

Attachment 6

City of Seattle Construction Hiring Analysis

SPATIAL ANALYSIS OF PRIORITY WORKERS AND DISTRESSED ZIP CODES

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- Terms and Concepts

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BACKGROUND

The City of Seattle uses a priority hire ZIP code list to prioritize hiring of workers living in economically-distressed ZIP codes in Seattle and King County. The City’s current ZIP code list was developed in 2013.

RESEARCH QUESTIONS

Which ZIP codes in Seattle and elsewhere in King County have high concentrations of:

- > People living under 200% of the federal poverty line
- > Unemployed people
- > People without a college degree

Which ZIP codes in Seattle and elsewhere in King County have high concentrations of:

- > Construction workers
- > Female construction workers
- > Construction workers of color

TERMS AND CONCEPTS

Census Tracts are small subdivisions of counties that often span multiple ZIP codes. For the purposes of this analysis, data by Census Tracts were summed into the relevant ZIP codes according to the share of each Census Tract that overlaps each relevant ZIP code. For example, if 80% of the area of a Census Tract is in one ZIP code and 20% is in another, 80% of the Census Tract’s population is attributed to the first ZIP code and 20% to the second.

People of Color include non-white people. This includes those who identify as Hispanic. This definition is consistent with the definitions used in past construction hiring analyses.

Priority Hire ZIP Codes in King County are ZIP codes that are above the benchmark percentile in two of the following three criteria:

1. High concentrations of unemployed people in terms of persons per acre (45th percentile)
2. High concentrations of people 25 years or older without a college degree in terms of persons per acre (75th percentile)
3. High concentrations of people living under 200% of the federal poverty line in terms of persons per acre (69th percentile)

Tier I ZIP Codes are priority ZIP Codes within Seattle.

Tier II ZIP Codes are priority ZIP Codes elsewhere in King County.

EXHIBIT 1. FEDERAL POVERTY THRESHOLDS

U.S., 2014

Household Size	200% Federal Poverty Threshold
1	\$22,708
2	\$28,618
3	\$37,036
4	\$48,836
5	\$58,894
6	\$67,738
7	\$77,942
8	\$87,172
9 or More	\$104,860

Source: U.S. Census Bureau, 2015

Note: these thresholds vary by household composition; the thresholds presented here are representative of that range.

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EXHIBIT 2. PRIORITY ZIP CODES

King County, 2010-2014

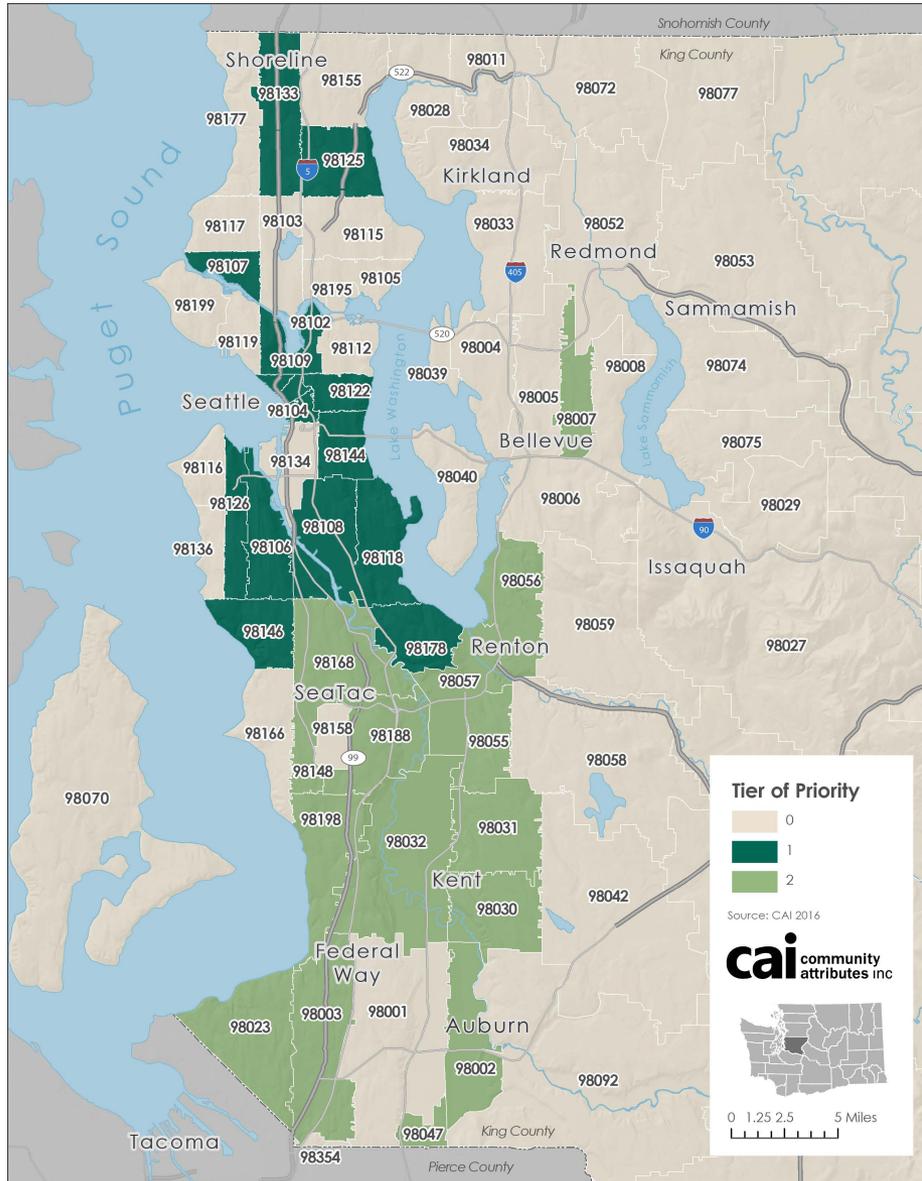


EXHIBIT 3. PRIORITY ZIP CODES BY TIER

2014

Tier I	Seattle Neighborhood	ZIP
Tier I	Rainier Valley/Rainier Beach	98118
Tier I	Downtown/ID	98104
Tier I	Delridge	98106
Tier I	Rainier Beach/Skyway	98178
Tier I	Bitter Lake/NW Seattle	98133
Tier I	N. Beacon Hill	98144
Tier I	Downtown	98101
Tier I	Central District	98122
Tier I	Belltown	98121
Tier I	Ballard	98107
Tier I	Interbay/Queen Anne	98109
Tier I	Capitol Hill/Eastlake	98102
Tier I	Delridge/High Point	98126
Tier I	Lake City/Northgate	98125
Tier I	S. Beacon Hill/South Park	98108
Tier I	White Center	98146
Tier II	King County Neighborhood	ZIP
Tier II	Kent/Auburn	98002
Tier II	Boulevard Park/Tukwila	98168
Tier II	East Kent	98030
Tier II	Pacific	98047
Tier II	Burien	98148
Tier II	Federal Way	98003
Tier II	South Renton	98055
Tier II	Northeast Kent	98031
Tier II	East Bellevue	98007
Tier II	Des Moines	98198
Tier II	SeaTac/Tukwila	98188
Tier II	Federal Way	98023
Tier II	Central Renton	98057
Tier II	Northeast Renton	98056
Tier II	West Kent	98032

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

- > Four priority ZIP codes crossed Seattle’s jurisdictional boundaries. These include 98133 (Shoreline and north Seattle), 98106 (west Seattle and White Center), 98146 (White Center), and 98178 (southeast Seattle and Renton). ZIP Codes that cross Seattle’s jurisdictional boundaries are considered part of Seattle.
- > Most of the Tier II priority ZIP codes—those located outside of Seattle—could be found in Federal Way, Auburn, and Kent. One ZIP code in Bellevue, 98007, was also a priority ZIP code in 2014.

EXHIBIT 4. PRIORITY HIRE ZIP CODES

King County, 2010-2014

Priority ZIP Codes	Neighborhood	Population Under 200% Federal Poverty Line		Unemployed Population		Population 25 or Older Without a College Degree		Tier
		Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population	
98118	Rainier Valley/Rainier Beach	879	55%	669	11%	3,081	60%	I
98104	Downtown/ID	867	80%	1,204	9%	6,622	57%	I
98106	Delridge	777	51%	559	9%	3,066	60%	I
98178	Rainier Beach/Skyway	597	48%	417	8%	2,897	64%	I
98133	Bitter Lake/NW Seattle	569	35%	761	9%	3,708	48%	I
98144	N. Beacon Hill	572	38%	517	7%	2,969	45%	I
98101	Downtown	154	29%	1,073	6%	5,988	37%	I
98122	Central District	548	30%	948	6%	3,634	31%	I
98121	Belltown	132	20%	800	4%	5,531	32%	I
98107	Ballard	192	10%	748	6%	2,958	25%	I
98109	Interbay/Queen Anne	154	13%	620	4%	2,978	24%	I
98102	Capitol Hill/Eastlake	168	13%	1,062	5%	4,281	22%	I
98126	Delridge/High Point	715	41%	466	7%	2,691	45%	I
98125	Lake City/Northgate	473	33%	529	7%	2,589	41%	I
98108	S. Beacon Hill/South Park	658	61%	332	9%	2,133	65%	I
98146	White Center	389	42%	298	9%	1,946	65%	I
98002	Kent/Auburn	1,206	67%	610	11%	3,533	78%	II
98168	Boulevard Park/Tukwila	855	66%	448	11%	2,596	75%	II
98030	East Kent	1,204	56%	520	9%	3,167	70%	II
98047	Pacific	601	56%	466	14%	2,125	79%	II
98148	Burien	744	55%	398	8%	2,883	71%	II
98003	Federal Way	749	54%	443	9%	2,763	67%	II
98055	South Renton	661	44%	390	7%	3,165	60%	II
98031	Northeast Kent	686	40%	517	9%	2,797	62%	II
98007	East Bellevue	455	25%	541	7%	2,041	29%	II
98198	Des Moines	467	48%	333	9%	2,231	68%	II
98188	SeaTac/Tukwila	609	64%	352	10%	2,211	71%	II
98023	Federal Way	368	42%	276	10%	1,462	61%	II
98057	Central Renton	343	51%	297	11%	1,502	63%	II
98056	Northeast Renton	418	34%	385	8%	2,543	58%	II
98032	West Kent	413	55%	268	10%	1,450	68%	II
King County Cutoff for Inclusion		299		229		2,554		

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

Note: only density metrics were used as criteria (bold in table above). Population shares are presented for information purposes only.

EXHIBIT 5. OTHER ZIP CODES

King County, 2010-2014

Other ZIP Codes	Neighborhood	Population Under 200% Federal Poverty Line		Unemployed Population		Population 25 or Older Without a College Degree		Tier
		Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population	
98195	University District	0	69%	38	25%	2	38%	N/A
98155	Lake City/Shoreline	282	24%	518	10%	2,195	46%	N/A
98134	Industrial District	2	4%	38	9%	196	51%	N/A
98177	Broadview/Shoreline	36	14%	86	6%	396	33%	N/A
98105	Laurelhurst/University District	128	10%	1,175	11%	1,131	20%	N/A
98116	West Seattle	75	14%	109	4%	723	32%	N/A
98136	West Seattle	43	9%	108	5%	828	38%	N/A
98103	Green Lake	266	14%	613	5%	2,505	23%	N/A
98115	Wedgwood	161	10%	362	5%	1,460	23%	N/A
98117	Ballard	113	8%	310	5%	1,509	27%	N/A
98112	Capitol Hill	109	10%	352	6%	992	20%	N/A
98199	Magnolia	25	7%	85	5%	355	24%	N/A
98119	Queen Anne	73	7%	380	5%	1,484	23%	N/A
98158	SeaTac	25	80%	13	12%	68	76%	N/A
98001	Auburn	241	38%	173	8%	1,131	64%	N/A
98166	Burien	174	42%	113	7%	801	56%	N/A
98092	Auburn	85	31%	82	9%	465	61%	N/A
98422	Tacoma	1	33%	1	7%	4	58%	N/A
98045	North Bend	6	30%	3	5%	30	54%	N/A
98022	Enumclaw	5	32%	4	8%	33	72%	N/A
98042	Kent	159	27%	137	7%	1,033	60%	N/A
98058	Southeast Renton	184	29%	147	6%	1,033	52%	N/A
98005	East-Central Bellevue	144	22%	244	9%	694	31%	N/A
98011	Bothell	277	25%	296	8%	1,581	45%	N/A
98028	Kenmore	278	24%	274	7%	1,394	42%	N/A
98034	North Kirkland	254	19%	393	7%	1,952	41%	N/A
98051	Ravensdale	6	21%	8	7%	69	72%	N/A
98354	Milton	27	21%	48	9%	262	59%	N/A
98010	Black Diamond	20	17%	20	6%	173	64%	N/A
98008	West Lake Sammamish	177	18%	285	7%	1,372	40%	N/A
98027	Central Issaquah	25	17%	29	5%	181	36%	N/A
98059	East Renton	148	17%	174	7%	1,067	47%	N/A
98014	Carnation	10	16%	13	7%	85	48%	N/A
98072	Woodinville	58	15%	62	5%	411	39%	N/A
98052	Redmond	150	14%	212	6%	994	30%	N/A
98019	Duvall	5	13%	9	8%	50	51%	N/A
98038	Maple Valley	26	11%	53	8%	337	57%	N/A
98004	Central Bellevue	122	12%	269	6%	960	25%	N/A
98024	Fall City	2	9%	3	4%	29	45%	N/A
98074	Sammamish	88	9%	101	5%	389	20%	N/A
98006	South Bellevue	128	11%	254	7%	984	29%	N/A
98033	South Kirkland	102	12%	234	7%	942	30%	N/A
98070	Vashon	3	11%	10	6%	56	37%	N/A
98065	Snoqualmie	7	9%	8	5%	59	37%	N/A
98077	Woodinville	20	8%	42	5%	260	36%	N/A
98251	Gold Bar	0	6%	0	5%	2	60%	N/A
98224	Baring	0	6%	0	5%	0	60%	N/A
98288	Skykomish	0	6%	0	5%	0	60%	N/A
98075	Sammamish	52	6%	81	4%	412	24%	N/A
98029	Northeast Issaquah	65	6%	226	7%	778	28%	N/A
98040	Mercer Island	39	6%	103	5%	394	19%	N/A
98053	Central Redmond	15	5%	53	6%	222	27%	N/A
98039	Medina	14	5%	14	2%	83	15%	N/A
King County Cutoff for Inclusion		299		229		2,554		

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

Note: only density metrics were used as criteria (bold in table above). Population shares are presented for information purposes only.

TIER I PRIORITY ZIP CODES

From 2013 to 2014, there were very few changes between priority hire ZIP Codes and other ZIP Codes.

Within Seattle, one ZIP Code moved to the 2014 Tier I priority ZIP code list that wasn't on the 2013 list:

- > **Interbay/Queen Anne (98109)** met the criteria for inclusion in 2014. The area has a low density of people below 200% of the federal poverty line, but high unemployed persons per 1,000 acres and high a high number of people 25 or older without a college degree per 1,000 acres.

No ZIP Codes from the 2013 Tier I list moved off the list in 2014.

TIER II PRIORITY ZIP CODES

From 2013 to 2014, there were very few changes between priority hire ZIP Codes and other ZIP Codes.

Four ZIP Codes that were not priority ZIP Codes in 2013 became priority ZIP Codes in 2014:

- > **Pacific (98047)** moved due to its high densities of people under 200% of the federal poverty line and unemployed persons.
- > **Central Renton (98057)** moved due to high population density of unemployed people and a high density of people under 200% of the federal poverty line.
- > **Northeast Renton (98056)**, moved due to high population density of unemployed people and a high density of people under 200% of the federal poverty line.
- > **West Kent (98032)**. moved due to high population density of unemployed people and a high density of people under 200% of the federal poverty line.

No ZIP Codes on the 2013 Tier II list moved off the list in 2014.

- > **Exhibit 6** compares the demographics of Tier I and Tier II ZIP Codes from 2013 and 2014.
- > Within Seattle, women construction workers were slightly less represented in Tier I ZIP Codes in 2014 than they were in 2013. This change was driven by an increase in construction workers who were women or people of color in three ZIP Codes: Lake City/Shoreline (98155), Madison Park (98112), and West Queen Anne (98119).
- > A similar change was seen for people of color construction workers. However, this change was due to small increases in construction workers of color in many ZIP Codes rather than just a few.
- > Outside of Seattle in the rest of King County, the Tier II priority ZIP Codes from 2014 covered a larger share of the population, a larger share of construction workers, a larger share of female construction workers, and a larger share of people of color construction workers than the Tier II priority ZIP Codes from 2013. The inclusion of four new ZIP codes was the primary driver of this change. In particular, the addition of Renton (98056) and Kent (98032) made a significant impact on coverage.

EXHIBIT 6. PRIORITY ZIP CODE DEMOGRAPHICS

2013 and 2014

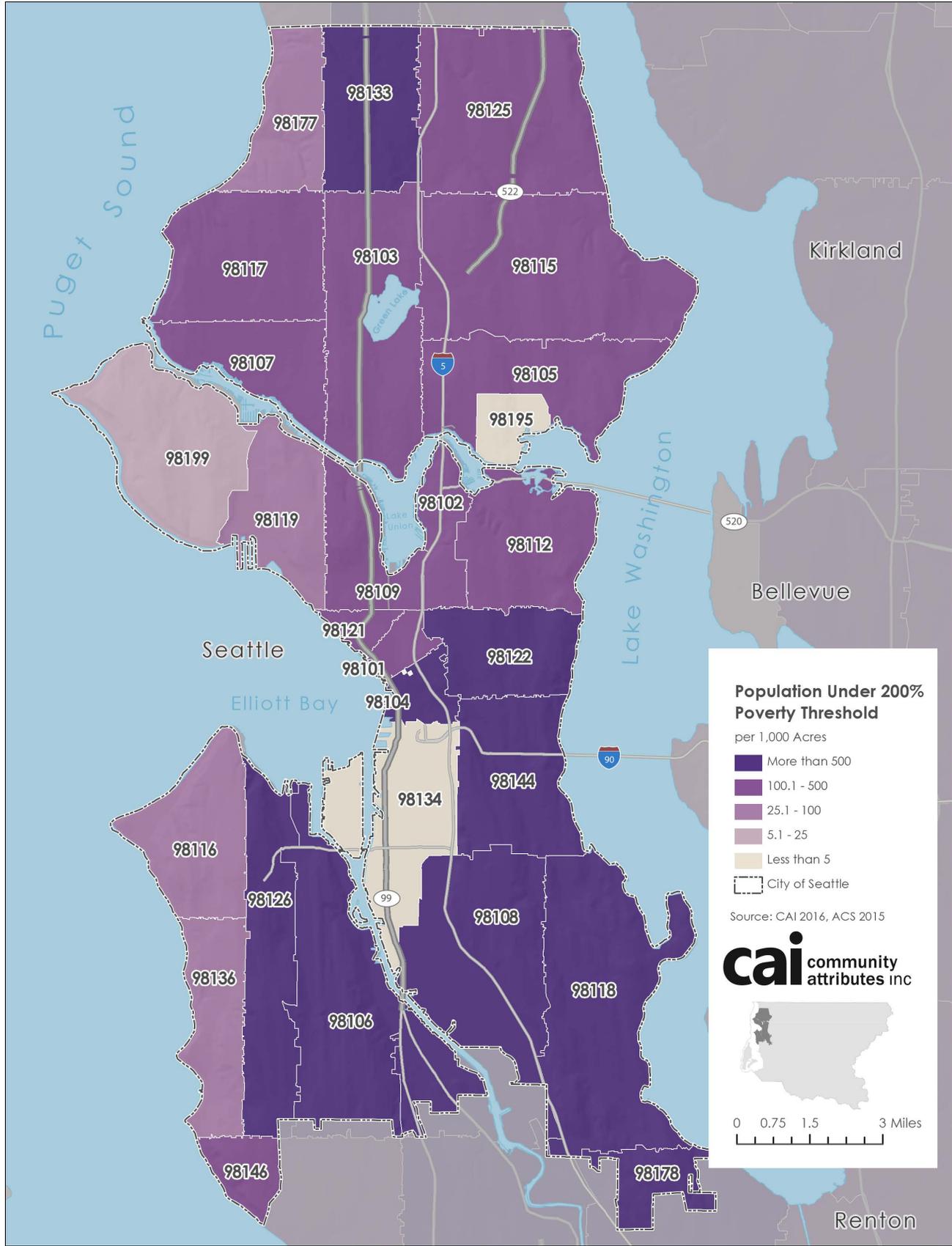
		2013	2014
SEATTLE	Tier I		
	Number of ZIP Codes	15	16
	Share of Population	51%	54%
	Share of Construction Workers	61%	61%
	Share of Female Construction Workers	52%	49%
	Share of all People of Color Construction Workers	79%	77%
ELSEWHERE IN KING COUNTY	Tier II		
	Number of ZIP Codes	11	15
	Share of Population	28%	37%
	Share of Construction Workers	36%	46%
	Share of Female Construction Workers	30%	31%
	Share of all People of Color Construction Workers	47%	65%

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 7. DENSITY OF POPULATION UNDER 200% OF THE FEDERAL POVERTY LINE BY ZIP CODE



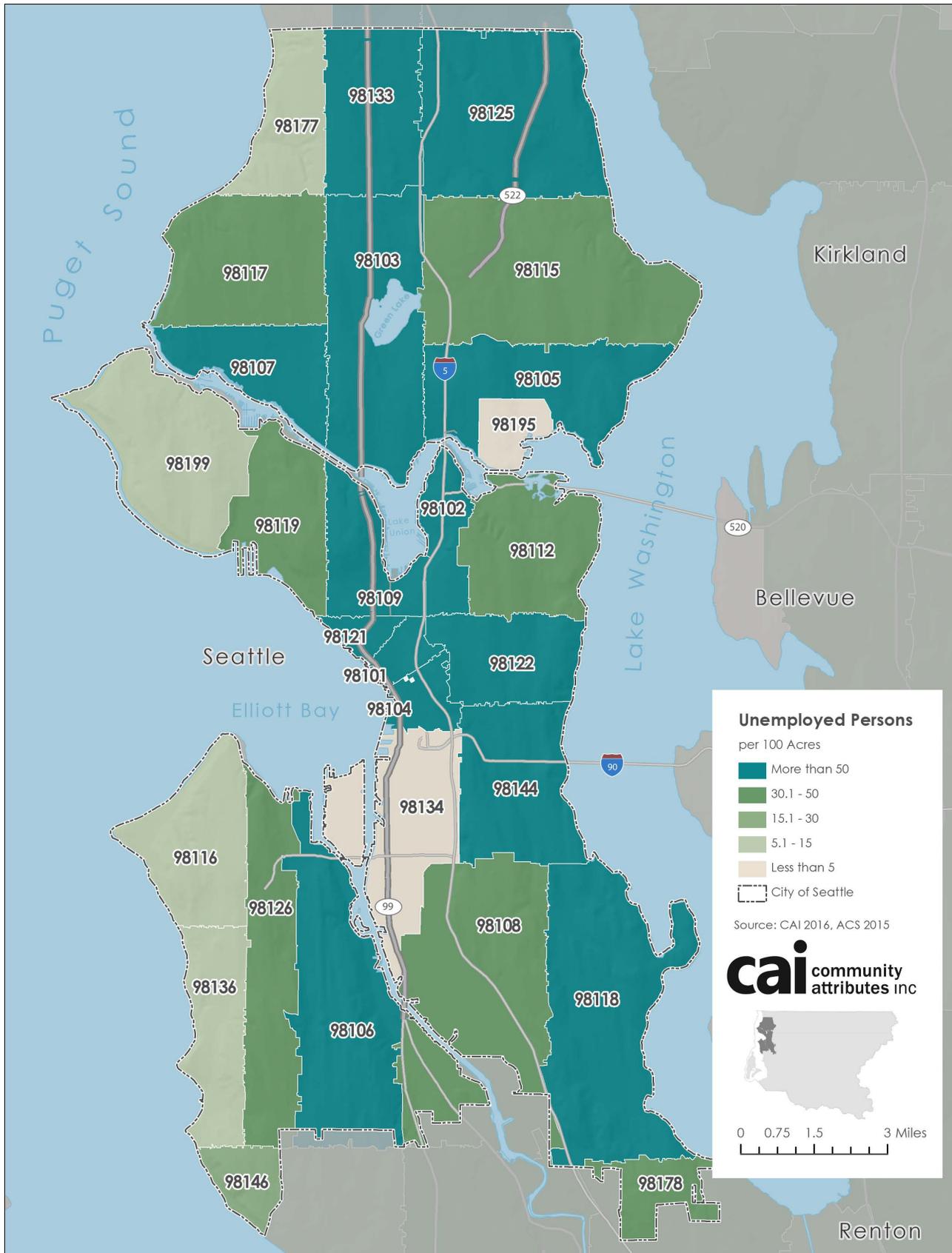
Seattle, 2010-2014



Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 8. DENSITY OF UNEMPLOYED PERSONS BY ZIP CODE

Seattle, 2010-2014

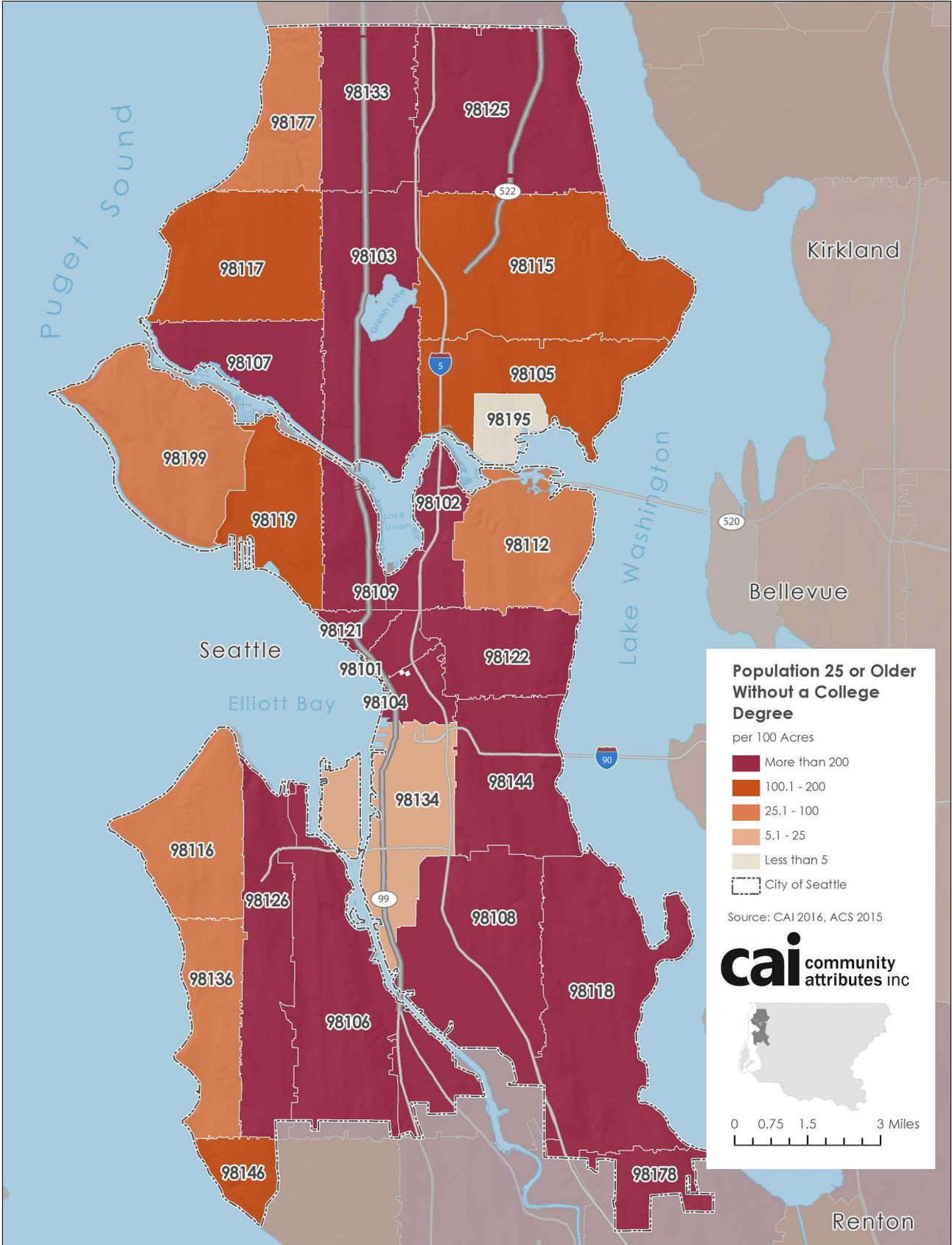


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 9. DENSITY OF POPULATION 25 OR OLDER WITHOUT A COLLEGE DEGREE BY ZIP CODE



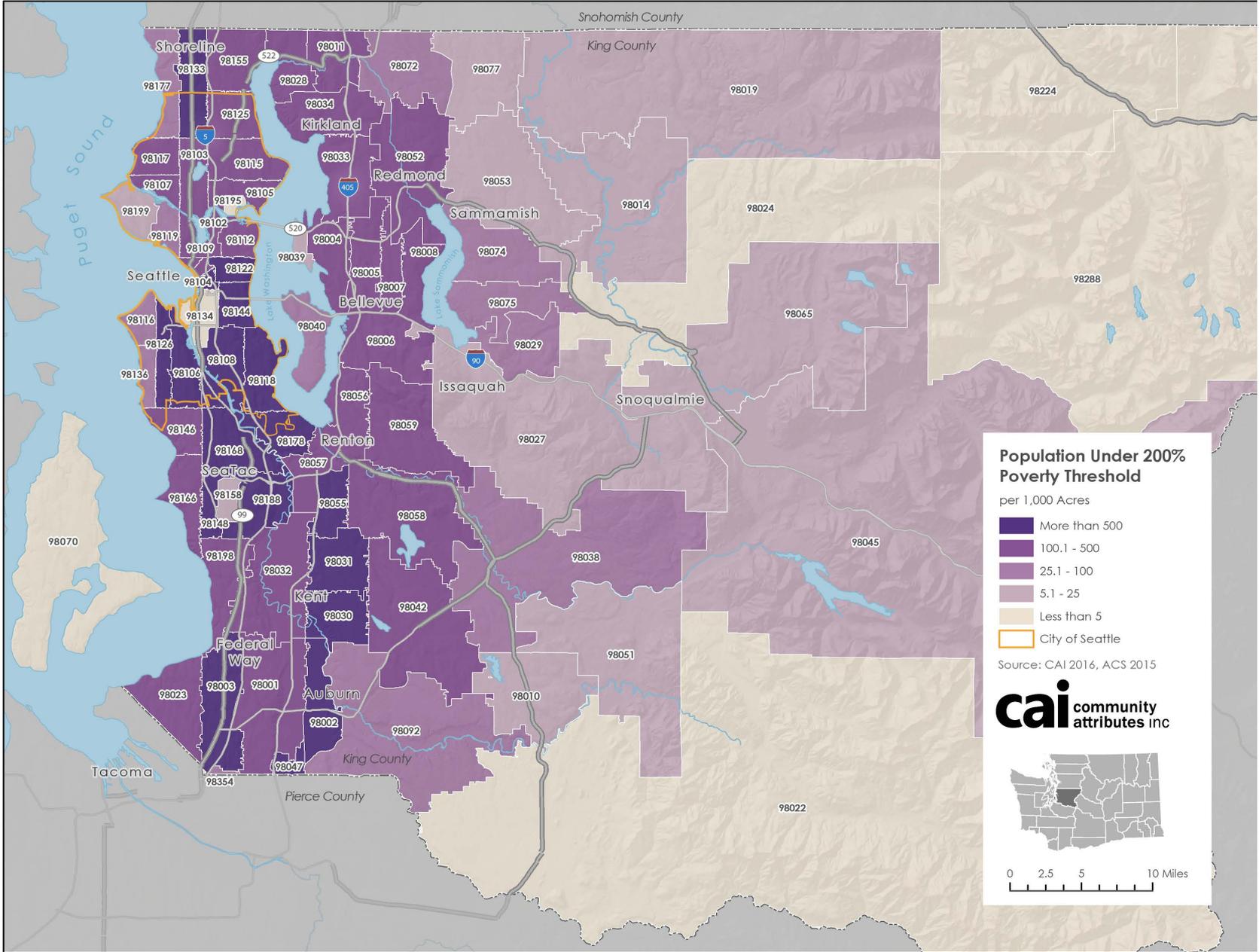
Seattle, 2010-2014



Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 10. DENSITY OF POPULATION UNDER 200% OF THE FEDERAL POVERTY LINE BY ZIP CODE

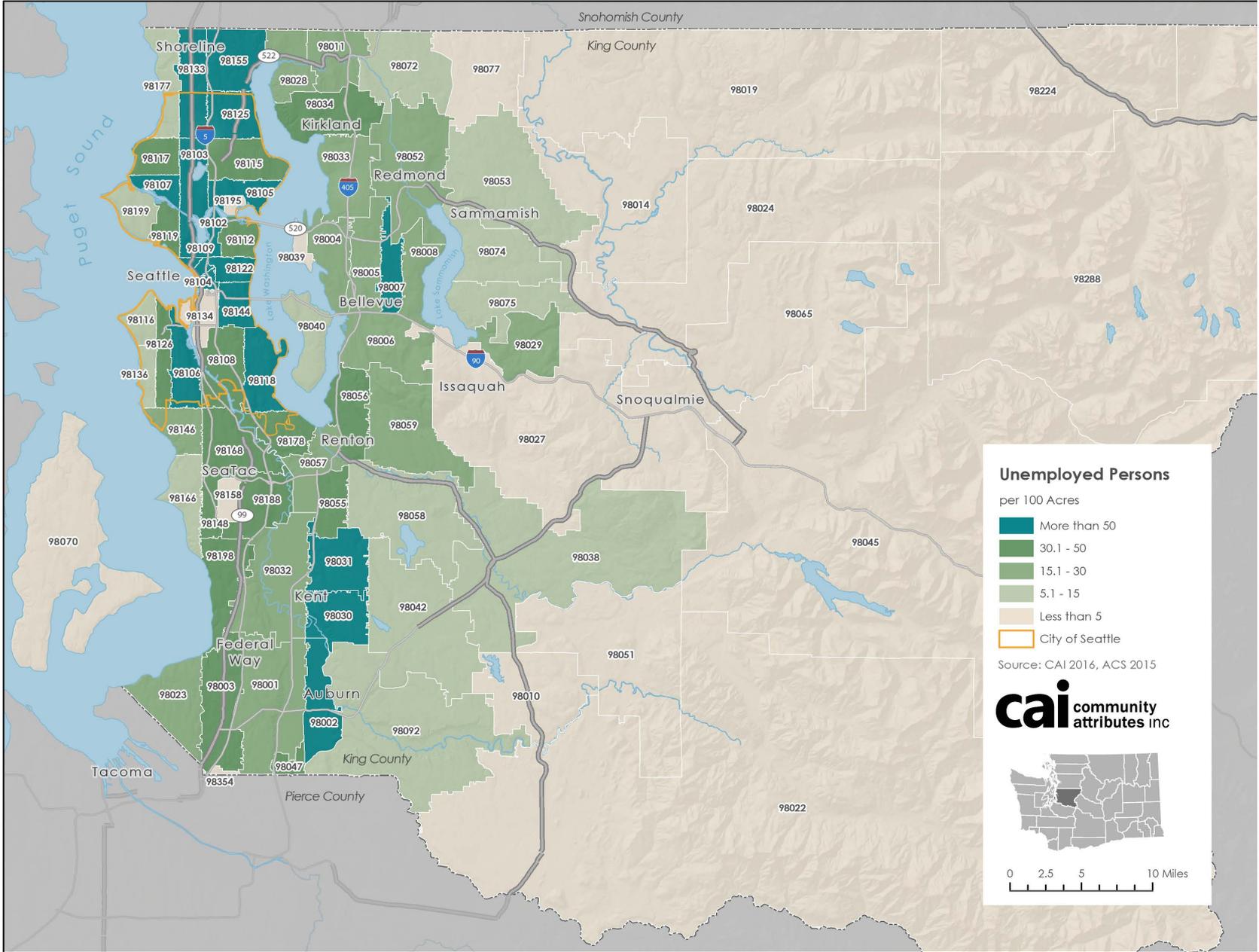
Seattle, 2010-2014



Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 11. DENSITY OF UNEMPLOYED PERSONS BY ZIP CODE

King County, 2010-2014

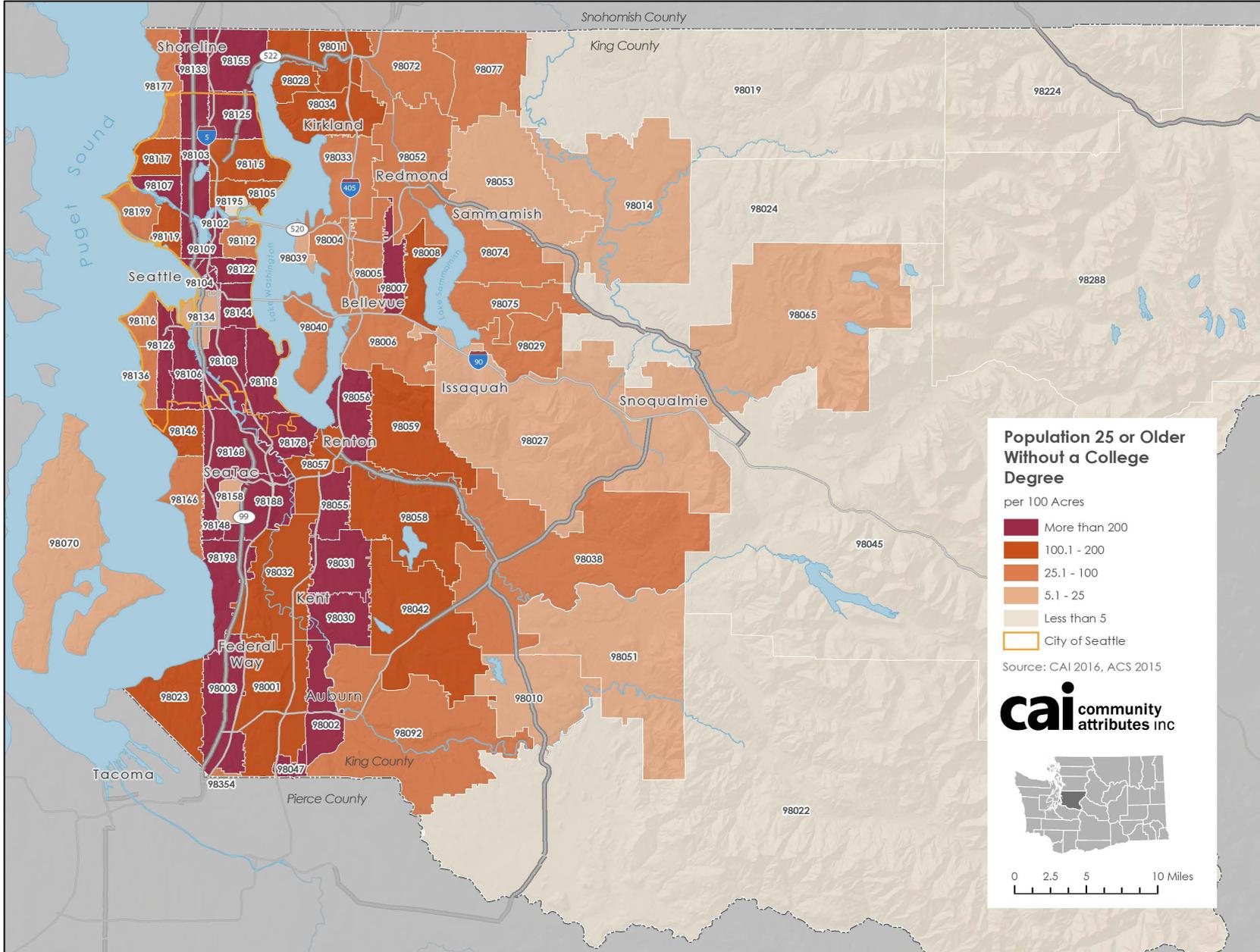


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 12. DENSITY OF POPULATION WITHOUT A COLLEGE DEGREE BY ZIP CODE



King County, 2010-2014



Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

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SEATTLE CONSTRUCTION WORKER DEMOGRAPHICS

In 2014, female construction workers inside Seattle were concentrated in several areas throughout the city:

- > Wedgwood (98115) and Green Lake (98103) in the north part of Seattle
- > In the central part of the city, West Queen Anne (98119), Central District (98122), Madison Park (98112), and the Industrial District (98134).
- > In the south part of the City, the Rainier Valley (98118) and South Beacon Hill (98108) neighborhoods.

In 2014, Seattle's people of color in construction occupations were more heavily concentrated in the White Center (98146), Delridge (98106), Central District (98122), Mount Baker (98144), Rainier Valley (98118), and Rainier Beach (98178) neighborhoods.

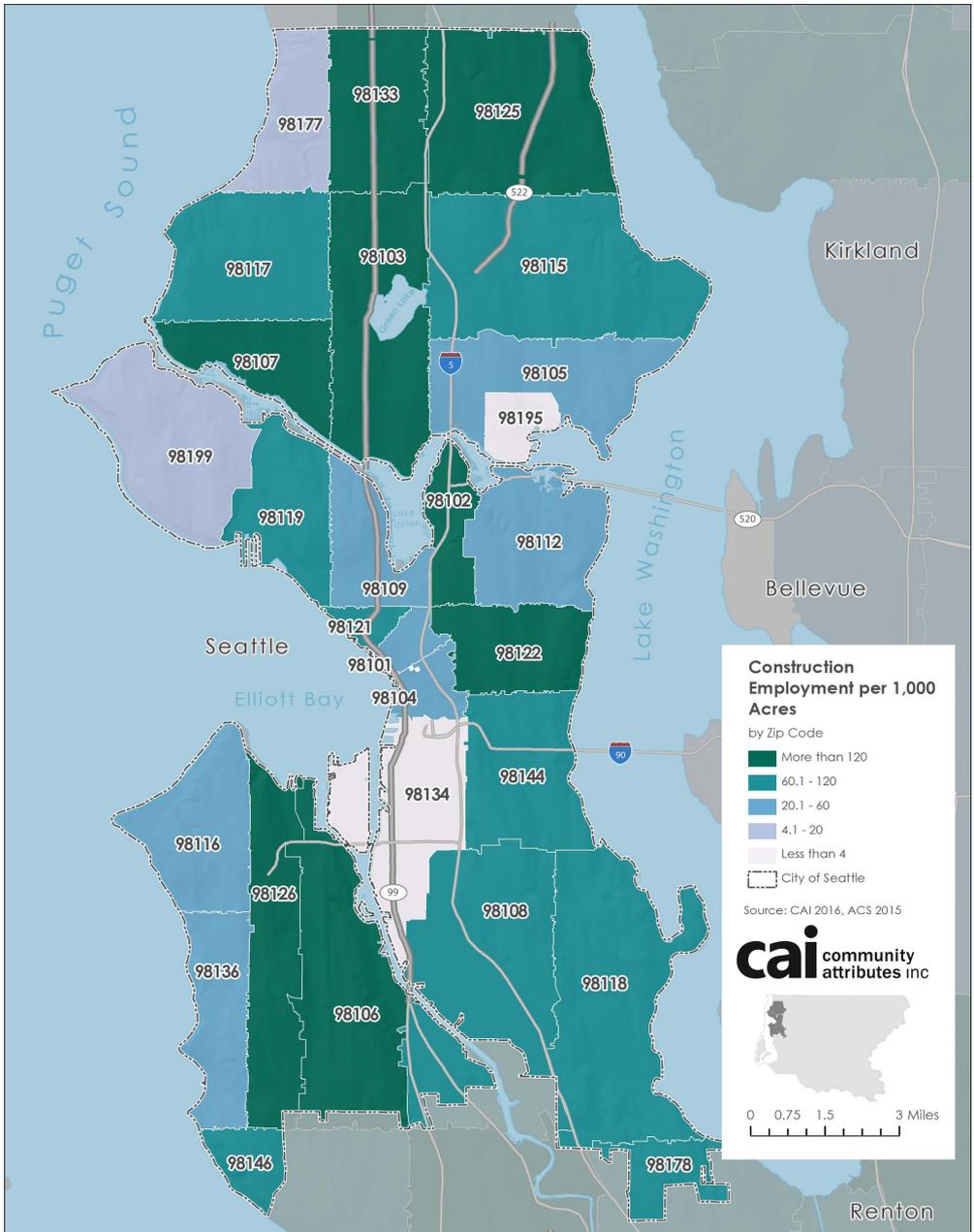
KING COUNTY CONSTRUCTION WORKER DEMOGRAPHICS

In 2014, female construction workers in King County outside the Seattle were concentrated in Federal Way, Renton, and Kirkland. However, the largest concentrations of female construction workers in King County were in Seattle.

In 2014, King County's people of color in construction occupations were primarily concentrated in SeaTac as well as Seattle itself. Kent, Auburn, Renton, and Bellevue also high concentrations of construction workers of color in 2014.

EXHIBIT 13. CONSTRUCTION WORKERS PER ACRE BY ZIP CODE

Seattle, 2010-2014

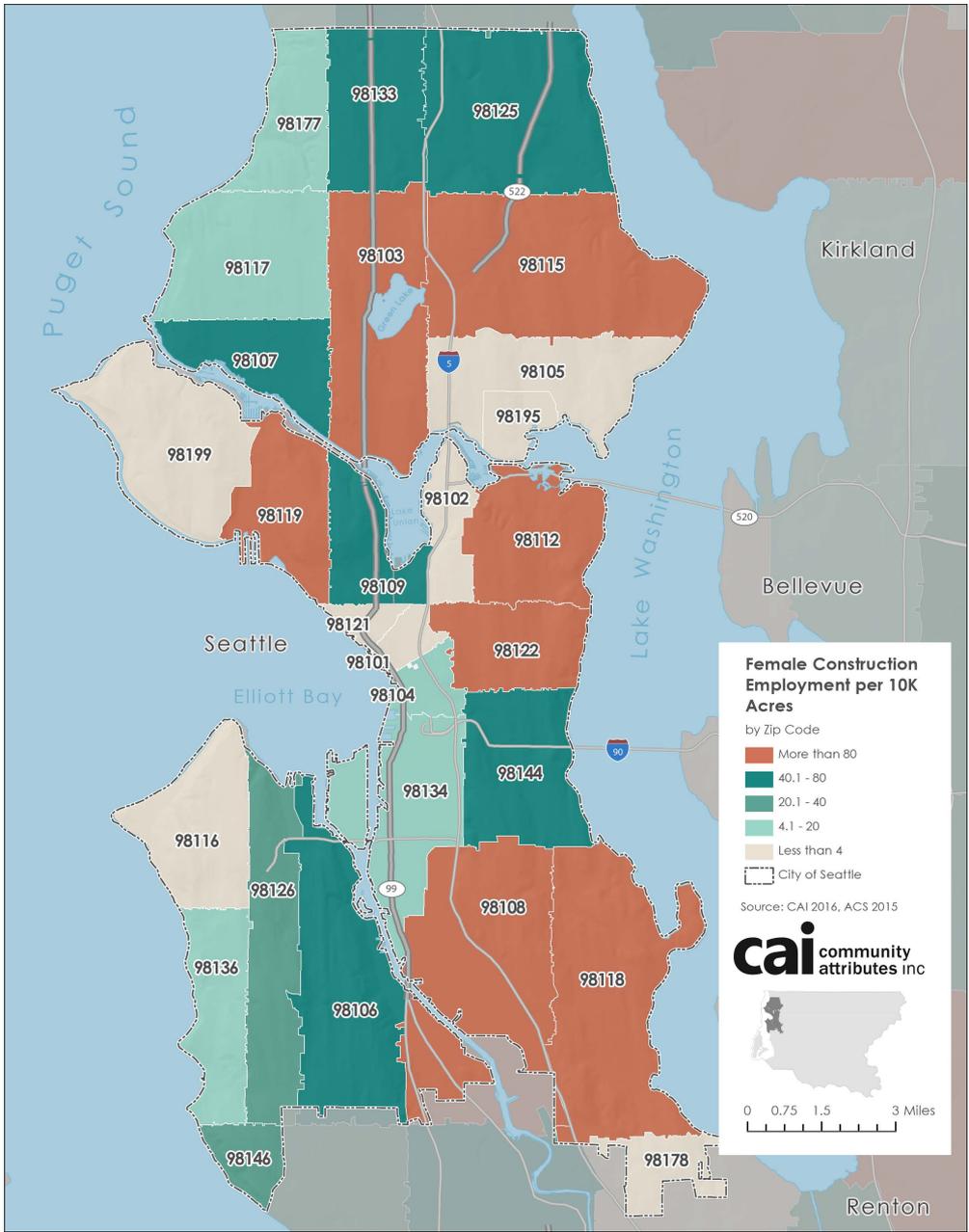


- > Within Seattle, construction workers were not heavily centralized in 2014, consistent with demographic data in recent years.
- > ZIP Codes with high construction worker density can largely be found in areas that are highly residential. In the central part of Seattle, areas with high densities of construction workers can be found in Central District (98122) and Capitol Hill/Eastlake (98102).
- > Two ZIP Codes in West Seattle also have high densities of construction workers: Delridge (98106) and Delridge/High Point (98126).
- > North of Lake Union, four ZIP Codes had high densities of construction workers: Ballard (98107), Green Lake (98103), Bitter Lake/NW Seattle (98133), and Lake City/Northgate (98125).

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 14. FEMALE CONSTRUCTION WORKERS PER ACRE BY ZIP CODE

Seattle, 2010-2014



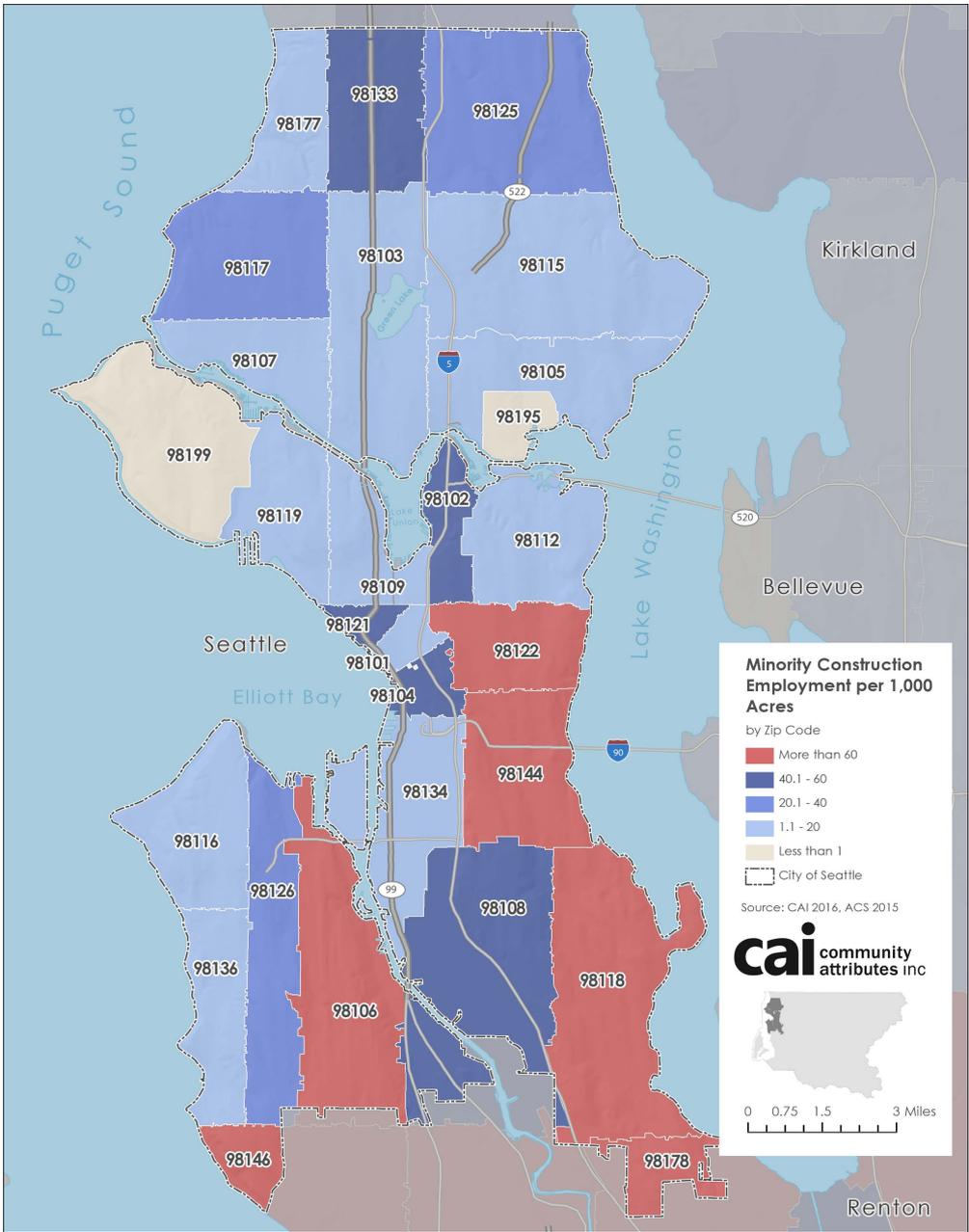
- > Wedgwood (98115) and Green Lake (98103) had high concentrations of female construction workers in 2014.
- > In the central part of the city, Seattle’s female construction workers were more concentrated in West Queen Anne (98119), Central District (98122), and Madison Park (98112).
- > In the south part of the City, large concentrations of female construction workers were located in the Rainier Valley (98118) and South Beacon Hill (98108) neighborhoods.

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 15. PEOPLE OF COLOR IN CONSTRUCTION OCCUPATIONS PER ACRE BY ZIP CODE



Seattle, 2010-2014

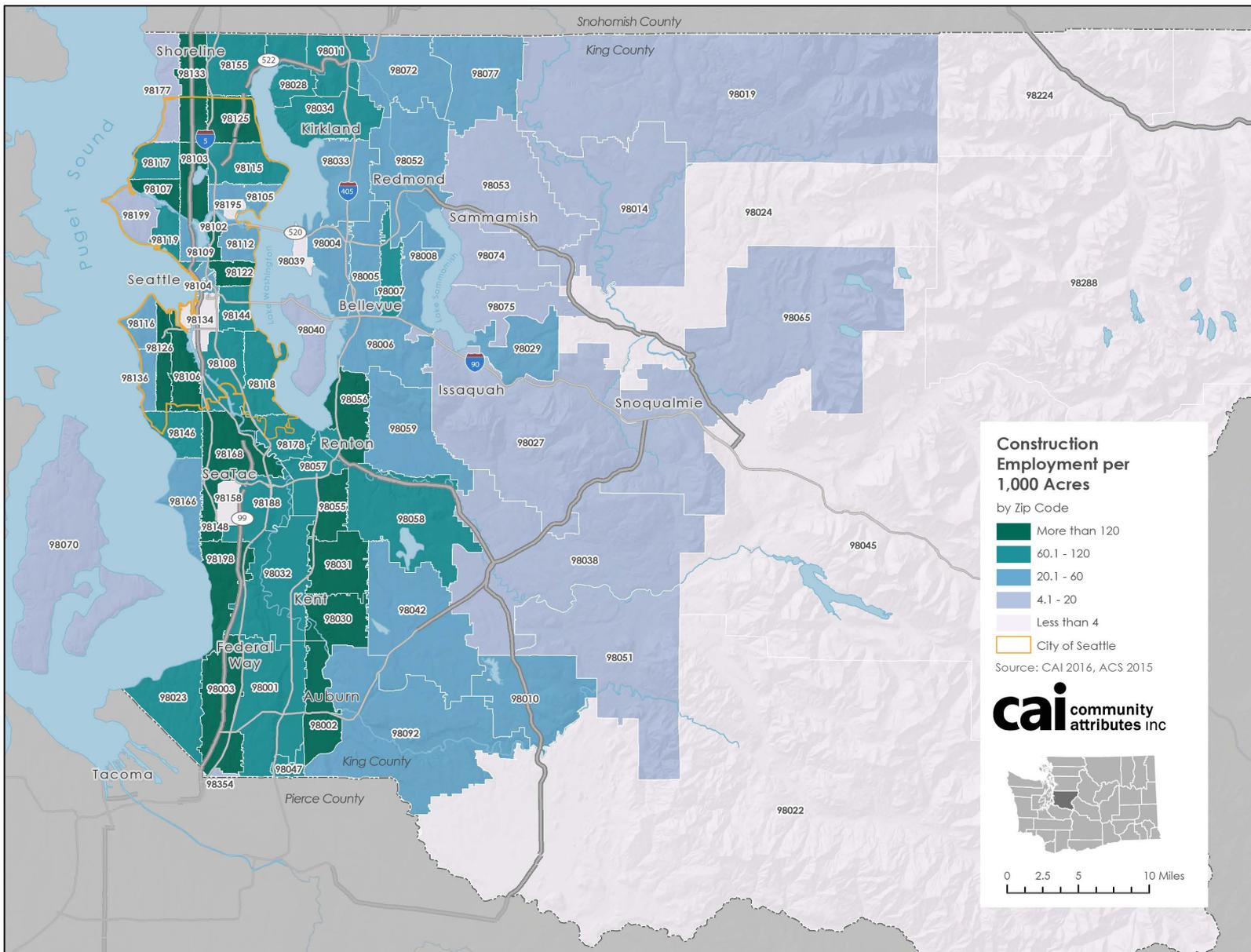


- > In 2014, Seattle’s people of color in construction occupations were more heavily concentrated in the White Center (98146), Delridge (98106), Central District (98122), North Beacon Hill (98144), Rainier Valley/Rainier Beach (98118), and Rainier Beach/Skyway (98178) neighborhoods.
- > People of color includes all non-white, non-Hispanic people.

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 16. CONSTRUCTION WORKERS PER 1,000 ACRES BY ZIP CODE

King County, 2010-2014



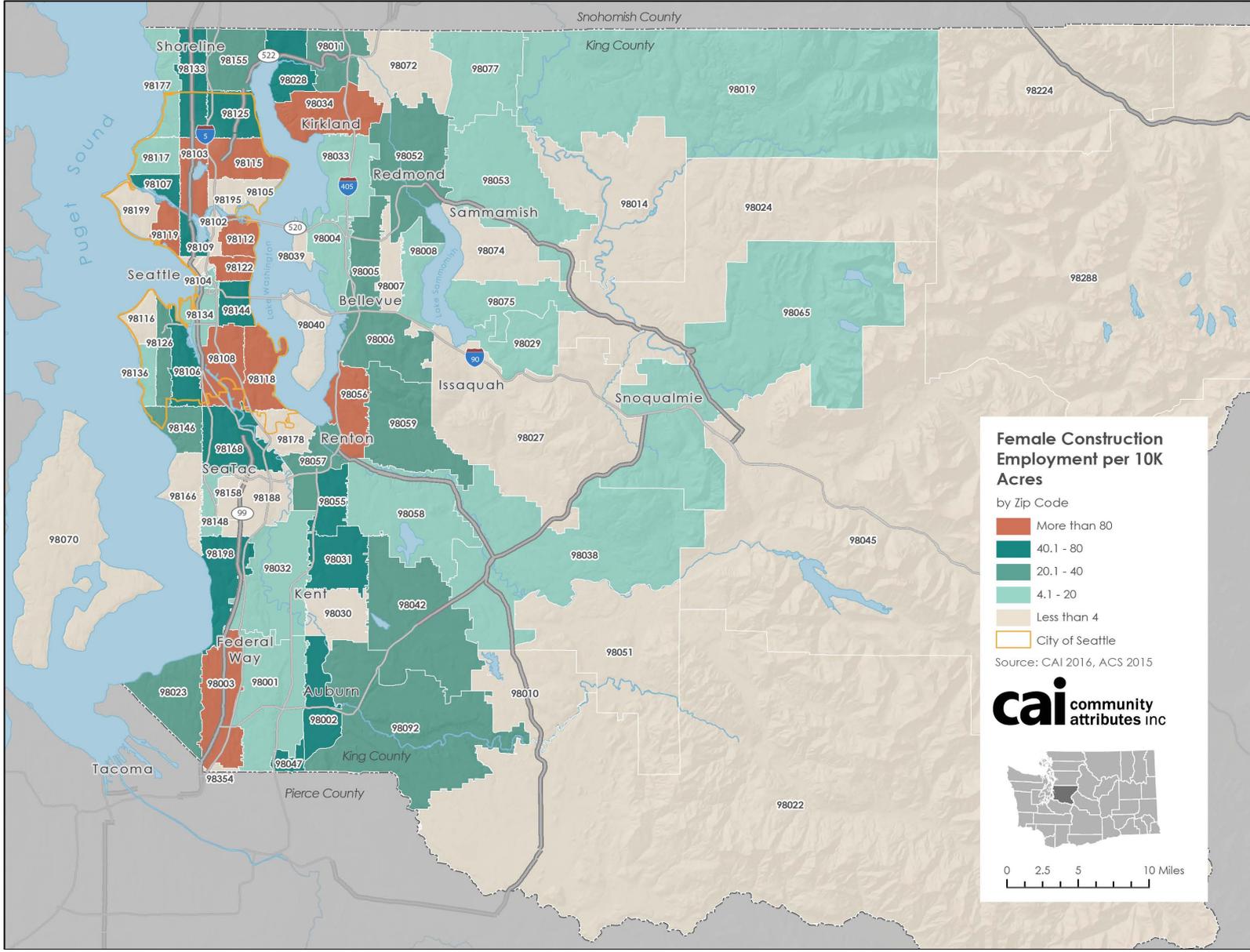
In 2014, high concentrations of construction workers could be found outside Seattle in SeaTac (98168 and 98148), Federal Way (98198 and 98003), Kent (98031 and 98030), Renton (98056 and 98055), and Auburn (98002). These areas are also significant population centers.

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 17. FEMALE CONSTRUCTION WORKERS PER 10K ACRES BY ZIP CODE



King County, 2010-2014



In 2014, King County's female construction workers were significantly concentrated in Federal Way (98003), Renton (98056), and Kirkland (98034).

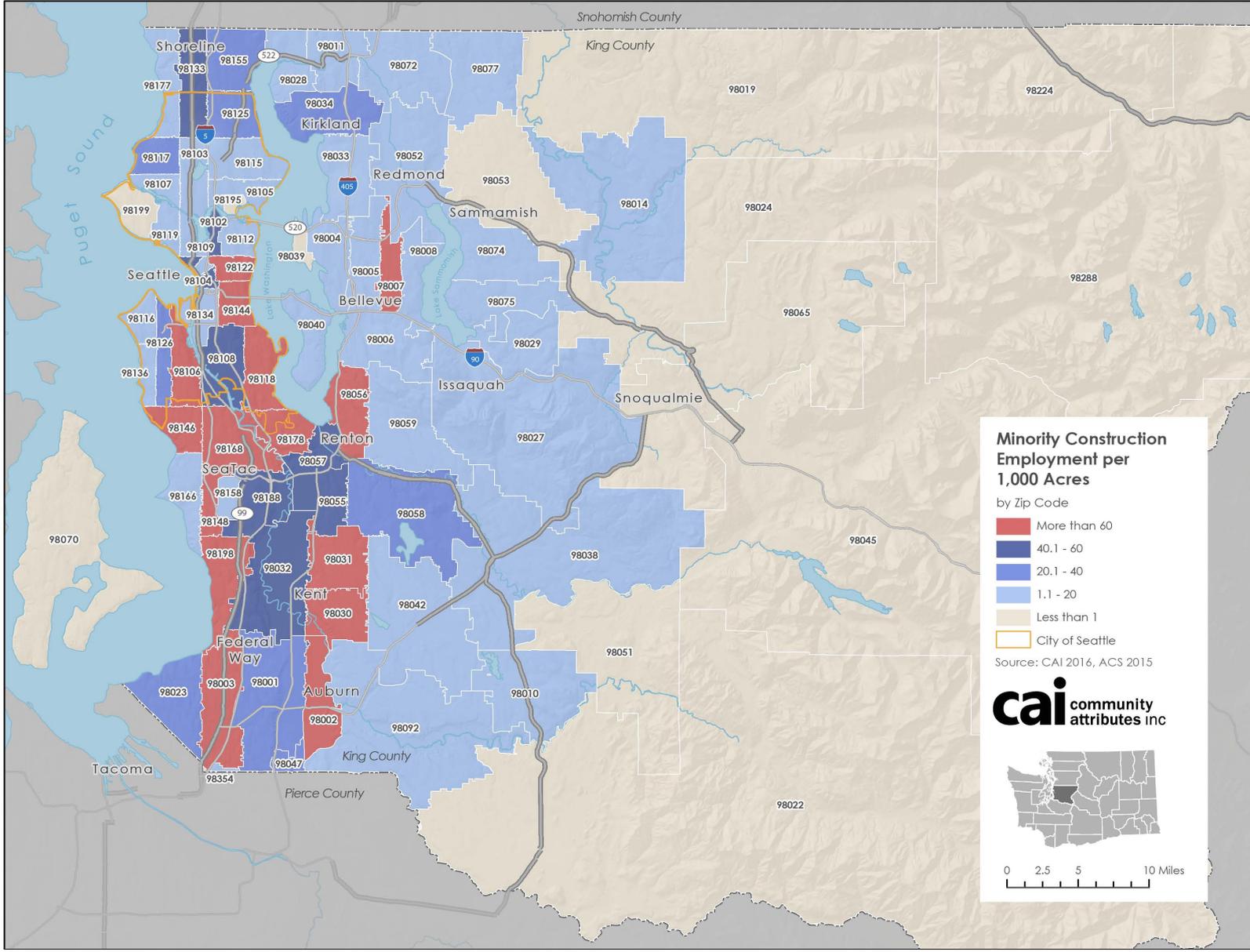
The concentration of female construction workers was much lower in the county's rural ZIP Codes in 2014.

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 18. PEOPLE OF COLOR IN CONSTRUCTION OCCUPATIONS PER 1,000 ACRES BY ZIP CODE



King County, 2010-2014



In 2014, King County's people of color in construction occupations were especially concentrated in SeaTac. Several of these ZIP Codes cross over between Seattle and SeaTac (98146, 98168, and 98178), forming a largely contiguous block of high levels of people of color in construction occupations from Federal Way (98003 and 98198) to the central area of Seattle.

Kent (98031 and 98030), Auburn (98002), Renton (98056), and Bellevue (98007) also had ZIP Codes with high concentrations in 2014.

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

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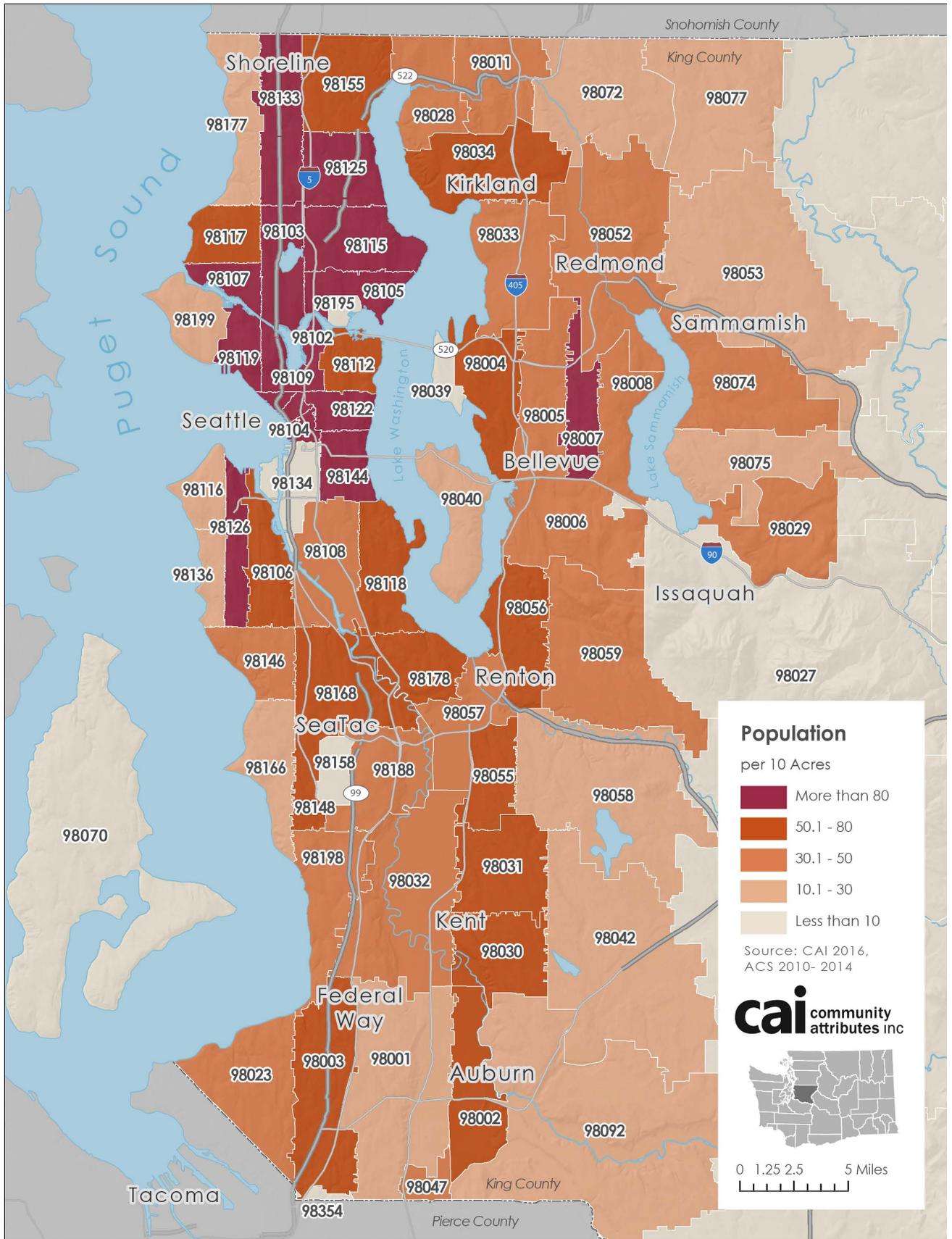
- Seattle
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4 REGIONAL DEMOGRAPHICS

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EXHIBIT 19. POPULATION PER 10 ACRES BY ZIP CODE

King County, 2010-2014

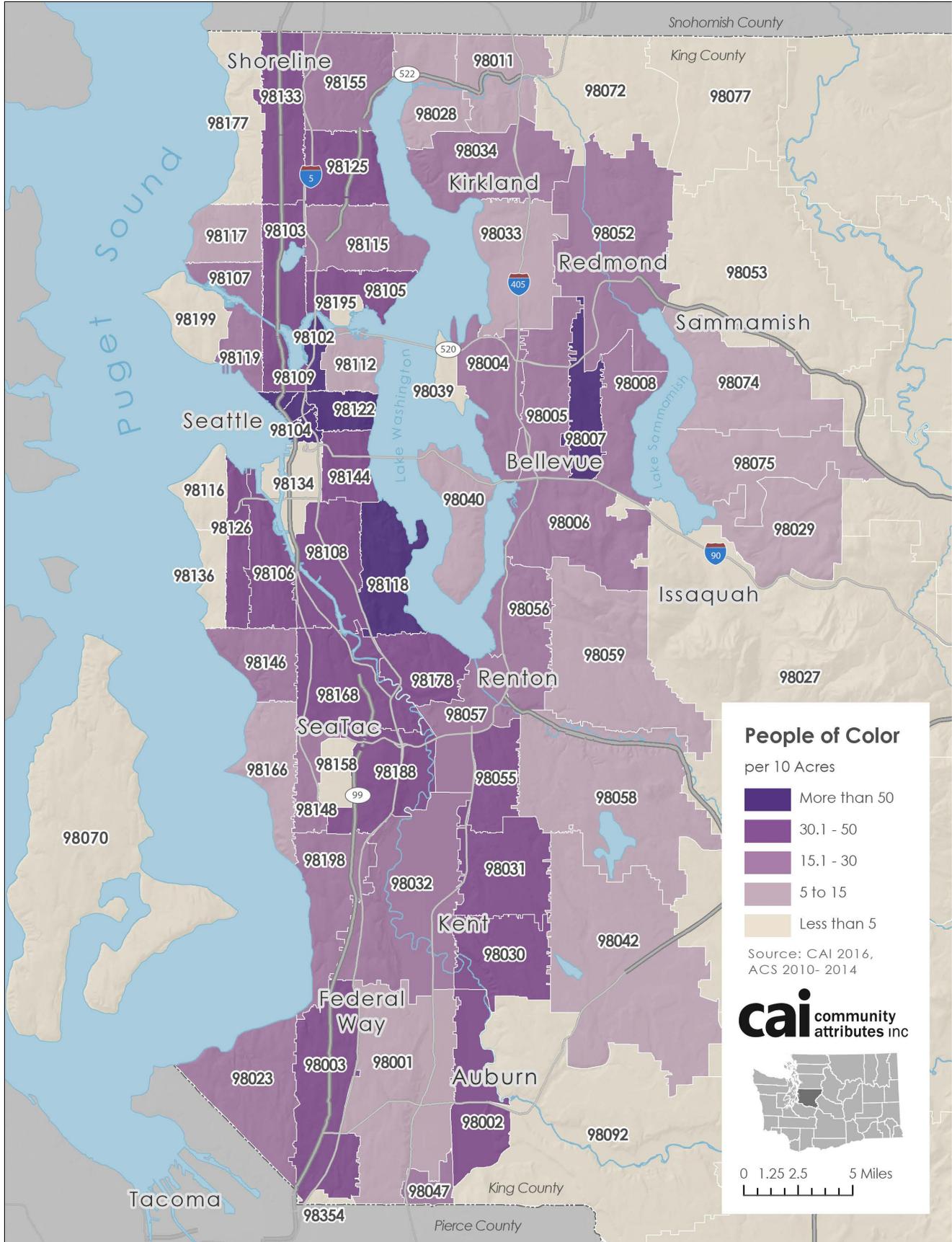


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 20. PEOPLE OF COLOR PER 10 ACRES BY ZIP CODE



King County, 2010-2014

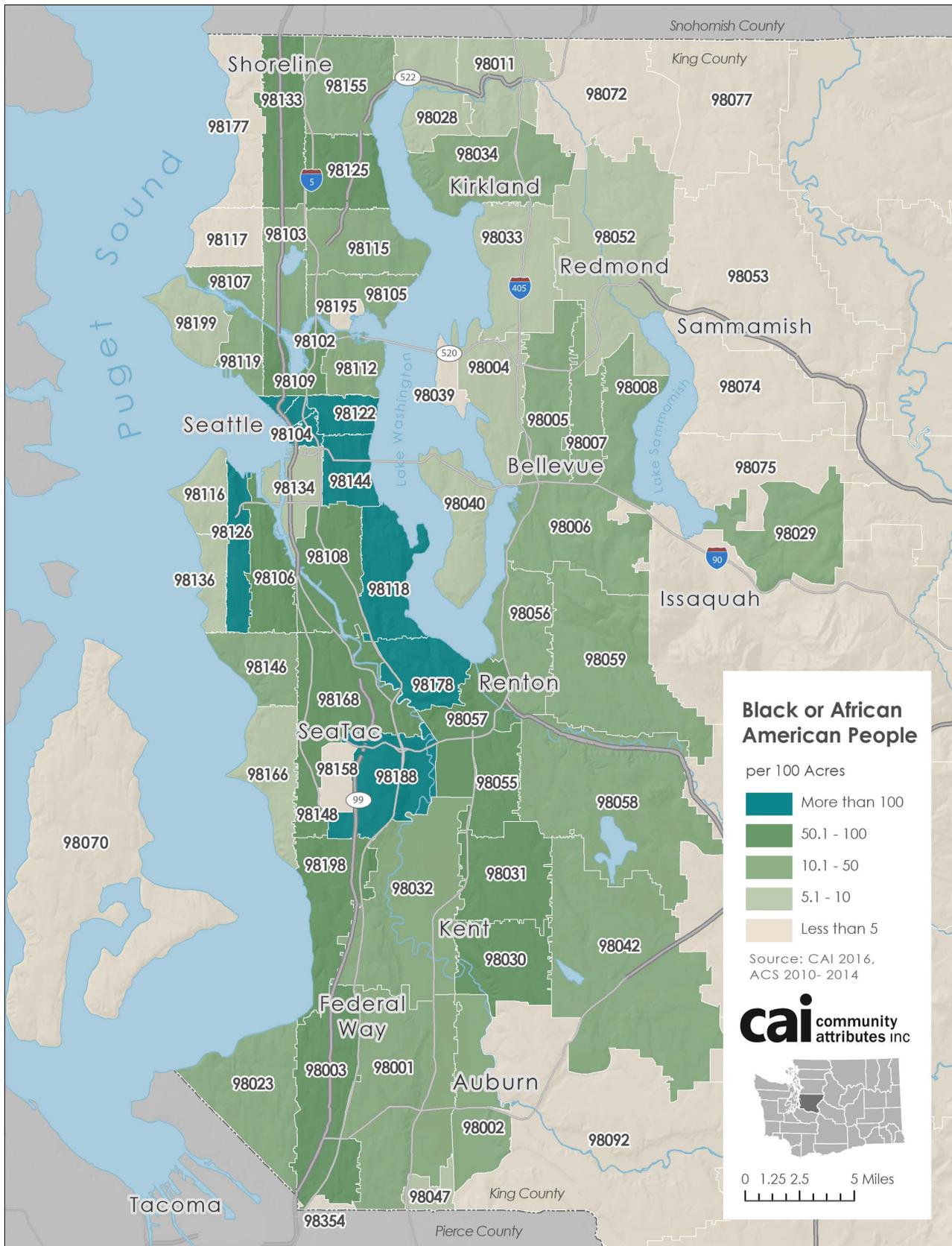


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 21. BLACK OR AFRICAN AMERICAN PEOPLE PER 100 ACRES BY ZIP CODE



King County, 2010-2014

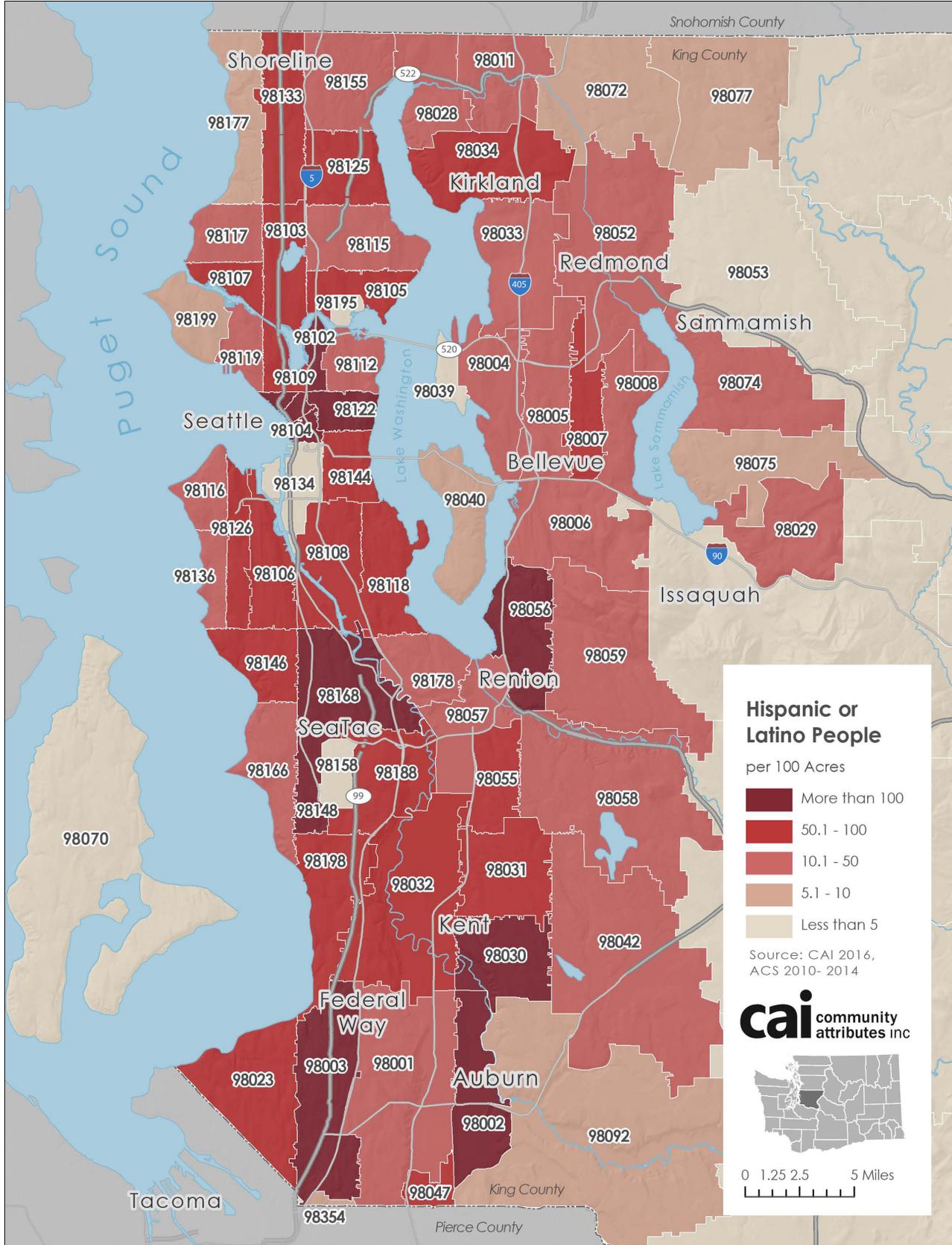


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 22. HISPANIC OR LATINO PEOPLE PER 100 ACRES BY ZIP CODE



King County, 2010-2014

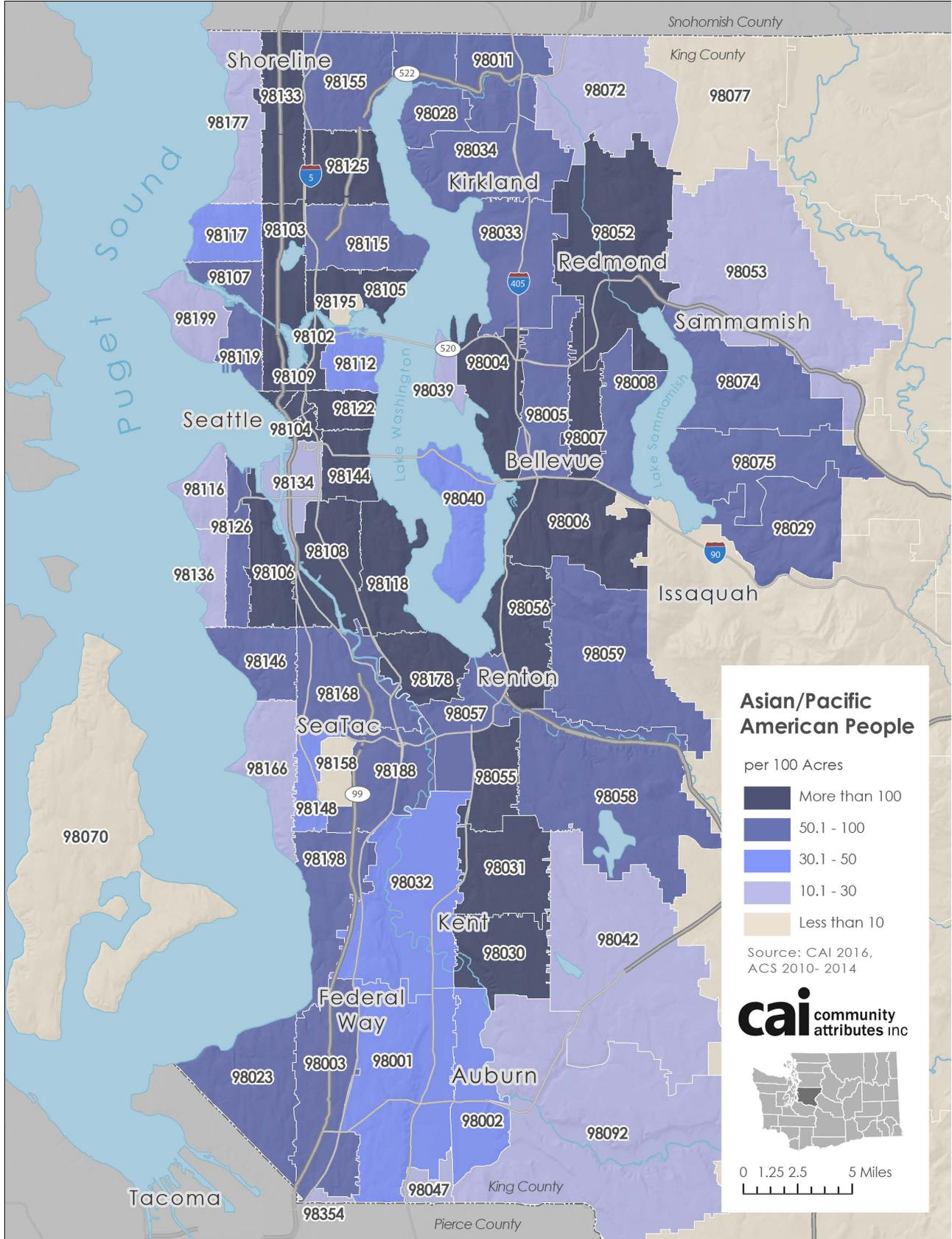


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 23. ASIAN OR PACIFIC/AMERICAN PEOPLE PER 100 ACRES BY ZIP CODE



King County, 2010-2014

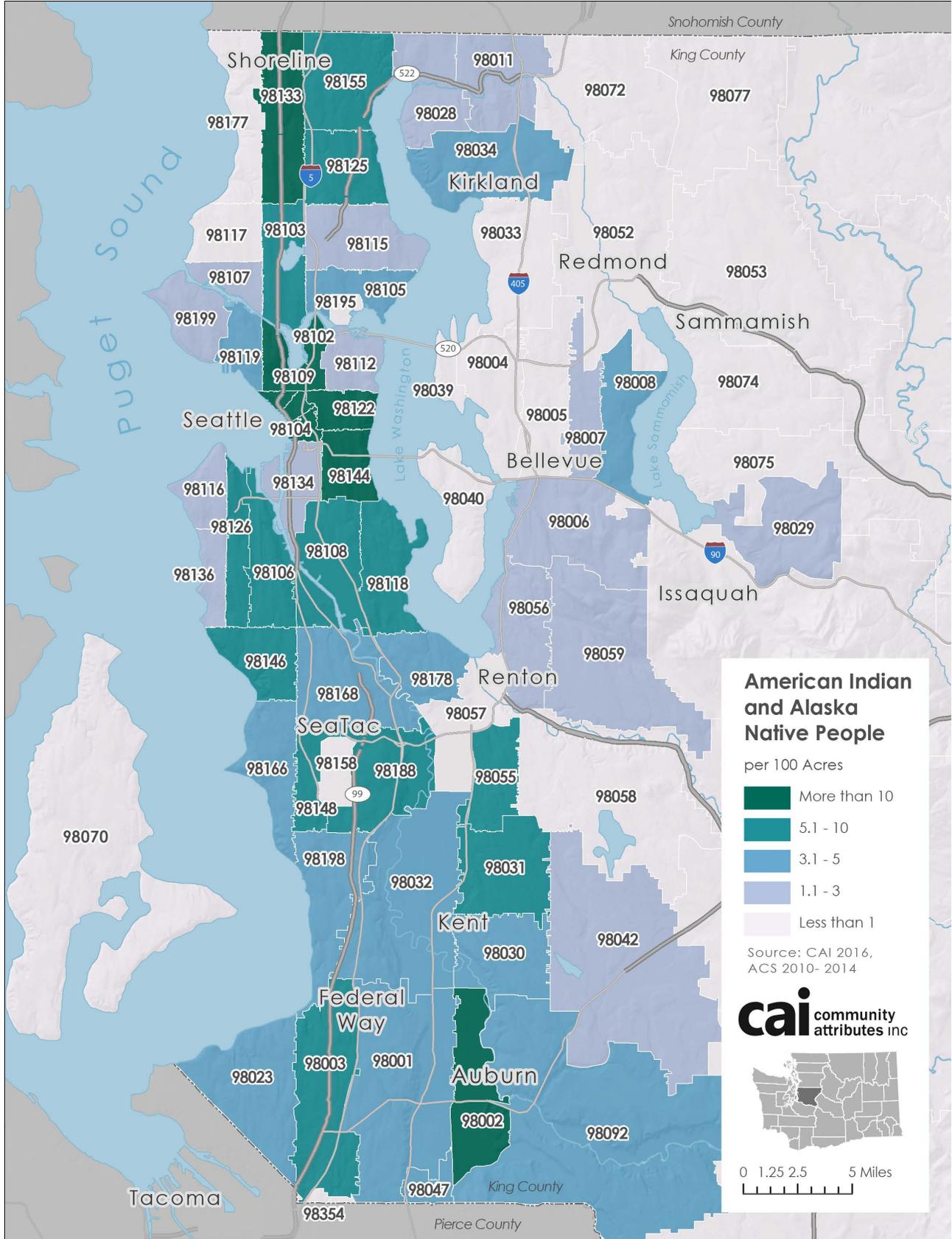


Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 24. AMERICAN INDIAN AND ALASKAN NATIVE PEOPLE PER 100 ACRES BY ZIP CODE



King County, 2010-2014



Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

APPENDIX

1 METHODOLOGY

AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

This analysis leverages the Census Bureau's American Community Survey 5-year estimates for 2014. This data is based on a rolling survey from 2010 through 2014. As of the time this report was written, the Census Bureau's 5-year estimates for 2015 were not yet made available.

CENSUS TRACTS AND ZIP CODES

The United States Census Bureau reports valuable data at the census tract level. Census Tracts are small statistical subdivisions of counties. They usually follow visible and identifiable geographic boundaries, such as bodies of water, and typically cover populations of 1,200 to 8,000 people.

These tracts often span multiple ZIP codes. For the purposes of this analysis, data by Census Tracts are summed into the relevant ZIP codes according to the share of each Census Tract that overlaps each relevant ZIP code.

- > For example, if 80% of the area of a Census Tract is in one ZIP code and 20% is in another, 80% of the Census Tract's population is attributed to the first ZIP code and 20% to the second.

CONSTRUCTION OCCUPATIONS

For the purpose of this analysis, construction occupations do not include management positions at construction companies.

Source: U.S. Census Bureau, 2016.

PRIORITY ZIP CODE CRITERIA

Priority Hire ZIP Codes in King County are ZIP codes that are above the benchmark percentile in two of the following three criteria:

1. High concentrations of people living under 200% of the federal poverty line in terms of persons per acre (69th percentile)
2. High concentrations of unemployed people in terms of persons per acre (45th percentile)
3. High concentrations of people 25 years or older without a college degree in terms of persons per acre (75th percentile)

The relevant percentile for each metric was calculated from all non-PO box ZIP codes in King County, including those in Seattle. Because there were no clear breaks in the three metrics, these benchmarks were developed in collaboration with the City of Seattle with the following goals in mind:

1. Rank the density of persons under 200% of the poverty line to inform the cutoffs for the other two metrics
2. Ensure that similar or greater shares of potential workers are included in Tier I and Tier II ZIP codes between the 2013 analysis and the current analysis

Exhibits **A-1**, **A-2**, and **A-3** are histograms of each metric by ZIP code. The benchmark percentile is marked for each metric.

EXHIBIT A-3. PERSONS UNDER 200% OF THE POVERTY LINE PER ACRE

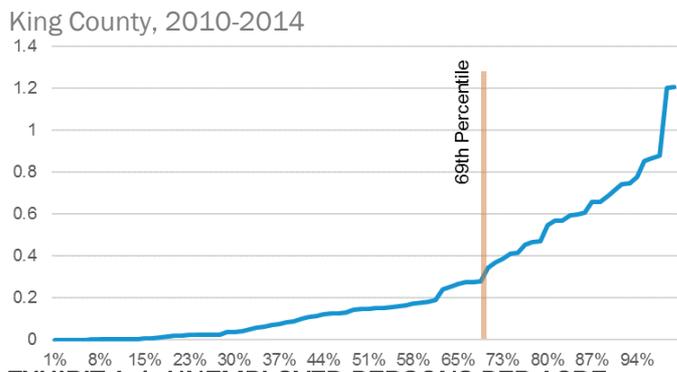


EXHIBIT A-1. UNEMPLOYED PERSONS PER ACRE

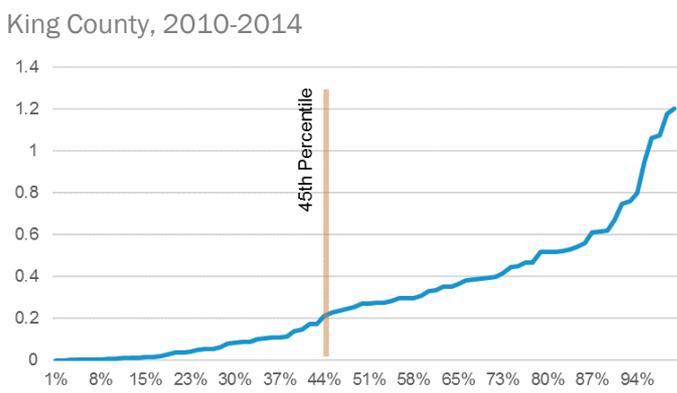
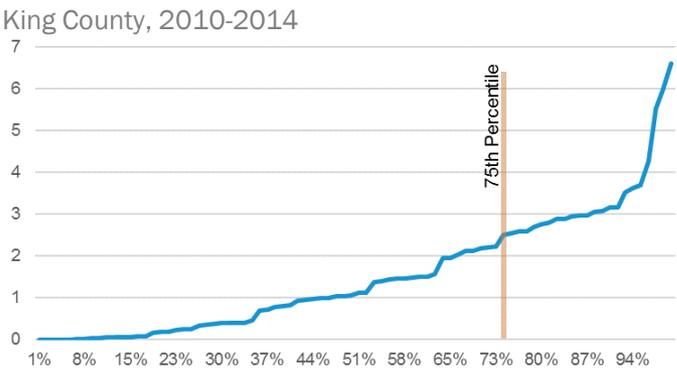


EXHIBIT A-2. PERSONS AGE 25 OR OLDER WITH LESS THAN A COLLEGE DEGREE PER ACRE



Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.