



OUR MARKET IS RESILIENT AND GROWING

In 2025, we surveyed 84 primary-sector companies and found that

60%

(51 of 85)

have expansion plans within 1-2 years

(77% - 68 of 88 in 2024)

Potential projects may result in:

\$195M

Capital Investment

\$157M in 2024

436 New Jobs

457 in 2024

1.1M Sq. Ft. Increase

Increase in Real Estate

564K in 2024

SUPPLYING THE REGION'S WORKFORCE NEEDS

495

CURRENT JOB OPENINGS

387 IN 2024

55%

COMPANIES EXPERIENCING RECRUITMENT CHALLENGES

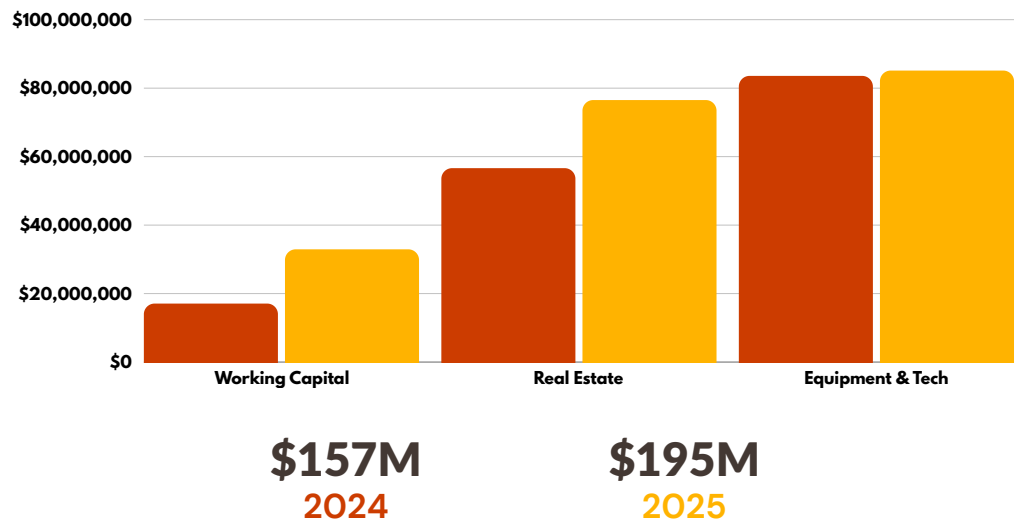
55% IN 2024

MINDING OUR OWN BUSINESS(ES) DATA TO DRIVE REGIONAL GROWTH

FREE PROGRAM FOR PRIMARY-SECTOR COMPANIES TO SHARE KNOWLEDGE, FOSTER CONNECTIONS, AND SUPPORT BUSINESS GROWTH

2025 ANNUAL REPORT POWERED BY

POTENTIAL CAPITAL INVESTMENT



INDUSTRIES MOST LIKELY TO EXPAND

Sample Size - 51 (2025) 68 (2024)

1. Manufacturing	51%	38%
2. Software and Hardware	14%	19%
3. Value-Added Ag	14%	10%
4. Logistics	8%	N/A
5. AgTech	8%	N/A

MOST DIFFICULT POSITIONS TO RECRUIT

1. Welders
2. Maintenance Technicians
3. Controls Engineers
4. CNC Machinists
5. Software Engineers
6. CDL Truck Drivers

UNDERSTANDING THE QUALITY OF OUR WORKFORCE

LIKERT SCALE
1=POOR/LOW
7=GOOD/HIGH

Our Region is Known for Productive Talent, But Struggles with Availability with an Unemployment Rate of 2.0%



Change in Availability from 2024 to 2025 is Statistically Significant

WORKFORCE SATISFACTION ACROSS INDUSTRIES



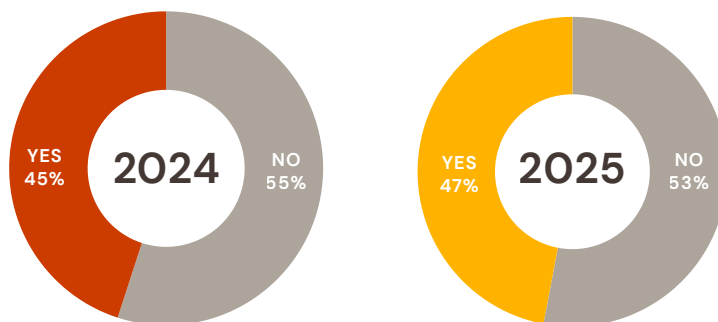
COMMUNITY RESOURCES, UTILITIES, AND INFRASTRUCTURE CONTINUED TO BE VIEWED FAVORABLY YEAR OVER YEAR



No changes between 2024 and 2025 are statistically significant

REMOVING BARRIERS TO GROWTH IN OUR COMMUNITY

Are there any barriers to growth in this community?



TOP 5 THEMES

1. Workforce availability and skilled labor shortages
2. Rising labor costs and wage pressure
3. Property availability, construction costs, and space constraints
4. Interest rates, capital access, and financing limitations
5. Infrastructure, utilities, and transportation constraints

21% of businesses surveyed shared they may not consider future expansion in our community due to these barriers