

FLAGLER COUNTY



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Flagler
COUNTY FLORIDA



DEPARTMENT OF ECONOMIC OPPORTUNITY

www.FlaglerCountyEDC.com



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Welcome to Flagler County

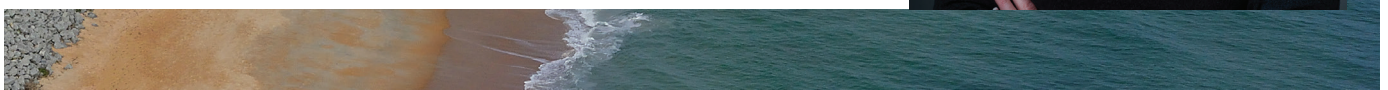


“ Flagler County is a beautiful coastal community located in the strongest economic corridor in Florida. Strategically located on the east coast of Florida, we are the northeastern tip of the Florida High Tech Corridor and the southernmost edge of the JaxUSA, Northeast Florida Regional Economic Development Partnership.

Companies that locate in Flagler County control their costs, reduce their tax burden, and plan their growth in a stable environment. We offer a lower cost of operation, the benefit of a skilled workforce, and the advantage of a multi-modal transportation network. You and your employees will find the perfect blend of business incentives, infrastructure and unsurpassed quality of life.



Helga van Eckert Executive Director



LOCAL BENEFITS FOR CORPORATE SERVICES

THE FLAGLER COUNTY COMPETITIVE EDGE

Our comprehensive “Business Concierge” approach is accelerating the growth and diversity of industry in our community. Streamlined processes, employee recruitment and maximized productivity increase your company’s bottom-line. Whether your business is a tech support center, finance firm, a service provider or other established professional technology business, Flagler County provides the environment, workforce and business assistance you need to succeed.

BUSINESS CONCIERGE SERVICES: We understand the intricacies of business, as such, our level of business assistance and attention to detail is unparalleled.

COMPETITIVE COST OF DOING BUSINESS
While Florida offers an economical alternative to other competitive states with land, labor, and capital being more affordable, Flagler County is extremely competitive within the State of Florida. We provide an environment where the cost of doing business is even more advantageous.

CREATIVE INCENTIVE PROGRAMS: We are aggressively seeking to expand the local economy and offer competitive performance-based incentive programs.

COST-EFFECTIVE TAX & WAGE STRUCTURE: We have a business-friendly tax climate, no State income tax, and our average annual wage is less than the national average.

FAVORABLE COST-OF-LIVING: Our Cost-of-Living index is below the national average.

BUSINESS RETENTION AND EXPANSION (BR&E) PROGRAM:

A healthy, vibrant local economy depends on the well-being of local businesses. Our BR&E program maintains a dialogue between the local businesses, economic development entities, and state and local decision makers. Effective communication and long term partnerships that result in proactive identification and resolution of industry-related issues, concerns and opportunities.



COMPARATIVE COSTS FOR COMPANIES IN FLORIDA VS. OTHER STATES	FLORIDA	CALIFORNIA	GEORGIA	NEW JERSEY
PERSONAL INCOME TAX RATE (HIGHEST RATE)	NONE	13.30%	6.00%	8.9%
CORPORATE INCOME TAX OR GROSS RECEIPTS TAX RATE (HIGHEST RATE)	5.50%	8.84%	6.00%	9.00%
STATE BUSINESS TAX CLIMATE RANKING	5	48	36	50
PRIVATE SECTOR UNION MEMBERSHIP	2.50%	9.20%	2.90%	8.90%
AVERAGE ANNUAL WAGE	\$42,860	\$55,260	\$45,420	\$54,950

SKILLED WORKFORCE & TRAINING: We boast excellent customized employee training programs as well as a talent pipeline through The University of Central Florida, and Daytona State College.

PROXIMITY TO INNOVATION : Flagler County is the northernmost tip of Florida's High Tech Corridor, a regional economic development initiative whose mission is to grow the technology industry and innovation in the region through research, workforce and marketing partnerships. This provides an established research pipeline and partner. Our technology-rich region is drawn together by its three research universities.

FIBER OPTICS INTERNET REDUNDANCY & SECURITY : Consistent reliability, higher speeds and dedicated bandwidth give businesses that locate in Flagler County a distinct technological advantage. Fiber optics internet is the preferred choice for national and international businesses that require a fast, reliable, secure internet connection.

RELIABLE POWER: FPL is the most reliable utility in Florida and is recognized as having the best comprehensive reliability performance in the nation. It currently serves many mission critical facilities offering absolute redundancies and provides 100% reliability to those customers.

Job Title	MSA	Florida	National
Computer User Support Specialists	17.29	20.06	32.33
Telemarketers	11.60	11.13	12.73
First-Line Supervisors of Office and Administrative Support Workers	21.58	23.87	24.42
Telephone Operators	10.67	11.32	19.62
Bill and account collectors	16.09	15.90	17.60
Customer Service Representatives	12.93	13.73	16.62
Order Clerks	13.10	13.16	16.38
Computer Operators	14.17	17.95	20.26
Data Entry Keyers	11.31	13.25	14.81

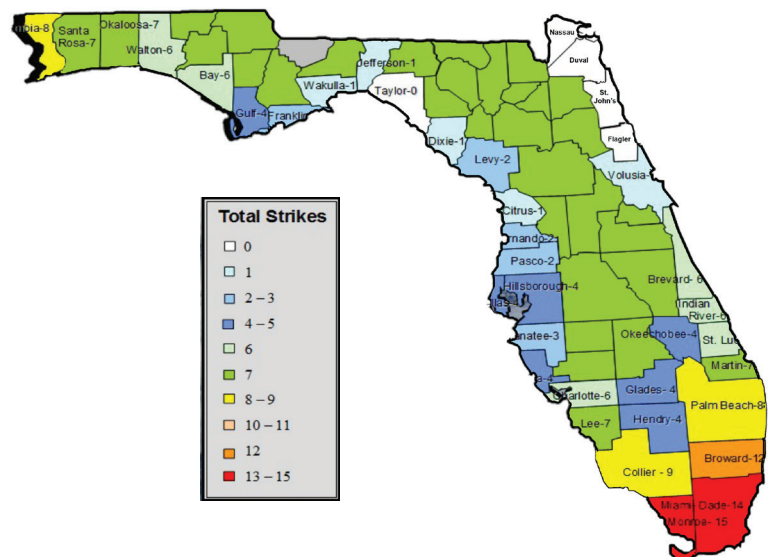
Regional Tech Support Companies	
Company	Employees
Palm Coast Data LLC, Palm Coast	935
Frontier Communications, DeLand	689
ILD Corp., St. Augustine	400
Coastal Cloud, Palm Coast	105
ACI, Palm Coast	80

NO ICE, NO SNOW, NO HURRICANES :

Flagler County has never suffered a direct hit by what the National Hurricane Center classifies as a "Major Hurricane." The National Hurricane Center defines major hurricanes as Category 3 and higher. Additionally the county has never had a hurricane make landfall on our shores.

This region is one of the least likely places on the Atlantic or Gulf Coasts to experience a hurricane. Due to a "recurvature effect", storms heading toward the area are influenced by the Bermuda high pressure system from the west and are driven northward.

FLORIDA HURRICANE STRIKE MAP



COMMUTER ACCESSIBILITY: Company officers and employees will benefit from the ease of access to major highway, the local corporate airport and nearby regional international airports.

LIFESTYLE: Every community promises a great quality of life; We deliver.



FLAGLER COUNTY FINANCIAL INCENTIVES

FINANCIAL ADVANTAGES

STATE QTI INCENTIVES ARE DOUBLED IN FLAGLER



Competing in today's global market is challenging. Selecting a business location should not be. That's why Flagler County and Florida have developed a business-friendly environment where an entrepreneurial spirit, competitive costs and streamlined regulations are the drivers that enable businesses like yours to innovate and grow. We understand your business needs and stand ready to welcome your company with our creative workforce, global connectivity and high quality of life.

Below is a list of the potential incentives offered by the State and the County that we will customize to benefit your business.

FLORIDA STATE INCENTIVES

FLORIDA QUALIFIED TARGET INDUSTRY INCENTIVE – The State offers a tax refund based on the number of employees hired at a wage that is 15% above the local average. Businesses that locate in Flagler County are entitled to up to DOUBLE the incentive offered in many other Florida communities.

FLORIDA QUICK RESPONSE TRAINING GRANT – This grant provides funding for customized employee training to new and expanding businesses.

CAPITAL INVESTMENT TAX CREDIT (CITC) - The CITC is an annual credit, provided for up to twenty years, against your corporate income tax. Eligible projects must create a minimum of 100 jobs and invest at least \$25 million in eligible capital costs. Eligible capital costs include all expenses incurred in the acquisition, construction, installation, and equipping of a project from the beginning of construction to the commencement of operations.

INCUMBENT WORKER TRAINING (IWT) - This program provides employers with funds to train currently employed workers in an effort to keep their firms and workers competitive. The program addresses retraining to meet changing skill requirements caused by new technology, retooling, new product lines and new organizational structures.

SALES TAX EXEMPTIONS: Florida offers sales and use tax exemptions on a variety of business purchases, including machinery and equipment used by a new or expanding manufacturer, research and development equipment, and certain other items.

FLORIDAFLEX: FLORIDAFLEX provides grant funding for customized training to new or expanding businesses. The program is flexible and structured to respond quickly to meet business training objectives. Reimbursable training expenses include: instructor's/trainers' salaries, curriculum development, textbooks/manuals, and material/supplies.

LOCAL INCENTIVES

Flagler County is aggressively seeking to further expand and diversify the local economy. As such, our creative local incentives separate us from competing communities.

FLAGLER COUNTY CASH EMPLOYMENT INCENTIVE - The County offers a performance-based cash incentive program. The value is based on the number of employees hired and the average wage.



We look forward to further understanding your plans and process so that we can customize an incentive program for you.

FLAGLER COUNTY NEW CONSTRUCTION INCENTIVE – This grant provides funds to companies that relocate to Flagler County and construct new facilities. The incentive is based on assessed value of the final construction paid annually over 10 years.

FLAGLER COUNTY/CITY OF BUNNELL IMPACT FEE MORATORIUM – Transportation impact fees have been eliminated in some areas of the county.

UTILITY INCENTIVES – TECO GAS– Lowest Rate in Florida - TECO gas also provides custom technical support and expertise to new and expanding customers.

UTILITY INCENTIVES – FPL Electric, Florida Power and Light 5-25% Rate Discount - They already offer the lowest electric rates in Florida. FPL, our partner for electricity, offers new and expanding Flagler County businesses additional discounts between 5% and 25%, based on use. Additionally their economic development rates are 17% - 37% below the national average.

CITY OF PALM COAST CASH EMPLOYMENT INCENTIVE – Palm Coast offers a performance-based cash incentive program. The value is based on the number of employees hired and retained and the average wage.

CAREERSOURCE EMPLOYEE TRAINING INCENTIVE – A catalyst for creating and nurturing world-class talent, CareerSource offers performance-based employee training incentives. A maximum value of \$50,000 per year is available to local businesses.

RESEARCH AND DEVELOPMENT MATCHING GRANT INCENTIVE – Flagler County businesses can benefit from grants in collaboration with the major Florida Universities, that also allows our businesses to engage the top talent in the region for your company research and development projects. (Subject to research initiative acceptance)

FIBER OPTIC INCENTIVE – Depending on the area of the County that you locate, there may be multi-year service and set up fee rebates of up to \$25,000.

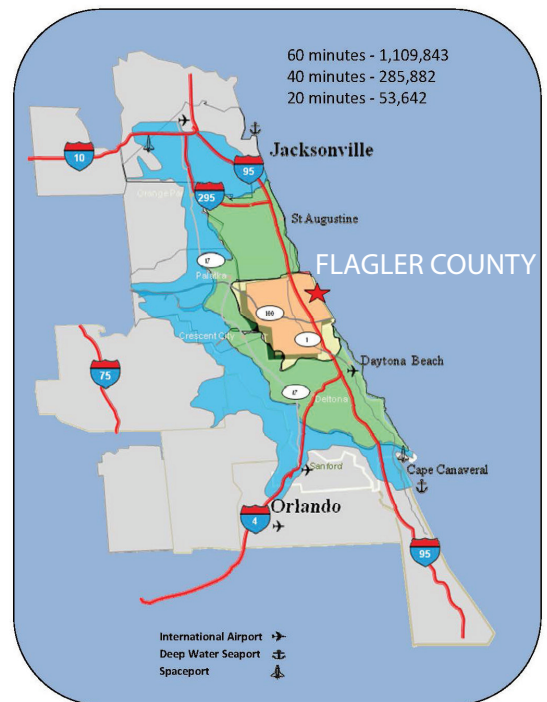
THE WORKFORCE

LET FLAGLER COUNTY WORK FOR YOU

Our Workforce: A reliable, skilled workforce is critical for any expanding or relocating business. Equally essential is a continued pipeline of future employees. Based on a report by Boyette Strategic Advisors, Flagler County has the highest growth rate (11.4%) within the Millennial and GenZ generational categories in the region, which is also greater than the State and National rates. CareerSource Flagler/Volusia conducted an employee database search of the immediate area and learned that there are hundreds of regional jobseekers currently online with CareerSource skills applicable to the industry. Finally, Flagler County's average annual salary and the Northeast Florida target sector average wage are extremely competitive, as demonstrated on the chart to the right.

Our charge is to provide a workforce that is able to keep up with rapidly changing technology in order to stay competitive in today's global marketplace. Therefore, Flagler County has developed relationships with local businesses, educational institutions, workforce boards and manufacturing associations to develop professional training programs. These relationships create custom programs for your employees' professional growth and development.

Workforce Availability: Commuting Distance



Millennials and GenZ Growth

	2016	2021	Change
Flagler County	31,626	35,234	11.4%
Volusia County	167,849	170,452	1.5%
Deltona-Daytona-Ormond MSA	199,475	205,686	3.1%
Florida	7,410,520	7,728,145	4.3%

	2016	2021	Change
St. Johns County	80,438	88,094	9.5%
Duval County	377,662	383,501	1.5%
Jacksonville MSA	574,875	590,366	2.7%
U.S.	129,554,099	130,943,150	1.0%

Custom Training Programs—Flagler County boasts excellent technical employee training programs. For example, Daytona State College offers certificates and degrees in a number of technical, business and finance programs. Additionally, the college staff is experienced at creating a customized course curriculum to fit your company's needs.

Customized Workforce Digital Recruitment: Flagler County offers our businesses the opportunity to brand their own microsite on YouCanInFlaglerCounty.com, the area's most comprehensive workforce recruitment website. This strategic resource, targeted at Millennial and Gen-X professionals, is designed to uniquely meet the recruiting and hiring needs of companies relocating to Flagler County.

Cash Reimbursement Program— One of the grants available to our businesses is the On-The-Job Training program. This grant provides a great advantage to our local businesses and workforce. It is designed to invest in your company and your employee through continued training. The employee must be with the company for a minimum of ninety days in order to be eligible for the program. All training contracts and reimbursements are subject to funding availability.

Employee Recruitment Services—In addition to assisting companies with job posting needs, CareerSource Flagler/Volusia provides recruitment assistance to fill large numbers of available positions. Sample services include:

- **Basic Assistance** – This recruitment service allows the business to meet directly with employment applicants at one or more of the CareerSource One-Stop locations. or through online programs.
- **Mass Hiring Event** – This service includes locating an appropriate recruitment facility, advertising specific job openings, utilizing the job-seeker registration system, accessing the applicant-screening computer lab, and general administrative staff support .

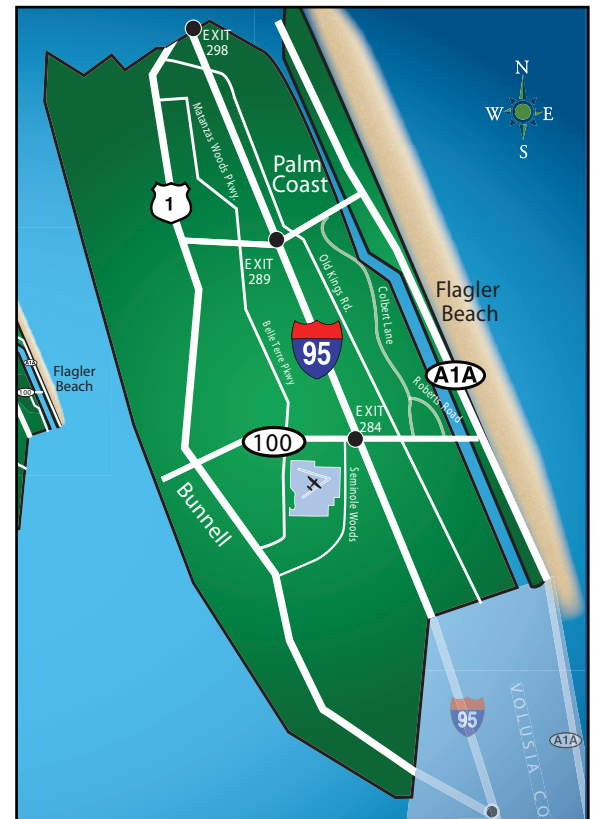


Demographics (based on census data/GIS/BLS)

	Flagler County	Regional
Total Population	105,000	793,761
Total Households	40,920	296,429
Female Population	52.1%	395,226
Male Population	47.9%	398,535
Median Age	48	45
Workforce		
Workforce, all ages	42,576	354,775
Age 16 and older	81%	n/a
Civilian Labor Force	40,551	388,457
Income		
Average Household Income	\$ 46,664	66,550
Median Household Income	\$ 40,064	n/a
Per Capita Income	\$ 24,497	24,737
Average Weekly Wage	\$ 610	\$673
Minimum Wage	\$ 8.05	\$ 8.05
Education		
High School Graduate	28.16%	34.2%
Associates Degree	8%	8.6%
Bachelor's Degree	13.32%	16.9%
Graduate Degree	12.98%	7.7%
Some College, no degree	20.99%	21.9%
Unemployment		
Unemployment, Flagler County	4.9%	4.5%
Commuting Habits		
Avg Work Commute, Flagler	24 minutes	24 minutes

ACCESS

WE MAKE IT EASY



AIR

INTERNATIONAL AND NATIONAL AIRPORTS

Flagler County is home to a general aviation and corporate jet executive airport with a Foreign Trade Zone. Additionally, there are four major airports that serve the area with minimal traffic and easy access. Combined, these airports have non-stop service to 85 U.S. destinations and 28 countries.

AIRPORT

Travel Time

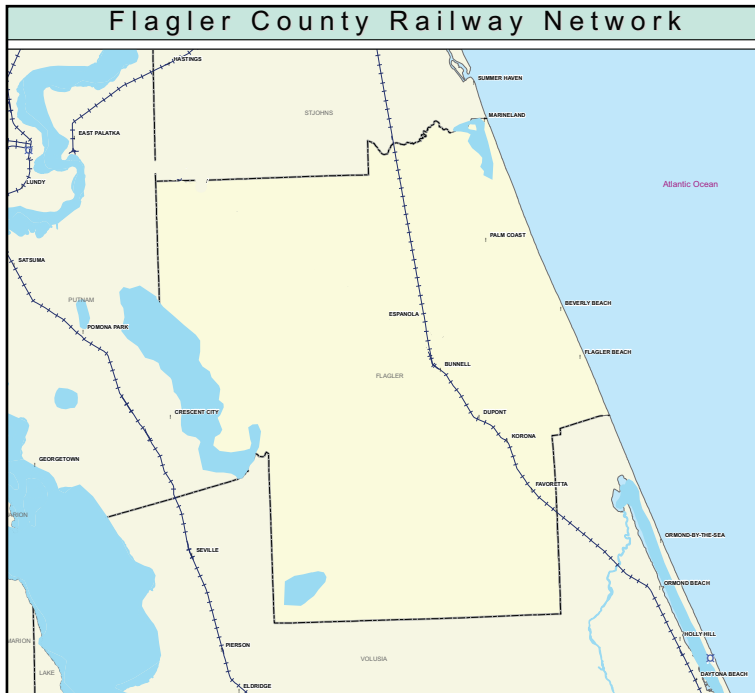
ORLANDO INT'L.	90 minutes
JACKSONVILLE INT'L.	70 minutes
SANFORD ORLANDO INT'L.	60 minutes
DAYTONA BEACH INT'L.	30 minutes

ROAD

HIGHWAY NETWORK

Ideally located for logistics/distribution, ground transportation to and from Flagler County is easy. Interstate 95 and Interstate 4 corridors, Routes 1 and 100, are all accessible in minutes.

Highway	Travel Time
I-95	5 minutes
I-4	30 minutes
I-295	45 minutes
I-10	50 minutes
I-75	90 minutes



RAIL

The Florida East Coast Railway ('FECR') is a 351-mile freight rail system located along the east coast of Florida. It is the exclusive rail provider to South Florida's ports and connects with other railway systems to move freight throughout the country. Traversing Flagler County along the U.S. Route 1 Corridor, it provides end-to-end carload and intermodal solutions to customers that demand more cost-effective options without compromising service quality.



SEA

EASY PORT ACCESSIBILITY

Flagler County is located at the midpoint between JAXPort and Port Canaveral with convenient highway travel between ports.

JAXPORT is a full-service, international trade seaport that handles containerized cargo, automobiles, boats, construction equipment, dry and liquid bulks and over-sized cargoes.

PORT CANAVERAL is a cruise, cargo and naval port within 70 minutes of Flagler County. The port transships items for land, sea, air and space. Both Ports are Foreign Trade Zones (FTZs). Port Canaveral is among the largest general purpose FTZs in the nation - over 5 square miles.

EDUCATIONAL FACILITIES

UNIVERSITIES, COLLEGES & TECH. SCHOOLS

We work closely with our educational institutions to develop programs aimed at providing our businesses the specialized skilled workforce they need today and the talent pipeline they anticipate needing tomorrow.

In addition to our nationally recognized Universities, Flagler County is in the enviable position to offer:

- a progressive public school system that offers college preparation as well as industry-specific certificates
- technical post-secondary institutions offering customized curriculum based on current business needs
- numerous private elementary schools/academies for special need, i.e. Montessori School, Charter School, School for the Deaf & Blind, etc.



EMBRY-RIDDLE is a private university specializing in aviation and aerospace engineering. Called Time Magazine's "Harvard of the Sky", it is rated #1 in aviation and aerospace education.

UNIVERSITY OF FLORIDA is ranked 17th overall among all public national universities in the 2013 U.S. News & World Report rankings, and is consistently within the top 100 worldwide.



UNIVERSITY OF CENTRAL FLORIDA UCF offers over 200 undergraduate and graduate programs. Many Florida employers work with UCF researchers and students on projects in the sciences, engineering, photonics and optics, modeling and simulation, and health-related fields.



FLAGLER COLLEGE'S principal focus is undergraduate education in selected liberal arts and pre-professional studies; thus, the role of teaching is central to the College's mission.



STETSON UNIVERSITY is organized by colleges and schools that offer academically rigorous programs. Stetson also features continuing education, professional studies and programs.

DAYTONA STATE COLLEGE offers associate degrees while preparing students for careers that require specialized training. Certificates and Associate Degrees prepare students to enter the workforce immediately after graduation. The College also provides customized training for businesses.



FLAGLER TECHNICAL INSTITUTE offers career training programs accredited by the Council on Occupational Education. Programs are designed to provide career and technical training for entry level as well as continuing education.



KEISER UNIVERSITY continuously monitors trends in the workforce to ensure the degree received is in high demand. Degrees include careers in healthcare, business, computers and technology, culinary arts, education and legal studies.

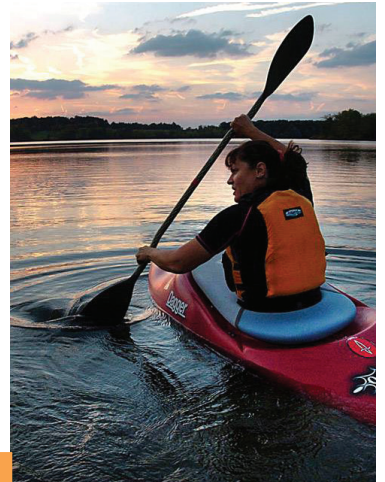


BETHUNE-COOKMAN UNIVERSITY offers baccalaureate and master degrees in 37 disciplines and maintains nationally recognized intercollegiate athletic programs, instrumental and choral groups.

"CONTEMPORARY EDUCATION SHOULD PROVIDE A LEVEL OF KNOWLEDGE THAT ALL MEMBERS OF OUR SOCIETY MUST POSSESS REGARDLESS OF ANY SPECIALIZED OCCUPATION OR PROFESSION."

QUALITY OF LIFE

WE'VE GOT IT ALL



ARTS AND CULTURE

Music and the arts are prevalent in our community. From stage shows at Flagler Auditorium and intimate productions at the Flagler Playhouse, to outdoor concerts and local art festivals, Flagler hosts a wide range of local, national and international productions.

PREMIER PUBLIC SCHOOLS

Raising Student Achievement Every Day, Every Way – Consistently, Flagler County Schools have been highly rated by the Florida accountability system. Over the past 10 years, Flagler County has been one of the fastest growing counties in America, and even with this explosive growth, our local schools maintained academic excellence. The creation of the Classroom to Careers Flagship Schools program offers the opportunity for students to train in target industry specific academies as early as elementary school. Dual enrollment with local universities provides students the opportunity to receive college credits toward their degrees at no additional cost while still in high school.

SPORTING EVENTS AND THEME PARKS

We are in the middle of the entertainment hot spots of Florida. There are several teams within easy reach for sports fans. From football and baseball to racing, golf, and tennis, there is something for everyone. Daytona Int'l Speedway is only minutes away and showcases the nation's greatest NASCAR races. College football keeps the fans on their feet, while golf lovers take in the scenery. Within a 2 hour drive, the wonders of Walt Disney World entertain kids of all ages. Business to beaches, it is all here.

Flagler County has 19 miles of pristine, cinnamon-colored beaches, breathtaking scenery, tranquil waterways, world-class resorts and an unrivaled county-wide park system. The County shares a glimpse of the Old Florida while offering exciting communities, attractions, events and activities.

Nestled between busy Daytona Beach to the south and historic St. Augustine to the north, Flagler County is a destination. Residents and visitors enjoy golfing, tennis, kayaking, hiking, biking, fishing, boating, horseback riding, surfing, and more. Swim with the dolphins, enjoy a round of golf, watch a professional tennis match—all possible in Flagler County. We have access to all of the metropolitan advantages without the typical urban headaches.

While there's plenty to do, you can always choose to just relax and enjoy the Florida sunshine. This is why the locals love their hometown and visitors want to return again and again.



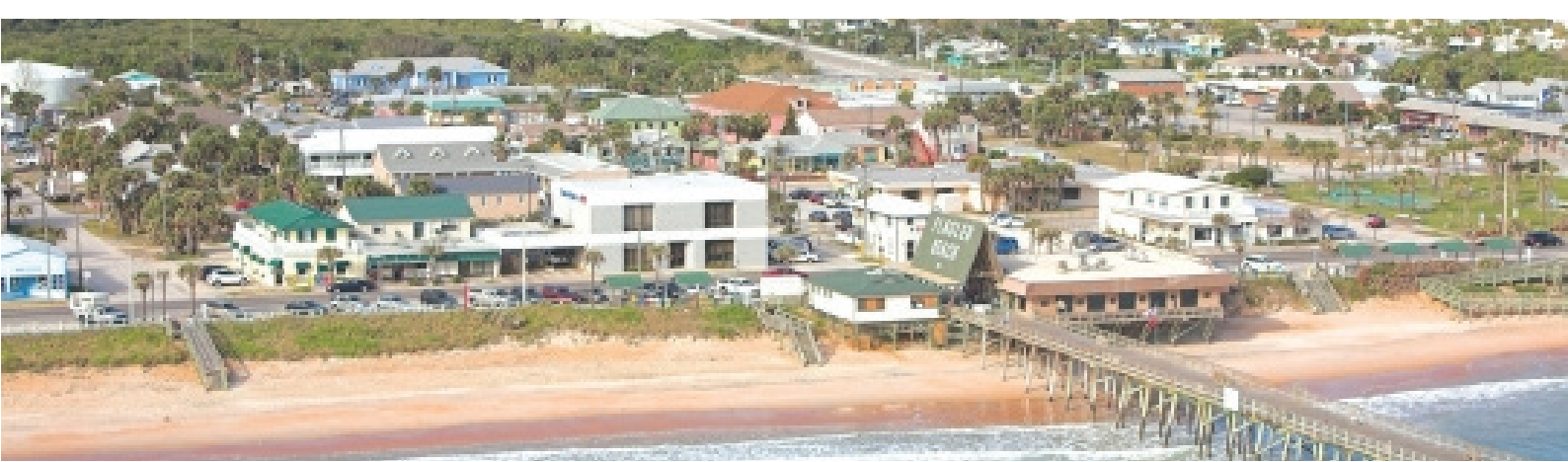
AWARD WINNING MEDICAL FACILITIES

The Flagler Hospital Florida has been recognized with numerous awards in medical achievement. Additionally, Flagler County was ranked 13th among 61 counties in the Healthiest Counties in Florida.

OUTDOOR RECREATIONAL ACTIVITIES

The Intracoastal Waterway, bisecting the eastern portion of Flagler County, is navigable from Miami to Canada's St. Lawrence Seaway and feeds the more than 23 miles of salt water canals.

Our area offers 140 miles of walking, biking and equestrian trails; an unrivaled 8,500-acre park system, world-class resorts, progressive education system, state-of the-art medical facilities, a diverse multi-cultural arts scene and variety of shopping and dining options.



EVERYTHING YOU COULD EVER WANT!

- Low Property Tax
- Value-Based Cost of Living
- Award Winning Medical Facilities
- Premier School District
- Arts and Culture
- Resort-Like Lifestyle
- Beachfront Communities
- Intracoastal Communities
- Sailboat Country
- 23 Miles of Canals
- 8,500 acre park system
- 140 Miles of Trails
- Sporting Events
- Theme Parks
- Amazing Fishing
- Birdwatching
- Championship Golf Courses
- Historic Landmarks



An aerial photograph of a coastal town. On the left, a wide sandy beach meets the ocean under a cloudy sky. A long pier extends into the water. A multi-lane road runs parallel to the beach, with several cars visible. To the right of the road is a residential area with various houses, including a prominent yellow one and a white one with a balcony. The town stretches out towards the horizon.

*Every community promises
a great quality of life - we deliver!*

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