

# VIRGINIA INCENTIVES

	Commonwealth Opportunity Fund (COF)	Virginia Economic Development Incentive Grant (VEDIG)	Virginia Jobs Investment Program (VJIP) New Jobs Program	Virginia Jobs Investment Program (VJIP) Small Business New Jobs Program
<b>Purpose</b>	The “deal closing” fund deployed to secure a company location or expansion in Virginia	Designed to help attract or retain significant headquarters or service sector operations in Virginia	Provides services and funding to new or expanding large companies to reduce human resources costs	Provides services and funding to new or expanding small companies to reduce human resources costs
<b>Existing Companies</b>	<b>Yes</b> With 50+ new jobs	<b>Yes</b> With 400+ / 300+ new jobs (see wage criteria)	<b>Yes</b> With 25+ new jobs	<b>Yes</b> With 5+ new jobs
<b>New Companies</b>	Yes	Yes	Yes	Yes
<b>New Jobs</b>	<b>50+</b>	<b>400+ / 300+</b> (see wage criteria)	<b>25+</b> Net new jobs within 12 months	<b>5+</b> Net new jobs within 12 months
<b>Wage</b>	Average salary at least equal to the local prevailing average wage	Average salary at least 1.5 times the local prevailing average wage/Average salary twice the local prevailing average wage	Must pay at least 1.35 times the federal minimum wage, or \$9.79	Must pay at least 1.35 times the federal minimum wage, or \$9.79
<b>Capital Investment</b>	<b>\$5 million</b>	<b>\$5 million or \$6,500 per job</b> (whichever is greater)	<b>\$1 million</b>	<b>\$100,000</b>
<b>Other Qualifications</b> <small>(additional qualifications can be found on vedp.org)</small>	<ul style="list-style-type: none"> <li>Active and realistic competition between Virginia and another state for company</li> <li>Match by local government via cash, infrastructure or other in-kind incentives</li> <li>Company must derive at least 51% of its revenue from outside Virginia</li> </ul>	<ul style="list-style-type: none"> <li>Active and realistic competition between Virginia and another state for company</li> <li>Company must derive at least 51% of its revenue from outside Virginia</li> </ul>	<ul style="list-style-type: none"> <li>A company with more than 250 employees</li> <li>Only full-time, net new jobs eligible</li> <li>Active and realistic competition between Virginia and another state for company</li> <li>Must be a for-profit company</li> <li>Company must derive at least 51% of its revenue from outside Virginia</li> </ul>	<ul style="list-style-type: none"> <li>A company with 250 employees or less</li> <li>Only full-time, net new jobs eligible</li> <li>Must be a for-profit company</li> <li>Company must derive at least 51% of its revenue from outside Virginia</li> </ul>
<b>Performance Period</b>	Three years	Grants are paid in no fewer than five equal, annual installments beginning in the third year after capital investment and job creation targets are completed	Three years; hiring minimums must be met within first 12 months	Three years; hiring minimums must be met within first 12 months
<b>Process</b>	<ul style="list-style-type: none"> <li>ROI analysis</li> <li>Project Review &amp; Credit Committee (PRACC) review</li> <li>Approved by Governor</li> <li>Signed performance agreement</li> <li>Governor announcement</li> <li>Annual performance review</li> <li>Clawbacks for nonperformance</li> </ul>	<ul style="list-style-type: none"> <li>ROI analysis</li> <li>PRACC review</li> <li>Approved by Governor</li> <li>Virginia General Assembly review</li> <li>Signed performance agreement</li> <li>Governor announcement</li> <li>Annual performance review</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>PRACC review</li> <li>Approved by Governor</li> <li>Cash reimbursements disbursed after eligible positions have been filled for 90 days</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>PRACC review</li> <li>Approved by Governor</li> <li>Cash reimbursements disbursed after eligible positions have been filled for 90 days</li> </ul>
<b>Benefit Type</b>	Cash grant	Cash grant	Cash reimbursements	Cash reimbursements

This handout describes some of the incentive programs offered by the Commonwealth of Virginia to support new and growing companies. Additional programs are listed at vedp.org. Contact Marian Marquez for additional details at mmarquez@arlingtonva.us.

# ARLINGTON COUNTY INCENTIVES

	Industrial Development Authority (IDA) Performance Grants	Gazelle Grant	Technology Zone Incentive
<b>Purpose</b>	To help recruit or retain large, priority economic development projects	To help recruit or retain early-stage technology and tech catalyst companies	Support new and fast-growing technology businesses
<b>Existing Companies</b>	<b>Yes</b>	<b>Yes</b> At least a 30% job growth (no less than five new jobs) over a three-year performance period	<b>Yes</b> If a company has increased its employee base by 25% or more in the past 12 months
<b>New Companies</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b> Or moved to Arlington within the past 18 months
<b>Industry</b>	<ul style="list-style-type: none"> <li>Large office users</li> <li>Headquarters/Corporate</li> <li>Fast-growing, established technology companies</li> <li>Important research, federal or nonprofit organizations</li> </ul>	<ul style="list-style-type: none"> <li>Fast-growing, for-profit technology companies in targeted sectors, including AI, big data, cybersecurity, data analytics, fintech, health tech, IoT, machine learning, and robotics.</li> <li>Tech catalyst organizations – incubators, accelerators, venture capital firms</li> </ul>	<ul style="list-style-type: none"> <li>Primary function in the creation, design and/ or research and development of technology hardware or software</li> </ul>
<b>Square Footage*</b>	<b>50,000+</b>	<b>3,000+</b>	—
<b>Lease Length (Years)</b>	<b>7+</b>	<b>3+</b>	—
<b>Other Qualifications</b>	<ul style="list-style-type: none"> <li>Active and realistic competition between Arlington and another jurisdiction</li> <li>Typically used to match Virginia’s Commonwealth Opportunity Fund</li> </ul>	<ul style="list-style-type: none"> <li>Active and realistic competition between Arlington and another jurisdiction</li> </ul>	<ul style="list-style-type: none"> <li>Must be located in one of Arlington’s technology zones (Arlington’s major business corridors)</li> </ul>
<b>Performance Period</b>	Three years	Three years	Up to 10 years
<b>Process</b>	<ul style="list-style-type: none"> <li>ROI analysis</li> <li>County Board approval</li> <li>Signed performance agreement</li> <li>Annual performance reports</li> <li>Clawbacks for nonperformance</li> </ul>	<ul style="list-style-type: none"> <li>ROI analysis</li> <li>Review of company financials and business plan</li> <li>County Board approval</li> <li>Signed performance agreement</li> <li>Annual performance reports</li> <li>Clawbacks for nonperformance</li> </ul>	<ul style="list-style-type: none"> <li>Submit application via Arlington County’s Customer Assessment Payment Portal (CAPP).</li> <li>Commissioner of Revenue reviews and approves application</li> </ul>
<b>Benefit Type</b>	Cash grants starting in year two of the project and paid out annually based on performance agreement metrics being met by the company	Cash grants starting in year two of the project and paid out annually based on performance agreement metrics being met by the company	A 50% or higher reduction in the Business, Professional, Occupational and License (BPOL) tax rate for up to 10 years
<b>Incentive Range</b>	Varied**	\$10,000 to \$150,000**	Approximately \$2 to \$3 per square foot in building occupancy costs annually

\* Values reflect the typical minimum square footage of projects receiving grants  
 \*\* Incentive amounts are based on the estimated fiscal and economic return on investment to Arlington County  
 In addition to the programs listed, Arlington offers incentive programs for affordable access to dark fiber, transportation/commute planning, tax exemptions for rehabilitating certain commercial structures and tax-exempt financing for certain types of organizations.

Contact Marian Marquez for additional details at: [mmarquez@arlingtonva.us](mailto:mmarquez@arlingtonva.us).  
**For more information:**  
[arlingtoneconomicdevelopment.com/incentives](http://arlingtoneconomicdevelopment.com/incentives)

