



2018
Regional
Economic
**Growth
Report**



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2017

3,068

JOBS ANNOUNCED

\$572,694,348

CAPITAL INVESTMENT

A MESSAGE FROM THE BIRMINGHAM BUSINESS ALLIANCE

At the Birmingham Business Alliance (BBA), we work every day on advancing our economy, with the ultimate goal of enhancing the quality of life for all citizens of the Birmingham seven-county region. As the lead economic development organization for the region, it is important that we reflect on our growth and progress, and as such, we are pleased to present to you our 2018 Regional Economic Growth Report. This report details the economic development successes of the region – which encompasses Bibb, Blount, Chilton, Jefferson, St. Clair, Shelby and Walker counties – and there are many such successes to celebrate.

Jobs and capital investment are two of the most important indicators of economic growth, and through our economic development programs the BBA has direct responsibility for the projects that lead to new and expanding business announcements.

In 2017, the region saw the announcement of 3,068 jobs and \$572,694,348 in capital investment. From Autocar’s announcement of 746 jobs for a new truck assembly plant to Mercedes-Benz’s selection of the Birmingham region for a \$281.5 million facility, our community continues to grow through investments in technology, workforce, manufacturing and more.

Last year, Birmingham garnered 36 national accolades from publications ranging from The New York Times and The Washington Post to The Wall Street Journal, Vogue and Forbes. Glassdoor called Birmingham one of the top 25 cities for jobs in 2017, thanks in part to the 40 new and expanding companies profiled here.

The BBA is proud to be a part of another solid year of economic growth for the region. As in previous years, this annual Growth Report includes an analysis of key performance metrics which compare Birmingham with other selected metros. Overall, Birmingham’s performance in recent years has consistently improved relative to those other communities.

While economic development is the cornerstone of our work at the BBA, we also continue to work to make Birmingham better prepared for future growth. The BBA makes meaningful contributions in workforce development, public policy, international trade, small and minority business development, innovation and technology, and image enhancement, among other efforts, and we will continue the work of creating a better Birmingham for all in 2018.

While this report details economic development activity that was accounted for in 2017, 2018 promises to be a great year, as important projects such as McLeod Software in Hoover, Pack Health in Birmingham and Stewart Industries International at the Birmingham-Shuttlesworth International Airport have been announced or are near completion.

Thank you for your support of the BBA and for your investment in Birmingham!

METRICS

The Blueprint 2020 metrics table reveals Birmingham’s status among 15 peer metropolitan statistical areas for the years 2001 to 2010, and 2011 to the most current year available in key economic indicators, ranked either by percentage change or absolute rank. Metropolitan Birmingham’s ranking improved in nine of the 12 economic indicators. Two indicators showed a decline, while one remained unchanged. A complete appendix of these indicators can be found in the back of this report.

Birmingham’s Peer Metropolitan Areas:

- Atlanta, GA
- Mobile, AL
- Austin, TX
- Montgomery, AL
- Charlotte, NC
- Nashville, TN
- Huntsville, AL
- Oklahoma City, OK
- Jacksonville, FL
- Raleigh, NC
- Louisville, KY
- Richmond, VA
- Memphis, TN
- Salt Lake City, UT

	METRO BIRMINGHAM BASE RANK	METRO BIRMINGHAM LATEST RANK	STATUS
Annual Average Labor Force	15 (2001 - 2010 % Change)	12 (2011 - 2016 % Change)	Improved
Real Gross Domestic Product ¹	12 (2001 - 2010 % Change)	11 (2011 - 2016 % Change)	Improved
Annual Average Employment	15 (2001 - 2010 % Change)	14 (2011 - 2017 % Change)	Improved
Per Capita Personal Income	9 (2001)	8 (2016)	Improved
National Institutes of Health (NIH) Awards ¹	3 (2001)	4 (2017)	Declined
Total Research and Development Expenditures	5 (2004)	5 (2017)	Unchanged
Real Merchandise Export Totals ¹	13 (2003)	9 (2016)	Improved
Population Total	14 (2001 - 2010 % Change)	12 (2011 - 2017 % Change)	Improved
Bachelor's Degree Attainment	12 (2005)	10 (2016)	Improved
Associate Degree Attainment ¹	12 (2005)	6 (2016)	Improved
High School Diploma Attainment ¹	11 (2005)	12 (tie) (2016)	Declined
Annual Cost of Living Index	4 (2010)	3 (2017)	Improved

¹Revised base rank. See appendix for further details. (Sources and Complete Appendix on pages 34-40)

2017 KEY Accomplishments



Governor Kay Ivey with Andrew Taitz, center, chairman of Autocar, and Jim Johnston, president of Autocar, when the company announced it will invest \$120 million to build its heavy-duty custom trucks in Birmingham, creating 746 jobs.



From top, clockwise: Tricia Wallwork, CEO of Milo's Tea, shows Bessemer Mayor Kenneth Gulley and others around the newly expanded Milo's Tea manufacturing facility; Mercedes-Benz U.S. International CEO Jason Hoff, center, broke ground on the company's \$248 million Global Logistics Center and after-sales North American hub in Bibb County, with Bibb County Commissioner Ricky Hubbard, Angela Till with the Alabama Department of Commerce and Brian Hilson of the Birmingham Business Alliance; Autocar shows off its products following its announcement in downtown Birmingham; a production line at the Milo's Tea facility.



NOTABLE ANNOUNCEMENTS AND OPENINGS



2017 KEY Accomplishments



The BBA increased its network of students, colleges, universities and employers, with 72 southern colleges and universities and 98 regional employers engaged in the BBA's Birmingham Talent Recruitment Project in 2017, and extended its support of regional employers' talent retention efforts through OnBoard Birmingham and the Experience the Magic Summer Intern program. Since 2013, nearly 1,200 students and early career professionals have participated in these programs.



The BBA successfully advocated for key economic development policy issues important to Birmingham's growth, including the Alabama Jobs Act, pre-k expansion, opposition to mandatory unitary combined reporting, increased funding to state workforce councils and reinstatement of the Alabama Historic Rehabilitation Tax Credit.



The BBA was an instrumental partner in launching the Alabama Brownfields Association in 2017 and supporting initiatives to move the region forward, including the Alabama Communities of Excellence for regional communities, EPA grants for redevelopment of Brownfields, the Bus Rapid Transit Project Plan and Birmingham's Complete Streets program.



The BBA continued leading the regional workforce council, Central Six Alabama Works, to increase the engagement of regional industry in our talent attraction and retention efforts.



Birmingham garnered 36 national caliber accolades and rankings in 2017, from popular publications such as *The New York Times*, *The Washington Post*, *San Francisco Chronicle*, *Forbes*, *The Wall Street Journal*, *Geekwire*, *Vogue* and *Zagat*.

The BBA works closely with local business startups to identify resources and potential funding sources needed to grow their business. Since 2016, the BBA has connected numerous innovative startups – like XpertDox and Incysus - with millions of dollars in funding to grow jobs in Birmingham. Here's more about these innovative companies.



"The Birmingham Business Alliance has been an invaluable asset as we have continued to build Incysus. The BBA's passion for working with emerging companies and deep industry experience has been essential in our success and is a key reason we are looking to expand in Birmingham."

– **William Ho**
CEO of Incysus
(Pictured with Dr. Lawrence Lamb)



With scientific headquarters in Birmingham, Incysus is advancing science in positive ways that will be felt worldwide.

The company is leveraging cell therapy, a field of biomedical research that seeks to influence the course of diseases at the cellular level. Through the research of Dr. Lawrence Lamb, professor of medicine and director of the University of Alabama at Birmingham (UAB) Cell Therapy Laboratory, and co-founder of Incysus, the company is developing novel treatments for several types of cancer.

In 2017, Incysus received approval from the U.S. Food and Drug Administration to test its anti-cancer treatment in human patients with leukemia and lymphoma. Those studies, as well as others focused on treating humans with brain cancer, are expected to begin in 2018 at UAB and a number of other leading medical facilities across the United States.

The Birmingham Business Alliance has worked closely with Incysus since its founding, providing strategic insight and support for funding and corporate activities.

Currently, Incysus is seeking funding to offset the enormous costs involved in developing a new anti-cancer therapy. The company expects to have raised enough capital by the middle of 2018 that it will be able to augment its presence in Birmingham by increasing the size of its scientific team and physical presence with additional laboratories.

Incysus is committed to continuing their work in Birmingham, and the Birmingham Business Alliance is pleased to support the company as they advance their important work fighting cancer.

Later this year, Incysus will likely open a new scientific headquarters in Birmingham's Southside neighborhood, not too far from its colleagues and collaborators at UAB, including Dr. Lamb.



"We are very happy to be building our company in Birmingham. The resources and support offered by the Birmingham Business Alliance have made the start-up process much easier. Being located in Birmingham is a big part of our success."

– **Dr. Sameer Ather**,
co-founder of XpertDox
(Pictured with Dr. Bhupesh Panwar,
co-founder of XpertDox)



An innovative digital health company, XpertDox provides a patient-centered platform that anyone can access for free to find personalized and unbiased expert information specific to their

medical condition. The platform connects patients to leading doctors, hospitals, ongoing clinical studies and peer-to-peer support, with information related to more than 6,000 diseases, 200 procedures, 150 symptoms and 130 specialties.

Located in the Innovation Depot, XpertDox provides patients with unparalleled information, allowing them to learn more about their specific condition, share insights with others, and ultimately, find the best physician. Recognizing the need to connect patients with unbiased information and the best doctors anywhere in the United States, XpertDox was created to fill the void in patient access.

In addition to providing personalized disease-specific information and improving access to physicians, XpertDox is also leveraging its platform to assist researchers enhance enrollment in clinical trials. In order to address the vast number of trials (more than 86 percent) that fail to enroll patients, the company is working with academic medical centers and researchers in the industry to connect patients with ongoing clinical studies. Launched in 2017, the clinical trial connector service has already successfully matched subjects with multiple studies across the United States.

While rising costs continue to compromise patient access to quality health care, XpertDox is leading the next phase of disruption by using big-data analytics to empower patients with solutions that improve access and reduce costs for patients, providers, payers, government and society.

Earlier this year, the company raised \$1 million in a seed round to advance its technology platform and add talent to its team. The seed round closed in January and was led by a group of private investors based in Birmingham with coordination from the Birmingham Business Alliance.



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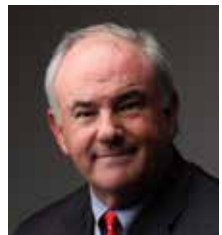
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 Custom Staffing Solutions
 Dale Carnegie Training
 Damsky Paper Co.
 DataHouse
 DataPerk
 Davis Architects Inc.
 Davis Likis Financial
 Deluxe One-Hour Cleaners
 Denning E-Solutions LLC
 DeSoto Caverns
 Dex Imaging
 Diamonds Direct Birmingham
 DiPiazza LaRocca Heeter & Co. LLC
 Diversified Contractors Inc.
 Diversified Global Investment Strategies
 DLD Business Solutions Inc.
 Don's Carpet One
 Dorothy McDaniel's Flower Market
 Doubletree by Hilton Birmingham
 Dreamland Holding Co. LLC
 Drury Inn & Suites - Hwy 280
 Drury Inn & Suites - Southwest
 DSW Cutting Service
 E.ON Climate & Renewables
 Ebert Investments LLC
 Eco Three
 Edgar's Bakery
 Edgewood Frame Shop
 Edwards+Partners LLC
 Embassy Suites
 Employment Screening Services
 ENGS Commercial Capital
 EnviroSquad
 Erwin Brothers Entertainment
 Estes Automotive
 Eugene's Hot Chicken LLC
 Executive Shuttle Network
 Express Oil Change & Tire Engineers
 EyeSight Foundation of Alabama
 Fair Haven
 Farm Burger Birmingham
 Fast Slow Motion
 Fastsigns AccuPrint
 Federalgraphics LLC
 Fee Only Planning Professionals LLC
 First Federal Mortgage
 First National Bankers Bank
 Fitz-Thors Engineering Inc.
 Flagstone Search Marketing
 Food Court At Gardendale Walmart
 FoodBar
 Forge
 FORMWORKS Architects Inc.
 Fowler Davis LLC
 Fravert
 Freddy's Frozen Custard & Steakburgers
 Fresenius Kidney Care
 Freshwater Land Trust
 Gathings Law
 General Machinery Company Inc.
 Ghafari Associates LLC

Glidewell Specialties Foundry Co.
 Golden Appleaseed
 Good People Brewing Co.
 Goodwyn Mills & Cawood Inc.
 Goo-Goo Car Wash
 GoPro Event Solutions LLC
 GP Import Export LLC
 Grain Craft
 Grandbridge Real Estate Capital LLC
 GrandView Financial Group LLC
 Granger Thagard & Associates Inc.
 Gray Construction
 Greenhagh Insurance Agency Inc.
 Gregory Law Firm PC
 Gresham Smith and Partners
 Grifols Plasma Care
 Grille 29 Birmingham
 H. N. Donahoo Contracting Co. Inc.
 H2T Digital Co.
 Hall Booth Smith PC
 Hallmark Builders
 Hand in Paw
 Happy Catering Co.
 Hardees - Homewood
 Hardy Corp.
 Hardy Engineering Inc.
 Harris & Harris LLP
 Hayes-Rasbury Agency
 HelmsBriscoe
 Herrington Architects
 Hibbett Sporting Goods Corporate Office
 Highlands Bar And Grill
 Hill Hill Carter Franco Cole & Black PC
 Hilton Garden Inn & Home2 Suites by Hilton
 Birmingham Downtown
 Hoff Companies Inc. dba Mode Transportation
 Hoffmann Quality Tools USA Inc.
 Chiquita LaShun Holloway
 Holt Audio Visual & Video
 Home 2 Suites by Hilton
 Homeland Vinyl Products Inc.
 Homewood Suites Birmingham Downtown
 Hospicelink
 House of Threads Inc.
 Human Capital Services LLC
 Hunt Guillot & Associates LLC
 Hyde Engineering
 IK Hofmann USA Inc.
 IKKO Ramen & Sushi
 Illumicare
 Impact Partners
 In The Sports Zone
 Induron Coatings Inc.
 Ingram and Associates LLC
 InLine Electric Supply Co. Inc.
 Innovation Depot Inc.
 Insight Global
 Integral Hospitality Solutions LLC
 Integrated Communication Solutions Inc.
 Interiorscapes Inc.
 Intermark Group
 International Code Council
 Interstate Plastics
 IPG Photonics Corp.
 Iron City Birmingham
 ISU Insurance Planning Services
 J T L Staffing & Payroll
 J. Smith Lanier & Co.

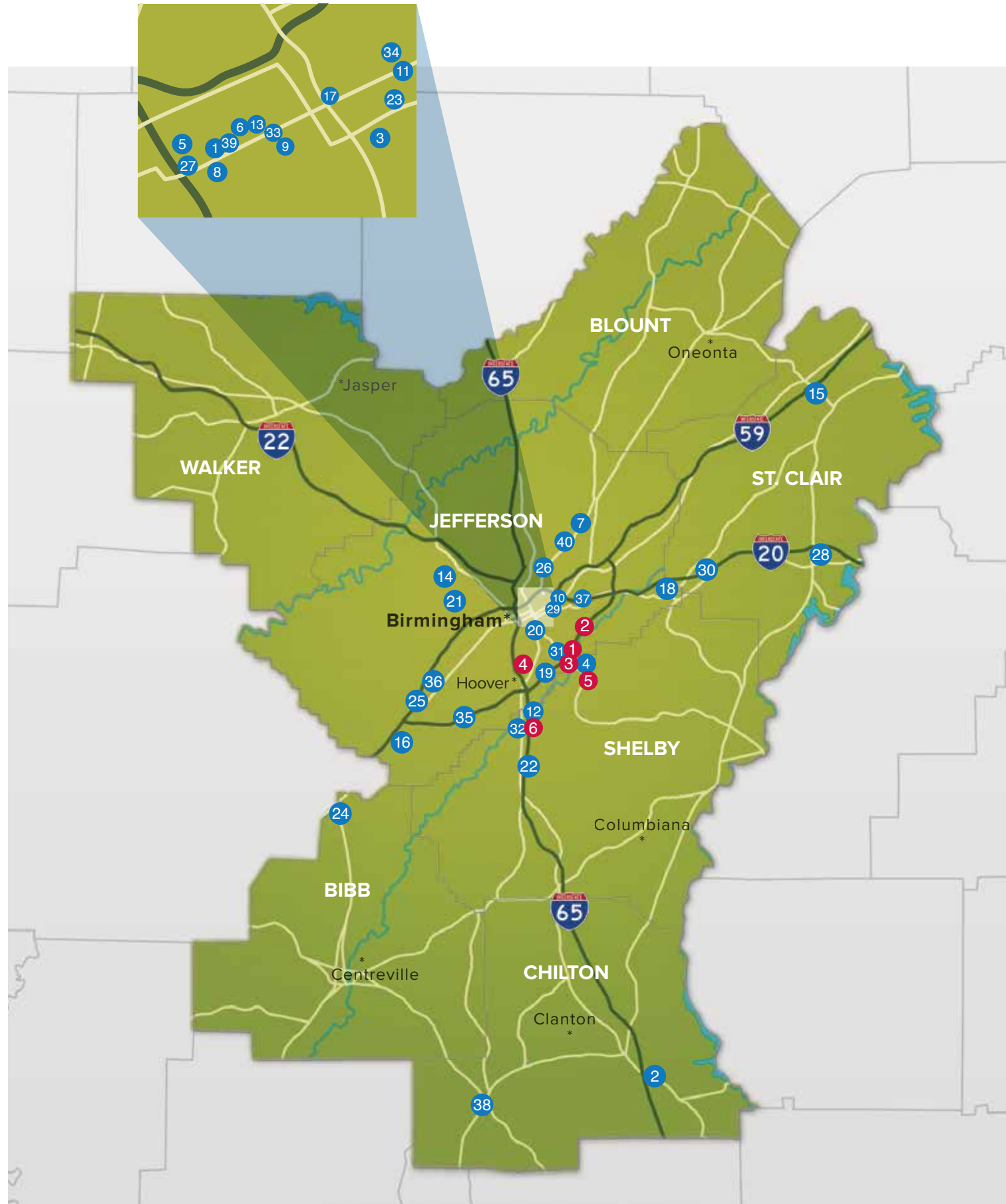
JA King
 James S. Snow & Associates PC
 JamisonMoneyFarmer PC
 Jim House & Associates
 John R. White Co. Inc.
 Joiner Fire Sprinkler Co. Inc.
 Jones & Kirkpatrick PC
 Judge Carnella Greene Norman
 Junior Achievement of Greater Birmingham Inc.
 Junior League of Birmingham
 Just Kids Dental
 KC Projects
 Kearney Machinery & Supply Inc.
 KEYSYS
 Kid One Transport System
 Kinetic Communications
 Knight Eady
 Kyle Office Solutions
 Ladd Real Estate Management Co. Inc.
 Lakeside Hospice Inc.
 Lamar Advertising
 Land Title Company of Alabama
 Latino News LLC
 Lawnguard
 Lawrence-Arendall-Humphries Real Estate Inc.
 Leadership Birmingham
 Lehmann Ullman and Barclay LLP
 Lehr Middlebrooks Vreeland & Thompson PC
 Leo Ticheli Productions
 Levy's Fine Jewelry
 Lewis Communications
 LifeSouth Community Blood Center
 Lighting Partnership
 Lindsey Office Furniture
 Live Mobile LLC
 Don Logan
 Lovoy Summerville & Shelton LLC
 Low Latency Communications LLC
 Lower Bros. Co. Inc.
 Lyft
 Lyons HR Inc.
 M & B Metal Products Co.
 Magic City Wellness Center Inc.
 Main Street Checks
 Makebhm LLC
 Manufacture Alabama
 Marketplace Events
 Markstein Consulting LLC
 Marriott Shoals Hotel & Spa
 Marx Brothers Inc.
 Master Solutions LLC
 Mauldin & Jenkins LLC
 MBA Structural Engineers Inc.
 MC2 Development Team
 McGlinchey Stafford
 McGowin-King Mortgage LLC
 McLeod Software Corp.
 McMillan's Big & Tall
 McWane Science Center
 Medical Imaging Systems
 Meld Financial Inc.
 Metalplate Galvanizing LP
 Metro Mechanical Services
 Metro Pediatrics PC
 Miami Fusion Cafe
 Mikos/Kampakis Insurance
 Milo's Tea Co.
 Mitchell-Wayne Corp.

Moore Coal Co. Inc.
 Moreson Conferencing
 Morris & Lavette PC
 MotionMobs
 Mountain Brook Wellness
 Mrs. Stratton's Salads Inc.
 MW / Davis Dumas & Associates Inc.
 MY Entertainment
 Neel-Schaffer Inc.
 New Haven Apartments
 New York Life Insurance Co.
 Newk's Eatery
 NobleBank & Trust
 Norton's Florist
 NRS Community Development Federal Credit Union
 Ocean
 Odyssey Early Schools
 Office Environments
 Omega Realty Group
 One Stop Environmental LLC
 OneSouth Financial Group
 Ousler Sandwiches
 Ovation Management Group
 Paradiso Painting Co. Inc.
 Parnell Thompson LLC
 Paycor
 Payroll & Benefit Solutions LLC
 Peachtree Planning
 Penn Mutuel Alabama Agency
 Peritus PR
 Perry Supply Inc.
 Perry's Steakhouse & Grille
 Personnel Staffing Inc.
 PHBMN Hospicelink LLC
 Pies & Pints
 Pinson Valley Heat Treating Co.
 Pittman Financial Partners Inc.
 Poole & Co. Architects
 Porter White & Co. Inc.
 PPM Consultants Inc.
 Pratt Industries
 Premier Truck Centers Inc.
 Prescott House Child Advocacy Center
 Principal Financial Group
 Printing Place
 Professional Security Solutions Inc.
 Profile By Sanford
 ProSource of Birmingham
 Pure Fitness
 Pursell Farms
 Quinn-Flowers Technical Solutions LLC
 R2 Consulting LLC
 Railroad Park Foundation
 Rast Construction Inc.
 Reclaim Fitness LLC dba Iron Tribe Fitness
 Red Mountain Entertainment
 Red Mountain Financial
 Red Mountain Theatre Co.
 Red Rock Realty Group Inc.
 Redden Mills Clark & Shaw LLP
 Reeve Electric Co. Inc.
 Regional Planning Commission of Greater Birmingham
 Residence Inn Downtown Birmingham @ UAB
 REV Birmingham
 RHK Holdings LLC
 Rime Companies
 Rivera Communications (SPANISH RADIO)
 Riverchase Galleria

Riverview Animal Clinic PC
 Robertson Banking Co.
 Rocky Heights Print and Binding
 Ronald McDonald House Charities of Alabama
 Roots & Revelry
 Russo Corp.
 SPM LLC
 Sain Associates Inc.
 Sain Engineering Associates Inc.
 Sandblast by Creative Concepts
 Sarcor LLC
 Satterfield's
 Sawyer Solutions
 Schaeffer Eye Center
 Scott Services
 Secure Destruction Services
 Securitas
 Shaia's of Homewood Inc.
 Shakti Consulting
 Shannon Waitchack
 Shelby County Economic & Industrial
 Development Authority
 Shelby County Schools
 Shepherd's Fold
 Shindigs Catering
 Shipt LLC
 Sign Express Inc.
 Signal 88 Security
 SisterGolf
 Site One Landscape Supply
 Slip No More associated with Slip Doctors
 Sloss Real Estate Co.
 Smith Printing Services
 Smith Scholarship Foundation
 Snelling Staffing Services
 Sociallyin
 SourcePointe LLC
 Southeastern Conference
 Southmont Development Co. Inc.
 Southpace Properties
 Southwood Partners LLC
 Sovereign CPA Group LLC
 Spare Time Entertainment
 Spartan Value Investors LLC
 Specification Rubber Products Inc.
 SperryCGA - The Andrews Group
 SPOC Automation Inc.
 Sprayroq Inc.
 Springer Equipment Co. Inc.
 Sprint
 Standard Furniture
 Standard Heating & Air Conditioning Co.
 Stanley Steemer Carpet Cleaner
 Stead & Fuller Insurance
 Stephen Bradley & Associates LLC
 Sterling Capital Management
 Steward Machine Co. Inc.
 Stewardship Investment Planning
 Steyr Arms Inc
 Still Serving Veterans
 Stone Electric Co.
 Streamline CXO LLC
 Stringfellow Lumber Co. LLC
 STYLE Advertising
 Survive-a-Storm
 Swell Fundraising
 Synergy Benefits & Risk Management Inc.
 System Controls Inc.

T.R.I Architecture & Interior Design LLC
 Tacala LLC dba Taco Bell
 Taco Mama
 Talladega Superspeedway
 Taziki's Mediterranean Cafe
 TBGS Holdings LLC
 TD Ameritrade
 TechBirmingham
 TekSouth Corp.
 TEKsystems
 Terracon Consultants Inc.
 The Chalker Group
 The Dobbins Group
 The Elliott Firm LLC
 The Flying Locksmiths of Alabama
 The Foundry Ministries
 The Frazer Lanier Co. Inc.
 The Fred Smith Group
 The Harbert Center
 The Home Remodeling Group
 The Lilly Co.
 The Marcus Agency
 The Nature Conservancy
 The Pizitz
 The Red Barn
 The Redmont Hotel Birmingham
 The Retreat At Mountain Brook
 The Stewart Organization
 The Trinity Design Group LLC
 The UPS Store #6486
 The VAL Group
 The Welch Group
 The Wine Loft
 Tonya Jones Salon Spa
 Transportation Concepts Inc./ Landstar Logistics Inc.
 Trash Taxi of Alabama LLC
 Trillion Communications Corp.
 Trim Tab Brewing Co. LLC
 TRO Jung/Brannen
 Truitt Insurance & Bonding Inc.
 Turner Supply Co.
 Tutwiler Investment Co.
 Tynes Development Corp.
 Tyrone Williams Sr.
 UAB School of Business
 United Ability
 United Way of Central Alabama
 Uniti Fieber
 Urban Cookhouse Summit
 Urban Realty LLC
 Valencia Ventures
 Val's P Cleaning Service LLC
 Vance Tool & Die Co. Inc.
 Veal Convention Services
 Venture South
 Venue 31
 Vineyard Brands LLC
 Vista Engineering
 Vitalogy Wellness Center
 Vivint Smart Home
 Vulcan Park and Museum
 W P X H - TV Ion Media Networks
 Waitr
 Walker County Economic and Industrial
 Development Authority
 Walter Schoel Engineering Co. Inc.
 Watermark Place Events & Conference Center
 Watts Realty Co. Inc.

Wealth Management Group LLC
 Wells Fargo Tower
 Whatbox Inc.
 Whiteboard it
 Wilhelm Resource Co.
 Williams-Blackstock Architects PC
 Wilson Shaw Information Technology
 WorkPlay
 Workshops Inc.
 Wyatt General Contractor LLC
 Wyndy
 Young Business Leaders
 Your Pie Uptown
 YWCA Central Alabama



The Birmingham region's 2017 economic growth:

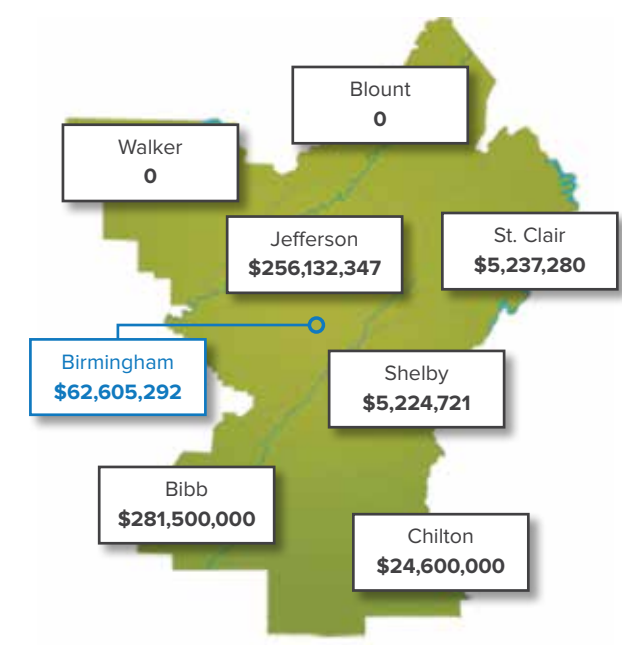
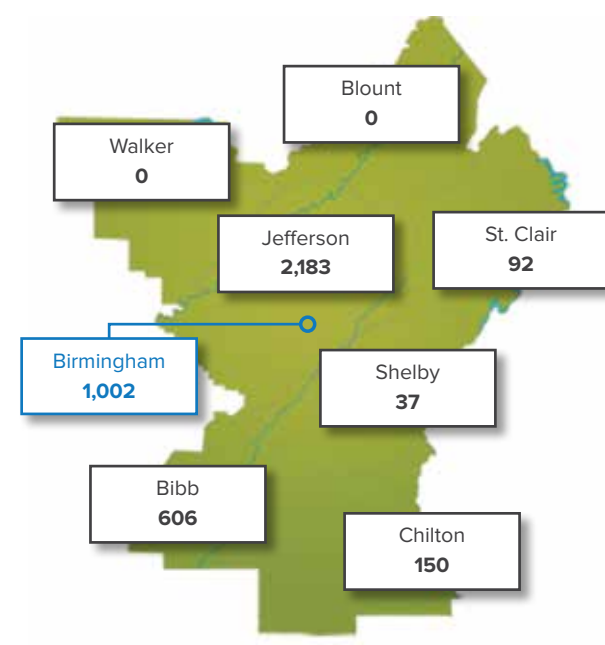
40 companies announced 3,068 jobs and \$572,694,348 in capital investment in the region's primary business sectors. Of the 40 projects, 83 percent came from the expansion of existing companies.

- | | | |
|---|--------------------------------------|------------------------------------|
| 1. abatUS | 18. Hubbell Power Sytems Inc. | 35. Steyr Arms |
| 2. Adient | 19. IberiaBank | 36. Terminal Leasing Services Inc. |
| 3. Alabama Graphics | 20. IllumiCare Inc. | 37. Tricon Wear Solutions |
| 4. American Family Care Inc. | 21. Inland Seafood Inc. | 38. West Fraser |
| 5. America's First Federal Credit Union | 22. Low Latency Communications LLC | 39. Wyndy |
| 6. Atlas RFID Solutions | 23. Marx Brothers Inc. | 40. Z Modular |
| 7. Autocar | 24. Mercedes-Benz U.S. International | |
| 8. Bangers | 25. Modular Connections | |
| 9. BBVA Compass | 26. National Mill Maintenance | |
| 10. BHATE Geosciences | 27. Pack Health | |
| 11. Boom Vang Brewing Co. | 28. Preformed Windings | |
| 12. Bud's Best Cookies Inc. | 29. Ram Tool & Supply Co. Inc. | |
| 13. Fleetio | 30. Red Diamond Coffee & Tea | |
| 14. Grain Craft | 31. RxBenefits | |
| 15. Grooms Aluminum Processing LLC | 32. Sawyer Solutions | |
| 16. Grupo Antolin | 33. Shipt | |
| 17. Hospicelink | 34. STERIS/IMS | |

- OTHER —
- 1. Grandview Medical Center
 - 2. Medical Properties Trust Inc.
 - 3. J. Smith Lanier Co.
 - 4. Home Instead Senior Care
 - 5. ENGS Commercial Capital
 - 6. Digital Marketing Services, Inc.

ANNOUNCED JOBS
Total: 3,068

ANNOUNCED CAPITAL INVESTMENT
Total: \$572,694,348



2017 NEW AND EXPANDING INDUSTRY LIST

	Company	County	City	New/Exp.	Jobs	Investment	NAICS	Product Description
1	abatUS	Jefferson	Birmingham	E	20	-	541512	Information technology, manufacturing software consulting
2	Adient	Chilton	Clanton	E	150	-	336360	Manufacturing, automotive supplier, interior seating
3	Alabama Graphics	Jefferson	Birmingham	E	4	\$200,000	323111	Manufacturing, design and construction commercial printer
4	American Family Care Inc.	Shelby	Unincorporated	E	17	\$312,721	551114	Healthcare services, corporate headquarters
5	America's First Federal Credit Union	Jefferson	Birmingham	E	60	\$19,000,000	522110	Financial activities, corporate headquarters
6	Atlas RFID Solutions	Jefferson	Birmingham	E	28	\$2,000,000	518210	Data processing, radio frequency ID asset tracking system
7	Autocar	Jefferson	Center Point	N	746	\$120,010,555	336211	Manufacturing, truck OEM
8	Bangers	Jefferson	Birmingham	E	21	\$6,680,000	423910	Distribution, firearms wholesale
9	BBVA Compass	Jefferson	Birmingham	E	27	-	522110	Financial activities, North American corporate headquarters
10	BHATE Geosciences	Jefferson	Birmingham	E	12	\$750,000	541330	Business services, engineering
11	Boom Vang Brewing Co.	Jefferson	Birmingham	N	21	\$1,309,000	312120	Manufacturing, beer
12	Bud's Best Cookies Inc.	Shelby	Hoover	E	16	\$4,657,000	311821	Manufacturing, baked goods
13	Fleetio	Jefferson	Birmingham	E	30	\$180,000	518210	Information technology, fleet management software
14	Grain Craft	Jefferson	Unincorporated	E	1	-	311211	Manufacturing, flour mill
15	Grooms Aluminum Processing LLC	St. Clair	Ashville	E	5	\$137,280	331314	Manufacturing, metals processing
16	Grupo Antolin	Jefferson	McCalla	N	150	\$10,300,000	336360	Manufacturing, automotive parts supplier
17	Hospicelink	Jefferson	Birmingham	E	15	\$200,000	423430	Information technology, durable medical equipment manager solution
18	Hubbell Power Sytems Inc.	Jefferson	Leeds	E	72	\$19,500,000	333613	Manufacturing, mechanical power transmission equipment
19	IberiaBank	Jefferson	Hoover	E	100	\$24,500,000	551114	Financial activities, professional operations center
20	IllumiCare Inc.	Jefferson	Mountain Brook	E	12	\$3,400,000	541511	Information technology, healthcare
21	Inland Seafood Inc.	Jefferson	Birmingham	E	150	\$4,700,000	424460	Distribution, seafood processing
22	Low Latency Communications LLC	Shelby	Pelham	E	2	\$250,000	517919	Telecommunications, business solutions
23	Marx Brothers Inc.	Jefferson	Birmingham	E	0	\$2,600,000	311999	Manufacturing, coconut products
24	Mercedes-Benz U.S. International	Bibb	Unincorporated	N	606*	\$281,500,000	336111	Distribution, automotive global logistics center
25	Modular Connections	Jefferson	Bessemer	E	21	\$1,816,500	332312	Manufacturing, concrete modular construction
26	National Mill Maintenance	Jefferson	Tarrant	N	27	\$850,000	333995	Manufacturing, hydraulic cylinder
27	Pack Health	Jefferson	Birmingham	E	175	\$2,656,188	541712	Information technology, digital health coaching platform

*These are new jobs to the Birmingham region, some of which are coming from its Vance, Ala., plant.

	Company	County	City	New/Exp.	Jobs	Investment	NAICS	Product Description
28	Preformed Windings	St. Clair	Pell City	N	87	\$3,900,000	335312	Manufacturing, high voltage coil
29	Ram Tool & Supply Co. Inc.	Jefferson	Birmingham	E	50	\$10,259,500	423840	Distribution, tool products
30	Red Diamond Coffee & Tea	St. Clair	Moody	E	0	\$1,200,000	311920	Manufacturing, coffee and tea
31	RxBenefits	Jefferson	Birmingham	E	120	\$6,664,000	524290	Business services, pharmacy benefit procurement corporate headquarters
32	Sawyer Solutions	Shelby	Pelham	E	2	\$5,000	51	Information technology, business solutions
33	Shipt	Jefferson	Birmingham	E	144	\$1,806,604	518210	Information technology, eCommerce platform
34	STERIS/IMS	Jefferson	Birmingham	E	22	\$1,600,000	339112	Manufacturing, medical devices
35	Steyr Arms	Jefferson	Bessemer	E	10	\$2,900,000	332994	Manufacturing, firearms
36	Terminal Leasing Services Inc.	Jefferson	Bessemer	E	30	\$9,750,000	4882	Business services, terminal leasing
37	Tricon Wear Solutions	Jefferson	Irondale	E	12	\$500,000	423510	Manufacturing, distribution, metal products
38	West Fraser	Chilton	Maplesville	E	0	\$24,600,000	321113	Manufacturing, wood products
39	Wyndy	Jefferson	Birmingham	E	3	-	541511	Information technology, babysitting application
40	Z Modular	Jefferson	Birmingham	N	100	\$2,000,000	332312	Manufacturing, steel modular construction
Total Metropolitan Birmingham New and Expanding Companies					40	3,068	\$572,694,348	

Source: Birmingham Business Alliance, March 2018

METROPOLITAN BIRMINGHAM 2017 NEW AND EXPANDING COMPANIES, OTHER CATEGORY

	Company	County	City	New/Exp.	Jobs	Investment	NAICS	Product Description
1	Grandview Medical Center	Jefferson	Birmingham	E	226	\$8,110,000	622110	Healthcare services, hospital
2	Medical Properties Trust Inc.	Jefferson	Birmingham	E	6	-	5311	Business services, hospital real estate investment fund
3	J. Smith Lanier Co.	Shelby	Hoover	E	3	\$30,000	524210	Financial activities, Insurance brokerage agency
4	Home Instead Senior Care	Jefferson	Vestavia Hills	E	4	\$250,000	621610	Healthcare services, home health
5	ENGS Commercial Finance Co.	Shelby	Hoover	E	13	-	541611	Financial activities, business consulting services
6	DMS Color	Shelby	Pelham	E	6	\$750,000	541613	Business services, marketing consulting services
Total Metropolitan Birmingham New and Expanding Companies					6	258	\$9,140,000	

Source: Birmingham Business Alliance, March 2018

Profiled on these pages are the 40 companies, within the region's primary business sectors, that announced 3,068 jobs and \$572,694,348 in capital investment in the Birmingham seven-county region during 2017. Their investments represent confidence in the regional business climate and the ability to sustain growth. Some are new to our community, while others have made the region their home for many years.



abatUS
Expanding Industry: Information technology, manufacturing software consulting
Location: Birmingham, AL
of jobs announced in 2017: 20
Headquarters: Bremen, Germany
Website: www.abat.de/en/
NAICS: 541512



abatUS supports OEM's and suppliers holistically and flexible in regard to SAP solutions – starting with project planning and conceptualizing all the way to implementation, training and maintenance. It is primarily geared towards German companies which have a US subsidiary or planning to open one.



Atlas RFID Solutions

Expanding Industry: Data processing, radio frequency ID asset tracking system
Location: Birmingham, AL
of jobs announced in 2017: 28
Capital investment: \$2,000,000
Headquarters: Birmingham, AL
Website: www.atlasrfid.com
NAICS: 518210



Atlas RFID Solutions develops and implements auto-ID based systems throughout the world and provides materials management for the capital asset market.



Autocar

New Industry: Manufacturing, truck OEM
Location: Center Point, AL
of jobs announced in 2017: 746
Capital investment: \$120,010,555
Headquarters: Highland Park, IL
Website: www.autocartruck.com
NAICS: 336211



Autocar builds heavy-duty cab-over-engine trucks. It was founded in 1897 and is the oldest motor vehicle brand in the United States. It built America's first truck in 1899 and pioneered many technical innovations now common in all cars and trucks. Autocar's hundreds of customers include most major cities, most national waste-hauling fleets, and many of the largest retailers, food manufacturers and freight logistics companies in North America.



Adient

Expanding Industry: Manufacturing, automotive supplier, interior seating
Location: Clanton, AL
of jobs announced in 2017: 150
Headquarters: Plymouth, MI
Website: www.adient.com
NAICS: 336360



Adient is a global leader in automotive seating. With 85,000 employees operating 238 manufacturing/assembly plants in 34 countries worldwide, it produces and delivers automotive seating for all vehicle classes and all major OEMs.



Alabama Graphics

Expanding Industry: Manufacturing, design and construction commercial printer
Location: Birmingham, AL
of jobs announced in 2017: 4
Capital Investment: \$200,000
Headquarters: Birmingham, AL
Website: www.algraphics.com
NAICS: 323111



ALG is a custom manufacturer of pressure sensitive labels and decals, and a distributor of thermal transfer printers, software and accessories.



Bangers

Expanding Industry: Distribution, firearms wholesale
Location: Birmingham, AL
of jobs announced in 2017: 21
Capital investment: \$6,680,000
Headquarters: Birmingham, AL
Website: www.bangersusa.com
NAICS: 423910



Bangers is one of the nation's largest distributors of many hunting and shooting lines. It is a top-tier customer of Remington, Smith & Wesson, Ruger, Browning, Leupold and many other quality manufacturers of shooting sports equipment.

BBVA Compass

BBVA Compass

Expanding Industry: Financial activities, North American corporate headquarters
Location: Birmingham, AL
of jobs announced in 2017: 27
Headquarters: Birmingham, AL
Website: www.bbvacompass.com
NAICS: 522110



BBVA Compass operates 649 branches in Texas, Alabama, Arizona, California, Florida, Colorado and New Mexico. It ranks among the top 25 largest U.S. commercial banks based on deposit market share and ranks among the largest banks in Alabama (2nd), Texas (4th) and Arizona (6th).



American Family Care Inc.

Expanding Industry: Healthcare services, corporate headquarters
Location: Birmingham, AL
of jobs announced in 2017: 17
Capital Investment: \$312,721
Headquarters: Birmingham, AL
Website: www.afcurgentcare.com
NAICS: 551114



American Family Care opened its first family care/urgent care clinic in Birmingham in 1982. Today there are clinics in Alabama, Tennessee, Georgia and Florida. The clinics utilize technologically advanced treatments and equipment such as digital X-rays, onsite labs and electronic medical records. Its network of family care/urgent care clinics provides accessible primary care, urgent care for illnesses or injuries that are non-life threatening, family medicine to patients of all ages, and comprehensive occupational medicine to businesses and organizations of all sizes and scopes.



America's First Federal Credit Union

Expanding Industry: Financial activities, corporate headquarters
Location: Birmingham, AL
of jobs announced in 2017: 60
Capital Investment: \$19,000,000
Headquarters: Birmingham, AL
Website: www.amfirst.org
NAICS: 522110



America's First Federal Credit Union is a credit union headquartered in Birmingham that offers checking and savings accounts, mortgages, auto loans and credit cards.



BHATE Geosciences

Expanding Industry: Business services, engineering
Location: Birmingham, AL
of jobs announced in 2017: 12
Capital investment: \$750,000
Headquarters: Birmingham, AL
Website: www.bhate-geo.com
NAICS: 336212



Headquartered in Birmingham since 1973, BHATE is a recognized leader in the geotechnical, environmental, geophysical and construction materials engineering fields.



Boom Vang Brewing Co.

New Industry: Manufacturing, beer
Location: Birmingham, AL
of jobs announced in 2017: 21
Capital investment: \$1,309,000
Headquarters: Huntsville, AL
Website: www.backfortybeer.com
NAICS: 312120



Boom Vang Brewing is the owner and operator of Back Forty Beer Co. brewery in Birmingham.



Bud's Best Cookies Inc.

Expanding Industry: Manufacturing, baked goods
Location: Hoover, AL
of jobs announced in 2017: 16
Capital investment: \$4,657,000
Headquarters: Birmingham, AL
Website: www.budsbestcookies.com
NAICS: 311211

Founded in 1991, Bud's Best Cookies is a food manufacturer that produces approximately 3,500 cookies per minute.



Fleetio

Expanding Industry: Information technology, fleet management software
Location: Birmingham, AL
of jobs announced in 2017: 30
Capital investment: \$180,000
Headquarters: Birmingham, AL
Website: www.fleetio.com
NAICS: 518210

Fleetio, a fleet management software, was launched in January 2012 and is used by thousands of people to manage hundreds of thousands of vehicles, equipment, parts, drivers and more.



Hubbell Power Sysms Inc.

Expanding Industry: Manufacturing, mechanical power transmission equipment
Location: Leeds, AL
of jobs announced in 2017: 72
Capital investment: \$19,500,000
Headquarters: Columbia, SC
Website: <https://www.hubbell.com/hubbellpowersystems/en/>
NAICS: 333613

Hubbell Power Systems manufactures a wide variety of transmission, distribution, substation, OEM and telecommunications products used by utilities and operates its Connectors and Switching and Fusing business units out of two facilities in Leeds, Ala.



IberiaBank

Expanding Industry: Financial activities, professional operations center
Location: Hoover, AL
of jobs announced in 2017: 100
Capital investment: \$24,500,000
Headquarters: Lafayette, LA
Website: <https://www.iberiabank.com>
NAICS: 551114

Based in Louisiana, IberiaBank meets its clients' needs through comprehensive financial services, which include Retail, Commercial, Business Banking Private Banking and Mortgage.



Grain Craft

Expanding Industry: Manufacturing, flour mill
Location: Birmingham, AL
of jobs announced in 2017: 1
Headquarters: Chattanooga, TN
Website: www.graincraft.com
NAICS: 311211

Grain Craft is the largest independent flour miller in the nation, offering premium bulk and bagged flours for the baking, foodservice and pizza industries including custom proprietary blends. In total, it serves its customers through 15 milling facilities spread out coast to coast.



Grooms Aluminum Processing

Grooms Aluminum Processing LLC

Expanding Industry: Manufacturing, metals processing
Location: Ashville, AL
of jobs announced in 2017: 5
Capital investment: \$137,280
Headquarters: Birmingham, AL
NAICS: 331314

Grooms provides aluminum processing and smelting from its facility in Ashville, Ala.



IllumiCare Inc.

Expanding Industry: Information technology, healthcare
Location: Birmingham, AL
of jobs announced in 2017: 12
Capital investment: \$3,400,000
Headquarters: Birmingham, AL
Website: www.illumicare.com
NAICS: 541511

IllumiCare empowers clinicians with real-time cost and iatrogenic risk data, at the point of care.



Inland Seafood Inc.

Expanding Industry: Distribution, seafood processing
Location: Birmingham, AL
of jobs announced in 2017: 150
Capital investment: \$4,700,000
Headquarters: Atlanta, GA
Website: www.inlandseafood.com
NAICS: 424460

Inland Seafood is the largest full-line processor and distributor of more than 2,000 fresh, frozen, smoked and specialty seafood items in the Southeast. It supplies over 5,500 restaurants and 2,500 retail outlets, and has a complete processing plant on-site, including butchering, packing, frozen storage, lobster tanks, cooking facilities, test kitchens and more.



Grupo Antolin

New Industry: Manufacturing, automotive parts supplier
Location: McCalla, AL
of jobs announced in 2017: 150
Capital investment: \$10,300,000
Headquarters: Burgos, Spain
Website: www.grupoantolin.com/en
NAICS: 336360

Grupo Antolin develops, designs and manufactures interior components for most of the world's biggest automakers. Founded in a garage in Burgos, Spain, in 1950, the company has grown to become one of the largest players in the car interiors market, with 28,000 employees and annual sales topping \$4 billion.



Hospicelink

Expanding Industry: Information technology, durable medical equipment manager solution
Location: Birmingham, AL
of jobs announced in 2017: 15
Capital investment: \$200,000
Headquarters: Birmingham, AL
Website: www.hospicelink.com
NAICS: 423430

Hospicelink is a leading Durable Medical Equipment (DME) Benefit Management Solution that has created a nationally recognized, award winning technology and service specifically designed to enhance and foster the unique relationship between hospice companies and DME providers.



Low Latency Communications LLC

Expanding Industry: Telecommunications, business solutions
Location: Pelham, AL
of jobs announced in 2017: 2
Capital investment: \$250,000
Headquarters: Birmingham, AL
Website: www.lowlatencycomm.com
NAICS: 517919

Low Latency Communications is a telecommunications company that provides business voice services.



Marx Brothers Inc.

Expanding Industry: Manufacturing, coconut products
Location: Birmingham, AL
Capital investment: \$2,600,000
Headquarters: Birmingham, AL
Website: www.marxbrothersinc.com
NAICS: 311999

Marx Brothers imports, produces and supplies the highest quality coconut products for our customers nationwide and is a resource for all coconut-related items.





Mercedes-Benz U.S. International

New Industry: Distribution, automotive global logistics center
Location: Woodstock, AL
of jobs announced in 2017: 606
Capital investment: \$281,500,000
Headquarters: Stuttgart, Germany
Website: www.mbusi.com
NAICS: 33611



Mercedes-Benz is a global automobile manufacturer and a division of the German company Daimler AG. The brand is known for luxury vehicles, buses, coaches and trucks.



Modular Connections

Expanding Industry: Manufacturing, concrete modular construction
Location: Bessemer, AL
of jobs announced in 2017: 21
Capital investment: \$1,816,500
Headquarters: Birmingham, AL
Website: www.modularconnections.com
NAICS: 332312



Modular Connections LLC manufactures and supplies the industry's highest quality concrete building systems and concrete wall systems, customized to meet the needs of its customers.



Red Diamond Coffee & Tea

Expanding Industry: Manufacturing, coffee and tea
Location: Moody, AL
Capital investment: \$1,200,000
Headquarters: Birmingham, AL
Website: www.reddiamond.com
NAICS: 311920



Red Diamond Coffee & Tea is a premier maker and provider of quality coffees and teas. The company was founded in Birmingham in 1906.



RxBenefits

Expanding Industry: Business services, pharmacy benefit procurement corporate headquarters
Location: Birmingham, AL
of jobs announced in 2017: 120
Capital investment: \$6,664,000
Headquarters: Birmingham, AL
Website: www.rxbenefits.com
NAICS: 524290



Founded in 1995, RxBenefits occupies a unique niche in the health care benefits industry as a strategic expert on pharmacy benefit procurement and administration.



National Mill Maintenance

New Industry: Manufacturing, hydraulic cylinder
Location: Tarrant, AL
of jobs announced in 2017: 27
Capital investment: \$850,000
Headquarters: Birmingham, AL
Website: www.nationalmillmaintenance.com
NAICS: 333995



National Mill Maintenance provides hydraulic repair, on-site millwright and maintenance services, in addition to custom manufacturing solutions for local companies like U.S. Steel and Nucor, among others.



Pack Health

Expanding Industry: Information Technology, digital health coaching platform
Location: Birmingham, AL
of jobs announced in 2017: 175
Capital investment: \$2,656,188
Headquarters: Birmingham, AL
Website: www.packhealth.com
NAICS: 541712



Pack Health provides easy-to-use tools and proven strategies to help people better understand and manage their health.



Sawyer Solutions

New Industry: Information technology, business solutions
Location: Pelham, AL
of jobs announced in 2017: 2
Capital investment: \$5,000
Headquarters: Birmingham, AL
Website: www.sawyersolutionsllc.com
NAICS:

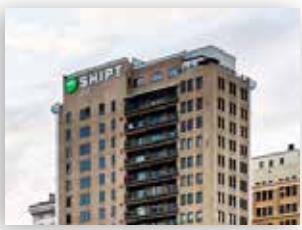


Sawyer Solutions is a technology provider for companies that provides complete managed IT services from hardware to software to security services to custom software development and support.



Shipt

Expanding Industry: Information Technology, eCommerce platform
Location: Birmingham, AL
of jobs announced in 2017: 144
Capital investment: \$1,806,604
Headquarters: Birmingham, AL
Website: www.shipt.com
NAICS: 518210



Through a user-friendly app and a local network of reliable shoppers, Shipt connects members to fresh groceries and everyday essentials in over 77 cities. It was founded in Birmingham in 2014 and in 2017 was acquired by Target for \$550 million.



Preformed Windings

New Industry: Manufacturing, high voltage coil
Location: Pell City, AL
of jobs announced in 2017: 87
Capital investment: \$3,900,000
Headquarters: Scotland
Website: www.preformedwindings.co.uk/home
NAICS: 335312



Preformed Windings, a subsidiary of Scotland-based Parsons Peebles Group, is the world's leading supplier of preformed coils, associated products and services. The company serves a global client base in a wide range of industries, including power generation, water, transport and shipping.



Ram Tool & Supply Co. Inc.

Expanding Industry: Distribution, tool products
Location: Birmingham, AL
of jobs announced in 2017: 50
Capital investment: \$10,259,500
Headquarters: Birmingham, AL
Website: www.ram-tool.com
NAICS: 423840



Ram Tool & Supply Co. is a construction supply company, founded in Birmingham in 1967.



STERIS/IMS

Expanding Industry: Manufacturing, medical devices
Location: Birmingham, AL
of jobs announced in 2017: 22
Capital investment: \$1,600,000
Headquarters: Mentor, OH
Website: www.steris-ims.com
NAICS: 339112



STERIS/IMS is the world's pre-eminent infection prevention, decontamination and surgical and critical care company, with a long list of first-to-market products and industry-leading service innovations, and thousands of customers in more than 60 countries. Through a series of strategic acquisitions and continual innovation and new product, STERIS/IMS holds one of the broadest portfolios of products in the industry. It stands at the forefront of efforts to prevent infection and contamination in health care and pharmaceutical environments, and is broadening its reach with products to meet the needs of defense and industrial markets.



Steyr Arms

Expanding Industry: Manufacturing, firearms
Location: Bessemer, AL
of jobs announced in 2017: 10
Capital investment: \$2,900,000
Headquarters: Kleinraming, Austria
Website: www.steyrarms.com
NAICS: 332994



Steyr Arms is the U.S. subsidiary of Austrian-based Steyr Mannlicher, one of the world's oldest and most prestigious firearms manufacturers. Steyr produces comprehensive lines of premium hunting rifles and precision sporting and tactical firearms.

Terminal Leasing Services Inc.

Expanding Industry: Business services, terminal leasing
Location: Bessemer, AL
of jobs announced in 2017: 30
Capital investment: \$9,750,000
Headquarters: Jacksonville, FL
NAICS: 4882



Terminal Leasing Services, a division of Intermodal Container Logistics in Oak Park, Ill., operates the CSX Central Alabama Intermodal Container Transfer Facility.



West Fraser

Expanding Industry: Manufacturing, wood products
Location: Maplesville, AL
Capital investment: \$24,600,000
Headquarters: Vancouver, Canada
Website: www.westfraser.com
NAICS: 321113



An integrated North American wood products company, West Fraser operates 47 mills across Western Canada and the southern United States. The company's main product is lumber and southern yellow pine. West Fraser also produces panels, pulp, newsprint and wood chips.



Z Modular

New Industry: Manufacturing, steel modular construction
Location: Birmingham, AL
of jobs announced in 2017: 100
Capital investment: \$2,000,000
Headquarters: Chicago, IL
Website: www.z-modular.com
NAICS: 332312



Z Modular, a division of Chicago-based Zekelman Industries, is a one-stop shop for modular construction products and services. In Birmingham, it produces modular units that will be shipped across the U.S. to modular construction projects.



Tricon Wear Solutions

New Industry: Manufacturing, distribution, metal products
Location: Irondale, AL
of jobs announced in 2017: 12
Capital investment: \$500,000
Headquarters: Birmingham, AL
Website: www.triconwearsolutions.com
NAICS: 423510



Since 1968, TRICON Wear Solutions has become one of the world's leading suppliers of custom fabrication, custom processing, proprietary abrasion-resistant plate materials and specialty steels. From pulp and paper mills to chemical and refining operations, it provides a wide range of products to a wide range of industries.



Wyndy

Expanding Industry: Information Technology, babysitting application
Location: Birmingham, AL
of jobs announced in 2017: 3
Headquarters: Birmingham, AL
Website: www.wyndy.com
NAICS: 541511



Wyndy's app makes it simple to find, book and pay college babysitters. The company was founded in Birmingham in 2017 and is available in Birmingham, Tuscaloosa, Mobile, Nashville, Memphis, Chattanooga and Charlottesville.

2017 OTHER NEW & EXPANDING PROFILES



Grandview Medical Center

Expanding Industry: Healthcare services, hospital
Location: Birmingham, AL
of jobs announced in 2017: 226
Capital investment: \$8,110,000
Headquarters: Birmingham, AL
Website: www.grandviewhealth.com
NAICS: 622110



Grandview Medical Center is a healing environment designed and built with the patient experience in mind. Medical teams are dedicated to clinical excellence and compassionate care.



J. Smith Lanier & Co.

J. Smith Lanier Co.

Expanding Industry: Financial activities, insurance brokerage agency
Location: Birmingham, AL
of jobs announced in 2017: 3
Capital investment: \$30,000
Headquarters: White Plains, NY
Website: www.jsmithlanier.com
NAICS: 524210



As one of the oldest insurance brokerage firms in the United States, J. Smith Lanier & Co., a Marsh & McLennan Agency LLC company, leads the industry through unparalleled specialization in the management of business, alternative risk, employee benefits and personal insurance needs. It has a network of offices located throughout Alabama, Georgia, Florida, Kentucky and Tennessee.



ENGs Commercial Finance Co.

Expanding Industry: Financial activities, business consulting services
Location: Birmingham, AL
of jobs announced in 2017: 13
Headquarters: Itasca, IL
Website: www.engsfinance.com
NAICS: 541611



ENGs Commercial Finance (ENGs) is a full-service commercial finance company specializing in Equipment Finance, Working Capital and Insurance.



Medical Properties Trust Inc.

Expanding Industry: Business services, hospital real estate investment fund
Location: Birmingham, AL
of jobs announced in 2017: 6
Headquarters: Birmingham, AL
Website: www.medicalpropertytrust.com
NAICS: 5311



Medical Properties Trust is a real estate investment trust that specializes in acute care, community and rehabilitation hospitals and provides operators access to capital for facility improvements, technology upgrades, staff additions and new construction through long-term net leases of real estate assets. By reinvesting non-earning assets into operations, MPT clients are able to participate in the growth of the largest sector of the U.S. economy.



To us, it's personal.

Home Instead Senior Care

Expanding Industry: Healthcare services, home health
Location: Vestavia Hills, AL
of jobs announced in 2017: 4
Capital investment: \$250,000
Headquarters: Omaha, NE
Website: www.homeinstead.com
NAICS: 621610



Home Instead Senior Care provides personalized senior care in the comfort of home.



DMS Color

Expanding Industry: Business services, marketing consulting services
Location: Pelham, AL
of jobs announced in 2017: 6
Capital investment: \$750,000
Headquarters: Birmingham, AL
Website: www.dmscolor.com
NAICS: 541613



DMS Color is a digital printing company with a unique, integrated approach combining digital printing, graphic design and technology.

Annual Average Labor Force

Metro Area	2001	2010	2011	2015	2016	01-10	11-16	15-16
Atlanta, GA	2,418,824	2,720,044	2,760,194	2,846,135	2,938,612	12.5%	6.5%	3.2%
Austin, TX	751,036	930,550	960,844	1,069,742	1,110,371	23.9%	15.6%	3.8%
Birmingham, AL	526,726	539,751	543,061	532,372	535,725	2.5%	-1.4%	0.6%
Charlotte, NC	959,985	1,141,150	1,153,878	1,240,682	1,282,614	18.9%	11.2%	3.4%
Huntsville, AL	182,934	208,154	210,715	210,371	213,871	13.8%	1.5%	1.7%
Jacksonville, FL	598,811	697,120	701,533	719,195	734,243	16.4%	4.7%	2.1%
Louisville, KY	583,411	626,311	625,962	627,047	641,521	7.4%	2.5%	2.3%
Memphis, TN	595,167	635,580	641,994	616,506	623,924	6.8%	-2.8%	1.2%
Mobile, AL	183,762	192,730	193,851	183,728	185,092	4.9%	-4.5%	0.7%
Montgomery, AL	163,386	175,499	175,763	169,199	171,000	7.4%	-2.7%	1.1%
Nashville, TN	753,734	878,271	896,649	939,994	972,625	16.5%	8.5%	3.5%
Oklahoma City, OK	561,048	623,503	630,289	664,808	666,222	11.1%	5.7%	0.2%
Raleigh, NC	469,034	590,220	598,247	656,226	679,703	25.8%	13.6%	3.6%
Richmond, VA	556,432	628,685	637,164	655,630	663,376	13.0%	4.1%	1.2%
Salt Lake City, UT	513,930	575,832	573,574	617,022	636,053	12.0%	10.9%	3.1%
Alabama	2,114,686	2,195,945	2,202,401	2,157,621	2,173,318	3.8%	-1.3%	0.7%
United States	143,769,000	153,885,000	153,624,000	157,134,000	159,191,000	7.0%	3.6%	1.3%

Source: U.S. Bureau of Labor Statistics, Population 16 and above, place of residence, March 22, 2018

Real Gross Domestic Product (in millions)

Metro Area	2001	2010	2011	2015	2016	01-10	11-16	15-16
Atlanta, GA	\$252,509	\$269,939	\$274,621	\$308,761	\$320,171	6.9%	16.6%	3.7%
Austin, TX	\$62,312	\$87,432	\$93,413	\$119,914	\$125,816	40.3%	34.7%	4.9%
Birmingham, AL	\$47,869	\$51,482	\$52,391	\$54,719	\$55,541	7.5%	6.0%	1.5%
Charlotte, NC	\$94,709	\$115,827	\$122,522	\$136,196	\$140,815	22.3%	14.9%	3.4%
Huntsville, AL	\$14,999	\$21,179	\$21,406	\$22,006	\$22,175	41.2%	3.6%	0.8%
Jacksonville, FL	\$49,448	\$55,686	\$54,917	\$60,646	\$62,552	12.6%	13.9%	3.1%
Louisville, KY	\$51,381	\$55,378	\$56,920	\$64,032	\$65,668	7.8%	15.4%	2.6%
Memphis, TN	\$60,170	\$62,201	\$61,663	\$61,303	\$62,119	3.4%	0.7%	1.3%
Mobile, AL	\$14,534	\$16,524	\$16,843	\$16,645	\$16,847	13.7%	0.0%	1.2%
Montgomery, AL	\$13,724	\$15,053	\$15,042	\$14,956	\$15,269	9.7%	1.5%	2.1%
Nashville, TN	\$68,332	\$81,970	\$86,067	\$105,809	\$109,379	20.0%	27.1%	3.4%
Oklahoma City, OK	\$46,859	\$55,958	\$57,265	\$67,172	\$65,666	19.4%	14.7%	-2.2%
Raleigh, NC	\$45,328	\$57,181	\$58,462	\$67,196	\$70,737	26.1%	21.0%	5.3%
Richmond, VA	\$58,554	\$61,992	\$62,508	\$68,190	\$69,987	5.9%	12.0%	2.6%
Salt Lake City, UT	\$49,307	\$62,047	\$64,477	\$71,253	\$73,424	25.8%	13.9%	3.0%
Alabama	\$148,824	\$171,861	\$173,760	\$179,161	\$181,897	15.5%	4.7%	1.5%
United States	\$12,682,200	\$14,783,800	\$15,020,600	\$16,471,500	\$16,716,200	16.6%	11.3%	1.5%

Source: U.S. Bureau of Economic Analysis (BEA), March 22, 2018

Note: The base rank is revised due to the BEA's time series methodology for chained dollars. When compared to previous reports, Metro Birmingham's base rank changed from 15 to 12.

Annual Average Employment (in thousands)

Metro Area	2001	2010	2011	2016	2017	01-10	11-17	16-17
Atlanta, GA	2,310.3	2,276.0	2,311.6	2,663.9	2,723.7	-1.5%	17.8%	2.2%
Austin, TX	685.3	785.6	811.9	1,000.5	1,032.6	14.6%	27.2%	3.2%
Birmingham, AL	519.0	496.6	498.5	526.2	529.5	-4.3%	6.2%	0.6%
Charlotte, NC	925.5	954.2	976.5	1,147.9	1,181.5	3.1%	21.0%	2.9%
Durham, NC	259.4	270.7	273.1	305.5	310.6	4.4%	13.7%	1.7%
Huntsville, AL	187.2	210.0	210.1	227.7	232.3	12.2%	10.6%	2.0%
Jacksonville, FL	562.6	579.9	586.2	668.6	689.7	3.1%	17.7%	3.2%
Louisville, KY	599.1	580.3	585.0	658.3	666.6	-3.1%	13.9%	1.3%
Memphis, TN	620.3	592.3	595.5	638.2	642.2	-4.5%	7.8%	0.6%
Mobile, AL	182.1	179.2	178.8	183.5	184.1	-1.6%	3.0%	0.3%
Montgomery, AL	169.5	169.5	168.0	176.3	177.9	0.0%	5.9%	0.9%
Nashville, TN	728.4	762.5	786.1	949.9	980.0	4.7%	24.7%	3.2%
Oklahoma City, OK	551.0	566.8	580.1	629.8	634.6	2.9%	9.4%	0.8%
Raleigh, NC	441.2	500.1	509.6	600.1	616.1	13.3%	20.9%	2.7%
Richmond, VA	580.2	591.9	600.5	664.0	671.3	2.0%	11.8%	1.1%
Salt Lake City, UT	557.1	587.4	597.9	699.7	716.3	5.4%	19.8%	2.4%
Alabama	1,923.6	1,890.3	1,890.3	1,996.0	2,015.5	-1.7%	6.6%	1.0%
United States	132,087.0	130,362.0	131,932.0	144,352.0	146,624.0	-1.3%	11.1%	1.6%

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), 2001 - 2017

Per Capita Personal Income

Metro Area	2001	2010	2011	2015	2016	2001 Rank	2016 Rank	15-16
Atlanta, GA	\$34,758	\$38,738	\$41,129	\$45,934	\$47,348	2	5	3.1%
Austin, TX	\$34,530	\$40,077	\$42,962	\$51,128	\$51,566	3	3	0.9%
Birmingham, AL	\$29,485	\$38,950	\$40,141	\$45,115	\$45,795	9	8	1.5%
Charlotte, NC	\$29,300	\$38,077	\$39,885	\$45,609	\$46,679	10	6	2.3%
Huntsville, AL	\$28,554	\$39,963	\$41,400	\$44,351	\$45,201	11	11	1.9%
Jacksonville, FL	\$30,944	\$38,674	\$40,406	\$44,862	\$45,468	7	10	1.4%
Louisville, KY	\$30,678	\$37,428	\$39,231	\$44,588	\$45,525	8	9	2.1%
Memphis, TN	\$31,136	\$36,895	\$38,524	\$42,263	\$43,498	6	13	2.9%
Mobile, AL	\$23,015	\$31,782	\$33,374	\$35,314	\$35,951	15	15	1.8%
Montgomery, AL	\$26,602	\$34,794	\$36,193	\$39,592	\$40,558	14	14	2.4%
Nashville, TN	\$32,175	\$41,579	\$43,512	\$50,747	\$52,450	5	1	3.4%
Oklahoma City, OK	\$28,183	\$38,749	\$40,684	\$45,115	\$44,646	12	12	-1.0%
Raleigh, NC	\$34,891	\$42,626	\$43,554	\$49,714	\$50,444	1	4	1.5%
Richmond, VA	\$34,137	\$42,580	\$44,881	\$50,947	\$51,685	4	2	1.4%
Salt Lake City, UT	\$27,666	\$35,514	\$37,883	\$44,458	\$46,023	13	7	3.5%
Alabama	\$25,001	\$33,697	\$34,708	\$38,214	\$38,896			1.8%
United States	\$31,525	\$40,276	\$42,469	\$48,403	\$49,213			1.7%

Source: Bureau of Economic Analysis, March 22, 2018.

Note: Not adjusted for inflation

National Institutes of Health (NIH), Awards by Metropolitan Area

Metro Area	2001	2010	2011	2015	2016	2017	2001 Rank	2017 Rank	16-17
Atlanta, GA	\$208,534,172	\$365,630,977	\$356,363,268	\$412,005,702	\$419,843,685	\$430,355,194	2	2	2.5%
Austin, TX	\$38,287,467	\$63,479,249	\$69,211,576	\$70,209,641	\$77,008,077	\$101,756,107	9	7	32.1%
Birmingham, AL	\$181,301,063	\$240,284,496	\$235,302,579	\$247,197,882	\$254,516,730	\$257,187,896	3	4	1.0%
Charlotte, NC	\$2,676,376	\$3,818,752	\$1,949,383	\$8,911,039	\$8,627,912	\$6,597,744	13	14	-23.5%
Huntsville, AL	\$496,751	\$6,276,396	\$7,571,406	\$8,609,543	\$15,467,150	\$18,168,651	14	12	17.5%
Jacksonville, FL	\$5,883,792	\$9,081,629	\$11,067,577	\$27,267,895	\$23,969,474	\$40,166,746	12	11	67.6%
Louisville, KY	\$28,533,727	\$51,780,400	\$57,627,042	\$58,012,861	\$60,697,187	\$68,727,417	10	10	13.2%
Memphis, TN	\$80,422,877	\$103,704,741	\$106,880,123	\$103,839,688	\$112,527,544	\$118,651,547	6	6	5.4%
Mobile, AL	\$11,783,946	\$10,642,586	\$10,216,441	\$15,353,113	\$14,568,708	\$11,184,612	11	13	-23.2%
Montgomery, AL	\$464,460	\$338,288	\$220,435	\$600,121	\$437,948	\$592,137	15	15	35.2%
Nashville, TN	\$180,829,876	\$356,382,478	\$356,402,412	\$320,871,081	\$382,005,688	\$375,909,798	4	3	-1.6%
Oklahoma City, OK	\$47,790,950	\$74,750,707	\$76,285,901	\$80,535,749	\$82,790,646	\$79,970,402	8	8	-3.4%
Raleigh-Durham, NC	\$499,342,805	\$911,429,424	\$826,733,472	\$913,548,809	\$1,008,716,192	\$1,080,014,906	1	1	7.1%
Durham-Chapel Hill, NC	\$486,872,069	\$889,936,475	\$802,590,845	\$891,380,743	\$985,823,907	\$1,050,401,869			
Richmond, VA	\$55,762,567	\$87,750,502	\$79,506,346	\$90,496,271	\$79,900,321	\$79,528,398	7	9	-0.5%
Salt Lake City, UT	\$110,831,124	\$164,093,136	\$146,167,982	\$148,765,634	\$169,598,116	\$187,162,110	5	5	10.4%
Alabama	\$209,460,987	\$271,922,743	\$268,486,551	\$280,132,189	\$294,964,217	\$298,159,928			1.1%
United States	\$15,562,790,181	\$24,095,133,093	\$23,699,348,435	\$22,821,341,439	\$24,592,574,895	\$26,150,484,742			6.3%

Source: National Institute of Health (NIH), March 30, 2018

Note: Revised base rank due to previous error in FY 2001. For annual consistency, frozen information for past fiscal years is reported in this table.

*Durham-Chapel Hill, NC, is a separate metropolitan area from Raleigh; however, due to the unique location attributes of the Research Triangle, Durham and Raleigh's NIH Awards are combined.

Total Research and Development Expenditures (in thousands) at Higher Education Institutions by Metropolitan Area

Metro Area	2004	2010	2011	2015	2016	2004 Rank	2016 Rank	15-16
Atlanta, GA	\$837,868	\$1,282,445	\$1,354,899	\$1,546,600	\$1,640,013	2	2	6.0%
Austin, TX	\$392,843	\$620,062	\$673,295	\$661,585	\$685,315	3	4	3.6%
Birmingham, AL	\$311,746	\$489,845	\$503,698	\$516,229	\$537,825	5	5	4.2%
Charlotte, NC	\$20,589	\$38,883	\$45,054	\$39,680	\$35,312	12	13	-11.0%
Huntsville, AL	\$68,164	\$106,180	\$105,962	\$117,641	\$128,120	10	10	8.9%
Jacksonville, FL	\$4,890	\$8,376	\$9,655	\$3,689	\$5,141	14	14	39.4%
Louisville, KY	\$119,156	\$189,090	\$197,638	\$179,499	\$182,454	9	9	1.6%
Memphis, TN	\$61,755	\$51,029	\$49,905	\$46,675	\$48,321	11	11	3.5%
Mobile, AL	\$20,096	\$35,500	\$42,233	\$43,722	\$46,670	13	12	6.7%
Montgomery, AL	\$1,688	\$13,340	\$12,340	\$2,303	\$2,372	15	15	3.0%
Nashville, TN	\$373,543	\$556,885	\$618,372	\$695,973	\$691,929	4	3	-0.6%
Oklahoma City, OK	\$167,697	\$224,367	\$256,051	\$258,184	\$277,451	7	7	7.5%
Raleigh-Durham, NC	\$1,243,725	\$2,109,254	\$2,281,224	\$2,489,402	\$2,608,148	1	1	4.8%
Durham-Chapel Hill, NC	\$947,712	\$1,745,443	\$1,900,877	\$2,020,124	\$2,117,716			4.8%
Richmond, VA	\$153,422	\$209,227	\$220,382	\$229,802	\$237,193	8	8	3.2%
Salt Lake City, UT	\$231,757	\$379,200	\$414,316	\$518,928	\$350,212	6	6	-32.5%
Alabama	\$576,521	\$847,072	\$898,422	\$898,010	\$949,683			5.8%
United States	\$44,722,718	\$61,123,582	\$65,082,920	\$68,412,069	\$71,683,279			4.8%

Source: National Science Foundation (NSF), Higher Education Research and Development (HERD) Survey, March 30, 2018

Note: Revised base rank updated rankings for Charlotte, NC and Mobile, AL when compared to previous reports.

*Durham-Chapel Hill, NC, is a separate metropolitan area from Raleigh; however, due to the unique location attributes of the Research Triangle, Durham and Raleigh's research and development expenditures are combined.

Real Merchandise Export Totals (in millions) by Metropolitan Area

Metro Area	2003	2010	2011	2015	2016	2003 Rank	2016 Rank	15-16
Atlanta, GA	\$8,092.69	\$9,796.31	\$10,909.02	\$11,116.07	\$11,165.35	1	1	0.4%
Austin, TX	\$3,453.02	\$4,969.92	\$5,213.40	\$5,577.06	\$5,209.32	5	5	-6.6%
Birmingham, AL	\$1,140.88	\$2,191.65	\$2,750.32	\$2,643.78	\$2,646.77	13	9	0.1%
Charlotte, NC	\$6,410.83	\$9,109.58	\$10,541.73	\$11,301.50	\$10,853.68	2	2	-4.0%
Huntsville, AL	\$1,516.77	\$1,948.05	\$2,025.19	\$2,347.91	\$2,427.67	11	12	3.4%
Jacksonville, FL	\$1,208.26	\$1,646.01	\$1,785.79	\$1,987.49	\$1,940.35	12	15	-2.4%
Louisville, KY	\$3,847.43	\$4,942.13	\$5,085.76	\$6,826.94	\$6,473.68	4	4	-5.2%
Memphis, TN	\$2,320.69	\$3,686.57	\$3,826.59	\$4,133.77	\$3,991.97	8	7	-3.4%
Mobile, AL	\$1,133.94	\$1,384.24	\$1,649.75	\$1,976.69	\$2,014.96	14	14	1.9%
Montgomery, AL	\$726.37	\$1,464.55	\$1,644.81	\$2,059.95	\$2,094.26	15	13	1.7%
Nashville, TN	\$3,943.99	\$5,052.01	\$6,001.24	\$7,788.63	\$7,462.81	3	3	-4.2%
Oklahoma City, OK	\$1,797.17	\$2,037.07	\$2,437.84	\$3,047.51	\$2,639.78	10	10	-13.4%
Raleigh, NC	\$2,324.45	\$3,693.16	\$3,786.69	\$4,047.69	\$3,886.42	7	8	-4.0%
Richmond, VA	\$2,686.54	\$3,062.73	\$2,954.39	\$2,682.70	\$2,613.34	6	11	-2.6%
Salt Lake City, UT	\$1,942.11	\$5,641.91	\$6,676.43	\$4,218.26	\$4,170.81	9	6	-1.1%
Alabama	\$12,267.38	\$19,679.70	\$21,953.26	\$22,695.02	\$23,042.25			1.5%
United States	\$793,928.19	\$1,071,032.88	\$1,157,484.00	\$1,190,765.50	\$1,158,433.75			-2.7%

Source: Brookings Institute, Export Monitor 2017, adjusted for inflation

Note: International Trade Administration export data was reported in previous reports. The data source for this report was changed from ITA to Brookings Institute's Export Monitor data, which utilizes ITA data to develop its estimates. This export data provides more reliable export estimates based on production location, and not origin-of-movement, as is the norm with the ITA's export database.

Population Total

Metro Area	2001	2010	2011	2015	2016	2017	01-10	11-17	16-17
Atlanta, GA	4,402,455	5,303,327	5,373,016	5,702,331	5,795,723	5,884,736	20.5%	9.5%	1.5%
Austin, TX	1,321,316	1,727,495	1,780,610	2,000,784	2,060,558	2,115,827	30.7%	18.8%	2.7%
Birmingham, AL	1,059,082	1,128,791	1,130,457	1,144,518	1,146,888	1,149,807	6.6%	1.7%	0.3%
Charlotte, NC	1,769,476	2,223,196	2,256,180	2,424,115	2,475,519	2,525,305	25.6%	11.9%	2.0%
Huntsville, AL	348,453	419,279	425,049	444,373	449,232	455,448	20.3%	7.2%	1.4%
Jacksonville, FL	1,148,091	1,348,910	1,361,962	1,445,986	1,476,503	1,504,980	17.5%	10.5%	1.9%
Louisville, KY	1,132,204	1,237,565	1,244,490	1,277,992	1,284,848	1,293,953	9.3%	4.0%	0.7%
Memphis, TN	1,224,627	1,326,280	1,332,338	1,343,439	1,345,193	1,348,260	8.3%	1.2%	0.2%
Mobile, AL	400,129	413,320	413,232	414,588	414,852	413,955	3.3%	0.2%	-0.2%
Montgomery, AL	348,725	375,128	375,497	373,097	373,475	373,903	7.6%	-0.4%	0.1%
Nashville, TN	1,409,191	1,675,757	1,697,833	1,829,513	1,868,855	1,903,045	18.9%	12.1%	1.8%
Oklahoma City, OK	1,108,860	1,257,743	1,276,130	1,356,118	1,372,463	1,383,737	13.4%	8.4%	0.8%
Raleigh, NC	833,100	1,137,393	1,163,343	1,272,875	1,304,896	1,335,079	36.5%	14.8%	2.3%
Richmond, VA	1,070,817	1,210,039	1,219,241	1,270,027	1,282,205	1,294,204	13.0%	6.1%	0.9%
Salt Lake City, UT	954,081	1,091,460	1,107,497	1,167,013	1,185,978	1,203,105	14.4%	8.6%	1.4%
Alabama	4,467,634	4,785,579	4,798,649	4,850,858	4,860,545	4,874,747	7.1%	1.6%	0.3%
United States	284,968,955	309,338,421	311,644,280	321,039,839	323,405,935	325,719,178	8.6%	4.5%	0.7%

Source: U.S. Census Bureau, Annual Population Estimates, March 22, 2018

Note: Estimates are based on 2017 metropolitan definitions as defined by the Office of Management and Budget (OMB)

Population Age 25 or Older with Bachelor's Degree, Associate Degree or High School Diploma

Metro Area	2005	2010	2011	2015	2016	2005 Rank	2016 Rank	15-16*
Atlanta, GA								
Bachelor's Degree or Higher	1,065,184	1,161,379	1,193,064	1,383,160	1,433,863			
Percentage Attainment	34.3%	34.1%	34.5%	37.0%	37.7%	4	3	0.7%
Associate Degree	197,365	237,296	232,227	268,409	277,915			
Percentage Attainment	6.4%	7.0%	6.7%	7.2%	7.3%	8 (tie)	11	0.1%
High School Diploma	2,691,945	2,977,435	3,008,695	3,313,102	3,107,957			
Percentage Attainment	86.7%	87.5%	87.1%	88.7%	88.9%	5	8	0.2%
Austin, TX								
Bachelor's Degree or Higher	349,078	429,163	460,526	563,558	584,841			
Percentage Attainment	39.1%	39.4%	40.6%	42.6%	42.8%	2	2	0.2%
Associate Degree	56,518	69,579	77,527	88,556	87,425			
Percentage Attainment	6.3%	6.4%	6.8%	6.7%	6.4%	11	15	-0.3%
High School Diploma	777,087	953,550	998,131	1,178,291	1,222,459			
Percentage Attainment	87.0%	87.5%	87.9%	89.2%	89.5%	4	5 (tie)	0.3%
Birmingham, AL								
Bachelor's Degree or Higher	184,819	198,856	206,853	223,248	234,588			
Percentage Attainment	25.9%	26.3%	27.0%	28.6%	29.9%	12	10	1.3%
Associate Degree	44,148	55,794	58,429	67,768	67,814			
Percentage Attainment	6.2%	7.4%	7.6%	8.7%	8.6%	12	6	-0.1%
High School Diploma	601,999	640,611	648,986	686,412	687,288			
Percentage Attainment	84.4%	84.6%	84.8%	88.0%	87.6%	11	12 (tie)	-0.4%
Charlotte, NC								
Bachelor's Degree or Higher	333,266	416,609	448,637	542,563	570,887			
Percentage Attainment	28.1%	30.1%	31.8%	33.5%	34.4%	7	6	0.9%
Associate Degree	100,459	112,380	120,196	143,530	153,831			
Percentage Attainment	8.4%	8.1%	8.5%	8.9%	9.3%	2	3	0.4%
High School Diploma	1,000,896	1,187,170	1,226,203	1,422,732	1,473,076			
Percentage Attainment	84.5%	85.7%	87.0%	87.9%	88.7%	10	9	0.8%
Huntsville, AL								
Bachelor's Degree or Higher	86,347	95,899	93,287	115,645	113,164			
Percentage Attainment	35.9%	34.4%	32.8%	38.1%	36.8%	3	4	-1.3%
Associate Degree	15,353	19,982	21,552	24,743	21,886			
Percentage Attainment	6.4%	7.2%	7.6%	8.2%	7.1%	8 (tie)	13	-1.1%
High School Diploma	206,555	241,722	251,964	272,482	271,861			
Percentage Attainment	85.9%	86.7%	88.5%	89.9%	88.3%	7	11	-1.6%
Jacksonville, FL								
Bachelor's Degree or Higher	208,666	241,801	244,602	298,259	311,949			
Percentage Attainment	26.2%	26.9%	26.9%	30.0%	30.7%	11	9	0.7%
Associate Degree	69,810	83,259	81,743	92,376	105,959			
Percentage Attainment	8.8%	9.3%	9.0%	9.3%	10.4%	1	1	1.1%
High School Diploma	704,745	800,075	802,880	894,943	921,888			
Percentage Attainment	88.5%	89.1%	88.4%	90.1%	90.6%	3	2	0.5%
Louisville, KY								
Bachelor's Degree or Higher	186,238	224,080	223,111	251,876	249,255			
Percentage Attainment	23.4%	25.8%	25.5%	28.7%	28.3%	14	13	-0.4%
Associate Degree	55,427	60,797	65,621	74,676	74,456			
Percentage Attainment	7.0%	7.0%	7.5%	8.5%	8.5%	5	7	0.0%
High School Diploma	673,044	754,752	762,954	785,648	788,282			
Percentage Attainment	85.0%	86.9%	87.2%	89.6%	89.5%	9	5 (tie)	-0.1%
Memphis, TN								
Bachelor's Degree or Higher	185,285	209,987	224,139	235,439	242,087			
Percentage Attainment	23.7%	25.1%	26.5%	26.9%	27.5%	13	14	0.6%
Associate Degree	50,201	60,049	50,393	53,696	69,001			
Percentage Attainment	6.4%	7.2%	6.0%	6.1%	7.8%	8 (tie)	9 (tie)	1.7%
High School Diploma	657,290	717,590	728,419	755,335	771,346			
Percentage Attainment	84.0%	85.6%	86.2%	86.5%	87.6%	13	12 (tie)	1.1%
Mobile, AL								
Bachelor's Degree or Higher	52,264	56,517	54,535	65,248	65,919			
Percentage Attainment	20.7%	21.0%	20.2%	23.5%	23.7%	15	15	0.2%
Associate Degree	17,068	20,250	19,935	20,347	25,355			
Percentage Attainment	6.8%	7.5%	7.4%	7.3%	9.1%	6	4 (tie)	1.8%
High School Diploma	208,883	223,512	225,581	236,799	241,127			
Percentage Attainment	82.7%	83.1%	83.8%	85.3%	86.6%	15	14	1.3%

Population Age 25 or Older with Bachelor's Degree, Associate Degree or High School Diploma

Metro Area	2005	2010	2011	2015	2016	2005 Rank	2016 Rank	15-16*
Montgomery, AL								
Bachelor's Degree or Higher	58,519	67,147	65,141	69,686	71,767			
Percentage Attainment	26.9%	27.6%	26.6%	28.0%	28.4%	10	12	0.4%
Associate Degree	12,195	14,171	17,664	18,898	17,260			
Percentage Attainment	5.6%	5.8%	7.2%	7.6%	6.8%	15	14	-0.8%
High School Diploma	180,681	206,156	207,504	212,134	216,300			
Percentage Attainment	83.1%	84.6%	84.6%	85.4%	85.7%	14	15	0.3%
Nashville, TN								
Bachelor's Degree or Higher	267,895	321,712	339,996	411,669	428,180			
Percentage Attainment	27.6%	29.1%	30.1%	33.6%	34.2%	8	7	0.6%
Associate Degree	58,746	74,682	68,810	83,753	90,095			
Percentage Attainment	6.0%	6.8%	6.1%	6.8%	7.2%	13	12	0.4%
High School Diploma	819,311	949,417	986,183	1,089,448	1,117,215			
Percentage Attainment	84.3%	86.0%	87.3%	89.0%	89.3%	12	7	0.3%
Oklahoma City, OK								
Bachelor's Degree or Higher	197,141	223,506	232,650	257,870	265,833			
Percentage Attainment	27.0%	27.6%	28.2%	29.3%	29.8%	9	11	0.5%
Associate Degree	47,849	50,428	52,003	60,219	69,867			
Percentage Attainment	6.5%	6.2%	6.3%	6.8%	7.8%	7	9 (tie)	1.0%
High School Diploma	630,995	708,511	721,143	775,091	789,466			
Percentage Attainment	86.4%	87.5%	87.5%	88.0%	88.4%	6	10	0.4%
Raleigh, NC								
Bachelor's Degree or Higher	249,805	301,012	311,789	372,528	407,714			
Percentage Attainment	41.7%	41.0%	41.3%	44.4%	47.2%	1	1	2.8%
Associate Degree	49,267	67,070	65,417	70,585	78,595			
Percentage Attainment	8.2%	9.1%	8.7%	8.4%	9.1%	4	4 (tie)	0.7%
High School Diploma	535,957	666,824	669,572	762,720	790,662			
Percentage Attainment	89.4%	90.9%	88.7%	90.9%	91.6%	1	1	0.7%
Richmond, VA								
Bachelor's Degree or Higher	229,641	267,456	271,360	306,870	324,276			
Percentage Attainment	30.6%	31.7%	32.0%	35.2%	36.7%	5	5	1.5%
Associate Degree	42,697	52,251	54,450	63,920	69,427			
Percentage Attainment	5.7%	6.2%	6.4%	7.3%	7.9%	14	8	0.6%
High School Diploma	642,958	725,992	734,406	778,745	794,902			
Percentage Attainment	85.7%	86.0%	86.5%	89.3%	90.0%	8	3 (tie)	0.7%
Salt Lake City, UT								
Bachelor's Degree or Higher	174,024	197,656	214,653	236,404	243,870			
Percentage Attainment	28.6%	29.0%	31.0%	32.7%	33.0%	6	8	0.3%
Associate Degree	50,746	54,685	60,991	62,454	69,082			
Percentage Attainment	8.3%	8.0%	8.8%	8.6%	9.4%	3	2	0.8%
High School Diploma	541,205	601,918	618,231	653,301	664,325			
Percentage Attainment	88.9%	88.4%	89.2%	90.2%	90.0%	2	3 (tie)	-0.2%
Alabama								
Bachelor's Degree or Higher	630,608	692,695	710,532	792,876	815,522			
Percentage Attainment	21.4%	21.9%	22.3%	24.2%	24.7%			0.5%
Associate Degree	196,856	225,382	236,162	266,452	271,030			
Percentage Attainment	6.7%	7.1%	7.4%	8.1%	8.2%			0.1%
High School Diploma	2,363,728	2,596,645	2,641,332	2,785,370	2,809,019			
Percentage Attainment	80.3%	82.1%	82.7%	84.9%	85.1%			0.2%
U.S.								
Bachelor's Degree or Higher	51,366,830	57,578,042	58,890,813	66,241,553	68,334,277			
Percentage Attainment	27.2%	28.2%	28.5%	30.6%	31.3%			0.7%
Associate Degree	13,960,054	15,553,106	16,016,175	17,806,750	18,256,841			
Percentage Attainment	7.4%	7.6%	7.8%	8.2%	8.4%			0.2%
High School Diploma	159,168,430	174,825,918	177,382,365	188,621,037	191,060,246			
Percentage Attainment	84.2%	85.6%	85.9%	87.1%	87.5%			0.7%

Source: U.S. Census Bureau, American Community Survey (ACS), one-year estimates, March 30, 2018

Note: Revised base rank is due to ranking error in previous reports. Estimates are based on 2017 metropolitan definitions as defined by the Office of Management and Budget (OMB) where one-year estimates are available to adjust 2005, 2010 and 2011 data.

*Percentage point change

Cost of Living Annual Average Composite Index

Metro Area	2010	2011	2015	2016	2017
Atlanta, GA					
Atlanta	95.5	97.3	99.9	98.7	99.0
Fayette Co.					
Marietta	94.7	96.7	93.2	96.3	
Austin, TX					
Austin	95.5	92.7	96.0	96.7	97.5
Round Rock	89.7	88.6	91.0	92.4	96.2
San Marcos		90.4	86.9		92.3
Birmingham, AL	90.8	88.6	91.7	88.5	91.4
Charlotte, NC	93.2				
Charlotte	93.2	93.3	96.4	94.8	96.2
Gastonia		92.9			
Huntsville, AL	91.2	93.6	91.2	92.2	95.3
Jacksonville, FL	92.9	93.9	99.0	95.8	94.8
Louisville, KY	87.6	91.7		88.8	92.3
Memphis, TN	88.2	85.9	84.5	83.0	83.3
Mobile, AL	92.7	92.0		92.9	93.0
Montgomery, AL	99.2	97.3	93.4	92.0	92.2
Nashville, TN*					
Nashville-Murfreesboro			95.2	95.5	96.7
Columbia-Maury County			93.6	92.1	92.1
Nashville-Franklin	88.9	90.2			
Murfreesboro-Smyra	88.1	88.2			
Oklahoma City, OK					
Oklahoma City	91.7	90.5	88.1	84.6	84.9
Edmond	91.6	92.5	96.1	83.8	89.7
Norman	94.4	91.5	81.5	94.1	90.6
Raleigh, NC	98.1	93.8	90.5	94.4	96.4
Richmond, VA	104.4	100.1	94.9	94.3	96.1
Salt Lake City, UT	100.6	94.6	96.4	93.8	97.1
Alabama					
United States	100.0	100.0	100.0	100.0	100.0

Source: C2ER, The Council for Community and Economic Research, March 20, 2018

Note: The principal city composite index score is used in the ranking for metropolitan areas having more than one composite index score.

*The communities participating in the metropolitan Nashville survey have changed over time



Nan Baldwin
Vice President,
Regional Development



Ryan Boswell
Graphic Designer



Laura Patterson Boyles
Director, Investor
Relations



Mark Brown
Vice President, Business
Retention and Expansion



Victor Brown
Vice President, Business
Development



Rachel Burchfield
Communications
Specialist



Lauren Cooper
Vice President,
Communications



Rick Davis
Senior Vice President,
Economic Development



Craig Hill
Chief Financial Officer



Brian Hilson
President and CEO



Waymond Jackson
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Emily Jerkins
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Development



Lisa Swanger
Administrative Assistant,
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Niki Anthony Tarver
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