



Tennessee Department of Economic and Community Development
Business Enterprise Resource Office (BERO)

BERO Annual Report, Fiscal Year 2016



STATE OF TENNESSEE
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November 28, 2016

Greetings:

Pursuant to Tennessee Annotated Code Section 4-26-105 the Department of Economic and Community Development, Business Enterprise Resource Office (BERO) shall make a written report to the governor, the speaker of the senate, the speaker of the house of representatives, the chair of the commerce and labor committee of the senate, the chair of the business and utilities committee of the house of representatives, and any governor's advisory committee on minority economic development, at least once each year, such report to be made no later than December 1.

Herein, please find the BERO annual report for FY2016. If you have any questions regarding this report, please do not hesitate to contact Wisty Pender, state director, at 615-741-8914 or wisty.pender@tn.gov.

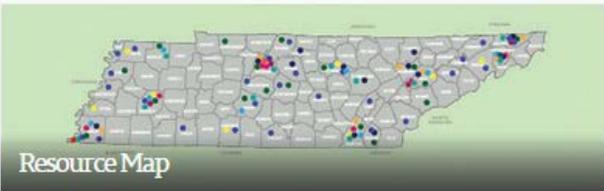
Respectfully submitted,

A handwritten signature in cursive script that reads "Wisty Pender".

Wisty Pender
State Director, BERO

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BERO ANNUAL REPORT FY2016



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MISSION

The Business Enterprise Resource Office (BERO) is housed within the Department of Economic and Community Development (TNECD).

BERO

- Serves as a voice for and advocate of economic inclusion for disadvantaged businesses (or DBEs);
- Analyzes, disseminates and promotes best practices and access to capital to service providers; and
- Reports on the status of DBEs statewide.

For the purposes of BERO, DBE refers to businesses owned by women, minorities, veterans and persons with disabilities as well as those in areas of chronic high unemployment and low income.

OVERVIEW

BERO was legislatively established in 1977 by Title 4, Chapter 26 (Business Enterprise Office).

TCA 4-26-103 (C)(b)(1) *The department shall continually evaluate the progress of disadvantaged businesses through monitoring and techniques of evaluation, such as surveys and feasibility studies.*

This report highlights programs and activities relative to economic inclusion* insofar as access to assistance and capital that are (1) managed within TNECD, (2) affiliate programs managed outside TNECD, and (3) that are of particular relevance within other agencies/organizations, in addition to other reporting elements, both statutory and for broader consideration and understanding.

*Economic inclusion describes the efforts made to bring DBEs into the economic mainstream. Resources for DBEs as well as young entrepreneurs and service providers are available at tn.gov/ecd/bero.

ACCESS TO ASSISTANCE

Technical assistance provides inroads for DBEs to grow and expand their businesses whether through direct activities like workshops, networking events, competitions or collaborations that enable access to knowledge-based networks and/or specialized equipment for testing and development.

Access to Assistance: Programs Managed within TNECD

LiftTN: Microenterprise

LiftTN: Microenterprise was initiated as a pilot program to expand microenterprise development in rural areas of the state. The program, funded through the United States Department of Housing and Urban Development (HUD), is aimed at helping businesses that have five or fewer employees start and expand. The pilot requires that programs meet the national objective of low to moderate income. HUD has encouraged TNECD to use Community Development Block Grant (CDBG) funding to support economic development, and in particular microenterprise development.

TNECD, through its office of federal programs, now called community programs, and BERO, held four meetings across the state in January and February 2014. The purpose of the meetings was to gather information regarding unmet needs from agencies and organizations that work with DBEs and small businesses as well as youth entrepreneurs. LiftTN: Microenterprise evolved from that process.

LiftTN: Microenterprise is unique because of the diverse nature of the programs involved; the five programs participating provide access to key services and opportunities that improve businesses and communities. At

the time of its launch, Tennessee was the only state using this approach. The grant money, \$400,000 in total, was awarded in a two-year contract that began February 2015 to the following:

1. West TN: [ALTShops](#), Communities Unlimited (\$100,000)

Communities Unlimited will use the grant funds to operate the ALTShops program in the Bolivar and Somerville downtown areas. The ALTShops program is a business incubator program for popup retail shops that recruits business owners and assists them with startup costs, leasing of commercial property and other technical assistance. The ALTShops program will fund three microenterprises in Bolivar and three microenterprises in Somerville.

(communitiesu.org/index.php/How-We-Help/altshop-landing.html)

2. East TN: Propel mentor-protégée program, Knoxville Chamber of Commerce (\$50,000)

The Knoxville Chamber will use the funds to operate the Propel in cooperation with the respective chambers in Knox, Roane, Blount, Jefferson and Anderson Counties. Propel pairs protégés (microenterprises), which are relatively new to business with mentors who are established business leaders. In addition to a mentor, each protégé will receive coaching and technical assistance.

(knoxvillechamber.com/mentor-and-protege-program)

3. Middle and Statewide: [Incubator Without Walls](#) expansion, Nashville Business Incubation Center (NBIC) (\$200,000)

NBIC will use their grant to expand the capacity of the Incubator Without Walls (“Virtual Incubator”), a program that provides virtual business incubation. Participants in the Virtual Incubator will receive one-on-one business counseling, as well as location-based training classes.

(nbiconline.com)

4. Community-based Program: [Sonnenschein Green Initiatives’ Hohenwald Marketplace](#) (\$25,000)

The Center for Holistic Ecology currently conducts the Sonnenschein Green Initiative (SGI) that promotes ecologically friendly business activity in the Hohenwald community and surrounding areas. The grant money will allow SGI to establish and operate the Hohenwald Marketplace, a place for local vendors to operate and sell services and goods.

(hohenwaldmarketplace.com)

5. Youth: [TN Code Academy for Youth](#) (\$25,000)

The TN Code Academy will use grant funds to expand the reach of its TN Code Academy for Youth, a program that conducts one-day workshops, camps and classes to further learning and increase interest in computer science and programming for students between the ages of 12-18. The grant will allow TN Code Academy to offer “Apps and Entrepreneurship”, teaching youth not only how to make an app, but how to monetize what they create.

(tncodeacademy.com)

FY2016 Update:

At the close of FY2016 the grantee programs were fully underway and at various stages of their respective programs. A few items reported on the programs on the quarter ending in July 2016, unless otherwise noted:

- Seven (of 15 for contract) workshops completed; 237 youth served (220 LMI required for contract) – as of 7/3/2016 (TN Code)
- There are 12 employees collectively among the five (5) ALTShops (of the six (6) shops required by contract) now open – recruiting the sixth shop and third for Somerville (ALTShops)
- Held six (6) workshops (SGI-Hohenwald)
- Two (2) incubator clients, two (2) being evaluated; held 11 workshops with 73 attendees (Incubator Without Walls)
- Revenue:
This is a goal not a deliverable per the contract and while we have asked for clarifying information, this is from the August 2016 report:

Protégé increased revenues on average of 20 to 40 percent over the last year. Some increased based on overall cash and some gained more on their pre-tax profit margin. All the protégés exceeded 2015 results by far more than their original aggregate revenues of \$562,146. (Propel)

LiftTN: Microenterprise, Rural Edition (the HUD-funded version) is expected to go into its first full round of funding in mid-FY2017. Additionally, a pilot Urban Core Edition will be added with similar requirements for specified urban core areas in FY2017. The information for both programs may be found at tn.gov/ecd/topic/liftn.

Main Street: Business Promotion and Technical Assistance

The Tennessee Main Street Program is a program of TNECD and a coordinating partner of the National Trust for Historic Preservation's National Main Street Center. This program serves as a statewide resource for communities seeking to revitalize and manage their traditional downtowns. Per the 2015 Economic Impact and Reinvestment report, 23 of the Tennessee Main Street communities reported reinvestment statistics that included 737 net new jobs, 254 net new businesses and a combined public/private investment of almost \$95 million within their program districts.

Tennessee Downtowns is an affiliated program of Tennessee Main Street designed to help communities fully understand what it takes to embark on a comprehensive revitalization effort for their downtown. So far, 46 communities have participated.

Main Street Entrepreneur Grants were offered to accredited Tennessee Main Street communities, and the six \$50,000 grants were competitively scored and awarded in FY2016.

(tennesseemainstreet.org)

Access to Assistance: TNECD Affiliate Programs Managed Outside TNECD

Regional Entrepreneur Centers

Launch Tennessee supports a statewide network of entrepreneur centers. The regional entrepreneur centers provide mentoring, education and training, strategic and technical support, and assistance identifying sources of capital necessary to propel participant companies along the spectrum of business growth and job creation. In FY2016 they hosted 497 entrepreneurial events, accelerated 122 companies, created 445 jobs and raised almost \$84 million in capital statewide.

In FY2016 they also launched the Creative Communities initiative to help connect rural and underserved populations with entrepreneurial education, tools and resources.

(launchtn.org)

Direct Appropriations

There are several programs across Tennessee at local, regional, state and national levels that provide direct services to DBEs. In FY2016, two \$100,000 direct appropriation grants were awarded by the Tennessee General Assembly for the Nashville Minority Business Center and the Minority Enterprise Development Corporation in Memphis through Section 7, Item 20, of the 2015 Appropriations Act, which reads as follows:

"Department of Economic and Community Development, Innovation Programs, in Section 1, Title 111-8, Item 3, the amount of \$100,000.00 is to be paid to the Nashville Minority Business Center and the amount of \$100,000.00 is to be paid to the Minority Enterprise Development as direct appropriation grants."

The Nashville Minority Business Center and the Minority Enterprise Development Corporation in Memphis have received \$100,000 in direct appropriations multiple years.

Nashville Minority Business Center (NMBC)

The NMBC coordinates existing resources in the public and private sectors for minority business enterprises, offers management and technical assistance services and serves as a conduit for information and assistance to and about minority businesses. NMBC works to increase the formation of new minority-owned businesses, expand existing minority-owned firms and minimize business failures among minority entrepreneurs.

(minoritybusinesscenter.com)

Minority Enterprise Development Corporation (MEDC)

FY2016 (and FY2015) funds for this direct appropriation were withheld until the Tennessee Comptroller of the Treasury completed and released its investigative report. The investigative report was released in September 2016, during FY2017. As a result, MEDC will not be awarded the FY2016 (or FY2015) direct appropriation dollars. The report, Black United Fund of Tennessee/Minority Enterprise Development Corporation, may be accessed at comptroller.tn.gov/repository/ia/buffinal.pdf

Comment

There are no direct appropriations for DBE-focused organizations comparable to the aforementioned appropriations designated in East Tennessee nor do the existing appropriations proportionately reflect the population distribution of minorities or diversity between Memphis and Nashville. Additionally, the language of the appropriations bill lacks guidance as to the specific purpose and use of the funds. The annual combined \$200,000 in appropriations received by these two agencies have not been awarded in a manner that allows other Tennessee agencies and organizations that serve DBEs, with collaborative partnerships and alliances in place, to compete or apply for access to these dollars.

The LiftTN: Microenterprise, Urban Core Edition pilot program will launch in FY2017 and make dollars available to additional urban core areas within the state. This will better reflect the wider distribution of new and existing DBEs as well as provide more opportunities equitable engagement.

(tn.gov/e cd /topic /lifttn)

Access to Assistance: Other Agencies/Organizations

Office of Small Business Advocate

The Office of Small Business Advocate serves as a point of contact to state government for owners of businesses with fifty (50) or fewer employees. The office provides information and answers questions for Tennesseans who are starting a small business or who already own a small business; as an informal ombudsman, it assists in the resolution of issues concerning small businesses and state departments and agencies.

The liaisons to the Office of the Small Business Advocate were invited to attend a roundtable discussion on September 17, 2015. The purpose was to (1) strengthen interagency relations, (2) broaden understanding of the challenges businesses face with rules and regulations, and (3) discuss bills passed and/or laws going into effect, their impact to small businesses, including federal laws that fall under various departments and agencies, and anticipated upcoming changes in, an effort to recognize and reduce burdens to Tennessee's small business.

(comptroller.tn.gov/osba)

Internal Revenue Service

IRS Small Business Forum: IRS has moved to webinars and eblasts as their platform for information dissemination to service providers. The Small Business and Self-employed Tax Center provides substantial resources.

(irs.gov/businesses/small-businesses-self-employed/small-business-and-self-employed-tax-center-1)

Minority Business Development Agency (MBDA)

MBDA is an agency of the U.S. Department of Commerce and is charged with serving a multi-state area in the Delta region. No reporting is available on their website.

(mmbc-memphis.org)

TN Dept. of Transportation (TDOT) and Governor's Office of Diversity Business Enterprise (Go-DBE)

TDOT utilizes Go-DBE for its Small Business Enterprise (SBE) certification as part of TDOT's existing Small Business Development Program. The Small Business Development Program enhances business opportunities for small, women- and minority-owned businesses to ensure a level playing field for DBEs primarily in the highway construction industry in Tennessee.

TDOT's Civil Rights Office was able to extend technical assistance services through its consulting contract to DBEs to further their growth and competitiveness within the transportation industry through the Business Development Program specifically focused on construction services, engineering and material suppliers to the highway construction industry.

(tn.gov/tdot/topic/small-business)

(tyler-engineers.com/dbe-supportive-services)

ACCESS TO CAPITAL

Access to a robust capital ecosystem is critical to the success of Tennessee's DBEs. Finance programs that meet the needs of the state's DBEs ensure the best possible opportunities for startup, growth and expansion.

Capital disparity:

- Women- and minority-owned businesses (African American- and Hispanic-owned firms) showed some similar disparities in their capital structure relative to firms owned by men and non-minorities.
- Women- and minority-owned businesses used a different mix of equity and debt capital and were more reliant on owner equity investments.
- The average woman- or minority-owned business operated with much less financial capital, even after controlling for other factors including credit score.

Source: SBA Advocacy report, sba.gov/advocacy/7540/584931

In 2014, 69,897 loans under \$100,000 (and valued at \$960.4 million) were issued by Tennessee lending institutions reporting under the Community Reinvestment Act.

Source: SBA Office of Advocacy, Tennessee Small Business Profile, 2016

The BERO quarterly newsletters feature a section on access to capital that highlights changes in laws, information on crowdfunding and new loan programs, and more. The newsletters may found in the appendices of this report with the two most recent version posted on the BERO website at tn.gov/ecd/topic/bero-news-and-stories.

Access to Capital: Programs Managed within TNECD

TNInvestco

This fund is a state-sponsored, "venture capital type" program that provides capital to high-growth transformational businesses in Tennessee. The goals are to develop entrepreneurial infrastructure, bring

additional capital into the state and diversify the state's economy. The TNInvestcos are authorized to invest funds in qualifying Tennessee businesses. The TNInvestco 2015 annual report (calendar year) states that to date, the 10 authorized TNInvestcos funded 181 companies, deploying over almost \$129 million with over \$402 million in follow-on capital received by invested companies. The TNInvestco portfolio companies reported 2,553.5 as the total number of created and retained full-time employees of whom 1,143.5 were women and minorities.

(tn.gov/ecd/section/tninvestco)

Access to Capital: TNECD Affiliate Programs Managed Outside of TNECD

INCITE Co-Investment Fund

The INCITE Co-Investment Fund is a venture capital program administered by Launch TN and is backed by a \$29.7 million award through the U.S. Department of Treasury's State Small Business Credit Initiative (SSBCI).

The INCITE Fund provides funding to supplement investments (or a co-investment) in Tennessee companies made by venture capital funds and investors from across Tennessee and around the country. Funding is provided to approved investors and qualified businesses on a first-come, first-serve basis.

In its annual report for FY2016, Launch TN reported that the INCITE Co-Investment Fund invested approximately \$4.9 million, leveraging \$12.6 million of private investment, representing a total of \$17.5 million of equity investment in 19 deals across the state.

(launchtn.org/capital/incite)

Tennessee Rural Opportunity Fund and Small Business Jobs Opportunity Fund Programs

The Tennessee Rural Opportunity Fund (ROF), a rural economic development fund, was launched in 2008; and in 2010 the Small Business Jobs Opportunity Fund (SBJOF) was launched. The funds were created through a partnership between the state of Tennessee, the Tennessee Bankers Association and Pathway Lending, a nonprofit community development financial institution, also referred to as a CDFI. CDFIs are certified by the U. S. Treasury Department's Community Development Financial Institutions Fund.

(cdfifund.gov/Pages/default.aspx)

ROF provides loans and technical assistance to small, disadvantaged and early-stage businesses in rural Tennessee, and the SBJOF provides loans of up to \$2.5 million to small businesses statewide. The Tennessee General Assembly approved a \$1.25 million appropriation directed through TNECD for the \$10 million ROF, and \$10 million for the \$25 million SBJOF.

(pathwaylending.org)

ROF/SBJOF updates:

ROF and SBJOF have reached full deployment, and as loan pay downs occur, the dollars are redeployed creating further leverage of these investment dollars.

Data points on the two funds available at the time of this report:

ROF:

- Total Loaned: \$20,338,636
- Total Loans (#): 111
- Total Businesses Funded: 72
- WBE Funded: 29 (40.3%)
- MBE Funded: 6 (8.3%)
- Jobs Impacted: Total 760 (199 Created/561 Retained)

SBJOF:

- Total Loaned: \$49,662,489
- Total Loans (#): 119
- Total Businesses Funded: 89
- WBE Funded: 30 (33.7%)
- MBE Funded: 16 (18.0%)
- Jobs Impacted: Total 997 (180 Created/817 Retained)

Access to Capital: Other Agencies/Organizations

Appalachian Community Capital (ACC)

In 2016, ACC was certified as a CDFI and was selected to receive a \$500,000 grant from the CDFI Fund to provide leverage capital as well as technical assistance and training to economic development lenders in the Appalachian Regional Commission's (ARC) region to expand the capacity of these lenders in the ARC areas. Additionally, the initial \$13 million of borrowed capital provided by financial institutions from outside of Appalachia has all been all been loaned to economic development lenders in the ARC region. Pathway Lending received and deployed \$2.3 million in loans in Tennessee's ARC counties. In 2017, ACC expects to close its second round of funding from financial institutions in the amount of \$10 million to be provided as loans to economic development lenders in the ARC region.

(appalachiancommunitycapitalcdfi.org)

Small and Minority-Owned Business Assistance Program (SMOB)

SMOB remains suspended.

Public Chapter 359 of the Acts of 2013 amends statute (TCA §65-5-113) relative to the loan funds of SMOB, permitting monies from the fund to be transferred to the board of trustees of the baccalaureate education system trust fund, effective July 1, 2013. SMOB was originally created within the Tennessee Department of Treasury by Public Chapter 830 of the Acts of 2004 (TCA §65-5-113). The legislative intent was to support outreach to new and existing businesses in Tennessee that do not have reasonable access to capital markets and traditional commercial lending facilities.

(treasury.tn.gov/smob)

U.S. Small Business Administration (SBA) Loan Programs: Special Types of 7(a), 504 and Microloans

The SBA provides several loan programs targeting a range of capital needs from working capital to fixed assets. In some areas, fees have been reduced or eliminated for veterans.

(sba.gov/loans-grants/see-what-sba-offers/sba-loan-programs)

Comment:

It is important to note that for many federal loan programs, the federal funding agency itself is not a direct lender. For example, SBA and USDA Rural Development are not direct lenders, but are brought in as guarantors; therefore, business owners must meet the qualifications of the lender (i.e. a bank) in order to utilize their funds. The lender, whether it is a bank, CDFI, development district, etc., has policies that govern their lending practices as well as stakeholders to whom they must answer. While lending options have increased and diversified, access to capital remains an ongoing challenge for DBEs.

It is important to note that in cases of federally declared disasters, SBA may act as a direct lender.

For a snapshot of various lending programs statewide, including USDA Rural Development, Tennessee Valley Authority, CDFIs and microlenders, refer to the TN Smart Start Guide at tn.gov/eecd/section/bero.

ECONOMIC INCLUSION FOR TENNESSEE'S DBES

For the purposes of BERO and this report, DBE refers to businesses owned by women, minorities, veterans and entrepreneurs with disabilities as well as to businesses operating in areas of chronic high unemployment and low income; economic inclusion describes the efforts made to bring DBEs into the economic mainstream.

BERO Annual Report Addendum

The BERO Annual Report Addendum was released in March 2016 Tennessee in order to be accessible to the Governor and General Assembly during session. The report contains current data on Tennessee’s minority, women, veteran and Hispanic-owned businesses. The data for it was primarily released in mid-FY2016 by the U.S. Census Bureau from the 2012 Survey of Business Owners (SBO), and it continues to be disseminated.

The complete addendum may be found at tn.gov/ecd/section/bero and contains the following:

- Classifiable and Non-Classifiable Firms in Tennessee, 2012: provides a detailed numbers on the firms classifiable by veteran status, gender, race and ethnicity
- Veteran-owned firms includes changes in numbers from 2007-2012 and breaks down firms with or without employees by veteran-owned, equally veteran and non-veteran-owned and all classifiable firms
- Women-owned firms includes changes in numbers from 2007-2012 and breaks down firms with and without paid employees by women-owned-owned, equally women and non-women-owned and all classifiable firms
- Minority-owned firms changes in numbers from 2007-2012 and breaks down firms with and without paid employees by minority-owned-owned, equally minority and non-minority-owned and all classifiable firms
- Firms classifiable by race
- Hispanic-owned firms includes changes in numbers from 2007-2012 and breaks down firms with or without employees by Hispanic-owned, equally Hispanic and non-Hispanic-owned and all classifiable firms
- Educational attainment by race for the population age 25 and over:
 - Ratio of females to males
 - By race
- Tennessee County Economic Tiers, FY2016 (map)
- Tennessee Number of Firms, Number of Establishments, Employment, Annual Payroll, and Estimated Receipts by Enterprise Employment Size for Counties, Totals: 2012

These tables may be found of the appendices of this report.

Two areas of particular note are the percent change in metro areas from 2007 to 2012 and the firms with or without paid employees in designated Economically Distressed Counties in Tennessee during FY2016.

Firms with or without paid employees, percent change 2007 – 2012 in metro areas:

Areas	Minority-owned	Women-owned	Hispanic-owned	Veteran-owned	All Firms Classifiable * (541,087)
· Tennessee	13%	38%	58%	54%	98%
Metro Areas					
· Chattanooga, TN-GA Metro Area	11%	15%	-6%	83%	-6%
· Clarksville, TN-KY Metro Area	46%	28%	-4%	***	-4%
· Cleveland, TN Metro Area	9%	11%	-17%	9%	-17%
· Jackson, TN Metro Area	35%	19%	6%	***	6%
· Johnson City, TN Metro Area	4%	33%	-9%	1%	-9%

Areas	Minority-owned	Women-owned	Hispanic-owned	Veteran-owned	All Firms Classifiable * (541,087)
Knoxville, TN Metro Area	27%	52%	19%	30%	19%
Memphis, TN-MS-AR Metro Area	86%	83%	23%	77%	23%
Morristown, TN Metro Area	26%	2%	-28%	15%	-28%
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	41%	37%	6%	78%	6%

*Publicly held and other firms not classifiable by gender, ethnicity, race and veteran status are 2% or 9,366 firms in Tennessee

*** Unavailable

Source: U.S. Census Bureau, 2012 Survey of Business Owners; U.S. Census Bureau, American Community Survey 2012, 5-Year Estimates

Firms with or without paid employees in designated Economically Distressed Counties in Tennessee:

County	TNECD Region	All firms classifiable by gender, ethnicity, race, and veteran status	Women-owned Firms	%Women-owned (State: 39%)	Hispanic-owned Firms	%Hispanic-owned (State: 2%)	Minority-owned Firms	Minority-owned (State: 19%)	Veteran-owned Firms	Veteran-owned (State: 11%)
Bledsoe	SETN	803	266	33%	27	3%	42	5%	38	5%
Campbell	ETN	3,378	923	27%	***	N/A	27	1%	418	12%
Claiborne	ETN	2,373	689	29%	***	N/A	67	3%	233	10%
Cocke	ETN	2,010	776	39%	***	N/A	106	5%	273	14%
Fentress	UCTN	1,711	607	35%	***	N/A	***	N/A	138	8%
Grundy	SETN	1,544	617	40%	***	N/A	64	4%	134	9%
Hancock	NETN	536	182	34%	***	N/A	***	N/A	69	13%
Hardeman	SWTN	1,639	623	38%	35	2%	518	32%	77	5%
Johnson	NETN	1,298	364	28%	***	N/A	***	N/A	114	9%
Lake	NWTN	376	167	44%	***	N/A	64	17%	42	11%
Lauderdale	MRTN	1,508	687	46%	33	2%	406	27%	129	9%
Lewis	SMTN	989	291	29%	***	N/A	35	4%	142	14%
McNairy	SWTN	1,682	453	27%	***	N/A	75	4%	375	22%
Morgan	ETN	1,464	417	28%	***	N/A	64	4%	191	13%
Perry	SMTN	427	130	30%	***	N/A	30	7%	65	15%
Pickett	UCTN	373	124	33%	***	N/A	***	N/A	124	33%
Rhea	SETN	1,691	699	41%	29	2%	85	5%	89	5%
Scott	ETN	1,473	298	20%	***	N/A	***	N/A	219	15%
VanBuren	UCTN	211	89	42%	***	N/A	***	N/A	***	N/A
Wayne	SMTN	1,030	299	29%	***	N/A	28	3%	104	10%
White	UCTN	2,252	643	29%	***	N/A	53	2%	298	13%

Source: U.S. Census Bureau, 2012 Survey of Business Owners; U.S. Census Bureau, American Community Survey 2012, 5-Year Estimates

Tennessee's Economically Distressed Counties are determined each year and a map of the most current ones may be found at tnecd.com/research-and-data/publications.

Small Business: Nonemployer Businesses

To classify as a "nonemployer business," the firm must have annual receipts of \$1,000 or more and be subject to federal income taxes. Of the establishments in Tennessee, 487,341 are nonemployer firms according to the U.S. Census Nonemployer Statistics 2014.

Nonemployers: Legal Structures

Of the 487,341 nonemployer firms in Tennessee, the majority of them are sole proprietorships.

- Sole Proprietorships: 447,135
- Partnerships: 28,687
- Corporations (types C and S): 11,519

Source: US Census Bureau Nonemployer Statistics 2015, released May 2016

Incorporated vs. Unincorporated Self-Employed:

The median income for individuals who were self-employed at their own incorporated businesses was \$50,905 in 2014. For individuals self-employed at their own unincorporated firms, this figure was \$22,036.

Source: SBA Office of Advocacy, Tennessee Small Business Profile, 2016

Small Business: Employers

A larger share of private sector employment is coming from small businesses. For the purposes below, unless otherwise noted, a small business is an enterprise having fewer than 500 employees per the SBA definition.

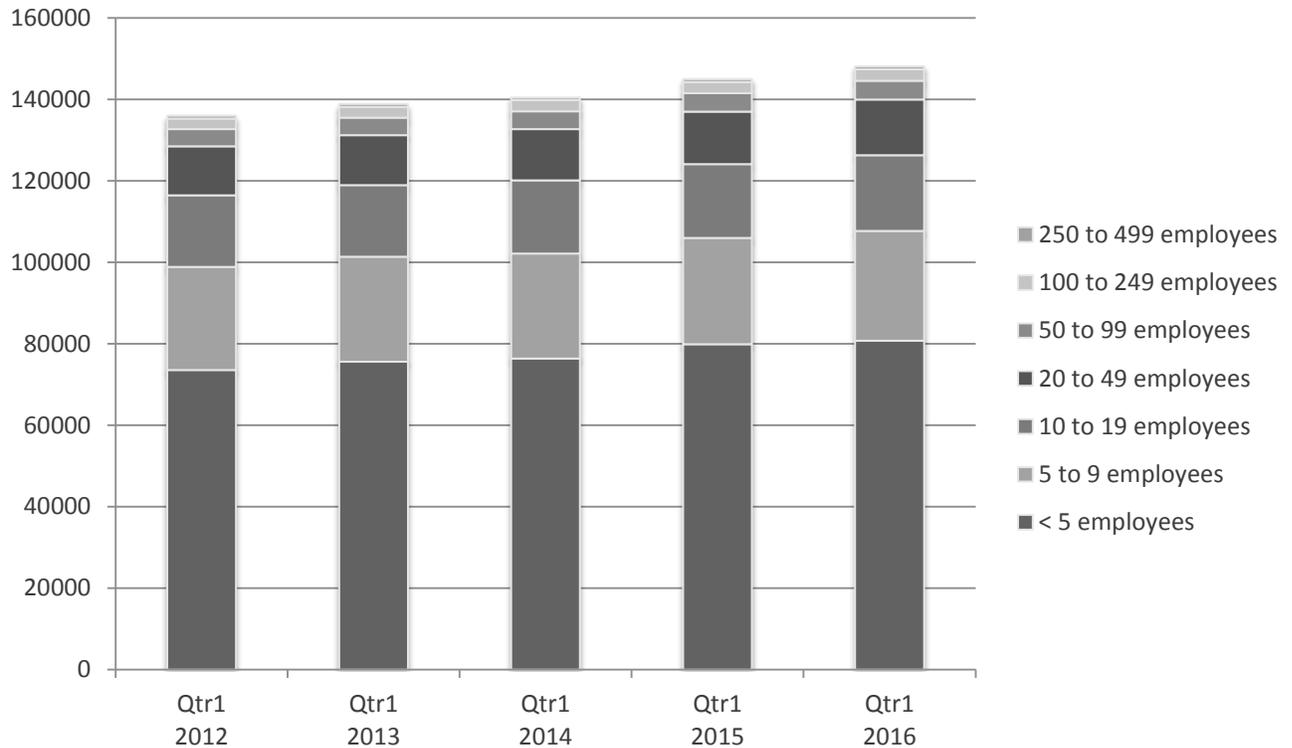
Employers: Private Sector Establishments

There were 148,576 private sector establishments in Tennessee in 2016, and of those private sector establishments:

- 148,450, or 99.9% of private sector establishments employ fewer than 500 employees
- 140,029, or 94.2% of private sector establishments employ fewer than 50* employees
- 126,382, or 85% of private sector establishments employ fewer than 20 employees
- 107,757 or 72.5% of private sector establishments employ fewer than 10 employees
- 80,807 or 54.3% of private sector establishments employ fewer than 5 employees

Source: US Bureau of Labor Statistics, QCEW 2016 Q1

Number of Tennessee Business Establishments by Employment Size (Private Sector)



Source: US Bureau of Labor Statistics, QCEW March 2016

***Small business definitions:**

The Office of the Small Business Advocate, the state’s informal ombudsman mentioned earlier, works with businesses with 50 or fewer employees because generally once a business has more than 50 employees, it may have the capacity

to enable easier access to general counsel. In another area, Go-DBE's definition of a small business is one with a total of no more than \$10 million in gross receipts averaged over a three-year period or no more than 99 employees.

Employers: Private Sector Working Population by Firm Size

Small businesses in Tennessee employed the following, as of March 2016:

- 81% of the private sector working population works in a business with fewer than 250 employees
- 53% of the private sector working population works in a business with fewer than 100 employees
- 40.0% of the private sector working population works in a business with fewer than 50 employees
- 23.2% of the private sector working population works in a business with fewer than 20 employees
- 12.9% of the private sector working population works in a business with fewer than 10 employees
- 5.5% of the private sector working population works in a business with fewer than 5 employees

Source: US Bureau of Labor Statistics, QECW March 2016

Procurement/Contracting

While there has been some stabilization in the economy, a fluctuating global economy, changing technology and government oversight continue to be important factors when running any business. Tennessee's DBEs must continually focus on their priorities to meet these challenges or risk lagging behind their competitors. The gains made by Tennessee's DBEs may in part be attributed to various key programs created to encourage and support economic inclusion in the government and private procurement arenas.

Federal

U.S. Small Business Administration (SBA)

On the federal level, the SBA manages a program, 8(a) Business Development, which was created to assist small and disadvantaged businesses compete and have access to government and private procurement opportunities. A business must apply and be approved in order to participate in this program. The state's largest minority-owned businesses have participated in the program. In addition to relatively recent changes through the National Defense Authorization Act of 2013 made in order to better assist veteran-owned businesses with contracting opportunities, the SBA's Women-Owned Small Business Federal Contract Program (WOSB, sba.gov/wosb) also announced changes to increase access to federal contracting opportunities.

(sba.gov)

State

Governor's Office of Diversity Business Enterprise (Go-DBE)

At the state level, Go-DBE acts as a central point of contact for minority-owned, women-owned, service-disabled veteran-owned and small business enterprises interested in competing for state contracting opportunities. In their enabling statute, Go-DBE is charged with the monitoring of contract awards and purchases made to certified diversity businesses by state agencies and departments. In its annual report the agency highlights that purchases and contract awards to certified diversity businesses for fiscal year 2014-2015 increased over previous fiscal year 6.4 percent at \$386 million meaning about 12 percent of all the state agency spend went toward certified diversity businesses. At the time of this writing, Go-DBE had not released its figures for FY2016.

(tn.gov/generalservices/topic/governors-office-of-diversity-business-enterprise-godbe)

University of Tennessee's Center for Industrial Services, Procurement and Technical Assistance Center (UT-PTAC)

At the state level, UT-PTAC assists qualified DBEs and small businesses with training and technical assistance in contracting with local, state and federal agencies. During FY2016, UT-PTAC counselors assisted in more than 428 contract awards that resulted in over \$684 million in contract dollars and 6,842 jobs created or retained; UT-PTAC also completed 1,665 counseling sessions.

(cis.tennessee.edu/connecting/ptac)

Tennessee Small Business Development Centers (TSBDC)

Many workshops and training opportunities for the state's small businesses are delivered by or take place in partnership with the TSBDC, which are located across the state. According to their 2015 annual report, the 14 service centers 3,449 clients of which were 35 percent minority, approximately 48 percent women and 436 identified as veteran or veteran-disabled; and held 917 in person training events in which there were 14,835 attendees.

(tsbdc.org)

Regional, Local and Private

Regional and Local

There are several purchasing groups, regional associations and government-based organizations, primarily in urban areas like Knoxville, Nashville, Chattanooga and Memphis, organized similarly to the state and federal contracting offices. These organizations have dedicated staff, registration and other opportunities like pre-bid meetings, winning bid reviews and informational networking events, in order to increase DBE participation.

Private

In the private sector, membership-based organizations such as the TriState Minority Supplier Development Council (TMSDC) and the Women Business Enterprise Council (WBEC) offer businesses access to private sector contracting, networking opportunities, and technical assistance. Their certifications are recognized by certain industry sectors, and they offer MBE and WBE certifications.

(tmsdc.net)

(wbecsouth.org)

Rural Business: Governor's Rural Task Force

This year-long process began with initial meetings, followed by input sessions after which six committees were created to develop specific action steps. One of the six was the Agriculture, Entrepreneurship and Small Business committee, which met from March 2016 to June 2016.

The Agriculture, Entrepreneurship and Small Business committee was comprised of 29 members including elected officials, stakeholders, service/resource providers, entrepreneurs, farmers, bankers, government agencies and nonprofits, among others representing all parts of the state. It was a truly an engaged working committee that invested their time and brought the breadth of their knowledge and talents to bear. The committee submitted five (the maximum number) proposals on topics related to access to capital, including grants, loans and tax incentives, as well as, branding, access to markets, education and technical assistance. The recommendations from the Agriculture, Entrepreneurship and Small Business are robust. Take a moment to check them out.

From the final report:

The report on the Governor's Rural Taskforce was released on October 10, 2016. There are 22 proposals outlined in it. Over 120 individuals participated in the six committees and the two main areas that emerged were capacity building and placemaking. Capacity building speaks to the process of increasing the community's ability to take advantage of resources and achieve its goals. Placemaking deals with the planning and design of community places to promote the overall wellbeing of an area.

The work of the Governor's Rural Task Force extends far beyond the development of these recommendations. Achieving the long-term objective of ensuring economic success for all Tennessee counties requires the implementation of these ideas and others in a coordinated effort to meet the needs of rural communities. While not every proposal may be implemented initially, the Task Force will work to establish many of these initiatives within the next year. Additionally, the Task Force will support and empower local communities to build on these ideas in the development of their local programs.

For more information on or to download the report of the Governor's Rural Task Force, visit tn.gov/ecd/topic/rural-task-force-overview.

PROGRAM DATA

The department shall maintain complete and consistent program data. (TCA §4-26-104(C)(b)(2))

Data continues to be organized in a similar fashion as is presented here. BERO is housed within the strategy division of TNECD.

REPORTS

The enabling statute for the Office of Business Enterprise, otherwise known and referred to as the Business Enterprise Resource Office (BERO) requires several written reports. The reports fall under the following:

- TCA §4-3-728. Community development block grants to disadvantaged businesses.
- TCA §4-26-105. Reports.
- TCA §4-26-106. Disadvantaged business loan guarantee program.
- TCA §4-26-107. Guidelines and reports to the government operations committees of the senate and house of representatives.

TCA §4-3-728. Community development block grants to disadvantaged businesses.

BERO shall annually report on advisements regarding disadvantaged businesses and the number of or amount of community block grants received by disadvantaged businesses.

Community Development Block Grants (CDBG)

TNECD awards CDBGs to rural municipalities and communities for infrastructure, health and safety projects, and downtown improvement. The communities in turn contract with a company for its CDBG project performance.

Per federal guidelines under Section 570.491 of the State Community Development Block Grant (CDBG) Rule requires states to submit to HUD data on the racial, ethnic, and gender characteristics of persons who are applicants for, participants in or beneficiaries of CDBG programs. The following shows what the participation report reflected for the applicants, and does not include entitlement communities. Entitlement areas are Shelby County and Memphis, Jackson, Clarksville, Davidson County, Murfreesboro, Franklin, Hendersonville, Oak Ridge, Knox County and Knoxville, Chattanooga, Cleveland, Morristown, Kingsport, Bristol, and Johnson City.

Contract Awards for Federal FY2016

In the U.S. Department of Housing and Urban Development (HUD) report, Contract and Subcontractor Activity, the CDBG awards were reported for the federal fiscal year, October 1, 2015 to September 30, 2016. There were 92 awards made to 62 companies totaling \$ 14,135,148.94. Of the 92 awards, 30 awards went to businesses classified as women-owned and one minority-owned subcontractor. 97.8 percent were White American; one Black American subcontractor received \$737,550 or 5.2 percent of the total amount awarded, and the women-owned subcontractors were awarded \$2,132,448.94 or 15.1 percent.

HUD uses the following racial and ethnic designations for its reporting: White Americans, Black Americans, Native Americans, Hispanic Americans, Asian/Pacific Americans and Hasidic Jews.

(tn.gov/ecd/CDBG)

BERO partnered with the Governor's Office of Diversity Business Enterprise (Go-DBE) to make CDBG opportunities available to a larger numbers of DBEs by posting contracting opportunities in the Current Procurement Opportunities section of Go-DBE's webpage at tn.gov/generalservices/article/current-procurement-opportunities.

TCA §4-26-105 Reports.

(a) The department shall make a written report to the governor, the speaker of the senate, the speaker of the house of representatives, the chair of the commerce and labor committee of the senate, the chair of the business and utilities committee of the house of representatives, and any governor's advisory committee on minority economic development, at least once each year, such report to be made no later than December 1.

(b) The report shall advise the officials and committees mentioned in subsection (a) on the administration and operation of this chapter.

The Office of Business Enterprise, otherwise known and referred to as the Business Enterprise Resource Office (BERO), was created in the Department of Economic and Community Development (TNECD) by Chapter 135 of the Public Acts of 1977, codified as TCA §4-26-101 et seq.

Update

During FY2015 BERO went through sunset hearings and was unanimously continued for five years.

Given the era of BERO’s establishment and the changes that have taken place in the 38 years since its original statute, suggested revisions for consideration were submitted to the department by BERO prior to the issuance of this report.

Staffing

The office is composed of a dedicated director charged with managing the statutory duties of the office.

TCA §4-26-106. Disadvantaged business loan guarantee program.

(d) The commissioner shall annually submit to the governor and the speakers of the senate and house of representatives, within ninety (90) days after the end of the fiscal year, a complete and detailed report setting forth the operations, transactions and accomplishments of the disadvantaged business loan guarantee fund. HISTORY: Acts 1990, ch.1071, § 1.

Comment

This loan program remains unfunded within TNECD.

TCA §4-26-107. Guidelines and reports to the government operations committees of the senate and house of representatives.

The office of business enterprise shall provide guidelines to address any impediments by other state agencies to the conduct of the office of business enterprise to the members of the government operations committees of the senate and the house of representatives. The office of business enterprise shall also provide periodic reports to the government operations committees of the senate and house of representatives relative to the audit findings of the office of the comptroller. [Acts 2006, ch. 935, § 3.]

Comment:

There is nothing to report relative to this section.

COMMUNICATION AND OUTREACH

Communication

BERO disseminates information and resources and promotes best practices and access to capital through multiple avenues including the website, the TN Smart Start and How to Start a Business guides, quarterly newsletters, events and presentations.

Website

BERO maintains a web presence that includes its publications, along with targeted links and resources at tn.gov/ecd/bero. The TN.gov launch at the end of FY2015 provided a platform for updated and expanded information and resources providing users with greater accessibility. The website allows for easy access for BERO's target audience with policy and procurement information for DBEs and small businesses; topics for youth entrepreneurship; as information on grants; and general resources for service providers.



**Note: The BERO website is currently being updated to include a section on LiftTN, as well as break out information that is directed towards Service Providers specifically so the front page look slightly different that the above.*

Topics for Economic Inclusion

This section highlights policy and procurement information for DBEs:

- Entrepreneurs with Disabilities: Programs and Resources
- Minority Business Enterprises, Women Business Enterprises, Veteran Business Enterprises: Policy and Procurement
- Rural Businesses: Policy and Financing
- Youth Entrepreneurship: Programs and Opportunities

Tennessee Smart Start Guide

The TN Smart Start Guide, a startup and small business guide, is published and distributed in both digital and hard copy formats. The guide gives an overview on a broad base of relevant topics from legal structure to financing to procurement.

The guide is distributed through TNECD's nine regions and its resource partners and stakeholders including, but not limited to, elected officials, chambers of commerce, development districts, state agencies (such as the Office of the Small Business Advocate, Revenue, Secretary of State, Human Services and Labor and Workforce Development), UT-CIS, TN Small Business Development Centers, the US Small Business Administration, USDA Rural Development, SCORE, AEO, the Federal Reserve Banks of Atlanta and St. Louis, business incubators and accelerators, among many others.

Over the last four months of FY2016 a new tracking mechanism was in place for the guide. From March to June 2016 there were 1,938 average pageviews per month with 6,726 unique pageviews and 8,099 total pageviews over the four-month period. Additionally, the guide has been recognized nationally as a best practice resource and is in demand in hard copy statewide.

The online version of the guide may be found at tn.gov/assets/entities/ecd/attachments/TNSmartStartupGuide.pdf.

The most current version looks like this:



How to Start a Business

This portion of the website provides a simplified step-by-step guide to registering a business in Tennessee, and is part of a larger push to make registering a business in the state easier. The flow chart below provides a visual checklist for the steps, which include 1) choosing a name, 2) determining a legal structure, 3) taxes, 4) hiring employees, 5) licensure requirements, 6) key resources, and 7) links to the TN Smart Start Guide and the PDF of the flowchart. This section is featured on TN.gov and over the last six months of FY2016 it averaged 8,079 pageviews per month with a total of 39,183 unique pageviews and 48,490 total pageviews over the six-month period.

This is the most current version:



The webpage itself looks like this:

How to Start a Business

As the backbone of our state's economy, small businesses make up the majority of all companies in Tennessee. Some of the world's largest and most well-known companies were started right here in the Volunteer State. For each of those businesses, success began with someone who dared to dream big and didn't shy away from hard work.

The challenges that entrepreneurs face are often intimidating. Adequate support and resources are crucial to navigating the early stages of any new venture. This website will guide you through the step-by-step process of establishing your business. [The steps](#) are: 1) choosing a name, 2) determining a legal structure, 3) taxes, 4) hiring employees, 5) licensure requirements, 6) key resources to help you, and 7) a guide. We hope you will find this helpful and informative!

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
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STEP FIVE

Is your business required to register with other departments or agencies?



Are there other regulations, licenses or permits for your business?

[Alcoholic Beverage Commission](#) -
Who: On and off-premises alcoholic consumption, wholesalers, winery and distillery licenses

Department of Agriculture, [Consumer and Industry Services](#) -
Who: Feed, seed fertilizer, pesticides, weights and measures, food and dairy, plant and animal

[Department of Commerce and Insurance](#) -
Who: (A lot! When in doubt, try here first.) Accountancy, architecture and engineering examiners, auctioneers, barbers, contractors/home improvement license, cosmetology, funeral directors, insurance companies, plumbers, private protective services, surveyors and appraisers, et.al.

Department of Environment & Conservation -
Who: businesses that effect air (dry cleaners, gas stations), land resources (drilling, grading), natural resources, water use, work in or near water (manufacturers) - [Permit Requirements Guide](#)

Quarterly Newsletters

BERO communicates with its resource partners and stakeholders through quarterly newsletters. They serve as a platform to bring attention to what is happening across the state and beyond related to economic inclusion; to highlight what's working well among service providers and their clients; to seek feedback; and to bring attention to challenges. Based on their feedback, service providers find it a useful resource. The newsletters are emailed with the two most recent versions posted on BERO's website. The articles from the most recent newsletter scroll on the webpage for easy access.

See attachments for Spring and Winter 2016 and Fall and Summer 2015. The hard copy version of this report does not contain the complete section of articles due to length, but the online version does.

Outreach

Inquires

BERO addresses direct information requests received for business information and assistance made through telephone, email, postal service and referrals from communities, elected officials, resource partners, other businesses, etc. Individuals and companies can submit requests for business information through TNECD's website at tnecd.com/about/contact. BERO also serves as a go-to resource on DBE topics to TNECD's business development staff statewide. The most requested topics are related to elements involved in steps to startup or move a business, access to capital, certification and procurement.

Presentations and Events

Below is a sample list of the events in which BERO was represented through participation, presentation and/or a booth during FY2016. This list is not comprehensive.

- USDA Rural Development Conference, Murfreesboro
- GROW, 2016 Diversity Marketplace, Knoxville
- SBA Funding Roundtable for businesses: TSBDC, Farm Bureau, USDA Rural Development, Cookeville
- Economic Summit on Women, Nashville
- TN Department of Veteran's Affairs Outreach events, various
- MED Week, Memphis and Nashville
- Memphis Demo Day, Memphis
- BOOST Summit, Chattanooga
- Global Entrepreneurship Week (GEW),
- Global Action Summit, Nashville
- MMBC Continuum Economic Development Forum, Memphis
- TN Basic Economic Development Course, Nashville
- BEST, Cohort 2, TN Women's Prison, Nashville
- 2016 Small Business Community Outreach Event hosted by The U.S. Department of Health and Human Services (HHS), the Office of the Secretary (OS), and the Office of Small and Disadvantaged Business Utilization (OSDBU), Nashville
- SBA Emerging Leaders Program, Nashville
- CO.STARTRES Summit, Chattanooga
- IEDC Federal Forum, Arlington, VA
- SBA Federal procurement Conference, Nashville
- Diversify 2016, Chattanooga
- SBA and Army Corp of Engineer's Women in Business, Nashville
- TDOT Annual DBE Meeting, Franklin

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DATA NOTES

BLS-QCEW

Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW) collects data on companies that are covered by Unemployment Insurance (UI) laws and Federal workers covered by the Unemployment Compensation for Federal Employees (UCFE) program, which it publishes and is available at the county, MSA, state and national levels by industry.

(bls.gov/cew)

U.S. Census Survey of Business Owners (SBO)

The SBO provides the only comprehensive, regularly collected source of information on selected economic and demographic characteristics for businesses and business owners by gender, ethnicity, race, and veteran status. Title 13 of the United States Code authorizes this survey and provides for mandatory responses. Data have been collected every 5 years since 1972, for years ending in "2" and "7" as part of the economic census. The information takes a significant amount of time to collect and analyze. Releases from the 2012 began in late 2015 and into 2016.

(census.gov/econ/sbo)

RECOMMENDED READING

In addition to the Recommended Reading here, look over the articles provided in the newsletters over the course of the last year for further DBE-related information.

- Ashcraft, Catherine, The Tricky (And Necessary) Business Of Being A Male Advocate For Gender Equality (Online, Fast Company, May 28, 2015), fastcompany.com/3046555/strong-female-lead/the-tricky-and-necessary-business-of-being-a-male-advocate-for-gender-equ.
- Barkley, B., Krammer Mills, C., et. al. 2015 Small Business Credit Survey: Employer Firm Report, (Federal Reserve System, March 2016), frbatlanta.org/research/small-business/survey/2015/report-on-employer-firms.aspx.
- The Economic Case for Welcoming Immigrant Entrepreneurs (Kansas City, MO: Entrepreneurship Policy Digest, Ewing Marion Kauffman Foundation, March 27, 2014), kauffman.org/~media/kauffman_org/research%20reports%20and%20covers/2014/03/entrepreneurship_policy_digest_march_2014.pdf.
- Fry, R., Kochahar, R., America's wealth gap between middle income and upper income families is widest on record (Washington, DC: Pew Research Center, December 2015), pewsocialtrends.org/files/2015/12/2015-12-09_middle-class_FINAL-report.pdf.
- The Growing Economic Clout of Diverse Middle Market Firms (Dunn and Bradstreet and American Express Global, September 2015), about.americanexpress.com/news/docs/2015x/GCP-DB-Middle-Market-Wmn-Minority-Report.pdf.
- Kelley, D., Singer, S., et. al. GEM 2015/16 Global Report (London, UK: Global Entrepreneurship Research Association, June 2016) gemconsortium.org/report.
- Kerr, Sari Pekkala and Kerr, William, Working Paper: Immigrant Entrepreneurship (Boston, MA: Harvard Business School, July 2016), hbs.edu/faculty/Pages/item.aspx?num=51304.
- Marich, Mark, Small Business Owners Want Training, Simplified Regulatory Compliance from Government (Kansas City, MO: Entrepreneurship Policy Digest, Ewing Marion Kauffman Foundation, August 31, 2015), kauffman.org/blogs/policydialogue/2015/august/smallbusinessownerswantrainingsimplifiedregulatorycompliancefromgovernment.
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- McAnaney, Patrick, Innovation That Matters: How City Networks Drive Civic Entrepreneurship (Washington, D.C., 1776, May 15, 2015), chamber.com/sites/default/files/itm_printpdf.pdf.
- Minority Business Development Oversight Committee, Executive Summary (Memphis, TN: City of Memphis, August 2015), memphistn.gov/Portals/0/pdf_forms/Minority%20Business%20Development%20Oversight%20Committee%20Report.pdf.
- Morelix, A., Reedy, E., et. al. 2016 Kauffman Index of Growth Entrepreneurship (Kansas City, MO: Ewing Marion Kauffman Foundation, June 2016), kauffman.org/microsites/kauffman-index/reports/growth-entrepreneurship.

- Motoyama, Y., Fetsch, E., et. al., Little Town, Layered Ecosystem: A Case Study of Chattanooga (Kansas City, MO: Ewing Marion Kauffman Foundation, February 2016) kauffman.org/~media/kauffman_org/research%20reports%20and%20covers/2016/chattanooga_entrepreneurship_ecosystem_study.pdf.
- Nager, A., Hart, D., et. al. The Demographics of Innovation in the United States (Washington, D.C.: Information Technology and Innovation Foundation, February 2016), itif.org/publications/2016/02/24/demographics-innovation-united-states.
- Nashville Diversity Report (Nashville, TN: Nashville Office of the Mayor, Diversity Committee, May 12, 2015), nashville.gov/Portals/0/SiteContent/MayorsOffice/docs/news/150512_report_DiversityAdvisoryCommittee.pdf.
- Optimal Solutions Group, Resource Inventory for Growth-Aspiring Women Entrepreneurs: Findings and Future Directions (Washington, D.C.: National Women’s Business Council, March 2016), nwbcc.gov/research/resource-inventory-growth-aspiring-women-entrepreneurs-findings-and-future-directions.
- Ortmans, Jonathan, Improving the Effectiveness of Entrepreneurship Policy Through Rigorous, Relevant Research (Kansas City, MO: Entrepreneurship Policy Digest, Ewing Marion Kauffman Foundation, August 17, 2015), kauffman.org/blogs/policy-dialogue/2015/august/improving-the-effectiveness-of-entrepreneurship-policy-through-rigorous-relevant-research.
- Puente, Lucas, 2016 Thumbtack Small Business Friendliness Survey: Methodology & Analysis (Thumbtack.com, June 15, 2016), thumbtack.com/blog/2016-methodology.
- SEC Adopts Rules to Permit Crowdfunding, Proposes Amendments to Existing Rules to Facilitate Intrastate and Regional Securities Offerings (Washington D.C.: Securities and Exchange Commission, November 15, 2015), sec.gov/news/pressrelease/2015249.html.
- Seeds of Growth: Building Your Local Economy By Supporting Immigrant Entrepreneurs, Welcoming America and Global Detroit (Decatur, GA: Welcoming America), welcomingamerica.org/sites/default/files/SeedsofGrowth_FINAL_web.pdf.
- Smith, Reggie, Memphis Light, Gas, and Water Division Comprehensive Disparity Study and Policy Formulation (Tallahassee, FL: MGT of America, Inc., December 31, 2012), mlgw.com/images/content/files/pdf/FinalDisparityStudyReport_01_18_2013.pdf.
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- Wilmoth, Daniel, The Ascent of the Senior Entrepreneur (Washington, D.C.: SBA Office of Advocacy, August 18, 2016), sba.gov/sites/default/files/advocacy/Ascent-Senior-Entrepreneur.pdf.

- Woetzel, J., Madgavkar, A., et. al., The Power of Parity: How Advancing Women’s Equality Can Add \$12 trillion to Global Growth (McKinsey Global Institute, September 2015) mckinsey.com/mgi.
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ATTACHMENTS

- A. BERO Enabling Statute

- B. BERO Quarterly Newsletter (FY2016)
 - Spring 2016
 - Winter 2016
 - Fall 2015
 - Summer 2015

Note: The hard copy version of this report contains the newsletters which have been reduced to body only and do not include the complete list of articles addressing DBEs over the prior quarter. The two most recent newsletters can be found on BERO’s website, and the most recent quarter’s list of articles scroll on BERO’s website. The full report online has the complete newsletters included.

- C. BERO AR Addendum Tables

BERO ANNUAL REPORT FY2016

ATTACHMENT: BERO ENABLING STATUTE



**Tennessee Department of Economic & Community Development
Business Enterprise Resource Office (BERO)
Enabling Statute: Attachment A**

**Title 4 State Government
Chapter 26 Business Enterprise Office (2016)**

4-26-101. Establishment.

There is established within the department of economic and community development an office of business enterprise.

HISTORY: Acts 1977, ch. 135, § 1; T.C.A., § 4-2601.

4-26-102. Chapter definitions.

As used in this chapter, unless the context otherwise requires:

(1) "Bid bond" means a bond conditioned upon the entering into a contract by a bidder, if the bidder receives the award thereof, and furnishing the prescribed payment bond and performance bond;

(2) "Commissioner" means the commissioner of economic and community development;

(3) "Department" means the department of economic and community development;

(4) "Director" means the director of the office of business enterprise;

(5) "Disability" means a physical impairment that, in the written opinion of a person's licensed physician, substantially limits one (1) or more of the major life activities of such person and is expected to continue to exist for more than five (5) years. As used in this subdivision (5), "major life activities" means caring for oneself and performing manual tasks, which includes writing, walking, seeing, hearing, speaking, and breathing;

(6) "Disadvantaged business" means a business that is solely owned, or at least fifty-one percent (51%) of the outstanding stock of which is owned, by a person who is either:

(A) By reason of social background unable to obtain technical, business or financial assistance of a quality or quantity similar to that available to the average business;

(B) Impeded from normal entry into the economic mainstream because of past practices of discrimination based on race, religion, ethnic background, sex or service in the armed forces during the Vietnam war; provided, that it is not the policy of this state to encourage employment outside the home of mothers of minor children;

(C) Unable to compete effectively because of tendencies of regular financing and commercial organizations to restrict their services to established businesses;

(D) In a state of chronically low income because of long residence in an urban area with high unemployment and low income; or

(E) Impeded from normal entry into the economic mainstream because of a disability;

(7) "Obligee" means:

(A) In the case of a bid bond, the person requesting bids for the performance of a contract; or

(B) In the case of a payment bond or performance bond, the person who has contracted with a principal for the completion of the contract and to whom the obligation of the surety runs in the event of a breach by the principal of the conditions of a payment bond or performance bond;

(8) "Payment bond" means a bond conditioned upon the payment by the principal of money to persons under contract with the principal;

(9) "Performance bond" means a bond conditioned upon the completion by the principal of a contract in accordance with its terms;

(10) "Prime contractor" means the person with whom the obligee has contracted to perform the contract;

(11) (A) "Principal" means:

(i) In the case of a bid bond, a person bidding for the award of a contract; or

(ii) The person primarily liable to complete a contract for the obligee, or to make payments to other persons in respect of such contract, and for whose performance of such person's obligation the surety is bound under the terms of a payment or performance bond.

(B) A principal may be a prime contractor or a subcontractor;

(12) "Subcontractor" means a person who has contracted with a prime contractor or with another subcontractor to perform a contract; and

(13) "Surety" means the person who:

(A) Under the terms of a bid bond, undertakes to pay a sum of money to the obligee in the event the principal breaches the conditions of the bond;

(B) Under the terms of a performance bond, undertakes to incur the cost of fulfilling the terms of a contract in the event the principal breaches the conditions of the contract; or

(C) Under the terms of a payment bond, undertakes to make payment to all persons supplying labor and material in the prosecution of the work provided for in the contract if the principal fails to make prompt payment.

HISTORY: Acts 1977, ch. 135, § 2; T.C.A., § 4-2602; Acts 1987, ch. 369, § 2; 1993, ch. 488, § 1; 1994, ch. 767, §§ 1, 2.

4-26-103. Powers and duties.

The department is authorized to:

(1) Provide assistance to disadvantaged businesses by advising and counseling on all phases of procurement policies, by obtaining information concerning prime contractors in letting subcontracts and by encouraging the letting of subcontracts by prime contractors to disadvantaged businesses;

(2) Receive funding from sources other than the state;

(3) Make studies and conduct workshops, conferences and seminars, with owners and employees of disadvantaged businesses to enhance their understandings of business management, bidding, licensing procedures, procurement procedures and any other activities incident to their positions in business;

(4) Develop training and educational programs in cooperation with institutions, associations, and other state, local and federal agencies, and coordinate the training efforts of the various organizations presently providing technical assistance to disadvantaged businesses;

(5) Encourage and provide the direction and coordination necessary to secure franchises and dealerships from private firms for disadvantaged businesses;

(6) Review and evaluate legislation and determine its effect upon disadvantaged businesses and make appropriate

recommendations to the governor and the general assembly;

(7) Employ such personnel as may be required to implement and administer this chapter; and

(8) (A) Develop sources of capital for minority entrepreneurs;

(B) Assist in setting up new minority banks, small business investment companies, as defined in 15 U.S.C. § 681(a), and minority enterprise small business investment companies, being the companies authorized in 15 U.S.C. § 681(d) [repealed]; and

(C) Develop loan packages to assist minority business persons in the start-up or expansion of businesses, or any other financial counseling necessary to enable minority business operations to operate on a sound financial basis.

(b) (1) The department shall continually evaluate the progress of disadvantaged businesses through monitoring and techniques of evaluation, such as surveys and feasibility studies.

(2) The department shall maintain complete and consistent program data.

4-26-104. Purpose and construction.

This chapter shall be liberally construed to carry out the following purposes and objectives that:

(1) Disadvantaged businesses share in the American economic system of private enterprise through free and vigorous competition;

(2) Such competition be fostered through the encouragement and development of disadvantaged businesses; and

(3) The state aid, counsel and assist in every practical manner disadvantaged businesses in order to preserve free competition on equal terms with those businesses constituting the major part of the business community.

HISTORY: Acts 1977, ch. 135, § 4; T.C.A., § 4-2604.

4-26-105. Reports.

(a) The department shall make a written report to the governor, the speaker of the senate, the speaker of the house of representatives, the chair of the commerce and labor committee of the senate, the chair of the business and utilities committee of the house of representatives, and any governor's advisory committee on minority economic development, at least once each year, such report to be made no later than December 1.

(b) The report shall advise the officials and committees mentioned in subsection (a) on the administration and operation of this chapter.

HISTORY: Acts 1977, ch. 135, § 5; T.C.A., § 4-2605; Acts 2013, ch. 236, § 14.

4-26-106. Disadvantaged business loan guarantee program.

(a) (1) The general assembly finds that conventional funding sources for emerging and expanding disadvantaged businesses are limited or nonexistent.

(2) The general assembly further finds that promoting and encouraging economic opportunity and development within the state's minority community is a worthy public purpose.

(3) Such economic opportunity and development serve the health, safety and welfare of all citizens through creation of long-term employment opportunities, reduction of unemployment, diminished demand for costly social services and increased revenue collections.

(b) (1) There is created within the state treasury a restricted account not to exceed fifty thousand dollars (\$50,000) to be known as the "disadvantaged business loan guarantee account."

(2) Amounts in the account at the end of any fiscal year shall not revert to the general fund but shall remain available to the department for the purposes set forth in this section.

(3) Amounts in the account shall be invested for the benefit of the account by the state treasurer pursuant to § 9-4-603. The account shall be administered by the commissioner.

(c) (1) There is created within the department the disadvantaged business loan guarantee program.

(2) The purpose of the loan guarantee program is to ensure the availability of conventional financial resources to emerging and expanding disadvantaged businesses by guaranteeing loans for disadvantaged businesses.

(3) To qualify for a loan guarantee, a disadvantaged business must demonstrate to the satisfaction of the commissioner that the loan will be fully repaid and will produce economic benefit for the community and state.

(4) The department is authorized to determine the total dollar amount of loans to be guaranteed, subject to a maximum of five (5) times the balance of appropriated funds within the loan guarantee account, plus income, less expenses associated with the program.

(5) The department is authorized to charge a premium to the borrower to help defray the cost of administering the program.

(6) The department may establish other terms and conditions for guarantees of loans.

(7) The total aggregate amount of the loan guarantee may not exceed eighty percent (80%) of any loan.

(8) All documentation evidencing a loan guarantee shall clearly state that such guarantee is an obligation of the disadvantaged business loan guarantee account and not of the general fund or the state of Tennessee, and that any amounts required to be paid pursuant to the loan guarantee are subject to the availability of sufficient funds within the guarantee account.

(d) The commissioner shall annually submit to the governor and the speakers of the senate and house of representatives, within ninety (90) days after the end of the fiscal year, a complete and detailed report setting forth the operations, transactions and accomplishments of the disadvantaged business loan guarantee fund.

HISTORY: Acts 1990, ch. 1071, § 1.

4-26-107. Guidelines and reports to the government operations committees of the senate and house of representatives.

The office of business enterprise shall provide guidelines to address any impediments by other state agencies to the conduct of the office of business enterprise to the members of the government operations committees of the senate and the house of representatives. The office of business enterprise shall also provide periodic reports to the government operations committees of the senate and house of representatives relative to the audit findings of the office of the comptroller.

HISTORY: Acts 2006, ch. 935, § 3.

Additional TCA relative to BERO:**Title 4 State Government****Chapter 3 Creation, Organization and Powers of Administrative Departments and Divisions****Part 7 Department of Economic and Community Development****4-3-728. Community development block grants to disadvantaged businesses.**

(a) Notwithstanding any provision of the law to the contrary, in the allocation and use of community development block grants it is the policy of this state that a substantial portion of such grants shall be utilized whenever reasonably possible for the development of contracts with disadvantaged businesses as defined in § 4-26-102.

(b) The office of business enterprise in the department of economic and community development shall advise the commissioner, or any other official with authority to allocate or disperse community block grants, of disadvantaged businesses that should be considered as recipients of such block grants.

(c) The office of business enterprise shall annually report not later than December 1, to the general assembly, of all such advisements regarding disadvantaged businesses and the number of or amount of community block grants received by disadvantaged businesses.

HISTORY: Acts 1984, ch. 873, § 1.

4-3-732. Enhanced policymaking role for minority business.

Notwithstanding the provisions of any law to the contrary, the director of the office of business enterprise, created by § 4-26-101, may, in the discretion of the commissioner, serve as a full, voting member of each committee, board, task force, group or other entity that is formally or informally attached to or established within the department for the purpose of formulating, adopting or recommending state policies to enhance economic and community development. The general assembly urges the department of economic and community development to develop an enhanced policymaking role for minority business.

HISTORY: Acts 1996, ch. 976, § 1.

BERO ANNUAL REPORT FY2016

ATTACHMENT: BERO NEWSLETTERS

BERO ANNUAL REPORT FY2016

ATTACHMENT: BERO NEWSLETTER, SPRING 2016



Director's Message

Greetings!

Spring is upon us, finally.

There have been a number reports released over the last quarter, including the addendum to BERO's 2015 annual report. A large quantity of data was released in late December from the U.S. Census Bureau's 2012 Survey of Business Owners. This is the first data since the previous survey in 2007, and more importantly since the economic downturn in 2008. I've included links to a few other relevant reports, too. It's a veritable data dissemination throw down.

There are quite a few large events coming up in the next quarter as well as several grant opportunities with quickly approaching deadlines so don't wait to take a look at them.

Last, but not least, the Philip Trauernicht Memorial Scholarship for Rural Leaders was officially announced at the Tennessee Economic Development Council's Day on the Hill luncheon in February 2016. The scholarship enhances the development of rural leadership through scholarship support to the Tennessee Basic Economic Development Course (TBEDC).

I look forward to hearing from you soon!

Warm regards,

A handwritten signature in black ink, appearing to read 'Wisty', written over a light blue horizontal line.

Wisty Pender
Director, BERO

❖ DBE/Veteran Best Practices and Highlights ❖

Quite a few reports have been released since January of 2016 including the addendum to BERO's annual report released in early December. A large quantity of data was released in late December from the U.S. Census Bureau, 2012 Survey of Business Owners; U.S. Census Bureau. This is the first data that we have had since the economic downturn in 2008. Let the dissemination begin...



State, Metro and County-by-County: Minority, Women, Veteran and Hispanic-owned businesses
An Addendum to the 2015 Annual Report Posted

A few items of interest on Economic Inclusion in the report:

The percent change from 2007 to 2012 of firm with or without paid employees in metro areas:

Areas	Minority-owned	Women-owned	Hispanic-owned	Veteran-owned	All Firms Classifiable * (541,087)
· Tennessee	13%	38%	58%	54%	98%
Metro Areas					
· Chattanooga, TN-GA Metro Area	11%	15%	-6%	83%	-6%
· Clarksville, TN-KY Metro Area	46%	28%	-4%	***	-4%
· Cleveland, TN Metro Area	9%	11%	-17%	9%	-17%
· Jackson, TN Metro Area	35%	19%	6%	***	6%
· Johnson City, TN Metro Area	4%	33%	-9%	1%	-9%
· Kingsport-Bristol-Bristol, TN-VA Metro Area	41%	15%	-7%	9%	-7%
· Knoxville, TN Metro Area	27%	52%	19%	30%	19%
· Memphis, TN-MS-AR Metro Area	86%	83%	23%	77%	23%
· Morristown, TN Metro Area	26%	2%	-28%	15%	-28%
· Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	41%	37%	6%	78%	6%

*Publicly held and other firms not classifiable by gender, ethnicity, race and veteran status are 2% or 9,366 firms in Tennessee

*** Unavailable

Source: U.S. Census Bureau, 2012 Survey of Business Owners; U.S. Census Bureau, American Community Survey 2012, 5-Year Estimates

Numbers/percentages of firms, with or without paid employees, in designated Economically Distressed Counties in Tennessee:

County	TNECD Region	All firms classifiable by gender, ethnicity, race, and veteran status	Women-owned Firms	%Women-owned (State: 39%)	Hispanic-owned Firms	%Hispanic-owned (State: 2%)	Minority-owned Firms	Minority-owned (State: 19%)	Veteran-owned Firms	Veteran-owned (State: 11%)
Bledsoe	SETN	803	266	33%	27	3%	42	5%	38	5%
Campbell	ETN	3,378	923	27%	***	N/A	27	1%	418	12%
Claiborne	ETN	2,373	689	29%	***	N/A	67	3%	233	10%
Cocke	ETN	2,010	776	39%	***	N/A	106	5%	273	14%
Fentress	UCTN	1,711	607	35%	***	N/A	***	N/A	138	8%
Grundy	SETN	1,544	617	40%	***	N/A	64	4%	134	9%
Hancock	NETN	536	182	34%	***	N/A	***	N/A	69	13%
Hardeman	SWTN	1,639	623	38%	35	2%	518	32%	77	5%
Johnson	NETN	1,298	364	28%	***	N/A	***	N/A	114	9%
Lake	NWTN	376	167	44%	***	N/A	64	17%	42	11%
Lauderdale	MRTN	1,508	687	46%	33	2%	406	27%	129	9%
Lewis	SMTN	989	291	29%	***	N/A	35	4%	142	14%
McNairy	SWTN	1,682	453	27%	***	N/A	75	4%	375	22%
Morgan	ETN	1,464	417	28%	***	N/A	64	4%	191	13%
Perry	SMTN	427	130	30%	***	N/A	30	7%	65	15%
Pickett	UCTN	373	124	33%	***	N/A	***	N/A	124	33%
Rhea	SETN	1,691	699	41%	29	2%	85	5%	89	5%
Scott	ETN	1,473	298	20%	***	N/A	***	N/A	219	15%
VanBuren	UCTN	211	89	42%	***	N/A	***	N/A	***	N/A
Wayne	SMTN	1,030	299	29%	***	N/A	28	3%	104	10%
White	UCTN	2,252	643	29%	***	N/A	53	2%	298	13%

Source: U.S. Census Bureau, 2012 Survey of Business Owners; U.S. Census Bureau, American Community Survey 2012, 5-Year Estimates

The addendum is very data dense and provides data relative to minority, women, veteran and Hispanic-owned businesses in Tennessee. We continue to disseminate the data. Look for additional information to come out.

The full report is posted [here](#). There is a brief overview, followed data at the state, metro area and county-by-county in the following:

- Classifiable and Non-Classifiable Firms in Tennessee, 2012: provides a detailed numbers on the firms classifiable by veteran status, gender, race and ethnicity
- Veteran-owned firms includes changes in numbers from 2007-2012 and breaks down firms with or without employees by veteran-owned, equally veteran and non-veteran-owned and all classifiable firms
- Women-owned firms includes changes in numbers from 2007-2012 and breaks down firms with and without paid employees by women-owned-owned, equally women and non-women-owned and all classifiable firms
- Minority-owned firms changes in numbers from 2007-2012 and breaks down firms with and without paid employees by minority-owned-owned, equally minority and non-minority-owned and all classifiable firms
- Firms classifiable by race
- Hispanic-owned firms includes changes in numbers from 2007-2012 and breaks down firms with or without employees by Hispanic-owned, equally Hispanic and non-Hispanic-owned and all classifiable firms
- Educational attainment by race for the population age 25 and over:
 - Ratio of females to males
 - By race

- Tennessee County Economic Tiers FY2016 (map)
- Tennessee Number of Firms, Number of Establishments, Employment, Annual Payroll, and Estimated Receipts by Enterprise Employment Size for Counties, Totals: 2012

Find the full report at tn.gov/assets/entities/e cd/attachments/BERO_AR_FY2015_Addendum2016.pdf

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Here are few recently released reports that may be of interest:

- **Kauffman: Little Town, Layered Ecosystem: A Case Study of Chattanooga** (April 2016)
kauffman.org/~media/kauffman_org/research%20reports%20and%20covers/2016/chattanooga_entrepreneurship_ecosystem_study.pdf
...The case of Chattanooga demonstrates entrepreneurial growth as an economic development strategy, which has piqued the interests of community leaders in Chattanooga... More specifically, we identified three layers of intertwined supporting organizations.
- **The Demographics of Innovation in the United States** (February 2016)
itif.org/publications/2016/02/24/demographics-innovation-united-states
...The results of this survey show that different segments of the population innovate at vastly different rates; that in-depth, specialized knowledge and experience in science, technology, engineering, and mathematics is the cornerstone of innovation; and that government has an important role to play in supporting education, STEM immigration, research funding, and technology transfer.
- **State of Minority Business 2016, MMBC Continuum** (February 2016)
anyflip.com/fnup/ndsx/basic
...The data reveals some surprising and disappointing results about the economic climate in Memphis. Seventy two percent of people in Memphis are of an ethnicity other than Caucasian, with 63% of those people being of African American descent. However, minority-owned firms in Memphis only earn less than three percent of the overall revenue generated by the community. When comparing the data from the 2012 and 2007 Census Bureau Survey of Business Owners, even though minority-owned firms in Memphis significantly grew in number, minority nonemployer firms lost an average of 27% in revenue compared to minority employer firms, who gained an average of 48% in revenue.
- **Status of Women in the South** (February 2016)
cdf-sro.org/research-library/2015/unequal-lives-the-state-of.pdf
The Status of Women in the South builds on IWPR's long-standing analyses and reports, The Status of Women in the States, that have provided data on the status of women nationally and for all 50 states plus the District of Columbia since 1996.

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The 9th Annual Southeast US-Canadian Provinces Alliance meeting will be held at the Nashville Omni May 26-28, 2016.

The theme of the 9th Annual SEUS-CP Conference is **Gaining Competitive Advantage to Sustain Economic Growth** with a focus on IT in three sectors: transportation, entertainment and healthcare. The event focuses on business-to-business meetings (B2B) and Heads of State or their designee also attend. The bulk of attendees are small-and-medium sized companies. We have an

expert team who tailor the meetings and conversations to something each attendee would find of interest. More than 650 meetings traditionally occur between more than 100 delegates in less than two days. The B2B meetings run from noon on Thursday through the afternoon on Friday.

If you think you'd be a good company for the event, [register here](#). We'd love for you to join us!
For more information contact the Leslee Alexander, State of Tennessee International Director, if you have any questions leslee.alexander@tn.gov
(seuscp.com)



10th Annual Tennessee Basic Economic Development Course (TBEDC)

This four-day comprehensive course, accredited by the International Economic Development Council (IEDC), focuses on the fundamental concepts, tools and practices needed to be successful in today's complex economic environment. For details visit cis.tennessee.edu/train/programtraining/TNEDPT/Pages/TBEDC.aspx



New Scholarship Available: Philip Trauernicht Memorial Scholarship for Rural Leaders

The Philip Trauernicht Memorial Scholarship for Rural Leaders enhances the development of rural leadership through scholarship support to the Tennessee Basic Economic Development Course.

The annual scholarship provides full tuition to attend the annual Tennessee Basic Economic Development Course (TBEDC) and up to four nights' lodging during the course. The award value per annual scholarship is approximately \$1,500. Learn more at cis.tennessee.edu/connecting/Pages/TrauernichtScholarship.aspx.

❖ Access to Capital ❖

The Women's Fund (east TN)

Women around the world have discovered that women's funds provide critical financial power to help women find solutions to family and community challenges such as poverty, domestic violence, education, job training, health concerns, and many other issues that make it difficult for individuals to develop their personal assets and be successful citizens. For more information, visit womensfundetn.org.

2016 Color of Wealth Summit — #InclusionRevolution

mbda.gov/main/events/2016-color-wealth-summit-inclusionrevolution

The summit seeks to engage Members of Congress, Congressional staff, the media, and the public in a dialogue about the racial wealth gap, its effect on marginalized households, its impact on the U.S. economy, and solutions for closing the gap.

BizWomen: 5 revealing facts about women and startup funding

bizjournals.com/bizwomen/news/profiles-strategies/2016/02/5-revealing-facts-about-women-and-startup-funding.html

...“The more women who get funding, the better it is for the overall ecosystem. It's another drop in the bucket of making it just commonplace for women to be at the helm of technology companies.”

PRWeb: KickShark Announces RaiseTN, Tennessee's First Equity Crowdfunding Platform

prweb.com/releases/2016/03/prweb13273710.htm

Today, KickShark, Inc., a Tennessee product development and technology accelerator company, and one of Tennessee's fastest growing technology startups announces the launch of its new RaiseTN equity crowdfunding platform for Tennessee startups seeking to sell stock to Tennessee residents. Based on recent changes in state and federal regulations regarding intrastate securities offerings, and SEC guidelines issued regarding general solicitation over the Internet, the RaiseTN platform provides a legal, simple community where Tennessee startups and Tennessee residents can conduct equity funding activities. (raisetn.com)

NFIB: Infographic: The Real Reason Small Businesses Are Turned Down for Loans

nfib.com/article/infographic-the-real-reason-small-businesses-are-turned-down-for-loans-73397

Almost half of small biz owners don't even know they have a business credit score.

Nearly half of small businesses are unaware they even have a business credit score. That's the shocking finding of the American Dream Gap Report conducted by small business credit monitoring company Nav.

Kauffman: Does Racial Wealth Disparity Hinder Entrepreneurship?

kauffman.org/blogs/growthology/2016/01/does-racial-wealth-disparity-hinder-entrepreneurship

...Wealth accumulation has been shown to impact who becomes an entrepreneur, primarily due to the importance of startup funding. As we continue to encourage underrepresented groups, including people of color, to become entrepreneurs, it is important to better understand and mitigate the underlying economic factors that make it harder for them to enter and compete in the entrepreneurial landscape.

EDA: Success Story: Operation Hope, Small Business Empowerment Initiative

content.govdelivery.com/accounts/USEDABulletins/135d0bf

A \$2.5 million EDA investment in Operation Hope, for example, helped to expanding the HOPE Inside Small Business Empowerment Initiative into Atlanta; Birmingham; Memphis; Jacksonville; Orlando; the greater Los Angeles and Oakland areas; Phoenix and Tucson; Las Vegas; New York; Baltimore, and Washington, D.C.

The Operation HOPE Small Business Empowerment Program is designed for aspiring entrepreneurs from low-wealth neighborhoods. We combine business training and financial counseling with lending services so our clients get all the tools and resources they need to make their dreams a reality.

EDA: Obama Administration Announces \$65.8 Million Available for Economic and Workforce Development in Coal-Impacted Communities

content.govdelivery.com/accounts/USEDABulletins/13d897c

...[The] POWER Initiative to develop new strategies for economic growth and worker advancement for communities that have historically relied on the coal economy for economic stability...Funds are available for a range of activities, including:

- Developing projects that diversify local and regional economies, create jobs in new and/or existing industries, attract new sources of job-creating investment and provide a range of workforce services and skills training;
- Building partnerships to attract and invest in the economic future of coal-impacted communities;
- Increasing capacity and other technical assistance fostering long term economic growth and opportunity in coal-impacted communities.

Additional information about the POWER Initiative, including application materials, is available at arc.gov/power or eda.gov/power.

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Grant Opportunities:**Creative Communities**

laughtn.org/entrepreneurship/creative-communities

Proposals due: May 25, 2016 by 5pm CT

The Creative Communities Initiative was created to connect rural and underserved populations with entrepreneurial education, tools and resources. Organizations can apply for up to \$25,000 in grant(s) to run entrepreneurial focused programs for a one year period between July 1, 2016-June 30, 2017.

EDA to Hold Series of Webinars for Potential 2016 Regional Innovation Strategies Program Applicants

content.govdelivery.com/accounts/USEDABA/bulletins/1433b26

EDA plans to release the Federal Funding Opportunity (FFO) and begin accepting applications for the 2016 round of Regional Innovation Strategies (RIS) Program funding on April 25, 2016; the application period will be open for 60 days. In this 2016 round, a total of \$15 million in Federal funding is available to create and expand cluster-focused proof-of-concept and commercialization programs and early-stage seed capital funds through the i6 Challenge and the Seed Fund Support (SFS) Grant competition, respectively.

EDA will host a series of webinars April 19-21, 2016...

In case you missed them in the [Team Tennessee Times...](#)

- **Tourism Enhancement Grant**

tnecd.com/news/279/tnecd-now-accepting-applications-for-tourism-enhancement-grant/

Applications due: April 18, 2016

The Tennessee Department of Economic and Community Development announced today applications for the Tourism Enhancement Grant are now available for counties or cities to enhance or create new tourism infrastructure to increase economic impact.

- **\$65.8 Million Available for Economic and Workforce Development**

arc.gov/news/article.asp?ARTICLE_ID=558

The Appalachian Regional Commission (ARC) and the U.S. Economic Development Administration (EDA) announced the availability of \$65.8 million through the Partnerships for Opportunity and Workforce and Economic Revitalization (POWER) Initiative to develop new strategies for economic growth and worker advancement for communities that have historically relied on the coal economy for economic stability.

...There are more articles related to access to capital in the compilation from the past quarter below, too.

❖ Events and Items of Note ❖

- April: National Humor Month
 - April 18-19: eMERGE Americas, Miami. (emergeamericas.org)
 - April 20: SBIR Road Tour, Nashville. (launchtn.org/event/eventssbirroadtour)
 - April 20: Knoxville Franchise Business EXPO 2016, Knoxville. (eventbrite.com/e/knoxville-franchise-business-expo-2016-tickets-21119725668)
 - April 21: Chattanooga Franchise Business Expo, Chattanooga. (eventbrite.com/e/chattanooga-franchise-business-expo-2016-tickets-21114149991)
 - April 28: GROW, 2016 Diversity Marketplace, Knoxville. (facebook.com/events/558555154312193)
- May: Asian Pacific American Heritage Month, Jewish American Heritage Month
 - May 1-7: National Small Business Week (sba.gov/nsbw/nsbw)
 - May 4-5: Growing Entrepreneurial Communities Summit, Kansas City, MO. (energizingentrepreneurs.org)
 - May 4-7: 2016 Black Enterprise Entrepreneurs Conference, Miami Beach, FL. (blackenterprise.com/events/entrepreneurs-summit)
 - May 17-19: GROWCO, Las Vegas, NV. (growco.inc.com)
- June: National Caribbean-American Month
 - June 6-7: 36|86, The Southern Series, Nashville. (thirtysixeightysix.com)
 - June 10: East Tennessee Women's Leadership Summit, Alcoa. (easttnwomensls.com)
 - June 24: DIVERSIFY 2016, Chattanooga. (chattanooga-chamber.com/diversify)

➤ **And coming up...**

- August 23-25: MMBC Continuum Economic Development Forum, Memphis. (edf.mmbc-memphis.org/EDF16_SaveDate_RegisterFlyer_05.pdf)
- October 15-16: Governor’s Conference on Economic and Community Development, Nashville. (tnecd.com)
- November 2-4: National Rural Economic Developers Association Annual Conference, Mount Pleasant, SC. (nreda.org)
- November 14-17: Global Action Summit - Accelerate scalable, sustainable urban & rural solutions, Vanderbilt University, Nashville. (globalactionplatform.org)
- November 14-20: Global Entrepreneurship Week, worldwide. (wearegen.co/gew)
- December 1-2: 2016 Mayors Conference on Entrepreneurship, St. Petersburg, FL. (kauffman.org/what-we-do/programs/entrepreneurship/the-mayors-conference-on-entrepreneurship)

❖ Your Turn to Submit ❖

What do we want to know about? We are looking for these:

Case Studies:

We have been spotlighting how organizations work with clients. How they connect resources, and what things that company or individual sought to accomplish and did. It serves to highlight your range of services and the company itself statewide.

Best Practices:

Your best practices can be anything from how you process a client to programs developed to fill gaps that are producing good results (i.e. business matchmaking, mentor-protégée programs, loan programs, etc.).

Events:

What impactful events are you planning, co-planning or promoting for DBEs? Include the basics of who, what, when, where and how, with a link for more information. Send events that take will place in the next 6 months.

How to submit:

There is a lot of great work being done across the state for DBEs. If you have questions that you would like to see how other groups are solving and/or addressing, send them along. Provide enough contextual information so your question can be answered in a relevant manner. Send to ecd.bero@tn.gov.

Feel free to suggest or forward on to others!

❖ Articles of Interest from the Last Quarter ❖

Do you need a different option to look through these articles?

These articles are also posted in “DBE Topics in the News” section of BERO’s website at tn.gov/ecd/bero.

♦ march ♦

BizWomen: Mentoring Monday Quotes

bizjournals.com/bizwomen/gallery/265332

Quotes from the Mentoring Mondays.

Memphis Daily News: SweetBio Reaches \$1 Million in Secondary Funding

memphisdailynews.com/news/2016/mar/29/sweetbio-hits-1-million-in-secondary-funding/

... With the award from the showcase, SweetBio has hit the \$1 million-dollar mark in second-stage funding. Rodriguez is getting ready to take her product, a dissolvable membrane that uses honey as its key ingredient for use in oral surgery, to clinical studies. She hopes to submit the product to the FDA this year and have it on the market in 2017.

Tennessean: Stony Creek Colors Announces Springfield Facility

tennessean.com/story/news/local/robertson/2016/03/28/stony-creek-colors-announces-springfield-facility/82341126/

Indigo plant processor and distributor Stony Creek Colors, Inc. announced Monday that it will open a new facility in Springfield, resulting in a \$7.2 million investment over the next five years and the creation of 50 new jobs for Robertson County residents...

Fast Company: This AI Engine Takes Common Biases Out Of The Venture Capital Process

fastcoexist.com/3058209/this-ai-engine-takes-common-biases-out-of-the-venture-capital-process

...The software sifts profile data from Google, CrunchBase, and LinkedIn looking for characteristics that push entrepreneurs to succeed. That includes their education, awards, whether they started businesses at school, their extracurricular activities, their pace of career advancement, and their ability to do cross-disciplinary roles. The bot reduces the importance of hereditary and racial advantages and tries to narrow in on someone's entrepreneurial character.

HuffPost: 5 Reasons You Can't Get an SBA Loan

huffingtonpost.com/nerdwallet/5-reasons-you-cant-get-an_b_9523852.html

...The Small Business Administration guarantees a portion of these loans, which are then issued by participating lenders (banks, credit unions and non-bank lenders). The SBA says it backed a whopping \$23.6 billion in its most popular 7(a) loans for 2015, setting a record. Borrowing amounts are up to \$5 million, and the average 7(a) loan was \$371,628 in 2015

BizWomen: 4 ways to get more capital to women entrepreneurs

bizjournals.com/bizwomen/news/profiles-strategies/2016/03/4-ways-to-get-more-capital-to-women-entrepreneurs.html

This week, at a Washington, D.C., event, the Atlantic convened a panel of women who are experienced in helping women entrepreneurs. Here are four suggestions they had for addressing women's need for business capital...

The Chattanooga: Chattanooga Mayor Andy Berke Kicks Off First Minority-Owned Business Task Force Meeting

chattanooga.com/2016/3/22/320570/Chattanooga-Mayor-Andy-Berke-Kicks-Off.aspx

Chattanooga Mayor Andy Berke kicked off the first meeting of his newly-established Minority-Owned Business Task Force at City Hall on Tuesday. This diverse group of 21 community leaders, business owners and economic development experts will meet regularly to identify barriers and propose solutions to strengthen minority-owned businesses throughout Chattanooga.

FRBA: Graying of the American Economy

frbatlanta.org/economy-matters/annual-report

Between 2010 and 2030, the number of Americans over 65 will nearly double, from 40 million to 74 million. What will this mean for the U.S. economy? With this report, the Atlanta Fed hopes to draw increasing attention to the implications and challenges of this demographic shift

Black Enterprise: Top Cities Where Women Entrepreneurs Make the Most Money

blackenterprise.com/small-business/top-cities-where-women-entrepreneurs-make-the-most-money/

... Memphis, Tennessee, Fort Worth, Texas, and Detroit, Michigan, — each saw upwards of 175% growth in the number of women-led businesses from 2002-2012.

USACE: Forum highlights women-owned small businesses (video)

Irn.usace.army.mil/Media/NewsStories/tabid/6957/Article/698004/forum-highlights-women-owned-small-businesses.aspx

... “Just meeting people that actually are the gatekeepers for some of the contracts that you guys have is beneficial because now you put a name with a face, and say I might be able to help you because I have ‘X’ and ‘Y’ and ‘Z’ going on,” Hollingsworth said.

NFIB: Legislature Overturns Nashville’s Local Hire Rule

nfib.com/article/update-legislature-overtorns-nashvilles-local-hire-rule-73332

In August 2015, Nashville implemented an amendment that required construction companies to hire at least 40 percent of its workers from Davidson County if the project was funded by the city. However, both chambers of the Tennessee Legislature passed bills that would overturn this rule, blocking a dangerous precedent from being established.

WDEF: 3-in-1 Toothbrush wins LAUNCH Youth Entrepreneurship Competition

wdef.com/2016/03/09/3-in-1-toothbrush-wins-launch-youth-entrepreneurship-competition

Some Brainerd High school students get an extra \$2,500 to help pay for college or start up a business. It’s all thanks to LAUNCH’s Youth Entrepreneurship Competition.

The 3-in-1 Toothbrush took the top prize at the LAUNCH pitch competition.

BizWomen: Why more women are going the franchise route

bizjournals.com/bizwomen/news/profiles-strategies/2016/03/why-more-women-are-going-the-franchise-route.html

... Overall, the International Franchise Association is reporting growth in the franchise sector — about 1.6 percent growth in the number of stores in 2014 and 1.6 percent growth in 2015. In 2014 there were an about 769,683 franchise establishments and they were expected to hit 781,794 in 2015, with women owning nearly 21 percent of all franchise businesses in the U.S.

MBDA: Women Entrepreneurs Building the Nation through Business and Innovation

mbda.gov/blogger/director/women-entrepreneurs-building-nation-through-business-and-innovation

... Entrepreneurship is one of our nation’s greatest assets and exports. Today, women-owned firms account for about 38 percent of all U.S. firms; with a notable mention of minority women-owned firms who have been named the fastest growing group of entrepreneurs increasing by 70 percent between 2007 to 2012. We want to make it possible for every citizen to contribute to our growth and prosperity and for women to have the same opportunities as men.

Memphis Business Journal: Memphis Chamber introduces loans to boost minority business

bizjournals.com/memphis/news/2016/03/10/memphis-chamber-introduces-loans-to-boost-minority.html

... “The Greater Memphis Chamber is the first organization in the county to make ISO training and certification available as a forgivable loan to minority and women business owners,” said Donald Fisher, executive director and CEO of the Mid-South Quality Productivity Center and a partner of the chamber. “With success, this could have a great impact on how cities could remedy the disparity gap in the awards of contracts. ISO training has proven to improve customer service, boost productivity and performance, attract new customers and reduce costs through efficiency.”

BizWomen: Federal contracts no longer 'an all-boys club'

bizjournals.com/bizwomen/news/latest-news/2016/03/federal-contract-awarding-no-longer-part-of-an-all.html

Small businesses received a record-high 25.8 percent of federal contracting dollars last year, and, for the first time ever, the government hit its goal of awarding at least 5 percent of its contracts to women.

♦ february ♦

Nooga: Local veteran finds success, startup with help of entrepreneurship program

nooga.com/172520/local-veteran-finds-success-startup-with-help-of-entrepreneurship-program/

The free Veterans Entrepreneurship Program, offered by the College of Business at UTC, is a direct response to the challenges faced by military veterans and is designed to help them create or grow businesses as a means to their own financial well-being.

And how successful it has already proven to be.

Fortune: These Are the 10 Best Cities for Women-Owned Businesses

fortune.com/2016/02/22/best-cities-women-owned-businesses/

For female business owners, not all cities are created equal.

A study released on Monday by personal finance website WalletHub looked at the 100 biggest metropolitan areas in the U.S. to determine which were the best for female entrepreneurs. (#1 Nashville, #2 Chattanooga, #4 Memphis, and #15 Knoxville)

Teknovation: YEA! students pitch for funds, share \$7,000 to advance ideas

teknovation.biz/2016/02/24/yea-students-pitch-funds-share-7000-advance-ideas/

Twenty-one students participating in the inaugural Young Entrepreneurs Academy (YEA!) organized by the Knoxville Chamber shared \$7,000 in funds to advance their business ideas after pitching them to an investor panel on Tuesday night.

Kauffman Foundation: 2016 State of Entrepreneurship Address (video)

kauffman.org/what-we-do/resources/state-of-entrepreneurship-addresses/2016-state-of-entrepreneurship-address

Kauffman Foundation:: New Entrepreneurial Growth Agenda (ebook)

kauffman.org/neg/neg-intro#theloomingentrepreneurialboomhowpolicymakerscanrenewstartupgrowth

Entrepreneurship drives economic growth, propels job creation, and creates opportunities for upward economic mobility. Yet, fewer Americans are starting businesses today than in the past, and overall, the economy has been growing slower than in the post-recession periods of decades prior.

Nooga: GPS event aims to attract young female entrepreneurs, their supporters

nooga.com/172419/gps-event-aims-to-attract-young-female-entrepreneurs-their-supporters/

...Girls Preparatory School leaders recently announced the return of Mad, Bad and Dangerous, which is in its second year and is an entrepreneurial summit for women, girls and the men who support them.

The Daily News: Picking Up Speed

memphisdailynews.com/news/2016/feb/20/picking-up-speed/

... Memphis marketing group Hemline and startup accelerator Upstart are two local women-led groups in male-dominated fields. Both are in high-water times, but they say that Memphis needs to shore up its resources if the city wants to see its own golden era for women entrepreneurs.

McKinsey: Millennials: Burden, blessing, or both?

mckinsey.com/business-functions/organization/our-insights/millennials-burden-blessing-or-both

... The research we've conducted suggests a more complex reality. Yes, the youngest generation differs from the older ones. But this has always been true. Can you define everyone born between 1980 and 2000 by a handful of generalized characteristics? You know the answer.

BizWomen: The true tech unicorn: A black, female entrepreneur who got funding

bizjournals.com/bizwomen/news/profiles-strategies/2016/02/the-true-tech-unicorn-a-black-female-entrepreneur.html

The paper, published by Digital Undivided, a New York-based group that runs a technology business accelerator program for black and Latina women, said black men and women make up only about 1 percent to 2 percent of tech workers. The authors also calculated that during the past five years, black women received just 0.002 percent of all venture funding.

Kauffman Foundation: Measuring Cities As They Race to the Top

kauffman.org/blogs/policy-dialogue/2016/february/measuring-cities-as-they-race-to-the-top

... A city's entrepreneurial environment is the result of complex connections between ecosystem actors – from entrepreneurs, their mentors and funders, to government leaders and academic researchers – so the task to measure a city's performance is not an easy one.

♦ january ♦

Fast Company: Meet The New Members Of The Most Creative People In Business Community

fastcompany.com/3056036/meet-the-102-new-members-of-the-most-creative-people-in-business-community

These mavens of business, art, technology, and social good were chosen from among the creative forces featured in the magazine during 2015. Selected for their vision and fearlessness in today's quickly shifting business landscape, they come to us from the worlds of tech, retail, fashion, health care, space science, and entertainment. They hail from Detroit, Beijing, Stockholm, Tokyo, Tel Aviv, Vancouver, Miami, and Chattanooga, Tennessee (Lucy Beard, CEO of Feetz, part of "The TENN").

BizWomen: 5 takeaways for women from the World Economic Forum

bizjournals.com/bizwomen/news/latest-news/2016/01/5-takeaways-for-women-from-the-world-economic.html

...3. Men matter in the conversation: The forum's kick-off breakfast featured a conversation about the role men play in increasing gender diversity. A preview of consulting firm Mercer's Jan. 27 report "When Women Thrive" revealed men's efforts in corporate diversity and inclusion dropped from 49 percent to 38 percent since 2014. Men make up about 80 percent of the executive force, and change won't happen without their involvement.

Government Executive: SBA Finalizes New Business Size Standards

govexec.com/contracting/2016/01/sba-finalizes-new-business-size-standards/125557/

... "The new size standards will enable nearly 1,650 more businesses in those industries to obtain or retain small business status; will give federal agencies a larger pool of small businesses from which to choose for their procurement programs; and will make more small businesses eligible for SBA's loan programs," SBA said in a release.

Times Free Press: White House honors TechTown's Cordell Carter as 'Champion of Change in Computer Education'

timesfreepress.com/news/business/aroundregion/story/2016/jan/25/white-house-honors-techtowns-cordell-carter-champion-change-computer-education/346525/

The White House will recognize TechTown CEO Cordell Carter, II on Tuesday as one of nine individuals picked as a "Champion of Change."

Federal Reserve Bank of Atlanta: Small City Economic Dynamism

frbatlanta.org/commdev/community-development-finance/small-city-economic-dynamism

Small cities are like nerve centers connecting the regional economy...

We've compiled a dataset and created the Small City Economic Dynamism Index to help policymakers and practitioners gain more nuanced perspectives. The index ranks 245 small U.S. cities across 14 indicators of economic dynamism in four categories: demographics, economics, human capital, and infrastructure.

Nashville Business Journal: Nashville Entrepreneur Center puts its money where its mouth is to support diversity

bizjournals.com/nashville/blog/2016/01/nashville-entrepreneur-center-puts-its-money-where.html

The Nashville Entrepreneur Center has awarded scholarships to five individuals with diverse backgrounds for its PreFlight pre-accelerator program, part of an effort to increase diversity in age, gender ethnicity and industry among Nashville entrepreneurs.

VNC: Oasis Venture youth social-enterprise program nears launch

venturenashville.com/update-oasis-venture-youth-social-enterprise-program-nears-launch-cms-1239

...While the aim is to support students in devising true social enterprises, because Oasis is committed to youth having leadership roles in their own development, some other types of businesses may emerge. Either way, the importance of the "double bottom line" of business and community impact will be emphasized, he said.

BizWomen: How these three librarians are becoming major players in business research

bizjournals.com/bizwomen/news/profiles-strategies/2016/01/how-these-three-librarians-are-becoming-major.html

For the growing population of midsize venture capital firms in Central Texas, a group of librarians is becoming a vital resource.

WKRN News2: Bunker Labs expands to Nashville, expands opportunity for veterans

wkrn.com/2016/02/24/bunker-labs-expands-to-nashville-expands-opportunity-for-veterans/

There's a new opportunity for veteran entrepreneurs in Nashville. Bunker Labs has expanded. The Bunker targets existing veteran-owned startups and aspiring entrepreneurs to create and conquer the business world.

MBDA: Women are Leading the Rise of Black-Owned Businesses

mbda.gov/pressroom/news-and-announcements/women-are-leading-rise-black-owned-businesses

... The number of black/female-owned firms climbed 66.9 percent, from 900,000 in 2007 to 1.5 million in 2012. Additionally, these 1.5 million black/female-owned businesses accounted for 58.9 percent of the nation's 2.6 million black or African American-owned businesses. Nationally, women owned just over a third (35.8 percent or 9.9 million) of all firms in 2012.

The Tennessean: Nashville named a top city for tech grads

tennessean.com/story/money/2016/01/26/nashville-named-top-city-tech-grads/79342428/

...But it is not because the city has the most developed tech sector, more that it allows those with talent to find opportunities without breaking the bank. The ranking was based on mentorship and networking opportunities, affordability and growth potential.

HBSWK: The Globalization of Angel Investments: Evidence across Countries (white paper)

hbswk.hbs.edu/item/the-globalization-of-angel-investments-evidence-across-countries

Examining a cross-section of 13 angel groups who considered transactions across 21 countries, this study finds that angel investors have a positive impact on the growth of the firms they fund, their performance, and survival, while the selection of firms that apply for angel funding varies across countries.

Revolt: The New & Diverse Leaders of Technology

revolt.tv/stories/2016/01/08/15-diverse-leaders-technology-dc7a882c61

... As Sarah Kunst of Entrepreneur pointed out, while 11 percent of Americans are African-American, a scant one percent of founders of venture-backed companies identify as such. Women are also massively under-represented in VC funding, with rates as low as 8 percent. Other groups, including Hispanic populations, receive so little funding that it is difficult to quantify.

❖ Contact Information ❖

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About BERO:

BERO serves as a voice for and advocate of economic inclusion for Tennessee's disadvantaged businesses (DBE). The office is tasked to analyze, disseminate and promote best practices and access to capital for DBEs to service providers. It also reports on the status of DBEs across the state. For the purposes of BERO, DBE refers to businesses owned by women, minorities, veterans and persons with disabilities; as well as businesses operating in areas of low income and high unemployment in the state.

TNECD: Find us on the web: tnecd.com. Follow us on Twitter: [@tnecd](https://twitter.com/tnecd). Like us on Facebook: facebook.com/tnecd.

BERO ANNUAL REPORT FY2016

ATTACHMENT: BERO NEWSLETTER, WINTER 2016



Director's Message

Hello and Happy 2016!

Fall 2015 wrapped up the year with a variety of events, conferences, report releases, awards and recognitions at global, national, state and local levels. In this newsletter there is information on the [Global Action Summit](#) hosted in Nashville and Global Entrepreneurship Week hosted in 160+ countries. The 2015 Governor's Conference presentation for the session, [Approaches for Supporting Rural Entrepreneurs](#), and the [BERO annual report](#) released in December, as well as updates on various programs statewide.

You have probably heard about it through at least one avenue by now, but just in case, we need your help in expanding entrepreneurial opportunities (as well as education and healthcare) through your [dissemination](#) and [participation](#) in an impartial statewide assessment of broadband access and usage. It is for residents and businesses in the state. We need your help in getting as many of state's DBEs and small businesses to take part as possible. Their future success depends on the ability to connect with customers. Thank you for your assistance!

I look forward to hearing from you soon!

Warm regards,

A handwritten signature in black ink, appearing to read 'Wisty Pender', written in a cursive style.

Wisty Pender
Director, BERO

❖ DBE/Veteran Best Practices and Highlights ❖

**We need your help.**

A statewide assessment of broadband access and usage in Tennessee is underway.

Survey Period Closes in March 2016

The future of Tennessee's economic success is directly tied to our broadband internet access. Having broadband access leads to an increase in educational and entrepreneurial opportunities, which therefore helps our state build a better workforce and accelerate job creation.

To ensure that every community in Tennessee has the tools to economically succeed, we must measure who has broadband Internet access, if they are using it and how they are using it. Please help us make sure that every Tennessean's voice is heard on this important topic by taking the 20-minute assessment at tn.gov/broadband and passing it on to other members of your community.

We need your help in getting as many of state's DBEs and small businesses to take part as possible. Their future success depends on the ability to connect with customers.

Download what you need from the Survey Toolkit:

tnecd.populr.me/broadband-survey

Password: tnecd

. . .

**Global Action Summit 2015:**

The Global Action Summit is an annual forum held in Nashville, Tennessee, that fosters cross-sector perspectives on food, health, and prosperity. The aim of the Summit is to create, guide and

facilitate leadership initiatives. Summit participants include senior-level business leaders, research scientists, global agencies, NGO directors, and Summit Fellows. Events, conferences and outreach activities are also hosted throughout the year by the Global Action Platform to help facilitate program goals.

- Highlights (video): youtube.com/watch?v=Gso6ey0zp34
- Fareed Zakaria's Opening Remarks/Keynote(video): youtube.com/watch?v=rEsVk1oNF1Q
- A \$500M Challenge Impact Fund was announced through a partnership with Global Action Platform/Cumberland Center and Aegis Health Security. Further details have not been released.

Program: globalactionplatform.org/uploaded/pageimg/Summit%20Program%2011_13_15.pdf

. . .

Entrepreneurship Policy Digest: How To Cook Up A Vibrant Entrepreneurial Ecosystem

kauffman.org/~media/kauffman_org/resources/2015/entrepreneurship%20policy%20digest/october%202015/how_to_cook_up_a_vibrant_entrepreneurial_ecosystem.pdf

The recovery from the Great Recession has not been felt evenly across the country. While some localities bounced back quickly, others have been slow to find their footing. In the midst of this uneven recovery, cities are grappling with widening income inequality, slow economic growth, and a capital restricted environment. To address

these challenges, local policymakers are increasingly turning to entrepreneurship—a proven driver of economic growth and a catalyst of upward economic mobility.

The Kauffman Index: Main Street Entrepreneurship Reports

- [Main Street Entrepreneurship Metropolitan Area and City Trends](#)
This report provides a broad index measure of small local business activity for the forty largest metropolitan areas of the United States.
- [Main Street Entrepreneurship State Trends](#)
This report provides a broad index measure of small local business activity for the fifty states of the United States, analyzing them in peer groups of the 25 largest states by population and the 25 smallest states by population.
- [Main Street Entrepreneurship National Trends](#)
This report provides a broad index measure of small local business activity in the United States. It presents an equally weighted index of two normalized measures of small and local business activity.



Other Items of Interest:

- **Corporations for Public Benefit in TN: Now available!**

The legal structure, also referred to as a **B-corp**, is not new but it is a new legal structure available in Tennessee. It provides another legal structure of particular interest to social enterprises and is already available in over 30 states.

What kind of company is for?

A domestic business corporation that intends to pursue a public benefit or public benefits. This entity must have a positive effect or reduction of negative effects on one (1) or more categories of persons, entities, communities, or interests, other than shareholders in their capacities as shareholders, including, but not limited to, an artistic, charitable, cultural, economic, educational, environmental, literary, medical, religious, scientific, or technological effect. (sos.tn.gov/products/business-services/profit-benefit-corporation)

- The **BERO annual report** was released with newly released data from the U.S. Census Survey of Business Owners (SBO).
- **BEST: Cohort 2 began in November at the Tennessee Prison for Women** in Nashville. The BEST (Building Entrepreneurs For Success in Tennessee) program, is designed to provide opportunities for personal development and transformation, then teach business and entrepreneurial skills to better equip individuals for successful reentry into the community after incarceration. (ec.co/best) There are 19 women from each of Tennessee's three women's prisons participating in the program. Karen Vander Molen, the program's director and founder, presented at the Global Action Summit - video [here](#).

- **2015 Team Tennessee Governor's Conference on Economic and Community Development**
Presentations and video from the conference in October are available online, including the session slides for [Approaches for Supporting Rural Entrepreneurs](#).

❖ Access to Capital ❖

Policy Dialogue: Crowdfunding Rules Announced. What Next?

kauffman.org/blogs/policy-dialogue/2015/november/crowdfunding-rules-announced-what-next

...The new rules on crowdfunding allow anyone with a net worth less than \$100,000 to invest up to \$2,000 (or 5 percent of their net worth, whichever is greater) over a 12-month period. If an investor has an income and net worth greater than \$100,000, they can invest up to 10 percent of their net worth. The new rules will be effective Jan. 29, 2016.

Innovation Daily: Georgia gets first federal OK for crowdfunding business

innovationamerica.us/index.php/innovation-daily/49049-georgia-gets-first-federal-ok-for-crowdfunding-business--online-athens

The nation's first business with federal approval to use multi-state crowdfunding is a Georgia company building on an innovative state law.

Atlanta-based Groundfloor snagged the prize. It was begun in North Carolina but moved to Georgia to take advantage of the Peach State's law that opens the door to small investors.

Frost, Brown, Todd: A Brief Guide to the SEC's Final Crowdfunding Rules: 12 Facts You Need to Know

frostbrowntodd.com/resources-1855.html

By now, most people have heard of "crowdfunding" or have some idea of what the term means. Crowdfunding is a technique for raising small amounts of capital from a large number of people over the Internet.

Less understood, however, is the distinction between (i) crowdfunding on websites like Kickstarter or GoFundMe, which allow companies to fund ideas by giving away "rewards" (thereby avoiding the need to comply with federal and state securities laws), and (ii) crowdfunding on websites that allow people to purchase an ownership interest in a business ("equity crowdfunding"), which involves the purchase and sale of a security.

Field at the Aspen Institute: The Racial Wealth Gap, Narrowing the Racial Wealth Gap through Business Ownership

assetfund.org/images/pages/AFN_Racial_Wealth_Gap_-_Strategy_Spotlight_2015.pdf

The growing racial and ethnic wealth gap presents a challenge for funders striving to build assets and tackle inequality in the United States. One of the key reasons for the racial wealth gap is that African American and Latino households hold lower levels of business and financial assets.

...Although business ownership may be an important means to build wealth in our economy, African Americans and Latinos have encountered challenges in acquiring the capital, knowledge, and market access needed to grow their firms.

Devex Impact: The next wave of development finance innovation

devex.com/news/the-next-wave-of-development-finance-innovation-87139

Impact investing has typically been a practice reserved for foundations, private equity or venture capitalists, but a new crop of alternative investment opportunities are emerging that are bringing traditional financial institutions more into the mix. In practice they are merely slight variations to the everyday debt and equity instruments that banks deal with in large volumes every day. But these financial products add a development objective to an investment goal and establish a key link between sustainability targets and commercial capital.

In doing so they address a major funding dilemma facing social enterprises and sustainability-focused small and medium-sized enterprises.

... Development impact bonds give banks an opportunity to invest in development projects and earn a return that is not generated through donations or charitable giving. It allows them to fulfil their core objective of seeking a return on investment. For civil society program implementers, a development impact bond can be a useful option for leveraging a foundation's finances to mobilize early volumes of commercial capital for development.

...There are more articles related to access to capital in the compilation from the past quarter below, too.

❖ Events and Items of Note ❖

- **January:** National Mentoring Month, National Slavery and Human Trafficking Prevention
 - January: NextFarm, a business accelerator focused on agricultural related ventures and innovation is open for application.
 - January 28: 2016 Farmer's Market Boot Camp (1), White Pine. [Registration](#) deadline January 21.
 - January 29: 2016 Farmer's Market Boot Camp (2), Athens. [Registration](#) deadline January 22.
- **February:** Black History Month, Irish-American Heritage Month
 - February 11-3: Pick TN Products, Knoxville. More information at tdaruralroutes.org/#04
 - February 22: 2016 Farmer's Market Boot Camp (3), Lebanon. [Registration](#) deadline February 15.
 - February 24: 2016 Farmer's Market Boot Camp (4), Winchester. [Registration](#) deadline February 17.
 - February 20-23: International Franchise Association Convention, San Antonio, TX. More information at convention.franchise.org/home.
- **March:** Women's History Month
 - March 2: 2016 Farmer's Market Boot Camp (5), Trenton. [Registration](#) deadline February 24.
 - March 3: 2016 Farmer's Market Boot Camp (6), Centerville. [Registration](#) deadline February 25.
 - March 14-17: Global Entrepreneurship Congress, Medellin, Columbia. More information at gec.co.
 - March 21-24: National Reservation Economic Summit (RES) 2016, Las Vegas, NV. More information at res.ncaied.org.
 - March 22-24: Women's Business Enterprise National Council 2016 Summit & Salute, Phoenix, AZ. More information at summit.wbenc.org.

➤ **And coming up...**

- 26th Annual Government Procurement Conference: April 6, Washington, DC. (fbccconferences.com/e/procurement/default.aspx)
- WPO 19th Annual Conference: April 7-9, Baltimore, MD. (womenpresidentsorg.com)
- eMERGE Americas: April 18-19, Miami, FL. (emergeamericas.org)
- Growing Entrepreneurial Communities Summit: May 4-5, Kansas City, MO. (energizingentrepreneurs.org)
- 2016 Black Enterprise Entrepreneurs Conference: May 4-7, Miami Beach, FL. (blackenterprise.com/events/entrepreneurs-summit)
- GROWCO: May 17-19, Las Vegas, NV. (growco.inc.com)
- 36|86, The Southern Series: June 6-7, Nashville. (thirtysixeightysix.com)

❖ Your Turn to Submit ❖

What do we want to know about? We are looking for these:

Case Studies:

We have been spotlighting how organizations work with clients. How they connect resources, and what things that company or individual sought to accomplish and did. It serves to highlight your range of services and the company itself statewide.

Best Practices:

Your best practices can be anything from how you process a client to programs developed to fill gaps that are producing good results (i.e. business matchmaking, mentor-protégée programs, loan programs, etc.).

Events:

What impactful events are you planning, co-planning or promoting for DBEs? Include the basics of who, what, when, where and how, with a link for more information. Send events that take will place in the next 6 months.

How to submit:

There is a lot of great work being done across the state for DBEs. If you have questions that you would like to see how other groups are solving and/or addressing, send them along. Provide enough contextual information so your question can be answered in a relevant manner. Send to ecd.bero@tn.gov.

Feel free to suggest or forward on to others!

❖ Articles of Interest from the Last Quarter ❖

Do you need a different option to look through these articles?

These articles are also posted in "DBE Topics in the News" section of BERO's website at tn.gov/ecd/bero.

▫ DECEMBER ▫

Biz Women: Survey says 2016 will be a good year for female business owners

bizjournals.com/bizwomen/news/latest-news/2015/12/survey-says2016-will-be-a-good-year-for-female.html

A Yelp survey of small business owners in its social referral network shows a lot of optimism for 2016.

The survey found that 85 percent of all small business owners expected revenue to grow next year. Among female owners, that figure is 83 percent.

Government Technology: Local Data: Where Are Businesses Starting Up?

govtech.com/data/Local-Data-Where-Are-Businesses-Starting-Up.html

...Interestingly, much of the growth stems from new minority-owned firms, the vast majority of which are self-employed individuals operating unincorporated businesses. The number of black-owned firms grew about 34 percent, while Asian-owned firms climbed 24 percent from 2007 levels, according to national Census estimates. An even larger increase -- 46 percent -- was recorded for Hispanic firms, prevalent in places like El Paso and Miami. Data suggests Hispanic-owned businesses are overrepresented in certain industries, such as the sector that encompasses administrative support, waste management and remediation services.

Biz Women: By the numbers: How women in business fared in 2015

bizjournals.com/bizwomen/news/out-of-the-office/2015/12/by-the-numbers-how-women-in-business-fared-in-2015.html

Numbers can often illustrate a topic better than words. Take a look back at some key statistics from the year to see how women fared in 2015.

... 45: Percentage of millennial business owners who are women
 - Compared to 25 percent of baby boomer business owners

... About 1 million: Number of views of "CODEGIRL"

HBS Working Knowledge: Without Immigrants, We Wouldn't Have Google

hbswk.hbs.edu/item/without-immigrants-we-wouldn-t-have-google

What is the secret sauce of US commercial success? It's the contributions of immigrants, like Google co-founder Sergey Brin, who have made huge contributions to the technological and economic success of the United States, argues Harvard Business School Professor Shane Greenstein.

Biz Women: New study shows price discrimination is alive and well

bizjournals.com/bizwomen/news/latest-news/2015/12/new-study-shows-price-discrimination-is-alive-and.html

What's the difference between a red Radio Flyer scooter and a pink Radio Flyer scooter sold at Target? Nothing, except the pink scooter costs twice as much.

Forbes: 30 Under 30: PartPic*/Jewel Burks

forbes.com/30-under-30-2016/manufacturing-industry/#2715e4857a0b1458ed3476cd

An entrepreneur from a family of entrepreneurs, Burks began her career at Google before her grandmother's breast cancer diagnosis led her to decide to move back home to Atlanta. There, she took a job working at McMaster-Carr, a top U.S. industrial parts distributor. But when it came to hunting down specific gears and other bits of machinery from its stock of 550,000 products, it was a far cry from what she was used to at the search giant. *PartPic, headed by Burks, a Nashville native, won the [36|86](#) pitch competition in June 2015.

Nashville Business Journal: Nashville a top city for businesses owned by women, millennials

bizjournals.com/nashville/blog/2015/12/nashville-a-top-city-for-businesses-owned-by.html

Among big cities nationwide, Nashville has one of the highest rates of millennial entrepreneurs that own small businesses, according to a [new study by the Kauffman Foundation](#).

GEW: Global Entrepreneurship Congress

gec.co

At the Global Entrepreneurship Congress (GEC) in Medellin, Colombia, thousands of entrepreneurs, investors, researchers, policymakers and other startup champions will gather together to discuss "The Business of Next." Delegates from more than 160 countries around the world will be talking about how to drive the entrepreneurship spirit forward in their country.

Nashville Business Journal: Nashville EC partners with Google to boost diversity

bizjournals.com/nashville/blog/2015/12/nashville-ec-partners-with-google-to-boost.html

The Nashville Entrepreneur Center is launching a new initiative in 2016 to help develop a more inclusive entrepreneurial environment in Music City, according to a news release.

The initiative includes five scholarships for under-represented and minority members of the community. Recipients of the scholarships will receive a one-year membership at the center and tuition for the PreFlight program.

Happy Migrants Day

blog.migreat.com

Today is International Migrant's Day! The day celebrates our human history, the story of hundreds of millions of courageous individuals who chose to overcome adversity and work at creating a better life for themselves in a foreign country.

Ameyaw Debrah: BBC's 100 Women | Half the World Speaks

ameyawdebrah.com/bbc-100-women-rns-for-2015-2/

Young, geeky and black in Memphis ...The first episode focuses on Memphis, Tennessee – a majority black city and the poorest metro area in the United States. It's also home to a group of organisations and passionate individuals working to get young, black women into technology and tech jobs. Presenter James Fletcher meets some of the girls involved in Black Girls Code and Code Crew, and their teachers and mentors who feel that coding and tech offer Memphis a path out of poverty

◻ NOVEMBER ◻

Nashville Business Journal: Nashville startup makes Time's list of 2015's best inventions

bizjournals.com/nashville/blog/2015/11/nashville-startup-makes-times-list-of-2015s-best.html

Nashville-based music-tech startup Artiphon already had one pretty notable achievement this year: a \$1.3 million Kickstarter campaign that ranked as one of the crowdfunding site's best ever. Now the creators of the all-in-one instrument have another feather to add to their cap, courtesy of Time magazine.

Daily News Journal: MTSU presents Global Entrepreneurship Week

dnj.com/story/money/business/2015/11/13/mtsu-presents-global-entrepreneurship-week/75722754/

... His MTSU talk, titled "From Darkness to Sight: A Story of Opportunity, Innovation, and Entrepreneurship," will take place from 7-8 p.m. Monday in the State Farm Lecture Hall, Room S102 of the Business and Aerospace Building. It is free and open to the public.

McDowell will be host for workshops to teach MTSU students how to win a business-plan competition and also overseeing Wednesday's entrepreneurship fair for area high school students. New this year, the invitation-only fair will feature participating students making elevator pitches and creating trade show displays to be judged by a panel of experts.

HBS Working Knowledge: Developing Your Next CEO for the Family Business

hbswk.hbs.edu/item/managing-the-family-business-developing-your-next-ceo

...Bower makes a strong case for making "Insider Outsiders" your next CEO. These internal candidates with some outsider views have a more objective and independent view about how your company needs to change and adapt. Executives with the right mix of Insider and Outsider attributes, Bower claims, are likely to do a better job and create more economic value as CEO. I agree but CEO selection is more complex for family companies.

Biz Women: 5 takeaways from the women of Fortune's Global Forum

bizjournals.com/bizwomen/news/latest-news/2015/11/5-takeaways-from-the-women-of-fortune-s-global.html

Fortune's Global Forum took place in San Francisco this week, and leaders from all industries provided insight on doing business globally.

Popular topics included technology and leadership, which affect companies large and small.

Economy Matters: Keeping Up with the Gazelles, Part 2: Why Gazelle Founders Set Sail

frbatlanta.org/economy-matters/2015/11/12/keeping-up-with-the-gazelles-part-two.aspx

In interviews with four dozen founders of fast-growing companies across the Southeast, Atlanta Fed researchers identified three general paths that these entrepreneurs followed. Economy Matters staff writer Charles Davidson profiles some of the prototypical gazelle founders.

Biz Women: 8 female founders on making the leap from corporate climber to entrepreneur

bizjournals.com/bizwomen/news/latest-news/2015/11/8-female-founders-on-making-the-leap-from.html

Today is Women's Entrepreneurship Day [November 19], a worldwide celebration of women who are leading businesses and breaking barriers in the workplace.

...We are celebrating the day by asking business leaders about the moment they decided to make the leap, from corporate climber to entrepreneur.

GEN News: 2015 Amway Global Entrepreneurship Report Released as Part of GEW 2015

wearegen.co/gew/2015-amway-global-entrepreneurship-report-released-part-gew-2015

... [The report](#) found that 43 percent of respondents around the world could imagine starting a business. Men (47 percent) were more willing than women (38 percent). University degree holders and those under 35 years old (each 51 percent) showed the most potential. All this said, however, just 10 percent were currently self-employed, sustaining the entrepreneurial gap of 33 percent from 2014.

Nooga.com: Pakistani Native, Female Entrepreneur Contributes to Local Economy with New Business

nooga.com/171641/pakistani-native-female-entrepreneur-contributes-to-local-economy-with-new-business/

Entrepreneur Amna Shah has been working diligently toward success since she came from Pakistan to the United States at age 16.

...She now has 10 consultants and projects \$1 million in revenue by the end of 2015.

"It ... feels good to give back to U.S., for it gave me my American dream," she said.

GEN News: GEW Celebrates Female Founders

wearegen.co/gew/gew-celebrates-female-founders

...The strategies to promote women's entrepreneurship are different than for other demographic groups: beyond stereotypes about their abilities, women face unique challenges that prevent them from becoming successful entrepreneurs, such as a scarcity of female mentors. Only armed with more accurate information, program coordinators and funders can make adjustments to address their particular challenges. We salute pioneers, such as GEW Board member Rebeca Huang, in fighting this through vehicles like Rivet Ventures.

Venture Nashville: Bunker Labs for Veterans emerging at Nashville Entrepreneur Center

venturenashville.com/bunker-labs-for-veterans-emerging-at-nashville-entrepreneur-center-cms-1181

...The national Bunker Labs website lists services for active duty military anticipating an exit, and veterans who have left military service. Peer-to-peer learning, with mentors, industry experts, an investor network and other resources are described there.

GEN News: American Cities Celebrate Global Entrepreneurship Week

wearegen.co/gew/american-cities-celebrate-global-entrepreneurship-week

Global Entrepreneurship Week starts this morning with more than 10 million people participating in over 30,000 events in 160 countries. While the United States has in large part been the originator of the startup revolution now unfolding across the globe, this renaissance of entrepreneurs is still relatively new for some parts of our nation. This week we look at how GEW is celebrating emerging ecosystems in three American cities: Albuquerque, New Mexico; Louisville, Kentucky; and Washington, D.C. - See more at: wearegen.co/gew/american-cities-celebrate-global-entrepreneurship-week#sthash.IPToef3U.dpuf

Fast Company: This Food Truck Spends Part Of Its Route Delivering Meals To Hungry Kidsfastcoexist.com/3052310/this-food-truck-spends-part-of-its-route-delivering-meals-to-hungry-kids

When a new Oklahoma City food truck isn't serving burgers at street parties, it will deliver free healthy meals to kids who are struggling with hunger.

"As efficient as food banks are, they still have a hard time delivering food to the margins of our community," says Mike Zserdin from Made Possible By Us, the startup launching the truck. "A lot of times the people who need the food aren't able to get it at the delivery points."

Biz Women: NAWBO has a very specific idea for how women can help close the gender wage gapbizjournals.com/bizwomen/news/latest-news/2015/11/nawbo-has-a-very-specific-idea-for-how-women-can.html

The National Association of Women Business Owners has an interesting proposal for narrowing the pay gap: More women need to start their own businesses.

HBS Working Knowledge: Why Does Gender Diversity Improve Financial Performance?hbswk.hbs.edu/item/why-does-lack-of-gender-diversity-hurt-performance

... He commented that improved performance is not about gender diversity, but rather about cognitive diversity-- "differences in the way that we see and categorize the world, the way we solve problems and the way that we make predictions." A comment from "The Real Deal" echoes this belief: "If you want real diversity, surround yourself with people from different backgrounds who do not think like you. You could hire 50% women, and if they are clones of your existing leaders, in terms of how they think ... then you in reality have diversity only on paper."

Times Free Press: Signal Mountain women start business from the yoga mat uptimesfreepress.com/news/business/aroundregion/story/2015/nov/03/business-help-people-believe/333770/

...It took about \$10,000 to get My Mat My Mantra going, \$5,000 from each of them, Fowler and Smith said. They declined to share their company's revenue but said that for this calendar year through August it has doubled compared with all of calendar year 2014....Fowler, 43, and Smith, 45, both mothers, were homemakers when they launched the company.

Nooga.com: Dayton entrepreneur plans to expand to Chattanooga, carry on family's legacynooga.com/171496/dayton-entrepreneur-plans-to-expand-to-chattanooga-carry-on-familys-legacy/

Third-generation entrepreneur John Tipton is studying business management at Mercer University, and he plans to expand his family's business from Dayton to Chattanooga when he graduates.

...He is becoming an entrepreneur because of his family, not for the money, he said. He wants to carry on his family's legacy and be a part of the community and storytelling aspect of business ownership.

Teknovation.com: Enthusiasm, energy and inquisitiveness abound in YEA! Classroomteknovation.biz/2015/11/02/enthusiasm-energy-inquisitiveness-abound-yea-classroom/

...It was one of 30 weekly classes scheduled well into next year where two dozen young people with an average age of between 13 and 14 are learning about entrepreneurship – taking an idea and developing it into a business.

◊ OCTOBER ◊

Knoxville News Sentinel: Tennessee farmers, rural small businesses net \$2M in USDA grantsknoxnews.com/business/tennessee-farmers-rural-small-businesses-net-2m-in-usda-grants-ep-1340619428-353332651.htm

The department's Rural Energy for America Program funds energy efficiency improvements and renewable-energy systems for rural small businesses and agricultural producers.

Dry Ridge Farm, a full-service equestrian boarding and training facility founded by then-UT student Alex Green in 2010, received more than \$25,000 with the help of Knoxville contractor Aries Energy.

Nashville Business Journal: Nashville tech company named one of the best by Entrepreneurbizjournals.com/nashville/blog/2015/10/nashville-tech-company-named-one-of-the-best-by.html

A Nashville-based tech company made the cut of 10,000 to be named one of the best entrepreneur companies in America.

Concept Technology Inc. was listed as one of Entrepreneur magazine's Best Practicers for 2015.

YouTube Wants Everyone To Watch This New Movie About Girls Who Code

huffingtonpost.com/entry/youtube-codegirl-streaming_562e1fb3e4b0aac0b8fd53f8

...In her new documentary "Codegirl," producer Lesley Chilcott profiles Technovation, a tournament in which high school girls from around the world have three months to design an app that solves a problem in their community.

The trailer for "Codegirl"(video): youtube.com/watch?v=cRb5iel-3Ck

GEN News: Global Entrepreneurship Week 2015 Tops 160 Country Mark

wearegen.co/gew/global-entrepreneurship-week-2015-tops-160-country-mark

The 2015 Global Entrepreneurship Week (GEW) will be its largest celebration of entrepreneurship yet, with events in 160 countries. From November 16-22, roughly 10 million people will take part in the eighth annual celebration, recognizing and supporting entrepreneurs from around the world.

Fast Company: This Ninth Grader Invented A Device That Harvests Power From Ocean Waves

fastcoexist.com/3052431/this-ninth-grader-invented-a-device-that-harvests-power-from-ocean-waves

A few startups have spent millions developing massive underwater power plants that gather energy from ocean waves. But a Florida teenager has invented a small-scale alternative, designed for the developing world, that costs just \$12.

Hannah Herbst, age 15, started thinking about renewable energy after talking with her nine-year-old pen pal in Ethiopia. "I found out that she's living in energy poverty, and she doesn't have access to things that I take for granted every day," Herbst says.

Huffington Post: Women in Tech: Entrepreneurs Gather in Chattanooga to Discuss Future of Startups

huffingtonpost.com/beth-cone-kramer/women-in-tech-entrepreneu_2_b_8328320.html

... According to the National Women's Business Council, in 2012, 9.9 million women-owned business in the United States generated \$1.6 trillion in receipts. However, per the St. Louis Business Journal just 14% of the total capital invested by venture firms this year went to women.

SouthernAlpha: 8,000+ women engineers are gathered in Nashville — and ready for more to join the field

southernalpha.com/8000-women-engineers-are-gathered-in-nashville-and-ready-for-more-to-join-the-field/

... One special event that's taking place on Saturday is Invent It. Build It, a program for middle school girls, families and teachers where the girls will have a chance to do creative and challenging engineering activities. "They'll meet some incredible women in engineering and learn what it's like to be an engineer," said Randy Freedman, outreach manager at SWE. " Hundreds of engineers attending WE15 have volunteered to work with the girls, families and teachers who attend the event."

SSA-IRS Reporter (published in English and Español)

irs.gov/Businesses/Small-Businesses-&-Self-Employed/SSA-IRS-Reporter

An online-only publication for businesses, payroll professionals and others who work with payroll taxes and employment tax issues.

Wired: Chattanooga is Offering Internet Faster than Google Fiber

wired.com/2015/10/chattanooga-is-offering-internet-faster-than-google-fiber

...Today the Chattanooga Electric Power Board, the city-owned power utility, says that it is now offering 10 gigabit connections—nearly 1,000 faster than the average broadband connection in the US—

Times Free Press: Startup Week's Angel Summit focuses on investment, community

timesfreepress.com/news/business/aroundregion/story/2015/oct/15/startweeks-angel-summit-focuses-investment-community/330586/

[The summit] was for investors, to help them learn more about putting money to good use in startups. It brought together accomplished entrepreneurs, business leaders and investors from across the country.

PR Newswire: Tech Entries Dominate 2016 Rural Entrepreneurship Challenge: American Farm Bureau Announces Top 10 Teams

prnewswire.com/news-releases/tech-entries-dominate-2016-rural-entrepreneurship-challenge-american-farm-bureau-announces-top-10-teams-300155952.html

The American Farm Bureau today announced the top 10 teams – four finalists and six semi-finalists – of the 2016 Farm Bureau Rural Entrepreneurship Challenge...

The final four teams, chosen from 165 applicants, were each awarded \$15,000 and will advance to the next phase of the challenge. ...Farm Specific Technology (Bolivar, Tennessee), ag tech entry, no-till crimper for cover crop production. Team lead: Shawn Butler.

Update - Tampa Bay Business Journal: AccuGrain of Iowa Honored as Farm Bureau Entrepreneur of the Year

bizjournals.com/tampabay/prnewswire/press_releases/Florida/2016/01/11/DC95802

Garnering 49 percent of the vote, Farm Specific Technology of Bolivar, Tennessee, team lead Shawn Butler, won the People's Choice award in the competition and an additional \$10,000 in prize money for a no-till crimper for cover crop production. Members of the live audience at the finals competition and members of the general public voted online to select the People's Choice winner. Tennessee residents cast the most votes (1,229) followed by Iowa (1,068) and Kansas (205).

Policy Dialogue: Crowdsourcing Crowdfunding Rules

kauffman.org/blogs/policy-dialogue/2015/october/crowdsourcing-crowdfunding-rules

Crowdfunding is opening up large amounts of early stage capital for entrepreneurs. As regulators struggle to write new rules for this exploding phenomenon, they might do well to crowdsource their own questions and experiences.

Tech Goes Home provides training, computers for low-income families

timesfreepress.com/news/business/aroundregion/story/2015/oct/14/bridging-digital-dividetechnology-goes-home-brings/330374/

For Edilzar Garcia, the American dream will be molded with a hot soldering iron... So far, Tech Goes Home Chattanooga has helped 140 people, including 99 families, get better access to technology and digital literacy skills. The program is being offered in 20 schools, libraries, churches and community centers this fall.

McKinsey Global Institute: How advancing women's equality can add \$12 trillion to global growth (video and report)

mckinsey.com/insights/growth/how_advancing_womens_equality_can_add_12_trillion_to_global_growth

A "best in region" scenario in which all countries match the rate of improvement of the fastest-improving country in their region could add as much as \$12 trillion, or 11 percent, in annual 2025 GDP. In a "full potential" scenario in which women play an identical role in labor markets to that of men, as much as \$28 trillion, or 26 percent, could be added to global annual GDP by 2025.

❖ Contact Information ❖

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About BERO:

BERO serves as a voice for and advocate of economic inclusion for Tennessee's disadvantaged businesses (DBE). The office is tasked to analyze, disseminate and promote best practices and access to capital for DBEs to service providers. It also reports on the status of DBEs across the state. For the purposes of BERO, DBE refers to businesses owned by women, minorities, veterans and persons with disabilities; as well as businesses operating in remote or rural areas of the state.

About TNECD:

Tennessee was named 2014 and 2013 "State of the Year" for economic development by Business Facilities magazine. The Tennessee Department of Economic and Community Development's mission is to develop strategies which help make Tennessee the No. 1 location in the Southeast for high quality jobs. The department seeks to attract new corporate investment in Tennessee and works with Tennessee companies to facilitate expansion and economic growth.

Find us on the web: tnecd.com. Follow us on Twitter: [@tnecd](https://twitter.com/tnecd). Like us on Facebook: facebook.com/tnecd.

BERO ANNUAL REPORT FY2016

ATTACHMENT: BERO NEWSLETTER, FALL 2015



Director's Message

Greetings!

The 2015 Governor's Conference just wrapped up. If you didn't make it this year, aside from make-them-yourself *Team Tennessee* t-shirts, you missed some great speakers. One panel, Approaches for Supporting Rural Entrepreneurs, featured speakers from west, middle and east Tennessee who discussed the needs for regionalism, mentorship and combined efforts in supporting our entrepreneurs as well as different approaches to code camps for youth and adults. William Donnell, CTO of [theCO](#) moderated, and the panelists included:

- Doug Minter, Business Development Manager, [Knoxville Chamber](#)
- Ben Harris, COO, [POPVOX](#) and [theCO](#)
- Jeff Brown, Executive Director, [Biz Foundry](#)

A few items that may be of particular interest announced as part of the Rural Economic Development Fund are the following:

- \$1 million Tourism-Based Economic Enhancement Program
- \$300,000 Main Street Incubator Grants
- \$75,000 AgLaunch in cooperation with Launch Tennessee

Full release is [here](#).

A couple more items in this newsletter you will want to know about are the Community Resurgence Tax Credit, which became effective July 1 and is very different from other jobs tax credits in the state as well as an opportunity for microenterprises focusing on manufacturing and construction.

I look forward to seeing you soon!

Warm regards,

Wisty Pender
Director, BERO

❖ DBE/Veteran Best Practices and Highlights ❖


**NEW: Community Resurgence Tax Credit
Effective July 2015**

Have you heard about this tax credit yet? It is new as of July 2015 so don't be surprised if you haven't come across it yet. The name of the credit, "Community Resurgence" does indicate that there are likely specific requirements to use this tax credit.

The tax credit is a job tax credit equal to \$2,500 for each qualifying job created. In order for a new or existing business to qualify they must (1) be located in a census tract in excess of 30% poverty; (2) create 10 or more new full-time employees (FTEs) over a 3-year period; and (3) pay the new employees the state's average occupational wage, which is \$40,650. Unlike the other tax credits available in the state, this one is not industry specific nor does it require a capital investment. Further because of the census tract designation, there are urban core areas as well as rural areas that qualify. These are the aspects that make this tax credit accessible to a wide range of businesses in our state from small to large.

To read the verbatim of the law, the statute is TCA § 67-4-2109 (q), and can be found at <https://www.lexisnexis.com/hottopics/tncode/>.

How does a company use it?

If a company is eligible and wants to use the tax credit, the company will file the Department of Revenue's Jobs Tax Credit business plan, which is at <https://www.tn.gov/assets/entities/revenue/attachments/f1308601.pdf>.

There is a general reference map of the state and eligible census tracts included at the end of this newsletter for your reference.

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LiftTN: Microenterprise Updates


Opportunity for Microenterprises (less than five employees) in the areas of construction and manufacturing

The Incubator Without Walls program affords many of the same services as the traditional incubation program without the residency requirement. Program participants benefit from twice a month one-on-one business coaching via in person, conference call, or web conferencing. Clients submit monthly financial statements for review and are provided access to incubator shared business machines, conference room, training center and mailboxes.

Program participants will receive:

- Coaching that will equip them with at least one government certification
- Consulting that will teach direct and indirect rates for bid proposals
- Access to small business loan programs to create increased business opportunities
- Coaching and tools needed to hire at least one employee including HR strategic planning, organizational chart, application, job description, employee handbook, compliance, etc...
- Access to management and technical assistance funding to start the process through one (or more) of the four foundational pillars; Marketing, Accounting, Human Resources and Legal as identified in the Acorn to Mighty Oak Assessment
- Weekly, one-on-one coaching sessions
- Quarterly Incubator Without Walls-specific newsletter to include events, resources, and best practices tips

One-on-one coaching will provide information and strategies on financial management including evaluating capitalization options, company and project cash flow analysis, lease/purchase analysis, loan package creation and

review, and improving personal and business credit score, Training on Bids and Proposals including provisional indirect rates—cost plus contracting, forward pricing per FAR 15—base and option years, and certification readiness, Accounting System Set-up to include installation and optimization, DCAA compliance, estimating and accounting systems integration, actual indirect rates and multipliers development, and subsidies are available for outside consultants, and Marketing Assistance including marketing plans, social media, and capability statement. Program participants are expected to make weekly meetings, make a good-faith effort to progress in the program, submit monthly and quarterly reports as requested, and complete video and written testimonials as requested.

Participation is limited and free for qualified businesses for one year. This program is offered throughout Tennessee. Email Mark Taylor at mtaylor@nbiconline.com or call 615.963.7184 for more information.



Final Recruitment Days for Bolivar’s Retail Incubator, ALTShop Program
Deadline to apply: October 31, 2015

ALTShop is a place-based microbusiness retail incubator-type program that provides each participant with a short-term lease, rent assistance, marketing and managerial assistance, and other resources to help develop and grow startup and existing businesses. The program is managed by nonprofit, Communities Unlimited and program costs are covered by grant funding received by Communities Unlimited from TNECD with matching funds from Bolivar and Somerville.

Program benefits to the:

Participant Business	Community	Property Owner
Rent subsidy for 3 to 6 months	Experienced program manager	Businesses vetted and required to receive managerial assistance
One-on-one, on-site managerial training (50 hours)	3 new businesses	Tenant for empty or mostly vacant storefront
Assistance with cost of grand opening event	Additional foot traffic for existing businesses in community	Exposure to your storefront

Visit www.altshops.org to apply.



Global Entrepreneurships Week is coming up in November, so to highlight the global aspects for DBEs, here are some recently released studies and research to consider:

Kauffman Foundation: Policy Levers to Measure (and Strengthen) Entrepreneurial Cities

www.kauffman.org/blogs/policy-dialogue/2015/july/policy-levers-to-measure-and-strengthen-entrepreneurial-cities?

Headliner data no longer impresses startup community leaders examining alternative policy levers for building city ecosystems for entrepreneurs.

Comment: While the world cities highlighted in this article are larger than cities in Tennessee, the findings and recommendation are worth considering.

2015 Female Entrepreneurship Index Research Shows More Support Needed to Enable Female Entrepreneurship Development Worldwide

<http://thegeedi.org/2015-female-entrepreneurship-index-press-release/>

Now in its third year, the Female Entrepreneurship Index (formerly known as the Gender GEDI) is the world’s most comprehensive diagnostic tool that measures high potential female entrepreneurship by analyzing entrepreneurial ecosystems, business environments, and individual aspirations across 77 developed and developing economies. Spanning multiple regions, FEI provides a systematic approach that

allows cross-country comparison and benchmarking. The goal of the research is not to provide a headcount of female entrepreneurs worldwide, but rather to serve as a future-oriented tool to guide leaders, policymakers, and law-makers in identifying country-wide strengths and weaknesses and in developing strategies to create more favorable conditions in their countries to enable businesses founded by women to thrive.

Entrepreneurial Immigration and the Global Talent Race

www.kauffman.org/blogs/policy-dialogue/2015/july/entrepreneurial-immigration-and-the-global-talent-race

As the United States continues to stall on entrepreneurial immigration, several countries are joining the ranks of economies that have an immigration policy or program tailored for startup entrepreneurs attracted to the local ecosystem and market.

. . .

Women in Film in Tennessee (video – of course!)

https://youtu.be/cnpqH5IN_Z4

The Nashville chapter of Women in Film and Television is working to advance the professional development and achievement for women working in all aspects of film, television and all other screen-based interactive media. Recently they held a 3-day seminar on how to make a music video from pre- to post-production.

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Updated!

The TN Smart Start Guide is updated in its online version shortly; there were a lot of links to reconnect! If you want to link to it from your website, please link directly so you always have most up-to-date version.

You'll see this in the bottom left of the cover:

Online version updated July 2015

 ❖ Access to Capital ❖

Pathway Lending: Appalachian Community Capital Brings New Investments to East Tennessee

www.pathwaylending.org/news/news-archive/Appalachian-Community-Capital-Pathway-Lending-Bringing-New-Investments-to-East-Tennessee

The Appalachian Regional Commission announced a successful first-round investment closing of Appalachian Community Capital - Over \$15 million in new investment capital has been committed to meet the demands of 165 growing businesses, creating 800 jobs in rural Appalachia, including East Tennessee. When fully funded, ACC expects to leverage \$233 million in private bank capital and help create 2,200 jobs.

High Ground News: Community Cash: Crowdfunding Gives Life to Local Projects

www.highgroundnews.com/features/crowdfunding.aspx

...Another local organization, Girls Inc. of Memphis, utilized an ioby crowdfunding campaign to raise money for supplies needed to launch the Girls Inc. Youth Farm. At the Farm, the nonprofit hires girls to do the meaningful work of growing food on the 9.5-acre plot in Frayser.

ORNL: Small businesses invited to participate in DOE national lab vouchers pilot

www.ornl.gov/news/small-businesses-invited-participate-doe-national-lab-vouchers-pilot

...More than 100 small businesses selected through the pilot's merit review process will receive \$50,000 to \$300,000 vouchers to exchange for national lab technical assistance or initiate collaborative research projects. The assistance will focus on a specific technical challenge identified by the small business (www.SBV.org).

Pipeline Fellowship: An angel investing bootcamp for women

www.pipelinefellowship.com

Pipeline Fellowship is a six-month angel investing bootcamp for women and the time commitment is approximately two full days per month during the six months. Atlanta, Spring 2016.

Grant Opportunity:
USDA REAP Deadline: 11/2/2015

www.rd.usda.gov/programs-services/rural-energy-america-program-renewable-energy-systems-energy-efficiency

Provides guaranteed loan financing and grant funding to agricultural producers and rural small businesses to purchase or install renewable energy systems or make energy efficiency improvements

...There are more articles related to access to capital in the compilation from the past quarter below, too.

 ❖ Events and Items of Note ❖

- **October:** Hispanic Heritage Month (September 14 – October 15)
 - October 13-14: Governor's Conference on Economic and Community Development, Nashville. Look for highlights at www.govcon.tnecd.com.
 - October 18-21: The National Minority Supplier Development Council (NMSDC) Conference and Business Opportunity Exchange, San Diego, CA. More information at www.nmsdcconference.com.
 - October 25-26: Economic Summit for Women, Nashville Airport Marriott, Nashville, TN. More information at www.womenseconomicfoundation.org.
- **November:** National American Indian & Alaska Native Heritage Month, Filipino American History Month
 - November 2-6: MEDWeek 2015, Memphis. Calendar of events: www.mmbc-memphis.org/events.html
 - November 3-4: World Agri-Tech Investment Summit, London. Details at <http://worldagritechinvestment.com>

- November 10: Efforts to Assist Victims and Combat Identity Theft Fraud, webinar sponsored by IRS Stakeholder Liaison and the US Small Business Administration from 9:30 to 10:30 am CDT. To register email James.Jenkins@sba.gov or call 615-736-5091.
 - November 16-19: RES New Mexico, The Reservation Economic Summit (RES). More information at <http://res.ncaied.org>.
 - November 16-17: Global Action Summit, Nashville TN. (\$1M Challenge: Guidelines and Deadline Early Stage Challenge submission information [here](#)). More information visit <http://globalactionplatform.org/pages/view/global-action-summit>
 - November 16-22: Global Entrepreneurship Week. More information at <http://us.gew.co>.
 - November 19: Overseas Private Investment Corporation (OPIC), Expanding Horizons event, Nashville. Details at opicevents.com
 - November 28: Small Business Saturday. Various websites have information, find ways to engage and promote at www.americanexpress.com/us/small-business/shop-small.
- **December:** Political Correctness Awareness Month
- **And coming up in 2016** (Yikes, already? Yes, 2016!)
- eMERGE Americas: April 18-19, 2016, Miami, FL. (emergeamericas.org)
 - GROWCO: May 17-19, 2016, Las Vegas, NV. (growco.inc.com)
 - 36|86, The Southern Series: June 2016, Nashville. (thirtysixeightysix.com)

❖ Your Turn to Submit ❖

What do we want to know about? We are looking for these:

Case Studies:

We have been spotlighting how organizations work with clients. How they connect resources, and what things that company or individual sought to accomplish and did. It serves to highlight your range of services and the company itself statewide.

Best Practices:

Your best practices can be anything from how you process a client to programs developed to fill gaps that are producing good results (i.e. business matchmaking, mentor-protégée programs, loan programs, etc.).

Events:

What impactful events are you planning, co-planning or promoting for DBEs? Include the basics of who, what, when, where and how, with a link for more information. Send events that take will place in the next 6 months.

How to submit:

There is a lot of great work being done across the state for DBEs. If you have questions that you would like to see how other groups are solving and/or addressing, send them along. Provide enough contextual information so your question can be answered in a relevant manner. Send to ecd.bero@tn.gov.

Feel free to suggest or forward on to others!

❖ Articles of Interest from the Last Quarter ❖

Do you need a different option to look through these articles?

These articles are also posted in "DBE Topics in the News" section of BERO's website at tn.gov/ecd/bero.

· september ·

Memphis Daily News: City of Memphis, EPICenter Get \$50,000 for Startup Efforts

www.memphisdailynews.com/news/2015/sep/1/city-of-memphis-epicenter-get-50000-for-startup-efforts/

... U.S. Small Business Administration's Tennessee district office, joins other SBA staff in presenting Memphis officials Wednesday, Sept. 2, with a \$50,000 Start Small Model prize, the ceremony will be more than a perfunctory civic affair.

The Bulletin: Trucking's battle of the sexes: Are women winning?

www.bendbulletin.com/business/3484632-151/truckings-battle-of-the-sexes-are-women-winning#

Female truckers are sliding into long-haul cabs as companies seek to end a U.S. driver shortage, and they're proving to be better behind the wheel than men.

Women2.0: This is What an Angel Looks Like: Kim Tennican

<http://women2.com/2015/09/02/kim-tennican-angel-investor>

...What types of companies do you look to invest in?

I am interested in women-founded social impact companies, preferably in a stage of growth where I can also lend my expertise to help them succeed and where their potential for doing good is aligned with my interests.

Fast Company: Inside America's Largest Worker-Run Business

www.fastcoexist.com/3049930/solving-inequality/inside-americas-largest-worker-run-business

... Today, worker co-ops are growing in popularity in the U.S., both for people ideologically drawn to an equitable workplace and as a means for economically disadvantaged people to control their own destiny. But among worker cooperatives, CHCA is rare in for its size (employing over 2,000 workers), its longevity (currently in its 30th year), and its success (it has been profitable in all but three of those years).

Women2.0: Don't Call Me a Mompreneur

<http://women2.com/2015/09/07/dont-call-me-mompreneur/>

...The term mompreneur conjures up images of a smart looking woman wearing a suit, holding a baby in one arm and a briefcase in the other. As I write this, in Entrepreneur's Mompreneur section of their website, there are 14 articles on the home page. Eight of them have images of a woman entrepreneur with her kids. Seven of them have headlines about work life balance. Two have headlines on how to involve your kids in your business.

Read more at <http://women2.com/2015/09/07/dont-call-me-mompreneur/#SJlw7F90qE2ZQQzU.99>

Dell: Global Advocate for Entrepreneurship

www.dell.com/learn/us/en/uscorp1/corp-comm/advocating-worlds-entrepreneurs?c=us&l=en&s=corp

...At the Social Good Summit last year, Michael unveiled his term agenda, which is to ensure job creation and entrepreneurs, also known as Goal 8, make the final list of 2015 Sustainable Development Goals (SDGs). This is important because the SDGs, which will be voted on by the UN General Assembly in September 2015, will define the top development priorities of the UN member nations through the year 2030. They will effectively set international norms that will impact policy decisions at the country level and drive trillions of dollars in domestic spending, private investment, and public and private procurement.

<https://twitter.com/search?q=%23entrepreneursUNite>

Kauffman Foundation: Doing Business with Government Difficult for Startups

www.kauffman.org/blogs/policy-dialogue/2015/october/doing-business-with-government-difficult-for-startups

Government, like in most other aspects, is risk-averse as a customer... The CITIE study authors argue that high-performing cities “see the value of outcome-based procurement strategies which invert the traditional procurement process”.

Women2.0: Becoming a First-Time Founder at Age 50: Yes, It's Possible

<http://women2.com/2015/09/11/launching-at-50>

...Starting your first entrepreneurial venture at age 50 might seem crazy. Launching a business in a field in which you have zero previous experience may seem irresponsible. Convincing yourself that you can truly change the world might seem unrealistic.

Federal Reserve Bank, St. Louis: Essay No. 1: Race, Ethnicity and Wealth (video and report)

www.stlouisfed.org/household-financial-stability/the-demographics-of-wealth/essay-1-race-ethnicity-and-wealth

This first essay in the "Demographics of Wealth" series examines the connection between race or ethnicity and wealth accumulation over the past quarter-century.

Essay 2, The Role of Education and Essay 3, Age, Birth Year and Wealth can be found at

www.stlouisfed.org/household-financial-stability/the-demographics-of-wealth

Tennessean: The TENN start-ups continue to blaze new trails

www.tennessean.com/story/money/2015/09/09/tenn-start-ups-continue-blaze-new-trails/71465978/

...Female Entrepreneurs Institute ranks the TENN one of its Top 12 Accelerators for Female Entrepreneurs. ... Stony Creek Colors works to further scalable production of bio-based dyes including indigo, using natural colorants from a trusted U.S.-based farmer supply chain.

Women2.0: New rule will help female-owned businesses get more federal contracts

<http://www.bizjournals.com/bizwomen/news/latest-news/2015/09/new-rule-will-help-female-owned-businesses-get.html>

Federal contracting officials now have the power to award sole-source contracts to women-owned businesses, a tool that should help the government finally achieve its goal of awarding 5 percent of its procurement dollars to women.

1776 Challenge Cup: Local Challenges Begin

www.1776.vc/challenge-cup/

Startups advance through three rounds: Local, Regional and Global Finals. All of the regional winners and a host of wild cards will be invited to participate in the Challenge Cup Global Finals next June in Washington, D.C. There, they'll compete for over \$1 million in prizes, as well as spend time with the investors, customers, media and other key connections that can help them succeed on a global scale.

Clarksville Now: Wyatt-Johnson dealership tops list of largest female run companies

<http://clarksvillenow.com/local/wyatt-johnson-dealership-tops-list-of-largest-female-run-companies2/>

The list of Middle Tennessee's top-earning businesses owned by women was recently released.

According to the Nashville Business Journal, trucking company Western Express tops the list that includes a diverse list of companies.

Nooga.com: Young entrepreneur creates successful business model using Amazon, eBay

<http://nooga.com/171192/young-entrepreneur-creates-successful-business-model-using-amazon-ebay/>

Andy Yost started selling baseball cards on eBay at age 12.

By 18, he had cultivated a small business selling iPods through eBay, with the initial capital coming from his lawn mowing business he started at 10 years old.

Now, at 27, he owns and operates AY Electronics, a third-party online electronics merchant on Amazon and eBay, which closed 2014 with more than \$4.1 million in revenue.

· august ·

Memphis: MBDoc Report: 12.86% of City's Controllable Budget Spent with MWBEs

Over a period of 10 months ending April 30, 2015, the City of Memphis spent \$28.7 million or 12.86% of its controllable budget with minority and women business owners. The dollar amount for contract opportunities in which no minority or women businesses were identified as meeting the specifications totaled \$55.4 million.

Report:

www.memphistn.gov/Portals/0/pdf_forms/Minority%20Business%20Development%20Oversight%20Committee%20Report.pdf

GW Hispanic Chamber of Commerce: DC SmallBiz Mentorship Program (DCSMP)

www.gwhcc.org/news/2015/08/11/chamber-news/the-greater-washington-hispanic-chamber-of-commerce-and-the-mayor-s-office-on-latino-affairs-announcing-mentorship-program/

The Greater Washington Hispanic Chamber of Commerce (GWHCC) and the Mayor's Office on Latino Affairs (OLA) are announcing a partnership to launch their new mentorship program "DC SmallBiz Mentorship Program (DCSMP)" for the District of Columbia's Latino businesses.

BizWomen: Number of female-owned businesses grow, but revenue lags way behind

www.bizjournals.com/bizwomen/news/latest-news/2015/08/number-of-female-owned-businesses-grow-but-revenue.html

The number of women-owned businesses increased from 7.8 million in 2007 to 9.9 million in 2012, according to preliminary data from the U.S. Census Bureau.

That's a lot of women-owned businesses, but their total revenue only grew from \$1.2 trillion in 2007 to \$1.6 trillion in 2012.

US Women's Chamber: Women's Businesses Hit with Annual \$10 Trillion Opportunity Loss

<https://uswcc.org/2015/08/womens-businesses-hit-with-10-trillion-opportunity-loss/>

... While the preliminary results of the 2012 Survey of Business Owners by the U.S. Census Bureau reveals stunning growth in the number of women-owned firms -- finding that women now own 35.95% of all U.S. firms (an increase of 2.1 million businesses since 2007), we also learn that women-owned firms produced only \$1.6 trillion in revenues representing just 4.82% of all firm revenues (up from 3.95% in 2007).

SouthernAlpha: Start Co., ZeroTo510, CO.LAB announced as \$50K winners of SBA competition

<http://southernalpha.com/zeroto510-startco-colab-startup-in-a-day/>

The U.S. Small Business Administration announced at the White House Demo Day the 80 winners of the Start Small Model prize in its Startup in a Day competition, and three accelerators in Tennessee won \$50,000 each to support entrepreneurial growth.

White House Demo Day (video)

www.whitehouse.gov/demo-day

Meet the first ever White House exhibiting entrepreneurs and learn more about their innovations.

Nashville Native, Jewel Bruks, a winner of 36/86 pitch competition went to the White House.

Look for Memphians, **Jerome Hardaway** and **Moziyah Bridges** Air Force veteran learns tech skills at a coding bootcamp that he used to launch venture that helps veterans more successfully transition back into civilian life
Memphis teen turns passion for bowties into a budding fashion business

Women 2.0: Useful Advice for Pregnant Founders

<http://women2.com/2015/08/18/tips-for-pregnant-entrepreneurs/?hvid=3enrnl>

To test the waters, I set up meetings with a few investors. As I gave them the pitch on Plango, I was amused to see that I was right and everyone ignored my obviously large belly. I decided to point out that I was pregnant after the pitch to see what response I would get.

Luckily, one investor gave me some solid advice and told me to own it by working my pregnancy into my pitch. By doing so, I would have the chance to answer any concerns investors have for the future of Plango.

Periscope Pitch - Live Crowdfunding for Nashville Artists

<https://t.e2ma.net/message/5t1pvb/dk3q4j>

Eight talented arts entrepreneurs will put their training to the test when they take the stage in October to pitch their arts businesses to the community. Seeking funding, fans, and exposure, the artists will bare all for a diverse audience at this capstone event of Periscope: Artist Entrepreneur Training program.

Inc.: The 10 Best Places to Start a Business

www.inc.com/tess-townsend/thumbtack-business-friendliness-survey.html

...“Something is going right in Tennessee,” says Lieber.

Overall friendliness toward small businesses: Knoxville ranked #5 and Nashville ranked #6

www.thumbtack.com/tn/#/2015/1

TSBDC: Would you like for someone else to pay your employees?

<http://campaign.r20.constantcontact.com/render?ca=b83a560d-756e-4752-8004-e347624dca8c&c=abe5ddb0-bfae-11e3-93f3-d4ae52986b44&ch=ac8ea0d0-bfae-11e3-943c-d4ae52986b44>

The U.S. Small Business Administration has made limited funds available for the specific purpose of paying the wages of Cleveland State Community College co-op students working for SBDC client businesses.

Times Free Press: Speakers Urge Women Entrepreneurs to Work Together as Their Numbers Grow

www.timesfreepress.com/news/business/aroundregion/story/2015/aug/26/women-entrepreneurs-grow-number-urged-work-to/321702/

Women entrepreneurs need to support one another — not tear each other down.

That was the message author Aundrea Wilcox had Tuesday for several hundred women who attended the third annual Women Entrepreneurs symposium, or WE, in Chattanooga.

Huffington Post: Inspiring Girls in the Tech Space: 100 Girls To Code

www.huffingtonpost.com/beth-cone-kramer/inspiring-girls-in-the-te_b_8023776.html

When Kathy Pham reflects on the career journey that led to her post as Advisor on Health Data for the United States Digital Service at The White House, she points back to her high school geometry teacher.

...When 100 Girls To Code founder Sammy Lowdermilk approached Kathy to participate in Girls Day of Code, she was in.

This past August, Pham joined girls across the U.S., as well as in Costa Rica and Ireland, via webcast for the first #GirlsDayofCode.

Kauffman Foundation: Small Business Owners Want Training, Simplified Regulatory Compliance from Government

www.kauffman.org/blogs/policy-dialogue/2015/august/small-business-owners-want-training-simplified-regulatory-compliance-from-government

“Small business owners on Thumbtack have consistently told us that they welcome support from their government but are frequently frustrated by unnecessary bureaucratic obstacles,” said Jon Lieber, chief economist of Thumbtack.com. “Given that there is a crisis of entrepreneurship in the United States, seen in the broad collapse of self-employment across industries and states, creating the right environment for business startups is more important than ever.”

Publishers Marketplace: Ingram Launches Accelerator

<http://lunch.publishersmarketplace.com/2015/07/ingram-launches-accelerator/>

SouthernAlpha: EC launches new accelerator program with Ingram Group

<http://southernalpha.com/ec-launches-new-accelerator-program-ingram-group/>

Ingram Content Group and the Entrepreneur Center (EC) just announced the launch of a new accelerator program, 1440, focused on publishing. ... The 14-week process will be open to 10 startups, with participating companies set to receive a \$30k investment for 10% equity. Ingram Content Group will provide mentorship to each of the selected startups.

SouthernAlpha: Belmont alumna turns her 'girlie golfer' problem into growing apparel business

<http://southernalpha.com/belmont-alumna-sydney-elizabeth-women-golf-apparel/>

As a student on golf scholarship at Belmont Univ., Sydney Hudson had a problem: difficulty finding any cute yet functional golf clothes on the market. ... In just three months since the launch of the site, she has sold out of her inventory twice and have her brand in three golf shops.

Next City: Can Crowdfunding Level the Playing Field for Investment?

<https://nextcity.org/daily/entry/crowdfunding-minority-owned-business-investment>

... Such a change could have even more potential to level the playing field for minority-owned startup firms. "When you open up the world of investors to every single individual, you are automatically going to get a more diverse body of investors, hence a more diverse body of investments," says Quinn.

Forbes: Need Funding? 2015 Is A Strong Year For Startups

www.forbes.com/sites/groupthink/2015/07/28/need-funding-2015-is-a-strong-year-for-startups

2015 is shaping up to be a strong year for the startup and early stage investor ecosystem. Total funding applications are up across the globe and in multiple sectors, especially in the United States...

❖ Contact Information ❖

Wisty Pender

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About BERO:

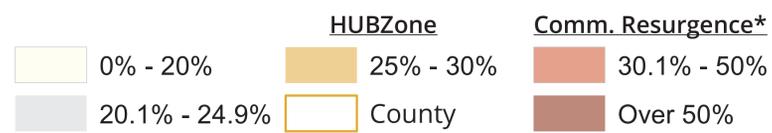
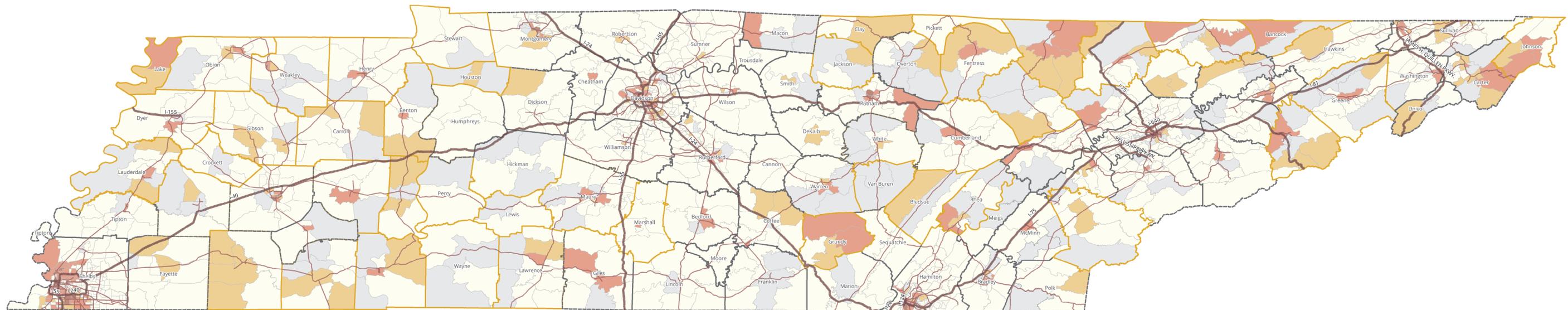
BERO serves as a voice for and advocate of economic inclusion for Tennessee's disadvantaged businesses (DBE). The office is tasked to analyze, disseminate and promote best practices and access to capital for DBEs to service providers. It also reports on the status of DBEs across the state. For the purposes of BERO, DBE refers to businesses owned by women, minorities, veterans and persons with disabilities; as well as businesses operating in remote or rural areas of the state.

About TNECD:

Tennessee was named 2014 and 2013 "State of the Year" for economic development by Business Facilities magazine. The Tennessee Department of Economic and Community Development's mission is to develop strategies which help make Tennessee the No. 1 location in the Southeast for high quality jobs. The department seeks to attract new corporate investment in Tennessee and works with Tennessee companies to facilitate expansion and economic growth.

Find us on the web: tnecd.com. Follow us on Twitter: @tnecd. Like us on Facebook: [facebook.com/tnecd](https://www.facebook.com/tnecd).

State of Tennessee
CR* and HUBZone by Census Tract



* All census tracts designated as Community Resurgence (CR) eligible are HUB Zone qualified.
CR is defined in TCA § 67-4-2109(p).

Tennessee Public Chapter 521 of the Public Acts of 2015 (Community Resurgence Job Tax Credit Act)

Geography	Percent below poverty level; Estimate; Population for whom poverty status is determined
Census Tract 9802, Davidson County, Tennessee	100
Census Tract 9.01, Knox County, Tennessee	100
Census Tract 415, Rutherford County, Tennessee	100
Census Tract 9801, Shelby County, Tennessee	80.3
Census Tract 193, Davidson County, Tennessee	79.8
Census Tract 148, Davidson County, Tennessee	78.7
Census Tract 16, Hamilton County, Tennessee	77
Census Tract 9682.02, Weakley County, Tennessee	73
Census Tract 69, Knox County, Tennessee	71.4
Census Tract 14, Knox County, Tennessee	68.6
Census Tract 45, Shelby County, Tennessee	66.5
Census Tract 19, Hamilton County, Tennessee	65.7
Census Tract 114, Shelby County, Tennessee	65
Census Tract 8, Madison County, Tennessee	64.6
Census Tract 27, Shelby County, Tennessee	64.5
Census Tract 68, Shelby County, Tennessee	63
Census Tract 5, Madison County, Tennessee	62.2
Census Tract 113, Shelby County, Tennessee	61
Census Tract 68, Knox County, Tennessee	60.2
Census Tract 50, Shelby County, Tennessee	60
Census Tract 58, Shelby County, Tennessee	59.6
Census Tract 112, Shelby County, Tennessee	59.5
Census Tract 9.02, Knox County, Tennessee	58.2
Census Tract 138, Davidson County, Tennessee	57.5
Census Tract 39, Shelby County, Tennessee	57.3
Census Tract 137, Davidson County, Tennessee	54.5
Census Tract 122, Hamilton County, Tennessee	54.5
Census Tract 116, Shelby County, Tennessee	54.4
Census Tract 8, Putnam County, Tennessee	54.1
Census Tract 19, Knox County, Tennessee	53.2
Census Tract 3.02, Putnam County, Tennessee	53.1
Census Tract 82, Shelby County, Tennessee	53.1
Census Tract 101.10, Shelby County, Tennessee	52.4
Census Tract 1009, Montgomery County, Tennessee	51.9
Census Tract 99.02, Shelby County, Tennessee	51.6
Census Tract 1008, Montgomery County, Tennessee	50.9
Census Tract 105, Shelby County, Tennessee	50.9
Census Tract 26, Hamilton County, Tennessee	50.7
Census Tract 142, Davidson County, Tennessee	50.5
Census Tract 20, Hamilton County, Tennessee	50.3
Census Tract 162, Davidson County, Tennessee	50
Census Tract 165, Davidson County, Tennessee	49.8
Census Tract 8, Shelby County, Tennessee	49.8
Census Tract 1003, Hamblen County, Tennessee	49.7
Census Tract 55, Shelby County, Tennessee	49.6
Census Tract 6, Shelby County, Tennessee	49.5
Census Tract 1001, Montgomery County, Tennessee	49.4
Census Tract 24, Hamilton County, Tennessee	48.9
Census Tract 25, Hamilton County, Tennessee	48.9
Census Tract 158.03, Davidson County, Tennessee	48.8
Census Tract 102.10, Shelby County, Tennessee	48.8
Census Tract 101.20, Shelby County, Tennessee	48.3
Census Tract 81.10, Shelby County, Tennessee	48.1

Tennessee Public Chapter 521 of the Public Acts of 2015 (Community Resurgence Job Tax Credit Act)

Census Tract 402, Sullivan County, Tennessee	48.1
Census Tract 160, Davidson County, Tennessee	48
Census Tract 13, Shelby County, Tennessee	48
Census Tract 163, Davidson County, Tennessee	47.7
Census Tract 901, Greene County, Tennessee	47.6
Census Tract 20, Shelby County, Tennessee	47.2
Census Tract 67, Shelby County, Tennessee	47.2
Census Tract 3, Shelby County, Tennessee	46.9
Census Tract 139, Davidson County, Tennessee	46.5
Census Tract 9, Madison County, Tennessee	46.4
Census Tract 60, Shelby County, Tennessee	46.3
Census Tract 36, Shelby County, Tennessee	45.9
Census Tract 610, Washington County, Tennessee	45.8
Census Tract 12, Hamilton County, Tennessee	45.7
Census Tract 115, Shelby County, Tennessee	45.7
Census Tract 7, Putnam County, Tennessee	45.5
Census Tract 205.23, Shelby County, Tennessee	45.5
Census Tract 11, Hamilton County, Tennessee	45.4
Census Tract 13, Hamilton County, Tennessee	45.4
Census Tract 505.05, Lauderdale County, Tennessee	45.4
Census Tract 118, Davidson County, Tennessee	45.3
Census Tract 4, Shelby County, Tennessee	45.2
Census Tract 53, Shelby County, Tennessee	45.1
Census Tract 5, Putnam County, Tennessee	44.7
Census Tract 144, Davidson County, Tennessee	44.5
Census Tract 9709, Coffee County, Tennessee	43.8
Census Tract 59, Shelby County, Tennessee	43.8
Census Tract 9682.03, Weakley County, Tennessee	43.8
Census Tract 70, Shelby County, Tennessee	43.3
Census Tract 46, Shelby County, Tennessee	43.1
Census Tract 37, Shelby County, Tennessee	43
Census Tract 103, Shelby County, Tennessee	42.8
Census Tract 9651, Fentress County, Tennessee	42.7
Census Tract 26, Knox County, Tennessee	42.7
Census Tract 405, Sullivan County, Tennessee	42.5
Census Tract 205.21, Shelby County, Tennessee	42.4
Census Tract 108, Bradley County, Tennessee	42.3
Census Tract 104, Bradley County, Tennessee	42.2
Census Tract 106.20, Shelby County, Tennessee	42.2
Census Tract 89, Shelby County, Tennessee	42
Census Tract 67, Knox County, Tennessee	41.8
Census Tract 124, Hamilton County, Tennessee	41.5
Census Tract 190.06, Davidson County, Tennessee	41.1
Census Tract 78.21, Shelby County, Tennessee	41.1
Census Tract 15, Shelby County, Tennessee	41
Census Tract 75, Shelby County, Tennessee	40.9
Census Tract 79, Shelby County, Tennessee	40.9
Census Tract 222.20, Shelby County, Tennessee	40.8
Census Tract 609, Washington County, Tennessee	40.7
Census Tract 9, Shelby County, Tennessee	40.5
Census Tract 111, Shelby County, Tennessee	40.5
Census Tract 14, Hamilton County, Tennessee	40.4
Census Tract 19, Shelby County, Tennessee	40.3
Census Tract 136.01, Davidson County, Tennessee	40
Census Tract 28, Shelby County, Tennessee	40

Tennessee Public Chapter 521 of the Public Acts of 2015 (Community Resurgence Job Tax Credit Act)

Census Tract 100, Shelby County, Tennessee	40
Census Tract 2, Shelby County, Tennessee	39.8
Census Tract 201.01, Shelby County, Tennessee	39.8
Census Tract 9507, Campbell County, Tennessee	39.7
Census Tract 110.20, Shelby County, Tennessee	39.7
Census Tract 107, Bradley County, Tennessee	39.4
Census Tract 24, Shelby County, Tennessee	39.3
Census Tract 8, Knox County, Tennessee	39.1
Census Tract 78.22, Shelby County, Tennessee	39.1
Census Tract 11, Madison County, Tennessee	39
Census Tract 217.31, Shelby County, Tennessee	39
Census Tract 106.30, Shelby County, Tennessee	38.9
Census Tract 9694, Henry County, Tennessee	38.8
Census Tract 1013.07, Montgomery County, Tennessee	38.8
Census Tract 9550, Grundy County, Tennessee	38.7
Census Tract 9505, Bedford County, Tennessee	38.6
Census Tract 159, Davidson County, Tennessee	38.6
Census Tract 29, Knox County, Tennessee	38.6
Census Tract 217.26, Shelby County, Tennessee	38.6
Census Tract 406, Sullivan County, Tennessee	38.6
Census Tract 9704, Claiborne County, Tennessee	38.5
Census Tract 9644, Dyer County, Tennessee	38.5
Census Tract 107.20, Shelby County, Tennessee	38.4
Census Tract 418, Sullivan County, Tennessee	38.3
Census Tract 226, Shelby County, Tennessee	38.2
Census Tract 601, Washington County, Tennessee	38.2
Census Tract 9704, Cumberland County, Tennessee	37.9
Census Tract 99.01, Shelby County, Tennessee	37.9
Census Tract 416, Rutherford County, Tennessee	37.8
Census Tract 78.10, Shelby County, Tennessee	37.8
Census Tract 113, Davidson County, Tennessee	37.6
Census Tract 117, Shelby County, Tennessee	37.5
Census Tract 109.03, Davidson County, Tennessee	37.4
Census Tract 190.05, Davidson County, Tennessee	37.4
Census Tract 217.21, Shelby County, Tennessee	37.2
Census Tract 9754, Henderson County, Tennessee	37
Census Tract 223.10, Shelby County, Tennessee	36.7
Census Tract 7, Shelby County, Tennessee	36.6
Census Tract 201, Anderson County, Tennessee	36.5
Census Tract 9606, Hancock County, Tennessee	36.5
Census Tract 205.12, Shelby County, Tennessee	36.5
Census Tract 119, Davidson County, Tennessee	36.4
Census Tract 127.01, Davidson County, Tennessee	36.3
Census Tract 158.02, Davidson County, Tennessee	36.3
Census Tract 70, Knox County, Tennessee	36.2
Census Tract 704, Carter County, Tennessee	36.1
Census Tract 716, Carter County, Tennessee	36
Census Tract 38, Shelby County, Tennessee	36
Census Tract 11, Shelby County, Tennessee	35.8
Census Tract 221.11, Shelby County, Tennessee	35.8
Census Tract 128.01, Davidson County, Tennessee	35.7
Census Tract 407, Tipton County, Tennessee	35.7
Census Tract 606, Washington County, Tennessee	35.7
Census Tract 9708, Claiborne County, Tennessee	35.6
Census Tract 126, Davidson County, Tennessee	35.6

Tennessee Public Chapter 521 of the Public Acts of 2015 (Community Resurgence Job Tax Credit Act)

Census Tract 602.02, Loudon County, Tennessee	35.6
Census Tract 21, Shelby County, Tennessee	35.6
Census Tract 9693, Henry County, Tennessee	35.5
Census Tract 7, Madison County, Tennessee	35.5
Census Tract 194, Davidson County, Tennessee	35.3
Census Tract 66, Knox County, Tennessee	35.3
Census Tract 105, Bradley County, Tennessee	35.2
Census Tract 9702, McMinn County, Tennessee	35.1
Census Tract 109.04, Davidson County, Tennessee	35
Census Tract 12, Shelby County, Tennessee	34.6
Census Tract 109.02, Hamilton County, Tennessee	34.5
Census Tract 20, Knox County, Tennessee	34.5
Census Tract 9306, Warren County, Tennessee	34.4
Census Tract 28, Knox County, Tennessee	34.3
Census Tract 9605.01, Lawrence County, Tennessee	34.3
Census Tract 418, Rutherford County, Tennessee	34.3
Census Tract 88, Shelby County, Tennessee	34.3
Census Tract 107.01, Davidson County, Tennessee	34.2
Census Tract 227, Shelby County, Tennessee	34.2
Census Tract 110.10, Shelby County, Tennessee	34.1
Census Tract 221.30, Shelby County, Tennessee	34.1
Census Tract 9506, Campbell County, Tennessee	34
Census Tract 805, Sevier County, Tennessee	34
Census Tract 91, Shelby County, Tennessee	33.8
Census Tract 620, Washington County, Tennessee	33.8
Census Tract 419, Rutherford County, Tennessee	33.7
Census Tract 73, Shelby County, Tennessee	33.7
Census Tract 4, Madison County, Tennessee	33.4
Census Tract 130, Davidson County, Tennessee	33.3
Census Tract 9601, Lake County, Tennessee	33.3
Census Tract 505.04, Lauderdale County, Tennessee	33.3
Census Tract 9705.02, Cumberland County, Tennessee	33.2
Census Tract 192, Davidson County, Tennessee	33.2
Census Tract 23, Hamilton County, Tennessee	33.2
Census Tract 307, Wilson County, Tennessee	33.2
Census Tract 9202, Giles County, Tennessee	33.1
Census Tract 9563, Johnson County, Tennessee	33.1
Census Tract 9752, Scott County, Tennessee	33.1
Census Tract 103, Bradley County, Tennessee	33
Census Tract 69, Shelby County, Tennessee	33
Census Tract 9205.01, Cocke County, Tennessee	32.9
Census Tract 189.01, Davidson County, Tennessee	32.9
Census Tract 1008, Hamblen County, Tennessee	32.9
Census Tract 25, Shelby County, Tennessee	32.9
Census Tract 93, Shelby County, Tennessee	32.9
Census Tract 305, Roane County, Tennessee	32.8
Census Tract 204, Anderson County, Tennessee	32.7
Census Tract 102.20, Shelby County, Tennessee	32.7
Census Tract 104.02, Davidson County, Tennessee	32.6
Census Tract 108.02, Maury County, Tennessee	32.6
Census Tract 65, Shelby County, Tennessee	32.6
Census Tract 803.02, Robertson County, Tennessee	32.5
Census Tract 217.10, Shelby County, Tennessee	32.5
Census Tract 191.05, Davidson County, Tennessee	32.4
Census Tract 9202, Cocke County, Tennessee	32.3

Tennessee Public Chapter 521 of the Public Acts of 2015 (Community Resurgence Job Tax Credit Act)

Census Tract 136.02, Davidson County, Tennessee	32.3
Census Tract 117, Davidson County, Tennessee	32.1
Census Tract 189.04, Davidson County, Tennessee	32.1
Census Tract 191.08, Davidson County, Tennessee	32.1
Census Tract 1, Putnam County, Tennessee	32.1
Census Tract 62, Shelby County, Tennessee	32.1
Census Tract 81.20, Shelby County, Tennessee	32.1
Census Tract 3.03, Putnam County, Tennessee	31.9
Census Tract 9702, Chester County, Tennessee	31.8
Census Tract 1004, Montgomery County, Tennessee	31.8
Census Tract 9753, Rhea County, Tennessee	31.8
Census Tract 608, Washington County, Tennessee	31.8
Census Tract 64, Shelby County, Tennessee	31.7
Census Tract 9553, Marshall County, Tennessee	31.6
Census Tract 421, Rutherford County, Tennessee	31.6
Census Tract 205.31, Shelby County, Tennessee	31.6
Census Tract 31, Hamilton County, Tennessee	31.5
Census Tract 9704, Macon County, Tennessee	31.5
Census Tract 9633, Benton County, Tennessee	31.3
Census Tract 703, Cheatham County, Tennessee	31.3
Census Tract 123, Hamilton County, Tennessee	31.2
Census Tract 9656, Obion County, Tennessee	31.2
Census Tract 210, Anderson County, Tennessee	31.1
Census Tract 135, Davidson County, Tennessee	31
Census Tract 9204, Giles County, Tennessee	31
Census Tract 105, Maury County, Tennessee	31
Census Tract 205, Anderson County, Tennessee	30.8
Census Tract 9506, Bedford County, Tennessee	30.8
Census Tract 101, Blount County, Tennessee	30.8
Census Tract 56, Shelby County, Tennessee	30.8
Census Tract 156.28, Davidson County, Tennessee	30.7
Census Tract 1010.01, Montgomery County, Tennessee	30.7
Census Tract 9750, Scott County, Tennessee	30.6
Census Tract 9562, Johnson County, Tennessee	30.5
Census Tract 414.02, Rutherford County, Tennessee	30.5
Census Tract 173, Davidson County, Tennessee	30.4
Census Tract 37, Knox County, Tennessee	30.4
Census Tract 158.04, Davidson County, Tennessee	30.2
Census Tract 9552, Grundy County, Tennessee	30.2
Census Tract 1, Knox County, Tennessee	30.2
Census Tract 9204, Hardin County, Tennessee	30.1
Census Tract 808.01, Sevier County, Tennessee	30.1
Census Tract 9207, Cocke County, Tennessee	29.9
Census Tract 174.02, Davidson County, Tennessee	29.8
Census Tract 9602, Lake County, Tennessee	29.8
Census Tract 222.10, Shelby County, Tennessee	29.8
Census Tract 434.01, Sullivan County, Tennessee	29.8
Census Tract 9502, Campbell County, Tennessee	29.7
Census Tract 9701, Coffee County, Tennessee	29.7
Census Tract 164, Davidson County, Tennessee	29.7
Census Tract 191.10, Davidson County, Tennessee	29.7
Census Tract 402.01, Union County, Tennessee	29.7
Census Tract 110.01, Davidson County, Tennessee	29.5
Census Tract 9603, Lawrence County, Tennessee	29.4
Census Tract 9620, Carroll County, Tennessee	29.3

BERO ANNUAL REPORT FY2016

ATTACHMENT: BERO NEWSLETTER, SUMMER 2015



Director's Message

Greetings!

We are now officially into the new fiscal year and summer!

The state's website was launched in late June, and it's now mobile-friendly, too. In light of that, be sure to check state links on your site.

Late spring and early summer were host to some big events and conferences both in and out of the state. In May, I had the opportunity to attend the [eGov Innovation Summit](#), one of several [concurrently running conferences](#) that comprised eMerge Americas. Maria Contreras-Sweet, administrator for the US Small Business Administration officially launched National Small Business Week from the stage. An amazing slate of [speakers](#) presented and led discussions from various governments to CEOs, including Julian Castro, Secretary of the U.S. Department of Housing and Urban Development (HUD), Jim McKelvey, cofounder of Square and [LaunchCode](#), and Richard Florida, the founder of the [Creative Class Group](#). There's more about it in the body of the newsletter.

In June, LaunchTN presented [36/86](#), the culmination of the Southern Series in Nashville; Chattanooga hosted Diversify 2015; and the East Tennessee Women's Leadership Summit was held in Alcoa.

Lastly, the 109th General Assembly wrapped up, and if you want to search a particular Public Act, you can [here](#).

Have a good rest of your summer, and I look forward to seeing you soon!

Warm regards,

A handwritten signature in black ink that reads "Wisty".

Wisty Pender
Director, BERO

❖ DBE/Veteran Best Practices and Highlights ❖

eGov and eMerge Americas

“Civic leaders understand that innovative thinking and disruptive technology can be agents of positive change in providing a better and more sustainable quality of life for those they serve. Through the eGov

Summit, participants will have the opportunity to address a wide range of pertinent topics, learn about the current best practices from other civic and business leaders and to interact closely with top global industry experts.”



For a quick look into this event, watch this <https://vimeo.com/132838570> (3:05 min).

The big question at eGov was ultimately, “What is the government’s role?” The sessions and discussions revolved around where and when the government can or should act as a convener, setting the stage and letting the populace take over, or act as an initiator, intervening in case of true need.

In the invite-only discussion co-hosted by eMerge Americas and LaunchCode, was represented by cities across the U.S. in the following states: California, Florida, Michigan, Missouri, New Hampshire, Pennsylvania and Texas. LaunchCode stepped in as an initiator where government was unable or unwilling to step in. Launch Code has started with the employers to identify jobs available, what companies are hiring for today; then filing the pipeline through traditional university, boot camps, etc.

LaunchCode’s strength is in convening, and then assessing candidates’ potential for success and leveraging networks for their placement. The discussion touched on working from home and rural access to the types of coding work needed. They are in the beginning stages of working on the rural questions, and found that working from home has not been a good fit for the companies in their network at this point. According to Nashville Technology Council Staff, they have good relationships with the employers, but the challenge lies in assessing the potential candidates.

In keeping with the core question, the discussion focused on connectivity and the [Internet of Things](#). The sessions around this topic were:

- Can Government Catch Up To The Digital World?
- Transformative Leadership for Digital Cities
- Impact of Disruptive Technologies on the Urban Landscape: Change in Mindset

Key takeaways and noteworthy items:

There are 50 billion devices connected to the internet, and this will only increase. The opportunity for citizen services and administration will only increase across all regions. As cities plan for growth, it requires physical and intelligent infrastructure. The intelligent should not be separate of the physical.

Broadband access is a challenge worldwide. There is a commonality in many of the challenges faced by rural areas of the world whether it is Tennessee or Trujillo, Peru. Innovations have emerged enabling governments to create platforms for their citizens, wherever they may be located, to engage.

Two particularly interesting challenges addressed was citizen engagement in government:

- The mayor, Elidio Espinoza of Trujillo, Peru has setup public meeting to take place livestream. It is a town where many people have moved away, but are very invested in it due to family ties. They have found that the broadest support and participation is actually coming from outside of the town, and they are motivating their families who live there to be involved and participate more.
- One government opened their data to its citizens to create efficiencies in government: Tel Aviv allows residents to choose their favored means of communication and receive municipal services in digital form. The city created the program as an opt-in service.

Open and efficient government, transparency, quality of life, global competitiveness, security, entrepreneurship, equity, and the how-to were among the topics of thought and discussions among the 10,000 participants. It is difficult to communicate how many incredible people working on interesting projects that could (and are) change the landscape of our ecosystems. Changing not only the way we do business, but how we connect and interact in our state and the world.

I expect I'll highlight more from this summit as we go along, too!

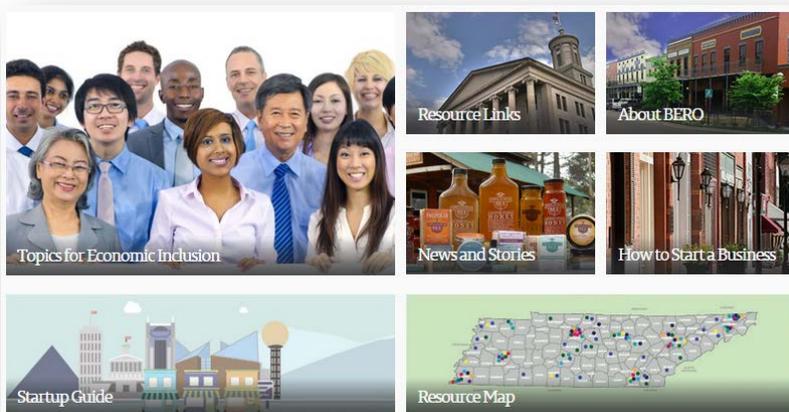


Larger cities in the state do variations for contracting to increase economic inclusion for business, but Montgomery is trying a little bit different approach:

Montgomery Advertiser: Montgomery County gives locals better shot at contract bids

www.montgomeryadvertiser.com/story/news/local/2015/07/06/county-keep-dollars-local-bidding-approval/29791601/

The Montgomery County Commission has approved legislation that will encourage more local business vendors and keep more dollars in the community. It raised the bid margin from 3 percent to 5 percent, so local, usually smaller, vendors can compete for contracts with bigger, out-of-state businesses. With the additional 2 percent, if a local business comes within 5 percent of the lowest bidding price for a county or municipal project, the County Commission now has the authority to award that business the contract.



A couple BERO items...

BERO's "renovated" website went live in late June

The site is much easier to view on a mobile device and has allowed us centralize several items that were located elsewhere. Look for new sections like, Entrepreneurs with Disabilities and How to Start a business. Look for the newsletter to change in its delivery, with it and the articles posted under News and Stories. You still get to it

at tn.gov/ecd/bero. Also, the TN Smart Start Guide should fully be updated in its online version shortly; there were a lot of links to reconnect!

LiftTN: Microenterprise Update

In case you were wondering, no there isn't a special section on the website at this point. Nonetheless, we are now six months into the projects. Propel, the [mentor-protégé program](#) just inaugurated its first LiftTN class, which featured [Inky Johnson](#) as a speaker; [altShops](#) are recruiting for participants; the [Hohenwald Marketplace](#) continues to accept vendors; and the other projects are in the process. When there are announcements, like accepting applications, they can be found in the [TNECD hot sheet](#).

Refresher of projects...

- West TN: altShops through Communities Unlimited
- East TN: Mentor-Protégé Program through Knoxville Chamber of Commerce
- Middle and Statewide: [Incubator Without Walls Expansion Program](#) through Nashville Business Incubation Center Community-based Program: Sonneschein Green Initiatives (SGI) Marketplace in Hohenwald
- Youth: [TN Code Academy for Youth](#)

❖ Access to Capital ❖

This area usually highlights access to capital in terms of businesses and changes to policy or law that related to it. While I have included a few items of particular interest below the dots, this month I want to highlight a few public funding opportunities for those of you who work with businesses and are seeking to expand your services. Please forward these opportunities to others who may be able to take advantage of them, too!

◆ DRA: SEDAP Funding Opportunity

Delta Regional Authority (DRA) launched the 2015 application cycle for the States' Economic Development Assistance Program (SEDAP). Strategic investment in the 252 counties and parishes served by the Delta Regional Authority is helping to improve the quality of life and boost economic development opportunities

Details: <http://dra.gov/funding-programs/states-economic-development-assistance-program>

Application due: 7/19/2015

◆ NEA: Our Town Technical Assistance Program

The National Endowment for the Arts is creating a pilot program to provide select grantees of the agency's Our Town funding program with targeted technical assistance (TA) to execute their projects and to further inform the Arts Endowment in its understanding of the creative placemaking field.

Details: <http://arts.gov/program-solicitation-our-town-technical-assistance-program#sthash.39iqq5it.dpuf>

Application due: 7/21/2015

◆ NEA: Our Town

The grant program supports creative placemaking projects that help to transform communities into lively, beautiful, and resilient places with the arts at their core. Creative placemaking is when artists, arts organizations, and community development practitioners deliberately integrate arts and culture into community revitalization work - placing arts at the table with land-use, transportation, economic development, education, housing, infrastructure, and public safety strategies.

Details: <http://arts.gov/grants-organizations/our-town/introduction>

Application due: 9/21/2015

◆ USDA: Rural Cooperative Development Grant Agriculture

The primary objective of the RCDG program is to improve the economic condition of rural areas by assisting individuals or entities in the startup, expansion or operational improvement of rural cooperatives and other business entities.

Details: www.grants.gov/web/grants/view-opportunity.html?oppId=277223
Application due: 7/27/2015

◆ **USDA: Rural Community Development Initiative Grant**

Qualified private, nonprofit and public including tribal intermediary organizations proposing to carry out financial and technical assistance programs will be eligible to receive the funding.

Details: www.grants.gov/web/grants/view-opportunity.html?oppId=276813
Application due: 8/13/2015

Good luck to everyone who applied for ScaleUP America and Startup in a Day through the SBA!

. . .

The few articles mentioned above...

Pipeline Fellowship: An angel investing bootcamp for women

www.pipelinefellowship.com

Pipeline Fellowship is a six-month angel investing bootcamp for women and the time commitment is approximately two full days per month during the six months. Atlanta, Spring 2016.

Since its April 2011 launch, more than 100 women have graduated from the program and over 15 women-led for-profit social ventures have secured funding. One of these companies has already exited in under five years.

Microloan Program Expanded Eligibility and Other Program Changes

www.federalregister.gov/articles/2015/06/15/2015-14413/microloan-program-expanded-eligibility-and-other-program-changes#p-13

Expanding eligibility for the Microloan Program will allow for increased creation of new businesses and will reduce the Federal barriers to successful reentry of formerly incarcerated individuals, who often have difficulty finding steady employment. The Agency developed this revision to the Microloan Program eligibility requirements as a result of a regulatory review conducted in connection with SBA's participation on the Federal Interagency Reentry Council. SBA's Microloan Program offers an opportunity for formerly incarcerated individuals who meet the Intermediaries' lending criteria to receive financing and technical assistance to start their own businesses.

Did you know that there are often times when a period of public comment opens where your comments can be logged and considered for inclusion in changes and updates to existing policies, rules, etc.? The expanded eligibility is an example of that process.

Memphis Business Journal: FedEx Commits \$3 Million to Technology Institute

www.bizjournals.com/memphis/news/2015/03/30/fedex-commits-3-million-to-technology-institute.html?utm_source=newsletter&utm_medium=email&utm_content= FedEx%20Commits%20%243%20Million%20to%20Technology%20Institute&utm_campaign=DC%27s%203/31

FedEx Corporate Services Inc. recently made a \$3 million commitment over three years to the University of Memphis' FedEx Institute of Technology. The gift coincides with school president David Rudd's vision for the institute to partner with global technology organizations to advance interdisciplinary research and faculty collaborations. The money from FedEx allows U of M to invest in data analytics, information security and testing, intermodal freight transportation, mobile sensors and quality data management through the FedEx Institute of Technology.

Nashville Business Journal: Investor heavyweights commit seed funding to Project Music

www.bizjournals.com/nashville/blog/2015/03/investor-heavyweights-commit-seed-funding-to.html?utm_source=newsletter&utm_medium=email&utm_content=Investor%20Heavyweights%20Commit%20Seed%20Funding%20to%20Project%20Music&utm_campaign=DC%27s%203/31

Bullpen Ventures, an investment partnership comprised of local business heavyweights, has committed up to \$100,000 in seed funding to a company graduating next month from the Project Music accelerator, according to a news release. The commitment could spark interest from other local investors in Project Music companies, which

operate in the overlap of music, entertainment and tech, a segment that Nashville investors have historically shied away from.

...There are more articles related to access to capital in the compilation from the past quarter below, too.

❖ Events and Items of Note ❖

➤ **July:** *no commemoratives*

- July 21: 6th Annual Tennessee Procurement Summit for Government Contracting. Nashville. More information at <https://clients.tsbdc.org/workshop.aspx?key=60350020>.

➤ **August:** Women's Equality Day (August 26)

- August 1-5: NIGP (Public Procurement) Forum, Kansas City, MO. More information at <http://nsite.nigp.org/forum15/home>.
- August 5-8: National Black Chamber of Commerce NOW 2015, Hollywood, FL. More information [here](#).
- August 6-8: eWomen Network 15th Annual International Conference & Business Expo, Dallas, TX. More information at www.ewomennetworkconference.com.
- August 19-21: Annual Elite SDVOB Network Convention, Long Beach, CA. More information at www.sdvobconference.com.
- August 25-27: MMBC Continuum Economic Development Forum, Memphis. For details call 901.525.6512 or visit <http://edf.mmbc-memphis.org>.

➤ **September:** Hispanic Heritage Month (September 15 – October 15)

- **September 20-22:** United States Hispanic Chamber of Commerce National Convention, Houston, TX. More information at <http://ushccconvention.com>.

➤ **And beyond...**

▪ **October:** Disability Awareness Month

- October 13-14: Governor's Conference on Economic and Community Development, Nashville. More info at www.govcon.tnecd.com.
- October 18-21: The National Minority Supplier Development Council (NMSDC) Conference and Business Opportunity Exchange, San Diego, CA. More information at www.nmsdcconference.com.
- October 25-26: Economic Summit for Women, Nashville Airport Marriott, Nashville, TN. More information at www.womenseconomicfoundation.org.

▪ **November:** American Indian Heritage Month

- November 16-19: RES New Mexico, The Reservation Economic Summit (RES). More information at <http://res.ncaied.org>.
- November 16-17: Global Action Summit, Nashville TN. (\$1M Challenge: Guidelines and Deadline: September 15, 2015; Early Stage Challenge: Guidelines and Deadline: TBA). More information at <http://globalactionplatform.org/pages/view/global-action-summit>
- November 16-22: Global Entrepreneurship Week. More information at <http://us.gew.co>.

❖ Call for Entries ❖

Case Studies:

We have been spotlighting how your organization worked with a client. How you plugged the company into resources, and what things that company or individual sought to accomplish. This serves two purposes, to highlight (1) your range of services and (2) the company itself statewide.

Best Practices:

Send a short paragraph explaining how and why, and the challenges. Your best practices can be anything from how you process a client to programs developed to fill gaps that are producing good results (i.e. business matchmaking, mentor-protégée programs, loan programs, etc.).

Events:

What impactful events are you planning, co-planning or promoting for DBEs? Include the basics of who, what, when, where and how, with a link for more information. Also include the expected number of participants.
Send events that take will place in the next 6 months.

How to submit:

There is a lot of great work being done across the state for DBEs. If you have questions that you would like to see how other groups are solving and/or addressing, send them along. Provide enough contextual information so your question can be answered in a relevant manner.

SEND YOUR BEST PRACTICES, QUESTIONS, WELL WISHES, ETC. TO ECD.BERO@TN.GOV.
WE LOOK FORWARD TO HEARING FROM YOU! REALLY! ALSO, PLEASE FEEL FREE TO FORWARD THIS ON TO OTHERS.

❖ Articles of Interest from the Last Quarter ❖

Do you need a different option to look through these articles?

These articles are also posted in "DBE Topics in the News" section of BERO's website at tn.gov/e.cd/bero.

◻ april ◻ april

Forbes: They Left Goldman Sachs to Help Corporate America Find Minority Candidates

www.forbes.com/sites/eilenezimmerman/2015/04/07/after-goldman-sachs-a-startup-to-help-corporate-america-find-minority-candidates/

Jopwell is a platform that lets companies connect with and recruit minority candidates for internships and jobs. These employers are considered "partner companies" by Jopwell, which helps them create a highly customizable employer page on the platform. That page enables companies to market their internships, job opportunities and programs to Jopwell's minority users, which come from underrepresented ethnic minority groups— Black, Latin/Hispanic, and Native American.

USDA RD: USDA Awards Loans to Support Rural Economic Development

www.rd.usda.gov/newsroom/news-release/usda-awards-loans-support-rural-economic-development

USDA Rural Development announced the award of \$4 million in loan funds to the City of Sevierville Sevier County Electric System to promote rural economic development...Through the REDLG program, USDA provides zero-interest loans and grants to utilities that

lend funds to local businesses for projects to create and retain employment in rural areas.

Entrepreneur: These 3 Organizations Are Working to Boost Female Entrepreneurs

www.entrepreneur.com/article/245084

Historically, female entrepreneurs have faced more challenges in the startup landscape, tasked with competing with male entrepreneurs for investment dollars and industry recognition. A 2014 report from Babson College found that less than 3 percent of venture capital-funded businesses had women at the helm. Fortunately, the landscape continues to change and there is an increasing number of opportunities available to women in business today. This support is helping level the playing field for female entrepreneurs, making it easier for new business owners to follow.

Entrepreneur: The 5 Richest Women in Tech

www.entrepreneur.com/slideshow/245136

Today, Singapore-based research firm Wealth-X announced its list of the five wealthiest women in the technology sector. From Meg Whitman to Marissa Mayer, these women have made millions as CEOs and shareholders of some of the world's largest tech

The Washington Post Hosts Women in Small Business Forum

www.washingtonpost.com/pr/wp/2015/05/04/the-washington-post-hosts-women-in-small-business-forum/
Women-owned businesses account for nearly 30% of all businesses nationwide, employ more than 7.6 million people, and generate \$1.2 trillion in sales, according to the 2007 U. S. Census Bureau's Survey of Business owners. On Friday, May 8, The Washington Post is convening the owners of successful startups, funders and others to explore the critical role women business owners play in the nation's economy and strategies for advancing business opportunities for women.

Washington Post: Five ways women can take it to the next level in business

www.washingtonpost.com/blogs/post-live/wp/2015/05/08/five-ways-women-can-take-it-to-the-next-level-in-business/

Women are running more than a third of the privately owned businesses in the United States. With their job numbers, income, and overall growth rates accelerating at a rapid clip, it's no surprise they are feeling optimistic about business conditions and their prospects for the future. In fact, our Spark Business Barometer recently showed women business owners were more likely to have experienced higher sales over the past six months, feel good about current business conditions, and feel optimistic about the future economy.

Forbes: The Importance of Relationships in Scaling A Small Business

www.forbes.com/sites/ryanfrankel/2015/06/09/the-importance-of-relationships-in-scaling-a-small-business/
Another critical component to our earliest successes was the non-teammate relationships we developed, most notably with our mentors, advisors, and advocates. These individuals contributed more to our early growth than we could have ever achieved on our own, resulting from their extensive experiences and network of relationships.

Forbes: Ranking Big and Small Banks for Small Business Lending

www.forbes.com/sites/sageworks/2015/05/11/big-and-small-banks-small-business-lending/
Financial institutions across the U.S. last week celebrated small businesses in a big way offering grants from \$10,000 to \$100,000, holding seminars, and touting their service and commitment to those firms considered to be the backbone of the U.S. economy. Banks clearly have a lot at stake when it comes to small businesses. After all, more than half of Americans either own or work for a small company, and they create about two out of every three new jobs in the U.S., according to the U.S. Small Business Administration, which led the federal government's efforts to recognize smaller firms during National Small Business Week.

BizWomen: Is being seen as a woman-run company an asset — or a liability? A Houston energy leader weighs in

www.bizjournals.com/bizwomen/news/profiles-strategies/2015/05/is-being-seen-as-a-woman-run-company-an-asset-or.html
... "When you're perceived as women-owned, you're perceived as a small mom-and-pop T-shirt company," Ressler told the Houston Business Journal (a Bizwomen sister publication). "I don't lead with that."

Black Enterprise: Venture Capital: A Debate on How to Minorities & Women Can Get a Seat at the Table

www.blackenterprise.com/small-business/venture-capital-disparities-diversity-entrepreneurs

A key topic during the session was about the inclusiveness of minorities and women when it comes to having a seat at the table with people who could provide vital seed capital for businesses to grow.

BizWomen: She wants to sell her bakery for \$32K. Here's why she's asking for \$75 and a 100-word essay

www.bizjournals.com/bizwomen/news/profiles-strategies/2015/05/she-wants-to-sell-her-bakery-for-32k-heres-why.html?page=all

... But there's the potential for pain on the part of the lucky winner — because there's no guarantee that, where one entrepreneur found success, another will, too.

Tennessean: Why South is the new home for women business leaders

www.tennessean.com/story/money/tech/2015/05/18/south-new-home-women-business-leaders/27367331

Life in the valley is tough... With less crowded markets, there are lower barriers to entry and less competition overall. The South is gaining attention on the financial side, too

Nashville Business Journal: Report: Revenue up, jobs down for state's women-owned businesses

www.bizjournals.com/nashville/blog/2015/05/revenue-up-employment-down-for-women-owned.html

The growth rate of women-owned businesses in Tennessee mirrors national numbers: It's picking-up. Tennessee added 29,149 women-owned businesses between 2007 and 2014, according to the 2015 State of Women-Owned Businesses Report, which was prepared with Census data by Womenable, a research organization supporting women's entrepreneurship, and commissioned by American Express Open.

BizWomen: VC Theresia Gouw: Backing diversity is more than funding female founders

www.bizjournals.com/bizwomen/news/profiles-strategies/2015/05/vc-theresia-gouw-backing-diversity-is-more-than.html?page=all

...Was it just coincidence that it's a pair of female founders at Muse that you supported?

Nashville Business Journal: New Tennessee law makes corporation directors personally liable

www.bizjournals.com/nashville/blog/2015/06/new-tennessee-law-makes-corporation-directors.html

Corporations are more expensive to form than proprietorships or partnerships and are governed by regulations, so the appeal of this business structure has traditionally been that shareholders, directors and officers do not have to put as much on the line. As a result of Public Chapter No. 60, the creditors can now sue the directors personally because the directors did not “cause” the corporation “to discharge or make reasonable provision for the payment of the claims of its creditors.”

AJC: Calfkiller Brewing creates craft beer in rural Sparta, Tennessee

www.ajc.com/news/travel/calfkiller-brewing-offers-craft-beer-in-rural-tenn/nmgvd/

Back in 2006, when brothers Don and Dave Sergio started Calfkiller Brewing Co., Sparta — in fact, all of White County — was dry. It would take another four years and some legal wrangling before Calfkiller was able to sell its brews. They produce about 1,500 barrels of their high-demand beer a year on a seven-barrel system, which is small by microbrewery standards. They are working on adding another fermenter and brite tank, which will increase capacity by about 30 percent, partly because it will enable them to brew five days a week without breaks.

WBBJTV: Henderson business named 2015 Rural Small Business of the Year

www.wbbjtv.com/news/local/Henderson-business-named-2015-TN-Rural-Small-Business-award-winner-309954151.html

Southern Chic Spatique, owned and operated by Stacey Ingold, has been named the Tennessee 2015 Rural Small Business of the Year. Walter N. Perry III, district director of the Tennessee Small Business Administration, presented the award on Wednesday at City Hall. Located at 615 West Main Street in Henderson, the business offers spa, beauty and personal care services as well as retail items. The business opened with Ingold and four tenants. Six additional tenants have since been added. Southern Chic Spatique also won the SBA Rising Star Award.

BizWomen: Intel Capital VP on how its new \$125M Diversity Fund will help bridge the funding gap

www.bizjournals.com/bizwomen/news/profiles-strategies/2015/06/intel-capital-vp-on-how-its-new-125m-diversity.html?ana=e_bizw&u=10tYkfdU7CZ5q7kh/tZDwQd1fe6e6&t=1436997897

...Intel Capital hopes its new \$125 million Diversity Fund will open doors for diverse entrepreneurs — an issue that's been the subject of hot debate in the world of entrepreneurship and technology — and ultimately bridge the funding gap.

Memphis Daily News: Coalition Vows Push for Minority Business Gains

www.memphisdailynews.com/news/2014/jun/11/coalition-vows-push-for-minority-business-gains/

A new coalition of business leaders in Memphis announced Tuesday, June 10, that they plan to make the issue more of a political priority. A group of 100 business and political leaders gathered in the lobby of the National Civil Rights Museum to say they intend to push beyond studies and systems to monitor progress to grow minority business participation in city and county government contracts and in private-sector contracts as well.

Black Enterprise: Intel Pledges \$125M to Women and Minority Startups

www.blackenterprise.com/small-business/intel-pledges-125m-to-assist-women-minorities-start-ups/

Intel Capital, the company's venture capital sector, said it would allocate \$125 million over the next few years to bring more management diversity to its startup portfolio, according to CNBC. Previously, the tech giant pledged to spend \$300 million over the next five years to improve diversity. The two budgets are reported to overlap. The decision comes as technology companies face heavy criticism for their overwhelmingly white male employee numbers, which some say creates a climate that discourages women and minorities from aspiring to work in technology. Increased diversity is believed to lead to stronger, more innovative companies.

Entrepreneur: What Star Jones Is Doing to Push Diversity in the Workplace

www.entrepreneur.com/article/247376

For large, bureaucratic institutions, diversity has become a hot topic and, much like any political topic, most companies are simply checking the box. I personally think it's awesome that the conversation is happening, but are we doing everything we can to help balance the playing field? In my opinion, the playing field is completely screwed up and unbalanced, so how do we fix it? How do we get out of the old school “Mad Men” tendencies and grow up already.

CBS MoneyWatch: Why small businesses aren't borrowing

www.cbsnews.com/news/why-small-businesses-arent-borrowing

... Data collected by the National Federation of Independent Businesses (NFIB) on small business sentiment found that many small-biz owners are skittish about borrowing money. Indeed, only 10 percent of those surveyed recently by the NFIB felt it was a good time to expand, "and 53 percent explicitly said they did not want a loan."

Forbes: 2015 Forbes Women's Summit (14 Full Session Videos)

www.forbes.com/sites/moiraforbes/2015/07/02/2015-forbes-womens-summit-full-session-videos/

On June 10th, women of multiple generations came together for the third annual Forbes Women's Summit: Power Redefined. The theme of this year's gathering was "Transforming the Rule of Engagement." In order to achieve meaningful impact, leaders must connect with a diverse array of stakeholders to build community around a shared vision. How are the most successful leaders redefining pathways to power—in their businesses, communities and in the social causes they champion? How can each of us better identify and scale opportunities to ignite lasting change? The Summit brought together 300 leaders across diverse industries including the most dynamic thinkers in business

Anchor Employers, Entrepreneurs and Spinning In

<http://businessclimate.com/blog/2015/06/anchor-employers-entrepreneurs-and-spinning-in/>
...Spinoff of entrepreneurial companies from a large anchor employer happens for a number of reasons, notes Carol Lauffer, partner in Business Cluster Development, a Palo Alto, CA-based organization that specializes in creating sector-focused business incubation, acceleration and technology commercialization programs for universities, corporations, and communities.

Entrepreneur: U.S. Is No. 1 for Women Entrepreneurs, But There's Still Room for Improvement

www.entrepreneur.com/article/247767
The Dell Women's Entrepreneur Network Summit, tech giant Dell has announced the results of the first-ever Global Women Entrepreneur Leaders Scorecard. The results aren't pretty. The scorecard analysis looked at women's opportunities and challenges as business owners to "launch, scale, create jobs and disrupt industries" across 31 countries, Dell says.

Policy Dialogue: Promoting Micro-Multinational Entrepreneurs

www.kauffman.org/blogs/policy-dialogue/2015/june/promoting-micro-multinational-entrepreneurs?utm_source=newsletter&utm_medium=email&utm_campaign=pde2015-06-22

In 2014, over 190,000 US entrepreneurs and small businesses exported to consumers on at least four continents. That is an absolutely astounding figure when you consider that the US Commerce Department reports that less than 1 percent of all businesses in America export. For the first time in history, nearly every entrepreneur and small business can use technology to reap the benefits of trade on a global scale, an opportunity traditionally open to only the largest multinational corporations. We are entering the age of micro-multinationals.

Forbes: PowerMoves Goes Viral Before 2015 Installment, Brings \$13m Capital to Minority Entrepreneurs

www.forbes.com/sites/adriana-lopez/2015/06/29/powermoves-goes-viral-before-2015-installment-brings-13m-capital-to-minority-entrepreneurs/

PowerMoves.NOLA couldn't have come at a better time. The national, three-day conference, which is aligned with Essence Festival in New Orleans during Fourth of July weekend, gives minority entrepreneurs the opportunity to address and overcome many of the barriers that prevent many high-growth, minority-owned businesses from moving forward. For the conference's second installment, organizers have handpicked 40 entrepreneurs from around the country to participate in pitches, boot camps, panels and networking events. These events are aimed to connect participants with a network of advisors, experts and investors.

Entrepreneur: This Teen Paid for College by Selling on Etsy. Here Are 5 Ways She Did It.

www.entrepreneur.com/article/247609

LeiLei Secor, 19, lives in upstate New York but goes to college at the University of Virginia, which means she's paying out-of-state tuition. Even with a scholarship, the cost of her education is high around \$40,000 a year. In three years, this teenager has used her artistry, marketing abilities and time-management skills to rake in \$100,000 on Etsy selling handmade jewelry on her shop DesignedByLei

Tennessean: MNA study: Disadvantaged business programs still needed

www.tennessean.com/story/money/2015/06/30/mnaa-study-disadvantaged-business-programs-still-needed/29540429/

When it comes to addressing disparities and discrimination related to small, women- and minority-owned businesses, the Metropolitan Nashville Airport Authority's diversity programs are having an impact, but the need for a proactive approach remains. That's according to an independent study commissioned by the airport that evaluates disparities between the availability and usage of women- and minority-owned businesses and measures the effectiveness of its programs targeting those groups.

ARC: ARC Announces Successful First-Round Investment Closing of Appalachian Community Capital

www.arc.gov/news/article.asp?ARTICLE_ID=525

More than \$15 million in new investment capital committed to meet the demands of 165 growing businesses, creating 800 jobs in rural Appalachia. When fully funded, ACC expects to leverage \$233 million in private bank capital and help create 2,200 jobs.

The Countries Where Female Entrepreneurs Have The Greatest Chance Of Success

www.fastcoexist.com/3047994/the-countries-where-female-entrepreneurs-have-the-greatest-chance-of-success?utm_source

...Overall, the United States comes out on top with a score of 71, but that's mostly due to its overall startup-friendly environment and capital availability, and not to any particular skill at fostering female leaders. Of the startups that raised venture capital in the U.S. in 2014, only 13% had women on their executive team and 3% had female CEOs. Only 37% of new businesses overall were started by women last year.

Huffington Post: Black Women-Owned Businesses Skyrocket By 322 Percent in Less Than 20 Years

www.huffingtonpost.com/2015/07/02/black-women-fastest-growi_n_7711078.html

African-American women are the fastest growing group of entrepreneurs in America, a new study reveals. The 2015 State of Women-Owned Businesses Report released this week found that the number of women-owned businesses grew by 74 percent between 1997 and 2015. That's 1.5 times the national average of business growth to be exact.

❖ Contact Information ❖

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About BERO:

BERO serves as a voice for and advocate of economic inclusion for Tennessee's disadvantaged businesses (DBE). The office is tasked to analyze, disseminate and promote best practices and access to capital for DBEs to service providers. It also reports on the status of DBEs across the state. For the purposes of BERO, DBE refers to businesses owned by women, minorities, veterans and persons with disabilities; as well as businesses operating in remote or rural areas of the state.

About ECD: Working to make Tennessee the No. 1 location in the Southeast for high quality jobs.

Veteran-owned Firms in Tennessee

FIPS Code	Geography	2007								2012									
		Number of firms with or without paid employees								Number of firms with or without paid employees									
		Veteran-owned		Equally veteran-/nonveteran-owned		Nonveteran-owned		All firms classifiable by gender, ethnicity, race, and veteran status		Veteran-owned		2012 Percent of Population that are Veterans		Equally veteran-/nonveteran-owned		Nonveteran-owned		2012 Percent of Population that are Nonveterans	
State																			
47	Tennessee	64,657	12%	24,431	5%	442,130	83%	531,219	59,379	11%	10%	12,317	2%	469,392	87%	90%	541,087		
Metro Areas																			
16860	Chattanooga, TN-GA Metro Area	5,423	12%	2,020	5%	37,009	83%	44,452	4,734	11%	10%	1,390	3%	35,877	85%	90%	42,001		
17300	Clarksville, TN-KY Metro Area	2,167	14%	1,000	6%	12,643	80%	15,810	1,974	13%	19%	634	4%	12,581	83%	81%	15,190		
17420	Cleveland, TN Metro Area	1,109	11%	185	2%	8,424	87%	9,718	846	10%	10%	169	2%	7,079	87%	90%	8,093		
27180	Jackson, TN Metro Area	905	10%	409	4%	7,780	86%	9,094	1,199	12%	10%	209	2%	8,234	85%	90%	9,641		
27740	Johnson City, TN Metro Area	2,299	16%	596	4%	11,625	80%	14,520	1,624	12%	12%	487	4%	11,064	84%	88%	13,175		
28700	Kingsport-Bristol-Bristol, TN-VA Metro Area	3,586	16%	1,338	6%	17,638	78%	22,562	2,295	11%	11%	473	2%	18,324	87%	89%	21,092		
28940	Knoxville, TN Metro Area	7,315	12%	2,674	5%	49,386	83%	59,375	8,500	12%	10%	2,205	3%	59,756	85%	90%	70,460		
32820	Memphis, TN-MS-AR Metro Area	13,202	13%	4,400	4%	83,380	83%	100,981	13,019	10%	9%	1,791	1%	109,615	88%	91%	124,425		
34100	Morristown, TN Metro Area	1,417	14%	715	7%	8,228	79%	10,360	834	11%	11%	136	2%	6,461	87%	89%	7,431		
34980	Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	16,760	11%	5,974	4%	131,336	85%	154,070	16,295	10%	9%	3,321	2%	144,447	88%	91%	164,063		
Counties																			
47001	Anderson	752	13%	363	6%	4,538	80%	5,652	717	13%	13%	173	3%	4,618	84%	87%	5,508		
47003	Bedford	414	11%	100	3%	3,328	87%	3,842	354	11%	9%	34	1%	2,927	88%	91%	3,315		
47005	Benton	***	***	***	***	1,373	93%	1,475	134	13%	14%	60	6%	800	80%	86%	994		
47007	Bledsoe	***	***	***	***	980	91%	1,072	38	5%	10%	61	8%	704	88%	90%	803		
47009	Blount	1,334	14%	506	5%	7,832	81%	9,673	1,314	12%	12%	234	2%	9,202	86%	88%	10,750		
47011	Bradley	923	11%	137	2%	7,116	87%	8,175	678	10%	10%	162	2%	6,000	88%	90%	6,840		
47013	Campbell	***	***	75	2%	2,566	83%	3,101	418	12%	10%	42	1%	2,918	86%	90%	3,378		
47015	Cannon	***	***	***	***	1,003	80%	1,248	112	12%	9%	***	***	816	88%	91%	928		
47017	Carroll	***	***	142	6%	1,854	76%	2,438	248	12%	11%	105	5%	1,692	83%	89%	2,046		
47019	Carter	***	***	159	4%	2,914	76%	3,838	372	11%	11%	50	1%	2,919	87%	89%	3,342		
47021	Cheatham	338	9%	69	2%	3,343	89%	3,750	446	13%	9%	94	3%	2,939	85%	91%	3,478		
47023	Chester	***	***	***	***	975	80%	1,212	28	2%	9%	***	***	1,155	97%	91%	1,190		
47025	Claiborne	337	14%	***	***	2,077	85%	2,430	233	10%	8%	70	3%	2,070	87%	92%	2,373		
47027	Clay	***	***	127	***	***	***	***	53	7%	9%	26	3%	730	90%	91%	809		
47029	Cocke	350	13%	132	5%	2,232	82%	2,715	273	14%	12%	72	4%	1,666	83%	88%	2,010		
47031	Coffee	281	5%	224	4%	4,669	90%	5,174	502	11%	11%	74	2%	4,069	88%	89%	4,645		
47033	Crockett	***	***	83	6%	***	***	1,417	77	8%	8%	41	4%	842	88%	92%	960		
47035	Cumberland	629	12%	338	6%	4,307	82%	5,274	652	13%	15%	120	2%	4,427	85%	85%	5,199		
47037	Davidson	6,532	11%	1,813	3%	53,301	86%	61,646	6,412	9%	8%	1,007	1%	62,305	89%	92%	69,724		
47039	Decatur	***	***	***	***	580	62%	931	115	10%	12%	***	***	984	89%	88%	1,101		
47041	DeKalb	212	13%	***	***	1,409	86%	1,640	130	10%	9%	38	3%	1,154	87%	91%	1,322		
47043	Dickson	579	11%	***	***	4,148	82%	5,043	417	10%	11%	122	3%	3,446	86%	89%	3,984		
47045	Dyer	***	***	201	7%	2,509	84%	2,995	280	8%	11%	81	2%	3,037	89%	89%	3,397		
47047	Fayette	383	10%	140	4%	3,146	86%	3,669	598	15%	9%	26	1%	3,317	84%	91%	3,941		
47049	Fentress	***	***	131	6%	1,629	74%	2,193	138	8%	10%	27	2%	1,545	90%	90%	1,711		
47051	Franklin	187	7%	***	***	2,512	90%	2,793	513	15%	14%	204	6%	2,636	79%	86%	3,353		
47053	Gibson	284	9%	106	3%	2,892	88%	3,282	466	14%	10%	154	5%	2,767	82%	90%	3,386		
47055	Giles	315	12%	***	***	1,974	77%	2,571	331	16%	10%	***	***	1,687	83%	90%	2,023		
47057	Grainger	***	***	78	5%	1,333	79%	1,686	213	14%	9%	***	***	1,301	86%	91%	1,514		
47059	Greene	480	8%	155	3%	5,034	89%	5,669	503	11%	11%	***	***	4,007	89%	89%	4,525		
47061	Grundy	***	***	***	***	1,050	88%	1,191	134	9%	10%	67	4%	1,342	87%	90%	1,544		
47063	Hamblen	577	12%	379	8%	3,799	80%	4,754	295	7%	11%	***	***	3,736	92%	89%	4,052		

FIPS Code	Geography	2007								2012									
		Number of firms with or without paid employees								Number of firms with or without paid employees									
		Veteran-owned		Equally veteran-/nonveteran-owned		Nonveteran-owned		All firms classifiable by gender, ethnicity, race, and veteran status		Veteran-owned		2012 Percent of Population that are Veterans		Equally veteran-/nonveteran-owned		Nonveteran-owned		2012 Percent of Population that are Nonveterans	
47065	Hamilton	3,770	12%	1,350	4%	25,087	83%	30,208	3,346	12%	10%	868	3%	24,741	85%	90%	28,955		
47067	Hancock	38	13%	***	***	***	***	296	69	13%	9%	***	***	462	86%	91%	536		
47069	Hardeman	***	***	***	***	1,244	92%	1,357	77	5%	9%	67	4%	1,495	91%	91%	1,639		
47071	Hardin	***	***	***	***	1,860	80%	2,324	308	14%	11%	50	2%	1,834	84%	89%	2,192		
47073	Hawkins	689	20%	124	4%	2,563	76%	3,376	334	10%	11%	96	3%	2,772	87%	89%	3,203		
47075	Haywood	172	14%	***	***	958	79%	1,206	60	6%	9%	***	***	957	92%	91%	1,037		
47077	Henderson	217	9%	***	***	2,028	86%	2,362	261	13%	10%	29	1%	1,758	86%	90%	2,049		
47079	Henry	***	***	283	12%	1,658	70%	2,382	463	16%	14%	48	2%	2,367	82%	86%	2,878		
47081	Hickman	113	6%	124	7%	1,603	87%	1,840	144	8%	10%	72	4%	1,683	89%	90%	1,899		
47083	Houston	107	13%	***	***	586	74%	797	68	12%	12%	***	***	501	85%	88%	591		
47085	Humphreys	***	***	***	***	1,239	79%	1,575	163	13%	11%	39	3%	1,095	84%	89%	1,297		
47087	Jackson	***	***	***	***	989	90%	1,105	109	16%	9%	***	***	583	84%	91%	693		
47089	Jefferson	569	14%	263	7%	3,112	79%	3,943	544	16%	12%	115	3%	2,746	81%	88%	3,405		
47091	Johnson	133	10%	43	3%	1,162	87%	1,338	114	9%	11%	68	5%	1,115	86%	89%	1,298		
47093	Knox	4,615	12%	1,659	4%	32,419	84%	38,692	4,695	12%	9%	1,339	3%	33,995	85%	91%	40,029		
47095	Lake	***	***	***	***	154	98%	157	42	11%	9%	***	***	333	89%	91%	376		
47097	Lauderdale	117	8%	109	8%	1,153	84%	1,379	129	9%	9%	***	***	1,362	90%	91%	1,508		
47099	Lawrence	423	13%	116	4%	2,631	83%	3,170	434	14%	10%	32	1%	2,728	85%	90%	3,194		
47101	Lewis	***	***	***	***	874	80%	1,098	142	14%	14%	***	***	843	85%	86%	989		
47103	Lincoln	***	***	***	***	1,960	***	***	408	15%	10%	165	6%	2,216	79%	90%	2,790		
47105	Loudon	496	12%	105	3%	3,447	85%	4,048	532	14%	14%	273	7%	3,079	79%	86%	3,884		
47107	McMinn	464	13%	261	7%	2,910	80%	3,635	458	14%	12%	91	3%	2,625	83%	88%	3,173		
47109	McNairy	119	7%	***	***	1,489	86%	1,736	375	22%	11%	***	***	1,286	76%	89%	1,682		
47111	Macon	102	5%	45	2%	1,890	93%	2,037	124	6%	8%	25	1%	1,880	93%	92%	2,029		
47113	Madison	755	10%	322	4%	6,810	86%	7,887	1,094	15%	10%	161	2%	6,243	83%	90%	7,498		
47115	Marion	125	7%	97	5%	1,648	88%	1,869	235	11%	9%	25	1%	1,784	87%	91%	2,045		
47117	Marshall	391	17%	***	***	1,904	81%	2,341	189	9%	10%	91	4%	1,857	87%	90%	2,137		
47119	Maury	421	7%	429	7%	4,894	85%	5,745	471	8%	10%	255	4%	5,376	88%	90%	6,101		
47121	Meigs	***	***	***	***	879	87%	1,005	65	9%	12%	***	***	654	91%	88%	721		
47123	Monroe	417	13%	180	6%	2,569	81%	3,166	461	15%	11%	34	1%	2,556	84%	89%	3,051		
47125	Montgomery	1,427	15%	647	7%	7,490	78%	9,564	1,387	14%	21%	468	5%	8,410	82%	79%	10,265		
47127	Moore	140	21%	***	***	500	74%	679	50	7%	10%	25	4%	623	89%	90%	698		
47129	Morgan	150	14%	***	***	***	***	1,078	191	13%	11%	***	***	1,260	86%	89%	1,464		
47131	Obion	436	15%	***	***	2,209	74%	2,983	234	10%	11%	116	5%	1,950	85%	89%	2,299		
47133	Overton	333	16%	***	***	1,782	84%	2,119	286	14%	8%	90	5%	1,608	81%	92%	1,984		
47135	Perry	***	***	***	***	541	83%	652	65	15%	12%	28	7%	334	78%	88%	427		
47137	Pickett	***	***	***	***	***	***	491	124	33%	12%	***	***	238	64%	88%	373		
47139	Polk	187	12%	***	***	1,314	85%	1,549	167	13%	10%	***	***	1,082	86%	90%	1,258		
47141	Putnam	655	9%	259	4%	6,137	87%	7,050	677	9%	8%	183	2%	6,629	89%	92%	7,489		
47143	Rhea	86	4%	***	***	1,908	90%	2,114	89	5%	9%	36	2%	1,567	93%	91%	1,691		
47145	Roane	436	12%	196	6%	2,901	82%	3,533	382	12%	15%	108	3%	2,735	85%	85%	3,224		
47147	Robertson	***	***	***	***	4,692	84%	5,595	574	11%	10%	31	1%	4,788	89%	90%	5,393		
47149	Rutherford	***	***	890	4%	17,167	85%	20,189	1,945	10%	10%	498	3%	16,557	87%	90%	18,999		
47151	Scott	274	18%	61	4%	1,186	78%	1,521	219	15%	7%	***	***	1,246	85%	93%	1,473		
47153	Sequatchie	***	***	***	***	1,170	90%	1,296	163	15%	7%	68	6%	861	79%	93%	1,093		
47155	Sevier	1,847	17%	613	6%	8,396	77%	10,856	736	8%	11%	253	3%	7,937	89%	89%	8,926		
47157	Shelby	10,213	14%	3,036	4%	60,142	82%	73,390	9,486	10%	9%	988	1%	82,645	89%	91%	93,119		
47159	Smith	***	***	77	5%	1,426	92%	1,558	52	4%	9%	***	***	1,256	96%	91%	1,308		
47161	Stewart	***	***	***	***	971	82%	1,179	87	11%	17%	***	***	717	87%	83%	827		
47163	Sullivan	2,019	16%	971	8%	9,270	76%	12,260	1,326	12%	12%	233	2%	9,654	86%	88%	11,213		
47165	Sumner	1,804	12%	***	***	12,595	84%	14,970	1,265	9%	11%	367	3%	12,858	89%	89%	14,489		

FIPS Code	Geography	2007								2012									
		Number of firms with or without paid employees								Number of firms with or without paid employees									
		Veteran-owned		Equally veteran-/nonveteran-owned		Nonveteran-owned		All firms classifiable by gender, ethnicity, race, and veteran status		Veteran-owned		2012 Percent of Population that are Veterans		Equally veteran-/nonveteran-owned		Nonveteran-owned		2012 Percent of Population that are Nonveterans	
47167	Tipton	383	10%	224	6%	3,066	83%	3,673		481	12%	12%	105	3%	3,547	86%	88%	4,133	
47169	Trousdale	***	***	***	***	***	***	***		101	16%	12%	***	***	549	84%	88%	650	
47171	Unicoi	188	***	58	***	***	***	***		132	17%	10%	***	***	652	83%	90%	787	
47173	Union	***	***	***	***	1,259	87%	1,450		97	9%	7%	30	3%	898	88%	93%	1,025	
47175	Van Buren	***	***	***	***	453	86%	524		***	***	10%	***	***	203	96%	90%	211	
47177	Warren	381	10%	***	***	3,100	85%	3,635		425	12%	10%	62	2%	3,051	86%	90%	3,538	
47179	Washington	1,353	14%	384	4%	7,807	82%	9,544		1,126	12%	12%	434	5%	7,559	83%	88%	9,119	
47181	Wayne	***	***	***	***	1,037	92%	1,122		104	10%	10%	28	3%	898	87%	90%	1,030	
47183	Weakley	238	12%	***	***	1,660	83%	1,999		235	11%	10%	66	3%	1,905	86%	90%	2,205	
47185	White	95	4%	***	***	1,990	83%	2,385		298	13%	12%	75	3%	1,878	83%	88%	2,252	
47187	Williamson	2,519	10%	1,116	5%	20,379	85%	24,015		2,945	12%	7%	586	2%	21,354	86%	93%	24,886	
47189	Wilson	1,871	16%	512	4%	9,427	80%	11,810		1,415	13%	11%	337	3%	9,403	84%	89%	11,155	

*** Unavailable

Source: U.S. Census Bureau, Survey of Business Owners (released in 2015); U.S. Census Bureau American Community Survey 2012 5-Year Estimates

Women-owned Firms in Tennessee

FIPS Code	Geography	Number of firms with paid employees										Number of firms without paid employees										Number of firms with or without paid employees									
		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		2007			2012			Change 2007 - 2012		% Change 2007 - 2012	
		Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable
State																															
47	Tennessee	13,539	16%	85,940	15,560	19%	81,491	2,021	-4,449	15%	-5%	127,905	29%	445,279	180,134	39%	459,597	52,229	14,318	41%	3%	141,444	27%	531,219	195,694	36%	541,087	54,250	9,868	38%	2%
Metro Areas																															
16860	Chattanooga, TN-GA Metro Area	1,015	14%	7,462	1,220	17%	7,230	205	-232	20%	-3%	10,543	29%	36,990	12,087	35%	34,771	1,544	-2,219	15%	-6%	11,558	26%	44,452	13,307	32%	42,001	1,749	-2,451	15%	-6%
17300	Clarksville, TN-KY Metro Area	590	19%	3,053	596	23%	2,585	6	-468	1%	-15%	3,943	31%	12,757	5,194	41%	12,604	1,251	-153	32%	-1%	4,533	29%	15,810	5,790	38%	15,190	1,257	-620	28%	-4%
17420	Cleveland, TN Metro Area	240	15%	1,650	186	14%	1,336	-54	-314	-23%	-19%	2,073	26%	8,068	2,383	35%	6,757	310	-1,311	15%	-16%	2,313	24%	9,718	2,569	32%	8,093	256	-1,625	11%	-17%
27180	Jackson, TN Metro Area	328	17%	1,881	294	16%	1,870	-34	-11	-10%	-1%	2,275	32%	7,213	2,801	36%	7,771	526	558	23%	8%	2,604	29%	9,094	3,094	32%	9,641	490	547	19%	6%
27740	Johnson City, TN Metro Area	395	16%	2,522	375	17%	2,237	-20	-285	-5%	-11%	2,617	22%	11,998	3,644	33%	10,937	1,027	-1,061	39%	-9%	3,013	21%	14,520	4,019	31%	13,175	1,006	-1,345	33%	-9%
28700	Kingsport-Bristol-Bristol, TN-VA Metro Area	607	15%	4,167	823	21%	3,913	216	-254	36%	-6%	5,433	30%	18,395	6,135	36%	17,179	702	-1,216	13%	-7%	6,040	27%	22,562	6,958	33%	21,092	918	-1,470	15%	-7%
28940	Knoxville, TN Metro Area	1,676	16%	10,531	2,147	18%	11,825	471	1,294	28%	12%	13,789	28%	48,845	21,298	36%	58,635	7,509	9,790	54%	20%	15,465	26%	59,375	23,445	33%	70,460	7,980	11,085	52%	19%
32820	Memphis, TN-MS-AR Metro Area	2,324	15%	15,794	2,865	19%	15,198	541	-596	23%	-4%	29,129	34%	85,187	54,699	50%	109,227	25,570	24,040	88%	28%	31,454	31%	100,981	57,563	46%	124,425	26,109	23,444	83%	23%
34100	Morristown, TN Metro Area	127	8%	1,616	170	14%	1,242	43	-374	34%	-23%	2,186	25%	8,744	2,196	35%	6,189	10	-2,555	0%	-29%	2,313	22%	10,360	2,366	32%	7,431	53	-2,929	2%	-28%
34980	Nashville--Davidson--Murfreesboro--Franklin, TN Metro Area	3,961	16%	24,931	4,947	19%	25,571	986	640	25%	3%	36,467	28%	129,139	50,442	36%	138,493	13,975	9,354	38%	7%	40,428	26%	154,070	55,389	34%	164,063	14,961	9,993	37%	6%
Counties																															
47001	Anderson	167	17%	986	172	20%	863	5	-123	3%	-12%	1,075	23%	4,666	1,660	36%	4,644	585	-22	54%	0%	1,242	22%	5,652	1,831	33%	5,508	589	-144	47%	-3%
47003	Bedford	112	16%	708	115	19%	592	3	-116	3%	-16%	702	***	***	1,236	45%	2,723	534	***	76%	***	814	21%	3,842	1,351	41%	3,315	537	-527	66%	-14%
47005	Benton	***	***	215	38	21%	178	***	-37	***	-17%	***	***	1,260	339	42%	816	***	-444	***	-35%	***	1,475	377	38%	994	***	-481	***	-33%	
47007	Bledsoe	0	0%	86	19	19%	99	19	13	***	15%	253	26%	986	248	35%	703	-5	-283	-2%	-29%	253	24%	1,072	266	33%	803	13	-269	5%	-25%
47009	Blount	240	16%	1,491	342	20%	1,740	102	249	43%	17%	2,345	29%	8,181	3,014	33%	9,010	669	829	29%	10%	2,586	27%	9,673	3,356	31%	10,750	770	1,077	30%	11%
47011	Bradley	232	16%	1,437	174	14%	1,208	-58	-229	-25%	-16%	1,678	25%	6,738	2,023	36%	5,632	345	-1,106	21%	-16%	1,910	23%	8,175	2,196	32%	6,840	286	-1,335	15%	-16%
47013	Campbell	8	2%	365	81	15%	536	73	171	913%	47%	514	19%	2,736	842	30%	2,842	328	106	64%	4%	522	17%	3,101	923	27%	3,378	401	277	77%	9%
47015	Cannon	***	***	146	14	16%	88	***	-58	***	-40%	***	***	1,101	251	30%	840	***	-261	***	-24%	***	1,248	266	29%	928	***	-320	***	-26%	
47017	Carroll	44	11%	402	52	14%	362	8	-40	18%	-10%	573	28%	2,036	565	34%	1,684	-8	-352	-1%	-17%	617	25%	2,438	617	30%	2,046	0	-392	0%	-16%
47019	Carter	***	***	574	23	7%	315	***	-259	***	-45%	526	16%	3,264	989	33%	3,027	463	-237	88%	-7%	637	17%	3,838	1,012	30%	3,342	375	-496	59%	-13%
47021	Cheatham	***	***	384	46	13%	354	***	-30	***	-8%	1,184	35%	3,366	961	31%	3,125	-223	-241	-19%	-7%	1,226	33%	3,750	1,007	29%	3,478	-219	-272	-18%	-7%
47023	Chester	***	***	217	36	26%	139	***	-78	***	-36%	***	***	329	31%	1,051	***	***	***	***	***	***	1,212	365	31%	1,190	***	-22	***	-2%	
47025	Claiborne	***	***	230	54	19%	290	***	60	***	26%	***	***	2,201	635	30%	2,083	***	-118	***	-5%	***	2,430	689	29%	2,373	***	-57	***	-2%	
47027	Clay	***	***	***	4	3%	129	***	***	***	***	***	***	200	29%	680	***	***	***	***	***	***	204	25%	809	***	***	***	***	***	
47029	Cocke	***	***	259	17	6%	274	***	15	***	6%	***	***	2,456	759	44%	1,736	***	-720	***	-29%	***	2,715	776	39%	2,010	***	-705	***	-26%	
47031	Coffee	***	***	788	193	23%	849	***	61	***	8%	***	***	4,386	1,522	40%	3,796	***	-590	***	-13%	***	5,174	1,715	37%	4,645	***	-529	***	-10%	
47033	Crockett	11	***	***	9	10%	91	-2	***	-18%	***	***	***	1,281	270	31%	869	***	-412	***	-32%	272	19%	1,417	278	29%	960	6	-457	2%	-32%
47035	Cumberland	145	19%	748	182	27%	672	37	-76	26%	-10%	1,146	25%	4,527	1,452	32%	4,527	306	0	27%	0%	1,291	24%	5,274	1,634	31%	5,199	343	-75	27%	-1%
47037	Davidson	1,878	16%	11,824	2,264	19%	11,781	386	-43	21%	0%	15,441	31%	49,822	22,881	39%	57,943	7,440	8,121	48%	16%	17,319	28%	61,646	25,144	36%	69,724	7,825	8,078	45%	13%

FIPS Code	Geography	Number of firms with paid employees										Number of firms without paid employees								Number of firms with or without paid employees												
		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		
		Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	
47039	Decatur	***	***	143	40	15%	263	***	120	***	84%	***	***	***	280	33%	838	***	***	***	***	***	931	320	29%	1,101	***	170	***	18%		
47041	DeKalb	1	1%	170	47	19%	243	46	73	4600%	43%	417	28%	1,471	432	40%	1,079	15	-392	4%	-27%	418	25%	1,640	480	36%	1,322	62	-318	15%	-19%	
47043	Dickson	101	16%	624	102	15%	678	1	54	1%	9%	971	22%	4,419	1,152	35%	3,307	181	-1,112	19%	-25%	1,072	21%	5,043	1,254	31%	3,984	182	-1,059	17%	-21%	
47045	Dyer	99	17%	596	186	29%	647	87	51	88%	9%	***	***	2,399	1,118	41%	2,751	***	352	***	15%	765	26%	2,995	1,304	38%	3,397	539	402	70%	13%	
47047	Fayette	96	29%	331	77	17%	446	-19	115	-20%	35%	775	23%	3,338	1,352	39%	3,495	577	157	74%	5%	871	24%	3,669	1,429	36%	3,941	558	272	64%	7%	
47049	Fentress	26	14%	186	29	18%	161	3	-25	12%	-13%	427	21%	2,008	578	37%	1,550	151	-458	35%	-23%	453	21%	2,193	607	35%	1,711	154	-482	34%	-22%	
47051	Franklin	***	***	552	69	14%	486	***	-66	***	-12%	730	33%	2,242	940	33%	2,867	210	625	29%	28%	798	29%	2,793	1,009	30%	3,353	211	560	26%	20%	
47053	Gibson	114	15%	747	89	18%	496	-25	-251	-22%	-34%	722	28%	2,535	1,097	38%	2,890	375	355	52%	14%	835	25%	3,282	1,185	35%	3,386	350	104	42%	3%	
47055	Giles	***	***	471	61	19%	320	***	-151	***	-32%	***	***	2,100	647	38%	1,703	***	-397	***	-19%	***	***	2,571	708	35%	2,023	***	-548	***	-21%	
47057	Grainger	***	***	180	35	23%	152	***	-28	***	-16%	***	***	1,506	434	32%	1,361	***	-145	***	-10%	***	***	1,686	469	31%	1,514	***	-172	***	-10%	
47059	Greene	184	22%	845	102	13%	805	-82	-40	-45%	-5%	***	***	4,824	1,426	38%	3,720	***	-1,104	***	-23%	1,388	24%	5,669	1,529	34%	4,525	141	-1,144	10%	-20%	
47061	Grundy	6	4%	163	6	5%	118	0	-45	0%	-28%	385	37%	1,028	611	43%	1,425	226	397	59%	39%	391	33%	1,191	617	40%	1,544	226	353	58%	30%	
47063	Hamblen	56	6%	921	111	14%	792	55	-129	98%	-14%	1,010	26%	3,833	1,322	41%	3,260	312	-573	31%	-15%	1,066	22%	4,754	1,432	35%	4,052	366	-702	34%	-15%	
47065	Hamilton	676	12%	5,825	878	16%	5,636	202	-189	30%	-3%	7,120	29%	24,383	8,454	36%	23,320	1,334	-1,063	19%	-4%	7,796	26%	30,208	9,332	32%	28,955	1,536	-1,253	20%	-4%	
47067	Hancock	***	***	24	1	3%	36	***	12	***	50%	***	***	***	181	36%	500	***	***	***	***	***	296	182	34%	536	***	240	***	81%		
47069	Hardeman	16	7%	214	36	13%	286	20	72	125%	34%	361	32%	1,143	587	43%	1,353	226	210	63%	18%	377	28%	1,357	623	38%	1,639	246	282	65%	21%	
47071	Hardin	86	24%	357	60	16%	382	-26	25	-30%	7%	***	***	1,966	630	35%	1,810	***	-156	***	-8%	642	28%	2,324	690	31%	2,192	48	-132	7%	-6%	
47073	Hawkins	62	16%	380	62	21%	296	0	-84	0%	-22%	792	26%	2,996	1,097	38%	2,907	305	-89	39%	-3%	854	25%	3,376	1,159	36%	3,203	305	-173	36%	-5%	
47075	Haywood	***	***	304	19	13%	148	***	-156	***	-51%	***	***	902	459	52%	889	***	-13	***	-1%	291	24%	1,206	478	46%	1,037	187	-169	64%	-14%	
47077	Henderson	43	13%	322	74	28%	260	31	-62	72%	-19%	524	26%	2,040	687	38%	1,789	163	-251	31%	-12%	567	24%	2,362	762	37%	2,049	195	-313	34%	-13%	
47079	Henry	***	***	512	125	28%	449	***	-63	***	-12%	***	***	***	743	31%	2,429	***	***	***	***	***	***	***	2,382	868	30%	2,878	***	496	***	21%
47081	Hickman	***	***	255	32	15%	219	***	-36	***	-14%	414	26%	1,586	588	35%	1,680	174	94	42%	6%	481	26%	1,840	620	33%	1,899	139	59	29%	3%	
47083	Houston	7	8%	86	0	0%	66	-7	-20	-100%	-23%	***	***	***	105	20%	525	***	***	***	***	***	144	18%	797	105	18%	591	-39	-206	-27%	-26%
47085	Humphreys	***	***	353	77	28%	276	***	-77	***	-22%	***	***	1,222	418	41%	1,022	***	-200	***	-16%	***	***	1,575	495	38%	1,297	***	-278	***	-18%	
47087	Jackson	5	4%	115	16	46%	35	11	-80	220%	-70%	***	***	990	217	33%	658	***	-332	***	-34%	254	23%	1,105	233	34%	693	-21	-412	-8%	-37%	
47089	Jefferson	52	10%	538	62	13%	475	10	-63	19%	-12%	759	22%	3,405	874	30%	2,930	115	-475	15%	-14%	810	21%	3,943	936	27%	3,405	126	-538	16%	-14%	
47091	Johnson	12	10%	119	49	23%	212	37	93	308%	78%	209	17%	1,218	315	29%	1,086	106	-132	51%	-11%	221	17%	1,338	364	28%	1,298	143	-40	65%	-3%	
47093	Knox	1,146	16%	7,393	1,260	17%	7,375	114	-18	10%	0%	9,212	29%	31,300	12,447	38%	32,654	3,235	1,354	35%	4%	10,358	27%	38,692	13,707	34%	40,029	3,349	1,337	32%	3%	
47095	Lake	4	***	***	4	5%	80	0	***	0%	***	21	***	***	163	55%	295	142	***	676%	***	***	25	16%	157	167	44%	376	142	219	568%	139%
47097	Lauderdale	6	4%	160	63	29%	218	57	58	950%	36%	***	***	1,219	624	48%	1,291	***	72	***	6%	418	30%	1,379	687	46%	1,508	269	129	64%	9%	
47099	Lawrence	57	11%	510	118	25%	474	61	-36	107%	-7%	670	25%	2,660	867	32%	2,719	197	59	29%	2%	727	23%	3,170	986	31%	3,194	259	24	36%	1%	
47101	Lewis	***	***	154	35	17%	205	***	51	***	33%	***	***	944	256	33%	784	***	-160	***	-17%	***	***	1,098	291	29%	989	***	-109	***	-10%	
47103	Lincoln	***	***	***	89	22%	408	***	***	***	***	***	***	***	725	30%	2,381	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
47105	Loudon	114	18%	639	140	21%	658	26	19	23%	3%	880	26%	3,409	1,137	35%	3,226	257	-183	29%	-5%	994	25%	4,048	1,276	33%	3,884	282	-164	28%	-4%	
47107	McMinn	90	16%	564	59	12%	508	-31	-56	-34%	-10%	698	23%	3,071	929	35%	2,665	231	-406	33%	-13%	788	22%	3,635	988	31%	3,173	200	-462	25%	-13%	
47109	McNairy	128	29%	444	48	15%	311	-80	-133	-63%	-30%	***	***	***	405	30%	1,371	***	***	***	***	***	643	37%	1,736	453	27%	1,682	-190	-54	-30%	-3%
47111	Macon	***	***	***	46	21%	224	***	***	***	***	458	26%	1,758	576	32%	1,805	118	47	26%	3%	500	25%	2,037	623	31%	2,029	123	-8	25%	0%	
47113	Madison	282	17%	1,668	249	15%	1,648	-33	-20	-12%	-1%	2,012	32%	6,219	2,202	38%	5,851	190	-368	9%	-6%	2,294	29%	7,887	2,451	33%	7,498	157	-389	7%	-5%	
47115	Marion	63	22%	283	42	17%	254	-21	-29	-33%	-10%	492	31%	1,587	576	32%	1,790	84	203	17%	13%	554	30%	1,869	617	30%	2,045	63	176	11%	9%	
47117	Marshall	83	23%	358	119	27%	433	36	75	43%	21%	***	***	1,983	536	31%	1,704	***	-279	***	-14%	610	26%	2,341	655	31%	2,137	45	-204	7%	-9%	
47119	Maury	178	17%	1,052	217	23%	929	39	-123	22%	-12%	1,201	26%	4,693	1,891	37%	5,172	690	479	57%	10%	1,378	24%	5,745	2,108	35%	6,101	730	356	53%	6%	
47121	Meigs	***	***	78	0	0%	54	***	-24	***	-31%	***	***	***	263	39%	667	***	***	***	***	***	***	***	1,005	263	36%	721	***	-284	***	-28%
47123	Monroe	***	***	495	131	27%	486	***	-9	***	-2%	***	***	2,671	737	29%	2,565	***	-106	***	-4%	***	***	3,166	868	28%	3,051	***	-115	***	-4%	
47125	Montgomery	329	18%	1,801	446	26%	1,713	117	-88	36%	-5%	2,598	33%	7,763	3,708	43%	8,552	1,110	789	43%	10%	2,926	31%	9,564	4,154	40%	10,265	1,228	701	42%	7%	
47127	Moore	***	***	34	22	40%	55	***	21	***	62%	***	***	645	129	20%	642	***	-3	***	0%	163	24%	679	151	22%	698	-12	19	-7%	3%	
47129	Morgan	23	16%	148	16	12%	130	-7	-18	-30%	-12%	418	45%	930	401	30%	1,333	-17	403	-4%	43%	441	41%	1,078	417	28%	1,464	-24	386	-5%	36%	
47131	Obion	59	12%	494	78	15%	504	19	10	32%	2%	***	***	2,489	804	45%	1,795	***	-694	***	-28%	633	21%	2,983	882	38%	2,299	249	-684	39%	-23%	
47133	Overton	42	22%	191	35	14%	252	-7	61	-17%	32%	***	***	1,928	413																	

FIPS Code	Geography	Number of firms with paid employees										Number of firms without paid employees								Number of firms with or without paid employees													
		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		2007			2012			Change 2007 - 2012		% Change 2007 - 2012		2007			2012			Change 2007 - 2012		% Change 2007 - 2012			
		Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	% Female-Owned Firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable	Female-owned firms	All Firms Classifiable		
47143	Rhea	***	***	387	46	17%	264	***	-123	***	-32%	***	***	1,727	652	46%	1,428	***	-299	***	-17%	***	***	2,114	699	41%	1,691	***	-423	***	-20%		
47145	Roane	81	16%	499	129	21%	629	48	130	59%	26%	994	33%	3,034	1,086	42%	2,595	92	-439	9%	-14%	1,075	30%	3,533	1,215	38%	3,224	140	-309	13%	-9%		
47147	Robertson	154	20%	756	168	21%	789	14	33	9%	4%	1,361	28%	4,839	1,625	35%	4,604	264	-235	19%	-5%	1,514	27%	5,595	1,793	33%	5,393	279	-202	18%	-4%		
47149	Rutherford	363	12%	3,058	550	18%	3,056	187	-2	52%	0%	4,931	29%	17,131	6,308	40%	15,943	1,377	-1,188	28%	-7%	5,294	26%	20,189	6,859	36%	18,999	1,565	-1,190	30%	-6%		
47151	Scott	7	4%	185	3	1%	216	-4	31	-57%	17%	***	***	1,336	295	23%	1,257	***	-79	***	-6%	435	29%	1,521	298	20%	1,473	-137	-48	-31%	-3%		
47153	Sequatchie	***	***	129	38	37%	102	***	-27	***	-21%	***	***	1,167	282	28%	991	***	-176	***	-15%	***	***	1,296	321	29%	1,093	***	-203	***	-16%		
47155	Sevier	388	19%	2,068	336	22%	1,532	-52	-536	-13%	-26%	2,077	24%	8,788	2,627	36%	7,394	550	-1,394	26%	-16%	2,465	23%	10,856	2,963	33%	8,926	498	-1,930	20%	-18%		
47157	Shelby	1,870	15%	12,267	2,208	19%	11,661	338	-606	18%	-5%	21,621	35%	61,123	42,823	53%	81,458	21,202	20,335	98%	33%	23,491	32%	73,390	45,031	48%	93,119	21,540	19,729	92%	27%		
47159	Smith	***	***	252	4	3%	146	***	-106	***	-42%	***	***	1,307	508	44%	1,161	***	-146	***	-11%	***	***	1,558	512	39%	1,308	***	-250	***	-16%		
47161	Stewart	***	***	125	31	26%	118	***	-7	***	-6%	***	***	1,053	313	44%	710	***	-343	***	-33%	***	***	1,179	344	42%	827	***	-352	***	-30%		
47163	Sullivan	343	14%	2,415	477	21%	2,252	134	-163	39%	-7%	2,609	27%	9,845	3,274	37%	8,962	665	-883	25%	-9%	2,952	24%	12,260	3,751	33%	11,213	799	-1,047	27%	-9%		
47165	Sumner	386	18%	2,097	306	16%	1,896	-80	-201	-21%	-10%	3,343	26%	12,873	3,851	31%	12,593	508	-280	15%	-2%	3,729	25%	14,970	4,157	29%	14,489	428	-481	11%	-3%		
47167	Tipton	40	8%	529	98	25%	391	58	-138	145%	-26%	986	31%	3,144	1,764	47%	3,742	778	598	79%	19%	1,026	28%	3,673	1,863	45%	4,133	837	460	82%	13%		
47169	Trousdale	10	***	***	11	9%	125	1	***	10%	***	253	***	***	240	46%	525	-13	***	***	-5%	***	***	263	***	***	250	38%	650	-13	***	-5%	***
47171	Unicoi	***	***	***	68	40%	170	***	***	***	***	***	***	***	255	41%	617	***	***	***	***	***	***	***	***	***	323	41%	787	***	***	***	***
47173	Union	23	14%	161	16	29%	55	-7	-106	-30%	-66%	***	***	1,288	278	29%	970	***	-318	***	-25%	300	21%	1,450	294	29%	1,025	-6	-425	-2%	-29%		
47175	Van Buren	***	***	67	0	0%	8	***	-59	***	-88%	***	***	***	89	44%	202	***	***	***	***	***	125	24%	524	89	42%	211	-36	-313	-29%	-60%	
47177	Warren	116	21%	554	84	12%	679	-32	125	-28%	23%	731	24%	3,081	970	34%	2,859	239	-222	33%	-7%	847	23%	3,635	1,054	30%	3,538	207	-97	24%	-3%		
47179	Washington	234	13%	1,826	285	16%	1,825	51	-1	22%	0%	1,969	26%	7,718	2,400	33%	7,293	431	-425	22%	-6%	2,204	23%	9,544	2,685	29%	9,119	481	-425	22%	-4%		
47181	Wayne	37	22%	169	14	9%	163	-23	-6	-62%	-4%	240	25%	953	285	33%	867	45	-86	19%	-9%	278	25%	1,122	299	29%	1,030	21	-92	8%	-8%		
47183	Weakley	144	27%	533	37	9%	398	-107	-135	-74%	-25%	406	28%	1,466	594	33%	1,807	188	341	46%	23%	551	28%	1,999	631	29%	2,205	80	206	15%	10%		
47185	White	22	8%	288	63	21%	305	41	17	186%	6%	661	32%	2,097	580	30%	1,947	-81	-150	-12%	-7%	683	29%	2,385	643	29%	2,252	-40	-133	-6%	-6%		
47187	Williamson	678	17%	4,058	868	19%	4,479	190	421	28%	10%	5,035	25%	19,957	6,681	33%	20,407	1,646	450	33%	2%	5,712	24%	24,015	7,549	30%	24,886	1,837	871	32%	4%		
47189	Wilson	177	11%	1,645	390	22%	1,767	213	122	120%	7%	2,389	24%	10,164	2,928	31%	9,388	539	-776	23%	-8%	2,566	22%	11,810	3,318	30%	11,155	752	-655	29%	-6%		

*** Unavailable

Source: U.S. Census Bureau, 2012 Survey of Business Owners (released in 2015)

Minority-owned Firms in Tennessee

FIPS Code	Geography	Number of firms with or without paid employees													
		2007							2012						
		Minority	% of 2007 Firms	Equally minority/nonminority	% of 2007 Firms	Nonminority	% of 2007 Firms	All firms classifiable by gender, ethnicity, race, and veteran status	Minority	% of 2012 Firms	Equally minority/nonminority	% of 2012 Firms	Nonminority	% of 2012 Firms	All firms classifiable by gender, ethnicity, race, and veteran status
State															
47	Tennessee	68,218	13%	3,905	1%	459,095	86%	531,219	105,234	19%	1,828	0%	434,025	80%	541,087
Metro Areas															
16860	Chattanooga, TN-GA Metro Area	5,000	11%	358	1%	39,094	88%	44,452	5,552	13%	219	1%	36,230	86%	42,001
17300	Clarksville, TN-KY Metro Area	2,021	13%	***	***	13,592	86%	15,810	2,944	19%	139	1%	12,107	80%	15,190
17420	Cleveland, TN Metro Area	493	5%	***	***	9,149	94%	9,718	536	7%	***	***	7,544	93%	8,093
27180	Jackson, TN Metro Area	1,541	17%	***	***	7,473	82%	9,094	2,079	22%	***	***	7,554	78%	9,641
27740	Johnson City, TN Metro Area	654	5%	***	***	13,813	95%	14,520	681	5%	***	***	12,488	95%	13,175
28700	Kingsport-Bristol-Bristol, TN-VA Metro Area	653	3%	***	***	21,781	97%	22,562	919	4%	50	0%	20,123	95%	21,092
28940	Knoxville, TN Metro Area	4,507	8%	290	0%	54,578	92%	59,375	5,725	8%	224	0%	64,511	92%	70,460
32820	Memphis, TN-MS-AR Metro Area	33,515	33%	***	***	66,623	66%	100,981	62,454	50%	389	0%	61,583	49%	124,425
34100	Morristown, TN Metro Area	382	4%	49	0%	9,929	96%	10,360	480	6%	***	***	6,950	94%	7,431
34980	Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	18,319	12%	***	***	134,474	87%	154,070	25,875	16%	695	0%	137,494	84%	164,063
Counties															
47001	Anderson	282	5%	***	***	5,335	94%	5,652	266	5%	30	1%	5,211	95%	5,508
47003	Bedford	208	5%	***	***	3,607	94%	3,842	354	11%	***	***	2,960	89%	3,315
47005	Benton	***	***	***	***	1,432	97%	1,475	66	7%	***	***	927	93%	994
47007	Bledsoe	***	***	***	***	1,028	96%	1,072	42	5%	***	***	761	95%	803
47009	Blount	209	2%	85	1%	9,378	97%	9,673	513	5%	38	0%	10,199	95%	10,750
47011	Bradley	460	6%	***	***	7,640	93%	8,175	521	8%	***	***	6,310	92%	6,840
47013	Campbell	60	2%	***	***	3,008	97%	3,101	154	5%	***	***	3,224	95%	3,378
47015	Cannon	***	***	***	***	1,182	95%	1,248	27	3%	***	***	901	97%	928
47017	Carroll	***	***	***	***	2,332	96%	2,438	62	3%	29	1%	1,955	96%	2,046
47019	Carter	***	***	***	***	3,718	97%	3,838	72	2%	***	***	3,269	98%	3,342
47021	Cheatham	218	6%	***	***	3,527	94%	3,750	213	6%	***	***	3,263	94%	3,478
47023	Chester	***	***	***	***	1,102	91%	1,212	62	5%	***	***	1,128	95%	1,190
47025	Claiborne	***	***	***	***	2,403	99%	2,430	67	3%	***	***	2,306	97%	2,373
47027	Clay	***	***	***	***	***	***	***	47	6%	***	***	762	94%	809
47029	Cocke	***	***	***	***	2,669	98%	2,715	106	5%	***	***	1,900	95%	2,010
47031	Coffee	360	7%	***	***	4,776	92%	5,174	375	8%	***	***	4,263	92%	4,645
47033	Crockett	34	2%	***	***	***	***	1,417	85	9%	***	***	875	91%	960
47035	Cumberland	***	***	***	***	4,911	93%	5,274	207	4%	42	1%	4,950	95%	5,199
47037	Davidson	11,548	19%	***	***	49,604	80%	61,646	16,598	24%	399	1%	52,727	76%	69,724
47039	Decatur	49	5%	***	***	883	95%	931	25	2%	***	***	1,076	98%	1,101
47041	DeKalb	***	***	***	***	1,510	92%	1,640	***	***	***	***	1,299	98%	1,322
47043	Dickson	213	4%	***	***	4,781	95%	5,043	229	6%	***	***	3,753	94%	3,984
47045	Dyer	***	***	***	***	2,647	88%	2,995	525	15%	***	***	2,872	85%	3,397
47047	Fayette	646	18%	***	***	3,014	82%	3,669	946	24%	***	***	2,992	76%	3,941
47049	Fentress	***	***	***	***	2,169	99%	2,193	***	***	***	***	1,685	98%	1,711
47051	Franklin	***	***	***	***	2,481	89%	2,793	265	8%	34	1%	3,055	91%	3,353
47053	Gibson	214	7%	***	***	3,055	93%	3,282	411	12%	***	***	2,971	88%	3,386
47055	Giles	111	4%	***	***	2,459	96%	2,571	221	11%	***	***	1,798	89%	2,023
47057	Grainger	***	***	***	***	1,652	98%	1,686	30	2%	***	***	1,484	98%	1,514

FIPS Code	Geography	Number of firms with or without paid employees													
		2007							2012						
		Minority	% of 2007 Firms	Equally minority/nonminority	% of 2007 Firms	Nonminority	% of 2007 Firms	All firms classifiable by gender, ethnicity, race, and veteran status	Minority	% of 2012 Firms	Equally minority/nonminority	% of 2012 Firms	Nonminority	% of 2012 Firms	All firms classifiable by gender, ethnicity, race, and veteran status
47059	Greene	123	2%	***	***	5,489	97%	5,669	193	4%	***	***	4,325	96%	4,525
47061	Grundy	***	***	***	***	1,098	92%	1,191	64	4%	***	***	1,480	96%	1,544
47063	Hamblen	282	6%	***	***	4,432	93%	4,754	390	10%	***	***	3,661	90%	4,052
47065	Hamilton	4,390	15%	***	***	25,550	85%	30,208	4,801	17%	110	0%	24,045	83%	28,955
47067	Hancock	***	***	***	***	296	100%	296	***	***	***	***	520	97%	536
47069	Hardeman	***	***	***	***	1,046	77%	1,357	518	32%	***	***	1,121	68%	1,639
47071	Hardin	166	7%	***	***	2,126	91%	2,324	84	4%	***	***	2,107	96%	2,192
47073	Hawkins	121	4%	***	***	3,247	96%	3,376	127	4%	***	***	3,054	95%	3,203
47075	Haywood	***	***	***	***	919	76%	1,206	464	45%	***	***	573	55%	1,037
47077	Henderson	87	4%	***	***	2,275	96%	2,362	225	11%	***	***	1,824	89%	2,049
47079	Henry	***	***	***	***	2,187	92%	2,382	241	8%	***	***	2,630	91%	2,878
47081	Hickman	***	***	***	***	1,786	97%	1,840	106	6%	***	***	1,794	94%	1,899
47083	Houston	***	***	***	***	789	99%	797	30	5%	***	***	561	95%	591
47085	Humphreys	***	***	***	***	1,521	97%	1,575	81	6%	***	***	1,209	93%	1,297
47087	Jackson	***	***	***	***	1,077	97%	1,105	***	***	***	***	687	99%	693
47089	Jefferson	***	***	***	***	3,868	98%	3,943	90	3%	***	***	3,315	97%	3,405
47091	Johnson	***	***	***	***	1,319	99%	1,338	***	***	***	***	1,286	99%	1,298
47093	Knox	3,800	10%	167	0%	34,726	90%	38,692	4,385	11%	138	0%	35,506	89%	40,029
47095	Lake	***	***	***	***	157	100%	157	64	17%	***	***	312	83%	376
47097	Lauderdale	***	***	***	***	1,249	91%	1,379	406	27%	***	***	1,101	73%	1,508
47099	Lawrence	***	***	42	1%	3,029	96%	3,170	165	5%	***	***	3,012	94%	3,194
47101	Lewis	43	4%	***	***	1,050	96%	1,098	35	4%	***	***	954	96%	989
47103	Lincoln	***	***	***	***	***	***	***	164	6%	***	***	2,626	94%	2,790
47105	Loudon	***	***	***	***	3,874	96%	4,048	171	4%	***	***	3,698	95%	3,884
47107	McMinn	195	5%	***	***	3,439	95%	3,635	311	10%	***	***	2,862	90%	3,173
47109	McNairy	27	2%	***	***	1,680	97%	1,736	75	4%	***	***	1,606	95%	1,682
47111	Macon	99	5%	***	***	1,938	95%	2,037	64	3%	***	***	1,966	97%	2,029
47113	Madison	1,476	19%	***	***	6,376	81%	7,887	1,932	26%	***	***	5,557	74%	7,498
47115	Marion	***	***	***	***	1,756	94%	1,869	86	4%	***	***	1,959	96%	2,045
47117	Marshall	***	***	***	***	2,235	95%	2,341	94	4%	***	***	2,043	96%	2,137
47119	Maury	558	10%	***	***	5,119	89%	5,745	659	11%	41	1%	5,401	89%	6,101
47121	Meigs	***	***	***	***	1,003	100%	1,005	***	***	43	6%	673	93%	721
47123	Monroe	***	***	***	***	2,939	93%	3,166	141	5%	***	***	2,905	95%	3,051
47125	Montgomery	1,452	15%	***	***	7,998	84%	9,564	2,183	21%	119	1%	7,962	78%	10,265
47127	Moore	***	***	***	***	673	99%	679	***	***	***	***	688	99%	698
47129	Morgan	***	***	***	***	1,077	100%	1,078	30	2%	***	***	1,433	98%	1,464
47131	Obion	164	5%	***	***	2,812	94%	2,983	140	6%	***	***	2,160	94%	2,299
47133	Overton	***	***	***	***	2,096	99%	2,119	86	4%	***	***	1,897	96%	1,984
47135	Perry	43	7%	***	***	608	93%	652	30	7%	***	***	397	93%	427
47137	Pickett	***	***	***	***	489	100%	491	***	***	***	***	373	100%	373
47139	Polk	***	***	***	***	1,515	98%	1,549	***	***	***	***	1,239	98%	1,258
47141	Putnam	391	6%	***	***	6,618	94%	7,050	421	6%	***	***	7,058	94%	7,489
47143	Rhea	***	***	***	***	2,019	96%	2,114	85	5%	***	***	1,605	95%	1,691
47145	Roane	***	***	***	***	3,428	97%	3,533	158	5%	***	***	3,065	95%	3,224
47147	Robertson	420	8%	***	***	5,151	92%	5,595	410	8%	***	***	4,981	92%	5,393
47149	Rutherford	2,404	12%	***	***	17,495	87%	20,189	3,309	17%	50	0%	15,640	82%	18,999

FIPS Code	Geography	Number of firms with or without paid employees													
		2007							2012						
		Minority	% of 2007 Firms	Equally minority/nonminority	% of 2007 Firms	Nonminority	% of 2007 Firms	All firms classifiable by gender, ethnicity, race, and veteran status	Minority	% of 2012 Firms	Equally minority/nonminority	% of 2012 Firms	Nonminority	% of 2012 Firms	All firms classifiable by gender, ethnicity, race, and veteran status
47151	Scott	***	***	***	***	1,440	95%	1,521	***	***	***	***	1,467	100%	1,473
47153	Sequatchie	***	***	***	***	1,228	95%	1,296	104	10%	***	***	989	90%	1,093
47155	Sevier	561	5%	109	1%	10,185	94%	10,856	522	6%	41	0%	8,363	94%	8,926
47157	Shelby	27,760	38%	***	***	44,978	61%	73,390	52,295	56%	255	0%	40,569	44%	93,119
47159	Smith	***	***	***	***	1,532	98%	1,558	37	3%	***	***	1,271	97%	1,308
47161	Stewart	***	***	***	***	1,172	99%	1,179	52	6%	***	***	775	94%	827
47163	Sullivan	394	3%	***	***	11,753	96%	12,260	491	4%	***	***	10,706	95%	11,213
47165	Sumner	935	6%	***	***	13,793	92%	14,970	1,270	9%	42	0%	13,177	91%	14,489
47167	Tipton	474	13%	***	***	3,196	87%	3,673	935	23%	48	1%	3,150	76%	4,133
47169	Trousdale	***	***	***	***	***	***	***	100	15%	***	***	550	85%	650
47171	Unicoi	***	***	***	***	***	***	***	32	4%	***	***	755	96%	787
47173	Union	***	***	***	***	1,403	97%	1,450	26	3%	***	***	997	97%	1,025
47175	Van Buren	***	***	***	***	524	100%	524	***	***	***	***	206	98%	211
47177	Warren	204	6%	***	***	3,398	93%	3,635	209	6%	***	***	3,309	94%	3,538
47179	Washington	478	5%	***	***	9,013	94%	9,544	576	6%	***	***	8,536	94%	9,119
47181	Wayne	41	4%	***	***	1,061	95%	1,122	28	3%	***	***	999	97%	1,030
47183	Weakley	131	7%	***	***	1,868	93%	1,999	160	7%	***	***	2,027	92%	2,205
47185	White	57	2%	***	***	2,324	97%	2,385	53	2%	***	***	2,193	97%	2,252
47187	Williamson	1,477	6%	***	***	22,459	94%	24,015	1,932	8%	167	1%	22,787	92%	24,886
47189	Wilson	812	7%	55	0%	10,942	93%	11,810	966	9%	32	0%	10,157	91%	11,155

*** Unavailable

Source: U.S. Census Bureau, Survey of Business Owners (released in 2015)

Firms Classifiable by Race in Tennessee

FIPS Code	Geography	White		Black or African American		Asian		American Indian and Alaska Native		Native Hawaiian and Other Pacific Islander		Some other race							
		Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population						
State																			
47	Tennessee	447,563	82.7%	78.4%	73,688	13.6%	16.7%	14,364	2.7%	1.5%	3,947	0.7%	0.3%	276	0.1%	0.0%	6,302	1.2%	1.4%
Metro Areas																			
16860	Chattanooga, TN-GA Metro Area	37,298	88.8%	81.5%	2,945	7.0%	13.9%	1,257	3.0%	1.4%	376	0.9%	0.3%	***	***	0.0%	409	1.0%	1.1%
17300	Clarksville, TN-KY Metro Area	12,622	83.1%	74.3%	1,747	11.5%	18.2%	529	3.5%	1.8%	122	0.8%	0.6%	***	***	0.4%	301	2.0%	1.3%
17420	Cleveland, TN Metro Area	7,695	95.1%	92.9%	194	2.4%	3.6%	107	1.3%	0.7%	42	0.5%	0.2%	***	***	0.3%	93	1.1%	0.8%
27180	Jackson, TN Metro Area	7,792	80.8%	64.4%	1,514	15.7%	32.4%	258	2.7%	1.0%	130	1.3%	0.2%	***	***	0.1%	88	0.9%	0.6%
27740	Johnson City, TN Metro Area	12,738	96.7%	94.1%	177	1.3%	2.9%	248	1.9%	0.8%	68	0.5%	0.3%	***	***	0.0%	64	0.5%	0.4%
28700	Kingsport-Bristol-Bristol, TN-VA Metro Area	20,403	96.7%	95.7%	257	1.2%	1.7%	366	1.7%	0.5%	110	0.5%	0.4%	***	***	0.0%	61	0.3%	0.5%
28940	Knoxville, TN Metro Area	65,918	93.6%	89.3%	2,537	3.6%	6.7%	1,533	2.2%	1.5%	513	0.7%	0.2%	47	0.1%	0.0%	434	0.6%	0.7%
32820	Memphis, TN-MS-AR Metro Area	64,148	51.6%	48.7%	55,159	44.3%	45.3%	3,829	3.1%	1.9%	888	0.7%	0.2%	74	0.1%	0.0%	1,666	1.3%	2.0%
34100	Morristown, TN Metro Area	7,061	95.0%	93.9%	102	1.4%	3.0%	234	3.1%	0.3%	***	***	0.2%	***	***	0.0%	42	0.6%	1.1%
34980	Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	143,277	87.3%	78.1%	13,238	8.1%	15.4%	5,262	3.2%	2.3%	1,247	0.8%	0.2%	86	0.1%	0.0%	2,703	1.6%	2.2%
Counties																			
47001	Anderson	5,259	95.5%	92.7%	121	2.2%	3.9%	82	1.5%	1.2%	38	0.7%	0.3%	***	***	0.0%	***	***	0.1%
47003	Bedford	3,022	91.2%	86.3%	169	5.1%	7.0%	66	2.0%	0.8%	26	0.8%	0.9%	***	***	0.0%	62	1.9%	2.0%
47005	Benton	949	95.5%	96.0%	***	***	2.5%	30	3.0%	0.3%	***	***	0.3%	***	***	0.0%	***	***	0.1%
47007	Bledsoe	789	98.3%	94.5%	***	***	4.2%	***	***	0.1%	***	***	0.2%	***	***	0.0%	***	***	0.0%
47009	Blount	10,439	97.1%	93.4%	88	0.8%	2.9%	131	1.2%	0.8%	118	1.1%	0.3%	***	***	0.0%	65	0.6%	1.2%
47011	Bradley	6,445	94.2%	92.1%	192	2.8%	4.2%	106	1.5%	0.9%	37	0.5%	0.2%	***	***	0.3%	92	1.3%	0.9%
47013	Campbell	3,283	97.2%	97.8%	***	***	0.5%	71	2.1%	0.3%	63	1.9%	0.2%	***	***	0.0%	***	***	0.3%
47015	Cannon	907	97.7%	95.9%	***	***	1.4%	***	***	0.4%	***	***	0.2%	***	***	0.0%	***	***	1.0%
47017	Carroll	2,005	98.0%	87.2%	37	1.8%	10.2%	***	***	0.1%	***	***	0.2%	***	***	0.0%	***	***	0.4%
47019	Carter	3,290	98.4%	96.3%	***	***	1.3%	***	***	0.2%	***	***	0.2%	***	***	0.0%	29	0.9%	0.4%
47021	Cheatham	3,383	97.3%	95.9%	***	***	1.5%	29	0.8%	0.5%	43	1.2%	0.2%	***	***	0.0%	52	1.5%	0.6%
47023	Chester	1,159	97.4%	87.9%	***	***	10.4%	***	***	0.4%	***	***	0.3%	***	***	0.1%	***	***	0.3%
47025	Claiborne	2,319	97.7%	97.1%	30	1.3%	0.9%	***	***	0.7%	***	***	0.2%	***	***	0.0%	***	***	0.0%
47027	Clay	801	99.0%	96.3%	***	***	2.7%	***	***	0.0%	37	4.6%	0.0%	***	***	0.0%	***	***	0.5%
47029	Cocke	1,923	95.7%	94.5%	***	***	1.7%	48	2.4%	0.3%	***	***	0.1%	***	***	0.0%	***	***	1.3%
47031	Coffee	4,359	93.8%	91.6%	149	3.2%	2.6%	126	2.7%	1.0%	45	1.0%	0.2%	***	***	0.1%	***	***	1.6%
47033	Crockett	886	92.3%	81.0%	35	3.6%	13.7%	***	***	0.2%	***	***	0.1%	***	***	0.0%	***	***	3.8%
47035	Cumberland	5,053	97.2%	97.1%	***	***	0.2%	69	1.3%	0.4%	***	***	0.3%	***	***	0.0%	74	1.4%	0.4%
47037	Davidson	55,591	79.7%	63.0%	9,630	13.8%	27.8%	3,102	4.4%	3.1%	486	0.7%	0.2%	52	0.1%	0.0%	1,603	2.3%	3.8%
47039	Decatur	1,084	98.5%	94.3%	***	***	2.6%	***	***	0.3%	***	***	0.0%	***	***	0.0%	***	***	1.3%
47041	DeKalb	1,306	98.8%	94.9%	***	***	1.6%	***	***	0.2%	***	***	0.1%	***	***	0.0%	***	***	2.4%
47043	Dickson	3,811	95.7%	92.5%	97	2.4%	4.2%	49	1.2%	0.5%	***	***	0.1%	***	***	0.0%	39	1.0%	0.9%
47045	Dyer	2,913	85.8%	81.7%	393	11.6%	14.7%	81	2.4%	0.3%	***	***	0.0%	***	***	0.0%	***	***	1.2%
47047	Fayette	3,070	77.9%	68.9%	814	20.7%	28.3%	45	1.1%	0.6%	***	***	0.1%	***	***	0.0%	***	***	1.1%
47049	Fentress	1,692	98.9%	98.0%	***	***	0.2%	***	***	0.1%	***	***	0.4%	***	***	0.0%	***	***	0.0%
47051	Franklin	3,143	93.7%	90.5%	164	4.9%	4.8%	***	***	0.5%	34	1.0%	0.0%	***	***	0.0%	49	1.5%	1.6%
47053	Gibson	3,030	89.5%	78.7%	319	9.4%	18.7%	28	0.8%	0.2%	***	***	0.3%	***	***	0.0%	***	***	0.6%
47055	Giles	1,819	89.9%	86.5%	143	7.1%	10.9%	34	1.7%	0.5%	***	***	0.1%	***	***	0.0%	30	1.5%	0.6%
47057	Grainger	1,489	98.3%	96.9%	***	***	0.5%	***	***	0.0%	***	***	0.0%	***	***	0.0%	***	***	1.2%

FIPS Code	Geography	White		Black or African American			Asian			American Indian and Alaska Native			Native Hawaiian and Other Pacific Islander		Some other race				
		Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population				
47059	Greene	4,422	97.7%	95.7%	37	0.8%	2.3%	***	***	0.4%	58	1.3%	0.1%	***	***	0.0%	51	1.1%	0.5%
47061	Grundy	1,508	97.7%	83.1%	***	***	0.7%	***	***	0.4%	***	***	0.6%	***	***	0.0%	***	***	0.3%
47063	Hamblen	3,757	92.7%	91.7%	83	2.0%	4.2%	203	5.0%	0.7%	***	***	0.2%	***	***	0.1%	***	***	1.6%
47065	Hamilton	24,891	86.0%	74.8%	2,699	9.3%	20.3%	1,093	3.8%	1.9%	215	0.7%	0.2%	***	***	0.0%	295	1.0%	1.4%
47067	Hancock	523	97.6%	97.9%	***	***	0.3%	***	***	0.3%	***	***	0.1%	***	***	0.0%	***	***	0.0%
47069	Hardeman	1,155	70.5%	56.3%	447	27.3%	41.3%	35	2.1%	0.7%	***	***	0.3%	***	***	0.0%	***	***	0.3%
47071	Hardin	2,127	97.0%	94.1%	43	2.0%	3.5%	***	***	0.4%	***	***	0.3%	***	***	0.0%	***	***	0.2%
47073	Hawkins	3,118	97.3%	96.6%	37	1.2%	1.4%	35	1.1%	0.5%	***	***	0.5%	***	***	0.0%	***	***	0.4%
47075	Haywood	601	58.0%	47.0%	400	38.6%	49.2%	***	***	0.3%	***	***	0.2%	***	***	0.0%	25	2.4%	1.2%
47077	Henderson	1,837	89.7%	89.3%	87	4.2%	8.1%	30	1.5%	0.1%	***	***	0.0%	***	***	0.0%	88	4.3%	0.6%
47079	Henry	2,720	94.5%	89.6%	106	3.7%	8.1%	60	2.1%	0.1%	***	***	0.1%	***	***	0.0%	***	***	0.1%
47081	Hickman	1,818	95.7%	92.8%	37	1.9%	5.2%	50	2.6%	0.1%	***	***	0.1%	***	***	0.0%	***	***	0.4%
47083	Houston	563	95.3%	95.0%	26	4.4%	1.9%	***	***	0.1%	***	***	0.1%	***	***	0.0%	***	***	0.2%
47085	Humphreys	1,244	95.9%	95.2%	***	***	2.9%	***	***	0.1%	***	***	0.7%	***	***	0.0%	***	***	0.4%
47087	Jackson	690	99.6%	97.5%	***	***	0.3%	***	***	0.1%	***	***	0.0%	***	***	0.0%	***	***	0.7%
47089	Jefferson	3,330	97.8%	95.2%	***	***	2.6%	31	0.9%	0.0%	***	***	0.2%	***	***	0.0%	***	***	0.4%
47091	Johnson	1,292	99.5%	96.3%	***	***	2.8%	***	***	0.1%	***	***	0.3%	***	***	0.0%	***	***	0.2%
47093	Knox	36,438	91.0%	86.4%	2,242	5.6%	9.1%	1,143	2.9%	1.9%	195	0.5%	0.2%	***	***	0.0%	280	0.7%	0.7%
47095	Lake	315	83.8%	69.4%	61	16.2%	26.4%	***	***	0.2%	***	***	0.4%	***	***	0.0%	***	***	1.4%
47097	Lauderdale	1,131	75.0%	62.5%	366	24.3%	35.2%	***	***	0.3%	***	***	0.4%	***	***	0.0%	***	***	0.5%
47099	Lawrence	3,082	96.5%	95.6%	28	0.9%	1.7%	***	***	0.4%	38	1.2%	0.3%	***	***	0.0%	60	1.9%	0.6%
47101	Lewis	962	97.3%	94.9%	***	***	2.2%	***	***	0.1%	***	***	0.5%	***	***	0.0%	***	***	1.5%
47103	Lincoln	2,689	96.4%	89.4%	46	1.6%	4.8%	36	1.3%	0.0%	42	1.5%	0.5%	***	***	0.0%	***	***	1.1%
47105	Loudon	3,751	96.6%	95.3%	28	0.7%	1.1%	51	1.3%	0.7%	***	***	0.1%	***	***	0.0%	46	1.2%	1.3%
47107	McMinn	3,001	94.6%	93.0%	160	5.0%	4.1%	91	2.9%	0.6%	30	0.9%	0.1%	***	***	0.0%	***	***	0.3%
47109	McNairy	1,627	96.7%	91.9%	39	2.3%	5.6%	***	***	0.2%	***	***	0.2%	***	***	0.0%	***	***	0.4%
47111	Macon	1,991	98.1%	95.8%	***	***	0.4%	38	1.9%	0.6%	***	***	0.2%	***	***	0.0%	***	***	1.9%
47113	Madison	5,754	76.7%	60.3%	1,456	19.4%	36.3%	243	3.2%	1.1%	113	1.5%	0.2%	***	***	0.1%	67	0.9%	0.7%
47115	Marion	1,988	97.2%	93.9%	41	2.0%	1.4%	***	***	0.4%	***	***	0.1%	***	***	0.0%	***	***	0.3%
47117	Marshall	2,074	97.1%	89.2%	38	1.8%	5.7%	***	***	0.1%	***	***	0.1%	***	***	0.0%	***	***	1.9%
47119	Maurry	5,538	90.8%	84.1%	343	5.6%	12.4%	104	1.7%	0.6%	***	***	0.2%	***	***	0.0%	125	2.0%	0.8%
47121	Meigs	675	93.6%	95.8%	***	***	1.7%	***	***	0.0%	***	***	0.0%	***	***	0.0%	***	***	0.0%
47123	Monroe	2,958	97.0%	95.3%	50	1.6%	1.9%	55	1.8%	0.3%	***	***	0.5%	***	***	0.0%	***	***	0.3%
47125	Montgomery	8,389	81.7%	72.4%	1,205	11.7%	19.2%	414	4.0%	2.1%	87	0.8%	0.6%	***	***	0.4%	252	2.5%	1.5%
47127	Moore	694	99.4%	93.8%	***	***	2.3%	***	***	0.1%	***	***	0.4%	***	***	0.0%	***	***	1.3%
47129	Morgan	1,447	98.8%	94.5%	***	***	3.2%	***	***	0.3%	28	1.9%	0.2%	***	***	0.0%	***	***	0.0%
47131	Obion	2,174	94.6%	87.4%	81	3.5%	10.5%	***	***	0.2%	***	***	0.2%	***	***	0.0%	26	1.1%	0.5%
47133	Overton	1,913	96.4%	98.0%	***	***	0.7%	***	***	0.1%	32	1.6%	0.1%	***	***	0.0%	***	***	0.0%
47135	Perry	401	93.9%	95.3%	***	***	3.8%	***	***	0.0%	***	***	0.0%	***	***	0.0%	***	***	0.0%
47137	Pickett	373	100.0%	98.8%	***	***	0.5%	***	***	0.0%	***	***	0.0%	***	***	0.0%	***	***	0.0%
47139	Polk	1,255	99.8%	97.6%	***	***	0.2%	***	***	0.0%	***	***	0.4%	***	***	0.0%	***	***	0.3%
47141	Putnam	7,155	95.5%	94.1%	114	1.5%	2.3%	204	2.7%	1.1%	27	0.4%	0.1%	***	***	0.0%	36	0.5%	0.9%
47143	Rhea	1,635	96.7%	94.9%	***	***	2.6%	33	2.0%	0.1%	***	***	0.2%	***	***	0.0%	***	***	1.0%
47145	Roane	3,110	96.5%	94.6%	49	1.5%	2.7%	54	1.7%	0.3%	46	1.4%	0.2%	***	***	0.1%	***	***	0.2%
47147	Robertson	5,115	94.8%	88.8%	155	2.9%	7.6%	93	1.7%	0.2%	***	***	0.4%	***	***	0.1%	55	1.0%	1.5%
47149	Rutherford	16,444	86.6%	80.7%	1,488	7.8%	12.6%	822	4.3%	3.1%	158	0.8%	0.3%	***	***	0.0%	383	2.0%	1.2%
47151	Scott	1,469	99.7%	98.9%	***	***	0.1%	***	***	0.1%	***	***	0.4%	***	***	0.0%	***	***	0.0%

FIPS Code	Geography	White		Black or African American			Asian			American Indian and Alaska Native		Native Hawaiian and Other Pacific Islander		Some other race					
		Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population	Firms classifiable by race	2012 Percent of Population				
47153	Sequatchie	1,020	93.3%	91.5%	***	***	0.2%	37	3.4%	0.0%	***	***	1.3%	***	***	0.1%	54	4.9%	1.4%
47155	Sevier	8,564	95.9%	95.8%	43	0.5%	0.7%	247	2.8%	1.0%	101	1.1%	0.3%	***	***	0.0%	48	0.5%	0.9%
47157	Shelby	42,558	45.7%	41.4%	46,307	49.7%	51.9%	3,222	3.5%	2.4%	720	0.8%	0.2%	63	0.1%	0.0%	1,323	1.4%	2.4%
47159	Smith	1,280	97.9%	94.4%	***	***	2.7%	***	***	0.5%	***	***	0.4%	***	***	0.0%	***	***	0.6%
47161	Stewart	792	95.8%	93.8%	25	3.0%	1.7%	***	***	1.2%	***	***	1.3%	***	***	0.0%	***	***	1.2%
47163	Sullivan	10,831	96.6%	95.1%	158	1.4%	1.7%	163	1.5%	0.6%	68	0.6%	0.4%	***	***	0.0%	50	0.4%	0.7%
47165	Sumner	13,628	94.1%	89.7%	543	3.7%	6.8%	152	1.0%	1.2%	186	1.3%	0.4%	***	***	0.0%	149	1.0%	0.8%
47167	Tipton	3,240	78.4%	78.3%	801	19.4%	18.2%	80	1.9%	0.7%	***	***	0.4%	***	***	0.5%	***	***	0.5%
47169	Trousdale	571	87.8%	86.4%	62	9.5%	9.9%	***	***	2.2%	***	***	0.3%	***	***	0.0%	***	***	0.0%
47171	Unicoi	785	99.7%	97.1%	***	***	1.1%	***	***	0.0%	***	***	0.3%	***	***	0.0%	***	***	1.1%
47173	Union	1,013	98.8%	99.3%	***	***	0.1%	***	***	0.1%	***	***	0.0%	***	***	0.1%	***	***	0.1%
47175	Van Buren	211	100.0%	97.1%	***	***	0.7%	***	***	0.4%	***	***	0.0%	***	***	0.0%	***	***	0.0%
47177	Warren	3,396	96.0%	92.7%	54	1.5%	2.9%	34	1.0%	0.6%	***	***	0.2%	***	***	0.0%	49	1.4%	2.2%
47179	Washington	8,736	95.8%	92.7%	154	1.7%	3.9%	244	2.7%	1.2%	45	0.5%	0.3%	***	***	0.0%	33	0.4%	0.3%
47181	Wayne	1,004	97.5%	92.6%	***	***	5.8%	***	***	0.0%	***	***	0.2%	***	***	0.0%	***	***	0.7%
47183	Weakley	2,041	92.6%	88.7%	64	2.9%	8.1%	46	2.1%	1.3%	***	***	0.3%	***	***	0.0%	29	1.3%	0.4%
47185	White	2,204	97.9%	95.7%	***	***	1.8%	***	***	0.0%	***	***	0.2%	***	***	0.0%	***	***	0.3%
47187	Williamson	23,664	95.1%	90.1%	426	1.7%	4.3%	587	2.4%	2.9%	153	0.6%	0.1%	***	***	0.0%	200	0.8%	1.0%
47189	Wilson	10,430	93.5%	89.3%	427	3.8%	6.7%	218	2.0%	1.1%	121	1.1%	0.3%	***	***	0.1%	68	0.6%	1.2%

*** Unavailable

Source: U.S. Census Bureau, 2012 Survey of Business Owners; U.S. Census Bureau, American Community Survey 2012 5-Year Estimates

Hispanic-owned Firms in Tennessee

FIPS Code	Geography	Hispanic							Equally Hispanic/non-Hispanic							Non-Hispanic							All firms classifiable by gender, ethnicity, race, and veteran status			
		2007 Classifiable Firms	2012 Classifiable Firms	2012 Percent of Population that is Hispanic or Latino	Growth, 2007-2012	% Growth, 2007-2012	2007 Classifiable Firms	2012 Classifiable Firms	Growth, 2007-2012	% Growth, 2007-2012	2007 Classifiable Firms	2012 Classifiable Firms	2012 Percent of the Population that is Not Hispanic or Latino	Growth, 2007-2012	% Growth, 2007-2012	2007	2012	Growth, 2007-2012	% Growth, 2007-2012							
State																										
47	Tennessee	8,700	2%	13,743	3%	5%	5,043	58%	***	***	675	0%	***	***	521,085	98%	526,669	97%	95%	5,584	1%	531,219	541,087	9,868	2%	
Metro Areas																										
16860	Chattanooga, TN-GA Metro Area	528	1%	966	2%	4%	438	83%	113	0%	39	0%	-74	-65%	43,810	99%	40,996	98%	96%	-2,814	-6%	44,452	42,001	-2,451	-6%	
17300	Clarksville, TN-KY Metro Area	***	***	560	4%	7%	***	***	58	0%	74	0%	16	28%	15,379	97%	14,556	96%	93%	-823	-5%	15,810	15,190	-620	-4%	
17420	Cleveland, TN Metro Area	196	2%	214	3%	4%	18	9%	***	***	***	***	***	***	9,505	98%	7,878	97%	96%	-1,627	-17%	9,718	8,093	-1,625	-17%	
27180	Jackson, TN Metro Area	***	***	174	2%	3%	***	***	***	***	***	***	***	***	9,009	99%	9,463	98%	97%	454	5%	9,094	9,641	547	6%	
27740	Johnson City, TN Metro Area	196	1%	197	1%	3%	1	1%	***	***	***	***	***	***	14,321	99%	12,972	98%	97%	-1,349	-9%	14,520	13,175	-1,345	-9%	
28700	Kingsport-Bristol-Bristol, TN-VA Metro Area	178	1%	194	1%	1%	16	9%	***	***	***	***	***	***	22,340	99%	20,883	99%	99%	-1,457	-7%	22,562	21,092	-1,470	-7%	
28940	Knoxville, TN Metro Area	876	1%	1,140	2%	3%	264	30%	***	***	***	***	***	***	58,433	98%	69,301	98%	97%	10,868	19%	59,375	70,460	11,085	19%	
32820	Memphis, TN-MS-AR Metro Area	1,725	2%	3,049	2%	5%	1,324	77%	***	***	104	0%	***	***	99,024	98%	121,272	97%	95%	22,248	22%	100,981	124,425	23,444	23%	
34100	Morristown, TN Metro Area	107	1%	123	2%	6%	16	15%	***	***	***	***	***	***	10,231	99%	7,308	98%	94%	-2,923	-29%	10,360	7,431	-2,929	-28%	
34980	Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	3,473	2%	6,194	4%	7%	2,721	78%	***	***	336	0%	***	***	149,956	97%	157,533	96%	93%	7,577	5%	154,070	164,063	9,993	6%	
Counties																										
47001	Anderson	33	1%	27	0%	2%	-6	-18%	***	***	***	***	***	***	5,601	99%	5,481	100%	98%	-120	-2%	5,652	5,508	-144	-3%	
47003	Bedford	107	3%	88	3%	11%	-19	-18%	***	***	***	***	***	***	3,712	97%	3,227	97%	89%	-485	-13%	3,842	3,315	-527	-14%	
47005	Benton	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,475	100%	988	99%	98%	-487	-33%	1,475	994	-481	-33%	
47007	Bledsoe	***	***	27	3%	2%	***	***	***	***	***	***	***	***	1,049	98%	776	97%	98%	-273	-26%	1,072	803	-269	-25%	
47009	Blount	***	***	180	2%	3%	***	***	***	***	***	***	***	***	9,598	99%	10,569	98%	97%	971	10%	9,673	10,750	1,077	11%	
47011	Bradley	163	2%	206	3%	5%	43	26%	***	***	***	***	***	***	7,995	98%	6,633	97%	95%	-1,362	-17%	8,175	6,840	-1,335	-16%	
47013	Campbell	25	1%	***	***	1%	***	***	***	***	***	***	***	***	3,052	98%	3,372	100%	99%	320	10%	3,101	3,378	277	9%	
47015	Cannon	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,228	98%	924	100%	98%	-304	-25%	1,248	928	-320	-26%	
47017	Carrroll	***	***	***	***	2%	***	***	***	***	25	1%	***	***	2,418	99%	2,001	98%	98%	-417	-17%	2,438	2,046	-392	-16%	
47019	Carter	***	***	35	1%	2%	***	***	***	***	***	***	***	***	3,798	99%	3,306	99%	98%	-492	-13%	3,838	3,342	-496	-13%	
47021	Cheatham	***	***	95	3%	2%	***	***	***	***	***	***	***	***	3,694	99%	3,381	97%	98%	-313	-8%	3,750	3,478	-272	-7%	
47023	Chester	***	***	31	3%	2%	***	***	***	***	***	***	***	***	1,212	100%	1,159	97%	98%	-53	-4%	1,212	1,190	-22	-2%	
47025	Claiborne	***	***	***	***	1%	***	***	***	***	***	***	***	***	2,430	100%	2,364	100%	99%	-66	-3%	2,430	2,373	-57	-2%	
47027	Clay	***	***	***	***	2%	***	***	***	***	***	***	***	***	***	***	805	100%	98%	***	***	***	809	***	***	
47029	Cocke	***	***	***	***	2%	***	***	***	***	***	***	***	***	2,709	100%	1,994	99%	98%	-715	-26%	2,715	2,010	-705	-26%	
47031	Coffee	***	***	52	1%	4%	***	***	***	***	***	***	***	***	5,140	99%	4,593	99%	96%	-547	-11%	5,174	4,645	-529	-10%	
47033	Crockett	***	***	27	3%	9%	***	***	***	***	***	***	***	***	***	***	933	97%	91%	***	***	1,417	960	-457	-32%	
47035	Cumberland	***	***	103	2%	2%	***	***	***	***	38	1%	***	***	5,144	98%	5,058	97%	98%	-86	-2%	5,274	5,199	-75	-1%	
47037	Davidson	1,878	3%	3,399	5%	10%	1,521	81%	***	***	179	0%	***	***	59,430	96%	66,146	95%	90%	6,716	11%	61,646	69,724	8,078	13%	
47039	Decatur	***	***	***	***	3%	***	***	***	***	***	***	***	***	912	98%	1,094	99%	97%	182	20%	931	1,101	170	18%	
47041	DeKalb	***	***	***	***	7%	***	***	***	***	***	***	***	***	1,617	99%	1,308	99%	93%	-309	-19%	1,640	1,322	-318	-19%	

FIPS Code	Geography	Hispanic						Equally Hispanic/non-Hispanic						Non-Hispanic						All firms classifiable by gender, ethnicity, race, and veteran status					
		2007 Classifiable Firms		2012 Classifiable Firms		2012 Percent of Population that is Hispanic or Latino	Growth, 2007-2012	% Growth, 2007-2012	2007 Classifiable Firms		2012 Classifiable Firms		Growth, 2007-2012	% Growth, 2007-2012	2007 Classifiable Firms		2012 Classifiable Firms		2012 Percent of the Population that is Not Hispanic or Latino	Growth, 2007-2012	% Growth, 2007-2012	2007	2012	Growth, 2007-2012	% Growth, 2007-2012
47043	Dickson	30	1%	46	1%	3%	16	53%	***	***	***	***	***	***	5,012	99%	3,937	99%	97%	-1,075	-21%	5,043	3,984	-1,059	-21%
47045	Dyer	***	***	56	2%	3%	***	***	***	***	***	***	***	***	2,967	99%	3,341	98%	97%	374	13%	2,995	3,397	402	13%
47047	Fayette	***	***	72	2%	2%	***	***	***	***	***	***	***	***	3,630	99%	3,869	98%	98%	239	7%	3,669	3,941	272	7%
47049	Fentress	***	***	***	***	1%	***	***	***	***	***	***	***	***	2,189	100%	1,710	100%	99%	-479	-22%	2,193	1,711	-482	-22%
47051	Franklin	***	***	52	2%	3%	***	***	***	***	***	***	***	***	2,734	98%	3,293	98%	97%	559	20%	2,793	3,353	560	20%
47053	Gibson	47	1%	42	1%	2%	-5	-11%	***	***	***	***	***	***	3,227	98%	3,341	99%	98%	114	4%	3,282	3,386	104	3%
47055	Giles	***	***	47	2%	2%	***	***	***	***	***	***	***	***	2,546	99%	1,976	98%	98%	-570	-22%	2,571	2,023	-548	-21%
47057	Grainger	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,656	98%	1,510	100%	98%	-146	-9%	1,686	1,514	-172	-10%
47059	Greene	26	0%	69	2%	3%	43	165%	***	***	***	***	***	***	5,630	99%	4,457	98%	97%	-1,173	-21%	5,669	4,525	-1,144	-20%
47061	Grundy	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,191	100%	1,521	99%	99%	330	28%	1,191	1,544	353	30%
47063	Hamblen	55	1%	98	2%	11%	43	78%	***	***	***	***	***	***	4,679	98%	3,954	98%	89%	-725	-15%	4,754	4,052	-702	-15%
47065	Hamilton	433	1%	804	3%	4%	371	86%	104	0%	38	0%	-66	-63%	29,671	98%	28,114	97%	96%	-1,557	-5%	30,208	28,955	-1,253	-4%
47067	Hancock	***	***	***	***	0%	***	***	***	***	***	***	***	***	296	100%	536	100%	100%	240	81%	296	536	240	81%
47069	Hardeman	***	***	35	2%	1%	***	***	***	***	***	***	***	***	1,348	99%	1,604	98%	99%	256	19%	1,357	1,639	282	21%
47071	Hardin	***	***	***	***	2%	***	***	***	***	***	***	***	***	2,323	100%	2,180	99%	98%	-143	-6%	2,324	2,192	-132	-6%
47073	Hawkins	***	***	45	1%	1%	***	***	***	***	***	***	***	***	3,302	98%	3,153	98%	99%	-149	-5%	3,376	3,203	-173	-5%
47075	Haywood	***	***	51	5%	4%	***	***	***	***	***	***	***	***	1,206	100%	986	95%	96%	-220	-18%	1,206	1,037	-169	-14%
47077	Henderson	***	***	77	4%	2%	***	***	***	***	***	***	***	***	2,362	100%	1,972	96%	98%	-390	-17%	2,362	2,049	-313	-13%
47079	Henry	***	***	71	2%	2%	***	***	***	***	***	***	***	***	2,377	100%	2,801	97%	98%	424	18%	2,382	2,878	496	21%
47081	Hickman	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,814	99%	1,889	99%	99%	75	4%	1,840	1,899	59	3%
47083	Houston	***	***	***	***	2%	***	***	***	***	***	***	***	***	797	100%	590	100%	98%	-207	-26%	797	591	-206	-26%
47085	Humphreys	***	***	34	3%	2%	***	***	***	***	***	***	***	***	1,575	100%	1,256	97%	98%	-319	-20%	1,575	1,297	-278	-18%
47087	Jackson	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,092	99%	691	100%	98%	-401	-37%	1,105	693	-412	-37%
47089	Jefferson	***	***	***	***	3%	***	***	***	***	***	***	***	***	3,920	99%	3,381	99%	97%	-539	-14%	3,943	3,405	-538	-14%
47091	Johnson	***	***	824	***	1%	***	***	***	***	***	***	***	***	1,322	99%	1,293	100%	99%	-29	-2%	1,338	1,298	-40	-3%
47093	Knox	680	2%	824	2%	3%	144	21%	***	***	***	***	***	***	37,972	98%	39,202	98%	97%	1,230	3%	38,692	40,029	1,337	3%
47095	Lake	***	***	***	***	3%	***	***	***	***	***	***	***	***	157	100%	373	99%	97%	216	138%	157	376	219	139%
47097	Lauderdale	***	***	33	2%	2%	***	***	***	***	***	***	***	***	1,345	98%	1,474	98%	98%	129	10%	1,379	1,508	129	9%
47099	Lawrence	***	***	73	2%	2%	***	***	***	***	***	***	***	***	3,106	98%	3,120	98%	98%	14	0%	3,170	3,194	24	1%
47101	Lewis	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,071	98%	980	99%	98%	-91	-8%	1,098	989	-109	-10%
47103	Lincoln	***	***	38	1%	3%	***	***	***	***	***	***	***	***	***	***	2,752	99%	97%	***	***	***	2,790	***	***
47105	Loudon	***	***	83	2%	7%	***	***	***	***	***	***	***	***	3,994	99%	3,786	97%	93%	-208	-5%	4,048	3,884	-164	-4%
47107	McMinn	***	***	41	1%	3%	***	***	***	***	***	***	***	***	3,552	98%	3,132	99%	97%	-420	-12%	3,635	3,173	-462	-13%
47109	McNairy	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,711	99%	1,668	99%	98%	-43	-3%	1,736	1,682	-54	-3%
47111	Macon	***	***	***	***	4%	***	***	***	***	***	***	***	***	1,972	97%	2,012	99%	96%	40	2%	2,037	2,029	-8	0%
47113	Madison	***	***	116	2%	3%	***	***	***	***	***	***	***	***	7,802	99%	7,378	98%	97%	-424	-5%	7,887	7,498	-389	-5%
47115	Marion	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,831	98%	2,022	99%	99%	191	10%	1,869	2,045	176	9%
47117	Marshall	***	***	29	1%	5%	***	***	***	***	***	***	***	***	2,301	98%	2,108	99%	95%	-193	-8%	2,341	2,137	-204	-9%
47119	Maury	***	***	127	2%	5%	***	***	***	***	***	***	***	***	5,639	98%	5,953	98%	95%	314	6%	5,745	6,101	356	6%
47121	Meigs	***	***	***	***	0%	***	***	***	***	***	***	***	***	1,005	100%	721	100%	100%	-284	-28%	1,005	721	-284	-28%

FIPS Code	Geography	Hispanic							Equally Hispanic/non-Hispanic						Non-Hispanic						All firms classifiable by gender, ethnicity, race, and veteran status				
		2007 Classifiable Firms		2012 Classifiable Firms		2012 Percent of Population that is Hispanic or Latino	Growth, 2007-2012	% Growth, 2007-2012	2007 Classifiable Firms		2012 Classifiable Firms		Growth, 2007-2012	% Growth, 2007-2012	2007 Classifiable Firms		2012 Classifiable Firms		2012 Percent of the Population that is Not Hispanic or Latino	Growth, 2007-2012	% Growth, 2007-2012	2007	2012	Growth, 2007-2012	% Growth, 2007-2012
47123	Monroe	***	***	25	1%	3%	***	***	***	***	***	***	***	***	3,143	99%	3,021	99%	97%	-122	-4%	3,166	3,051	-115	-4%
47125	Montgomery	***	***	467	5%	8%	***	***	***	***	65	1%	***	***	9,264	97%	9,732	95%	92%	468	5%	9,564	10,265	701	7%
47127	Moore	***	***	***	***	0%	***	***	***	***	***	***	***	***	674	99%	693	99%	100%	19	3%	679	698	19	3%
47129	Morgan	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,078	100%	1,464	100%	99%	386	36%	1,078	1,464	386	36%
47131	Obion	***	***	37	2%	3%	***	***	***	***	***	***	***	***	2,978	100%	2,263	98%	97%	-715	-24%	2,983	2,299	-684	-23%
47133	Overton	***	***	***	***	1%	***	***	***	***	***	***	***	***	2,117	100%	1,971	99%	99%	-146	-7%	2,119	1,984	-135	-6%
47135	Perry	***	***	***	***	1%	***	***	***	***	***	***	***	***	652	100%	423	99%	99%	-229	-35%	652	427	-225	-35%
47137	Pickett	***	***	***	***	0%	***	***	***	***	***	***	***	***	489	100%	373	100%	100%	-116	-24%	491	373	-118	-24%
47139	Polk	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,516	98%	1,250	99%	99%	-266	-18%	1,549	1,258	-291	-19%
47141	Putnam	116	2%	98	1%	5%	-18	-16%	***	***	***	***	***	***	6,935	98%	7,389	99%	95%	454	7%	7,050	7,489	439	6%
47143	Rhea	***	***	29	2%	4%	***	***	***	***	***	***	***	***	2,091	99%	1,663	98%	96%	-428	-20%	2,114	1,691	-423	-20%
47145	Roane	***	***	***	***	1%	***	***	***	***	***	***	***	***	3,525	100%	3,214	100%	99%	-311	-9%	3,533	3,224	-309	-9%
47147	Robertson	133	2%	133	2%	6%	0	0%	***	***	***	***	***	***	5,442	97%	5,259	98%	94%	-183	-3%	5,595	5,393	-202	-4%
47149	Rutherford	555	3%	975	5%	7%	420	76%	***	***	***	***	***	***	19,457	96%	18,013	95%	93%	-1,444	-7%	20,189	18,999	-1,190	-6%
47151	Scott	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,517	100%	1,471	100%	99%	-46	-3%	1,521	1,473	-48	-3%
47153	Sequatchie	***	***	36	3%	3%	***	***	***	***	***	***	***	***	1,293	100%	1,057	97%	97%	-236	-18%	1,296	1,093	-203	-16%
47155	Sevier	***	***	132	1%	5%	***	***	103	1%	***	***	***	***	10,612	98%	8,769	98%	95%	-1,843	-17%	10,856	8,926	-1,930	-18%
47157	Shelby	1,304	2%	2,446	3%	6%	1,142	88%	***	***	44	0%	***	***	71,927	98%	90,629	97%	94%	18,702	26%	73,390	93,119	19,729	27%
47159	Smith	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,558	100%	1,298	99%	99%	-260	-17%	1,558	1,308	-250	-16%
47161	Stewart	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,178	100%	820	99%	98%	-358	-30%	1,179	827	-352	-30%
47163	Sullivan	109	1%	104	1%	1%	-5	-5%	***	***	***	***	***	***	12,115	99%	11,105	99%	99%	-1,010	-8%	12,260	11,213	-1,047	-9%
47165	Sumner	190	1%	391	3%	4%	201	106%	***	***	***	***	***	***	14,749	99%	14,082	97%	96%	-667	-5%	14,970	14,489	-481	-3%
47167	Tipton	***	***	34	1%	2%	***	***	***	***	***	***	***	***	3,613	98%	4,076	99%	98%	463	13%	3,673	4,133	460	13%
47169	Trousdale	***	***	***	***	0%	***	***	***	***	***	***	***	***	***	***	648	100%	100%	***	***	***	650	***	***
47171	Unicoi	***	***	***	***	4%	***	***	***	***	***	***	***	***	***	***	767	97%	96%	***	***	***	787	***	***
47173	Union	***	***	***	***	1%	***	***	***	***	***	***	***	***	1,407	97%	1,017	99%	99%	-390	-28%	1,450	1,025	-425	-29%
47175	Van Buren	***	***	***	***	0%	***	***	***	***	***	***	***	***	524	100%	211	100%	100%	-313	-60%	524	211	-313	-60%
47177	Warren	***	***	121	3%	8%	***	***	***	***	***	***	***	***	3,488	96%	3,403	96%	92%	-85	-2%	3,635	3,538	-97	-3%
47179	Washington	101	1%	141	2%	3%	40	40%	***	***	***	***	***	***	9,440	99%	8,972	98%	97%	-468	-5%	9,544	9,119	-425	-4%
47181	Wayne	***	***	***	***	2%	***	***	***	***	***	***	***	***	1,102	98%	1,026	100%	98%	-76	-7%	1,122	1,030	-92	-8%
47183	Weakley	***	***	44	2%	2%	***	***	***	***	***	***	***	***	1,999	100%	2,161	98%	98%	162	8%	1,999	2,205	206	10%
47185	White	49	2%	***	***	2%	***	***	***	***	***	***	***	***	2,336	98%	2,239	99%	98%	-97	-4%	2,385	2,252	-133	-6%
47187	Williamson	365	2%	787	3%	4%	422	116%	40	0%	115	0%	75	188%	23,610	98%	23,984	96%	96%	374	2%	24,015	24,886	871	4%
47189	Wilson	134	1%	207	2%	3%	73	54%	39	0%	***	***	***	***	11,637	99%	10,940	98%	97%	-697	-6%	11,810	11,155	-655	-6%

*** Unavailable

Source: U.S. Census Bureau, 2012 Survey of Business Owners (released in 2015); U.S. Census Bureau, American Community Survey 2012 5-Year Estimates

Ratio of Females to Males for Educational Attainment of the Population Age 25 and Over

- In Tennessee, there are 1.1 females for every male.
- For every 1 male with an associate's degree, there are 1.5 females with an associate's degree in Tennessee.
- For every 1 male with a Professional or Doctorate degree, there are 0.6 females in Tennessee.

Geography	Ratio of Females to Males for the Population Age 25 and Over (in 2012)									
	Female to Male Ratio	Female to Male Ratio for Those with:							Female to Male Ratio for Those with a High School Degree or Higher	Female to Male Ratio for Those with a Bachelor's Degree or Higher
		Less than High School Graduate	High school graduate, GED, or alternative	Some College	Associate's degree	Bachelor's degree	Master's degree	Professional or Doctorate Degree		
State										
Tennessee	1.1	1.0	1.1	1.2	1.5	1.1	1.4	0.6	1.1	1.1
Metro Areas										
Chattanooga, TN-GA Metro Area	1.1	1.0	1.1	1.2	1.5	1.0	1.3	0.6	1.1	1.0
Clarksville, TN-KY Metro Area	1.1	1.0	1.0	1.0	1.7	1.1	1.3	0.9	1.1	1.1
Cleveland, TN Metro Area	1.1	1.1	1.1	1.1	1.7	1.0	1.1	0.6	1.1	1.0
Jackson, TN Metro Area	1.2	1.0	1.1	1.2	1.9	1.3	1.5	0.5	1.2	1.2
Johnson City, TN Metro Area	1.1	0.9	1.1	1.1	1.3	1.2	1.4	0.5	1.1	1.1
Kingsport-Bristol-Bristol, TN-VA Metro Area	1.1	0.9	1.2	1.1	1.5	1.1	1.6	0.4	1.1	1.1
Knoxville, TN Metro Area	1.1	1.1	1.1	1.2	1.2	1.0	1.2	0.5	1.1	1.0
Memphis, TN-MS-AR Metro Area	1.1	1.0	1.1	1.3	1.5	1.2	1.4	0.7	1.2	1.2
Morristown, TN Metro Area	1.1	1.0	1.0	1.2	1.4	1.0	1.4	0.9	1.1	1.1
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	1.1	0.9	1.1	1.1	1.5	1.1	1.3	0.7	1.1	1.1
Counties										
Anderson	1.1	1.3	1.0	1.3	1.3	1.1	1.5	0.4	1.1	1.1
Bedford	1.0	0.8	1.0	1.1	1.8	0.9	2.1	0.7	1.1	1.1
Benton	1.1	0.9	1.1	1.3	1.8	0.9	1.5	0.3	1.1	1.0
Bledsoe	0.8	0.5	0.8	1.0	3.4	1.2	1.7	0.9	0.9	1.3
Blount	1.1	1.0	1.1	1.3	1.3	1.0	1.4	0.7	1.1	1.0
Bradley	1.1	1.1	1.0	1.1	1.6	1.0	1.2	0.6	1.1	1.0
Campbell	1.1	1.0	1.0	1.2	1.5	0.9	2.0	0.8	1.1	1.1
Cannon	1.1	0.9	1.0	1.1	3.7	1.2	1.6	1.8	1.1	1.3
Carroll	1.1	0.9	1.0	1.7	1.3	1.4	2.0	0.5	1.2	1.4
Carter	1.1	0.8	1.0	1.2	1.2	1.4	1.9	0.8	1.1	1.4
Cheatham	1.0	0.8	1.0	0.9	1.8	1.0	2.3	0.8	1.1	1.1
Chester	1.1	0.8	1.0	1.4	1.2	1.9	1.4	0.5	1.2	1.3
Claiborne	1.1	1.0	1.0	1.0	1.5	1.0	3.0	1.5	1.1	1.5
Clay	1.1	1.0	0.9	1.1	7.4	0.6	2.7	0.6	1.1	1.2
Cocke	1.1	0.9	1.1	1.2	1.5	1.1	2.1	0.8	1.2	1.3
Coffee	1.1	1.1	1.0	1.2	1.1	1.1	1.6	0.4	1.1	1.1
Crockett	1.1	1.0	1.1	1.4	4.1	1.3	0.6	0.3	1.2	1.0
Cumberland	1.1	1.0	1.1	1.3	1.6	0.9	1.0	0.4	1.1	0.8
Davidson	1.1	1.0	1.1	1.1	1.4	1.1	1.5	0.7	1.1	1.1
Decatur	1.1	0.8	1.1	1.4	1.8	0.9	2.3	0.0	1.2	1.2
DeKalb	1.0	0.8	0.9	1.2	1.8	1.8	2.0	1.1	1.1	1.7

Geography	Ratio of Females to Males for the Population Age 25 and Over (in 2012)									
	Female to Male Ratio	Female to Male Ratio for Those with:							Female to Male Ratio for Those with a High School Degree or Higher	Female to Male Ratio for Those with a Bachelor's Degree or Higher
		Less than High School Graduate	High school graduate, GED, or alternative	Some College	Associate's degree	Bachelor's degree	Master's degree	Professional or Doctorate Degree		
Dickson	1.1	1.0	1.0	1.1	1.6	1.4	1.4	1.0	1.1	1.3
Dyer	1.1	1.4	0.9	1.3	1.4	1.0	1.6	0.9	1.1	1.1
Fayette	1.1	0.9	1.1	1.2	1.9	0.8	1.7	0.7	1.1	0.9
Fentress	1.1	0.8	1.1	1.9	3.0	1.0	1.8	0.5	1.2	1.0
Franklin	1.1	1.0	1.0	1.3	1.4	0.9	1.3	0.6	1.1	0.9
Gibson	1.2	1.1	1.0	1.2	1.7	1.3	1.5	0.6	1.2	1.3
Giles	1.1	0.9	1.0	1.0	2.5	1.3	1.4	1.2	1.1	1.3
Grainger	1.1	0.8	1.2	1.1	1.9	0.8	1.9	0.9	1.2	1.0
Greene	1.1	1.0	1.1	1.0	1.7	1.2	1.3	0.5	1.1	1.1
Grundy	1.1	0.9	1.1	1.1	2.1	1.3	2.9	0.4	1.2	1.5
Hamblen	1.1	1.2	1.0	1.2	1.5	1.1	1.5	0.8	1.1	1.1
Hamilton	1.1	1.1	1.2	1.2	1.5	1.0	1.3	0.5	1.1	1.0
Hancock	1.0	0.9	0.9	1.4	1.3	1.3	1.0	2.0	1.1	1.3
Hardeman	0.8	0.6	0.7	1.0	1.4	1.2	1.7	0.7	0.9	1.2
Hardin	1.1	1.0	1.0	1.2	3.0	1.2	1.5	0.4	1.1	1.2
Hawkins	1.1	0.8	1.2	1.0	1.3	1.3	2.1	0.4	1.2	1.3
Haywood	1.2	0.8	1.1	1.6	2.2	2.1	2.5	2.3	1.4	2.2
Henderson	1.1	1.1	1.0	1.2	2.2	1.1	1.3	0.7	1.1	1.1
Henry	1.1	0.9	1.2	1.2	1.9	1.0	1.2	0.5	1.2	1.0
Hickman	0.9	0.5	1.0	1.2	1.0	0.9	1.7	1.7	1.1	1.1
Houston	1.0	0.9	0.9	0.9	4.3	2.0	1.5	1.8	1.1	1.9
Humphreys	1.1	1.2	1.0	1.2	1.6	0.7	1.8	0.7	1.1	0.9
Jackson	1.0	0.8	1.0	1.0	2.8	1.3	0.8	3.0	1.1	1.4
Jefferson	1.1	1.0	1.0	1.3	1.3	0.9	1.3	0.9	1.1	1.0
Johnson	0.9	0.8	0.8	0.9	1.9	0.8	2.8	0.7	0.9	1.0
Knox	1.1	1.1	1.2	1.3	1.2	1.0	1.1	0.6	1.1	1.0
Lake	0.6	0.5	0.5	0.7	1.1	0.7	2.0	2.0	0.6	0.9
Lauderdale	0.9	0.6	1.0	1.0	1.3	1.3	2.1	0.8	1.0	1.4
Lawrence	1.1	1.1	1.0	1.2	1.8	1.0	2.7	0.7	1.1	1.3
Lewis	1.1	1.0	1.0	1.1	2.4	0.9	1.0	0.6	1.1	0.9
Lincoln	1.1	0.9	1.1	1.1	1.4	1.1	1.4	0.5	1.1	1.1
Loudon	1.1	1.0	1.2	1.2	1.5	1.0	1.0	0.3	1.1	0.8
McMinn	1.1	1.1	1.1	1.2	1.6	1.0	1.2	0.6	1.1	0.9
McNairy	1.1	1.0	0.9	1.4	2.1	1.2	2.0	0.5	1.1	1.2
Macon	1.1	1.1	0.9	1.3	1.9	0.9	4.6	1.4	1.1	1.5
Madison	1.2	1.0	1.1	1.2	2.1	1.2	1.5	0.5	1.2	1.2
Marion	1.1	0.9	1.3	0.9	1.2	1.5	1.1	0.1	1.1	1.2
Marshall	1.1	1.0	1.1	1.0	1.8	1.3	1.2	1.3	1.1	1.3
Maury	1.1	1.2	1.0	1.2	1.6	1.0	1.4	0.8	1.1	1.1
Meigs	1.0	1.3	0.6	1.2	1.9	1.4	1.4	0.5	0.9	1.4
Monroe	1.1	0.9	1.1	1.1	1.7	1.1	1.6	0.8	1.1	1.1
Montgomery	1.1	1.2	1.0	1.0	1.5	1.1	1.2	0.8	1.1	1.1

Geography	Ratio of Females to Males for the Population Age 25 and Over (in 2012)									
	Female to Male Ratio	Female to Male Ratio for Those with:							Female to Male Ratio for Those with a High School Degree or Higher	Female to Male Ratio for Those with a Bachelor's Degree or Higher
		Less than High School Graduate	High school graduate, GED, or alternative	Some College	Associate's degree	Bachelor's degree	Master's degree	Professional or Doctorate Degree		
Moore	1.0	0.8	1.0	1.1	1.4	1.6	0.8	1.2	1.1	1.3
Morgan	0.8	0.6	0.7	1.3	1.4	1.5	1.1	0.2	0.9	1.2
Obion	1.1	1.0	1.0	1.2	2.0	1.2	1.8	0.9	1.1	1.3
Overton	1.1	1.1	1.0	1.1	2.0	1.0	0.9	1.2	1.1	1.0
Perry	1.0	1.2	1.0	1.1	1.4	0.6	1.6	1.5	1.0	0.8
Pickett	1.0	0.9	1.0	0.9	6.6	2.0	0.6	1.0	1.1	1.1
Polk	1.0	0.9	1.1	1.0	2.1	1.1	0.7	0.6	1.1	0.9
Putnam	1.1	1.1	1.1	1.1	1.5	1.0	1.7	0.5	1.1	1.1
Rhea	1.1	0.9	1.1	1.2	1.3	0.9	1.1	1.8	1.1	1.0
Roane	1.1	1.1	1.0	1.1	1.2	1.0	1.4	0.4	1.1	1.0
Robertson	1.1	0.8	1.1	1.1	1.3	1.1	2.1	0.5	1.1	1.2
Rutherford	1.1	0.9	1.0	1.0	1.5	1.1	1.3	0.7	1.1	1.1
Scott	1.1	1.1	0.9	1.5	1.4	1.0	1.4	1.3	1.0	1.1
Sequatchie	1.1	0.9	1.0	1.1	2.4	1.2	1.8	0.7	1.1	1.3
Sevier	1.1	0.9	1.0	1.4	1.2	0.9	1.6	0.8	1.1	1.0
Shelby	1.2	1.0	1.1	1.3	1.6	1.2	1.4	0.7	1.2	1.2
Smith	1.1	1.0	0.9	1.1	2.5	1.3	1.4	2.4	1.1	1.4
Stewart	1.0	1.1	0.9	1.3	1.2	0.5	1.3	1.6	1.0	0.8
Sullivan	1.1	1.0	1.2	1.1	1.6	1.0	1.4	0.4	1.1	1.0
Sumner	1.1	0.9	1.1	1.2	1.7	1.1	1.3	0.4	1.1	1.0
Tipton	1.1	0.9	0.9	1.3	1.6	1.2	1.2	1.5	1.1	1.2
Trousdale	1.1	1.4	0.7	1.4	1.7	1.1	3.6	0.4	1.0	1.5
Unicoi	1.1	1.1	0.9	1.4	1.3	1.0	1.1	0.4	1.1	0.9
Union	1.0	0.8	1.2	0.8	2.7	0.9	1.8	0.5	1.2	1.0
Van Buren	1.0	0.7	1.1	1.4	2.2	1.2	1.6	0.9	1.2	1.4
Warren	1.1	0.9	1.0	1.2	2.0	1.2	1.2	0.5	1.1	1.1
Washington	1.1	1.0	1.1	1.0	1.4	1.2	1.3	0.4	1.1	1.1
Wayne	0.8	0.7	0.8	0.8	1.3	1.2	1.6	1.1	0.9	1.3
Weakley	1.1	0.9	1.0	1.1	1.8	1.3	1.4	0.8	1.1	1.3
White	1.1	0.9	1.2	1.2	1.5	1.1	1.2	0.5	1.2	1.0
Williamson	1.1	0.9	1.3	1.3	1.9	1.1	1.0	0.5	1.1	1.0
Wilson	1.1	0.9	1.2	1.0	1.3	1.0	1.2	0.7	1.1	1.0

Source: U.S. Census Bureau, American Community Survey 2012 5-Year Estimates

Educational Attainment by Race in Tennessee

Geography	Population Age 25 and Over (in 2012)											
	% of Race with a High School Degree or Higher						% of Race with a Bachelor's Degree or Higher					
	White	Black or African American	Asian	American Indian and Alaska Native	Native Hawaiian and Other Pacific Islander	Some Other Race	White	Black or African American	Asian	American Indian and Alaska Native	Native Hawaiian and Other Pacific Islander	Some Other Race
State												
Tennessee	84.8%	81.3%	85.4%	77.1%	92.0%	52.6%	51.5%	47.7%	67.0%	49.3%	59.8%	23.1%
Metro Areas												
Chattanooga, TN-GA Metro Area	84.6%	79.8%	87.2%	75.9%	86.7%	41.5%	55.2%	44.1%	73.6%	52.7%	70.7%	20.1%
Clarksville, TN-KY Metro Area	88.7%	87.2%	84.1%	83.3%	100.0%	75.2%	55.0%	53.7%	57.3%	53.1%	58.1%	49.3%
Cleveland, TN Metro Area	80.4%	85.6%	100.0%	62.0%	100.0%	65.6%	45.4%	52.4%	89.7%	32.8%	48.6%	44.7%
Jackson, TN Metro Area	87.2%	79.6%	86.9%	87.9%	90.5%	35.0%	55.4%	39.6%	72.7%	51.0%	38.1%	4.2%
Johnson City, TN Metro Area	82.8%	83.9%	85.5%	83.8%	100.0%	42.1%	49.9%	47.3%	72.9%	63.3%	0.0%	31.9%
Kingsport-Bristol-Bristol, TN-VA Metro Area	82.1%	85.5%	80.0%	67.4%	100.0%	59.2%	46.1%	49.5%	56.7%	41.9%	40.0%	37.3%
Knoxville, TN Metro Area	87.9%	86.6%	85.9%	75.2%	100.0%	61.6%	58.0%	53.0%	71.3%	52.3%	48.6%	39.0%
Memphis, TN-MS-AR Metro Area	90.2%	80.3%	85.1%	77.3%	78.5%	52.8%	63.6%	47.2%	69.6%	58.7%	56.9%	22.3%
Morristown, TN Metro Area	78.0%	80.8%	94.7%	74.6%	*	43.8%	39.4%	43.7%	67.7%	54.7%	*	15.6%
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	88.3%	83.6%	85.1%	82.5%	90.3%	51.5%	59.4%	55.2%	64.3%	51.3%	85.8%	20.3%
Counties												
Anderson	83.8%	85.3%	92.4%	72.9%	*	76.3%	48.6%	59.8%	78.3%	14.0%	*	66.1%
Bedford	77.7%	77.6%	73.1%	85.5%	100.0%	32.4%	35.4%	30.4%	37.4%	52.7%	100.0%	1.2%
Benton	78.9%	75.7%	46.3%	89.1%	*	100.0%	32.3%	33.9%	0.0%	60.9%	*	0.0%
Bledsoe	73.0%	63.4%	*	100.0%	*	0.0%	32.0%	26.8%	*	100.0%	*	0.0%
Blount	86.8%	91.1%	81.9%	75.8%	*	27.0%	50.7%	57.0%	59.5%	47.2%	*	16.3%
Bradley	81.3%	86.5%	100.0%	68.7%	100.0%	68.8%	47.3%	53.0%	89.7%	45.8%	48.6%	48.0%
Campbell	70.1%	74.4%	91.1%	91.8%	*	100.0%	27.9%	52.8%	41.8%	91.8%	*	85.4%
Cannon	76.4%	72.6%	100.0%	87.5%	*	84.0%	32.0%	31.1%	100.0%	87.5%	*	0.0%
Carroll	78.5%	69.2%	80.0%	86.5%	0.0%	80.0%	38.8%	32.2%	40.0%	50.0%	0.0%	0.0%
Carter	79.0%	76.1%	90.8%	81.9%	*	48.0%	40.5%	42.9%	69.0%	81.9%	*	32.8%
Cheatham	83.3%	81.5%	100.0%	100.0%	*	37.8%	45.7%	49.1%	82.1%	55.2%	*	37.8%
Chester	80.7%	76.7%	100.0%	90.9%	73.3%	0.0%	45.9%	30.1%	74.3%	78.8%	73.3%	0.0%
Claiborne	72.9%	51.3%	65.1%	44.0%	*	100.0%	32.7%	7.6%	41.9%	0.0%	*	100.0%
Clay	70.4%	74.0%	*	*	*	100.0%	30.3%	49.3%	*	*	*	87.2%
Cocke	75.1%	83.0%	48.4%	100.0%	*	71.6%	29.1%	38.3%	37.1%	0.0%	*	22.8%
Coffee	82.3%	80.0%	67.5%	53.8%	*	38.5%	42.5%	47.5%	44.5%	19.2%	*	4.4%
Crockett	79.6%	72.9%	100.0%	100.0%	*	40.3%	37.2%	23.9%	100.0%	100.0%	*	9.3%
Cumberland	82.1%	82.9%	100.0%	35.9%	*	64.6%	42.3%	56.2%	92.1%	23.1%	*	26.9%
Davidson	88.6%	83.4%	82.4%	79.4%	100.0%	49.1%	65.4%	55.2%	63.1%	56.4%	100.0%	16.2%
Decatur	76.6%	72.9%	100.0%	0.0%	100.0%	0.0%	37.5%	27.6%	100.0%	0.0%	0.0%	0.0%
DeKalb	75.0%	64.4%	100.0%	100.0%	*	40.6%	35.3%	24.1%	100.0%	9.1%	*	0.0%
Dickson	83.7%	80.2%	94.4%	92.1%	*	7.4%	40.7%	34.3%	91.3%	81.6%	*	0.0%
Dyer	83.0%	74.8%	100.0%	0.0%	100.0%	76.3%	42.7%	36.3%	69.9%	0.0%	100.0%	27.7%
Fayette	89.4%	71.5%	90.2%	100.0%	*	44.8%	55.1%	30.5%	62.8%	76.0%	*	18.4%
Fentress	72.4%	56.4%	100.0%	87.0%	*	*	27.2%	33.3%	100.0%	23.9%	*	*

Geography	Population Age 25 and Over (in 2012)											
	% of Race with a High School Degree or Higher						% of Race with a Bachelor's Degree or Higher					
	White	Black or African American	Asian	American Indian and Alaska Native	Native Hawaiian and Other Pacific Islander	Some Other Race	White	Black or African American	Asian	American Indian and Alaska Native	Native Hawaiian and Other Pacific Islander	Some Other Race
Franklin	81.2%	77.7%	76.2%	52.9%	*	35.7%	44.4%	28.4%	64.8%	29.4%	*	14.1%
Gibson	82.4%	78.9%	96.6%	100.0%	71.4%	78.0%	44.7%	37.6%	89.9%	37.1%	0.0%	40.7%
Giles	80.3%	65.4%	94.9%	100.0%	100.0%	11.5%	38.8%	26.3%	17.9%	100.0%	100.0%	0.0%
Grainger	71.1%	78.6%	*	*	*	12.2%	29.6%	38.4%	*	*	*	0.0%
Greene	80.1%	78.6%	86.5%	81.1%	100.0%	38.1%	39.0%	40.5%	86.5%	73.7%	0.0%	11.0%
Grundy	71.0%	63.0%	78.4%	78.0%	*	92.6%	27.5%	39.7%	78.4%	5.1%	*	48.1%
Hamblen	78.9%	80.1%	94.5%	73.2%	*	57.4%	41.7%	43.4%	70.2%	48.2%	*	22.2%
Hamilton	88.3%	80.2%	86.1%	70.4%	100.0%	37.3%	62.5%	44.7%	74.4%	34.9%	79.6%	17.4%
Hancock	70.4%	40.0%	100.0%	100.0%	*	*	26.8%	0.0%	47.1%	100.0%	*	*
Hardeman	77.0%	67.8%	77.4%	85.7%	*	76.7%	40.9%	24.9%	39.3%	26.8%	*	26.7%
Hardin	75.5%	69.0%	95.7%	53.8%	*	65.8%	32.1%	25.2%	84.1%	32.3%	*	50.0%
Hawkins	80.0%	82.3%	73.9%	67.3%	*	100.0%	37.4%	40.4%	52.8%	49.7%	*	36.7%
Haywood	82.4%	72.6%	100.0%	100.0%	*	32.9%	44.0%	26.3%	48.4%	67.6%	*	12.5%
Henderson	80.5%	80.5%	100.0%	76.9%	*	32.4%	38.9%	37.5%	100.0%	53.8%	*	0.0%
Henry	84.0%	71.2%	77.4%	71.4%	*	71.4%	39.6%	18.7%	48.4%	48.6%	*	71.4%
Hickman	77.5%	62.7%	63.2%	6.9%	*	100.0%	35.3%	16.7%	63.2%	6.9%	*	0.0%
Houston	81.2%	65.8%	100.0%	100.0%	*	100.0%	33.9%	13.5%	0.0%	100.0%	*	60.0%
Humphreys	83.9%	85.8%	100.0%	100.0%	*	0.0%	40.2%	48.4%	100.0%	100.0%	*	0.0%
Jackson	71.7%	95.0%	100.0%	*	*	0.0%	26.0%	0.0%	100.0%	*	*	0.0%
Jefferson	80.1%	82.7%	100.0%	76.4%	*	9.9%	41.2%	45.0%	0.0%	62.9%	*	0.0%
Johnson	72.8%	26.3%	88.2%	78.3%	*	100.0%	32.0%	2.3%	52.9%	43.5%	*	0.0%
Knox	90.2%	86.3%	85.1%	77.2%	100.0%	79.7%	64.6%	52.4%	71.2%	61.0%	47.7%	50.2%
Lake	72.2%	65.2%	92.3%	29.2%	*	100.0%	26.1%	23.7%	53.8%	29.2%	*	51.2%
Lauderdale	78.3%	67.6%	100.0%	31.6%	100.0%	75.3%	35.5%	20.9%	100.0%	27.4%	0.0%	11.1%
Lawrence	78.4%	84.0%	100.0%	81.8%	*	28.9%	35.3%	57.4%	49.4%	40.0%	*	0.0%
Lewis	77.9%	29.3%	100.0%	100.0%	*	100.0%	37.8%	16.7%	0.0%	0.0%	*	0.0%
Lincoln	81.4%	60.2%	100.0%	96.1%	100.0%	31.1%	40.1%	20.6%	0.0%	66.2%	0.0%	13.1%
Loudon	85.6%	86.4%	100.0%	64.8%	100.0%	12.9%	52.3%	32.6%	91.2%	64.8%	0.0%	6.0%
McMinn	79.4%	78.7%	62.7%	82.4%	*	80.3%	38.5%	43.5%	44.1%	78.4%	*	75.0%
McNairy	77.3%	71.9%	100.0%	100.0%	*	48.5%	33.0%	29.5%	100.0%	50.8%	*	33.3%
Macon	75.8%	45.0%	100.0%	100.0%	*	20.6%	29.0%	25.0%	100.0%	100.0%	*	19.1%
Madison	88.7%	79.7%	86.1%	87.1%	100.0%	38.9%	57.6%	40.0%	72.6%	43.1%	18.5%	4.7%
Marion	74.9%	68.3%	96.2%	73.7%	*	41.0%	40.2%	35.4%	52.8%	42.1%	*	0.0%
Marshall	80.5%	76.2%	100.0%	53.8%	*	36.2%	39.3%	30.3%	100.0%	15.4%	*	21.2%
Maury	85.6%	81.0%	79.3%	97.2%	100.0%	72.7%	48.7%	35.3%	64.0%	57.5%	0.0%	50.6%
Meigs	73.9%	63.3%	*	*	*	*	33.9%	45.0%	*	*	*	*
Monroe	75.6%	89.1%	79.3%	70.0%	100.0%	56.8%	34.0%	43.1%	41.4%	11.1%	100.0%	43.2%
Montgomery	91.3%	89.6%	87.2%	83.1%	100.0%	83.2%	59.3%	57.3%	56.8%	51.7%	53.5%	54.2%
Moore	83.5%	60.7%	*	100.0%	*	100.0%	39.5%	27.1%	*	45.0%	*	0.0%
Morgan	79.7%	67.7%	67.2%	77.1%	*	0.0%	28.1%	7.6%	31.3%	77.1%	*	0.0%
Obion	81.0%	73.8%	78.6%	75.0%	*	53.8%	39.9%	26.1%	0.0%	0.0%	*	0.0%
Overton	73.9%	38.3%	*	0.0%	*	*	32.4%	3.3%	*	0.0%	*	*
Perry	76.4%	70.8%	*	*	*	*	33.0%	27.0%	*	*	*	*

Geography	Population Age 25 and Over (in 2012)											
	% of Race with a High School Degree or Higher						% of Race with a Bachelor's Degree or Higher					
	White	Black or African American	Asian	American Indian and Alaska Native	Native Hawaiian and Other Pacific Islander	Some Other Race	White	Black or African American	Asian	American Indian and Alaska Native	Native Hawaiian and Other Pacific Islander	Some Other Race
Pickett	78.4%	29.4%	*	*	*	*	31.3%	17.6%	*	*	*	*
Polk	75.6%	0.0%	*	51.9%	*	21.9%	35.2%	0.0%	*	13.0%	*	0.0%
Putnam	82.4%	79.1%	94.9%	31.6%	*	64.2%	44.8%	41.6%	83.9%	0.0%	*	2.8%
Rhea	76.7%	84.8%	100.0%	87.5%	*	89.6%	38.6%	45.8%	100.0%	65.6%	*	14.4%
Roane	83.2%	82.7%	100.0%	86.7%	100.0%	71.4%	47.2%	48.7%	79.2%	71.7%	100.0%	30.6%
Robertson	84.9%	76.4%	100.0%	86.8%	*	54.3%	45.4%	28.9%	57.5%	70.2%	*	14.8%
Rutherford	90.0%	87.5%	85.5%	79.7%	100.0%	53.3%	59.6%	63.5%	52.9%	39.6%	82.0%	30.3%
Scott	74.8%	62.5%	75.8%	86.3%	*	*	30.8%	50.0%	75.8%	67.1%	*	*
Sequatchie	76.7%	0.0%	*	80.3%	100.0%	75.6%	35.9%	0.0%	*	71.5%	100.0%	36.6%
Sevier	81.8%	52.9%	81.2%	70.2%	100.0%	69.1%	43.5%	26.6%	60.2%	52.8%	0.0%	28.0%
Shelby	92.1%	81.6%	86.2%	72.6%	55.6%	52.7%	70.3%	48.5%	71.4%	55.7%	34.0%	22.7%
Smith	80.0%	59.9%	93.8%	78.7%	*	35.7%	35.2%	22.5%	27.5%	24.6%	*	35.7%
Stewart	83.9%	84.6%	28.6%	72.0%	*	100.0%	44.5%	20.3%	5.4%	38.4%	*	80.8%
Sullivan	84.0%	87.8%	79.5%	64.4%	100.0%	55.0%	49.0%	57.4%	60.0%	38.7%	40.0%	34.9%
Sumner	87.3%	87.2%	82.3%	84.2%	100.0%	64.7%	55.0%	64.8%	57.3%	31.3%	80.0%	47.5%
Tipton	86.5%	75.0%	52.8%	100.0%	100.0%	100.0%	47.8%	41.5%	24.7%	80.3%	100.0%	50.0%
Trousdale	77.6%	73.5%	81.5%	*	*	*	33.0%	32.8%	81.5%	*	*	*
Unicoi	76.0%	78.8%	*	70.0%	*	46.1%	35.9%	67.5%	*	28.0%	*	25.8%
Union	70.5%	54.5%	100.0%	0.0%	100.0%	75.0%	25.8%	18.2%	100.0%	0.0%	100.0%	75.0%
Van Buren	76.6%	61.5%	100.0%	*	*	*	21.2%	38.5%	71.4%	*	*	*
Warren	77.7%	73.4%	63.7%	52.1%	*	9.3%	34.5%	36.4%	21.5%	27.1%	*	2.1%
Washington	85.8%	85.2%	85.0%	86.9%	100.0%	37.7%	56.8%	47.4%	73.3%	62.6%	0.0%	33.6%
Wayne	76.2%	64.8%	0.0%	12.5%	*	27.9%	31.4%	10.6%	0.0%	12.5%	*	9.3%
Weakley	83.0%	85.1%	94.8%	82.1%	100.0%	100.0%	44.1%	53.2%	69.1%	68.4%	100.0%	15.4%
White	75.7%	83.5%	100.0%	0.0%	*	100.0%	30.0%	30.7%	0.0%	0.0%	*	67.4%
Williamson	95.1%	84.8%	96.7%	100.0%	100.0%	75.5%	77.6%	57.2%	85.7%	78.2%	100.0%	39.0%
Wilson	88.8%	80.1%	74.7%	86.2%	18.9%	58.0%	54.6%	47.3%	65.2%	63.0%	18.9%	28.1%

Source: U.S. Census Bureau American Community Survey 2012, 5-Year Estimate

Tennessee Number of Firms, Number of Establishments, Employment, Annual Payroll, and Estimated Receipts by Enterprise Employment Size for Counties, Totals: 2012

FIPS COUNTY CODE	COUNTY DESCRIPTION	ENTERPRISE EMPLOYMENT SIZE	NUMBER OF FIRMS	NUMBER OF ESTABLISHMENTS	EMPLOYMENT	ANNUAL PAYROLL (\$1,000)	ESTIMATED RECEIPTS (\$1,000)	Designated FY2016 Economically Distressed (21)
001	ANDERSON	1: Total	1,374	1,557	40,232	2,162,268	8,334,869	
		2: < 20	966	972	4,340	143,271	692,155	
		3: 20-99	145	160	4,320	193,804	782,517	
		4: 100-499	71	110	4,195	229,071	701,271	
		5: 500+	192	315	27,377	1,596,122	6,158,926	
003	BEDFORD	1: Total	716	752	12,019	398,789	3,397,181	
		2: < 20	539	539	2,164	55,815	285,958	
		3: 20-99	56	62	1,371	43,701	340,801	
		4: 100-499	24	33	1,950	85,099	402,500	
		5: 500+	97	118	6,534	214,174	0	
005	BENTON	1: Total	297	309	3,177	83,937	462,897	
		2: < 20	229	230	999	24,433	164,013	
		3: 20-99	24	25	683	19,508	90,405	
		4: 100-499	15	20	373	9,215	36,221	
		5: 500+	29	34	1,122	30,781	172,258	
007	BLEDSON	1: Total	96	98	503	14,312	111,831	Distressed
		2: < 20	76	76	242	4,234	39,700	
		3: 20-99	6	7	124	4,576	29,375	
		4: 100-499	3	3	25	740	0	
		5: 500+	11	12	112	4,762	41,093	
009	BLOUNT	1: Total	2,001	2,285	38,140	1,403,683	9,373,577	
		2: < 20	1,464	1,477	6,375	198,835	1,034,600	
		3: 20-99	195	220	5,670	217,843	1,161,770	
		4: 100-499	69	99	3,709	110,611	657,733	
		5: 500+	273	489	22,386	876,394	6,519,474	
011	BRADLEY	1: Total	1,630	1,879	37,544	1,337,013	13,427,934	
		2: < 20	1,142	1,147	5,127	159,089	872,805	
		3: 20-99	173	213	5,374	196,464	932,620	
		4: 100-499	87	107	5,049	153,790	657,614	
		5: 500+	228	412	21,994	827,670	10,964,895	
013	CAMPBELL	1: Total	546	586	7,334	198,867	1,178,342	Distressed
		2: < 20	391	395	1,694	49,573	250,528	
		3: 20-99	39	47	956	31,442	186,431	
		4: 100-499	29	37	604	15,434	50,794	
		5: 500+	87	107	4,080	102,418	690,589	

FIPS COUNTY CODE	COUNTY DESCRIPTION	ENTERPRISE EMPLOYMENT SIZE	NUMBER OF FIRMS	NUMBER OF ESTABLISHMENTS	EMPLOYMENT	ANNUAL PAYROLL (\$1,000)	ESTIMATED RECEIPTS (\$1,000)	Designated FY2016 Economically Distressed (21)
015	CANNON	1: Total	161	164	1,444	41,627	199,854	
		2: < 20	130	131	502	13,105	84,905	
		3: 20-99	9	9	261	9,666	36,222	
		4: 100-499	9	9	279	7,217	37,036	
		5: 500+	13	15	402	11,639	41,691	
017	CARROLL	1: Total	406	445	6,281	179,866	1,250,891	
		2: < 20	296	297	1,200	29,421	191,508	
		3: 20-99	42	50	1,044	27,697	158,659	
		4: 100-499	23	30	1,011	26,109	114,473	
		5: 500+	45	68	3,026	96,639	786,251	
019	CARTER	1: Total	642	695	8,771	241,875	1,255,424	
		2: < 20	488	490	1,908	44,973	221,457	
		3: 20-99	42	58	1,260	36,074	157,750	
		4: 100-499	28	38	1,613	53,423	260,940	
		5: 500+	84	109	3,990	107,405	615,277	
021	CHEATHAM	1: Total	495	515	5,684	199,071	1,521,733	
		2: < 20	401	401	1,501	45,105	246,091	
		3: 20-99	31	34	844	24,451	93,841	
		4: 100-499	15	19	970	28,658	135,718	
		5: 500+	48	61	0	0	0	
023	CHESTER	1: Total	241	251	3,047	75,830	419,073	
		2: < 20	175	175	721	15,713	113,205	
		3: 20-99	27	32	720	26,557	145,329	
		4: 100-499	17	19	498	10,750	64,993	
		5: 500+	22	25	1,108	22,810	0	
025	CLAIBORNE	1: Total	414	442	6,824	215,444	1,070,858	Distressed
		2: < 20	315	315	1,096	27,291	151,126	
		3: 20-99	35	43	1,186	42,149	329,182	
		4: 100-499	23	30	1,235	32,339	91,613	
		5: 500+	41	54	3,307	113,665	498,937	
027	CLAY	1: Total	103	107	1,220	30,268	138,765	
		2: < 20	79	79	366	7,797	52,819	
		3: 20-99	8	9	123	3,514	19,429	
		4: 100-499	9	10	0	0	0	
		5: 500+	7	9	0	0	0	
029	COCKE	1: Total	445	477	5,927	174,571	1,326,907	Distressed
		2: < 20	311	313	1,214	26,813	201,964	
		3: 20-99	36	44	876	23,505	118,201	
		4: 100-499	25	27	810	26,921	156,528	
		5: 500+	73	93	3,027	97,332	850,214	

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031	COFFEE	1: Total	1,096	1,212	19,309	744,131	3,806,188	
		2: < 20	798	801	3,432	99,404	523,559	
		3: 20-99	99	115	2,790	92,626	623,824	
		4: 100-499	45	65	2,300	95,820	483,457	
		5: 500+	154	231	10,787	456,281	2,175,348	
033	CROCKETT	1: Total	206	218	1,938	65,775	700,385	
		2: < 20	163	163	643	17,777	167,595	
		3: 20-99	13	14	227	6,127	23,884	
		4: 100-499	16	23	693	22,453	256,329	
		5: 500+	14	18	0	0	0	
035	CUMBERLAND	1: Total	977	1,050	14,279	423,927	3,100,650	
		2: < 20	740	745	3,073	79,588	620,950	
		3: 20-99	68	76	1,781	53,118	338,730	
		4: 100-499	40	59	2,758	68,247	529,688	
		5: 500+	129	170	6,667	222,974	1,611,282	
037	DAVIDSON	1: Total	14,461	18,062	383,086	18,925,314	90,114,788	
		2: < 20	10,741	10,813	47,563	2,048,590	9,113,865	
		3: 20-99	1,706	1,988	57,656	2,518,696	11,187,263	
		4: 100-499	651	932	47,826	2,366,859	9,527,855	
		5: 500+	1,363	4,329	230,041	11,991,169	60,285,805	
039	DECATUR	1: Total	206	222	3,016	108,082	400,636	
		2: < 20	162	163	759	17,637	97,099	
		3: 20-99	20	23	515	16,761	66,172	
		4: 100-499	7	8	0	0	0	
		5: 500+	17	28	1,408	64,473	219,235	
041	DE KALB	1: Total	280	289	4,760	143,144	947,861	
		2: < 20	216	216	839	22,944	109,583	
		3: 20-99	16	16	322	11,365	46,773	
		4: 100-499	14	20	822	23,381	82,849	
		5: 500+	34	37	2,777	85,454	708,656	
043	DICKSON	1: Total	832	883	12,108	388,148	2,604,170	
		2: < 20	601	605	2,712	73,121	388,743	
		3: 20-99	69	77	1,656	51,786	296,649	
		4: 100-499	39	60	1,671	62,595	335,638	
		5: 500+	123	141	6,069	200,646	1,583,140	
045	DYER	1: Total	744	798	12,915	423,485	3,262,851	
		2: < 20	518	521	2,308	57,573	489,101	
		3: 20-99	73	79	2,032	74,688	608,428	
		4: 100-499	35	52	2,091	57,746	236,817	
		5: 500+	118	146	6,484	233,478	1,928,505	

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047	FAYETTE	1: Total	555	581	6,507	247,739	1,655,718	
		2: < 20	444	446	1,814	62,611	313,172	
		3: 20-99	45	49	1,326	45,592	319,482	
		4: 100-499	20	26	1,446	67,461	454,209	
		5: 500+	46	60	1,921	72,075	568,855	
049	FENTRESS	1: Total	224	241	3,467	90,172	379,756	Distressed
		2: < 20	171	173	729	17,901	103,324	
		3: 20-99	22	26	723	15,928	79,337	
		4: 100-499	12	16	424	17,066	60,015	
		5: 500+	19	26	1,591	39,277	137,080	
051	FRANKLIN	1: Total	631	672	9,787	337,391	4,631,205	
		2: < 20	486	486	2,036	46,413	250,290	
		3: 20-99	47	65	1,409	40,210	259,489	
		4: 100-499	23	27	1,164	41,989	269,189	
		5: 500+	75	94	5,178	208,779	0	
053	GIBSON	1: Total	830	930	11,461	336,832	2,168,728	
		2: < 20	642	646	2,749	65,589	359,920	
		3: 20-99	71	90	2,107	63,731	466,024	
		4: 100-499	36	64	1,577	45,930	157,470	
		5: 500+	81	130	5,028	161,582	1,185,314	
055	GILES	1: Total	513	547	7,531	245,047	1,917,938	
		2: < 20	380	382	1,563	36,630	219,314	
		3: 20-99	45	47	1,218	37,949	290,263	
		4: 100-499	17	29	1,313	45,926	314,228	
		5: 500+	71	89	3,437	124,542	1,094,133	
057	GRAINGER	1: Total	192	217	2,097	58,362	325,541	
		2: < 20	161	163	652	17,296	110,146	
		3: 20-99	14	21	477	15,629	78,715	
		4: 100-499	8	13	0	0	0	
		5: 500+	9	20	689	19,094	89,937	
059	GREENE	1: Total	987	1,124	20,899	651,221	3,619,364	
		2: < 20	716	719	3,121	82,525	406,598	
		3: 20-99	86	110	2,820	75,667	386,561	
		4: 100-499	39	80	3,336	94,161	412,019	
		5: 500+	146	215	11,622	398,868	2,414,186	
061	GRUNDY	1: Total	156	169	1,470	35,239	194,860	Distressed
		2: < 20	129	129	503	11,791	79,454	
		3: 20-99	9	11	245	5,680	30,837	
		4: 100-499	9	14	462	11,053	55,335	
		5: 500+	9	15	260	6,715	29,234	

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063	HAMBLEN	1: Total	1,148	1,301	25,546	849,280	6,223,983	
		2: < 20	757	762	3,319	107,949	499,594	
		3: 20-99	123	137	4,146	121,694	824,029	
		4: 100-499	61	95	3,783	154,654	1,296,041	
		5: 500+	207	307	14,298	464,983	3,604,319	
065	HAMILTON	1: Total	7,028	8,629	179,607	6,882,042	42,408,772	
		2: < 20	5,195	5,252	24,377	850,413	4,239,683	
		3: 20-99	802	935	26,584	1,009,989	4,527,083	
		4: 100-499	270	488	20,492	861,456	3,733,474	
		5: 500+	761	1,954	108,154	4,160,184	29,908,532	
067	HANCOCK	1: Total	54	55	410	12,593	77,162	Distressed
		2: < 20	34	34	126	2,440	26,528	
		3: 20-99	4	4	46	997	11,729	
		4: 100-499	3	3	0	0	0	
		5: 500+	13	14	183	5,361	19,257	
069	HARDEMAN	1: Total	325	350	5,062	153,527	900,123	Distressed
		2: < 20	251	253	939	20,738	154,257	
		3: 20-99	24	27	629	19,107	118,205	
		4: 100-499	13	16	0	0	0	
		5: 500+	37	54	2,306	69,806	482,056	
071	HARDIN	1: Total	479	502	6,487	228,380	1,714,430	
		2: < 20	354	354	1,589	36,702	302,037	
		3: 20-99	41	43	1,261	40,137	428,156	
		4: 100-499	24	38	1,541	62,170	160,868	
		5: 500+	60	67	2,096	89,371	823,369	
073	HAWKINS	1: Total	551	605	9,069	316,980	2,124,894	
		2: < 20	405	411	1,595	34,340	186,523	
		3: 20-99	41	50	1,239	44,151	268,300	
		4: 100-499	29	38	1,589	50,386	348,240	
		5: 500+	76	106	4,646	188,103	1,321,831	
075	HAYWOOD	1: Total	305	322	4,921	179,357	1,181,891	
		2: < 20	220	223	881	19,992	115,978	
		3: 20-99	23	23	638	18,912	139,797	
		4: 100-499	18	28	0	0	0	
		5: 500+	44	48	0	0	0	
077	HENDERSON	1: Total	460	493	6,525	177,978	1,024,977	
		2: < 20	342	343	1,528	41,587	227,108	
		3: 20-99	36	39	1,040	25,411	163,940	
		4: 100-499	23	26	1,474	30,637	0	
		5: 500+	59	85	2,483	80,343	446,079	

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079	HENRY	1: Total	671	705	8,719	251,026	1,399,586	
		2: < 20	498	499	2,046	52,544	301,820	
		3: 20-99	71	83	2,275	73,411	410,037	
		4: 100-499	26	32	933	23,811	146,827	
		5: 500+	76	91	3,465	101,260	540,902	
081	HICKMAN	1: Total	230	243	2,144	64,813	398,154	
		2: < 20	184	185	783	20,908	138,200	
		3: 20-99	14	14	412	12,635	80,919	
		4: 100-499	10	16	383	13,258	107,138	
		5: 500+	22	28	0	0	0	
083	HOUSTON	1: Total	105	108	1,084	28,022	127,961	
		2: < 20	82	82	335	7,334	42,326	
		3: 20-99	11	12	276	7,465	41,110	
		4: 100-499	5	5	240	7,124	22,000	
		5: 500+	7	9	0	6,099	22,525	
085	HUMPHREYS	1: Total	307	321	3,857	170,331	2,778,748	
		2: < 20	228	230	1,089	29,236	162,791	
		3: 20-99	32	36	752	25,158	129,211	
		4: 100-499	12	16	0	0	0	
		5: 500+	35	39	1,670	103,115	0	
087	JACKSON	1: Total	84	87	900	32,604	180,313	
		2: < 20	65	65	259	6,759	51,695	
		3: 20-99	8	8	210	3,954	17,844	
		4: 100-499	7	7	397	21,231	101,700	
		5: 500+	4	7	0	0	0	
089	JEFFERSON	1: Total	602	647	10,130	319,331	2,923,315	
		2: < 20	433	438	1,745	44,596	272,207	
		3: 20-99	44	50	1,246	27,793	128,359	
		4: 100-499	30	41	1,165	53,388	807,907	
		5: 500+	95	118	5,974	193,554	1,714,842	
091	JOHNSON	1: Total	237	243	2,788	99,120	598,799	Distressed
		2: < 20	179	179	597	12,461	98,503	
		3: 20-99	19	21	500	28,706	140,675	
		4: 100-499	11	12	712	27,395	171,311	
		5: 500+	28	31	979	30,558	188,310	
093	KNOX	1: Total	8,787	11,029	205,929	7,849,368	55,765,314	
		2: < 20	6,538	6,604	30,197	1,131,350	5,789,257	
		3: 20-99	1,001	1,187	32,336	1,360,315	5,832,021	
		4: 100-499	373	755	27,185	1,000,381	4,968,515	
		5: 500+	875	2,483	116,211	4,357,322	39,175,521	

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095	LAKE	1: Total	75	81	608	13,329	134,743	Distressed
		2: < 20	52	53	238	4,167	28,543	
		3: 20-99	9	9	135	2,660	18,303	
		4: 100-499	4	5	70	1,137	10,010	
		5: 500+	10	14	0	0	0	
097	LAUDERDALE	1: Total	291	309	4,534	137,711	2,065,730	Distressed
		2: < 20	212	214	932	21,982	133,336	
		3: 20-99	18	20	540	16,784	128,432	
		4: 100-499	15	20	410	10,188	91,765	
		5: 500+	46	55	2,652	88,757	1,712,197	
099	LAWRENCE	1: Total	652	706	8,290	230,932	1,379,800	
		2: < 20	503	508	2,143	56,457	401,929	
		3: 20-99	44	51	1,573	40,703	239,486	
		4: 100-499	30	48	1,490	38,710	156,797	
		5: 500+	75	99	3,084	95,062	581,588	
101	LEWIS	1: Total	194	199	1,761	43,278	334,767	Distressed
		2: < 20	144	144	598	15,286	103,943	
		3: 20-99	17	18	452	11,511	61,550	
		4: 100-499	10	12	192	5,363	105,129	
		5: 500+	23	25	519	11,118	64,145	
103	LINCOLN	1: Total	536	567	6,714	220,603	2,278,400	
		2: < 20	418	419	1,801	43,939	325,333	
		3: 20-99	40	47	1,215	41,439	256,412	
		4: 100-499	10	17	571	21,251	69,067	
		5: 500+	68	84	3,127	113,974	1,627,588	
105	LOUDON	1: Total	828	892	12,572	451,748	3,846,180	
		2: < 20	592	593	2,643	82,457	484,234	
		3: 20-99	64	70	1,775	52,187	267,261	
		4: 100-499	49	63	2,889	109,027	557,533	
		5: 500+	123	166	5,265	208,077	0	
107	MCMINN	1: Total	796	881	13,969	481,923	3,569,537	
		2: < 20	552	553	2,510	63,482	337,958	
		3: 20-99	65	80	1,920	53,915	331,288	
		4: 100-499	45	64	2,607	71,284	345,274	
		5: 500+	134	184	6,932	293,242	2,555,017	
109	MCNAIRY	1: Total	400	413	4,412	134,125	806,842	Distressed
		2: < 20	311	311	1,171	29,402	183,478	
		3: 20-99	34	34	1,050	31,353	159,432	
		4: 100-499	17	20	349	10,911	0	
		5: 500+	38	48	1,842	62,459	341,586	

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111	MACON	1: Total	320	333	3,219	98,054	691,342	
		2: < 20	248	250	950	23,440	130,031	
		3: 20-99	23	27	701	26,262	165,814	
		4: 100-499	12	17	609	19,501	102,712	
		5: 500+	37	39	959	28,851	292,785	
113	MADISON	1: Total	2,193	2,498	50,364	1,769,343	11,132,201	
		2: < 20	1,465	1,476	7,059	247,257	1,267,730	
		3: 20-99	246	283	6,955	241,119	1,157,370	
		4: 100-499	117	156	6,116	199,161	1,032,907	
		5: 500+	365	583	30,234	1,081,806	7,674,194	
115	MARION	1: Total	395	422	5,254	160,825	1,071,799	
		2: < 20	279	279	1,015	29,087	191,000	
		3: 20-99	32	40	874	25,525	175,426	
		4: 100-499	21	28	863	31,157	127,177	
		5: 500+	63	75	2,502	75,056	578,196	
117	MARSHALL	1: Total	442	476	6,696	230,615	2,218,166	
		2: < 20	317	318	1,295	33,109	193,229	
		3: 20-99	39	49	1,152	38,691	240,722	
		4: 100-499	21	28	1,423	46,880	320,410	
		5: 500+	65	81	2,826	111,935	1,463,805	
119	MAURY	1: Total	1,457	1,638	23,402	848,556	6,478,349	
		2: < 20	1,039	1,043	4,305	124,312	731,154	
		3: 20-99	146	156	4,222	144,610	757,941	
		4: 100-499	66	112	2,881	111,907	478,812	
		5: 500+	206	327	11,994	467,727	4,510,442	
121	MEIGS	1: Total	106	114	1,362	44,054	407,170	
		2: < 20	82	82	254	5,352	35,584	
		3: 20-99	8	9	0	0	0	
		4: 100-499	7	9	432	18,700	169,548	
		5: 500+	9	14	0	0	0	
123	MONROE	1: Total	645	714	10,538	333,413	2,512,364	
		2: < 20	483	488	1,991	49,089	293,973	
		3: 20-99	51	72	1,646	43,653	274,494	
		4: 100-499	26	37	2,157	65,126	351,233	
		5: 500+	85	117	4,744	175,545	1,592,664	
125	MONTGOMERY	1: Total	2,268	2,638	42,525	1,331,940	7,983,408	
		2: < 20	1,656	1,666	7,499	198,136	1,005,019	
		3: 20-99	212	257	6,856	203,576	1,007,247	
		4: 100-499	86	167	4,982	204,508	1,360,879	
		5: 500+	314	548	23,188	725,720	4,610,263	

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127	MOORE	1: Total	68	69	0	0	0	
		2: < 20	57	57	259	6,914	26,029	
		3: 20-99	3	3	0	0	0	
		4: 100-499	3	3	32	1,470	12,228	
		5: 500+	5	6	0	0	0	
129	MORGAN	1: Total	149	154	1,527	51,155	255,115	Distressed
		2: < 20	109	109	457	12,205	99,739	
		3: 20-99	15	17	392	16,614	58,909	
		4: 100-499	8	8	494	16,931	49,674	
		5: 500+	17	20	184	5,405	46,793	
131	OBION	1: Total	633	684	10,101	276,011	2,314,491	
		2: < 20	443	444	1,886	47,742	284,662	
		3: 20-99	71	79	1,819	57,440	416,970	
		4: 100-499	31	54	1,547	41,066	261,171	
		5: 500+	88	107	4,849	129,763	1,351,688	
133	OVERTON	1: Total	277	289	3,614	109,504	722,265	
		2: < 20	212	213	886	22,350	150,892	
		3: 20-99	23	24	651	22,071	147,744	
		4: 100-499	12	13	539	16,659	98,071	
		5: 500+	30	39	1,538	48,424	325,558	
135	PERRY	1: Total	119	123	1,419	39,014	200,184	Distressed
		2: < 20	92	92	315	8,433	55,673	
		3: 20-99	11	12	187	5,521	28,744	
		4: 100-499	5	5	248	5,768	16,217	
		5: 500+	11	14	669	19,292	99,550	
137	PICKETT	1: Total	85	85	635	15,616	93,182	Distressed
		2: < 20	66	66	271	5,592	44,057	
		3: 20-99	9	9	209	5,650	27,336	
		4: 100-499	6	6	58	1,730	0	
		5: 500+	4	4	0	0	0	
139	POLK	1: Total	195	211	1,397	39,791	259,932	
		2: < 20	151	151	509	15,895	88,489	
		3: 20-99	15	15	0	0	0	
		4: 100-499	11	15	337	9,769	0	
		5: 500+	18	30	357	8,965	59,410	
141	PUTNAM	1: Total	1,587	1,726	27,468	849,924	4,658,737	
		2: < 20	1,127	1,131	5,063	143,264	764,304	
		3: 20-99	167	182	5,154	165,340	786,111	
		4: 100-499	63	90	3,131	103,115	0	
		5: 500+	230	323	14,120	438,205	2,490,700	

FIPS COUNTY CODE	COUNTY DESCRIPTION	ENTERPRISE EMPLOYMENT SIZE	NUMBER OF FIRMS	NUMBER OF ESTABLISHMENTS	EMPLOYMENT	ANNUAL PAYROLL (\$1,000)	ESTIMATED RECEIPTS (\$1,000)	Designated FY2016 Economically Distressed (21)
143	RHEA	1: Total	472	496	8,138	230,227	1,467,032	Distressed
		2: < 20	331	331	1,341	29,522	149,224	
		3: 20-99	37	50	959	21,381	125,543	
		4: 100-499	28	28	1,808	44,841	165,977	
		5: 500+	76	87	4,030	134,483	1,026,288	
145	ROANE	1: Total	667	729	8,503	230,579	1,276,466	
		2: < 20	501	503	1,998	52,613	280,842	
		3: 20-99	42	49	1,152	35,047	188,154	
		4: 100-499	33	48	1,418	40,342	153,856	
		5: 500+	91	129	3,935	102,577	653,614	
147	ROBERTSON	1: Total	994	1,081	16,862	568,420	4,165,410	
		2: < 20	748	751	2,945	86,547	432,606	
		3: 20-99	88	94	2,711	89,677	631,433	
		4: 100-499	37	62	2,334	82,676	1,005,823	
		5: 500+	121	174	8,872	309,520	2,095,548	
149	RUTHERFORD	1: Total	3,832	4,602	86,256	3,426,747	39,872,211	
		2: < 20	2,768	2,784	12,019	394,301	2,241,288	
		3: 20-99	385	448	11,473	381,483	2,086,081	
		4: 100-499	179	270	8,939	359,698	2,658,650	
		5: 500+	500	1,100	53,825	2,291,265	32,886,192	
151	SCOTT	1: Total	292	311	3,295	90,887	521,211	Distressed
		2: < 20	216	216	965	23,842	152,568	
		3: 20-99	29	39	802	26,742	147,131	
		4: 100-499	10	15	552	14,604	67,096	
		5: 500+	37	41	976	25,699	154,416	
153	SEQUATCHIE	1: Total	169	176	1,836	45,826	343,343	
		2: < 20	124	125	523	11,987	153,183	
		3: 20-99	17	19	305	9,004	56,355	
		4: 100-499	7	10	0	0	0	
		5: 500+	21	22	520	13,499	104,059	
155	SEVIER	1: Total	2,102	2,510	33,152	805,797	4,289,077	
		2: < 20	1,579	1,598	7,064	181,847	873,802	
		3: 20-99	229	299	7,658	193,015	814,665	
		4: 100-499	69	163	4,826	130,098	646,706	
		5: 500+	225	450	13,604	300,837	1,953,904	
157	SHELBY	1: Total	14,454	19,446	421,814	19,822,566	139,587,687	
		2: < 20	10,717	10,824	49,966	1,923,101	11,470,228	
		3: 20-99	1,829	2,274	65,302	2,965,297	11,426,345	
		4: 100-499	627	1,086	54,496	2,374,594	11,246,784	
		5: 500+	1,281	5,262	252,050	12,559,574	105,444,330	

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159	SMITH	1: Total	251	270	3,656	125,146	1,052,648	
		2: < 20	195	196	816	20,059	159,919	
		3: 20-99	21	25	527	15,884	63,900	
		4: 100-499	9	17	728	32,380	340,672	
		5: 500+	26	32	1,585	56,823	488,157	
161	STEWART	1: Total	154	159	1,409	39,596	250,033	
		2: < 20	123	123	494	11,296	75,156	
		3: 20-99	15	16	466	9,710	75,226	
		4: 100-499	8	9	0	10,001	68,599	
		5: 500+	8	11	249	8,589	31,052	
163	SULLIVAN	1: Total	2,799	3,349	65,620	2,885,791	15,412,098	
		2: < 20	2,010	2,036	9,059	284,218	1,222,355	
		3: 20-99	324	380	9,967	358,204	1,638,613	
		4: 100-499	104	175	5,064	181,274	819,124	
		5: 500+	361	758	41,530	2,062,095	11,732,006	
165	SUMNER	1: Total	2,583	2,890	37,782	1,332,202	8,783,997	
		2: < 20	1,961	1,967	8,125	276,879	1,413,554	
		3: 20-99	239	271	7,032	270,221	1,728,101	
		4: 100-499	97	136	7,127	282,947	1,741,094	
		5: 500+	286	516	15,498	502,155	3,901,248	
167	TIPTON	1: Total	654	702	8,258	253,938	1,669,828	
		2: < 20	491	492	2,253	57,040	292,687	
		3: 20-99	55	61	1,396	35,454	268,716	
		4: 100-499	24	29	851	35,314	145,266	
		5: 500+	84	120	3,758	126,130	963,159	
169	TROUSDALE	1: Total	118	121	1,046	26,770	186,828	
		2: < 20	94	94	426	8,210	68,521	
		3: 20-99	9	9	184	5,642	25,547	
		4: 100-499	5	6	86	1,493	8,389	
		5: 500+	10	12	350	11,425	84,371	
171	UNICOI	1: Total	234	244	4,028	147,859	738,873	
		2: < 20	170	170	706	17,283	83,548	
		3: 20-99	13	15	193	5,355	32,928	
		4: 100-499	14	14	846	19,097	81,086	
		5: 500+	37	45	2,283	106,124	541,311	
173	UNION	1: Total	190	197	1,726	45,234	298,956	
		2: < 20	152	153	624	15,892	103,170	
		3: 20-99	7	8	232	6,857	42,300	
		4: 100-499	7	8	73	1,466	6,618	
		5: 500+	24	28	797	21,019	146,868	

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175	VAN BUREN	1: Total	45	45	478	14,301	64,785	Distressed
		2: < 20	36	36	144	3,141	16,443	
		3: 20-99	4	4	0	0	0	
		4: 100-499	3	3	0	0	0	
		5: 500+	2	2	0	0	0	
177	WARREN	1: Total	682	723	9,572	301,344	2,061,570	
		2: < 20	495	499	2,201	57,413	328,781	
		3: 20-99	63	71	1,823	57,266	310,342	
		4: 100-499	28	39	1,186	26,699	82,492	
		5: 500+	96	114	4,362	159,966	1,339,955	
179	WASHINGTON	1: Total	2,401	2,803	51,046	1,791,322	9,469,681	
		2: < 20	1,681	1,698	7,568	225,512	1,097,568	
		3: 20-99	280	309	8,355	286,099	1,345,841	
		4: 100-499	98	147	6,035	233,519	804,078	
		5: 500+	342	649	29,088	1,046,192	6,222,194	
181	WAYNE	1: Total	184	209	2,443	65,443	356,947	Distressed
		2: < 20	133	134	605	13,591	129,302	
		3: 20-99	21	27	644	16,797	96,541	
		4: 100-499	14	26	609	16,959	58,697	
		5: 500+	16	22	585	18,096	72,407	
183	WEAKLEY	1: Total	527	577	6,864	179,053	1,212,173	
		2: < 20	390	393	1,614	36,655	280,079	
		3: 20-99	52	57	1,144	29,848	167,053	
		4: 100-499	23	37	903	26,196	178,121	
		5: 500+	62	90	3,203	86,354	586,920	
185	WHITE	1: Total	364	382	5,142	167,461	1,183,005	Distressed
		2: < 20	264	264	990	23,516	131,430	
		3: 20-99	36	40	982	27,941	301,800	
		4: 100-499	24	27	1,775	71,960	376,409	
		5: 500+	40	51	1,395	44,044	373,366	
187	WILLIAMSON	1: Total	5,267	6,158	96,313	5,452,849	35,806,712	
		2: < 20	3,930	3,936	15,791	763,520	4,382,919	
		3: 20-99	523	573	16,417	747,690	6,596,710	
		4: 100-499	225	289	13,770	735,830	3,150,009	
		5: 500+	589	1,360	50,335	3,205,809	21,677,074	
189	WILSON	1: Total	2,166	2,400	32,564	1,200,067	9,903,096	
		2: < 20	1,608	1,610	6,473	204,529	1,053,281	
		3: 20-99	183	193	4,718	165,337	1,133,291	
		4: 100-499	80	130	4,352	179,293	1,187,897	
		5: 500+	295	467	17,021	650,908	6,528,627	

SOURCE: 2012 County Business Patterns and 2012 Economic Census. For information on confidentiality protection, sampling error, and nonsampling error, see census.gov/econ/sub/methodology.html.

For definitions of estimated receipts and other definitions, see census.gov/econ/sub/definitions.html.