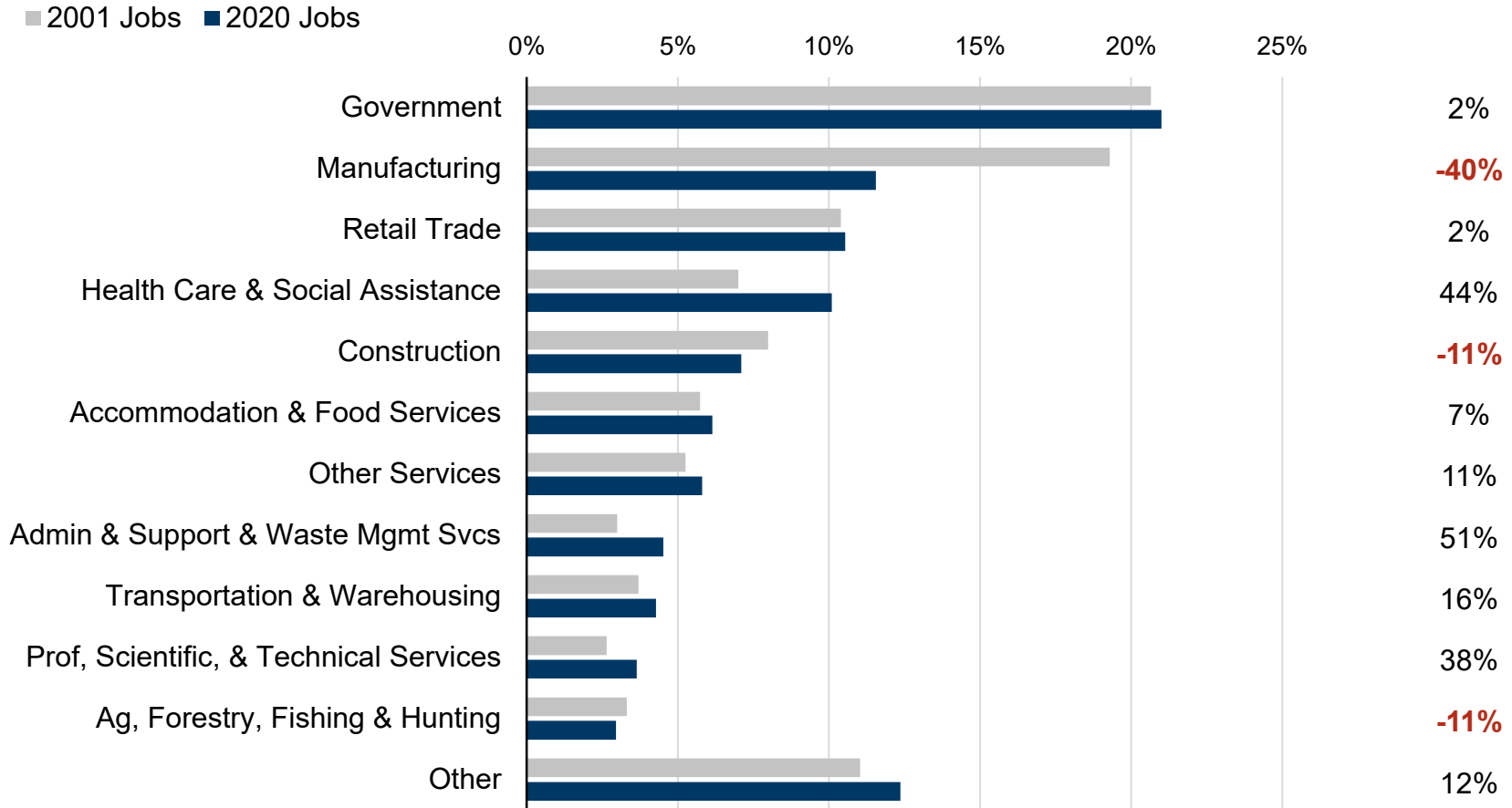
Population change in rural Virginia and rural U.S.
% population change since 2001



COMPOSITION OF RURAL VIRGINIA WORKFORCE HAS BECOME INCREASINGLY DIVERSIFIED OVER LAST TWO DECADES

Employment breakdown by supersector in rural Virginia
Jobs by supersector, 2001 & 2020

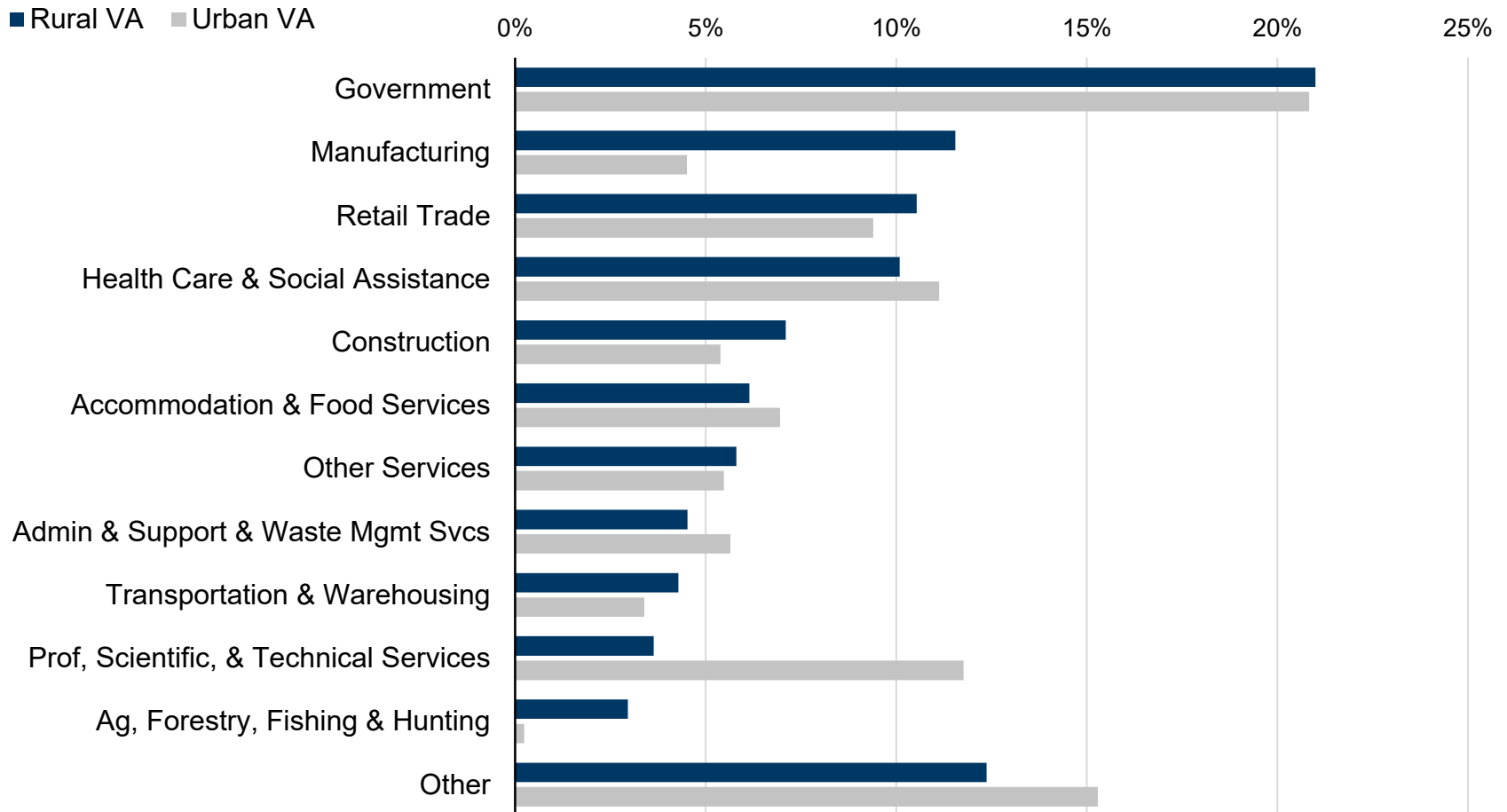
% change
2001 - 2020



Source: Economic Modeling Specialists International 2021.3 (estimates based on QCEW and other BLS data, include OCEW, non-QCEW and self-employed); VEDP analysis

HOWEVER, MANUFACTURING, TRADES, AND AGRICULTURE STILL REPRESENT RELATIVELY LARGER SHARES OF RURAL JOBS...

Employment breakdown by supersector and by rural / urban VA
Jobs by supersector, 2020

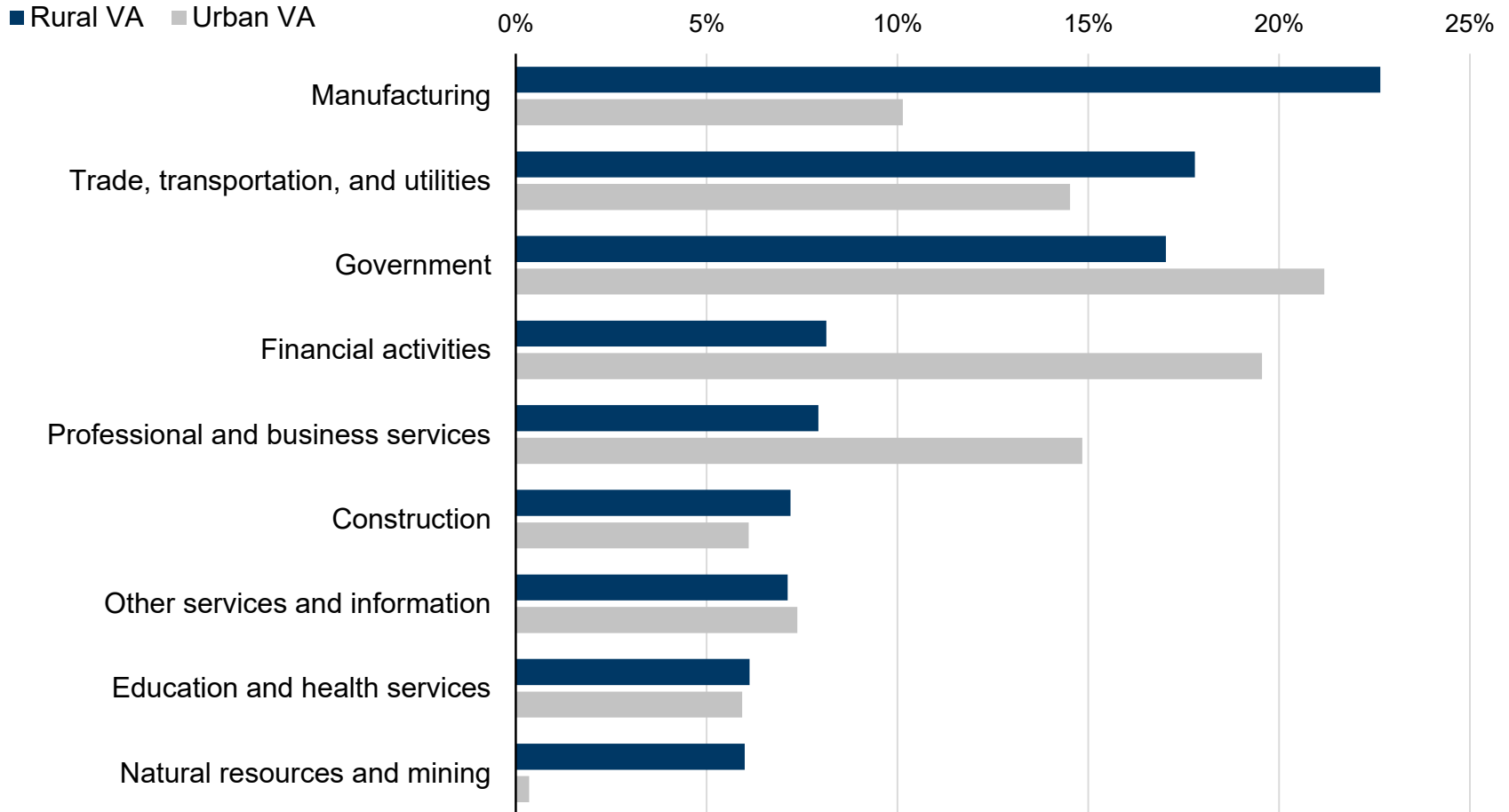


Source: Economic Modeling Specialists International 2021.3 (estimates based on QCEW and other BLS data, include OCEW, non-QCEW and self-employed); VEDP analysis

...AS WELL AS A LARGER SHARE OF ECONOMIC OUTPUT

Economic output breakdown by supersector and by rural / urban VA

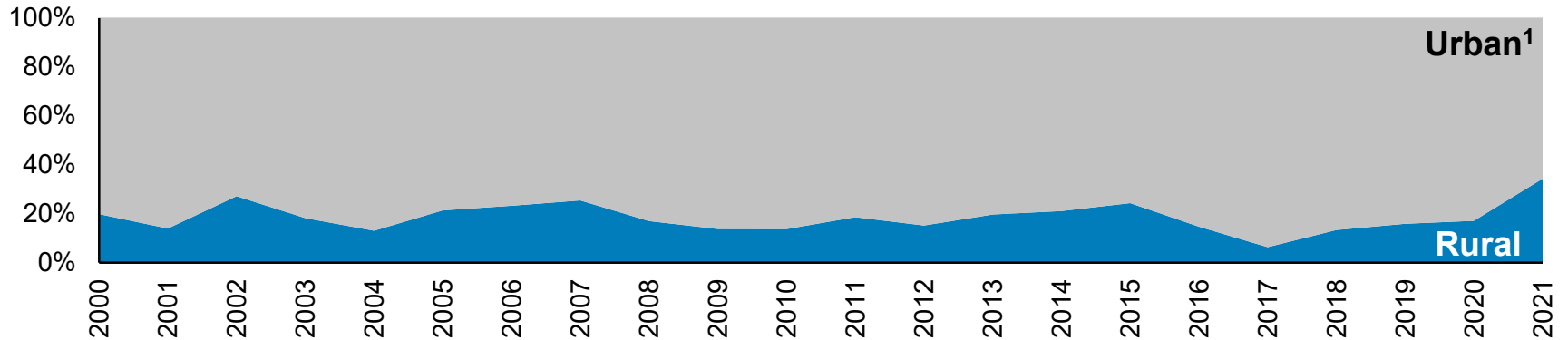
Economic output by supersector, 2020



ECONOMIC DEVELOPMENT PROJECT ACTIVITY HAS LARGELY BEEN CONCENTRATED IN URBAN LOCALITIES

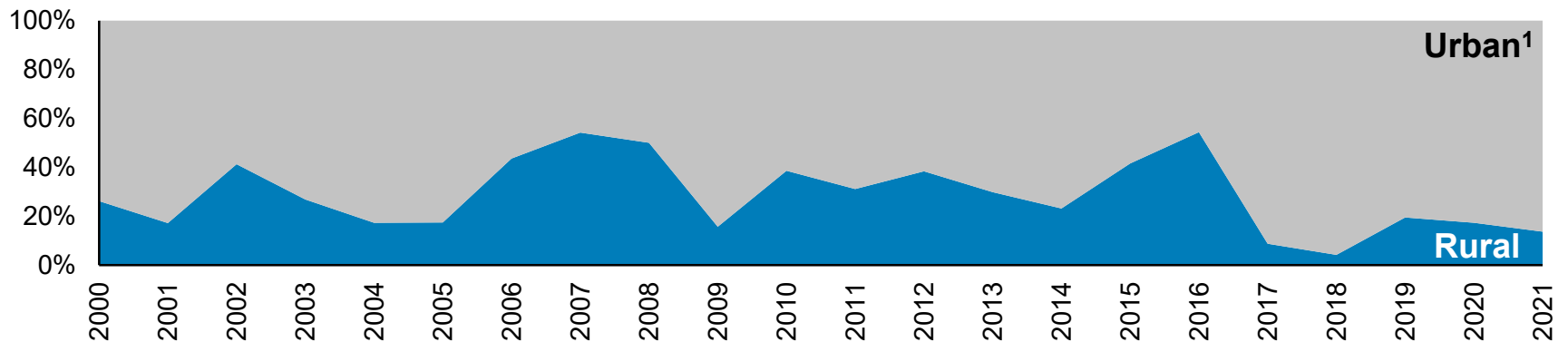
Jobs announced by project setting

% jobs rural / urban, 2000 - 2021



Capital investment announced by project setting

% capex rural / urban, 2000 - 2021



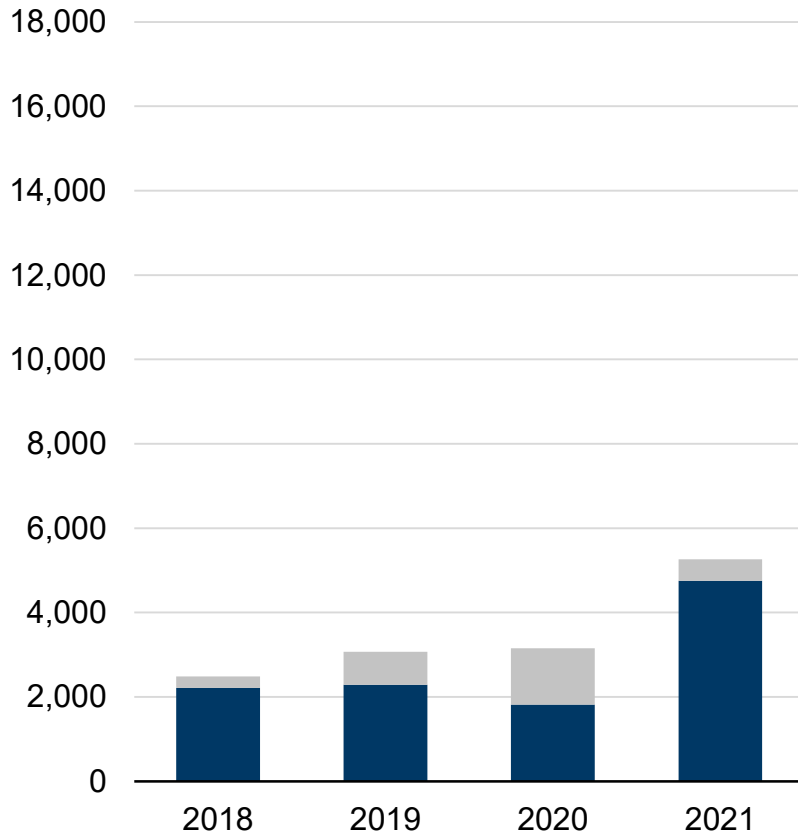
¹Excluding Amazon HQ2

MANUFACTURING JOBS REPRESENT LARGE MAJORITY OF ANNOUNCED JOBS IN RURAL LOCALITIES

Announced jobs in rural localities

Jobs announced, 2018-2021

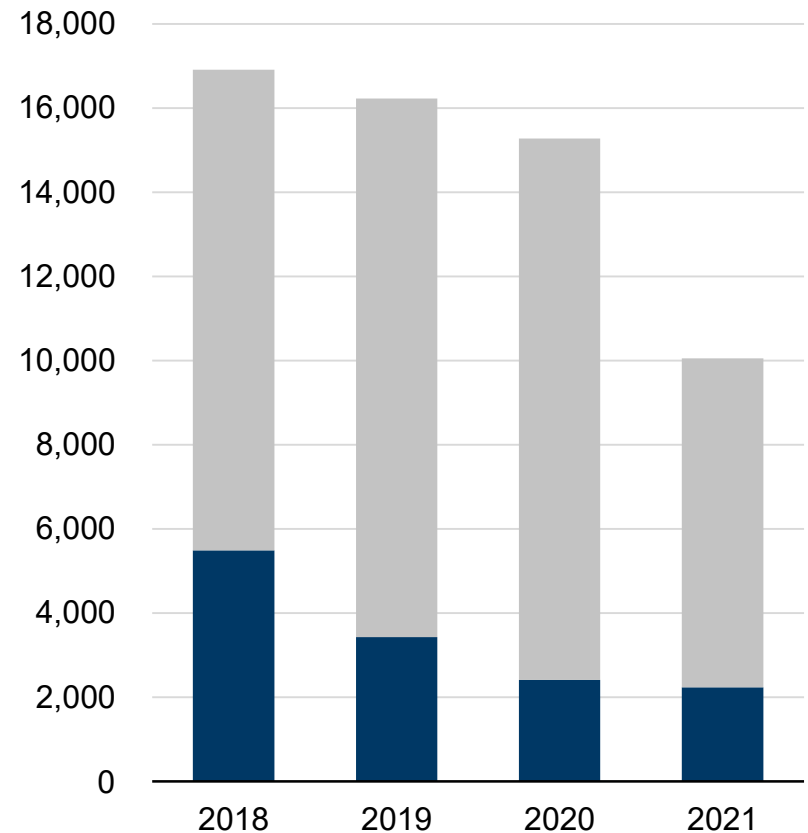
■ Manufacturing ■ Non-Manufacturing



Announced jobs in urban localities¹

Jobs announced, 2018-2021

■ Manufacturing ■ Non-Manufacturing

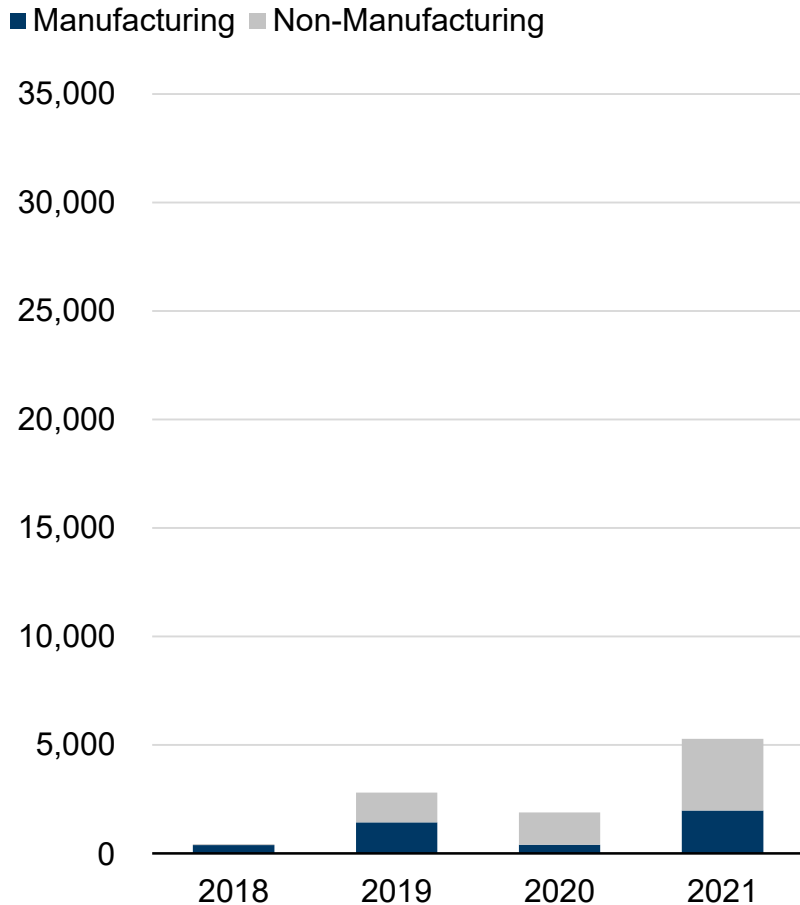


¹Excluding Amazon HQ2

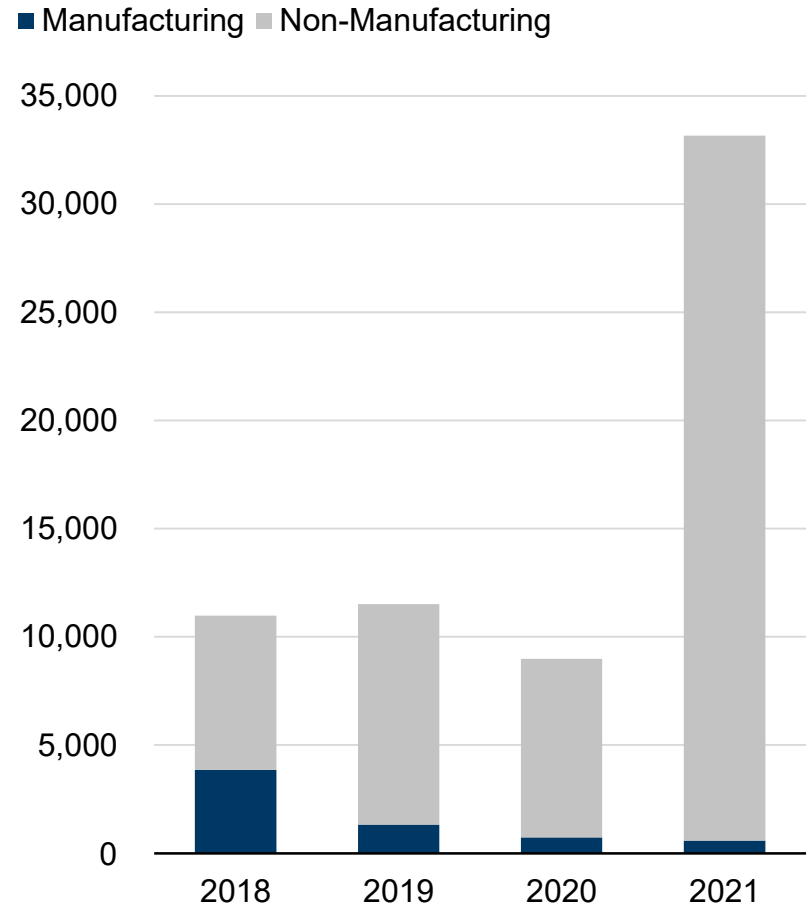
Source: VEDP Announcements Database (VEDP-assisted and non-assisted projects)

WHILE ANNOUNCED CAPEX IS RELATIVELY MORE BALANCED BETWEEN MANUFACTURING AND NON-MANUFACTURING PROJECTS

Announced capital investment in rural localities
\$M, capex announced, 2018-2021



Announced capital investment in urban localities¹
\$M, capex announced, 2018-2021



¹Excluding Amazon HQ2

Source: VEDP Announcements Database (VEDP-assisted and non-assisted projects)

RURAL VIRGINIA BY THE NUMBERS¹

17%

of Virginia employment

15%

of Virginia Gross Domestic Product

24%

of Virginia population

¹Rural localities are those with 50% or more of the population living in a rural areas as defined by the Census Bureau (based on 2010 Census)

Sources: Emsi; Moody's; Census Bureau



Monogram Foods, Henry County

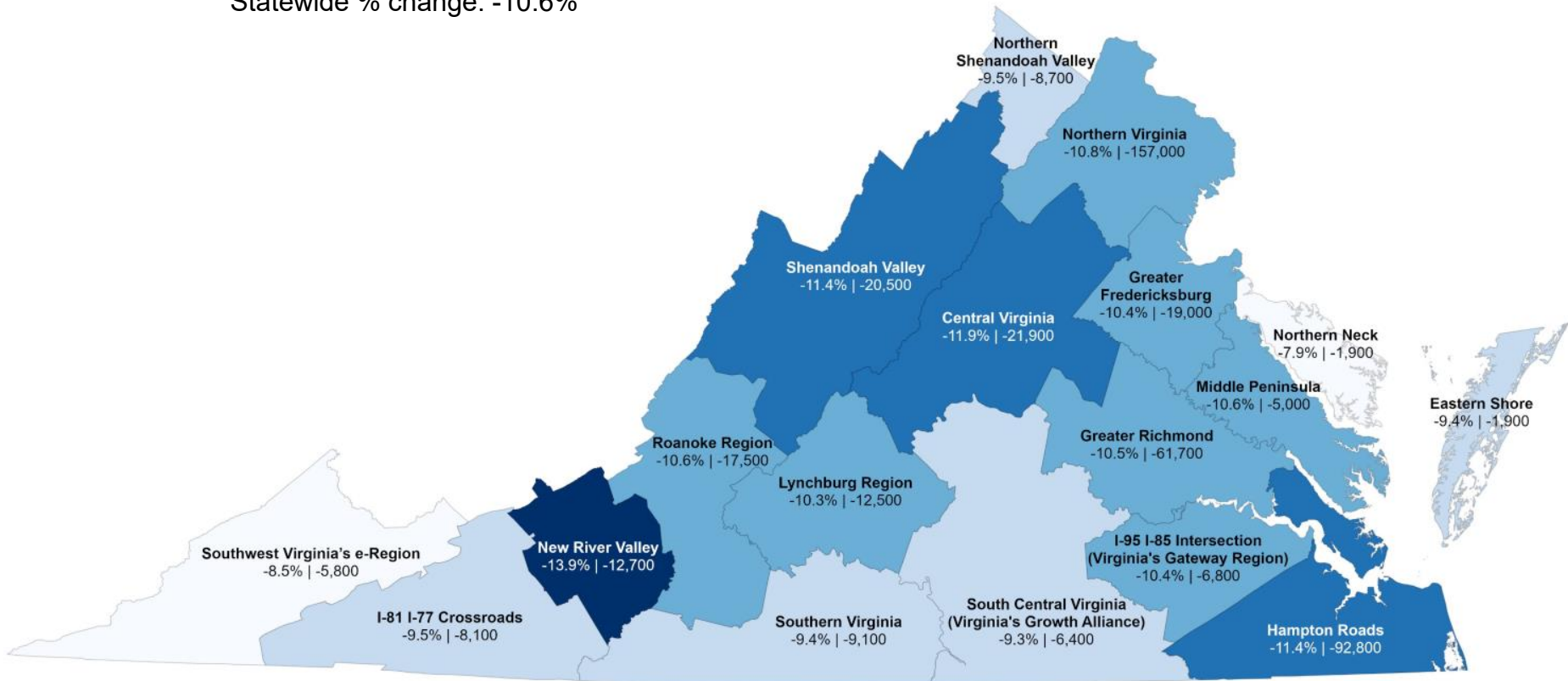
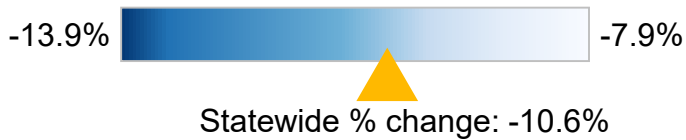
A photograph of two men in business attire (light blue shirts and ties) standing and talking. The man on the left is younger with dark hair and a beard, while the man on the right is older with grey hair. They are both smiling and looking at each other. In the background, there is a large, complex network diagram with blue lines and nodes, resembling a molecular structure or a data network. A large blue diagonal shape is overlaid on the left side of the image.

RURAL VIRGINIA: STATUS OF RECOVERY

VMASC, Suffolk

EMPLOYMENT LOSSES PEAKED IN APRIL / MAY 2020, IMPACTING REGIONS TO DIFFERENT DEGREES

Employment change from February to April / May¹ 2020
 % | absolute employment change, not seasonally adjusted

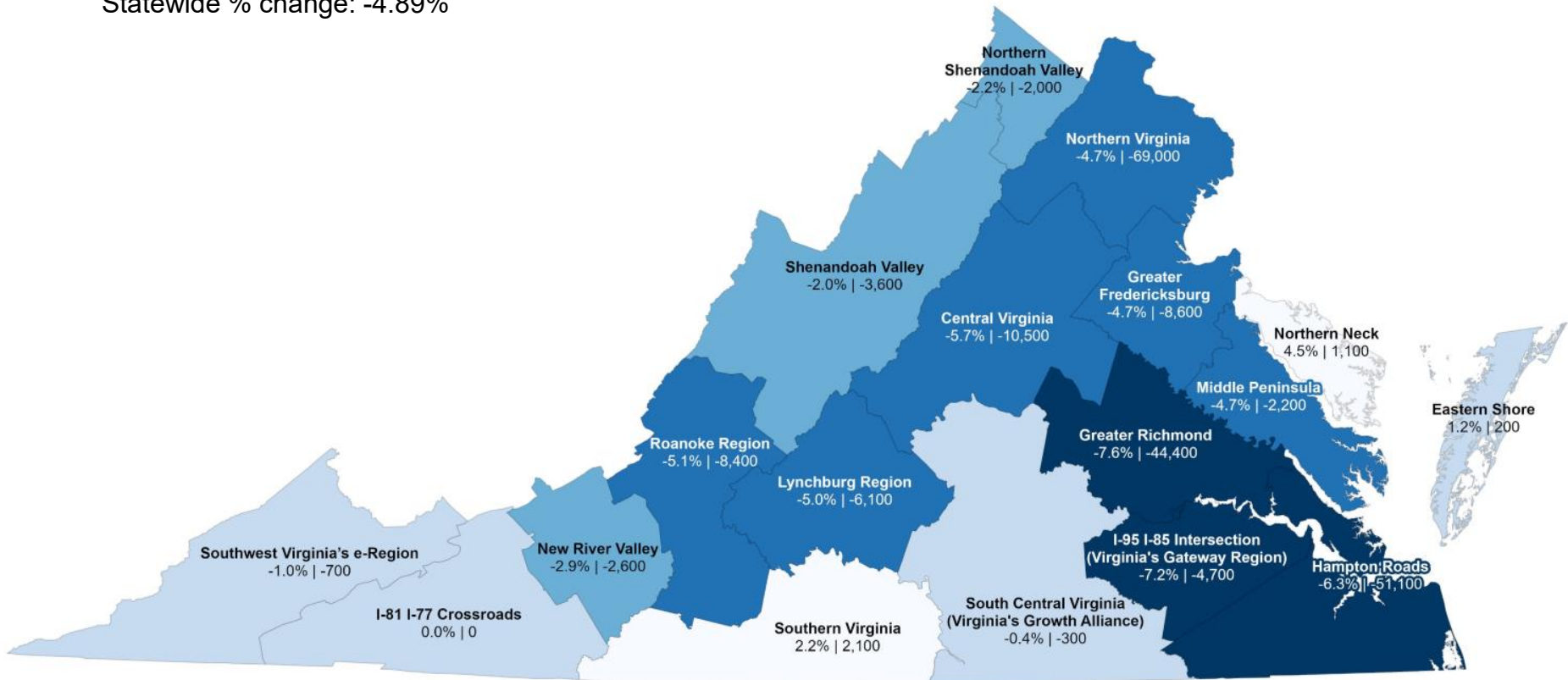
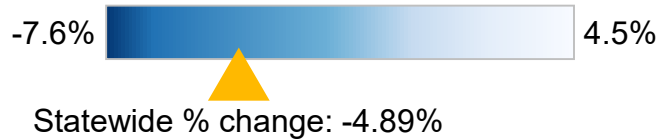


¹Job losses peaked in April for all regions except New River Valley, where it peaked the following month

Source: Local Area Unemployment Statistics, Bureau of Labor Statistics

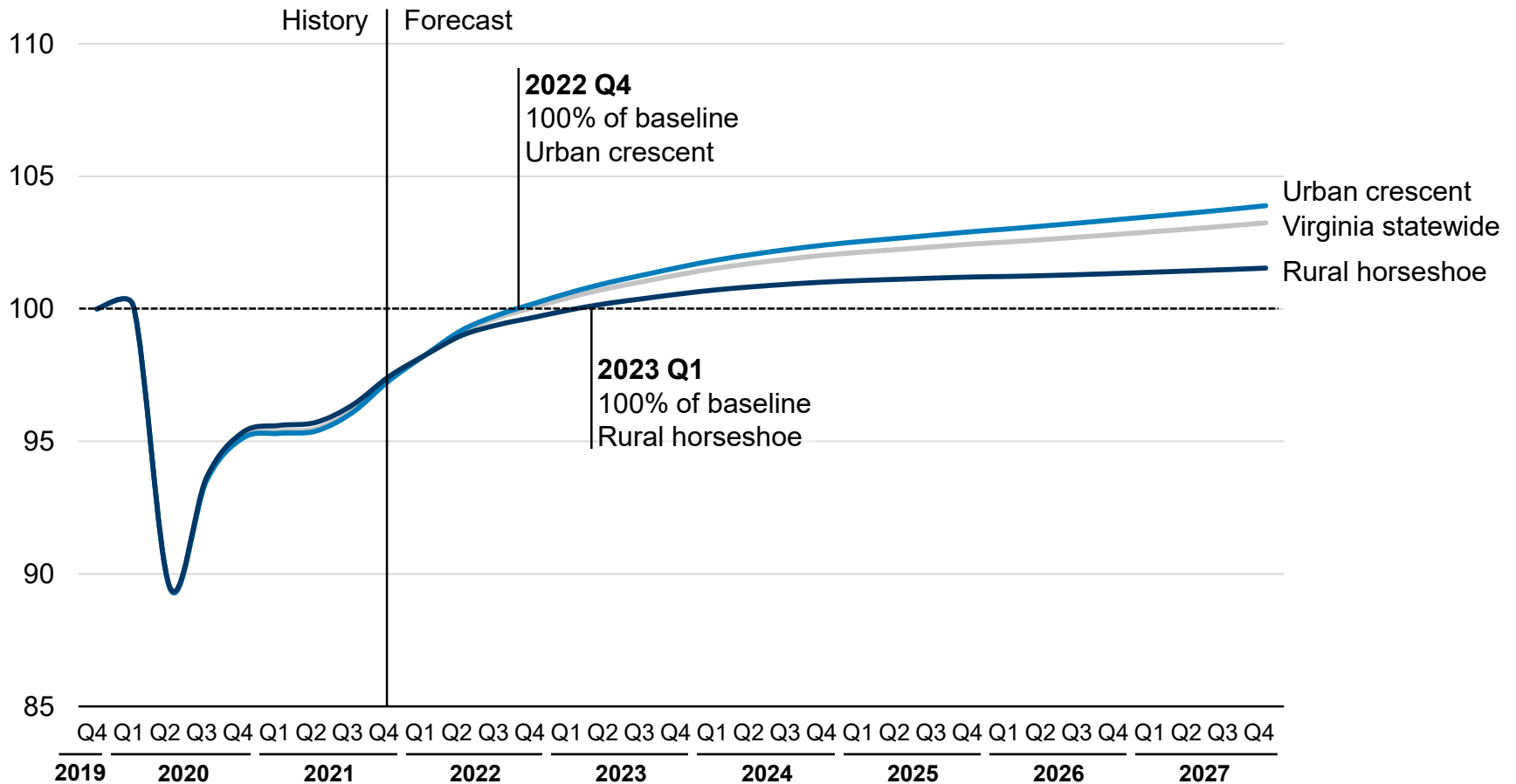
VIRGINIA HAS SEEN INCREASING RECOVERY OF JOBS LOST, BUT NOT ALL REGIONS HAVE RECOVERED TO THE SAME EXTENT

Employment change from Feb '20 - Dec '21
 % | absolute employment change, not seasonally adjusted



OUTSIDE THE URBAN CRESCENT, RECOVERY OF EMPLOYMENT LOST DURING COVID-19 IS EXPECTED TO LAG JUST ONE QUARTER

Forecasted quarterly employment as % of pre-COVID-19 baseline
 Total non-farm payroll employment¹, indexed to actual 2019 Q4 employment

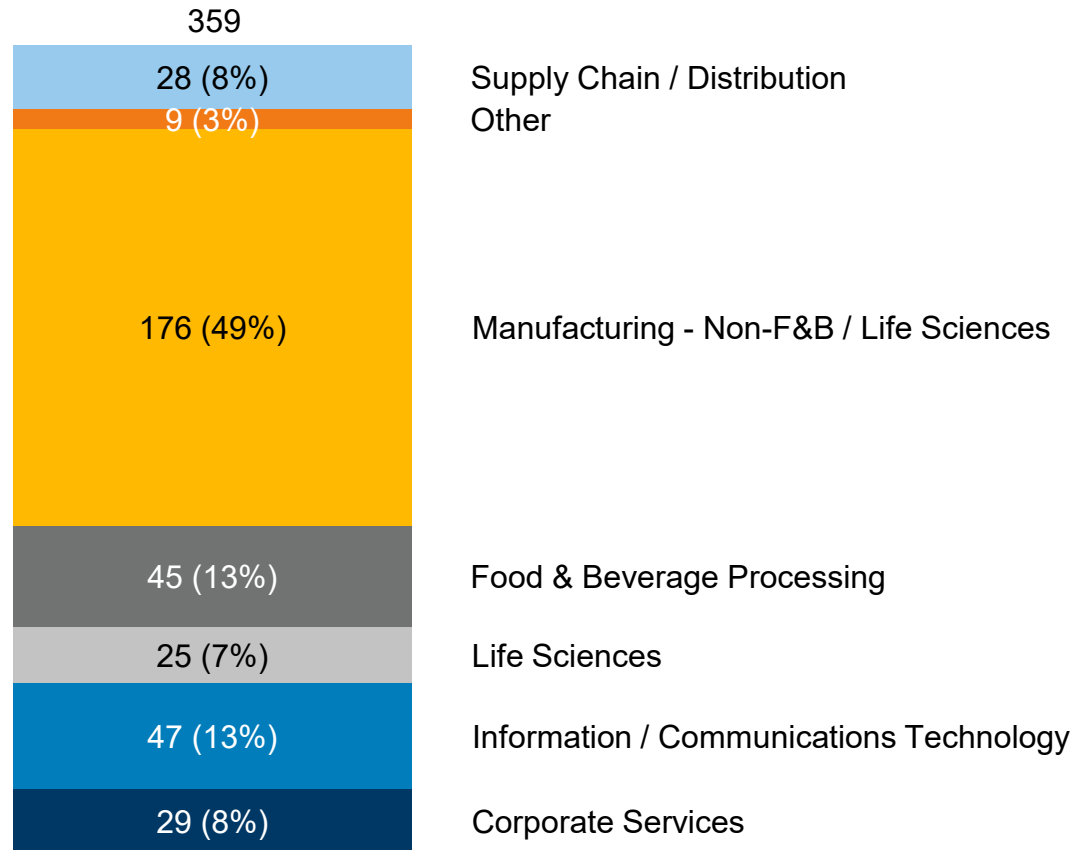


¹Locality forecast data have been corrected to match statewide employment forecasts; data differs slightly due to methodological differences in Moody's state and sub-state models

Source: Moody's Analytics (February 2022 baseline forecast); Census Bureau; VEDP analysis

NEARLY HALF OF VEDP'S CURRENT PIPELINE IS REPRESENTED BY MANUFACTURING PROJECTS

VEDP project pipeline by industry sector¹

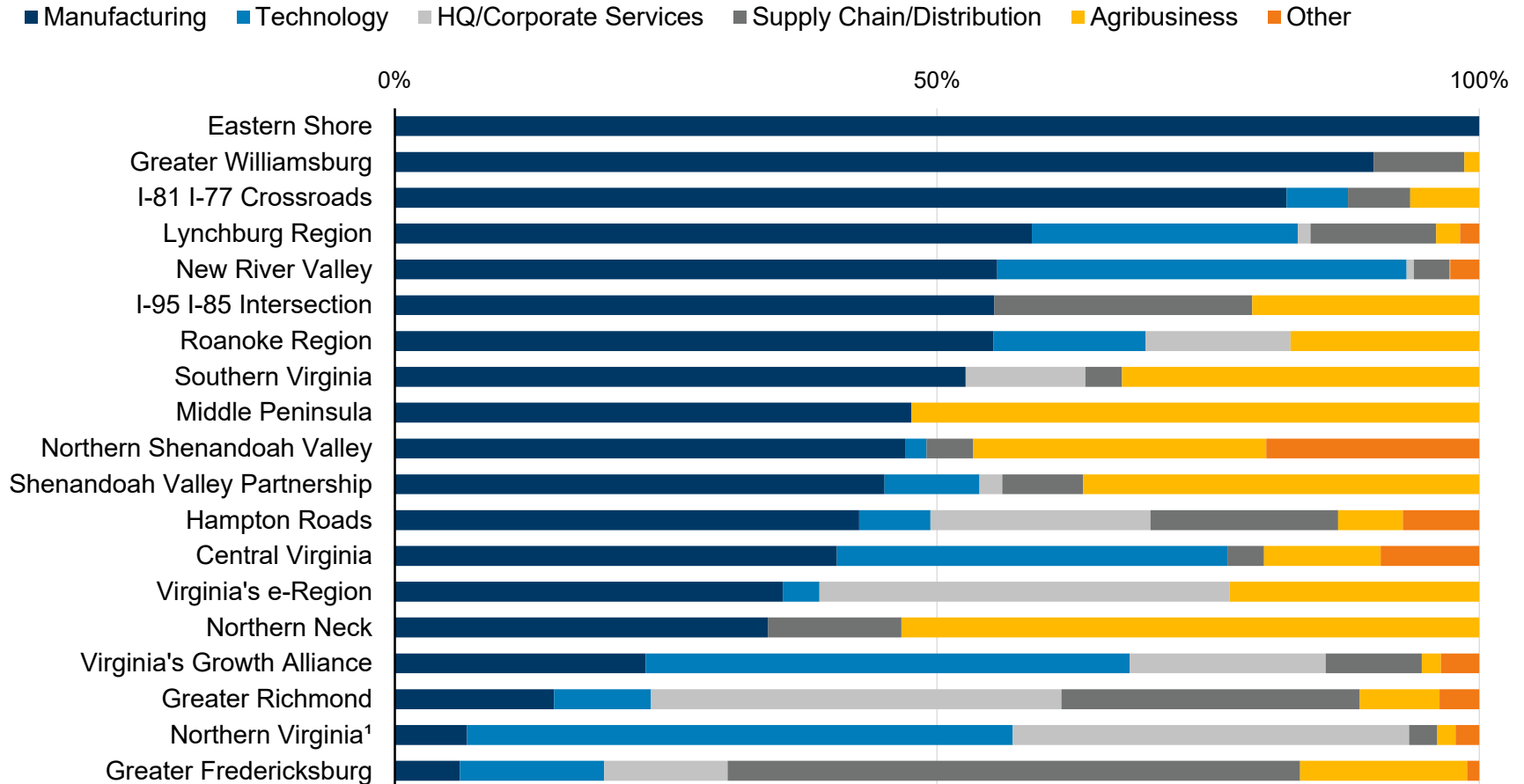


¹As of March 9, 2021

REGIONAL PROJECT ANNOUNCEMENTS REFLECT SIGNIFICANT DIFFERENCES IN REGIONAL ECONOMIC DIVERSITY

Total new regional employment, including expansions

VEDP Marketing Region, New jobs announced FY18 – YTD FY22



¹Excluding Amazon HQ2

CLOSED SESSION

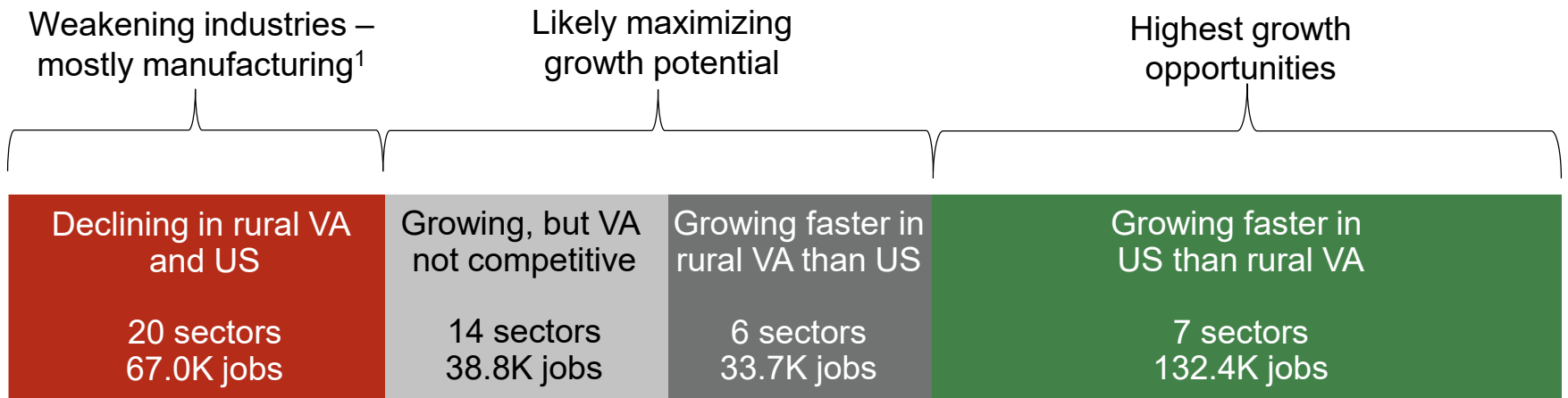


DYNAMIC OPPORTUNITIES FOR RURAL VIRGINIA

Morgan Olson, Danville-Pittsylvania

RURAL VIRGINIA CAN REALIZE ADDITIONAL GROWTH BY TARGETING SECTORS WHERE RURAL VA IS GROWING SLOWER THAN THE US

VA's traded sectors by total jobs, grouped by rural VA four-year job growth projections vs. US average, 2022-2026



¹This includes 15 manufacturing sectors, which are projected to lose a total of 2.4K jobs in rural Virginia by 2026
Source: Moody's Analytics (January 2022), VEDP Analysis

RURAL VIRGINIA CAN CAPTURE 6.2K INCREMENTAL JOBS BY MATCHING US GROWTH RATE IN STRONG RURAL SECTORS







Sector	Add'l jobs if growing at US rate or matching rural US LQ (K)	Baseline job growth in Rural VA (K, '22-'26)	Percent growth in Rural VA ('22-'26)
Automotive, Aerospace, Shipbuilding	3.3K*	0.2K	2.6%
Business process outsourcing	1.0	3.5	8.0%
Engineered Wood	0.7*	0.2	2.6%
Distribution centers	0.9	2.2	18.4%
Professional Services, Contracting, IT, Cyber Security, Computer Programing	0.1	0.9	2.3%
HQs & regional offices	0.1	0.3	2.3%
Beverage and Tobacco Product Manufacturing	0.1	0.0	0.0%
Total	6.2	7.3	

*Concentration of these industries in rural Virginia is below the US rural concentration
Source: Moody's Analytics (January 2022), VEDP analysis









RURAL TARGET INDUSTRIES MAKE LOCATION DECISIONS BASED ON A MIX OF WORKFORCE, SITE, COSTS, AND QUALITY OF LIFE FACTORS

Target Subsector	Primary factors	Secondary factors
Business process outsourcing	<ul style="list-style-type: none"> ▪ Labor costs ▪ Low-cost shared services sites ▪ Incentives and taxes ▪ Location near population centers 	<ul style="list-style-type: none"> ▪ Access to regional transportation networks ▪ Good local public transportation ▪ Available broadband ▪ Proximity to clients and customers
Distribution centers	<ul style="list-style-type: none"> ▪ Concentration of supply/demand of goods ▪ Road, rail, and sea network quality ▪ Supply of quality sites ▪ Labor costs 	<ul style="list-style-type: none"> ▪ Availability of skilled talent ▪ Financial incentives ▪ Regulatory environment
Professional Services, Contracting, IT, Cyber Security, Computer Programing	<ul style="list-style-type: none"> ▪ Accessibility of talent ▪ Trainable workforce (Cyber) ▪ Established innovation ecosystem with access to VC funding (Software) ▪ University research and collaboration (Software) 	<ul style="list-style-type: none"> ▪ Proximity to clients (Cyber) ▪ Incentives and taxes ▪ Strong branding and visibility (Software) ▪ Available broadband ▪ Quality of life
HQs & regional offices	<ul style="list-style-type: none"> ▪ Labor cost ▪ Low-cost shared services sites ▪ Incentives and taxes ▪ Large, educated workforce 	<ul style="list-style-type: none"> ▪ Proximity to clients and customers ▪ Access to regional transportation networks
Automotive, Aerospace, Shipbuilding	<ul style="list-style-type: none"> ▪ Incentives ▪ Proximity to industry OEMs ▪ Supply, quality, and cost of labor 	<ul style="list-style-type: none"> ▪ Quality of life
Engineered Wood	<ul style="list-style-type: none"> ▪ Market size and access ▪ Resource availability 	<ul style="list-style-type: none"> ▪ Friendly regulatory environment ▪ Welcoming ecosystem
Beverage and Tobacco Product Manufacturing	<ul style="list-style-type: none"> ▪ Existence of other major industry players ▪ Road, rail, and sea network quality ▪ Labor cost 	<ul style="list-style-type: none"> ▪ Presence of ag and engineering research centers ▪ Low-cost sites

SIX CROSS-CUTTING STRATEGIC FOCUS AREAS ARE CRITICAL FOR REALIZING FASTER GROWTH IN KEY RURAL INDUSTRIES

Strategic focus area	Relevant Industries	Key elements
	<p>Workforce</p> <ul style="list-style-type: none"> ▪ BPO ▪ Distribution centers ▪ Professional Services/IT ▪ HQ/Regional Offices ▪ Automotive/Transport 	<p>Build out customized training programs, develop college curricula targeting critical industry skills</p>
	<p>Sites and Infrastructure</p> <ul style="list-style-type: none"> ▪ BPO ▪ Distribution centers ▪ HQ/Regional Offices ▪ Automotive/Transport ▪ Bev. Manufacturing 	<p>Invest in business-ready sites and co-working spaces</p>
	<p>Tax/Regulatory Environment</p> <ul style="list-style-type: none"> ▪ BPO ▪ Distribution centers ▪ Professional Services/IT ▪ HQ/Regional Offices ▪ Automotive/Transport ▪ Engineered Wood 	<p>Reduce and streamline state and local tax burdens, increase tax incentives for specific sectors or regions, streamline permitting and regulations</p>
	<p>Marketing</p> <ul style="list-style-type: none"> ▪ All 	<p>Market rural VA's attractive features and promote competitive advantages</p>
	<p>Quality of Life</p> <ul style="list-style-type: none"> ▪ Professional Services/IT ▪ HQ/Regional Offices ▪ Automotive/Transport 	<p>Ensure ubiquitous broadband, develop regional assets, provide housing solutions</p>
	<p>Strategy and Capacity Building</p> <ul style="list-style-type: none"> ▪ All 	<p>Build local and regional capacity to develop and execute growth strategies and assist target industries to navigate regs, permitting, funding, incentives, and other state programs</p>

VIRGINIA HAS MADE SUBSTANTIAL PROGRESS ON RURAL THINK TANK PRIORITY INITIATIVES, BUT IMPORTANT WORK REMAINS

Recommendations	Status	Initiative description
1. Rural marketing		Brand rural Virginia as the most attractive, most competitive locations in the U.S. for manufacturing and other sectors open to rural locations (e.g., BPO, data centers, distribution)
2. Ubiquitous broadband		Leverage public-private partnerships and/or incentives to achieve ubiquitous broadband coverage in Virginia within 5-7 years
3. Expanded site inventory		Dramatically expand competitive site inventory, ranging from mega sites to business parks depending on the regional strategy
4. Customized workforce		Create a world-class, turnkey, customized workforce development incentive program for competitive economic development projects to build confidence that a high-quality, trained workforce can be secure
5. Partnerships to fund projects		Partner with the Tobacco Commission, VCEDA and other economic development funding sources in rural Virginia to target and attract high-impact projects to rural Virginia communities through private capital investment partnership opportunities
6. Tax / incentive changes		Encourage state and local leaders to work together in a bipartisan fashion to make state and/or local tax changes to ensure that Virginia's tax burden rankings for new, job-creating investments are no worse than those for existing firms
7. Community competitiveness		Bring back some form of a community competitiveness/readiness index
8. Civic leadership		Rebuild civic leadership with the next generation in rural Virginia

VEDP BUDGET PROPOSALS AND PROGRAMS SUPPORTING GROWTH IN RURAL AREAS (IN INTRODUCED BUDGET)

	Initiative	Impact	Additional investment (\$M)		
			FY22	FY23	FY24
Included in Introduced Budget	Expand Virginia Business Ready Sites Program	Addresses one of the most common reasons Virginia loses manufacturing and supply chain projects by preparing a handful of mega sites and 10-20 midsize sites across the Commonwealth, securing roughly 20,000 direct new jobs (roughly 50,000 new jobs altogether, including indirect and induced jobs)	150.0		
	Final Ramp of the Virginia Talent Accelerator Program to support statewide coverage	Supports statewide coverage of the program to address the single most important site selection factor: workforce quality and availability. Program currently ranked in the top 2 of its kind. VA will secure projects with 3,000-6,250 additional rural/small metro jobs per year by 2022		2.3	2.3
	Fund initiatives outlined in the Virginia International Trade Plan	Provides timely support to an additional 300 Virginia businesses each year (for a total of 635 per year), generating an additional approximately 5,000 trade-related jobs and diversifying Virginia's economy		3.5	7.0
Total			150.0	5.8	9.3

ADDITIONAL OPPORTUNITIES TO POSITION RURAL VIRGINIA FOR HEALTHY ECONOMIC GROWTH (1 OF 2)

Initiative	Description	Owner	Est. cost (\$M/yr)	Starting*
A. Expand out-of-state marketing for the Commonwealth	Virginia will become perceived as one of the top five states for business in the U.S. (based on surveys of C-level execs and/or top site consultants), secure 125-200 more high-quality leads per year in targeted traded industry sectors, and secure 25-30 more high-quality announcements each year creating at least 2,500-5,000 more high-wage direct jobs annually (\$7.5M in FY23, \$10M in FY24)	VEDP	10	FY24
B. Strategically invest in site development on recurring basis	Invest in site development on par with peer states (e.g., NC, SC, GA) with \$20-50M/yr recurring ¹ (after fully funding \$150M one-time in FY22); lower acreage threshold for GOVA regions 1 and 2 for topography issues	VEDP	20-50	FY23
C. Create job/payroll tax credit for new jobs in manufacturing and other rural-focused sectors	Target new jobs in manufacturing and other rural-focused sectors with a new, by-right incentive program (value based on percentage of new payroll during first 5-10 years, perhaps with increased value in rural areas), similar to programs in competing states (e.g., GA, MD, NC, SC)	VEDP	None	TBD
D. Accelerate rural and small metro tech centers initiative	Cultivate rural and small metro tech centers by dedicating VEDP staff resources and larger incentives (see item E), while leveraging rural tech pipelines (e.g., UVA Wise, Radford) and deploying comprehensive solutions	VEDP	<1	FY23
E. Create rural tech jobs payroll incentive	Secure a critical mass of tech jobs (100+ jobs per project) in rural regions using a targeted, new payroll incentive focused on low-risk companies; requires ~15-year commitment from company with clawback enforcement	VEDP	None	TBD

*Dependent on funding

¹At the higher end of range (\$50M), Virginia could develop a handful of fully-ready, 100+ acre sites (Tier 5) in rural regions of the Commonwealth

ADDITIONAL OPPORTUNITIES TO POSITION RURAL VIRGINIA FOR HEALTHY ECONOMIC GROWTH (2 OF 2)

Initiative	Description	Owner	Es. cost (\$M/yr)	Starting*
F. Build capacity at local EDOs via start-up grants	Provide start-up funding support to build local EDO capacity (esp. rural LEDOs), as well as grants to support development of strategic plans and target industry analyses	VEDP	<1	FY24
G. (Re)establish rural revitalization fund	Create rural-focused grant program modeled after Tobacco Commission's grant program to support economic development priorities in all rural areas; particularly impactful given TRRC shift to loans rather than grants; separate funding pools would exist for capacity building grants and deal closing	TBD	TBD (one-time funds?)	TBD
H. Deploy rural housing solutions for major sites / projects	Develop rural housing solutions, potentially including land banking for housing development in proximity of large industrial sites as well as dedicated state-level consulting support for master planned developments (likely at DHCD and/or VHDA)	DHCD and/or Virginia Housing	~1	TBD
I. Establish inland port in SW Virginia	Connect SW Virginia through an inland port (located in Bristol) and existing rail network to the Port of Virginia	VEDP	0.2	FY23
J. Provide targeted M&T tax abatement	Establish by-right M&T tax abatement program for capital investments above a certain threshold (e.g., \$100M+), with capex below threshold taxed in traditional manner	VEDP	TBD	TBD
K. Unlock transformative economic development assets in rural Virginia	Identify regional ED assets with potential for significant job creation if strategically cultivated, with third-party deep dives/ strategic plans on most compelling transformational plays	TBD	1-5 (one-time funds?)	TBD

*Dependent on funding

IDEAS TO IMPROVE COORDINATION TO POSITION RURAL VIRGINIA FOR HEALTHY ECONOMIC GROWTH

Initiative	Description	Owner	Est. cost (\$M/yr)	Starting*
1. Integrated and improved Center for Rural Virginia	Integrate the Center for Rural Virginia as an office of VEDP, with sufficient funding for staff and programs	VEDP	<1	FY24
2. Strengthen GOVA/REDO alignment at the regional level	Establish joint board membership between Regional EDO boards and GOVA regional councils	GOVA	~0	TBD

*Dependent on funding

Q&A

APPENDIX

A. EXPAND OUT-OF-STATE MARKETING FOR THE COMMONWEALTH

Overview:

- Marketing Virginia's assets for business is instrumental in attracting new jobs and investment to the Commonwealth.
- Virginia has traditionally done well in business rankings which rely primarily on quantitative data, but Virginia has not ranked well on those that are perception-based which speaks to a gap in knowledge of Virginia's business climate that can potentially be closed with additional investments in marketing.
- This proposal would bring Virginia more in line with many of its competitors (e.g., Ohio, Georgia, Michigan) which invest significantly more in marketing themselves for business.

How funding will be utilized:

- The new funding will be utilized to expand VEDP's marketing collateral and online presence and will add significant multi-channel paid media marketing to raise the profile of the Commonwealth, including rural Virginia, to companies within the Commonwealth's targeted sectors.
- See following slide for a breakdown of envisioned activities.

Impact:


- Virginia will become perceived as one of the top 5 states for business in the U.S. (based on surveys of C-level execs and/or top site consultants).
- Virginia will secure 125-200 more high-quality leads per year in targeted traded industry sectors.
- Virginia will secure 25-30 more high-quality announcements each year creating at least 2,500-5,000 more high-wage direct jobs annually.

WITH ADDITIONAL FUNDING, VEDP WILL IMPLEMENT A COMPREHENSIVE MARKETING CAMPAIGN WITH A FOCUS ON RURAL AREAS

Strategy	Focus				\$3.2M (\$M)	\$5.0M (\$M)	\$7.5M (\$M)	\$10M (\$M)	Envisioned Activities (New/Additional)
	General Perception	Rural Virginia	Target Industries	Site Selectors					
Create best-in-class marketing materials to articulate advantages for business for each of the Commonwealth's target sectors and regions	High	High	High	Medium	1.1	1.35 (+.25)	1.85 (+.75)	1.85 (+.75)	Develop new marketing tools and assets; enhance VEDP's online presence with additional landing pages in conjunction with new ad campaign(s)
Leverage creative, paid marketing placements to increase awareness and improve perceptions of VA among C-level executives and top site selectors	High	Medium	Medium	Medium	.6	1.5 (+.9)	2 (+.12)	3 (+1.8)	Strategically place paid media (could include video pre-roll, radio, digital, print, social media)
Develop and place messaging to position VA, particularly rural VA, as a business location of choice for target sectors	Medium	High	High	Medium	0	.5 (+ .5)	.5 (+ .5)	.5 (+ .5)	Strategically place paid media
Sponsor and host events and conferences targeting site consultants and c-level executives to raise awareness of VA's advantages for business	Medium	Medium	High	High	.5	.75 (+.25)	.75 (+.25)	.75 (+.25)	Recruit industry/site selector conferences to VA; sponsor and host events for targets in conjunction with partners
Host FAM tours for influencers (e.g. site selection consultants, industry media) to experience VA first-hand	Medium	High	High	High	.1	.15 (+.05)	.15 (+.05)	.15 (+.05)	Host additional FAM tours
Utilize direct mail, email, and social media to communicate with core targets and influencers about VA's business climate strengths	High	High	High	High	.4	.75 (+.35)	.75 (+.35)	.75 (+.35)	Distribute <i>Virginia Economic Review</i> more broadly, incl. co-mailing; deploy direct mail campaigns to communicate VA's advantages for business
Increase VEDP's lead generation capacity with supplemental staff and resources	Low	Medium	High	High	0	0	1.5 (+1.5)	3 (+3.0)	Expand the BI team, including international offices, to increase lead generation activities, effective project management, and industry specialization

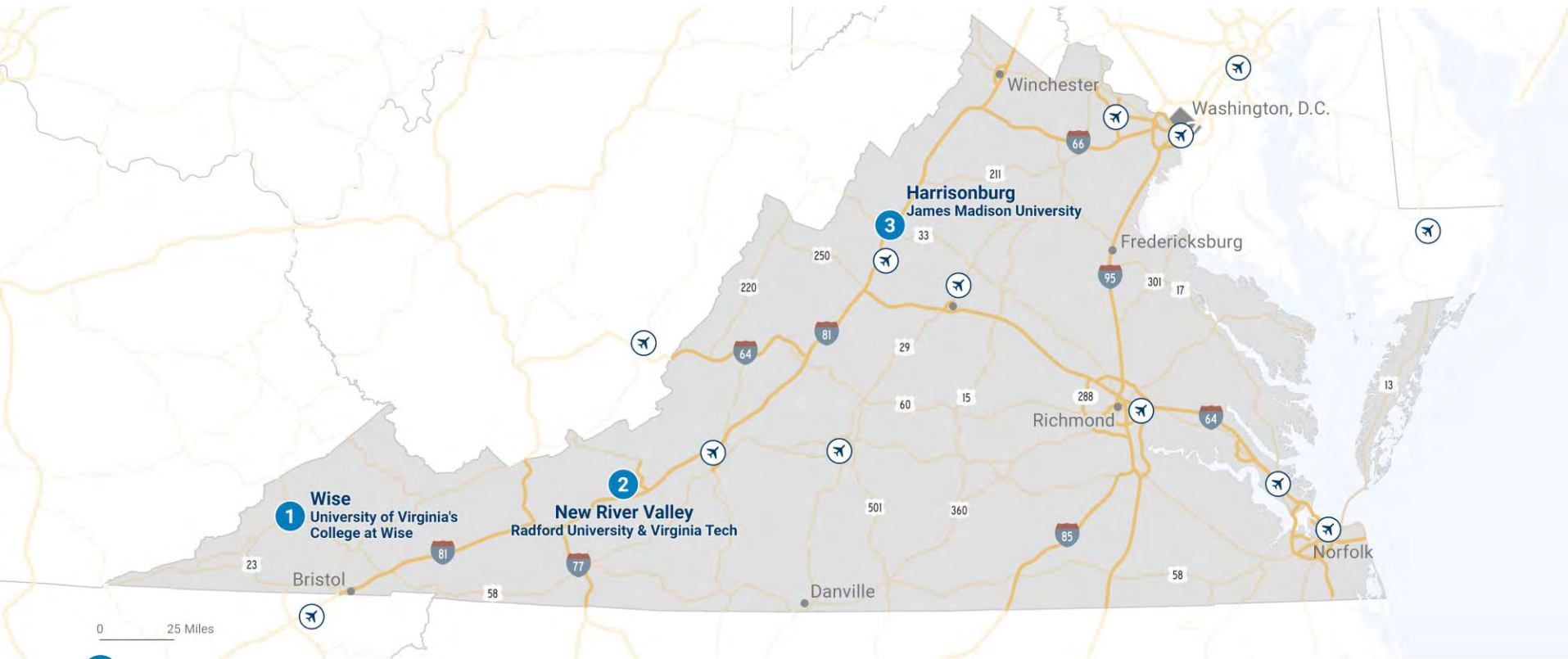
* Funding for a comprehensive third-party marketing program is not yet available

D. THE RURAL AND SMALL METRO TECH CENTER INITIATIVE IS BEGINNING TO EXECUTE OUTREACH TO TARGET COMPANIES

 Current phase of the initiative

Deliverable	Status
<p>Work with state and regional experts to identify target communities that could support a rural and small metro technology center, based on factors such as current economic situation, educational and real estate assets, likely openness to the idea, and willingness to engage.</p>	<p>Phase 1 complete Phase 2 complete</p>
<p>Engage partners (e.g., regional EDOs, funding partners, colleges, workforce programs, real estate developers) in each target region to confirm participation and align on a partnership model (including funding support) for rural and small metro technology center efforts, and document regional assets for the initiative.</p>	<p>Phase 1 complete Phase 2 complete</p>
<p>Begin executing outreach strategies to attract target companies.</p>	<p>Phase 1 in progress Phase 2 in progress</p>
<p>Identify additional project types where this rural and small metro technology center model may work for distressed regions, engage relevant target communities, and pursue relevant opportunities.</p>	<p>Phase 3 in progress</p>

THREE IDENTIFIED TARGET LOCATIONS FOR PHASE I



1 Wise

Wise is a gateway to Virginia's business-friendly Southwest region. Home to UVA Wise, an extension of the 3rd best public university in the U.S., Wise offers low business costs and access to loyal talent. This helped the region attract Northrop Grumman and CGI, among others.

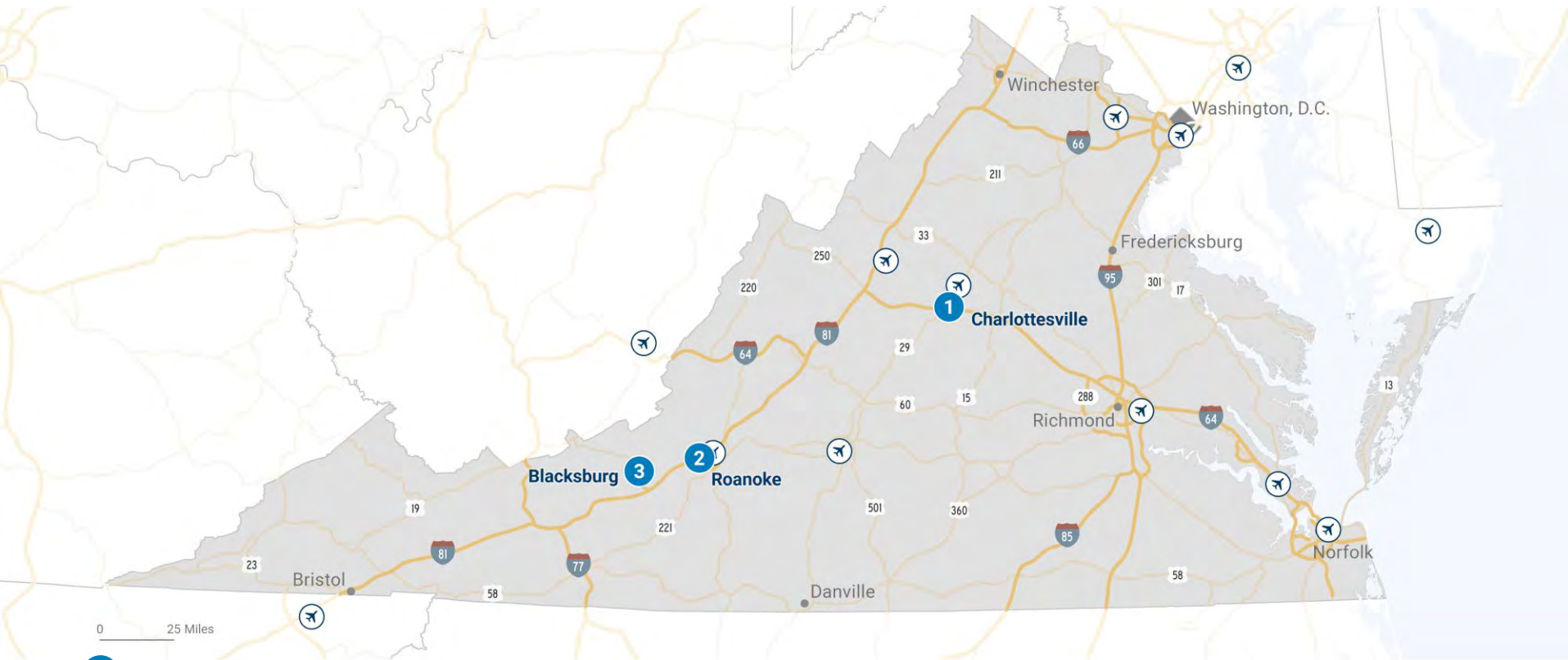
2 New River Valley

The New River Valley is an eclectic mix of small towns and world-class universities. Two of Virginia's premier schools for computer science (Virginia Tech and Radford University) support this new tech hub, creating a talent pipeline for existing companies like block.one and Rackspace.

3 Harrisonburg

Home to James Madison University, Harrisonburg is a booming, diverse city with an emerging tech sector. Ranked in the Top 10 Best Places for Millennials to Move by Review.org, young talent is drawn by the arts, culture, and professional opportunities the city offers.

THREE IDENTIFIED TARGET LOCATIONS FOR PHASE II



1 Charlottesville

Home to the University of Virginia, Charlottesville is centrally located in the foothills of the Blue Ridge Mountains. Ranked in the top 10 Best College Towns, young talent is drawn to the arts, culture and professional opportunities the city affords.

2 Roanoke

Nestled in the Blue Ridge Mountains, Roanoke is the largest metro in the western half of Virginia and is surrounded by 25 colleges and universities and their 100,000 students within 60 miles. Outdoor life is strong with hiking, paddling, and biking that bring visitors from around the world.

3 Blacksburg

Home of Virginia Tech's main campus, Blacksburg is located in the scenic mountains of the New River Valley. Blacksburg is consistently recognized as one of the top college towns and best places to raise a family in the country due to its small town charm and collegiate atmosphere

F. THE LOCAL REGIONAL COMPETITIVENESS INITIATIVE (LRCI) SUPPORTS ECON. DEVELOPERS WITH DATA AND BEST PRACTICES

2017: Stephen Moret goes on statewide listening tour **2020:** 110 local and 16 regional partners complete the LRCI self-assessment **2022:** VEDP launches the second LRCI Self-assessment

2019: VEDP produces an economic development self-assessment based on expert insight

2021: VEDP releases LRCI results to participating partners

For VEDP, LRCI offered a statewide understanding of economic development:

- 75% of local partners participated in inaugural self-assessment
- Peer groups offered novel approach to understand the economic context and underlying economic development goals of partners across the state

For VEDP's local and regional partners, LRCI provided:

- An opportunity to assess their organization against best practices
- A report that shares best practices in economic development functions and detailed next steps for partners to improve
- A communications tool that illustrates resource needs to local leaders (especially local elected officials)

DATA GATHERED FROM THE LRCI CONFIRMED THAT RURAL LEDOS ARE UNDER-RESOURCED IN TERMS OF STAFF AND BUDGET

Resource levels among LEDO LRCI participants N=110

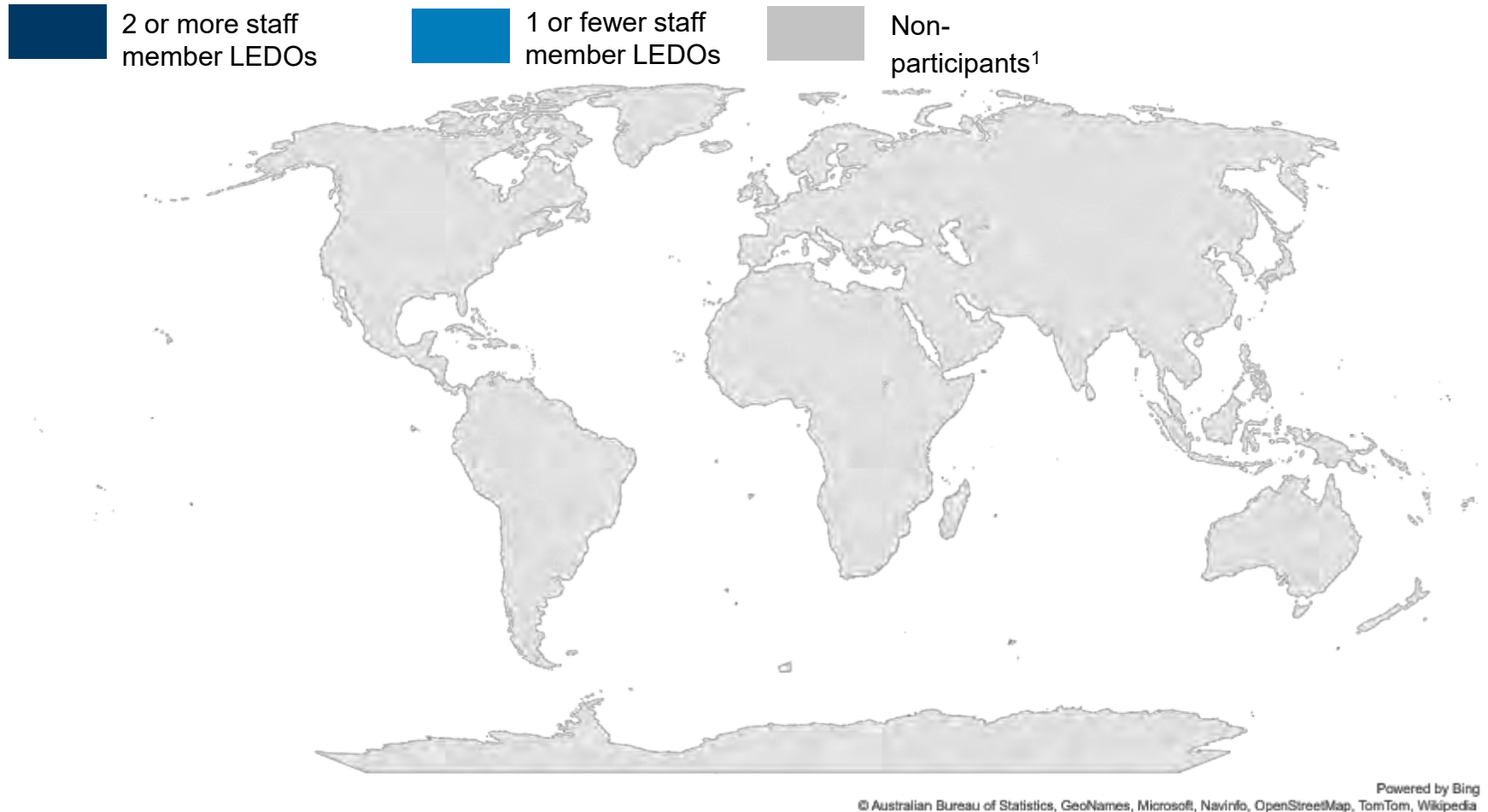
	Number of Rural EDOs	Number of Non-rural EDOs
RESOURCED EDO: At least 1 full-time staff person AND budget >\$200k	13 (27%)	49 (80%)
UNDER-RESOURCED EDO: Less than 1 full-time staff person OR budget <\$200k	36 (73%)	12 (20%)
Total	49 (45%)	61 (55%)

Takeaways from Rural Communities

- Economic development efforts are critical to rural areas given high competition for project in rural areas throughout US
- Rural EDOs are more likely to be under-resources than non-rural EDOs
- 21 of 49 rural EDOs have less than 1 full-time staff member
- Under-resourced LEDOs scored lower on their self-assessment, on average, for nearly all organizational best practices

MOST RURAL LOCALITIES HAVE ONE OR FEWER FULL-TIME ECONOMIC DEVELOPERS

Staffing levels of VA LEDOs that participated in the 2020 LRCI Self-assessment



Source: 2020 LRCI Self-Assessment

157% of non-participants LEDOs did not have a full-time economic developer

TO GROW LEDO CAPACITY, WE HAVE DEVELOPED A PILOT THAT WILL RESULT IN TANGIBLE OUTCOMES FOR UNDER-RESOURCED EDOS

Pilot Program	Details
Description	VEDP will enter into a contract with economic development planning consultants to provide technical assistance for EDOs that meet pilot program priorities and are interested in enhancing their current capacity in economic development planning ¹
Total Cost (approx.)	\$420,000
Total Cost / LEDO	~\$60,000
Total Cost to VEDP (recommendation)	VEDP contributes \$300K , with the remaining funding coming from EDO Match
Total Cost to VEDP per each LEDO	\$30,000-\$55,000K
Participants	5-10 per year
Eligible Applicants	Local governments (cities, counties, or towns) and economic or industrial development authorities may submit applications for funding. REDOs may submit applications on behalf of an EDO.
Match	3:1; State: Local for communities that meet all criteria 2:1; State: Local for communities that meet 2 -3 criteria Matching funds may come from the local government, REDOS, or other partners
Funding Priorities	VEDP will prioritize applicants who: <ol style="list-style-type: none"> 1. Have completed the Local-Regional Competitiveness Survey 2. Have demonstrated economic distress (below state average unemployment or other agreed upon metric) 3. Can demonstrate buy-in from community & local elected officials and regional partners 4. Have one or fewer staff members dedicated to economic development

¹>50% of webinar participants indicated interest in further support in this organizational indicator