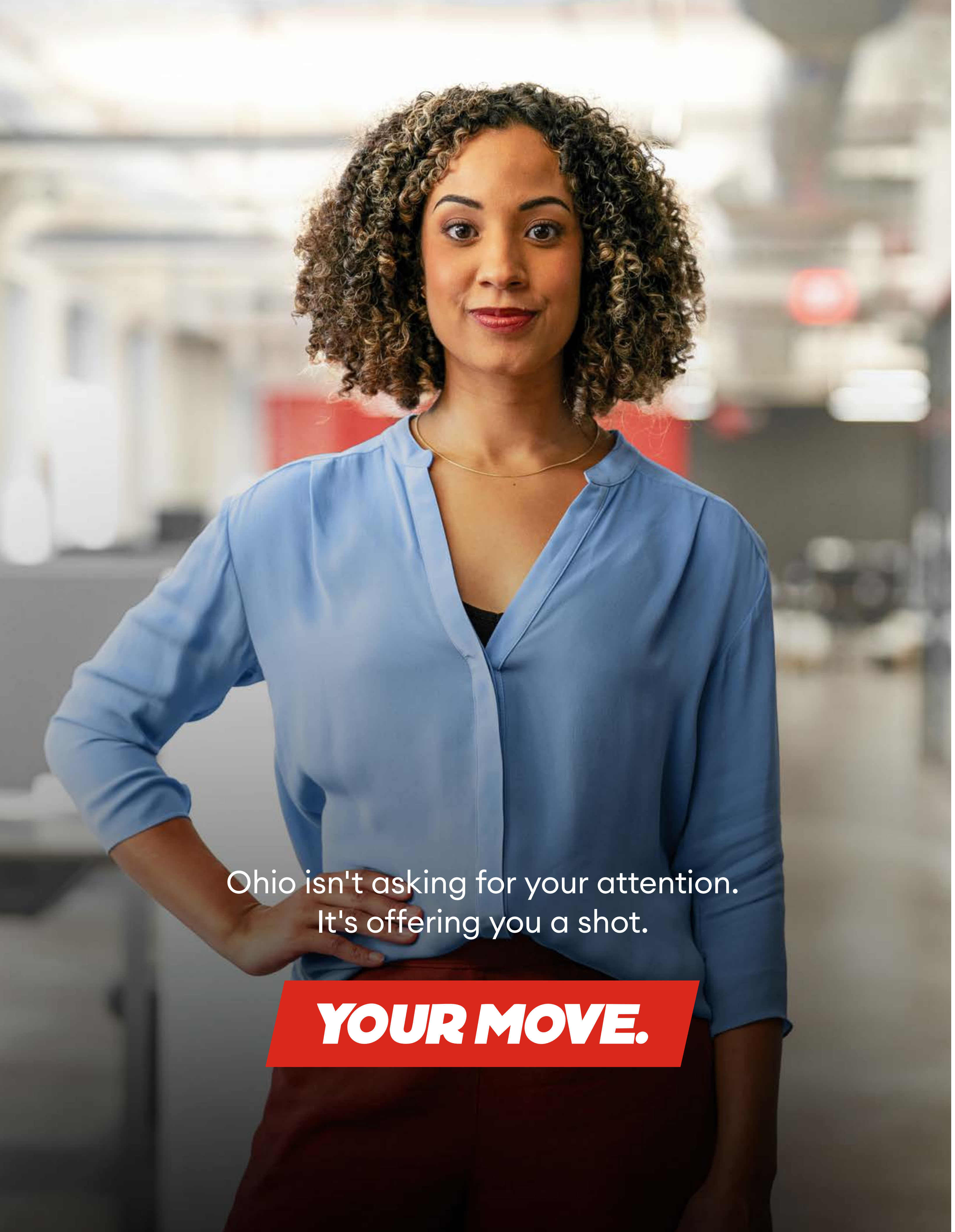
2025 ANNUAL REPORT | 2026 STRATEGIC PLAN

SETTING THE STANDARD IN ECONOMIC DEVELOPMENT

OHIO'S UNSTOPPABLE MOMENTUM



PROPELLING OHIO'S GROWTH

Amid global shifts, Ohio continues to set the standard in economic development, fueled by unstoppable momentum. JobsOhio delivers, and now we're in a position to accelerate economic success more than ever before. Powered by "JobsOhio 2030: Let's Grow, Together," our five-year strategic plan and strategic initiatives – Sites, Talent, Small Business and Communities, and Innovation – we are driving forward, diversifying industries, and fostering innovation at scale. Ohio is the only place where you can dream it, create it, manufacture it, and deliver it. It's no wonder we're powering a statewide resurgence. Ohio's time is now, and we're just getting started.

SETTING THE STANDARD IN EXCELLENCE

In 2025, JobsOhio continued building on Ohio's momentum to make it the premier state to live, work, and grow your business.

We successfully secured numerous economic development deals, including attracting, retaining, and expanding projects across Ohio. These wins reflect our unwavering commitment to growth, job creation, and long-term prosperity. Our economic impact continues to set the standard, with new milestones in job creation, payroll commitments, and capital investment.

Ohio delivered another strong year of job creation, even as announced deals across the U.S. fell 17%. **We ranked #3 in the U.S. for announced deals (for the fourth year in a row), and #4 for megaproject wins (top 5 every year since 2022), among other achievements.** Additionally, Ohio completed 468 projects, strengthening both infrastructure and the business environment to welcome new companies.

The combined efforts of industry partners, regional stakeholders, and local communities continue to move our economy forward – creating thousands of new jobs and establishing Ohio as a global center for talent, sites, and business.

Ohio's ingenuity and relentless pursuit of transformative projects are reshaping the global narrative about our state. It's working, and we're advancing toward a future defined by lasting growth and success.

2025 ANNUAL REPORT

OHIO'S ECONOMY

RESULTS

STRATEGIC INITIATIVES

FINANCIALS

JOBSOHIO: OHIO'S ECONOMIC DEVELOPMENT CORPORATION

We are your economic development partner in Ohio, and it's our job to help businesses hire the best and brightest, award-winning talent to drive economic change. Here you'll find a highly knowledgeable, highly capable partner with the expertise, resources, and assistance your business needs to grow bigger and succeed faster.

We're private, which means less red tape.

We help you avoid surprises with a proven process that protects your confidential information.

We're nonprofit, which means you come first.

As a 501(c)(4), we prioritize your success and see your wins as our own.

We're independent, which means no conflicts of interest.

We help you navigate local and state governments to help you avoid pitfalls.

We're flexible, which means we customize our work to your needs.

We work on your behalf, at your speed, every step of the way.

We work through seven regional partners.

Our regional partners represent large cities, medium cities, small towns, and wide-open rural areas, and provide a soft local touch.

We focus on 10 sectors of Ohio's economy and are staffed by professionals who understand your needs.

These are highly competitive industrial sectors with high growth potential and proximity to 60% of U.S. and Canadian populations.

RAISING THE BAR FOR TRANSPARENCY

JobsOhio has been in the top 1% of 1.8 million nonprofits in the United States for transparency, earning the Candid Platinum Seal of Transparency for eight consecutive years.

- Jobsohio is a leader in data transparency, publishing monthly reports on all grant and loan agreements, recipient commitments, and performance against those commitments.
- Its analysis covers every project, providing greater rigor than sample-based approaches.

BOARD OF DIRECTORS

JOSH RUBIN
Board Chairman, Executive Committee Chair
Founder & CEO,
The CJR Group

J.P. NAUSEEF
Executive Committee, Investment Committee
President & CEO,
JobsOhio

DR. JERRY SUE THORNTON
Audit Committee
Compensation & Workforce Committee
CEO, DreamCatcher
Educational Consulting

RICHARD J. PLATT
Audit Committee, Compensation & Workforce Committee Chair, Executive Committee
President & CEO,
Heath-Newark-Licking County Port Authority

JOHN J. BISHOP, CLU, CPCU
Executive Committee, Investment Committee Chair
Board Chair,
Encova Insurance

LILLIAN KURI
Audit Committee
President & CEO,
The Cleveland Foundation

LORI MARIE GILLETT
Audit Committee Chair, Executive Committee
CEO, CK Construction

SCOTT A. SULLIVAN
Compensation & Workforce Committee, Investment Committee
Air Force Veteran,
Strategic Consultant

THOMAS L. WILLIAMS
Audit Committee, Investment Committee
President & CEO,
North American Properties

INDUSTRY FOCUS

JobsOhio's 2030 strategic plan builds on Ohio's economic development momentum. It aims to maximize the impact of JobsOhio and its regional partners by continuing to drive business growth in 10 sectors while capitalizing on growth across five Super Sectors.

Advanced Manufacturing
Aerospace & Aviation
Automotive
Energy & Chemicals
Financial Services
Food & Agribusiness
Healthcare
Logistics & Distribution
Military & Federal
Technology

The JobsOhio Super Sectors represent trillion-dollar industries that converge with complementary technologies, workforces, supply chains, and customers to create a hyper-growth ecosystem.

Advanced Aerospace & Defense
Artificial Intelligence
Energy
Life Sciences & Biotechnology
Semiconductors & Microelectronics

LETTER FROM OHIO GOVERNOR MIKE DEWINE AND LT. GOVERNOR JIM TRESSEL

Ohio has always been a state that builds things. The past seven years have made that truth exceedingly evident.

When our administration took office in 2019, Ohio ranked 15th in CNBC's Top States for Business. In 2025, we achieved our highest ranking ever – #1 in the Midwest and #5 in the nation. That climb reflects the combination of innovative policy, sustained investment in our people and infrastructure, and the state's public-private partnership with JobsOhio.

In 2021, Ohio enacted megaproject legislation that leveraged the expertise and incentives of JobsOhio, along with collaboration from state agencies and tax authorities, to attract historic investments and job creation statewide across multiple industries: Abbott, Amgen, Anduril, AWS, Centrus, Ford, Honda/LG, Intel, Joby Aviation, Kimberly-Clark, Medpace, Meta, Oklo, and Sierra Nevada Corporation, to name just a few. These wins prove what can happen when the state, private economic development professionals, great educational institutions, local leaders, and Ohio's world-class workforce all strive for the same goals.

The Ohio Controlling Board's decision to extend JobsOhio's liquor lease through 2053 was equally significant. It secures independent, stable funding for Ohio's economic development engine and enables JobsOhio to fulfill and enforce a generation of deals that are just beginning and will shape Ohio in the decades to come. We are grateful to the Ohio Legislature and the entire business community for their support in making this important investment happen.

Across Ohio's diverse industries – from aerospace & defense to biotech, energy, technology, and manufacturing – the private sector is making it clear that they believe in Ohio. They believe in our workforce. They believe in our business climate. They believe in our future. And the results clearly demonstrate that fact.

Ohio has earned a Top 6 national ranking in Site Selection's Governor's Cup for both per capita and total projects every year since our administration began, and we're one of two states that can claim that achievement. Meanwhile, 20 Ohio communities are ranked among the Top 100 nationally – the most of any state in America.

Ohio's population is growing, and that growth is statewide. The state has added more than 100,000 residents since 2020. Alongside this growth, Ohio's 25–54-year-old population has expanded by more than 40,000 people. The continued growth of this prime working-age population is essential to the state's economic vitality. Since 2020, most Ohio counties have seen increases in this critical age group, strengthening local workforces and supporting long-term economic growth.

Our most important remaining work is preparing Ohioans for the jobs we have fought so hard to bring here. Our FY26-27 budget proposal will make Ohio the first state in the nation to tie higher education funding directly to employment outcomes – because helping Ohioans secure meaningful work is key to our success.

This is Ohio's time, and it's the moment for which we'll be remembered. Our communities are rising. Innovation is accelerating. Our bond ratings are AAA across the board. And year after year, we are celebrating the biggest wins in Ohio's history.

Ohio is the place to lead, to live, and to grow. The wins you read about in the pages of this annual report are the product of the collaborative hard work, grit, and determination of Ohioans who are rebuilding industry in the heart of it all.

As we close this chapter, we want to thank the JobsOhio Board of Directors, President and CEO J.P. Nauseef, and the entire JobsOhio team for your partnership, your leadership, and your commitment to keeping Ohio on the path toward greater prosperity and a vibrant community.

Very respectfully yours,

MIKE DEWINE
Governor

JIM TRESSEL
Lt. Governor

A GRATEFUL THANK YOU FOR EXCEPTIONAL LEADERSHIP

JobsOhio would like to express our gratitude to Governor Mike DeWine, Lt. Governor Jim Tressel, and the DeWine Administration for their steadfast leadership, belief in Ohio's potential, and commitment to creating an environment where businesses can grow, communities can thrive, and families can build their futures.

Through strategic investment, collaboration, and a focus on long-term opportunity, this administration has helped position Ohio as one of the nation's leading states to live, work, raise a family, and pursue innovation. The progress reflected in these pages is a testament to their vision for Ohio's future and their enduring commitment to the people of this state.

LETTER FROM JOBSOHIO BOARD CHAIRMAN JOSH RUBIN AND PRESIDENT & CEO J.P. NAUSEEF

In 2025, JobsOhio completed 316 strategic economic development projects: creating 14,616 new jobs, adding $1.0 billion in new payroll for Ohio families; retaining nearly 36,000 Ohio jobs and preserving $2.56 billion in existing payroll Ohioans count on; and attracting $12.37 billion in new capital investment in facilities, equipment, and infrastructure that will sustain these jobs and operations for decades to come.

Ohio ranked #3 in the nation for total projects and #6 for projects per capita, and #2 for combined infrastructure, jobs and capital investment. They build on a dynamic model that began with the creation of JobsOhio as the state's private, nonprofit economic development corporation in 2011 and has expanded in scope and magnified return on investment (ROI) to $15.25 in state tax receipts for every $1 that JobsOhio has invested in economic development over the past 14 years. JobsOhio's economic development projects have also returned $28 billion in cumulative state tax revenue to Ohio.

From 2019 through 2025, Ohio completed 3,117 economic development projects – a 59% increase over the prior seven-year period. Those projects resulted in the creation of 159,000 net new direct jobs, while payroll grew 35% to over $9.2 billion and capital investment more than doubled to over $99 billion – a 117% increase. That is the record of an organization that recognized a generational opportunity – the reindustrialization of America – and oriented itself to compete and win.

The results are clear evidence that the strategic plan we designed in 2020 is working. **JobsOhio 2030 "Let's Grow, Together,"** the latest five-year plan we launched at the start of 2025, places a sharp focus on Super Sectors where Ohio's competitive advantages are strongest. Advanced Aerospace & Defense is the clearest proof of concept. After years of building an innovation ecosystem where both military and commercial entities can design, build, test, and scale in close partnership with Wright-Patterson Air Force Base, the returns are compounding.

Sierra Nevada Corporation, Joby Aviation, GE Aerospace, Anduril, and others chose to establish or expand operations in Ohio. Then Anduril chose Pickaway County for its $910 million Arsenal-1 hyperscale manufacturing campus, which will create more than 4,000 jobs, for the same reasons: proximity to its customers, a trained workforce, and a state that delivers on its commitments with speed and agility.

Energy leadership is another target Super Sector. HB 15 – the result of genuine collaboration among Ohio business leaders, the General Assembly, and the DeWine/Tressel Administration – modernized Ohio's energy policy for the first time in a generation, streamlining permitting and reducing costs for new generation equipment. In October, Governor DeWine announced the **JobsOhio Energy Opportunity Initiative**, a $100 million commitment over five years to expand access to natural gas, nuclear energy, and a specialized workforce for industrial users.

The response from the market has been swift and impactful. Centrus Energy is investing $1.57 billion and adding 300 jobs to expand in Piketon, making Ohio the only location in the United States to enrich uranium with American technology. The Oklo/Meta agreement to build a 1.2-gigawatt nuclear power campus in Pike County positions Ohio's southeast region at the very front edge of the nuclear energy future. Additional energy projects are in the pipeline.

Ohio's momentum creates enormous demand for qualified talent, including engineers, technicians, AI experts and manufacturing operators. JobsOhio has launched a range of programs to attract, develop, and retain in-demand talent. Through Innovation Districts, workforce training grants, and customized marketing and recruitment, we are working closely with employers and higher education to close the gap between Ohio's degree and certification output and the skills our fastest-growing industries need most. In 2025, we added the **JobsOhio Relocation Incentive** to widen Ohio's recruiting reach by rewarding companies for bringing qualified workers to our state. The program drew more than 260 applications in its first six months.

JobsOhio has demonstrated agility, innovation, and the ability to respond quickly to emerging economic needs, ensuring that it continues to provide vital resources and support amid changing dynamics. By leveraging its flexibility, JobsOhio will maintain a fine-tuned economic development strategy that adapts to evolving conditions and fosters growth and resiliency across key sectors.

We are grateful to Governor DeWine and Lt. Governor Tressel for their leadership and partnership throughout this remarkable period.

To our seven JobsOhio Network Partners, our volunteer Board of Directors, and the entire JobsOhio team – Thank You! Ohio's best days are ahead.

With sincere appreciation,

JOSH RUBIN
Board Chairman

J.P. NAUSEEF
President & CEO

LETTER

THANK YOU

With sincere gratitude, we thank the many employees, partners, and agencies whose dedication and effort make this work possible. Your contributions are deeply valued.

OHIO'S ECONOMY

Ohio is an economic powerhouse at the Heart of It All — driving new investment, accelerating business growth, and setting the standard for long-term prosperity.

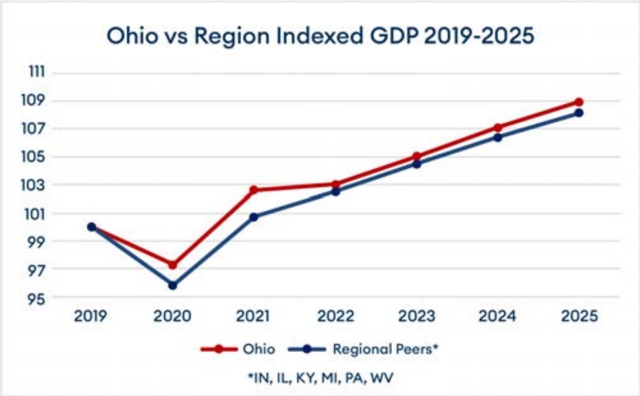
THE BIG PICTURE

Ohio had another year fueled by monumental wins, with 470 total completions, which include traditional economic development projects, 12 Vibrant Communities, 14 pre-project planning grants, 17 Ohio Site Inventory Program investments, among many others. Together, JobsOhio-supported projects now represent a meaningful share of Ohio's overall economic activity and long-term growth.

Ohio's long-term economic trajectory continues to reinforce the state's competitive position nationally and across the Midwest. Since 2011, Ohio's real GDP has grown by $154.1 billion – the largest increase in the Midwest and the 11th highest in the nation – while outperforming the broader six-state regional average in total real GDP growth. Ohio also ranks seventh nationally in industrial diversity, underscoring the strength and resilience of an economy built to support sustained growth across a wide range of industries.

The strength of that growth is also reflected in Ohio's workforce trends. Since 2021, growth in the critical talent cohort of prime working-age residents ages 25-54 has outpaced overall population growth each year, demonstrating that investments in projects, talent initiatives, marketing efforts, and community development programs are helping attract, retain, and grow the workforce needed to support Ohio's future success.

These investments reflect JobsOhio's commitment to strengthening Ohio's economy across its 10 sectors by supporting talent development, small-business growth, business retention and expansion, and strategic planning to position projects for long-term success. In close partnership with our seven network regions and state and local leaders, we continue to attract new companies to Ohio, support existing employers as they grow, and advance opportunities that strengthen communities and reinforce the state's competitive position as a leading destination for investment and innovation.



AWARDS AND ACCOLADES

Infrastructure & Business Climate

#1 Metro Area for Public and Private Combined Infrastructure Investment – *Site Selection Global Groundwork Index*

#1 State in the Midwest for Doing Business – *Area Development & CNBC*

#1 State in Infrastructure – *CNBC*

#2 State for Cost of Doing Business – *CNBC*

#5 State for Doing Business – *Area Development & CNBC*

#7 State for Cost of Living – *CNBC*

Fiscal Strength & Financial Stability

Aa2 JobsOhio Beverage System Outstanding Revenue Bond Ratings – *Moody's Ratings*

AAA Bond Rating – *All Three Major Agencies*

Industry Leadership

#1 Control State – *Beverage Dynamics / NABCA*

Economic Development Performance & Job Creation

#3 Overall Economic Development Projects in the U.S. – *Site Selection Governor's Cup*

#6 Economic Development Projects Per Capita – *Site Selection Governor's Cup*

#4 Top State for Access to Quality Labor – *Area Development*

Manufacturing Project of the Year: Schaeffler – *OEDA*

SETTING OHIO APART

A BLUEPRINT FOR SUCCESS

Ohio didn't become the #1 state in the Midwest and a top 5 state for doing business in the U.S. overnight. It's the result of long-term vision, strategic planning, disciplined execution, and a sustained commitment to transforming the state's economic future. Just over a decade ago, Ohio ranked among the bottom 10 states in economic growth, job creation, and business friendliness. In response, JobsOhio was created as a private nonprofit focused on driving job creation and capital investment through business attraction, retention, and expansion. Since then, the turnaround has been meteoric.

Since 2020, each of JobsOhio's network partners has delivered record results in projects, jobs, payroll, or capital investment. Cities across the state now receive national recognition, including Toledo, scoring 100/100 on their Business Environment by the Financial Times, and Dayton, ranked among the top 5 Emerging Tech Talent markets in North America by CBRE. Ohio now accounts for six of the nation's seven top micropolitan communities, according to Site Selection. This underscores the breadth of growth across urban, suburban, and rural regions and positions Ohio as a premier destination for business investment.

WORKFORCE & STEM TALENT

As Ohio's companies continue to grow, demand for skilled talent – particularly in STEM and technology fields – continues to rise. To remain competitive, Ohio is working to scale its pipeline of graduates while attracting additional experienced professionals from outside the state.

JobsOhio is advancing a coordinated talent strategy to attract, develop, and retain the workforce. In 2025, we launched the JobsOhio Relocation Incentive, offering employers up to $15,000 per out-of-state STEM and technical hire to help expand Ohio's talent base.

Complementing this effort, Find Your Ohio helps raise awareness of the career opportunities, communities, and quality of life that make Ohio an attractive place to build a future.

At the same time, initiatives such as AI Ready Ohio and a $30 million investment in a statewide biomanufacturing training initiative are strengthening the state's ability to train, reskill, and retain workers for high-demand industries.

Together, these efforts align education, industry, and public-private partnerships to reinforce Ohio's long-term workforce pipeline and support sustained economic growth.

ENERGY

As demand for power increases across all sectors, Ohio faces tightening supply margins, with demand outpacing delivery capacity. To remain competitive and support continued growth, the state is focused on expanding reliable, affordable energy solutions.

JobsOhio is addressing this challenge through the JobsOhio Energy Opportunity Initiative, a $100 million fund designed to support economic development over the next five years. The initiative provides grants and low-interest loans to qualifying companies to help offset costs tied to natural gas and nuclear power production in Ohio.

Together, these investments strengthen the state's energy capacity, improve reliability, and ensure Ohio can meet the needs of existing employers while continuing to attract new investment.

REAL RESULTS

Ohio is setting a national standard for economic growth through innovation, workforce development, and the continued attraction of world-class talent and businesses.

JobsOhio is proactively addressing emerging challenges while advancing a clear and ambitious vision to make Ohio the nation's leading state for doing business.

COMPETITIVE LANDSCAPE

States typically invest between $300 million and $800 million annually in economic development, underscoring a highly competitive environment for attracting companies, talent, and capital. The competition for investment and long-term growth remains intense.

Through its five-year strategic plan, JobsOhio strengthens Ohio's position as a national leader in economic development, focusing on:

- Capitalizing on sectors with high business growth potential
- Fully seizing the opportunities presented by the Silicon Heartland
- Leveraging AI
- Attracting and retaining skilled workers
- Emphasizing Ohio's innovation engine
- Ensuring an affordable and stable power supply, and sites to meet demand
- Promoting Ohio's brand promise so the world recognizes we are the Heart of It All

THE BOTTOM LINE

After years of building up economic momentum, Ohio is running at peak performance.

Supported by favorable economic conditions that continue to position the state as an unmatched place to operate and expand, Ohio has laid the foundation and is ready to power the next era of economic growth.

As high tax burdens, elevated real estate costs, and more complex regulatory environments persist in coastal states, a growing number of businesses are relocating operations toward regions like the Midwest. Within this shift, Ohio stands out with a diversified economic base, a highly productive workforce, and a central geographic position that strengthens access to national markets. These advantages are reinforced by abundant resources, build-ready infrastructure, and a trillion-dollar, fast-growing ecosystem that collectively makes Ohio a compelling environment for long-term business development.

Ohio's pro-business climate and affordable cost of living further support both operational efficiency and workforce stability. The state is all-in on business growth, enabling companies to scale faster and reinvest in what matters most.

Backed by a world-class workforce and an environment designed to make expansion easier, Ohio continues to create the conditions for sustained success and an improved quality of life for workers and communities alike.

RESULTS

ECONOMIC GROWTH IN OHIO

JobsOhio and its network of regional economic development partners enhanced the vitality of Ohio communities by working with businesses across 10 sectors to **invest $12.37 billion in the state and create 14,616 jobs.**

From leaders in aerospace to those at the forefront of biotechnology, the world's most innovative companies look to Ohio to achieve their growth goals. In 2025, Ohio ranked **5th in the nation for its business environment** as more companies are leveraging it to build, scale, and bring next-generation technologies to market faster. JobsOhio remains committed to being a long-term partner during a business's growth journey, understanding the importance of being nimble enough to pivot when hurdles arise, while ensuring each economic development project meets its performance metrics. JobsOhio's approach to customer service is reflected in its **92 Net Promoter Score, which has increased by 8 points since 2024.**

YEAR-OVER-YEAR RESULTS

JOBSOHIO METRICS	2020	2021	2022	2023	2024	2025
New Jobs	19,021	29,104	26,323	16,457	19,338	14,616
New Jobs Payroll	$1.0 Billion	$1.59 Billion	$1.84 Billion	$1.1 Billion	$1.61 Billion	$1.0 Billion
Retained Jobs	39,208	75,416	53,818	27,836	54,962	35,968
Retained Jobs Payroll	$2.4 Billion	$4.5 Billion	$3.78 Billion	$1.78 Billion	$4.69 Billion	$2.56 Billion
Capital Investment	$7.8 Billion	$6.9 Billion	$31.56 Billion	$14.39 Billion	$19.3 Billion	$12.37 Billion
Won Projects	307	414	296	327	377	316

2025 RESULTS

SECTOR	NEW JOBS	CAPITAL INVESTMENT ($M)	WON PROJECTS
Advanced Manufacturing	6,340	$3,082	148
Automotive	1,862	$734	15
Healthcare	1,437	$1,197	11
Food & Agribusiness	1,249	$602	39
Logistics & Distribution	1,039	$262	21
Aerospace & Aviation	768	$107	12
Energy & Chemicals	684	$1,771	17
Technology	549	$4,459	26
Other* *Represents Headquarters & Back Office	295	$84	17
Military & Federal	207	$79	6
Financial Services	186	$2	4
Totals	**14,616**	**$12,378**	**316**

INDUSTRY TRENDS

Leveraging the JobsOhio team's deep industry expertise, we curate a list of trends we anticipate will shape Ohio's most critical industries for years to come.

Our goal is to inform and prepare businesses for the opportunities and challenges ahead. Staying apprised of industry trends enables us to achieve our mission of creating economic prosperity throughout the state, and in 2025, Ohio ranked the 7th most diverse economy in the nation.

SECTOR	KEY INDUSTRY THEMES FOR 2026
Advanced Manufacturing	Automation/Robotics, Electrical Equipment, Sustainable Packaging, Building Products, Advanced Materials, Solar panels/components, Material Handling Equipment
Aerospace & Aviation	AAM Industry Leadership, eVTOL/Drone Tier 1's and supply chain, Civil Aerospace capacity expansion, Maintenance, Repair and Overhaul Providers
Automotive	Vehicle Electrification, Localization of Battery Production, Battery Recycling, Reshoring Automotive Supply Chain Components, Smart Mobility, Alternative Propulsion Technology (Hybrid Electric, Battery Electric Vehicle, ICE), and Resurgence of ICE Production/Propulsion
Energy & Chemicals	Leverage World's Lowest Natural Gas Prices, On-Going Investments in Pipeline Infrastructure, New Opportunities in the Nuclear Energy Industry, and Emerging Chemical Opportunities Related to the Pharma & Biotech Manufacturing
Financial Services	FinTech, InsurTech, Cost Efficiencies, M&A, Data Analytics, Cybersecurity, AI
Food & Agribusiness	Farm to Table Value Chain, Frozen and Easy to Prepare Meals, Food Production with Protein, Real Meat, Eggs & Dairy, Healthy Food, Precision Drone-Based Chemical and Fertilizer Application, Alternative Markets for Corn and Soybeans, Cold Storage
Healthcare	Pharmaceutical, Biotech, and Pharmaceutical-Adjacent Manufacturing, Automation of Back-Office Processes, Augmentation of Clinical Workflows, Interoperability and Cybersecurity, Patient Centered Care and Therapeutics, Clinical Research Management, Complex Medical Devices
Logistics & Distribution	E-commerce, Omni-Channel Distribution, Data Driven Supply Chains
Military & Federal	Federal Investment, Advanced Air Mobility Initiatives and Investments In Defense, and Exploration of Space
Technology	Cloud Computing, Data Sciences, Cybersecurity, Semiconductors, AI

TRACKING THE FULL ECONOMIC IMPACT OF JOBSOHIO PROJECTS

The economic impact analysis completed in 2025 by IMPLAN Group, the leading provider of economic impact data and analytical applications, is a testament to how JobsOhio's projects and investments create powerful economic ripple effects that touch every corner of the state. The jobs created, facilities built, and supply chains established through JobsOhio projects form a foundation for sustained economic growth.

The work of JobsOhio is significant to that state's economy in three ways:

- **Direct Impact:** The projects JobsOhio worked on. This is analyzed through changes in employment, wages, and output.
- **Indirect Impact:** The subsequent increase in jobs, wages, and purchases from other industries in the local economy resulting from our direct impact. This is what is created by supply-chain businesses that provide goods and services essential to the industry – suppliers of raw materials, utilities, equipment, transportation, and other services.
- **Induced Impact:** This is the result of spending wages and salaries on items such as housing, food, education, and medical services by direct and indirect employees. This spending creates induced employment in nearly all sectors.

JobsOhio's economic development investments deliver substantial returns to the state government through tax revenue generated by direct business operations, growing supply chains, enriched community goods and services, and construction.

According to IMPLAN's analysis of all 4,275 projects JobsOhio won between 2011 and 2024, JobsOhio projects generated more than 740,000 jobs statewide, $46.5 billion in payroll, and $28 billion in cumulative state tax revenue for Ohio. The consolidated return on investment is $15:$1 – for every dollar JobsOhio spends on economic development, $15.25 flows back to the state in tax revenue.

This economic momentum is a testament to the state's strong business climate, robust infrastructure, skilled workforce, and JobsOhio's powerful collaboration with regional partners. **Visit jobsohio.com/implan for the full report.**

DIRECT	+	INDIRECT	+	INDUCED	+	CONSTRUCTION**
305,625 JOBS		212,011 JOBS		176,620 JOBS		47,555 JOBS
$19.9B PAYROLL*		$14.1B PAYROLL*		$9.3B PAYROLL*		$3.2B PAYROLL*
$11.9B CUMULATIVE STATE TAXES		$7B CUMULATIVE STATE TAXES		$6.8B CUMULATIVE STATE TAXES		$2.1B CUMULATIVE STATE TAXES

=740K Total Impacted Jobs **$46.5B** Total Payroll* **$28B** Total Cumulative State Taxes*

*Payroll, GSP, and tax data were adjusted for inflation by IMPLAN to 2025 dollars.
**Values shown reflect sum values of Direct, Indirect, and Induced.

RESULTS

PROGRAMS AND EVENTS

Programs and events support JobsOhio's strategic plan while raising awareness of what makes Ohio an ideal place to grow a business and build a career. From highlighting the Advanced Aerospace & Defense Super Sector to positioning Ohio as a place for AI-enabled growth, JobsOhio and partners across the state built on the state's economic leadership.

TEAM OHIO SHOWCASES ADVANCED AEROSPACE & DEFENSE STRENGTH AT PARIS AIR SHOW

Led by JobsOhio, a broad coalition of Ohio industry, government, and academia partners told the state's Advanced Aerospace & Defense Super Sector story on a global stage at the Paris Air Show in June 2025. A team of experts, including JobsOhio's Military & Federal advisors, discussed how Ohio's industry strengths are built through intentional, statewide collaboration. Activations emphasized Ohio's unique capabilities in aerospace, defense, advanced manufacturing, and technology, linking Wright-Patterson Air Force Base, NASA Glenn Research Center, and infrastructure investments to reduce friction and accelerate growth. The integrated ecosystem continues to resonate with companies already expanding in Ohio, including Anduril Industries, BETA Technologies, GE Aerospace, Joby Aviation, and SNC. The activation drove dozens of new company leads, hundreds of media mentions, and millions of impressions.

JOBSOHIO DRIVES OHIO'S INNOVATION ECONOMY WITH MULTI-YEAR FORBES UNDER 30 SUMMIT PARTNERSHIP

JobsOhio sponsored the 2025 Forbes Under 30 Summit, held in Columbus from September 28 to October 1. The Summit brought together young leaders, founders, and creators for four days of connecting, learning, teaching, and building. Attendees, including those named to the Under 30 Local Columbus List, had access to speakers, exclusive networking opportunities, and industry-focused excursions. In addition to main-stage programming, the 2025 Summit included an all-new AI content track featuring the brightest minds from the Forbes Under 30 AI list. JobsOhio partnered with Forbes on several activations and hosted a welcome reception for Ohio-based listers. Momentum from the Forbes Under 30 Summit has amplified Ohio's story worldwide – billions of impressions and a new perception: "Wow, that's Ohio?" During the Summit's hosting in Cleveland, Cincinnati, and Columbus from 2023 through 2025, JobsOhio had the opportunity to showcase the state's innovation and career opportunities to thousands of young professionals, sharing why their next move should be to Ohio. **Over the three years that the Summit was held in Ohio, nearly 9,000 registrants from 60 countries and all 50 states attended.**

JOBSOHIO ADVANCES AI SUPER SECTOR AT GREAT LAKES AI WEEK

In November 2025, **Great Lakes AI Week brought together more than 1,000 business leaders, educators, and technologists in Northwest Ohio to accelerate the Midwest's role in applied artificial intelligence.**

JobsOhio played a central role throughout the event, highlighting the state's AI Super Sector and reinforcing Ohio as a destination for AI-enabled growth. A major milestone was the launch of AI Ready Ohio, a first-of-its-kind public workforce initiative developed with the Enterprise Technology Association (ETA) to equip Ohioans with AI education, training, and certification pathways.

Since its debut, the program has gained significant momentum and attracted interest from other states, helping position Ohio to lead as organizations navigate one of the most significant economic and workforce transformations of the modern era.

OHIO LAUNCHES BIOMANUFACTURING WORKFORCE INITIATIVE

In September 2025, JobsOhio, the Ohio Life Sciences Association, and One Columbus announced a biomanufacturing workforce initiative to train Ohioans for operator and technician roles in pharmaceutical manufacturing and related biotechnology careers. **JobsOhio is working with companies to invest up to $30 million over five years to develop the Ohio Life Science Training Center, a state-of-the-art facility in The New Albany International Business Park.** The facility is expected to be complete in 2027 and will include labs, simulated clean rooms, and classroom space, and will offer expanded programming designed to prepare students for a career in biomanufacturing.

BLACK TECH WEEK TAKES TO CINCINNATI

Black Tech Week 2025 brought founders, investors, and creatives to Cincinnati to connect with other tech professionals and learn about the industry. A three-day agenda featured speakers discussing resources to help attendees grow their businesses. More than 1,000 entrepreneurs attended Black Tech Week in 2022 when it moved to Cincinnati. That number tripled the following year, and in 2024, there were 4,800 participants. **In 2025, over 7,000 tech leaders convened in Cincinnati – a 600 percent increase in four years.** The event's growth is helping build momentum in establishing Ohio as an ideal location for diverse tech talent and innovative businesses.

GOVERNOR DEWINE, JOBSOHIO ANNOUNCE ENERGY OPPORTUNITY INITIATIVE

While attending the Ohio Business Roundtable CEO Summit in October 2025, Ohio Governor Mike DeWine and JobsOhio announced the creation of the new JobsOhio Energy Opportunity Initiative, a $100 million fund for economic development opportunities over a five-year period. These funds assist qualifying companies in offsetting costs related to natural gas and nuclear power production in Ohio. **Funds from the Energy Opportunity Initiative focus on engineering, right-of-way, and construction costs for new and existing natural gas infrastructure; site preparation for SMR generation; advanced training for Ohio's workforce; and incentives for attracting supply-chain companies for SMR manufacturing and production.** Ohio has a pipeline of nuclear technology, leadership in solar manufacturing and deployment, and one of the largest shale regions in the world. Energy is a key pillar of economic success, and this initiative helps strengthen Ohio's momentum by fueling new projects and jobs.

Thank you to the Ohio Legislature for smart, targeted policy changes that modernize Ohio's energy landscape and reinforce its appeal as a destination for investment, innovation, and growth.

THANK YOU
THANK YOU

OHIO BUSINESSES BOOST TALENT PIPELINE WITH JOBSOHIO RELOCATION INCENTIVE

JobsOhio has invested nearly $700 million in workforce development initiatives since 2011, adding to its talent portfolio in August 2025 with the launch of the JobsOhio Relocation Incentive. The JobsOhio Relocation Incentive helps Ohio employers of all sizes in 10 sectors expand their workforce, with financial incentives to attract out-of-state talent. Employers are eligible for $15,000 for each qualifying STEM or technical hire and can receive up to $225,000 total (15 hires) until program funds are depleted. With no restrictions on fund use, participating employers can direct incentive disbursements toward signing bonuses, relocation packages, recruiting campaigns, or other strategic talent acquisition investments. **By June 2026, the program had received more than 318 applications, with 87 companies receiving funding.** The incentive is part of JobsOhio's comprehensive approach to workforce development, with initiatives focused on attracting, developing, and retaining talent.

ANDURIL'S ARSENAL-1 FACILITY BEGINS PRODUCTION

In March 2026, JobsOhio joined state and community leaders for an on-site tour of Anduril Industries' Arsenal-1 facility in Pickaway County, where progress continues to outpace expectations and reinforce Ohio's position as a national leader in advanced defense manufacturing. **The company announced its decision to invest in Ohio in January 2025 and officially began production of the Fury collaborative combat aircraft in March 2026, three months ahead of the original July 2026 target and just 15 months after the announcement.** The project is a testament to Ohio being a place where innovative companies can test, build, and scale faster. The first building, spanning approximately one million sq. ft., is complete, with additional structures underway. Anduril selected Ohio for its ability to move at speed, leveraging a strong foundation of more than 640 aerospace and defense companies, world-class research universities, and a best-in-class manufacturing workforce.

> Arsenal-1 represents a significant step forward in how we build the autonomous systems and weapons our nation and allies need, leveraging Ohio's world-class workforce, robust infrastructure, and scalable, software-driven manufacturing to set a new standard for securing the future of defense.
>
> **Anduril Industries CEO, Brian Schimpf**

ANDURIL

PROJECT WINS

Ohio continues to be a top location for domestic and international business expansions and relocations. With the help of seven regional partners, we advance notable projects such as these, across 10 sectors and build a strong, diverse economy.

DAYTON DEVELOPMENT COALITION

United Alloy

Union (Montgomery County)
60 new jobs
$10 million capital expenditure

In May 2025, United Alloy announced it was expanding its manufacturing capacity at its newly established facility in Union. The company joined the community in February 2025 when it opened its first facility in the region. The new facility manufactures data center fuel tanks and engine room exhaust plenums. The expansion adds an incremental 350,000 square feet to the previously announced 174,000 square feet.

Air Transport Services Group

Wilmington (Clinton County)
48 new jobs
$246 thousand capital expenditure

Air Transport Services Group (ATSG) announced that its subsidiary, Airborne Maintenance & Engineering Services, is creating 48 new maintenance and engineering jobs while retaining 653 positions in the state. The investment will enable ATSG to expand its capacity to maintain aircraft for its global fleet and third-party customers. The company's continued growth will be supported through its AirborneTech training program, which provides a sustainable pipeline of skilled aviation professionals.

LAKE TO RIVER

Kimberly-Clark

Warren (Trumbull County)
491 new jobs
$800 million capital expenditure

Kimberly-Clark, one of the world's leading manufacturers of personal care and hygiene products, will establish an advanced manufacturing facility in Trumbull County, bringing 491 new jobs to the region. As demand continues to grow, the facility will provide the scale, flexibility, and agility needed to respond quickly and reliably to customer needs.

Vallourec

Youngstown (Mahoning County)
40 new jobs
$39 million capital expenditure

Vallourec, a leader in premium tubular solutions headquartered in France, is committed to investing $39 million to expand the company's operations in Youngstown. Vallourec makes seamless pipe – manufactured entirely from recycled scrap metal – that can withstand extreme environments across the energy and industrial sectors. The new line will create 40 new jobs, expand the local supply chain, and support the regional energy industry.

OHIO SOUTHEAST

Centrus Energy

Piketon (Pike County)
299 new jobs
$1.6 billion capital expenditure

Centrus Energy announced a major expansion of its uranium enrichment plant in Piketon, expected to create 1,000 construction jobs and 299 operations jobs, while retaining 127 existing jobs. The project will boost Low-Enriched Uranium and High-Assay, Low-Enriched Uranium production. Centrus Energy is the only active enricher to use American technology and to manufacture centrifuges and supporting equipment exclusively in the United States.

Azure Standard

South Point (Lawrence County)
150 new jobs
$9.3 million capital expenditure

Azure Standard, a nationwide distributor and manufacturer of organic, non-GMO foods and household products, will establish a new distribution and greenhouse facility in the village of South Point. The facility will feature 20,000 square feet of cold storage, 2,000 square feet of office space, and 14 greenhouses for year-round organic produce, including vegetables and tropical fruits.

Fox Tank Company

Coshocton (Coshocton County)
89 new jobs
$7.9 million capital expenditure

Fox Tank Company will establish manufacturing operations in Coshocton, investing $7.9 million and creating 89 new jobs. The company manufactures steel storage tanks and equipment for the oil and gas industry, specializing in API-grade tanks for upstream and midstream operations. The investment will include leasing a facility in the Marcellus and Utica Shale regions, enabling the company to serve customers in the upstream and midstream sectors of the oil and gas industry.

ONE COLUMBUS

Hims & Hers

New Albany (Licking County)
400 new jobs
$217.8 million capital expenditure

Hims & Hers, a leading digital health and wellness platform, announced plans to expand its operations in New Albany. The project includes a new state-of-the-art facility focused on fulfillment, lab testing, and pharmacy operations. The expansion is expected to double the company's physical footprint in the Columbus region and deepen its commitment to advancing clinical innovation and access to personalized care.

ONE COLUMBUS

Amgen
New Albany (Franklin County)
350 new jobs
$822 million capital expenditure

Amgen, a global biotechnology leader, announced the largest life sciences and pharmaceutical manufacturing expansion in Ohio history with plans to grow its operations in New Albany. The company will expand its footprint by building a new facility next to its existing biomanufacturing site, where it currently employs 400 associates. Construction on the new facility is expected to be completed in 2027.

Whirlpool Corporation
Marion (Marion County)
176 new jobs
$300 million capital expenditure
(divided between two expansion projects)

Whirlpool will invest $300 million across its manufacturing facilities in Clyde and Marion, Ohio – a move that solidifies Ohio's position as a national leader in advanced manufacturing. Established in 1952, the Clyde location is the world's largest clothes washer manufacturing facility. The Marion location, established in 1955, is a clothes dryer manufacturing facility. The investment will increase the company's production capacity for washers and dryers.

"Our decision to expand in the Columbus Region reflects the area's robust infrastructure, skilled workforce, and supportive business environment. We are committed to being a long-term partner in this community and look forward to advancing our mission of serving patients worldwide from our New Albany facilities."

Sandra Rodriguez-Toledo, Vice President Site Operations
AMGEN

REDI CINCINNATI

Great Day Improvements
Sharonville (Hamilton County)
583 new jobs
$11.1 million capital expenditure
(divided between two expansion projects)

A leading direct-to-consumer provider and manufacturer of premium home improvement products, Great Day Improvements is expanding in both southwest and northeast Ohio, creating 583 jobs in Sharonville, near Cincinnati, and 412 jobs in Walton Hills, Bedford, and Twinsburg near Cleveland. Great Day Improvements brands Patio Enclosures, Stanek Windows, Champion Windows, Universal Windows Direct, and The Bath Authority are all headquartered in Ohio.

StandardAero
Sharonville (Hamilton County)
300 new jobs
$8 million capital expenditure

StandardAero, a leading independent provider of aerospace engine aftermarket services, including maintenance, repair, and overhaul (MRO), is expanding its operations in Sharonville, adding 300 new jobs and increasing the total workforce to over 1,000. StandardAero's Sharonville location operates a major aerospace component repair facility specializing in MRO services for engine components on both commercial and military aircraft.

RESULTS

REGIONAL GROWTH PARTNERSHIP

First Quality Tissue
Defiance (Defiance County)
407 new jobs
$984 million capital expenditure

First Quality Tissue will construct a 1.6 million-square-foot building in Defiance. This marks the largest singular investment and job-creation project for the community. The company will locate its new facility at the 1,000-acre Defiance Mega Site, which was first primed for future economic development with support from the All Ohio Future Fund.

Whirlpool Corporation
Clyde (Sandusky County)
272 new jobs
$300 million capital expenditure
(divided between two expansion projects)

Whirlpool will invest $300 million across its manufacturing facilities in Clyde and Marion, Ohio – a move that solidifies Ohio's position as a national leader in advanced manufacturing. Established in 1952, the Clyde location is the world's largest clothes washer manufacturing facility. The Marion location, established in 1955, is a clothes dryer manufacturing facility. The investment will increase the company's production capacity for washers and dryers.

"With Ohio roots, we want to be here for growth and opportunity. It's our partnerships with Ohio and local communities making that a reality. Our community collaboration helps us lock in Ohio as Great Day's center for growth, reinforcing our commitment to the state that built us."

Drew Weinfurtner, CEO
Great Day Improvements

TEAM NEO

Great Day Improvements
Walton Hills, Bedford, and Twinsburg
(Cuyahoga County and Summit County)
412 new jobs
$11.1 million capital expenditure
(divided between two expansion projects)

A leading direct-to-consumer provider and manufacturer of premium home improvement products, Great Day Improvements is expanding in both southwest and northeast Ohio, creating 583 jobs in Sharonville, near Cincinnati, and 412 jobs in Walton Hills, Bedford, and Twinsburg near Cleveland. Great Day Improvements brands Patio Enclosures, Stanek Windows, Champion Windows, Universal Windows Direct, and The Bath Authority are all headquartered in Ohio.

LayerZero
Streetsboro (Portage County)
535 new jobs
$14 million capital expenditure

LayerZero, a globally recognized leader in providing state-of-the-art power distribution solutions, announced an expansion at its Streetsboro facility. The company designs and builds exceptionally reliable power equipment for industries such as data centers, ensuring computers and servers stay powered safely and without interruption. LayerZero is investing in its existing facility, adding 120,000 square feet, including new manufacturing, warehouse, and support space.

TWO CAMPAIGNS. ONE UNIFIED BRAND.

Ohio is competing at a different level – for business investment, skilled talent, and long-term economic growth. As awareness of the state rises, JobsOhio launched a refreshed brand strategy and campaign to sharpen JobsOhio's message, strengthen its market position, and unify its story across business and talent-attraction efforts. Grounded in research and audience testing, the work reflects a more confident, modern approach and helps ensure JobsOhio and Ohio stand out in an increasingly competitive landscape.

Both campaigns are united under a single platform: YOUR MOVE. The message is designed to prompt action – whether that means growing a business, relocating for a career opportunity, or building a future here.

Supported by bold, creative, dynamic storytelling, including music from Cleveland artist Kid Cudi, the campaign presents Ohio as a place where ambition and opportunity come together in a real and relatable way.

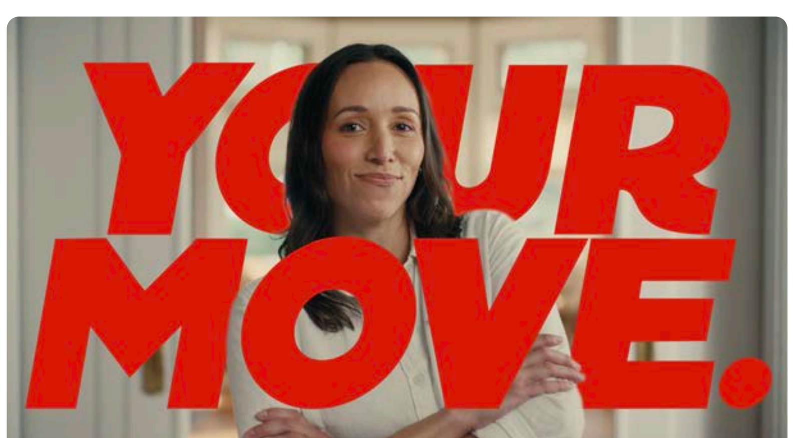
MAKING AN IMPACT

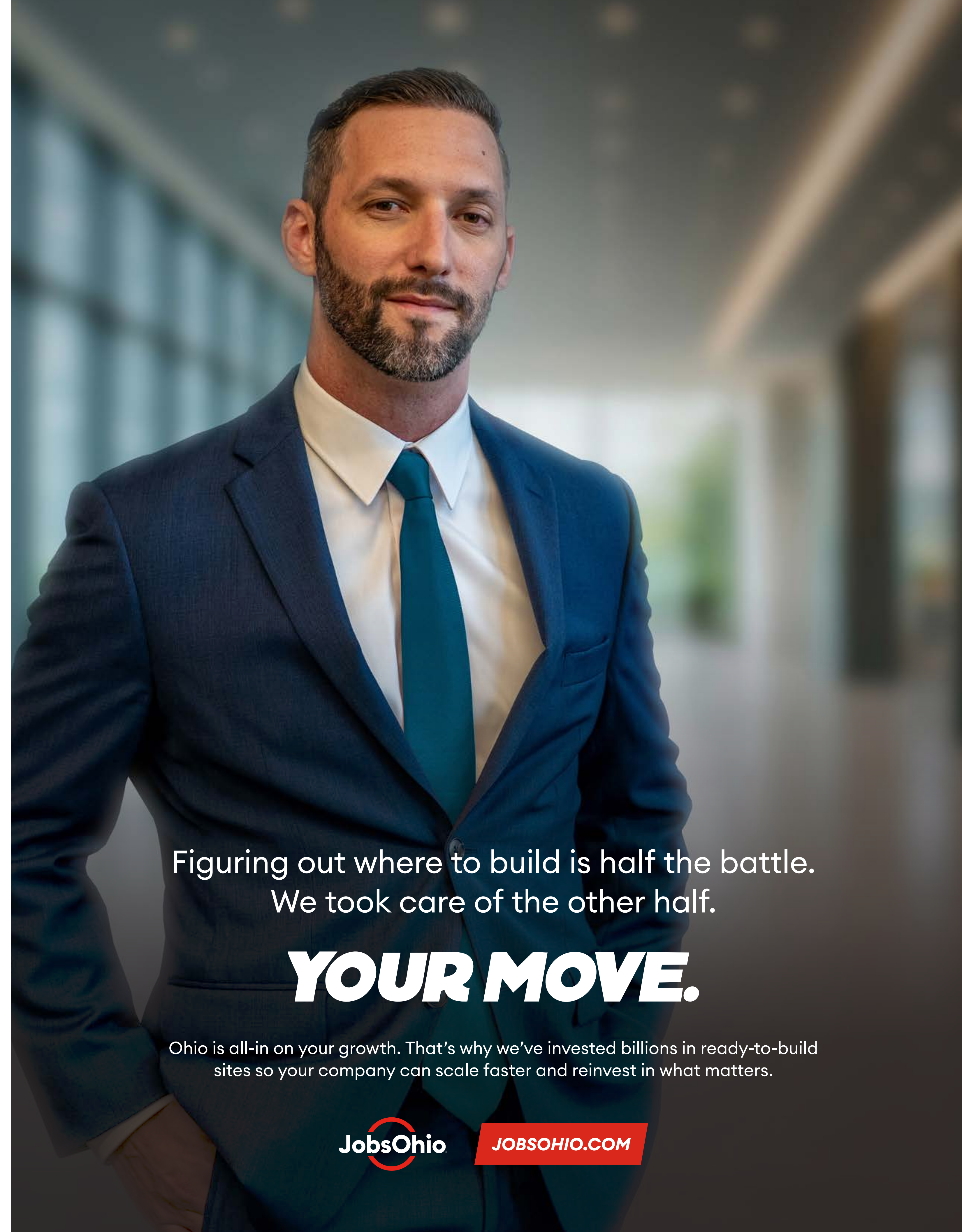
The updated brand framework helps JobsOhio communicate clearly, consistently, and effectively with key audiences. Research showed both campaigns successfully increased awareness and strengthened perceptions of Ohio among prospective talent and business leaders – an important factor in shaping future relocation and investment decisions.

Among talent audiences, the campaign drove a 19-point increase in the number of respondents who strongly agreed that Ohio is a place they would enjoy living. More than half of those surveyed recalled seeing at least one campaign advertisement – reinforcing the importance of reaching audiences actively considering their next move.

The business attraction campaign also delivered measurable results, generating a 30-point increase in positive perceptions among decision-makers considering relocating, expanding, or starting a business. Nearly half of surveyed business leaders recalled seeing a JobsOhio advertisement.

Together, these campaigns help position JobsOhio and Ohio more competitively at a critical moment for growth.





STRATEGIC INITIATIVES

At JobsOhio, our strategic approach to economic development creates a competitive edge for both businesses and communities across the state. It all starts with JobsOhio 2030, a five-year strategic plan built on Ohio's momentum.

JOBSOHIO 2030: LET'S GROW, TOGETHER

JobsOhio 2030 aims to maximize the impact of JobsOhio and its regional partners by continuing to drive business and job growth in 10 sectors while capitalizing on growth across five Super Sectors. The plan also drives forward support for Ohio's small businesses and communities.

Capitalize on Super Sectors

These Super Sectors (Advanced Aerospace & Defense, Artificial Intelligence, Energy, Life Sciences & Biotechnology, and Semiconductors & Microelectronics) represent cross-cutting, trillion-dollar industries that converge with complementary technologies, workforces, supply chains, and customers to create a hyper-growth ecosystem.

Semiconductor Industry Leadership

Ohio will continue to capitalize on the $1 trillion global semiconductor market by building the ecosystem needed to support industry growth.

Attract, Develop, and Retain Talent

We're focused on making it easy to work in Ohio, using strategies like custom employer support for workforce needs, a relocation incentive, training grants, and access to top resumes nationwide.

Develop Economy of Innovation

Leverage Ohio's innovation ecosystem to drive venture capital activity, research and development performance, increase university research funding at Ohio's universities, and invest in STEM and AI workforce development.

Leverage Energy as an Advantage

To ensure Ohio remains competitive with affordable and reliable power, we will leverage the advantages that set our state apart.

Strengthen Ohio's Brand Promise

We will evolve our Business and Talent attraction marketing to convince out-of-state companies (and their people) that their careers and lives will be better in Ohio. Inside Ohio, we will reinforce key Ohio in communities across the state.

SITES

With numerous site initiatives, JobsOhio prepares for future business attraction and expansion opportunities. Through SiteOhio, we invest in communities throughout the state to identify sites ready for development and provide site selection education and preparation to our local economic development partners. With the ever-evolving need for sites ready to attract new jobs and investment, we leverage programs like the JobsOhio Ohio Site Inventory Program (OSIP) to build a robust and diverse inventory of sites and speculative buildings to meet the future needs of companies of all sizes.

OHIO SITE INVENTORY PROGRAM (OSIP) AND SITEOHIO

The primary goal of the OSIP is to fill gaps in the state's real estate inventory with targeting near-term sector wins to ensure Ohio is more competitive for reactive site selection projects. The OSIP offers grants and low-interest loans to support speculative site and building development projects with no identified end user. One example included the construction and 2026 grand opening of the Butler Tech Aviation Education Hangar in southwest Ohio, a career center helping to advance the state's thriving Advanced Aerospace & Defense Super Sector.

2025 Results

- Completed 17 OSIP projects
- Authenticated two SiteOhio properties

2026 Goals

- Complete 20 OSIP projects
- Authenticate three Sites, launch wave 6 of SiteOhio
- Complete four proactive SiteOhio site visits

TALENT

JobsOhio's talent team leverages Ohio's robust ecosystem to help employers develop customized and sustainable talent practices; attracting, developing, and retaining employees with proactive strategies – including the launch of the JobsOhio Relocation Initiative – that bolster the talent pipeline. Utilizing knowledge of market challenges and public and private resources, we ensure companies have the workforce they need to grow and thrive.

TALENT STRATEGIES

2025 Results

Talent Acquisition Services

- Drove over 4.9K applications averaging more than 245 quality applications for 20 companies
- Drove career and industry awareness for 22 companies, generating 31M impressions
- Assisted 34 companies in developing their talent through 476 training completions, 38% focused on advancing technical skills

JobsOhio Relocation Incentive

- Launched in August 2025
- 318 company applications received through June 2026
- 92% of applications have come from small and medium sized companies
- To complement the JobsOhio Relocation Incentive, JobsOhio launched a Relocation Guide to help companies relocate out-of-state talent

Other Talent Initiatives

- Technician Motivating Factors Research: Research on the technical workforce and the critical role these skilled professionals play in driving innovation across key industries. With 2,000+ Ohioans surveyed, the data serves as a roadmap for businesses and educators to identify talent gaps and strategically invest in specialized training.
- Ohio Life Science Training Center: A new training center located in The New Albany International Business Parks is scheduled to be operational in 2027. The facility will help train individuals for in-demand roles in biomanufacturing.
- Underserved, Underrepresented, and Veteran Talent Resource Guide: A roadmap for attracting, developing, and retaining talent from untapped talent populations. The guide explores hiring best practices and highlights regional and state resources for funding and training.

2026 Goals

Talent Acquisition Services

- Service 51 companies
- Vet 50% of the project pipeline (excluding JOSB, OSIP, VCP)

Talent Strategies

- Launch at least one megaproject customized talent strategy
- Retain skilled talent in Ohio by working with local, regional, and state partners
- Scale the impact of the JobsOhio Relocation Initiative
- Launch the JobsOhio Experiential Learning Initiative

FIND YOUR OHIO

JobsOhio's Find Your Ohio program is another resource available to Ohio companies as they build out comprehensive workforce development strategies. The program connects Ohio employers with out-of-state candidates looking for opportunities in the state, including STEM talent, boomerangs, transitioning military members, and more. The program has more than 55,000 active candidates in the system and currently supports the recruitment efforts of 67 companies throughout the state, including Centrus, Resonant Sciences, and SNC.

2025 Results

- Drove 31,824 new candidate resume submissions
- Supported 67 employers through the program
- Assisted 54 companies with direct candidate referrals and recruitment consulting

2026 Goals

- Support at least 13 companies with active JobsOhio projects
- Increase candidate interviews by 15%
- Drive 25,000 new candidate resume submissions

> Partnering with Find Your Ohio has provided a tremendous boost to our recruiting efforts. The team has helped us connect with talented candidates, expand our reach, and showcase the many opportunities our organization offers. The collaboration has been seamless, professional, and impactful, making Find Your Ohio a valued partner in helping us attract and retain top talent from skilled labor to professional roles.
>
> **Mark Thompson, HR Generalist**
> **Intermountain Electronics**

SMALL BUSINESS GROWTH AND COMMUNITY SUPPORT

JobsOhio drives growth through programs and partnerships. Ohio's small businesses face different challenges than large businesses, so JobsOhio has developed a strategy to serve their unique needs - expanding its offerings in 2025 to small business owners, founders, and entrepreneurs.

SUPPORTING SMALL BUSINESS OWNERS

The Lightship Bootcamp program – multi-day training sessions that include mentorship, education, and access to valuable business resources – expanded to all seven of Ohio's regions – making it accessible statewide.

The JobsOhio Small Business Academy, Powered by Aileron, served 47 companies. The free, 12-month business growth program launched in 2024 and had been available exclusively to recipients of a JobsOhio Small Business Grant.

2025 Results

- JobsOhio Small Business Grant: 145 projects completed
- Continued portfolio of support, including: Lightship Bootcamps, Launchpad, JobsOhio Small Business Academy powered by Aileron (with 12 cohort groups completed)

2026 Goals

- JobsOhio Small Business Grant: 157 project grants
- Continue Small Business support partnerships to build a more cohesive ecosystem including: Lightship Bootcamps, LaunchPad, Small Business Academy Powered by Aileron, Black Tech Week, and Small Business Advisory Council

BUILDING VIBRANT COMMUNITIES

Thriving communities depend on economic development projects that attract private investment and create jobs. The Vibrant Communities Program assists distressed small- and mid-size eligible cities with projects that fulfill a market need and represent a reinvestment in Ohio's communities.

2025 Results

- Vibrant Communities Program: 12 project wins
- Pre-project Planning Program: 14 project wins

2026 Goals

- Vibrant Communities Program: complete 11 project wins
- Pre-project Planning Program: complete 12 project wins

2025 Grand Openings

Urbana: (Photo Top)
A former furniture store downtown was redeveloped into a co-work hub for local small businesses, plus loft apartments.

Coshocton: (Photo Left)
The former Chacos building was modernized into a unique makerspace, co-working facility, and business incubator.

Athens: (Photo Right)
The Athens Armory, a historic building in the heart of the city, was revitalized to create much-needed co-working and small office space, as well as event space and corporate offices.

INNOVATION

When Ohio innovates, we move forward together. JobsOhio seeks to build on the state's long history of innovation through economic development initiatives and proven strategies that make Ohio a more desirable place to work and do business.

By leveraging the state's best assets – from quality of life to favorable operating costs – JobsOhio works with university, public, and private partners to attract talent and companies that are truly changing the world across key industries such as healthcare, life sciences, and technology.

With global leaders in the life sciences looking to build and expand their operations in Ohio – including Amgen, Hims & Hers, and Pharmavite, among others – Ohio is making investments to strategically transform itself into a premier hub for the life sciences industry.

INNOVATION DISTRICTS

The Ohio Discovery Corridor unites a network of Innovation Districts in Cleveland, Columbus, and Cincinnati, featuring world-class medical and research facilities and leading academic institutions, and connecting companies with a pipeline of statewide resources and talent.

2025 Results

- Anchor institutions met the stated requirements in respective Innovation District agreements
- Leveraged the Ohio Discovery Corridor branding to unify the three Innovation Districts and prioritized business attractions

2026 Goals

- Ensure anchor institutions meet the stated requirements in their respective Innovation District agreements
- Finalize Columbus real estate finance transaction in Spring 2026
- Leverage the Ohio Discovery Corridor branding to drive measurable growth within the three Innovation Districts

Ohio Discovery Corridor POWERED BY JobsOhio

JOBSOHIO VENTURES

JobsOhio Ventures is the preferred strategic partner for early-stage healthcare and enterprise tech innovators. The evergreen co-investment fund provides frictionless capital and access to the Ohio tech ecosystem, investing in next-generation employers and IP creators. Its patient, long-term strategy meets founders where they are in any round and through all commercialization cycles.

To learn more about their work and the companies they support, visit **jobsohioventures.com**

JobsOhio VENTURES

2025 Results

- Finished year at or above national benchmarks, final $50 million tranche approved in August
- Launched JobsOhio Ventures branding and website, bringing nationwide exposure and positioning alongside leading national VCs

2026 Goals

- Continue to benchmark against national industry standards on fund return and cost metrics
- Leverage outside capital $1:$8 ($1 JobsOhio Ventures to $8 co-invested)

FINANCIALS

The Financial Report provides a snapshot of the organization's finances – its financial position and condition, revenues and costs, assets and liabilities, and other obligations and commitments.

ASSETS		
CURRENT ASSETS (Dollars in Thousands)	**12.31.25**	**12.31.24**
JOBS		
Cash and cash equivalents (unrestricted)	$10,732	$1,182
Cash and cash equivalents (restricted)	$165,229	$226,658
Inventory	$95,556	$100,665
Accounts receivable	$1,524	$1,435
Prepaid expenses	$1,511	$1,393
JOBSOHIO		
Cash and cash equivalents (unrestricted)	$86,892	$137,610
Cash and cash equivalents (restricted)	$11,091	$10,768
Investments at fair value	$929,150	$840,979
Loans (current portion)	$11,250	$12,132
Accounts receivable	$15,429	$24,566
Prepaid expenses	$2,330	$1,498
Total current assets	$1,330,694	$1,358,886
LONG-TERM ASSETS (Dollars in Thousands)		
JOBS		
Capital assets, net of accumulated depreciation	$715,790	$738,613
JOBSOHIO		
Loans, net of loss allowance	$157,738	$143,370
Other long-term investments	$133,605	$118,382
Capital assets, net of accumulated depreciation	$67,252	$67,561
Total long-term assets	$1,074,385	$1,067,926
Total assets	**$2,405,079**	**$2,426,812**
DEFERRED OUTFLOW OF RESOURCES		
Deferred outflow on bond refunding	$5,465	$-
Deferred outflow of hedging derivative instruments	$303	$-
Total deferred outflow of resources	**$5,768**	$-

LIABILITIES		
CURRENT LIABILITIES (Dollars in Thousands)	**12.31.25**	**12.31.24**
JOBS		
Accounts payable	$23,767	$25,997
Accrued liabilities	$68,887	$83,141
Lease liability (current portion)	$2,508	$2,992
Subscription liability (current portion)	$338	$317
Special obligation bonds payable (current portion)	$55,050	$87,955
Bond interest payable	$16,800	$27,292
JOBSOHIO		
Accounts payable	$7,679	$13,161
Accrued liabilities (current portion)	$272,044	$287,203
Lease liability (current portion)	$418	$399
Subscription liability (current portion)	$310	$1,219
Revolving note	$-	$54,000
Community bank loan guarantee (current portion)	$-	$3
Note payable (current portion)	$1,027	$-
Total current liabilities	$448,828	$583,679
LONG-TERM LIABILITIES (Dollars in Thousands)		
JOBS		
Special obligation bonds payable	$1,195,359	$1,298,230
Lease liability	$7,609	$9,090
Subscription liability	$-	$338
JOBSOHIO		
Accrued liabilities	$149,850	$174,738
Lease liability	$114	$535
Subscription liability	$5	$142
Derivative instruments - interest rate swap	$303	$-
Note payable	$50,164	$-
Port authority bond reserve	$2,788	$2,316
Total long-term liabilities	$1,406,192	$1,485,389
Total liabilities	**$1,855,020**	**$2,069,068**
DEFERRED INFLOW OF RESOURCES (Dollars in Thousands)		
Deferred inflow on bond refunding	$20,307	$-
Total deferred inflow of resources	**$20,307**	$-
NET POSITION (Dollars in Thousands)		
JOBS		
Net investment in capital assets	($296,914)	$3,706
Unrestricted	($100,073)	($466,401)
JOBSOHIO		
Net investment in capital assets	$18,582	$65,204
Unrestricted	$913,925	$755,235
Total net position	**$535,520**	**$357,744**

OPERATING REVENUES (Dollars in Thousands)		
JOBS	**12.31.25**	**12.31.24**
Retail net liquor sales	$1,266,636	$1,332,980
Wholesale net liquor sales	$397,063	$ 414,444
Distribution center revenue	$8,480	$8,236
JOBSOHIO		
Interest income (loans)	$5,020	$5,511
Fees and other	$568	$666
Total operating revenues	$1,677,767	$1,761,837
OPERATING EXPENSES (Dollars in Thousands)		
JOBS		
Cost of goods sold	$994,972	$1,041,953
Sales commissions	$102,785	$108,411
Liquor gallonage taxes	$53,168	$55,526
Amortization of intangible asset (liquor franchise)	$28,092	$55,197
Service fees	$14,206	$16,684
Supplemental Payment	$51,260	$81,742
Other	$43,396	$44,185
JOBSOHIO		
Economic development programs	$154,851	$187,992
Salaries and benefits	$32,579	$29,117
Professional services	$20,885	$21,143
Administrative and support	$17,118	$14,879
Marketing	$54,910	$48,832
Total operating expenses	$1,568,222	$1,705,661
Operating income	**$109,545**	**$56,176**
NONOPERATING REVENUES (EXPENSES) (Dollars in Thousands)		
Bond interest, net – JOBS	($47,779)	($54,585)
Bond issuance costs – JOBS	($4,179)	$-
Investment income – JobsOhio	$114,089	$64,229
Other, net – JOBS	$6,100	$8,638
Total nonoperating revenues	$68,231	$18,282
Change in net position	**$177,776**	**$74,458**
Net position, beginning of period	$357,744	$283,286
Net position, end of period	**$535,520**	**$357,744**

LOOKING AHEAD

Now in its second year, JobsOhio's five-year strategic plan builds on Ohio's strong economic development momentum. The plan focuses on maximizing the impact of JobsOhio and our regional partners by driving sustained business and job growth, creating high-quality jobs, strengthening a resilient economy, and increasing prosperity across the state. The goal remains clear: position Ohio as the #1 state in the Midwest and a top 5 state in the U.S.

As we look ahead, we're focused on continuing to make Ohio the best place for companies to grow, innovate, and succeed – and for talented people to build great careers while enjoying an exceptional quality of life. Ohio's success comes from the strength and diversity of our economy, where industries work together to create an environment that helps leading companies and their teams thrive. We have a clear plan, and we're committed to following through on every promise we make.

Capitalize on Ohio's five Super Sectors

Cross-cutting, trillion-dollar industries that will accelerate Ohio's growth.

- Advanced Aerospace & Defense
- Artificial Intelligence
- Energy
- Life Sciences & Biotechnology
- Semiconductors & Microelectronics

Retain and Attract a Skilled Workforce

Talent is the No. 1 reason companies choose Ohio. Through our talent ecosystem, we are focused on making it easy to work in Ohio while strengthening and expanding the state's skilled talent pipeline.

- Find Your Ohio Program: Connects skilled talent to incredible Ohio-based job opportunities.
- Growing the Pipeline: Expand Innovation District talent initiatives to support 47,500 additional STEM degrees.
- Incentive Programs: JobsOhio Workforce Grant, JobsOhio Relocation Incentive, Talent Acquisition Services, and the launch of the JobsOhio Experiential Learning Initiative.
- Training: Establish Ohio Life Science Training Center to prepare technicians and operators for rapid growth in the biomanufacturing sector.

Fully Realize the Silicon Heartland

By 2030, the global semiconductor market is estimated to reach $1 trillion.

- Build on Intel's catalytic investment and position Ohio as the nation's semiconductor powerhouse.

Create a Competitive Advantage with Sites and Infrastructure

More than $100 billion has been invested over the last 12 years.

- Continue implementing the Aerospace & Defense Opportunity Program.

Innovation Economy

Ohio is well-positioned to meet the challenges of an ever-evolving business landscape. By diversifying its economy, Ohio has rebounded from the job losses of 2011 and risen to top national rankings through sustained investment and hard work.

- Leverage Ohio's innovation ecosystem to drive venture capital activity, research and development performance, university research funding, and investment in STEM and AI workforce development.
- Continue uniting Innovation Districts through the Ohio Discovery Corridor.

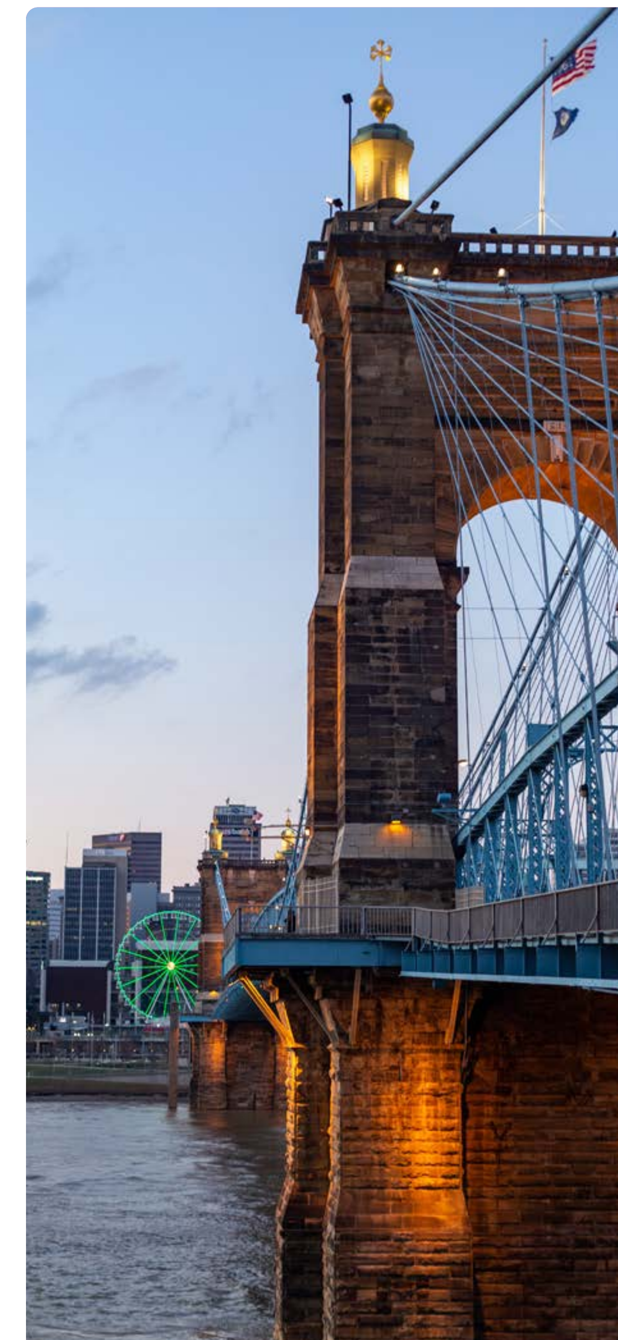
Energy as an Advantage

Affordable, accessible energy is a priority for every business, regardless of sector. To ensure Ohio remains competitive through reliable and cost-effective power, we will continue leveraging the advantages that set the state apart.

- Activate the JobsOhio Energy Opportunity: $100 million in loans, grants, and talent services for projects that expand and modernize Ohio's natural gas and nuclear infrastructure.
- Leverage Ohio's abundant energy resources as a long-term competitive advantage.

Strengthen Ohio's brand promise

- Evolve business and talent attraction marketing efforts to show out-of-state companies and professionals that their careers and quality of life can be better in Ohio.
- Reinforce Ohio's successes within communities across the state.



LET'S GROW, TOGETHER

Contact us at **1.855.874.2530** or visit **JobsOhio.com** for more information.