



Economic Equity Assessment

Federal Way



DATA DIRECTED

Conversations

Data can be used as a powerful tool to address the business resiliency of a community. The data points included in this assessment can help us better understand economic conditions such as the distribution of industry, small business clusters, gender and racial disparities, and the unique challenges faced by businesses within their sectors.

Rebecca Martin, CCE, IOM
Greater Federal Way Chamber CEO

Data, however, will only tell part of the story. The statistics in this Equity Assessment show that disparities exist, and while data alone does not tell us how we can address disparities, it can serve as a tool to direct future conversations in our community.

At the Chamber, we work to enhance growth by identifying areas in which Federal Way business is performing well and others where the local economy and specific populations face persistent challenges. How do we enhance growth for strong business clusters? What are the barriers to business success?

While the Chamber offers a range of business-building programming, we have sought funding for a business accelerator for the past several years, in order to provide additional services for growth stage businesses and entrepreneurial enterprises.

The data in this Assessment supports the message this Chamber has been sharing for the past several years. Our economy must not allow our rich, multicultural businesses to function in silos. Stronger, more strategic connection and investment in BIPOC businesses is a model for growth.

To collectively build a path to the power of owning a business, we need to create a business climate that offers access to economic opportunity for small business ownership of every size, race, and gender. This is what inclusivity means to the Chamber.

The Economic Equity Assessment gives us insight of Federal Way's demographics, its economic strengths, and the barriers to greater, and more equitable opportunity for all businesses. Growth is an evolving process, and this data gives us the opportunity to have tough conversations that can direct that growth in a more interconnected way.

We can use the information in this report to get to a deeper understanding of our businesses---and that's a good way to start our conversations in Federal Way.

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Executive Summary

As part of the ongoing Federal Way Economic Visioning effort, the Greater Federal Way Chamber of Commerce asked EY to conduct an economic equity assessment of Federal Way and surrounding areas. This assessment is entirely data driven: examining publicly available small business, socioeconomic and demographic data disaggregated by race and gender wherever possible. Examining data in this manner highlights disparities and identifies where potential barriers to economic opportunity may exist for certain populations. It also helps us understand challenges faced by all businesses in Federal Way.

In this report, EY summarizes some of the key findings from our research and shares how they relate to ongoing economic development topics in Federal Way and around the world. The last section of the report contains an extended data appendix, which includes charts of all data examined in the analysis. Wherever possible, data is disaggregated by race and gender. In some noted circumstances where available, data for Federal Way represents zip codes that include portions of surrounding, unincorporated King County. In other circumstances, conditions in Federal Way are benchmarked to King County, Washington and the United States.

Overall, the findings reveal a complex economic equity story in Federal Way where there are significant income, education, and poverty disparities by race in the city, but also a higher share of businesses owned by people of color. From the perspective of gender equity, men and women in Federal Way have similar educational levels, but large differences in labor force participation and business ownership. These findings and others are explored in the following report to help stakeholders strategically address the identified barriers and to grow the economy for all individuals and businesses in Federal Way.



Economic equity assessment

Defining economic equity opportunities

For the purposes of this work in Federal Way, a more equitable economy is one that features a diversity of growing industry clusters and support for small businesses that is equitably accessible to all people in Federal Way, regardless of their race, gender, geographic location, sexual orientation, or other characteristics. Examining disparities by race and gender can provide insights about barriers to economic opportunity, how to engage in future outreach efforts, and how to strategically address barriers and grow the economy for all individuals and businesses.

Focus areas to explore for economic growth

Based on EY's analysis of data and the economic development ecosystem in Federal Way, there are clear community needs and disparities in economic conditions among people and businesses. Not all needs can be addressed at once, however, and priorities must be identified. If Federal Way seeks to improve its economic equity and address disparities, EY has identified the following areas as potential priorities to explore based on data alone:

- Diversifying the economic base to include more primary employers who sell goods and services outside of the community, compared to the base of businesses in Federal Way today, which both large and small are highly focused on sales to individuals in areas such as Construction, Retail Trade, Health Care, and Other Services which are non-primary.

Data in the appendix was used throughout the report. The numbers cited within each sentence correspond to the chart number found in the extended data appendix.

- Enhancing educational outcomes for the entire community, particularly underserved Black and Hispanic residents.
- Addressing disparities in homeownership, which provides financial security and can be leveraged to form businesses and grow wealth. This is important as the Greater Federal Way Chamber of Commerce has identified home-based businesses as a potential area of post-pandemic growth.
- Increasing labor force participation and business ownership by women, who own significantly fewer businesses in Federal Way, participate less in the labor force and are underrepresented in higher-paying occupations, despite equal education levels to men.
- Supporting businesses owned by people of color, which make up 35% of the business base in Federal Way²⁵ could support economic growth as these businesses tend to have fewer employees²⁷ and less sales³³ than White-owned businesses.
- Small businesses of every race and gender could benefit from more technical assistance, mentorship and other resources aimed at entrepreneurs and small, growth stage businesses such as an accelerator. It is our understanding that the Greater Federal Way Chamber of Commerce continues to seek funding for a regional accelerator to address these needs.
- Increasing computer and internet access across Federal Way, with an emphasis on education/training and business development opportunities.

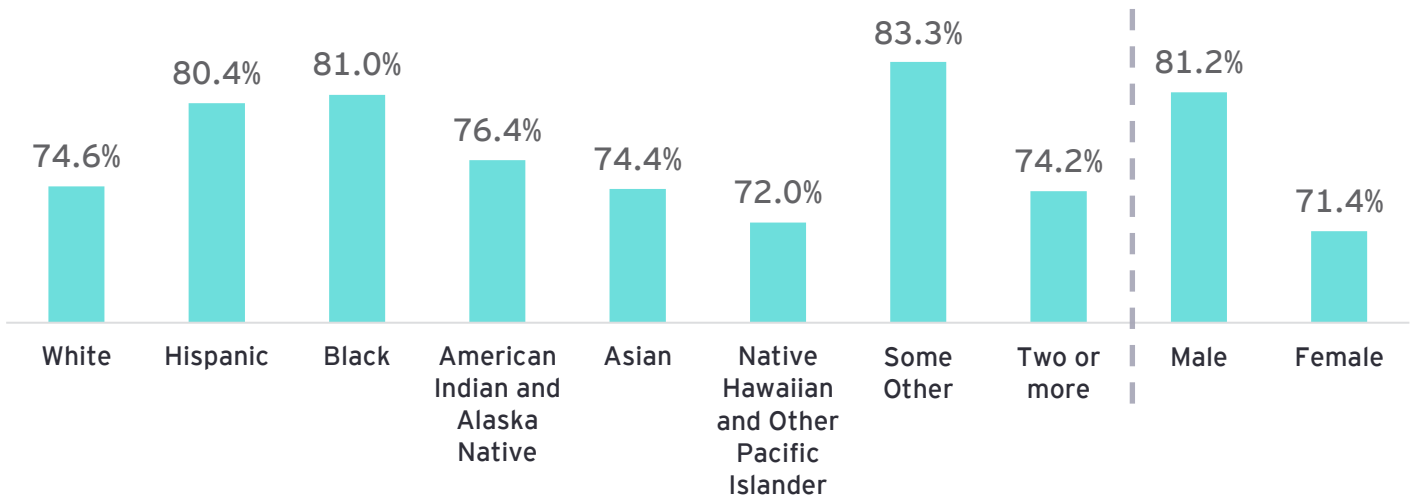
Economic equity dynamics

Economic equity dynamics look at outcomes within a community, not overall topline numbers. Examining disparities by race, gender, and geographic area can provide insights about barriers to economic opportunity, who to engage in outreach efforts, and how to strategically address challenges.

Economic conditions are not evenly spread across Federal Way. Income, poverty, educational attainment, homeownership, access to a computer, and many other statistics vary significantly by race and gender. We know through extensive research into the topic of race, gender, and economics that this is not the result of inherent differences between populations, but rather due to differences between access to resources, social dynamics, and other barriers to opportunity that vary across populations.

In Federal Way for example, labor force participation rates⁴ are higher among Black and Hispanic residents, but poverty rates¹⁶ for both groups are nearly double those of White residents. Median household incomes¹⁵ are higher for Hispanic households than Black households, but this is likely due to a higher share of working individuals contributing income in those households. This also indicates that jobs held by Hispanic residents are lower salary than those of White households.

4. Federal Way working age (16-64) labor force participation rate by race and gender, 2020

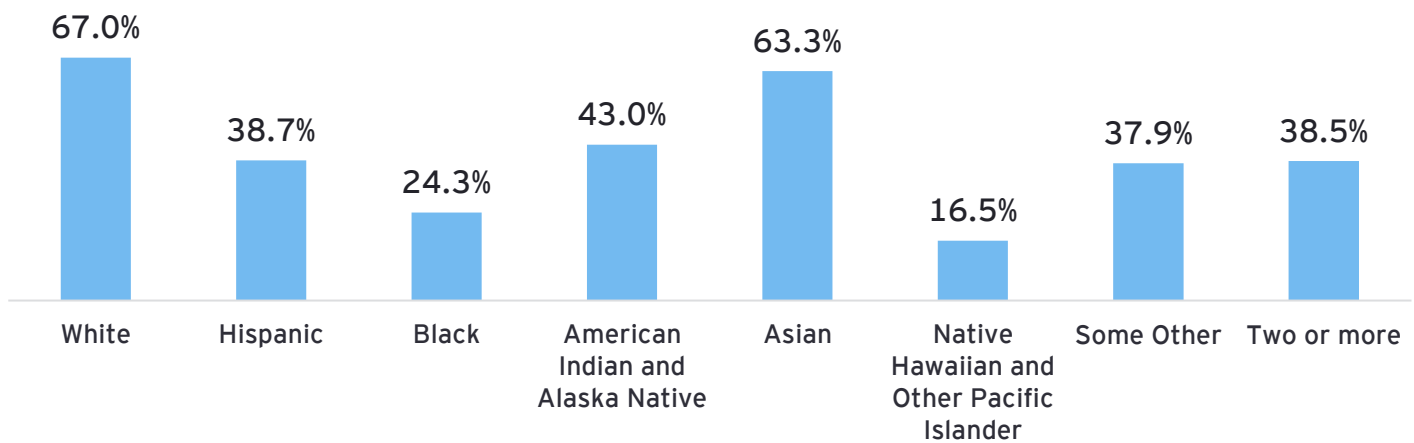


Source: US Census, EY

Education tells another nuanced story. The share of Federal Way residents 25 and older with a bachelor's degree¹⁰ varies, with Black residents (29.8%) nearly as well educated as White residents (32.9%), yet Black median household income¹⁵ is \$24,000 less than White households. This again tells a complex story about the types of occupations held by Black residents, which we see again in the data as a higher share of working Black residents (28%) work in low-wage service occupations¹³ than the share of White residents (13%).

Across the city, we see consistent disparities in homeownership, with 67% of White households living in owner-occupied homes¹⁷ versus 63% of Asian households, 39% of Black, 43% of American Indian, and 39% of Hispanic. This despite household income levels being more comparable. Similar dynamics appear for access to computers⁷ and the internet⁸. Notably, the computer statistics in the appendix count a cellphone as a computer, which means that computer access rates are likely significantly lower than those displayed in the data. For example, this data would show that 98% of Federal Way residents have a “computer,” when actually only 82% have a laptop or desktop. Similar detailed breakdowns are not possible by race, but it can be reasonably assumed that they at least mirror overall population trends.

17. Share of Federal Way housing that is owner-occupied by race, 2020



Source: US Census, EY

Gender dynamics are more equitable than race in Federal Way, but disparities remain. In particular, workforce participation⁴ is lower for women in Federal Way (71.4% among working age women compared to 81.2% among working age men) despite comparable educational attainment. For adults over 25 years old, 29.7% of women and 29.1% of men have a bachelor’s degree or higher.¹⁰

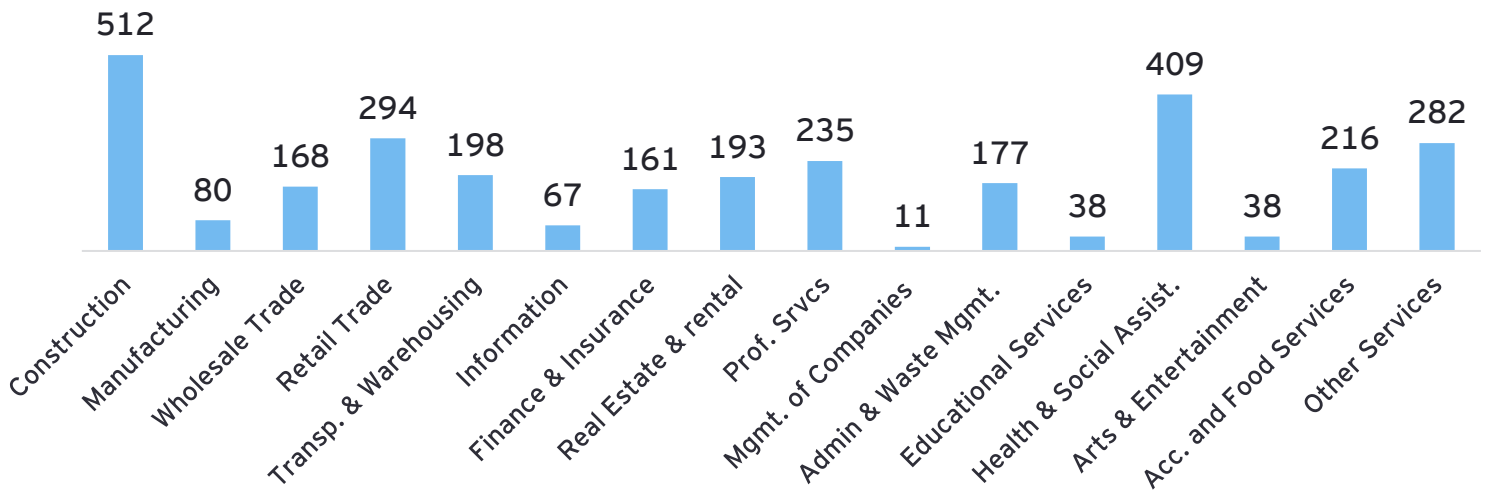
Limited and unaffordable childcare options may require some parents to provide care for their children instead of working. If women are traditionally the primary providers of childcare in Federal Way, this may explain the labor force participation gap.

Notably, the unemployment rate⁶ is lower for women (4.1%) than men (5.9%), which indicates they have better luck finding and retaining jobs in Federal Way, despite participating less in the labor force. Women are roughly equally represented in management, business, science and arts occupations¹¹, but disproportionately represented in service occupations¹³ (61% of all employees) and sales and office occupations (65%).¹⁴

Small business patterns

Small businesses (those with 20 or fewer employees) comprise the majority of establishments in America and its cities. They also account for the majority of new job creation and are critical for wealth creation and economic advancement for families.

19. Number of Federal Way small businesses (fewer than 20 employees) by 2-digit NAICS definition, 2020



Source: US Census, County Business Patterns representing Federal Way and portions of surrounding unincorporated King County

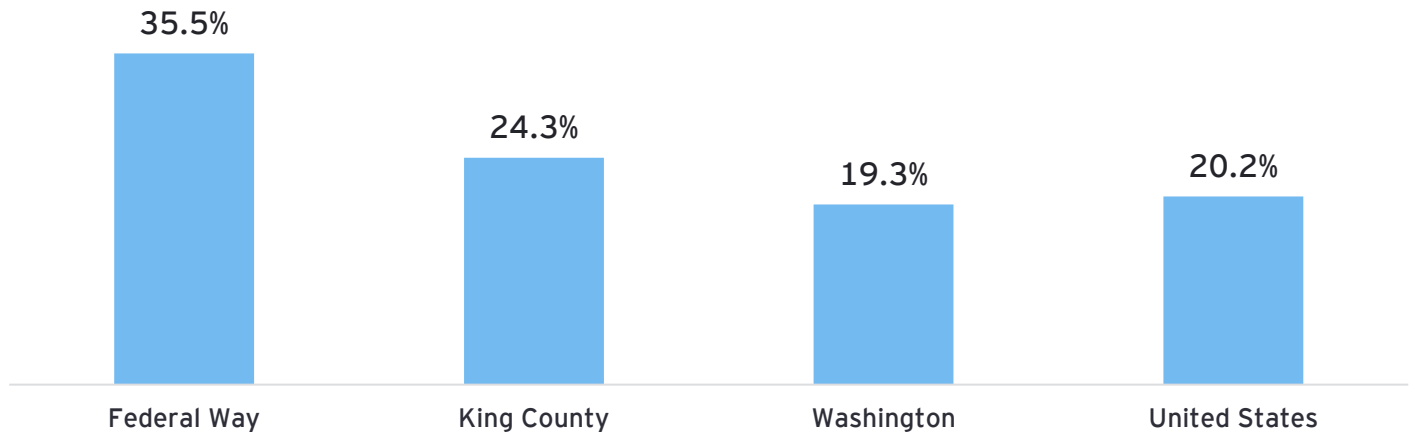
Small businesses play a big role in Federal Way's and the surrounding areas economy. In 2020, the largest number of small businesses¹⁹ were in Construction (512), Health care and social assistance (409), Retail trade (294), and Other services (282). Construction not only has the largest number of small businesses, but small Construction businesses make up 90% of the entire industry in Federal Way.²⁰ Other Federal Way industries heavily comprised of small businesses include Real Estate (96% small businesses), Information (93%), Professional Services (92%), and Other Services (90%).²⁰

When examining the growth of small business in Federal Way and the surrounding unincorporated areas from 2015-2020, there was significant variation across industries. Information saw the greatest percentage growth at 91%.²² This corresponded to 32 new Information small businesses in Federal Way²¹, but the majority of those were new cellular phone companies. The largest absolute value growth in small businesses²¹ occurred in Construction (140 new small businesses), Transportation and Logistics (79), Real Estate (56), and Health Care and Social Assistance (46). With the exception of Transportation and Logistics, none of these are primary industries. In contrast, Federal Way lost net small business in Wholesale Trade (21 fewer small businesses open), Manufacturing (17), Retail Trade (13), Management of Companies and Enterprises (7) and Accommodation and Food Services (4).²¹

Business ownership and financial characteristics

Examining the characteristics of business owners and their operations provides insight into the relative availability of economic opportunity and resources in a community overall and to specific population groups. It is an important starting point for diversity and inclusion discussions as well as targeted entrepreneurial support programs and systems.

25. Share of businesses owned by non-white individuals or equally by non-white and white, 2017



Source: US Census ABS, EY

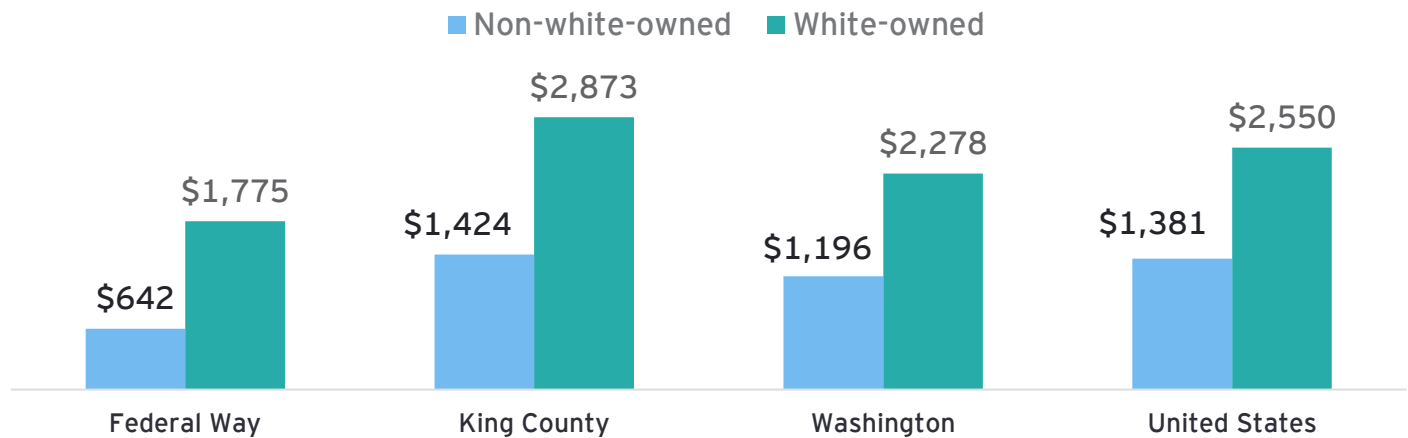
Federal overall has a significantly higher share of businesses owned by non-white individuals than King County, Washington, and the United States.²⁵ Nearly 36% of businesses in Federal Way are owned by non-white individuals, compared to 24% in King County and only 20% nationally. In contrast, according to the US Census Annual Business Survey, no businesses in Federal Way are owned exclusively by women, although 25% were owned equally by women and men. This was much lower than the share owned by women and equally by women in King County (43%), Washington (46%) and the United States (36%).²³

Although Federal Way has a high share of businesses owned by people of color,²⁵ business ownership is not proportional to the city's racial population distribution.¹ Black residents make up 14% of the city's population but own less than 3% of businesses.²⁶ This could partly be explained by a smaller share of the population in the working age population.³ In contrast, Asian residents make up 15% of the population but own nearly 26% of businesses.²⁶ Hispanic owners are also underrepresented in businesses ownership, with roughly 20% of the population and less than 5% of business ownership.²⁶

In general, businesses owned by people of color in Federal Way (and across benchmarks) have fewer employees and lower sales than those owned by White individuals.

When examining business sales by race of owner in Federal Way and benchmarks, inequities exist across the board. In Federal Way, average annual sales in 2017 for non-white owned businesses were 36% less than the sales of white owned businesses. Similar trends exist in King county, Washington and the Unites States.

33. Average annual sales of businesses by race of owner (\$ thousands), 2017



Source: US Census ABS, EY

When looking at financial and operational characteristics, businesses in Federal Way show a mixture of positive strengths and challenging dynamics. Overall, fewer Federal Way businesses relied on personal assets⁴³ and family/friends⁴⁴ to start their businesses. Instead, a relatively high share (22%) used business loans⁴⁶ to start or acquire their business, compared to 12% in King County, 14% in Washington, and 17% nationally. This tells a positive story in that individuals are able to access bank loans in Federal Way, but it also could indicate that individuals have fewer personal and family assets available to leverage when starting a business.

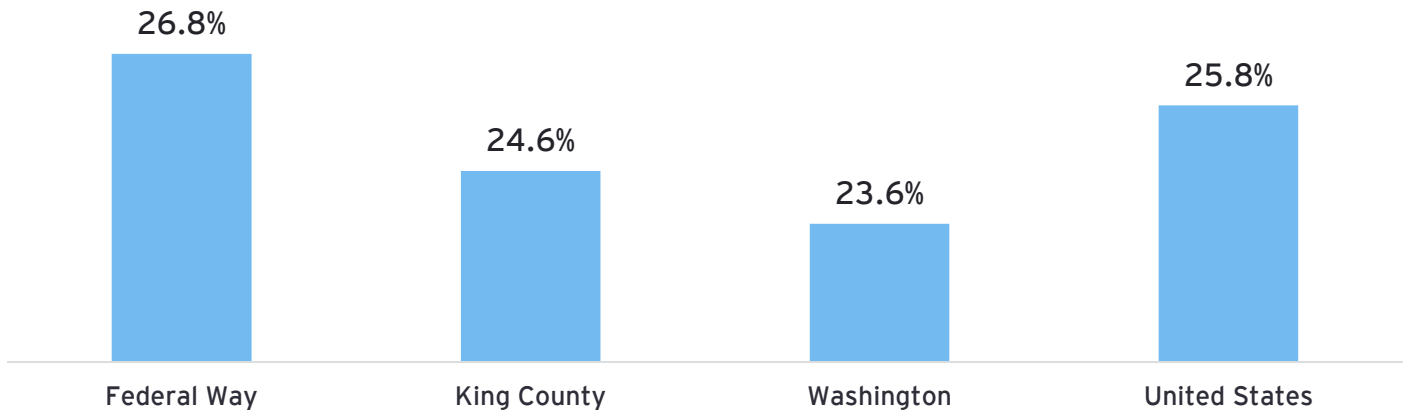
A higher share (39%) of businesses in Federal Way are family-owned⁴⁰ than in King County (32%) and the US (31%), but this is on par with the Washington metric (39%).

When looking at the customers for businesses in Federal Way, 81% of businesses receive 10% or more of their sales from individuals.⁵² This is higher than King County (68%), Washington (73%) and the United States (73%). This seems to reflect the relatively high share of non-primary businesses, such as retail and restaurants in Federal Way, which sell services to individuals instead of other businesses or to government agencies.

In contrast, only 23% of businesses in Federal Way receive with over 10% of sales from other businesses,⁵¹ compared to King County (41%), Washington (36%) and the US (35%). Data reinforces the need for increased opportunities within the business network as well as economic diversification.

In terms of profitability, in 2017 most businesses (75%) in Federal Way reported being profitable, the highest share amongst benchmarks.⁵³ Of the 14% of businesses that saw a negative impact to profitability that year, ⁵⁴ access to and cost of financial capital⁵⁵ ranked low among the reasons for loss of profitability. Finding qualified labor⁶⁰ was also less of an issue for Federal Way businesses, with 21% reporting that it negatively impacted profitability, compared to 23% in King County and 24% in Washington.

59. Share of businesses with negatively impacted profitability from unpredictability of business conditions, 2017



Source: US Census ABS, EY

The factors listed that had the greatest negative impacts on profitability for Federal Way businesses were taxes⁵⁷ (36% of businesses were negatively impacted), slow business or lost sales⁶² (31%), late or nonpayment from customers⁶¹ (29%), and unpredictability of business conditions (27%).⁵⁹

While taxes were slightly less of an issue for Federal Way businesses than those in King County and Washington overall, slow business, late payments, and unpredictability of business conditions were higher than the benchmark average negatively impacting factors in Federal Way. The unpredictability of business conditions factor closely relates to perspectives shared by businesses engaged in the first phase of this economic visioning process. Business owners spoke frequently of challenges related to the unpredictability of permitting and other development issues.

Although data is only available for 2017 at the city level, the unpredictability of business is especially relevant as businesses move into recovery from the pandemic. In fact, this data closely relates to the perspective shared by businesses in the Greater Federal Way Chamber of Commerce's 2022 Economic Visioning Report.



Extended Data Appendix

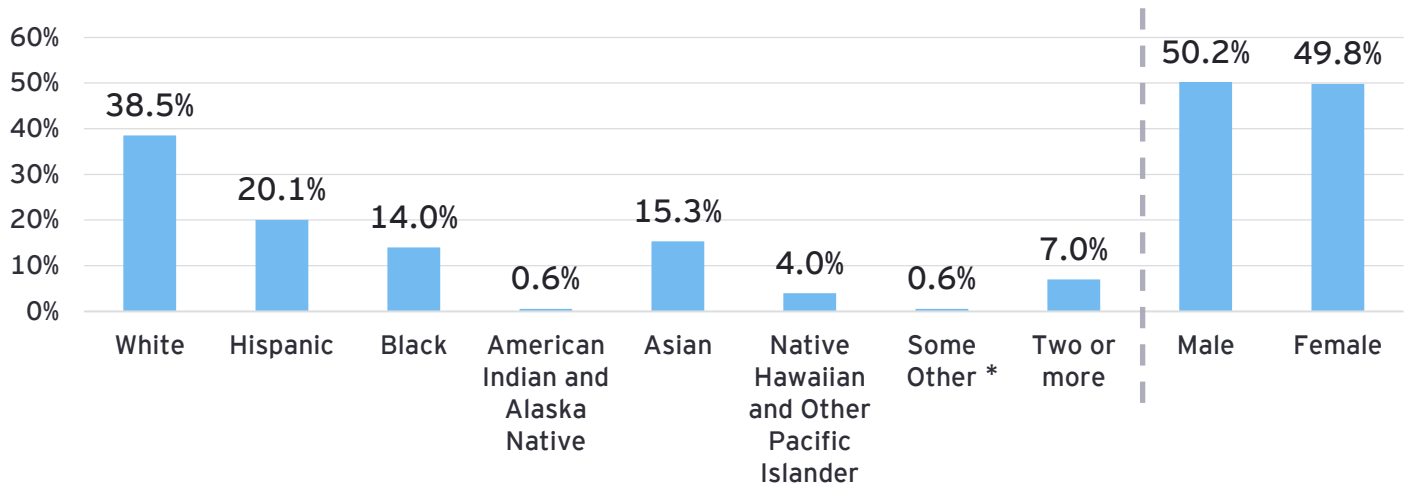
This data appendix contains extended economic data collected by EY focused on socioeconomic data disaggregated by race, small business patterns, and overall business characteristics and conditions.

Data in this appendix was used throughout the report. The numbers cited in each sentence corresponds to the chart number found in this extended data appendix.

All data is from publicly available data sources, primarily different surveys conducted by the US Census, including the American Community Survey and 2017 Annual Business Survey. In all contexts, the data is the most recently available at the time of this report's production. Although more recent studies of the Annual Business Survey have been released, 2017 is the most recent study that includes city data.

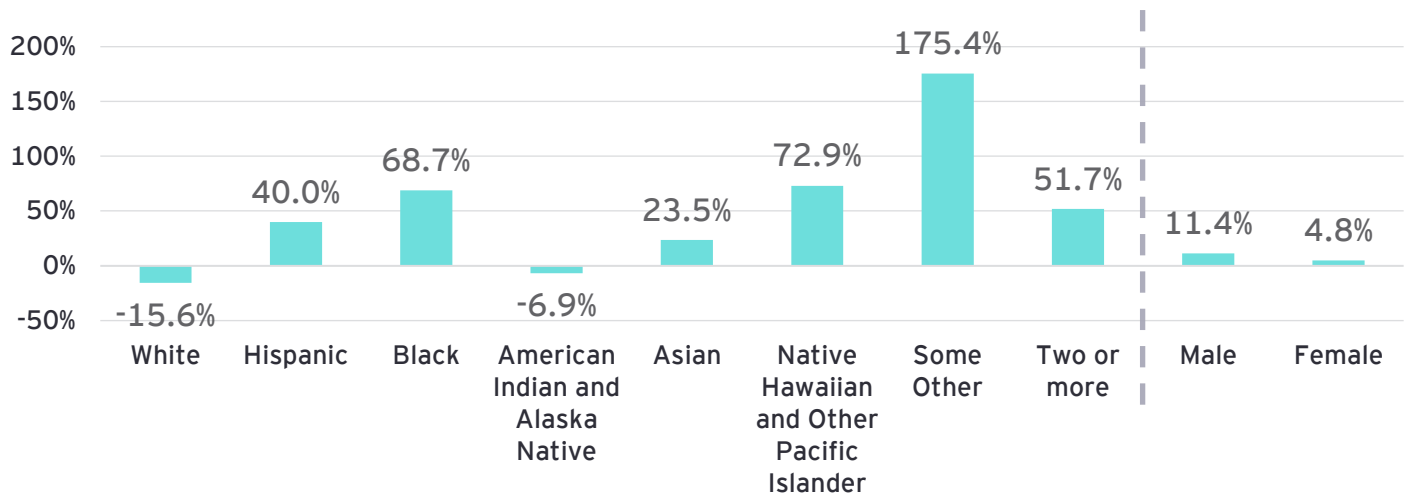
Racial and Gender Diversity

1. Share of Federal Way population by race and gender, 2020



Source:
US Decennial Census

2. Federal Way population growth by race and gender, 2010 - 2020

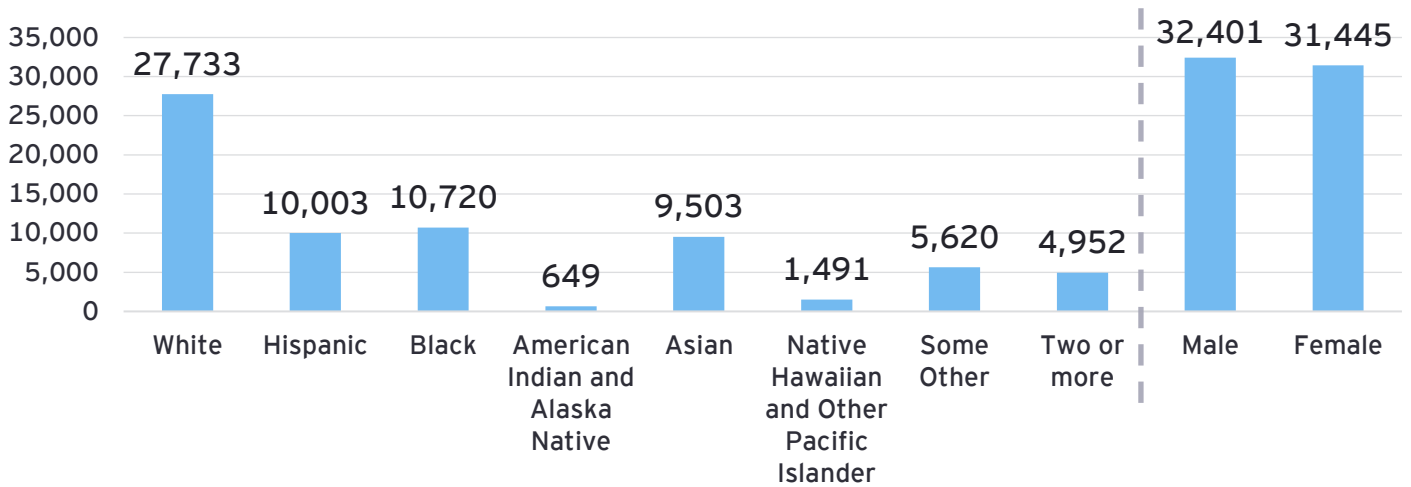


Source:
US Decennial Census

- According to the US Census, the *Some Other* race category refers to people who do not self identify with any of the race categories. More information on this categorization can be found on the US Census Bureau blog in the article, *Measuring Racial and Ethnic Diversity for the 2020 Census*.

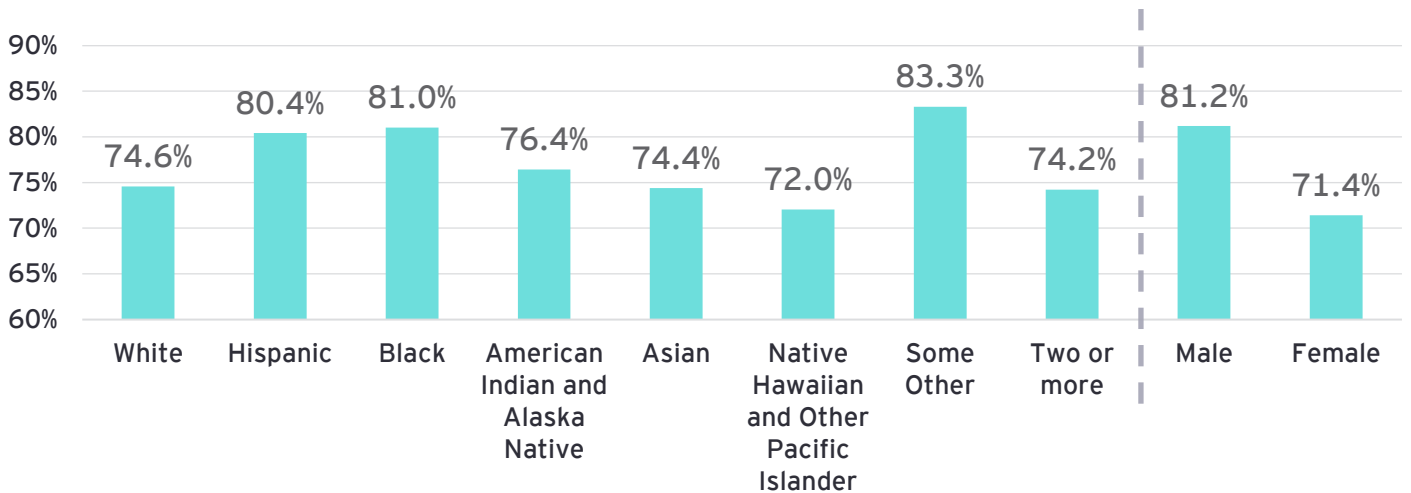
Employment Status by Race and Gender

3. Federal Way working age (16-64) population by race and gender, 2020



Source:
American Community Survey, 5-year estimate

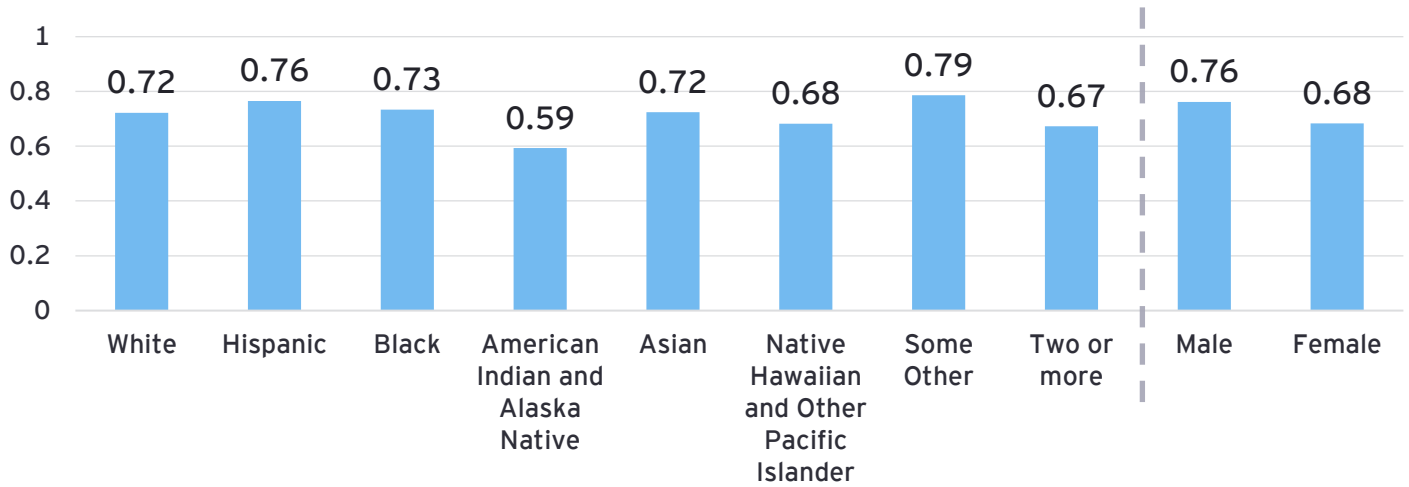
4. Federal Way working age (16-64) labor force participation rate by race and gender, 2020



Source:
American Community Survey, 5-year estimate

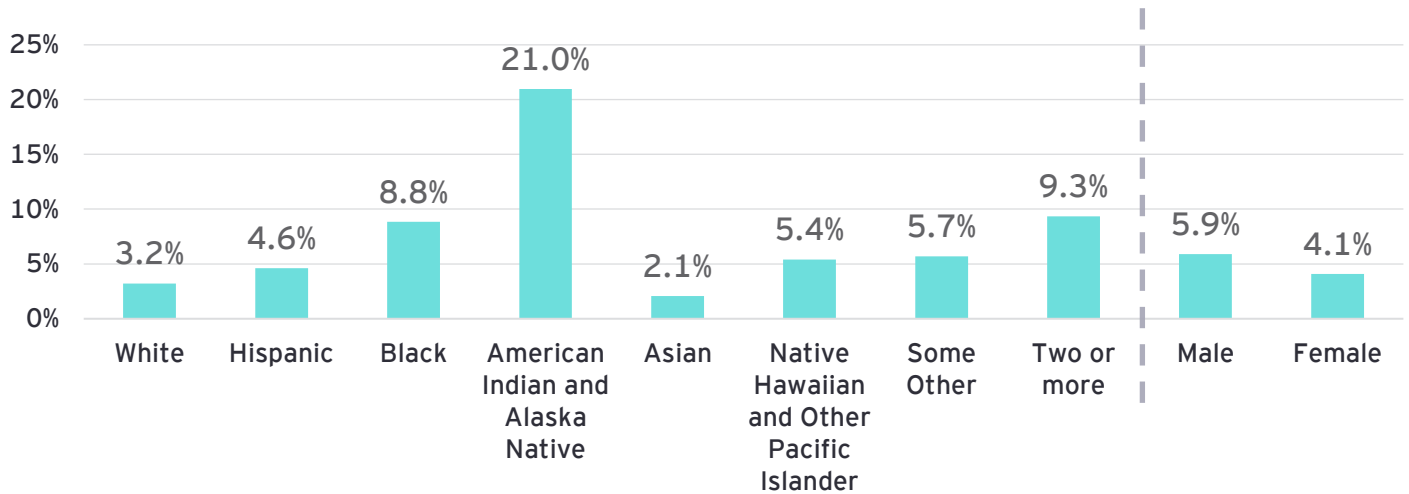
Employment Status by Race and Gender, Continued

5. Federal Way working age (16-24) employment/population ratio by race and gender, 2020



Source: American Community Survey, 5-year estimate

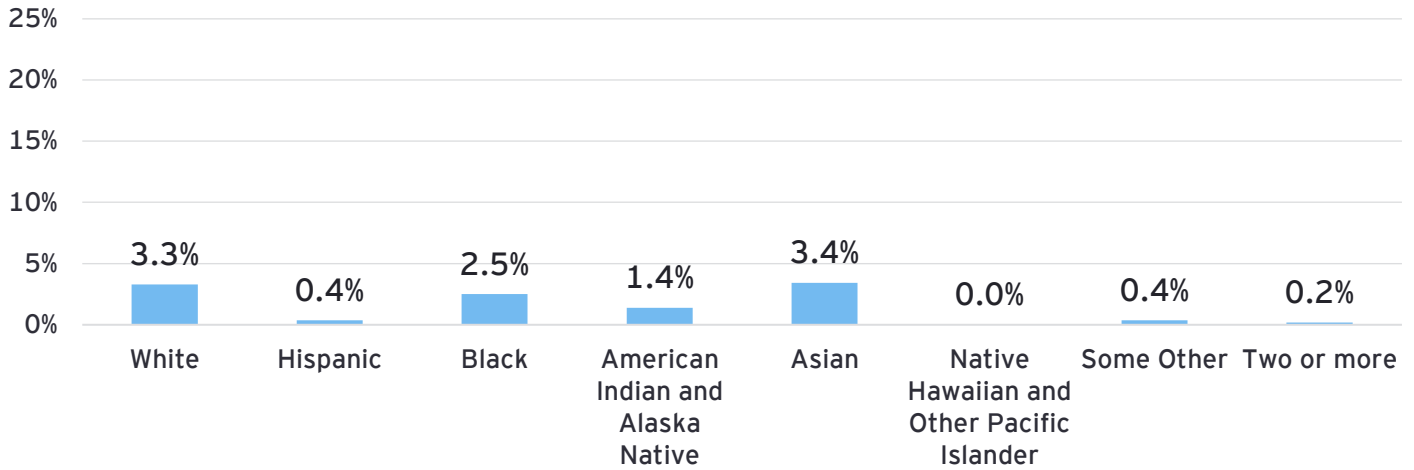
6. Federal Way working age (16-24) unemployment rate by race and gender, 2020



Source: American Community Survey, 5-year estimate

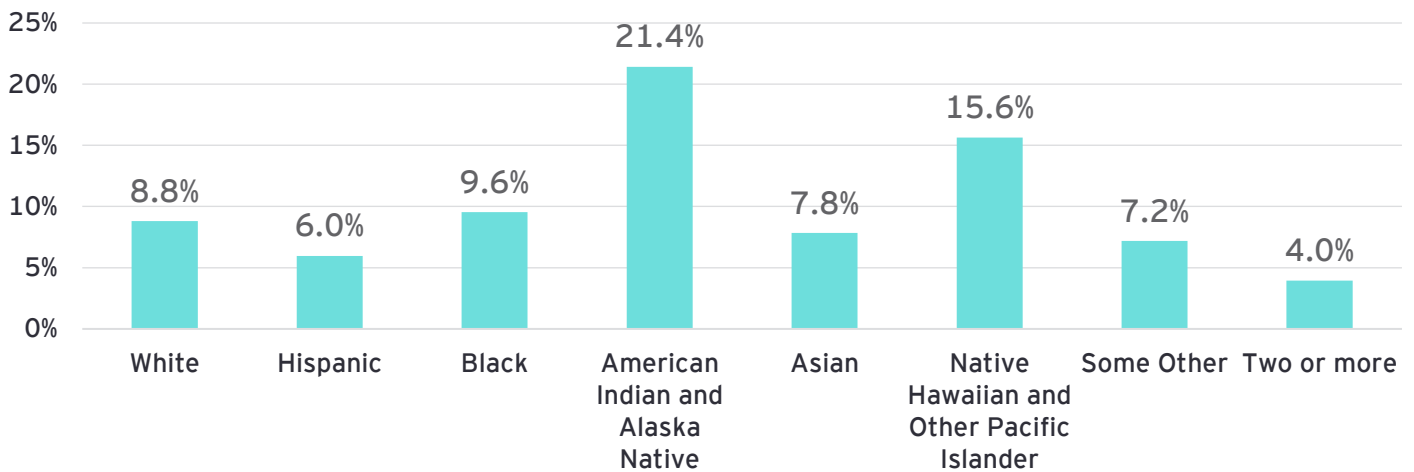
Technology by Race*

7. Share of Federal Way residents without a computing device** at home by race, 2020



Source:
American Community Survey, 5-year estimate

8. Share of Federal Way residents without an internet connection by race, 2020



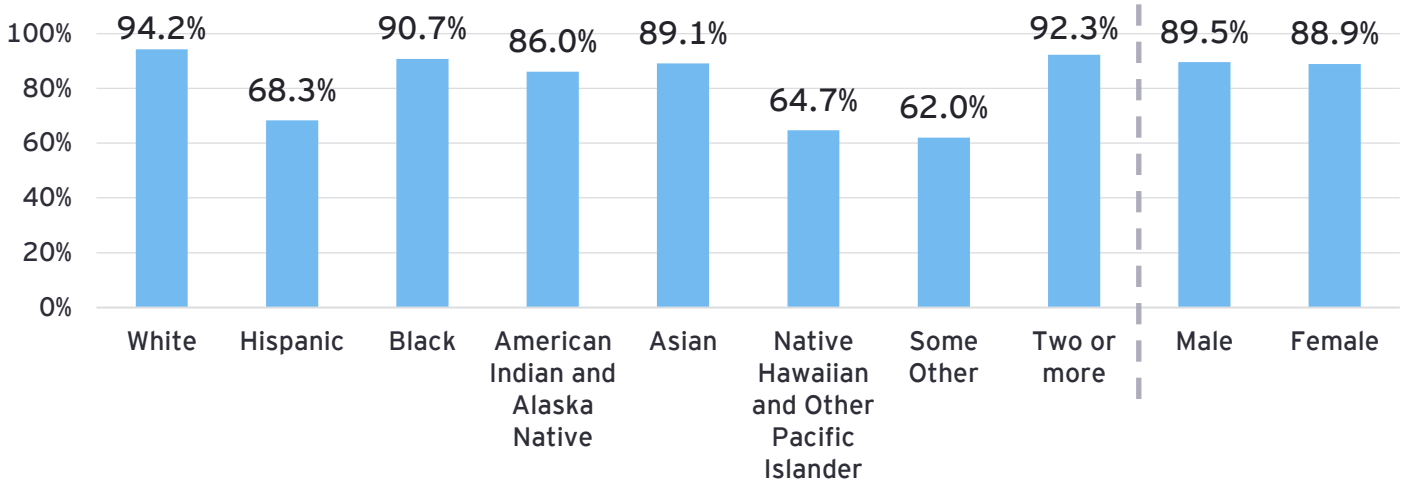
Source:
American Community Survey, 5-year estimate

*Data unavailable by gender

**Cell phones are included in this data

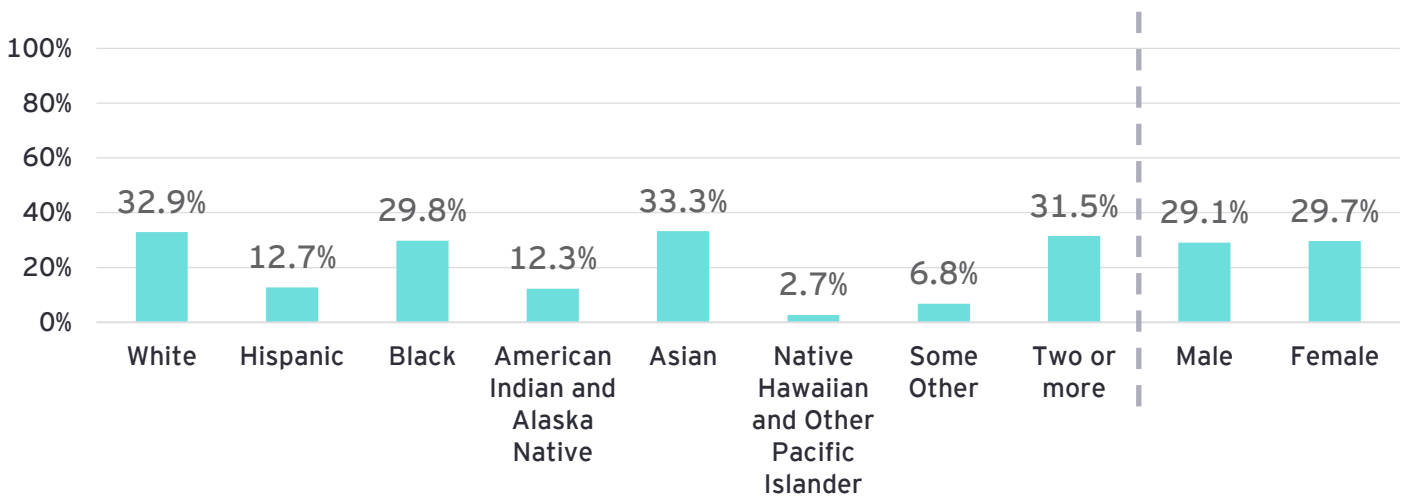
Education by Race and Gender

9. Share of Federal Way residents 25 and older with a high school degree or higher by race and gender, 2020



Source:
American Community Survey, 5-year estimate

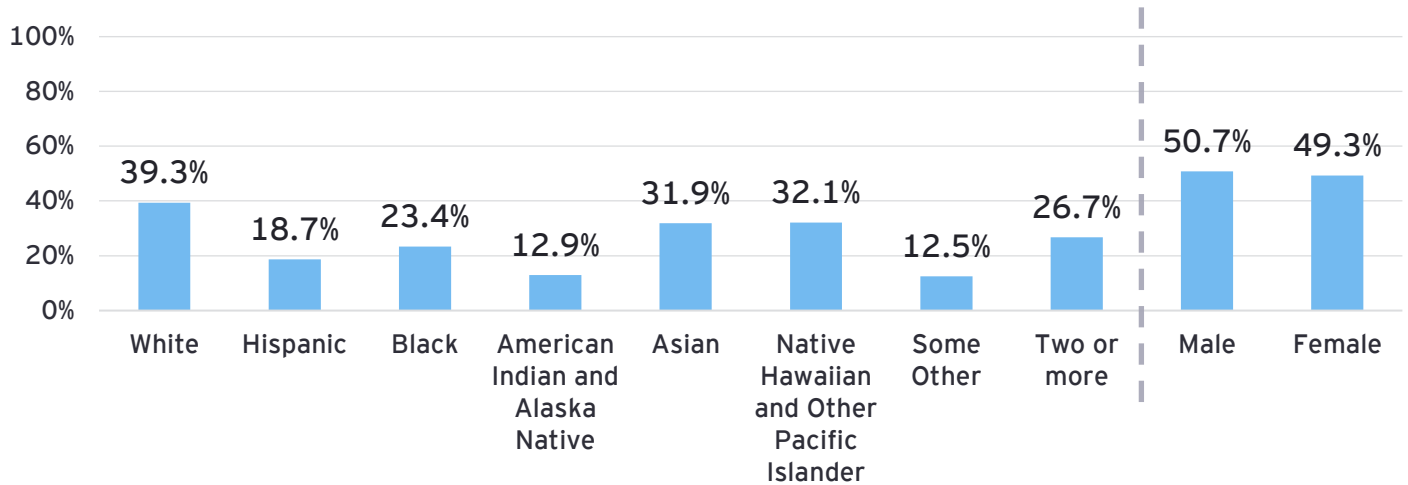
10. Share of Federal Way residents 25 and older with a bachelor's degree or higher by race and gender, 2020



Source:
American Community Survey, 5-year estimate

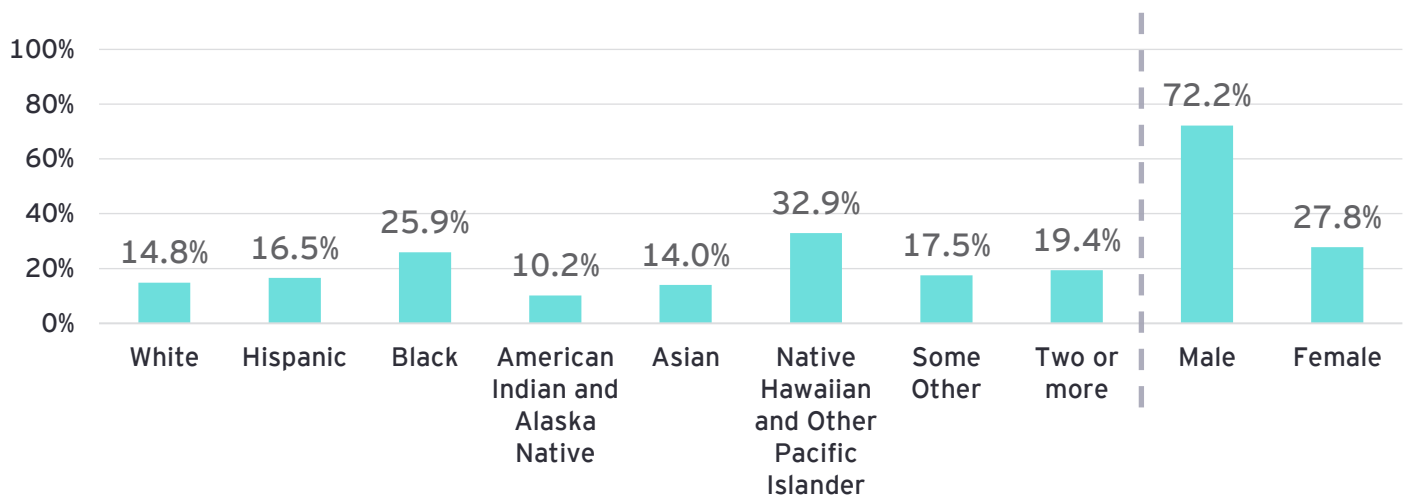
Occupations by Race and Gender

11. Share of working Federal Way residents in management, business, science, and arts occupations by race and gender, 2020



Source:
American Community Survey, 5-year estimate

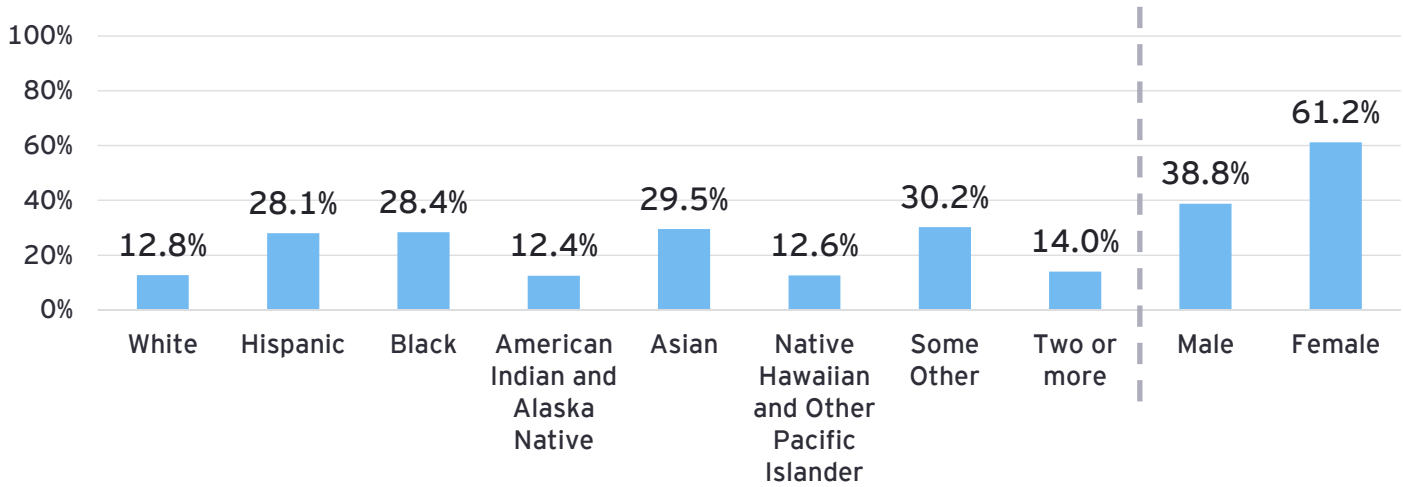
12. Share of working Federal Way residents in production, transportation, and material moving occupations by race and gender, 2020



Source:
American Community Survey, 5-year estimate

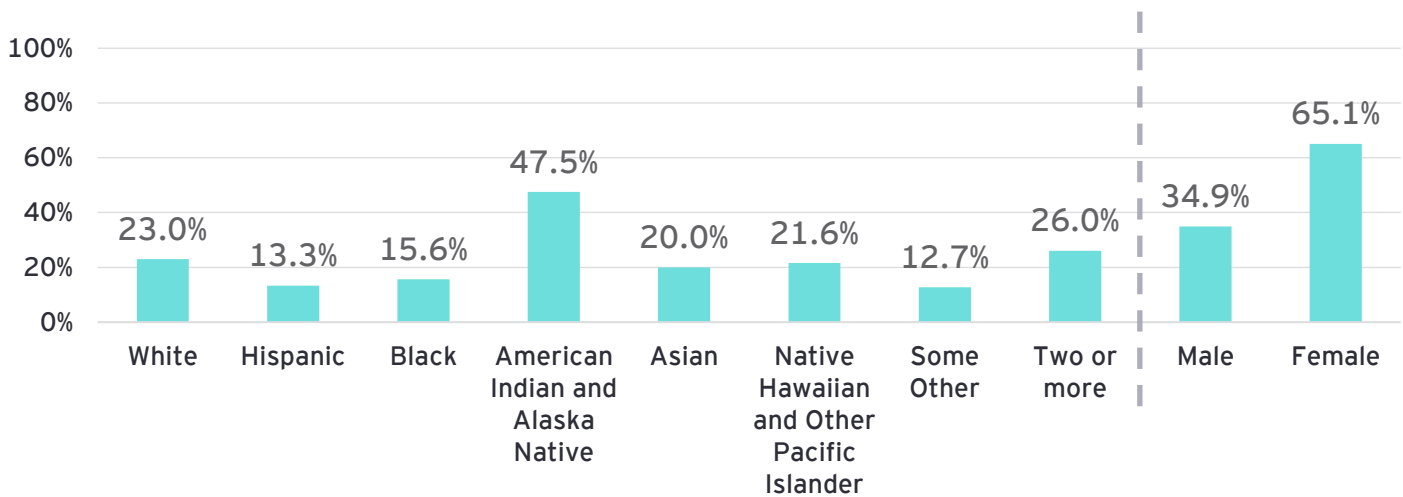
Occupations by Race and Gender, continued

13. Share of working Federal Way residents in service occupations by race and gender, 2020



Source: American Community Survey, 5-year estimate

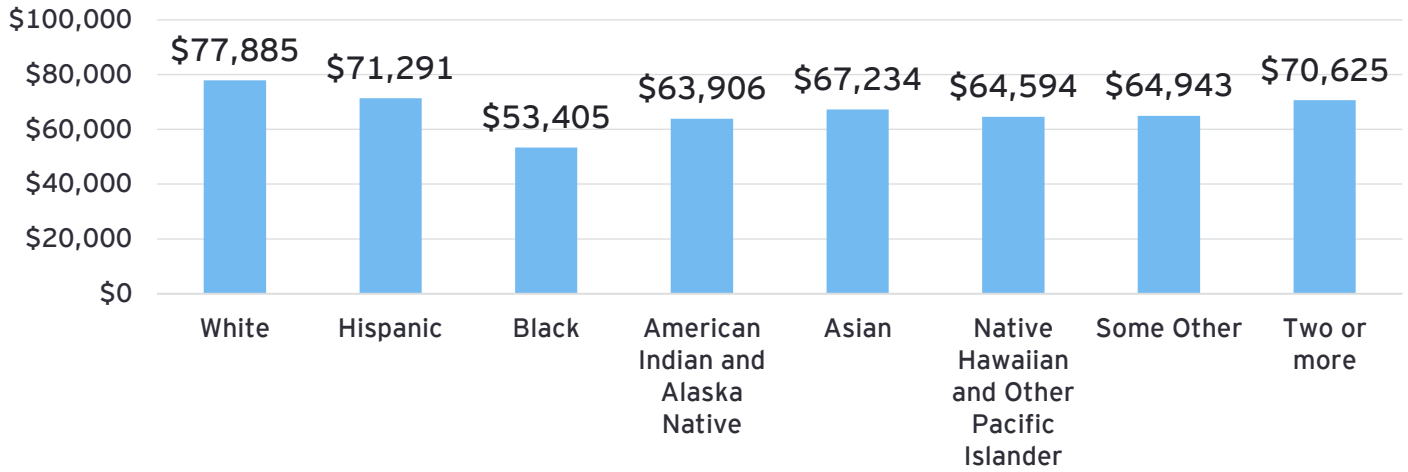
14. Share of working Federal Way residents in sales and office occupations by race and gender, 2020



Source: American Community Survey, 5-year estimate

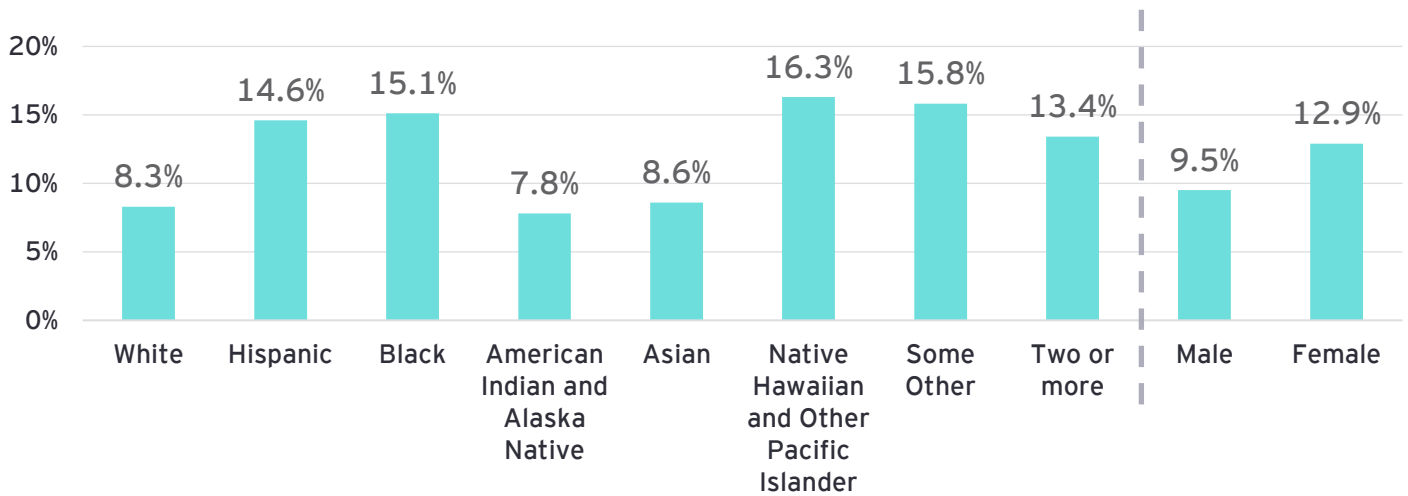
Income and Poverty by Race and Gender

15. Federal Way median household income by race of primary householder, 2020*



Source:
American Community Survey, 5-year estimate

16. Share of Federal Way population in poverty by race and gender, 2020

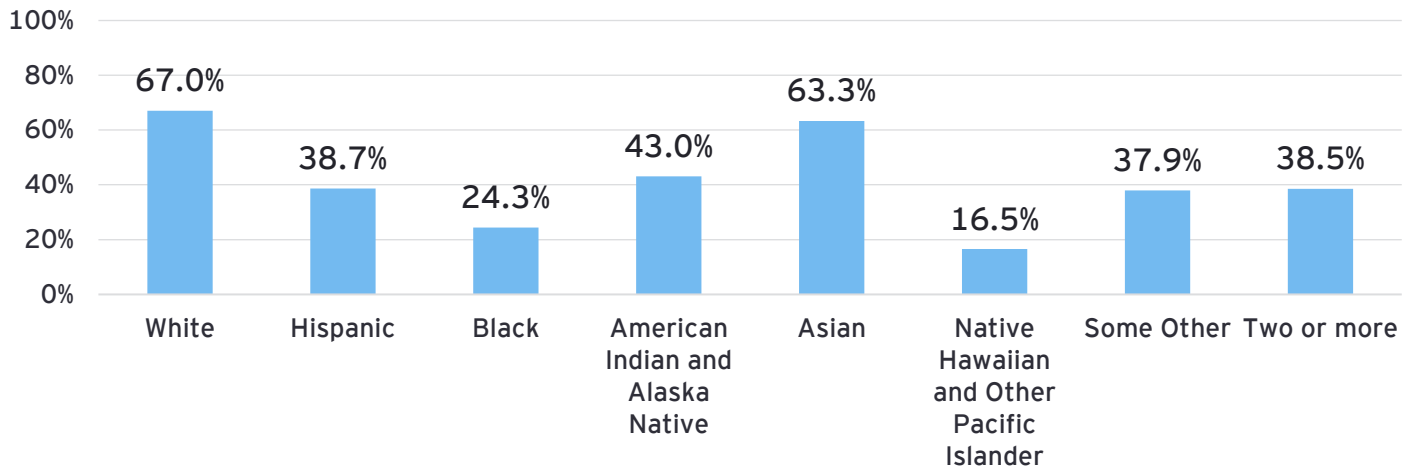


Source:
American Community Survey, 5-year estimate

*Data unavailable by gender

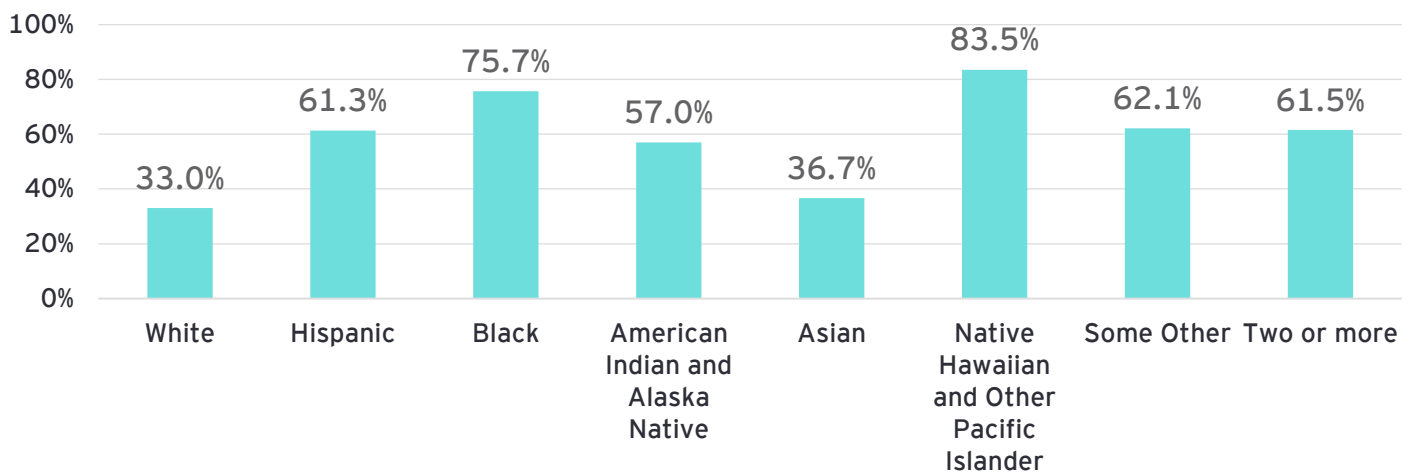
Housing by Race

17. Share of Federal Way housing that is owner-occupied by race, 2020



Source:
American Community Survey, 5-year estimate

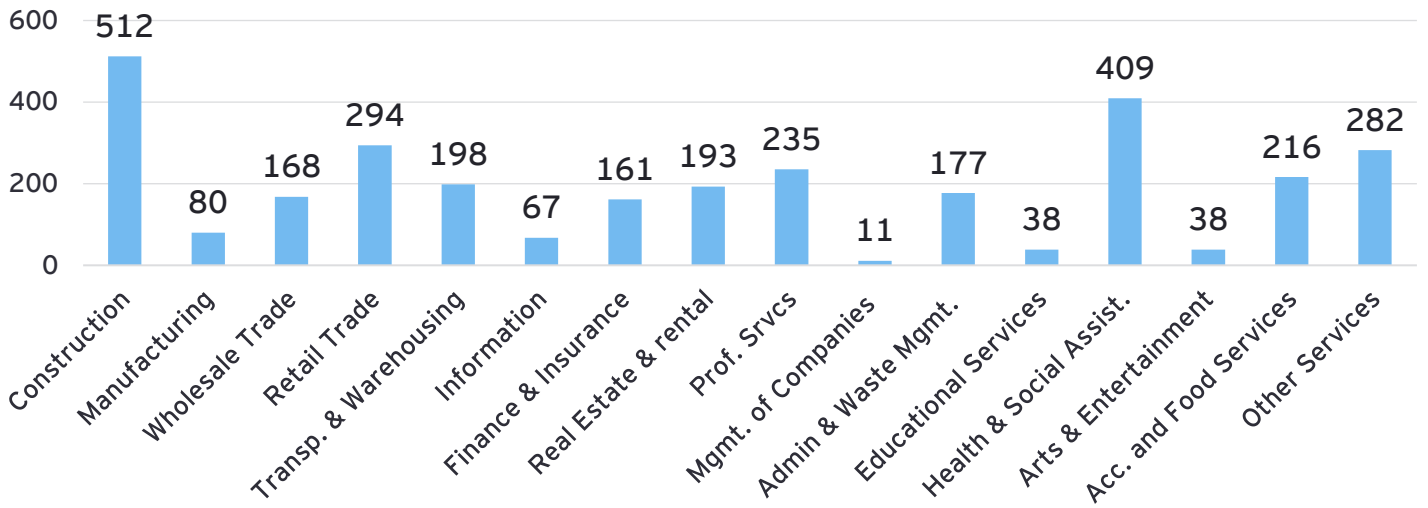
18. Share of Federal Way housing that is renter-occupied by race, 2020



Source:
American Community Survey, 5-year estimate

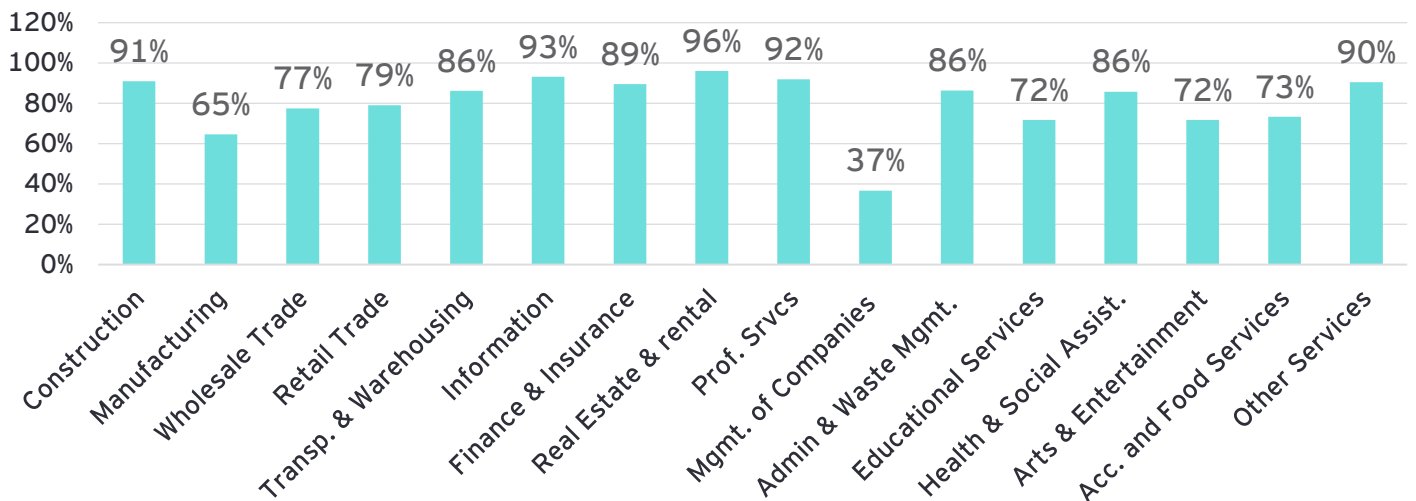
Small Business Patterns*

19. Number of Federal Way small businesses (fewer than 20 employees) by 2-digit NAICS definition, 2020



Source:
US Census County Business Patterns

20. Small businesses (fewer than 20 employees) share of all businesses by 2-digit NAICS definition, 2020

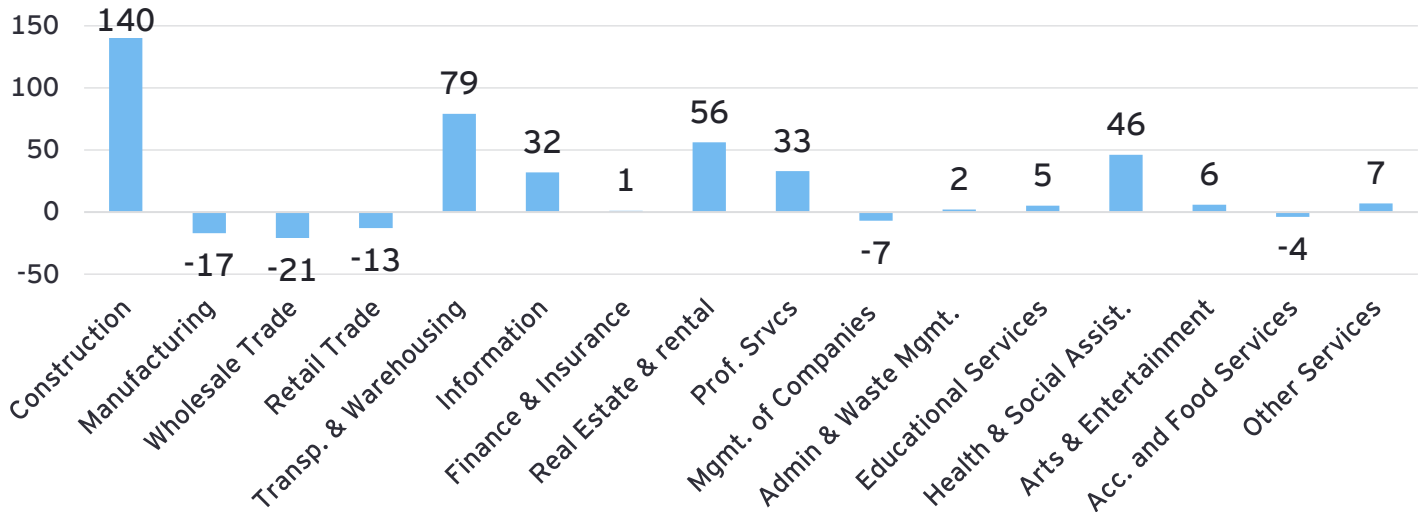


Source:
US Census County Business Patterns

*Data displayed is for the City of Federal Way and portions of surrounding unincorporated King County. The geography is defined by the following zip codes: 98001, 98003, 98023, 98063 and 98093.

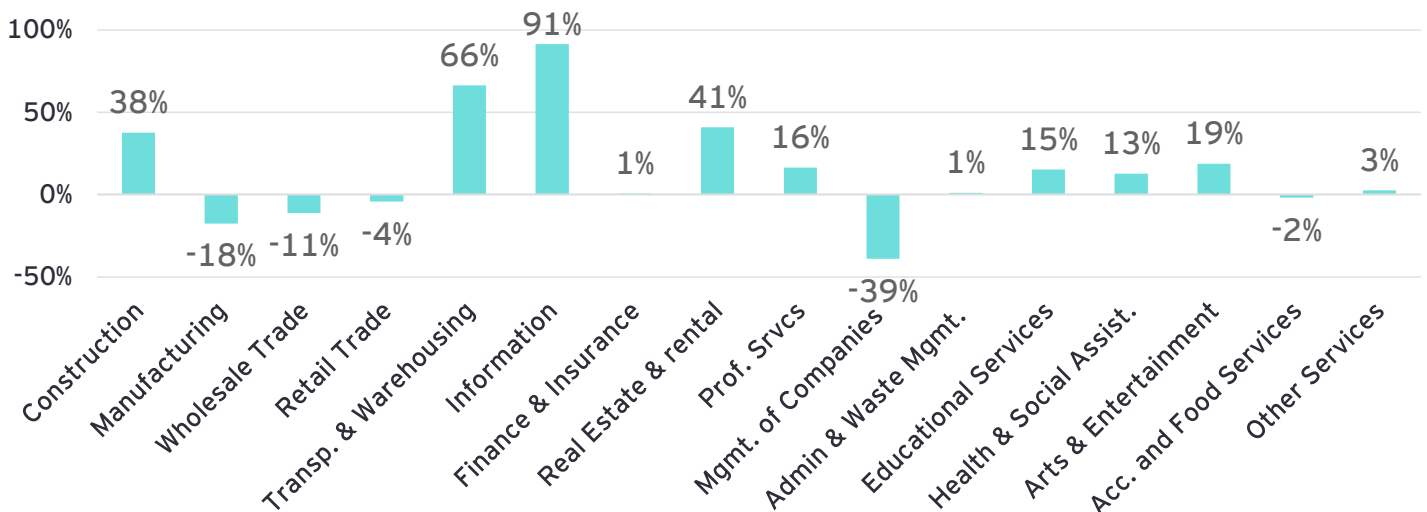
Small Business Patterns, continued*

21. Net new Federal Way small businesses (fewer than 20 employees) by 2-digit NAICS definition, 2015 - 2020



Source:
US Census County Business Patterns

22. Growth rate of Federal Way small businesses (fewer than 20 employees) by 2-digit NAICS definition, 2015 - 2020

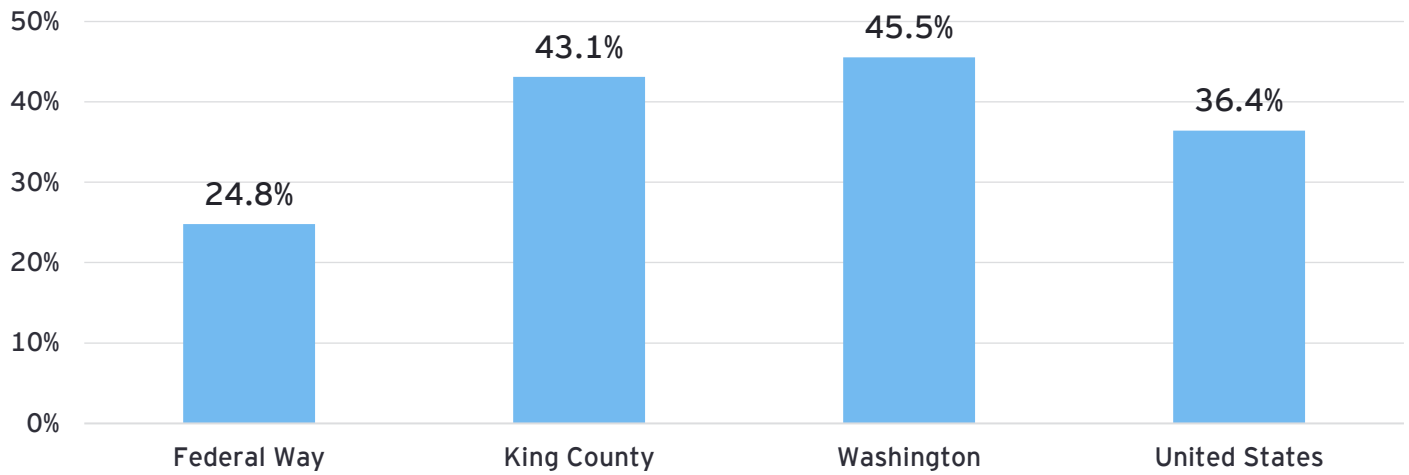


Source:
US Census County Business Patterns

* Data displayed is for the City of Federal Way and portions of surrounding unincorporated King County. The geography is defined by the following zip codes: 98001, 98003, 98023, 98063 and 98093.

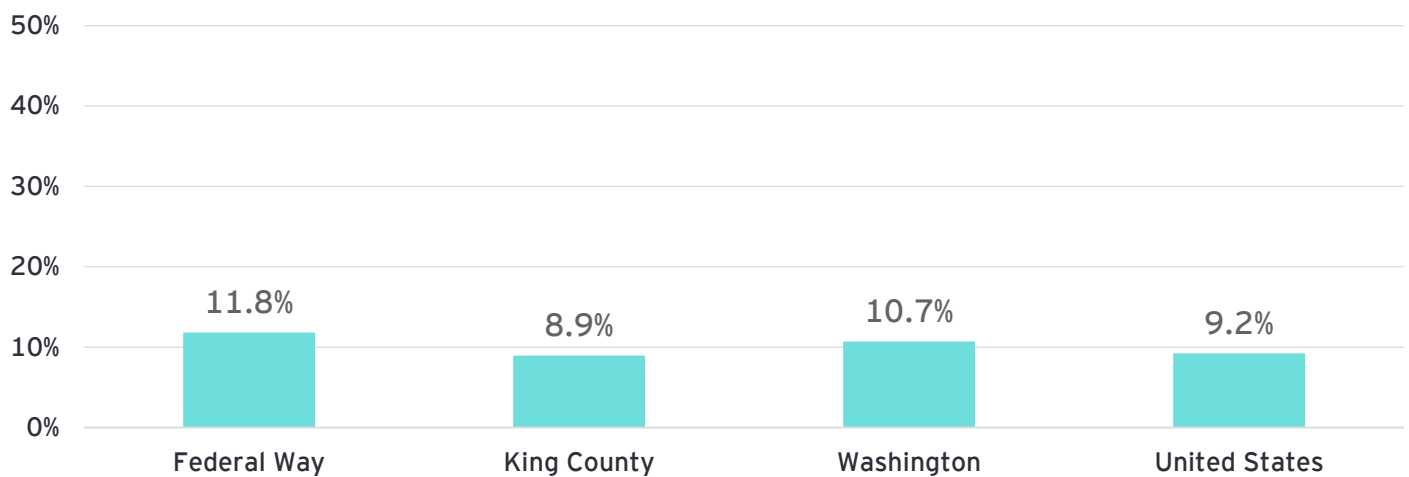
Business Ownership Characteristics

23. Share of businesses owned by women or equally by women and men, 2017



Source:
US Census Annual Business Survey

24. Share of businesses owned by veterans or equally by veterans and non-veterans, 2017

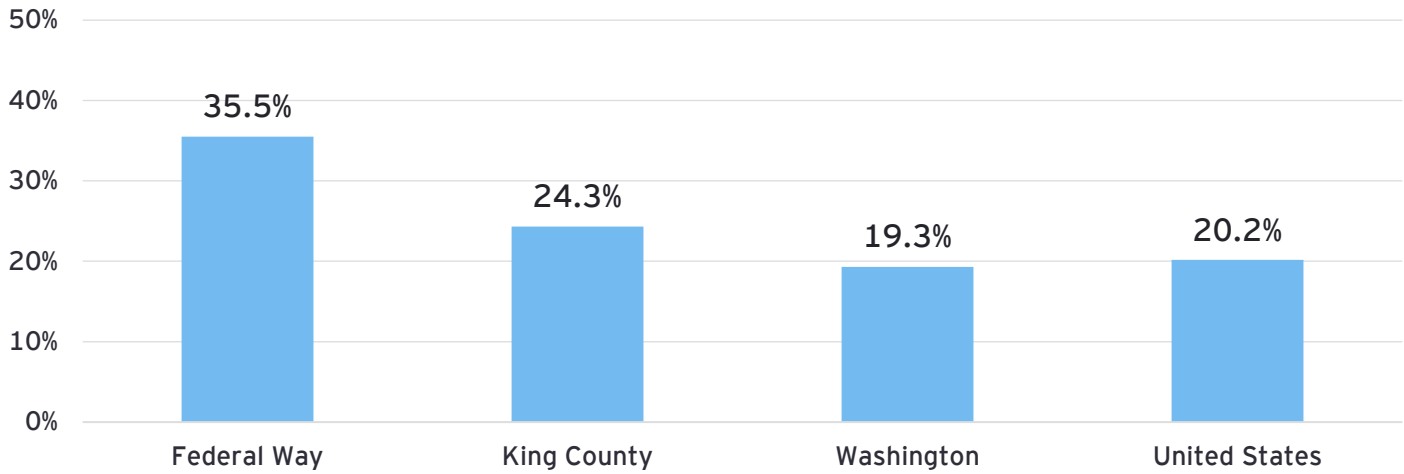


Source:
US Census Annual Business Survey

*Data displayed is for the City of Federal Way and portions of surrounding unincorporated King County. The geography is defined by the following zip codes: 98001, 98003, 98023, 98063 and 98093.

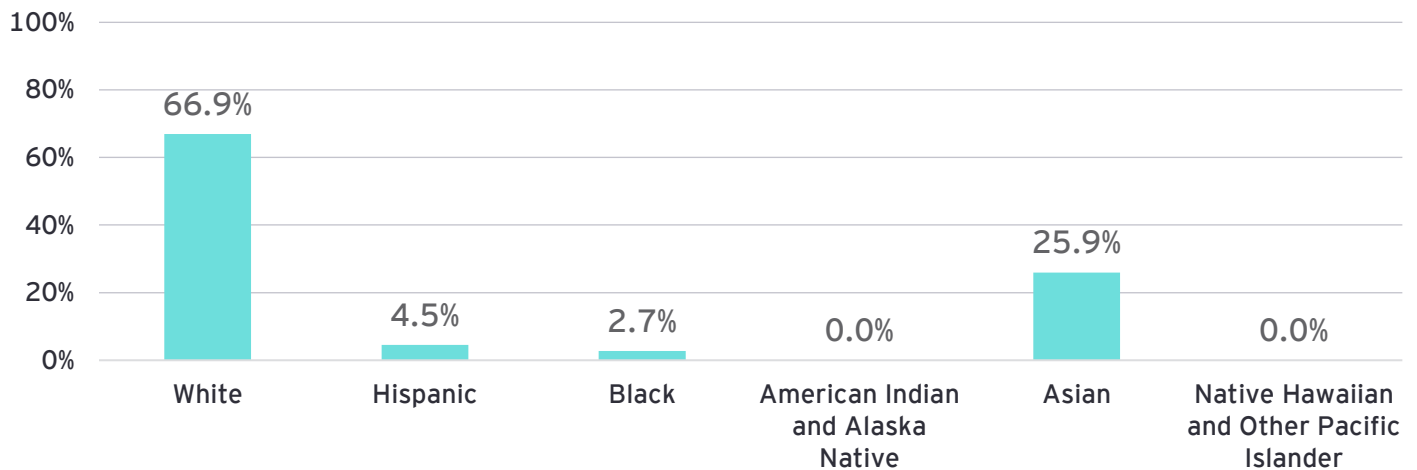
Business Ownership Characteristics, continued

25. Share of businesses owned by non-white individuals or equally by non-white and white, 2017



Source:
US Census Annual Business Survey

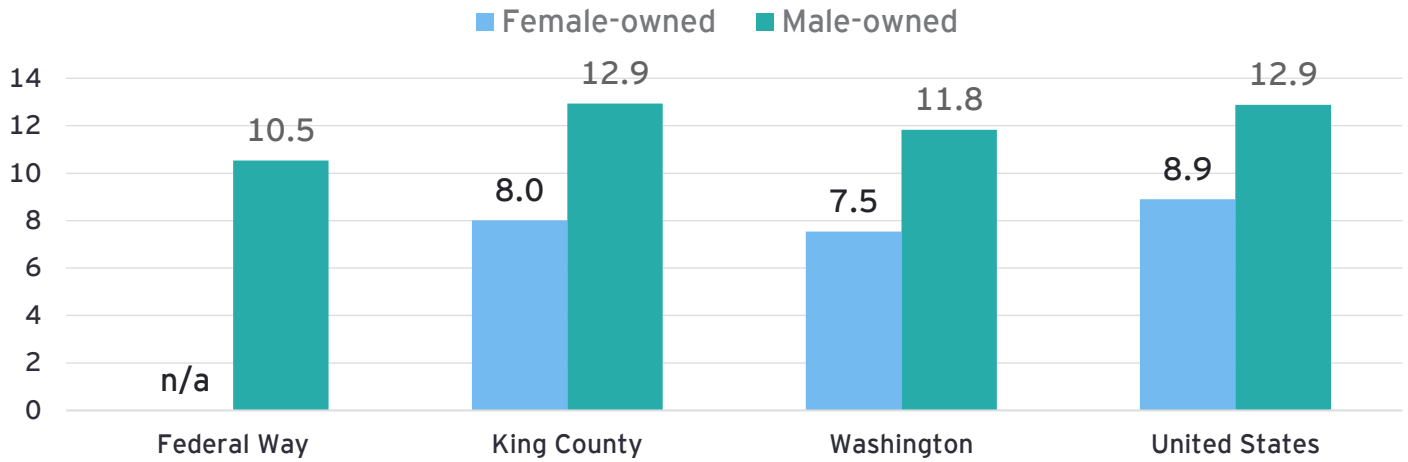
26. Share of Federal Way businesses by race of owner, 2017



Source:
US Census Annual Business Survey

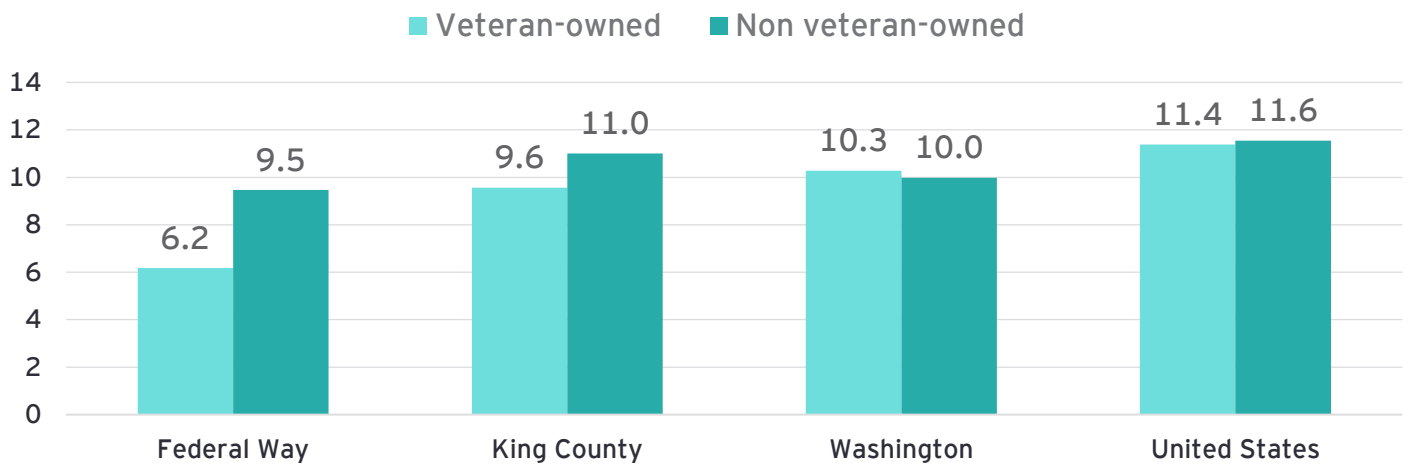
Business Size Characteristics

27. Average number of employees of businesses by gender of owner, 2017



Source:
US Census Annual Business Survey

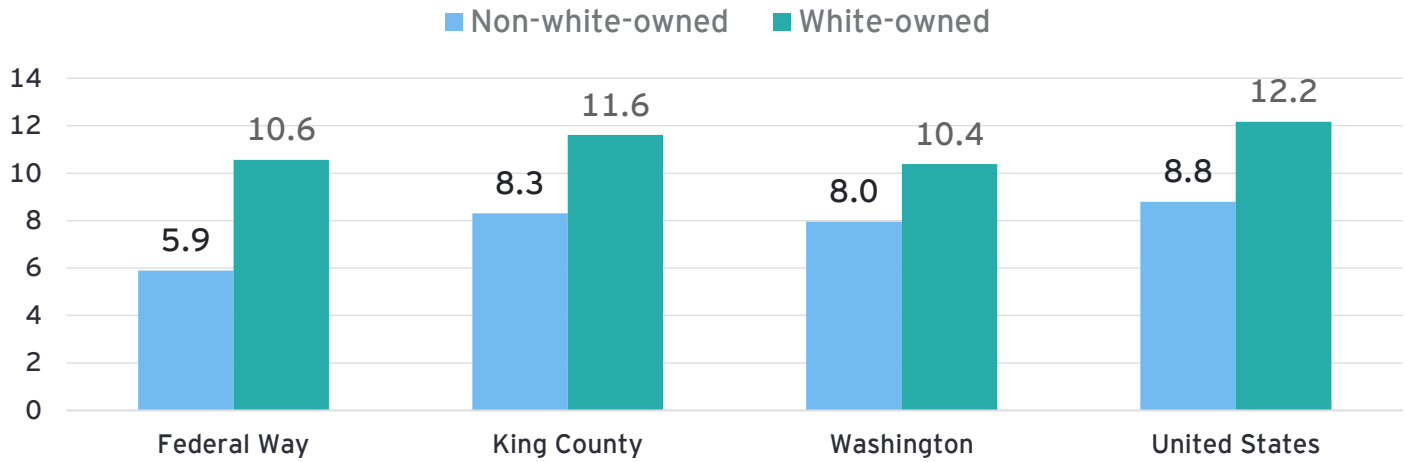
28. Average number of employees of businesses by veteran status of owner, 2017



Source:
US Census Annual Business Survey

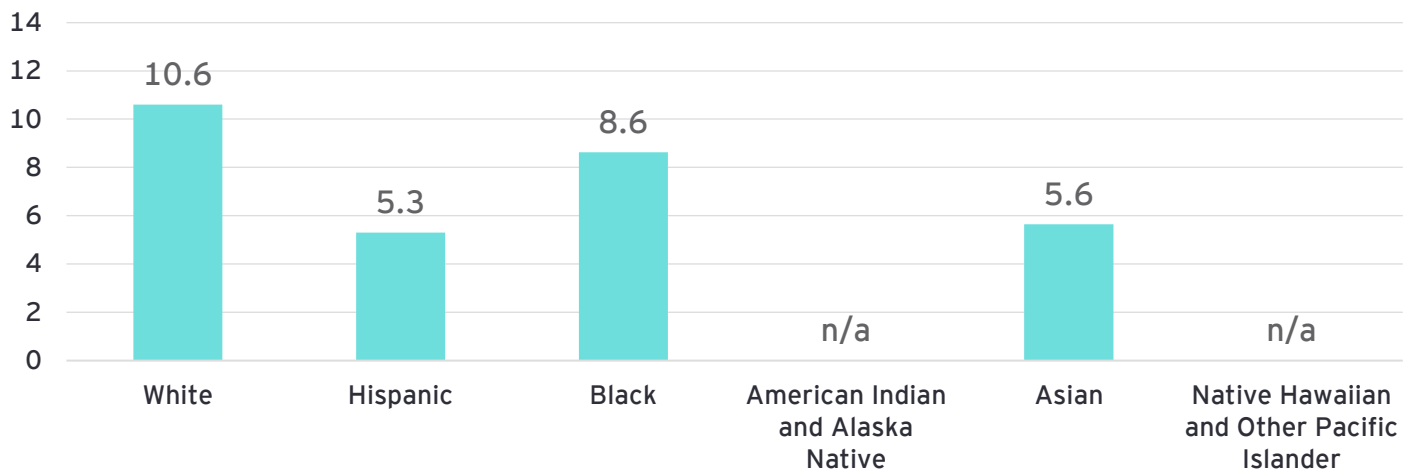
Business Size Characteristics, continued

29. Average number of employees of businesses by race of owner, 2017



Source:
US Census Annual Business Survey

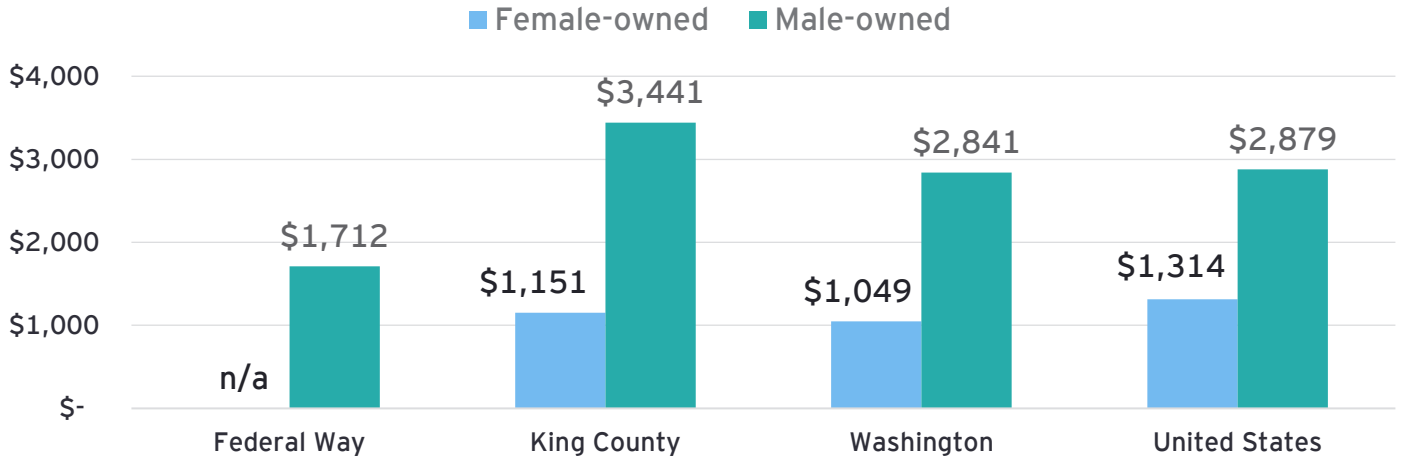
30. Average number of employees of Federal Way businesses by race of owner, 2017



Source:
US Census Annual Business Survey

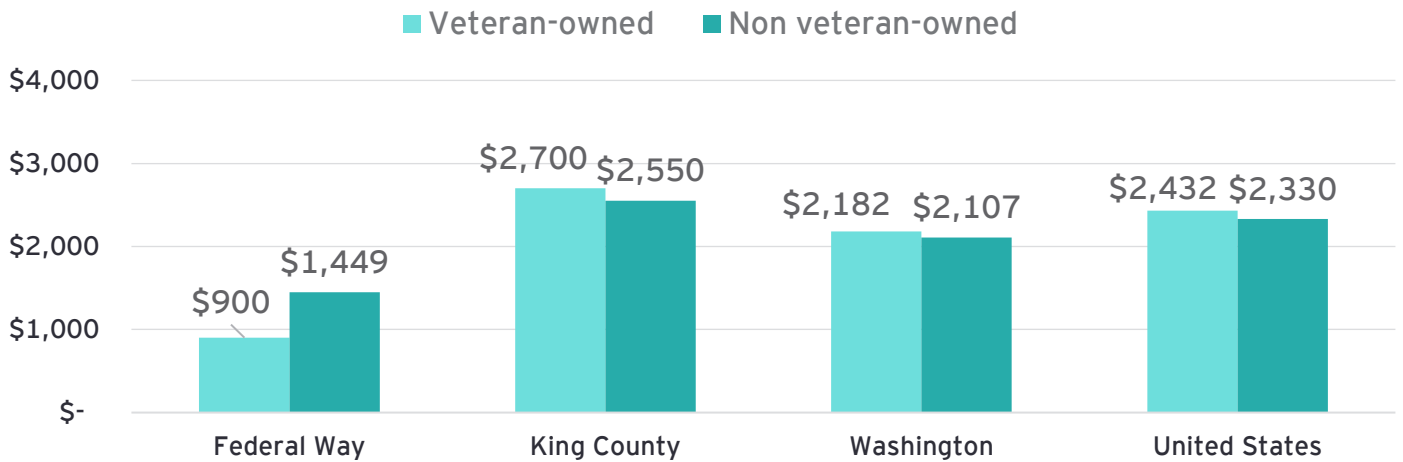
Business Sales Characteristics

31. Average annual sales of businesses by gender of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

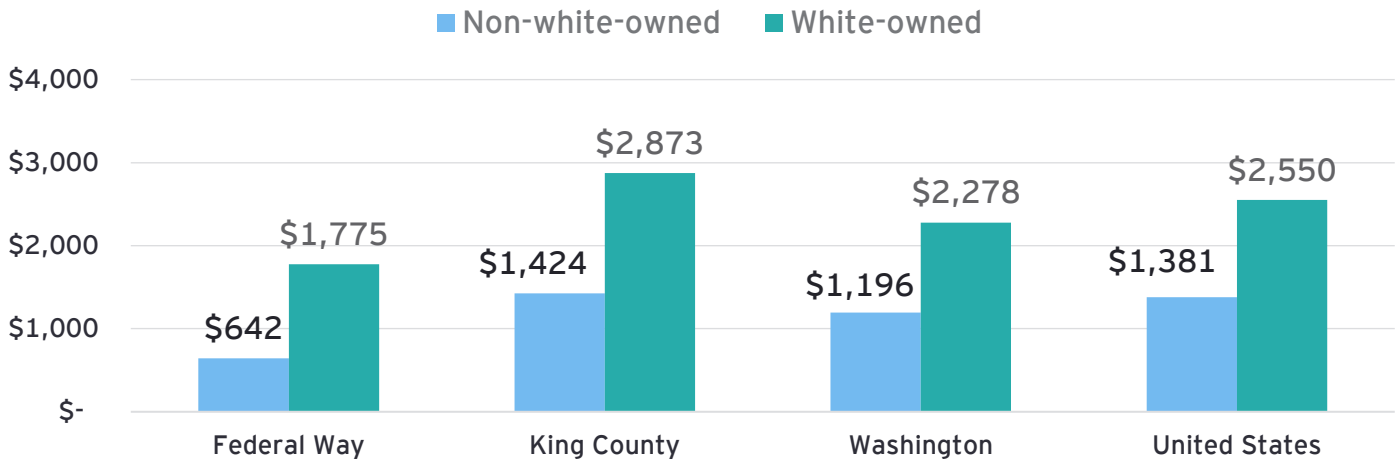
32. Average annual sales of businesses by veteran status of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

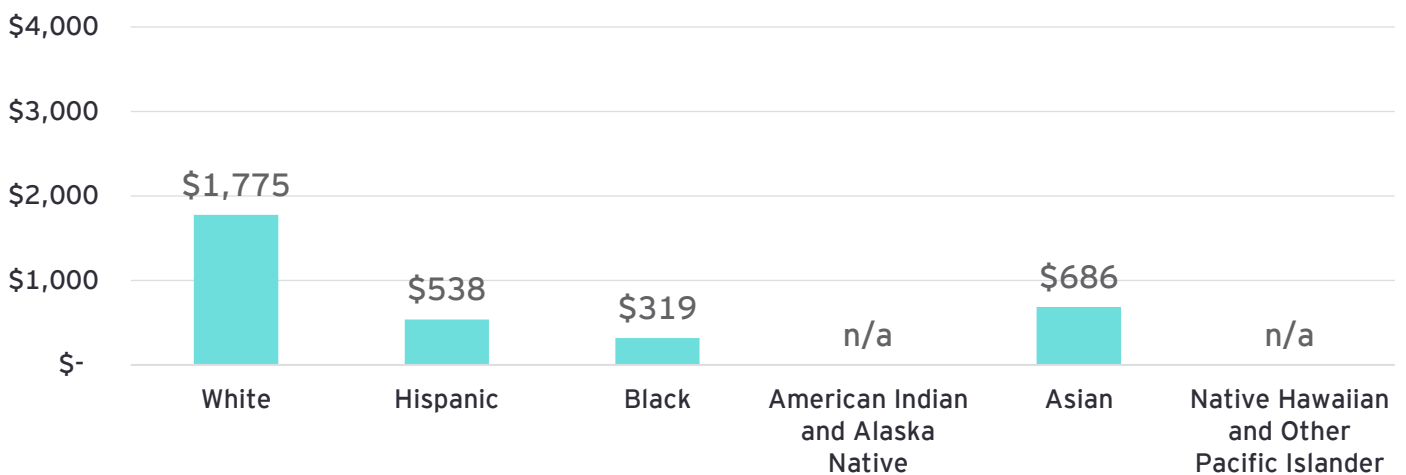
Business Sales Characteristics, continued

33. Average annual sales of businesses by race of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

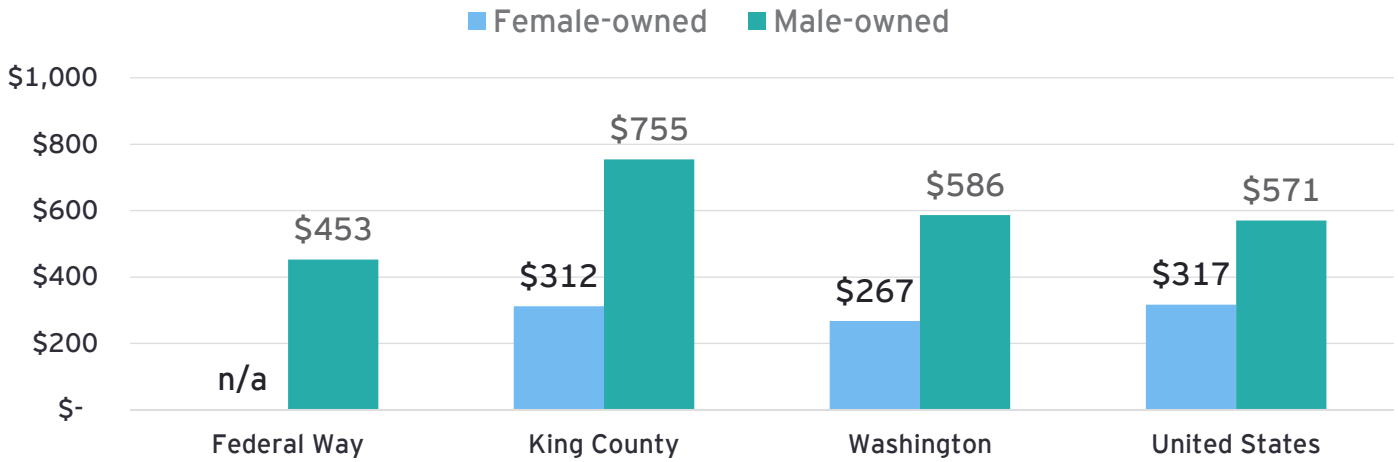
34. Average annual sales of Federal Way businesses by race of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

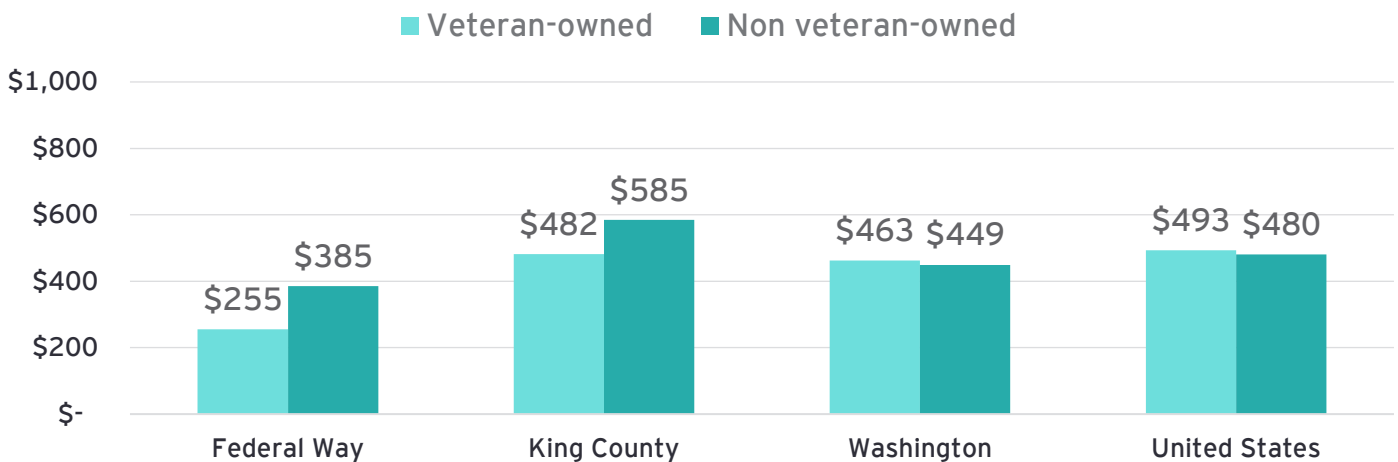
Business Payroll Characteristics

35. Average annual payroll of businesses by gender of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

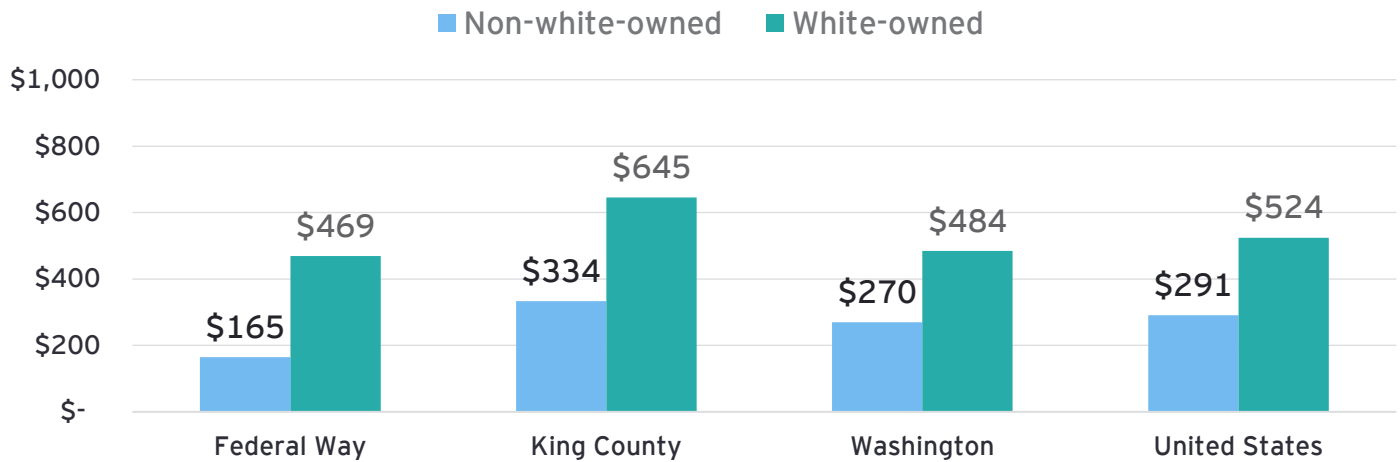
36. Average annual payroll of businesses by veteran status of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

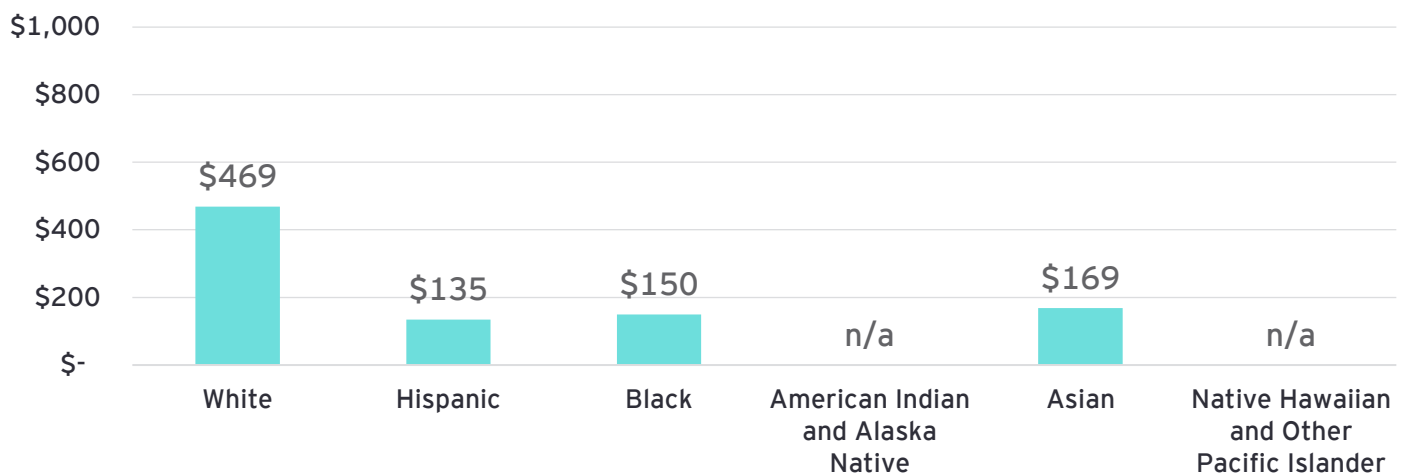
Business Payroll Characteristics, continued

37. Average annual payroll of businesses by race of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

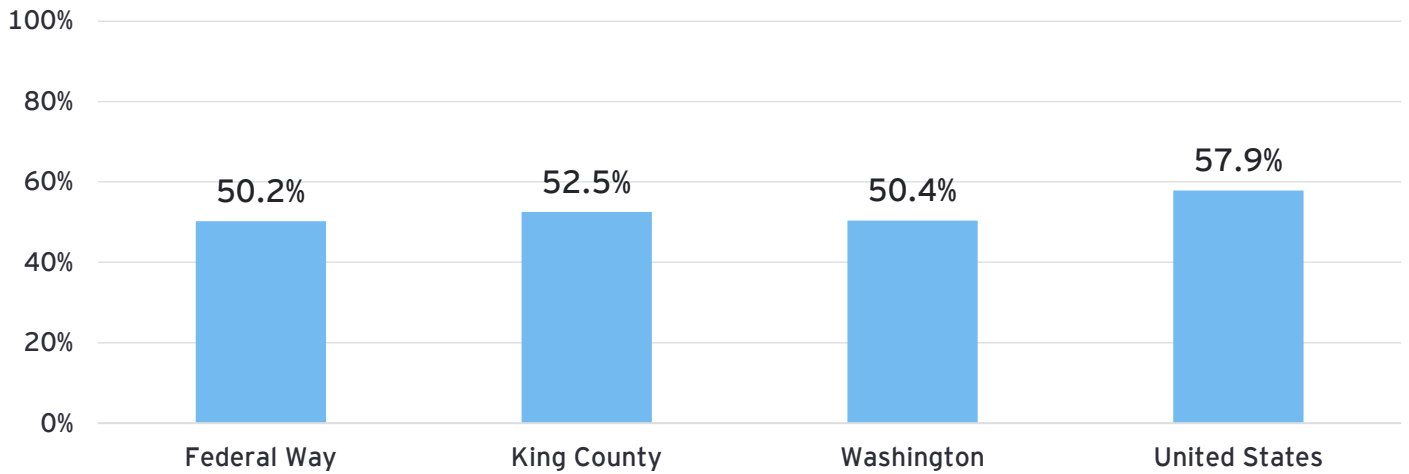
38. Average annual payroll of Federal Way businesses by race of owner (\$ thousands), 2017



Source:
US Census Annual Business Survey

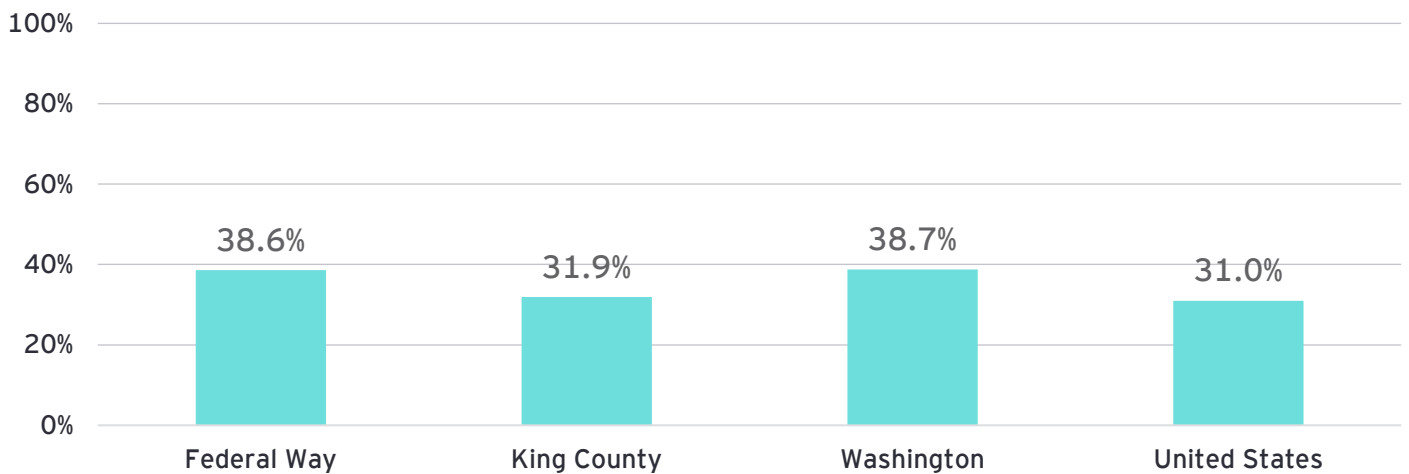
Business Ownership Types

39. Share of businesses owned by one person, 2017



Source:
US Census Annual Business Survey

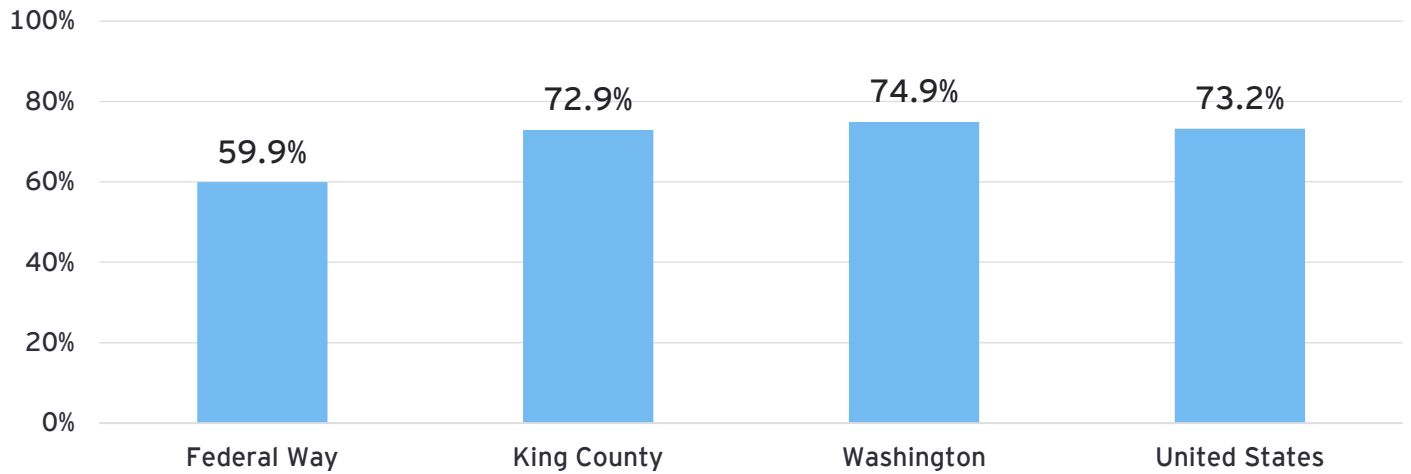
40. Share of businesses that are family-owned, 2017



Source:
US Census Annual Business Survey

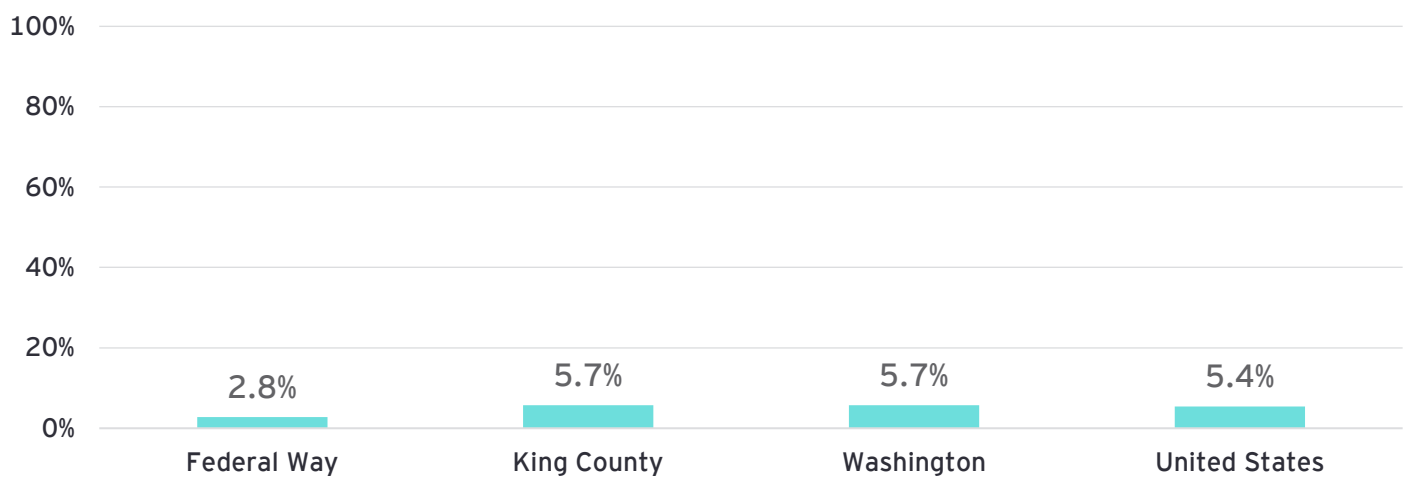
Source Capital Funding

41. Share of businesses that started or initially acquired their business with **personal/family savings/assets of owner(s)**, 2017



Source:
US Census Annual Business Survey

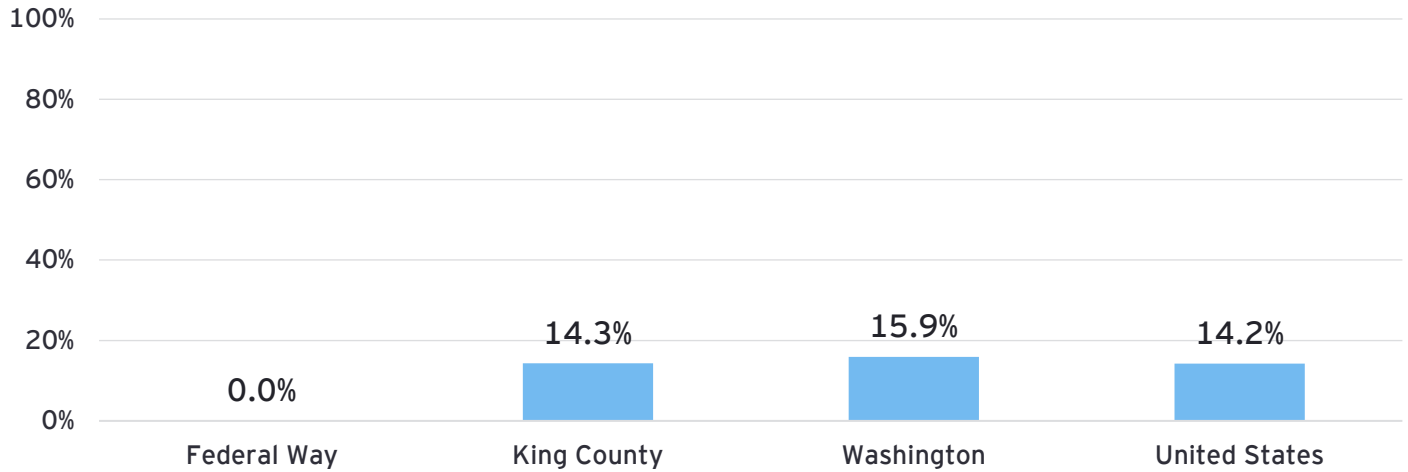
42. Share of businesses that started or initially acquired their business with **personal/family home equity loan**, 2017



Source:
US Census Annual Business Survey

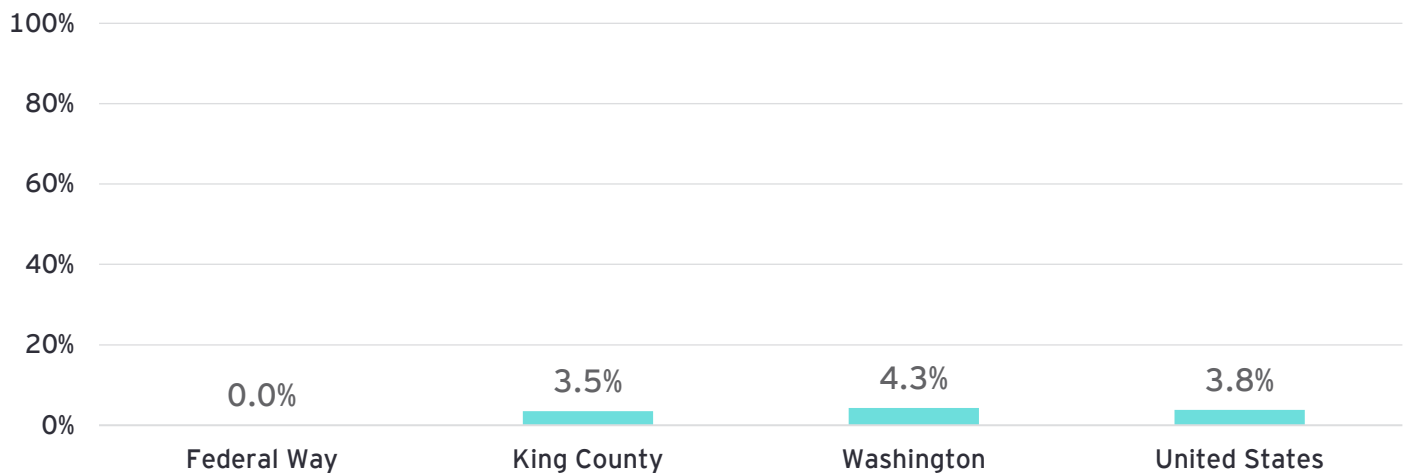
Source Capital Funding, continued

43. Share of businesses that started or initially acquired their business with **personal/business credit card(s) carrying balances**, 2017



Source:
US Census Annual Business Survey

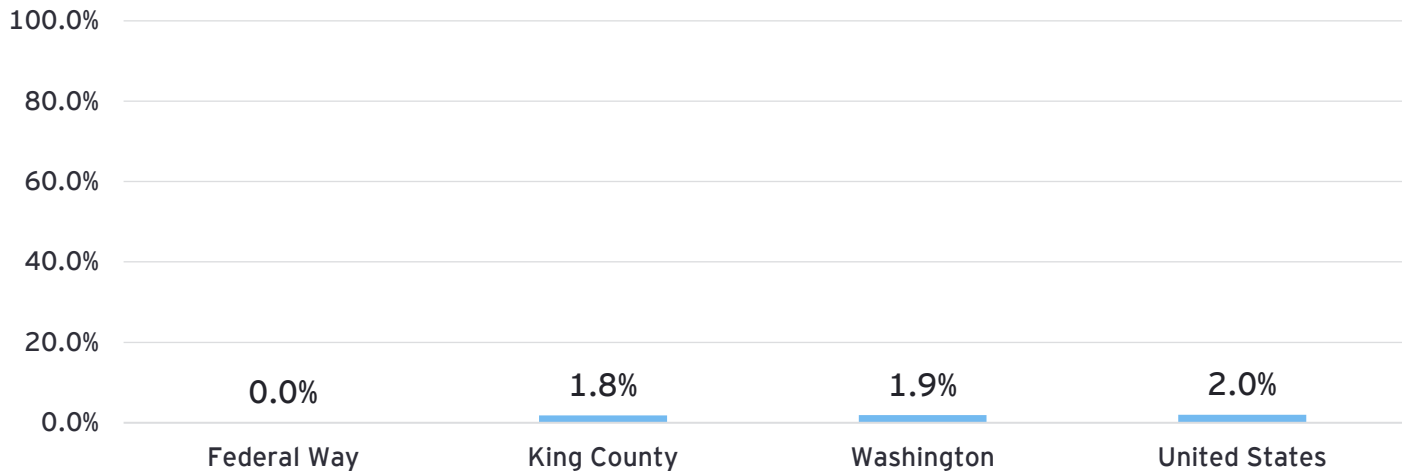
44. Share of businesses that started or initially acquired their business with **business loan/investment from family/friends**, 2017



Source:
US Census Annual Business Survey

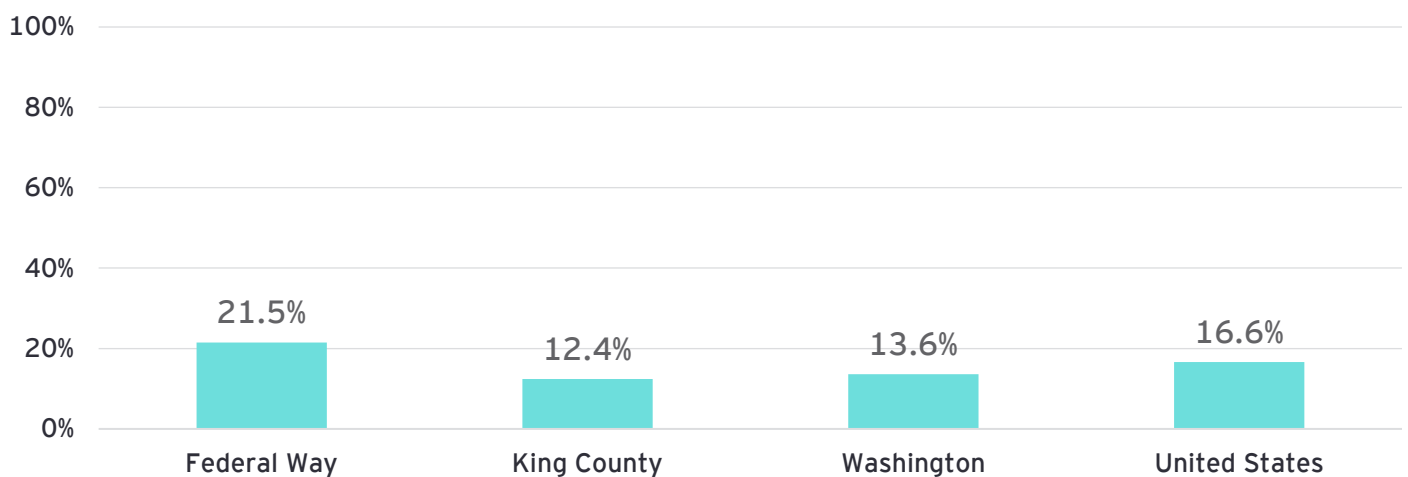
Source Capital Funding, continued

45. Share of businesses that started or initially acquired their business with **government backed loans**, 2017



Source:
US Census Annual Business Survey

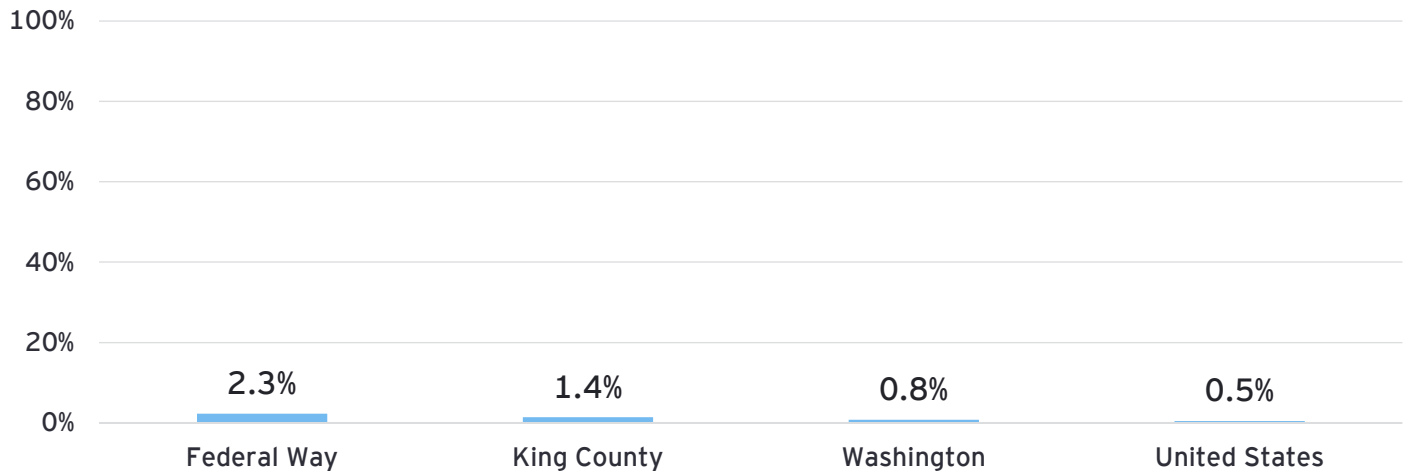
46. Share of businesses that started or initially acquired their business with **business loan from a bank or financial institution**, 2017



Source:
US Census Annual Business Survey

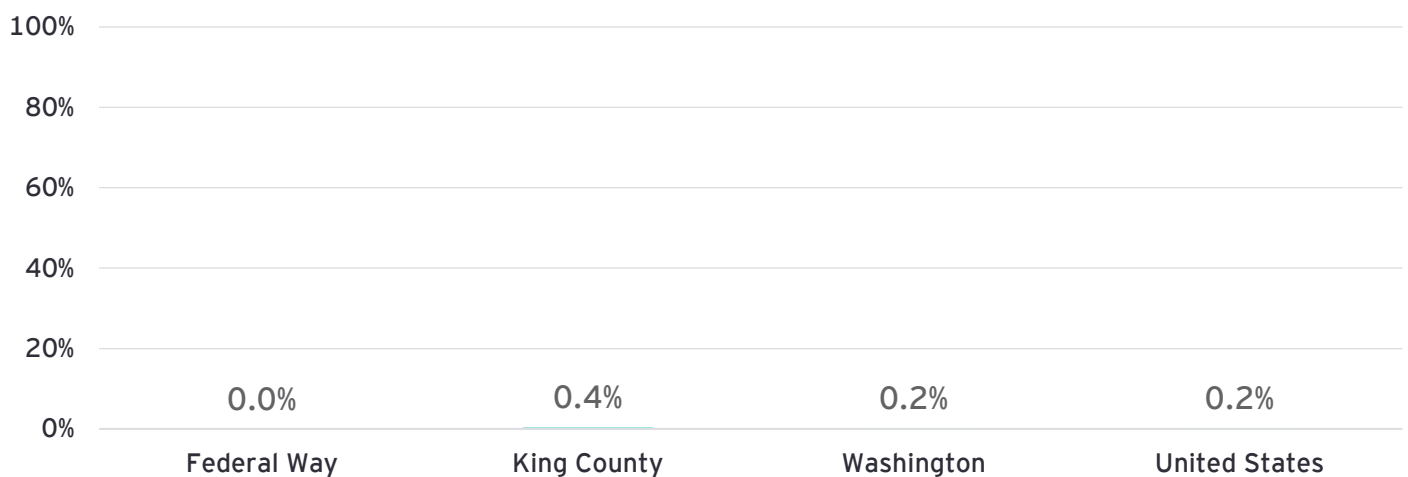
Source Capital Funding, continued

47. Share of businesses that started or initially acquired their business with investment by venture capitalist(s), 2017



Source:
US Census Annual Business Survey

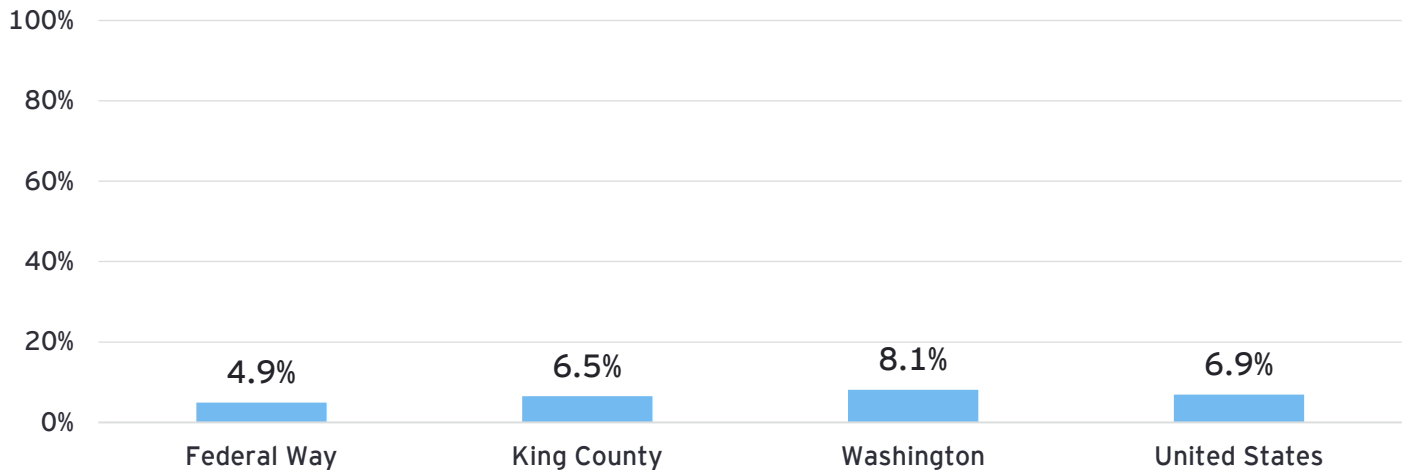
48. Share of businesses that started or initially acquired their business with grants, 2017



Source:
US Census Annual Business Survey

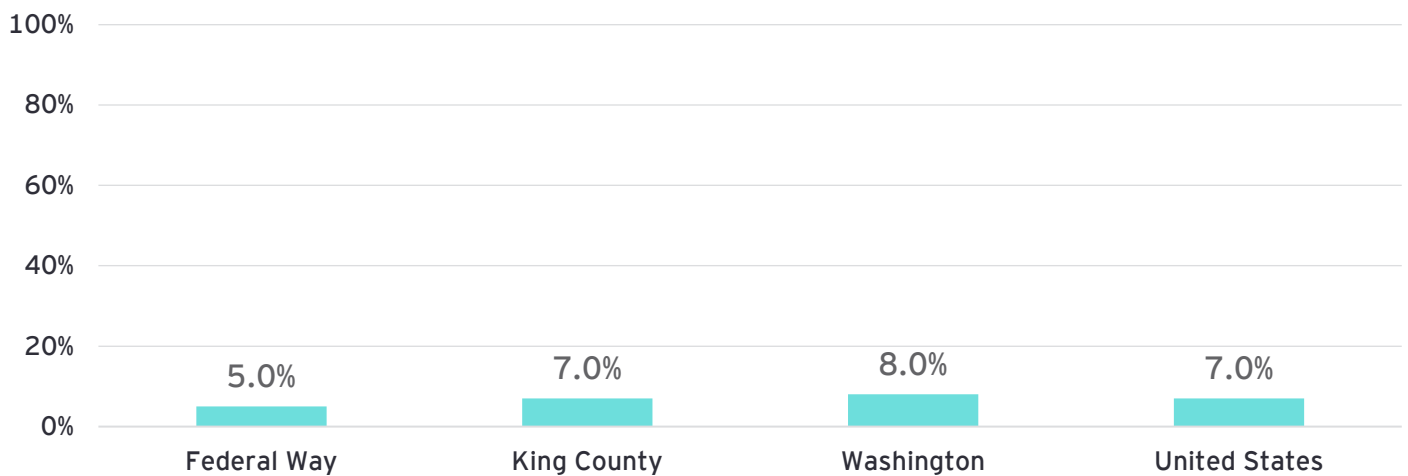
Business Customer Characteristics

49. Share of businesses with 10% or more of sales to state and local government, 2017



Source:
US Census Annual Business Survey

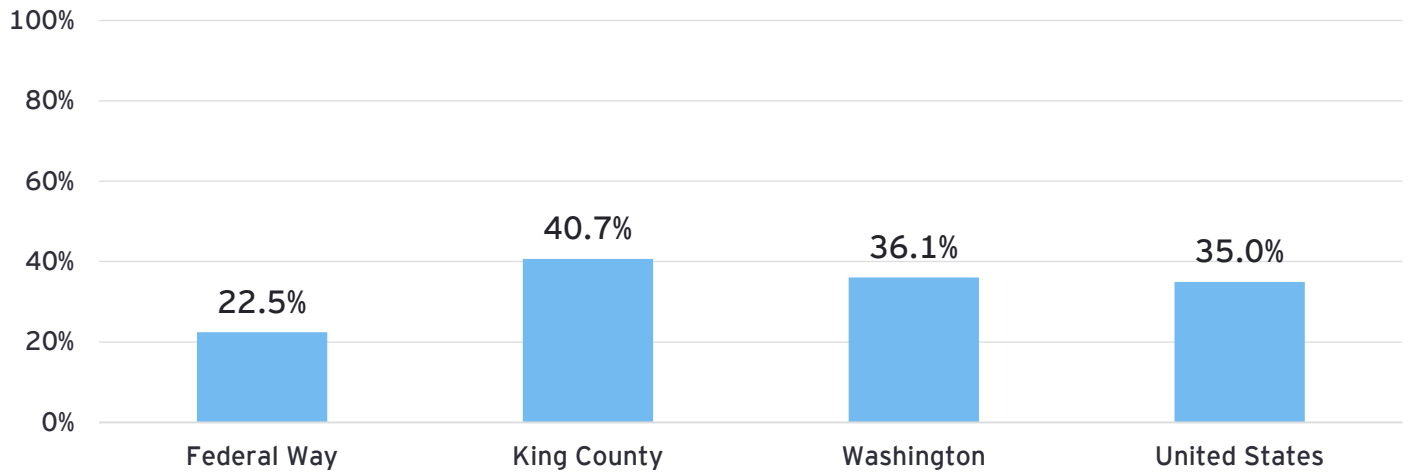
50. Share of businesses with 10% or more of sales to federal government, 2017



Source:
US Census Annual Business Survey

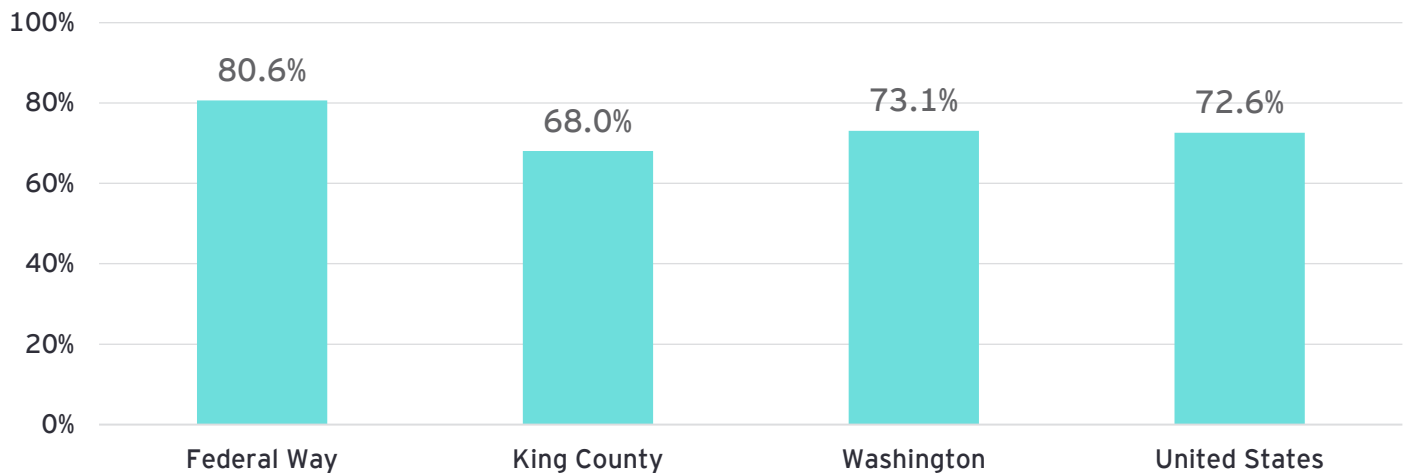
Business Customer Characteristics, continued

51. Share of businesses with 10% or more of sales to other businesses, 2017



Source:
US Census Annual Business Survey

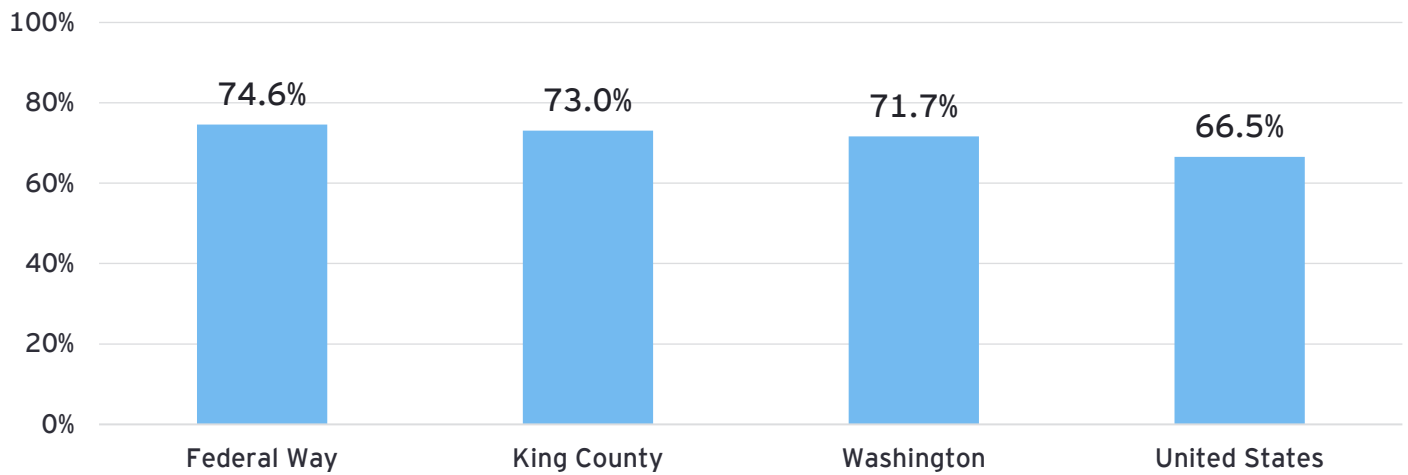
52. Share of of businesses with 10% or more of sales to individuals, 2017



Source:
US Census Annual Business Survey

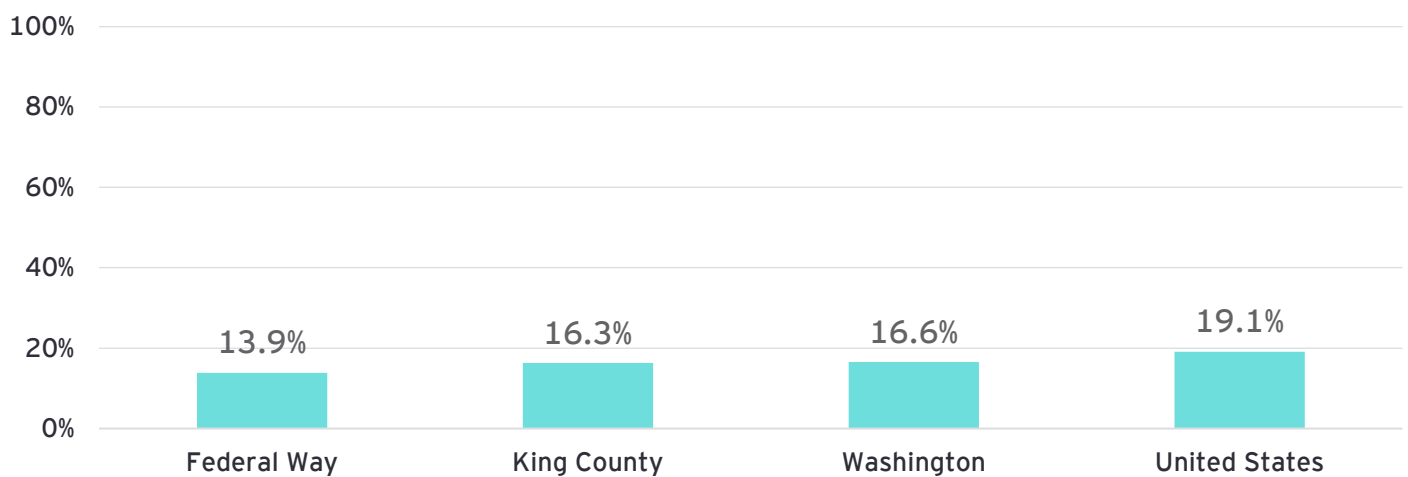
Business Profitability

53. Share of businesses that had profits, 2017



Source:
US Census Annual Business Survey

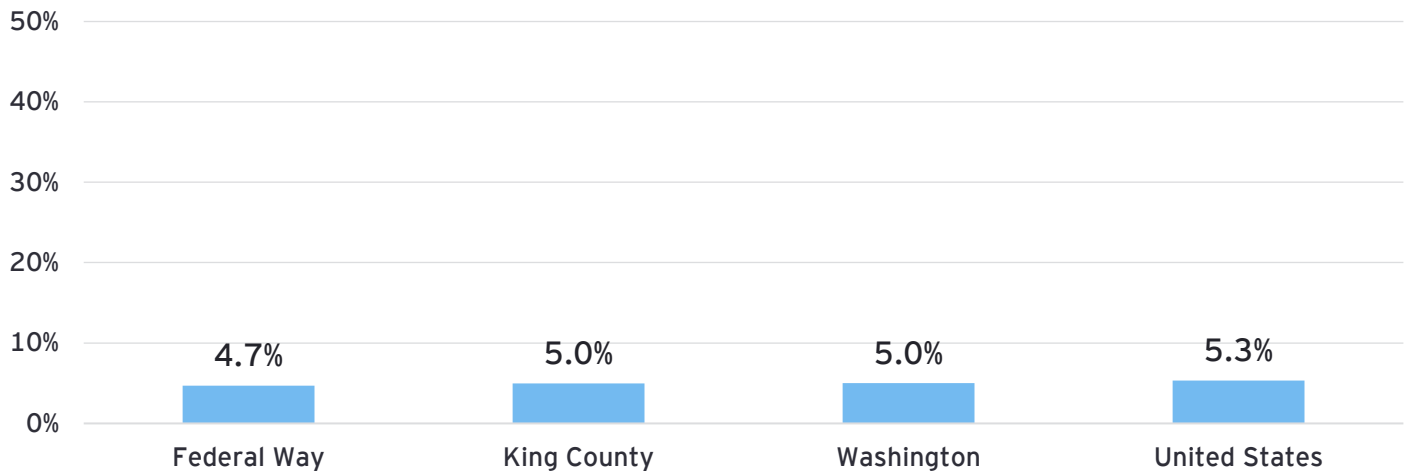
54. Share of businesses that had losses, 2017



Source:
US Census Annual Business Survey

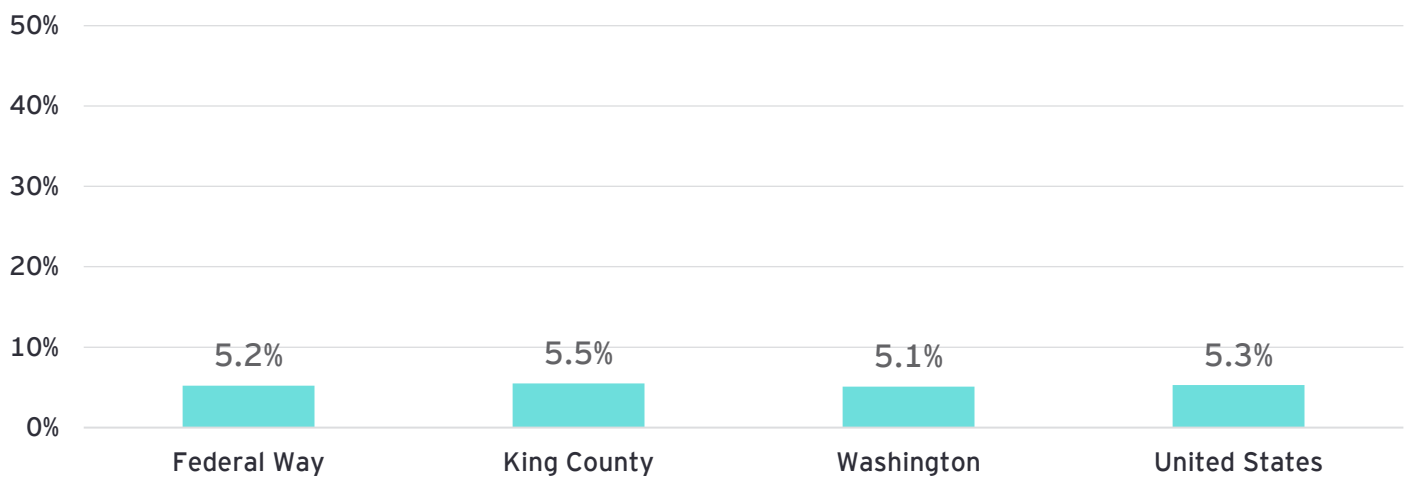
Negative Impacts to Business Profitability

55. Share of businesses with negatively impacted profitability from **access to financial capital**, 2017



Source:
US Census Annual Business Survey

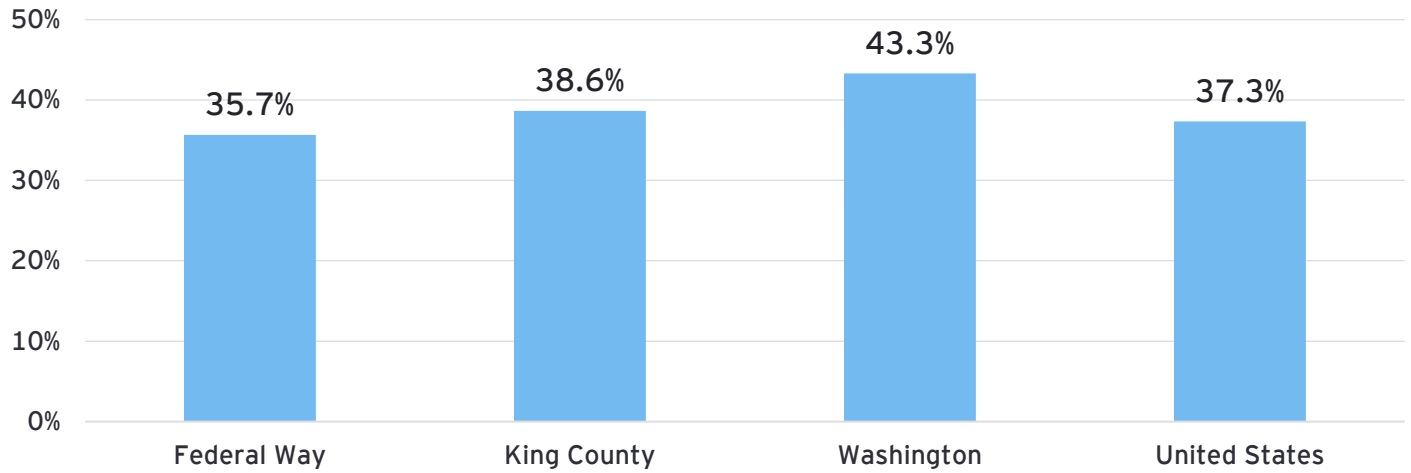
56. Share of businesses with negatively impacted profitability from **cost of financial capital**, 2017



Source:
US Census Annual Business Survey

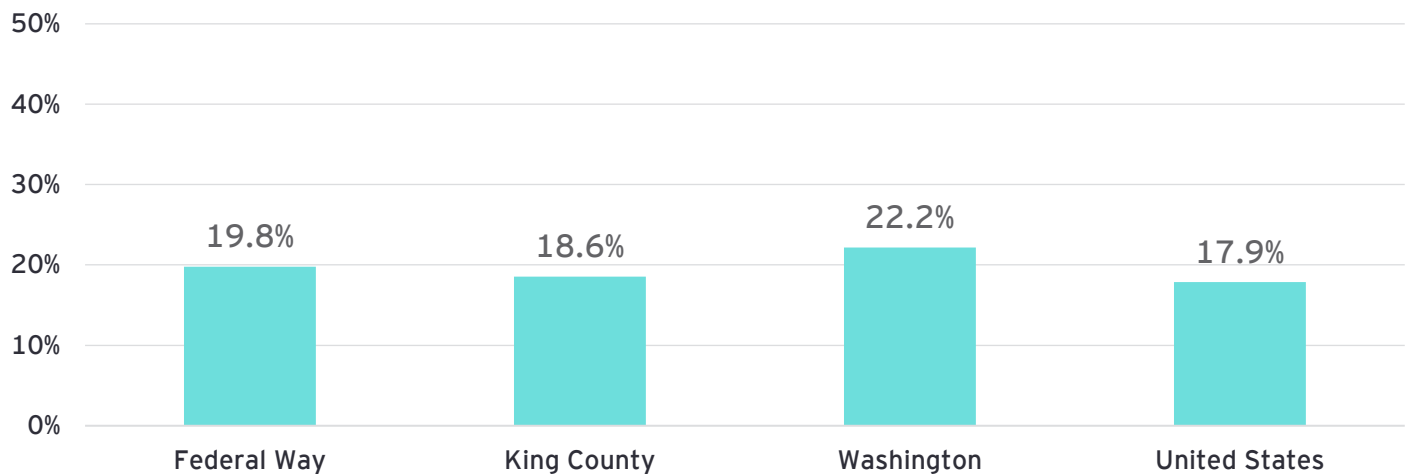
Negative Impacts to Business Profitability, continued

57. Share of businesses with negatively impacted profitability from **taxes**, 2017



Source:
US Census Annual Business Survey

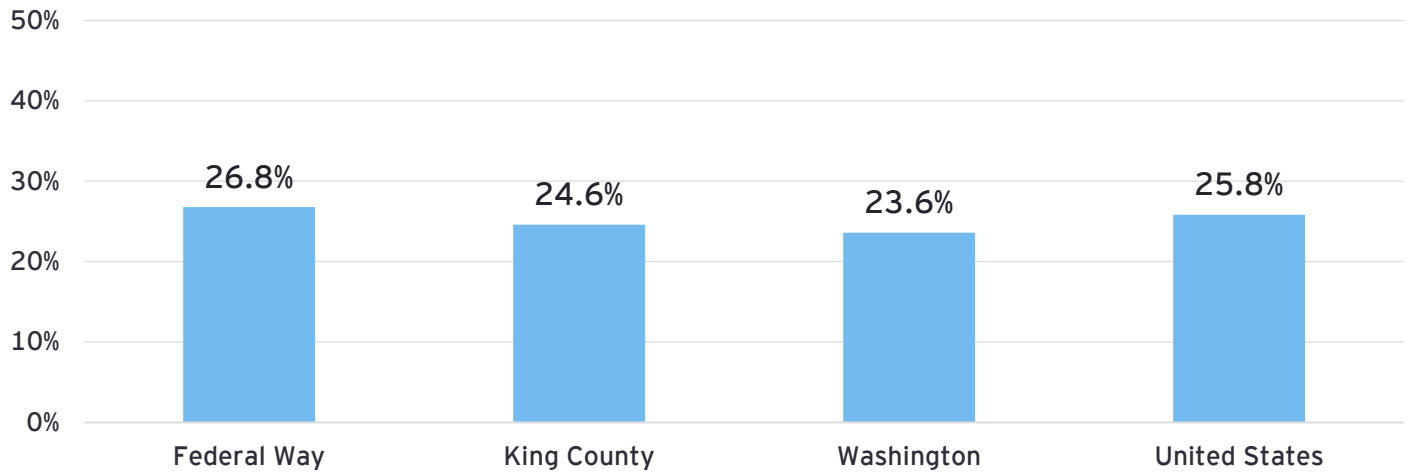
58. Share of businesses with negatively impacted profitability from **government regulations**, 2017



Source:
US Census Annual Business Survey

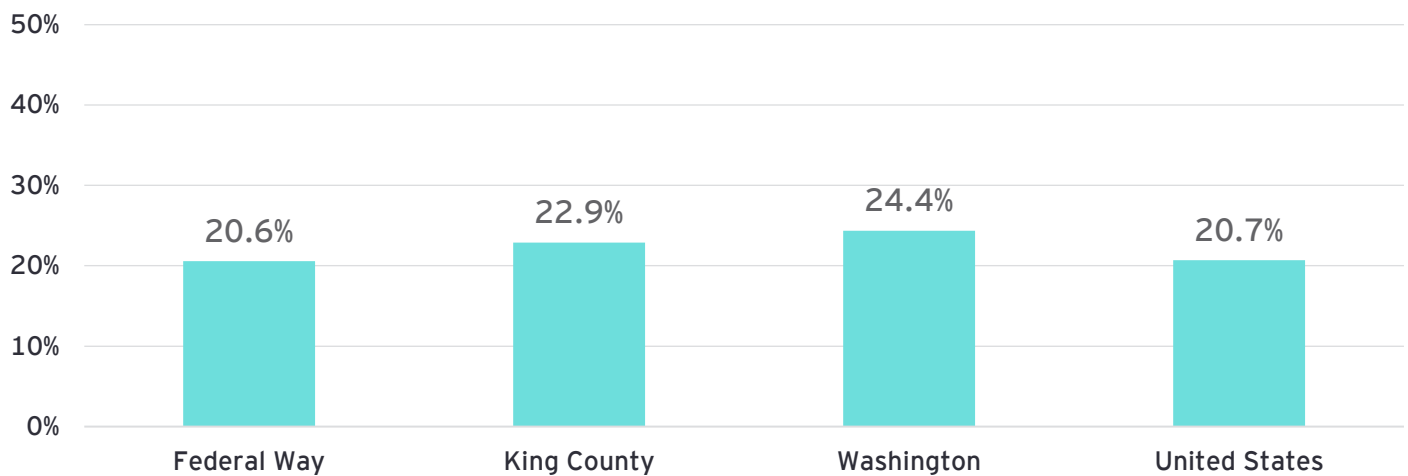
Negative Impacts to Business Profitability, continued

59. Share of businesses with negatively impacted profitability from **unpredictability of business conditions**, 2017



Source:
US Census Annual Business Survey

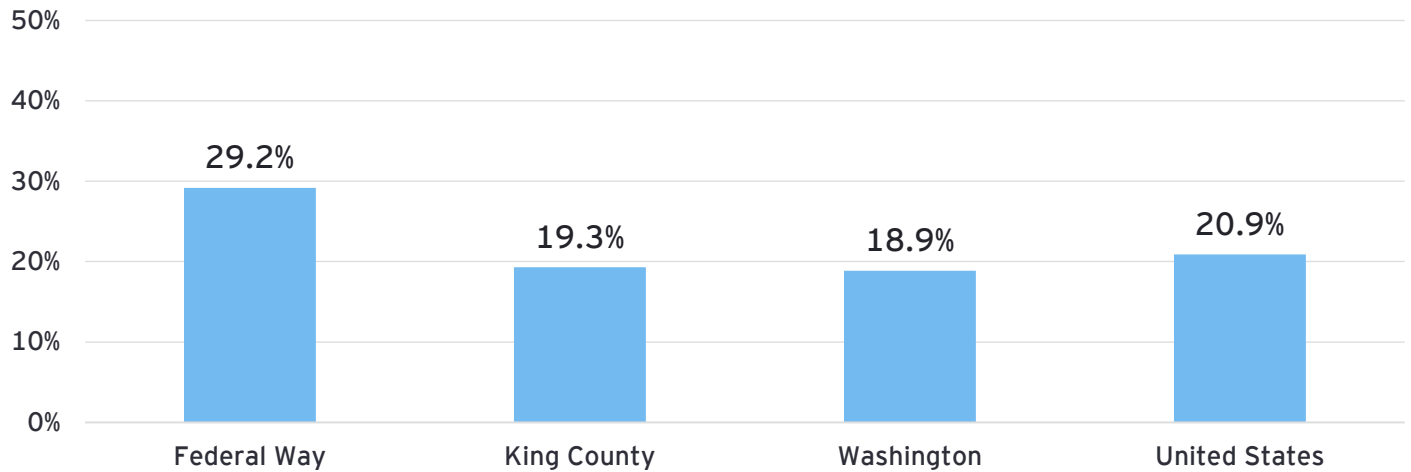
60. Share of businesses with negatively impacted profitability from **finding qualified labor**, 2017



Source:
US Census Annual Business Survey

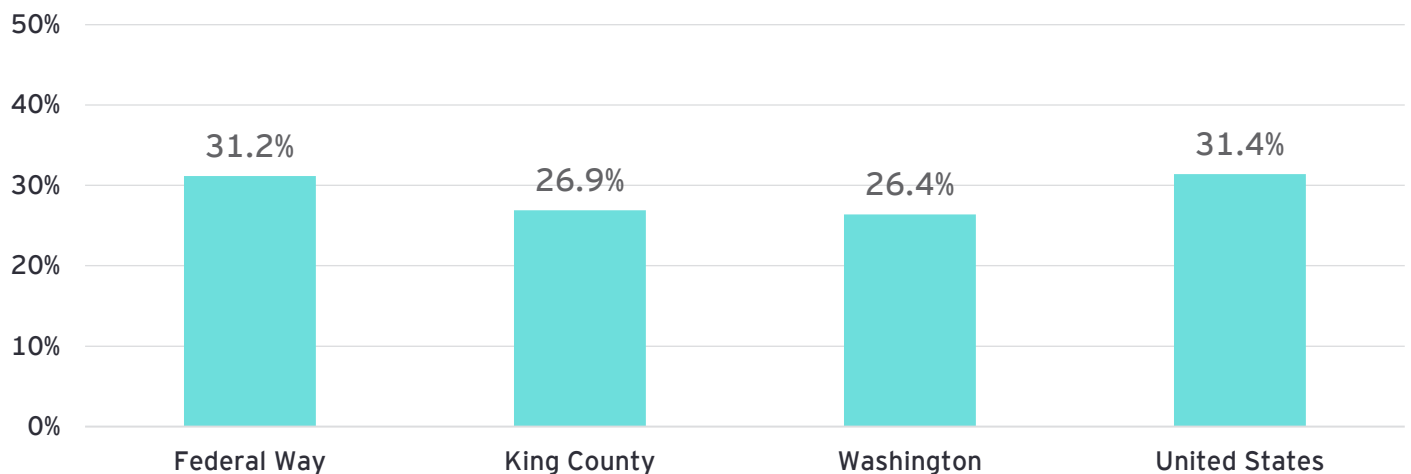
Negative Impacts to Business Profitability, continued

61. Share of businesses with negatively impacted profitability from **late or nonpayment from customers**, 2017



Source:
US Census Annual Business Survey

62. Share of businesses with negatively impacted profitability from **slow business or lost sales**, 2017



Source:
US Census Annual Business Survey

Thank you!

District 30 Legislators

State Senator

The Honorable Claire Wilson

State Representatives

The Honorable Jamila Taylor
The Honorable Jesse Johnson

The Greater Federal Way Chamber of Commerce is a membership organization, focused on economic development in the region. A growth hub between the port cities of Seattle and Tacoma, the Chamber works to support business connection and promote economic opportunities along this corridor of the south Puget Sound.

As the voice of business, the Chamber is a powerful network comprised of business enterprises, civic organizations, educational institutions, as well as strong public/private partnerships. Our business leaders are focused on inclusive economic growth as we work together to create a prosperous economy in the greater Federal Way region.

With a full range of programs and services, the Chamber works to provide opportunities for our members to connect, lead, and prosper—personally and professionally. Our monthly meetings focus on topics that impact the bottom-line of business, providing a strategic look at issues influencing our economy.

We support our regional footprint with events that enhance business development through webinars, workshops, conferences, and business briefings and roundtables. Our Signature events are Chamber classics that celebrate business success and reinforce our strong professional network.

Information on the Chamber and its program of work is online at fedwaychamber.com



The Prosperity Project is a series of reports, studies, and strategies, building upon the economic data collected as part of the Horizon Initiative and other economic development work at the Chamber. The Prosperity Project adds business visioning to that data as our community looks to support and promote inclusive economic development in the greater Federal Way region of the south Puget Sound.



The Chamber believes data-driven strategies create sustainable business growth. The Horizon Initiative sets the economic baseline, measuring the statistics and trends that will influence the direction and sustainability of our shared future. Learn more about business recovery and other economic data online at fedwaychamber.com//economic-development



Collaboration plays a critical role in investment decision making. Efforts to retain, expand, and attract business are tied to an economic climate that practices respectful, reasonable, and inclusive leadership. Work Together for the Greater Good and its 8 steps of Collaboration is available for presentation. Contact the Chamber to schedule, 253-838-2605

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