2019 another year of making an impact

WHAT’S INSIDE:
• Strengthening a Better Coordinated Regional Network
• Advancing Technology Adoption
• Addressing the Talent Supply/Demand Gap
• Growing a Pipeline of Competitive Sites
• Promoting the Regional and Network Performance
What’s inside?

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Together, we can grow businesses, create jobs and build prosperity for everyone in the 18 counties of Northeast Ohio.
As Northeast Ohio’s Economic Development Partner, Team NEO is uniquely positioned to drive economic development across 18 counties, leveraging diverse resources and powerful assets throughout the region. In 2019, this collective approach enabled us to work with partners throughout the regional network to support more announced company investments than in any previous year.

Building and maintaining a strong, coordinated network that drives our mission is core to Team NEO’s strategy. It helps our partners and us achieve shared goals. We fundamentally believe Northeast Ohio is stronger and more competitive as a region when we work together. Plus, the combined assets and resources of Northeast Ohio, such as integrated supply chains and labor sheds, are more attractive to site selectors, businesses and talent when marketed as a whole rather than as assets of individual communities.

This coordinated approach is working.

In addition to job creation, new payroll and capital investment, Team NEO achieved great success in each of our five strategies:

- Strengthen a Better Coordinated Regional Network
- Advance Technology Adoption
- Address the Talent Supply/Demand Gap
- Grow a Pipeline of Competitive Sites
- Promote the Regional and Network Performance

Team NEO is ready to build upon our momentum in 2020 and achieve even greater results through strong alignment with powerful state, regional and local economic development strategies.

We will continue to devote increased resources to a broad set of pro-growth business development competencies, supporting the region through research and insights, regional marketing, business attraction, and industry and innovation expertise, and facilitating access to JobsOhio resources and site selection services.

We thank you for giving us the opportunity to build a more competitive business environment and a more equitable economy for the 109,000 businesses and 4.3 million people who call Northeast Ohio home.

DR. JODI BERG
President and CEO, Vitamix
Board Chairwoman, Team NEO

WILLIAM KOEHLER
CEO, Team NEO
We strengthen a better coordinated regional network

By working with network partners to align economic development strategies at the local and state levels, we lift our regional network, leverage the unique assets of each metropolitan area, and better promote the successes and opportunities of our regional economy.

About Team NEO

Team NEO is an economic development organization accelerating business growth and job creation throughout the 18 counties of Northeast Ohio. We work to generate more jobs faster for more people, retain existing jobs, create a more inclusive workforce, and attract new investment to build a more robust and equitable regional economy.

As one of only six network partners for JobsOhio, we connect companies across the 18 counties of Northeast Ohio to state resources for job creation and retention, regional investments and business growth.

“This strong annual report is the result of Team NEO’s extensive, proven expertise that assists companies with economic development programs, regulatory issues and workforce systems so businesses can build, grow and create jobs. Team NEO is JobsOhio’s regional partner in Northeast Ohio, and they are an effective partner for local economic development organizations that build local strategies that align with our statewide efforts.”

- J.P. Nauseef, JobsOhio President and Chief Investment Officer
We announced more company investments in 2019 than in any previous year.

### 2019 by the numbers

- **85** Project Wins
- **5,464** Jobs Created
- **$285** Million in Annual Payroll
- **$1.01** Billion in Capital Investment

### Since 2015 by the numbers

- **397** Project Wins
- **28,812** Jobs Created
- **$1,442** Billion in Annual Payroll
- **$6,441** Billion in Capital Investment
We advance technology adoption

Innovation is at the core of what makes an economy more productive, more resilient and more globally competitive.

In Northeast Ohio, we have 7,700 manufacturing companies driving 20% of our regional economy.

Through our Smart Manufacturing Cluster of Northeast Ohio and Additive Manufacturing Cluster of Ohio programs, we facilitate hundreds of connections that drive collaboration between these companies, academic universities and research institutions.

This work uncovers opportunities to take advantage of new technologies that maximize the potential of our region’s industrial, organizational and workforce assets.

Companies from outside the region, like Amazon Web Services and Hitachi Vantara, are noticing our efforts and are taking part.

New technology companies such as Embedded Planet, Vantage One and Ectobox are also growing here as they find opportunities to serve our industrial base.

2019 Industry Recognition

- The International Economic Development Council recognized Team NEO and JobsOhio for the Smart Manufacturing Industrial Internet of Things (IIoT) Roadmap for Northeast Ohio with the top award in its new “Innovative Programs” category
- The Council for Community and Economic Research gave Team NEO its top award for supporting collaborative community research
- Economic Development Research Partnership published a case study on Team NEO’s roadmap and cluster efforts in its annual publication
IIoT could have an economic impact of up to $13 billion in Northeast Ohio by 2025. Team NEO is connecting IIoT knowledge, experience, tools, market intelligence and networks with manufacturers to drive IIoT implementation and innovation in the region.

smartmanufacturingcluster.org

Dedicated to helping companies in Ohio accelerate the adoption of 3D printing technologies through knowledge-building events, resource connections and additive manufacturing conferences.

amclusterofohio.org
We address the talent supply/demand gap

Success in attracting new business investment is directly related to our region’s talent availability. That’s why we focus on solutions to address Northeast Ohio’s talent gap.

The Aligning Opportunities report provides the data-driven regional insights necessary to reduce the talent gap facing Northeast Ohio. In 2019, we partnered with Delta Dental to expand beyond the report to include a series of forums to facilitate conversations with educators and businesses about the talent gap.

The launch event in July for the release of the report sold out, with an audience of about 200 human resource and education professionals. We were honored to have Youngstown State University President Jim Tressel deliver an inspirational keynote speech.

The research insights into the talent gap are utilized by organizations in the community such as Baldwin Wallace University, the University of Akron, Lorain County Community College, Cuyahoga Community College and College Now Greater Cleveland to inform workforce strategies critical to their mission. Media outlets frequently use the report as the basis of their reporting on the talent challenges across the region.

Jim Tressel, President of Youngstown State University, gives the keynote at the Aligning Opportunities Launch.
Talent Development Council

In 2019, Team NEO created a Talent Development Council, bringing peers from business, higher education and workforce sector partnerships together to discuss and align workforce strategies that will help us strengthen our talent pipelines and become more successful in attracting new business investment to Northeast Ohio.

“Team NEO’s Talent Development Council has been instrumental in creating engagement with key stakeholders in Northeast Ohio’s ecosystem and has served as a critical resource for IBM in helping to develop new partnerships and programs with higher education that help align the workforce to in-demand jobs.”

- Jennifer Oddo, New Collar Apprenticeship Initiatives, IBM Member, Talent Development Council

At A Glance

Computer & IT Careers

Northeast Ohio’s goals for a vibrant economy rely on strong health care, manufacturing and technology sectors - all dependent on the support of a quality computer and IT workforce.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Total Demand 2018</th>
<th>Entry Level Demand 2018</th>
<th>Median Hourly Earnings</th>
<th>% Requiring Bachelor’s Degree</th>
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</thead>
<tbody>
<tr>
<td><strong>TOP 5 Occupations</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Software Developers, Applications</td>
<td>4,257</td>
<td>1,022</td>
<td>$30.40</td>
<td>95%</td>
</tr>
<tr>
<td>Computer Occupations, All Other</td>
<td>3,035</td>
<td>1,220</td>
<td>$34.33</td>
<td>89%</td>
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<tr>
<td>Computer User Support Specialists</td>
<td>1,408</td>
<td>646</td>
<td>$20.00</td>
<td>62%</td>
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<tr>
<td>Computer Systems Analyst</td>
<td>1,110</td>
<td>549</td>
<td>$38.09</td>
<td>91%</td>
</tr>
<tr>
<td>Web Developers</td>
<td>742</td>
<td>212</td>
<td>$27.99</td>
<td>90%</td>
</tr>
</tbody>
</table>

Top Technical Certifications
- IT Infrastructure Library (ITIL)
- Project Management Certification
- Certified Information Systems Security Professional (CISSP)
- Certified AV Technician
- Cisco Certified Network Associate (CCNA)

Top Software and Programming Skills
- SQL
- Java/Perl
- Java
- Oracle
- .NET
We grow a pipeline of competitive sites

To be successful in attracting new investment to the region, we need a dynamic inventory of readily available sites and buildings.

The demand for competitive sites and buildings in Northeast Ohio is much greater than our regional supply. To better serve growing companies, we have focused on developing data-rich profiles through NEO RightSites. Launched in 2019, NEO RightSites is an online resource showcasing Northeast Ohio’s most competitive properties, including those in job hubs and opportunity zones, that have been vetted to mitigate risk and increase speed to productive use.

Our efforts to establish a more comprehensive understanding of the region’s inventory yielded benefits including an increase in the number of leads to site visit conversions. We are contributing our technical expertise in more site-related conversations across the region. In 2019, we provided guidance on 40 sites in 30 communities.

In addition, we worked with the Fund for Our Economic Future to advance the Job Hubs strategy in three pilot hubs and developed an execution plan for these pilots in 2020.

"Having readily available sites that most effectively address speed to market, mitigate risk and have the lowest life cycle cost positions Northeast Ohio for success in the site selection process. The NEO RightSites Council provides a strategic process to make place matter and Northeast Ohio more economically competitive."

- Patrick J. Kelly, Director, Economic Development, FirstEnergy Corp.
  Member, NEO RightSites Council
We align the economic development community

No one organization can achieve sustainable success alone. State, local and regional strategies require a cohesive, coordinated network.

Ohio Governor Mike DeWine gives the keynote at the annual “NEO Rising. Celebrating Today. Building Tomorrow.” event, which celebrates economic development success.

The Northeast Ohio Development Exchange engages, informs and shares best practices that are invaluable to making a network stronger.

Ohio Governor Mike DeWine gives the keynote at the annual “NEO Rising. Celebrating Today. Building Tomorrow.” event, which celebrates economic development success.
Team NEO responded to more than 200 inquiries from our economic development partners in 2019. We equipped these partners with research-backed insights in support of companies in their markets to enhance their business development efforts. We also provided critical data for project proposals.

In addition, Team NEO published four quarterly economic reports (QERs) providing a holistic picture of Northeast Ohio’s economy. The QERs are the only regular source of economic data and insights for the entire 18-county Northeast Ohio region. Each report takes a deep dive into an individual industry or sector. This information is used to attract new businesses and jobs to our region and help those that are here grow.
We build relationships to make new business happen

Staying connected keeps Northeast Ohio top of mind when businesses are looking to expand.

214 businesses outside of Ohio

157 meetings with multiplier organizations

9 mission trips outside the U.S.

In 2019, we met with 214 businesses outside of Ohio to uncover investment opportunities. In addition, we had 157 meetings with multiplier organizations (accountants, attorneys, etc.), an important resource that regularly advises businesses for expansion/relocation. We also attend important conferences, such as the Global Petrochemical Conference, Money 20/20 and more, to make connections.

In our global economy, it’s critical to have strong relationships with international businesses. In 2019, Team NEO’s dedicated international business development leader completed nine mission trips, including Europe, Japan, Taiwan and Canada. In addition, she attended the SelectUSA Investment Summit, the highest-profile event dedicated to promoting foreign direct investment (FDI) in the United States.

Site selection consultants are in the business of working nationwide to match businesses with sites for expansion or relocation. In 2019, we met with 92 site selection consultants, attended nine industry conferences and completed four market visits. We also leveraged the MLB All-Star Game in Cleveland to help site consultants truly experience Northeast Ohio.

Site selection consultants learn about the region while visiting during MLB All-Star Week.
CASE STUDIES

Our Impact

BWX Technologies Invests $130 Million in Northeast Ohio Plants

In February 2019, BWX Technologies Inc. (BWXT) officially kicked off its $80 million, four-year capital expansion project at its Barberton, Ohio, manufacturing facility. More than 80 new hires will work at the expanded facility, which will house the latest technology for engineering and developing nuclear energy components and services. This investment is part of a $130 million commitment from BWXT that also includes expansion of its Euclid, Ohio, site.

Next Generation Films Pledges 100 New Jobs in Lexington

In October 2019, Next Generation Films Inc. (NEXT), a leading manufacturer of custom-blown specialty film used primarily in the food packaging industry, committed to growing in Richland County. With this most recent $40 million expansion, the company plans to construct a 110,000-square-foot building on its 140-acre campus to accommodate a new, high-speed film production line. The expansion will result in the creation of 100 new positions and the retention of more than 600 jobs.

Morgan Truck Body LLC Announces New Orrville Plant

In July 2019, Morgan Truck Body LLC, North America’s largest manufacturer of light- and medium-duty truck bodies, announced plans to expand its manufacturing footprint in Northeast Ohio by opening a new facility in Orrville. This plant will provide 210,000 square feet of production, office and warehouse space, and will be capable of producing a combination of 4,000 dry freight and refrigerated truck bodies annually, to support both retail and fleet customers. The company expects to hire approximately 140 employees.

“One is a celebration of our continued growth in Barberton, a city that we have called home for more than 100 years.”

- Jim Bittner, BWXT General Manager
Hendrickson Grows in Canton

Hendrickson, a global designer and manufacturer of suspension systems and components for heavy-duty trucks and trailers, plans to invest $50.6 million in a new truck axle plant that will employ 300. As part of its new plant expansion, Hendrickson also commits to retaining 235 employees in the region.

Amazon Selects Northeast Ohio for Fulfillment Center

Amazon.com, Inc. selected Akron for a new fulfillment center, creating 1,500 full-time jobs with comprehensive benefits and opportunities to work alongside Amazon Robotics in an industry-leading workplace. This is the third fulfillment center that has been committed to Northeast Ohio. The center will be more than 700,000 square feet and will be used to pick, pack and ship small items such as books, electronics and toys.

Fund That Flip Plans Expansion of Operations in Cleveland Area

Fund That Flip, a technology, real estate, and financial services company dedicated to providing real estate developers with new sources of capital and software, announced plans to expand its operations in Northeast Ohio. The company plans to increase its headcount significantly by adding more than 120 new hires.

The company was ranked No. 42 on Inc. Magazine’s list of 500 fastest-growing private companies in America and will broaden its product offering and technology-driven solutions with the expansion.

“We’re excited to grow our team in the Buckeye State, which now includes more than 8,500 Amazonians, and be part of the larger Ohio community.”

– Alicia Boler Davis, Amazon’s Vice President of Global Customer Fulfillment
Economic development partners
across 18 counties of Northeast Ohio

Ashland Area Economic Development
Columbiana County Port Authority
Erie County Economic Development Corporation
Geauga Growth Partnership, Inc.
Greater Akron Chamber
Greater Cleveland Partnership
Growth Partnership for Ashtabula County
Huron County Development Council
Lake County Ohio Port & Economic Development Authority
Medina County Economic Development Corporation
Portage Development Board
Richland Area Chamber & Economic Development
Stark Economic Development Board, Inc.
Tuscarawas Economic Development Corporation
Youngstown/Warren Regional Chamber
Wayne Economic Development Council

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