

IMPACT

2026 ANNUAL REPORT

TAMPA BAY ECONOMIC DEVELOPMENT COUNCIL



2026 ANNUAL REPORT

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ARCHIE COLLINS FY2026 Chairman

President and CEO, Tampa Electric

As we close the first year of our *Future Ready: Tampa Bay* strategic plan, I am proud of the progress the Tampa Bay Economic Development Council has made in turning an ambitious vision into measurable action. One year ago, we committed to a strategy centered on three goals - Business Development, Talent Development and Place-Based Development - supported by three catalyst initiatives designed to strengthen our competitiveness in a rapidly changing global economy. Today, that work is well underway.

We have strengthened our business intelligence and research capabilities, ensuring that sound data and economic insights inform our strategies and conversations with community leaders. We have advanced an important dialogue around digital infrastructure, learning from national experts and leading markets and sharing those insights with local policymakers as our community considers the investments needed to compete in an increasingly digital economy.

We are also capitalizing on Tampa Bay's unique assets in blue technology and our maritime industry. Through growing collaboration with the St. Petersburg Innovation District and Tampa Bay Wave, the development of a maritime workforce strategy, and engagement with national thought leaders, we are positioning the region to capture new opportunities in this burgeoning sector.

Our Place and Talent initiatives continue to produce results as well. We recommended new Qualified Opportunity Zones and Maritime Prosperity Zones to the State of Florida, while Opportunity Tampa Bay, Inc. advanced the 118-unit Ashley East Tampa affordable housing development. The Tampa Bay Economic Prosperity Foundation's CertUp career awareness campaign expanded into Plant City and South Shore this year, connecting thousands more residents with fast-track training opportunities that lead to good paying, high-demand jobs.

Future Ready: Tampa Bay was built on the belief that our region must anticipate change rather than react to it. Our momentum at the conclusion of Year One demonstrates what is possible when our Investors, partners and community leaders work together toward that goal.

It has been an honor to serve as chair alongside such talented and visionary leaders. I am thankful for your wisdom and dedication to building a more resilient, forward-looking, and prosperous region.





CRAIG J. RICHARD CECD, FM, HLM
President and CEO,
Tampa Bay Economic Development Council

IMPACT is more than just a theme for this year's Annual Report. It's what our Investors and this community expect from us. It's what my team and I are focused on delivering every day.

Today, Tampa and Hillsborough County are enjoying an unprecedented level of national and international recognition. Tampa earned consecutive top two finishes in the Financial Times–Nikkei's Investing in America rankings and, for the first time ever, tied for fifth place among the nation's top cities for corporate headquarters in Site Selection Magazine's site selector survey.

Talent is a big reason why. Lightcast ranks Tampa among the top 10 large U.S. metros for attracting talent. This year, our city ranked fifth among the biggest boomtowns in the country and number one among U.S. cities for its percentage of new residents. Great talent continues to flock to Tampa, and companies chasing talent are finding plenty of it here. Not just in quantity, but in quality. Hillsborough County ranks number one among Florida's major counties in output per worker. Our nine-year-old talent attraction campaign, Make it Tampa Bay, has helped shape Tampa's current reputation as one of the hottest places in the country to launch your career.

Our Investors affirmed the value of our work this year by significantly increasing their commitments to the EDC. We modernized our investment structure to build the financial capacity necessary to compete at the level our market now demands. The response to our Invest in Impact campaign was tremendous: approximately $500,000 in new and expanded annual Investor revenue, 15 new Investors, seven existing Investor upgrades and increased support from our public sector partners. Tampa Electric, Tampa General Hospital and Port Tampa Bay each committed $100,000 annually for three years at our new Visionaries level. What a powerful endorsement of our mission and strategic direction.

The recognition Tampa enjoys today did not happen by accident. It is the result of sustained investment, intentional strategy and extraordinary collaboration among our Investors and partners.

My deepest thanks to all of you for making Tampa and Hillsborough County a remarkable place to live, work, and pursue your dreams.





CASEY ELLISON FY2027 Chair

CEO of Ellison Development

When I look at Tampa today, I see a city preparing for its next stage of growth.

In fiscal year 2026, the Tampa Bay Economic Development Council wasted no time in implementing the goals and initiatives outlined in our ***Future Ready: Tampa Bay*** strategic plan. As incoming Chairman, I'm eager to help accelerate that work and translate it into lasting economic gains for Tampa and Hillsborough County.

Development will play an important role in what comes next. Projects such as Gasworx and the second phase of Water Street Tampa are creating entirely new environments for commerce, housing and urban life. As these districts take shape, they expand what Tampa can offer companies considering where to invest, establish a headquarters and compete for employees. They also raise the bar for what our community must be prepared to offer.

Over the next year, we'll travel with our Investors and regional leaders on domestic and international missions designed to secure new foreign direct investment and target industry projects. With Gasworx and Water Street Tampa's next phase potentially delivering one million square feet of additional Class A office space in and around downtown Tampa, I like our chances of turning those conversations into relocation and expansion wins.

Other projects across Hillsborough County like the Central City YMCA and Tampa Heights redevelopment will add even more office and retail space just north of downtown, as well as high-priority workforce housing and multifamily developments. The Fletcher District's first phase of construction will bring hundreds of new USF student housing beds, hotel and retail space that will add to the transformation underway at the MOSI Fieldhouse complex.

Our talent recruitment, development and retention initiatives will proceed with the same urgency as before. Companies evaluating Tampa need confidence that they can find the talent they need today, and that our community has the capacity to develop the workforce they'll need tomorrow.

The task ahead involves connecting the places we're building with the companies we want to attract, and the people who will power their growth.

I look forward to working with my fellow Board members and community leaders to envision where Tampa can go next - and turn that vision into an exciting new reality.







THE TEAM

IMPACT STARTS WITH OUR PEOPLE

Behind every company we recruit, every new job we help bring to Hillsborough County, and every initiative we promote is a team committed to producing results. Not just for the Tampa Bay EDC, but for our community and the professional organizations we serve.

Our team's influence reaches well beyond our region. We bring expertise, creativity and a high standard of performance to attracting investment and high-wage jobs, developing our region's talent, strengthening key industries and telling Tampa's story to decisionmakers around the world. In FY2026, we attended over 100 conferences, events, and seminars, often taking an active role as speakers, sponsors, or committee participants. We also brought our enthusiasm and eagerness to make a difference to the broader community. EDC team members hold leadership and volunteer roles with local, state and national organizations spanning economic development, workforce, technology, the nonprofit sector and the arts.

This year, our impact also included developing the skills and career readiness of four USF students through an internship program made possible by a generous gift from the Genshaft/Greenbaum family's Genspiration Foundation. These young professionals quickly implemented what we taught them and made valuable contributions to our marketing, business development, community development, and research teams. They also built relationships across Tampa Bay's business community that helped them land excellent jobs upon graduation.







Top left: Genspiration Foundation Interns assist at Spring ED Talks. Right and below: Tampa Bay EDC team members participating in regional trade shows and events.

Nick Gorman
Economic Development Manager

Tony T. Brown
Vice President of Community Development

Rohan Mohan
Economic Development Manager

Liz York
Investor Relations and Event Coordinator

Bryan Pederson
Economic Development Manager

Mitchel Allen
Senior Vice President, Economic Development

Francesca Noval
Director of Investor Relations



Craig J. Richard, CEcD, FM, HLM
President and CEO

Michelle Bauer, CEcD
Chief Operating Officer

Christopher Turner
Marketing Manager

Jennifer Burrington
Vice President of Research and Strategy

Jasmine Pyles, SHRM-CP
Vice President, Finance and Administration

Nathaniel Krafve
Multimedia Content Manager

Maria Carballo
Executive Assistant & Board Liaison





Craig Richard (left) and FY2027 Chair Casey Ellison of Ellison Development bestow a gift on FY2026 Chair Archie Collins of Tampa Electric at Annual Meeting.

"Serving as chair of the Tampa Bay EDC is an honor and a responsibility I take personally. Tampa is my home, and I care deeply about its future. The EDC brings leaders together to strengthen our economy, create opportunity and prepare our region for what's ahead. I'm proud to advance that work and position our region for continued success for generations to come."

- Archie Collins, *President and CEO, Tampa Electric*

LEADERSHIP

LEGACY BUILDING LEADERSHIP

Fiscal year 2026 got off to a running start as our leadership team actively promoted the goals and initiatives of our new strategic plan, *Future Ready: Tampa Bay*, in the local media. As community buy-in and enthusiasm grew, our Chair, Archie Collins, hosted Investor conversations and published guest columns in support of our catalyst initiatives. Together with our elected officials, local business leaders and partners from neighboring counties, our officers traveled on domestic and international business missions to meet personally with corporate executives and site selectors interested in relocation opportunities here.

Our elected officials advanced critical infrastructure investments that are essential for Tampa and Hillsborough County's next era of economic growth. Major commitments to water and wastewater systems, transportation and connectivity, public safety, resilient facilities, and the redevelopment of strategic sites are expanding the community's capacity to accommodate new residents and businesses while protecting the resources and quality of life that make the region competitive. Collectively, these efforts propel the Tampa Bay EDC's goals and create a more resilient, investment-ready community.

2026 EXECUTIVE OFFICERS



Chair
Archie Collins
President & CEO
Tampa Electric



Vice Chair
Casey Ellison
CEO,
Ellison Development



Secretary/Treasurer
Gina Curry
CEO, NextPath Workforce Solutions



Immediate Past Chair
Ronald A. Christaldi
Partner, Shumaker
President & CEO,
Shumaker Advisors Florida



General Counsel
Gary L. Sasso
President & CEO
Carlton Fields

ELECTED OFFICIALS



Honorable Ken Hagan
Chair,
Hillsborough County BOCC



Honorable Jane Castor
Mayor,
City of Tampa



Honorable Nathan Kilton
Mayor, City of Plant City



Honorable Andy Ross
Mayor, City of Temple Terrace



Florida State Senator Fentrice Driskell, USF President Emerita Judy Genshaft, Former USF President Rhea Law, Hillsborough County Commissioner Gwen Myers at Annual Meeting.

INVESTORS

VISIONARY

CareerSource Tampa Bay
Keidrian Kunkel, President and CEO

City of Tampa
Jane Castor, Mayor

Hillsborough County
Ken Hagan, Chair, Hillsborough County Board of County Commissioners

Port Tampa Bay
Paul Anderson, President and CEO

Tampa General Hospital
John Couris, President & CEO
Robin DeLaVergne, Senior Vice President, External Affairs

Tampa Electric and Peoples Gas
Archie Collins, President and CEO

CIRCLE OF CHAMPIONS

Coca-Cola Beverages of Florida
Troy D. Taylor, Chairman and CEO

Florida Blue
Phillip Lee, Market President, West Florida Region

Hillsborough College
Dr. Ken Atwater, President

Moffitt Cancer Center
Patrick Hwu, MD, President & CEO; Merritt Martin, Vice President and Chief of Staff, Public Affairs and Strategic Communications

The Mosaic Company
Jon Breviu, Vice President, Associate General Counsel and Assistant Corp. Secretary

Suncoast Credit Union
Jennifer Wade Bolivar, Chief Retail Officer

Tampa International Airport
Michael A. Stephens, CEO

University of South Florida
Dr. Moez Limayem, President



"The Tampa Bay EDC's mission goes beyond attracting jobs and investment – it's about creating economic prosperity for all. This thoughtful approach to economic development is what sets the EDC apart, and it's why Florida Blue is a proud partner and Investor. Through the EDC's Tampa Bay Economic Prosperity Foundation, we're raising awareness in our community about short-term certificate and degree programs that lead to local jobs with competitive pay and advancement opportunities. By working together, we're fostering a thriving regional economy where everyone has the chance to succeed."

- Phillip Lee, *Market President-West Florida, Florida Blue, Tampa Bay EDC Investor since 2010*

CHAIRMAN'S COUNCIL

AdventHealth
David Ottati, President & CEO

Amerant Bank
Meloe Barfield, Executive Vice President, Tampa Market Executive

AMGEN
David Dufort, Executive Director, Corporate Services and Tampa Site Lead

BayCare
Kimberly Guy, Co-Chief Operating Officer

Diamond View
Tim Moore, CEO

Dynabyte
Jonas Hedman, General Manager and COO

Ellison Development
Casey Ellison, CEO

Fifth Third Bank
Scott Daigle, Regional President, North Florida Region

BDG Architects
Chris Kirschner, President

Bradley
Ben Dachepalli, Partner

Blue Purpose
Don Glidewell, Founder

Bristol Myers Squibb
Kevan Evans, Director & Chief of Staff

Florida Trend
David Denor, President and Publisher

Greenberg Traurig
David Weinstein, Managing Shareholder

Helios Education Foundation
Stacy Baier, Senior Vice President, Community Engagement and Strategic Partnerships

KETTLER
James Nozar, President

Bromley Companies
Nicholas Haines, CEO

Carlton Fields
Gary Sasso, President and CEO

ChappellRoberts
Christine Turner, CEO/Partner

Citizens Bank
Jim Weiss, Florida Market President

Kraus Marketing
Nicholas Kraus, Founder & CEO

Lions World Vision Institute
Jason Woody, CEO

NextPath Workforce Solutions
Gina Curry, CEO

New York Yankees
Tony Bruno, Senior Vice President and CFO

CHAIRMAN'S COUNCIL

Regions
April Grajales, Tampa Market Executive and Commercial Banking Leader

ReliaQuest
Kim Hill, Chief of Staff and Head of Corporate Communications

SouthState Bank
Angel Gonzalez, West Florida Division President

Stetson University College of Law
D. Benjamin Barros, Dean

Tampa Bay Rays
Rafaela A. Amador, Chief Public Affairs & Communications Officer

Tampa-Hillsborough Expressway Authority
Greg Slater, Executive Director and CEO

Tampa Medical & Research District
Jennifer Crabtree, President

The Florida Aquarium
Roger Germann, President & CEO

Strategic Property Partners
Josh Taube, Chief Executive Officer

The Straz Center for the Performing Arts
Greg Holland, President & CEO

Suncoast Tampa Association of Realtors®
David Bennett, CEO

Tampa Bay Buccaneers
Atul Khosla, Chief Corporate Development & Brand Officer

The Southern Group
Seth McKeel, Managing Partner - Tampa Bay Office

Truist
Ryan Booher, West Florida Market President

Ultimate Medical Academy
April Neumann, EVP, Workforce Transformation

University of Tampa
Dr. Teresa A. Dahlberg, President

Tampa Bay Business & Wealth
Jason Baker, President and Publisher

Tampa Bay Chamber of Commerce
Bob Rohrlack, President and CEO

Tampa Bay Business Journal
Ian Anderson, Publisher and Managing Partner

Tampa Bay Lightning
Chris Overholt, Chief Commercial Officer

USAA
Keith O'Malley, Regional Site Director

World Electric Supply
Tammy Livers, President

PRESIDENT'S COUNCIL

AC4S Technologies
Gary Lowe, President

Amazon
Sam Blatt, Senior Manager Economic Development Policy, Florida and The Carolinas

AppleOne
Nicole McMurray, Divisional Vice President

AT&T
Matt Mucci, Regional Director External Affairs

AVE Tampa Riverwalk
Lea Anne Welsh, President

BankUnited
Michael Del Rocco, Senior Vice President, Corporate Banking

Baker Tilly
C.J. Evans, Director, Site Selection & Economic Development

The Bank of Tampa
Scott Gault, Executive Vice President, Hillsborough and Pasco County Market Director

Blind Tiger Coffee Roasters
Roberto Torres, President

BMO Bank
John Astrab, West Florida Managing Director of Corporate and Middle Market Banking

Casa Ybor
Darryl Shaw, CEO

Catalent
Trish Hunt, Group Vice President & Chief Marketing Officer

CBIZ
Patty Hamilton, Managing Director and Shareholder

Citi
Sterling Ivey, Site & Public Affairs Manager

City of Temple Terrace
Andrew "Andy" Ross, Mayor

Colliers
Joanne LeBlanc, Vice President, Office Services

Construction Services Inc.
Fred Lay, Founder and CEO

Convergint
Wes Holland, General Manager

Cousins Properties
Kyle Burd, Senior Vice President and Managing Director

CPL
Melanie Como Harris, Principal Architect

Creative Sign Designs
Dean Brooks, Director of Sales

Cushman & Wakefield
Larry Richey, Managing Principal, Florida

Delta Airlines
Fabiano Laux, City Sales Manager, Tampa Bay + Central Florida, Global Sales

DPR Construction
Debra Bauman, Business Development / CFL Leadership Team

Elevate, Inc.
Aakash Patel, President and Founder

Floridacentral Credit Union
Linh Dang, President and CEO

Florida Polytechnic University
Dr. Devin Stephenson, President

GEICO
Amy Wolfe, Vice President of Operations

Gensler
Sarah Joubert, Principal and Managing Director

Hancock Whitney
Tim Coop, Regional President, Tampa Bay

Highwoods Properties
Lauren Coup, Senior Vice President and Tampa Market Leader

Johnson & Johnson
Holly Erdelac, Senior Director, Global Services

LifeLink Foundation
Mike Consilvio, Executive Director, General Manager

Limbach
Nick Angerosa, President

Plant City Economic Development Corporation
Steve Morey, President and CEO

Raymond James
Amanda Stevens, CEO

Smith & Associates Real Estate
Robert Glaser, President and CEO

Southern States Material Handling
David Bailey, President

Tampa Downtown Partnership
Kenyetta Hairston-Bridges, President and CEO

TD Bank
Lindsay August, Regional Vice President, Greater Tampa Bay

The Depository Trust & Clearing Corporation
Toby Thames, Internal Audit Executive Director

The Tampa Club
Alissa Costello, General Manager

Thundercloud Gun Club
Alex Walter, Manager

United Way Suncoast
Kourtney Sanchez, CEO

URP Advisors
Nicole Travis, Chief Executive Officer and President

USF Health
Charles Lockwood, MD, MHCM, Executive Vice President of USF Health, Dean of USF Health Morsani College of Medicine

Valley Bank
Benjamin Powers, Director of Corporate and Middle Market Banking

Vistra
Maureen Butler, Executive Vice President

Volt Air Consulting Engineers
Julius Davis, President and CEO

Warren Averett
Derek Johnson, Audit Member

Wells Fargo
Leila Tooley, West Florida Market Executive

Westshore Alliance
Michael Maurino, Executive Director

Workscapes
Elizabeth Dvorak, CEO

Ybor City Chamber of Commerce
Lee Bell, President and CEO

GAZELLE

Cruit Group
Chris Quintero, Partner

CBK Catering and Events
Chase Mayer, Director of Business Development

Envision
Allen Greene II, President

Habitat for Humanity of Tampa Bay Hillsborough
Tina Forcier, Chief Executive Officer

Newgentek
Chon Nguyen, Founder and CEO

Tiger Concrete and Screed
Sheylla Aceves, Chief Executive Officer

The Watts Group
Courtnei Watts, Founder and President



Stetson University College of Law representatives attending 2026 Annual Meeting.



YEAR IN REVIEW

In fiscal year 2026, the Business Development team closed 22 new company relocation and expansion projects that will create 1,888 new jobs and invest $221,630,000 in Hillsborough County. The team also met with and surveyed 136 local businesses representing nearly 92,000 employees. Seventy-three percent of those companies reported increases in sales and employment over the last year, and most remain confident about Tampa's near-term economic future.

By the end of the fourth quarter of this year, the team had engaged 122 new prospects and was managing 102 active leads in the project pipeline. Manufacturing projects comprised more than 42 percent of projects managed, followed by life sciences (21 percent), Information Technology (14 percent) and Financial Services (11 percent).

Foreign Direct Investment activity remains strong, with projects coming from European and South American nations across all our target industry sectors. Much of this activity came from the United Kingdom, as it has in the past, with enterprises in the Life Sciences and Information Technology sectors showing the greatest interest in our market.

NEW PROJECTS

Blue Purpose

Total new jobs: **20**
Capital Investment: **$30,000**

MUFG

Total new jobs: **150**
Capital Investment: **$12,000,000**

GLOBAL HEALTH TESTS

Total new jobs: **10**

CoStar Group

Total new jobs: **20**

City National Bank

Total new jobs: **10**
Capital Investment: **$1,000,000**

PHILIP MORRIS INTERNATIONAL

Total new jobs: **180**
Capital Investment: **$50,000,000**

EAT FRESCO

Total new jobs: **100**
Capital Investment: **$10,000,000**

RFID DISCOVERY

Total new jobs: **15**
Capital Investment: **$300,000**

STAR MOUNTAIN CAPITAL

Total new jobs: **75**
Capital Investment: **$2,000,000**

OrionEdge

Total new jobs: **25**
Capital Investment: **$6,000,000**

TBA TAMPA

Total new jobs: **50**
Capital Investment: **$58,000,000**

XTEND

Total new jobs: **35**
Capital Investment: **$500,000**

NEW PROJECTS (CONTINUED)

TMAB THERAPEUTICS INC

Total new jobs: **10**

bakertilly

Total new jobs: **60**
Capital Investment: **$650,000**

WADE TRIM

Total new jobs: **66**

DRAXORD

Total new jobs: **47**

ASI

Total new jobs: **100**
Capital Investment: **$19,850,000**

Suncoast Credit Union

Total new jobs: **155**

GMC

Total new jobs: **20**
Capital Investment: **$300,000**

LOCKTON

Total new jobs: **90**

Project Igloo

Total new jobs: **50**
Capital Investment: **$11,000,000**

Project Orange Blossom

Total new jobs: **600**
Capital Investment: **$50,000,000**

22
NEW PROJECTS

1,888
NEW JOBS

$221+
MILLION CAPITAL INVESTMENT



Left: The EDC's Rohan Mohan, Colliers' Joanne LeBlanc and Mayor Jane Castor flank representatives from Orion Edge at Meet the Projects.

RANKINGS

Hillsborough County's evolution from a low-cost business destination to a **HIGH-QUALITY, TALENT RICH, AND GLOBALLY COMPETITIVE** one continues. As these rankings confirm, Tampa is having a moment. It's our job to turn that moment into a movement.

#1

LARGE U.S. CITY TO START A BUSINESS

– WALLETHUB





#3

ACCELERATOR IN AMERICA: TAMPA BAY WAVE

– TIME MAGAZINE

#2

BEST PLACE FOR FOREIGN BUSINESSES IN THE U.S.

– FINANCIAL TIMES-NIKKEI



#5 (tie)

SITE SELECTION MAGAZINE'S BEST U.S. CITIES FOR CORPORATE HEADQUARTERS

– SITE SELECTION MAGAZINE





#2

LABOR MARKET FOR COLLEGE GRADUATES

– WALL STREET JOURNAL



#5

BIGGEST BOOMTOWNS IN AMERICA

– LENDINGTREE



"Since opening our Tampa office in 2023, MUFG has grown to more than 400 employees locally with plans to continue expanding in the coming years. This is thanks in part to the strong partnership and support of the Tampa Bay Economic Development Council, which helped MUFG navigate growth, connect to local talent, and scale efficiently in the region."- **Martin Palmeri,** *Managing Director, Head of Operations for the Americas and Tampa Site Champion, MUFG*

BUSINESS DEVELOPMENT

BUSINESS RETENTION AND EXPANSION

Business retention and expansion activity was robust in fiscal year 2026, with our team assisting 14 businesses. Three previously recruited companies announced significant growth. MUFG, the Japanese banking leader, will add 150 jobs and invest $12 million in its Westshore offices. Star Mountain Capital is adding 75 positions and investing an additional $2 million, and Fresco Foods, founded in Tampa in 2014, is creating 100 new jobs and investing $10 million in an expanded manufacturing facility in Hillsborough County. These commitments reflect the confidence growing companies have in the region's talent and business climate.

Suncoast Credit Union, Aero Simulation Inc. plan to hire 100+ employees

Other notable expansions include Suncoast Credit Union's plans to add 155 new team members who are expected to earn an average annual wage of more than $90,000, XTEND Reality's plans to hire another 35 team members in addition to the 70 they announced last year, and Aero Simulation, Inc's plans to expand with a brand-new $20 million facility and the hiring of 100 additional employees.



Fresco Foods founders Tracy and Rob Povolny are expanding their popular line of healthy ready-to-eat meals in a new $10 million facility in Hillsborough County

14
LOCAL COMPANIES

956
NEW JOBS

$110+ million
CAPITAL INVESTMENT

RECRUITMENT

Tampa's growing appeal as a destination for corporate relocations and expansions is reinforced by its recognition as a top five U.S. market for corporate headquarters and its top 10 ranking among large metros for talent attraction, underscoring our region's competitive advantages in workforce quality, business opportunity and sustainable growth.

Recruitment wins across the target industry spectrum

In fiscal year 2026, our business development team recruited eight new companies to Hillsborough County. These companies span the gamut from global consumer products company Philip Morris International U.S., which will hire 180 high-wage positions and invest $50 million in its new offices in Westshore, to Project Orange Blossom, a major distribution and logistics facility in Plant City that will create 600 jobs there.

Tampa Medical and Research District attracts innovators seeking proximity to clients

RFID Discovery, a UK-based provider of track and trace technologies, established its US headquarters in the TMRD this year and is rapidly staffing up its new office. Global Health Tests, another UK-based in-home wellness testing provider, and TMAB Therapeutics, an emerging biotechnology company developing next-generation targeted cancer therapies, also chose to establish a presence there this year.

Tampa's appeal to Defense and Security sector is accelerating

Advanced electronic warfare systems manufacturer Orion Edge Group announced its relocation to Tampa in November 2025, and then another expansion in July. The momentum in this sector has been significant, as existing businesses XTEND, Tampa Brass and Aluminum, and ASI also committed to major expansions this fiscal year.



Site selection consultants from around the country toured Tampa's latest developments including Gasworx and Water Street Tampa at a familiarization tour in February.

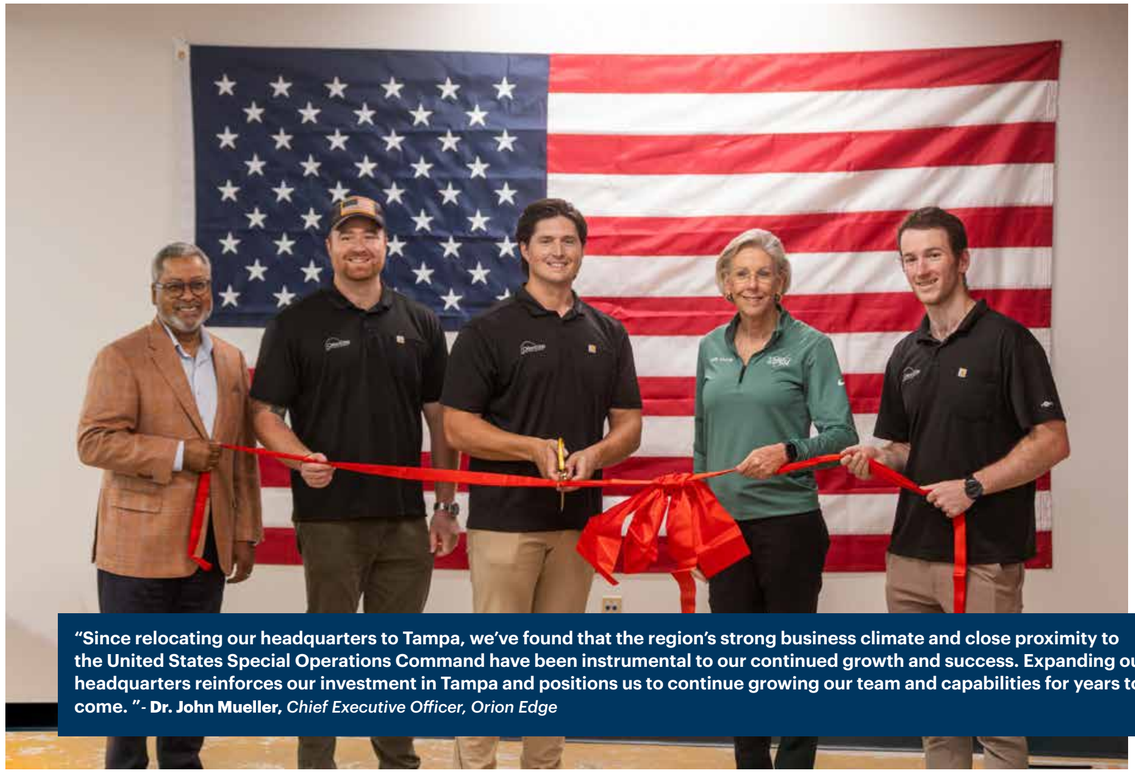
Tampa Bay EDC Investors and team court site selectors and prospects at inbound familiarization tour and Signature Sales Mission to Atlanta

In February, the EDC, in partnership with Consultant Connect, hosted a familiarization tour that brought site consultants from around the country to Tampa to tour Gasworx and Water Street Tampa while learning about the competitive advantages our community offers. Our Investors also participated in a Signature Sales Mission to Atlanta, where they gained insight into best practices for digital infrastructure and redevelopment projects from successful ones in that city.

8
COMPANIES

932
NEW JOBS

$111+ million
CAPITAL INVESTMENT



"Since relocating our headquarters to Tampa, we've found that the region's strong business climate and close proximity to the United States Special Operations Command have been instrumental to our continued growth and success. Expanding our headquarters reinforces our investment in Tampa and positions us to continue growing our team and capabilities for years to come. "- Dr. John Mueller, *Chief Executive Officer, Orion Edge*

Craig Richard (left) and City of Tampa Mayor Jane Castor (second from right) join members of the Orion Edge team at the ribbon cutting of their new headquarters.

INTERNATIONAL

TAMPA'S RISE ON THE INTERNATIONAL STAGE IS REFLECTED IN A SERIES OF PRESTIGIOUS RANKINGS THAT SPEAK TO OUR MARKET'S DESIRABILITY AS A TOP U.S. CITY FOR FOREIGN BUSINESSES, OUR STANDING AMONG THE WORLD'S TOP 100 CITIES FOR ECONOMIC AND URBAN COMPETITIVENESS, AND OUR RAPID ASCENT IN GLOBAL STARTUP ECOSYSTEM RANKINGS.

For the second consecutive year, Tampa ranked in the top two U.S. cities for foreign businesses in the Financial Times-Nikkei Investing in America report. Tampa was ranked among the world's top 30 startup ecosystems by Startup Genome, and Oxford Economics' top 1000 Global Cities Index ranked Tampa #92 worldwide for economic and urban competitiveness.

Global Tampa Bay heads to London, Dublin

Tampa Bay EDC and our partners in Global Tampa Bay, Pasco EDC and Pinellas Economic Development, conducted two sales and foreign direct investment missions to London, England and Dublin, Ireland. The May 2026 mission to Dublin strengthened our region's economic ties with Ireland and generated promising foreign investment prospects, including meetings with 12 companies exploring opportunities in Hillsborough County. The delegation also advanced international collaboration in life sciences and healthcare through meetings at Trinity College, engaged Irish government leaders on trade opportunities, and explored Ireland's entrepreneurial ecosystem, reinforcing Tampa Bay's growing reputation as an attractive destination for international business.

Multiple nations send delegations to explore investment in Tampa

This year, Tampa Bay EDC team members, Investors and community partners welcomed international delegations from Quebec, Japan, Denmark, Belgium and Ukraine, creating new opportunities to showcase Tampa Bay's business advantages, strengthen relationships with international partners and explore collaboration in industries that will shape our region's economic future.



Tampa Bay EDC's Mitch Allen (left) with Global Tampa Bay colleagues on a sales mission to London.

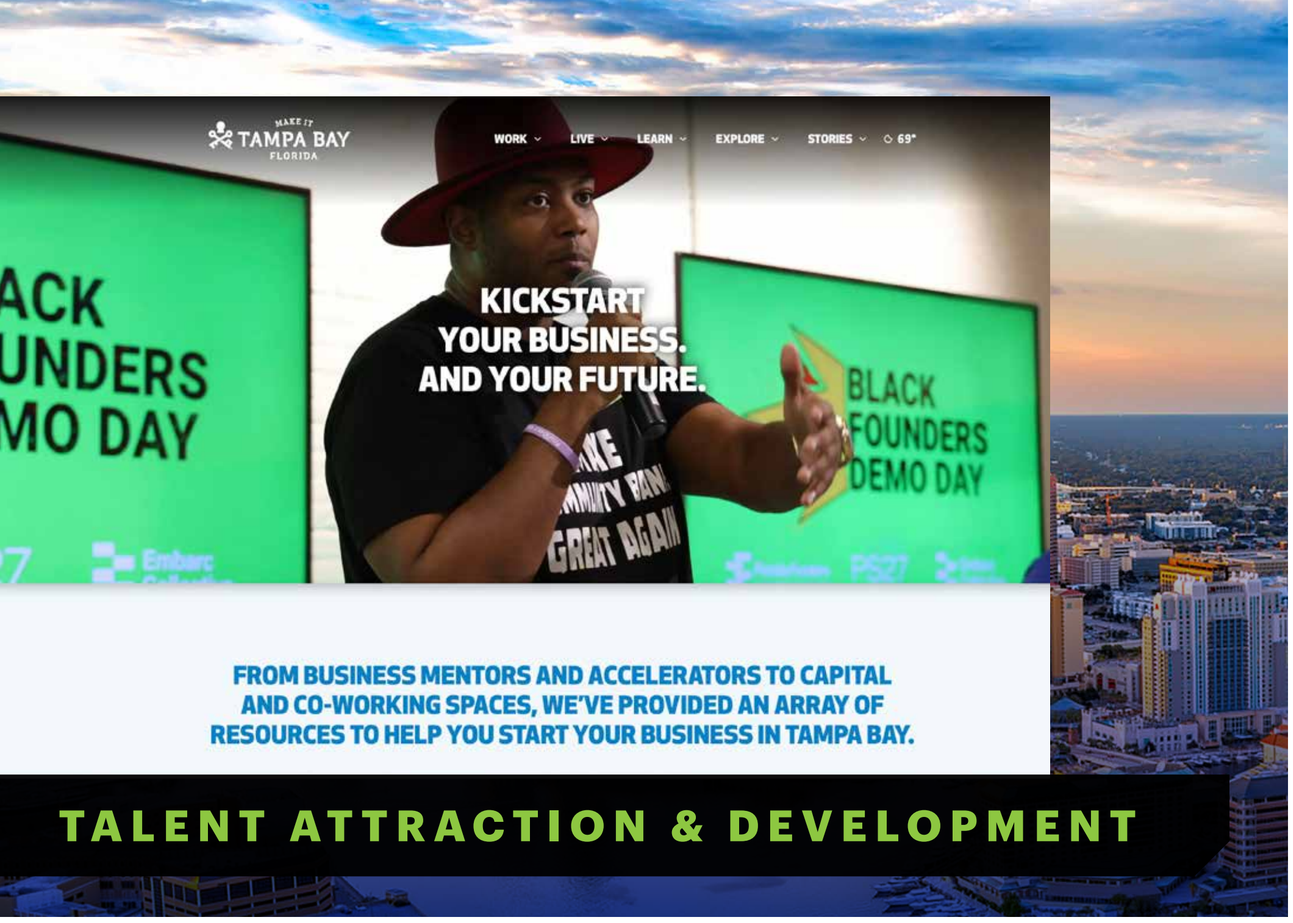


"Tampa stands out as a top choice for international companies expanding to the US. Few cities offer the same return and swift market entry as Tampa, combined with its talented workforce. Although many states have EDCs, few are as committed and supportive as the Tampa Bay EDC in helping private industry thrive and grow in the local community."

-Mina Hanna, *Head of Business Development & Operations, North America, RFID Discovery*



Global Tampa Bay delegates participating in the Dublin mission.



TALENT ATTRACTION & DEVELOPMENT

TALENT ATTRACTION

Since 2017, the Make it Tampa Bay talent attraction campaign, a joint initiative between the Tampa Bay Economic Development Council and Visit Tampa Bay, has been raising Tampa's national profile as a premier destination for career opportunities, professional advancement and an exceptional quality of life. Through compelling storytelling, digital advertising and targeted outreach to skilled professionals in major U.S. markets, the campaign has helped position Tampa Bay as a competitive destination for talent in high-demand industries, including technology, financial services and healthcare.

The FY2026 Make it Tampa Bay campaign significantly raised Tampa Bay's visibility as a career destination via an ambitious multimedia campaign targeting young professionals in New York, Boston, Chicago, Washington, D.C., Dallas and Atlanta. The campaign generated more than 100 million impressions across major digital and media channels, while the refreshed web site drew more than 190,000 visitors – a 111% increase over FY2025. This massive increase is strong evidence of how much Tampa's appeal to talent from major U.S. markets is increasing.

Make it Tampa Bay also received international recognition as a global best practice from London-based City Nation Place this year.

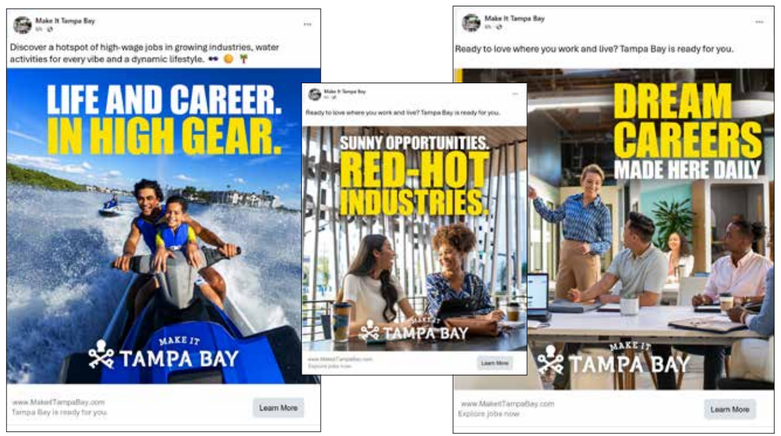


100+ million

IMPRESSIONS ACROSS ALL CHANNELS

190,000+

VISITORS TO MAKE IT TAMPA BAY WEBSITE





Rendering of Ashley East Tampa, the proposed 118-unit affordable housing apartment complex that will be the first phase of the East Tampa Live Learn Development.

PLACEMAKING

POSITIONING HILLSBOROUGH COUNTY FOR NEW INVESTMENT

Tampa Bay EDC tapped to lead identification and recommendation of census tracts for Opportunity Zone designation

In May 2026, the Tampa Bay EDC collaborated with city and county partners to identify and recommend 33 priority census tracts for federal Qualified Opportunity Zone (QOZ) designation. Representing 35% of Hillsborough County's 95 eligible tracts, these areas encompass nearly $19 billion in proposed and ongoing development investments.

QOZ designations offer federal tax incentives to attract private capital to underserved communities, supporting business growth, redevelopment and job creation. With Florida's nominations expected in FY2027, the Tampa Bay EDC is preparing to promote newly designated zones and identify business retention and expansion opportunities that will help drive investment and economic prosperity throughout Hillsborough County.

Ashley East Tampa and East Tampa Innovation Center

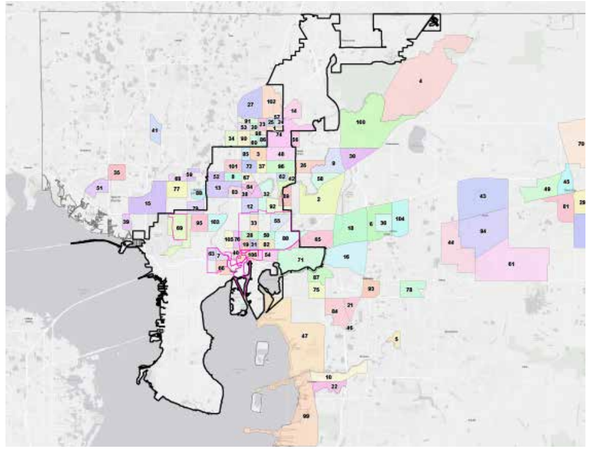
At the close of FY2026, the East Tampa Live Learn Development remained on schedule for a Phase I groundbreaking in Spring 2027. Phase I, the Ashley East Tampa 118-unit affordable rental unit development, will bring much-needed housing to the district. Phase II of the Live Learn Development, the East Tampa Innovation Center, completed most of its due diligence activities in FY2026 and is on track to complete project feasibility by next fall.



"We can't overstate the importance of workforce housing in our community. This project will help create more affordable downtown homes for teachers, first responders, technicians, service employees and others who make our city great."

– City of Tampa Mayor Jane Castor

POTENTIAL OPPORTUNITY ZONES







Jaksa Petrovic, Director, Economic Development Department, Hillsborough County; Craig Richard, President and CEO, Tampa Bay EDC; and Steve Morey, President and CEO, Plant City EDC

STRATEGIC PLAN

"At the close of year one of our *Future Ready: Tampa Bay* FY2026-2028 Strategic Action Plan, we made swift progress with all three goals and our catalyst initiatives. We hosted internationally renowned experts to help us advance our digital infrastructure and blue tech initiatives and produced a maritime competitiveness report that will position Tampa Bay as a top national maritime defense and innovation hub."

-**Craig J. Richard,** *Tampa Bay EDC President and CEO*

OUR THREE STRATEGIC GOALS

- BUSINESS DEVELOPMENT
- TALENT DEVELOPMENT
- PLACE-BASED DEVELOPMENT

TARGET INDUSTRIES

- FINANCIAL AND PROFESSIONAL SERVICES
- INFORMATION TECHNOLOGY
- LIFE SCIENCES AND HEALTHCARE
- DEFENSE AND SECURITY
- ADVANCED MANUFACTURING
- DISTRIBUTION AND LOGISTICS
- CORPORATE HEADQUARTERS

CATALYST INITIATIVES

- ARTIFICIAL INTELLIGENCE
- DIGITAL INFRASTRUCTURE
- BLUE TECHNOLOGY

BUSINESS INTELLIGENCE & ECONOMIC RESEARCH

OUR THREE STRATEGIC GOALS

GOAL 1
BUSINESS DEVELOPMENT

STRENGTHEN TAMPA BAY'S ECONOMY THROUGH FOCUSED BUSINESS GROWTH INITIATIVES.

1.1 Business Retention & Expansion
Focus business retention & expansion (BRE) efforts on targeted sector businesses in Tampa Bay.

1.2 Business Recruitment
Strengthen business recruitment initiatives through focused external promotion and cultivating relationships with key business decision makers.

1.3 Target Industries
Build robust economic industry clusters around Tampa Bay's targeted industries.

1.4 Startups and Growth Companies
Cultivate relationships with incubator and accelerator programs to support high-growth startups in the target industry sectors.

1.5 Global Tampa Bay
Leverage the partnership and regional investment available through the Global Tampa Bay program and continue to build and implement the Tampa Bay Foreign Direct Investment (FDI) Plan.

1.6 Marketing
Amplify Tampa Bay's world-class assets in local, national and international marketing efforts.

1.7 Business Intelligence
Bolster Tampa Bay's business competitiveness by enhancing regional research capabilities.

GOAL 2
TALENT DEVELOPMENT

ENSURE TAMPA BAY HAS A STRONG PIPELINE OF TALENT TO MEET PRESENT AND FUTURE BUSINESS NEEDS.

2.1 Make it Tampa Bay
Continue to grow and evolve the Make it Tampa Bay talent attraction campaign in partnership with Visit Tampa Bay.

2.2 Higher and Technical Education
Build relationships with higher and technical education partners in Tampa Bay to ensure strong communication channels between the business and education communities.

2.3 Workforce Development
Develop a resilient talent pipeline by supporting initiatives that upskill and reskill the local workforce for high wage and higher skill jobs.

2.4 Coordination and Collaboration
Ensure seamless communication between economic development and workforce development partners.

GOAL 3
PLACE-BASED DEVELOPMENT

ENHANCE TAMPA BAY'S BUILT ENVIRONMENT AND QUALITY OF PLACE TO CREATE INCLUSIVE, CONNECTED SPACES THAT REFLECT THE REGION'S IDENTITY AND SUPPORT LONG-TERM ECONOMIC VITALITY.

3.1 Site Readiness
Ensure Tampa Bay has a pipeline of commercial, industrial and residential sites for future development.

3.2 Future-City Technology
Support investments in technology, innovation, and design that will strengthen Hillsborough County's ability to adapt to major economic, environmental, and technological changes.

3.3 Infrastructure
Support regional infrastructure investments that encourage economic growth, improve business competitiveness, and ensure long-term resilience.

3.4 Qualified Opportunity Zones
Promote investments and direct business attraction efforts to Hillsborough County Opportunity Zones and local targeted redevelopment areas.



"Our new Business Solutions Center underscores PMI U.S.'s long-term commitment to investing in American communities and the people who power them. It reflects our determination to build strong, local teams across the country to advance our mission of delivering a smoke-free America. The Tampa Bay area, in particular, stands out for its dynamic culture and quality of life—both essential to attracting and retaining the talented workforce that drives our innovation." - Stacey Kennedy, *CEO of Philip Morris International U.S.*



Florida Polytechnic University ranked #1 Public College in the South for the sixth consecutive year in U.S. News and World Report's 2026-2027 rankings.

CATALYST INITIATIVES

CATALYST INITIATIVE 1: ARTIFICIAL INTELLIGENCE

LEVERAGE REGIONAL DEFENSE AND CYBERSECURITY STRENGTHS TO ADVANCE THE AI SECTOR.

Key Strategies:

- Create a new business development position that specializes in the AI, cybersecurity and defense sectors.
- Develop a deep understanding of the challenges and opportunities the AI industry faces and how Tampa Bay can offer companies a competitive advantage by locating here.
- Partner with USF's Bellini College of AI, Cybersecurity and Computing, the Global National Security Institute, University of Tampa, Hillsborough College and other institutions on talent development and technology commercialization.

CATALYST INITIATIVE 2: DIGITAL INFRASTRUCTURE

BECOME A LEADING DESTINATION FOR DIGITAL INFRASTRUCTURE INVESTMENTS THAT BOLSTER COMPETITIVENESS FOR TARGETED INDUSTRY BUSINESSES.

Key Strategies:

- Partner with utility and internet service providers to identify sites and needs for data center development.
- Partner with local higher education institutions to develop and promote training programs for high demand occupations in the digital infrastructure sector.
- Market potential sites for development to data center operators, hyperscalers and colocation providers.

CATALYST INITIATIVE 3: BLUE TECHNOLOGY

POSITION TAMPA BAY AS A LEADER IN MARITIME DEFENSE INNOVATION.

Key Strategies:

- Identify Tampa Bay blue technology companies and provide resources to support their growth.
- Collaborate with Tampa Bay Wave to promote and advance the Blue Tech-X Accelerator program.
- Strengthen collaborative partnerships with regional leaders in this space such as Port Tampa Bay, MacDill Air Force Base, St. Pete Innovation District's Maritime and Defense Tech Hub, Mote Marine Laboratory and others to support technological advancement and position Tampa Bay as a destination for blue tech innovation.

CATALYST INITIATIVE 4: BUSINESS INTELLIGENCE AND ECONOMIC RESEARCH

ENSURE THE TAMPA BAY EDC IS A LEADING SOURCE OF INFORMATION ABOUT REGIONAL ECONOMIC ISSUES.

Key Strategies:

- Ensure that the Tampa Bay EDC has the tools and expertise needed to produce data-informed research that supports business retention, expansion, and attraction efforts.
- Build relationships with other regional data experts to create an extensive and coordinated repository of market intelligence.
- Establish the Tampa Bay EDC as the region's trusted source for objective economic insights and strategic expertise to support economic development efforts.



Archie Collins, President and CEO, Tampa Electric; Ben Dachepalli, Partner, Bradley; Damien McCants, Mission Critical Business Development, DPR Construction; and Buddy Rizer, Executive Director, Economic Development, Loudoun County at Spring ED Talks event about Data Centers and Digital Infrastructure.



MARKETING

ELEVATING TAMPA'S BRAND. EXPANDING OUR REACH.

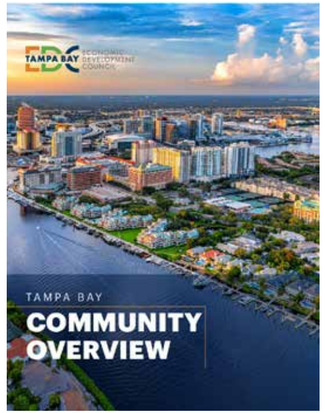
The Tampa Bay EDC continued to elevate Tampa's national and international reputation as a premier destination for business and talent in FY2026 through strategic marketing, compelling storytelling and sustained media engagement. Our communications team's relationships with local, national and international media generated more than 180 news stories highlighting Hillsborough County's economic growth, innovation and urban transformation, reinforcing Tampa's rising prominence in national business and talent rankings.

New ad campaigns shine spotlight on Investors, global operations in Tampa

A new Investor and project testimonial advertising campaign showcased the companies and business leaders driving our region's success, with print and digital placements in Tampa Bay Business Journal, Tampa Bay Business & Wealth, Florida Trend and Site Selection magazine, a leading national publication for corporate site selection professionals. A targeted four-month LinkedIn campaign attracted more than 18,000 visitors to the Tampa Bay EDC web site and generated four significant business development leads now being pursued by our team.

New in-house research and video production capabilities amplify our storytelling power

Together, our social media, earned media and advertising campaigns drove nearly 100,000 new visitors to our web site during FY2026. We also strengthened the site's value as a resource for business decisionmakers with a redesigned Market Intelligence section featuring updated data, research and reports, including our new Community Overview. Expanded in-house multimedia and video production capabilities brought fresh energy to our storytelling, delivering professionally produced video content across our social media channels each week.
Collectively, these efforts reinforce growing knowledge of Tampa's competitive advantages, raising the visibility of our business community and keeping our region top of mind with executives, investors and site selectors who influence corporate location decisions.





1.5 million
SOCIAL MEDIA POST IMPRESSIONS

98,750+
VISITORS TO TAMPABAYEDC.COM

182
NEWS ARTICLES PUBLISHED



EDC Investors attending the Signature Sales Mission to Atlanta.

INVESTOR RELATIONS

UNITED IN PURPOSE, DRIVEN BY IMPACT

Invest in Impact campaign strengthens engagement and financial sustainability

The Tampa Bay EDC's Investor Relations team launched our Invest in Impact campaign this year with the goal of strengthening the organization's financial foundation and transforming its approach to Investor engagement and long-term sustainability. Guided by Resource Development Group, the campaign introduced a new investment structure that more closely aligns Investor commitments with our mission. Through September 2026, the campaign generated roughly $500,000 in new and expanded annual investor revenue, attracted 15 new investors, and upgraded seven others. More than 80 percent of renewing investors embraced the new investment levels, while others committed to doing so in FY2027.

Among the campaign's most significant achievements were three $100,000 annual Visionary level commitments from Tampa Electric, Tampa General Hospital and Port Tampa Bay as well as increased financial support from our city and county partners.

ED Talks and Meet the Projects deliver meaningful insights, Investor connections

This year's ED Talks programs took a deep dive into two of our strategic plan's catalyst initiatives: Digital Infrastructure and Blue Technology. In February, Investors heard from nationally recognized digital infrastructure expert Buddy Rizer, Tampa Electric CEO Archie Collins, Bradley attorney Ben Dachepalli, and DPR's Damien McCants about the community, energy and development considerations surrounding data centers. In August, Dr. Rick Spinrad, former NOAA Administrator and expert on workforce development for maritime economies, spoke about Tampa Bay's unique opportunity to maximize its formidable assets to compete globally in maritime defense and blue technology sectors. Thanks to sponsorship from Citizens, two Meet the Projects events were also held this year, affording our Investors access to 10 diverse companies that recently relocated to or expanded in our market. Company executives shared why they chose Hillsborough County and what Investors could do to help them meet their growth goals in our region.



EDC Investors and project company representatives participating in Meet the Projects.





"The relationships I have developed through the Tampa Bay EDC have helped advance BayCare's objectives to be a trusted health care provider, employer and community partner and contributed to our growth and competitiveness within the Tampa Bay area. Overall, this investment continues to strengthen our organization and promote progress within the region."

– Kimberly Guy, *Chief Operating Officer, BayCare Health System; Tampa Bay EDC Investor since 2013*



Graduates of the TECO Electrical Line Worker training program display their certificates of completion.

TAMPA BAY ECONOMIC PROSPERITY FOUNDATION

CREATING OPPORTUNITIES WITH LASTING IMPACT

Established in 2018 to generate investment and promote career opportunities in underserved communities in Hillsborough County, the Tampa Bay Economic Prosperity Foundation produced campaigns and events in FY2026 that advanced our mission to generate economic prosperity here.

2nd Annual Aim for Opportunity fundraiser surpasses inaugural event by 20%

On March 6, 2026, the Tampa Bay Economic Prosperity Foundation hosted its second annual Aim for Opportunity Sporting Clays Tournament at Thundercloud Gun Club in Parrish. The fundraiser brought together business and community leaders for a day of friendly competition, networking and fun. The tournament raised close to $42,000 in support of the Foundation's CertUp career awareness campaign and helped strengthen partnerships for high impact programs that will make a meaningful difference in residents' lives.

CertUp expands its reach, accelerates career connections

CertUp expanded its impact in FY2026 by extending its career awareness campaign into Plant City, South Shore and Brandon, introducing new audience targeting and compelling video testimonials to promote Hillsborough College's high-demand workforce training programs. The campaign generated more than 908,000 advertising impressions, attracted 10,845 website visitors and produced 313 prospective student inquiries. Most significantly, clicks to career training program pages increased 35%, while conversion rates improved 19%, demonstrating CertUp's growing effectiveness in connecting residents with pathways to rewarding careers and greater economic opportunity.



The 2nd Annual Aim for Opportunity Sporting Clays tournament benefiting the Foundation.



Citizens' Florida Market President Jim Weiss (left) presents a $25,000 check to Foundation Chair Dr. Ken Atwater (center) and Craig Richard for the promotion of fintech programs.







CertUp campaign images for new programs including Medical Coder, Emergency Medical Technician and FinTech

CERTUP FALL 2026 CAMPAIGN HIGHLIGHTS

908,387

TOTAL IMPRESSIONS ACROSS ALL CHANNELS

35%

YEAR-OVER-YEAR INCREASE IN PROGRAM CLICKS

19%

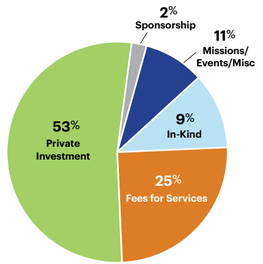
IMPROVEMENT IN CONVERSION RATES OVER FY2025



REVENUES & EXPENSES

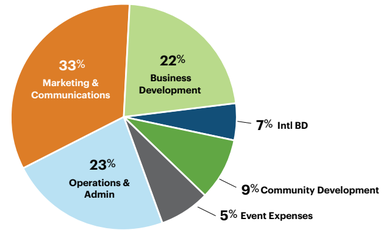
OUR FY26 RESOURCES

Private Investment	$ 2,518,551
Fees for Services	$ 1,175,500
Missions/Events/Misc	$ 522,032
In-Kind	$ 441,950
Sponsorship	$ 96,152
Total	**$ 4,754,185**

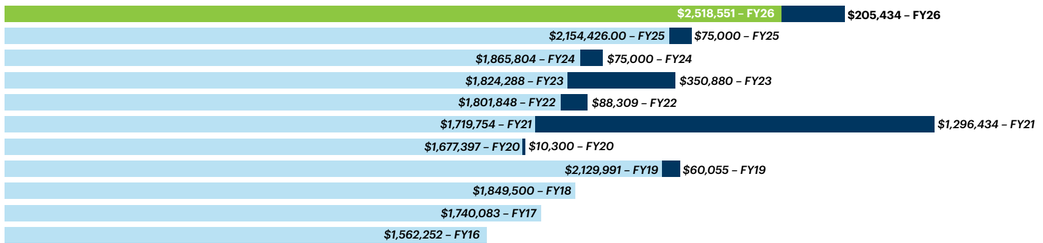


HOW OUR RESOURCES WERE USED

Business Development	$ 1,088,025
Marketing & Communications	$ 1,608,416
Operations & Admin	$ 1,094,066
Int'l Business Development	$ 360,012
Community Development	$ 459,310
Event Expenses	$ 240,400
Total	**$ 4,850,229**



PRIVATE INVESTMENT REVENUE GROWTH



Tampa Bay Economic Prosperity Foundation Investment

TAMPA BAY

ECONOMIC
DEVELOPMENT
COUNCIL