



ECONOMIC DEVELOPMENT QUARTERLY REPORT

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How Williamson County Became an Anomaly in Tennessee

Jan. 2019 - Deviation from the norm isn't always a bad thing. In almost every metric used to determine an area's quality of life, Williamson County is an outlier when compared to the rest of the state. It's the only county in Tennessee with a median household income of more than \$75,000. It's \$103,000. It's the only county with a poverty rate below 5%. And it's the only county where more than 40% of adults have at least a bachelor's degree.

If you think Williamson County's position as a leader in population growth is new, think again. "The challenges we're dealing with now are really nothing new for Williamson County," said Matt Largen, CEO of Williamson, Inc. "It really is not about creating growth - it's how you manage the growth that's going to come...it means opportunities for our residents, for their kids and their grandkids, to have a better job to lift them up." Growth projections estimate that by 2028, the county will gain 34,000 new residents, for a 15% increase.

As population has increased, even over the last decade, so has the number of residents with bachelor's degrees. "Williamson County is attracting folks that already have high levels of education (and) higher incomes. The overall effect is that it's causing these numbers to grow even faster than the rest of the state," said Mandy Pellegrin, policy director at the Sycamore Institute. One-third of the new jobs created were projected to require a high school diploma or less, while about 38% were expected to require 1 to 3 years of college. 28% of future jobs were projected to require at least a bachelor's degree. Today, the most dominant industry in the county is in professional, scientific and technical services, comprising 23% of jobs, which is higher than the national rate of 14%.

Those lower-paying service jobs, which typically mean fewer fringe benefits and fewer full-time positions, presented a challenge that has yet to be addressed: Where would those workers live? Largen said Williamson, Inc. is hoping to make what he calls "attainable housing" a reality in the county. The key, he said, is a public-private partnerships and working with developers to build housing that's dense enough to be profitable and affordable enough for middle-class employees to live in the community where they work.

Welcome to the Economic Partnership

Lipscomb University

Lipscomb University is a private coeducational institution whose principal focus is undergraduate education in the liberal arts and sciences, combined with a number of undergraduate professional and pre-professional fields, and master's and doctoral degree programs. Its primary mission is to integrate Christian faith and practice with academic excellence. This mission is carried out not only in the classroom and online studies, but also by involvement in numerous services to the church and the larger community.

Interested in becoming part of the Economic Partnership?

The Williamson, Inc. Economic Partnership is comprised of leadership from the public and private sectors who have joined in an effort to make strategic economic growth in Williamson County a primary focus. Williamson, Inc. is the single point of contact for the coordination and facilitation of the continued development of Williamson County and its six municipalities. Its purpose is to grow Williamson County's economy and improve the quality of life of residents by partnering with the public and private sectors to implement a set of strategic, multi-year initiatives to encourage job and wealth creation.

Upcoming Events

April

15 - Inclusion Workshop: Generations in the Workplace
24 - Outlook Williamson

May

14 - Women's Leadership Round Table
23 - Human Resources Round Table

June

6 - Transportation Summit
20 - Real Estate & Development Round Table
25 - CEO Round Table

*Details on round tables on second page

Tractor Supply Company Named to Barron's 100 Most Sustainable Companies

Feb. 2019 - The term "sustainability" doesn't have a single definition, but for years now, European investors have looked at environmental, social, and governance factors - qualitative measures that people believe promote a company's long-term health and growth prospects.

Calvert Research and Management, a unit of Eaton Vance, produced a sustainability score for the 1,000 largest publicly traded companies, headquartered in the U.S., and then ranked them for Barron's from the highest to lowest. **Congratulations to Tractor Supply Company for ranking 40 out of 100.**

A Franklin Health Care Company Purchased Nutrisystem

Mar. 2019 - Tivity Health announced its plan to purchase Nutrisystem in December, and completed the deal in March. Tivity bought the company for \$1.3 billion in cash and stock.

"Tivity Health is now a formidable player in where the market is going - moving away from merely 'sick care' toward fully addressing healthcare," Tivity CEO Donato Tramuto said.

Economic Development Partnership Round Tables

As part of Williamson, Inc.'s Economic Partnership, all investors have the opportunity to engage in quarterly industry focused round tables. These round tables allow our investors to network and discuss best practices with their peers. Our round tables include:

- CEO
- Women's Leadership
- Manufacturers
- Real Estate & Development
- Human Resources



Williamson County Legislators Tell Williamson, Inc. & Community Leaders They Want to Change School Funding and Improve Infrastructure

Feb. 2019 - Williamson, Inc. organized a visit to the Tennessee State Capitol to show how legislators advocate for the county's business interests and how the business community can be a resource for legislators. State legislators from Williamson County told more than 80 business leaders from Williamson County that they want to change the way Tennessee funds public schools.

During a panel at the Capitol, State Senator Jack Johnson told the group he doesn't think Williamson County gets enough money from the state to fund its public schools. He estimated that Williamson County Schools get about half of their funding from the state, while some other areas get closer to 90%. Johnson said that the county's legislative delegation is working on legislation that would provide funding for schools outside of that formula.

In addition to potential changes for school funding, Representative Sam Whitson said he hopes to make progress on reducing traffic impacts in and around Williamson County. During the event, he said it will be important to think of ways to reduce traffic without building new roads, such as expanding rural broadband so employees can work from home.

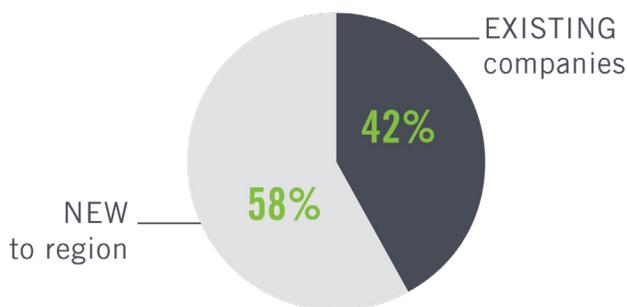
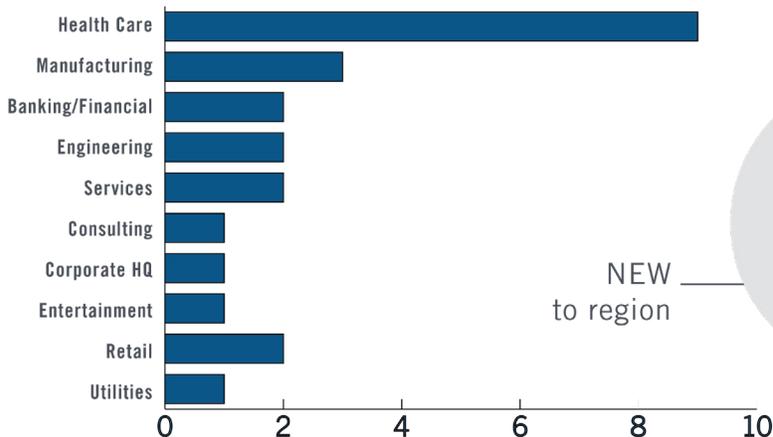
Williamson County Businesses say Hiring People with Disabilities Improves Workplace Culture, Employment Rate

Jan. 2019 - Williamson, Inc. hosted an Inclusion Workshop to help businesses in Williamson County find ways to integrate people with disabilities into the workforce.

According to the Tennessee Disability Coalition, 73% of Tennesseans with disabilities aren't working. That equates to more than half a million adults who can work. With Williamson County's rock bottom unemployment rate of 2.1%, Williamson, Inc. Chief Economic Development Officer Elizabeth McCreary said companies should consider hiring people with disabilities to fill open jobs.

Keynote speaker, Meg Harris, previously worked in human resources for UBS and now works with Alliance Bernstein. She said those companies are proactive about hiring people from different backgrounds, including people with disabilities. "There is nothing better than having a table full of people who have a different background, a different perspective, a different way of thinking, a different upbringing, whatever it might be," she said. "The amount that you can learn from that, and the decisions that you can make as a firm are exponentially better when those perspectives are at the table."

2019 Project Pipeline - Quarter 1



34
active projects

8,809
total jobs

1,644,000
square feet