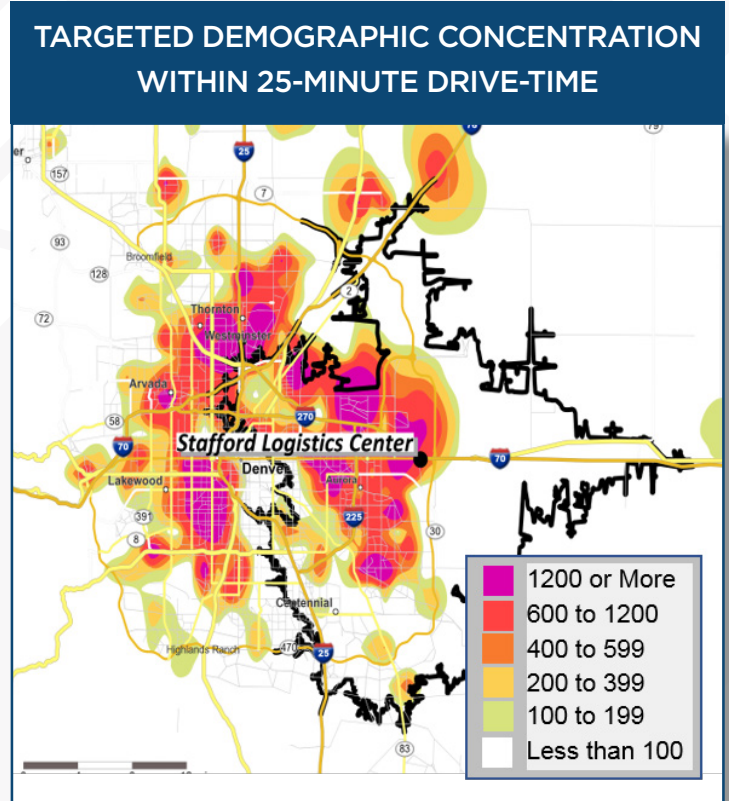


# STAFFORD LABOR AND INCENTIVES

## Labor Market Advantages

- Optimal site positioning that provides immediate access to 125,000 individuals within the targeted warehouse worker labor pool;
- Targeted labor supply exceeds demand to support up to an additional 3,000 warehouse workers;
- Above average projected population growth (6.2% to 7.7%) over the next five years; and
- Large part-time college student enrollment (56,305) to help supplement seasonal/part-time shift requirements



## Selected Labor Market Statistics (2018)

Drive Time (Minutes)	Total Population	% Within 5 Miles of Site	Targeted Demographic Labor Pool	5 Year Projected Population Growth (Total)	5 yr. Projected Population Growth (Ages 18-34)	% Part Time College Enrollment
20 Min.	537,948	26.2%	66,384	7.7%	4.0%	8,238 (56%)
25 Min.	910,832	15%	84,328	7.3%	3.4%	16,476 (58%)
30 Min.	1,494,035	9.4%	125,335	6.2%	1.1%	56,305 (49%)
U.S. Average	N/A	N/A	N/A	4.0%	2.0%	N/A

*\*Targeted warehouse worker labor pool demographic represents the civilian adult population (ages 16+) with demographic characteristics best aligned with distribution center operation workforce requirement (i.e., lower income, blue collar, high school educated).*

*Data Sources: U.S. Census Bureau, National Labor Relations Board, Economic Research Institute, Experian and NorthPoint Development methodology*

**\$13.40/Hr.**

FULFILLMENT SPECIALIST

**\$15.41/Hr.**

FORKLIFT OPERATOR

Estimated Starting Wages,  
Q1 2019 (City of Aurora)