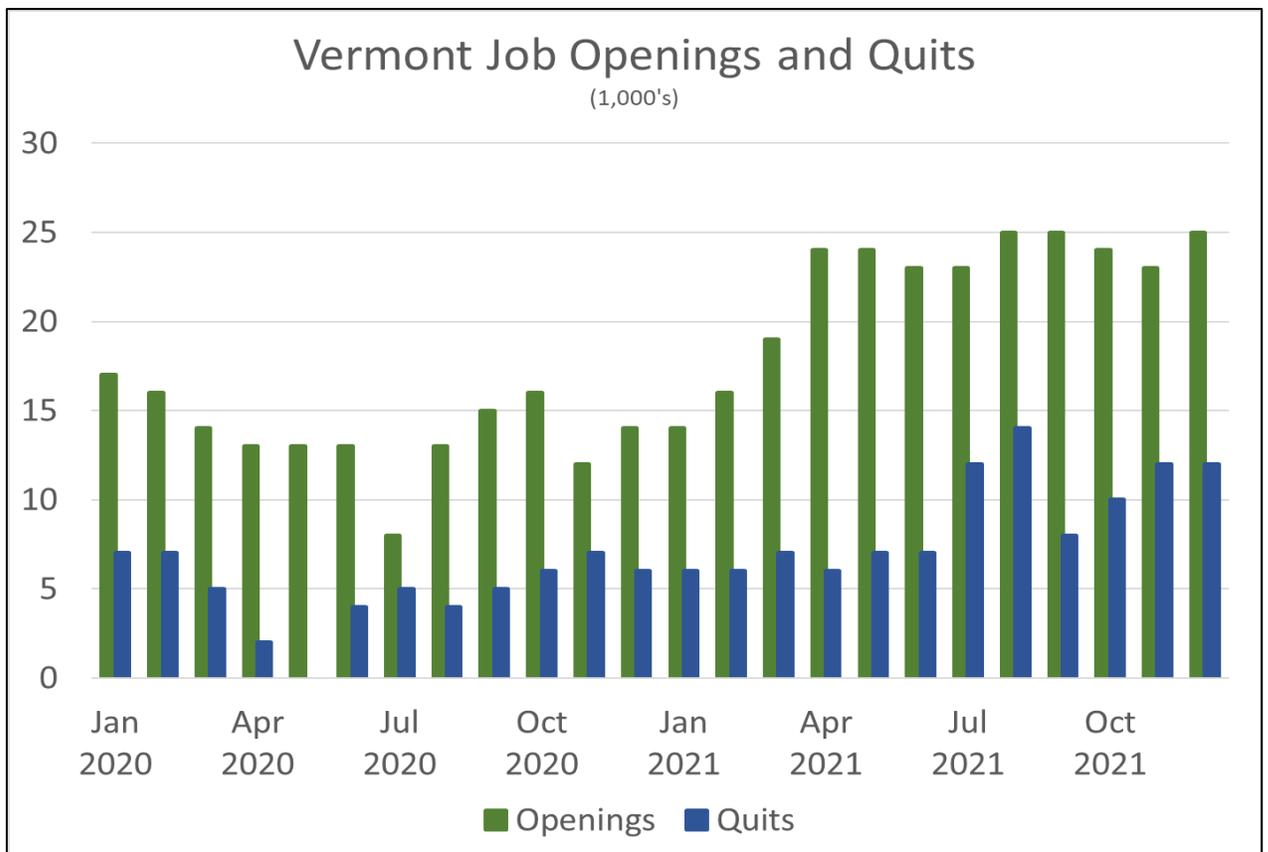


ECONOMIC & DEMOGRAPHIC PROFILE SERIES

Vermont 2022



Job Openings and Labor Turnover Survey, United States Bureau of Labor Statistics

*Economic & Labor Market Information Division
Vermont Department of Labor*

**Vermont Department of Labor
ECONOMIC & DEMOGRAPHIC PROFILE**

The Vermont Economic & Demographic Profile is published by the Economic & Labor Market Information Division of the Vermont Department of Labor. This publication can be found under the Publications heading on our Labor Market website at www.vtml.info.

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Introduction

Vermont's 9,616 square miles make it the sixth smallest state in the United States. With a July, 2021 population of 645,570 it remains the second least-populous state in the nation. The population has grown by 3.2% since the 2010 US Census population estimate of 625,741. The state's population density of 70 people per square mile (2021 US Census, American Communities Survey) is well below the US average of 94 and ranks it thirty-third among US states. Within New England only Maine (44 people per square mile) has a lower population density.¹

2021 was in many ways a slow rebound from the pandemic-related disruptions of 2020. Around the world, commerce began to expand. Most nations saw significant economic growth, including the United States. Here in Vermont the economy added 13,500 total nonfarm jobs, an increase of 4.7% between December of 2020 and December of 2021. The statewide unemployment rate fell from 3.8% to 3.1%. The number of unemployed Vermonters in the household survey fell from 12,552 to 10,109. Despite these strong gains the labor force remained almost 27,000 Vermonters (7.6%) smaller than February 2020.²

As demonstrated by this year's cover photo, 2021 was also a year that saw the labor market in Vermont become constrained by a lack of workers. Job openings far exceeded the number of unemployed persons; by December 2021 the state had 25,000 job openings, a record level.³ At the same time there were only 10,109 unemployed Vermonters.² This constraint led to the highest quit rate on record, with an average of about 12,000 Vermonters quitting their jobs each month in the latter half of the year.³

Gross Domestic Product

Vermont's economic history has deep roots in agriculture, logging, mining and manufacturing. The modern Vermont economy is a diversified mix of industries. Some of the state's largest employment and output is in Leisure & Hospitality, Retail Trade, Manufacturing, Health Care & Social Assistance, Education and Professional & Technical Services. Vermont's economic output (gross domestic product in chained dollars) continued to increase in 2021 as the COVID-19 pandemic receded. The most significant economic growth was found in those industries hit the hardest in 2020. Comparing annual averages, real (chained) dollar value output in Arts, Entertainment & Recreation grew 23.3%. Real output in Accommodation & Food Services grew 19.8%. Double-digit growth was also found in Administrative & Support & Waste Management Services (+17.6%) and Professional & Business Services (+12.8%). The largest declines in output were in Agriculture, Forestry, Fishing & Hunting (-37.9%), Educational Services (-8.6%) and Utilities (-7.1%).⁴

¹ United States Census Bureau

² Local Area Unemployment Statistics, Economic & Labor Market Information Division, Vermont Dept of Labor

³ Job Openings and Labor Turnover Survey, United States Bureau of Labor Statistics

⁴ United States Bureau of Economic Analysis

Employment

Annual average Total nonfarm employment in Vermont stood at 293,600 in 2021, an increase of 6,600 (+2.3%) over 2020. The private sector added 7,900 jobs while the public sector declined by 1,200.⁵

Numerically, the largest gains were found in Accommodation & Food Services where the 2021 annual average employment was 25,900, up 3,100 (13.6%) over 2020. The Food Services and Drinking Places subsector of that industry added 2,100 (+14%) while Accommodations added 1,000 (+12.8%). Professional & Business Services added 1,500 jobs (+5.3%) nearly evenly divided between Professional & Technical Services (+800) and Administrative & Waste Management (+700). Retail Trade added 1,100 (3.3%). The largest losses were in Government (-1,200). No other industry lost more than 400 jobs over the year.

The Burlington – South Burlington Metro is the state’s largest labor market area and accounted for 118,500 jobs, about 40.4% of all jobs in the state in 2021. Over the year the area gained 2,500 jobs (+2.1%). The largest increases were found in Leisure & Hospitality (+1,200 or +13.2%), Retail Trade (+500 or +3.8%) and Professional & Business Services (+600 or +4.1%). The only industries to experience a loss in average annual employment were Government (-800 or -3.6%), Durable Goods Manufacturing (-200 or -2.6%) and Financial Activities (-100 or 2.2%).⁵

Wages

After increasing 9.6% in 2020 due to the pandemic, average annual wages across all industries in Vermont increased to \$56,263 (+\$2,188 or 4.0%) between 2020 and 2021 Wages among private ownership increased 4.5% to \$55,680 while government wages increased by 2.3% to \$59,060.

The largest private-sector increases in annual average wages over the year were found in Data Processing, Hosting and Related Services (+34.9% to \$95,346). Other industries with large growth in average wages included Motion Picture & Sound Recording Industries (+32.6%), Securities, Commodities Contracts, Investments (+23.7%) and Motor Vehicles & Parts Dealers (+16.2%). The largest private-sector declines were in Colleges and Universities (-11.6%), Performing Arts & Spectator Sports (-8.8%) and Museums, Historic Sites, Zoos and Parks (-4.9%).

Demographics

As of the 2020 American Community Survey people identifying as white represent 93.6% of the state’s population. Among people reporting a single race the next largest cohort is Asian at 1.6% followed by Black or African American at 1.3%. People identifying as two or more races stands at 2.7%.

The population of the state continues to age with 19.4% of the population over the age of 65. The share of Vermonters under 20 years of age represent 21.9% of the population while those

⁵ Current Employment Statistics, Economic & Labor Market Information Division, Vermont Dept of Labor

under 5 constitute 4.7%. Among Vermonters over the age of 25, 93.5% have a high school diploma or equivalent and 39.6% have a Bachelor's degree or higher.⁶

Labor Force

Between 2020 and 2021 Vermont's annual average labor force declined by 12,921 (-3.8%) to 328,216, its lowest level since 1996. The average annual number of employed persons declined by 5,137 (-1.6%) to 316,941, also the lowest since 1996. The number of unemployed persons declined by 7,784 to 11,275. The post-pandemic unemployment rate fell from an annual average rate of 5.6% in 2020 to 3.4% in 2021.⁷

Housing

Vermont's housing stock is among the oldest in the nation. In 2018 the median age of housing in Vermont was 44 years (built 1974) while the national median was 41 years. States with a housing stock older than Vermont include neighboring New York and Massachusetts.

The median sale price of a primary home in Vermont stood at \$270,000 in 2021, an increase of \$25,000 (10.2%) from 2020. This is the largest single-year increase since the 2007 recession. The median single-family home sold for \$280,000 while the median condominium sold for \$248,000 and median mobile home with land, \$115,000. Statewide median gross rent stood at \$985 in 2019, the most recent available data. Median rent for a one-bedroom unit was \$815 while the median rent for a four-bedroom unit was \$1,335.

In 2021 there were 2,319 permits for new housing in Vermont, 1,361 for single-unit houses and 958 for units in multifamily housing. This is an increase of 11.6% over the year and the highest level since 2006. Permits for housing averaged 2,902 between 2000 and 2006.

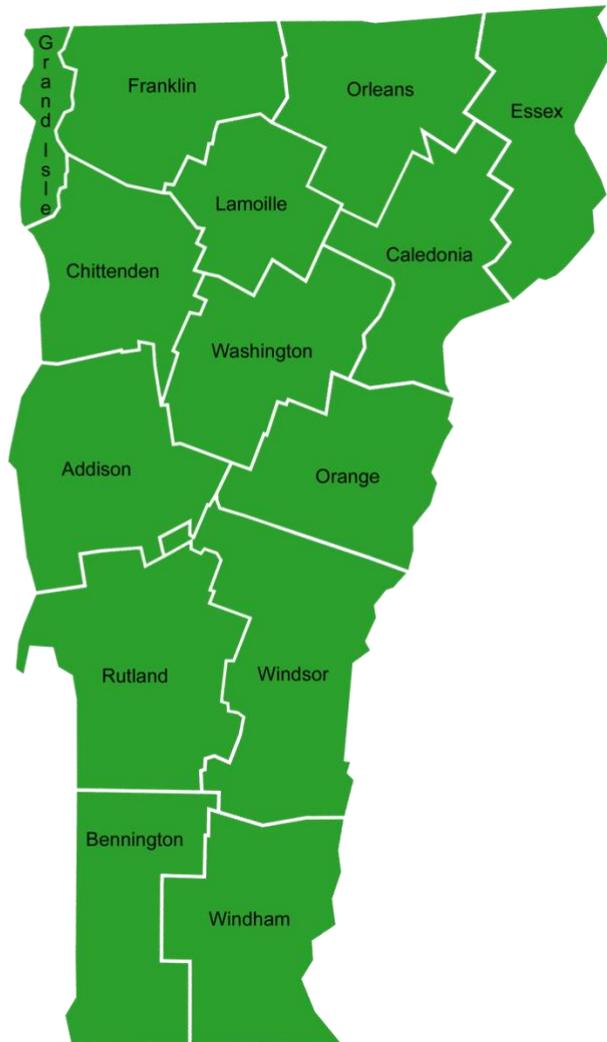
The makeup of housing permits issued in Vermont has shifted significantly since the 2007 recession. In the 7 years prior to the recession (2000 – 2006) 81.6% of all housing permits were for single-unit buildings while the remaining 18.4% were for units in multi-unit buildings. During the decade from 2010 to 2019 the percentage of all units permitted for single-unit buildings fell to 58.8% while multi-unit buildings more than doubled to 41.2%.⁸

⁶ United States Census Bureau

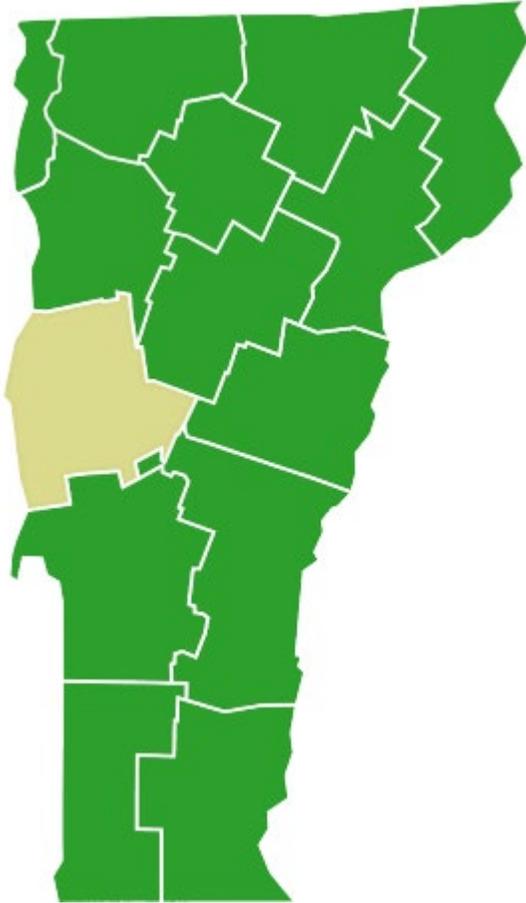
⁷ Local Area Unemployment Statistics, Economic & Labor Market Information Division, Vermont Dept of Labor

⁸ Vermont Housing Finance Agency

County Profiles



Addison County



Addison is the seventh most populous county in the state of Vermont and the fourth largest in size. Its 2020 Census population was 37,363. 2020 per capita income in the county is 94.6% of the statewide average while average quarterly wages (2021) are 94.1% of the statewide wage, the fourth highest quarterly wage in the state. Large industries in the county include Manufacturing (13.3% of all covered employment) and Retail trade (11.6%). Relative to the state as a whole Addison County has a high concentration of the Agriculture, forestry, fishing and hunting industry (3.5 percentage points higher than the state share).

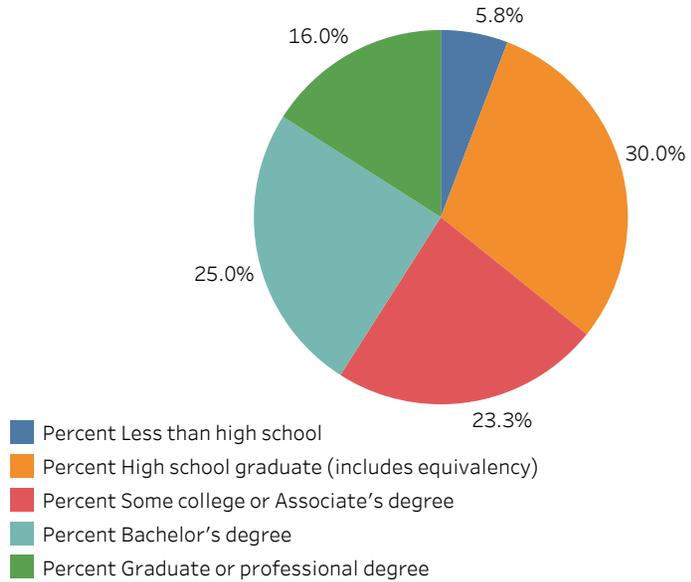
In 2021 Addison County had the seventh largest labor force in the state with a labor force of 19,901. Since 2010 its labor force has decreased by 6.4%. The county's annual average unemployment rate for 2021 was 2.8%, slightly lower than the statewide average of 3.4%. The poverty rate among all Addison County residents was 7.1% in 2020 while among children under 18 it was 7.8%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (93.4%) and "two or more races" (2.5%). Of Addison County

residents 25 years of age and older 94.2% hold a high school diploma or higher while 41.0% hold a bachelor's degree or higher. People 65 years of age and over constitute 20.1% of the population, a number that is expected to grow to 30.3% by 2030.

Addison County Demographics

Education¹

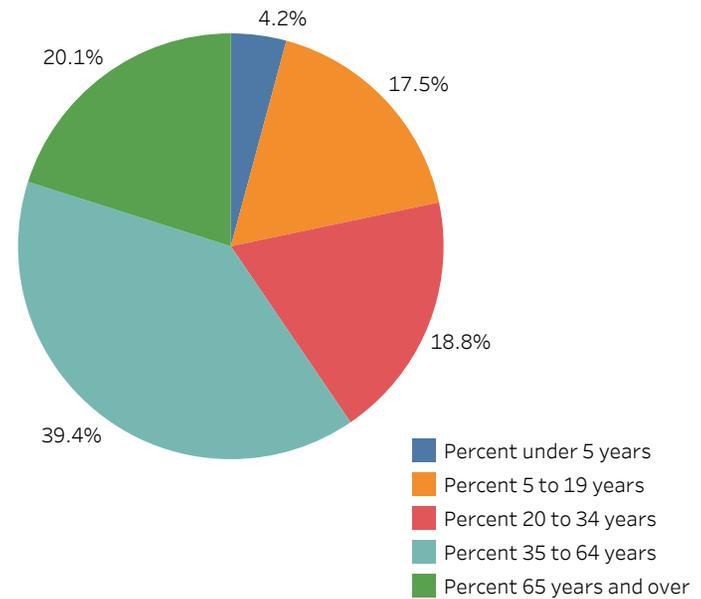


Race²

| | |
|--|-------|
| Percent White alone | 93.4% |
| Percent Black or African American alone | 1.2% |
| Percent Asian alone | 2.0% |
| Percent American Indian and Alaska Native alone | 0.4% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.4% |
| Percent Two or more races | 2.5% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 4.8% | 4.2% | -0.6% |
| Percent 5 to 19 years | 20.2% | 17.5% | -2.7% |
| Percent 20 to 34 years | 17.6% | 18.8% | 1.2% |
| Percent 35 to 64 years | 43.5% | 39.4% | -4.1% |
| Percent 65 years and over | 13.9% | 20.1% | 6.2% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

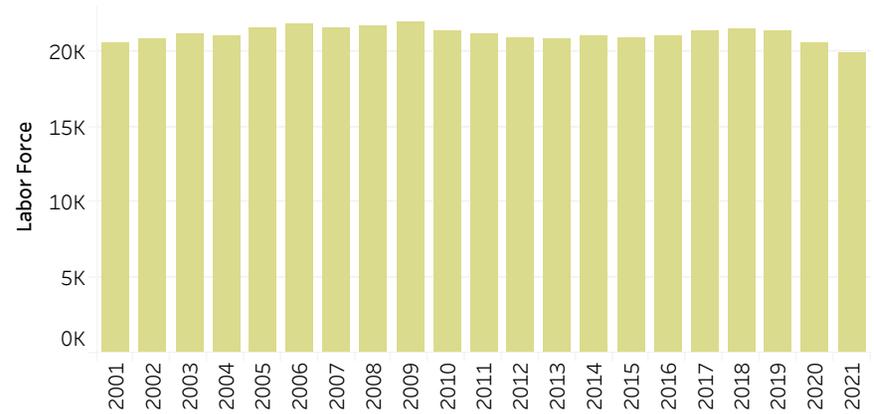
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Addison County Unemployment & Labor Force

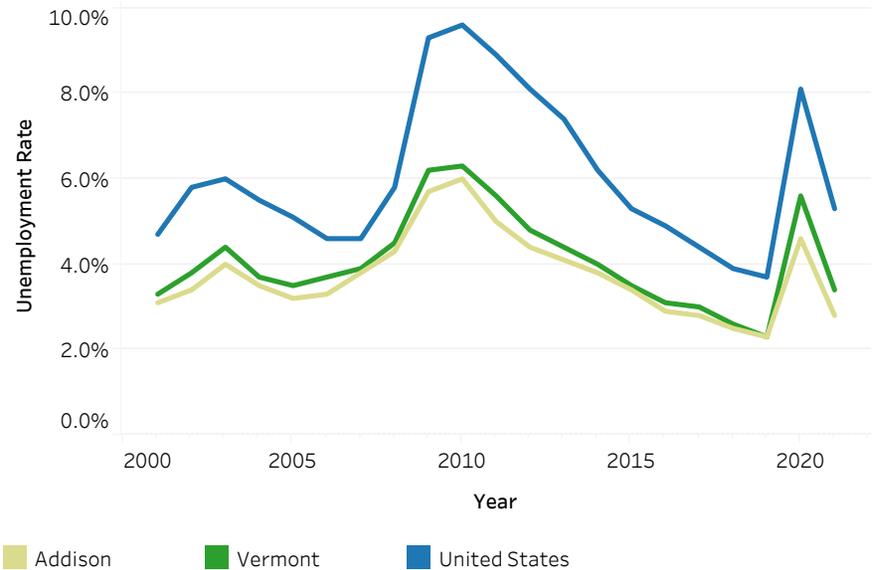
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 20,490 | 625 | 19,865 | 3.1% |
| 2002 | 20,767 | 713 | 20,054 | 3.4% |
| 2003 | 21,057 | 834 | 20,223 | 4.0% |
| 2004 | 20,976 | 731 | 20,245 | 3.5% |
| 2005 | 21,483 | 698 | 20,785 | 3.2% |
| 2006 | 21,798 | 723 | 21,075 | 3.3% |
| 2007 | 21,528 | 813 | 20,715 | 3.8% |
| 2008 | 21,611 | 927 | 20,684 | 4.3% |
| 2009 | 21,880 | 1,256 | 20,624 | 5.7% |
| 2010 | 21,257 | 1,284 | 19,973 | 6.0% |
| 2011 | 21,072 | 1,055 | 20,017 | 5.0% |
| 2012 | 20,815 | 912 | 19,903 | 4.4% |
| 2013 | 20,770 | 859 | 19,911 | 4.1% |
| 2014 | 20,914 | 786 | 20,128 | 3.8% |
| 2015 | 20,801 | 713 | 20,088 | 3.4% |
| 2016 | 20,925 | 602 | 20,323 | 2.9% |
| 2017 | 21,348 | 602 | 20,746 | 2.8% |
| 2018 | 21,392 | 538 | 20,854 | 2.5% |
| 2019 | 21,350 | 489 | 20,861 | 2.3% |
| 2020 | 20,531 | 943 | 19,588 | 4.6% |
| 2021 | 19,901 | 549 | 19,352 | 2.8% |

Labor Force



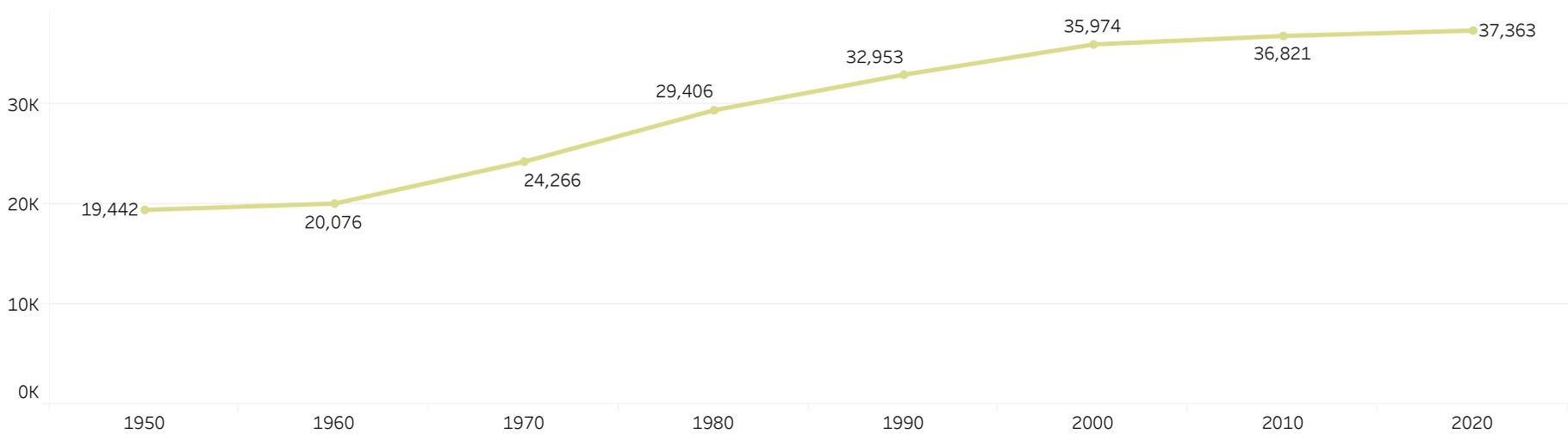
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Addison County Population

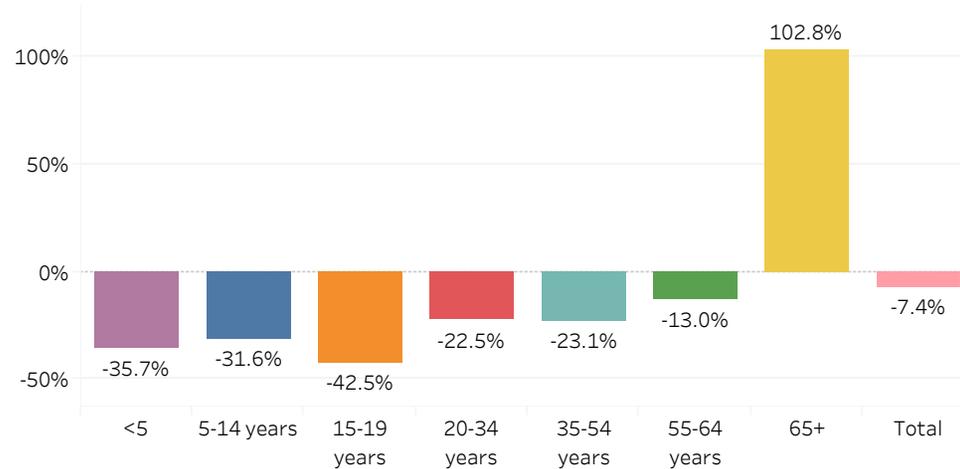
Population Total¹



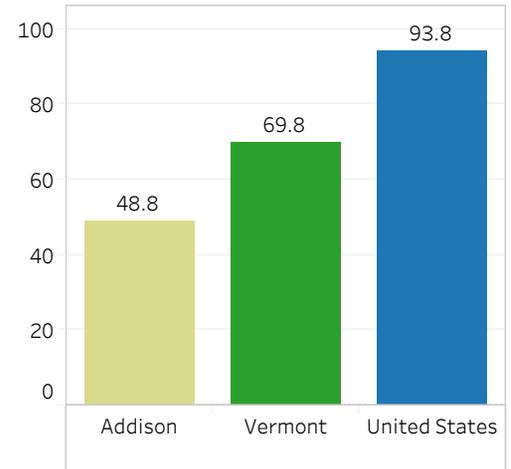
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,140 |
| 5-14 years | 2,853 |
| 15-19 years | 1,891 |
| 20-34 years | 5,012 |
| 35-54 years | 8,142 |
| 55-64 years | 4,729 |
| 65+ | 10,346 |
| Total | 34,113 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Addison County Income & Poverty

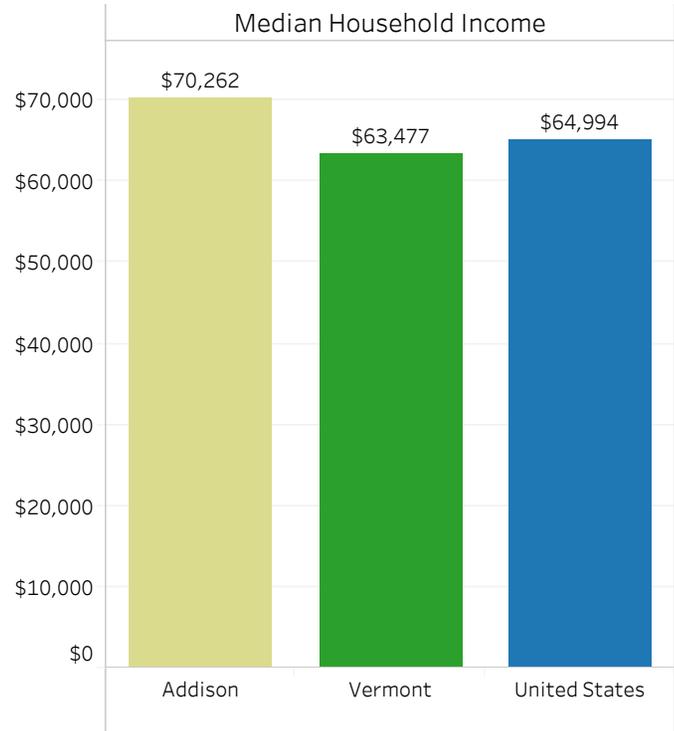
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Addison | \$66,229 | \$70,262 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

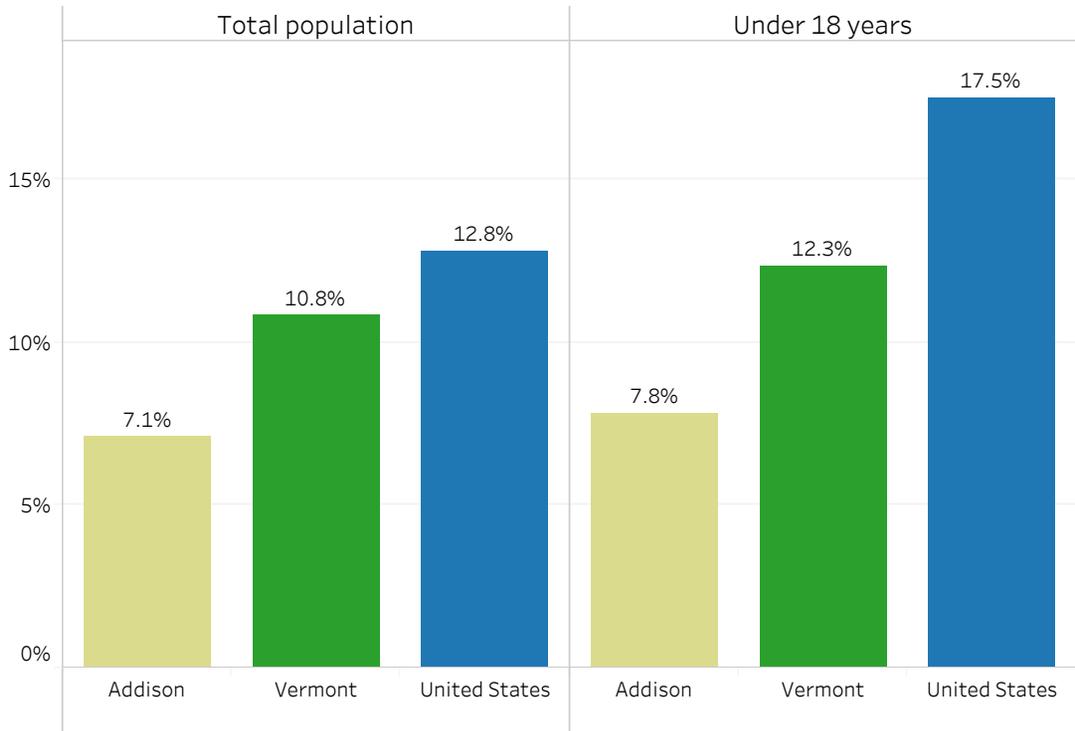
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Addison | 7.1% | 7.8% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

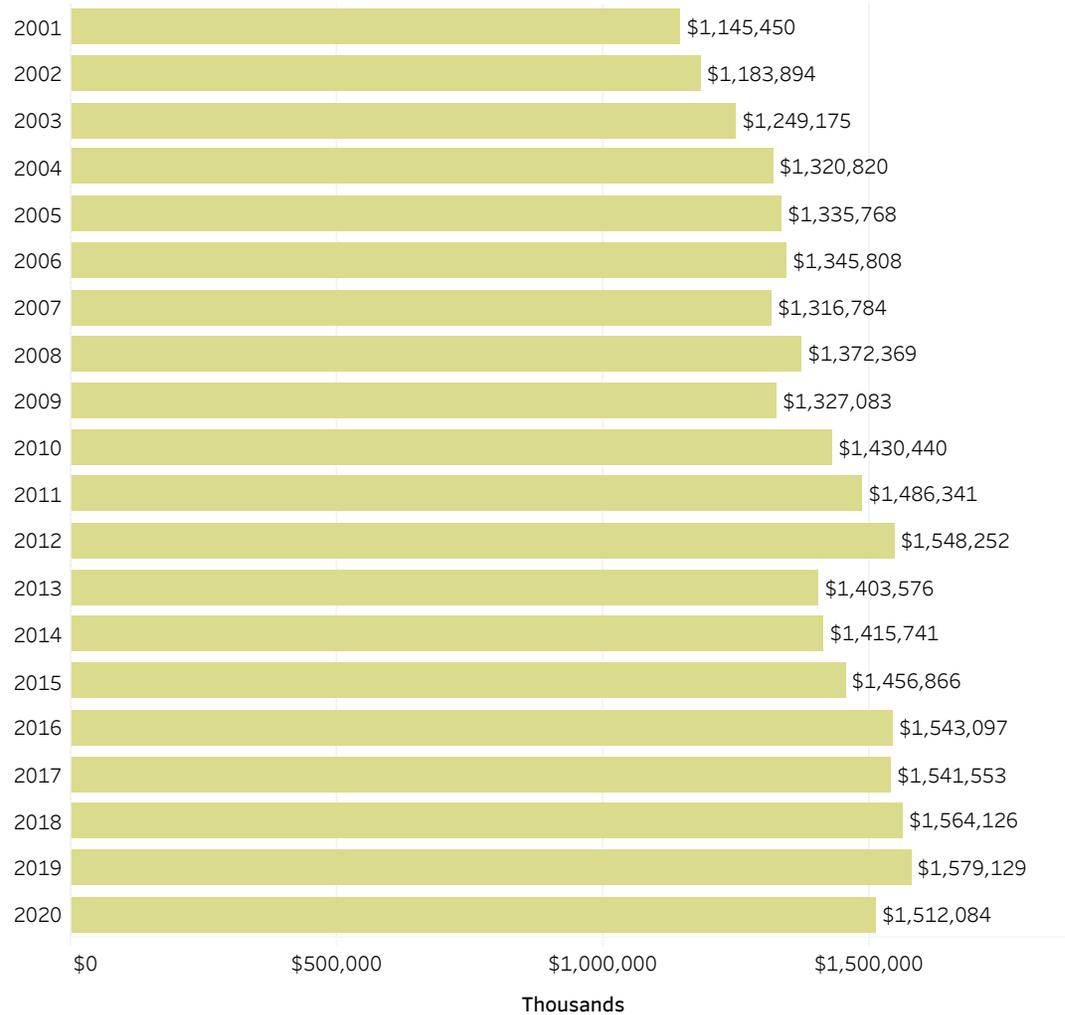


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Addison County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

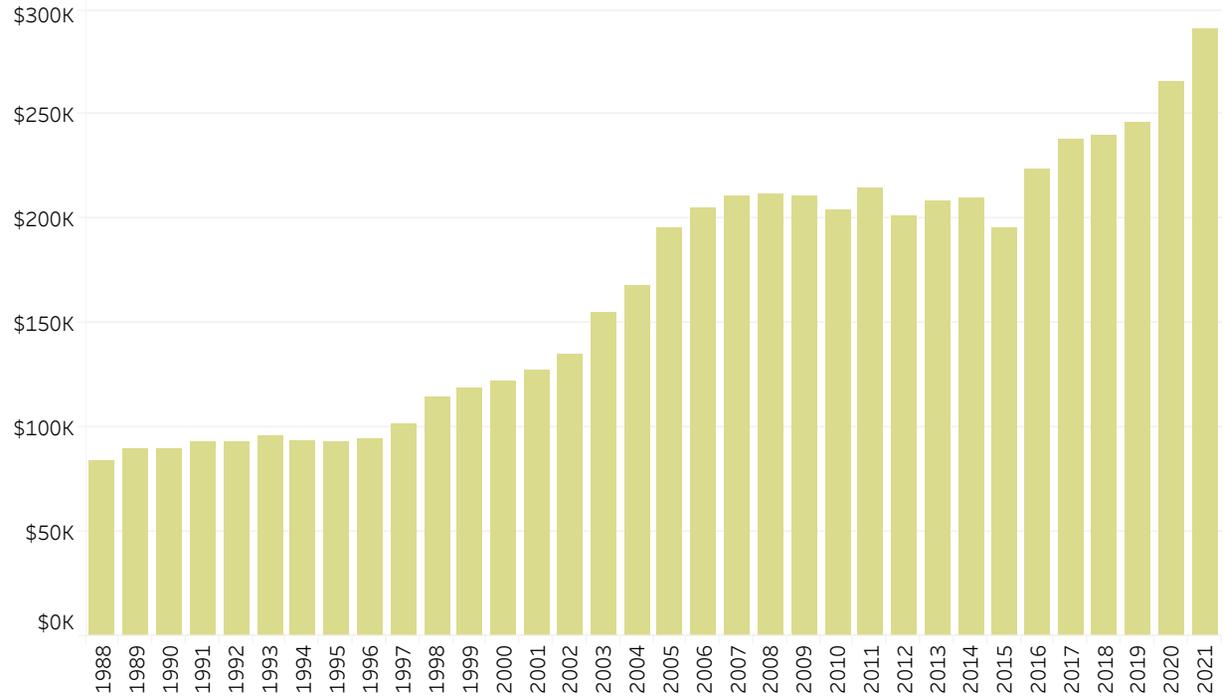
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Addison County Housing

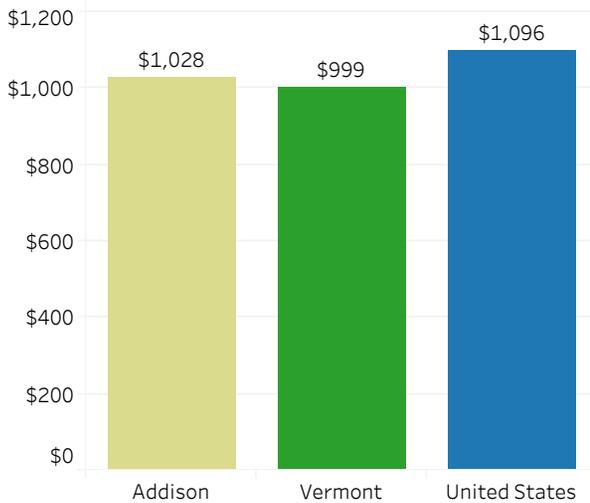
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

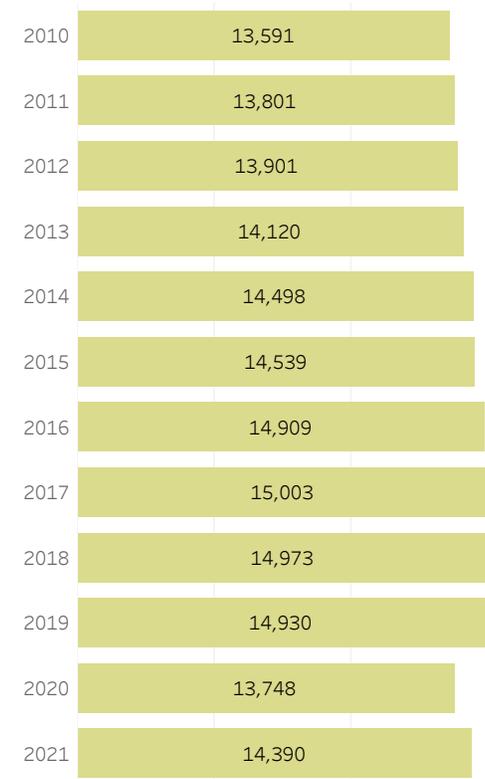
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Addison County Covered Employment

2021 Addison County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 1,534 | 14,390 | \$52,945 | 1.00 |
| Private ownership | 1,459 | 12,609 | \$53,289 | 1.06 |
| Agriculture, forestry, fishing and hunting | 79 | 671 | \$42,466 | 3.93 |
| Mining | 4 | 46 | \$53,622 | 1.54 |
| Construction | 205 | 924 | \$51,830 | 1.24 |
| Manufacturing | 70 | 1,920 | \$69,450 | 1.36 |
| Wholesale trade | 65 | (s) | (s) | (s) |
| Retail trade | 153 | 1,672 | \$38,462 | 0.97 |
| Transportation and warehousing | 32 | 264 | \$48,029 | 0.83 |
| Utilities | 4 | (s) | (s) | (s) |
| Information | 22 | 61 | \$46,236 | 0.31 |
| Finance and insurance | 53 | 345 | \$73,317 | 0.82 |
| Real estate and rental and leasing | 25 | 90 | \$54,707 | 0.61 |
| Professional and technical services | 264 | 588 | \$86,601 | 0.74 |
| Management of companies and enterprises | 6 | (s) | (s) | (s) |
| Administrative and waste services | 116 | (s) | (s) | (s) |
| Educational services | 32 | (s) | (s) | (s) |
| Health care and social assistance | 130 | (s) | (s) | (s) |
| Arts, entertainment, and recreation | 19 | 122 | \$28,018 | 0.67 |
| Accommodation and food services | 77 | 922 | \$27,651 | 0.72 |
| Other services, except public administration | 106 | 372 | \$41,099 | 0.94 |

Total Covered Employment



Annual Average Wage

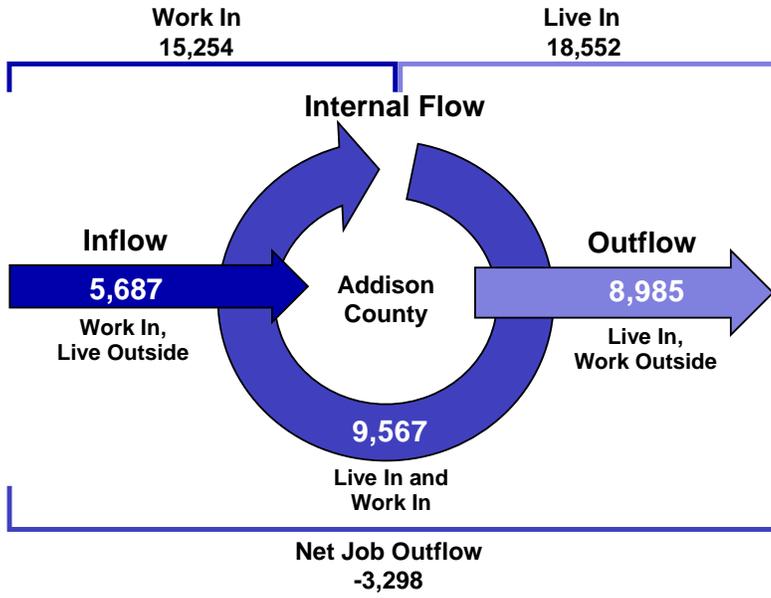


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Addison County Commuting Patterns



Addison County

Work In county
Live In county
Net Job Outflow

| 2019 | |
|-----------------|--------|
| Count | |
| Work In county | 15,254 |
| Live In county | 18,552 |
| Net Job Outflow | -3,298 |

Work In

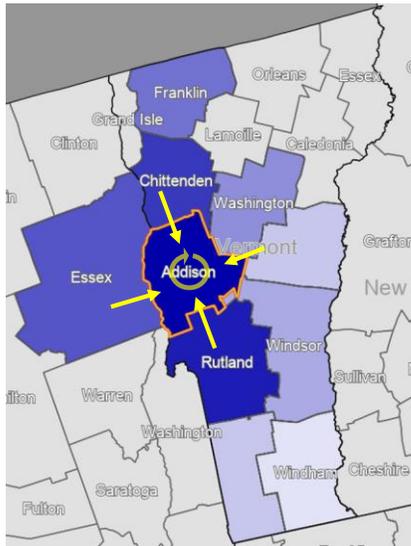
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|--|---------------|
| Work In county | 15,254 100.0% |
| Work In and Live In county | 9,567 62.7% |
| Work In county but Live Outside (Inflow) | 5,687 37.3% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|---|---------------|
| Live In county | 18,552 100.0% |
| Live In and Work In county | 9,567 51.6% |
| Live In county but Work Outside (Outflow) | 8,985 48.4% |

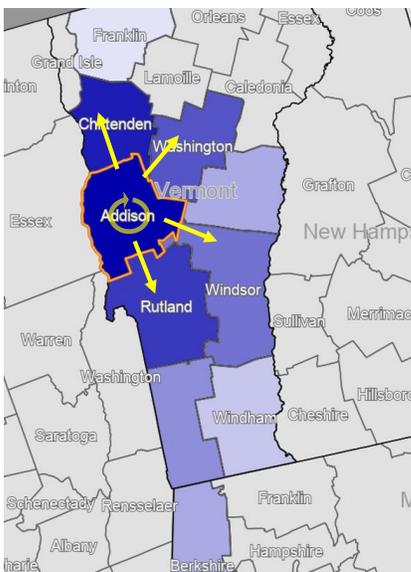
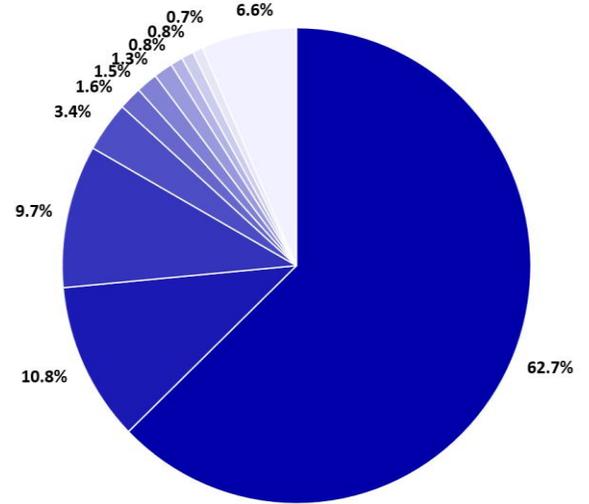


Work in Addison County and Live In or Outside

2019

Work In Addison County 15,254
Top 10 Counties Where they Live

| | |
|-----------------------|-------|
| Addison County, VT | 9,567 |
| Rutland County, VT | 1,648 |
| Chittenden County, VT | 1,481 |
| Essex County, NY | 521 |
| Franklin County, VT | 242 |
| Washington County, VT | 225 |
| Windsor County, VT | 201 |
| Bennington County, VT | 129 |
| Orange County, VT | 129 |
| Windham County, VT | 108 |
| All Other Locations | 1,003 |

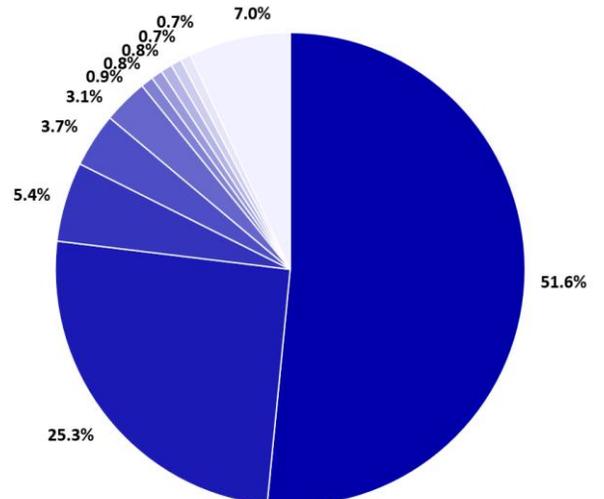


Live In Addison County and Work In or Outside

2019

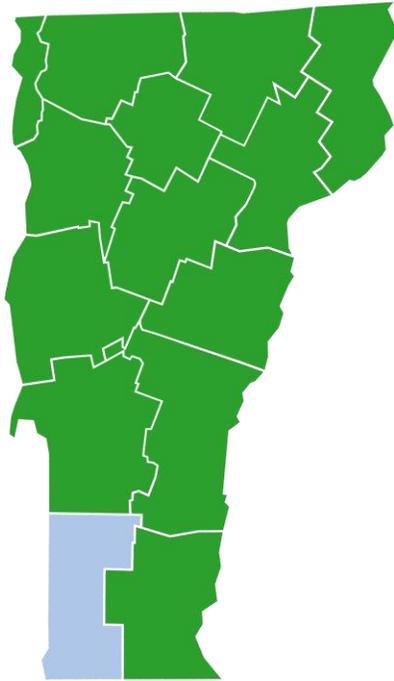
Live In Addison County 18,552
Top 10 Counties Where they Work

| | |
|-----------------------|-------|
| Addison County, VT | 9,567 |
| Chittenden County, VT | 4,701 |
| Rutland County, VT | 1,009 |
| Washington County, VT | 689 |
| Windsor County, VT | 570 |
| Bennington County, VT | 159 |
| Berkshire County, MA | 145 |
| Orange County, VT | 145 |
| Windham County, VT | 136 |
| Franklin County, VT | 135 |
| All Other Locations | 1,296 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Bennington County



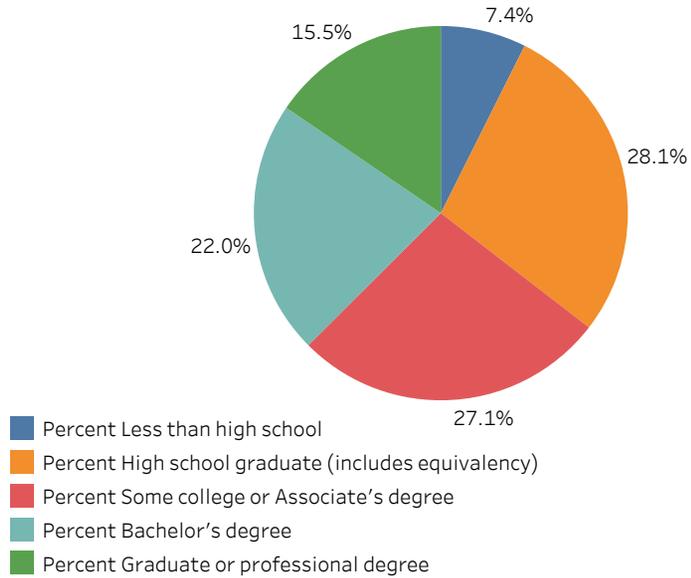
Bennington is the eighth most populous county in the state of Vermont and the eighth largest in size. Its 2020 Census population was 37,347. 2020 per capita income in the county is 99.9% of the statewide average while average quarterly wages (2021) are 92.6% of the statewide wage, the sixth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (18.1% of all covered employment) and Retail trade (15.5%). Relative to the state as a whole Bennington County has a high concentration of the Arts, entertainment, and recreation industry (1.4 percentage points higher than the state share).

In 2021 Bennington County had the eighth largest labor force in the state with a labor force of 16,919. Since 2010 its labor force has decreased by 16.9%. The county's annual average unemployment rate for 2021 was 4.3%, higher than the statewide average of 3.4%. The poverty rate among all Bennington County residents was 11.3% in 2020 while among children under 18 it was 15.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.0%) and "two or more races" (2.2%). Of Bennington County residents 25 years of age and older 92.6% hold a high school diploma or higher while 37.5% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.6% of the population, a number that is expected to grow to 32.1% by 2030.

Bennington County Demographics

Education¹

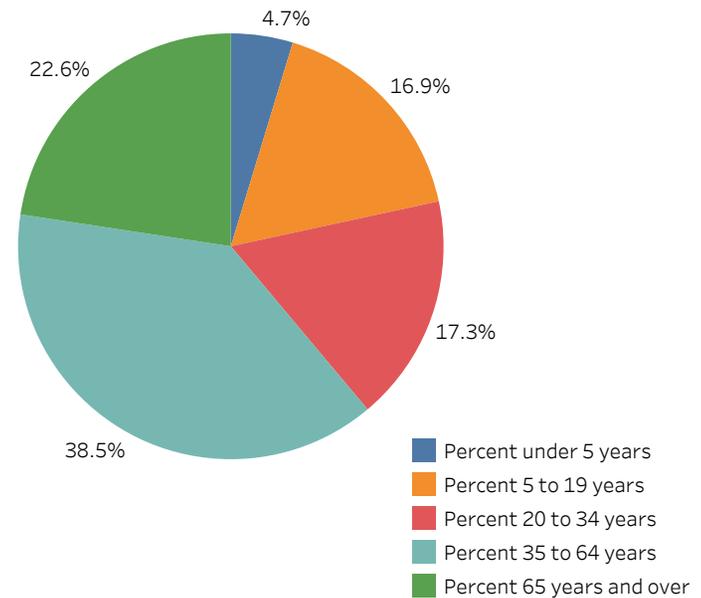


Race²

| | |
|--|-------|
| Percent White alone | 95.0% |
| Percent Black or African American alone | 0.9% |
| Percent Asian alone | 0.9% |
| Percent American Indian and Alaska Native alone | 0.4% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.1% |
| Percent Some other race alone | 0.4% |
| Percent Two or more races | 2.2% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 5.1% | 4.7% | -0.4% |
| Percent 5 to 19 years | 18.4% | 16.9% | -1.5% |
| Percent 20 to 34 years | 14.9% | 17.3% | 2.4% |
| Percent 35 to 64 years | 42.9% | 38.5% | -4.4% |
| Percent 65 years and over | 18.8% | 22.6% | 3.8% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

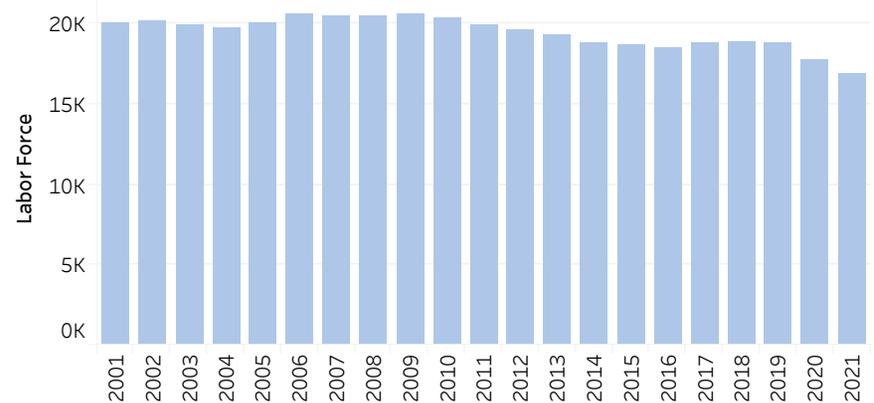
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Bennington County Unemployment & Labor Force

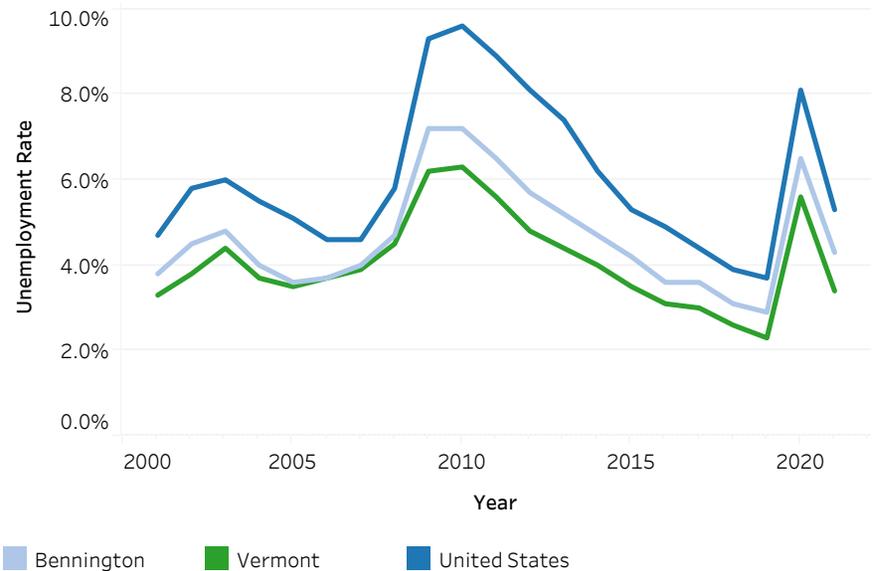
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 20,076 | 759 | 19,317 | 3.8% |
| 2002 | 20,169 | 904 | 19,265 | 4.5% |
| 2003 | 19,976 | 966 | 19,010 | 4.8% |
| 2004 | 19,757 | 787 | 18,970 | 4.0% |
| 2005 | 20,018 | 722 | 19,296 | 3.6% |
| 2006 | 20,583 | 752 | 19,831 | 3.7% |
| 2007 | 20,450 | 811 | 19,639 | 4.0% |
| 2008 | 20,483 | 954 | 19,529 | 4.7% |
| 2009 | 20,572 | 1,475 | 19,097 | 7.2% |
| 2010 | 20,359 | 1,463 | 18,896 | 7.2% |
| 2011 | 19,933 | 1,290 | 18,643 | 6.5% |
| 2012 | 19,608 | 1,124 | 18,484 | 5.7% |
| 2013 | 19,260 | 1,006 | 18,254 | 5.2% |
| 2014 | 18,759 | 873 | 17,886 | 4.7% |
| 2015 | 18,671 | 780 | 17,891 | 4.2% |
| 2016 | 18,503 | 673 | 17,830 | 3.6% |
| 2017 | 18,780 | 685 | 18,095 | 3.6% |
| 2018 | 18,897 | 582 | 18,315 | 3.1% |
| 2019 | 18,822 | 543 | 18,279 | 2.9% |
| 2020 | 17,735 | 1,155 | 16,580 | 6.5% |
| 2021 | 16,919 | 730 | 16,189 | 4.3% |

Labor Force



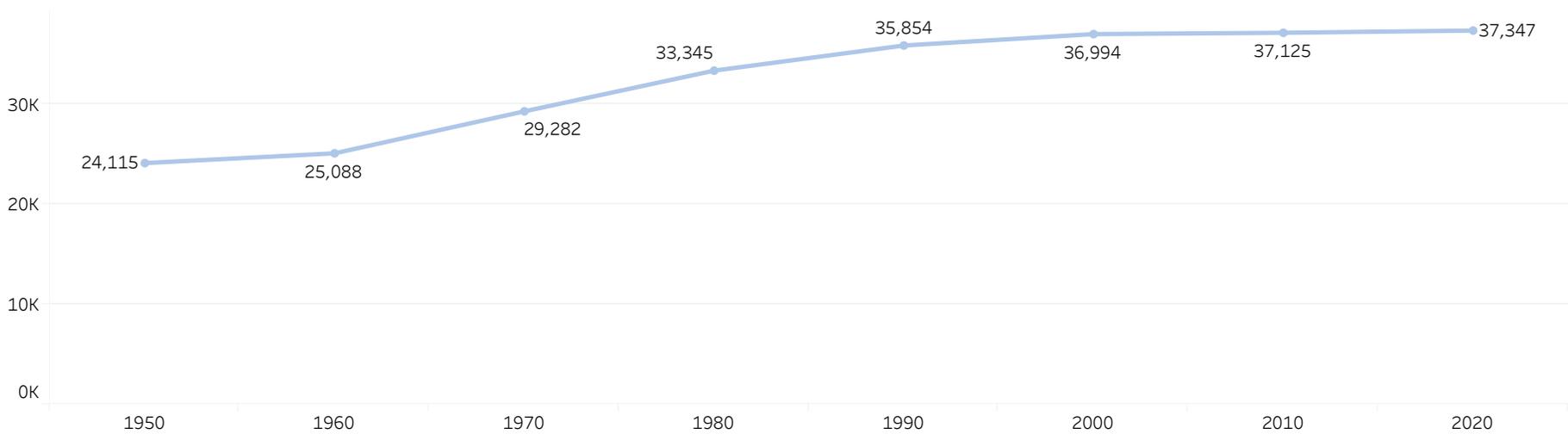
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Bennington County Population

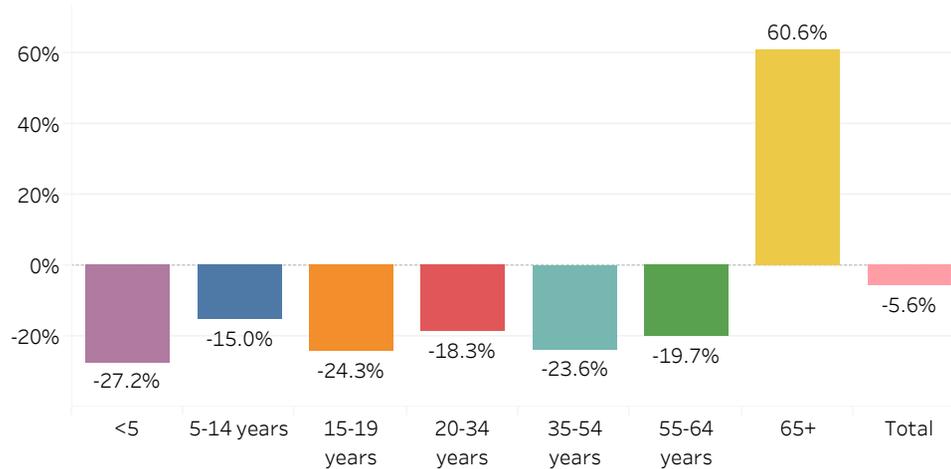
Population Total¹



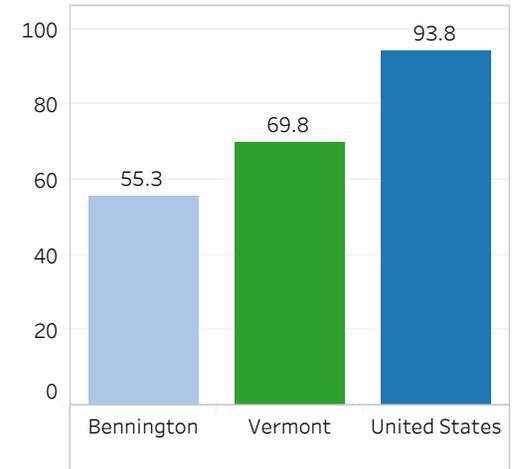
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,366 |
| 5-14 years | 3,515 |
| 15-19 years | 2,028 |
| 20-34 years | 4,515 |
| 35-54 years | 7,890 |
| 55-64 years | 4,487 |
| 65+ | 11,233 |
| Total | 35,034 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Bennington County Income & Poverty

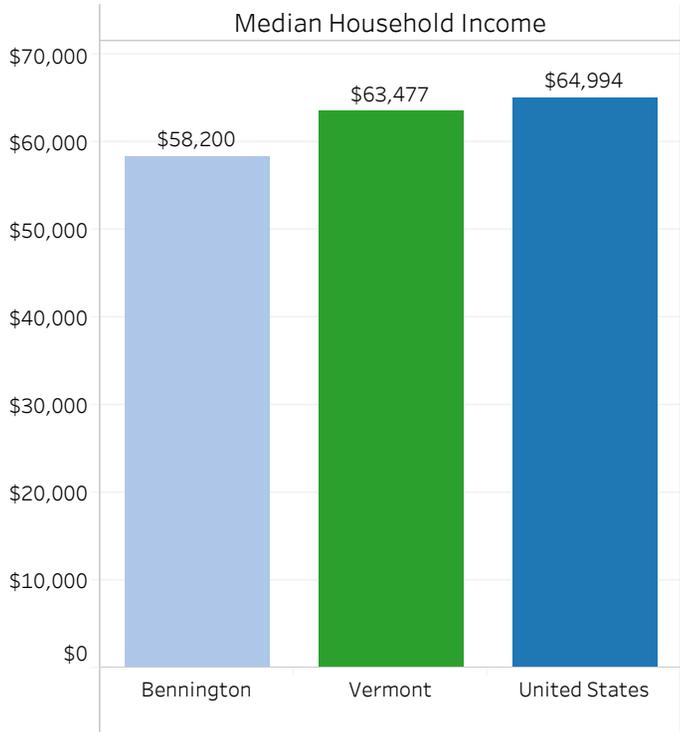
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Bennington | \$56,254 | \$58,200 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

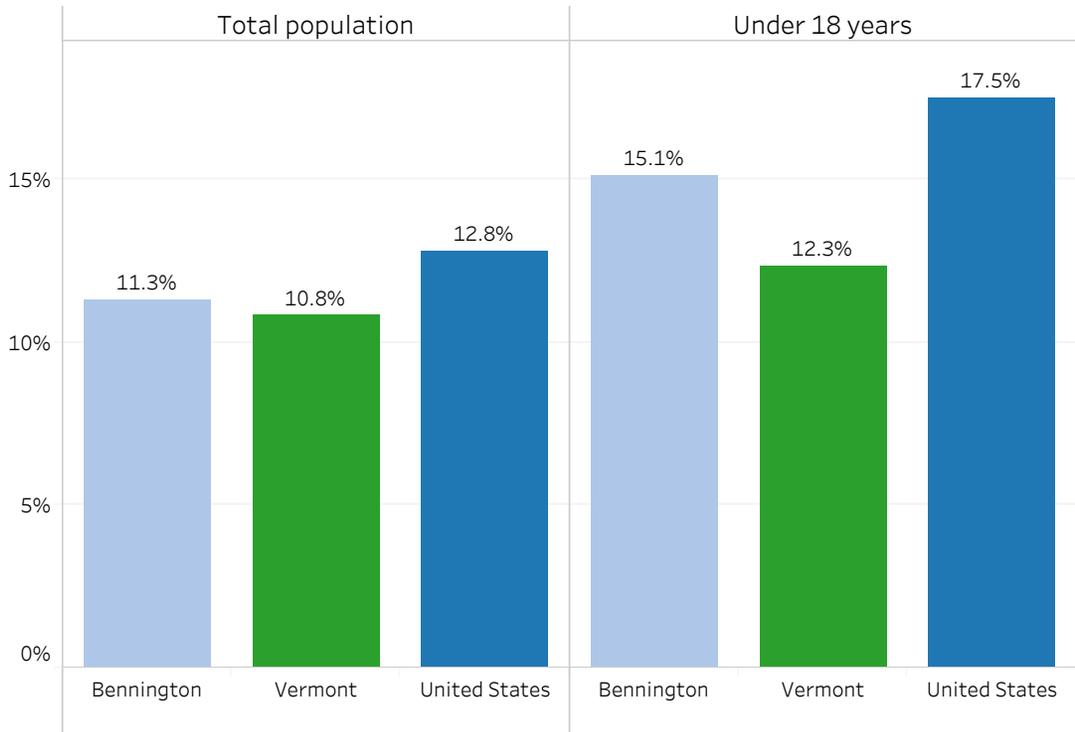
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Bennington | 11.3% | 15.1% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

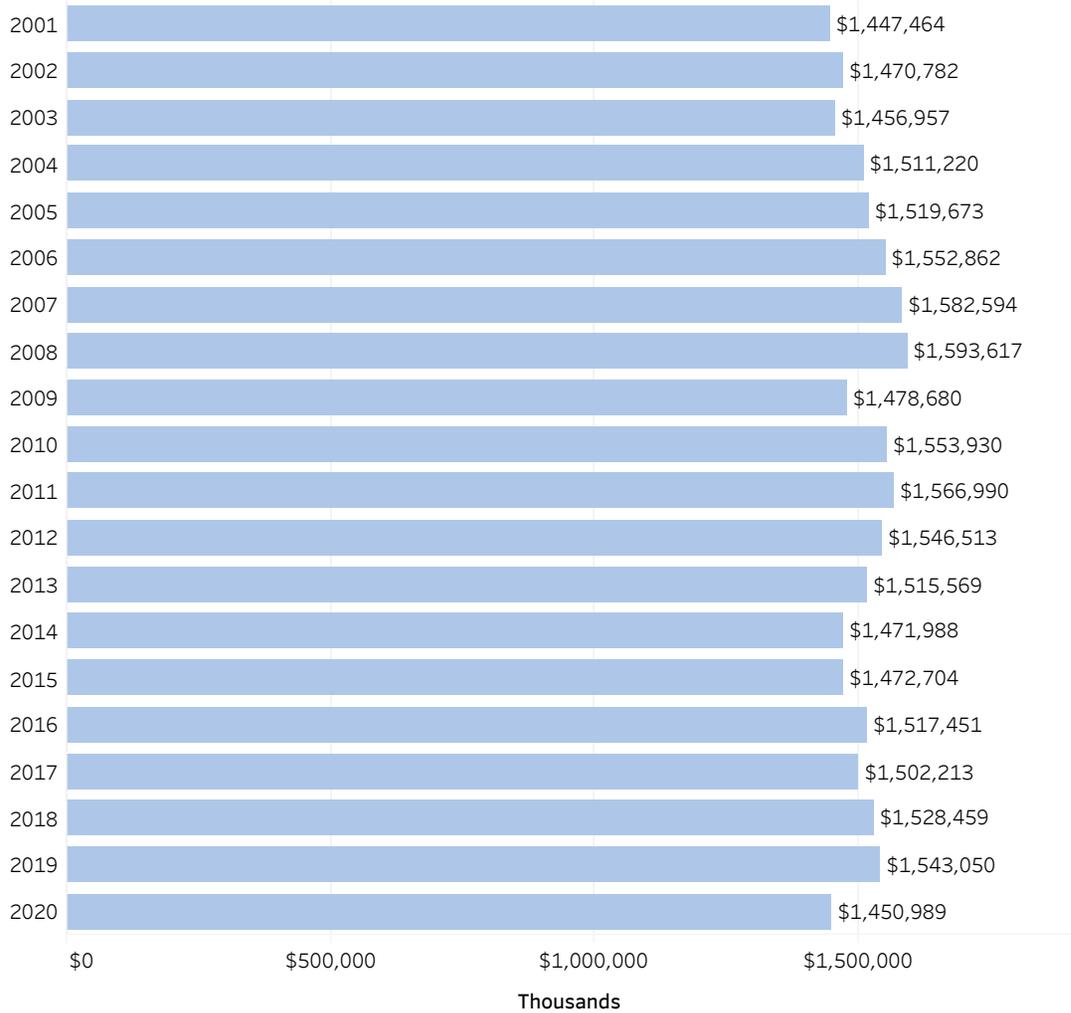


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Bennington County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income

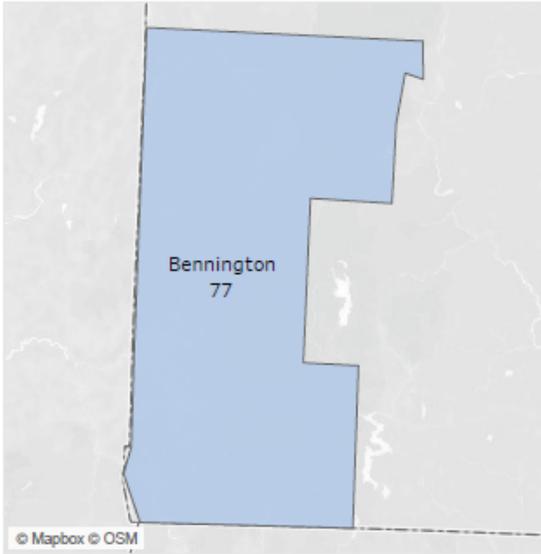


Source: Bureau of Economic Analysis.

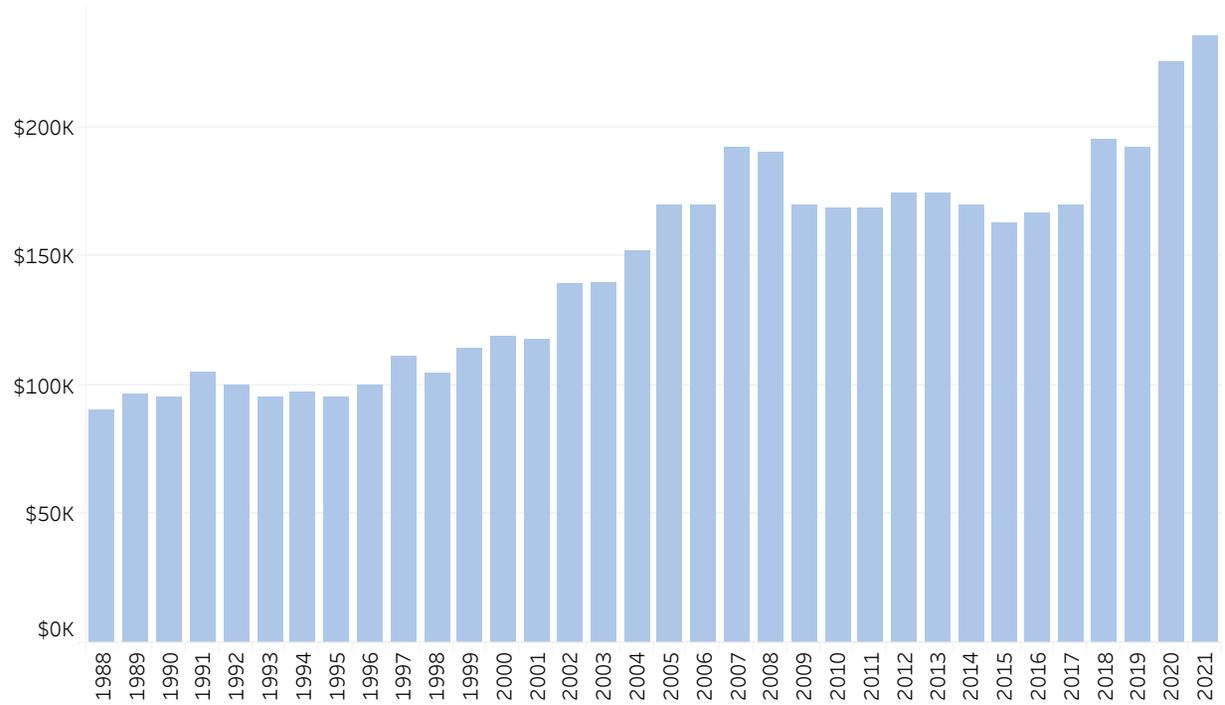
Real GDP is in thousands of chained 2012 dollars.
 Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Bennington County Housing

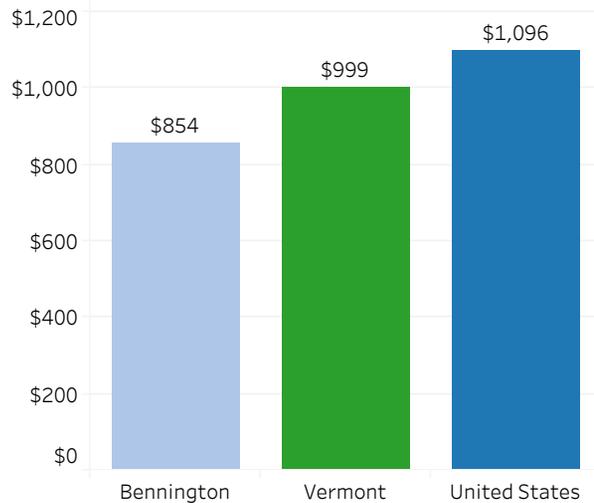
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

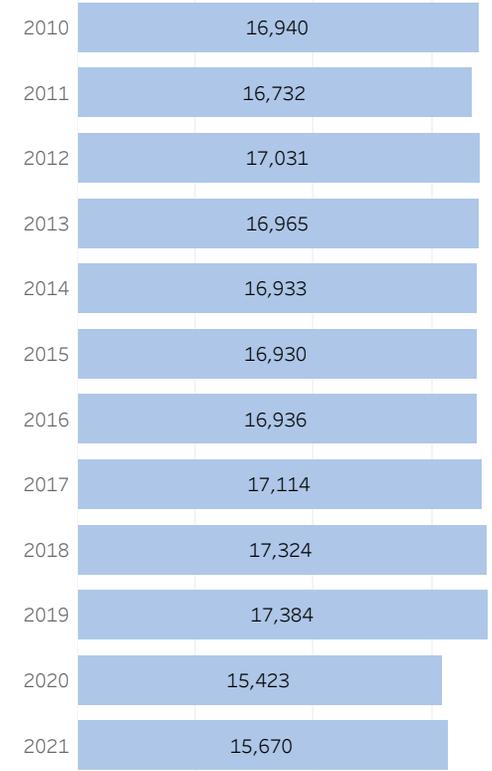
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Bennington County Covered Employment

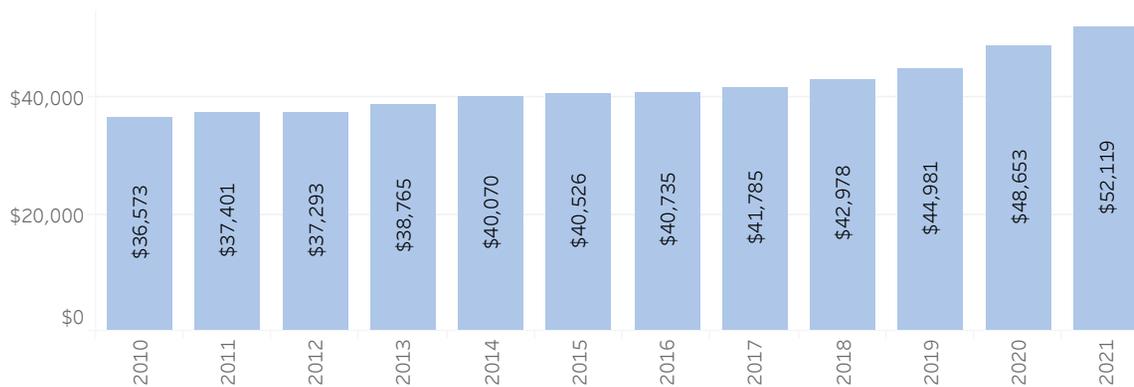
2021 Bennington County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 1,678 | 15,670 | \$52,119 | 1.00 |
| Private ownership | 1,605 | 13,478 | \$52,278 | 1.04 |
| Agriculture, forestry, fishing and hunting | 15 | 80 | \$35,566 | 0.43 |
| Mining | | | | |
| Construction | 164 | 623 | \$48,511 | 0.77 |
| Manufacturing | 73 | 2,012 | \$54,539 | 1.31 |
| Wholesale trade | 82 | 195 | \$103,315 | 0.42 |
| Retail trade | 206 | 2,431 | \$40,281 | 1.30 |
| Transportation and warehousing | 26 | (s) | (s) | (s) |
| Utilities | 1 | (s) | (s) | (s) |
| Information | 47 | 225 | \$65,790 | 1.05 |
| Finance and insurance | 69 | 288 | \$101,562 | 0.63 |
| Real estate and rental and leasing | 47 | 191 | \$62,500 | 1.19 |
| Professional and technical services | 262 | (s) | (s) | (s) |
| Management of companies and enterprises | 10 | (s) | (s) | (s) |
| Administrative and waste services | 157 | 650 | \$44,426 | 1.00 |
| Educational services | 33 | 836 | \$51,002 | 1.60 |
| Health care and social assistance | 133 | 2,838 | \$57,915 | 1.07 |
| Arts, entertainment, and recreation | 34 | 428 | \$37,794 | 2.14 |
| Accommodation and food services | 130 | 1,470 | \$27,729 | 1.06 |
| Other services, except public administration | 115 | 336 | \$30,952 | 0.78 |

Total Covered Employment



Annual Average Wage

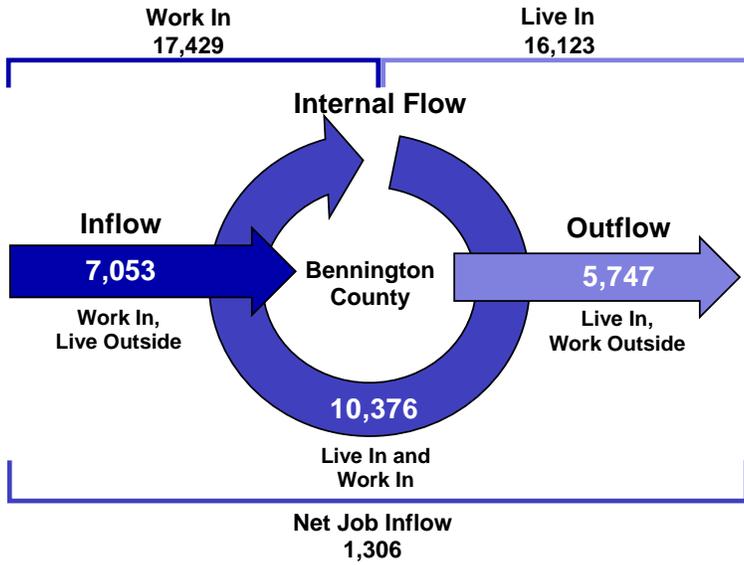


(s) indicates the data is non-disclosable due to confidentiality requirements.

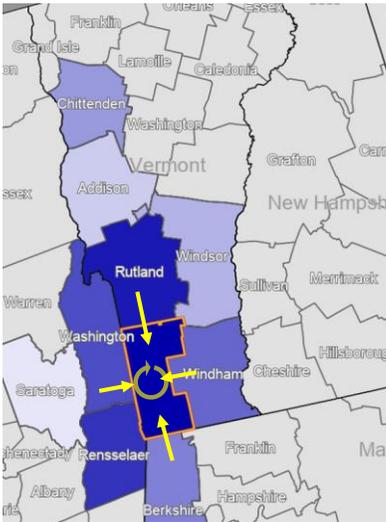
Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Bennington County Commuting Patterns



| Bennington County | | 2019 | |
|---|--|--------|--------|
| | | Count | |
| Work In county | | 17,429 | |
| Live In county | | 16,123 | |
| Net Job Inflow | | 1,306 | |
| Work In | | Count | Share |
| Work In county | | 17,429 | 59.5% |
| Work In and Live In county | | 10,376 | 40.5% |
| Work In county but Live Outside (Inflow) | | 7,053 | |
| Live In | | Count | Share |
| Live In county | | 16,123 | 100.0% |
| Live In and Work In county | | 10,376 | 64.4% |
| Live In county but Work Outside (Outflow) | | 5,747 | 35.6% |



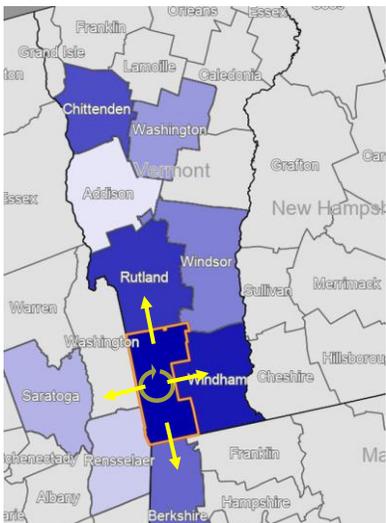
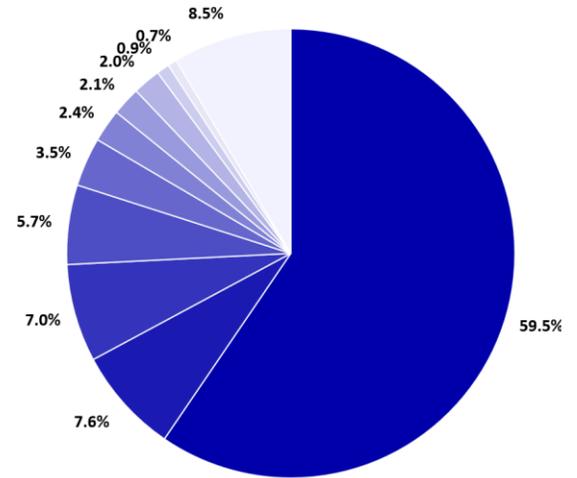
Work in Bennington County and Live In or Outside

2019

Work In Bennington County 17,429

Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Bennington County, VT | 10,376 |
| Rutland County, VT | 1,331 |
| Rensselaer County, NY | 1,227 |
| Washington County, NY | 996 |
| Windham County, VT | 614 |
| Berkshire County, MA | 413 |
| Chittenden County, VT | 360 |
| Windsor County, VT | 350 |
| Addison County, VT | 159 |
| Saratoga County, NY | 114 |
| All Other Locations | 1,489 |



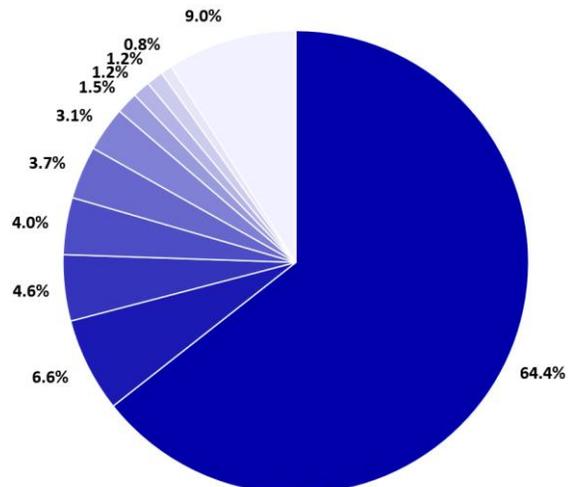
Live In Bennington County and Work In or Outside

2019

Live In Bennington County 16,123

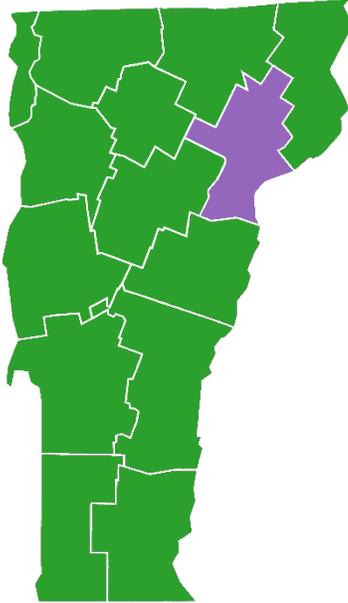
Top 10 Counties Where they Work

| | |
|-----------------------|--------|
| Bennington County, VT | 10,376 |
| Windham County, VT | 1,059 |
| Rutland County, VT | 743 |
| Chittenden County, VT | 641 |
| Berkshire County, MA | 594 |
| Windsor County, VT | 503 |
| Washington County, VT | 246 |
| Saratoga County, NY | 196 |
| Rensselaer County, NY | 188 |
| Addison County, VT | 129 |
| All Other Locations | 1,448 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Caledonia County



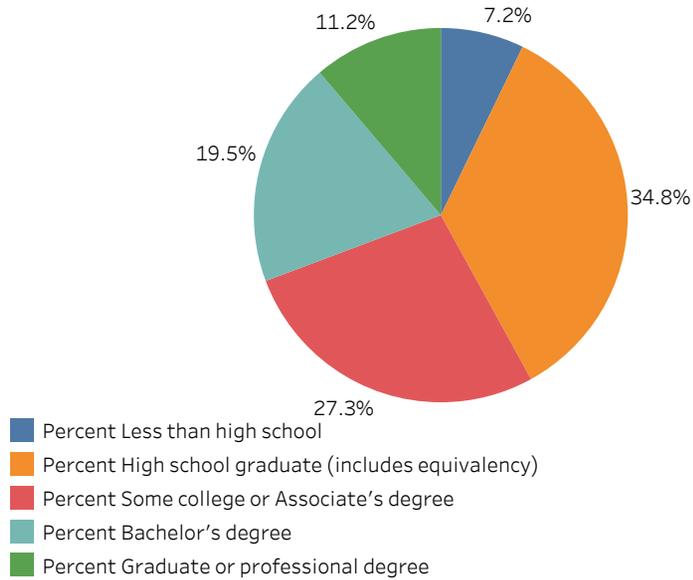
Caledonia is the ninth most populous county in the state of Vermont and the tenth largest in size. Its 2020 Census population was 30,233. 2020 per capita income in the county is 81.3% of the statewide average while average quarterly wages (2021) are 85.9% of the statewide wage, the tenth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (16.7% of all covered employment) and Retail trade (14.1%). Relative to the state as a whole Caledonia County has a high concentration of the Educational services industry (2.0 percentage points higher than the state share).

In 2021 Caledonia County had the tenth largest labor force in the state with a labor force of 14,037. Since 2010 its labor force has decreased by 16.5%. The county's annual average unemployment rate for 2021 was 3.7%, slightly higher than the statewide average of 3.4%. The poverty rate among all Caledonia County residents was 12.1% in 2020 while among children under 18 it was 16.2%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were “White alone” (95.1%) and “two or more races” (2.7%). Of Caledonia County residents 25 years of age and older 92.8% hold a high school diploma or higher while 30.7% hold a bachelor’s degree or higher. People 65 years of age and over constitute 20.9% of the population, a number that is expected to grow to 27.8% by 2030.

Caledonia County Demographics

Education¹

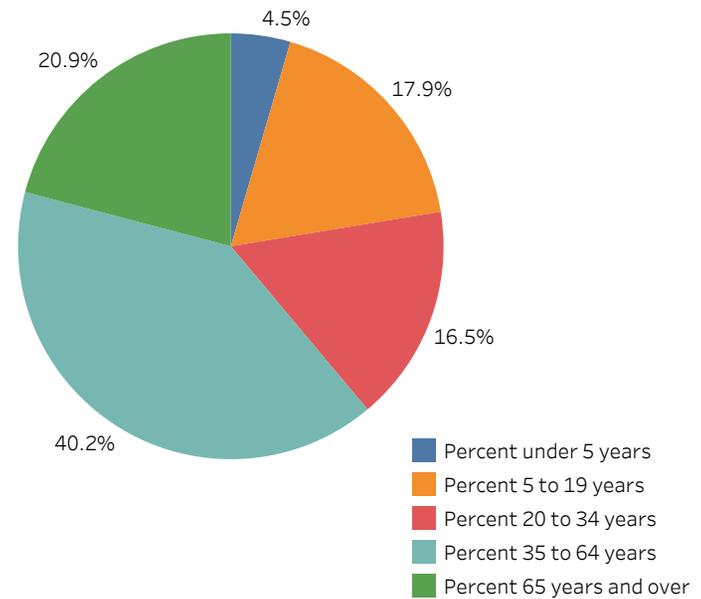


Race²

| | |
|--|-------|
| Percent White alone | 95.1% |
| Percent Black or African American alone | 0.8% |
| Percent Asian alone | 0.5% |
| Percent American Indian and Alaska Native alone | 0.2% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.7% |
| Percent Two or more races | 2.7% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 5.5% | 4.5% | -1.0% |
| Percent 5 to 19 years | 19.7% | 17.9% | -1.8% |
| Percent 20 to 34 years | 16.6% | 16.5% | -0.1% |
| Percent 35 to 64 years | 42.9% | 40.2% | -2.7% |
| Percent 65 years and over | 15.3% | 20.9% | 5.6% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

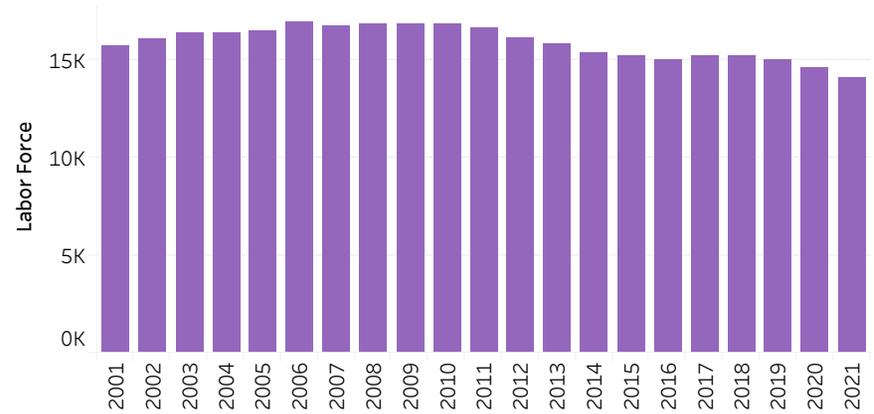
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Caledonia County Unemployment & Labor Force

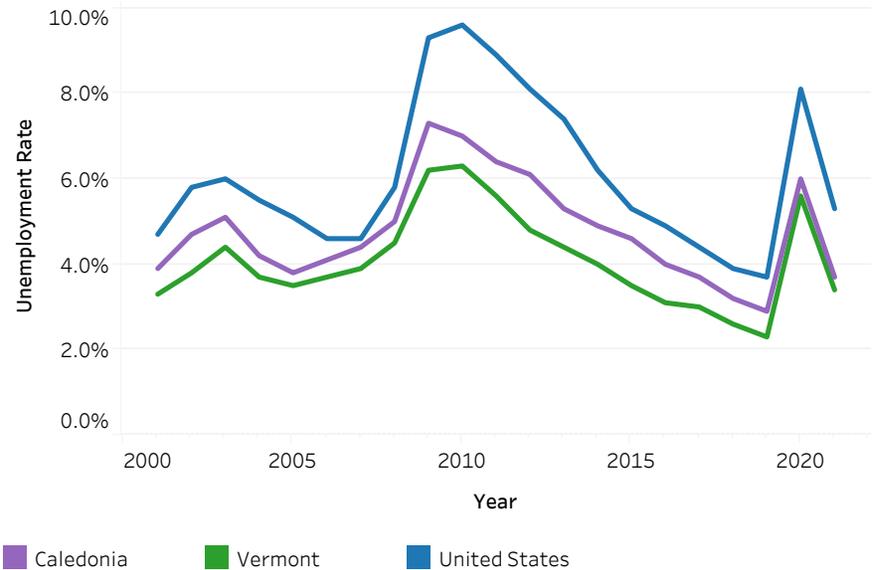
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 15,683 | 619 | 15,064 | 3.9% |
| 2002 | 15,952 | 757 | 15,195 | 4.7% |
| 2003 | 16,300 | 837 | 15,463 | 5.1% |
| 2004 | 16,365 | 692 | 15,673 | 4.2% |
| 2005 | 16,391 | 628 | 15,763 | 3.8% |
| 2006 | 16,867 | 695 | 16,172 | 4.1% |
| 2007 | 16,706 | 732 | 15,974 | 4.4% |
| 2008 | 16,768 | 841 | 15,927 | 5.0% |
| 2009 | 16,738 | 1,220 | 15,518 | 7.3% |
| 2010 | 16,805 | 1,181 | 15,624 | 7.0% |
| 2011 | 16,579 | 1,059 | 15,520 | 6.4% |
| 2012 | 16,087 | 974 | 15,113 | 6.1% |
| 2013 | 15,744 | 836 | 14,908 | 5.3% |
| 2014 | 15,344 | 747 | 14,597 | 4.9% |
| 2015 | 15,158 | 698 | 14,460 | 4.6% |
| 2016 | 14,946 | 601 | 14,345 | 4.0% |
| 2017 | 15,110 | 559 | 14,551 | 3.7% |
| 2018 | 15,157 | 490 | 14,667 | 3.2% |
| 2019 | 14,992 | 437 | 14,555 | 2.9% |
| 2020 | 14,571 | 873 | 13,698 | 6.0% |
| 2021 | 14,037 | 521 | 13,516 | 3.7% |

Labor Force



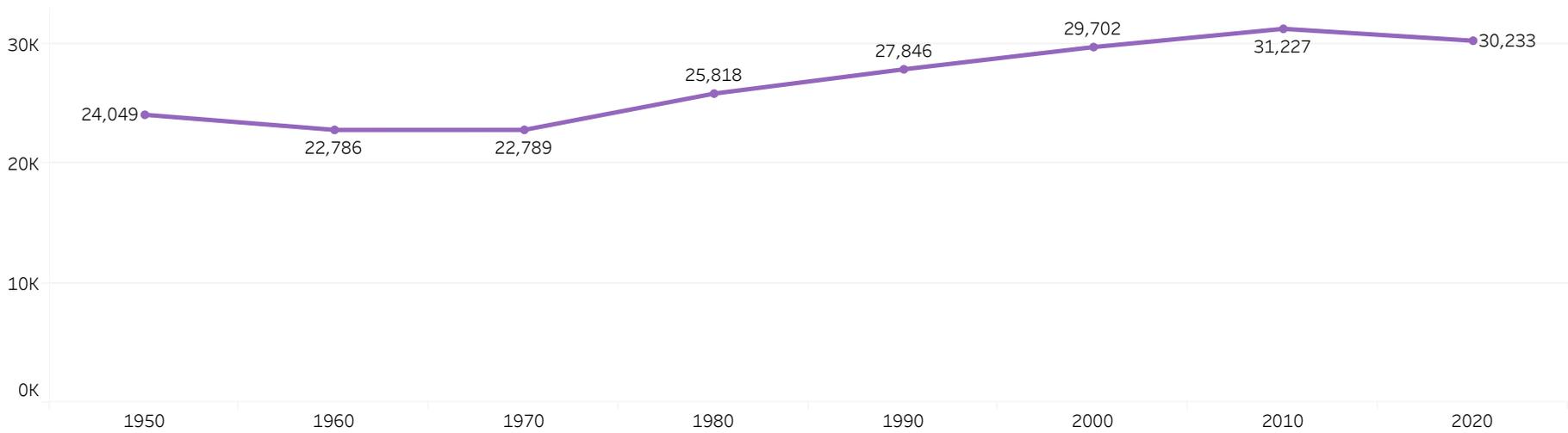
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Caledonia County Population

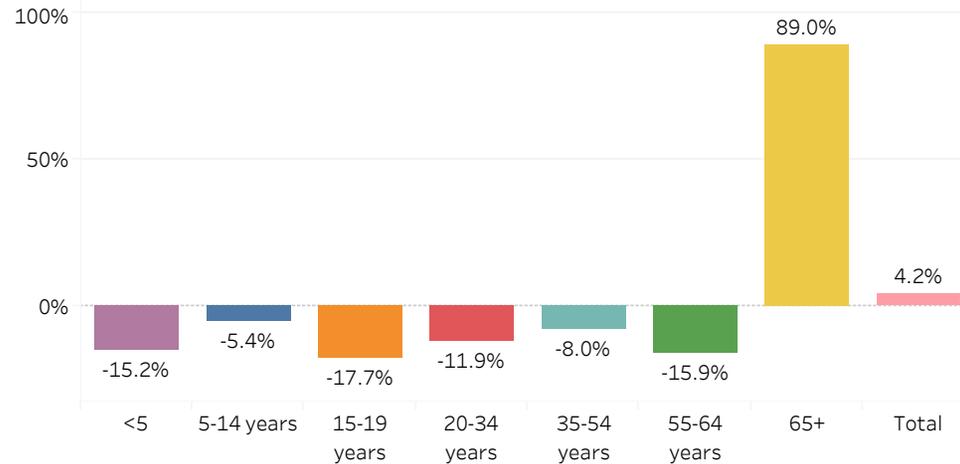
Population Total¹



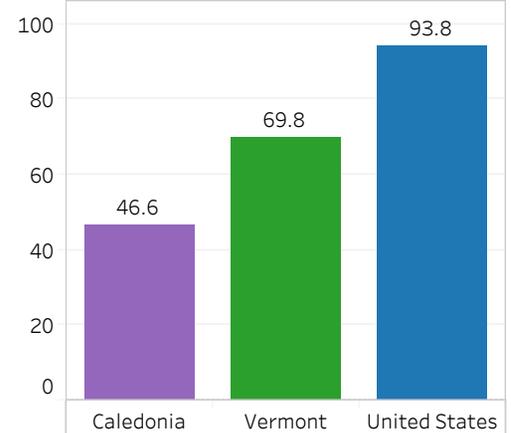
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,464 |
| 5-14 years | 3,535 |
| 15-19 years | 1,978 |
| 20-34 years | 4,555 |
| 35-54 years | 7,889 |
| 55-64 years | 4,052 |
| 65+ | 9,060 |
| Total | 32,533 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Caledonia County Income & Poverty

Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Caledonia | \$50,688 | \$52,481 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

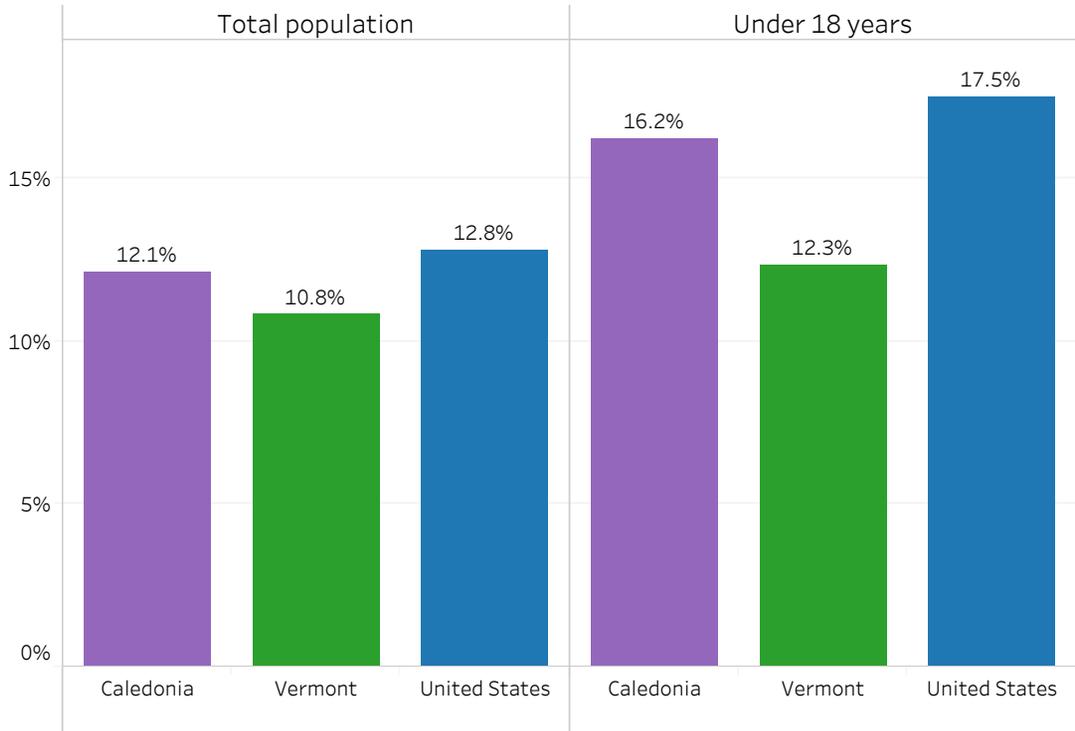
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Caledonia | 12.1% | 16.2% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

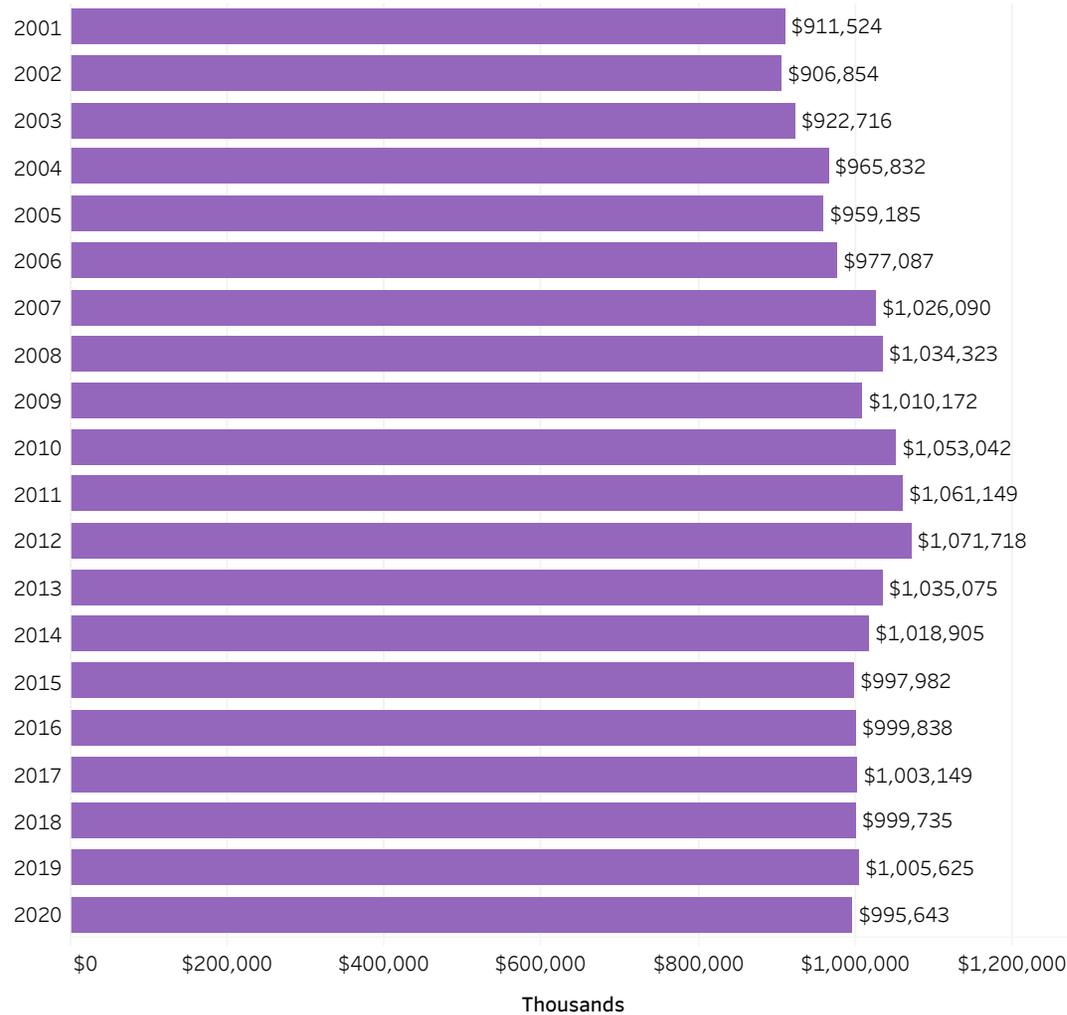


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Caledonia County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

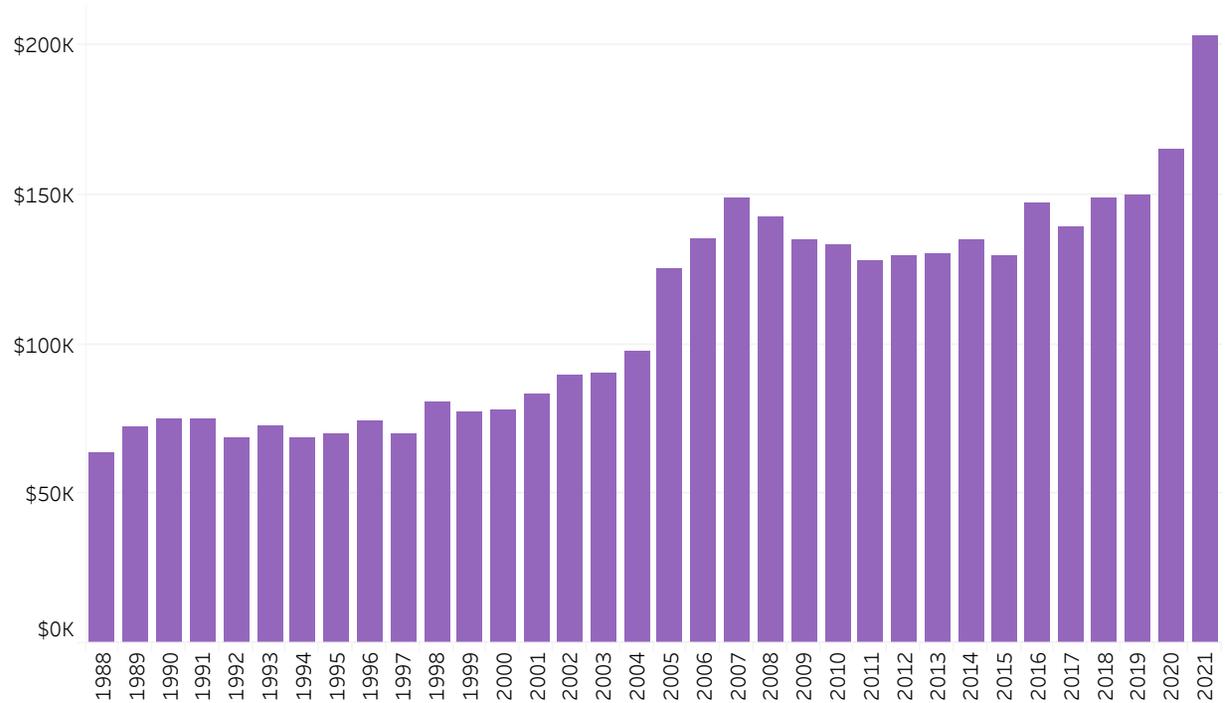
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Caledonia County Housing

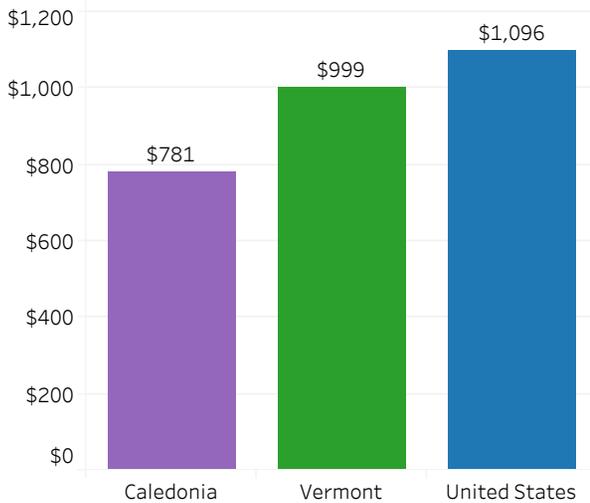
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Caledonia County Covered Employment

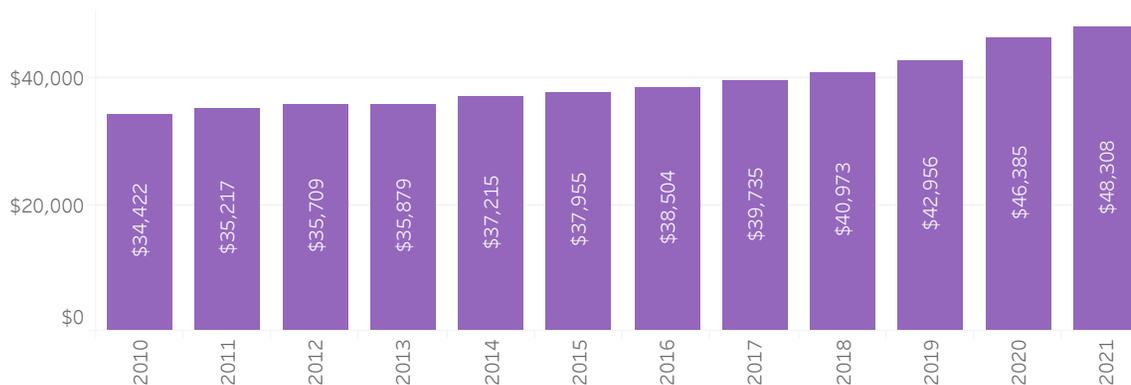
2021 Caledonia County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 1,075 | 10,142 | \$48,308 | 1.00 |
| Private ownership | 982 | 8,195 | \$48,295 | 0.98 |
| Agriculture, forestry, fishing and hunting | 23 | (s) | (s) | (s) |
| Mining | 2 | (s) | (s) | (s) |
| Construction | 134 | 599 | \$50,288 | 1.14 |
| Manufacturing | 60 | 1,189 | \$54,073 | 1.19 |
| Wholesale trade | 49 | 206 | \$60,422 | 0.69 |
| Retail trade | 135 | 1,425 | \$38,925 | 1.18 |
| Transportation and warehousing | 26 | 252 | \$50,973 | 1.13 |
| Utilities | 5 | 29 | \$102,439 | 0.69 |
| Information | 27 | 171 | \$51,820 | 1.23 |
| Finance and insurance | 37 | 258 | \$66,564 | 0.87 |
| Real estate and rental and leasing | 22 | 85 | \$46,728 | 0.82 |
| Professional and technical services | 141 | 295 | \$71,610 | 0.53 |
| Management of companies and enterprises | 2 | (s) | (s) | (s) |
| Administrative and waste services | 61 | (s) | (s) | (s) |
| Educational services | 28 | 536 | \$52,102 | 1.58 |
| Health care and social assistance | 79 | 1,696 | \$56,678 | 0.99 |
| Arts, entertainment, and recreation | 13 | 84 | \$26,558 | 0.65 |
| Accommodation and food services | 78 | 772 | \$21,159 | 0.86 |
| Other services, except public administration | 62 | 231 | \$35,499 | 0.83 |

Total Covered Employment



Annual Average Wage

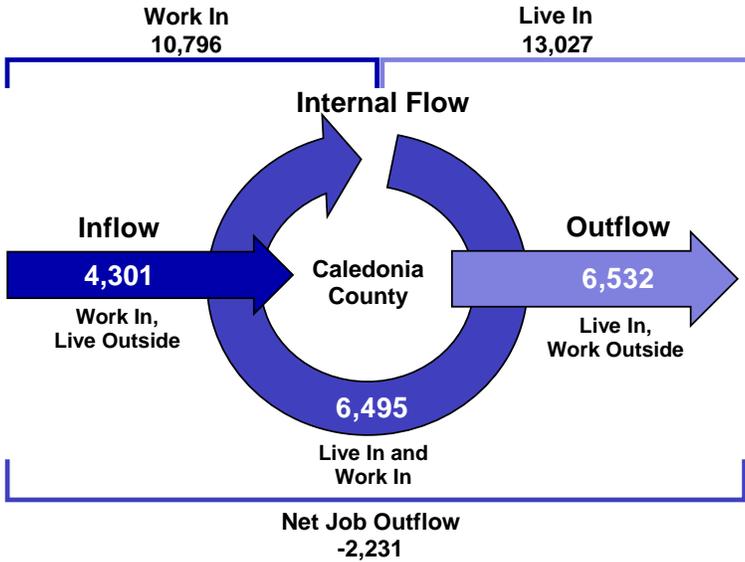


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Caledonia County Commuting Patterns



Caledonia County

Work In county
Live In county
Net Job Outflow

| 2019 | |
|-----------------|--------|
| Count | |
| Work In county | 10,796 |
| Live In county | 13,027 |
| Net Job Outflow | -2,231 |

Work In

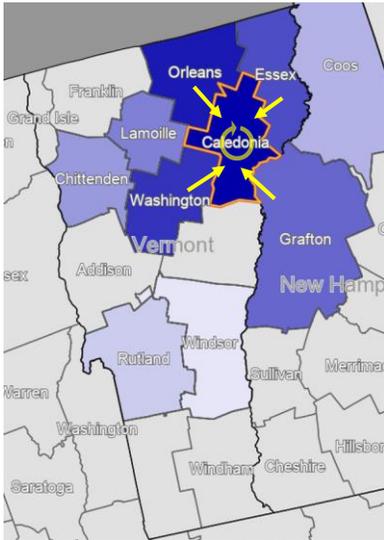
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|--|---------------|
| Work In county | 10,796 100.0% |
| Work In and Live In county | 6,495 60.2% |
| Work In county but Live Outside (Inflow) | 4,301 39.8% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|---|---------------|
| Live In county | 13,027 100.0% |
| Live In and Work In county | 6,495 49.9% |
| Live In county but Work Outside (Outflow) | 6,532 50.1% |



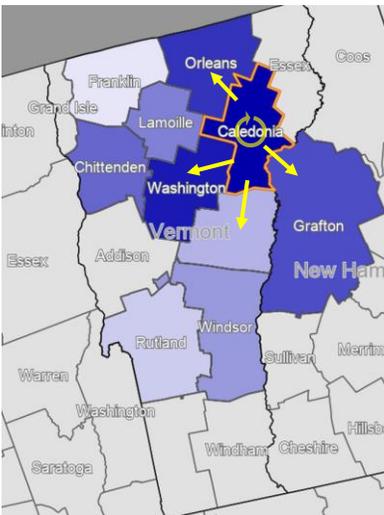
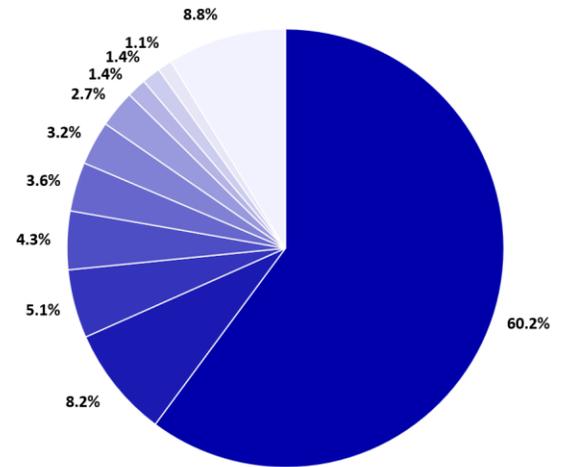
Work in Caledonia County and Live In or Outside

2019

Work In Caledonia County 10,796

Top 10 Counties Where they Live

| | |
|-----------------------|-------|
| Caledonia County, VT | 6,495 |
| Orleans County, VT | 886 |
| Washington County, VT | 546 |
| Essex County, VT | 465 |
| Grafton County, NH | 391 |
| Lamoille County, VT | 350 |
| Chittenden County, VT | 296 |
| Coos County, NH | 155 |
| Rutland County, VT | 148 |
| Windsor County, VT | 115 |
| All Other Locations | 949 |



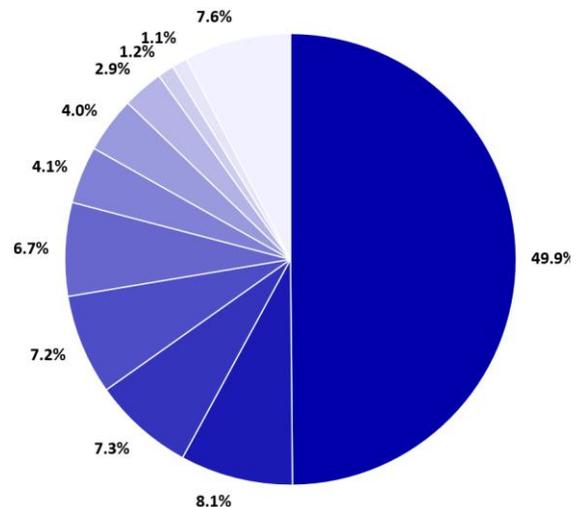
Live In Caledonia County and Work In or Outside

2019

Live In Caledonia County 13,027

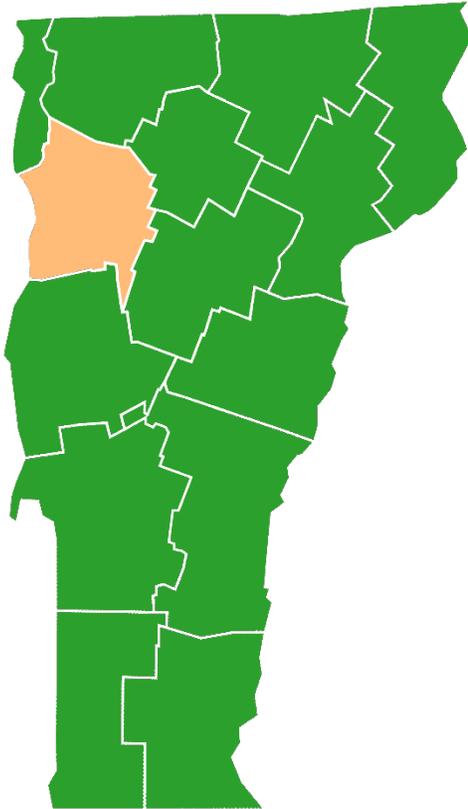
Top 10 Counties Where they Work

| | |
|-----------------------|-------|
| Caledonia County, VT | 6,495 |
| Washington County, VT | 1,052 |
| Orleans County, VT | 946 |
| Grafton County, NH | 935 |
| Chittenden County, VT | 872 |
| Lamoille County, VT | 536 |
| Windsor County, VT | 521 |
| Orange County, VT | 380 |
| Rutland County, VT | 153 |
| Franklin County, VT | 143 |
| All Other Locations | 994 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Chittenden County



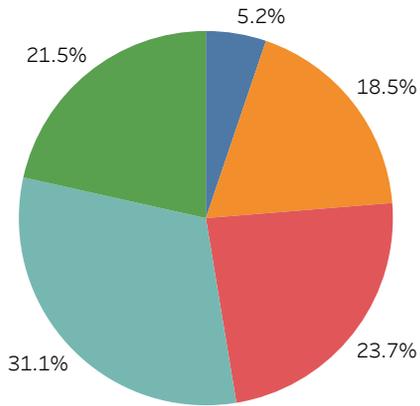
Chittenden is the most populous county in the state of Vermont and the third smallest in size. Its 2020 Census population was 168,323. 2020 per capita income in the county is 109.2% of the statewide average while average quarterly wages (2021) are 114.0% of the statewide wage, the highest quarterly wage in the state. Large industries in the county include Health care and social assistance (16.8% of all covered employment) and Retail trade (11.5%). Relative to the state as a whole Chittenden County has a high concentration of the Professional and technical services industry (3.2 percentage points higher than the state share).

In 2021 Chittenden County had the largest labor force in the state with a labor force of 92,865. Since 2010 its labor force has decreased by 1.8%. The county's annual average unemployment rate for 2021 was 2.8%, lower than the statewide average of 3.4%. The poverty rate among all Chittenden County residents was 11.2% in 2020 while among children under 18 it was 9.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (89.4%) and "Asian alone" (3.8%). Of Chittenden County residents 25 years of age and older 94.8% hold a high school diploma or higher while 52.6% hold a bachelor's degree or higher. People 65 years of age and over constitute 15.1% of the population, a number that is expected to grow to 22.1% by 2030.

Chittenden County Demographics

Education¹



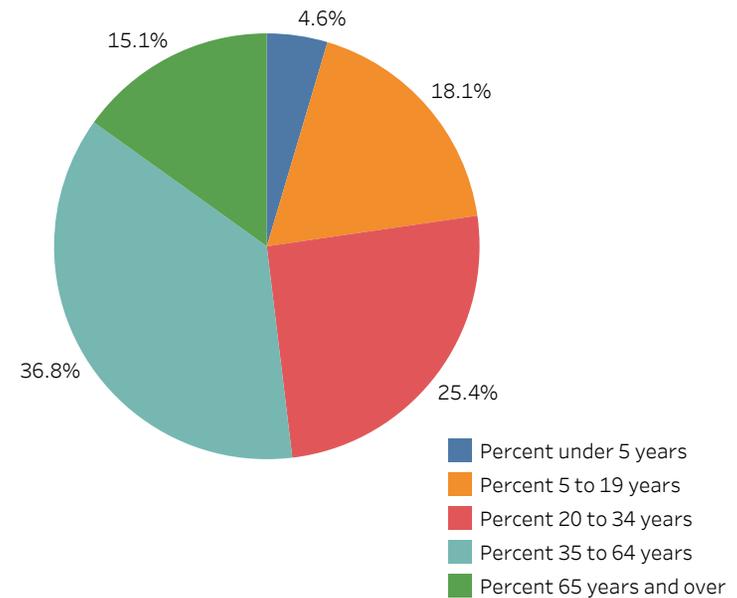
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

| | |
|--|-------|
| Percent White alone | 89.4% |
| Percent Black or African American alone | 2.6% |
| Percent Asian alone | 3.8% |
| Percent American Indian and Alaska Native alone | 0.2% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.5% |
| Percent Two or more races | 3.4% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 5.0% | 4.6% | -0.4% |
| Percent 5 to 19 years | 19.9% | 18.1% | -1.8% |
| Percent 20 to 34 years | 23.7% | 25.4% | 1.7% |
| Percent 35 to 64 years | 40.1% | 36.8% | -3.3% |
| Percent 65 years and over | 11.3% | 15.1% | 3.8% |



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

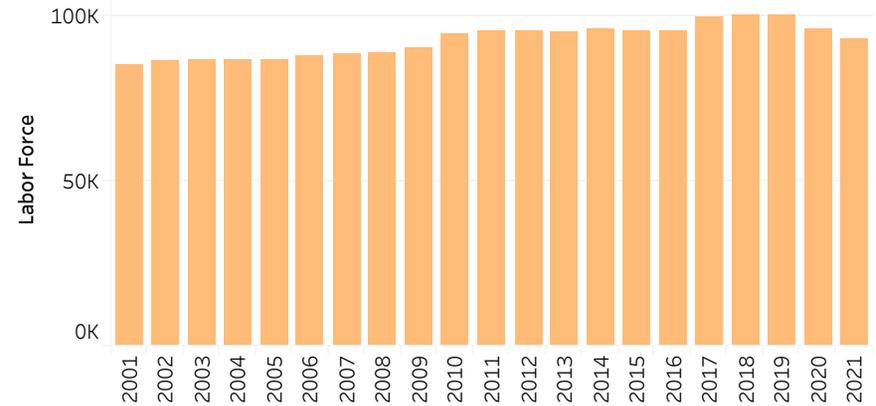
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Chittenden County Unemployment & Labor Force

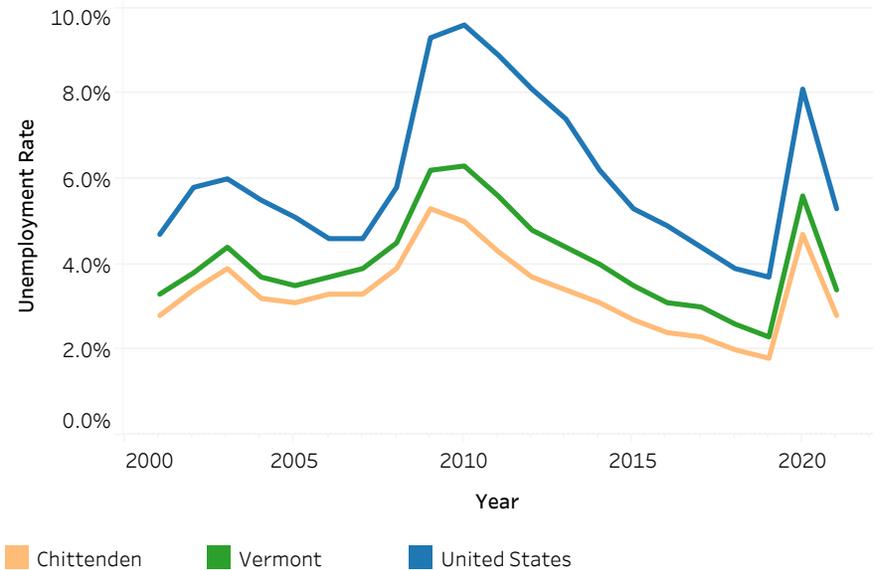
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 85,354 | 2,385 | 82,969 | 2.8% |
| 2002 | 86,159 | 2,904 | 83,255 | 3.4% |
| 2003 | 86,624 | 3,351 | 83,273 | 3.9% |
| 2004 | 86,961 | 2,772 | 84,189 | 3.2% |
| 2005 | 86,931 | 2,673 | 84,258 | 3.1% |
| 2006 | 88,082 | 2,884 | 85,198 | 3.3% |
| 2007 | 88,226 | 2,916 | 85,310 | 3.3% |
| 2008 | 88,773 | 3,440 | 85,333 | 3.9% |
| 2009 | 90,297 | 4,754 | 85,543 | 5.3% |
| 2010 | 94,608 | 4,718 | 89,890 | 5.0% |
| 2011 | 95,373 | 4,073 | 91,300 | 4.3% |
| 2012 | 95,623 | 3,510 | 92,113 | 3.7% |
| 2013 | 95,009 | 3,262 | 91,747 | 3.4% |
| 2014 | 95,964 | 2,946 | 93,018 | 3.1% |
| 2015 | 95,366 | 2,567 | 92,799 | 2.7% |
| 2016 | 95,560 | 2,312 | 93,248 | 2.4% |
| 2017 | 99,460 | 2,251 | 97,209 | 2.3% |
| 2018 | 100,209 | 2,013 | 98,196 | 2.0% |
| 2019 | 100,222 | 1,771 | 98,451 | 1.8% |
| 2020 | 96,193 | 4,488 | 91,705 | 4.7% |
| 2021 | 92,865 | 2,627 | 90,238 | 2.8% |

Labor Force



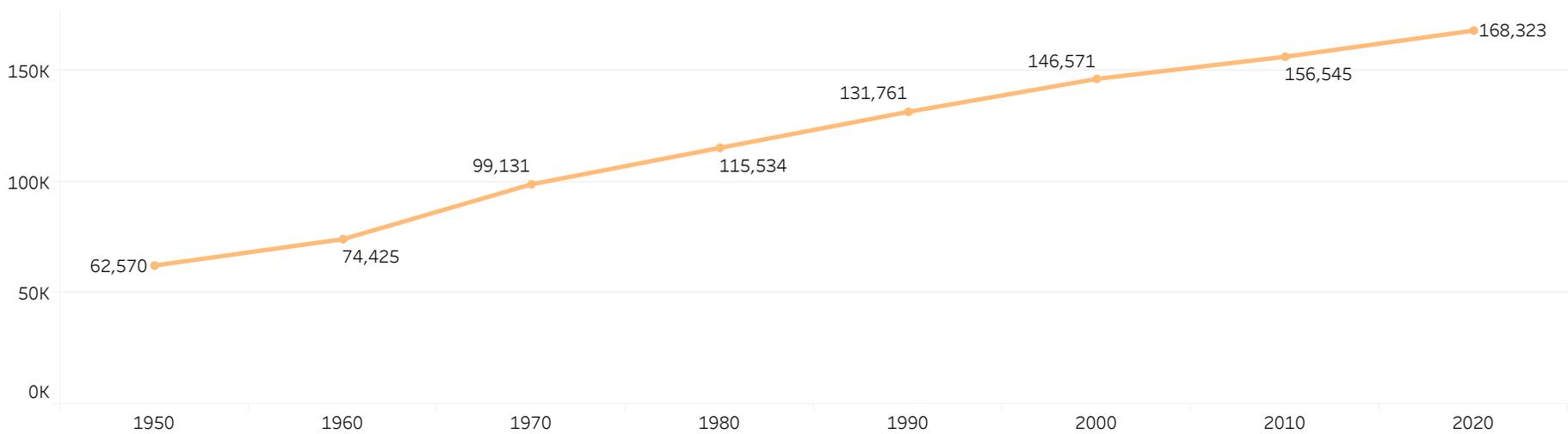
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Chittenden County Population

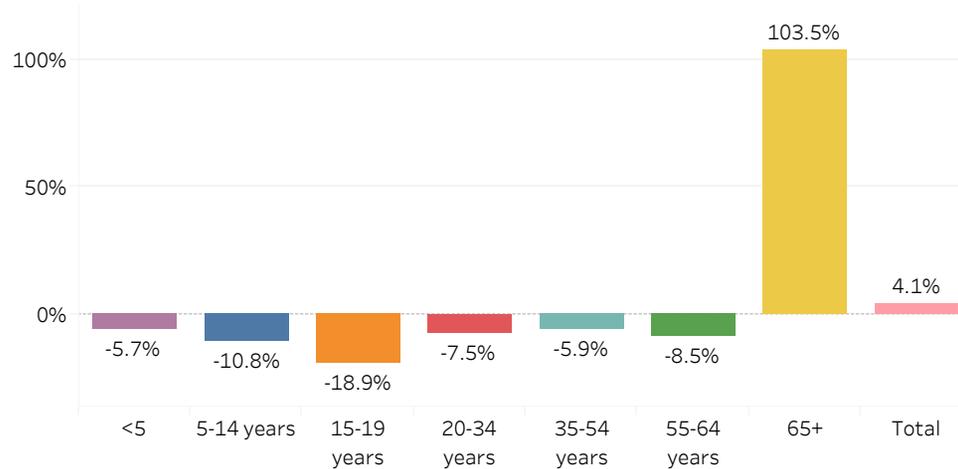
Population Total¹



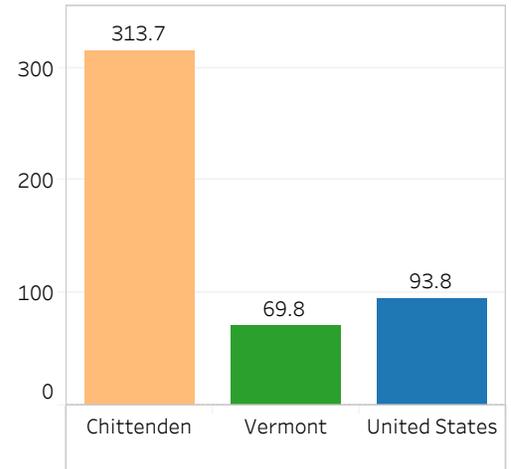
Population Projections 2030²

| | |
|--------------|----------------|
| <5 | 7,431 |
| 5-14 years | 15,547 |
| 15-19 years | 11,119 |
| 20-34 years | 34,295 |
| 35-54 years | 41,598 |
| 55-64 years | 16,994 |
| 65+ | 35,982 |
| Total | 162,966 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Chittenden County Income & Poverty

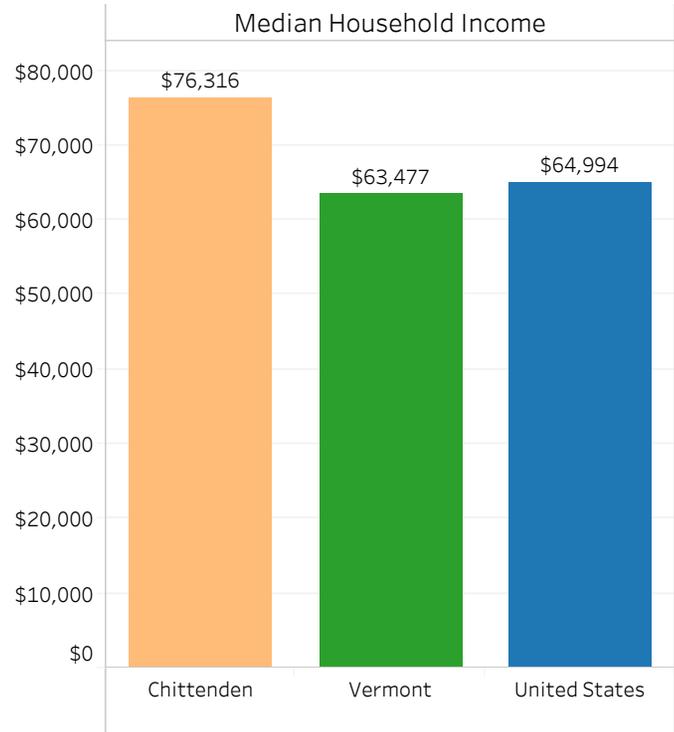
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Chittenden | \$71,069 | \$76,316 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

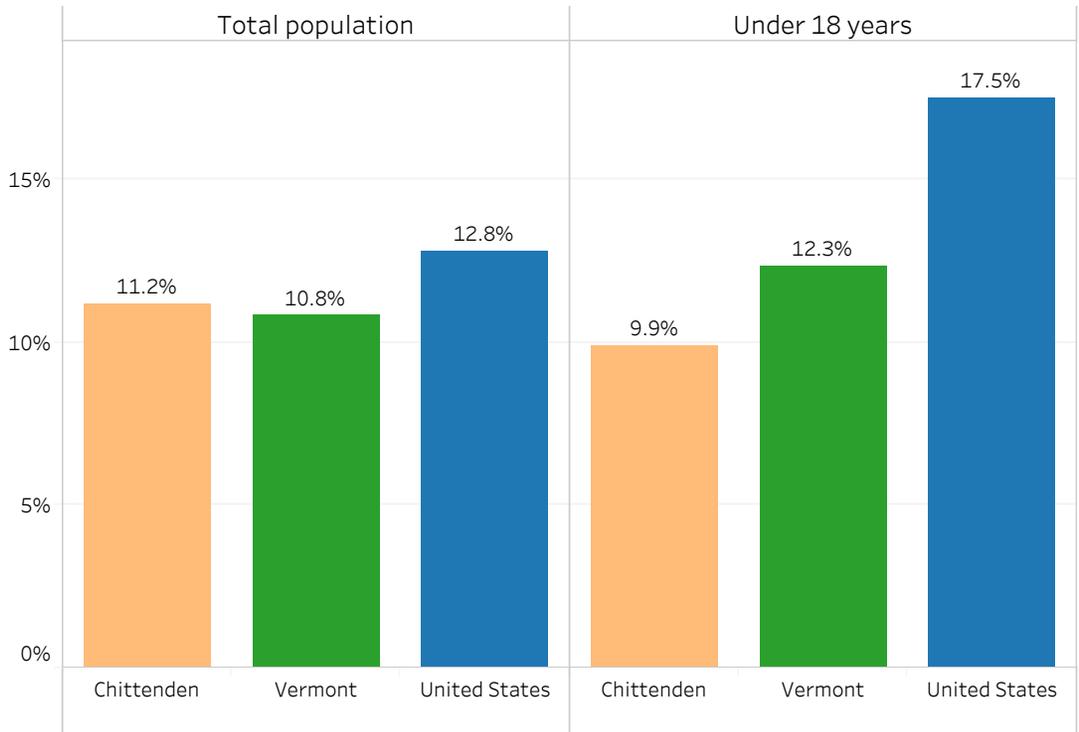
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Chittenden | 11.2% | 9.9% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

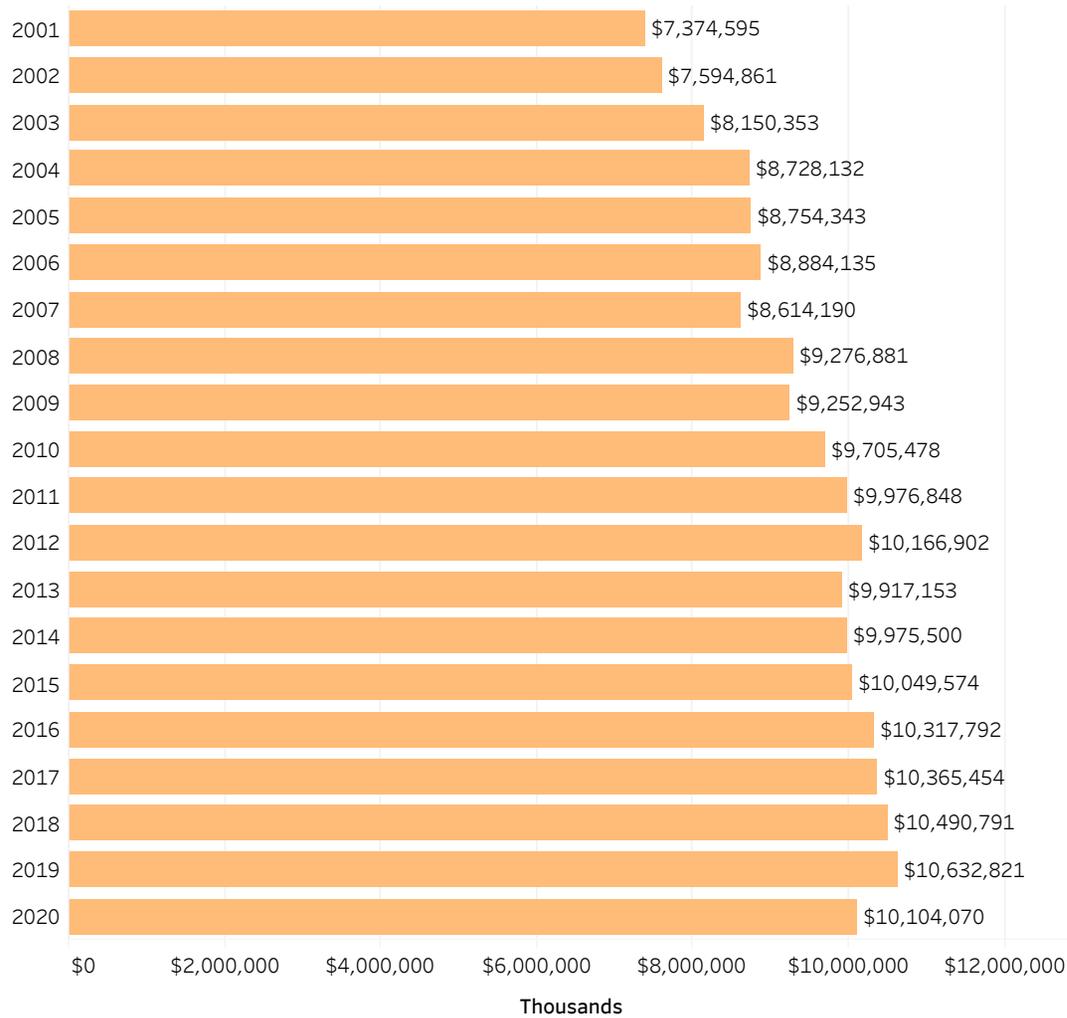


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Chittenden County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

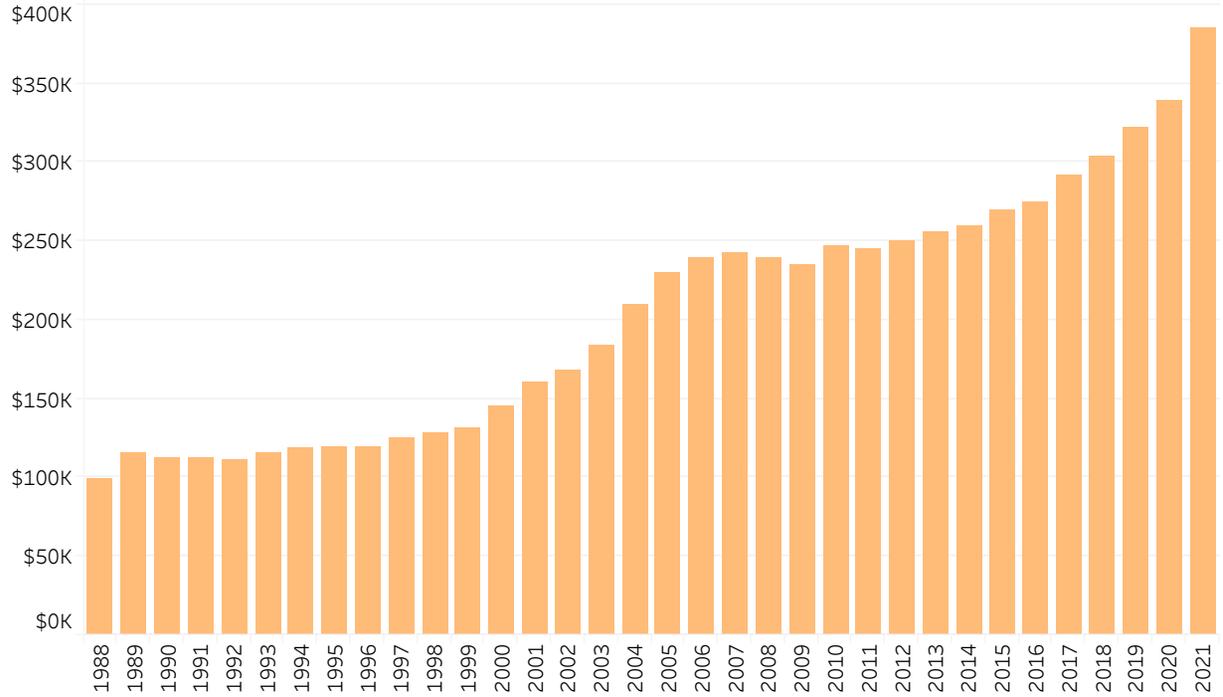
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Chittenden County Housing

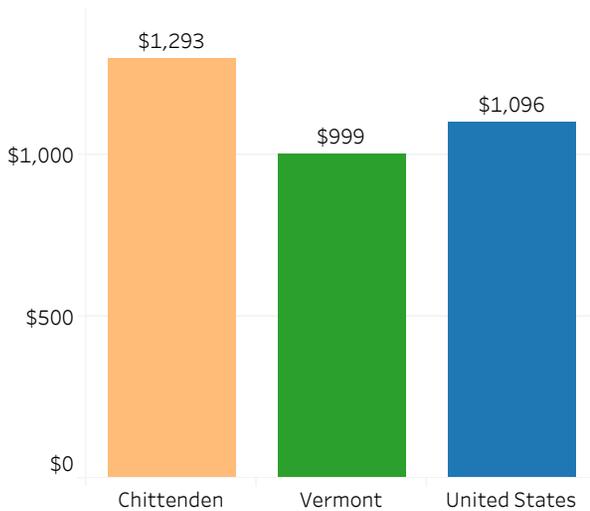
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

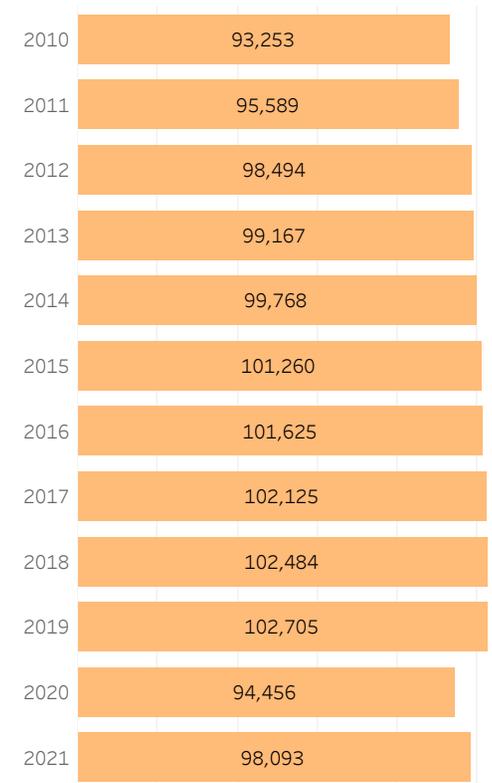
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Chittenden County Covered Employment

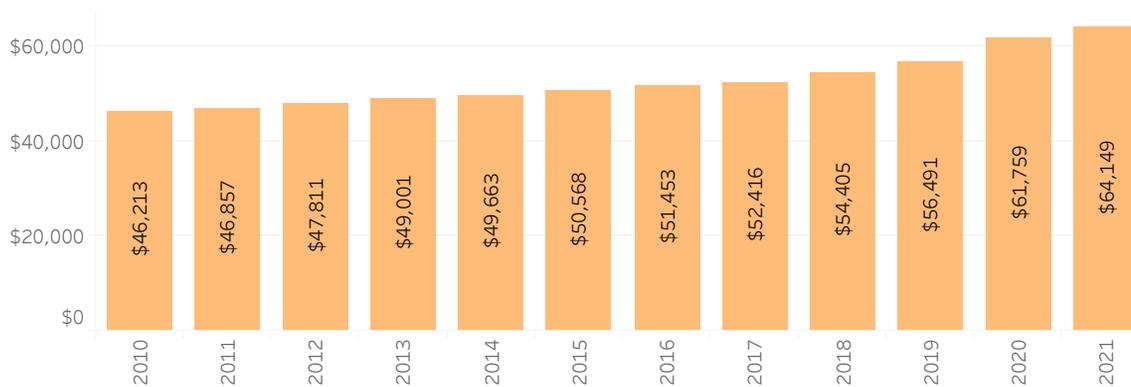
2021 Chittenden County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 7,944 | 98,093 | \$64,149 | 1.00 |
| Private ownership | 7,698 | 81,931 | \$63,918 | 1.01 |
| Agriculture, forestry, fishing and hunting | 61 | 350 | \$35,458 | 0.30 |
| Mining | 5 | 39 | \$72,879 | 0.19 |
| Construction | 634 | 4,919 | \$65,915 | 0.97 |
| Manufacturing | 269 | 8,879 | \$75,686 | 0.92 |
| Wholesale trade | 475 | 3,655 | \$76,676 | 1.26 |
| Retail trade | 735 | 11,305 | \$40,226 | 0.96 |
| Transportation and warehousing | 142 | 2,398 | \$52,143 | 1.11 |
| Utilities | 6 | 282 | \$117,042 | 0.69 |
| Information | 243 | 2,028 | \$76,730 | 1.51 |
| Finance and insurance | 358 | 2,941 | \$117,464 | 1.03 |
| Real estate and rental and leasing | 241 | 1,042 | \$59,541 | 1.03 |
| Professional and technical services | 1,824 | 8,578 | \$106,310 | 1.59 |
| Management of companies and enterprises | 55 | 764 | \$109,170 | 1.11 |
| Administrative and waste services | 651 | 4,488 | \$56,844 | 1.10 |
| Educational services | 182 | 2,599 | \$40,954 | 0.79 |
| Health care and social assistance | 585 | 16,433 | \$64,136 | 0.99 |
| Arts, entertainment, and recreation | 140 | 1,334 | \$30,079 | 1.07 |
| Accommodation and food services | 461 | 7,055 | \$27,085 | 0.81 |
| Other services, except public administration | 632 | 2,842 | \$44,745 | 1.06 |

Total Covered Employment



Annual Average Wage

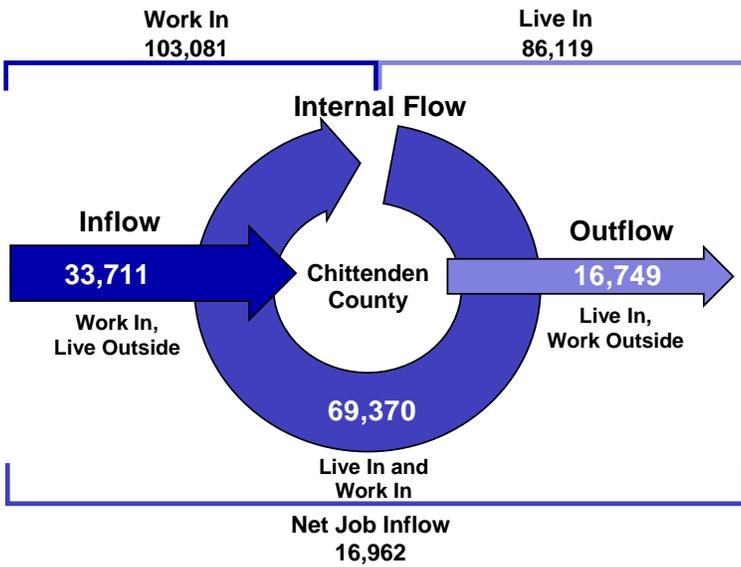


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Chittenden County Commuting Patterns



Chittenden County

Work In county
Live In county
Net Job Inflow

| 2019 | |
|---------|----------------|
| Count | |
| 103,081 | Work In county |
| 86,119 | Live In county |
| 16,962 | Net Job Inflow |

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

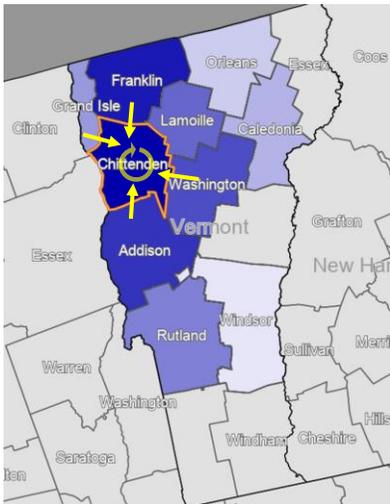
| Count | Share |
|---------|--------|
| 103,081 | 100.0% |
| 69,370 | 67.3% |
| 33,711 | 32.7% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|--------|--------|
| 86,119 | 100.0% |
| 69,370 | 80.6% |
| 16,749 | 19.4% |

Work in Chittenden County and Live In or Outside

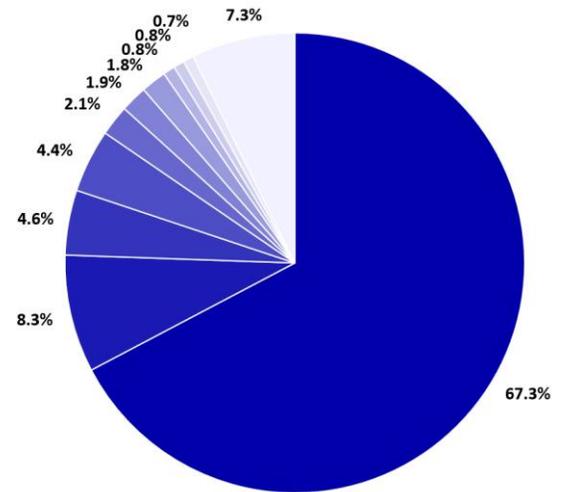


2019

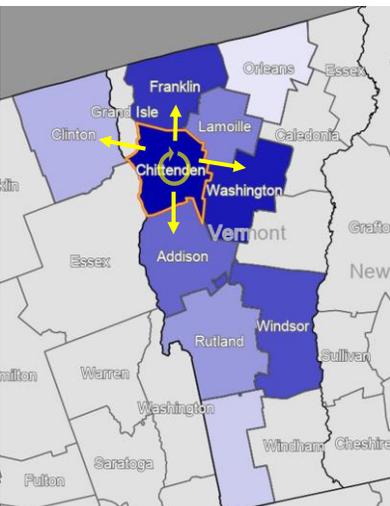
Work In Chittenden County 103,081

Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Chittenden County, VT | 69,370 |
| Franklin County, VT | 8,506 |
| Addison County, VT | 4,701 |
| Washington County, VT | 4,583 |
| Lamoille County, VT | 2,214 |
| Rutland County, VT | 1,933 |
| Grand Isle County, VT | 1,841 |
| Caledonia County, VT | 872 |
| Orleans County, VT | 782 |
| Windsor County, VT | 770 |
| All Other Locations | 7,509 |



Live In Chittenden County and Work In or Outside

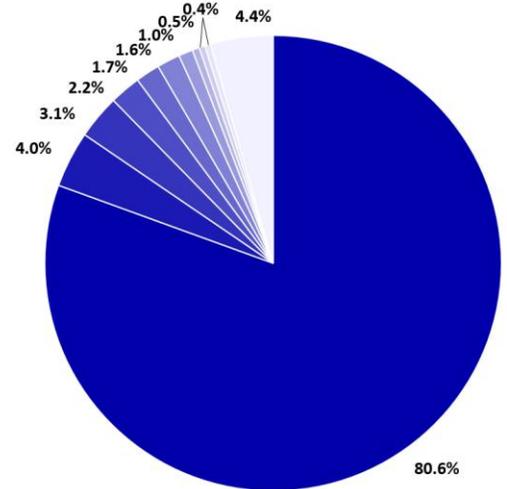


2019

Live In Chittenden County 86,119

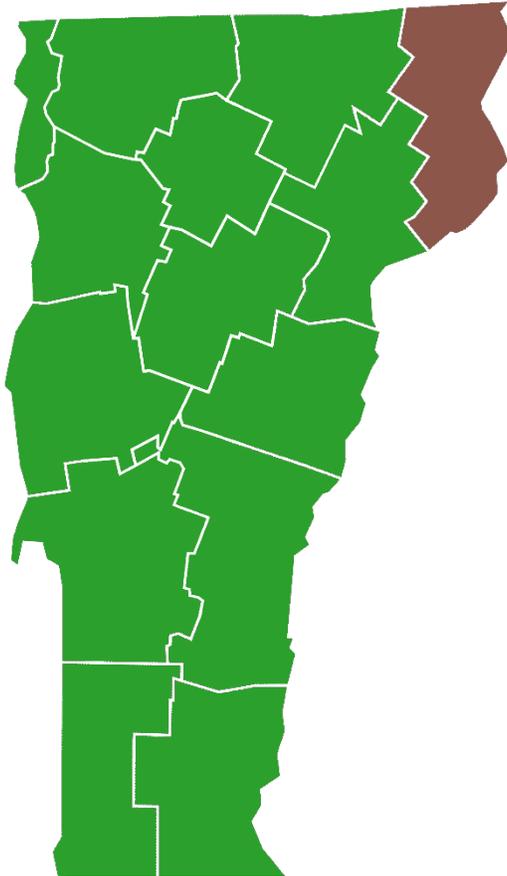
Top 10 Counties Where they Work

| | |
|-----------------------|--------|
| Chittenden County, VT | 69,370 |
| Washington County, VT | 3,434 |
| Franklin County, VT | 2,693 |
| Windsor County, VT | 1,905 |
| Addison County, VT | 1,481 |
| Lamoille County, VT | 1,412 |
| Rutland County, VT | 867 |
| Clinton County, NY | 435 |
| Bennington County, VT | 360 |
| Orleans County, VT | 350 |
| All Other Locations | 3,812 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Essex County



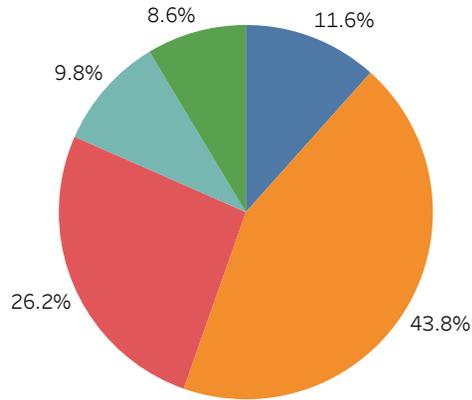
Essex is the least populous county in the state of Vermont and the ninth largest in size. Its 2020 Census population was 5,918. 2020 per capita income in the county is 74.6% of the statewide average while average quarterly wages (2021) are 77.4% of the statewide wage, the lowest quarterly wage in the state. Large industries in the county include Manufacturing (15.0% of all covered employment) and Agriculture, forestry, fishing and hunting (8.6%). Relative to the state as a whole Essex County has a high concentration of the Agriculture, forestry, fishing and hunting industry (7.4 percentage points higher than the state share).

In 2021 Essex County had the smallest labor force in the state with a labor force of 2,613. Since 2010 its labor force has decreased by 17.8%. The county's annual average unemployment rate for 2021 was 4.8%, higher than the statewide average of 3.4%. The poverty rate among all Essex County residents was 14.1% in 2020 while among children under 18 it was 25.0%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (96.1%) and "two or more races" (2.4%). Of Essex County residents 25 years of age and older 88.4% hold a high school diploma or higher while 18.4% hold a bachelor's degree or higher. People 65 years of age and over constitute 26.2% of the population, a number that is expected to grow to 41.4% by 2030.

Essex County Demographics

Education¹



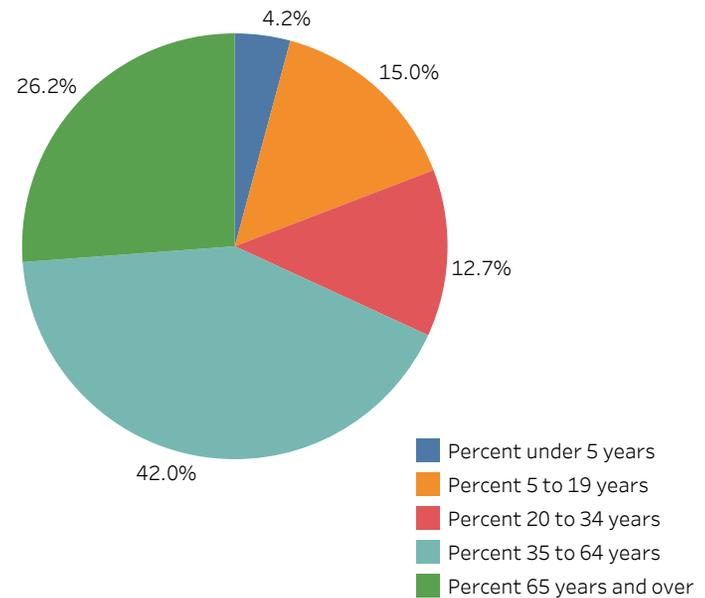
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

| | |
|--|-------|
| Percent White alone | 96.1% |
| Percent Black or African American alone | 0.7% |
| Percent Asian alone | 0.4% |
| Percent American Indian and Alaska Native alone | 0.1% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.3% |
| Percent Two or more races | 2.4% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 4.0% | 4.2% | 0.2% |
| Percent 5 to 19 years | 16.9% | 15.0% | -1.9% |
| Percent 20 to 34 years | 12.7% | 12.7% | 0.0% |
| Percent 35 to 64 years | 47.0% | 42.0% | -5.0% |
| Percent 65 years and over | 19.3% | 26.2% | 6.9% |



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

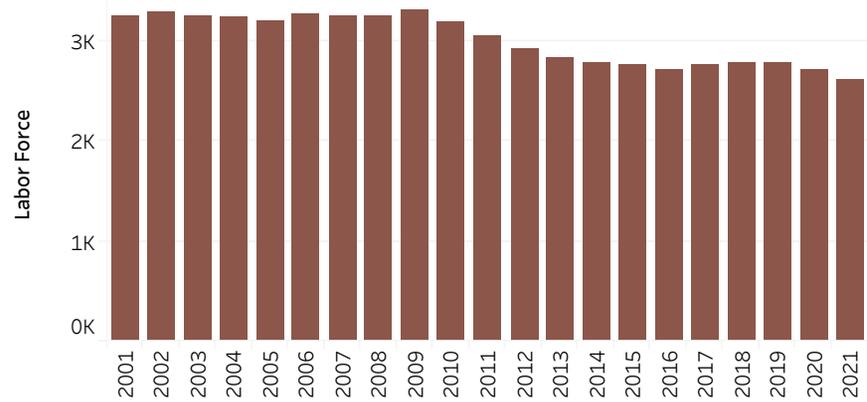
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Essex County Unemployment & Labor Force

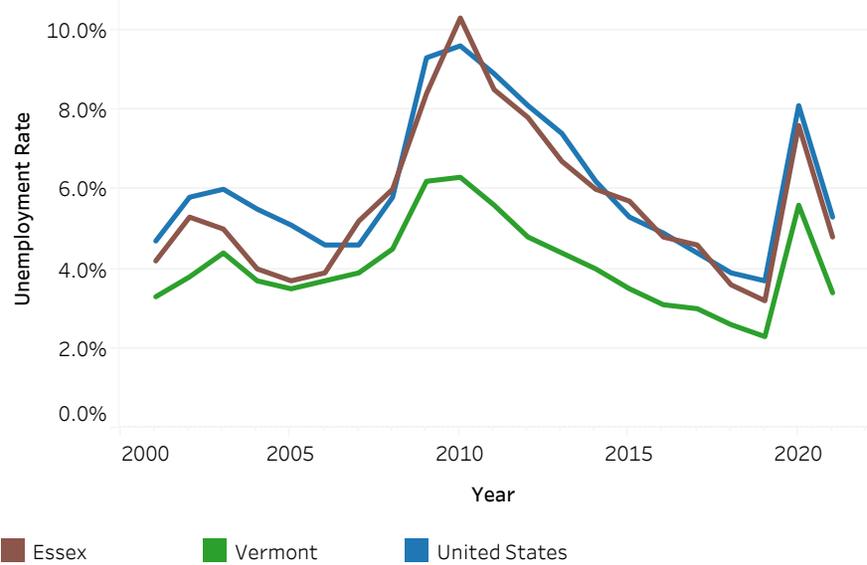
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 3,259 | 138 | 3,121 | 4.2% |
| 2002 | 3,285 | 175 | 3,110 | 5.3% |
| 2003 | 3,248 | 162 | 3,086 | 5.0% |
| 2004 | 3,239 | 130 | 3,109 | 4.0% |
| 2005 | 3,212 | 120 | 3,092 | 3.7% |
| 2006 | 3,277 | 129 | 3,148 | 3.9% |
| 2007 | 3,260 | 169 | 3,091 | 5.2% |
| 2008 | 3,250 | 195 | 3,055 | 6.0% |
| 2009 | 3,309 | 279 | 3,030 | 8.4% |
| 2010 | 3,180 | 329 | 2,851 | 10.3% |
| 2011 | 3,058 | 260 | 2,798 | 8.5% |
| 2012 | 2,923 | 229 | 2,694 | 7.8% |
| 2013 | 2,838 | 191 | 2,647 | 6.7% |
| 2014 | 2,782 | 166 | 2,616 | 6.0% |
| 2015 | 2,770 | 158 | 2,612 | 5.7% |
| 2016 | 2,708 | 131 | 2,577 | 4.8% |
| 2017 | 2,770 | 128 | 2,642 | 4.6% |
| 2018 | 2,781 | 100 | 2,681 | 3.6% |
| 2019 | 2,775 | 89 | 2,686 | 3.2% |
| 2020 | 2,714 | 207 | 2,507 | 7.6% |
| 2021 | 2,613 | 126 | 2,487 | 4.8% |

Labor Force



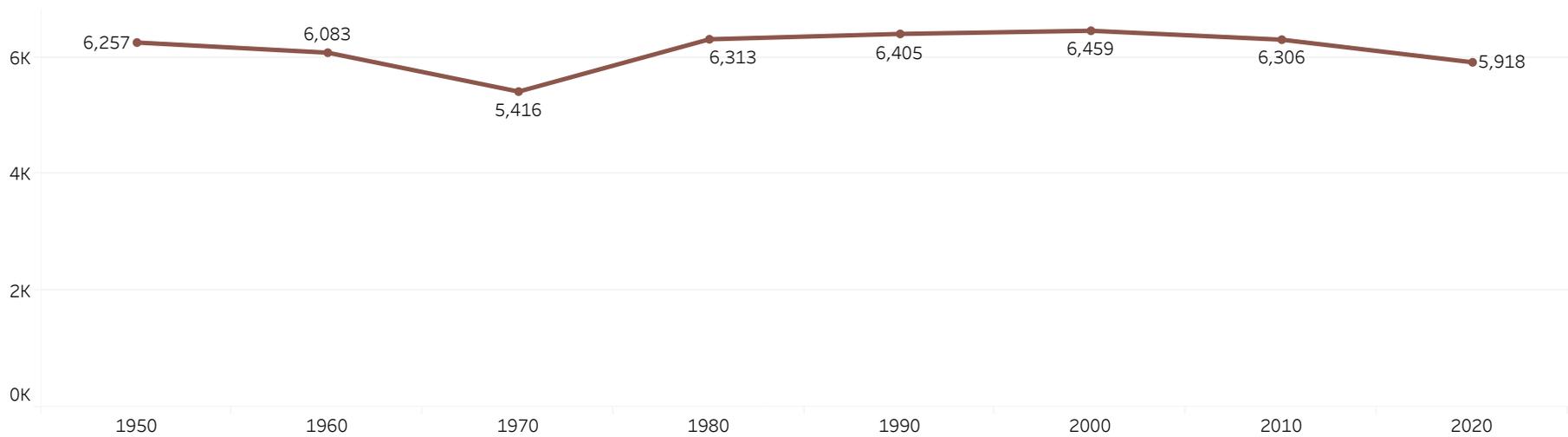
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Essex County Population

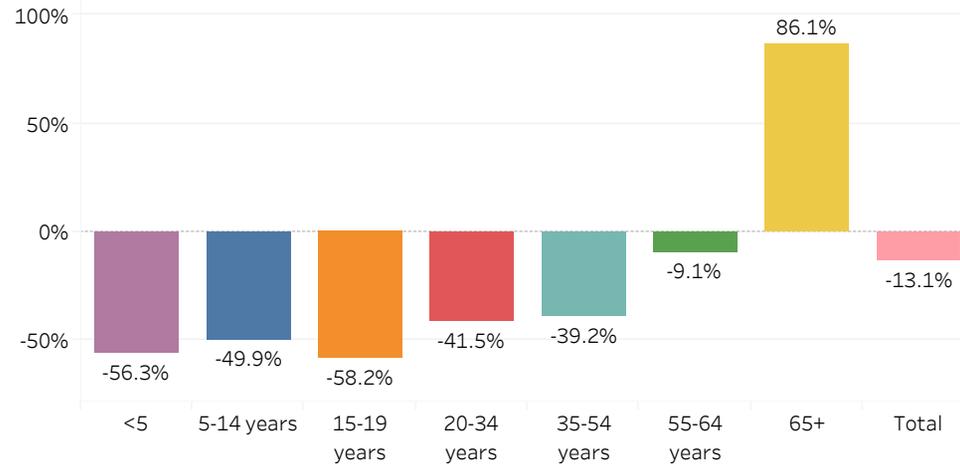
Population Total¹



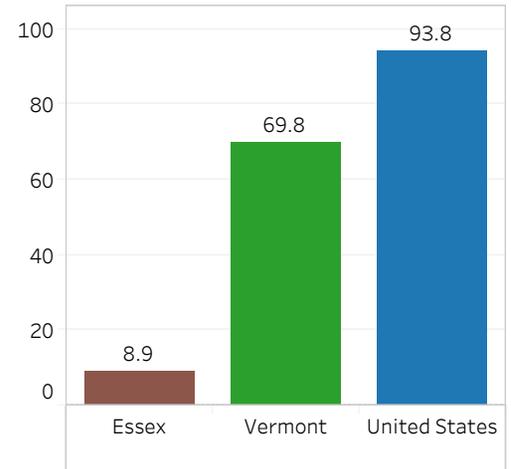
Population Projections 2030²

| | |
|--------------|--------------|
| <5 | 111 |
| 5-14 years | 344 |
| 15-19 years | 158 |
| 20-34 years | 470 |
| 35-54 years | 1,146 |
| 55-64 years | 981 |
| 65+ | 2,271 |
| Total | 5,481 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Essex County Income & Poverty

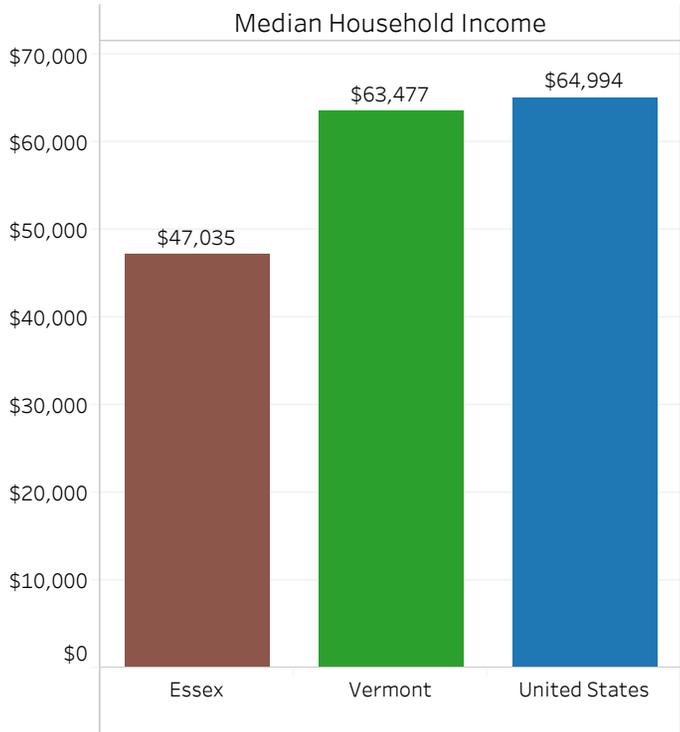
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Essex | \$44,787 | \$47,035 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

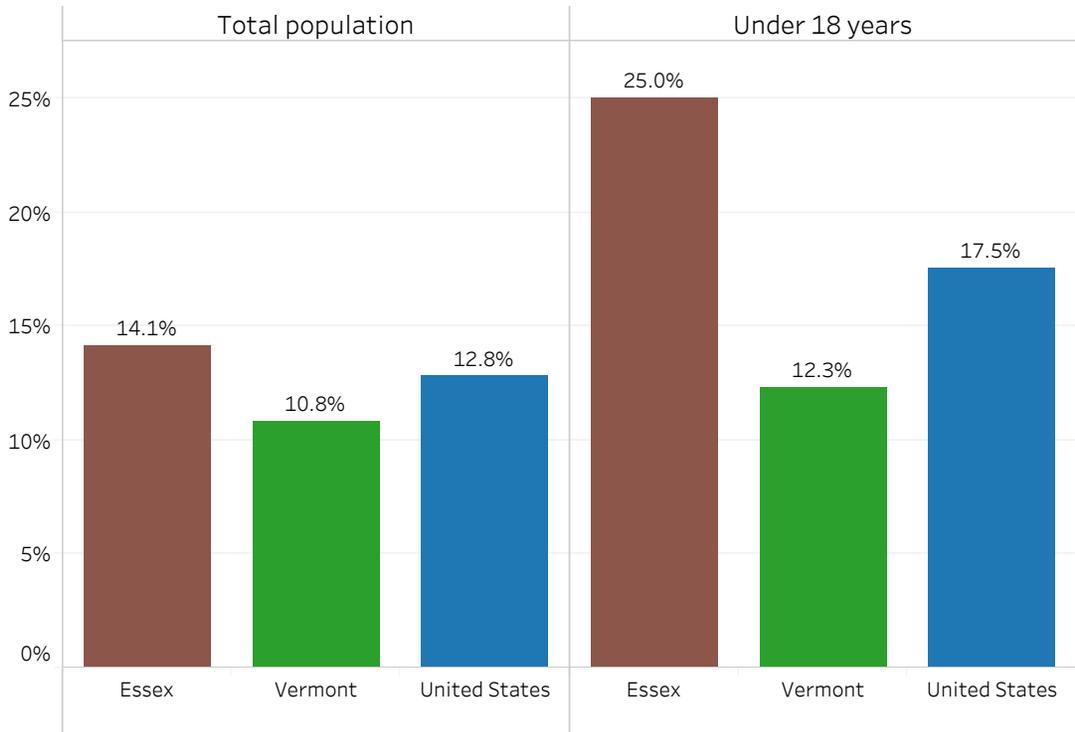
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Essex | 14.1% | 25.0% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

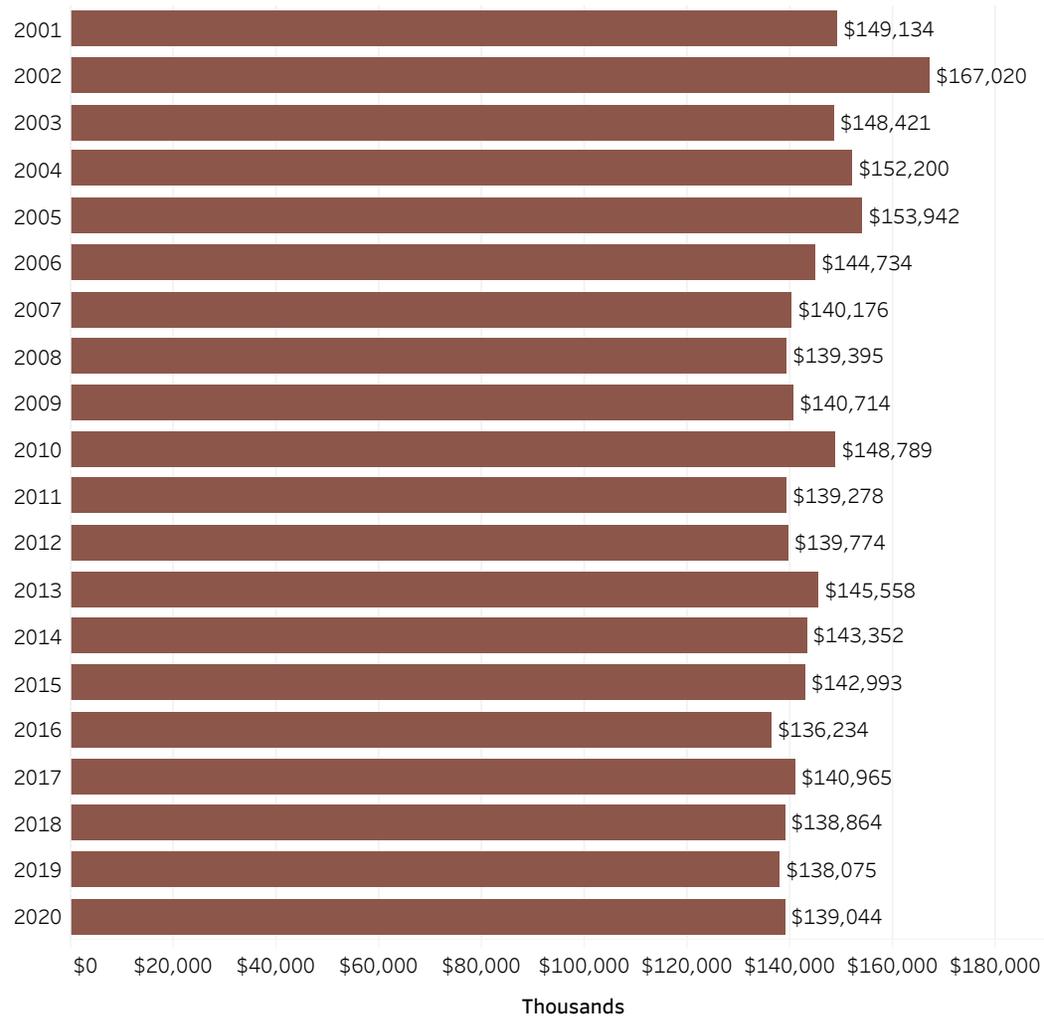


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

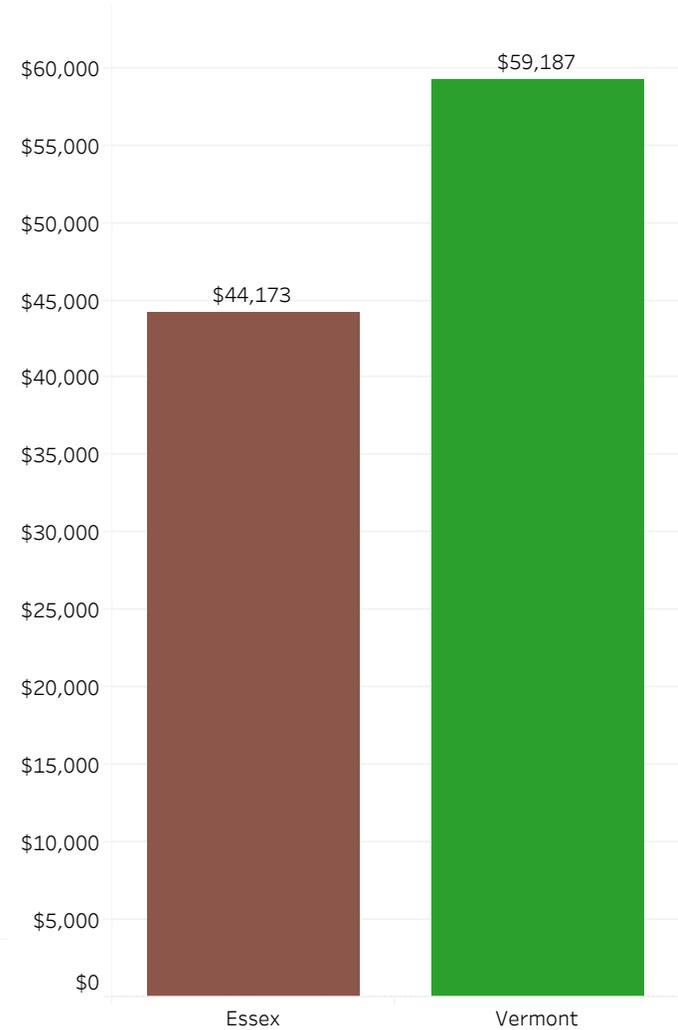
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Essex County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

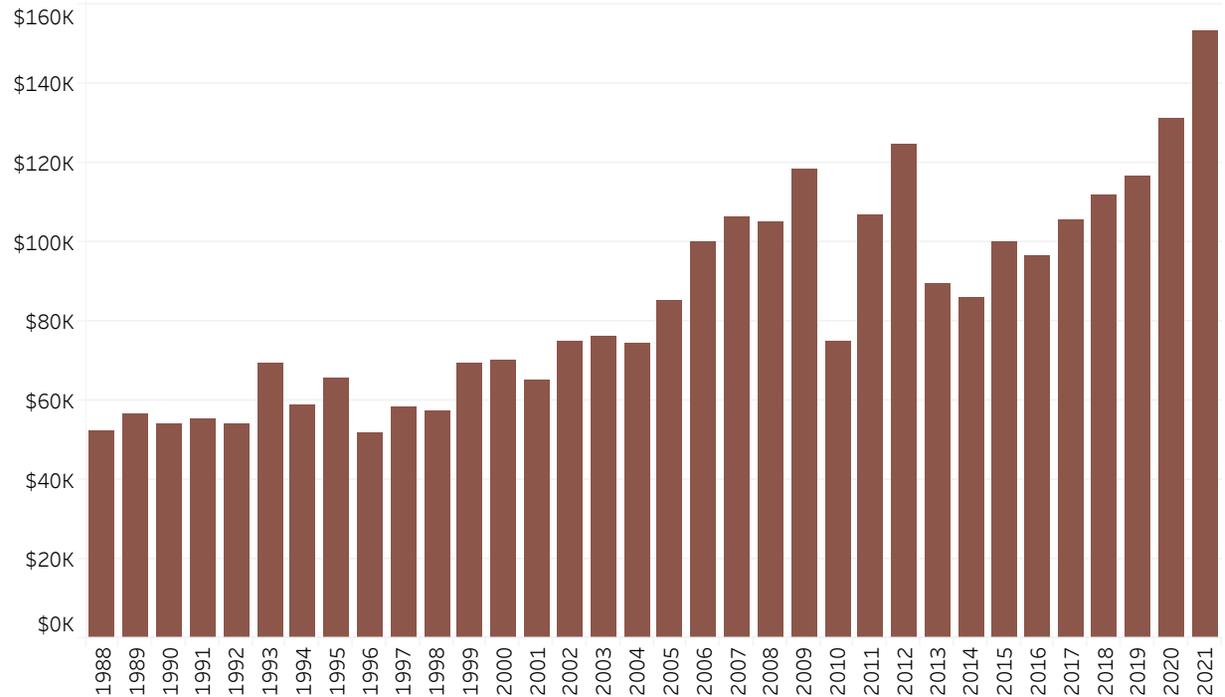
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Essex County Housing

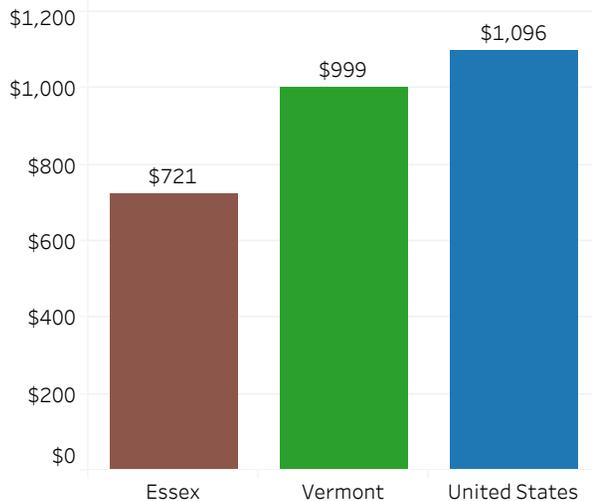
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

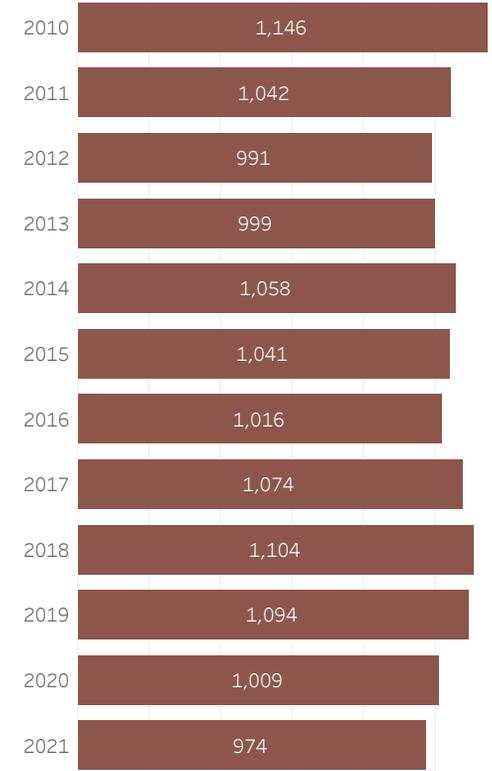
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Essex County Covered Employment

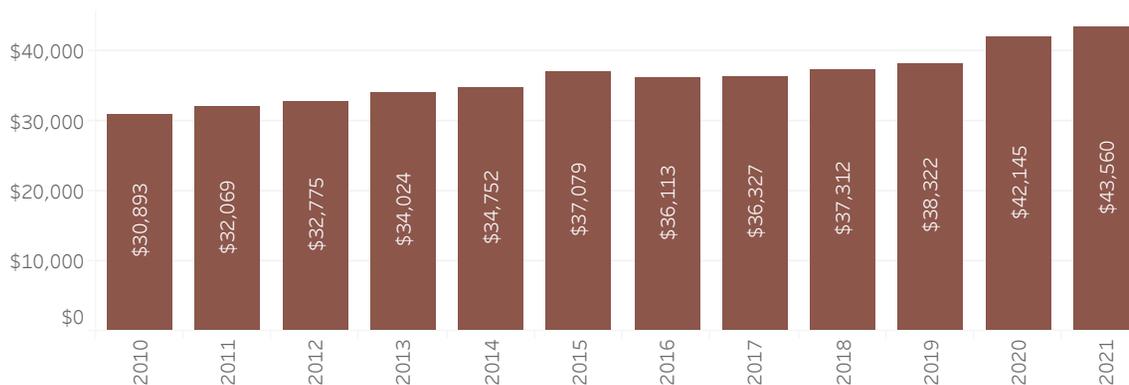
2021 Essex County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 166 | 974 | \$43,560 | 1.00 |
| Private ownership | 130 | 628 | \$38,963 | 0.78 |
| Agriculture, forestry, fishing and hunting | 12 | 84 | \$39,036 | 7.27 |
| Mining | | | | |
| Construction | 22 | 53 | \$41,992 | 1.05 |
| Manufacturing | 8 | 146 | \$40,807 | 1.53 |
| Wholesale trade | 4 | (s) | (s) | (s) |
| Retail trade | 12 | 51 | \$21,828 | 0.44 |
| Transportation and warehousing | 8 | 18 | \$43,449 | 0.84 |
| Utilities | 1 | (s) | (s) | (s) |
| Information | 1 | (s) | (s) | (s) |
| Finance and insurance | 4 | (s) | (s) | (s) |
| Real estate and rental and leasing | 2 | (s) | (s) | (s) |
| Professional and technical services | 12 | 42 | \$84,680 | 0.78 |
| Management of companies and enterprises | | | | |
| Administrative and waste services | 8 | 10 | \$52,363 | 0.25 |
| Educational services | 3 | (s) | (s) | (s) |
| Health care and social assistance | 10 | (s) | (s) | (s) |
| Arts, entertainment, and recreation | 3 | 12 | \$3,737 | 0.97 |
| Accommodation and food services | 13 | 79 | \$19,315 | 0.92 |
| Other services, except public administration | 9 | (s) | (s) | (s) |

Total Covered Employment



Annual Average Wage

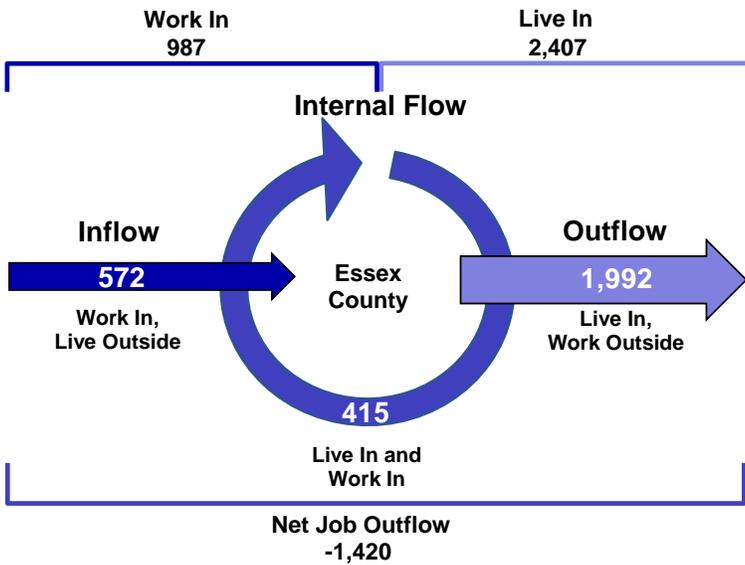


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Essex County Commuting Patterns



Essex County Labor Market

Work In county
Live In county
Net Job Outflow

| 2019 | |
|-----------------|--------|
| Count | |
| Work In county | 987 |
| Live In county | 2,407 |
| Net Job Outflow | -1,420 |

Work In

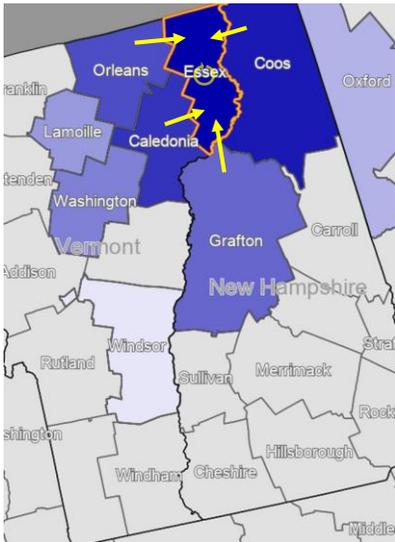
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|--|------------|
| Work In county | 987 100.0% |
| Work In and Live In county | 415 42.0% |
| Work In county but Live Outside (Inflow) | 572 58.0% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|---|--------------|
| Live In county | 2,407 100.0% |
| Live In and Work In county | 415 17.2% |
| Live In county but Work Outside (Outflow) | 1,992 82.8% |



Work in Essex County and Live In or Outside

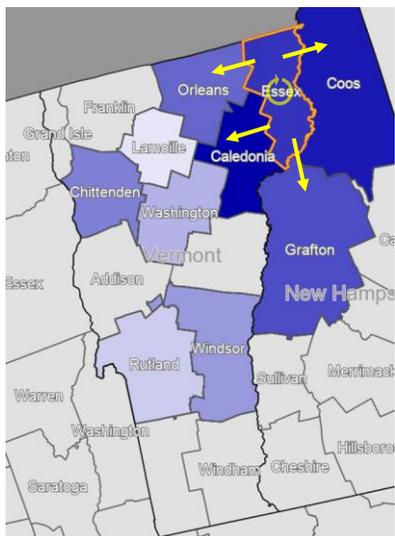
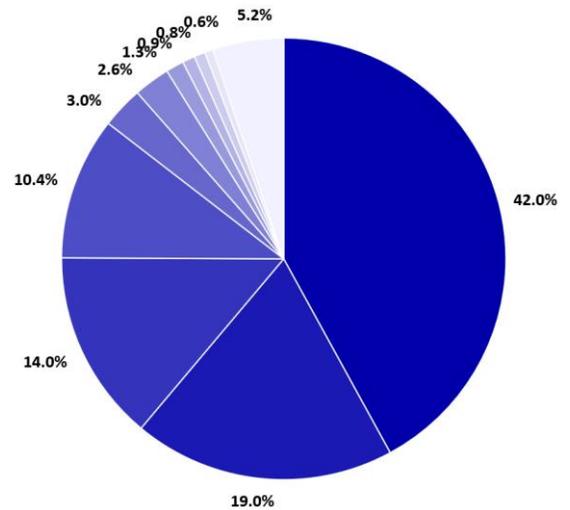
2019

Work In Essex County

987

Top 10 Counties Where they Live

| | |
|-----------------------|-----|
| Essex County, VT | 415 |
| Coos County, NH | 188 |
| Caledonia County, VT | 138 |
| Orleans County, VT | 103 |
| Grafton County, NH | 30 |
| Washington County, VT | 26 |
| Lamoille County, VT | 13 |
| Oxford County, ME | 9 |
| Somerset County, ME | 8 |
| Windsor County, VT | 6 |
| All Other Locations | 51 |



Live In Essex County and Work In or Outside

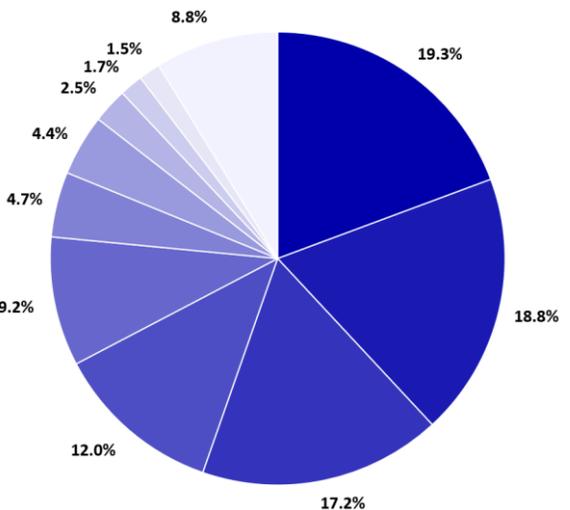
2019

Live In Essex County

2,407

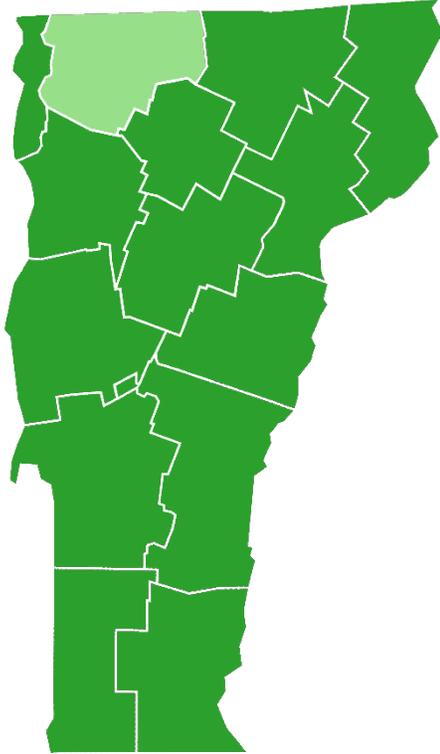
Top 10 Counties Where they Work

| | |
|-----------------------|-----|
| Caledonia County, VT | 465 |
| Coos County, NH | 452 |
| Essex County, VT | 415 |
| Grafton County, NH | 288 |
| Orleans County, VT | 222 |
| Chittenden County, VT | 112 |
| Windsor County, VT | 105 |
| Washington County, VT | 60 |
| Rutland County, VT | 40 |
| Lamoille County, VT | 37 |
| All Other Locations | 211 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Franklin County



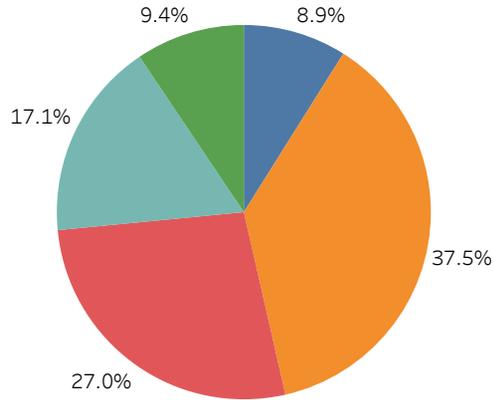
Franklin is the fifth most populous county in the state of Vermont and the eleventh largest in size. Its 2020 Census population was 49,946. 2020 per capita income in the county is 88.2% of the statewide average while average quarterly wages (2021) are 94.1% of the statewide wage, the fifth highest quarterly wage in the state. Large industries in the county include Manufacturing (16.2% of all covered employment) and Health care and social assistance (13.9%). Relative to the state as a whole Franklin County has a high concentration of the Agriculture, forestry, fishing and hunting industry (2.3 percentage points higher than the state share).

In 2021 Franklin County had the fifth largest labor force in the state with a labor force of 26,722. Since 2010 its labor force has decreased by 3.5%. The county's annual average unemployment rate for 2021 was 3.5%, slightly higher than the statewide average of 3.4%. The poverty rate among all Franklin County residents was 9.8% in 2020 while among children under 18 it was 8.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (94.4%) and "two or more races" (3.2%). Of Franklin County residents 25 years of age and older 91.1% hold a high school diploma or higher while 26.5% hold a bachelor's degree or higher. People 65 years of age and over constitute 16.2% of the population, a number that is expected to grow to 22.8% by 2030.

Franklin County Demographics

Education¹



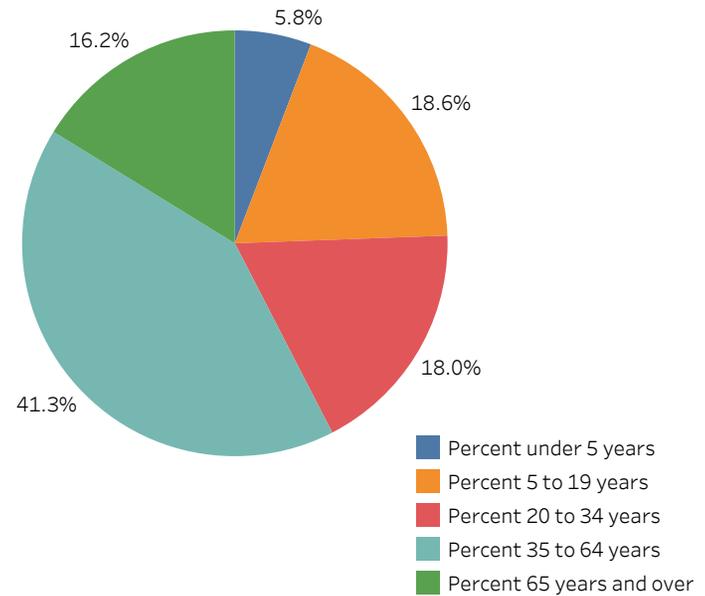
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

| | |
|--|-------|
| Percent White alone | 94.4% |
| Percent Black or African American alone | 0.4% |
| Percent Asian alone | 0.7% |
| Percent American Indian and Alaska Native alone | 0.6% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.6% |
| Percent Two or more races | 3.2% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 6.3% | 5.8% | -0.5% |
| Percent 5 to 19 years | 20.6% | 18.6% | -2.0% |
| Percent 20 to 34 years | 16.9% | 18.0% | 1.1% |
| Percent 35 to 64 years | 44.0% | 41.3% | -2.7% |
| Percent 65 years and over | 12.2% | 16.2% | 4.0% |



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Franklin County Unemployment & Labor Force

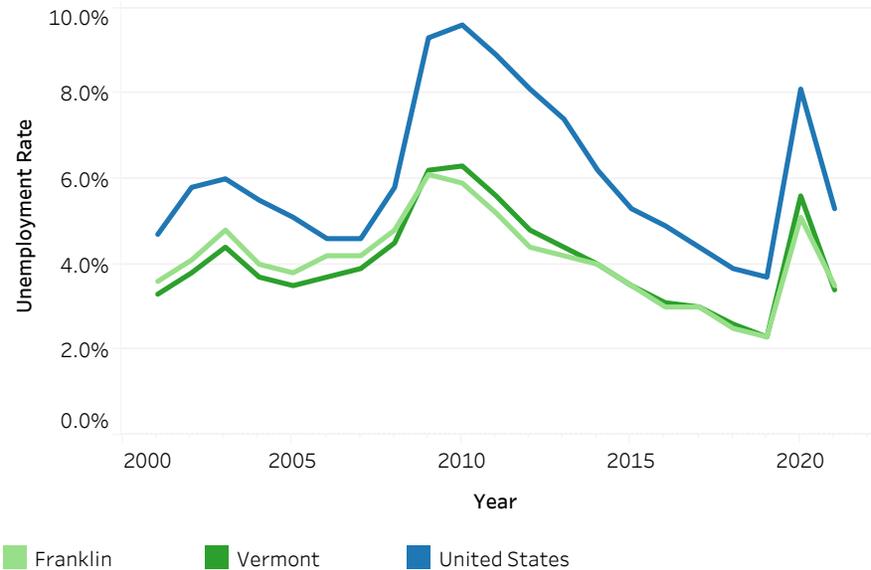
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 24,754 | 891 | 23,863 | 3.6% |
| 2002 | 25,108 | 1,019 | 24,089 | 4.1% |
| 2003 | 25,500 | 1,223 | 24,277 | 4.8% |
| 2004 | 25,708 | 1,037 | 24,671 | 4.0% |
| 2005 | 25,844 | 973 | 24,871 | 3.8% |
| 2006 | 26,310 | 1,097 | 25,213 | 4.2% |
| 2007 | 25,928 | 1,099 | 24,829 | 4.2% |
| 2008 | 25,926 | 1,236 | 24,690 | 4.8% |
| 2009 | 26,578 | 1,634 | 24,944 | 6.1% |
| 2010 | 27,704 | 1,641 | 26,063 | 5.9% |
| 2011 | 27,866 | 1,457 | 26,409 | 5.2% |
| 2012 | 27,787 | 1,209 | 26,578 | 4.4% |
| 2013 | 27,469 | 1,151 | 26,318 | 4.2% |
| 2014 | 27,595 | 1,102 | 26,493 | 4.0% |
| 2015 | 27,438 | 967 | 26,471 | 3.5% |
| 2016 | 27,448 | 825 | 26,623 | 3.0% |
| 2017 | 28,404 | 865 | 27,539 | 3.0% |
| 2018 | 28,461 | 705 | 27,756 | 2.5% |
| 2019 | 28,498 | 655 | 27,843 | 2.3% |
| 2020 | 27,373 | 1,395 | 25,978 | 5.1% |
| 2021 | 26,722 | 924 | 25,798 | 3.5% |

Labor Force



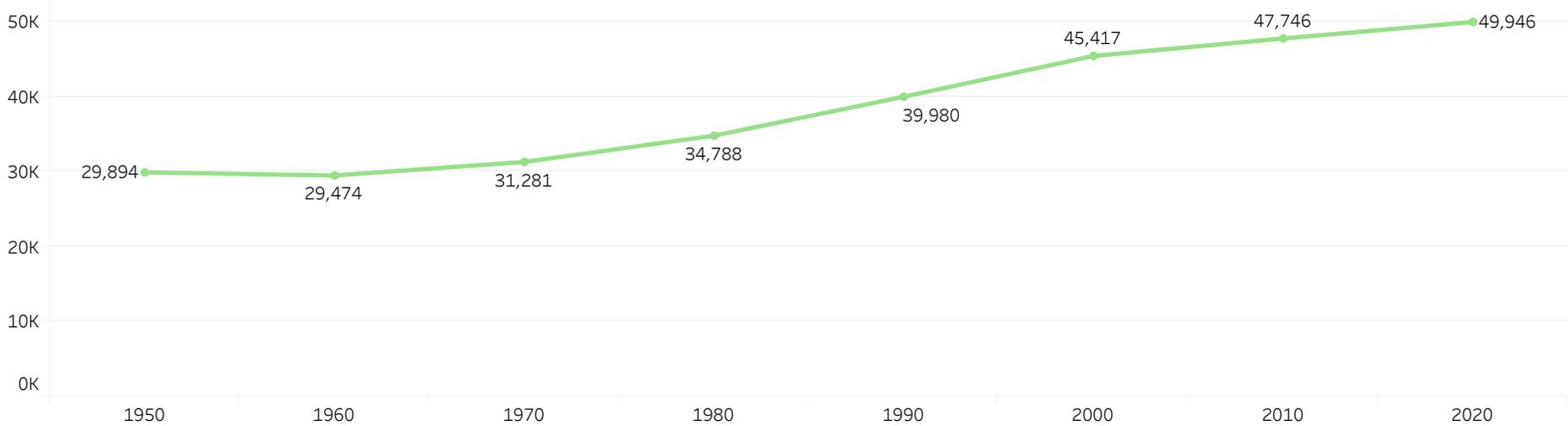
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Franklin County Population

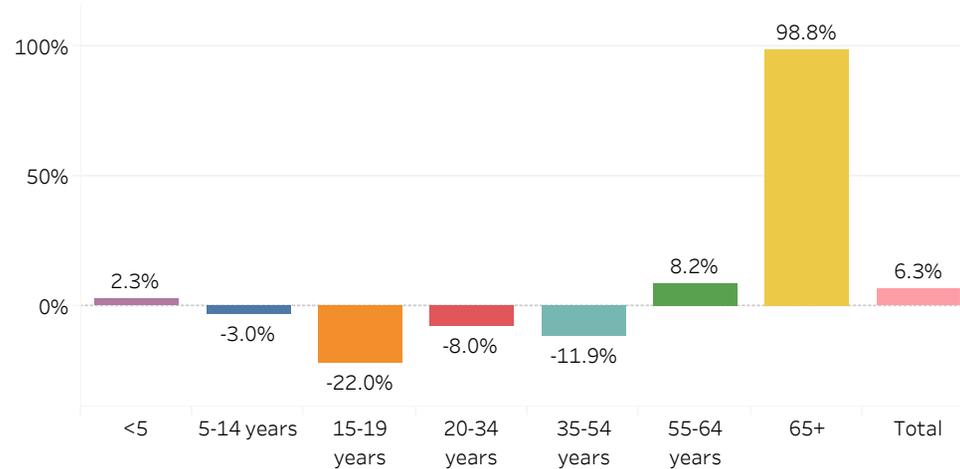
Population Total¹



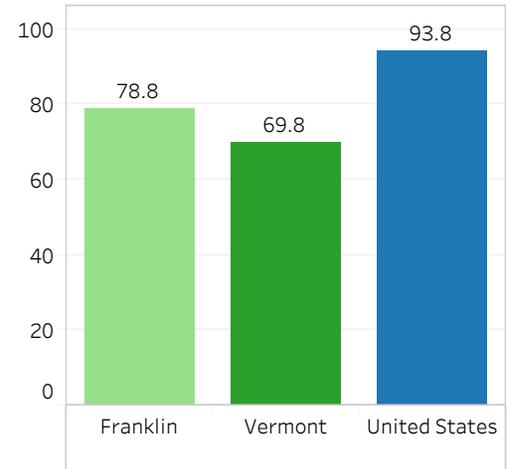
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 3,077 |
| 5-14 years | 6,428 |
| 15-19 years | 2,516 |
| 20-34 years | 7,426 |
| 35-54 years | 13,123 |
| 55-64 years | 6,623 |
| 65+ | 11,546 |
| Total | 50,739 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Franklin County Income & Poverty

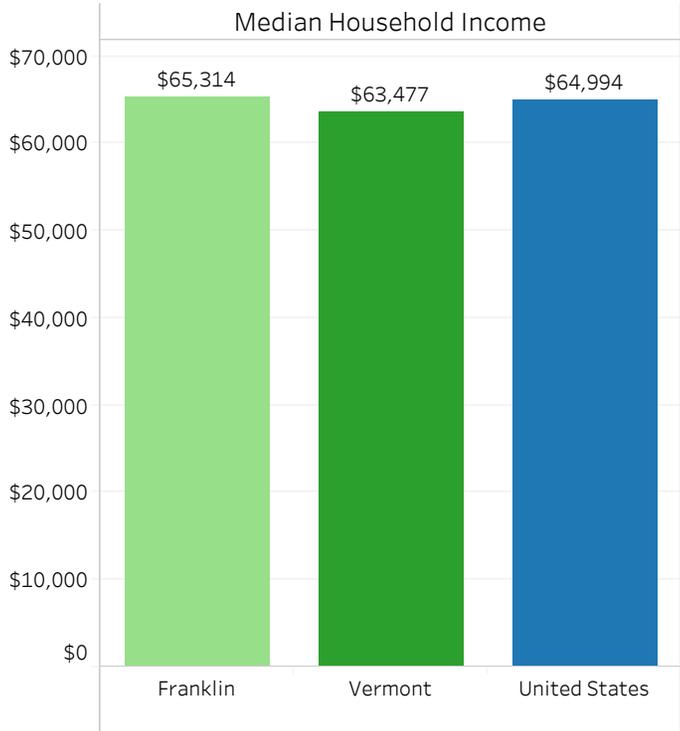
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Franklin | \$63,645 | \$65,314 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

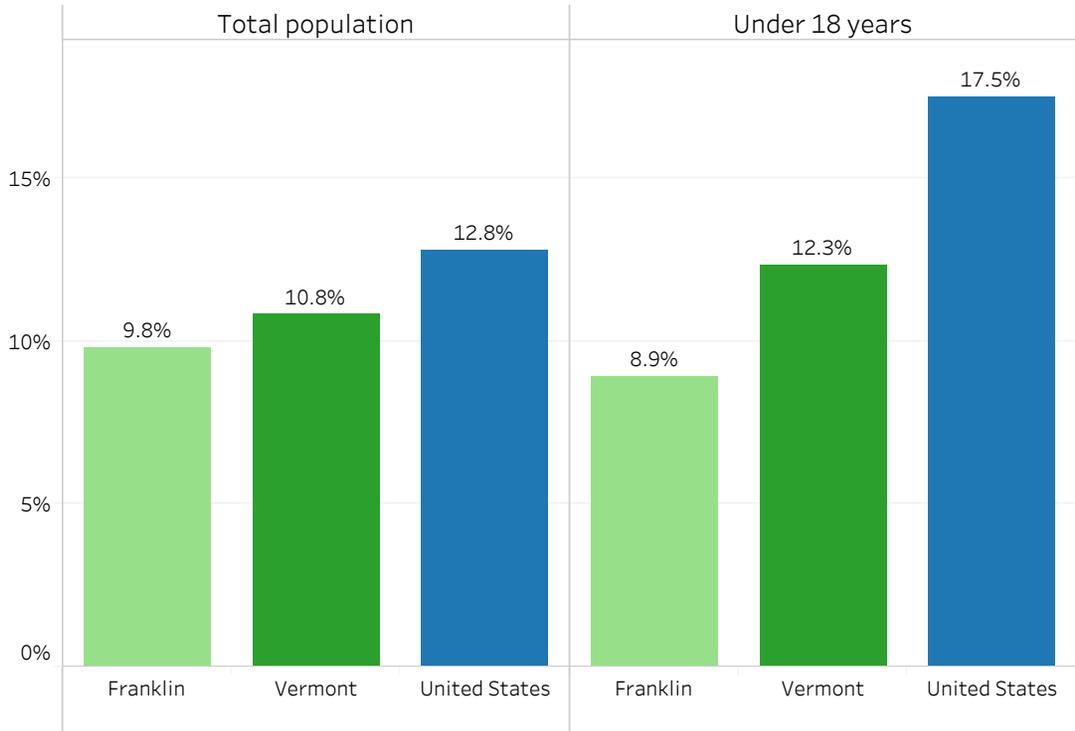
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Franklin | 9.8% | 8.9% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

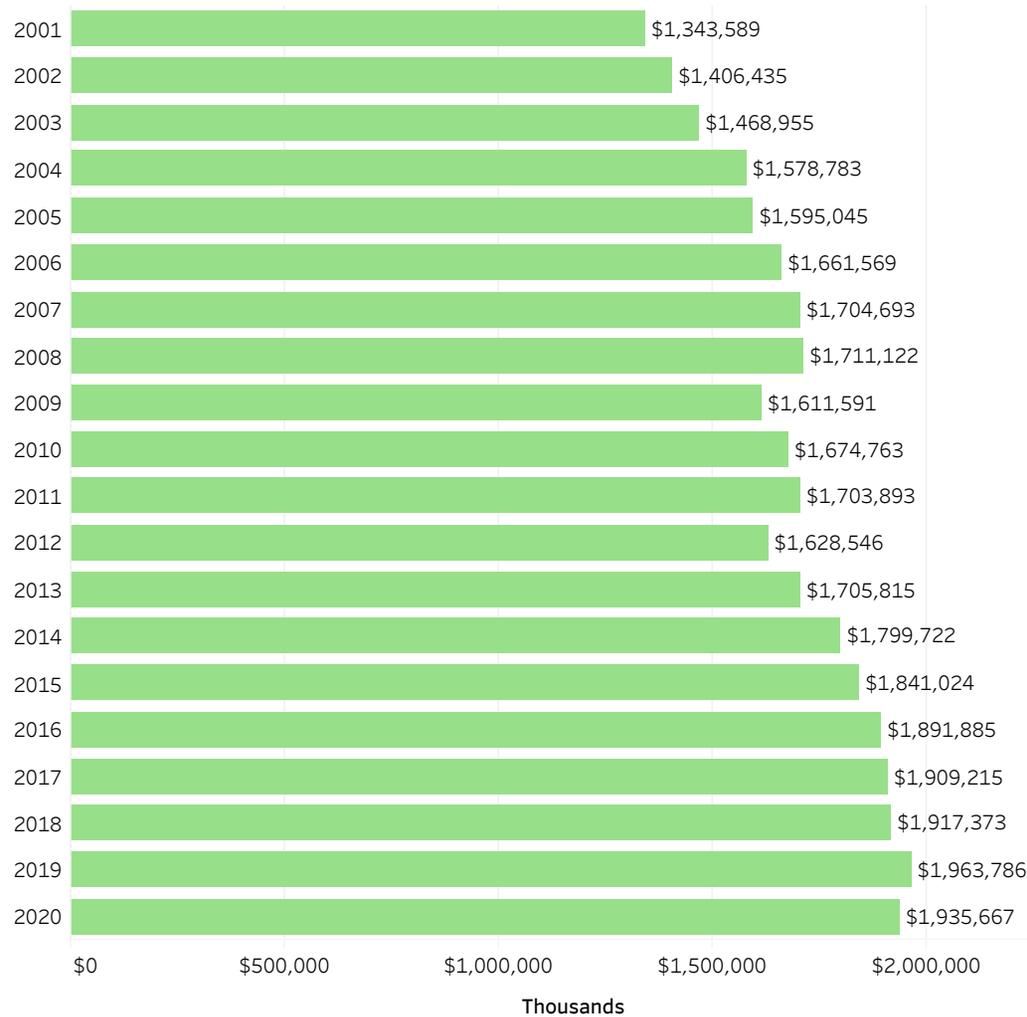


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

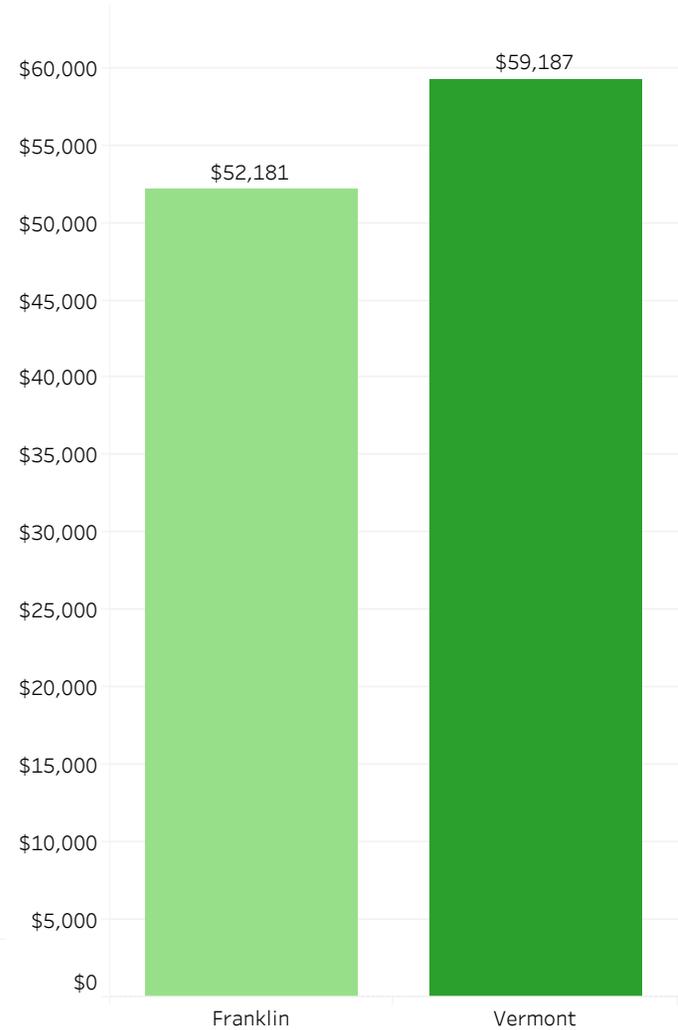
2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Franklin County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



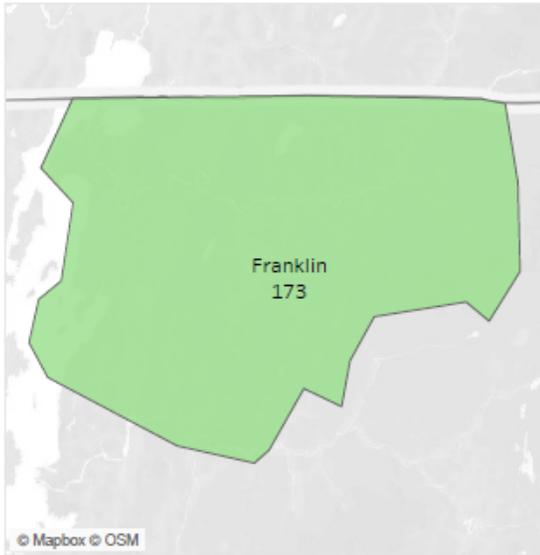
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

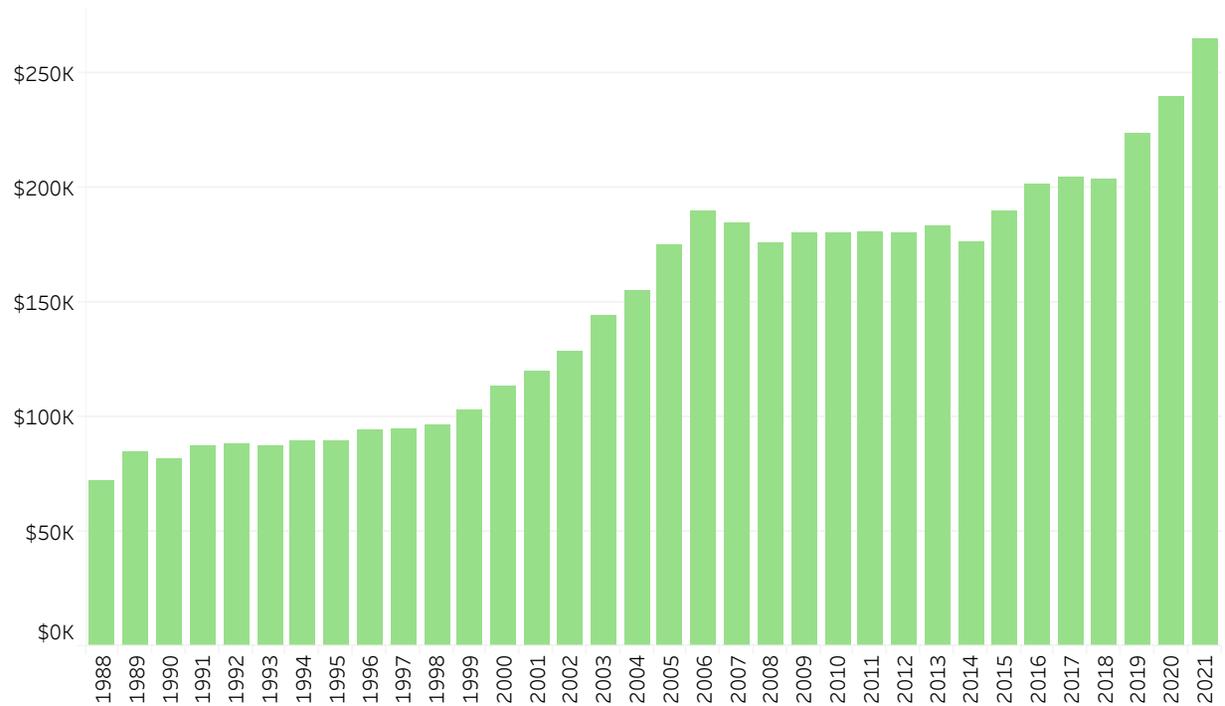
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Franklin County Housing

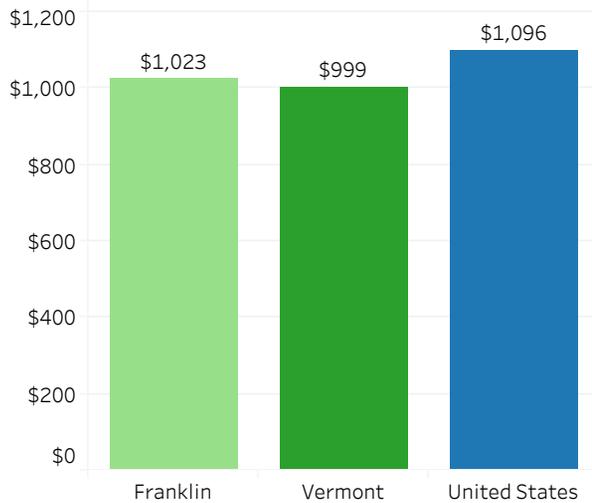
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

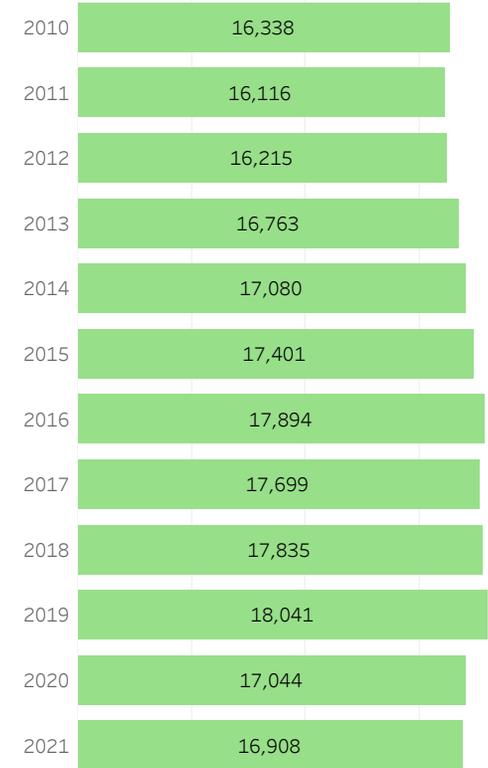
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Franklin County Covered Employment

2021 Franklin County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 1,343 | 16,908 | \$52,944 | 1.00 |
| Private ownership | 1,249 | 13,141 | \$50,875 | 0.94 |
| Agriculture, forestry, fishing and hunting | 78 | 600 | \$37,143 | 2.99 |
| Mining | 3 | 29 | \$62,587 | 0.83 |
| Construction | 160 | 559 | \$53,379 | 0.64 |
| Manufacturing | 54 | 2,744 | \$67,227 | 1.65 |
| Wholesale trade | 68 | 616 | \$63,705 | 1.23 |
| Retail trade | 161 | 2,292 | \$36,427 | 1.13 |
| Transportation and warehousing | 47 | 666 | \$47,920 | 1.79 |
| Utilities | 5 | 32 | \$108,578 | 0.45 |
| Information | 25 | 84 | \$59,850 | 0.36 |
| Finance and insurance | 51 | 289 | \$66,175 | 0.58 |
| Real estate and rental and leasing | 29 | 87 | \$36,099 | 0.50 |
| Professional and technical services | 160 | (s) | (s) | (s) |
| Management of companies and enterprises | 4 | (s) | (s) | (s) |
| Administrative and waste services | 96 | 848 | \$43,567 | 1.21 |
| Educational services | 18 | 45 | \$30,686 | 0.08 |
| Health care and social assistance | 93 | 2,352 | \$56,367 | 0.82 |
| Arts, entertainment, and recreation | 11 | 50 | \$23,482 | 0.23 |
| Accommodation and food services | 87 | 1,066 | \$23,800 | 0.71 |
| Other services, except public administration | 103 | 334 | \$34,371 | 0.72 |

Total Covered Employment



Annual Average Wage

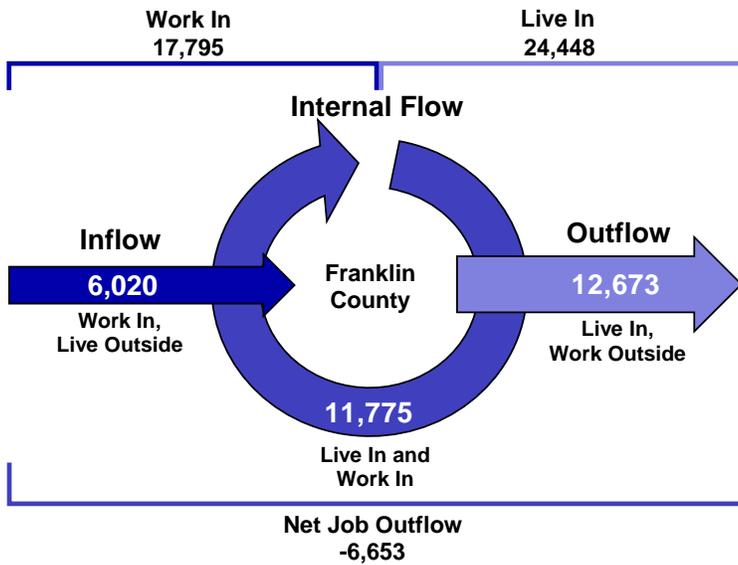


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Franklin County Commuting Patterns



Franklin County Labor Market

Work In county
Live In county
Net Job Outflow

2019

Count

17,795
24,448
-6,653

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count Share

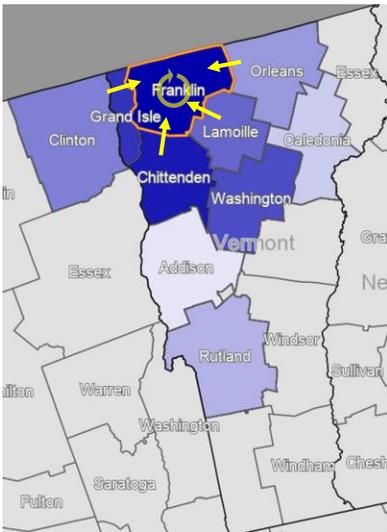
17,795 100.0%
11,775 66.2%
6,020 33.8%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count Share

24,448 100.0%
11,775 48.2%
12,673 51.8%



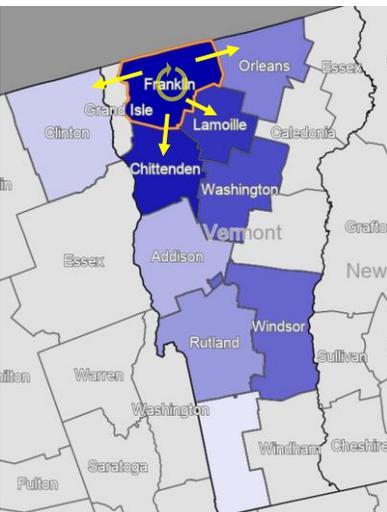
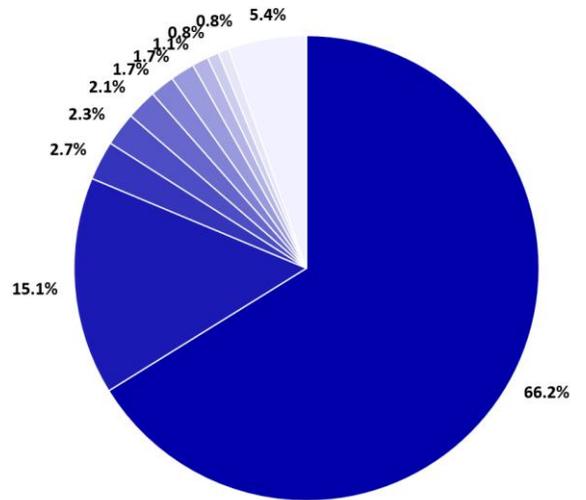
Work in Franklin County and Live In or Outside

2019

Work In Franklin County 17,795

Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Franklin County, VT | 11,775 |
| Chittenden County, VT | 2,693 |
| Grand Isle County, VT | 485 |
| Washington County, VT | 416 |
| Lamoille County, VT | 378 |
| Clinton County, NY | 302 |
| Orleans County, VT | 301 |
| Rutland County, VT | 201 |
| Caledonia County, VT | 143 |
| Addison County, VT | 135 |
| All Other Locations | 966 |



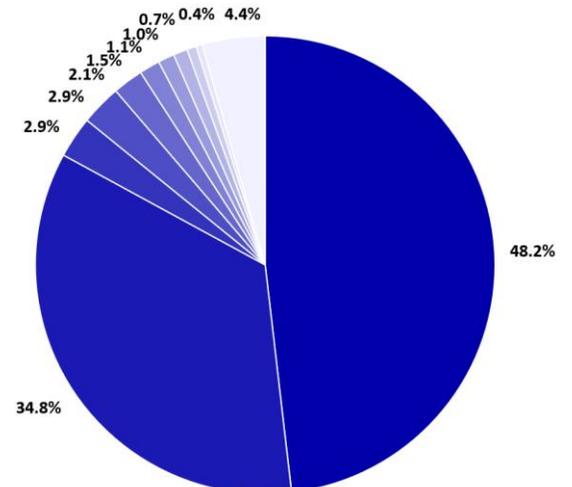
Live In Franklin County and Work In or Outside

2019

Live In Franklin County 24,448

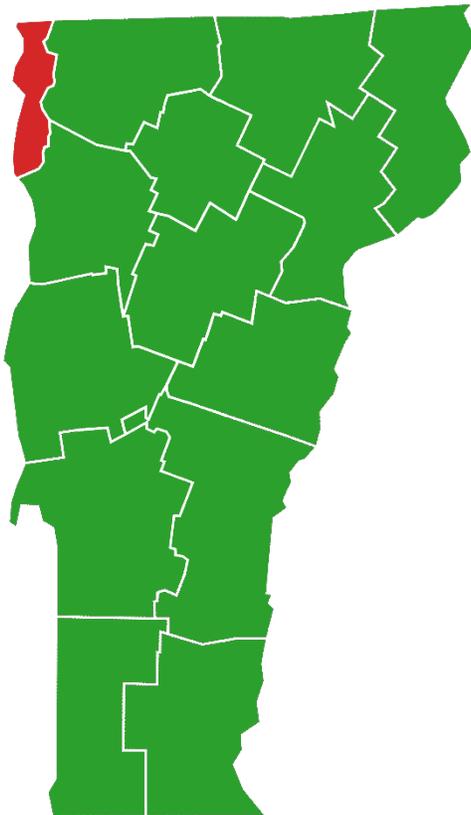
Top 10 Counties Where they Work

| | |
|-----------------------|--------|
| Franklin County, VT | 11,775 |
| Chittenden County, VT | 8,506 |
| Lamoille County, VT | 714 |
| Washington County, VT | 699 |
| Windsor County, VT | 525 |
| Orleans County, VT | 356 |
| Rutland County, VT | 281 |
| Addison County, VT | 242 |
| Clinton County, NY | 164 |
| Bennington County, VT | 106 |
| All Other Locations | 1,080 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Grand Isle County



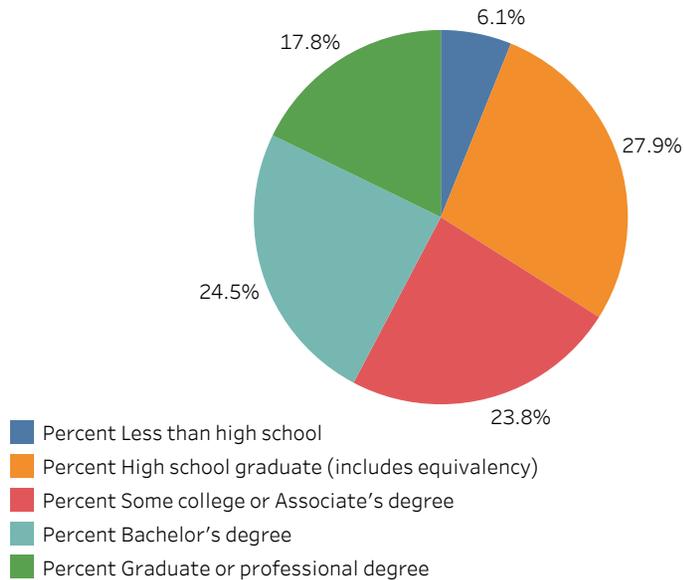
Grand Isle is the thirteenth most populous county in the state of Vermont and the smallest in size. Its 2020 Census population was 7,293. 2020 per capita income in the county is 108.5% of the statewide average while average quarterly wages (2021) are 77.4% of the statewide wage, the second lowest quarterly wage in the state. Large industries in the county include Accommodation and food services (15.7% of all covered employment) and Retail trade (13.3%). Relative to the state as a whole Grand Isle County has a high concentration of the Transportation and warehousing industry (3.9 percentage points higher than the state share).

In 2021 Grand Isle County had the second smallest labor force in the state with a labor force of 3,941. Since 2010 its labor force has decreased by 4.8%. The county's annual average unemployment rate for 2021 was 3.9%, higher than the statewide average of 3.4%. The poverty rate among all Grand Isle County residents was 6.3% in 2020 while among children under 18 it was 7.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (93.5%) and "two or more races" (3.4%). Of Grand Isle County residents 25 years of age and older 93.9% hold a high school diploma or higher while 42.2% hold a bachelor's degree or higher. People 65 years of age and over constitute 20.7% of the population, a number that is expected to grow to 28.8% by 2030.

Grand Isle County Demographics

Education¹

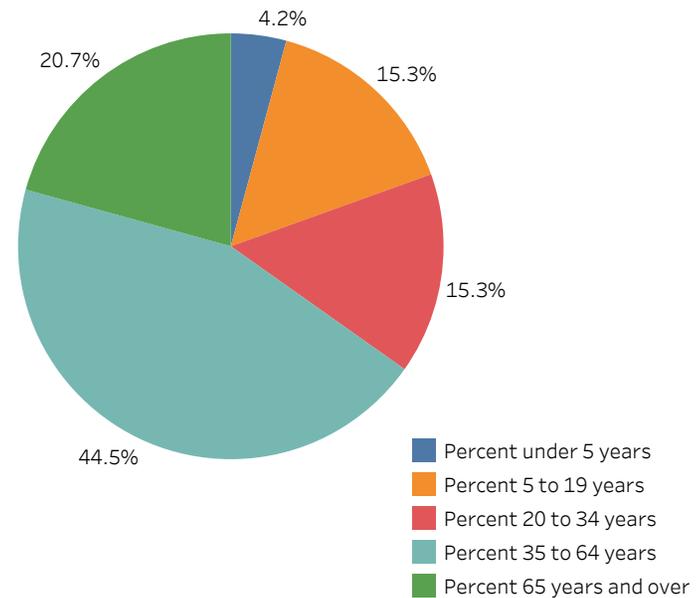


Race²

| | |
|--|-------|
| Percent White alone | 93.5% |
| Percent Black or African American alone | 0.9% |
| Percent Asian alone | 0.5% |
| Percent American Indian and Alaska Native alone | 1.5% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.1% |
| Percent Two or more races | 3.4% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 4.6% | 4.2% | -0.4% |
| Percent 5 to 19 years | 17.7% | 15.3% | -2.4% |
| Percent 20 to 34 years | 14.0% | 15.3% | 1.3% |
| Percent 35 to 64 years | 49.8% | 44.5% | -5.3% |
| Percent 65 years and over | 14.0% | 20.7% | 6.7% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

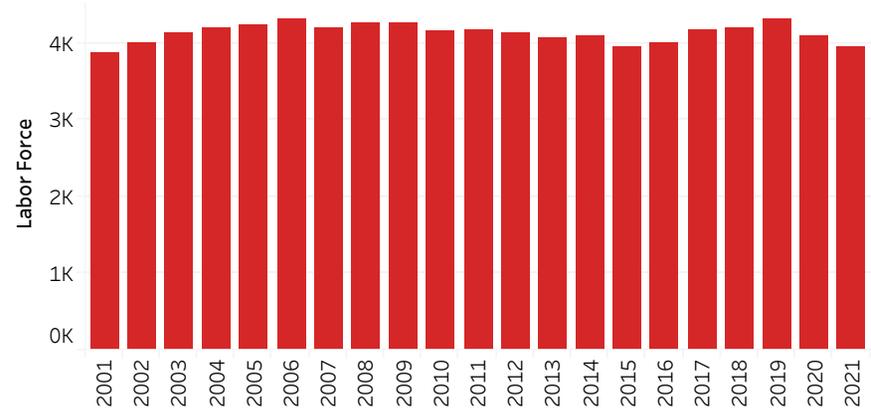
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Grand Isle County Unemployment & Labor Force

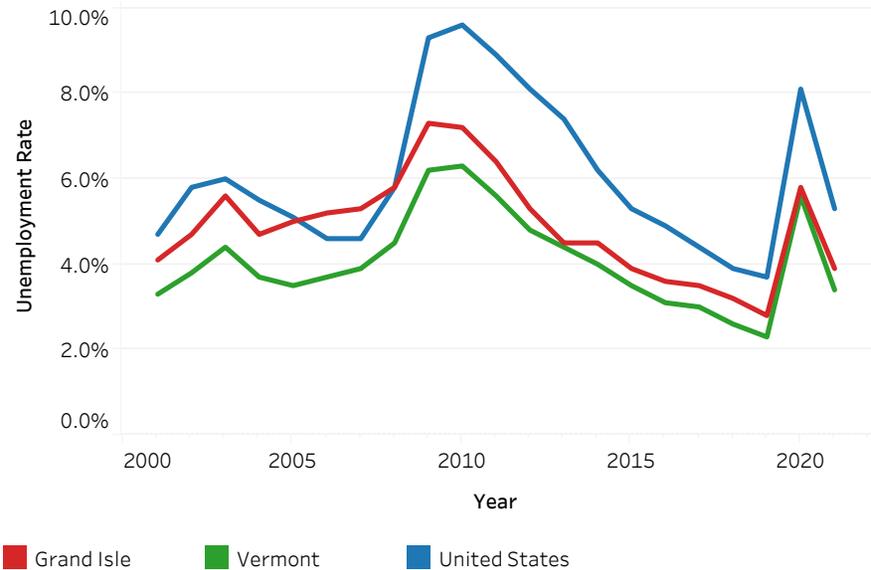
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 3,871 | 160 | 3,711 | 4.1% |
| 2002 | 3,984 | 187 | 3,797 | 4.7% |
| 2003 | 4,121 | 232 | 3,889 | 5.6% |
| 2004 | 4,183 | 197 | 3,986 | 4.7% |
| 2005 | 4,232 | 210 | 4,022 | 5.0% |
| 2006 | 4,306 | 224 | 4,082 | 5.2% |
| 2007 | 4,190 | 224 | 3,966 | 5.3% |
| 2008 | 4,256 | 248 | 4,008 | 5.8% |
| 2009 | 4,252 | 310 | 3,942 | 7.3% |
| 2010 | 4,139 | 298 | 3,841 | 7.2% |
| 2011 | 4,162 | 268 | 3,894 | 6.4% |
| 2012 | 4,121 | 217 | 3,904 | 5.3% |
| 2013 | 4,051 | 182 | 3,869 | 4.5% |
| 2014 | 4,085 | 184 | 3,901 | 4.5% |
| 2015 | 3,955 | 156 | 3,799 | 3.9% |
| 2016 | 3,988 | 144 | 3,844 | 3.6% |
| 2017 | 4,174 | 145 | 4,029 | 3.5% |
| 2018 | 4,203 | 133 | 4,070 | 3.2% |
| 2019 | 4,302 | 120 | 4,182 | 2.8% |
| 2020 | 4,085 | 238 | 3,847 | 5.8% |
| 2021 | 3,941 | 155 | 3,786 | 3.9% |

Labor Force



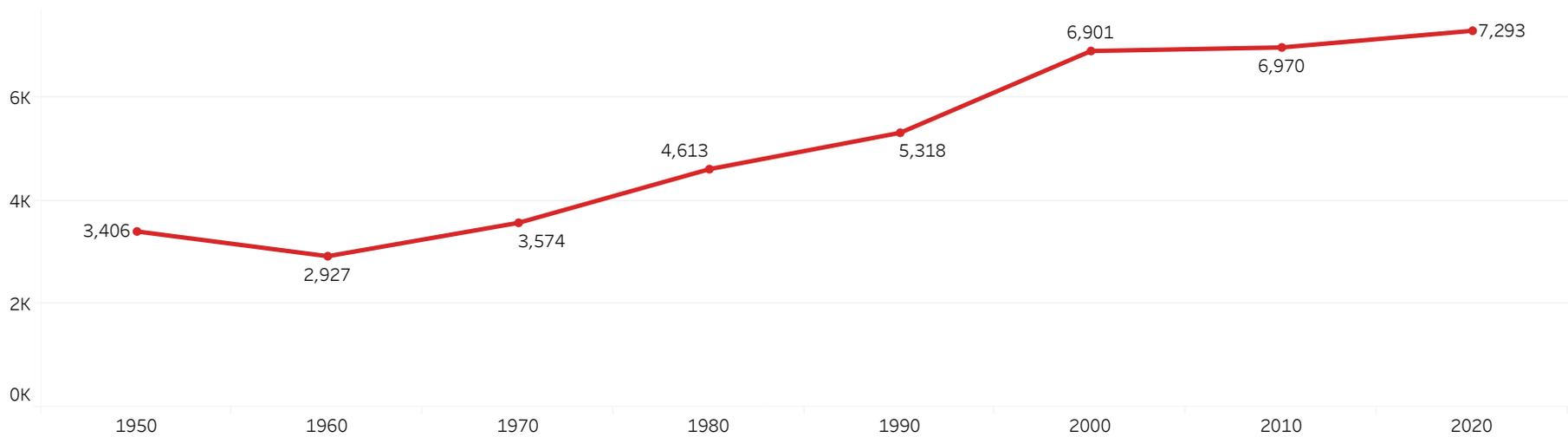
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Grand Isle County Population

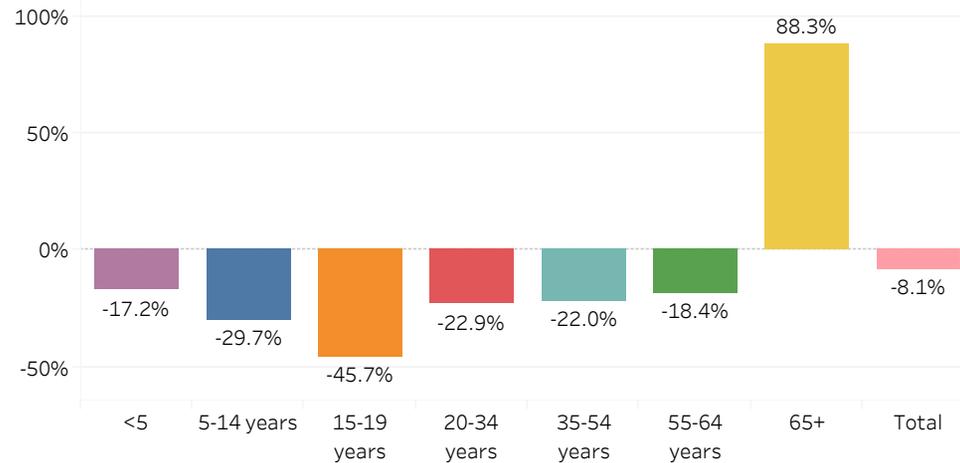
Population Total¹



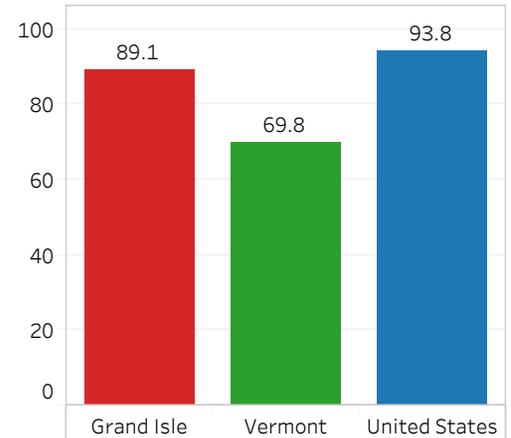
Population Projections 2030²

| | |
|--------------|--------------|
| <5 | 264 |
| 5-14 years | 570 |
| 15-19 years | 228 |
| 20-34 years | 750 |
| 35-54 years | 1,716 |
| 55-64 years | 1,035 |
| 65+ | 1,843 |
| Total | 6,406 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Grand Isle County Income & Poverty

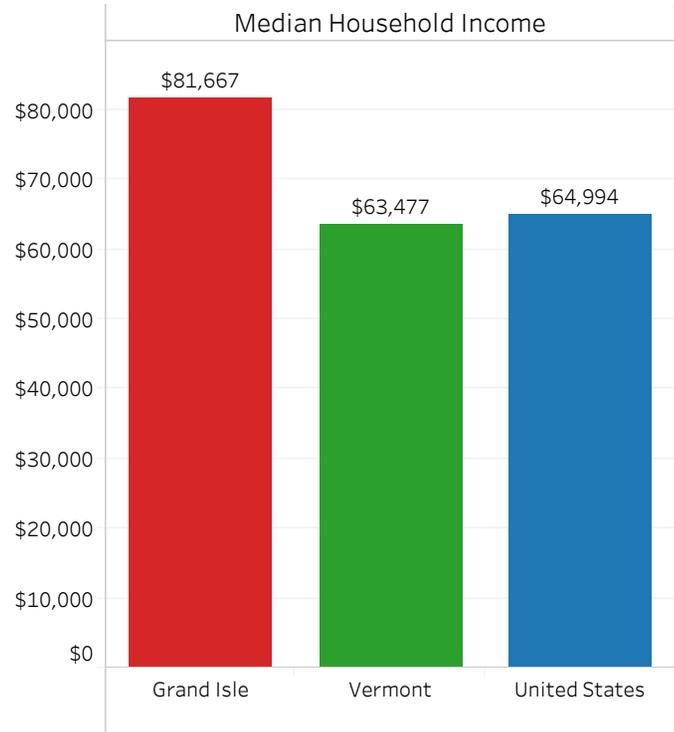
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Grand Isle | \$68,171 | \$81,667 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

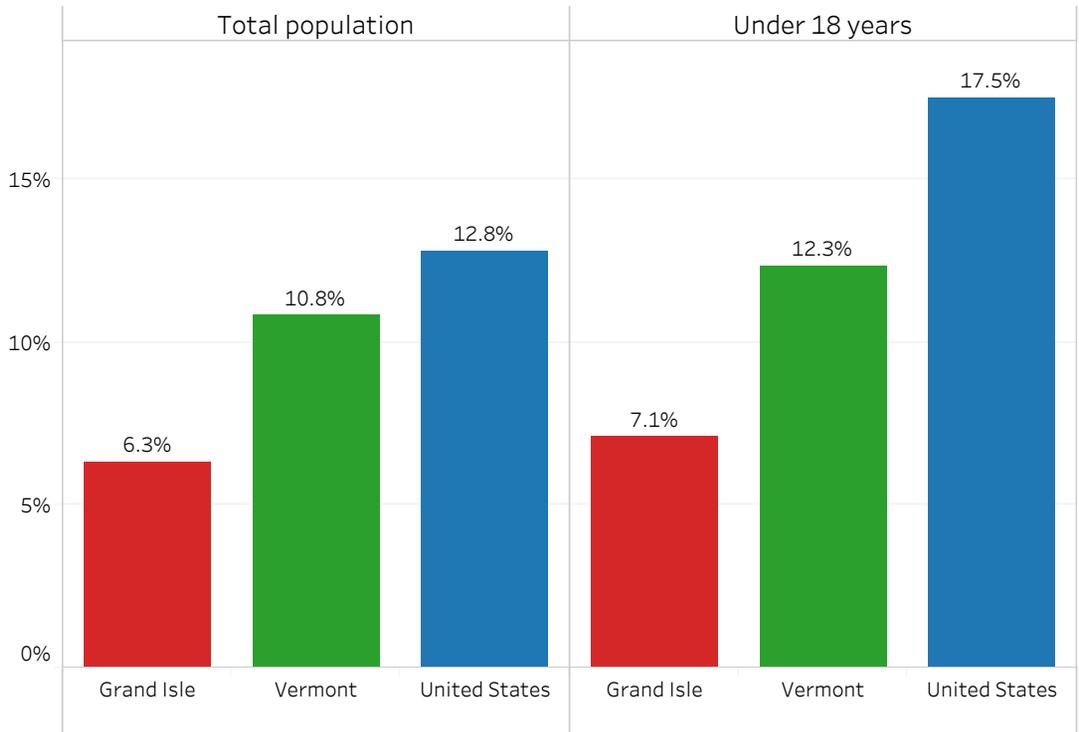
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Grand Isle | 6.3% | 7.1% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

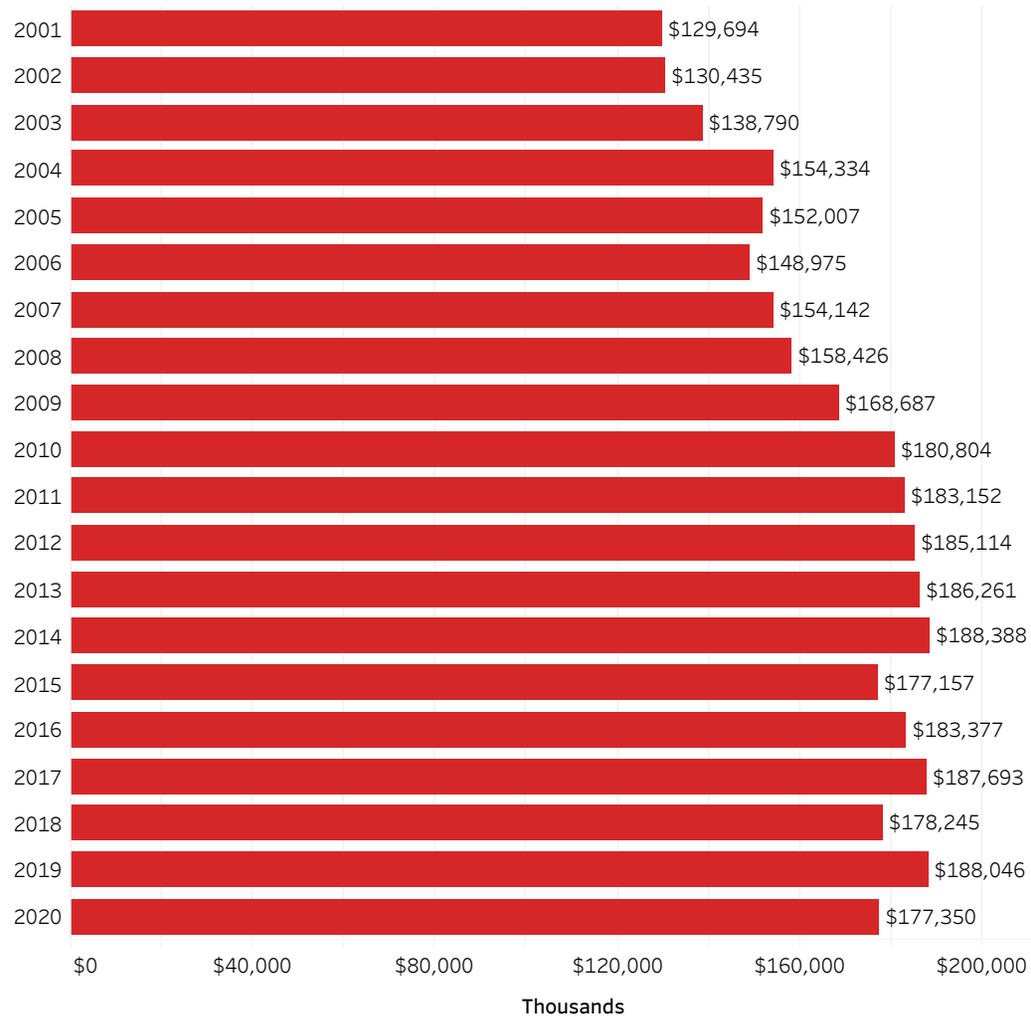


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Grand Isle County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

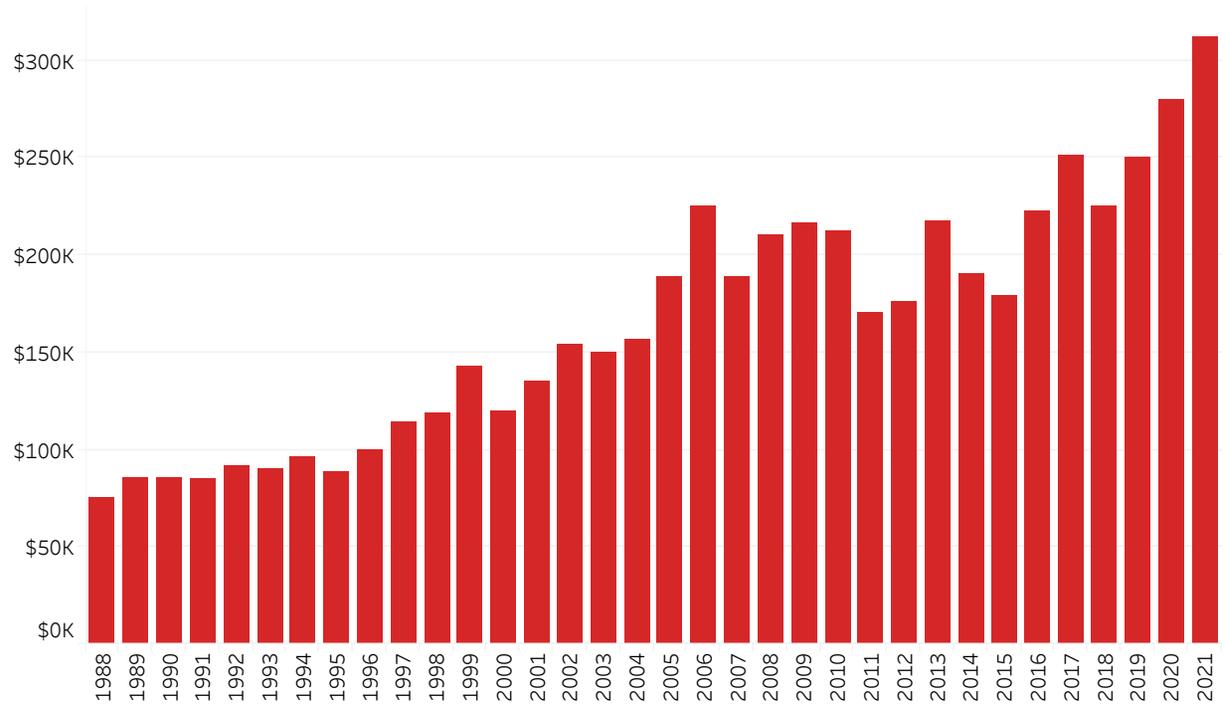
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Grand Isle County Housing

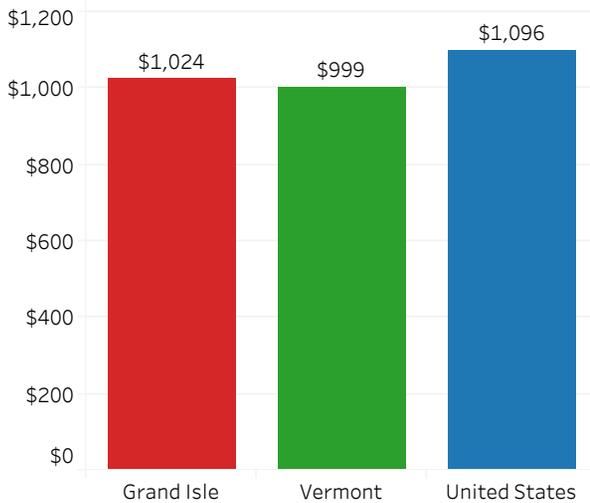
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

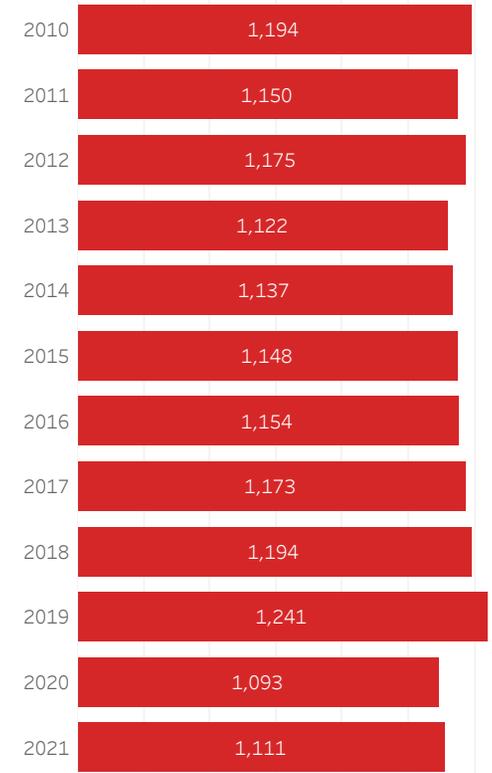
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Grand Isle County Covered Employment

2021 Grand Isle County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 256 | 1,111 | \$43,567 | 1.00 |
| Private ownership | 233 | 817 | \$43,823 | 0.89 |
| Agriculture, forestry, fishing and hunting | 9 | (s) | (s) | (s) |
| Mining | 1 | (s) | (s) | (s) |
| Construction | 40 | 116 | \$46,490 | 2.02 |
| Manufacturing | 6 | 21 | \$31,649 | 0.19 |
| Wholesale trade | 16 | (s) | (s) | (s) |
| Retail trade | 19 | 148 | \$25,756 | 1.11 |
| Transportation and warehousing | 11 | 68 | \$49,524 | 2.78 |
| Utilities | 1 | (s) | (s) | (s) |
| Information | 6 | (s) | (s) | (s) |
| Finance and insurance | 8 | 30 | \$86,891 | 0.92 |
| Real estate and rental and leasing | 7 | 11 | \$49,173 | 0.96 |
| Professional and technical services | 34 | (s) | (s) | (s) |
| Management of companies and enterprises | 2 | (s) | (s) | (s) |
| Administrative and waste services | 19 | 42 | \$55,617 | 0.91 |
| Educational services | 4 | (s) | (s) | (s) |
| Health care and social assistance | 7 | (s) | (s) | (s) |
| Arts, entertainment, and recreation | 5 | 12 | \$30,011 | 0.85 |
| Accommodation and food services | 24 | 174 | \$26,945 | 1.77 |
| Other services, except public administration | 16 | (s) | (s) | (s) |

Total Covered Employment



Annual Average Wage

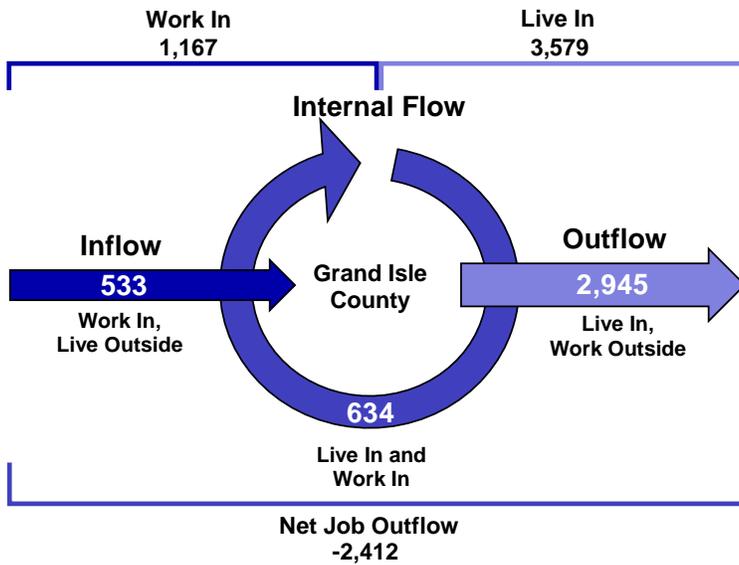


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Grand Isle County Commuting Patterns



Grand Isle County Labor Market

Work In county
Live In county
Net Job Outflow

| 2019 | |
|--------|-----------------|
| Count | |
| 1,167 | Work In county |
| 3,579 | Live In county |
| -2,412 | Net Job Outflow |

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|-------|--------|
| 1,167 | 100.0% |
| 634 | 54.3% |
| 533 | 45.7% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

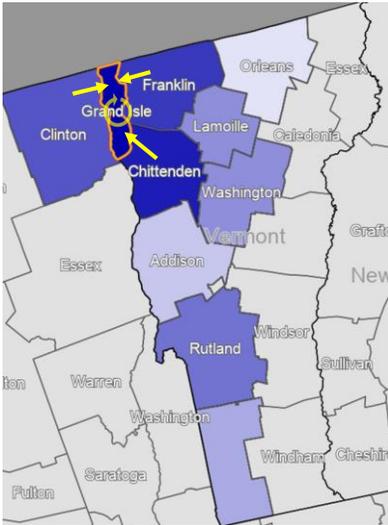
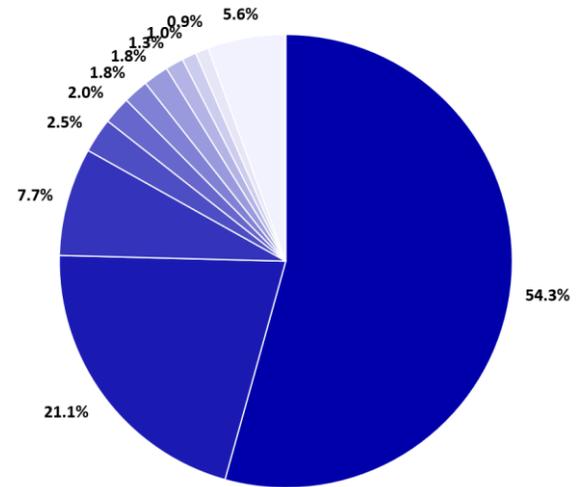
| Count | Share |
|-------|--------|
| 3,579 | 100.0% |
| 634 | 17.7% |
| 2,945 | 82.3% |

Work in Grand Isle County and Live In or Outside

2019

Work In Grand Isle County Top 10 Counties Where they Live

| | |
|-----|-----------------------|
| 634 | Grand Isle County, VT |
| 246 | Chittenden County, VT |
| 90 | Franklin County, VT |
| 29 | Clinton County, NY |
| 23 | Rutland County, VT |
| 21 | Lamoille County, VT |
| 21 | Washington County, VT |
| 15 | Bennington County, VT |
| 12 | Addison County, VT |
| 11 | Orleans County, VT |
| 65 | All Other Locations |

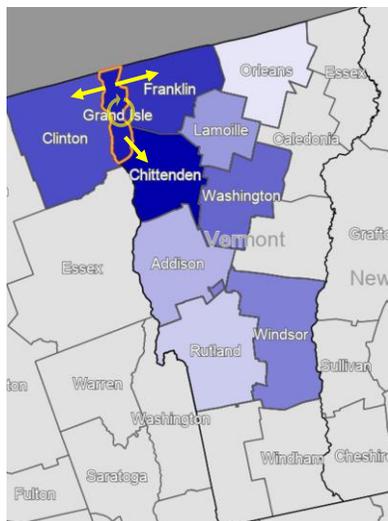
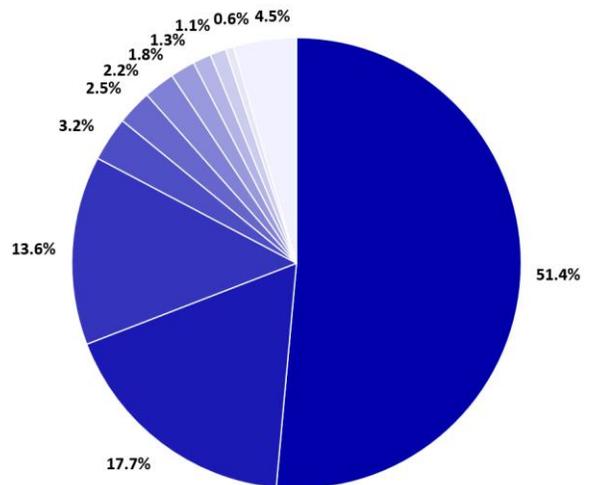


Live In Grand Isle County and Work In or Outside

2019

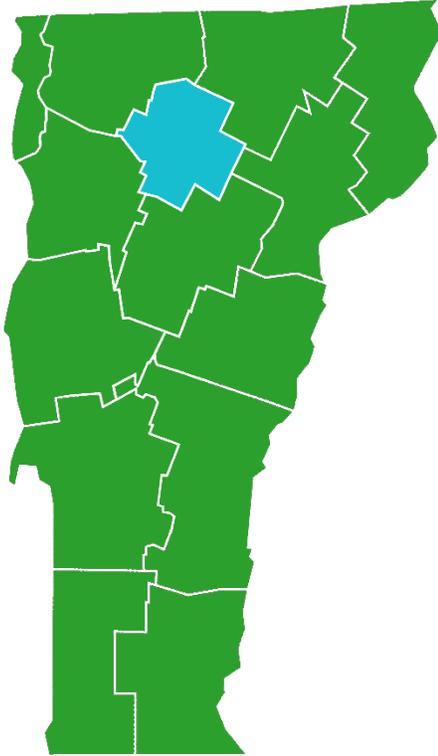
Live In Grand Isle County Top 10 Counties Where they Work

| | |
|-------|-----------------------|
| 1,841 | Chittenden County, VT |
| 634 | Grand Isle County, VT |
| 485 | Franklin County, VT |
| 114 | Clinton County, NY |
| 90 | Washington County, VT |
| 80 | Windsor County, VT |
| 64 | Lamoille County, VT |
| 47 | Addison County, VT |
| 41 | Rutland County, VT |
| 21 | Orleans County, VT |
| 162 | All Other Locations |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Lamoille County



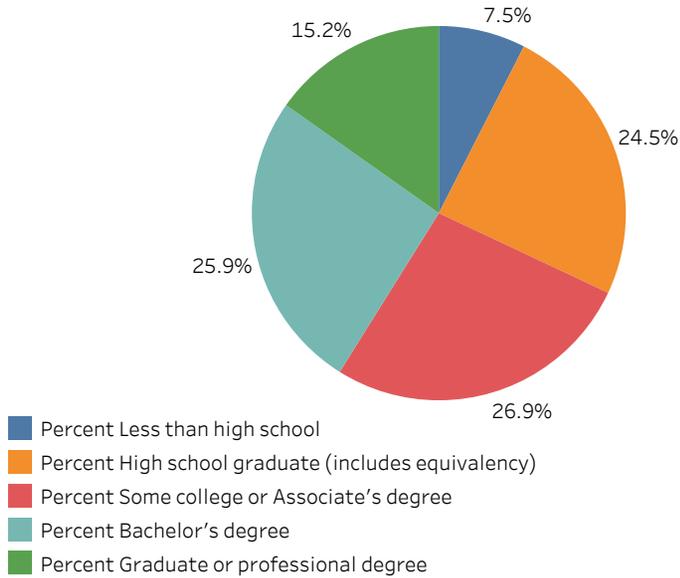
Lamoille is the twelfth most populous county in the state of Vermont and the second smallest in size. Its 2020 Census population was 25,945. 2020 per capita income in the county is 100.8% of the statewide average while average quarterly wages (2021) are 88.5% of the statewide wage, the ninth highest quarterly wage in the state. Large industries in the county include Accommodation and food services (24.3% of all covered employment) and Health care and social assistance (14.1%). Relative to the state as a whole Lamoille County has a high concentration of the Accommodation and food services industry (15.5 percentage points higher than the state share).

In 2021 Lamoille County had the eleventh largest labor force in the state with a labor force of 13,380. Since 2010 its labor force has decreased by 7.8%. The county's annual average unemployment rate for 2021 was 4.0%, higher than the statewide average of 3.4%. The poverty rate among all Lamoille County residents was 12.4% in 2020 while among children under 18 it was 17.7%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.0%) and "two or more races" (2.6%). Of Lamoille County residents 25 years of age and older 92.5% hold a high school diploma or higher while 41.0% hold a bachelor's degree or higher. People 65 years of age and over constitute 17.1% of the population, a number that is expected to grow to 23.5% by 2030.

Lamoille County Demographics

Education¹

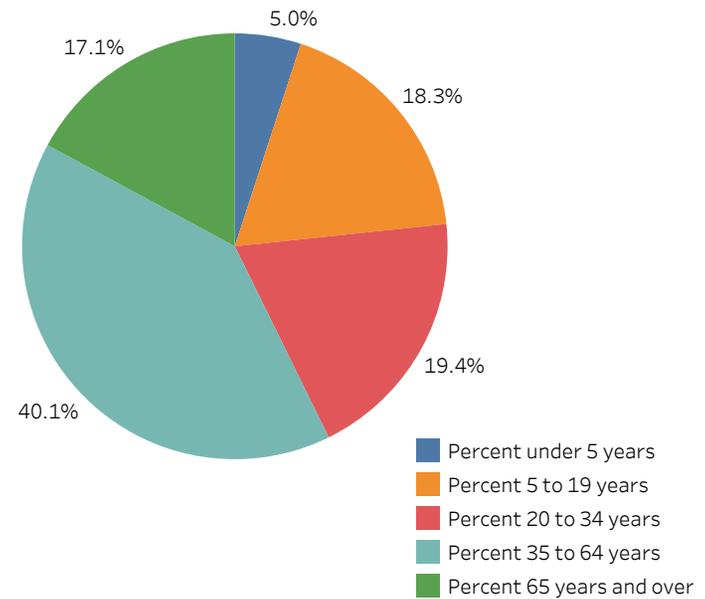


Race²

| | |
|--|-------|
| Percent White alone | 95.0% |
| Percent Black or African American alone | 1.1% |
| Percent Asian alone | 0.3% |
| Percent American Indian and Alaska Native alone | 0.6% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.4% |
| Percent Two or more races | 2.6% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 6.1% | 5.0% | -1.1% |
| Percent 5 to 19 years | 19.4% | 18.3% | -1.1% |
| Percent 20 to 34 years | 18.3% | 19.4% | 1.1% |
| Percent 35 to 64 years | 42.9% | 40.1% | -2.8% |
| Percent 65 years and over | 13.3% | 17.1% | 3.8% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

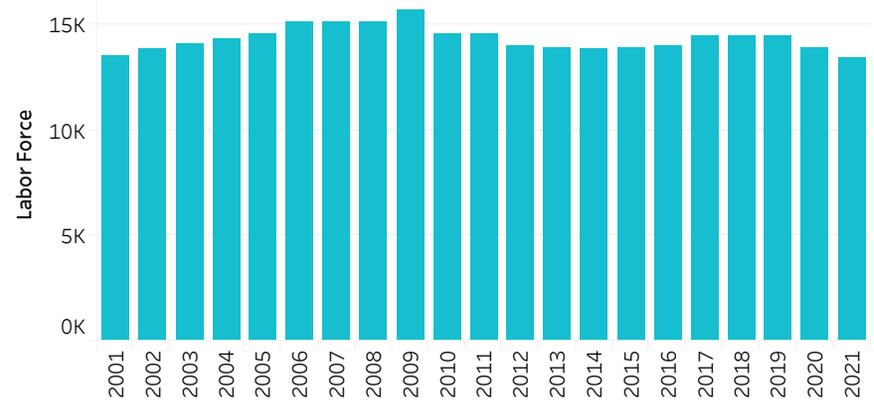
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Lamoille County Unemployment & Labor Force

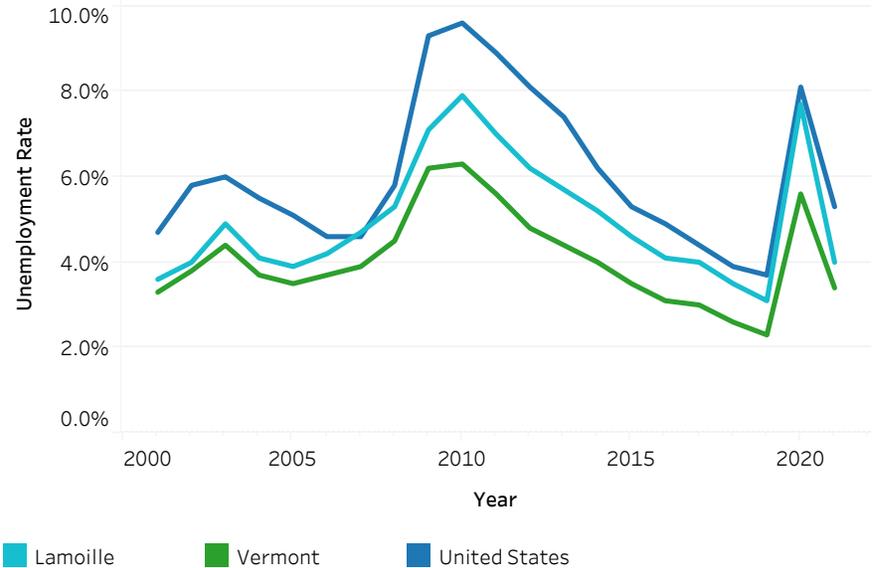
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 13,470 | 481 | 12,989 | 3.6% |
| 2002 | 13,814 | 558 | 13,256 | 4.0% |
| 2003 | 14,029 | 686 | 13,343 | 4.9% |
| 2004 | 14,307 | 589 | 13,718 | 4.1% |
| 2005 | 14,535 | 563 | 13,972 | 3.9% |
| 2006 | 15,084 | 628 | 14,456 | 4.2% |
| 2007 | 15,089 | 702 | 14,387 | 4.7% |
| 2008 | 15,095 | 794 | 14,301 | 5.3% |
| 2009 | 15,659 | 1,113 | 14,546 | 7.1% |
| 2010 | 14,518 | 1,147 | 13,371 | 7.9% |
| 2011 | 14,537 | 1,024 | 13,513 | 7.0% |
| 2012 | 13,997 | 865 | 13,132 | 6.2% |
| 2013 | 13,873 | 789 | 13,084 | 5.7% |
| 2014 | 13,818 | 715 | 13,103 | 5.2% |
| 2015 | 13,848 | 636 | 13,212 | 4.6% |
| 2016 | 13,961 | 572 | 13,389 | 4.1% |
| 2017 | 14,471 | 578 | 13,893 | 4.0% |
| 2018 | 14,422 | 502 | 13,920 | 3.5% |
| 2019 | 14,464 | 442 | 14,022 | 3.1% |
| 2020 | 13,914 | 1,076 | 12,838 | 7.7% |
| 2021 | 13,380 | 539 | 12,841 | 4.0% |

Labor Force



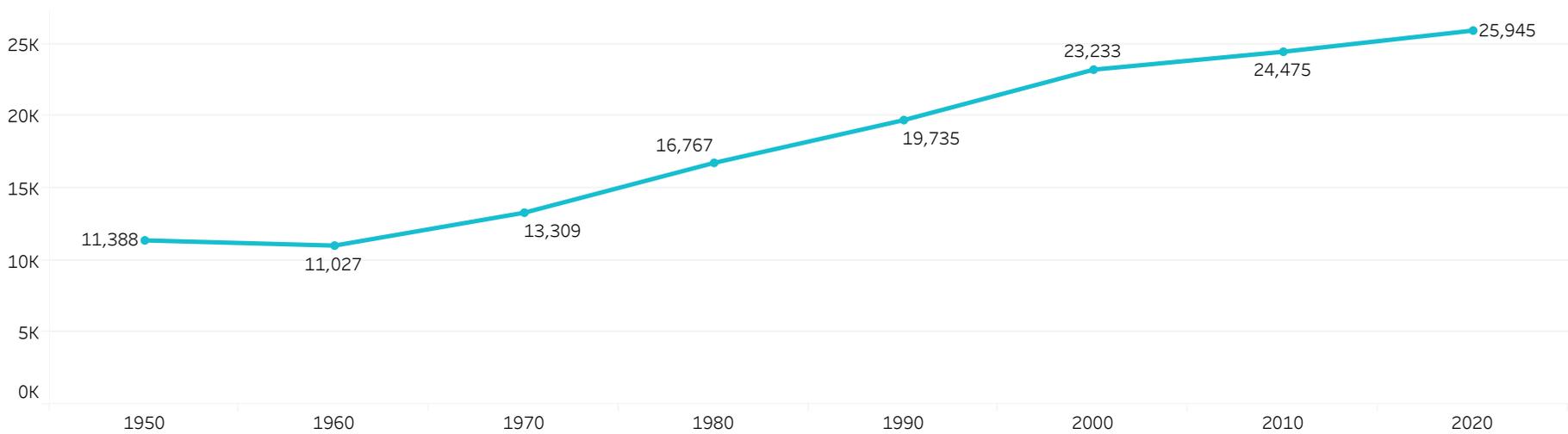
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Lamoille County Population

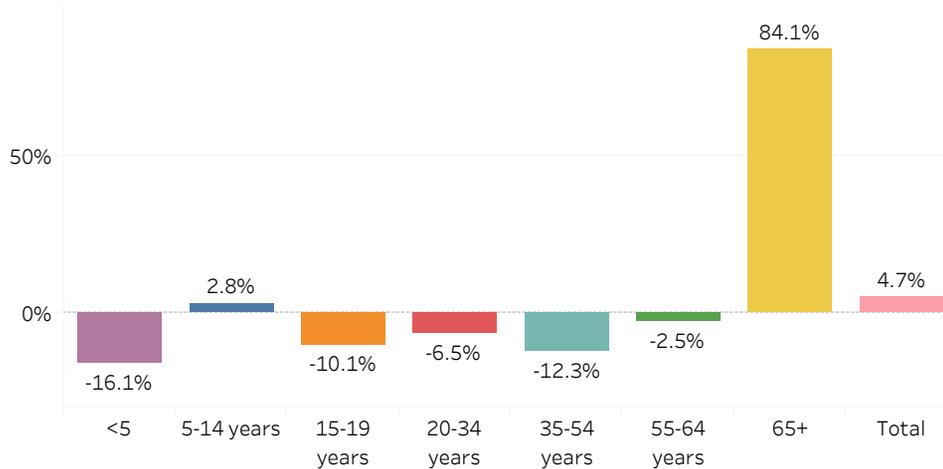
Population Total¹



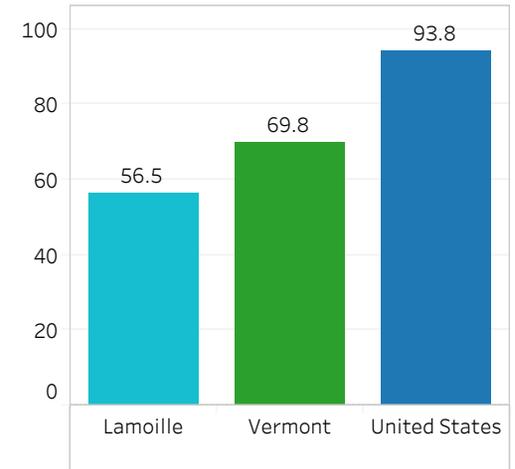
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,254 |
| 5-14 years | 3,060 |
| 15-19 years | 1,594 |
| 20-34 years | 4,181 |
| 35-54 years | 6,361 |
| 55-64 years | 3,159 |
| 65+ | 6,008 |
| Total | 25,617 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Lamoille County Income & Poverty

Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Lamoille | \$61,994 | \$64,179 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

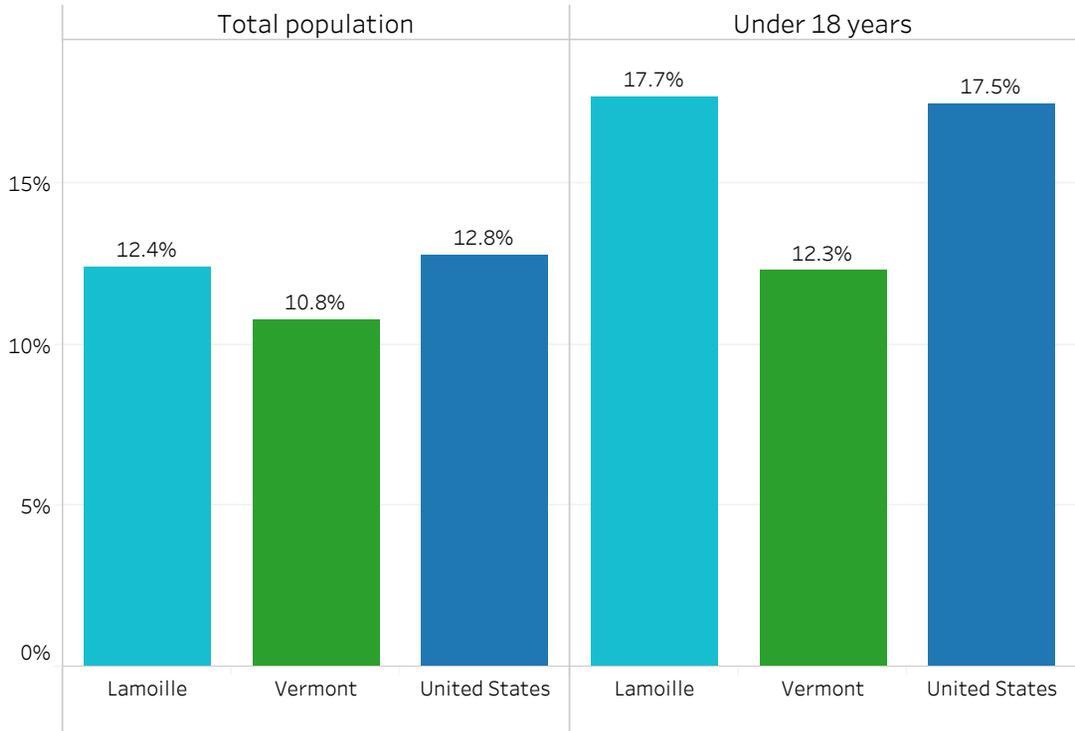
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Lamoille | 12.4% | 17.7% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

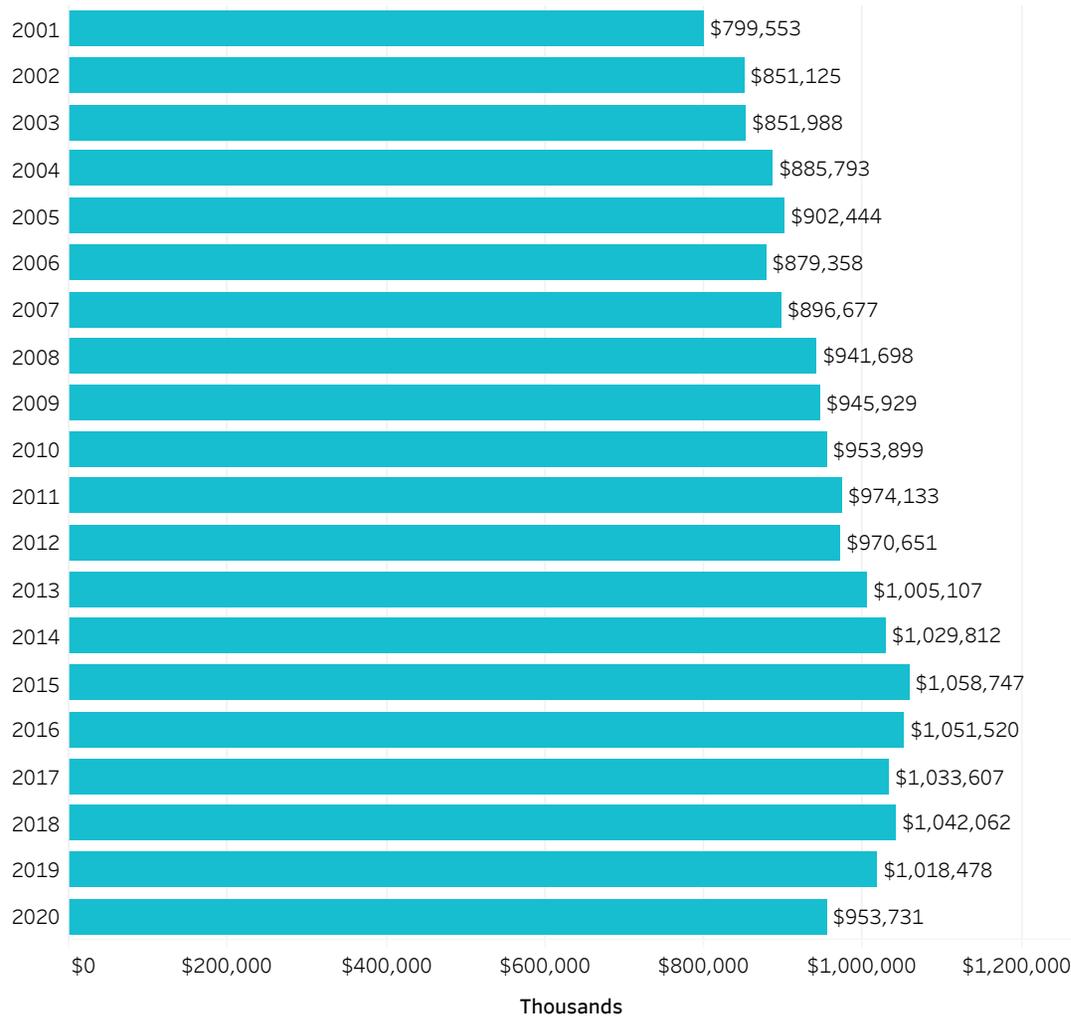


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Lamoille County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



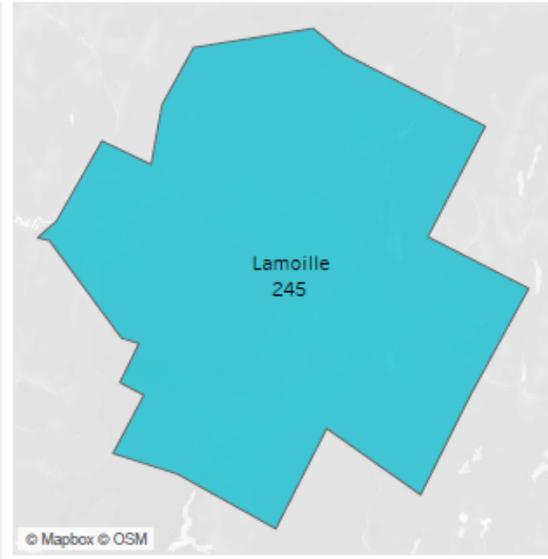
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

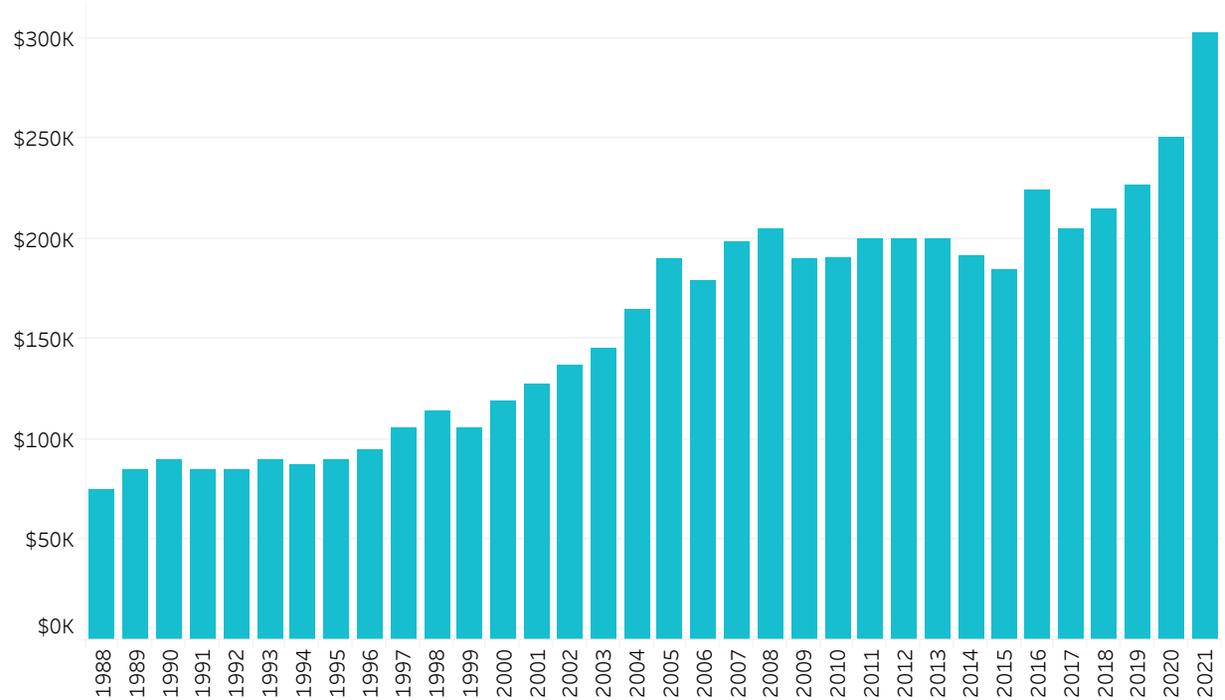
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Lamoille County Housing

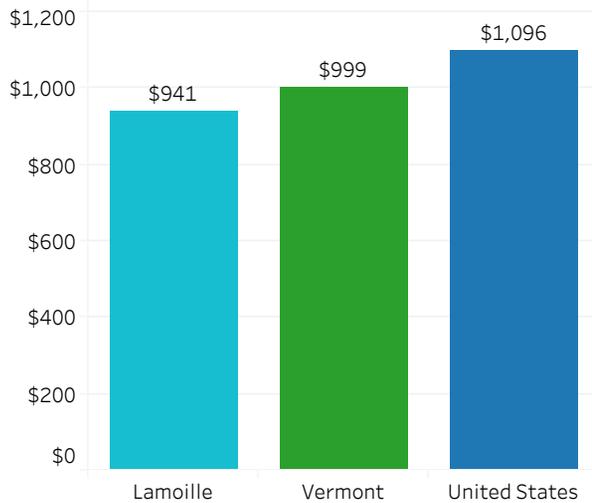
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Lamoille County Covered Employment

2021 Lamoille County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 1,283 | 11,158 | \$49,779 | 1.00 |
| Private ownership | 1,233 | 9,615 | \$49,688 | 1.04 |
| Agriculture, forestry, fishing and hunting | 21 | (s) | (s) | (s) |
| Mining | 2 | (s) | (s) | (s) |
| Construction | 160 | 774 | \$53,631 | 1.34 |
| Manufacturing | 43 | 723 | \$62,280 | 0.66 |
| Wholesale trade | 60 | 108 | \$96,578 | 0.33 |
| Retail trade | 140 | 1,437 | \$35,798 | 1.08 |
| Transportation and warehousing | 23 | (s) | (s) | (s) |
| Utilities | 4 | (s) | (s) | (s) |
| Information | 31 | 127 | \$72,454 | 0.83 |
| Finance and insurance | 42 | 245 | \$78,921 | 0.75 |
| Real estate and rental and leasing | 48 | 166 | \$66,197 | 1.45 |
| Professional and technical services | 199 | 378 | \$104,386 | 0.62 |
| Management of companies and enterprises | 5 | (s) | (s) | (s) |
| Administrative and waste services | 120 | (s) | (s) | (s) |
| Educational services | 23 | 172 | \$32,619 | 0.46 |
| Health care and social assistance | 72 | 1,572 | \$56,820 | 0.83 |
| Arts, entertainment, and recreation | 34 | 130 | \$28,336 | 0.91 |
| Accommodation and food services | 111 | 2,716 | \$34,555 | 2.75 |
| Other services, except public administration | 99 | 295 | \$36,704 | 0.97 |

Total Covered Employment



Annual Average Wage

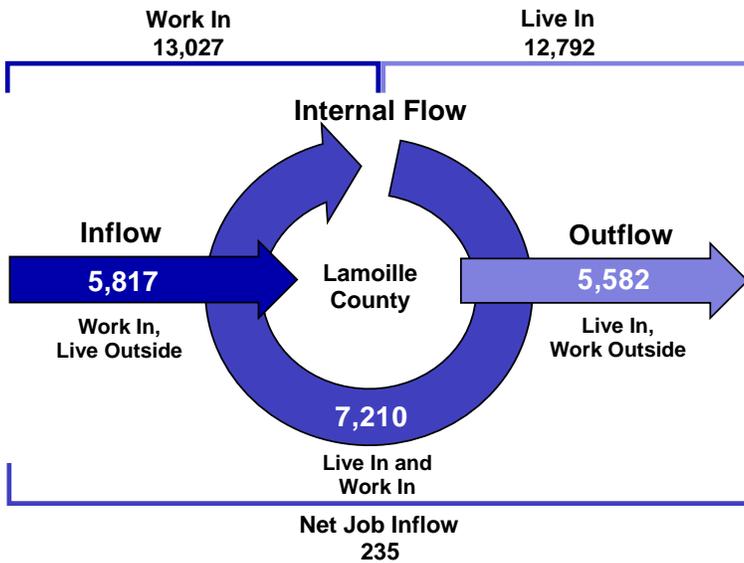


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Lamoille County Commuting Patterns



Lamoille County Labor Market

Work In county
Live In county
Net Job Inflow

| 2019 | |
|--------|----------------|
| Count | |
| 13,027 | Work In county |
| 12,792 | Live In county |
| 235 | Net Job Inflow |

Work In

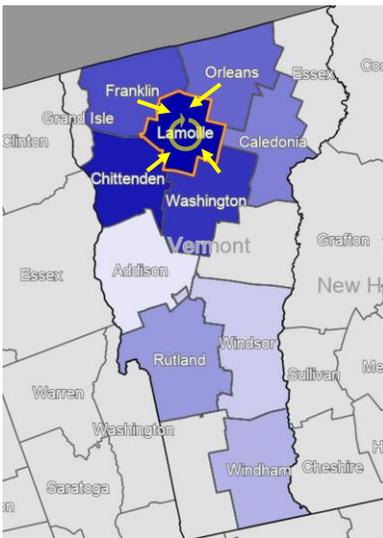
Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|--------|--------|
| 13,027 | 100.0% |
| 7,210 | 55.3% |
| 5,817 | 44.7% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|--------|--------|
| 12,792 | 100.0% |
| 7,210 | 56.4% |
| 5,582 | 43.6% |

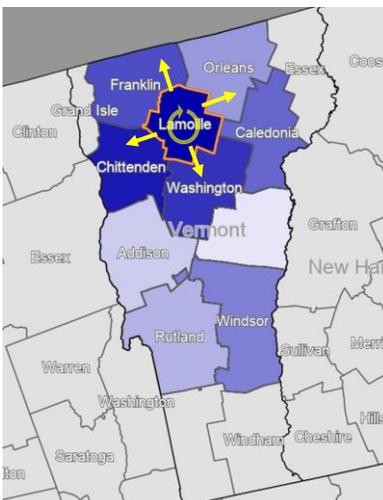
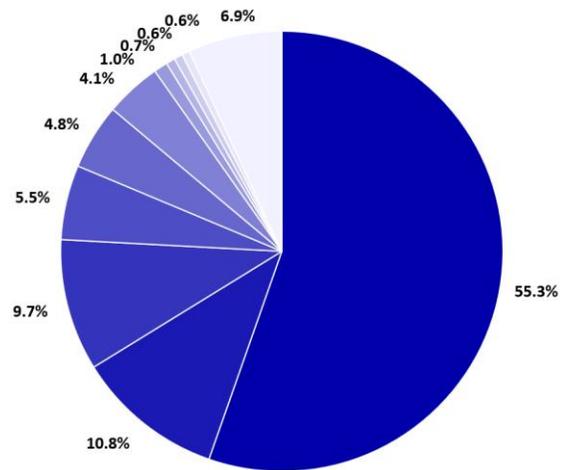


Work in Lamoille County and Live In or Outside

2019

Work In Lamoille County 13,027
Top 10 Counties Where they Live

| | |
|-----------------------|-------|
| Lamoille County, VT | 7,210 |
| Chittenden County, VT | 1,412 |
| Washington County, VT | 1,259 |
| Franklin County, VT | 714 |
| Orleans County, VT | 628 |
| Caledonia County, VT | 536 |
| Rutland County, VT | 132 |
| Windham County, VT | 86 |
| Windsor County, VT | 81 |
| Addison County, VT | 74 |
| All Other Locations | 895 |

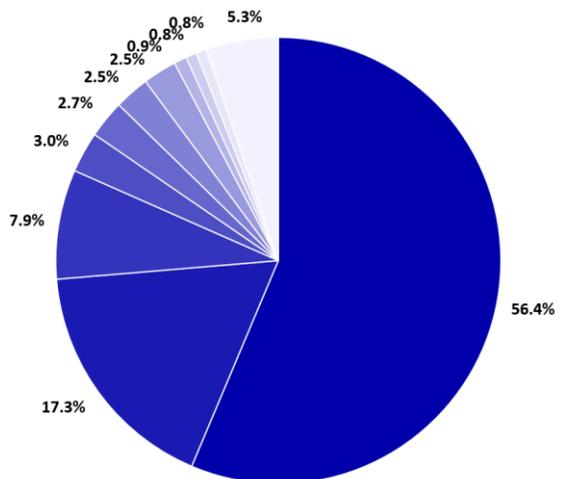


Live In Lamoille County and Work In or Outside

2019

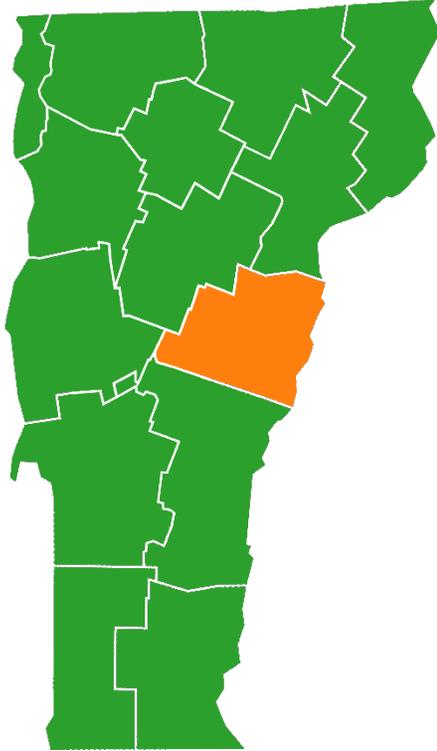
Live In Lamoille County 12,792
Top 10 Counties Where they Work

| | |
|-----------------------|-------|
| Lamoille County, VT | 7,210 |
| Chittenden County, VT | 2,214 |
| Washington County, VT | 1,014 |
| Franklin County, VT | 378 |
| Caledonia County, VT | 350 |
| Windsor County, VT | 325 |
| Orleans County, VT | 314 |
| Rutland County, VT | 118 |
| Addison County, VT | 100 |
| Orange County, VT | 96 |
| All Other Locations | 673 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Orange County



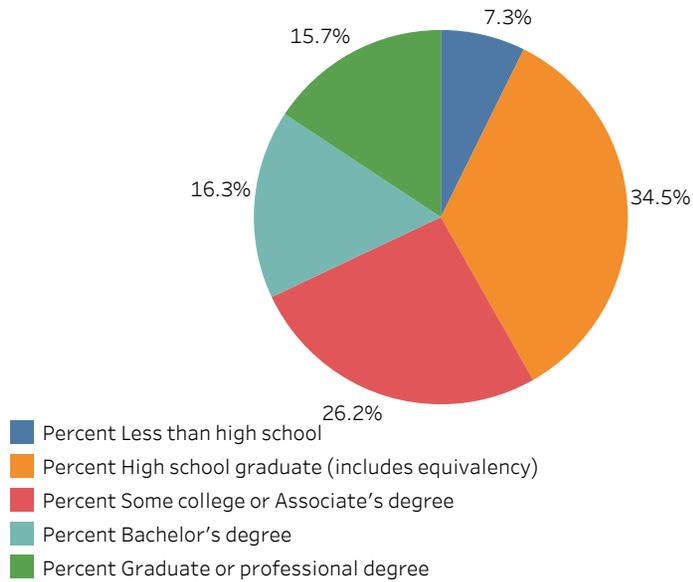
Orange is the tenth most populous county in the state of Vermont and the seventh largest in size. Its 2020 Census population was 29,277. 2020 per capita income in the county is 89.8% of the statewide average while average quarterly wages (2021) are 82.9% of the statewide wage, the eleventh highest quarterly wage in the state. Large industries in the county include Health care and social assistance (18.7% of all covered employment) and Retail trade (11.2%). Relative to the state as a whole Orange County has a high concentration of the Agriculture, forestry, fishing and hunting industry (2.8 percentage points higher than the state share).

In 2021 Orange County had the ninth largest labor force in the state with a labor force of 15,227. Since 2010 its labor force has decreased by 9.0%. The county's annual average unemployment rate for 2021 was 3.2%, lower than the statewide average of 3.4%. The poverty rate among all Orange County residents was 9.7% in 2020 while among children under 18 it was 11.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (96.2%) and "two or more races" (2.4%). Of Orange County residents 25 years of age and older 92.7% hold a high school diploma or higher while 31.9% hold a bachelor's degree or higher. People 65 years of age and over constitute 21.1% of the population, a number that is expected to grow to 29.7% by 2030.

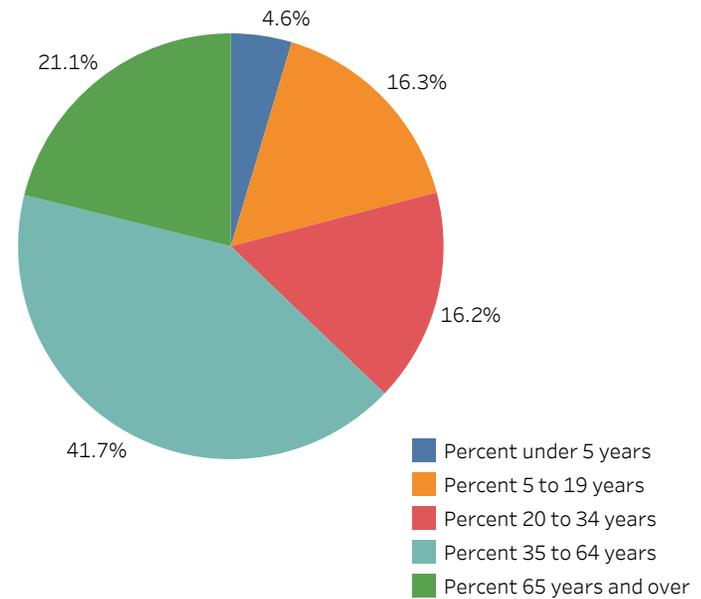
Orange County Demographics

Education¹



Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 5.1% | 4.6% | -0.5% |
| Percent 5 to 19 years | 18.6% | 16.3% | -2.3% |
| Percent 20 to 34 years | 15.6% | 16.2% | 0.6% |
| Percent 35 to 64 years | 45.9% | 41.7% | -4.2% |
| Percent 65 years and over | 14.8% | 21.1% | 6.3% |



Race²

| | |
|--|-------|
| Percent White alone | 96.2% |
| Percent Black or African American alone | 0.4% |
| Percent Asian alone | 0.4% |
| Percent American Indian and Alaska Native alone | 0.3% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.1% |
| Percent Some other race alone | 0.3% |
| Percent Two or more races | 2.4% |

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

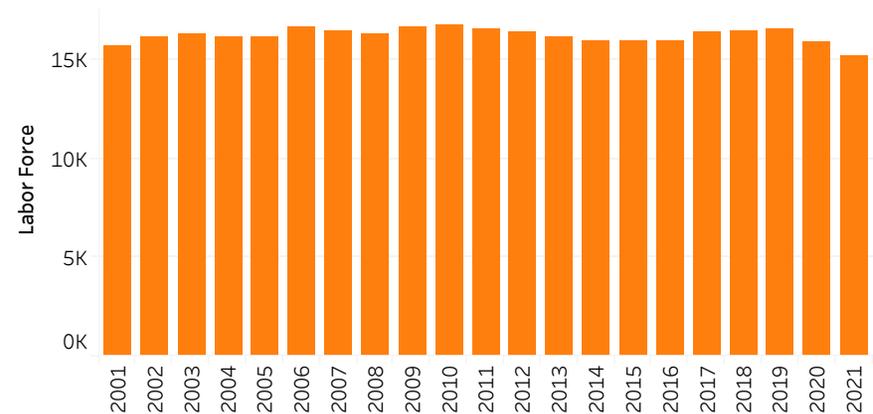
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Orange County Unemployment & Labor Force

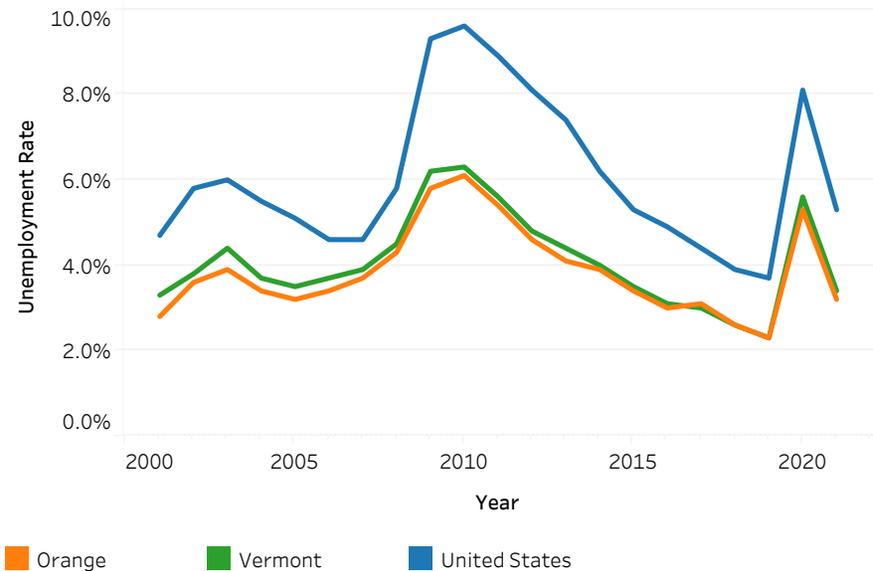
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 15,736 | 443 | 15,293 | 2.8% |
| 2002 | 16,140 | 579 | 15,561 | 3.6% |
| 2003 | 16,287 | 634 | 15,653 | 3.9% |
| 2004 | 16,146 | 552 | 15,594 | 3.4% |
| 2005 | 16,100 | 519 | 15,581 | 3.2% |
| 2006 | 16,595 | 558 | 16,037 | 3.4% |
| 2007 | 16,462 | 603 | 15,859 | 3.7% |
| 2008 | 16,268 | 694 | 15,574 | 4.3% |
| 2009 | 16,614 | 967 | 15,647 | 5.8% |
| 2010 | 16,739 | 1,021 | 15,718 | 6.1% |
| 2011 | 16,577 | 898 | 15,679 | 5.4% |
| 2012 | 16,409 | 751 | 15,658 | 4.6% |
| 2013 | 16,164 | 665 | 15,499 | 4.1% |
| 2014 | 15,965 | 618 | 15,347 | 3.9% |
| 2015 | 15,978 | 543 | 15,435 | 3.4% |
| 2016 | 15,951 | 479 | 15,472 | 3.0% |
| 2017 | 16,378 | 503 | 15,875 | 3.1% |
| 2018 | 16,449 | 432 | 16,017 | 2.6% |
| 2019 | 16,542 | 386 | 16,156 | 2.3% |
| 2020 | 15,890 | 836 | 15,054 | 5.3% |
| 2021 | 15,227 | 490 | 14,737 | 3.2% |

Labor Force



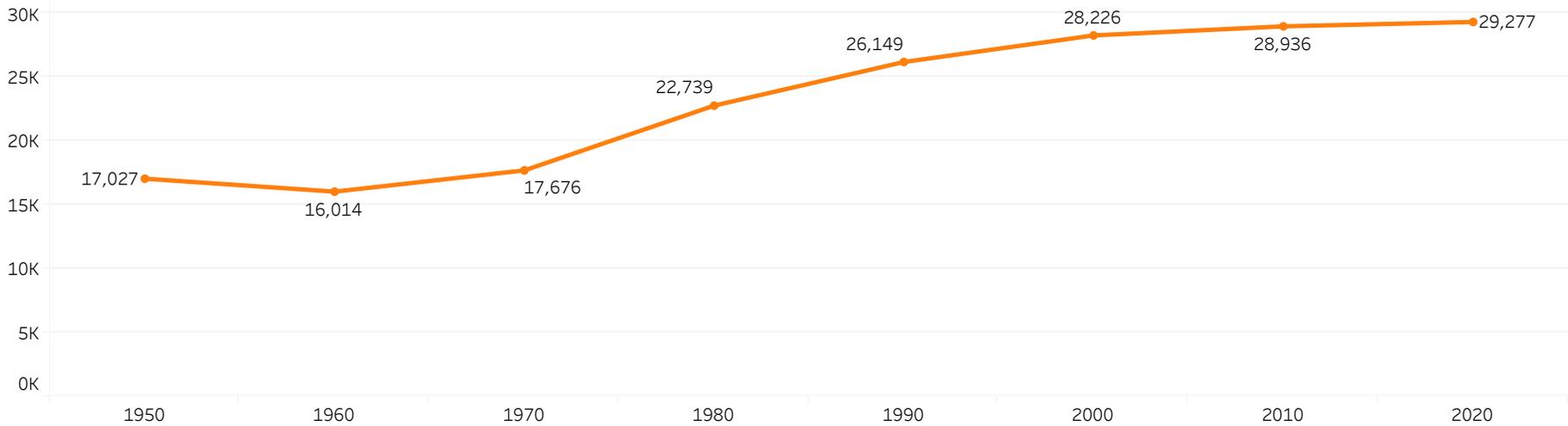
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Orange County Population

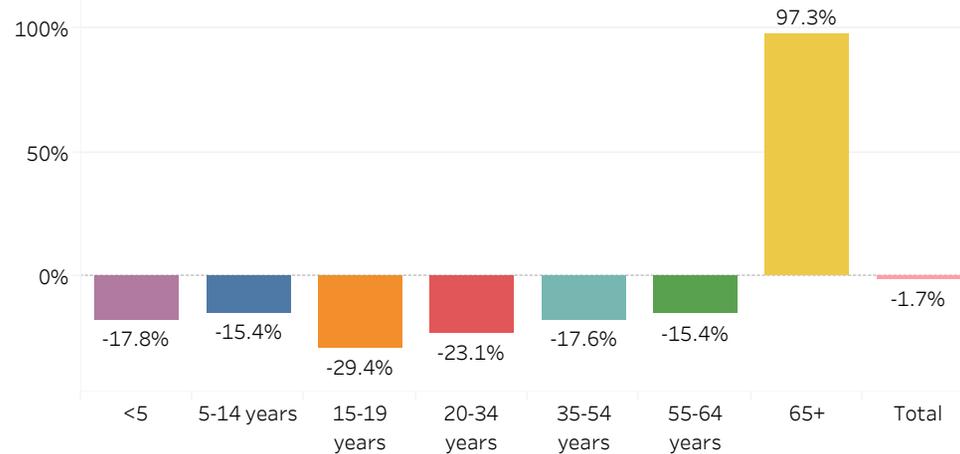
Population Total¹



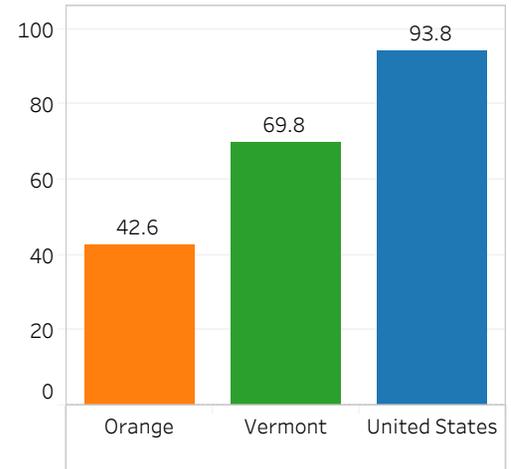
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,210 |
| 5-14 years | 2,885 |
| 15-19 years | 1,400 |
| 20-34 years | 3,477 |
| 35-54 years | 7,153 |
| 55-64 years | 3,881 |
| 65+ | 8,438 |
| Total | 28,444 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Orange County Income & Poverty

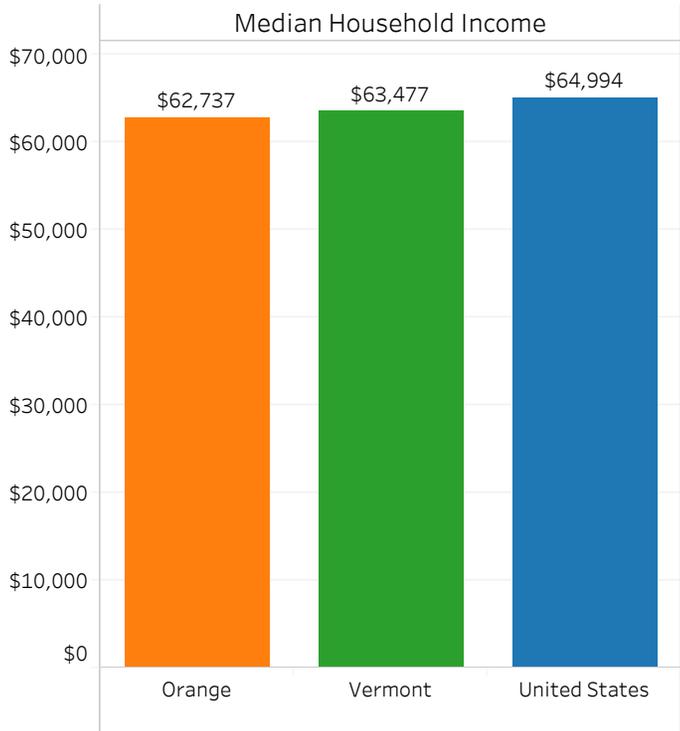
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Orange | \$61,813 | \$62,737 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

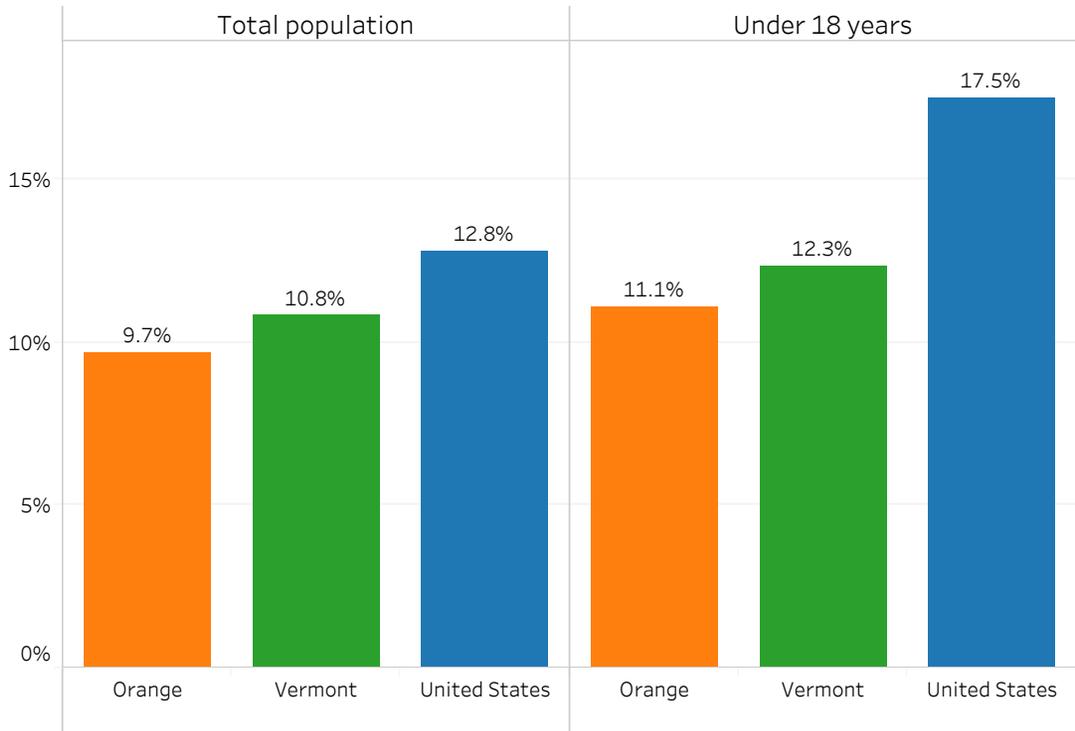
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Orange | 9.7% | 11.1% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

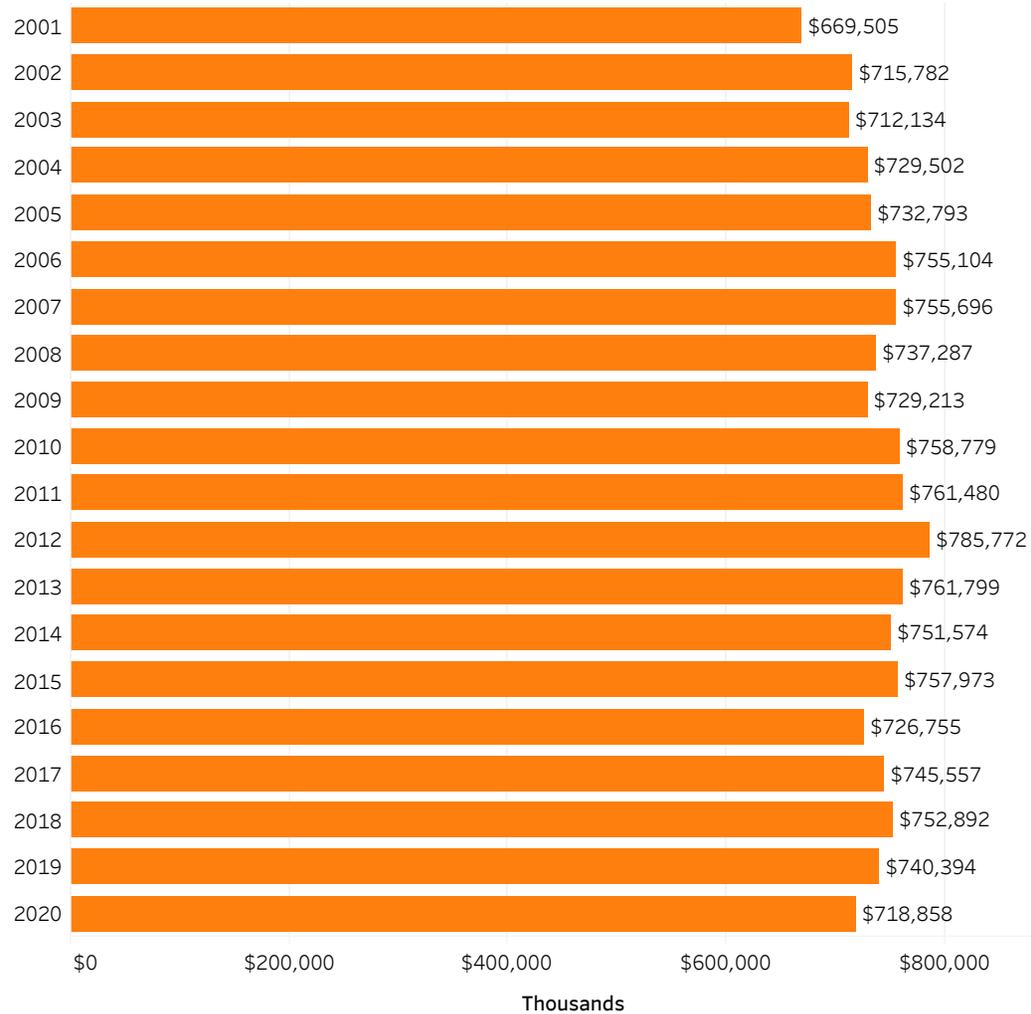


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Orange County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



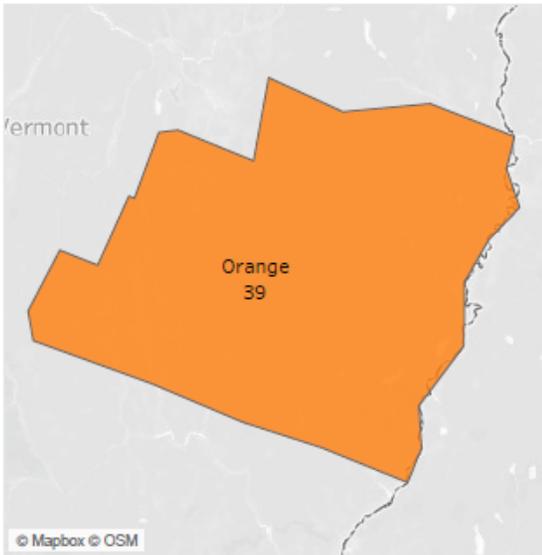
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

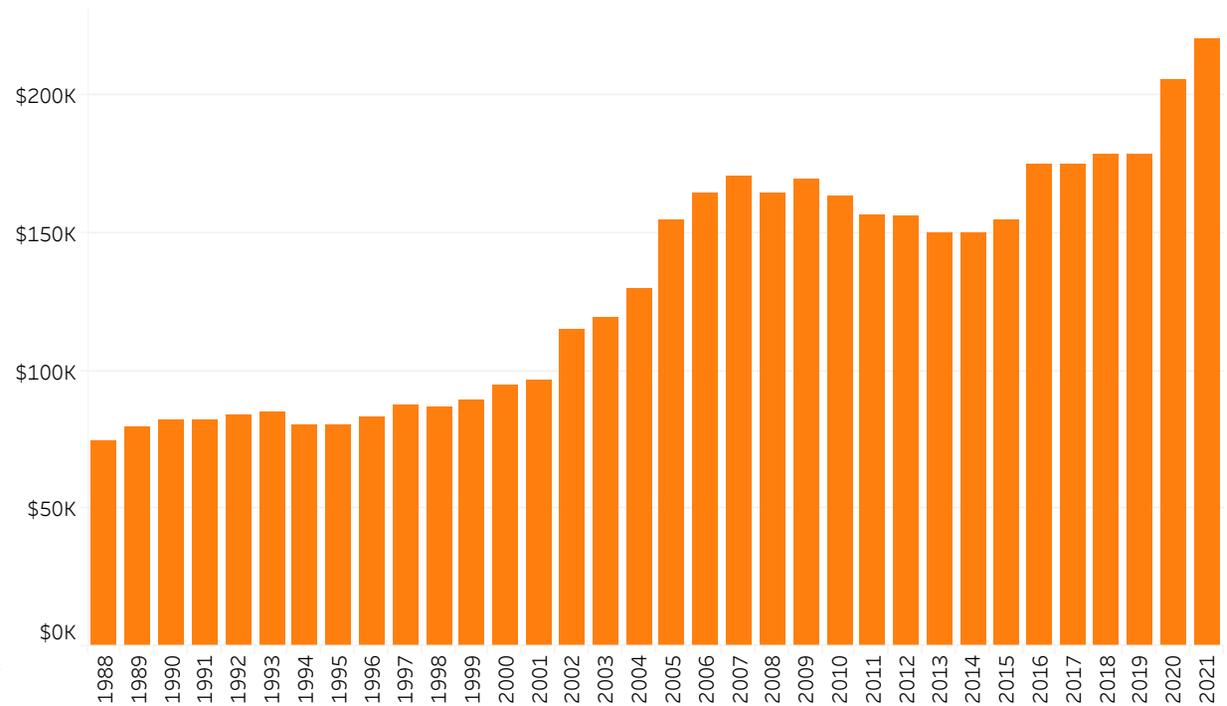
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Orange County Housing

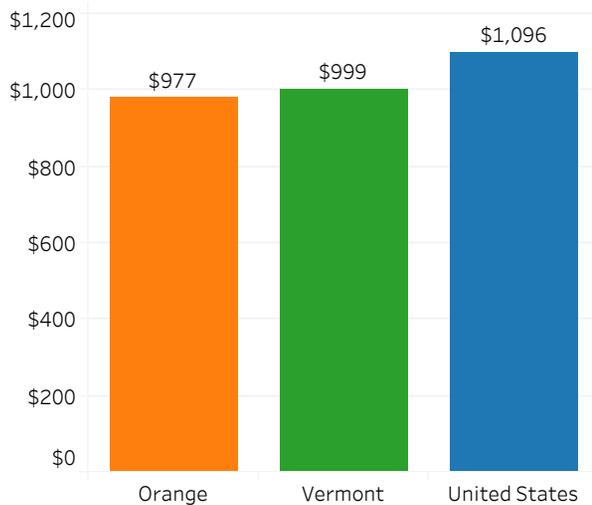
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

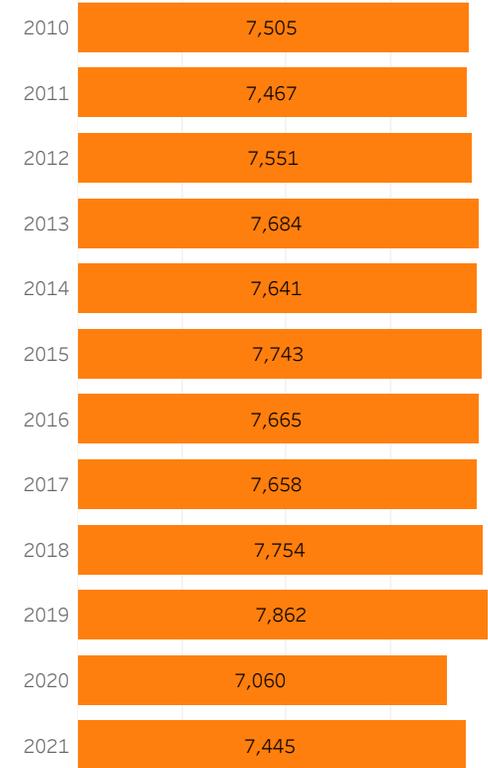
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Orange County Covered Employment

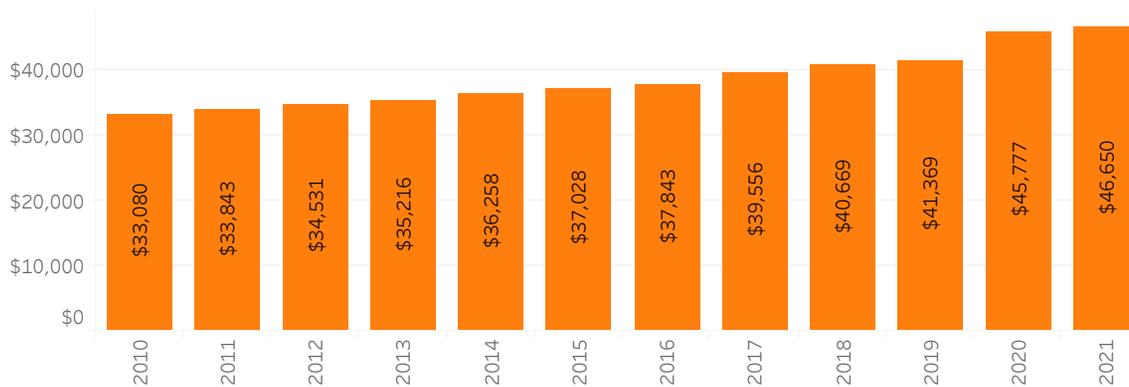
2021 Orange County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 872 | 7,445 | \$46,650 | 1.00 |
| Private ownership | 801 | 5,594 | \$46,846 | 0.91 |
| Agriculture, forestry, fishing and hunting | 42 | 295 | \$34,011 | 3.34 |
| Mining | 4 | 13 | \$63,078 | 0.84 |
| Construction | 130 | 600 | \$56,633 | 1.56 |
| Manufacturing | 41 | 684 | \$47,022 | 0.93 |
| Wholesale trade | 38 | 174 | \$57,767 | 0.79 |
| Retail trade | 78 | 832 | \$31,027 | 0.94 |
| Transportation and warehousing | 19 | (s) | (s) | (s) |
| Utilities | 1 | (s) | (s) | (s) |
| Information | 17 | 43 | \$50,730 | 0.42 |
| Finance and insurance | 29 | 169 | \$58,186 | 0.78 |
| Real estate and rental and leasing | 14 | 70 | \$29,933 | 0.92 |
| Professional and technical services | 123 | 333 | \$74,795 | 0.81 |
| Management of companies and enterprises | 5 | (s) | (s) | (s) |
| Administrative and waste services | 58 | (s) | (s) | (s) |
| Educational services | 15 | 132 | \$57,978 | 0.53 |
| Health care and social assistance | 82 | 1,394 | \$52,282 | 1.10 |
| Arts, entertainment, and recreation | 11 | 50 | \$16,070 | 0.53 |
| Accommodation and food services | 45 | 428 | \$26,350 | 0.65 |
| Other services, except public administration | 51 | 104 | \$45,616 | 0.51 |

Total Covered Employment



Annual Average Wage

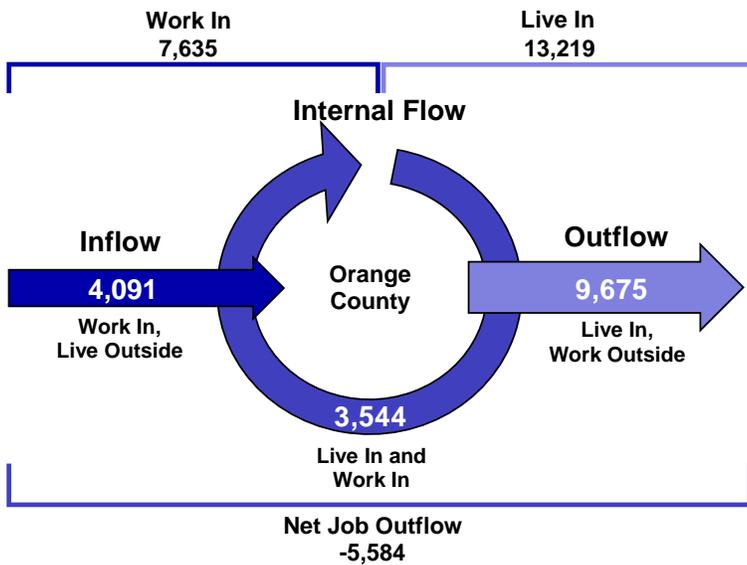


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Orange County Commuting Patterns



Orange County Labor Market

Work In county
Live In county
Net Job Outflow

2019

Count
7,635
13,219
-5,584

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count Share
7,635 100.0%
3,544 46.4%
4,091 53.6%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count Share
13,219 100.0%
3,544 26.8%
9,675 73.2%

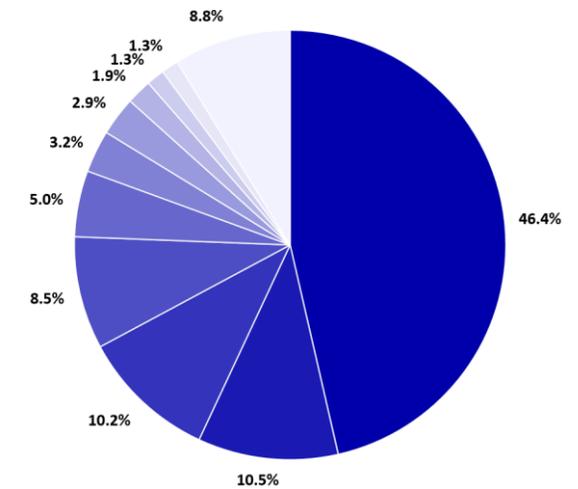
Work in Orange County and Live In or Outside

2019

Work In Orange County 7,635

Top 10 Counties Where they Live

| | |
|-----------------------|-------|
| Orange County, VT | 3,544 |
| Washington County, VT | 803 |
| Windsor County, VT | 779 |
| Grafton County, NH | 647 |
| Caledonia County, VT | 380 |
| Rutland County, VT | 243 |
| Chittenden County, VT | 223 |
| Addison County, VT | 145 |
| Orleans County, VT | 103 |
| Windham County, VT | 98 |
| All Other Locations | 670 |



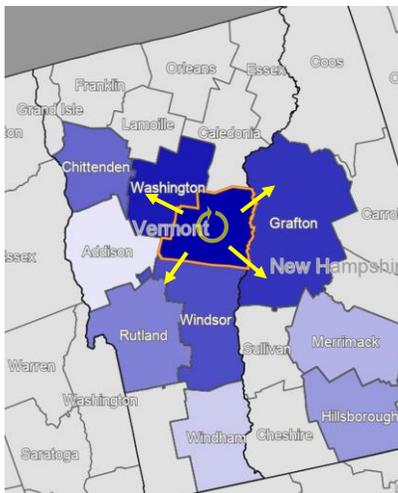
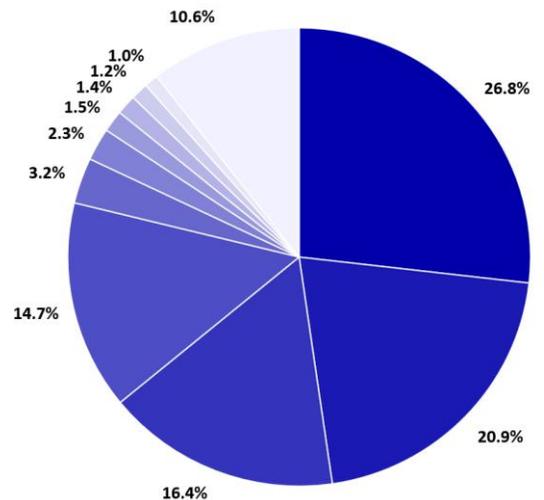
Live In Orange County and Work In or Outside

2019

Live In Orange County 13,219

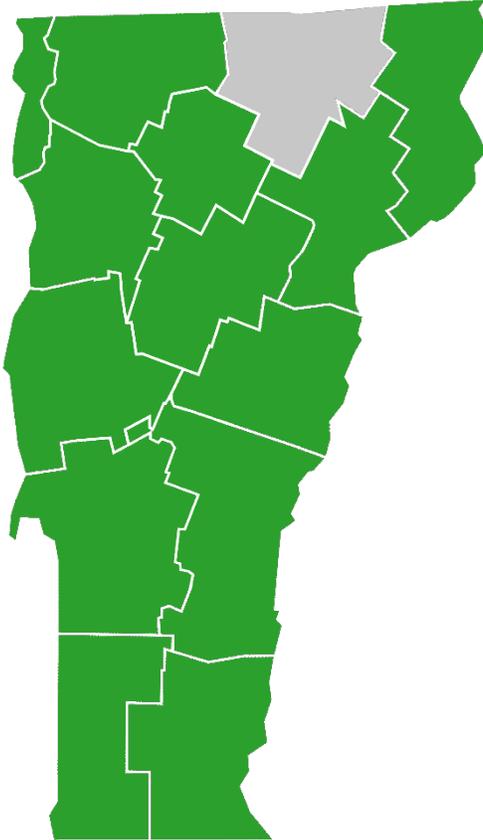
Top 10 Counties Where they Work

| | |
|-------------------------|-------|
| Orange County, VT | 3,544 |
| Washington County, VT | 2,762 |
| Grafton County, NH | 2,162 |
| Windsor County, VT | 1,949 |
| Chittenden County, VT | 427 |
| Rutland County, VT | 304 |
| Hillsborough County, NH | 202 |
| Merrimack County, NH | 185 |
| Windham County, VT | 160 |
| Addison County, VT | 129 |
| All Other Locations | 1,395 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Orleans County



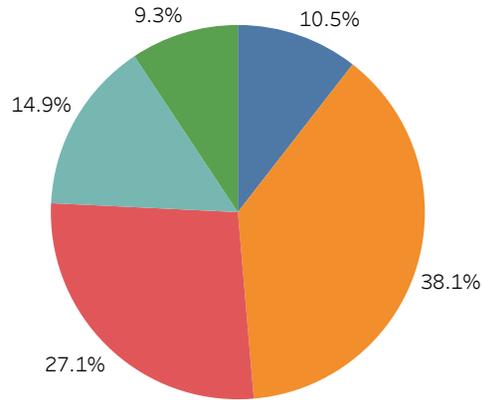
Orleans is the eleventh most populous county in the state of Vermont and the fifth largest in size. Its 2020 Census population was 27,393. 2020 per capita income in the county is 84.5% of the statewide average while average quarterly wages (2021) are 78.7% of the statewide wage, the third lowest quarterly wage in the state. Large industries in the county include Health care and social assistance (16.8% of all covered employment) and Retail trade (15.1%). Relative to the state as a whole Orleans County has a high concentration of the Transportation and warehousing industry (0.9 percentage points higher than the state share).

In 2021 Orleans County had the third smallest labor force in the state with a labor force of 12,770. Since 2010 its labor force has decreased by 10.3%. The county's annual average unemployment rate for 2021 was 4.6%, higher than the statewide average of 3.4%. The poverty rate among all Orleans County residents was 12.3% in 2020 while among children under 18 it was 14.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were “White alone” (96.0%) and “two or more races” (2.3%). Of Orleans County residents 25 years of age and older 89.5% hold a high school diploma or higher while 24.2% hold a bachelor’s degree or higher. People 65 years of age and over constitute 22.8% of the population, a number that is expected to grow to 31.0% by 2030.

Orleans County Demographics

Education¹



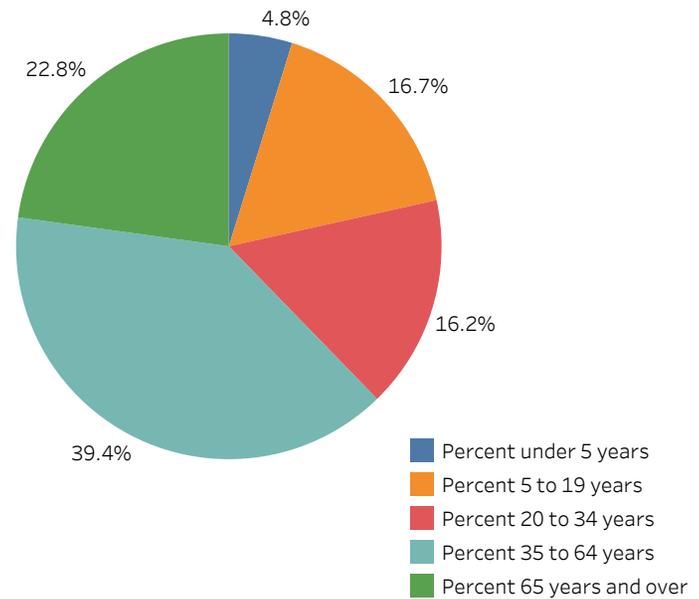
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

| | |
|--|-------|
| Percent White alone | 96.0% |
| Percent Black or African American alone | 0.8% |
| Percent Asian alone | 0.2% |
| Percent American Indian and Alaska Native alone | 0.5% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.3% |
| Percent Two or more races | 2.3% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 5.2% | 4.8% | -0.4% |
| Percent 5 to 19 years | 18.2% | 16.7% | -1.5% |
| Percent 20 to 34 years | 15.9% | 16.2% | 0.3% |
| Percent 35 to 64 years | 42.9% | 39.4% | -3.5% |
| Percent 65 years and over | 17.7% | 22.8% | 5.1% |



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

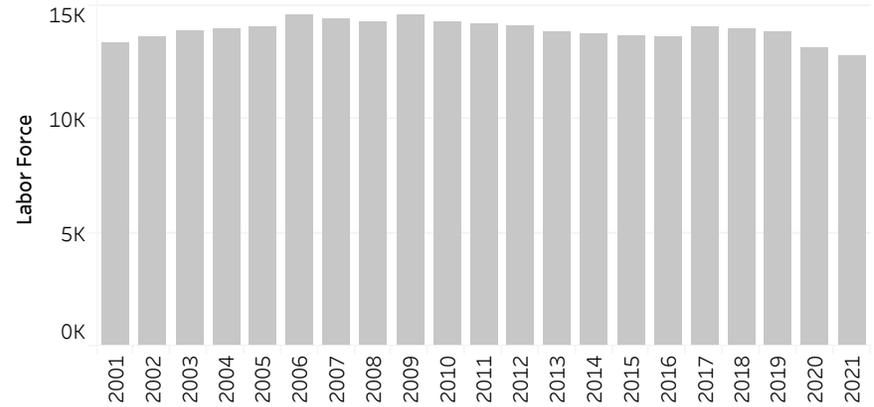
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Orleans County Unemployment & Labor Force

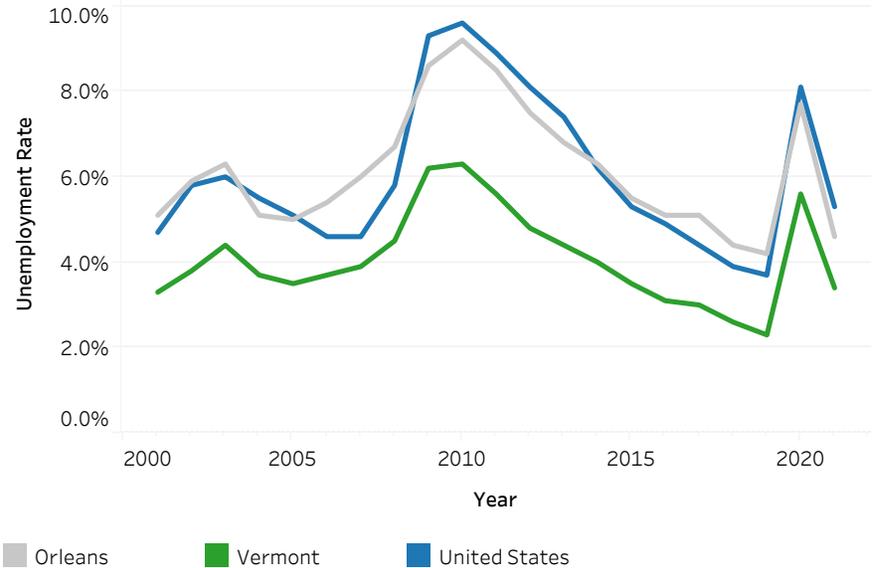
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 13,320 | 685 | 12,635 | 5.1% |
| 2002 | 13,558 | 794 | 12,764 | 5.9% |
| 2003 | 13,846 | 868 | 12,978 | 6.3% |
| 2004 | 13,959 | 714 | 13,245 | 5.1% |
| 2005 | 14,035 | 706 | 13,329 | 5.0% |
| 2006 | 14,502 | 779 | 13,723 | 5.4% |
| 2007 | 14,338 | 856 | 13,482 | 6.0% |
| 2008 | 14,192 | 950 | 13,242 | 6.7% |
| 2009 | 14,536 | 1,251 | 13,285 | 8.6% |
| 2010 | 14,240 | 1,314 | 12,926 | 9.2% |
| 2011 | 14,158 | 1,210 | 12,948 | 8.5% |
| 2012 | 14,071 | 1,058 | 13,013 | 7.5% |
| 2013 | 13,813 | 943 | 12,870 | 6.8% |
| 2014 | 13,680 | 858 | 12,822 | 6.3% |
| 2015 | 13,661 | 753 | 12,908 | 5.5% |
| 2016 | 13,572 | 689 | 12,883 | 5.1% |
| 2017 | 13,988 | 716 | 13,272 | 5.1% |
| 2018 | 13,947 | 615 | 13,332 | 4.4% |
| 2019 | 13,774 | 574 | 13,200 | 4.2% |
| 2020 | 13,118 | 1,013 | 12,105 | 7.7% |
| 2021 | 12,770 | 592 | 12,178 | 4.6% |

Labor Force



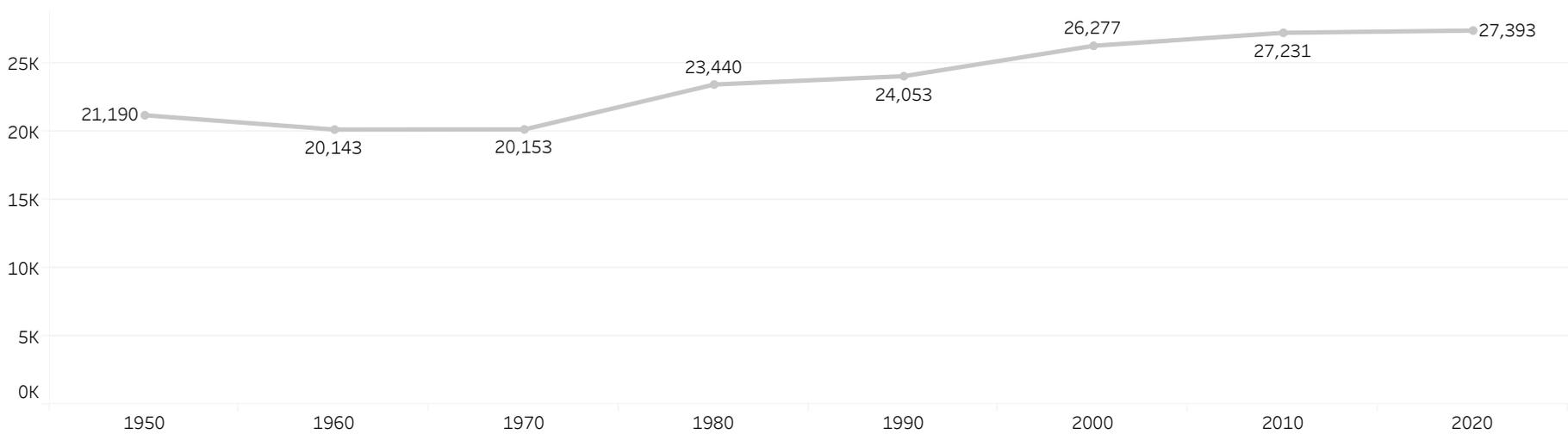
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Orleans County Population

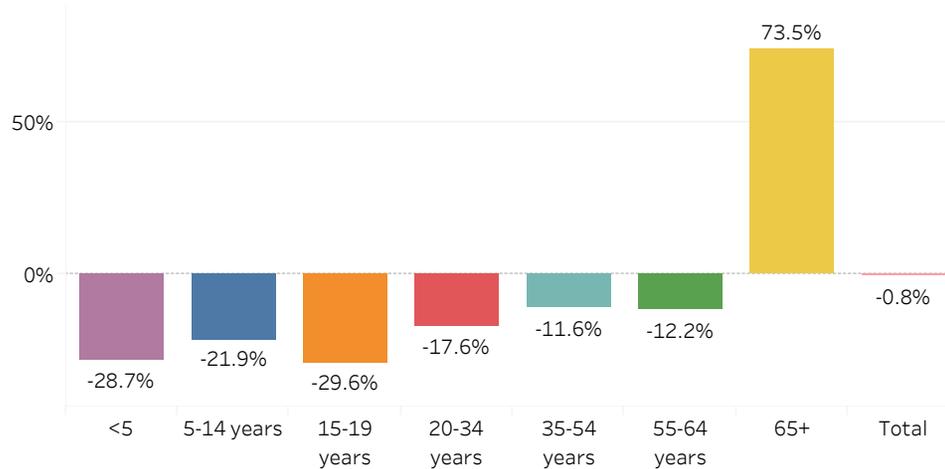
Population Total¹



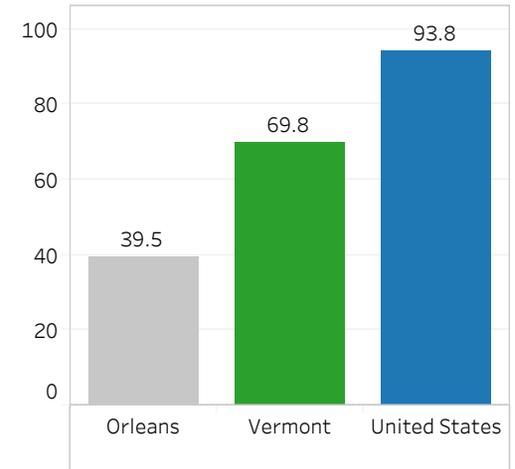
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,007 |
| 5-14 years | 2,569 |
| 15-19 years | 1,181 |
| 20-34 years | 3,571 |
| 35-54 years | 6,658 |
| 55-64 years | 3,650 |
| 65+ | 8,372 |
| Total | 27,008 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Orleans County Income & Poverty

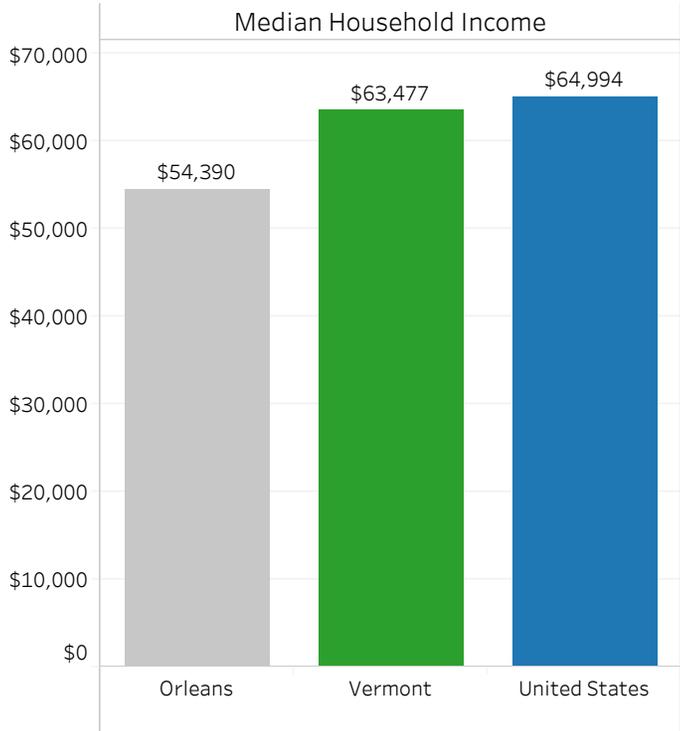
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Orleans | \$47,716 | \$54,390 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

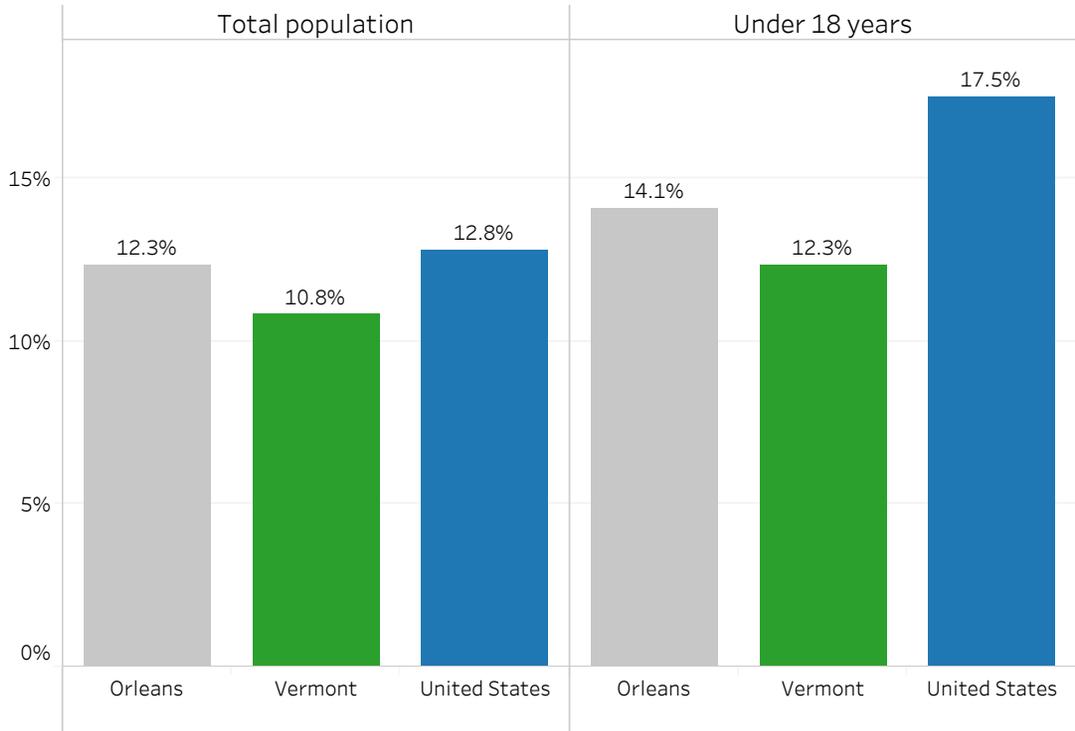
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Orleans | 12.3% | 14.1% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

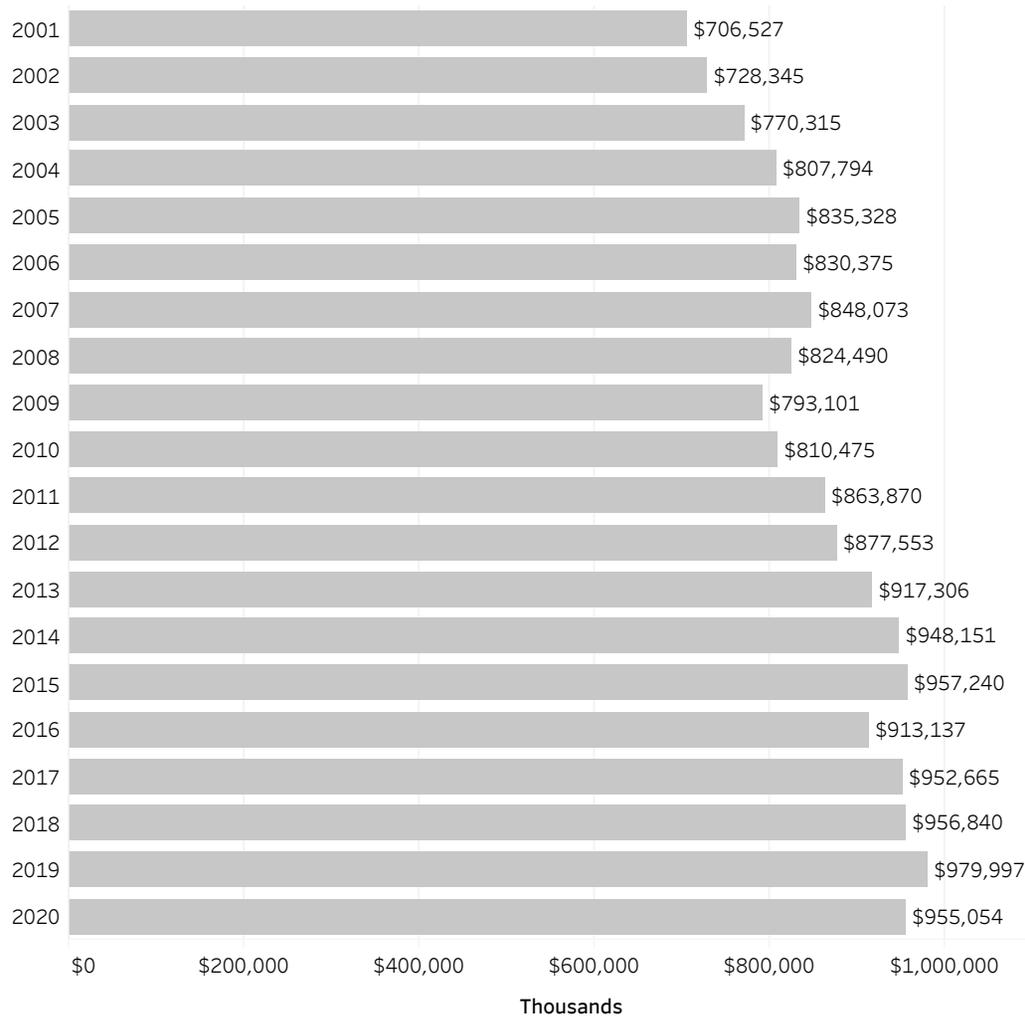


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Orleans County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



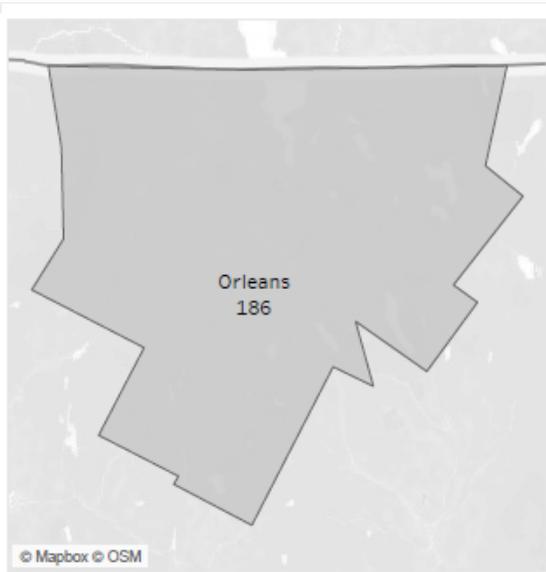
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

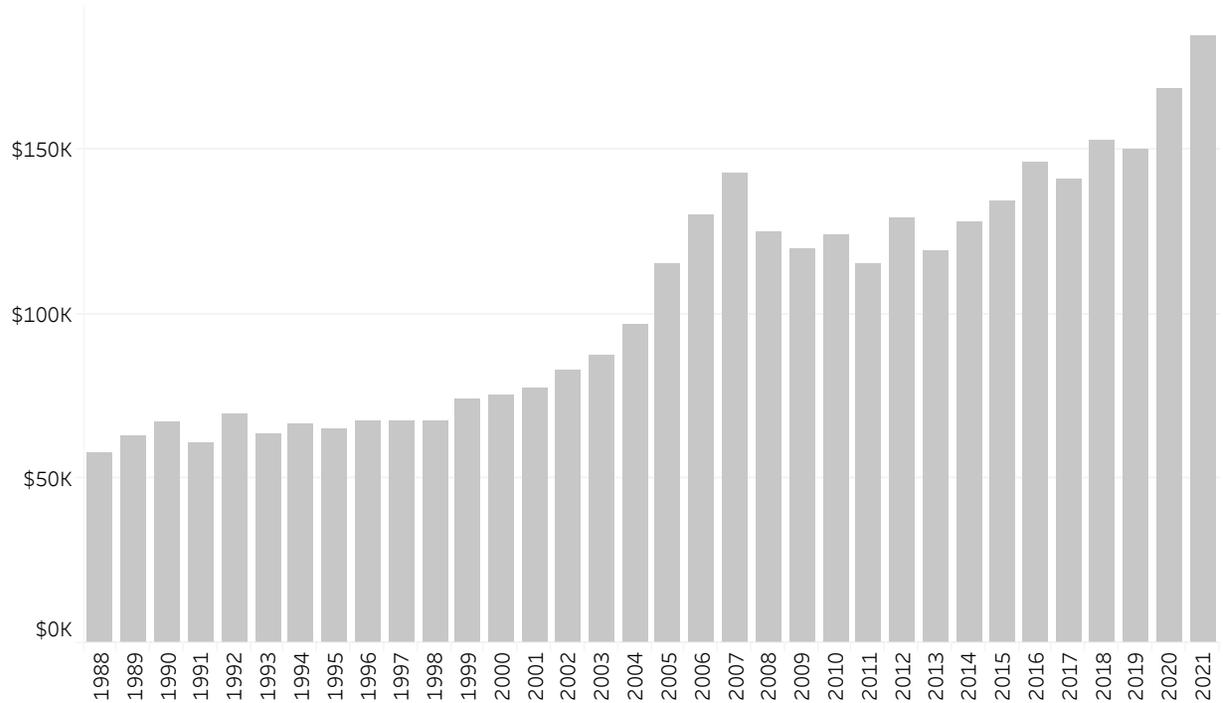
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Orleans County Housing

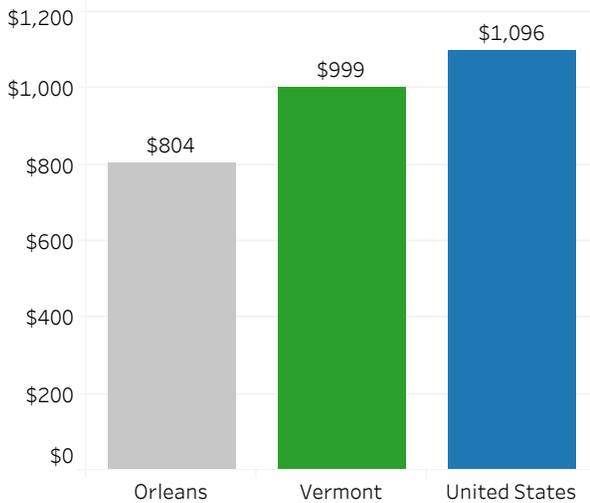
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

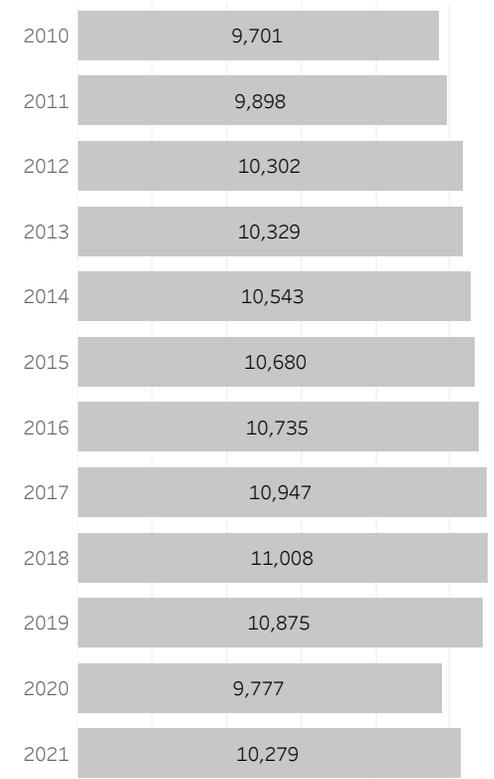
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Orleans County Covered Employment

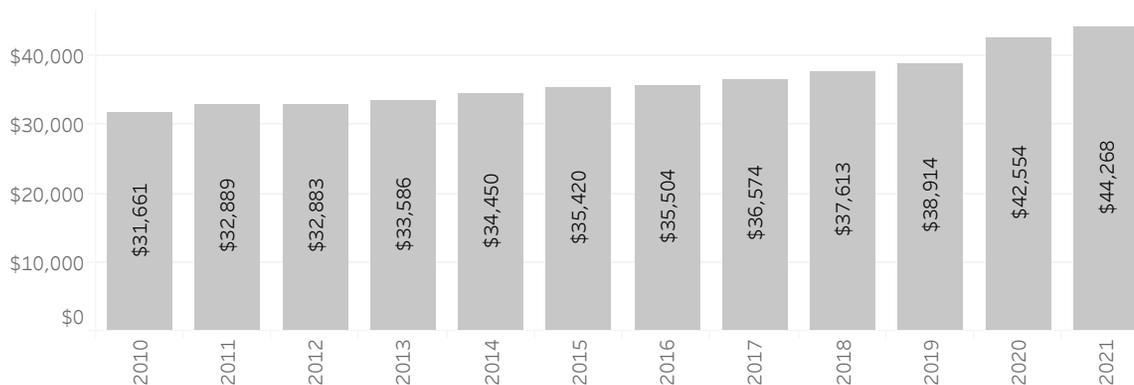
2021 Orleans County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 960 | 10,279 | \$44,268 | 1.00 |
| Private ownership | 873 | 8,295 | \$43,258 | 0.98 |
| Agriculture, forestry, fishing and hunting | 41 | (s) | (s) | (s) |
| Mining | 1 | (s) | (s) | (s) |
| Construction | 131 | 616 | \$51,658 | 1.16 |
| Manufacturing | 42 | 1,248 | \$47,824 | 1.24 |
| Wholesale trade | 38 | (s) | (s) | (s) |
| Retail trade | 125 | 1,550 | \$32,893 | 1.26 |
| Transportation and warehousing | 39 | 323 | \$45,610 | 1.43 |
| Utilities | 3 | (s) | (s) | (s) |
| Information | 20 | 65 | \$51,229 | 0.46 |
| Finance and insurance | 30 | 214 | \$63,461 | 0.71 |
| Real estate and rental and leasing | 18 | 81 | \$56,228 | 0.77 |
| Professional and technical services | 86 | 175 | \$71,547 | 0.31 |
| Management of companies and enterprises | 6 | 23 | \$48,987 | 0.32 |
| Administrative and waste services | 64 | 229 | \$44,472 | 0.54 |
| Educational services | 12 | 145 | \$33,791 | 0.42 |
| Health care and social assistance | 71 | 1,727 | \$53,529 | 0.99 |
| Arts, entertainment, and recreation | 18 | 105 | \$28,000 | 0.80 |
| Accommodation and food services | 56 | 1,103 | \$23,656 | 1.21 |
| Other services, except public administration | 76 | 241 | \$39,370 | 0.86 |

Total Covered Employment



Annual Average Wage

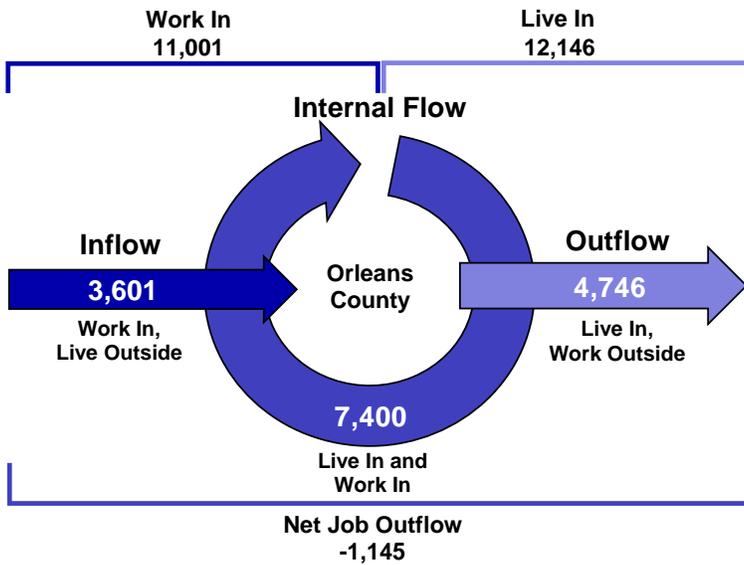


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Orleans County Commuting Patterns



Orleans County Labor Market

Work In county
Live In county
Net Job Outflow

2019

Count

11,001
12,146
-1,145

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

Count Share

11,001 100.0%
7,400 67.3%
3,601 32.7%

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

Count Share

12,146 100.0%
7,400 60.9%
4,746 39.1%

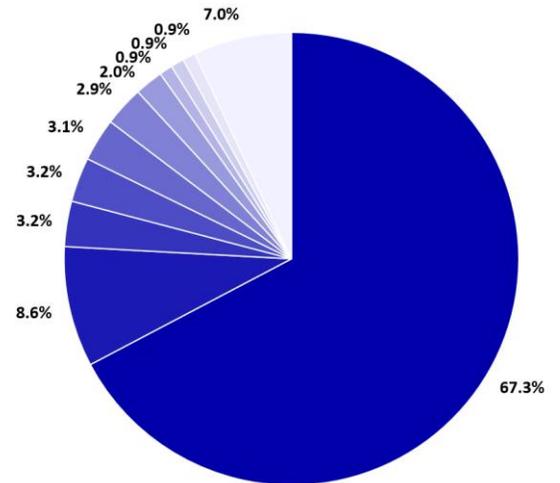
Work in Orleans County and Live In or Outside

2019

Work In Orleans County 11,001

Top 10 Counties Where they Live

| | |
|-----------------------|-------|
| Orleans County, VT | 7,400 |
| Caledonia County, VT | 946 |
| Franklin County, VT | 356 |
| Chittenden County, VT | 350 |
| Washington County, VT | 337 |
| Lamoille County, VT | 314 |
| Essex County, VT | 222 |
| Coos County, NH | 104 |
| Grafton County, NH | 103 |
| Windsor County, VT | 102 |
| All Other Locations | 767 |



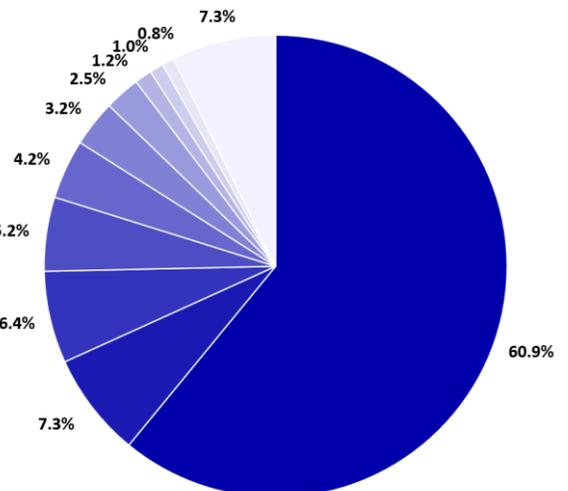
Live In Orleans County and Work In or Outside

2019

Live In Orleans County 12,146

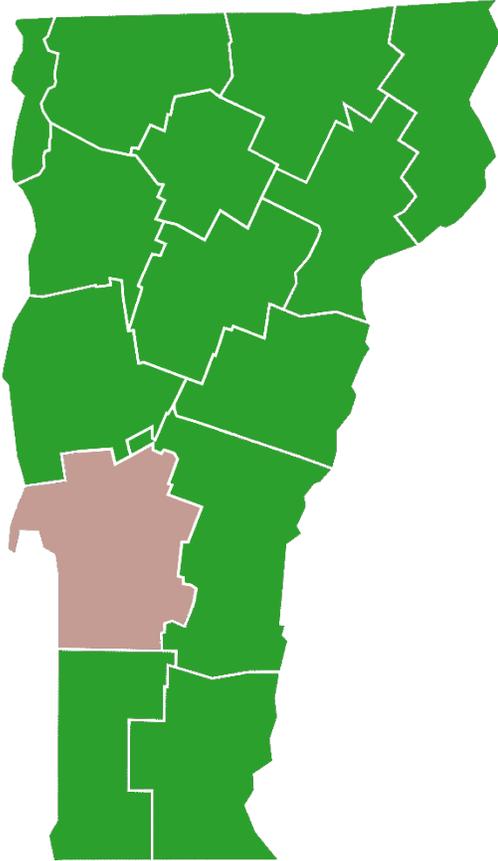
Top 10 Counties Where they Work

| | |
|-----------------------|-------|
| Orleans County, VT | 7,400 |
| Caledonia County, VT | 886 |
| Chittenden County, VT | 782 |
| Lamoille County, VT | 628 |
| Washington County, VT | 505 |
| Windsor County, VT | 394 |
| Franklin County, VT | 301 |
| Rutland County, VT | 147 |
| Grafton County, NH | 117 |
| Essex County, VT | 103 |
| All Other Locations | 883 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Rutland County



Rutland is the second most populous county in the state of Vermont and the second largest in size. Its 2020 Census population was 60,572. 2020 per capita income in the county is 96.8% of the statewide average while average quarterly wages (2021) are 91.1% of the statewide wage, the seventh highest quarterly wage in the state. Large industries in the county include Health care and social assistance (17.9% of all covered employment) and Retail trade (13.5%). Relative to the state as a whole Rutland County has a high concentration of the Mining industry (1.0 percentage points higher than the state share).

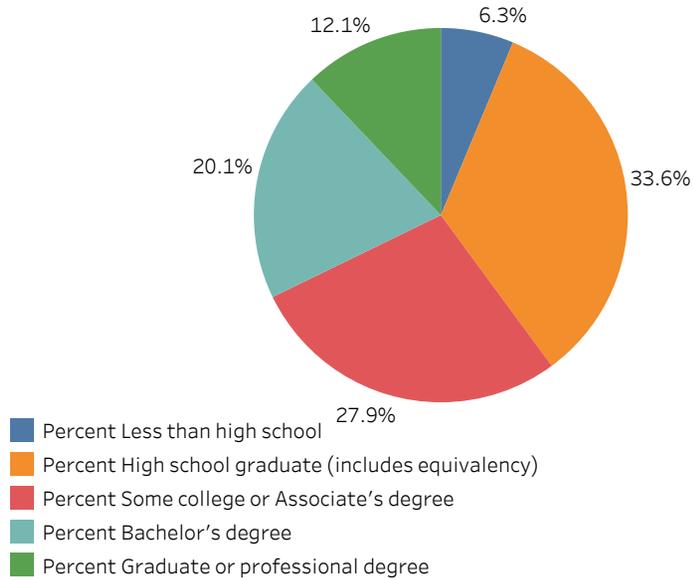
In 2021 Rutland County had the third largest labor force in the state with a labor force of 28,966. Since 2010 its labor force has decreased by 13.9%. The county's annual average unemployment rate for 2021 was 4.2%, higher than the statewide average of 3.4%. The poverty rate among all Rutland County residents was 10.9% in 2020 while among children under 18 it was 11.1%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.8%) and "two or more races" (2.2%). Of Rutland County residents 25 years of age and older 93.7% hold

a high school diploma or higher while 32.2% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.0% of the population, a number that is expected to grow to 31.1% by 2030.

Rutland County Demographics

Education¹

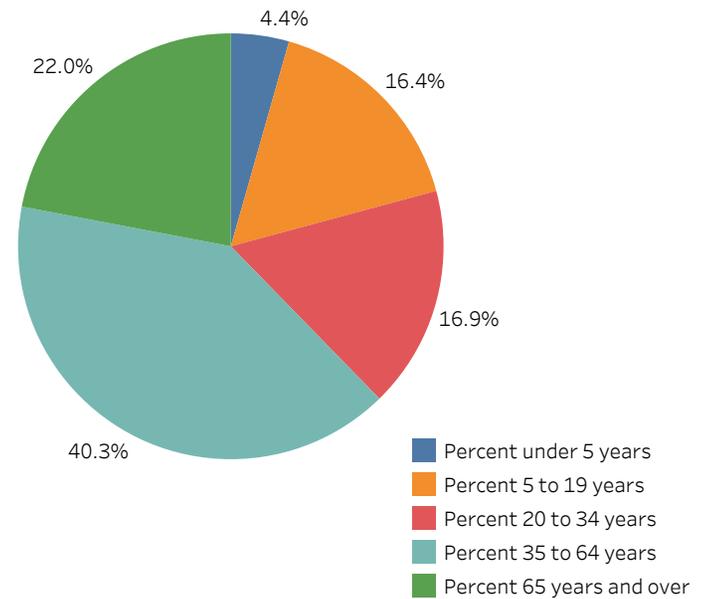


Race²

| | |
|--|-------|
| Percent White alone | 95.8% |
| Percent Black or African American alone | 0.7% |
| Percent Asian alone | 0.8% |
| Percent American Indian and Alaska Native alone | 0.3% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.2% |
| Percent Two or more races | 2.2% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 4.6% | 4.4% | -0.2% |
| Percent 5 to 19 years | 17.9% | 16.4% | -1.5% |
| Percent 20 to 34 years | 16.5% | 16.9% | 0.4% |
| Percent 35 to 64 years | 44.4% | 40.3% | -4.1% |
| Percent 65 years and over | 16.6% | 22.0% | 5.4% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

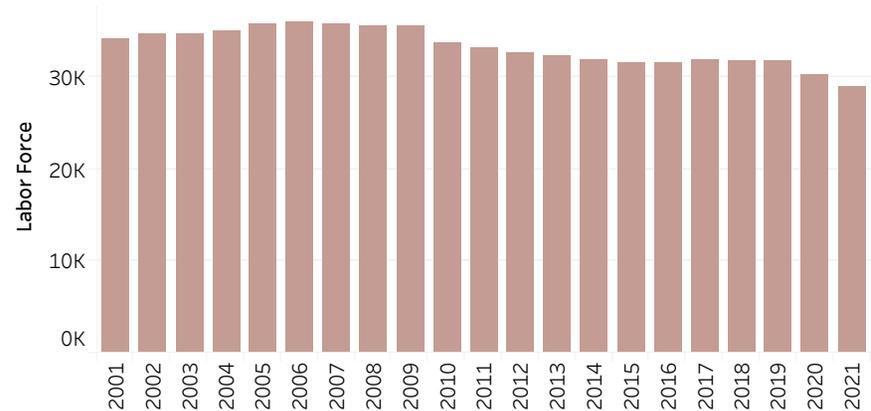
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Rutland County Unemployment & Labor Force

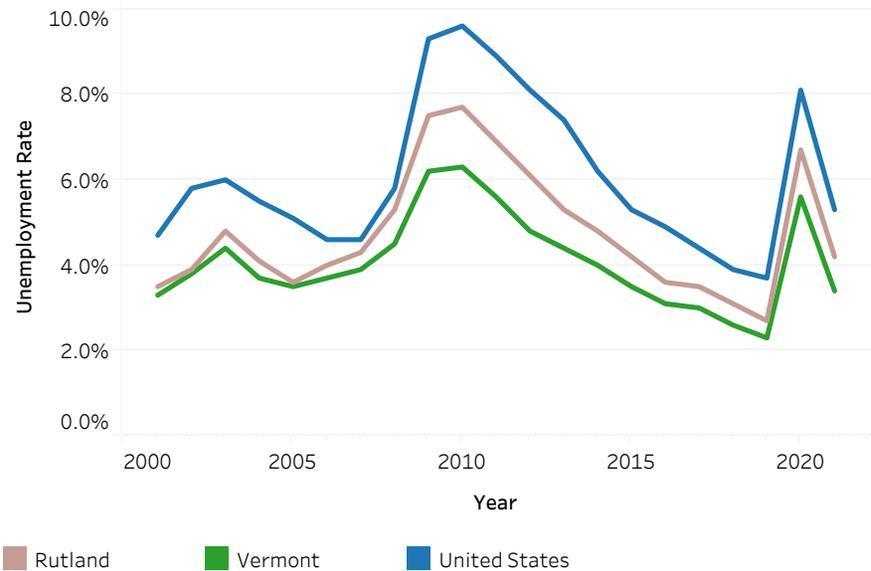
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 34,062 | 1,192 | 32,870 | 3.5% |
| 2002 | 34,545 | 1,351 | 33,194 | 3.9% |
| 2003 | 34,719 | 1,653 | 33,066 | 4.8% |
| 2004 | 35,079 | 1,421 | 33,658 | 4.1% |
| 2005 | 35,649 | 1,300 | 34,349 | 3.6% |
| 2006 | 35,949 | 1,430 | 34,519 | 4.0% |
| 2007 | 35,653 | 1,529 | 34,124 | 4.3% |
| 2008 | 35,629 | 1,899 | 33,730 | 5.3% |
| 2009 | 35,572 | 2,653 | 32,919 | 7.5% |
| 2010 | 33,635 | 2,582 | 31,053 | 7.7% |
| 2011 | 33,254 | 2,292 | 30,962 | 6.9% |
| 2012 | 32,706 | 1,986 | 30,720 | 6.1% |
| 2013 | 32,256 | 1,719 | 30,537 | 5.3% |
| 2014 | 31,918 | 1,525 | 30,393 | 4.8% |
| 2015 | 31,435 | 1,324 | 30,111 | 4.2% |
| 2016 | 31,554 | 1,149 | 30,405 | 3.6% |
| 2017 | 31,966 | 1,119 | 30,847 | 3.5% |
| 2018 | 31,747 | 977 | 30,770 | 3.1% |
| 2019 | 31,621 | 857 | 30,764 | 2.7% |
| 2020 | 30,306 | 2,032 | 28,274 | 6.7% |
| 2021 | 28,966 | 1,215 | 27,751 | 4.2% |

Labor Force



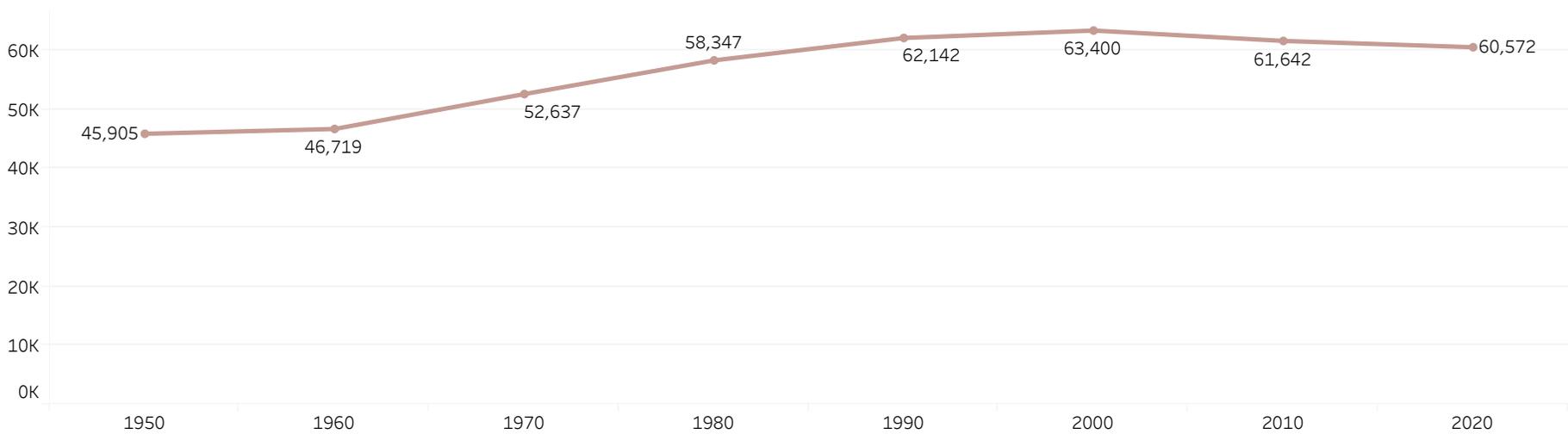
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Rutland County Population

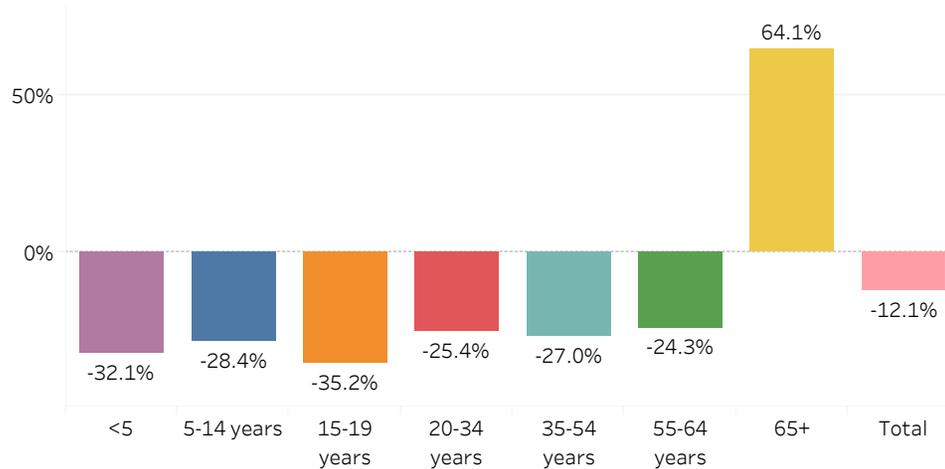
Population Total¹



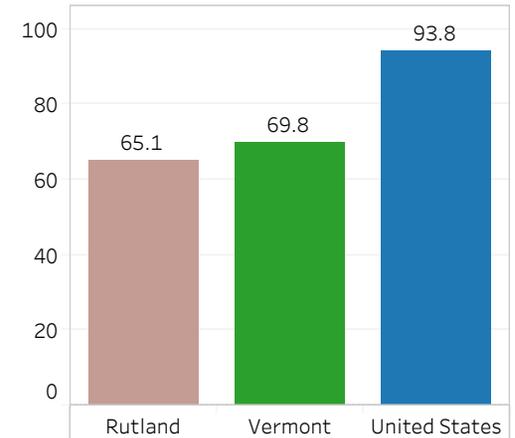
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 1,922 |
| 5-14 years | 4,840 |
| 15-19 years | 2,751 |
| 20-34 years | 7,601 |
| 35-54 years | 12,982 |
| 55-64 years | 7,247 |
| 65+ | 16,831 |
| Total | 54,174 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Rutland County Income & Poverty

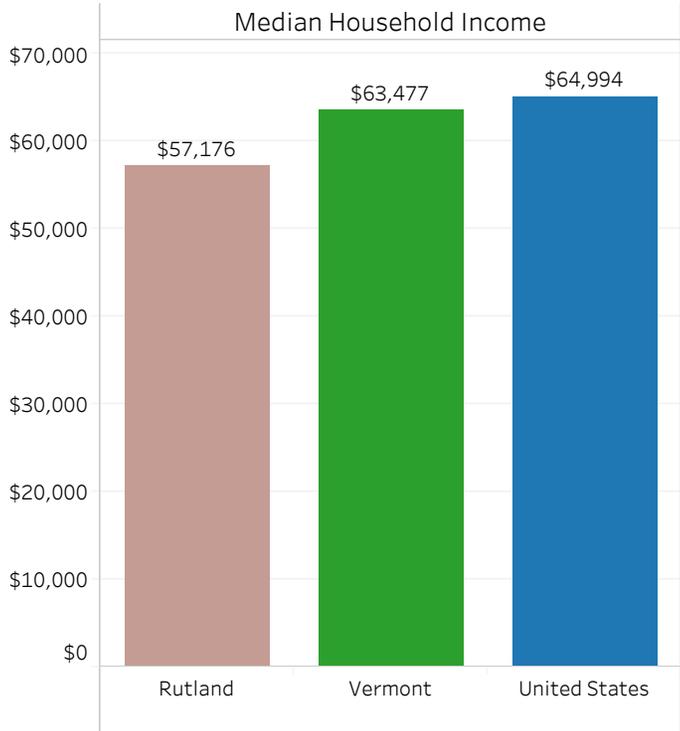
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Rutland | \$55,816 | \$57,176 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

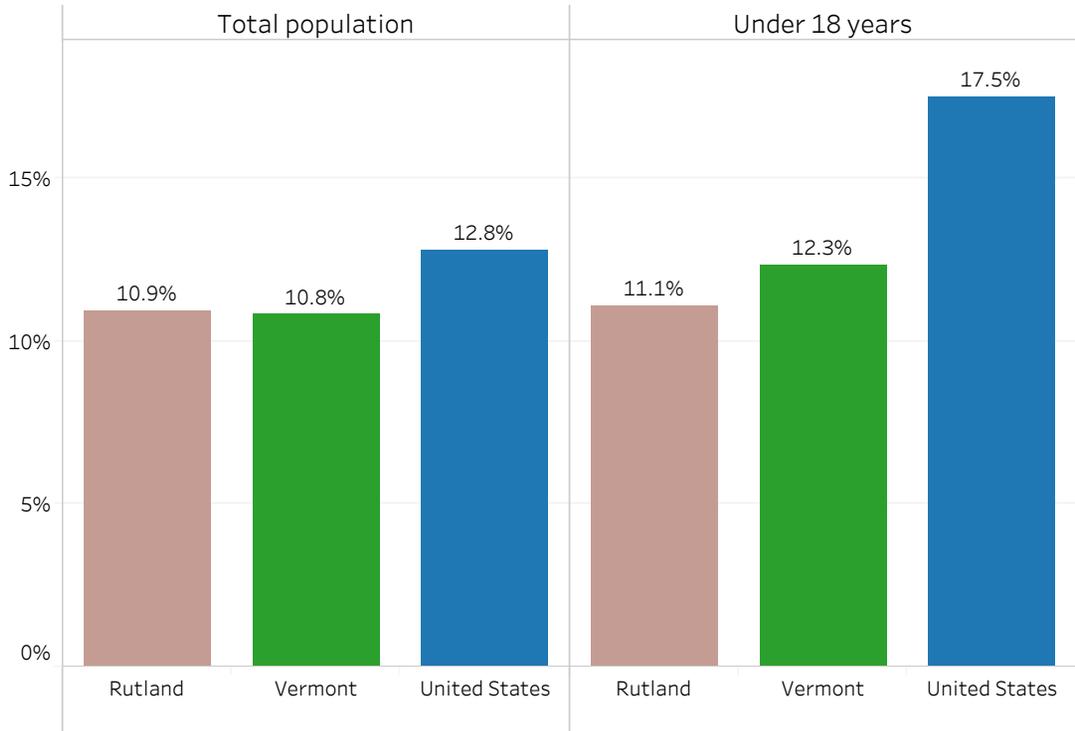
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Rutland | 10.9% | 11.1% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

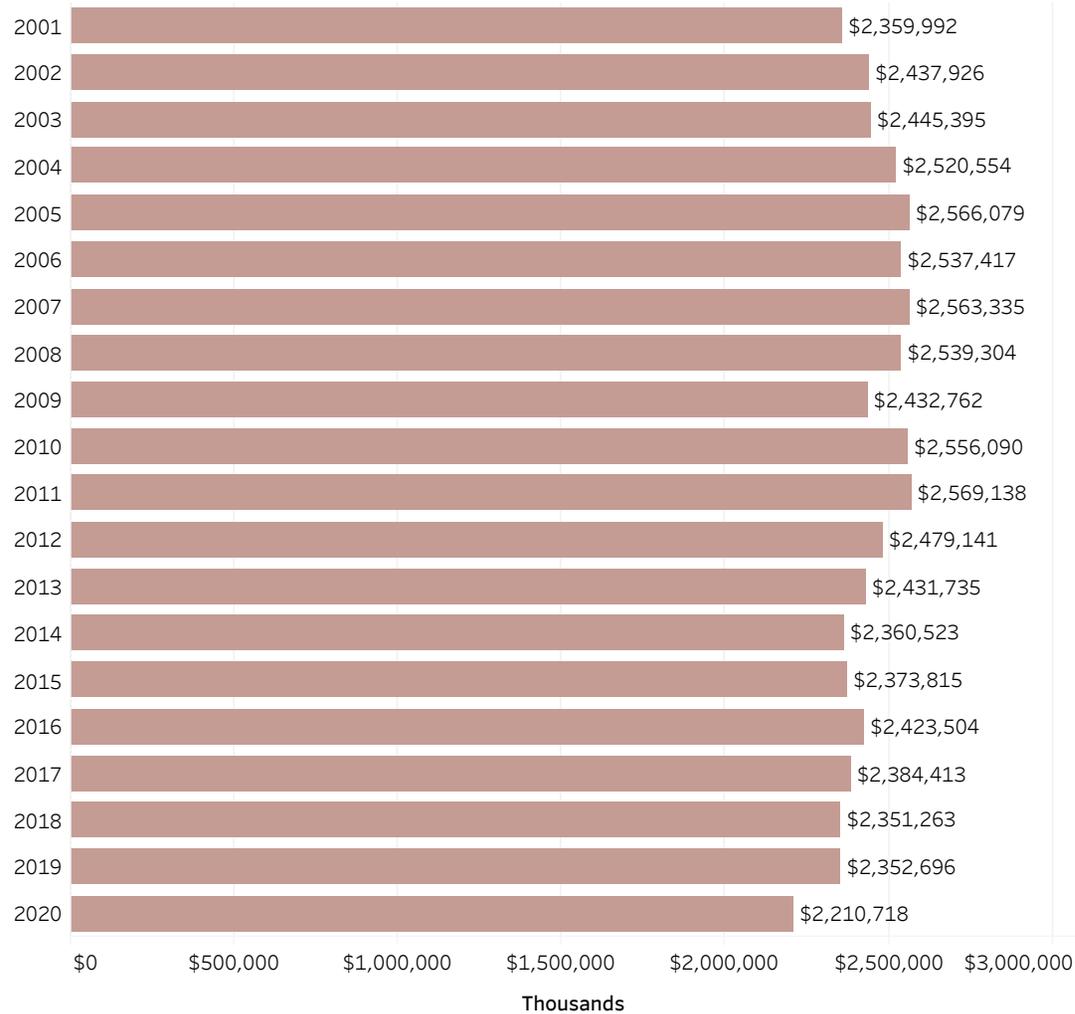


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Rutland County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



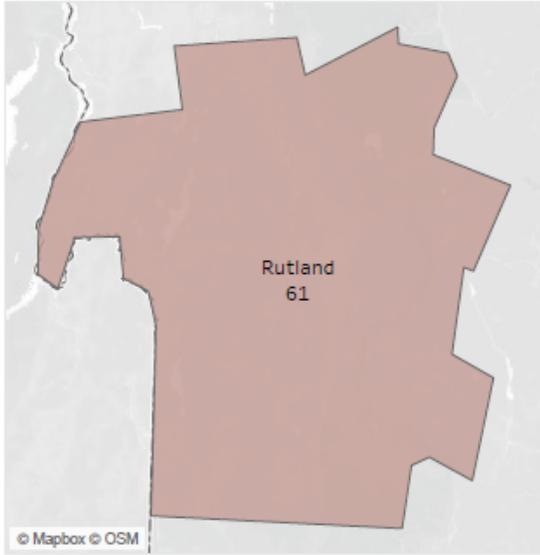
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

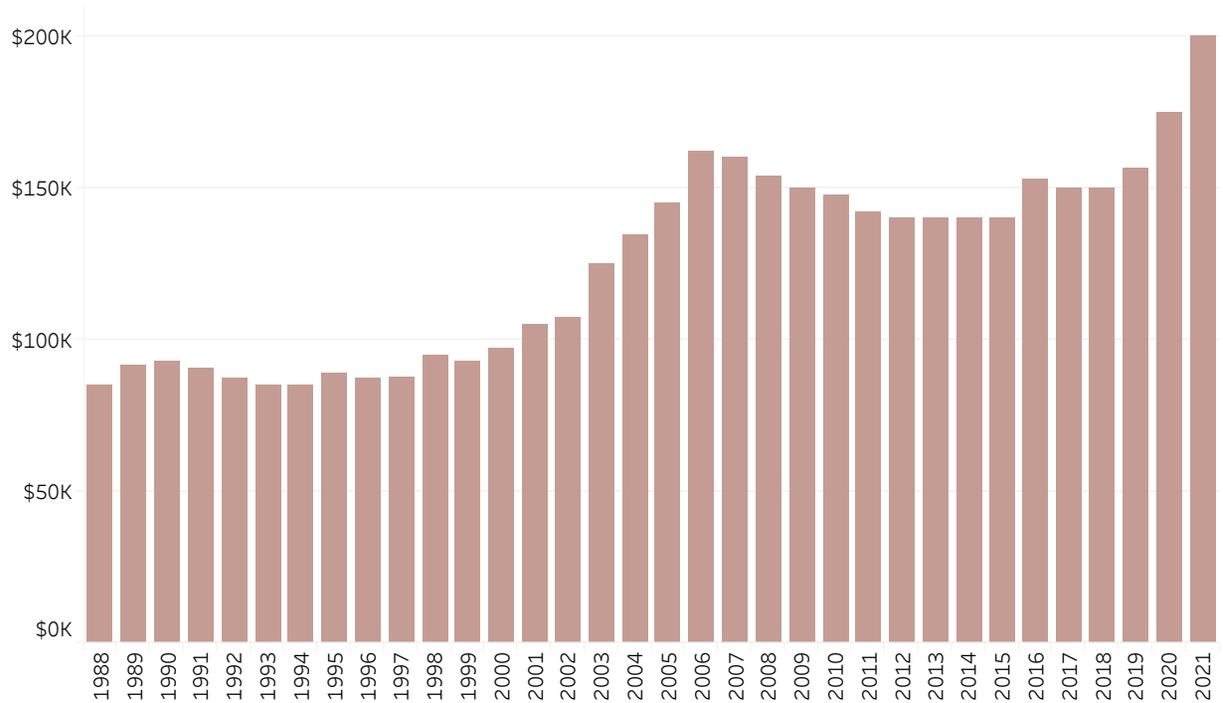
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Rutland County Housing

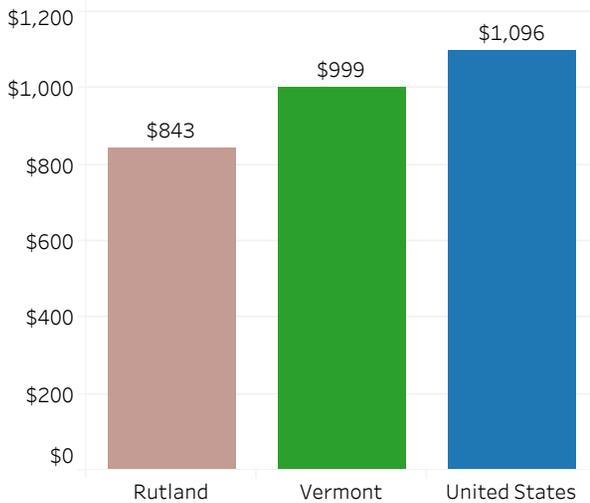
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Rutland County Covered Employment

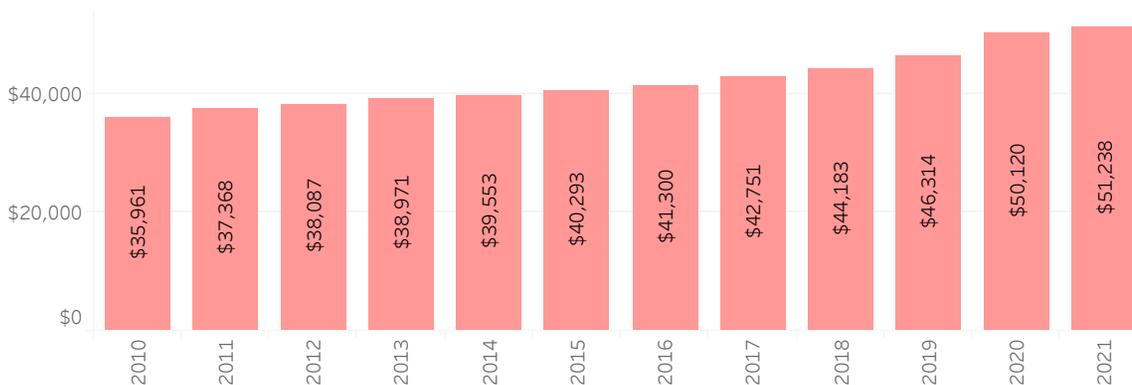
2021 Rutland County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 2,454 | 24,502 | \$51,238 | 1.00 |
| Private ownership | 2,327 | 20,909 | \$51,207 | 1.03 |
| Agriculture, forestry, fishing and hunting | 38 | 86 | \$30,341 | 0.30 |
| Mining | 16 | 290 | \$68,797 | 5.71 |
| Construction | 290 | 1,452 | \$51,167 | 1.14 |
| Manufacturing | 108 | 2,847 | \$60,168 | 1.18 |
| Wholesale trade | 137 | 733 | \$68,406 | 1.01 |
| Retail trade | 319 | 3,315 | \$36,045 | 1.13 |
| Transportation and warehousing | 49 | 645 | \$39,738 | 1.20 |
| Utilities | 5 | 339 | \$114,969 | 3.33 |
| Information | 44 | 222 | \$58,639 | 0.66 |
| Finance and insurance | 74 | 401 | \$72,059 | 0.56 |
| Real estate and rental and leasing | 70 | 249 | \$46,263 | 0.99 |
| Professional and technical services | 311 | 664 | \$73,971 | 0.49 |
| Management of companies and enterprises | 24 | 398 | \$127,321 | 2.31 |
| Administrative and waste services | 205 | 1,049 | \$44,239 | 1.03 |
| Educational services | 27 | 186 | \$35,534 | 0.23 |
| Health care and social assistance | 196 | 4,387 | \$60,135 | 1.06 |
| Arts, entertainment, and recreation | 40 | 232 | \$19,457 | 0.74 |
| Accommodation and food services | 201 | 2,758 | \$25,870 | 1.27 |
| Other services, except public administration | 175 | 659 | \$34,260 | 0.98 |

Total Covered Employment



Annual Average Wage

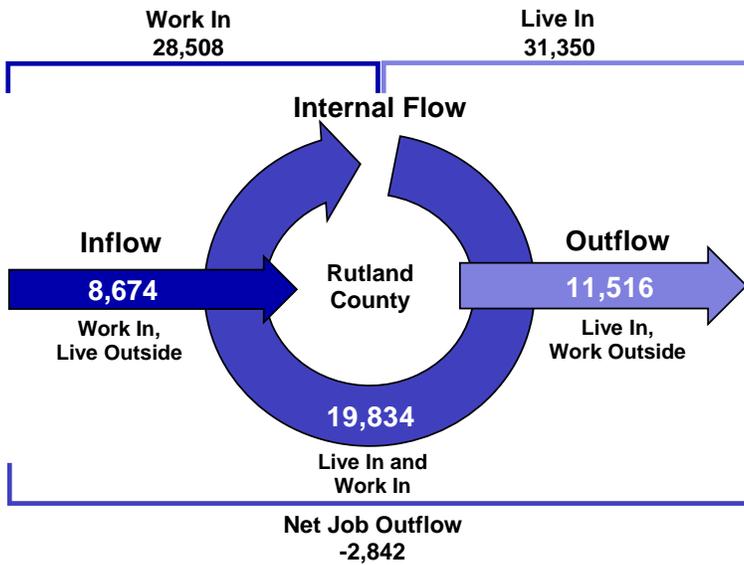


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Rutland County Commuting Patterns



Rutland County Labor Market

Work In county
Live In county
Net Job Outflow

| 2019 | |
|--------|-----------------|
| Count | |
| 28,508 | Work In county |
| 31,350 | Live In county |
| -2,842 | Net Job Outflow |

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

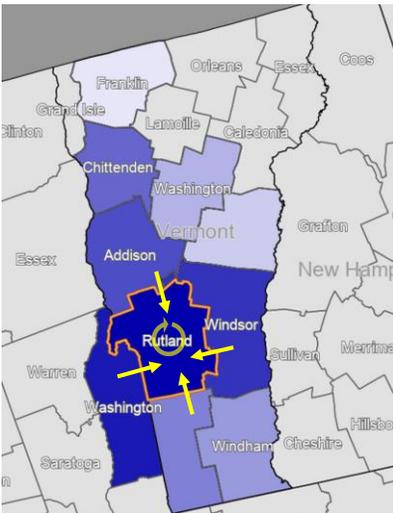
| Count | Share |
|--------|--------|
| 28,508 | 100.0% |
| 19,834 | 69.6% |
| 8,674 | 30.4% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|--------|--------|
| 31,350 | 100.0% |
| 19,834 | 63.3% |
| 11,516 | 36.7% |

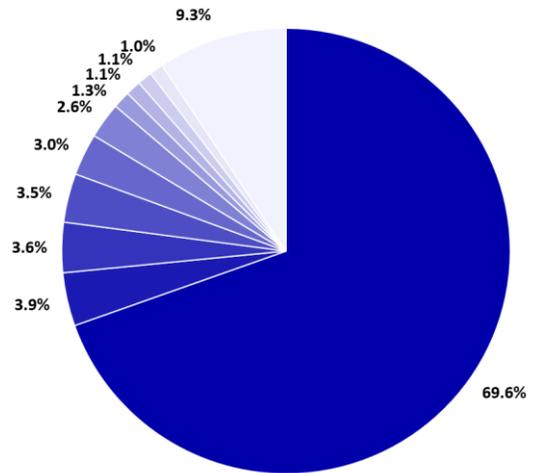
Work in Rutland County and Live In or Outside



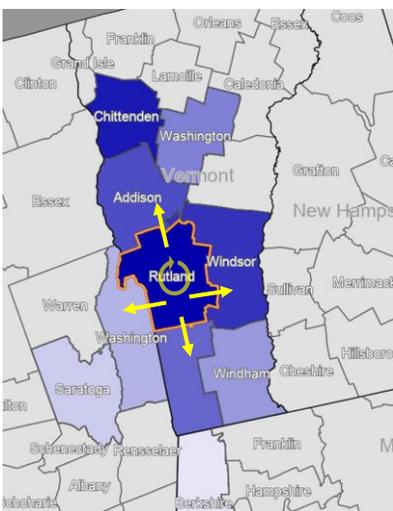
2019

Work In Rutland County 28,508
Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Rutland County, VT | 19,834 |
| Washington County, NY | 1,103 |
| Windsor County, VT | 1,037 |
| Addison County, VT | 1,009 |
| Chittenden County, VT | 867 |
| Bennington County, VT | 743 |
| Windham County, VT | 357 |
| Washington County, VT | 314 |
| Orange County, VT | 304 |
| Franklin County, VT | 281 |
| All Other Locations | 2,659 |



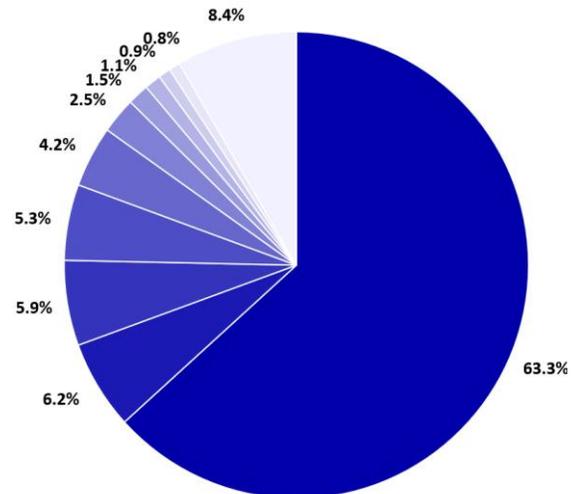
Live In Rutland County and Work In or Outside



2019

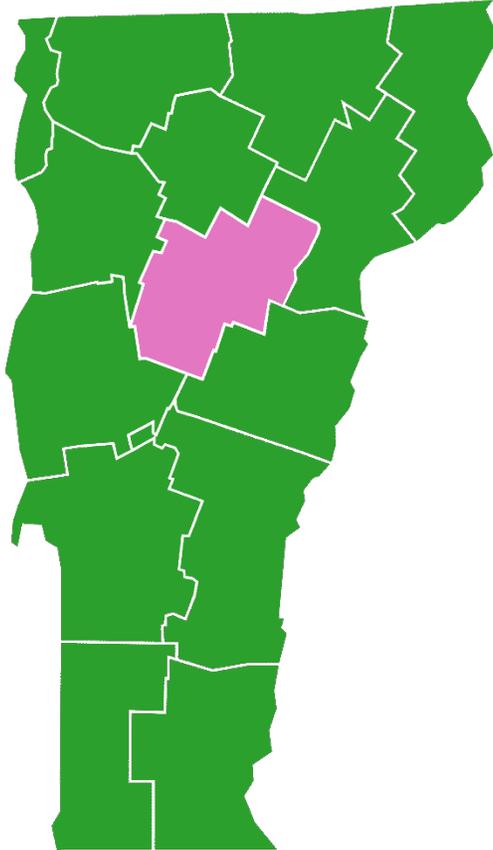
Live In Rutland County 31,350
Top 10 Counties Where they Work

| | |
|-----------------------|--------|
| Rutland County, VT | 19,834 |
| Chittenden County, VT | 1,933 |
| Windsor County, VT | 1,850 |
| Addison County, VT | 1,648 |
| Bennington County, VT | 1,331 |
| Washington County, VT | 779 |
| Windham County, VT | 467 |
| Washington County, NY | 359 |
| Saratoga County, NY | 268 |
| Berkshire County, MA | 248 |
| All Other Locations | 2,633 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Washington County



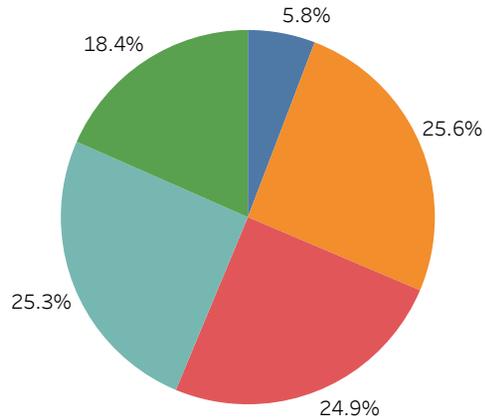
Washington is the third most populous county in the state of Vermont and the sixth largest in size. Its 2020 Census population was 59,809. 2020 per capita income in the county is 109.8% of the statewide average while average quarterly wages (2021) are 105.3% of the statewide wage, the second highest quarterly wage in the state. Large industries in the county include Health care and social assistance (14.1% of all covered employment) and Retail trade (11.4%). Relative to the state as a whole Washington County has a high concentration of the Finance and insurance industry (3.8 percentage points higher than the state share).

In 2021 Washington County had the second largest labor force in the state with a labor force of 32,392. Since 2010 its labor force has decreased by 7.8%. The county's annual average unemployment rate for 2021 was 3.0%, lower than the statewide average of 3.4%. The poverty rate among all Washington County residents was 10.2% in 2020 while among children under 18 it was 15.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.3%) and "two or more races" (2.5%). Of Washington County residents 25 years of age and older 94.2% hold a high school diploma or higher while 43.7% hold a bachelor's degree or higher. People 65 years of age and over constitute 19.6% of the population, a number that is expected to grow to 26.3% by 2030.

Washington County Demographics

Education¹



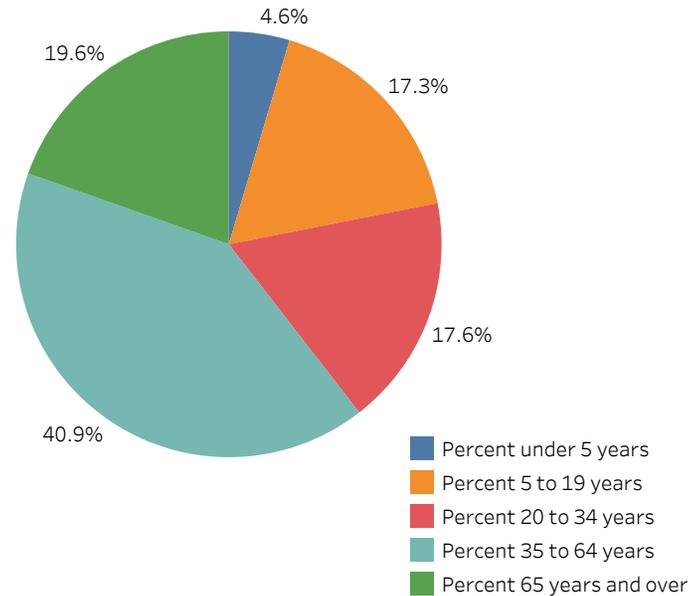
- Percent Less than high school
- Percent High school graduate (includes equivalency)
- Percent Some college or Associate's degree
- Percent Bachelor's degree
- Percent Graduate or professional degree

Race²

| | |
|--|-------|
| Percent White alone | 95.3% |
| Percent Black or African American alone | 0.8% |
| Percent Asian alone | 1.0% |
| Percent American Indian and Alaska Native alone | 0.1% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.1% |
| Percent Some other race alone | 0.3% |
| Percent Two or more races | 2.5% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 5.2% | 4.6% | -0.6% |
| Percent 5 to 19 years | 18.6% | 17.3% | -1.3% |
| Percent 20 to 34 years | 16.8% | 17.6% | 0.8% |
| Percent 35 to 64 years | 44.9% | 40.9% | -4.0% |
| Percent 65 years and over | 14.5% | 19.6% | 5.1% |



- Percent under 5 years
- Percent 5 to 19 years
- Percent 20 to 34 years
- Percent 35 to 64 years
- Percent 65 years and over

1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

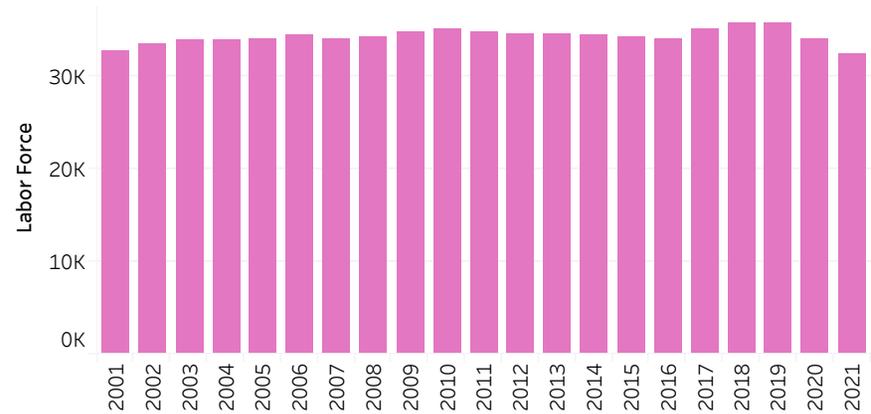
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Washington County Unemployment & Labor Force

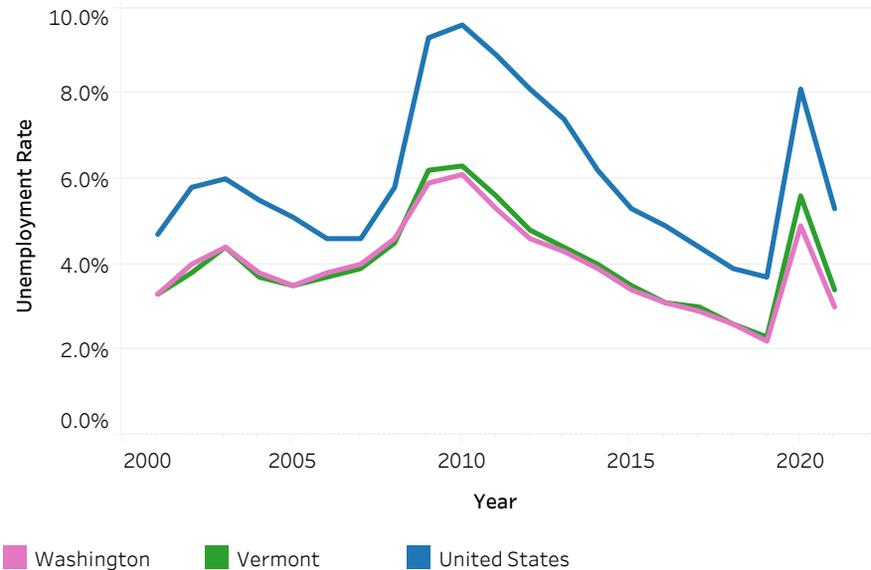
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 32,744 | 1,092 | 31,652 | 3.3% |
| 2002 | 33,472 | 1,355 | 32,117 | 4.0% |
| 2003 | 33,935 | 1,510 | 32,425 | 4.4% |
| 2004 | 33,866 | 1,283 | 32,583 | 3.8% |
| 2005 | 34,056 | 1,208 | 32,848 | 3.5% |
| 2006 | 34,381 | 1,321 | 33,060 | 3.8% |
| 2007 | 34,110 | 1,366 | 32,744 | 4.0% |
| 2008 | 34,257 | 1,567 | 32,690 | 4.6% |
| 2009 | 34,789 | 2,056 | 32,733 | 5.9% |
| 2010 | 35,143 | 2,148 | 32,995 | 6.1% |
| 2011 | 34,819 | 1,857 | 32,962 | 5.3% |
| 2012 | 34,544 | 1,583 | 32,961 | 4.6% |
| 2013 | 34,555 | 1,491 | 33,064 | 4.3% |
| 2014 | 34,412 | 1,345 | 33,067 | 3.9% |
| 2015 | 34,236 | 1,181 | 33,055 | 3.4% |
| 2016 | 34,014 | 1,049 | 32,965 | 3.1% |
| 2017 | 35,215 | 1,037 | 34,178 | 2.9% |
| 2018 | 35,630 | 909 | 34,721 | 2.6% |
| 2019 | 35,748 | 800 | 34,948 | 2.2% |
| 2020 | 34,017 | 1,663 | 32,354 | 4.9% |
| 2021 | 32,392 | 976 | 31,416 | 3.0% |

Labor Force



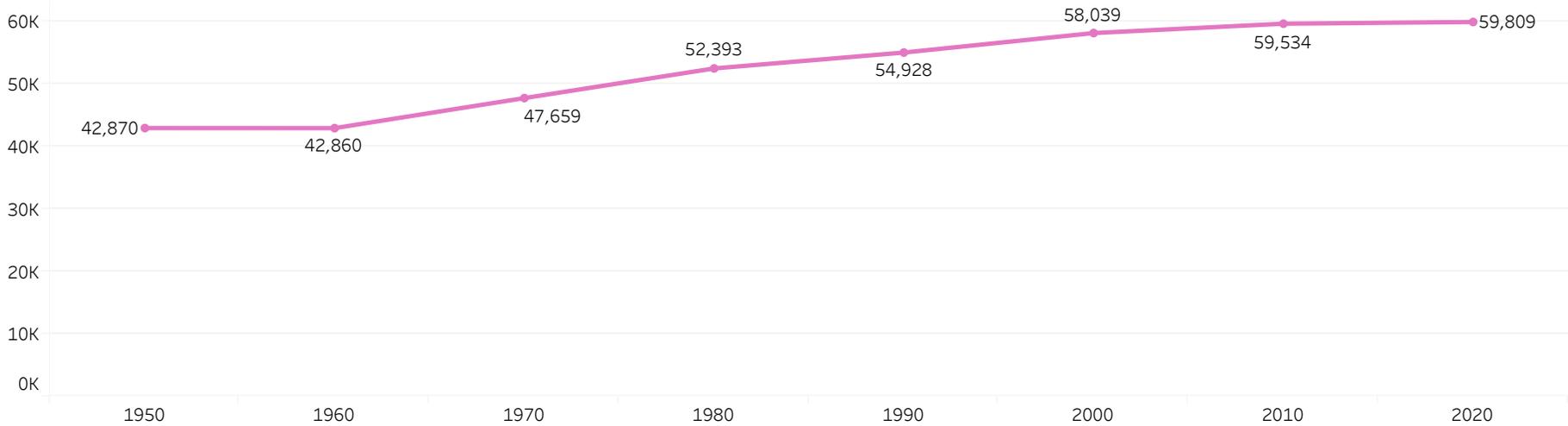
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Washington County Population

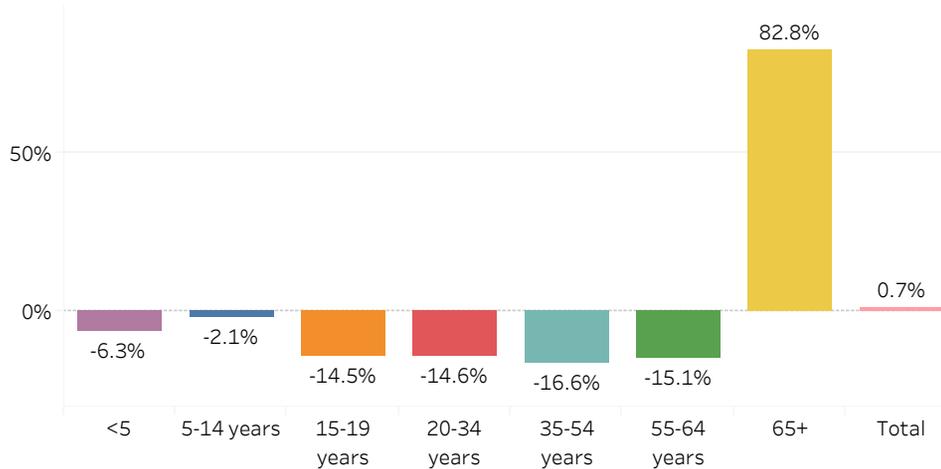
Population Total¹



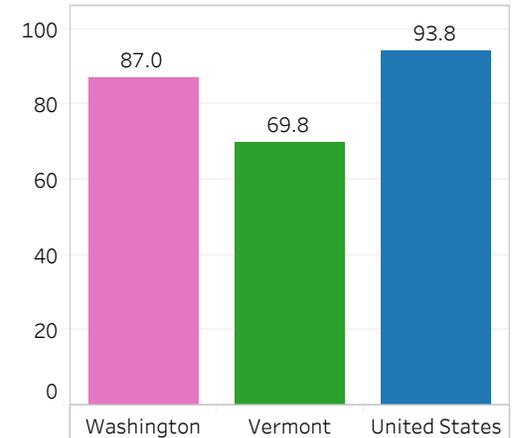
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 2,893 |
| 5-14 years | 6,766 |
| 15-19 years | 3,545 |
| 20-34 years | 8,556 |
| 35-54 years | 14,812 |
| 55-64 years | 7,634 |
| 65+ | 15,753 |
| Total | 59,959 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Washington County Income & Poverty

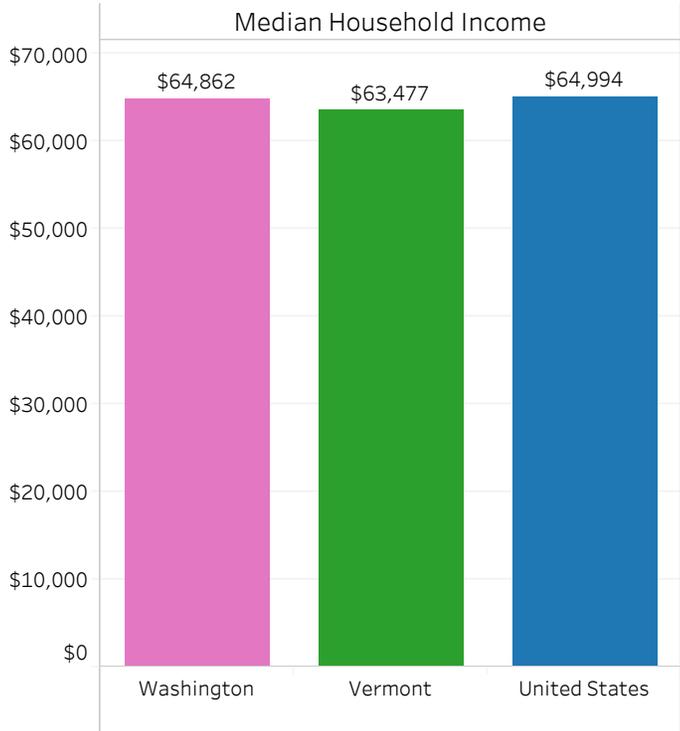
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Washington | \$65,651 | \$64,862 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

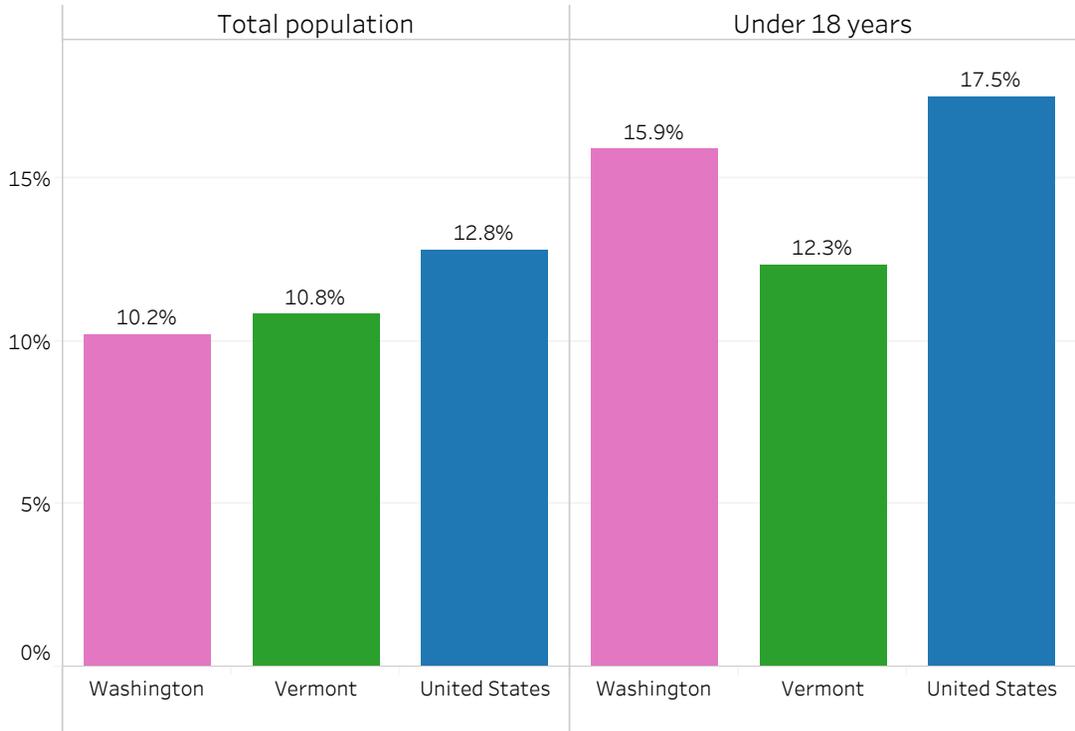
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Washington | 10.2% | 15.9% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

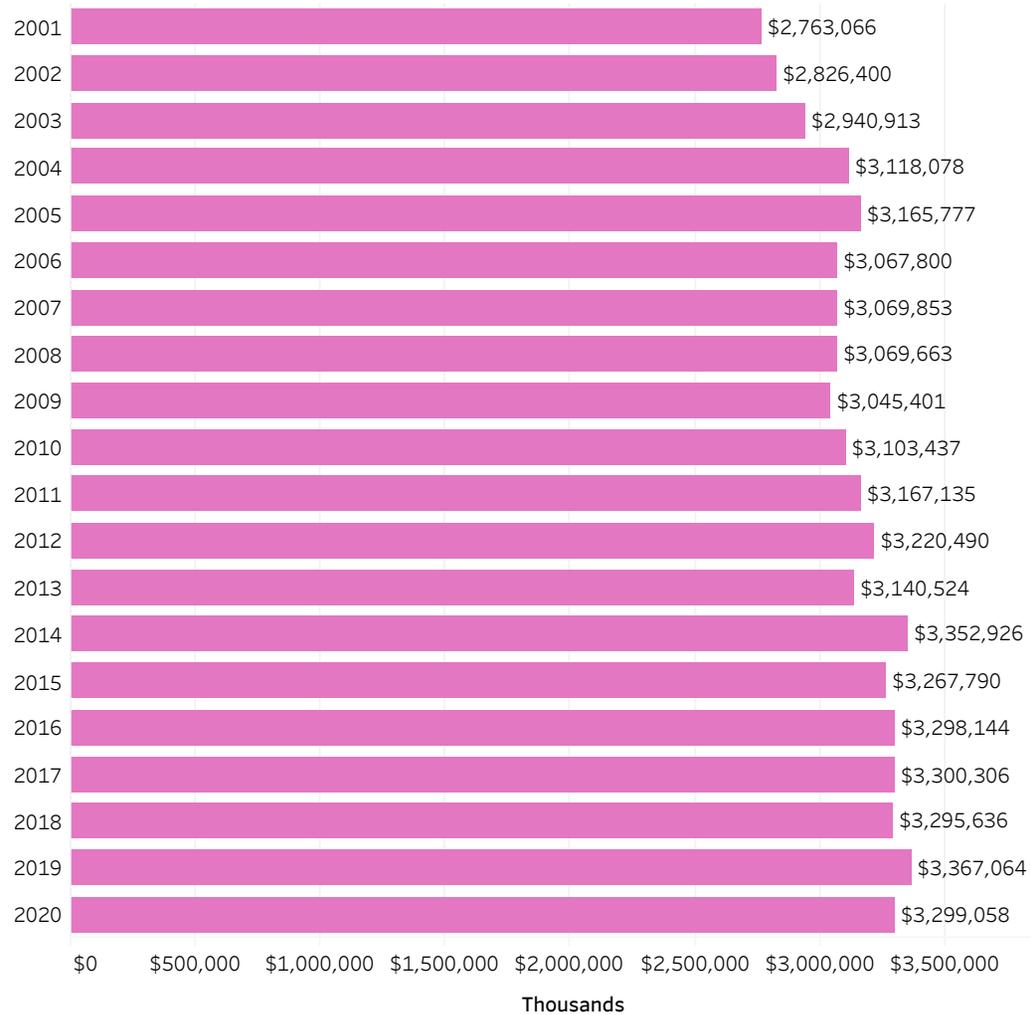


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Washington County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



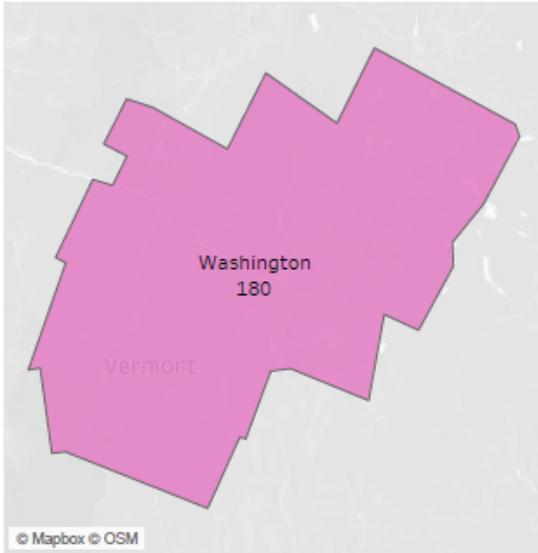
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

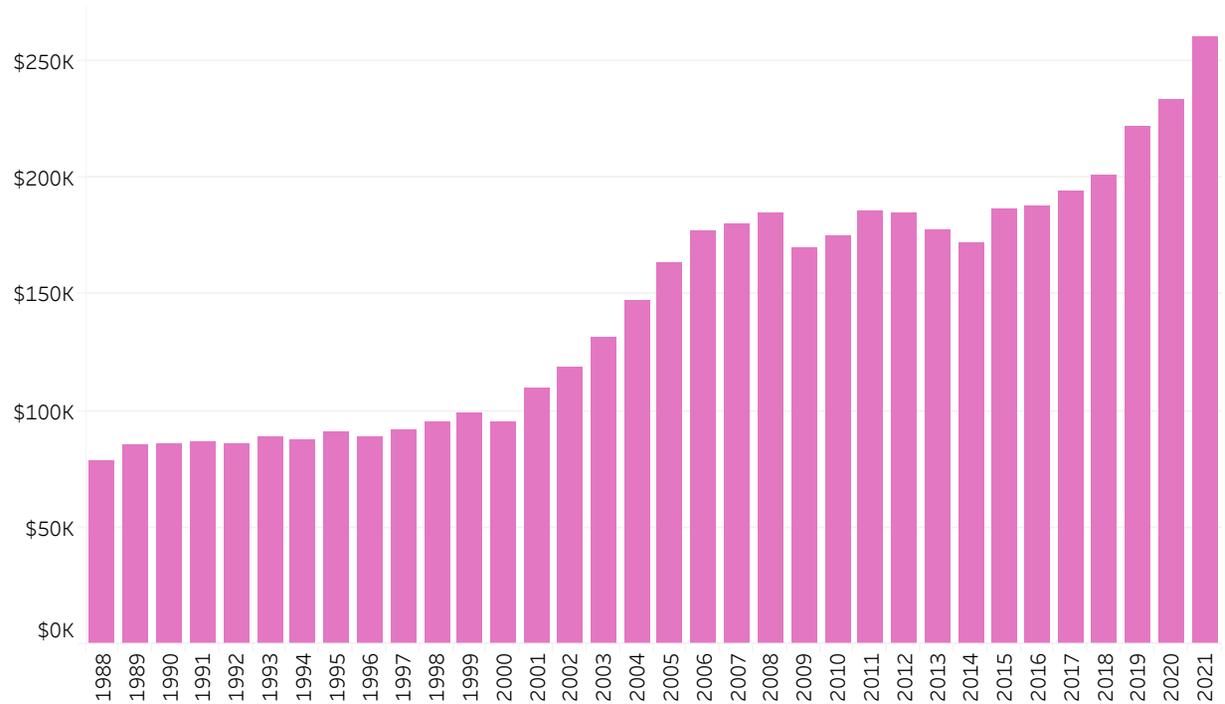
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Washington County Housing

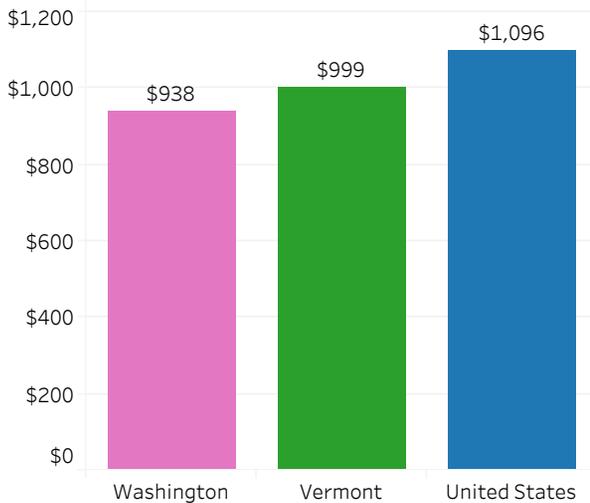
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Washington County Covered Employment

2021 Washington County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 2,774 | 31,557 | \$59,227 | 1.00 |
| Private ownership | 2,589 | 24,102 | \$57,575 | 0.92 |
| Agriculture, forestry, fishing and hunting | 28 | 129 | \$32,067 | 0.34 |
| Mining | 6 | 74 | \$62,321 | 1.13 |
| Construction | 263 | 1,322 | \$55,107 | 0.81 |
| Manufacturing | 125 | 2,170 | \$58,159 | 0.70 |
| Wholesale trade | 138 | 836 | \$61,941 | 0.89 |
| Retail trade | 300 | 3,600 | \$38,973 | 0.95 |
| Transportation and warehousing | 34 | 465 | \$63,387 | 0.67 |
| Utilities | 8 | 229 | \$79,363 | 1.74 |
| Information | 67 | 304 | \$63,771 | 0.71 |
| Finance and insurance | 115 | 2,130 | \$103,221 | 2.31 |
| Real estate and rental and leasing | 59 | 329 | \$43,044 | 1.02 |
| Professional and technical services | 526 | 1,460 | \$88,696 | 0.84 |
| Management of companies and enterprises | 13 | 416 | \$133,160 | 1.87 |
| Administrative and waste services | 210 | 1,027 | \$44,547 | 0.78 |
| Educational services | 67 | 1,386 | \$50,776 | 1.31 |
| Health care and social assistance | 202 | 4,437 | \$57,279 | 0.83 |
| Arts, entertainment, and recreation | 37 | 348 | \$27,192 | 0.87 |
| Accommodation and food services | 144 | 2,298 | \$26,597 | 0.82 |
| Other services, except public administration | 250 | 1,143 | \$53,438 | 1.32 |

Total Covered Employment



Annual Average Wage

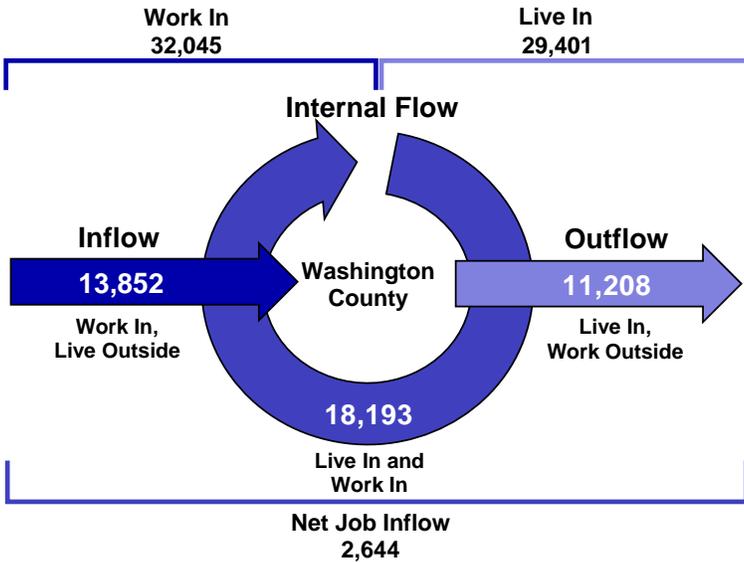


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Washington County Commuting Patterns



Washington County Labor Market

Work In county
Live In county
Net Job Inflow

| 2019 | |
|--------|----------------|
| Count | |
| 32,045 | Work In county |
| 29,401 | Live In county |
| 2,644 | Net Job Inflow |

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|--------|--------|
| 32,045 | 100.0% |
| 18,193 | 56.8% |
| 13,852 | 43.2% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

| Count | Share |
|--------|--------|
| 29,401 | 100.0% |
| 18,193 | 61.9% |
| 11,208 | 38.1% |

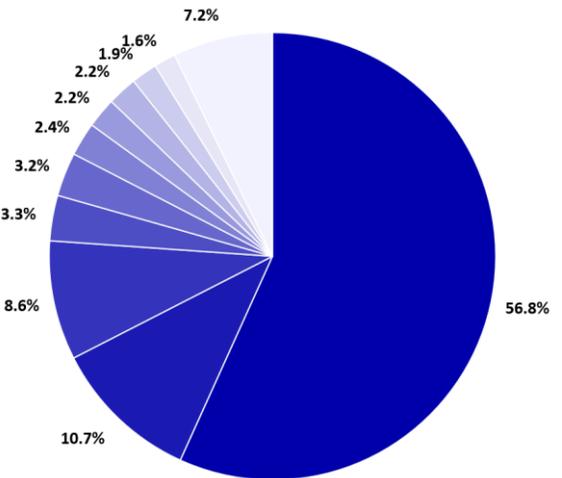
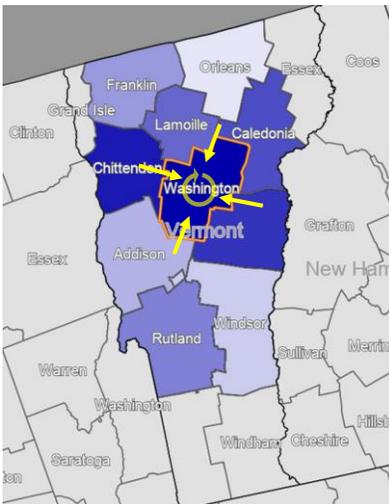
Work in Washington County and Live In or Outside

2019

Work In Washington County 32,045

Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Washington County, VT | 18,193 |
| Chittenden County, VT | 3,434 |
| Orange County, VT | 2,762 |
| Caledonia County, VT | 1,052 |
| Lamoille County, VT | 1,014 |
| Rutland County, VT | 779 |
| Franklin County, VT | 699 |
| Addison County, VT | 689 |
| Windsor County, VT | 606 |
| Orleans County, VT | 505 |
| All Other Locations | 2,312 |



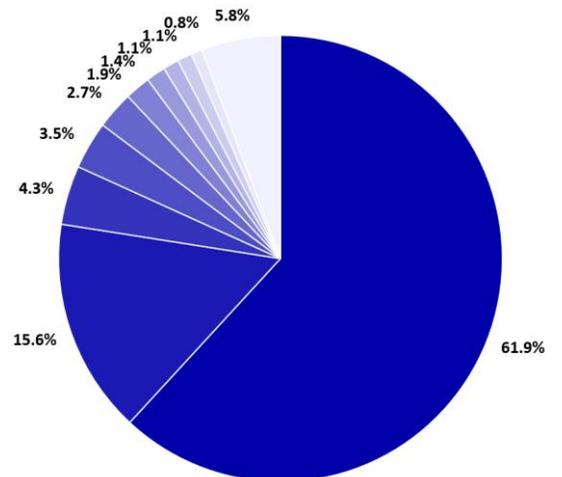
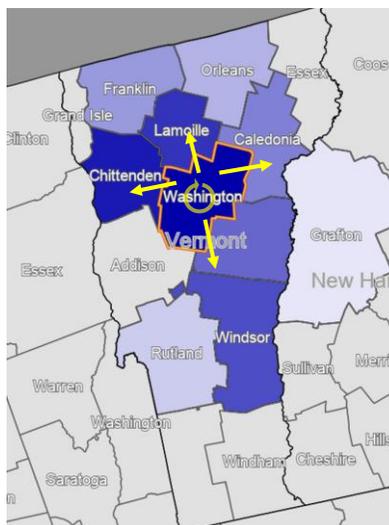
Live In Washington County and Work In or Outside

2019

Live In Washington County 29,401

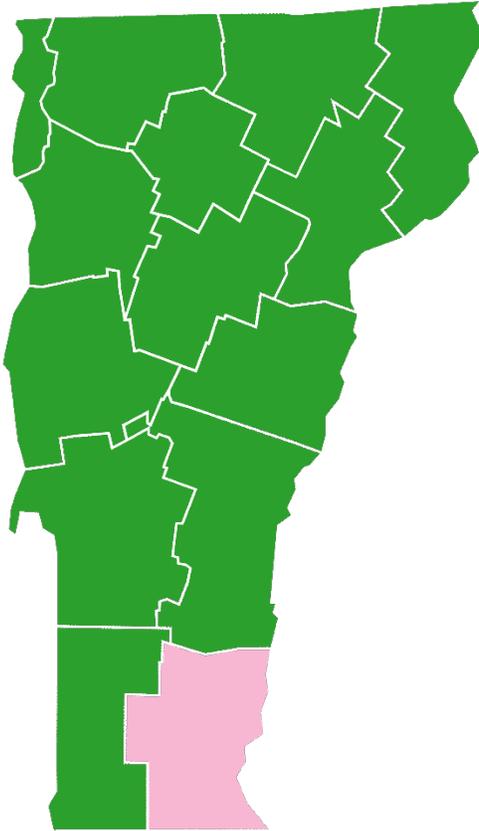
Top 10 Counties Where they Work

| | |
|-----------------------|--------|
| Washington County, VT | 18,193 |
| Chittenden County, VT | 4,583 |
| Lamoille County, VT | 1,259 |
| Windsor County, VT | 1,017 |
| Orange County, VT | 803 |
| Caledonia County, VT | 546 |
| Franklin County, VT | 416 |
| Orleans County, VT | 337 |
| Rutland County, VT | 314 |
| Grafton County, NH | 235 |
| All Other Locations | 1,698 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Windham County



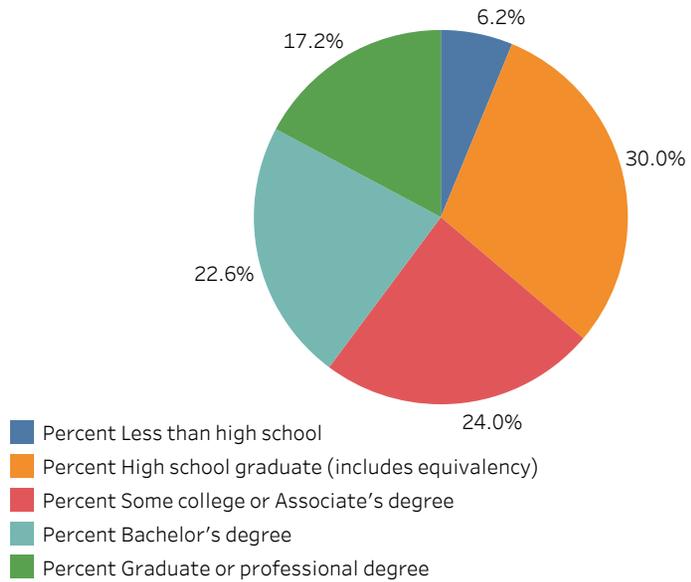
Windham is the sixth most populous county in the state of Vermont and the third largest in size. Its 2020 Census population was 45,905. 2020 per capita income in the county is 95.6% of the statewide average while average quarterly wages (2021) are 89.9% of the statewide wage, the eighth highest quarterly wage in the state. Large industries in the county include Health care and social assistance (15.1% of all covered employment) and Retail trade (11.9%). Relative to the state as a whole Windham County has a high concentration of the Educational services industry (2.8 percentage points higher than the state share).

In 2021 Windham County had the sixth largest labor force in the state with a labor force of 20,410. Since 2010 its labor force has decreased by 19.8%. The county's annual average unemployment rate for 2021 was 4.4%, lower than the statewide average of 3.4%. The poverty rate among all Windham County residents was 13.4% in 2020 while among children under 18 it was 18.3%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (94.3%) and "two or more races" (2.8%). Of Windham County residents 25 years of age and older 93.8% hold a high school diploma or higher while 39.7% hold a bachelor's degree or higher. People 65 years of age and over constitute 22.7% of the population, a number that is expected to grow to 30.0% by 2030.

Windham County Demographics

Education¹

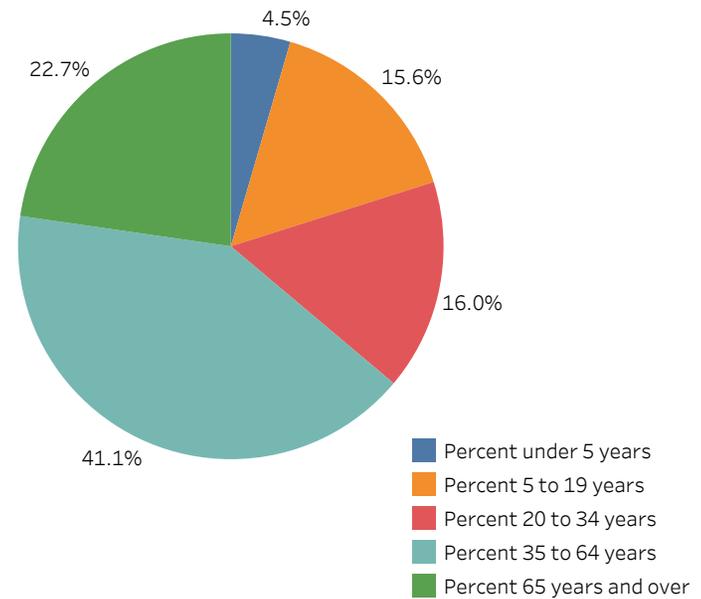


Race²

| | |
|--|-------|
| Percent White alone | 94.3% |
| Percent Black or African American alone | 1.2% |
| Percent Asian alone | 1.2% |
| Percent American Indian and Alaska Native alone | 0.2% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.3% |
| Percent Two or more races | 2.8% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 4.8% | 4.5% | -0.3% |
| Percent 5 to 19 years | 17.5% | 15.6% | -1.9% |
| Percent 20 to 34 years | 16.1% | 16.0% | -0.1% |
| Percent 35 to 64 years | 45.5% | 41.1% | -4.4% |
| Percent 65 years and over | 16.1% | 22.7% | 6.6% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

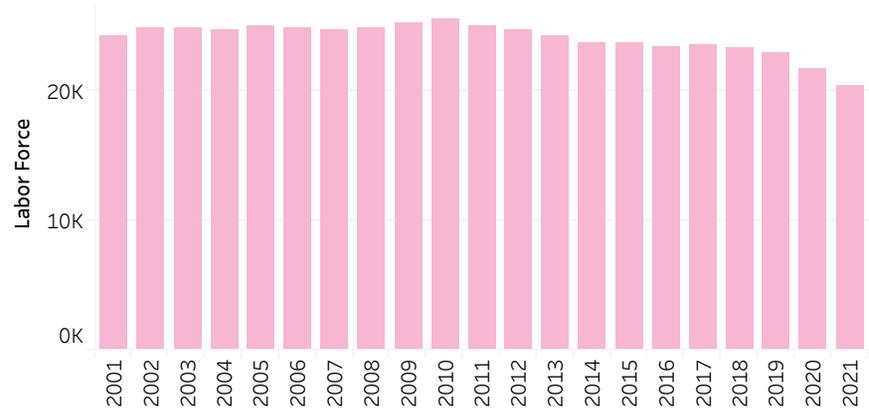
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Windham County Unemployment & Labor Force

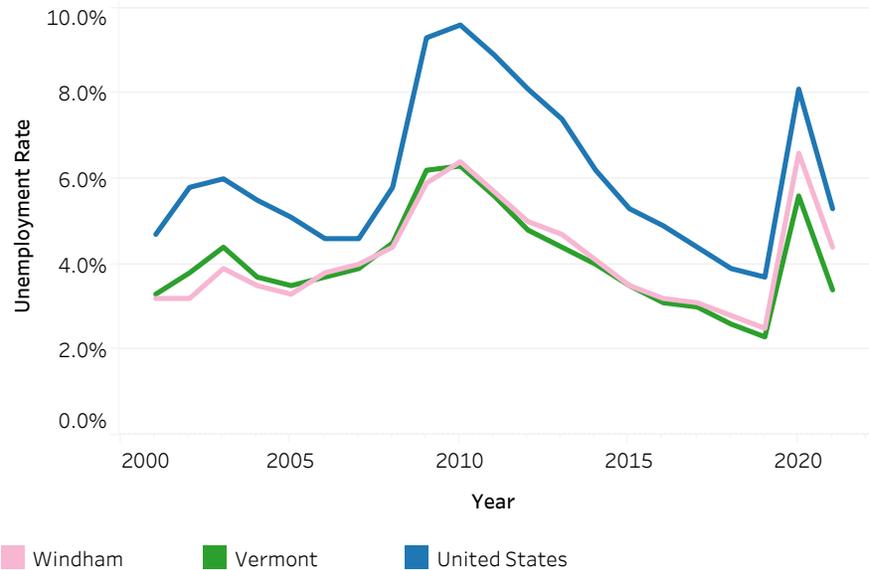
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 24,150 | 771 | 23,379 | 3.2% |
| 2002 | 24,718 | 798 | 23,920 | 3.2% |
| 2003 | 24,733 | 974 | 23,759 | 3.9% |
| 2004 | 24,699 | 863 | 23,836 | 3.5% |
| 2005 | 24,905 | 833 | 24,072 | 3.3% |
| 2006 | 24,777 | 937 | 23,840 | 3.8% |
| 2007 | 24,670 | 986 | 23,684 | 4.0% |
| 2008 | 24,761 | 1,095 | 23,666 | 4.4% |
| 2009 | 25,228 | 1,492 | 23,736 | 5.9% |
| 2010 | 25,456 | 1,623 | 23,833 | 6.4% |
| 2011 | 24,953 | 1,419 | 23,534 | 5.7% |
| 2012 | 24,604 | 1,238 | 23,366 | 5.0% |
| 2013 | 24,075 | 1,128 | 22,947 | 4.7% |
| 2014 | 23,623 | 976 | 22,647 | 4.1% |
| 2015 | 23,577 | 832 | 22,745 | 3.5% |
| 2016 | 23,294 | 749 | 22,545 | 3.2% |
| 2017 | 23,460 | 727 | 22,733 | 3.1% |
| 2018 | 23,193 | 648 | 22,545 | 2.8% |
| 2019 | 22,799 | 571 | 22,228 | 2.5% |
| 2020 | 21,680 | 1,441 | 20,239 | 6.6% |
| 2021 | 20,410 | 904 | 19,506 | 4.4% |

Labor Force



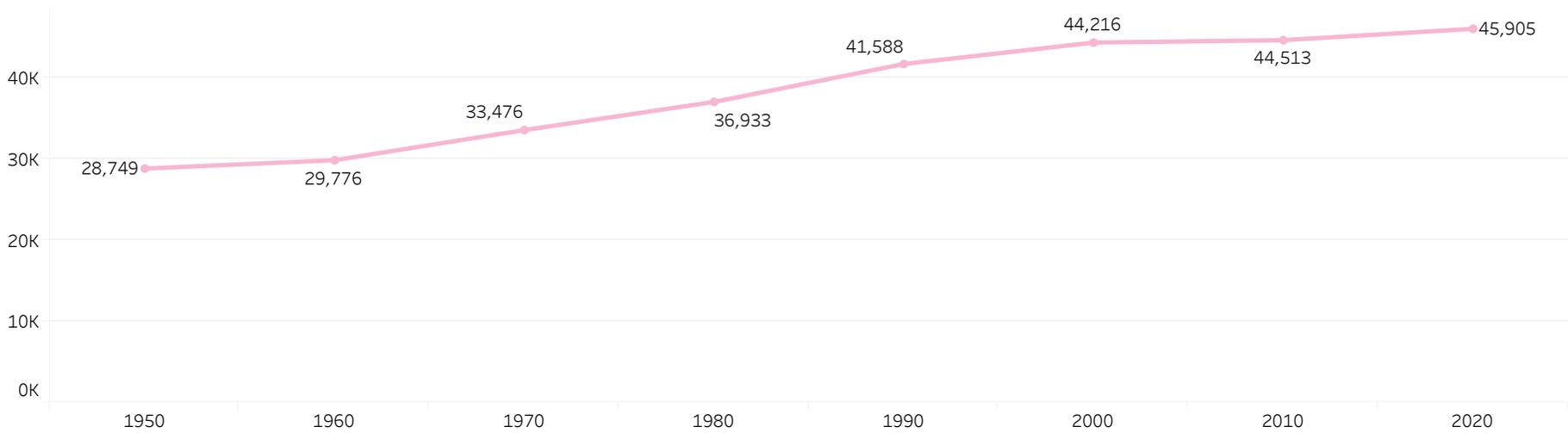
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Windham County Population

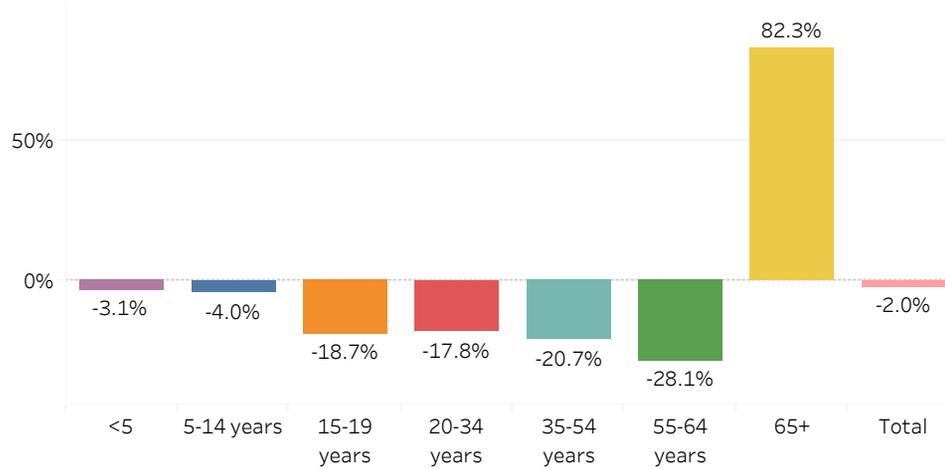
Population Total¹



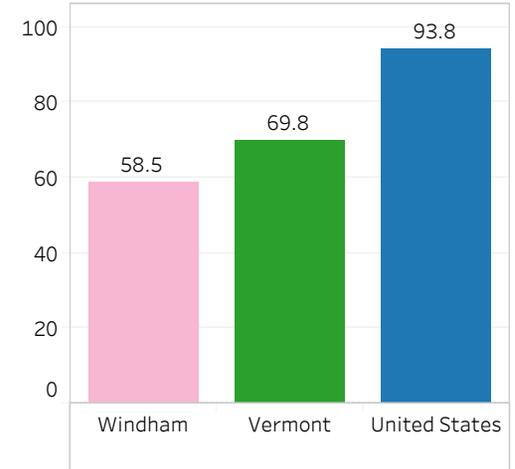
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 2,081 |
| 5-14 years | 4,773 |
| 15-19 years | 2,309 |
| 20-34 years | 5,877 |
| 35-54 years | 10,214 |
| 55-64 years | 5,289 |
| 65+ | 13,067 |
| Total | 43,610 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Windham County Income & Poverty

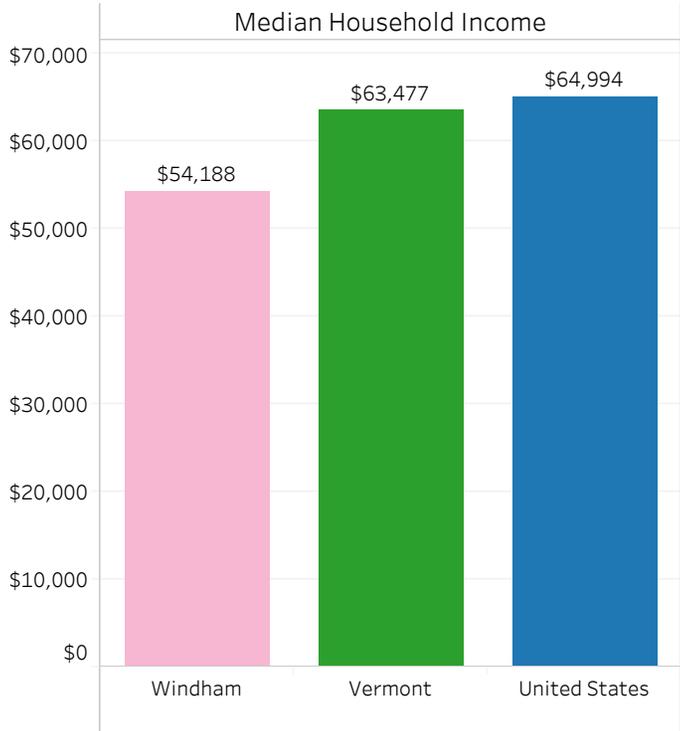
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Windham | \$55,445 | \$54,188 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

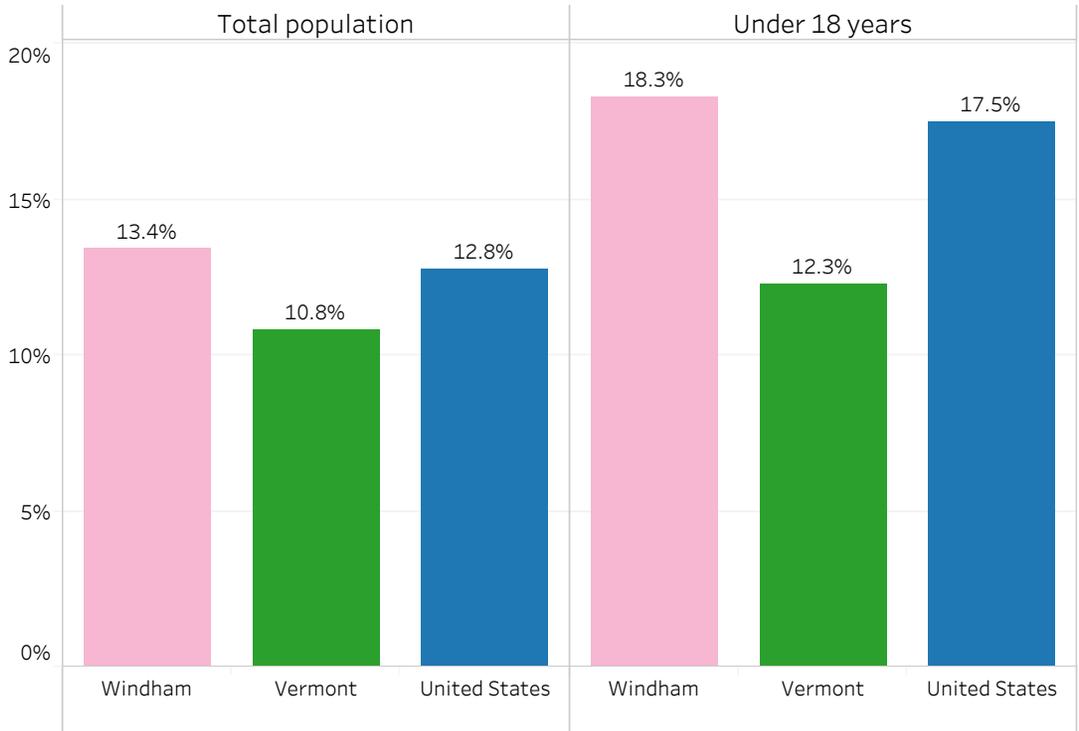
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Windham | 13.4% | 18.3% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

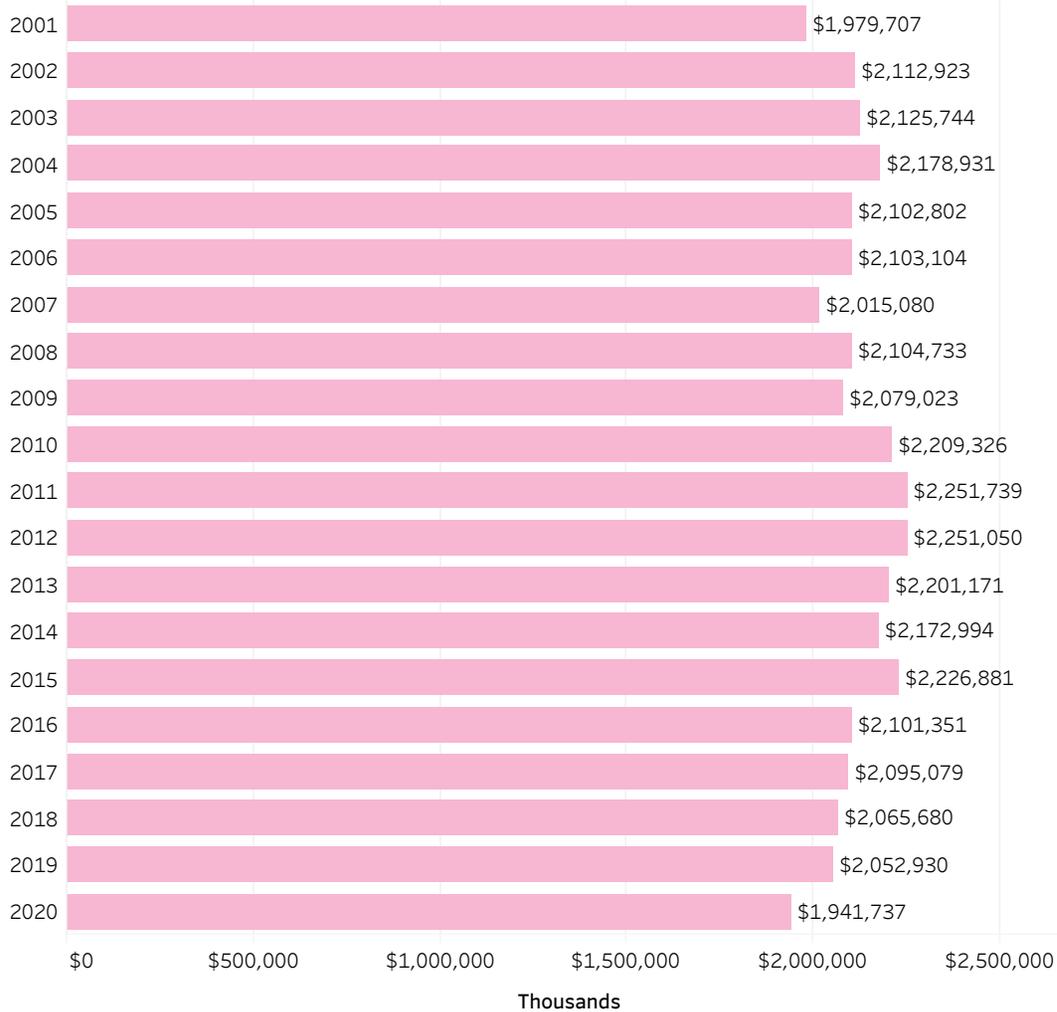


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Windham County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



Source: Bureau of Economic Analysis.

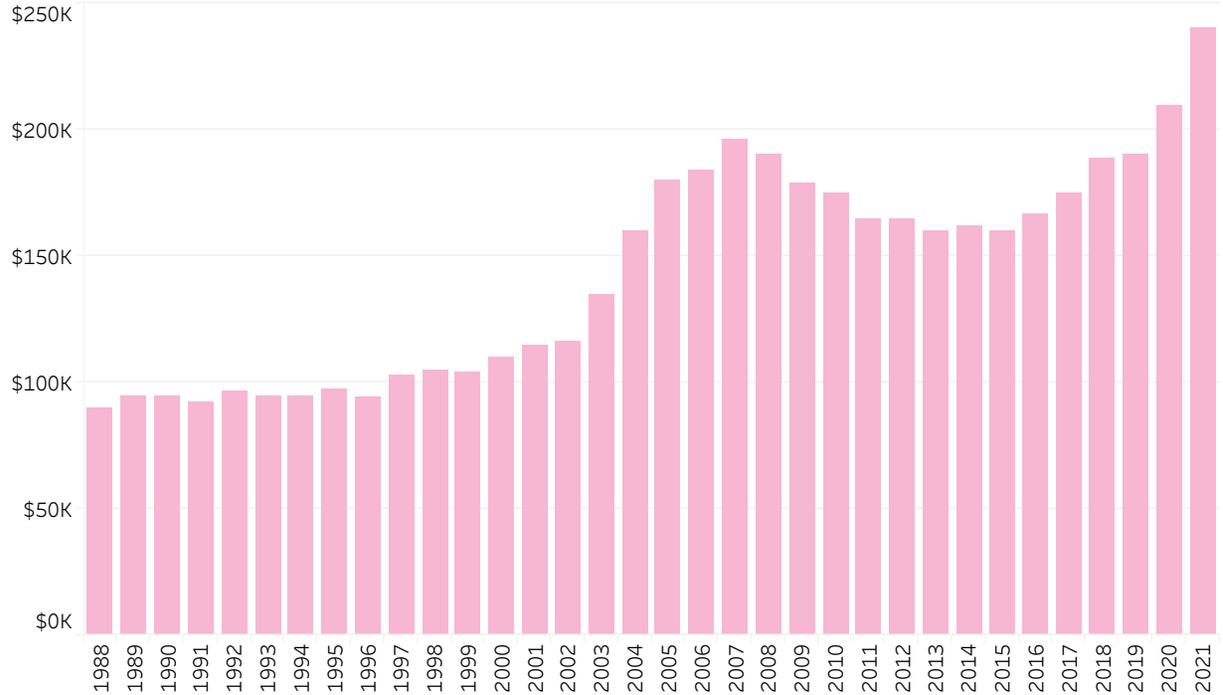
Real GDP is in thousands of chained 2012 dollars.
 Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Windham County Housing

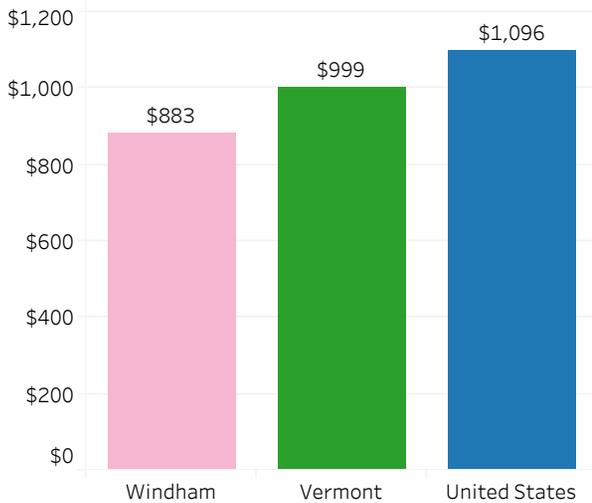
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)
Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.
2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)
Description: The median price of primary residences sold.
3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Windham County Covered Employment

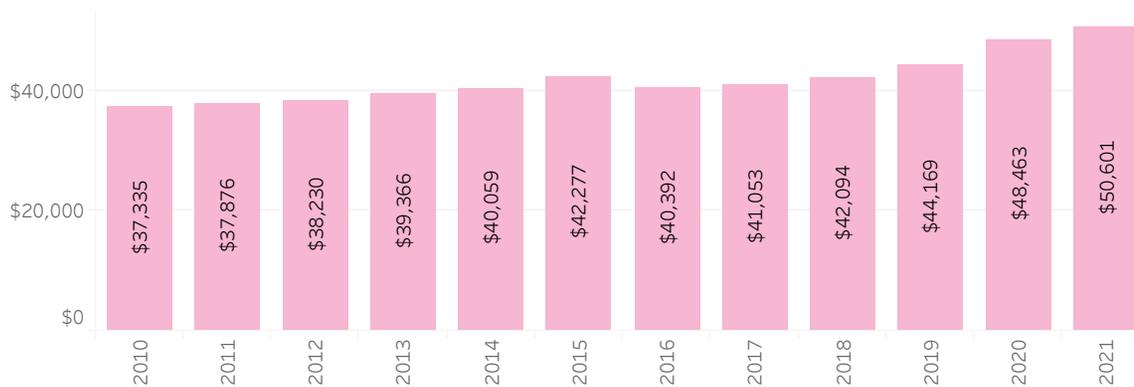
2021 Windham County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 2,141 | 18,831 | \$50,601 | 1.00 |
| Private ownership | 2,040 | 16,248 | \$51,030 | 1.04 |
| Agriculture, forestry, fishing and hunting | 37 | (s) | (s) | (s) |
| Mining | 2 | (s) | (s) | (s) |
| Construction | 226 | 1,032 | \$54,347 | 1.06 |
| Manufacturing | 96 | 2,177 | \$60,198 | 1.18 |
| Wholesale trade | 105 | 827 | \$63,380 | 1.48 |
| Retail trade | 213 | 2,235 | \$38,296 | 0.99 |
| Transportation and warehousing | 46 | 512 | \$54,795 | 1.23 |
| Utilities | 6 | 64 | \$133,006 | 0.82 |
| Information | 50 | 145 | \$78,196 | 0.56 |
| Finance and insurance | 69 | 471 | \$77,189 | 0.86 |
| Real estate and rental and leasing | 76 | 232 | \$49,639 | 1.20 |
| Professional and technical services | 322 | 705 | \$91,982 | 0.68 |
| Management of companies and enterprises | 3 | (s) | (s) | (s) |
| Administrative and waste services | 190 | (s) | (s) | (s) |
| Educational services | 71 | 1,153 | \$44,852 | 1.83 |
| Health care and social assistance | 168 | 2,840 | \$54,164 | 0.89 |
| Arts, entertainment, and recreation | 38 | 266 | \$29,671 | 1.11 |
| Accommodation and food services | 178 | 2,024 | \$27,648 | 1.22 |
| Other services, except public administration | 146 | 539 | \$42,761 | 1.05 |

Total Covered Employment



Annual Average Wage

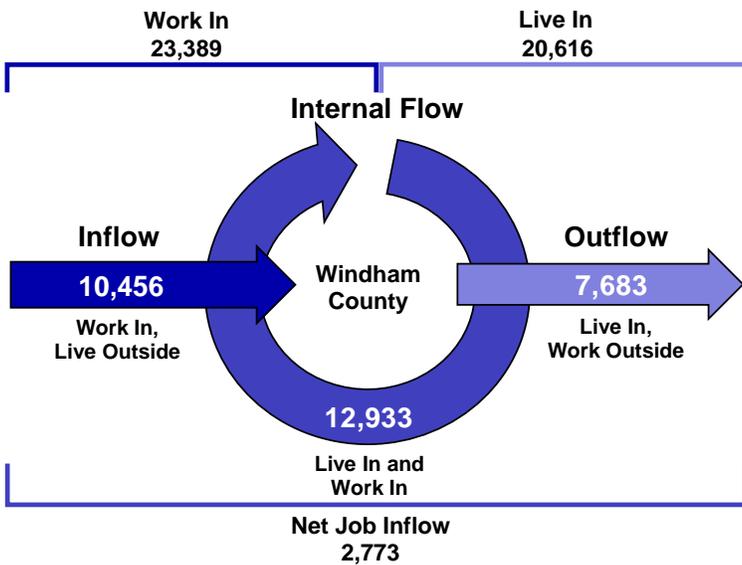


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Windham County Commuting Patterns



Windham County Labor Market

Work In county
Live In county
Net Job Inflow

| 2019 | |
|--------|----------------|
| Count | |
| 23,389 | Work In county |
| 20,616 | Live In county |
| 2,773 | Net Job Inflow |

Work In

Work In county
Work In and Live In county
Work In county but Live Outside (Inflow)

| Count | Share |
|--------|--------|
| 23,389 | 100.0% |
| 12,933 | 55.3% |
| 10,456 | 44.7% |

Live In

Live In county
Live In and Work In county
Live In county but Work Outside (Outflow)

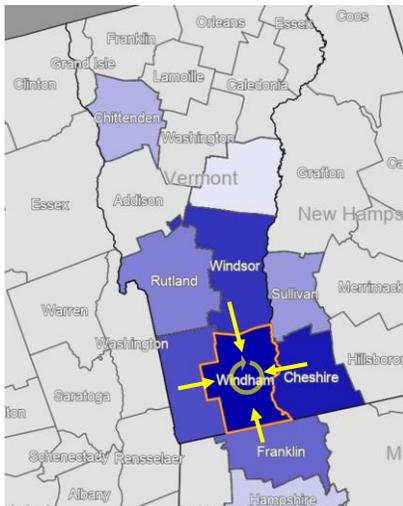
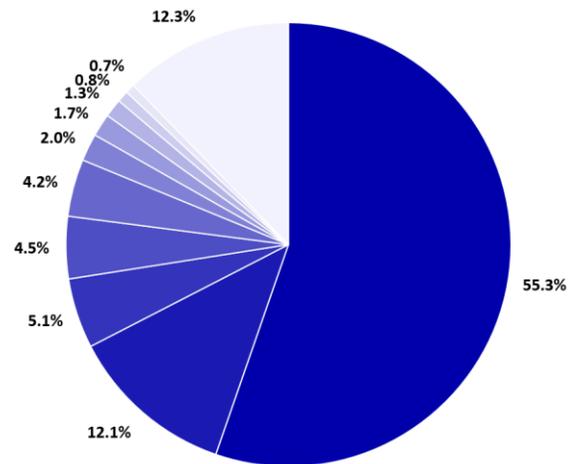
| Count | Share |
|--------|--------|
| 20,616 | 100.0% |
| 12,933 | 62.7% |
| 7,683 | 37.3% |

Work in Windham County and Live In or Outside

2019

Work In Windham County 23,389 Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Windham County, VT | 12,933 |
| Cheshire County, NH | 2,836 |
| Windsor County, VT | 1,193 |
| Bennington County, VT | 1,059 |
| Franklin County, MA | 976 |
| Rutland County, VT | 467 |
| Sullivan County, NH | 388 |
| Chittenden County, VT | 312 |
| Hampshire County, MA | 196 |
| Orange County, VT | 160 |
| All Other Locations | 2,869 |

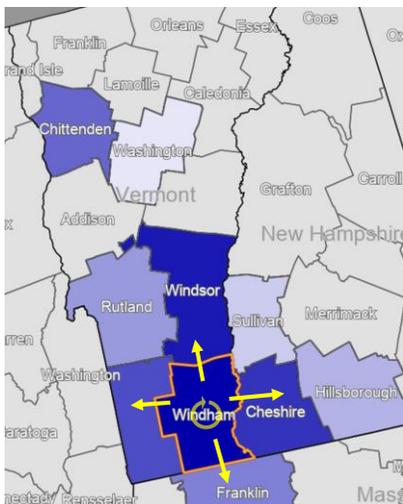
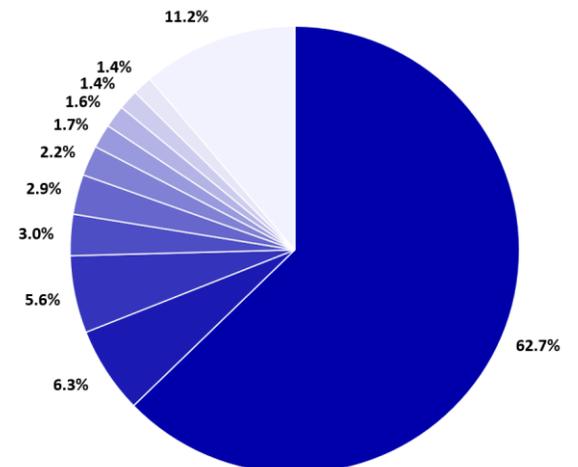


Live In Windham County and Work In or Outside

2019

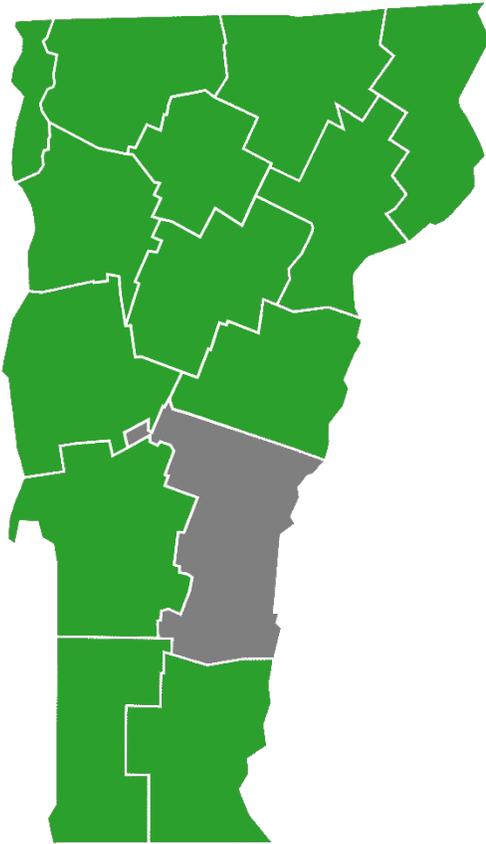
Live In Windham County 20,616 Top 10 Counties Where they Work

| | |
|-------------------------|--------|
| Windham County, VT | 12,933 |
| Windsor County, VT | 1,291 |
| Cheshire County, NH | 1,152 |
| Bennington County, VT | 614 |
| Chittenden County, VT | 594 |
| Franklin County, MA | 451 |
| Rutland County, VT | 357 |
| Hillsborough County, NH | 335 |
| Sullivan County, NH | 296 |
| Washington County, VT | 292 |
| All Other Locations | 2,301 |



Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

Windsor County



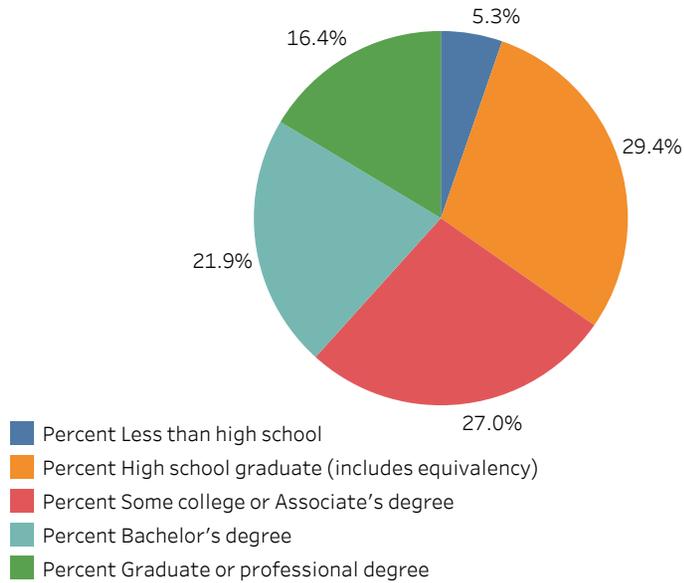
Windsor is the fourth most populous county in the state of Vermont and the largest in size. Its 2020 Census population was 57,753. 2020 per capita income in the county is 107.8% of the statewide average while average quarterly wages (2021) are 96.7% of the statewide wage, the third highest quarterly wage in the state. Large industries in the county include Health care and social assistance (13.5% of all covered employment) and Accommodation and food services (12.8%). Relative to the state as a whole Windsor County has a high concentration of the Arts, entertainment, and recreation industry (1.1 percentage points higher than the state share).

In 2021 Windsor County had the fourth largest labor force in the state with a labor force of 28,071. Since 2010 its labor force has decreased by 12.0%. The county's annual average unemployment rate for 2021 was 3.3%, slightly lower than the statewide average of 3.4%. The poverty rate among all Windsor County residents was 9.4% in 2020 while among children under 18 it was 10.9%, compared to the statewide averages of 10.8% and 12.3%, respectively.

The major racial groups by percentage of the population were "White alone" (95.6%) and "two or more races" (2.1%). Of Windsor County residents 25 years of age and older 94.7% hold a high school diploma or higher while 38.4% hold a bachelor's degree or higher. People 65 years of age and over constitute 23.4% of the population, a number that is expected to grow to 29.9% by 2030.

Windsor County Demographics

Education¹

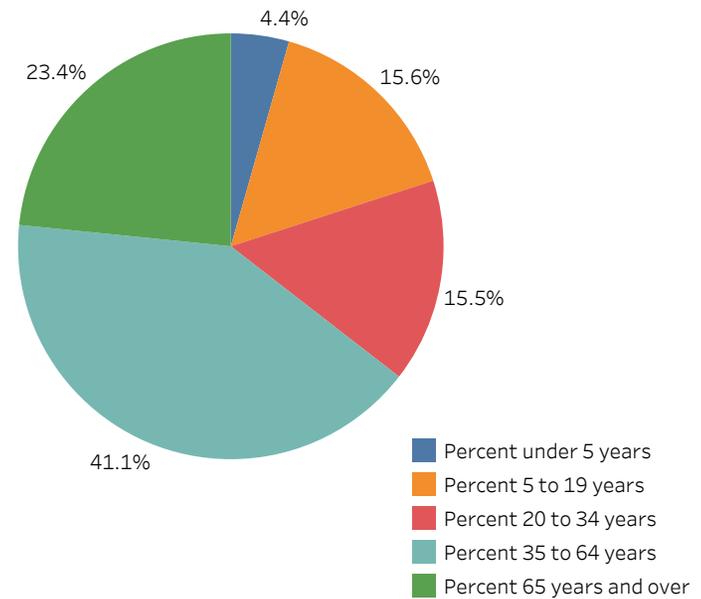


Race²

| | |
|--|-------|
| Percent White alone | 95.6% |
| Percent Black or African American alone | 0.7% |
| Percent Asian alone | 1.0% |
| Percent American Indian and Alaska Native alone | 0.2% |
| Percent Native Hawaiian and Other Pacific Islander alone | 0.0% |
| Percent Some other race alone | 0.5% |
| Percent Two or more races | 2.1% |

Age³

| | 2010 | 2020 | Change |
|---------------------------|-------|-------|--------|
| Percent under 5 years | 4.7% | 4.4% | -0.3% |
| Percent 5 to 19 years | 17.0% | 15.6% | -1.4% |
| Percent 20 to 34 years | 15.3% | 15.5% | 0.2% |
| Percent 35 to 64 years | 45.2% | 41.1% | -4.1% |
| Percent 65 years and over | 17.8% | 23.4% | 5.6% |



1. Highest level of education completed for the population 25 years and over, 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates

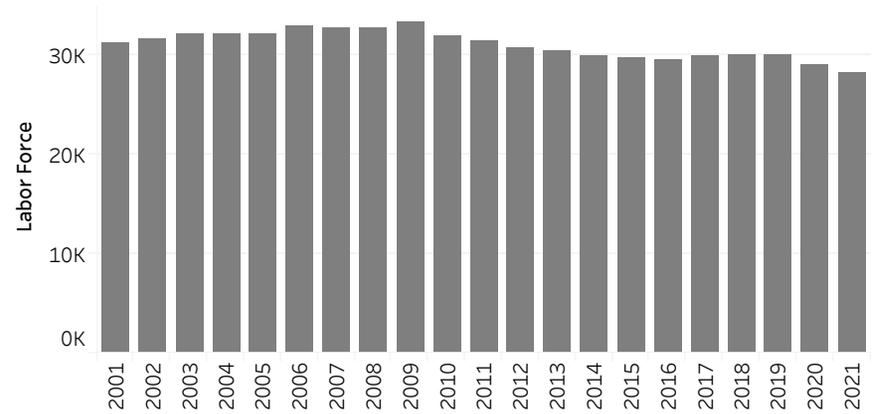
3. 2010 Decennial Census data and 2016-2020 ACS 5-year estimates

Windsor County Unemployment & Labor Force

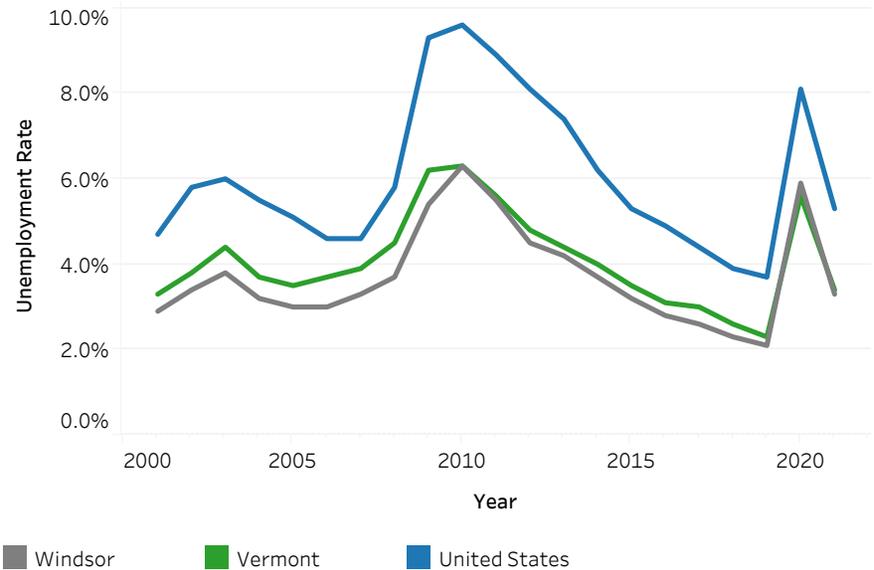
Employment by Place of Residence

| Period | Labor Force | Unemployment | Employment | Unemployment Rate |
|--------|-------------|--------------|------------|-------------------|
| 2001 | 31,152 | 910 | 30,242 | 2.9% |
| 2002 | 31,562 | 1,065 | 30,497 | 3.4% |
| 2003 | 32,003 | 1,208 | 30,795 | 3.8% |
| 2004 | 32,105 | 1,034 | 31,071 | 3.2% |
| 2005 | 32,129 | 954 | 31,175 | 3.0% |
| 2006 | 32,871 | 992 | 31,879 | 3.0% |
| 2007 | 32,661 | 1,081 | 31,580 | 3.3% |
| 2008 | 32,709 | 1,203 | 31,506 | 3.7% |
| 2009 | 33,274 | 1,810 | 31,464 | 5.4% |
| 2010 | 31,913 | 2,022 | 29,891 | 6.3% |
| 2011 | 31,333 | 1,733 | 29,600 | 5.5% |
| 2012 | 30,650 | 1,389 | 29,261 | 4.5% |
| 2013 | 30,300 | 1,271 | 29,029 | 4.2% |
| 2014 | 29,835 | 1,112 | 28,723 | 3.7% |
| 2015 | 29,621 | 943 | 28,678 | 3.2% |
| 2016 | 29,429 | 835 | 28,594 | 2.8% |
| 2017 | 29,856 | 768 | 29,088 | 2.6% |
| 2018 | 29,966 | 687 | 29,279 | 2.3% |
| 2019 | 30,044 | 620 | 29,424 | 2.1% |
| 2020 | 29,011 | 1,699 | 27,312 | 5.9% |
| 2021 | 28,071 | 926 | 27,145 | 3.3% |

Labor Force



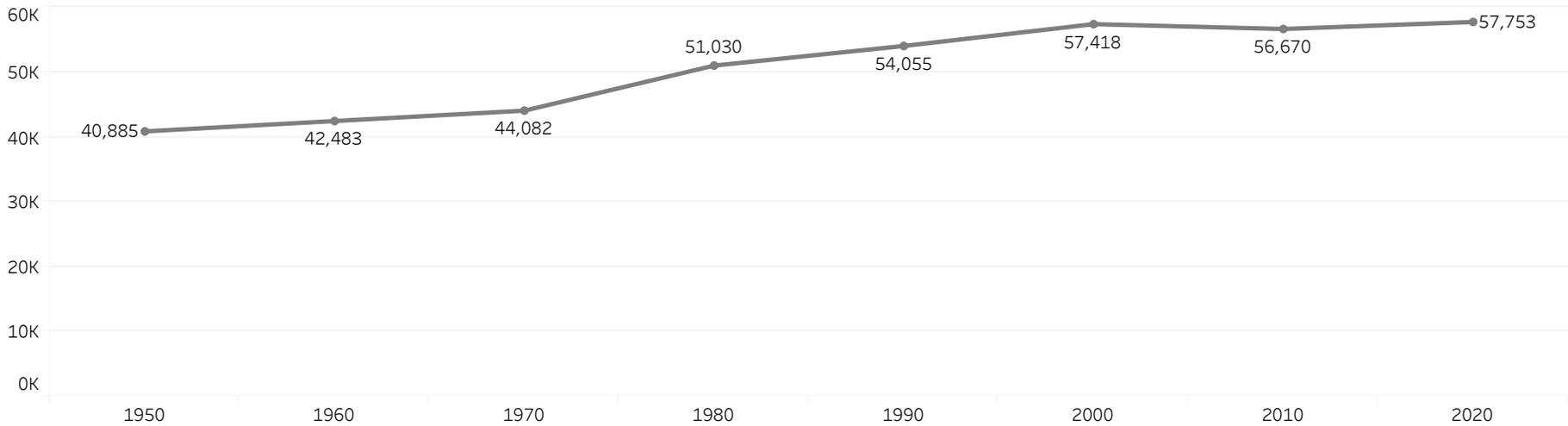
Unemployment Rate



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence. Vintage 2021, released 3/14/2022.
 NOTE: LAUS Residency-based employment is not comparable to QCEW work based employment.
 NOTE: Detail may not add to totals due to rounding

Windsor County Population

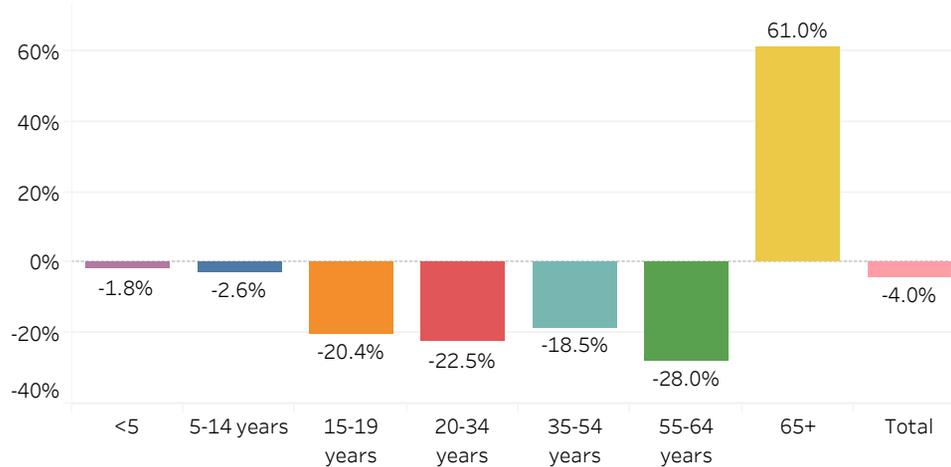
Population Total¹



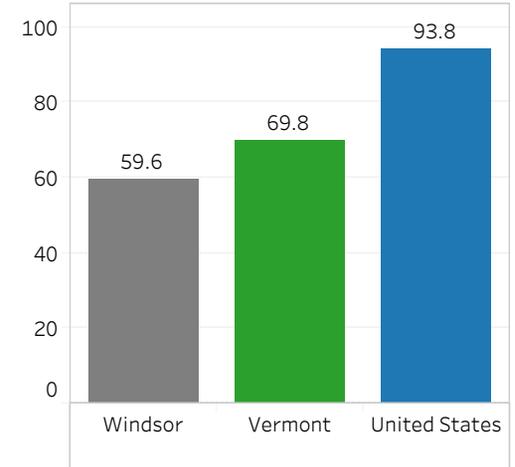
Population Projections 2030²

| | |
|--------------|---------------|
| <5 | 2,625 |
| 5-14 years | 6,210 |
| 15-19 years | 2,583 |
| 20-34 years | 6,743 |
| 35-54 years | 13,381 |
| 55-64 years | 6,606 |
| 65+ | 16,249 |
| Total | 54,397 |

Projected Population Change by Age Cohort, 2010 - 2030



Population per Square Mile³



1. Decennial Census total population counts, <https://data.census.gov/cedsci/>

2. Percent changes are calculated as simple percent changes and are not on an annual basis.

Source of Projections: Vermont Agency of Commerce & Community Development, <http://accd.vermont.gov/>.

3. Land area: 2010 Decennial Census, Population: 2020 Decennial Census

Windsor County Income & Poverty

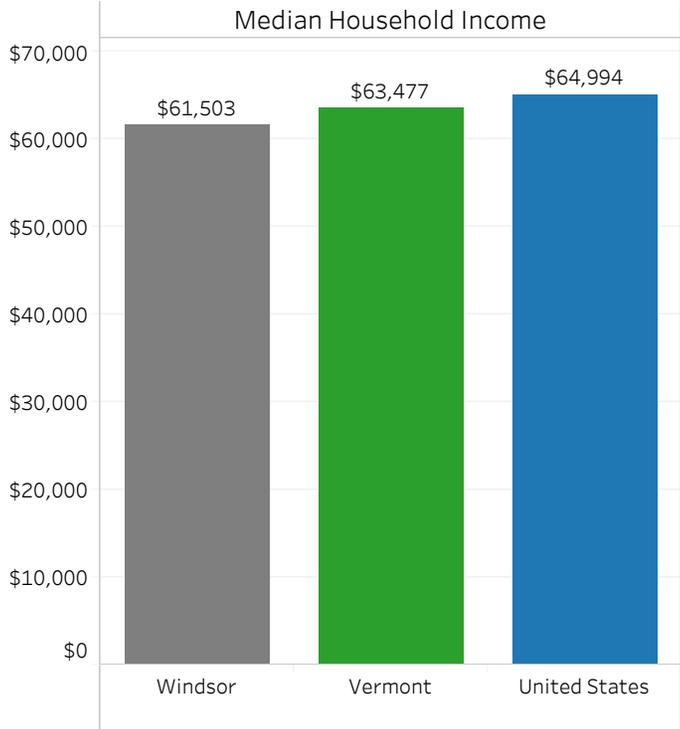
Median Household Income¹

| Area | 2010 | 2020 |
|---------------|----------|----------|
| Windsor | \$60,405 | \$61,503 |
| Vermont | \$61,530 | \$63,477 |
| United States | \$61,617 | \$64,994 |

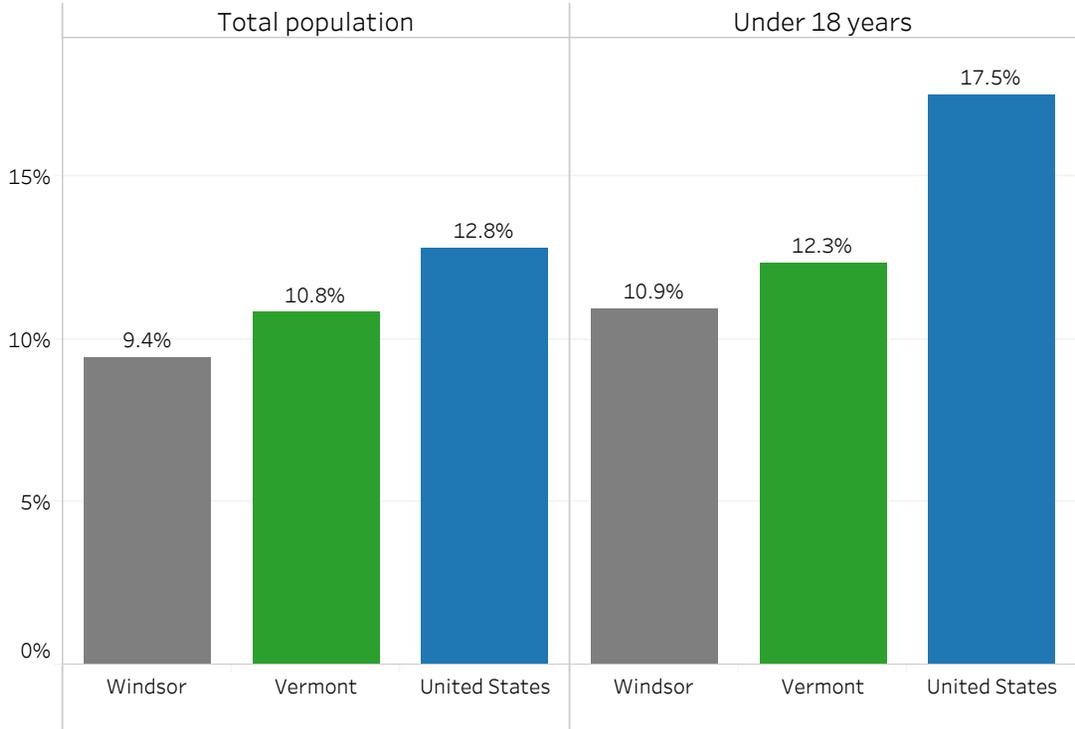
Poverty Rate²

| Area | Total population | Under 18 years |
|---------------|------------------|----------------|
| Windsor | 9.4% | 10.9% |
| Vermont | 10.8% | 12.3% |
| United States | 12.8% | 17.5% |

2020



Poverty Rate by Age

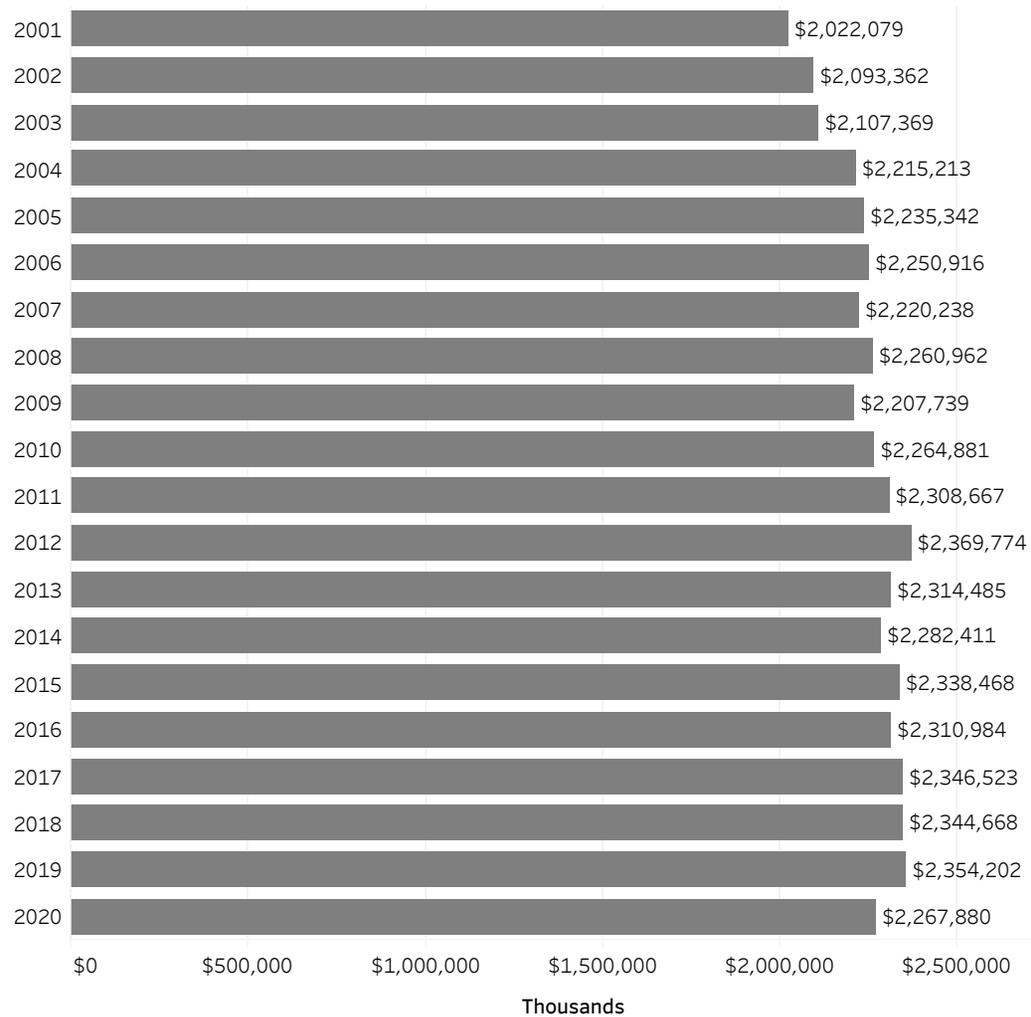


1. 2020 inflation-adjusted dollars, 2006-2010 and 2016-2020 ACS 5-year estimates

2. 2016-2020 ACS 5-year estimates, percent of population below poverty level for total population and population under 18 years of age

Windsor County GDP & Income

Gross Domestic Product



2020 Per Capita Personal Income



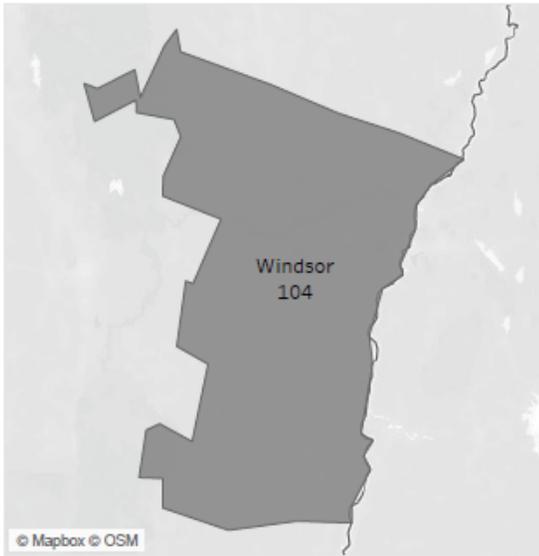
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars.

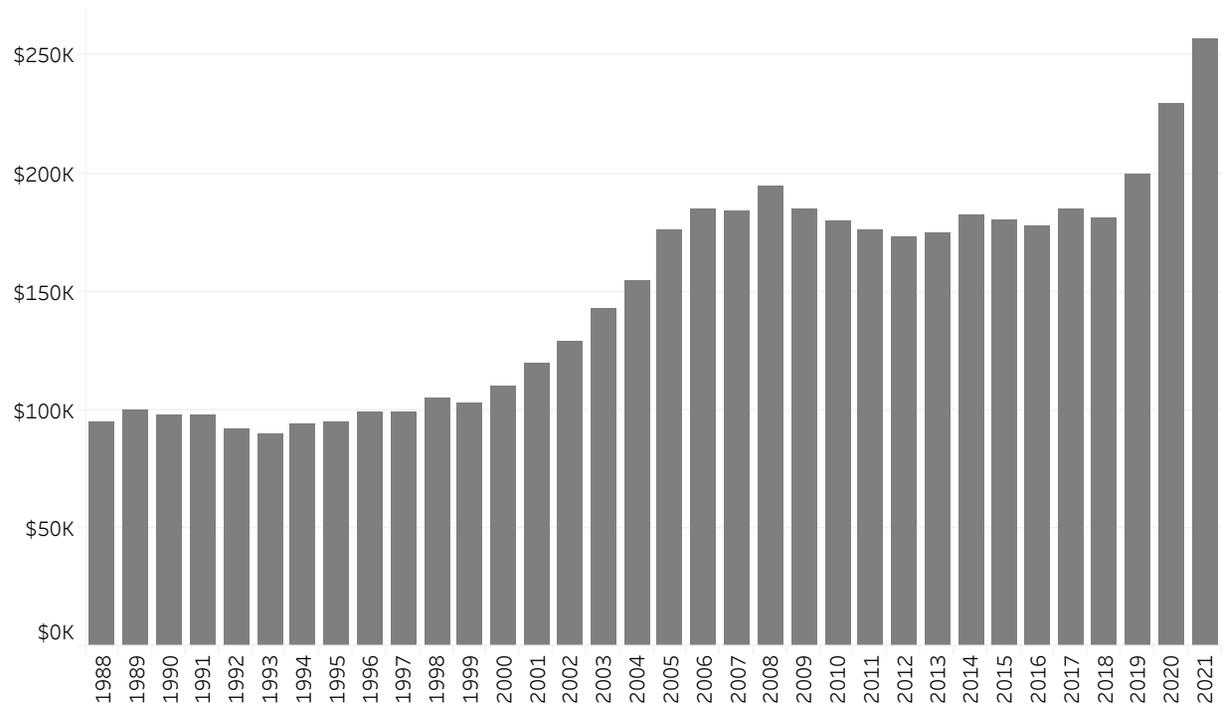
Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Windsor County Housing

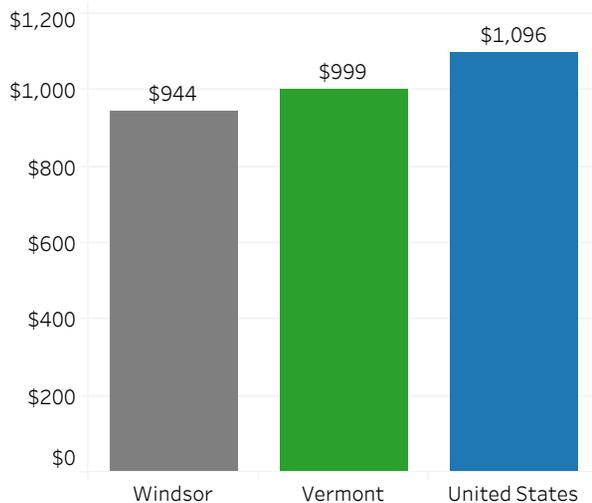
Building Permits¹



Median Home Sales Price²



Median Gross Rent³



1. U.S Census Bureau Building Permits Survey (2021)

Description: A building permit is the approval given by a local jurisdiction to proceed on a construction project.

2. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

Description: The median price of primary residences sold.

3. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)

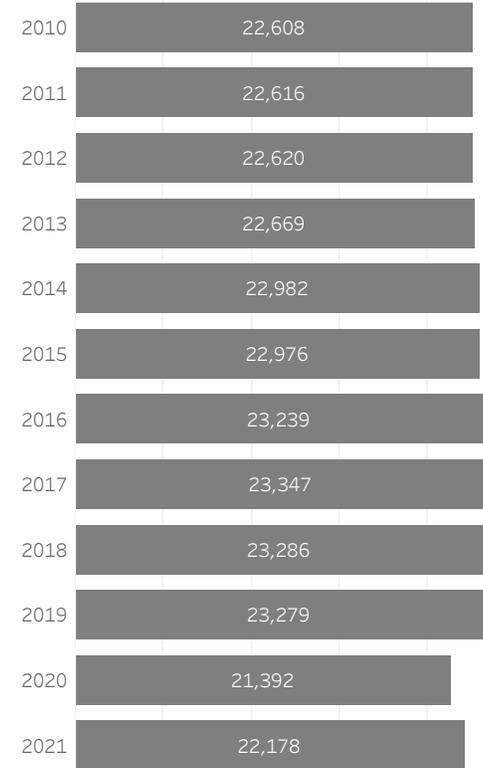
Description: Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity and water and sewer) and fuels (oil, gas, coal, kerosene, wood, etc.)

Windsor County Covered Employment

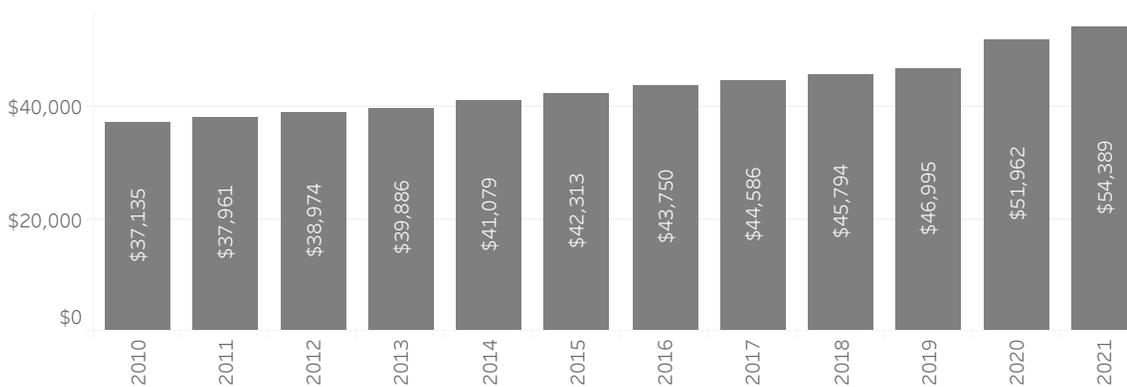
2021 Windsor County - Private Industry

| NAICS Title | Establishments | Employment | Average Wage | Location Quotient |
|--|----------------|------------|--------------|-------------------|
| Total Covered - private and government | 2,594 | 22,178 | \$54,389 | 1.00 |
| Private ownership | 2,455 | 17,524 | \$51,747 | 0.95 |
| Agriculture, forestry, fishing and hunting | 50 | 163 | \$32,668 | 0.62 |
| Mining | 8 | 63 | \$56,271 | 1.37 |
| Construction | 302 | 1,207 | \$54,999 | 1.05 |
| Manufacturing | 114 | 1,876 | \$52,247 | 0.86 |
| Wholesale trade | 116 | 442 | \$79,169 | 0.67 |
| Retail trade | 247 | 2,489 | \$39,175 | 0.94 |
| Transportation and warehousing | 40 | 453 | \$62,382 | 0.93 |
| Utilities | 10 | 71 | \$107,106 | 0.77 |
| Information | 73 | 442 | \$76,610 | 1.46 |
| Finance and insurance | 92 | 456 | \$77,309 | 0.70 |
| Real estate and rental and leasing | 79 | 306 | \$50,275 | 1.34 |
| Professional and technical services | 438 | 1,192 | \$97,426 | 0.98 |
| Management of companies and enterprises | 9 | 101 | \$109,559 | 0.65 |
| Administrative and waste services | 201 | 715 | \$61,818 | 0.78 |
| Educational services | 42 | 446 | \$47,906 | 0.60 |
| Health care and social assistance | 183 | 3,000 | \$51,868 | 0.80 |
| Arts, entertainment, and recreation | 50 | 524 | \$28,224 | 1.85 |
| Accommodation and food services | 191 | 2,832 | \$30,994 | 1.44 |
| Other services, except public administration | 213 | 747 | \$39,891 | 1.23 |

Total Covered Employment



Annual Average Wage

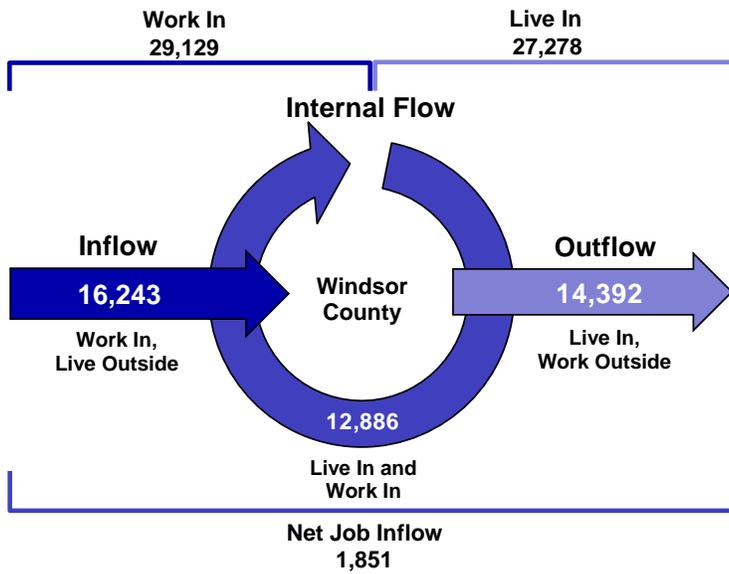


(s) indicates the data is non-disclosable due to confidentiality requirements.

Vermont Department of Labor; Quarterly Census of Employment & Wages (QCEW), count of jobs by place of work.

Industry location quotient (LQ) is a way of quantifying how concentrated an industry is in a region as compared to the state. Industry LQs are calculated by comparing the industry's share of regional employment with its share of statewide employment.

Windsor County Commuting Patterns



Windsor County Labor Market

| | 2019 Count |
|----------------|---------------|
| Work In county | 29,129 |
| Live In county | 27,278 |
| Net Job Inflow | 1,851 |

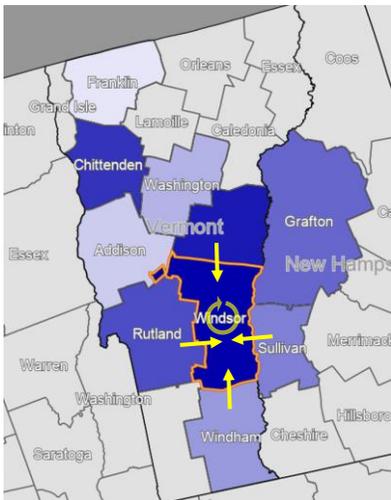
Work In

| | Count | Share |
|--|--------|--------|
| Work In county | 29,129 | 100.0% |
| Work In and Live In county | 12,886 | 44.2% |
| Work In county but Live Outside (Inflow) | 16,243 | 55.8% |

Live In

| | Count | Share |
|---|--------|--------|
| Live In county | 27,278 | 100.0% |
| Live In and Work In county | 12,886 | 47.2% |
| Live In county but Work Outside (Outflow) | 14,392 | 52.8% |

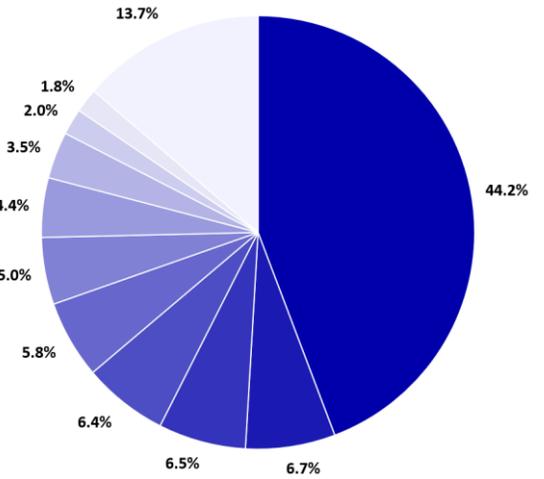
Work in Windsor County and Live In or Outside



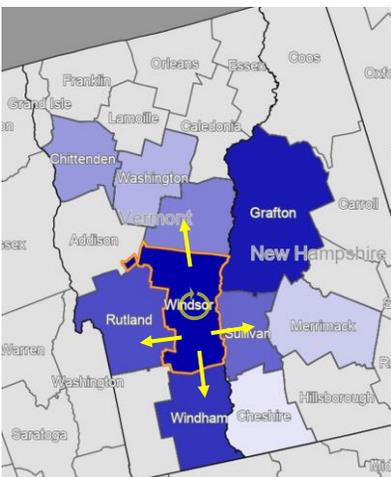
2019

Work In Windsor County 29,129 Top 10 Counties Where they Live

| | |
|-----------------------|--------|
| Windsor County, VT | 12,886 |
| Orange County, VT | 1,949 |
| Chittenden County, VT | 1,905 |
| Rutland County, VT | 1,850 |
| Grafton County, NH | 1,695 |
| Sullivan County, NH | 1,455 |
| Windham County, VT | 1,291 |
| Washington County, VT | 1,017 |
| Addison County, VT | 570 |
| Franklin County, VT | 525 |
| All Other Locations | 3,986 |



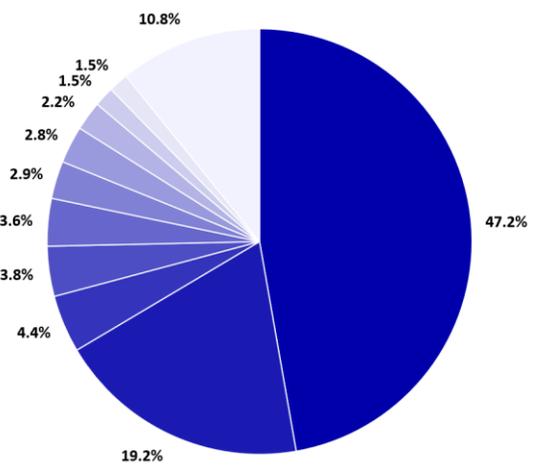
Live In Windsor County and Work In or Outside



2019

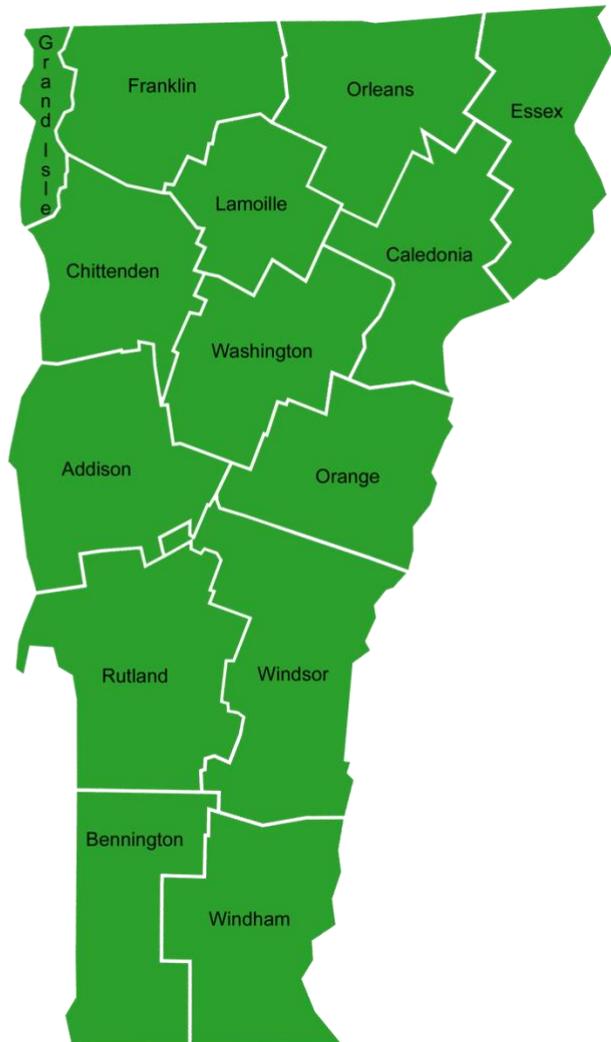
Live In Windsor County 27,278 Top 10 Counties Where they Work

| | |
|-----------------------|--------|
| Windsor County, VT | 12,886 |
| Grafton County, NH | 5,248 |
| Windham County, VT | 1,193 |
| Rutland County, VT | 1,037 |
| Sullivan County, NH | 985 |
| Orange County, VT | 779 |
| Chittenden County, VT | 770 |
| Washington County, VT | 606 |
| Merrimack County, NH | 414 |
| Cheshire County, NH | 408 |
| All Other Locations | 2,952 |



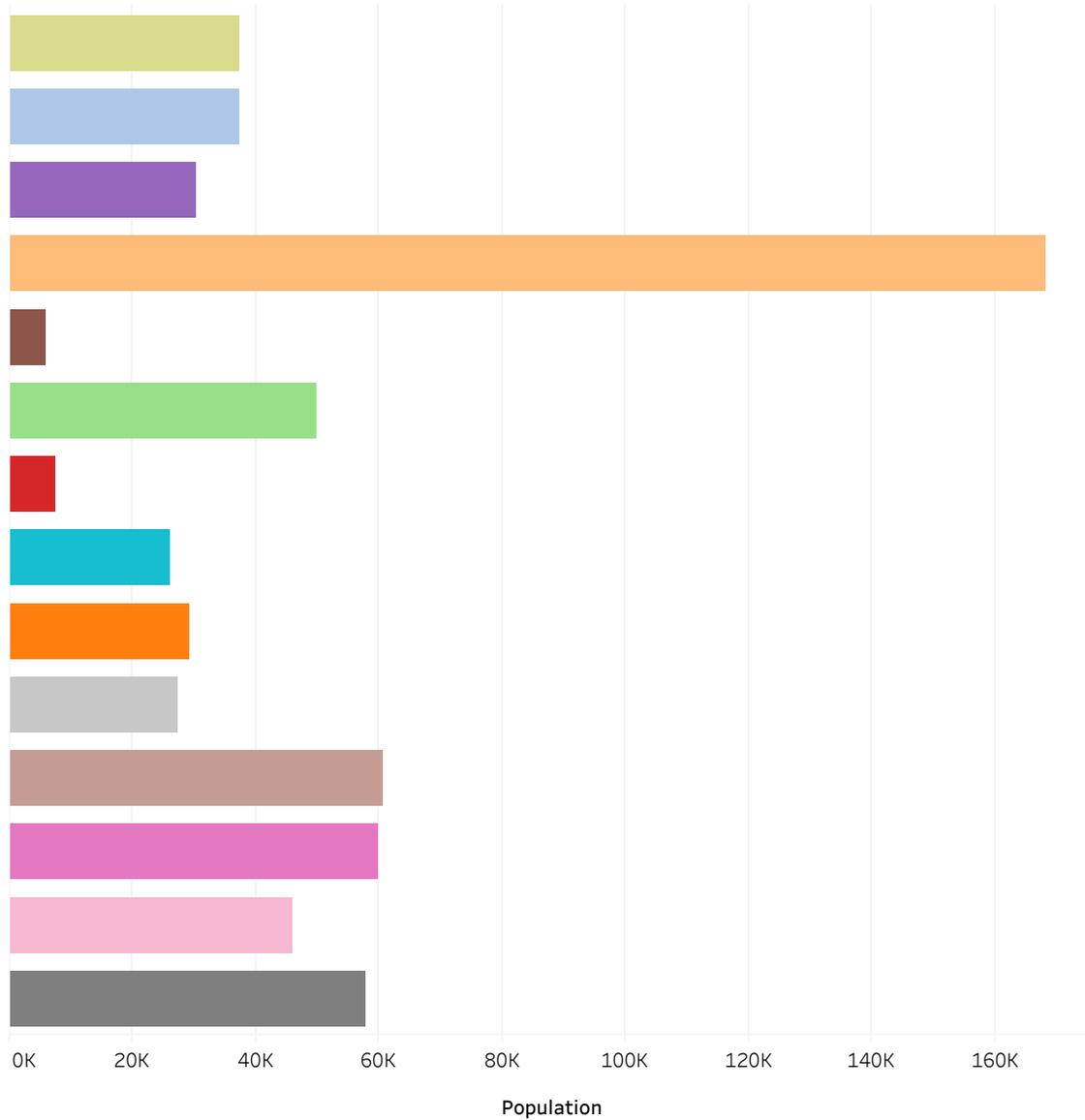
Source: U.S. Census, Longitudinal Employer-Household Dynamics program, OnTheMap.

County Comparisons



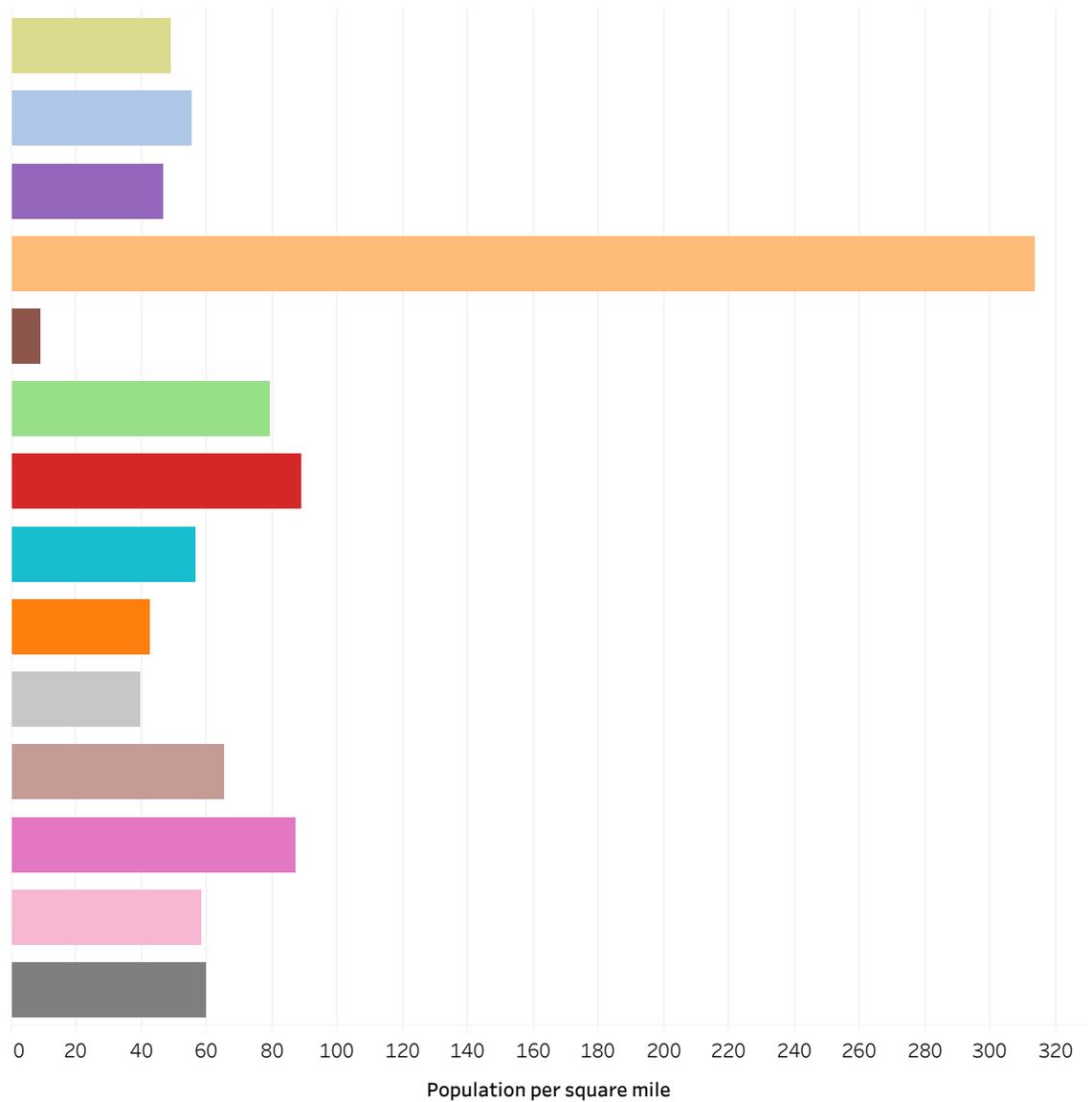
2020 Population by County

| Area | Population | Rank |
|------------|------------|------|
| Addison | 37,363 | 7 |
| Bennington | 37,347 | 8 |
| Caledonia | 30,233 | 9 |
| Chittenden | 168,323 | 1 |
| Essex | 5,918 | 14 |
| Franklin | 49,946 | 5 |
| Grand Isle | 7,293 | 13 |
| Lamoille | 25,945 | 12 |
| Orange | 29,277 | 10 |
| Orleans | 27,393 | 11 |
| Rutland | 60,572 | 2 |
| Washington | 59,809 | 3 |
| Windham | 45,905 | 6 |
| Windsor | 57,753 | 4 |



2020 Population Density by County

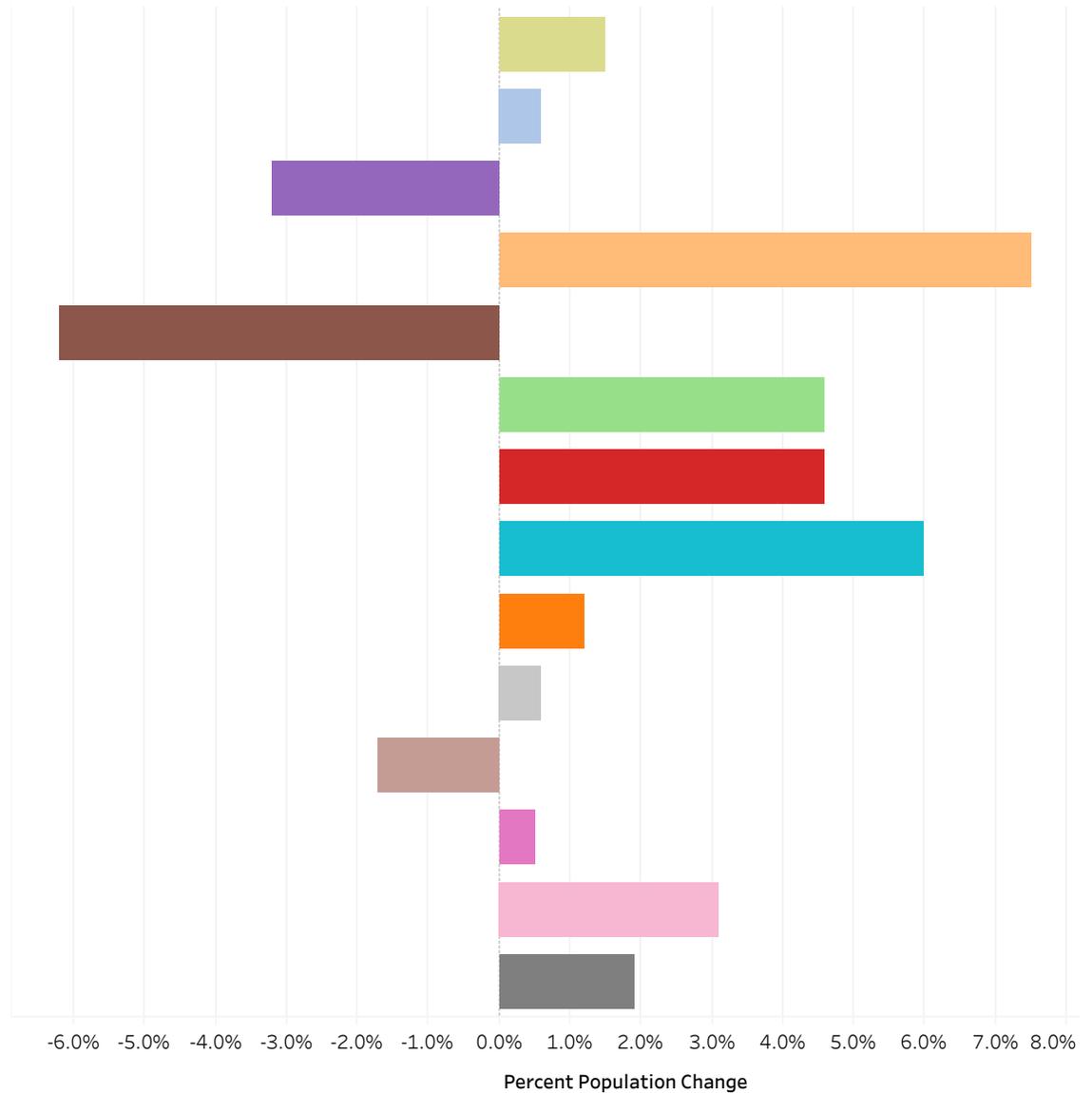
| Area | Population per square mile | Rank |
|------------|----------------------------|------|
| Addison | 48.8 | 10 |
| Bennington | 55.3 | 9 |
| Caledonia | 46.6 | 11 |
| Chittenden | 313.7 | 1 |
| Essex | 8.9 | 14 |
| Franklin | 78.8 | 4 |
| Grand Isle | 89.1 | 2 |
| Lamoille | 56.5 | 8 |
| Orange | 42.6 | 12 |
| Orleans | 39.5 | 13 |
| Rutland | 65.1 | 5 |
| Washington | 87.0 | 3 |
| Windham | 58.5 | 7 |
| Windsor | 59.6 | 6 |



Population per square mile
 Land area: 2010 Decennial Census, Population: 2020 Decennial Census

2010-2020 Population Change by County

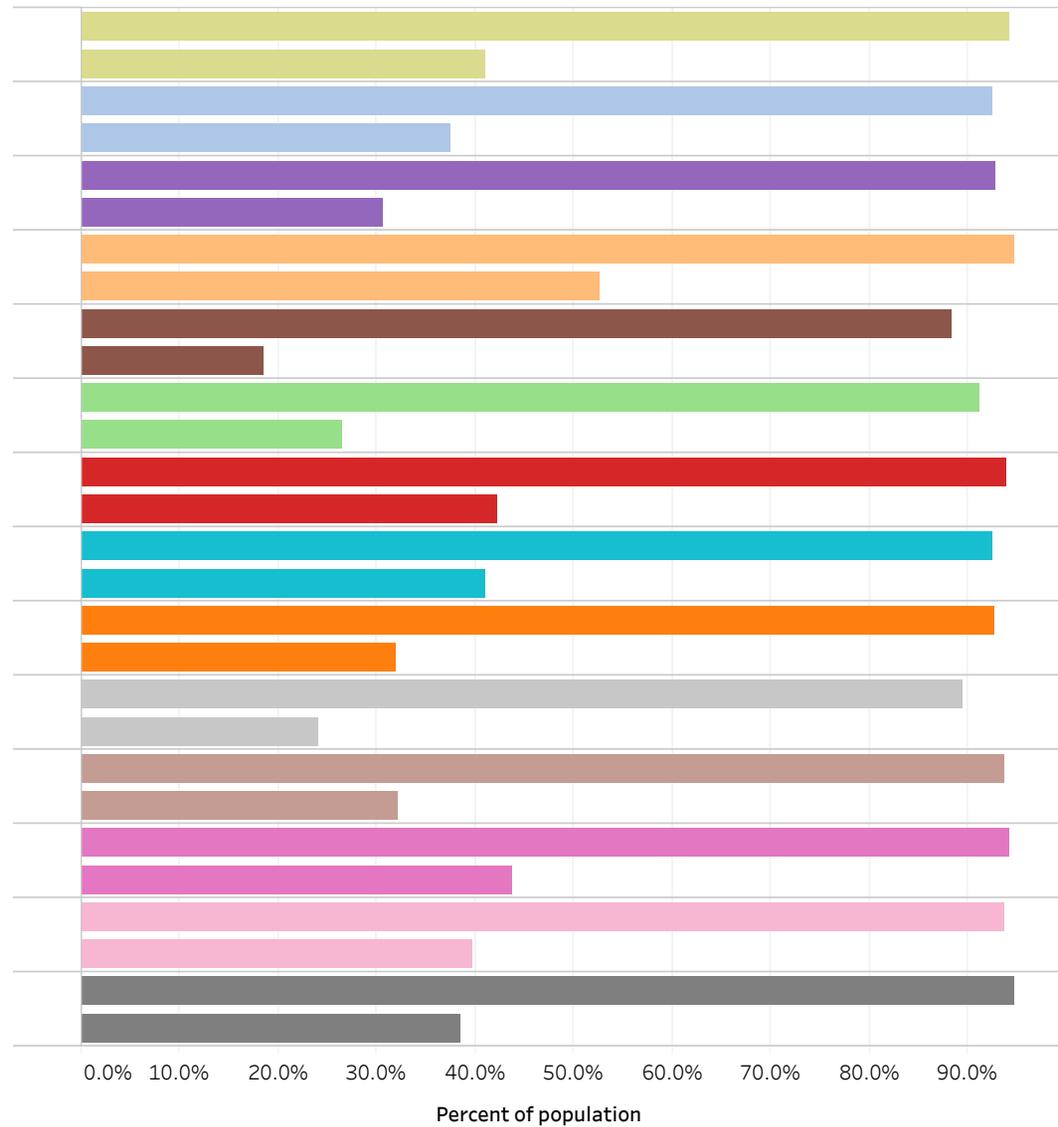
| Area | Percent Population Change | Rank |
|------------|---------------------------|------|
| Addison | 1.5% | 7 |
| Bennington | 0.6% | 9 |
| Caledonia | -3.2% | 13 |
| Chittenden | 7.5% | 1 |
| Essex | -6.2% | 14 |
| Franklin | 4.6% | 3 |
| Grand Isle | 4.6% | 3 |
| Lamoille | 6.0% | 2 |
| Orange | 1.2% | 8 |
| Orleans | 0.6% | 9 |
| Rutland | -1.7% | 12 |
| Washington | 0.5% | 11 |
| Windham | 3.1% | 5 |
| Windsor | 1.9% | 6 |



2010 and 2020 Decennial Census, percent change in population

2020 Educational Attainment by County

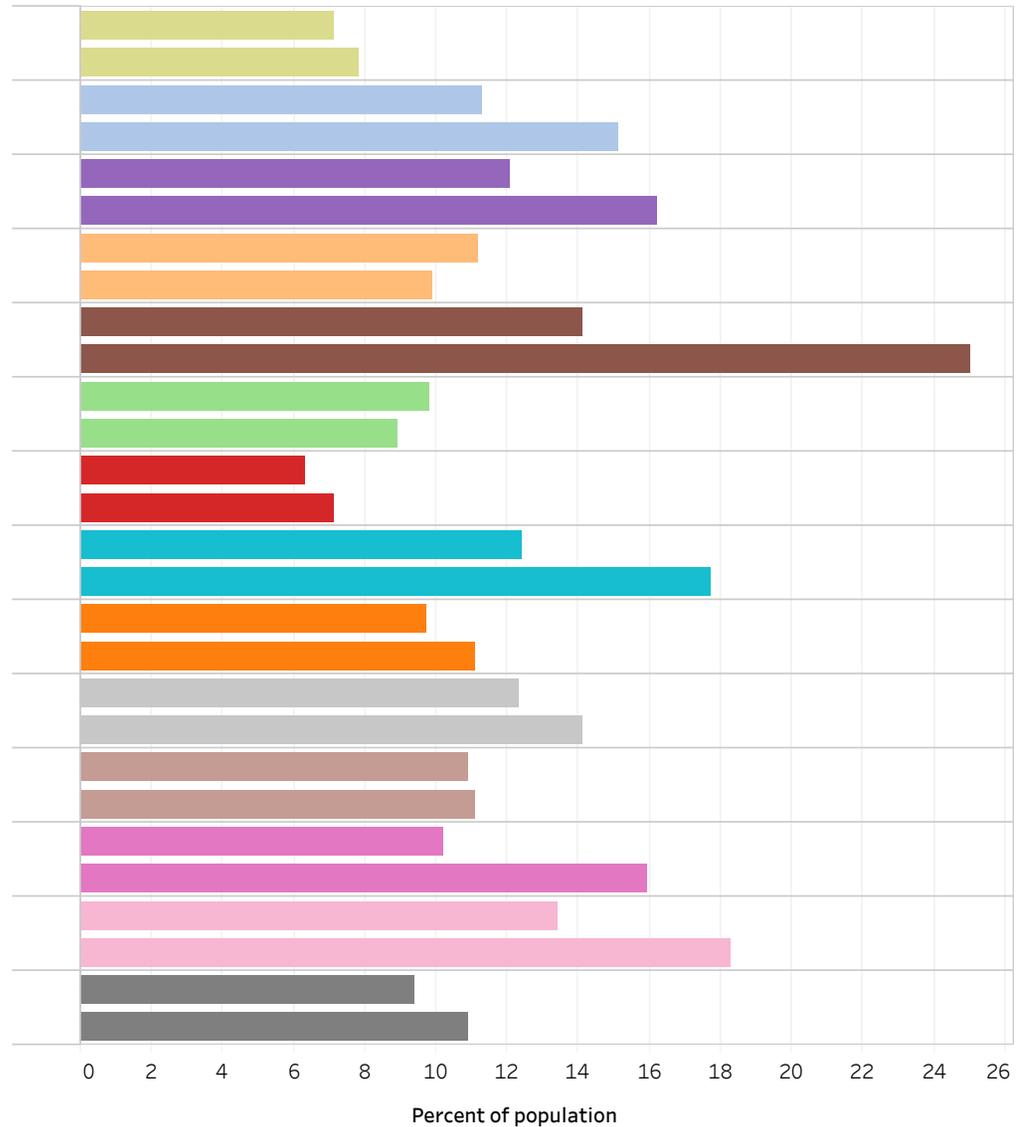
| Area | | Percent | Rank |
|------------|-------------------------------|---------|------|
| Addison | Percent HS graduate or higher | 94.2% | 3 |
| | Percent Bachelors or higher | 41.0% | 4 |
| Bennington | Percent HS graduate or higher | 92.6% | 10 |
| | Percent Bachelors or higher | 37.5% | 8 |
| Caledonia | Percent HS graduate or higher | 92.8% | 8 |
| | Percent Bachelors or higher | 30.7% | 11 |
| Chittenden | Percent HS graduate or higher | 94.8% | 1 |
| | Percent Bachelors or higher | 52.6% | 1 |
| Essex | Percent HS graduate or higher | 88.4% | 14 |
| | Percent Bachelors or higher | 18.4% | 14 |
| Franklin | Percent HS graduate or higher | 91.1% | 12 |
| | Percent Bachelors or higher | 26.5% | 12 |
| Grand Isle | Percent HS graduate or higher | 93.9% | 5 |
| | Percent Bachelors or higher | 42.2% | 3 |
| Lamoille | Percent HS graduate or higher | 92.5% | 11 |
| | Percent Bachelors or higher | 41.0% | 4 |
| Orange | Percent HS graduate or higher | 92.7% | 9 |
| | Percent Bachelors or higher | 31.9% | 10 |
| Orleans | Percent HS graduate or higher | 89.5% | 13 |
| | Percent Bachelors or higher | 24.2% | 13 |
| Rutland | Percent HS graduate or higher | 93.7% | 7 |
| | Percent Bachelors or higher | 32.2% | 9 |
| Washington | Percent HS graduate or higher | 94.2% | 3 |
| | Percent Bachelors or higher | 43.7% | 2 |
| Windham | Percent HS graduate or higher | 93.8% | 6 |
| | Percent Bachelors or higher | 39.7% | 6 |
| Windsor | Percent HS graduate or higher | 94.7% | 2 |
| | Percent Bachelors or higher | 38.4% | 7 |



Percent of population 25 years and over that has completed high school (or equivalent), 2016-2020 ACS 5-year estimates
 Percent of population 25 years and over that has completed a Bachelors degree or higher, 2016-2020 ACS 5-year estimates

2020 Poverty Rates by County

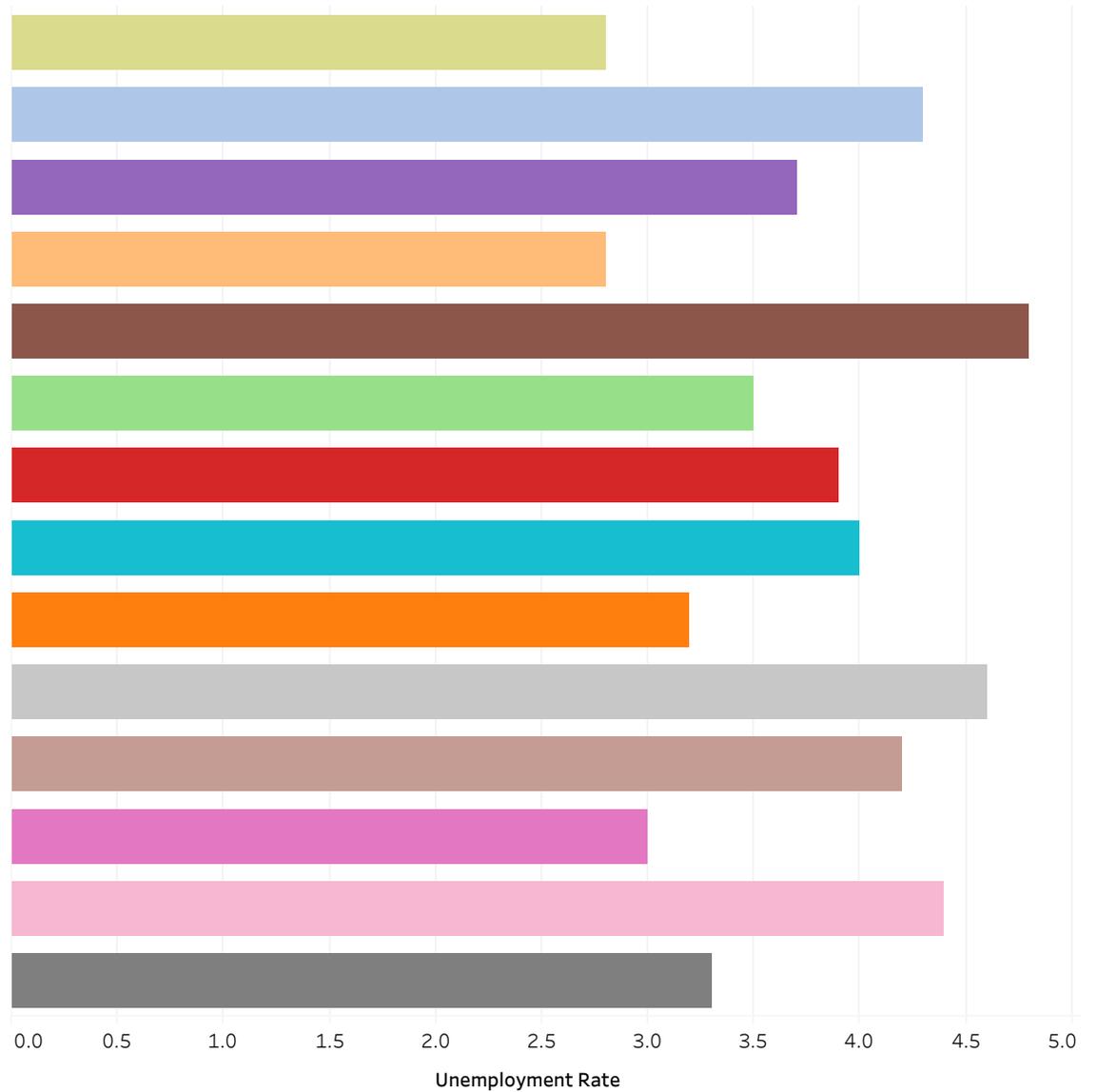
| Area | | Percent of Population | Rank |
|------------|------------------|-----------------------|------|
| Addison | Total population | 7.1% | 2 |
| | Under 18 years | 7.8% | 2 |
| Bennington | Total population | 11.3% | 9 |
| | Under 18 years | 15.1% | 9 |
| Caledonia | Total population | 12.1% | 10 |
| | Under 18 years | 16.2% | 11 |
| Chittenden | Total population | 11.2% | 8 |
| | Under 18 years | 9.9% | 4 |
| Essex | Total population | 14.1% | 14 |
| | Under 18 years | 25.0% | 14 |
| Franklin | Total population | 9.8% | 5 |
| | Under 18 years | 8.9% | 3 |
| Grand Isle | Total population | 6.3% | 1 |
| | Under 18 years | 7.1% | 1 |
| Lamoille | Total population | 12.4% | 12 |
| | Under 18 years | 17.7% | 12 |
| Orange | Total population | 9.7% | 4 |
| | Under 18 years | 11.1% | 6 |
| Orleans | Total population | 12.3% | 11 |
| | Under 18 years | 14.1% | 8 |
| Rutland | Total population | 10.9% | 7 |
| | Under 18 years | 11.1% | 6 |
| Washington | Total population | 10.2% | 6 |
| | Under 18 years | 15.9% | 10 |
| Windham | Total population | 13.4% | 13 |
| | Under 18 years | 18.3% | 13 |
| Windsor | Total population | 9.4% | 3 |
| | Under 18 years | 10.9% | 5 |



Percent below poverty level, total population and population under 18 years of age, 2016-2020 ACS 5-year estimates

2021 Unemployment Rates by County

| Area | Unemployment Rate | Rank |
|------------|-------------------|------|
| Addison | 2.8% | 1 |
| Bennington | 4.3% | 11 |
| Caledonia | 3.7% | 7 |
| Chittenden | 2.8% | 1 |
| Essex | 4.8% | 14 |
| Franklin | 3.5% | 6 |
| Grand Isle | 3.9% | 8 |
| Lamoille | 4.0% | 9 |
| Orange | 3.2% | 4 |
| Orleans | 4.6% | 13 |
| Rutland | 4.2% | 10 |
| Washington | 3.0% | 3 |
| Windham | 4.4% | 12 |
| Windsor | 3.3% | 5 |



Vermont Department of Labor, Local Area Unemployment Statistics (LAUS), count of workers by place of residence, 2021 annual averages. Released 3/14/2022.

2020 GDP & Income by County

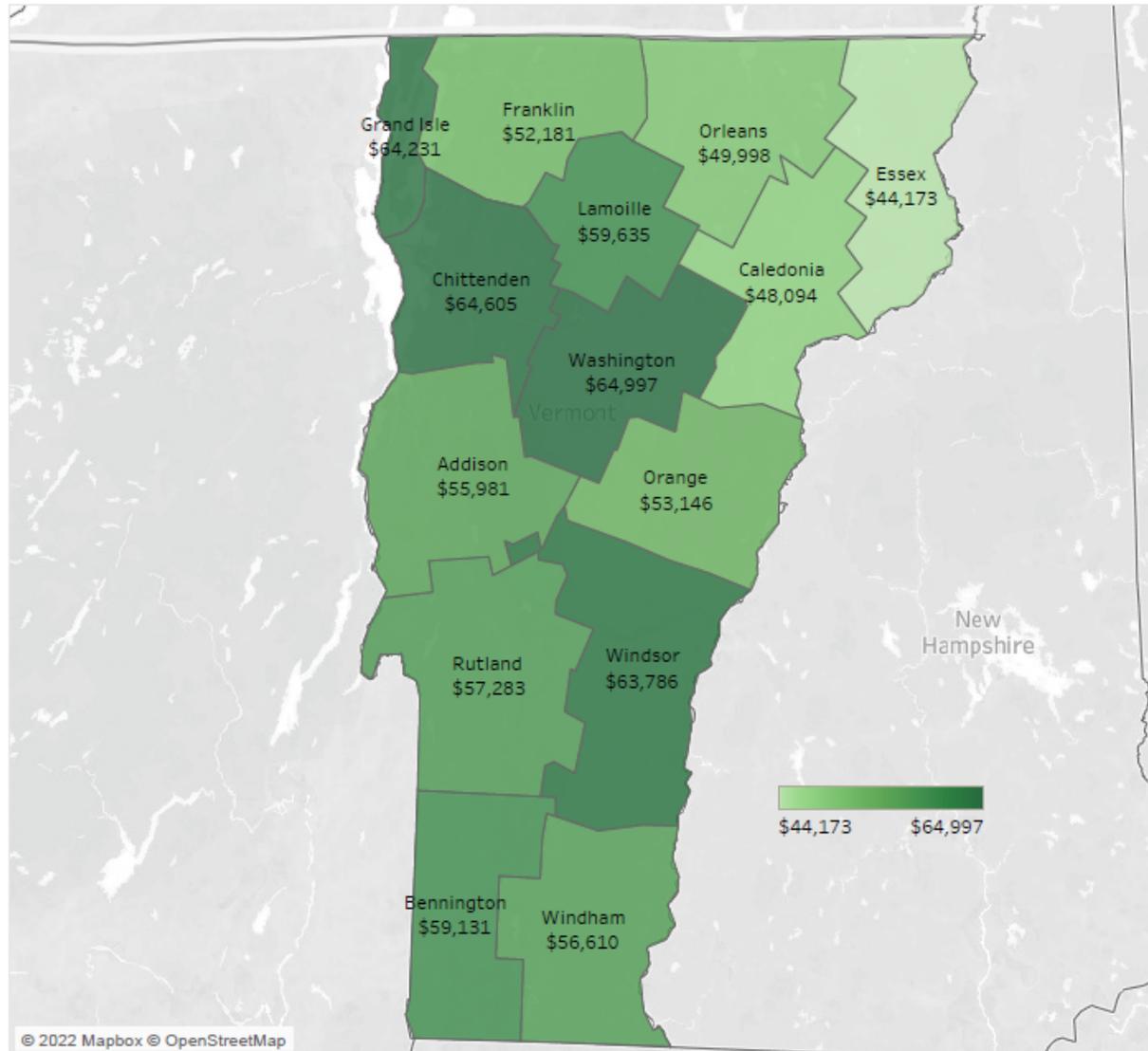
Gross Domestic Product

| Area | GDP | Rank |
|------------|--------------|------|
| Addison | \$1,512,084 | 7 |
| Bennington | \$1,450,989 | 8 |
| Caledonia | \$995,643 | 9 |
| Chittenden | \$10,104,070 | 1 |
| Essex | \$139,044 | 14 |
| Franklin | \$1,935,667 | 6 |
| Grand Isle | \$177,350 | 13 |
| Lamoille | \$953,731 | 11 |
| Orange | \$718,858 | 12 |
| Orleans | \$955,054 | 10 |
| Rutland | \$2,210,718 | 4 |
| Washington | \$3,299,058 | 2 |
| Windham | \$1,941,737 | 5 |
| Windsor | \$2,267,880 | 3 |

Per Capita Personal Income

| Area | Personal Income | Rank |
|------------|-----------------|------|
| Addison | \$55,981 | 9 |
| Bennington | \$59,131 | 6 |
| Caledonia | \$48,094 | 13 |
| Chittenden | \$64,605 | 2 |
| Essex | \$44,173 | 14 |
| Franklin | \$52,181 | 11 |
| Grand Isle | \$64,231 | 3 |
| Lamoille | \$59,635 | 5 |
| Orange | \$53,146 | 10 |
| Orleans | \$49,998 | 12 |
| Rutland | \$57,283 | 7 |
| Washington | \$64,997 | 1 |
| Windham | \$56,610 | 8 |
| Windsor | \$63,786 | 4 |

Per Capita Personal Income Map



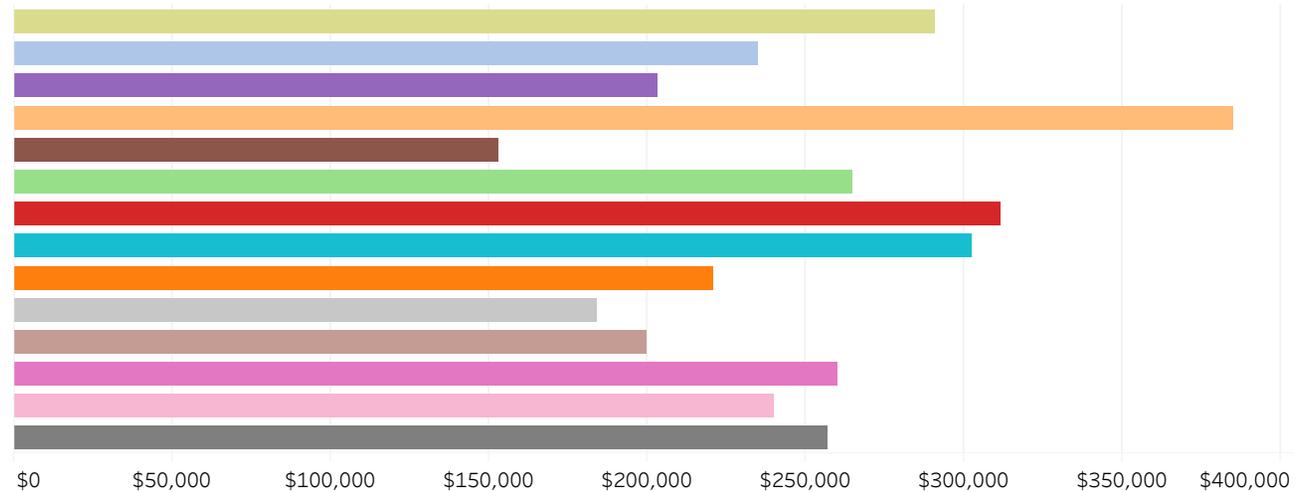
Source: Bureau of Economic Analysis.

Real GDP is in thousands of chained 2012 dollars. Last updated: December 8, 2021 -- new statistics for 2020, revised statistics for 2001-2019.

Housing by County

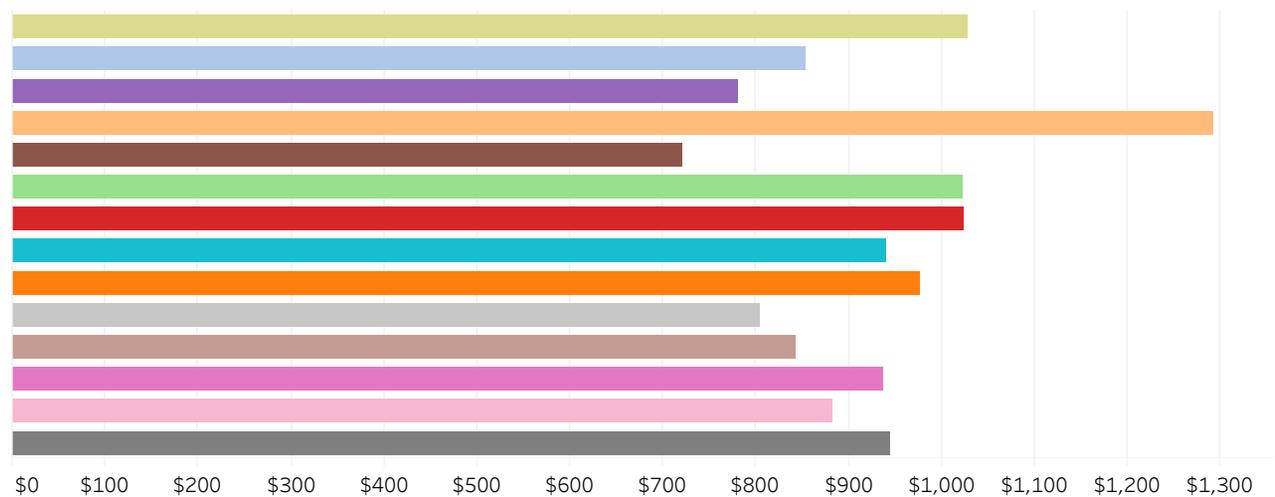
Median Home Sale Price¹

| Area | Home Sale Price | Rank |
|------------|-----------------|------|
| Addison | \$290,750 | 4 |
| Bennington | \$235,000 | 9 |
| Caledonia | \$203,000 | 11 |
| Chittenden | \$385,000 | 1 |
| Essex | \$153,200 | 14 |
| Franklin | \$265,000 | 5 |
| Grand Isle | \$311,750 | 2 |
| Lamoille | \$302,500 | 3 |
| Orange | \$220,500 | 10 |
| Orleans | \$184,250 | 13 |
| Rutland | \$200,000 | 12 |
| Washington | \$260,000 | 6 |
| Windham | \$240,000 | 8 |
| Windsor | \$256,750 | 7 |



Median Gross Rent²

| Area | Gross Rent | Rank |
|------------|------------|------|
| Addison | \$1,028 | 2 |
| Bennington | \$854 | 10 |
| Caledonia | \$781 | 13 |
| Chittenden | \$1,293 | 1 |
| Essex | \$721 | 14 |
| Franklin | \$1,023 | 4 |
| Grand Isle | \$1,024 | 3 |
| Lamoille | \$941 | 7 |
| Orange | \$977 | 5 |
| Orleans | \$804 | 12 |
| Rutland | \$843 | 11 |
| Washington | \$938 | 8 |
| Windham | \$883 | 9 |
| Windsor | \$944 | 6 |



1. Vermont Department of Taxes: Property Transfer Tax (PTT) records (2021)

2. U.S. Census Bureau: American Community Survey 5-year estimates (2016-2020)