

Southern Vermont Economic Development Zone, Inc.
Shannon Lenzini
% Downs Rachlin Martin PLLC
90 Prospect Street
P.O. Box 99
Saint Johnsbury, VT 05819



August 1, 2023

The Honorable Gina Raimondo
U.S. Department of Commerce
1401 Constitution Avenue, NW, Suite 71014
Washington, DC 20230

Dear Secretary Raimondo:

The Southern Vermont Economic Development Zone, Inc. Board of Directors is seeking designation of the Southern Vermont Economic Development Zone as an Economic Development District according to 13 CFR Part 304.

Please don't hesitate to reach out to me if we can provide additional documentation to support this request.

Sincerely,

Adam Grinold
President
Southern Vermont Economic Development Zone, Inc.
Board of Directors

Executive Director
Brattleboro Development Credit Corporation
76 Cotton Mill Hill | Brattleboro VT 05301
802 257 7731 ext. 224 Office
802 780 7828 Mobile

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History of the Zone

The Vermont Legislature designated the Southern Vermont Economic Development Zone in Statute in 2015 based on data demonstrating a long slow economic decline. Southern Vermont has worked collaboratively on economic and community development initiatives post and prior to that designation for more than a decade.

- Early Collaborations: MollyStark Byway, Flood Recovery Efforts, CDBG-DR, SoVermont Marketing
- Planning Together: 2015 Southern Vermont Zone estd by legislature, 2015 Zone Report issued, 2017 USDA RCDI Southern VT Economy Project Funded, 2017 Southern VT Joint CEDS process approved, 2018 CEDS funded by EDA
- Current Collaborations: USDA RCDI funded SVEP – capacity building including Economic Development Summit, 2018 USDA RBEG SoVermont, 2018 DOL Internship, 2019 CEDS, 2019 CEDS Project acceptance, Annual CEDS Project Review & ranking, COVID Recovery, application for 2024 CEDS updated submitted.

Regional Eligibility

In accordance with 13 CFR Part 304.1 we provide evidence of the following requirements:

(a) Contains at least one geographic area that is subject to the economic distress criteria set forth in [§ 301.3\(a\)\(1\) of this chapter](#) and is identified in an approved CEDS;

The Southern Vermont Economic Development Zone includes eight towns and five census tracts with per capita income that is 80% or less of the national average according to data from the 2017-2021 ACS 5-Year Estimates Data Profiles which show U.S. per capita income of 37,638 and 80% qualifying amount of 30,110 (*Att. pgs. 10-14*). These towns are the two largest population centers, Brattleboro and Bennington as well as Halifax, Rockingham, Readsboro, Rupert, Searsburg and Woodford and the census tracts are in Bellows Falls, Putney, Brattleboro, Whitingham and Bennington. Please see attached map outlining geographic areas of special focus.

(b) Is of sufficient size or population and contains sufficient resources to foster economic development on a scale involving more than a single geographic area subject to the economic distress criteria set forth in [§ 301.3\(a\)\(1\) of this chapter](#);

The Southern Vermont Economic Development Zone comprises all of the towns in Windham and Bennington Counties plus the town of Weston and has a population of 83,252 according to the 2020 U.S. Census.

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Windham is the sixth most populous county in the state of Vermont and the third largest in size. Its 2020 Census population was 45,905. 2020 per capita income in the county is 95.6% of the statewide average while average quarterly wages (2021) are 89.9% of the statewide wage, the eighth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (15.1% of all covered employment) and Retail trade (11.9%). Relative to the state as a whole, Windham County has a high concentration of the Educational services industry (2.8 percentage points higher than the state share). In 2021 Windham County had the sixth largest labor force in the state with a labor force of 20,410. Since 2010 its labor force has decreased by 19.8%. The county's annual average unemployment rate for 2021 was 4.4%, higher than the statewide average of 3.4%. The poverty rate among all Windham County residents was 13.4% in 2020 while among children under 18 it was 18.3%, compared to the statewide averages of 10.8% and 12.3%, respectively. The major racial groups by percentage of the population were "White alone" (94.3%) and "two or more races" (2.8%). Of Windham County residents 25 years of age and older 93.8% hold a high school diploma or higher while 39.7% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.7% of the population, a number that is expected to grow to 30.0% by 2030. The highest location quotients for Windham County are Education Services (1.83), Wholesale Trade (1.480 Accomodation and Food Service (1.22) and Manufacturing (1.18). The prime workforce age population of 35-64 years old comprises 45% of the county, but is also shrinking the fastest at 4.4% loss from 2010-2020. The second largest segment is 65 plus and this population is growing - from 16.1% in 2010 to 22.7% in 2020 an increase of nearly 7%.

Bennington is the eighth most populous county in the state of Vermont and the eighth largest in size. Its 2020 Census population was 37,347. 2020 per capita income in the county is 99.9% of the statewide average while average quarterly wages (2021) are 92.6% of the statewide wage, the sixth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (18.1% of all covered employment) and Retail trade (15.5%). Relative to the state as a whole Bennington County has a high concentration of the Arts, entertainment, and recreation industry (1.4 percentage points higher than the state share). In 2021 Bennington County had the eighth largest labor force in the state with a labor force of 16,919. Since 2010 its labor force has decreased by 16.9%. The county's annual average unemployment rate for 2021 was 4.3%, higher than the statewide average of 3.4%. The poverty rate among all Bennington County residents was 11.3% in 2020 while among children under 18 it was 15.1%, compared to the statewide averages of 10.8% and 12.3%, respectively. The major racial groups by percentage of the population were "White alone" (95.0%) and "two or more races" (2.2%). Of Bennington County residents 25 years of age and older 92.6% hold a high school diploma or higher while 37.5% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.6% of the population, a number that is expected to grow to 32.1% by 2030. The highest location quotients for Bennington County are Arts, Entertainment and recreation (2.14), Education Service (1.60) and Manufacturing (1.31) The prime workforce age population of

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35-64 years old comprises 38% of the county, but is also shrinking the fastest at 4.4% loss from 2010-2020. The second largest segment is 65 plus and this population is growing - from 18.8% in 2010 to 22.6% in 2020 an increase of nearly 4.4%.(3323) (Att. pgs. 15-156).

(c) Has an EDA-approved CEDS that:

(1) Meets the requirements under [§ 303.7 of this chapter](#);

The Southern Vermont Economic Development Zone has a 5-year CEDS that was completed in 2019 (Att. pgs. 157-190). It includes: (i) A summary of economic development conditions of the Region; (ii) An in-depth analysis of economic and community development strengths, weaknesses, opportunities, and threats (commonly known as a “SWOT” analysis); (iii) Strategies and an implementation plan to build upon the Region's strengths and opportunities and resolve the weaknesses and threats facing the Region, which are consistent with applicable State and local economic development or workforce development strategies; and (iv) Performance measures used to evaluate the Planning Organization's successful development and implementation of the CEDS (Att. pgs. 191-197).

(2) Contains a specific program for intra-District cooperation, self-help, and public investment; and

The 2019 Southern Vermont Economic Development Zone CEDS includes specific programs for “collaboration, capacity and inclusion. Through partnerships like the Southern Vermont Economy Project, the creation of the SoVermont Marketing and Recruitment campaign, the Southern Vermont Economy Summit, and several other examples, professionals in Southern Vermont continue to pursue collaborative regional economic development. By increasing the amount of resources available, including both financial and personnel, the region is able to address complex challenges that impact the community.”

(3) Is approved by each affected State and by the Assistant Secretary;

See Letter of Approval by EDA (Att. pg. 198) for the Southern Vermont Economic Development Zone 2019 CEDS and inclusion in the State of Vermont 2020 CEDS process¹

(d) Obtains commitments from at least a majority of the counties or other areas within the proposed District, as determined by EDA, to support the economic development activities of the District; and

¹ <https://accd.vermont.gov/economic-development/major-initiatives/ceds>

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Vermont does not have county government. The Southern Vermont Economic Development Zone designation request enjoys support from the majority of the incorporated towns within the district. Attached to this request are letters of support from: Guilford, Brookline, Marlboro, Putney, Readsboro, Dummerston, Rockingham, Wilmington, Townsend, Whitingham, Jamaica, Londonderry, Wardsboro, Newfane, Bennington, Landgrove, Manchester, Shaftesbury, Stamford, Arlington and Dorset (*Att. pgs. 199-223*).

(e) Obtains the concurrence with the designation request from the State (or States) in which the proposed District will be wholly or partially located.

The Southern Vermont Economic Development EDD designation request is supported by the Vermont Congressional Delegation (*Att. pg. 224*), State of Vermont Agency of Commerce and Community Development (*Att. pg. 225*), the Vermont State Legislative Delegations for Windham and Bennington Counties (*Att. pgs. 226-228*), the Windham Regional Planning Commission (*Att. pgs. 229-230*), the Old School Community Enrichment Center (*Att. pg. 231*), the Winston Prouty Center (*Att. pg. 232*) and for profit and nonprofit employers and organizations throughout the Zone: Next Stage Arts (*Att. pgs. 233-234*), Brattleboro Savings and Loan (*Att. pg. 235*), DB McKenna & Co., Inc. (*Att. pg. 236*), Kaman Composites (*Att. pgs. 237-238*), Mack Molding (*Att. pg. 239*), Bennington Museum (*Att. pgs. 240*), Windham Central Supervisory Union (*Att. pg. 241*), Ethiopian Community Development Council (*Att. pg. 242*), One Londonderry (*Att. pg. 243*), Brattleboro Development Credit Corporation Board of Directors (*Att. pg. 244*), Southeastern Vermont Economic Development Strategies (*Att. pg. 245*), Vermont Adult Learning (*Att. pg. 246*), Southwestern Vermont Medical Center (*Att. pgs. 247-248*), Bennington County Regional Planning Commission (*Att. pg. 249*), Weston Playhouse (*Att. pg. 250*), Greater Northshire Access Television (*Att. pg. 251*)

In accordance with [13 CFR Part § 304.2 District Organizations: Formation, organizational requirements and operations](#), we provide evidence of the following requirements:

District Organizations: Formation, organizational requirements and operations.

*(a) **General.** A “District Organization” is an entity that satisfies the formation and organizational requirements under [paragraphs \(b\)](#) and [\(c\)](#) of this section.*

*(b) **Formation.** A District Organization must be organized as one of the following:*

(1) A public organization formed through an inter-governmental agreement providing for the joint exercise of local government powers; or

(2) A public organization established under State-enabling legislation for the creation of multi-jurisdictional area-wide planning organizations; or

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(3) A non-profit organization incorporated under the applicable non-profit statutes of the State in which it is incorporated.

The Southern Vermont Economic Development Zone, INC is incorporated as a recognized Vermont Domestic Nonprofit Corporation effective June 23, 2021 (*Att. pgs. 252-264*). The corporation is organized exclusively for charitable, educational, or scientific purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended and to use the United States Department of Commerce Comprehensive Economic Development Strategy process to aggregate resources to plan for and provide relief to distressed individuals, communities and businesses and to prevent further community degradation in the distressed communities of the Southern Vermont Economic Development Zone² which is a 44 town region facing significant economic challenges and which zone was established by the Vermont State Legislature to accelerate economic development initiatives that are underway or are needed in the future, and the support of related activities consistent with the goals of the corporation.

(c) Organization and governance.

(1) Each District Organization must meet the requirements of this [paragraph \(c\)](#) concerning membership composition, the maintenance of adequate staff support to perform its economic development functions, and its authorities and responsibilities for carrying out economic development functions. The District Organization's board of directors (or other governing body) also must meet these requirements.

The Executive Director and another staff person of Brattleboro Development Credit Corporation, the Executive Director of Windham Regional Planning Commission, the Executive Director and another staff person of Bennington County Regional Planning Commission make up the Southern Vermont Economic Development Zone, INC Board of Directors (*Att. pg. 265*).

(2) The District Organization must demonstrate that its governing body is broadly representative of the principal economic interests of the Region, which may include the private sector, public officials, community leaders, representatives of workforce development boards, institutions of higher education, minority and labor groups, and private individuals. In addition, the governing body must demonstrate the capacity to implement the EDA-approved CEDS.

In the absence of county government, Vermont's Regional Development Corporations are the State's primary partner in implementing economic development in the regions and Vermont's Regional Planning Commissions Regional planning commissions, political subdivisions of the State created by their member municipalities, provide technical assistance to municipalities

² [10 V.S.A. § 8](#)

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work in fields that directly and indirectly affect the public at large: land use, transportation, housing, economic development, environmental quality, and more. The Zone comprises the region that aligns with the Windham and Bennington County Regional Planning Commissions and Regional Development Corporations.

Here is a sample of planning, technical assistance, workforce development and business development accomplishments to illustrate the range of BDCC, BCRC, and WRC planning, project and programmatic capacities: IEDC Award Winning Windham Region S.M.A.R.T. CEDS, Bennington Strategic Economic Development Plan (2013), Northshire Economic Development Strategy (2016), Bennington Area Wide Plan for Brownfield Redevelopment (2016), Bennington Career Week (2020), Windham County Sophomore Summit (2017, 2018), IEDC Award Winning P3 Project (2021), IEDC Welcoming Communities Program (2020), USDA Southern Vermont Economy Project (2016), Annual Southern Vermont Economy Summit (2017-2023), numerous development projects, and small lending programs, major Brownfield Awards and lending, provided technical support to stand up two of Vermont's 10 Communications Union Districts which have received more than 30 million dollars to build broadband to the last mile (2020-2022).

(3) The District Organization must be assisted by a professional staff drawn from qualified persons in economic development, planning, business development or related disciplines.

The Southern Vermont Economic Development Zone, INC has a fiscal management plan with BDCC. BDCC's Director of Finance and Grant Management, Bobbi Kilburn, has an MBA from Southern New Hampshire University and a Bachelor's of Science in Business Management with a specialization in Accounting from Keene State College. BDCC's Finance Manager, Kris Plante, has a Bachelor of Fine Arts Degree.

(4) The governing bodies of District Organizations must provide access for persons who are not members to make their views known concerning ongoing and proposed District activities in accordance with the following requirements:

(i) The District Organization must hold meetings open to the public at least twice a year and also shall publish the date and agenda of such meetings sufficiently in advance to allow the public a reasonable time to prepare in order to participate effectively.

The District Organization meets publicly annually during the month of November (*Att. pgs. 266-285*) and at the Southern Vermont Summit in May.

(ii) The District Organization shall adopt a system of parliamentary procedures to assure that board members and others have access to an effective opportunity to participate in the affairs of the District.

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The District Organization will adopt Robert's Rules of Order.

(iii) The District Organization shall provide information sufficiently in advance of decisions to give the public adequate opportunity to review and react to proposals. District Organizations should communicate technical data and other material to the public so they may understand the impact of public programs, available options and alternative decisions.

Information will be provided no less than 30 days before decisions are made. Proposals technical data and other material describing the impact of public programs, available options and alternative decisions will be made publicly available at the Zone website: www.SoVermontZone.com.

(iv) The District Organization must make available to the public such audited statements, annual budgets and minutes of public meetings, as may be reasonably requested.

Audited statements, annual budgets and minutes of public meetings will be made publicly available at the Zone website: www.SoVermontZone.com

(v) The District Organization and its board of directors must comply with all Federal and State financial assistance reporting requirements and the conflicts of interest provisions set forth in [§ 302.17 of this chapter](#).

The Southern Vermont Economic Development Zone, INC. The Board of Directors have adopted a Conflict of Interest Policy (*Att. pgs. 286-290*).

(d) Operations

(1) The District Organization shall engage in the full range of economic development activities listed in its EDA-approved CEDS. These activities may include:

(i) Coordinating and implementing economic development activities in the District;

(ii) Carrying out economic development research, planning, implementation and advisory functions identified in the CEDS; and

(iii) Coordinating the development and implementation of the CEDS with other local, State, Federal and private organizations.

The Southern Vermont Economic Development Zone has a currently approved 2019 CEDS and an application for Planning and Technical Assistance for the purposes of updating that CEDS for 2024 has been submitted to EDA.

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(2) The District Organization may at its option contract for services to accomplish the activities listed in [paragraphs \(d\)\(1\)\(i\) through \(iii\)](#) of this section.

In the absence of county government, Vermont's Regional Development Corporations are the State's primary partner in implementing economic development in the regions and Vermont's Regional Planning Commissions Regional planning commissions, political subdivisions of the State created by their member municipalities, provide technical assistance to municipalities work in fields that directly and indirectly affect the public at large: land use, transportation, housing, economic development, environmental quality, and more. The Zone comprises the region that aligns with the Windham and Bennington County Regional Planning Commissions and Regional Development Corporations. The ZONE CEDS applications are the Windham RDC and the Bennington County RPC. Previous disaster recovery work has seen the Windham and Bennington RPCS as co-applicants. These organizations are used to working together, taking turns and sharing the load.

Town	Town Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	CDP Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	Census Tracts Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	\$37,903.00
Searsburg Town	\$19,462.00			51%
Putney Town	\$25,644.00			68%
Woodford Town	\$26,267.00			69%
Whitingham Town	\$27,283.00			72%
Bennington Town	\$28,318.00			75%
Halifax Town	\$28,365.00			75%
Brattleboro Town	\$29,348.00			77%
Rupert Town	\$29,721.00			78%
Rockingham Town	\$29,816.00			79%
Readsboro Town	\$29,897.00			79%
Sandgate	\$30,342.00			80%
Brookline Town	\$30,443.00			
Pownal town	\$30,451.00			
Athens town	\$31,362.00			
Newfane Town	\$31,836.00			
Winhall Town	\$31,932.00			
Wardsboro Town	\$32,751.00			
Windham Town	\$32,852.00			
Grafton Town	\$35,291.00			
Jamaica Town	\$35,624.00			
Wilmington Town	\$36,199.00			
Dover Town	\$37,117.00			
Arlington Town	\$37,201.00			
Stamford Town	\$37,258.00			
Marlboro Town	\$37,614.00			
Dorset Town	\$38,143.00			
Londonderry Town	\$38,363.00			
Vernon Town	\$38,470.00			
Shaftsbury Town	\$41,316.00			
Sunderland Town	\$41,486.00			
Westminster Town	\$41,810.00			
Dummerston Town	\$42,306.00			

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Stratton Town	\$43,197.00			
Weston Town	\$47,231.00			
Manchester Town	\$49,185.00			
Tonwshend town	\$49,473.00			
Peru Town	\$52,304.00			
Guilford Town	\$52,923.00			
Landgrove Town	\$56,993.00			\$37,903.00
Whitingham CDP		\$19,138.00		50%
Pownal CDP		\$20,124.00		53%
Pownal Center CDP		\$21,215.00		56%
Jacksonville Village		\$22,008.00		58%
Chimney Hill CDP		\$23,252.00		61%
North Bennington Village		\$23,757.00		63%
Bellows Falls CDP		\$23,878.00		63%
West Brattleboro CDP		\$24,410.00		64%
North Pownal CDP		\$25,414.00		67%
Readsboro CDP		\$25,946.00		68%
Harmonyville		\$28,437.00		75%
Brattleboro CDP		\$28,616.00		75%
South Shaftsbury CDP		\$29,028.00		77%
Bennington CDP		\$29,252.00		77%
Wardsboro CDP		\$29,494.00		78%
Townshend CDP		\$29,708.00		78%
Arlington CDP		\$29,855.00		79%
Putney CDP		\$31,941.00		84%
Wilmington CDP		\$32,837.00		
East Dorset		\$33,038.00		
North Westminster CDP		\$33,925.00		
South Londonderry CDP		\$34,348.00		
Westminster Village		\$34,437.00		
Newfane Village		\$34,843.00		
Londonderry CDP		\$35,854.00		

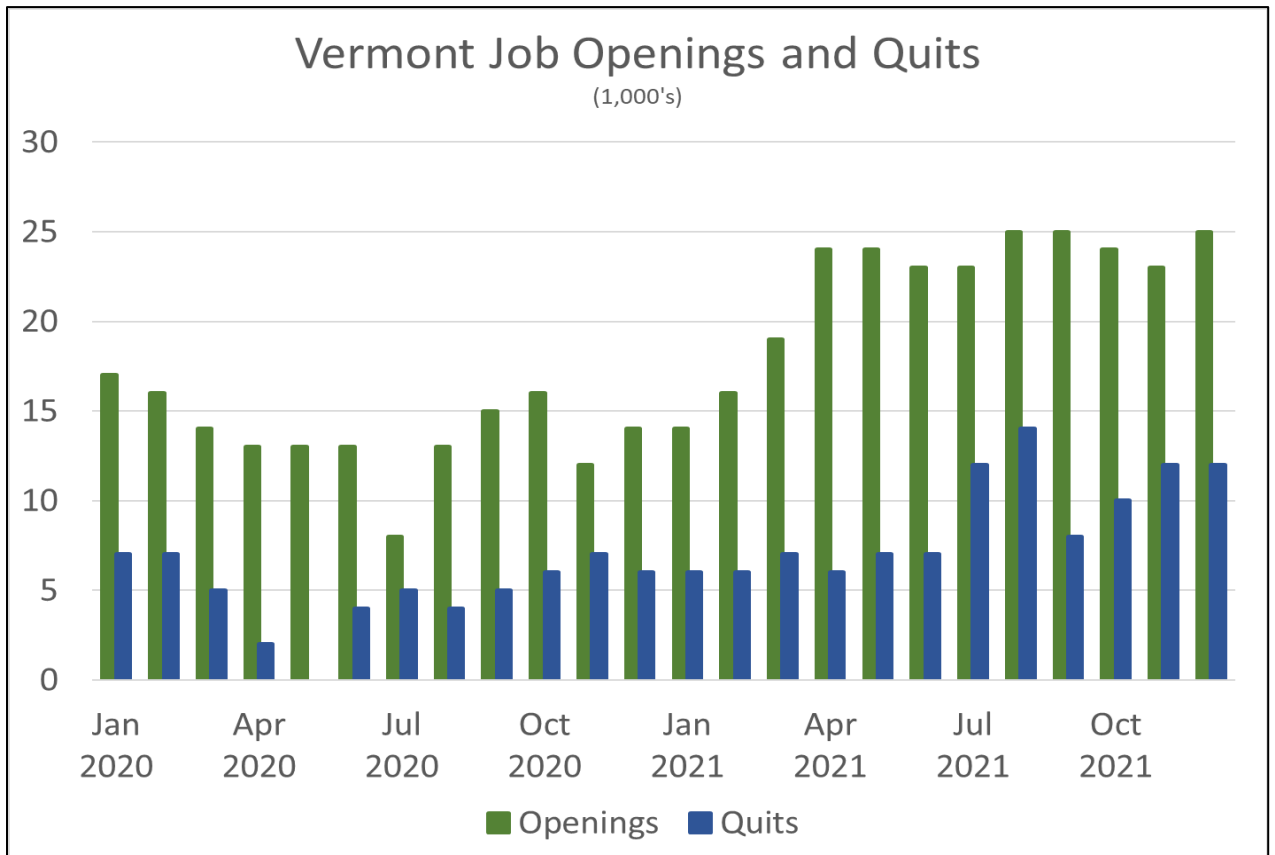
Town	Town Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	CDP Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	Census Tracts Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	
Manchester Village		\$36,665.00		
Stamford CDP		\$36,697.00		
Weston CDP		\$39,645.00		
Saxtons River Village		\$40,332.00		
Grafton CDP		\$42,924.00		
Stratton Mountain CDP		\$44,224.00		
Dorset CDP		\$44,835.00		
Manchester Center CDP		\$50,163.00		
Old Bennington Village		\$60,798.00		
West Dummerston CDP		\$74,111.00		
Jamaica CDP		\$75,257.00		
Census Tract 9709, Bennington County, Vermont (NE Bennington)			\$21,543.00	57%
Census Tract 9670, Windham County, Vermont (Bellows Falls)			\$23,878.00	63%
Census Tract 9685, Windham County, Vermont (DT Brattleboro)			\$25,179.00	66%
Census Tract 9677, Windham County, Vermont (Putney)			\$25,644.00	68%
Census Tract 9681, Windham County, Vermont (Whitingham)			\$27,283.00	72%
Census Tract 9710, Bennington County, Vermont (Wn Bennington)			\$27,545.00	73%
Census Tract 9712, Bennington County, Vermont (Cen Bennington)			\$27,836.00	73%
Census Tract 9713, Bennington County, Vermont (Pownal)			\$30,451.00	80%
Census Tract 9684, Windham County, Vermont (West Brattleboro)			\$31,308.00	

Town	Town Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	CDP Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	Census Tracts Per Capita Income in past 12 months (in 2021 dollars) 2017-2021 37903 80%: 30,322.40	\$37,903.00
Census Tract 9678, Windham County, Vermont (Newfane)			\$31,836.00	
Census Tract 9706.01, Bennington County, Vermont (Stamford and Woodford)			\$32,207.00	
Census Tract 9682, Windham County, Vermont (Halifax Marlboro)			\$34,582.00	
Census Tract 9686, Windham County, Vermont (NE Brattleboro)			\$34,998.00	
Census Tract 9674, Windham County, Vermont (Jamaica)			\$35,624.00	
Census Tract 9714, Bennington County, Vermont (Dorset and Rupert)			\$35,675.00	
Census Tract 9675, Windham County, Vermont (Stratton Wardsboro)			\$35,810.00	
Census Tract 9711, Bennington County, Vermont (SE Bennington)			\$35,854.00	
Census Tract 9679, Windham County, Vermont (Dover)			\$35,854.00	
Census Tract 9680, Windham County, Vermont (Wilmington)			\$36,199.00	
Census Tract 9716, Bennington County, Vermont (Arlington, Sandgate, Sunderland)			\$37,416.00	
Census Tract 9671, Windham County, Vermont (Rockingham)			\$38,038.00	
Census Tract 9673, Windham County, Vermont (Londonderry)			\$38,363.00	
Census Tract 9672, Windham County, Vermont (Athens, Grafton, Townshend, Windham)			\$39,787.00	

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Census Tract 9705, Bennington County, Vermont (Peru)			\$41,169.00	
Census Tract 9708, Bennington County, Vermont (Shaftsbury)			\$41,316.00	
Census Tract 9676, Windham County, Vermont (Westminster)			\$41,810.00	
Census Tract 9683, Windham County, Vermont (Dummerston)			\$42,306.00	
Census Tract 9687, Windham County, Vermont (Guilford, Vernon)			\$44,715.00	
Census Tract 9704.01, Bennington County, Vermont (all but NE Manchester)			\$45,319.00	
Census Tract 9704.02, Bennington County, Vermont (NE Manchester)			\$53,855.00	
Glastonbury				
Somerset				

ECONOMIC & DEMOGRAPHIC PROFILE SERIES

Vermont 2022



Job Openings and Labor Turnover Survey, United States Bureau of Labor Statistics

*Economic & Labor Market Information Division
Vermont Department of Labor*



**Vermont Department of Labor
ECONOMIC & DEMOGRAPHIC PROFILE**

The Vermont Economic & Demographic Profile is published by the Economic & Labor Market Information Division of the Vermont Department of Labor. This publication can be found under the Publications heading on our Labor Market website at www.vtml.info.

The Economic & Demographic Profile Series was prepared by:

Folena DeGeus
Ben Kidder
Richard Willey
Kevin Stapleton
Mathew Barewicz

For questions or to receive email notification of upcoming publications and data releases, contact us at:

Vermont Department of Labor
Economic & Labor Market Information
P.O. Box 488
Montpelier, VT 05601-0488

Or telephone: (802) 828-4157 TDD: (800) 650-4152 email: Labor.Lmi@vermont.gov

Equal Opportunity is the Law

The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 800-650-4152 TDD (Vermont Department of Labor).

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Introduction

Vermont's 9,616 square miles make it the sixth smallest state in the United States. With a July, 2021 population of 645,570 it remains the second least-populous state in the nation. The population has grown by 3.2% since the 2010 US Census population estimate of 625,741. The state's population density of 70 people per square mile (2021 US Census, American Communities Survey) is well below the US average of 94 and ranks it thirty-third among US states. Within New England only Maine (44 people per square mile) has a lower population density.¹

2021 was in many ways a slow rebound from the pandemic-related disruptions of 2020. Around the world, commerce began to expand. Most nations saw significant economic growth, including the United States. Here in Vermont the economy added 13,500 total nonfarm jobs, an increase of 4.7% between December of 2020 and December of 2021. The statewide unemployment rate fell from 3.8% to 3.1%. The number of unemployed Vermonters in the household survey fell from 12,552 to 10,109. Despite these strong gains the labor force remained almost 27,000 Vermonters (7.6%) smaller than February 2020.²

As demonstrated by this year's cover photo, 2021 was also a year that saw the labor market in Vermont become constrained by a lack of workers. Job openings far exceeded the number of unemployed persons; by December 2021 the state had 25,000 job openings, a record level.³ At the same time there were only 10,109 unemployed Vermonters.² This constraint led to the highest quit rate on record, with an average of about 12,000 Vermonters quitting their jobs each month in the latter half of the year.³

Gross Domestic Product

Vermont's economic history has deep roots in agriculture, logging, mining and manufacturing. The modern Vermont economy is a diversified mix of industries. Some of the state's largest employment and output is in Leisure & Hospitality, Retail Trade, Manufacturing, Health Care & Social Assistance, Education and Professional & Technical Services. Vermont's economic output (gross domestic product in chained dollars) continued to increase in 2021 as the COVID-19 pandemic receded. The most significant economic growth was found in those industries hit the hardest in 2020. Comparing annual averages, real (chained) dollar value output in Arts, Entertainment & Recreation grew 23.3%. Real output in Accommodation & Food Services grew 19.8%. Double-digit growth was also found in Administrative & Support & Waste Management Services (+17.6%) and Professional & Business Services (+12.8%). The largest declines in output were in Agriculture, Forestry, Fishing & Hunting (-37.9%), Educational Services (-8.6%) and Utilities (-7.1%).⁴

¹ United States Census Bureau

² Local Area Unemployment Statistics, Economic & Labor Market Information Division, Vermont Dept of Labor

³ Job Openings and Labor Turnover Survey, United States Bureau of Labor Statistics

⁴ United States Bureau of Economic Analysis

Employment

Annual average Total nonfarm employment in Vermont stood at 293,600 in 2021, an increase of 6,600 (+2.3%) over 2020. The private sector added 7,900 jobs while the public sector declined by 1,200.⁵

Numerically, the largest gains were found in Accommodation & Food Services where the 2021 annual average employment was 25,900, up 3,100 (13.6%) over 2020. The Food Services and Drinking Places subsector of that industry added 2,100 (+14%) while Accommodations added 1,000 (+12.8%). Professional & Business Services added 1,500 jobs (+5.3%) nearly evenly divided between Professional & Technical Services (+800) and Administrative & Waste Management (+700). Retail Trade added 1,100 (3.3%). The largest losses were in Government (-1,200). No other industry lost more than 400 jobs over the year.

The Burlington – South Burlington Metro is the state’s largest labor market area and accounted for 118,500 jobs, about 40.4% of all jobs in the state in 2021. Over the year the area gained 2,500 jobs (+2.1%). The largest increases were found in Leisure & Hospitality (+1,200 or +13.2%), Retail Trade (+500 or +3.8%) and Professional & Business Services (+600 or +4.1%). The only industries to experience a loss in average annual employment were Government (-800 or -3.6%), Durable Goods Manufacturing (-200 or -2.6%) and Financial Activities (-100 or 2.2%).⁵

Wages

After increasing 9.6% in 2020 due to the pandemic, average annual wages across all industries in Vermont increased to \$56,263 (+\$2,188 or 4.0%) between 2020 and 2021 Wages among private ownership increased 4.5% to \$55,680 while government wages increased by 2.3% to \$59,060.

The largest private-sector increases in annual average wages over the year were found in Data Processing, Hosting and Related Services (+34.9% to \$95,346). Other industries with large growth in average wages included Motion Picture & Sound Recording Industries (+32.6%), Securities, Commodities Contracts, Investments (+23.7%) and Motor Vehicles & Parts Dealers (+16.2%). The largest private-sector declines were in Colleges and Universities (-11.6%), Performing Arts & Spectator Sports (-8.8%) and Museums, Historic Sites, Zoos and Parks (-4.9%).

Demographics

As of the 2020 American Community Survey people identifying as white represent 93.6% of the state’s population. Among people reporting a single race the next largest cohort is Asian at 1.6% followed by Black or African American at 1.3%. People identifying as two or more races stands at 2.7%.

The population of the state continues to age with 19.4% of the population over the age of 65. The share of Vermonters under 20 years of age represent 21.9% of the population while those

⁵ Current Employment Statistics, Economic & Labor Market Information Division, Vermont Dept of Labor

under 5 constitute 4.7%. Among Vermonters over the age of 25, 93.5% have a high school diploma or equivalent and 39.6% have a Bachelor's degree or higher.⁶

Labor Force

Between 2020 and 2021 Vermont's annual average labor force declined by 12,921 (-3.8%) to 328,216, its lowest level since 1996. The average annual number of employed persons declined by 5,137 (-1.6%) to 316,941, also the lowest since 1996. The number of unemployed persons declined by 7,784 to 11,275. The post-pandemic unemployment rate fell from an annual average rate of 5.6% in 2020 to 3.4% in 2021.⁷

Housing

Vermont's housing stock is among the oldest in the nation. In 2018 the median age of housing in Vermont was 44 years (built 1974) while the national median was 41 years. States with a housing stock older than Vermont include neighboring New York and Massachusetts.

The median sale price of a primary home in Vermont stood at \$270,000 in 2021, an increase of \$25,000 (10.2%) from 2020. This is the largest single-year increase since the 2007 recession. The median single-family home sold for \$280,000 while the median condominium sold for \$248,000 and median mobile home with land, \$115,000. Statewide median gross rent stood at \$985 in 2019, the most recent available data. Median rent for a one-bedroom unit was \$815 while the median rent for a four-bedroom unit was \$1,335.

In 2021 there were 2,319 permits for new housing in Vermont, 1,361 for single-unit houses and 958 for units in multifamily housing. This is an increase of 11.6% over the year and the highest level since 2006. Permits for housing averaged 2,902 between 2000 and 2006.

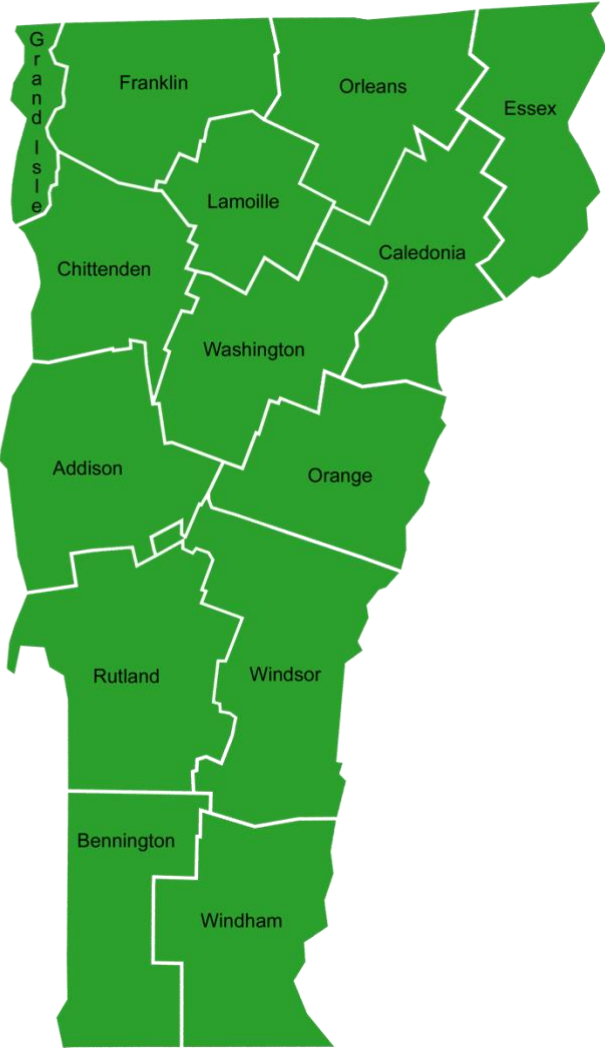
The makeup of housing permits issued in Vermont has shifted significantly since the 2007 recession. In the 7 years prior to the recession (2000 – 2006) 81.6% of all housing permits were for single-unit buildings while the remaining 18.4% were for units in multi-unit buildings. During the decade from 2010 to 2019 the percentage of all units permitted for single-unit buildings fell to 58.8% while multi-unit buildings more than doubled to 41.2%.⁸

⁶ United States Census Bureau

⁷ Local Area Unemployment Statistics, Economic & Labor Market Information Division, Vermont Dept of Labor

⁸ Vermont Housing Finance Agency

County Profiles



Addison County



Addison is the seventh most populous county in the state of Vermont and the fourth largest in size. Its 2020 Census population was 37,363. 2020 per capita income in the county is 94.6% of the statewide average while average quarterly wages (2021) are 94.1% of the statewide wage, the fourth highest quarterly wage in the state. Large industries in the county include Manufacturing (13.3% of all covered employment) and Retail trade (11.6%). Relative to the state as a whole Addison County has a high concentration of the Agriculture, forestry, fishing and hunting industry (3.5 percentage points higher than the state share).

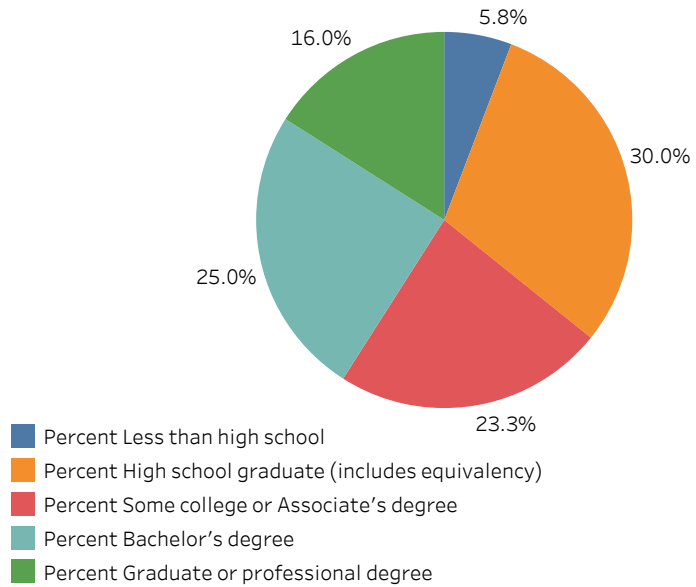
In 2021 Addison County had the seventh largest labor force in the state with a labor force of 19,901. Since 2010 its labor force has decreased by 6.4%. The county's annual average unemployment rate for 2021 was 2.8%, slightly lower than the statewide average of 3.4%. The poverty rate among all Addison County residents was 7.1% in 2020 while among children under 18 it was 7.8%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (93.4%) and "two or more races" (2.5%). Of Addison County

residents 25 years of age and older 94.2% hold a high school diploma or higher while 41.0% hold a bachelor's degree or higher. People 65 years of age and over constitute 20.1% of the population, a number that is expected to grow to 30.3% by 2030.

Addison County Demographics

Education¹

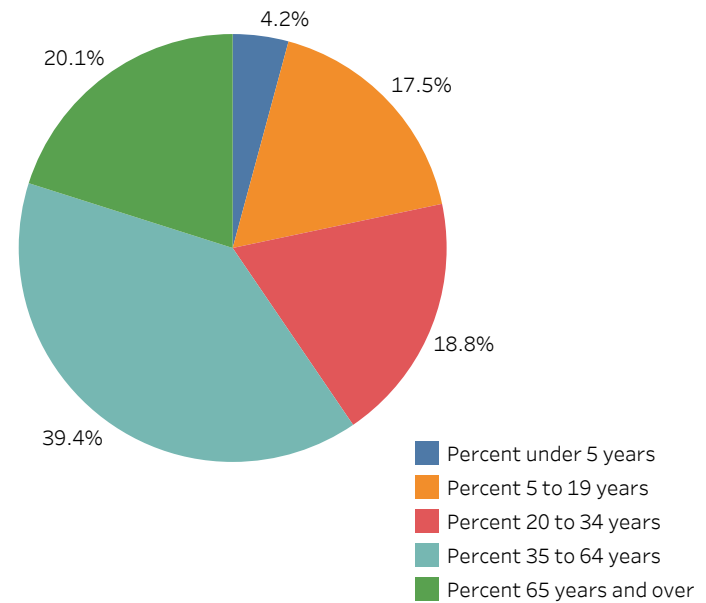


Race²

Percent White alone	93.4%
Percent Black or African American alone	1.2%
Percent Asian alone	2.0%
Percent American Indian and Alaska Native alone	0.4%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.4%
Percent Two or more races	2.5%

Age³

	2010	2020	Change
Percent under 5 years	4.8%	4.2%	-0.6%
Percent 5 to 19 years	20.2%	17.5%	-2.7%
Percent 20 to 34 years	17.6%	18.8%	1.2%
Percent 35 to 64 years	43.5%	39.4%	-4.1%
Percent 65 years and over	13.9%	20.1%	6.2%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

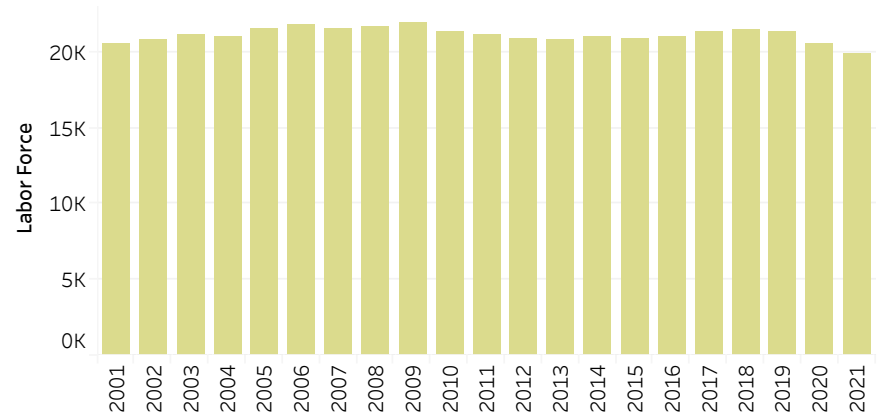
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Addison County Unemployment & Labor Force

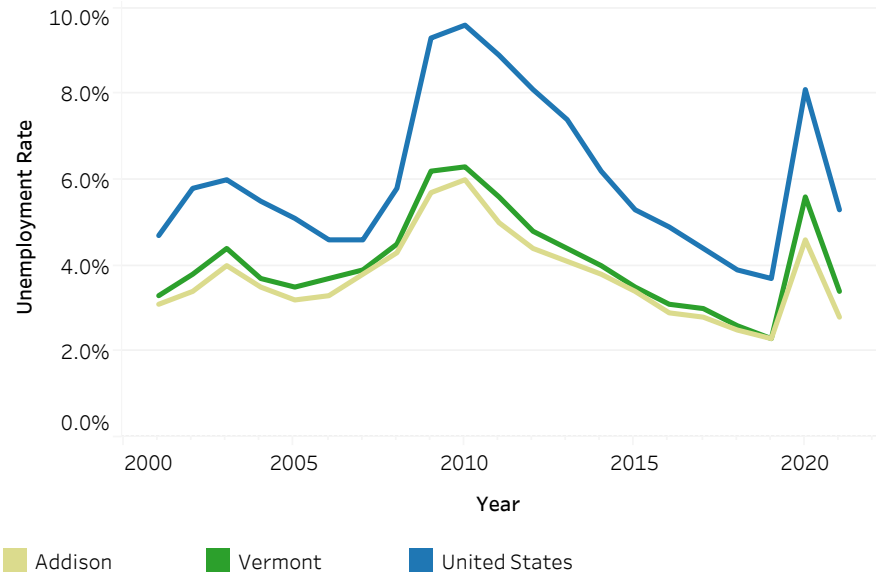
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	20,490	625	19,865	3.1%
2002	20,767	713	20,054	3.4%
2003	21,057	834	20,223	4.0%
2004	20,976	731	20,245	3.5%
2005	21,483	698	20,785	3.2%
2006	21,798	723	21,075	3.3%
2007	21,528	813	20,715	3.8%
2008	21,611	927	20,684	4.3%
2009	21,880	1,256	20,624	5.7%
2010	21,257	1,284	19,973	6.0%
2011	21,072	1,055	20,017	5.0%
2012	20,815	912	19,903	4.4%
2013	20,770	859	19,911	4.1%
2014	20,914	786	20,128	3.8%
2015	20,801	713	20,088	3.4%
2016	20,925	602	20,323	2.9%
2017	21,348	602	20,746	2.8%
2018	21,392	538	20,854	2.5%
2019	21,350	489	20,861	2.3%
2020	20,531	943	19,588	4.6%
2021	19,901	549	19,352	2.8%

Labor Force



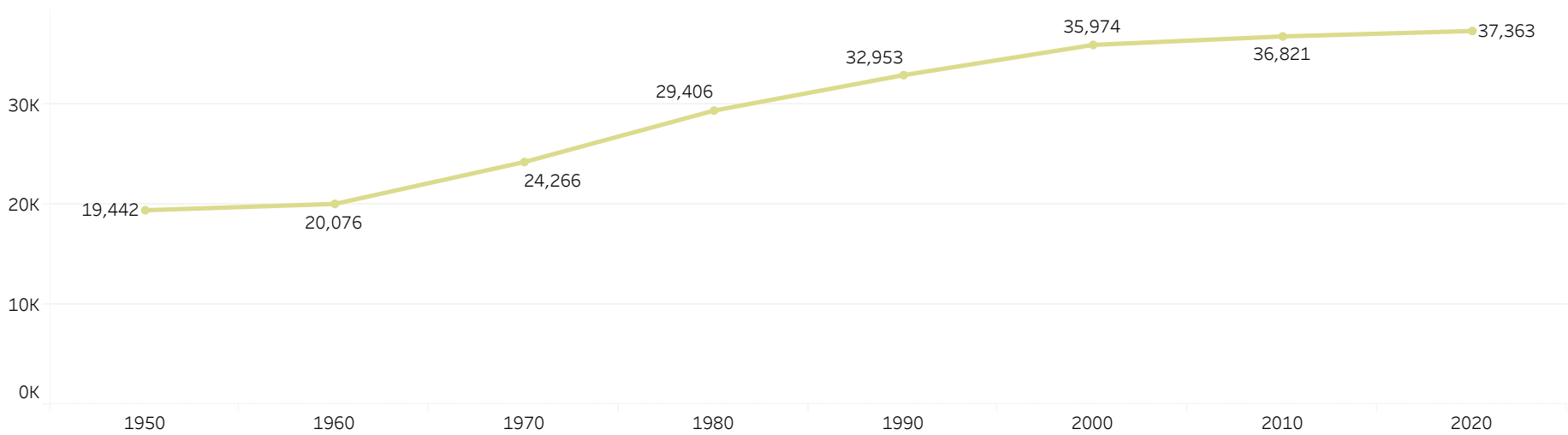
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Addison County Population

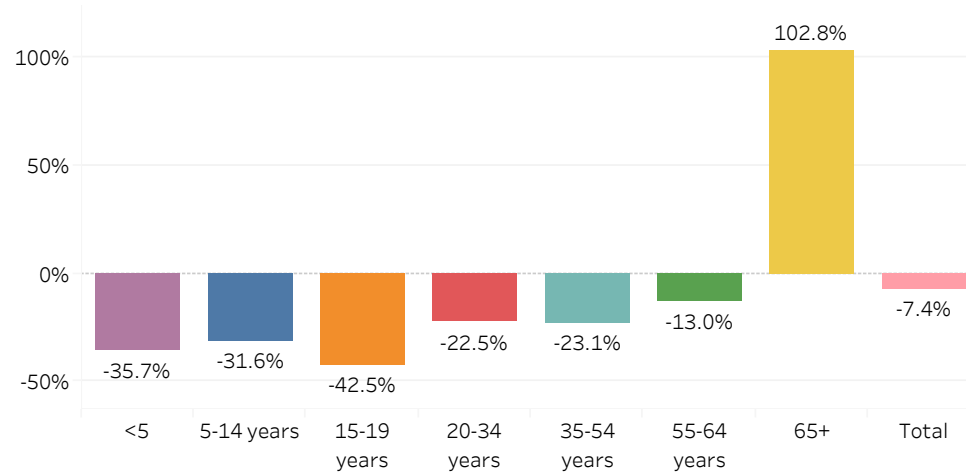
Population Total¹



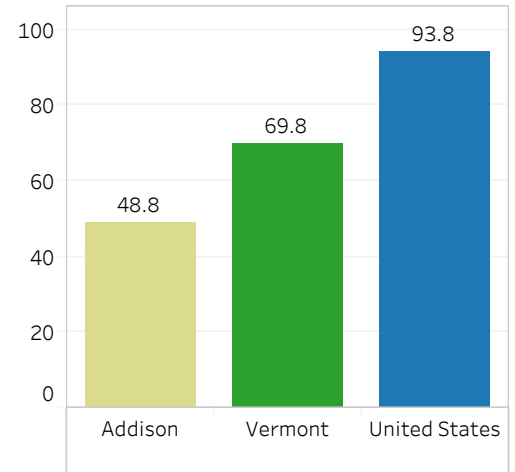
Population Projections 2030²

<5	1,140
5-14 years	2,853
15-19 years	1,891
20-34 years	5,012
35-54 years	8,142
55-64 years	4,729
65+	10,346
Total	34,113

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Addison County Income & Poverty

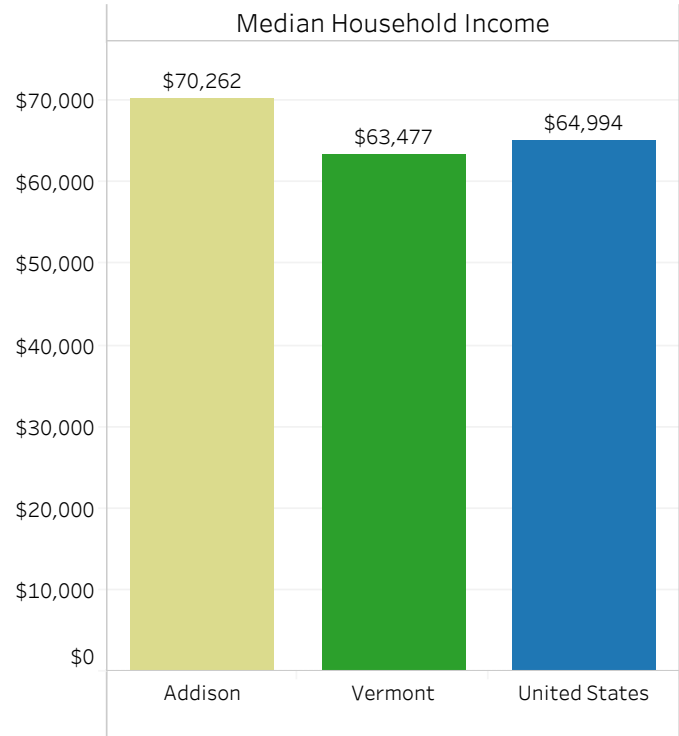
Median Household Income¹

Area	2010	2020
Addison	\$66,229	\$70,262
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

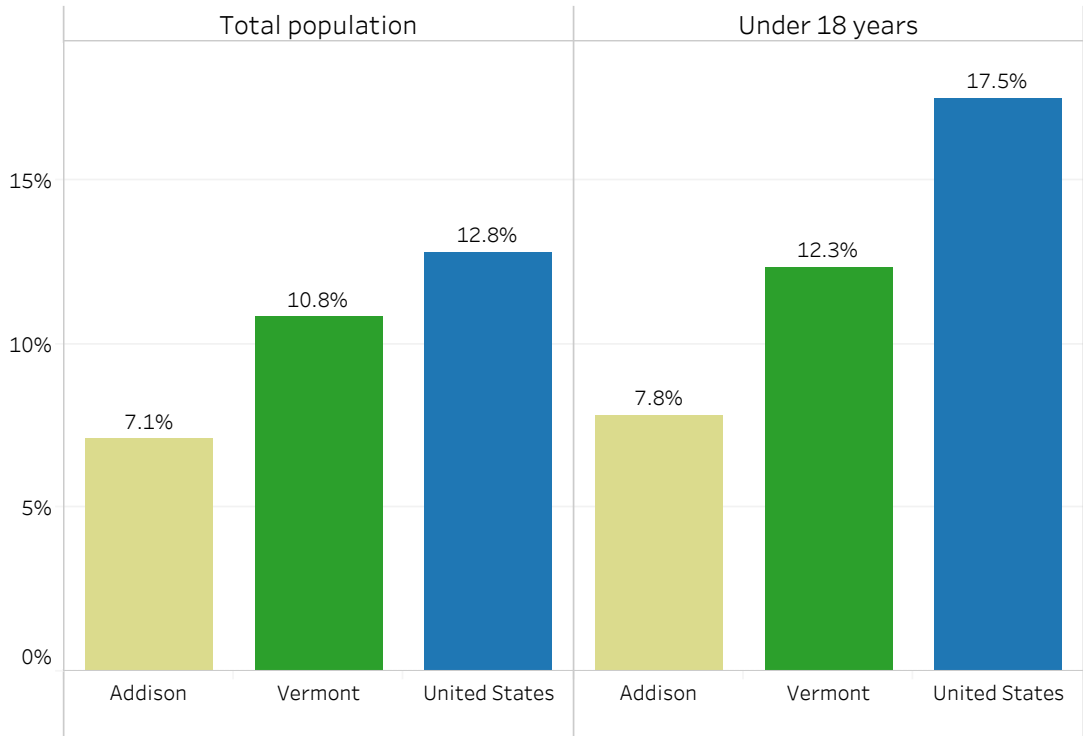
Poverty Rate²

Area	Total population	Under 18 years
Addison	7.1%	7.8%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

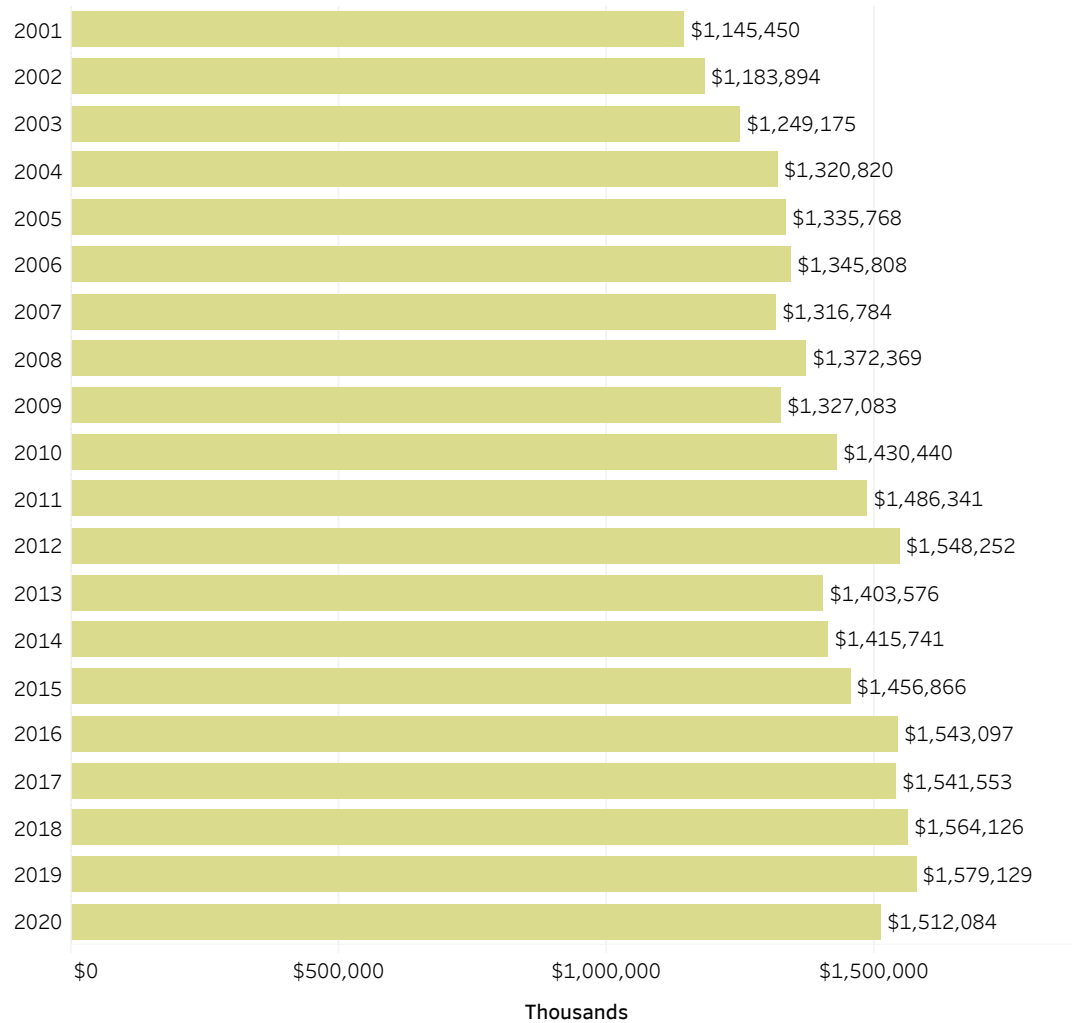


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Addison County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

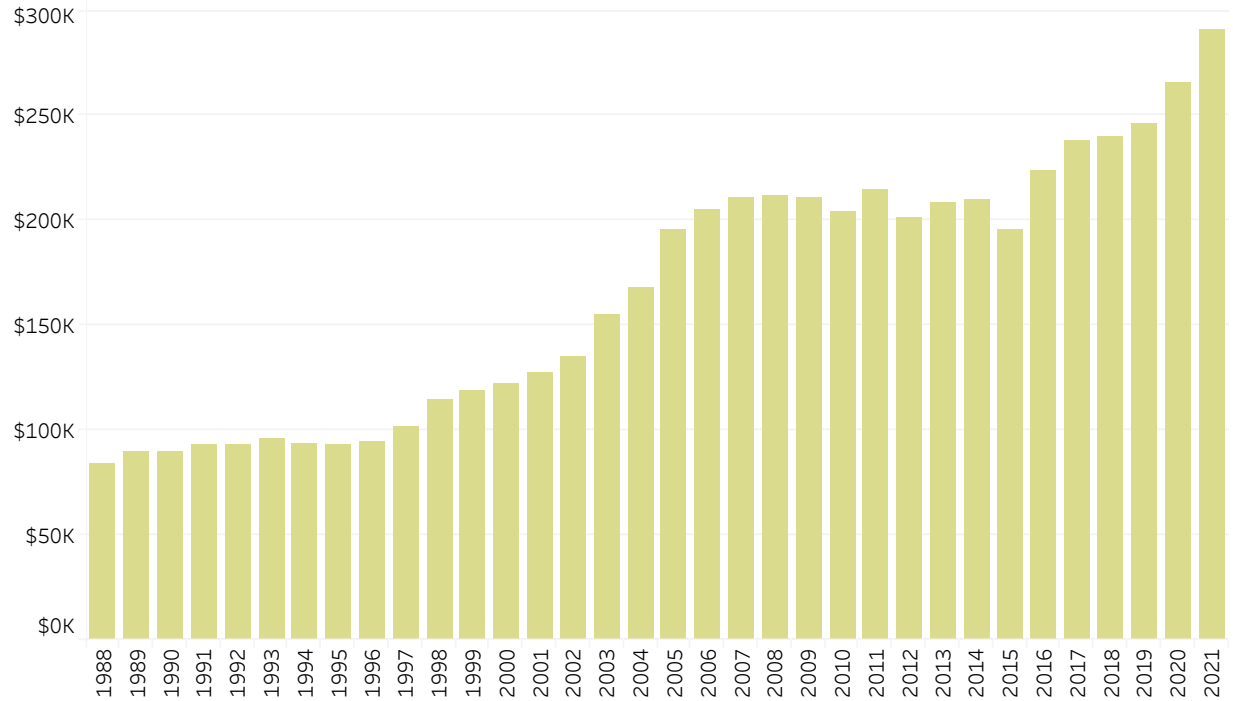
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Addison County Housing

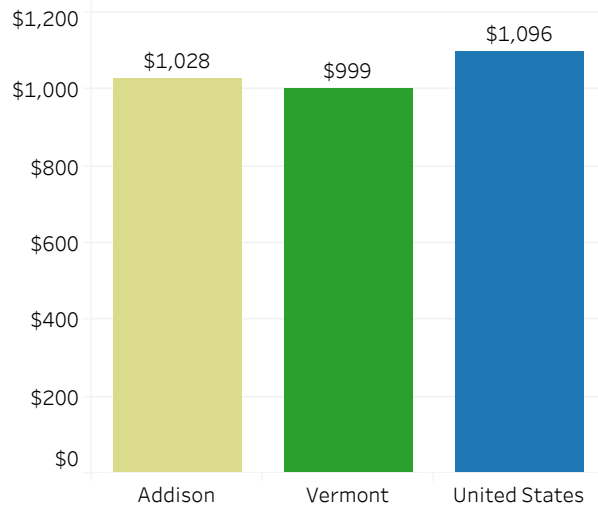
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Addison County Covered Employment

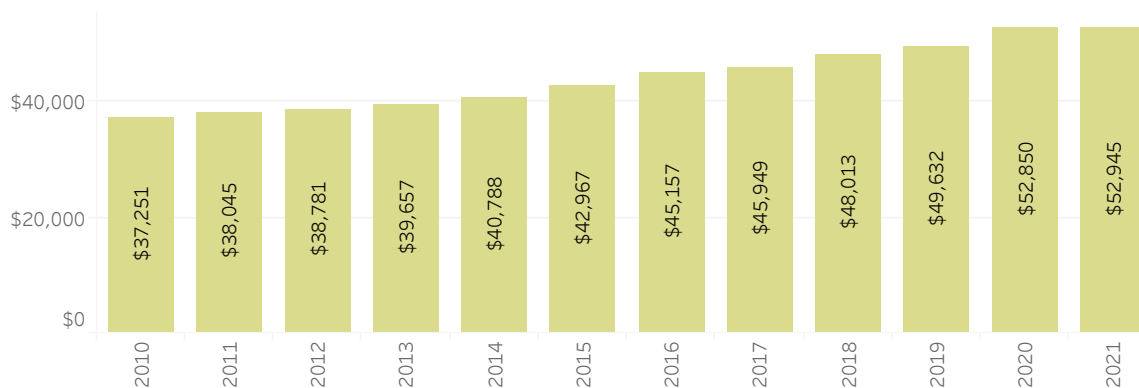
2021 Addison County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	1,534	14,390	\$52,945	1.00
Private ownership	1,459	12,609	\$53,289	1.06
Agriculture, forestry, fishing and hunting	79	671	\$42,466	3.93
Mining	4	46	\$53,622	1.54
Construction	205	924	\$51,830	1.24
Manufacturing	70	1,920	\$69,450	1.36
Wholesale trade	65	(s)	(s)	(s)
Retail trade	153	1,672	\$38,462	0.97
Transportation and warehousing	32	264	\$48,029	0.83
Utilities	4	(s)	(s)	(s)
Information	22	61	\$46,236	0.31
Finance and insurance	53	345	\$73,317	0.82
Real estate and rental and leasing	25	90	\$54,707	0.61
Professional and technical services	264	588	\$86,601	0.74
Management of companies and enterprises	6	(s)	(s)	(s)
Administrative and waste services	116	(s)	(s)	(s)
Educational services	32	(s)	(s)	(s)
Health care and social assistance	130	(s)	(s)	(s)
Arts, entertainment, and recreation	19	122	\$28,018	0.67
Accommodation and food services	77	922	\$27,651	0.72
Other services, except public administration	106	372	\$41,099	0.94

Total Covered Employment



Annual Average Wage

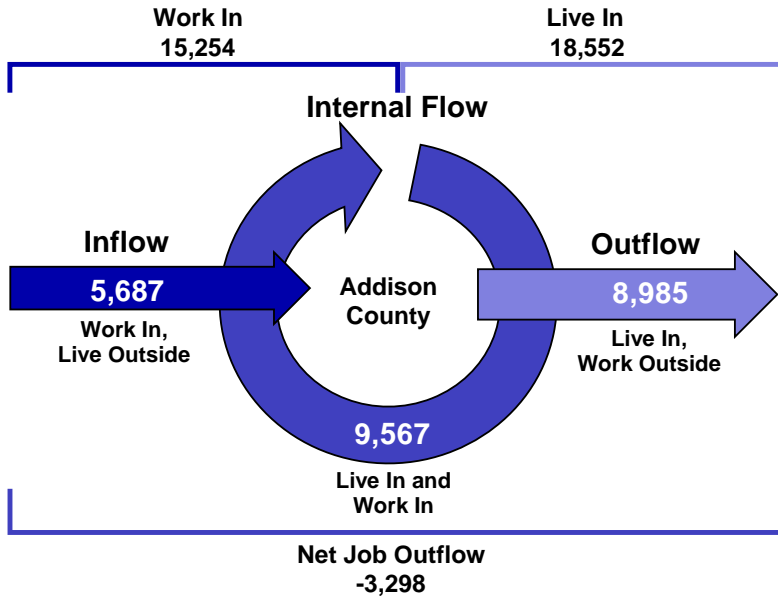


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Addison County Commuting Patterns



Addison County

Work In county
Live In county
Net Job Outflow

2019	
Count	
Work In county	15,254
Live In county	18,552
Net Job Outflow	-3,298

Work In

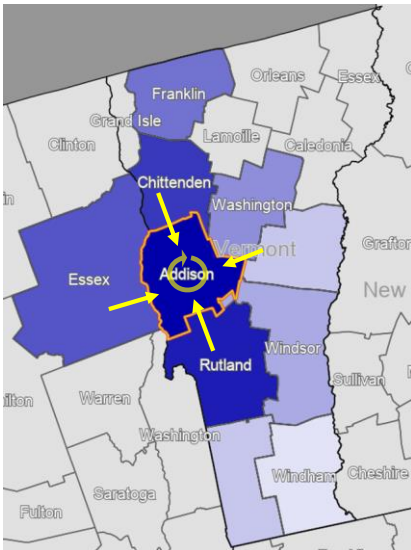
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
Work In county	15,254 100.0%
Work In and Live In county	9,567 62.7%
Work In county but Live Outside (Inflow)	5,687 37.3%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
Live In county	18,552 100.0%
Live In and Work In county	9,567 51.6%
Live In county but Work Outside (Outflow)	8,985 48.4%

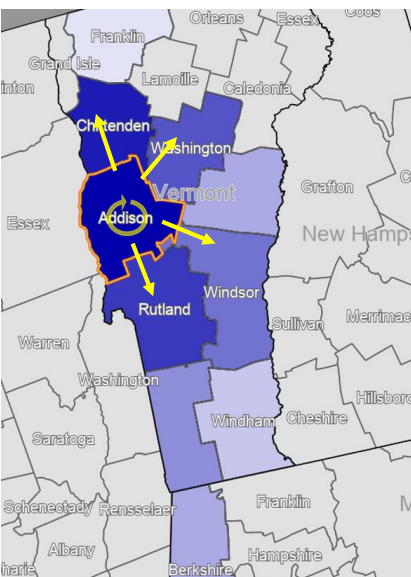
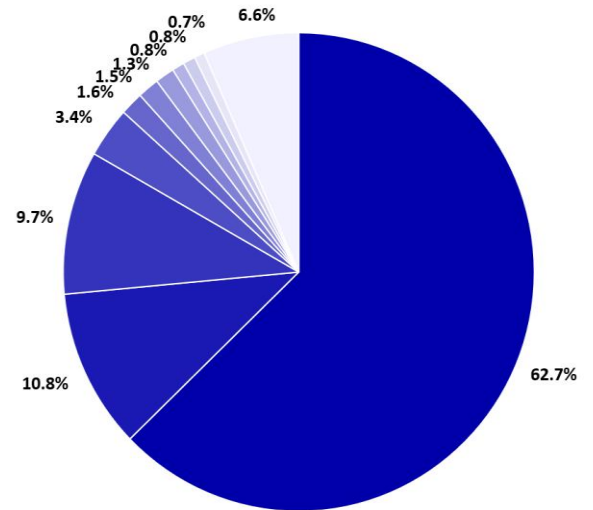


Work in Addison County and Live In or Outside

2019

Work In Addison County 15,254
Top 10 Counties Where they Live

Addison County, VT	9,567
Rutland County, VT	1,648
Chittenden County, VT	1,481
Essex County, NY	521
Franklin County, VT	242
Washington County, VT	225
Windsor County, VT	201
Bennington County, VT	129
Orange County, VT	129
Windham County, VT	108
All Other Locations	1,003

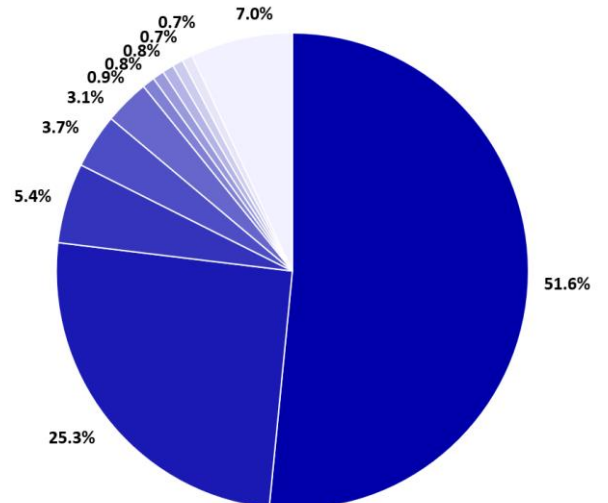


Live In Addison County and Work In or Outside

2019

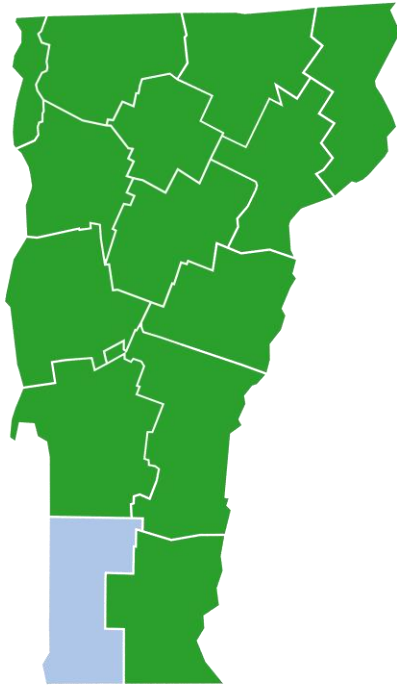
Live In Addison County 18,552
Top 10 Counties Where they Work

Addison County, VT	9,567
Chittenden County, VT	4,701
Rutland County, VT	1,009
Washington County, VT	689
Windsor County, VT	570
Bennington County, VT	159
Berkshire County, MA	145
Orange County, VT	145
Windham County, VT	136
Franklin County, VT	135
All Other Locations	1,296



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Bennington County



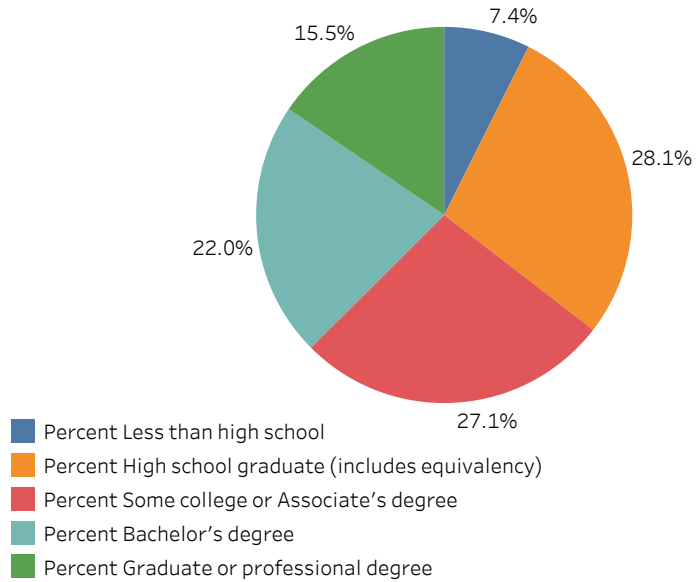
Bennington is the eighth most populous county in the state of Vermont and the eighth largest in size. Its 2020 Census population was 37,347. 2020 per capita income in the county is 99.9% of the statewide average while average quarterly wages (2021) are 92.6% of the statewide wage, the sixth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (18.1% of all covered employment) and Retail trade (15.5%). Relative to the state as a whole Bennington County has a high concentration of the Arts, entertainment, and recreation industry (1.4 percentage points higher than the state share).

In 2021 Bennington County had the eighth largest labor force in the state with a labor force of 16,919. Since 2010 its labor force has decreased by 16.9%. The county's annual average unemployment rate for 2021 was 4.3%, higher than the statewide average of 3.4%. The poverty rate among all Bennington County residents was 11.3% in 2020 while among children under 18 it was 15.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.0%) and "two or more races" (2.2%). Of Bennington County residents 25 years of age and older 92.6% hold a high school diploma or higher while 37.5% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.6% of the population, a number that is expected to grow to 32.1% by 2030.

Bennington County Demographics

Education¹

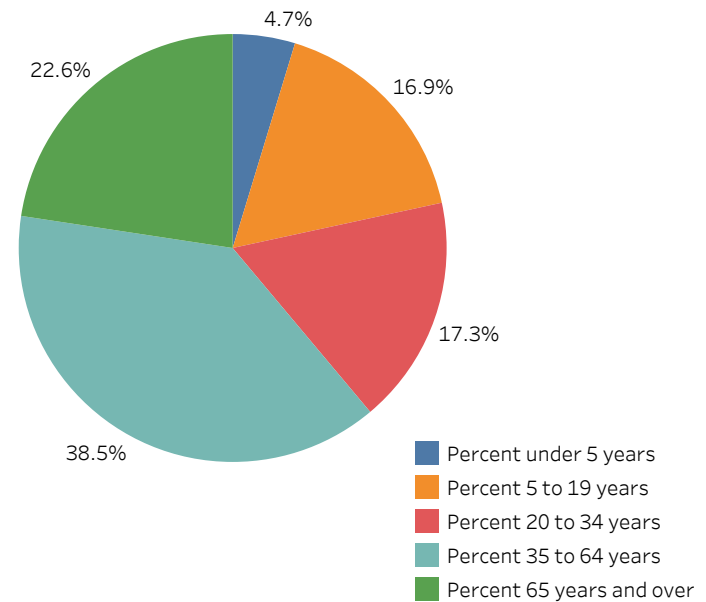


Race²

Percent White alone	95.0%
Percent Black or African American alone	0.9%
Percent Asian alone	0.9%
Percent American Indian and Alaska Native alone	0.4%
Percent Native Hawaiian and Other Pacific Islander alone	0.1%
Percent Some other race alone	0.4%
Percent Two or more races	2.2%

Age³

	2010	2020	Change
Percent under 5 years	5.1%	4.7%	-0.4%
Percent 5 to 19 years	18.4%	16.9%	-1.5%
Percent 20 to 34 years	14.9%	17.3%	2.4%
Percent 35 to 64 years	42.9%	38.5%	-4.4%
Percent 65 years and over	18.8%	22.6%	3.8%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

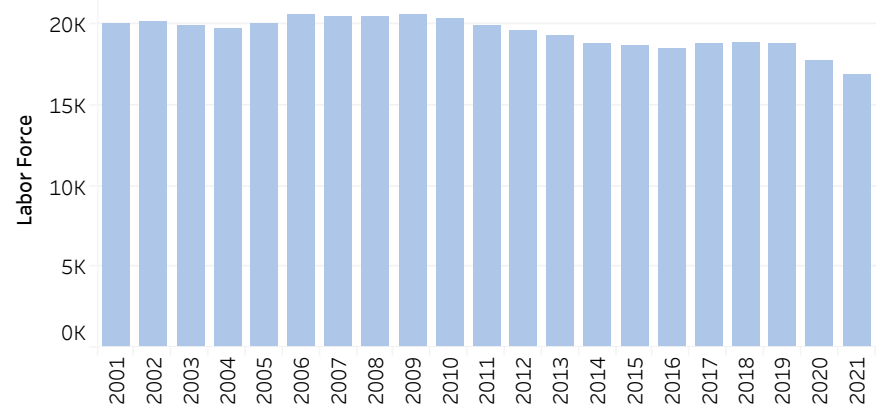
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Bennington County Unemployment & Labor Force

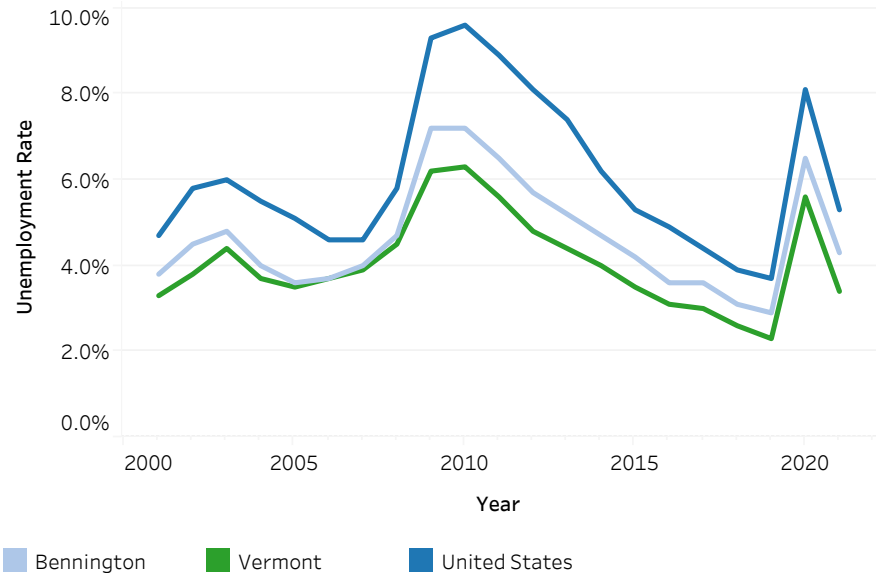
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	20,076	759	19,317	3.8%
2002	20,169	904	19,265	4.5%
2003	19,976	966	19,010	4.8%
2004	19,757	787	18,970	4.0%
2005	20,018	722	19,296	3.6%
2006	20,583	752	19,831	3.7%
2007	20,450	811	19,639	4.0%
2008	20,483	954	19,529	4.7%
2009	20,572	1,475	19,097	7.2%
2010	20,359	1,463	18,896	7.2%
2011	19,933	1,290	18,643	6.5%
2012	19,608	1,124	18,484	5.7%
2013	19,260	1,006	18,254	5.2%
2014	18,759	873	17,886	4.7%
2015	18,671	780	17,891	4.2%
2016	18,503	673	17,830	3.6%
2017	18,780	685	18,095	3.6%
2018	18,897	582	18,315	3.1%
2019	18,822	543	18,279	2.9%
2020	17,735	1,155	16,580	6.5%
2021	16,919	730	16,189	4.3%

Labor Force



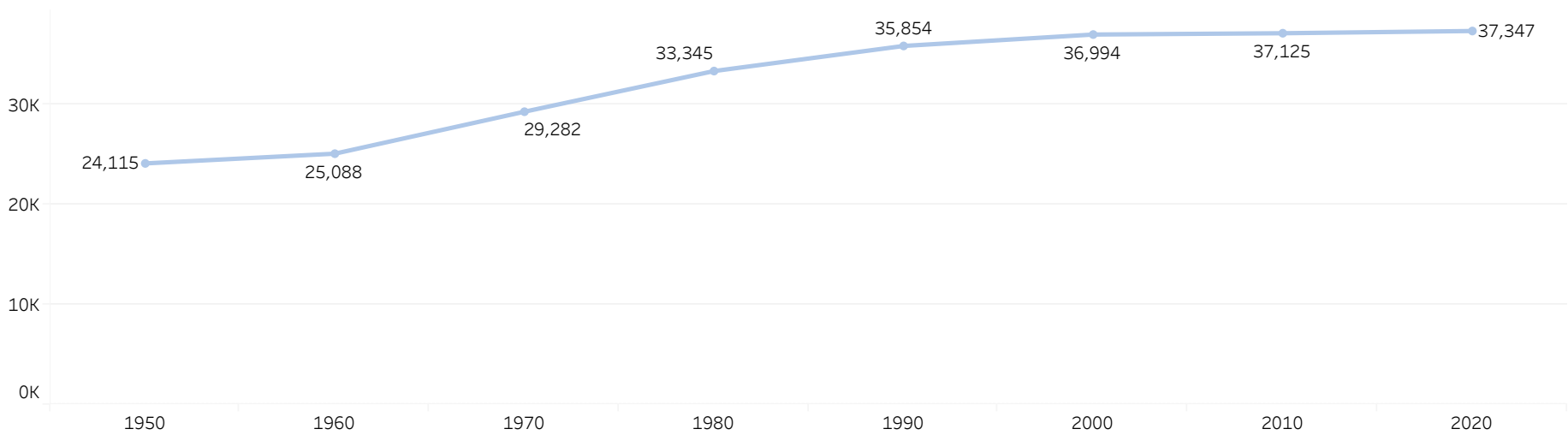
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Bennington County Population

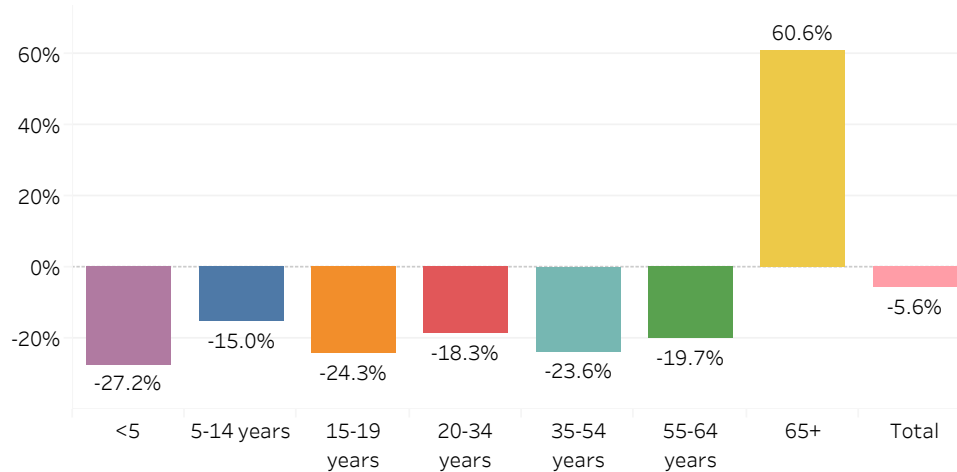
Population Total¹



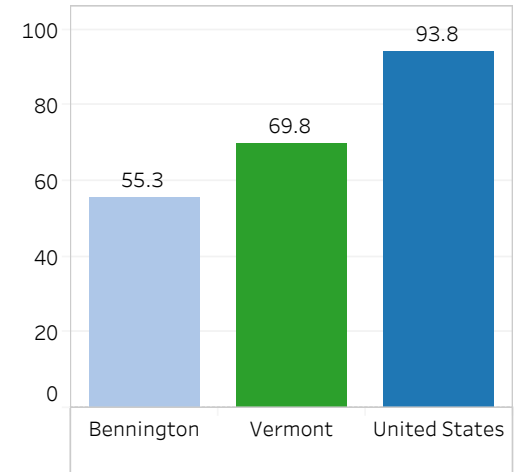
Population Projections 2030²

<5	1,366
5-14 years	3,515
15-19 years	2,028
20-34 years	4,515
35-54 years	7,890
55-64 years	4,487
65+	11,233
Total	35,034

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Bennington County Income & Poverty

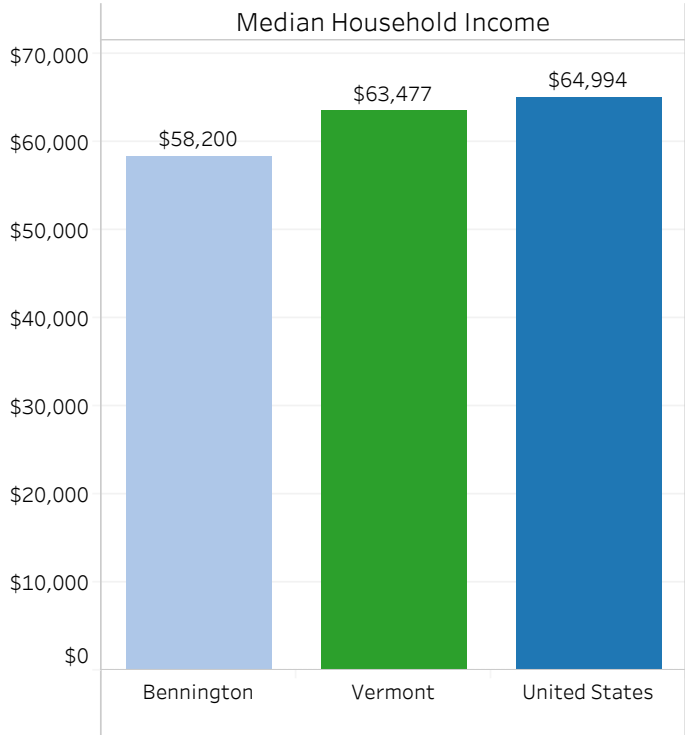
Median Household Income¹

Area	2010	2020
Bennington	\$56,254	\$58,200
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

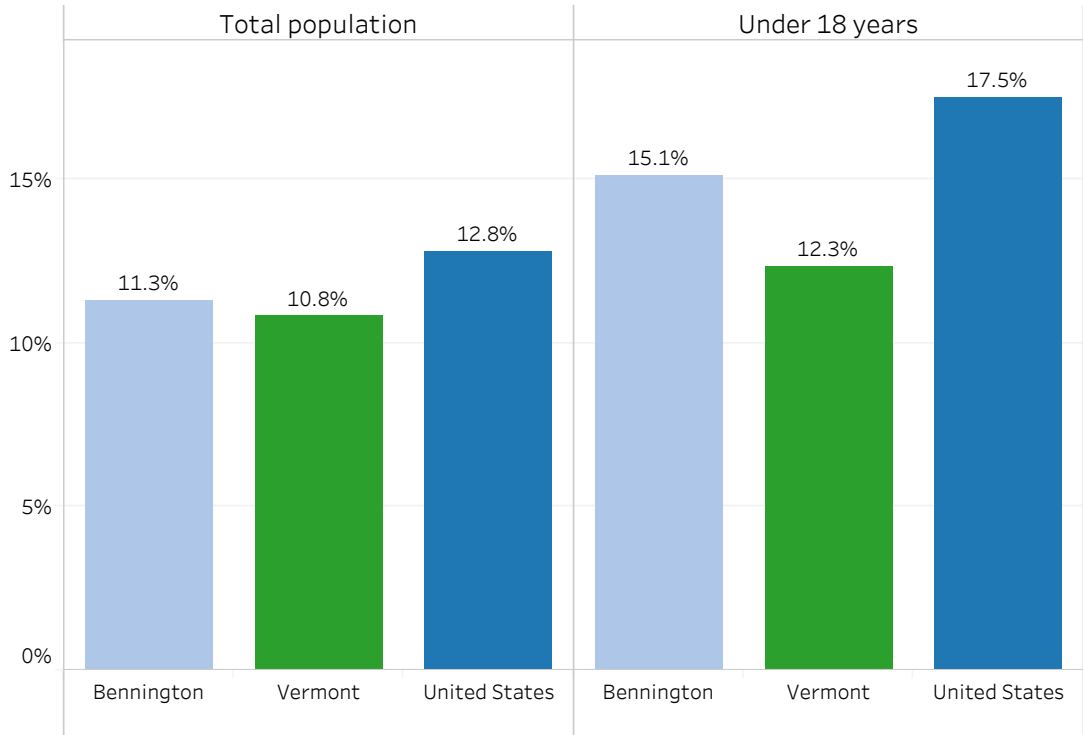
Poverty Rate²

Area	Total population	Under 18 years
Bennington	11.3%	15.1%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

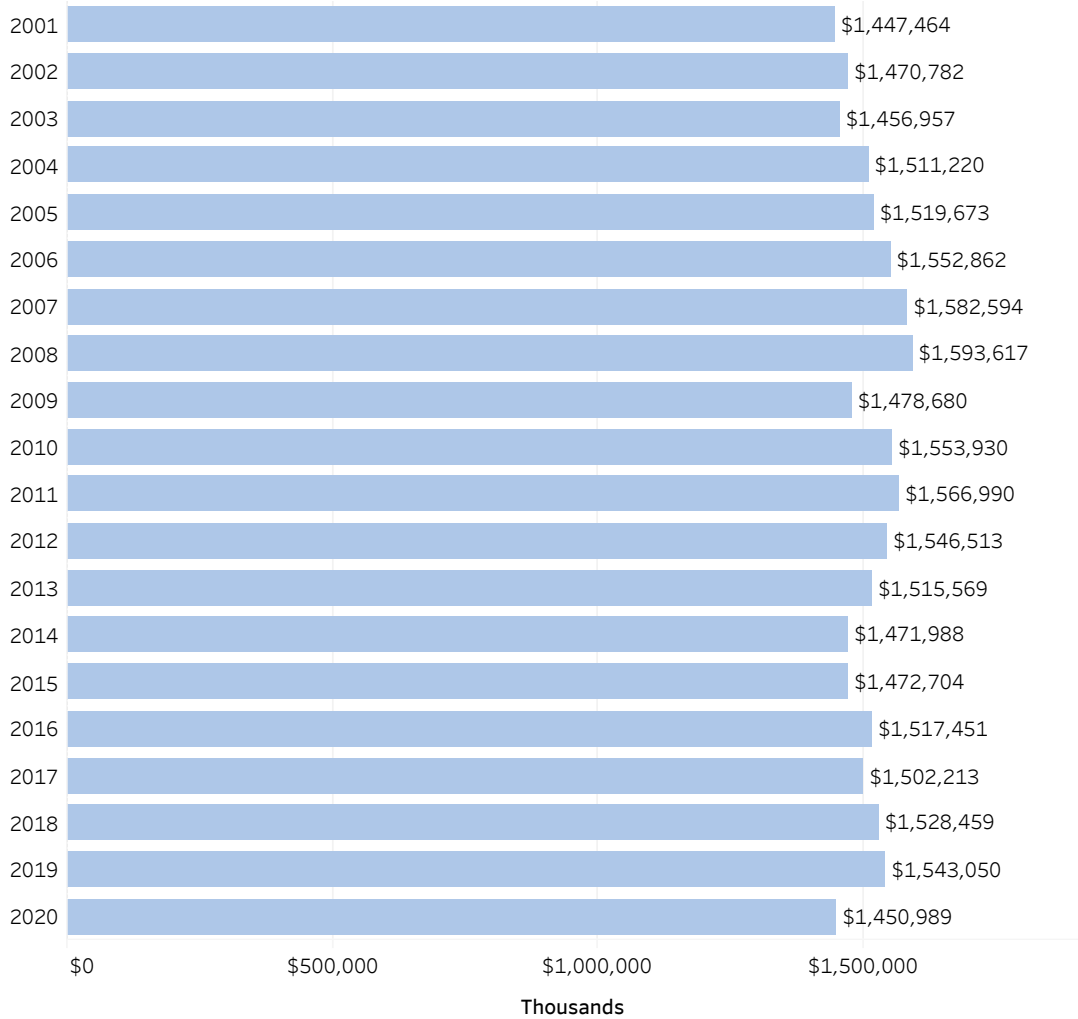


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

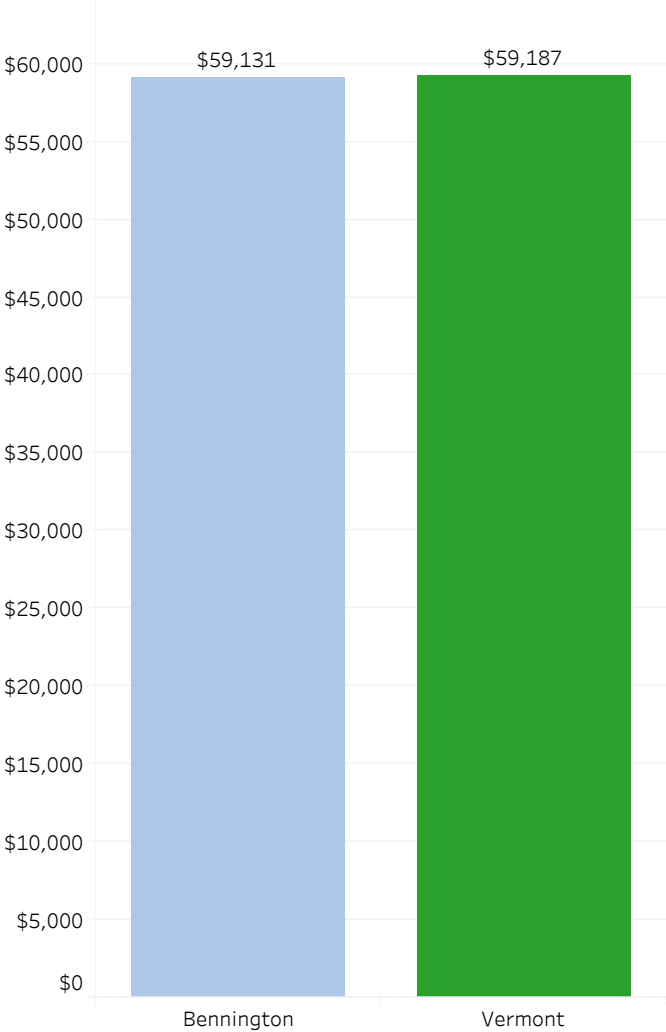
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Bennington County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income

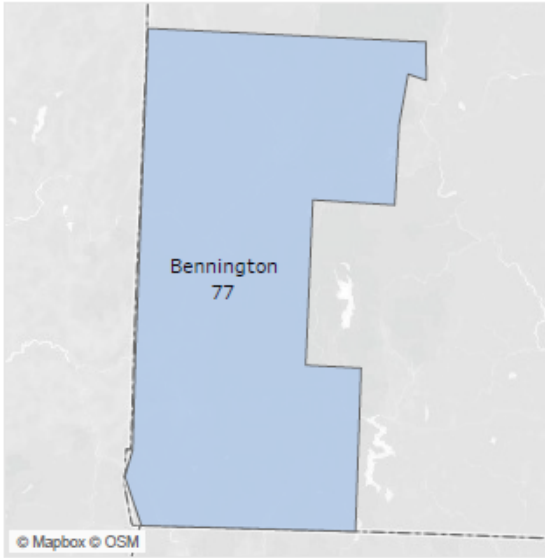


Source: Bureau of Economic Analysis.

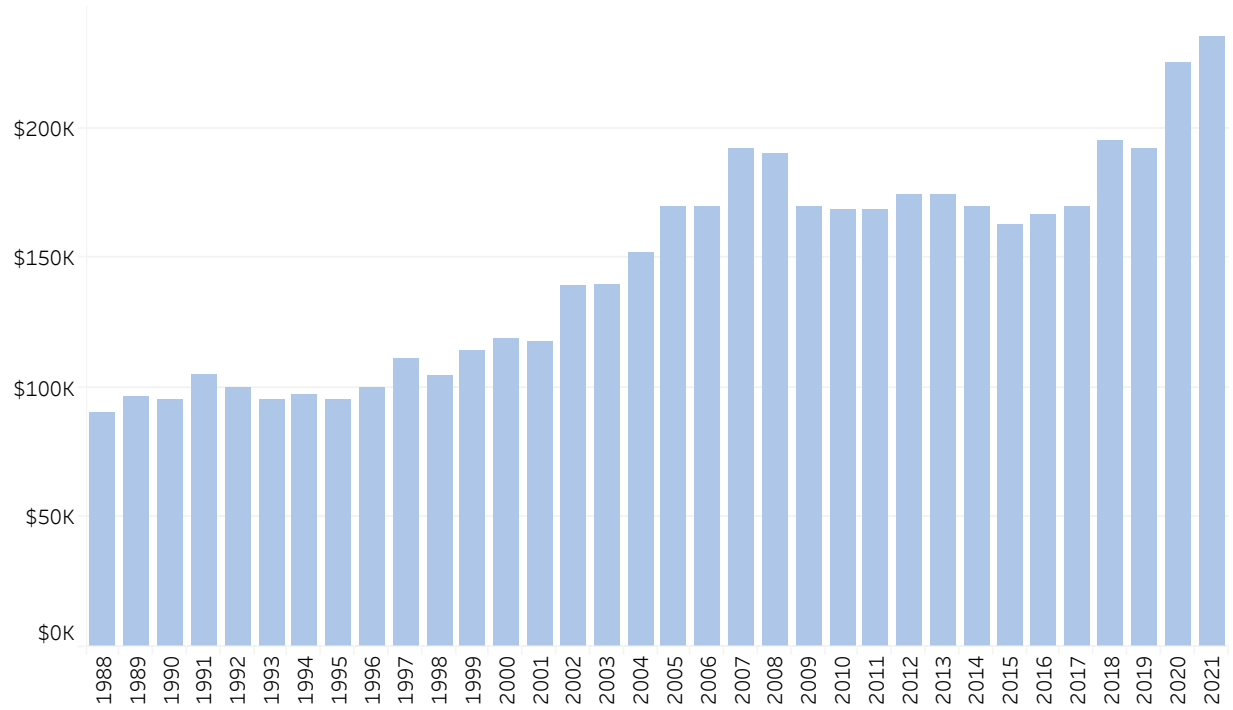
Real GDP is in thousands of chained 2012 dollars.
 Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Bennington County Housing

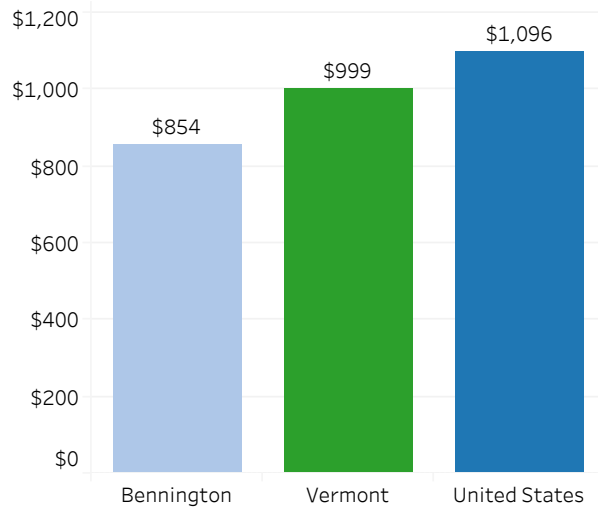
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

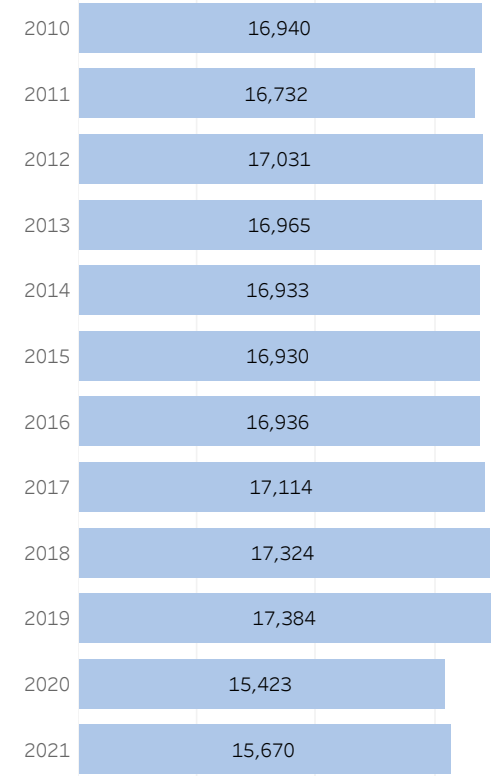
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Bennington County Covered Employment

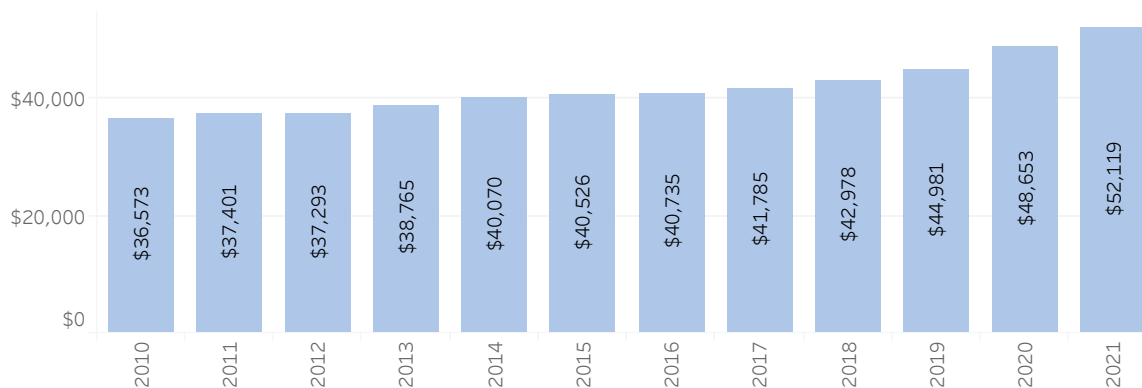
2021 Bennington County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	1,678	15,670	\$52,119	1.00
Private ownership	1,605	13,478	\$52,278	1.04
Agriculture, forestry, fishing and hunting	15	80	\$35,566	0.43
Mining				
Construction	164	623	\$48,511	0.77
Manufacturing	73	2,012	\$54,539	1.31
Wholesale trade	82	195	\$103,315	0.42
Retail trade	206	2,431	\$40,281	1.30
Transportation and warehousing	26	(s)	(s)	(s)
Utilities	1	(s)	(s)	(s)
Information	47	225	\$65,790	1.05
Finance and insurance	69	288	\$101,562	0.63
Real estate and rental and leasing	47	191	\$62,500	1.19
Professional and technical services	262	(s)	(s)	(s)
Management of companies and enterprises	10	(s)	(s)	(s)
Administrative and waste services	157	650	\$44,426	1.00
Educational services	33	836	\$51,002	1.60
Health care and social assistance	133	2,838	\$57,915	1.07
Arts, entertainment, and recreation	34	428	\$37,794	2.14
Accommodation and food services	130	1,470	\$27,729	1.06
Other services, except public administration	115	336	\$30,952	0.78

Total Covered Employment



Annual Average Wage

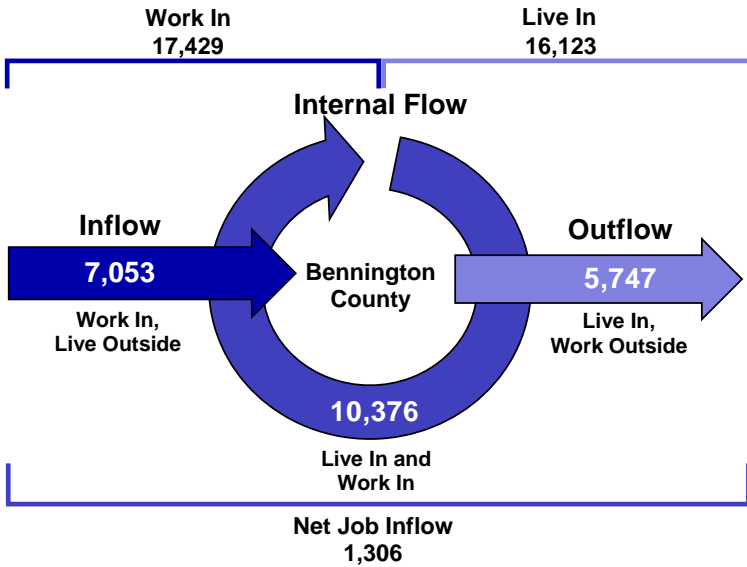


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Bennington County Commuting Patterns



Bennington County

Work In county
Live In county
Net Job Inflow

2019

Count

17,429
16,123
1,306

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count Share

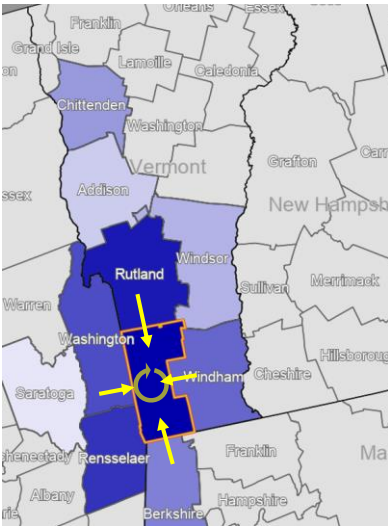
17,429 100.0%
10,376 59.5%
7,053 40.5%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count Share

16,123 100.0%
10,376 64.4%
5,747 35.6%



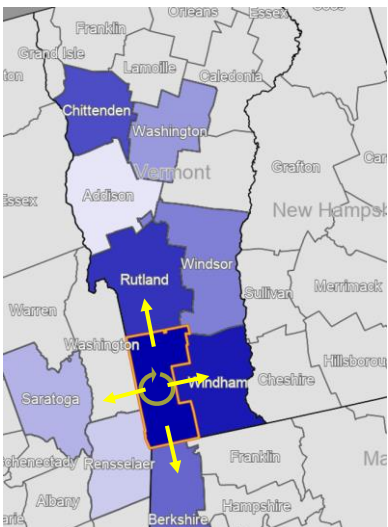
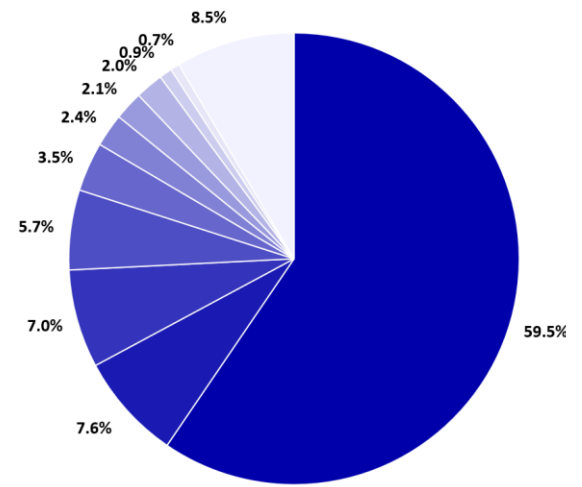
Work in Bennington County and Live In or Outside

2019

Work In Bennington County 17,429

Top 10 Counties Where they Live

Bennington County, VT	10,376
Rutland County, VT	1,331
Rensselaer County, NY	1,227
Washington County, NY	996
Windham County, VT	614
Berkshire County, MA	413
Chittenden County, VT	360
Windsor County, VT	350
Addison County, VT	159
Saratoga County, NY	114
All Other Locations	1,489



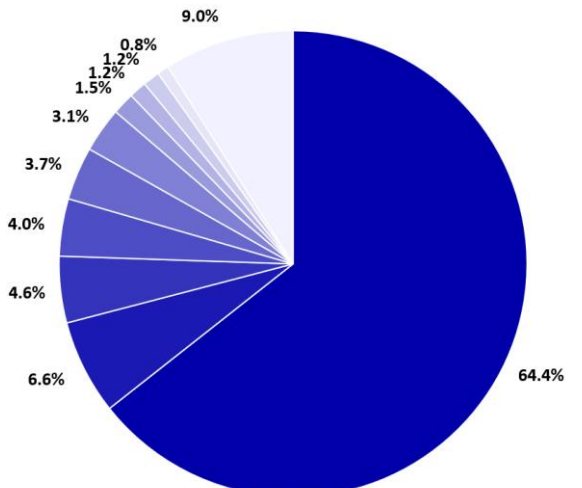
Live In Bennington County and Work In or Outside

2019

Live In Bennington County 16,123

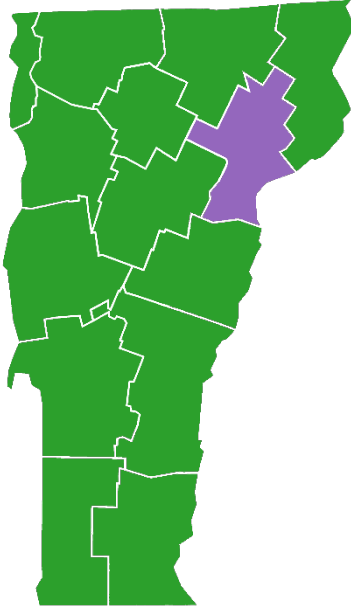
Top 10 Counties Where they Work

Bennington County, VT	10,376
Windham County, VT	1,059
Rutland County, VT	743
Chittenden County, VT	641
Berkshire County, MA	594
Windsor County, VT	503
Washington County, VT	246
Saratoga County, NY	196
Rensselaer County, NY	188
Addison County, VT	129
All Other Locations	1,448



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Caledonia County



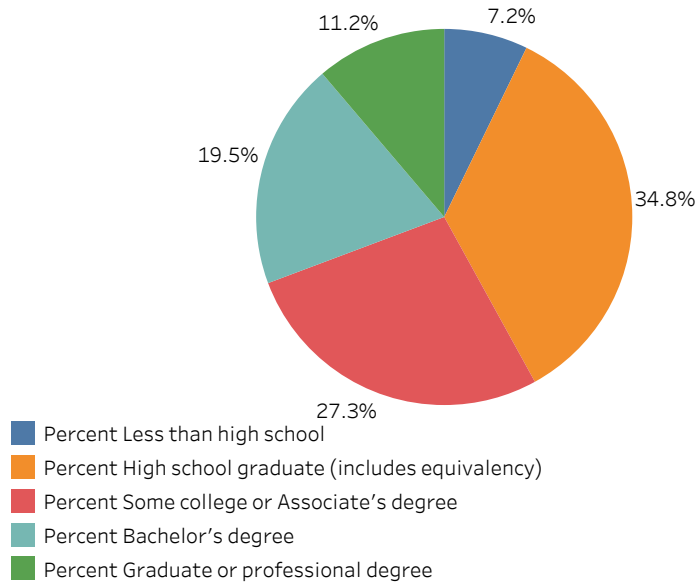
Caledonia is the ninth most populous county in the state of Vermont and the tenth largest in size. Its 2020 Census population was 30,233. 2020 per capita income in the county is 81.3% of the statewide average while average quarterly wages (2021) are 85.9% of the statewide wage, the tenth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (16.7% of all covered employment) and Retail trade (14.1%). Relative to the state as a whole Caledonia County has a high concentration of the Educational services industry (2.0 percentage points higher than the state share).

In 2021 Caledonia County had the tenth largest labor force in the state with a labor force of 14,037. Since 2010 its labor force has decreased by 16.5%. The county's annual average unemployment rate for 2021 was 3.7%, slightly higher than the statewide average of 3.4%. The poverty rate among all Caledonia County residents was 12.1% in 2020 while among children under 18 it was 16.2%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were “White alone” (95.1%) and “two or more races” (2.7%). Of Caledonia County residents 25 years of age and older 92.8% hold a high school diploma or higher while 30.7% hold a bachelor’s degree or higher. People 65 years of age and over constitute 20.9% of the population, a number that is expected to grow to 27.8% by 2030.

Caledonia County Demographics

Education¹

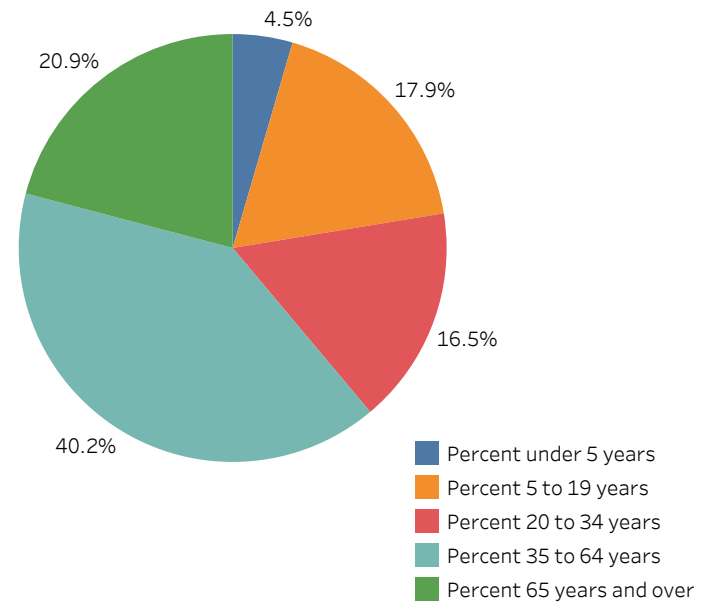


Race²

Percent White alone	95.1%
Percent Black or African American alone	0.8%
Percent Asian alone	0.5%
Percent American Indian and Alaska Native alone	0.2%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.7%
Percent Two or more races	2.7%

Age³

	2010	2020	Change
Percent under 5 years	5.5%	4.5%	-1.0%
Percent 5 to 19 years	19.7%	17.9%	-1.8%
Percent 20 to 34 years	16.6%	16.5%	-0.1%
Percent 35 to 64 years	42.9%	40.2%	-2.7%
Percent 65 years and over	15.3%	20.9%	5.6%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

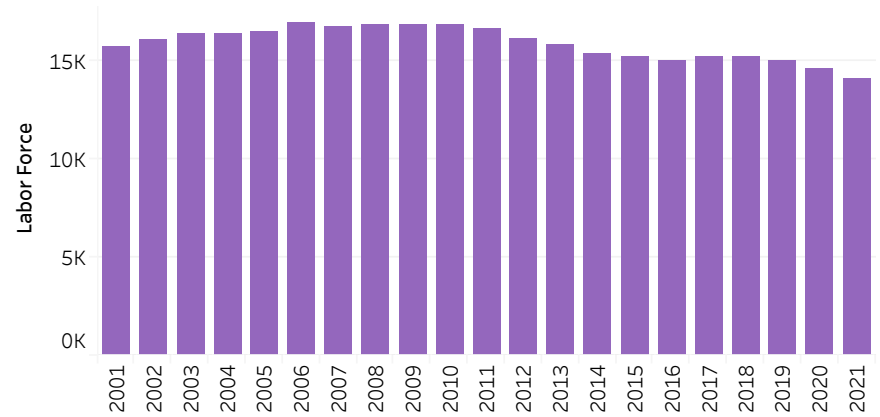
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Caledonia County Unemployment & Labor Force

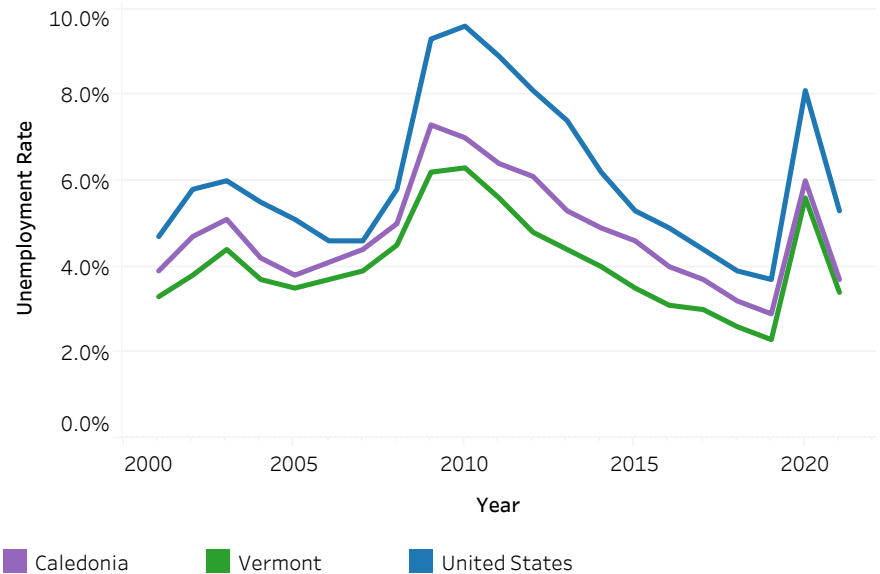
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	15,683	619	15,064	3.9%
2002	15,952	757	15,195	4.7%
2003	16,300	837	15,463	5.1%
2004	16,365	692	15,673	4.2%
2005	16,391	628	15,763	3.8%
2006	16,867	695	16,172	4.1%
2007	16,706	732	15,974	4.4%
2008	16,768	841	15,927	5.0%
2009	16,738	1,220	15,518	7.3%
2010	16,805	1,181	15,624	7.0%
2011	16,579	1,059	15,520	6.4%
2012	16,087	974	15,113	6.1%
2013	15,744	836	14,908	5.3%
2014	15,344	747	14,597	4.9%
2015	15,158	698	14,460	4.6%
2016	14,946	601	14,345	4.0%
2017	15,110	559	14,551	3.7%
2018	15,157	490	14,667	3.2%
2019	14,992	437	14,555	2.9%
2020	14,571	873	13,698	6.0%
2021	14,037	521	13,516	3.7%

Labor Force



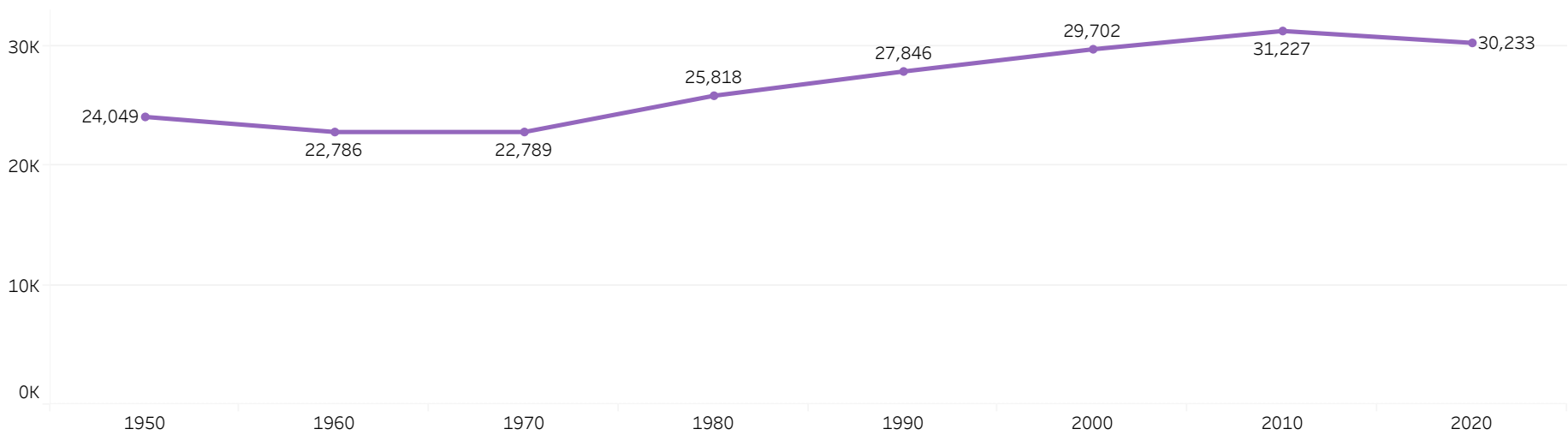
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Caledonia County Population

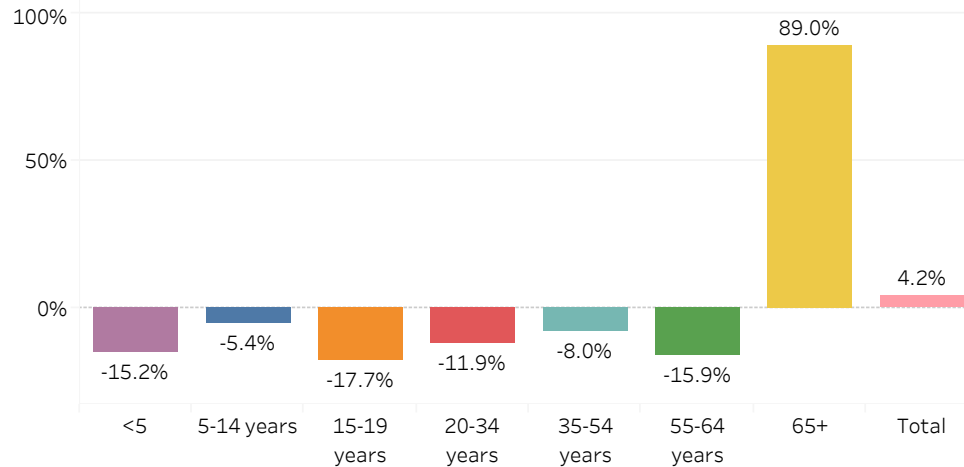
Population Total¹



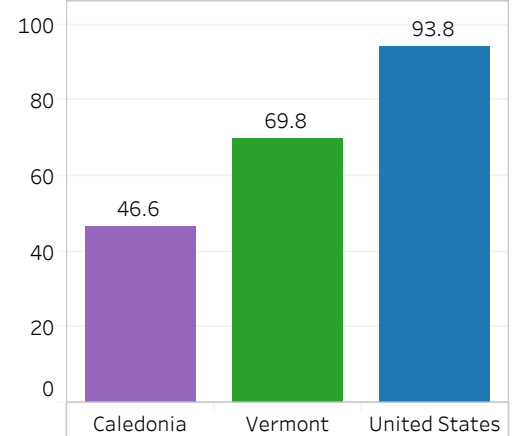
Population Projections 2030²

<5	1,464
5-14 years	3,535
15-19 years	1,978
20-34 years	4,555
35-54 years	7,889
55-64 years	4,052
65+	9,060
Total	32,533

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

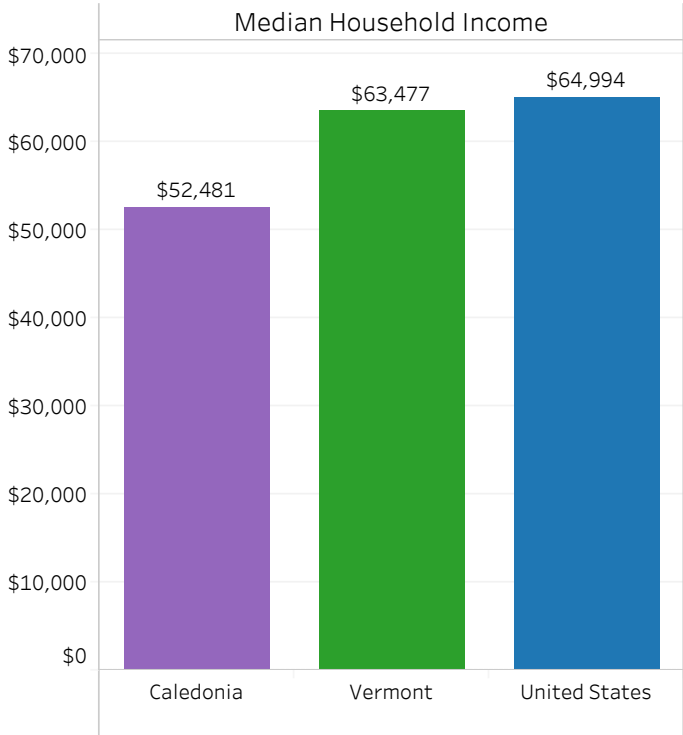
3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Caledonia County Income & Poverty

Median Household Income¹

Area	2010	2020
Caledonia	\$50,688	\$52,481
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

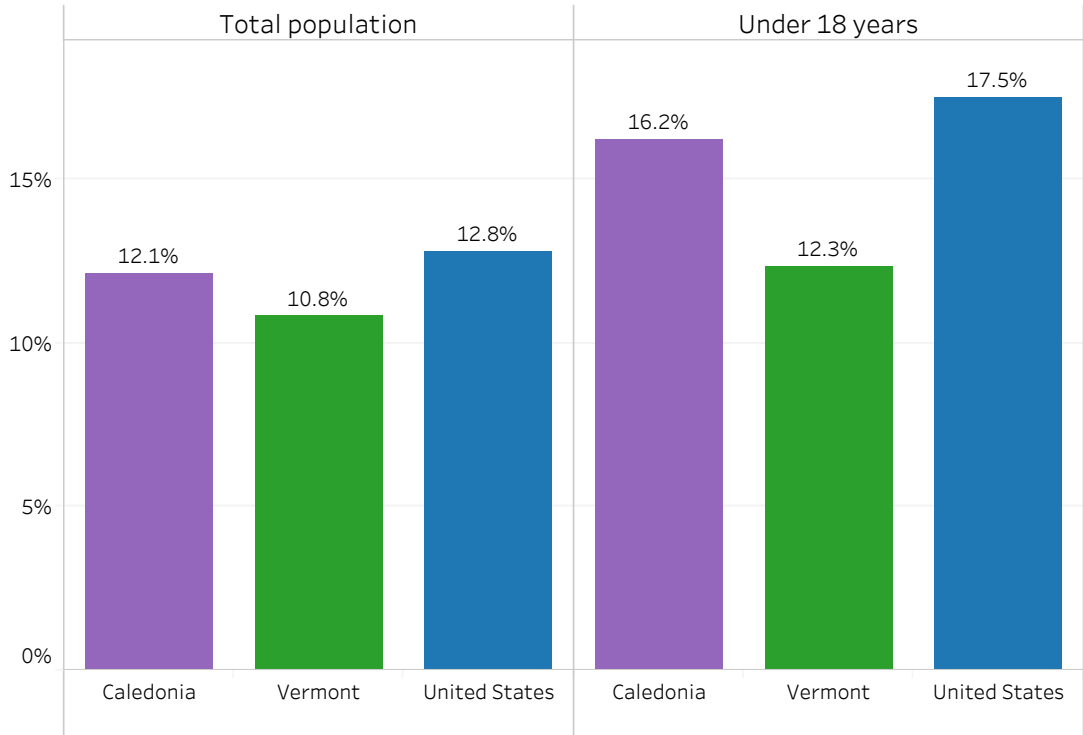
2020



Poverty Rate²

Area	Total population	Under 18 years
Caledonia	12.1%	16.2%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

Poverty Rate by Age

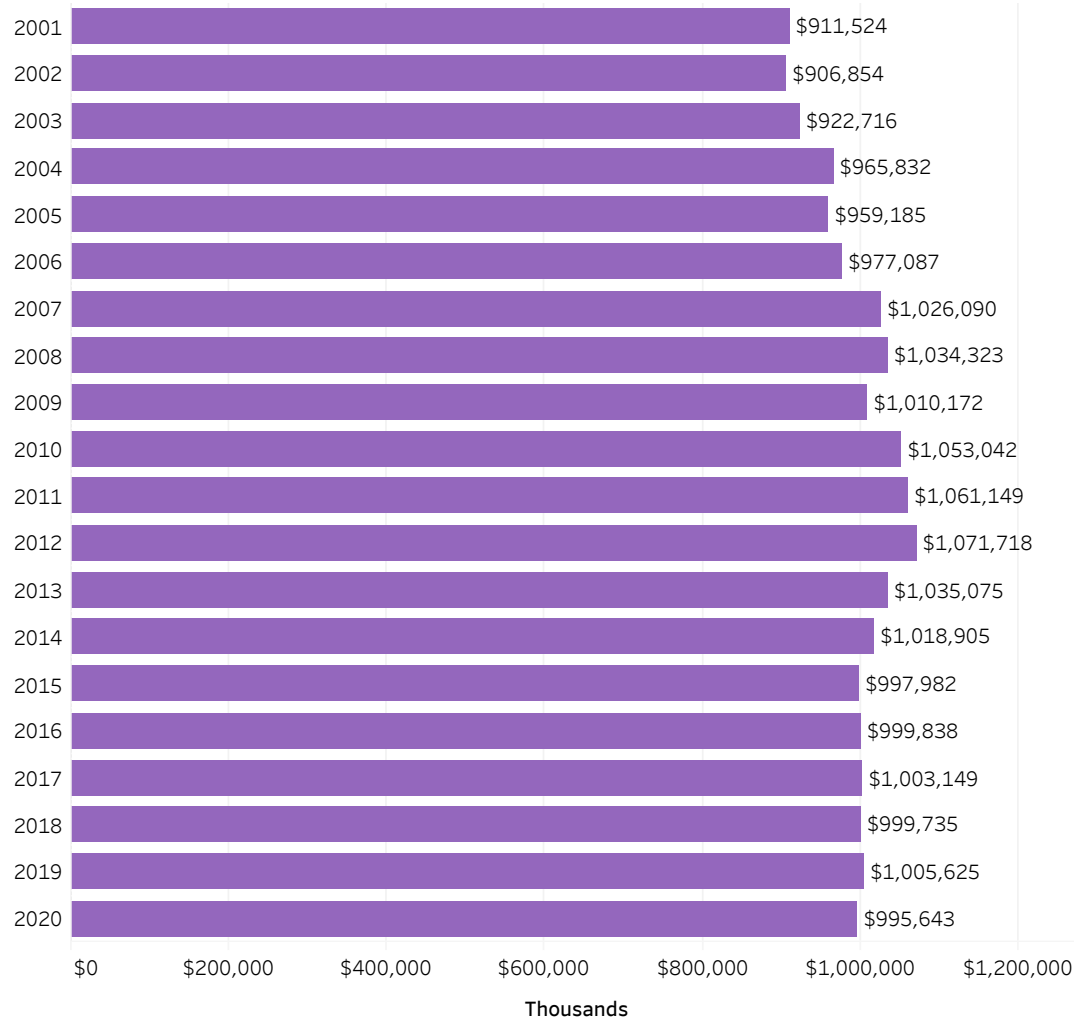


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Caledonia County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

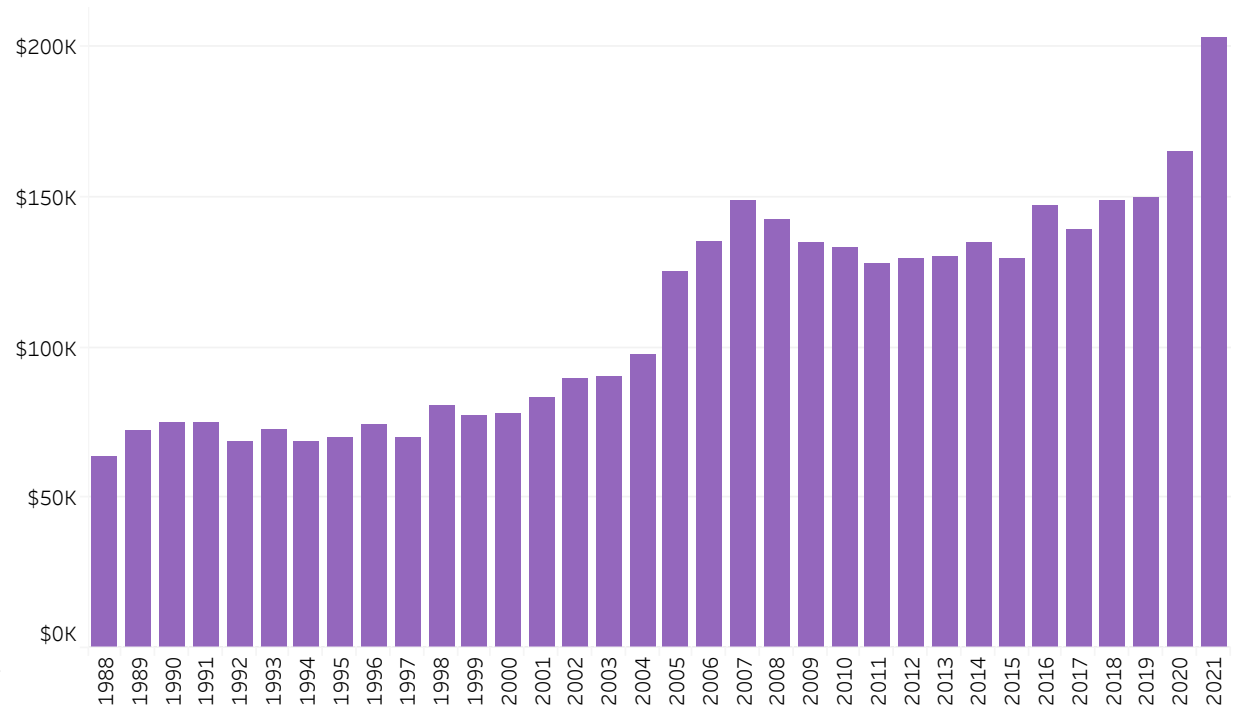
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Caledonia County Housing

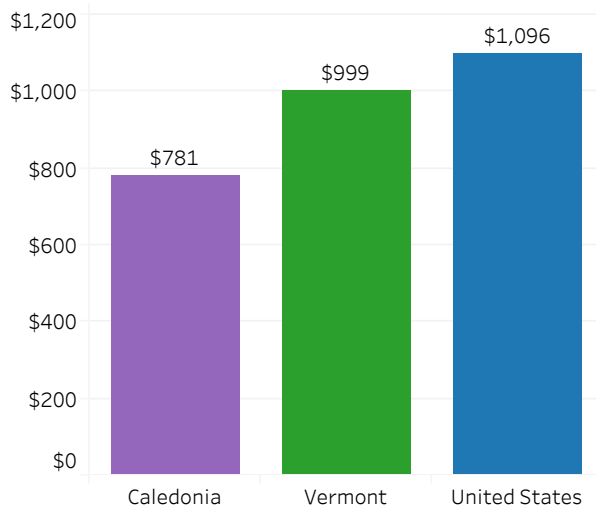
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

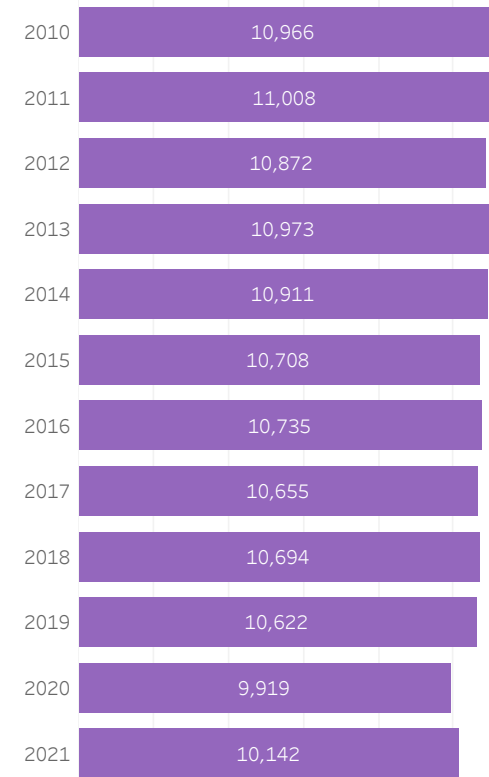
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Caledonia County Covered Employment

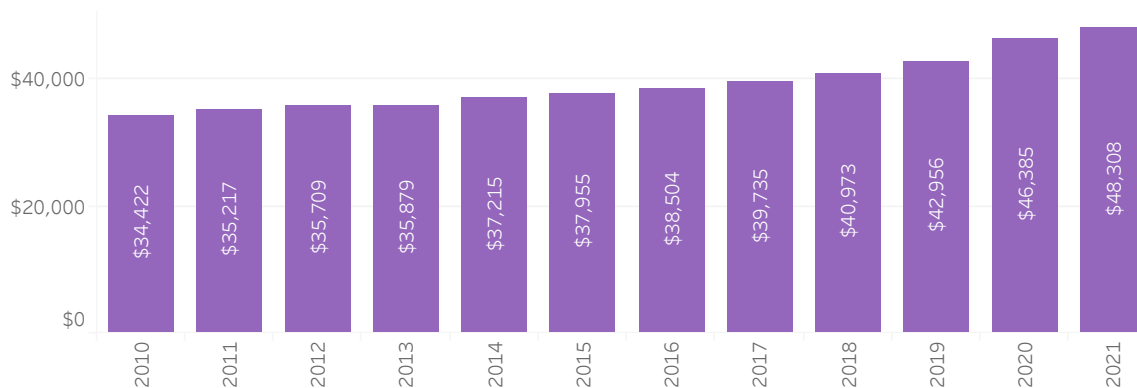
2021 Caledonia County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	1,075	10,142	\$48,308	1.00
Private ownership	982	8,195	\$48,295	0.98
Agriculture, forestry, fishing and hunting	23	(s)	(s)	(s)
Mining	2	(s)	(s)	(s)
Construction	134	599	\$50,288	1.14
Manufacturing	60	1,189	\$54,073	1.19
Wholesale trade	49	206	\$60,422	0.69
Retail trade	135	1,425	\$38,925	1.18
Transportation and warehousing	26	252	\$50,973	1.13
Utilities	5	29	\$102,439	0.69
Information	27	171	\$51,820	1.23
Finance and insurance	37	258	\$66,564	0.87
Real estate and rental and leasing	22	85	\$46,728	0.82
Professional and technical services	141	295	\$71,610	0.53
Management of companies and enterprises	2	(s)	(s)	(s)
Administrative and waste services	61	(s)	(s)	(s)
Educational services	28	536	\$52,102	1.58
Health care and social assistance	79	1,696	\$56,678	0.99
Arts, entertainment, and recreation	13	84	\$26,558	0.65
Accommodation and food services	78	772	\$21,159	0.86
Other services, except public administration	62	231	\$35,499	0.83

Total Covered Employment



Annual Average Wage

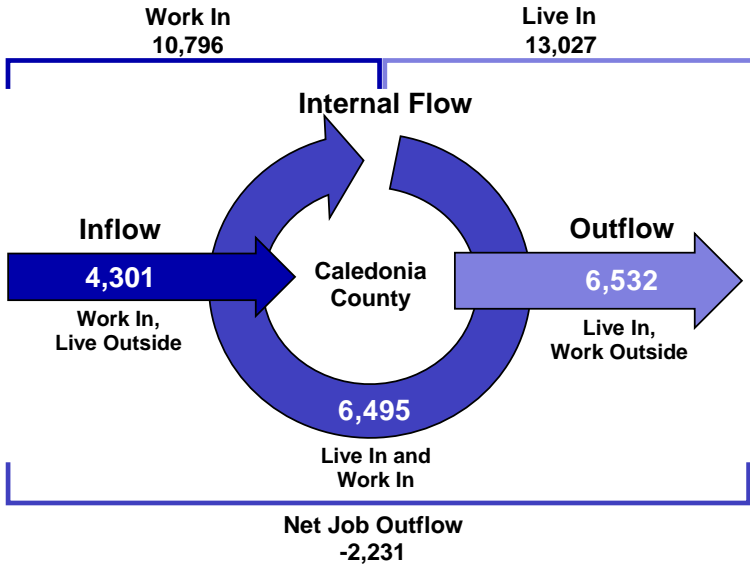


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Caledonia County Commuting Patterns



Caledonia County

Work In county
Live In county
Net Job Outflow

2019	
Count	
10,796	Work In county
13,027	Live In county
-2,231	Net Job Outflow

Work In

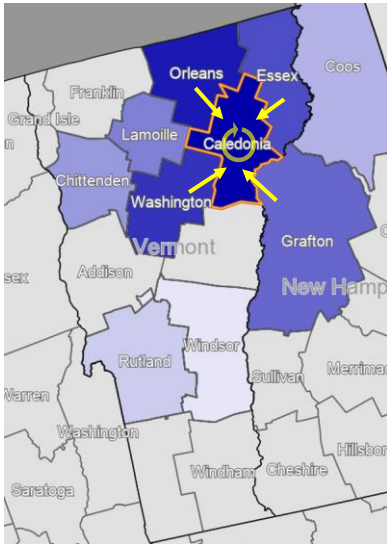
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
10,796	100.0%
6,495	60.2%
4,301	39.8%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
13,027	100.0%
6,495	49.9%
6,532	50.1%



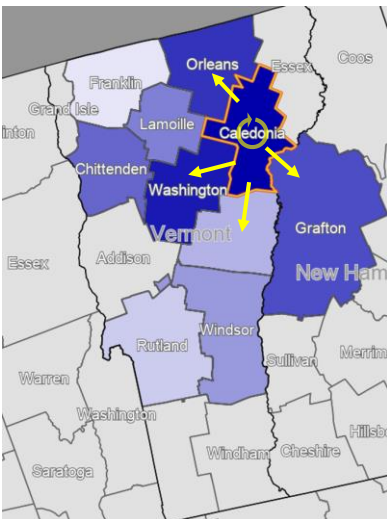
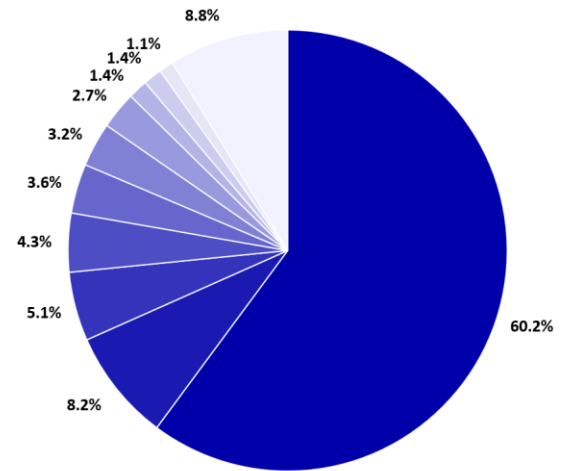
Work in Caledonia County and Live In or Outside

2019

Work In Caledonia County 10,796

Top 10 Counties Where they Live

Caledonia County, VT	6,495
Orleans County, VT	886
Washington County, VT	546
Essex County, VT	465
Grafton County, NH	391
Lamoille County, VT	350
Chittenden County, VT	296
Coos County, NH	155
Rutland County, VT	148
Windsor County, VT	115
All Other Locations	949



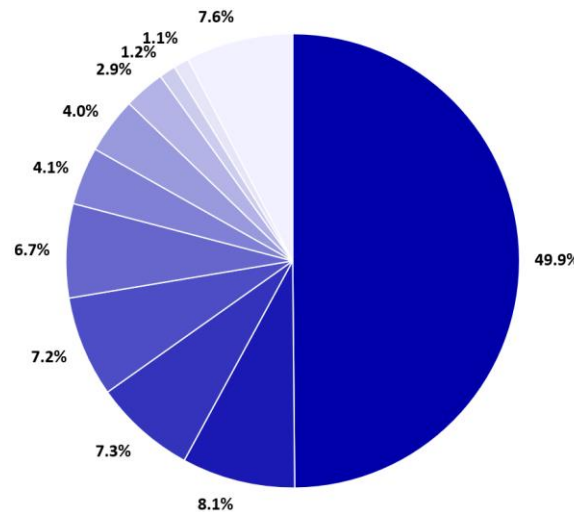
Live In Caledonia County and Work In or Outside

2019

Live In Caledonia County 13,027

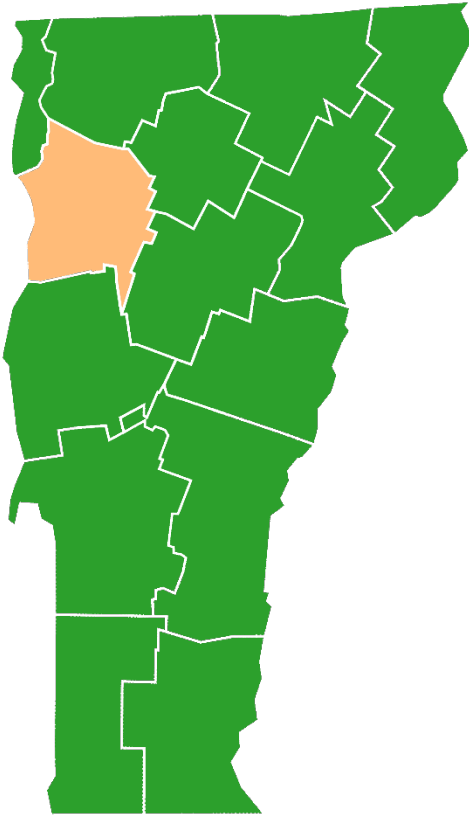
Top 10 Counties Where they Work

Caledonia County, VT	6,495
Washington County, VT	1,052
Orleans County, VT	946
Grafton County, NH	935
Chittenden County, VT	872
Lamoille County, VT	536
Windsor County, VT	521
Orange County, VT	380
Rutland County, VT	153
Franklin County, VT	143
All Other Locations	994



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Chittenden County



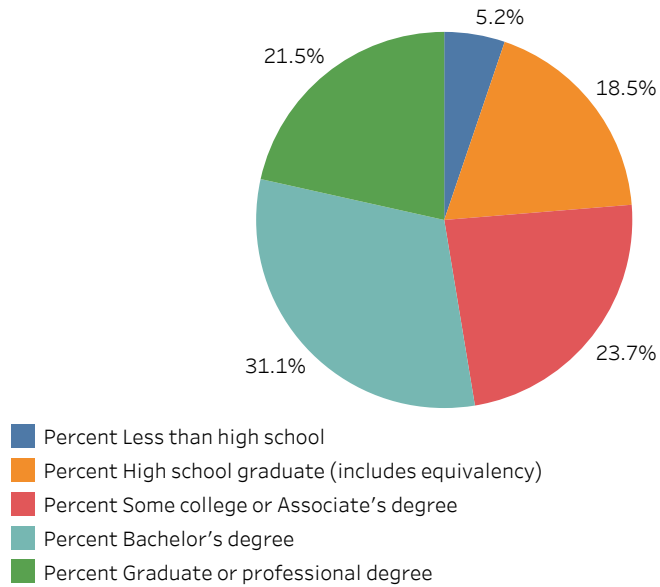
Chittenden is the most populous county in the state of Vermont and the third smallest in size. Its 2020 Census population was 168,323. 2020 per capita income in the county is 109.2% of the statewide average while average quarterly wages (2021) are 114.0% of the statewide wage, the highest quarterly wage in the state. Large industries in the county include Health care and social assistance (16.8% of all covered employment) and Retail trade (11.5%). Relative to the state as a whole Chittenden County has a high concentration of the Professional and technical services industry (3.2 percentage points higher than the state share).

In 2021 Chittenden County had the largest labor force in the state with a labor force of 92,865. Since 2010 its labor force has decreased by 1.8%. The county's annual average unemployment rate for 2021 was 2.8%, lower than the statewide average of 3.4%. The poverty rate among all Chittenden County residents was 11.2% in 2020 while among children under 18 it was 9.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (89.4%) and "Asian alone" (3.8%). Of Chittenden County residents 25 years of age and older 94.8% hold a high school diploma or higher while 52.6% hold a bachelor's degree or higher. People 65 years of age and over constitute 15.1% of the population, a number that is expected to grow to 22.1% by 2030.

Chittenden County Demographics

Education¹

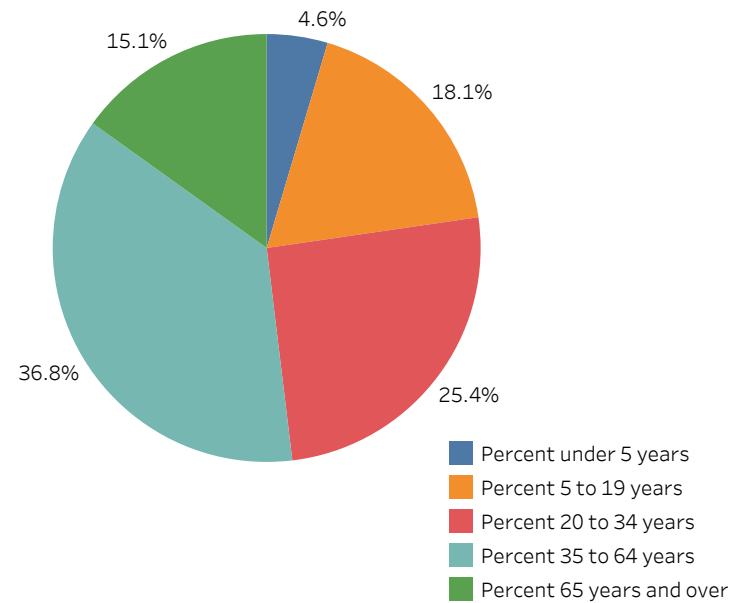


Race²

Percent White alone	89.4%
Percent Black or African American alone	2.6%
Percent Asian alone	3.8%
Percent American Indian and Alaska Native alone	0.2%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.5%
Percent Two or more races	3.4%

Age³

	2010	2020	Change
Percent under 5 years	5.0%	4.6%	-0.4%
Percent 5 to 19 years	19.9%	18.1%	-1.8%
Percent 20 to 34 years	23.7%	25.4%	1.7%
Percent 35 to 64 years	40.1%	36.8%	-3.3%
Percent 65 years and over	11.3%	15.1%	3.8%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

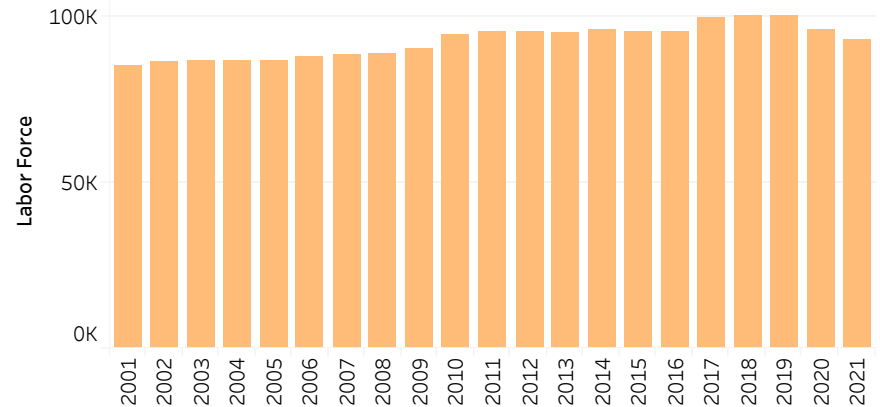
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Chittenden County Unemployment & Labor Force

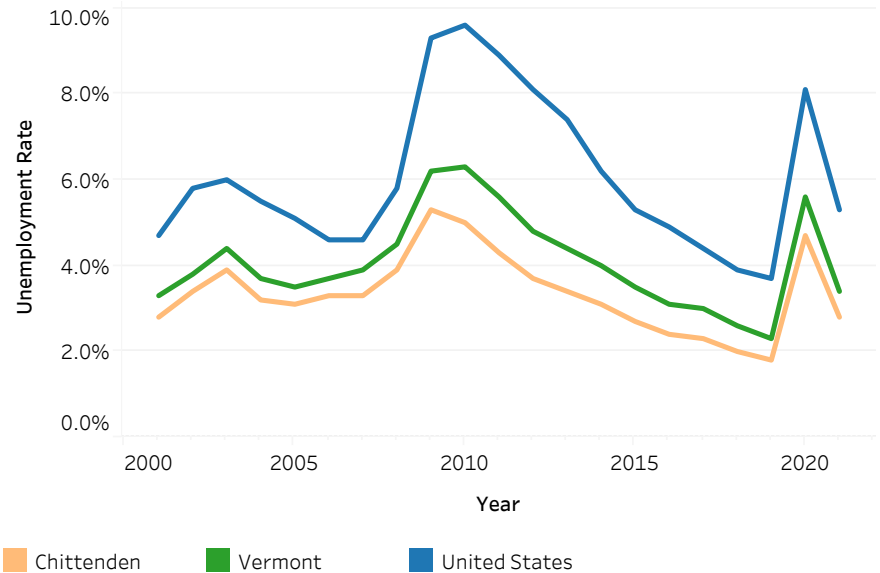
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	85,354	2,385	82,969	2.8%
2002	86,159	2,904	83,255	3.4%
2003	86,624	3,351	83,273	3.9%
2004	86,961	2,772	84,189	3.2%
2005	86,931	2,673	84,258	3.1%
2006	88,082	2,884	85,198	3.3%
2007	88,226	2,916	85,310	3.3%
2008	88,773	3,440	85,333	3.9%
2009	90,297	4,754	85,543	5.3%
2010	94,608	4,718	89,890	5.0%
2011	95,373	4,073	91,300	4.3%
2012	95,623	3,510	92,113	3.7%
2013	95,009	3,262	91,747	3.4%
2014	95,964	2,946	93,018	3.1%
2015	95,366	2,567	92,799	2.7%
2016	95,560	2,312	93,248	2.4%
2017	99,460	2,251	97,209	2.3%
2018	100,209	2,013	98,196	2.0%
2019	100,222	1,771	98,451	1.8%
2020	96,193	4,488	91,705	4.7%
2021	92,865	2,627	90,238	2.8%

Labor Force



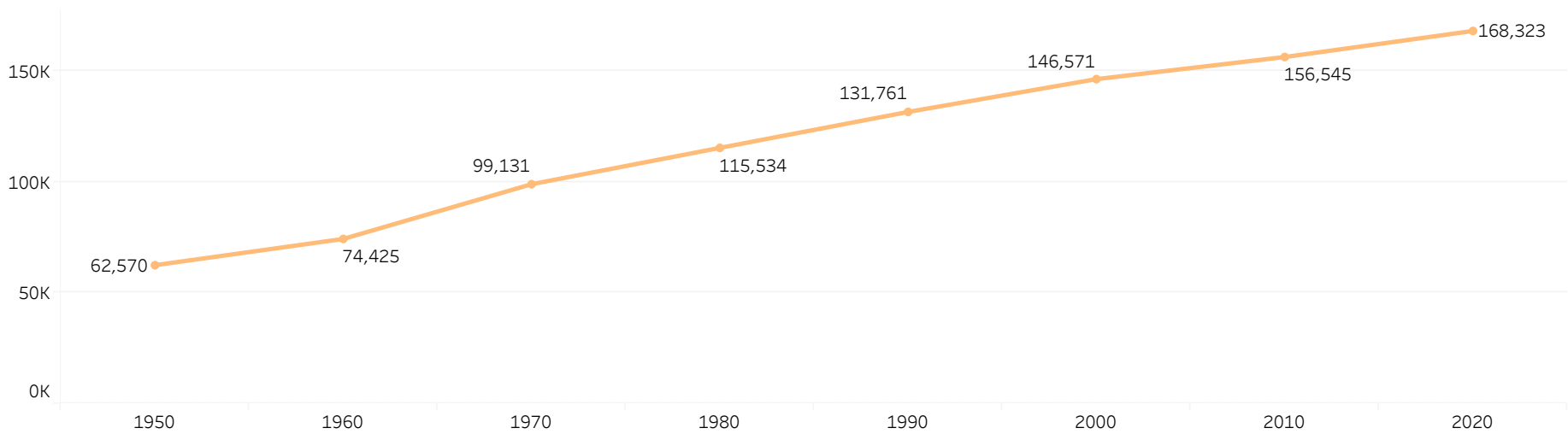
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Chittenden County Population

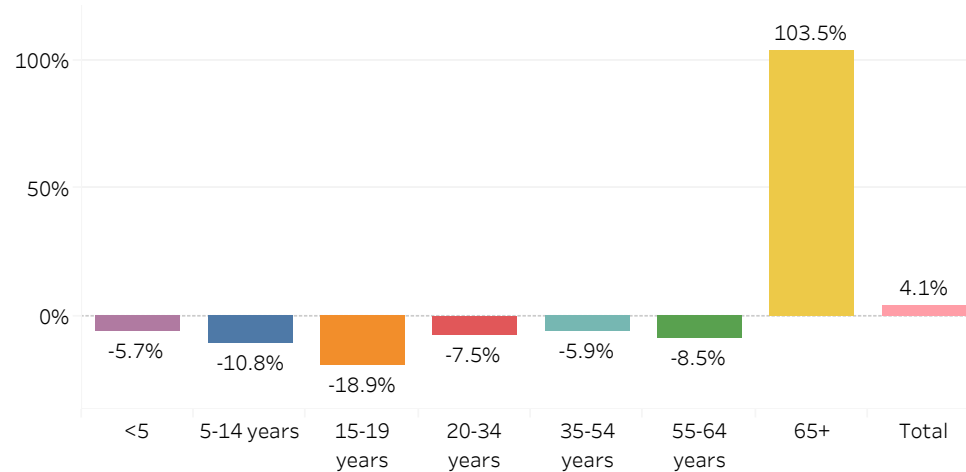
Population Total¹



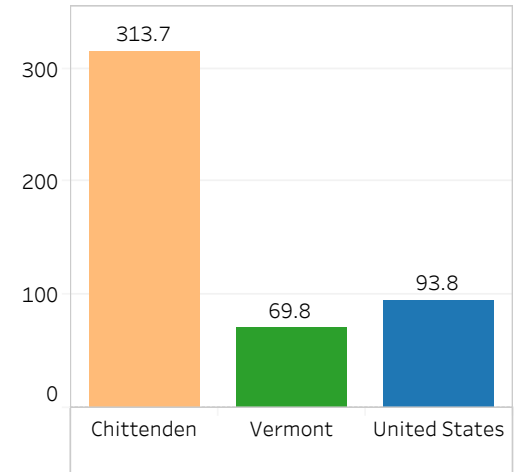
Population Projections 2030²

<5	7,431
5-14 years	15,547
15-19 years	11,119
20-34 years	34,295
35-54 years	41,598
55-64 years	16,994
65+	35,982
Total	162,966

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Chittenden County Income & Poverty

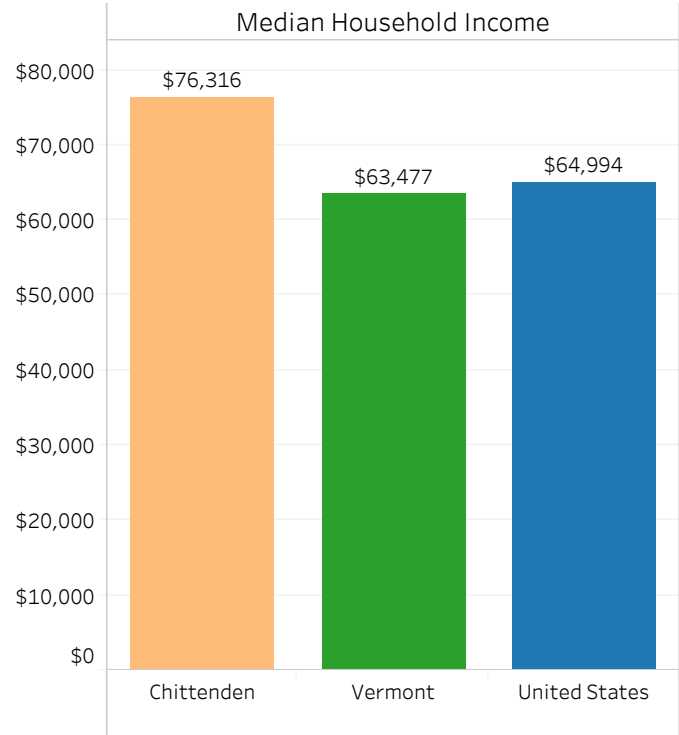
Median Household Income¹

Area	2010	2020
Chittenden	\$71,069	\$76,316
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

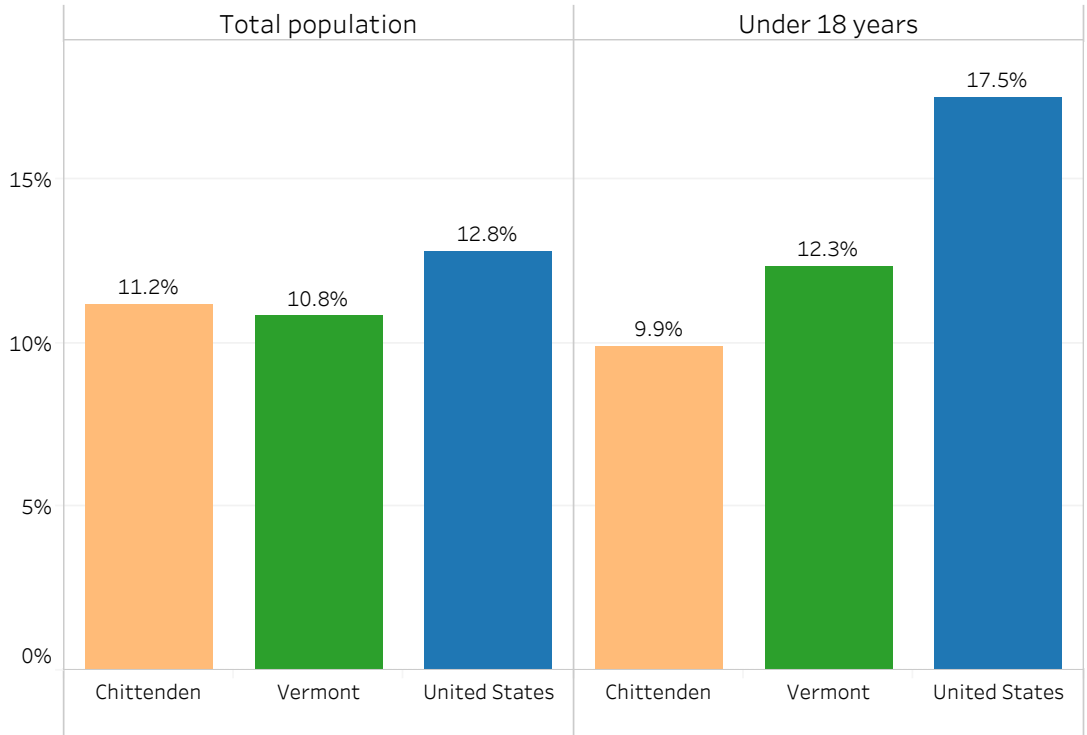
Poverty Rate²

Area	Total population	Under 18 years
Chittenden	11.2%	9.9%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

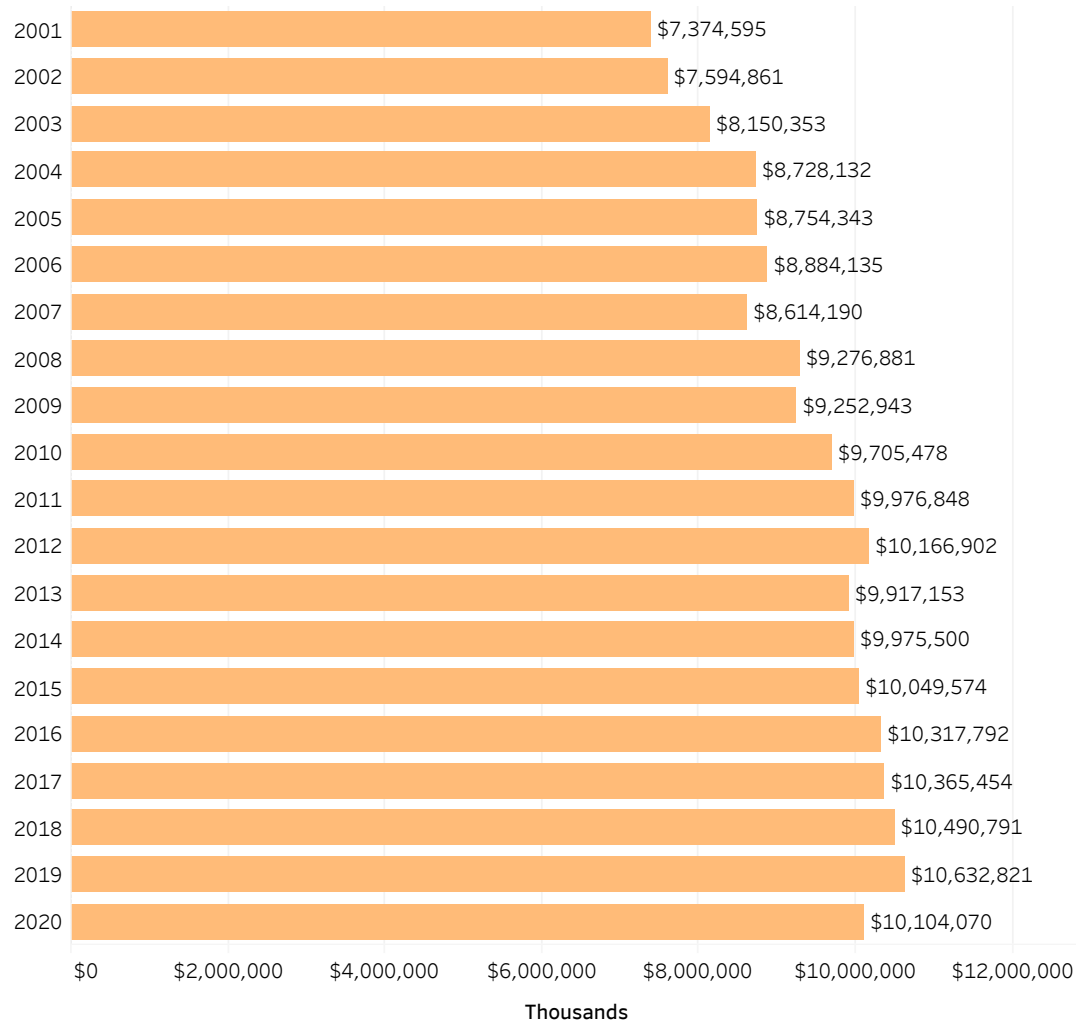


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

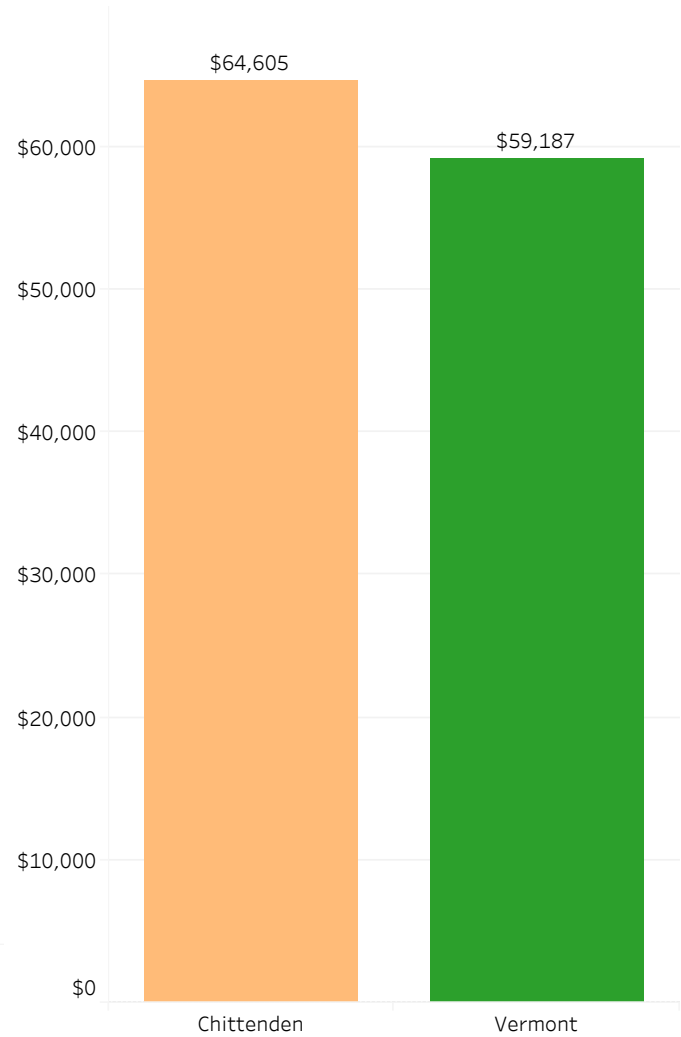
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Chittenden County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

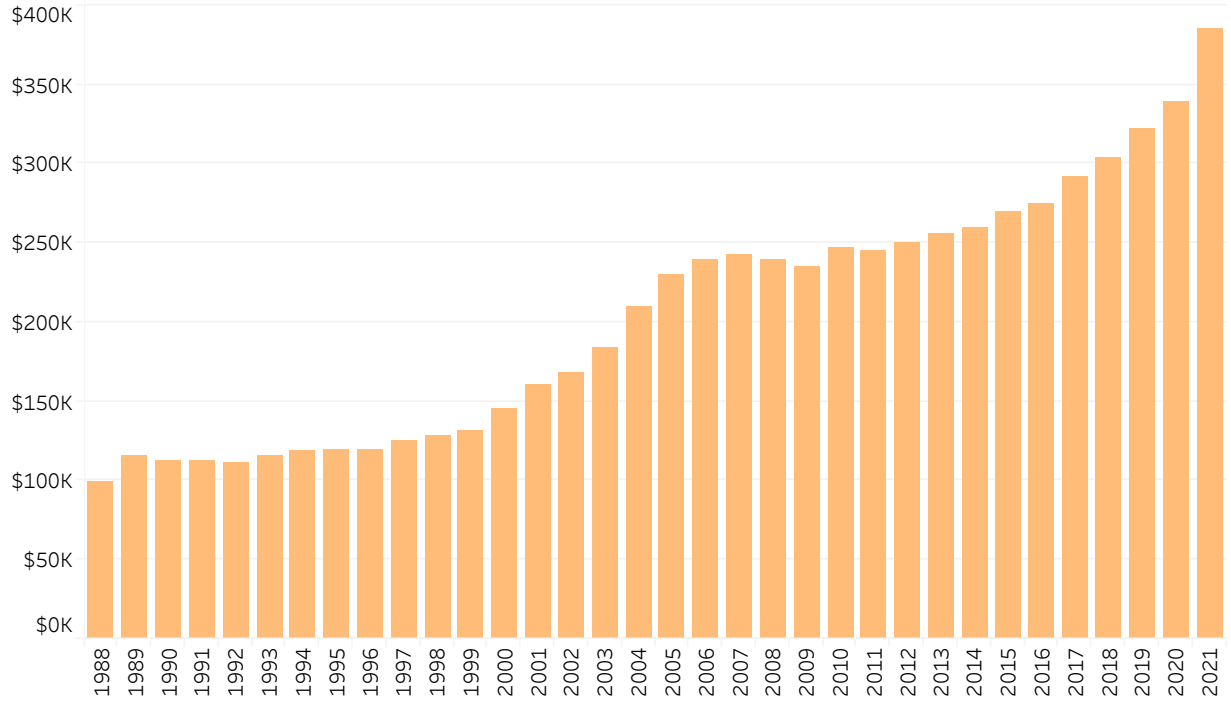
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Chittenden County Housing

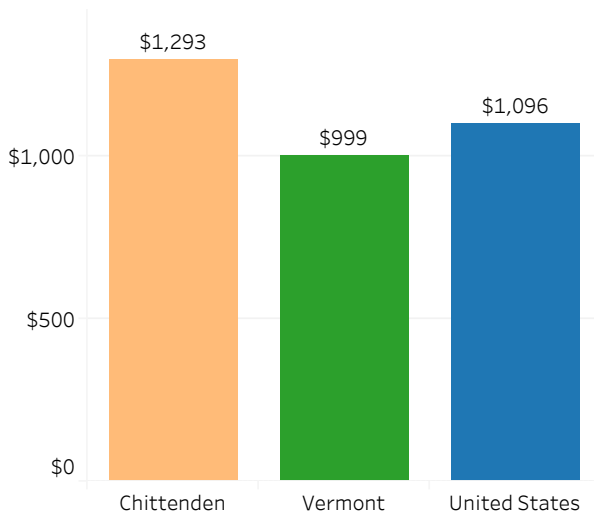
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

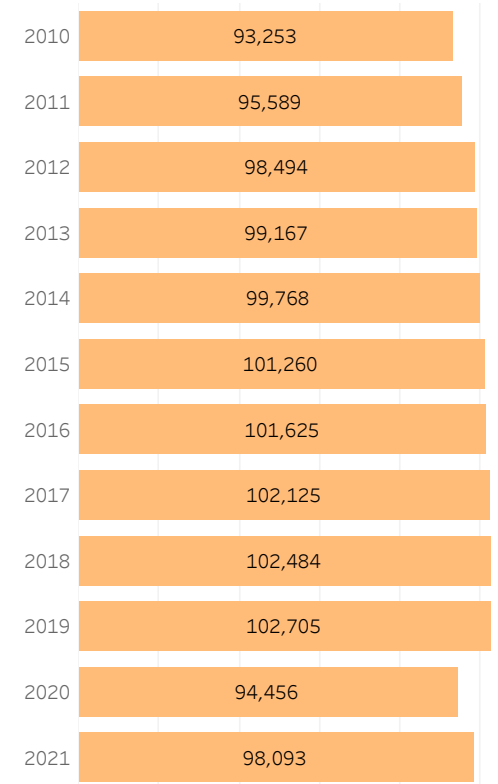
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Chittenden County Covered Employment

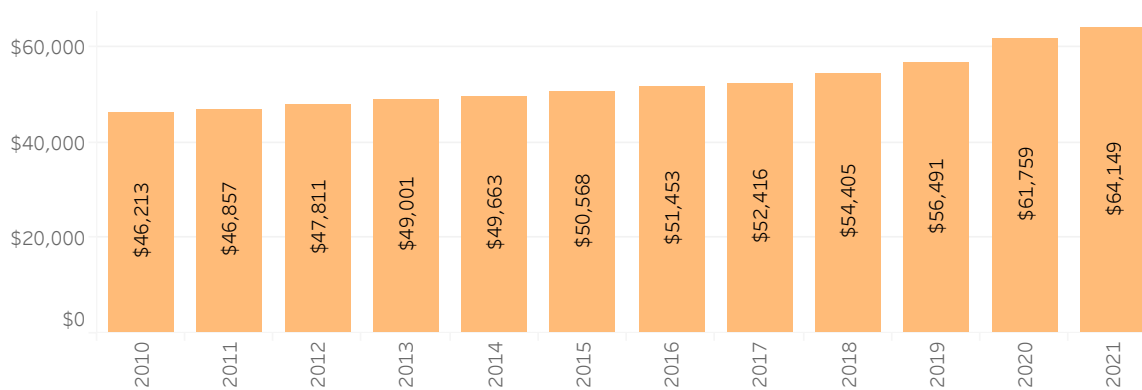
2021 Chittenden County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	7,944	98,093	\$64,149	1.00
Private ownership	7,698	81,931	\$63,918	1.01
Agriculture, forestry, fishing and hunting	61	350	\$35,458	0.30
Mining	5	39	\$72,879	0.19
Construction	634	4,919	\$65,915	0.97
Manufacturing	269	8,879	\$75,686	0.92
Wholesale trade	475	3,655	\$76,676	1.26
Retail trade	735	11,305	\$40,226	0.96
Transportation and warehousing	142	2,398	\$52,143	1.11
Utilities	6	282	\$117,042	0.69
Information	243	2,028	\$76,730	1.51
Finance and insurance	358	2,941	\$117,464	1.03
Real estate and rental and leasing	241	1,042	\$59,541	1.03
Professional and technical services	1,824	8,578	\$106,310	1.59
Management of companies and enterprises	55	764	\$109,170	1.11
Administrative and waste services	651	4,488	\$56,844	1.10
Educational services	182	2,599	\$40,954	0.79
Health care and social assistance	585	16,433	\$64,136	0.99
Arts, entertainment, and recreation	140	1,334	\$30,079	1.07
Accommodation and food services	461	7,055	\$27,085	0.81
Other services, except public administration	632	2,842	\$44,745	1.06

Total Covered Employment



Annual Average Wage

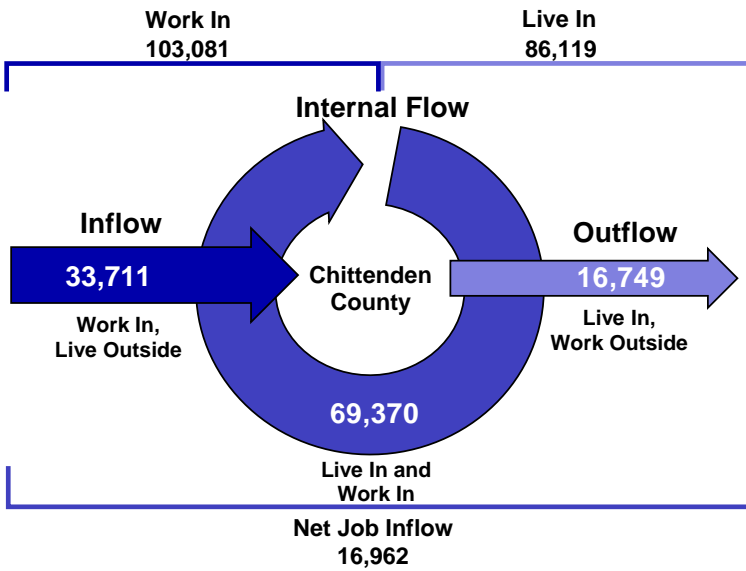


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Chittenden County Commuting Patterns



Chittenden County

Work In county
Live In county
Net Job Inflow

2019	
Count	
103,081	Work In county
86,119	Live In county
16,962	Net Job Inflow

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

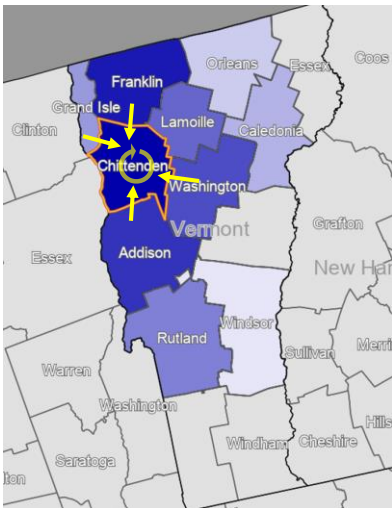
Count	Share
103,081	100.0%
69,370	67.3%
33,711	32.7%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
86,119	100.0%
69,370	80.6%
16,749	19.4%

Work in Chittenden County and Live In or Outside

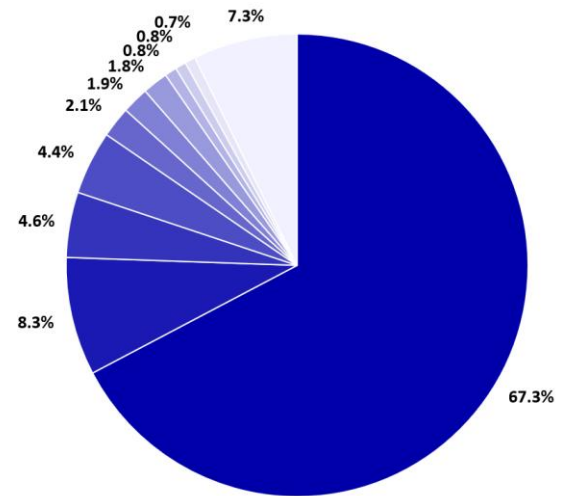


2019

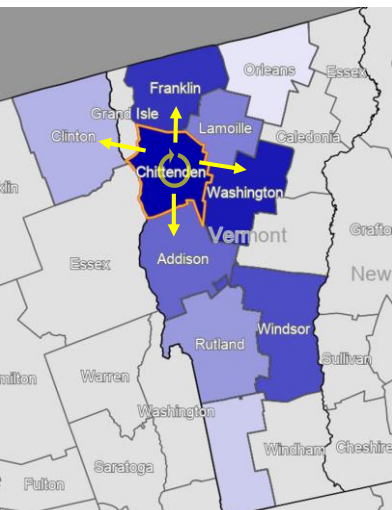
Work In Chittenden County 103,081

Top 10 Counties Where they Live

Chittenden County, VT	69,370
Franklin County, VT	8,506
Addison County, VT	4,701
Washington County, VT	4,583
Lamoille County, VT	2,214
Rutland County, VT	1,933
Grand Isle County, VT	1,841
Caledonia County, VT	872
Orleans County, VT	782
Windsor County, VT	770
All Other Locations	7,509



Live In Chittenden County and Work In or Outside

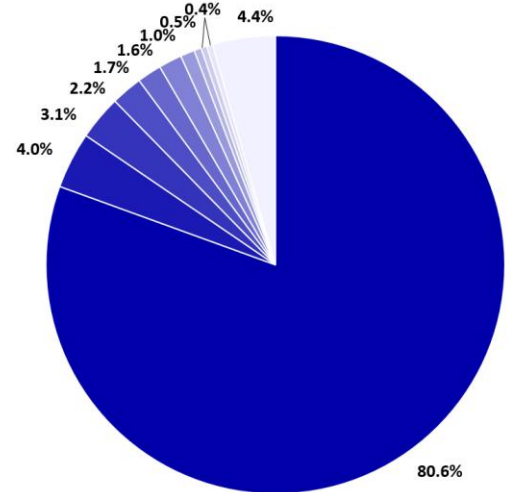


2019

Live In Chittenden County 86,119

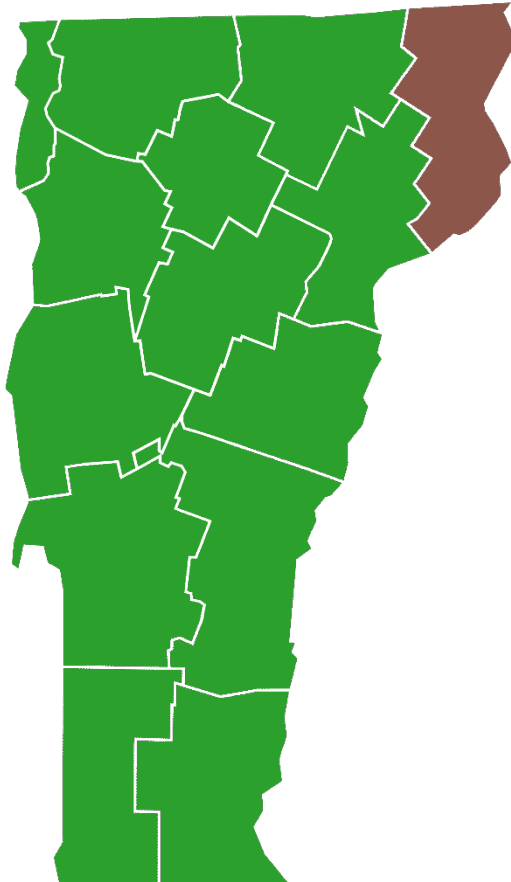
Top 10 Counties Where they Work

Chittenden County, VT	69,370
Washington County, VT	3,434
Franklin County, VT	2,693
Windsor County, VT	1,905
Addison County, VT	1,481
Lamoille County, VT	1,412
Rutland County, VT	867
Clinton County, NY	435
Bennington County, VT	360
Orleans County, VT	350
All Other Locations	3,812



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Essex County



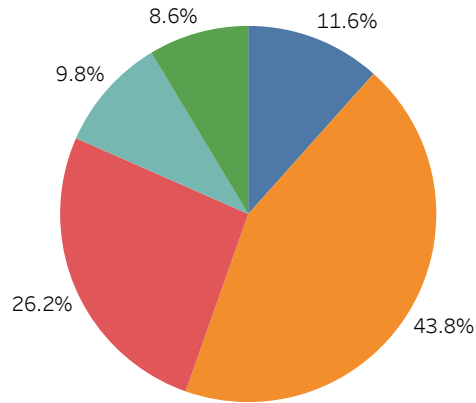
Essex is the least populous county in the state of Vermont and the ninth largest in size. Its 2020 Census population was 5,918. 2020 per capita income in the county is 74.6% of the statewide average while average quarterly wages (2021) are 77.4% of the statewide wage, the lowest quarterly wage in the state. Large industries in the county include Manufacturing (15.0% of all covered employment) and Agriculture, forestry, fishing and hunting (8.6%). Relative to the state as a whole Essex County has a high concentration of the Agriculture, forestry, fishing and hunting industry (7.4 percentage points higher than the state share).

In 2021 Essex County had the smallest labor force in the state with a labor force of 2,613. Since 2010 its labor force has decreased by 17.8%. The county's annual average unemployment rate for 2021 was 4.8%, higher than the statewide average of 3.4%. The poverty rate among all Essex County residents was 14.1% in 2020 while among children under 18 it was 25.0%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (96.1%) and "two or more races" (2.4%). Of Essex County residents 25 years of age and older 88.4% hold a high school diploma or higher while 18.4% hold a bachelor's degree or higher. People 65 years of age and over constitute 26.2% of the population, a number that is expected to grow to 41.4% by 2030.

Essex County Demographics

Education¹



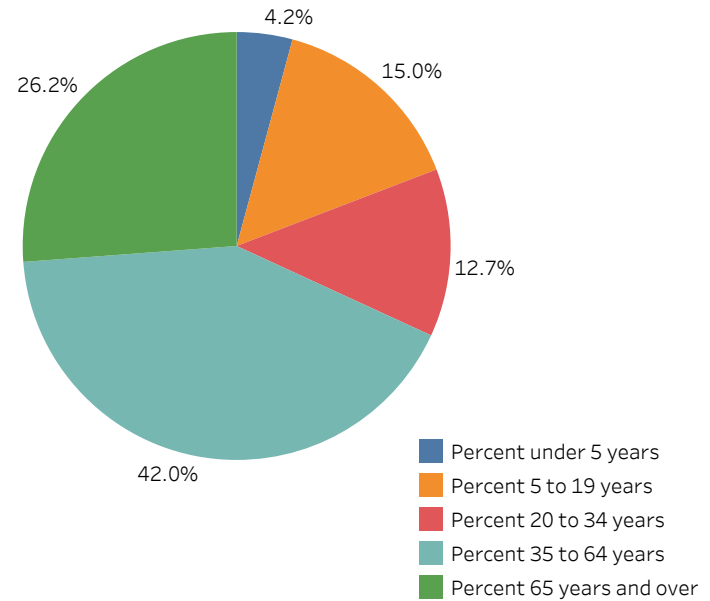
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

Percent White alone	96.1%
Percent Black or African American alone	0.7%
Percent Asian alone	0.4%
Percent American Indian and Alaska Native alone	0.1%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.3%
Percent Two or more races	2.4%

Age³

	2010	2020	Change
Percent under 5 years	4.0%	4.2%	0.2%
Percent 5 to 19 years	16.9%	15.0%	-1.9%
Percent 20 to 34 years	12.7%	12.7%	0.0%
Percent 35 to 64 years	47.0%	42.0%	-5.0%
Percent 65 years and over	19.3%	26.2%	6.9%



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

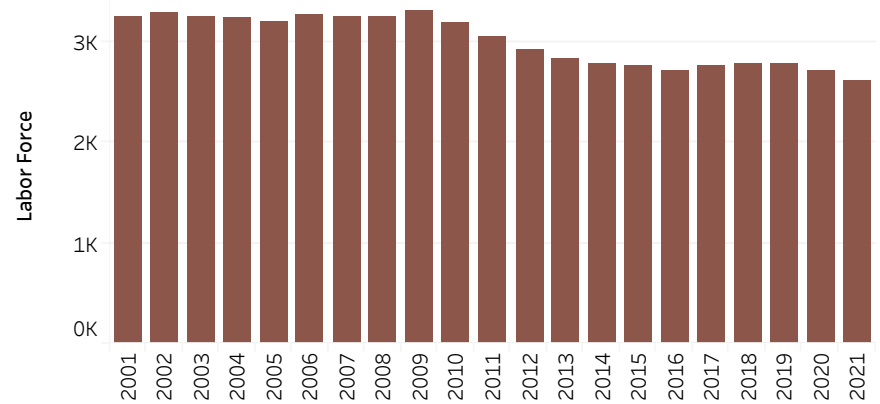
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Essex County Unemployment & Labor Force

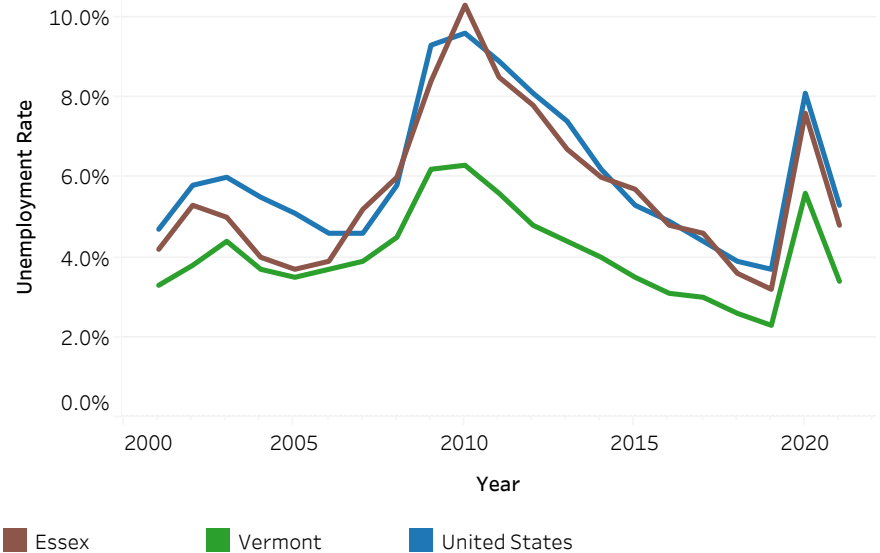
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	3,259	138	3,121	4.2%
2002	3,285	175	3,110	5.3%
2003	3,248	162	3,086	5.0%
2004	3,239	130	3,109	4.0%
2005	3,212	120	3,092	3.7%
2006	3,277	129	3,148	3.9%
2007	3,260	169	3,091	5.2%
2008	3,250	195	3,055	6.0%
2009	3,309	279	3,030	8.4%
2010	3,180	329	2,851	10.3%
2011	3,058	260	2,798	8.5%
2012	2,923	229	2,694	7.8%
2013	2,838	191	2,647	6.7%
2014	2,782	166	2,616	6.0%
2015	2,770	158	2,612	5.7%
2016	2,708	131	2,577	4.8%
2017	2,770	128	2,642	4.6%
2018	2,781	100	2,681	3.6%
2019	2,775	89	2,686	3.2%
2020	2,714	207	2,507	7.6%
2021	2,613	126	2,487	4.8%

Labor Force



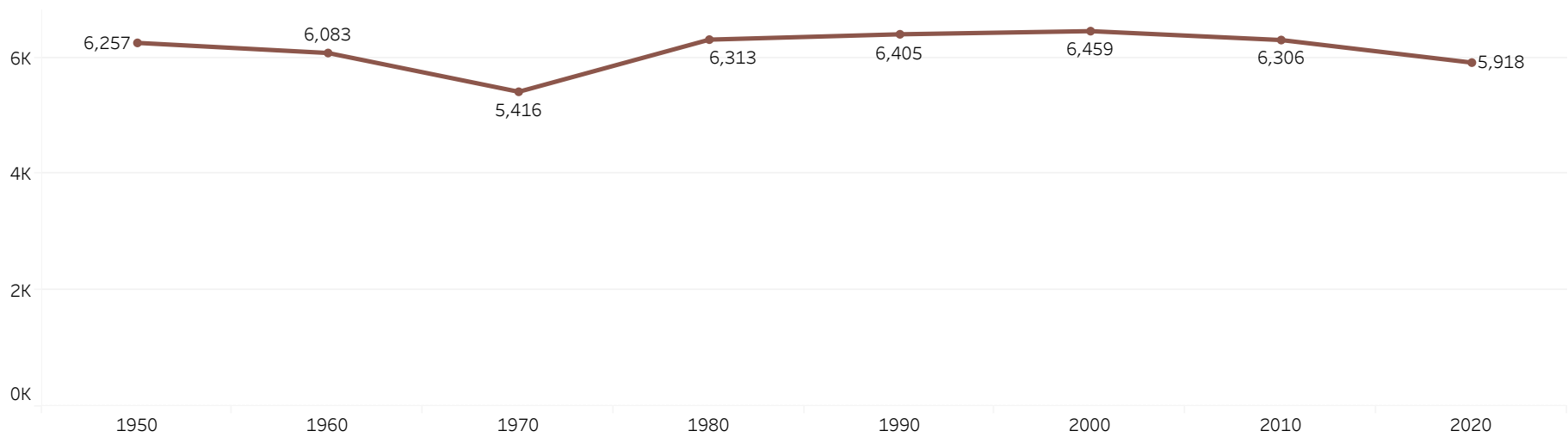
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Essex County Population

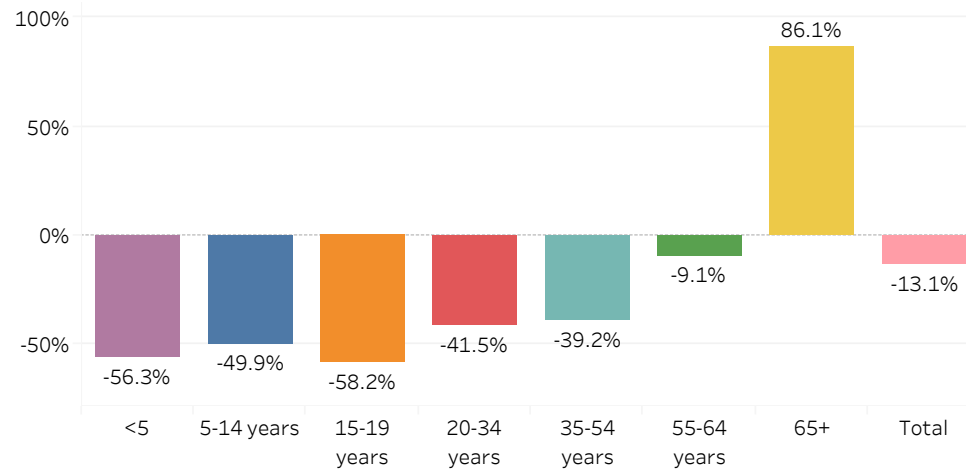
Population Total¹



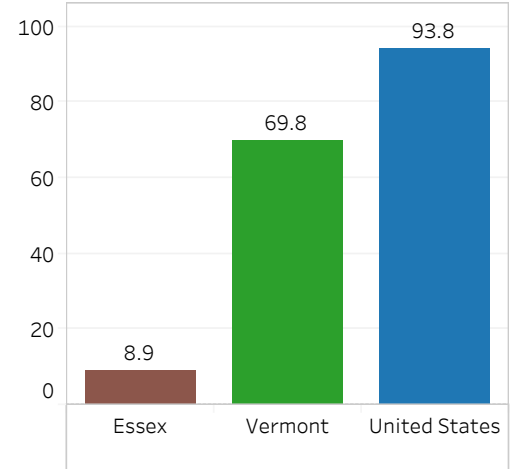
Population Projections 2030²

<5	111
5-14 years	344
15-19 years	158
20-34 years	470
35-54 years	1,146
55-64 years	981
65+	2,271
Total	5,481

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Essex County Income & Poverty

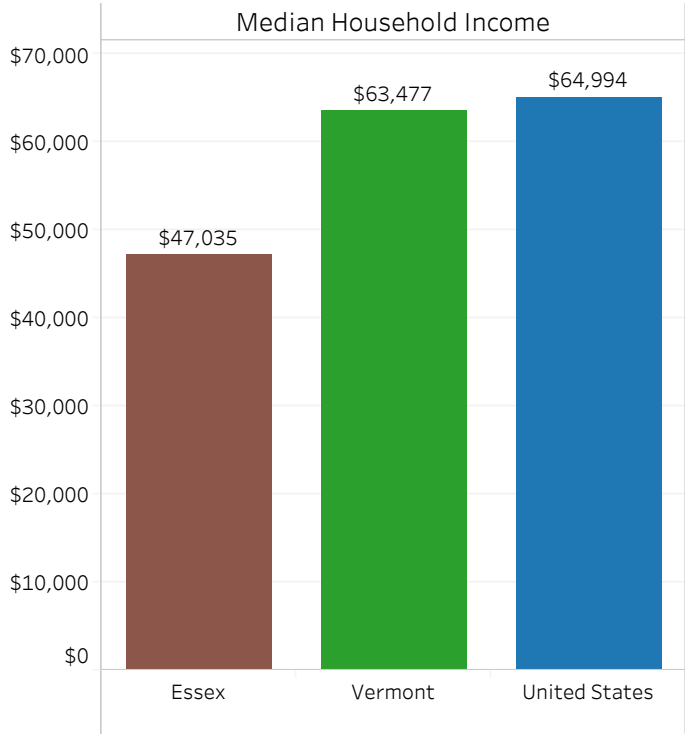
Median Household Income¹

Area	2010	2020
Essex	\$44,787	\$47,035
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

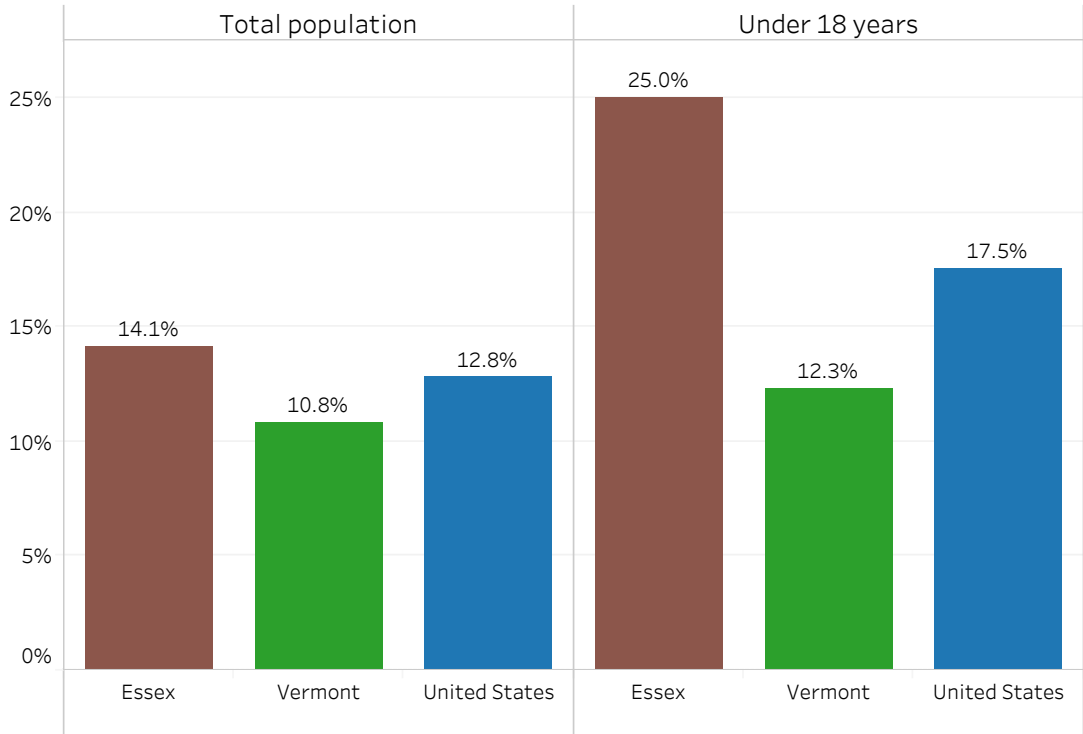
Poverty Rate²

Area	Total population	Under 18 years
Essex	14.1%	25.0%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

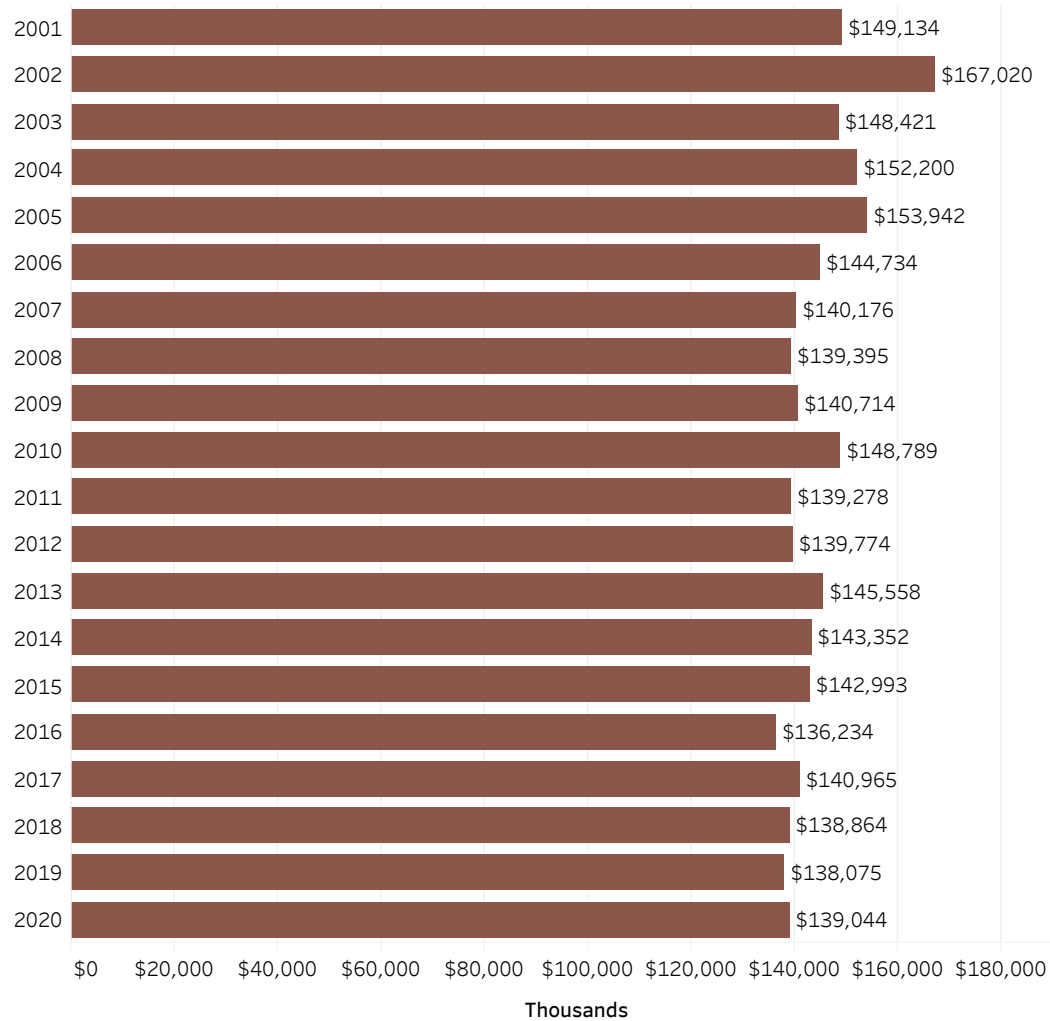


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

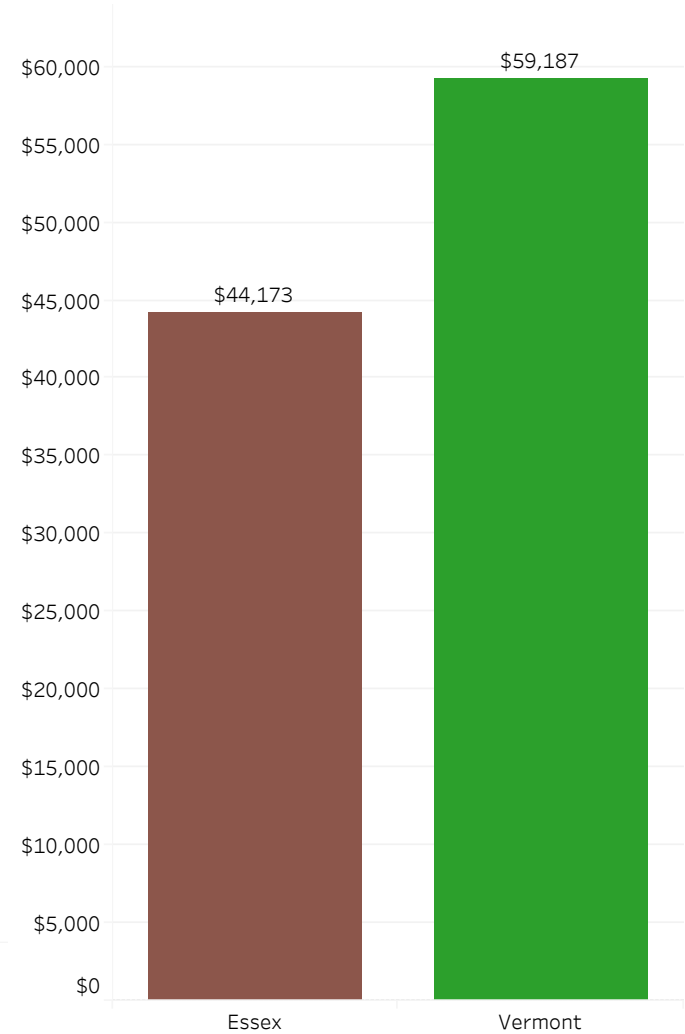
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Essex County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



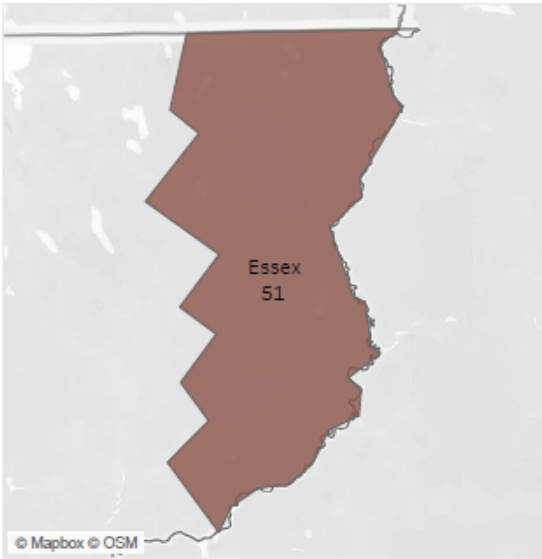
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

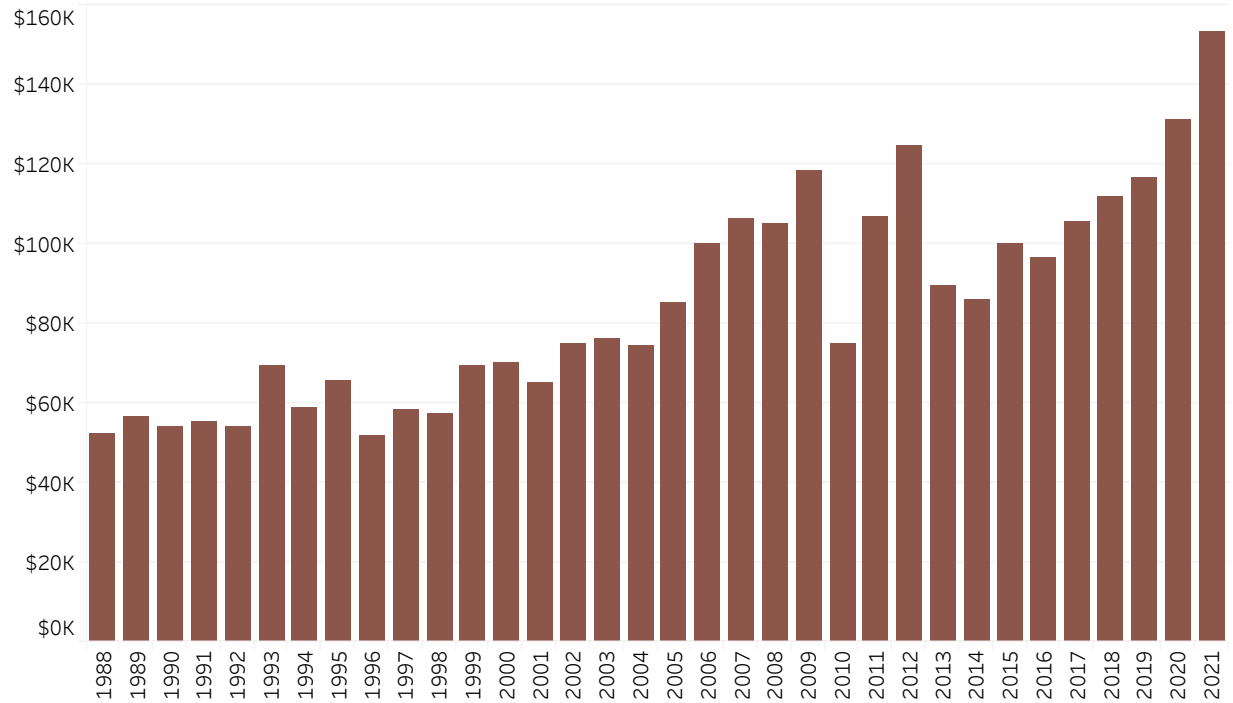
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Essex County Housing

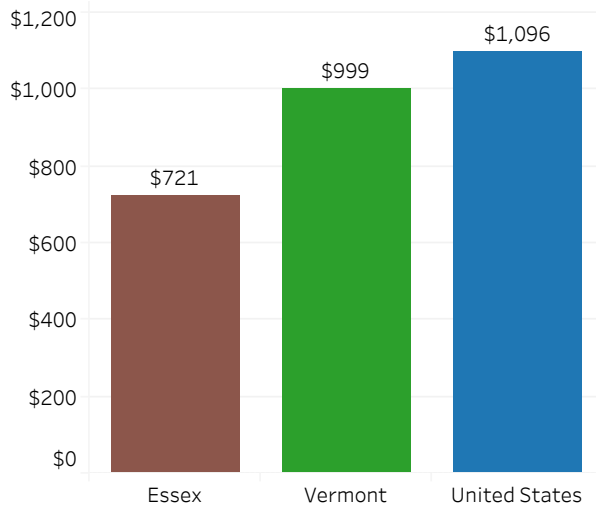
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

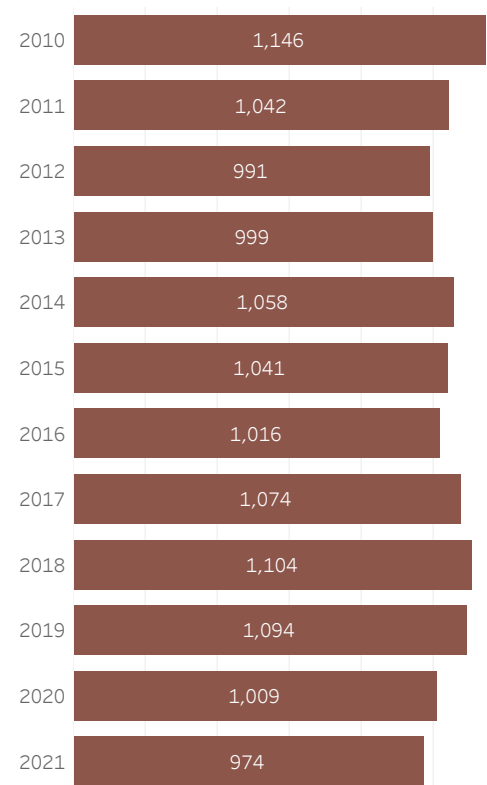
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Essex County Covered Employment

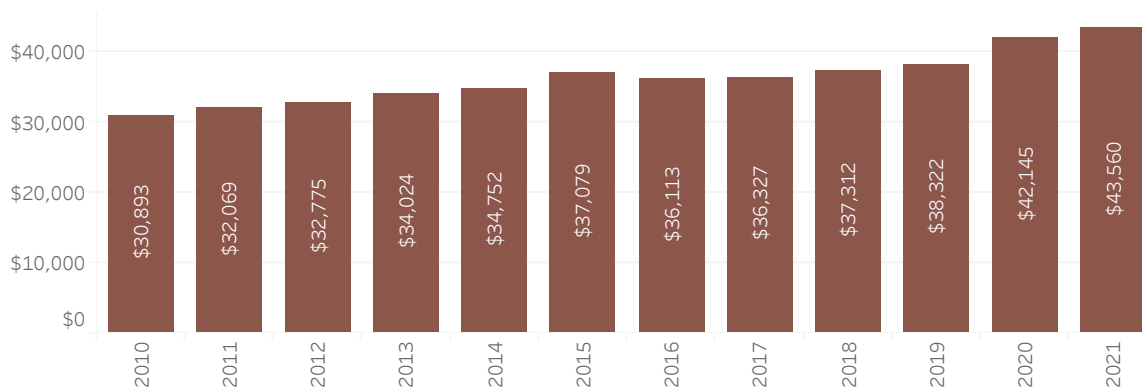
2021 Essex County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	166	974	\$43,560	1.00
Private ownership	130	628	\$38,963	0.78
Agriculture, forestry, fishing and hunting	12	84	\$39,036	7.27
Mining				
Construction	22	53	\$41,992	1.05
Manufacturing	8	146	\$40,807	1.53
Wholesale trade	4	(s)	(s)	(s)
Retail trade	12	51	\$21,828	0.44
Transportation and warehousing	8	18	\$43,449	0.84
Utilities	1	(s)	(s)	(s)
Information	1	(s)	(s)	(s)
Finance and insurance	4	(s)	(s)	(s)
Real estate and rental and leasing	2	(s)	(s)	(s)
Professional and technical services	12	42	\$84,680	0.78
Management of companies and enterprises				
Administrative and waste services	8	10	\$52,363	0.25
Educational services	3	(s)	(s)	(s)
Health care and social assistance	10	(s)	(s)	(s)
Arts, entertainment, and recreation	3	12	\$3,737	0.97
Accommodation and food services	13	79	\$19,315	0.92
Other services, except public administration	9	(s)	(s)	(s)

Total Covered Employment



Annual Average Wage

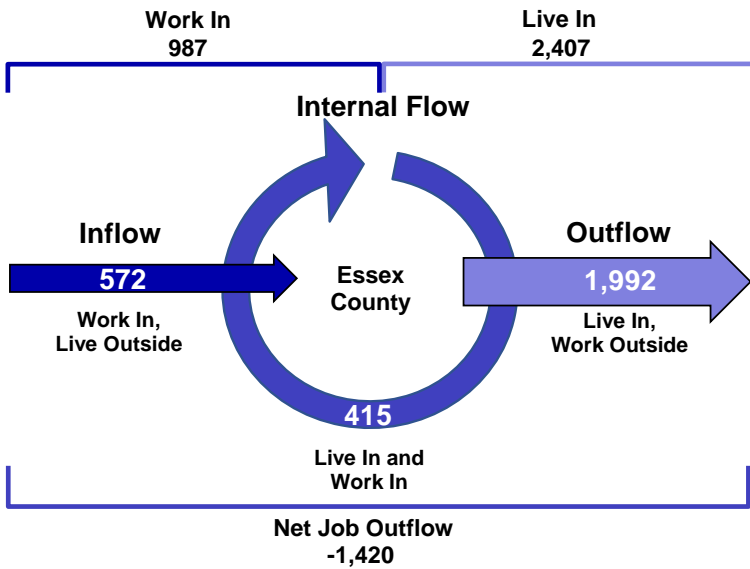


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Essex County Commuting Patterns



Essex County Labor Market

Work In county
Live In county
Net Job Outflow

2019	
Count	
Work In county	987
Live In county	2,407
Net Job Outflow	-1,420

Work In

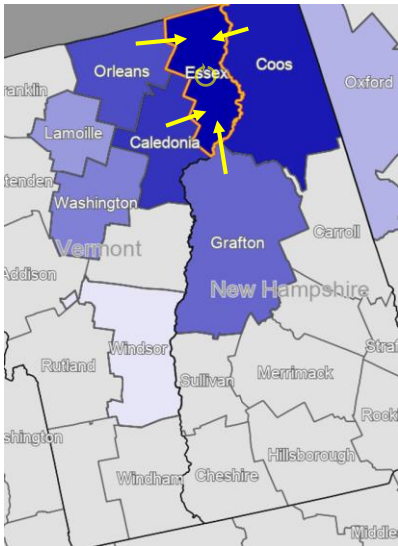
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
Work In county	987 100.0%
Work In and Live In county	415 42.0%
Work In county but Live Outside (Inflow)	572 58.0%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
Live In county	2,407 100.0%
Live In and Work In county	415 17.2%
Live In county but Work Outside (Outflow)	1,992 82.8%



Work in Essex County and Live In or Outside

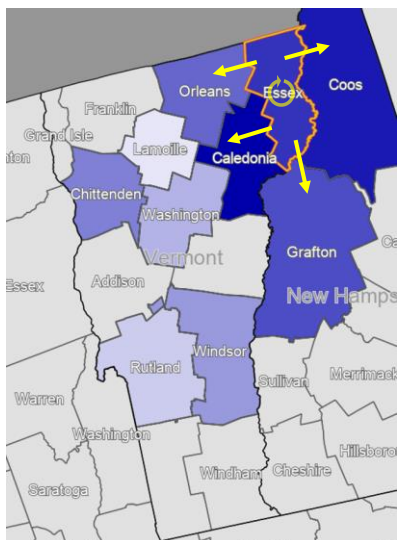
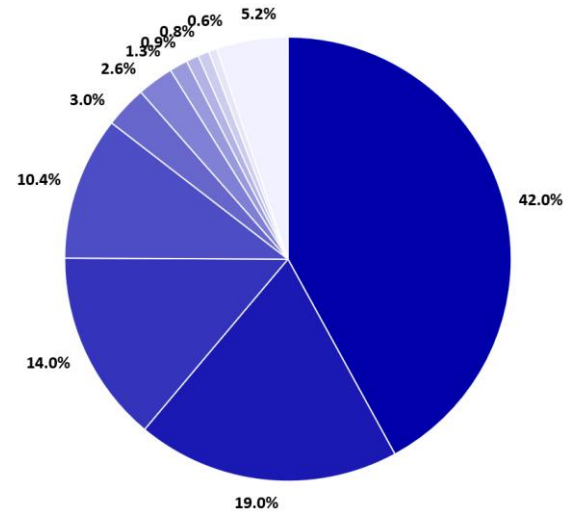
2019

Work In Essex County

987

Top 10 Counties Where they Live

Essex County, VT	415
Coos County, NH	188
Caledonia County, VT	138
Orleans County, VT	103
Grafton County, NH	30
Washington County, VT	26
Lamoille County, VT	13
Oxford County, ME	9
Somerset County, ME	8
Windsor County, VT	6
All Other Locations	51



Live In Essex County and Work In or Outside

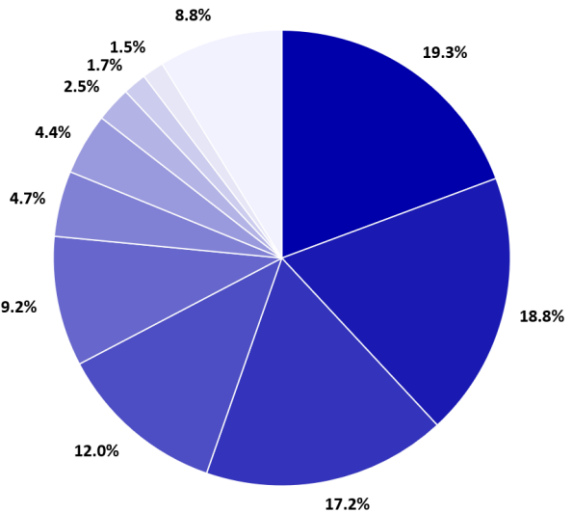
2019

Live In Essex County

2,407

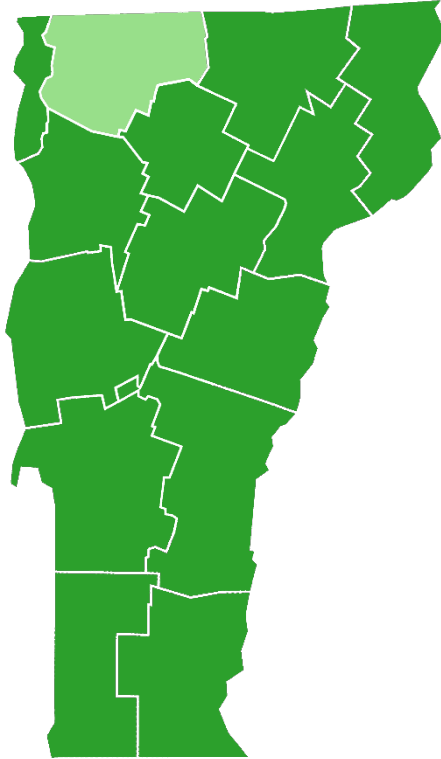
Top 10 Counties Where they Work

Caledonia County, VT	465
Coos County, NH	452
Essex County, VT	415
Grafton County, NH	288
Orleans County, VT	222
Chittenden County, VT	112
Windsor County, VT	105
Washington County, VT	60
Rutland County, VT	40
Lamoille County, VT	37
All Other Locations	211



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Franklin County



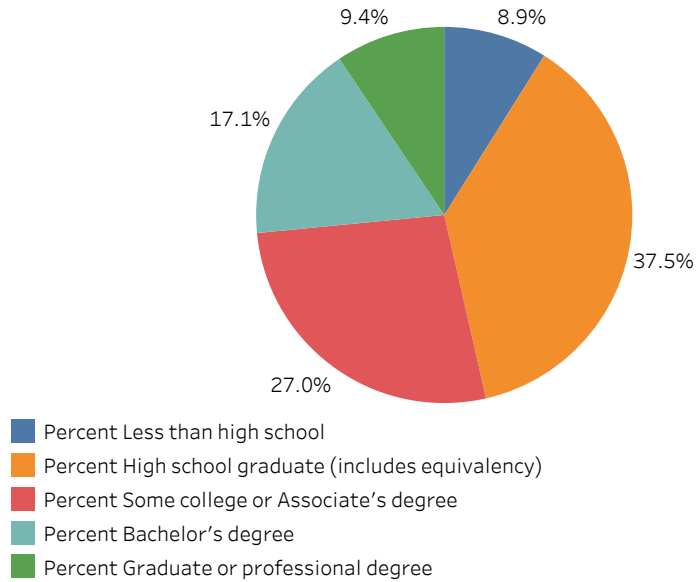
Franklin is the fifth most populous county in the state of Vermont and the eleventh largest in size. Its 2020 Census population was 49,946. 2020 per capita income in the county is 88.2% of the statewide average while average quarterly wages (2021) are 94.1% of the statewide wage, the fifth highest quarterly wage in the state. Large industries in the county include Manufacturing (16.2% of all covered employment) and Health care and social assistance (13.9%). Relative to the state as a whole Franklin County has a high concentration of the Agriculture, forestry, fishing and hunting industry (2.3 percentage points higher than the state share).

In 2021 Franklin County had the fifth largest labor force in the state with a labor force of 26,722. Since 2010 its labor force has decreased by 3.5%. The county's annual average unemployment rate for 2021 was 3.5%, slightly higher than the statewide average of 3.4%. The poverty rate among all Franklin County residents was 9.8% in 2020 while among children under 18 it was 8.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (94.4%) and "two or more races" (3.2%). Of Franklin County residents 25 years of age and older 91.1% hold a high school diploma or higher while 26.5% hold a bachelor's degree or higher. People 65 years of age and over constitute 16.2% of the population, a number that is expected to grow to 22.8% by 2030.

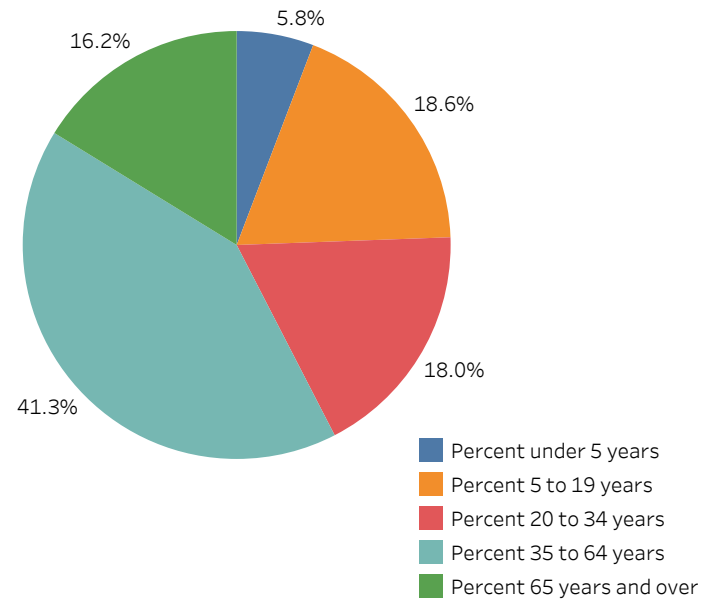
Franklin County Demographics

Education¹



Age³

	2010	2020	Change
Percent under 5 years	6.3%	5.8%	-0.5%
Percent 5 to 19 years	20.6%	18.6%	-2.0%
Percent 20 to 34 years	16.9%	18.0%	1.1%
Percent 35 to 64 years	44.0%	41.3%	-2.7%
Percent 65 years and over	12.2%	16.2%	4.0%



Race²

Percent White alone	94.4%
Percent Black or African American alone	0.4%
Percent Asian alone	0.7%
Percent American Indian and Alaska Native alone	0.6%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.6%
Percent Two or more races	3.2%

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

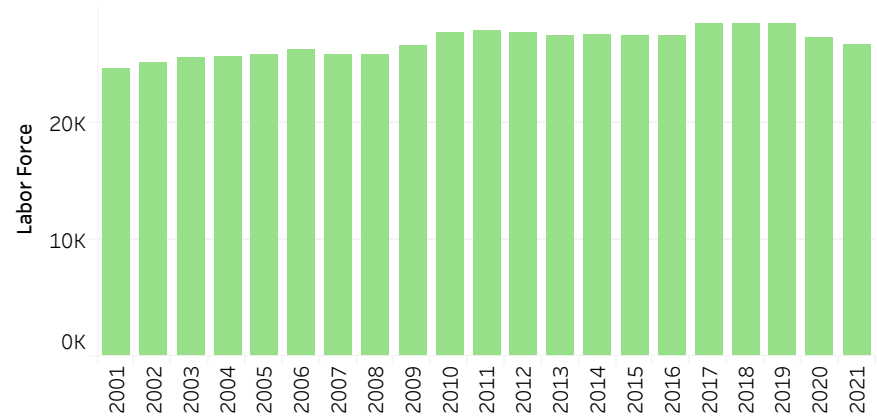
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Franklin County Unemployment & Labor Force

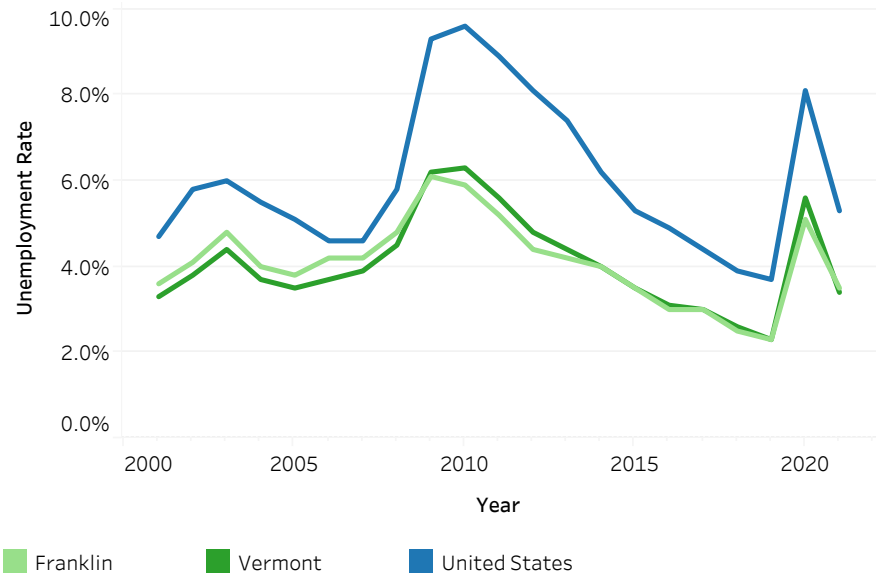
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	24,754	891	23,863	3.6%
2002	25,108	1,019	24,089	4.1%
2003	25,500	1,223	24,277	4.8%
2004	25,708	1,037	24,671	4.0%
2005	25,844	973	24,871	3.8%
2006	26,310	1,097	25,213	4.2%
2007	25,928	1,099	24,829	4.2%
2008	25,926	1,236	24,690	4.8%
2009	26,578	1,634	24,944	6.1%
2010	27,704	1,641	26,063	5.9%
2011	27,866	1,457	26,409	5.2%
2012	27,787	1,209	26,578	4.4%
2013	27,469	1,151	26,318	4.2%
2014	27,595	1,102	26,493	4.0%
2015	27,438	967	26,471	3.5%
2016	27,448	825	26,623	3.0%
2017	28,404	865	27,539	3.0%
2018	28,461	705	27,756	2.5%
2019	28,498	655	27,843	2.3%
2020	27,373	1,395	25,978	5.1%
2021	26,722	924	25,798	3.5%

Labor Force



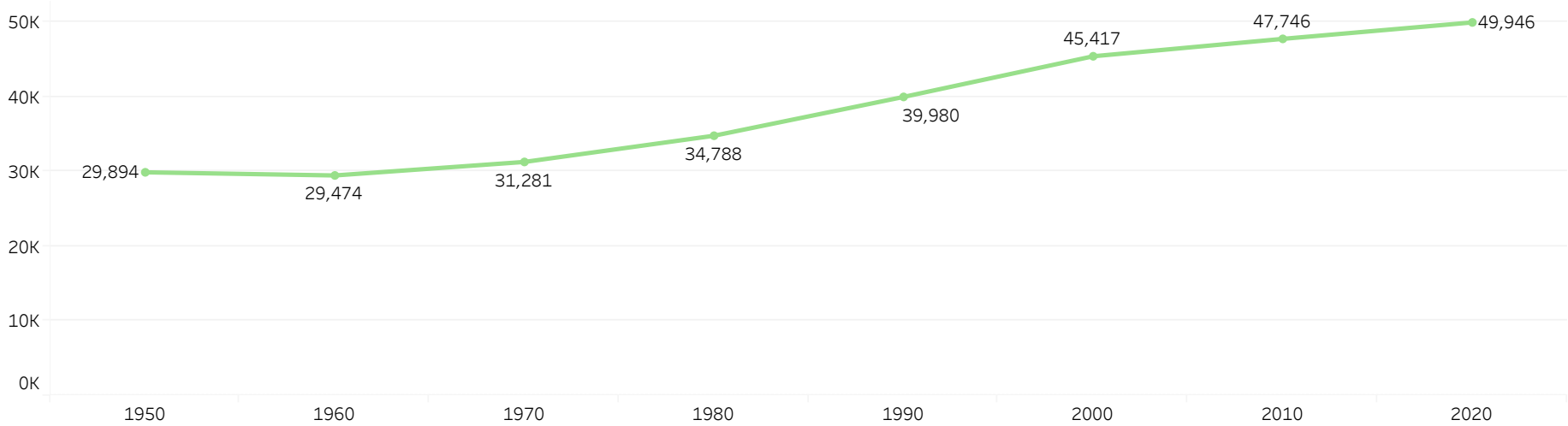
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Franklin County Population

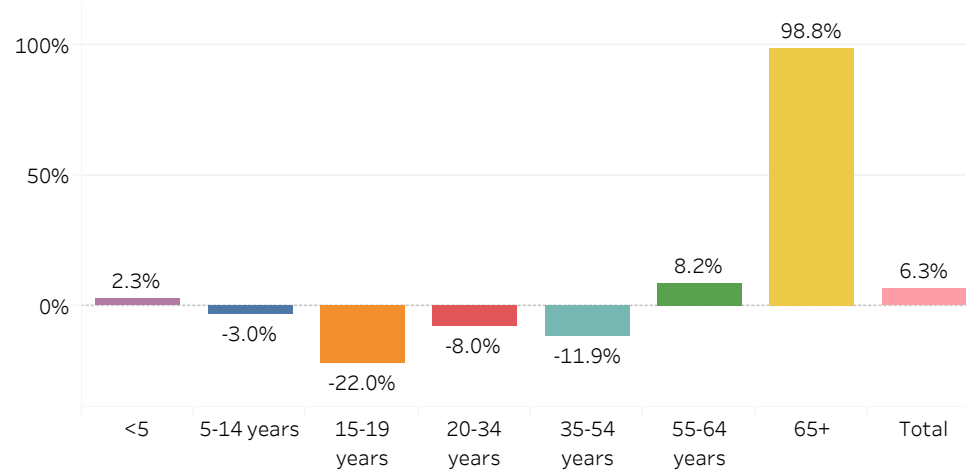
Population Total¹



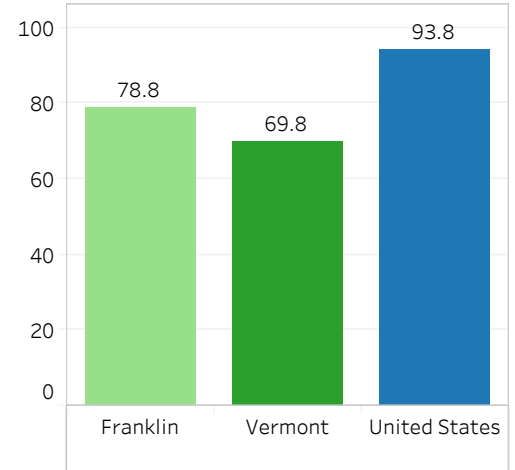
Population Projections 2030²

<5	3,077
5-14 years	6,428
15-19 years	2,516
20-34 years	7,426
35-54 years	13,123
55-64 years	6,623
65+	11,546
Total	50,739

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Franklin County Income & Poverty

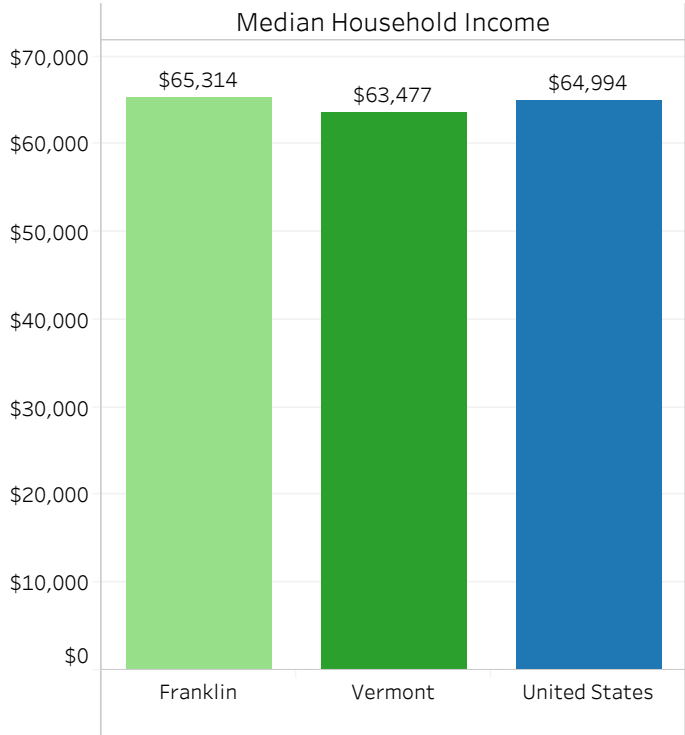
Median Household Income¹

Area	2010	2020
Franklin	\$63,645	\$65,314
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

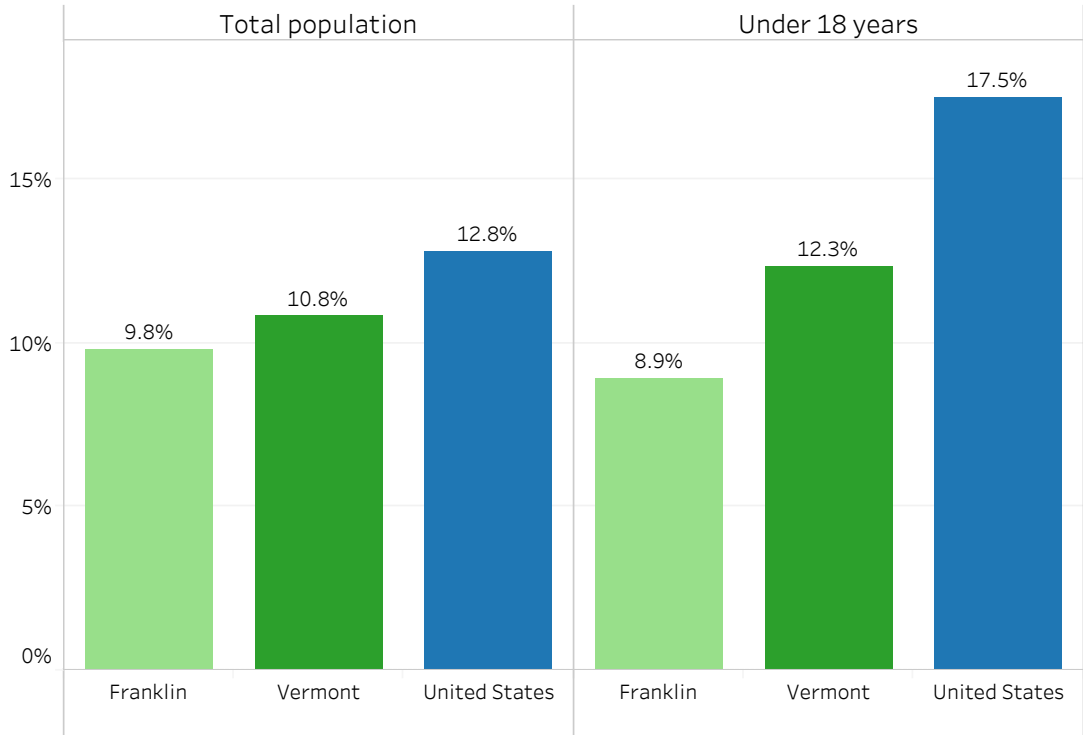
Poverty Rate²

Area	Total population	Under 18 years
Franklin	9.8%	8.9%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

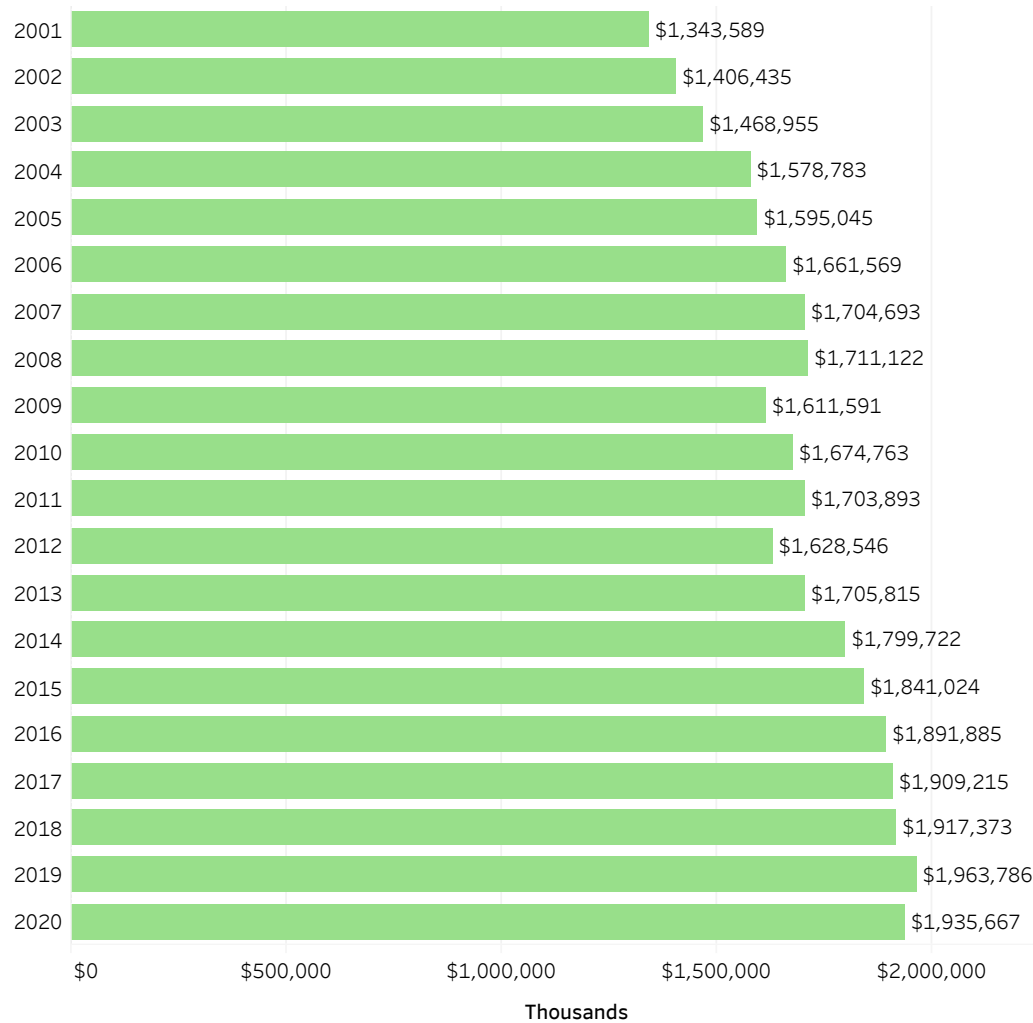


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Franklin County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



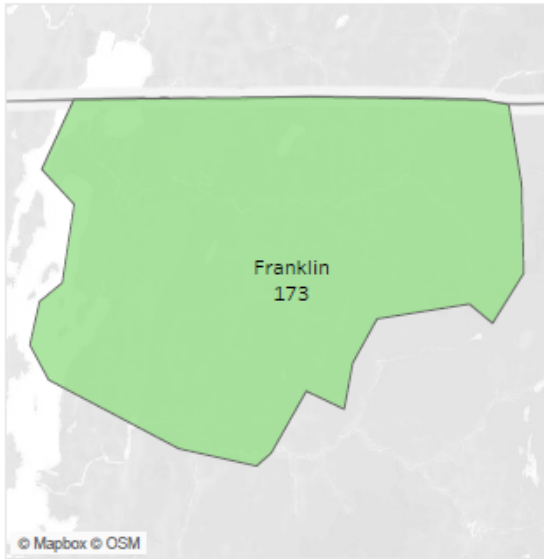
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

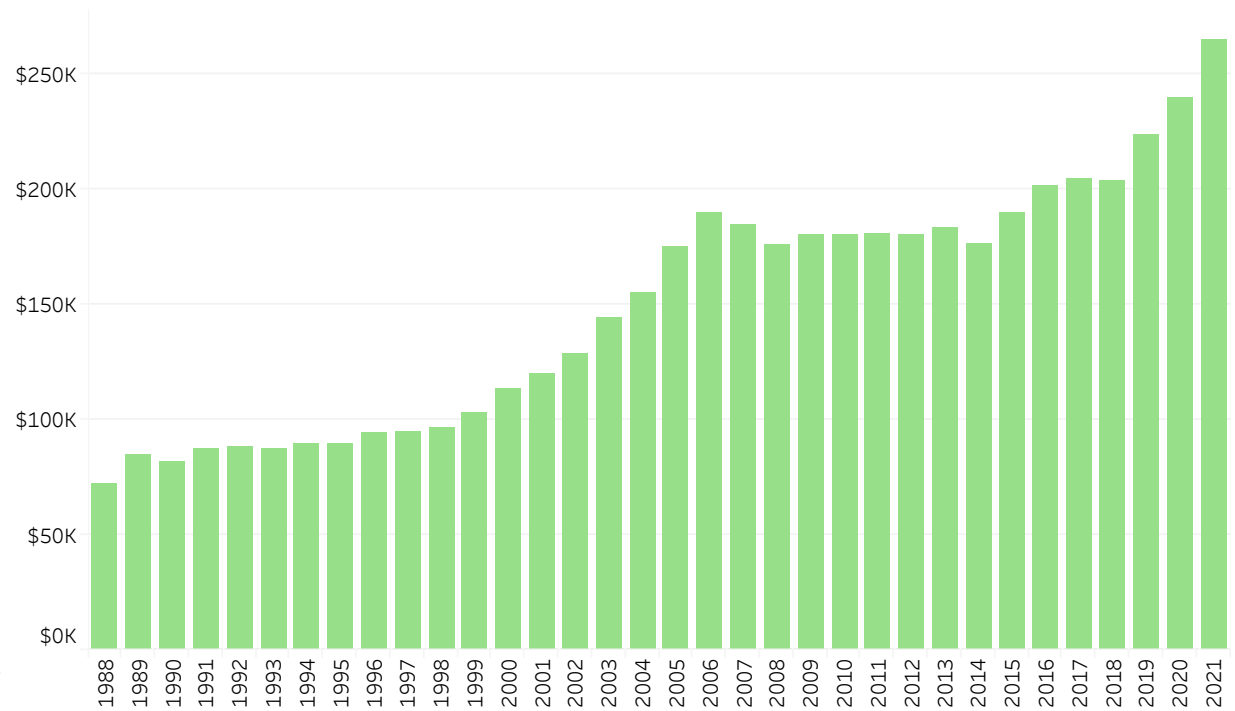
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Franklin County Housing

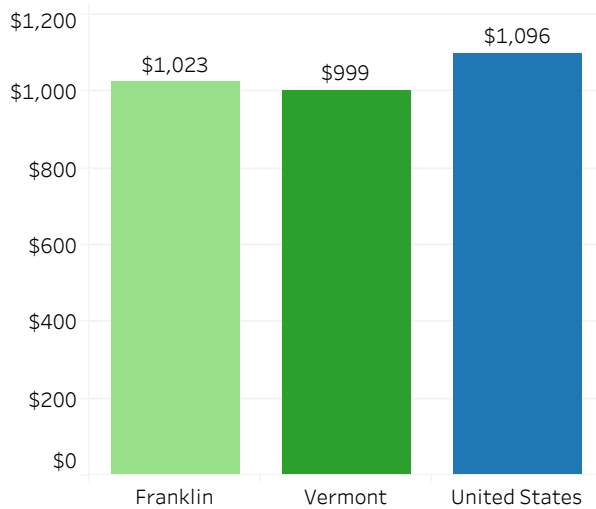
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

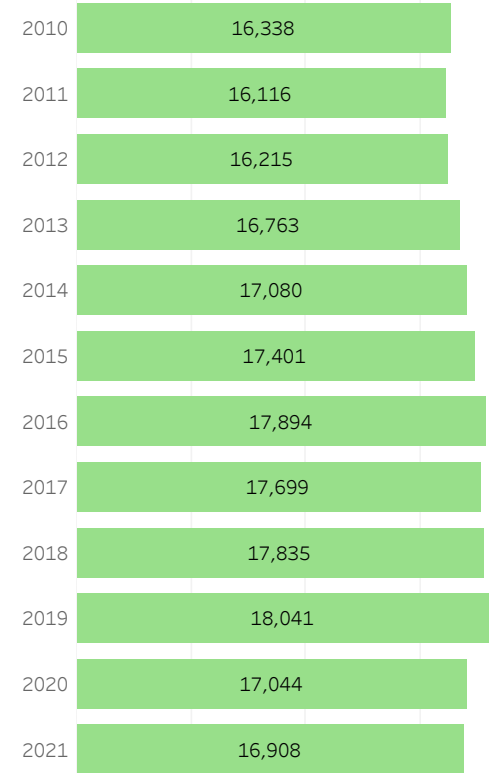
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Franklin County Covered Employment

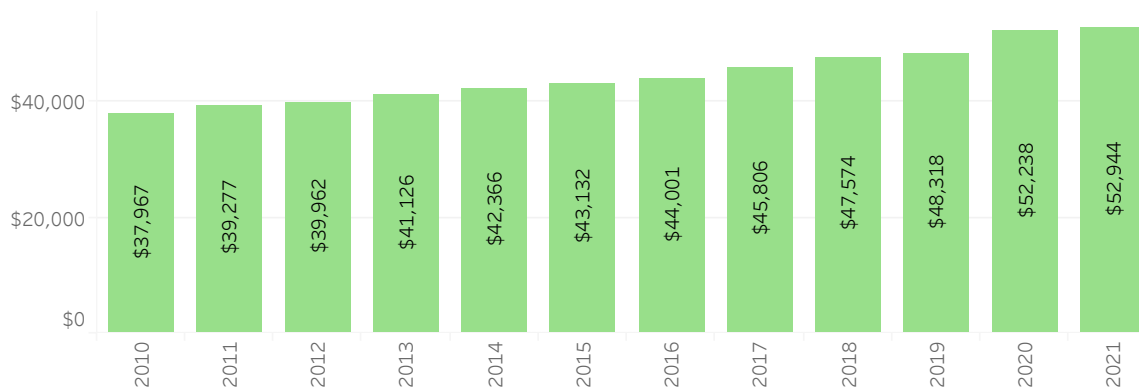
2021 Franklin County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	1,343	16,908	\$52,944	1.00
Private ownership	1,249	13,141	\$50,875	0.94
Agriculture, forestry, fishing and hunting	78	600	\$37,143	2.99
Mining	3	29	\$62,587	0.83
Construction	160	559	\$53,379	0.64
Manufacturing	54	2,744	\$67,227	1.65
Wholesale trade	68	616	\$63,705	1.23
Retail trade	161	2,292	\$36,427	1.13
Transportation and warehousing	47	666	\$47,920	1.79
Utilities	5	32	\$108,578	0.45
Information	25	84	\$59,850	0.36
Finance and insurance	51	289	\$66,175	0.58
Real estate and rental and leasing	29	87	\$36,099	0.50
Professional and technical services	160	(s)	(s)	(s)
Management of companies and enterprises	4	(s)	(s)	(s)
Administrative and waste services	96	848	\$43,567	1.21
Educational services	18	45	\$30,686	0.08
Health care and social assistance	93	2,352	\$56,367	0.82
Arts, entertainment, and recreation	11	50	\$23,482	0.23
Accommodation and food services	87	1,066	\$23,800	0.71
Other services, except public administration	103	334	\$34,371	0.72

Total Covered Employment



Annual Average Wage

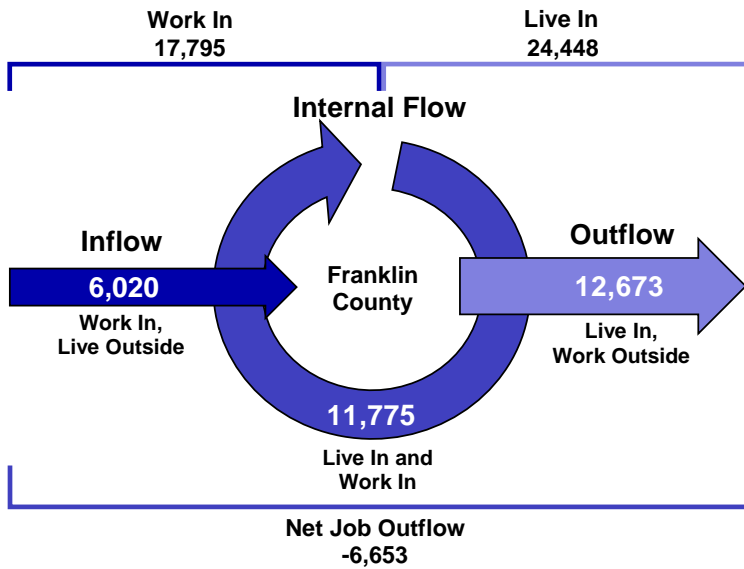


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Franklin County Commuting Patterns



Franklin County Labor Market

Work In county
Live In county
Net Job Outflow

2019

Count

17,795
24,448
-6,653

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count Share

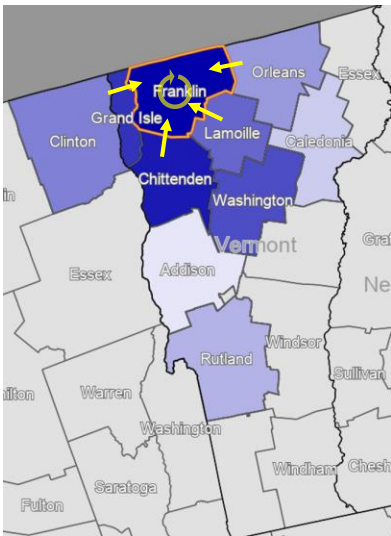
17,795 100.0%
11,775 66.2%
6,020 33.8%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count Share

24,448 100.0%
11,775 48.2%
12,673 51.8%



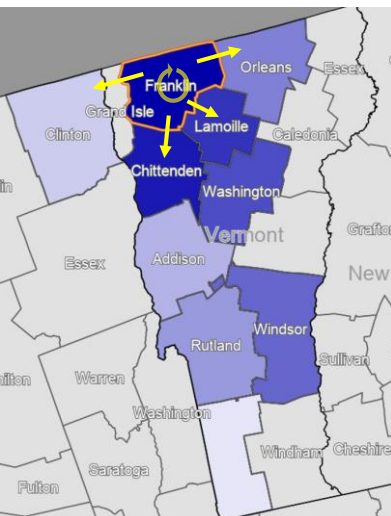
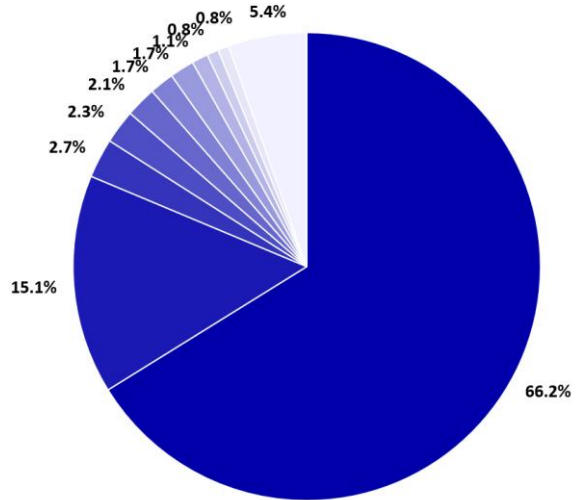
Work in Franklin County and Live In or Outside

2019

Work In Franklin County 17,795

Top 10 Counties Where they Live

Franklin County, VT	11,775
Chittenden County, VT	2,693
Grand Isle County, VT	485
Washington County, VT	416
Lamoille County, VT	378
Clinton County, NY	302
Orleans County, VT	301
Rutland County, VT	201
Caledonia County, VT	143
Addison County, VT	135
All Other Locations	966



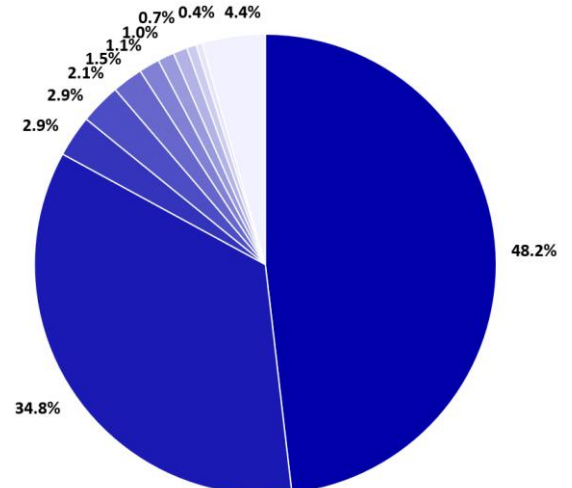
Live In Franklin County and Work In or Outside

2019

Live In Franklin County 24,448

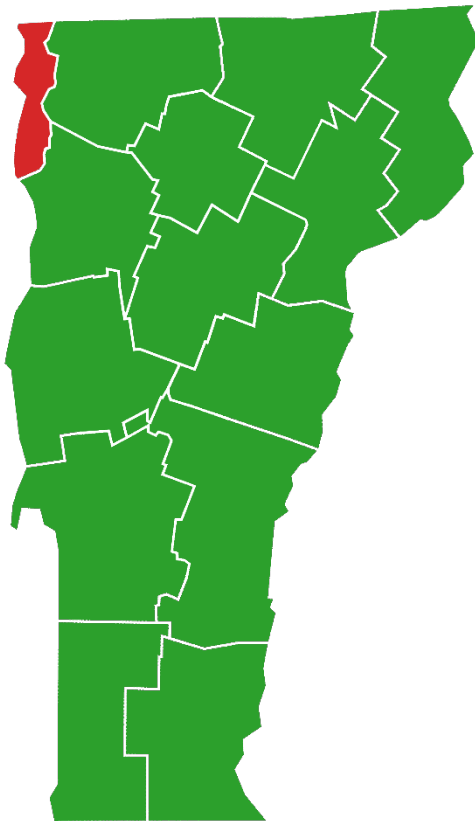
Top 10 Counties Where they Work

Franklin County, VT	11,775
Chittenden County, VT	8,506
Lamoille County, VT	714
Washington County, VT	699
Windsor County, VT	525
Orleans County, VT	356
Rutland County, VT	281
Addison County, VT	242
Clinton County, NY	164
Bennington County, VT	106
All Other Locations	1,080



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Grand Isle County



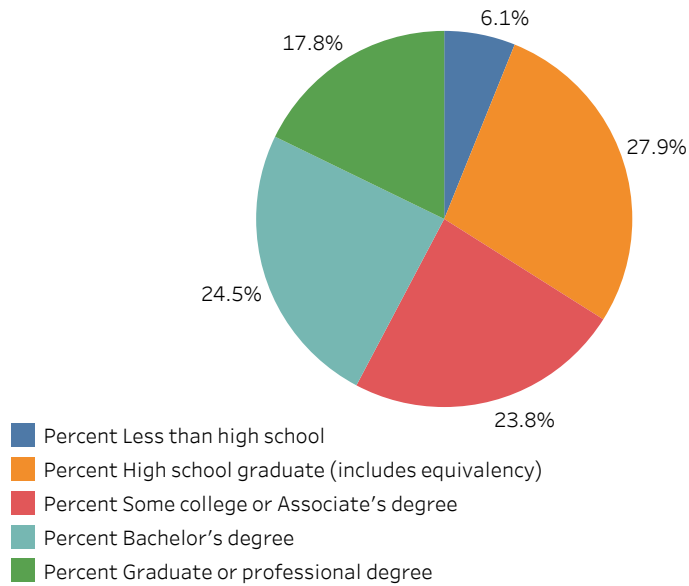
Grand Isle is the thirteenth most populous county in the state of Vermont and the smallest in size. Its 2020 Census population was 7,293. 2020 per capita income in the county is 108.5% of the statewide average while average quarterly wages (2021) are 77.4% of the statewide wage, the second lowest quarterly wage in the state. Large industries in the county include Accommodation and food services (15.7% of all covered employment) and Retail trade (13.3%). Relative to the state as a whole Grand Isle County has a high concentration of the Transportation and warehousing industry (3.9 percentage points higher than the state share).

In 2021 Grand Isle County had the second smallest labor force in the state with a labor force of 3,941. Since 2010 its labor force has decreased by 4.8%. The county's annual average unemployment rate for 2021 was 3.9%, higher than the statewide average of 3.4%. The poverty rate among all Grand Isle County residents was 6.3% in 2020 while among children under 18 it was 7.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (93.5%) and "two or more races" (3.4%). Of Grand Isle County residents 25 years of age and older 93.9% hold a high school diploma or higher while 42.2% hold a bachelor's degree or higher. People 65 years of age and over constitute 20.7% of the population, a number that is expected to grow to 28.8% by 2030.

Grand Isle County Demographics

Education¹

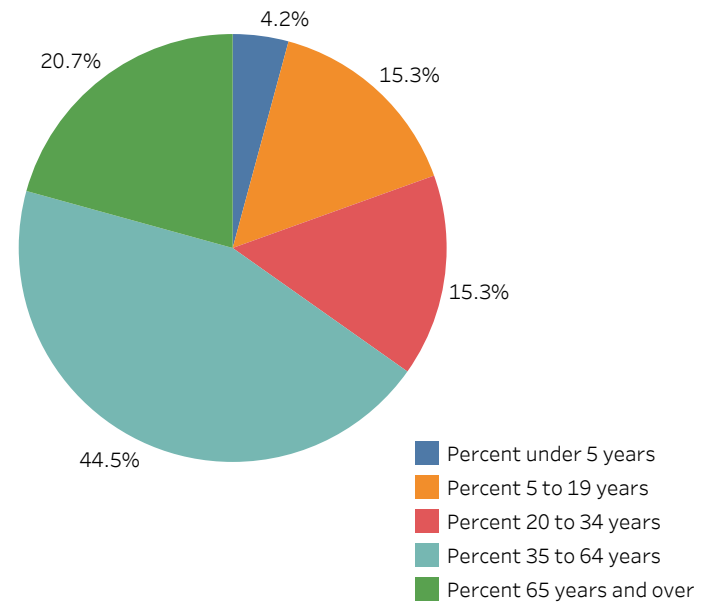


Race²

Percent White alone	93.5%
Percent Black or African American alone	0.9%
Percent Asian alone	0.5%
Percent American Indian and Alaska Native alone	1.5%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.1%
Percent Two or more races	3.4%

Age³

	2010	2020	Change
Percent under 5 years	4.6%	4.2%	-0.4%
Percent 5 to 19 years	17.7%	15.3%	-2.4%
Percent 20 to 34 years	14.0%	15.3%	1.3%
Percent 35 to 64 years	49.8%	44.5%	-5.3%
Percent 65 years and over	14.0%	20.7%	6.7%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

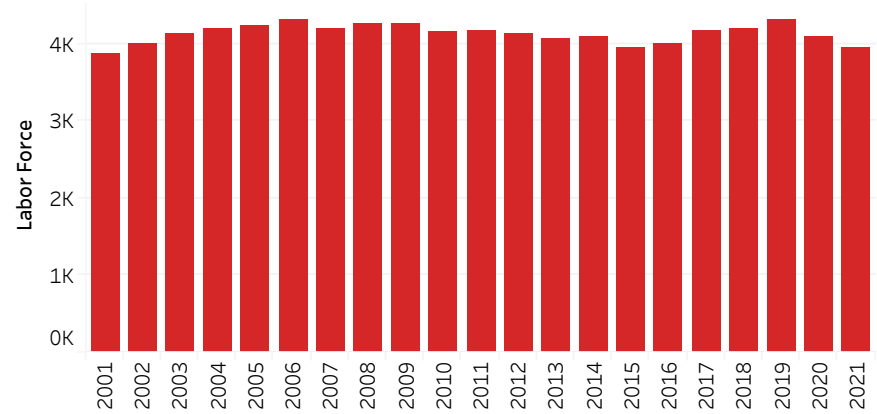
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Grand Isle County Unemployment & Labor Force

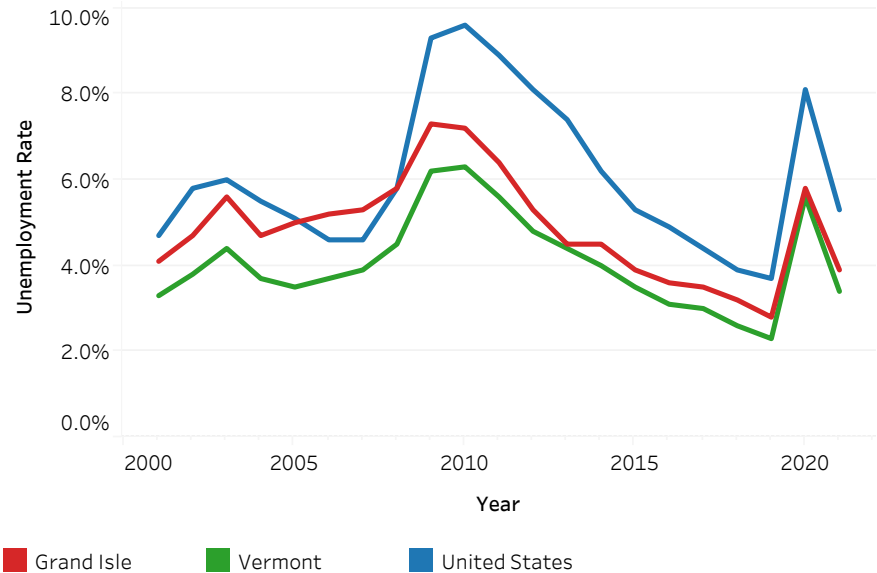
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	3,871	160	3,711	4.1%
2002	3,984	187	3,797	4.7%
2003	4,121	232	3,889	5.6%
2004	4,183	197	3,986	4.7%
2005	4,232	210	4,022	5.0%
2006	4,306	224	4,082	5.2%
2007	4,190	224	3,966	5.3%
2008	4,256	248	4,008	5.8%
2009	4,252	310	3,942	7.3%
2010	4,139	298	3,841	7.2%
2011	4,162	268	3,894	6.4%
2012	4,121	217	3,904	5.3%
2013	4,051	182	3,869	4.5%
2014	4,085	184	3,901	4.5%
2015	3,955	156	3,799	3.9%
2016	3,988	144	3,844	3.6%
2017	4,174	145	4,029	3.5%
2018	4,203	133	4,070	3.2%
2019	4,302	120	4,182	2.8%
2020	4,085	238	3,847	5.8%
2021	3,941	155	3,786	3.9%

Labor Force



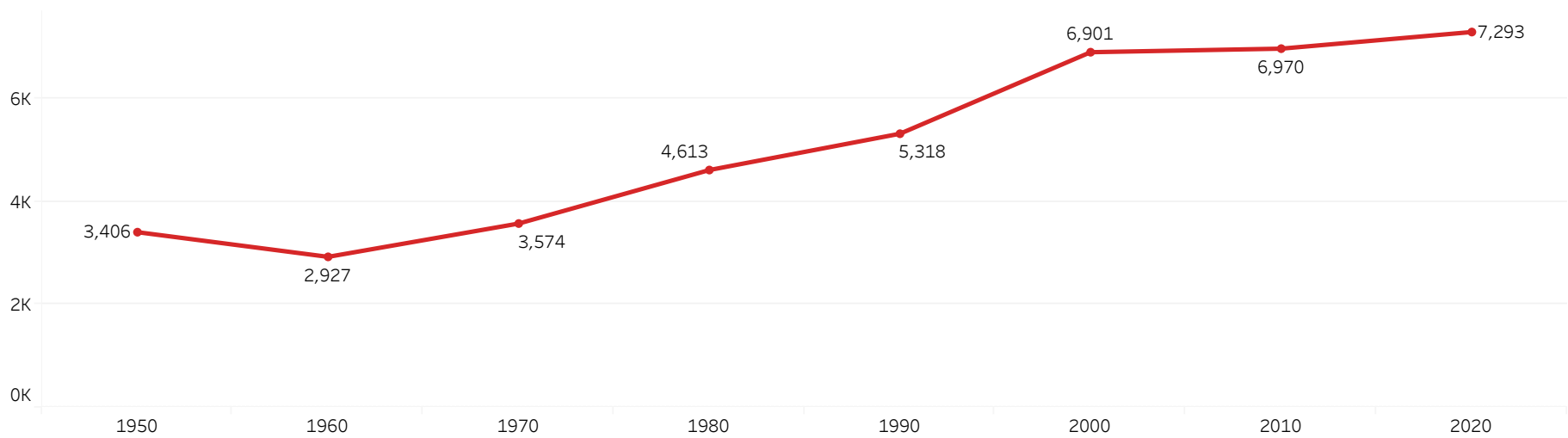
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Grand Isle County Population

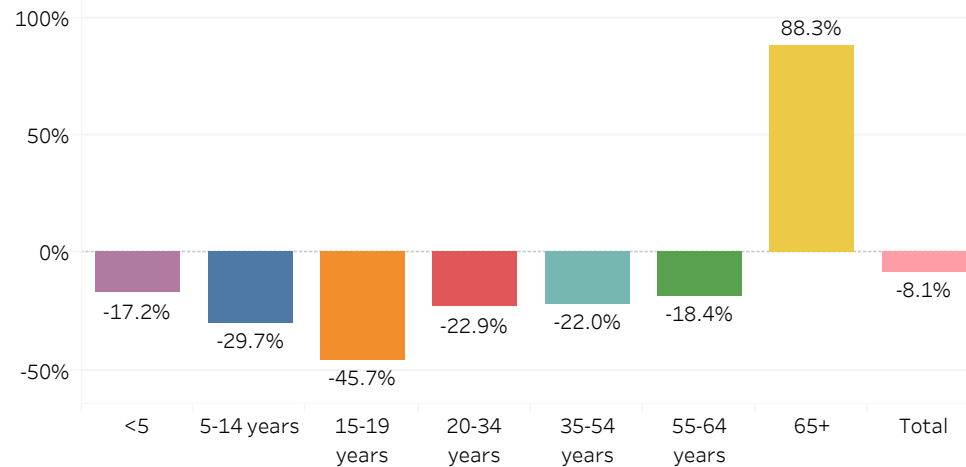
Population Total¹



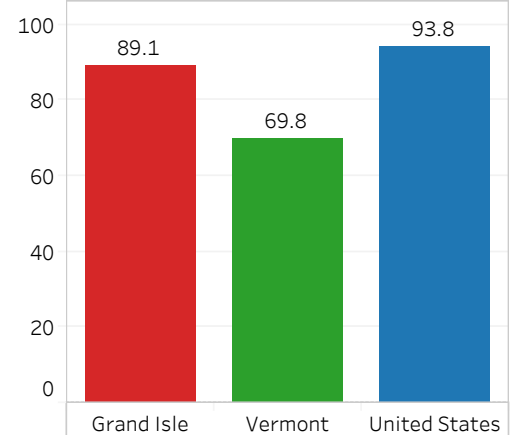
Population Projections 2030²

<5	264
5-14 years	570
15-19 years	228
20-34 years	750
35-54 years	1,716
55-64 years	1,035
65+	1,843
Total	6,406

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

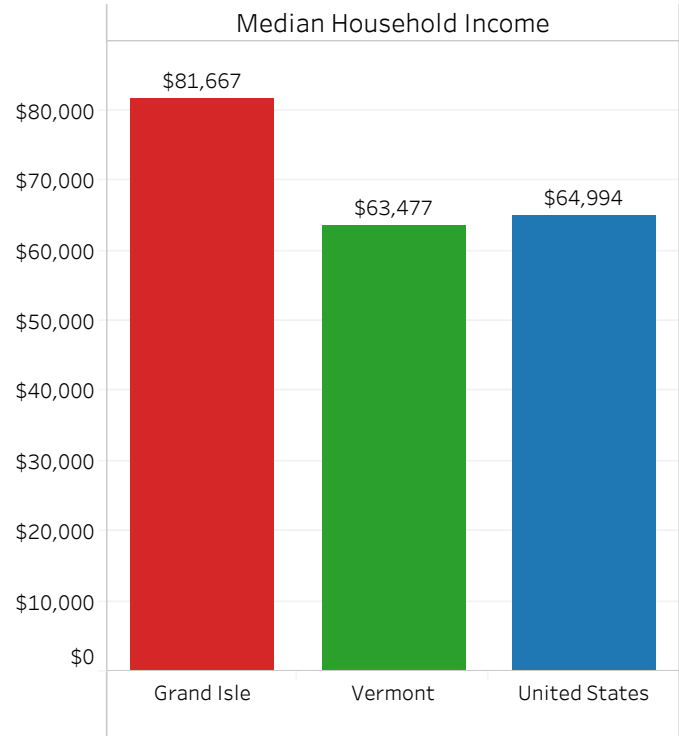
3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Grand Isle County Income & Poverty

Median Household Income¹

Area	2010	2020
Grand Isle	\$68,171	\$81,667
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

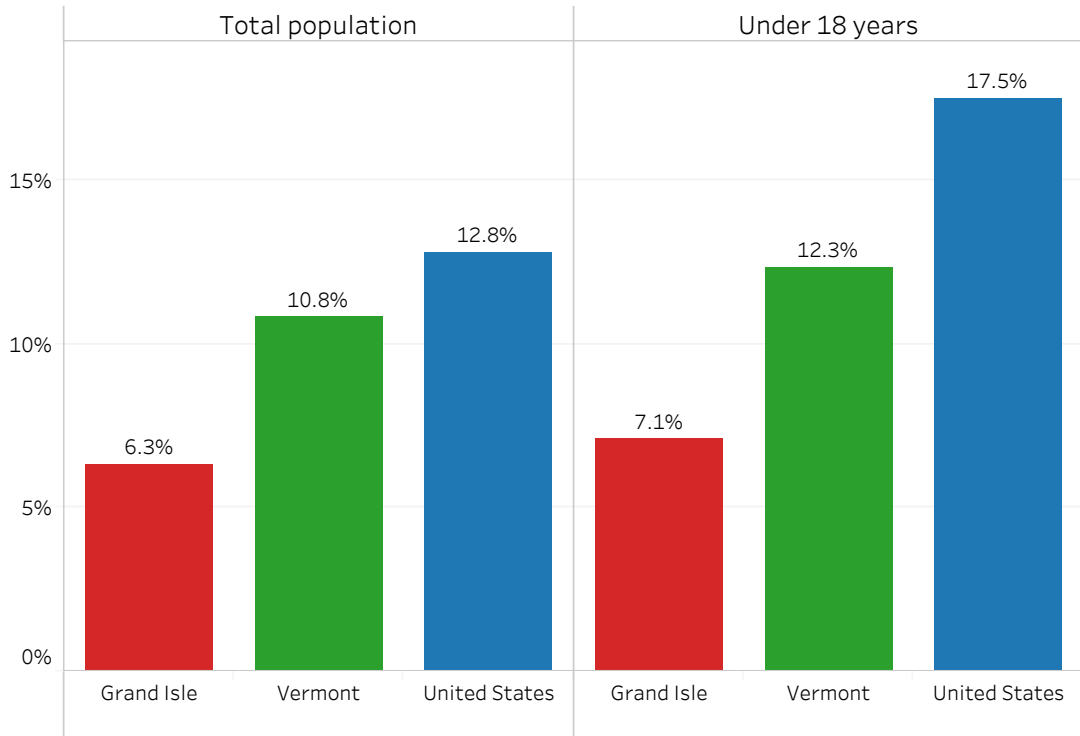
2020



Poverty Rate²

Area	Total population	Under 18 years
Grand Isle	6.3%	7.1%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

Poverty Rate by Age

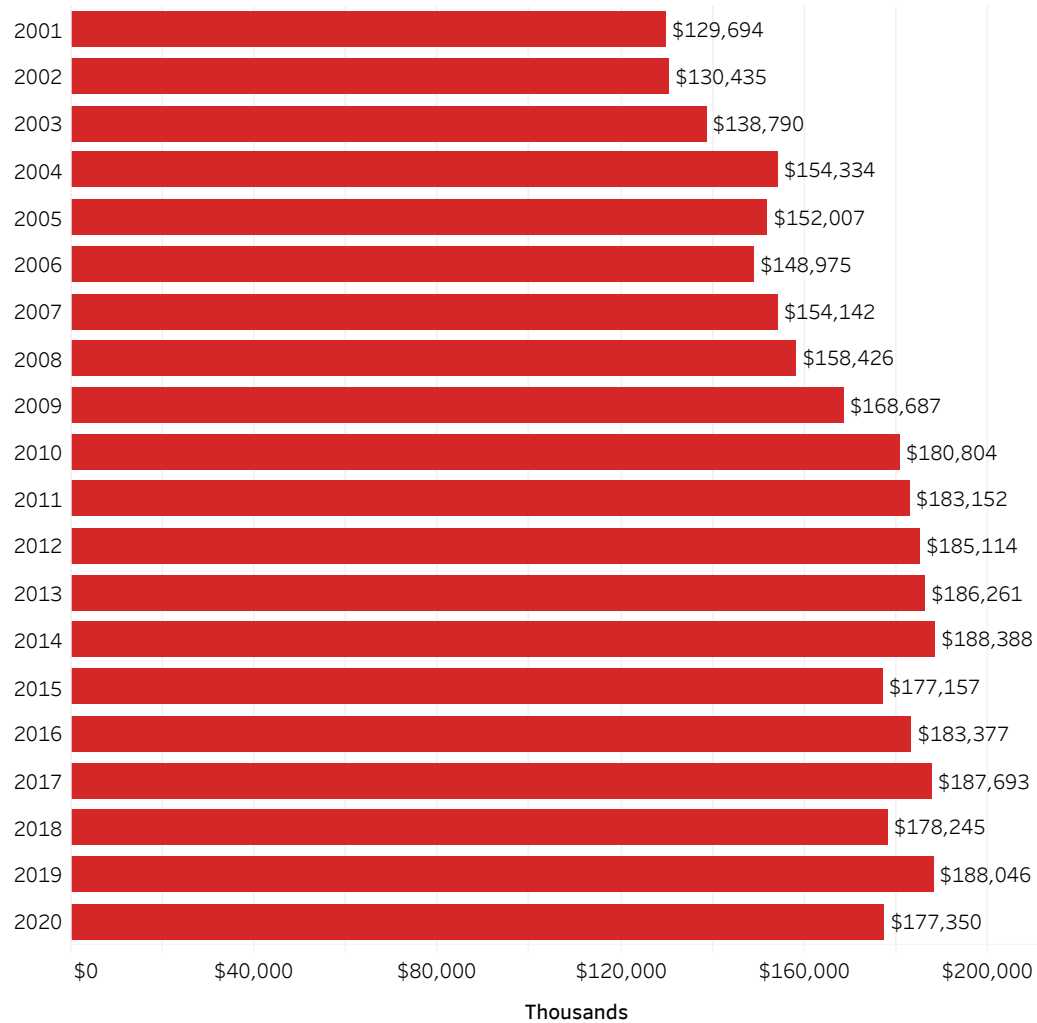


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Grand Isle County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

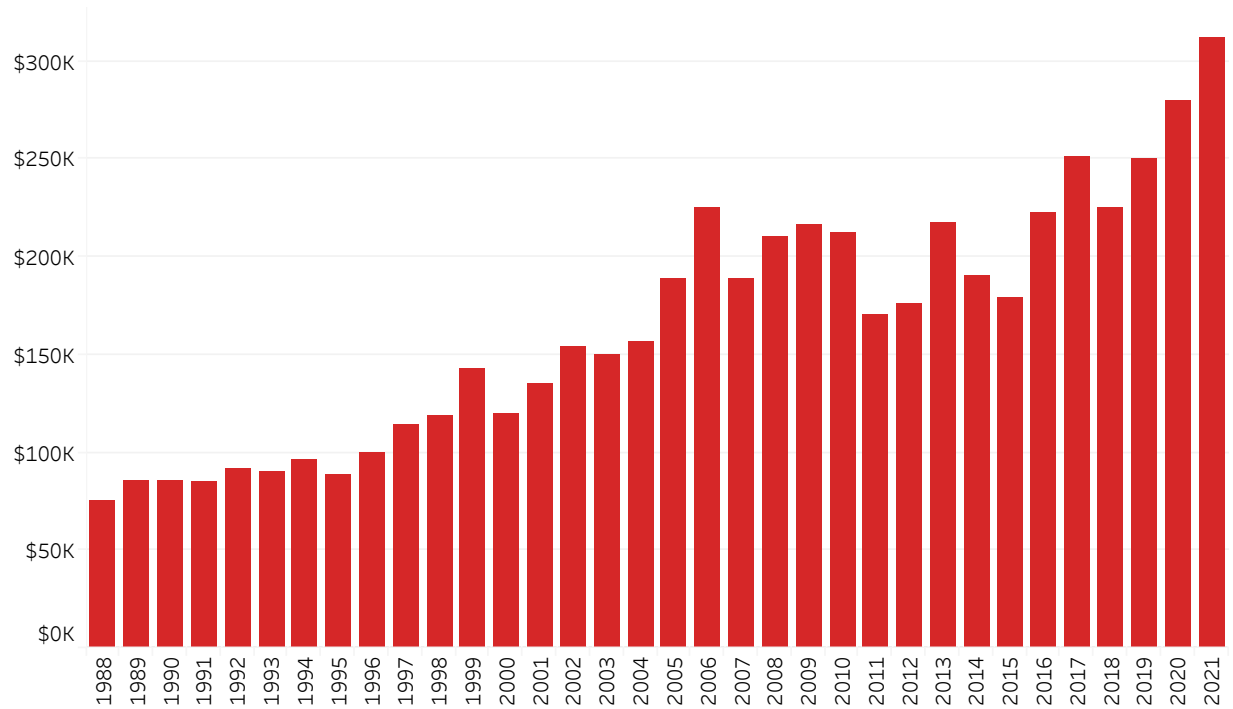
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Grand Isle County Housing

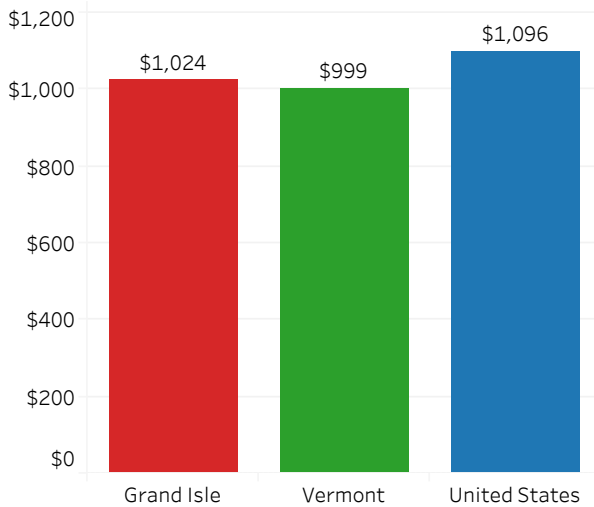
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

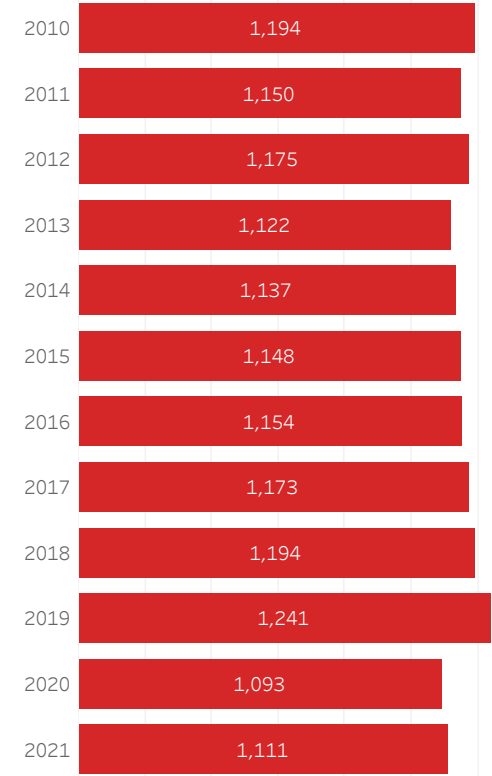
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Grand Isle County Covered Employment

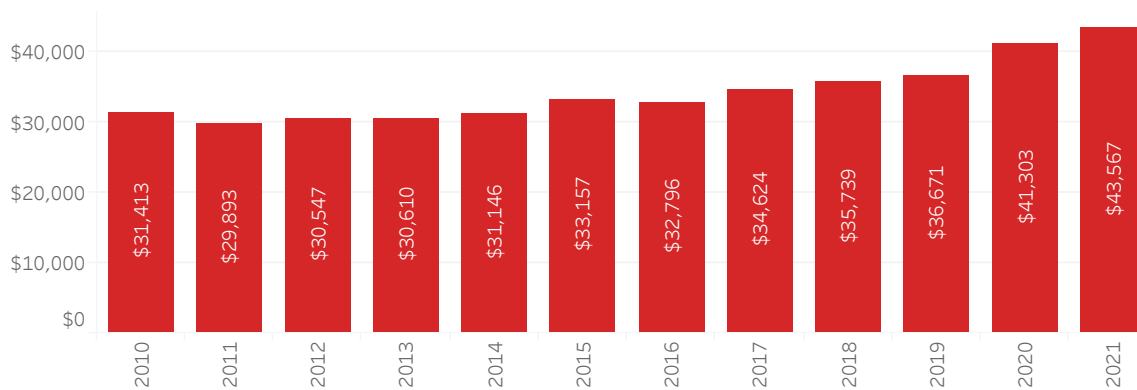
2021 Grand Isle County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	256	1,111	\$43,567	1.00
Private ownership	233	817	\$43,823	0.89
Agriculture, forestry, fishing and hunting	9	(s)	(s)	(s)
Mining	1	(s)	(s)	(s)
Construction	40	116	\$46,490	2.02
Manufacturing	6	21	\$31,649	0.19
Wholesale trade	16	(s)	(s)	(s)
Retail trade	19	148	\$25,756	1.11
Transportation and warehousing	11	68	\$49,524	2.78
Utilities	1	(s)	(s)	(s)
Information	6	(s)	(s)	(s)
Finance and insurance	8	30	\$86,891	0.92
Real estate and rental and leasing	7	11	\$49,173	0.96
Professional and technical services	34	(s)	(s)	(s)
Management of companies and enterprises	2	(s)	(s)	(s)
Administrative and waste services	19	42	\$55,617	0.91
Educational services	4	(s)	(s)	(s)
Health care and social assistance	7	(s)	(s)	(s)
Arts, entertainment, and recreation	5	12	\$30,011	0.85
Accommodation and food services	24	174	\$26,945	1.77
Other services, except public administration	16	(s)	(s)	(s)

Total Covered Employment



Annual Average Wage

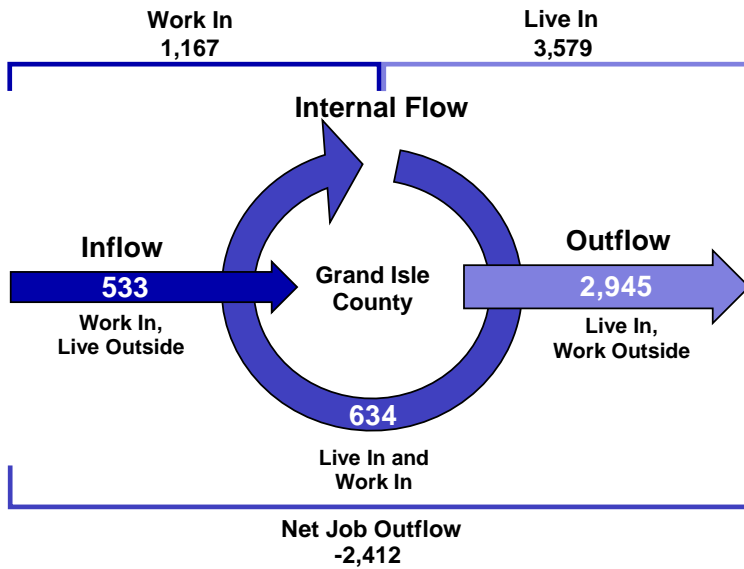


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Grand Isle County Commuting Patterns



Grand Isle County Labor Market

Work In county
Live In county
Net Job Outflow

2019	
Count	
1,167	Work In county
3,579	Live In county
-2,412	Net Job Outflow

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
1,167	100.0%
634	54.3%
533	45.7%

Live In

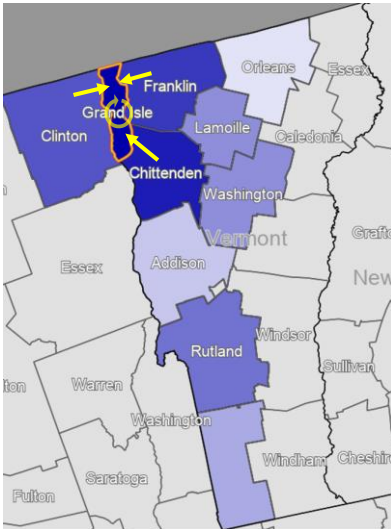
Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
3,579	100.0%
634	17.7%
2,945	82.3%

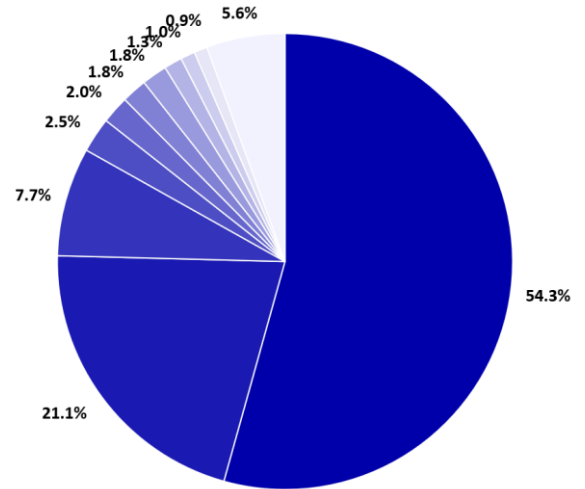
Work in Grand Isle County and Live In or Outside

2019

Work In Grand Isle County Top 10 Counties Where they Live



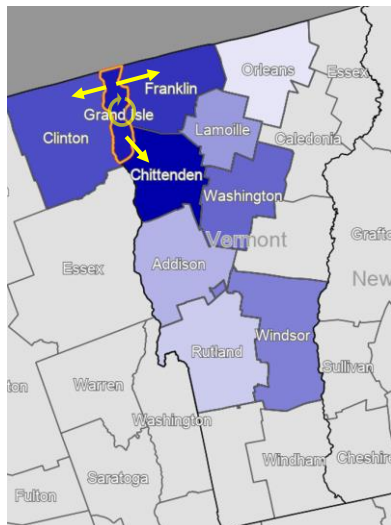
634	Grand Isle County, VT
246	Chittenden County, VT
90	Franklin County, VT
29	Clinton County, NY
23	Rutland County, VT
21	Lamoille County, VT
21	Washington County, VT
15	Bennington County, VT
12	Addison County, VT
11	Orleans County, VT
65	All Other Locations



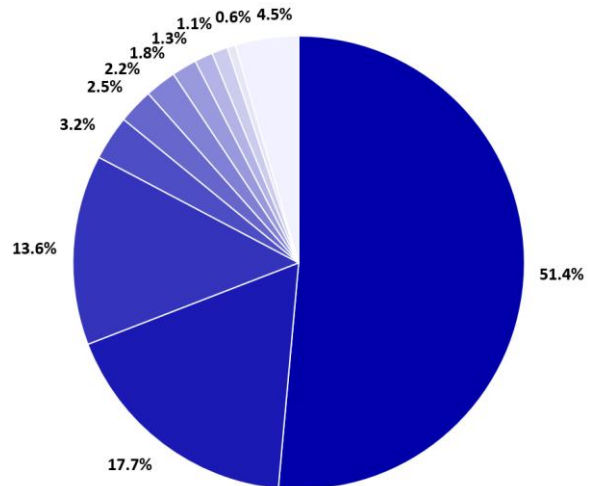
Live In Grand Isle County and Work In or Outside

2019

Live In Grand Isle County Top 10 Counties Where they Work

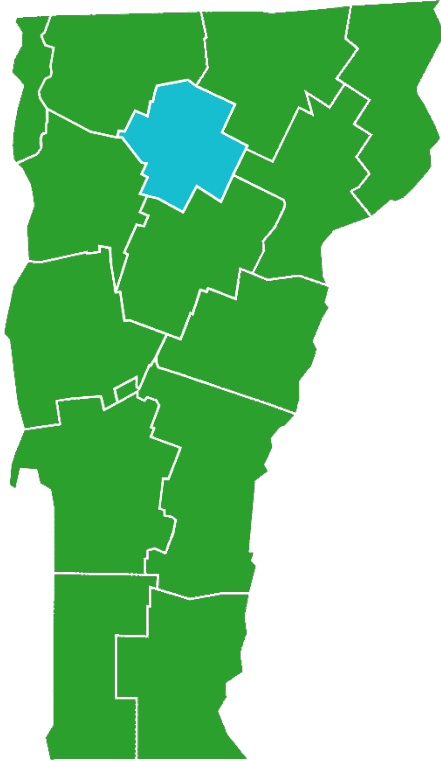


1,841	Chittenden County, VT
634	Grand Isle County, VT
485	Franklin County, VT
114	Clinton County, NY
90	Washington County, VT
80	Windsor County, VT
64	Lamoille County, VT
47	Addison County, VT
41	Rutland County, VT
21	Orleans County, VT
162	All Other Locations



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Lamoille County



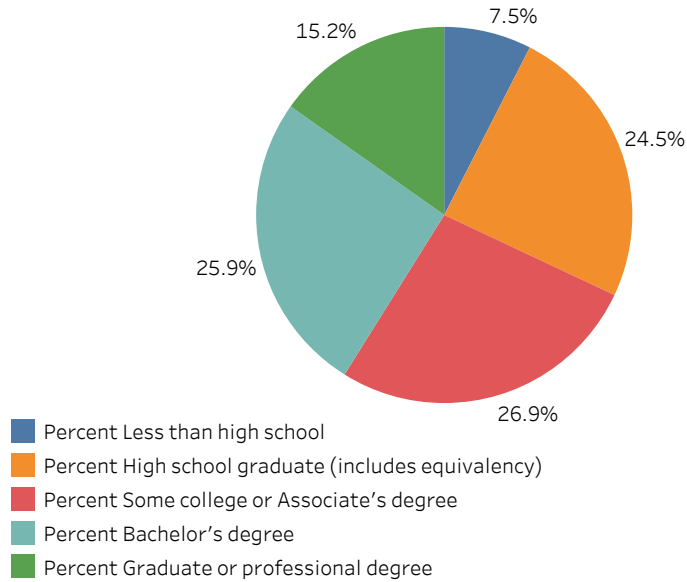
Lamoille is the twelfth most populous county in the state of Vermont and the second smallest in size. Its 2020 Census population was 25,945. 2020 per capita income in the county is 100.8% of the statewide average while average quarterly wages (2021) are 88.5% of the statewide wage, the ninth highest quarterly wage in the state. Large industries in the county include Accommodation and food services (24.3% of all covered employment) and Health care and social assistance (14.1%). Relative to the state as a whole Lamoille County has a high concentration of the Accommodation and food services industry (15.5 percentage points higher than the state share).

In 2021 Lamoille County had the eleventh largest labor force in the state with a labor force of 13,380. Since 2010 its labor force has decreased by 7.8%. The county's annual average unemployment rate for 2021 was 4.0%, higher than the statewide average of 3.4%. The poverty rate among all Lamoille County residents was 12.4% in 2020 while among children under 18 it was 17.7%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.0%) and "two or more races" (2.6%). Of Lamoille County residents 25 years of age and older 92.5% hold a high school diploma or higher while 41.0% hold a bachelor's degree or higher. People 65 years of age and over constitute 17.1% of the population, a number that is expected to grow to 23.5% by 2030.

Lamoille County Demographics

Education¹

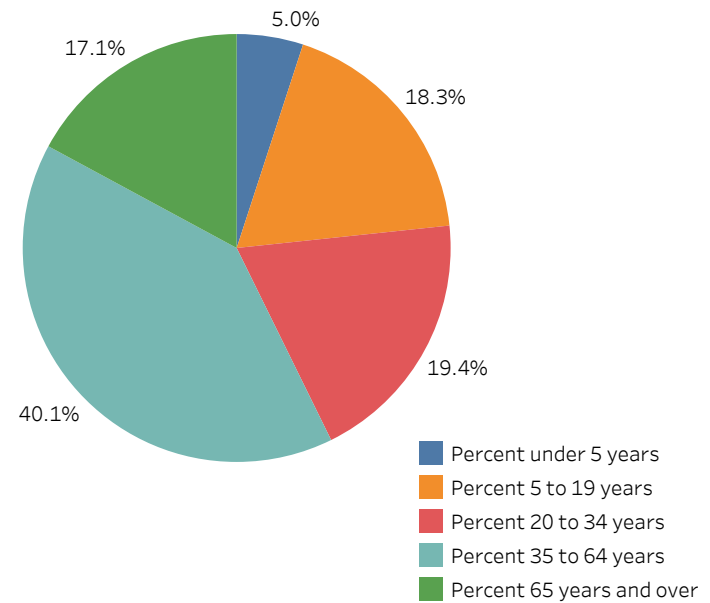


Race²

Percent White alone	95.0%
Percent Black or African American alone	1.1%
Percent Asian alone	0.3%
Percent American Indian and Alaska Native alone	0.6%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.4%
Percent Two or more races	2.6%

Age³

	2010	2020	Change
Percent under 5 years	6.1%	5.0%	-1.1%
Percent 5 to 19 years	19.4%	18.3%	-1.1%
Percent 20 to 34 years	18.3%	19.4%	1.1%
Percent 35 to 64 years	42.9%	40.1%	-2.8%
Percent 65 years and over	13.3%	17.1%	3.8%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Lamoille County Unemployment & Labor Force

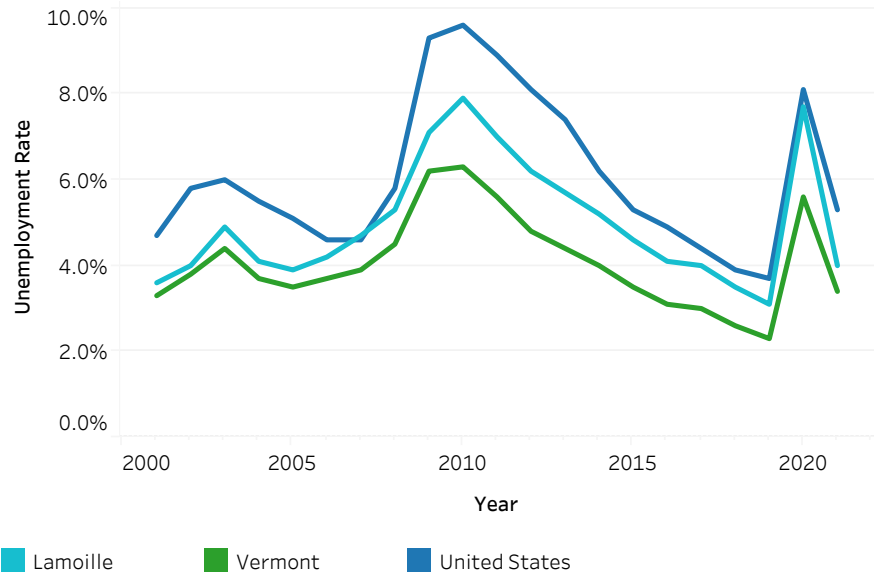
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	13,470	481	12,989	3.6%
2002	13,814	558	13,256	4.0%
2003	14,029	686	13,343	4.9%
2004	14,307	589	13,718	4.1%
2005	14,535	563	13,972	3.9%
2006	15,084	628	14,456	4.2%
2007	15,089	702	14,387	4.7%
2008	15,095	794	14,301	5.3%
2009	15,659	1,113	14,546	7.1%
2010	14,518	1,147	13,371	7.9%
2011	14,537	1,024	13,513	7.0%
2012	13,997	865	13,132	6.2%
2013	13,873	789	13,084	5.7%
2014	13,818	715	13,103	5.2%
2015	13,848	636	13,212	4.6%
2016	13,961	572	13,389	4.1%
2017	14,471	578	13,893	4.0%
2018	14,422	502	13,920	3.5%
2019	14,464	442	14,022	3.1%
2020	13,914	1,076	12,838	7.7%
2021	13,380	539	12,841	4.0%

Labor Force



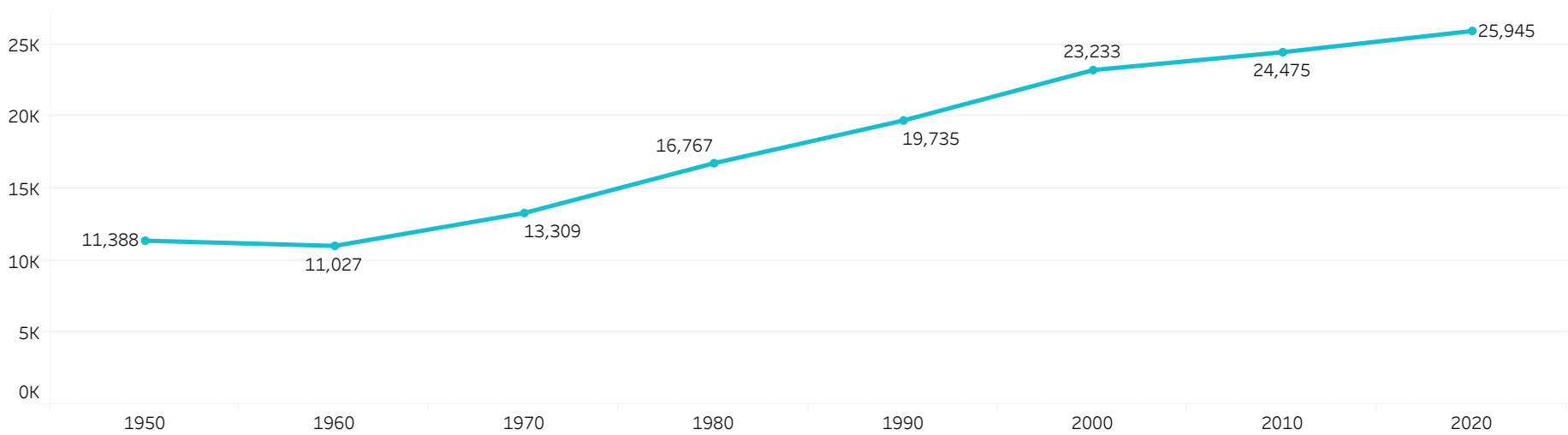
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Lamoille County Population

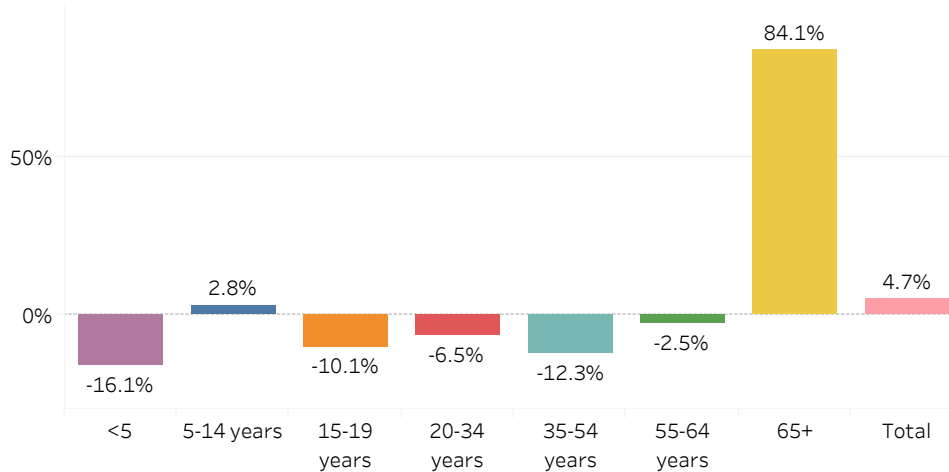
Population Total¹



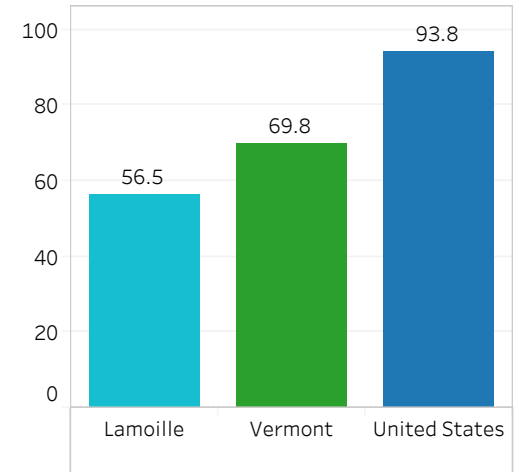
Population Projections 2030²

<5	1,254
5-14 years	3,060
15-19 years	1,594
20-34 years	4,181
35-54 years	6,361
55-64 years	3,159
65+	6,008
Total	25,617

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Lamoille County Income & Poverty

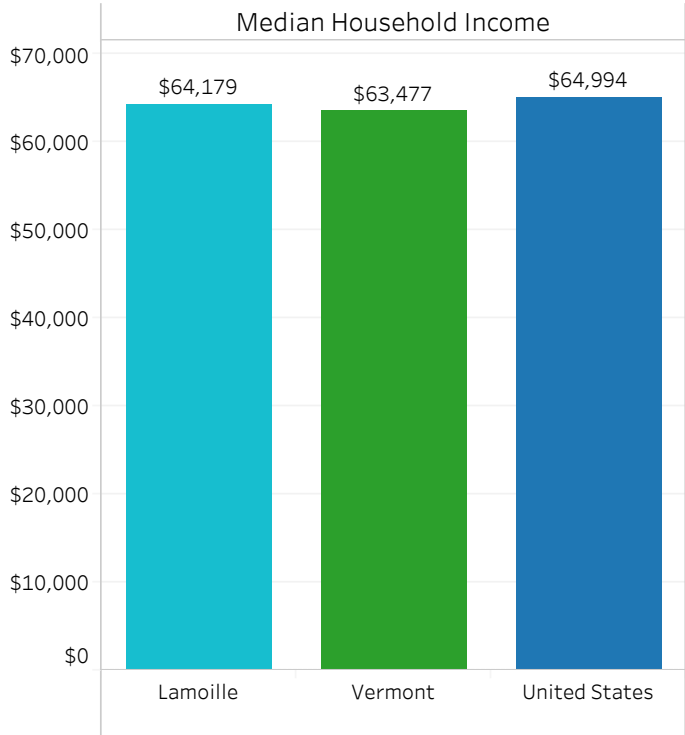
Median Household Income¹

Area	2010	2020
Lamoille	\$61,994	\$64,179
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

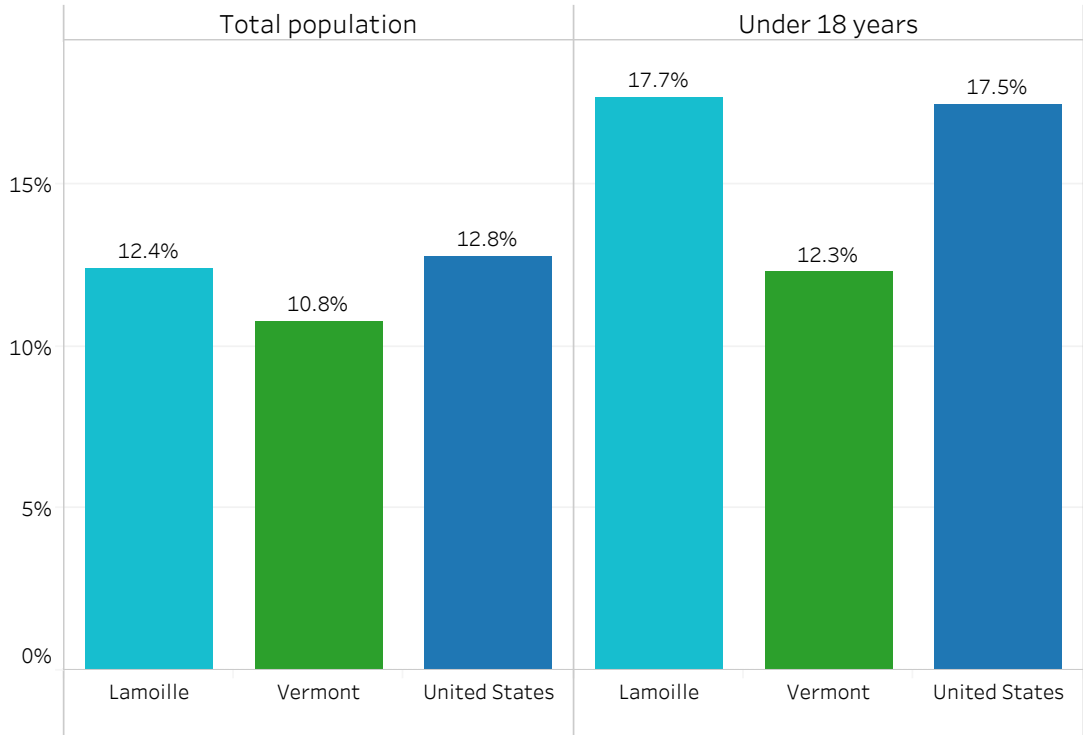
Poverty Rate²

Area	Total population	Under 18 years
Lamoille	12.4%	17.7%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

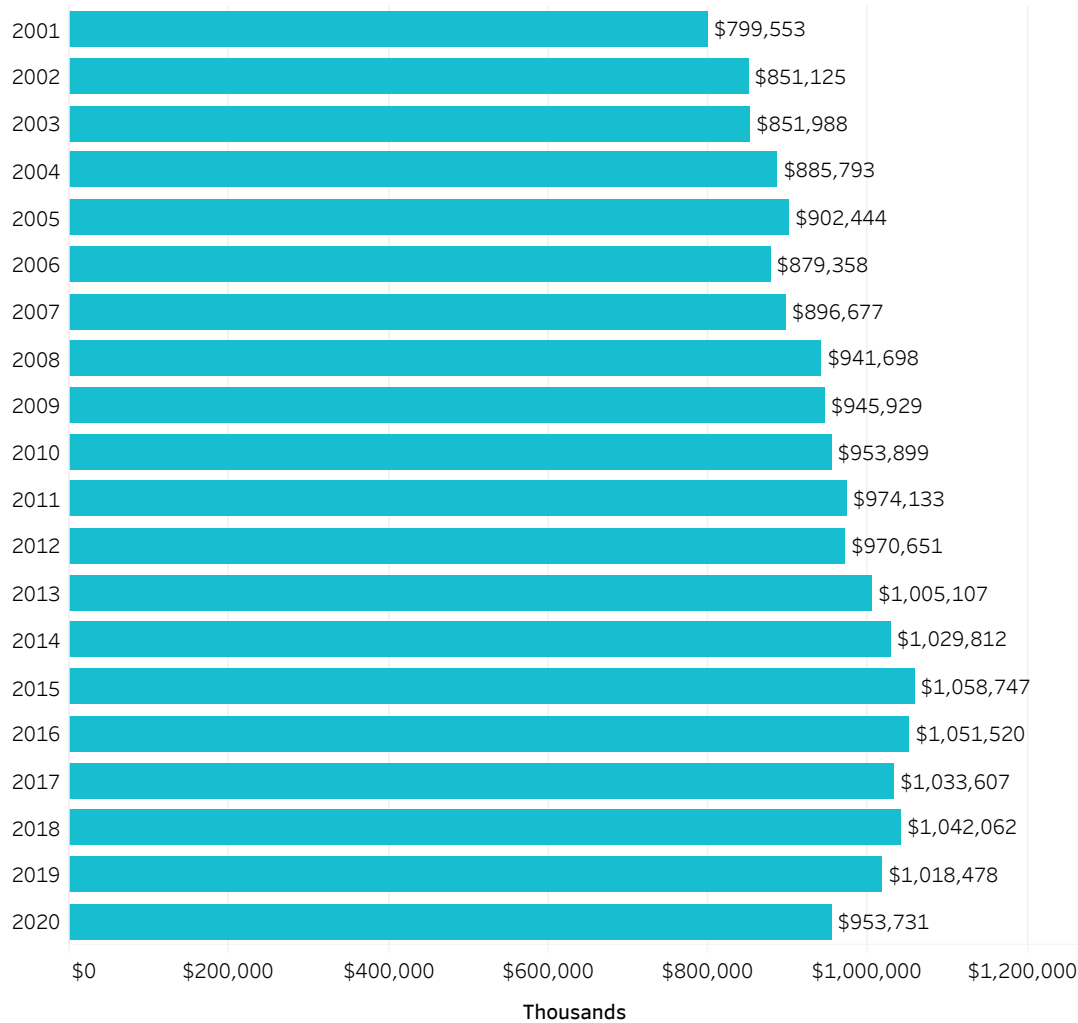


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Lamoille County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



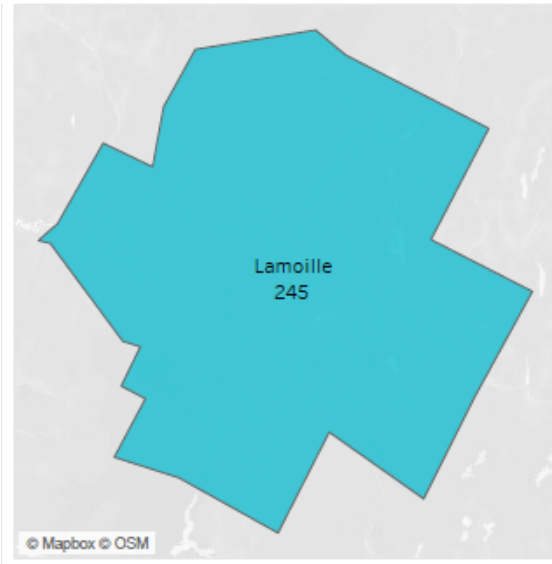
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

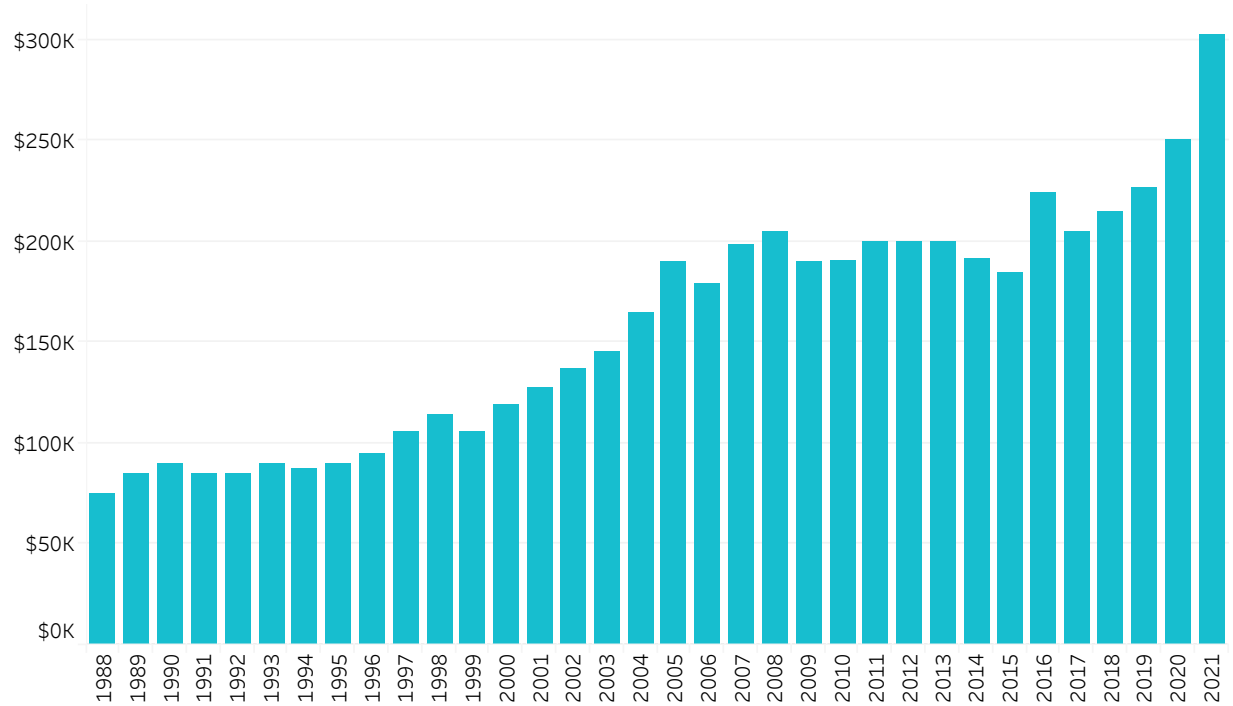
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Lamoille County Housing

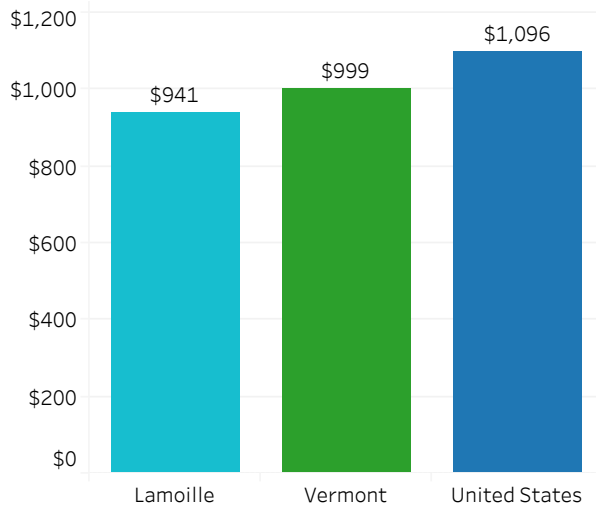
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

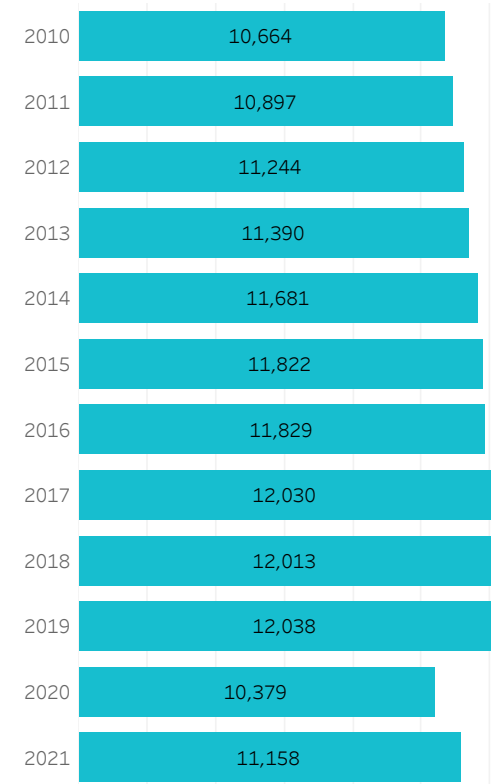
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Lamoille County Covered Employment

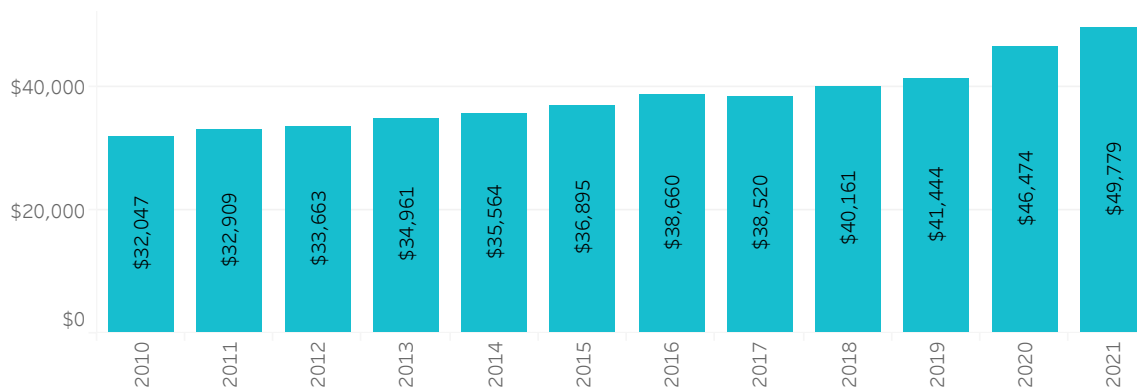
2021 Lamoille County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	1,283	11,158	\$49,779	1.00
Private ownership	1,233	9,615	\$49,688	1.04
Agriculture, forestry, fishing and hunting	21	(s)	(s)	(s)
Mining	2	(s)	(s)	(s)
Construction	160	774	\$53,631	1.34
Manufacturing	43	723	\$62,280	0.66
Wholesale trade	60	108	\$96,578	0.33
Retail trade	140	1,437	\$35,798	1.08
Transportation and warehousing	23	(s)	(s)	(s)
Utilities	4	(s)	(s)	(s)
Information	31	127	\$72,454	0.83
Finance and insurance	42	245	\$78,921	0.75
Real estate and rental and leasing	48	166	\$66,197	1.45
Professional and technical services	199	378	\$104,386	0.62
Management of companies and enterprises	5	(s)	(s)	(s)
Administrative and waste services	120	(s)	(s)	(s)
Educational services	23	172	\$32,619	0.46
Health care and social assistance	72	1,572	\$56,820	0.83
Arts, entertainment, and recreation	34	130	\$28,336	0.91
Accommodation and food services	111	2,716	\$34,555	2.75
Other services, except public administration	99	295	\$36,704	0.97

Total Covered Employment



Annual Average Wage

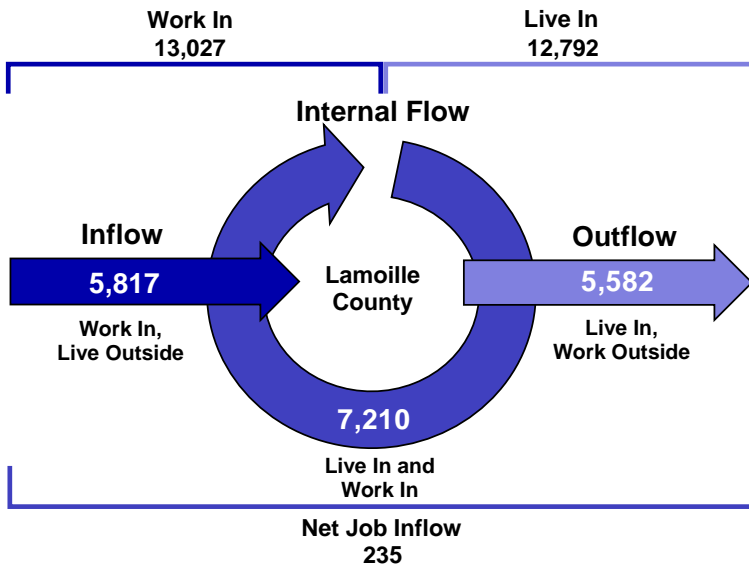


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Lamoille County Commuting Patterns



Lamoille County Labor Market

Work In county
Live In county
Net Job Inflow

2019	
Count	
13,027	Work In county
12,792	Live In county
235	Net Job Inflow

Work In

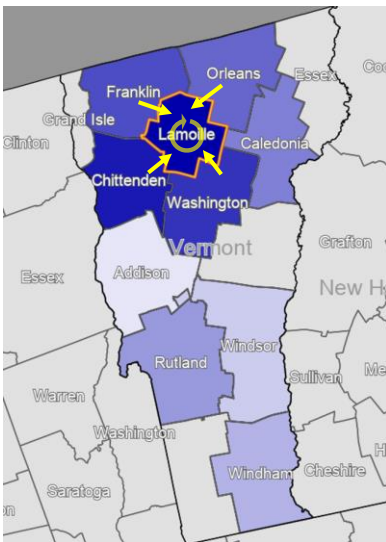
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
13,027	100.0%
7,210	55.3%
5,817	44.7%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
12,792	100.0%
7,210	56.4%
5,582	43.6%

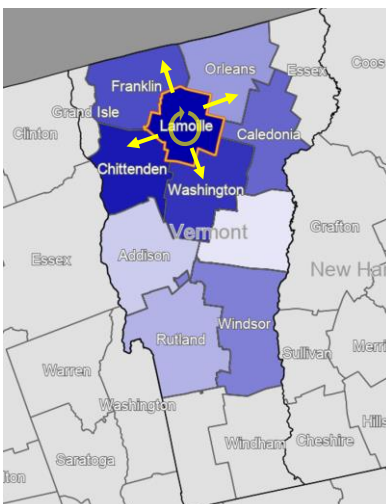
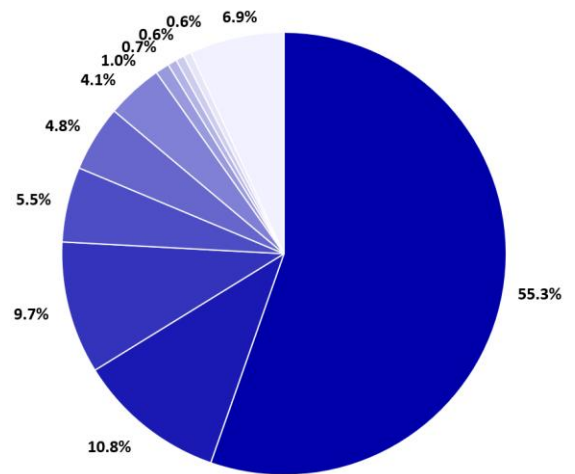


Work in Lamoille County and Live In or Outside

2019

Work In Lamoille County 13,027
Top 10 Counties Where they Live

Lamoille County, VT	7,210
Chittenden County, VT	1,412
Washington County, VT	1,259
Franklin County, VT	714
Orleans County, VT	628
Caledonia County, VT	536
Rutland County, VT	132
Windham County, VT	86
Windsor County, VT	81
Addison County, VT	74
All Other Locations	895

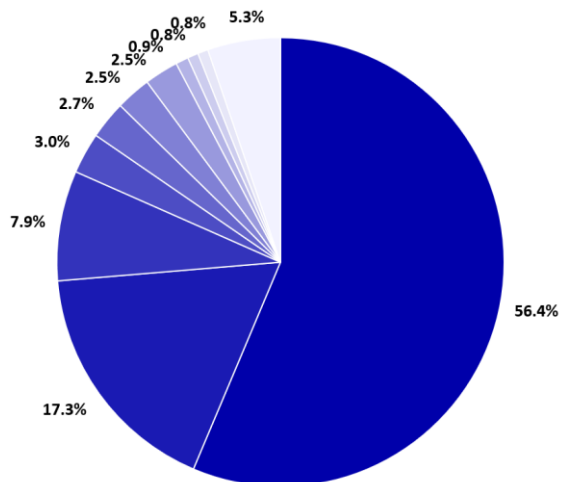


Live In Lamoille County and Work In or Outside

2019

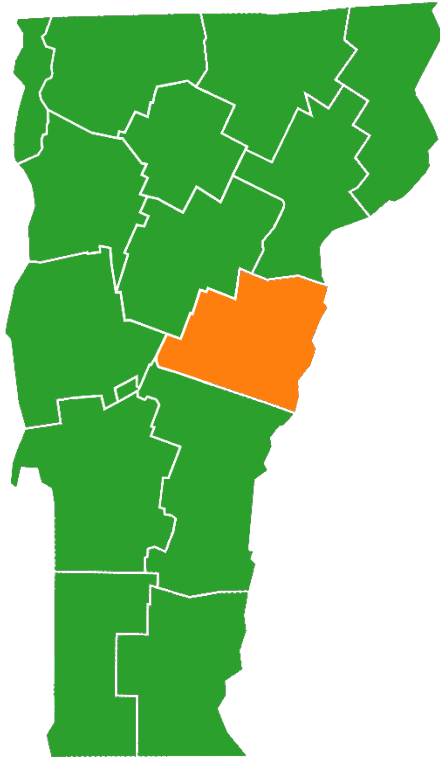
Live In Lamoille County 12,792
Top 10 Counties Where they Work

Lamoille County, VT	7,210
Chittenden County, VT	2,214
Washington County, VT	1,014
Franklin County, VT	378
Caledonia County, VT	350
Windsor County, VT	325
Orleans County, VT	314
Rutland County, VT	118
Addison County, VT	100
Orange County, VT	96
All Other Locations	673



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Orange County



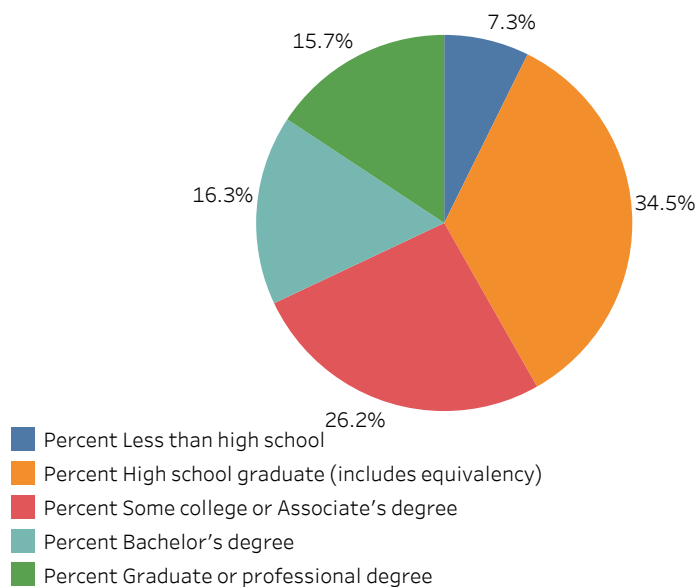
Orange is the tenth most populous county in the state of Vermont and the seventh largest in size. Its 2020 Census population was 29,277. 2020 per capita income in the county is 89.8% of the statewide average while average quarterly wages (2021) are 82.9% of the statewide wage, the eleventh highest quarterly wage in the state. Large industries in the county include Health care and social assistance (18.7% of all covered employment) and Retail trade (11.2%). Relative to the state as a whole Orange County has a high concentration of the Agriculture, forestry, fishing and hunting industry (2.8 percentage points higher than the state share).

In 2021 Orange County had the ninth largest labor force in the state with a labor force of 15,227. Since 2010 its labor force has decreased by 9.0%. The county's annual average unemployment rate for 2021 was 3.2%, lower than the statewide average of 3.4%. The poverty rate among all Orange County residents was 9.7% in 2020 while among children under 18 it was 11.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (96.2%) and "two or more races" (2.4%). Of Orange County residents 25 years of age and older 92.7% hold a high school diploma or higher while 31.9% hold a bachelor's degree or higher. People 65 years of age and over constitute 21.1% of the population, a number that is expected to grow to 29.7% by 2030.

Orange County Demographics

Education¹

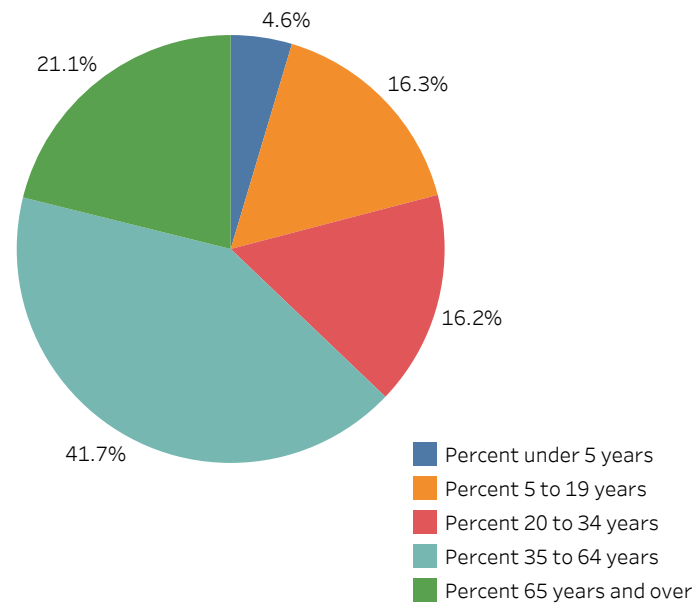


Race²

Percent White alone	96.2%
Percent Black or African American alone	0.4%
Percent Asian alone	0.4%
Percent American Indian and Alaska Native alone	0.3%
Percent Native Hawaiian and Other Pacific Islander alone	0.1%
Percent Some other race alone	0.3%
Percent Two or more races	2.4%

Age³

	2010	2020	Change
Percent under 5 years	5.1%	4.6%	-0.5%
Percent 5 to 19 years	18.6%	16.3%	-2.3%
Percent 20 to 34 years	15.6%	16.2%	0.6%
Percent 35 to 64 years	45.9%	41.7%	-4.2%
Percent 65 years and over	14.8%	21.1%	6.3%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

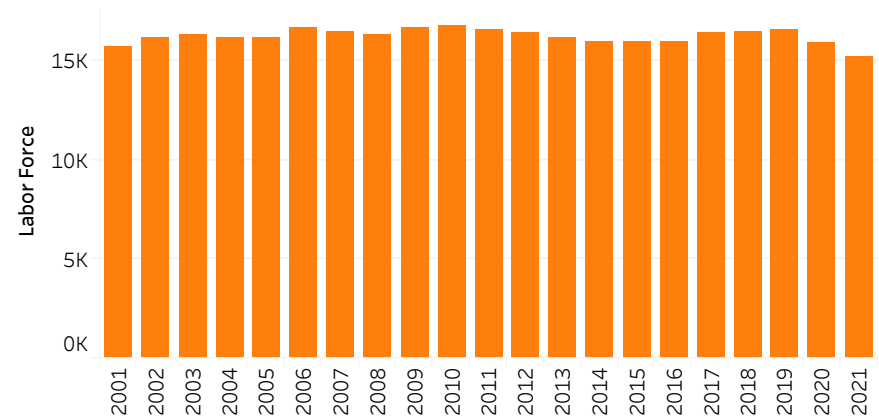
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Orange County Unemployment & Labor Force

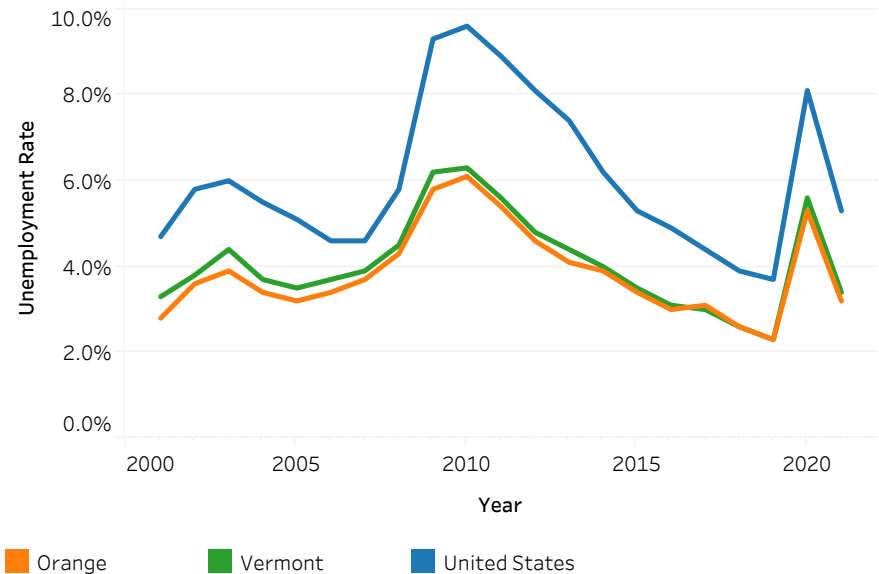
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	15,736	443	15,293	2.8%
2002	16,140	579	15,561	3.6%
2003	16,287	634	15,653	3.9%
2004	16,146	552	15,594	3.4%
2005	16,100	519	15,581	3.2%
2006	16,595	558	16,037	3.4%
2007	16,462	603	15,859	3.7%
2008	16,268	694	15,574	4.3%
2009	16,614	967	15,647	5.8%
2010	16,739	1,021	15,718	6.1%
2011	16,577	898	15,679	5.4%
2012	16,409	751	15,658	4.6%
2013	16,164	665	15,499	4.1%
2014	15,965	618	15,347	3.9%
2015	15,978	543	15,435	3.4%
2016	15,951	479	15,472	3.0%
2017	16,378	503	15,875	3.1%
2018	16,449	432	16,017	2.6%
2019	16,542	386	16,156	2.3%
2020	15,890	836	15,054	5.3%
2021	15,227	490	14,737	3.2%

Labor Force



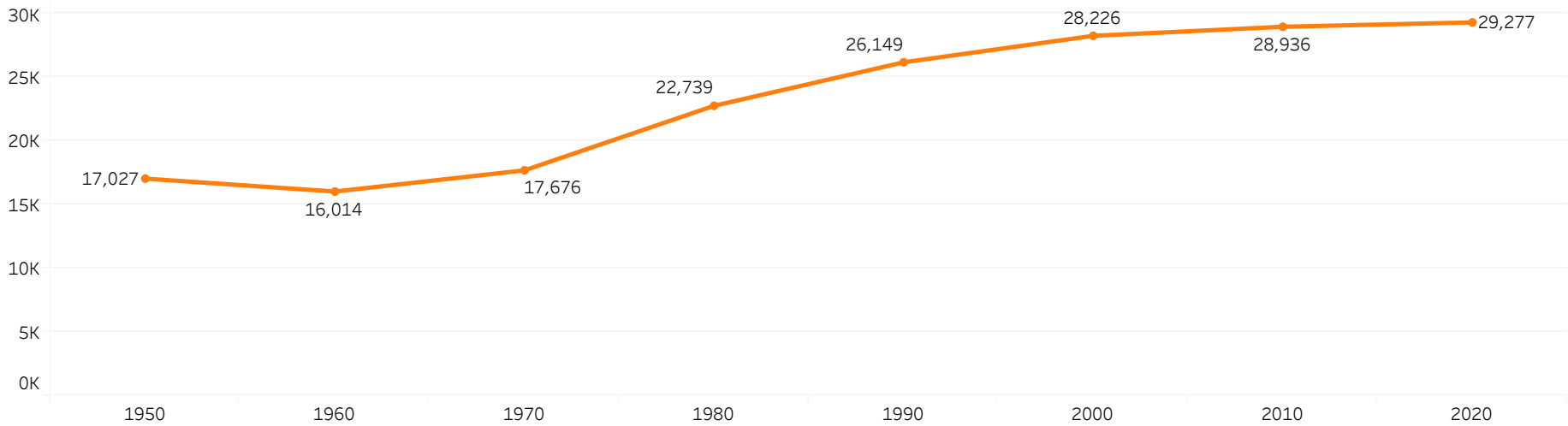
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Orange County Population

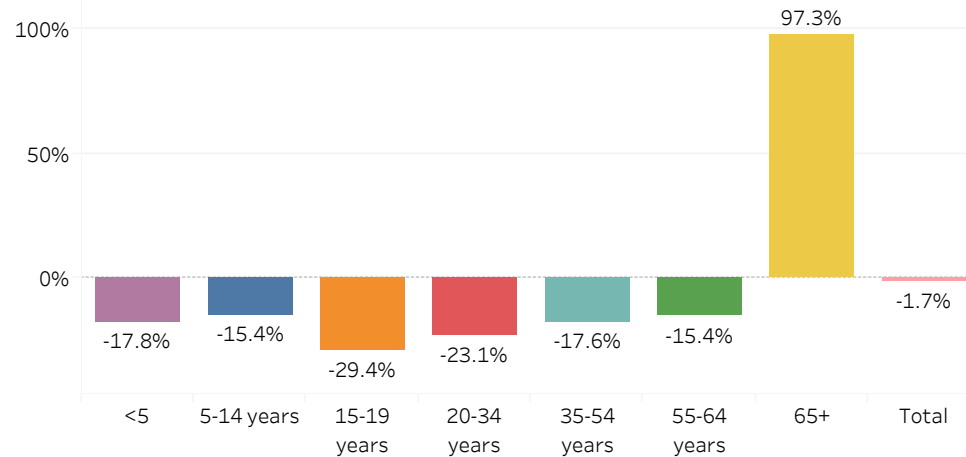
Population Total¹



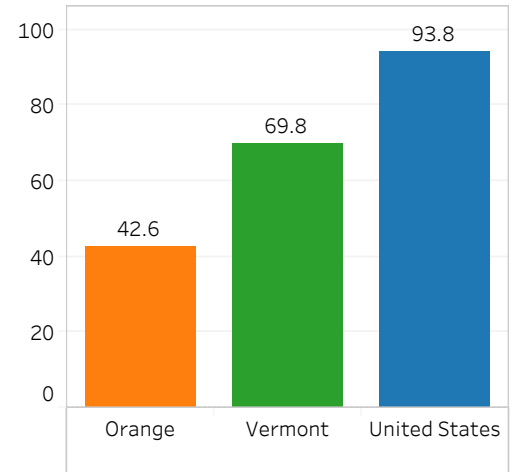
Population Projections 2030²

<5	1,210
5-14 years	2,885
15-19 years	1,400
20-34 years	3,477
35-54 years	7,153
55-64 years	3,881
65+	8,438
Total	28,444

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Orange County Income & Poverty

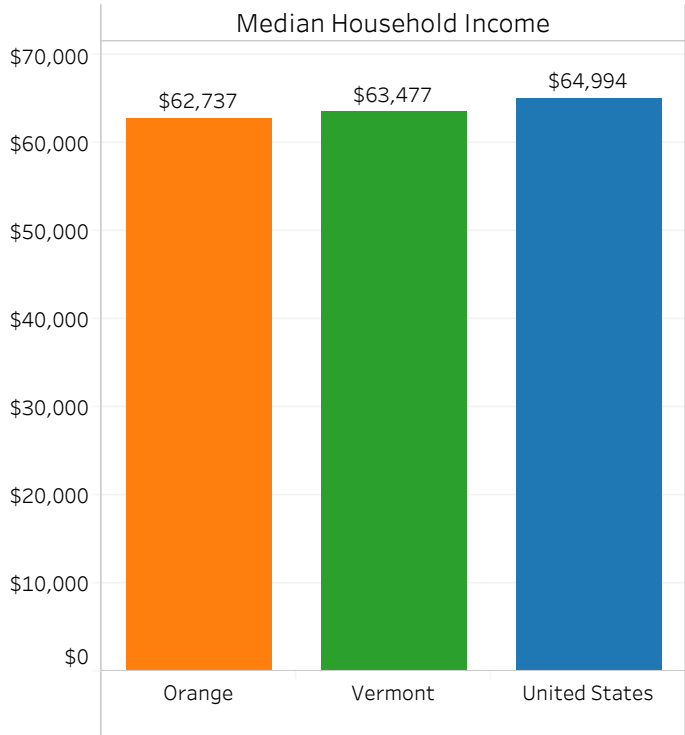
Median Household Income¹

Area	2010	2020
Orange	\$61,813	\$62,737
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

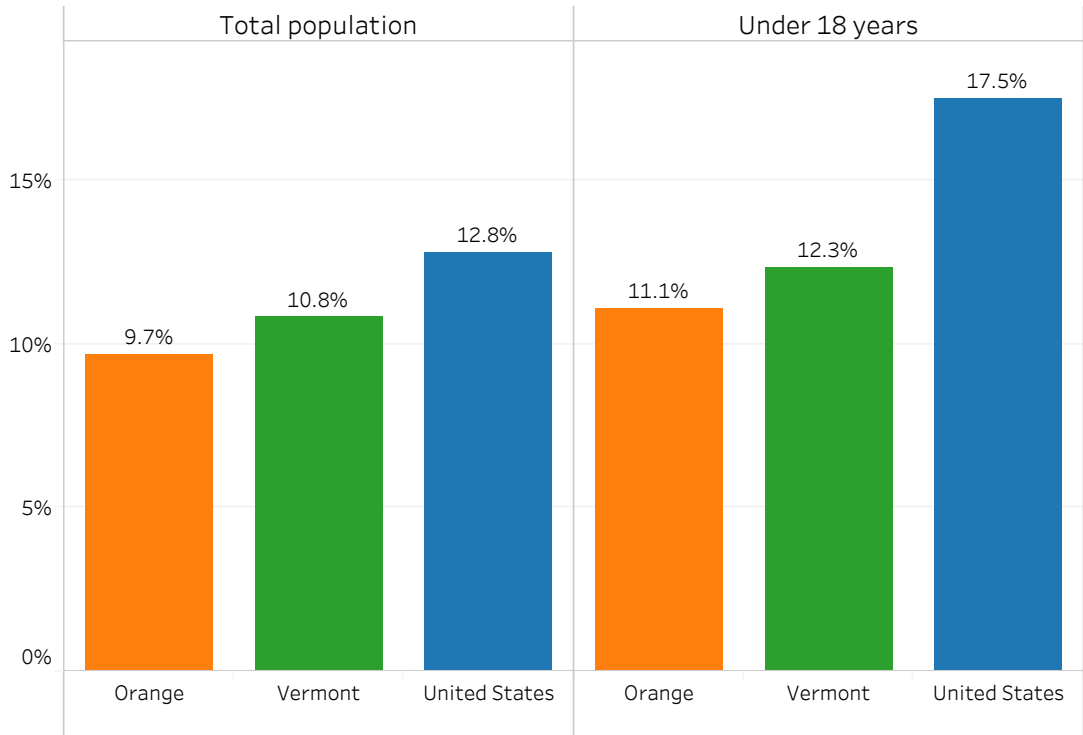
Poverty Rate²

Area	Total population	Under 18 years
Orange	9.7%	11.1%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

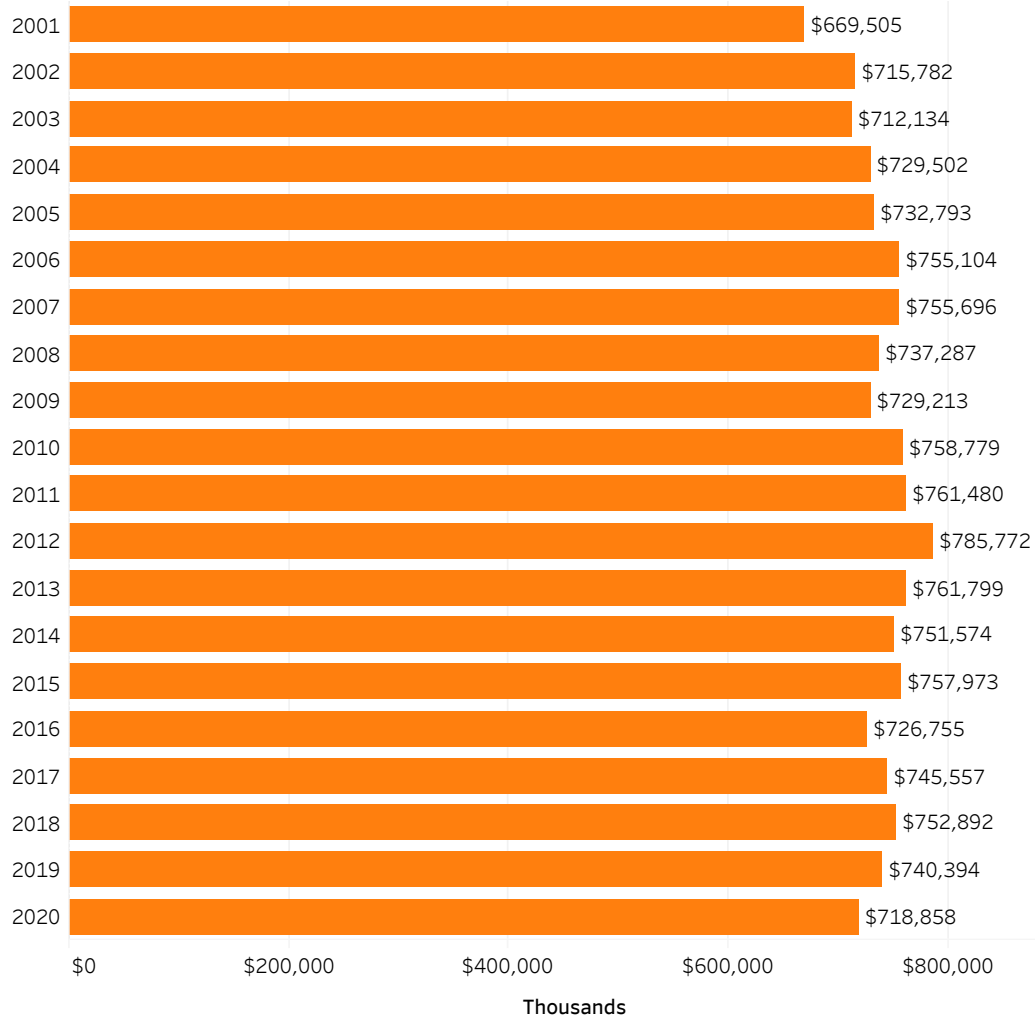


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Orange County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



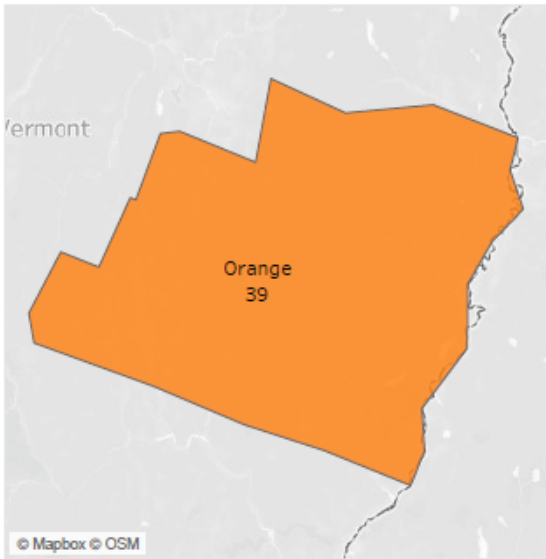
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

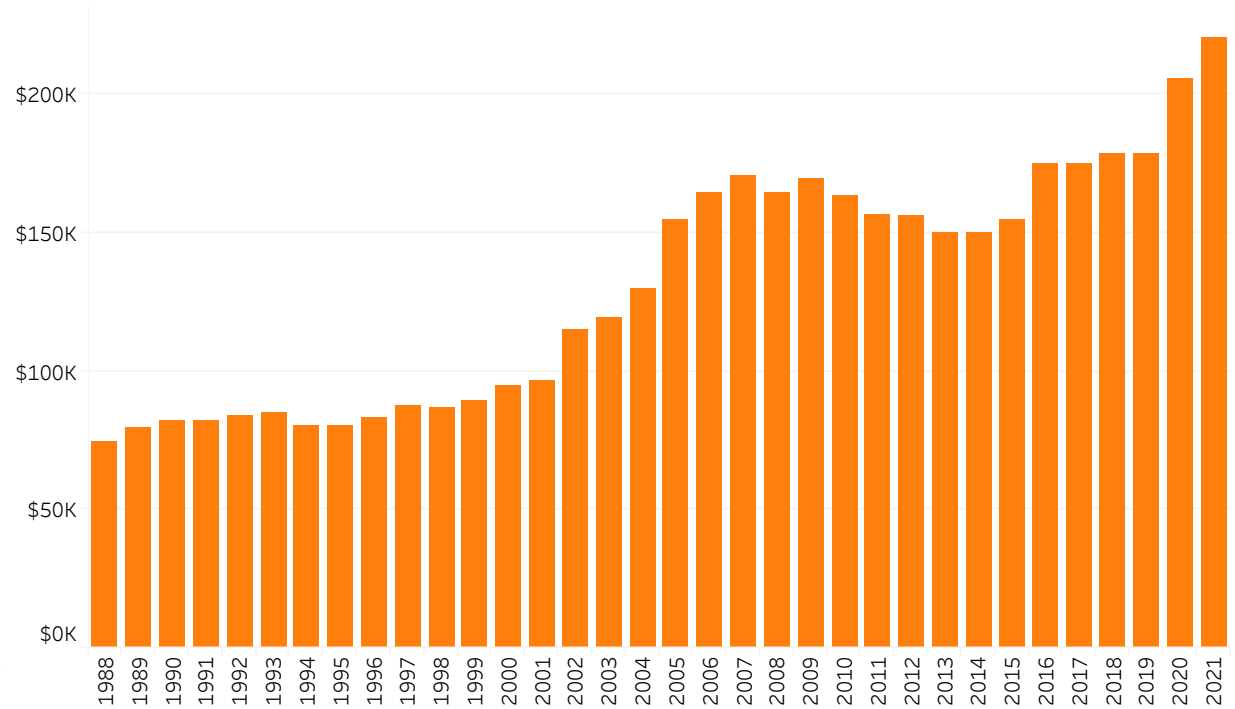
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Orange County Housing

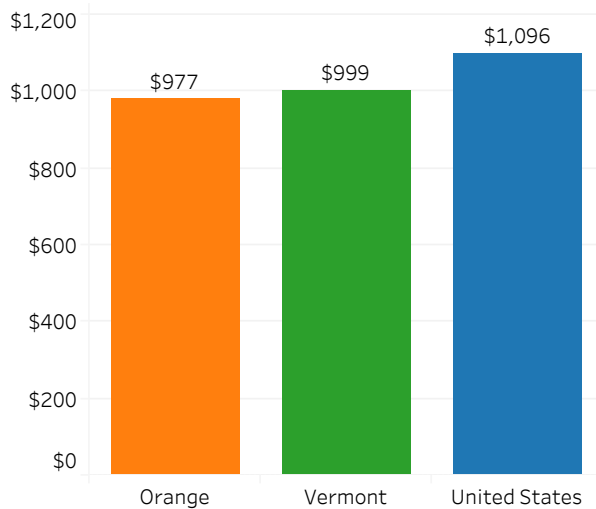
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

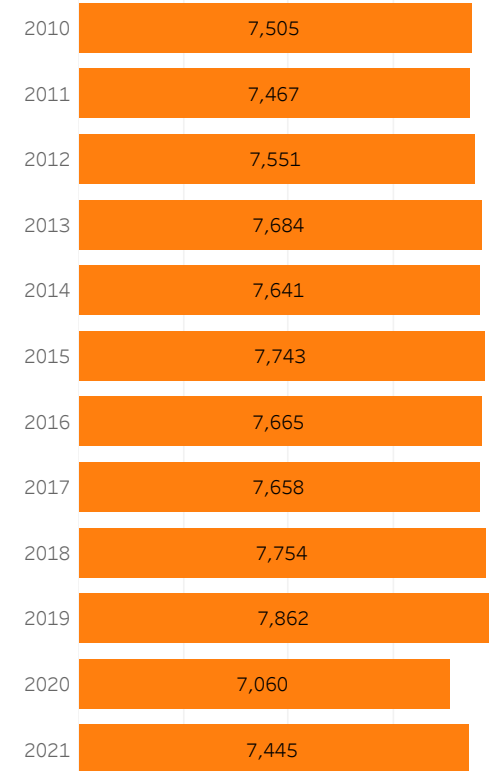
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Orange County Covered Employment

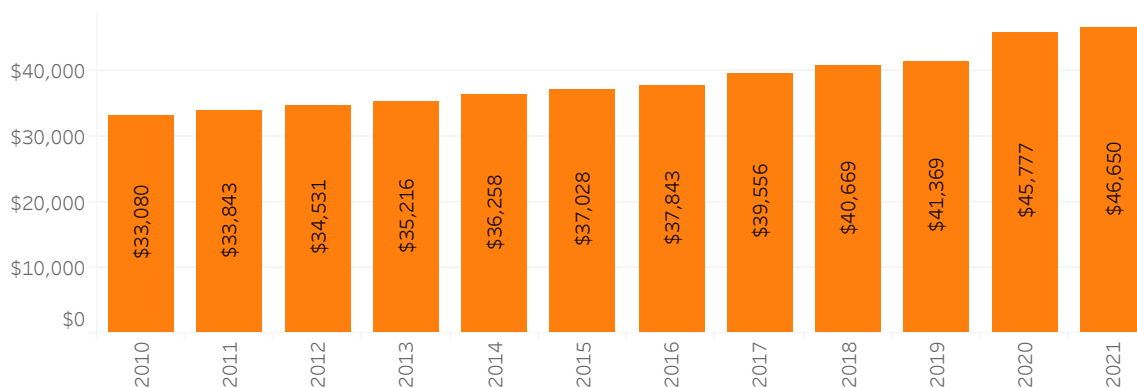
2021 Orange County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	872	7,445	\$46,650	1.00
Private ownership	801	5,594	\$46,846	0.91
Agriculture, forestry, fishing and hunting	42	295	\$34,011	3.34
Mining	4	13	\$63,078	0.84
Construction	130	600	\$56,633	1.56
Manufacturing	41	684	\$47,022	0.93
Wholesale trade	38	174	\$57,767	0.79
Retail trade	78	832	\$31,027	0.94
Transportation and warehousing	19	(s)	(s)	(s)
Utilities	1	(s)	(s)	(s)
Information	17	43	\$50,730	0.42
Finance and insurance	29	169	\$58,186	0.78
Real estate and rental and leasing	14	70	\$29,933	0.92
Professional and technical services	123	333	\$74,795	0.81
Management of companies and enterprises	5	(s)	(s)	(s)
Administrative and waste services	58	(s)	(s)	(s)
Educational services	15	132	\$57,978	0.53
Health care and social assistance	82	1,394	\$52,282	1.10
Arts, entertainment, and recreation	11	50	\$16,070	0.53
Accommodation and food services	45	428	\$26,350	0.65
Other services, except public administration	51	104	\$45,616	0.51

Total Covered Employment



Annual Average Wage

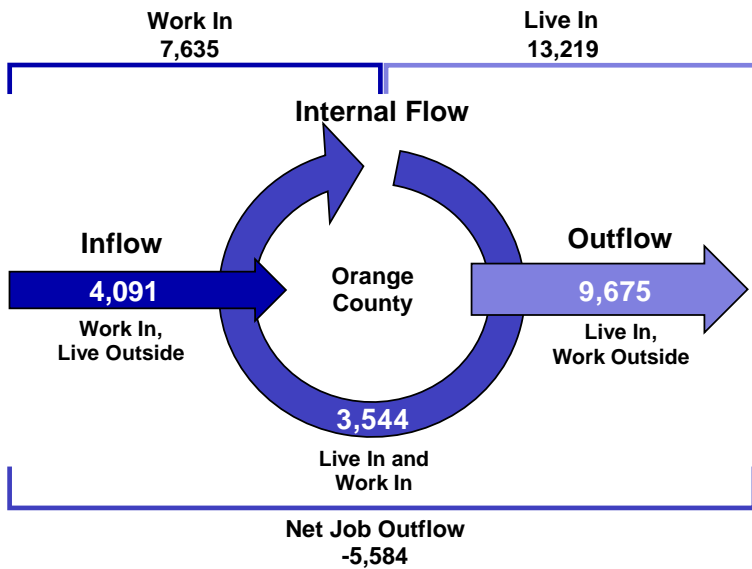


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Orange County Commuting Patterns



Orange County Labor Market

Work In county
Live In county
Net Job Outflow

2019	
Count	
7,635	Work In county
13,219	Live In county
-5,584	Net Job Outflow

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
7,635	100.0%
3,544	46.4%
4,091	53.6%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
13,219	100.0%
3,544	26.8%
9,675	73.2%

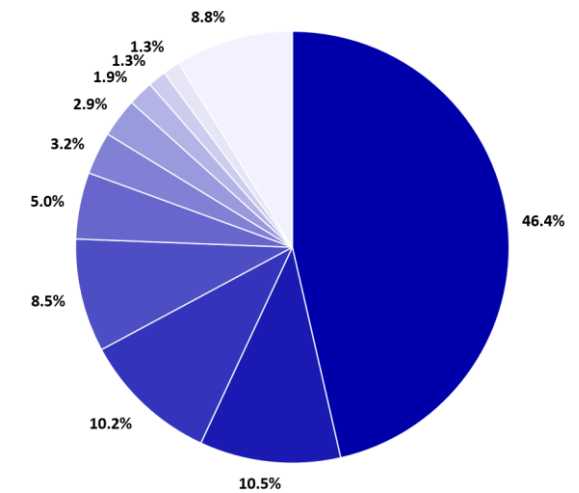
Work in Orange County and Live In or Outside

2019

Work In Orange County 7,635

Top 10 Counties Where they Live

Orange County, VT	3,544
Washington County, VT	803
Windsor County, VT	779
Grafton County, NH	647
Caledonia County, VT	380
Rutland County, VT	243
Chittenden County, VT	223
Addison County, VT	145
Orleans County, VT	103
Windham County, VT	98
All Other Locations	670



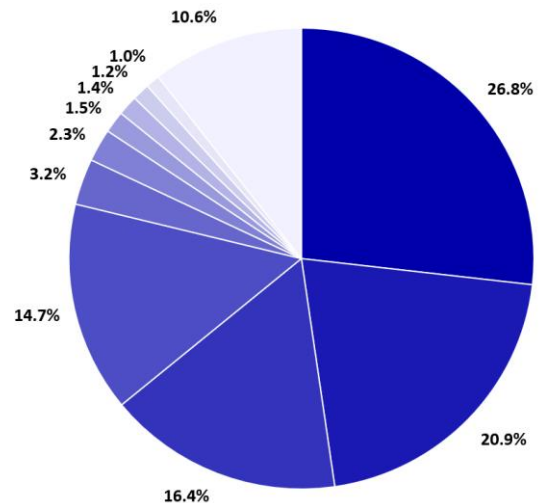
Live In Orange County and Work In or Outside

2019

Live In Orange County 13,219

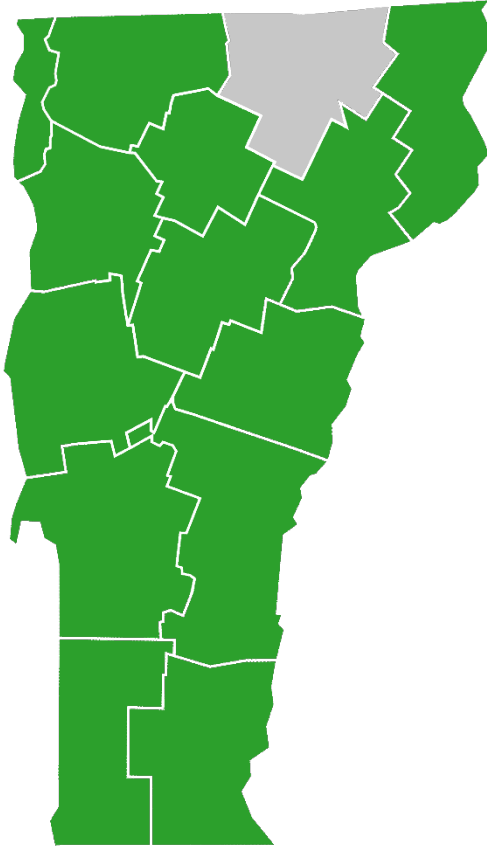
Top 10 Counties Where they Work

Orange County, VT	3,544
Washington County, VT	2,762
Grafton County, NH	2,162
Windsor County, VT	1,949
Chittenden County, VT	427
Rutland County, VT	304
Hillsborough County, NH	202
Merrimack County, NH	185
Windham County, VT	160
Addison County, VT	129
All Other Locations	1,395



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Orleans County



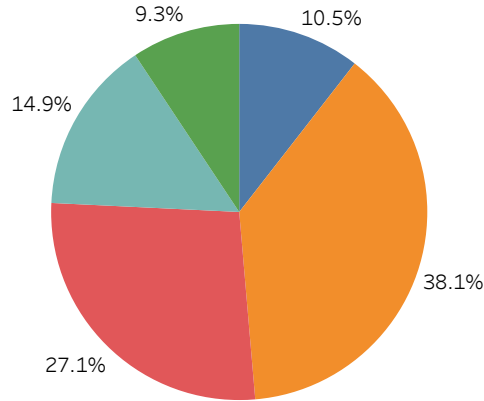
Orleans is the eleventh most populous county in the state of Vermont and the fifth largest in size. Its 2020 Census population was 27,393. 2020 per capita income in the county is 84.5% of the statewide average while average quarterly wages (2021) are 78.7% of the statewide wage, the third lowest quarterly wage in the state. Large industries in the county include Health care and social assistance (16.8% of all covered employment) and Retail trade (15.1%). Relative to the state as a whole Orleans County has a high concentration of the Transportation and warehousing industry (0.9 percentage points higher than the state share).

In 2021 Orleans County had the third smallest labor force in the state with a labor force of 12,770. Since 2010 its labor force has decreased by 10.3%. The county's annual average unemployment rate for 2021 was 4.6%, higher than the statewide average of 3.4%. The poverty rate among all Orleans County residents was 12.3% in 2020 while among children under 18 it was 14.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were “White alone” (96.0%) and “two or more races” (2.3%). Of Orleans County residents 25 years of age and older 89.5% hold a high school diploma or higher while 24.2% hold a bachelor’s degree or higher. People 65 years of age and over constitute 22.8% of the population, a number that is expected to grow to 31.0% by 2030.

Orleans County Demographics

Education¹



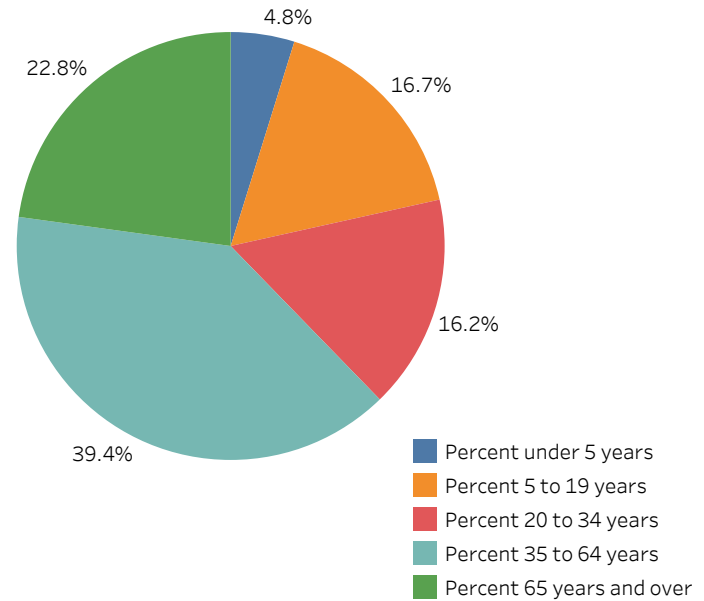
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

Percent White alone	96.0%
Percent Black or African American alone	0.8%
Percent Asian alone	0.2%
Percent American Indian and Alaska Native alone	0.5%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.3%
Percent Two or more races	2.3%

Age³

	2010	2020	Change
Percent under 5 years	5.2%	4.8%	-0.4%
Percent 5 to 19 years	18.2%	16.7%	-1.5%
Percent 20 to 34 years	15.9%	16.2%	0.3%
Percent 35 to 64 years	42.9%	39.4%	-3.5%
Percent 65 years and over	17.7%	22.8%	5.1%



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

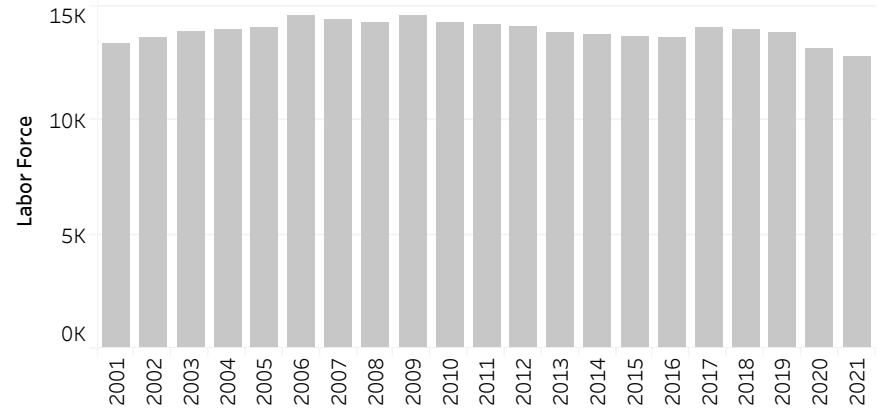
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Orleans County Unemployment & Labor Force

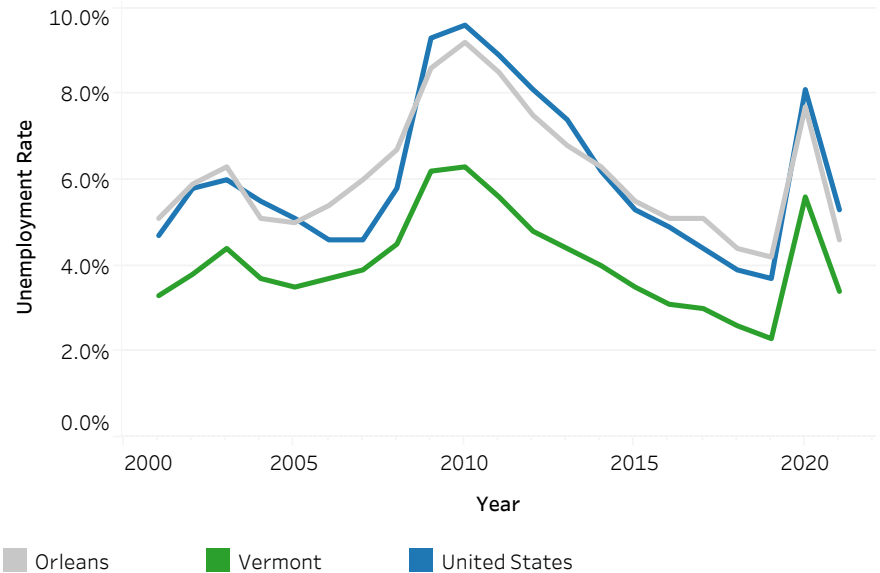
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	13,320	685	12,635	5.1%
2002	13,558	794	12,764	5.9%
2003	13,846	868	12,978	6.3%
2004	13,959	714	13,245	5.1%
2005	14,035	706	13,329	5.0%
2006	14,502	779	13,723	5.4%
2007	14,338	856	13,482	6.0%
2008	14,192	950	13,242	6.7%
2009	14,536	1,251	13,285	8.6%
2010	14,240	1,314	12,926	9.2%
2011	14,158	1,210	12,948	8.5%
2012	14,071	1,058	13,013	7.5%
2013	13,813	943	12,870	6.8%
2014	13,680	858	12,822	6.3%
2015	13,661	753	12,908	5.5%
2016	13,572	689	12,883	5.1%
2017	13,988	716	13,272	5.1%
2018	13,947	615	13,332	4.4%
2019	13,774	574	13,200	4.2%
2020	13,118	1,013	12,105	7.7%
2021	12,770	592	12,178	4.6%

Labor Force



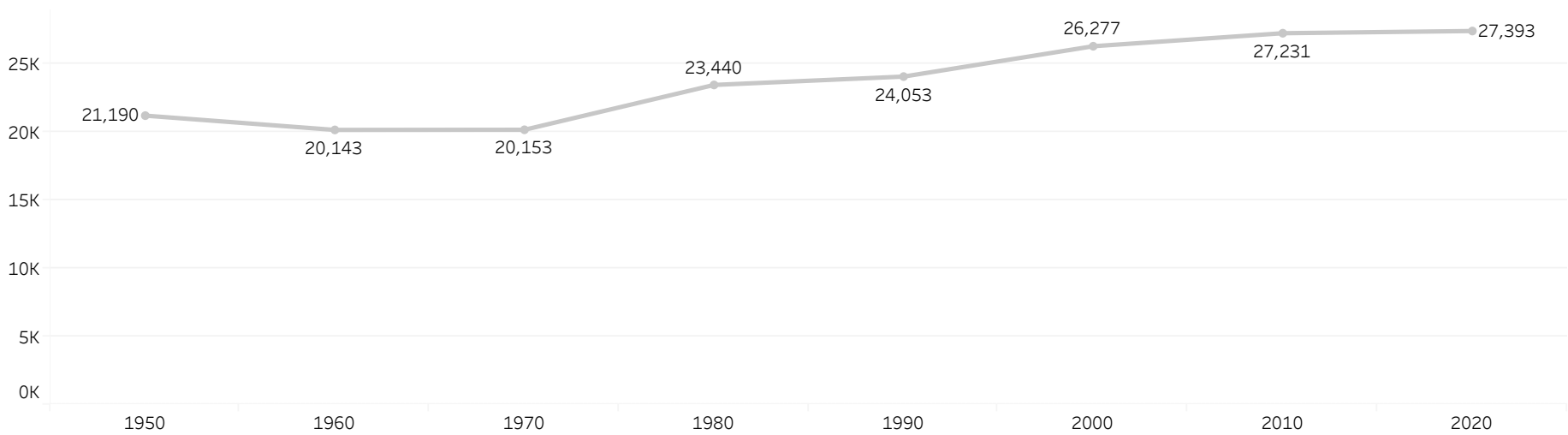
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Orleans County Population

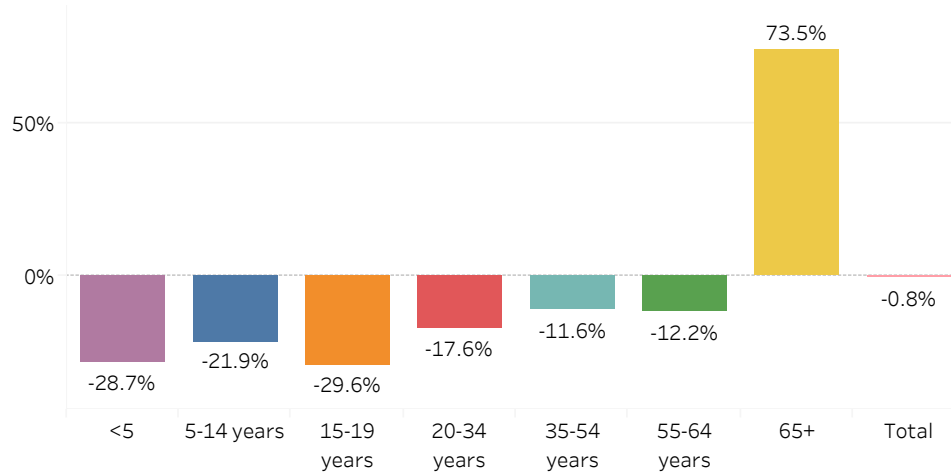
Population Total¹



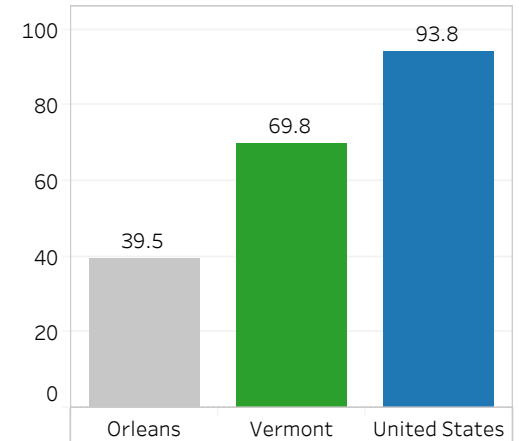
Population Projections 2030²

<5	1,007
5-14 years	2,569
15-19 years	1,181
20-34 years	3,571
35-54 years	6,658
55-64 years	3,650
65+	8,372
Total	27,008

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Orleans County Income & Poverty

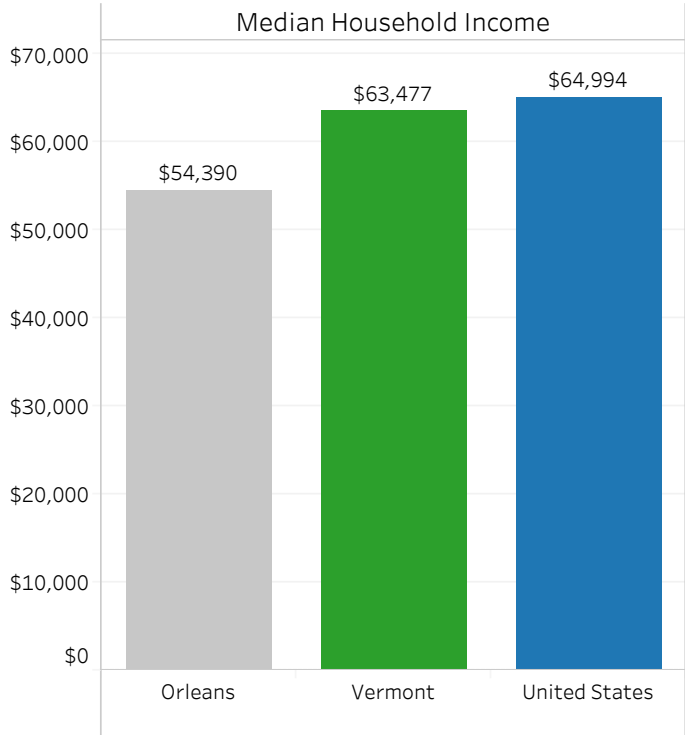
Median Household Income¹

Area	2010	2020
Orleans	\$47,716	\$54,390
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

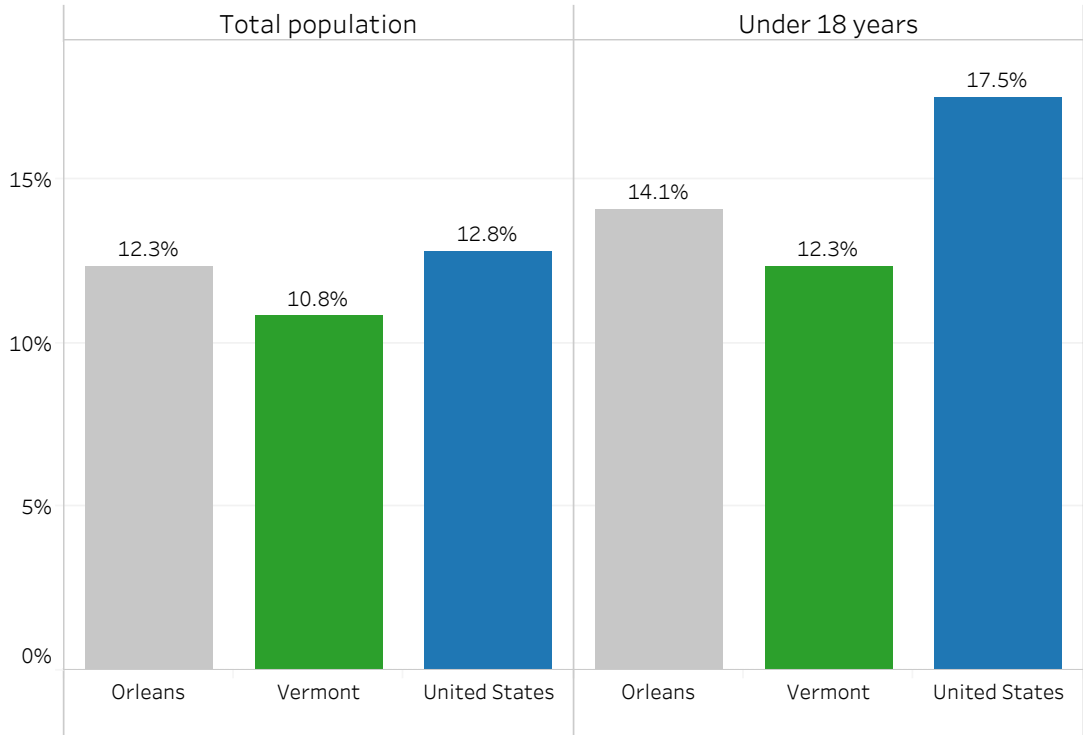
Poverty Rate²

Area	Total population	Under 18 years
Orleans	12.3%	14.1%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

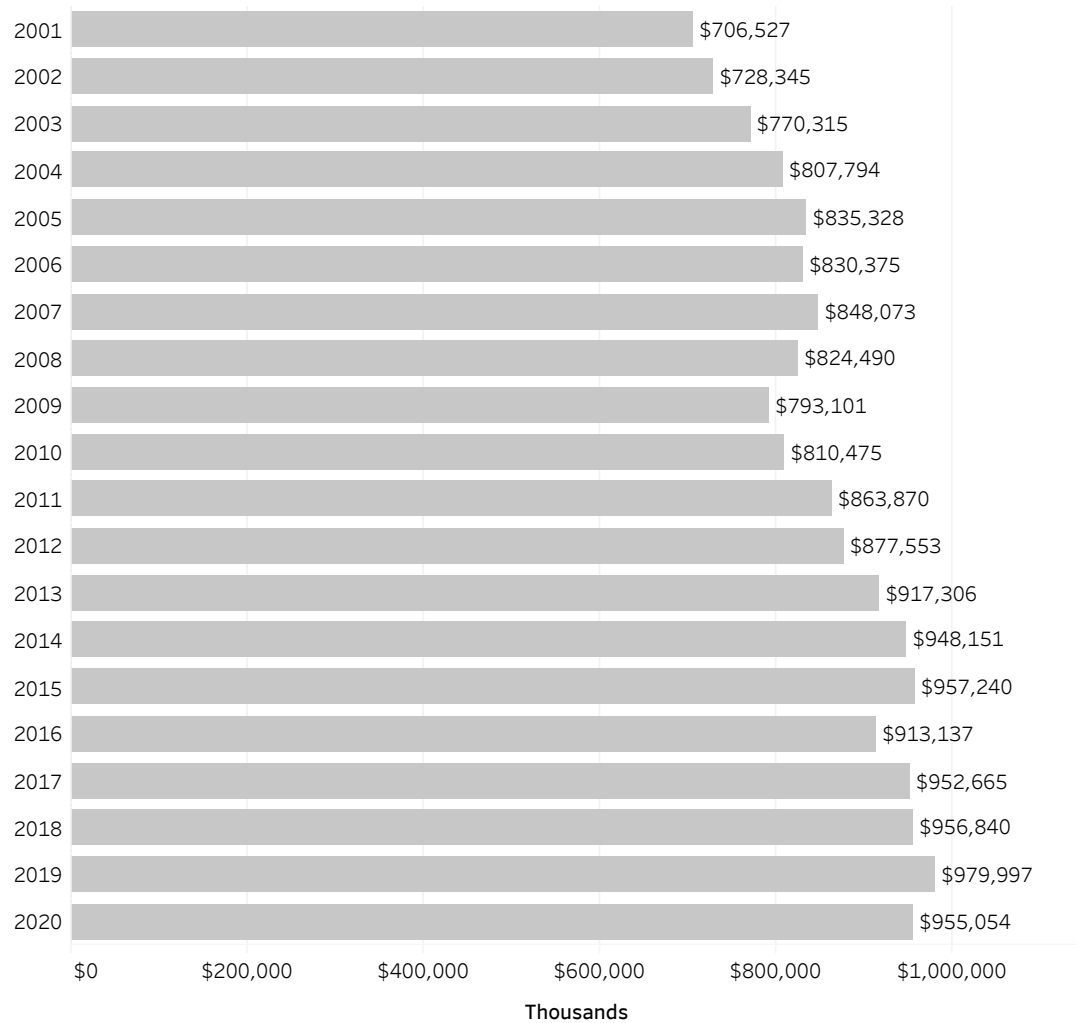


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

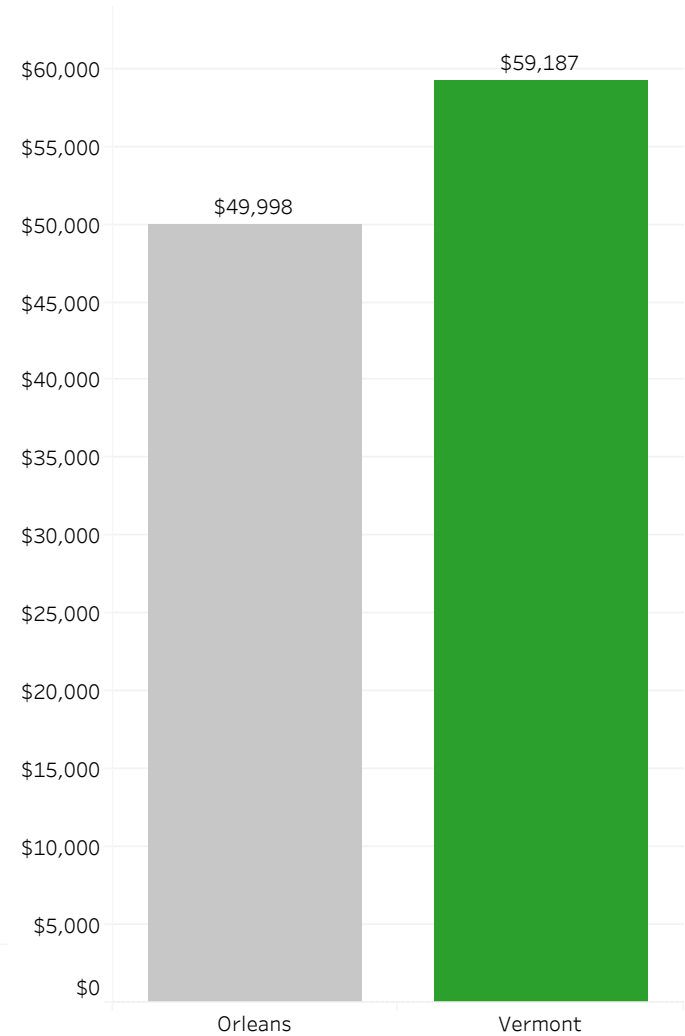
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Orleans County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



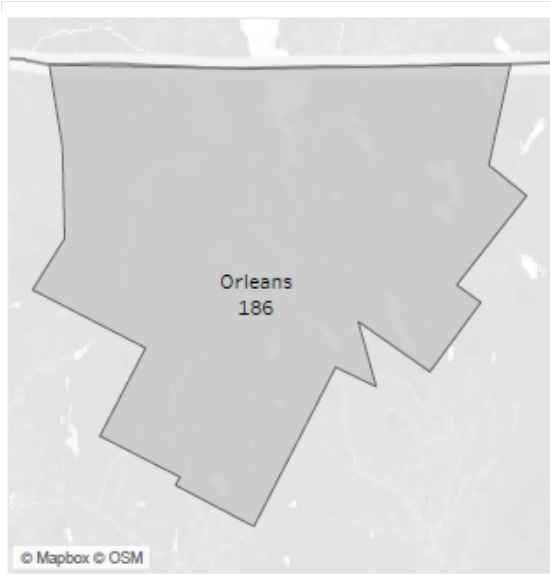
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

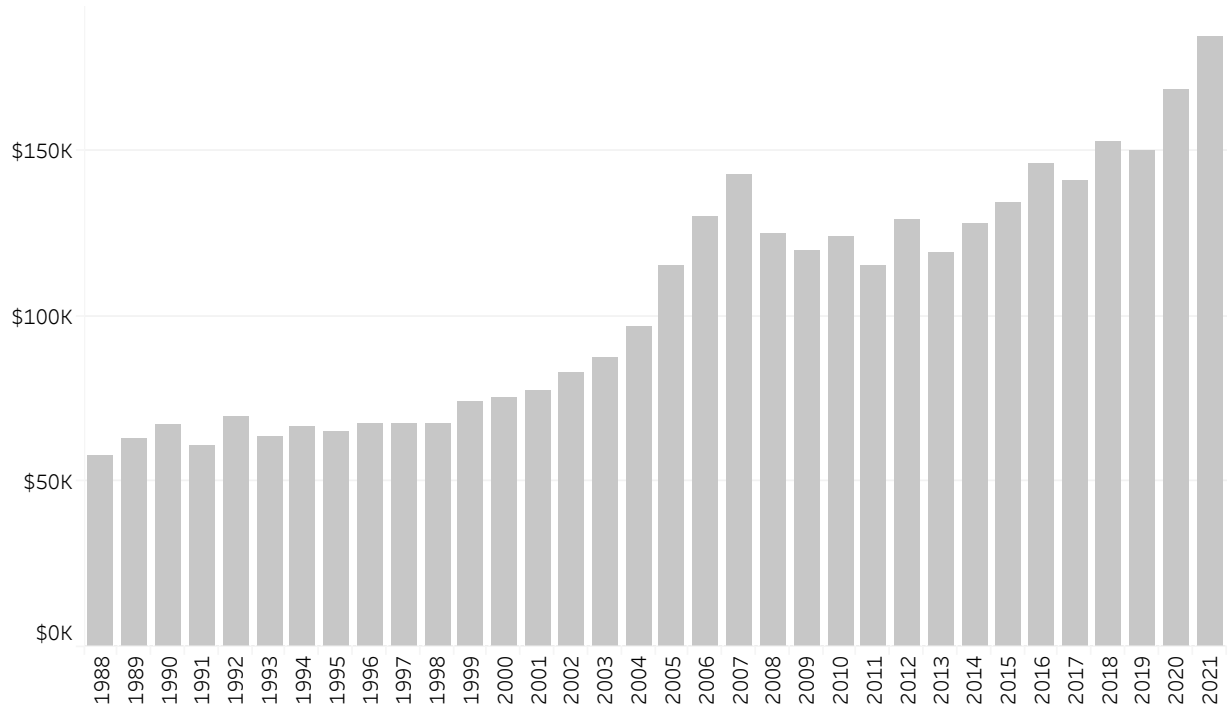
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Orleans County Housing

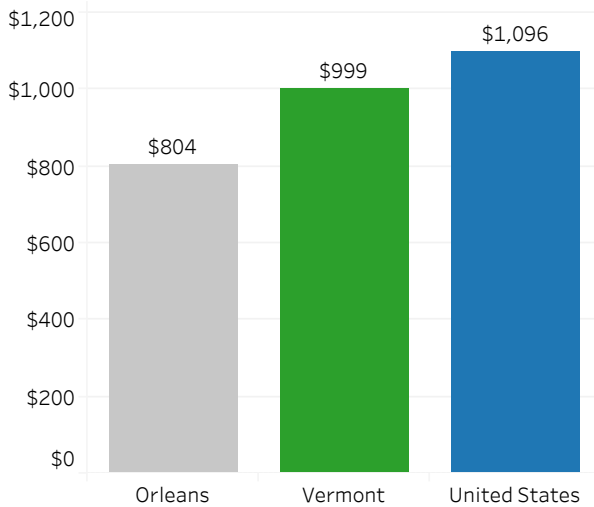
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

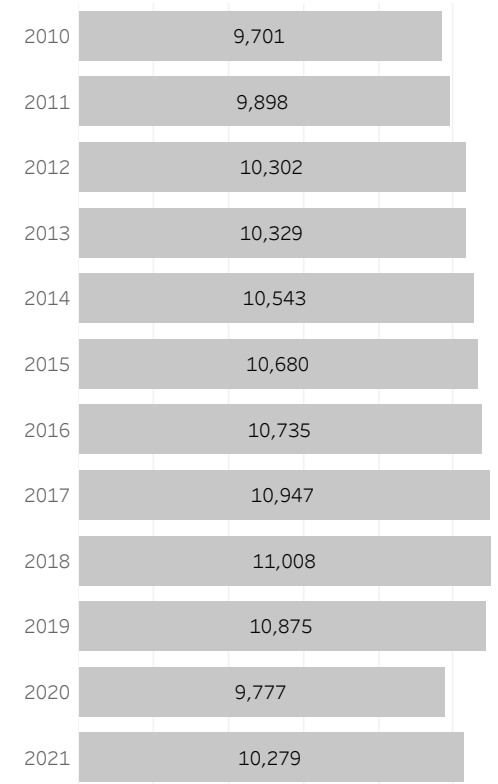
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Orleans County Covered Employment

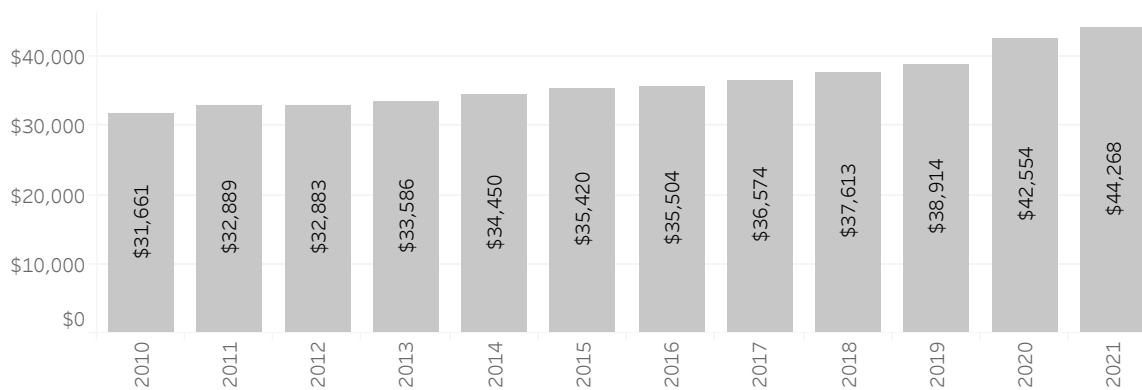
2021 Orleans County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	960	10,279	\$44,268	1.00
Private ownership	873	8,295	\$43,258	0.98
Agriculture, forestry, fishing and hunting	41	(s)	(s)	(s)
Mining	1	(s)	(s)	(s)
Construction	131	616	\$51,658	1.16
Manufacturing	42	1,248	\$47,824	1.24
Wholesale trade	38	(s)	(s)	(s)
Retail trade	125	1,550	\$32,893	1.26
Transportation and warehousing	39	323	\$45,610	1.43
Utilities	3	(s)	(s)	(s)
Information	20	65	\$51,229	0.46
Finance and insurance	30	214	\$63,461	0.71
Real estate and rental and leasing	18	81	\$56,228	0.77
Professional and technical services	86	175	\$71,547	0.31
Management of companies and enterprises	6	23	\$48,987	0.32
Administrative and waste services	64	229	\$44,472	0.54
Educational services	12	145	\$33,791	0.42
Health care and social assistance	71	1,727	\$53,529	0.99
Arts, entertainment, and recreation	18	105	\$28,000	0.80
Accommodation and food services	56	1,103	\$23,656	1.21
Other services, except public administration	76	241	\$39,370	0.86

Total Covered Employment



Annual Average Wage

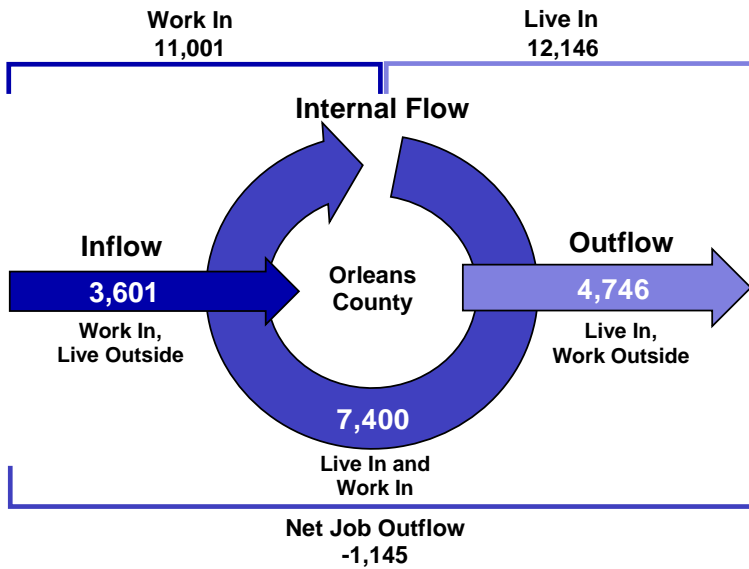


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Orleans County Commuting Patterns



Orleans County Labor Market

Work In county
Live In county
Net Job Outflow

2019	
Count	
Work In county	11,001
Live In county	12,146
Net Job Outflow	-1,145

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
Work In county	11,001 100.0%
Work In and Live In county	7,400 67.3%
Work In county but Live Outside (Inflow)	3,601 32.7%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

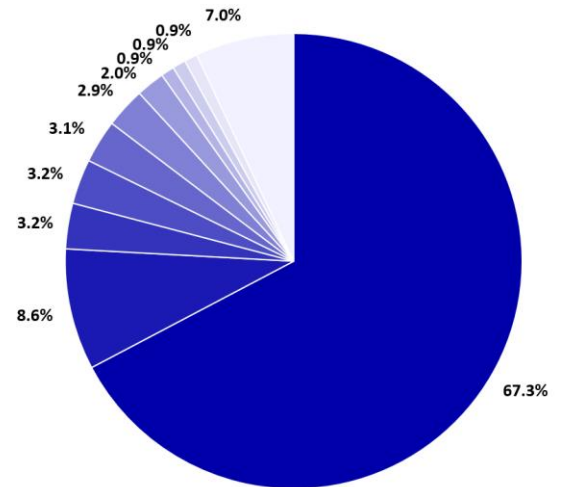
Count	Share
Live In county	12,146 100.0%
Live In and Work In county	7,400 60.9%
Live In county but Work Outside (Outflow)	4,746 39.1%

Work in Orleans County and Live In or Outside

2019

Work In Orleans County 11,001
Top 10 Counties Where they Live

Orleans County, VT	7,400
Caledonia County, VT	946
Franklin County, VT	356
Chittenden County, VT	350
Washington County, VT	337
Lamoille County, VT	314
Essex County, VT	222
Coos County, NH	104
Grafton County, NH	103
Windsor County, VT	102
All Other Locations	767

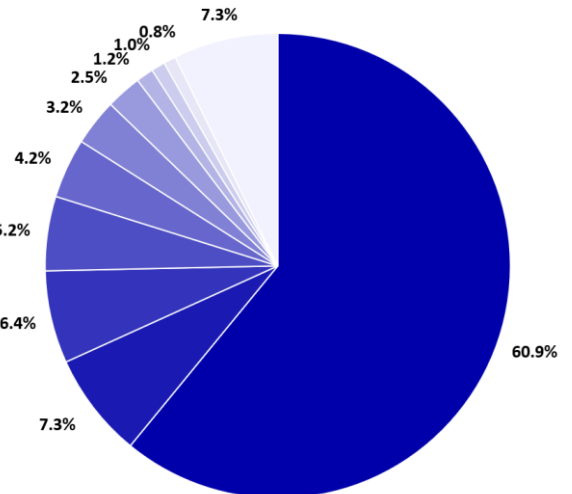


Live In Orleans County and Work In or Outside

2019

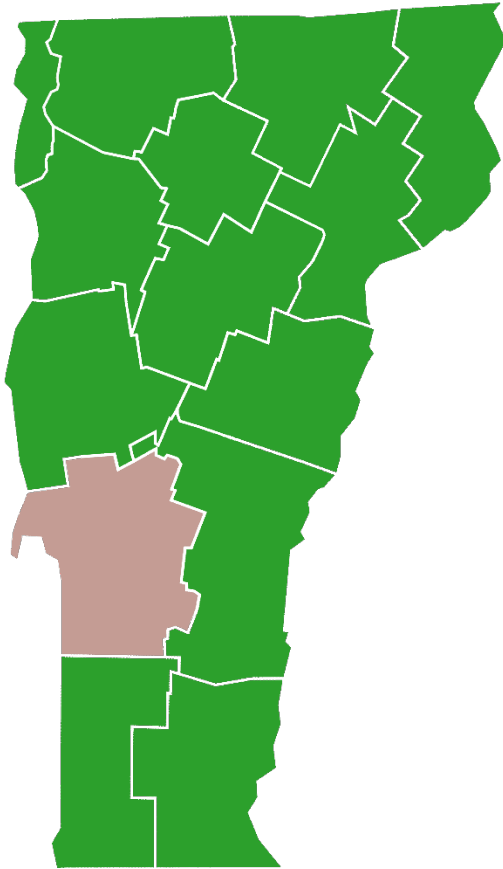
Live In Orleans County 12,146
Top 10 Counties Where they Work

Orleans County, VT	7,400
Caledonia County, VT	886
Chittenden County, VT	782
Lamoille County, VT	628
Washington County, VT	505
Windsor County, VT	394
Franklin County, VT	301
Rutland County, VT	147
Grafton County, NH	117
Essex County, VT	103
All Other Locations	883



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Rutland County



Rutland is the second most populous county in the state of Vermont and the second largest in size. Its 2020 Census population was 60,572. 2020 per capita income in the county is 96.8% of the statewide average while average quarterly wages (2021) are 91.1% of the statewide wage, the seventh highest quarterly wage in the state. Large industries in the county include Health care and social assistance (17.9% of all covered employment) and Retail trade (13.5%). Relative to the state as a whole Rutland County has a high concentration of the Mining industry (1.0 percentage points higher than the state share).

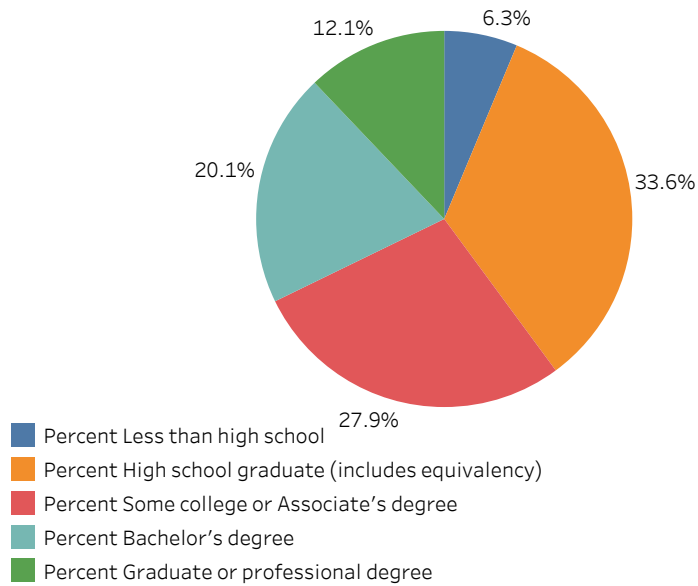
In 2021 Rutland County had the third largest labor force in the state with a labor force of 28,966. Since 2010 its labor force has decreased by 13.9%. The county's annual average unemployment rate for 2021 was 4.2%, higher than the statewide average of 3.4%. The poverty rate among all Rutland County residents was 10.9% in 2020 while among children under 18 it was 11.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.8%) and "two or more races" (2.2%). Of Rutland County residents 25 years of age and older 93.7% hold

a high school diploma or higher while 32.2% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.0% of the population, a number that is expected to grow to 31.1% by 2030.

Rutland County Demographics

Education¹

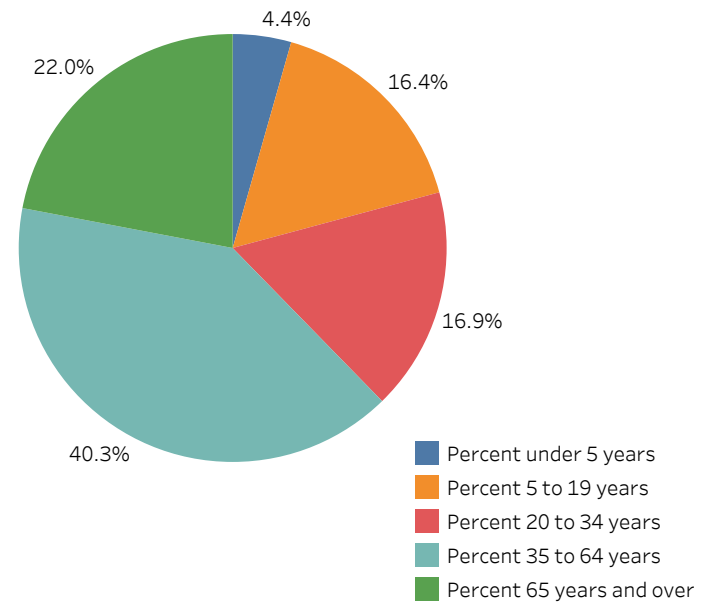


Race²

Percent White alone	95.8%
Percent Black or African American alone	0.7%
Percent Asian alone	0.8%
Percent American Indian and Alaska Native alone	0.3%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.2%
Percent Two or more races	2.2%

Age³

	2010	2020	Change
Percent under 5 years	4.6%	4.4%	-0.2%
Percent 5 to 19 years	17.9%	16.4%	-1.5%
Percent 20 to 34 years	16.5%	16.9%	0.4%
Percent 35 to 64 years	44.4%	40.3%	-4.1%
Percent 65 years and over	16.6%	22.0%	5.4%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

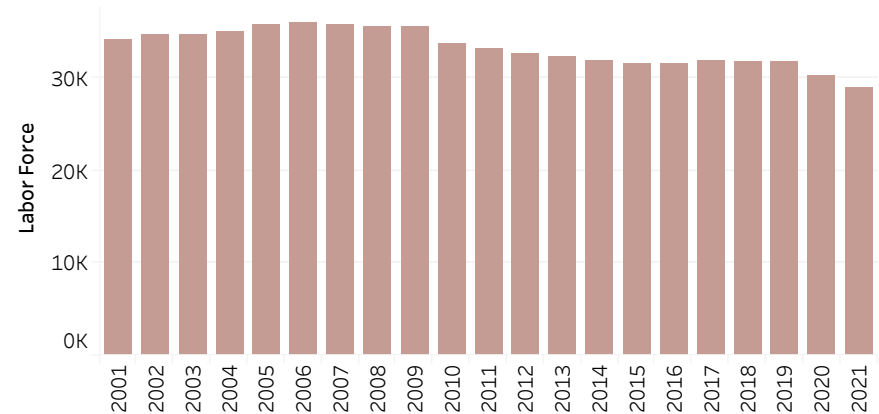
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Rutland County Unemployment & Labor Force

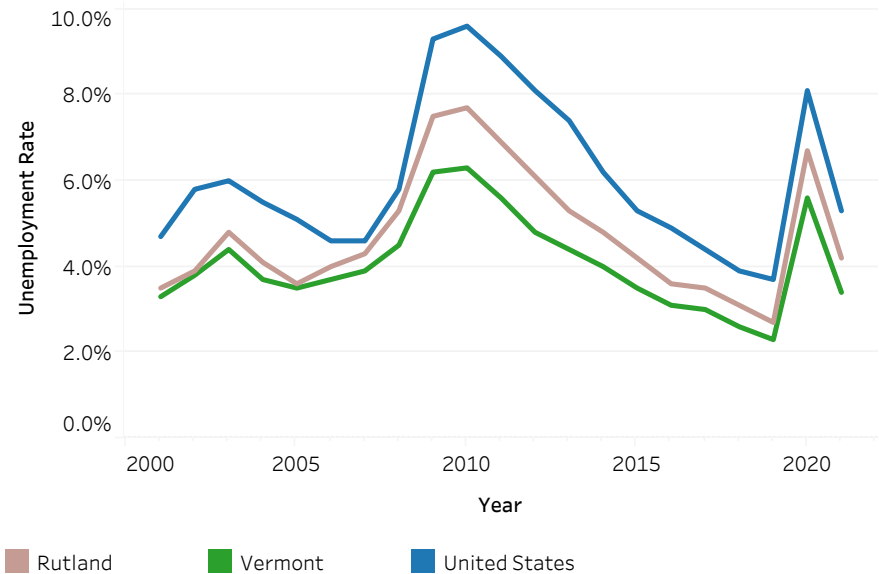
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	34,062	1,192	32,870	3.5%
2002	34,545	1,351	33,194	3.9%
2003	34,719	1,653	33,066	4.8%
2004	35,079	1,421	33,658	4.1%
2005	35,649	1,300	34,349	3.6%
2006	35,949	1,430	34,519	4.0%
2007	35,653	1,529	34,124	4.3%
2008	35,629	1,899	33,730	5.3%
2009	35,572	2,653	32,919	7.5%
2010	33,635	2,582	31,053	7.7%
2011	33,254	2,292	30,962	6.9%
2012	32,706	1,986	30,720	6.1%
2013	32,256	1,719	30,537	5.3%
2014	31,918	1,525	30,393	4.8%
2015	31,435	1,324	30,111	4.2%
2016	31,554	1,149	30,405	3.6%
2017	31,966	1,119	30,847	3.5%
2018	31,747	977	30,770	3.1%
2019	31,621	857	30,764	2.7%
2020	30,306	2,032	28,274	6.7%
2021	28,966	1,215	27,751	4.2%

Labor Force



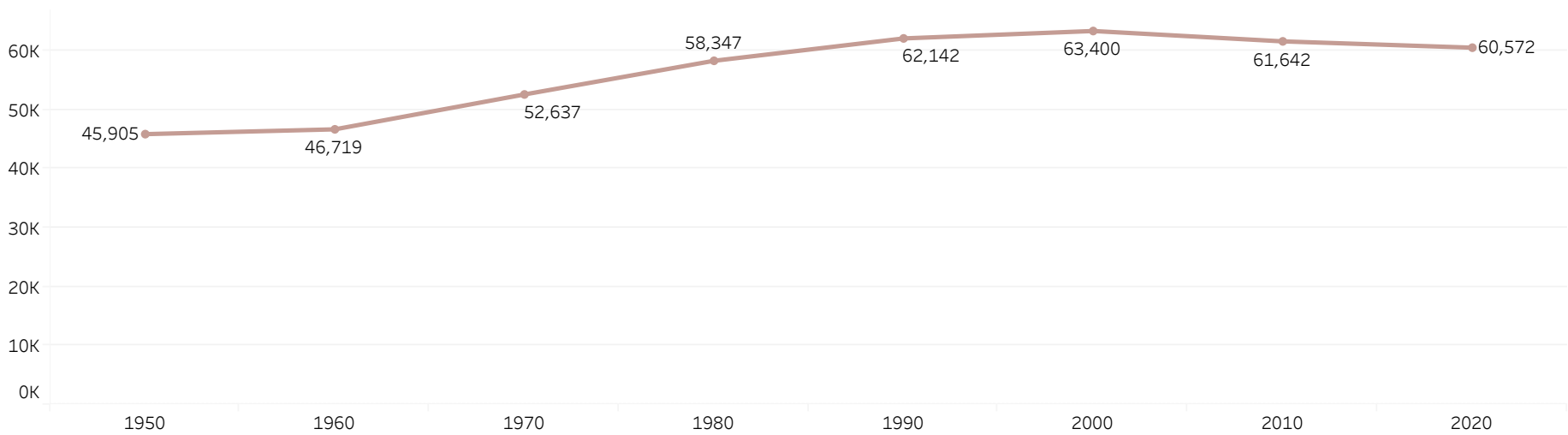
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Rutland County Population

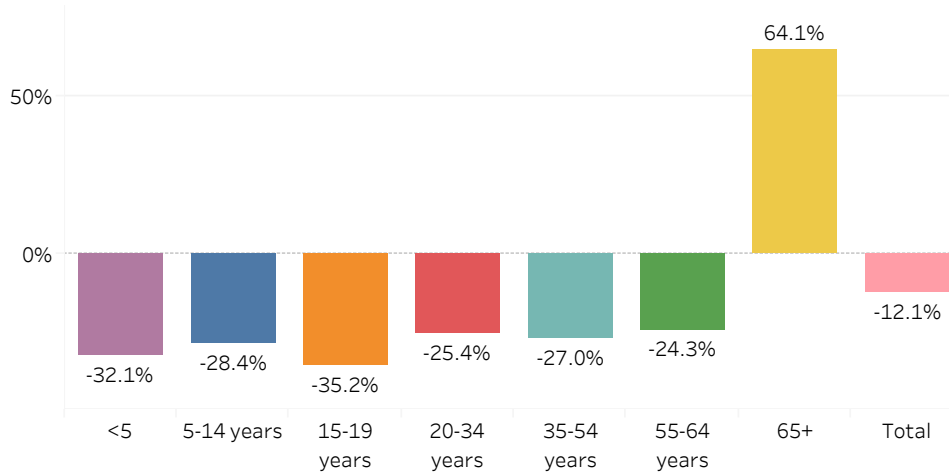
Population Total¹



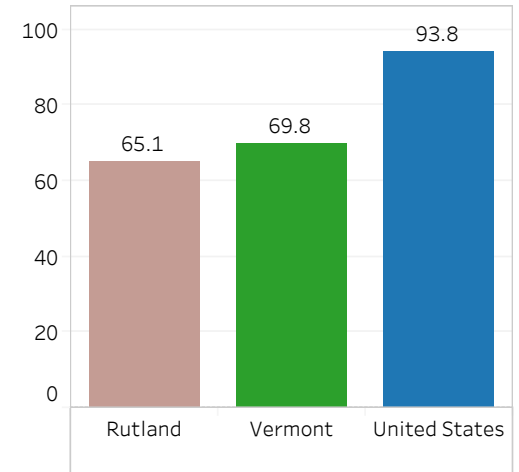
Population Projections 2030²

<5	1,922
5-14 years	4,840
15-19 years	2,751
20-34 years	7,601
35-54 years	12,982
55-64 years	7,247
65+	16,831
Total	54,174

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Rutland County Income & Poverty

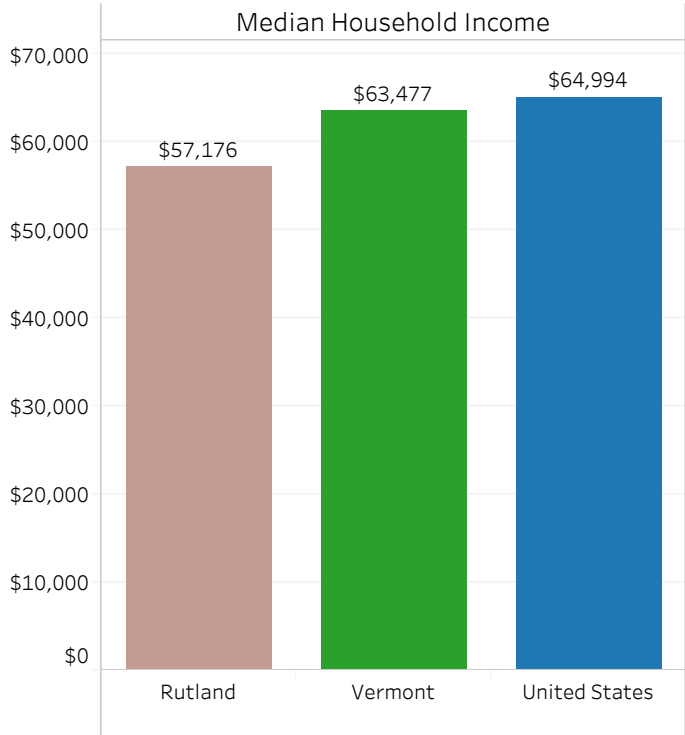
Median Household Income¹

Area	2010	2020
Rutland	\$55,816	\$57,176
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

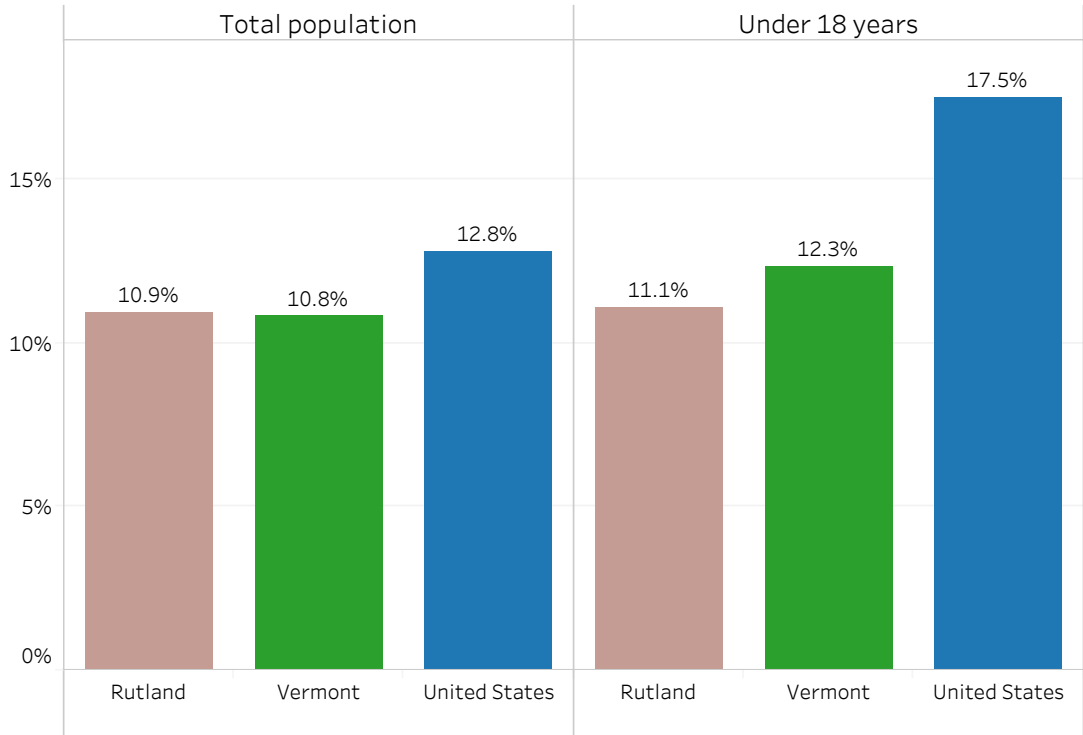
Poverty Rate²

Area	Total population	Under 18 years
Rutland	10.9%	11.1%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

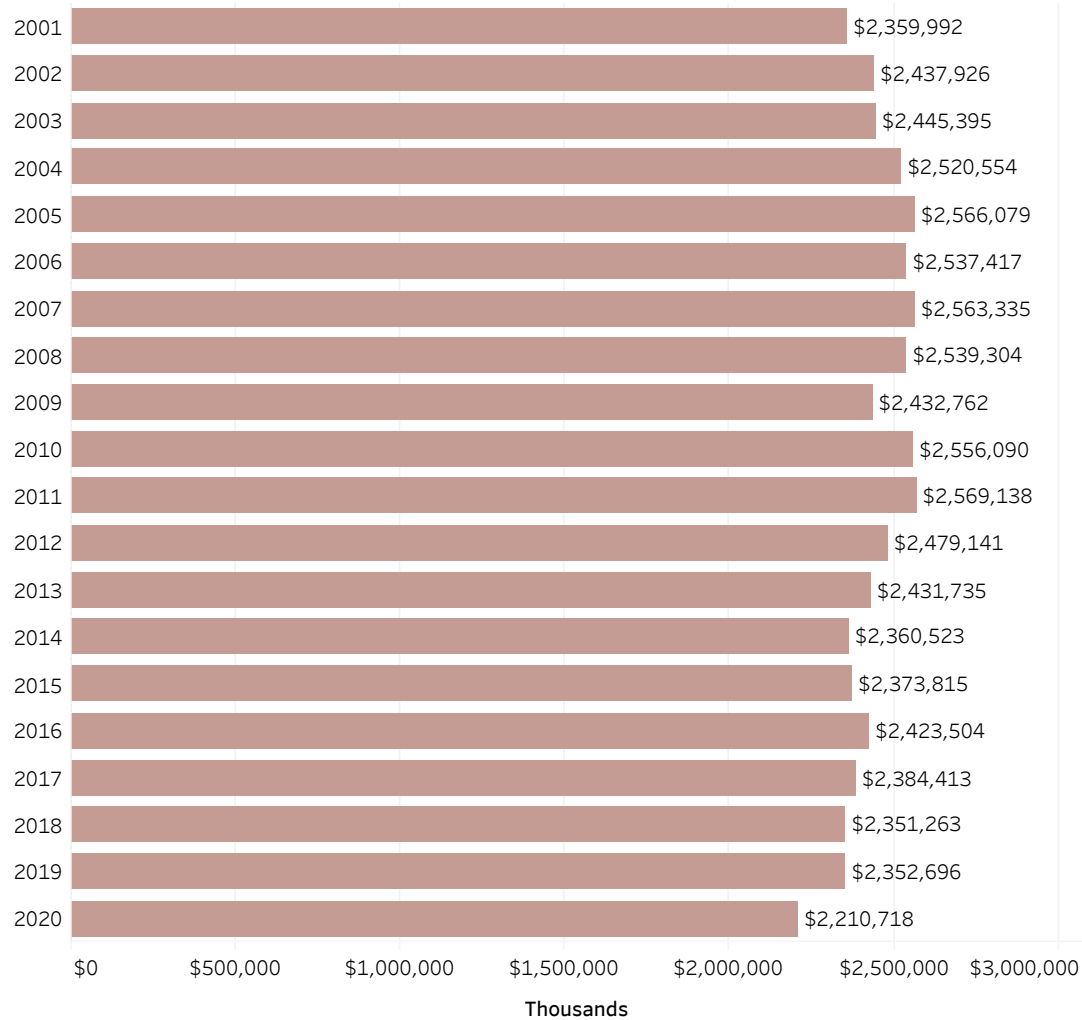


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

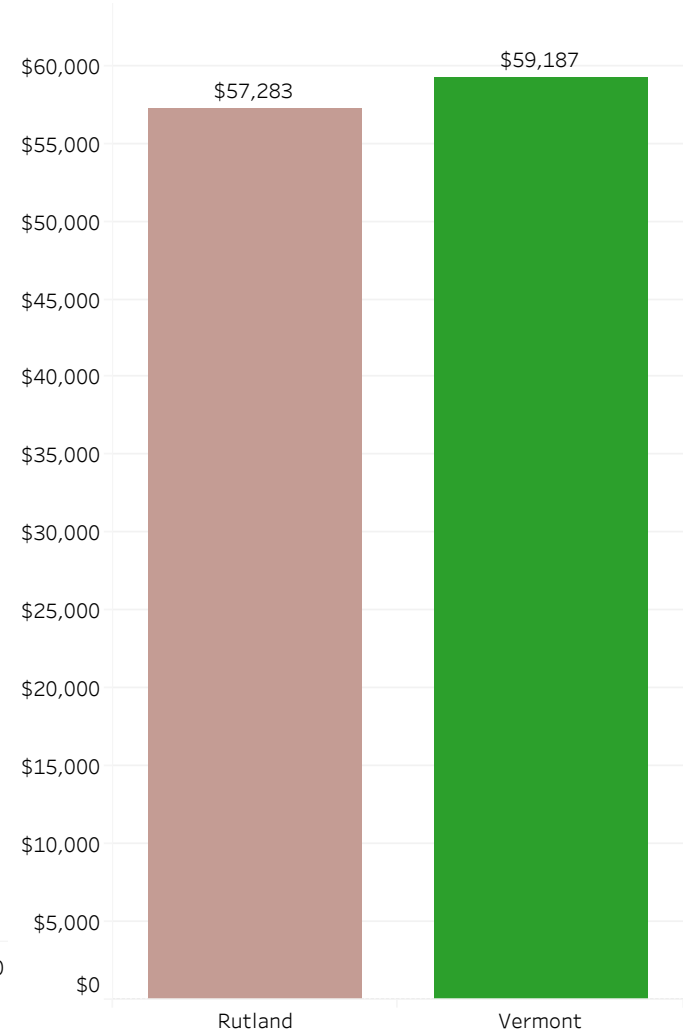
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Rutland County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



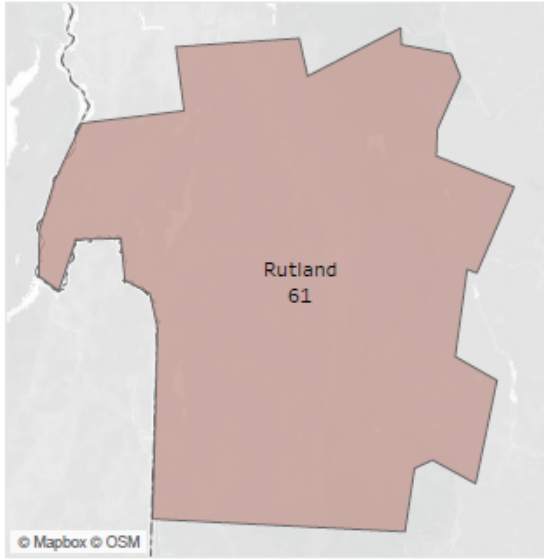
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

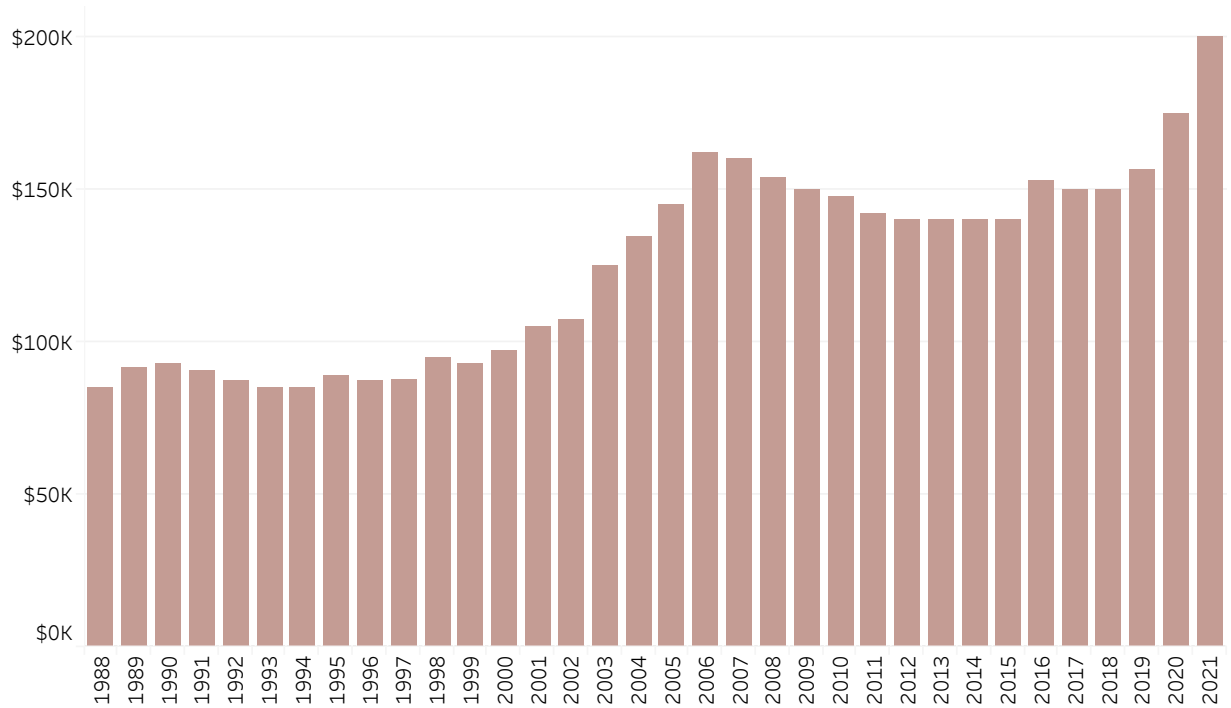
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Rutland County Housing

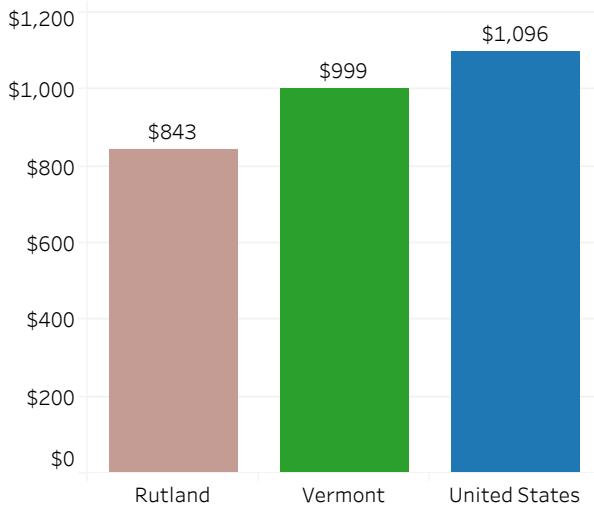
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

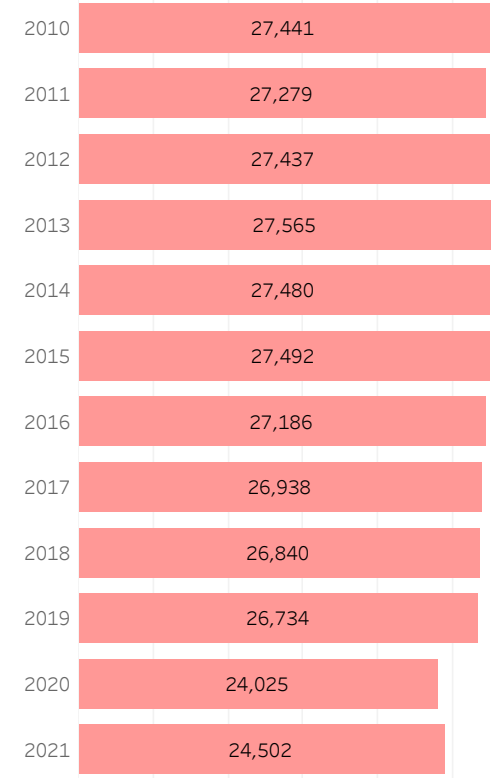
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Rutland County Covered Employment

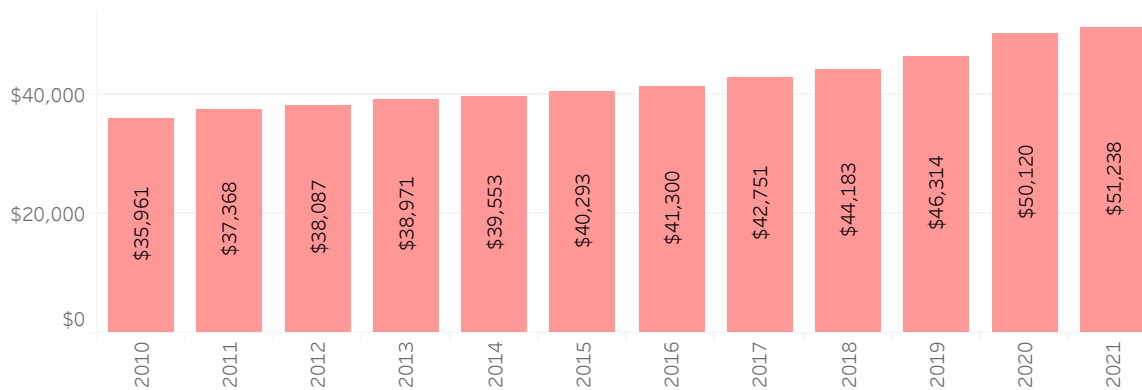
2021 Rutland County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	2,454	24,502	\$51,238	1.00
Private ownership	2,327	20,909	\$51,207	1.03
Agriculture, forestry, fishing and hunting	38	86	\$30,341	0.30
Mining	16	290	\$68,797	5.71
Construction	290	1,452	\$51,167	1.14
Manufacturing	108	2,847	\$60,168	1.18
Wholesale trade	137	733	\$68,406	1.01
Retail trade	319	3,315	\$36,045	1.13
Transportation and warehousing	49	645	\$39,738	1.20
Utilities	5	339	\$114,969	3.33
Information	44	222	\$58,639	0.66
Finance and insurance	74	401	\$72,059	0.56
Real estate and rental and leasing	70	249	\$46,263	0.99
Professional and technical services	311	664	\$73,971	0.49
Management of companies and enterprises	24	398	\$127,321	2.31
Administrative and waste services	205	1,049	\$44,239	1.03
Educational services	27	186	\$35,534	0.23
Health care and social assistance	196	4,387	\$60,135	1.06
Arts, entertainment, and recreation	40	232	\$19,457	0.74
Accommodation and food services	201	2,758	\$25,870	1.27
Other services, except public administration	175	659	\$34,260	0.98

Total Covered Employment



Annual Average Wage

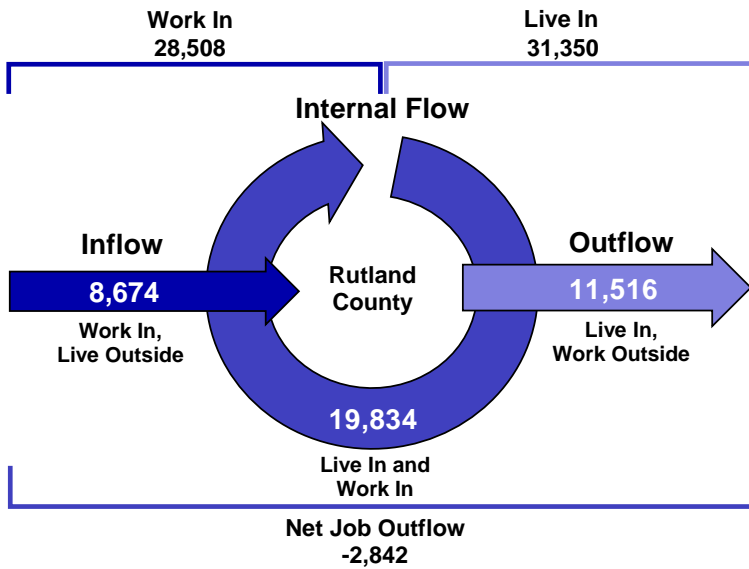


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Rutland County Commuting Patterns



Rutland County Labor Market

Work In county
Live In county
Net Job Outflow

2019	
Count	
28,508	Work In county
31,350	Live In county
-2,842	Net Job Outflow

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

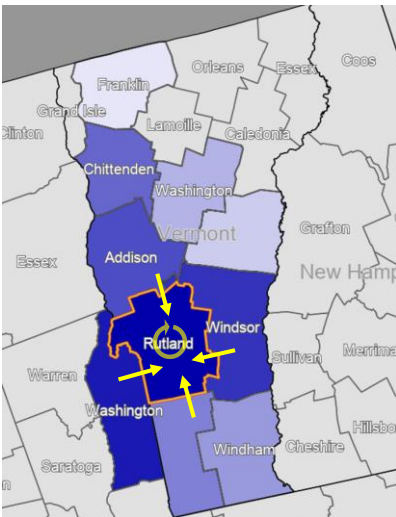
Count	Share
28,508	100.0%
19,834	69.6%
8,674	30.4%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
31,350	100.0%
19,834	63.3%
11,516	36.7%

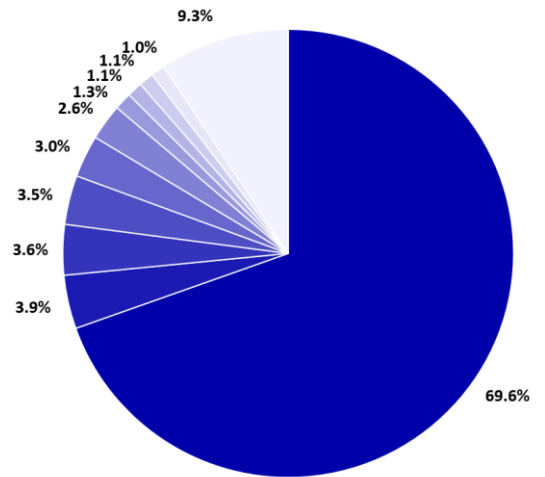
Work in Rutland County and Live In or Outside



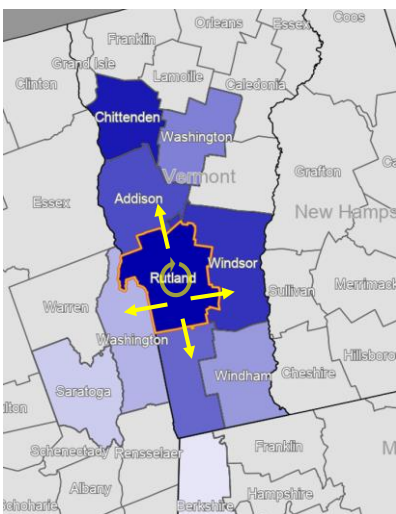
2019

Work In Rutland County Top 10 Counties Where they Live

19,834	Rutland County, VT
1,103	Washington County, NY
1,037	Windsor County, VT
1,009	Addison County, VT
867	Chittenden County, VT
743	Bennington County, VT
357	Windham County, VT
314	Washington County, VT
304	Orange County, VT
281	Franklin County, VT
2,659	All Other Locations



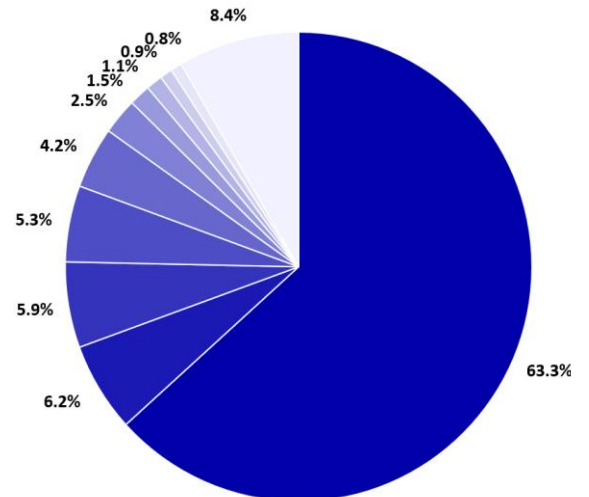
Live In Rutland County and Work In or Outside



2019

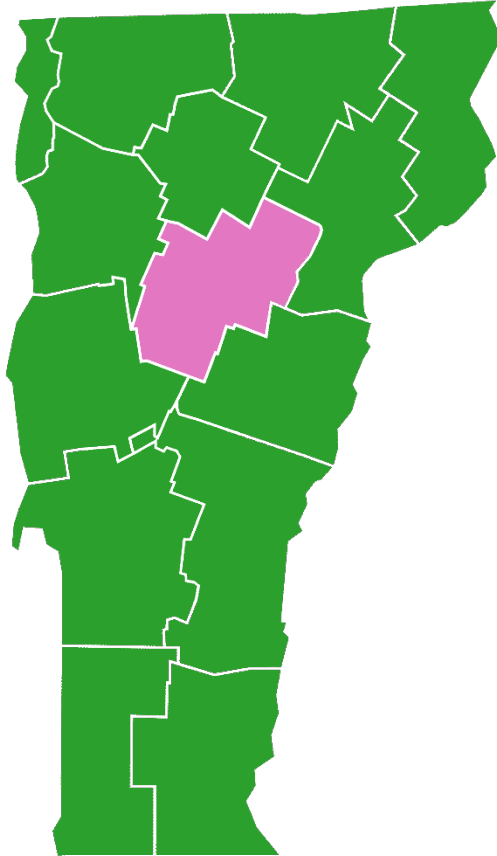
Live In Rutland County Top 10 Counties Where they Work

19,834	Rutland County, VT
1,933	Chittenden County, VT
1,850	Windsor County, VT
1,648	Addison County, VT
1,331	Bennington County, VT
779	Washington County, VT
467	Windham County, VT
359	Washington County, NY
268	Saratoga County, NY
248	Berkshire County, MA
2,633	All Other Locations



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Washington County



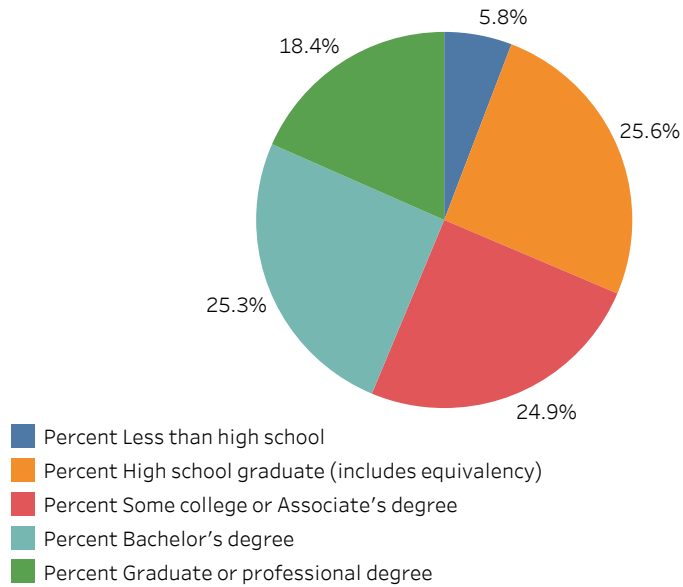
Washington is the third most populous county in the state of Vermont and the sixth largest in size. Its 2020 Census population was 59,809. 2020 per capita income in the county is 109.8% of the statewide average while average quarterly wages (2021) are 105.3% of the statewide wage, the second highest quarterly wage in the state. Large industries in the county include Health care and social assistance (14.1% of all covered employment) and Retail trade (11.4%). Relative to the state as a whole Washington County has a high concentration of the Finance and insurance industry (3.8 percentage points higher than the state share).

In 2021 Washington County had the second largest labor force in the state with a labor force of 32,392. Since 2010 its labor force has decreased by 7.8%. The county's annual average unemployment rate for 2021 was 3.0%, lower than the statewide average of 3.4%. The poverty rate among all Washington County residents was 10.2% in 2020 while among children under 18 it was 15.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.3%) and "two or more races" (2.5%). Of Washington County residents 25 years of age and older 94.2% hold a high school diploma or higher while 43.7% hold a bachelor's degree or higher. People 65 years of age and over constitute 19.6% of the population, a number that is expected to grow to 26.3% by 2030.

Washington County Demographics

Education¹

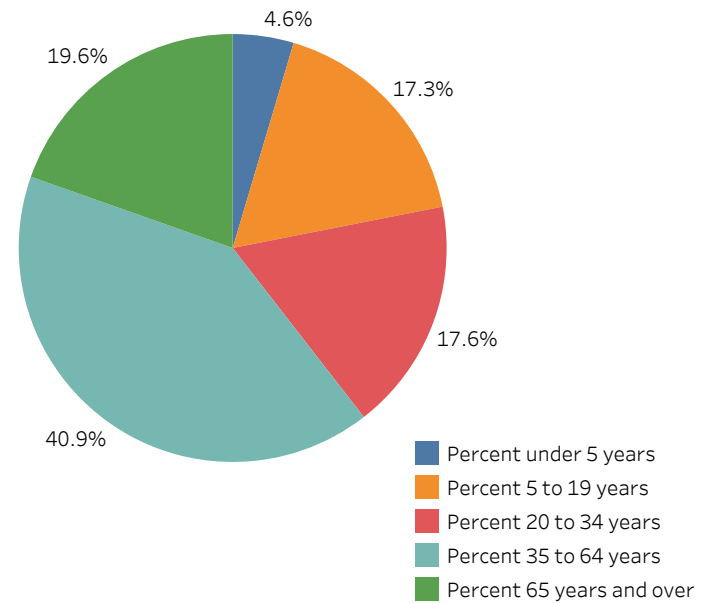


Race²

Percent White alone	95.3%
Percent Black or African American alone	0.8%
Percent Asian alone	1.0%
Percent American Indian and Alaska Native alone	0.1%
Percent Native Hawaiian and Other Pacific Islander alone	0.1%
Percent Some other race alone	0.3%
Percent Two or more races	2.5%

Age³

	2010	2020	Change
Percent under 5 years	5.2%	4.6%	-0.6%
Percent 5 to 19 years	18.6%	17.3%	-1.3%
Percent 20 to 34 years	16.8%	17.6%	0.8%
Percent 35 to 64 years	44.9%	40.9%	-4.0%
Percent 65 years and over	14.5%	19.6%	5.1%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

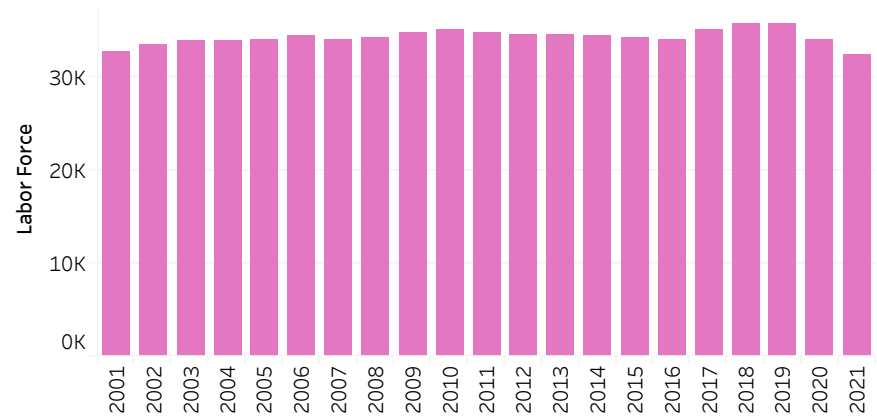
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Washington County Unemployment & Labor Force

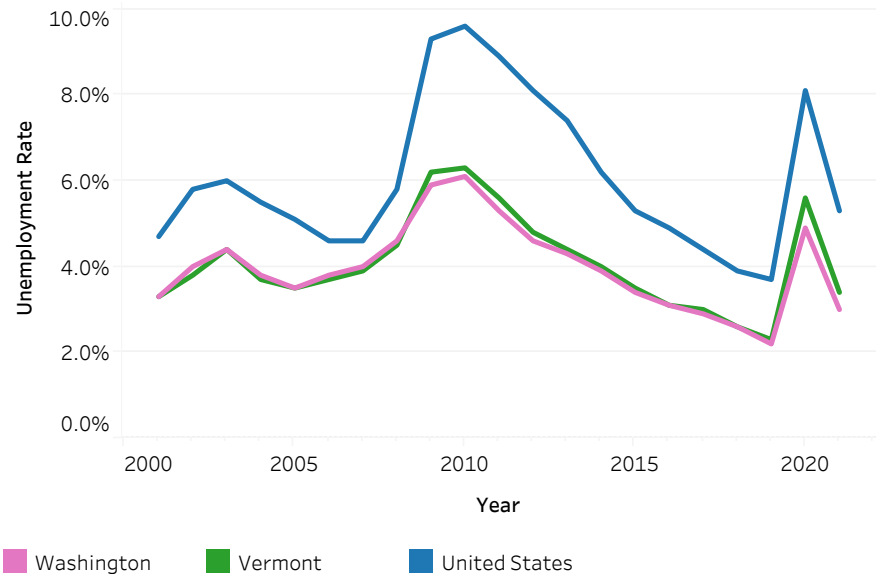
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	32,744	1,092	31,652	3.3%
2002	33,472	1,355	32,117	4.0%
2003	33,935	1,510	32,425	4.4%
2004	33,866	1,283	32,583	3.8%
2005	34,056	1,208	32,848	3.5%
2006	34,381	1,321	33,060	3.8%
2007	34,110	1,366	32,744	4.0%
2008	34,257	1,567	32,690	4.6%
2009	34,789	2,056	32,733	5.9%
2010	35,143	2,148	32,995	6.1%
2011	34,819	1,857	32,962	5.3%
2012	34,544	1,583	32,961	4.6%
2013	34,555	1,491	33,064	4.3%
2014	34,412	1,345	33,067	3.9%
2015	34,236	1,181	33,055	3.4%
2016	34,014	1,049	32,965	3.1%
2017	35,215	1,037	34,178	2.9%
2018	35,630	909	34,721	2.6%
2019	35,748	800	34,948	2.2%
2020	34,017	1,663	32,354	4.9%
2021	32,392	976	31,416	3.0%

Labor Force



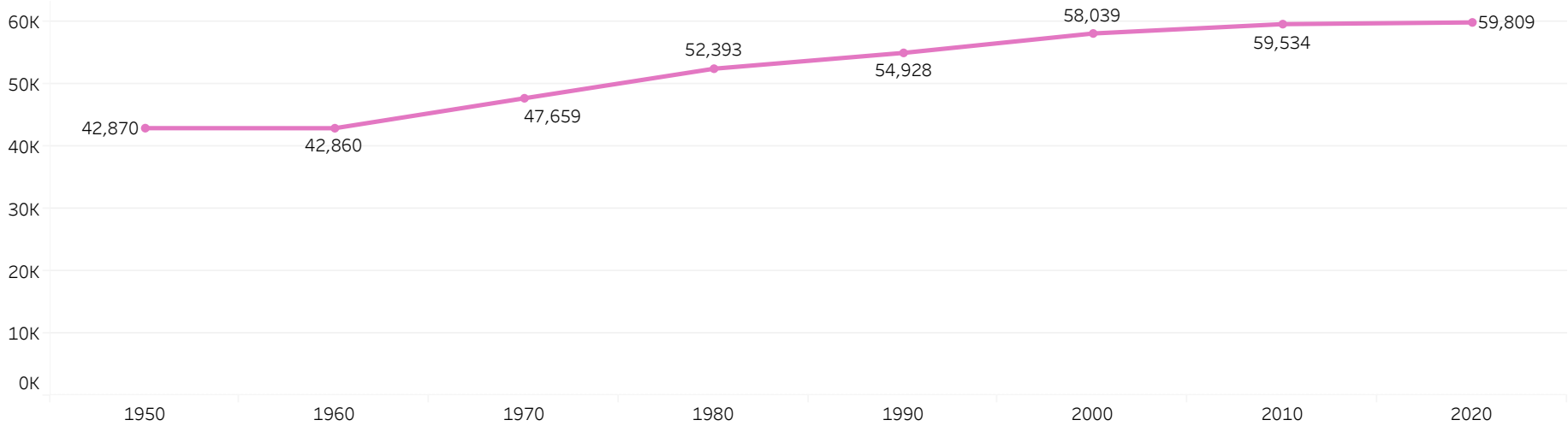
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Washington County Population

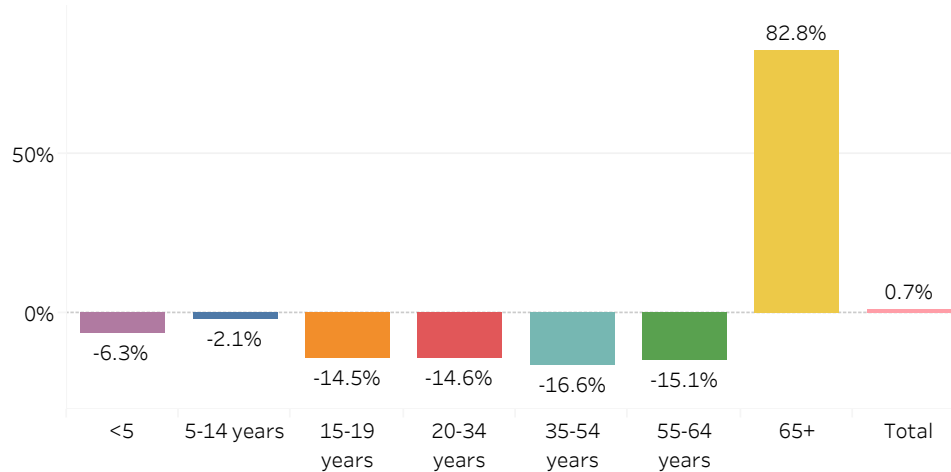
Population Total¹



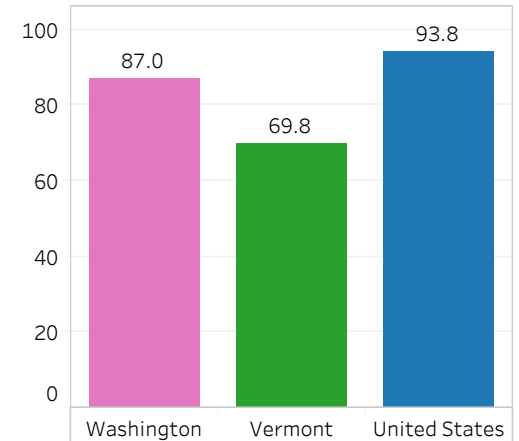
Population Projections 2030²

<5	2,893
5-14 years	6,766
15-19 years	3,545
20-34 years	8,556
35-54 years	14,812
55-64 years	7,634
65+	15,753
Total	59,959

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Washington County Income & Poverty

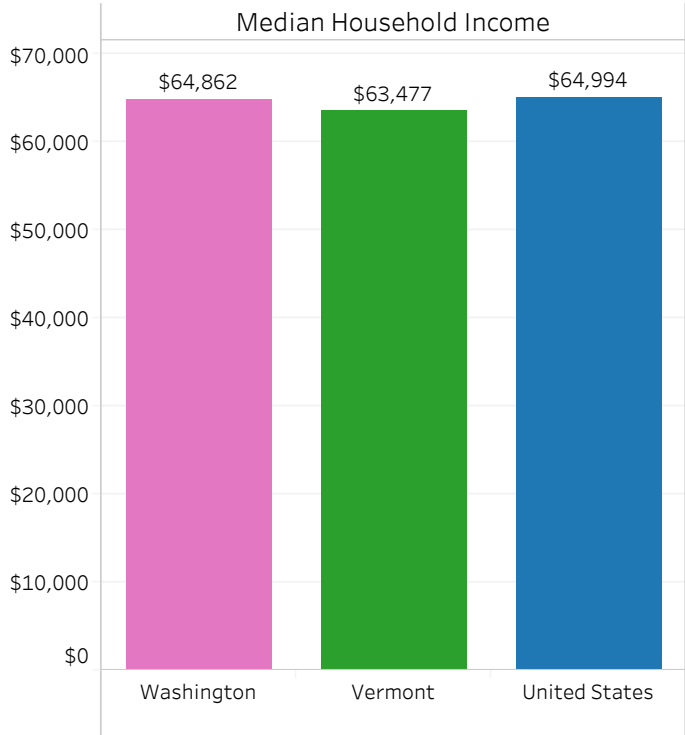
Median Household Income¹

Area	2010	2020
Washington	\$65,651	\$64,862
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

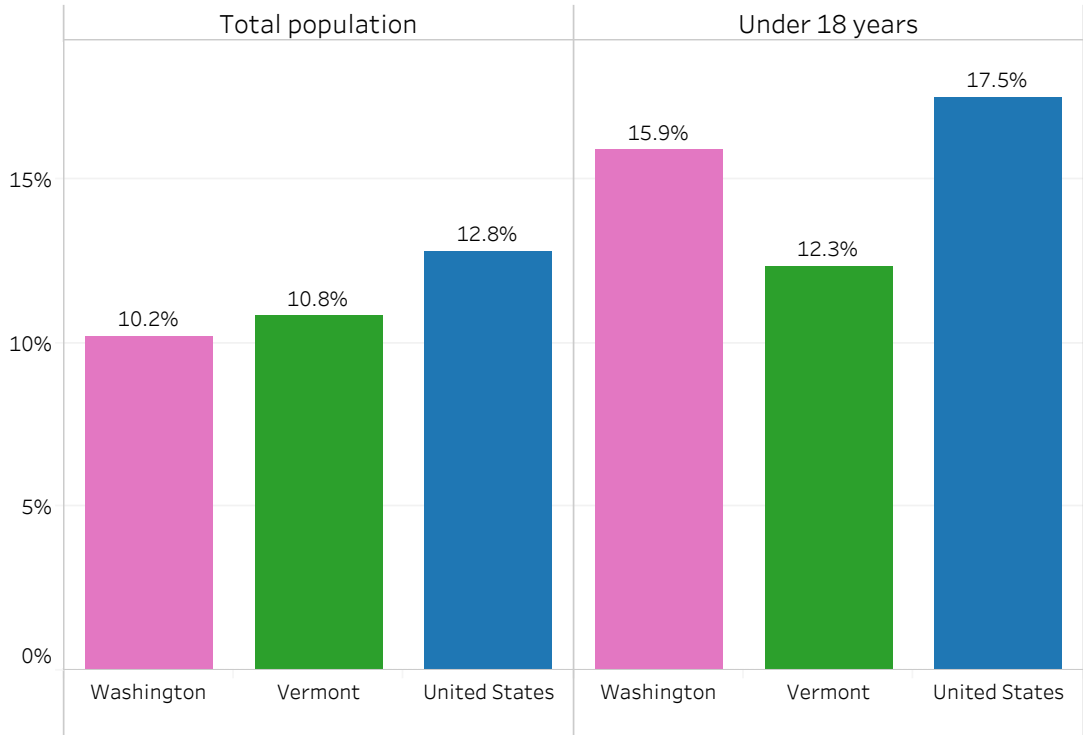
Poverty Rate²

Area	Total population	Under 18 years
Washington	10.2%	15.9%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

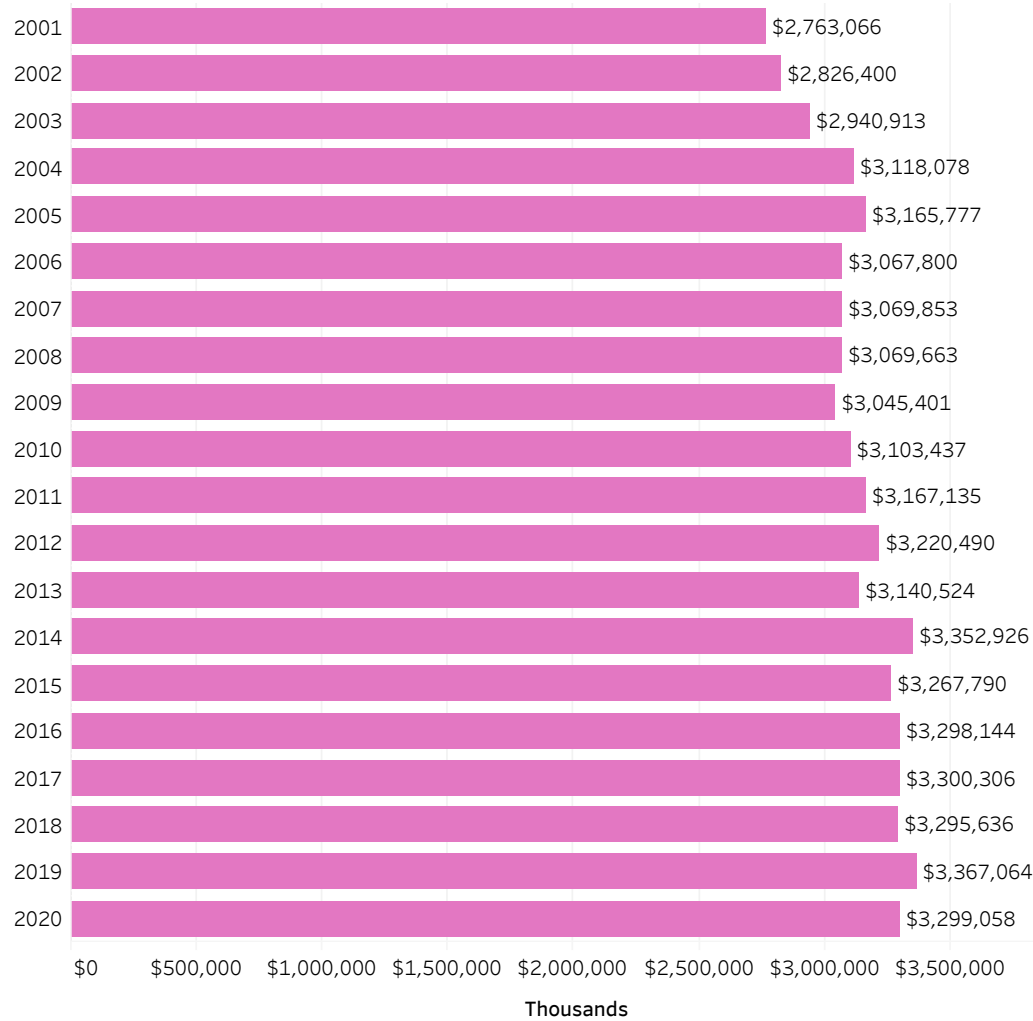


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

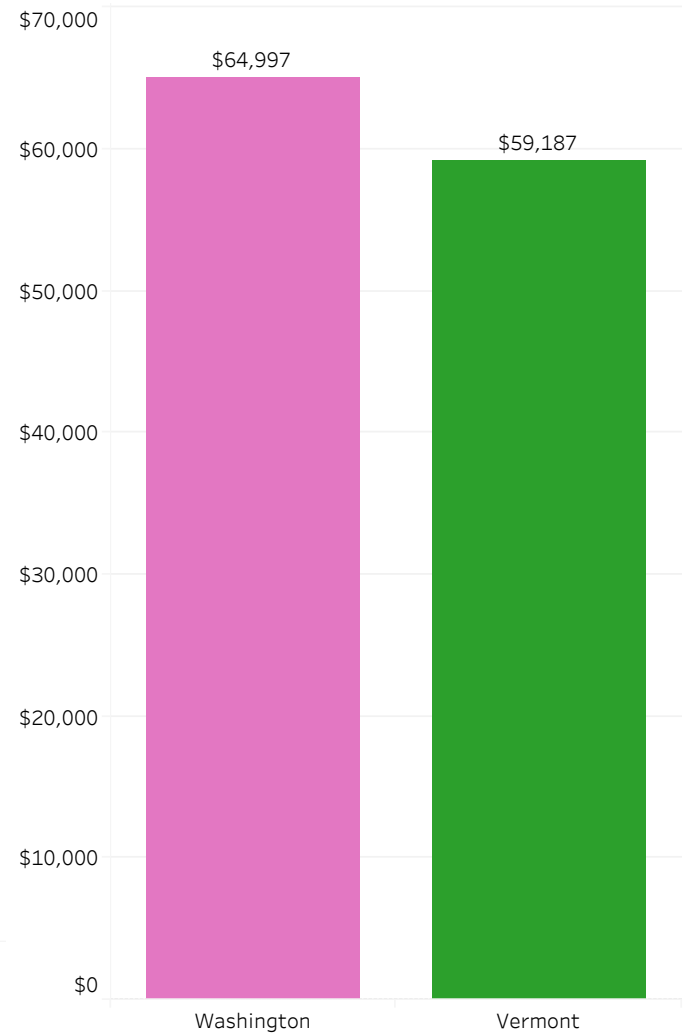
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Washington County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



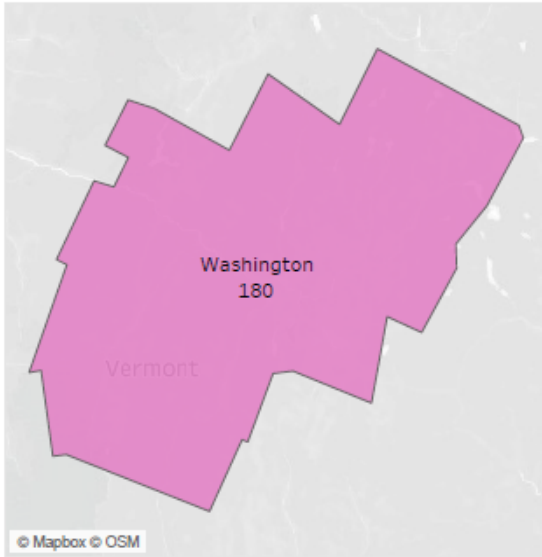
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

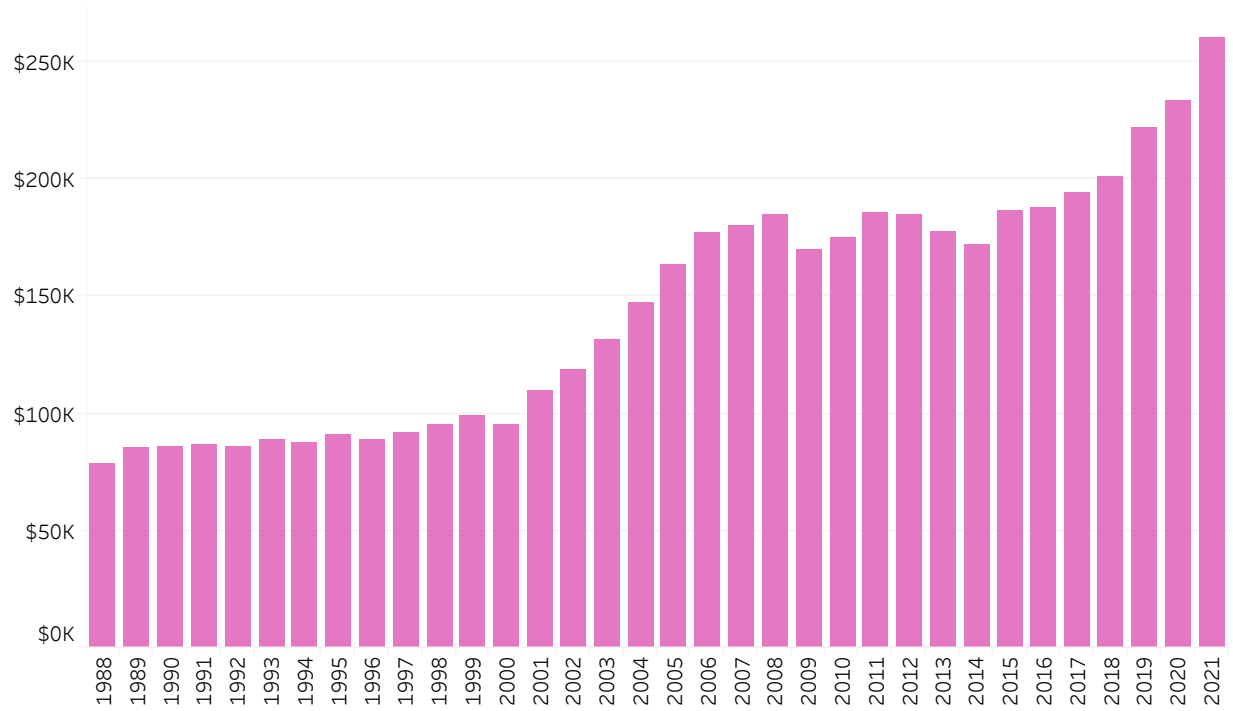
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Washington County Housing

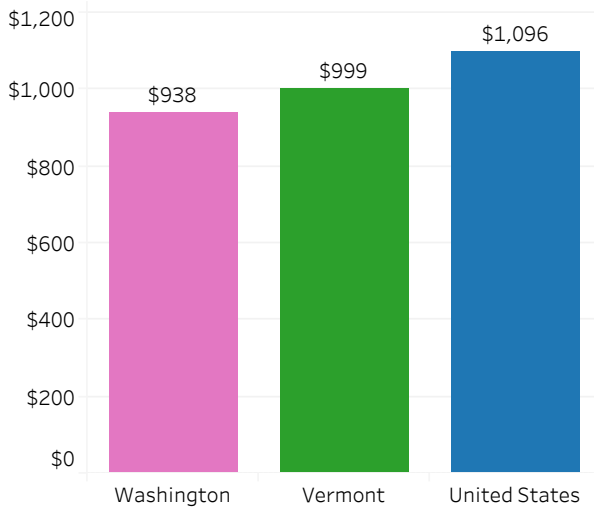
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

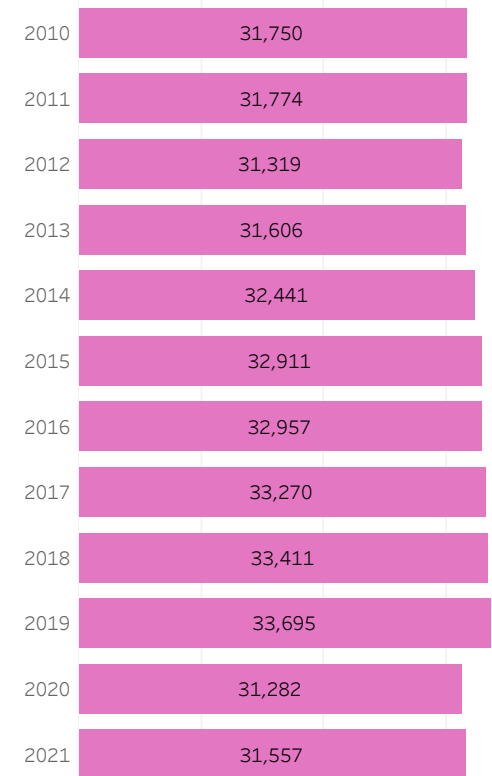
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Washington County Covered Employment

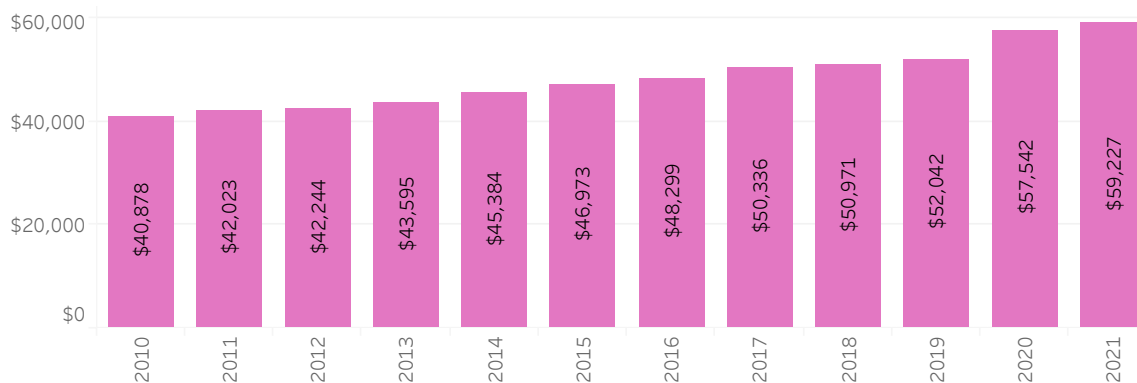
2021 Washington County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	2,774	31,557	\$59,227	1.00
Private ownership	2,589	24,102	\$57,575	0.92
Agriculture, forestry, fishing and hunting	28	129	\$32,067	0.34
Mining	6	74	\$62,321	1.13
Construction	263	1,322	\$55,107	0.81
Manufacturing	125	2,170	\$58,159	0.70
Wholesale trade	138	836	\$61,941	0.89
Retail trade	300	3,600	\$38,973	0.95
Transportation and warehousing	34	465	\$63,387	0.67
Utilities	8	229	\$79,363	1.74
Information	67	304	\$63,771	0.71
Finance and insurance	115	2,130	\$103,221	2.31
Real estate and rental and leasing	59	329	\$43,044	1.02
Professional and technical services	526	1,460	\$88,696	0.84
Management of companies and enterprises	13	416	\$133,160	1.87
Administrative and waste services	210	1,027	\$44,547	0.78
Educational services	67	1,386	\$50,776	1.31
Health care and social assistance	202	4,437	\$57,279	0.83
Arts, entertainment, and recreation	37	348	\$27,192	0.87
Accommodation and food services	144	2,298	\$26,597	0.82
Other services, except public administration	250	1,143	\$53,438	1.32

Total Covered Employment



Annual Average Wage

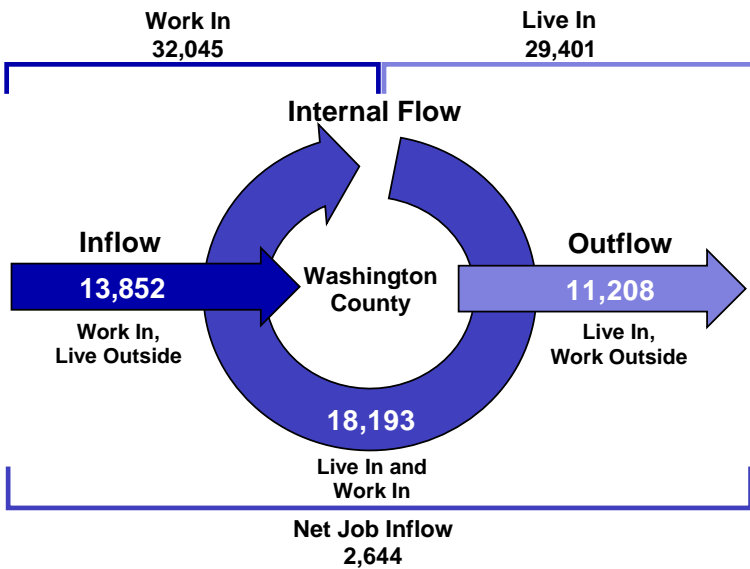


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Washington County Commuting Patterns



Washington County Labor Market

Work In county
Live In county
Net Job Inflow

2019	
Count	
32,045	Work In county
29,401	Live In county
2,644	Net Job Inflow

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
32,045	100.0%
18,193	56.8%
13,852	43.2%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count	Share
29,401	100.0%
18,193	61.9%
11,208	38.1%

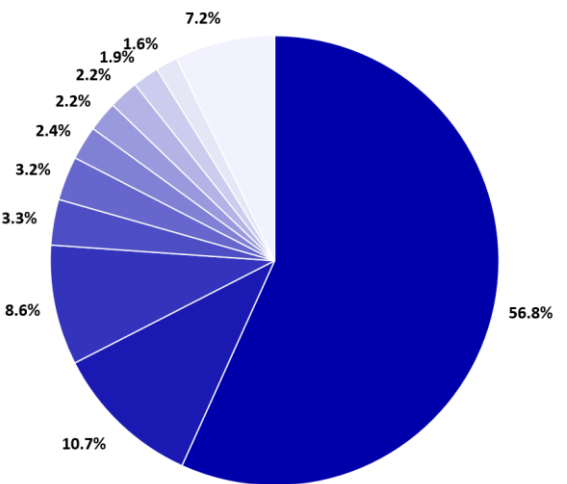
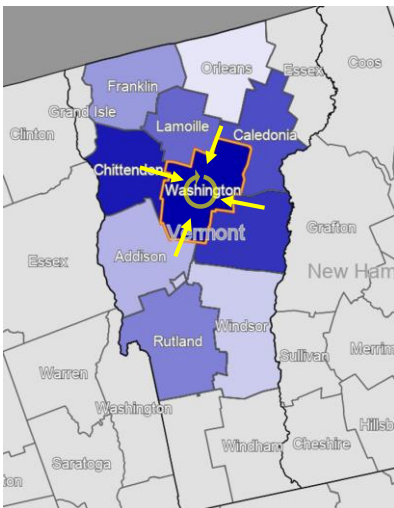
Work in Washington County and Live In or Outside

2019

Work In Washington County 32,045

Top 10 Counties Where they Live

Washington County, VT	18,193
Chittenden County, VT	3,434
Orange County, VT	2,762
Caledonia County, VT	1,052
Lamoille County, VT	1,014
Rutland County, VT	779
Franklin County, VT	699
Addison County, VT	689
Windsor County, VT	606
Orleans County, VT	505
All Other Locations	2,312



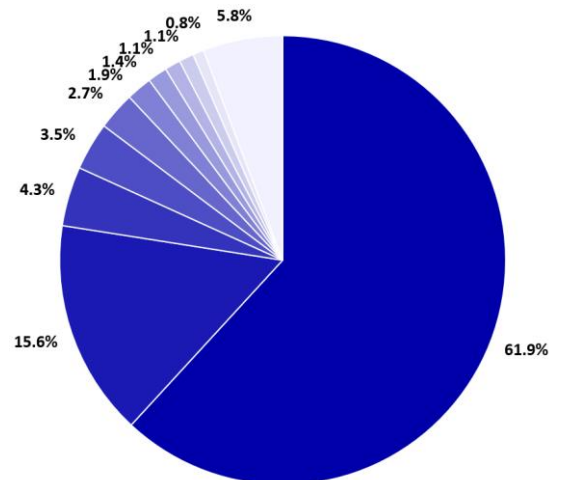
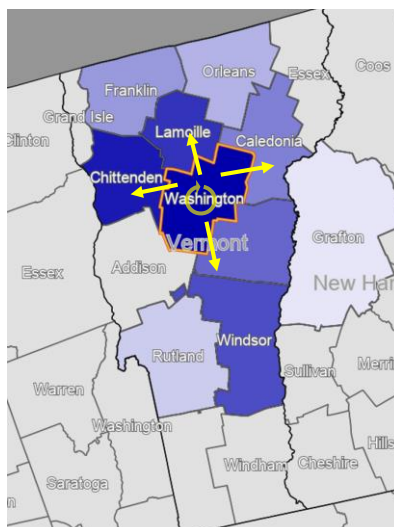
Live In Washington County and Work In or Outside

2019

Live In Washington County 29,401

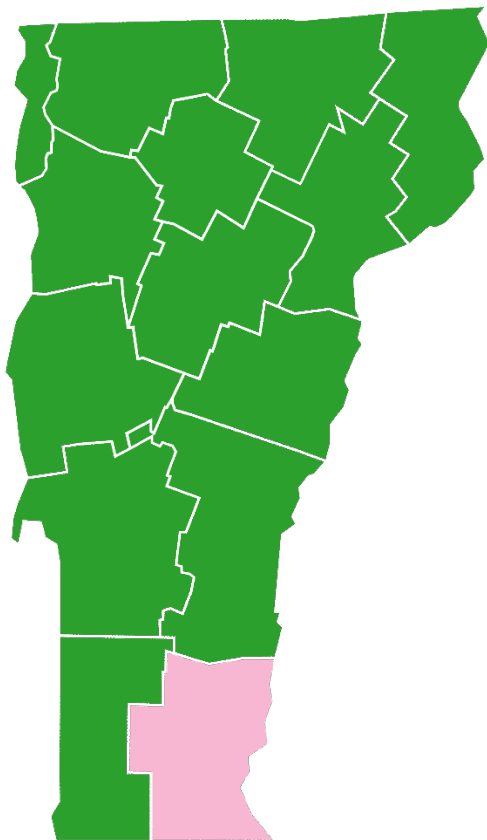
Top 10 Counties Where they Work

Washington County, VT	18,193
Chittenden County, VT	4,583
Lamoille County, VT	1,259
Windsor County, VT	1,017
Orange County, VT	803
Caledonia County, VT	546
Franklin County, VT	416
Orleans County, VT	337
Rutland County, VT	314
Grafton County, NH	235
All Other Locations	1,698



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Windham County



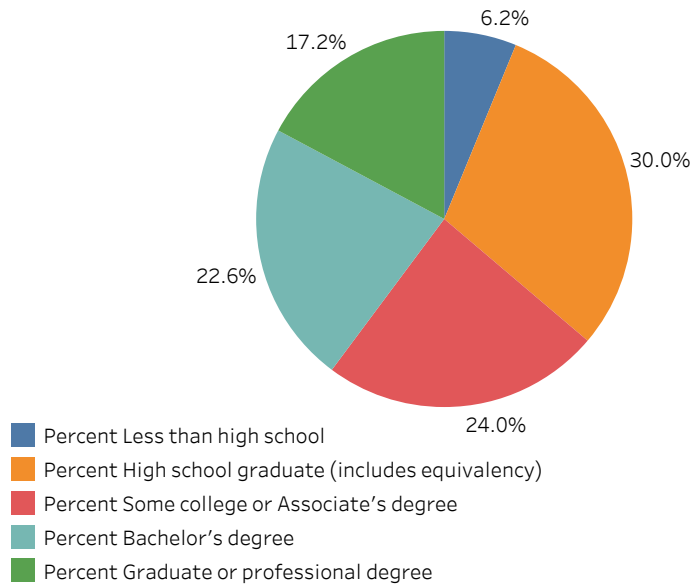
Windham is the sixth most populous county in the state of Vermont and the third largest in size. Its 2020 Census population was 45,905. 2020 per capita income in the county is 95.6% of the statewide average while average quarterly wages (2021) are 89.9% of the statewide wage, the eighth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (15.1% of all covered employment) and Retail trade (11.9%). Relative to the state as a whole Windham County has a high concentration of the Educational services industry (2.8 percentage points higher than the state share).

In 2021 Windham County had the sixth largest labor force in the state with a labor force of 20,410. Since 2010 its labor force has decreased by 19.8%. The county's annual average unemployment rate for 2021 was 4.4%, lower than the statewide average of 3.4%. The poverty rate among all Windham County residents was 13.4% in 2020 while among children under 18 it was 18.3%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (94.3%) and "two or more races" (2.8%). Of Windham County residents 25 years of age and older 93.8% hold a high school diploma or higher while 39.7% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.7% of the population, a number that is expected to grow to 30.0% by 2030.

Windham County Demographics

Education¹

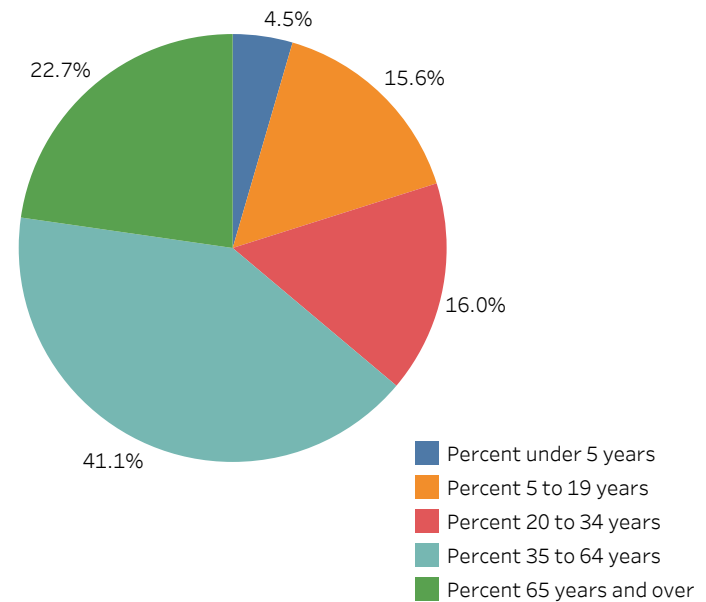


Race²

Percent White alone	94.3%
Percent Black or African American alone	1.2%
Percent Asian alone	1.2%
Percent American Indian and Alaska Native alone	0.2%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.3%
Percent Two or more races	2.8%

Age³

	2010	2020	Change
Percent under 5 years	4.8%	4.5%	-0.3%
Percent 5 to 19 years	17.5%	15.6%	-1.9%
Percent 20 to 34 years	16.1%	16.0%	-0.1%
Percent 35 to 64 years	45.5%	41.1%	-4.4%
Percent 65 years and over	16.1%	22.7%	6.6%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

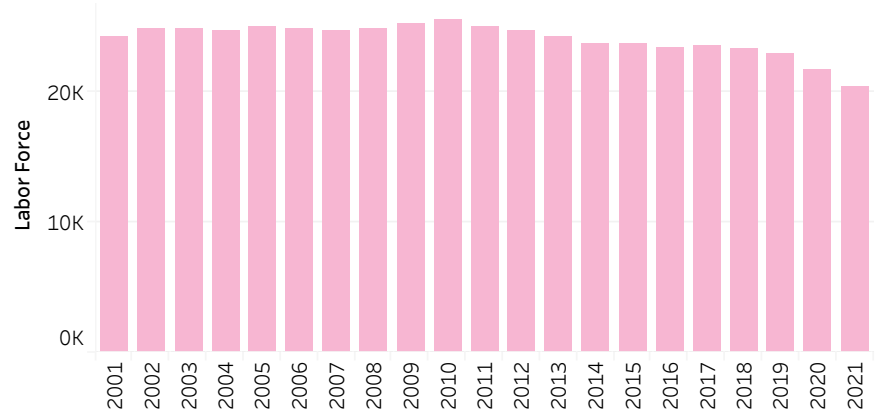
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Windham County Unemployment & Labor Force

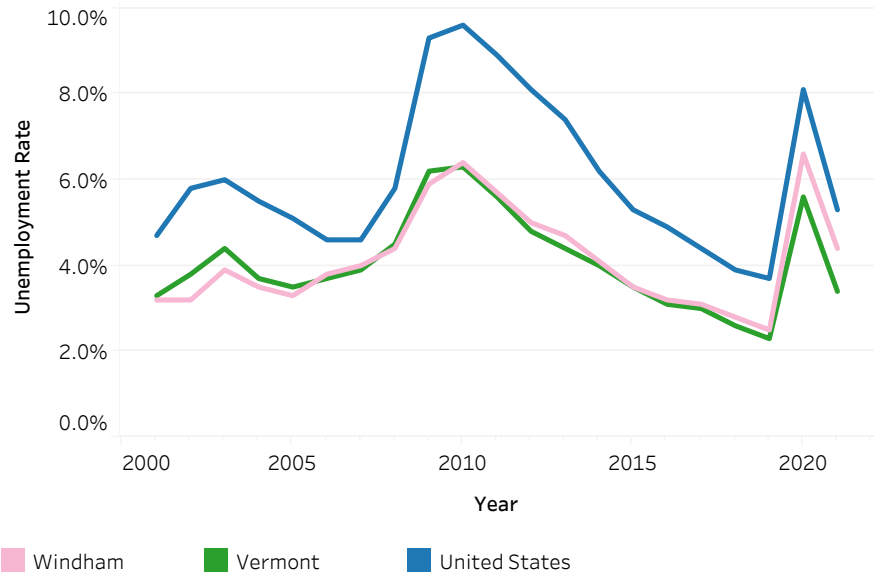
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	24,150	771	23,379	3.2%
2002	24,718	798	23,920	3.2%
2003	24,733	974	23,759	3.9%
2004	24,699	863	23,836	3.5%
2005	24,905	833	24,072	3.3%
2006	24,777	937	23,840	3.8%
2007	24,670	986	23,684	4.0%
2008	24,761	1,095	23,666	4.4%
2009	25,228	1,492	23,736	5.9%
2010	25,456	1,623	23,833	6.4%
2011	24,953	1,419	23,534	5.7%
2012	24,604	1,238	23,366	5.0%
2013	24,075	1,128	22,947	4.7%
2014	23,623	976	22,647	4.1%
2015	23,577	832	22,745	3.5%
2016	23,294	749	22,545	3.2%
2017	23,460	727	22,733	3.1%
2018	23,193	648	22,545	2.8%
2019	22,799	571	22,228	2.5%
2020	21,680	1,441	20,239	6.6%
2021	20,410	904	19,506	4.4%

Labor Force



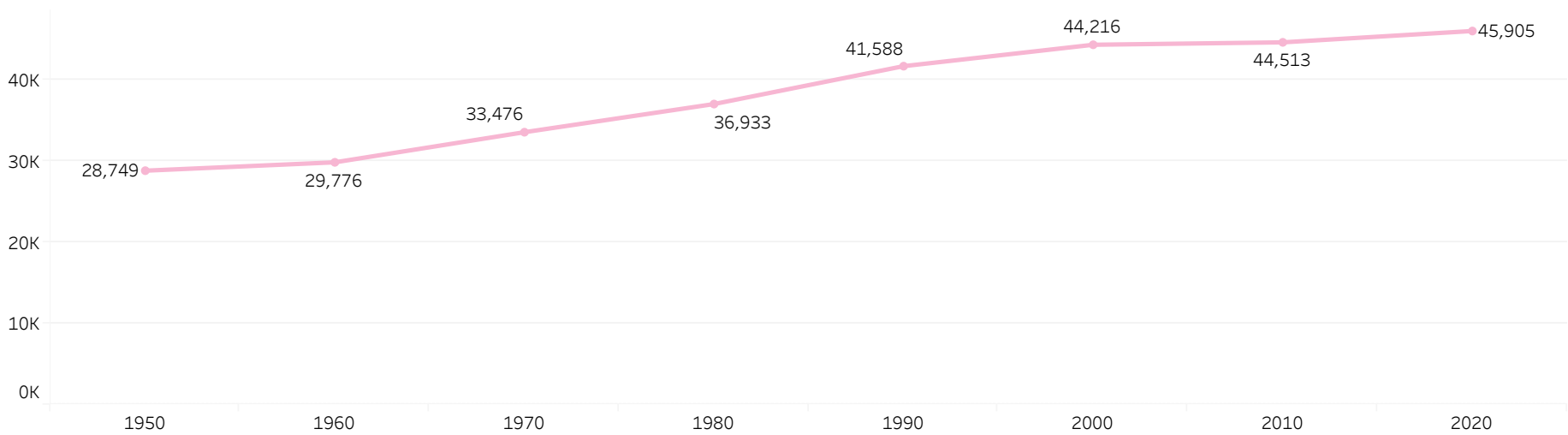
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Windham County Population

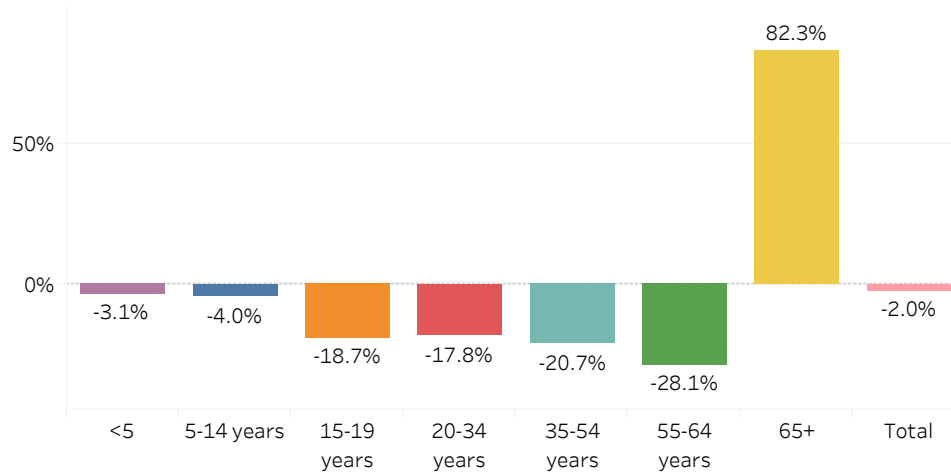
Population Total¹



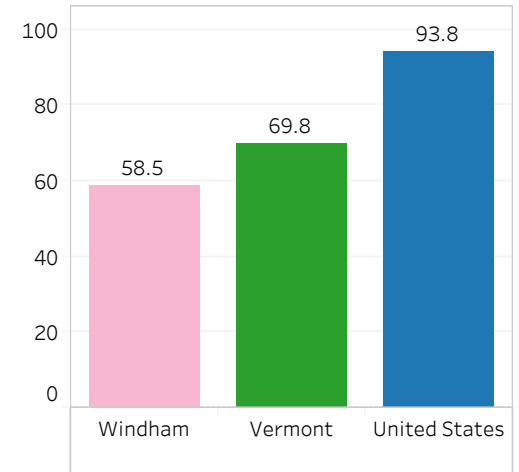
Population Projections 2030²

<5	2,081
5-14 years	4,773
15-19 years	2,309
20-34 years	5,877
35-54 years	10,214
55-64 years	5,289
65+	13,067
Total	43,610

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Windham County Income & Poverty

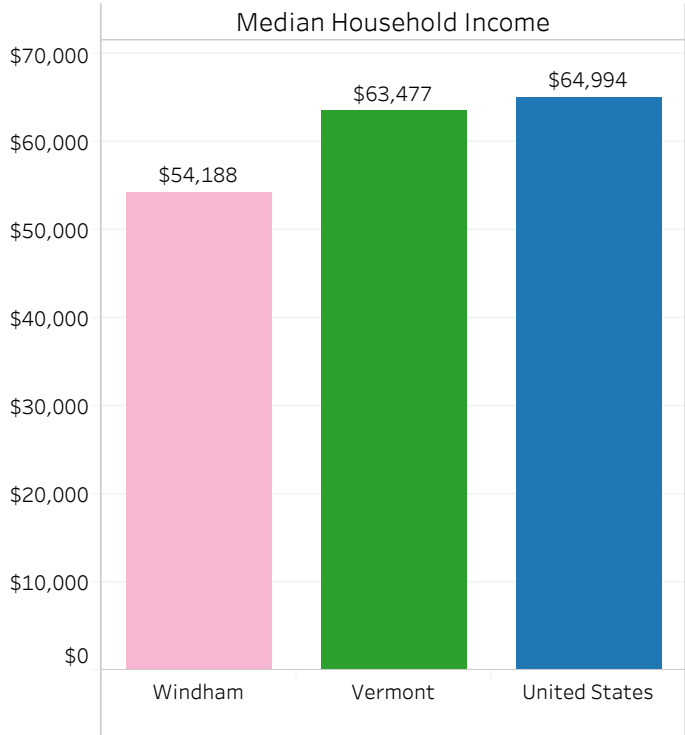
Median Household Income¹

Area	2010	2020
Windham	\$55,445	\$54,188
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

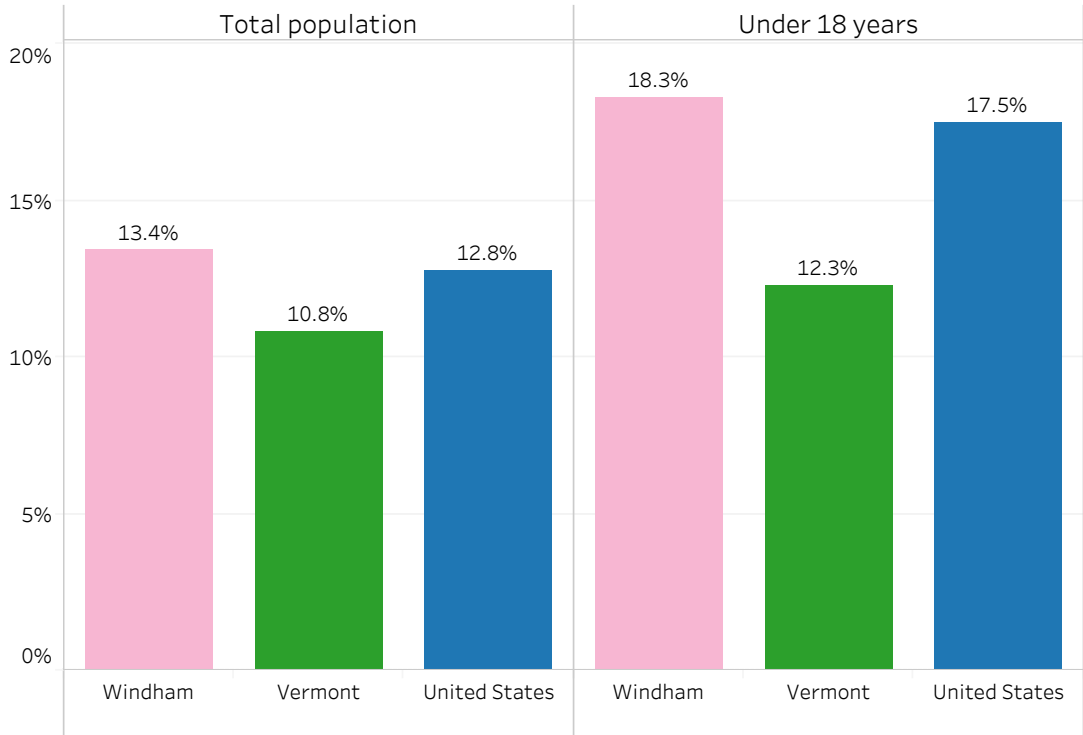
Poverty Rate²

Area	Total population	Under 18 years
Windham	13.4%	18.3%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

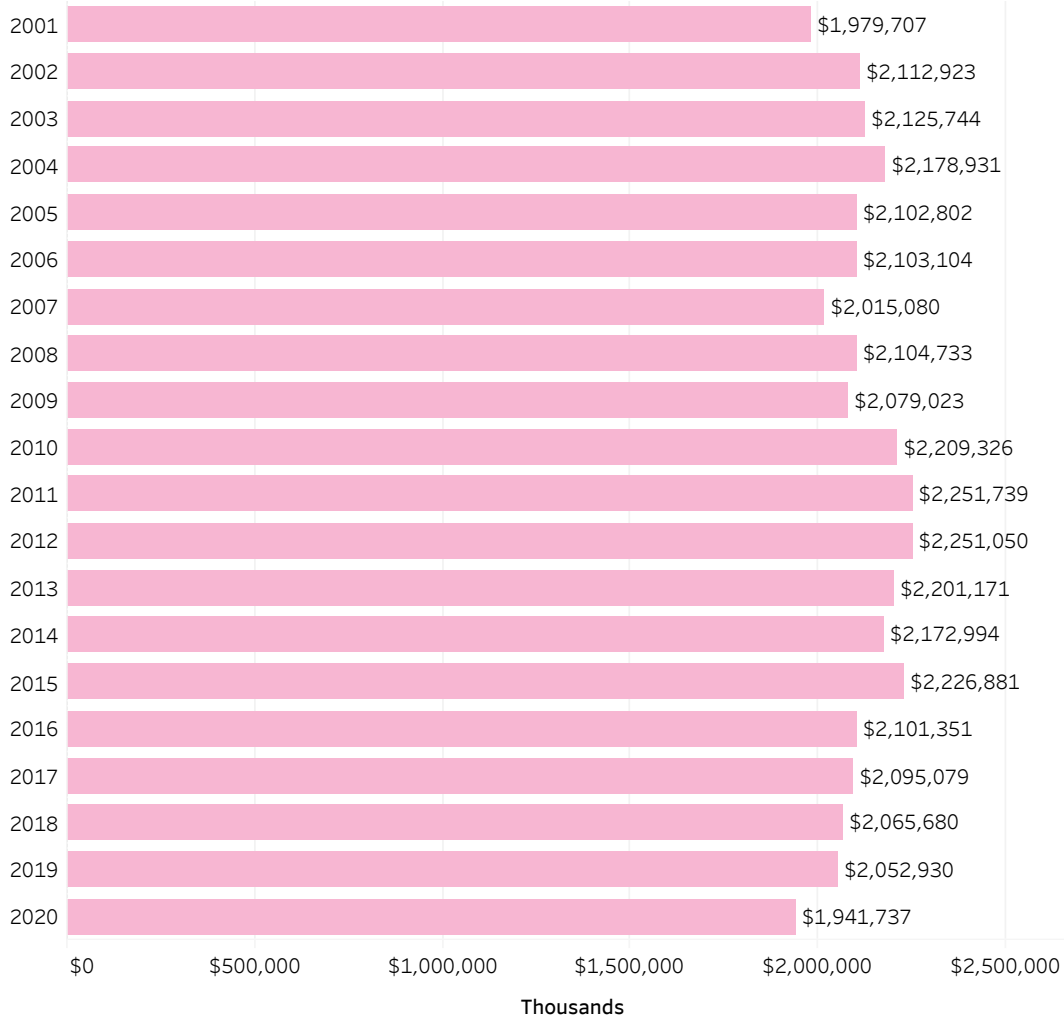


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Windham County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

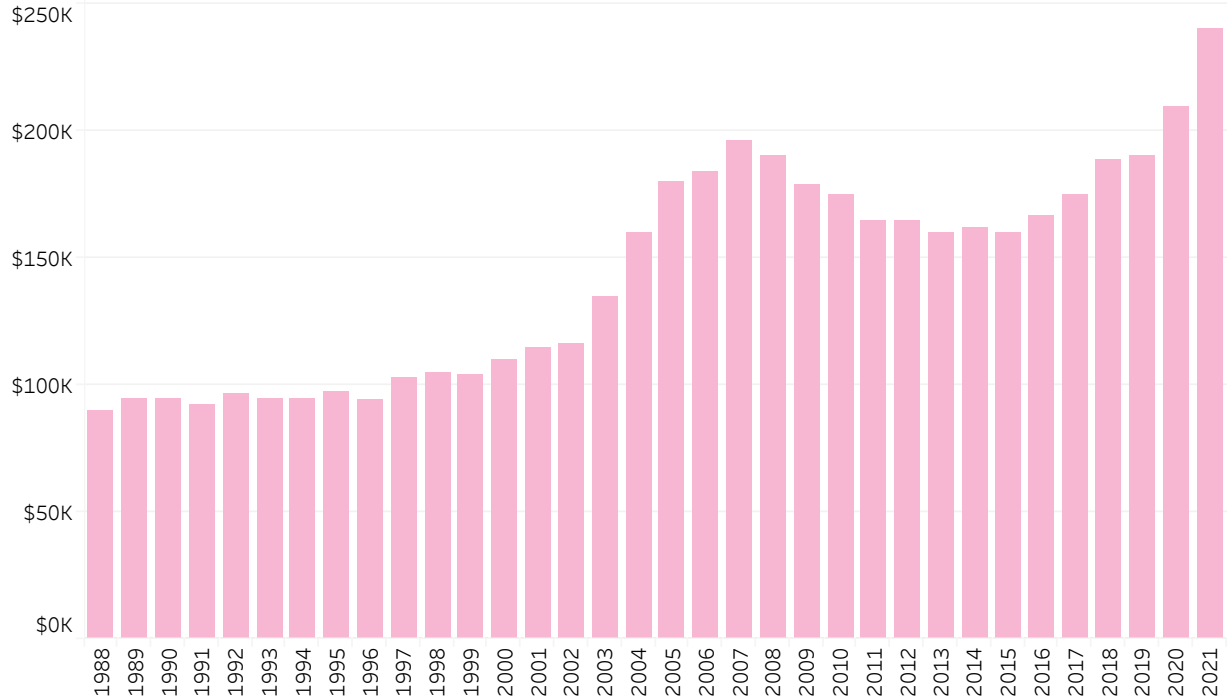
Real GDP is in thousands of chained 2012 dollars.
 Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Windham County Housing

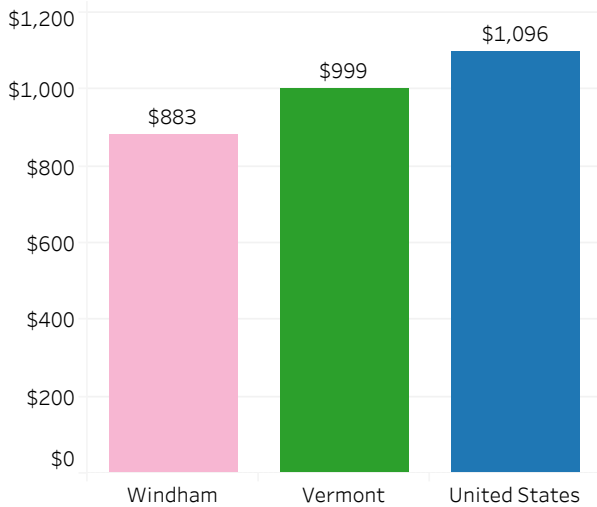
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

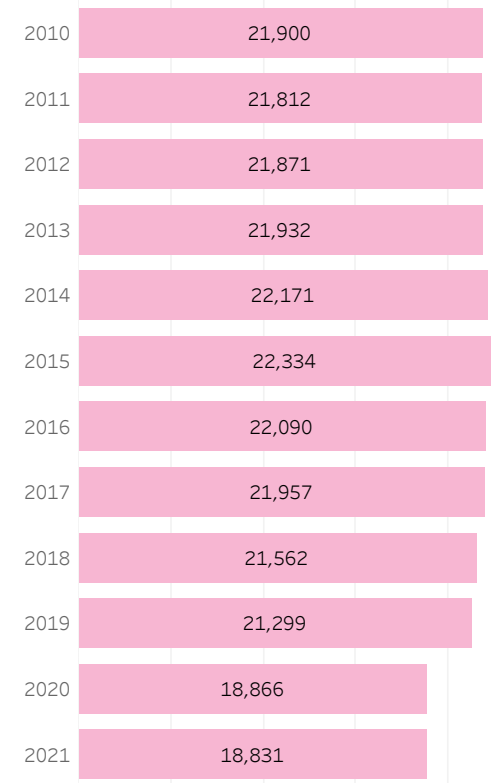
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Windham County Covered Employment

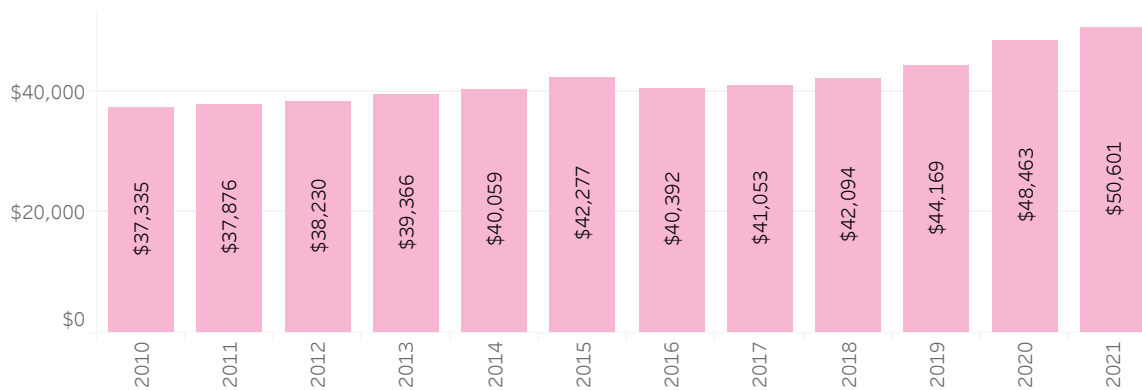
2021 Windham County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	2,141	18,831	\$50,601	1.00
Private ownership	2,040	16,248	\$51,030	1.04
Agriculture, forestry, fishing and hunting	37	(s)	(s)	(s)
Mining	2	(s)	(s)	(s)
Construction	226	1,032	\$54,347	1.06
Manufacturing	96	2,177	\$60,198	1.18
Wholesale trade	105	827	\$63,380	1.48
Retail trade	213	2,235	\$38,296	0.99
Transportation and warehousing	46	512	\$54,795	1.23
Utilities	6	64	\$133,006	0.82
Information	50	145	\$78,196	0.56
Finance and insurance	69	471	\$77,189	0.86
Real estate and rental and leasing	76	232	\$49,639	1.20
Professional and technical services	322	705	\$91,982	0.68
Management of companies and enterprises	3	(s)	(s)	(s)
Administrative and waste services	190	(s)	(s)	(s)
Educational services	71	1,153	\$44,852	1.83
Health care and social assistance	168	2,840	\$54,164	0.89
Arts, entertainment, and recreation	38	266	\$29,671	1.11
Accommodation and food services	178	2,024	\$27,648	1.22
Other services, except public administration	146	539	\$42,761	1.05

Total Covered Employment



Annual Average Wage

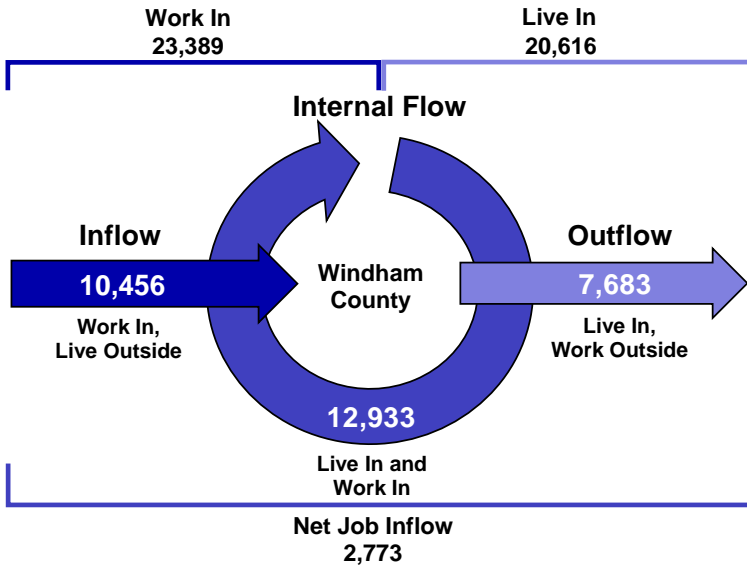


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Windham County Commuting Patterns



Windham County Labor Market

Work In county
Live In county
Net Job Inflow

2019	
Count	
23,389	Work In county
20,616	Live In county
2,773	Net Job Inflow

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count	Share
23,389	100.0%
12,933	55.3%
10,456	44.7%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

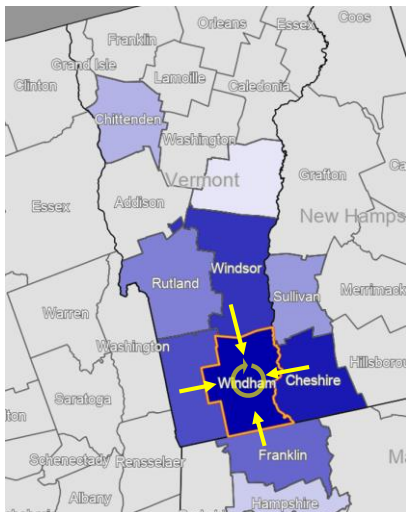
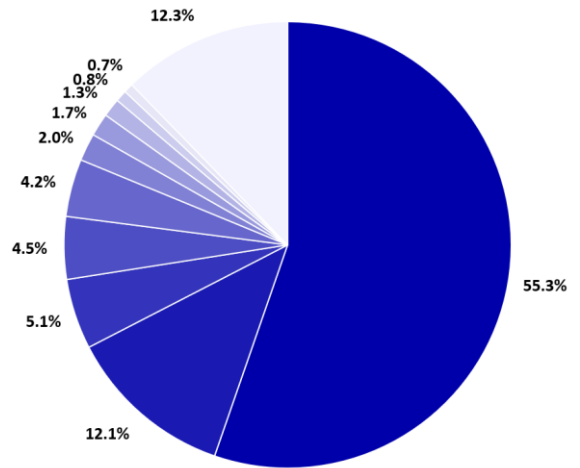
Count	Share
20,616	100.0%
12,933	62.7%
7,683	37.3%

Work in Windham County and Live In or Outside

2019

Work In Windham County 23,389 Top 10 Counties Where they Live

Windham County, VT	12,933
Cheshire County, NH	2,836
Windsor County, VT	1,193
Bennington County, VT	1,059
Franklin County, MA	976
Rutland County, VT	467
Sullivan County, NH	388
Chittenden County, VT	312
Hampshire County, MA	196
Orange County, VT	160
All Other Locations	2,869

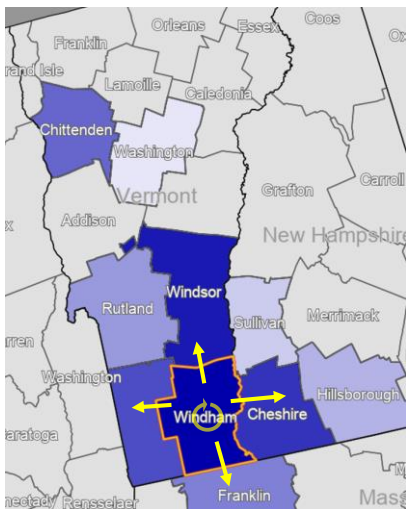
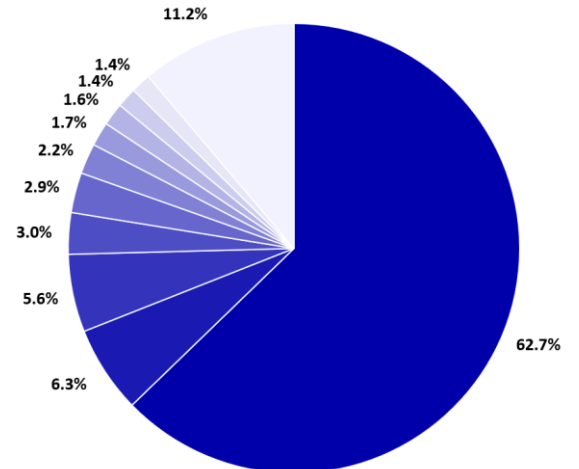


Live In Windham County and Work In or Outside

2019

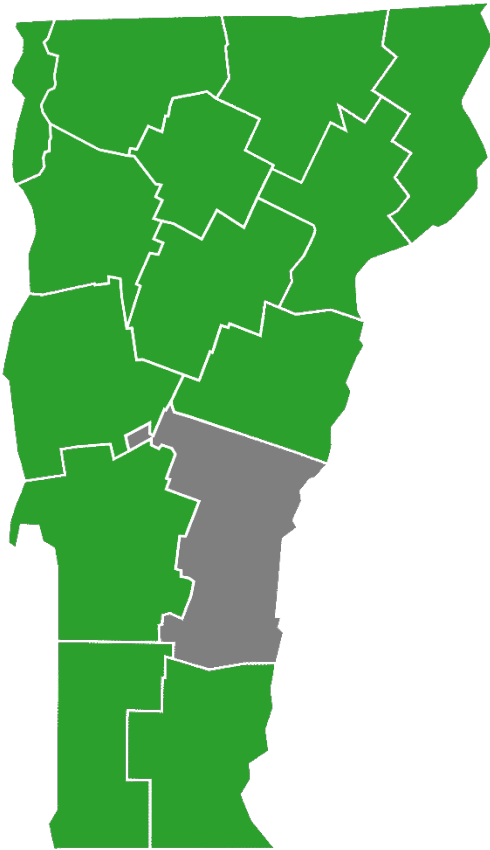
Live In Windham County 20,616 Top 10 Counties Where they Work

Windham County, VT	12,933
Windsor County, VT	1,291
Cheshire County, NH	1,152
Bennington County, VT	614
Chittenden County, VT	594
Franklin County, MA	451
Rutland County, VT	357
Hillsborough County, NH	335
Sullivan County, NH	296
Washington County, VT	292
All Other Locations	2,301



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Windsor County



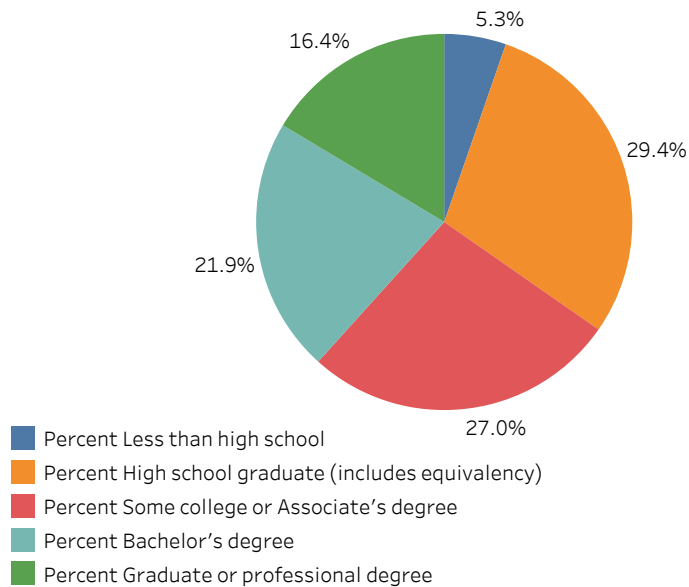
Windsor is the fourth most populous county in the state of Vermont and the largest in size. Its 2020 Census population was 57,753. 2020 per capita income in the county is 107.8% of the statewide average while average quarterly wages (2021) are 96.7% of the statewide wage, the third highest quarterly wage in the state. Large industries in the county include Health care and social assistance (13.5% of all covered employment) and Accommodation and food services (12.8%). Relative to the state as a whole Windsor County has a high concentration of the Arts, entertainment, and recreation industry (1.1 percentage points higher than the state share).

In 2021 Windsor County had the fourth largest labor force in the state with a labor force of 28,071. Since 2010 its labor force has decreased by 12.0%. The county's annual average unemployment rate for 2021 was 3.3%, slightly lower than the statewide average of 3.4%. The poverty rate among all Windsor County residents was 9.4% in 2020 while among children under 18 it was 10.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.6%) and "two or more races" (2.1%). Of Windsor County residents 25 years of age and older 94.7% hold a high school diploma or higher while 38.4% hold a bachelor's degree or higher. People 65 years of age and over constitute 23.4% of the population, a number that is expected to grow to 29.9% by 2030.

Windsor County Demographics

Education¹

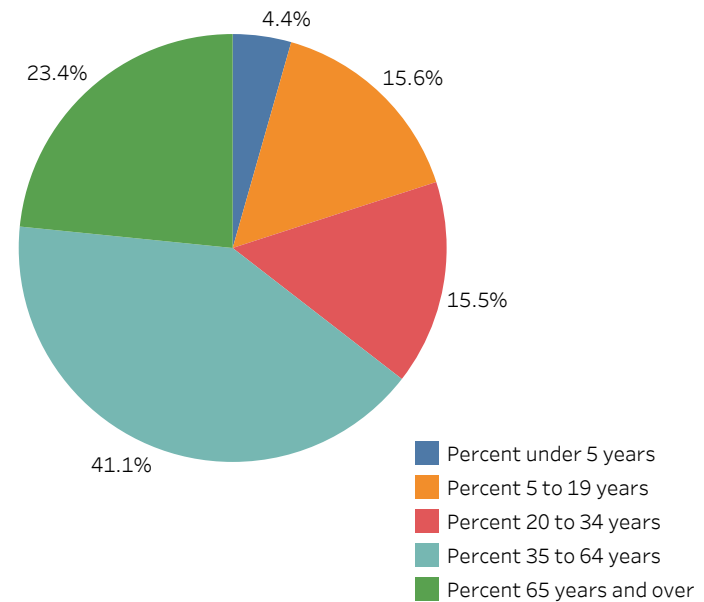


Race²

Percent White alone	95.6%
Percent Black or African American alone	0.7%
Percent Asian alone	1.0%
Percent American Indian and Alaska Native alone	0.2%
Percent Native Hawaiian and Other Pacific Islander alone	0.0%
Percent Some other race alone	0.5%
Percent Two or more races	2.1%

Age³

	2010	2020	Change
Percent under 5 years	4.7%	4.4%	-0.3%
Percent 5 to 19 years	17.0%	15.6%	-1.4%
Percent 20 to 34 years	15.3%	15.5%	0.2%
Percent 35 to 64 years	45.2%	41.1%	-4.1%
Percent 65 years and over	17.8%	23.4%	5.6%



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

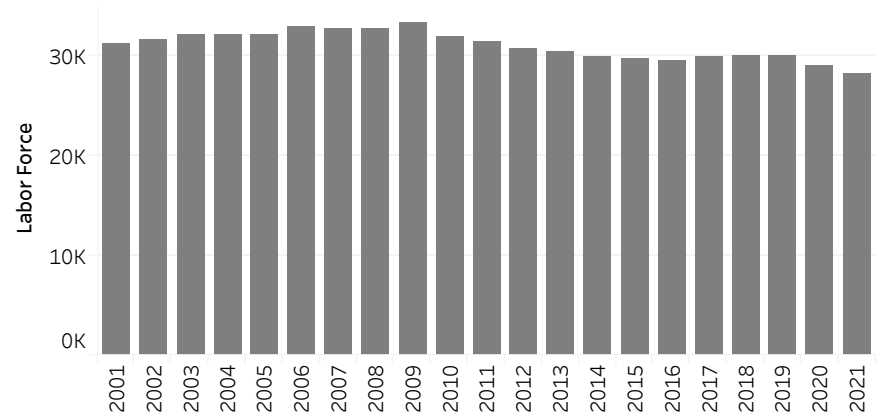
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Windsor County Unemployment & Labor Force

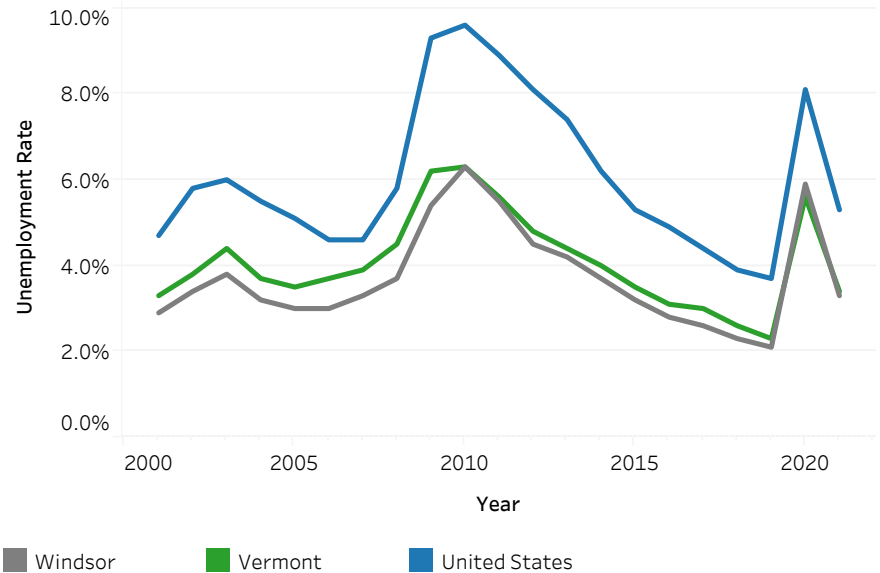
Employment by Place of Residence

Period	Labor Force	Unemployment	Employment	Unemployment Rate
2001	31,152	910	30,242	2.9%
2002	31,562	1,065	30,497	3.4%
2003	32,003	1,208	30,795	3.8%
2004	32,105	1,034	31,071	3.2%
2005	32,129	954	31,175	3.0%
2006	32,871	992	31,879	3.0%
2007	32,661	1,081	31,580	3.3%
2008	32,709	1,203	31,506	3.7%
2009	33,274	1,810	31,464	5.4%
2010	31,913	2,022	29,891	6.3%
2011	31,333	1,733	29,600	5.5%
2012	30,650	1,389	29,261	4.5%
2013	30,300	1,271	29,029	4.2%
2014	29,835	1,112	28,723	3.7%
2015	29,621	943	28,678	3.2%
2016	29,429	835	28,594	2.8%
2017	29,856	768	29,088	2.6%
2018	29,966	687	29,279	2.3%
2019	30,044	620	29,424	2.1%
2020	29,011	1,699	27,312	5.9%
2021	28,071	926	27,145	3.3%

Labor Force



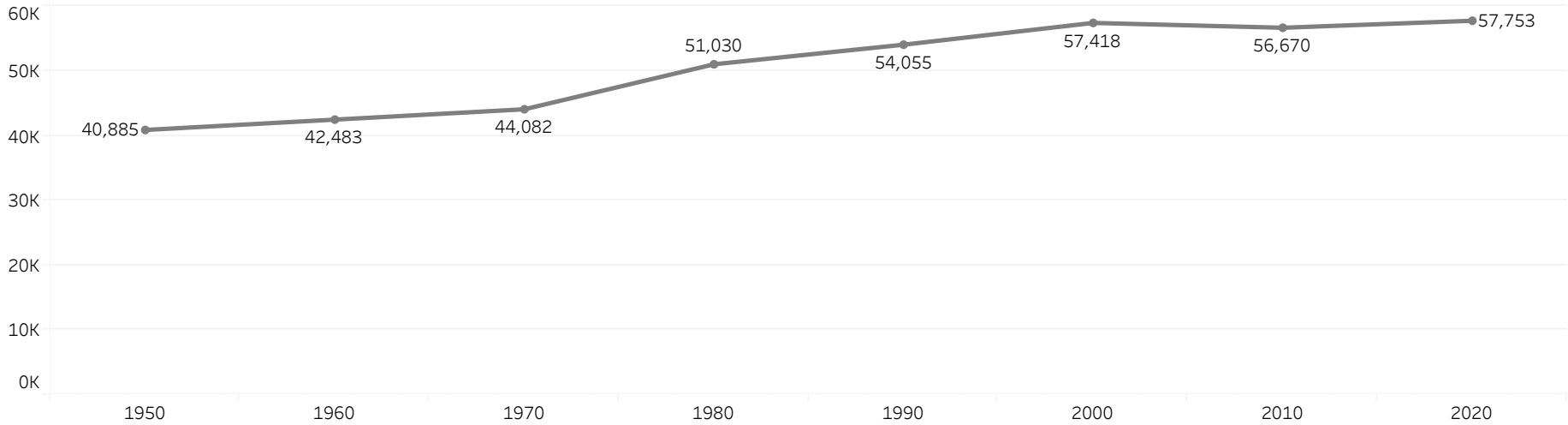
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Windsor County Population

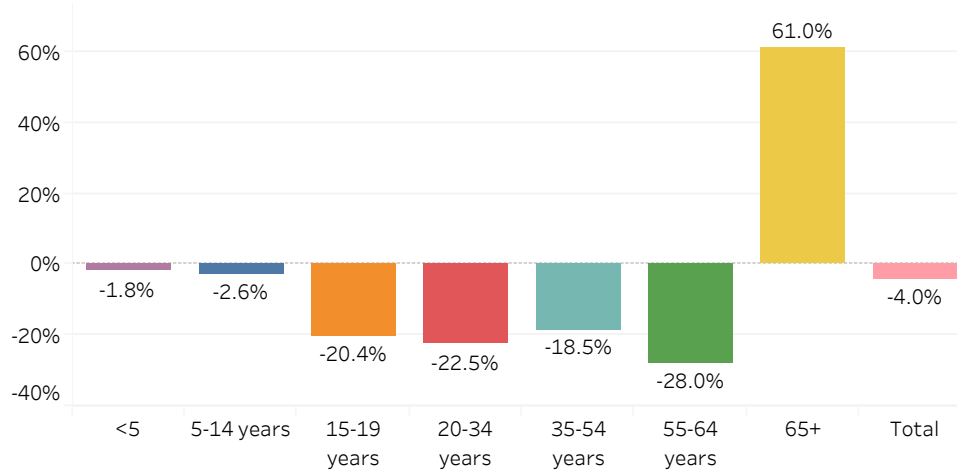
Population Total¹



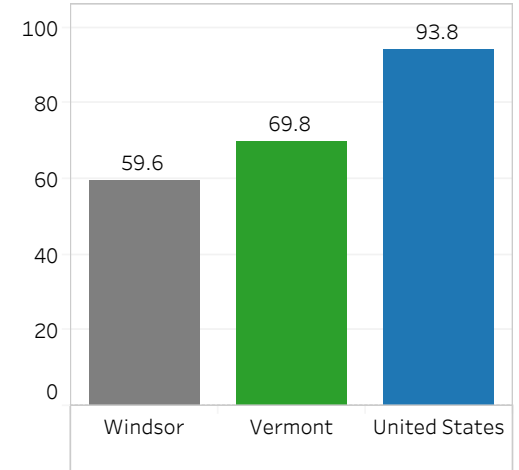
Population Projections 2030²

<5	2,625
5-14 years	6,210
15-19 years	2,583
20-34 years	6,743
35-54 years	13,381
55-64 years	6,606
65+	16,249
Total	54,397

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Windsor County Income & Poverty

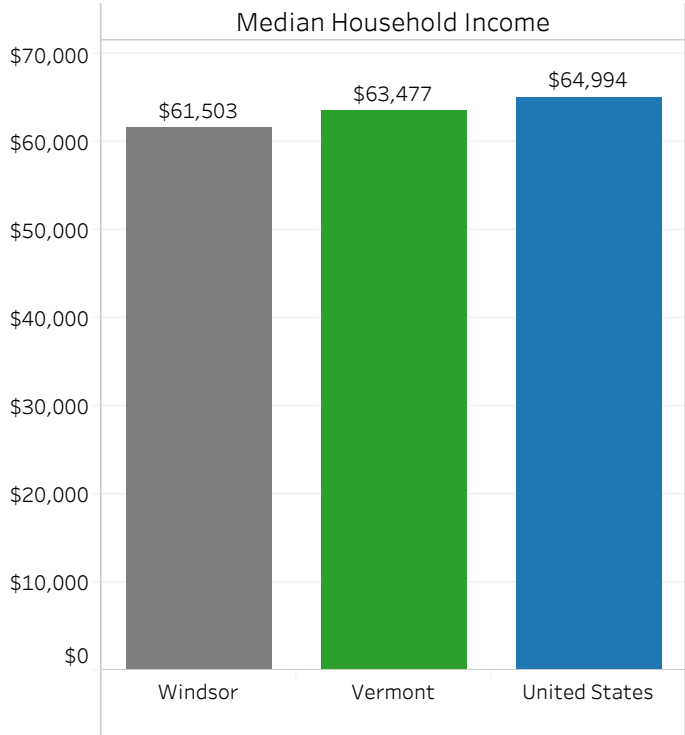
Median Household Income¹

Area	2010	2020
Windsor	\$60,405	\$61,503
Vermont	\$61,530	\$63,477
United States	\$61,617	\$64,994

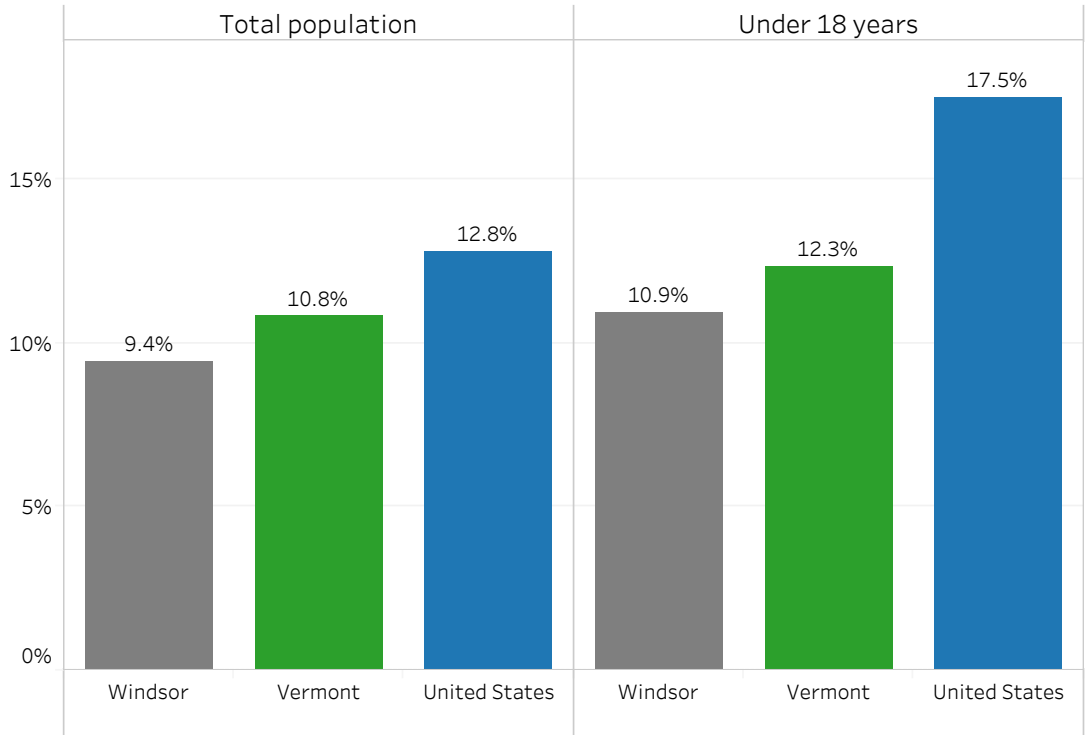
Poverty Rate²

Area	Total population	Under 18 years
Windsor	9.4%	10.9%
Vermont	10.8%	12.3%
United States	12.8%	17.5%

2020



Poverty Rate by Age

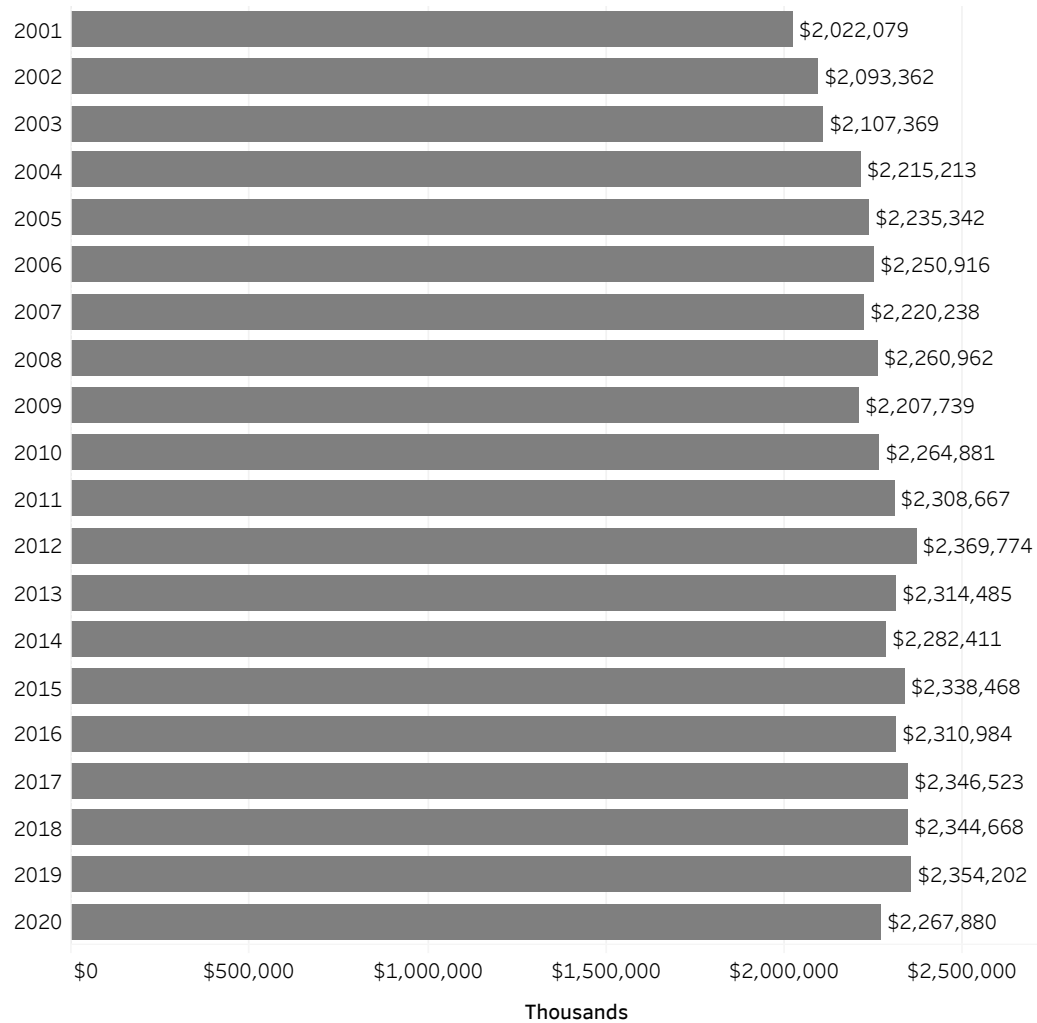


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Windsor County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



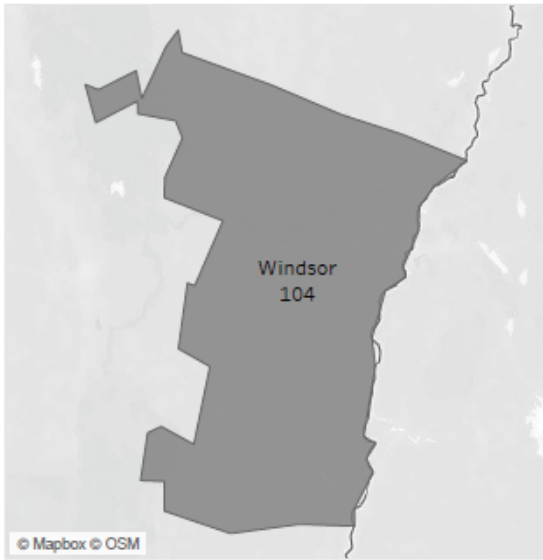
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

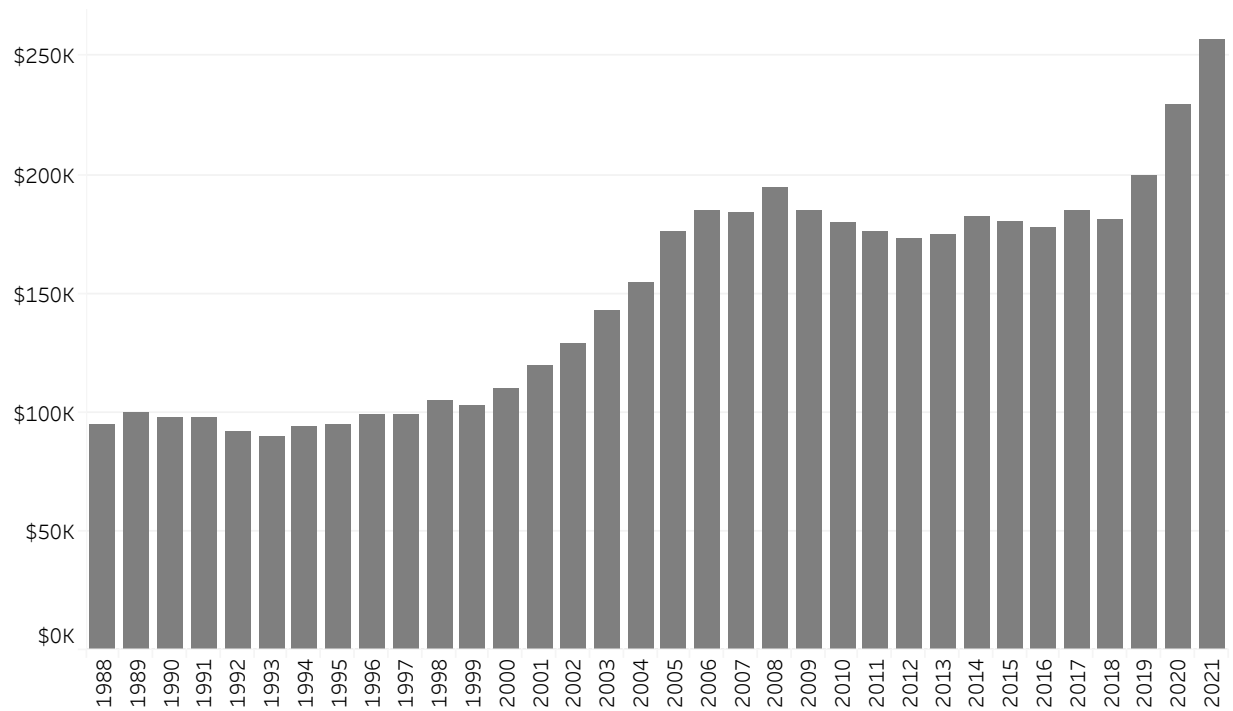
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Windsor County Housing

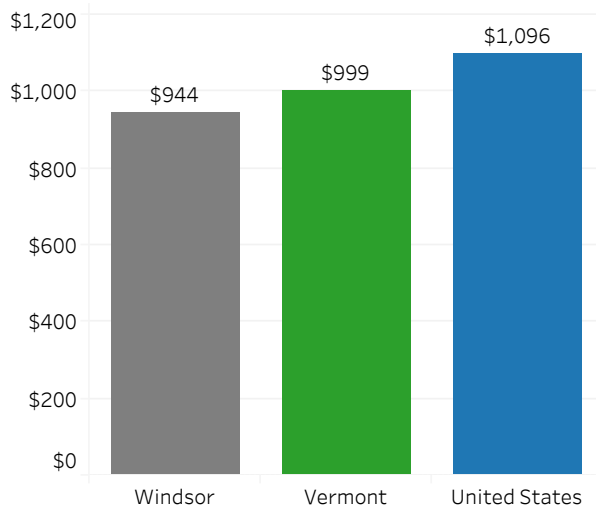
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

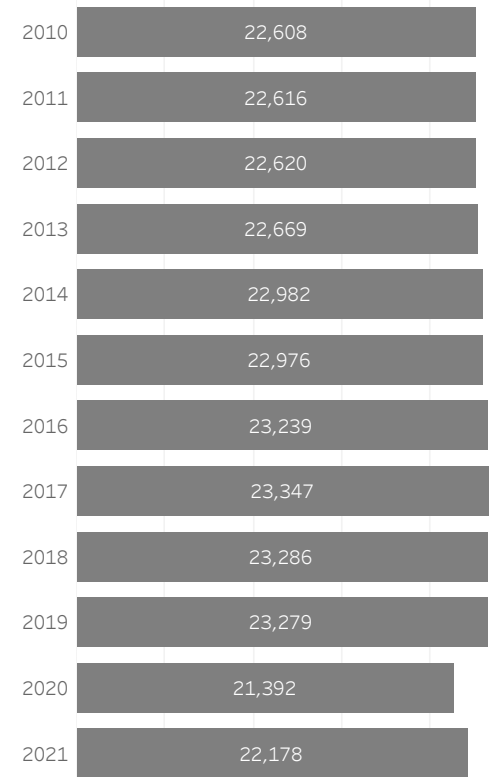
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Windsor County Covered Employment

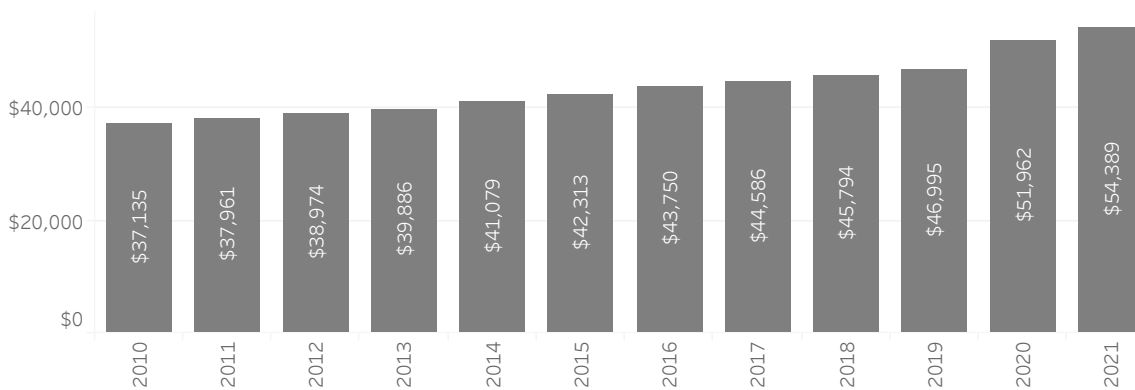
2021 Windsor County - Private Industry

NAICS Title	Establishments	Employment	Average Wage	Location Quotient
Total Covered - private and government	2,594	22,178	\$54,389	1.00
Private ownership	2,455	17,524	\$51,747	0.95
Agriculture, forestry, fishing and hunting	50	163	\$32,668	0.62
Mining	8	63	\$56,271	1.37
Construction	302	1,207	\$54,999	1.05
Manufacturing	114	1,876	\$52,247	0.86
Wholesale trade	116	442	\$79,169	0.67
Retail trade	247	2,489	\$39,175	0.94
Transportation and warehousing	40	453	\$62,382	0.93
Utilities	10	71	\$107,106	0.77
Information	73	442	\$76,610	1.46
Finance and insurance	92	456	\$77,309	0.70
Real estate and rental and leasing	79	306	\$50,275	1.34
Professional and technical services	438	1,192	\$97,426	0.98
Management of companies and enterprises	9	101	\$109,559	0.65
Administrative and waste services	201	715	\$61,818	0.78
Educational services	42	446	\$47,906	0.60
Health care and social assistance	183	3,000	\$51,868	0.80
Arts, entertainment, and recreation	50	524	\$28,224	1.85
Accommodation and food services	191	2,832	\$30,994	1.44
Other services, except public administration	213	747	\$39,891	1.23

Total Covered Employment



Annual Average Wage

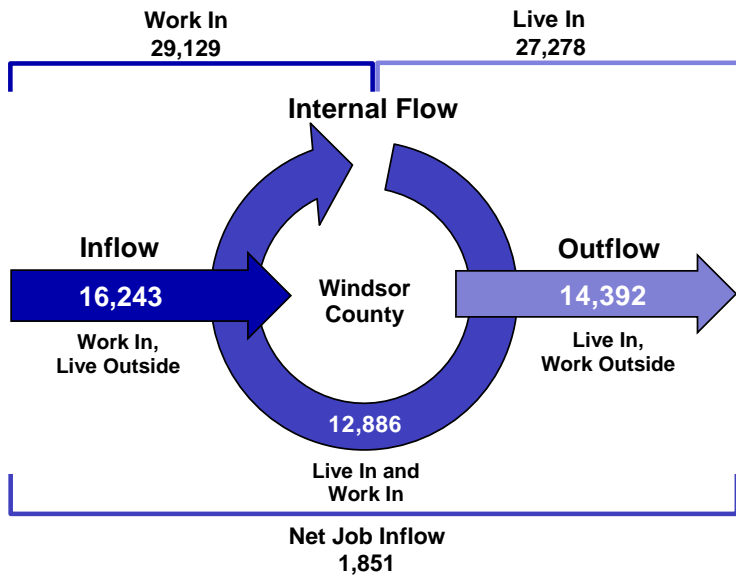


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Windsor County Commuting Patterns



Windsor County Labor Market

	2019 Count
Work In county	29,129
Live In county	27,278
Net Job Inflow	1,851

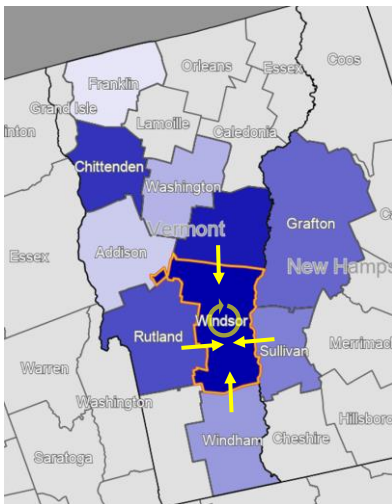
Work In

	Count	Share
Work In county	29,129	100.0%
Work In and Live In county	12,886	44.2%
Work In county but Live Outside (Inflow)	16,243	55.8%

Live In

	Count	Share
Live In county	27,278	100.0%
Live In and Work In county	12,886	47.2%
Live In county but Work Outside (Outflow)	14,392	52.8%

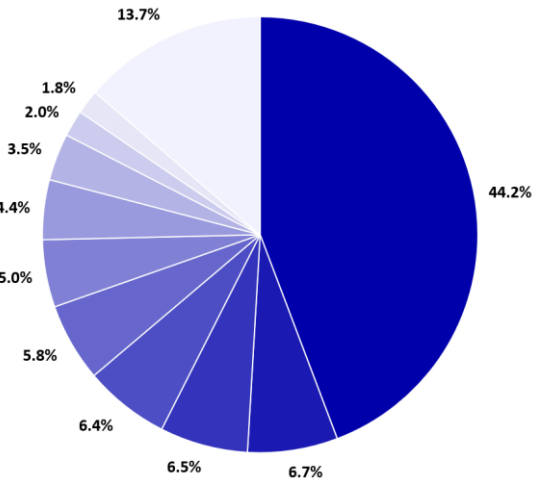
Work in Windsor County and Live In or Outside



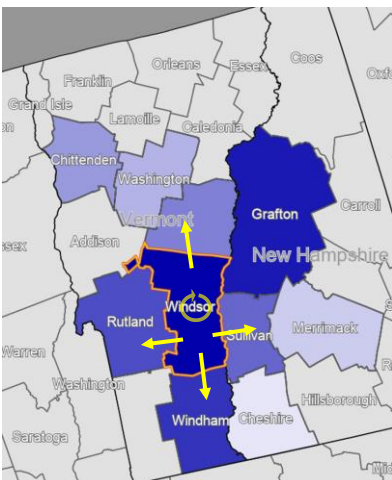
2019

Work In Windsor County 29,129 Top 10 Counties Where they Live

Windsor County, VT	12,886
Orange County, VT	1,949
Chittenden County, VT	1,905
Rutland County, VT	1,850
Grafton County, NH	1,695
Sullivan County, NH	1,455
Windham County, VT	1,291
Washington County, VT	1,017
Addison County, VT	570
Franklin County, VT	525
All Other Locations	3,986



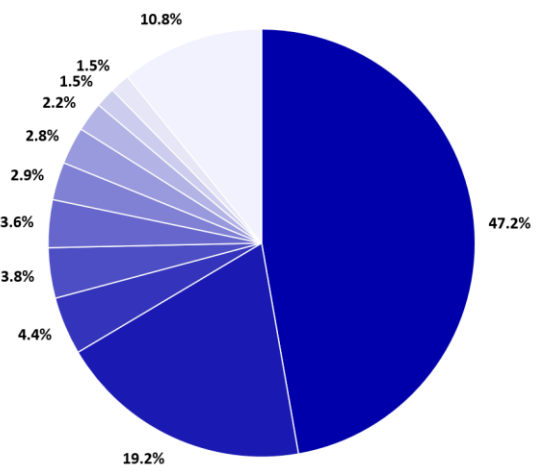
Live In Windsor County and Work In or Outside



2019

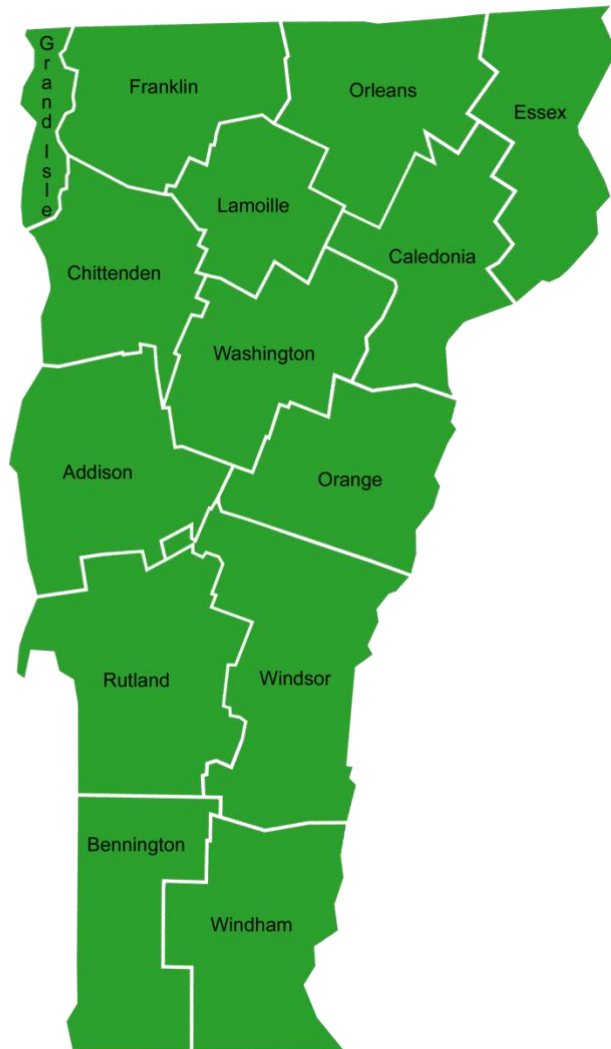
Live In Windsor County 27,278 Top 10 Counties Where they Work

Windsor County, VT	12,886
Grafton County, NH	5,248
Windham County, VT	1,193
Rutland County, VT	1,037
Sullivan County, NH	985
Orange County, VT	779
Chittenden County, VT	770
Washington County, VT	606
Merrimack County, NH	414
Cheshire County, NH	408
All Other Locations	2,952



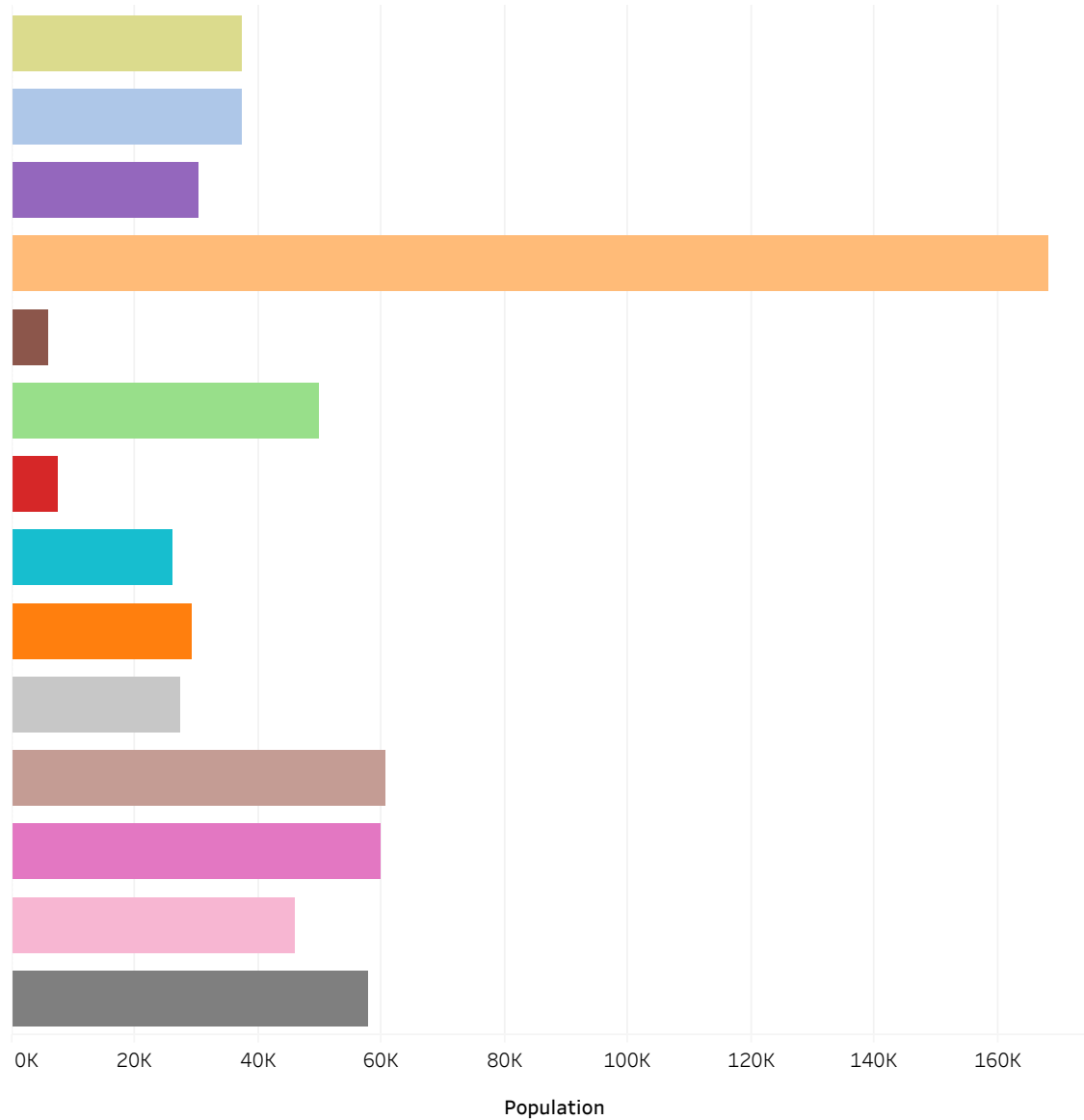
Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

County Comparisons



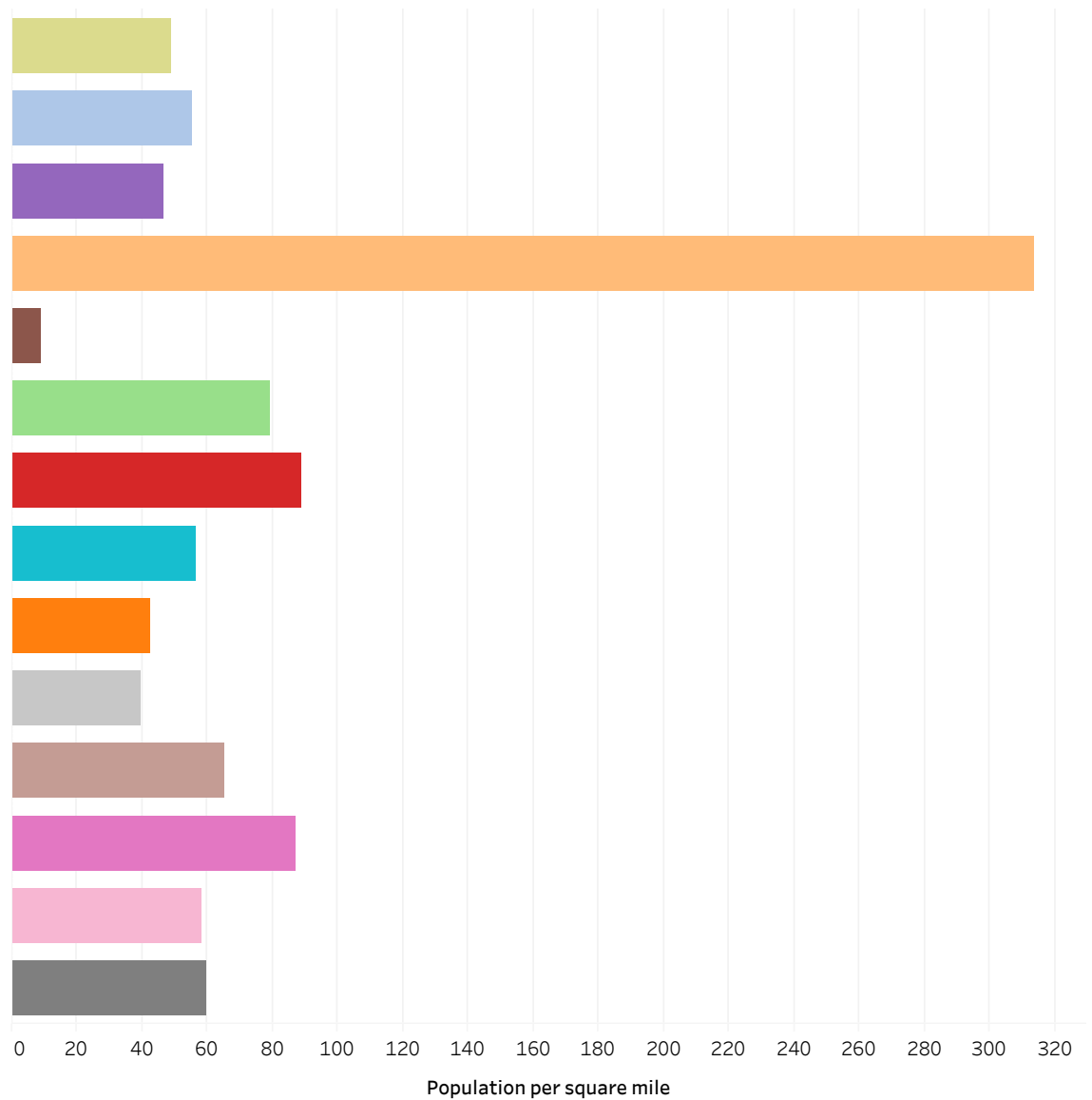
2020 Population by County

Area	Population	Rank
Addison	37,363	7
Bennington	37,347	8
Caledonia	30,233	9
Chittenden	168,323	1
Essex	5,918	14
Franklin	49,946	5
Grand Isle	7,293	13
Lamoille	25,945	12
Orange	29,277	10
Orleans	27,393	11
Rutland	60,572	2
Washington	59,809	3
Windham	45,905	6
Windsor	57,753	4



2020 Population Density by County

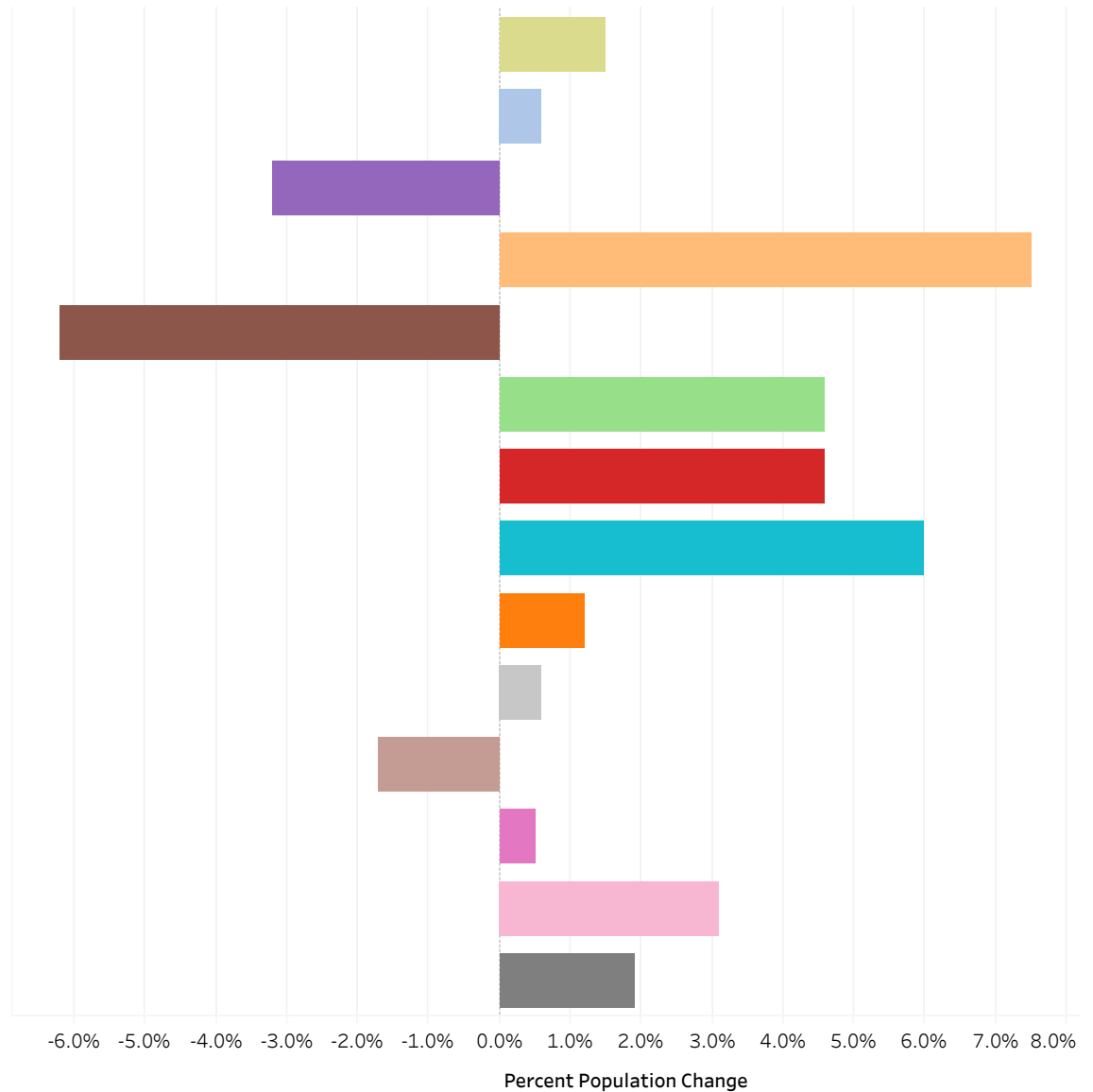
Area	Population per square mile	Rank
Addison	48.8	10
Bennington	55.3	9
Caledonia	46.6	11
Chittenden	313.7	1
Essex	8.9	14
Franklin	78.8	4
Grand Isle	89.1	2
Lamoille	56.5	8
Orange	42.6	12
Orleans	39.5	13
Rutland	65.1	5
Washington	87.0	3
Windham	58.5	7
Windsor	59.6	6



Population per square mile
 Land area: 2010 Decennial Census, Population: 2020 Decennial Census

2010-2020 Population Change by County

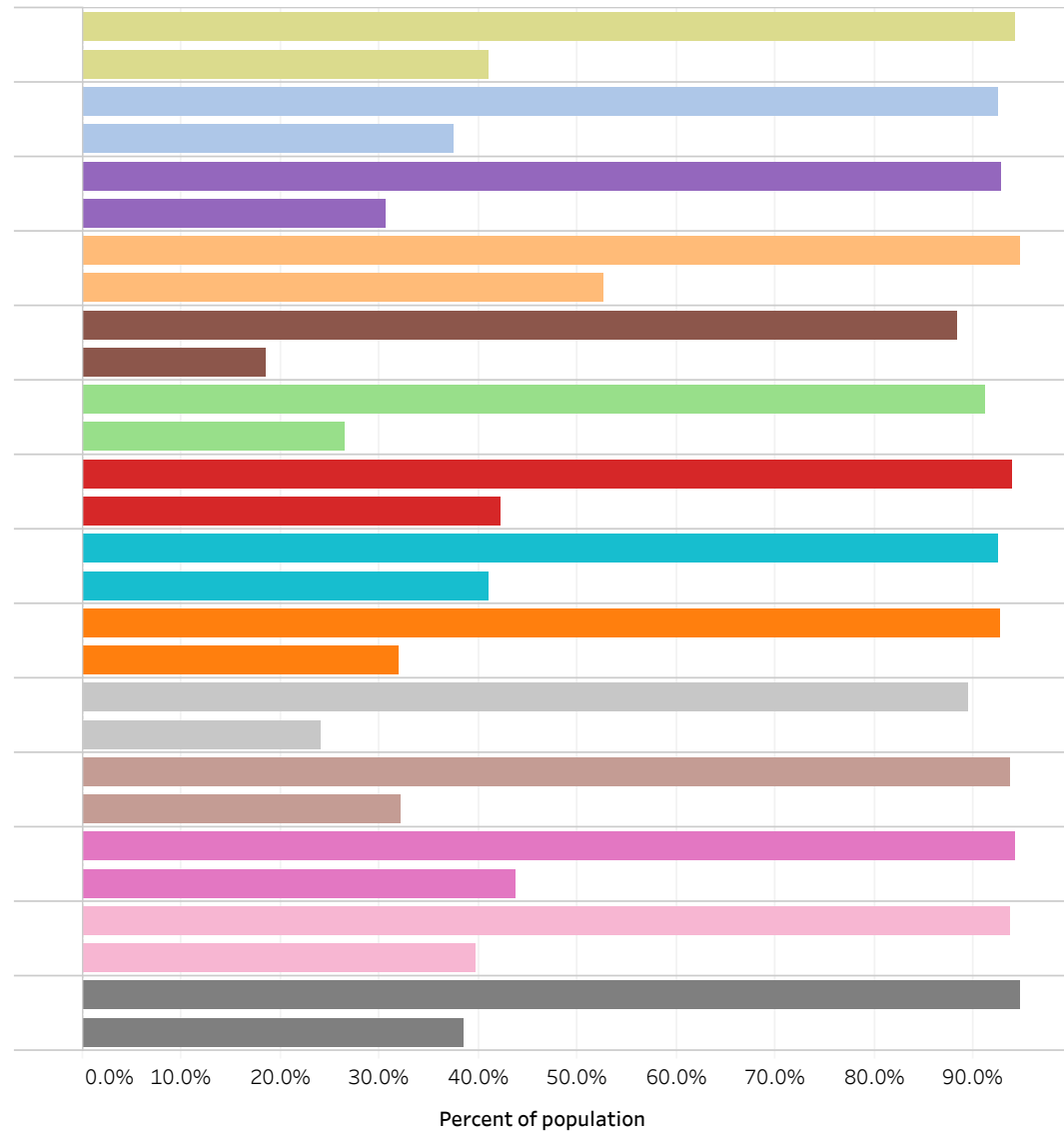
Area	Percent Population Change	Rank
Addison	1.5%	7
Bennington	0.6%	9
Caledonia	-3.2%	13
Chittenden	7.5%	1
Essex	-6.2%	14
Franklin	4.6%	3
Grand Isle	4.6%	3
Lamoille	6.0%	2
Orange	1.2%	8
Orleans	0.6%	9
Rutland	-1.7%	12
Washington	0.5%	11
Windham	3.1%	5
Windsor	1.9%	6



2010 and 2020 Decennial Census, percent change in population

2020 Educational Attainment by County

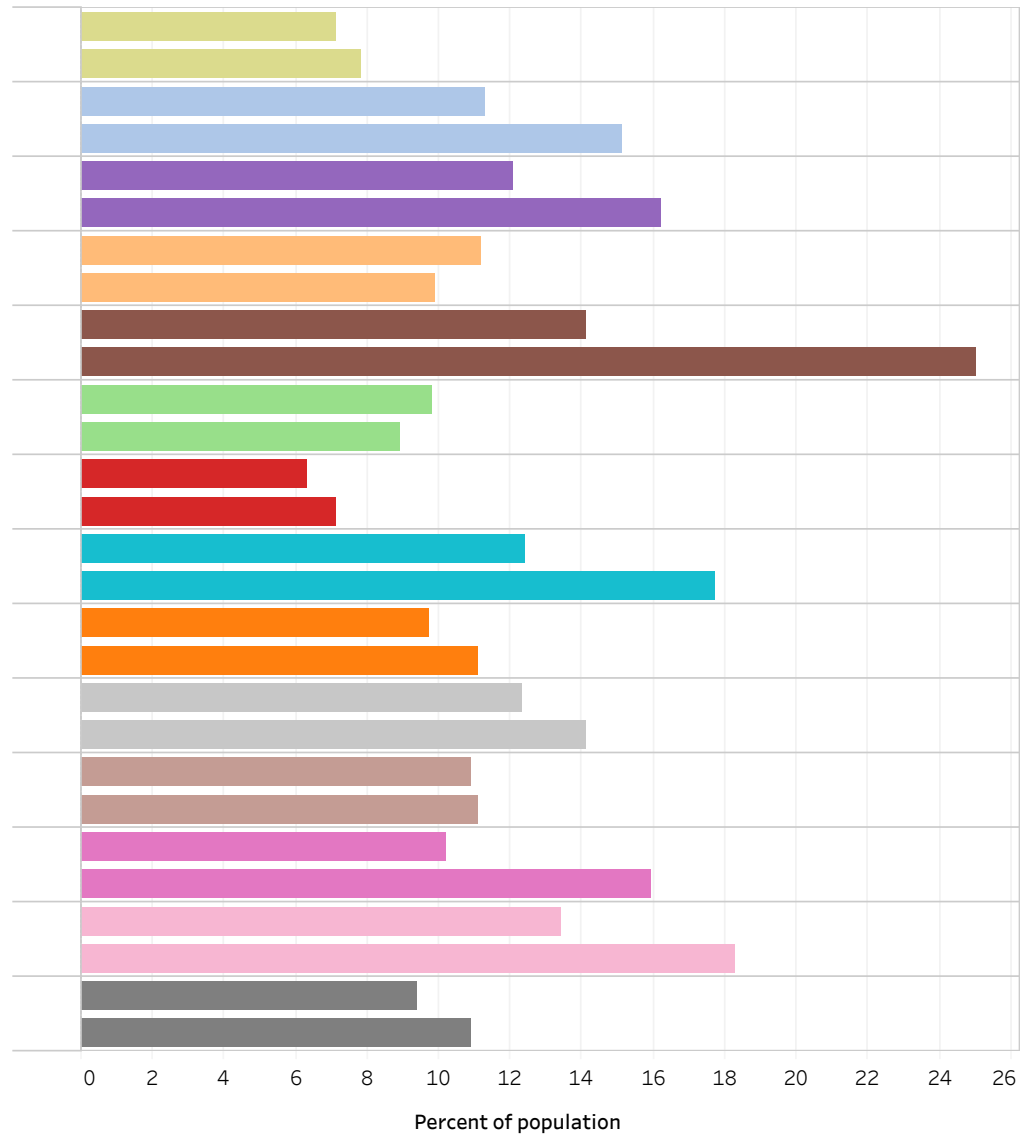
Area		Percent	Rank
Addison	Percent HS graduate or higher	94.2%	3
	Percent Bachelors or higher	41.0%	4
Bennington	Percent HS graduate or higher	92.6%	10
	Percent Bachelors or higher	37.5%	8
Caledonia	Percent HS graduate or higher	92.8%	8
	Percent Bachelors or higher	30.7%	11
Chittenden	Percent HS graduate or higher	94.8%	1
	Percent Bachelors or higher	52.6%	1
Essex	Percent HS graduate or higher	88.4%	14
	Percent Bachelors or higher	18.4%	14
Franklin	Percent HS graduate or higher	91.1%	12
	Percent Bachelors or higher	26.5%	12
Grand Isle	Percent HS graduate or higher	93.9%	5
	Percent Bachelors or higher	42.2%	3
Lamoille	Percent HS graduate or higher	92.5%	11
	Percent Bachelors or higher	41.0%	4
Orange	Percent HS graduate or higher	92.7%	9
	Percent Bachelors or higher	31.9%	10
Orleans	Percent HS graduate or higher	89.5%	13
	Percent Bachelors or higher	24.2%	13
Rutland	Percent HS graduate or higher	93.7%	7
	Percent Bachelors or higher	32.2%	9
Washington	Percent HS graduate or higher	94.2%	3
	Percent Bachelors or higher	43.7%	2
Windham	Percent HS graduate or higher	93.8%	6
	Percent Bachelors or higher	39.7%	6
Windsor	Percent HS graduate or higher	94.7%	2
	Percent Bachelors or higher	38.4%	7



Percent of population 25 years and over that has completed high school (or equivalent), 2016-2020 ACS 5-year estimates
 Percent of population 25 years and over that has completed a Bachelors degree or higher, 2016-2020 ACS 5-year estimates

2020 Poverty Rates by County

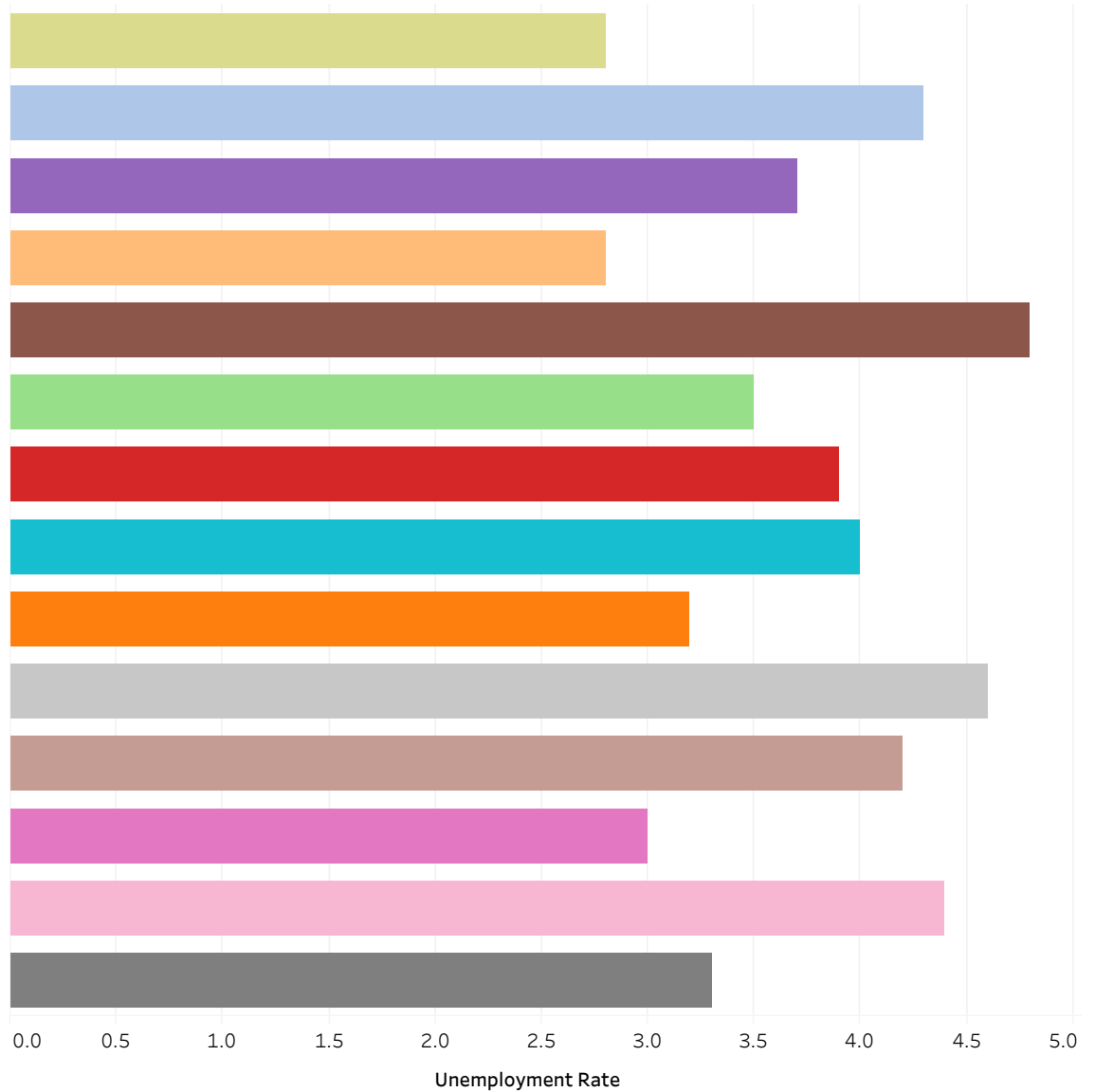
Area		Percent of Population	Rank
Addison	Total population	7.1%	2
	Under 18 years	7.8%	2
Bennington	Total population	11.3%	9
	Under 18 years	15.1%	9
Caledonia	Total population	12.1%	10
	Under 18 years	16.2%	11
Chittenden	Total population	11.2%	8
	Under 18 years	9.9%	4
Essex	Total population	14.1%	14
	Under 18 years	25.0%	14
Franklin	Total population	9.8%	5
	Under 18 years	8.9%	3
Grand Isle	Total population	6.3%	1
	Under 18 years	7.1%	1
Lamoille	Total population	12.4%	12
	Under 18 years	17.7%	12
Orange	Total population	9.7%	4
	Under 18 years	11.1%	6
Orleans	Total population	12.3%	11
	Under 18 years	14.1%	8
Rutland	Total population	10.9%	7
	Under 18 years	11.1%	6
Washington	Total population	10.2%	6
	Under 18 years	15.9%	10
Windham	Total population	13.4%	13
	Under 18 years	18.3%	13
Windsor	Total population	9.4%	3
	Under 18 years	10.9%	5



Percent below poverty level, total population and population under 18 years of age, 2016-2020 ACS 5-year estimates

2021 Unemployment Rates by County

Area	Unemployment Rate	Rank
Addison	2.8%	1
Bennington	4.3%	11
Caledonia	3.7%	7
Chittenden	2.8%	1
Essex	4.8%	14
Franklin	3.5%	6
Grand Isle	3.9%	8
Lamoille	4.0%	9
Orange	3.2%	4
Orleans	4.6%	13
Rutland	4.2%	10
Washington	3.0%	3
Windham	4.4%	12
Windsor	3.3%	5



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence, 2021 annual averages. Released 3/14/2022.

2020 GDP & Income by County

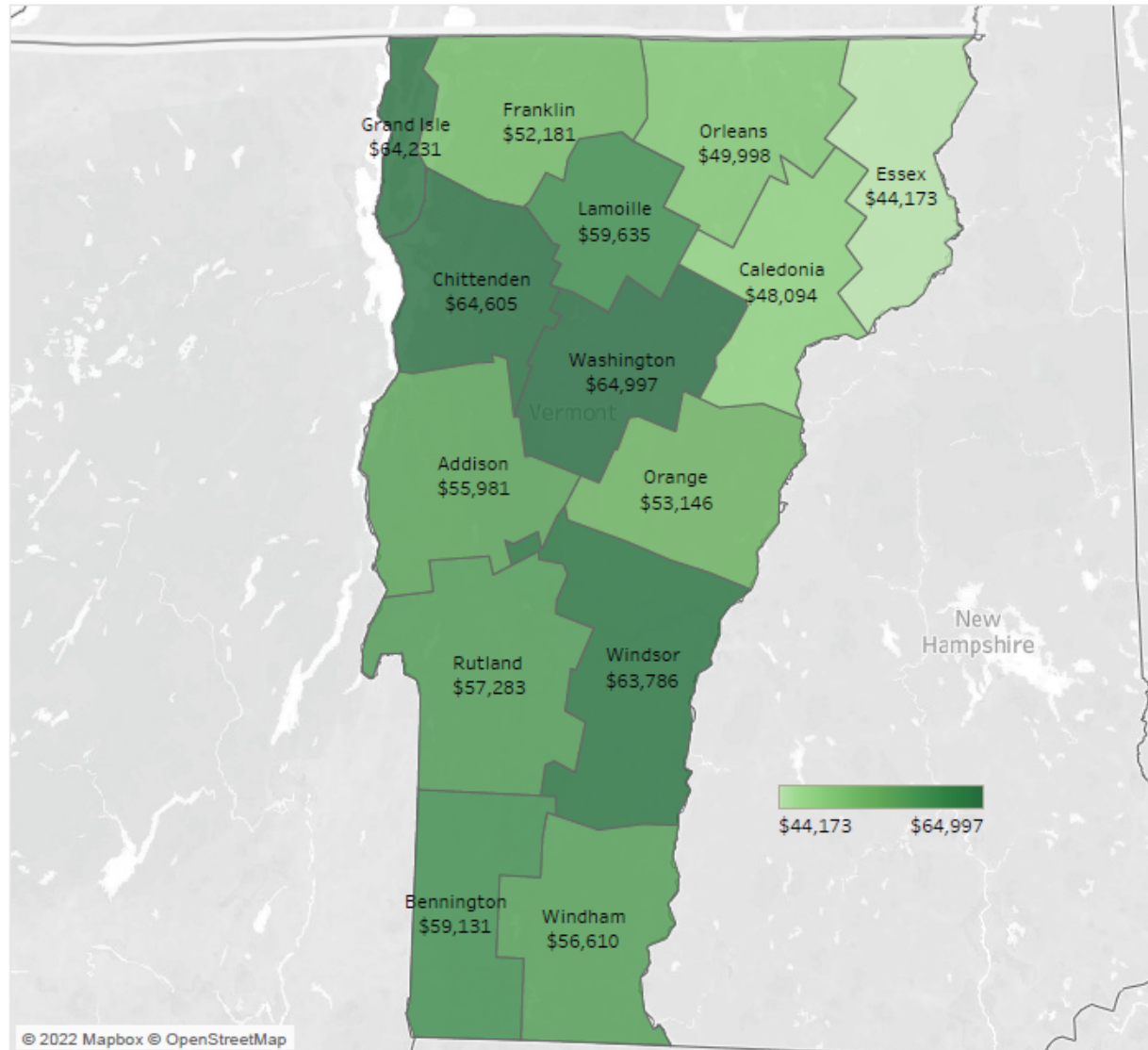
Gross Domestic Product

Area	GDP	Rank
Addison	\$1,512,084	7
Bennington	\$1,450,989	8
Caledonia	\$995,643	9
Chittenden	\$10,104,070	1
Essex	\$139,044	14
Franklin	\$1,935,667	6
Grand Isle	\$177,350	13
Lamoille	\$953,731	11
Orange	\$718,858	12
Orleans	\$955,054	10
Rutland	\$2,210,718	4
Washington	\$3,299,058	2
Windham	\$1,941,737	5
Windsor	\$2,267,880	3

Per Capita Personal Income

Area	Personal Income	Rank
Addison	\$55,981	9
Bennington	\$59,131	6
Caledonia	\$48,094	13
Chittenden	\$64,605	2
Essex	\$44,173	14
Franklin	\$52,181	11
Grand Isle	\$64,231	3
Lamoille	\$59,635	5
Orange	\$53,146	10
Orleans	\$49,998	12
Rutland	\$57,283	7
Washington	\$64,997	1
Windham	\$56,610	8
Windsor	\$63,786	4

Per Capita Personal Income Map



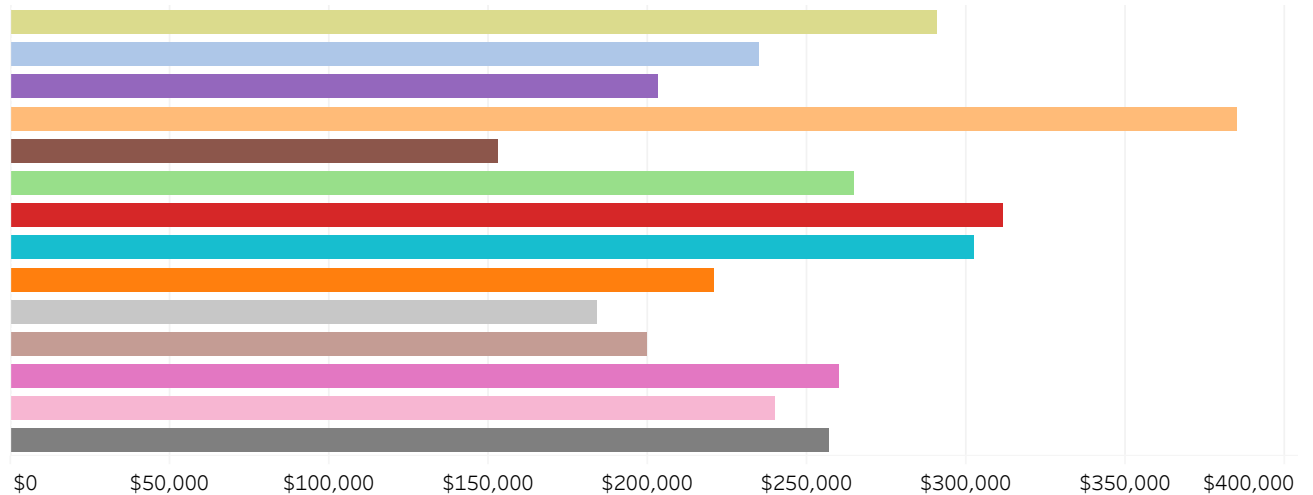
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars. Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Housing by County

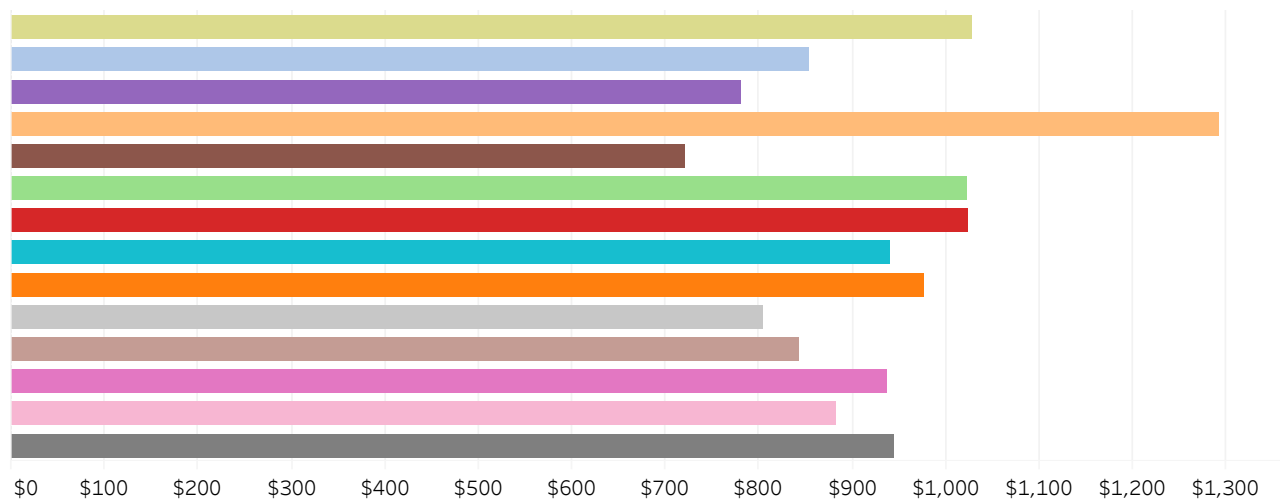
Median Home Sale Price¹

Area	Home Sale Price	Rank
Addison	\$290,750	4
Bennington	\$235,000	9
Caledonia	\$203,000	11
Chittenden	\$385,000	1
Essex	\$153,200	14
Franklin	\$265,000	5
Grand Isle	\$311,750	2
Lamoille	\$302,500	3
Orange	\$220,500	10
Orleans	\$184,250	13
Rutland	\$200,000	12
Washington	\$260,000	6
Windham	\$240,000	8
Windsor	\$256,750	7



Median Gross Rent²

Area	Gross Rent	Rank
Addison	\$1,028	2
Bennington	\$854	10
Caledonia	\$781	13
Chittenden	\$1,293	1
Essex	\$721	14
Franklin	\$1,023	4
Grand Isle	\$1,024	3
Lamoille	\$941	7
Orange	\$977	5
Orleans	\$804	12
Rutland	\$843	11
Washington	\$938	8
Windham	\$883	9
Windsor	\$944	6



1. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

2. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)



2019 Southern Vermont Comprehensive Economic Development Strategy

January 2019

Prepared for:

Southern Vermont Economic Development Zone
Bennington County Regional Commission & Brattleboro Development Credit Corporation

About:

The Brattleboro Development Credit Corporation is a private, nonprofit economic development organization that serves as a catalyst for industrial and commercial growth throughout Southeastern Vermont, including Windham County and the towns of Readsboro, Searsburg, and Weston. BDCC serves as the State of Vermont's certified Regional Development Corporation (RDC) for the greater Windham County area. BDCC is one of 12 RDCs throughout Vermont. For more information visit: <https://brattleborodevelopment.com/>



Southeastern Vermont Economic Development Strategies (SeVEDS) is an affiliate of BDCC that grew from a 2008 grassroots effort, initiated by BDCC, to reverse the economic decline of the Windham Region and plan for the economic impacts from the closure of the Vermont Yankee nuclear power plant. In 2014, after multiple years of regional input, education and data gathering, SeVEDS submitted the Windham Region's federally recognized [S.M.A.R.T. Comprehensive Economic Development Strategy](#) for federal approval. For more information visit: www.seveds.com



The Bennington County Regional Commission (BCRC) was created by the seventeen towns and villages it serves and works on behalf of those municipalities to build strong, resilient and sustainable communities, to foster economic prosperity, and to promote a high quality of life for residents of the region. For more information visit www.bcrvvt.org.



The Regional Economic Development Working Group (RED Group) is a volunteer body committed to increasing the shared prosperity and quality of life for the seventeen municipalities in southwestern Vermont. The group has a diverse membership that reflects the varied community, business, workforce, and demographic characteristics of the region. The RED Group focuses on the internal and external economic development issues that affect the Bennington County region as a whole; the regional implications of local economic development issues; the process of regional economic development from local, state, and federal perspectives; and options for future initiatives.



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Strategic Projects, Programs, and Activities	17
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Executive Summary

Beauty, nature, village centers, recreation, arts, culture, and community – these are some of the words that were used by Southern Vermont residents to describe what they love about their region. Southern Vermont, encompassing Bennington County and Windham County, is made up of dozens of towns and villages, 80,000 residents, and countless stories of communities and neighbors working together to solve small and large challenges. Currently, the region is facing what might be its most significant challenge – reversing years of decline in Southern Vermont – mirroring much that has resulted in a shrinking population, fewer job opportunities, and declining public and private investment. Southern Vermont is recovering from other unique challenges which have provided opportunities for the region to demonstrate leadership in rural economic development that has been recognized nationally:

- the 2014 closure and decommissioning of the Vermont Yankee Nuclear Power Plant – the former largest employer in the Windham Region
- elevated levels of PFOA that lies directly downwind of the ChemFab facility in North Bennington requiring major public water infrastructure investments
- questions surrounding the future of the Hermitage Resort, a major employer in the Deerfield Valley and lingering economic impacts from the 2011 T.S. Irene flooding

The Southern Vermont Economic Development Zone was created by the Vermont State Legislature as a vehicle to develop this Comprehensive Economic Development Strategy (CEDS) and work towards a vision of Southern Vermont that is no longer in decline but rather a region working to reverse the trends that many rural communities are facing around the United States. There is no longer the luxury of waiting and hoping that some other organization or entity will solve these problems, the time is now and the Comprehensive Economic Development Strategy for the region is the catalyst for change.

Through a process which included data collection, review of past planning initiatives, discussions with stakeholders, 15 public meetings, and 5 focus groups, several critical issues emerged that highlighted the assets and challenges of Southern Vermont, all of which are addressed as part of the strategy. Using this

information, a vision statement, set of values, goals, and objectives were crafted that will address the critical issues facing residents and businesses in Southern Vermont and help address the urgent needs of the community.

This CEDS represents a five-year plan to begin to work together to change the future of Southern Vermont. It outlines projects and needed actions that will require efforts from known and unknown partners across the region. As of this writing, there is no Southern Vermont Zone entity capable of being tasked with comprehensive implementation, and so development of projects and more detailed planning will rely largely on the existing individual county level structures. As capacity and experience continue to develop we expect to see new and emerging collaborations across the zone, making those determinations on a project by project basis.

Throughout this document you will see two terms used to describe the region:

Southern Vermont describes the geographic location and includes the geographic regions of the Regional Planning and Development Commissions and includes Bennington County, Windham County and the Town of Weston in Windsor County

SoVermont is the branding that has been created to describe the regional initiatives being jointly pursued in the goal of creating a stronger region, economy, and workforce in Bennington and Windham Counties.

2019 SoVermont Comprehensive Economic Development Strategy

<p>VISION STATEMENT</p>	<p>In 2030, the Southern Vermont Economic Development Zone will be home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper.</p>
<p>VALUE STATEMENTS</p>	<p><i>The values driving this Comprehensive Economic Development Strategy are for SoVermont to <u>increase prosperity for all by being welcoming, forward thinking, healthy, and outstanding.</u></i></p> <p>Welcoming: Neighbors, Businesses, Networks, Diversity Forward Thinking: Policies, Education, Companies, Services Healthy: Families, Environment, Economy, Downtowns, Collaboration Outstanding: Culture, Recreation, Location, Resiliency</p>
<p>GOAL STATEMENTS</p> <p><i>Statements outlining what is intended to be achieved</i></p>	<ul style="list-style-type: none"> • Strengthen Business • Support People
<p>OBJECTIVES</p> <p><i>Designed to meet the goals of strengthening business and supporting people</i></p>	<ol style="list-style-type: none"> 1) Increase our Population: Attract more people to live in Southern Vermont, to participate in the community, the workforce, and support the business and civic environment. 2) Improve our Physical Infrastructure: Make the critical infrastructure improvements so that Southern Vermont is resident and business ready. 3) Enhance our Social Infrastructure: Improve quality of life and stability for residents. 4) Expand our Business Infrastructure: Create an environment that will encourage more jobs and opportunities in Southern Vermont. 5) Develop our Economic Development Capacity: Enhance the ability for economic development professionals and partners to play a role in implementation.
<p>PRIORITY ACTIONS</p> <p><i>Actions to pursue immediately to address critical issues and build momentum for future efforts</i></p>	<ol style="list-style-type: none"> 1) Apply to the U.S. Economic Development Administration for SoVermont Economic Development District designation and funding. 2) Focus resources and investments on helping existing residents, including students, young adults, and families, stay in the area. 3) Utilize SoVermont marketing materials to highlight the intersection of quality of life and opportunity to attract qualified talent from outside of the region. 4) Combine real time assessments with existing industry surveys to better understand the workforce needs, both current and projected. 5) Undertake research to develop initiatives a clear description of the broadband and cell access problem(s),

Background

The [Southern Vermont Economic Development Zone](#) (“Zone”) includes Bennington County and Windham County and was first established by the Vermont Legislature in 2015 with recognition of the power of collaboration. There are significant challenges for both counties and opportunities for shared solutions, coordination of efforts, and a need for a more targeted and strategic approach to economic development. One of the outcomes of the creation of the Southern Vermont Economic Development zone was application for funding to the Economic Development Administration (EDA) to create a Comprehensive Economic Development Strategy (CEDS). The EDA defines a CEDS as the “result of a regionally-owned planning process designed to build capacity and guide the economic prosperity and resiliency of an area or region.”

With funding awarded in 2017, the Southern Vermont Economic Development Zone began work on the creation of a CEDS (SoVermont CEDS) with coordination from the Regional Economic Development (RED) Group on the Bennington County side and the Southeastern Economic Development Strategies (SeVEDS) Board on the Windham County side. These two groups worked both independently and jointly to identify goals and objectives for the Zone that recognize the similarities and differences between the two counties and 44 towns.

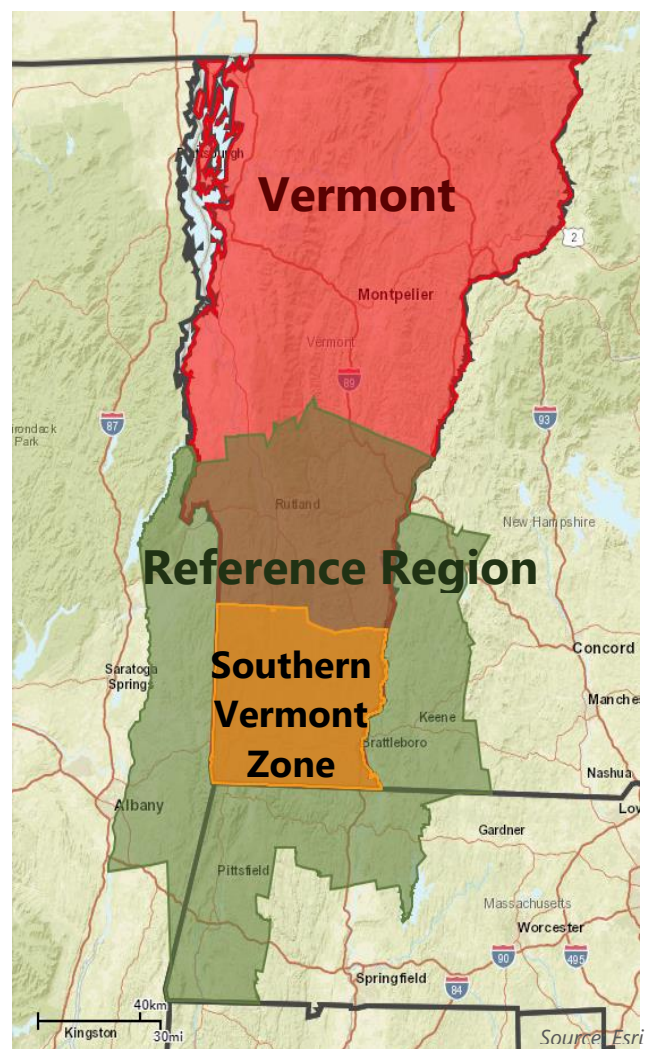
The CEDS document summarizes the major findings of the research that led to the development of the vision statement and the Action Plan Matrix with more detail provided in the attachments

Existing Conditions

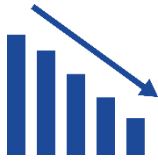
As a first step to completing the CEDS, a review of data was conducted to understand the socioeconomic conditions in Southern Vermont compared to other study areas, including neighboring counties in New York, Massachusetts, and New Hampshire (“Reference Region”), the entire State of Vermont, and the United States. This analysis is included as *Attachment 2: Economic Base Analysis* to this report. The main findings are summarized below along with information learned from the public meetings, stakeholder interviews, review of existing material, and focus groups.

- **The population of the Zone is getting smaller and older at a rate faster than the comparison geographies.** This demographic trend is one that is well-known and reported but it is crucial to consider when creating an economic development strategy as it puts considerable strain on the Zone’s ability to attract and retain companies and other employers. With employees aging out of the workforce, business owners looking to retire, and a shrinking labor pool, companies are experiencing significant challenges when it comes to finding the right employees with necessary skills. Limited workforce

Figure 1: Map of Vermont, Reference Region and Southern



availability constraining growth is occurring in nearly all industries with more significant challenges in some of the largest industries in the region, including Health Care and Manufacturing.



The trend of an aging and declining population is not unique to Southern Vermont and many communities throughout New England are struggling with similar challenges. Nevertheless, a successful economic development strategy will need to consider ways to attract and retain a younger population to create an adequate pipeline of workers for employers to remain and expand in the area. In addition, strategies to retain older workers in the workforce for a longer period are also needed.

- **The median household income in the Zone is just under \$52,000 and is only projected to grow by 7% over the next five years**, compared to much higher income levels and faster growth in the other study areas. The median household income in the United States is just above to \$59,000 and projected to grow by 11% over the next five years. Lower income levels impact the ability for residents to participate in the local economy, buy and maintain homes, have reliable transportation, access health care, and purchase other goods and services that support sustainable and vibrant economies.



The wages employers can offer their employees is dependent on several factors; however, there are proactive measures that can be included in the economic development strategy that will work to increase the overall median household income. These strategies should focus on: increasing training available for the existing workforce so they can earn higher wages; looking to attract and retain high-quality and high-earning jobs; and establishing support systems for people to have the opportunity to participate in the workforce through transportation, child care, and other initiatives.

- **The Health Care industry is the largest industry by current number of jobs and projected to continue to grow.** Major employers in the Zone include Southwest Vermont Medical Center, the Brattleboro Retreat, and Brattleboro Memorial Hospital; these employers and the Health Care industry as a whole play a significant role in the regional economy. With a range of employment opportunities at these facilities, from nurses to surgeons and receptionists to managers, health care provides a significant source of employment and potential career pathways for many employees.



Health care is important to the local economy for a number of reasons. Health care is a large source of jobs and having a variety of quality health care options is vital to attract and retain residents. Access to health care is an indicator of quality of life and people looking to relocate often consider the variety, quality, and reputation of a region's health care options. Supporting the healthcare workforce pipeline is crucial to expanding existing capacity and ensuring continuance of high quality care in the region.

- **Tourism is a critical industry cluster for Southern Vermont.** This cluster in Southern Vermont is made up of industries including Accommodation and Food Services (5,390 jobs¹), Retail Trade (5,376 jobs), and Arts, Entertainment, and Recreation (880 jobs). Earnings in this industry cluster are lower than the average, with average earnings ranging from \$27,000 to \$37,000 compared to the average earnings across all industries at \$49,500. This industry cluster also has high levels of seasonality.

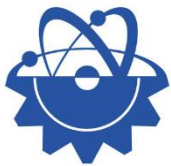
The tourism cluster for Southern Vermont is important not only because it drives economic activity from people visiting the area and bringing money in, it also serves to improve the quality of life for those that live here and can be a recruitment tool. Having high quality places, nightlife, cultural amenities, recreation resources, and other assets that are attractive

¹ Jobs estimates listed are sourced from EMSI and indicate the number of jobs in Southern Vermont from 2017.



to visitors also make it a great place to live. While the sectors serving visitors are crucial to Southern Vermont employment, it is just as important to support those sub-sectors to create high quality places for residents. Strategies to serve the tourism industry should be developed to continue to look for ways to increase the length of the season, apply innovative approaches to marketing (including converting visitor attraction into new permanent residents), find ways for employees to have year-round work, and help businesses remain flexible to the changing trends of tourism.

- **The fifth largest industry in Southern Vermont Zone is Manufacturing, with just over 4,700 jobs in 2017 with equal distribution but different concentrated subsections in each county.** With high paying and consistent work, the Manufacturing industry can continue to be a stable source of employment for many workers in the region. Within the Manufacturing industry, the largest subsector is Plastics Product Manufacturing (572 jobs), technology driven precision manufacturing and optics make up an additional 500 jobs and job growth is occurring in value added food production.



Top industries within the manufacturing sector cover a range of sectors from plastics, motor vehicles, paper, dairy, and food products. The Plastics Product Manufacturing subsector is projected to grow 3% from 2017 to 2023 adding 15 jobs. Pulp, Paper, and Paperboard Mills is the most highly concentrated subsector in the Zone with a location quotient² of 11.53. Within value added food production sectors, the top industries, by number of jobs, include Commercial Bakeries (164 jobs), Fluid Milk Manufacturing (189 jobs), Cheese Manufacturing (71 jobs), and Frozen Specialty Food Manufacturing (70 jobs).

Overall, the data analyzed in the Economic Base Analysis provides an understanding of the existing conditions in Southern Vermont and beyond. However, this data does not capture the emerging opportunities that are made possible due to the unique energy and vision of the residents around particular niche industries. In a place like Southern Vermont, it is not going to be one or two major employers coming to town that will “fix everything,” but rather a concerted effort by multiple different industry partners with support from the Southern Vermont economic development sector to innovate, be nimble, find solutions, and get creative in order to be sustainable and adaptable.

Cluster Analysis

The rural economy in Southern Vermont is highly diversified with different strengths shown in each county. Because of this, it was challenging to identify specific industries or clusters to focus attention. The CEDS does identify a need to conduct additional targeted industry research to identify emerging opportunities that would warrant focused investment in resources, however, we came to the conclusion that the best use of limited economic development resources would be less on targeted sectors and more on specific economic development initiatives that would provide desired outcomes in many different sectors (higher than average wage, increased training, new jobs providing benefits

Windham County has previously identified targeted sectors in their 2014 Windham County CEDS, including:

- Technology driven precision manufacturing
- Business and technology services
- High quality post-secondary education
- Transportation, distribution and logistics
- Hospitality, retail, arts and tourism
- Healthcare
- Green building products and services
- Niche agricultural products

² Location quotient (LQ) is a way to quantify how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region “unique” in comparison to the national average.

While originally identified for Windham County in 2014, precision manufacturing and value-added food production are emerging opportunities for both counties that warrant continued research, analysis, and potential strategic investments. However, with significant underlying infrastructure issues impacting all industries, it is increasingly critical to focus on those rather than target investments in specific clusters.

Infrastructure

The following is an overview of the infrastructure that supports economic and community development in Southern Vermont. Additional detail on these assets and challenges can be found in the individual county plans which were reviewed as part of this CEDS process.

Transportation

One of the strengths of Southern Vermont is its ease of access and transportation networks. Southern Vermont enjoys easy access to Albany, Boston, New York, and other parts of New England.

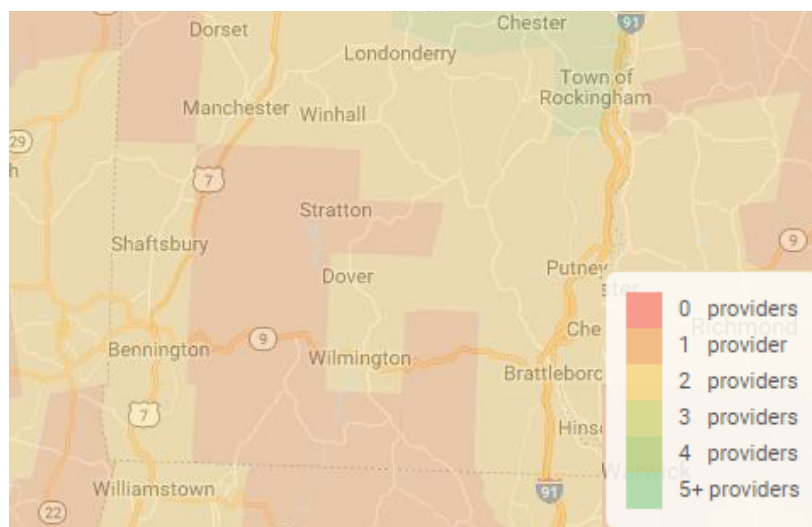
- **Route 9** is a state highway that runs between the New York/Vermont border and the Vermont/New Hampshire border. Going between Bennington and Brattleboro, VT 9 ascends and descends the Green Mountains, but can be treacherous during winter months.
- **Route 7** is a US Route that runs from southwestern Connecticut to the I-89 interchange just south of the Canadian border. It is the main artery of Bennington County, and provides access to Rutland and Burlington to the north, and the Berkshires to the south
- **Interstate 91** is a highway that runs between Connecticut and Canada, through Windham County. I-91 provides easy access south to population centers of New Haven, Hartford, Springfield, and other points south.
- **Bus transportation** is available through The Current in Southeastern Vermont, the MOOver in the mountain towns along Route 100 and the Green Mountain Express in Southwestern Vermont.
- **Amtrak** has daily service on the Vermonter line between St. Albans and Washington DC that stops in Bellows Falls and Brattleboro. Additionally, there is the Shires Connector (bus) which links Manchester and Bennington multiple times per day to Amtrak service to Manhattan and beyond.
- **Major airports** in close proximity to the region include Albany International Airport, Bradley International Airport, and Manchester International Airport.
- **Ride sharing services** have recently expanded service to Southern Vermont.

Broadband

The issue of limited broadband access came up throughout the interviews. Access varies throughout the two counties. According to BroadbandNow:

- The average download speed in Brattleboro is 20.60 Mbps. This is 13.6% slower than the average in Vermont and 97.8% slower than the national average.
- The average download speed in Bennington is 38.08 Mbps. This is 59.8% faster than the average in Vermont but 7.0% slower than the national average.

Figure 2: Internet Competition Map: Source BroadbandNow.Com



- The average download speed in Manchester is 18.41 Mbps. This is 24.5% slower than the average in Vermont and 123.5% slower than the national average.
- The average download speed in Bellows Falls is 13.10 Mbps. This is 46.2% slower than the average in Vermont and 214.0% slower than the national average.

Figure 2 shows the internet provider competition for Bennington and Windham Counties based on information from BroadbandNow. The extension of the “last mile” of broadband is an ongoing conversation throughout Vermont and due to the rural nature of parts of Southern Vermont it can be challenging to make it financially feasible to complete the system. While it is financially challenging to complete the “final mile” of infrastructure, it remains that there are residents in Southern Vermont without adequate access to internet. As more of daily interactions are put online, such as access to health records, government events, and education resources, it increases residents’ barriers to these services and makes it more challenging to provide resources in an equitable way. Furthermore, many agricultural and forestry related industries operate in the very rural areas and as they look for ways to diversify to remain viable, they will become more dependent on fast and reliable internet connection.

Water and Wastewater

One of the challenges for economic development in Southern Vermont is differing water and wastewater systems throughout the towns and villages in the region. Some communities have plenty of capacity whereas others have limited remaining capacity, impacting their ability to pursue development and redevelopment projects. Creating an inventory of the capacity and priority projects in each town and village is an action outlined in the CEDS and will help guide resources towards water and wastewater projects that align with the communities’ goals.

Beyond standard water and wastewater for residential and commercial uses, there are issues related to byproducts of various manufacturing and production process, such as value-added food production and paper mills. Finding innovative solutions to these issues will help not only local communities but could be replicated throughout the state and country as many communities are dealing with similar issues.

Natural Resources

Southern Vermont is rich with natural resources that serve to support jobs and high quality of life, act as recreational assets, and provide classic Vermont viewsapes. Forestry and agriculture continue to be sources of economic activity in Southern Vermont. Residents and visitors alike take pride in various natural amenities that Southern Vermont has to offer. The Green Mountain National forest and various state parks offers hiking, camping, biking, and snowmobiling opportunities. Harriman Reservoir, located outside of Wilmington, offers opportunities for boating, as do the Connecticut and West Rivers. Clean water and fresh air are two of the most treasured assets by residents in Southern Vermont and there is a high degree of importance placed on environmental protection and conservation. The Green Mountains, many rivers and lakes, Robert Frost Stone House, Dorset Marble Quarry, Naulakha (Rudyard Kipling house), Hildene (Lincoln family home), the Bennington Monument, the Molly Stark byway are just some of the natural and historic destinations in Southern Vermont.



Figure 3: West River in Brattleboro

Resiliency

Southern Vermont understands the need to be resilient and has identified it as a driving value of this Comprehensive Economic Development Strategy. From Tropical Storm Irene, that caused a reported \$700 million in damages for Vermont,³ to the closure of major employers like the Vermont Yankee nuclear power plant, economic development professionals in Southern Vermont have been working to create a more resilient and diverse economy that can withstand the test of time. Southern Vermont residents have been and will continue to be resilient and find ways to cope with the changing times through preparation, hard work, and collaboration.

Natural Disasters

Southern Vermont is especially prone to disasters related to flooding and has begun to feel the impacts of climate change. With reliance on the outdoor recreation industry, the desire to address issues related to climate change and remain resilient is especially important in the face of changing weather conditions. One way that the outdoor recreation industry has worked to become more resilient is to generate supplemental income by increasing the length of the on-season, creating additional attractions and events throughout the year, and continuing to make investments in facilities. Beyond private industry, local municipalities have found themselves needing to make substantial investments in infrastructure to address issues related to flooding such as replacing roads and bridges. As a region, Southern Vermont continues to regard the natural environment as a public benefit, a buffer against climate change, and a beneficial resource.



Figure 4: Mount Snow Oktoberfest brings people to Southern Vermont in the off-season. Photo source: www.mountsnow.com

Economic Resiliency

Economic development professionals have seen the impact that reliance on a certain industry or employer can have on a community when something goes wrong. The closure of Vermont Yankee and the loss of 600 high-paying jobs in Windham County continues to have a profound effect on the local economy. In response to this, the SoVermont CEDS focuses on creating a diversified economy that does not rely on an individual company or industry sector.

While ensuring that the economy is diverse is an important step, preparing to handle major closures or downsizing is also important. Southern Vermont recognizes this as a potential challenge and continues to prepare to mitigate potential challenges. Creating up-to-date resources related to occupation needs, understanding the skill sets needed by various employers, working to support businesses with financing, and keeping in close connection with employers to be prepared to address issues early are all aspects of the Southern Vermont resiliency plans. Business retention and expansion efforts and regular contact with the business community helps Southern Vermont remain strong.

Collaboration, Capacity, and Inclusion

Through partnerships like the Southern Vermont Economy Project, the creation of the SoVermont Marketing and Recruitment campaign, the Southern Vermont Economy Summit, and several other examples, professionals in Southern Vermont continue to pursue collaborative regional economic development. By increasing the amount of

³ Whitcomb, Keith. Tropical Storm Irene: Is Bennington stronger five years later? <https://www.reformer.com/stories/tropical-storm-irene-is-bennington-stronger-five-years-later,149426>

resources available, including both financial and personnel, the region is able to address complex challenges that impact the community.

Beyond collaboration and building capacity within existing organizations, in order to truly be resilient, Southern Vermont needs to increase the diversity of the residents and businesses. In a changing world, communities that are not open, welcoming, and flexible will no longer be sustainable. There has been recent recognition of the need to focus on increasing inclusivity in Southern Vermont and there have been success stories, but there is still work to do in order to be a welcoming community to all people. Discussions around the intersection of economy, inclusion, and racism have identified substantial shortfalls in the region when it comes to creating a community that works for all. Continuing to have these difficult conversations will offer a chance for those most impacted to be heard and work towards solutions that will benefit current and future generations and lead to greater sustainability and resiliency for Southern Vermont.



Figure 5: 2018 Southern Vermont Economy Summit

CEDS Recommendations Related to Resiliency

The topic of resiliency is addressed in a number of different ways in this CEDS document, including specific recommendations related to both communities and businesses as well as for the businesses. Some of the specific recommendations include:

- Review of sector-specific issues related to climate change such as winter recreation assets and natural resource based sectors and how to support businesses in efforts to adapt business plans to meet changing conditions.
- Business training initiatives to help with disaster preparation, including staff contacts, inventory, insurance claims, and other support services that will help workers and businesses fully recover following any event.
- Recommendations related to address climate change through energy innovations that will increase resilience, alternative transportation options and charging stations, and support for the green economy.
- Support for continued regional collaboration to deal with the most challenging economic and demographic issues undermining resiliency Southern Vermont.
- An objective to address demographic threats and to increase the diversity of Southern Vermont through a targeted immigration program, services for existing residents, and increased support for minority and women owned enterprises.
- Equitably connecting communities to the global economy, healthcare, education and government services by expanding cell/broadband coverage

Regional and State Initiatives and Alignment

It is critical that the SoVermont CEDS is aligned with the other economic development work being done in the State and region. The following is a summary of how the specifics of the SoVermont CEDS align with and build on the various initiatives underway.

State Alignment

The State of Vermont has a Comprehensive Economic Development Strategy that was developed in 2014 (Vermont 2020-CEDS) and outlines a mission to: *Improve the economic well-being and quality of life of Vermonters while maintaining our natural resources and community values.*

The SoVermont CEDS supports that mission and the vision and goals align with the statewide initiatives. Specifically, this CEDS looks to improve prosperity for all Southern Vermont residents and businesses through targeted business support, workforce attraction and retention efforts, and physical infrastructure improvements. The goals of maintaining natural resources and community values is also found throughout the SoVermont CEDS in objectives related to water and wastewater capacity and civic and community engagement.

More specifically, the SoVermont CEDS aligns with the work of different agencies in the State of Vermont and intends to leverage the existing economic and workforce development initiatives, including but not limited to the following:

- **Vermont Talent Pipeline Management (VTPM):** This initiative aims to decrease the supply gap that exists between the type of skills employers are looking for and the types of skills that workers possess. While the VTPM is being conducted at a larger state and regional level, the SoVermont CEDS will build on this through objectives directing more targeted assessments within Southern Vermont to identify occupations and skills that are needed by local employers and developing partnerships, programs and initiatives to bridge those gaps.
- **ThinkVermont Innovation Grant:** This program was established to make it possible to respond to the financial needs of entrepreneurs quickly and without the typical restrictions placed on traditional public funding tools. The SoVermont CEDS also identified the need to increase access to capital for business owners, including entrepreneurs, and includes strategies related to expanding funding for innovative projects.
- **Economic Development Marketing Plan:** Completed in May 2016, the 3-Year Economic Development Marketing Plan was completed with the goal of attracting and retaining residents and businesses to Vermont. The State has received significant media attention related to a number of initiatives, like the \$10,000 for remote workers to move to Vermont and the Stay-to-Stay initiative throughout the state. The SoVermont CEDS intends to build on the tactics identified in the marketing plan to attract and retain people in Southern Vermont.
- **Vermont Department of Labor:** This agency can help list jobs, collect data, and provide recruitment and training services. The SoVermont CEDS outlines



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May 16, 2016



strategies related to increasing the available job listing resources and supporting employers in their efforts to recruit qualified applicants. The department of labor also funds key state and regional workforce initiatives that make it possible to respond to talent demand by working with different local constituencies.

- **Community College of Vermont (CCV):** With academic centers in both Bennington and Brattleboro, CCV is a longstanding partner for workforce and economic development in the region. The 2019 SoVermont CEDS identifies numerous opportunities to continue to collaborate and support CCV's efforts to recruit, retain, and train the needed workforce.

Regional Alignment

Both Bennington and Windham Counties are actively engaged in a number of initiatives that will align and build upon the work of this CEDS. This includes recent efforts with regional partners in adjoining counties in New Hampshire, Massachusetts and New York. This CEDS has been designed to support the continuation of work being done, highlight opportunities where programs can be shared and expanded through regional collaboration, and develop new ideas that should be pursued by one or both counties.

The two driving organizations of the CEDS process include the Brattleboro Development Credit Corporation (BDCC) and the Bennington County Regional Commission (BCRC)/Bennington County Industrial Corporation (BCIC). These organizations operate with differing levels of resources. However, they each is making strides implementing both separate and collaborative economic development initiatives. Some of the critical initiatives that the organizations have been working on, which also align with the CEDS include:

- **Startup and entrepreneurial support:** The Southern Vermont Business Accelerator and Southern Vermont Economy Project are initiatives aimed at expanding resources, capacity, and opportunities for startup businesses in the region. These programs are geared towards building on existing assets as well as attracting new investment to the area. New business seminars and business support services are currently being provided in the region and connected to partners at the Lightning Jar and Startup 802 in Bennington and the Hannah Grimes Center in New Hampshire. The SoVermont CEDS identifies specific objectives related to supporting the entrepreneurial ecosystem, including expanding access to capital, focusing on increasing training programs, and encouraging youth entrepreneurship.
- **Existing business services:** BCRC and BDCC both currently have business visitation programs to help support existing businesses in their efforts to remain viable and expand. The SoVermont CEDS recognizes the need to continue to expand this type of programming to support expansion projects through technical and financial assistance. Specific strategies include formalizing a business visitation program, responding to identified problems and needs, identifying and developing targeted training opportunities, and enhancing awareness related to available business support services. A 2014 state settlement with Vermont Yankee included 10 Million Dollars in economic development funds for the Windham County Economic Development Program. This settlement was heralded as a benchmark for communities facing the economic losses of a nuclear power plant shutdown. The funds have been used to successfully support the expansion and retention of hundreds of jobs in the Windham Region and have been almost completely committed. While these funds have been a tremendous short-term boost, communities facing this type of shutdown

This CEDS builds on the recent regional planning work completed by communities in Southern Vermont, including:

- 2014 Windham County CEDS
- Windham County Regional Plan
- Bennington Regional Plan
- Northshire Economic Development Strategy
- The Southern Vermont Economic Development Zone Report
- Town of Bennington Housing Study
- Bennington Downtown Area Wide Plan
- BCRC Regional Energy Plan
- Town of Bennington Housing Report
- Post-Irene Southern Vermont Recovery Project

and massive economic disruption need access to a decade's worth of supports and BRAC like prioritization for federal programming.

- **Young professional recruitment and retention:** Bennington County and Windham County both have growing young professional networks that host various events to bring together young people to learn, network, and connect. Additionally, work is being completed related to targeted expertise recruitment and retention program to make sure the critical employers have the workforce they need. The SoVermont CEDS intends to build on these successes by expanding the funding for the program, expanding the networking opportunities, and relying on these groups to partner with in the effort to attract and retain young people.



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PROFESSIONALS**
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- **Workforce development:** Recognizing that increasing the size and quality of the workforce is the number one issue for businesses in Southern Vermont, the region has been working to develop a number of programs to help connect residents with opportunities as well as train residents to be able to better participate in the economy. The Southern Vermont Workforce Center of Excellence was created as a result of the 2014 Windham CEDS and plays a crucial role in aligning the workforce with industry needs in Windham County. BCIC's Workforce and Education Committee is leading the region's workforce efforts with a variety of programs that develop and retain talent at all age levels including internship and certification programs, career awareness and readiness programs, and early education programming as well. The 2019 SoVermont CEDS identifies ways to continue to pursue this goal, including additional apprenticeship in both counties, internship programs in Bennington, establishing a real-time assessment of the occupations/skills needed by employers in Windham, and a two county collaborative SoVermont effort to attract and retain workforce in the area.
- **Regional coordination:** In rural areas the need to collaborate with neighboring communities and counties is critical. In an area as independently minded as Southern Vermont this can sometimes be a challenge. However, organizations and municipalities are starting to see that the only way to move toward their goals is to work together. There has been increased collaboration as a result of the 2014 Windham CEDS within Windham County and over the last five years there has been increased collaboration between the leadership in the two counties but there remains room for improvement. Identifying areas where there will be greater effectiveness, improved quality and delivery of service or a cost savings as a result of shared services and shared expertise is an important role of the implementation for the 2019 SoVermont CEDS.



Opportunities and Challenges Assessment

The findings of the interviews, data analysis, capacity assessment, and knowledge of the region were compiled into a list of the Southern Vermont opportunities and challenges related to economic development and quality of life. This assessment is used to inform the vision, goals, objectives, and actions identified in the Action Plan Matrix. The list of opportunities and challenges are outlined below and further discussed throughout this document.

The opportunities that exist in Southern Vermont are vast, ranging from natural resources, recreation, educational and cultural institutions, momentum from recent planning initiatives, growing collaboration to address workforce issues, creative and innovative residents and businesses, and an understanding that economic development is

inclusive of community development. Building off the assets that exist, supporting the businesses and residents that live in the region, and protecting the natural environment were important themes throughout the public engagement process.

The challenges Southern Vermont is facing are similar to other New England regions, including declining and aging population, need for upgraded infrastructure, challenges related to rural transportation and communication options, workforce-industry mismatch, lack of diversity, and the continued impact of climate change. These are all issues that were also identified in the 2014 Windham CEDS as well as in other planning initiatives that have been completed for the area. Without continued acknowledgement that these issues demand urgent attention, Southern Vermont will see further declines in school-aged children, diminishing tax revenues, increased need for public services, and disproportionate service costs. Though they are not new or unique, the challenges need to continue to be identified and work needs to continue to make positive changes.

SoVermont Opportunities

- Natural resources – recreation, clean air and water, value-added agriculture opportunities
- Quality of life
- Authentic and traditional downtowns
- Access to tri-state areas (NY, MA, NH)
- Small and accessible – access to policy makers, nimble, flexible, connected
- Strong “Vermont” identity and individual community identity
- Potential in regional approach – recognition that teamwork is necessary
- Regional and International recognition for Windham CEDS implementation and other planning efforts
- Growth in certain manufacturing sectors including plastics product manufacturing and dairy product manufacturing
- Tourism, art, and cultural amenities
- Redevelopment opportunity for complex projects
- Consumer trends towards local, farm-to-table, hand crafted products
- Entrepreneurial/do it yourself/independent attitude
- Specialty educational resources such as Landmark College, Greenwood School, ski schools, New England Center for Circus Arts, SIT, and others
- Shared concern for maintaining the quality of communities, environment, and Vermont way of life

SoVermont Challenges

- Aging and declining population
- Limited workforce (size and skills)
- Limited entrepreneurial and customer base
- Inconsistent cell and broadband connections
- Deteriorating and limited infrastructure
- Lack of capital for investment
- Lack of capacity for economic development
- Tension among residents between wanting to change and not wanting to change
- Lack of awareness of economic development organizations and programming
- Drug, substance abuse and mental health issues
- Limited housing choice and affordability in communities that people with a choice want to live in.
- Inadequate child care options
- Lack of shovel-ready development sites to support housing and economic development
- Climate change – economic dependence on snow, storm-related impacts particularly on village centers
- Rural development issues – isolation, transportation, social services, connectivity
- Lack of diversity in the population
- Differences between the eastern and western parts of the region – particularly I-91 corridor
- Limited scale of 4-year higher education institutions
- Distance from economic / political center of Vermont
- Concern that economic growth is unlikely or undesirable

SoVermont CEDS Vision, Values, Goals, and Objectives

VISION STATEMENT | In 2030, the Southern Vermont Economic Development Zone will be home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper.

VALUE STATEMENTS | *The values driving this Comprehensive Economic Development Strategy are for SoVermont to increase prosperity for all by being welcoming, forward thinking, healthy, and outstanding.*

- Welcoming:** Neighbors, Businesses, Networks, Diversity
- Forward Thinking:** Policies, Education, Companies, Services
- Healthy:** Families, Environment, Economy, Downtowns, Collaboration
- Outstanding:** Culture, Recreation, Location, Resiliency

GOAL STATEMENTS | *Statements outlining what is intended to be achieved*

- **Strengthen Business**
- **Support People**

Objectives and Strategies

The objectives and strategies identified below are designed to work toward achieving the goals of strengthening business and supporting people:

1. **Increase our Population:** Attract more people to live in Southern Vermont to participate in the community, the workforce, and support the business and civic environment.

The shrinking and aging population in Southern Vermont is having a considerable impact on the economy. An issue that is impacting much of rural America, Southern Vermont is not alone in trying to reverse this trend, and must leverage its ability to act regionally and step forward with competitive regional solutions nevertheless it is a critical issue that needs attention. Employers need an adequate talent pool. The region needs entrepreneurs. Businesses need customers. In addition to the impact on the economy, the declining population is limiting the number of people able to support local businesses and participate in civic and philanthropic organizations.

The strategies within this objective include:

- ✓ Retain and attract young people (between the ages of 24-45)
- ✓ Retrieve, retain, and attract workforce
- ✓ Retain and attract diverse population

2. **Expand our Business Infrastructure:** Create an environment that will encourage more jobs and opportunities in Southern Vermont.

Supporting existing businesses in all sectors from value added agriculture to healthcare and IT within Southern Vermont is critical for attracting residents and workers, increasing prosperity for all, and supporting a healthy economy. Continuing to help businesses remain financially viable, resilient in the face of disaster, pursue expansion,

continue to innovate, and find the workforce they need, are all initiative currently being pursued by economic development professionals in Southern Vermont. Increasing workforce development helps better match people's skills to the needs of employers. Encouraging diversity in the workforce and businesses in Southern Vermont increases economic diversity and resiliency. Encouraging entrepreneurship helps support continued growth of the economy which plays a major role in reaching population goals.

The strategies within this objective include:

- ✓ Establish a collaborative regional system to increase training, education, and readiness of the workforce
- ✓ Strengthen the Southern Vermont entrepreneurial and innovation ecosystem
- ✓ Increase support services and resources for all businesses and sectors
- ✓ Enhance business retention, expansion, and attraction efforts
- ✓ Define emerging clusters in high wage, high growth job sectors

3. **Improve our Physical Infrastructure:** Make the critical infrastructure improvements so that Southern Vermont is resident and business ready.

In order for Southern Vermont to retain and attract business and people there are necessary infrastructure improvements to be completed. Addressing areas of limited access to broadband and cell service, improving water, waste and wastewater capacity, and enhancing transportation systems will make the area more viable and attractive to current and prospective businesses and residents. Housing also came up as a consistent area of concern related to the ability to attract and retain people of all incomes and ages in Southern Vermont. Finally, strengthening downtowns and village centers is critical to maintaining the Vermont appeal and creating strong communities that people are attracted to and where people can thrive. Any review of existing infrastructure must also address resilience in the face of climate change and increasing natural disasters.

The strategies within this objective include:

- ✓ Expand broadband/cell infrastructure
- ✓ Support vital downtown and village centers
- ✓ Increase number and variety of housing options for all incomes and ages throughout the region
- ✓ Address water and wastewater issues
- ✓ Enhance transportation infrastructure

4. **Enhance our Social Infrastructure:** Improve quality of life and stability for residents.

Cultural and recreational assets of Southern Vermont are drivers of the economy through the creative economy, the outdoor recreation industry, and the tourism industry. These assets also make Southern Vermont a special and unique place to live. While child care, recreation, and civic engagement may not necessarily be considered *traditional* economic development issues, they are all tied closely to the opportunities for the residents and the businesses and quality of life. Without access to affordable, convenient, and flexible child care it is especially difficult for families to participate in the workforce in a meaningful and financially feasible way. Finally, increasing civic engagement in all levels of government and sectors will increase participation in local government and decision-making, strengthen community ties, and encourage innovation, creativity and collaboration on some of the most challenging issues for the region.

The strategies within this objective include:

- ✓ Expand accessible child, elderly, and other care options
- ✓ Expand and support recreation and cultural opportunities
- ✓ Increase civic and community engagement

5. **Develop our Economic Development Capacity:** Enhance the ability for economic development professionals and partners to play a role in implementation.

In rural communities throughout America, economic and community development is made possible through collaborations and partnerships, and by creatively leveraging scarce resources. And not unlike other rural areas, implementation of the SoVermont CEDS will rely on partnerships from all sectors of the economy, volunteers, and public-sector organizations, so it is critical that we increase the overall understanding of and capacity for economic development. Being able to showcase and describe the successes, attract the necessary funding, pursue innovation in the field of rural economic development, and work together toward shared goals will be the only to achieve the vision outlined in this CEDS. This requires consistent funding and staffing, the ability to develop expertise and disseminate data and knowledge, and a commitment to build and sustain the partnerships and initiatives necessary to achieve the CEDS economic development goals and objectives through local, sub-regional, and regional implementation.

The strategies within this objective include:

- ✓ Enhance CEDS implementation ability
- ✓ Develop a communications plan to increase awareness and support of economic development initiatives
- ✓ Continue to act regionally

Priority First Steps

While all the strategies are important and should be pursued, the following should be implemented as soon as possible as they will have the greatest impact and result in momentum for the overall effort.

- 1) Apply to the U.S. Economic Development Administration for SoVermont Economic Development District designation and funding.
- 2) Focus resources and investments on helping existing residents, including students, young adults, and families, stay in the area.
- 3) Utilize SoVermont marketing materials to highlight the intersection of quality of life and opportunity to attract qualified talent from outside of the region.
- 4) Combine real time assessments with existing industry surveys to better understand the workforce needs, both current and projected.
- 5) Undertake research to develop initiatives a clear description of the broadband and cell access problem(s),

Implementation Approach

BCRC and BDCC and the CEDS Committee will be the primary driver of implementation of this strategy, however, a strategy of this size takes a holistic approach and requires the participation of many different partners, even those that are yet to be created and/or identified in this strategy. The CEDS identifies a number of critical stakeholders that will need to engage in the process in order to make progress towards the joint goals. Some of those partners include:

- Windham Regional Planning Commission
- Bennington County Industrial Corporation
- School Districts and Career Centers
- Chambers of Commerce
- Local and sector-focused Economic Development Organizations
- Private Industry and Employers
- Workforce Development partners
- Real Estate Brokers and Developers
- Regional Financial Institutions
- Towns and Villages
- Housing Trusts and Agencies
- VTrans and subregional transportation providers
- Community College of Vermont, Vermont Technical College and the other regional colleges
- Young professional groups
- State and Federal agencies, public and private funders

What is specifically called out in this CEDS (Objective 5) is the desire to support the continued capacity building of these organizations to improve the implementation of the strategy. Increasing the expertise, skill, staff, and financial resources of the supporting organizations (beyond BCRC and BDCC) will be critical to the desire to move the economy and community in the same direction.

The full Action Plan Matrix, included as Attachment 1, provides additional details regarding implementation including priority level, timeframe, needed resources, and performance metrics.



Figure 6: Downtown Brattleboro



Figure 7: The Retreat Farm

Strategic Projects, Programs, and Activities

Objective 1 Increase our Population

Strategy #1.A. – Retain and attract young people (between ages 24-45)

I) Focus resources and investments on helping existing residents, including students, young adults, and families, stay in the area. Establish creative tax policy to incentivize investment in existing and development of new high-quality housing stock, develop first time homebuyer assistance, create student loan repayment programs, and research other strategies designed to retain population.

II) Create a "welcome wagon" that is geared towards young people to help them connect with their community and find what they need in order to feel comfortable and welcomed.

III) Identify and support local and regional policies that are attractive to young people and young families including investment in schools, arts and culture, activism and global issue awareness, family friendly workplace policies, and recreation amenities.

IV) Fund and support the Young Professionals groups' efforts to engage young people and continue to offer high-quality programming. Regularly survey members and non-members on what they would like to see the groups do. Provide support for the YP groups bringing the YP Summit to the region, the development of a scholarship program for training opportunities, and the development of a diverse and active membership. Continue to develop membership benefits.

V) Following the completion of the workforce needs inventory (Task 2.A.I), pursue initiatives that directly target young professionals that are in demand by local industry. Research how to identify this population and continue to support projects and programs that encourage them to come and stay in the area.

Strategy #1.B. - Retrieve, retain, and attract workforce

I) Create career pathways informational material focused on those who have already been in the workforce and may be looking for new opportunities (both those currently employed and those who have left the workforce but may want to return). Highlight necessary training and where the training is available. Identify and create additional training programs as necessary.

II) Following the completion of the workforce needs inventory (Task 2.A.I), pursue initiatives that directly target professionals that are in demand by local industry. Work with local employers to better market to and attract qualified applicants.

Encore Workforce and Retirees

Encore workforce is a term used to describe people who may have been in the workforce already and for whatever reason would like to return. Southern Vermont already enjoys a good amount of in-migration from older people who move to the area after a successful career. These residents are celebrated for all that they bring to the community including their wisdom, support for arts and culture, and community participation. This economic development strategy does not intend to make it seem like those contributions are not important to the Southern Vermont economy, but rather it attempts to focus limited resources on areas in the greatest need which is around building the workforce.

III) Utilize SoVermont marketing materials to highlight the intersection of quality of life and opportunity to attract qualified talent from outside of the region. Continue to pursue avenues that will bring those who have previously lived in Southern Vermont back to the area.

IV) Continue to support and run programs like Dress for Success, interview preparation, resume review, and career fairs.

V) Connect with local Career Centers about how to engage and serve non-typical career center users like New Americans, non-citizens, and accompanying partners who may be looking for work or new opportunities.

Strategy #1.C. - Retain and attract a diverse population

I) Implement a targeted immigration program. Research successful immigration models and best practices (foreign and domestic). Prepare a white paper summarizing the results of the research and recommendations for improvements. Build out the community support for such an approach including public education, cultural competency programming, and community discussions around why it is critically important. Design and execute a targeted immigration recruitment plan.

II) Establish career awareness and exploration programs in K-12 highlighting the accomplishments and successes of people of color. Incorporate presentations, dedicated curriculum, "job shadow", and visual tributes (photos, portraits, etc. on the walls). Incorporate ethnic and social equity training into school curriculum.

III) Continue to support and participate in round table discussions on issues impacting people of color in Southern Vermont, including the economic implications of racism, discrimination, and lack of diversity.

IV) Review marketing and other communication material for opportunities to include other languages, platforms, and methods of communication to be more inclusive and welcoming.

VI) Identify support networks available to serve New Americans and non-citizens. Consolidate contact information for organizations, individuals, and entities that will assist in distribution of this information. Ensure linkage to community for new

Bennington Banner

News Sports Entertainment Lifestyles Sandy Casey Scholarship Opinion Obituaries
Publications Marketplace Subscriber Services

Dressing for success



HOLLY PELCZYNSKI - BENNINGTON BANNER All attendees get a free outfit from the fashion show or voucher for a free outfit at the Goodwill store.

Figure 8: Bennington Banner article about existing programs in Bennington County

Back Home Initiatives: The Case in South Dakota

Back home initiatives, like Dakota Roots, work like marketing programs to draw people to their state or region. Dakota Roots has advisors who will work with a potential transplant to assess job opportunities based on skill and interest. Personal stories offer website browsers to identify with a story and reason to move. The key is to provide personal and specific support that aligns with professional opportunity, with a robust website that tells personal stories and allows potential transplants to search jobs.



Find more at <https://www.dakotaroots.com/>

immigrants. Work to ensure material is available in a variety of languages and platforms.

VI) Encourage the incorporation of accessible and interactive spaces in development projects to create opportunities for diverse interactions and strengthening community social fabric.

Objective 2 Expand our Business Infrastructure

Strategy #2.A. - Establish a collaborative regional system to increase training, education, and readiness of the workforce

I) Conduct ongoing real time demand assessments in order to inform ongoing adaptive development of programs. Combine real time assessments with existing industry surveys to better understand the workforce needs, both current and projected, from the perspectives of employers and workers. Use this information to improve the workforce system, inform curriculum and program development, and to advocate for additional funds needed for training.

II) Continue to provide regional middle school and high school guidance counselors with written information related to the job opportunities in the area, non-college related pathways, and the latest thinking around the host of avenues available to students after high school. Host career fairs and other events for teenagers related to career opportunities, interview and resume writing skill development, budgeting, available resources, and other life skills to support financial literacy and work readiness.

III) Develop a comprehensive workforce system that enhances collaboration between the two counties' workforce networks including expanding existing internship and apprenticeship programs, identification of training opportunities, shared services and resources, and collective marketing and promotion efforts. Ensure regular communication between all partners and ease of understanding by job seekers.

IV) Create career awareness and exploration programs for youth and expand work-based learning opportunities and education pathways that interact with, and prepare students for, regional opportunities. Connect students to viable and growing pipelines.

V) Research what other communities are doing to support those in recovery and what services would help them enter the workforce successfully. Implement programs and policies as appropriate. Approach to include employer encouragement, training, and support at all levels to hire and retain employees in recovery. Address stigma and discrimination with co-workers and look to evidence based approaches.

The Recovery Friendly Workplace Initiative

Designed to help employers create a supportive work environment for employees recovering from substance use disorder, this program is sponsored by the Governor of New Hampshire and offers training and resources to participating employers. Recovery Friendly Advisors are assigned to support employers, at no cost, to develop and sustain best-practices that foster a safe environment, provide health education, and promote recovery and prevention in their communities. Ultimately, these changes work to retain employees that are productive, motivated, and safe.

Find more at
<https://www.recoveryfriendlyworkplace.com/>.



VI) Expand paid internship opportunities for currently enrolled college students and recent graduates in Southern Vermont. Creation and further development of the SoVermont Internship Program in Bennington and Windham County in order to attract and retain young workforce to the region.

VII) Pursue funding for occupations with critical supply-gap concerns, including school psychologists, health care professionals, and construction related trades.

Strategy #2.B. - Strengthen the Southern Vermont entrepreneurial and innovation ecosystem

I) Identify sources of funding for early-stage seed money and promote availability to entrepreneurs and small business owners.

II) Formalize and promote available business acceleration and transition services to potential participants. Expand and adjust services as business community needs change. Increase visibility of the support available, including conducting business visitation meetings at small businesses in all sectors.

III) Support capacity building for innovation leaders, including programming/training, networking opportunities, business plan competitions, and prizes. Continue to bring in experts on various topics such as digital marketing, customer attraction, human resources, and other programs that will support businesses. Use existing entrepreneurial assets (people) to create mentoring opportunities to support younger entrepreneurs.

IV) Regularly highlight and promote local entrepreneurs and the work being done through press releases, newsletters, and other outlets to encourage others to consider entrepreneurship.

V) Support youth entrepreneurship through school and extracurricular opportunities.

VI) Research the feasibility of establishing a Center for Rural Entrepreneurship.

VII) Create events that build and cultivate knowledge networks that promote cross-industry engagement and collaboration.

VIII) Facilitate collaboration between partners including health care, universities, and industry to identify unique Southern Vermont knowledge assets that could be leveraged to address major challenges facing Southern Vermont (substance use disorder, water quality, tick borne disease, obesity, different teaching/learning approaches) and pursue a strategy to become the center for research, training, practical experience, and collaboration in that topic.

Strategy #2.C. – Increase support services and resources for all businesses and sectors

I) Build financial capacity to promote and provide small business development services through regional development corporations. Research the feasibility of creating a regional redevelopment authority to provide guidance to businesses or developers around project permitting requirements. Establish "So you want to open a business" informational material as well as a quick guidance document related to permitting requirements, realistic expectations, contact information for experts, and basic assistance navigating the process.

II) Create a Succession Planning Symposium or set of classes to help retiring business owners sell their businesses and keep them operating in the region. Invite potential second-generation owners to participate and learn useful business practices. Maintain a list of both business owners looking to sell and potential buyers who participate in the program to create matches for business mentoring and/or business sale.

III) Establish funding streams targeted for women, veteran, handicapped, and minority owned businesses locating establishments in downtowns, village centers, and commercial corridors. Establish guidelines for the funds that meet the goals of increasing diversity, supporting small businesses, and helping expand the business offerings.

IV) Conduct an audit of current processes and initiate training related to diversity and inclusion in all aspects of economic development in the area including programming, materials, and communications.

V) Create and operate a more robust "Available Jobs Now" listing program that is hosted on a single regional website. Use this single point to also highlight assets of the region, provide guidance related to relocation, and other supportive information.

VI) Create, maintain, and operate a centralized Business Assistance Center providing information on all assistance programs including available lenders, grant programs, business support services, training opportunities, and other critical information. Expand business assistance as needs change.

Small Business Training Needs

- Business planning
- Management and supervision
- Online sales and social media
- Human resources
- Revenue forecasting
- Becoming a certified B-corp
- Business resiliency planning
- Business scaling
- Accessing financing

Strategy #2.D. - Enhance business retention, expansion, and attraction efforts

I) Formalize a regional business retention and expansion program and business visitation program. Set expectations on the number of businesses to visit each year, ranging from small to large to ensure regular communication with all critical sectors of the economy.

II) Engage with large employers to address areas of opportunity, supply chain possibilities, and shared topics of concern (for example, industry leaders in healthcare and higher education).

III) Convene a task force to discuss the challenges related to small businesses in Southern Vermont, including all sectors such as retailers, trades and construction, professional and technical, hospitality and services, and others.

IV) Continue to develop and maintain quality development and financing services for business attraction, expansion and business retention efforts. Continue to work regionally to maintain an inventory of available space for new or expanding businesses. Incorporate key information about available properties, site infrastructure, assets, and other critical data into online/searchable database.

V) Build out the Community Development Financing Institution at BDCC and use it to fund critical projects.

VI) Continue to monitor the Opportunity Zone tax policy program and identify ways to leverage the program. Create informational material for potential investors and train staff on the topic.

Business Visitation

Set priorities related to types of companies to visit, goals related to number of total annual visits, and establish standard practices when it comes to information to be collected and follow-up. Consider subscribing to and using a system such as Executive Pulse or Synchronist as a standardized tool for collecting and monitoring business characteristics and needs.

Strategy #2.E. - Define emerging clusters in high wage, high growth job sectors

- I) Conduct a targeted industry analysis for Southern Vermont to identify emerging opportunities. Consider factors such as higher than average wage, projected job growth, and unique assets in Southern Vermont to guide selection of targets.
- II) Review and report average wage data in Southern Vermont and the state, as well as neighboring counties on an annual basis to refine targets and track progress.
- III) Inventory business assets in all clusters including supply chain business, facilities, funding resources, and physical facilities. Create a detailed network map to show the regional strengths of Southern Vermont and work to identify emerging clusters and opportunities.
- IV) Balance a targeted approach with maintaining a nimble workforce system that has the ability to respond to new opportunities as they arise.

Objective 3 Improve our Physical Infrastructure

Strategy #3.A. - Expand broadband and cell infrastructure

- I) Undertake research to develop initiatives a clear description of the broadband and cell access problem(s), extent of the problem by location, and other variables necessary to understand the problem and develop cost-effective responses.
- II) For each area with insufficient broadband or cellular service, collaborate with carriers to develop a solution. Focus initially on high density commerce areas and major roadways.

Strategy #3.B. – Support vital downtown and village centers

- I) Conduct an analysis of livability by municipality to identify strengths as well as areas for improvement within the region. Start by establishing a list of characteristics for communities where people are moving in and then do a regional assessment of municipalities to provide productive feedback on infrastructure, cultural, and civic improvements/changes.
- II) Fund grants to neighborhood associations or committees to be used for community building events, street clean up, community watch programs, and other tools to build great neighborhoods. Convene leaders of the neighborhood groups once a year as part of the Southern Vermont Economic Summit to receive feedback, share successes, and engage them in the conversation about creating great places.
- III) Continue to bring small and large events into the towns and village centers and do joint advertising and promotion. Create and widely disseminate a region-wide calendar of events that is up to date and helps avoid double scheduling.
- IV) Identify catalyst properties/parcels in the downtowns and village centers that are challenging and engage partners to find market and financially feasible redevelopment options.

V) Create up-to-date information sheets related to financing available for redevelopment. Establish a consortium of banks and other funding sources to respond to unmet funding needs. Work with banks to focus annual Community Reinvestment Act commitments on priority projects.

VI) Research the feasibility of incentive programs for building or renovating residential units within .5 miles of downtown/village center to encourage integrated and vibrant communities.

VII) Use different economic development funding tools to implement projects, including Tax Increment Financing, Payment In Lieu of Taxes, Property Tax Abatement, and others to make projects financially feasible.

Fighting Isolation with Community Strength

A growing challenge for all communities (urban, suburban, and rural) is the isolation that is occurring from increased reliance on the internet and online communities. In rural settings the physical and psychological draw into isolation is much greater simply as a result of the limited chances for interaction and natural encounters with neighbors and other community members. As internet continues to be expanded and our reliance on the convenience of applications and websites increases, communities like those in Southern Vermont will need to take an intentional approach to creating community and village centers that are inviting, accessible, and accommodating. The expansion of broadband combined with the intentional creation of community centers will be critical to the mental and physical well-being of the residents.

Strategy #3.C. - Increase number and variety of accessible housing options for all incomes and ages

I) Conduct a region wide housing needs and opportunities assessment, including utilizing existing work that has been done. Use this to establish a comprehensive understanding of the gaps in housing supply for current and future population. Establish an inventory of available funding and financial assistance programs for housing related work. Identify funding gaps and mechanisms for filling those gaps. Identify zoning or other regulations that hinder effective residential development needed to respond to current market needs.

II) Begin the conversation with major employers and stakeholders in the region about creative solutions to housing in the region, including public-private-partnerships, house sharing, and other techniques used successfully in New England and beyond.

III) Identify target properties, parcels, areas for housing or mixed-use development. Prepare a financial feasibility analysis on each and create incentives to spur development of a variety of housing solutions in communities that are feeling the greatest pressure.

IV) Identify and communicate with local and regional developers who might undertake new

Creative Housing Solutions

Many people do not want to leave their longtime home, and many people are looking for affordable housing. There are many creative solutions to these challenges, one that has found success is Housing Sharing.

House Sharing matches those who own a home but have extra space (and may need some help at home) with people looking for affordable housing. In general, house sharing can involve:

- A shared lease or ownership arrangement;
- A landlord/tenant arrangement between two or more people; or
- A homeowner/home companion arrangement where one person provides some household assistance.

residential development on sites identified in 3.C.III.

V) Attend real estate networking events to ensure that real estate brokers are familiar with the many resources and assets of Southern Vermont, and can be informed advocates for the area. Use continuing intelligence from these brokers to monitor changing needs in the residential market.

VI) Develop housing rehabilitation program to modernize existing housing stock (energy efficiency, appearance, health and safety).

Strategy #3.D. - Address water and wastewater issues

I) Address Windham Regional Commission's Village Wastewater needs as identified in the Windham County 2014 CEDS.

II) Support towns in applying for available funds, including Municipal Planning Grants for water and wastewater issues.

III) Work collaboratively to identify ways to address biochemical oxygen demand (BOD) and dissolved air flotation (DAF) constraints and test pilot projects.

IV) Expand knowledge of systems and expertise on water and wastewater issues related to development and redevelopment projects in the region. Conduct a comprehensive assessment of the water and wastewater systems in all the towns and prioritize based on health/safety and community goals.

Strategy #3.E. – Enhance transportation infrastructure

I) Prepare a Southern Vermont Regional Transportation Plan identifying priority transportation needs and estimated costs. Conduct inventory of existing multi-modal transportation assets. Create a comprehensive list of locations to pursue charging stations and opportunities to decrease reliance on personal automobiles.

II) Encourage walking and cycling and create “safety in numbers” by incorporating the Complete Streets approach and National Association of City Transportation Officials (NACTO) Design Standards along logical pedestrian and bicycle routes.

III) Enhance public transportation awareness and options to connect workforce with regional opportunities in a timely, reliable, and convenient way.

Objective 4 Enhance our Social Infrastructure

Strategy #4.A. - Expand accessible child, elderly, and other care options

I) Conduct a review of workforce development needs and any related skill gaps for both child care, early childhood education, and elderly care. Work locally to fund programs to fill those gaps.

II) Expand available information and training for in-home child care providers to provide guidance on how to meet the state regulations. Establish a contact person and compile informational material for how to open and operate an in-home care provider facility.

III) Convene a discussion with major employers regarding the potential for a cooperative approach to child care/early childhood education programs and other community-based solutions.

IV) Create incentives for people to open child and elderly care programs and pursue required degree programs.

V) Increase awareness of programs that are available to people and care-takers in the region. Look for ways to fill in any gaps to ensure a continuum of care options for elderly and disabled in the community.

Strategy #4.B. - Expand and support recreation and cultural opportunities

I) Continue to use recreation and cultural amenities to market the area for both visitors and new residents. Maintain up-to-date inventories of available resources and assets and encourage collaboration between major tourism drivers and supporting assets. Assure complete and up-to-date information is available on multiple, linked websites.

II) Support the creation of a single regional creative economy advocate/leader and collaborative effort to pursue goals of the creative economy in support of the arts and cultural resources.

III) Encourage major tourist destinations to implement a more diversified promotional campaign. Conduct ongoing discussions and training for host community businesses around customer service and how to be welcoming to non-white visitors.

IV) Establish a fully integrated and developed living history presence in Southern Vermont, including African American history, indigenous peoples, farm tourism opportunities, and interpretive trails.

V) Incorporate the implications of climate change on recreational and cultural resources in planning initiatives and identify ways to boost resiliency in existing businesses while working to pursue policies that are attempting to slow the effects.

VI) Create an inventory of indoor recreational assets and support the creation of additional spaces through retrofitting existing buildings for recreational uses.

Strategy #4.C. - Increase civic and community engagement

I) Continue to evolve public engagement with the changes in technology and needs of the participants to ensure a wide range of engagement and involvement for all major projects, elections, community discussions, and promotions. Use a number of platforms, opportunities for engagement, and different techniques to increase inclusion and ensure participation is accessible and enjoyable for all.

II) Engage with local non-profits and municipal boards to identify their needs regarding board members, volunteers, etc. Coordinate an annual event that highlights all the work being performed by local boards and simultaneously connects interested people with organizations looking for board members and volunteers.

III) Create training programs and material for new and existing board members to use so they can better understand their role on the board, how to review finances, fundraising approaches, meeting management, and other topics to build capacity.

IV) Work with middle schools, high schools, and adult education providers to offer content/curriculum related to having a sense of pride in the region through history, increasing civic engagement, running for office, and help them develop and understanding of why it is important to get involved in the community.

Objective 5 Strengthen our Economic Development Capacity

Strategy #5.A. - Enhance CEDS implementation ability

I) Apply to the U.S. Economic Development Administration for SoVermont Economic Development District designation and funding and identify other funding sources for available implementation.

II) Define resources needed to adequately implement the CEDS. Consider resources for and from both Windham and Bennington County.

III) Communicate a concise written summary of the CEDS to each town board. Focus presentation on why this is urgent, the intended outcomes, and the local engagement required for success.

IV) Create a master list for necessary or desirable staff professional development training and incorporate into organizational budgets and work timelines. Look into trainings that support the goals of the CEDS including diversity, small business support, and collaboration/project management.

V) Establish a regular review and discussion with the State regarding priorities of the CEDS, coordination with regional and statewide initiatives, and opportunities for funding and/or assistance.

Professional Development

Look into trainings that further the goals of the CEDS including diversity, small business support, and collaboration/project management. Invest resources in rural economic development training, International Economic Development Council training and certifications, business retention and expansion techniques, and other professional development as needs and opportunities arise. Identify or establish scholarship programs to assist in offsetting training costs.

Strategy #5.B. - Develop a communications plan to increase awareness and support of economic development initiatives

I) Create an elevator pitch for all economic development leaders to explain to residents, peers, employers, and decision makers outlining why economic development is important to Southern Vermont, get everyone on the same page, and encourage their participation in improving the region's economy.

II) Continue to prepare annual reports that outline the impact of the various economic development initiatives, including a dashboard that provides updates on the implementation of the various CEDS strategies and actions. Distribute this work widely and make it easily accessible on organization websites. Work to increase awareness and understanding of the various organizations, role in economic development, process for awarding funds, and impact of the work being done.

III) Create a "train the trainer" course which can be given to non-profit boards, select boards, etc. laying out a foundational understanding of our regional economy and our CEDS plan. Help boards implement this training course for their residents.

IV) Develop an internal and external strategy to spread awareness to existing and prospective residents and businesses

V) Work to further engage the local and state media related to economic development initiatives in Southern Vermont. Make sure the Southern Vermont Economic Development Zone is listed as a partner in major initiatives and successes as the CEDS is implemented. Issue regular and relevant press releases.

Strategy #5.C. - Continue to act regionally

I) Continue to have regular meetings with municipalities to outline the objectives of the CEDS, identify ways that they can participate, and offer training and guidance on critical economic development related issues.

Look for solutions that do not put additional strain on existing staff like pre-prepared webinar or other materials.

II) Define the role of the CEDS committee and any potential task forces related to advocacy/legislative issues or other specific topics. Establish quarterly meetings of the CEDS Committee to review progress, make refinements to the strategy, and pursue new initiatives.

III) Continue to host and grow the SoVermont Economic Development Summit to share information, increase collaboration, and identify new opportunities. Focus on being a facilitator of collaboration between organizations to leverage resources of the small communities.

IV) Develop a new process to identify priority projects across the region for incorporation into the CEDS.

V) Continue building on the Southern Vermont Economy Project Network and connections through enhanced communication of work being done, regular meetings, and increase cooperation around data collection and analysis.

VI) Continue to establish relationships and partnerships with neighboring counties that are outside of Vermont to leverage the opportunities, assets, and workforce that exist.

Attachment Directory:

Attachment 1: Action Plan Matrix – <https://www.sovermontsummit.com/2019-zone-ceds>

Attachment 2: Economic Base Analysis – <https://www.sovermontsummit.com/2019-zone-ceds>

Attachment 3 Glossary – <https://www.sovermontsummit.com/2019-zone-ceds>

Attachment 4 Acknowledgements – <https://www.sovermontsummit.com/2019-zone-ceds>

Attachment 5: [2014 Windham Regional Plan](#)

http://www.windhamregional.org/images/docs/regionalplan/2014_Windham%20Regional%20Plan_complete.pdf

Attachment 6: [2017 Bennington County Regional Plan](#)

<http://www.bcrcvt.org/uploads/1/1/1/8/111899771/benningtoncountyregionalplan.pdf>

Attachment 7: [2015 Southern Vermont Zone Report](#)

<https://legislature.vermont.gov/assets/Documents/2016/WorkGroups/House%20Commerce/Reports%20and%20Resources/W~Southern%20Vermont%20Economic%20Development%20Zone~Southern%20Vermont%20Economic%20Development%20Zone%20Committee%20Report~1-26-2016.pdf>

About Camoin

Camoin Associates is a full-service economic development consulting firm headquartered in Saratoga Springs, NY with regional offices in Richmond, VA; Scarborough, ME; Cambridge, MA; and Brattleboro, VT. Our senior staff have decades of experience, some of which includes leadership of the top performing economic development organizations in the country. We bring this depth of experience to every project, and push the envelope to develop measurable strategies that capitalize on entrepreneurial initiatives and emerging industries. The result? A region more competitive for private investment, and thus prosperity. <https://www.camoinassociates.com>

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Objective 1: Increase our Population

Rationale: Attract more people to live in Southern Vermont to participate in the community, the workforce, and support the business and civic environment.

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
1.A	Retain and attract young people (between the ages 24-45)	I) Focus resources and investments on helping existing residents, including students, young adults, and families, stay in the area. Establish creative tax policy to incentivize investment in existing and development of new high-quality housing stock, develop first time homebuyer assistance, create student loan repayment programs, and research other strategies designed to retain population.	High priority and immediate/ongoing	Moderate staff time and high financial cost	Increase in the percentage of the regional population in the 24-45 age group
		II) Create a "welcome wagon" that is geared towards young people to help them connect with their community and find what they need in order to feel comfortable and welcomed.	High priority and immediate	Minimal staff time	Increase in the percentage of the regional population in the 24-45 age group
		III) Identify and support local and regional policies that are attractive to young people and young families including investment in schools, arts and culture, activism and global issue awareness, family friendly workplace policies, and recreation amenities.	Medium priority and ongoing	Minimal staff time	Increase in the percentage of the regional population in the 24-45 age group
		IV) Fund and support the Young Professionals groups' efforts to engage young people and continue to offer high-quality programming. Regularly survey members and non-members on what they would like to see the groups do. Provide support for the YP groups bringing the YP Summit to the region, the development of a scholarship program for training opportunities, and the development of a diverse and active membership. Continue to develop membership benefits.	High priority and ongoing	Moderate staff time and minimal financial cost	Number of members of the Young Professionals groups
		V) Following the completion of the workforce needs inventory (Task 4.A.I), pursue initiatives that directly target young professionals that are in demand by local industry. Research how to identify this population and continue to support projects and programs that encourage them to come and stay in the area.	High priority and ongoing	Moderate staff time and moderate financial cost	Increase in the percentage of the regional population in the 24-45 age group
1.B	Retrieve, retain, and attract workforce	I) Create career pathways informational material focused on those who have already been in the workforce and may be looking for new opportunities (both those currently employed and those who have left the workforce but may want to return). Highlight necessary training and where the training is available. Identify and create additional training programs as necessary.	High priority and short term	Moderate staff time and minimal financial cost	Increased number and use of training programs and educational career pathways in the public education system
		II) Following the completion of the workforce needs inventory (Task 2.A.I), pursue initiatives that directly target professionals that are in demand by local industry. Work with local employers to better market to and attract qualified applicants.	High priority and mid-term	Moderate staff time and minimal financial cost	Average number of applicants for key positions
		III) Utilize SoVermont marketing materials to highlight the intersection of quality of life and opportunity to attract qualified talent from outside of the region. Continue to pursue avenues that will bring those who have previously lived in Southern Vermont back to the area.	High priority and ongoing	Moderate staff time and minimal financial cost	Average number of applicants for key positions
		IV) Continue to support and run programs like Dress for Success, interview preparation, resume review, and career fairs.	High priority and ongoing	Moderate staff time and minimal financial cost	Number of program participants
		V) Connect with local Career Centers about how to engage and serve non-typical career center users like New Americans, non-citizens, and accompanying partners who may be looking for work or new opportunities.	Medium priority and mid-term	Minimal staff time and minimal financial cost	Number of people served by the Career Centers per year
1.C	Retain and attract a diverse population	I) Implement a targeted immigration program. Research successful immigration models and best practices (foreign and domestic). Prepare a white paper summarizing the results of the research and recommendations for improvements. Build out the community support for such an approach including public education, cultural competency programming, and community discussions around why it is critically important. Design and execute a targeted immigration recruitment plan.	High priority and short term	Moderate staff time	Implementation of an immigration program
		II) Establish career awareness and exploration programs in K-12 highlighting the accomplishments and successes of people of color. Incorporate presentations, dedicated curriculum, "job shadow", and visual tributes (photos, portraits, etc. on the walls). Incorporate ethnic and social equity training into school curriculum.	High priority, immediate and ongoing	Moderate financial cost and minimal staff time	Number of students going through exploration programming and curriculum
		III) Continue to support and participate in round table discussions on issues impacting people of color in Southern Vermont, including the economic implications of racism, discrimination, and lack of diversity.	High priority, immediate and ongoing	Minimal financial cost and staff time	Number of event participants and actions identified and implemented
		IV) Review marketing and other communication material for opportunities to include other languages, platforms, and methods of communication to be more inclusive and welcoming.	High priority and short term	Moderate staff time and minimal financial cost	Review of materials
		V) Identify support networks available to serve New Americans and non-citizens. Consolidate contact information for organizations, individuals, and entities that will assist in distribution of this information. Ensure linkage to community for new immigrants. Work to ensure material is available in a variety of languages and platforms.	High priority and mid-term	Moderate staff time and minimal financial cost	Inventory of support services
		VI) Encourage the incorporation of accessible and interactive spaces in development projects to create opportunities for diverse interactions and strengthening community social fabric.	Medium priority and mid-term	Minimal staff time and minimal financial cost	Incorporation into site plans

Objective 2: Expand our Business Infrastructure

Rationale: Create an environment that will encourage more jobs and opportunities in Southern Vermont

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
2.A	Establish a collaborative regional system to increase training, education, and readiness of the workforce	I) Conduct ongoing real time demand assessments in order to inform ongoing adaptive development of programs. Combine real time assessments with existing industry surveys to better understand the workforce needs, both current and projected, from the perspectives of employers and workers. Use this information to improve the workforce system, inform curriculum and program development, and to advocate for additional funds needed for training.	High and Immediate	Moderate staff time	Increase in the number and funding of training programs and satisfaction evaluation by program users
		II) Continue to provide regional middle school and high school guidance counselors with written information related to the job opportunities in the area, non-college related pathways, and the latest thinking around the host of avenues available to students after high school. Host career fairs and other events for teenagers related to career opportunities, interview and resume writing skill development, budgeting, available resources, and other life skills to support financial literacy and work readiness.	High priority and ongoing	Moderate staff time and minimal financial cost	Use of information by schools and guidance counselors. Number of events offered and satisfaction evaluation of attendees
		III) Develop a comprehensive workforce system that enhances collaboration between the two counties' workforce networks including expanding existing internship and apprenticeship programs, identification of training opportunities, shared services and resources, and collective marketing and promotion efforts. Ensure regular communication between all partners and ease of understanding by job seekers.	High priority and ongoing	Moderate staff time and minimal financial cost	Number of participants in the programs offered
		IV) Create career awareness and exploration programs for youth and expand work-based learning opportunities and education pathways that interact with, and prepare students for, regional opportunities. Connect students to viable and growing pipelines.	High priority and ongoing	Moderate staff time and moderate financial cost	Number of students using the program
		V) Research what other communities are doing to support those in recovery and what services would help them enter the workforce successfully. Implement programs and policies as appropriate. Approach to include employer encouragement, training, and support at all levels to hire and retain employees in recovery. Address stigma and discrimination with co-workers and look to evidence based approaches.	High priority and ongoing	Moderate staff time and moderate financial cost	Number of businesses considered recovery friendly
		VI) Expand paid internship opportunities for currently enrolled college students and recent graduates in Southern Vermont. Creation and further development of the SoVermont Internship Program in Bennington and Windham County in order to attract and retain young workforce to the region	Medium priority and mid-term	High staff time	Establishment of system; Number of placements
		VII) Pursue funding for occupations with critical supply-gap concerns, including school psychologists, health care professionals, and construction related trades.	Medium priority and mid-term	Minimal staff time	Increase in funding for identified needs
2.B	Strengthen the Southern Vermont entrepreneurial and innovation ecosystem	I) Identify sources of funding for early-stage seed money and promote availability to entrepreneurs and small business owners.	High priority and short term	Moderate staff time and moderate financial cost	Reduced failure rate of new businesses; Increase in number of new businesses established each year
		II) Formalize and promote available business acceleration and transition services to potential participants. Expand and adjust services as business community needs change. Increase visibility of the support available, including conducting business visitation meetings at small businesses in all sectors.	High priority and short term	Moderate staff time and moderate financial cost	Reduced failure rate of new businesses; Increase in number of new businesses established each year
		III) Support capacity building for innovation leaders, including programming/training, networking opportunities, business plan competitions, and prizes. Continue to bring in experts on various topics such as digital marketing, customer attraction, human resources, and other programs that will support businesses. Use existing entrepreneurial assets (people) to create mentoring opportunities to support younger entrepreneurs.	High priority and short term	Moderate staff time and moderate financial cost	Reduced failure rate of new businesses; Increase in number of new businesses established each year
		IV) Regularly highlight and promote local entrepreneurs and the work being done through press releases, newsletters, and other outlets to encourage others to consider entrepreneurship.	High priority and short term	Minimal staff time and minimal financial cost	Number of press releases, newsletters or other communications methods per year
		V) Support youth entrepreneurship through school and extracurricular opportunities.	High priority and short term	Minimal staff time and minimal financial cost	Number of events held; Number of young residents establishing businesses in the region
		VI) Research the feasibility of establishing a Center for Rural Entrepreneurship.	Medium priority and mid-term	Moderate staff time and high financial cost	Completion of feasibility analysis and identification of next steps
		VII) Create events that build and cultivate knowledge networks that promote cross-industry engagement and collaboration.	Medium priority and mid-term	Minimal staff time and minimal financial cost	Number of events held each year; Number of business collaborations resulting from those events
		VIII) Facilitate collaboration between partners including health care, universities, and industry to identify unique Southern Vermont knowledge assets that could be leveraged to address major challenges facing Southern Vermont (substance use disorder, water quality, tick borne disease, obesity, different teaching/learning approaches) and pursue a strategy to become the center for research, training, practical experience, and collaboration in that topic.	Medium priority and long-term	Moderate staff time and high financial cost	Number of interested partners

Objective 2: Expand our Business Infrastructure

Rationale: Create an environment that will encourage more jobs and opportunities in Southern Vermont

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
2.C	Increase support services and resources for all businesses and sectors	I) Build financial capacity to promote and provide small business development services through regional development corporations. Research the feasibility of creating a regional redevelopment authority to provide guidance to businesses or developers around project permitting requirements. Establish "So you want to open a business" informational material as well as a quick guidance document related to permitting requirements, realistic expectations, contact information for experts, and basic assistance navigating the process.	High priority and short-term/ongoing	Moderate staff time and financial investment	Use of the websites, number of women and minority owned businesses, successful succession matches
		II) Create a Succession Planning Symposium or set of classes to help retiring business owners sell their businesses and keep them operating in the region. Invite potential second-generation owners to participate and learn useful business practices. Maintain a list of both business owners looking to sell and potential buyers who participate in the program to create matches for business mentoring and/or business sale.	High priority and short-term/ongoing	Moderate staff time and minimal financial cost	Number and amount of funding sources; Number of applicants assisted
		III) Establish funding streams targeted for women, veteran, handicapped, and minority owned businesses locating establishments in downtowns, village centers, and commercial corridors. Establish guidelines for the funds that meet the goals of increasing diversity, supporting small businesses, and helping expand the business offerings.	Medium priority, Mid-term	Moderate staff time and moderate financial cost	Establishment of Available Jobs Now listing and number of people finding jobs through the listing
		IV) Conduct an audit of current processes and initiate training related to diversity and inclusion in all aspects of economic development in the area including programming, materials, and communications.	High priority and short term	Moderate staff time and minimal financial cost	Number of documents reviewed and adjusted
		V) Create and operate a more robust "Available Jobs Now" listing program that is hosted on a single regional website. Use this single point to also highlight assets of the region, provide guidance related to relocation, and other supportive information.	Medium priority and mid-term	Moderate staff time and one time/ongoing financial cost	Average number of jobs listed on website and average number of days jobs are open
		VI) Create, maintain, and operate a centralized Business Assistance Center providing information on all assistance programs including available lenders, grant programs, basic business training opportunities, becoming a certified B-corp, workforce training opportunities, business resiliency, and individuals to contact for more detail. Expand business assistance as needs change.	Medium priority and mid-term	Moderate staff time and moderate financial cost	Number of Business Assistance Center contacts; Client satisfaction ratings
2.D	Enhance business retention, expansion, and attraction efforts	I) Formalize a regional business retention and expansion program and business visitation program. Set expectations on the number of businesses to visit each year, ranging from small to large to ensure regular communication with all critical sectors of the economy.	High priority and short term	Moderate staff time and moderate financial cost	Establishment of a regional business retention and expansion program
		II) Engage with large employers to address areas of opportunity, supply chain possibilities, and shared topics of concern (for example, industry leaders in healthcare and higher education).	High priority and ongoing	Moderate staff time	Number of challenges and opportunities identified and effectively responded to
		III) Convene a task force to discuss the challenges related to small businesses in Southern Vermont, including all sectors such as retailers, trades and construction, professional and technical, hospitality and services, and others.	High priority and immediate	Moderate staff time	Establishment of the Task Force; Issuance of initial and follow-up reports
		IV) Continue to develop and maintain quality development and financing services for business attraction, expansion and business retention efforts. Continue to work regionally to maintain an inventory of available space for new or expanding businesses. Incorporate key information about available properties, site infrastructure, assets, and other critical data into online/searchable database.	High priority and ongoing	Moderate staff time	Number of development projects assisted
		V) Build out the Community Development Financing Institution at BDCC and use it to fund critical projects.	High priority and short term	Minimal staff time	Amount of investment attracted
		VI) Continue to monitor the Opportunity Zone tax policy program and identify ways to leverage the program. Create informational material for potential investors and train staff on the topic.	High priority and short term	Minimal staff time	Amount of investment attracted
2.E	Define emerging clusters in high wage, high growth job sectors	I) Conduct a targeted industry analysis for Southern Vermont to identify emerging opportunities. Consider factors such as higher than average wage, projected job growth, and unique assets in Southern Vermont to guide selection of targets.	Medium priority and mid-term	Moderate staff time and moderate financial cost	Completion of industry analysis
		II) Review and report average wage data in Southern Vermont and the state, as well as neighboring counties on an annual basis to refine targets and track progress.	Medium priority and mid-term	Minimal staff time	Annual reporting on data points
		III) Inventory business assets in all clusters including supply chain business, facilities, funding resources, and physical facilities. Create a detailed network map to show the regional strengths of Southern Vermont and work to identify emerging clusters and opportunities.	Medium priority and mid-term	Moderate staff time and minimal financial cost	Number of assets listed on inventory
		IV) Balance a targeted approach with maintaining a nimble workforce system that has the ability to respond to new opportunities as they arise.	Medium priority and ongoing	Minimal staff time	NA

Objective 3: Improve our Physical Infrastructure

Rationale: Make the critical infrastructure improvements so that Southern Vermont is resident and business ready.

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
3.A	Expand broadband and cell infrastructure	I) Undertake research to develop initiatives a clear description of the broadband and cell access problem(s), extent of the problem by location, and other variables necessary to understand the problem and develop cost-effective responses.	High priority and immediate	Moderate staff and high financial cost	Number of properties connected
		II) For each area with insufficient broadband or cellular service, collaborate with carriers to develop a solution. Focus initially on high density commerce areas and major roadways.	High priority and short term	Moderate staff and high financial cost	Number of properties connected
3.B	Support vital downtown and village centers	I) Conduct an analysis of livability by municipality to identify strengths as well as areas for improvement within the region. Start by establishing a list of characteristics for communities where people are moving in and then do a regional assessment of municipalities to provide productive feedback on infrastructure, cultural, and civic improvements/changes.	High priority and short term	Minimal staff time	Creation of livability index
		II) Fund grants to neighborhood associations or committees to be used for community building events, street clean up, community watch programs, and other tools to build great neighborhoods. Convene leaders of the neighborhood groups once a year as part of the Southern Vermont Economic Summit to receive feedback, share successes, and engage them in the conversation about creating great places.	High Priority and short term	Moderate staff time and minimal financial cost	Establishment and use of micro grant program; Topic included on economic summit agenda
		III) Continue to bring small and large events into the towns and village centers and do joint advertising and promotion. Create and widely disseminate a region-wide calendar of events that is up to date and helps avoid double scheduling.	High priority and ongoing	Minimal staff time	Creation of event calendar; Increase in number of events and estimated attendance
		IV) Identify catalyst properties/parcels in the downtowns and village centers that are challenging and engage partners to find market and financially feasible redevelopment options.	High priority and short term	Moderate staff time	Development of catalyst properties
		V) Create up-to-date information sheets related to financing available for redevelopment. Establish a consortium of banks and other funding sources to respond to unmet funding needs. Work with banks to focus annual Community Reinvestment Act commitments on priority projects.	Medium priority and short term	Minimal staff time	Number of tools available for redevelopment
		VI) Research the feasibility of incentive programs for building or renovating residential units within ½ miles of downtown/village center to encourage integrated and vibrant communities.	Medium priority and mid-term	Minimal staff time	Development of residential units near downtown districts
		VII) Use different economic development funding tools to implement projects, including Tax Increment Financing, Payment In Lieu of Taxes, Property Tax Abatement, and others to make projects financially feasible.	Medium priority and ongoing	Minimal staff time	Use of economic development tool
3.C	Increase number and variety of accessible housing options for all incomes and ages	I) Conduct a region wide housing needs and opportunities assessment, including utilizing existing work that has been done. Use this to establish a comprehensive understanding of the gaps in housing supply for current and future population. Establish an inventory of available funding and financial assistance programs for housing related work. Identify funding gaps and mechanisms for filling those gaps. Identify zoning or other regulations that hinder effective residential development needed to respond to current market needs.	High priority and short term	Moderate staff time and moderate financial cost	Completion of housing needs and opportunities assessment and funding program inventory
		II) Begin the conversation with major employers and stakeholders in the region about creative solutions to housing in the region, including public-private-partnerships, house sharing, and other techniques used successfully in New England and beyond.	High priority and ongoing	Minimal staff time	Increased development by local and regional residential developers
		III) Identify target properties, parcels, areas for housing or mixed-use development. Prepare a financial feasibility analysis on each and create incentives to spur development of a variety of housing solutions in communities that are feeling the greatest pressure.	High priority and mid-term	Moderate staff time and moderate financial cost	Development of target properties
		IV) Identify and communicate with local and regional developers who might undertake new residential development on sites identified in 2.C.II.	High priority and mid-term	Minimal staff time	Increased development by local and regional residential developers
		V) Attend real estate networking events to ensure that real estate brokers are familiar with the many resources and assets of Southern Vermont, and can be informed advocates for the area. Use continuing intelligence from these brokers to monitor changing needs in the residential market.	Medium priority and mid-term	Minimal staff time	Increased interaction between the region's economic development and residential broker communities
		VI) Develop housing rehabilitation program to modernize existing housing stock (energy efficiency, appearance, health and safety).	Medium priority and mid-term	Minimal staff time and moderate financial cost	Increased housing rehabilitation projects

Objective 3: Improve our Physical Infrastructure

Rationale: Make the critical infrastructure improvements to be resident and business ready

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
3.D	Address water and wastewater issues	I) Address Windham Regional Commission's Village Wastewater needs as identified in the Windham County 2014 CEDS.	High priority and short term	Moderate staff time and high financial cost	Number of projects completed
		II) Support towns in applying for available funds, including Municipal Planning Grants for water and wastewater issues.	Medium priority and mid-term	Minimal staff time	Amount of investment made in water and wastewater infrastructure
		III) Work collaboratively to identify ways to address biochemical oxygen demand (BOD) and dissolved air flotation (DAF) constraints and test pilot projects.	Medium priority and mid-term	Minimal staff time and moderate financial cost	Amount invested in the research
		IV) Expand knowledge of systems and expertise on water and wastewater issues related to development and redevelopment projects in the region. Conduct a comprehensive assessment of the water and wastewater systems in all the towns and prioritize based on health/safety and community goals.	Medium priority and mid-term	Moderate staff time or cost	Designated personnel
3.E	Enhance transportation infrastructure	I) Prepare a Southern Vermont Regional Transportation Plan identifying priority transportation needs and estimated costs. Conduct inventory of existing multi-modal transportation assets. Create a comprehensive list of locations to pursue charging stations and opportunities to decrease reliance on personal automobiles.	High priority and short term	Moderate staff time and moderate financial cost	Establishment of a Regional Transportation Plan
		II) Encourage walking and cycling and create "safety in numbers" by incorporating the Complete Streets approach and National Association of City Transportation Officials (NACTO) Design Standards along logical pedestrian and bicycle routes.	Medium priority and short term	Minimal staff time	Number of projects incorporating design standards
		III) Enhance public transportation awareness and options to connect workforce with regional opportunities in a timely, reliable, and convenient way.	Medium priority and short term	Moderate staff time and high financial cost	Number of public transportation users.

Objective 4: Enhance our Social Infrastructure

Rationale: Improve quality of life and stability for residents

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
4.A	Expand accessible child, elderly, and other care options	I) Conduct a review of workforce development needs and any related skill gaps for both child care, early childhood education, and elderly care. Work locally to fund programs to fill those gaps.	High priority and short term	Moderate staff and minimal financial cost	Number of businesses responding and action items
		II) Expand available information and training for in-home child care providers to provide guidance on how to meet the state regulations. Establish a contact person and compile informational material for how to open and operate an in-home care provider facility.	High priority and short term	Moderate staff and moderate financial cost if incentives offered	Number of providers in region
		III) Convene a discussion with major employers regarding the potential for a cooperative approach to child care/early childhood education programs and other community-based solutions.	High priority and short-term	Minimal staff	Establishment of a major employer supported cooperative child care program
		IV) Create incentives for people to open child and elderly care programs and pursue required degree programs.	Medium priority and mid-term	Moderate staff and moderate financial cost if incentives offered	Number of providers in region
		V) Increase awareness of programs that are available to people and care-takers in the region. Look for ways to fill in any gaps to ensure a continuum of care options for elderly and disabled in the community.	Medium priority and mid-term	Minimal staff	Number of available programs
4.B	Expand and support recreation and cultural opportunities	I) Continue to use recreation and cultural amenities to market the area for both visitors and new residents. Maintain up-to-date inventories of available resources and assets and encourage collaboration between major tourism drivers and supporting assets. Assure complete and up-to-date information is available on multiple, linked websites.	High priority and ongoing	Minimal staff time and moderate financial cost	Increased number of visitors and new residents
		II) Support the creation of a single regional creative economy advocate/leader and collaborative effort to pursue goals of the creative economy in support of the arts and cultural resources.	Medium priority and mid-term	Volunteer time	Creation of a regional creative advocate with support and satisfaction of arts and cultural organizations and venues
		III) Encourage major tourist destinations to implement a more diversified promotional campaign. Conduct ongoing discussions and training for host community businesses around customer service and how to be welcoming to non-white visitors.	High priority and short term	Minimal financial cost and minimal staff time	Demographics of tourists
		IV) Establish a fully integrated and developed living history presence in SoVermont, including African American history, indigenous peoples, farm tourism opportunities, and interpretive trails.	Medium priority and mid-term	Volunteer time and some financial cost	Establishment and continued evolution of a regional climate change and resiliency plan
		V) Incorporate the implications of climate change on recreational and cultural resources in planning initiatives and identify ways to boost resiliency in existing businesses while working to pursue policies that are attempting to slow the effects.	Medium priority and mid-term	Minimal staff time	Identification and incorporation of policies
		VI) Create an inventory of indoor recreational assets and support the creation of additional spaces through retrofitting existing buildings for recreational uses.	Medium priority and mid-term	Minimal staff time	Number of indoor recreation assets
4.C	Increase civic and community engagement	I) Continue to evolve public engagement with the changes in technology and needs of the participants to ensure a wide range of engagement and involvement for all major projects, elections, community discussions, and promotions. Use a number of platforms, opportunities for engagement, and different techniques to increase inclusion and ensure participation is accessible and enjoyable for all.	Medium priority and short term	Moderate Staff time and minimal financial cost	Number of people attending meetings or responding to requests for input
		II) Engage with local non-profits and municipal boards to identify their needs regarding board members, volunteers, etc. Coordinate an annual event that highlights all the work being performed by local boards and simultaneously connects interested people with organizations looking for board members and volunteers.	Medium priority and mid-term	Minimal staff time and minimal financial cost	Number of boards and people in events
		III) Create training programs and material for new and existing board members to use so they can better understand their role on the board, how to review finances, fundraising approaches, meeting management, and other topics to build capacity.	Medium priority and long term	Minimal staff time and minimal financial cost	Number of people completing the training
		IV) Work with middle schools, high schools, and adult education providers to offer content/curriculum related to having a sense of pride in the region through history, increasing civic engagement, running for office, and help them develop and understanding of why it is important to get involved in the community.	Medium priority and long term	Moderate staff time and minimal financial cost	Number of classes using curriculum

Objective 5: Strengthen our Economic Development Capacity

Rationale: Enhance the ability for economic development professionals and partners to play a role in implementation

	Strategies	Actions	Priority Level and Timeline	Resource Level	Measures for Progress and Success
5.A	Enhance CEDS implementation ability	I) Apply to the U.S. Economic Development Administration for SoVermont Economic Development District designation and funding and identify other funding sources for available implementation.	High priority and immediate	Minimal staff time	Achieve designation
		II) Define resources needed to adequately implement the CEDS. Consider resources for and from both Windham and Bennington County.	High priority, and short term/ongoing	Additional staff time and financial resources	Resources committed per year
		III) Communicate a concise written summary of the CEDS to each town board. Focus presentation on why this is urgent, the intended outcomes, and the local engagement required for success.	Medium priority and mid-term/ongoing	Minimal staff time	Completed presentations and amount of financial commitments
		IV) Create a master list for necessary or desirable staff professional development training and incorporate into organizational budgets and work timelines. Look into trainings that support the goals of the CEDS including diversity, small business support, and collaboration/project management.	Medium priority and mid-term/ongoing	Minimal staff time to identify, moderate time and financial resources per year	Completion of trainings
		V) Establish a regular review and discussion with the State regarding priorities of the CEDS, coordination with regional and statewide initiatives, and opportunities for funding and/or assistance.	Medium priority and ongoing	Minimal staff time	Resources committed per year
5.B	Develop a communications plan to increase awareness and support of economic development initiatives	I) Create an elevator pitch for all economic development leaders to explain to residents, peers, employers, and decision makers outlining why economic development is important to Southern Vermont, get everyone on the same page, and encourage their participation in improving the region's economy.	High priority and immediate	Minimal staff time	Completed pitch
		II) Continue to prepare annual reports that outline the impact of the various economic development initiatives, including a dashboard that provides updates on the implementation of the various CEDS strategies and actions. Distribute this work widely and make it easily accessible on organization websites. Work to increase awareness and understanding of the various organizations, role in economic development, process for awarding funds, and impact of the work being done.	Medium priority and short term/ongoing	Minimal staff time	Annual reporting on data points
		III) Create a "train the trainer" course which can be given to non-profit boards, select boards, etc. laying out a foundational understanding of our regional economy and our CEDS plan. Help boards implement this training course for their residents.	Medium priority and short term/ongoing	Minimal staff time	Number of trainings completed
		IV) Develop an internal and external strategy to spread awareness to existing and prospective residents and businesses	Medium priority and short term/ongoing	Moderate staff time and high financial investment	Completed strategy and implementation
		V) Work to further engage the local and state media related to economic development initiatives in Southern Vermont. Make sure the Southern Vermont Economic Development Zone is listed as a partner in major initiatives and successes as the CEDS is implemented. Issue regular and relevant press releases.	Medium priority and mid-term/ongoing	Minimal staff time	Number of press releases per year
5.C	Continue to act regionally	I) Continue to have regular meetings with municipalities to outline the objectives of the CEDS, identify ways that they can participate, and offer training and guidance on critical economic development related issues. Look for solutions that do not put additional strain on existing staff like pre-prepared webinar or other materials.	High priority, and short term/ongoing	Moderate staff time	Number of meetings hosted.
		II) Define the role of the CEDS committee and any potential task forces related to advocacy/legislative issues or other specific topics. Establish quarterly meetings of the CEDS Committee to review progress, make refinements to the strategy, and pursue new initiatives.	High priority, and short term/ongoing	Minimal staff time	Number of CEDS meeting attendees, Number of implemented actions of the CEDS
		III) Continue to host and grow the SoVermont Economic Development Summit to share information, increase collaboration, and identify new opportunities. Focus on being a facilitator of collaboration between organizations to leverage resources of the small communities.	High priority, and short term/ongoing	Moderate staff time	Number of summit participants
		IV) Develop a new process to identify priority projects across the region for incorporation into the CEDS.	High priority and immediate	Moderate staff time	Number of eligible projects submitted
		V) Continue building on the Southern Vermont Economy Project Network and connections through enhanced communication of work being done, regular meetings, and increase cooperation around data collection and analysis.	High priority, and short term/ongoing	Moderate staff time	Number of collaborative events and meetings
		VI) Continue to establish relationships and partnerships with neighboring counties that are outside of Vermont to leverage the opportunities, assets, and workforce that exist.	High priority, and short term/ongoing	Moderate staff time	Number of collaborative events and meetings



UNITED STATES DEPARTMENT OF COMMERCE
Economic Development Administration
Philadelphia Regional Office
Robert Nix Building
900 Market Street, Room 602
Philadelphia, PA 19107

JAN 16 2020

Mr. Adam Grinold
Executive Director
Brattleboro Development Credit Corp. Inc.
76 Cotton Mill Hill
Brattleboro, Vermont 05301

Mr. James Sullivan
Executive Director
Bennington County Regional Commission
111 South Street, Suite 203
Bennington, Vermont 05201

Dear Mr. Grinold and Mr. Sullivan:

Thank you for the November 26, 2019 submission of your CEDS document. EDA appreciated the opportunity to review your CEDS document for the period of 2019 through 2023.

We are pleased to inform you that EDA's review of your CEDS document and process align with the regulatory and programmatic requirements and your CEDS has been accepted by EDA. The priorities and focuses outlined within your CEDS document will help form the foundation of how EDA reviews applications for Public Works and Economic Adjustment Assistance Programs from your region.

For your first year of Performance Reporting to EDA, it is advisable to provide estimated costs associated with each of the CEDS activities including identification of integrated funding sources (public, private and non-profit) to support the costs. It is also recommended that time frames for implementation with relevant benchmarks and performance measures be included.

We greatly appreciate the work of the Brattleboro Development Credit Corporation and the Bennington County Regional Commission to develop this innovative, regionally-driven economic development strategy. EDA looks forward to continuing to work with you to help support the goals and priorities outlined in your recently submitted CEDS.

Sincerely,

Linda Cruz-Carnall
Philadelphia Regional Director



THE TOWN OF GUILFORD VERMONT

236 School Road Guilford Vermont 05301-8319

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October 12, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Guilford is a town in Windham County with a 2020 population of 2020 which remains virtually unchanged from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Guilford is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Guilford supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure, and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together. Guilford, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

CHARTERED 1754

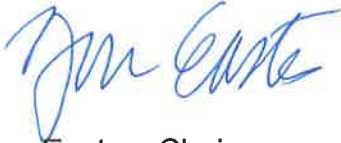
THE TOWN OF GUILFORD VERMONT

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The Town of Guilford supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

On behalf of the Guilford Selectboard,



Zon Eastes, Chair

CHARTERED 1754

Town of Brookline
PO Box 403
Brookline, VT 05345
April 11, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Brookline is a town in Windham County with a 2020 population of 540, virtually unchanged from the 20210 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Brookline is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDs) for the Southern Vermont Zone was completed in 2019. Brookline supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDs priority actions to achieve that vision that were identified through the public processes: increase the population improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Brookline, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDs strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDs planning and development and COVID - 19 relief programs

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy and coordinate founding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Brookline supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District

Thank you,



Dorothy Maggio
Chair of the Brookline Selectboard.

October 13, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Marlboro is a town in Windham County with a 2020 population of 1722, up more than 60% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County, Brattleboro Development Credit Corporation, Windham Regional Commission, and the Bennington County Regional Commission. Marlboro is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Marlboro supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Marlboro, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Marlboro supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

The Marlboro VT Select Board
Aaron Betts, Chair



TOWN OF PUTNEY

P.O. BOX 233 PUTNEY, VT 05346
Tel. 802-387-5862 Fax 802-387-4708
www.putneyvt.org

November 2, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

Dear Adam Grinold,

Putney is a town in Windham County with a 2020 population of 2617, down roughly 3.5% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Regional Commission. Putney is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Putney supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Putney, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Putney supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Respectfully,
Town of Putney

Aileen Chute, Chair

Cc: Putney Selectboard
Z:\Common\Selectboard\Correspondence\11.2.2022 AGBCCD.Sbltrceeds.Doc

October 11, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Readsboro is a town in Windham County with a 2020 population of 702, down 8% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Readsboro is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Readsboro supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Readsboro, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Readsboro supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Raymond Eilers
Readsboro Selectboard, Chair

November 30, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Dummerston is a town in Windham County with a 2020 population of 1865, virtually unchanged from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Dummerston is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Dummerston supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Dummerston, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Dummerston supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Zeke Goodband

October 18, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Rockingham is a town in Windham County with a 2020 population of 4832, down over 9% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Rockingham is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Rockingham supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Rockingham, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Rockingham supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Gary Fox, Economic Development Director

Town of

Wilmington

(802) 464-8591 (Voice)

(802) 464-8477 (FAX)

www.wilmingtonvermont.us

March 8, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Wilmington is a town in Windham County with a 2020 population of 2255, a 16% increase from the 2010 census.

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#) and [Windham Regional Commission](#) and the Bennington County [Bennington County Regional Commission](#). Wilmington is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Wilmington supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure, and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Wilmington, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Wilmington supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Scott A. Tucker
Wilmington Town Manager

October 19, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Townshend is a town in Windham County with a 2020 population of 1291, up 4.5% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Townshend is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Townshend supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Townshend, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Townshend supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,





Town of Whitingham
OFFICE OF THE SELECTBOARD

2948 Vermont Route 100
PO Box 529
Jacksonville, VT 05342

☎ 802.368.7500
@ gig@whitinghamvt.org
🌐 www.whitinghamvt.org

October 5, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Whitingham is a town in Windham County with a 2020 population of 1344, down slightly from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Regional Commission. Whitingham is in the Southern Vermont Economic Development Zone.

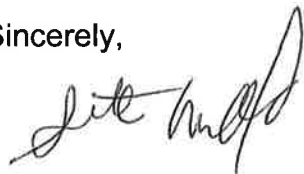
The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Whitingham supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper. The five CEDS priority actions to achieve that vision that were identified through the public process are: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure, and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together. Whitingham, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Whitingham supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott M. Reed". The signature is fluid and cursive, with the first name "Scott" being more prominent than the last name "Reed".

Scott M. Reed
Chair, Whitingham Selectboard

May 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Jamaica is a town in Windham County with a 2020 population of 1005, down just under 3% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Jamaica is in the Southern Vermont Economic Development Zone.

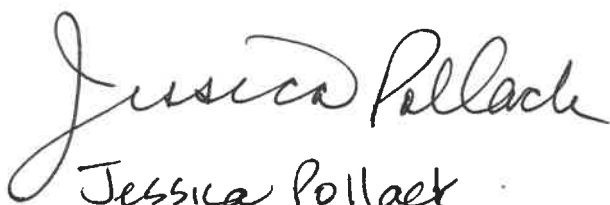
The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Jamaica supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Jamaica, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Jamaica supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Jessica Pollack
Selectboard Chair

Town of Londonderry, Vermont

100 Old School Street
South Londonderry, VT 05155
802-824-3356
www.londonderryvt.org

November 21, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Londonderry is a town in Windham County with a 2020 population of 1919, up 7.8% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Londonderry is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Londonderry supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Londonderry, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Londonderry supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Thomas Cavanagh
Selectboard Chair

TOWN OF WARDSBORO
P.O. BOX 48 WARDSBORO, VERMONT 05355
EST. 1780

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

30 November 2022

To Whom It May Concern,

Wardsboro is a town in Windham County with a 2020 population of 869, down 3.5% from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Wardsboro is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Wardsboro supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Wardsboro, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Wardsboro supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Michelle J. Hull, Selectboard Clerk



TOWN OF NEWFANE
OFFICE OF THE SELECTBOARD
802-365-7772 – Ext. 4
tnewfane@newfanevt.com
P.O. Box 36
Newfane, Vermont 05345

November 9, 2022

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Newfane is a town in Windham County with a 2020 population of 1645, down 4.5% from the 2010 census. The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. Newfane is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Newfane supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Newfane, in partnership with two dozen other towns, has played a key role in planning and implementing an important CEDS strategy, the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Newfane supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Wannetta Powling
Administrative Assistant

Cc: Windham Regional Commission



TOWN OF BENNINGTON

December 9, 2022

To Whom It May Concern,

Bennington is a town in Bennington County with a 2020 population of some 15,000, down slightly from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. The Town of Bennington is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Town of Bennington residents supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Bennington, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Bennington supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District. Thank you.

Sincerely,


Stuart A. Hurd
Town Manager

December 8, 2022

Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

To Whom It May Concern,

Landgrove is a town in Bennington County with a 2020 population of 177, increased from 111 from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. The Town of Landgrove is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Town of Landgrove supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Landgrove, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Landgrove supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Landgrove Select Board

TOWN OF MANCHESTER

40 JEFF WILLIAMS WAY
MANCHESTER CTR, VT 05255
802.362.1313

March 6, 2023

Mr. Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

Manchester is a town in northern Bennington County, Vermont. Manchester's population is approximately 4,300 full time residents, with at least an equal number of second homeowners who are present in the town at different times of year. The overall population is essentially stagnant from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of forty-four (44) towns within the boundaries of Windham County, the Brattleboro Development Credit Corporation and the Windham Regional Commission, and Bennington County and the Bennington County Regional Commission. The Town of Manchester is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Economic Development Zone was completed in 2019. The Town of Manchester supports the 2030 vision for the Southern Vermont Economic Development Zone as home to resilient, creative, and inclusive communities in which businesses and people thrive and prosper. The Town also supports the five (5) CEDS priority actions to achieve that vision as identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure, and develop the Zone's economic development capacity.

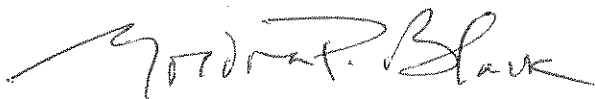
In an era of scarce resources, it is clear that rural areas in Vermont need to work together. Manchester, in partnership with the other participating towns, has played an important role in planning and implementing CEDS strategies, including the expansion of fiber access to every address across Windham and Bennington Counties. Southern Vermont towns have a long history of cooperation, including in such areas as dealing with natural disaster recovery, CEDS planning and development, and COVID-19 relief activities and programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which can lead planning and development of current and future five-year Southern Vermont Zone CEDS and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Manchester fully supports the designation of the Southern Vermont Economic Development Zone as an Economic Development District by the U.S Economic Development Administration

Thank you.

Very Truly Yours,

A handwritten signature in black ink, appearing to read "Gordon P. Black". The signature is fluid and cursive, with a long horizontal stroke at the end.

Gordon P. Black
Economic Development Coordinator
Town of Manchester



www.shaftsburyvt.gov

Town of Shaftsbury

Municipal Offices at Cole Hall

PO Box 409

61 Buck Hill Road

Shaftsbury, VT 05262-0409

802 442 4038

October 17, 2022

Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

To Whom It May Concern,

Shaftsbury is a town in Bennington County with a 2020 population of 3598, up 0.2% from the 2010 census.

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#) and [Windham Regional Commission](#) and the Bennington County [Bennington County Regional Commission](#). The Town of Shaftsbury is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Town of Shaftsbury supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Shaftsbury, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Shaftsbury supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,
Art Whitman Shaftsbury Select Board Chair

TOWN OF STAMFORD, VERMONT

— Chartered 1753 —

986 Main Road, Stamford, VT 05352

stamfordvt.net

Phone (802) 694-1361

Fax (802) 694-1636

January 5, 2023

Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

Dear Mr. Colvin:

Stamford is a town in Bennington County with a 2020 population of 861, up 159 from the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission. The Town of Stamford is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Town of Stamford supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

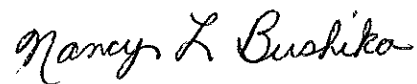
In an era of scarce resources, rural areas need to work together! Stamford, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

Bennington County Regional Commission
January 5, 2023
Page 2

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Stamford supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Sincerely,

A handwritten signature in black ink that reads "Nancy L. Bushika". The signature is written in a cursive style with a large initial 'N' and 'B'.

Nancy L. Bushika

NLB/LS/las

December 5, 2022

Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

To Whom It May Concern,

Arlington is a town in Bennington County with a 2020 population of 2457, up from 2317 in the 2010 census.

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Regional Commission. The Town of Arlington is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Town of Arlington supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

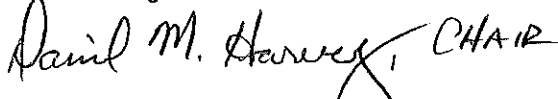
In an era of scarce resources, rural areas need to work together! Arlington, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Arlington supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Town of Arlington Select Board

 CHAIR
DANIEL M. HARVEY

Town of Dorset, Vermont

**Dorset Town Offices:**

PO Box 715
112 Mad Tom Road
East Dorset, VT 05253

Dorset Town Manager's Office:

Phone: 802-362-4571 x 3
Fax: 802-362-5156
Email: townmanager@gmail.com
Website: www.dorsetvt.org

=====*Chartered 1761*=====

November 15, 2022

Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

To Whom It May Concern,

Dorset is a town in Bennington County with a 2020 population of 2133, up roughly 4.5% from the 2010 census.

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#) and [Windham Regional Commission](#) and the Bennington County [Bennington County Regional Commission](#). The Town of Dorset is in the Southern Vermont Economic Development Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Town of Dorset supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Dorset, in partnership with two dozen other towns, has played a key role in planning and implementing CEDS strategies, including the expansion of fiber to every address across Windham and Bennington counties. Southern Vermont towns have a history of working together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and projects within the Southern Vermont Zone.

The Town of Dorset supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Sincerely,

Megan Thorn
Dorset Selectboard Chair

Congress of the United States

Washington, DC 20515

July 26, 2023

The Honorable Gina Raimondo
U.S. Department of Commerce
1401 Constitution Avenue, NW, Suite 71014
Washington, DC 20230

The Honorable Linda Cruz-Carnall
900 Market St. Room 602
Philadelphia, PA 19107

Dear Secretary Raimondo and Regional Director Cruz-Carnall:

We write to express our support for the Southern Vermont Economic Development Zone's request for an Economic Development District (EDD) designation. We are pleased to bring this proposal to your attention.

Created in 2015 by the Vermont Legislature, the Southern Vermont Economic Development Zone (the Zone) fosters collaboration across county and town lines to address the economic and workforce issues within the region. It is comprised of 44 towns served by the Brattleboro Development Credit Corporation, Windham Regional Commission, and Bennington County Regional Commission. Ten of these towns qualify as distressed and have a per capita income that is 80% or less of the national average.

In 2019, the Zone took a key step toward obtaining an EDD designation by establishing a Comprehensive Economic Development Strategy (CEDS). The purpose of the CEDS is to create and execute a plan that meets the Zone's goals of increasing the population, improving physical infrastructure, enhancing social infrastructure, expanding business infrastructure, and developing the Zone's economic development capacity.

Once designated as an EDD, the Zone will increase planning and development of current and future CEDS implementation efforts. Southern Vermont Zones CEDS projects have already resulted in business and infrastructure expansions, the establishment of Ethiopian Community Development Council (ECDC), a refugee office in the region, and expansion of career readiness trainings for secondary students in the Zone. The designation will allow the Zone to focus on further organization, development and implementation of region-wide strategic projects.

Thank you for giving this application the careful consideration it deserves. If we can provide further evidence of our support for this proposal, please do not hesitate to contact us.

Sincerely,



BERNARD SANDERS
United States Senator



PETER WELCH
United States Senator



BECCA BALINT
United States Congresswoman

Agency of Commerce and Community Development

National Life Building – Davis Building, 6th Floor
One National Life Drive
Montpelier, VT 05620-0501
accd.vermont.gov

[phone] 802-828-3211
[fax] 802-828-3383

June 12, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#) and [Windham Regional Commission](#) and the Bennington County [Bennington County Regional Commission](#).

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and will lead the planning and development of the current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. I support the 2030 vision for the Southern Vermont Economic Development Zone: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together, and the Southern Vermont Economic Development Zone is a prime example of the achievement of collaboration for success.

We urge the U.S. Economic Development Administration to support the request to designate the Southern Vermont Economic Development Zone as an Economic Development District.

Sincerely,



Lindsay H. Kurrle
Secretary
Agency of Commerce and Community Development



July 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

Bill Colvin
Bennington County Regional Commission
210 South Street, Suite 6
Bennington, VT 05201

Dear Adam and Bill,

We are the current Senators and Representatives of the Southern Vermont Economic Development Zone, which was created by the Vermont Legislature in 2015. The Zone is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation and Windham Regional Commission and the Bennington County Bennington County Regional Commission.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels, and which will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

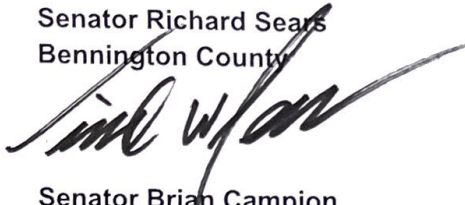
The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. We support the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

We are proud of our Southern Vermont towns, businesses and institutions that have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development and COVID-19 relief programs.

We strongly support your request to the U.S. Economic Development Administration to designate the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Senator Richard Sears
Bennington County



Senator Brian Campion
Bennington County

Representative Seth Bongartz
Manchester



Representative Nelson Brownell
Pownal



Representative Timothy Corcoran
Bennington



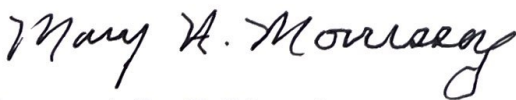
Representative Robin Chesnut Tangerman
Middletown Springs



Representative David Durfee
Shaftsbury



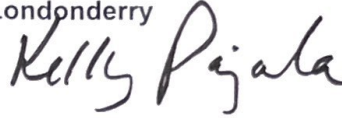
Representative Mary Morrissey
Bennington



Representative Kathleen James
Manchester



Representative Kelly Pajala
Londonderry



Representative Mike Rice
Dorset



Representative Dane Whitman
Bennington



Senator Wendy Harrison
Windham County



Senator Nader Hashim
Windham County



Representative Michele Bos Lun
Westminister



Representative Mollie Burke
Brattleboro



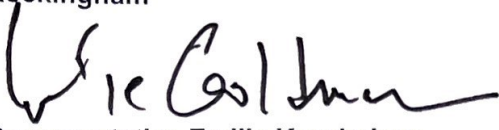
Representative Heather Chase
Chester



Representative Sara Coffey
Guilford



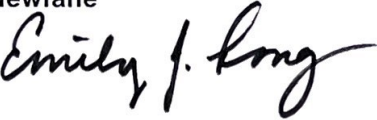
Representative Leslie Goldman
Rockingham



Representative Emilie Kornheiser
Brattleboro



Representative Emily Long
Newfane



Representative Mike Mrowicki
Putney



Representative Tristan Roberts
Halifax



Representative Laura Sibilja
Dover



Representative Tristan Toleno
Brattleboro





June 13, 2023

Adam Grinold
Executive Director
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

Dear Adam:

On behalf of the Windham Regional Commission, I am writing in strong support of the Southern Vermont Economic Development District (EDD), which includes the 27 towns within the boundary of the Windham Region. The Southern Vermont Economic EDD is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Economic Development Zone, which was established by the Vermont legislature in 2015.

The WRC is a political subdivision of the state per 24 V.S.A. § 4341. We are actively engaged in the development and work of the Southern Vermont Economic Zone, and the updating of its comprehensive economic development strategy. The creation of the EDD is consistent and in conformance with the following policies of the Windham Regional Plan, readopted in June, 2021:

Economy Policies (p.23):

- *Promote activities and development that contribute to a strong and diverse economy, providing satisfying and rewarding job opportunities for citizens in all parts of the region and supporting a strong municipal tax base, while maintaining environmental standards and promoting environmental justice.*
- *Generate a variety of stable, year-round jobs with wages and other compensation that provide a livable income, and that include skills training programs and other benefits that contribute to the personal development and quality of life for all workers, particularly in areas with high unemployment or high numbers of workers earning less than a livable wage.*

139 Main Street, Suite 505 / Brattleboro, VT 05301 / Phone: 802-257-4547 / Fax 802-254-6383
www.windhamregional.org

- *Utilize existing financial, physical, and technical resources to facilitate economic development, including the creative use and revitalization of suitable existing space for manufacturing and industrial activities, commerce, housing, and the arts.*
- *Develop and assist the growth of small businesses including home businesses and entrepreneurial ventures that help preserve and revitalize communities.*
- *Support educational programs in technical and trade skills, as well as basic skills such as math and communications, in order to improve the value of opportunities for the region's workforce, both entry-level and advanced.*
- *Support the transition of Vermont Yankee employees into new jobs and industries through the development of specific job re-training programs, and entrepreneurial support strategies.*

The plan recommends that the, “WRC will collaborate with SeVEDS, BDCC, and other entities to promote the creation of meaningful, high-quality jobs and wage levels that will contribute to economic, social, and environmental health.” (p.22)

The Windham Regional Plan supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity. To this end we support the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Sincerely,



Chris Company,
Executive Director

Cc: Gabby Ciuffreda, Chair

June 11, 2023

Adam Grinold, Executive Director
Brattleboro Development Credit Corporation
Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#).
The Old School Enrichment Council, Inc. is in the Southern Vermont Economic Development Zone.

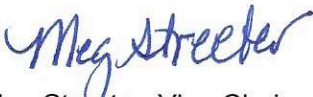
The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Old School Enrichment Council supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs

The Old School Enrichment Council, Inc, owner of the Old School Community Center in Wilmington supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Sincerely yours,



Meg Streeter, Vice-Chair
Old School Enrichment Council, Inc.



June 6, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

Our organization, The Winston Prouty Center for Child and Family Development, is in the [Southern Vermont Economic Development Zone](#). This zone, created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#).

The Winston Prouty Center supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper. We believe the five priority areas identified in the Comprehensive Economic Development Strategy (CEDS) will help our region get there. These areas, developed in a public process, include: increasing the population, improving the physical infrastructure, enhancing social infrastructure, expanding business infrastructure, and developing the Zone's economic development capacity.

The proposed Southern Vermont Economic Development District (EDD), a multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels, is an essential next step in continuing the collaborative work needed to make this vision a reality. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

In an era of scarce resources, rural areas need to work together. Southern Vermont towns, businesses and institutions have a history of CEDS planning and development, implementing our CEDS strategy, coordinating on natural disaster recovery, and organizing COVID-19 relief programs. Our region is primed to take the next step in formalizing this work as an EDD.

The Winston Prouty Center supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

A handwritten signature in black ink that reads "Chloe Learey".

Chloe Learey, Executive Director

NXT STAGE

ARTS PROJECT

May 31, 2023

Keith Marks
Next Stage Arts
15 Kimball Hill
Putney, VT 05346

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). Next Stage Arts is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Next Stage Arts supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Next Stage Arts supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

A handwritten signature in cursive script, appearing to read "Keith Marks".

Keith Marks
Executive Director, Next Stage Arts



June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). Brattleboro Savings and Loan is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Brattleboro Savings and Loan supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Brattleboro Savings and Loan supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Deborah Stephenson

Deb Stephenson
President and CEO
Brattleboro Savings and Loan

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation, Windham Regional Commission and the Bennington County Regional Commission. D.B. McKenna & Co., Inc. is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. D.B. McKenna & Co., Inc. supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

D.B. McKenna & Co., Inc. supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Brian D. McKenna, President

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **Kaman Composites - Vermont** is in the Southern Vermont Economic Development Zone.

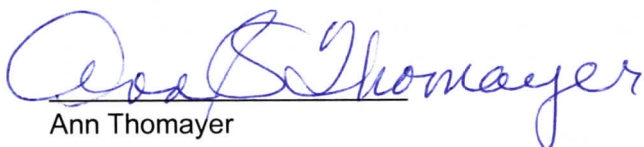
The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. **Kaman Composites - Vermont** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Kaman Composites - Vermont supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Ann Thomayer
Recruiter/HR Generalist

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **Kaman Composites - Vermont** is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. **Kaman Composites - Vermont** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Kaman Composites - Vermont supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Timothy Tiff
General Manager



June 28, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). Mack Molding Co., which is in the Southern Vermont Economic Development Zone, is a custom plastic molder and contract manufacturer employing nearly 700 people in Vermont.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Mack Molding Co. supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Mack Molding Co. supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

A handwritten signature in black ink, appearing to read "L. Hovish", written over a light blue horizontal line.

Larry Hovish
Director of Communications | Mack Molding Company
Larry.hovish@mack.com
(802) 375-0772

Mack Molding Co.

Plastic Design, Molding & Contract Manufacturing
608 Warm Brook Road • Arlington, Vermont 05250 • Phone: 802.375.2511 • Fax (802) 375-1327
www.mack.com
Mack Confidential and Proprietary

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation, Windham Regional Commission and the Bennington County Regional Commission. **Bennington Museum** is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. **Bennington Museum** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure, and develop the Zone's economic development capacity.

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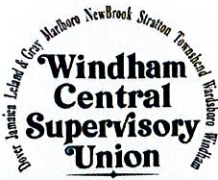
Bennington Museum supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,


Martin Mahoney

Executive Director

mmahoney@benningtonmuseum.org



Windham Central Supervisory Union provides leadership and resources to ensure a strong educational system for all students.

1219 Vermont Route 30 ♦ Townshend, VT 05353

802-365-9510 phone ♦ 802-365-7934 fax

www.windhamcentral.org

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **Windham Central Supervisory Union** is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Windham Central Supervisory Union supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Windham Central Supervisory Union supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

William Anton
Superintendent

Windham Central Supervisory Union

- will ...place students at the center of our decision-making.
- ...build trust and respect by acting ethically, transparently, and with integrity.
- ...operate as a community of learners, committed to developing the skills and capabilities of all.
- ...collaborate, share and seek creative solutions.

Rev:12-2016



Ethiopian Community Development Council, Inc. Multicultural Community Center

112 Hardwood Way Suite 1 • Brattleboro • Vermont 05301 • 8025791763 • Fax 8025791793

Empowering refugees and immigrants since 1983

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation, Windham Regional Commission and the Bennington County Regional Commission. The Ethiopian Community Development Council, Multicultural Community Center (ECDCMCC) is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The Ethiopian Community Development Council, Multicultural Community Center (ECDCMCC) supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

The Ethiopian Community Development Council, Multicultural Community Center (ECDCMCC) supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Joe Wiah

Director, ECDC MCC VT

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **One Londonderry** is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDDS) for the Southern Vermont Zone was completed in 2019. **One Londonderry** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDDS strategy, and work together on natural disaster recovery, CEDDS planning and development, and COVID-19 relief programs.

One Londonderry supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

A handwritten signature in black ink, appearing to read "Elsie Smith". The signature is written in a cursive style and is positioned to the right of the "Thank you," text.

Esther Fishman and Elsie Smith
Co-chairs, One Londonderry Steering Committee

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **Brattleboro Development Credit Corporation** is in the Southern Vermont Economic Development Zone.

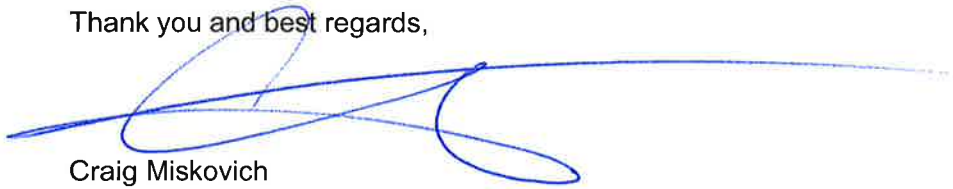
The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. **The Board of the Brattleboro Development Credit Corporation** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

The Board of the Brattleboro Development Credit Corporation supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you and best regards,



Craig Miskovich
President
Brattleboro Development Credit Corporation Board



June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation, Windham Regional Commission and the Bennington County Regional Commission. **The Southeastern Vermont Economic Development Strategies Board, SeVEDS**, is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. **SeVEDS** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

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SeVEDS supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Wendy Harrison
Chair, SeVEDS Board of Directors



Vermont Adult Learning
Learning Lasts a Lifetime!

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation, Windham Regional Commission and the Bennington County Regional Commission. Vermont Adult Learning is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Vermont Adult Learning supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

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Vermont Adult Learning supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Jackie Trepanier
Regional Director, Windham

Mailing Address
P.O. Box 539
Waitsfield, VT 05673
802-560-4057

**Addison County /
Central Office**
99 Maple Street, #18
Middlebury, VT 05753
802-388-4392

Chittenden County
77 College Street
Burlington, VT 05401
802-846-7245

Franklin & Grand Isle
5 Lemnah Dr., Ste. 5
St. Albans, VT 05478
802-524-9233

Rutland County
16 Evelyn St., Ste. 101
Rutland, VT 05701
802-775-0617

Windsor County
100 River St., Ste. 102
Springfield, VT 05156
802-546-0880

Windsor County
225 Maple Street, Unit 6
White River Jct., VT 05001
802-299-2469

Windham County
999 Putney Road
Brattleboro, VT 05301
802-257-9449

May 25, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The Southern Vermont Economic Development Zone, created by the Vermont Legislature in 2015, is made up of the forty-four towns within the boundaries of the Windham County Brattleboro Development Credit Corporation, Windham Regional Commission and the Bennington County Regional Commission. Southwestern Vermont Medical Center is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Southwestern Vermont Health Care (SVHC) supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

SVHC, which is one of the largest employers in the southern Vermont region, has had a history of supporting the region's economic development strategies. We have played a central role in the redevelopment project in downtown Bennington as well as playing a leadership role in the redevelopment efforts of the former Southern Vermont College property. We think the creation of an economic development district in the southern Vermont region would be a major move forward as we continue to

work with the town and other regional officials in creating a more robust economic environment in southern Vermont.

In an era of scarce resources, rural areas need to work together. Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Southwestern Vermont Health Care supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Thomas A. Dee, FACHE
President and CEO



Bennington County Regional Commission

210 SOUTH STREET • SUITE 6 • BENNINGTON, VERMONT 05201 • (802) 442-0713

June 23, 2023

Adam Grinold, Executive Director
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

Dear Adam,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **The Bennington County Regional Commission (BCRC)** is located within the Southern Vermont Economic Development Zone and serves as a key partner to Brattleboro Development Credit Corporation in all Zone-related efforts.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. The BCRC supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

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The BCRC supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

BCRC Executive Committee Members

Nick Zaiac

Daniel Monks

Sheila Kearns

James Salerno

John LaVecchia, Jr.

Dimitri Garder

WESTON

T H E A T E R C O M P A N Y

June 9, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **Weston Theater Company** (formerly Weston Playhouse Theatre Company) is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. Weston Theater Company supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone's economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

Weston supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,



Susanna Gellert
Executive Artistic Director
Weston Theater Company

Susanna Gellert, Executive Artistic Director

Weston Theater Company · 703 Main St. Weston, VT 05161 · 802-824-5288 · westontheater.org



Board of Directors

Kate Bryan
Arlington
Board Chair

Andrew Reed
Manchester
Secretary

Ken Ax
Manchester
Treasurer

Bob Niles
Dorset

Jared Bianchi
Sunderland

Matthew Bykowski
Arlington

Stu Osnow
Londonderry

Proudly Serving:
Arlington
Dorset
Londonderry
Manchester
Peru
Rupert
Sandgate
Sunderland
Stratton
Weston
Winhall

June 1, 2023

Adam Grinold
Brattleboro Development Credit Corporation
76 Cotton Mill Hill
Brattleboro, VT 05301

To Whom It May Concern,

The [Southern Vermont Economic Development Zone](#), created by the Vermont Legislature in [2015](#), is made up of the forty-four towns within the boundaries of the Windham County [Brattleboro Development Credit Corporation](#), [Windham Regional Commission](#) and the [Bennington County Regional Commission](#). **Greater Northshire Access Television, Inc. (GNAT-TV)** is in the Southern Vermont Economic Development Zone.

The Southern Vermont Economic Development District (EDD) is a proposed multi-jurisdictional non-profit entity, which will be recognized at the local, state, and federal levels. It will lead planning and development of current and future five-year Southern Vermont Zone Comprehensive Economic Development Strategy (CEDS) and coordinate funding and implementation for locally based and regionally driven economic development capacity and public and private sector projects within the Southern Vermont Zone.

The first Comprehensive Economic Development Strategy (CEDS) for the Southern Vermont Zone was completed in 2019. **GNAT-TV** supports the 2030 vision for the Southern Vermont Economic Development Zone as home to a resilient, creative, and inclusive community in which businesses and people thrive and prosper, and the five CEDS priority actions to achieve that vision that were identified through the public process: increase the population, improve the physical infrastructure, enhance social infrastructure, expand business infrastructure and develop the Zone’s economic development capacity.

In an era of scarce resources, rural areas need to work together! Southern Vermont towns, businesses and institutions have a history of coming together to plan and implement our CEDS strategy, and work together on natural disaster recovery, CEDS planning and development, and COVID-19 relief programs.

GNAT-TV supports the U.S. Economic Development Administration designating the Southern Vermont Economic Development Zone as an Economic Development District.

Thank you,

Tammie

Tammie M. Reilly
Executive Director, GNAT-TV

STATE OF VERMONT
OFFICE OF SECRETARY OF STATE

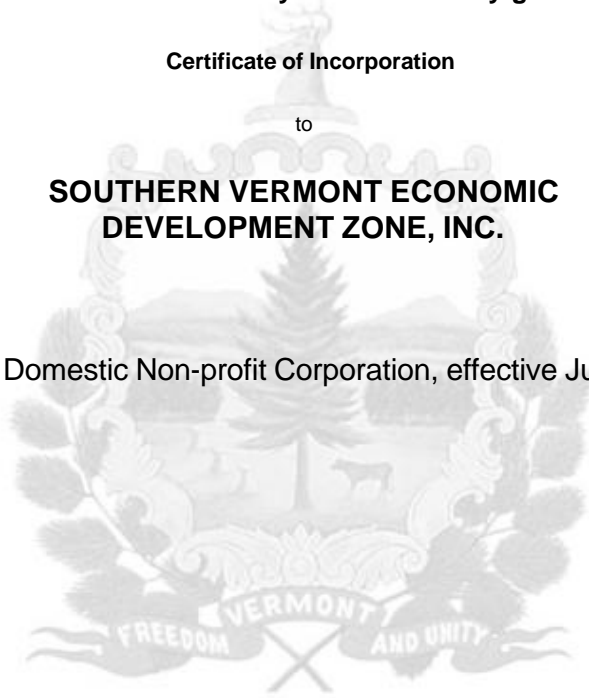
The Office of Secretary of State hereby grants a

Certificate of Incorporation

to

**SOUTHERN VERMONT ECONOMIC
DEVELOPMENT ZONE, INC.**

A Vermont Domestic Non-profit Corporation, effective June 22, 2021



June 23, 2021



Given under my hand and the seal
of the State of Vermont, at
Montpelier, the State Capital

James C. Condos

James C. Condos
Secretary of State

Business ID: 0391310
Filing Number: 0002809728



VERMONT SECRETARY OF STATE
Corporations Division

MAILING ADDRESS: Vermont Secretary of State, 128 State Street, Montpelier, VT 05633-1104
 DELIVERY ADDRESS: Vermont Secretary of State, 128 State Street, Montpelier, VT 05633-1104
 PHONE: 802-828-2386 WEBSITE: sos.vermont.gov

ARTICLES OF INCORPORATION

****ELECTRONICALLY FILED****

FILING NUMBER: 0002809728

FILING DATE: 6/22/2021

EFFECTIVE DATE: 6/22/2021

BUSINESS INFORMATION	
BUSINESS ID	0391310
BUSINESS NAME	SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.
BUSINESS TYPE	Domestic Non-profit Corporation
BUSINESS DESCRIPTION	This a Charitable Organization, Church or Religious Organization, or Private Foundation (as defined by IRS Code 501(c)(3) for federal tax exemption) formed for the purpose of charitable, religious, educational, scientific, literary, testing for public safety, fostering national or international amateur sports competition, or preventing cruelty to children or animals and will not be participating in political activity as defined in sections 501(c)(4) (for Action Organizations) or 527 (for Political Organizations) of the IRS Code.
BUSINESS EMAIL	slenzini@drm.com

STATUS AS A MEMBER ORGANIZATION
This corporation is not a member organization

BENEFIT TYPE
This is a public benefit non-profit corporation

PRINCIPAL OFFICE PHYSICAL ADDRESS			
STREET ADDRESS	90 Prospect Street ,	CITY	St. Johnsbury
STATE	Vermont	ZIP CODE	05819
COUNTRY	United States		

PRINCIPAL OFFICE MAILING ADDRESS			
ADDRESS	P.O. Box 99 ,	CITY	St. Johnsbury
STATE	Vermont	ZIP CODE	05819
COUNTRY	United States		

Incorporator Information		
NAME	PHYSICAL ADDRESS	MAILING ADDRESS
Shannon K. Lenzini	90 Prospect Street, St. Johnsbury, VT, 05819, USA	P.O. Box 99, St. Johnsbury, VT, 05819, USA

AGENT INFORMATION		
NAME	PHYSICAL ADDRESS	MAILING ADDRESS
DOWNS RACHLIN MARTIN PLLC	90 PROSPECT STREET, ST. JOHNSBURY, VT, 05819, USA	P.O. BOX 99, ST. JOHNSBURY, VT, 05819, USA

OTHER PROVISIONS	
FILE NAME	DESCRIPTION
SVECDZ.Articles.pdf	

AUTHORIZER INFORMATION	
AUTHORIZER SIGNATURE	Shannon K. Lenzini
AUTHORIZER TITLE	Incorporator

**ARTICLES OF INCORPORATION
OF
SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.**

Pursuant to the Vermont Nonprofit Corporation Act, the undersigned incorporator, in order to form a nonprofit corporation under the Vermont Nonprofit Corporation Act (the “Act”), certifies as follows:

ARTICLE I

Name

The name of the corporation is Southern Vermont Economic Development Zone, Inc. (the “Corporation”).

ARTICLE II

Duration

The period of duration of the Corporation shall be perpetual.

ARTICLE III

Public Benefit

The Corporation is a public benefit corporation and is not organized for the private gain of any person.

ARTICLE IV

Purposes

The Corporation is a public benefit corporation organized and shall be operated exclusively for charitable purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 as amended (the “Code”). The specific purpose of the Corporation shall be to use the United States Department of Commerce Comprehensive Economic Development Strategy process to aggregate resources to plan for and provide relief to distressed individuals, communities and businesses and to prevent further community degradation in the distressed communities of the Southern Vermont Economic Development Zone which is a region facing significant economic challenges and which zone was established by the Vermont State Legislature to accelerate economic development initiatives that are underway or are needed in the future, and the support of related activities consistent with the goals of the corporation.

ARTICLE V

Members

The Corporation shall be a non-member Corporation.

ARTICLE VI

Restrictions Against Private Benefit, Inurement and Lobbying

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributed to its directors, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in these Articles of Incorporation. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these Articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code and described in Section 509(a)(3) of the Code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code.

ARTICLE VII

Disposition of Assets Upon Dissolution

The property of the Corporation is irrevocably dedicated to the charitable and educational purposes meeting the requirements for exemption provided by Section 501(c)(3) of the Code, and upon the dissolution or winding up of the Corporation, the assets of the Corporation remaining after payment, or provision for payment, of all debts and liabilities of the Corporation, shall be transferred to such organization or organizations as shall at the time qualify as a tax exempt organization or organizations under Sections 501(c)(3) or 509(a)(2) of the Code, as the board of directors shall determine. Any assets not so disposed of shall be disposed of by the court of the county in which the principal office of the Corporation is then located to such organization or organizations, as said court shall determine, which qualify as a tax exempt organization or organizations under Sections 501(c)(3) or 509(a)(2) of the Code.

ARTICLE VIII

Special Provision Relating to Private Foundations

In the event that the Corporation is determined to be a private foundation as that term is defined in Section 509 of the Code, then notwithstanding any other provision of these Articles or the bylaws of the Corporation, the following provisions shall apply:

- (a) The Corporation shall distribute the income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Code.
- (b) The Corporation shall not engage in any act of self-dealing as defined in Section 4941(d) of the Code; nor retain any excess business holdings as defined in Section 4943(c) of the Code; nor make any investments in such manner as to incur tax liability under Section 4944 of the Code; nor make any taxable expenditures as defined in Section 4945(d) of the Code.

ARTICLE IX

Registered Office and Agent

The registered office of the Corporation is located at 90 Prospect Street, St. Johnsbury, Vermont, and its initial registered agent at such address is Downs Rachlin Martin, PLLC.

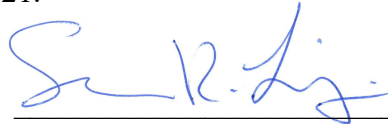
ARTICLE

Name and Address of Incorporator

The name and mailing address of the Incorporator is:

Shannon K. Lenzini
c/o Downs Rachlin Martin PLLC
90 Prospect Street
PO Box 99
St. Johnsbury, VT 05819

Dated as of this 16th day of June, 2021.



Shannon K. Lenzini, Incorporator

20445484.3

SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.
A VERMONT NONPROFIT CORPORATION
BYLAWS

Preamble and Statement of Purpose. The corporation is organized exclusively for charitable, educational, or scientific purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (as amended, the “Code”), and for specifically stated purposes. Without in any way limiting the foregoing general purposes, the specific purpose of the corporation is to use the United States Department of Commerce Comprehensive Economic Development Strategy process to aggregate resources to plan for and provide relief to distressed individuals, communities and businesses and to prevent further community degradation in the distressed communities of the Southern Vermont Economic Development Zone which is a region facing significant economic challenges and which zone was established by the Vermont State Legislature to accelerate economic development initiatives that are underway or are needed in the future, and the support of related activities consistent with the goals of the corporation.

ARTICLE I

Offices

Section 1.1 Business Office. The principal office of the corporation shall initially be located in Brattleboro, Vermont.

Section 1.2 Registered Office. The registered office of the corporation, required by the Vermont Nonprofit Corporation Act (the “Act”), shall be located within the State of Vermont and may be, but need not be, identical with the principal office. The address of the registered office may be changed from time to time.

ARTICLE II

Board of Directors

Section 2.1 General Powers. All corporate powers shall be exercised by or under the authority of, and the business and affairs of the corporation shall be managed under, the direction of the board of directors.

Section 2.2 Number and Qualifications of Directors. The number of directors of the corporation shall be no fewer than three and no more than seven. Directors need not be residents of Vermont.

Section 2.3 Annual and Regular Meetings of the Board of Directors. An annual

meeting of the board of directors shall be held each year before the end of the month of November at a place to be designated. Regular meetings of the board shall be held no fewer than one time per year.

Section 2.5 Special Meeting of the Board. Special meetings of the board of directors may be called by or at the request of the President or any two directors. The person or persons authorized to call special meetings of the board of directors may fix any place, either within or without the State of Vermont, as the place for holding any special meeting of the board of directors called by them.

Section 2.6 Notice of, and Waiver of Notice for, Meetings. Notice of the annual meeting shall be given to all directors at least ten days before the meeting and may be given either orally or in writing (including by telefax or electronic mail). Notice of any regular or special director meeting shall be given at least two days previously thereto either orally or in writing (including by telefax or electronic mail). The business to be transacted at, or the purpose of, any special meeting of the board of directors need not be specified in the notice unless otherwise required by law. If mailed, notice of any director meeting shall be deemed to be effective at the earlier of: (1) when received; (2) five days after deposited in the United States mail, addressed to the director's home address, with postage thereon prepaid; or (3) the date shown on the return receipt if sent by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the director. Any director may waive notice of any meeting. Except as provided in the next sentence, the waiver must be in writing, signed by the director entitled to the notice, and filed with the minutes or corporate records. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business and at the beginning of the meeting (or promptly upon his or her arrival) objects to holding the meeting or transacting business at the meeting, and does not thereafter vote for or assent to action taken at the meeting.

Section 2.7 Director Quorum. A majority of the number of directors on the board shall constitute a quorum for the transaction of business at any meeting of the board of directors.

Section 2.8 Directors, Manner of Acting. The acting of the majority of the directors present at a meeting at which a quorum is present when the vote is taken shall be the act of the board of directors unless the Act or these bylaws require a greater percentage.

Section 2.9 Electronic/Telephone Conference Meeting. Any or all directors may participate in a regular or special meeting by, or conduct the meeting through the use of, any means

of communication by which all directors participating may simultaneously communicate with each other during the meeting, including, but not limited to, an electronic, telecommunications and video- or audio-conferencing conference telephone call. A director participating in a meeting by this means is deemed to be present in person at the meeting.

Section 2.10 Unanimous Written Consent. Any action required or permitted to be taken by the board of directors at a meeting may be taken without a meeting if all of the directors take the action, each one signs a written consent describing the action taken, and the consents are filed with the records of the corporation. Action taken by unanimous written consent is effective when the last director signs the consent, unless the consent specifies a different effective date. A signed consent has the effect of a meeting vote and may be described as such in any document.

Section 2.11 Removal of Directors. The board may remove one or more directors (with or without cause) at a meeting called for that purpose, if at least seven days prior written notice has been given that a purpose of the meeting is such removal, and if at least sixty-six and two-thirds percent of the currently serving directors vote for removal.

Section 2.12 Board of Director Vacancies. If a vacancy occurs on the board of directors, for any reason, the board may fill the vacancy. The term of a director elected to fill a vacancy expires at the next board meeting at which directors are elected. However, if his/her term expires, he/she shall continue to serve until his/her successor is elected and qualified or until there is a decrease in the number of directors.

Section 2.13 Director Committees. The board of directors may create one or more committees and appoint members of the board of directors and of the community at large to serve on them. Each committee must have two or more members, who serve at the pleasure of the board of directors. The sections of this Article II which govern meetings, action without meetings, notice and waiver of notice, quorum and voting requirements of the board of directors, apply to committees and their members. Unless limited by the articles of incorporation, each committee may exercise those aspects of the authority of the board of directors which the board of directors confers upon such committee in the resolution creating the committee. Provided, however, a committee may not: (i) authorize distributions; (ii) approve of or recommend to the members the dissolution of the corporation, the merger or the sale of the corporation or the pledge or transfer of all or substantially all of the corporation's assets; (iii) fill vacancies on the board of directors or on any of its committees; (iv) amend or repeal the articles of incorporation pursuant to the authority of directors to do so granted by Section 10.02 of the Act; or (v) adopt, amend, or repeal bylaws.

Section 2.14 Financially Disinterested Majority. No more than forty-nine percent of the individuals serving on the board may be “financially interested persons” as such term is defined in the Act.

Section 2.15 Conflict of Interest. The board may, from time to time, establish policy guidelines and adopt a conflict of interest policy to protect the interests of the corporation when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director or the corporation or might result in an excess benefit transaction.

Section 2.16 Board Policies. The board may, from time to time, establish policies and procedures that govern all aspects of its operations as it deems appropriate, including without limitation policies that address the recruitment and nomination of directors, orientation of new directors, the creation of board committees and advisory committees, conflicts of interest, and such other matters as the board may determine to be appropriate, provided that such policies may not conflict with these bylaws or the Act.

ARTICLE III

Officers

Section 3.1 Number of Officers. The officers of the corporation shall be a president, a secretary, and a treasurer, each of whom shall be appointed by the board of directors. Such other officers and assistant officers as may be deemed necessary, including any vice-presidents, may be appointed by the board of directors. The same individual may simultaneously hold more than one office in the corporation, except the offices of president and secretary.

Section 3.2 Appointment and Term of Office. The officers of the corporation shall be elected by the board of directors for a term of one year, at the annual meeting and for a term commencing thereat, following the election of directors at such meeting.

Section 3.3 Removal of Officers. Any officer may be removed from office by the board of directors at any time, with or without cause by a vote of at least sixty percent of the currently serving directors. Such removal shall be without prejudice to the contract rights, if any, of the person so removed. Appointment of an officer or agent shall not of itself create contract rights.

Section 3.4 President. The president shall be the principal executive officer of the corporation and, subject to the control of the board of directors, shall in general supervise and control all of the business and affairs of the corporation. The president shall, when present, preside

at all meetings of the board of directors. The president may sign, with the secretary or any other proper officer of the corporation thereunto authorized by the board of directors, contracts or other instruments which the board of directors has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the board of directors or by these bylaws to some other officer or agent of the corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of president and such other duties as may be prescribed by the board of directors from time to time.

Section 3.5 Vice President. If appointed, in the absence of the president or in the event of the president's death, or inability or refusal to act, the vice president shall perform the duties of the president, and when so acting, shall have all the powers of and be subject to all the restrictions upon the president. The vice president shall perform such other duties as from time to time may be assigned by the president or by the board of directors.

Section 3.6 Secretary. The secretary shall: (a) keep the minutes of the proceedings of the board of directors in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (c) be custodian of the corporate records and of any seal of the corporation if there is a seal of the corporation, see that it is affixed to all documents the execution of which on behalf of the corporation under its seal is duly authorized; (d) when requested or required, authenticate any records of the corporation; (e) in general perform all duties incident to the office of the secretary and such other duties as from time to time may be assigned by the president or by the board of directors.

Section 3.7 Treasurer. The treasurer shall: (a) have charge and custody of and be responsible for all funds of the corporation; (b) receive and give receipts for monies due and payable to the corporation from any source whatsoever, and deposit all such monies in the name of the corporation in such banks, trust companies, or other depositories as shall be selected by the board of directors; and (c) in general perform all of the duties incident to the office of treasurer and such other duties as from time to time may be assigned by the president or by the board of directors. If required by the board of directors, the treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety as the board of directors shall determine.

ARTICLE IV

Indemnification of Directors, Officers, Agents and Employees

The corporation shall indemnify any individual made a party to a proceeding because such person is or was a director, officer or employee of the corporation, to the fullest extent permitted

by Vermont law, provided that the director, officer or employee met the standards of conduct set forth in the Act, and only to the extent that the status of the corporation as a tax exempt organization under Section 501(c) of the Code is not affected thereby.

ARTICLE V

Contracts, Checks, Deposits and Gifts

Section 5.1 Contracts. The board of directors may authorize any officer or officers or agent or agents of the corporation, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or may be confined to specific instances.

Section 5.2 Checks, Drafts or Orders. All checks, drafts, or orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers or agent or agents of the corporation, and in such manner as shall from time to time be determined by resolution of the board of directors.

Section 5.3 Deposits. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the board of directors may select.

Section 5.4 Gifts. The board of directors may accept on behalf of the corporation any contribution, gift, bequest, or devise for any purpose of the corporation.

ARTICLE VI

Amendment of Bylaws

Section 6.1 Amendments. The board of directors may amend or repeal the corporation's bylaws by a vote of a majority of the directors then in office at the time the amendment is adopted.

Section 6.2 Notice. The corporation shall provide notice of any meeting of directors at which a bylaws amendment is to be voted on. The notice must state that the purpose (or one of the purposes) of the meeting is to consider a proposed amendment to the bylaws and contain a copy or summary of the amendment.

ARTICLE VII

Dissolution

Upon the dissolution of the corporation, the board of directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation in accordance with this Article VII. The assets of the corporation shall be transferred to such organization or organizations as shall at the time qualify as a tax exempt organization or organizations under Sections 501(c)(3) or 509(a)(2) of the Code, as the board of directors shall determine. Any assets not so disposed of shall be disposed of by the court of the county in which the principal office of the corporation is then located to such organization or organizations, as said court shall determine, which qualify as a tax exempt organization or organizations under Sections 501(c)(3) or 509(a)(2) of the Code.

Adopted on June 22, 2021, by the board of directors of the corporation.

Certified by the Secretary of the corporation.



Chris Company, Secretary



UNITED STATES DEPARTMENT OF COMMERCE
Economic Development Administration
Philadelphia Regional Office
Robert Nix Building
900 Market Street, Room 602
Philadelphia, PA 19107

JAN 16 2020

Mr. Adam Grinold
Executive Director
Brattleboro Development Credit Corp. Inc.
76 Cotton Mill Hill
Brattleboro, Vermont 05301

Mr. James Sullivan
Executive Director
Bennington County Regional Commission
111 South Street, Suite 203
Bennington, Vermont 05201

Dear Mr. Grinold and Mr. Sullivan:

Thank you for the November 26, 2019 submission of your CEDS document. EDA appreciated the opportunity to review your CEDS document for the period of 2019 through 2023.

We are pleased to inform you that EDA's review of your CEDS document and process align with the regulatory and programmatic requirements and your CEDS has been accepted by EDA. The priorities and focuses outlined within your CEDS document will help form the foundation of how EDA reviews applications for Public Works and Economic Adjustment Assistance Programs from your region.

For your first year of Performance Reporting to EDA, it is advisable to provide estimated costs associated with each of the CEDS activities including identification of integrated funding sources (public, private and non-profit) to support the costs. It is also recommended that time frames for implementation with relevant benchmarks and performance measures be included.

We greatly appreciate the work of the Brattleboro Development Credit Corporation and the Bennington County Regional Commission to develop this innovative, regionally-driven economic development strategy. EDA looks forward to continuing to work with you to help support the goals and priorities outlined in your recently submitted CEDS.

Sincerely,

Linda Cruz-Carnall
Philadelphia Regional Director



SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.

Incorporator's Written Consent in Lieu of Organizational Meeting

June 22, 2021

Pursuant to the provisions of section 2.05 of Title 11B of the Vermont Statutes Annotated, the undersigned, being the sole incorporator of Southern Vermont Economic Development Zone, Inc., a Vermont nonprofit corporation (the "Corporation"), does hereby consent to the adoption of the following resolutions, such resolutions to be inserted in the minute book of the Corporation and to have the full force and effect as if adopted at a duly called and held organizational meeting of the incorporator:

RESOLVED: That the following persons shall be elected to serve as members of the Board of Directors of the Corporation and shall complete the organization of the Corporation:

Name

Adam Grinold
William Colvin
Chris Company
Laura Sibia
Jim Sullivan

RESOLVED: That the directors are hereby authorized and directed to take any and all actions necessary or appropriate to organize the Corporation in accordance with the Vermont Nonprofit Corporation Act, Title 11B of the Vermont Statutes Annotated.

RESOLVED: That all powers of the incorporator shall terminate upon her execution of this consent.

Dated as of the date above first written.


Shannon K. Lenzini, Incorporator

SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.

**Directors' Unanimous Written Consent
In Lieu of Meeting**

As of June 22, 2021

Pursuant to the provisions of Section 2.05 of Title 11B of the Vermont Statutes Annotated, the undersigned, being all of the directors of the Southern Vermont Economic Development Zone, Inc., a Vermont nonprofit corporation (the "Corporation"), do hereby consent to the adoption of the following resolutions, such resolutions to be inserted in the minute book of the Corporation and to have the same force and effect as if adopted at a duly called and held organization meeting of the Board of Directors:

- RESOLVED: That the Articles of Incorporation of the Corporation which were duly filed in the office of the Secretary of State of Vermont on June 22, 2021, and the Certificate of Incorporation of the Corporation issued by that office on June 23, 2021, with a copy of the Articles of Incorporation as amended affixed thereto, shall be inserted in the corporate record book before this Consent.
- RESOLVED: That this Board hereby approves as the Bylaws of the Corporation the Bylaws attached as Exhibit A, and that a true copy of said Bylaws shall be inserted in the corporate record book.
- RESOLVED: That this Board hereby approves a Conflict of Interest Policy for the Corporation in the form attached hereto as Exhibit B, and that a true copy of said Conflict of Interest Policy shall be inserted in the corporate record book.
- RESOLVED: That this Board hereby determines that the fiscal year of the Corporation shall end on June 30.
- RESOLVED: That this Board hereby determines that, commencing with the year 2021, the annual meeting of the directors shall be held during the month of November in each year for the purpose of electing Directors and for the transaction of such other business as may be properly brought before the meeting, such meetings to be held at the principal office of the Corporation unless otherwise designated by the Board of Directors.
- RESOLVED: That the following persons are appointed to serve as officers of the Corporation, to occupy the offices set forth opposite their names below, each of whom shall serve in such office until the next annual meeting of the Board of Directors or until his or her successor has been appointed and qualified:

Adam Grinold	President
William Colvin	Treasurer
Chris Campany	Secretary

RESOLVED: That the Secretary of the Corporation is hereby authorized and directed to procure the proper corporate record books for the Corporation; and that the Treasurer is hereby authorized and directed to pay all expenses of organization of the Corporation, including all legal and filing fees.

RESOLVED: That the President and the Treasurer of the Corporation be, and each hereby individually is, authorized: a) to designate one or more banks or similar financial institutions as depositories of the funds of the Corporation; b) to open, maintain and close general and special accounts with any such depositories; c) to cause to be deposited, from time to time in such accounts with any such depository, such funds of the Corporation as such officers deem necessary or advisable, and to designate or change the designation of persons authorized to make such deposits and to endorse checks, drafts and other instruments for deposit; d) to designate, change or revoke the designation, from time to time, of persons authorized to sign or countersign checks, drafts, or other orders for the payment of money issued in the name of the Corporation against any funds deposited in any of such accounts; e) to authorize the use of facsimile signatures for the signing or countersigning of checks, drafts or other orders for the payment of money, and to enter into such agreements as banks and similar financial institutions customarily require as a condition for permitting the use of facsimile signatures; and f) to make such general and special rules and regulations with respect to such accounts as they may deem necessary and advisable and to complete, execute, and certify any customary printed blank signature card forms in order to exercise conveniently the authority granted by this resolution and any resolutions printed on such cards are deemed adopted as a part of this resolution.

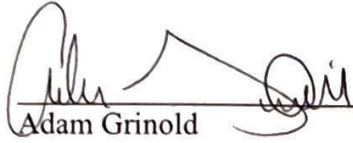
RESOLVED: That all form resolutions required by any such depository be, and they hereby are, adopted in such form utilized by such depository, and that the Secretary be, and she hereby is, authorized to certify such resolution as having been adopted at this meeting.

RESOLVED: That any such depository to which a certified copy of these resolutions has been delivered by the Secretary of the Corporation be, and it hereby is, authorized and entitled to rely upon such resolutions for all purposes until it shall have received written notice of the revocation or amendment of these resolutions adopted by the Board of Directors of the Corporation.

- RESOLVED: That all acts of the Incorporator and duly authorized agents of the Corporation heretofore taken and performed are hereby approved, ratified, confirmed and adopted by the Corporation as duly authorized acts of the Corporation.
- RESOLVED: That the proper officers of the Corporation are hereby authorized to look into and to obtain any liability or other forms of insurance coverage required in the operation of the Corporation.
- RESOLVED: That the proper officers of the Corporation are hereby authorized to hire, when necessary and at terms left to the discretion of the President, any part-time or full-time employees in order to meet the needs of the Corporation's business; provided, however, that the terms of employment of the President shall be determined by the Board of Directors.
- RESOLVED: That the proper officers of the Corporation are hereby authorized to obtain any supplies, equipment, or other items as required by the Corporation in the ordinary course of its business; and that the President and/or anyone else so designated by the President, is hereby authorized, in the name and on behalf of the Corporation, to enter into any contracts for or to purchase or lease said supplies and equipment.
- RESOLVED: That this Board hereby authorizes and directs the proper officers, or any of them, to take all such further action, to obtain all consents and approvals necessary or advisable, and to execute and deliver all such agreements, documents and instruments, in the name and on behalf of the Corporation and under its corporate seal or otherwise, as in their judgment shall be necessary, proper or advisable in order fully to accomplish the purposes of the foregoing resolutions.
- RESOLVED: That the Corporation is authorized to apply to the U.S. Internal Revenue Service for recognition of exemption as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, with such application, if any, to be filed at such time as the President deems necessary and appropriate in the President's discretion.
- RESOLVED: That this Unanimous Written Consent may be executed in one or more counterparts, all of which shall constitute one and the same instrument.

[Signature page follows.]

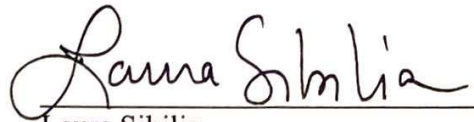
WHEREUPON, the undersigned, being all of the Directors of the Corporation, have executed this Unanimous Written Consent as of the date set forth above.



Adam Grinold

William Colvin

Chris Company

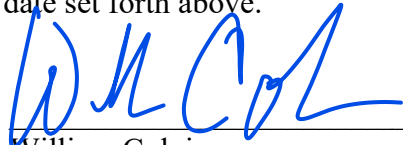


Laura Sibilía

Jim Sullivan

WHEREUPON, the undersigned, being all of the Directors of the Corporation, have executed this Unanimous Written Consent as of the date set forth above.

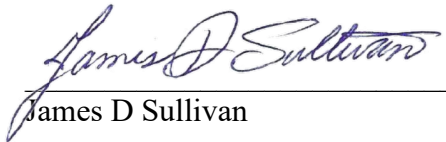
Adam Grinold



William Colvin

Chris Company

Laura Sibia



James D Sullivan

WHEREUPON, the undersigned, being all of the Directors of the Corporation, have executed this Unanimous Written Consent as of the date set forth above.

Adam Grinold

William Colvin

Chris Company

Chris Company

Laura Sibia

Jim Sullivan

EXHIBIT A

BYLAWS

SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.
A VERMONT NONPROFIT CORPORATION
BYLAWS

Preamble and Statement of Purpose. The corporation is organized exclusively for charitable, educational, or scientific purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (as amended, the “Code”), and for specifically stated purposes. Without in any way limiting the foregoing general purposes, the specific purpose of the corporation is to use the United States Department of Commerce Comprehensive Economic Development Strategy process to aggregate resources to plan for and provide relief to distressed individuals, communities and businesses and to prevent further community degradation in the distressed communities of the Southern Vermont Economic Development Zone which is a region facing significant economic challenges and which zone was established by the Vermont State Legislature to accelerate economic development initiatives that are underway or are needed in the future, and the support of related activities consistent with the goals of the corporation.

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Section 2.2 Number and Qualifications of Directors. The number of directors of the corporation shall be no fewer than three and no more than seven. Directors need not be residents of Vermont.

Section 2.3 Annual and Regular Meetings of the Board of Directors. An annual

meeting of the board of directors shall be held each year before the end of the month of November at a place to be designated. Regular meetings of the board shall be held no fewer than one time per year.

Section 2.5 Special Meeting of the Board. Special meetings of the board of directors may be called by or at the request of the President or any two directors. The person or persons authorized to call special meetings of the board of directors may fix any place, either within or without the State of Vermont, as the place for holding any special meeting of the board of directors called by them.

Section 2.6 Notice of, and Waiver of Notice for, Meetings. Notice of the annual meeting shall be given to all directors at least ten days before the meeting and may be given either orally or in writing (including by telefax or electronic mail). Notice of any regular or special director meeting shall be given at least two days previously thereto either orally or in writing (including by telefax or electronic mail). The business to be transacted at, or the purpose of, any special meeting of the board of directors need not be specified in the notice unless otherwise required by law. If mailed, notice of any director meeting shall be deemed to be effective at the earlier of: (1) when received; (2) five days after deposited in the United States mail, addressed to the director's home address, with postage thereon prepaid; or (3) the date shown on the return receipt if sent by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the director. Any director may waive notice of any meeting. Except as provided in the next sentence, the waiver must be in writing, signed by the director entitled to the notice, and filed with the minutes or corporate records. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business and at the beginning of the meeting (or promptly upon his or her arrival) objects to holding the meeting or transacting business at the meeting, and does not thereafter vote for or assent to action taken at the meeting.

Section 2.7 Director Quorum. A majority of the number of directors on the board shall constitute a quorum for the transaction of business at any meeting of the board of directors.

Section 2.8 Directors, Manner of Acting. The acting of the majority of the directors present at a meeting at which a quorum is present when the vote is taken shall be the act of the board of directors unless the Act or these bylaws require a greater percentage.

Section 2.9 Electronic/Telephone Conference Meeting. Any or all directors may participate in a regular or special meeting by, or conduct the meeting through the use of, any means

of communication by which all directors participating may simultaneously communicate with each other during the meeting, including, but not limited to, an electronic, telecommunications and video- or audio-conferencing conference telephone call. A director participating in a meeting by this means is deemed to be present in person at the meeting.

Section 2.10 Unanimous Written Consent. Any action required or permitted to be taken by the board of directors at a meeting may be taken without a meeting if all of the directors take the action, each one signs a written consent describing the action taken, and the consents are filed with the records of the corporation. Action taken by unanimous written consent is effective when the last director signs the consent, unless the consent specifies a different effective date. A signed consent has the effect of a meeting vote and may be described as such in any document.

Section 2.11 Removal of Directors. The board may remove one or more directors (with or without cause) at a meeting called for that purpose, if at least seven days prior written notice has been given that a purpose of the meeting is such removal, and if at least sixty-six and two-thirds percent of the currently serving directors vote for removal.

Section 2.12 Board of Director Vacancies. If a vacancy occurs on the board of directors, for any reason, the board may fill the vacancy. The term of a director elected to fill a vacancy expires at the next board meeting at which directors are elected. However, if his/her term expires, he/she shall continue to serve until his/her successor is elected and qualified or until there is a decrease in the number of directors.

Section 2.13 Director Committees. The board of directors may create one or more committees and appoint members of the board of directors and of the community at large to serve on them. Each committee must have two or more members, who serve at the pleasure of the board of directors. The sections of this Article II which govern meetings, action without meetings, notice and waiver of notice, quorum and voting requirements of the board of directors, apply to committees and their members. Unless limited by the articles of incorporation, each committee may exercise those aspects of the authority of the board of directors which the board of directors confers upon such committee in the resolution creating the committee. Provided, however, a committee may not: (i) authorize distributions; (ii) approve of or recommend to the members the dissolution of the corporation, the merger or the sale of the corporation or the pledge or transfer of all or substantially all of the corporation's assets; (iii) fill vacancies on the board of directors or on any of its committees; (iv) amend or repeal the articles of incorporation pursuant to the authority of directors to do so granted by Section 10.02 of the Act; or (v) adopt, amend, or repeal bylaws.

Section 2.14 Financially Disinterested Majority. No more than forty-nine percent of the individuals serving on the board may be “financially interested persons” as such term is defined in the Act.

Section 2.15 Conflict of Interest. The board may, from time to time, establish policy guidelines and adopt a conflict of interest policy to protect the interests of the corporation when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director or the corporation or might result in an excess benefit transaction.

Section 2.16 Board Policies. The board may, from time to time, establish policies and procedures that govern all aspects of its operations as it deems appropriate, including without limitation policies that address the recruitment and nomination of directors, orientation of new directors, the creation of board committees and advisory committees, conflicts of interest, and such other matters as the board may determine to be appropriate, provided that such policies may not conflict with these bylaws or the Act.

ARTICLE III

Officers

Section 3.1 Number of Officers. The officers of the corporation shall be a president, a secretary, and a treasurer, each of whom shall be appointed by the board of directors. Such other officers and assistant officers as may be deemed necessary, including any vice-presidents, may be appointed by the board of directors. The same individual may simultaneously hold more than one office in the corporation, except the offices of president and secretary.

Section 3.2 Appointment and Term of Office. The officers of the corporation shall be elected by the board of directors for a term of one year, at the annual meeting and for a term commencing thereat, following the election of directors at such meeting.

Section 3.3 Removal of Officers. Any officer may be removed from office by the board of directors at any time, with or without cause by a vote of at least sixty percent of the currently serving directors. Such removal shall be without prejudice to the contract rights, if any, of the person so removed. Appointment of an officer or agent shall not of itself create contract rights.

Section 3.4 President. The president shall be the principal executive officer of the corporation and, subject to the control of the board of directors, shall in general supervise and control all of the business and affairs of the corporation. The president shall, when present, preside

at all meetings of the board of directors. The president may sign, with the secretary or any other proper officer of the corporation thereunto authorized by the board of directors, contracts or other instruments which the board of directors has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the board of directors or by these bylaws to some other officer or agent of the corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of president and such other duties as may be prescribed by the board of directors from time to time.

Section 3.5 Vice President. If appointed, in the absence of the president or in the event of the president's death, or inability or refusal to act, the vice president shall perform the duties of the president, and when so acting, shall have all the powers of and be subject to all the restrictions upon the president. The vice president shall perform such other duties as from time to time may be assigned by the president or by the board of directors.

Section 3.6 Secretary. The secretary shall: (a) keep the minutes of the proceedings of the board of directors in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (c) be custodian of the corporate records and of any seal of the corporation if there is a seal of the corporation, see that it is affixed to all documents the execution of which on behalf of the corporation under its seal is duly authorized; (d) when requested or required, authenticate any records of the corporation; (e) in general perform all duties incident to the office of the secretary and such other duties as from time to time may be assigned by the president or by the board of directors.

Section 3.7 Treasurer. The treasurer shall: (a) have charge and custody of and be responsible for all funds of the corporation; (b) receive and give receipts for monies due and payable to the corporation from any source whatsoever, and deposit all such monies in the name of the corporation in such banks, trust companies, or other depositories as shall be selected by the board of directors; and (c) in general perform all of the duties incident to the office of treasurer and such other duties as from time to time may be assigned by the president or by the board of directors. If required by the board of directors, the treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety as the board of directors shall determine.

ARTICLE IV

Indemnification of Directors, Officers, Agents and Employees

The corporation shall indemnify any individual made a party to a proceeding because such person is or was a director, officer or employee of the corporation, to the fullest extent permitted

by Vermont law, provided that the director, officer or employee met the standards of conduct set forth in the Act, and only to the extent that the status of the corporation as a tax exempt organization under Section 501(c) of the Code is not affected thereby.

ARTICLE V

Contracts, Checks, Deposits and Gifts

Section 5.1 Contracts. The board of directors may authorize any officer or officers or agent or agents of the corporation, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or may be confined to specific instances.

Section 5.2 Checks, Drafts or Orders. All checks, drafts, or orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers or agent or agents of the corporation, and in such manner as shall from time to time be determined by resolution of the board of directors.

Section 5.3 Deposits. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the board of directors may select.

Section 5.4 Gifts. The board of directors may accept on behalf of the corporation any contribution, gift, bequest, or devise for any purpose of the corporation.

ARTICLE VI

Amendment of Bylaws

Section 6.1 Amendments. The board of directors may amend or repeal the corporation's bylaws by a vote of a majority of the directors then in office at the time the amendment is adopted.

Section 6.2 Notice. The corporation shall provide notice of any meeting of directors at which a bylaws amendment is to be voted on. The notice must state that the purpose (or one of the purposes) of the meeting is to consider a proposed amendment to the bylaws and contain a copy or summary of the amendment.

ARTICLE VII

Dissolution

Upon the dissolution of the corporation, the board of directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation in accordance with this Article VII. The assets of the corporation shall be transferred to such organization or organizations as shall at the time qualify as a tax exempt organization or organizations under Sections 501(c)(3) or 509(a)(2) of the Code, as the board of directors shall determine. Any assets not so disposed of shall be disposed of by the court of the county in which the principal office of the corporation is then located to such organization or organizations, as said court shall determine, which qualify as a tax exempt organization or organizations under Sections 501(c)(3) or 509(a)(2) of the Code.

Adopted on June 22, 2021, by the board of directors of the corporation.

Certified by the Secretary of the corporation.



Chris Company, Secretary

EXHIBIT B

CONFLICT OF INTEREST POLICY

SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.

CONFLICT OF INTEREST POLICY

Adopted as of June 22, 2021

Article I. Purpose

The purpose of the conflict of interest policy is to protect the interests of Southern Vermont Economic Development Zone, Inc. (the “Corporation”) when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Corporation or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Article II. Definitions

1. Interested Person: Any director, principal officer, or member of a committee with powers delegated by the board of directors (the “Board”) of the Corporation, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest: A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

a. An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement;

b. A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement; or

c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the Board or appropriate committee decides that a conflict of interest exists.

Article III. Procedures

1. Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Board and members of committees with Board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he or she shall leave the Board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest.

a. An interested person may make a presentation at the Board or committee meeting, but after the presentation, he or she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

b. The chairperson of the Board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

c. After exercising due diligence, the Board or committee shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy.

a. If the Board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV. Records of Proceedings

1. The minutes of the Board and all committees with Board delegated powers shall contain:

a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Board's or committee's decision as to whether a conflict of interest in fact existed.

b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V. Compensation

1. A voting member of the Board who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

2. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

3. No voting member of the Board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI. Annual Statements

Each director, principal officer and member of a committee with Board delegated powers shall annually sign a statement which affirms such person:

1. Has received a copy of the conflict of interest policy,
2. Has read and understands the policy,
3. Has agreed to comply with the policy, and
4. Understands the Corporation is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII. Periodic Reviews

To ensure the Corporation operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

1. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.

2. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Corporation's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Article VIII. Use of Outside Experts

When conducting the periodic reviews as provided for in Article VII, the Corporation may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted

SOUTHERN VERMONT ECONOMIC DEVELOPMENT ZONE, INC.

CONFLICT OF INTEREST POLICY

Adopted as of June 22, 2021

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c. After exercising due diligence, the Board or committee shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

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