



Amazon.com Inc. "Here We Grow Again"

LA VERGNE (October) Amazon will unwrap yet another distribution hub in Greater Nashville – an operation involving 1,100 jobs located around the bend from one of its newest shipping facilities.

Amazon.com Inc. spokeswoman Brittany Parmley confirmed to the *Business Journal* that the online retail behemoth expects to move into a 256,000- square-foot building next month at 700 Mason Road, in La Vergne. Hiring for the 1,100 full-time and part-time positions is underway; all will pay a minimum of \$15 an hour, Parmley said.

The building, for sorting packages, is not even a half-mile from another Amazon facility that just became operational. That site, at 342 Mason Road, is geared to the final stage of the delivery process – the so-called "last mile," which is increasingly important for e-commerce

companies looking to slash shipping times for customers.

The company also announced plans in July to add 1,000 jobs at a large distribution center that will open in 2021 in Mt. Juliet east of Nashville.

In addition to more jobs, Amazon announced in July the company has an office in Franklin south of Nashville that's testing an autonomous delivery system called Amazon Scout that's designed to put packages on doorsteps.

The company has had a major presence in Tennessee the past decade. As of December 2011 Amazon had committed to adding 3,300 jobs and an over \$270 million investment in Tennessee in Wilson, Hamilton, Bradley and Rutherford counties.

Source: Rutherford County Chamber and Daily News Journal

Hand Sanitizer Sales are Booming



SMYRNA (October) Vi-Jon, the personal care products manufacturer known for its flagship brand Germ-X hand sanitizer, said it will add 400 new jobs and invest \$70 million to expand capacity at its Smyrna, Tennessee, and St. Louis facilities.

Greg Billhartz, President and chief strategy officer for the St. Louis-based company, said in a statement that more than half the investments are expected to occur at the Smyrna facility. He said that was “given the available space and relative size of the company’s manufacturing facilities and anticipated product mix.”

Headquartered in North County Missouri, the employee-owned company’s Middle Tennessee manufacturing facility is located at 1 Swan Drive in Smyrna.

The company’s CEO, Rich Koulouris, said in a statement that there has been a “step change” in hygiene practices, which should continue after the pandemic is over.

“Despite the difficulties experienced across the broader economy, Vi-Jon has experienced significant demand growth across its broad platform of health and hygiene products,” Koulouris said.

Source: Rutherford County Chamber

Babynov USA Comes to Macon County

RED BOILING SPRINGS (October)

Babynov USA officials announced that the company will establish its first U.S. production facility in Red Boiling Springs.

Babynov USA will invest approximately \$44.9 million and create 147 jobs in Macon County.

Babynov USA is a new division of Global Baby, a French organic baby food manufacturer. The company will renovate an existing facility in Red Boiling Springs in order to expand its market to the United States.

Founded in 1999, Global Baby provides ready-to-feed baby milks and prepared food products, such as fruit and vegetable purees, full meals and milk-based desserts. The group is headquartered in Paris, France. The Macon County facility will be the company’s first in North America.

Tennessee is home to more than 1,000 foreign-owned establishments that employ approximately 150,000 Tennesseans. France is among the top 10 countries for foreign direct investment in Tennessee, with French companies employing more than 11,000 people at nearly 90 establishments across the state.

Source: TNECD



GENERAL MOTORS

Invests \$2 Billion in Spring Hill Plant



SPRING HILL (October) General Motors officials announced that the automaker will invest nearly \$2 billion in its Spring Hill manufacturing plant to build fully electric vehicles, including the all-new, luxury Cadillac LYRIQ.

This announcement adds to the more than \$2.3 billion GM has invested in the Spring Hill manufacturing plant since 2010.

The Spring Hill plant will be GM's third electric vehicle manufacturing site, and the first outside of the state of Michigan. Through this investment, GM's Spring Hill paint and body shops will undergo major expansions, and general assembly will receive comprehensive upgrades, which include new machines, conveyors, controls and tooling.

Renovation and construction will begin immediately. In addition to the new, fully electric Cadillac LYRIQ, traditionally powered Cadillac products, including the XT6 and XT5, will continue to be built in Spring Hill.

GM's Spring Hill manufacturing plant is the automaker's largest facility in North America. The flexible vehicle assembly plant and Global Propulsion Systems plant are located on 2,100 acres with 700 of those acres dedicated to farming and an additional 100 acres dedicated to a wildlife habitat.

According to the Center for Automotive Research, GM's employment in Tennessee produces a 6.8 employment multiplier—which means there are 5.8 other jobs in the Tennessee economy for every direct GM hourly and salaried job in the state.

Source: TNECD

Hörmann Celebrates Grand Opening

SPARTA (October) White County celebrated the grand opening of Hörmann's Sparta manufacturing facility.

Headquartered in Germany, Hörmann is a leading manufacturer of building entry systems. Hörmann's products cover a wide range of doors for residential and commercial applications.

The company announced in 2017 that it would invest \$64 million and create 200 jobs in White County.

Source: TNECD





CENTERVILLE (October) October 20, 2020 was an exciting day for Jonathan and Abby Dysinger, and the whole Farmers Friend team, as they broke ground at their new property. The first home of Farmers Friend LLC had no power, no plumbing and no heat, Jonathan Dysinger said, and tough moments were not rare.

He climbed into the cab of a large dirt-mover and broke ground on a 35,000-square-foot production facility in Shipp's Bend Industrial Park, off Highway 50 West in Centerville.

"One machined part, welded assembly, packaged product, customer phone call and shipped order at a time, we have built a business that has changed the lives of farmers all over the world, and I want to thank each one of you for that," he said to a gathering of about 75 folks in the middle of the grassy field, with his wife Abby and their 31 employees along with local officials, family and supporters.

By the end of July, Farmers Friend will move to the new facility in Centerville from its 8,000-square-foot building on the Dry Prong Road. The company makes products that benefit small farmers, including greens harvesters, for picking lettuce and similar row crops; "tunnel" greenhouses, irrigation systems and trellising kits.

That facility is on land owned by his grandfather, Bill Dysinger, who bought it "hoping some of his family would move there someday," a wish that has come true.

The patriarch, now 93, delivered a dedication prayer that celebrated Farmers Friend as his

grandson's successful initiative "not just to succeed in business but to operate it as a Christian ministry, to assist the needs of the world".

"I believe that by promoting self-sufficiency and food production and a simple agrarian lifestyle, Farmer's Friend is helping in this economic crisis," he said, as well as the covid-19 pandemic by promoting nutrition and good health through successful farming.

Farmers Friend is the first company to land on the Centerville Industrial Development Board's 49-acre industrial site, which has earned "state certified" status because of the immediate availability of utilities – possible in part because of a \$312,00 state grant – and an array of supporting information.

The farm product company is eight years old and sells its wares in this country and in Europe, at farmersfriend.com. Dysinger did not see the international possibility back in his third year, when, he said, a tally of revenues and expenses showed as profit of \$10,000.

Source: Hickman County Times



GS Performance Establishes Nashville Operations



NASHVILLE (October) GS Performance, LLC officials announced that the company will relocate its headquarters, manufacturing and distribution operations from San Diego, Calif. to Nashville.

The project represents an investment of \$6.9 million and the creation of 110 new jobs over the next five years.

GS Performance, a Glock handgun accessory and parts manufacturer, is renovating and making upgrades to an existing 65,000-square-foot facility located at 1930 Air Lane Dr. in Nashville. The building is undergoing extensive retrofitting, which is expected to be complete in November 2020.

GS Performance is known for its major brand GlockStore, the world's largest distributor of Glock parts and accessories, magazines, holsters, logo gear, apparel, concealment items, custom parts and Glock custom guns.

Created in 1983 by Lenny Magill, GS Performance facilitates the operation of a multi-brand international retail and wholesale distribution network with both printed and online catalog sales covering a broad spectrum of industries.

Source: TNECD

SNACK ON THIS Frito-Lay Serves Up 100 Jobs



PULASKI (November) Frito-Lay, a division of PepsiCo and a leading snack manufacturer, will expand its operations in the city of Pulaski, creating 100 new jobs over the next three years and investing \$100 million in Giles County.

The Frito-Lay Pulaski site project will include manufacturing and warehouse expansions, including the addition of four new manufacturing lines to support future growth. The new lines will produce products from the recently acquired

PopCorners brand. Construction is set to begin in early 2021, and the project is expected to be completed in early 2022.

Frito-Lay employs 50,000 associates in the U.S. and approximately 2,100 in Tennessee. The company has operated in Pulaski for more than 40 years and is the only Frito-Lay producer of Grandma's Cookies.

Source: TNECD

Logistics Provider Expands in Clarksville



CLARKSVILLE (November) The Clarksville-Montgomery County Industrial Development Board (IDB) is pleased to announce the FNS Group has chosen Clarksville, to build a 300,000-square foot warehouse and distribution center. This project brings a capital investment of \$33.4 million and the creation of 62 jobs to the community.

FNS Group, a South Korea-based company, provides comprehensive logistics services to an extensive customer base in electronics, machinery, construction, distribution, energy industries - with a global presence, and proven 40-year track record among local household brands like Hankook Tire and LG Electronics. Pantos USA, a subsidiary

of FNS Group, is LG'S primary global shipment logistics partner, currently employing 18 locally and expanding its presence with this new facility.

The warehouse and distribution center will be located in the North Industrial Park behind LG's Appliance manufacturing facility and provide warehouse and distribution services to customers in the Southeast and Midwest. ***"Clarksville's strategic location, within a day's drive of most major US cities, provides a major advantage for logistics companies like FNS Group. This partnership is very beneficial to local industries like LG but will also support regional industrial needs,"*** said Frank Tate, Executive Director of the IDB.

"I'm thrilled that yet another company has selected Montgomery County as a place to call home. As a logistics company, FNS has chosen the perfect central location to serve their clients all over the United States. Despite the global pandemic, Montgomery County continues to attract global companies and adds to the list of available job opportunities for our current residents, military veterans, and newcomers. I'm looking forward to working with the Pantos leadership team," said Montgomery County Mayor Jim Durrett.

Source: Clarksville-Montgomery Industrial Development Board

Hunger Never Takes a Holiday



NASHVILLE (November) In many ways, the year 2020 was one of the most difficult that most of us has ever experienced. From how we conducted business to how we were able to interact with our families, we are all hoping 2021 will be much different. One of the things we were not able to do this past year was our annual Christmas reception. As a time of celebration and enjoying the holiday event, we knew that taking a chance on holding the event was not worth the potential risks.

In light of the health concerns and all those in need, we chose to contribute to Second Harvest Food Bank as a gesture of thanks to all our partners, friends and colleagues. The many needs that this pandemic has caused is staggering and helping others less fortunate is truly what the Christmas spirit is all about. We are thankful for each of you and look forward to getting back together in 2021.



Genuine Parts Company Drives Growth in Lebanon

LEBANON (November) Genuine Parts Company, a leading automotive and industrial parts distributor, will invest \$50 million to establish a new distribution facility in Lebanon. The company plans to create 250 jobs over the next five years.

Headquartered in Atlanta, Ga., Genuine Parts Company distributes automotive parts to a network of 6,000 NAPA AUTO PARTS stores in the U.S. In addition, the company has automotive operations in Canada, Europe, Australia and New Zealand. Genuine Parts Company also distributes industrial parts throughout the U.S., Canada, Mexico, Australia and New Zealand.



Construction on the Lebanon facility is essentially complete and was initially operational in September 2020. The build-out of the internal operations remains underway and will continue for several more months. The new Wilson County facility will supply auto parts to approximately 300 NAPA AUTO PARTS stores.

Source: TNECD



August Bioservices Enters New Phase in Nashville

NASHVILLE (November) August Bioservices, LLC officials announced that the company will significantly expand its operations in Nashville.

Headquartered in Nashville, August Bioservices will invest \$64.7 million and create 180 jobs over the next five years.

The first phase of the project, which will be completed in late 2021, will involve the targeted expansion of August Bioservices' existing Nashville facility, adding high-value technologies such as lyophilization and terminal sterilization to its existing cGMP fill and finish manufacturing capabilities.

The second phase of the project will see August Bioservices construct a new, state-of-the-art, drug development and manufacturing facility that will feature multiple high-speed production lines capable of delivering commercial scale throughput across a wide array of sterile injectables containers, including vials, IV bags and prefilled syringes.

Taken together, the expansion activities will enable August Bioservices to grow its footprint in drug development and manufacturing services and allow the company to pursue attractive later-stage clinical development as well as commercial manufacturing opportunities.

August Bioservices is a contract development and manufacturing organization (CDMO) providing drug discovery, drug development and drug manufacturing services in support of the global pharmaceutical industry. The company is expanding its capabilities to become a preferred, specialized, one-stop-shop CDMO for clinical and commercial injectable therapies.

Source: State TNECD

NEVER CLEAN YOUR GUTTERS AGAIN

Gutterglove will invest \$5.4 million to establish new manufacturing and distribution operations in La Vergne.



LA VERGNE (December) The nation's leading gutter guard manufacturer will create 85 jobs in Rutherford County over the next five years.

Gutterglove will improve a new building to add administrative offices and team member facilities. In addition, Gutterglove will build out manufacturing, shipping and receiving, and inventory holding spaces.

As part of the expansion, Gutterglove will relocate some machinery from its current West Coast manufacturing facility to Tennessee to replicate a portion of current capacity in the new location, as well as invest heavily in new state-of-the-art machinery to expand its manufacturing capabilities.

Headquartered in Roseville, Calif., Gutterglove produces patented gutter guard systems that are designed, assembled and packaged in the U.S.A. The company began as a gutter cleaning business in 1996 and, after seeing a need for more reliable gutter systems, incorporated in 2000.

Gutterglove serves consumers through major retailers and professional installers. Its DIY product is available across the country from retailers including Costco, Sam's Club, The Home Depot, Lowe's, Menards, Amazon and Walmart. The company's contractor-grade product can be installed by any of the professionals participating in Gutterglove's proprietary DoneRight program, which supports a vast network of local installers around the nation and connects them with interested homeowners.

Source: TNECD

AmeriColor Expands in Hartsville

HARTSVILLE (December) A company specializing in printing and manufacturing paper goods such as catalogs, promotional materials and digital formats, AmeriColor will invest \$5.5 million to expand its operations by purchasing a new building in Hartsville. The company plans to create 57 new jobs in Trousdale County over the next three years.

Currently located in Nashville, AmeriColor will relocate and expand its operations to an existing facility located at 113 Planters Street and plans to make various upgrades and renovations to the site including infrastructure and telecommunication improvements.

Founded in 2010, AmeriColor is a third generation, family-owned and operated company

specializing in printing and manufacturing paper goods such as catalogs, promotional materials and digital formats. The company employs more than 80 people across three divisions.

Source: TNECD



Establishing Headquarters in Mt. Pleasant

COLUMBIA (December) True Rail Enterprises, LLC, an AAR certified freight railcar repair service, is establishing its headquarters in Mt. Pleasant. The company made the announcement alongside the Maury County Chamber and Economic Alliance.

Launched in 2019, True Rail has operations across the state in Mt. Pleasant, Milan, Chattanooga and Copper Basin in East Tennessee's Polk County. In preparation for the company's growth, True Rail has been making major renovations and improvements to an existing facility near downtown Mt. Pleasant.

"We have come to Mt. Pleasant with the intention to do things right and be a good community partner, and are thankful for the warm welcome and assistance we have received from the Mt. Pleasant community and Maury County," said John Powers, the CEO of True Rail Enterprises. "We are planting deep roots here. We are thrilled to be working with the folks here in Mt. Pleasant. It is a great place to build a community."

Company leaders said they chose Mt. Pleasant for their company headquarters due to its strategic location in the nation's rail system. True Rail said that it is currently the only Association of American Railroads certified business of its type operating in the Southeast.

The company will serve CSX Transportation, Patriot Rail and the Tennessee Southern Railroad from its site in Mt. Pleasant.

"We are grateful to Patriot Rail and Tennessee Southern Railroad and all of our vendors who are partnering with us," said Mark Smith, the COO of True Rail. ***"Thank you to TVA and the Maury Alliance for project support and assistance."***

The company expects to employ approximately 80 people once they become fully operational in the coming year. It currently employs a team of 16.

True Rail stocks the most common parts used on rail cars and equipment in an effort to drastically reduce customer's dwell time as part an effort to provide the fastest possible service to customers. The Mt. Pleasant facility will also host a training center where new hires will go through the company's exclusive training program to help familiarize themselves with True Rail's business culture and job performance requirements.

Source: The Daily Herald

Manufacturing Win for Giles County

PULASKI (December) Tenneplas officials announced that the company will expand its Giles County operations.

Windsor Mold USA Inc., parent company of Tenneplas, will invest \$3.5 million in a 37,500-square-foot expansion and create 40 jobs over the next five years.

The expansion will add capacity for warehousing and manufacturing. In addition to the \$3.5 million investment, the company has purchased more than \$2.4 million in manufacturing equipment.

Windsor Mold started in 1972 and established Tenneplas in Pulaski in 2004 where it currently



has more than 130 employees. Headquartered in Windsor, Ontario Canada, the Windsor Mold Group of companies provides world class products and services for domestic and international Customers in the tooling and automotive plastic molding industries. Tenneplas produces exterior moldings, grille opening reinforcements, wheel liners, cowl vents and splash shields at the Giles County location.

Source: TNECD



Columbia Tennessee Rail Site earns CSX Select Site Certification

COLUMBIA (December) Columbia Tennessee Rail Site has been designated a CSX Select Site. Select Sites are development-ready properties along the CSX network where standard land use considerations and comprehensive due diligence items have been previously addressed. These properties are able to meet the needs of a wide variety of manufacturers, significantly reducing the time required to construct facilities and ultimately bring products to market.

CSX introduced the Select Site program in 2012 to better serve new and existing customers on its network and those of its short line partners. CSX partners with Austin Consulting, a nationally known site-selection consulting firm, to screen candidate sites and assist communities with the application and certification process.

"We are deeply appreciative to CSX and Austin Consulting for this excellent site certification program," said Travis Groth, vice president of economic development, Maury County Chamber & Economic Alliance. "Awarding of the prestigious

designation to the Columbia Tennessee Rail Site brings global attention to this 225-acre, publicly owned rail site, and serves as a fantastic way to officially launch the site."

Approximately one hour south of Nashville, the 225-acre site is located on the west side of the City of Columbia, 15 miles west of Interstate 65. It is adjacent to an established industrial park and is flanked by the Tennessee Southern Railroad and U.S. Highway 43, a four-lane divided highway. CSX interchanges with Tennessee Southern Railroad, which is operated by Patriot Rail, on the northern end of Columbia, just a few miles from the site. Patriot Rail and the City of Columbia, among many others, have already made impactful contributions to the development of this property.

The Columbia Tennessee Rail Site is the second site in Tennessee to be designated a CSX Select Site, and only one of two dozen properties across CSX's service territory to meet the rigorous site selection criteria.

Source: The Daily Herald

Direct Coil Invests \$14 Million in First U.S. Facility



FAYETTEVILLE (December) Direct Coil officials announced that the company will establish its first U.S. manufacturing facility in Fayetteville. The company will invest \$14.4 million and create 75 jobs in Lincoln County over the next five years.

This will be Direct Coil's first manufacturing facility outside of its headquarters in Ontario, Canada. The company will renovate an existing facility at 1810 Wilson

Parkway and plans to replicate its Canadian business model and processes in Fayetteville.

Direct Coil supplies the North American market with innovative heating and cooling solutions. It specializes in industrial heating and cooling coils for a variety of heating ventilation air conditioning and refrigeration (HVACR) applications such as furnaces, air conditioning units, and other equipment involving air movement.

Source: TNECD



Shane Hooper
*Economic Director
Bedford County/
Shelbyville*

Hooper to serve as Economic Development Director

SHELBYVILLE (December) Shane Hooper of Tupelo, Miss., was officially hired as the new local economic director for Bedford County/Shelbyville, according to joint economic development committee.

Mr. Hooper was hired through a joint partnership funded by the City of Shelbyville and Bedford County, although he will operate from an office on the second floor of Bedford County Courthouse Annex. His consulting work will be under the guidance of both the City and County, as agreed upon last year, when both governments both put up seed money – \$100,000 each – for starting this new economic development office.

He met with the board overseeing the joint city-county program. The board discussed upcoming projects such as industrial recruitment, development of 231 North Business Park, and development of downtown Shelbyville as a retail, recreational and tourist destination.

Mr. Hooper, a graduate of Itawamba Agricultural High School in Fulton, Mississippi, and Lipscomb University in Nashville, holds a master's degree in economic development from the University of Southern Mississippi. He served as an officer in the U.S. Marine Corps and is a past director of development services for Tupelo, Mississippi. He has served on the Mississippi Board of Trustees of State Institutions of Higher Learning and is a past president of the Tupelo Rotary Club, the Gardner-Simmons Home For Girls, and United Way of Northeast Mississippi. He has also served the Community Development Foundation, the Good Samaritan Free Clinic, Sanctuary Hospice House, and the Health Care Foundation of North Mississippi.

His awards include Rotarian of the Year and Tupelo's Top Twenty Young Professionals.

Professionally, he had a career in the insurance and financial industry for the last 18 years. He's president of Professional Training Corporation, Inc., a training provider for the insurance and financial services industry.

Shane and wife, Sarah, who recently moved to Shelbyville, have two sons, Christopher and Channing, one daughter, Ellabess, and a beloved Springer Spaniel named Max.

Source: Times-Gazette



Daring to
make a
difference



Revance Moves Global HQ to Nashville

NASHVILLE (December) Revance Therapeutics officials announced that the company will relocate its headquarters from Silicon Valley's Newark, California to Nashville.

As part of the relocation, the biotechnology company will invest more than \$10 million and create nearly 150 jobs over the next five years in addition to the company's more than 450 employees currently located in its California offices and throughout the U.S.

The new headquarters will include a training and education center where employees, healthcare providers, consumers and patients can learn about the latest innovations in the company's aesthetics, therapeutics and financial technology (fintech) products and services.

Revance Therapeutics is a biotechnology company focused on innovative aesthetic

and therapeutic offerings, including its next-generation, investigational neuromodulator product, DaxibotulinumtoxinA for Injection. DaxibotulinumtoxinA for Injection is currently under review with the U.S. Food and Drug Administration (FDA) for glabellar (frown) lines and is being evaluated in other aesthetics and therapeutic indications, including cervical dystonia and adult upper limb spasticity.

Revance has launched a unique portfolio of premium products and services for aesthetics practices, including exclusive the RHA® Collection of dermal fillers, the first and only range of FDA-approved fillers for correction of dynamic facial wrinkles and folds, and HintMD, a fintech platform that offers integrated smart payment, subscription and loyalty services. Source: TNECD

Woods Air Movement Picks Murfreesboro for North American Headquarters

MURFREESBORO (December) Woods Air Movement officials announced that the ventilation and fan company will establish a U.S. facility in Murfreesboro.

Woods Air Movement will re-establish its North American presence in the U.S. market by investing \$3.6 million and creating 27 jobs in Rutherford County.

The company is constructing a new, purpose-built 25,000-square-foot facility, which will be its North American headquarters and manufacturing facility for industrial ventilation products used in road and rail tunnels, non-residential buildings and underground parking garages. The facility will also function as a product testing center, which will be accessible to customers.

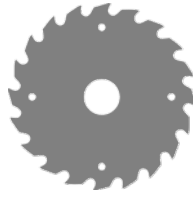
Originally established in 1909 in Colchester, England, Woods Air Movement is globally recognized in a variety of markets from building ventilation and fire safety to customized industrial projects. Woods Air Movement manufactures smoke and fire safety products as well as centrifugal, axial Jet Thrust and roof fans. The company also specializes in acoustic and engineering support services.

Source: TNECD



VINTAGE MILLWORKS

to relocate from Nashville to Fairview



FAIRVIEW (December) Williamson County Mayor Rogers Anderson, City of Fairview Manager Scott Collins and the leadership team of Vintage Millworks announced that the company will relocate its headquarters, showroom, and manufacturing operations from Nashville to the city of Fairview.

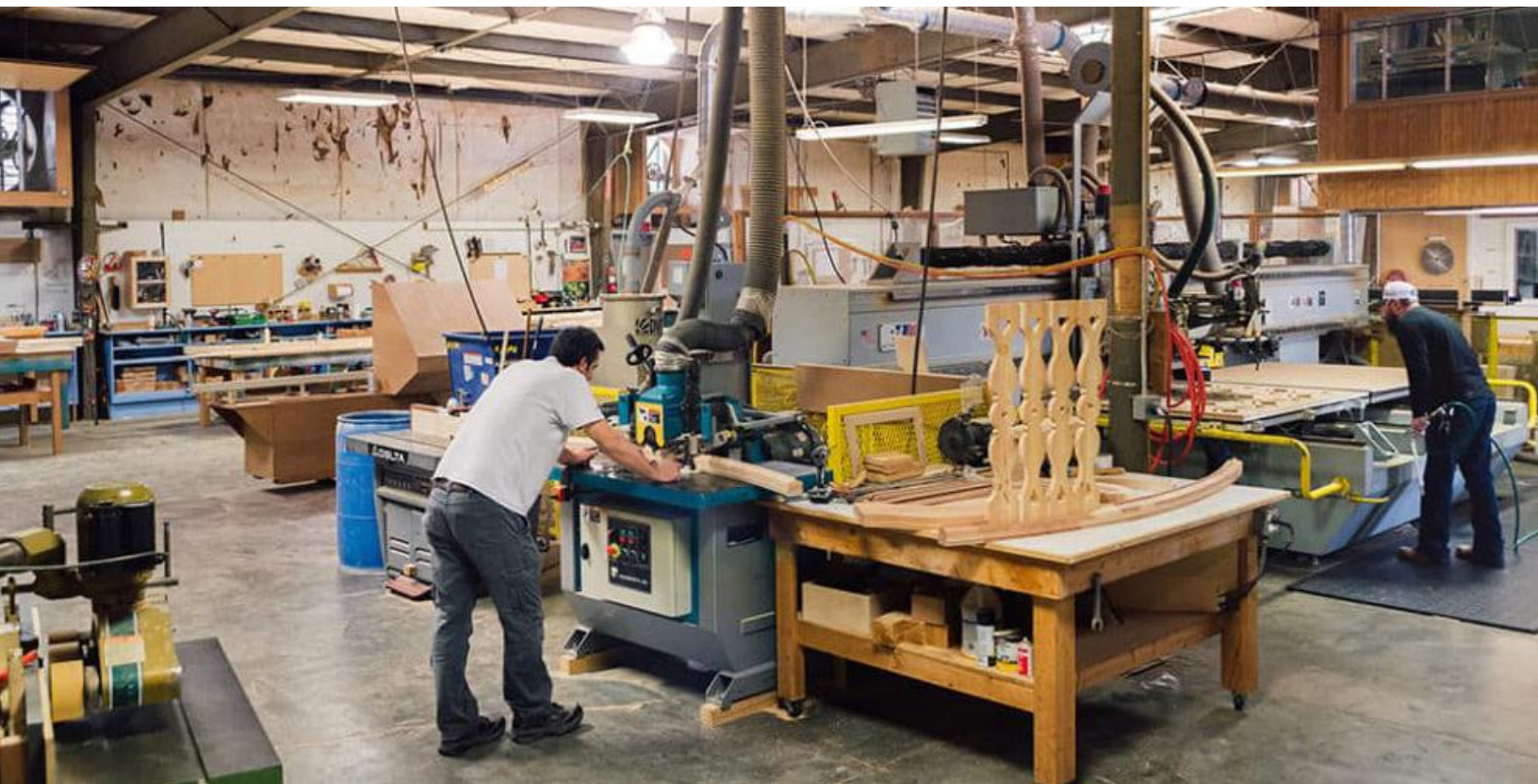
Recognized by architects, designers and building professionals as one of the premier millwork companies in the southeast, Vintage Millworks has been committed to work of the highest quality since its founding in 1987.

Vintage Millworks expects to grow its team at their new location (1319 Hwy 96) from 20 employees to 30 employees soon after

operations begin in Fairview. Additionally, Vintage Millworks plans to partner with Fairview High School to create programming and apprenticeship opportunities to inspire the next generation of high skilled craftsmen.

“The students and staff at Fairview High School are extremely excited to have access to an industry partner that can help connect learning outcomes to real-world applications. The partnership with Vintage Millworks will be so valuable to the community, workforce development, and student growth.” - Jeremy Qualls, Ed.D- Executive Director of CTE and the Entrepreneurship and Innovation Center, Williamson County Schools.

Source: Williamson Chamber of Commerce



2021 MIDDLE TENNESSEE WAGE AND BENEFIT INDUSTRIAL SURVEY



MTIDA UPDATE (January) A collaborative project is underway throughout the mid-state to document the local wage and benefit structure in our communities. Geared towards INDUSTRIAL and MANUFACTURING jobs, the survey will be conducted by Dr. Murat Arik at MTSU's Business & Economic Research Center (BERC). Beginning last November with community partner workshops, efforts are underway now to drive participation by raising the awareness of the survey. Regional partners working together sent direct mail packets in early January to over 1,600 companies. Among other things, this packet contained a guide for the survey so industries could begin to prepare before February. The 2021 Industrial Wage & Benefit Survey will be open for six weeks, February through mid-March, and the data will then become exclusively available to participants in the late spring.

Built upon the constructive feedback from previous participants, this year's survey has been redesigned by MTSU to provide a more user-friendly experience. Ultimately, the survey results will provide human resource managers a clear understanding of the compensation structure of key industrial occupations.

"This survey is built upon the success of our 2017 and 2019 surveys. Of the three surveys we have done with MTSU, this one has the potential for heightened importance due to the economic impact of the Covid-19 pandemic and we are eager to see the results" said Robert Bibb, MTIDA Executive Director.

This project is possible due to the tremendous support provided by local, regional, and federal partners as well as the participating industries. Early and foundational partners have been USDA Rural Development and regional partners at the Upper Cumberland Development District, South Central Tennessee Development District, Greater Nashville Regional Council, the Nashville Area Chamber of Commerce, Tennessee Central Economic Authority and Highlands Economic Partnership. Valuable in-kind support is being provided by the staff of the Tennessee Chamber of Commerce, numerous industrial boards, and local chambers of commerce. This year for the first time we are proud to have the financial support of TVA Economic Development, Tennessee Department of Labor and Workforce Development as well as the American Job Centers and regional workforce boards in Northern Middle, Southern Middle and the Upper Cumberland regions of the mid-state.

Be on the lookout for posts containing additional information about the survey on LinkedIn during the coming weeks.

Visit this link to view a testimonial video and download the survey guide: www.mtida.org/wage-benefit-survey

If you have questions or would like to learn more, please call MTIDA at **615-269-5233** or email mtida@mtida.org.





Columbia Tennessee Rail Site



Stewart-Houston Industrial Park

Three New Sites Receive Select Tennessee Certification

(January) TNECD announced that three sites have completed the requirements for Select Tennessee certification. Two sites are located in middle Tennessee communities. To date, 65 sites have been certified through the program.

Two newest sites in Middle Tennessee and their local sponsoring agencies include:

Columbia Tennessee Rail Site – Maury County Chamber & Economic Alliance

Stewart-Houston Industrial Park – Stewart-Houston Industrial Board

Huntingdon Industrial Park South – Carroll County Chamber of Commerce

Middle Tennessee Industrial Development Association 2020-2021 Executive Committee

President

Brian Taylor | Superintendent
CDE Lightband

Vice President

Chris Davis | General Manager
Cumberland Electric Membership Corporation

Secretary/Treasurer

Rodney Boyd | General Manager & CEO
McMinnville Electric System

Members

Keith Carnahan | CEO
Meriwether Lewis Electric Cooperative

Mark Kimbell | General Manager
Gallatin Department of Electricity

Scott Spence | President & CEO
Duck River Electric Membership Corporation

Lee Johnson | Manager, Field Operations
Tennessee Valley Authority



The MTIDA *Industry Leader* is published by the
Middle Tennessee Industrial Development Association

2108 Westwood Avenue
Nashville, TN 37212

P 615-269-5233

E mtida@mtida.org

W www.mtida.org

Robert T. Bibb | Executive Director

Kendrick J. Curtis, PhD | Assistant Executive Director

Dawn E. Olson | Executive Assistant

Wendi K. Powell | Graphic Designer