

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 \$50,300*

*Source: Florida Commerce, January 2024

- CAPITAL INVESTMENTS**

- Transportation Mobility Impact Fee Waiver
- 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 semiconductor, 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

- GRANTS**

- High Impact Performance Incentive



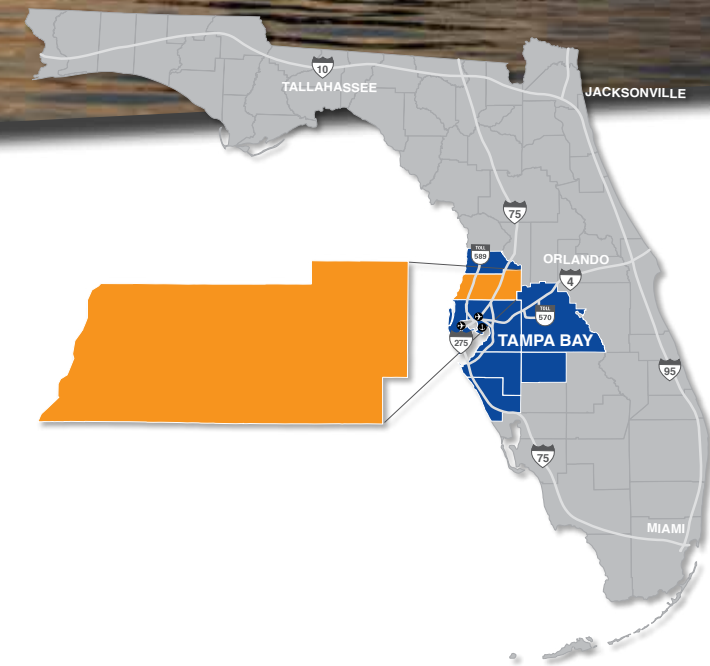
LEARN MORE

PASCO PROFILE

NORTH TAMPA BAY | FLORIDA



Photo credit: Florida's Sports Coast/ Steven Martine



PASCO COUNTY, features a pro-business county government in a right to work state with local incentives, low operating costs, and no personal state income tax, ranking the fourth best tax climate in the United States. The location provides easy access to the Tampa Bay region which features, Tampa International Airport, one of the top 5 international airports in the United States, as well as Port Tampa Bay, the closest U.S. deep-water port to the Panama Canal.

TOTAL MSA POPULATION:
3.3 MILLION
TOTAL PASCO POPULATION:
610,743
TOTAL PASCO WORKFORCE:
335,908

Source: Florida Office of Economic & Demographic Research (April 2023)

PASCO COUNTY RANKED #8 FASTEST GROWING COUNTY IN THE UNITED STATES

Source: Business Facilities (2023)

37%
PASCO COUNTY'S WORKFORCE INCREASE OVER 10 YEARS

Source: American Community Survey (2022)

25%
OF YOUNG ADULTS MIGRATING TO TAMPA FROM OUTSIDE FLORIDA MOVED FROM NORTHEAST STATES

Source: Migrationpatterns.org (2023)



Gary Plastic Packaging Corp.

COMPANY HIGHLIGHTS

ADVANCED MANUFACTURING

1. ClarkDietrich Building Systems, Inc.
2. Reinforced Earth
3. Mettler Toledo
4. Morrow Steel
5. Pharmaworks, Inc.
6. The Point Distillery
7. Welbilt Inc.
8. Bauducco Foods

AEROSPACE, AVIATION & DEFENSE

8. Aeronautical Systems Engineering
9. Bay Tech Industries
10. Pall Aeropower Corporation
11. TRU Simulation + Training

BUSINESS & PROFESSIONAL SERVICES

12. Encompass Health
13. MyCare Medical
14. Santander Consumer USA
15. SouthEast Personnel Leasing

HIGH TECHNOLOGY

16. Artix Entertainment
17. Global ETS, LLC
18. Retail Process Engineering LLC
19. V12 Data

LIFE SCIENCES & MEDICAL TECHNOLOGY

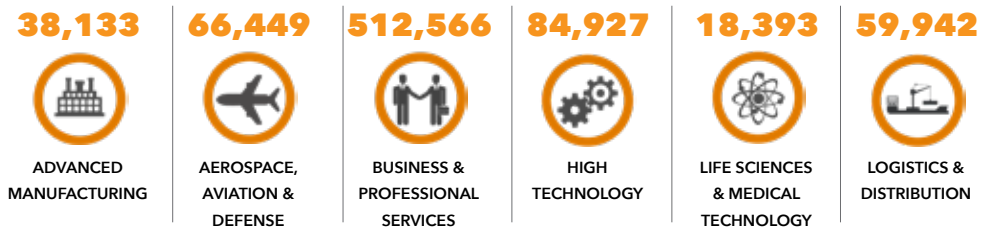
20. Baymar Solutions, LLC
21. Belmar Pharmacy
22. Bravado Pharmaceuticals
23. Fleda Pharmaceuticals Corp.
24. TouchPoint Healthcare Inc.
25. Speros FL/ Future 775 acre Moffitt Cancer Center campus

LOGISTICS & DISTRIBUTION

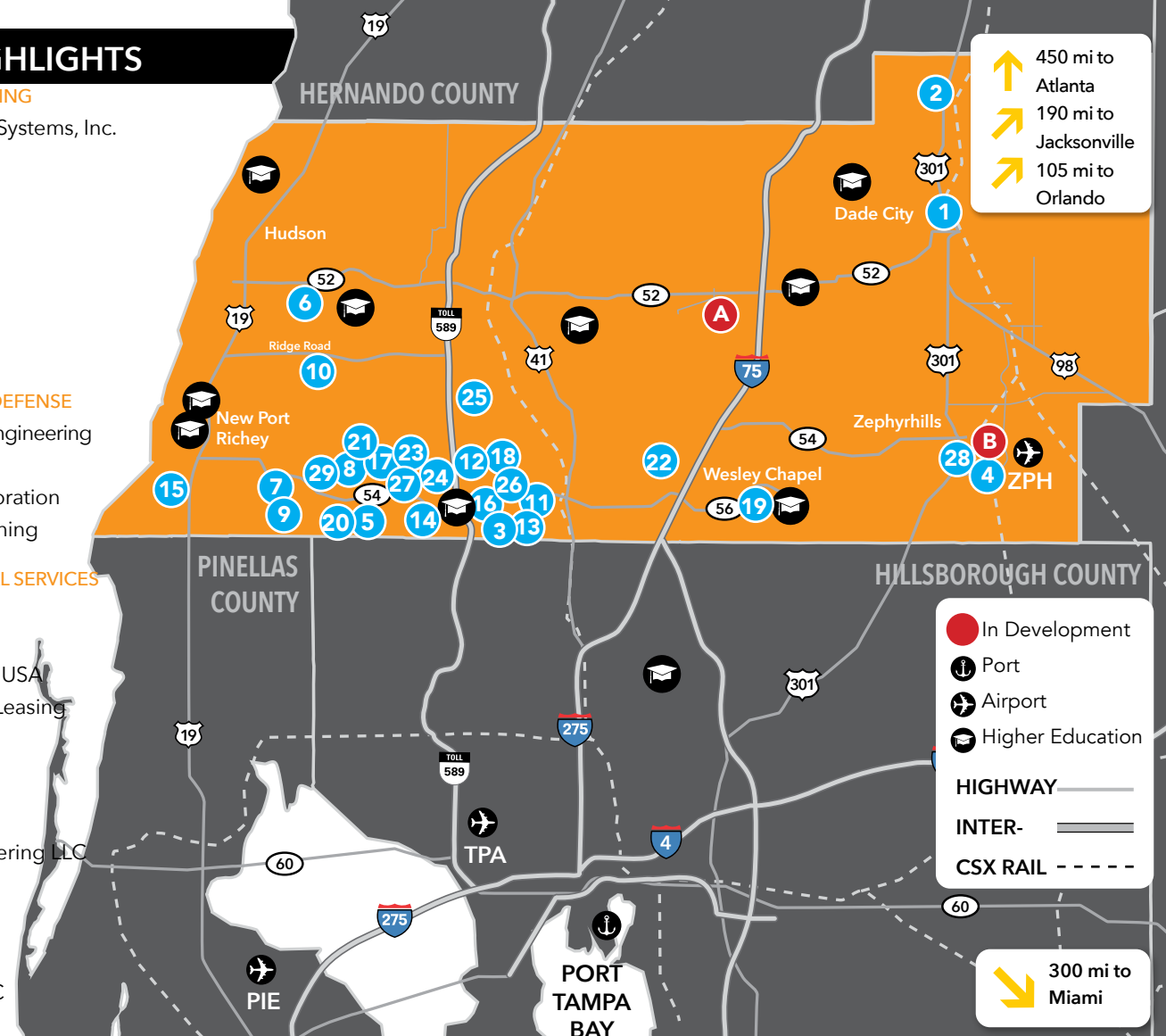
26. Amazon Delivery
27. Lowes
29. Blue Triton/Zephyrhills Water
30. NVGTN
- Amazon Robotics Sortation Center

TARGET INDUSTRIES

Number of employed workers within 30-minute drive of SR-54 & US-41.



Source: JobsEQ®, Data as of 2023 Q2



INFRASTRUCTURE

Duke Energy, TECO/Emera, Withlacoochee River Electric Cooperative	Charter Communications, Frontier Fios, Lumen	TECO Gas and Clearwater Gas System	Ready Sites Program has over 2,000 acres evaluated and ready for industrial development

TALENT

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. It also allows job seekers the opportunity to discover and explore various career pathways in a diverse economy of fast-growing industries.

- Hiring & Training/Up-skilling
- Internship Guide & Resources
- Labor Market Data
- Training Grants

EDUCATION SYSTEM

PASCO COUNTY SCHOOLS serves **86,191 students** everyday and received the designation as a System of Disinction from Cognia in 2022.

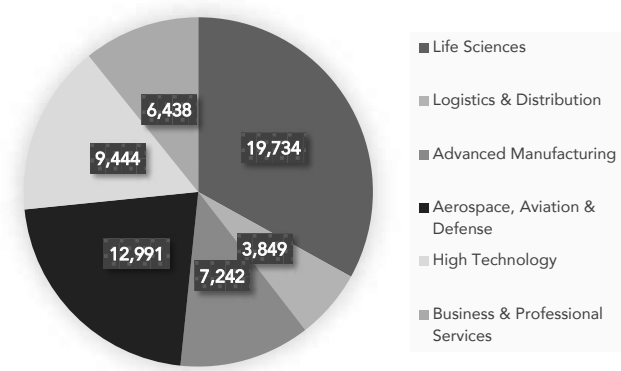
- Pasco County Schools has **40 pathways in Career and Technical Education programs** through partnerships with local industry
- Access to the University of South Florida which ranks **#45 among public universities** in the United States by *U.S. News and World Report 2023*
- Saint Leo University ranked **#24 for Veterans** in the United States by *Military Times Best for Vets: Colleges 2022*

MANUFACTURING TRAINING PROGRAMS
AmSkills, a Pasco-based nonprofit, provides support for the manufacturing industry through workforce training and opportunities for youth, adults, veterans, and the economically disadvantaged.

EDUCATIONAL ATTAINMENT

Total awards earned for each target industry for the Tampa -St. Petersburg MSA during the 2021-2022 academic year.

FLORIDA RANKED #1
SYSTEM FOR HIGHER EDUCATION FOR 6TH STRAIGHT YEAR
Source: LightCast Talent Attraction Scorecard (2022)



FLORIDA RANKED #1
IN THE NATION FOR ATTRACTING & DEVELOPING A SKILLED WORKFORCE FOR THE SECOND YEAR IN A ROW
Source: U.S News & World Report (2023)

QUALITY OF PLACE

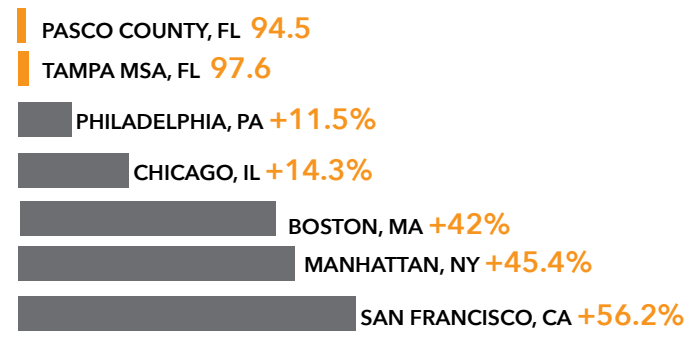
HOUSING COST INCREASE COMPARED TO TAMPA, FL*



- Philadelphia, PA **+3.5%**
- Chicago, IL **+57%**
- Boston, MA **+232%**
- San Francisco, CA **+318%**
- Manhattan, NY **+501%**

TAMPA RANKED 14TH MOST AFFORDABLE OUT OF 44 LARGE MSAs IN THE UNITED STATES
Source: Cost of Living Index for Major Metropolitan Area Cities (April 2023)

COST OF LIVING COMPARED TO TAMPA, FL**



* Cost of Living Index for Major Metropolitan Area Cities
**Jobs EQ 2023 Q3

RECREATION
394 Miles of Hiking and Biking Trails
24 Miles of Coastline to Explore
21K Acres of Natural Parks and Preserves

Source: JobsEQ®