VIRGINIA REGIONAL TRANSIT

Driving Towards the Future

ANNUAL REPORT

FY 2025

VIRGINIA REGIONAL
V
TRANSIT
DRIVING TOWARDS
THE FUTURE

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VIRGINIA REGIONAL TRANSIT

VISION:

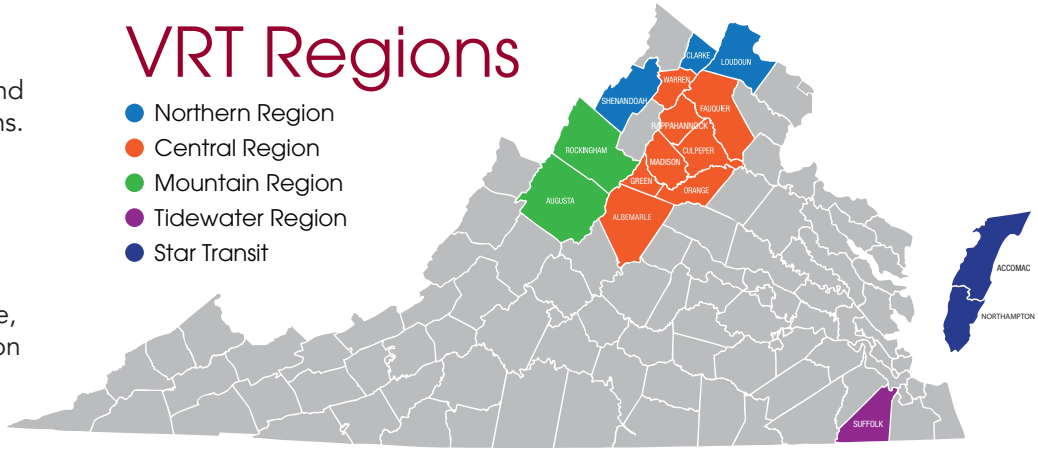
Virginia Regional Transit, a recognized leader in providing high-quality local and rural community transportation solutions.

MISSION:

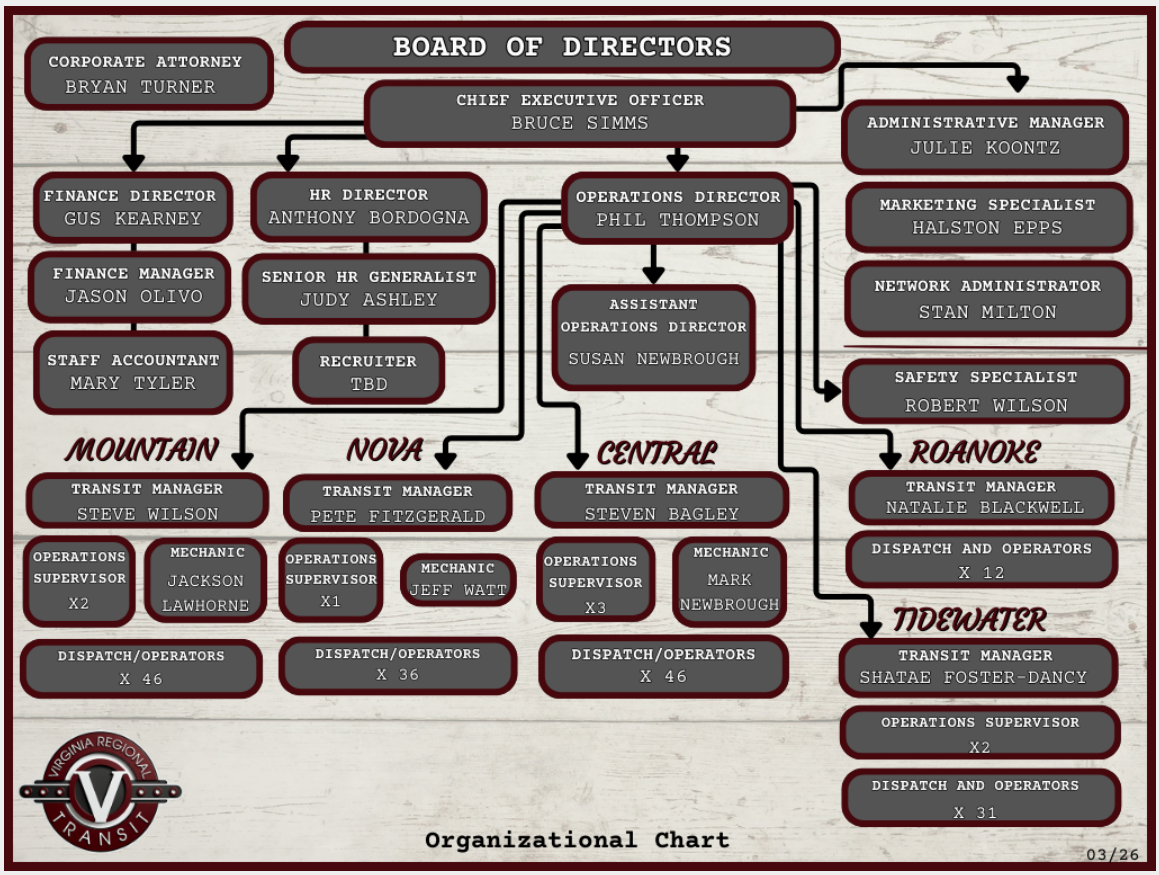
Virginia Regional Transit, delivering safe, high quality, cost-effective transportation services.

VRT Regions

- Northern Region
- Central Region
- Mountain Region
- Tidewater Region
- Star Transit



Organizational Chart



Board of Directors

Bruce Simms
CEO

Noel Brown
Chairman

Janet Clarke
Vice Chair

Erin Rayner
Treasurer

Jim Askegren
Secretary

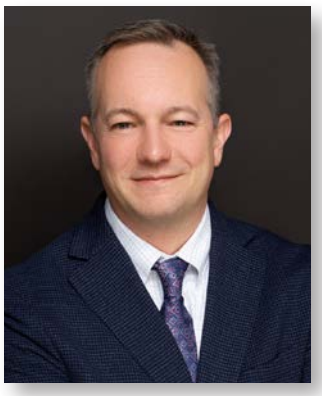
Shaelyn Mullaney
Director

Mary Gayle Holden
Director

Eric McCann
Director

Lisa Ann Peacock
Director

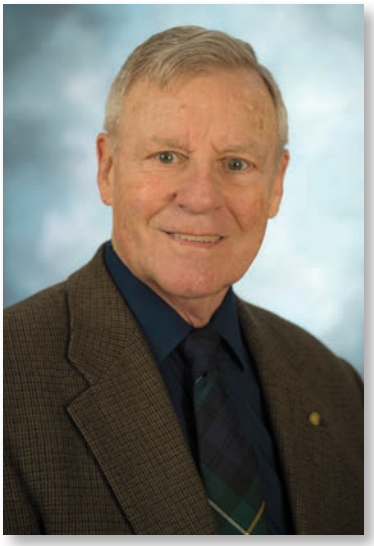
Andy Greenfield
Director



Bryan Turner
Retained Corporate Attorney

A Message from the Chairman

Noel Brown



Virginia Regional Transit has continued to grow at a steady rate over the past year. Our services provided to over 599,000 rides in a significant portion of the counties of the Commonwealth. On any business day we will have over 60 buses on the road, providing safe, comfortable and timely transportation for our clients, many of whom have no other means of transport.

All this is provided through federal, state and local funding, implemented through the committed participation of local community leaders, management, and the reliable care of our drivers and staff. Our board of directors is active in providing advice as needed and public relations support at local and state levels.

The financial challenges we face now are significant, and we need and appreciate your assistance in promoting our presence and ability to meet the growing need of providing essential transportation services.

Thank you, all, for working with us. Your partnership is vital to our success.

Noel A. Brown, Chairman
Virginia Regional Transit

A Message from the Chief Executive Officer

Bruce Simms

Dear Community Members, Partners, and Supporters,

As we reflect on 2025, I am proud to share that our nonprofit transit company has continued to deliver reliable, safe, and accessible service to the communities we serve. Despite the many changes in our region and the broader transportation landscape, our performance has remained steady. Ridership levels have held firm, customer satisfaction remains high, and our dedicated team continues to embody our mission of connecting people to opportunity.

Yet, as we look ahead, we must acknowledge the fiscal challenges that lie before us. Rising operational costs, aging infrastructure, and limited funding streams are pressing realities. While our commitment to service excellence has not wavered, sustaining this level of performance will require innovation, collaboration, and difficult choices.

We are actively pursuing new partnerships, advocating for increased public investment, and exploring creative solutions to ensure long-term sustainability. At the same time, we remain steadfast in our promise: to prioritize equity, accessibility, and environmental responsibility in every decision we make.

This moment calls for resilience. Just as transit connects people to jobs, schools, healthcare, and each other, it also connects us to a shared vision of a stronger, more inclusive future. With your continued support, we will navigate these challenges together and ensure that public transit remains a cornerstone of community life.

Thank you for standing with us.

Sincerely,

Bruce Simms
CEO
Virginia Regional Transit

Fiscal Resources

Jason Olivo, Finance Manager

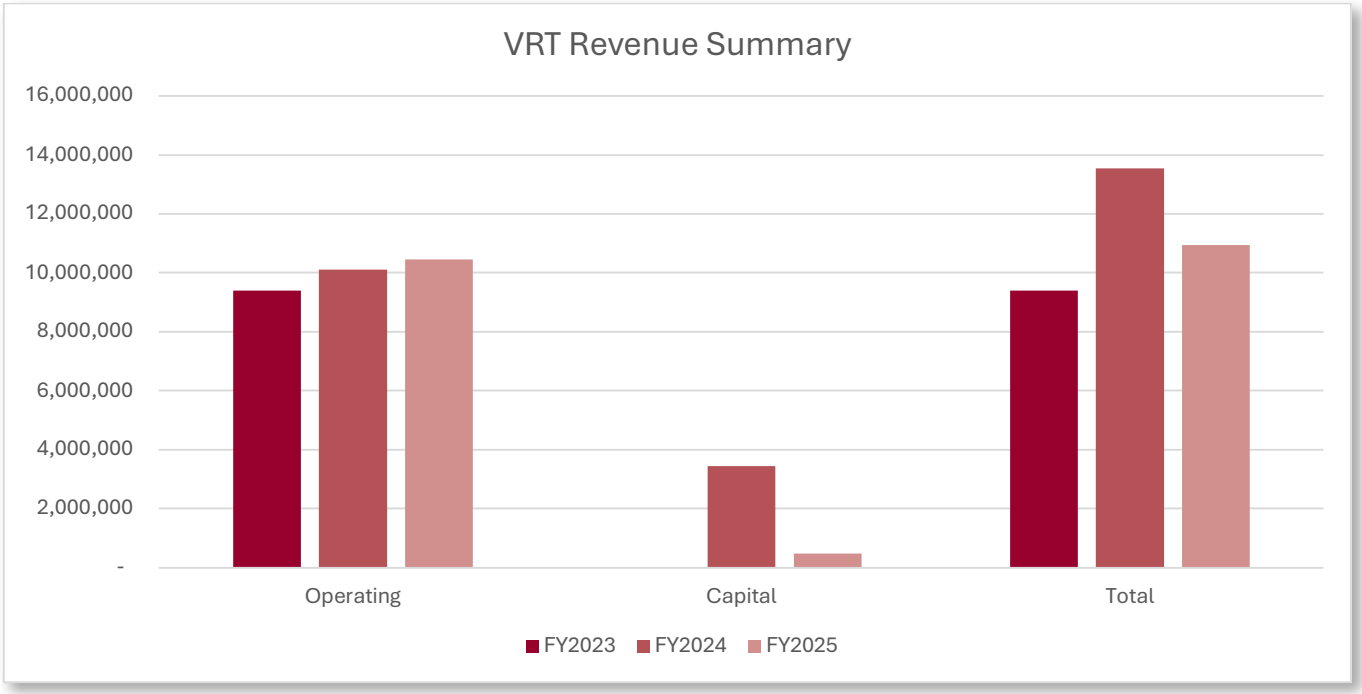
For the fiscal year ending June 30, 2025, Virginia Regional Transit (VRT) achieved a surplus and positive cash flow from operations. We accomplished this because of fiscal discipline throughout the organization and future planning. Over half of the revenue is grant funded and a reimbursement of actual expenses, so the surplus must be achieved through the remaining revenue (approximately 46%) of contract services throughout the Commonwealth of Virginia.

The contract portion of our operations requires capital financing and funding sources other than Federal and State grants. We secure the financing needed to deliver these contract services with strong financial results from operations. These contracts are typically a fixed price and to be successful, we must manage our routes and expenses efficiently and effectively and monitor our cost controls. Localities and government divisions are primarily the entities that contract with us for these services. The contracts vary in length, ranging from 1-5 years. It is critical to our annual surplus that we are always looking for opportunities to increase the contract segment of our operations.

Planned Rural Service has grown each year as routes and services have increased. Federal, State, and local funding covers the costs of rural routes, one year at a time, on a cost-reimbursable basis. Federal and State grants are available for the purchase of capital assets used in providing these rural services, leaving VRT to match only 4% of these investments.

In fiscal year 2025, VRT invested in operations. Salaries, wages, and employee benefits remain the single largest percentage of operating costs at 57%. Our employees will continue to be our most valuable resource. Depreciation, fuel, insurance, and other vehicle costs make up an additional 32% of expenses. Continued rising costs due to inflation will reflect in projected higher expenses during the next fiscal year.

Our continued focus on maintaining financial stability, delivering excellent services, and achieving responsible growth has Virginia Regional Transit well positioned to emerge as the leader in the transit industry throughout the commonwealth and beyond.

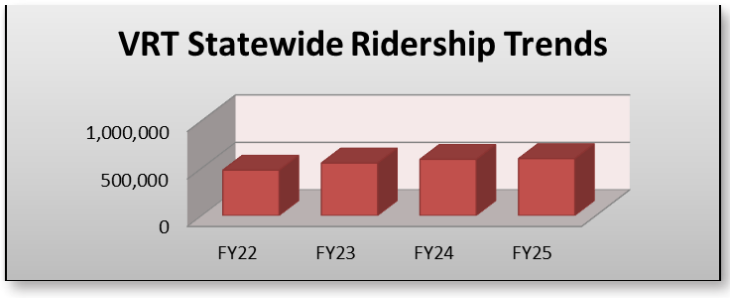


Service Delivery

Phil Thompson, Director of Operations

Fiscal year 2025 marked a pivotal period in Virginia Regional Transit's history. Despite operating in a complex environment, VRT strengthened its workforce, secured new service contracts, launched additional routes, and delivered strong ridership outcomes, all while continuing to provide dependable transit services to the community members who rely on us most. Throughout the year, our team acted with purpose, deepened existing partnerships, formed exciting new collaborations, and positioned VRT for sustained strategic growth and expansion. We successfully completed five required operational audits and compliance reviews, including two federal triennial reviews, demonstrating our commitment to responsible operations and transparent practices.

This year's operational performance underscores both the value of the transit services we provide and the growing demand for mobility options across our service areas. VRT closed fiscal year 2025 with 599,391 statewide public transportation trips, an increase of 1.3% over the previous year and 8.3% above FY23. With the continued support of Cities, Towns, and Counties across the Commonwealth, VRT is delivering rising ridership and reliable service. Our dedicated vehicle operators, dispatchers, mechanics, support teams, and leadership staff remain the driving force behind everything VRT achieved this year.



VRT Public Transit Passenger Experience Update FY 2025:

NOVA Region

VRT's NOVA region operates the Clarke County Demand Response, Loudoun County Demand Response, the Purcellville Connector Fixed Route, and Purcellville Connector Complementary Paratransit service. This service area provided a combined total of 28,951 rides during FY25.

This region launched an initiative to promote rural Loudoun transportation service in an effort to boost ridership for the Loudoun Demand Response system. VRT leadership visited the community centers of Bluemont, Loudoun Valley, Lovettsville, Lucketts, and Philomont to provide VRT advertisements, contact cards, and presentations of our services and instructions on how to register. VRT NOVA also received a capital grant to fund a Braun Ability support vehicle, which is fully ADA accessible with two mobility device securement positions and a curbside loading ramp.

Central Region

VRT's Central Region operates a balanced blend of fixed route and demand response services in the Counties of Culpeper, Fauquier, Madison, Orange, and Warren as well as the Towns of Culpeper, Front Royal, Gordonsville, Madison, Orange, and Warrenton. The Central region continued its upward ridership trend in FY25 providing 146,208 rides for residents and guests of the service area, an increase of 2.3% or 3,320 rides.

VRT Central Region enhanced passenger experience by installing 15 bus stop signs in the Town of Warrenton for the Warrenton Circuit Rider fixed route. In addition to route notification, signs have QR codes directing passengers to VRT's route brochures and real time smart phone bus app. In addition to signs, VRT advertised a request for quotes for the provision of grant funded bus stop shelters, awarding the project and receiving six 5' x 10' barrel roof bronze finish bus stop shelters. These passenger amenities are designated for use in three locations in Warrenton Virginia for passengers using the Warrenton Circuit Rider and in three locations in Culpeper Virginia for passengers using the Culpeper Trolley and Culpeper Express transit lines.

In FY25, the University of Virginia joined as a local match contributor for VRT's Foothills Express hybrid fixed route, a

Continued >

Service Delivery *continued*

vital connection for many in our rural community, providing transit access from the Towns of Culpeper, Madison, and Ruckersville to the City of Charlottesville and the University of Virginia Hospital.

Mountain Region

VRT's Mountain Region concluded its eighth year of contract transit service for the Central Shenandoah Planning District Commission, providing fixed route, paratransit and commuter bus service in the County of Augusta, City of Staunton, and City of Waynesboro, with connections to Rockingham and Albemarle Counties. Local fixed route bus service operates under the brand "BRITE" (Blue Ridge Intercity Transit Express), which extends into Rockingham County.

During FY25, BRITE fixed route and paratransit services provided 193,909 rides to residents and guests of the area. In addition to local fixed route, the Afton Express, the region's commuter bus service, provided 21,925 rides, an impressive increase of 22.8% or 4,071 rides during its fourth year of operation. The Afton Express offers ten daily trips from Augusta County and the Cities of Staunton and Waynesboro to the City of Charlottesville. In total, the Mountain Region provided 215,834 rides during FY25, an increase of 3,164 rides or 1.4% over the previous fiscal year.

Tidewater Region

VRT's Tidewater Region provides contract transit service for the City of Suffolk. Branded as "Suffolk Transit," VRT operates six weekday fixed routes, five weekend fixed routes and complementary paratransit services within the City of Suffolk and with connections to neighboring transit agencies in the Portsmouth area. During FY25, the Tidewater Region provided 89,347 rides to the residents and guests of the City of Suffolk, an impressive increase in ridership of 11,731 rides or 15% over the previous fiscal year. During FY25, Suffolk Transit received and placed into service six new Starcraft Allstar buses, enhancing passenger experience, comfortability and brand recognition in transit service.

ShenGO Region

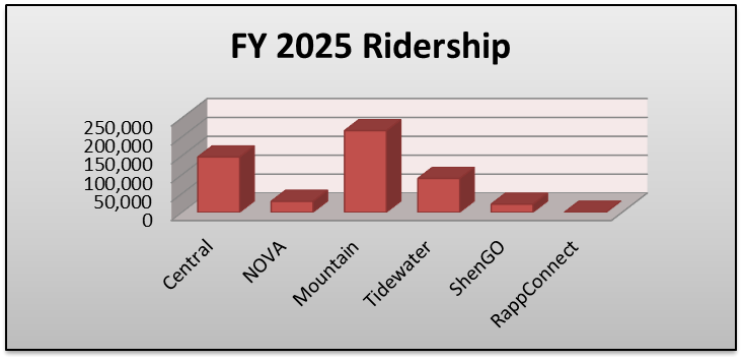
VRT's ShenGO bus system provides transit access for residents and guests of Shenandoah County and is a vital resource along the Route 11 corridor in the Northern Shenandoah Valley. Providing transit service six days per week from the Town of Strasburg to the Town of New Market and all points in between, the ShenGO transit system continued to gain ridership in FY25, providing 21,495 rides, an increase of 25% or 4,388. VRT procured five grant funded bus stop benches to be installed in the Town of Edinburg at ShenGO bus stops and assisted the NSVRC in their purchase of a non-federally funded bus stop shelter that will be installed for passengers to use and enjoy.

RappConnect

VRT continued contract operation of the "RappConnect," a micro-transit service in Rappahannock County into FY25. Ridership for this service increased by 15% from the previous fiscal year. This pilot project from the Department of Rail and Public Transportation, administered by the Rappahannock Rapidan Regional Commission, began in February of 2024 and ended in November of the same calendar year. Although the pilot project was limited in scope, VRT saw ridership increase 15% comparing FY24 to FY25.

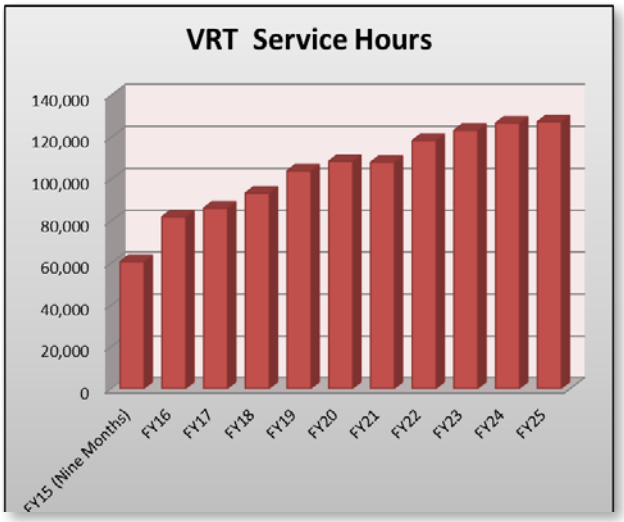
Roanoke Region CORTRAN

In June 2025 after a competitive bid process, VRT was awarded a contract to operate the County of Roanoke's CORTRAN Demand Response system. Service began in August 2025. Highlights of this new endeavor include a partnership with software service provider "SPARE", a platform which provides app-based micro transit and demand response scheduling capabilities with online payment options. For this new service, VRT procured five new Braun Ability ADA accessible vans and opened a regional office in Roanoke County, with local staffing. VRT is excited for this new opportunity and is pleased with the



Service Delivery

initial response during the first few months of operations. The continued growth in ridership highlighted in this report reflects VRT's strong organizational health and its growing impact across the Commonwealth of Virginia. These achievements are driven by the dedication and expertise of our employees, the increasing demand for dependable transit services, and our steadfast commitment to the communities and individuals who rely on us most. Guided by our core values, VRT serves as a vital mobility lifeline for passengers and a trusted resource for partner localities seeking effective, sustainable transit solutions. This commitment also fosters a highly skilled and mission-driven team of transit professionals who serve their communities with integrity and purpose each day. As a result, during Fiscal Year 2025, VRT delivered a total of 127,254 hours of public transit revenue service across the Commonwealth.



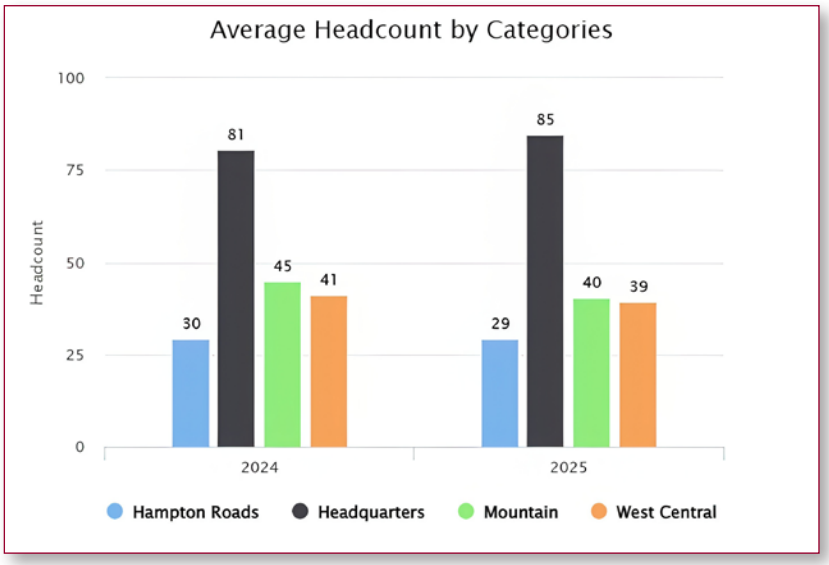
Human Resources

Anthony Bordogna, Human Resources Director

In the Human Resources department of Virginia Regional Transit, Fiscal Year 2025 was a transitional year. We developed a clearer road map of our work, and the division of labor amongst us has created better workflows. We addressed our need to hire and train in a quicker effort to find the best employees. We worked with the operations team to determine hiring needs while providing more training to employees to understand and manage their own profiles with Paycom.

In addition to our focus on employee knowledge, a new compensation review was completed to increase our pay rates, allowing us to continue to be competitive in the marketplace. We were able to provide more full-time employment opportunities to allow our staff to increase their roles within the organization and give them health benefits along the way. Our turnover rate was an industry-beating 19%, well below the average 30% in transportation. Our recruitment efforts have led to ranking in the top 5 on Indeed databases in search and apply rates throughout the state, establishing our organization as a place people want to work.

In the benefits department, we offered two cost effective plans that were able to save the company money, while keeping the essential coverage the employees had in 2024.



The referral and sign-on bonus that we offer have helped us hire people we may not have reached otherwise. Our transition to Delta Dental and Vision insurance has led to greater customer service and coverage for our employees. T. Rowe Price, our 403(b) retirement provider, continues to be a valuable resource for our employees planning for their future. T. Rowe's ability to provide annual notices and documents electronically has reduced the amount of time our department has to spend accomplishing required tasks. In July, the human resources department was able to travel to San Deigo for the annual SHRM conference, where we gathered valuable benefits and employee focused training. We returned with a confident approach to our work, knowing that what we are already doing is part of the best practices for our department and Virginia Regional Transit as a whole.

In the NOVA region, a new operations supervisor was hired to help the region operate more effectively. This individual has also assisted other regions when available and has helped Human Resources provide better service to our employees. This region has seen steady employment numbers and has been a consistent presence in the community.

In the Tidewater region, we welcomed back a former Transit Manager to the same position and added an operations supervisor to bolster the ranks. The recruiting and hiring needs in this region were met at every turn, and this region continually completes the compliance requirements quicker than the rest.

The Central and ShenGo regions continued operating at a high level, with very few positions needing to be filled, and great communication between departments allows us to rely on these regions to assist other managers or supervisors should the need arise.

The Mountain region sustained the most employee turnover this year. Staffing challenges were met with grace and a positive outlook, and HR responded by hiring over 10 people in a two-

Human Resources

month span. Looking forward, we are working on hiring and training in this region where before it was not possible. The transit manager and operations supervisors continue to be a steadying force for our employees.

In June of 2025, Virginia Regional Transit started service in the County of Roanoke VA. Human Resources hired 12 employees in 30 days to meet the start date of service, and the new region is off and running. Excellent communication between the new employees and our HR staff has led to a quick learning curve, and we are excited for the future of this region.

Edward Jones

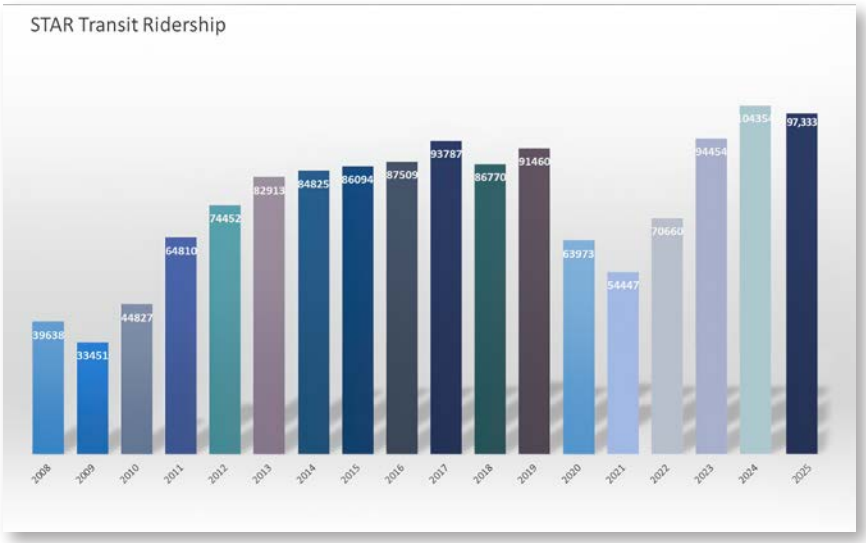
STAR Transit

Phil Thompson, Director of Operations

STAR Transit, a public transit system serving the residents and guests of the Eastern Shore of Virginia, is owned by the Accomack Northampton Transportation District Commission and managed by Virginia Regional Transit. STAR Transit operates eight fixed route transit lines and one demand response transit service from its operational headquarters in Tasley, Virginia. A testament to the need for and utilization of public transit in the area, STAR Transit provided its second highest ridership result on record in FY25 with 97,333 rides provided to the residents and guests of the Eastern Shore of Virginia. In October of 2024 STAR Transit expand transit service to the areas of Daugherty, Onancock, and Onley, launching the "Orange" fixed route bus line. This service was an immediate success, providing 690 rides in its first month of operation and ending the year with 7,642 rides recorded.

In addition to the operational success of the year, STAR Transit completed its capital grant funded stormwater retention pond repairs and modifications project and moved forward with the replacement of signage and insignia on the exterior of the STAR Transit facility. During the fiscal year, STAR Transit received and placed into revenue service a new Starcraft Allstar 12 passenger bus fully ADA accessible featuring a lift and two mobility device securement positions.

Long range planning efforts are ongoing in coordination with the Department of Rail and Public Transportation and bench subcontractors to finalize STAR Transit's Transit Development Plan. This document will provide clear initiatives for the future and guidance toward beneficial expansions in operations and infrastructure. Completion of this document is projected for spring of 2026.



VIRGINIA REGIONAL TRANSIT

STATEMENT OF FINANCIAL POSITION
June 30, 2025

ASSETS	
Current Assets	
Cash and cash equivalents	
Cash deposits	$ 4,430,599
Certificates of deposit	2,416,004
Contracts receivable	379,777
Grants receivable	462,349
Due from Virginia Rides	13,863
Notes receivable, current portion	70,483
Prepaid expenses and other assets	163,730
Total current assets	7,936,805
Notes receivable, long term portion	74,831
Security deposit	3,250
Property, vehicles and equipment (net of accumulated depreciation of $7,268,446)	6,580,403
	6,658,484
Total assets	$ 14,595,289
LIABILITIES AND NET ASSETS	
Current Liabilities	
Accounts payable	$ 170,332
Accrued expenses	395,012
Notes payable, current portion	69,179
Unearned grant income	1,921
Total current liabilities	636,444
Notes payable, long term portion	172,803
Net assets	
Without Donor Restriction	
Capital investment, net of related debt	6,338,421
Undesignated	7,447,621
With Donor Restriction	-
Total net assets	13,786,042
Total liabilities and net assets	$ 14,595,289

See Notes to Financial Statements.

VIRGINIA REGIONAL TRANSIT

STATEMENT OF ACTIVITIES
For The Year Ended June 30, 2025

	Without Donor Restriction	With Donor Restrictions	Totals
SUPPORT AND REVENUE			
Public Support			
Federal funds	$ 2,814,516	$ -	**$ 2,814,516**
Virginia State funds	1,193,439	-	**1,193,439**
Virginia RTAP funds	8,232	-	**8,232**
Loudoun County funds	639,226	-	**639,226**
Local government funds	1,155,700	-	**1,155,700**
Local private funds	14,000	-	**14,000**
Facilities in-kind	71,490	-	**71,490**
Special event, net of expenses ($15,581)	11,321	-	**11,321**
Total public support	5,907,924	-	**5,907,924**
Revenue			
Ridership contract services	4,661,912	-	**4,661,912**
Ridership management services	39,605	-	**39,605**
Advertising service	41,650	-	**41,650**
Insurance proceeds	20,242	-	**20,242**
Interest	228,620	-	**228,620**
Rental income	2,400		**2,400**
Other	8,492	-	**8,492**
Gain on sale of assets	27,209	-	**27,209**
Total revenue	5,030,130	-	**5,030,130**
Net assets released from restrictions			
Satisfaction of usage restrictions	-	-	**-**
Total support and revenue	10,938,054	-	**10,938,054**
EXPENSES			
Program Services	10,486,638	-	**10,486,638**
Supportive Services			
Management and general	908,227	-	**908,227**
Fundraising	67,568	-	**67,568**
Total expenses	11,462,433	-	**11,462,433**
Changes in net assets	(524,379)	-	**(524,379)**
Net assets, beginning of year	14,310,421	-	**14,310,421**
Net assets, end of year	$ 13,786,042	$ -	**$ 13,786,042**

See Notes to Financial Statements.

VIRGINIA REGIONAL
V
TRANSIT
DRIVING TOWARDS
THE FUTURE

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