

FREDERICK COUNTY

MARYLAND



WHY FREDERICK

LETTER FROM THE FREDERICK COUNTY EXECUTIVE

Live, Work and Thrive in Frederick County

Frederick County, Maryland, is a vibrant community where people can live, work, and thrive while feeling a strong sense of place and belonging. Our business community is dynamic and diverse. Strategically located, we offer a comprehensive transportation network, an educated workforce, and competitive business costs. Our network of core industries creates resilience and diversity, with Life Sciences, Information Technology, Advanced Manufacturing and Professional Services leading the way.

Frederick County is consistently recognized as a Best Place to Live, thanks in large part to our well-educated and diverse communities, as well as our access to renowned educational and healthcare institutions, a variety of retail options, and outstanding recreation and entertainment. Our Main Streets thrive, as local entrepreneurs shape unique businesses against the

backdrop of our vibrant historical tapestry.

Innovative agriculture operations support a flourishing craft beverage industry from farm breweries to cideries and distilleries. And we love our vibrant arts community!

Major employers continue to expand in Frederick County, including Fort Detrick, Frederick Health, Leidos Biomedical and Frederick National Lab. We offer an enticing mix of site opportunities, water and energy infrastructure, and tax advantages. The business environment features lower operating costs than our neighbors in the region. Several major development projects are under construction or expanding, ensuring commercial space remains available. With five designated Opportunity Zones, two Enterprise Zones, and an incubator, businesses are taking advantage of our many resources.

Come see why so many businesses are choosing to take root and grow in Frederick County!

Sincerely,



Jessica Fitzwater, Frederick County Executive

Frederick is a vibrant community that offers many benefits for AOPA and our employees. Being a center of arts, culture, commerce and government, Frederick is a great place to live and work. The highly rated schools and thriving culture encourage our growing workforce to remain or relocate to Frederick. AOPA's headquarters is based in Frederick because of its airport and the close proximity to Washington D.C., where AOPA does a significant amount of advocacy work with all levels of the Federal government.

GREG COHEN, Chief Administrative Officer
Aircraft Owners and Pilots Association (AOPA)

ON THE COVER

The key is symbolic of Francis Scott Key, a native of Frederick County, who wrote “The Star-Spangled Banner” in 1814.

Frederick County boasts a strategic location with easy access to a comprehensive transportation network including highway, airport, rail and port resources.

Three major international airports are located an hour from Frederick County: Baltimore-Washington International, Ronald Reagan National and Dulles International. Locally, Frederick Municipal Airport provides business and corporate air service and is the 2nd most active airport in the state.



BY THE NUMBERS

EDUCATION

Frederick County has high-quality, award-winning educational facilities and institutions that provide the business community with a highly educated workforce.



Frederick County Public Schools (FCPS) serves more than **48,000** students in twelve municipalities. Frederick County continues to have one of the highest graduation rates in the State at **94.3%** (compared to Maryland's 87.6% average).



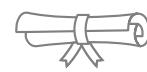
93%

of the population has a high school diploma.



44%

of the population has a bachelor's degree or higher.



22.5%

of the population has a graduate or professional degree.

DEMOGRAPHICS

Over **300,000** residents call Frederick County home because of the County's superior quality of life. According to the census, Frederick County has the **fastest growing population** in Maryland.

108,330 **2.76**

Households

Persons per household

38

Median Age

Maryland has the highest Median Household Income in the U.S. and Frederick County's Median Household Income is even higher.

MEDIAN HOUSEHOLD INCOME

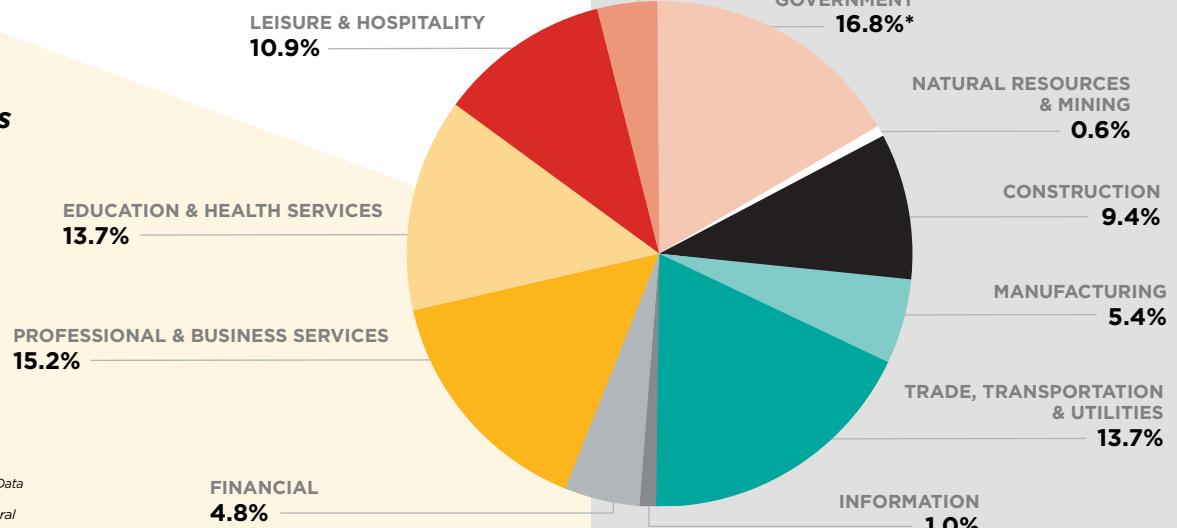
Frederick County, MD	\$122,059
Maryland	\$109,700

EMPLOYMENT

SELECTED OCCUPATIONS	MEDIAN	ENTRY	SKILLED
Accountants	\$44.88	\$31.97	\$78.18
Assemblers and Fabricators	\$21.37	\$17.97	\$66.07
Biological Technicians	\$29.11	\$21.58	\$43.66
Bookkeeping/Accounting Clerks	\$26.91	\$19.80	\$37.51
Computer Network Architects	\$68.90	\$50.41	\$99.10
Computer Systems Analysts	\$54.40	\$36.10	\$90.96
Computer User Support Specialists	\$28.98	\$22.13	\$44.90
Customer Service Representatives	\$19.33	\$16.85	\$29.71
Electrical Engineers	\$49.32	\$38.51	\$87.53
Electronics Engineering Technicians	\$54.41	\$38.65	\$88.68
Freight, Stock and Material Movers	\$20.52	\$16.65	\$26.11
Industrial Truck Operators	\$28.24	\$22.83	\$37.53
Information Security Analyst	\$77.10	\$46.01	\$98.66
Inspectors, Testers, Sorters	\$31.22	\$21.64	\$48.52
Machinists	\$30.94	\$24.11	\$39.60
Maintenance Workers, Machinery	\$31.16	\$21.32	\$45.49
Mechanical Engineers	\$49.78	\$39.48	\$71.20
Network Support Specialists	\$46.37	\$34.49	\$80.55
Packaging/Filling Machine Operators	\$27.96	\$18.71	\$32.92
Packers and Packagers Hand	\$17.99	\$15.14	\$23.11
Secretaries	\$23.89	\$18.86	\$37.17
Shipping/Receiving Clerks	\$20.52	\$16.61	\$29.54
Stock clerks and order fillers	\$17.47	\$15.71	\$23.61

Source: Maryland Department of Labor, Office of Workforce Information and Performance. Wages are an estimate of what workers might expect to receive in Frederick County and may vary by industry, employer and locality.

Frederick County's economy has a diverse range of employment sectors.



Source: Maryland Department of Labor, Licensing and Regulation, 4th Quarter 2022 Data

*Consists of 11.8% Local, 1% State, 4% Federal

Since 2020, Frederick County employment has grown and is continuing to grow more rapidly than Maryland, as well as the Baltimore and Washington metro areas.

JOB INDEX 2022

Frederick County, MD	113.0
Maryland	106.6
Baltimore MSA	105.8
Washington MSA	107.5

Frederick County's employment is forecasted to grow

23.5%

from 2025 to 2050.

LABOR FORCE PARTICIPATION RATE

Population 16 Years and Over

Frederick County, MD	70.3%
Maryland	67.0%
Virginia	65.3%
United States	63.5%

Source: Census 2022 American Community Survey

MAJOR EMPLOYERS

COMPANY NAME	DESCRIPTION	# OF EMPLOYEES
Fort Detrick Campus*	Army, NCI, and other tenants	10,827
Frederick County Public Schools	Public Education	7,433
Frederick Health	Comprehensive Health Care	3,360
Frederick County Government	County Government	2,810
Leidos Biomed / Frederick National Lab	Medical Research	2,440
Frederick Community College	Public Two-Year College	1,369
City of Frederick Government	Municipal Government	977
Thermo Fisher Scientific	Life Sciences Research	815
AstraZeneca	Biotech Manufacturing	799
Costco Wholesale	Wholesale Distribution Center and E-commerce Center	725
Mount Saint Mary's University	Private Four-Year University	682
Legal & General America	Life Insurance Headquarters	638
NVR, Inc.	Home Building and Mortgage Banking	630
Lonza	Cell Culture Media and Endotoxin Test Kits	561
Aldi Distribution Center and Retail	Retail Supermarket & Distribution	552
STULZ Air Technology Systems, Inc.	Manufacturer, Commercial Air Conditioners and Dehumidifiers	536
Kite a Gilead Company	Cell Therapy Products	510
YMCA of Frederick County	Recreation and Sports Center	509
National Emergency Training Center	US Fire Academy, FEMA, and other tenants	400
Music & Arts	Music Retailer and Headquarters (A Subsidiary of Guitar Center)	396
Plamondon Hospitality Companies	Hospitality (Hotels, Restaurants, and Restaurant Management)	390
Sheppard Pratt	Outpatient Mental Health	376
Pleasants Construction, Inc.	Construction and Paving	360
RR Donnelley	Business Documents	350
Fitzgerald Auto Mall Frederick	Auto Dealership	347
Maryland School for the Deaf	Educational Institution	320
Cian Diagnostics	Diagnostic Testing	307
R.W. Warner	Construction/Trade Contractor	302
Homewood Retirement Centers	Retirement Community	300
Wright Manufacturing	Lawn Maintenance Technology	280
Morgan Keller Construction	General Contractors	253
Hood College	Private Four-Year College	251

*Includes military personnel, contractors and offsite annex



RECENT WINS

Rowan Digital

Rowan is investing \$3.1 billion in a 2,100-acre industrial campus built on a remediated brownfield site in Frederick County. The site will host three data center projects, spanning approximately 2.2 million SF across 11 buildings.

Aligned

Aligned, a Texas-based technology infrastructure company is investing \$6 billion to build a 1.7 million SF campus across four buildings. This project furthers the growth of Quantum Frederick's data center site.

Lonza

Lonza, a healthcare manufacturing company headquartered in Switzerland, expanded its endotoxin assay production operation in Frederick County. The move demonstrates Frederick County's ability to attract and support cutting-edge biotech and manufacturing projects. The expansion brings the facility to 145,000 SF.

JLG Industries

JLG Industries is opening a new 113,000 SF research and development facility in Frederick's Riverside Research Park. The state-of-the-art site will feature innovation and equipment testing areas, flexible workspaces, and room for future expansion.

AboveAir Technologies

AboveAir Technologies, a Frederick-based manufacturer of mission-critical HVAC solutions, is expanding into a new 110,000 SF facility at Wedgewood West Industrial Park, more than doubling the size of its current operation. The expansion positions AboveAir to meet rising demand, create high-quality jobs, and further solidify Frederick County's role as a hub for biotech and advanced manufacturing growth.

Walmart Centralized Prescription Processing

This 102,000 SF facility will serve over 700 Walmart pharmacy locations across 16 states and Washington, D.C., making it a central hub for the company's Eastern regional network. The facility is designed to automate the process of filling prescriptions. It uses advanced robotics and dynamic weighing systems to handle tasks like pill counting, labeling, and sorting.

X-Energy

X-energy is expanding in Frederick County with a new 90,000 SF facility. The site will host non-nuclear testing and prototyping of advanced reactor components and feature a state-of-the-art control room simulator to train reactor operators and technicians. This investment strengthens Frederick's role in clean energy innovation, creates high-quality jobs, and positions the county at the forefront of next-generation nuclear technology.

Theradadaptive

Theradadaptive's new facility will be used to support the company's R&D, manufacturing, and clinical trials for its regenerative therapeutics. The company, a graduate of the Frederick Innovative Technology Center Inc. (FITCI), will more than quadruple its operational space from 6,000 SF to approximately 28,000 SF, marking a major milestone in its growth trajectory.

R3

R3's exceptional growth, evidenced by its naming to the prestigious Inc. 5000 list, demonstrates its role as an economic driver within Frederick County. The company is adding 100 new jobs and expanding its footprint by 15,000 SF, directly contributing to the county's growing technology sector. This expansion provides high-value employment opportunities in cloud-first IT, cybersecurity, and compliance.

KEY INDUSTRIES

Professional Services

Frederick County's professional services sector is deeply integrated into the region's economy, providing expertise that enables companies to scale, innovate, and compete. Firms in accounting, law, marketing, and business consulting not only serve local clients but also attract regional and national work, reinforcing the county's reputation as a hub for knowledge-based industries. Their presence strengthens the overall business climate, supporting growth in sectors such as life sciences, technology and advanced manufacturing, making Frederick an attractive location for both entrepreneurs and established enterprises.

PROFESSIONAL SERVICES

Life Sciences

Frederick County has an extensive and expanding life sciences ecosystem, anchored by global industry leaders such as Kite, a Gilead Company; AstraZeneca; Lonza; and Thermo Fisher Scientific. It is also home to locally founded innovators like RoosterBio and BioFactura, and is increasingly attracting international companies, like PRONAV Clinical, seeking a foothold in the U.S. Local businesses and organizations specialize in cell and gene therapy, biomanufacturing, and research. Significant private sector investment is streamlining how life science facilities are designed, built, and managed. To meet growing demand, incubators and ready-to-use labs and manufacturing spaces have been developed for both emerging and established firms.

LIFE SCIENCES



INFORMATION TECHNOLOGY

Information Technology

The information technology industry in Frederick County includes high tech firms that specialize in data centers, telecommunications, web development, cyber security and consulting. Aligned and Rowan Digital are recent additions to Frederick County, with new locations at Quantum Frederick's 2,100 acre master planned data center community.

The Frederick Innovative Technology Center, Inc. (FITCI) is a business incubator and accelerator designed to cultivate entrepreneurship. In 2024, FITCI expanded, opening an additional 25,000 SF facility.



ADVANCED MANUFACTURING

Advanced Manufacturing

Frederick County is also a hub for advanced manufacturing, with over 230 manufacturers employing more than 5,600 people. Wilcoxon Sensing Technologies, ACDi and Canam Steel (CSC) are just a few manufacturers with operations in Frederick County. Manufacturers benefit from a collaborative business community that fuels innovation and works in partnership with a sense of local pride. Made in Frederick is a local marketing initiative that provides resources, tools and connections designed to strengthen and foster the growth of Frederick County's manufacturing industry in a global environment.



INCENTIVES

INCREASE YOUR BOTTOM LINE IN FREDERICK COUNTY

A competitive tax structure, business-friendly climate and attractive local and state incentives make Frederick County the ideal place to do business. Frederick County is one of just a few elite counties across the U.S. with a AAA bond rating from all three agencies, the highest bond rating possible. This helps translate the financial health and stability in Frederick County.



Fast Track Permitting

can expedite eligible projects through the development process on an abbreviated schedule.

The County does not assess a business

personal property tax. This can provide considerable savings compared to other jurisdictions.

The County
exempts

100%

of commercial and research and development inventory from personal property tax.

QUALIFYING FOR TAX CREDITS

New Jobs Tax Credit

Available for businesses who construct or expand by at least

5k sq/ft

in a priority funding area and create at least

25 New Jobs

within the first two years of expansion

Enhanced Jobs Tax Credit

Available for businesses who expand by at least

250k sq/ft

and create at least

2.5k Full Time Jobs

*These tax credits are available for new construction only.

Commercial and Industrial Business Tax Credit

Up to 10-Year Real Property Tax Credit available for businesses conducting manufacturing, fabricating, or assembling operations with a total new investment of at least

\$5M

and at least

25 New Jobs

paying at least

150%

The Federal
Minimum Wage

Maryland's Research and Development

Tax Credit program provides income tax credits to businesses that invest in research and development in Maryland.

Maryland Biotechnology Investment

Incentive Tax Credit provides an investor with a refundable State income tax credit for an eligible investment in a Qualified Maryland Biotechnology Company (QMBC). The program supports investment in seed and early stage biotech companies to promote and grow the biotech industry in Maryland.

Location dependent incentives include **HUBZones, TIF Districts, Opportunity Zones** and other municipal tax credits and incentives.

Rehabilitated Vacant Commercial

Structures Property Tax Credit is a 7 year tax credit that encourages capital reinvestment and revitalization of certain existing vacant commercial structures throughout Frederick County.

FREDERICK COUNTY DIVISION OF ECONOMIC OPPORTUNITY

The Frederick County Division of Economic Opportunity (DEO) leads Frederick County's growing economy by creating innovative and compelling opportunities for residents and businesses. This is done by serving as collaborative partners to streamline processes, access resources and facilitate economic progress. DEO consists of the Office of Economic Development and Workforce Services.

Frederick County Office of Economic Development

Frederick County Office of Economic Development's (FCOED) mission is to sustain, diversify and grow Frederick County's diverse economy by providing leadership and resources for businesses to start, locate and expand.

Services:

- Business Expansion and Location Assistance
- Incentive/Funding Resources
- Permitting/Zoning Assistance
- Marketing/Public Relations
- Diversity, Equity, Inclusion and Belonging EmPOWER Program
- Business Networking and Industry Connections
- Demographic and Business Data

Frederick County Workforce Services

As a proud partner in the American Job Center network, Frederick County Workforce Services (FCWS) links businesses in need of qualified employees with individuals seeking employment opportunities.

FCWS utilizes innovative strategies to help identify and achieve recruitment, retention and training goals.

Services:

- Placement Assistance
- Job Listing Opportunities
- Customized Employee Training
- Access to Funding for Training
- Outplacement Services
- Use of Onsite Facilities
- On-the-Job Training Programs for New Hires

Division of Economic Opportunity

FREDERICK COUNTY
MARYLAND



WHERE BIG IDEAS GROW

A high-angle aerial photograph of a cityscape. In the foreground, a bridge with a stone arch spans a river, with several cars driving across. Below the bridge, a road leads into the city. The city is filled with various buildings, including houses, larger apartment complexes, and industrial structures. The surrounding area includes green parks and clusters of trees. The overall scene suggests a well-developed urban environment.

HAVE QUESTIONS ABOUT
FREDERICK COUNTY?

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