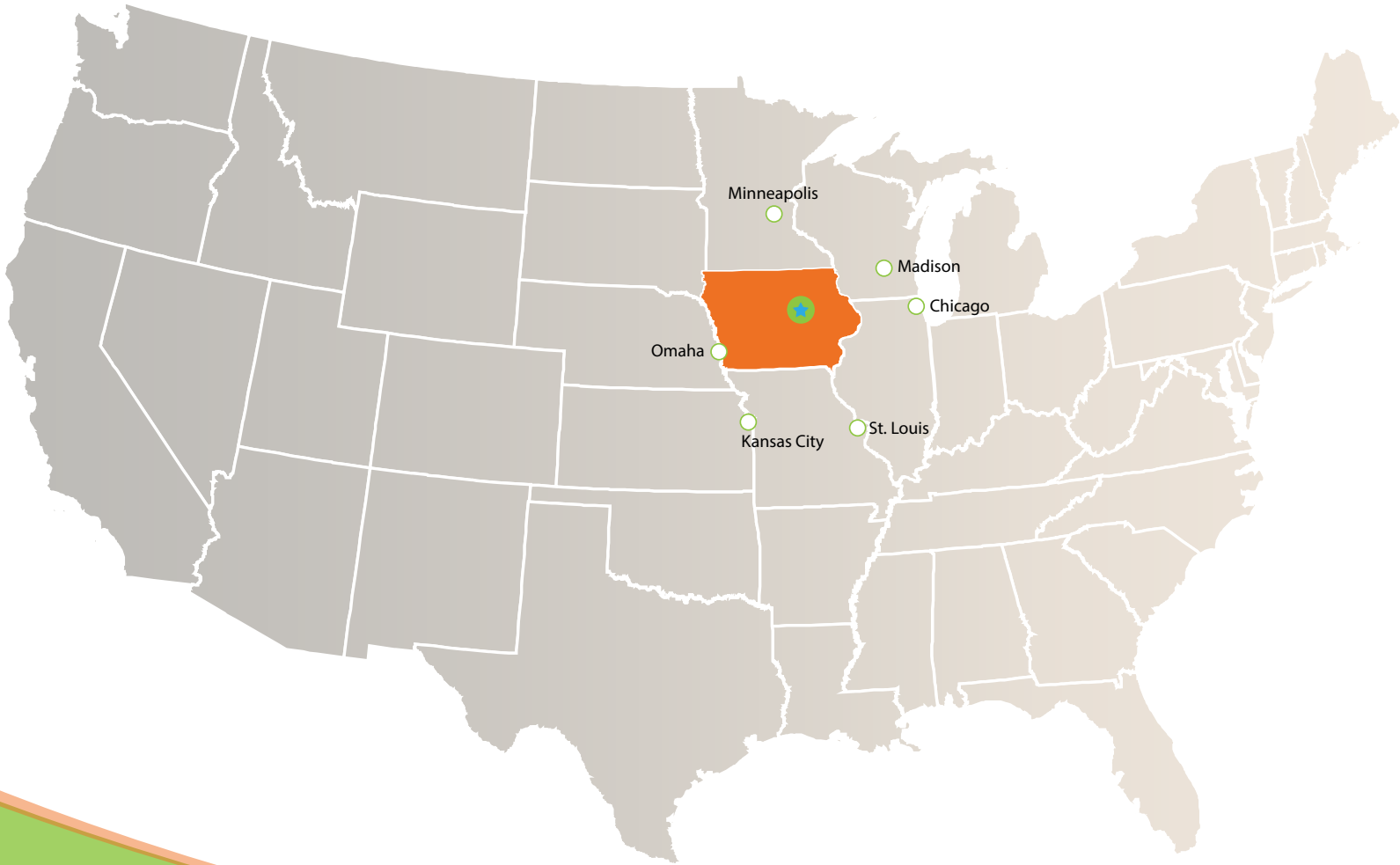


WHY IOWA, WHY THE CEDAR VALLEY?

STRATEGICALLY CONNECTED FOR BUSINESS

Advanced Manufacturing | Biotechnology | Entrepreneurial Development | Food Processing
Information Technology | Logistics & Material Handling



Cedar Valley Region of Iowa, USA

10 W. 4th Street, Suite 310, Waterloo, IA | (877) 773-9959 | www.cedarvalleyregion.com

LOCATION

The Cedar Valley region is located in northeast Iowa, home to one of three Regents' universities in the state, a 4-year private college, nationally recognized historic downtown districts, a state-of-the-art performing arts center, innovative schools, and 100+ miles of recreation trails.

The Cedar Valley is within a day's drive of all major Midwest markets, with direct commercial flights to/from Chicago and private charter air service available within a 15-minute drive. Additional connecting hubs are within an hour's drive.



TRANSPORTATION

Highways

- U.S. 20 & 218 are interstate highways connecting to I-35 and I-80 and markets in U.S., Canada, and Mexico
- U.S. 20 & 218 intersect in the Cedar Valley

Rail

- CN (Connecting Chicago to Omaha)
- Iowa Northern Railway (Local short line)
- Union Pacific

Waterloo Regional Airport

- Served by American Airlines
- Approximately 110 based aircraft and 25,000 annual aircraft operations

Eastern Iowa Airport

- Served by Allegiant Air, American Airlines, Delta, Frontier, and United Airlines
- 1,042,291 total passengers in 2013

DISTANCE TO MAJOR CITIES (MILES)

Atlanta	900
Chicago	302
Dallas	825
Denver	801
Indianapolis	439
Kansas City	323
Los Angeles	1845
Milwaukee	263
Minneapolis/St. Paul	218
New York	1077
Omaha	265
St. Louis	338

DEMOGRAPHICS

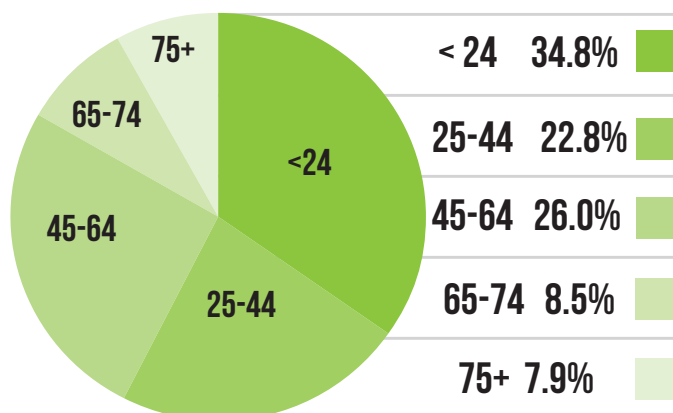
Cost of Living

CEDAR VALLEY	93.9
Indianapolis	94.5
Dallas	95.7
Moline	95.9
Kansas City	100.3
Milwaukee	101.9
Minneapolis	108.2
Chicago	117.5
Los Angeles	131.4
New York City	220.0

Source: *Coli.org – ACCRA cost of living index 2014

Population by Age

Population 256,540 (1.53% five-year increase)



Source: Smart Solutions; Cedar Valley Region Economy Overview May 2014

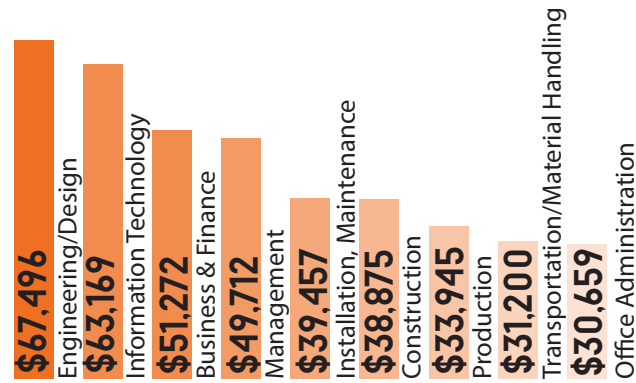
EMPLOYMENT

Training Programs

Locally Hawkeye Community College & North Iowa Community College offer training programs designed to fit the needs of growing businesses. Two unique programs give great value to for training employees in Iowa. The **Iowa Industrial New Jobs Training Program (260E)** can provide flexible funding to your business for employee training and development if new positions or new jobs are created within the state. The **Iowa Jobs Training Program (260F)** also helps businesses fund training for current employees. Remain competitive within your industry by providing your workers with resources to maximize their skills and productivity.

Average Earnings

*Based on 40 hour work week



Source: Smart Solutions; Cedar Valley Region Economy Overview May 2014

TAX STRUCTURE

State Corporate Tax

Iowa's Corporate Income Tax is based on a single factor non-unitary tax formula. Tax is levied only on the net income derived from sales conducted within the State of Iowa.

For example: If a portion of the business or trade activity is conducted outside of Iowa, corporate tax is imposed only on the portion of net income conducted within Iowa.

The corporate tax is imposed only on the net income receive or earned after adjustment by subtracting 50% of the federal income taxes. The rate ranges from 6-12%.

Unemployment Compensation Contribution Rate

The new employer's rate is 1.1% of the first \$26,000 of each employee's wage or \$286.00 for non-construction jobs in 2014.

MAJOR EMPLOYERS

Major Employers*

Employer	Industry	Employees
John Deere	Manufacturing	6,000
Wheaton Franciscan Healthcare	Health Care	3,059
Tyson Fresh Meats	Food Processing	2,889
University of Northern Iowa	Education	1,738
Unity Point Health	Health Care	1,616
Hy-Vee (6)	Grocery	1,547
Target Regional Distribution Centers	Distribution	860
CBE Companies, Inc	Financial	800
Area Education Agency 267	Education Support	796
Bertch Cabinet	Manufacturing	760
Black Hawk County	Government	750
Omega Cabinetry Ltd	Manufacturing	700
Hawkeye Community College	Education	700
VGM, Inc	Diversified	595
Western Home Communities	Healthcare/Housing	556
Isle Casino Hotel Waterloo	Entertainment	550
CUNA Mutual Life Insurance	Financial	535
Wartburg College	Education	500
Veridian Credit Union	Financial	487
Viking Pump	Manufacturing	482
Peterson Contractors	Construction	470
Waverly Health Center	Health Care	440

*Data collected Fall 2013; data includes both full and permanent part-time positions For a comprehensive list of area employers visit www.cedarvalleyalliance.com



Workers Compensation

The below rates are voluntary classifications effective July 1, 2013. The rate is modified thereafter based on experience in the State of Iowa. Below is for illustrative purposes:

Industry	Code	Occupation	Rate
Food Processing	2089	packing house- all operations	5.60
Logistics	7228	trucking- local hauling only and drivers	10.88
Logistics	8292	storage warehouse	6.07
Manufacturing	3365	welding or cutting noc and drivers	11.41
Manufacturing	3030	iron or steel: fabrications: works, shop, structural and drivers	7.95

EDUCATION

University of Northern Iowa

- National acclaim, including recognition from *The Princeton Review* as a "Best Business School" for six consecutive years
- Over 12,000 students

Hawkeye Community College

- Offers more than 45 one-year and two-year programs
- Six locations within 35 miles of the main campus
- Over 6,000 students

Wartburg College

- Over 1,700 students
- Recognized by *U.S. News and World Report* and *The Princeton Review* as one of the best liberal arts colleges in the nation

Allen College

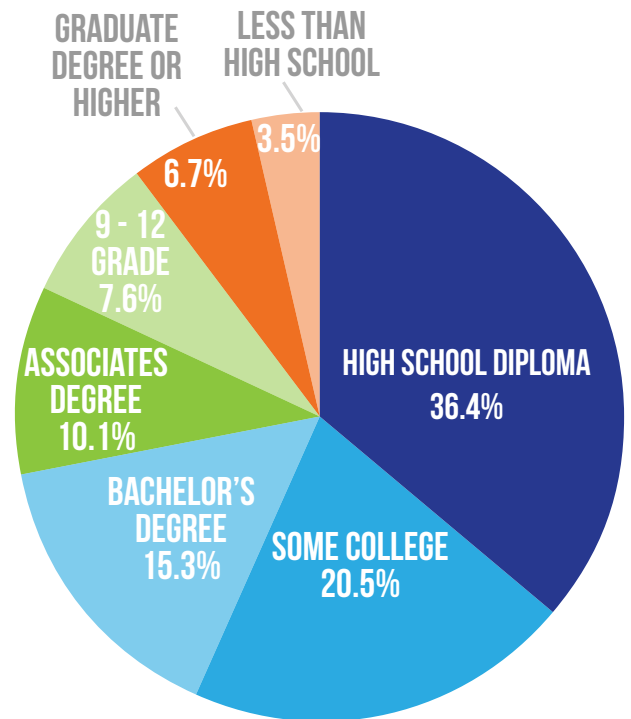
- More than 78 years of excellence in health care education

Kaplan University

- Recognized by *U.S. News and World Report* as one of the Nation's best online bachelor's degree programs

Upper Iowa University

- Offers undergraduate and graduate degree programs in more than 40 majors



*Data EMSI 2013 (Smart Solutions Group)

CEDARVALLEYLIFE.COM

The Cedar Valley's commitment to quality-of-life shines through in its extensive recreational trails, state and county parks, professional and collegiate sport teams, seven public golf courses, and indoor hockey rink.

Cedar Valley Trails

The award-winning Cedar Valley Nature trail provides a great outdoor recreational area with beautiful views of the Cedar River, several lakes and natural prairies.

Community Festivals and Attractions

Cedar Valley Residents look forward to summer, because it's time for the Sturgis Falls Celebration, My Waterloo Days, Iowa Irish Fest, The Waterloo Open, and Lost Island Water Park that draw locals and tourists alike.

Historic Downtown Districts and Shopping

Our award-winning Main Street districts offer unmatched charm along with unique shopping and dining establishments. The Cedar Valley provides major retail chains and department stores, as well as an array of boutique and specialty stores.

HEALTHCARE

Blue Zones Projects

Waterloo and Cedar Falls are proud to be among the first communities in the country to be chosen to pilot and adopt the Blue Zones Project. Blue Zones is a community-by-community well-being improvement initiative designed to make healthy choices easier through permanent changes to environment, policy, and social networks.

Cedar Valley Health Systems

Includes two major healthcare providers: Unity Point- Allen Health and Wheaton Franciscan Healthcare.

Proximity of the nation's premier medical facilities.

Both the University of Iowa Hospitals and Clinics in Iowa City and Mayo Clinic in Rochester, MN are less than a two hour drive, with air lift service from local hospitals.