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MOST DYNAMIC METROS 2024

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AN INSTITUTE FOR ECONOMIC RENEWAL

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Shideler joined Heartland Forward after more than a decade at Oklahoma State University, serving as a professor and Community and Economic Development Specialist in the Department of Agricultural Economics. In these roles, he oversaw projects in community and rural development and small business development, and published peer-reviewed research articles on the economic impacts of internet access, incentive programs, and local food production.

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Minoli Ratnatunga is an economist dedicated to helping communities prosper, and serves as a fellow with Heartland Forward. Her work at think tanks, non-profits, and local government has focused on the tools and policies that create outcomes that matter.

Ratnatunga's research at Heartland Forward continues her pursuit of pragmatic and effective place-based policies to spur economic renewal, including exploring the role of research institutions and entrepreneurship in economic development. She draws on both an in-depth local perspective from her time crafting regional development policy in Pittsburgh, and her knowledge of national best-practices built as the director of regional economics research at the Milken Institute. Ratnatunga helps mission-driven organizations better understand and address critical issues to increase their community impact with Star Insights, a strategic advisory firm based in Los Angeles.

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ABOUT HEARTLAND FORWARD

Founded in 2019, Heartland Forward is the nation's only think-and-do tank dedicated to advancing economic success in the middle of the country - the heartland. We define the heartland as 20 states in the middle of the country – making it the third largest GDP in the world: Alabama, Arkansas, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Minnesota, Mississippi, Missouri, Nebraska, North Dakota, Ohio, Oklahoma, South Dakota, Tennessee, Texas and Wisconsin. As we work to accelerate economic growth in the heartland we focus on three core impact areas:

- Regional competitiveness: ensuring the heartland remains the third largest GDP in the world
- Talent Pipeline: growing human capital, innovation, workforce and entrepreneurship
- Health and Wellness: creating and sustaining healthy families, individuals and communities

The views expressed in this report are solely those of Heartland Forward.

EXECUTIVE SUMMARY

The 2024 Most Dynamic Metropolitans report evaluates 380 Metropolitan Statistical Areas (MSAs) across the United States, ranking them on indicators such as employment, average annual pay, real GDP growth, per capita income, and measures of entrepreneurial activity. These metrics provide insights into the diverse economic trajectories of U.S. regions, enabling policymakers and stakeholders to benchmark progress and identify strategies for growth.

Top Performers

- **Midland, TX** reclaimed the No. 1 spot, driven by its oil-driven economy, ranking first in short-term GDP growth and per capita income ($151,400).
- **Wildwood-The Villages, FL**, while dropping to No. 2, continues to attract retirees with robust real estate development and leisure amenities.
- **Bozeman, MT** emerged as No. 3, showcasing success in leveraging outdoor recreation and tech sector diversification.

The top 25 metros for this year are listed to the right.

Themes and Trends

1. **Innovation-Driven Growth:**

- Silicon Valley (No. 7) and San Francisco (No. 13) rebounded due to advancements in Generative AI (Gen AI). Companies like Apple and Alphabet invested heavily in AI, while startups like Anthropic and Perplexity AI contributed to the dynamic tech ecosystem.

California's Central Valley saw ag-tech advancements drive growth, with metros like Hanford-Corcoran and Bakersfield-Delano climbing over 200 ranks.

2. **Post-Pandemic Migration and Tourism:**

- Metros like Bend, OR (No. 8) and Daphne-Fairhope-Foley, AL (No. 47) leveraged quality-of-life amenities and outdoor recreation to attract new residents and visitors, driving economic momentum.

3. **Higher Education as an Economic Catalyst:**

- Research universities in metros such as Austin, TX (No. 4), Huntsville, AL (No. 38), and Fayetteville, AR (No. 36) played a pivotal role in fostering skilled workforces, innovation, and public-private partnerships.

4. **Resource-Based Economies:**

- Energy and mining hubs, including Greeley, CO (No. 15) and El Centro, CA (No. 30), utilized resources like oil, gas, and lithium to drive development. Midland and Odessa, TX, focused on clean-energy innovations alongside traditional extraction industries.

Top 10 Heartland Metros

The heartland—defined as 20 states in the center of the country—showcased several high-performing regions:

1. **Midland, TX (No. 1)**
2. **Austin-Round Rock-San Marcos, TX (No. 4)**
3. **Sherman-Denison, TX (No. 13)**
4. **College Station-Bryan, TX (No. 21)**
5. **Auburn-Opelika, AL (No. 23)**
6. **Fayetteville-Springdale-Rogers, AR (No. 36)**
7. **Huntsville, AL (No. 38)**
8. **Nashville-Davidson-Murfreesboro-Franklin, TN (No. 45)**
9. **Daphne-Fairhope-Foley, AL (No. 47)**
10. **Slidell-Mandeville-Covington, LA (No. 49)**

These metros benefited from diverse factors, including strong university ecosystems, technology hubs, manufacturing expansions, and vibrant entrepreneurial activity.

ES 1. TOP 25 OVERALL METROS

1. Midland, Texas
2. Wildwood-The Villages, Florida
3. Bozeman, Montana
4. Austin-Round Rock-San Marcos, Texas
5. Naples-Marco Island, Florida
6. Punta Gorda, Florida
7. San Jose-Sunnyvale-Santa Clara, California
8. Bend, Oregon
9. Provo-Orem-Lehi, Utah
10. St. George, Utah
11. Boulder, Colorado
12. North Port-Bradenton-Sarasota, Florida
13. Sherman-Denison, Texas
14. San Francisco-Oakland-Fremont, California
15. Greeley, Colorado
16. Hilton Head Island-Bluffton-Port Royal, South Carolina
17. Cape Coral-Fort Myers, Florida
18. Myrtle Beach-Conway-North Myrtle Beach, South Carolina
19. Durham-Chapel Hill, North Carolina
20. Boise City, Idaho
21. College Station-Bryan, Texas
22. Salt Lake City-Murray, Utah
23. Auburn-Opelika, Alabama
24. Helena, Montana
25. Wilmington, North Carolina

ES 2. - MOST IMPROVED METROS

METRO NAME	POPULATION CATEGORY	IMPROVEMENT (NUMBER OF SPOTS)	IMPROVEMENT RANK
Cheyenne, WY	Small	251	1
Lexington Park, MD	Small	246	2
Hanford-Corcoran, CA	Small	238	3
Redding, CA	Small	229	4
Bakersfield-Delano, CA	Medium	218	5
Pittsfield, MA	Small	200	6
Salinas, CA	Small	189	7
Lake Havasu City-Kingman, AZ	Small	187	8
Lewiston-Auburn, ME	Small	183	9
Hammond, LA	Small	175	10

Most Improved Metros

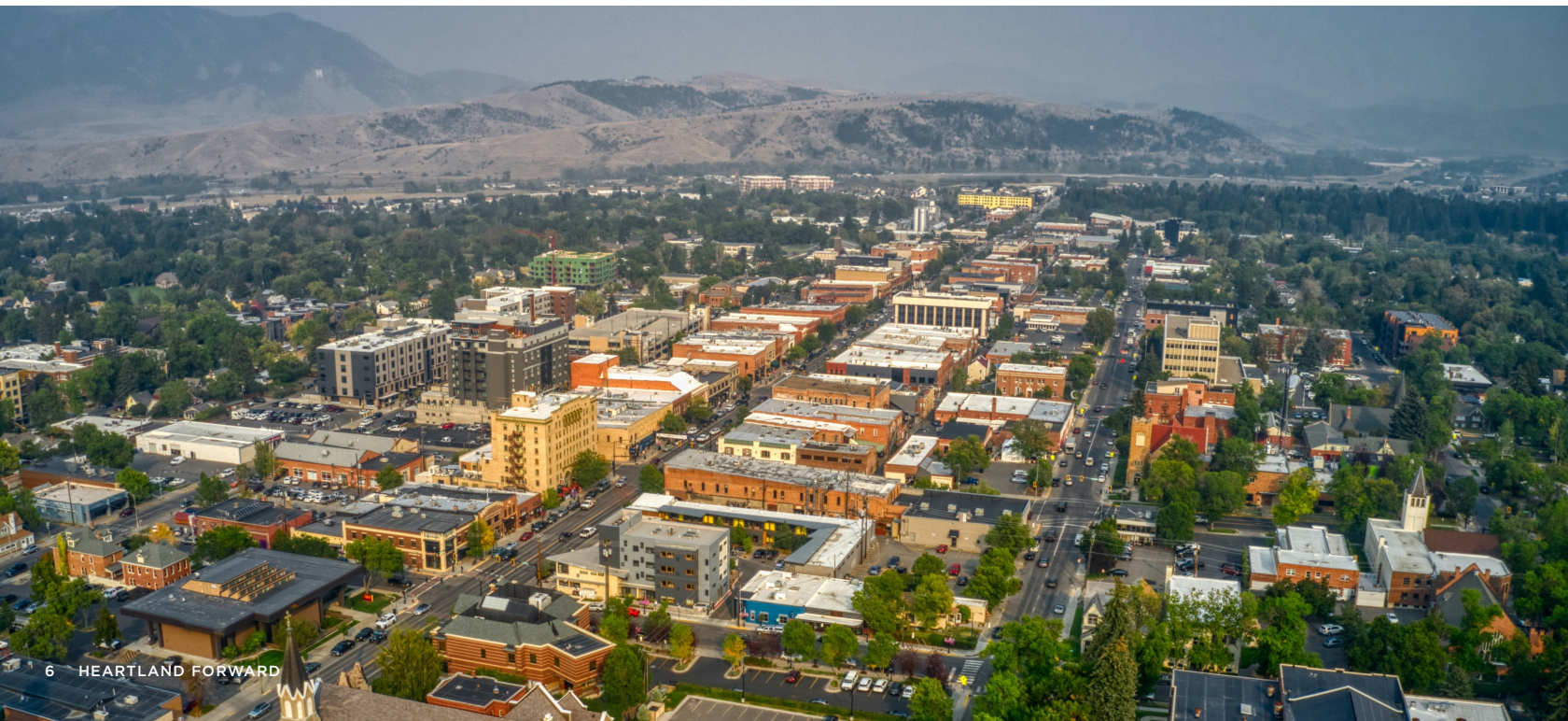
- **Cheyenne, WY** climbed 251 spots to No. 52, driven by improvements in real GDP and pay growth.
- **Lexington Park, MD** experienced significant short-term employment growth and high employment momentum, as well as high young firm knowledge intensity, bring it up 246 spaces to 112 overall.
- **Hanford-Corcoran, CA**, part of California's Central Valley, rose to 68, up 238 places due to agricultural technology applications, illustrated in its 4th place for young firm employment share and high rankings for employment momentum and short-term average annual pay.
- **Redding, CA** had the 4th highest improvement, up 229 places, having experienced fast growth in short-term economic output, employment momentum and high employment share in young firms.
- **Bakersfield-Delano, CA**, also part of California's Central Valley, had the 3rd highest share of employment at young firms (just over 20%) and fast growth in short-term average annual pay and real economic output.
- **Hammond, LA**, the most improved heartland metro, rose 175 places to No. 118, buoyed by manufacturing investments

Key Policy Insights

This year's rankings emphasize the importance of place-based economic development and regionalism. Particular economic development strategies reflected in the high performing and most improved metros include:

- **Workforce Development:** Tailored training and retraining programs are essential to address regional labor demands, particularly in tech and clean energy.
- **Entrepreneurship and Innovation:** Investment in incubators and accelerators can sustain the growth of young, knowledge-intensive firms.
- **Affordable Housing and Infrastructure:** Regions must address housing affordability and modernize infrastructure to attract and retain talent.
- **Sustainable Resource Use:** Energy-rich regions must integrate clean-energy solutions to ensure long-term viability.

This report offers a roadmap for fostering inclusive growth and regional competitiveness. Policymakers are encouraged to tailor strategies to their region's unique strengths while addressing challenges like affordability and resource sustainability. By prioritizing innovation, workforce development, and collaboration, regions can secure long-term dynamism and prosperity.



INTRODUCTION

This edition of Most Dynamic Metros presents an economic snapshot of the performance of metropolitan statistical areas (MSAs) in 2024. By analyzing data that captures regional growth, the prevalence of young firms, income, employment, education and other factors, this report allows cities to evaluate how they are doing compared to their peers. It showcases regions that are successfully creating policies that foster thriving communities and identifies national industry trends that have contributed to growth across cities.

Despite solid national GDP growth (3.1% in the third quarter of 2024[1]) and employment numbers (4.2% in November 2024[2]), concerns around affordability were present in economic discussions in communities across the country. Tight housing markets continue to drive up rents and house prices, overflowing into nearby metros. Some regions have been able to build up their housing supply to take advantage of new residents, and prices in these cities are expected to grow more slowly.

In our 2023 report, we saw the impact of tech companies reducing their headcounts in Silicon Valley after a long stretch of aggressive hiring. While broad-based tech growth has slowed and become more distributed across other metros, interest in artificial intelligence (AI) related applications has driven more focused investment in Silicon Valley. In metros closer to agricultural centers, the development and adoption of agriculture-facing technology has also stimulated the creation of new firms that translate AI and sensor-based data management to better control various elements of food production. Federal investments in semiconductor manufacturing contributed to the success of metro economies with anchor firms specializing in these areas. As in previous years, mining dependent regions continued to leverage their natural resources, while metros that saw spikes in growth attributable to pandemic and post-pandemic relocation and local tourism experienced a leveling off. Notable this year is the dynamism observed in heartland metros home to large colleges and universities, including in Alabama, Arkansas, Tennessee, and Texas.

Migration patterns and population growth led some regions formerly considered micropolitan areas to be redefined as metropolitan statistical areas. This report includes these new MSAs where sufficient data was available. Shifts in population also led to the merging of some MSAs as commuter sheds grew.

Midland, Texas returns to the No. 1 spot on our most dynamic metros index this year, enjoying the highest adjusted per capita personal income ($151,401). Midland continued to experience strong real gross domestic product (GDP) growth, ranking first on our short-term measure and second on our five-year measure. No. 2 is Wildwood-The Villages, Florida, which slipped from first place last year. Like Naples-Marco Island, Florida (No. 5), Punta Gorda, Florida (No. 6), St. George, Utah (No. 10) and North Port-Bradenton-Sarasota, Florida (No. 12), attractive climates and retirement friendly amenities have continued to draw both tourists and older relocating adults to the area. However, the draw of these factors may be waning somewhat. Sebastian-Vero Beach-West Vero Corridor, Florida (No. 31) and Coeur d'Alene, Idaho (No. 32) with similar profiles dropped out of the top 10 this year.

The Cheyenne, Wyoming metro improved its standing by 251 places compared to last year, the biggest jump by any region on this year's index. Thanks to improvements in the one-year metrics for average annual pay and real GDP growth, Cheyenne now ranks No. 52. In the heartland, Hammond, Louisiana was the most improved, jumping 175 spots to No. 118 with major investments in manufacturing and processing plants planned for the region.

In this report, we will share our methodology, highlight the micropolitan areas that became metros this year, and explore the big trends across cities that have helped fuel success.

METHODOLOGY

The 2024 Most Dynamic Metros rankings are based on an analysis of key economic indicators across metropolitan statistical areas in the United States. These metrics include average annual pay, employment, real gross domestic product (chained to 2017 dollars), per-capita personal income, the share of total employment at firms five years old or younger (young firm employment share), and the proportion of employees at young firms with a bachelor's degree or higher (young firm knowledge intensity).

Metrics are categorized to evaluate short- and medium-term economic trends. Short-term growth (2022-2023) assesses annual changes in metrics such as real GDP, job creation, and wage increases. For employment, short-term growth momentum specifically refers to changes between March 2023 and March 2024. Medium-term growth is measured by the growth in jobs, wages, and real GDP over five years (2018-2023) which are supplemented by 2023 per-capita personal income levels as a measure of general well-being. Indicators such as young firm employment share and knowledge intensity are also analyzed to assess entrepreneurial activity and innovation potential. These analyses adhere to MSA definitions set by the federal Office of Management and Budget (OMB), covering 380 MSAs for which data was available.

Due to changes in geographic definitions, certain areas are excluded from the analysis. For instance, a Census Bureau announcement on June 6, 2022 indicated that Connecticut replaced its county system with nine planning regions acting as county-equivalents. As the Bureau of Economic Analysis (BEA) and Bureau of Labor Statistics (BLS) could not adopt these changes in time, all Connecticut's MSAs are excluded from our final rankings. Similarly, Cape Girardeau, Missouri - Illinois, and Paducah, Kentucky-Illinois metros are also not included in the final rankings due to missing data on young firm knowledge intensity.

To ensure comparability, regional price parity (RPP) data from the BEA is applied to adjust income and wage figures, accounting for local cost-of-living differences relative to the national average. All metrics from the BLS, BEA, and Census Bureau are standardized into z-scores, reflecting each metro's economic performance relative to the national mean in standard deviation units. MSAs are ranked based on their average z-scores across all evaluated indicators.

TABLE 1. MEASUREMENTS AND SOURCES

MEASURE	TIME PERIOD	SOURCE
Young firm employment ratio	2023	Census Bureau
Young firm knowledge intensity	2023	Census Bureau
Per-capita personal income	2023	Bureau of Economic Analysis
Medium-term job growth	2018-2023	Bureau of Labor Statistics
Short-term job growth	2022-2023	Bureau of Labor Statistics
Short-term job growth momentum	March 2023 - March 2024	Bureau of Labor Statistics
Medium-term average annual pay growth	2018-2023	Bureau of Labor Statistics
Short-term average annual pay growth	2022-2023	Bureau of Labor Statistics
Medium-term GDP growth	2018-2023	Bureau of Economic Analysis
Short-term GDP growth	2022-2023	Bureau of Economic Analysis

REGIONS TRANSITIONING FROM A MICROPOLITAN TO BEING A METROPOLITAN

To help us understand our communities, the federal government defines urban areas by grouping neighboring counties that have strong economic and social connections and then classifies these urban areas into different categories by population size. Federal agencies and departments collect and report data using these defined "statistical areas," including the data we use to create this index. Areas with populations over 50,000 are generally defined as metropolitan statistical areas, and areas with populations roughly between 10,000 and 50,000 are classified as micropolitan statistical areas.

The federal Office of Management and Budget updates their definitions periodically to reflect changes in population, economic ties or commuting patterns. A formerly largely rural county might be added to a micropolitan or metropolitan area because of increased economic or commuting ties, or a large metropolitan area might be split into two distinct areas if a second economic center emerges, or a micropolitan area might gain population that moves it past the threshold to become a metropolitan area. It is also possible that metropolitan areas lose population, such that they are reclassified as micropolitan areas.

Our index this year includes several metros that were formerly classified as micropolitan statistical areas. Based on the 2020 Census count and analysis of the regional economies, some urban areas experienced increases in the resident population since 2010 that were large enough to trigger this reclassification. The new metros included in our report are:

- Bozeman, Montana
- Eagle Pass, Texas
- Helena, Montana
- Minot, North Dakota
- Pinehurst, North Carolina
- Sandusky, Ohio
- Traverse City, Michigan

While new addition Eagle Pass, Texas had the smallest population among the 380 metros we ranked, at just under 58,000 in 2023, other former micros had more than three times the threshold population. In northwestern Michigan, Traverse City, Michigan had over 156,000 residents in 2023, despite previously being categorized as a micropolitan area, and is larger than more than 100 other metros. Some of the established metros smaller than Traverse City are experiencing population decline due to aging populations and outmigration.

As we noted in our most recent most dynamic micropolitans report, population growth is not necessarily the goal for many smaller urban areas. There are many micros where residents and civic leaders value the quality of life and the size of their communities as they are. Others pursue growth and aim to develop new economic opportunities in their regions, building on their natural assets or new industries to attract and retain residents and visitors. Higher birth rates or improvements to longevity in a region can also contribute to a larger population. In some regions, a larger population reflects shifts in neighboring metros and might result from bedroom communities emerging where new residents take on a longer commute to work in exchange for lower housing costs or a better quality of life. In these cases, growth may not have been an aspiration, but it is a reality for these communities.

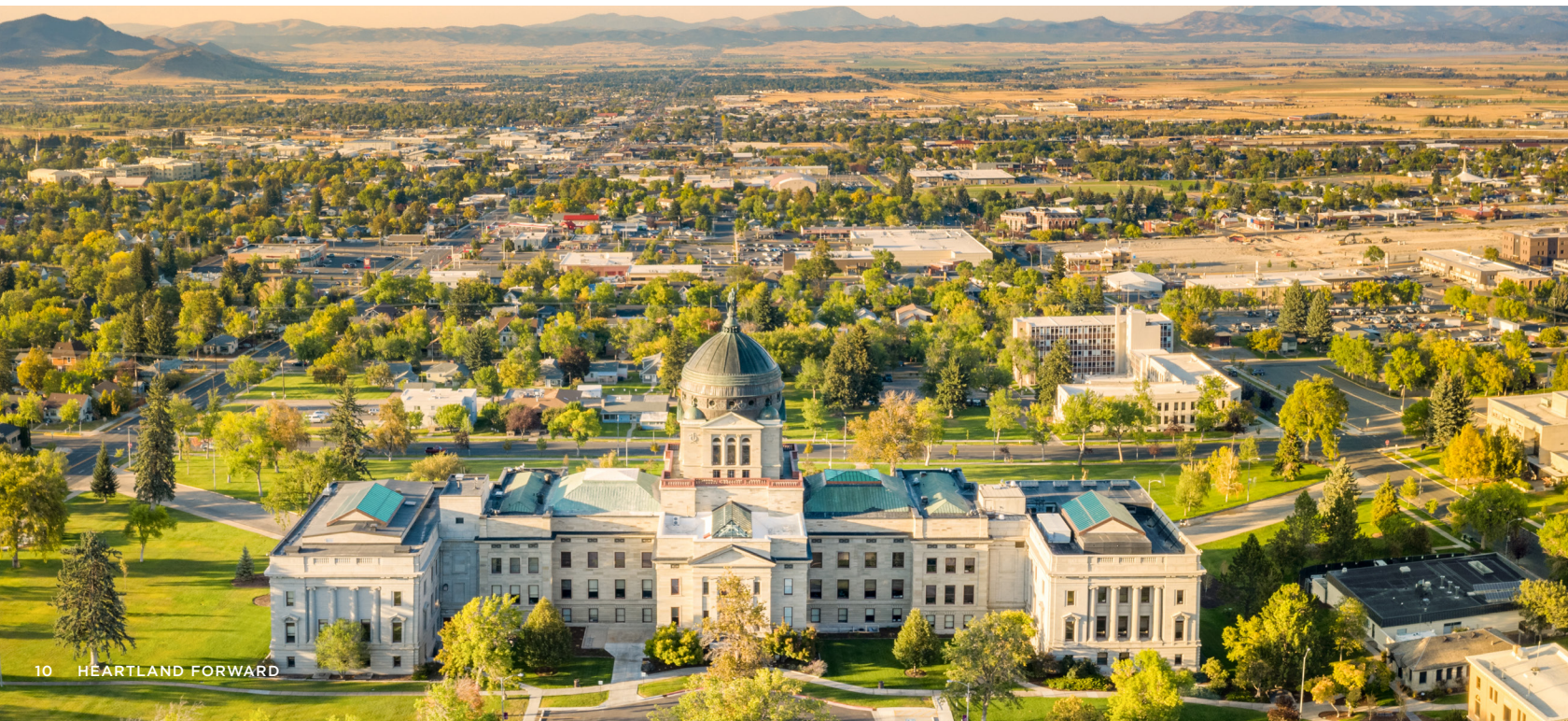
The timing of the 2020 Census means that the reclassifications were not based on the pandemic and post-pandemic relocations enabled by remote working policies. However, the desire to work and live in high quality places and the growing technological support that facilitates telecommuting were existing trends amplified during the pandemic. The high cost of housing and labor in established tech hubs on the coast were pushing people and jobs to big metros in the heartland and mountain west, and then from there to smaller communities surrounding these areas.

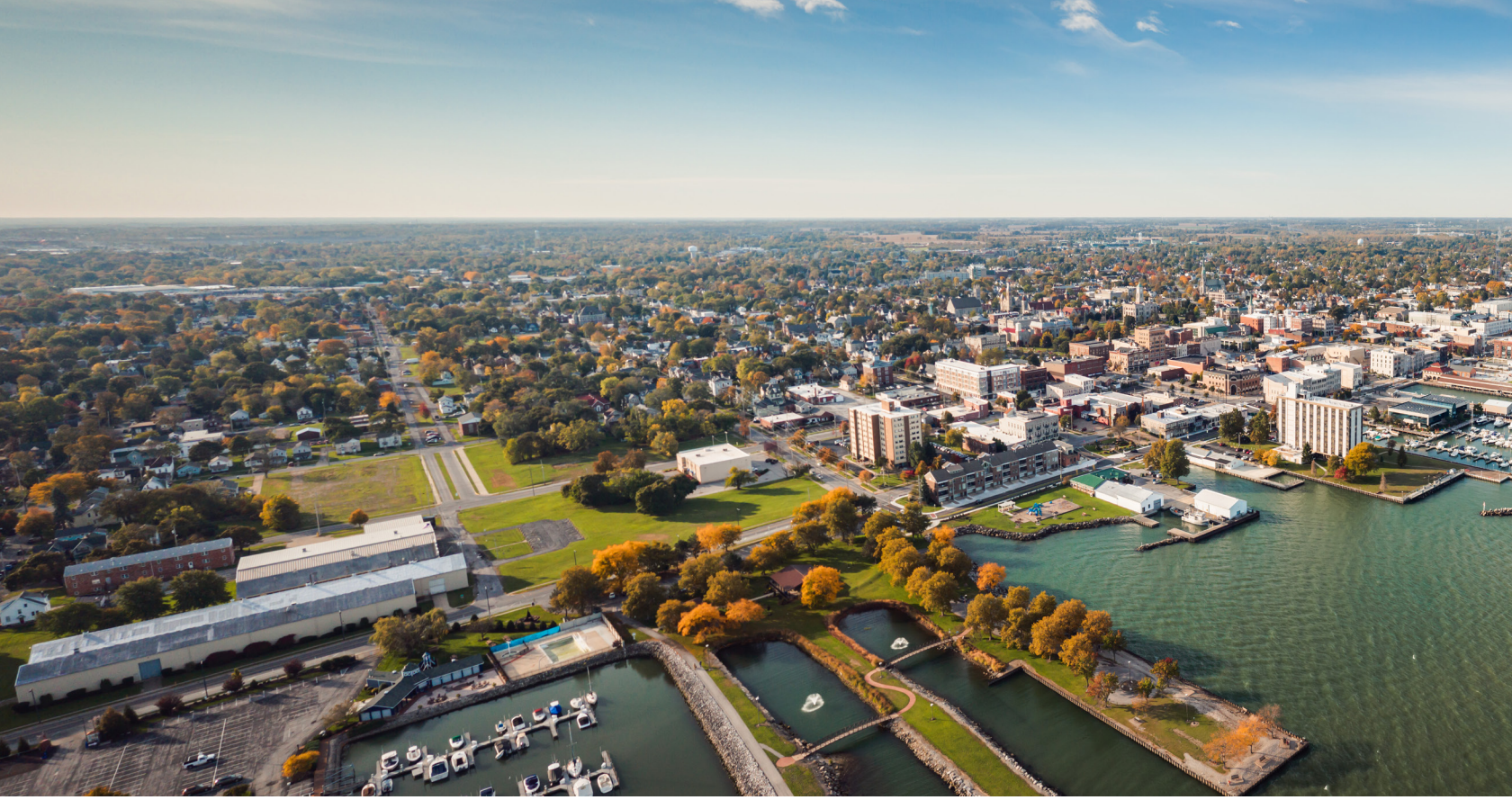
We see this pattern in the migration data; while most new residents in the two new Montana metros moved from elsewhere in the state, California and Colorado were both also major contributors of new residents. Bozeman, Montana was a top 10 performer on our 2022 most dynamic micropolitans index, placing 6th. This year, compared to larger peers on our metros index, it places third overall. The region's outdoor recreation and proximity to Yellowstone National Park has attracted tourists and new residents; it is also home to the state's largest public research university, Montana State University. In 2022, ten percent of Bozeman residents had moved into the metro in the previous five years. It has experienced strong employment growth in recent years and is discussed in more detail later in this report. Helena, Montana places 24th on our index and ranked 56th on our most dynamic micropolitans index in 2022. The region is attracting new residents and experiencing a growing demand for housing and rising house prices. Like Bozeman, Helena's location makes it an attractive stop for visitors to the many natural wonders in the area, with access to both Yellowstone and Glacier National Parks. As the state capital, it also serves as a center for government work. The region is entrepreneurial, ranking No. 32 for the share of employment at young firms. These firms are typically not knowledge intensive (No. 249 on this metric), and Helena ranks just outside the top third of metros assessed for per capita incomes.

Other new metros that have benefited from quality of place and tourism are Pinehurst-Southern Pines, North Carolina (No. 37) and Traverse City, Michigan (No. 131). Pinehurst is home to the prestigious Pinehurst Resort, a golf course that hosted the U.S. Open Championship again in June 2024. The region performed particularly well on short-term employment growth, placing 7th, with the growing population also contributing to demand for retail and construction services. Traverse City is leveraging its agricultural strengths to attract visitors. It hosts the National Cherry Festival in July, with wrap around entertainment including a pie-eating contest, carnival rides and live music. The region is also developing its wine tourism, with award-winning vineyards and wineries on the Leelanau and Old Mission Peninsulas.

Not all the newly designated metros have been growing in recent years. The data used to reclassify communities is based on changes experienced between 2010 and 2020, which only overlap with our five-year measures so reclassification isn't necessarily an indicator of recent dynamism.

Eagle Pass, Texas places No. 308 and is unusual among this cohort for attracting migrants moving to the US directly from Central America. They make up the bulk of new residents moving to the region from outside Texas.[3] While Eagle Pass is experiencing a natural increase in population with births





outnumbering deaths in recent years, it also has lost population to domestic migration, slowing its growth somewhat. The region borders Mexico, and is well located for international trade. It also attracts cross-border visitors drawn to the attractive retail offerings.

Minot, North Dakota (No. 342) has experienced infrastructure investment relating to the extraction of shale oil from the Bakken Formation. The Minot Air Force Base is the major employer and provides stability to counteract the fluctuations in employment that can be experienced by regional economies dependent on extracting energy resources. The region has relatively high per capita income, ranking 43rd on this metric. Like Eagle Pass and Sandusky, Minot's population has not been growing in recent years. Between 2020 and 2023, Minot experienced significant domestic outmigration, overwhelming the net gains from natural increase.[4]

Sandusky, Ohio gained its metropolitan designation by expanding geographically. The OMB added Ottawa County to the Sandusky region which previously only included Erie County. Though Ottawa is only home to a third as many residents as Erie, the combination of the two counties boosted the Sandusky micro to metro status. The newly defined region has not experienced population growth, mirroring the experience of many midwestern communities.

However, the new metro status itself could lead to more economic development opportunities for the region if a larger pool of labor and developable sites proves attractive to relocating or expanding businesses. While not highly ranked on our index, placing 295th, Sandusky is home to Cedar Point amusement park and several water parks attracting tourists to the region. It was the headquarters of the Cedar Fair Entertainment Company until its merger with Six Flags Entertainment Corporation, completed in mid-2024.

These new metros reflect the dynamic forces of larger, more established metropolitan areas. In addition to fluctuations in population, they embody development themes observed among their larger peers, such as technology development and applications to historically significant industries like agriculture and manufacturing, tourism and leveraging higher educational institutions. The remainder of the report will flesh out these themes while highlighting exemplary metros and development practices. We begin with a discussion of generative artificial intelligence (gen AI) in the next section.

GEN AI, AGRICULTURE AND SEMICONDUCTOR MANUFACTURING

Technology hubs continue play a role in the economic development of metros. This year's report, however, saw noticeable patterns in technology applications, when combined with other macroeconomic forces, enhanced economic dynamism in several of our top performing metros. Specifically, innovation and development around gen AI, technology applications and high commodity prices in agriculture and semiconductor manufacturing announcements responding to the CHIPS and Science Act all contributed to the metro growth.

Gen AI

Benefiting from its deep expertise in cutting edge technological innovation, San Jose-Sunnyvale-Santa Clara, California (also known as Silicon Valley) reclaimed its position in the top 10 overall rankings (7th) after falling to 29th in our previous report. The development and application of gen AI among existing (e.g., Apple and Google's parent company, Alphabet) and startup companies in the region (such as Cohere, Imbue, Runway, CoreWeave and Quantexa) contribute to its top young firm knowledge intensity value of 38.2%, dramatic shift in average annual pay from a 12.2% decline during 2021–2022 to 6.3% increase during 2022–2023 and second highest per capital measure of $131,160.[5] The short-term wage measure ranks Silicon Valley as the third fastest growing large metro behind the Seattle and the San Diego metros. Collectively, these metrics point to the rising demand for highly specialized tech professionals as firms increasingly focus on gen AI development. Only Midland, Texas, an oil- and gas-driven economy, had higher per capita income than Silicon Valley.

Silicon Valley experienced a relatively strong rebound in its short-term GDP growth at 3.4% GDP 2022-2023, after weaker performance on our last edition. This measure, combined with its positive short-term pay growth, historically high young firm knowledge intensity, and per capita personal income were sufficient enough to restore San Jose-Sunnyvale-Santa Clara, CA, to seventh in the overall ranking.

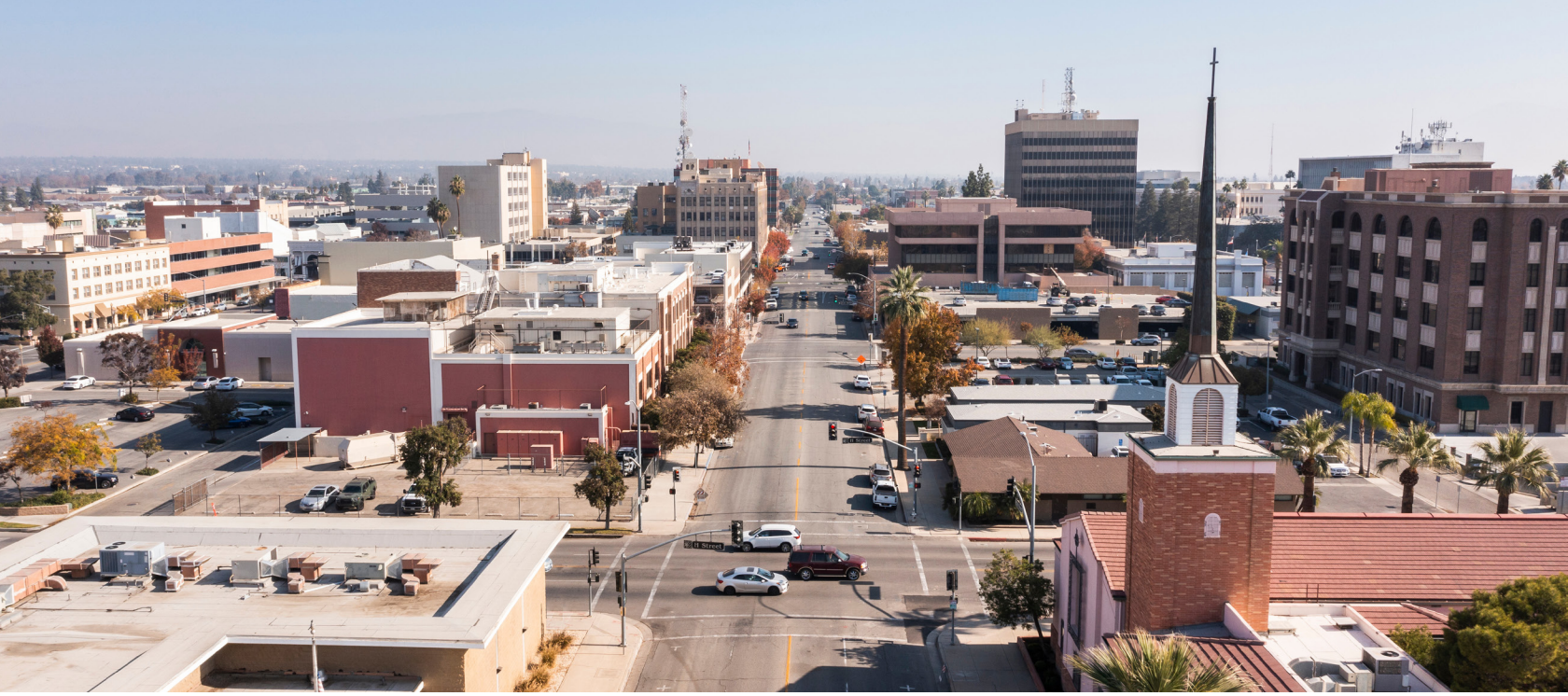
Silicon Valley is home to several Fortune 500 tech companies which have been heavily increasing their commitment to investing in gen AI technology. Over the past five years alone, Apple has invested approximately $100 billion in R&D research on this topic. This heavy investment supports the ongoing development of features such as Siri and AI-enhanced tools for photo processing, facial recognition, and predictive text that can be handled on-device, eliminating the need to send user data to external servers. Apple has focused its investment on integrating gen AI capabilities into its consumer oriented ecosystem, primarily targeting enhancements for individual users. On the business-oriented solution side, Alphabet is gearing its AI investments towards enterprise applications in sectors such as health care. One of Alphabet's key initiatives is to increase operational efficiency and innovative research in health care and pharmaceuticals. Through its DeepMind subsidiary, Alphabet has developed AlphaFold: an AI system that is able to predict protein structures and is said to be able to accelerate drug discovery. The advancements Alphabet developed through AI investments not only have the potential to transform medical research but also aim to improve medical professionals' workflows and to improve patient care.[6]

While the Silicon Valley metro leads technological breakthroughs in gen AI research and development through its Fortune 500 tech giants, a new wave of "young firms" is trying to define the future of this technology in the San Francisco metro area. More than twice the size of San Jose-Sunnyvale-Santa Clara, San Francisco had a population of 4.6 million in 2023. San Francisco is fertile ground for tech start-ups to develop their ideas. The metro registered a 13.3% in young firm employment share, 2% higher than its neighbor Silicon Valley. Both metros have consistently dominated the young firm knowledge intensity metric, sharing a need for specialized professionals to staff their well-developed tech sectors. San Francisco's economic composition closely mirrors that of Silicon Valley, and their rankings have tended to align. Both dropped out of the top 30 in the previous Most Dynamic Metros report, and in the current edition,

both metros regained ground and returned to the top 25 overall. They also ranked in the top three overall within the large metro category. Like the Silicon Valley metro, the San Francisco metro has shown notable improvements in short-term wage growth and GDP performance: short-term pay growth rebounded to 4.8% in 2022-2023 from -6.6% in the previous period. Similarly, the San Francisco metro's short-term GDP growth, which previously stood at -0.2%, has turned around to 3.4%. These improvements are important factors in raising the rankings of both metros, alongside their consistently strong metrics in income per capita, the young firm employment share, and medium-term wage and GDP growth. San Francisco-based startup examples include Anthropic, whose flagship product is Claude and focuses on the ethical use of AI, and Perplexity AI, an AI-based information retrieval service for web-based searches.

The heartland is also growing due to gen AI, through the housing of data centers that train new AI models to support the ever broadening range of applications for the technology. By the end of 2023, Des Moines, Iowa was home to five Microsoft data centers that helped develop OpenAI's ChatGPT-4 and help run Microsoft's Copilot-enabled services such as Bing and Microsoft 365. The employment at these data centers, roughly 600, contributes to the young firm knowledge intensity value of 27.9%, ranking 41st, and placing Des Moines in the top quartile of metros. Microsoft has also offset the immense power needs of these facilities by generating renewable energy in equal quantities, given the state's significant renewable energy resources.[7]

The re-emergence of Silicon Valley and San Francisco showcases their ability to innovate and adapt, in this case by investing, researching and developing generative AI tools. Fortune 500 firms such as Apple and Alphabet committing resources to integrating gen AI into their ecosystems, whether for consumer-based applications or enterprise-oriented solutions, demonstrates a shift in the tech sector's strategic priorities. At the same time, gen AI start-ups like Anthropic and Perplexity AI serve as examples of the new wave of tech firms testing the limits of gen AI and are backed by substantial investments from firms like Amazon. These technologies are also supporting the heartland through data center construction, such as in Des Moines. While the economic fortunes of these tech hubs will be shaped by gen AI, the integration of gen AI into everyday life and business operations will redefine productivity and business decision-making in regions across the country.



Agriculture

According to the United States Department of Agriculture (USDA), agriculture, food, and related industries contributed roughly $1.530 trillion to U.S. GDP in 2023, which accounted for 5.5% of total GDP in the same year.[8] Given the highly competitive regulated markets in agriculture, technology has often generated solutions to make food production affordable and plentiful, not to mention address issues of relative isolation, precise nutrient application and logistics (both on the farm and throughout the food production system).

As the world's fifth-largest food supplier, nine metros located in California improved 100 spots or more, most of which have a significant presence in the agricultural sector.[9] Two of the top five most improved metros, Hanford-Corcoran and Bakersfield-Delano, California, each climbed more than 200 spots in the rankings. Hanford-Corcoran now holds the 68th overall position, while Bakersfield-Delano is ranked 116th in the current edition. Both are situated in California's Central Valley (a large region historically famous for its agricultural presence). The Central Valley also includes other metros such as Merced, Visalia, and Fresno, all of which have advanced by at least 100 spots since last year's report. Outside the Central Valley, the remaining four California metros that improved by at least 100 spots are Redding, Salinas, Vallejo, and El Centro, with El Centro achieving 30th overall.

Agricultural production in California uses technology to overcome challenges such as drought and water shortages, temperature regulation and other weather-related risks farmers cannot control. And commodity prices often reward those using technology to enhance production. Specifically, 2022 was a year of severe drought in California, so those farmers with products to sell benefited from very high prices. Similarly, 2023 was a year of excessive water, which also limited production and led to unusually high commodity prices.[10]

California's Central Valley metros also benefit from participation in and benefits of the Farms Food Future (F3) Initiative, an U.S. Department of Commerce, Economic Development Administration Build Back Better Regional Challenge phase 2 awardee, receiving $65 million. The F3, previously known as the Fresno-Merced Future of Food Initiative, sets the goal to adopt technology and skill development within the region's agriculture sector across five focus areas: climate-smart agriculture, ag-tech innovation, local food systems, workforce development, and urban connectivity.[11] One important component of the project is F3 Innovate, an innovation center in Downtown Fresno that focuses on

- Artificial Intelligence, Data Science, Digital Mapping and Data for Decision-making
- Automation, Cyberphysical Systems, Robotics, and Mechatronics
- Food-Energy-Water Systems (e.g., biomass, agrivoltaics, vertical farming)
- Internet-of-Things, Edge Computing, Human-Computer Interaction, and Image Processing
- Advanced Materials, Manufacturing Processes, Digital Twins
- Water Information and Accounting (e.g., precision irrigation, groundwater recharge)
- "Technology Stack" Systems Integration
- Small Farmer Tech Solutions
- Climate Resilience and Regenerative Agriculture

These research and development initiatives attract young firms to capitalize on the region's advancements. Four of the highest 10 values for young firm employment share are located in the Central Valley: Visalia (20.8%), Bakersfield-Delano (20.6%), Hanford-Cocoran (19.6%) and Merced (18.8%).

Relx estimates that the agricultural sector is among the top industries for AI utilization, reaching 87% in 2021.[12] Use of these technologies empower farmers to be more aware of plant and livestock nutrient needs, facilitate more granular application of pesticides and herbicides, and more effectively monitor and maintain field equipment such as irrigation and fencing. Grand Farm, located in the Fargo, North Dakota metro, exists to solve agricultural challenges through the use of applied technologies like gen AI.

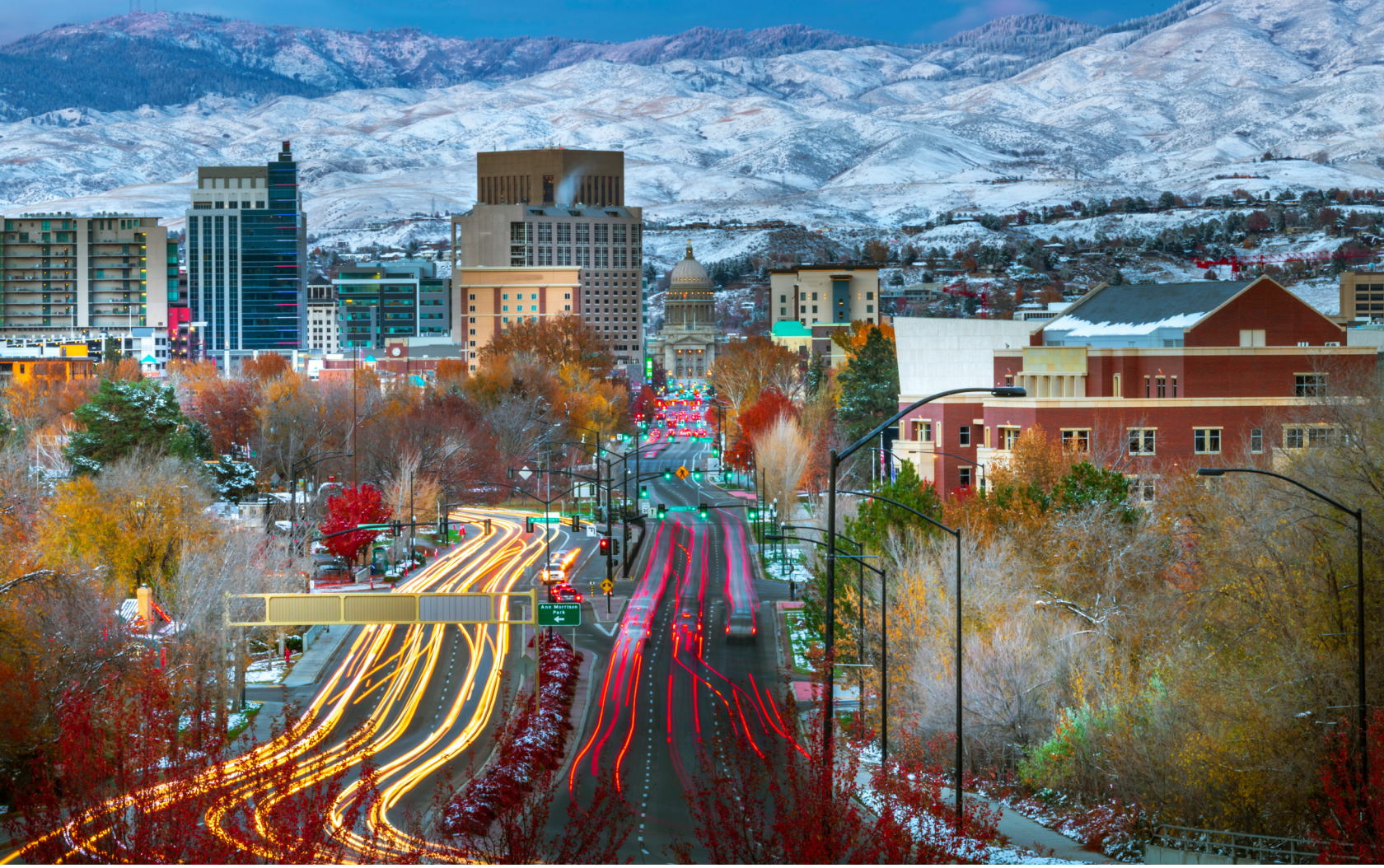
The agricultural sector is an example of an industry that relies on technology to provide solutions to its unique and complex challenges. With the volume of food produced in Central Valley and El Centro, along with their relative proximity to Silicon Valley and other renowned resources, it's not surprising that these regions are among the country's most dynamic metros and leading the country in ag tech development and application.

Semiconductors

On the global scale, Taiwan is the biggest player in semiconductor manufacturing followed by Samsung in South Korea. Taiwan Semiconductor Manufacturing Corporation (TSMC) alone was reported to occupy 61% of the global foundry services, and Samsung contributed another 14%, in the fourth quarter of 2023.[13] With the sheer dominance of the semiconductor manufacturing market in Southeast Asia, a reaction to the limited supplies of semiconductors realized during the COVID-19 pandemic and the potential compromise of American defenses should semiconductor supplies again become limited, the United States enacted the Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act under President Biden with the goal of enhancing American semiconductor manufacturing competitiveness and increasing its global market share to 10%. The $52.7 billion package is used for American semiconductor research and development, manufacturing and workforce development.[14]

The CHIPS and Science Act spurred investment announcements of domestic semiconductor manufacturing. Of note is Micron Technology's $40 billion investment, the largest in U.S. memory manufacturing history (first in the last 20 years) and creating a projected 40,000 new jobs nationwide, including 5,000 high-paying technical and operational positions. More than one-third of this investment, $15 billion, will be used to build a new fabrication facility in Boise, Idaho, where Micro Technology is headquartered.[15]

Boise City, Idaho MSA has been consistently ranked as one of the most dynamic metros in the country. Since the first inception of the report, Boise has remained in the top 25, earning its place in the esteemed "five-timers club," and this year it ranked 20th overall. In addition to being home to Micron Technology, Inc., Boise possesses fantastic natural amenities that strongly appeal to highly skilled workers seeking a balance between their careers and the outdoors. Boise's strength in performance stems from its medium-term indicators (2018–2023) that highlight its economic longevity: Employment growth during



this period reached 17.3%, 7th among all metros, strong average annual pay growth over the 5 years of 30.1% (66th) and medium-term real GDP growth of 28.3% (15th among all metros). These metrics point to Boise possessing a highly valued and productive workforce.

Sherman-Denison, Texas has also established its position as a fast-growing economic hub, ranking third among heartland metros just behind Midland and Austin and 9th in the small metro category. Over the past three years, Sherman-Denison has shown consistent growth with its dynamic economic trajectory, having climbed 153 spots to 13 this year. Sherman-Denison's upward momentum is driven by employment growth in computer manufacturing (Texas Instruments and GlobiTech), food manufacturing (Tyson Foods and Ruiz Foods) and fabricated metal products (tanks and shipping containers primarily supporting regional agriculture and oil and gas extraction).[16]

From 2018 to 2023, employment growth reached 10.1% which is ranked 46th amongst all metros. For the 2022–2023 period, Sherman achieved a remarkable 7.5% employment growth, ranking 2nd highest, while March 2023–March 2024 employment growth was 2.5%, placing it at 57th. This strength is further supported by their growth in real GDP performance, medium-term growth of 18.4%, ranking 68th, and 2022–2023 real GDP growth at 6.6%, which ranks 19th. These metrics collectively signal Sherman metro's strong economic momentum, and announcements about significant TI and GlobiTech expansions as part of the CHIPS and Science Act, suggest continued growth in computer and semiconductor manufacturing.

Technology drove the economies of both leading metros and most improved metros. Gen AI development helped restore Silicon Valley and San Francisco to the top 25 metros, while ag tech and high commodity prices drove growth in California's Central Valley and semiconductor manufacturing sustained Boise's top 25 position and helped Sherman-Denison, Texas jump 153 spots over the last 3 years.

POST-PANDEMIC SETTLEMENT IN TOURISM, OUTDOOR RECREATION, AND REAL ESTATE DEVELOPMENT

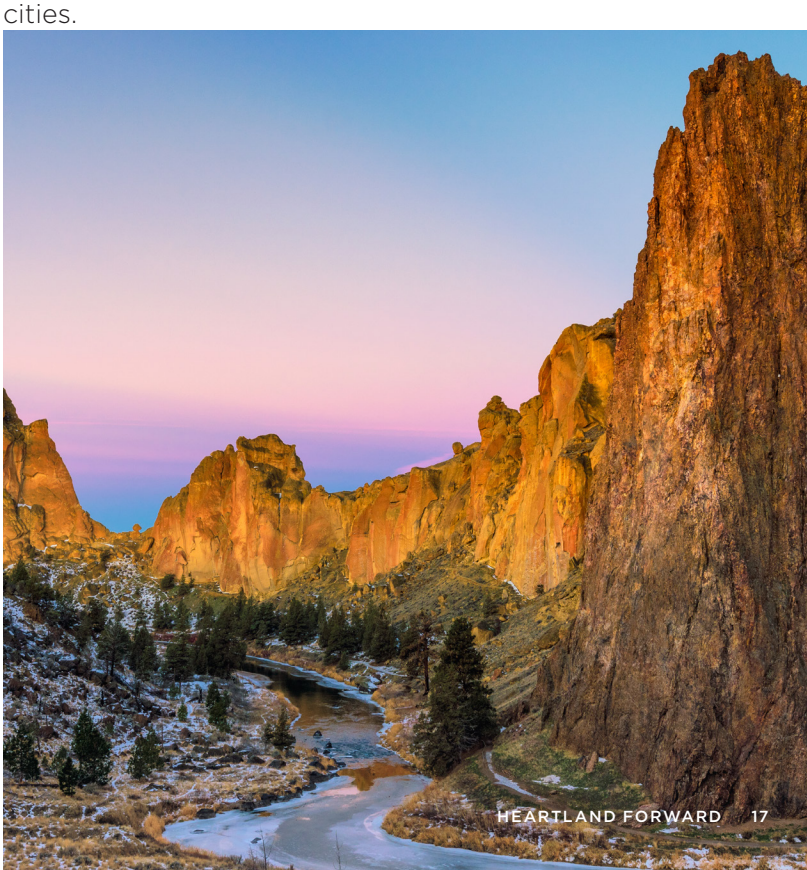
During the pandemic some people moved out of dense urban areas seeking quality of place and quality of life in smaller communities. Typically, these are also places attractive to people on vacation, and after travel restrictions were lifted, these communities saw an influx of visitors as a result of pent-up desire for tourism. While many moved back to their home city after the pandemic, some of these relocations and upticks in visitor numbers have outlasted the immediate aftermath of the COVID-19 pandemic. This trend has driven strong performance by these destination metros, but growth has slowed recently. Higher interest rates may have delayed migration as people locked into mortgages at lower rates are unwilling to sell or move. This reluctance may change if interest rates come down.

The trend of people moving to work from places that they also enjoyed living and playing in, rather than waiting till they retired to live 'the good life' was underway before 2020, but the pandemic amplified the scale of the shift. We see this manifest in the metros that have done well on our index, with several mountain and western state metros with good access to outdoor recreation like Bozeman, Montana and Bend, Oregon, doing well.

Tight housing markets in major metros have also pushed some people to consider moving to a different city. Smaller metros may compare favorably not just on the cost of housing, but on the cost of living generally, and the overall quality of life. This has created housing demand and boosted real estate development in these areas. This is also true for major metros like Austin, Miami, and Nashville, where a combination of a dynamic economy and new visitors and residents is driving investment in home building and hotel development.

The impact of new residents and short-term rentals on existing residents and the housing market has been a cause for concern in many smaller metros on our index. While a larger population does create more demand for services locally in retail, leisure, health care and education, existing residents are keen to see new business starts and local investment that would create higher wage opportunities for them. Access to higher education and fostering entrepreneurship and innovation locally could create broader prosperity instead of simply increasing competition for existing jobs and resources. As housing costs rise, service jobs may not pay enough to be able to afford to live in the community.

We group real estate development, tourism and outdoor recreation in this discussion because of the interconnectedness of their impact on this cohort of cities.



Outdoor recreation tourism and attracting new residents and visitors

Places of natural beauty with developed outdoor recreation amenities can be attractive to people looking to relocate in search of a higher quality of life. Converting visitors into residents based on opportunities to enjoy the outdoors and local quality of life has helped fuel population growth in Bozeman, Montana, Bend, Oregon and Daphne-Fairhope-Foley, Alabama. These metros are also pursuing strategies to diversify their economies to be less dependent on the cyclical and seasonal tourist industry.

Bozeman, Montana is one of our new metros this year, and ranks 3rd. Located in the Rocky Mountains and serving as the western gateway to Yellowstone National Park, the region draws visitors from around the world. The easy access to outdoor recreation, including fishing, downhill skiing, hiking and hunting, attracts local tourists to the region. The city of Bozeman also has a lively downtown area and is home to Montana State University. This attractive quality of life has spurred in-migration, with the region's population more than doubling between 1990 and 2020. Bozeman was in the top tier of metros for employment growth, the 5-year (No. 4) and short-term employment gains (No. 5). It ranked first for average annual pay growth on the 5-year measure. Leisure and hospitality employ just over 20% of the private sector workforce in the Bozeman metro.[17] Bozeman is home to major ski resorts including Big Sky Resort, which is the second largest ski area in the country. In 2023, the city of Bozeman adopted an economic vitality strategy aiming to build the region's strengths in traded sectors, including quantum computing and climate technology, to support a more diverse economy.[18]

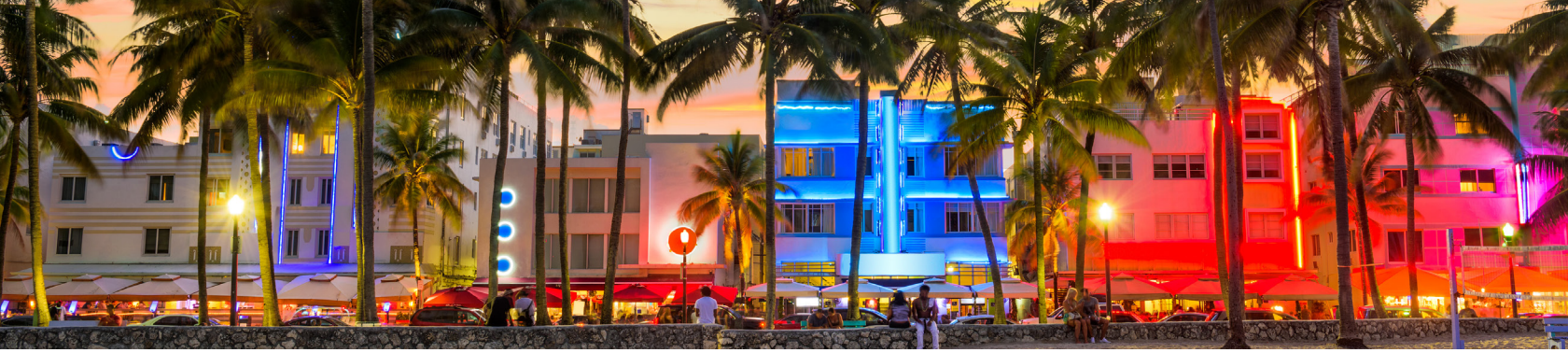
Bend, Oregon ranks No. 8 on our index. Like Bozeman, outdoor recreation is very accessible and includes skiing at Mount Bachelor, hiking, mountain biking, and water-based recreation. The Cascade Lakes and Deschutes National Forest offer natural beauty to enjoy, and the city of Bend boasts local breweries and restaurants. The quality of life has transformed visitors into new residents, and in 2023 the population grew at double the national average. The metro continues to attract retirees and remote workers, and housing availability and affordability continue to be challenging. Home building has dipped recently but is expected to pick up. The region has strived to expand its traded sectors in addition to the cornerstone tourism and health care industries. The Bend Venture Conference has been run in Bend for twenty years and brings entrepreneurs and angel investors together. Efforts to foster new local businesses also include regular Central Oregon PubTalks - networking events for people interested in entrepreneurship. These long-term efforts have borne fruit, with Bend ranking No. 17 for young firm employment share.

The Daphne-Fairhope-Foley, Alabama metro ranks 47th overall, and 10th among heartland metros. The region, with the Gulf of Mexico to the south and the Mobile Bay shore on the southwest, has large retail and leisure and hospitality sectors. Together, these two sectors employed close to 40% of non-farm workers in 2023. These opportunities for shopping, dining and recreation, along with the many golf courses and beaches have long drawn retirees and tourists to the metro. Like in Bend and Bozeman, the region is also drawing in relocating workers from nearby Mobile as commuters are willing to drive further seeking a suburban lifestyle. It has strong momentum, placing 16th on this metric due to its recent rapid employment growth. In 2022, Novelis, an advanced aluminum manufacturer broke ground on a low-carbon aluminum recycling and rolling facility in Bay Minette in the middle of the metro.[19] The plant, expected to be completed in 2026, represents a $4.1 billion investment, and adds to the diversification of the metro's economy.[20]

Real estate development and attracting new residents and visitors

A number of metros have seen tourism and relocations spur large real estate developments. After several years of swift expansion, these metros are now growing at a more moderate pace.

Last year's top metro, Wildwood-The Villages, Florida ranks No. 2 in this edition. The region continues to attract a steady stream of retirees to The Villages, a 55+ community with a wealth of amenities. Leisure offerings onsite include more than 50 golf courses, along with social clubs and parks.[21] The expanding retail and dining sectors have helped fuel employment growth, which was No. 4 nationally on our short-term measure. The pace at which the Wildwood-The Villages metro has been adding jobs has slowed recently, with employment momentum ranking No. 37



compared with ranking first on the 5-year measure. The Villages development continues to expand, for example building 3,200 new homes in Leesburg in 2023 and purchasing more than 3,000 acres to make space for future expansion.[22] Construction-related occupations are highly in demand and plans to build worker housing for staff providing services for residents of the Villages development will add to this demand. Older adults already make up more than 57% of the population in the Wildwood-The Villages metro, creating opportunities to offer health care services to serve this community.[23] Tourists are also drawn to visit the region to enjoy outdoor recreation, including fishing and boating. Other high scoring Florida metros on our list that also leverage appealing weather, natural beauty, and amenities to draw both tourists and retirees include Naples-Marco Island (No. 5), Punta Gorda (No. 6), and North Port-Bradenton-Sarasota (No. 12).

The Miami-Miami Beach-Kendall, Florida metro ranks No. 29 this year. Known for its coastline and balmy south Florida weather, the region is a national and international tourist destination. In 2023, 4.37 million overseas visitors chose to come to the Miami-Miami Beach-Kendall metro area, second only to the New York City metro.[24] Concerns about inflation and reduction of disposable income may act as a curb on tourism. However, consumer research indicates that travel is a high priority expenditure, and many people will choose to economize elsewhere in order to make a trip.[25] House prices rose dramatically between the third quarter of 2020 and the third quarter of 2024, increasing by 77% over the four years, making it unaffordable for many residents. Affluent home buyers buoyed the Miami real estate market in 2024, buying high end homes in cash, even as housing markets in other Florida metros cooled slightly.[26] The speed of home price appreciation has slowed, and prices may drop in the coming year. Florida's Live Local Act provides credits and incentives to develop affordable and workforce housing that could help bolster the supply of non-luxury housing being constructed in the metro.[27]

Nashville-Davidson-Murfreesboro-Franklin, Tennessee placed No. 45 overall, and ranked 8th among heartland metros. Branded the "Music City" thanks to its strong ties to country music, Nashville attracts cultural visitors year-round. In 2023, Nashville welcomed a record breaking 16.8 million visitors.[28] The metro area has 510 hotels with more than 58,000 rooms, a fifth of which were added in the last six years.[29] An additional 2,000 rooms are currently being built with another 12,000 at various stages of the planning pipeline. These major real estate developments have helped keep construction crews busy, and overall employment growth on our 5-year measure ranked No. 21. Housing is also in demand, as the region is experiencing significant net migration. Ranked in the top 10 among large metros, Nashville-Davidson-Murfreesboro-Franklin has a mix of industries, including health care and music recording and distribution, and is not dependent on tourism alone. The industry clusters spurred by Vanderbilt University, located in Nashville, are discussed in a later section. The presence of multiple universities contributes to its large educated workforce and its competitive business costs contributed to attracting the headquarters of Oracle, a database software company, from Texas. This relocation includes a major real estate investment, with a new 1.2 million square foot riverfront campus planned.[30]

As with previous reports, quality of life amenities like outdoor recreation and scenic views, contributed to dynamic metros. Tourism continues to drive economies possessing natural amenities, while retirees continue to drive growth particularly in southern states like Alabama and Florida. Real estate development, and the associated construction boom, has also contributed to the dynamism of tourist-driven economies as they attempt to maintain affordable housing for their workforces.

ENERGY AND MINING DEPENDENT METROS

Consistent with previous issues of the Most Dynamic Metros report, oil and gas extraction plays an influential role in the 2024 rankings. This largely explains why eight Texas metros are in the top 100, ten if you include Houston-Pasadena-The Woodlands, and Odessa Texas which rank 102 and 103, respectively. In addition, Greeley, Colorado, Slidell-Mandeville-Covington, Louisiana and Oklahoma City, Oklahoma are also top 100 metros with sizeable oil and gas extraction industries. San Angelo, Texas, ranked 98 overall and 19 among heartland metros, has seen stable employment but generous jumps in average pay and GDP growth due to exports of natural gas to Europe.

However, there are other mining dependencies that manifest in this year's rankings. For example, an important factor driving El Centro, California's rise to No. 30 is its massive lithium deposit beneath the Salton Sea, causing the region to be referred to as "Lithium Valley."

Oil and Gas Extraction

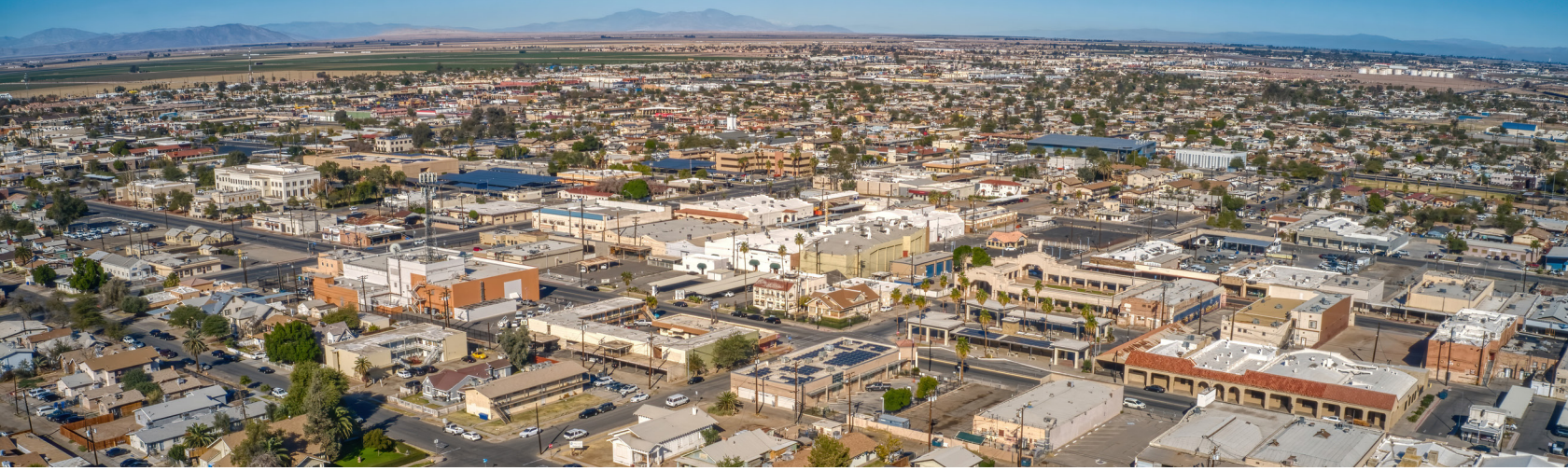
As the world shook off the COVID-19 pandemic in 2022, West Texas Intermediate crude oil prices rose in response to re-engaged industrial activity and transportation, but it skyrocketed to $123.64 per barrel on March 8, 2022 in response to Russia's invasion of Ukraine; prices declined through the second half of the year to moderate around $80 per barrel through 2023.[31] Similarly, Henry Hub natural gas prices rose through the first two-thirds of 2022, peaking at $9.85 per million BTU on August 22, 2022. Prices gradually declined to moderate between $2 and $2.50 per million BTU during 2023.[32] These price ranges are sufficient to induce oil and gas production and exploration, especially in well-developed production regions such as the Permian Basin. Price support for natural gas also stemmed from demand in Europe, as countries weaned themselves from Russian-supplied natural gas as one response to the Ukraine invasion.[33] Thus, oil and gas dependent regions fared well through 2022 and 2023.

The No. 1 metro this year, Midland, Texas, has a 100-year history with oil and gas extraction. Its ranking as the highest per capita income and 2022-2023 GDP growth, along with a third-place ranking for 2022-2023 employment growth, justify its top seat. Odessa, Texas, Midland's western neighbor and No. 103 in our ranking, shares its long history in oil and gas extraction, as they lie at the heart of the Permian Basin, the largest shale oil play in the U.S.

Midland and Odessa are working together to reduce the environmental impact of oil and gas extraction through innovations in carbon-capture technology, such as displacing diesel fuel used to power generators and equipment with natural gas from exploration sites (such gas is normally flared, or burnt off). Additionally, these communities are leaning into the vast open lands, ample sunshine and gusty winds that characterize their location by encouraging wind and solar power generation. The region produces nearly 30 gigawatts of utility-scale solar capacity, and more than one-fifth of the electricity delivered to the grid came from wind sources in 2022.[34]

To support these critical industries to the region, the Permian Energy Development Lab (PEDL) was established with support from a National Science Foundation (NSF) Regional Innovation Engines development grant in 2023. The PEDL is a coalition of federal laboratories, institutions of higher education, state and local governments and corporations committed to developing and testing cleaner and more efficient technologies for existing energy systems.[35]

Greeley, Colorado moves up to the No. 15 spot, up 116 positions from last year's report. Weld County, of which Greeley is the county-seat, accounts for nearly 80% of the oil produced in Colorado.[36] With 21 times the U.S. share of total employment in mining, it ranks in the top 10 counties in the country for mining employment. Like Midland and Odessa, Greeley's cost of production is low enough that declining oil prices during the latter half of 2022 did not significantly



impact production from the region. But, Greeley is also an agricultural region that benefited from rising beef prices in the beginning of 2022, when beef prices peaked at $2.75 per pound in March.[37] These commodity dynamics explain Greeley's impressive 18.5% change in annual GDP, the second highest in the country. Greeley also experienced rapid one-year employment growth of 4.1% and has an impressive 14.2% of its employment at firms less than 6 years old. These latter statistics could stem from the influx of new residents, as Greeley was one of the fastest growing metropolitan areas in the U.S. between 2010 and 2020, given its ideal location between Fort Collins and Denver and relative affordability to these notoriously housing constrained regions.

Lithium

But oil and gas are not the only minerals driving economic development among metropolitan areas. In our Most Dynamic Micropolitans 2024 report, we highlighted growth occurring near Magnolia, Arkansas due to potential lithium mining in the Smackover Formation, which the United States Geological Survey estimates contains between 5 and 19 million tons of lithium reserves – enough to meet the projected demand for car batteries in 2030 nine times.[38] El Centro, California, which moved up 137 spots to 30 overall, is also cashing in on lithium. This agricultural region, which produces roughly two-thirds of all U.S. vegetables during winter months, includes a majority of the Salton Sea which contains a number of economically valuable minerals, including at least two million metric tons of lithium.[39] While geothermal power generation from Salton Sea has occurred for decades, and is the U.S.'s largest capacity of this type of power generation and the second largest globally, and the presence of minerals in the brine pumped up for power generation has been known, it wasn't until recently that there was an economic case for salvaging the minerals from the brine before it was returned underground.[40,41]

While not the U.S.'s largest deposit of lithium, "Lithium Valley's" potential lies in the accessibility of the lithium. It's already being brought to the surface in the steam that powers the 11 geothermal energy plants along Salton Sea, so California Energy Commission and the U.S. Department of Energy are working with several companies to capture the highly demanded mineral from the brine before returning the brine underground. If these companies succeed, the time to market for the harvested lithium would be greatly reduced with low environmental impact, positioning the U.S. as a global competitor in the lithium market. Building upon this resource, University of California, Riverside received $500,000 in 2023 as an Economic Development Agency (EDA) Tech Hub Strategy Development grantee to further develop lithium extraction and building an advanced-energy economy in Southern California.[42]

El Centro is also leveraging its agricultural and energy strengths to build capacity and produce biofuels and biodiesel from algae and biomass as well as ethanol production. El Centro is considered a global leader in bio-crude production from algae.[43] Collectively, El Centro will be a metro area to watch, as it develops several alternative energy resources that could disrupt global energy supply chains.

While oil and gas extraction is still the dominant mining activity in terms of value, this year's high ranking and most improved metropolitan areas demonstrate the growth in alternative energy sources. Additionally, identification and development of large, domestic lithium stores creates tremendous opportunities for battery manufacturing and energy storage options.

HEARTLAND ACADEMIA AS ECONOMIC ENGINES

The top performing heartland metros in this year's ranking share their identity as college-anchored towns. The research universities are all a nexus for talent generation and a source for highly-skilled workers for the STEM and business sectors that are crucial to the regional economy. Six of the top ten metros in the heartland region are home to research universities, demonstrating the influence of academia on local economic dynamism in recent years. These centers of excellence in the six top-performing heartland metros are presented in the table below.

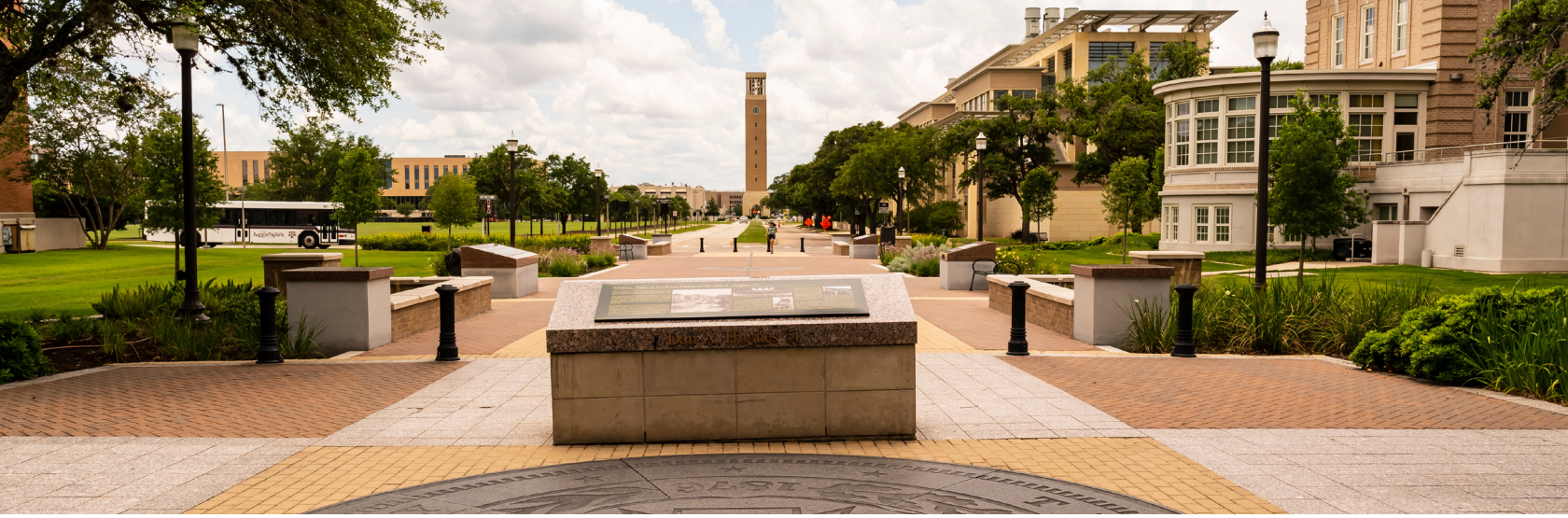
The Austin-Round Rock-San Marcos, Texas metro (No. 4) has consistently ranked among the top 10 since the inception of the metro report, earning special recognition in the 2023 edition of Most Dynamic Metros as a member of the prestigious "five-timers club." The University of Texas at Austin has played a major role in transforming the Austin metro (nicknamed the Silicon Hills) into a large tech hub competing against Silicon Valley and San Francisco by supplying a deep talent pool and a culture that actively embraces large tech firms for their economic sustainability. Initiatives such as the IC2 Institute and Texas Advanced Computing Center (TACC) are examples of its contributions to advanced research by using supercomputing resources to develop AI, machine learning, cyberinfrastructure, and cloud computing.[44,45] These resources and highly skilled workforce position Austin as a desirable location for tech companies and tech innovation, as reflected in its rankings for medium-term employment and annual average pay growth and high per capital income.

The College Station-Bryan metro in Texas (No. 21), is home to Texas A&M University, with an enrollment of more than 79,000 total students in Fall 2024. Texas A&M University is a major research university, investing $1.1 billion in research and development (R&D) in 2021, according to the National Center for Science and Engineering Statistics (NCSES).[46] The university's role in developing a skilled, STEM workforce make it attractive for company expansions and attraction, contributing to the metro's stellar employment and real GDP growth.

In Alabama, the Auburn-Opelika (No. 23) and Huntsville (No. 38) metros shine as the state's economic drivers through their respective strengths in higher education, research, and industry collaboration. Auburn University is the economic engine of the Auburn-Opelika region, and the Huntsville economy thrives on its historic ties to aerospace technology research conducted at the University of Alabama in Huntsville (UAH). Together, these Alabaman metros demonstrate the power of higher education, innovation, and industry partnerships in shaping regional and state-wide economic sustainability. Auburn's entrepreneurial initiatives such as the New Venture Accelerator under Raymond J. Harbert College of Business and the Auburn Research and Technology Foundation, cultivate research skills through college students, alumni, and faculties which can be turned into start-up businesses. These initiatives contribute to the region's high performance in our ranking by being No. 58 for young firm employment share and No. 6 and 11 for short-term

TABLE 2. TOP PERFORMING HEARTLAND METROS WITH RESEARCH UNIVERSITIES

REGION	OVERALL RANK	HEARTLAND RANK	UNIVERSITY
Austin-Round Rock-San Marcos, TX	4	2	University of Texas at Austin
College Station-Bryan, TX	21	4	Texas A&M University
Auburn-Opelika, AL	23	5	Auburn University
Fayetteville-Springdale-Rogers, AR	36	6	University of Arkansas
Huntsville, AL	38	7	University of Alabama in Huntsville
Nashville-Davidson-Murfreesboro-Franklin, TN	45	8	Vanderbilt University



employment growth and employment momentum, respectively.

The Huntsville metro, on the other hand, has earned its reputation as "Rocket City" due to its leadership in space research and technology thanks to the presence of NASA. Like Texas A&M, the University of Alabama in Huntsville is a STEM engine producing a steady pipeline of talent for NASA's Marshall Space Flight Center and the U.S. Army's Redstone Arsenal. The Huntsville metro's 5-year employment growth signals strong demand for labor in the metro area, rising by 14.8% between 2018 and 2023 (ranked 11th). This economic strength is also complemented by their 2018-2023 and 2022-2023 real GDP growth (26.2%, ranked 19th; and 6.0%, ranked 30th, respectively). The strong economic indicators in employment and real GDP growth are partially fueled by UAH's strategic partnerships with NASA and the Department of Defense.

The most dynamic metro in Arkansas is the Fayetteville-Springdale-Rogers region (No. 36). Known as Northwest Arkansas, or NWA, it is home to three fortune 500 companies (Walmart, J.B. Hunt, and Tyson Foods). The region needs a steady supply of high-skilled talent to fuel the local economy anchored by these firms, visible in the five-year employment growth of 12.9% (ranked 18th). The NWA metro is the 31st fastest growing metro in the country, with real GDP growth of 23.4% over the five-year period between 2018-2023. This has translated into economic well-being, with the NWA metro claiming the 8th highest per capita personal income in 2023 of $97,953, after adjusting for regional price parity. Of the 107 young firms (since 2019) created by University of Arkansas-Fayetteville students and alumni, the ongoing economic impact of $52.1 million and $2.4 million tax collections were created.[47] A Heartland Forward report estimates that doubling University of Arkansas' College of Engineering graduates and research output over the next 15 years could generate $3.9 billion in economic value and contribute to a 1.6% increase in the state's GDP, creating 19,000 new jobs by 2038. These estimates help explain the explosive growth in the region.

The Nashville-Davidson-Murfreesboro-Franklin metro (No. 45) is a central hub of economic activity in Tennessee strengthened by its reputation as a center for the health care, biotech, and entertainment industries. A contributor to this dynamism is Vanderbilt University, an historic institution located in Nashville. In 2023, Vanderbilt and its Medical Center had a combined R&D expenditure of more than $1 billion, 24th highest in the nation.[48] Vanderbilt's medical center is one of the largest employers in the state of Tennessee and crucial to the economic functioning of the Nashville metro. It addresses the public health needs by contributing $952 million to the local community and other benefits during fiscal year 2023.[49] This investment helps boost the medium-term employment and real GDP growth and supports a high quality of life for the region.

The Heartland's research universities showcase how higher education can serve as an engine for regional, state-wide, and nationwide economic growth. Across metros like Austin, Huntsville, Fayetteville, and Nashville, these academic institutions have led advancements in research and development in STEM fields and business enterprises while producing highly-skilled workers. From UT Austin's significant role in shaping the landscape of the Silicon Hills to Vanderbilt's breakthroughs in medical research, these heartland universities not only adapt to industry needs, but also embrace collaborations. With their public-private partnerships, these college towns continue to bolster the heartland's regional competitiveness.

CONCLUSION

The 2024 Most Dynamic Metropolitans Report highlights the diverse economic trajectories of metropolitan statistical areas across the United States, providing valuable insights into employment growth, average annual pay, real GDP, per capita income, and entrepreneurial activity. Regions like Midland, Texas, with its oil-driven economy, and Bozeman, Montana, with its blend of outdoor amenities and technological advancements, showcase the variety of strategies fostering regional success. These rankings underscore critical themes and offer lessons for policymakers aiming to sustain or improve their own regions' economic performance.

Key Findings:

1. **Economic Diversification:**
   Successful metros like Bozeman, Bend, and Austin leverage their natural assets while diversifying into sectors like tech, advanced manufacturing, and healthcare.

2. **Innovation and Entrepreneurship:**
   High-performing regions, including Silicon Valley, San Francisco, and the Central Valley, capitalize on young firm intensity and knowledge-driven sectors.

3. **Higher Education as an Economic Driver:**
   Metros like Austin, Huntsville, and Fayetteville thrive due to their research universities, which produce skilled labor and foster public-private partnerships.

4. **Resilience in Resource-Rich Regions**
   Energy-driven metros, including Midland and Greeley, exemplify how leveraging natural resources alongside clean-energy innovations can ensure sustainability.

Policy Recommendations:

1. **Support Workforce Development:**

- Collaborate with local universities, community colleges, and industry leaders to create targeted training programs that align with regional economic needs.
- Incentivize retraining programs in emerging fields like AI, ag-tech, and clean energy to support workforce adaptability.

2. **Foster Innovation and Entrepreneurship:**

- Establish or enhance incubators and accelerators, focusing on young firms and startups in knowledge-intensive sectors.
- Provide grants and tax incentives to spur innovation in areas like clean energy, semiconductor manufacturing, and AI applications.

3. **Invest in Housing and Infrastructure:**

- Address housing affordability to attract and retain talent by incentivizing the development of affordable and workforce housing.
- Modernize transportation and digital infrastructure to support commuting, remote work, and business expansion.

4. **Leverage Natural and Academic Assets:**

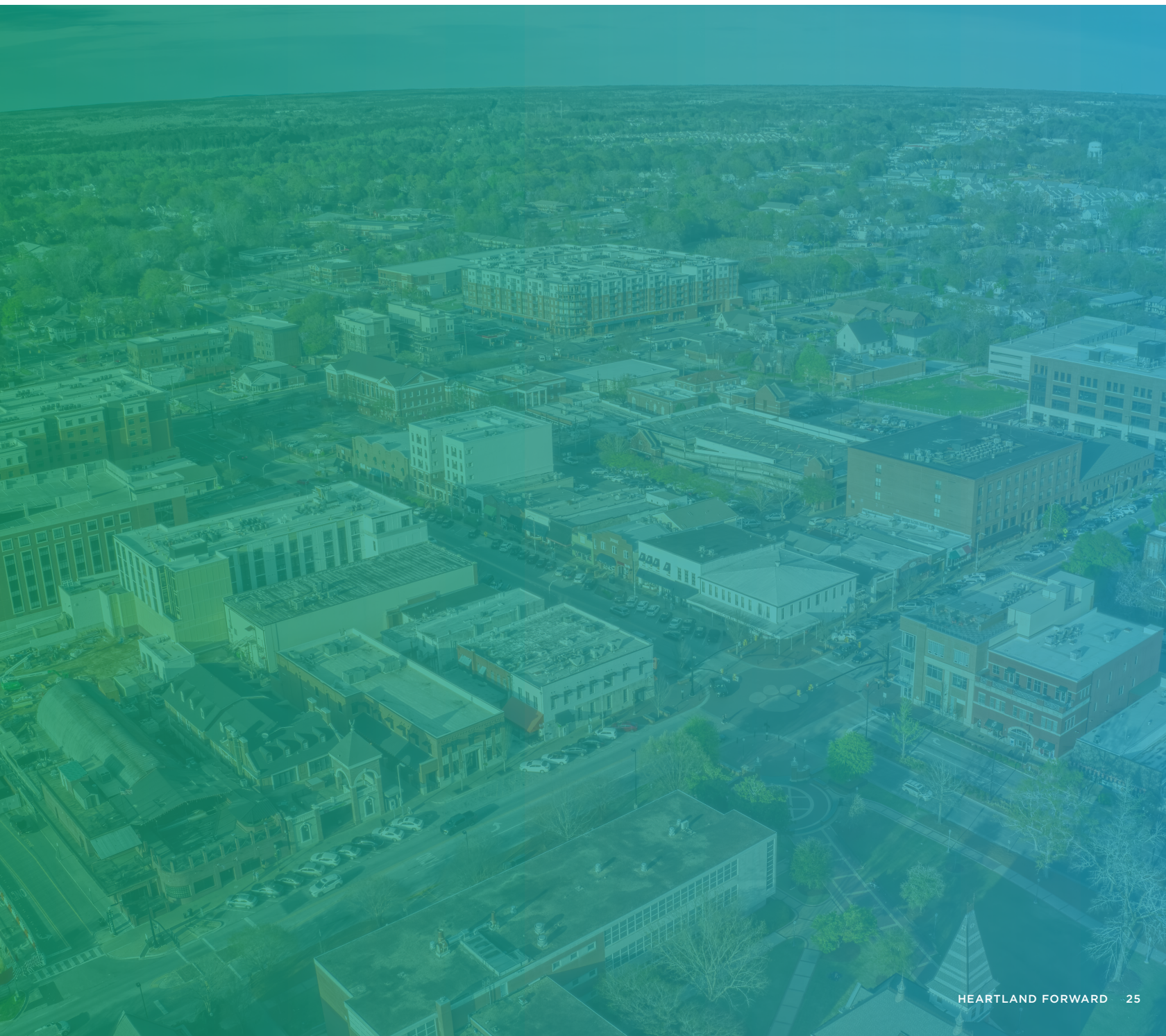
- Promote eco-tourism and outdoor recreation while balancing conservation efforts to sustain regional growth.
- Support research and development in collaboration with universities, particularly in STEM fields, to drive innovation and retain local talent.

5. **Encourage Regional Collaboration:**

- Develop multi-state and regional partnerships to share resources, address common challenges, and amplify economic impact.
- Coordinate efforts between urban centers and their surrounding rural or micropolitan areas to create a more cohesive economic ecosystem.

Next Steps:

To remain competitive, policymakers must focus on fostering inclusive growth, reducing regional disparities, and addressing affordability challenges. By aligning state and local policies with the specific needs and strengths of their regions, officials can lay the foundation for sustainable economic development. This report serves as a blueprint for proactive decision-making and strategic investment to ensure future dynamism and prosperity.



APPENDIX: METRICS FOR METROPOLITAN AREAS BY OVERALL RANK

Metro Name	State	2023 Population	Population Category	Overall Rank	Young Firm Employment Share	Young Firm Employment Share Rank	Young Firm Knowledge Intensity	Young Firm Knowledge Intensity Rank	2018-2023 Employment Growth	2022-2023 Employment Growth	March 2023-March 2024 Employment Growth	2018-2023 Emp Growth Rank	2022-2023 Emp Growth Rank	March 2023-March 2024 Emp Growth Rank	2018-2023 Average Annual Pay Growth	2022-2023 Average Annual Pay Growth	2018-2023 Average Annual Pay Rank	2022-2023 Average Annual Pay Rank	2023 Per Capita Personal Income	2023 Per Capita Personal Income Rank	2018-2023 Real GDP Growth	2022-2023 Real GDP Growth	2018-2023 Real GDP Growth Rank	2022-2023 Real GDP Growth Rank
Midland, TX	Texas	182,324	Small	1	16.1%	19	16.4%	375	10.1%	6.7%	2.7%	44	3	44	29.9%	7.8%	73	15	$151,401	1	60.5%	42.9%	2	1
Wildwood-The Villages, FL	Florida	151,565	Small	2	18.8%	7	24.0%	158	31.9%	5.7%	2.9%	1	4	37	34.3%	2.8%	23	255	$75,543	46	65.7%	10.4%	1	6
Bozeman, MT	Montana	126,409	Small	3	18.1%	10	27.0%	58	20.5%	5.6%	3.5%	4	5	21	44.2%	6.2%	1	54	$95,469	9	40.5%	5.3%	3	40
Austin-Round Rock-San Marcos, TX	Texas	2,473,275	Large	4	13.5%	65	27.2%	54	22.4%	4.1%	1.4%	3	20	171	37.4%	3.9%	7	184	$82,433	22	39.0%	4.5%	4	61
Naples-Marco Island, FL	Florida	404,310	Small	5	15.2%	31	26.1%	84	12.5%	3.9%	4.2%	22	29	10	27.5%	0.3%	133	359	$127,139	4	28.2%	4.0%	16	91
Punta Gorda, FL	Florida	206,134	Small	6	19.2%	5	23.3%	190	12.8%	3.8%	6.5%	19	31	1	32.8%	3.5%	30	215	$56,211	314	29.2%	6.1%	12	25
San Jose-Sunnyvale-Santa Clara, CA	California	1,945,767	Large	7	11.3%	128	38.2%	1	2.0%	0.2%	0.0%	202	343	323	31.6%	6.3%	39	51	$131,160	2	28.8%	3.4%	13	134
Bend, OR	Oregon	260,919	Small	8	16.2%	17	25.4%	102	10.9%	3.5%	1.4%	36	45	166	35.8%	5.7%	14	68	$76,576	38	25.9%	4.1%	21	88
Provo-Orem-Lehi, UT	Utah	732,197	Medium	9	17.7%	13	27.4%	49	19.5%	1.5%	1.6%	5	224	146	31.6%	3.7%	40	200	$60,544	236	35.5%	4.4%	5	69
St. George, UT	Utah	202,452	Small	10	18.2%	9	23.9%	161	23.6%	4.4%	3.1%	2	16	31	25.2%	2.6%	220	279	$56,635	309	27.2%	3.0%	17	163
Boulder, CO	Colorado	326,831	Small	11	13.7%	56	35.3%	2	6.4%	1.0%	-1.0%	105	285	367	37.9%	4.2%	5	157	$100,392	7	21.0%	3.4%	48	133
North Port-Bradenton-Sarasota, FL	Florida	910,108	Medium	12	15.3%	30	26.8%	64	10.9%	4.3%	3.3%	38	17	28	29.2%	1.8%	87	324	$72,320	70	25.5%	4.4%	23	66
Sherman-Denison, TX	Texas	146,907	Small	13	14.1%	49	21.5%	283	10.1%	7.5%	2.5%	46	2	57	28.6%	4.6%	95	129	$60,941	231	18.4%	6.6%	68	19
San Francisco-Oakland-Fremont, CA	California	4,566,961	Large	14	13.3%	68	34.9%	4	0.1%	-0.2%	-0.3%	258	361	341	37.8%	4.8%	6	112	$110,577	5	21.6%	3.4%	39	129
Greeley, CO	Colorado	359,442	Small	15	14.2%	47	22.6%	229	5.5%	4.1%	1.7%	122	23	133	29.3%	4.5%	85	134	$65,146	160	10.3%	18.5%	177	2
Hilton Head Island-Bluffton-Port Royal, SC	South Carolina	232,523	Small	16	15.6%	29	25.3%	103	5.9%	3.2%	0.8%	113	65	252	33.9%	6.5%	25	43	$79,084	30	22.6%	4.2%	33	82
Cape Coral-Fort Myers, FL	Florida	834,573	Medium	17	16.8%	14	23.9%	165	12.1%	2.9%	3.0%	26	78	34	29.2%	4.5%	88	139	$64,230	178	24.1%	4.2%	28	80
Myrtle Beach-Conway-North Myrtle Beach, SC	South Carolina	397,478	Small	18	14.4%	40	22.9%	216	7.6%	3.1%	3.3%	81	73	25	35.9%	6.5%	13	41	$58,405	275.5	21.0%	4.1%	49	83
Durham-Chapel Hill, NC	North Carolina	608,879	Medium	19	10.7%	157	31.3%	12	11.7%	2.4%	2.2%	31	124	69	30.5%	5.8%	57	63	$71,042	84	21.1%	3.5%	47	118
Boise City, ID	Idaho	824,657	Medium	20	13.5%	64	24.5%	136	17.3%	2.4%	2.3%	7	121	66	30.1%	4.5%	66	133	$68,170	115	28.3%	2.9%	15	169
College Station-Bryan, TX	Texas	281,445	Small	21	14.0%	50	22.6%	230	15.1%	3.4%	2.0%	9	53	96	31.4%	4.6%	44	126	$56,788	305	21.8%	7.4%	38	13
Salt Lake City-Murray, UT	Utah	1,267,864	Large	22	10.8%	152	28.8%	24	12.5%	2.1%	1.8%	24	156	112	36.1%	4.1%	11	171	$73,021	62	21.4%	3.2%	43	149
Auburn-Opelika, AL	Alabama	201,585	Small	23	13.6%	58	24.3%	147	9.8%	5.3%	4.2%	50	6	11	28.3%	3.9%	108	186	$54,594	338	14.3%	5.7%	105	36
Helena, MT	Montana	96,091	Small	24	15.1%	32	22.3%	249	8.9%	2.8%	1.9%	58	88	109	31.4%	6.4%	45	46	$67,693	122	21.3%	5.1%	45	44
Wilmington, NC	North Carolina	467,337	Small	25	14.3%	41	26.6%	70	15.1%	4.3%	2.1%	10	18	85	27.4%	2.6%	136	274	$64,107	182	22.2%	3.5%	36	121
Raleigh-Cary, NC	North Carolina	1,509,231	Large	26	11.1%	136	28.6%	27	14.5%	3.6%	2.5%	12	38	59	22.7%	3.3%	304	233	$76,671	36	23.6%	4.6%	30	59

Shaded rows are metropolitan areas located in the heartland. Rows without a rank reflect metropolitans for which data is missing; see the methodology section for details.

Metro Name	State	2023 Population	Population Category	Overall Rank	Young Firm Employment Share	Young Firm Employment Share Rank	Young Firm Knowledge Intensity	Young Firm Knowledge Intensity Rank	2018-2023 Employment Growth	2022-2023 Employment Growth	March 2023-March 2024 Employment Growth	2018-2023 Emp Growth Rank	2022-2023 Emp Growth Rank	March 2023-March 2024 Emp Growth Rank	2018-2023 Average Annual Pay Growth	2022-2023 Average Annual Pay Growth	2018-2023 Average Annual Pay Rank	2022-2023 Average Annual Pay Rank	2023 Per Capita Personal Income	2023 Per Capita Personal Income Rank	2018-2023 Real GDP Growth	2022-2023 Real GDP Growth	2018-2023 Real GDP Growth Rank	2022-2023 Real GDP Growth Rank
Seattle-Tacoma-Bellevue, WA	Washington	4,044,837	Large	27	8.9%	258	31.7%	10	4.4%	0.8%	0.7%	139	305	277	31.6%	6.6%	38	37	$87,918	12	23.3%	6.2%	32	24
Idaho Falls, ID	Idaho	168,322	Small	28	15.9%	23	23.5%	180	19.3%	3.8%	1.9%	6	30	106	24.6%	4.6%	248	127	$63,908	185	16.5%	3.7%	76	106
Miami-Fort Lauderdale-West Palm Beach, FL	Florida	6,183,199	Large	29	13.6%	60	25.5%	98	7.3%	3.3%	2.0%	89	58	98	31.5%	4.0%	43	176	$75,388	48	20.0%	4.0%	57	93
El Centro, CA	California	179,057	Small	30	21.8%	1	11.1%	385	4.6%	0.5%	4.8%	135	328	5	22.6%	5.4%	307	83	$47,953	377	30.8%	16.4%	8	3
Sebastian-Vero Beach-West Vero Corridor, FL	Florida	169,795	Small	31	13.6%	59	24.5%	133	7.9%	2.8%	2.2%	75	87	76	26.6%	1.3%	168	347	$109,191	6	18.6%	3.0%	65	159
Coeur d'Alene, ID	Idaho	185,010	Small	32	16.2%	16	22.8%	223	13.7%	3.6%	1.1%	13	42	205	30.4%	0.3%	60	361	$65,949	146	29.9%	5.0%	10	46
Charleston-North Charleston, SC	South Carolina	849,417	Medium	33	13.3%	69	24.9%	114	10.1%	3.9%	3.3%	47	28	26	26.9%	2.1%	160	305	$68,051	117	20.2%	5.2%	56	42
Charlottesville, VA	Virginia	225,127	Small	34	12.4%	91	28.6%	29	2.5%	2.6%	3.6%	185	98	18	25.6%	3.3%	203	227	$91,763	10	13.4%	4.2%	120	79
Palm Bay-Melbourne-Titusville, FL	Florida	643,979	Medium	35	12.1%	103	24.8%	123	10.9%	3.2%	1.7%	37	63	127	27.4%	3.7%	138	204	$59,662	250	29.9%	6.1%	11	27
Fayetteville-Springdale-Rogers, AR	Arkansas	590,337	Medium	36	10.5%	163	25.1%	108	12.9%	2.5%	2.8%	18	107	40	24.9%	2.0%	237	313	$97,953	8	23.4%	1.4%	31	289
Pinehurst-Southern Pines, NC	North Carolina	106,898	Small	37	8.8%	270	23.7%	175	6.9%	3.7%	4.6%	93	34	7	29.9%	2.7%	70	265	$71,527	80	21.3%	4.2%	44	75
Huntsville, AL	Alabama	527,254	Medium	38	11.6%	119	24.1%	154	14.8%	4.6%	3.0%	11	12	35	18.2%	2.4%	371	292	$67,893	119	26.2%	6.0%	19	30
Ogden, UT	Utah	658,133	Medium	39	13.0%	75	26.0%	85	12.0%	3.5%	2.1%	28	46	84	28.0%	3.0%	120	243	$62,147	216	20.6%	4.1%	53	86
Fort Collins-Loveland, CO	Colorado	370,771	Small	40	14.8%	35	27.6%	46	7.7%	1.9%	-0.5%	78	180	351	36.0%	6.7%	12	34	$73,857	54	13.0%	1.3%	127	290
Port St. Lucie, FL	Florida	536,901	Medium	41	16.1%	18	23.3%	193	13.2%	3.8%	2.1%	17	32	87	25.5%	-0.5%	207	371	$71,876	75	24.3%	4.3%	26	73
Crestview-Fort Walton Beach-Destin, FL	Florida	304,818	Small	42	12.9%	77	25.0%	112	12.5%	2.6%	1.1%	23	95	211	29.8%	2.5%	75	284	$71,376	82	28.5%	3.1%	14	155
Lake Havasu City-Kingman, AZ	Arizona	223,682	Small	43	12.8%	81	19.0%	358	9.7%	0.8%	4.3%	51	303	9	29.6%	8.3%	79	11	$52,035	360	26.5%	4.3%	18	71
Colorado Springs, CO	Colorado	768,832	Medium	44	13.0%	74	25.7%	93	11.2%	3.6%	0.6%	33	37	281	28.8%	3.8%	92	196	$67,524	125	20.3%	4.4%	55	67
Nashville-Davidson--Murfreesboro--Franklin, TN	Tennessee	2,102,573	Large	45	10.9%	143	26.8%	63	12.8%	3.4%	1.6%	21	55	141	24.0%	2.4%	256	290	$81,549	24	25.0%	3.1%	25	157
Gainesville, GA	Georgia	217,267	Small	46	10.9%	144	23.0%	210	13.5%	4.8%	3.3%	14	8	27	26.6%	3.9%	170	185	$62,474	205	19.7%	1.4%	60	284
Daphne-Fairhope-Foley, AL	Alabama	253,507	Small	47	13.7%	57	24.2%	150	11.8%	3.5%	3.7%	29	47	16	28.2%	0.1%	114	366	$64,364	175	21.6%	3.2%	40	147
Denver-Aurora-Centennial, CO	Colorado	3,005,131	Large	48	11.2%	132	29.3%	20	8.2%	2.1%	-0.3%	71	152	336	26.8%	4.8%	164	111	$84,650	18	22.6%	3.5%	34	126
Slidell-Mandeville-Covington, LA	Louisiana	275,583	Small	49	13.2%	71	24.5%	140	7.4%	2.5%	0.7%	87	106	267	28.0%	6.9%	123	30	$87,708	13	7.7%	3.2%	228	143
Flagstaff, AZ	Arizona	144,472	Small	50	11.6%	117	20.3%	335	1.8%	2.9%	5.7%	207	82	2	28.2%	8.9%	110	5	$67,933	118	1.3%	3.7%	338	109
Portland-South Portland, ME	Maine	566,329	Medium	51	11.6%	115	29.0%	22	3.6%	2.3%	0.8%	160	132	249	29.3%	4.8%	84	118	$75,374	49	20.9%	3.9%	50	98
Cheyenne, WY	Wyoming	100,984	Small	52	11.0%	139	21.0%	308	3.2%	2.2%	1.7%	169	141	132	28.3%	9.4%	107	4	$71,649	79	13.1%	7.9%	126	11
Lawrence, KS	Kansas	120,553	Small	53	11.0%	138	26.8%	61	2.4%	4.1%	1.6%	191	21	144	34.7%	6.6%	18	38	$62,476	204	6.1%	3.7%	253	108

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Metro Name	State	2023 Population	Population Category	Overall Rank	Young Firm Employment Share	Young Firm Employment Share Rank	Young Firm Knowledge Intensity	Young Firm Knowledge Intensity Rank	2018-2023 Employment Growth	2022-2023 Employment Growth	March 2023-March 2024 Employment Growth	2018-2023 Emp Growth Rank	2022-2023 Emp Growth Rank	March 2023-March 2024 Emp Growth Rank	2018-2023 Average Annual Pay Growth	2022-2023 Average Annual Pay Growth	2018-2023 Average Annual Pay Rank	2022-2023 Average Annual Pay Rank	2023 Per Capita Personal Income	2023 Per Capita Personal Income Rank	2018-2023 Real GDP Growth	2022-2023 Real GDP Growth	2018-2023 Real GDP Growth Rank	2022-2023 Real GDP Growth Rank
Deltona-Daytona Beach-Ormond Beach, FL	Florida	721,796	Medium	54	13.5%	63	23.4%	186	8.5%	3.0%	2.1%	63	77	90	28.0%	4.4%	119	149	$58,010	284	22.5%	4.9%	35	47
Orlando-Kissimmee-Sanford, FL	Florida	2,817,933	Large	55	10.3%	174	24.7%	125	11.1%	4.1%	2.1%	35	22	93	26.8%	3.5%	163	212	$57,140	300	24.2%	4.5%	27	63
Ocala, FL	Florida	409,959	Small	56	14.3%	44	21.8%	269	13.4%	3.4%	2.0%	16	54	95	27.8%	3.0%	127	249	$48,879	373	24.0%	5.4%	29	39
Prescott Valley-Prescott, AZ	Arizona	249,081	Small	57	15.8%	24	21.3%	295	9.1%	4.5%	2.1%	55	14	77	27.3%	4.2%	145	161	$58,840	267	14.2%	3.0%	110	164
Bellingham, WA	Washington	231,919	Small	58	12.7%	83	26.6%	69	2.2%	1.3%	1.5%	195	249	149	30.0%	6.5%	67	42	$59,627	252	22.1%	5.7%	37	34
Kennewick-Richland, WA	Washington	314,253	Small	59	14.6%	37	24.5%	135	8.3%	3.2%	1.0%	67	66	218	26.1%	10.1%	185	2	$54,706	336	9.6%	2.4%	195	206
Sioux Falls, SD-MN	South Dakota	304,555	Small	60	8.5%	294	24.5%	134	9.6%	2.7%	2.8%	53	93	41	35.0%	3.0%	16	248	$86,789	16	6.0%	2.0%	254	235
Rapid City, SD	South Dakota	155,974	Small	61	12.1%	104	20.9%	315	7.8%	2.0%	1.8%	76	171	123	33.3%	4.7%	28	123	$77,666	33	16.3%	3.6%	80	115
Grants Pass, OR	Oregon	87,821	Small	62	14.3%	42	19.6%	344	12.1%	3.7%	1.7%	27	33	136	27.4%	6.5%	142	39	$54,651	337	11.9%	4.9%	150	49
Missoula, MT	Montana	126,939	Small	63	12.7%	85	24.6%	130	6.8%	3.0%	0.5%	96	76	285	33.6%	2.3%	26	293	$73,404	58	18.3%	4.0%	69	95
Olympia-Lacey-Tumwater, WA	Washington	299,003	Small	64	10.2%	187	27.4%	48	8.5%	2.3%	2.5%	62	136	58	29.8%	5.0%	74	104	$61,884	218	17.9%	2.2%	72	218
Redding, CA	California	180,366	Small	65	17.8%	11	21.4%	288	2.9%	1.4%	3.4%	180	243	23	30.2%	4.8%	64	116	$56,047	318	10.8%	5.7%	170	35
Charlotte-Concord-Gastonia, NC-SC	North Carolina	2,805,115	Large	66	10.3%	175	26.3%	77	10.9%	3.1%	1.3%	39	72	183	25.7%	3.0%	197	247	$71,756	78	20.4%	4.7%	54	54
Sacramento-Roseville-Folsom, CA	California	2,420,608	Large	67	15.9%	22	27.0%	57	6.6%	1.4%	3.0%	99	242	36	26.4%	4.2%	176	163	$64,670	171	12.3%	2.2%	141	217
Hanford-Corcoran, CA	California	152,682	Small	68	19.6%	4	17.3%	371	4.1%	2.0%	4.7%	146	161	6	28.0%	7.6%	124	16	$44,703	383	11.1%	2.5%	163	196
Pittsfield, MA	Massachusetts	126,818	Small	69	11.8%	109	28.0%	35	-4.5%	0.5%	-0.3%	361	322	335	38.0%	12.7%	4	1	$76,312	40	1.7%	1.8%	334	254
Bremerton-Silverdale-Port Orchard, WA	Washington	277,658	Small	70	12.8%	82	27.4%	47	3.4%	1.2%	1.9%	163	260	107	29.5%	6.2%	80	53	$68,663	107	14.7%	2.8%	98	170
Jacksonville, FL	Florida	1,713,240	Large	71	10.6%	160	25.2%	106	10.3%	2.4%	1.8%	41	118	113	25.2%	3.2%	221	235	$65,840	149	26.2%	4.3%	20	72
Wenatchee-East Wenatchee, WA	Washington	124,795	Small	72	10.5%	165	20.4%	333	-0.4%	3.5%	3.1%	269	50	29	34.1%	6.2%	24	55	$61,222	227	14.7%	4.1%	96	85
Burlington-South Burlington, VT	Vermont	227,942	Small	73	8.7%	276	30.0%	15	0.2%	2.1%	0.3%	255	153	298	31.4%	9.6%	46	3	$71,904	74	10.1%	1.9%	181	239
San Diego-Chula Vista-Carlsbad, CA	California	3,269,973	Large	74	14.0%	52	27.2%	52	4.2%	1.2%	0.9%	145	262	237	29.8%	6.4%	76	45	$70,967	85	13.5%	1.4%	117	283
Tallahassee, FL	Florida	392,645	Small	75	14.6%	38	23.3%	189	7.6%	1.5%	1.5%	79	225	156	28.1%	6.0%	115	59	$58,106	281	17.1%	4.0%	75	92
Las Vegas-Henderson-North Las Vegas, NV	Nevada	2,336,573	Large	76	13.5%	67	24.9%	115	10.3%	3.9%	1.6%	43	25	145	24.4%	2.3%	251	297	$65,469	156	16.4%	3.2%	79	152
Carson City, NV	Nevada	58,036	Small	77	13.5%	66	23.8%	170	4.6%	3.3%	1.6%	137	60	148	27.0%	5.7%	157	67	$67,511	126	10.4%	3.5%	175	120
Dallas-Fort Worth-Arlington, TX	Texas	8,100,037	Large	78	10.8%	148	26.4%	74	12.8%	2.9%	0.8%	20	83	253	22.2%	3.7%	314	199	$71,801	77	21.2%	3.2%	46	145
Blacksburg-Christiansburg-Radford, VA	Virginia	181,428	Small	79	8.4%	296	27.1%	55	5.0%	2.2%	1.8%	129	143	118	29.9%	8.4%	69	10	$55,700	323	13.1%	3.7%	125	104
Phoenix-Mesa-Chandler, AZ	Arizona	5,070,110	Large	80	11.1%	135	24.5%	138	12.3%	3.0%	3.1%	25	75	30	22.2%	1.7%	315	331	$62,891	200	25.4%	2.9%	24	165
Reno, NV	Nevada	564,782	Medium	81	11.3%	127	26.5%	71	8.2%	1.8%	0.4%	70	199	288	31.1%	2.6%	53	271	$83,489	19	18.5%	1.4%	66	285
Savannah, GA	Georgia	424,935	Small	82	12.4%	92	22.9%	213	10.1%	2.3%	2.1%	45	129	78	23.0%	5.0%	294	105	$60,737	232	19.9%	4.9%	59	50

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Trenton-Princeton, NJ	New Jersey	381,671	Small	83	8.5%	288	34.2%	6	3.7%	0.4%	0.9%	157	334	243	26.3%	1.5%	181	335	$82,681	21	32.3%	1.7%	7	260
Oklahoma City, OK	Oklahoma	1,477,926	Large	84	12.2%	97	23.7%	173	7.5%	3.5%	1.9%	83	48	105	20.6%	4.8%	347	120	$70,861	86	5.9%	6.9%	259	15
Winchester, VA-WV	Virginia	147,260	Small	85	7.6%	349	25.3%	104	9.9%	3.1%	2.7%	49	68	46	28.6%	4.5%	96	132	$65,839	150	12.0%	2.2%	147	216
Washington-Arlington-Alexandria, DC-VA-MD-WV	District of Columbia	6,304,975	Large	86	9.5%	224	31.4%	11	0.8%	1.9%	0.8%	236	183	248	26.1%	5.9%	186	62	$82,286	23	10.7%	2.7%	171	181
Brunswick-St. Simons, GA	Georgia	116,074	Small	87	15.6%	28	22.8%	218	5.7%	3.6%	3.6%	116	43	19	22.9%	4.2%	296	160	$64,201	179	7.5%	1.1%	231	300
Kingston, NY	New York	182,333	Small	88	14.3%	45	27.9%	38	-4.5%	2.6%	1.3%	364	97	184	35.5%	3.2%	15	236	$67,004	134	8.6%	2.5%	211	199
Abilene, TX	Texas	181,591	Small	89	12.5%	90	19.2%	356	7.8%	1.9%	1.7%	77	184	134	30.4%	6.7%	59	35	$62,365	208	15.8%	3.3%	84	138
Tampa-St. Petersburg-Clearwater, FL	Florida	3,342,963	Large	90	12.6%	87	26.0%	86	10.9%	2.9%	1.6%	40	79	139	20.7%	1.2%	345	349	$61,672	221	25.9%	4.3%	22	70
Yuba City, CA	California	183,670	Small	91	17.7%	12	26.2%	79	9.0%	0.8%	2.6%	56	298	54	27.7%	3.6%	130	206	$50,516	369	9.1%	2.1%	205	224
Albany-Schenectady-Troy, NY	New York	904,682	Medium	92	8.0%	328	29.4%	19	-1.6%	2.1%	1.4%	313	159	165	36.4%	3.3%	9	229	$73,755	56	13.6%	2.5%	115	198
Santa Fe, NM	New Mexico	155,956	Small	93	11.7%	114	23.3%	192	-0.4%	1.2%	1.2%	266	255	196	34.5%	6.9%	20	31	$83,236	20	6.0%	1.7%	256	263
Salem, OR	Oregon	436,546	Small	94	14.5%	39	22.3%	244	7.5%	2.6%	1.2%	82	103	190	28.6%	5.3%	98	85	$56,414	311	14.4%	2.6%	104	194
Des Moines-West Des Moines, IA	Iowa	737,164	Medium	95	8.4%	298	27.9%	41	5.2%	2.9%	2.7%	124	81	42	28.3%	2.0%	104	315	$73,841	55	16.4%	1.0%	78	308
Madison, WI	Wisconsin	694,345	Medium	96	8.5%	292	27.9%	40	4.1%	2.4%	2.1%	147	127	86	30.1%	1.9%	65	320	$79,199	28	11.9%	3.2%	149	146
Twin Falls, ID	Idaho	120,635	Small	97	10.9%	147	20.3%	337	7.0%	1.5%	1.0%	91	220	220	31.7%	7.5%	37	18	$57,434	293	19.3%	3.8%	63	102
San Angelo, TX	Texas	120,606	Small	98	11.1%	133	17.4%	369	3.0%	1.8%	1.5%	174	186	161	27.4%	6.1%	140	56	$72,247	72	20.0%	7.3%	58	14
Bowling Green, KY	Kentucky	188,840	Small	99	9.2%	239	24.4%	142	6.9%	3.9%	1.3%	94	27	181	21.9%	2.7%	324	268	$51,955	361	34.7%	5.9%	6	31
San Antonio-New Braunfels, TX	Texas	2,703,999	Large	100	10.9%	145	19.4%	350	8.4%	3.1%	1.1%	64	74	207	27.3%	4.9%	143	107	$63,458	190	20.7%	4.6%	52	56
Barnstable Town, MA	Massachusetts	231,735	Small	101	12.9%	78	27.9%	39	-1.5%	1.3%	0.8%	309	252	258	24.0%	6.4%	255	47	$87,338	14	11.1%	2.2%	164	222
Houston-Pasadena-The Woodlands, TX	Texas	7,510,253	Large	102	11.8%	110	24.1%	152	8.2%	3.4%	1.6%	69	51	138	21.1%	2.8%	338	256	$72,294	71	12.1%	5.4%	143	38
Odessa, TX	Texas	164,494	Small	103	13.9%	53	14.9%	378	-0.7%	4.2%	1.3%	278	19	182	23.7%	7.5%	267	17	$64,049	184	4.4%	11.6%	285	4
Spokane-Spokane Valley, WA	Washington	600,292	Medium	104	9.6%	215	24.3%	146	7.9%	1.5%	1.7%	74	223	129	28.3%	6.3%	106	48	$57,295	296	19.4%	3.1%	62	158
Napa, CA	California	133,216	Small	105	13.8%	55	24.2%	149	0.9%	2.4%	0.9%	234	123	233	29.3%	3.7%	86	198	$84,972	17	3.3%	3.0%	307	160
New York-Newark-Jersey City, NY-NJ	New York	19,498,249	Large	106	11.0%	141	32.5%	8	1.6%	2.6%	1.5%	217	104	152	24.8%	2.1%	239	310	$81,307	25	7.9%	1.6%	225	266
Jacksonville, NC	North Carolina	213,676	Small	107	12.1%	101	21.0%	305	10.3%	3.1%	1.7%	42	70	130	26.9%	4.9%	158	108	$58,519	273	13.0%	2.4%	128	203
Logan, UT-ID	Utah	157,887	Small	108	13.0%	76	26.9%	59	13.5%	-0.4%	-0.8%	15	364	363	32.6%	5.3%	32	88	$53,964	344	16.4%	3.1%	77	154
Fargo, ND-MN	North Dakota	262,620	Small	109	9.7%	213	23.8%	168	6.2%	2.3%	1.1%	112	134	214	32.7%	2.8%	31	253	$76,419	39	8.4%	3.6%	215	116
Gainesville, FL	Florida	352,126	Small	110	12.8%	80	24.5%	132	5.0%	2.2%	0.7%	130	147	263	27.3%	4.5%	146	136	$55,902	322	18.4%	4.5%	67	65
Billings, MT	Montana	191,435	Small	111	10.6%	161	21.1%	301	6.5%	1.4%	0.7%	102	240	273	31.2%	7.0%	51	29	$76,884	35	5.9%	3.5%	258	125

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Lexington Park, MD	Maryland	210,009	Small	112	10.7%	156	27.0%	56	3.3%	3.1%	2.3%	167	69	65	20.2%	4.3%	357	152	$70,180	94	10.9%	3.6%	168	113
Asheville, NC	North Carolina	417,202	Small	113	13.2%	72	25.8%	88	5.7%	2.5%	1.7%	117	116	124	25.2%	2.7%	219	267	$64,549	173	12.1%	3.0%	145	162
Waco, TX	Texas	304,865	Small	114	11.8%	107	19.3%	351	6.3%	0.4%	2.7%	108	330	48	26.6%	8.9%	167	7	$58,961	265	9.7%	4.5%	189	60
Grand Junction, CO	Colorado	159,681	Small	115	12.8%	79	21.2%	297	4.5%	1.6%	2.1%	138	219	79	28.3%	6.5%	105	40	$62,577	203	10.2%	2.6%	179	190
Bakersfield-Delano, CA	California	913,820	Medium	116	20.6%	3	18.8%	362	5.6%	0.7%	2.1%	118	312	91	23.5%	7.1%	273	24	$46,309	380	6.9%	5.2%	238	41
Santa Cruz-Watsonville, CA	California	261,547	Small	117	16.1%	21	24.3%	145	-1.3%	-0.6%	2.7%	301	369	45	26.0%	4.9%	188	109	$78,676	31	14.8%	0.7%	94	329
Hammond, LA	Louisiana	138,064	Small	118	9.4%	229	22.2%	250	7.5%	2.2%	0.5%	84	140	282	28.9%	5.5%	91	78	$58,136	280	16.1%	6.0%	81	28
Lincoln, NE	Nebraska	344,387	Small	119	9.3%	234	27.4%	50	1.1%	2.2%	0.7%	230	145	269	29.4%	3.8%	83	190	$72,184	73	14.2%	3.3%	106	139
Grand Island, NE	Nebraska	76,479	Small	120	8.1%	323	20.4%	332	1.9%	2.3%	2.0%	204	128	99	33.5%	4.5%	27	135	$69,341	100	12.9%	4.2%	131	76
Athens-Clarke County, GA	Georgia	222,060	Small	121	12.4%	96	27.2%	51	4.6%	4.7%	4.0%	136	11	13	18.8%	1.8%	368	326	$57,056	302	6.6%	1.5%	246	275
Omaha, NE-IA	Nebraska	983,969	Medium	122	9.3%	233	25.6%	97	2.1%	2.2%	1.8%	200	138	114	28.7%	1.6%	93	333	$81,100	26	14.6%	2.2%	99	220
Boston-Cambridge-Newton, MA-NH	Massachusetts	4,919,179	Large	123	9.3%	235	34.5%	5	1.0%	1.2%	0.3%	232	265	299	23.4%	1.8%	276	328	$90,415	11	14.2%	1.5%	109	278
Chattanooga, TN-GA	Tennessee	580,971	Medium	124	10.1%	188	24.9%	118	6.4%	3.6%	2.3%	104	36	64	24.9%	3.3%	229	234	$63,380	193	14.2%	-0.1%	107	355
Tulsa, OK	Oklahoma	1,044,757	Large	125	10.0%	195	22.0%	261	3.5%	3.3%	2.2%	161	56	75	22.7%	5.4%	301	82	$77,141	34	1.4%	4.4%	336	68
Lexington-Fayette, KY	Kentucky	520,045	Medium	126	10.1%	194	26.8%	62	5.0%	3.2%	2.2%	131	62	72	24.8%	2.5%	238	281	$67,684	123	6.7%	2.7%	242	188
Vallejo, CA	California	449,218	Small	127	14.9%	33	24.9%	117	-1.2%	1.0%	4.9%	292	287	3	18.3%	6.1%	370	57	$59,079	261	14.7%	0.1%	97	350
Stockton-Lodi, CA	California	800,965	Medium	128	14.0%	51	24.7%	127	11.7%	0.9%	2.7%	30	290	49	25.4%	4.4%	209	140	$55,261	331	9.2%	-0.6%	202	366
Fresno, CA	California	1,180,020	Large	129	15.8%	25	21.4%	289	7.4%	1.5%	2.2%	85	226	70	25.1%	5.0%	225	106	$50,706	367	8.8%	3.3%	209	140
Tyler, TX	Texas	245,209	Small	130	11.7%	112	20.7%	320	8.4%	3.6%	1.4%	66	41	169	23.7%	1.2%	270	348	$72,399	68	13.3%	4.2%	121	77
Traverse City, MI	Michigan	156,371	Small	131	11.6%	116	22.9%	212	3.9%	2.3%	1.3%	155	133	187	27.2%	3.0%	148	246	$69,951	96	11.8%	4.0%	152	90
San Luis Obispo-Paso Robles, CA	California	281,639	Small	132	18.6%	8	23.3%	195	1.8%	1.1%	2.1%	205	267	80	24.6%	5.5%	246	75	$65,621	154	4.8%	-0.4%	278	363
Visalia, CA	California	479,468	Small	133	20.8%	2	17.3%	370	6.6%	0.8%	2.7%	98	297	50	26.4%	5.2%	178	96	$47,625	378	6.4%	2.3%	248	212
Indianapolis-Carmel-Greenwood, IN	Indiana	2,138,468	Large	134	8.7%	272	26.1%	83	7.6%	2.4%	1.5%	80	126	162	25.0%	1.8%	228	330	$76,650	37	15.0%	1.9%	91	243
Monroe, MI	Michigan	155,045	Small	135	8.7%	278	24.1%	153	0.5%	4.7%	4.3%	246	10	8	22.7%	1.1%	303	350	$64,321	176	6.2%	4.6%	252	58
Laredo, TX	Texas	269,148	Small	136	11.2%	130	14.6%	379	3.9%	2.6%	1.3%	153	99	179	26.6%	5.9%	166	61	$48,706	374	19.4%	9.7%	61	8
Merced, CA	California	291,920	Small	137	18.8%	6	18.4%	365	4.1%	0.7%	2.7%	149	308	47	28.5%	7.8%	100	14	$46,880	379	4.3%	0.4%	286	340
Pensacola-Ferry Pass-Brent, FL	Florida	530,090	Medium	138	10.8%	150	23.0%	206	8.5%	2.8%	0.9%	61	89	236	27.2%	2.1%	152	306	$59,584	254	17.3%	3.1%	74	156
Santa Maria-Santa Barbara, CA	California	441,257	Small	139	16.8%	15	22.9%	217	8.0%	-0.7%	2.4%	73	370	61	21.1%	3.9%	337	181	$72,903	63	12.2%	1.1%	142	304
Parkersburg-Vienna, WV	West Virginia	88,052	Small	140	12.1%	102	21.3%	291	0.8%	2.5%	1.7%	237	111	125	29.2%	5.3%	89	90	$65,931	147	3.2%	3.5%	309	124
Casper, WY	Wyoming	79,941	Small	141	12.6%	86	18.9%	361	2.4%	3.3%	1.0%	190	59	222	21.7%	5.7%	327	66	$86,947	15	-8.0%	6.7%	383	18
Panama City-Panama City Beach, FL	Florida	216,371	Small	142	12.2%	99	22.4%	239	3.4%	3.1%	2.8%	162	67	39	21.8%	1.9%	326	323	$57,226	298	18.3%	3.7%	70	107
Janesville-Beloit, WI	Wisconsin	164,278	Small	143	8.1%	325	21.6%	278	2.5%	3.6%	1.0%	187	44	231	27.4%	4.3%	135	151	$61,623	223	14.8%	5.5%	95	37

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Charleston, WV	West Virginia	203,164	Small	144	8.9%	260	23.8%	167	-1.1%	4.5%	2.1%	289	15	89	25.2%	5.6%	218	72	$63,515	188	-2.0%	4.8%	369	52
Sebring, FL	Florida	107,614	Small	145	13.0%	73	20.4%	331	2.9%	2.8%	-1.1%	181	90	370	32.2%	4.5%	34	137	$48,398	376	17.8%	6.0%	73	29
Champaign-Urbana, IL	Illinois	235,608	Small	146	9.6%	222	25.4%	100	6.2%	2.2%	-1.4%	111	151	375	30.4%	5.7%	61	69	$65,708	153	9.7%	3.3%	188	137
Ann Arbor, MI	Michigan	365,536	Small	147	9.0%	256	32.2%	9	1.7%	2.0%	1.0%	213	165	221	20.6%	1.8%	349	329	$79,145	29	12.6%	2.9%	134	166
Lansing-East Lansing, MI	Michigan	473,177	Small	148	9.0%	257	26.1%	82	2.2%	2.8%	2.3%	196	92	67	25.7%	4.2%	196	156	$57,952	286	12.3%	2.1%	140	229
Clarksville, TN-KY	Tennessee	340,495	Small	149	11.3%	129	22.6%	232	9.7%	2.9%	2.0%	52	80	100	21.6%	4.1%	328	166	$55,353	329	14.0%	1.9%	112	240
Fairbanks-College, AK	Alaska	94,840	Small	150	9.1%	249	22.3%	246	-1.6%	2.6%	2.6%	312	96	55	31.6%	7.1%	41	25	$70,223	92	-1.3%	0.3%	361	341
Salinas, CA	California	430,723	Small	151	14.9%	34	20.5%	328	0.7%	-1.2%	4.9%	241	379	4	23.1%	5.7%	286	65	$61,018	229	8.3%	3.9%	219	96
Kiryas Joel-Poughkeepsie-Newburgh, NY	New York	704,620	Medium	152	10.7%	155	28.0%	36	1.5%	2.3%	1.9%	220	135	108	28.1%	3.1%	117	241	$59,342	258	9.4%	0.9%	200	313
Warner Robins, GA	Georgia	200,779	Small	153	12.7%	84	23.0%	205	6.5%	2.0%	1.7%	103	173	131	24.9%	5.8%	233	64	$54,220	342	10.2%	1.0%	178	307
El Paso, TX	Texas	873,331	Medium	154	9.9%	202	15.5%	377	6.3%	2.4%	2.7%	109	125	51	26.4%	4.0%	175	179	$51,786	363	21.6%	6.1%	42	26
Knoxville, TN	Tennessee	946,264	Medium	155	8.6%	281	24.9%	116	8.9%	2.6%	1.4%	57	102	164	21.5%	2.7%	331	263	$67,010	133	18.8%	2.0%	64	231
Greenville-Anderson-Greer, SC	South Carolina	975,480	Medium	156	10.9%	146	24.8%	121	5.8%	1.9%	1.7%	114	179	126	24.0%	4.0%	257	173	$60,086	243	11.6%	2.8%	156	175
Corpus Christi, TX	Texas	448,323	Small	157	11.3%	126	17.2%	372	1.1%	3.3%	0.9%	231	57	241	24.5%	7.2%	249	22	$61,621	224	7.3%	6.8%	233	17
Killeen-Temple, TX	Texas	501,333	Medium	158	11.6%	118	19.9%	340	6.3%	1.3%	2.6%	107	248	53	25.5%	4.5%	204	131	$54,808	334	15.5%	3.5%	88	123
Columbia, SC	South Carolina	858,302	Medium	159	9.6%	219	23.4%	187	3.3%	1.5%	1.5%	165	232	158	26.6%	5.5%	171	80	$62,390	207	12.9%	3.4%	130	136
Elizabethtown, KY	Kentucky	127,576	Small	160	9.5%	225	22.5%	234	-0.7%	4.5%	4.2%	277	13	12	20.0%	3.3%	359	226	$60,085	244	12.7%	1.8%	132	250
Shreveport-Bossier City, LA	Louisiana	383,295	Small	161	9.4%	227	20.2%	338	-1.5%	1.6%	-0.6%	310	204	353	30.4%	6.0%	58	58	$70,184	93	9.2%	9.0%	203	10
Little Rock-North Little Rock-Conway, AR	Arkansas	764,045	Medium	162	10.3%	172	23.3%	191	3.9%	2.4%	1.5%	154	119	160	25.1%	3.2%	226	237	$66,743	137	11.4%	3.5%	158	119
Burlington, NC	North Carolina	179,165	Small	163	9.6%	220	21.2%	300	8.8%	4.7%	3.7%	59	9	15	22.4%	-0.5%	310	369	$55,424	328	12.4%	2.7%	139	180
Portland-Vancouver-Hillsboro, OR-WA	Oregon	2,508,050	Large	164	9.8%	208	28.6%	28	3.2%	1.5%	-0.9%	171	234	365	28.3%	4.7%	109	124	$70,339	91	11.9%	1.8%	151	252
Amarillo, TX	Texas	272,395	Small	165	10.8%	153	19.5%	345	5.1%	1.3%	1.8%	128	254	115	27.5%	4.5%	134	130	$66,271	144	11.3%	3.9%	159	97
Kansas City, MO-KS	Missouri	2,221,343	Large	166	9.6%	216	25.1%	109	3.2%	2.2%	1.1%	170	150	202	25.6%	2.3%	201	294	$74,909	51	12.0%	2.7%	146	189
Morgantown, WV	West Virginia	141,817	Small	167	7.8%	336	26.2%	78	2.3%	2.5%	3.5%	193	112	20	25.5%	4.7%	206	121	$59,617	253	2.9%	1.9%	315	247
Urban Honolulu, HI	Hawaii	989,408	Medium	168	7.0%	367	33.1%	7	-5.6%	2.1%	1.1%	371	160	213	28.4%	7.0%	102	27	$63,397	192	0.0%	2.4%	350	207
Santa Rosa-Petaluma, CA	California	481,812	Small	169	15.7%	27	25.7%	89	-1.3%	0.1%	0.9%	303	351	244	31.7%	3.3%	36	230	$75,768	44	2.6%	0.2%	319	346
Albuquerque, NM	New Mexico	922,296	Medium	170	8.7%	275	19.1%	357	5.1%	2.5%	1.2%	126	113	191	29.8%	5.2%	77	94	$61,617	225	13.9%	2.4%	113	201
Las Cruces, NM	New Mexico	225,210	Small	171	10.9%	142	17.0%	374	6.8%	3.9%	2.1%	95	26	88	23.7%	3.0%	269	242	$53,400	352	14.6%	4.9%	100	48
Jefferson City, MO	Missouri	150,733	Small	172	8.9%	265	20.8%	318	1.5%	1.2%	1.6%	219	257	142	29.9%	5.3%	71	87	$64,851	167	11.7%	4.3%	154	74
Virginia Beach-Chesapeake-Norfolk, VA-NC	Virginia	1,787,169	Large	173	9.8%	203	22.7%	228	-0.5%	1.6%	1.7%	273	209	128	28.1%	5.2%	116	97	$64,272	177	10.9%	3.2%	169	151

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Sierra Vista-Douglas, AZ	Arizona	124,640	Small	174	13.5%	62	18.2%	366	2.0%	2.0%	3.0%	201	166	33	28.0%	5.2%	121	95	$61,497	226	8.3%	-0.6%	218	365
Kenosha, WI	Wisconsin	167,488	Small	175	8.9%	264	22.1%	255	9.4%	2.5%	1.4%	54	109	170	27.8%	3.4%	126	223	$64,131	180	8.7%	1.6%	210	267
Tucson, AZ	Arizona	1,063,162	Large	176	9.7%	214	21.1%	303	4.9%	2.3%	0.8%	132	130	255	26.5%	3.5%	173	214	$61,722	220	15.7%	4.6%	86	57
Lafayette, LA	Louisiana	414,288	Small	177	11.8%	108	21.0%	309	2.1%	1.3%	0.8%	198	247	262	24.7%	8.3%	243	12	$66,551	138	2.7%	3.8%	318	99
State College, PA	Pennsylvania	157,795	Small	178	10.1%	193	28.5%	30	-0.6%	3.6%	1.3%	275	39	186	24.8%	3.3%	240	231	$62,001	217	3.3%	2.4%	306	205
Riverside-San Bernardino-Ontario, CA	California	4,688,053	Large	179	15.7%	26	20.6%	325	11.4%	1.0%	2.1%	32	280	83	24.9%	2.6%	230	278	$48,692	375	13.5%	1.1%	116	301
Atlanta-Sandy Springs-Roswell, GA	Georgia	6,307,261	Large	180	10.3%	178	27.7%	43	8.3%	2.2%	1.1%	68	142	203	22.0%	0.3%	322	363	$67,398	129	14.2%	2.1%	108	225
Atlantic City-Hammonton, NJ	New Jersey	369,823	Small	181	12.4%	93	25.6%	95	-1.0%	1.0%	1.0%	286	284	223	27.3%	4.1%	147	167	$62,255	213	10.4%	3.2%	176	144
Topeka, KS	Kansas	232,322	Small	182	7.9%	332	22.2%	251	4.2%	3.2%	-1.6%	144	61	376	33.0%	7.1%	29	26	$67,309	131	3.3%	2.2%	304	221
Jonesboro, AR	Arkansas	136,390	Small	183	10.6%	162	22.3%	245	5.2%	1.1%	1.5%	125	268	159	26.8%	4.2%	162	162	$57,364	294	17.9%	2.1%	71	228
Columbia, MO	Missouri	216,511	Small	184	10.1%	191	26.4%	73	4.0%	2.0%	0.0%	152	170	320	30.2%	1.5%	62	337	$66,463	141	9.6%	2.8%	191	173
Medford, OR	Oregon	220,768	Small	185	12.0%	105	21.7%	273	1.4%	1.4%	-0.4%	222	246	348	31.3%	5.2%	47	99	$60,514	237	11.7%	3.6%	155	117
Chicago-Naperville-Elgin, IL-IN	Illinois	9,262,825	Large	186	8.7%	273	30.0%	16	-0.4%	1.8%	0.1%	268	197	313	24.9%	5.3%	234	91	$75,499	47	5.0%	1.4%	277	282
Baltimore-Columbia-Towson, MD	Maryland	2,834,316	Large	187	8.6%	282	28.2%	34	-1.0%	2.6%	0.9%	284	100	247	26.7%	2.8%	165	258	$74,921	50	6.6%	1.6%	247	269
Oxnard-Thousand Oaks-Ventura, CA	California	829,590	Medium	188	14.3%	43	24.5%	139	1.0%	0.6%	2.9%	233	317	38	23.4%	3.4%	279	219	$68,821	105	5.7%	0.7%	265	327
Columbus, OH	Ohio	2,180,271	Large	189	9.0%	254	27.2%	53	4.3%	1.6%	1.0%	141	213	224	24.7%	2.6%	244	272	$69,064	102	12.5%	1.8%	136	255
Lakeland-Winter Haven, FL	Florida	818,330	Medium	190	10.3%	173	21.3%	293	17.2%	2.2%	1.3%	8	146	178	21.6%	2.1%	330	307	$45,628	381	21.6%	2.2%	41	223
Richmond, VA	Virginia	1,349,732	Large	191	9.1%	248	25.7%	91	2.1%	1.6%	1.5%	199	205	151	26.2%	3.0%	182	245	$73,268	60	9.6%	1.0%	194	310
Lewiston-Auburn, ME	Maine	113,765	Small	192	9.8%	210	23.5%	184	-2.4%	0.8%	1.2%	335	301	192	31.1%	5.3%	52	89	$53,672	349	14.5%	4.1%	103	87
Wichita, KS	Kansas	652,939	Medium	193	8.8%	269	22.6%	233	4.1%	2.9%	1.3%	150	85	188	25.9%	3.9%	191	188	$67,472	127	5.3%	2.8%	274	176
Homosassa Springs, FL	Florida	166,696	Small	194	14.2%	48	21.6%	280	6.2%	2.1%	0.7%	110	158	274	23.1%	-0.4%	288	368	$49,436	371	30.4%	3.6%	9	112
Watertown-Fort Drum, NY	New York	114,787	Small	195	10.4%	167	21.8%	267	-2.9%	1.2%	0.0%	341	259	318	40.2%	7.2%	2	20	$60,680	233	0.9%	0.5%	339	336
Roanoke, VA	Virginia	314,314	Small	196	8.3%	312	23.2%	197	-0.9%	1.5%	1.6%	281	235	147	28.2%	6.0%	113	60	$65,777	152	7.8%	2.9%	226	168
Manchester-Nashua, NH	New Hampshire	427,354	Small	197	9.4%	231	30.6%	13	-1.0%	0.5%	-0.2%	287	324	329	23.4%	5.1%	275	102	$72,508	66	15.2%	1.6%	90	273
Bangor, ME	Maine	155,312	Small	198	8.6%	284	22.4%	238	0.8%	0.1%	1.4%	235	348	167	30.0%	8.8%	68	9	$59,014	262	9.6%	1.4%	196	288
Lewiston, ID-WA	Idaho	65,536	Small	199	7.5%	357	20.5%	330	3.8%	1.8%	3.9%	156	189	14	27.2%	2.2%	151	304	$65,132	161	15.7%	0.8%	85	323
Houma-Bayou Cane-Thibodaux, LA	Louisiana	198,672	Small	200	7.6%	347	20.5%	329	-2.2%	3.6%	1.2%	330	40	200	25.7%	5.2%	200	93	$62,830	201	3.3%	7.8%	305	12
Baton Rouge, LA	Louisiana	873,661	Medium	201	10.1%	189	21.9%	266	1.2%	1.7%	2.0%	228	200	97	23.4%	7.4%	274	19	$68,250	114	-1.5%	2.8%	365	172
Buffalo-Cheektowaga, NY	New York	1,155,604	Large	202	8.3%	305	25.4%	101	-2.7%	2.0%	1.2%	339	164	193	29.7%	4.0%	78	177	$64,736	169	8.8%	2.8%	207	179
Pocatello, ID	Idaho	90,400	Small	203	14.7%	36	22.8%	219	8.6%	1.6%	-0.1%	60	207	327	25.3%	2.8%	214	260	$56,716	307	13.5%	0.8%	118	321
Lubbock, TX	Texas	360,104	Small	204	12.4%	94	18.5%	363	5.6%	2.0%	2.0%	120	174	103	22.4%	4.0%	311	178	$60,003	245	12.5%	3.0%	138	161

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Springfield, MO	Missouri	491,053	Small	205	10.4%	169	21.8%	270	7.0%	2.2%	1.2%	92	144	194	28.2%	1.3%	112	345	$59,856	248	12.6%	2.2%	135	219
Grand Forks, ND-MN	North Dakota	103,120	Small	206	8.6%	286	22.0%	262	-1.4%	2.1%	1.8%	306	155	110	32.4%	5.6%	33	71	$72,352	69	-0.9%	-0.7%	355	368
Fort Wayne, IN	Indiana	457,842	Small	207	7.9%	334	22.3%	247	4.8%	1.4%	1.0%	133	244	226	27.3%	6.4%	144	44	$67,083	132	6.0%	1.4%	255	281
Dover, DE	Delaware	189,789	Small	208	12.1%	100	21.2%	299	5.4%	2.5%	0.9%	123	108	246	27.5%	5.1%	132	101	$57,275	297	7.7%	-1.3%	227	379
Allentown-Bethlehem-Easton, PA-NJ	Pennsylvania	873,555	Medium	209	8.3%	303	26.5%	72	3.1%	1.9%	0.3%	173	178	294	25.3%	2.5%	217	283	$67,546	124	9.6%	3.7%	193	103
Lebanon, PA	Pennsylvania	144,252	Small	210	7.8%	335	23.1%	200	4.3%	3.2%	2.7%	142	64	43	28.6%	0.1%	94	365	$61,734	219	6.6%	1.9%	245	238
Montgomery, AL	Alabama	385,480	Small	211	8.4%	297	22.8%	220	1.4%	2.3%	1.9%	225	131	104	25.5%	4.4%	208	144	$58,691	271	7.6%	3.2%	230	142
Mankato, MN	Minnesota	104,248	Small	212	9.1%	250	24.8%	119	0.0%	2.2%	0.7%	260	149	271	34.3%	4.2%	22	164	$64,841	168	0.4%	-0.4%	343	362
New Orleans-Metairie, LA	Louisiana	962,165	Medium	213	8.5%	289	22.9%	215	-3.8%	1.3%	0.0%	357	251	316	28.4%	7.0%	101	28	$73,056	61	1.8%	5.0%	332	45
Canton-Massillon, OH	Ohio	399,474	Small	214	8.2%	315	22.5%	236	-2.4%	1.0%	2.1%	336	283	82	28.3%	4.4%	103	142	$63,869	186	7.3%	4.8%	232	51
Binghamton, NY	New York	243,792	Small	215	7.2%	364	25.4%	99	-5.2%	2.0%	1.8%	369	175	117	37.2%	5.6%	8	70	$57,469	292	-2.8%	0.6%	372	333
Rome, GA	Georgia	100,113	Small	216	8.8%	266	22.8%	221	8.4%	7.6%	1.8%	65	1	121	16.5%	-0.5%	378	372	$51,791	362	5.6%	2.6%	269	191
Longview-Kelso, WA	Washington	112,864	Small	217	10.3%	171	22.3%	248	5.6%	0.2%	0.8%	119	342	260	28.6%	5.5%	97	76	$58,290	277	13.4%	0.0%	119	352
Glens Falls, NY	New York	125,427	Small	218	7.4%	360	24.8%	120	-4.7%	1.5%	0.2%	365	229	306	34.4%	3.9%	21	189	$63,110	198	14.9%	1.9%	93	245
Midland, MI	Michigan	84,039	Small	219	9.8%	206	21.3%	292	1.4%	5.3%	2.2%	226	7	73	12.6%	-0.9%	381	375	$70,785	87	14.9%	5.8%	92	32
Providence-Warwick, RI-MA	Rhode Island	1,677,803	Large	220	10.1%	190	26.8%	65	0.3%	1.2%	0.7%	248	258	275	23.1%	5.1%	289	100	$66,829	135	6.7%	1.2%	241	295
Mount Vernon-Anacortes, WA	Washington	131,417	Small	221	11.5%	120	23.9%	160	0.7%	1.7%	3.5%	239	202	22	22.1%	2.8%	319	254	$63,360	195	0.5%	1.5%	342	279
Modesto, CA	California	551,430	Medium	222	13.2%	70	23.0%	208	3.3%	0.3%	1.5%	164	341	155	26.6%	5.3%	172	86	$50,550	368	5.5%	1.1%	271	302
Lafayette-West Lafayette, IN	Indiana	226,564	Small	223	8.4%	299	25.0%	111	8.0%	3.1%	-0.2%	72	71	332	18.7%	6.2%	369	52	$55,920	321	5.5%	2.7%	272	185
Johnson City, TN	Tennessee	213,198	Small	224	10.4%	166	23.2%	199	5.8%	2.0%	-1.2%	115	176	374	23.8%	3.5%	261	216	$58,050	283	16.0%	4.2%	83	81
Anchorage, AK	Alaska	401,314	Small	225	8.2%	319	21.9%	264	1.1%	2.5%	1.8%	229	115	120	23.9%	2.9%	260	252	$70,618	88	4.7%	3.7%	280	110
Yuma, AZ	Arizona	213,221	Small	226	12.2%	98	12.4%	384	5.5%	1.0%	0.6%	121	279	280	36.2%	3.4%	10	221	$53,089	354	12.1%	3.4%	144	130
Corvallis, OR	Oregon	97,713	Small	227	10.8%	149	26.2%	80	1.8%	2.8%	-0.4%	206	91	347	20.7%	3.4%	346	220	$56,702	308	12.0%	3.5%	148	127
Utica-Rome, NY	New York	287,039	Small	228	8.7%	277	23.7%	172	-4.8%	1.1%	0.4%	366	274	289	38.0%	3.5%	3	211	$59,871	247	5.3%	2.6%	275	192
Spartanburg, SC	South Carolina	383,327	Small	229	8.8%	267	23.1%	202	6.6%	1.6%	1.6%	97	203	137	21.8%	4.4%	325	143	$59,240	259	10.9%	0.7%	167	328
St. Louis, MO-IL	Missouri	2,796,999	Large	230	9.0%	252	24.0%	156	-0.3%	1.5%	0.1%	264	238	312	21.4%	4.4%	333	141	$78,471	32	10.9%	2.5%	166	197
Lancaster, PA	Pennsylvania	558,589	Medium	231	9.6%	221	24.6%	131	3.0%	0.9%	1.0%	175	288	230	27.4%	2.9%	139	250	$69,442	98	4.7%	1.0%	279	312
Amherst Town-Northampton, MA	Massachusetts	162,502	Small	232	10.2%	183	29.2%	21	-0.5%	0.0%	2.2%	274	358	71	23.3%	4.8%	281	110	$58,713	270	1.9%	1.2%	330	296
Worcester, MA	Massachusetts	866,866	Medium	233	10.2%	185	28.7%	26	0.2%	0.0%	0.7%	253	356	276	22.9%	5.2%	298	98	$66,471	140	8.0%	0.5%	222	334
Jackson, TN	Tennessee	181,826	Small	234	8.8%	271	21.0%	310	4.1%	1.3%	0.9%	148	253	240	25.4%	5.6%	210	73	$59,893	246	8.6%	2.4%	212	208
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	Pennsylvania	6,246,160	Large	235	10.1%	192	29.0%	23	1.8%	1.6%	1.3%	208	212	176	20.8%	-0.8%	343	373	$76,063	42	6.3%	2.1%	250	227

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Huntington-Ashland, WV-KY-OH	West Virginia	368,261	Small	236	9.9%	201	21.7%	272	1.6%	2.2%	1.8%	215	148	122	22.7%	4.8%	302	114	$57,993	285	-1.0%	4.6%	356	55
Brownsville-Harlingen, TX	Texas	426,710	Small	237	12.5%	88	13.9%	382	11.2%	2.5%	1.6%	34	105	140	26.0%	2.4%	189	287	$45,224	382	14.5%	1.9%	102	246
Louisville/ Jefferson County, KY-IN	Kentucky	1,365,557	Large	238	7.8%	339	25.6%	94	3.6%	1.8%	0.9%	158	185	232	23.0%	2.1%	295	308	$69,354	99	10.5%	1.6%	173	271
Kingsport-Bristol, TN-VA	Tennessee	313,025	Small	239	8.9%	261	22.7%	226	0.3%	1.6%	3.1%	249	206	32	22.8%	4.5%	300	138	$59,660	251	7.9%	0.5%	223	337
Hagerstown-Martinsburg, MD-WV	Maryland	305,902	Small	240	8.4%	301	23.5%	181	-0.9%	1.6%	2.1%	280	210	81	25.8%	4.1%	193	168	$57,847	288	3.0%	3.4%	314	131
Eugene-Springfield, OR	Oregon	381,181	Small	241	10.7%	159	23.9%	163	0.3%	1.5%	-0.7%	250	237	362	27.0%	4.4%	155	148	$59,561	255	11.3%	2.3%	161	210
Rochester, MN	Minnesota	229,077	Small	242	6.9%	368	26.8%	66	1.9%	1.5%	1.1%	203	227	204	20.2%	2.3%	356	295	$73,631	57	9.6%	3.2%	192	150
Youngstown-Warren, OH	Ohio	425,969	Small	243	11.0%	140	22.4%	240	-3.4%	1.5%	1.3%	352	236	177	27.2%	5.4%	150	84	$60,307	241	1.8%	2.0%	333	233
Sioux City, IA-NE-SD	Iowa	144,402	Small	244	6.2%	382	23.1%	203	0.7%	1.0%	0.1%	243	278	315	31.3%	2.0%	49	318	$73,913	53	12.5%	2.8%	137	178
Decatur, AL	Alabama	158,635	Small	245	8.1%	326	22.1%	256	7.3%	2.4%	2.0%	88	122	94	25.4%	0.0%	213	367	$53,863	347	13.2%	2.4%	123	209
Cincinnati, OH-KY-IN	Ohio	2,271,479	Large	246	8.2%	318	26.7%	68	2.9%	1.5%	0.1%	178	221	311	23.0%	2.0%	292	314	$72,857	64	10.2%	1.7%	180	259
Dayton-Kettering-Beavercreek, OH	Ohio	814,363	Medium	247	8.1%	327	24.7%	128	-0.8%	1.4%	1.2%	279	239	199	26.0%	3.2%	190	238	$64,921	165	8.9%	2.3%	206	215
Harrisburg-Carlisle, PA	Pennsylvania	606,055	Medium	248	8.6%	285	28.8%	25	1.6%	1.8%	1.3%	216	191	175	22.7%	1.4%	305	342	$66,372	142	5.6%	1.2%	268	297
Beckley, WV	West Virginia	111,428	Small	249	9.8%	209	23.0%	204	-0.4%	3.4%	1.8%	270	52	116	20.6%	3.3%	350	228	$55,975	320	6.3%	2.7%	251	187
McAllen-Edinburg-Mission, TX	Texas	898,471	Medium	250	13.6%	61	14.3%	381	10.0%	2.6%	0.9%	48	101	235	23.1%	3.5%	290	218	$40,176	386	13.3%	3.8%	122	100
Los Angeles-Long Beach-Anaheim, CA	California	12,799,100	Large	251	14.2%	46	27.6%	45	0.7%	0.0%	1.5%	240	354	157	19.8%	0.6%	362	356	$70,069	95	8.5%	0.9%	214	314
St. Cloud, MN	Minnesota	202,577	Small	252	7.2%	363	24.2%	151	-0.4%	1.8%	0.2%	267	193	305	31.0%	4.3%	54	154	$68,992	104	4.0%	0.2%	291	345
South Bend-Mishawaka, IN-MI	Indiana	324,490	Small	253	9.0%	255	23.5%	182	-1.9%	2.3%	0.3%	324	137	300	27.7%	2.4%	129	291	$62,364	209	8.1%	3.5%	221	128
Birmingham, AL	Alabama	1,184,290	Large	254	8.6%	279	25.3%	105	3.1%	1.5%	1.1%	172	230	212	19.9%	2.5%	360	286	$71,840	76	9.5%	1.6%	198	270
Chico, CA	California	207,172	Small	255	16.1%	20	21.5%	281	-6.7%	-0.3%	2.4%	377	363	63	28.0%	4.2%	122	158	$54,339	341	0.1%	2.8%	346	177
Duluth, MN-WI	Minnesota	281,603	Small	256	7.9%	331	21.9%	263	-3.1%	1.2%	0.4%	346	263	290	29.4%	4.4%	82	147	$65,896	148	5.8%	4.2%	261	78
Pittsburgh, PA	Pennsylvania	2,422,725	Large	257	8.4%	295	26.9%	60	-4.5%	0.7%	1.1%	362	307	201	25.3%	2.8%	216	257	$74,711	52	3.4%	2.9%	302	167
Bismarck, ND	North Dakota	135,786	Small	258	9.8%	204	20.9%	313	3.3%	0.7%	0.7%	166	310	270	20.8%	6.3%	344	50	$80,362	27	-1.0%	1.7%	357	261
Cleveland, OH	Ohio	2,158,932	Large	259	8.2%	317	25.6%	96	-2.0%	0.8%	0.8%	325	299	261	27.0%	3.5%	156	213	$72,493	67	7.1%	0.6%	235	332
Staunton-Stuarts Draft, VA	Virginia	127,344	Small	260	8.9%	262	22.8%	222	4.8%	2.8%	0.5%	134	86	284	26.3%	3.3%	179	224	$60,402	239	3.9%	-0.7%	292	367
Florence-Muscle Shoals, AL	Alabama	155,175	Small	261	10.2%	179	22.8%	224	2.4%	2.1%	0.2%	189	157	308	25.6%	2.0%	202	316	$55,077	332	9.8%	3.2%	186	141
La Crosse-Onalaska, WI-MN	Wisconsin	170,238	Small	262	6.9%	369	25.7%	92	-1.2%	0.6%	1.3%	295	316	189	31.2%	3.7%	50	201	$68,459	112	-0.5%	0.7%	352	325
Minneapolis-St. Paul-Bloomington, MN-WI	Minnesota	3,712,020	Large	263	9.4%	230	29.4%	17	0.1%	1.6%	-0.3%	256	215	340	21.4%	0.2%	334	364	$76,217	41	7.9%	2.0%	224	237
Eau Claire, WI	Wisconsin	174,873	Small	264	9.5%	223	23.8%	169	1.8%	1.2%	1.3%	209	264	180	26.1%	2.2%	184	302	$64,696	170	3.2%	1.5%	310	280
Hot Springs, AR	Arkansas	99,784	Small	265	12.0%	106	21.9%	265	2.1%	0.6%	0.3%	197	319	297	22.6%	4.1%	306	170	$61,195	228	8.2%	2.7%	220	183

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Great Falls, MT	Montana	84,900	Small	266	9.9%	199	20.9%	311	2.5%	0.5%	1.5%	188	323	150	26.1%	0.7%	183	355	$64,934	164	11.0%	3.2%	165	148
Springfield, IL	Illinois	205,445	Small	267	8.5%	291	25.2%	107	-1.2%	0.4%	3.3%	294	333	24	23.1%	2.6%	287	277	$66,755	136	3.9%	0.5%	296	339
Evansville, IN	Indiana	270,717	Small	268	8.3%	304	22.1%	253	-0.4%	0.9%	1.0%	271	289	225	21.6%	2.0%	329	317	$68,631	108	15.4%	4.5%	89	62
Iowa City, IA	Iowa	180,088	Small	269	10.3%	170	27.7%	44	-0.6%	1.0%	0.5%	276	277	283	25.7%	2.2%	199	303	$71,396	81	0.2%	-0.4%	345	361
Valdosta, GA	Georgia	151,118	Small	270	11.2%	131	21.0%	307	0.6%	1.0%	0.2%	244	286	307	23.4%	7.2%	278	23	$51,009	366	8.5%	1.8%	213	256
Bloomington, IL	Illinois	170,441	Small	271	6.8%	374	26.2%	81	5.1%	3.7%	2.2%	127	35	74	25.3%	1.4%	215	338	$66,492	139	-14.9%	-0.2%	386	358
Lawton, OK	Oklahoma	127,001	Small	272	10.5%	164	19.5%	347	-1.7%	2.1%	2.5%	315	154	56	23.8%	2.8%	264	259	$58,783	268	5.5%	1.8%	270	248
Wichita Falls, TX	Texas	149,947	Small	273	11.1%	137	20.3%	336	-1.3%	1.1%	-0.7%	300	270	359	25.4%	4.0%	212	175	$63,149	197	9.9%	4.1%	185	84
Salisbury, MD	Maryland	129,710	Small	274	6.9%	370	23.0%	207	0.2%	0.3%	0.9%	251	337	245	25.2%	4.6%	224	128	$65,266	159	13.0%	0.8%	129	320
Greenville, NC	North Carolina	175,119	Small	275	9.2%	237	21.5%	285	4.0%	2.0%	2.4%	151	162	62	20.6%	0.8%	348	354	$62,171	214	3.1%	2.8%	311	174
Davenport-Moline-Rock Island, IA-IL	Iowa	379,441	Small	276	7.3%	361	23.0%	209	-2.0%	0.7%	0.2%	326	311	304	29.9%	3.9%	72	180	$67,359	130	4.7%	2.1%	281	226
Altoona, PA	Pennsylvania	120,273	Small	277	8.0%	329	23.5%	179	-1.3%	0.8%	0.9%	304	296	238	27.4%	3.6%	141	208	$65,475	155	4.3%	1.4%	288	287
Harrisonburg, VA	Virginia	137,650	Small	278	7.7%	342	24.4%	143	2.5%	2.0%	1.1%	186	172	208	26.4%	5.5%	177	81	$55,325	330	5.4%	-3.9%	273	384
St. Joseph, MO-KS	Missouri	118,475	Small	279	8.2%	313	20.7%	321	-3.0%	1.8%	2.1%	345	187	92	30.2%	3.8%	63	193	$58,782	269	-1.2%	1.0%	358	306
Gulfport-Biloxi, MS	Mississippi	421,916	Small	280	11.5%	124	19.0%	359	4.3%	2.0%	1.1%	140	169	216	16.2%	2.5%	379	285	$54,024	343	14.0%	4.5%	111	64
Grand Rapids-Wyoming-Kentwood, MI	Michigan	1,162,950	Large	281	7.8%	340	25.1%	110	2.9%	2.5%	0.7%	179	114	272	20.9%	0.4%	342	358	$68,536	110	8.8%	1.2%	208	299
Ames, IA	Iowa	125,156	Small	282	10.7%	158	28.5%	31	1.7%	1.9%	0.0%	212	177	324	26.3%	-1.2%	180	377	$61,005	230	5.9%	-0.2%	257	357
Reading, PA	Pennsylvania	432,821	Small	283	7.5%	353	23.6%	178	-1.4%	1.1%	0.9%	305	275	239	24.9%	4.4%	236	145	$64,128	181	2.8%	2.5%	317	200
Morristown, TN	Tennessee	124,054	Small	284	7.0%	365	21.7%	271	7.2%	2.0%	-0.5%	90	168	349	19.7%	4.8%	363	119	$55,429	327	16.0%	1.8%	82	249
Toledo, OH	Ohio	600,141	Medium	285	9.4%	226	23.7%	177	-1.7%	1.1%	0.2%	317	273	302	25.0%	3.0%	227	244	$64,391	174	7.0%	2.3%	236	213
Manhattan, KS	Kansas	132,831	Small	286	9.1%	247	23.9%	164	1.4%	1.8%	-0.6%	223	192	357	31.6%	3.9%	42	187	$62,260	212	-1.2%	-1.3%	359	380
Fort Smith, AR-OK	Arkansas	231,280	Small	287	7.9%	333	20.7%	322	1.7%	1.8%	0.8%	211	190	254	27.1%	3.7%	154	203	$55,496	326	7.2%	1.6%	234	265
Fayetteville, NC	North Carolina	392,336	Small	288	9.1%	246	20.9%	316	2.7%	2.0%	1.1%	184	167	210	22.0%	4.1%	321	172	$52,090	359	9.5%	1.6%	199	268
Detroit-Warren-Dearborn, MI	Michigan	4,342,304	Large	289	9.2%	241	28.4%	32	-0.3%	1.2%	0.3%	265	256	296	19.7%	1.9%	365	322	$67,442	128	5.7%	1.8%	264	253
Beaumont-Port Arthur, TX	Texas	395,479	Small	290	10.8%	151	17.8%	368	-2.2%	1.9%	3.6%	333	182	17	17.3%	4.6%	374	125	$57,026	303	-7.6%	6.5%	382	21
Bloomington, IN	Indiana	160,874	Small	291	8.2%	316	26.3%	76	6.6%	0.8%	-1.1%	101	302	369	27.6%	2.5%	131	282	$60,672	234	3.1%	1.3%	313	291
Kalamazoo-Portage, MI	Michigan	262,215	Small	292	6.8%	373	24.4%	144	0.1%	0.4%	0.4%	257	331	293	23.3%	3.6%	280	210	$67,747	121	14.6%	1.3%	101	294
Michigan City-La Porte, IN	Indiana	111,706	Small	293	7.5%	354	22.6%	231	1.5%	2.9%	0.0%	221	84	321	25.2%	1.3%	222	344	$57,721	290	3.9%	4.8%	294	53
Tuscaloosa, AL	Alabama	278,290	Small	294	9.0%	253	21.4%	290	3.0%	4.0%	0.9%	176	24	234	20.4%	1.8%	354	325	$49,219	372	3.8%	3.4%	298	132
Sandusky, OH	Ohio	113,838	Small	295	10.0%	196	21.1%	302	-2.2%	0.8%	2.2%	331	300	68	23.4%	1.3%	277	343	$68,527	111	-5.0%	5.8%	380	33
York-Hanover, PA	Pennsylvania	464,640	Small	296	8.1%	324	23.1%	201	1.4%	1.6%	0.7%	224	217	265	23.7%	1.9%	265	321	$63,032	199	4.3%	3.1%	287	153
Yakima, WA	Washington	256,643	Small	297	11.4%	125	17.2%	373	-0.2%	0.7%	2.0%	262	309	101	24.1%	8.2%	253	13	$52,534	358	-1.4%	-0.1%	362	356

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Racine-Mount Pleasant, WI	Wisconsin	196,613	Small	298	12.5%	89	21.2%	296	-0.2%	2.4%	1.6%	263	117	143	20.6%	-0.5%	351	370	$65,837	151	4.6%	1.2%	283	298
Appleton, WI	Wisconsin	246,433	Small	299	8.5%	290	24.6%	129	1.7%	1.8%	0.4%	210	196	292	23.7%	1.4%	268	340	$68,609	109	2.4%	0.9%	325	316
Gettysburg, PA	Pennsylvania	106,748	Small	300	10.4%	168	21.5%	284	-3.9%	0.4%	0.0%	358	329	319	32.2%	6.7%	35	36	$63,500	189	-5.3%	-0.8%	381	369
Farmington, NM	New Mexico	120,675	Small	301	9.6%	217	14.5%	380	-3.1%	3.5%	1.2%	347	49	197	26.1%	6.8%	187	33	$53,230	353	-3.3%	2.4%	374	204
Walla Walla, WA	Washington	61,568	Small	302	8.3%	309	21.6%	277	4.3%	0.9%	0.9%	143	295	242	22.2%	4.2%	313	165	$57,551	291	0.0%	3.8%	348	101
Akron, OH	Ohio	698,398	Medium	303	8.3%	306	24.8%	122	-1.0%	1.8%	-0.2%	288	198	331	24.7%	2.6%	245	273	$67,765	120	3.2%	1.1%	308	305
Mansfield, OH	Ohio	125,064	Small	304	7.5%	359	21.0%	304	-4.2%	0.9%	1.5%	360	291	153	24.7%	6.8%	242	32	$55,551	325	2.6%	2.4%	322	202
Flint, MI	Michigan	401,522	Small	305	11.1%	134	22.4%	243	-1.3%	1.9%	0.8%	299	181	256	19.9%	4.8%	361	115	$58,464	274	-1.5%	1.9%	363	241
Lima, OH	Ohio	100,838	Small	306	5.5%	387	21.4%	287	-2.5%	0.9%	-0.3%	337	293	339	25.5%	7.2%	205	21	$61,666	222	10.5%	2.0%	174	230
Monroe, LA	Louisiana	221,885	Small	307	9.2%	243	20.7%	323	-2.1%	0.3%	-0.7%	328	335	360	25.7%	8.9%	198	8	$58,937	266	-1.8%	2.8%	368	171
Eagle Pass, TX	Texas	57,762	Small	308	11.5%	123	12.7%	383	2.8%	2.2%	-0.6%	182	139	356	22.8%	1.4%	299	339	$41,763	385	20.9%	9.4%	51	9
Milwaukee-Waukesha, WI	Wisconsin	1,560,424	Large	309	8.4%	300	24.7%	126	-2.3%	1.1%	0.1%	334	266	314	22.5%	1.9%	309	319	$75,695	45	5.7%	1.4%	263	286
Syracuse, NY	New York	652,956	Medium	310	7.5%	356	25.8%	87	-2.6%	1.0%	-0.2%	338	282	330	30.7%	2.0%	56	312	$63,816	187	3.4%	0.8%	303	322
Winston-Salem, NC	North Carolina	695,630	Medium	311	8.3%	307	23.4%	185	3.6%	1.1%	-0.3%	159	271	337	24.3%	2.7%	252	262	$62,470	206	5.7%	1.3%	262	293
Peoria, IL	Illinois	362,240	Small	312	7.3%	362	23.5%	183	-1.4%	1.5%	1.2%	307	233	195	23.2%	5.1%	284	103	$68,813	106	-1.6%	-0.8%	366	371
Rochester, NY	New York	1,052,087	Large	313	7.7%	343	25.7%	90	-2.9%	1.4%	0.7%	342	241	268	27.4%	1.6%	137	334	$63,237	196	4.0%	0.1%	290	349
Sumter, SC	South Carolina	104,165	Small	314	7.5%	355	18.9%	360	-5.8%	-2.6%	1.1%	374	381	209	34.7%	8.9%	17	6	$57,296	295	6.7%	0.9%	243	315
Battle Creek, MI	Michigan	133,366	Small	315	7.8%	337	20.3%	334	-2.2%	1.6%	1.5%	332	216	154	24.4%	3.8%	250	195	$54,344	340	11.3%	0.9%	160	317
Muskegon-Norton Shores, MI	Michigan	176,564	Small	316	9.8%	207	20.7%	324	-1.1%	0.6%	2.4%	291	318	60	19.4%	3.8%	366	194	$53,711	348	6.7%	2.7%	244	186
Augusta-Richmond County, GA-SC	Georgia	629,429	Medium	317	11.7%	111	23.3%	194	1.5%	0.5%	-0.1%	218	321	325	21.3%	2.7%	335	266	$57,200	299	7.0%	1.7%	237	262
Ithaca, NY	New York	103,558	Small	318	6.8%	372	30.3%	14	-6.5%	0.2%	1.8%	376	346	119	28.5%	2.7%	99	261	$54,748	335	-0.7%	0.0%	353	354
Dothan, AL	Alabama	153,349	Small	319	9.9%	200	21.7%	274	6.4%	2.4%	0.7%	106	120	264	17.0%	-0.9%	377	376	$59,458	256	9.8%	2.7%	187	182
Pueblo, CO	Colorado	169,422	Small	320	11.7%	113	18.0%	367	2.7%	0.0%	-0.3%	183	353	334	23.7%	1.3%	266	346	$52,914	355	11.4%	6.6%	157	20
Scranton--Wilkes-Barre, PA	Pennsylvania	569,413	Medium	321	9.2%	242	24.7%	124	-0.9%	1.0%	1.3%	283	281	185	22.6%	1.0%	308	353	$58,973	264	2.1%	2.6%	328	195
Lynchburg, VA	Virginia	264,590	Small	322	10.0%	197	23.7%	174	-3.2%	0.5%	0.3%	348	327	295	23.0%	4.8%	291	117	$56,758	306	2.1%	2.0%	329	234
Mobile, AL	Alabama	411,640	Small	323	8.3%	308	21.7%	276	0.2%	-0.4%	1.0%	252	367	227	21.9%	1.5%	323	336	$56,347	312	15.6%	5.1%	87	43
Albany, OR	Oregon	131,496	Small	324	13.8%	54	19.8%	341	3.2%	-0.3%	-1.7%	168	362	377	23.2%	5.5%	283	74	$54,504	339	6.8%	1.7%	240	257
Texarkana, TX-AR	Texas	145,907	Small	325	9.9%	198	19.7%	342	-1.3%	0.4%	0.3%	298	332	301	27.8%	4.3%	125	150	$56,130	317	3.6%	1.8%	299	251
Columbus, IN	Indiana	84,003	Small	326	6.1%	384	26.4%	75	-1.6%	1.2%	0.0%	311	261	322	25.8%	3.3%	192	232	$72,597	65	0.0%	-1.1%	347	375
Florence, SC	South Carolina	199,630	Small	327	9.7%	211	20.6%	326	2.9%	1.3%	-0.6%	177	250	355	25.4%	2.6%	211	280	$60,600	235	4.1%	1.6%	289	264
Williamsport, PA	Pennsylvania	112,724	Small	328	9.1%	251	21.4%	286	-3.8%	1.5%	1.4%	356	228	172	24.7%	-0.9%	241	374	$57,862	287	3.6%	6.5%	300	23
Dubuque, IA	Iowa	98,887	Small	329	6.6%	377	24.1%	155	-0.5%	0.9%	-0.4%	272	292	344	27.8%	0.3%	128	362	$71,230	83	10.0%	0.8%	184	318

Shaded rows are metropolitan areas located in the heartland. Rows without a rank reflect metropolitans for which data is missing; see the methodology section for details.

Metro Name	State	2023 Population	Population Category	Overall Rank	Young Firm Employment Share	Young Firm Employment Share Rank	Young Firm Knowledge Intensity	Young Firm Knowledge Intensity Rank	2018-2023 Employment Growth	2022-2023 Employment Growth	March 2023-March 2024 Employment Growth	2018-2023 Emp Growth Rank	2022-2023 Emp Growth Rank	March 2023-March 2024 Emp Growth Rank	2018-2023 Average Annual Pay Growth	2022-2023 Average Annual Pay Growth	2018-2023 Average Annual Pay Rank	2022-2023 Average Annual Pay Rank	2023 Per Capita Personal Income	2023 Per Capita Personal Income Rank	2018-2023 Real GDP Growth	2022-2023 Real GDP Growth	2018-2023 Real GDP Growth Rank	2022-2023 Real GDP Growth Rank
Owensboro, KY	Kentucky	112,512	Small	330	7.7%	344	23.8%	166	-1.2%	1.6%	1.7%	296	208	135	22.0%	2.2%	320	299	$58,992	263	0.3%	1.6%	344	272
Joplin, MO-KS	Missouri	204,787	Small	331	9.3%	232	19.2%	352	2.2%	1.5%	1.2%	194	231	198	26.9%	2.7%	159	264	$55,587	324	0.5%	0.0%	341	353
Sheboygan, WI	Wisconsin	117,752	Small	332	7.7%	345	22.9%	214	-1.7%	1.8%	1.1%	319	194	206	24.9%	1.4%	235	341	$70,377	90	-3.5%	1.0%	376	309
Terre Haute, IN	Indiana	168,787	Small	333	8.6%	283	22.0%	259	-3.3%	0.6%	0.7%	350	314	266	26.9%	2.1%	161	309	$55,043	333	9.5%	2.3%	197	211
Columbus, GA-AL	Georgia	323,768	Small	334	12.4%	95	22.4%	237	-1.1%	2.0%	-1.2%	290	163	373	19.2%	4.0%	367	174	$55,990	319	2.8%	2.6%	316	193
Oshkosh-Neenah, WI	Wisconsin	171,735	Small	335	6.6%	379	25.0%	113	-1.2%	0.8%	1.3%	297	304	174	20.1%	3.6%	358	209	$66,356	143	4.6%	0.3%	282	343
Johnstown, PA	Pennsylvania	130,668	Small	336	8.2%	320	22.2%	252	-6.4%	0.3%	0.8%	375	338	251	24.0%	4.4%	254	146	$57,835	289	4.4%	4.1%	284	89
Weirton-Steubenville, WV-OH	West Virginia	113,544	Small	337	5.7%	385	22.4%	241	-2.1%	-0.4%	0.0%	327	365	317	17.2%	3.8%	375	191	$57,060	301	13.8%	10.1%	114	7
Erie, PA	Pennsylvania	267,571	Small	338	8.1%	322	23.9%	162	-3.0%	1.1%	1.0%	343	272	219	25.7%	2.4%	195	288	$59,764	249	-1.5%	1.5%	364	276
Jackson, MS	Mississippi	610,257	Medium	339	9.8%	205	19.9%	339	-1.5%	1.5%	-0.3%	308	222	338	21.0%	3.2%	341	239	$64,082	183	8.4%	2.0%	216	232
Goldsboro, NC	North Carolina	118,686	Small	340	9.3%	236	18.5%	364	-1.9%	2.5%	1.3%	323	110	173	27.1%	2.4%	153	289	$56,556	310	2.5%	-1.0%	324	374
Elmira, NY	New York	81,325	Small	341	6.4%	380	24.4%	141	-5.5%	0.3%	1.4%	370	340	163	30.7%	3.7%	55	202	$58,405	275.5	-3.2%	0.1%	373	348
Minot, ND	North Dakota	75,742	Small	342	9.2%	238	19.2%	355	-1.8%	1.7%	1.0%	321	201	217	22.1%	4.3%	317	155	$76,059	43	-10.4%	0.2%	384	347
Muncie, IN	Indiana	112,321	Small	343	8.9%	259	22.0%	260	-2.1%	0.7%	0.8%	329	306	250	29.0%	1.1%	90	351	$53,635	350	5.9%	0.6%	260	331
Chambersburg, PA	Pennsylvania	157,854	Small	344	7.6%	351	24.5%	137	-0.9%	-0.4%	0.8%	282	366	257	24.9%	3.6%	231	205	$62,156	215	-0.8%	0.8%	354	319
Kokomo, IN	Indiana	83,831	Small	345	7.0%	366	22.4%	242	-10.6%	1.4%	2.6%	381	245	52	20.5%	3.3%	352	225	$56,173	316	13.1%	0.6%	124	330
Hinesville, GA	Georgia	88,804	Small	346	9.2%	240	22.5%	235	6.6%	0.5%	-0.4%	100	325	345	19.7%	4.8%	364	113	$43,893	384	7.6%	0.7%	229	326
Longview, TX	Texas	293,498	Small	347	10.2%	182	19.2%	354	0.5%	1.0%	-1.0%	245	276	366	23.8%	2.6%	262	275	$60,380	240	3.8%	3.4%	297	135
Waterloo-Cedar Falls, IA	Iowa	168,162	Small	348	6.8%	371	24.0%	157	-3.0%	0.6%	-0.2%	344	313	333	28.2%	3.5%	111	217	$64,913	166	1.5%	-0.9%	335	373
Greensboro-High Point, NC	North Carolina	789,842	Medium	349	7.9%	330	23.7%	176	0.7%	0.6%	0.8%	238	320	259	22.3%	2.2%	312	301	$60,455	238	2.5%	0.5%	323	335
Memphis, TN-MS-AR	Tennessee	1,335,674	Large	350	8.3%	310	21.8%	268	-0.1%	-0.9%	0.6%	261	377	279	20.3%	3.6%	355	207	$65,006	163	6.9%	1.9%	239	244
Springfield, OH	Ohio	134,610	Small	351	7.5%	352	20.9%	314	-1.3%	1.8%	0.5%	302	188	287	25.8%	2.3%	194	298	$57,014	304	2.6%	0.2%	320	344
Green Bay, WI	Wisconsin	331,882	Small	352	7.8%	338	22.8%	225	-1.7%	0.6%	0.6%	318	315	278	23.9%	0.5%	258	357	$69,055	103	2.2%	1.3%	327	292
Hattiesburg, MS	Mississippi	155,740	Small	353	10.2%	186	19.6%	343	0.4%	-0.1%	-1.1%	247	359	371	23.3%	2.9%	282	251	$53,611	351	10.6%	3.6%	172	114
Victoria, TX	Texas	98,808	Small	354	11.5%	122	16.1%	376	-3.7%	0.5%	-2.4%	354	326	378	23.8%	5.3%	263	92	$65,287	158	5.6%	4.0%	266	94
Dalton, GA	Georgia	144,722	Small	355	8.4%	302	21.2%	298	0.0%	1.6%	2.0%	259	214	102	18.1%	1.6%	372	332	$50,260	370	9.1%	0.3%	204	342
Anniston-Oxford, AL	Alabama	116,429	Small	356	8.6%	280	20.8%	319	-1.8%	-0.5%	-0.5%	320	368	350	22.9%	4.3%	297	153	$51,293	365	9.7%	3.7%	190	105
Kankakee, IL	Illinois	105,940	Small	357	7.8%	341	22.1%	254	-5.7%	-0.1%	0.5%	372	360	286	26.6%	2.7%	169	269	$58,173	278	11.2%	0.1%	162	351
Saginaw, MI	Michigan	187,782	Small	358	6.7%	375	21.6%	279	-5.1%	0.1%	1.0%	368	349	229	28.1%	2.2%	118	300	$56,328	313	5.6%	1.5%	267	277
Cleveland, TN	Tennessee	129,612	Small	359	9.6%	218	23.8%	171	2.3%	1.1%	-3.5%	192	269	380	23.5%	4.7%	272	122	$53,888	346	11.8%	-1.4%	153	381
Wausau, WI	Wisconsin	138,612	Small	360	6.1%	383	23.2%	196	-1.9%	-0.9%	1.4%	322	376	168	23.9%	3.8%	259	197	$68,362	113	1.4%	-1.1%	337	376
Springfield, MA	Massachusetts	460,291	Small	361	9.1%	245	23.4%	188	-3.3%	-1.4%	-0.6%	351	380	358	22.1%	5.5%	318	79	$65,334	157	3.1%	0.7%	312	324

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Metro Name	State	2023 Population	Population Category	Overall Rank	Young Firm Employment Share	Young Firm Employment Share Rank	Young Firm Knowledge Intensity	Young Firm Knowledge Intensity Rank	2018-2023 Employment Growth	2022-2023 Employment Growth	March 2023-March 2024 Employment Growth	2018-2023 Emp Growth Rank	2022-2023 Emp Growth Rank	March 2023-March 2024 Emp Growth Rank	2018-2023 Average Annual Pay Growth	2022-2023 Average Annual Pay Growth	2018-2023 Average Annual Pay Rank	2022-2023 Average Annual Pay Rank	2023 Per Capita Personal Income	2023 Per Capita Personal Income Rank	2018-2023 Real GDP Growth	2022-2023 Real GDP Growth	2018-2023 Real GDP Growth Rank	2022-2023 Real GDP Growth Rank
Kahului-Wailuku, HI	Hawaii	164,264	Small	362	10.2%	180	27.8%	42	-5.0%	-0.7%	-4.6%	367	371	381	31.3%	6.3%	48	49	$59,104	260	-4.6%	-0.6%	379	364
Jackson, MI	Michigan	159,424	Small	363	7.5%	358	23.0%	211	-1.0%	0.0%	-0.4%	285	357	346	23.0%	2.3%	293	296	$52,644	357	9.3%	1.6%	201	274
Wheeling, WV-OH	West Virginia	135,517	Small	364	8.3%	311	21.3%	294	-9.4%	0.9%	0.2%	379	294	303	7.4%	5.5%	382	77	$63,442	191	-2.1%	10.7%	370	5
Vineland, NJ	New Jersey	152,326	Small	365	10.2%	181	22.1%	257	1.7%	0.1%	-0.7%	214	347	361	26.5%	1.0%	174	352	$52,661	356	0.0%	0.5%	349	338
Alexandria, LA	Louisiana	148,171	Small	366	9.1%	244	21.7%	275	-1.2%	-1.0%	-0.6%	293	378	354	24.9%	3.2%	232	240	$62,359	210	-1.2%	1.1%	360	303
Albany, GA	Georgia	145,508	Small	367	10.2%	184	19.5%	348	-1.7%	0.2%	-1.2%	314	344	372	25.2%	1.8%	223	327	$56,184	315	8.4%	1.0%	217	311
Hickory-Lenoir-Morganton, NC	North Carolina	370,030	Small	368	8.5%	293	20.9%	312	1.3%	0.3%	-0.4%	227	339	343	24.6%	2.1%	247	311	$58,521	272	2.6%	-1.2%	321	377
Rocky Mount, NC	North Carolina	145,383	Small	369	6.7%	376	19.2%	353	-3.7%	0.2%	1.1%	353	345	215	23.2%	2.7%	285	270	$58,148	279	3.6%	1.9%	301	242
Cedar Rapids, IA	Iowa	275,668	Small	370	7.6%	348	24.3%	148	-2.7%	0.0%	-0.8%	340	352	364	21.3%	2.6%	336	276	$70,530	89	0.8%	-0.9%	340	372
Enid, OK	Oklahoma	62,023	Small	371	8.1%	321	19.5%	349	-4.0%	0.0%	-0.3%	359	355	342	17.1%	0.3%	376	360	$59,381	257	10.1%	6.8%	183	16
Decatur, IL	Illinois	100,591	Small	372	5.6%	386	20.5%	327	-8.3%	-0.8%	-3.4%	378	374	379	34.5%	4.1%	19	169	$69,316	101	3.9%	-0.3%	293	360
Rockford, IL	Illinois	334,124	Small	373	6.3%	381	24.0%	159	-5.8%	0.1%	-0.2%	373	350	328	21.1%	3.8%	339	192	$60,232	242	-3.3%	-0.2%	375	359
Bay City, MI	Michigan	102,500	Small	374	10.3%	176	21.5%	282	0.7%	0.3%	0.4%	242	336	291	27.2%	-2.8%	149	379	$58,057	282	-0.1%	-4.8%	351	385
Macon-Bibb County, GA	Georgia	236,074	Small	375	8.7%	274	22.7%	227	-3.8%	-0.8%	-1.1%	355	373	368	20.4%	3.4%	353	222	$53,898	345	-2.8%	-1.2%	371	378
Niles, MI	Michigan	152,261	Small	376	8.8%	268	23.2%	198	-1.7%	1.6%	1.8%	316	218	111	13.3%	-6.2%	380	381	$68,164	116	-1.8%	-0.8%	367	370
Gadsden, AL	Alabama	103,241	Small	377	10.8%	154	20.8%	317	-10.0%	1.8%	0.2%	380	195	309	21.4%	-3.0%	332	380	$51,783	364	-4.1%	1.7%	378	258
Lake Charles, LA	Louisiana	240,082	Small	378	8.5%	287	21.0%	306	-18.3%	-0.8%	-0.1%	382	375	326	18.1%	3.9%	373	182	$62,699	202	-10.8%	6.5%	385	22
Fond du Lac, WI	Wisconsin	103,948	Small	379	6.6%	378	22.0%	258	-3.3%	-0.8%	-0.6%	349	372	352	23.7%	-2.4%	271	378	$64,649	172	-3.7%	-2.9%	377	383
Elkhart-Goshen, IN	Indiana	206,409	Small	380	7.7%	346	19.5%	346	-4.5%	-7.0%	-4.9%	363	382	382	21.1%	-6.4%	340	382	$63,368	194	10.1%	-9.3%	182	386
Bridgeport-Stamford-Danbury, CT	Connecticut	951,558	Medium		11.5%	121	35.2%	3											$130,539	3	6.3%	3.7%	249	111
Norwich-New London-Willimantic, CT	Connecticut	279,634	Small		8.9%	263	26.8%	67											$69,463	97	2.3%	3.5%	326	122
Cape Girardeau, MO-IL	Missouri	98,223	Small		10.3%	177			0.2%	1.6%	0.1%	254	211	310	29.5%	4.2%	81	159	$62,349	211	3.9%	2.7%	295	184
Hartford-West Hartford-East Hartford, CT	Connecticut	1,151,543	Large		8.2%	314	28.2%	33											$73,357	59	1.9%	2.3%	331	214
New Haven, CT	Connecticut	568,158	Medium		7.6%	350	29.4%	18											$66,073	145	5.2%	2.0%	276	236
Paducah, KY-IL	Kentucky	102,267	Small		9.4%	228			7.4%	2.7%	1.0%	86	94	228	22.2%	3.9%	316	183	$65,019	162	12.6%	-1.6%	133	382
Waterbury-Shelton, CT	Connecticut	456,128	Small		9.7%	212	27.9%	37																

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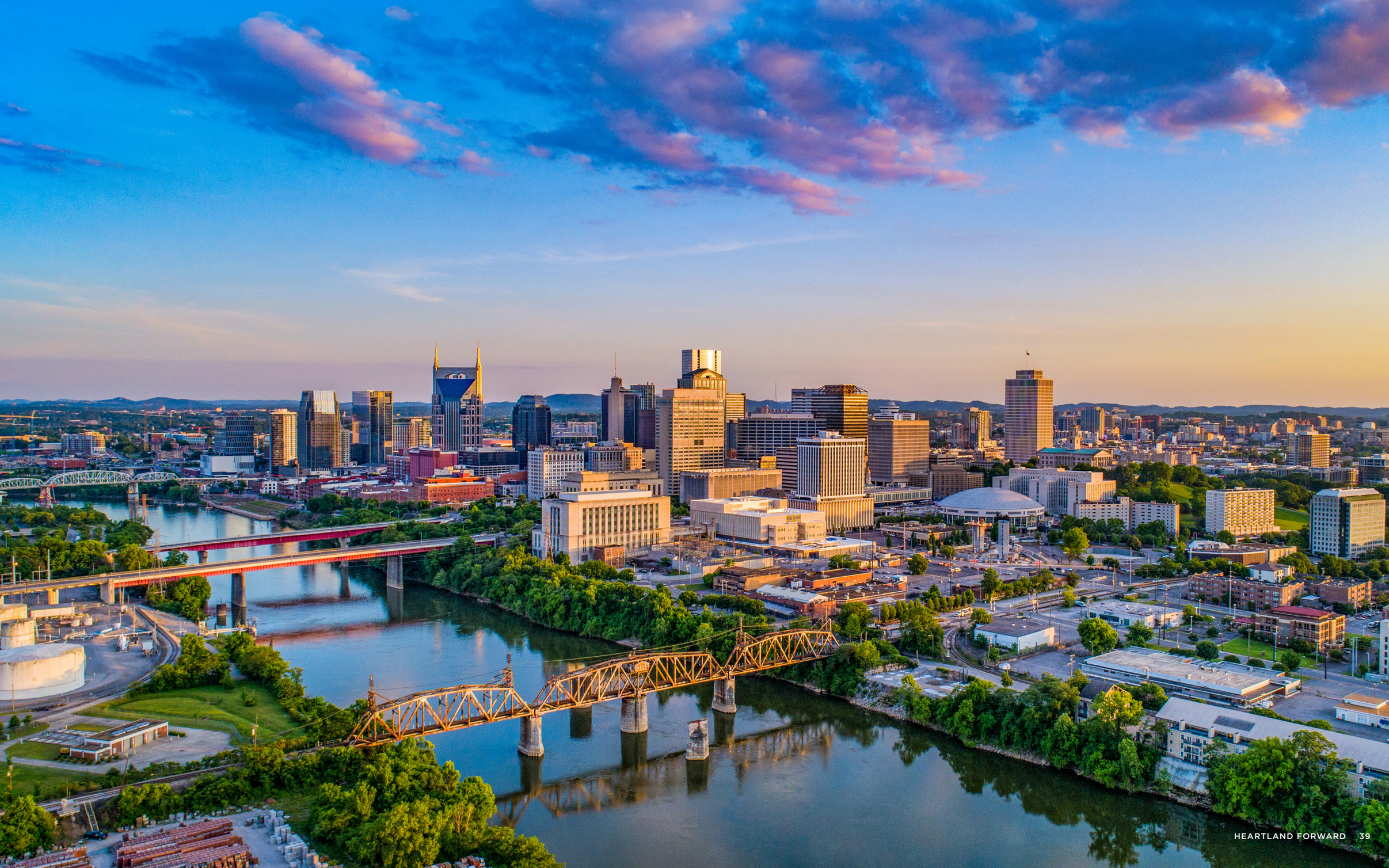

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