

PLEASE ADDRESS LOUDOUN'S HOUSING CRISIS

POPULATION NEEDING HOMES



HOMES AVAILABLE



By 2040 Loudoun
will be short
18,300 homes
for the people that support
our local economy



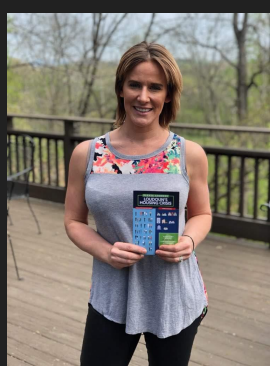
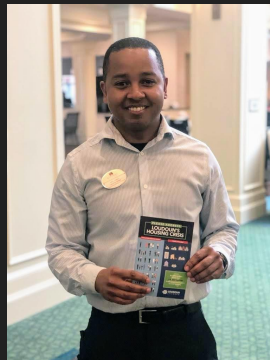
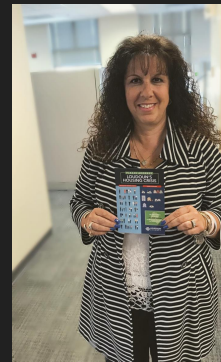
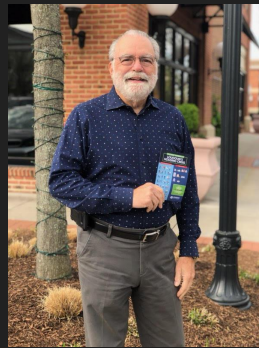
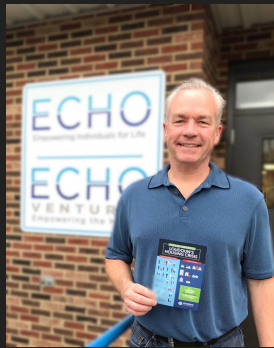
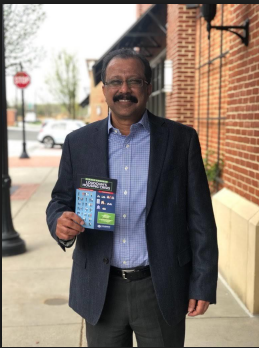
The Business Community Need

A County-commissioned forecast predicts a shortage of 18,300* homes between our current RGP and the expected need. This shortage will continue to drive our workforce out of the market.

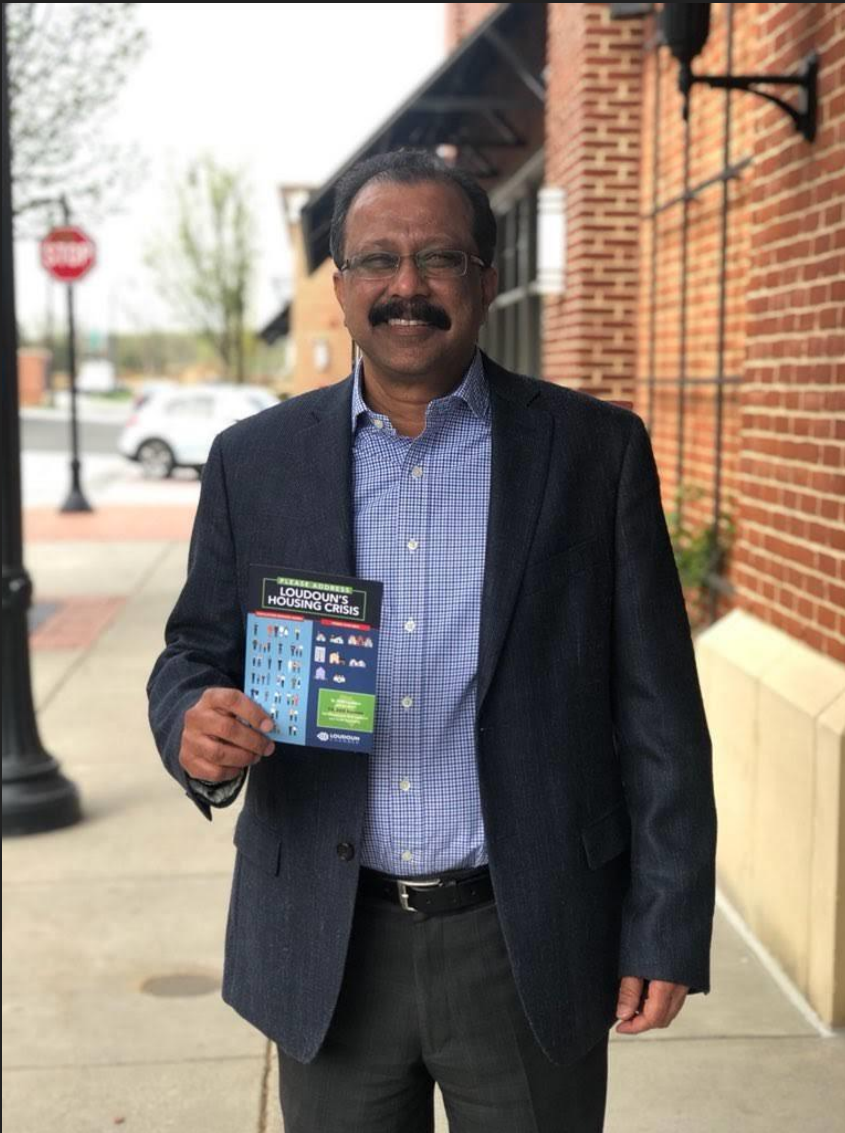
**Pg 9, Loudoun County Housing Needs Assessment, 2015-2040, published by the George Mason University SCHAR School of Policy and Government and The Center for Regional Analysis.*

As the Envision Loudoun and Loudoun 2040 process has more acutely defined the needs for housing, the specific housing shortage gap will change and be reflected in future Loudoun Chamber communications.

Every member of our business community is affected by the cost of housing in Loudoun. Here are a few of their stories.

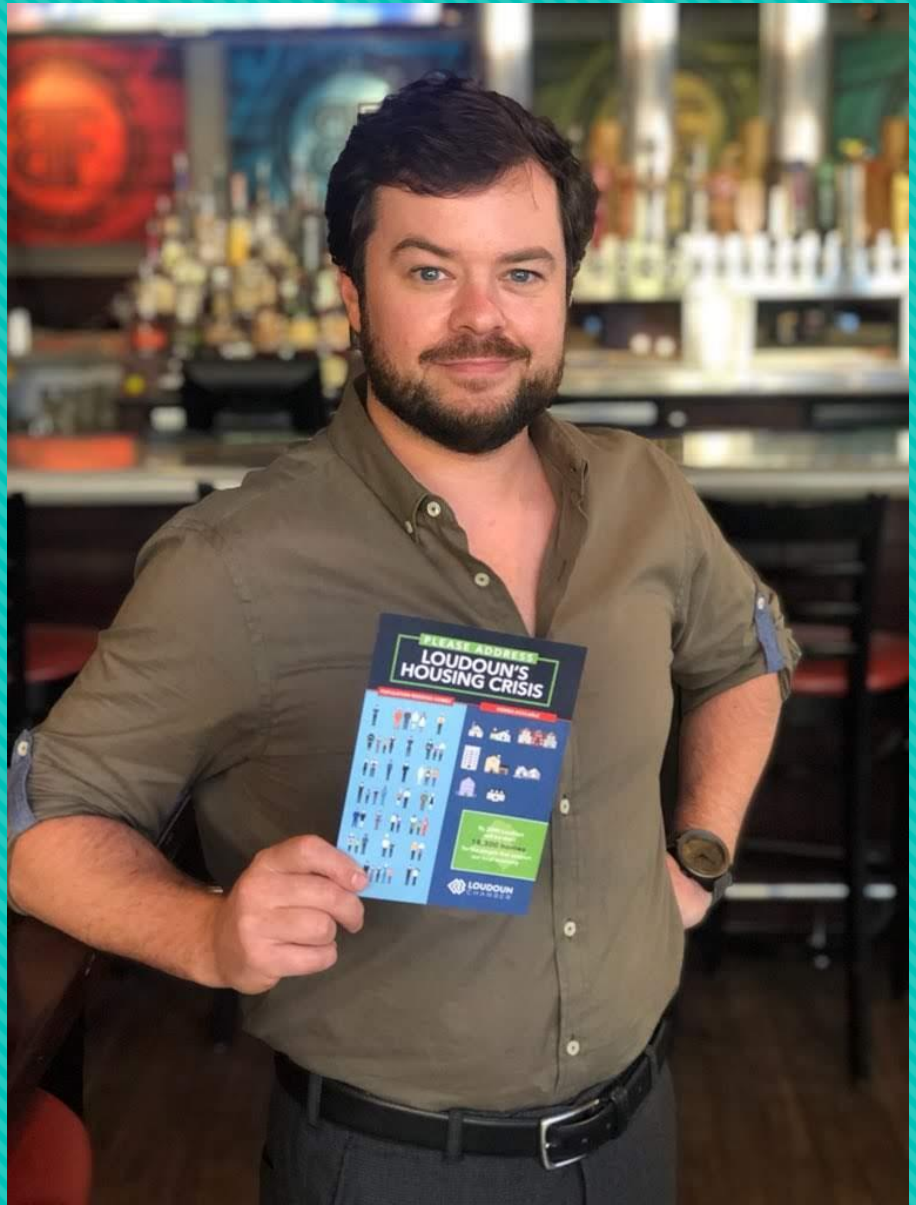


Asim Shaikh, CEO cbd-x



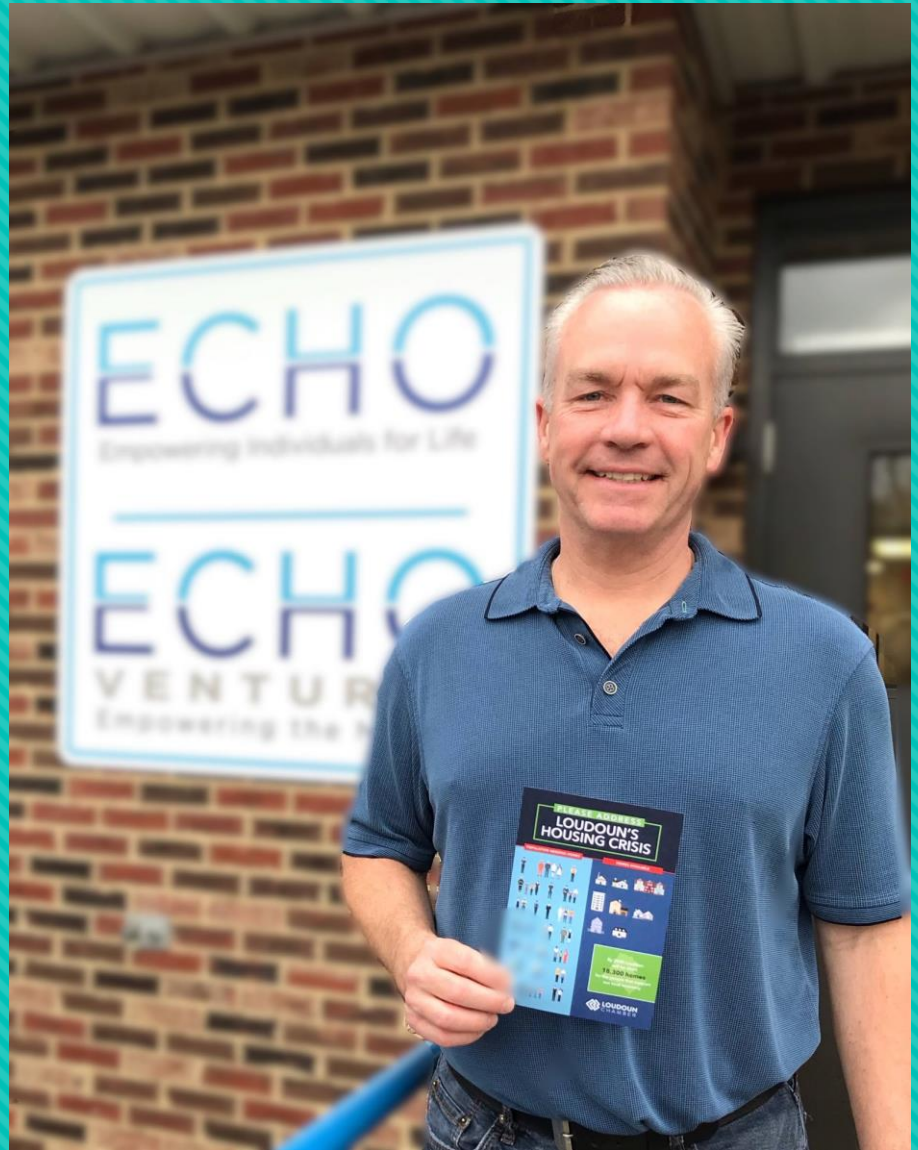
“My two most important employees live in Frederick (MD) and in Culpeper. Without traffic their commute is over an hour, but because they rely on Route 15 and 66 daily, their commutes are normally over 90 minutes. They are critical members of my team, but because of their long commutes I must be creative in order to retain them. Rather than just one year-end bonus, we now offer multiple bonuses during the year in order to keep them.”

**“64 of my 65
employees
live outside of
Loudoun.”**



**Peter Donohoe,
Operating Partner
Blackfinn Ameripub**

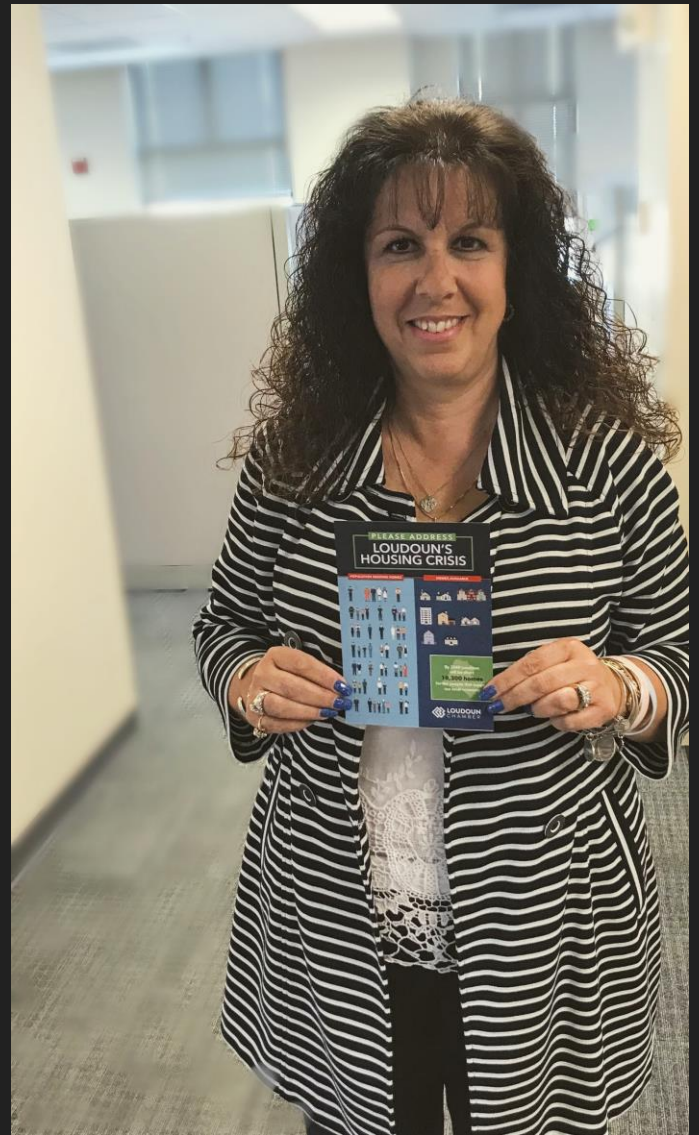
“The lack of housing in Loudoun has greatly increased our recruiting costs and has significantly increased the time it takes to find new employees.”



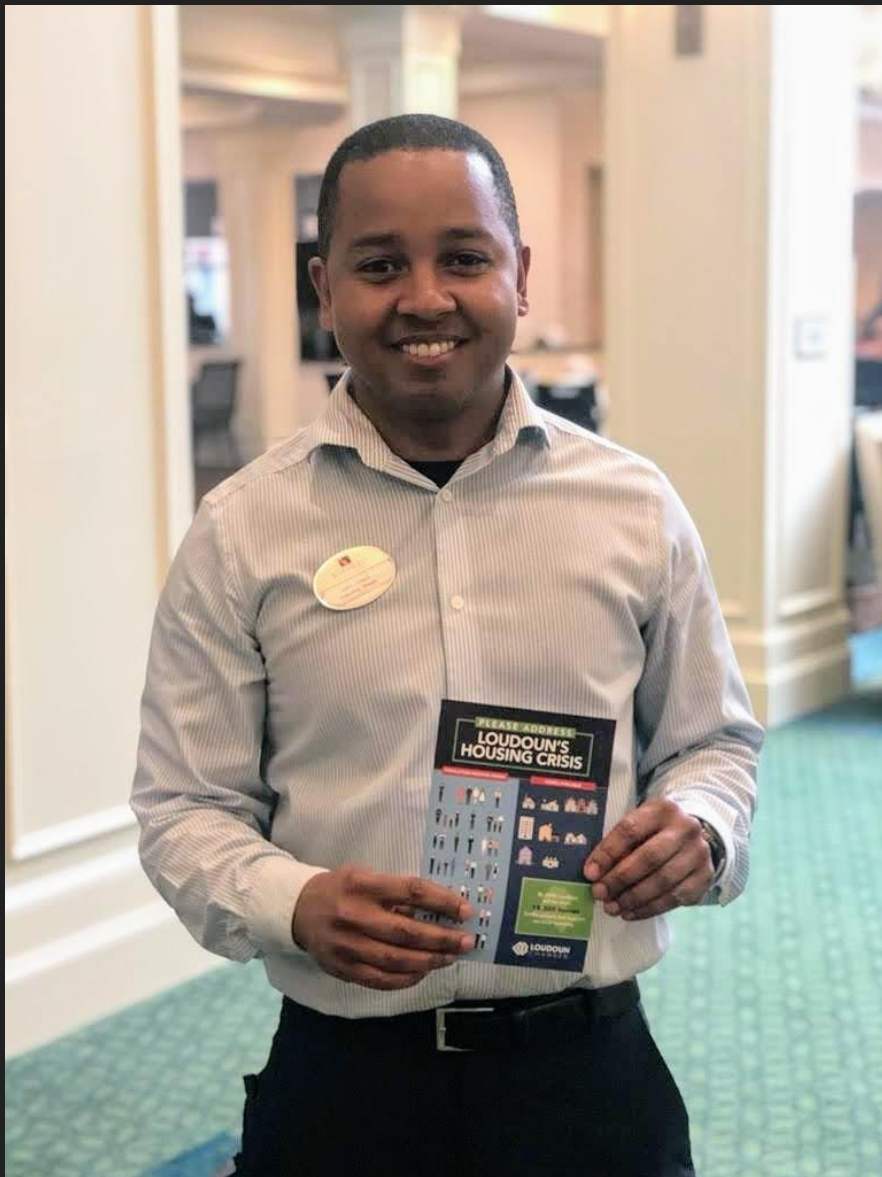
**Paul Donohue, CEO
ECHO**

Carol Barbe, Owner Backflow Technology

“My technicians make a minimum of 70k a year, full benefits, vehicle, bonuses and overtime pay, but we continue to lose employees because they cannot afford to live here. One of our most valued employees for the last 10 years just moved to Colorado because it was just too expensive to stay here. We need our employees and they can’t make it here.”



Justin Roberts, Executive Director Waltonwood Ashburn



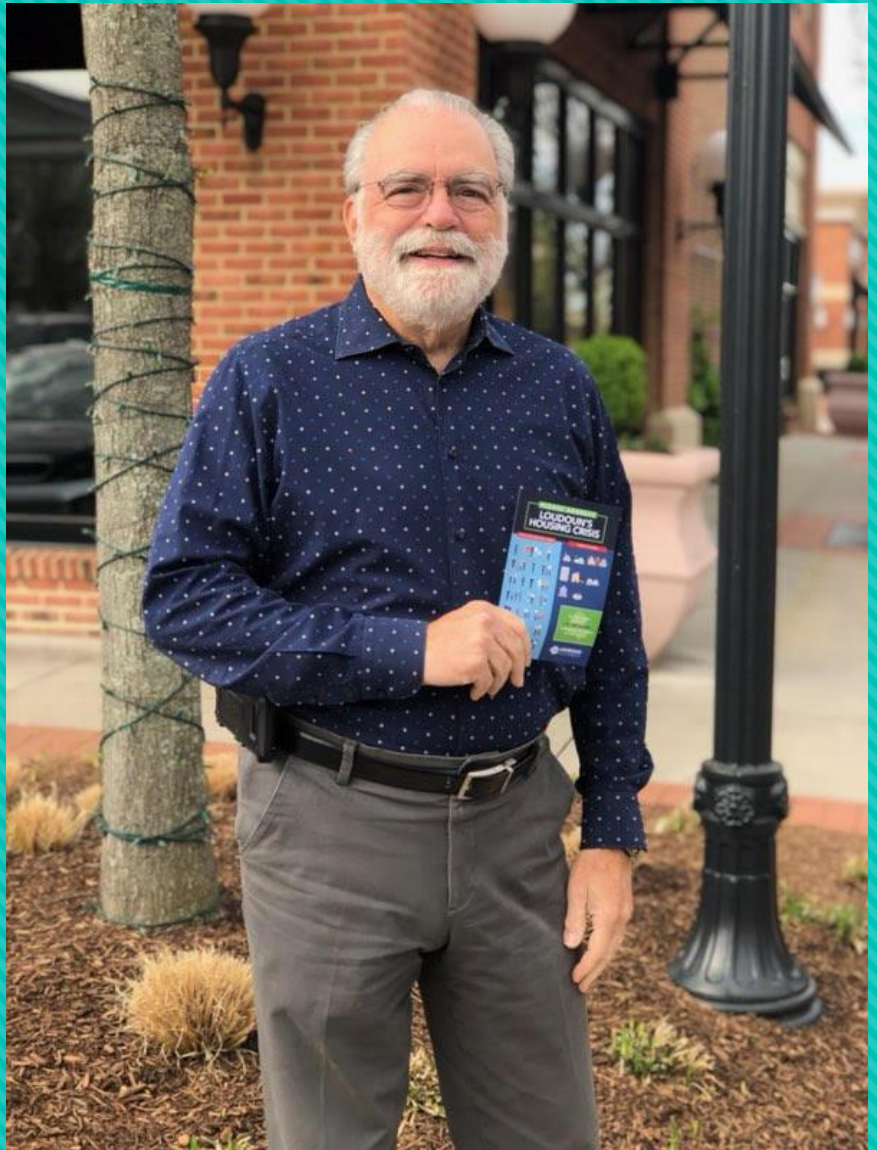
“The largest and most challenging portion of my staff to hire and retain are our Certified Nursing Assistants (CNAs). I am constantly hiring for this position. We are never at full staff. As the senior population in Loudoun grows, the need for more CNAs will only increase. If we cannot create more opportunities for more people at this income level to live in Loudoun, we will not be able to care for our aging population.”

Cheri Garvin, Owner The Compounding Center

“Most of our employees are driving over an hour each way to work. If there’s an accident or a snow day, two-thirds of our employees don’t get to work and our most local employees bear the burden of keeping the business operating. With 30 employees total, this becomes a significant challenge as patients from New York to Georgia rely on us to get their medications on time. Please create different housing options in Loudoun that are affordable for all of my employees.”

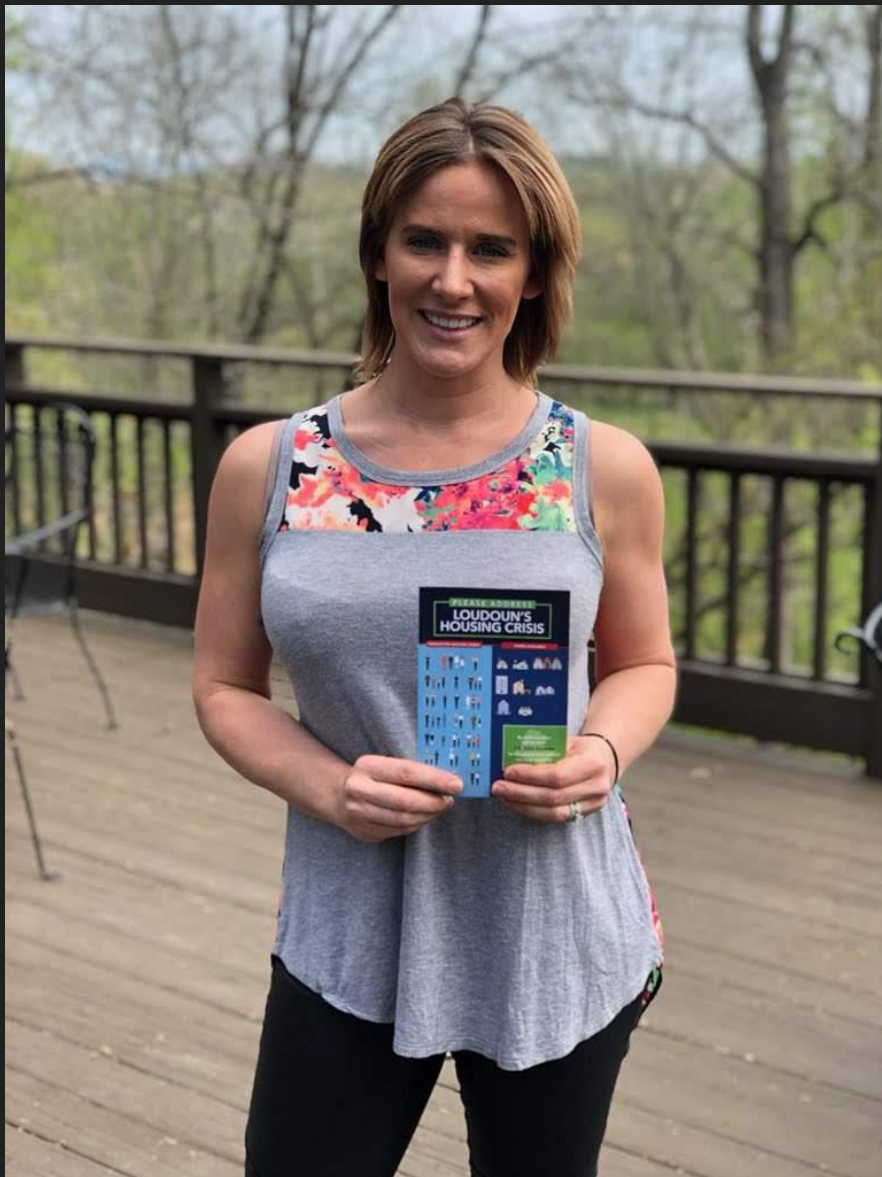


“I’m having an issue finding employees. We’re seeing fewer and fewer applications for our open positions because of the lack of housing affordability or the commute. Currently, my staff comes from West Virginia, Frederick and even Charles County, Maryland. My employees would love to come to Loudoun, but they can’t afford it.”



**Ken Chaletzky, CEO
Copy General Corp.**

Erin Lombardi, Director of Sales & Marketing Tarara Winery



“We are one of the highest paying wineries in Loudoun County, and only two of our employees [that don’t live on the property] live in Loudoun County. We are constantly hiring for management positions because they take the job, but then can’t afford to live here, or can’t do the long commute. The most recent open manager position has been offered to five candidates, but each one has turned us down because the commute.”

Jim Snyder, Principal YHB CPAs & Consultants



“We hire young employees with Masters Degrees right out of college and all living in Reston and Arlington. They don’t mind having roommates to share costs because of the social benefits of those areas. Eventually they move west, skip over almost all of Loudoun and buy in Round Hill or western counties because it’s the only area affordable for a young family. This trend will only continue to add stress on our already congested roads.”

“Our employees are craftsmen doing physically demanding work. Because of the long commutes, when they arrive to work, they’re already tired.

Our entry level positions are constantly unfilled. As owners, we cover those positions by day, and by night focus on our other responsibilities like payroll, marketing, and managing the company.”



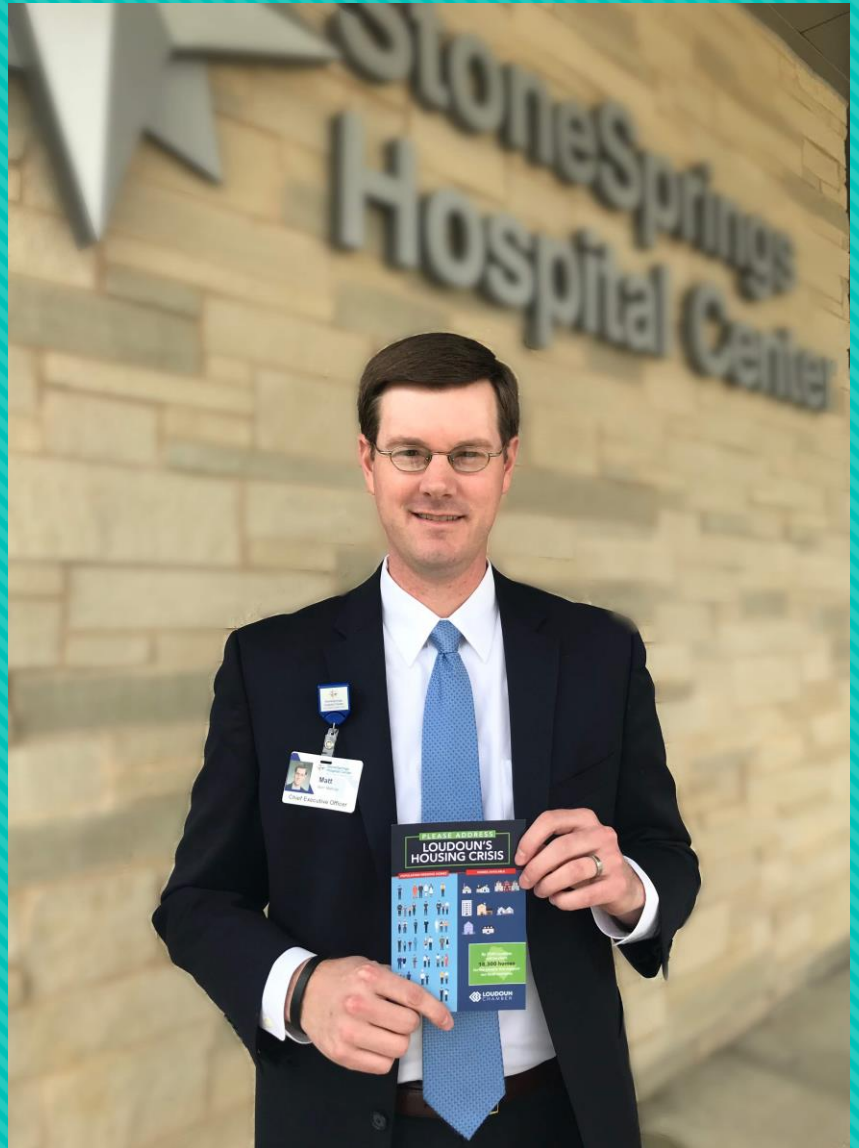
**Linda Parrish, Co-Owner
Chantilly Automotive**

Donna Ivey, CEO I-CARE Health Care Services



“Our employees travel from all over the region to serve the senior community in Loudoun County. Of my roughly 65 employees, only 4 actually live in Loudoun. Most live in Fairfax County, Prince William County, and some come from even the city of Alexandria. They want to live where they work, and because of the shortage of housing that is affordable in our area, they cannot do that.”

“It’s impossible for our nurses, technicians, and hospital service personnel to live near our hospital. 49% of our workforce comes from outside of Loudoun County. We want our employees to choose to live further west and south, not be forced to.”



**Matt Mathias, CEO
StoneSprings Hospital
Center**

John Myers, President Loudoun County Career Fire Fighters Association



“Most of our career fire fighters live outside of Loudoun. Due to our staff shortages we are forced to work overtime. It’s typical as you near the end of your 24 hour shift to be called at 4:30am to work an additional 12 hours before driving an hour, two, or even longer home.”