



**Marshall**  
ECONOMIC DEVELOPMENT

# 2025 ANNUAL REPORT



# Table of Contents

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**4**

Letter from  
the Chairman

**5**

Letter from the  
Executive Director

**6**

Board of  
Directors

**8**

EDC  
Staff

**10**

Mission &  
Priorities

**12**

EDC  
Real Estate

**20**

Project Spotlight

**22**

2025 Projects

**23**

2025 Highlights

**24**

Partnerships

**26**

Workforce  
Development

**32**

Programs



# Letter from the Chairman

Dear Community Partners, Business Leaders, and Friends of Marshall,

It is my privilege to serve as Chairman of the Board of Marshall Economic Development Corporation (MEDC) and to share an update on the progress and priorities of our organization.

Marshall EDC, along with the City of Marshall, Marshall ISD, Harrison County, and other community partners continue to demonstrate resilience, innovation, and a strong sense of collaboration. Over the past year, we have worked closely with local businesses, regional partners, and civic leaders to strengthen our economic foundations, attract new investment, and support the entrepreneurs and employers who call Marshall home. These efforts reflect our shared commitment to creating opportunity while preserving the character and values that make our community unique.

Marshall EDC remains focused on strategic growth—supporting workforce development, encouraging business expansion, and investing in our community in ways that position Marshall for long-term success. We believe that sustainable economic development is not measured solely by growth, but by the quality of jobs created, the advancement of skills and leadership, the vitality of our community, and the prosperity of future generations.

None of this work is possible without strong partnerships. I want to extend my sincere appreciation to our staff, city, and county leadership, We-Align Council, MEDC board members, and community stakeholders for their dedication and service. Your insight, collaboration, and belief that Marshall can and will prosper are essential to our continued progress.

As we look ahead, we remain optimistic and forward-focused. Together, we will continue our efforts to build a diverse, inclusive, resilient economy that supports local businesses, attracts new opportunities, and enhances the quality of life for all who live and work in Marshall.

Thank you for your continued support of Marshall Economic Development Corporation. I invite you to stay engaged, share your ideas, and join us as we shape a strong and prosperous future for our community.





# Letter from the Executive Director

Dear Marshall Community,

On behalf of the Board of Directors, I am honored to present the Marshall Economic Development Corporation (MEDC) FY 2025 Annual Report and to reflect on a year marked by purpose, progress, and growing opportunity for our community.

Marshall continues to advance with confidence and intention. Throughout the past year, Marshall Economic Development Corporation focused on initiatives that strengthen our economic foundation, support quality job creation, and position the community for long term competitiveness. Strategic planning remains central to our work as MEDC pursues ambitious goals with clarity, accountability, and focus.

Our work is driven by collaboration. Strong alignment among our Board of Directors, professional staff, city and county leadership, educators, employers, and community partners has elevated our collective impact. This approach allows MEDC to move effectively from vision to execution, ensuring the community is prepared to respond to opportunity while remaining aligned with shared goals.

Equally important are the investments made in people and places. By advancing workforce alignment efforts, strengthening education and industry partnerships, and maintaining a proactive approach to real estate readiness, MEDC continues to build capacity that supports both existing businesses and future investment. These initiatives reflect a deliberate commitment to sustainable and inclusive economic success.

As we look ahead, Marshall is well positioned to build upon the momentum established in FY 2025. With a focus on measurable outcomes and continued partnership, MEDC remains committed to delivering lasting economic value while balancing near term results with preparation for future opportunity, inclusion, quality of life, shared success, and long-term prosperity for residents and businesses alike.

Thank you for your continued partnership, trust, and confidence in the future of Marshall. Together, we are shaping a stronger, more resilient community with endless possibilities.



# BOARD OF DIRECTORS

The MEDC board of directors is made up of 5 local leaders in the Marshal Community.



**Keith Hill**  
Vice-Chairman



**Orlando Valle**  
Secretary/Treasurer



**Amy Hooper**  
Director



**Doug Lewis**  
Director



**Colin Brady**  
Chairman

## ABOUT US

The Marshall EDC Board of Directors is represented by five volunteer voting directors who are residents and business leaders of Harrison County, Texas. Each may serve up to 2 consecutive 3-year terms. Joining the board in a non-voting ex-officio capacity are the City Manager, Mayor, and Mayor Pro-tem. The Marshall EDC Board of Directors has employed staff, including an Executive Director, who manages day-to-day activities and oversees operations.

*“Our board took on a new look this year, as we added 3 new board members. We bring to the table diverse backgrounds and skills, which I am very excited to put to use for the betterment of the Marshall community.”*

***-Colin Brady, Chairman of the Board of Directors***



# EDC STAFF

The Marshall EDC staff is a cohesive team of five professionals whose collective expertise and collaboration drive the organization's mission forward. Working seamlessly together, the team's shared commitment and complementary strengths enable impactful results for the Marshall community.



**Dr. Felecia Herndon**  
CEcD  
Vice President



**Teresa Wright**  
Assistant to the  
Executive Director



**Amber Thibodeaux**  
Marketing and  
Communications  
Associate



**Heather Hill**  
Administrative  
Coordinator



**Rush Harris, CEcD**  
Executive  
Director

## ABOUT US

Marshall EDC is a **Type A EDC** and works to develop relationships with new and existing businesses that support primary jobs. We connect with **primary and secondary employers** to provide data services and assistance for all businesses in our community.

*“Serving local businesses is the shared mission of our entire staff. Together, we work to strengthen the tax base, stimulate private investment, and collaborate with leaders and organizations across the community to support long-term economic success.”*

***-Rush Harris, CEcD, Executive Director***



# MARSHALL ECONOMIC DEVELOPMENT'S MISSION

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The mission of the Marshall Economic Development Corporation is to serve as an instrument of the City of Marshall in strengthening and growing the local economy. We support primary employers and primary jobs by retaining and expanding existing businesses, attracting new investment, and fostering quality employment opportunities. Through collaboration with local, regional, state, and national partners, we take a comprehensive approach to economic development—one that builds community wealth, encourages inclusive participation, and enhances the well-being, opportunity, and prosperity of all Marshall residents.





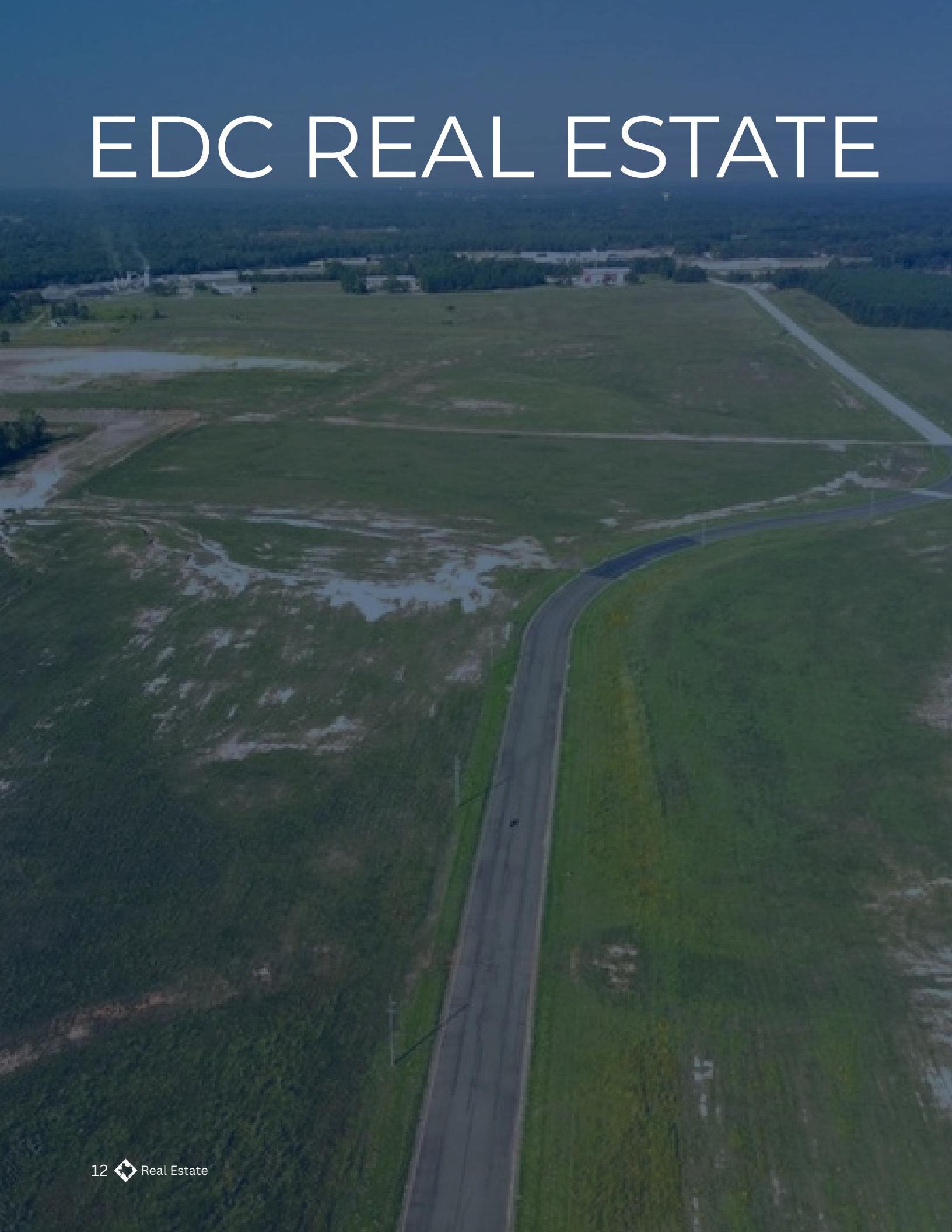
WHAT WE FOCUS ON

# PRIORITIES

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Marshall's future is built on the people, businesses, and neighborhoods that make our community strong. Our organization is committed to creating an environment where local businesses can grow, new opportunities can take root, and every generation has a path to success. By investing thoughtfully in education and infrastructure, we are laying the groundwork for a resilient and inclusive economy that serves today's needs while preparing for tomorrow. This vision is realized through workforce development that supports residents from early learning through retirement, the preparation of development-ready industrial sites that attract quality jobs, and partnerships with the private sector that ensure economic growth benefits the entire community.

# EDC REAL ESTATE

An aerial photograph showing a paved road curving through a green, hilly landscape. To the left of the road, there are several small, rectangular agricultural fields. In the background, a small town with several buildings is visible. The sky is clear and blue.



# 1108 Commerce

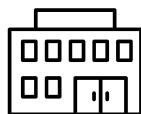
AVAILABLE FOR THE PRICE OF **\$1,600,000**



## PROPERTY DESCRIPTION

Constructed in 1999, this former Black & Decker manufacturing facility offers a total of 32,000 square feet of space, including 3,500 square feet of office area and 28,500 square feet of manufacturing space. The building features a ceiling height ranging from 20 feet at the eaves to 30 feet at the center, with four high loading docks for efficient operations. Zoned for heavy industrial use, the property spans 6.42 acres, with 3 acres already site-ready for future expansion.

## PROPERTY HIGHLIGHTS



**32,000 SQFT**



**6.42 ACRES**



**1 KITCHEN**



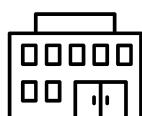
# Marshall Business Park



## PROPERTY DESCRIPTION

Marshall Business Park offers over 300 acres of prime industrial property with a 100,000 sq. ft. building, rail access, and site-ready locations just minutes from major highways. Fully serviced with water, sewer, three-phase electric, natural gas, and fiber optic, the park provides everything needed for immediate development and long-term growth.

## PROPERTY HIGHLIGHTS



100,000 SQFT  
BUILDING



300 ACRES



EDC  
CONTROLLED



# Gateway Business Park



## PROPERTY DESCRIPTION

Strategically located just 0.3 miles from I-20 and US Hwy 59, this EDC-controlled, site-ready property offers unmatched accessibility and infrastructure. The site can be subdivided into parcels up to 40 acres (5 acres minimum) with a 9-inch concrete roadway built to handle permitted heavy loads. Fully equipped with water, sewer, three-phase electric, natural gas, fiber optic, and high-speed internet, this development-ready location is ideal.

## PROPERTY HIGHLIGHTS



0.3 MILES  
FROM I-20



40 ACRES

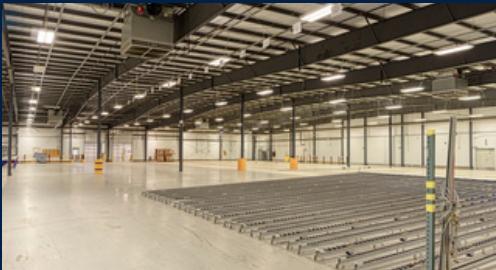


EDC  
CONTROLLED



# Defense Property

AVAILABLE FOR THE PRICE OF \$16,000,000



## PROPERTY DESCRIPTION

Spanning 105,000 square feet on 11.477 acres, this former Rio Ammunition facility provides exceptional space and flexibility to support a variety of business operations. Its expansive layout and durable construction make it ideal for manufacturing, warehousing, or distribution. The property also includes over 3,800 square feet of office space, offering a comfortable and functional work environment that seamlessly integrates administrative and operational needs.

## PROPERTY HIGHLIGHTS



105,000 SQFT



11.477 ACRES



3,800 SQFT  
OFFICE SPACE



# Five-Notch



## PROPERTY DESCRIPTION

This 23.4-acre site is strategically located within the city limits of Marshall, offering convenient access to both U.S. Highway 59 and downtown Marshall. The property is well-positioned for industrial, commercial, or mixed-use development, with utilities nearby—including water, sewer, natural gas, and fiber. Its close proximity to U.S. Highway 59 and U.S. Highway 43 ensures excellent transportation access, making it an ideal location for businesses seeking visibility, accessibility, and growth potential.

## PROPERTY HIGHLIGHTS



2.4 MILES  
FROM I-20



23.4 ACRES



EDC  
CONTROLLED



# I-20 & Hwy 31 Property



## PROPERTY DESCRIPTION

This 78-acre greenfield property presents an outstanding development opportunity just off Interstate 20. The site's location provides excellent visibility and connectivity for industrial, logistics, or large-scale commercial users seeking a substantial footprint of 70+ acres. Fully serviced with essential infrastructure, including water, sewer, three-phase electric, natural gas, and fiber optic, the property is development-ready and positioned for long-term growth.

## PROPERTY HIGHLIGHTS



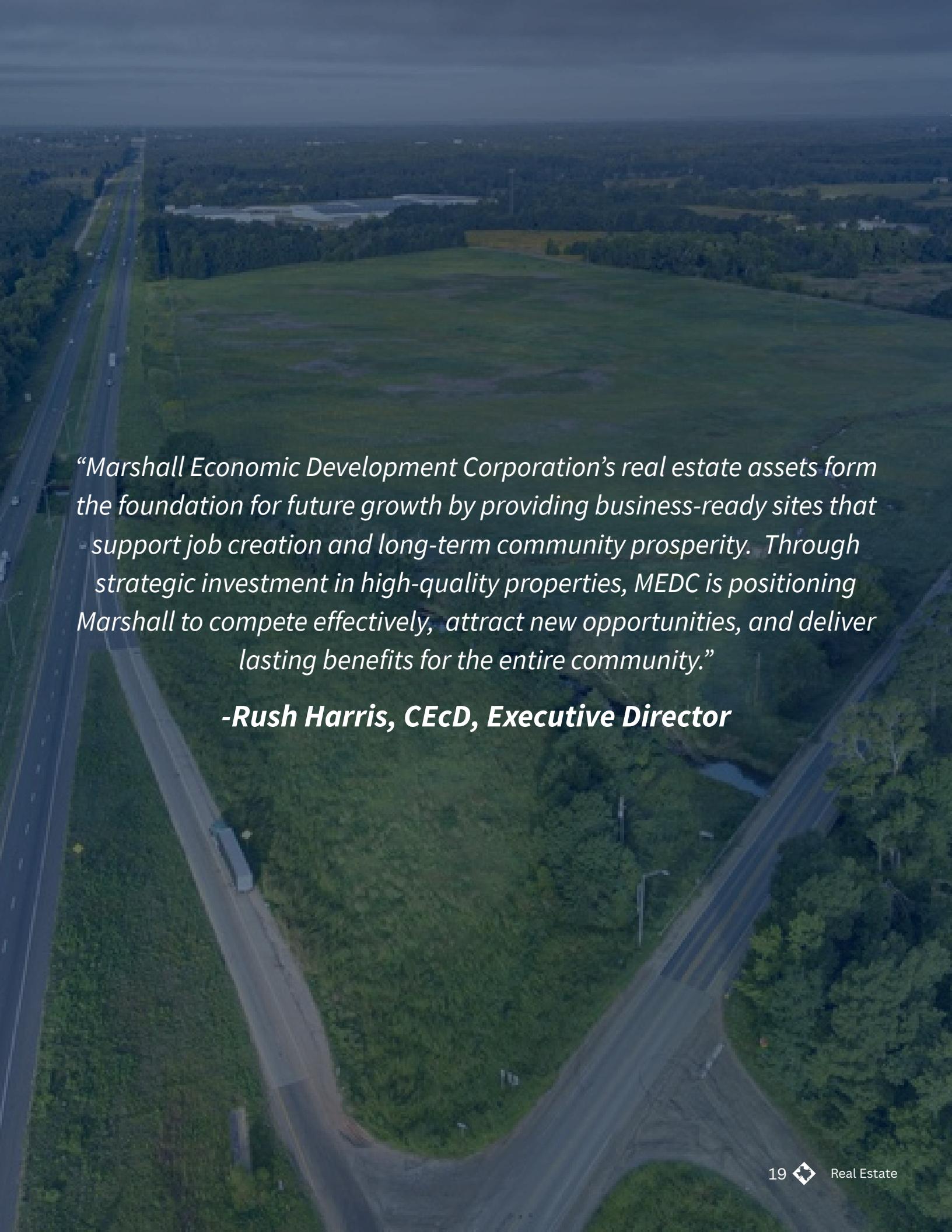
OFF OF I-20



78 ACRES

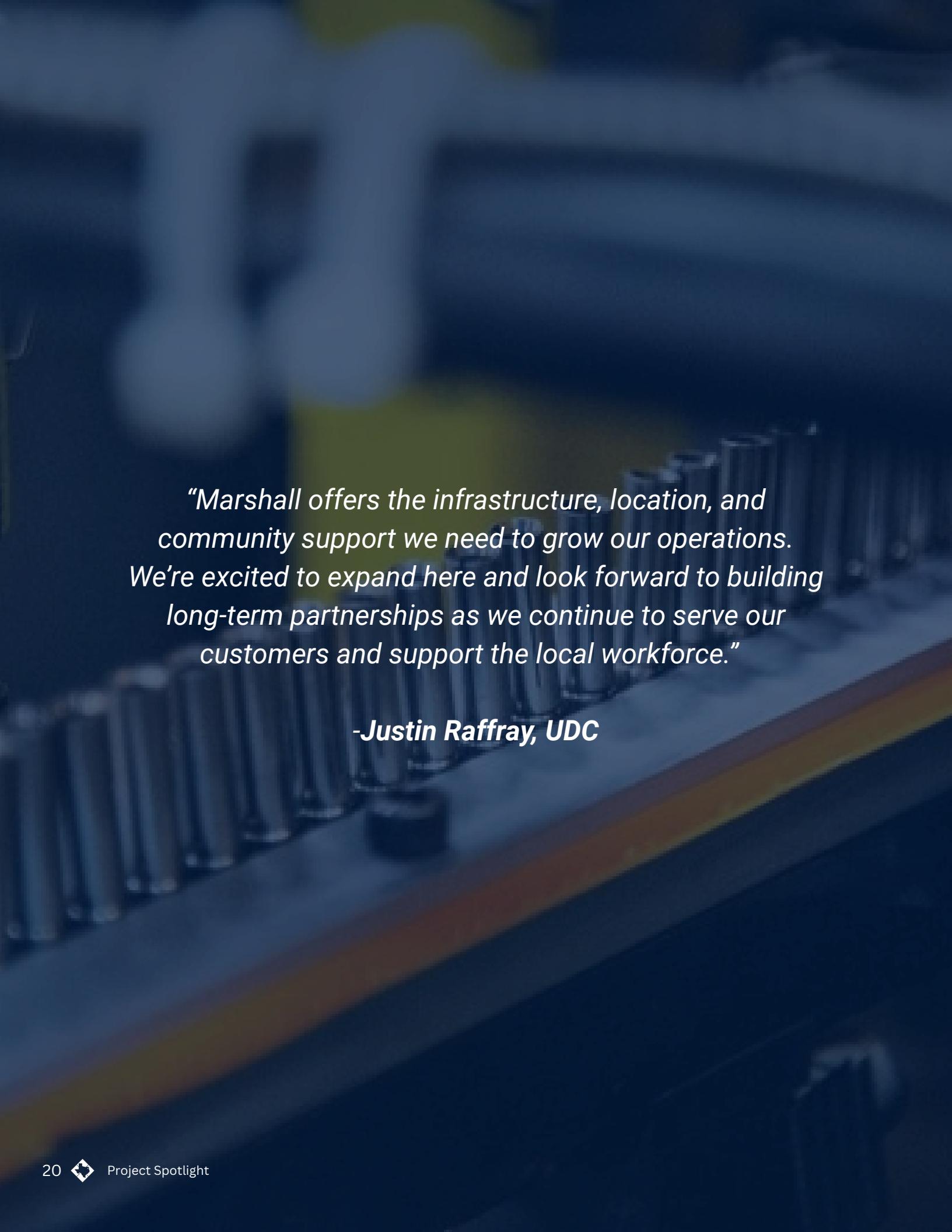


EDC  
CONTROLLED

An aerial photograph of a highway interchange. The interchange features multiple roads and overpasses. In the background, there are green fields and a line of trees. The sky is overcast.

*“Marshall Economic Development Corporation’s real estate assets form the foundation for future growth by providing business-ready sites that support job creation and long-term community prosperity. Through strategic investment in high-quality properties, MEDC is positioning Marshall to compete effectively, attract new opportunities, and deliver lasting benefits for the entire community.”*

***-Rush Harris, CEcD, Executive Director***



*“Marshall offers the infrastructure, location, and community support we need to grow our operations. We’re excited to expand here and look forward to building long-term partnerships as we continue to serve our customers and support the local workforce.”*

*-Justin Raffray, UDC*

# Project Spotlight

## Ultra Defense Corp (UDC)

Ultra Defense Corp (UDC) is an American-owned small business headquartered in Tampa, Florida, with a strong and expanding global footprint. Founded in 2010, UDC provides specialized defense manufacturing and contracting services to the U.S. Government, allied nations, and major global defense partners. The company operates as a prime contractor, subcontractor, and manufacturer, with active operations supporting every U.S. geographic combatant command, including U.S. Special Operations Command. UDC's work plays a critical role in supporting national security objectives while maintaining rigorous standards for safety, quality, and performance.

As part of its continued growth, UDC selected Marshall for its newest munitions manufacturing operation and has executed a lease agreement with Marshall Economic Development Corporation for property located in the Marshall Business Park. The project includes plans to construct new ground bunkers to expand explosive storage capacity and support long-term operational needs. With approximately **\$12 million in capital investment**, the project is expected to create **65 new high-quality jobs** for the Marshall community and strengthen the city's advanced manufacturing and defense industry presence.

UDC's decision to locate in Marshall reflects the community's competitive industrial sites, infrastructure readiness, and strong partnership between industry, workforce, and local leadership. This project underscores Marshall's ability to support specialized, high-impact manufacturing operations and reinforces the city's growing role in supporting critical national defense supply chains while delivering meaningful economic opportunities for local residents.



# 2025 Projects

## Project Chalk – Defense Manufacturing Expansion

- \$12 million capital investment
- 65 new high-skill jobs created
- Expansion of national defense supply chain presence

## Project Crawford – Energy Infrastructure Project

- Assisted Harrison County with a \$425 million energy project
- Regional-scale infrastructure investment
- Strengthened long-term energy capacity and economic resilience

## High Demand Job Training (HDJT) Program

- \$420,000 total project funding
- Manufacturing & engineering pathway launched
- Dual-credit alignment with TSTC-Marshall

## Downtown Wi-Fi Initiative

- \$27,000 MED investment
- 5 antennas installed
- Free public Wi-Fi with supporting signage and website

## Business Attraction & Site Development

- 100+ acres advanced toward shovel-ready status
- Engineering, photography, and digital site assets completed
- New website launched

## Certificate of Occupancy Bonus (COB) Program

- \$730,000 private investment leveraged
- 3 downtown projects supported
- Enhanced retail, co-working, and service spaces

## Community Engagement Events

- Annual Meeting attendance: 160+
- Career Expo participation: 750+ students
- WE Align participation: 42 organizations representing 11 industries

# 2025 Highlights

Restructured Workforce and Education Alignment Group (WE Align) and adopted formal bylaws

Secured High Demand Job Training Grant from the Texas Workforce Commission

Launched Principal for a Day initiative connecting business leaders with campus principals

Hosted Annual Career Expo with over 50 companies, and 7 colleges

Recognized 9 Career & Technical Education (CTE) Students of the Month.

Supported STEM education through continued funding of Marshall ISD's Science Mill Camp, as well as George Washington Carver Community Center's coding camp.

Hosted inaugural MEDC Annual Meeting with community and business leaders.

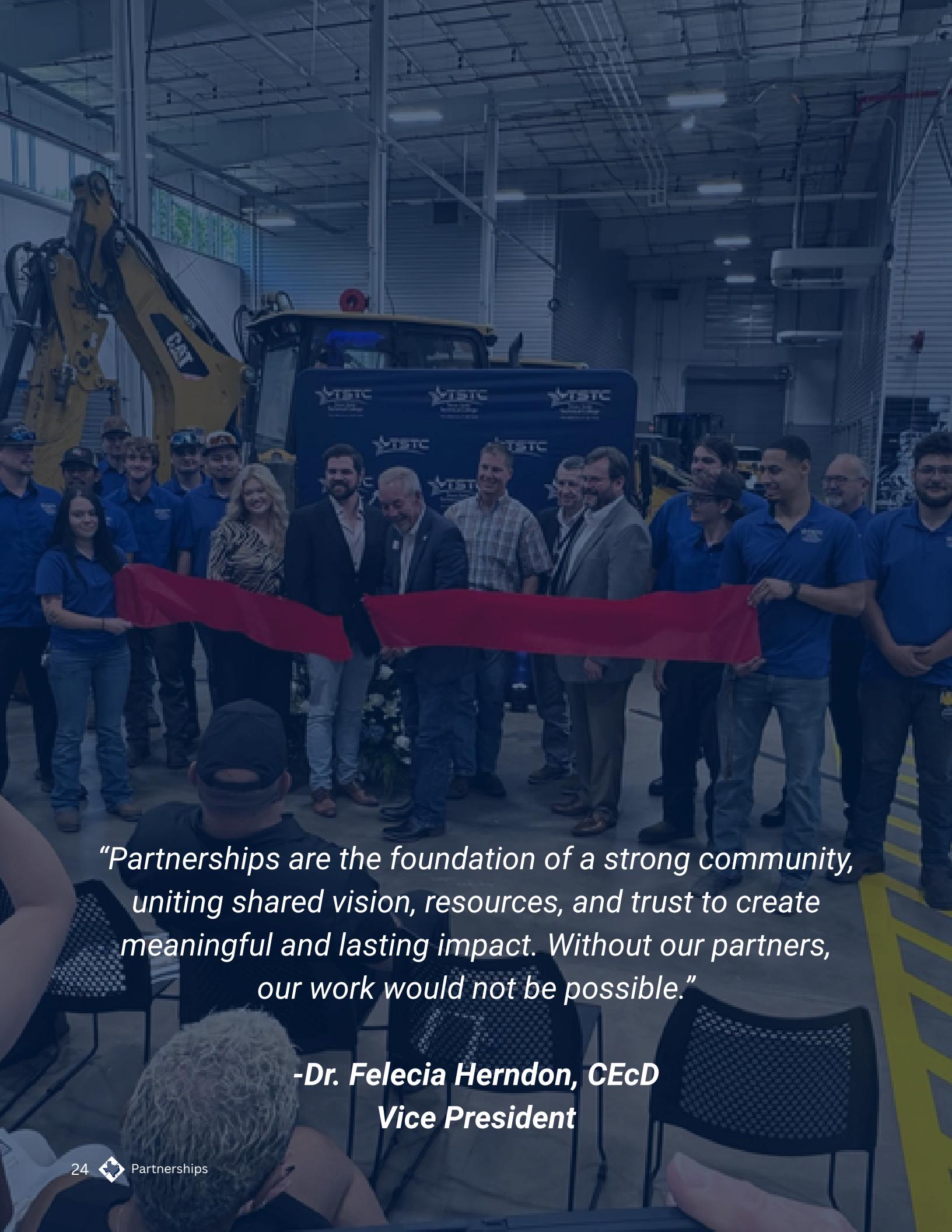
Convened the 3rd Annual Marshall Economic Summit focused on long-term community visioning.

Supported downtown small business and property improvements through COB and related programs

Advanced professional development and certifications for MEDC staff, maintaining CEcD, PCED, EDFP credentials and completing Basic Economic Development (BEDC) training

MEDC Board and the Marshall City Council approved the development of a formal Strategic Plan for the EDC

Began engineering and site-development work on more than 100 acres of MEDC-owned property to advance the sites toward full "shovel-ready" status for future employers



*“Partnerships are the foundation of a strong community, uniting shared vision, resources, and trust to create meaningful and lasting impact. Without our partners, our work would not be possible.”*

**-Dr. Felecia Herndon, CEcD  
Vice President**

# Partnerships

Strong partnerships are essential to building a competitive and sustainable local economy. Marshall Economic Development Corporation works collaboratively with public, private, and regional partners to advance shared goals, leverage resources, and create opportunities that benefit the entire community. Through these relationships, Marshall EDC expands its capacity to support business growth, workforce development, and long-term investment.

## **Education & Workforce Partners**

Marshall EDC collaborates closely with local school districts, higher education institutions, and workforce organizations to strengthen the talent pipeline and align education with industry needs. These partnerships support career awareness, work-based learning opportunities, and workforce readiness initiatives that prepare students and job seekers for in-demand careers while meeting the needs of local employers.

## **Community-Focused Partnerships**

Marshall EDC values partnerships that enhance quality of life and support community development alongside economic growth. Collaboration with nonprofit organizations, civic groups, and community leaders helps ensure that economic progress is inclusive, sustainable, and aligned with community priorities.

## **Local & Regional Collaboration**

Economic growth extends beyond city boundaries. Marshall EDC partners with local governments, regional economic development organizations, utilities, and transportation partners to support business attraction, infrastructure planning, and regional competitiveness. By working together, these partnerships help position Marshall for larger opportunities and shared success across East Texas.

## **Business & Industry Engagement**

Private-sector collaboration plays a critical role in Marshall EDC's work. By engaging directly with employers and industry leaders, Marshall EDC gains valuable insight into workforce needs, expansion plans, and emerging trends. These relationships help guide strategic investments and ensure that economic development efforts remain responsive to the business community.

# Workforce Development

*“We were extremely excited to receive the High Demand Job Training Grant. It gives us the opportunity to get years one and two of curriculum, equipment, tools, and supplies for a new advanced manufacturing engineering program of study here at Marshall High School. The program will allow students to get transferable skills for a variety of manufacturing plants in our local area. Students will be able to be employable right out of high school and/or have the foundation skills they need to go get a post secondary certificate or degree.”*

***-Dr. Charlotte Leon, Director of CTE, Marshall ISD***

# Marshall ISD receives Marshall EDC funding for new TSTC dual-credit program

Marshall Economic Development Corporation (MEDC) has awarded Marshall Independent School District \$270,000 to support the launch of a new dual-enrollment manufacturing and technology pathway in partnership with Texas State Technical College–Marshall. Beginning with ninth- and tenth-grade students, the program will introduce participants to foundational manufacturing and engineering concepts while creating a clear pathway to advanced dual-credit opportunities at TSTC–Marshall in later years. This initiative represents the first two years of a comprehensive four-year program designed to prepare students for high-demand careers in manufacturing and technology.

The funding is made possible through the High Demand Job Training (HDJT) grant, a competitive program awarded by the Texas Workforce Commission and administered by Workforce Solutions East Texas. Under the grant structure, the state provides a matching contribution of up to \$150,000, while MEDC's investment totals \$264,879. In accordance with the memorandum of understanding between MEDC and Workforce Solutions East Texas, the funding will be used to purchase curriculum, equipment, and instructional supplies necessary to establish the new program of study at Marshall High School and TSTC–Marshall.



MEDC Executive Director Rush Harris formally presented the check during a recent ceremony attended by Marshall ISD administrators and Career and Technical Education Director Dr. Charlotte Leon. Harris emphasized the importance of investing in local students and ensuring that educational opportunities align with the workforce needs of the region. He noted that the HDJT program is specifically designed to encourage collaboration among workforce development boards, economic development corporations, and school districts to expand access to in-demand occupational training.

The pursuit of the grant was encouraged by the local Workforce and Educational Alignment Group, known as the We Align Council. Composed of representatives from business, education, workforce, and industry sectors, the council works to strengthen connections between educators and employers to ensure students are prepared for local career opportunities. Harris credited the council with recommending that the manufacturing and technology pathway begin at the ninth- and tenth-grade levels, allowing students to explore these fields earlier and build a stronger foundation for future training.

Harris also expressed appreciation to the Texas Workforce Commission, Workforce Solutions East Texas, and the Marshall City Council for their partnership and support. He specifically thanked the City of Marshall for approving the use of MEDC funds, calling the investment a forward-thinking commitment to the community's future workforce. Through this collaborative effort, MEDC, Marshall ISD, and their partners are taking a significant step toward strengthening the local talent pipeline and supporting long-term economic growth in Marshall.

# WE Align

**Workforce & Education Alignment Group**



## **WE Align: Advancing Workforce Readiness Through Collaboration**

In 2025, Marshall Economic Development Corporation deepened its commitment to workforce readiness by expanding engagement, strengthening partnerships, and formalizing a shared vision for education-to-career alignment. Throughout the year, MEDC convened community conversations featuring guest speakers focused on workforce solutions, including apprenticeship and work-based learning models that connect students directly to real-world careers. MEDC also partnered with Marshall ISD to host a successful Principal for a Day program, providing local leaders with firsthand insight into the opportunities and challenges facing today's classrooms.

A major milestone this year was the formal adoption of Council bylaws and the articulation of clear goals and objectives to guide future action. While WE Align was originally launched by Marshall Economic Development Corporation in 2021 to better connect employers and educators. Last year marked a transition from concept to structure, further laying a foundation for sustained, measurable impact.

## **Council Purpose and Community Impact**

The WE Align Council serves as a strategic advisory and decision-making body focused on workforce-related investments within the PK-12 system. The Council brings together education, industry, and workforce leaders to evaluate priorities, advocate for alignment, and guide funding decisions that reflect the evolving needs of Marshall's employers and regional labor market.

By working closely with Marshall ISD and post-secondary partners, the Council helps ensure students are gaining relevant, in-demand skills and exposure to career pathways early to create a more seamless transition from education to employment.

## **Preparing Tomorrow's Workforce Today**

Through WE Align and the leadership of the WE Align Council, Marshall Economic Development Corporation is advancing a coordinated, long-term approach to workforce development driven by collaboration, guided by employer input, and focused on student success. These efforts are strengthening the local talent pipeline, supporting business growth, and positioning Marshall, Harrison County, and the region for continued economic opportunity.



# Group Partners



**Marshall**  
ECONOMIC DEVELOPMENT



MATIS PRODUCTIONS



**EASTMAN**  
Eastman Chemical Company

**WORKFORCE**  
**SOLUTIONS**  
EAST TEXAS  
A proud partner of the  
American JobCenter<sup>®</sup>  
network

**CENTURY 21**  
A Select Group



**WILEY**  
UNIVERSITY

**REGION 7**  
EDUCATION SERVICE CENTER

**CHRISTUS**  
Health.

**C/V Bookkeeping Services**



TEXAS A&M  
AGRI-LIFE  
EXTENSION



**Edward Jones**



**GWC**<sup>3</sup>

T.G. MULLINS  
CONSULTING L.L.C.

BlueCross BlueShield  
of Texas

**TATUM**  
Economic Development Corporation





# STUDENT OF THE MONTH 2024-2025

In 2025 Marshall ISD, Prysmian Group, the Marshall News Messenger, and Marshall Economic Development Corporation (MEDC) continued to sponsor and promote the Career & Technical Education (CTE) Student of the Month program. This initiative recognizes outstanding high school students excelling in CTE programs, celebrating both their academic achievement and their dedication to building valuable career skills. Each month of the school year, one student, who was nominated by their teacher, is selected as the CTE Student of the Month. Honorees receive a feature article in the Marshall News Messenger, a \$250 Visa gift card, and a certificate of recognition. 9 outstanding students were recognized in 2025.

The CTE Student of the Month program began in 2023 as a partnership between Marshall ISD, Marshall Economic Development Corporation, the Marshall News Messenger, and Prysmian, the program's title sponsor and a longtime supporter of workforce and education initiatives in the region. Since its launch, the program has spotlighted students from diverse CTE pathways, such as health science, welding, AV production, education, culinary arts, and more. By celebrating these students and sharing their stories, the program helps raise awareness about the value of Career & Technology Education in preparing a skilled and adaptable workforce for Marshall's future.



Scan this QR Code to learn more about CTE, & its impact on students!

At the start of the 2025-2026 school year, the program introduces a new tradition: a large "traveling trophy" that is awarded to the classroom of the CTE program the winning student represents. The trophy remains in that classroom until the next winner is announced, allowing entire programs to share in the celebration and take pride in their students' success. *"We're excited to add this traveling trophy as a way to showcase the amazing work happening across all of our CTE programs,"* said **Heather Hill, Administrative Coordinator of Marshall Economic Development Corporation.** *"It gives students and teachers alike a sense of ownership and recognition that extends beyond the individual."*





SEPTEMBER 2024  
MORGAN MCGUIRE  
FFA



OCTOBER 2024  
JOSELYN ESPINOZA REYE  
WELDING



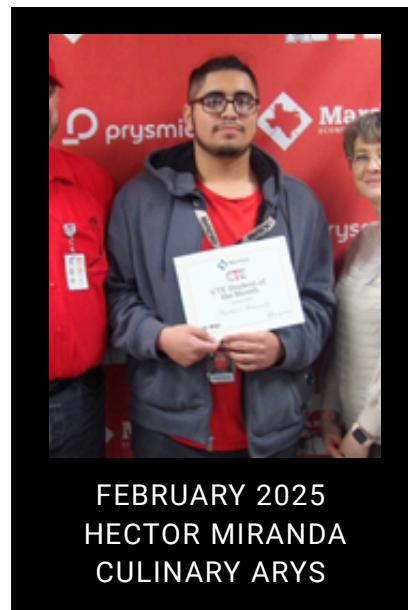
NOVEMBER 2024  
LIZETTE ACUNA GARCIA  
COSMETOLOGY



DECEMBER 2024  
RYAN WELLS  
FFA



JANUARY 2025  
CHARLEY DAVIS  
HEALTH SCIENCE



FEBRUARY 2025  
HECTOR MIRANDA  
CULINARY ARTS



MARCH 2025  
MARELI ARGOTE RODRIGUEZ  
BUSINESS



APRIL 2025  
ALORA JADE GREEN  
CRIMINAL JUSTICE



MAY 2025  
CAMERON ARCHIELD  
EDUCATION



*“Our programs reflect a collaborative approach to economic development—retaining and growing local businesses, preparing our workforce, and investing strategically to ensure Marshall remains competitive and community-focused.”*

***Rush Harris, CEcD,  
Executive Director***

# Programs

## Programs That Drive Growth

**Marshall Economic Development Corporation (MEDC)** delivers strategic programs that strengthen the local economy, support existing employers, and position Marshall for long-term success. Through collaboration, planning, and targeted investment, Marshall EDC works to create opportunities for businesses and residents alike.

### Business Retention & Expansion

Supporting existing businesses is a top priority for Marshall EDC. Through ongoing engagement with local employers, the EDC helps identify growth opportunities, address challenges, and connect businesses to workforce, infrastructure, and expansion resources. These efforts help retain jobs, encourage reinvestment, and sustain a strong local business climate.

### Workforce Development & Education Alignment

Marshall EDC plays a leadership role in aligning education and workforce needs to strengthen Marshall's talent pipeline. Through partnerships with local school districts, higher education institutions, and industry leaders, Marshall EDC supports initiatives that promote career awareness, work-based learning, and workforce readiness. These efforts help ensure local employers have access to a skilled and prepared workforce.

### Business Attraction & Marketing

Marshall EDC actively markets Marshall as a competitive and business-ready community. Through targeted outreach, prospect engagement, and site development efforts, Marshall EDC works to attract companies that align with the community's strengths and long-term goals. These activities support job creation, capital investment, and economic diversification.

### Strategic Planning & Community Investment

Long-term planning guides Marshall EDC's approach to economic growth. The EDC leads and supports strategic initiatives focused on workforce, housing, retail, and infrastructure needs. By engaging stakeholders and using data-driven analysis, Marshall EDC helps ensure that community investments are aligned, intentional, and impactful.

### Partnerships & Regional Collaboration

Economic development is a team effort. Marshall EDC collaborates closely with local governments, educational partners, utilities, and regional organizations to advance shared economic goals. These partnerships expand capacity, leverage resources, and strengthen Marshall's position within the regional economy.



# 2025 ECONOMIC SUMMIT

The third annual Economic Summit, held under the theme “Imagine Our Future,” convened business leaders, educators, elected officials, and community stakeholders for a focused discussion on the priorities shaping Marshall’s long-term economic success. Designed to encourage dialogue and shared problem-solving, the Summit served as a platform for exploring workforce development strategies, business expansion opportunities, and the role of coordinated planning in strengthening the local economy.

Participants received updates on key local and regional initiatives and engaged in conversations centered on preparing Marshall for emerging industry needs, talent development, and sustainable growth. Presentations

and discussions emphasized the importance of aligning education, workforce, and industry to ensure that local employers have access to the skilled talent needed to remain competitive, while residents benefit from quality job opportunities.

In 2025, the Economic Summit attracted more than 200 attendees, reflecting strong interest and engagement across sectors. The event reinforced the value of partnership-driven economic development and MEDC’s commitment to convening stakeholders around shared goals. By fostering collaboration and promoting a forward-looking vision, the Summit continues to play a vital role in building relationships, and supporting informed decision-making that advances Marshall’s economic future.





# 2025 CAREER EXPO

The annual Career Expo served as a key workforce development initiative, connecting students and job seekers directly with local and regional employers representing a broad range of industries, including manufacturing, healthcare, logistics, education, public service, and skilled trades. The event provided meaningful exposure to real career pathways available in the Marshall area, helping participants better understand how classroom learning and training programs translate into long-term employment opportunities.

Participants had the opportunity to engage one-on-one with employers to discuss in-demand skills, entry-level requirements, career advancement potential, and available training and certification pathways. Employers shared information about internships, apprenticeships, and work-based learning opportunities, reinforcing the

importance of early career exploration and workforce readiness. These conversations helped students and job seekers gain practical insight into local workforce expectations while allowing employers to build early connections with future talent.

With participation from 42 employers and more than 750 students and job seekers, the Career Expo demonstrated the strong commitment of the business community to workforce development and talent pipeline growth. The event also strengthened collaboration among employers, educators, and workforce partners, supporting Marshall Economic Development Corporation's broader WE Align goals of aligning education and training with current and future industry needs. By fostering these connections, the Career Expo continues to play an important role in preparing the local workforce and supporting long-term economic competitiveness in the Marshall community.





# 2025 ANNUAL MEETING



Marshall Economic Development Corporation's Annual Meeting served as a cornerstone event for community engagement, bringing together more than 150 business leaders, elected officials, educators, workforce partners, and community stakeholders to reflect on the past year's accomplishments and to align around a shared vision for Marshall's economic future. The meeting provided a transparent and comprehensive review of organizational performance, highlighting program outcomes, major projects, workforce initiatives, and strategic investments that are strengthening Marshall's competitive position in regional and statewide markets.

Beyond reporting results, the Annual Meeting focused on building momentum for the year ahead. Marshall EDC outlined strategic priorities designed to expand quality job opportunities, support business retention and expansion, enhance workforce readiness, and advance site and infrastructure development efforts. These priorities reflect a long-term commitment to positioning Marshall for sustainable growth, increased private investment, and a strong local economy that benefits residents across generations.

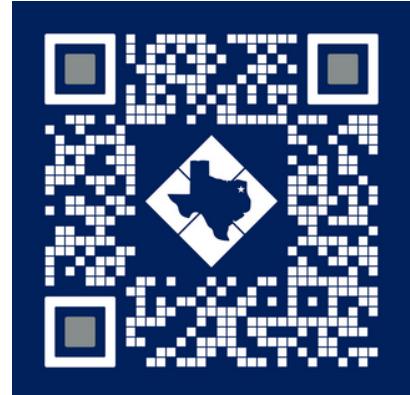
The 2025 event also emphasized the critical impact of partnerships in achieving these goals. Success in economic development is driven by collaboration, and the Annual Meeting celebrated the collective contributions of city and county leadership, educational institutions, industry partners, and community organizations whose shared efforts continue to move Marshall forward. This spirit of cooperation reinforces MEDC's approach to economic development as a community-wide endeavor built on trust, coordination, and accountability.

As MEDC looks ahead, the Annual Meeting reaffirms the organization's commitment to responsible stewardship of public resources, data-driven decision-making, and proactive planning that anticipates future opportunities. By aligning leadership around common goals and fostering ongoing dialogue with stakeholders, the Annual Meeting also helps ensure that Marshall remains prepared to compete, grow, and prosper in an increasingly dynamic economic landscape, while staying grounded in the community values that define the city's identity and long-term success.



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Follow us on social media for behind-the-scenes updates, event highlights, and the latest news on how we're building a stronger local economy.



*“Economic Development does not happen in silos.  
Together we are stronger.”*

***-Rush Harris, CEcD  
Executive Director***

# Thank You for Your Continued Partnership and Support

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On behalf of Marshall Economic Development Corporation, thank you to our local businesses and community stakeholders for your continued partnership and support. Your investment of time, resources, and expertise plays a vital role in strengthening Marshall's economy and advancing our shared vision for long-term growth.

Through your collaboration, we are able to attract new opportunities, support workforce development, and create a thriving environment where businesses and residents can succeed. Your commitment to Marshall makes a meaningful and lasting impact on our community.

We are sincerely grateful for your engagement and look forward to continuing our work together in 2026.

With appreciation,  
Marshall Economic Development Corporation Board & Staff





**Marshall**  
ECONOMIC DEVELOPMENT

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