



LABOR FORCE ASSESSMENT

Fair Lawn, NJ

July 2025

LABOR FORCE SUMMARY

This labor force assessment identified and analyzed the labor shed (that is, the geographic area from which a company could reasonably hire workers from) for Gateway North 208, Fair Lawn, NJ. The four key criteria analyzed included Labor Supply, Labor Demand, Labor Costs, and Organized Labor.

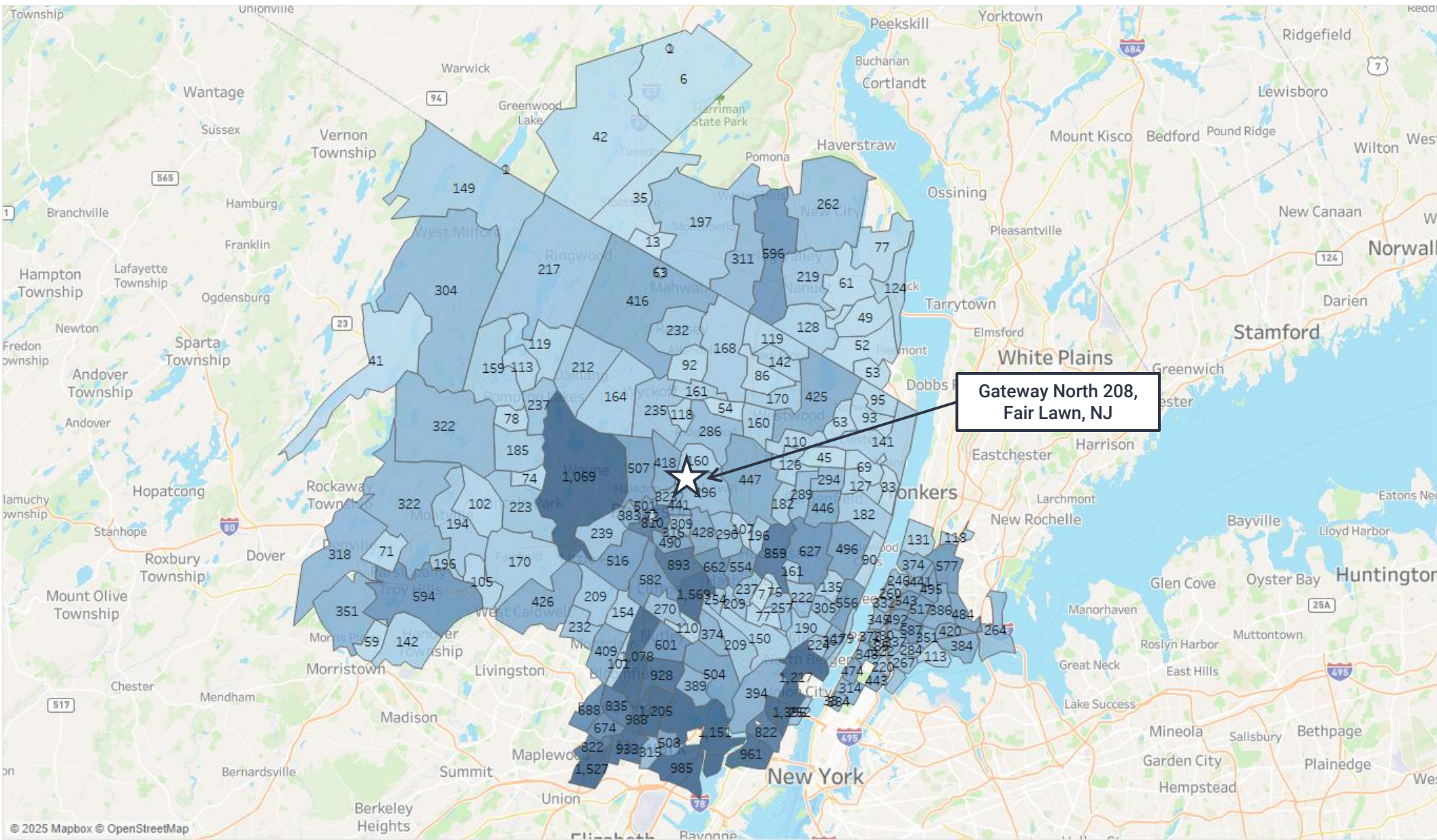
Based on the results, Site Selection Group believes the distribution labor force accessible to Fair Lawn to be favorable overall, and no major deficiencies were uncovered.

	POSITIVE ATTRIBUTES	NEGATIVE ATTRIBUTES	KEY TAKEAWAYS
LABOR SUPPLY	<ul style="list-style-type: none"> ✓ Access to labor force of 1.4 million people. ✓ Very high presence of warehouse workers from a sheer count perspective. ✓ The population is well aligned for warehouse roles terms of age. 	<ul style="list-style-type: none"> – Concentration of warehouse workers and supplemental workers are below the national average. – The population has higher income and educational attainment levels than what is typically targeted for distribution. 	<ul style="list-style-type: none"> ○ Despite lower concentration metrics for target workers, data show a large and available distribution workforce in the labor shed.
LABOR DEMAND	<ul style="list-style-type: none"> ✓ The ratio of distribution job postings to the number of distribution workers is favorable. ✓ Job posting concentration for warehouse workers is below the national average. 	<ul style="list-style-type: none"> – Slightly elevated posting intensity indicate employers are having to work harder to find labor. 	<ul style="list-style-type: none"> ○ Despite some mixed indicators of demand, overall, competition for target warehouse workers is moderate at current time.
LABOR COST	<ul style="list-style-type: none"> ✓ N/A 	<ul style="list-style-type: none"> – Warehouse worker wages and wage escalation are elevated. – Forklift driver wages are also elevated. – Elevated cost of living. 	<ul style="list-style-type: none"> ○ As a result of a higher cost of living in the labor shed, wages and wage escalation are elevated.
ORGANIZED LABOR	<ul style="list-style-type: none"> ✓ Moderate unionization rate and count of filings in the area. 	<ul style="list-style-type: none"> – Non-Right-to-work state. 	<ul style="list-style-type: none"> ○ The count of filings and unionization rate indicate a moderate union presence in the labor shed.

COMMUTE & LABOR SHED ANALYSIS

The accurate labor shed around Gateway North 208, 22-11 State Route 208, Fair Lawn, NJ is 30 minutes. There are 41,814 distribution workers who live within a 30-minute drive time of the site. Of those warehouse laborers, 1,889 are currently commuting out of the area for jobs, indicating the potential to hire workers who are currently leaving the area to find work.

The map below shows count of distribution workers by home ZIP for all ZIP codes within a 30-minute drive time of the site. Darker blue shading indicates a higher presence of distribution workers.



TARGET DISTRIBUTION PROFILE

To help orient you to the findings displayed later in this report, we have included target attributes for a standard distribution operation. Please note, we do not expect any single site to score perfectly in every category described at right. Rather, it should give you an idea of how your site scores of wholistically based on a variety of criteria.

LABOR SCALABILITY & DEMOGRAPHICS

LABOR SUPPLY

LABOR DEMAND

LABOR COSTS

ORGANIZED LABOR

TARGET ATTRIBUTES

Areas with:

- ✓ Higher labor participation rates, unemployment/underemployment rates, and 5-year population growth projections
- ✓ Younger Population
(Target Age: 18-44 yrs.)
- ✓ Moderate Educational Attainment
(Target Education: High School GED or Some College)
- ✓ Moderate Income
(Target Income: \$25,000-\$75,000)

Areas with:

- ✓ Higher concentrations of warehouse workers and supplemental workers (concentration of target workers in a particular region compared to the nation)
- ✓ Positive projected growth for warehouse workers and supplemental labor

Areas with:

- ✓ Lower count of job postings for distribution workers relative to the distribution workforce in the area
- ✓ Lower projected warehousing industry growth rates
- ✓ Lower job posting intensity (ratio of total to unique postings) and lower posting concentration (concentration of postings in a particular region compared to the nation)

Areas with:

- ✓ Lower wage escalation over the previous 4 years
- ✓ Median wages at or below the US median for warehouse and supplemental workers
- ✓ Cost of living at or below the US average (100.0)

Areas with:

- ✓ Lower unionization rates and recent counts of filings
- ✓ Right-to-work states

KEY LABOR FORCE CHARACTERISTICS

Fair Lawn, NJ

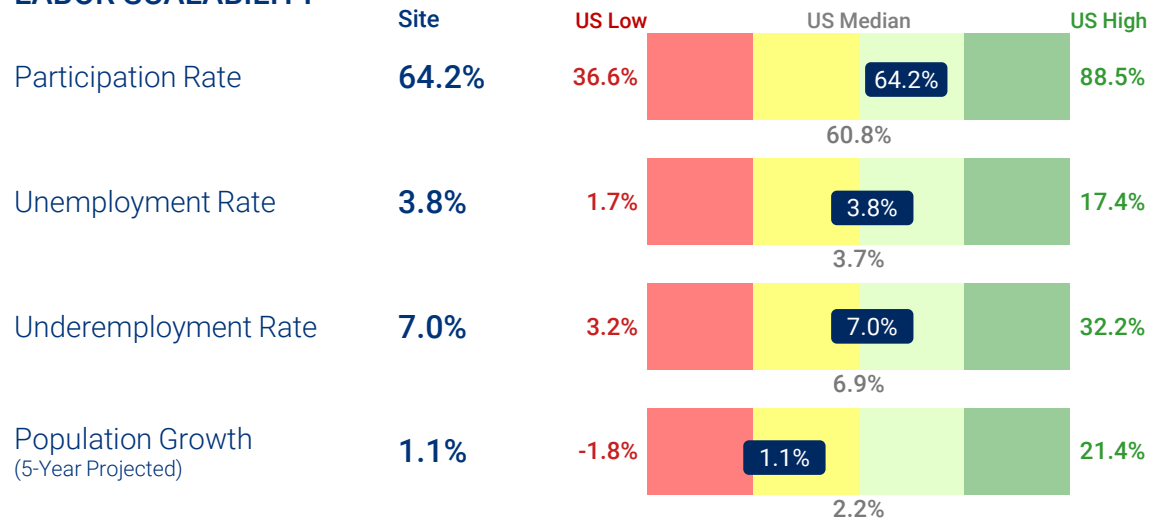
POPULATION
30-Minute Drive Time **2,769,109**

LABOR FORCE
30-Minute Drive Time **1,431,929**

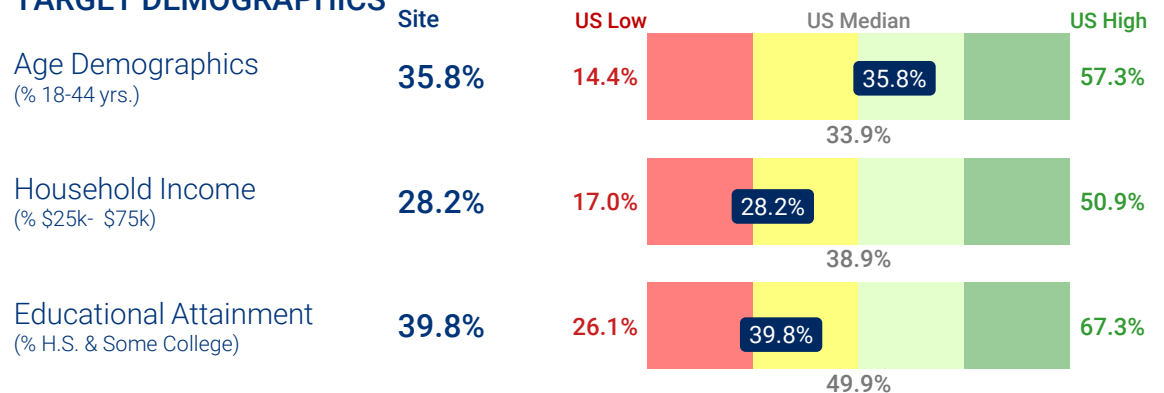
Key Labor Force Takeaways

- Access to a labor force of nearly 1.5 million people with population expected to grow over the next five years.
- Unemployment and underemployment rates for the labor shed are similar to the US median.
- The labor shed is well aligned in terms of age for a distribution operation. However, it is less aligned in terms of income and educational attainment (higher levels than typically targeted for distribution operations).
- The median age for the labor shed is 39 years and median income is \$98,322.

LABOR SCALABILITY



TARGET DEMOGRAPHICS



Median Age – 39.0 yrs.

Median Income – \$98,322

LABOR SUPPLY & DEMAND

Fair Lawn, NJ

WAREHOUSE WORKERS 39,925
30-Minute Drive Time

SUPPLEMENTAL WORKERS 96,994
30-Minute Drive Time

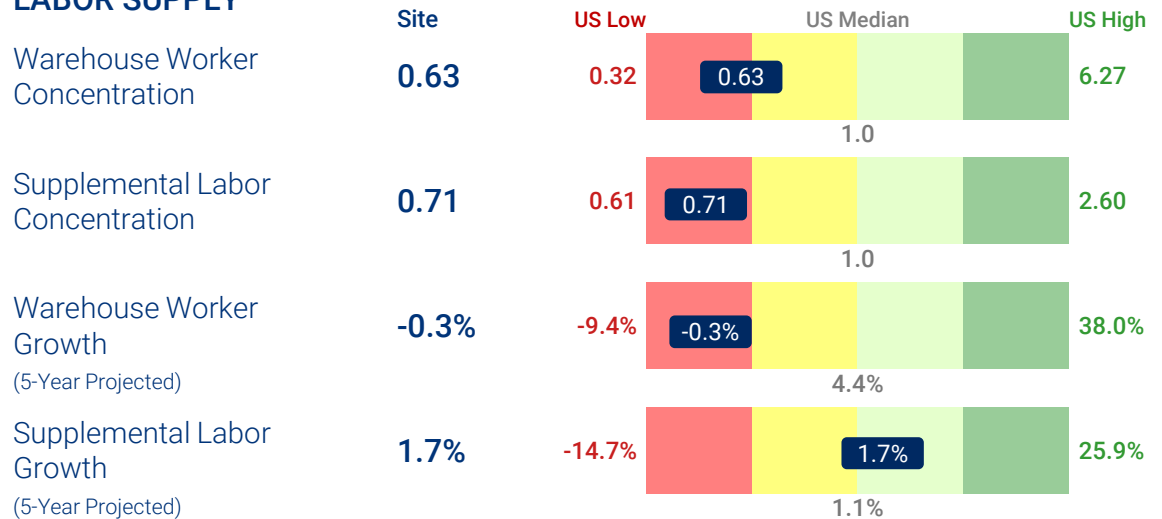
Key Labor Supply & Demand Takeaways

- While the concentration of warehouse workers in the labor shed is below the U.S. median, the total count of warehouse workers for the labor shed is very high. Notably, the New York–Newark–Jersey City MSA has the highest count of warehouse workers of any metro area in the country
- Supplemental labor concentration is also low but has positive five-year growth projections.
- Labor demand in the metro is moderate. Despite slightly elevated posting intensity, posting concentration is below the US median, and warehouse job postings relative to the total number of warehouse workers is favorable.

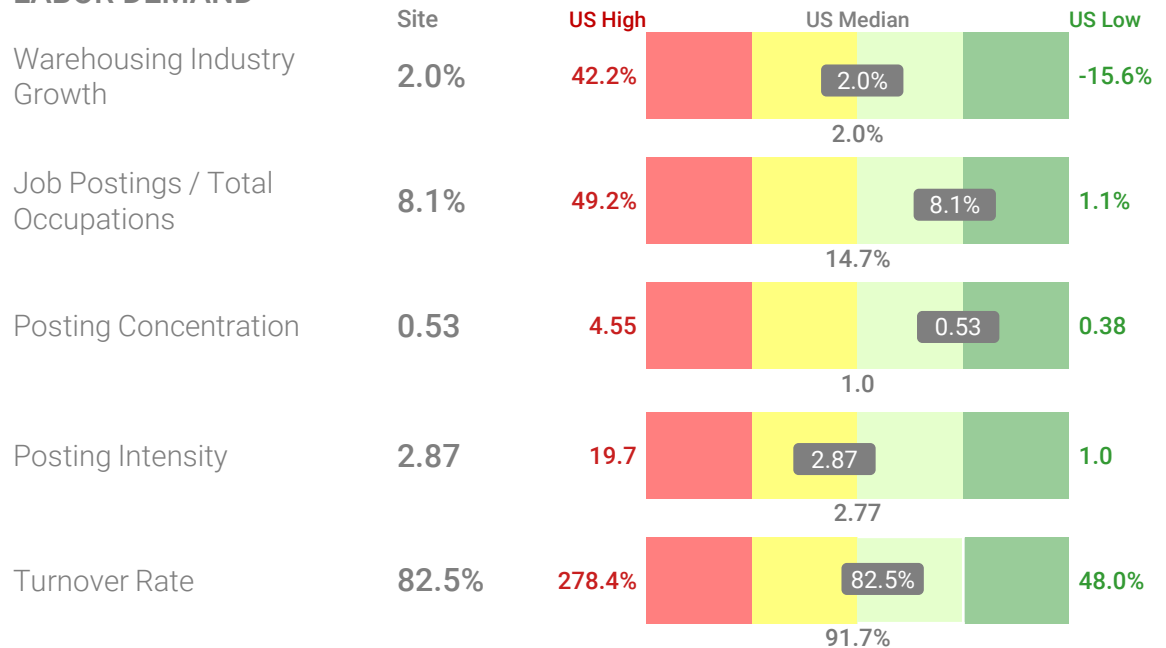
New York-Newark-Jersey City, NY-NJ MSA

30-Minute Drive Time around Gateway North 208

LABOR SUPPLY



LABOR DEMAND



Labor Demand is measured at the MSA (Metropolitan Statistical Area) level, as this data tends to be more accurate and reflective of competition than drive time data.

LABOR COSTS & ORGANIZED LABOR

Fair Lawn, NJ

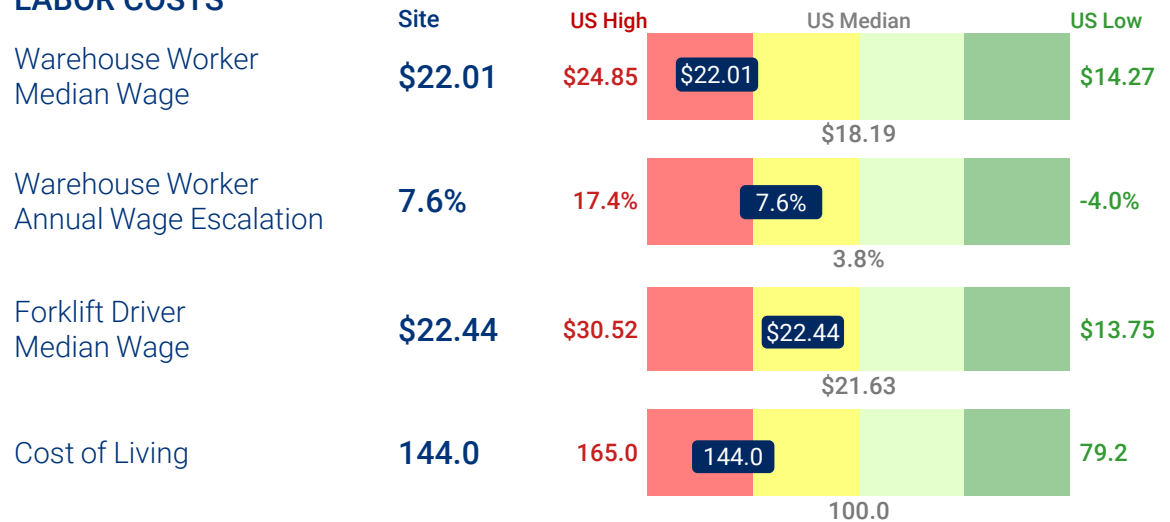
Key Labor Cost & Organized Labor Takeaways

- By all metrics, costs are elevated in the labor shed. As a result of higher cost of living, higher wages and wage escalation are expected.
- There is a moderate organized labor presence in the labor shed as indicated by the unionization rate and total count of filings.

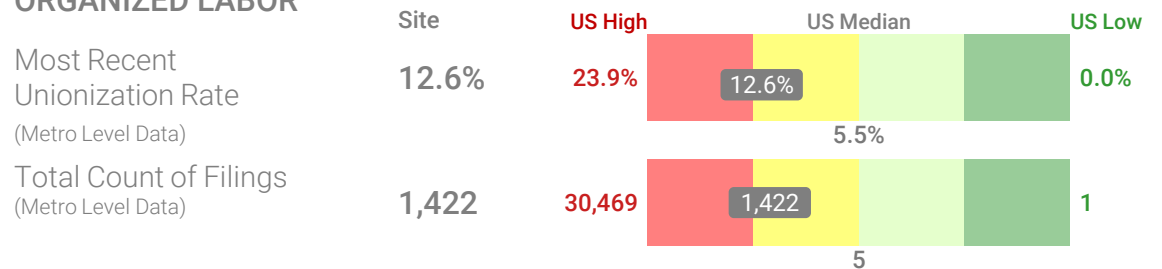
New York-Newark-Jersey City, NY-NJ MSA

30-Minute Drive Time around Gateway North 208

LABOR COSTS



ORGANIZED LABOR



LABOR FORCE VALUE PROPOSITION

Fair Lawn, NJ



LABOR SUPPLY

Access to nearly 39,925 warehouse laborers and 96,994 supplemental laborers working within a 30-minute drive time of the site.

- ✓ Potential to leverage 1,889 warehouse workers currently leaving the area to find work.
- ✓ Sheer count of warehouse and supplemental workers in the labor shed is very high relative to rest of the county.



LABOR DEMAND

Labor Demand for the metro is moderate.

- ✓ The number of distribution job postings relative to the distribution labor force is favorable and job posting concentration is below the US median.



LABOR COSTS

Cost of living in this labor shed is above the national average.

- ✓ As a result of higher cost of living in the area, higher wages and wage escalation are expected.
- ✓ Employers can expect to pay general warehouse workers wages of \$22.01 an hour.



ORGANIZED LABOR

The unionization rate for this metro is 12.6%.

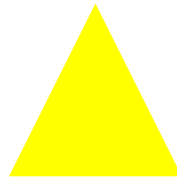
- ✓ The number of union filings and unionization rate indicate moderate union presence in the area.

EXECUTIVE SUMMARY OF LABOR FORCE CONDITIONS

Fair Lawn, NJ



Access to labor force of 1.4 million people, with a high number of people employed in warehouse specific occupations.



As a result of a higher cost of living in the area, wages and wage escalation for warehouse workers are elevated. Also, higher levels of organized labor.



No major deficiencies were uncovered.

GLOSSARY & LABOR SOURCES

LABOR SCALABILITY

Participation Rate	Number of workers in labor force divided by population	Experian 2024
Unemployment Rate	Both "official" unemployment rate and estimated rate for laborshed	Experian 2024 & BLS LAUS (March 2025)
Underemployment Rate	Percentage of workers employed but seeking better work opportunities	Experian 2024 & BLS CPS
Population Growth (5-Year Projected)	% change in population over the next 5 years	Experian 2024

TARGET DEMOGRAPHICS

Age Demographics (% 18-44)	% of population in target age categories for warehouse work	Experian 2024
Household Income (% \$25k-\$75k)	% of population in target income categories for warehouse work	Experian 2024
Educational Attainment (% H.S. & Some College)	% of population in target educational levels for warehouse work	Experian 2024

LABOR SUPPLY

Warehouse Worker Occupation Concentration	Concentration of key direct warehouse labor where 1.00 equals the national average. Includes picker-packers, forklift, etc.	Lightcast 1Q 2025
Warehouse Worker Occupational Growth	Projected five-year percentage growth for that occupational cluster	Lightcast 1Q 2025
Supplemental Occupation Concentration	Concentration of other occupations applicable to warehouse work where 1.00 equals the national average. Includes retail, food service, etc.	Lightcast 1Q 2025
Supplemental Occupation Growth	Projected five-year percentage growth for that occupational cluster	Lightcast 1Q 2025

LABOR DEMAND

Job Postings / Total Occupations	Annual online job postings for Warehouse Worker cluster divided by current cluster presence	Lightcast/CareerBuilder as of March 2025
Warehousing Industry Growth	Projected five-year employment growth in warehousing and related	Lightcast 1Q 2025
Posting Intensity	Ratio of total to unique (deduplicated) job postings	Lightcast 1Q 2025
Posting Concentration	Concentration of job postings in a particular region compared to the nation	Lightcast 1Q 2025

LABOR COSTS

Warehouse Worker Wage	Median wage for Warehouse Worker cluster	ERI & Lightcast 1Q 2025
Warehouse Worker Wage Growth	Growth in wages for Warehouse Worker cluster	Lightcast 1Q 2025
Forklift Driver Wage	Median wage specifically for forklift drivers	ERI & Lightcast 1Q 2025
Cost of Living	Cost of living in region	ERI & Lightcast 1Q 2025

ORGANIZED LABOR

Most Recent Unionization Rate	Overall private union membership rate	BLS CPS via UnionStats
Total Count of Filings	Total number of organization attempts since January 1, 2014	National Labor Relations Board



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