

Greater Phoenix Software & IT Ecosystem

JULY 2022

MARKET INSIGHTS

Develop Your Business in Greater Phoenix

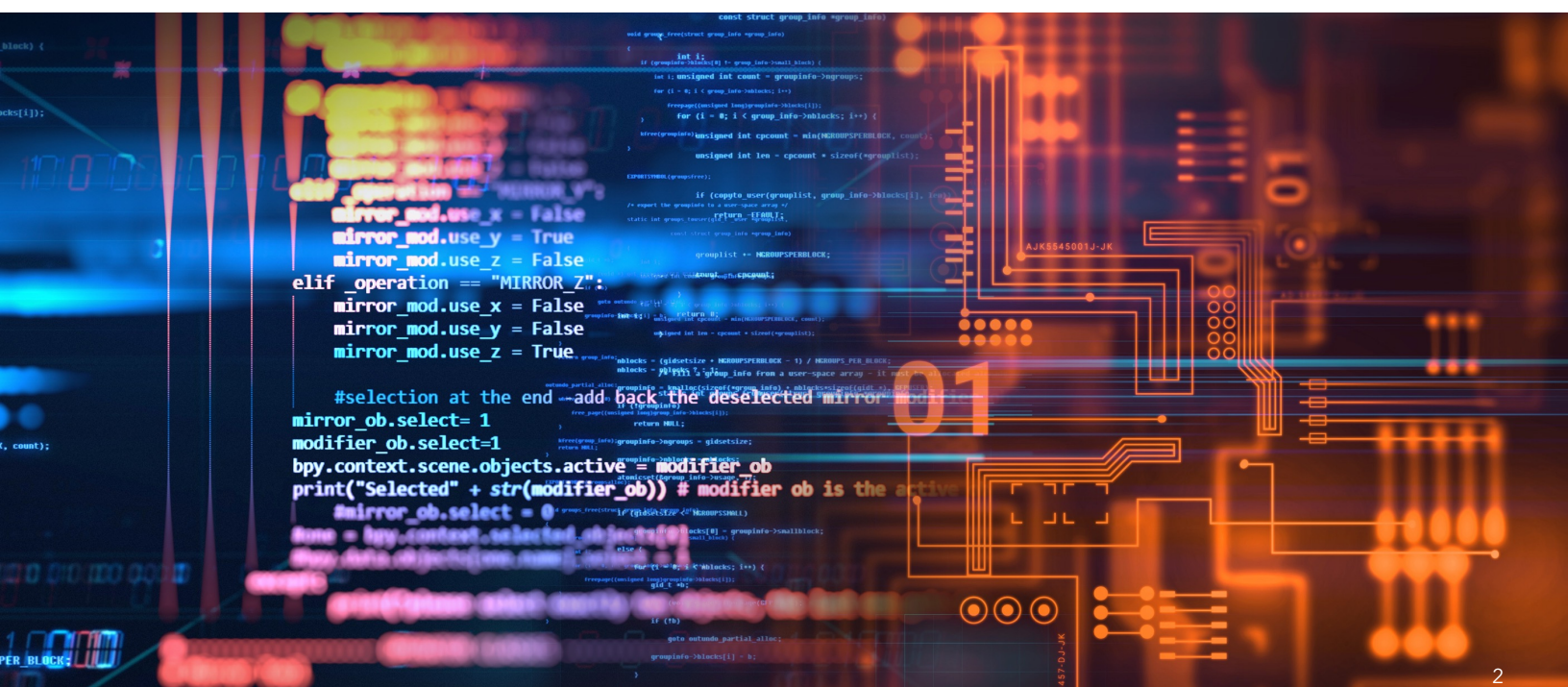
One of the Nation's Fastest-Growing Tech Hubs

Greater Phoenix is a dynamic and growing software and IT hub. Supported by an expanding group of local and national firms, Greater Phoenix is increasingly being recognized as the place where software and IT firms go to scale.

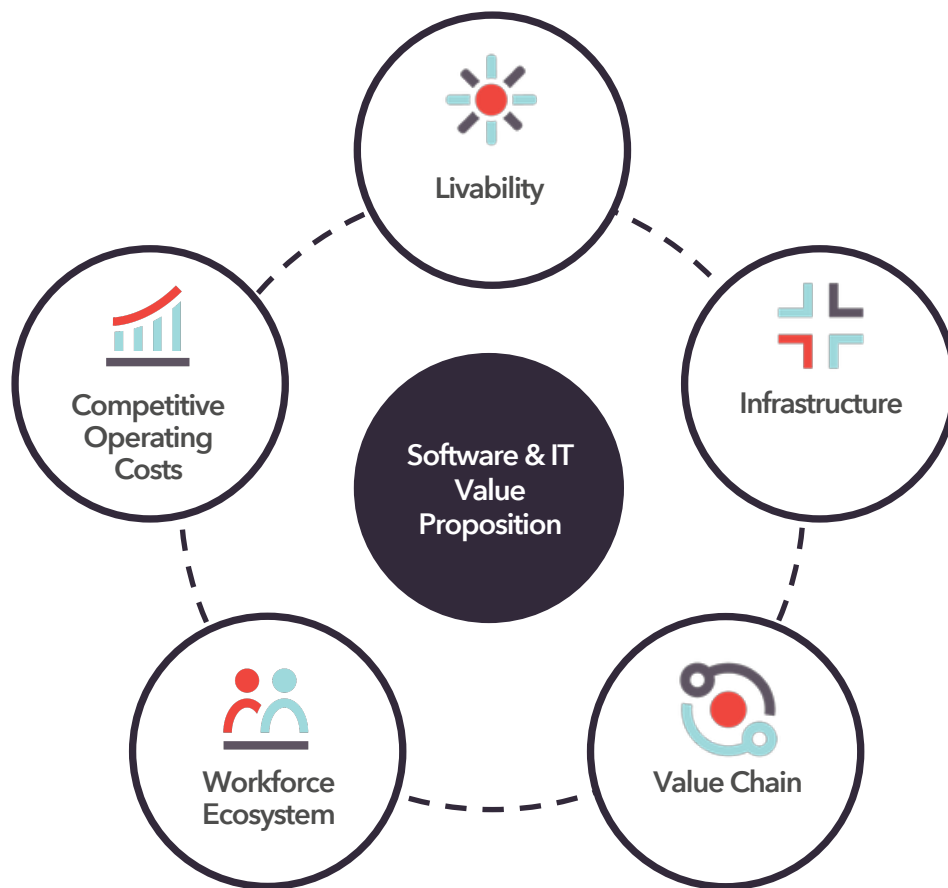
Greater Phoenix is well-positioned to support both new-to-market software and IT companies, as well as the expansion of our existing cluster.

Here are just a few reasons why so many top companies choose Greater Phoenix:

- Large and talented workforce
- Massive education pipeline developing workers with vital skills
- Faster commute times than many peer markets ensuring easy access to a robust talent pool
- Competitive operating cost and tax environment with several available incentives
- More affordable cost of living for employees and overall better quality of life than peer markets
- Welcoming and supportive region with active trade associations, and dynamic networking organizations



Value Proposition



Infrastructure	Value Chain	Workforce Ecosystem	Competitive Operating Costs	Livability
<ul style="list-style-type: none"> Fast internet connectivity Consistent and reliable power coverage Robust network of data centers Access to a leading domestic and international airport Low risk of natural disasters 	<ul style="list-style-type: none"> Welcoming technology community backed by dynamic firms Growing number of local technology startups Large software and IT offices of Fortune 500 firms 	<ul style="list-style-type: none"> Specialized training programs in universities and community colleges across the state University alignment and partnerships to create job-ready students Growing number of coding schools and bootcamps 	<ul style="list-style-type: none"> Cheaper real estate and benefit costs compared to peer markets Several quality incentives to further decrease operating costs 	<ul style="list-style-type: none"> Lower cost of living than many peer markets Abundance of craft breweries and coffee houses throughout the region More than 300 days of sunshine annually

Industry Ecosystem

Recent Expansions

GPEC has helped bring many leaders in the software and IT industry to the region. Combined, these companies listed below have brought nearly 3,500 jobs to Greater Phoenix.



Year: 2022
Phase 1 Jobs: 198



Year: 2022
Phase 1 Jobs: 481



Year: 2022
Phase 1 Jobs: 152



Year: 2022 | 2019
Phase 1 Jobs: 278 | 100



Year: 2021
Phase 1 Jobs: 65



Year: 2021
Phase 1 Jobs: 87



Year: 2020
Phase 1 Jobs: 20



Year: 2020
Phase 1 Jobs: 300



Year: 2019
Phase 1 Jobs: 1,000



Year: 2019
Phase 1 Jobs: 102



Year: 2019
Phase 1 Jobs: 110



Year: 2018
Phase 1 Jobs: 220



Year: 2018
Phase 1 Jobs: 100



Year: 2018
Phase 1 Jobs: 250



Year: 2017
Phase 1 Jobs: 100

Industry Ecosystem

National Companies

Many leading national software and IT companies have substantial operations in Greater Phoenix. Below is a sample of some national companies that have a presence in the region.



Industry Ecosystem

Phoenix-Based Firms

Greater Phoenix is home to a dynamic and growing software ecosystem. In addition to many national leaders operating in the region, several software and IT companies are headquartered here.



Local Innovation

Greater Phoenix Technology Organizations



#yesphx

#yesphx is the unifying force in the Greater Phoenix startup community. Its mission is to amplify what is happening in the Greater Phoenix startup community, unify actors in the space, and clarify the community's vision: to be the most generous community for entrepreneurs.

#yesphx is the go-to resource for startups and technology companies in Greater Phoenix that are either entering the market or looking to grow.



Arizona Technology Council

The Arizona Technology Council is the largest trade association for technology companies in the state. With more than 800 members, the organization hosts events, provides networking opportunities and advocates on behalf of technology companies.

The Arizona Technology Council also hosts a job board and promotes Arizona firms through media.



Phoenix Startup Week

Phoenix Startup Week is a five-day event for the Greater Phoenix startup ecosystem. Designed by the business community, for the business community, startup week features sessions, mentoring, competitions, debates, panels, happy hours and its annual Street Pitch event. At this event, 10 startups pitch their company idea for a chance at a \$50,000 investment. Growing every year, Phoenix Startup Week gathers Greater Phoenix's technology community into one place.

Local Innovation

Incubators & Accelerators

Greater Phoenix has a strong support network for software and IT companies. Listed below are some of the region's incubators and accelerators, spaces that can be used by companies as they grow. Many of these spaces offer additional services to help connect, integrate and build new companies in the ecosystem.

- ASU Chandler Innovation Center
- ASU ScaleU
- Avenue Business Center
- AZ TechCelerator
- Center For Entrepreneurial Innovation (CEI)
- Chandler Innovations
- Coplex
- Game CoLab
- Growth Nation
- High Tide
- HUUB
- JumpStartBiz - Fountain Hills
- JumpStartBiz - Tempe
- LaunchPoint
- MAC6 Leadership Academy
- Moonshot at NACET
- SEED SPOT
- Stealthmode Partners
- Tallwave



Local Innovation

Coworking Spaces

Greater Phoenix has a strong support network for entrepreneurs and startups. Listed below are some of the region's coworking spaces that can be used by companies as they develop a presence in the region. Many of these spaces offer additional services to help connect and integrate new companies into the ecosystem.

- 1951 @ SkySong
- 850PBC
- AZ CoWork
- Chefs Shared Kitchen
- Co+HOOTS
- Cooper Crossing
- CoWorkArizona
- Coworking on 15th Ave
- Executivehub
- Expansive (Chandler)
- Expansive (Phoenix)
- EZ Spaces
- Fusion on First
- GangPlank- Queen Creek
- Gateway Executive Suites
- Grid.Works
- HeatSync Labs
- ignite sparked by BBB
- Industrious
- InnovationHub @ GoodyearAZ
- Kenect Phoenix
- Lux Office - Avondale
- Lux Office - Scottsdale
- MAC6 Entrepreneurial Center
- Perimeter83
- Phoenix Forge
- Regus - Arizona, Mesa - Dobson
- Regus - Scottsdale
- Society Workspaces
- Spaces Old Town Galleria
- StartUpPHX
- The Department
- Think Spot
- Thrive Coworking for Women
- Union WorkSpace
- West-MEC
- WeWork- 101 N. 1st Ave
- WeWork- 2425 E. Camelback Rd
- WeWork- The Watermark
- Workuity- Biltmore
- Workuity- Chandler

Talent Pipeline

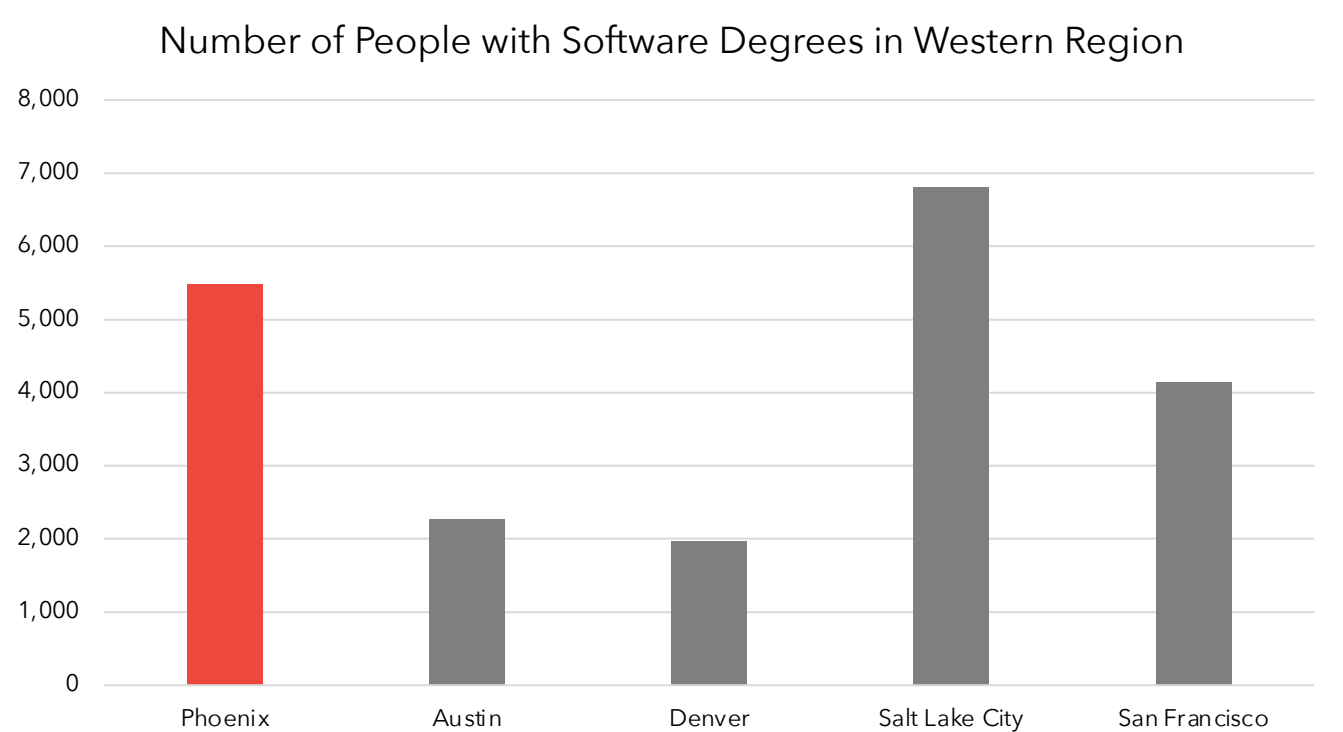
Greater Phoenix Talent Pipeline

Below are the total number of non-distance program completions at colleges and universities in Greater Phoenix for computer engineering, information technology, computer and software engineering, and computer science. The region produced over 1,500 graduates in these fields during the 2019-20 school year. Greater Phoenix's universities are committed to supplying the workforce needed to enable companies to scale in the region. Comparison data for peer markets has been provided below. Data was adjusted for the population sizes of the markets.

Non-Degree Certificates	Associate	Bachelor	Master	Doctor
100	75	733	593	39

Competitive Markets' Talent Pipeline

The Greater Phoenix area has nearly 5,500 professionals with software degrees. The talent pool for the software and IT sector in the Phoenix metro largely surpasses most competitive markets including Austin, Denver, and San Francisco.



Source: Lightcast 2022 Q1 Dataset

Talent Pipeline

Notable Coding Schools & Programs in Greater Phoenix



General Assembly

With 15+ in-person campuses across 6 countries, including one in Phoenix, the school offers a variety of coding and technology focused programs. From part-time to full-time, online and in-person.

- Data Analytics
 - Data Science
 - Front-End Web Development
 - Product Management
 - Software Engineering
 - UX Design
-



Galvanize

Galvanize offers both full- and part-time curriculum in software engineering. Immersive course offerings produce job-ready graduates.

- JavaScript
 - Python
-



DevMountain

DevMountain is an industry-leading coding school with expert faculty who are passionate about sharing their craft and empowering the next wave of programmers, entrepreneurs and designers.

- Coding Basics
- Cybersecurity
- Data Analytics
- IOS development
- JAVA Software Engineering
- Python Software Engineering
- QA Software
- UX Design
- Web development

Talent Pipeline

Notable Coding Schools & Programs in Greater Phoenix



Tech Talent South

Tech Talent South is a company that focuses on developing tech talent through part-time and full-time programs aimed at individuals and corporations.

- Code Immersion
 - Data Science
-



Phoenix Coding Academy

Phoenix Coding Academy is an innovative specialty small school, focused on computer coding and multiple technology pathways through an inquiry-based instructional design. Phoenix Coding Academy is one of the first public high schools of its kind. Its coding-related courses include:

- App development
- Game design
- Networking & Cybersecurity
- Programming
- Software development
- Web development

Talent Pipeline

Notable Programs in Software and IT-related Fields



Arizona State University

Arizona State University (ASU) is committed to partnering with corporate, education and government organizations to produce a skilled software and IT workforce. ASU has the largest engineering school in the nation, with nearly 27,000 students enrolled. Three schools are closely-related to software and IT:

- School of Computing and Augmented Intelligence
- School of Electrical, Computer and Energy Engineering
- The Polytechnic School



University of Arizona

Several colleges at the University of Arizona offer programs related to software and IT .

- College of Applied Science and Technology (Cyber Operations)
- College of Science (Computer Science)
- Eller College of Management (Enterprise Security & Management Information Systems)



Grand Canyon University

Grand Canyon University is a private Christian university committed to training the next generation of working professionals.

- Computer science (Emphasis: B.S. in Big Data Analytics, Business Entrepreneurship, Game and Simulation Development & M.S. in Computer Science and Data Science)
- Information technology (B.S., M.S., & Certificate programs)

Talent Pipeline

Notable Programs in Software and IT-related Fields



University of Advancing Technology

Based in Tempe, the mission of University of Advancing Technology (UAT) is to educate students in advancing technology. UAT offers over 20 technology degrees in such fields as:

- Software engineering
 - Digital arts + Business & Innovation
 - Cyber security + Game studies + Creation & Simulation
-



Maricopa Community Colleges

The Maricopa Community Colleges (MCC) includes 10 colleges throughout Greater Phoenix. MCC had over 93,000 students and conferred 22,436 degrees during the 2020-21 period. MCC had nearly 7,400 graduates in Software and IT in 2020. Some selected majors include:

- Cybersecurity
 - Gaming
 - Programming
 - Technology support
 - Web design and development
-



Embry-Riddle Aeronautical University

Embry-Riddle has a satellite campus in Prescott, Arizona. The computers and technology-related programs it offers are:

- Computer engineering
- Cyber intelligence & Security
- Simulation science, Games, & Animation
- Software engineering

Research & Development

Greater Phoenix's Dynamic Cybersecurity Sector is Thriving

Cyber Warfare Range

The Cyber Warfare Range develops a well-trained cybersecurity workforce through self-paced training, organic mentoring and real-life experience. Many hands-on exercises are hosted, serving everyone from beginners to tenured professionals through real-world operations. Participants learn Computer Network Attack / Hacking, Computer Network Attack (CNA), Computer Network Defense (CND), Digital Forensics / Analysis (DFIR) and Threat Intelligence (TI). There is no cost to add your company's technology to the Cyber Warfare Range for testing. The Cyber Warfare Range has four locations in Greater Phoenix including Controlled Range (a security clearance is required for access), Surprise, Tempe and Tucson.

Source: <https://www.azcwr.org/>

Arizona Statewide Cyber Workforce Consortium

Formed by Chicanos Por La Causa (CPLC) and Cyber Security Canyon (CSC), the Arizona Statewide Cyber Workforce Consortium (AZSCWC) connects applicants from traditional and nontraditional training backgrounds to the region's cybersecurity cluster. AZSCWC facilitates the field of cybersecurity by holding events and competitions and providing resources.

Source: <https://swcse.com/home.html>

Center for Cybersecurity and Trusted Foundations

Arizona State University's Center for Cybersecurity and Trusted Foundations focuses on the areas of binary exploitation, competitive hacking, cyber education, dark web market behaviors, machine learning, reverse engineering, web/mobile security and workforce development. The center works closely with both industry and government to deal with real-world challenges on cybersecurity.

Source: <https://globalsecurity.asu.edu/cybersecurity-and-trusted-foundations>

Labor Analysis

Labor Pool

The table below shows employment for the following occupations in the selected metros.

Occupation	Phoenix	Austin	Denver	New York City	Salt Lake City	San Francisco
General and Operations Managers	38,680	23,855	21,723	145,036	24,547	42,013
Software Developers and Software Quality Assurance Analysts and Testers	26,709	25,435	32,038	98,567	11,513	62,095
Computer Systems Analysts	10,060	8,375	8,275	38,336	2,584	14,808
Computer and Information Systems Managers	8,472	5,094	5,949	35,130	3,284	22,700
Network and Computer Systems Administrators	5,827	5,228	8,064	23,786	2,548	6,547
Computer Occupations, All Other	4,171	4,354	7,725	12,009	4,683	20,579
Information Security Analysts	3,610	2,534	2,671	8,070	591	2,577
Computer Network Support Specialists	3,576	2,994	2,917	11,282	999	2,845
Computer Network Architects	3,404	2,675	4,455	9,994	662	4,318
Web Developers and Digital Interface Designers	2,562	2,074	2,420	12,762	1,445	5,702
Database Administrators and Architects	2,189	2,324	2,379	9,043	1,402	3,710
Computer Programmers	1,888	2,559	1,287	12,200	1,429	5,299
Total	111,148	87,501	99,903	416,213	55,685	193,194

Labor Analysis

Median Wage

Greater Phoenix has a robust supply of human capital at an affordable cost. Median wages of many software/IT-related jobs in the Greater Phoenix are significantly lower than peer markets as the table below shows.

Occupation	Phoenix	Austin	Denver	New York City	Salt Lake City	San Francisco
General and Operations Managers	\$100,029	\$96,714	\$132,912	\$149,395	\$74,078	\$141,120
Software Developers and Software Quality Assurance Analysts and Testers	\$102,053	\$107,431	\$110,958	\$121,588	\$106,772	\$146,045
Computer Systems Analysts	\$90,397	\$82,753	\$103,603	\$109,280	\$76,561	\$126,207
Computer and Information Systems Managers	\$142,694	\$152,561	\$165,080	\$190,300	\$135,637	\$201,222
Network and Computer Systems Administrators	\$82,234	\$81,173	\$91,673	\$102,918	\$79,344	\$103,422
Computer Occupations, All Other	\$80,272	\$93,543	\$108,945	\$90,324	\$74,186	\$115,773
Information Security Analysts	\$100,228	\$109,678	\$103,023	\$128,703	\$86,989	\$132,461
Computer Network Support Specialists	\$54,762	\$56,848	\$71,226	\$85,365	\$60,511	\$86,468
Computer Network Architects	\$110,463	\$121,073	\$125,720	\$132,114	\$108,910	\$152,947
Web Developers and Digital Interface Designers	\$68,085	\$75,441	\$71,520	\$86,434	\$74,263	\$114,989
Database Administrators and Architects	\$102,772	\$108,311	\$104,062	\$118,875	\$90,556	\$110,781
Computer Programmers	\$90,010	\$80,936	\$90,784	\$93,254	\$87,012	\$126,142

Operating Cost Analysis

The Annual Business Operating Cost Analysis has been prepared using the following parameters as an estimate for software and IT operations in competitor markets. Component and custom analysis to match your company's operations can be provided upon request.

Assumptions

- \$500,000 personal property investment
- 10,000 square foot space in Central Business District (CBD)
- Utilities (per month): Included in Lease
- 50 jobs (Bureau of Labor Statistics equivalent occupations)

Occupations	Employment
Software Developers, Applications	15
Web Developers	15
Software Developers, Systems Software	10
Computer Network Architects	5
Computer and Information Systems Managers	2
Computer Network Support Specialists	2
General and Operations Managers	1
Total	50

Operating Cost Analysis

Annual Operating Cost

Metro	Employee Payroll	Fringe and Mandated Benefits	Real Estate Payments	Property Tax	Total Operating Cost	Index
Phoenix	\$4,840,311	\$1,083,001	\$289,200	\$263	\$6,212,775	100.0%
Austin	\$5,313,050	\$1,192,710	\$535,400	\$11,133	\$7,052,293	113.5%
Denver	\$5,635,137	\$1,192,710	\$474,100	\$11,151	\$7,384,639	118.9%
New York City	\$5,985,165	\$1,348,843	\$802,000	\$0	\$8,136,008	131.0%
Salt Lake City	\$5,085,498	\$1,131,078	\$314,700	\$6,115	\$6,510,391	104.8%
San Francisco	\$6,347,834	\$1,433,815	\$980,900	\$5,900	\$8,768,449	141.1%

Total Operating Cost

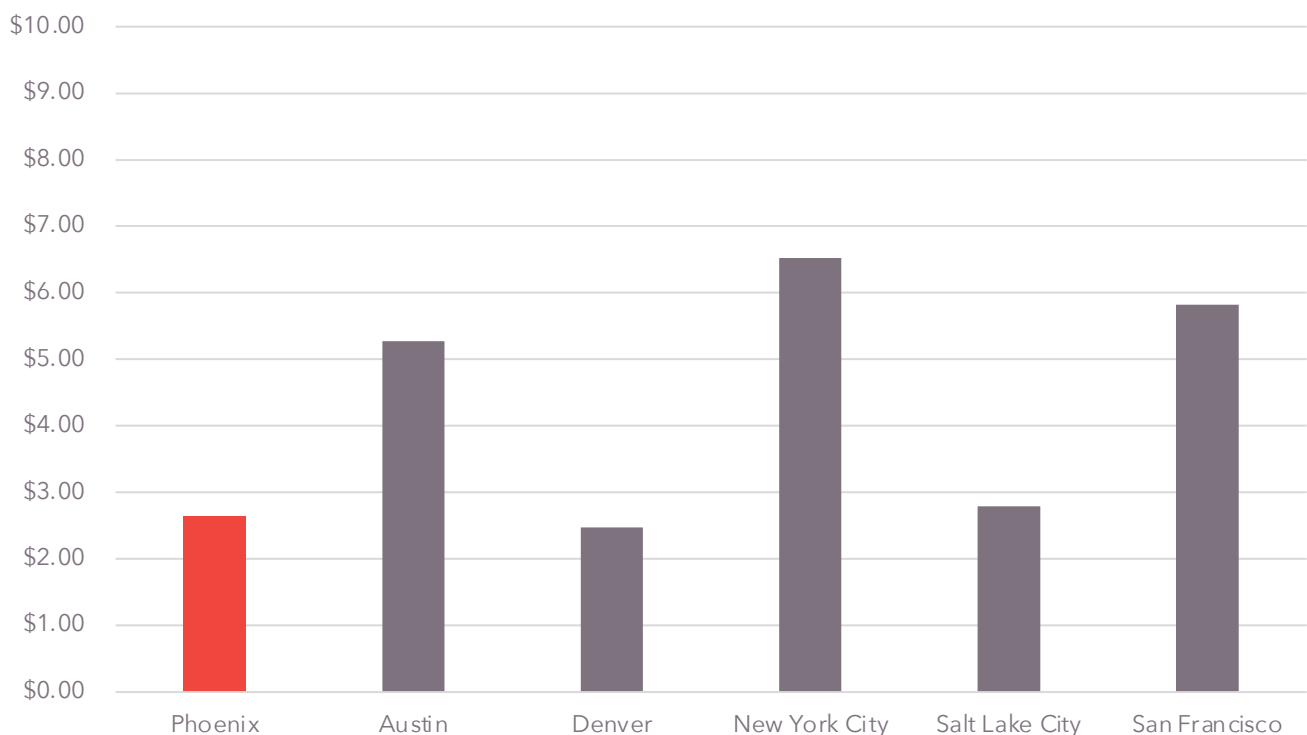


Operating Cost Analysis

Real Estate Costs

Metro	Suburban Class A Office Market Rent/SF	Suburban Class A Office Cost Index	CBD Office Market Rent/SF	CBD Office Cost Index	Office Vacancy Rates
Phoenix	\$2.64	100.0%	\$2.64	100.0%	20.2%
Austin	\$3.79	143.5%	\$5.27	197.3%	13.2%
Denver	\$3.15	119.3%	\$2.47	93.5%	18.3%
New York City	\$2.90	109.8%	\$6.52	246.9%	13.4%
Salt Lake City	\$2.32	87.8%	\$2.79	105.6%	13.6%
San Francisco	\$6.26	237.1%	\$5.82	220.4%	13.6%

Central Business Market Rent/SF



Taxes & Incentives

Arizona Tax Environment vs. Competitor Markets

Arizona has a very competitive tax and fringe/mandated benefits environment compared to other major software and IT markets.

Metro	City Sales Tax Rate	Corporate Income		Inventory Tax	Unemployment Insurance			Workers Comp. (Rate per \$100 Payroll)
		State Tax Rate	Basis		Rate (As % of Payroll)	Wage Base	Max. Weekly Benefit	
Phoenix	8.600%	4.90%	Net Income	No	2.000%	\$7,000	\$320	\$1.05
Austin	8.250%	0.00%*	Taxable Margin	Yes	2.700%	\$9,000	\$549	\$0.98
Denver	8.810%	4.55%	Net Income	No	1.700%	\$17,000	\$742	\$1.25
New York City	8.875%	7.25%	Net Income	No	4.025%	\$12,000	\$504	\$2.23
Salt Lake City	7.750%	4.95%	Net Income	No	0.300% - 7.300%**	\$41,600	\$580	\$0.85
San Francisco	8.630%	8.84%	Net Income	No	3.400%	\$7,000	\$450	\$2.16

Source: Applied Economics Metrocomp Tool, April 2022

* Although Texas does not have corporate income tax, it has gross receipts tax for utility companies.

** The "Rate (As % of Payroll)" refers to new employer's unemployment insurance (UI) contribution rate in a particular state. The Utah rates vary across new employers.



Taxes & Incentives

Statutory Incentives

Even with the highly competitive tax environment in Greater Phoenix and Arizona, there are several tax incentives that can be utilized to mitigate operating costs. Please note that this is not a comprehensive list of all incentives available in the state of Arizona. Additionally, it should be noted that this is only a guide for potential incentives. Actual incentives will depend on project parameters and varying program qualifications and requirements as determined by the Arizona Commerce Authority.

Quality Jobs Tax Credit

The Quality Jobs Tax Credit program awards \$9,000 of tax credits over three years for qualifying companies. The chart below highlights minimum qualifying capital expenditure and wage rate in an urban area, while the texts describe additional program parameters.

\$9K

\$9,000 corporate income
tax credits per job
(\$3,000/employee/year)

10K

Capped at 10,000
jobs per year

65%

Employer must offer to pay at
least 65% of employee health
insurance premium

Urban

Min. New Jobs	County Median Wage	Maricopa	Min. Capex
25	100%	\$41,488	\$5,000,000
25	125%	\$51,860	\$2,500,000
25	150%	\$62,232	\$1,000,000
25	200%	\$82,976	\$500,000

Rural

Min. New Jobs	County Median Wage	Pinal	Min. Capex
5	100%	\$36,830	\$1,000,000
5	125%	\$46,038	\$500,000
5	150%	\$55,245	\$100,000

R&D Tax Credit

- This incentive supports increased research and development activities conducted in this state, including research conducted at a state university and funded by the company
- Credit amount is 24% of first \$2.5 million in qualifying expenses plus 15% of the qualifying expenses in excess of \$2.5 million.
- Qualifying small companies (less than 150 full-time employees) can apply to make their credit refundable (up to 75% of its current year excess R&D credit).
- Any unused credit can be carried forward for 15 years.

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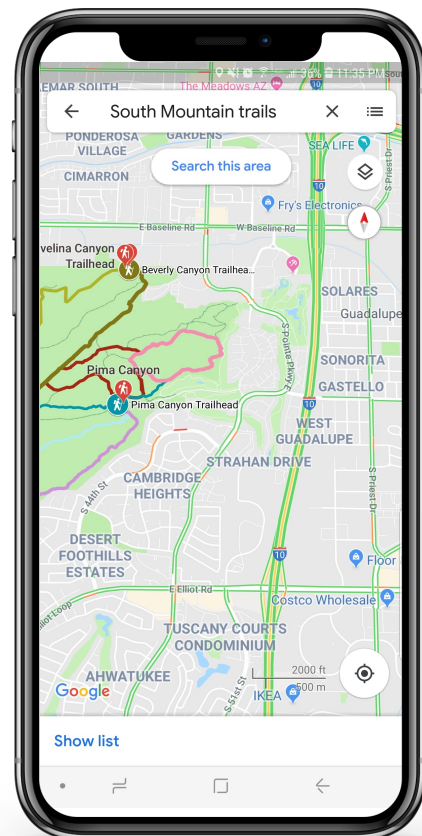


SOFTWARE & IT ECOSYSTEM

Quality of Life

Parks & Recreation

Greater Phoenix is home to hundreds of parks and hundreds of miles of hiking, biking and walking trails. Greater Phoenix has the largest municipal park in the United States, South Mountain Park. This municipal park covers more than 16,000 acres. Other large parks in the region include the White Tank Mountain Regional Park, Camelback Mountain, Piestewa Peak and the Superstition Mountains. Notable walking trails in the region include the canal system, Tempe Town Lake, the Greenbelt and Papago Park.



Livability

Cost of Living

Greater Phoenix is more affordable for companies and the people that make them successful. Across major buckets of expenses, Greater Phoenix is less expensive than most competitive

markets. Metro	Grocery Items	Health Care	Utilities	Transportation	Composite Index	Index
Phoenix	99.9	100.2	102.3	108.2	104.2	100%
Austin	87.7	107.5	92.8	90.6	101.8	98%
Denver	93.3	100.7	86.5	98.2	110.0	106%
New York	144.4	107.9	103.3	117.6	237.8	228%
Salt Lake City	106.3	94.3	93.0	105.9	110.5	106%
San Francisco	129.8	133.9	133.8	141.6	184.2	177%

Source: C2ER Cost of Living Index (First Quarter of 2022).

Notes: 1. New York refers to the Manhattan district; 2. Salt Lake City in the table refers to the Salt Lake City Metropolitan Statistical Area.

Housing

Greater Phoenix's housing market remains affordable relative to competing markets.

Metro	Median Home Value	Index	Median Rent	Index
Phoenix	\$476,098	100.0%	\$1,937	100.0%
Austin	\$599,525	125.9%	\$1,869	96.5%
Denver	\$646,964	135.9%	\$1,988	102.6%
New York	\$609,114	127.9%	\$3,121	161.1%
Salt Lake City	\$612,118	128.6%	\$1,712	88.4%
San Francisco	\$1,500,189	315.1%	\$3,214	165.9%

Source: Zillow Home Value Index (ZHVI) & Zillow Observed Rent Index (ZORI) - May 2022.

Notes: Salt Lake City in the table refers to the Salt Lake City Metropolitan Statistical Area.

Personal Income Tax

Greater Phoenix has the lowest personal income tax of those states that have a personal income tax across all income levels. With its affordable cost of living and low taxes rates, income goes further in Greater Phoenix.

State	\$50,000	\$150,000	\$270,000	\$500,000	\$1 Million Or More
Arizona	2.98%*				
Texas	N/A				
Colorado	4.55% of federal taxable income				
New York	5.85%	6.25%	6.85%	6.85%	9.65%
Utah	4.95%				
California	8.00%	9.30%	9.30%	11.30%	13.30%

Source: Tax Foundation 2022.

Notes: 1. Tax rates are for single filers; 2. The rate of 2.55% in Arizona is for the first \$27,272 of income.

Livability

Coffee & Craft Beer

Greater Phoenix's craft beer and coffee culture is creative, dynamic and growing. The list below is a sample of the variety of craft beverage makers in the region.

Craft Breweries

8 Bit Aleworks
12 West Brewing
Arizona Wilderness
Beer Research Institute
Bone Haus Brewing
Brewing Company
Cider Corps
Desert Eagle Brewing Company
Desert Monks Brewing Company
Fate Brewing Company
Flying Basset Brewing
Four Peaks Brewing Company
Goldwater Brewing Company
Grand Avenue Brewing Company
Helton Brewing Company
Huss Brewing Company
Lochiel Brewing

Lucidi Distillery
North Mountain Brewing Company
O.H.S.O Brewery & Distillery
Old Ellsworth Brewing Company
Oro Brewing Company
Pedal Haus Brewery
Peoria Artisan Brewery
PHX Beer Co.
Saddle Mountain Brewing Company
SanTan Brewing Company
Shop Beer Co.
Sonoran Brewing
State 48 Brewery
Sunup Brewing
The Perch Brewery
Uncle Bear's Brewery
Wren House Brewing

Craft Coffee

A Shot of Java
Belhaus
Berdena's
Bergies Coffee Roast House
Blue House Coffee
Cartel Roasting Co.
Copper Star Coffee
Driftwood Coffee
Fair Trade Cafe
Fillmore Coffee Co.
Giant Coffee
Gold Bar Espresso
Jobot Coffee
King Coffee
Lola Coffee

Lost Dutchman Coffee Roasters
Lux Central
Maverick Coffee
Nami
Peixoto Coffee Roasters
Press Coffee
Provision Coffee
Regroup Coffee + Bicycles
Royal Coffee
Serafina Coffee Roasters
Songbird Coffee & Tea House
The Refuge Cafe
Urban Beans
Ziggi's Coffee

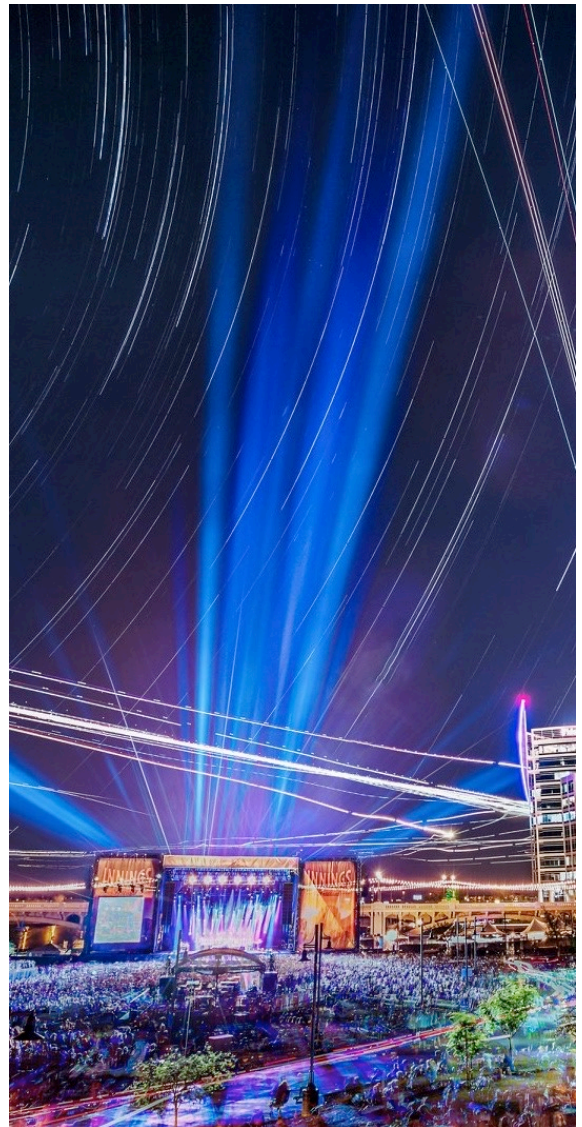


Livability

Music, Events & Culture

Greater Phoenix is home to an exciting and diverse music scene, some of the nation's most iconic events, and a culture all its own. The list below displays many of the region's unique events and amenities.

Arizona Classic Jazz Festival
 Arizona Fall League
 Arizona Hip Hop Festival
 Arizona Opera
 ArtLink's First Fridays Art Walk
 ASU Gammage
 Ballet Arizona
 Barrett-Jackson Auction – Scottsdale
 Country Thunder Arizona
 Decadence Arizona
 Desert Botanical Garden
 Fiesta Bowl
 FORM Arcosanti
 Four Peaks Oktoberfest
 Heard Museum
 Innings Festival
 Major League Baseball Spring Training
 McDowell Mountain Music Festival (M3F)
 Mesa Arts Center
 Musical Instrument Museum
 Orpheum Theater – Phoenix
 PGA WM Phoenix Open
 Phoenix Art Museum
 Phoenix Symphony
 Phoenix Unknown: World Food and Music Night Market
 Phoenix Zoo
 Pot of Gold Music Festival
 Rock 'n' Roll Running Series
 Scottsdale Arts Festival
 Scottsdale Museum of Contemporary Art
 South Mountain Park/Preserve
 Super Bowl LVII
 WestWorld of Scottsdale
 Wickenburg Gold Rush Days



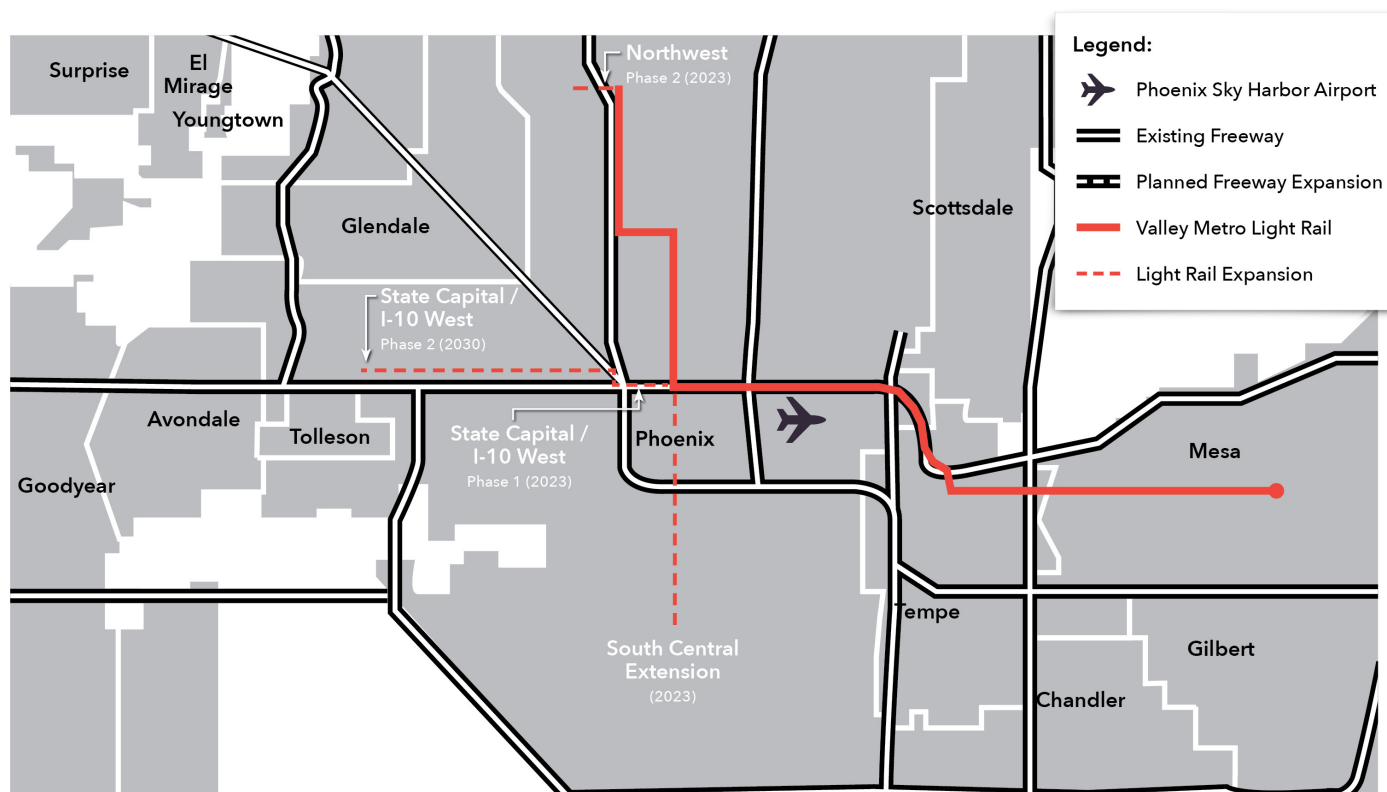
Livability

Commute Times & Light Rail

Companies that move to the region comment on the access to workforce and the proximity to customers. An important aspect of this is the region's commute times, which are shorter than competitor markets, that enable employees to spend more time enjoying their lifestyle and less time in traffic. The region has a modern freeway system and an expanding light rail that ensures a robust talent supply no matter where a business is located.

Metro	Average Commute Times	Yearly Commute	Index
Phoenix	26.9 minutes	9.6 days	100.00%
Austin	27.4 minutes	9.9 days	101.86%
Denver	27.8 minutes	10.0 days	103.35%
New York City	37.0 minutes	13.38 days	137.55%
Salt Lake City	22.9 minutes	8.3 days	85.13%
San Francisco	34.1 minutes	12.2 days	126.77%

Source: ACS 2020 5-Year Estimate



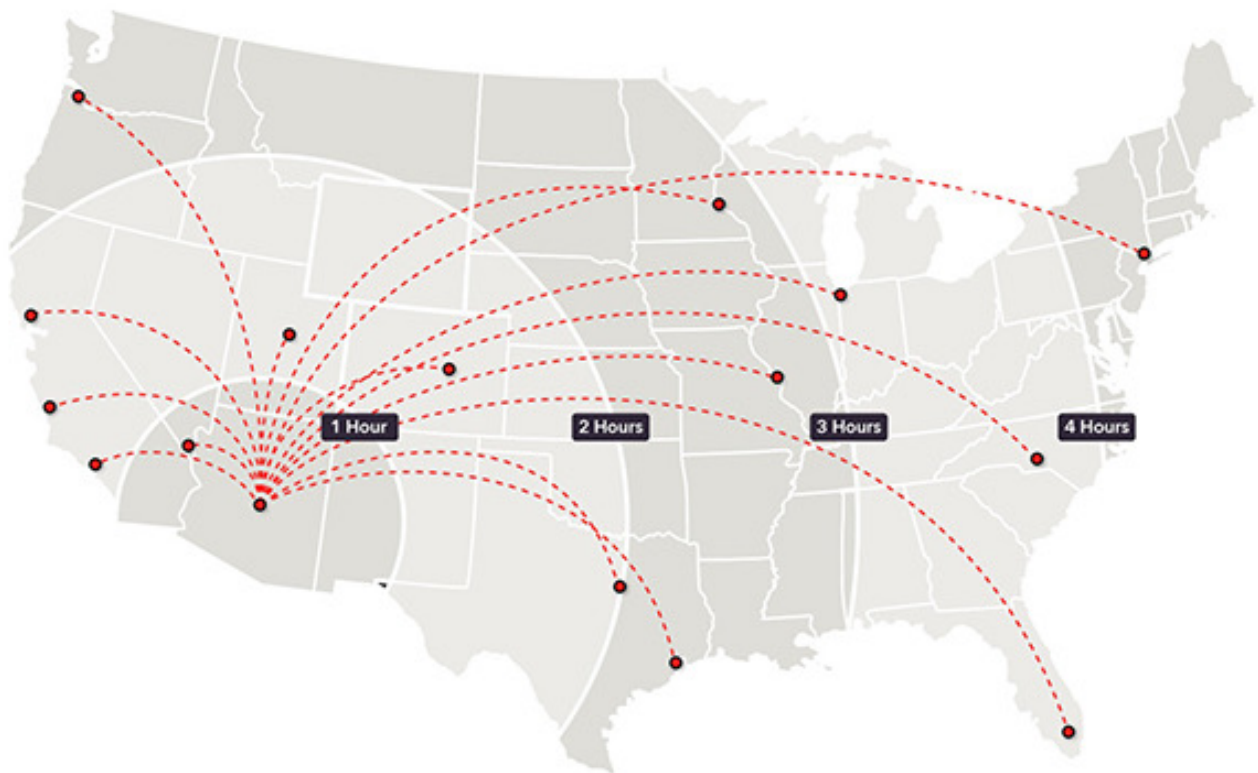
Key Infrastructure

Greater Phoenix Airport Connectivity

Greater Phoenix is home to two commercial airports, Sky Harbor International Airport and Phoenix-Mesa Gateway International Airport. Sky Harbor, the larger of the two, is consistently rated among the best international airports in the United States.

Major carriers from Sky Harbor include:

- Air Canada
- Alaska Airlines
- American Airlines
- Boutique Air
- British Airways
- Condor Airlines
- Delta Airlines
- DHL (Freight)
- FedEx (Freight)
- Frontier Airlines
- Hawaiian Airlines
- JetBlue
- Southwest Airlines
- Spirit Airlines
- Sun Country Airlines
- United Airlines
- UPS (Freight)
- Volaris
- WestJet



Phoenix Sky Harbor International Airport:

- 39 million passengers in 2021
- 408,285 landings and takeoffs in 2021
- Over 1,000 tons of cargo handled daily

Sky Harbor offers nonstop flights to 22 international locations, including:

- Frankfurt
- London
- Mexico City
- Montreal
- Toronto
- Vancouver

Rankings & Recognition

#1

Phoenix was ranked #1 by population growth from 2010 to 2020 among all US cities

#1

Arizona State University named America's Most Innovative Schools eight years in a row by U.S. News & World Report

#2

Arizona is ranked #2 by U.S. News and World Report in power grid reliability

#3

Sky Harbor International Airport ranked 3rd in the Wall Street Journal's "The Best of the Biggest Airports"

#4

Arizona was ranked the No. 4 place to do business in 2022 by *Chief Executive*

#7

In 2023, Arizona was ranked as the seventh-best state to start a business by WalletHub

Top 20

In 2022, Scottsdale was listed in the top 20 happiest cities in the nation

Top Tier

APS and SRP rank as top business service providers by J.D. Power and Associates for reliability

Greater Phoenix Greater Together