Competitive Labor Market Assessment for Bakersfield, California

Statistical Comparison of Bakersfield, California with Five Competing Locations

Prepared for Deca Companies, LLC

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INTRODUCTION
BACKGROUND AND METHODOLOGY

- Presented herein is a competitive labor market assessment for a development located in Bakersfield, CA in comparison to five competing locations.

- Evaluated labor market characteristics are those which typically influence location decision-making for a distribution related operation. Characteristics include:

  - Population and targeted workforce characteristics;

  - Labor demand stoplight;

  - Affluence and education characteristics; and

  - Warehouse wage patterns.

- Statistics pertain to a 30-minute drivetime from each property.

- Labor market maps for the Subject Property and five competing locations are positioned following the warehouse wage pattern analysis.

SUMMARY OBSERVATIONS

BAKERSFIELD, CA

Bakersfield, CA is well-positioned for a new distribution operation. Key strengths include:

- **A location providing favorable labor draw characteristics**. Notably, Bakersfield, CA captures the largest volumes of the targeted blue collar demographic and Material Moving workers at a 15-minute commute.

- **Modest competitive demand** for existing targeted workforce groups due to lower employment concentrations, a high unemployment rate, and moderate-to-low influence of existing, under construction, or proposed industrial inventory within a 10-mile proximity.

- **Favorably low labor cost**, indicating similar wage offerings will be more attractive in Bakersfield, CA when compared to the Inland Empire locations.

- **A large blue collar-oriented population base**, demonstrated by elevated concentrations of blue collar residents, high percentage of blue collar employment as a share of total employment, low median household incomes, and a high percentage of households earning less than $45,000 annually. All indicators of a population base equipped to support industrial operations.

STATISTICAL LABOR MARKET COMPARISONS

KEY FINDINGS: POPULATION CHARACTERISTICS

- The Subject Property exhibits favorable population characteristics including high blue collar employment percentage as a share of total employment, the highest unemployment rate, and low workforce participation rates which are statistical indications of the potential to attract distribution workers from among the area's unemployed blue collar residents.

Population Characteristics, 30-Minute Drivetime								
Location	Population Volume	Projected 5-Year Growth Rate	Unemployment Rate	Workforce Participation Rate	Blue Collar Occupational Employment as % of Total Employment	Seasonal Workers as % of Total Employment	Part-Time Workers as % of Total Employment	Late-Shift Workers as % of Total Employment
C&W Preference:	Higher	Higher	Higher	Lower	Higher	Higher	Higher	Higher
Beaumont, CA	1,207,516	2.4%	5.9%	75.3%	29.0%	11.7%	16.4%	16.0%
Hesperia, CA	777,919	2.8%	6.1%	72.2%	30.0%	11.6%	16.4%	16.5%
Subject Property – Bakersfield, CA	**624,715**	**3.9%**	**9.6%**	**80.8%**	**24.7%**	**12.8%**	**14.1%**	**12.8%**
Shafter, CA	623,967	4.2%	9.2%	80.6%	24.7%	13.3%	13.9%	12.7%
Visalia, CA	490,308	4.3%	9.0%	84.7%	23.6%	13.5%	15.5%	15.0%
Lebec, CA	126,075	6.6%	9.0%	80.7%	31.1%	13.1%	14.1%	14.7%
U.S. Average	n/a	3.4%	3.5%	86.5%	21.2%	12.6%	17.2%	13.6%

STATISTICAL LABOR MARKET COMPARISONS

KEY FINDINGS: TARGETED WORKFORCE CHARACTERISTICS

- The Subject Property captures the largest targeted blue collar workforce and material moving worker volumes within a 15-minute drivetime commute, demonstrating a strong supply of labor located close-in to the property.

- Material moving employment concentrations for the Subject Property appear above national averages, a statistical indication of modest competitive demand for the referenced workforce.

Targeted Workforce Characteristics								
Location	Targeted Blue Collar Demographic[1]				Material Moving Employment			
	15-Minute Drivetime		30-Minute Drivetime		15-Minute Drivetime		30-Minute Drivetime	
	Volume	Concentration	Volume	Concentration[2]	Volume	Concentration	Volume	Concentration
C&W Preference:	*Higher*	*Higher*	*Higher*	*Higher*	*Higher*	*Lower*	*Higher*	*Lower*
Subject Property – Bakersfield, CA	**51,650**	**1.3**	**84,222**	**1.1**	**6,900**	**1.6**	**10,812**	**1.4**
Hesperia, CA	27,525	2.0	137,190	1.5	2,145	1.6	17,547	1.9
Visalia, CA	18,977	1.4	80,928	1.4	1,975	1.3	11,286	1.8
Beaumont, CA	18,826	1.5	221,988	1.5	1,946	1.5	31,208	2.1
Shafter, CA	7,246	0.9	85,230	1.1	769	0.8	10,754	1.4
Lebec, CA	86	1.5	22,139	1.5	6	1.0	2,991	1.9
U.S. Average	n/a	1.0	n/a	1.0	n/a	1.0	n/a	1.0

1. Resident adult population with characteristics well-suited for industrial (warehouse/production) employment.
2. Concentration index (US average =1.0); Values > 1.0 indicate local area is more concentrated than the US average.

STATISTICAL LABOR MARKET COMPARISONS

KEY FINDINGS: TARGETED WORKFORCE CHARACTERISTICS (EXPANDED REGION)

- The Subject Property captures significantly more volumes of targeted workforce and material moving workers when considering an expanded commute zone. An occupier who offers competitive wage positioning, superior working conditions, and opportunity for career growth will increase the probability of attracting a portion of the employees located outside the primary commute zone (30-minutes and under).

Targeted Workforce Characteristics		Population	Targeted Blue Collar Demographic[1]		Material Moving Employment	
Location		Volume	Volume	Concentration[2]	Volume	Concentration
C&W Preference:			*Higher*	*Higher*	*Higher*	*Lower*
Subject Property – Bakersfield, CA						
15-minute		345,951	51,650	1.3	6,900	1.6
20-minute		536,693	76,006	1.2	9,623	1.4
25-minute		597,764	81,912	1.1	10,346	1.4
30-minute		624,715	84,222	1.1	10,812	1.4
35-minute[3]		649,290	86,030	1.1	11,369	1.4
40-minute[3]		713,129	92,530	1.1	12,453	1.4
45-minute[3]		752,634	98,132	1.1	13,157	1.4

1. Resident adult population with characteristics well-suited for industrial (warehouse/production) employment.
2. Concentration index (US average =1.0); Values > 1.0 indicate local area is more concentrated than the US average.
3. The probability of drawing from the labor pool located outside of a 30-minute commute becomes smaller and would require an employer to offer competitive wage positioning, superior working conditions, and growth opportunities to attract those residents.

STATISTICAL LABOR MARKET COMPARISONS

KEY FINDINGS: LABOR DEMAND

- The table below presents key warehouse labor market statistics believed to have the greatest influence on labor demand within proximity to the candidate locations. Locations are sorted in descending order by higher favorable labor demand rating.

- C&W's directional preferences are shaded from green (favorable) to red (less favorable).

- The Subject Property rates higher (more favorable) than other competing locations due to a lower concentration of Material Moving employment, a high unemployment rate, and moderate-to-low influence of existing, under construction, or proposed industrial inventory within a 10-mile proximity.

Labor Demand: Stoplight Analysis (10-mile radius unless otherwise specified)

Location	Unemployment Rate[1]	Material Movers Employment Concentration Index[2] (US=1.0), Target Drivetime	Industrial RBA[3]: Existing	Industrial RBA[3]: Under Construction	Industrial RBA[3]: Proposed	Number of Industrial Buildings 1 Million SF or Larger	Number of Industrial Buildings 500,000 to 999,999 SF	Labor Demand Rating, Scale 1 to 10 (10=Preferred/ Least Demand)
Subject Property - Bakersfield, CA	9.6%	1.4	7,712,486	0	5,514,185	1	3	6.6
Shafter, CA	9.2%	1.4	18,721,498	1,087,000	1,298,373	7	3	6.3
Lebec, CA	9.0%	1.9	5,696,508	233,217	2,304,130	1	4	6.2
Hesperia, CA	6.1%	1.9	4,901,406	2,369,350	5,825,457	2	1	5.9
Visalia, CA	9.0%	1.8	12,428,533	1,663,630	3,447,730	1	3	5.4
Beaumont, CA	5.9%	2.1	11,282,773	4,853,375	46,559,696	4	4	4.8

Table notes:

(1) Unemployment Rate based on 30-minute drivetime.

(2) Materials Movers Concentration Index: Represents local workforce concentration as compared to national workforce concentration. Material Movers concentration index greater than 1.7 can indicate elevated competition which can result in recruiting challenges, higher turnover, and upward wage pressure.

(3) RBA: Rentable Buildable Area: indicates usable area and its associated share of the common areas.

Note: "Concentration" expressed as an Index, whereas the U.S. average concentration equals 1.0; index values greater than 1.0 indicate the local market area is more concentrated than the national average.

STATISTICAL LABOR MARKET COMPARISONS

KEY FINDINGS: AFFLUENCE AND EDUCATION

- The Subject Property exhibits favorable income attributes within a 30-minute drivetime. Low median household income and a high percentage of households earning less than $45,000 annually suggest wage offerings will be more attractive at the Subject Property when compared to most of the competing properties.

- The Subject Property exhibits favorable targeted educational attributes well suited for industrial roles with the percentage of the population with a High School Diploma and Some College/Associates above the national average.

Affluence and Education, 30-Minute Drivetime					
	Affluence and Inflation Trends			Educational Attainment	
Location	Median Household Income	Projected 5-Year Household Income Change	% of Households Earning Less Than $45,000 Per Year	% High School Diploma, Some College/Associates	% Bachelors Degree and Above
C&W Preference:	Lower	Lower	Higher	Higher	Lower
Lebec, CA	$52,231	16.0%	38.2%	58.1%	11.4%
Subject Property - Bakersfield, CA	**$56,101**	**16.4%**	**35.7%**	**57.0%**	**17.7%**
Shafter, CA	$56,253	16.1%	35.6%	58.1%	17.5%
Visalia, CA	$63,039	16.1%	31.7%	59.0%	16.2%
Beaumont, CA	$63,898	12.2%	31.3%	58.6%	20.0%
Hesperia, CA	$69,251	11.8%	29.2%	62.0%	17.3%
United States Average	$66,422	14.9%	30.5%	55.9%	32.0%

STATISTICAL LABOR MARKET COMPARISONS
REPORTED WAREHOUSE WAGE PATTERNS

- The table below presents reported median entry-level wages for four warehouse positions based on an industry-leading wage data provider (Economic Research Institute). Market trends indicate this wage positioning appears necessary to recruit and retain warehouse talent. The four-position average wage is indexed against the United States average (US = 100).

- Compared to Beaumont ($22.43) and Hesperia ($22.62), the subject property exhibits a lower average warehouse wage at $22.21, which is 8% above the national average. In relation to Beaumont and Hesperia, the Subject Property is approximately $0.22 to $0.41 lower than its Inland Empire competitors, a significant cost savings to an occupier staffing a large operation.

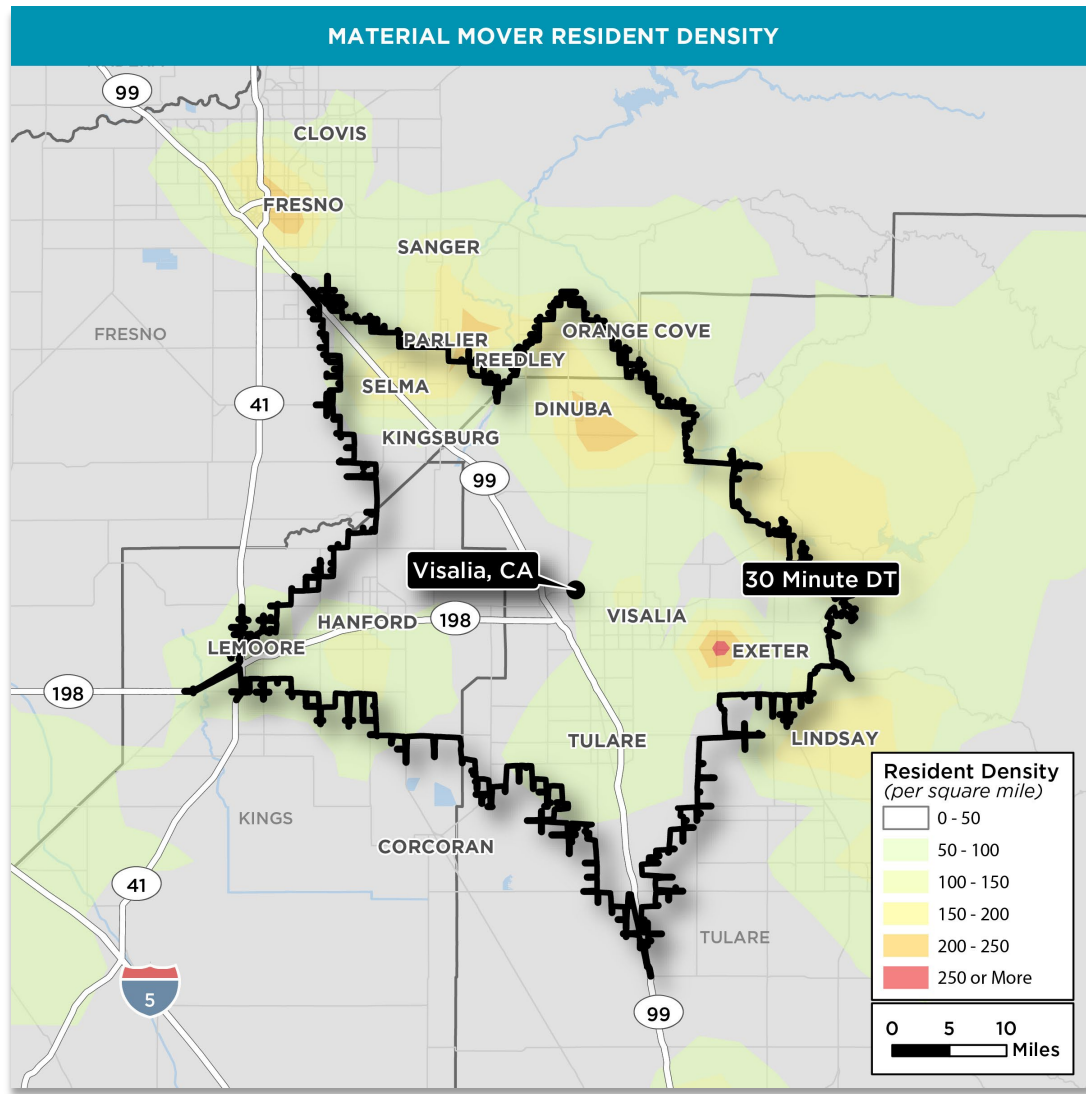| Reported Median Hourly Wages for **Warehouse** Positions						
Location	Four-Position Average Wage	Wage Index (US=100)	Warehouse Selector	Materials Handler	Forklift Operator	Maintenance Associate
United States Average	$20.56	**100**	$18.70	$18.93	$19.72	$24.88
Visalia, CA	$21.42	104	$19.58	$19.83	$20.63	$25.63
Shafter, CA	$22.18	108	$19.87	$20.40	$21.25	$27.20
Lebec, CA	$22.20	108	$19.88	$20.41	$21.27	$27.22
Subject Property - Bakersfield, CA	$22.21	108	$19.89	$20.42	$21.28	$27.24
Beaumont, CA	$22.43	109	$20.31	$20.72	$21.56	$27.12
Hesperia, CA	$22.62	110	$20.47	$20.89	$21.74	$27.36

WAREHOUSE WAGE PATTERNS

SELECT JOB TITLES MATCHED TO WAREHOUSE OPERATIONS

Hourly Job Titles and Descriptions

Warehouse Job Title	ERI Job Title Description / Function
Warehouse Selector	Picks merchandise for shipment according to current orders. Uses a headset or pick sheet to locate items within the warehouse. Removes products from warehouse shelves and places products on pallets, with a pallet jack or forklift, following stacking policies to prevent product damage. Verifies product and quantity accuracy.
Materials Handler	Loads, unloads, and moves materials within or near plant, yard, or work site. Reads work order or follows verbal instructions to ascertain materials or containers to be moved.
Forklift Operator	Operates and drives gasoline-, liquefied gas-, or electric-powered industrial truck equipped with lifting devices, such as forklift, boom, scoop, lift beam and swivel-hook, fork-grapple, clamps, elevating platform, or trailer hitch, to push, pull, lift, stack, tier, or move products, equipment, or materials in warehouse, storage yard, or factory. Moves levers and presses pedals to drive truck and control movement of lifting apparatus.
Maintenance Associate	Repairs, installs, and maintains machinery, equipment, physical structures, and pipe and electrical systems in commercial or industrial establishments, following specifications, blueprints, manuals, and schematic drawings, using hand tools, power tools, hoist, crane, and measuring and testing instruments.

LABOR MARKET MAPS

VISALIA, CA

MATERIAL MOVER RESIDENT DENSITY

Resident Density
(per square mile)

☐	0 - 50
☐	50 - 100
☐	100 - 150
☐	150 - 200
☐	200 - 250
☐	250 or More

0   5   10 Miles

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to the Subject Property, this competitive property has access to a smaller population base and a lower volume of material movers within a 15-minute drivetime.
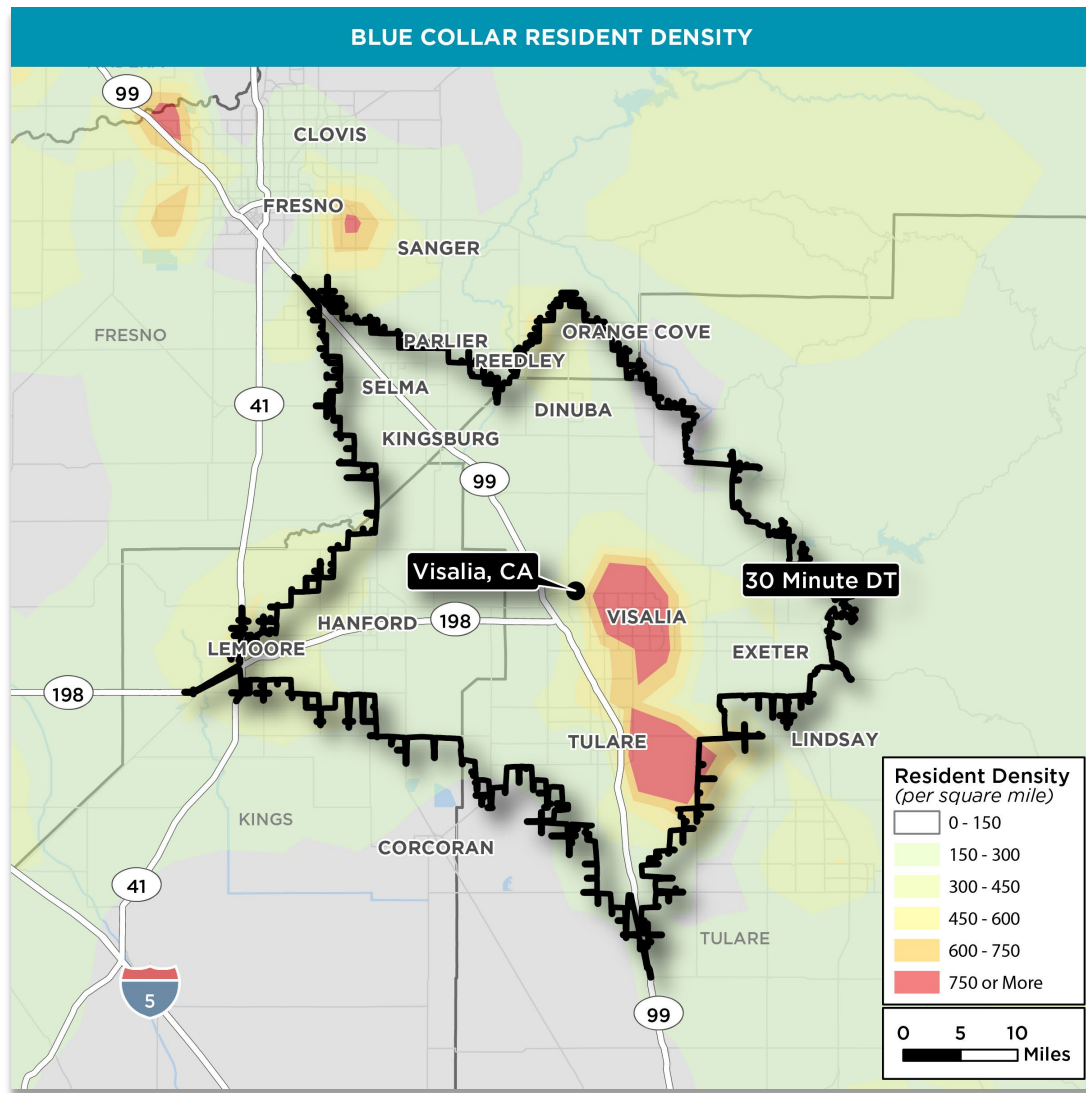
Select Statistics, 30-minute drivetime	
Population	490,308
Projected 5-Year Population Change	4.3%
Material Movers, Volume	11,286
Material Movers, LQ	1.8
Material Movers, Volume *(15-minute)*	1,975
Material Movers, LQ *(15-minute)*	1.3

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

VISALIA, CA

BLUE COLLAR RESIDENT DENSITY

Resident Density
(per square mile)

- 0 - 150
- 150 - 300
- 300 - 450
- 450 - 600
- 600 - 750
- 750 or More

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to the Subject Property, this competitive property has access to a smaller population base and a lower volume of targeted blue collar demographic within a 15-minute drivetime.
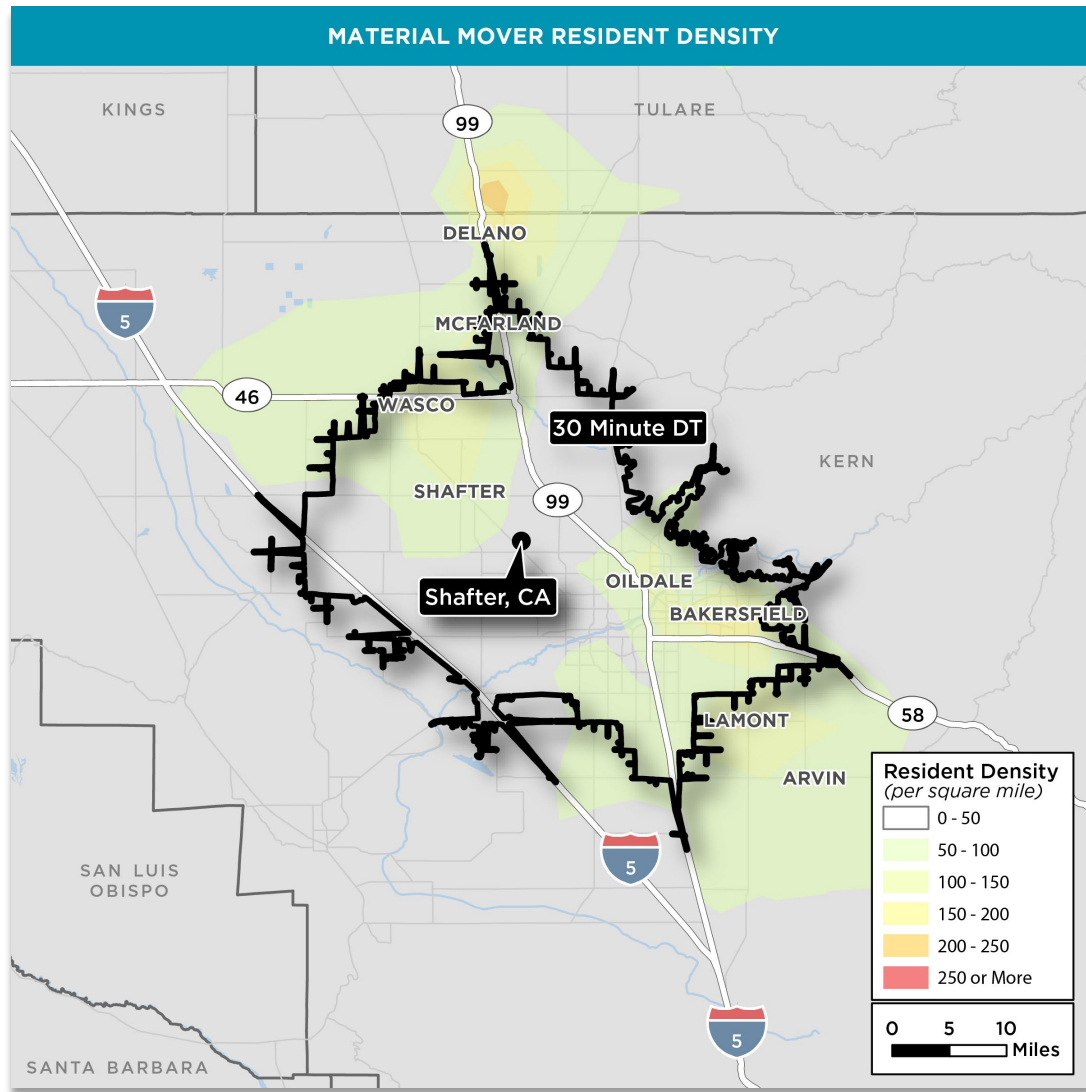
Select Statistics, 30-minute drivetime	
Population	490,308
Projected 5-Year Population Change	4.3%
Targeted Demographic, Volume	80,928
Targeted Demographic, LQ	1.4
Targeted Demographic, Volume *(15-minute)*	18,977
Targeted Demographic, LQ *(15-minute)*	1.4

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

SHAFTER, CA

MATERIAL MOVER RESIDENT DENSITY

Resident Density *(per square mile)*
- 0 - 50
- 50 - 100
- 100 - 150
- 150 - 200
- 200 - 250
- 250 or More

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- This competitive property has access to the 2nd highest population base in the Bakersfield region. Access to ample material mover volume is evident, but extremely low volume within a 15-minute drivetime is noted at this location, which is significantly lower compared to the Subject Property and reflects a reliance on longer commute times to access talent.
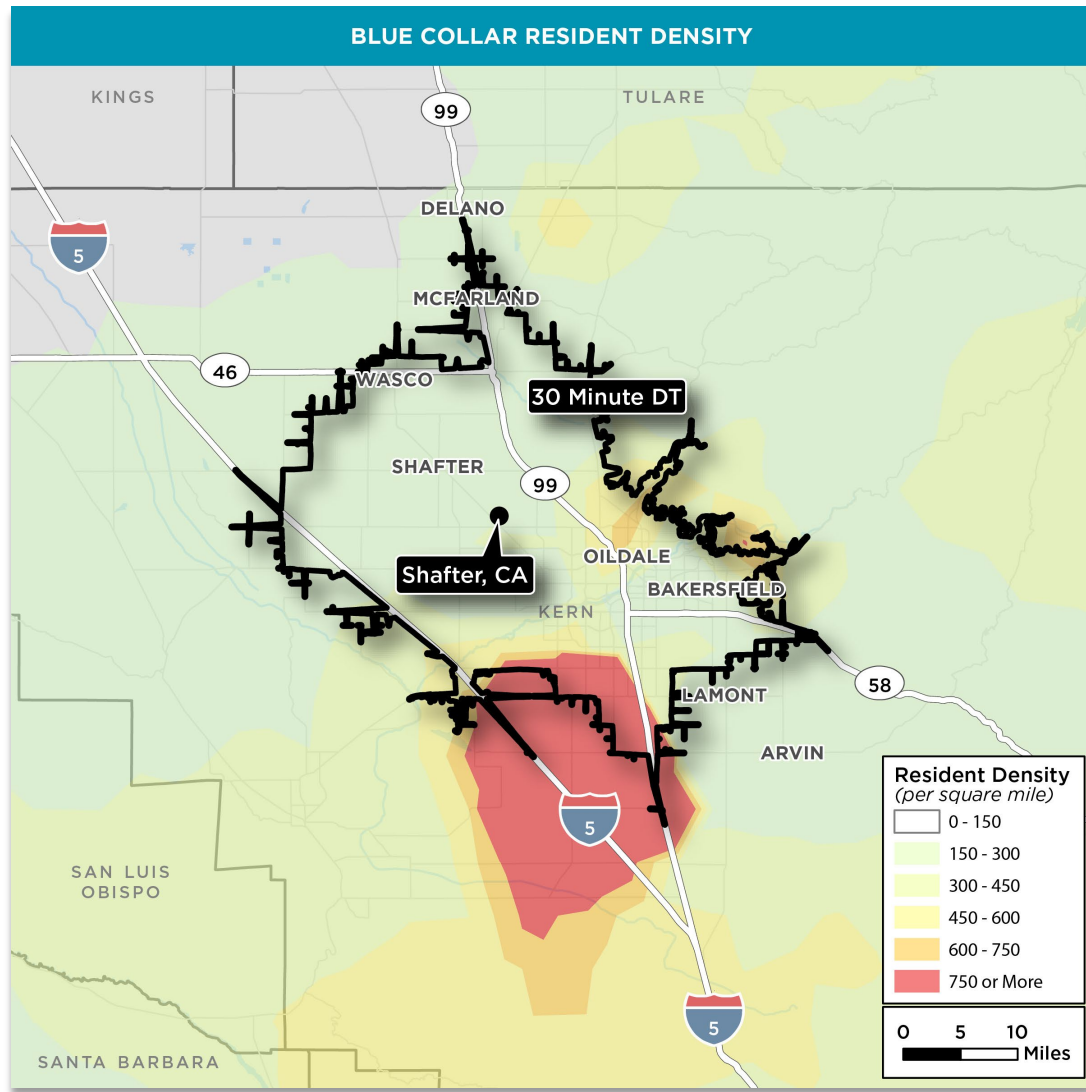
Select Statistics, 30-minute drivetime	
Population	623,967
Projected 5-Year Population Change	4.2%
Material Movers, Volume	10,754
Material Movers, LQ	1.4
Material Movers, Volume *(15-minute)*	769
Material Movers, LQ *(15-minute)*	0.8

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

SHAFTER, CA

BLUE COLLAR RESIDENT DENSITY

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to the Subject Property, this competitive property has access to the 2nd highest population base in the Bakersfield region, but has the 2nd lowest volume of targeted blue collar demographic within a 15-minute drivetime.
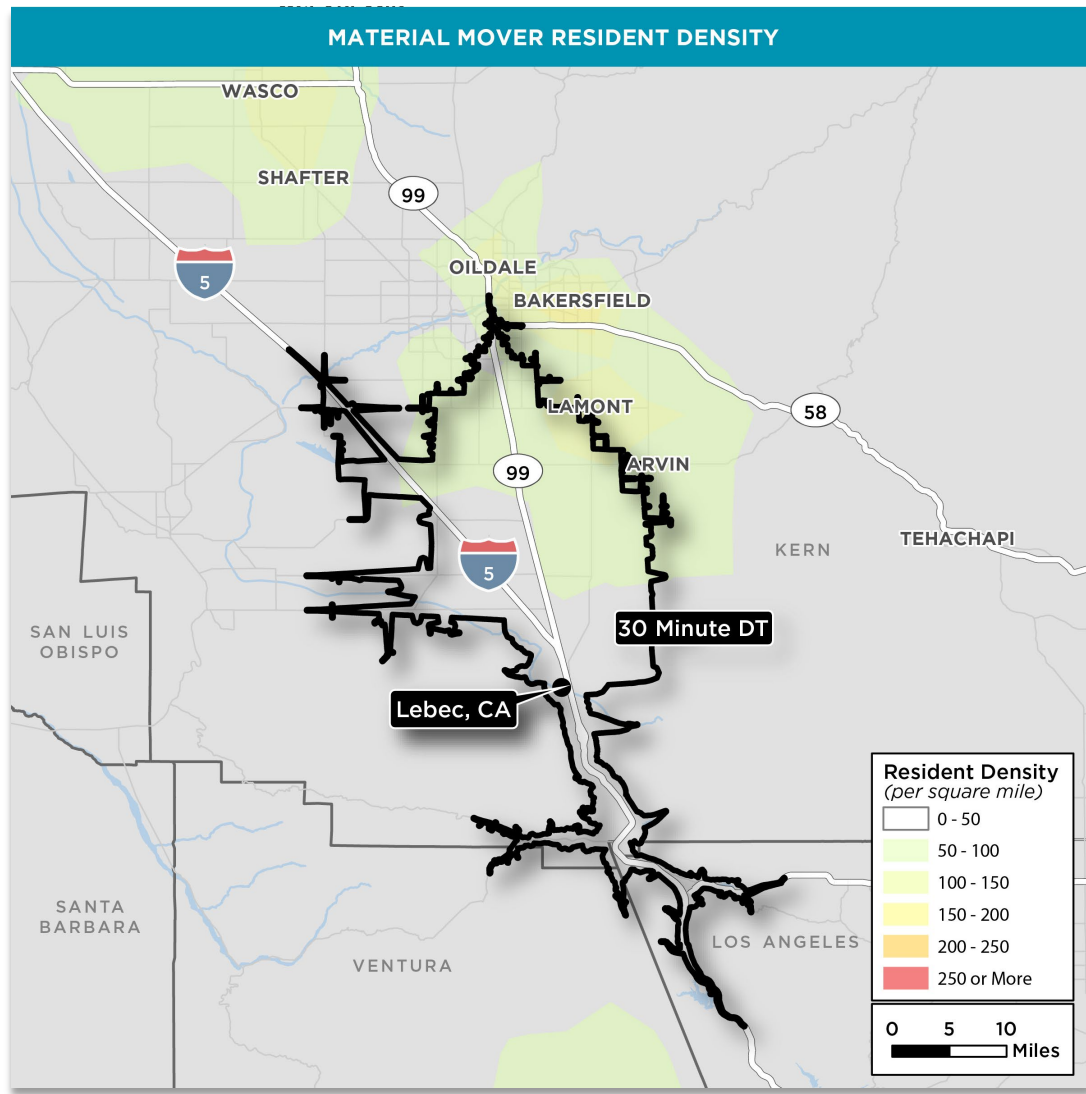
Select Statistics, 30-minute drivetime	
Population	623,967
Projected 5-Year Population Change	4.2%
Targeted Demographic, Volume	85,230
Targeted Demographic, LQ	1.1
Targeted Demographic, Volume *(15-minute)*	7,246
Targeted Demographic, LQ *(15-minute)*	0.9

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

LEBEC, CA

MATERIAL MOVER RESIDENT DENSITY

Resident Density
(per square mile)
- 0 - 50
- 50 - 100
- 100 - 150
- 150 - 200
- 200 - 250
- 250 or More

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- This competitive property lacks sufficient labor supply denoted by its access to the smallest population base and lowest volumes of material movers at 15 and 30-minute drivetimes.
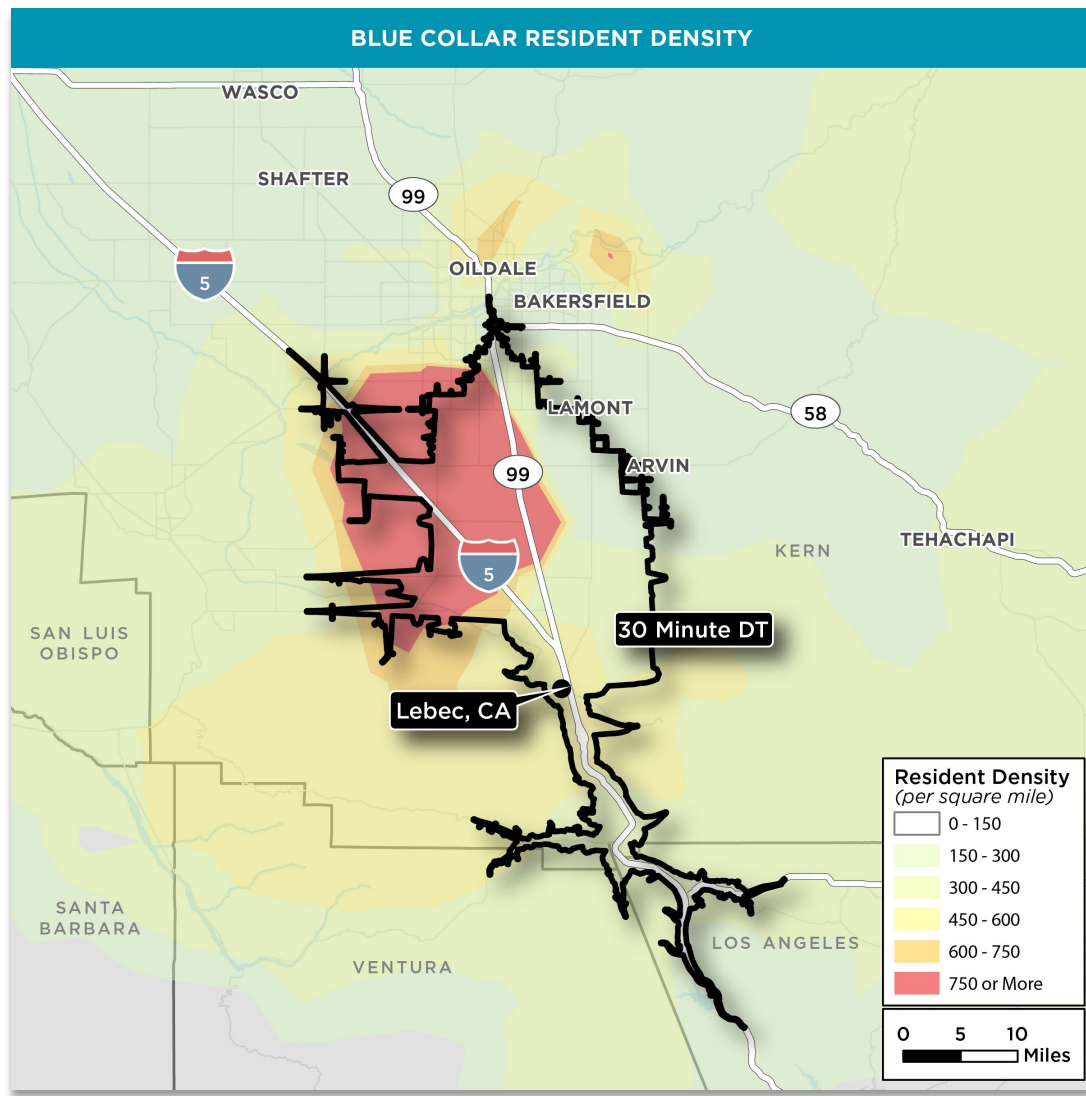
Select Statistics, 30-minute drivetime	
Population	126,075
Projected 5-Year Population Change	6.6%
Material Movers, Volume	2,991
Material Movers, LQ	1.9
Material Movers, Volume *(15-minute)*	6
Material Movers, LQ *(15-minute)*	1.0

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

LEBEC, CA

BLUE COLLAR RESIDENT DENSITY

Resident Density
(per square mile)
- 0 - 150
- 150 - 300
- 300 - 450
- 450 - 600
- 600 - 750
- 750 or More

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- This competitive property lacks sufficient labor supply denoted by its access to the smallest population base and lowest volumes of targeted blue collar demographic at 15 and 30-minute drivetimes.
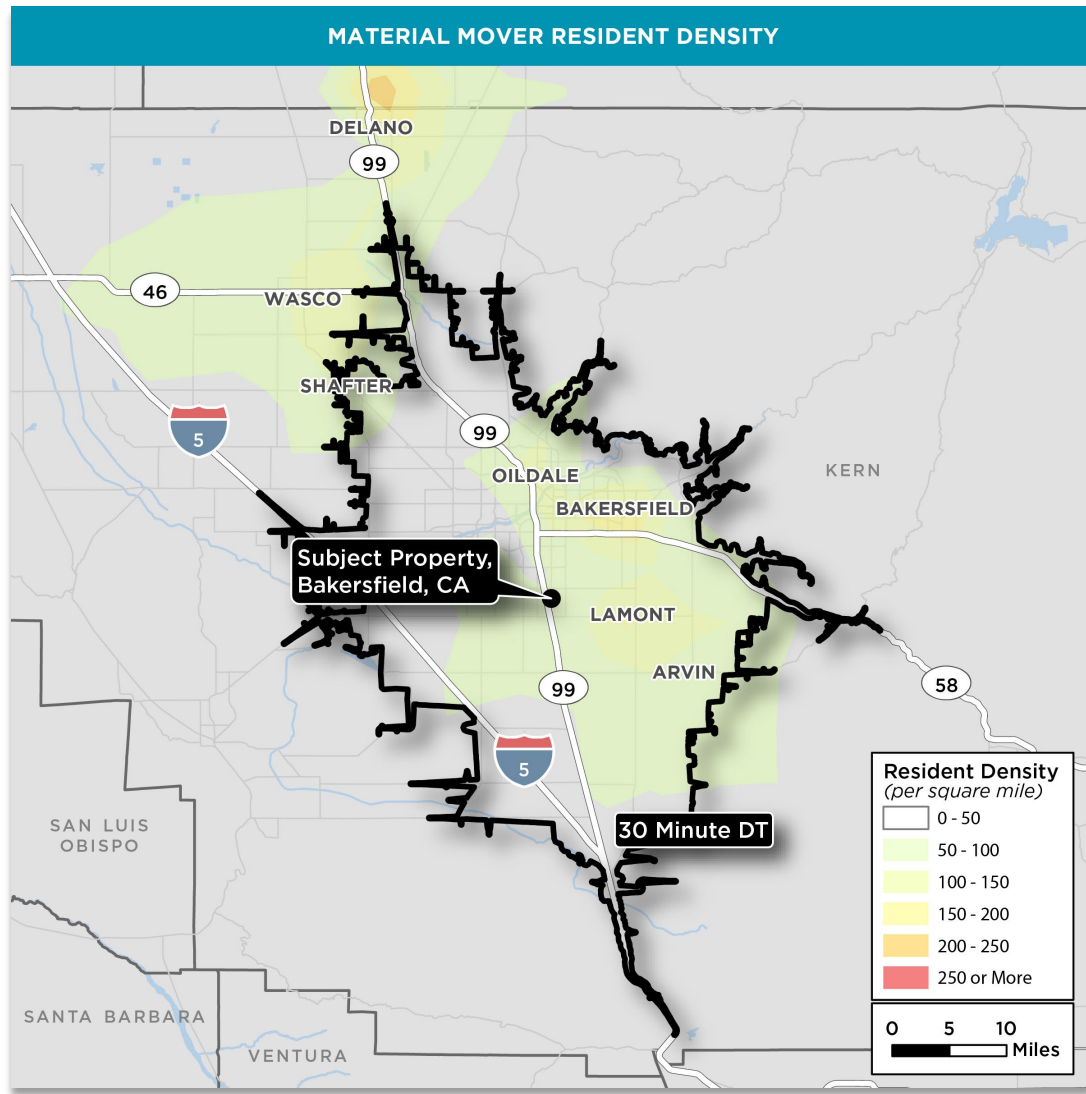
Select Statistics, 30-minute drivetime	
Population	126,075
Projected 5-Year Population Change	6.6%
Targeted Demographic, Volume	22,139
Targeted Demographic, LQ	1.5
Targeted Demographic, Volume *(15-minute)*	86
Targeted Demographic, LQ *(15-minute)*	1.5

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

SUBJECT PROPERTY – BAKERSFIELD, CA

MATERIAL MOVER RESIDENT DENSITY

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- The Subject Property is well-positioned to capture some of the region's largest volumes of material moving workers. Favorable labor draw versatility is evident at this location. At a 15-minute drivetime, the Subject Property captures the highest volumes of material movers.
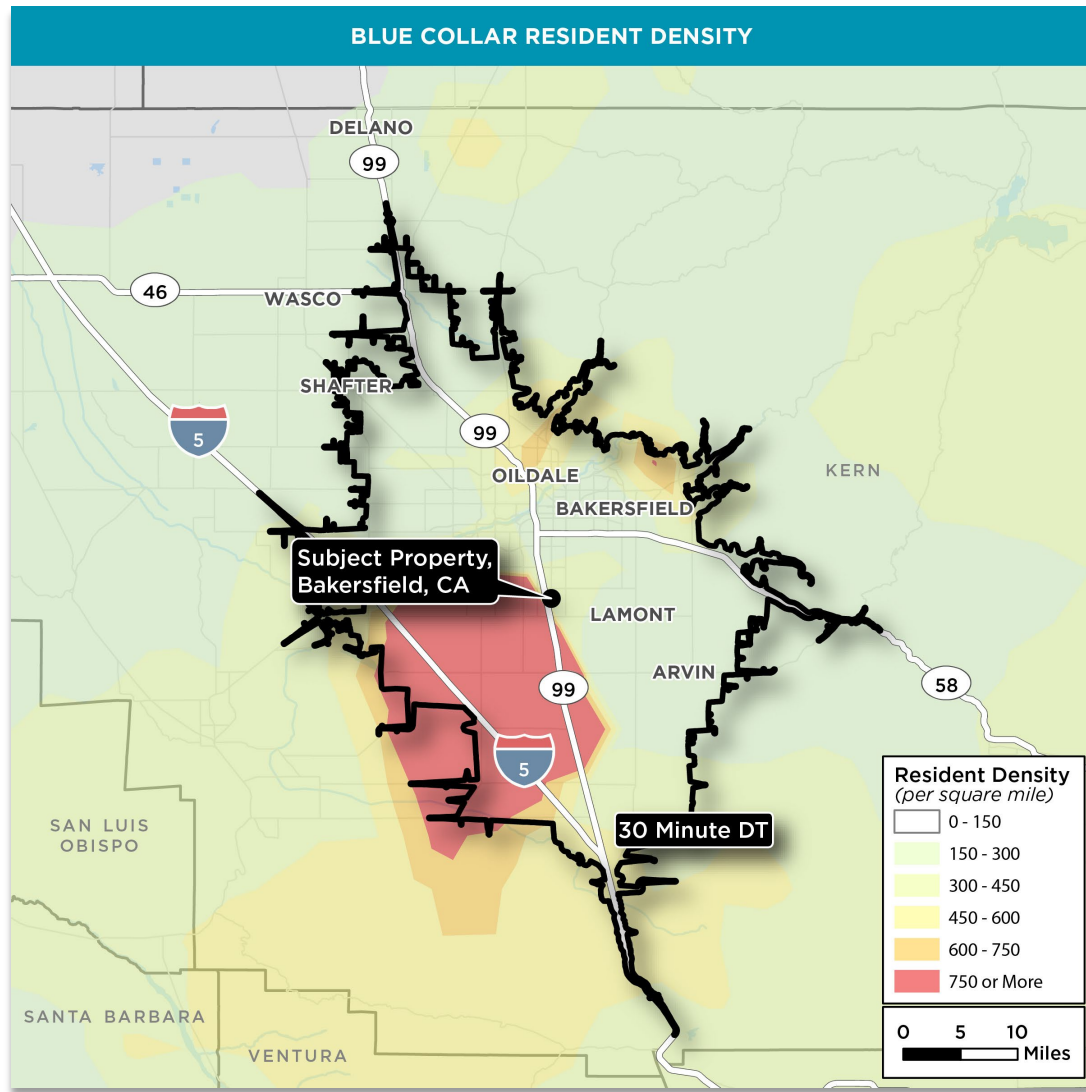
Select Statistics, 30-minute drivetime	
Population	624,715
Projected 5-Year Population Change	3.9%
Material Movers, Volume	10,812
Material Movers, LQ	1.4
Material Movers, Volume *(15-minute)*	6,900
Material Movers, LQ *(15-minute)*	1.6

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

SUBJECT PROPERTY – BAKERSFIELD, CA

BLUE COLLAR RESIDENT DENSITY

Subject Property, Bakersfield, CA

30 Minute DT

Resident Density *(per square mile)*
- 0 - 150
- 150 - 300
- 300 - 450
- 450 - 600
- 600 - 750
- 750 or More

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- The Subject Property is well-positioned to capture some of the region's largest volumes of targeted blue collar demographic. This location captures the highest volumes of targeted demographic close in-to the property at a 15-minute drivetime demonstrating its strong access to supporting labor supply.
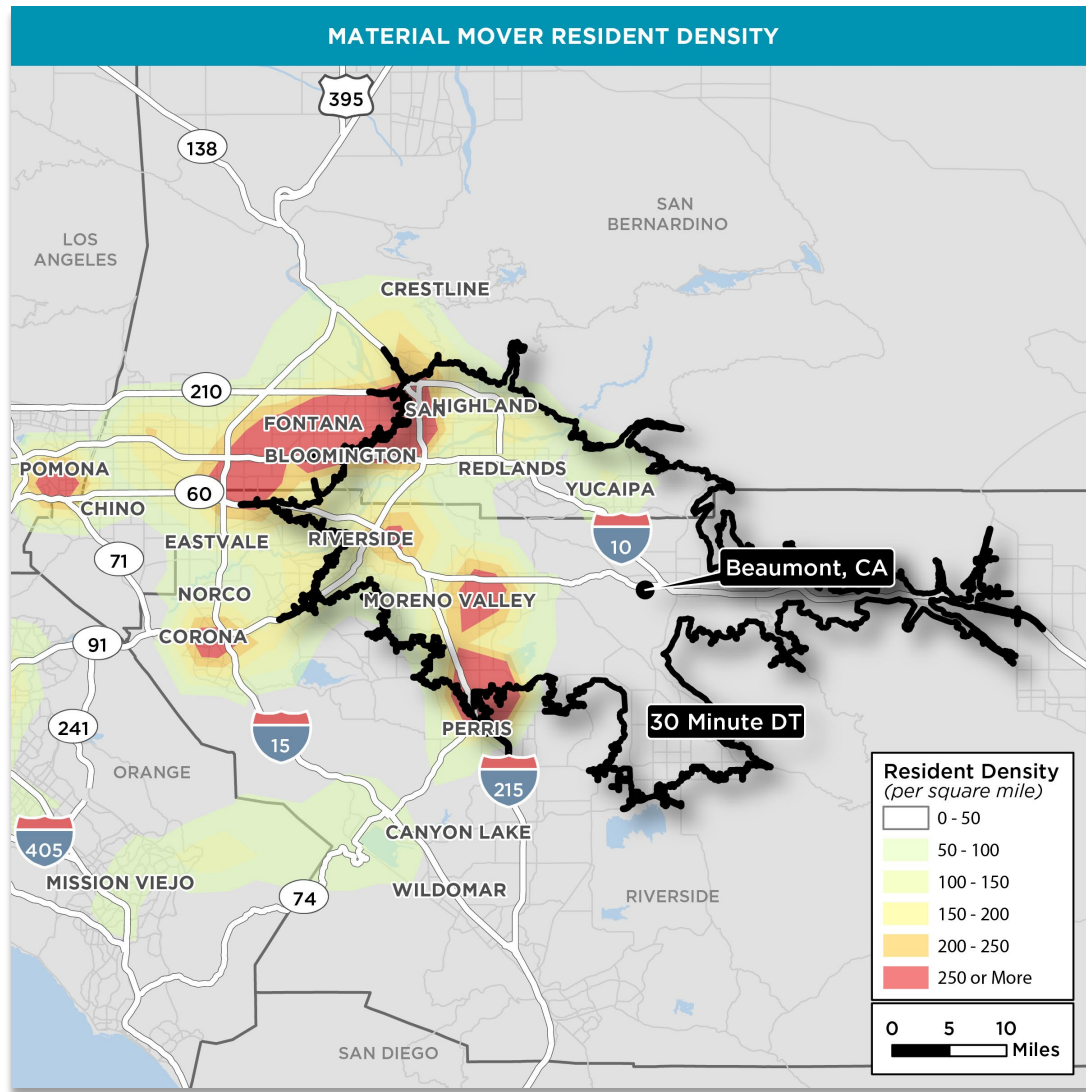
Select Statistics, 30-minute drivetime	
Population	624,715
Projected 5-Year Population Change	3.9%
Targeted Demographic, Volume	84,222
Targeted Demographic, LQ	1.1
Targeted Demographic, Volume *(15-minute)*	51,650
Targeted Demographic, LQ *(15-minute)*	1.3

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

BEAUMONT, CA

MATERIAL MOVER RESIDENT DENSITY

Resident Density
(per square mile)
- 0 - 50
- 50 - 100
- 100 - 150
- 150 - 200
- 200 - 250
- 250 or More

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to the Subject Property, this competitive property has access to the largest population base and material mover volume. However, the Subject Property offers the highest volume of material movers at a 15-minute drivetime, which is more favorable and less dependent on a longer commute.
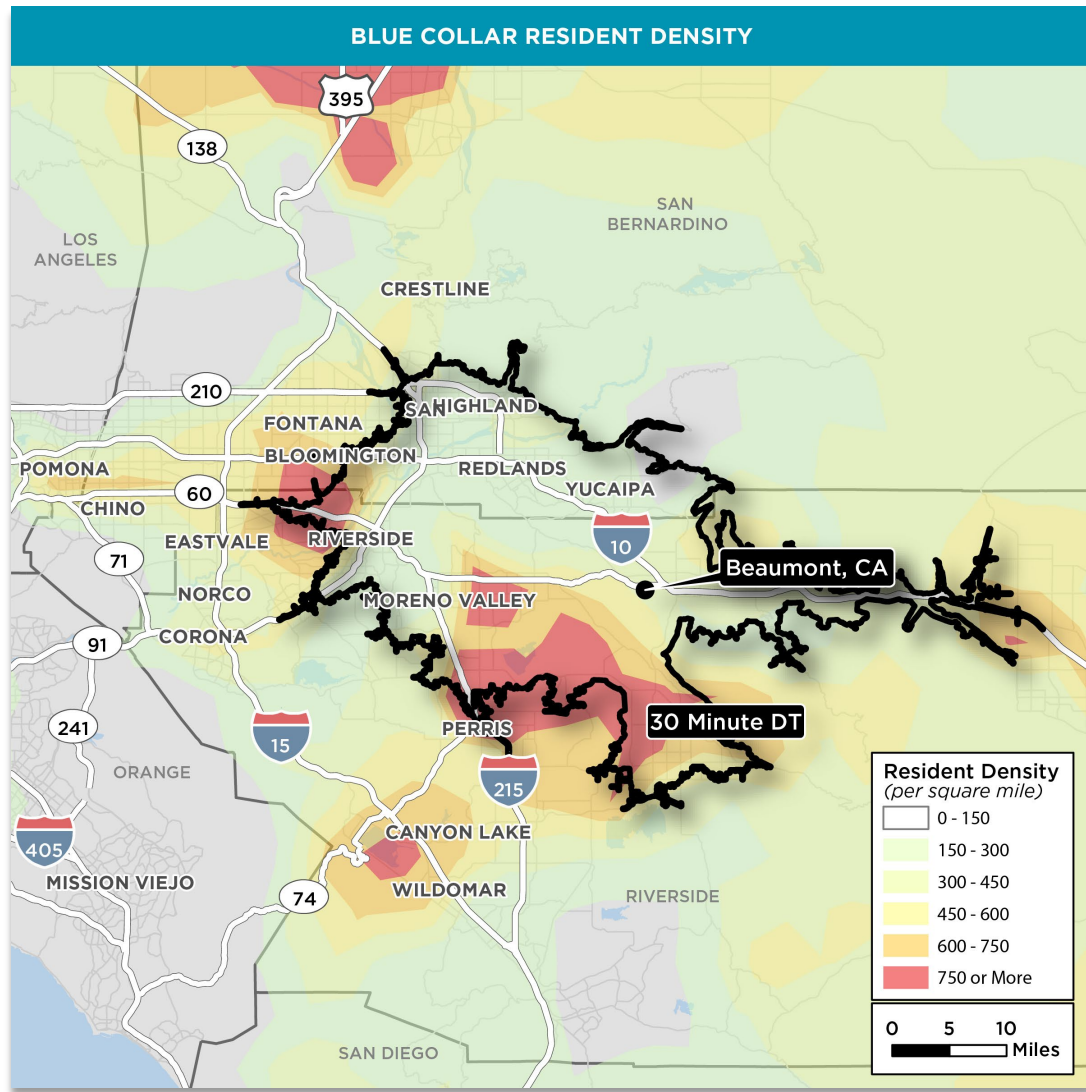
Select Statistics, 30-minute drivetime	
Population	1,207,516
Projected 5-Year Population Change	2.4%
Material Movers, Volume	31,208
Material Movers, LQ	2.1
Material Movers, Volume *(15-minute)*	1,946
Material Movers, LQ *(15-minute)*	1.5

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

BEAUMONT, CA

BLUE COLLAR RESIDENT DENSITY

Resident Density *(per square mile)*
- 0 - 150
- 150 - 300
- 300 - 450
- 450 - 600
- 600 - 750
- 750 or More

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- This competitive property has access to the largest population base and targeted blue collar demographic volume, but is reliant on longer commute times to access talent. However, the Subject Property is more favorable, offering access to the largest supporting labor supply at a 15-minute drivetime.
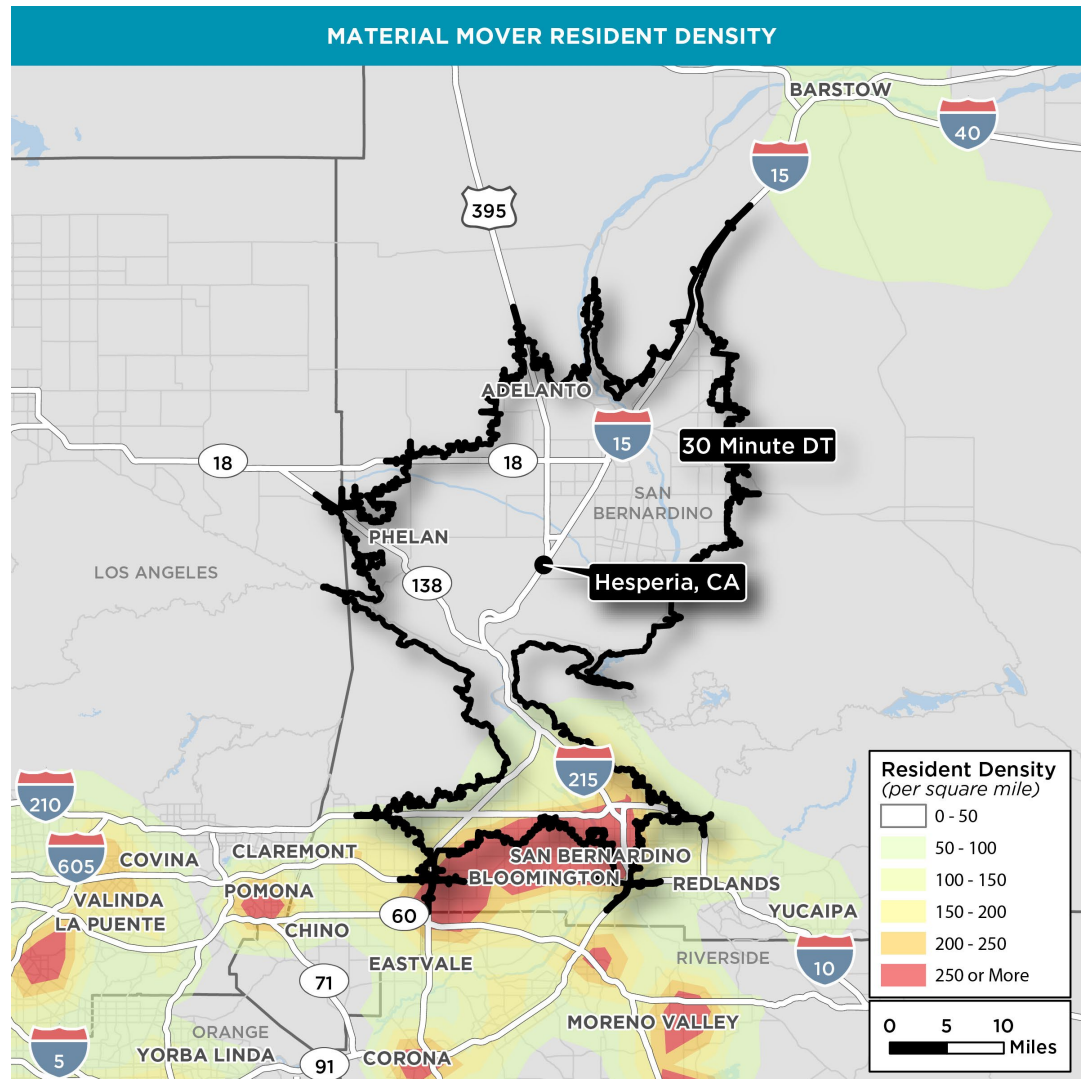
Select Statistics, 30-minute drivetime	
Population	1,207,516
Projected 5-Year Population Change	2.4%
Targeted Demographic, Volume	221,988
Targeted Demographic, LQ	1.5
Targeted Demographic, Volume *(15-minute)*	18,826
Targeted Demographic, LQ *(15-minute)*	1.5

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

HESPERIA, CA

MATERIAL MOVER RESIDENT DENSITY

Resident Density
(per square mile)

	0 - 50
	50 - 100
	100 - 150
	150 - 200
	200 - 250
	250 or More

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to the Subject Property, this competitive property has access to the 2nd largest population base and material mover volume. However, the Subject Property offers the highest volume of material movers at a 15-minute drivetime, thus more favorable access to talent close-in to the property.
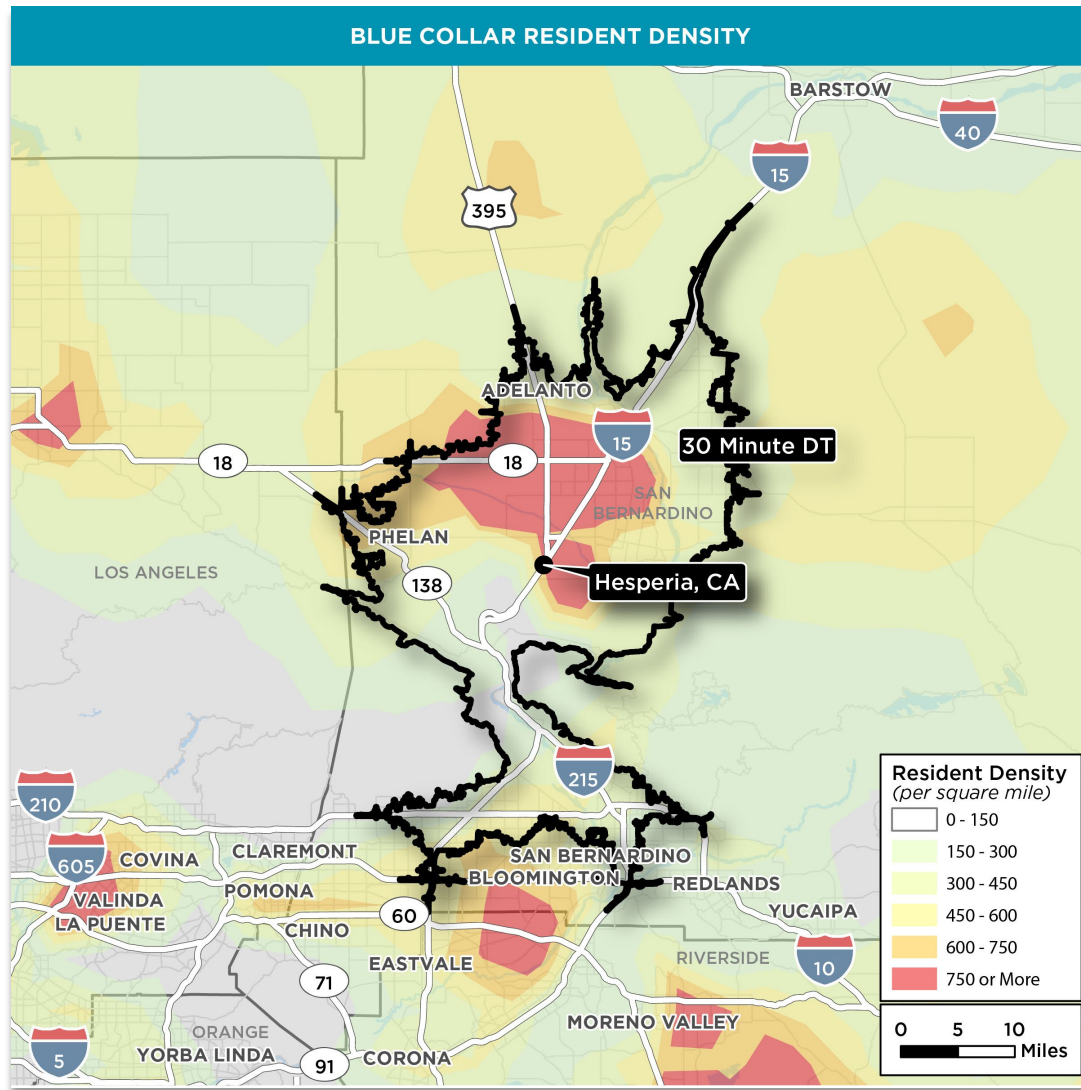
Select Statistics, 30-minute drivetime	
Population	777,919
Projected 5-Year Population Change	2.8%
Material Movers, Volume	17,547
Material Movers, LQ	1.9
Material Movers, Volume *(15-minute)*	2,145
Material Movers, LQ *(15-minute)*	1.6

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

HESPERIA, CA

BLUE COLLAR RESIDENT DENSITY

Resident Density
(per square mile)

	0 - 150
	150 - 300
	300 - 450
	450 - 600
	600 - 750
	750 or More

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to the Subject Property, this competitive property has access to the 2nd largest population base. Additionally, it captures the 2nd largest volume of targeted blue collar demographic within a 15-minute drivetime, but it is relatively half the volume of the Subject Property.
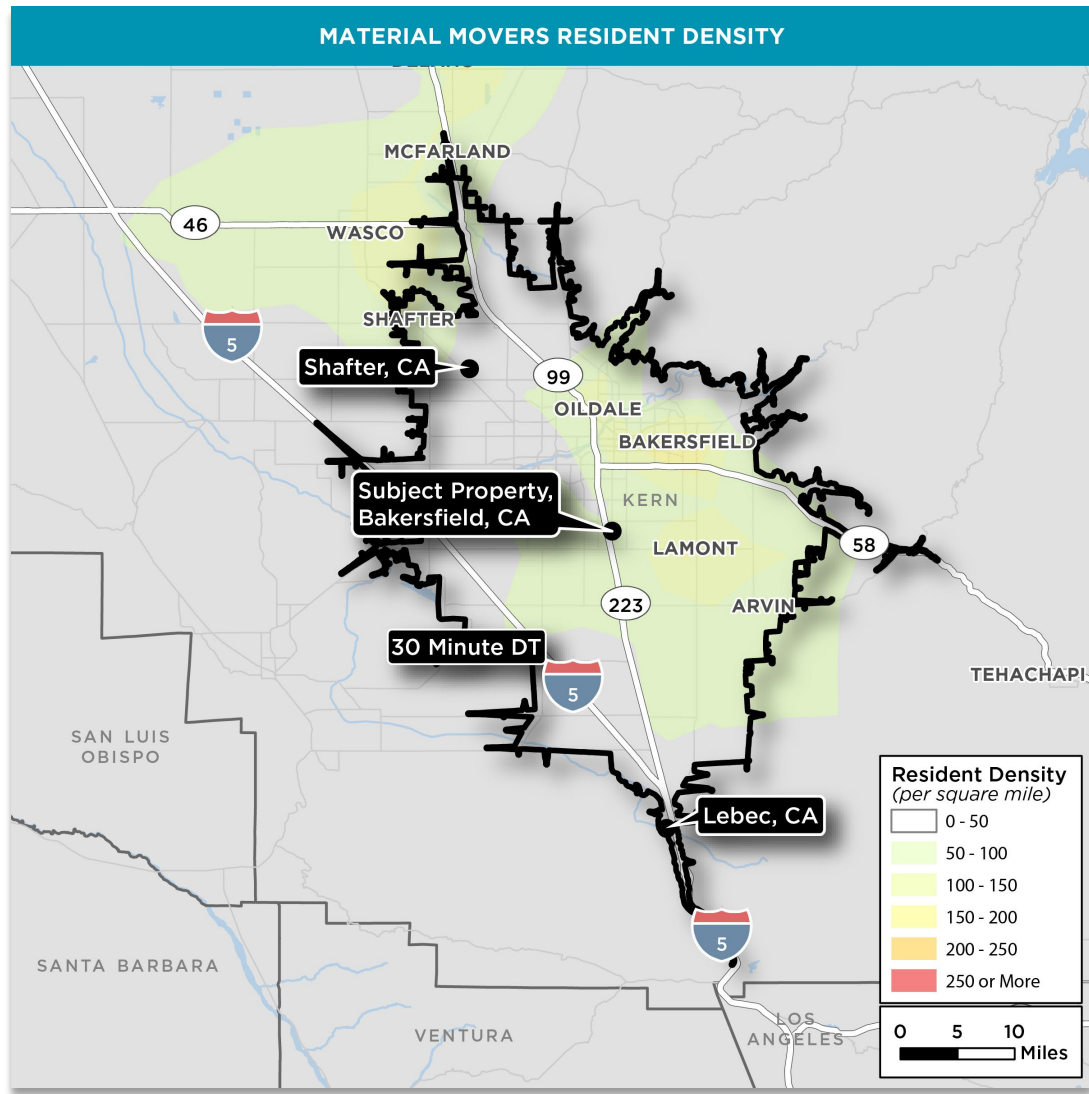
Select Statistics, 30-minute drivetime	
Population	777,919
Projected 5-Year Population Change	2.8%
Targeted Demographic, Volume	137,190
Targeted Demographic, LQ	1.5
Targeted Demographic, Volume *(15-minute)*	27,525
Targeted Demographic, LQ *(15-minute)*	2.0

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

OVERVIEW OF SUBJECT PROPERTY – BAKERSFIELD, CA COMPARED TO SHAFTER AND LEBEC, CA

MATERIAL MOVERS RESIDENT DENSITY

Resident Density *(per square mile)*
- 0 - 50
- 50 - 100
- 100 - 150
- 150 - 200
- 200 - 250
- 250 or More

- The adjoining map displays resident density patterns for the material mover employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to Shafter and Lebec, the Subject Property is well-positioned to capture the region's largest volume of material moving workers at a 15 and 30-minute drivetime, reflecting this location's favorable labor draw versatility.
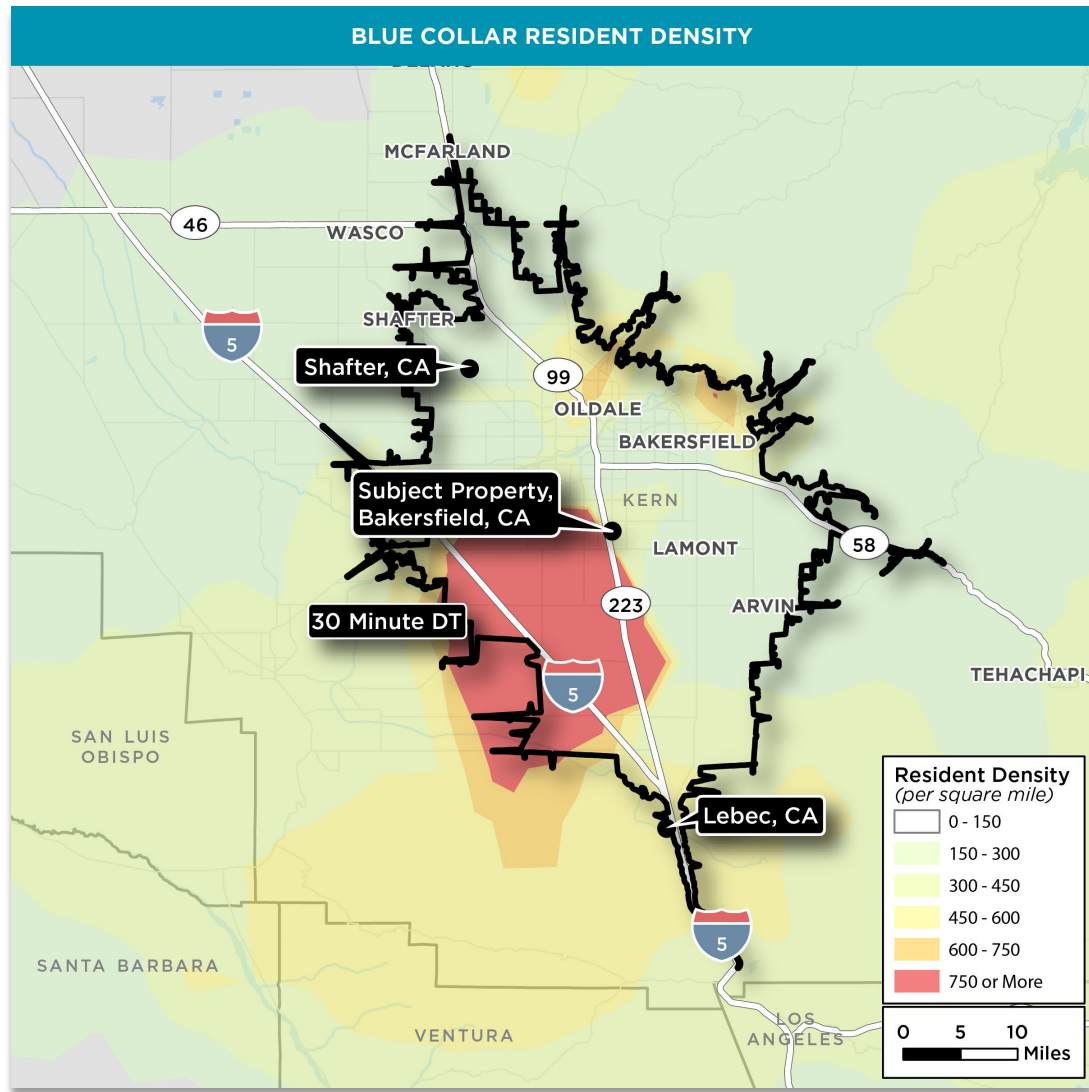
Select Statistics, 30-minute drivetime	Bakersfield	Shafter	Lebec
Population	624,715	623,967	126,075
Projected 5-Year Population Change	3.9%	4.2%	6.6%
Material Movers, Volume	10,812	10,754	2,991
Material Movers, LQ	1.4	1.4	1.9
Material Movers, Volume *(15-minute)*	6,900	769	6
Material Movers, LQ *(15-minute)*	1.6	0.8	1.0

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

LABOR MARKET MAPS

OVERVIEW OF SUBJECT PROPERTY – BAKERSFIELD, CA COMPARED TO SHAFTER AND LEBEC, CA

BLUE COLLAR RESIDENT DENSITY

Resident Density
(per square mile)
- 0 - 150
- 150 - 300
- 300 - 450
- 450 - 600
- 600 - 750
- 750 or More

- The adjoining map displays resident density patterns for the targeted blue collar employment pool.

- Select statistics, as pertaining to a 30-minute drivetime, are provided below for context.

- In relation to Shafter and Lebec, the Subject Property is well-positioned to capture some of the region's largest volume of targeted blue collar demographic at a 15 and 30-minute drivetime, especially close-in to the property where the highest levels of supporting labor supply are significant.

Select Statistics, 30-minute drivetime	Bakersfield	Shafter	Lebec
Population	624,715	623,967	126,075
Projected 5-Year Population Change	3.9%	4.2%	6.6%
Targeted Demographic, Volume	84,222	85,230	22,139
Targeted Demographic, LQ	1.1	1.1	1.5
Targeted Demographic, Volume *(15-minute)*	51,650	7,246	86
Targeted Demographic, LQ *(15-minute)*	1.3	0.9	1.5

"LQ" = location quotient (concentration index) whereas US = 1.0;
LQ > 1.0 indicates local area is more concentrated than the U.S. average

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