Status report on Virginia Investment Performance (VIP) projects - Inception through present¹ Important note: VIP grants are post performance grants; thus, no funds are released until targets are met and verified. Clawbacks do not apply to VIP grants, as they are paid post performance. As of December 31, 2021 - sorted by Status (last column), then alphabetical

Project Number	Company Name	Locality	Grant Amount (\$)	Projected Performance Date	Date Initial Company Notification Received ²	Date Subsequent 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 Annual Wage as of Performance Date (\$) ⁴	% of Wage Target as of Performance Date	Incentive Stage ⁶
2020-141493	Cava	Augusta	300,000	TBD	TBD	TBD	52	TBD ⁵	TBD ⁵	37,564,662	TBD ⁵	TBD ⁵	47,235	TBD⁵	TBD ⁵	Performance agreement not yet executed
2018-138496	Global Technical Systems	Virginia Beach	3,000,000	TBD	TBD	TBD	1,110	TBD ⁵	TBD⁵	54,700,000	TBD ⁵	TBD⁵	73,372	TBD ⁵		Performance agreement not yet executed
2021-142015	Mondelez	Henrico	1,800,000	TBD	TBD		80	TBD ⁵	TBD ⁵	122,540,000	100	TBD ⁵	41,525	TBD ⁵		Performance agreement not yet executed
2017-137703	Altec	Botetourt	300,000	12/31/21	TBD	TBD	180	TBD ⁵	TBD ⁵	30,200,000		TBD ⁵	55,000	TBD ⁵		Within Performance Period
2021-141727 2020-141268	AMPAC Bausch & Lomb	Petersburg Lynchburg	250,000 300,000	12/31/23	TBD	TBD TBD	156 79	TBD ⁵	TBD ⁵	25,000,000		TBD ⁵	73,269 29,583	TBD ⁵		Within Performance Period Within Performance Period
2020-141268	Bonumose	Albemarle	300,000	12/31/25 03/31/25	TBD	TBD	64	TBD ⁵	TBD ⁵	35,425,000 27,700,000		TBD ⁵	29,583	TBD ⁵		
2021-142033	Crown Holdings	Henry	3,000,000	06/30/24	TBD	TBD	126	TBD ⁵ TBD ⁵	TBD ⁵ TBD ⁵	145,000,000		TBD ⁵ TBD ⁵	47,958	TBD ⁵ TBD ⁵		Within Performance Period Within Performance Period
2018-140031	DuPont	Chesterfield	1,000,000	12/31/21	TBD		60	TBD	TBD	110,500,000		TBD	70,905	TBD		Within Performance Period
2019-140591	Enviva	Southampton	400,000	12/31/22	TBD		N/A	N/A	N/A	75,700,000		TBD	N/A	N/A		Within Performance Period
2019-140684	Essel Propack	Danville	300,000	06/30/22	TBD	TBD	45	TBD ⁵	TBD ⁵	31,197,395	TBD ⁵	TBD ⁵	47,319	TBD ⁵		Within Performance Period
2020-141366	Flowers Baking	Lynchburg	250,000	12/31/22	TBD	TBD	15	TBD ⁵	TBD ⁵	25,000,000	TBD ⁵	TBD ⁵	42,250	TBD ⁵	TBD ⁵	Within Performance Period
2015-131308	Hardywood	Goochland	400,000	03/31/22	TBD	TBD	56	TBD ⁵	TBD ⁵	28,250,000	TBD ⁵	TBD ⁵	51,000	TBD ⁵	TBD ⁵	Within Performance Period
2019-140789	Hershey	Augusta	400,000	06/30/22	TBD	TBD	65	TBD ⁵	TBD ⁵	104,400,000	TBD ⁵	TBD ⁵	46,400	TBD ⁵	TBD ⁵	Within Performance Period
2020-141458	Hershey	Augusta	500,000	06/30/23	TBD	TBD	110	TBD ⁵	TBD ⁵	135,000,000	TBD ⁵	TBD ⁵	47,000	TBD⁵	TBD ⁵	Within Performance Period
2020-141427	Huntington Ingalls	Hampton	1,500,000	12/31/25	TBD		268	TBD ⁵	TBD⁵	46,000,000		TBD⁵	69,201	TBD ⁵		Within Performance Period
2021-141891	Intertape	Pittsylvania	300,000	12/31/25	TBD		50	TBD ⁵	TBD ⁵	44,500,000	TBD ⁵	TBD ⁵	38,000	TBD ⁵		Within Performance Period
2021-141728	Klockner Pentaplast	Louisa	800,000	03/31/23	TBD	TBD	54	TBD ⁵	TBD ⁵	68,090,980		TBD ⁵	41,851	TBD ⁵		Within Performance Period
2018-140198	M.C. Dean	Caroline	250,000	12/31/21	TBD		100	TBD ⁵	TBD ⁵	25,095,001		TBD ⁵	51,600	TBD ⁵		Within Performance Period
2018-140401	Monogram Snacks	Henry	300,000	03/31/23	TBD	TBD	300	TBD ⁵	TBD ⁵	30,000,000		TBD ⁵	29,370	TBD ⁵		Within Performance Period
2021-142195 2021-141742	Nature's Touch Nestle Purina	Warren King William	400,000 2,000,000	12/31/24 12/31/24	TBD	TBD TBD	67 N/A	TBD ⁵ N/A	TBD ⁵ N/A	40,300,000		TBD ⁵	36,746 N/A	TBD ⁵ N/A		Within Performance Period Within Performance Period
2021-141742 2013-77009	Phoenix Packaging	Pulaski	1,000,000	06/30/22	TBD		145			48,705,264		TBD ⁵	40,978			Within Performance Period
2013-77005	PPD	Henrico	450,000	03/31/23	TBD	TBD	200	TBD ⁵ TBD ⁵	TBD ⁵ TBD ⁵	63,700,000		TBD ⁵ TBD ⁵	62,700	TBD ⁵ TBD ⁵		Within Performance Period
2020-141403	Rage Corporation	Pittsylvania	300,000	12/31/24	TBD		200	TBD	TBD	34,000,000		TBD	37,000	TBD		Within Performance Period
2021-142051	Service Center Metals	Prince George	900,000	03/31/25	TBD		94	TBD	TBD	101,722,000		TBD	74,968	TBD		Within Performance Period
2020-141700	Shenandoah Valley Organic	Harrisonburg	800,000	03/31/25	TBD	TBD	110	TBD	TBD	64,250,000		TBD	44,300	TBD		Within Performance Period
2021-141954	Tyson Foods	Pittsylvania	3,000,000	12/31/24	TBD		376	TBD	TBD	295,452,718		TBD ⁵	41,668	TBD ⁵		Within Performance Period
2018-138465	Westrock	Covington	2,000,000	12/31/21	TBD	TBD	N/A	N/A	N/A	248,400,000		TBD ⁵	N/A	N/A		Within Performance Period
2016-134281	Abbott Laboratories	Campbell	300,000	09/01/19	12/17/19	12/16/20	34	77	226%	34,000,000		107%	41,600	60,000	144%	Company Notification Period
2016-131915	Colonna's	Norfolk	250,000	03/31/19	12/07/20	11/30/21	51	64	125%	34,250,000		121%	46,072	58,370		Company Notification Period
2015-122398	Dominion Packaging	Henrico	200,000	12/31/19	02/26/20	02/10/21	60	60	100%	25,100,000		122%	53,000	56,040		Company Notification Period
2015-128627 2014-111160	Kingspan McKee	Frederick Augusta	500,000 300,000	05/01/18 10/31/17	03/18/19 12/20/18	05/04/20 12/10/19	15 54	15	100% 143%	25,000,000 34,000,000		103% 141%	34,320 34,055	43,803 39,584		Company Notification Period Company Notification Period
2014-117714	Merck	Rockingham	1,300,000	02/01/19	06/25/19	07/20/20	N/A	N/A	N/A	168,000,000		168%	N/A	N/A		Company Notification Period
2016-134295	MillerCoors	Rockingham	500,000	09/01/19	05/23/19	07/31/20	23	53	230%	60,000,000	154,966,658	258%	73,112	78,824	108%	Company Notification Period
2015-130780	Printpack	Newport News	200,000	09/01/20	11/11/20	11/18/21	50	50	100%	25,700,000	31,165,461	121%	42,840	43,052	100%	Company Notification Period
9041-17356 2015-126975	San J SEPPIC/Polykon	Henrico Henrico	300,000 700,000	06/30/18 03/31/19	09/30/19 12/31/20		18 54	18	<u>100%</u> 61%	38,000,000 56,406,798	45,331,226	<u>119%</u> 193%	26,489 45,950	35,232 56,987	124%	Company Notification Period Company Notification Period; VIP grant reduced to \$631,750; job target not fully met
2016-134586	Shamrock	Augusta	400,000	06/01/20	11/30/21	TBD	78	84	108%	43,900,000	50,219,717	114%	45,760	49,772		Company Notification Period
2015-127502	VA Poultry Growers Coop	Rockingham	500,000	11/01/18	TBD	TBD	6	TBD ⁵	TBD ⁵	61,888,793	TBD ⁵	TBD ⁵	23,920	TBD ⁵	TBD ⁵	Company Notification Period
2017-137704	Whitewave	Rockingham	700,000	12/31/20	03/23/20	03/08/21	49	68	139%	60,000,000		117%	49,500	64,357		Company Notification Period
2015-128635 2015-126494	Ashland Canon Virginia	Hopewell Newport News	700,000 3,000,000	09/30/17 01/01/18	01/23/18 04/12/19	02/15/19 04/07/20	17 N/A	17 N/A	100% N/A	89,250,000		125% 109%	75,000 N/A	85,518 N/A		Within Payout Period Within Payout Period
2012-59961 2014-105588	Carmeuse Continental	Frederick Newport News	250,000 4,000,000	07/01/16 12/31/19	07/28/16 10/01/15	09/12/17 02/05/16	25 525	36 266	144% 51%	45,000,000 152,000,000	62,500,000 92,465,033	139% 61%	43,673 36,532	59,838 38,474		Within Payout Period Within Payout Period; VIP grant reduced to \$2,000,000; company closing; will continue to
2014-87017	Dominion Packaging	Henrico	300,000	10/31/16	02/23/16	02/22/17	113	113	100%	25,363,000	43,156,916	170%	33,354	43,437	130%	receive remaining incentive installments until it no longer qualifies Within Payout Period
2011-38424	Fareva	Henrico	800,000	12/31/16	05/01/18		90	100	100%	42,000,000		163%	51,500	55,600		Within Payout Period
2014-92496	Greif	Amherst	350,000	06/30/15	11/24/15	12/13/16	N/A	N/A	N/A	45,000,000	46,315,532	103%	N/A	N/A	N/A	Within Payout Period
2013-74240	Hollister	Augusta	250,000	12/31/15	01/31/17	02/23/18	N/A	N/A	N/A	29,600,000		129%	N/A	N/A		Within Payout Period
2013-79518	HP Hood	Frederick	1,000,000	07/31/16	04/29/16		75 69	99	132%	84,628,856		121%	44,080	44,189		Within Payout Period
2014-90327 2012-64724	James Hardie Lipton	Pulaski Suffolk	200,000 1,000,000	12/31/17 12/31/16	03/21/18 12/21/16		250	82 264	119%	25,000,000 96,200,000		119% 120%	36,795 45,760	40,393 72,176		Within Payout Period Within Payout Period
2011-34830	MeadWestvaco	Covington	1,000,000	09/30/14	11/30/15		N/A	N/A	N/A	285,000,000		120%	N/A	N/A		Within Payout Period
2014-107859	Mondelez	Henrico	100,000	03/31/15	07/08/15	05/02/16	N/A	N/A	N/A	40,750,000	47,783,549	117%	N/A	N/A	N/A	Within Payout Period
2013-70181	Sabra Dipping	Chesterfield	500,000	07/01/16	03/24/15		140	140	100%	86,000,000	0.,001,001	102%	45,000	54,785		Within Payout Period
2015-128253 2013-74609	Volvo WhiteWave	Pulaski Rockingham	2,000,000 800,000	09/15/16 06/30/14	12/15/16 09/26/14		N/A 36	N/A 64	N/A 178%	25,000,000		126% 121%	N/A 41,600	N/A 42,234		Within Payout Period Within Payout Period
16-1450	Amfibe	Henry	450,000	12/31/01	12/19/06		50	66	178%	44,000,000		121%	22,000	42,234 Not available		Payout Completed
2011-17162	Ashland	Hopewell	250,000	12/31/01	11/16/12		15	19	132%	39,200,000		121%		49,920		Payout Completed Payout Completed
19-12871	B.I. Chemicals	Petersburg	2,500,000	12/31/06	03/04/12		165	180	109%	260,000,000		100%	56,000	Not available		Payout Completed; phase 1 payout completed; phase 2 reduced to \$1,562,500; last three payments not paid as company closed
05-1276	BWX Technologies	Campbell	500,000	07/27/03	08/08/03	Not available	320	365	114%	41,100,000	41,100,000	100%	26,728	26,728	100%	Payout Completed
16-17161	Canon Cartridge Camera	Newport News	5,000,000	12/31/12	10/04/13		402	402	100%	370,000,000		100%	34,550	34,550		Payout Completed
2013-79519	Canon Toner	Newport News	3,000,000	06/30/14	06/25/15	06/28/16	27	49	181%	27,000,000	27,094,750	100%	38,000	42,700	112%	Payout Completed

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

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

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

					Date Initial	Date Subsequent		Actual Jobs as	% of Jobs		Actual Capital Investment as	% of Capital Investment		Actual Average Annual Wage	% of Wage	
				Projected	Company	Company	Job	of	Target as of	Capital	of	Target as of	Average	as of	Target as of	
Project			Grant	Performance	Notification	Notification	Creation	Performance	Performance	Investment	Performance	Performance	Annual Wage	Performance	Performance	
Number	Company Name	Locality	Amount (\$)	Date	Received ²	Received ³	Target	Date ⁴	Date	Target (\$)	Date (\$) ⁴	Date	Target (\$)	Date (\$) ⁴	Date	Incentive Stage ⁶
2012-66969	Celanese Acetate	Giles	1,500,000	12/31/15	12/19/04	12/01/15	22	0	0%	145,000,000	150,000,000	103%	N/A	N/A		Payout Completed; VIP grant reduced to \$1.125.000: jobs not maintained
06-14520	Coors	Rockingham	750.000	12/31/07	06/15/09	Not available	12	15	125%	229.000.000	333.000.000	145%	48,500	Not available		Payout Completed
16-12750	DeGussa/Goldschmidt	Hopewell	300.000	12/31/04	08/22/07	Not available	28		146%	26.600.000	26.600.000	140%	39.000	68.512		Payout Completed
16-13461	DuPont	Chesterfield	650.000	06/30/05	10/21/05	Not available	51		100%	146.000.000	146.000.000	100%	55,000	53,130		Payout Completed
16-1114	Fisher Scientific	Frederick	350,000	11/02/02	11/29/06		50		48%	25,500,000	25,500,000	100%		38,000	111%	Payout Completed; VIP grant reduced to \$341,250; obs target not fully met
16-13513	Framatome	Lynchburg	500,000	12/31/05	06/04/07	Not available	300	413	138%	32,000,000	40,000,000	125%	60,247	73,974	123%	Payout Completed
16-10126	Hershey	Augusta	425,000	12/30/01	07/31/01	Not available	100	117	117%	45,000,000	54,800,000	122%	27,414	27,414	100%	Payout Completed
17-13816	HP Hood	Frederick	500,000	06/30/05	09/12/05	Not available	65		106%	42,800,000	42,800,000	100%	34,320	34,320		Payout Completed
9003-17211	Industrial Resource Technologies	Gloucester	500,000	12/31/12	03/08/13	01/13/14	30	41	137%	29,000,000	34,800,000	120%	27,908	27,908	100%	Payout Completed
11-15001	Interbake Foods	Warren	500,000	12/31/06	08/10/07	Not available	133	257	193%	40,200,000	57,200,000	142%	29,474	32,136		Payout Completed
506-12910	Klockner Pentaplast	Wythe	200,000	10/31/05	06/10/08	Not available	108	108	100%	34,000,000	38,400,000	113%	34,050	34,050		Payout Completed
16-11674	Kraft	Frederick	300,000	12/31/03	02/19/08	Not available	75	0	0%	29,000,000	28,800,000	99%	27,040	Not available		Payout Completed; VIP grant reduced to \$128,950; ob and investment targets not fully met
323-17988	Kraft Capri Sun	Frederick	300,000	12/31/12	02/05/13	05/12/14	100	100	100%	40,000,000	52,000,000	130%	40,276	43,800	109%	Payout Completed
06-15701	Lees Commercial Carpet	Rockbridge	100,000	03/31/09	05/15/09	Not available	25	0	0%	26,400,000	27,700,000	105%	24,960	Not available		Payout Completed; VIP grant reduced to \$75,000; ob target not met; last three payments foregone in
06-15445	McKee Foods	Augusta	425,000	12/30/03	08/16/07	Not available	229	172	75%	45,300,000	45,400,000	100%	26,624	Not available	0%	ieu of COF repayment Payout Completed; VIP grant reduced to \$371,875; ob target not fully met
06-11852	Mennel Milling	Roanoke	250,000	06/30/07	11/24/08	Not available	3	4	133%	30,800,000	30,800,000	100%	26,374	Not available		Payout Completed
31-15075	Merck	Rockingham	500,000	06/30/06	01/04/07	Not available	N/A	N/A	N/A	40,000,000	29,500,000	74%	Not applicable	Not applicable		Payout Completed; VIP grant reduced to \$389,750; nvestment target not fully met
31-16831	Merck	Rockingham	1,500,000	08/01/10	08/12/14	Not available	70	181	259%	250,000,000	158,221,261	63%	60,000	98,000		Payout Completed; VIP grant reduced to \$1,224,675, investment target not fully met
15-13067	Metalsa	Botetourt	300,000	03/31/05	11/08/06	Not available	70	105	150%	25,000,000	32,000,000	128%	34,941	Not available	0%	Payout Completed
14-18281	Micron	Manassas	1,000,000	03/31/11	01/30/12	Not available	123	123	100%	56,000,000	116,000,000	207%	69,415	71,613	103%	Payout Completed
34-17234	Orbital Sciences	Loudoun	1,000,000	12/31/11	12/27/11	12/10/12	125	332	266%	45,000,000	127,000,000	282%	100,000	105,208		Payout Completed
9003-14875	Pepsico	Wythe	1,500,000	12/31/09	09/03/10		250	290	116%	140,000,000	143,500,000	103%	32,000	37,600		Payout Completed
31-18065	PPD	Henrico	500,000	01/31/14	12/31/14	06/17/16	190	208	109%	28,000,000	29,629,553	106%	53,000	53,000		Payout Completed
9003-17947	Polymer Group	Waynesboro	750,000	02/01/12	03/26/12	03/06/14	41		102%	65,000,000	73,300,000	113%	37,939	45,691		Payout Completed
2011-20643 16-11752	RockTenn Ross Products/Abbott Labs	Hopewell Campbell	300,000	12/31/13	10/31/14 01/16/07	01/21/16 Not available	N/A 61		N/A 105%	41,000,000 29.000.000	147,000,000 30,700,000	359% 106%	N/A 33.696	N/A 37.980		Payout Completed
16-11/52	Ross Products/Abbott Labs	Montgomery	750,000	12/31/03 01/31/00	11/03/06		458	188	105%	29,000,000	28,000,000	106%	23,088	Not available	0%	Payout Completed Payout Completed; VIP grant reduced to \$250,000; ob target not fully met
2011-19824	Rubbermaid	Winchester	600,000	06/30/14	09/09/15	09/21/16	71	52	73%	67,300,000	121,500,000	181%	73,732	50,557	69%	Payout Completed; VIP grant reduced to \$559,500; ob target not fully met
19-1941	Sara Lee	Suffolk	500,000	01/01/04	04/15/08	Not available	100	94	94%	93,000,000	98,400,000	106%	35,000	46,000	131%	Payout Completed; VIP grant reduced to \$485,000; ob target not fully met
71-13128	Stihl	Virginia Beach	700,000	12/31/05	01/25/07	Not available	200	232	116%	60,800,000	70,800,000	116%	35,400	Not available		Payout Completed
75-16087	Swedwood	Danville	1,000,000	12/31/10	03/29/06	Not available	271	302	111%	85,500,000	110,000,000	129%	27,310	28,920	106%	Payout Completed
02-2563	United States Gypsum	Norfolk	500,000	01/01/07	09/07/11	Not available	25		0%	132,000,000	159,000,000	120%	33,904	24,669	73%	Payout Completed
06-14445	WhiteWave	Rockingham	400,000	12/31/06	08/30/07	Not available	50	56	112%	49,000,000	84,100,000	172%	30,160	37,773		Payout Completed; VIP grant reduced to \$250,000; ob target not fully met
TOTAL ⁷			80,250,000				6,247	6,542	105%	4,889,337,447	5,775,370,336	118%				

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

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

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

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

⁵To be determined upon receipt of Initial Company Notification.

⁶Status Definitions:

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

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

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

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

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."