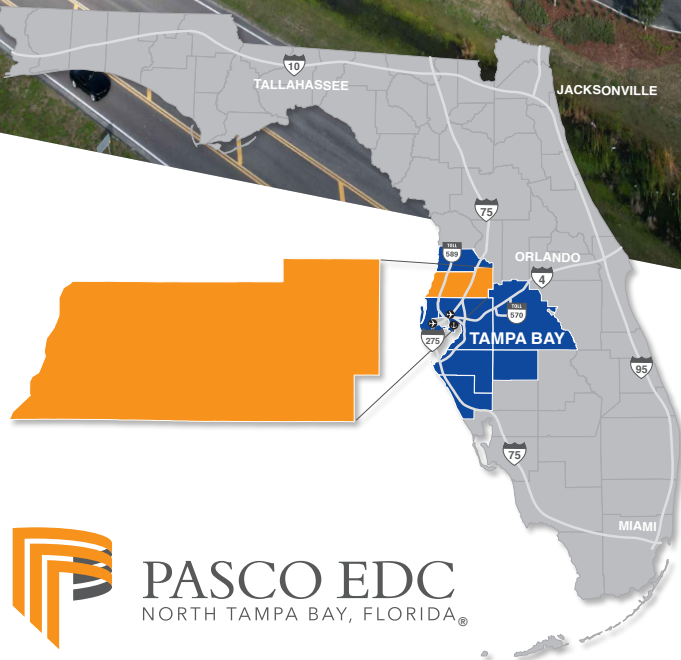


LOGISTICS AND DISTRIBUTION

INDUSTRY SNAPSHOT PASCO COUNTY, FL



NVGTN



WHO WE ARE

The Pasco Economic Development Council (Pasco EDC) is a private, non-profit organization that promotes growth and prosperity through the development of a sustainable and diversified economy.

Our county-wide economic development efforts are funded by corporate and public investors, and represent a strong partnership which is focused on economic vitality and making Pasco County a great place to live and work.

PASCO'S COMPETITIVE ADVANTAGE

■ **TALENT** – PASCO COUNTY SCHOOLS serves **85,855 students** everyday and achieved a 96.9% graduation rate, making it the top-performing school district in the Tampa Bay area for the 2024-25 school year.

- Pasco County Schools has **42 pathways in Career and Technical Education programs** through partnerships with local industry

Access to the University of South Florida, which ranks **#45 among public universities** in the United States by *U.S. News and World Report 2025*

Saint Leo University ranked **#53 for Veterans** in the United States by *Military Times Best for Vets: Colleges 2025*



Amazon Robotic Sortation Center

■ **WORKFORCE** – Our **workforceCONNECTpasco.com** platform allows employers to find programs that produce talent that will thrive in their industries, and explore resources that can help their business stand out to top candidates, as well as helping job seekers discover and explore various career pathways in a diverse economy of fast-growing industries

■ **BUSINESS CLIMATE** – Stable, pro-business government leadership in a right to work state with local incentives

■ **TAXES** – Low operating costs and no personal state income tax

■ **TRANSPORTATION** – Five major regional commuter arteries intersect Pasco County: I 75, FL 589, US 41, US 19 and US 301

FLORIDA RANKED

#3



IN THE NATION FOR
TRANSPORTATION
& WAREHOUSING
ESTABLISHMENTS

Source: Bureau of Labor Statistics

FLORIDA RANKED #3
BEST STATE
TO DO
BUSINESS



Source: CNBC (2025)

38% PASCO COUNTY'S
WORKFORCE INCREASE
OVER 10 YEARS

Source: JobsEQ 2025 Q3

PASCO COMPANIES:

1. ABC Supply Co Inc.
2. Amazon Delivery
3. Amazon Robotics Sortation Center
4. American Food Distributor, LLC
5. Baker Distributing
6. Black Diamond Coatings
7. Cal-Maine Foods, Inc.
8. CoVar Transport
9. Folsom of Florida Inc.
10. Great Bay Distributors
11. Heyl Truck Lines, Inc
12. Jameson Logistics
13. Lowe's Tampa North FL XDT
14. NVGTN
15. Primo Brands
16. Rowland Truck Lines
17. Seitenbacher America
18. The Fulfillment Lab
19. Town & Country Industries
20. United Parcel Service
21. WebDirect Brands

EDUCATION & RESEARCH INSTITUTIONS:

22. Keiser University
23. Pasco-Hernando State College¹
24. Rasmussen University
25. Saint Leo University
26. University of South Florida
27. University of Tampa

1 DAY TRUCK DRIVE

POPULATION: 18.8 Million

2 DAYS TRUCK DRIVE

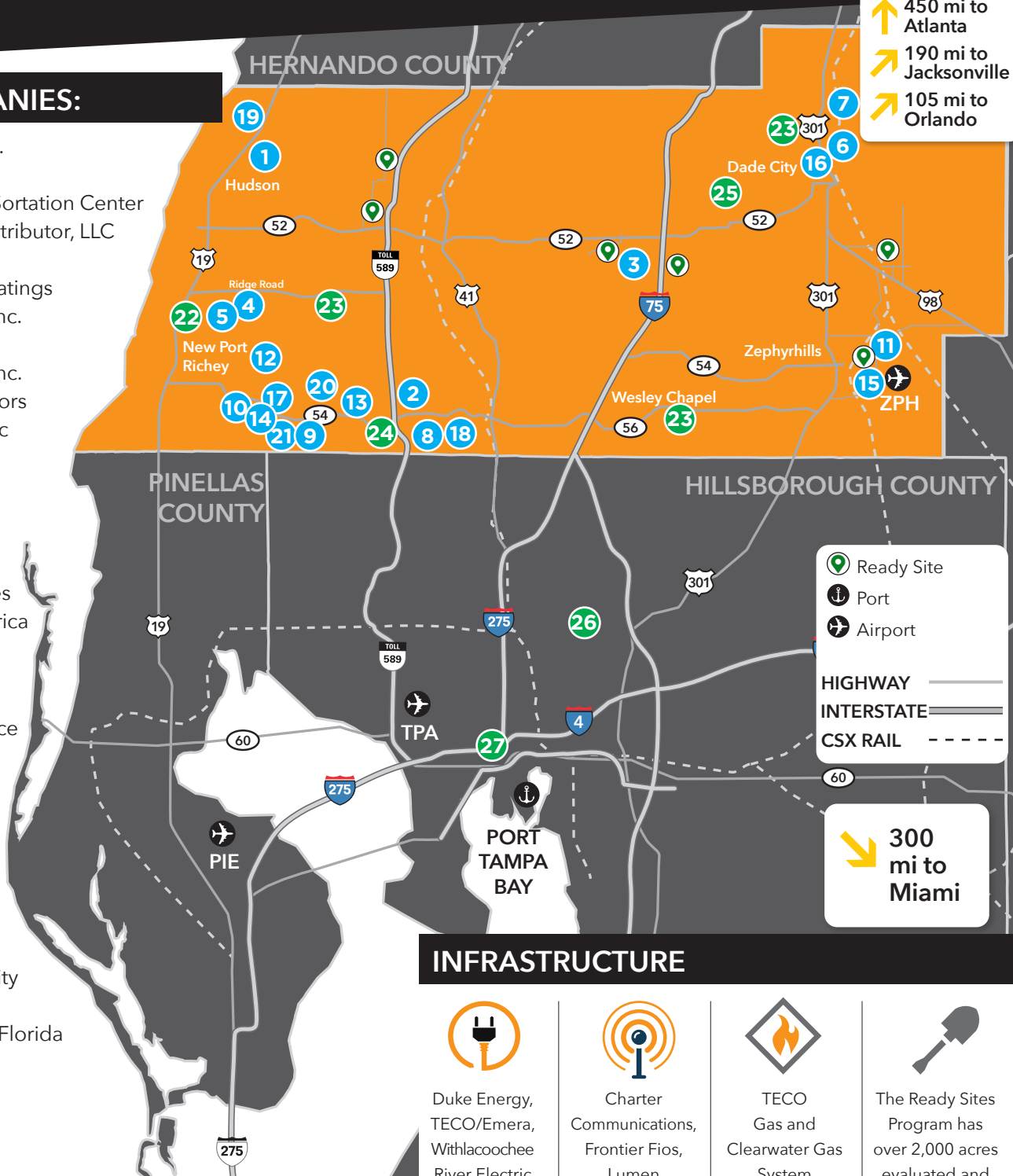
POPULATION: 73.6 Million

3 DAYS TRUCK DRIVE

POPULATION: 200 Million



Companies can reach one-third of the US population within twelve hours.



INFRASTRUCTURE



Duke Energy, TECO/Emera, Withlacoochee River Electric Cooperative



Charter Communications, Frontier Fios, Lumen



TECO Gas and Clearwater Gas System



The Ready Sites Program has over 2,000 acres evaluated and ready for industrial development

FLORIDA RANKED #1
SYSTEM FOR HIGHER EDUCATION
FOR 9TH STRAIGHT YEAR

Source: U.S. News and World Report (2025)

FLORIDA RANKED #1
IN THE NATION FOR ATTRACTING & DEVELOPING A SKILLED WORKFORCE
FOR THE THIRD YEAR IN A ROW

Source: LightCast Talent Attraction Scorecard (2025)

TOTAL MSA POPULATION:
3.4 MILLION
TOTAL PASCO POPULATION:
648,369

Source: Florida Office of Economic & Demographic Research (2025)

FLORIDA RANKED #6
BEST STATE TO LIVE IN

Source: U.S. News & World Report (2025)

WORKFORCE

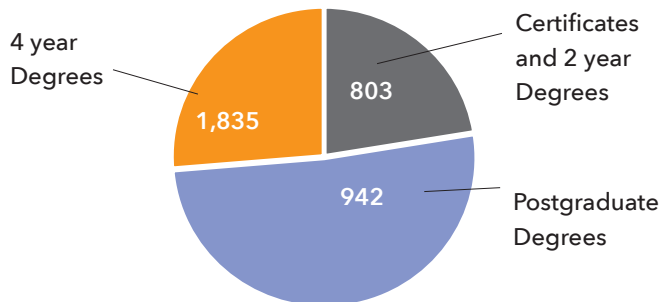
AVERAGE INDUSTRY WAGES:
Logistics & Distribution



Source: JobsEQ® (2025 Q3)

EDUCATIONAL ATTAINMENT

3,580 total degrees and certificates were earned in programs related to Logistics & Distribution careers in the Tampa MSA during the 2023-2024 academic year.



Source: JobsEQ®

AIR

Tampa International is the best airport for exporting to Latin America

LAND

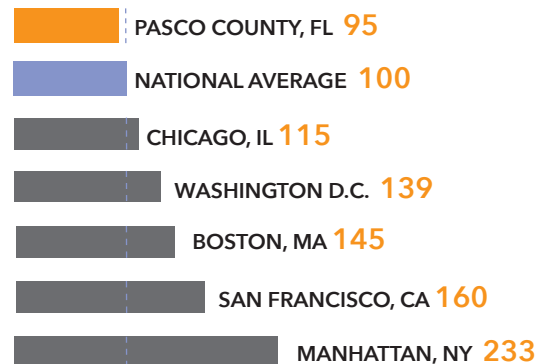
CSX Rail serves Pasco County, with over 3,000 miles of rail in Florida

SEA

Port Tampa Bay is the largest port in Florida

QUALITY OF PLACE

COST OF LIVING COMPARISON
COMPARED TO PASCO COUNTY, FL*



*Jobs EQ 2025 Q3

RECREATION



Home to four amazing cities to explore and 742 square miles of rolling green hills, scenic coastlines, countless amateur sports venues and complexes, picturesque trails and rich culture, Florida's Sports Coast offers game-changing experiences for everyone to enjoy.



394 Miles of Hiking and Biking Trails

24 Miles of Coastline to Explore

21K Acres of Natural Parks and Preserves

BUSINESS CLIMATE

PASCO COUNTY features a pro-business county government in a right to work state with no personal income tax. Customized incentive packages provide savings and benefits to companies creating high wage jobs, and making capital investments in new and existing facilities, new machinery, and training their employees.

0% PERSONAL
INCOME TAX

5.5% CORPORATE
INCOME TAX
LESS \$50,000 EXEMPTION

4TH BEST TAX CLIMATE
IN THE U.S.

PASCO COUNTY INCENTIVES



Pasco County offers local incentives to induce Target Industries to locate and expand their businesses in the community. The Pasco EDC assists Target Industry projects in applying for Pasco County incentives such as:

- **JOB CREATION INCENTIVE (JCI)**

- Eligible companies can receive \$2,000 to \$5,000 per job with a minimum of 10 new jobs
- Job wages must exceed 115% of Pasco County's average annual wage of \$54,511*

*Source: Florida Commerce, January 2026

- **CAPITAL INVESTMENTS**

- Ad Valorem Tax Equivalency Grant on Real or Tangible Business Property
- Building Permit Fee Waiver

- **PERMITTING**

- Rapid Response Team
- Expedited Permitting
- Expedited Processing

WORKFORCE TRAINING GRANTS

- **LOCAL**

- Pasco County*

- Discretionary Workforce Training Funds

- **REGIONAL**

- CareerSource Pasco Hernando*

- On the Job Training (OJT)
 - Incumbent Worker Training (IWT)

- **STATE**

- CareerSource Florida*

- Quick Response Training
 - Incumbent Worker Training (IWT)

- Veterans Florida*

- Veterans Florida Workforce Training Grant

FLORIDA STATE TAX INCENTIVES

- **SALES AND USE
TAX EXEMPTIONS**

- Machinery & Equipment used in Manufacturing, Research and Development
- Electric & Steam used to Operate Machinery in Manufacturing
- Aircraft Repair & Maintenance
- Machinery and Equipment Used in Semi-Conductor, Defense, or Space Technology Production

- **CORPORATE TAX CREDITS**

- Capital Investment Tax Credit (up to 20 years)
- Research and Development for Target Industries
- Renewable Energy Technologies

- **GRANT PROGRAMS AND INCENTIVES**

- Florida Job Growth Grant Fund
- High Impact Performance Incentive

"Our amazing customer base always has, and always will be, the top priority. This new facility will provide improved logistics, innovation, and sustainability efforts that we're excited to integrate. The possibilities for expansion and growth seem endless in Pasco County. The community around our new location is very attractive to us and we're looking forward to becoming a part of it."

– Brett Schneggenburger,
CEO, NVGTN



PASCO EDC
NORTH TAMPA BAY, FLORIDA®



LEARN MORE