

2024

ANNUAL REPORT



TEMPLEEDC

ECONOMIC DEVELOPMENT CORPORATION

JOHN HOWE, CHAIR

TEMPLE ECONOMIC DEVELOPMENT CORP.

Greetings,

This past year has been a testament to the continued growth and success of Temple, Texas. As I reflect on my first year as Chairman of the Temple Economic Development Corporation, I am deeply honored by the opportunity to contribute to our community's bright future. The work of previous Chairmen and the Temple EDC team has laid a strong foundation, enabling us to achieve remarkable progress.

One of the standout achievements this year was securing SeAH Superalloy Technologies' significant investment—a project that not only brings a \$110 million manufacturing facility and 100 new jobs to Temple, but also signals to other international companies that our community is open for business. SeAH's decision to locate in Temple underscores our region's appeal to foreign direct investment, and we are already seeing this momentum create new avenues for growth. The opportunities created by SeAH go far beyond this single project, opening doors for additional global partnerships, more job creation, and further strengthening our reputation as Central Texas' next frontier for industry.

This past year has demonstrated the power of collaboration between the Temple EDC, the City of Temple, and other community partners. Together, we have celebrated key milestones and laid the groundwork for even greater success in the years to come. I am grateful for the unwavering support of our board, staff, and the people of Temple as we continue to drive economic growth and development.

As we look forward, I am excited about what the future holds for Temple. We remain committed to driving long-term prosperity through strategic investments, job creation, and talent attraction. Our community continues to grow, and I am confident that we are well-positioned to seize the opportunities ahead.

I would like to express my heartfelt gratitude to everyone who has supported the Temple EDC and our shared vision for the future. Together, we are building a stronger, more vibrant Temple that will continue to prosper for decades to come.

Sincerely,



John Howe
Chairman of the Board
Temple Economic Development Corp.

Executive Officers



John Howe
Chairman
PRESIDENT,
OMEGA BUILDERS



Tyler Johnson
Vice President
EXECUTIVE VP / MARKET PRESIDENT TEMPLE /
COMMERCIAL RELATIONSHIP MANAGER,
ALLIANCE BANK – CENTRAL TEXAS



David Nix
Treasurer/Secretary
OWNER,
DAVID NIX AGENCY



Gary Schmidt
Immediate Past Chair
PRESIDENT,
CENTRAL NATIONAL BANK

Our Mission & Vision

Here at the Temple Economic Development Corporation, we are deeply embedded in the fabric of the Temple, Texas community. By actively recruiting capital investment, fostering job creation, and attracting skilled talent, we are helping shape an environment where both businesses and residents can flourish.

We understand the importance of attracting and supporting companies that not only see the potential in our region, but also recognize the unique value Temple has to offer. Just as we invest in their success, we strive to ensure they feel confident in choosing Central Texas as the ideal location for growth.

As an International Economic Development Council (IEDC) Accredited Economic Development Organization (AEDO) and a recipient of the Texas Economic Development Council's Community Economic Development Award (CEDA), Temple EDC is proud to provide a wide range of high-quality services to our businesses and community. Our commitment to long-term economic growth remains at the forefront of everything we do, as we work toward a brighter and more prosperous future for Temple.

MISSION

Retain, attract, and support the people and businesses necessary to improve the quality of life in Temple.

VISION

The best place to do business in Texas and the South.

Temple EDC Team



Adrian Cannady

President & CEO
TEMPLE ECONOMIC DEVELOPMENT CORP.



Tom Long

Vice President
TEMPLE ECONOMIC DEVELOPMENT CORP.



Amanda Carlson

Director of Marketing & Communications
TEMPLE ECONOMIC DEVELOPMENT CORP.



Jennifer Avery

Director of Operations
TEMPLE ECONOMIC DEVELOPMENT CORP.

Increasing the Tax Base

One of the core pillars of our economic development work is to increase the tax base of the Temple community. As a region's corporate tax base expands, so do the funds available for investments in valuable resources like city services, infrastructure, and quality-of-life enhancements.

Temple EDC works to attract new investment to Temple and accelerate the city's continuously widening tax base, most notably in the Tax Increment Reinvestment Zone (TIRZ).

+8%

FY23-FY24
Increase in Taxable
Valuation

+60%

FY19-FY24
Increase in TIRZ
Taxable Valuation

+3%

FY23-FY24
Increase in Sales Tax
Revenue

Data Source: City of Temple



+5,881

2019-2024
Increase in Jobs

53,856

2024
Total Jobs in Temple

+28%

2019-2024
Average Wage Percentage
Increase

Data Source: Lightcast

Facilitating Job Growth

Increasing opportunities for Temple residents has always been, and continues to be, a top priority for Temple EDC. We work with prospective and existing businesses to support job growth in the community, ensuring our efforts promote long-term prosperity for both the businesses and citizens of Temple.

Over the last five years, Temple added 5,881 jobs for a total of 53,856 jobs. In the last five years, annual wages increased by more than 28%, reflecting the quality of jobs being brought into the community. This growth trend is expected to continue, with an additional 3,360 jobs anticipated by 2029.

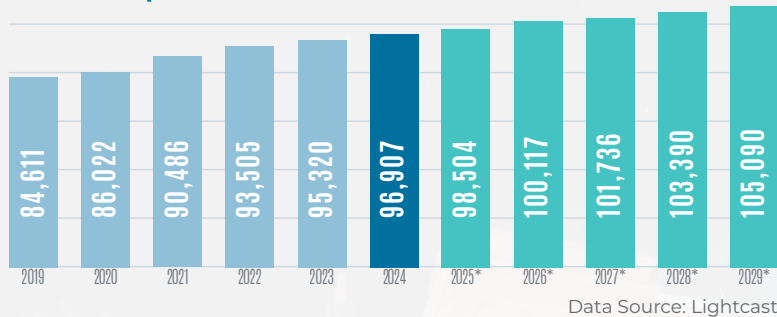
With a strong, diverse industry base in key sectors like health and life sciences, technology, manufacturing, and business support services, Temple offers talent a wide range of job opportunities with top-tier employers touting competitive salaries.

Growing Temple

Temple's population continues to grow steadily, driven by its unique combination of high quality of life and low cost of living. This growth reflects the city's appeal to individuals and families looking for a place to put down roots. With access to excellent healthcare, strong educational institutions, and an array of recreational activities, Temple offers the benefits of a larger city while maintaining the charm and community feel of a smaller town.

As Temple continues to expand, its population growth serves as a testament to the city's ability to offer both opportunity and quality living, making it a prime location for those seeking a place to call home.

10-Year Population Growth



MSA Growth

The **Temple MSA** population grew by 42,461 since 2019 - a 9% increase - now totaling 519,543.

The Temple MSA population is expected to increase by 8% between 2024 and 2029, adding 43,990.

+27%

2014-2024
Increase in
Population

96,907

2024
Total Population
in Temple

+7%

2024-2029
Projected Population
Growth

Data Source: Lightcast

Marketing Our Region

Our marketing efforts continue to center around two foundational pillars: Investment Attraction and Workforce Attraction. These pillars guide our commitment to fostering an environment where businesses and residents alike can flourish.

In FY24, we significantly enhanced our workforce attraction initiative by rebranding from Meet Temple to Live & Work Temple. This rebrand was designed to integrate more useful tools for individuals seeking comprehensive information about our region's workforce ecosystem. A key improvement was the replacement of our existing jobs board with Employ Central Texas—the first-ever regional jobs board portal built off the Work in Texas platform. This new tool provides a more seamless experience for both job seekers and employers, reinforcing Temple as a hub for workforce development and business growth.

The rebrand, along with these new tools and resources, has enabled us to better address the needs of job seekers and employers, driving increased engagement and strengthening Temple's position as a community where opportunity flourishes.

In addition to these improvements, FY2024 saw Temple EDC actively participating in key industry events across North America and abroad. These engagements allowed us to showcase Temple's business-friendly environment to corporate executives and site selectors, positioning our community as a prime location for investment and long-term success.

Temple EDC Attended

Business Facilities Live Exchange	Columbus, OH October, 2023
7x24 Exchange - Data Center Conference	Dallas, TX October, 2023
Team Texas Marketing Mission	New York, NY October, 2023
Team Texas WESTEC	Long Beach, CA November, 2023
Economix	Atlanta, GA November, 2023
Area Development Consultants Forum	Ft. Lauderdale, FL December, 2023
MD&M West	Anaheim, CA February, 2024
FDI Mission - Southern Germany	Germany February, 2024
Grand Central Texas Marketing Mission	Atlanta, GA March, 2024
Team Texas Road Show	Chicago, IL March, 2024
Site Selectors Guild	Nashville, TN April, 2024
IAMC Forum	Greenville, SC April, 2024
Meet the Consultants Forum	Atlanta, GA April, 2024
BIO Conference	Boston, MA June, 2024
Select USA	Washington, D.C. June, 2024
Consultant Connect	Canada June, 2024
TxEDC Asia Mission / SeAH Mission	Japan / Korea July, 2024
Consultant Connect	Chicago, IL July, 2024
FAM Mission for Dallas Brokers/Firms	Dallas, TX August, 2024
Consultant Connect	New York, NY August, 2024
ITMS Trade Show	Chicago, IL September, 2024
IAMC Forum	Canada September, 2024

Investment Attraction

TempleEDC.com

21,000 FY2024 Website Visits

+5% FY2024 Social Media Audience

6% FY2024 Digital Engagement Rate
1%-5% Benchmark

Workforce Attraction

LiveWorkTemple.com

20,185 FY2024 Website Visits

+11% FY2024 Social Media Audience

3% FY2024 Digital Engagement Rate
1%-5% Benchmark

FY24 Projects

Creating quality jobs and attracting new investments to the Temple community remain central to our mission of driving sustainable economic growth.

For our region to thrive and prosper long-term, we continue to cultivate a business landscape that expands our tax base, creates diverse employment opportunities, and aligns with the values of the greater Temple community.

Our advantageous location, skilled workforce, and strong infrastructure make Central Texas an ideal hub for a range of industries. This past year's projects reflect our success in attracting high-impact investments, including SeAH Superalloy Technologies, Fire Safety Supply, and CHEP. These companies bring specialized capabilities, new jobs, and innovation to the area, reinforcing Temple's reputation as a prime location for both national and international businesses.

SEAH SUPERALLOY TECHNOLOGIES

New Manufacturing Project

New Jobs: 100
Capital Investment: \$110M

SeAH Superalloy Technologies will invest \$110 million to construct a high-performance metal manufacturing facility in Temple, Texas, creating approximately 100 full-time jobs. This facility, located on 45 acres in Temple's Industrial Park, marks SeAH's first special alloy manufacturing plant in the United States.



SeAH Superalloy Technologies, a subsidiary of SeAH Changwon Integrated Special Steel, is part of SeAH Group, a leading South Korean company specializing in advanced industrial materials such as stainless steel, tool steel, and carbon alloy steel. This new facility will help expand SeAH's global footprint and better serve its North American customers in industries such as aerospace, power generation, and automotive.

FIRE SAFETY SUPPLY

New Manufacturing Project

New Jobs: 5
Capital Investment: \$400K

Fire Safety Supply is expanding its operations into the southern region, with its new project located in an existing corporate space in Temple, Texas. This expansion will bring 5 new jobs and represents a \$400,000 investment in the area.



Fire Safety Supply, known for its comprehensive fire protection equipment and services, has been a trusted provider for the fire and safety industry. Their expansion into Temple marks a continued commitment to serving a wider customer base while contributing to the growth of the local economy.

Total Investment & Jobs Facilitated by Temple EDC

\$122M+

**FY24
Total Capital
Investment**

**FY24
Total Jobs
Created**

124

CHEP

Expansion Project

New Jobs: 19

Capital Investment: \$12.5M

CHEP offers pallet, supply chain, and logistics services across the consumer goods, fresh produce, beverage, retail, bulk packaging, and automotive industries, managing a network of 330 million pallets and containers shared and reused by key players in the supply chain. As part of its growth strategy,

CHEP will expand into a new 65,000-square-foot building in the Temple Industrial Park, with this development expected to create 19 and retain 27 jobs in the area.



Retail Projects

In FY24, Temple EDC fostered community growth by promoting retail development as a key economic driver.

Partnering with Retail Coach, a retail development consulting firm, Temple EDC aims to attract and retain businesses that boost economic vitality and local sales tax revenue.

By the Numbers:

- **Total Retail Square Footage Developed: 235,729 sq. ft.**
- **Capital Investment from Retail Projects: \$22.4M**

Retail projects significantly enhance the quality of life, support job creation, and expand local services in Temple. We are committed to creating opportunities that support Temple's growth and serve our vibrant community.

Project Pipeline

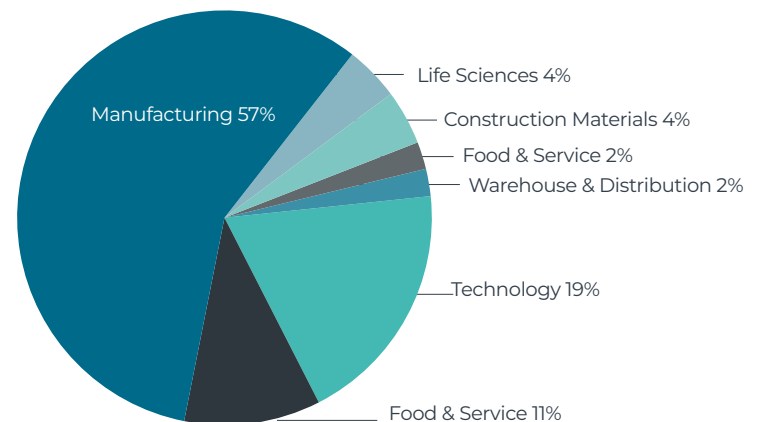
Our project pipeline reflects Temple's commitment to capturing high-quality, diverse projects that strengthen our region's economic resilience and adaptability.

By attracting a variety of industries—from health and life sciences to manufacturing, logistics and distribution, and business support services—we build a foundation for long-term stability and growth, ensuring our economy remains robust and competitive.

This year, significant foreign direct investments, such as SeAH Superalloy Technologies' new high-performance metal manufacturing facility, enhanced the pipeline. Their \$110 million investment and creation of approximately 100 full-time jobs in Temple's Industrial Park underscore our appeal to international companies looking to establish a U.S. presence. Projects like these boost job creation and bring advanced technology and specialized capabilities to the region.

While recent years' projects have highlighted Temple's emergence as a tech and innovation hub, the continued diversification across industries helps mitigate risk and fosters cross-industry collaboration. This blend of high-impact projects from both established and emerging sectors propels Temple forward, preparing our community to thrive in an ever-evolving economic landscape.

In FY24 We Worked 47 Projects



FY24 Board of Directors

In addition to our executive officers, the Temple Economic Development Corporation (TEDC) is governed by a Board of Directors composed of business and community leadership within the City of Temple. The FY2024 TEDC Board of Directors include:



Bob Browder
President,
BELL NEW LINE
MANAGEMENT, LLC



Perry Cloud
President & CEO,
CLOUD CONSTRUCTION COMPANY



Bryan Daniel
Chairman,
TIRZ



Tim Davis
Mayor,
CITY OF TEMPLE



Tony Hale
CEO,
TEXELL CREDIT UNION



Bo Harvey
President,
HARVEY 5 ENTERPRISES



Brynn Myers
City Manager,
CITY OF TEMPLE



Michael Norman
Chairman,
TEMPLE HEALTH & BIOSCIENCE DISTRICT



Blake Pitts
President,
MATOUS CONSTRUCTION



Brian Reinhardt
President,
CENTRAL TEXAS SOUTH REGION
AT EXTRACO BANKS



Scott Snell
COO Temple Hospital & Clinics,
BAYLOR SCOTT & WHITE HEALTH



Jessica Walker
Mayor Pro Tem,
CITY OF TEMPLE

Sources for our data in this publication include: Lightcast, and the City of Temple



Temple Economic Development is proud to have earned the distinguished title, Accredited Economic Development Organization (AEDO) from the International Economic Development Council (IEDC).



TEMPLEDC
ECONOMIC DEVELOPMENT CORPORATION

TempleEDC.com



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