

NORTHERN UTAH ECONOMIC ALLIANCE

LABOR PROFILE—2024



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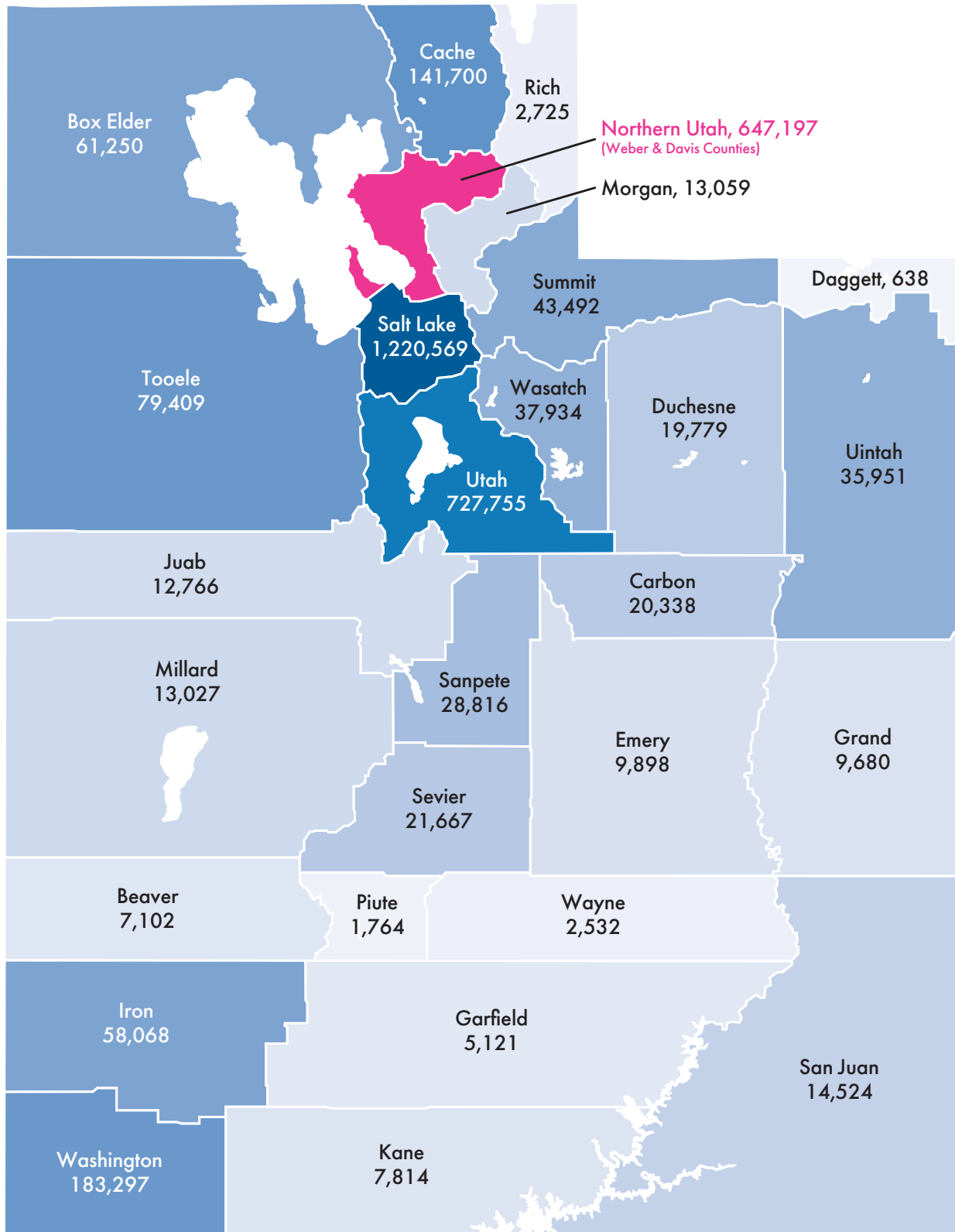
Wasatch Front

Utah, Salt Lake, Davis, Weber Counties

Some 2,987,855 residents, or nearly 86.4% of Utah's population, lives within a narrow metropolitan region that stretches from the southern end of Utah County north to Brigham City, in Box Elder County. Davis and Weber Counties are the two most populace counties on the north end of this metropolitan region and are the focus of this profile. These two counties account for 647,197, which is 18.7% of Utah's Population.

Source: Utah Population Committee, Kem C. Gardner Policy Institute

UTAH POPULATION BY COUNTY



Source: ACS 2022 5-year estimates, Utah Population Committee, Kem C. Gardner Policy Institute

NOTABLE RANKINGS AND ACCOLADES:

- ▶ **Milken Institute: Ogden-Clearfield 26th Best Performing Cities (2024)**
- ▶ **Ogden in the running for 'Best Main Street' in the country (USA Today) 2024**
- ▶ **Milken Institute: Ogden-Clearfield 9th Best Performing Mid-Market in the US (2021)**
- ▶ **CBRE: Ogden City and Davis County – One of the Top 11 Well-Positioned Mid-Markets in the Country (2021)**
- ▶ **Forbes: Ogden, One of Utah's Up-And-Coming Mountain Destinations (2021)**
- ▶ **National Geographic: Ogden Named Top 10 Emerging Ski Towns in North America**
- ▶ **Matador Network: Ogden, Utah, is the Ultimate Ski Town You Don't Know about Yet (2021)**

Davis and Weber Counties are distinctly situated just north of the Salt Lake City International Airport. The City of Ogden, county seat in Weber County, lies about 45 minutes north of the international airport. The region boasts a vast network for transportation and distribution supporting industrial and commercial business along with many other amenities for people who like to live, work, and play here.

- The two counties are served by excellent regional access, including Interstate Highways 15 and 84, and State Highway 89.
- Commuter rail service connecting the Weber and Davis County Subregion to the international airport and points as far south in Utah County.
- Rail freight and transportation services connecting Ogden with destinations from the West Coast to the East Coast.
- A distribution hub that offers semi-truck delivery of goods to San Francisco, Portland, Helena, Denver, Albuquerque, and Phoenix within 12 hours or less.
- A central point for distribution between Canada and Mexico.
- Three amazing ski resorts, including Snowbasin, which was home to the Olympic downhill events for the 2002 Winter Olympics and features alpine skiing with a drop of 2,900 feet in just two miles.
- Numerous state parks, including Antelope Island, Willard Bay, and Pineview Reservoir.
- Pineview Reservoir is the busiest reservoir for its size in the state of Utah due to its close proximity to the population centers in the Weber and Davis County Subregion. The reservoir offers spectacular boating, wind surfing, swimming, fishing, and other water sports.
- A wildlife bird refuge.
- More than 1000 miles of hiking and biking trails – everything from a casual stroll to strenuous wilderness treks.



BRIGHAM CITY

15

POWDER MOUNTAIN RESORT

Willard Peak
9763 ft

WILLARD BAY

WILLARD BAY RESERVOIR

BEAR RIVER BAY

NORTH OGDEN

NORDIC VALLEY RESORT

Pineview Reservoir

OGDEN WEBER TECHNICAL COLLEGE

OGDEN-HINCKLEY AIRPORT

WEBER STATE UNIVERSITY

SNOWBASIN RESORT

OGDEN BAY

ROY

CLEARFIELD

HILL AIRFORCE BASE

84

WEBER STATE UNIVERSITY - DAVIS

Thurston Peak
9705 ft

LAYTON

FARMINGTON

BOUNTIFUL

Grandview Peak
9410 ft

GREAT SALT LAKE

ANTELOP ISLAND

FARMINGTON BAY

SALT LAKE CITY INTERNATIONAL AIRPORT

215

15

SALT LAKE CITY

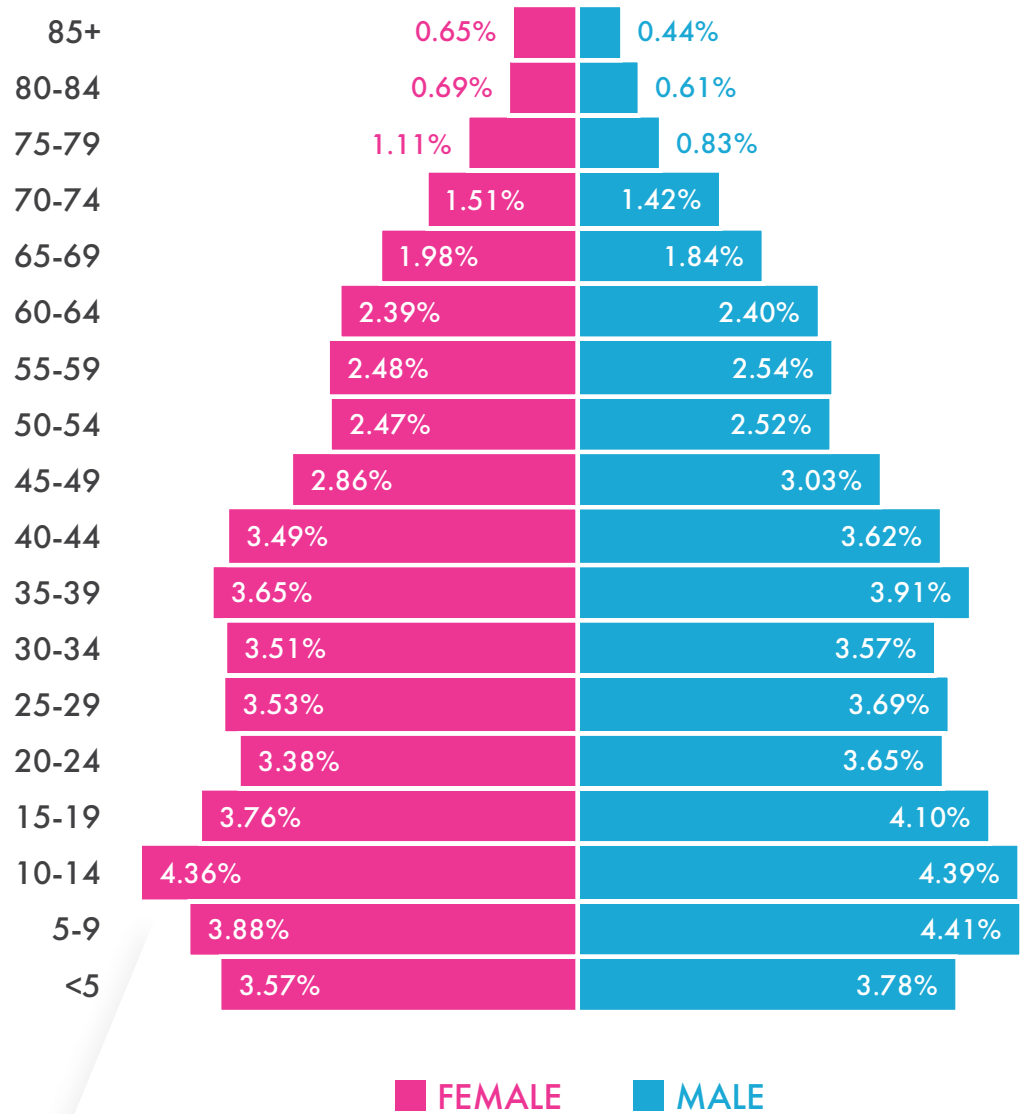
WEBER COUNTY
DAVIS COUNTY

80

POPULATION DEMOGRAPHICS

The following population pyramids represent gender and age distribution comparisons for Weber and Davis County Subregion. As you can see in the histograms, male populations are on the right, females on the left.

WEBER AND DAVIS COUNTY SUBREGION



Source: Census Bureau, 2020 Census

The following demographic breakdown shows gender, age, and race in the Weber and Davis County Subregion as compared to the state and nation.

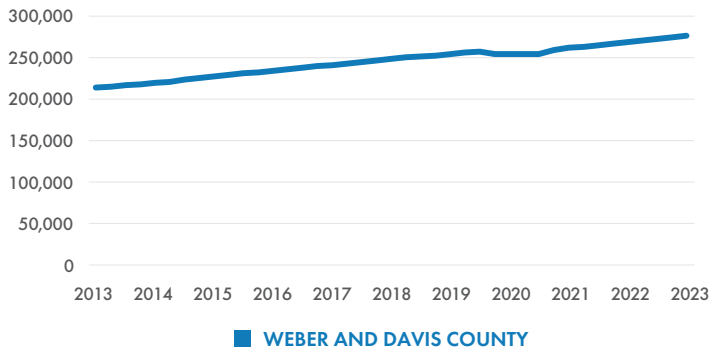
DEMOGRAPHICS 	PERCENT			VALUE		
	Weber & Davis County Subregion	Utah	USA	Weber & Davis County Subregion	Utah	USA
Population (ACS)	—	—	—	625,992	3,283,809	331,097,593
Male	50.8%	50.7%	49.6%	317,744	1,665,209	164,200,298
Female	49.2%	49.3%	50.4%	308,248	1,618,600	166,897,295
Median Age ²	—	—	—	32.5	31.4	38.5
Race: White	86.4%	82.4%	65.9%	540,594	2,705,194	218,123,424
Race: Black or African American	1.2%	1.1%	12.5%	7,294	37,712	41,288,572
Race: American Indian and Alaska Native	0.5%	1.0%	0.8%	3,301	32,948	2,786,431
Race: Asian	1.6%	2.4%	5.8%	10,264	77,761	19,112,979
Race: Native Hawaiian and Other Pacific Islander	0.5%	0.9%	0.2%	3,441	30,748	624,863
Race: Some Other Race	3.3%	5.3%	6.0%	20,568	174,721	20,018,544
Race: Two or More Races	6.5%	6.8%	8.8%	40,530	224,725	29,142,780
Hispanic or Latino (of any race)	14.0%	14.6%	18.7%	87,386	480,843	61,755,866

Source: JobsEQ, American Community Survey 2018-2022

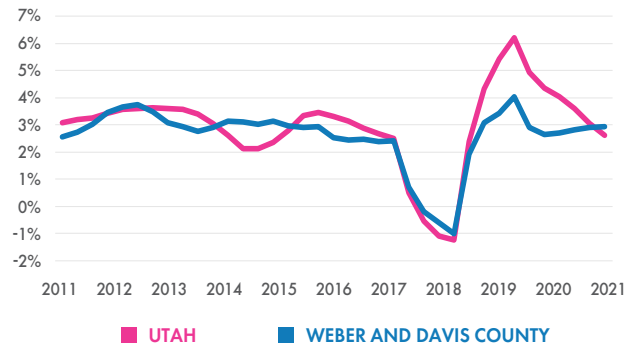
EMPLOYMENT AND POPULATION GROWTH

The following graphs depict workforce and population growth over the past decade.

WEBER & DAVIS COUNTY SUBREGION— EMPLOYMENT



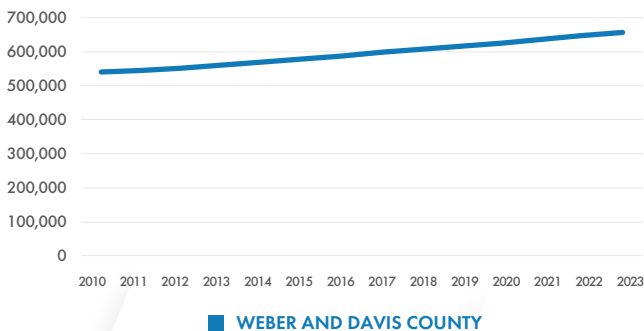
EMPLOYMENT PERCENT GROWTH



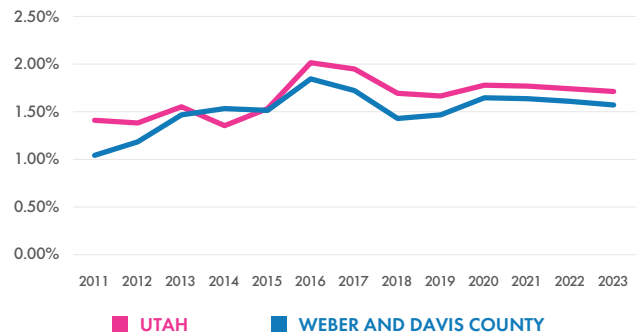
Source: JobsEQ. Note: Figures may not sum due to rounding. Employment data as of 2023Q3. Demand data reflect place-of-work employment; retirements reflect place-of-residence data. Employment and unemployment data represent a four-quarter moving average.

The following graph depicts Weber and Davis County Subregion's population historical trend over the past decade.

WEBER & DAVIS COUNTY SUBREGION— POPULATION



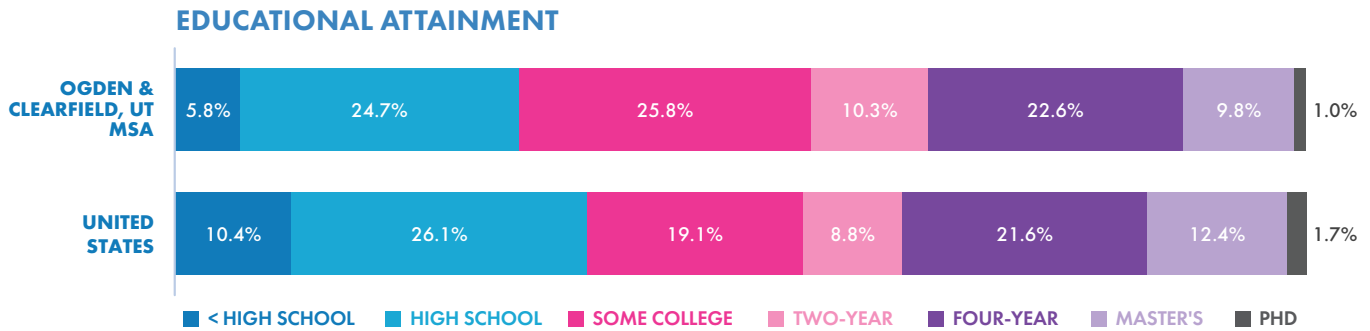
POPULATION PERCENT GROWTH



Source: JobsEQ. Note: Figures may not sum due to rounding. Population Projections use historical data through 2019.

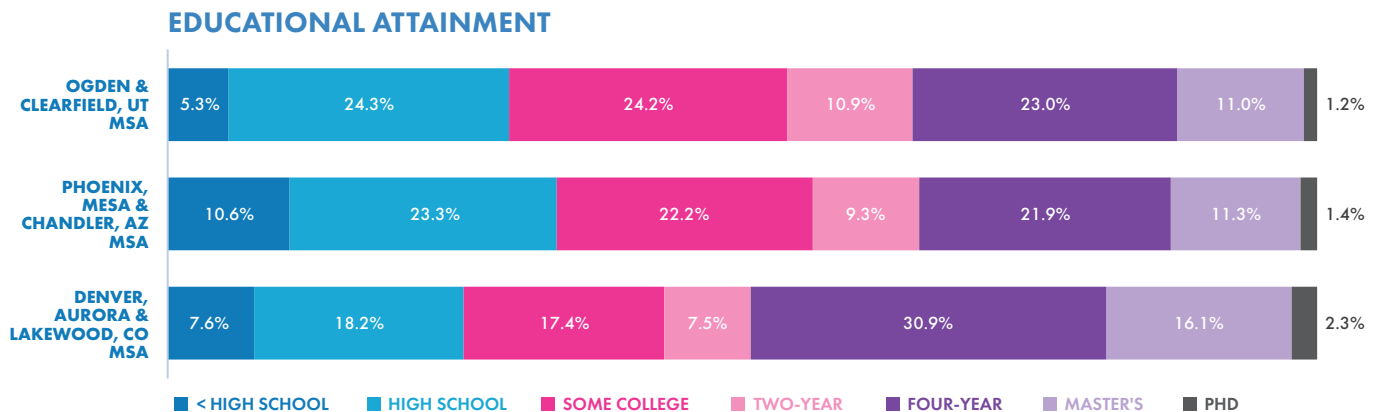
EDUCATION

Utah's population is highly educated. In Ogden-Clearfield MSA 69.6% of the population has attended some college or obtained post-high school degrees, compared to 63.5% nationally.



Source: ACS 2022 1-year summary, table B15002

When comparing educational attainment by metropolitan statistical area (MSA), the Ogden-Clearfield MSA shows that 70.3% of the population has attended some college or obtained post-high school degrees, compared to 66.1% in the Phoenix-Mesa-Chandler MSA, and 74.2% in the Denver-Aurora-Lakewood MSA.



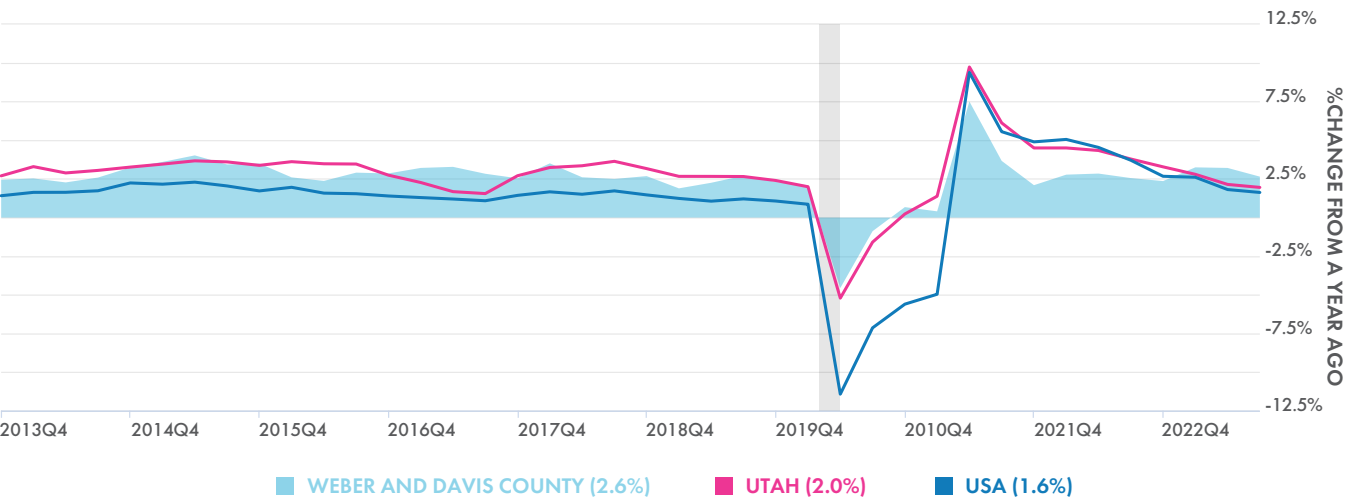
Source: ACS 2022 1-year summary, table B15002

Labor Force Overview

GENERAL LABOR FORCE DATA

The region has a civilian labor force of 319,816 with a participation rate of 69.8%. As of 2023Q3, total employment for the Weber and Davis County Subregion was 276,578 (based on a four-quarter moving average). Over the year ending 2023Q3, employment increased 2.6% in the region.

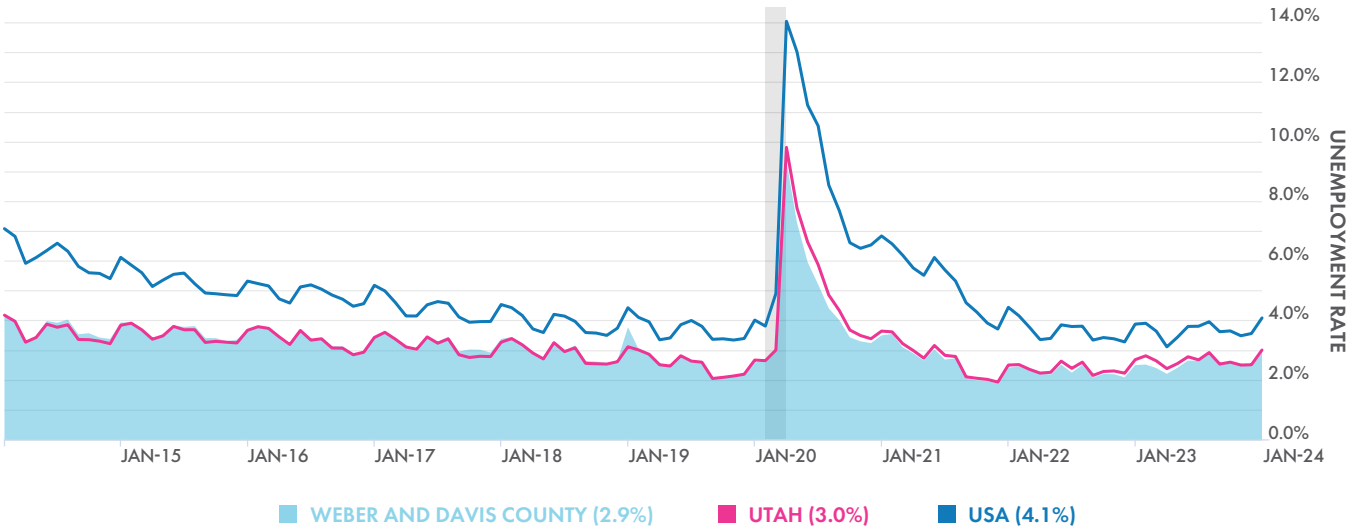
EMPLOYMENT FOR WEBER AND DAVIS COUNTY SUBREGION



Source: JobsEQ. Data as of 2023Q3. The shaded areas of the graph represent national recessions.

The unemployment rate for Weber and Davis County Subregion was 2.9% as of January 2024. The regional unemployment rate was lower than the national rate of 4.1%. One year earlier, in January 2023, the unemployment rate in Weber and Davis County Subregion was 2.5%.

UNEMPLOYMENT RATE FOR WEBER AND DAVIS COUNTY

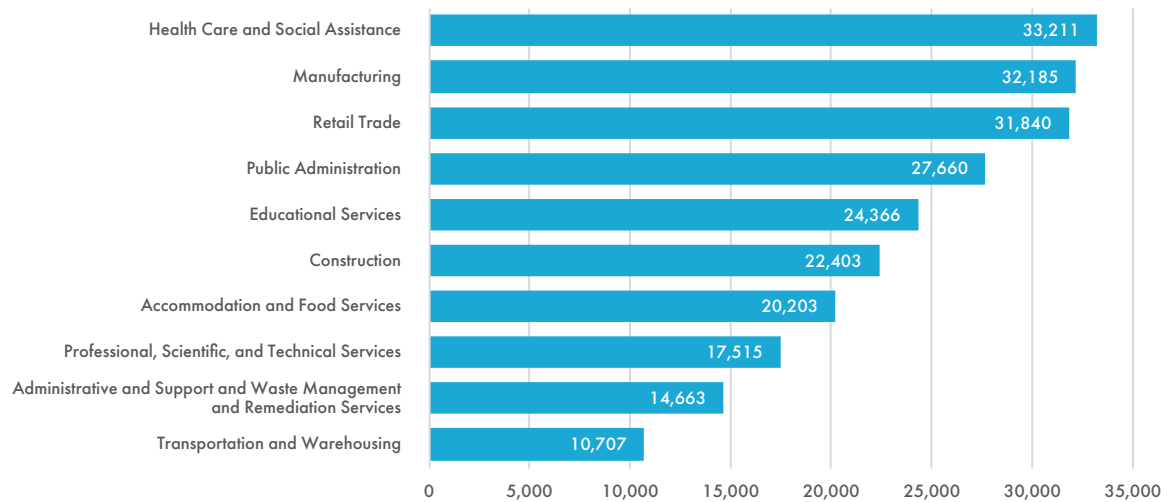


Source: JobsEQ. Data as of Jan 2024. The shaded areas of the graph represent national recessions.

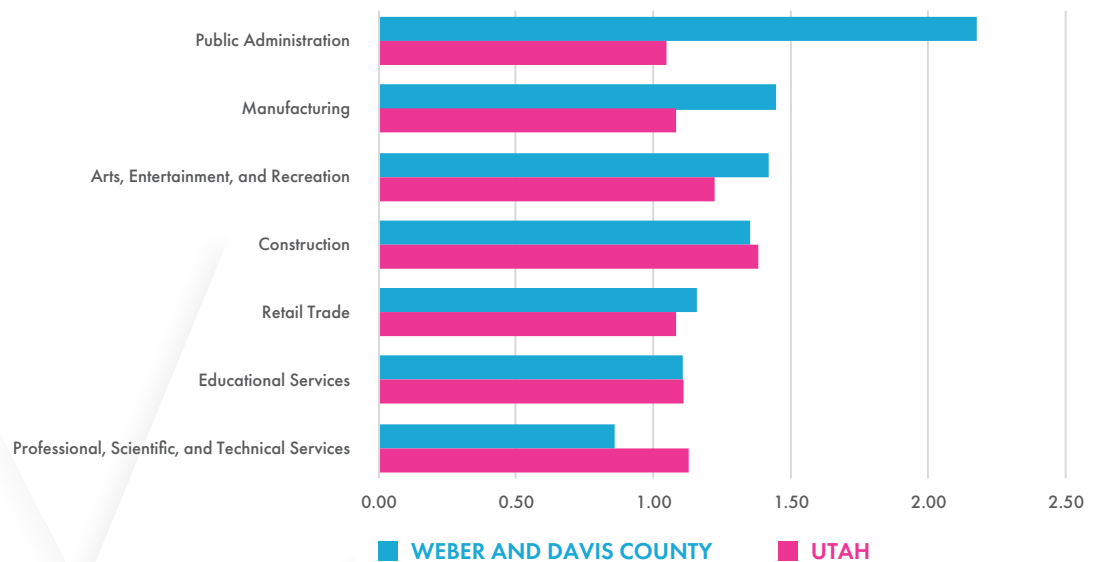
INDUSTRY BREAKDOWN

The largest industry sector in Weber and Davis County Subregion is Health Care and Social Assistance, employing 33,211 workers. The next-largest sectors in the region are Manufacturing (32,185 workers) and Retail Trade (31,840). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Public Administration (LQ = 2.18), Manufacturing (1.45), and Arts, Entertainment, and Recreation (1.42).

TOTAL EMPLOYMENT BY INDUSTRY

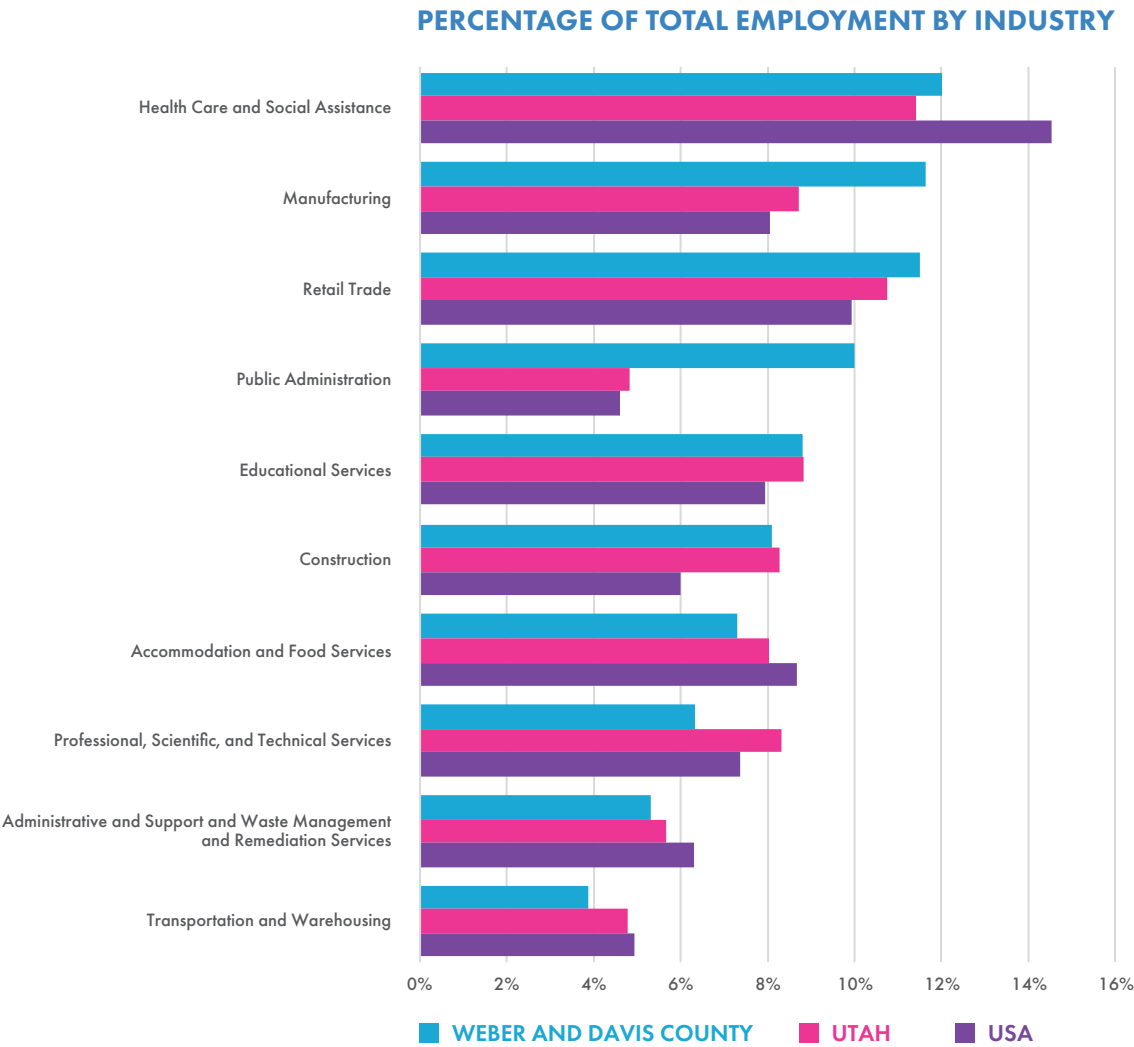


LOCATION QUOTIENTS BY INDUSTRY



Source: JobsEQ, Data as of 2023Q3

The following bar graphs depict the Weber and Davis County Subregion's strength in particular industry sectors, as compared to the state, and nation.

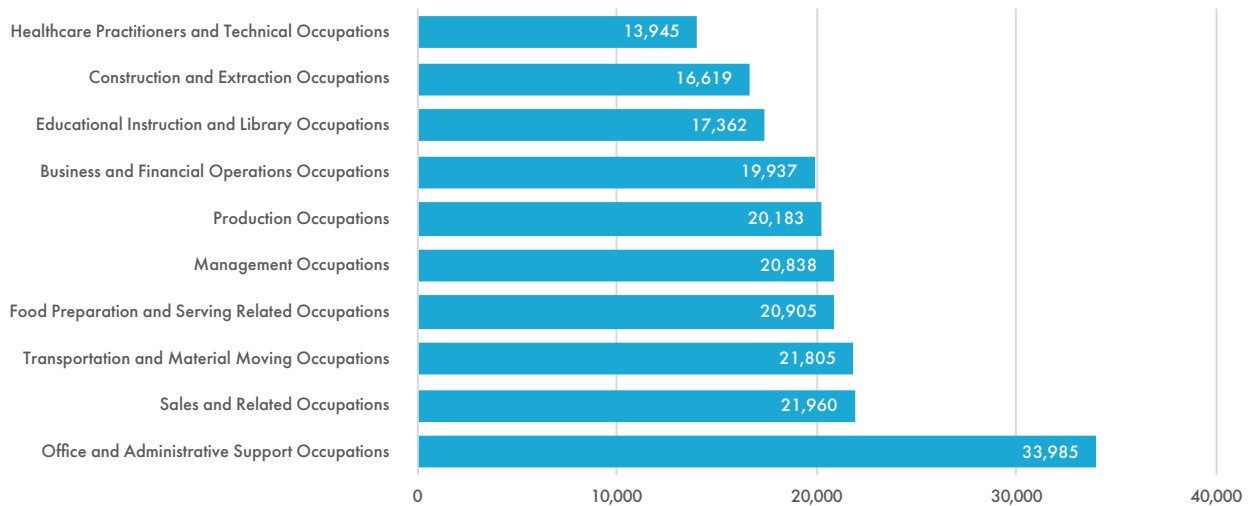


Source: JobsEQ, 2021 Q3 data

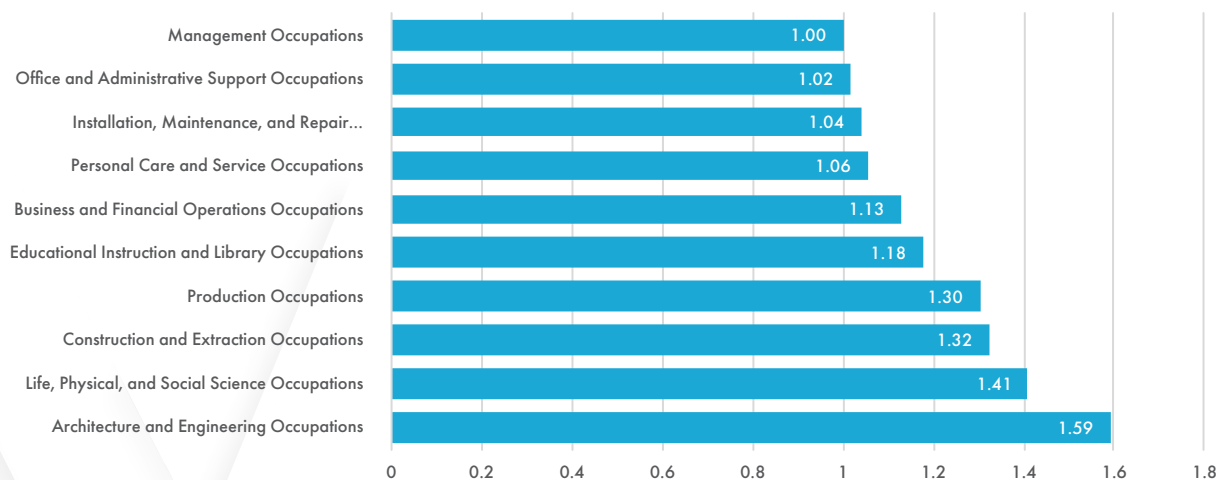
OCCUPATION BREAKDOWN

The largest major occupation group in the Weber and Davis County Subregion is Office and Administrative Support Occupations, employing 33,985 workers. The next-largest occupation groups in the region are Sales and Related Occupations (21,960 workers) and Transportation and Material Moving Occupations (21,805). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Architecture and Engineering Occupations (LQ = 1.59), Life, Physical, and Social Science Occupations (1.41), and Construction and Extraction Occupations (1.32)

TOTAL EMPLOYMENT BY OCCUPATION



LOCATION QUOTIENTS BY OCCUPATION

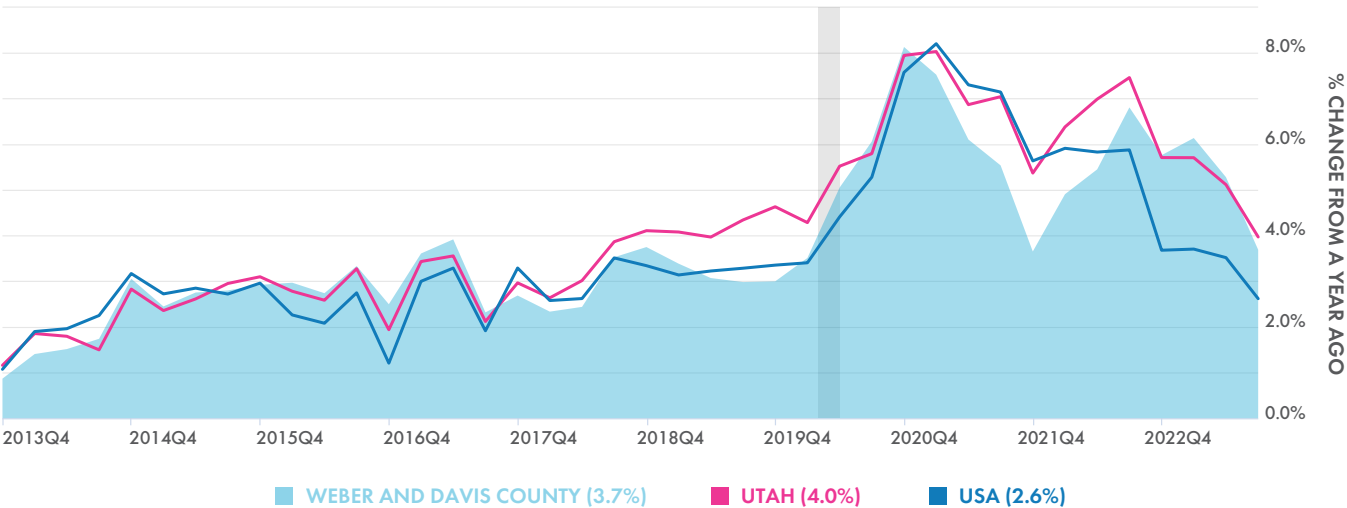


Source: JobsEQ

WAGE TRENDS

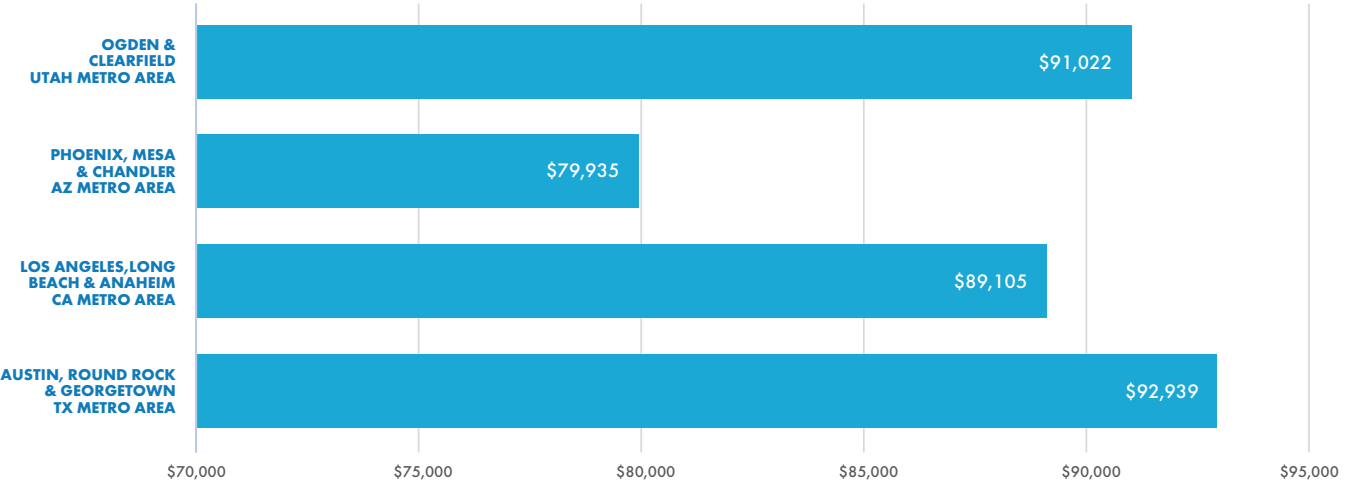
The average worker in the Weber and Davis County Subregion earned annual wages of \$55,137 as of 2023Q3. Average annual wages per worker increased 3.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$70,183 in the nation as of 2023Q3.

AVERAGE ANNUAL WAGES FOR WEBER & DAVIS COUNTY SUBREGION



Source: JobsEQ. Data as of 2023Q3. The shaded areas of the graph represent national recessions.

HOUSEHOLD MEDIAN INCOME (DOLLARS)



Source: ACS 2022 5-year estimates

COMMUTING FLOWS & PATTERNS

COMMUTING FLOWS FOR WEBER AND DAVIS COUNTY SUBREGION —2019

	Group	Outflow	Internal Remote	Internal Commuting	Inflow
Age	Age 16-38	34,101	8,980	116,063	11,103
	Age 39+	37,486	13,538	100,095	12,213
Industry	Goods	14,744	3,333	43,423	7,860
	Services	56,843	19,185	172,735	15,456
Wages	\$0-\$40,000	21,543	10,332	109,240	7,722
	\$40,001+	50,044	12,186	106,918	15,594
TOTAL		71,587	22,518	216,158	23,316

Source: Kem C. Gardner Policy Institute analysis of U.S. Census Bureau, 2019 American Community Survey 1-year Public Use Microdata Sample data

COMMUTING FLOWS FOR WEBER AND DAVIS COUNTY SUBREGION —2022

	Group	Outflow	Internal Remote	Internal Commuting	Inflow
Age	Age 16-38	26,708	23,938	110,791	12,614
	Age 39+	34,772	38,726	93,164	15,412
Industry	Goods	16,288	9,841	43,242	8,388
	Services	45,192	52,823	160,713	19,638
Wages	\$0-\$40,000	21,141	25,281	112,429	12,137
	\$40,001+	40,339	37,383	91,526	15,889
TOTAL		61,480	62,664	203,955	28,026

Source: Kem C. Gardner Policy Institute analysis of U.S. Census Bureau, 2022 American Community Survey 1-year Public Use Microdata Sample data

Technical Note: The age and earnings groups shown in the tables above are based on the median age of workers in 2019 (38) and median worker earnings in 2019, expressed in 2022 dollars, rounded to the nearest ten thousand. (Exact median worker earnings in 2019, expressed in 2022 dollars, is \$43,500.) Estimates shown in the tables

above are based on a survey sample of Davis and Weber counties. The precision of these estimates is measured by their standard error. For the estimates shown in these tables, standard errors range from 2.5% to 15.8% of the estimates themselves. In general, this range indicates these estimates have reasonably high precision.

COMMUTING PATTERNS

Commuting patterns show where workers travel for work. In general, the Weber and Davis County Subregion is a "net exporter" of workers to other counties: more Weber and Davis County residents commute to work in other counties than residents of other counties commute to work in the Weber and Davis County area. In 2022, 61,480 residents of the Weber and Davis County area traveled to a jobsite in another area, compared to 28,026 residents of other areas traveling into the Weber and Davis County area for work. However, the Weber and Davis County area's "net exported" workers decreased over time - in 2019, 71,587 Weber and Davis County area residents traveled to another region for work while just 23,316 workers traveled into the Weber and Davis County area for work. An increase in remote work options contributed to this shift.

Of the Weber and Davis County area's 328,099 working residents in 2022, 18.7% (61,480) traveled outside of the area for work, 62.2% (203,955) traveled to a worksite within the region, and 19.1 % (62,664) worked at home (for an employer that may or may not be located in the Weber and Davis County area).

The number of Weber and Davis County Subregion residents who work from home nearly tripled from 22,518 (7.3% of the area's working residents) in 2019 to 62,664 (19.1 % of working residents) in 2022. Corresponding to the increase in remote work, fewer residents of the Weber and Davis County area traveled outside of the multi-county area for work in 2022 (61,480) than did so in 2019 (71,587).

The shift to remote work was about equally sharp for workers above and below median worker age, for workers in goodsproducing as well as service-providing sectors, and for workers earning above and below median earnings.

Source: Kem C. Gardner Research Brief Weber and Davis Counties: Demographic and Economic Profile, April 2024

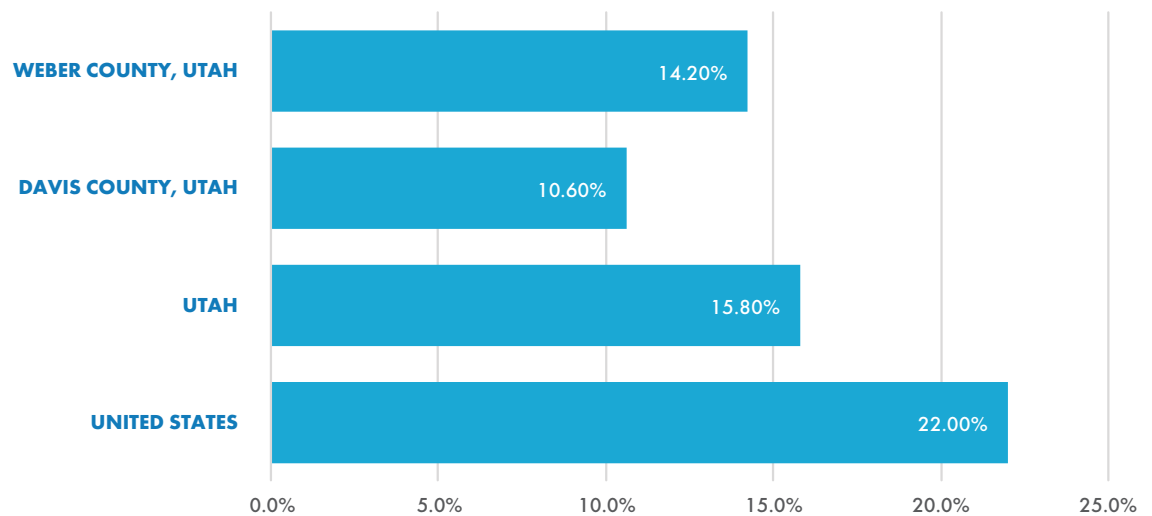
MIGRATION DATA

72% of population growth in 2023 was due to natural increase, while 28% was net in-migration. Of the migration, 51% was domestic, and 49% was international.

Region	Net International Migration Rate	Net Domestic Migration Rate	Net International Migration	Net Domestic Migration	Population
Weber & Davis County Subregion	0.6	13.4	372	1,354	639,509
Utah	1.6	13.9	5,414	12,898	3,380,800
USA	3.0		1,010,923	0	333,287,557

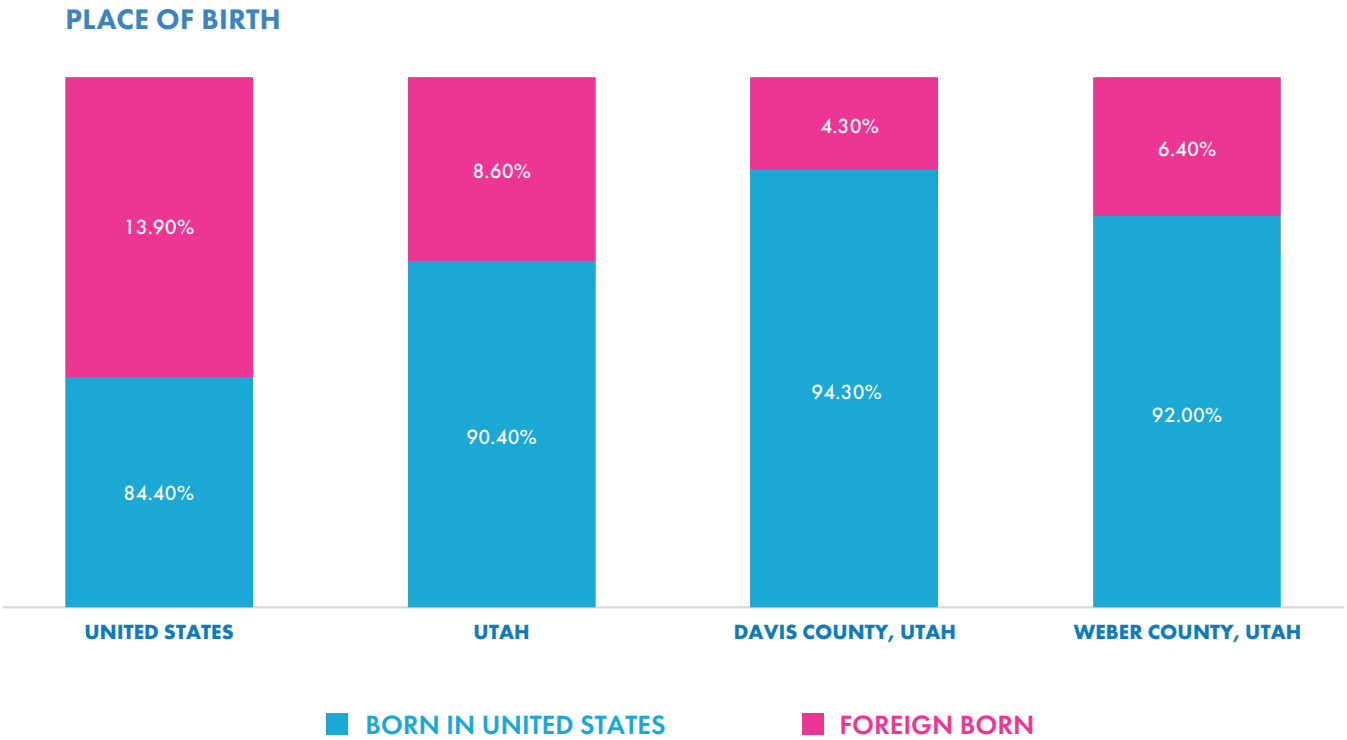
Source: JobsEQ, Data as of 2022

LANGUAGE OTHER THAN ENGLISH SPOKEN AT HOME



Source: 2022 ACS 1 year estimates data profiles

The bar chart below depicts the place of birth (foreign or domestic) for residents in the United States, Utah County, Davis County, and Weber County.



Source: 2022 ACS 1 year estimates data profiles



NORTH OGDEN

Pineview Reservoir



**OGDEN WEBER
TECHNICAL COLLEGE**

OGDEN



**WEBER STATE
UNIVERSITY**

OGDEN-HINCKLEY
AIRPORT

ROY



HILL AIRFORCE BASE

Weber River

CLEARFIELD



**WEBER STATE
UNIVERSITY - DAVIS**



LAYTON



**DAVIS TECHNICAL
COLLEGE**



FARMINGTON

GREAT SALT LAKE

FARMINGTON BAY

Education

EDUCATIONAL INSTITUTIONS



Weber State University

- Weber State University enrollment 2023 was 30,536
- 225 Undergraduate Degree Programs, some of which include:
 - Business, Administration & Finance: Accounting, Marketing, Supply Chain Management, Outdoor & Community Recreation Administration
 - Computer & Information Systems: Computer Engineering, Management Information Systems
- Engineering & Technology: Automotive Technology, Building Design & Construction, Electrical Engineering, Manufacturing Engineering Technology
- 17 Graduate Programs, some of which include:
 - Master of Science in Computer Engineering, Computer Science, Master of Business Administration, Master of Science in Electrical Engineering.

Weber State University - Davis

Weber State University's Layton location, WSU Davis, is a full-service campus offering access to computer labs, testing centers, student services and advisors. WSU Davis houses automotive technology; engineering, applied science and technology; child and family studies; business & economics; health professions; accounting and taxation; and general studies courses.

TECH COLLEGES



Davis Technical College

- Davis Technical College enrollment 2023 was 6,645
- 36 Enrollment Programs, some of which include:
 - Business & Technology: Information Technology, Software Development, Architectural & Engineering Design
 - Construction: Building Construction Technology, Electrician Apprentice, Plumbing Apprentice
 - Health: Advanced Emergency Medical Technician, Dental Assistant, Surgical Technology
 - Manufacturing: Automation & Robotics, CNC Machining, Composite Materials Technology, Injection Molding, Manufacturing Technology.
 - Transportation: Automotive Technology, Heavy Duty Technology



Ogden-Weber Technical College

- Ogden-Weber Technical College enrollment 2023 was 3,043
- 32 Enrollment Programs, some of which include:
 - Business & Computer Technology: Information Technology Systems, Software Technology, Software Development
 - Construction: Computer Aided Design, HVAC Technologies Apprentice, Electrician Apprentice
 - Health: Medical Assisting, Medical Scribe, Pharmacy Technician,
 - Manufacturing: Composites, Machinist I, Machinist Apprentice, Welder Production
 - Service: Automotive Service Technology

Note: Awards and enrollment are for the academic year listed. The academic year ends in the spring semester of the displayed year. Data as of 2022

OTHER REGIONAL UNIVERSITIES



K-12 SCHOOL DISTRICTS



CORPORATE PARTNERSHIPS & CUSTOM FIT

How do Utah businesses and educational institutions work together to create a talent-ready workforce? One crucial way is through the Custom Fit program, a training resource for local businesses. Custom Fit has delivered tailored training solutions to businesses for over forty years to support workforce development and enhance Utah's economic vitality.

Custom Fit offers customized training to meet the specific needs of businesses. Whether technical training, safety certifications, computer skills, leadership development, service improvements, or any other skill, a Custom Fit office will collaborate with your company to create a personalized training plan.

Administered through a dynamic partnership between the Utah System of Higher Education, the state of Utah, and local businesses, Custom Fit is supported by annual appropriations from the Utah Legislature.

Some of the companies benefiting from Custom Fit in the Weber and Davis County Subregion:





PETERSEN INC

KIMBERLY CLARK

NORTH OGDEN

HARRISVILLE

**RALCORP FROZEN
BAKERY PRODUCTS**

**OFFICE OF INSPECTOR
GENERAL FOR TAX**

FRESENIUS

Pineview
Reservoir

AUTOLIV

OGDEN

**WEBER STATE
UNIVERSITY**

WEST HAVEN

**INTERMOUNTAIN
HEALTHCARE**

**AMERICA FIRST
CREDIT UNION**

SOUTH OGDEN

**COLUMBIA OGDEN
MEDICAL CENTER**

HOOPER

ROY

NORTHROP GRUMMAN

**LIFETIME
PRODUCTS**

GEARFIELD

**HILL
AIRFORCE BASE**

BAE SYSTEMS

Weber River

**UTILITY TRAILER
MANUFACTURING**

**LIFETIME
PRODUCTS**

**ATK SPACE
SYSTEMS**

SYRACUSE

15

LAYTON

KAYSVILLE

**DAVIS SCHOOLS
DISTRICT OFFICES**

FARMINGTON

**LAGOON AMUSEMENT
PARK**

FARMINGTON BAY

Major Employers

LIST OF MAJOR EMPLOYERS

Name	City	Employees	NAICS	NAICS Description
Department of Defense	Clearfield	10000-14999	928110	Military Installation
Hill Air Force Base	Clearfield	10000-14999	928110	National Security
Davis Schools-District Offices	Farmington	7000-9999	611110	Public Education
Office of Inspector General for Tax	Ogden	7000-9999	921130	Public Finance Activities
Department of the Treasury	Ogden	5000-6999	921130	Federal Government
Weber County School District	Ogden	4000-4999	611110	Public Education
Intermountain Healthcare	Ogden	3000-3999	622110	General Medical and Surgical Hospitals
America First Credit Union	Ogden	2000-2999	522130	Credit Unions
Autoliv	Ogden	2000-2999	336390	Other Motor Vehicle Parts Manufacturing
Lifetime Products Inc.	Clearfield	2000-2999	339920	Sporting Goods Manufacturing
BAE Systems Technology Solutions	Clearfield	1000-1999	541330	Engineering Services
Columbia Ogden Medical Center, Inc.	Ogden	1000-1999	622110	General Medical and Surgical Hospitals
Fresenius USA Manufacturing, Inc.	Ogden	1000-1999	339112	Surgical and Medical Instrument Manufacturing
Lagoon Corporation, Inc.	Farmington	1000-1999	713110	Amusement and Theme Parks
Northrop Grumman Corp	Clearfield	1000-1999	336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing
Northrop Grumman Corp	Roy	1000-1999	336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing
State of Utah	Ogden	1000-1999	999200	State Government
Weber State University	Ogden	1000-1999	611310	Colleges, Universities, and Professional Schools
AAA	Clearfield	500-999	561422	Telemarketing Bureaus and Other Contact Centers
Associated Food Stores Inc	Ogden	500-999	424410	General Line Grocery Merchant Wholesalers
Capstone Nutrition	Ogden	500-999	325412	Pharmaceutical Preparation Manufacturing
Davis Hospital & Medical Center, LP	Layton	500-999	622110	General Medical and Surgical Hospitals
Davis Schools	Farmington	500-999	611110	Elementary and Secondary Schools
Elwood Staffing Services, Inc.	Ogden	500-999	561320	Temporary Help Services
Farmington Health Center	Farmington	500-999	621498	All Other Outpatient Care Centers
Fedex Ground Pkg System Inc	North Salt Lake	500-999	492110	Couriers and Express Delivery Services

LIST OF MAJOR EMPLOYERS *continued*

Name	City	Employees	NAICS	NAICS Description
K&R Investment Group, LLC DBA	North Salt Lake	500-999	561320	Temporary Help Services
Layton Hospital and Clinics	Layton	500-999	622110	General Medical and Surgical Hospitals
Marketstar Qoz Business, LLC	Ogden	500-999	541613	Marketing Consulting Services
May Trucking Company	Layton	500-999	484121	General Freight Trucking, Long-Distance, Truckload
Nutrabrands, Inc.	Ogden	500-999	325412	Pharmaceutical Manufacturing
Parker Berteau	Ogden	500-999	333995	Fluid Power Cylinder and Actuator Manufacturing
Parker-Hannifin Corporation	Ogden	500-999	333995	Manufacturing
Petersen Incorporated	Ogden	500-999	332313	Plate Work Manufacturing
Ralcorp Frozen Bakery Products, Inc	Ogden	500-999	311821	Cookie and Cracker Manufacturing
Smith S	Layton	500-999	493110	General Warehousing and Storage
Snowbasin Ski Resort	Huntsville	500-999	713920	Skiing Facilities
Spectrum Academy	North Salt Lake	500-999	611110	Elementary and Secondary Schools
Tanner Memorial Clinic	Layton	500-999	621111	Offices of Physicians (except Mental Health Specialists)
Utility Trailer Manufacturing Compa	Clearfield	500-999	336212	Truck Trailer Manufacturing
Weber State University	Ogden	500-599	611310	Colleges, Universities, and Professional Schools
Williams International Co., L.L.C.	Ogden	500-999	336412	Aircraft Engine and Engine Parts Manufacturing
Your Employment Solutions	Ogden	500-999	561320	Temporary Help Services

RECENT JOB ANNOUNCEMENTS AND PROJECTED JOB CREATION

Company Name	Cluster	New Jobs	Capex	Close Date
Northrop Grumman - Northern UT	Aerospace & Defense	1,206	\$958.0M	2/12/24
Ya YA Foods	Manufacturing & Distribution	302	\$92.0M	11/9/23
Chromalox, Inc	Manufacturing & Distribution	100	\$58.0M	10/29/23
OmniTeq	AI & Software Development	4,000	\$255.8M	8/17/23
Ferro Concepts	Outdoor Recreation	26	\$800.0K	7/28/23
Blue Diamond Industries	Manufacturing & Distribution	92	\$30.0M	5/26/23
Kimberly Clark	Manufacturing & Distribution	20	\$57.0M	12/5/22
Murphy Ladder	Manufacturing & Distribution	95		7/14/22
McHone Industries	Manufacturing & Distribution	25		6/28/22
LoanPro	Fintech	459	\$45.0M	2/8/22
Udo	Software & IT	300	\$6.3M	10/6/21
ecoBellus	Manufacturing & Distribution	10		9/16/21
Apogee Worx	Aerospace & Defense	76	\$6.5M	9/9/21
Premier Tech	Manufacturing & Distribution	63	\$18.8M	6/18/21
Oatly	Manufacturing & Distribution	50	\$40.0M	5/28/21
Kenco	Manufacturing & Distribution	29	\$2.3M	12/22/20
Udo	Software & IT	355	\$2.5M	10/30/20
Williams International	Aerospace & Defense	300	\$60.0M	9/10/20
Home Reserve	Manufacturing & Distribution	15	\$2.5M	8/25/20
ReadyLift Suspension Inc.	Manufacturing & Distribution	80	\$3.1M	8/17/20
Dadi Engineering, USA	Energy & Natural Resources	5	\$200.0K	3/12/20
Eden	Software & IT	25	\$0.0K	2/12/20
Northrop Grumman - Roy, UT	Aerospace & Defense	2,250	\$380.0M	1/10/20
U.S. Cold Storage	Manufacturing & Distribution	75	\$18.0M	1/6/20
Amer Sports	Outdoor Recreation	110	\$1.5M	10/15/19
National Bank Holdings	Financial Services	20	\$1.1M	2/19/19
SteriPax	Life Sciences	5		1/10/19
Oatly	Manufacturing & Distribution	50	\$40.0M	1/9/19
Amer Sports	Outdoor Recreation	155	\$32.0M	12/13/18
The Arbinger Institute	Headquarters & Shared Services	250	\$7.3M	12/3/18

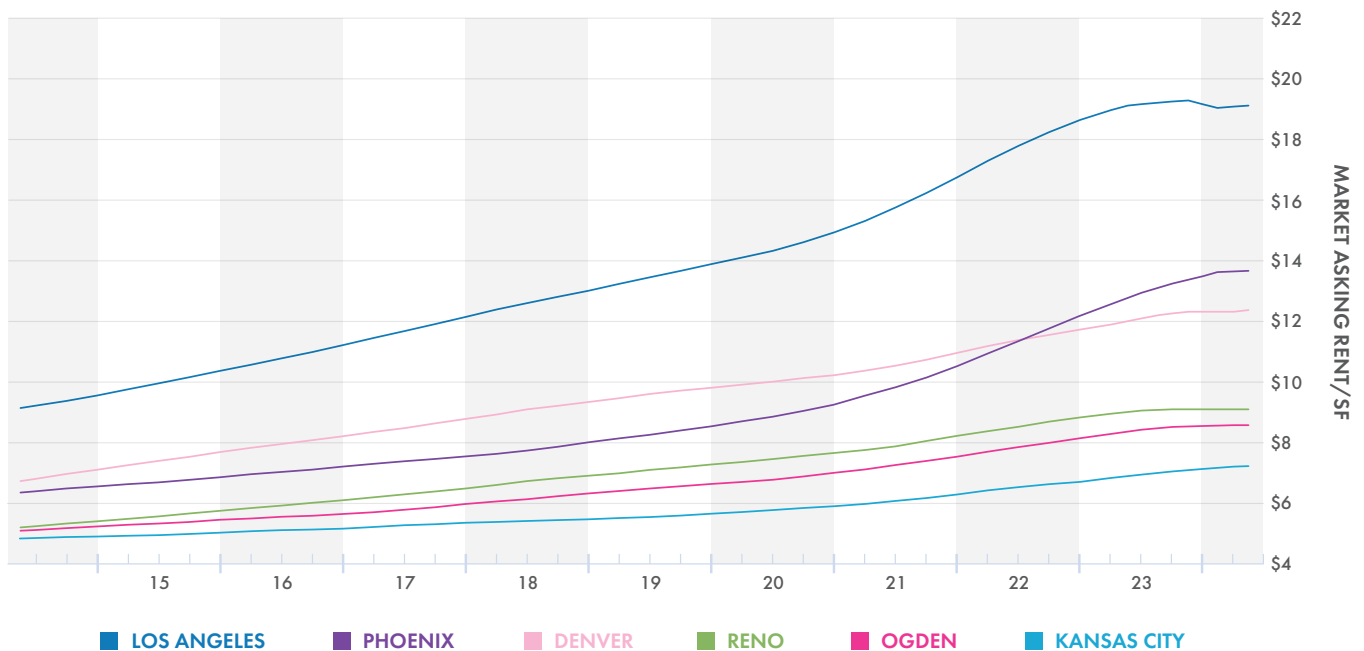
Source: Salesforce, EDCUtah

Regional Rent Cost Comparisons

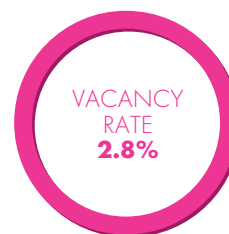
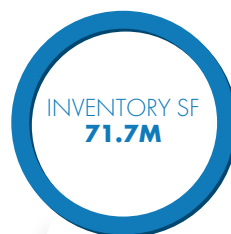
INDUSTRIAL RATES

The following table depicts industrial pricing per square foot for six markets. As you can see, cost per square foot in the Ogden-Clearfield MSA Industrial Market is significantly lower than all but one of the markets listed.

Market	Market Rent/SF
Los Angeles – CA	\$19.04
Phoenix – AZ	\$13.63
Denver – CO	\$12.28
Reno – NV	\$9.09
Ogden – UT	\$8.56
Kansas City – MO	\$7.17



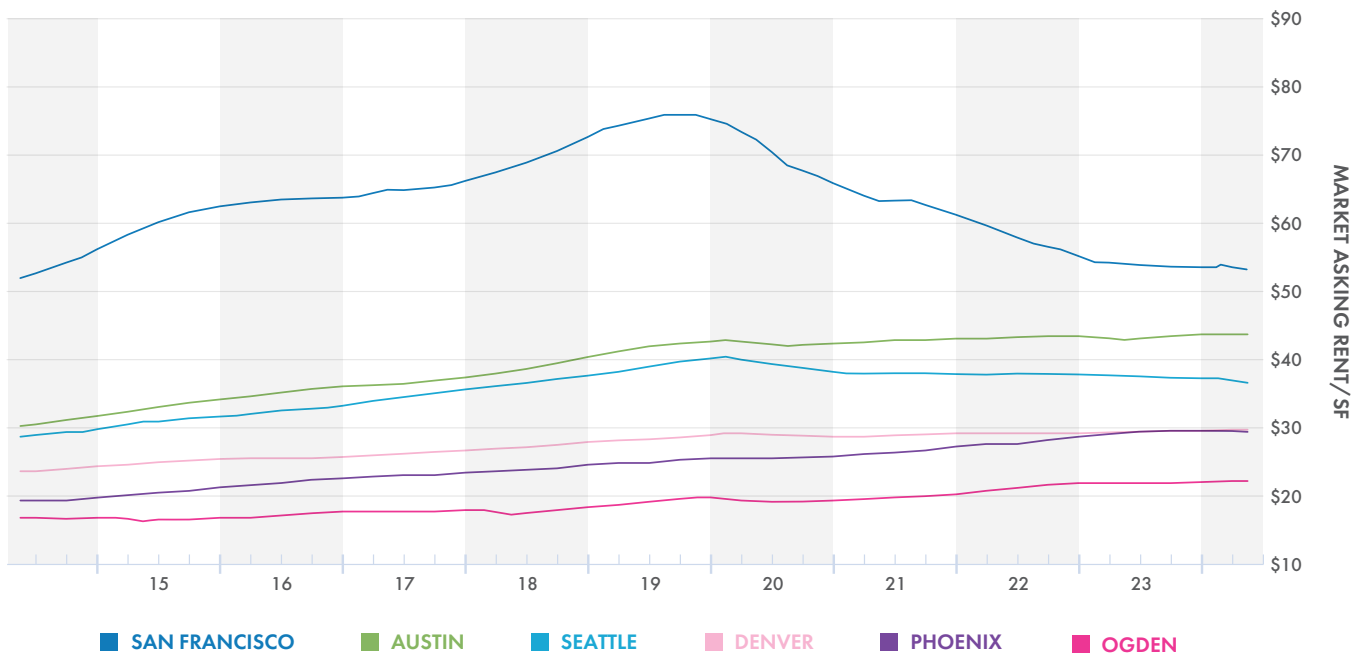
OGDEN-CLEARFIELD MSA INDUSTRIAL MARKET STATISTICS



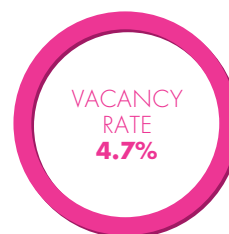
OFFICE/TECH RATES

In the office/tech market, rents per square foot is significantly lower in the Ogden-Clearfield MSA Office Market compared to the other markets listed.

Market	Market Rent/SF
San Francisco – CA	\$53.80
Austin – TX	\$43.66
Seattle – WA	\$37.03
Denver – CO	\$29.69
Phoenix – AZ	\$29.55
Ogden – UT	\$22.10



OGDEN-CLEARFIELD MSA OFFICE MARKET STATISTICS

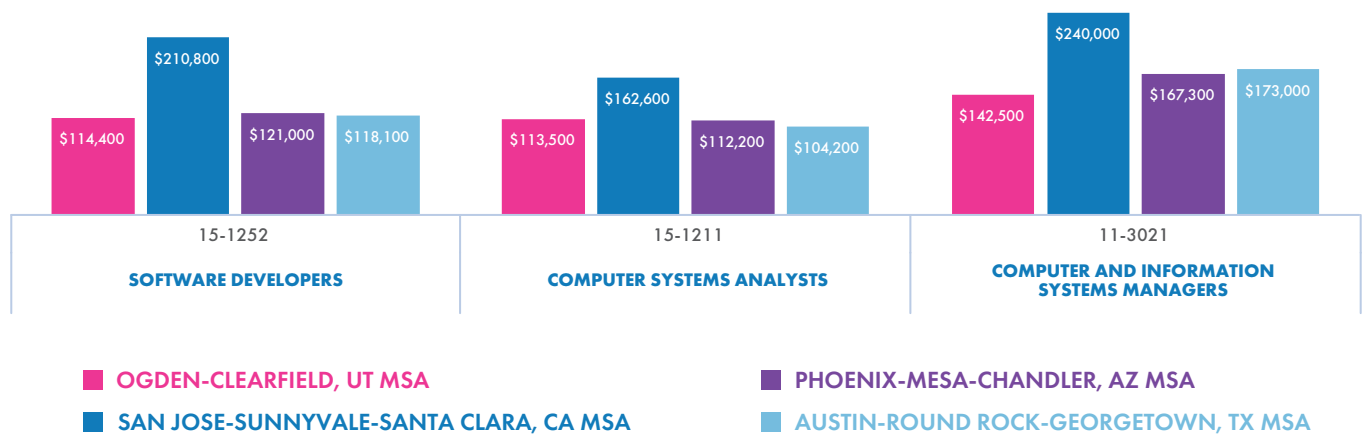


TECH

The Weber and Davis County Subregion is filled with large and small tech companies that have grown up in Utah or located here because of the business-friendly environment, culture, natural amenities, and other reasons. Here are a few of the competitive advantages for locating or growing your tech company in the Weber and Davis County Subregion:

- 1 Access to highly educated, hard-working labor pool
- 2 Tax incentives
- 3 A lower cost of doing business
- 4 A lower cost of living
- 5 Collaboration with Utah's higher education community
- 6 An entrepreneurial spirit
- 7 Weber and Davis County Subregion is a great place to live, work, and play

TECH MEDIAN WAGE



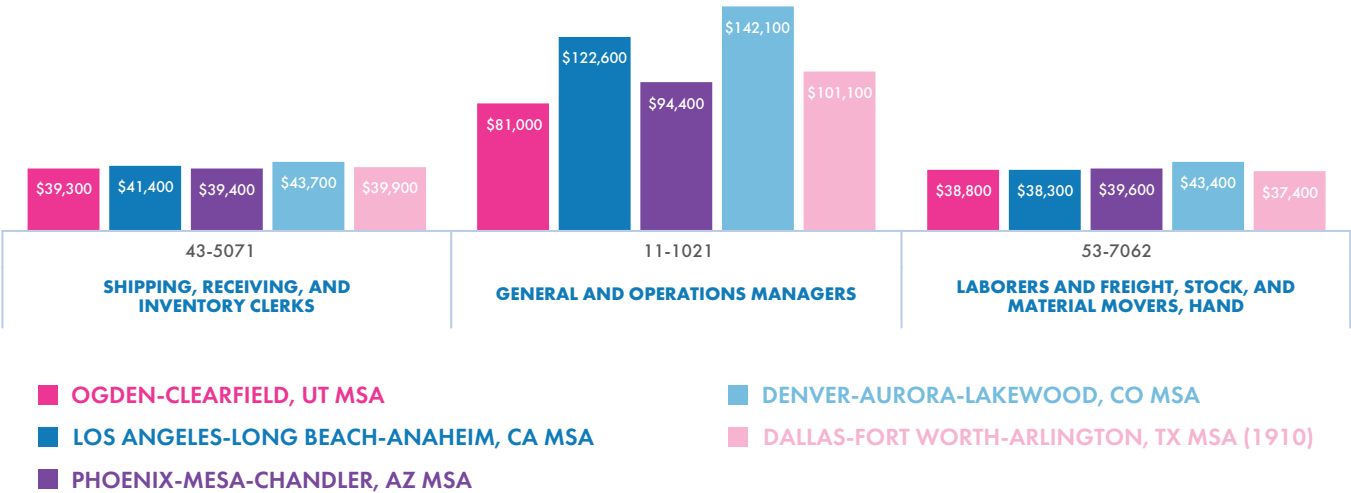
Source: JobsEQ, data as of 2023Q3

MANUFACTURING

Manufacturing firms locate in Utah for many of the same reasons important to other businesses: access to a skilled labor pool, low cost of doing business, tax incentives, among other reasons. But there are other key reasons for locating a manufacturing operation here:

- 1 The Weber and Davis County Subregion is a distribution hub to many major western cities and states.
- 2 Convenient access to three major interstates: I-15, I-80, I-84.
- 3 Convenient connections to three major rail lines leaving Seattle, San Francisco, and Los Angeles.
- 4 Pro-business climate.
- 5 Energy costs that are 26% below the national average and third lowest in the U.S.
- 6 Strong industrial supply chain.
- 7 Convenient air freight distribution to domestic and international locations via Salt Lake City International Airport.
- 8 Major inland port for importing and exporting with convenient truck, air, and rail service.

MANUFACTURING MEDIAN WAGE



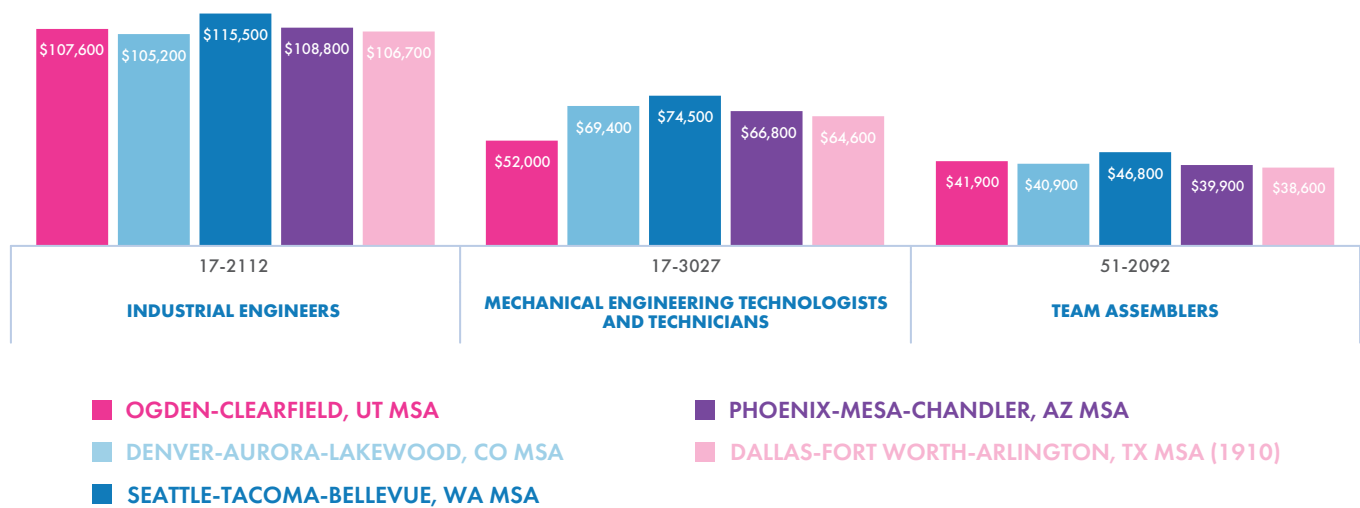
Source: JobsEQ, data as of 2023Q3

ADVANCED MANUFACTURING

More than 30 industries represent Utah's advanced manufacturing sector, with employment totaling more than 74,000 jobs. Some of the key advanced manufacturing industries include aerospace products and parts, computer and electronics, medical equipment

and supplies, electrical equipment, and machinery manufacturing. The state is home to a significant number of cutting-edge companies that are dedicated to expanding the advanced materials, manufacturing, technology development, and design sectors.

ADVANCED MANUFACTURING MEDIAN WAGE



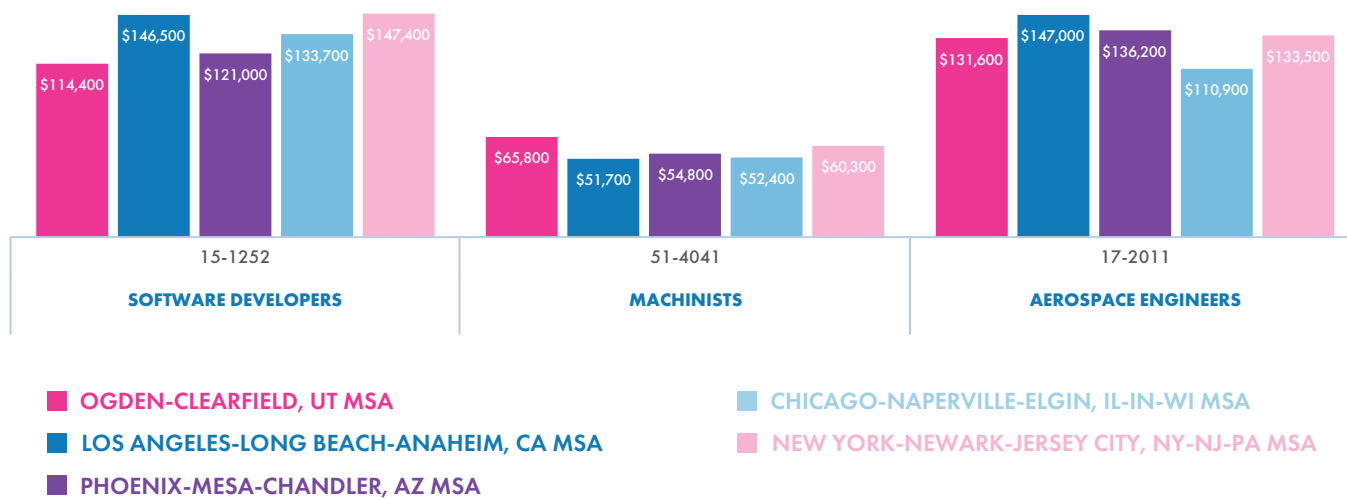
Source: JobsEQ, data as of 2023Q3

AEROSPACE AND DEFENSE

The Weber and Davis County Subregion's aerospace industry is anchored by Hill Air Force Base, which is the epicenter for the development of the Sentinel missile system, formerly known as the Ground-Based Strategic Deterrent (GBSD) missile system. Our aerospace and defense industry includes a diverse range of companies, products, and systems for commercial and military applications. Some of the aerospace and defense companies located in the region include Northrop Grumman, Boeing, Janicki Industries, Lockheed Martin, General Dynamics, BAE Systems, Inc., Barnes Aerospace, Parker Hannifin Control Systems, Williams International, Borsight, JBT Aerotech, Petersen, Inc., and many others. These companies research, develop, design, and manufacture systems and parts in support of military and civilian operations. Why Utah? Here are a few great reasons:

- 1 A talent-ready, highly educated workforce.
- 2 Utah Aerospace Pathways Program to develop skilled workers.
- 3 Lower cost of doing business.
- 4 Research universities that collaborate with aerospace and defense companies to drive affordable innovation and excellence.
- 5 Government leaders that try to reduce and eliminate red tape at the local and national level.
- 6 A strong concentration of aerospace companies located in the Weber and Davis County Subregion.
- 7 A concentration of advanced composites companies supporting the aerospace industry.
- 8 A strong supply chain.

AEROSPACE MEDIAN WAGE



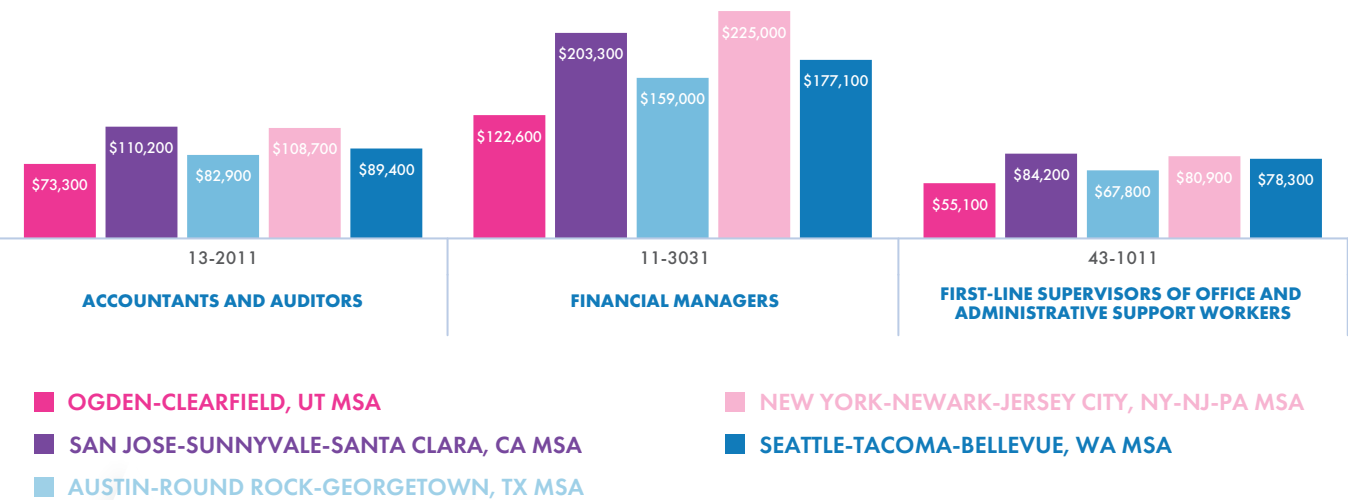
Source: JobsEQ, data as of 2023Q3

FINANCE/PROFESSIONAL SERVICES

The concentration of financial and professional services companies in Utah continues to expand. The state has a 110-year history as the nationwide center for industrial banks. Goldman Sachs located in Utah in 2000 and launched a major expansion here in 2008. The industry includes commercial and industrial banks, credit unions, everything related to FinTech, insurance enterprises, and other financial and professional service businesses. Here are a few competitive advantages that the Weber and Davis County Subregion offers to finance and professional services businesses:

- 1 A dynamically lower operational cost structure than other financial centers.
- 2 Lower real estate costs.
- 3 A superbly educated talent pool.
- 4 As a leading financial center, Utah has the resources to support the location and growth of financial and professional services companies.
- 5 State corporate retention and recruitment incentives.
- 6 A world-class infrastructure.
- 7 A strong and growing fintech environment.

FINANCE MEDIAN WAGE



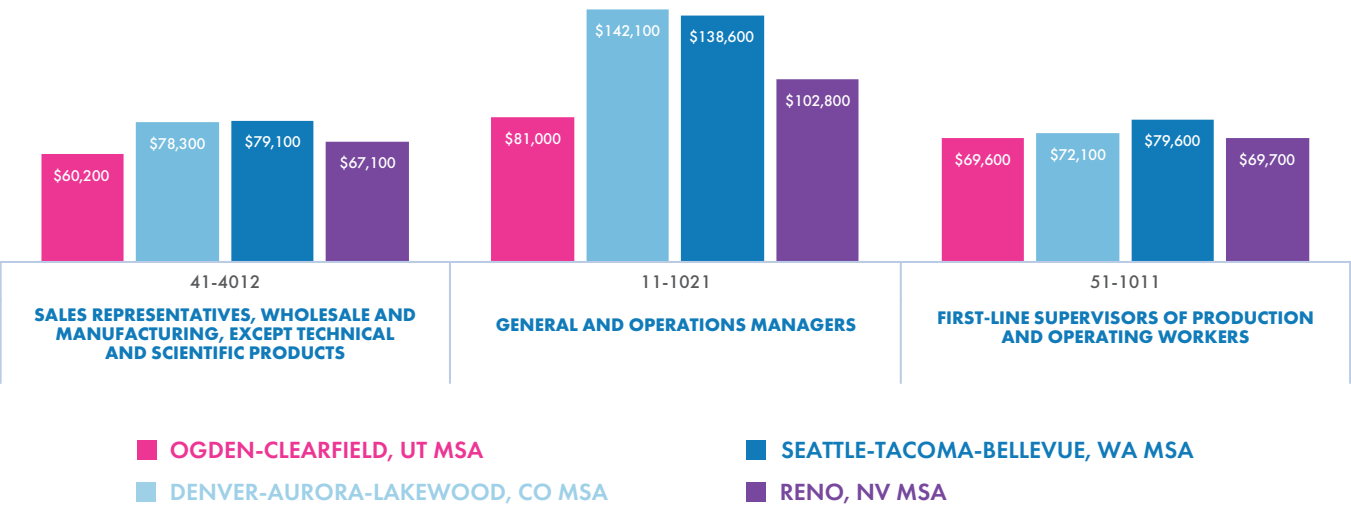
Source: JobsEQ, data as of 2023Q3

OUTDOOR PRODUCTS

With more than 2.5 million Utah residents actively participating in outdoor recreation, it makes sense that Utah would be the hotbed for outdoor products companies. In fact, the state is home to hundreds of outdoor brands, many of which design and manufacture their products right here. Some are home grown companies; others have moved to the state because they love that they can test their products right here in their own backyard. Utah's competitive advantages rest in the following:

- 1 A cluster initiative focused on growing this industry.
- 2 A collaborative environment with local educational institutions offering degrees and programs supportive of the outdoor products industry.
- 3 A strong supply chain of composites and other supporting companies focused on outdoor products.
- 4 A young, educated workforce.
- 5 A lower cost of doing business.
- 6 Unparalleled outdoor assets that attract companies and visitors from around the world, including 34 million acres of public land, five national parks, 44 state parks, world-class ski resorts, thousands of miles of mountain bike and hiking trails, kayaking, blue ribbon fishing, and much more.

OUTDOOR PRODUCTS MEDIAN WAGE



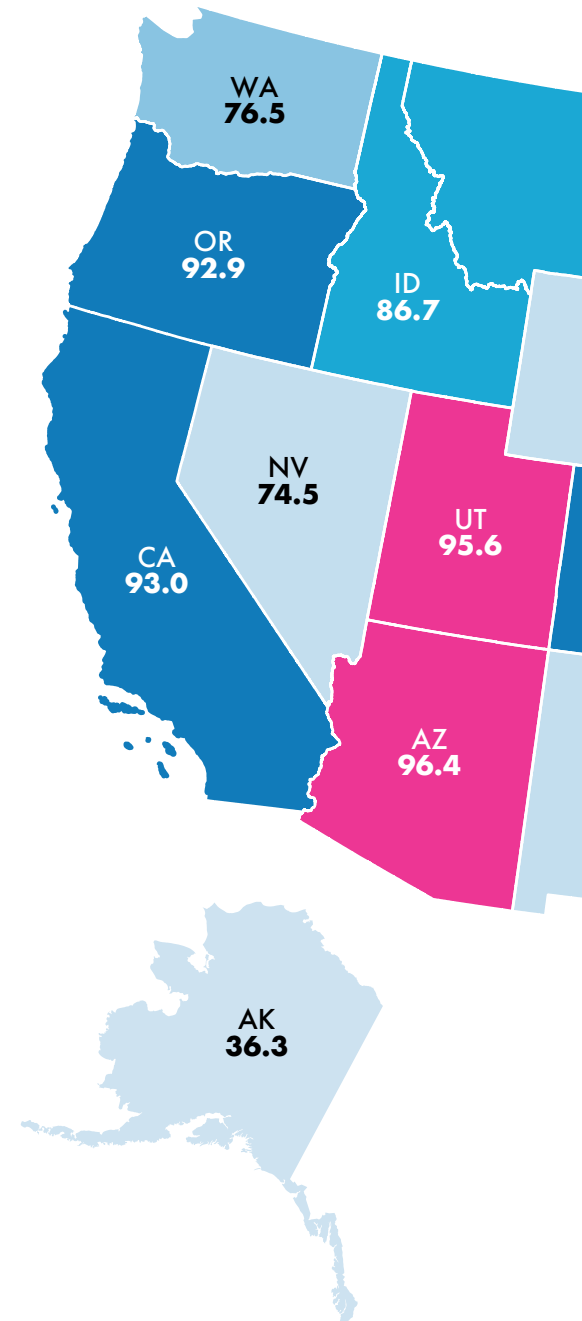
Source: JobsEQ, data as of 2023Q3

INDUSTRY DIVERSITY

Utah's Hachman Index score for economic diversity in 2021 was 95.6, which placed it as the fifth most economically diverse state in the U.S. at the time. Utah ranks second in the West for economic diversity. While California, Washington, Colorado, Arizona, and Oregon all have larger economies than Utah, only Arizona has a higher Hachman Index score.

State	Hachman Index	Rank
Missouri	97.0	1
Georgia	96.6	2
Arizona	96.4	3
Illinois	95.9	4
Utah	95.6	5
North Carolina	95.5	6
Pennsylvania	95.4	7
New Jersey	93.9	8
Colorado	93.8	9
Minnesota	93.2	10

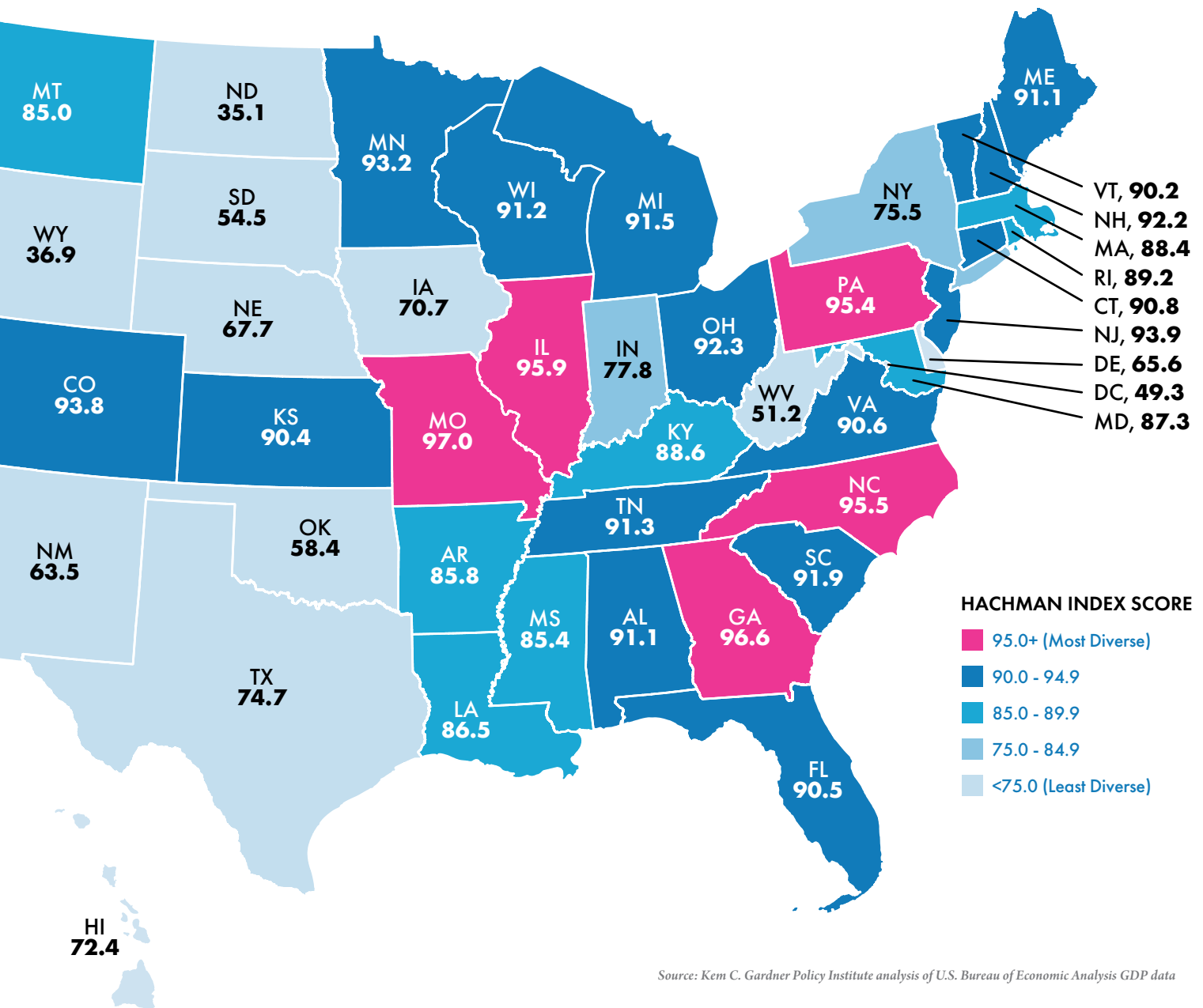
As you can see by the following graphic, Utah's score ranks among the highest in the Intermountain West and is comparative with highest ranking states on the East and West Coasts.



HACHMAN INDEX

The Hachman Index measures economic diversity using indicators such as gross domestic product (GDP) or employment. The index measures the mix of industries present in a particular region relative to a well-diversified reference region. Hachman Index scores range from 0 to

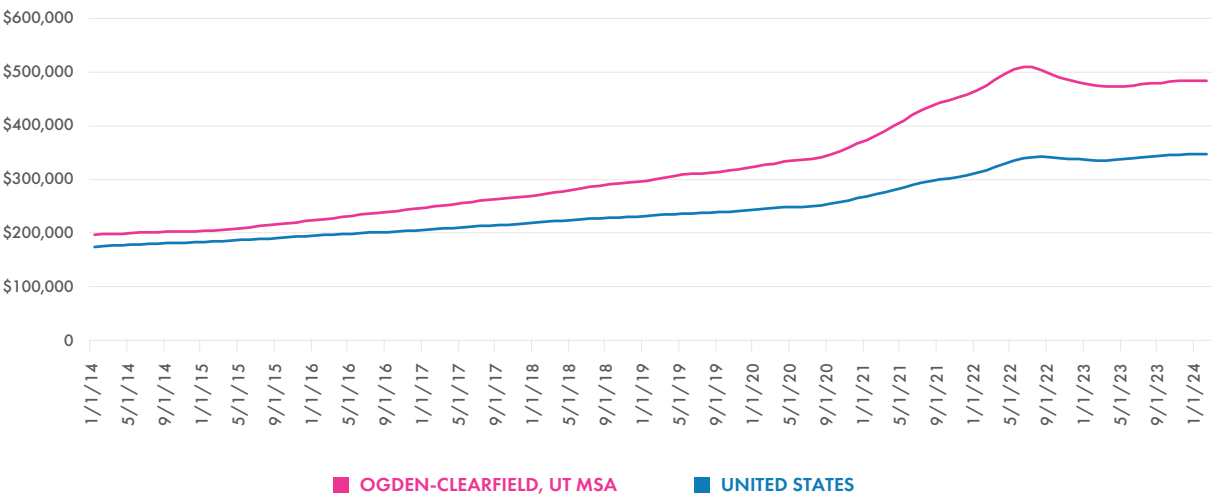
100, where a higher score indicates more economic diversity, and a lower score indicates less. The Hachman Index is often applied at the national level, allowing for comparison between individual states. With reliable data, the index may also measure industrial distribution across counties.



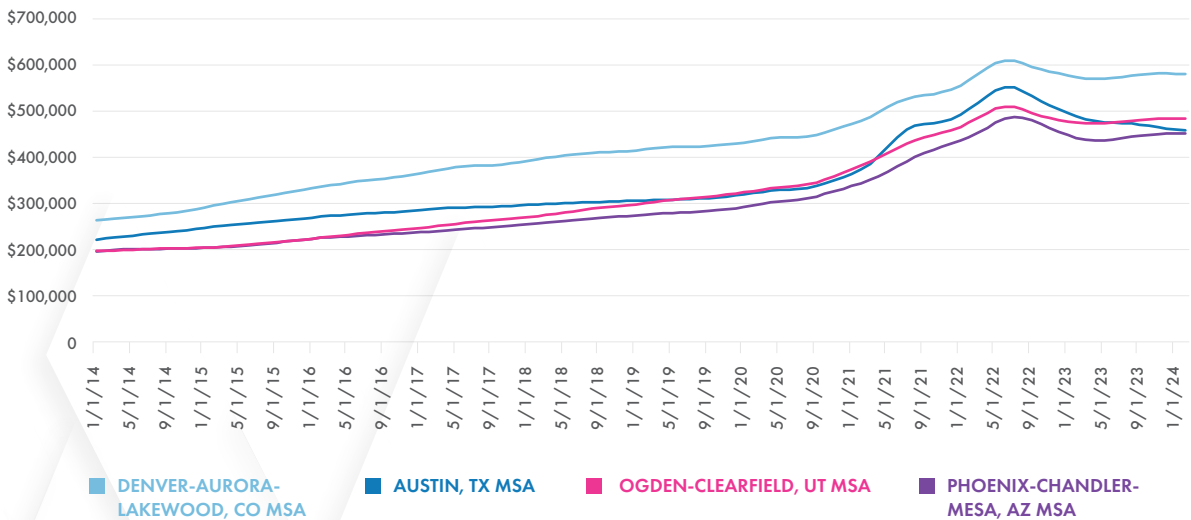
HOUSING COMPARISON

According to the most recent data as of February 2024, the average home value in Ogden, Utah is \$484,251, while the average home value for the nation is \$347,716.

HOME VALUES – LAST 10 YEARS



HOME VALUES – LAST 10 YEARS



Conclusion

SUMMARY OF ADVANTAGES

Why Weber and Davis County Subregion? What is attracting the **workforce**? The state as a whole, and this subregion specifically, is a powerful economic engine that supports business growth, creates jobs, and provides an unparalleled quality of life. Our advantages can be summarized into the following:

- A fertile environment for entrepreneurship and businesses growth – Utah is a leader for independent inventor patents
- A flat corporate tax rate that is one of the lowest in the country
- Lower energy costs
- Top-ranking educational resources
- A bilingual workforce – one third of residents speaks a foreign language
- Favorable regulatory climate
- Globally connected
- One of the safest states in the nation

SUMMARY OF CONSTRAINTS

What are Weber and Davis County Subregion's major challenges?

- Affordable housing
- An increasing need for workers with degrees and certificates in science, technology, engineering, and math (STEM) disciplines
- Water supply
- Air Quality

FUTURE LOOKING PLANS/DEVELOPMENTS

Infrastructure Plans

By 2050 an additional 1.5 million people will live in Utah, and many of those new residents will settle along the Wasatch Front. Understanding this projected growth, elected officials, business leaders, community organizers, transportation agencies and developers have been working together to create a growth vision that would provide more transportation choices and housing options, preserve open space and link development with transportation decisions. This is especially true for the Weber and Davis County Subregion, where there are existing open spaces that will absorb part of the projected growth.

Infrastructure efforts include the extension of the newly completed West Davis Corridor highway from the northern part of Davis County into Weber County and plans to develop more affordable housing options. Ogden City has established a 25-year vision that includes Smart Growth strategies to encourage a vital public realm, walkable neighborhoods, essential services, and amenities, as well as diversity in employment and housing options.

Meanwhile, in Davis County, the Utah Department of Transportation completed one of the state's priority highway projects – a \$504 million upgrade of State Highway 89, which is a key corridor connecting Weber and Davis Counties and Salt Lake City.

Educational Institutions Program Developments

A college education is a key element in breaking the intergenerational cycle of poverty. At Weber State University, since 2010 the school has been supporting college attendance through the Dream Weber scholarship program, which provides free tuition and general student fees to students enrolled in 12 semester credits who qualify for a Pell Grant and whose annual household income is \$50,000 or less. The Dream Weber program supplements any other aid that is awarded, such as a Pell Grant, Institutional Grants, and any other scholarships from generous donors.

Meanwhile, the Ogden-Weber Technical College and Davis Technical College continue to offer free tuition to high school students interested in obtaining technical certifications in high-demand categories and industries.

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NORTHERN UTAH ECONOMIC ALLIANCE (NUEA)

NUEA is a joint venture of Davis and Weber Counties, the two-most populated counties in northern Utah. NUEA is dedicated to quality job growth and increased capital investment in northern Utah.

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