

COVID-19 IMPACT ASSESSMENT

REGIONAL ECONOMIC RECOVERY + RESILIENCE
PLANNING SERVICES (CARES ACT)

NORTHEAST GEORGIA REGIONAL COMMISSION



Georgia Tech  **Center for
Economic Development
Research**

NOTE: This report contains time-sensitive data on COVID-19 trends in communities accessed from September through December 2020. Databases that Georgia Tech subscribes to and typically uses for sociodemographic analysis may lag by several months or more. Every effort was made to collect the most recent real-time information using publicly available data from widely-recognized and reliable sources. The use and applicability of this data on the Northeast Georgia region may change as the COVID-19 pandemic evolves.

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1. KEY TAKEAWAYS

KEY TAKEAWAYS

Report Highlights

- Most survey respondents report a need for **better internet access in parts of their communities, as well as an increase in the need for social services as a result of the pandemic.**
- **Clarke and Oconee counties had the largest sales tax declines in the region** at -4.7 percent and -3.2 percent, respectively. Greene County declined -2.7 percent, likely due to the loss of tourism and the closure of the Ritz-Carlton due to COVID-19.
- **Although initial unemployment claims in the region are still above pre-pandemic levels, the number of new claims have decreased each month since April.** Accommodation and Food Services, Health Care and Social Assistance, and Retail Trade are the three most impacted sectors in terms of anticipated job loss.
- **For the first time since January 2020, job postings in Northeast Georgia exceeded that of last October.** Average monthly postings remain about 10 percent lower than last year.
- Most of the Northeast Georgia region's **low-income job loss is in Clarke, Newton, and Walton counties.**
- **Elbert, Jasper, and Newton counties** rank highest on the COVID-19 Community Vulnerability Index (CCVI). **Morgan, Greene, and Clarke counties** rank highest on the Chmura Economic Vulnerability Index.
- National housing protections under the CARES Act have allowed residents to stay in their homes through **eviction moratoriums and mortgage forbearance.**
- **Blacks and Hispanics have been heavily impacted by COVID-19 in Northeast Georgia,** with case rates 1.2 to 1.9 times the case rates for Non-Hispanic whites. Case and/or death rates have also been high among American Indians / Native Alaskans and Native Hawaiians / Pacific Islanders.

Downtown Covington

Source: Bing Maps

2. INTRODUCTION

INTRODUCTION

About the Team

The Enterprise Innovation Institute (EI2) is Georgia Tech's chief business outreach and economic development organization. Since its inception in 1960, its core mission is to help business, industry, entrepreneurs, and economic developers across Georgia grow and remain competitive. EI2 continues Georgia Tech's sixty-year legacy of commitment to community economic development by providing research and technical assistance to support economic development efforts in communities in Georgia and around the world.



The Center for Economic Development Research (CEDR) is an applied economic development unit of EI². CEDR assists local elected officials, economic developers, policy makers, and community and state leaders who seek innovative tools and methods to leverage their local advantage and quality of life for their residents by attracting, maintaining, and growing business and industry within their areas.

CEDR's economic development team are experts with decades of experience in advising economic development and community leaders on how to stay competitive in an ever-changing global economy. CEDR's staff includes:

- **Economists**
- **City Planners**
- **Economic Development Finance Professionals**
- **Downtown Development Specialists**
- **Public Policy Researchers**

The expertise of the CEDR team is concentrated in the areas of strategic planning, organizational development, labor market and workforce analysis, facilitation, research, and economic and fiscal impact analyses. All have a depth of experience performing applied research for the economic development community. When needed, staff can supplement their skills by calling on Georgia Tech academic faculty to assist in specific research projects. Through their research, CEDR helps their clients understand the opportunities and challenges in fostering local and regional economic development.

For purposes of this report, the research team at CEDR will simply be referred to as "Georgia Tech".

Project Overview

Georgia Tech is pleased to present this Impact Assessment assisting the Northeast Georgia Regional Commission in their pursuit of economic growth and development in the wake of the COVID-19 pandemic, under Coronavirus Aid, Relief, and Economic Security (CARES) Act supplemental funding through the U.S. Department of Commerce Economic Development Administration (EDA). As an EDA University Center, Georgia Tech has supported economic development efforts in Georgia for decades, including research, facilitation, technical and management expertise. These services are available through its headquarters in Atlanta, GA and a network of regional offices located throughout the state.

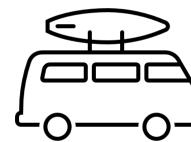


Engineering Your Economic Development Success



Georgia is filled with quaint downtowns that are rich in character and culture. In the years since the Great Recession, rural downtowns across the country have experienced a renaissance. Northeast Georgia towns like Athens, Madison, Braselton, and Covington have become popular tourist destinations, due in part to the draw of the "Americana" aesthetic and history of the communities, and more recently, the advent of the film industry in the state. However, the COVID-19 pandemic has swept through cities and urban centers and has taken its toll in some rural communities. While rural areas comprise 15 percent of the U.S. population, they may be vulnerable to the outbreak due to their lack of resources.

With the COVID-19 pandemic hitting nearly every corner of the globe, rural communities are proving their resilience. Popular events (large concerts, festivals, and other mass gatherings) are on hold. Holiday vacations to theme parks and tourist destinations may be difficult. AAA estimated that summer travel would decrease by 15 percent or more, the first decline since 2009.¹ Many vacation and tourist destinations are either closed indefinitely or limiting their capacity, and air travel is at an all-time low due to international quarantine requirements. When travelers do take to the road during 2020, 97 percent of those trips will be by car.² With economic uncertainty looming, Zeta Global estimates that there will be 31 million fewer holiday travelers this season.³ People are seeking relaxation and refuge in other ways. States like Wisconsin, West Virginia, and Wyoming have initiated marketing campaigns to draw tourists based on their remote locations.



2020 HOLIDAY SEASON

31M ▼
PROJECTED REDUCTION
IN TRAVELERS

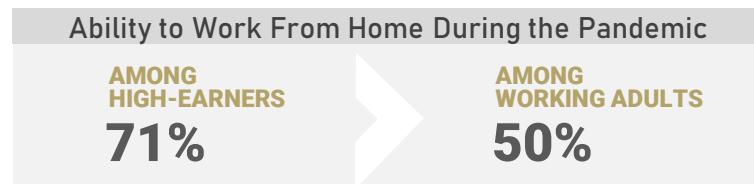
¹ <https://newsroom.aaa.com/2020/06/aaa-forecasts-americans-will-take-700-million-trips-this-summer/>

² Ibid.

³ <https://www.cnn.com/travel/article/winter-holiday-travel-2020-covid-19/index.html>

COVID-19 has had an impact on our communities and how we work. As workers leave the traditional office setting and transition to alternate work arrangements, telecommuting has opened a new avenue for communities outside of major employment hubs to potentially attract new residents looking to relocate, with one caveat: internet access. According to a recent article by Brookings, half of all working adults and 71 percent of high-income earners could work from home during the pandemic.⁴

Although high-speed internet is already in many of the region's downtowns, not all residents in Northeast Georgia have adequate service, and that can be detrimental to the region's economic future. Some communities are using high-speed internet as a tool to attract talent. For example, Traverse City, Michigan – a small, coastal community off the beaten path – is creating "brain gain" by turning its community into a tech center for remote workers through the Rural Innovation Initiative. While wealth has historically been concentrated in a major cities, smaller communities boasting fast internet speeds can attract remote workers who want a lifestyle shift that gives them both affordability and quality of life.⁵



Recognizing some of the challenges due to COVID-19, but also some of the opportunities, the NEGRC initiated an assessment to better understand how the pandemic has impacted communities in their region. The NEGRC will use this assessment to lay the groundwork for its short-term economic resilience strategies and long-term economic recovery strategies under the CARES Act. This Impact Assessment consisted of three fundamental tasks: (1) surveys of local government stakeholders, (2) formulation of findings and key takeaways based on research and community feedback, and (3) creation of a county-based impact assessment using the most up-to-date data and research to address short and long-term economic development planning goals.

Georgia Tech used an established process to guide the recommendations provided in this Impact Assessment. The first step in this process is the use of research to gain the greatest understanding of the challenges and opportunities facing the Northeast Georgia region. The second step is the focus on identifying common themes based on research and survey results. Finally, the third step is to assess the impact through the formulation of concrete findings to inform the region on how it should focus its economic development efforts.

To accomplish these goals, Georgia Tech worked with leadership from the region's local government and civic sectors to develop its planning approach:

1 KICK-OFF MEETING WITH THE NEGRC

A kick-off meeting was held via video call with the NEGRC and Georgia Tech teams on July 22nd, 2020 to review the planning process and metrics for the impact assessment, goals for the CARES Act supplemental funding, discuss the regional survey, and establish the project timeline.

2 COMMUNITY IMPACT SURVEY

During the month of September 2020, Georgia Tech administered a 20-question survey for those involved in the day-to-day operations of the region's cities and counties to share how the COVID-19 pandemic has affected their communities. These surveys provided valuable insight into current socioeconomic and emergent fiscal challenges, as well as their perspectives on business insights and trends within their communities.

3 ASSESSING THE REGIONAL IMPACT

Drawing from the surveys and additional research from the most recent data sources, Georgia Tech worked with the Northeast Georgia Regional Commission to craft an Impact Assessment focused on identifying the biggest economic gaps and creating the most economic prosperity and resilience in Northeast Georgia.

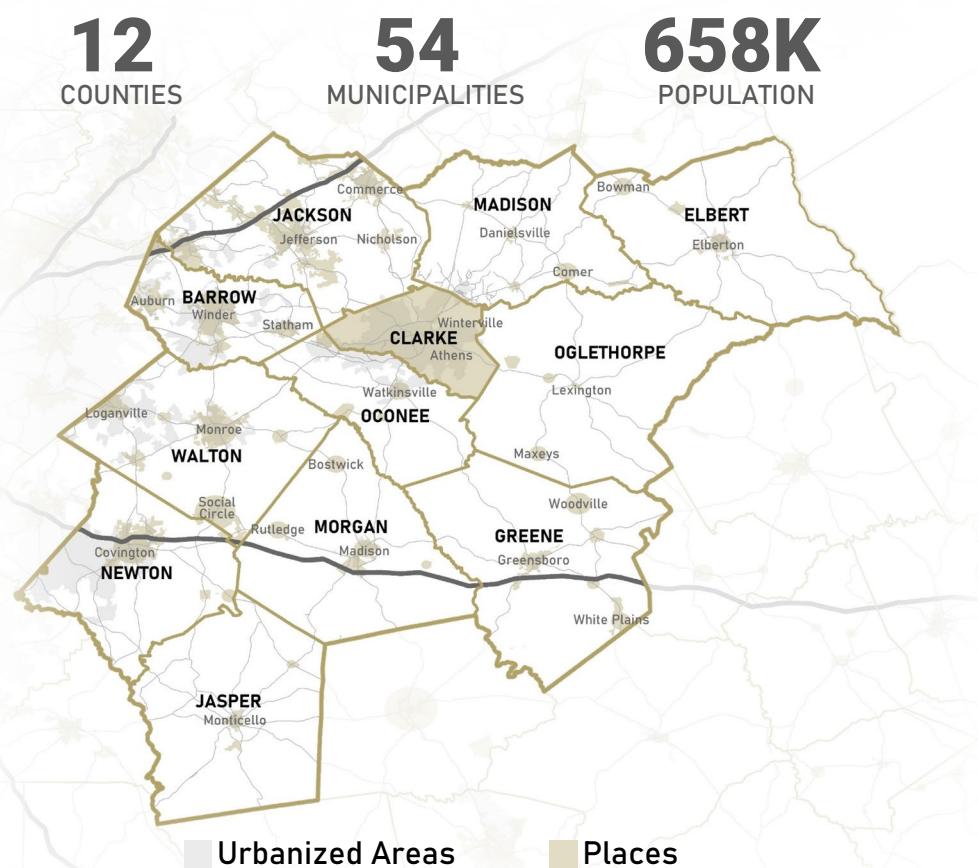
⁴ <https://www.brookings.edu/blog/up-front/2020/04/06/telecommuting-will-likely-continue-long-after-the-pandemic/>

⁵ <https://www.usnews.com/news/cities/articles/2020-06-29/how-teleworking-may-accelerate-the-shift-away-from-big-cities>

BACKGROUND

Study Area

Georgia Tech used the 12-county Northeast Georgia region as the boundary for the study area. With a population of approximately 657,941, the Northeast Georgia region is comprised of 54 municipalities in the following counties: Barrow, Clarke, Elbert, Greene, Jackson, Jasper, Madison, Morgan, Newton, Oconee, Oglethorpe, and Walton.⁶ Located in east-central Georgia, the Northeast Georgia region is approximately 3,260 sq. mi., comprising the Athens Metro, Jefferson Micropolitan Area, and portions of the Atlanta Metro.



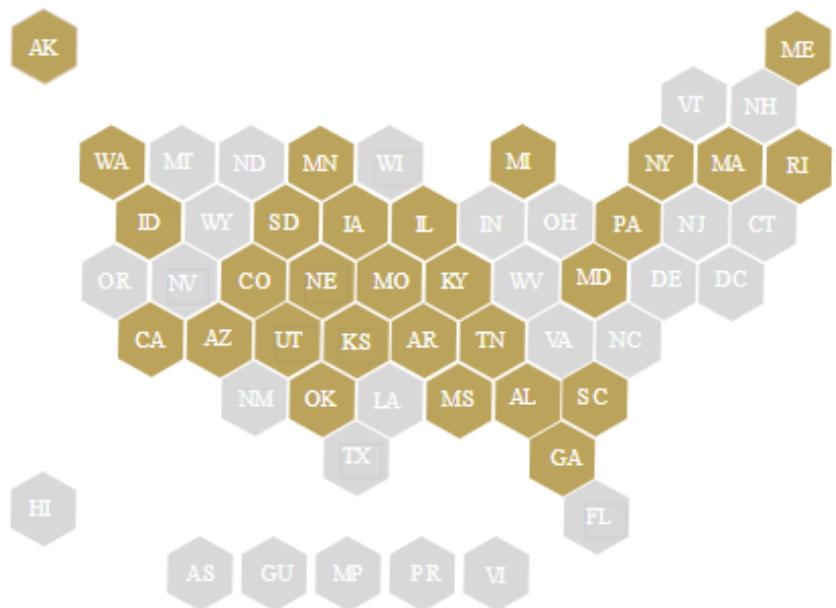
Source: US Census

⁶ NEGR COVID-19 Response Hub: <https://northeast-georgia-regional-commission-coronavirus-re-924a4-garc.hub.arcgis.com/>

State-Level COVID Policies

Several states have enacted budget legislation in response to the pandemic (show in gold). HB 792 was enacted in Georgia to transfer \$100 million from the revenue shortfall reserve to combat the spread of the coronavirus.⁷ The purpose of these reserve funds is to help weather financial "shocks" to the state budget caused by unforeseen economic disruptions like the COVID-19 pandemic.

States with Enacted Budget Legislation Response to COVID-19



⁷ <https://www.ncsl.org/research/fiscal-policy/state-fiscal-responses-to-covid-19.aspx>

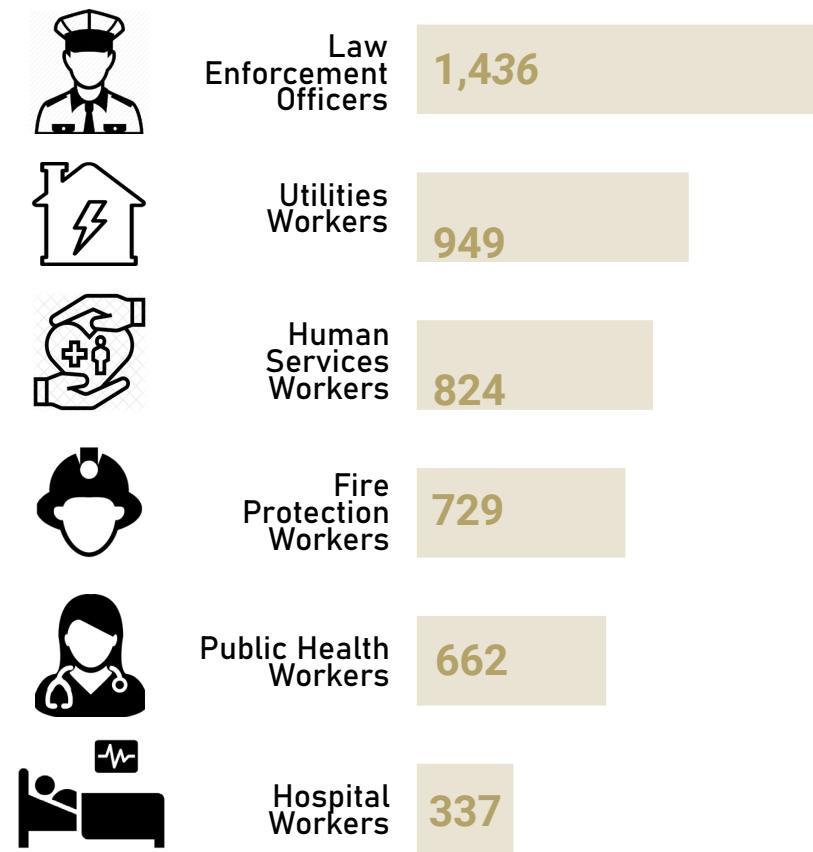
Reopening policies differ by state. A summary of Georgia's reopening policies is provided below. Current legislative guidance updated by state can be found here: <https://www.huschblackwell.com/state-by-state-covid-19-guidance>.

Georgia COVID-19 Policies & Actions Summary⁸

Policy/Action			Description
GENERAL	Face Mask Requirements	No	Local governments can impose limited mask mandates.
	State Travel Restrictions	No	
	Social Distancing/Gatherings and Meetings Restrictions	Yes	Gatherings limited to 50 people or less.
INSTITUTIONAL RESTRICTIONS	School Reopening Allowed	Yes	Georgia allows individual school districts and local communities to decide whether school buildings will be physically open or will operate remotely.
	Lifting of Prohibition on Non-Essential Medical Procedures	Yes	Georgia never issued guidance or orders ceasing elective surgeries.
BUSINESS RESTRICTIONS	Restaurants at Least 50% Capacity	Yes	Restaurants operate at full capacity. Georgia allows home delivery of beer, wine, and liquor directly to people's homes from restaurants, bars, convenience stores, some package and retail stores, and grocery stores.
	Bars Open	Yes	Bars operate at 35% capacity. Guidelines recommend to not allow guests to congregate at bar areas if social distancing is not possible.
	Gyms Open	Yes	Group class attendance limited to insure patrons are 10 ft. apart.
EMPLOYMENT	Unemployment Insurance Extension	Yes	Individuals collecting at least \$100 per week in unemployment support and can certify they have lost their job or wages because of the pandemic, are entitled to the extra \$300 per week. Benefits are retroactive to the week of August 1.
	Require Paid Sick Leave for COVID-19 Symptoms or Positive Test	No	
	Liability Protections	No	
	Workers Comp	No	
FISCAL POLICY	Revenue Shortfall	\$5B	
	CARES Act Funding	\$3.5B	
	CARES Act Funding as % of Shortfall	70%	

Among the essential workers ensuring health, safety, and continuity during the pandemic are thousands of essential government workers in Northeast Georgia. Public law enforcement officers, utilities workers, human services workers, fire protection workers, public health workers, and hospital workers have continued their work during the pandemic to help mitigate its impacts.

Essential Government Workers in Northeast Georgia



⁸ Statewide data current as of November 4th, 2020.

<https://www.stateside.com/blog/introducing-state-snapshot-covid-19-report>

3. SURVEYS

Northeast Georgia Coronavirus Impact Survey

Conducted By **Georgia Tech** | Respondents **Public Sector**

- **OVERVIEW**
- **BUSINESS IMPACTS**
- **COMMUNITY & SOCIOECONOMIC IMPACTS**
- **OTHER IMPACTS**

Mainstreet Business Impacts Survey

Conducted By **Mainstreet America** | Respondents **Small Business Owners**

- **OVERVIEW**
- **IMPACTS**

Northeast Georgia Coronavirus Impact Survey

Conducted By **Georgia Tech** | September 2020

Respondents **Public Sector**

By Role

OVERVIEW

About the Survey

The Northeast Georgia Coronavirus Impact Survey was conducted in September 2020, as COVID-19 cases and deaths in Georgia declined from peaks in July and August. The survey was distributed by the NEGRC to public officials across Northeast Georgia via SurveyMonkey.

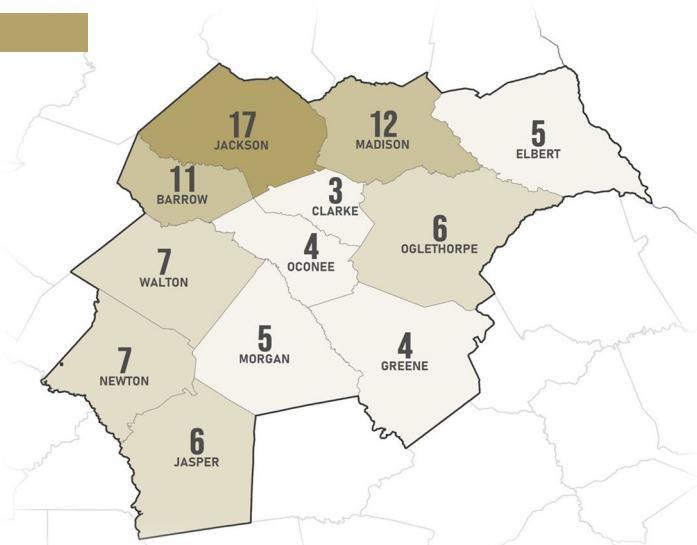
Nearly 90 survey participants completed the 20-question survey covering COVID-19's impacts on business, community and socioeconomic factors, fiscal health, and other topics. Over half of respondents were top level managers or elected officials (including chamber board members). Most of the remaining respondents were in clerk/administrative roles or mid-level managers. Over 70 percent of participants were in city or county government, with more than half in city government alone.

Respondents

12
COUNTIES

70
ORGANIZATIONS

87
PUBLIC SECTOR
RESPONDENTS



7,400 AVERAGE RESIDENTS PER SURVEY [JASPER COUNTY 2,400 (LOW) CLARKE COUNTY 42,800 (HIGH)]

Source: US Census

Managing Chief Executives

- Municipal Managers
- Assistant Municipal Managers
- Superintendents

Elected Officials

- Mayors
- Chairs
- Board Members

Clerks/Admins

- Finance Officials
- Clerks
- HR Officials

Staff

- Division Directors
- Managers
- Staff

37

22

20

8

By Affiliation

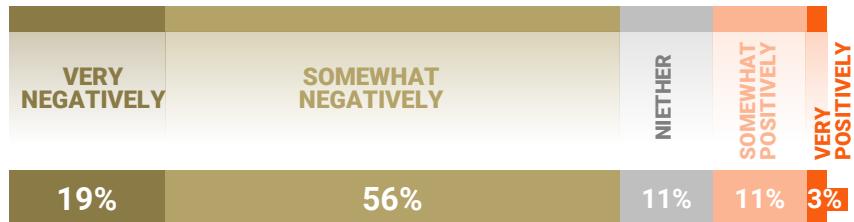
	City Govt	County Govt	Chamber of Commerce	Development Authority	Education	Total
JACKSON	8	2	2	2	3	17
MADISON	6	1	4	1		12
BARROW	7	2	2			11
WALTON	4	2		1		7
NEWTON	4			2	1	7
OGLETHORPE	4	2				6
JASPER	3	2		1		6
ELBERT	2	1	1	1		5
MORGAN	3	1		1		5
GREENE	2	1	1			4
OCONEE	2	1	1			4
CLARKE	1	1	1			3
	46	16	12	9	4	

BUSINESS IMPACTS

Respondents reported widespread negative business impacts as a result of the pandemic, with 56 percent reporting "somewhat [negative] effects and a smaller share (19 percent) reporting "very [negative] effects.

Overview

Overall, how have businesses in your community been affected by the COVID-19 pandemic?



94%

REPORTED
LESS THAN 25% OF THEIR
COMMUNITY'S BUSINESSES
REMAINING TEMPORARILY
OR PERMANENTLY CLOSED AS A
DIRECT RESULT OF THE PANDEMIC

67%

REPORTED
"NO NOTICEABLE
CHANGE"
IN DOWNTOWN
COMMERCIAL
TENURE

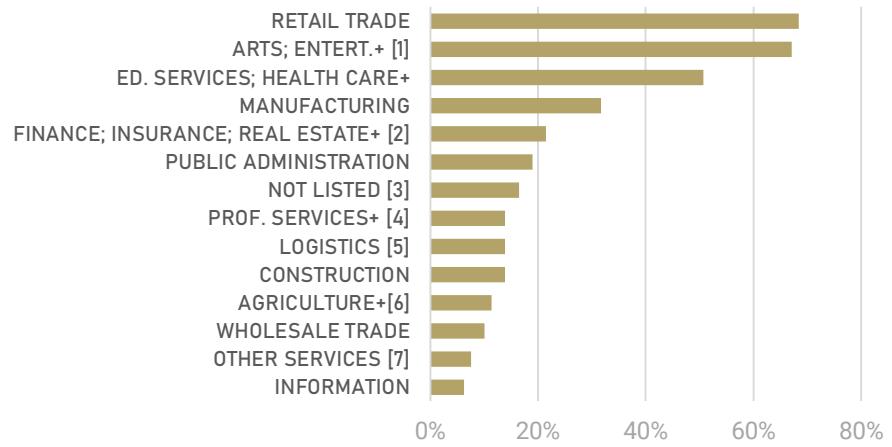
How have planned business location, expansion, or relocation projects in your community been affected due to the pandemic?



Retail trade, arts/entertainment/recreation/accommodation/food services, and educational services/health care/social assistance are among the most impacted industries, with more than half of respondents reporting impacts to each industry. 32 percent of respondents reported manufacturing among the industries most affected in their community. 53 percent reported reduced or changed production among their industrial/manufacturing businesses.

What types of businesses have been most affected in your community? Please check all that apply.

(Check all that apply)



How have industrial/manufacturing businesses in your community changed their operations in response to the pandemic? Please check all that apply.

(Check all that apply; top three responses shown)

53% REPORTED
REDUCED OR CHANGED
EXISTING PRODUCTION

34% REPORTED
SIGNIFICANT REDUCTION IN
WORKFORCE

18% REPORTED
SIGNIFICANT REDUCTION IN
WORKFORCE

[1] Arts, entertainment, and recreation, and accommodation and food services; [2] Finance and insurance, and real estate and rental and leasing; [3] Other, specified by respondents; [4] Professional, scientific, and management, and administrative and waste management services; [5] Transportation and warehousing, and utilities; [6] Agriculture, forestry, fishing and hunting, and mining; [7] Other services, except public administration

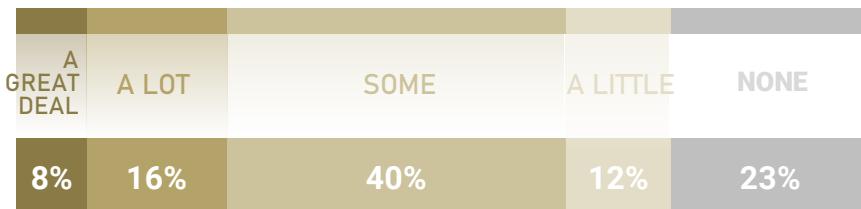
COMMUNITY & SOCIOECONOMIC IMPACT

Survey responses indicate the pandemic's widespread community and socioeconomic impacts. The reported effects varied across communities.

Social Services & Wellness

About two-thirds of respondents reported at least some change in social services need as a direct result of the pandemic, with almost a quarter reporting "a lot" or "a great deal" of change in need. Communities across the region reported difficulty collecting utility payments as a result of the pandemic. At least two communities reported introducing moratoriums on cut-offs for nonpayment and/or flexible payment programs for their utilities as a form of assistance.

Do you notice a change in your community in the need for social services as a direct result of the pandemic? These services may include SNAP/food stamps, WIC, TANF, local food/clothing pantry.



"...We had many of our residents lose their jobs and were not able to pay their bills. We implemented a freeze on disconnects and late fees and penalties as a way to ease their burden. We have struggled to find other ways to provide financial relief (e.g., grants, etc.) with rent, groceries, and especially bills (tricky b/c we are the provider)." - Survey Respondent

Hospital Capacity

In most counties, few respondents reported nearby hospitals reaching capacity, but at least a third of respondents in four counties (Clarke, Jasper, Morgan, and Barrow) reported nearby hospitals reaching capacity.

24% 

REPORTED NEARBY HOSPITALS REACHING CAPACITY (or patients transferred out of the community)

LARGEST SHARE

67%

IN CLARKE & JASPER COUNTIES

Internet Access

Three quarters of respondents reported issues with lack of high-speed internet access in parts of their community. Almost a third of respondents reported the addition of internet hot spots for improving community internet access, and almost a quarter were in the process of identifying underserved areas.

HHs Without Internet Access | NEGA Counties¹

Elbert, 38.7	Greene, 28.5	Madison, 24.7	Jackson, 19.2	Walton, 16.6
Oglethorpe, 31.4	Jasper, 26.9	Morgan, 22.7	Clarke, 15.8	Newton, 14.0
			Barrow, 15.5	Oconee, 9.7

75% 

REPORTED LACK OF HIGH-SPEED INTERNET ACCESS IN PARTS OF THEIR COMMUNITY

32%

REPORTED ADDING PUBLIC INTERNET HOTSPOTS

22%

REPORTED EFFORTS TO IDENTIFY UNDERSERVED AREAS

¹ "Households without internet access" source: [http://www.policymap.com/our-data-directory.html#Census%20Decennial%20Census%20and%20American%20Community%20Survey%20\(ACS\)](http://www.policymap.com/our-data-directory.html#Census%20Decennial%20Census%20and%20American%20Community%20Survey%20(ACS))

Mainstreet Business Impacts Survey

Conducted By **Mainstreet America** | March 2020
Respondents **Small Business Owners**

OVERVIEW

About the Survey

Main Street America (MSA) conducted an online survey during the week of March 25 to April 6, 2020 to assess the impact of COVID-19 on the small businesses within their network. MSA provided a summary of their results for all states and for communities where they received five or more complete surveys. Three communities in the Northeast Georgia region met the survey response threshold: Braselton, Jefferson, and Winder.

Within these three communities, 35 of the region's small businesses participated in MSA's survey. Nearly half of these businesses have been operating for more than 10 years and employ two to five people. Three-fourths of the region's businesses that participated in the survey are locally-owned, and 60 percent are woman-owned.

Respondents

3

NEGA COMMUNITIES

- BRASELTON
- JEFFERSON
- WINDER

35

SUMMARY RESPONDENTS



75% LOCALLY OWNED

60% WOMAN OWNED

NEARLY
50%

10+ YEARS
IN BUSINESS



2-5
EMPLOYEES

IMPACTS

Business Impacts

Survey respondents assert that COVID-19 has impacted their business in a multitude of ways, most notably through loss of revenue (86 percent), business closures (69 percent), and employee layoffs/workforce displacement (49 percent of responses).

How has COVID-19 affected your business?

(Check all that apply)

OPERATIONAL ADJUSTMENTS	Change of business hours	37%
	Change of business model	34%
	Established alternative mode of business operation	20%
	Off-site working options	14%
	Enhanced secondary mode of business operation to sell and deliver products (i.e., online, telephone)	9%
REVENUE CHANGES	Loss of revenue	86%
	Event cancellation	40%
	Reduced participation at gatherings and events	31%
SPENDING CHANGES	Employee layoffs / workforce displacement	49%
	Added expenses to mitigate public safety risks (i.e., cleaning supplies, gloves, masks, etc.)	29%
	Change in insurance rates	0%
OTHER DISRUPTIONS	Business closures (voluntary or mandated)	69%
	Supply chain disruptions	31%
OTHER	Other	6%

Source: National Main Street Center

More than half (51.4 percent) of the respondents reported their business revenue decreased by more than 75 percent since COVID-19 became a widespread concern. This loss of revenue puts employees at risk of unemployment or layoffs; 89 percent of businesses responding to the survey indicate that coronavirus could lead to their having to cut at least one job.

Risk of Permanent Closure

If business disruption continues at the current rate, how soon will your business be at risk of closing permanently?

(Survey conducted late March to early April 2020)



Should business disruption persist at the rate experienced in late March/early April, 54 percent of businesses will be facing permanent closure within two to five months.

What types of assistance would be most helpful to your business?

(Check all that apply)



Source: National Main Street Center

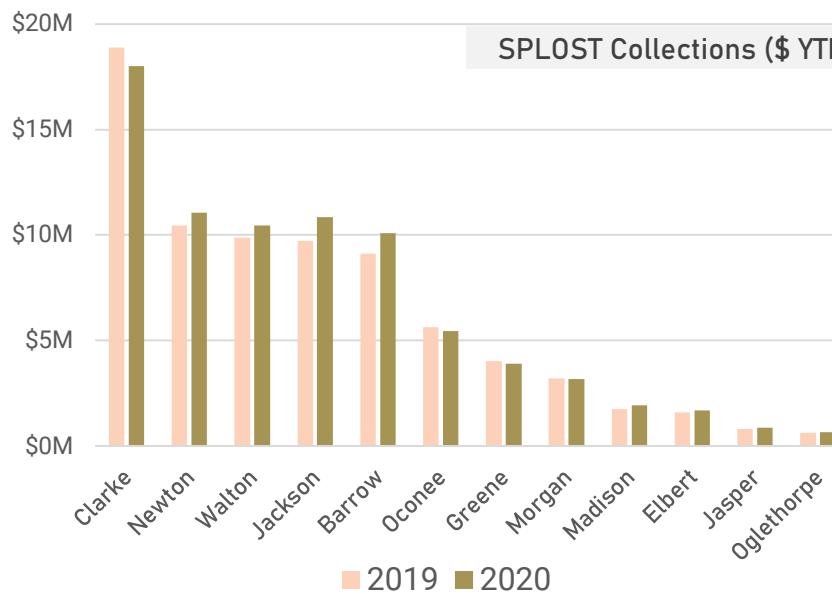
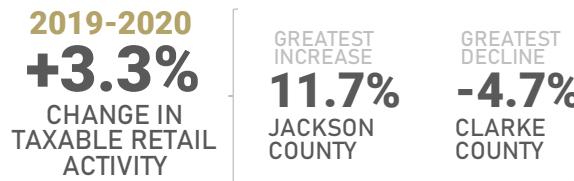
Respondents largely agree that the two most helpful types of business assistance would be information on financial assistance over the next 90 days and penalty-free extensions (rent, utilities, supplies, inventory).

4. IMPACT ASSESSMENT

- SALES TAX
- UNEMPLOYMENT
- OCCUPATIONAL LANDSCAPE
- HEALTH
- HOUSING
- RACE/ETHNICITY

SALES TAX

Despite the general concern about a decline in 2020 sales tax collections due to the economic slowdown brought on by the COVID-19 pandemic, through the first nine months of 2020, the level of taxable retail activity in the Northeast Georgia region has grown 3.3 percent over the first nine months of 2019. That level of growth represents more than one-quarter of a billion dollars in retail spending. Of the 12 counties in the region, eight experienced retail sales growth during the first nine months of 2020, and half of those experienced growth of more than 10 percent. Not surprisingly, the two counties that suffered the largest year-over-year decline were Clarke and Oconee, due in large part to the fact that students from the University of Georgia were sent home in the spring and did not return to finish the semester in person, and many have not returned this fall due to the availability of online courses. (Numbers in the charts may differ slightly due to rounding.)



Source: Georgia Department of Revenue

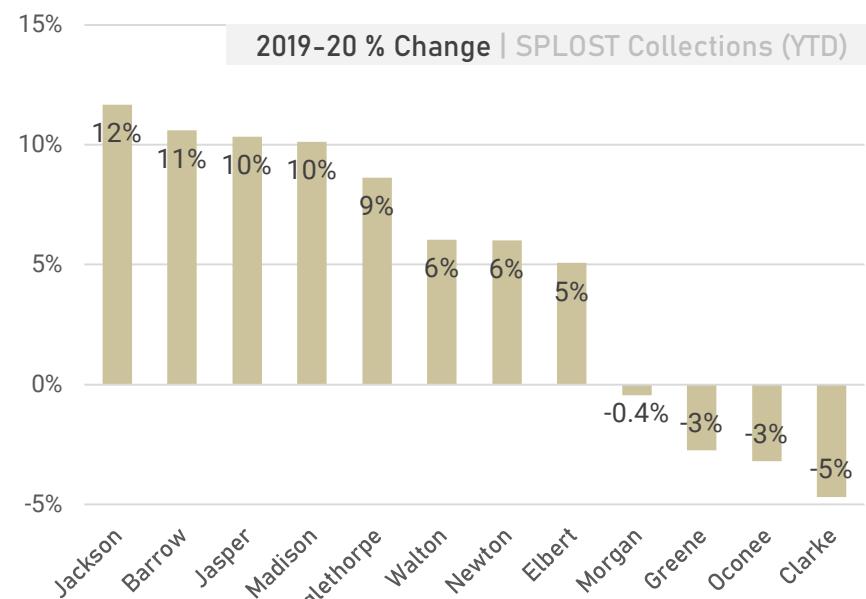
From the NEGA Coronavirus Impact Survey | Public Officials

"Our sales tax revenue is only slightly down." - Survey Respondent

"...LOST figures have held steady or slightly increased." - Survey Respondent

Sales Tax Collections By Industry

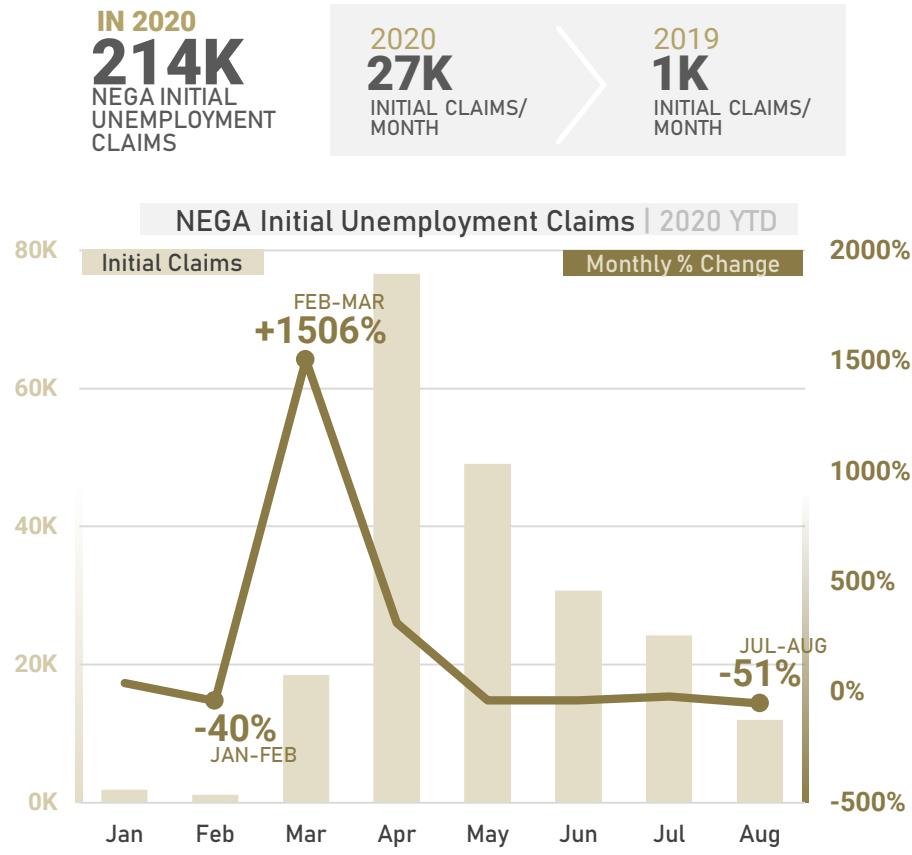
The main factor in keeping sales tax collections up was the passage of the Georgia Marketplace Facilitator Law which forced online marketplace facilitators like Amazon or eBay to collect and remit sales tax. The law went into effect on April 1, 2020, just in time for the COVID-19 shutdown and overall shift to online purchasing. It is estimated those collections represent 2-3 percent growth in sales tax revenue. If that is the case, even without the law, sales tax collections in the Northeast GA region would still have been virtually flat over 2019 levels. In short, the expected drop in consumer spending resulting from the COVID-19 economic slowdown did not materialize.



UNEMPLOYMENT

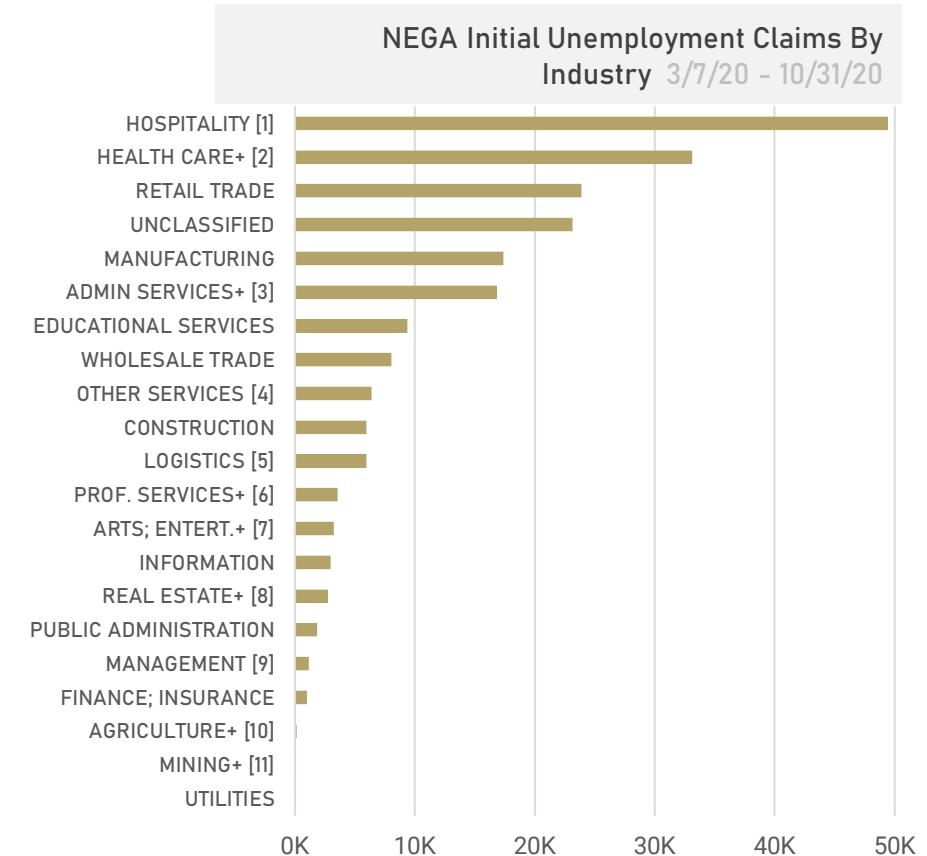
Initial Unemployment Claims

Initial unemployment claims represent the number of new people filing for unemployment benefits and signal the direction in which labor markets are headed. Initial claims have soared in the region as businesses reduced their payrolls, reaching a peak of 76,603 in April 2020 and increasing 315 percent from the previous month. Since the start of 2020, more than 214,000 initial claims were filed in the Northeast Georgia region and more than half (56 percent) of those were filed in Clarke, Newton, or Walton Counties. Last year, the region averaged 1,097 initial claims filed monthly. So far in 2020, new claims are averaging about 26,700 per month. Although the region is still above pre-pandemic levels, the number of new jobless claims have decreased each month since April.



Initial Claims By Industry

Initial claims data can also depict emerging unemployment in the region's industries. The chart below illustrates the number of claims filed each week since March by industry sector. Accommodation and Food Services, Health Care and Social Assistance, and Retail Trade are the three most impacted sectors in terms of anticipated job loss.

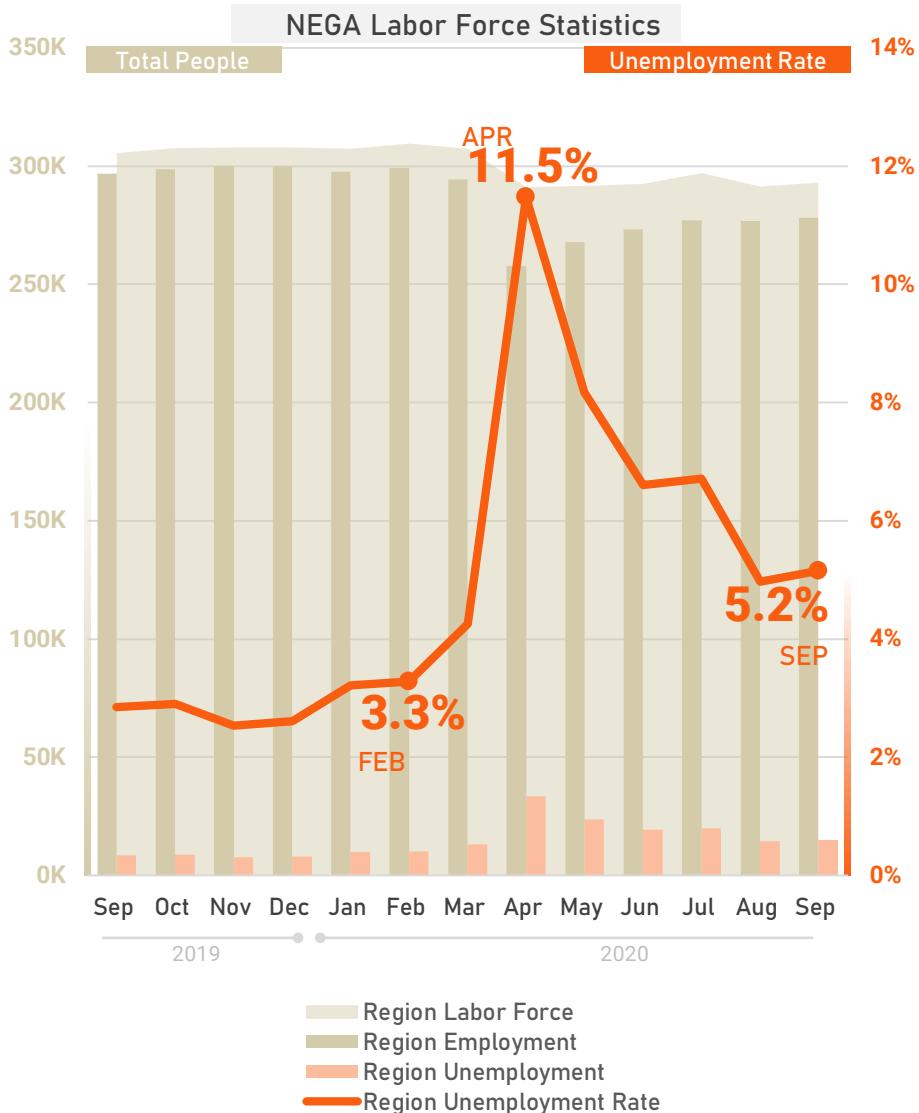


[1] Accommodation and Food Services; [2] Health Care and Social Assistance; [3] Admin and Support and Waste Mnmgmt and Remediation Srvcs; [4] Other Services (except Public Admin); [5] Transportation and Warehousing; [6] Professional, Scientific, and Technical Services; [7] Arts, Entertainment, Recreation; [8] Real Estate and Rental and Leasing; [9] Mngmt of Companies and Enterprises; [10] Ag, Forestry, Fishing and Hunting; [11] Mining, Quarrying, and Oil and Gas Extraction

Source: Georgia Department of Labor

Unemployment Rate

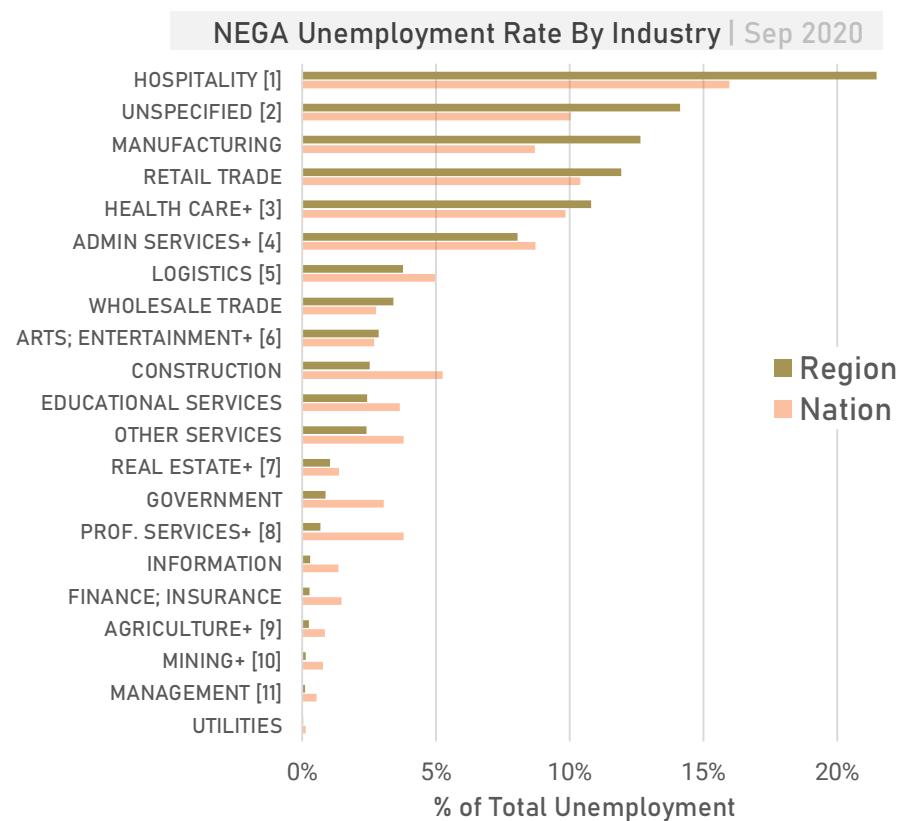
As of September 2020, the unemployment rate in the Northeast Georgia region is 5.2 percent, or 15,100 people. This is a lower rate than the same month for the United States and Georgia - 7.7 percent, and 6.3 percent, respectively. Within the region, Newton County posted the highest unemployment rate (7 percent), while Oconee County posted the lowest (2.8 percent).



Source: US Bureau of Labor Statistics

Unemployment Rate By Industry

Unemployment rate by industry provides a better understanding how the region's industries are currently recovering. Compared to the nation, Northeast Georgia has a lower unemployment rate in the following industries: Construction, Transportation and Warehousing, Information, Finance and Insurance, Professional Services, Educational Services, and Other Services (except Public Administration). Industries in the region with a higher unemployment rate than the nation are: Manufacturing, Retail Trade, Healthcare, and Accommodation and Food Services.



[1] Accommodation and Food Services; [2] No Previous Work Experience/Unspecified; [3] Health Care and Social Assistance; [4] Administrative and Support and Waste Management and Remediation Services; [5] Transportation and Warehousing; [6] Arts, Entertainment, and Recreation; [7] Real Estate and Rental and Leasing; [8] Professional, Scientific, and Technical Services; [9] Agriculture, Forestry, Fishing and Hunting; [10] Mining, Quarrying, and Oil and Gas Extraction; [11] Management of Companies and Enterprises

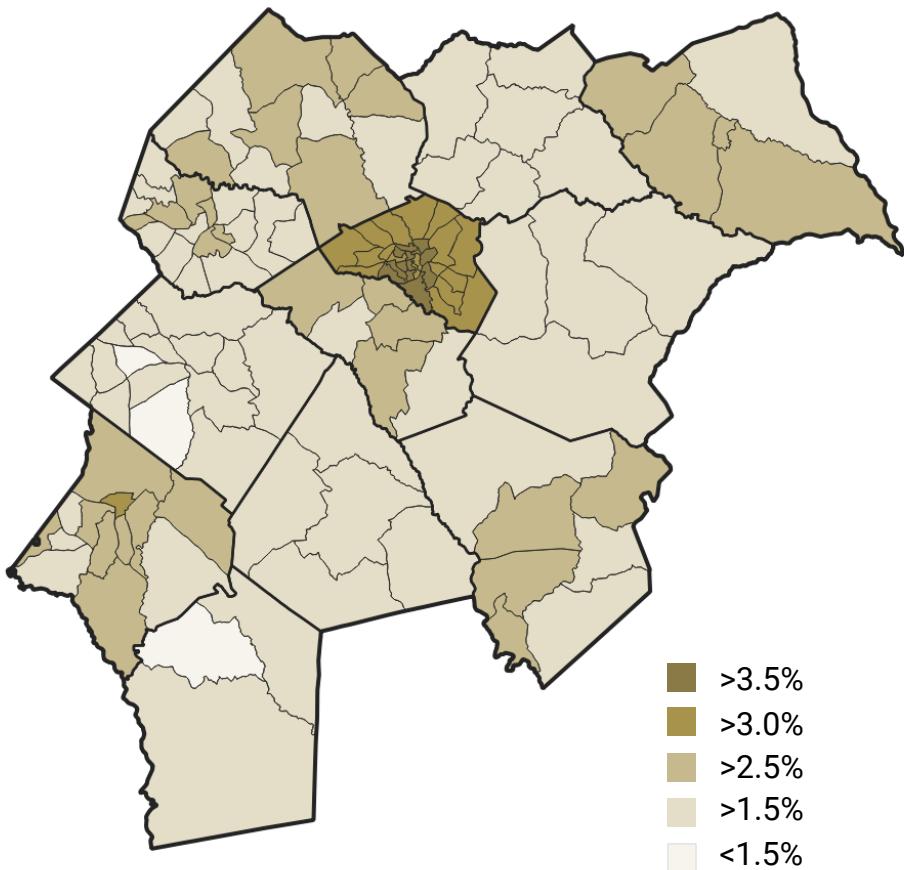
Source: EMSI 2020.4Q

Low-Income Job Loss

Since the start of the pandemic, Northeast Georgia is estimated to have lost a net of approximately 4,000 low-income jobs (i.e., jobs with annual earnings below \$40,000). Most of the net job losses can be attributed to a few key sectors including hospitality, manufacturing, healthcare, and arts/entertainment. As demonstrated in the figures below, Clarke and Newton counties have endured the highest number of low-income job losses. Among industries that have lost jobs since the beginning of the pandemic, both Newton and Clarke have lost over 1,000 jobs each.

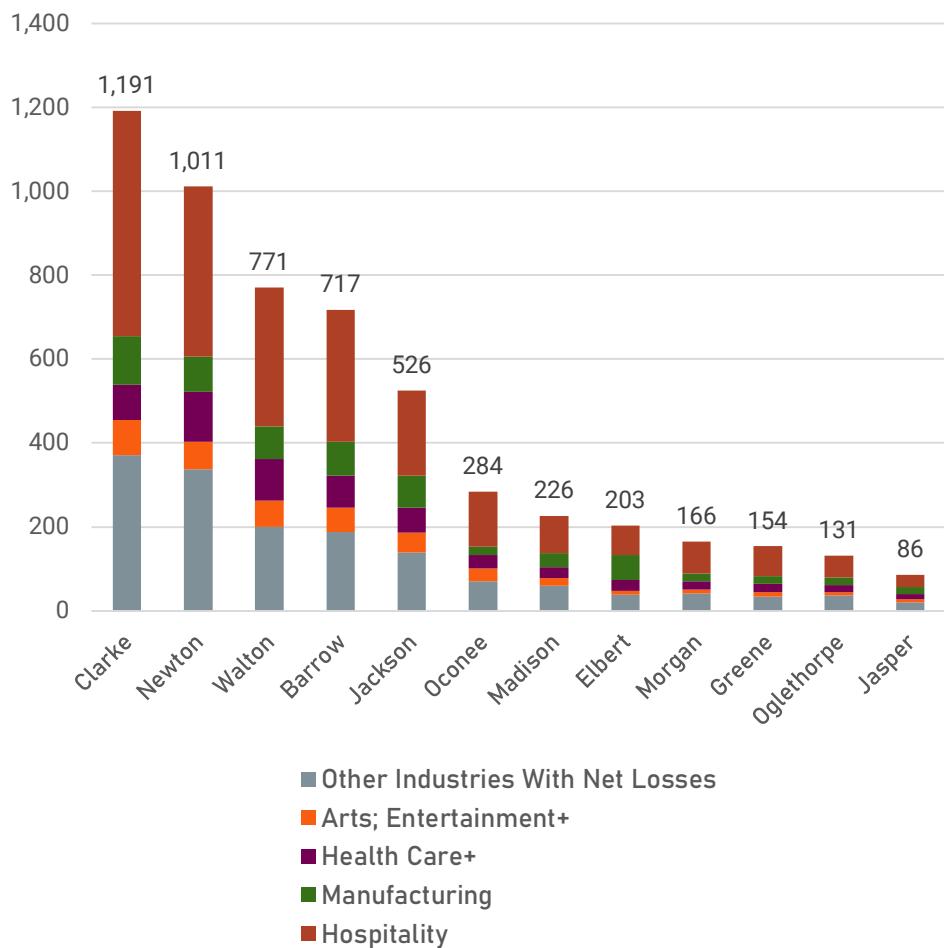
Net Low-Income Job Loss

As a Share of Total Low-Income Jobs | By Census Tract



Net Low-Income Job Loss During Pandemic

Among Industries With Net Low-Income Job Losses [1]



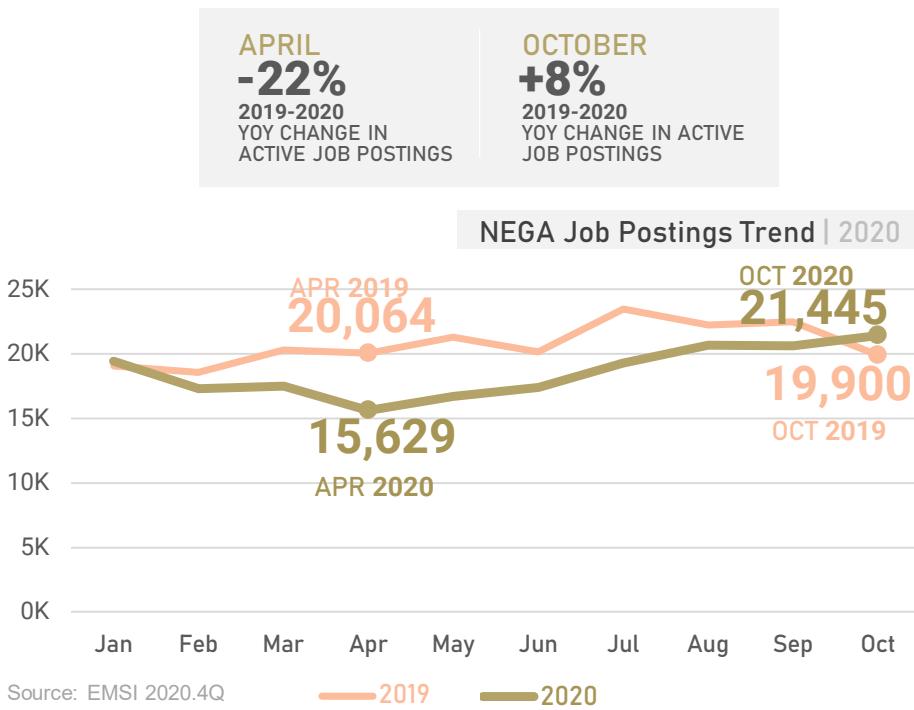
Source: From the Urban Institutes "Estimated Low Income Jobs Lost to COVID-19" dataset (mid-December 2020). <https://datacatalog.urban.org/dataset/estimated-low-income-jobs-lost-covid-19>

[1] Note: Because only industries with net job losses are included, total losses sum to considerably more than the 4,000 total jobs referenced above.

OCCUPATIONAL LANDSCAPE

Active Job Postings

Job postings help paint a picture of what is happening real-time in the region's labor market. After spending most of the year below 2019 job posting levels, the total number of unique (deduplicated) job postings in the Northeast Georgia region in October 2020 exceeded that of October 2019. Job postings have risen steadily since the April 2020 low of 15,629 postings (a year-over-year decrease of 22 percent). Clarke County leads the region with the most job postings since the beginning of the COVID-19 outbreak; from March to October 2020, the county has averaged 6,546 unique job postings. Together, Clarke, Jackson, and Walton Counties account for over 60 percent of unique job postings.



[1] Transportation and Warehousing; [2] Administrative and Support and Waste Management and Remediation Services; [3] Health Care and Social Assistance; [4] Accommodation and Food Services; [5] Professional, Scientific, and Technical Services; [6] Other Services (except Public Administration); [7] Real Estate and Rental and Leasing; [8] Agriculture, Forestry, Fishing and Hunting; [9] Arts, Entertainment, and Recreation; [10] Mining, Quarrying, and Oil and Gas Extraction; [11] Management of Companies and Enterprises

Top Industries by Unique Job Postings

As indicated by the number of job postings in October, some of the region's industries hit the hardest by COVID-19 have experienced an uptick in workforce activity. Retail Trade, Health Care/Social Services, and Accommodation/Food Services were among the top industries for October job postings. Transportation and Warehousing (Logistics), has remained strong throughout the pandemic, posting the second largest number of job postings in October.

Industries with the most growth since pre-COVID levels (as measured by the January/February average) include Information (87 percent), Unclassified (46 percent), Administrative and Support Services (39 percent), Health Care and Social Assistance (35 percent), and Agriculture and Forestry (32 percent). These five industries also saw the most year-over-year growth in postings.

	Total	% CHANGE		
		Jan/Feb -Oct	Sep- Oct	Oct '19- Oct '20
RETAIL TRADE	3,513	13%	6%	-1%
LOGISTICS [1]	3,230	28%	-6%	-2%
ADMIN SERVICES+ [2]	2,876	39%	9%	28%
UNCLASSIFIED	2,428	46%	6%	109%
HEALTH CARE+ [3]	2,214	35%	1%	23%
HOSPITALITY [4]	1,528	-12%	-4%	-21%
PROF. SERVICES+ [5]	1,263	7%	34%	13%
MANUFACTURING	1,045	8%	3%	17%
ED. SERVICES	950	-27%	7%	-28%
INFORMATION	477	87%	17%	37%
CONSTRUCTION	346	15%	7%	-3%
FINANCE; INSURANCE	346	-5%	10%	-28%
WHOLESALE TRADE	290	-7%	9%	-10%
OTHER SERVICES [6]	249	35%	-18%	-22%
REAL ESTATE+ [7]	248	10%	-7%	-9%
PUBLIC ADMIN.	231	-24%	-10%	5%
AGRICULTURE+ [8]	49	32%	23%	69%
ARTS; ENTERT.+ [9]	38	-15%	-39%	-34%
MINING+ [10]	16	14%	33%	-30%
UTILITIES	10	-20%	-44%	-57%
MANAGEMENT [11]	8	-66%	-27%	-68%
	21,355	17%	4%	8%

Source: EMSI 2020.4Q
[1-11] See adjacent panel

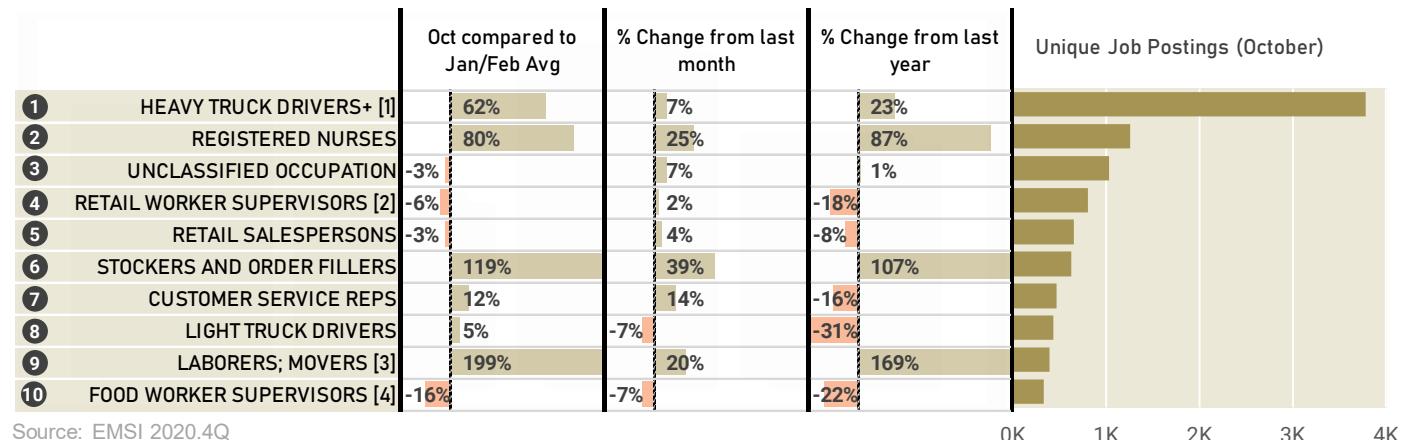
Job Postings by Occupation/Company

Occupations with the most job postings in October align closely with the top industries. The top occupations companies sought to fill in the region in October are truck drivers, nurses, and retail sales workers.

Compared to pre-COVID levels, job postings for Laborers and Freight, Stock, and Material Movers increased by nearly 200 percent and Stockers and Order Fillers postings were up 119 percent. Job postings for these occupations also grew from the previous year. On a monthly basis, Stockers and Registered Nurses saw the largest increase in job postings from September to October.

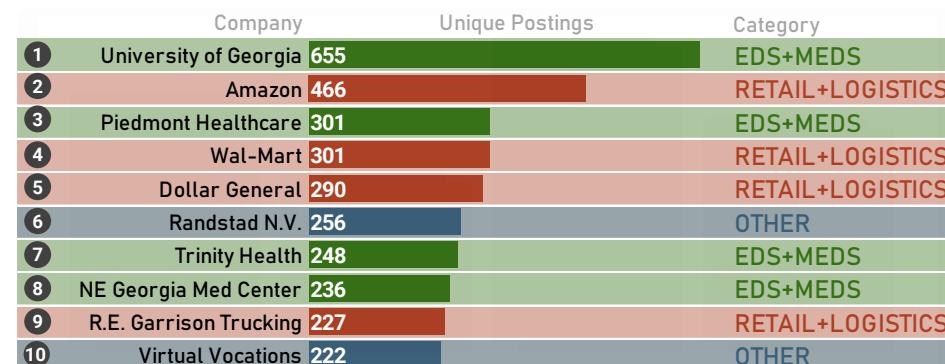
With 655 unique job postings in October 2020, the University of Georgia topped the list of companies advertising for jobs in the region. The healthcare industry, transportation and warehousing, and retail trade are industry sectors that are well represented in the list of top ten companies hiring in the region.

NEGA Top 10 Occupations by Job Postings | October 2020



Source: EMSI 2020.4Q

NEGA Top 10 Companies by Job Postings | October 2020



Source: EMSI 2020.4Q

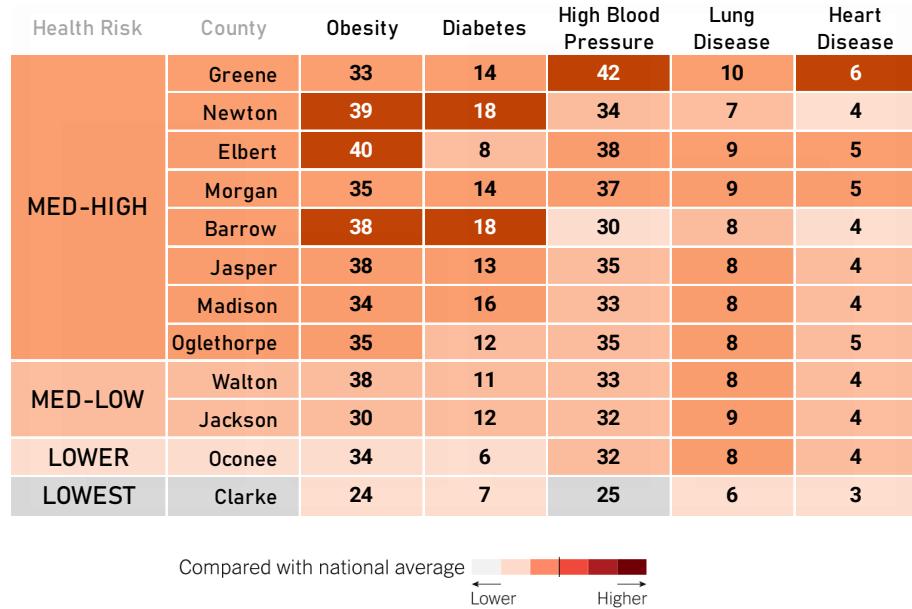
[1] Heavy and Tractor-Trailer Truck Drivers; [2] First-Line Supervisors of Retail Sales Workers; [3] Laborers and Freight, Stock, and Material Movers, Hand; [4] First-Line Supervisors of Food Preparation and Serving Workers

HEALTH

COVID-19 Risk Factors

Certain medical conditions may put a person at an increased risk for severe illness if they become infected with COVID-19. To identify potentially vulnerable populations across the country, PolicyMap created a “Severe COVID-19 Health Risk Index”. It represents the relative risk for a proportion of residents in an area to develop serious health complications from COVID-19 because of underlying health conditions (identified by the CDC as contributing to a person's risk of developing severe symptoms from the virus). The conditions evaluated include the percentage of the population diagnosed with COPD, heart disease, high blood pressure, diabetes, and obesity. Estimates of diabetes and obesity prevalence at the county level are from the CDC's U.S. Diabetes Surveillance System. Estimates of diabetes and obesity at all other geographies, and estimates of COPD, heart disease, and high blood pressure prevalence are from [PolicyMap's Health Outcome Estimates](#). The normalized score represents a sum of the share of the adult population ever diagnosed with each health condition (two or more conditions may be present). Since these values are normalized by adult population, they can be used to compare overall risk between areas with different populations.¹ This data may be useful for identifying reliable COVID-19 testing locations and providing healthcare, communicating public health messaging, and eventually, vaccine distribution.

Comorbidity Factors By County | NEGRC²



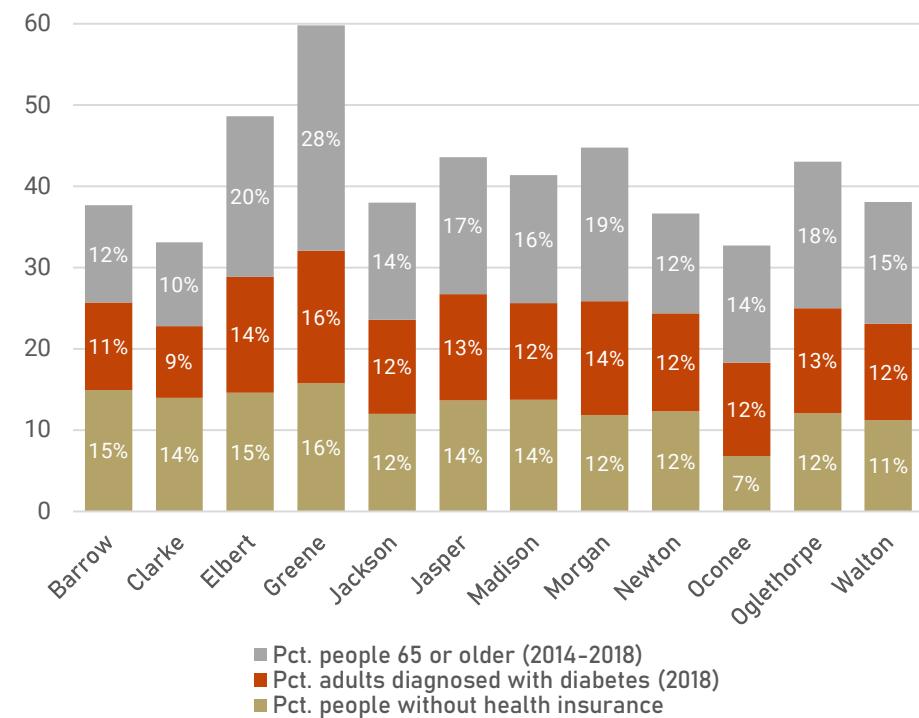
Notes: The comorbidity factors are compared with the national average, updated as of May 2020. A person may have more than one health condition; numbers are rounded. This index does not include age, race, or income as factors.

¹ Source: PolicyMap Severe COVID-19 Health Risk Index. Data download: <https://www.policymap.com/issues/covid-19/#download-data>

² Source: PolicyMap and New York Times: <https://www.nytimes.com/interactive/2020/05/18/us/coronavirus-underlying-conditions.html?action=click&module=Spotlight&pgttype=Homepage>

³ Source: PolicyMap, accessed November 12, 2020. [http://www.policymap.com/our-data-directory.html#Census:%20Decennial%20Census%20and%20American%20Community%20Survey%20\(ACS\)](http://www.policymap.com/our-data-directory.html#Census:%20Decennial%20Census%20and%20American%20Community%20Survey%20(ACS))

Health Risk Factors By County | NEGRC³



Community + Economic Development

While most counties in the state are currently experiencing epidemic levels of COVID-19 cases, some populations are more at risk than others of suffering negative effects from the pandemic due to factors aside from just individual health issues.

The COVID-19 Community Vulnerability Index (CCVI) layers COVID-19 factors with the CDC's social vulnerability index (SVI), which measures anticipated negative impact of disasters at the community level. These factors include health-influenced community characteristics, including socioeconomic, household, racial composition, and housing/transportation. For purposes of creating the index, the categories were weighted equally.⁴

COVID-19 Vulnerabilities

Theme	Vulnerability
 Socioeconomic status	Individuals with low income, educational attainment, and no occupation
 Household Composition & Disability	Households with elderly (over 65), young (under 17), or disabled members, or single-parent homes
 Minority Status & Language	Racially marginalized groups or those with limited English proficiency
 Housing Type & Transportation	Dwellings with multiple units, mobile, group, or crowded living arrangements, and households without access to transport
 Epidemiologic Factors	High-risk COVID-19 populations with underlying conditions (cardiovascular, respiratory, immunocompromised, obesity, diabetes), high flu and pneumonia mortality, or high population density
 Healthcare System Factors	Poor health system capacity, strength and preparedness

In addition to the CCVI ranking, Chmura Economics developed an economic vulnerability index, which measures the negative impact that the coronavirus has had on employment based on an area's industry mix.⁵ Areas with high employment in food/accommodation services, which were severely impacted in terms of job loss during the crisis, are considered more "vulnerable" in the model, and will therefore show a higher score (above the US average of 100). When viewed together, the index provides a baseline for regions to target resources in the communities where it's needed most.

CCVI & Chmura Economics Vulnerability Rankings

County	CCVI Score	CCVI Vulnerability Rank	Chmura Economic Vulnerability Score	Economic Vulnerability Rank
U.S. AVERAGE	0.5	Moderate	100	Moderate
GEORGIA	0.86	Very High	85	Moderate-Low
Elbert	0.93	VERY HIGH	84	Moderate-Low
Jasper	0.85		78	Moderate-Low
Newton	0.85		93	Moderate
Oglethorpe	0.79		56	Low
Madison	0.76		58	Low
Jackson	0.71		92	Moderate
Morgan	0.71		120	Moderate-High
Walton	0.6	MODERATE	91	Moderate
Barrow	0.52		100	Moderate
Greene	0.46		115	Moderate-High
Clarke	0.25		108	Moderate
Oconee	0.17	VERY LOW	101	Moderate

⁴ The COVID-19 Community Vulnerability Index (CCVI). Surgo Foundation: <https://precisionforcovid.org/ccvi>

⁵ Chmura Economics COVID-19 Economic Vulnerability Index. Updated April 15, 2020. <http://www.chmuraecon.com/interactive/covid-19-economic-vulnerability-index/>

Healthcare Capacity

The ability of hospitals and healthcare facilities to provide adequate care and capacity for COVID patients varies across the state. In terms of healthcare capacity, most of the region's 1,055 hospital beds are in two facilities: Piedmont Athens Regional and St. Mary's Hospital (Clarke). Only seven facilities have full-time physicians, with St. Mary's Hospital (Clarke) having 20 of the 36 full-time physicians in the Northeast Georgia region.



NEGA Hospitals

	Facility Name	Facility Type	Medically Underserved Areas*	Rural Status	Beds	Total FTE
1	Piedmont Athens Regional Med. Center	SHORT TERM	Not an MUA or MUP		315	1,041
2	St Mary's Hospital	SHORT TERM	Medically Underserved Area		196	681
3	Northridge Medical Center	SHORT TERM	Not an MUA or MUP	Rural Hospital	90	148
4	Piedmont Newton Hospital	SHORT TERM	Medically Underserved Area		90	214
5	Piedmont Walton Hospital, Inc	SHORT TERM	Medically Underserved Area	Rural Hospital	77	190
6	Ridgeview Institute Monroe	PSYCHIATRIC	Medically Underserved Area	Rural Hospital	70	60
7	NE Georgia Medical Center Barrow	SHORT TERM	Not an MUA or MUP		56	58
8	Elbert Memorial Hospital	SHORT TERM	Medically Underserved Area	Rural Hospital	52	126
9	Landmark Hospital Of Athens	LONG TERM	Not an MUA or MUP		42	2
10	Morgan Medical Center	CRITICAL ACCESS	Medically Underserved Area		25	83
11	St Mary'S Good Samaritan Hospital	CRITICAL ACCESS	Medically Underserved Area	Rural Hospital	25	85
12	Jasper Memorial Hospital	CRITICAL ACCESS	Medically Underserved Area		17	30

*MUA, 2019

SHORT TERM **PSYCHIATRIC** **LONG TERM** **CRITICAL ACCESS**

HOUSING

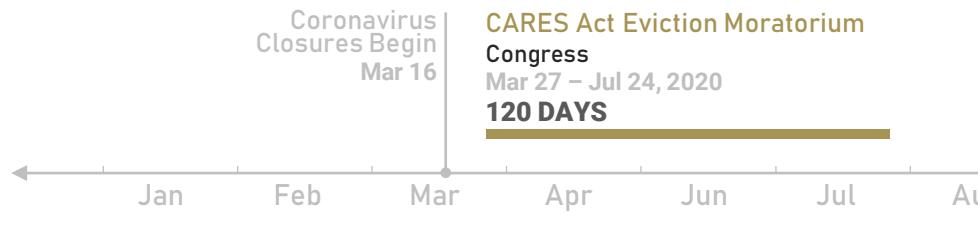
Residential Evictions

Residential eviction data is typically located within individual county probate court systems. Federal and state agencies do not formally collect, report, or track housing evictions, making it difficult to analyze displacement trends related to the pandemic.

In response to business closures and high unemployment rates earlier this year, Congress passed the Coronavirus Aid, Relief, and Economic Security (CARES) Act to assist individuals and businesses impacted by COVID-19. Signed into law March 27, 2020, a portion of the CARES Act provided a 120-day moratorium on all eviction filings in rental properties with Federal assistance or federally related financing. While these protections helped alleviate the public health consequences of tenant displacement during the COVID-19 pandemic, the provision only applied to renters occupying certain qualifying properties. The CARES Act eviction moratorium expired on July 24, 2020.

To extend protection for tenants, the Department of Health and Human Services, through the Center for Disease Control, enacted the agency order "Temporary Halt in Residential Evictions to Prevent the Further Spread of COVID-19," effective from September 4, 2020 through December 31, 2020. This order, under the Public Health Services Act, provides for a temporary halt to most residential evictions due to financial hardship through the end of this year.

The eviction protections of the CARES Act, the subsequent CDC agency order, and rent freezes implemented by some state governors and local officials under emergency powers has helped to alleviate concerns for residential renters with financial hardships.



Mortgage Foreclosures

Due to these interventions, mass evictions have so far been avoided. However, if future provisions are not made for evictions in 2021, many tenants who have benefitted from the moratorium could be responsible, in full, for any missed payments.

In addition to providing rental eviction relief, the CARES Act also provided protection for homeowners by allowing the right to request mortgage forbearance for up to 180 days. A forbearance plan provides for the temporary suspension or reduction of mortgage payments for a specific period during a temporary hardship such as unemployment. The moratorium on residential foreclosures and evictions for those with residential loans insured or guaranteed by FHA, VA, USDA or loans that are owned or securitized by Fannie Mae or Freddie Mac has been extended through December 31, 2020. An examination of available foreclosure data has shown a decrease in foreclosures for 2020 due to the CARES Act provisions and banks working with homeowners to modify existing payment schedules.



Homeowner Protections

CARES ACT
Congress
Mar 27

RIGHT TO
REQUEST
MORTGAGE
FORBEARANCE

FOR UP TO
180
DAYS

Renter Eviction Moratoriums

Temporary Halt in Residential Evictions
Department of Health and Human Services/CDC
Sep 4 – Dec 31, 2020
120 DAYS

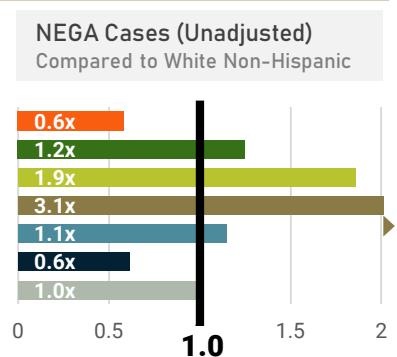
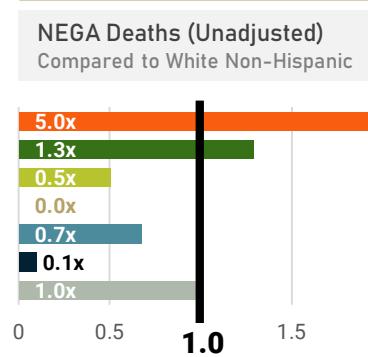
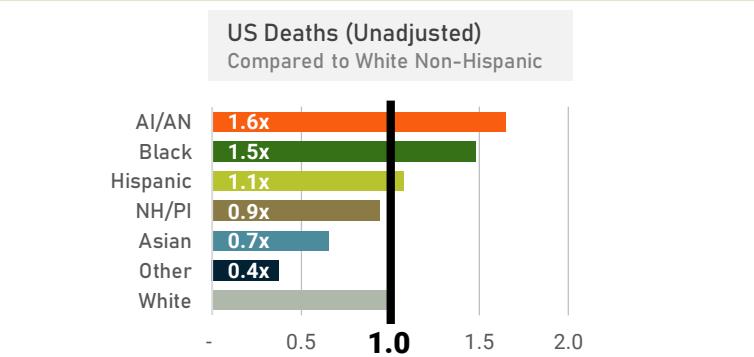


RACE/ETHNICITY

Overview

Racial disparities among COVID-19 cases, hospitalizations, and deaths have been widely reported nationally. Similar disparities were observed in Northeast Georgia, although specifics varied. This section of the report highlights COVID-19's impacts across racial and ethnic groups based on available data through early December 2020. Consistent with multiple CDC analyses, case and death rates are presented relative to white non-Hispanic death rates. According to one CDC report, this "avoid[s] comparing rates among...[any particular racial/ethnic group]...to other marginalized populations that experience similar health disparities.⁶

The cumulative observed case rate and death rates across Northeast Georgia were approximately 475 per 10,000 and 8 per 10,000, respectively. These rates, however, varied significantly across racial/ethnic groups. Among the largest racial/ethnic minorities in Northeast Georgia, Hispanic and Black residents have been impacted particularly hard by COVID-19. Among smaller racial/ethnic minorities, non-Hispanic American Indians/Native Alaskans (AI/ANs) and non-Hispanic Native Hawaiians and Pacific Islanders (NH/PIs) have shouldered a disproportionate amount of the impact. The figure below details the impacts on various racial and ethnic groups, including case and death rate comparisons. Although unavailable for Northeast Georgia, age-adjusted rates at the national level demonstrate that many racial/ethnic minority groups are considerably younger than the white population, and all else equal, would be expected to have considerably lower death rates.)⁷ In Northeast Georgia, for example, the average age among Hispanics in Northeast Georgia is approximately 25 years compared with 36 years across the entire population.⁸



	Deaths (Unadjusted)	Deaths (Age-Adjusted)
American Indian/Alaska Native (AI/AN)	1.6x	2.6x
Black	1.5x	2.8x
Hispanic	1.1x	2.8x
Native Hawaiian/Pacific Islander (NH/PI)	0.9x	NA
Asian	0.7x	1.1x
Other	0.4x	NA
White	1.0x	1.0x

	Deaths (Unadjusted)	Hospitalizations (Unadjusted)	Cases (Unadjusted)
American Indian/Alaska Native (AI/AN)	5.0x	1.0x	0.6x
Black	1.3x	2.0x	1.2x
Hispanic	0.5x	1.5x	1.9x
Native Hawaiian/Pacific Islander (NH/PI)	0.0x	4.9x	3.1x
Asian	0.7x	0.7x	1.1x
Other	0.1x	1.1x	0.6x
White	1.0x	1.0x	1.0x

Note: Hispanic includes Hispanic persons of any race; all other categories exclude Hispanic persons. Sources: Unadjusted US Data from CDC's "Provisional Death Counts for Coronavirus Disease (COVID-19): Distribution of Deaths by Race and Hispanic Origin": <https://data.cdc.gov/w/pj7m-y5uh/tdwk-ruhb?cur=u2C8tRv6Yn> (early December 2020); Age-Adjusted US Data from CDC's "COVID-19 Hospitalization and Death by Race/Ethnicity (updated November 30, 2020)": <https://www.cdc.gov/coronavirus/2019-ncov/covid-data/investigations-discovery/hospitalization-death-by-race-ethnicity.html>; NEGA Data: Georgia Department of Public Health Daily Status Report (early December 2020) <https://dph.georgia.gov/covid-19-daily-status-report>

⁶ From COVID-10 Among American Indian and Alaska Native Persons – 23 States, January 31–July 3, 2020; <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6934e1-H.pdf>

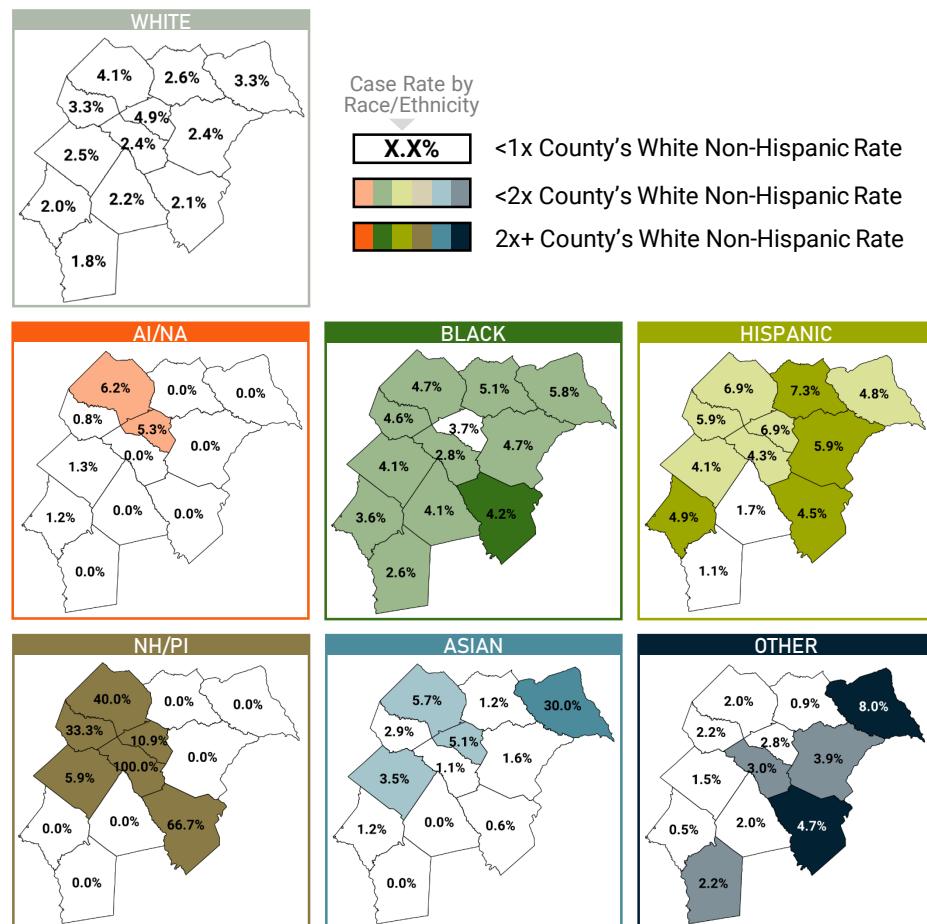
⁷ See discussion of age-adjusted rates from APM Research Lab's "The Color of Coronavirus": <https://www.apmresearchlab.org/covid/deaths-by-race>

⁸ Esri 2020 Estimates via Community Analyst

County Breakdown of Case Rates

The impact of COVID-19 on racial/ethnic groups varied by county across the region. The figure below shows case rates by county. Counties in which racial/ethnic minority case rates exceed case rates for non-Hispanic whites are highlighted. While case rates more effectively demonstrate the disproportionate impact of COVID on certain racial/ethnic minorities in Northeast Georgia (namely Hispanics and Blacks), they mask higher death rates among American Indians/Native Alaskans (despite a comparable case rate to white non-Hispanics).

Case Rates By Race/Ethnicity & County



Risk Factors

The CDC identifies several “inequities in social determinants of health” that generally leave racial minorities more vulnerable to COVID-19. These inequities directly impact susceptibility to contracting COVID-19 but also contribute to other underlying health conditions that “increase one’s risk of severe illness from COVID-19”.

Key COVID-19 Risk Factors Among Racial/Ethnic Minority Groups

Adapted from the CDC's "Health Equity Considerations and Racial and Ethnic Minority Groups"⁷

Discrimination – Systemic discrimination in health care, housing, education, criminal justice, and finance. Can lead to chronic and toxic stress and shapes social and economic factors that put some people from racial and ethnic minority groups at increased risk for COVID-19.

Healthcare Access & Utilization: Various minority groups struggle with access to adequate care due to lack of insurance, lack of transportation, lack of childcare, inability to take time off work, communication/cultural barriers, and/or current/historical discrimination in the healthcare system. This discrimination also contributes to distrust among some individuals.

Occupation: People from some racial and ethnic minority groups are disproportionately represented in essential work settings such as healthcare facilities, farms, factories, grocery stores, and public transportation.

Educational, income, and wealth gaps: Inequities in access to high-quality education for some racial and ethnic minority groups can lead to lower high school completion rates and barriers to college entrance. This may lead to lower paying or less stable jobs, and limited opportunities to secure lower risk work during the pandemic.

Housing: Larger households and denser living arrangements among some people from racial and ethnic minority groups can make it more challenging to follow prevention strategies. Growing and disproportionate unemployment rates for some groups may also lead to greater risk of eviction and homelessness.

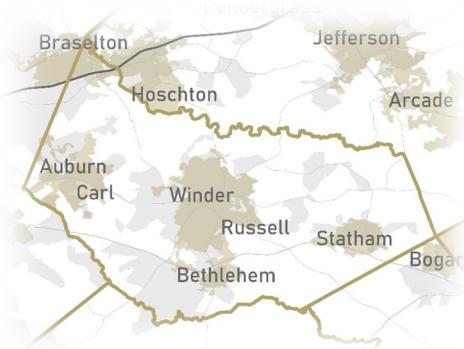
The same CDC report also notes that racial/ethnic minorities often bear a disproportionate share of the burden from mitigation measures intended to curb the spread of COVID-19. Minorities are heavily represented in industries impacted by shutdowns like hospitality and retail. In addition to this economic impact, some may be less well-positioned to shoulder the stress and “reduced access to services” resulting from shutdowns. A final note regarding the limitations of the data is warranted. Despite significant improvements in the amount of available data, the race and/or ethnicity of the person is unknown in 8% of hospitalizations and 40% of cases, based on the previously-referenced Georgia Department of Public Health data.

⁷ Quoted directly or adapted from the CDC's "Health Equity Considerations and Racial and Ethnic Minority Groups": <https://www.cdc.gov/coronavirus/2019-ncov/community/health-equity/race-ethnicity.html>. See this resource for additional references and sources.

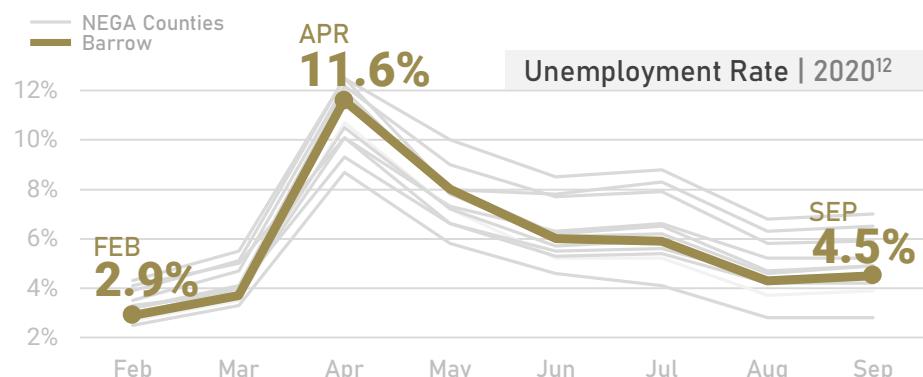
5. COUNTY PROFILES

BARROW COUNTY

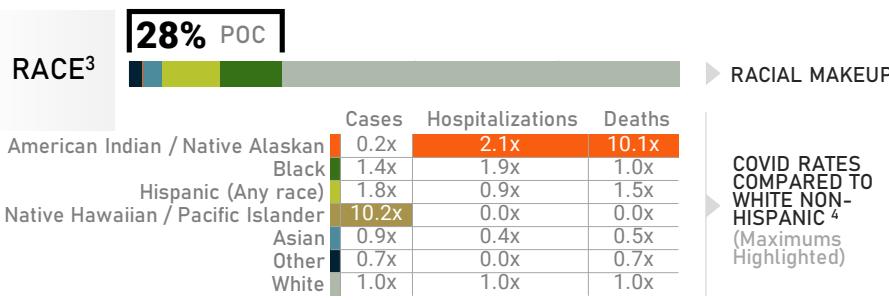
83,240¹
POPULATION



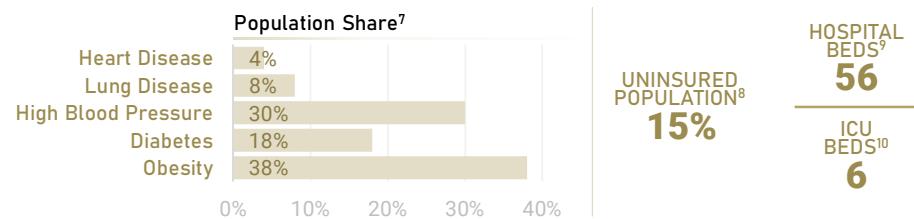
Employment



Demographics



Health



Sales Tax¹¹



Top 5 Occupations by Unique Job Postings | October 2020¹³

328	Heavy Truck Drivers+ [1]	1
88	Supervisors Of Retail Workers [2]	2
88	Registered Nurses	3
79	Retail Salespersons	4
76	Stockers And Order Fillers	5

Top 5 Companies by Job Postings | October 2020¹⁴

RETAIL+LOGISTICS	79	Amazon	1
EDS+MEDS	68	NE Georgia Medical Center	2
OTHER	47	Randstad N.V.	3
OTHER	46	Carvana	4
RETAIL+LOGISTICS	33	Dollar General	5

Coronavirus Impact Survey

CITY GOVERNMENT **7**
COUNTY GOVERNMENT **2**
CHAMBER OF COMMERCE **2**

11
RESPONDENTS

55%
REPORTED ADDING PUBLIC INTERNET HOTSPOTS

64%
REPORTED TEMPORARY OR PERMANENT LAYOFFS AT BUSINESSES

82%
REPORTED REDUCED OR CHANGED INDUSTRIAL PRODUCTION

¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;

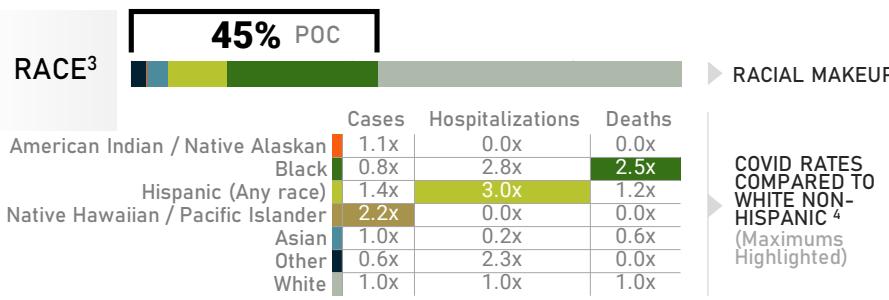
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.4Q [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers

CLARKE COUNTY

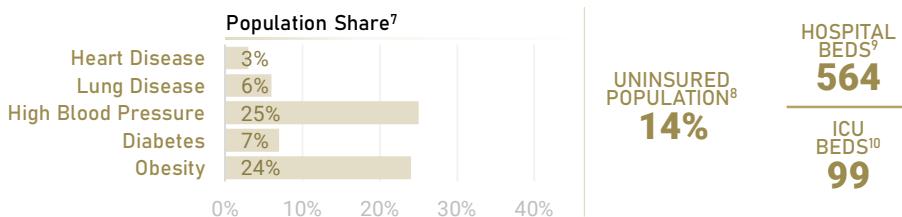
128,331¹
POPULATION



Demographics



Health

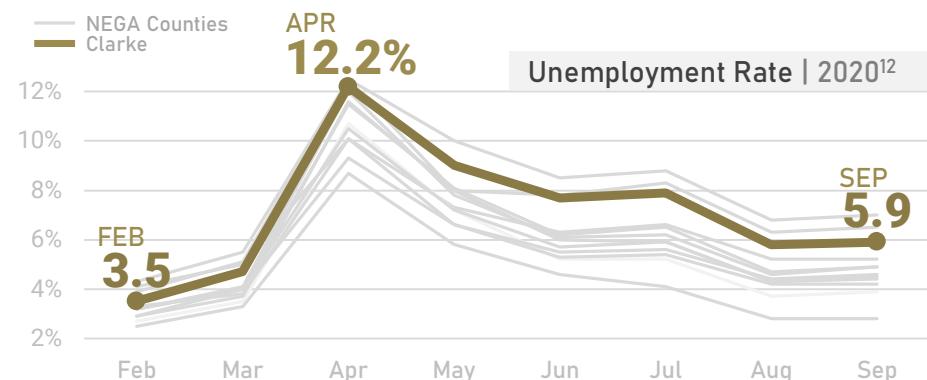


Sales Tax¹¹

2019-2020
-4.7%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$140
SALES TAX/CAPITA

Employment



Top 5 Occupations by Unique Job Postings | October 2020¹³

730	Heavy Truck Drivers+ [1]	1
535	Registered Nurses	2
377	Unclassified Occupation	3
199	Supervisors Of Retail Workers [2]	4
176	Customer Service Reps	5

Top 5 Companies by Job Postings | October 2020¹⁴

654	University of Georgia	1
238	Trinity Health Corporation	2
222	Virtual Vocations	3
182	Piedmont Healthcare	4
67	PruittHealth Corporation	5

Coronavirus Impact Survey

CITY GOVERNMENT
COUNTY GOVERNMENT
CHAMBER OF COMMERCE

1
3
RESPONDENTS

67%
REPORTED HOSPITALS REACHING CAPACITY DUE TO COVID-19 [3]

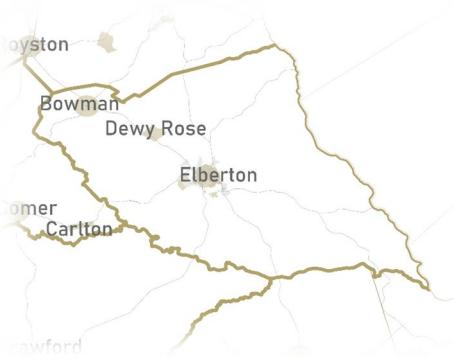
67%
REPORTED "A GREAT DEAL" OF CHANGE IN NEED FOR SOCIAL SERVICES

100%
REPORTED NO IMPACT TO BUSINESS EXPANSION/LOCATION PROJECTS

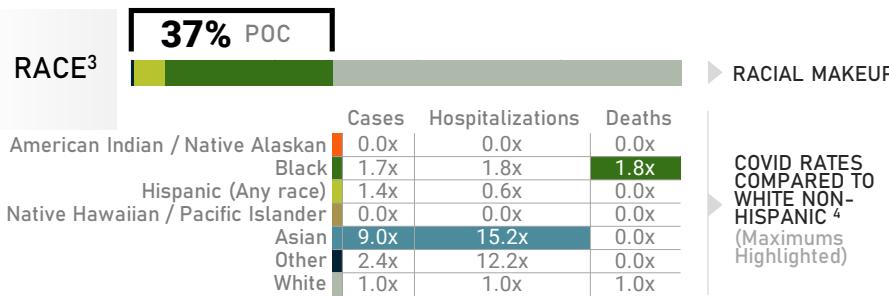
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014–2018 ACS 5-Year Estimates – Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health – data through December 2020 – not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.4Q [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers; [3] Or patients being transferred out of the community

ELBERT COUNTY

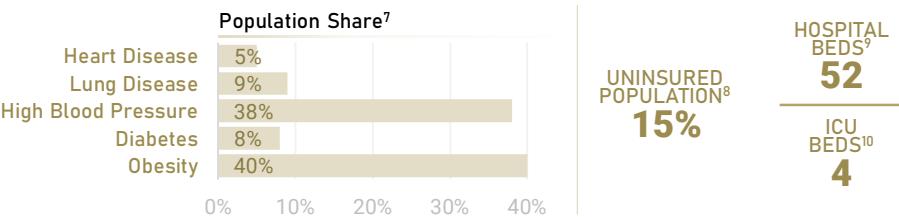
19,194¹
POPULATION



Demographics



Health

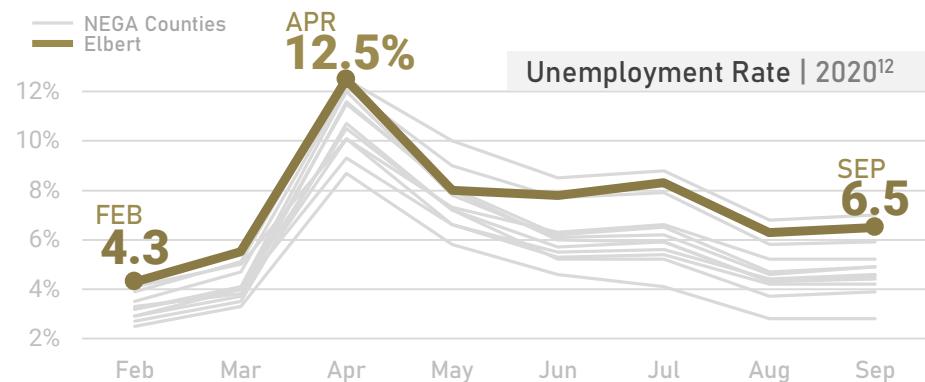


Sales Tax¹¹

2019-2020
+5.1%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$88
SALES TAX/CAPITA

Employment



Top 5 Occupations by Unique Job Postings | October 2020¹³

131	Heavy Truck Drivers+ [1]	1
39	Supervisors Of Retail Workers [2]	2
29	Unclassified Occupation	3
22	Home Health/Personal Care Aides	4
18	Light Truck Drivers	5
18	Practical And Vocational Nurses [3]	5

Top 5 Companies by Job Postings | October 2020¹⁴

RETAIL+LOGISTICS	29	Wal-Mart, Inc.	1
RETAIL+LOGISTICS	24	Dollar General Corporation	2
EDS+MEDS	21	PruittHealth Corporation	3
RETAIL+LOGISTICS	19	U.S. Xpress, Inc.	4
OTHER	17	Home Instead Senior Care	5

Coronavirus Impact Survey

CITY GOVERNMENT	2
COUNTY GOVERNMENT	1
CHAMBER OF COMMERCE	1
DEVELOPMENT AUTHORITY	1

5 RESPONDENTS



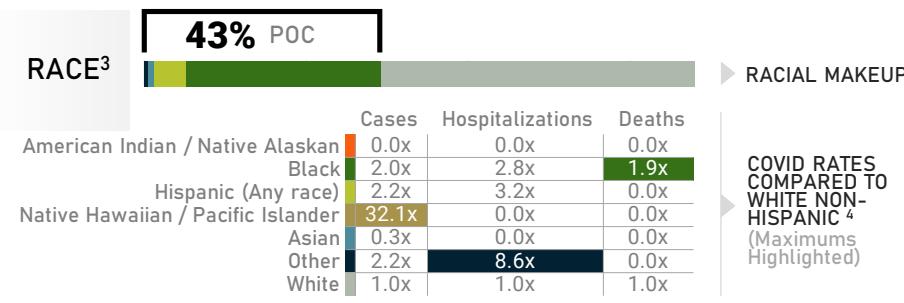
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers [3] Licensed Practical and Licensed Vocational Nurses

GREENE COUNTY

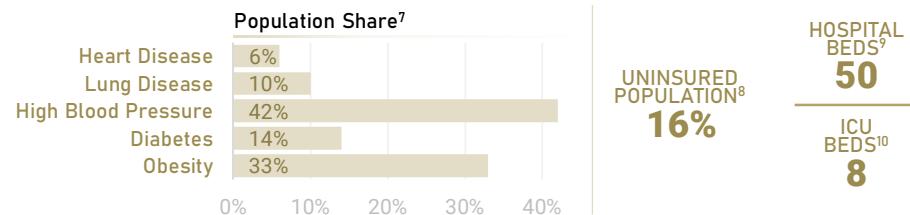
18,324¹
POPULATION



Demographics



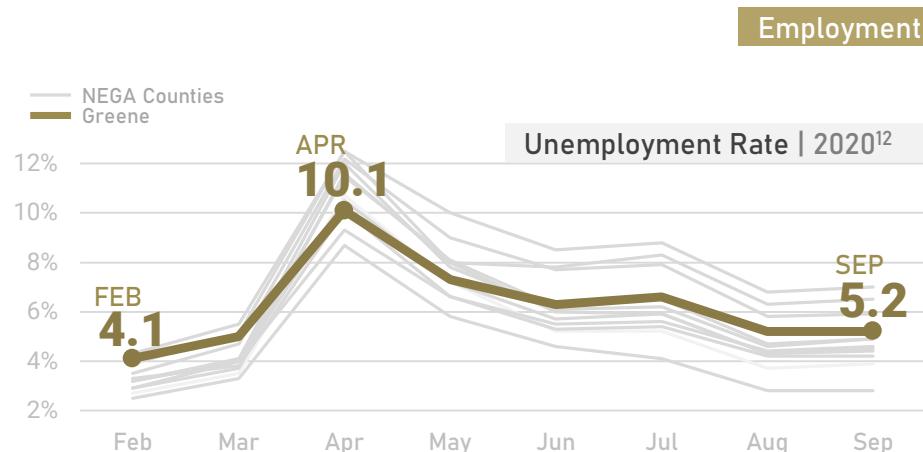
Health



Sales Tax¹¹

2019-2020
-2.7%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$214
SALES TAX/CAPITA



Top 5 Occupations by Unique Job Postings | October 2020¹³

156	Heavy Truck Drivers+ [1]	1
37	Registered Nurses	2
26	Supervisors Of Retail Workers [2]	3
18	Customer Service Reps	4
18	Light Truck Drivers	4

Top 5 Companies by Job Postings | October 2020¹⁴

HOSPITALITY	30	The Ritz-Carlton Hotel Co.	1
RETAIL+LOGISTICS	26	The Home Depot	2
OTHER	25	Randstad N.V.	3
OTHER	24	Linger Longer Development Co.	4
OTHER	20	Uber Technologies, Inc.	5

Coronavirus Impact Survey

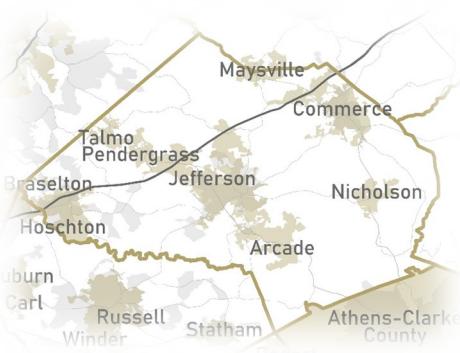
CITY GOVERNMENT **2**
COUNTY GOVERNMENT **1**
CHAMBER OF COMMERCE **1**
4 RESPONDENTS

50%
REPORTED BUSINESSES BEING IMPACTED "VERY NEGATIVELY"
75%
REPORTED "FAMILY AND CHILDCARE" AS CHALLENGES FOR BUSINESSES
100%
REPORTED AREAS IN THE COUNTY THAT LACK RELIABLE INTERNET

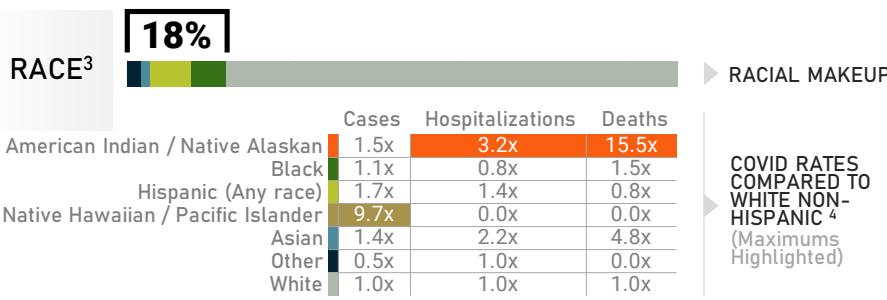
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers

JACKSON COUNTY

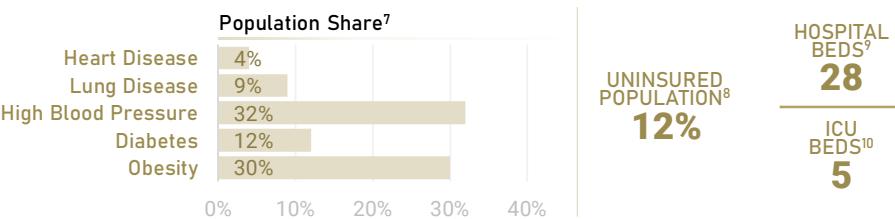
72,977¹
POPULATION



Demographics



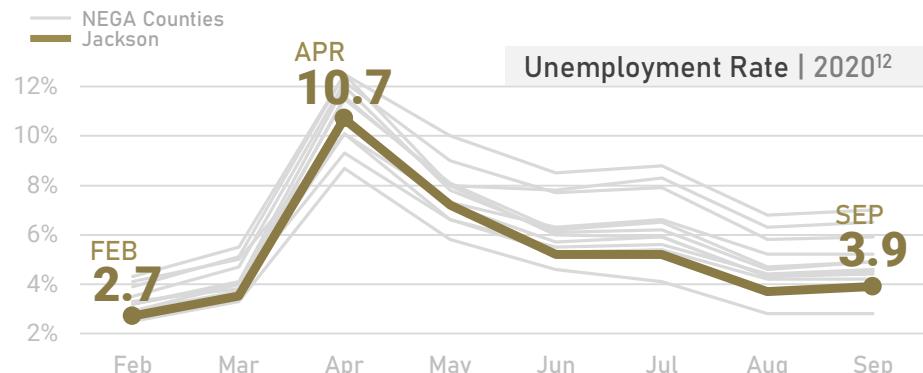
Health



Sales Tax¹¹

2019-2020
+11.7%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$149
SALES TAX/CAPITA



Top 5 Occupations by Unique Job Postings | October 2020¹³

575	Heavy Truck Drivers+ [1]	1
217	Unclassified Occupation	2
197	Stockers And Order Fillers	3
193	Registered Nurses	4
149	Laborers; Movers [2]	5

Top 5 Companies by Job Postings | October 2020¹⁴

EDS+MEDS	169	Northeast Georgia Med Center	1
RETAIL+LOGISTICS	135	Amazon	2
RETAIL+LOGISTICS	56	Wal-Mart, Inc.	3
OTHER	55	Randstad N.V.	4
RETAIL+LOGISTICS	46	Dollar General	5

Coronavirus Impact Survey

CITY GOVERNMENT
COUNTY GOVERNMENT
CHAMBER OF COMMERCE
DEVELOPMENT AUTHORITY
EDUCATION

8
2
2
2
3

17
RESPONDENTS

53%
REPORTED BUSINESSES HAVE BEEN IMPACTED "SOMEWHAT NEGATIVELY"

71%
REPORTED A REDUCTION IN BUSINESS SPENDING

82%
REPORTED AREAS IN THE COUNTY THAT LACK RELIABLE INTERNET

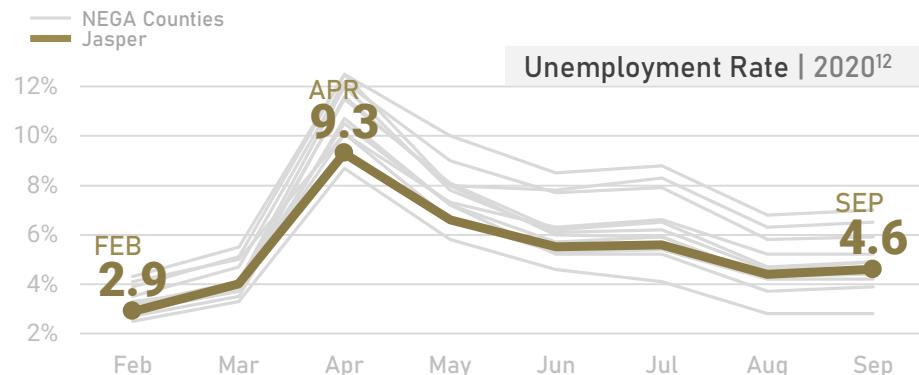
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] Laborers & Freight, Stock, & Material Movers, Hand

JASPER COUNTY

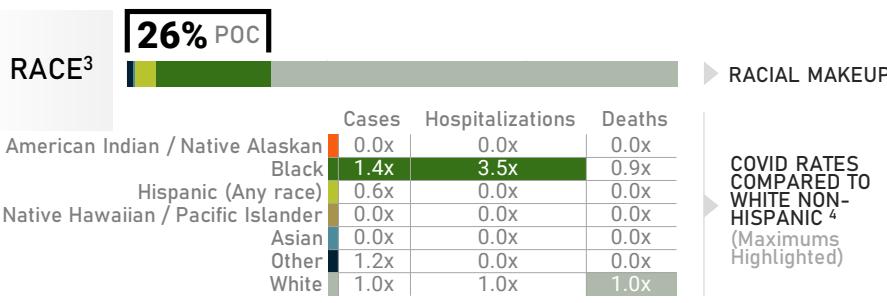
14,219¹
POPULATION



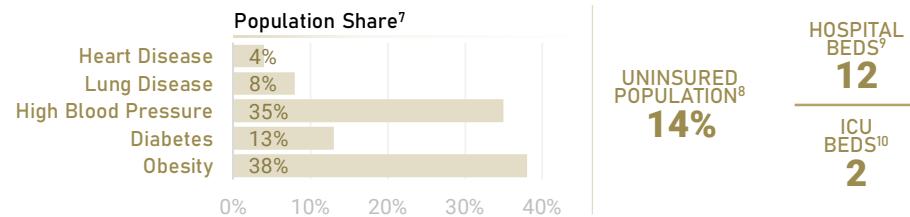
Employment



Demographics



Health



Sales Tax¹¹

2019-2020
+10.3%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$62
SALES TAX/CAPITA

67%
REPORTED HOSPITALS REACHING CAPACITY DUE TO COVID-19 [3]

83%
REPORTED TEMPORARY OR PERMANENT BUSINESS CLOSURES

100%
REPORTED AREAS IN THE COUNTY THAT LACK RELIABLE INTERNET

Top 5 Occupations by Unique Job Postings | October 2020¹³

153	Heavy Truck Drivers+ [1]	1
17	Speech-Language Pathologists	2
17	Supervisors Of Retail Workers [2]	2
10	Customer Service Reps	4
9	Passenger Vehicle Drivers [3]	5

Top 5 Companies by Job Postings | October 2020¹⁴

15	Dollar General	1
14	R.E. Garrison Trucking, Inc.	2
14	Soliant Health, Inc	2
13	U.S. Xpress, Inc.	4
13	C.R. England, Inc.	4

Coronavirus Impact Survey

CITY GOVERNMENT **3**
COUNTY GOVERNMENT **2**
DEVELOPMENT AUTHORITY **1**

6

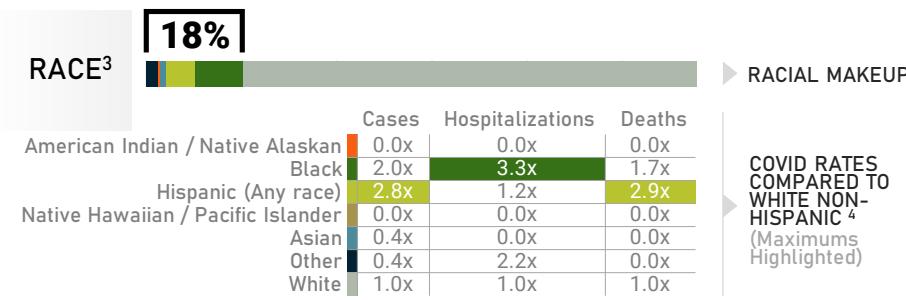
RESPONDENTS

MADISON COUNTY

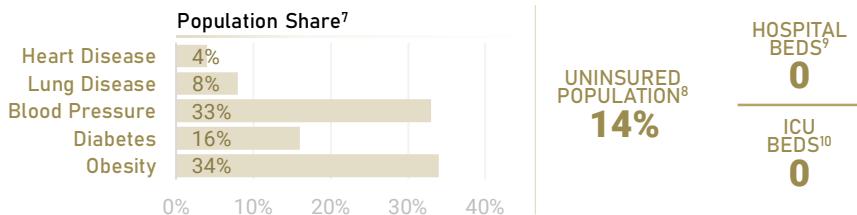
29,880¹
POPULATION



Demographics



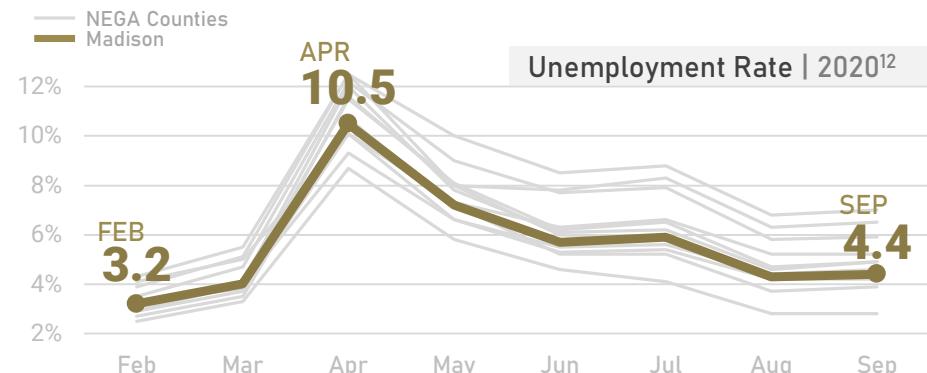
Health



Sales Tax¹¹

2019-2020
+10.1%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$64
SALES TAX/CAPITA



Top 5 Occupations by Unique Job Postings | October 2020¹³

294	Heavy Truck Drivers+ [1]	1
51	Stockers And Order Fillers	2
26	Laborers; Movers [2]	3
24	Unclassified Occupation	4
24	Supervisors Of Retail Workers [3]	4

Top 5 Companies by Job Postings | October 2020¹⁴

RETAIL+LOGISTICS	88	Amazon	1
RETAIL+LOGISTICS	30	R.E. Garrison Trucking, Inc.	2
OTHER	26	Uber Technologies, Inc.	3
RETAIL+LOGISTICS	23	Dollar General	4
RETAIL+LOGISTICS	20	U.S. Xpress, Inc.	5

Coronavirus Impact Survey

CITY GOVERNMENT **6**
COUNTY GOVERNMENT **1**
CHAMBER OF COMMERCE **4**
DEVELOPMENT AUTHORITY **1**

12 RESPONDENTS

50%
REPORTED BUSINESS PROJECTS STILL REMAIN ON HOLD

67%
REPORTED A SIGNIFICANT REDUCTION IN WORKFORCE

58%
REPORTED IDENTIFYING AREAS UNDERSERVED BY HIGH-SPEED INTERNET

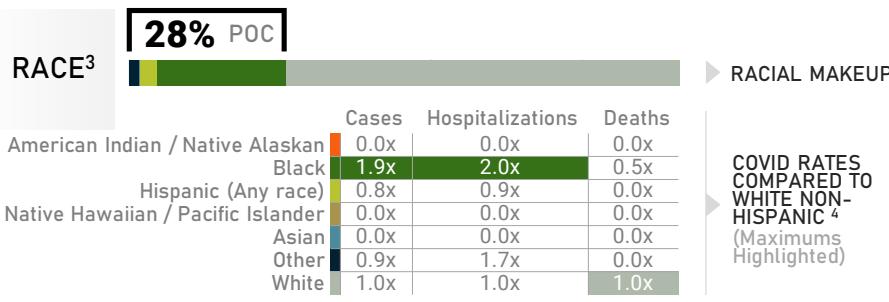
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] Laborers & Freight, Stock, & Material Movers, Hand [3] First-Line Supervisors of Retail Sales Workers

MORGAN COUNTY

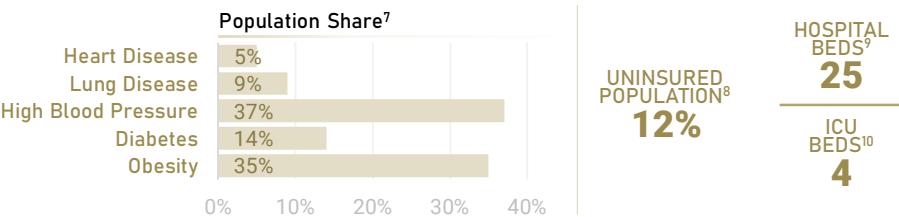
19,276¹
POPULATION



Demographics



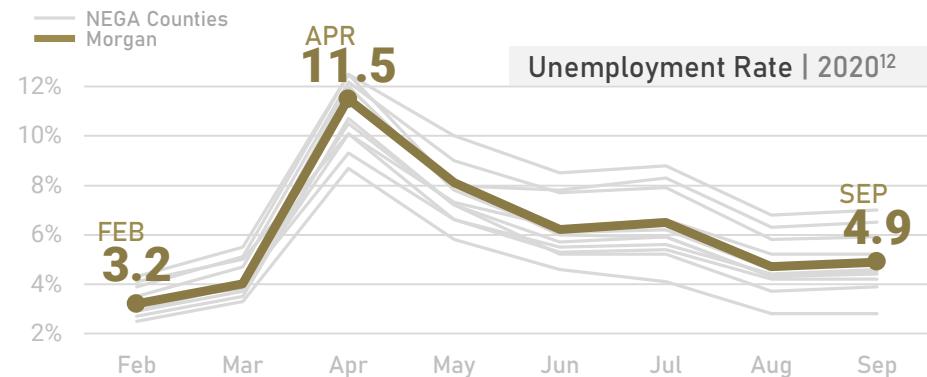
Health



Sales Tax¹¹

2019-2020
-0.4%
CHANGE IN TAXABLE
RETAIL ACTIVITY

2020
\$165
SALES TAX/
CAPITA



Top 5 Occupations by Unique Job Postings | October 2020¹³

169	Heavy Truck Drivers+ [1]	1
35	Unclassified Occupation	2
34	Supervisors Of Retail Workers [2]	3
26	Stockers And Order Fillers	4
24	Retail Salespersons	5

Top 5 Companies by Job Postings | October 2020¹⁴

20	Wal-Mart, Inc.	1
18	Dollar General	2
18	Randstad N.V.	3
16	Morgan Medical Corporation	4
16	Central Garden & Pet Company	5

Coronavirus Impact Survey

CITY GOVERNMENT **3**
COUNTY GOVERNMENT **1**
DEVELOPMENT AUTHORITY **1**

5
RESPONDENTS

80%
REPORTED
BUSINESSES
AFFECTED
"SOMEWHAT
NEGATIVELY"

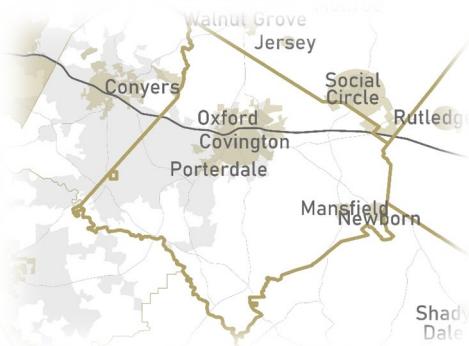
100%
REPORTED
"FEAR OF
RETURNING TO
WORK" AS A
CHALLENGE

60%
REPORTED
"SOME INCREASE" IN
THE NEED FOR
SOCIAL SERVICES

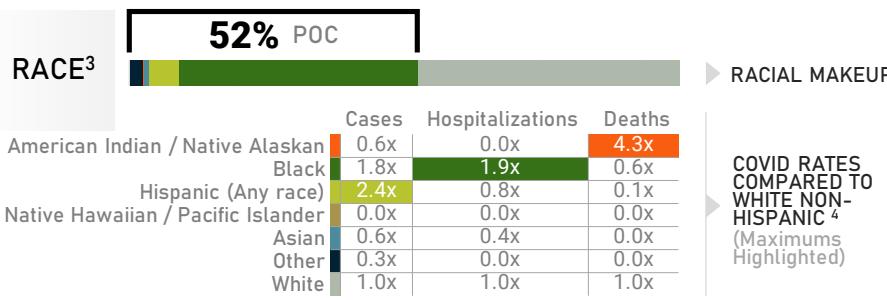
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers

NEWTON COUNTY

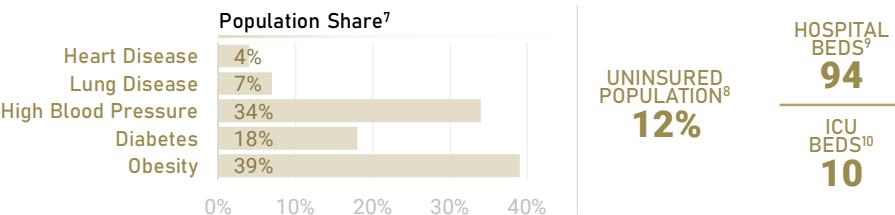
111,744¹
POPULATION



Demographics



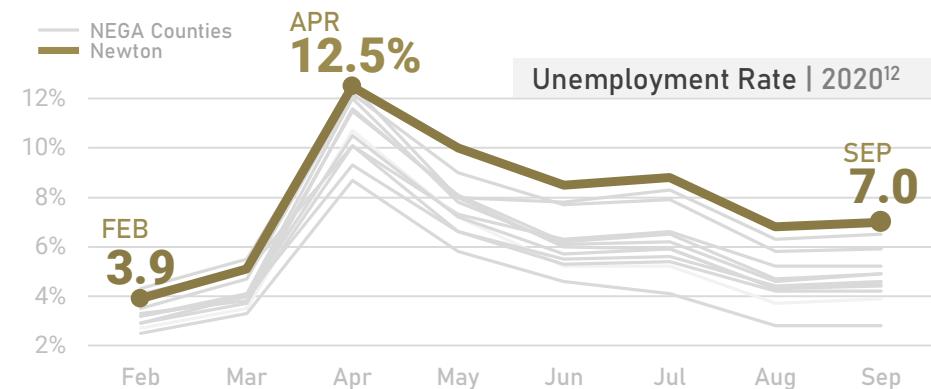
Health



Sales Tax¹¹



Employment



Top 5 Occupations by Unique Job Postings | October 2020¹³



Top 5 Companies by Job Postings | October 2020¹⁴



Coronavirus Impact Survey

CITY GOVERNMENT 4
DEVELOPMENT AUTHORITY 2
EDUCATION 1

7 RESPONDENTS

43%
REPORTED "VERY NEGATIVE" BUSINESS IMPACTS

29%
REPORTED "A LOT" OF CHANGE IN NEED FOR SOCIAL SERVICES

43%
REPORTED BUSINESS EXPANSION / LOCATION PROJECTS PUT ON HOLD

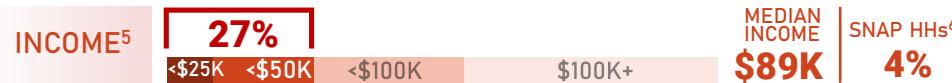
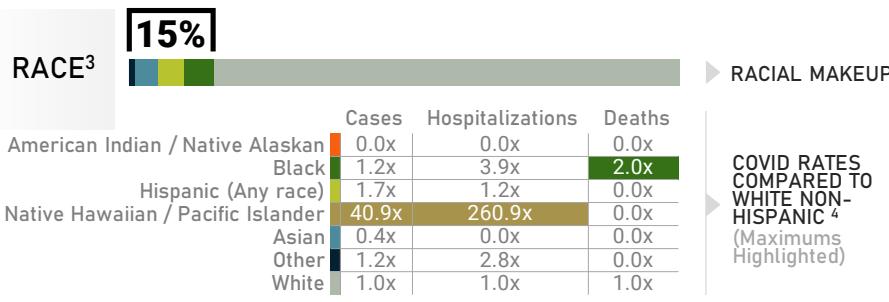
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014–2018 ACS 5-Year Estimates – Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health – data through December 2020 – not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers

OCONEE COUNTY

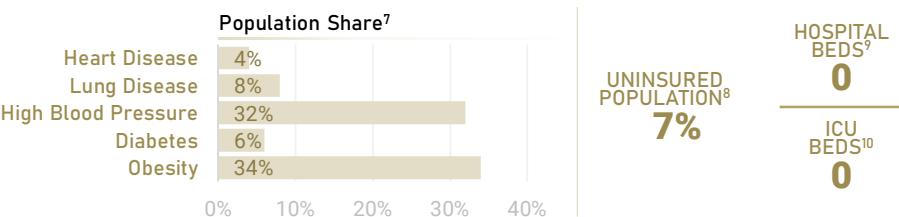
40,280¹
POPULATION



Demographics



Health

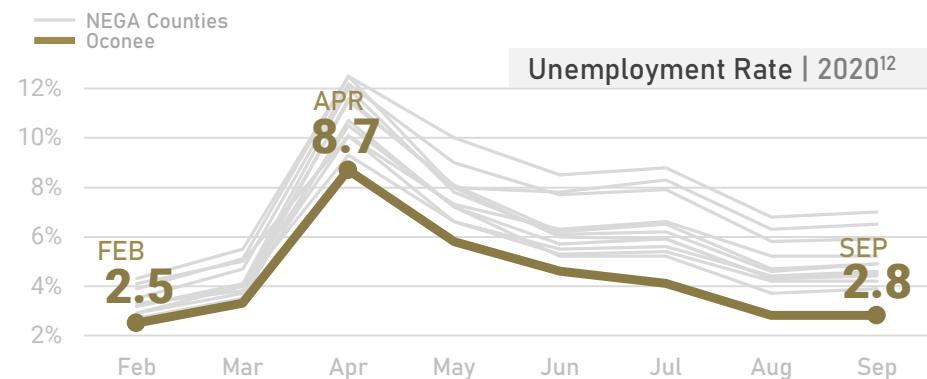


Sales Tax¹¹

2019-2020
-3.2%
CHANGE IN TAXABLE
RETAIL ACTIVITY

2020
\$136
SALES TAX/
CAPITA

Employment



Top 5 Occupations by Unique Job Postings | October 2020¹³

239	Heavy Truck Drivers+ [1]	1
56	Unclassified Occupation	2
51	Home Health/Personal Care Aides	3
43	Registered Nurses	4
41	Stockers And Order Fillers	5

Top 5 Companies by Job Postings | October 2020¹⁴

RETAIL+LOGISTICS	49	Amazon	1
OTHER	37	Home Instead Senior Care	2
RETAIL+LOGISTICS	21	Racetrac Petroleum, Inc.	3
OTHER	19	Health Care Providers Inc.	4
RETAIL+LOGISTICS	17	R.E. Garrison Trucking, Inc.	5
EDS+MEDS	17	University of North Georgia	5

Coronavirus Impact Survey

CITY GOVERNMENT **2**
COUNTY GOVERNMENT **1**
CHAMBER OF COMMERCE **1**
4 RESPONDENTS

75%
REPORTED
BUSINESSES
AFFECTED
"SOMEWHAT
NEGATIVELY"

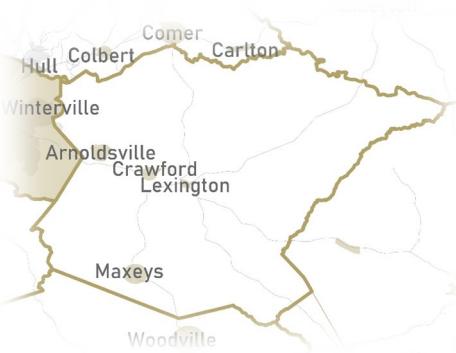
100%
REPORTED
RETAIL TRADE AS
BEING MOST
AFFECTED IN THE
COMMUNITY

100%
REPORTED
A QUARTER OF
BUSINESSES HAVE
REMAINED CLOSED

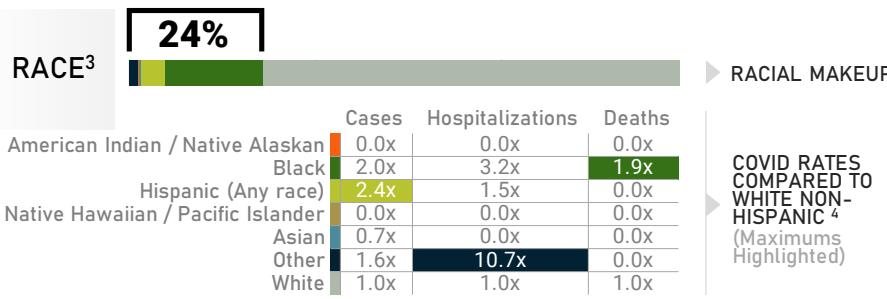
¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals;
⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.4Q [1] Heavy and Tractor-Trailer Truck Drivers

OGLETHORPE COUNTY

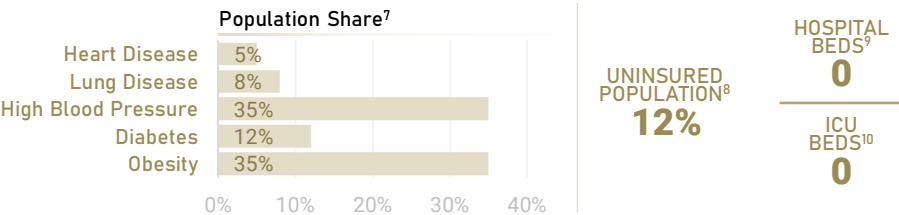
15,259¹
POPULATION



Demographics



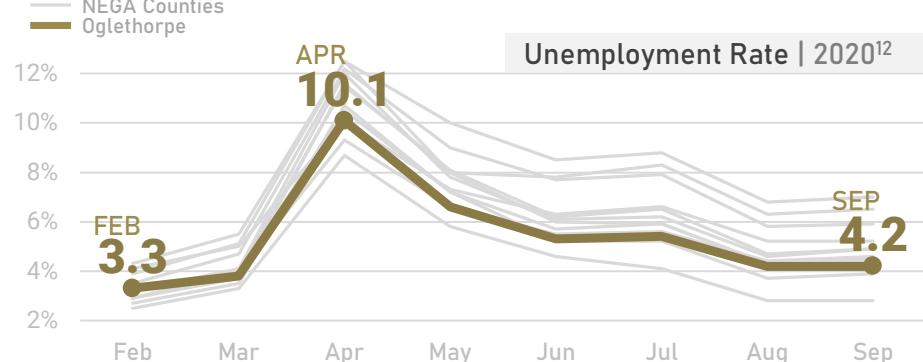
Health



Sales Tax¹¹

2019-2020
+8.6%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020
\$44
SALES TAX/CAPITA



Top 5 Occupations by Unique Job Postings | October 2020¹³

191	Heavy Truck Drivers+ [1]	1
10	Home Health/Personal Care Aides	2
7	Passenger Vehicle Drivers [2]	3
7	Driver/Sales Workers	3
7	Light Truck Drivers	3

Top 5 Companies by Job Postings | October 2020¹⁴

24	R.E. Garrison Trucking, Inc.	1
12	Marten Transport, Ltd.	2
10	Werner Enterprises, Inc.	3
9	Amazon	4
9	Shaffer Trucking	4

Coronavirus Impact Survey

CITY GOVERNMENT **4**
COUNTY GOVERNMENT **2**

6
RESPONDENTS

67%
REPORTED AREAS IN THE COUNTY THAT LACK RELIABLE INTERNET

50%
REPORTED BUSINESSES AFFECTED "SOMEWHAT NEGATIVELY"

50%
REPORTED ARTS/ENTERTAINMENT AS MOST IMPACTED BUSINESSES

¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals; ⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] Except Bus Drivers, Transit and Intercity

WALTON COUNTY

94,593¹
POPULATION



Demographics

AGE² **24%**
55+ <55 <35 <15

MEDIAN AGE
39.0

RACE³ **25% POC**

	Cases	Hospitalizations	Deaths
American Indian / Native Alaskan	0.5x	0.0x	0.0x
Black	1.6x	2.5x	1.8x
Hispanic (Any race)	1.6x	0.9x	0.0x
Native Hawaiian / Pacific Islander	2.4x	24.8x	0.0x
Asian	1.4x	2.4x	1.1x
Other	0.6x	1.1x	0.0x
White	1.0x	1.0x	1.0x

RACIAL MAKEUP
COVID RATES COMPARED TO WHITE NON-HISPANIC⁴ (Maximums Highlighted)

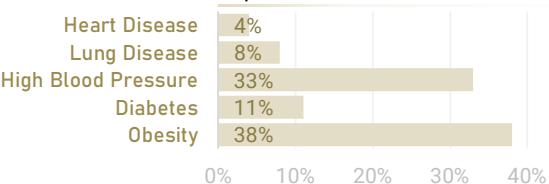
INCOME⁵ **36% <50K**

<\$25K <\$50K <\$100K \$100K+

MEDIAN INCOME
\$66K | SNAP HHs⁶
11%

Health

Population Share⁷



HOSPITAL BEDS⁹

164

ICU BEDS¹⁰

7

UNINSURED POPULATION⁸

11%

Sales Tax¹¹

2019-2020

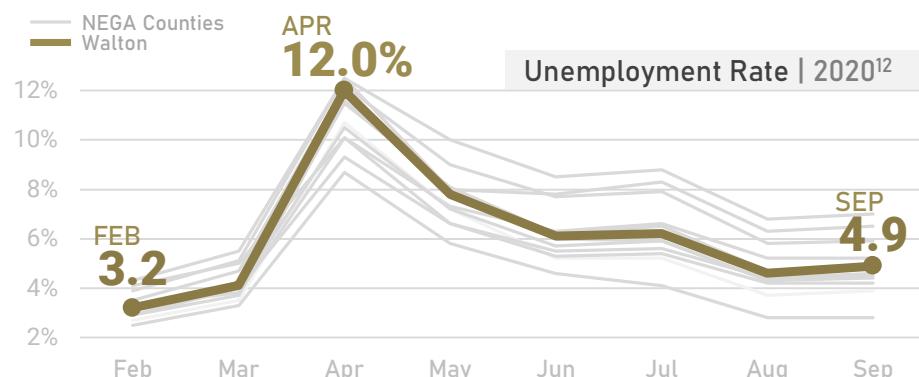
+6.0%
CHANGE IN TAXABLE RETAIL ACTIVITY

2020

\$111
SALES TAX/CAPITA



Employment



Top 5 Occupations by Unique Job Postings | October 2020¹³

361	Heavy Truck Drivers+ [1]	1
103	Supervisors Of Retail Workers [2]	2
98	Retail Salespersons	3
94	Unclassified Occupation	4
86	Registered Nurses	5

Top 5 Companies by Job Postings | October 2020¹⁴

77	Wal-Mart, Inc.	1
70	Amazon	2
49	Takeda Pharmaceuticals	3
47	Soliant Health, Inc	4
45	Piedmont Companies Inc	5

Coronavirus Impact Survey

CITY GOVERNMENT **4**

COUNTY GOVERNMENT **2**

DEVELOPMENT AUTHORITY **1**

7

RESPONDENTS

71%

REPORTED AREAS IN THE COUNTY THAT LACK RELIABLE INTERNET

43%

REPORTED CHANGES IN THE SUPPLY INDUSTRIAL CHAIN

57%

REPORTED RETAIL TRADE AS MOST AFFECTED BY THE PANDEMIC

¹ Census 2019 Annual Resident Population Estimates; ² Esri 2020 Estimates; ³ 2014-2018 ACS 5-Year Estimates - Note: All categories except Hispanic include only non-Hispanic individuals; ⁴ Georgia Department of Health - data through December 2020 - not age-adjusted; ⁵ Esri 2020 Estimates; ⁶ Esri County CO-VID-19 Cases and Planning Report; ⁷ PolicyMap & New York Times; ⁸ PolicyMap; ⁹⁻¹⁰ Johns Hopkins University COVID-19 County Status Report - Hospital Beds = Number of Staffed Beds; ¹¹ Georgia Department of Revenue; ¹² US Bureau of Labor Statistics; ¹³⁻¹⁴ EMSI 2020.Q4 [1] Heavy and Tractor-Trailer Truck Drivers [2] First-Line Supervisors of Retail Sales Workers