



Director's Message

Greetings!

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

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

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

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

Full release is [here](#).

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

I look forward to seeing you soon!

Warm regards,

Wisty Pender
Director, BERO

❖ DBE/Veteran Best Practices and Highlights ❖


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

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

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

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

How does a company use it?

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

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

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LiftTN: Microenterprise Updates


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

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

Program participants will receive:

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

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

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

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



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

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

Program benefits to the:

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

Visit www.altshops.org to apply.



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

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

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

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

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

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

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

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

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

Entrepreneurial Immigration and the Global Talent Race

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

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

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

https://youtu.be/cnpqH5IN_Z4

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

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Updated!

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

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

Online version updated July 2015

 ❖ Access to Capital ❖

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

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

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

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

www.highgroundnews.com/features/crowdfunding.aspx

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

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

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

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

Pipeline Fellowship: An angel investing bootcamp for women

www.pipelinefellowship.com

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

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

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

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

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

 ❖ Events and Items of Note ❖

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

- November 10: Efforts to Assist Victims and Combat Identity Theft Fraud, webinar sponsored by IRS Stakeholder Liaison and the US Small Business Administration from 9:30 to 10:30 am CDT. To register email James.Jenkins@sba.gov or call 615-736-5091.
- November 16-19: RES New Mexico, The Reservation Economic Summit (RES). More information at <http://res.ncaied.org>.
- November 16-17: Global Action Summit, Nashville TN. (\$1M Challenge: Guidelines and Deadline Early Stage Challenge submission information [here](#)). More information visit <http://globalactionplatform.org/pages/view/global-action-summit>
- November 16-22: Global Entrepreneurship Week. More information at <http://us.gew.co>.
- November 19: Overseas Private Investment Corporation (OPIC), Expanding Horizons event, Nashville. Details at opicevents.com
- November 28: Small Business Saturday. Various websites have information, find ways to engage and promote at www.americanexpress.com/us/small-business/shop-small.

➤ **December:** Political Correctness Awareness Month

➤ **And coming up in 2016** (Yikes, already? Yes, 2016!)

- eMERGE Americas: April 18-19, 2016, Miami, FL. (emergeamericas.org)
- GROWCO: May 17-19, 2016, Las Vegas, NV. (growco.inc.com)
- 36|86, The Southern Series: June 2016, Nashville. (thirtysixeightysix.com)

❖ Your Turn to Submit ❖

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

Case Studies:

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

Best Practices:

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

Events:

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

How to submit:

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

Feel free to suggest or forward on to others!

❖ Articles of Interest from the Last Quarter ❖

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

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

· september ·

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

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

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

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

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

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

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

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

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

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

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

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

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

Women2.0: Don't Call Me a Mompreneur

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

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

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

Dell: Global Advocate for Entrepreneurship

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

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

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

Kauffman Foundation: Doing Business with Government Difficult for Startups

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1776 Challenge Cup: Local Challenges Begin

www.1776.vc/challenge-cup/

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

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

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

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

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

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

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

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

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

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

· august ·

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

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

Report:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

White House Demo Day (video)

www.whitehouse.gov/demo-day

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

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

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

Women 2.0: Useful Advice for Pregnant Founders

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

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

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

Periscope Pitch - Live Crowdfunding for Nashville Artists

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

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

Inc.: The 10 Best Places to Start a Business

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Publishers Marketplace: Ingram Launches Accelerator

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

SouthernAlpha: EC launches new accelerator program with Ingram Group

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

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

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

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

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

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

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

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

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

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

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

❖ Contact Information ❖

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About BERO:

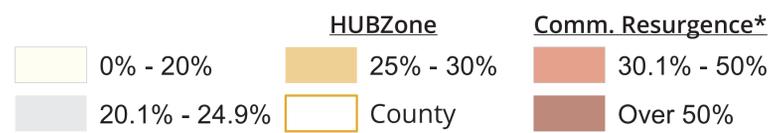
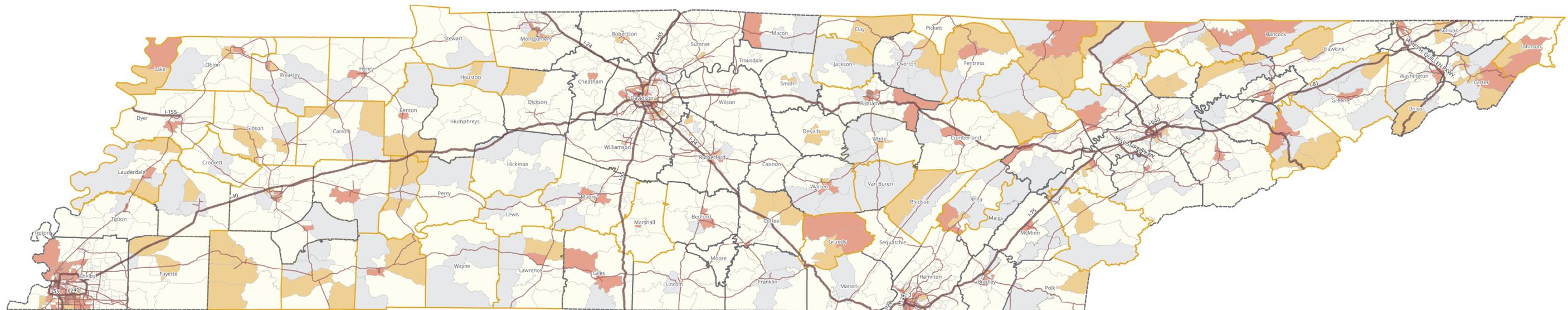
BERO serves as a voice for and advocate of economic inclusion for Tennessee's disadvantaged businesses (DBE). The office is tasked to analyze, disseminate and promote best practices and access to capital for DBEs to service providers. It also reports on the status of DBEs across the state. For the purposes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

About TNECD:

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

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State of Tennessee
CR* and HUBZone by Census Tract



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

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

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

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

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

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

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