



2025 Annual Report



Positioning the Cincinnati Region as Proven Ground

When REDI launched its new three-year strategic plan in January 2025, focus and alignment were at the core. In an increasingly competitive economic development landscape, we knew success would require more than activity and numbers—it would require clarity of purpose, stronger coordination and a unified regional story that supports business success. **This plan delivered that clarity by sharpening our priorities, refining our business development approach and strengthening partnerships around a singular goal: bringing the right partners together to drive long-term economic growth in the Cincinnati region.**

Year one was designed to build the foundation for sustained performance by strengthening capabilities, partnerships and market awareness. While our job creation and capital investment numbers were below traditional targets—reflecting national trends shaped by economic uncertainty and trade-related impacts—we saw momentum in the second half of the year, including increased foreign direct investment interest and a more coordinated regional response to opportunities in our target sectors.

In 2025, we strengthened how we tell the region’s story and generate demand. We reshaped and launched a national and international digital marketing and advertising campaign late in the second quarter to accelerate awareness and lead generation. In six months, the campaign delivered nearly eight million impressions, generated 41,500 website sessions and produced quality leads that expanded the top of our funnel.

We also improved how we execute with input from key stakeholders. The formation of our Business Development and Economic Collaboration & Innovation committees, along with the Tri-State Innovation & Growth Forum (TGIF), has strengthened how we operate across the region. One clear example is the Business Development Committee’s work to reshape how we respond to requests for proposals, increasing alignment, speed and competitiveness. This kind of collaboration is not incremental—it is transformational, and it positions us to convert increased awareness and interest into high-quality projects.

In 2026, year two of our strategic plan, we will build on this foundation by converting awareness into engagement through our digital campaign, engagement into projects through our business development activity and projects into jobs and investment. We are positioned to compete more effectively for the opportunities ahead as companies reevaluate supply chains, international markets and long-term growth strategies.

This annual report highlights the progress you—our investors and partners—helped make possible in 2025, thank you. **We invite you to review our results, stay connected to our work and join us as we continue building momentum for the Cincinnati region.**



Kimm Lauterbach

Kimm Lauterbach
PRESIDENT & CEO
REDI Cincinnati



Amy Spiller

Amy Spiller
EXECUTIVE COMMITTEE CHAIR
REDI Cincinnati, 2024-2025

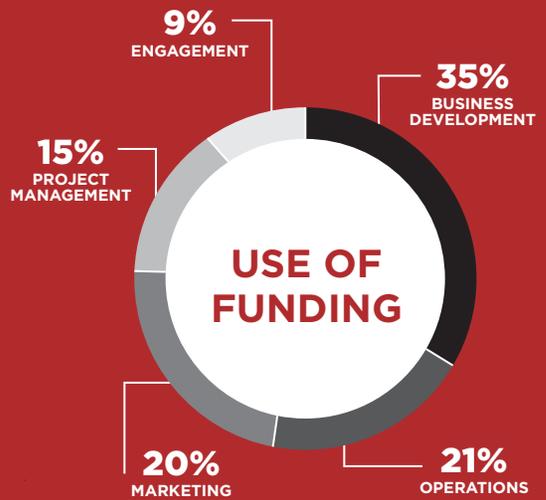
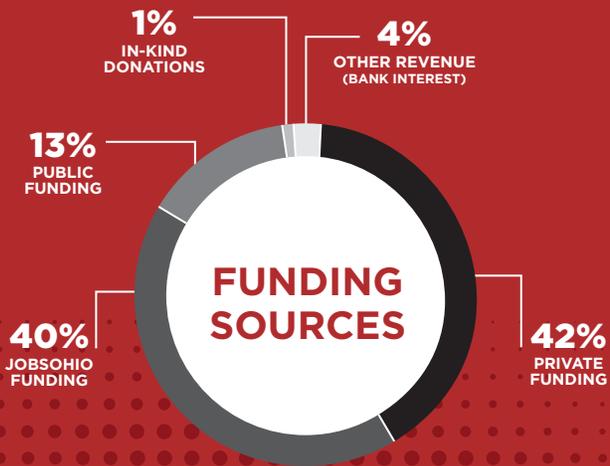


Dr. Evie Alessandrini

Dr. Evie Alessandrini
EXECUTIVE COMMITTEE CHAIR
REDI Cincinnati, 2026-2027

REDI Cincinnati Funding

TOTAL 2025 BUDGET: \$6.3M



2025 Metrics

SOUTHWEST OHIO ONLY

34	2,280	\$155.5M	
PROJECT WINS	NEW JOBS	NEW PAYROLL	
\$357.5M	2,833	304	5
CAPITAL INVESTMENT	RETAINED JOBS	RETENTION & EXPANSION VISITS	FDI WINS 17.6% OF NEW JOBS (402)

REGIONAL

(SOUTHWEST OHIO, NORTHERN KENTUCKY, SOUTHEAST INDIANA)

51	4,234	\$269.3M	
PROJECT WINS	NEW JOBS	NEW PAYROLL	
\$819.7M	485	7	
CAPITAL INVESTMENT	RETENTION & EXPANSION VISITS	FDI WINS 9.7% OF NEW JOBS (412)	

12 YEARS OF REGIONAL ECONOMIC IMPACT

(2014-2025)

827	74,133	\$4.0B	
PROJECT WINS	NEW JOBS	NEW PAYROLL	
\$12.2B	3,491	121	
CAPITAL INVESTMENT	RETENTION & EXPANSION VISITS	FDI WINS 13% OF NEW JOBS (9,665)	

This represents an historic look at submitted regional data.

2025 Project Highlights

Aerospace & Aviation

StandardAero Component Services Inc. - City of Sharonville, OH

Expansion Project

300 New Jobs | 746 Retained Jobs | \$13.8M New Payroll | \$8.0M Capital Investment

StandardAero, a leading independent provider of aerospace engine maintenance, repair and overhaul (MRO) services, is expanding its Sharonville, Ohio, operations to nearly 11 acres. The company's third expansion will add machinists, parts inspectors and bench operators, bringing total employment at the site to more than 1,000.

Chemicals & Advanced Manufacturing

Advanced Interior Solutions Inc. - City of Springboro, OH

Expansion Project

45 New Jobs | 62 Retained Jobs | \$2.2M New Payroll | \$12.5M Capital Investment

Advanced Interior Solutions Inc. (AIS), a manufacturer of thermoformed products and complex assemblies, announced a major expansion of its Springboro, Ohio operations. The expansion reflects growing demand for AIS's products and expertise across the automotive, aerospace, and commercial flooring industries. Founded in 2004, AISI partner company, Advanced Engineering Solutions Inc., also headquartered in Springboro, delivers advanced tooling and equipment, engineering expertise and manufacturing services.

Bay Cities Container Corporation - City of Blue Ash, OH

Attraction Win

10 New Jobs | \$1.8M New Payroll | \$188.8K Capital Investment

Bay Cities is a full-service, employee-owned designer and manufacturer of custom packaging, in-store displays, industrial packaging and e-commerce solutions. Cincinnati's strategic location further strengthens the company's national footprint with proximity to the Eastern Time Zone, enhancing its ability to service clients across the U.S. efficiently, allowing for rapid turnarounds and tailored solutions.

Great Day Improvements LLC - City of Sharonville, OH

Expansion Project

583 New Jobs | 332 Retained Jobs | \$30.3M New Payroll

A leading direct-to-consumer provider and manufacturer of premium home improvement products, Great Day Improvements will expand in southwest Ohio, nearly doubling its workforce. The expansion will bolster Great Day Improvements' manufacturing capacity to meet sales growth and rising customer demand while providing an ideal location to distribute its products nationwide.

Jabil - Boone County, KY

Expansion Project with BE NKY Growth Partnership

900 New Jobs | \$46.8M New Payroll | \$105.0M Capital Investment

Jabil, a manufacturing solutions provider delivering comprehensive design, manufacturing, supply chain and product management services across a wide array of industries, including automotive, transportation, defense, aerospace and more, announced plans for an expansion at its location in Boone County, KY. The company employs more than 140,000 people in 25 countries across the globe.

Salvagnini America Inc. - City of Hamilton, OH

Expansion Project

28 New Jobs | 118 Retained Jobs | \$2.7M New Payroll | \$6.0M Capital Investment

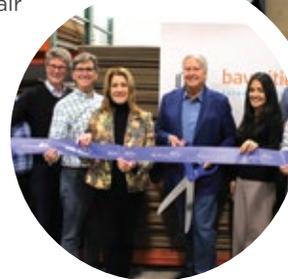
Salvagnini America's North American headquarters in Hamilton, Ohio, for nearly 40 years, expanded operations. A division of Italy-based Salvagnini Group designs, the company builds, sells and services flexible machines and systems for sheet metal processing. The investment positions the company to accelerate innovation, strengthen partnerships and better support customers.

SencorpWhite Inc. - City of Hamilton, OH

Attraction Win (from Massachusetts)

230 New Jobs | \$20.7M New Payroll | \$16.0M Capital Investment

SencorpWhite, a leading provider of end-to-end automated storage solutions for the medical, retail and manufacturing industries, selected Hamilton, Ohio, as its new U.S. headquarters. The region's central location was a key factor in SencorpWhite's site selection, offering reduced shipping times, lower transportation costs and improved supply chain responsiveness. The company also pointed to Ohio's strong manufacturing base and deep engineering talent, particularly in automation, machinery and industrial technologies.



TOP: Kimm Lauterbach and Kevin Donnelly attending the 2025 Farnborough International Airshow.

BOTTOM: Bay Cities Container Corporation's ribbon cutting at their Blue Ash facility.

Chemicals & Advanced Manufacturing (continued)

VILPE USA LLC - City of Mason, OH

Foreign Direct Investment Win (Finland)

30 New Jobs | \$2.8M New Payroll | \$16.0M Capital Investment

Headquartered in Korsholm, Finland, manufacturing smart roofing, HVAC and monitoring products for the commercial property market, VILPE selected Mason, Ohio, for its first expansion into the U.S. Phase one will include corporate functions and technology development; the second phase will expand into a 100,000-square-foot-facility.



Oats Overnight Inc. ribbon cutting at the company's new facility.

Food, Flavoring & Beverage

Magnificent Morsels Catering LLC - City of Cincinnati, OH

JobsOhio Small Business Grant Project

3 New Jobs | \$66.2K New Payroll | \$38.7K Capital Investment

Magnificent Morsels Catering provides meals and catering services to major employers and organizations across the Cincinnati region. The company has expanded its operations to include producing, packaging, and selling a proprietary spice blend in the retail market.

Oats Overnight Inc. - West Chester Township, OH

Expansion Project

180 New Jobs | 179 Retained Jobs | \$9.4M New Payroll | \$9.2M Capital Investment

Cincinnati's central location within a day's drive of 60% of the U.S. population makes it a strong logistical hub, providing efficient access to important markets and reducing shipping times and costs, which were key reasons for the company's second expansion. The region's diverse and skilled workforce, particularly in manufacturing and logistics, ensures a strong pipeline of qualified employees for Oats Overnight's new 310,000-square-foot facility. In 2023, the company relocated its retail bottling line to Cincinnati.

Whitewater Processing (Kopp's Turkeys) - Dearborn County, IN

Expansion Project with One Dearborn

130 New Jobs | New Payroll \$7.5M | \$28.5M Capital Investment

Whitewater Processing (Kopp's Turkeys) is the latest food processing manufacturer to locate in Dearborn County, IN. Outgrowing its existing facility in Harrison Township, Ohio, the company broke ground in August 2025 on a new 85,000-square-foot food processing facility.

Life Sciences

Cencora - City of Harrison, OH

Expansion Project

140 New Jobs | \$14.0M New Payroll | \$106.0M Capital Investment

Cencora, formerly AmerisourceBergen Corp., plans to open a second national distribution center, which is expected to be fully operational by spring 2027. The 530,000-square-foot facility will significantly increase Cencora's storage capacity and throughput, enhancing its ability to meet growing customer demand. The facility will feature advanced automation technology, including robotic handling systems, artificial intelligence and autonomous mobile robots, increasing the efficiency and reliability of supply chain processes.

LetsGetChecked Inc. - City of Fairfield, OH

Foreign Direct Investment Win (Ireland)

74 New Jobs | \$4.6M New Payroll | \$18.8M Capital Investment

Founded in 2015, the company provides user-friendly at-home testing kits for sexual health, wellness, fertility, hormones and vitamin levels, supported by a vertically integrated model that includes manufacturing, logistics, lab analysis, physician support and prescription fulfillment. LetsGetChecked has served more than 10M individuals and over 1,000 corporate customers and operates nationwide in the U.S., the U.K. and most EU countries, with co-headquarters in Dublin and New York.

Advanced Interior Solutions Inc. groundbreaking in Springboro, OH



Year One Progress Across REDI'S Three Strategic Pillars

In the first year of our three-year strategy, REDI Cincinnati built strong momentum across **Booming Business, Unified Global Brand** and **Engagement & Inclusive Growth**. Despite national economic uncertainty, the region strengthened its competitive position, expanded global engagement and deepened regional partnerships to support long-term growth.

BOOMING BUSINESS

Business attraction activity increased in 2025, with **site visits rising 19% over 2024** and **attraction wins growing 40% year-over-year**, signaling sustained interest in the Cincinnati region and continued success in securing new investment.

Average capital investment per project declined 33.5%, reflecting project mix and broader market hesitation, including tariff-related uncertainty. Average wages per job also decreased from 2024 levels due to project mix and the outsized impact of several high-wage announcements in the prior year. Importantly, **wages remain above national benchmarks**, underscoring continued success in attracting quality employment opportunities.

Target industries significantly outperformed overall regional trends, with several sectors posting double-digit GRP growth. While job growth moderated, regional output remained strong, indicating rising productivity aligned with the strategy's long-term focus.

Life Sciences and Chemicals & Materials saw notable acceleration, with Chemicals & Materials rebounding from contraction to strong expansion. Aerospace sustained high growth, and Food, Flavoring & Beverage continued to build on prior-year gains. **Overall regional GRP growth reached a solid 5.88%**, reflecting continued economic resilience.

These results position the region for sustained performance as the strategy advances into Years 2 and 3. The table below summarizes job and GRP growth across targeted industries compared to overall regional performance.

Growth in Regional Jobs and GRP (significant changes in these numbers for our targeted industries)

INDUSTRY	2023-2024 JOB GROWTH	2024-2025 JOB GROWTH	2023-2024 GRP GROWTH	2024-2025 GRP GROWTH
Regional	1.44%	0.40%	6.34%	5.88%
Life Sciences	-0.18%	-0.33%	4.25%	17.00%
Chemicals & Materials	-1.47%	-0.05%	-1.44%	17.36%
Food, Flavoring & Beverage	9.70%	5.72%	20.47%	7.48%
Aerospace	3.82%	1.09%	19.26%	16.09%

LEARN MORE

Scan for additional details about REDI Cincinnati's BR&E program and 2025 results.



UNIFIED GLOBAL BRAND

Increased site visits and attraction activity signal that brand and outreach efforts are strengthening market engagement. Cincinnati's global competitiveness was further validated by its ranking as the **#5 best place for international business**.

Foreign direct investment remains central to this pillar, with a **2:1 mission-to-win ratio** demonstrating strong returns from international outreach. Ongoing tracking of campaign performance, impressions and lead progression will continue to enhance conversion of awareness into high-intent prospects.

ENGAGEMENT & INCLUSIVE GROWTH

In 2025, REDI Cincinnati strengthened regional alignment and inclusive growth through the launch of two leadership bodies: the **Business Development Committee (BDC)** and the **Economic Competitiveness & Inclusion Committee (ECIC)**. These committees reinforce regional partnerships and ensure economic development efforts reflect broad, diverse engagement.

The team engaged nearly 200 stakeholders—including elected officials, economic development partners, business leaders and community organizations—and presented regularly to share progress and gather input. Together, these efforts lay a strong foundation for sustained, collaborative growth as REDI's strategy advances.



2025 Growth

In 2025, the following companies chose to grow in the Cincinnati region:

AAA Wastewater Services Inc.*
Advanced Interior Solutions Inc.
Archer Daniels Midland Company
Bay Cities Container Corporation
BR Promotional Marketing
BSI Engineering LLC
BWF Envirotec
Cencora, formerly AmerisourceBergen Corporation
Clareo
Core Specialty Insurance Services Inc.
Corsetti Motors Inc.
Crane Consumables Inc.
Dainty Foods USA
DASD Brands LLC*
Engineered Coating Solutions LLC*
FBF Limited*
Fischer Homes

Floco Process LLC*
Grayscale Brewing LLC*
Great Day Improvements LLC
Grove Transportation
Heinlein Commercial Investments Inc.*
Interscope Manufacturing Inc.*
Jabil
KSM Business Services Inc.
LetsGetChecked Inc.
Lithko Contracting LLC
Magnificent Morsels Catering LLC*
MarfoFMA
Melink Solar LLC
Oats Overnight Inc.
Pan Biologics
Payroll Partners
Pease Enterprises Inc.*

Prospiant Inc.
Queen City Certified Inc.*
Queen City Farms LLC*
RelaDyne
Robert Bosch Automotive Steering LLC
Salvagnini America Inc.
SencorpWhite Inc.
Simbryo
SkyCell North America Inc.
StandardAero Component Services Inc.
Stord Inc.
The Hillman Group Inc.
Thermo Fisher Scientific Inc.
VILPE USA LLC
Waites Sensor Technologies Inc.
Whitewater Processing

*JobsOhio Small Business Grant Project

2025 Awards & Accolades

- **Consultant Connect** recognized **Kevin Donnelly**, vice president of project management at REDI Cincinnati, as one of North America's **Top 50 Economic Developers**.
- **Cierra Clymer**, senior director of business development at REDI Cincinnati, was recognized as a **40 Under 40 Award** winner by Development Counsellors International (DCI).
- **Site Selection Magazine** has recognized the Cincinnati region for the 22nd straight year as one of its **Top-10 Metros** for corporate facility investment as part of its **2025 Governor's Cup Awards**. **Ohio ranked third in the Top State** ranking and **fifth in Per Capita** rankings due in part to JobsOhio, its seven regional networks, including REDI Cincinnati, and the numerous economic development partners throughout the state. **Indiana was seventh in the Top State** ranking and **sixth in Per Capita** rankings. **Kentucky led the tri-state in the top Per Capita**, checking in at **#3**.
- Cincinnati is ranked **#5 for foreign direct investment** in the **Financial Times-Nikkei U.S. Cities Index** for 2025.

2025 Executive Committee

We would like to thank the members of our Executive Committee for their time, leadership and dedication to advancing REDI's work:

Amy Spiller, 2024-25 Chair, *Duke Energy Ohio & Kentucky*
Dr. Evie Alessandrini, 2026-27 Chair, *Cincinnati Children's Hospital Medical Center*
Dan Feldmann, 2026-27 Vice Chair, *Fifth Third Bank*
Jason Combs, Treasurer, *The E.W. Scripps Co.*
Dr. Ryan Hays, Secretary, *University of Cincinnati*
Brendon Cull, *Cincinnati Regional Chamber*
Jim Danneman*, *Huntington*
Andrew Deye, *JobsOhio*
Commissioner Denise Driehaus, *Hamilton County*
Matthew Griggs, *GE Aerospace*
Chris Habel*, *FBT Gibbons LLP*
Brian Hodgett, *Procter & Gamble*
Steve Hightower, *Hightowers Petroleum*
Kevin Hughes, *Cushman and Wakefield*
Judge Executive Kris Knochelmann, *BE NKY Growth Partnership Representative*
Sheryl Long*, *City of Cincinnati*
Gary Lindgren, *Cincinnati Business Committee/Cincinnati Regional Business Committee*
Dieter Moeller, *RH Aero Systems*
Commissioner T.C. Rogers, *Butler County Representative*
Paul Silva, *Eagle Realty Group*
Tim Steigerwald, *Messer Construction*
Randi Thomas*, *Miami University*
Jim Watkins, *Triversity Construction*
Warren Weber, *PNC Bank*
Commissioner Dave Young, *Young Capital Investments*

We also thank Cincinnati Mayor Aftab Pureval and JT Turba for their service on the Executive Committee through 2025.

*New Executive Committee members in 2026.

Thank You!

REDI Cincinnati deeply appreciates the support of its investors and would like to extend a special thank you to its Founder-Level Investors:



For a complete list of our investors, please visit redicincinnati.com/about/our-partners/

Join Us!

For more information about joining the growing list of partners powering our regional economic success forward, contact:

Carrie Pastor
Vice President, Partnerships & Engagement

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