



**Charleston**   
REGIONAL DEVELOPMENT ALLIANCE  
BERKELEY, CHARLESTON & DORCHESTER COUNTIES

# WORK PLAN

FY 2020 - 2021





Drive sustainable economic prosperity by building high-impact industry clusters



Market the Charleston region as a globally competitive location for business, entrepreneurs, and talent



Facilitate the site selection process for companies considering our market for competitive expansion or location investments



Convene regional leaders around key economic competitiveness issues



Engage the region's top business, academic and elected leaders in economic development - and keep economic development a top priority for each of them

# LEADERSHIP FOR A WORLD-CLASS, GLOBALLY COMPETITIVE ECONOMY

**Charleston Regional Development Alliance (CRDA)** has served as a catalyst for long-term, sustainable economic prosperity in Berkeley, Charleston, and Dorchester counties since 1995.

We are thankful for the foresight, guidance and contributions of the visionary leaders who have supported this Alliance over the past 25 years.

Our community benefits from this public-private partnership with the region's most influential business leaders, three county governments, largest municipalities, and top academic institutions working together toward a shared vision for the future.

The steps we collectively take today will impact our region for generations to come.

# CRDA RESULTS BY THE NUMBERS

FY 2019-20

7  
PROJECTS

701  
NEW JOBS

\$28 M  
ANNUAL PAYROLL

\$19.50  
AVERAGE  
HOURLY WAGE

\$520 M  
ESTIMATED  
ECONOMIC IMPACT

(FY 2010-20)

EVERY \$1  
INVESTED IN CRDA



PRODUCED \$20  
IN NEW REGIONAL PAYROLL



INCLUDING INBOUND PROJECT VISITS,  
OUTBOUND MISSIONS, & TRADESHOWS



CRDA WEBSITE  
VISITOR TRAFFIC  
IS DIVERSIFIED

- 64% INTERNATIONAL
- 10% US (EXCLUDING SC)
- 3% SC (OUTSIDE CHS METRO)
- 23% CHS METRO

238,629 VISITORS

176 NATIONAL/INTERNATIONAL  
MEDIA PLACEMENTS  
RESULTING IN...

\$1.63  
MILLION ADVERTISING  
EQUIVALENCY

Bloomberg

AREA  
DEVELOPMENT

BROOKINGS

Forbes

U.S. News & WORLD REPORT

SMARTCITIES DIVE

# CRDA'S COVID RESPONSE

As the global pandemic severely impacted our local economy, CRDA adjusted our short-term strategies to help the three-county region rebound as quickly as possible.



## ONE REGION READY

At the request of our region's elected leaders, CRDA engaged a coalition of local business, healthcare, government and nonprofit leaders to champion the safe reopening of our regional economy. The initiative, called One Region Ready, included a comprehensive plan, sector-specific reopening guidelines, and a voluntary pledge for businesses to promote their compliance. Other elements included social marketing and messaging videos to encourage healthy behaviors to stop the spread of COVID-19. The group continues to monitor and report on the economic recovery.



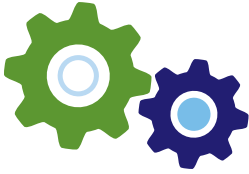
## RAPID RESPONSE TEAMS

CRDA formed two Rapid Response Teams focused on life sciences and automotive supply chains in anticipation of the impacts and opportunities resulting from COVID-19. Comprising investors and regional stakeholders, the teams interviewed relevant businesses, studied existing assets, and developed specific action items to capitalize on the changing economic landscape. CRDA's FY20-21 program of work includes a number of these recommendations.



## TALENT RECRUITMENT MARKETING

CRDA intensified our efforts to identify and recruit talent with high-demand skills as the pandemic is altering migration patterns from large urban centers to mid-size markets like Charleston. Our research identified the best U.S. metros for targeting talent ads based on in-migration levels, talent pools, average wages, and cost of living. We conducted an online survey in five key metros to gauge perceptions of our region & job opportunities and used the survey results and other data to guide key messaging for new digital ad campaigns targeting talent in key occupations in the Northeast and Northwest.



## RESOURCES FOR RESILIENCY

We compiled online news and resources, and issued a weekly email featuring updates from local and state partners, national news, and video interviews providing insights to help our investors and stakeholders navigate through economic uncertainty.

ISSUED

21

RESOURCES EMAILS

4,700

OPENS

CREATED

17

TOTAL VIDEOS

3,600

VIEWS

# CHARLESTON DEAL ALLIANCE



In Feb. 2020, CRDA's Capital Connections initiative spun off as the Charleston Deal Alliance (CDA), a nonprofit entity bringing together the region's dealmakers to compare notes, make new contacts, and identify potential business opportunities. The organization aims to raise the profile of Charleston as an attractive and robust market for closing business deals.

CDA membership is open to individuals and companies in accounting, legal, banking, consulting, recruiting, technology, valuation, and wealth management. With a robust member database, discounts to exclusive events and access to content and information, members will be able to grow their network and increase their profitability.

Learn more at  
[charlestoneDealalliance.com](http://charlestoneDealalliance.com).

"Charleston is emerging as a financial hub, which means we need to highlight the incredible deal talent that resides here in the Charleston region."

- Andy Brusman  
CDA Chairman

CEO of investment bank  
Charles Towne Holdings, LLC



# ANNUAL BUDGET

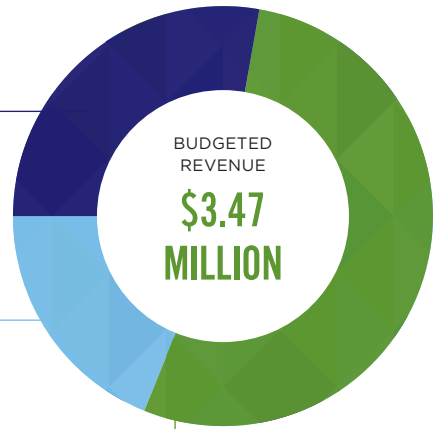
FY 2020-21

**\$1,043,670**

**PUBLIC SECTOR**

**\$787,400**

**SPECIAL GRANTS/  
PROGRAM REVENUE/  
OTHER**



**\$1,637,830**

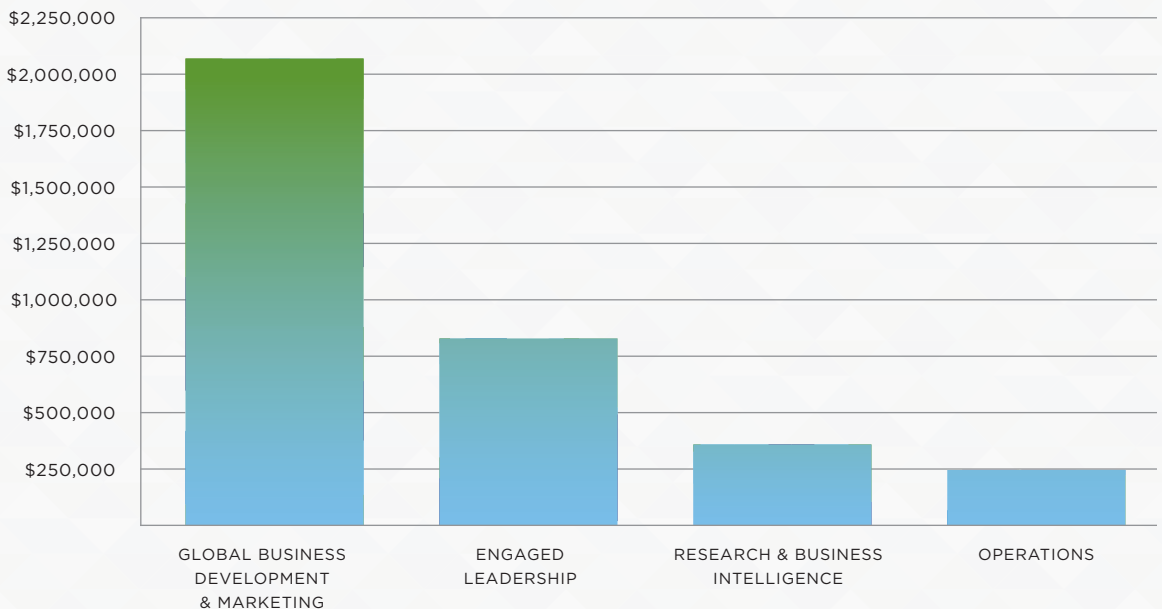
**PRIVATE SECTOR\***

\*Includes \$36,750 FY20-21 revenue received in June 2020

The One Region strategic plan guides CRDA's organizational program of work including Global Business Development / Marketing, Research & Business Intelligence, and Engaged Leadership. These charts provide a snapshot of how we allocate resources to fulfill our regional economic development mission.

## RESOURCE ALLOCATIONS

FY 2020-21



CRDA's current fiscal year runs July 1, 2020 through June 30, 2021.

# CRDA STRATEGIC PRIORITIES

FY 2020-21



## STRENGTHEN HIGH-IMPACT CLUSTER ECOSYSTEMS

- Advance project pipeline across all target industry sectors
- Engage Boeing, Volvo and Mercedes-Benz Vans on supply chain disruption and transformation post COVID-19
- Elevate life science ecosystem work
- Evolve network and resources to provide entrepreneurial support



## ENHANCE COMPETITIVE INTELLIGENCE & ENGAGEMENT

- Integrate business intelligence to enhance/augment the project pipeline, including uncovering niche opportunities such as in mobility and IT
- Reboot One Region and strengthen partnerships with other stakeholder organizations
- Evaluate and determine direction of CRDA's next five-year strategy



## ATTRACT TALENT TO SUPPORT BUSINESS SUCCESS

- Increase local & national awareness of high-demand jobs, training and continuing education programs
- Ensure key stakeholders are aware and directly engaged in talent strategy
- Develop and implement strategy focused on exiting military & military spouses



## LEVERAGE RELATIONSHIPS AND INFLUENCE

- Directly engage public- and private- sector leaders in the work of CRDA
- Regularly convene local leaders to consider and discuss issues that directly impact our region's ability to compete globally

# CRDA BOARD OF DIRECTORS\*

## EXECUTIVE COMMITTEE

### John Hagerty

BOARD CHAIR

Nelson Mullins Riley &  
Scarborough, LLP

### Michael Fuller

BOARD CHAIR-ELECT

Berkeley Electric  
Cooperative

### Mary Garcia

TREASURER & FINANCE  
COMMITTEE CHAIR

Pinnacle Financial Partners

### Steve Gallagher

LEADERSHIP DEVELOPMENT  
COMMITTEE CHAIR

BRPH

### Mike Carter

ORGANIZATIONAL ENGAGEMENT  
COMMITTEE CHAIR

eGroup

### George Morrison

COMPLIANCE OFFICER

Burr Forman McNair

### Jay Byars

Dorchester County

### Johnny Cribb

Berkeley County

### Chris Fraser

Avison Young

### William Hearn

Dorchester County

### Lilyn Hester

Google

### Rev. Kylon J. Middleton

Charleston County

### C. Brantley Moody

Charleston County

### R. Keith Summey

City of North Charleston

### Joshua S. Whitley

Berkeley County

# CRDA BOARD OF DIRECTORS\*

## BOARD MEMBERS

### Wade Allen

Lee & Associates

### Michael E. Baker

PNC Bank

### Nat Banks

Human Technologies, Inc.

### Rita Berry

Greater Summerville /  
Dorchester County  
Chamber of Commerce

### Christoph Bode

stoba

### Reid Boehm

Synovus Bank

### Caroline Brown

Medical University  
of South Carolina

### Andy Brusman

Charles Towne  
Holdings, LLC

### Paige Carlton

Thompson Turner  
Construction

### Cassie Cherichello

BlueCross BlueShield of SC

### Tushar Chikhliker

Nexsen Pruet

### Melvin Cline

Vannoy Construction



## BOARD MEMBERS CONTINUED

### **Tammy Coghill**

Dominion Energy

### **Stuart Coleman**

CC&T Real Estate

### **J. Walker Coleman IV**

K&L | Gates, LLP

### **Jeremy Cook**

Haynsworth Sinkler Boyd, PA

### **Dondi Costin, PhD**

Charleston Southern University

### **Bobby Creech**

WebsterRogers, LLP

### **Brad Cunic**

Life Cycle Engineering

### **Bryan Derreberry**

Charleston Metro Chamber of Commerce

### **G.P. Diminich**

Shumaker, Loop & Kendrick, LLP

### **Col. John Dorrian**

The Citadel

### **Jon Downey**

Southern Current

### **Julie Edwards**

BoomTown

### **Deepal Eliatamby**

Alliance Consulting Engineers, Inc.

### **Scott Fennell**

Fennell Holdings, Inc.

### **Peter Fennelly**

Bridge Commercial

### **Stephanie Few**

Womble Bond Dickinson (US) LLP

### **Bobette Fisher**

Charleston Trident Association of Realtors®

### **Kent Fonvielle**

Charleston International Manufacturing Center

### **Terrance Ford**

AT&T

### **John Fortson**

Ingevity

### **Brent Gibaldo**

Nexton

### **L. Elizabeth Gibbes**

Parker Poe

### **Stephen Grant**

The Ohmega Group, Inc.

### **Tim Grow**

Elliott Davis, LLC

### **Gregory Habib**

City of Goose Creek

### **David Hamilton**

BB&T and SunTrust now Truist

### **David Hand**

O.L. Thompson Construction Co.

### **Will Haynie**

Town of Mount Pleasant

### **Will Helmly**

Home Telecom

### **Kin Hill**

Charleston Water System

### **Mark Hood**

Hood Construction

### **Len Howell**

Southern First Bank

### **J. Huggins, III**

United Bank

### **Len Hutchison**

First National Bank

### **Christopher Ibsen**

Dolphin Architects & Builders

### **Deon Jackson**

Berkeley County School District

### **Grady Johnson**

Charleston Regional Business Journal

### **Carl D. Kolts**

Showa Denko Carbon, Inc.

### **Tom Kutyla**

United Community Bank

### **Jason Lee**

REV Federal Credit Union

### **Lindsay E. Leonard**

Boeing South Carolina

### **C. Dinos Liollio**

Liollio Architecture

## BOARD MEMBERS CONTINUED

### **Sam McCachern**

Thomas & Hutton

### **Bill Medich**

South State Bank

### **Rick Mixson**

Landmark Construction

### **Jayson Norman**

Whiting-Turner Contracting  
Co.

### **Paul Patrick**

College of Charleston

### **Michael Perkins**

Volvo Cars USA

### **Scott Poelker**

Trident Technical College

### **Tony Pope**

State Farm Insurance

### **Jim Posda**

GEL Engineering, LLC

### **Robert Pratt**

Pratt & Co. at RE/MAX Pro  
Realty

### **Teddie E. Pryor, Sr.**

Charleston County

### **Bob Quinn**

South Carolina Research  
Authority (SCRA)

### **Chris Randolph**

South Street Partners /  
Kiawah Partners

### **William Russell III**

Jarrard, Nowell & Russell

### **Robert Ryan**

Charleston Naval  
Complex RDA

### **Michael Scarafile**

Carolina One Real Estate

### **Craig Self**

Roper St. Francis  
Healthcare

### **Scott Sharp**

TD Bank

### **Reeves Skeen**

First Citizens Bank  
& Trust Co. Inc.

### **Josh Sorkin**

SAIC\*

### **Jeff Spicer**

Wells Fargo

### **Jonathan Steinberg**

Charleston Steel & Metal  
Company

### **John Tecklenburg**

City of Charleston

### **George Temple IV**

LS3P

### **Rudy Thomas**

Dixon Hughes  
Goodman LLP

### **Alan Townsend**

Hussey Gay Bell

### **Jeff Trenning**

Bank of America

### **Tony Vincent**

Berkeley Electric Cooperative

### **Ricky Waring**

Town of Summerville

### **Steve Warner**

Clemson University

### **Barry Whalen**

HLA Inc.

### **Stuart Whiteside**

SeamonWhiteside

### **Melvin Williams**

S&ME, Inc.

### **Pamela Williams**

Santee Cooper

### **Kai Woerner, PhD**

Robert Bosch LLC

### **Anita G. Zucker**

The InterTech Group

# ECONOMIC LEADERSHIP COUNCIL\*

## Anita G. Zucker

ELC CHAIR

The InterTech Group

## Mark Bonsall

Santee Cooper

## David Cole, MD

Medical University of South Carolina

## Jeffrey DiLisi, MD

Roper St. Francis Healthcare

## Michael Fuller

Berkeley Electric Cooperative

## Ronnie M. Givens

Charleston Naval Complex Redevelopment Authority

## Andrew Hsu, PhD

College of Charleston

## Daniel Kassis

Dominion Energy

## James Lawrence

Wells Fargo

## Lindsay E. Leonard

Boeing South Carolina

## Harris Pastides, PhD

University of South Carolina

## Jordan Phillips

South Street Partners / Kiawah Partners

## Wil Riley

Charleston Trident Association of Realtors®

## O.L. Thompson

O.L. Thompson Construction Company

## Mary Thornley, EdD

Trident Technical College

## Gen. Glenn Walters

The Citadel

## FEATURED PROJECT WINS



## SPARTAN MOTORS

Production of industry-specific custom shelving, lighting and ergonomic design services for commercial vehicles including Mercedes-Benz Vans

Jobs:

**308**

Investment:

**\$1.15 MILLION**



## ARKONIK

Customized Land Rover vehicles

Jobs:

**10**

North American Headquarters

\* AS OF MARCH 2021

# 2020-2021 INVESTORS\*

The CRDA is a true alliance of business, government, and higher education working together to drive a sustainable, competitive economy for the Charleston region. Below is a recognition of entities who have stepped forward to help lead and fund this collaborative effort.

## ACCOUNTING SERVICES

Dixon Hughes Goodman LLP  
Elliott Davis, LLC  
Jarrard, Nowell & Russell, LLC  
WebsterRogers, LLP

## ARCHITECTURE & ENGINEERING

Alliance Consulting  
Engineers, Inc.  
BRPH  
Davis & Floyd, Inc.  
Dolphin Architects & Builders  
GEL Engineering, LLC  
HLA, Inc.  
Hussey Gay Bell  
Life Cycle Engineering  
Liollio Architecture  
LS3P  
McMillan Pazdan Smith  
Architecture  
S&ME, Inc.  
SAIC®  
SeamonWhiteside  
Stantec  
Terracon  
The Ohmega Group, Inc.  
Thomas & Hutton

## ATTORNEYS

Burr Forman McNair  
Haynsworth Sinkler Boyd, PA  
K&L Gates, LLP  
Moore & Van Allen

Nelson Mullins Riley &  
Scarborough, LLP  
Nexsen Pruet, LLC  
Parker Poe  
Shumaker, Loop & Kendrick, LLP  
Womble Bond Dickinson  
(US) LLP

## BANKING & FINANCIAL SERVICES

Bank of America  
BB&T and SunTrust now Truist  
First Citizens Bank  
First National Bank  
JPMorgan Chase & Co.  
Pinnacle Financial Partners  
PNC Bank  
REV Federal Credit Union  
South State Bank  
Southern First Bank  
Synovus Bank  
TD Bank  
United Bank  
United Community Bank  
Wells Fargo

## CHAMBERS OF COMMERCE

Charleston Metro Chamber  
of Commerce  
Greater Summerville /  
Dorchester County Chamber  
of Commerce

## CONSTRUCTION & CONTRACTORS

Banks Construction Company  
Choate Construction Company  
Evans General Contractors  
Harbor Contracting  
Hill Construction  
Hood Construction  
Landmark Construction  
O.L. Thompson Construction Co.  
Thompson Turner Construction  
Trident Construction  
Vannoy Construction  
The Whiting-Turner  
Contracting Company

## ECONOMIC DEVELOPMENT

South Carolina Research  
Authority - SCRA

## EDUCATION & TRAINING

Charleston Southern University  
Clemson University  
College of Charleston  
Lowcountry Graduate Center  
The Citadel  
Trident Technical College  
University of South Carolina

## GOVERNMENT & AGENCIES

Berkeley County  
Charleston County  
Dorchester County  
City of Charleston

City of Goose Creek  
City of North Charleston  
Town of Mount Pleasant  
Town of Summerville

## HEALTHCARE

Medical University of  
South Carolina  
Roper St. Francis Healthcare  
Trident Health

## HOSPITALITY

Daniel Island Golf Club, LLC  
Fennell Holdings, Inc.  
Francis Marion Hotel

## INFORMATION TECHNOLOGY

BoomTown  
eGroup  
Google

## INSURANCE

AON South Carolina  
BlueCross BlueShield of SC  
State Farm Insurance  
- Tony Pope

## INVESTMENT CAPITAL

Charles Towne Holdings

## INVESTMENT HOLDINGS

The InterTech Group

## MANUFACTURING

AstenJohnson, Inc.  
Boeing South Carolina  
Charleston Steel  
& Metal Company  
Ingevity  
Robert Bosch, LLC

Showa Denko Carbon, Inc.  
stoba  
Thorne Research, Inc.  
Volvo Cars USA

## MARITIME

Charleston Branch  
Pilots Association

## MEDIA & COMMUNICATIONS

Charleston Regional  
Business Journal

## REAL ESTATE & DEVELOPMENT

Avison Young  
Bridge Commercial  
Carolina One Real Estate  
CBRE  
CC&T Real Estate  
Charleston International  
Manufacturing Center  
Charleston Naval Complex  
Redevelopment Authority  
Charleston Trident Association  
of Realtors®  
Colliers International  
Cushman & Wakefield | Thalhimer  
Darby Development  
Gateway Development Services  
Highland Resources, Inc.  
Lee & Associates - Charleston  
Marcus & Millichap  
NAI Charleston  
Nexton  
Pratt & Co. at RE/MAX Pro Realty  
Raven Cliff Company, LLC  
Ravenel Commercial Properties  
South Street / Kiawah Partners  
SunCap Property Group  
The Beach Company

## STAFFING & EMPLOYMENT SERVICES

Aerotek  
Human Technologies, Inc.

## TELECOMMUNICATIONS

AT&T  
Home Telecom

## UTILITIES & ENERGY

Berkshire Hathaway Energy  
Company  
Berkeley Electric Cooperative  
Charleston Water System  
Dominion Energy  
Santee Cooper  
South Carolina Power Team  
Southern Current

## CHARLESTON OPEN SOURCE

AVOXI  
BoomTown  
Booz Allen Hamilton  
ECS Federal, LLC  
eGroup  
Geocent, LLC  
Lowcountry Graduate Center  
Omatic Software  
Phishlabs  
SpinSys  
Sprockets

## CRDA PROFESSIONAL STAFF



**David T. Ginn, CEcD**  
PRESIDENT & CEO



**Michael J. Graney**  
VICE PRESIDENT,  
GLOBAL BUSINESS  
DEVELOPMENT



**Karen Kuchenbecker, SHRM-CP**  
VICE PRESIDENT,  
OPERATIONS



**R. Megan Anderson**  
DIRECTOR, GLOBAL  
BUSINESS DEVELOPMENT



**Claire A. Gibbons**  
DIRECTOR, GLOBAL  
MARKETING &  
COMMUNICATIONS



**Brent Jonas**  
DIRECTOR,  
STAKEHOLDER RELATIONS



**Jacki Renegar, CERP**  
DIRECTOR, RESEARCH &  
BUSINESS INTELLIGENCE



**Jaime Caldwell**  
INVESTOR RELATIONS  
MANAGER



**Karen Davison**  
BUSINESS DEVELOPMENT  
MANAGER



**Jamie DeMent**  
TALENT & STRATEGIC  
INITIATIVES



**Galina Maiduc**  
OPERATIONS MANAGER  
& CEO ASSISTANT



**Lynn Demos**  
BUSINESS DEVELOPMENT  
SOLUTIONS MANAGER



**Allison Warner**  
DIGITAL MARKETING  
MANAGER

## COUNTY ECONOMIC DEVELOPMENT PARTNERS



**Kristen Lanier**  
DIRECTOR OF ECONOMIC  
DEVELOPMENT  
BERKELEY COUNTY



**Steve Dykes, SCCED, AICP**  
DIRECTOR OF ECONOMIC  
DEVELOPMENT  
CHARLESTON COUNTY



**John M. Truluck, SCCED**  
DIRECTOR OF ECONOMIC  
DEVELOPMENT  
DORCHESTER COUNTY

# LEVELS OF ENGAGEMENT

## ENGAGEMENT OPPORTUNITIES

	\$50k	\$25k	\$15k	\$10k	\$5k
Minimum of 1 “one-on-one” visit with a member of key CRDA staff annually	✓	✓	✓	✓	✓
Opportunity to participate in 1 or 2 business or talent attraction events, mission trips or tradeshows annually at the invitation of CRDA.+	2	2	1	1	
Inclusion in special invitation-only events	✓	✓	✓		
Opportunities to serve as co-host for international visits and/or site selectors*	✓	✓	✓		
Minimum 1 visit with CRDA President & CEO per year	✓	✓			
Top local executive invited to attend one ELC meeting annually as guest of CRDA President & CEO		✓			

## BOARD & COMMITTEE PARTICIPATION

	\$50k	\$25k	\$15k	\$10k	\$5k
Eligibility to serve on a CRDA Taskforce and/or Special Initiatives Committee	✓	✓	✓	✓	✓
Opportunity to serve on CRDA Board of Directors (CEO or most senior executive)	✓	✓	✓	✓	
Eligibility for election to CRDA Executive Committee	✓	✓	✓		
Opportunity to serve on Economic Leadership Council	✓				

## BRAND RECOGNITION

	\$50k	\$25k	\$15k	\$10k	\$5k
Opportunities for recognition at CRDA events and sponsorship of special CRDA initiatives	✓	✓	✓	✓	✓
Recognition as investor on CRDA website, social media, and in marketing materials	✓	✓	✓	✓	✓
Special recognition at CRDA Annual Luncheon	✓	✓			

## CRDA EVENTS & NETWORKING OPPORTUNITIES

	\$50k	\$25k	\$15k	\$10k	\$5k
Invitation(s) to Quarterly Investor Briefings	✓	✓	✓	✓	✓
Invitation to Regional Summits	✓	✓	✓	✓	✓
Invitation(s) to exclusive Investor-only events	✓	✓	✓	✓	
Invitation to present as subject matter expert at CRDA events*	✓	✓	✓	✓	
Ticket(s) to Annual Luncheon+	2	2	1	1	

## INFORMATION

	\$50k	\$25k	\$15k	\$10k	\$5k
Digital subscriptions to Quarterly/Breaking News Updates and Quarterly Snapshot	✓	✓	✓	✓	✓
Investment Announcements	✓	✓	✓	✓	✓
Opportunity to participate in an Investor Roundtable with CRDA staff	✓	✓	✓	✓	
Access to customized market research services*	✓	✓	✓		
Access to custom industry or topical workshops created by CRDA staff	✓				

\* Subject to availability + Number of events or tickets

“This pandemic has tested this organization and our community in ways we could not have foreseen. CRDA answered the call to help safely reopen the region’s economy and there is more work to do. Let us continue to take the steps necessary to insure that history books will record that during this crisis our region united around a common vision and shared values to remove barriers and ensure economic opportunities for all citizens. This continues to be a time to address infrastructure, education, health and affordability challenges. I look forward to working with you all to continue to make our community an even better place to live and thrive.”

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**JOHN HAGERTY**  
CRDA Board Chair

## GETTING INVOLVED

If you share a long-term commitment to building a prosperous and sustainable regional economy, please contact us about engagement opportunities with the CRDA.



T: 843.767.9300 | F: 843.760.4535  
alliance@crda.org  
charlestoneconomicdevelopment.com



## BEST PERFORMING CITIES 2020:

WHERE AMERICA'S JOBS ARE CREATED AND SUSTAINED

- *Milken Institute*

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# #10

U.S. CITY GAINING INNOVATION JOBS

- *NY Times*

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# 50

BEST U.S. CITIES FOR STARTING A BUSINESS IN 2020

- *INC*

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# 2020

BEST CITIES FOR JOBS

- *WalletHub*