



BUILT FOR
BUSINESS...
DESIGNED
FOR LIVING

.....
OPPORTUNITIES IN
MERIDIAN, IDAHO
.....





NATIONAL

ACCOLADES

#1 Job Growth
WalletHub, 2019

#9 Best Places to Live
Money, 2019

America's 50 Best Cities to Live In
USA Today, 2017

#4 Fastest Growing Mid-Sized City
#7 Fastest Growing City, Nationwide
WalletHub, 2019

100 Best Communities for Young People
America's Promise, 5 Time Winner

#1 Market for Out-of-State Homebuyers
Realtor.com, August 2019

#7 Best State Economy
WalletHub, 2019

#2 Most Relaxing Airport
Travel Channel, February 2019

2nd State to implement *Code.org*
Computer Science Education policies, 2018

THE CITY OF MERIDIAN

A distinctive community full of energy, business savvy, and innovation ...

One of the best parts of my job is the opportunity to work with companies seeking a home here. Idaho continues to be on the leading edge, frequently cited for its hospitable business climate and its quality of life. Meridian, nestled in the center of Idaho's population hub, has some very-special characteristics of its own.

As its Mayor, I have many deployable resources to help find and secure what you need to make this your new, viable home. I'm supported at every level by others who want to join me in making that happen for you and your organization. We're long-range thinkers putting together smart, human-focused plans that makes sense not just here and now, but also in the future. There are no cookie-cutter solutions here. You will be provided with a single point of contact for our Planning and Building Divisions, aided by an expedited permitting process. I am committed to ensuring that your organization's needs are met in a way that is custom-tailored to your requirements.



Our forward-thinking community and leaders are here as an extension of our "We can make this happen!" team. We know community partnerships are critical to your success. Our Economic Development Team will be available to help you every step along the way, whether it's arranging meetings to explore potential business opportunities, brainstorming an incentive program, or reviewing development standards in order to make the process as seamless as possible.

We're committed to being a premier city to live, work, and raise a family. We sum this up by saying we're "Built for Business and Designed for Living." I'm confident that once you've met with us and situated your business among us, you'll add your own testimony to that.

Tammy de Weerd

Mayor of Meridian

➔ FIND YOUR OPPORTUNITY

You're never far away from the rest of the world.

Meridian is strategically located in the heart of the Boise Valley and the diverse Pacific Northwest. This spot is ripe with opportunities for entrepreneurs and start-ups, as well as established business enterprises.



AIR SERVICE

The Boise Airport (BOI) is located less than 20 minutes from downtown Meridian, and handles more than three million travelers each year.

NON-STOP FROM BOISE TO	FLIGHT TIME
Chicago, IL	3 hrs 19 mins
Denver, CO	1 hr 45 mins
Honolulu, HI	6 hr 10 mins
Las Vegas, NV	1 hr 45 mins
Los Angeles, CA	2 hrs 10 mins
Minneapolis, MN	2 hrs 47 mins
Oakland, CA	1 hr 40 mins
Phoenix, AZ	1 hr 54 mins
Portland, OR	1 hr 10 mins
Sacramento, CA	1 hr 36 mins
San Diego, CA	2 hr 0 mins
San Jose, CA	1 hr 55 mins
San Francisco, CA	1 hr 48 mins
Salt Lake City, UT	1 hr 2 mins
Seattle, WA	1 hr 20 mins
Spokane, WA	59 mins



"I have had the opportunity to work with the City of Meridian over the past three years as we have been planning and constructing our corporate campus. They have been very cooperative and timely in plan reviews and permitting, much better than other cities I have worked with. It is very refreshing to consider a city jurisdiction, like Meridian, a part of our team instead of a challenge to overcome."

- Sam Johnson,
Facilities Manager, Scentsy

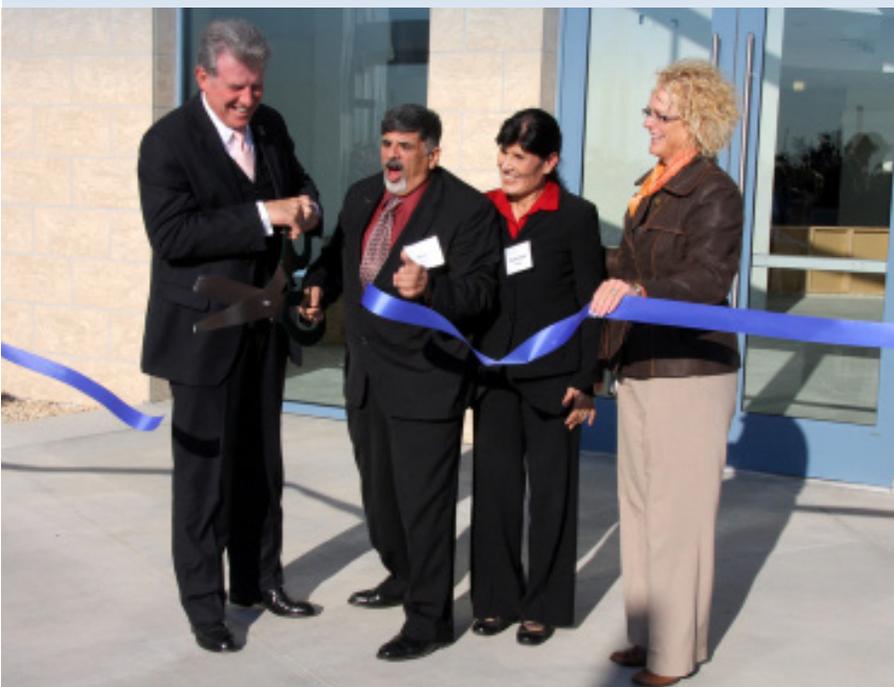
➔ WHY MERIDIAN?





"I chose Meridian for my growing business, PKG User Interface Solutions, due to the caliber of the workforce, the central location, the support from local government, and the availability of land for expansion. We are very proud of our facility now—but with our expansion plans to create an entire campus for our business right here in Meridian, I know that Meridian will be able to accommodate our needs."

- Homy Panahi, President & CEO
PKG User Interface Solutions



DEMOGRAPHICS



Boise MSA & Meridian
Statistics:

POPULATION 727,337

Meridian: 114,680

LABOR FORCE 363,257

Unemployment: 2.9% (Oct 2019)

COST OF LIVING 96%

of National Average

COST OF HOUSING 92%

of National Average

MEDIAN AGE 35.8 YEARS

US: 37.8 years

EDUCATION (MERIDIAN)

BS/BA OR HIGHER 33.7%

US: 30.9

WAGE LEVELS

Median Hourly: \$16.96

Mean Hourly: \$21.86

Median Annual: \$35,280

Mean Annual: \$45,470

MEDIAN HOUSEHOLD

INCOME: \$77,359

IDAHO IS A

RIGHT TO WORK STATE

Sources: Idaho Department of Labor, <https://data.census.gov>



OPPORTUNITY AWAITS

Looking for office space?

Meridian has over 2.8 million square feet of Class A office space to suit your location needs. Located in the heart of the Valley, Meridian has easy access to draw workforce from all cities within the region.

The average commute is 22 minutes.



Power costs are the 6th lowest in the country according to the U.S. Energy Information Administration (2018)

RELIABLE, RESPONSIBLE

- 99.975% Reliability record
- Clean hydropower accounts for nearly 50% of the energy provided

Source: Idaho Power.com/about-us/economic-development/

1ST in JOB GROWTH

(tie) WalletHub 2019



STRONG MEDICAL CORE



St. Luke's Health System, Blue Cross of Idaho, Idaho College of Osteopathic Medicine, and Idaho State University Health Science Center serve as strong industry anchors, enhancing the City's commitment to growing innovators in health, research and technology.

MERIDIAN JOB GROWTH

2014	31,287
2015	33,372
2016	36,371
2017	38,666
2018	40,928
2019*	44,427

* Q1 and Q2 data only

➔ BUILT FOR BUSINESS



SCENTSY SPOTLIGHT

In 2013, Scentsy developed a new 63-acre Meridian campus which includes a new six-story building and a warehouse/distribution facility. Scentsy specializes in scented, wickless candles. Founded in 2004, Scentsy currently employs more than 1,000 people.

WORKFORCE OF THE VALLEY

Covered Employment & Average Annual Wages Per Job 2008 & 2018	2008 Avg Employment	2008 Avg Wages	2018 Avg Employment	2018 Avg Wages
Total Employment - All Industries	272,090	\$37,314	319,435	\$45,403
Agriculture and Mining	5,139	\$28,052	5,913	\$36,142
Construction	18,619	\$42,004	23,211	\$45,259
Manufacturing	28,197	\$56,196	28,458	\$72,053
Trade, Transportation & Utilities	55,085	\$33,772	62,542	\$43,398
Information	5,696	\$40,850	4,456	\$52,451
Financial Activities	13,980	\$44,383	16,562	\$60,868
Professional and Business Services	40,304	\$39,871	46,758	\$49,125
Education and Health Services	53,419	\$36,336	68,935	\$43,297
Leisure and Hospitality	25,171	\$13,667	33,983	\$17,545
Other Services	7,518	\$25,070	8,858	\$31,307
Government	18,962	\$44,719	19,759	\$54,565

Source: Idaho Department of Labor

BUILT FOR BUSINESS ... DESIGNED FOR LIVING



➔ DESIGNED FOR LIVING

➔ LIVING IN MERIDIAN

Meridian's competitive housing market is one of the strongest in the nation. From townhomes to spacious acreages surrounded by farmland, Meridian offers numerous lifestyle options. Shorter commutes and faster connections to work mean you can spend more time doing the things you care about.

With an average of 220 sunny days, the Treasure Valley region offers a wide variety of activities for outdoor enthusiasts.

Meridian is proud of its 23 parks and many City-sponsored events throughout the year that bring the community together.



➔ IN TOUCH WITH THE FUTURE ...

The Village at Meridian is a premier, regional open-air lifestyle center. Encompassing more than one million square feet, The Village features 70 retailers, 20 restaurants, theatres, and 150,000 square feet of office space. The \$300 million center sits on nearly 100 acres at the heart of the Treasure Valley at Eagle and Fairview Roads.



... EMBRACING THE PAST

The City's historic downtown dates back to the late 1800s with the establishment of a major creamery that supported a thriving dairy industry. Today, downtown Meridian still hosts Dairy Days, along with other special events that bring thousands to downtown. Visitors and locals appreciate the traditional atmosphere, and more than 120 businesses value the unique sense of place amidst the Treasure Valley. New mixed-use developments and professional offices are planned, contributing to downtown's vibrancy.



"We can do business as quickly from here as anyone can do from anywhere in the world."

— Dennis Johnson

PRESIDENT AND CEO, UNITED HERITAGE INSURANCE



➔ SUCCESS PROFILE

Dennis Johnson, United Heritage Insurance

When he's not riding his motorcycle through the mountains, Dennis Johnson is steering a rapidly growing insurance company from his office in Meridian.

Headquartered in a state-of-the-art facility, the company employs 140 people to execute back office and shared services functions like accounting and customer service. United Heritage's products are offered by more than 1,700 independent agents around the country.

"We can get from our office to the airport within 12 minutes. From there, we can go anywhere in the United States and indeed, anywhere in the world," says Johnson.

For him, **the Boise Valley's high quality of life translates into lower turnover and higher productivity.**

"It has to do with how much time you're going to be spending in traffic. It has to do with the weather and how much time you'll get to spend outdoors. The Boise Valley has great transportation, great governmental services, great private industry, great shopping, great schools—they all contribute to the great quality of life here. It's not just the recreational opportunities," he says.

It has also meant easier recruiting.

"They want to come to a place like this where you still have a city and an urban atmosphere but with a feeling that people still care about each other. When we give people an opportunity to come here, we find they jump at it."

"The relationship between government and business is really strong here in Meridian. It's as good as any place I've ever seen, whether that's permitting for businesses to build a new building or the state regulatory environment. In a business like ours that's usually so highly regulated, that public/private partnership is really important."

MERIDIAN: THE CENTER OF THE TREASURE VALLEY



Meridian features two Urban Renewal Districts, one in the historic downtown and another at Ten Mile Crossing along Interstate 84. In addition, a federally-designated Opportunity Zone encompasses the City's downtown and extends east to Eagle Road



• DAVID COHEN, CEO
MobileDataForce

➔ ACCESS AND TECHNOLOGY STRENGTHS

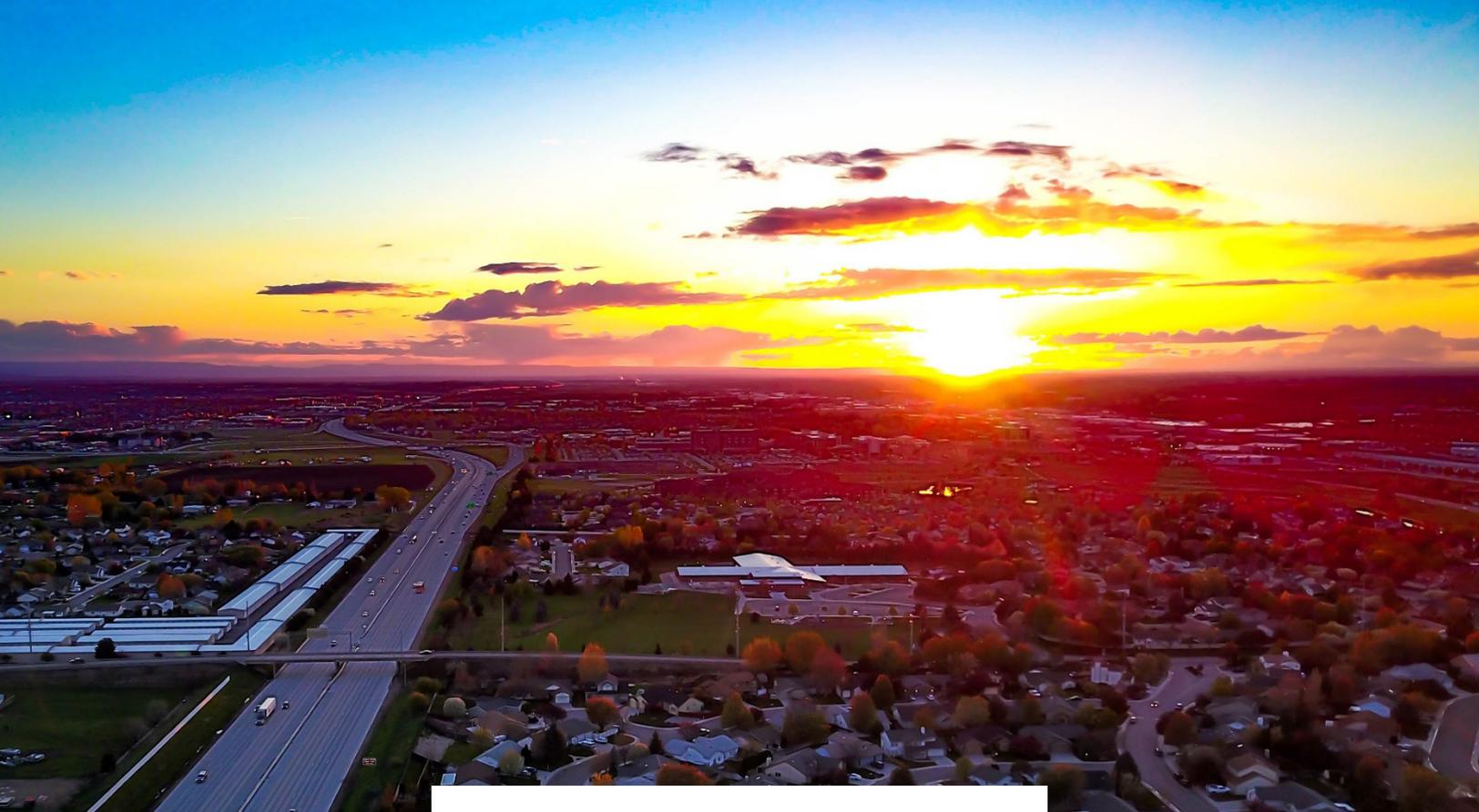
CEO David Cohen explains, "We came to Meridian because a unique technology sprung up here from its proximity to other technology companies like Extended Systems, Sybase, and HP."

"Meridian is unique for the access it provides to government officials, the heads of business, and the leaders of educational institutions."

As far as recruiting people, David explains, "As a business solution provider, we attract a different kind of employee. We attract smart individuals usually in a different stage in their lives, where the quality of life, reasonable work-life balance, and environment for living and raising a family is more aligned with their expectations."

David concludes, "We are uniquely positioned here to innovate around the marriage between technology and traditional industries."

BUILT FOR BUSINESS . . . DESIGNED FOR LIVING



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