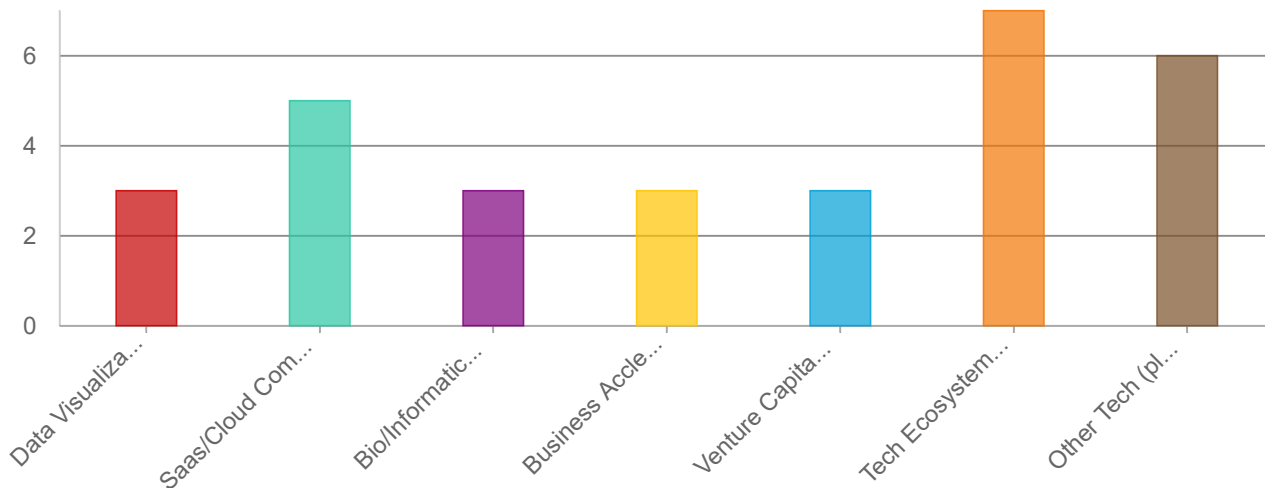


Santa Fe - Tech Industry Convening

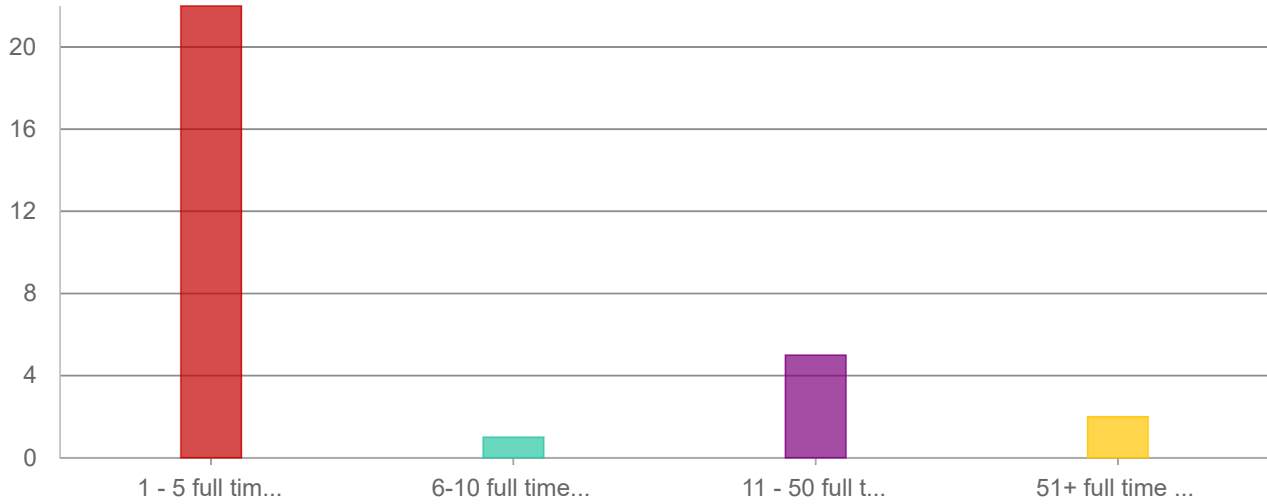
How do you define your business category? *



Answers	Count	Percentage
Data Visualization/Analytics	3	10.00%
Saas/Cloud Computing	5	16.67%
Bio/Informatics Science	3	10.00%
Business Acclerator/Incubator	3	10.00%
Venture Capital/Funding Source	3	10.00%
Tech Ecosystem	7	23.33%
Other Tech (please specify)	6	20.00%

Answered: 30 Skipped: 0

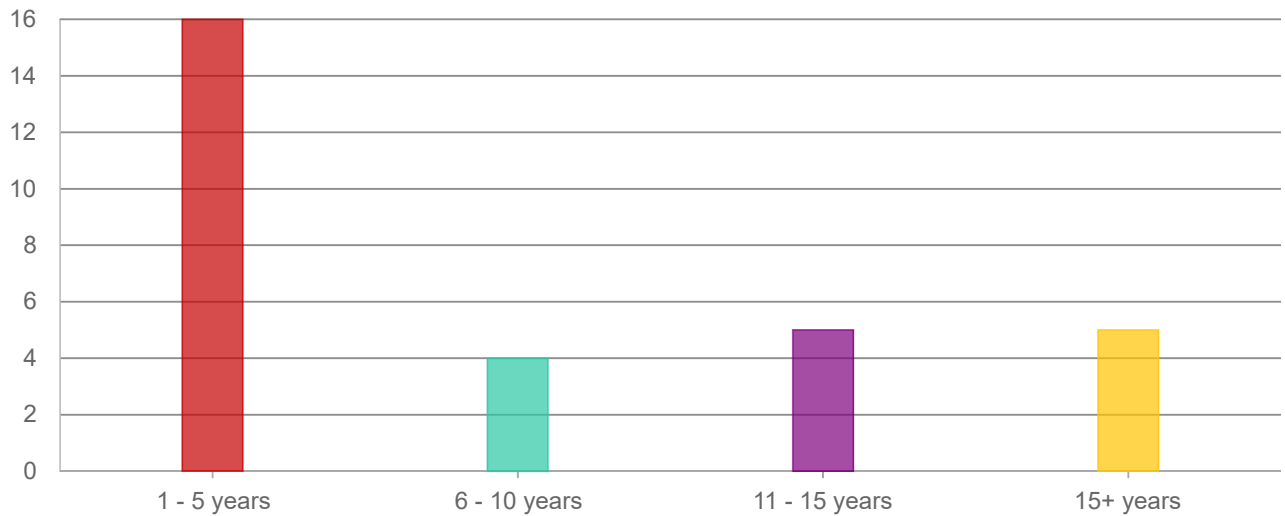
What is the size of your company?



Answers	Count	Percentage
1 - 5 full time employees	22	73.33%
6-10 full time employees	1	3.33%
11 - 50 full time employees	5	16.67%
51+ full time employees	2	6.67%

Answered: 30 Skipped: 0

How many years have you been in business?

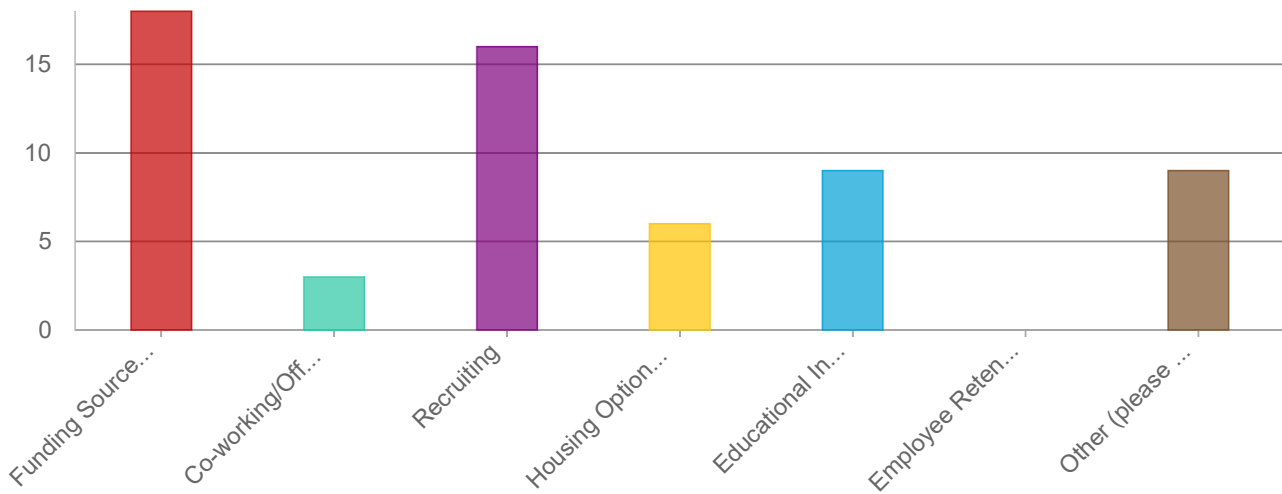


Answers	Count	Percentage
1 - 5 years	16	53.33%
6 - 10 years	4	13.33%
11 - 15 years	5	16.67%
15+ years	5	16.67%

Answers	Count	Percentage
1 - 5 years	16	53.33%
6 - 10 years	4	13.33%
11 - 15 years	5	16.67%
15+ years	5	16.67%

Answered: 30 Skipped: 0

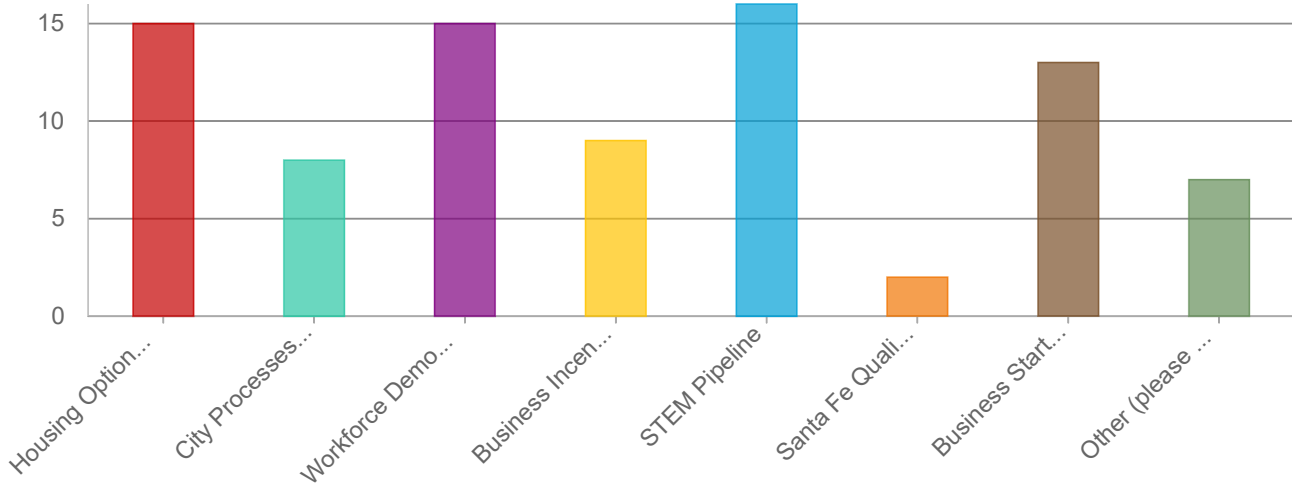
What are some of the obstacles that hinder your business' growth *



Answers	Count	Percentage
Funding Sources	18	60.00%
Co-working/Office Space	3	10.00%
Recruiting	16	53.33%
Housing Options	6	20.00%
Educational Institutions	9	30.00%
Employee Retention	0	0.00%
Other (please specify)	9	30.00%

Answered: 30 Skipped: 0

What are some key obstacles you believe the City faces that hinders our opportunities for growth *



Answers	Count	Percentage
Housing Options	15	50.00%
City Processes (Licenses, Zoning Rules, etc.)	8	26.67%
Workforce Demographics	15	50.00%
Business Incentives (LEDA, JTIP, SBIR, etc.)	9	30.00%
STEM Pipeline	16	53.33%
Santa Fe Quality of Life	2	6.67%
Business Startup Resources	13	43.33%
Other (please specify)	7	23.33%

Answered: 30 Skipped: 0

City of Santa Fe – 2019 Tech Industry Convening – Question #6 Survey Verbatim

“What are some key obstacles you believe the City faces that hinders our opportunities for growth?”

Verbatim Responses

We need to compete with other tech communities that have already developed a vibe about their communities being a go to place for tech. We need help with policies and incentives to get and keep tech here. Support from Santa Fe highlighting how "cool" each company is - some kind of story of how we are Santa Fe and Santa Fe is us. Housing, of course, is necessary. Creating the ability for staff to live and work downtown would be awesome. Ease of transportation between tech pods (downtown, Meow Wolf, etc) will help excite young people to be here. Encourage, support, and incentivize ancillary businesses to stay open past 8 pm. A lot of techies are late night people. That is hard in a "sleepy town". There are a limitless number of things we could use your help with and many are things we don't know you can do. Pulling the community together to start the dialogue, is a great way to uncover possibilities.

This is a big question with lots of answers! I'm hearing about the housing struggle from many many transplants and locals. A lack of opportunity for dual-income households is a problem. Younger people note a lack of other younger people as a problem that might compel them to leave the city. Work environments can be challenging for those used to different benefits more commonly offered in large cities. The GRT is a dis-incentive to take local work. The fact that nonprofits are taxed places an unusual burden on them. As a city we have to come up with some policy answers to the housing problem, which is rapidly getting worse. Long-term rentals are being converted to Airbnb's and squeezing out the local population. Trying to purchase residential property without all cash is nearly impossible. Some form of public transit that goes into neighborhoods would help.

The local tech community seems to revolve strongly around companies that develop and commercialize IP from Los Alamos and Sandia. We develop our own technology. We've been supported by AFRL SBIR programs but have not been successful in gaining any local recognition or support. We simply stopped trying.

Talent with commercialization experience; funding sources; air links

Stronger connection between SFCC and business needs in tech. More options for continuing-ed and workshops relating to tech knowledge.

Skills based hiring supported by talent development.

Organize so that we get exposure to each other and then organize so that we can expose the talent here to investors and talent elsewhere. There's a lot good about NM and we need to take it on tour!
More incentives for high school students to remain in college for a career opportunity.

More funding would certainly help. I think convening's like this are a great way to begin prioritizing issues and obstacles to help the tech community. I am also hopeful that convening's like this will prompt those in the tech community to begin working together to address their most pressing issues.

Meet quarterly around a theme addressing people's challenges. Use the meetings to build the city's entrepreneurial ecosystem.

Make it easier for startups to connect with service providers to whom they could outsource business functions that are not "core" services. For example, a SaaS company can outsource HR, Accounting, etc. It would be great to use local services.

City of Santa Fe – 2019 Tech Industry Convening – Question #6 Survey Verbatim

“What are some key obstacles you believe the City faces that hinders our opportunities for growth?”

Key Q: Why are we NOT like one of the booming tech hubs? It takes great ideas, great people, and money. More than that of course, but those are the key ingredients. Some good ideas occur here, but there is not a top level university producing a flow of great creative talent to fuel the flow of ideas or provide the workforce. Recruiting the quality of postdocs that were abundant at Penn during my training is hard. You can recruit from out of state but that's not the same, and there are issues associated with that (NM coming in last out of 50 in so many areas). It is not easy to see how to "fix" that--we can't import a university or turn into a big coastal city. Once you have the idea and the team, where is the money coming from? I must admit that my experience in this area is limited, but I have heard frequently that the money supply from angels through to VC is just hard to come by. Would those attempts have been funded in a different location? I don't know.

Higher-ed that graduates students interested in entrepreneurship- and capable of leading in cutting- edge tech ventures.

Having regular monthly networking events helps build relationships. Providing meeting spaces free of charge helps with exploring and piloting programs and events. Partnering with non-profits that focus on workforce development and educational achievement.

Greater nexus of capital, talent and collaboration. Don't be afraid to import what doesn't exist and don't be afraid of companies leaving Santa Fe for greater opportunity elsewhere

Gather the leaders of the different startup and entrepreneurial ecosystem organizations and have the Mayor ask them to begin collaborating to create a stronger ecosystem.

Funding resources /incentives for businesses willing to grow their own talent by training young professionals in specific technologies.

Funding is key. Santa Fe does not have a Tech community. And just because your company has a website or offers a SaaS model does not make you a tech company. We need more real tech start-ups and to do that you need investors who understand the market. We don't have that. Sun Mountain and NMA are not 'tech' investors. And as someone who is looking for funding, and smart money at that - I know I must go elsewhere. And then the real tech investors, like Silicon Valley, they don't want to invest here. What can the city do to change that? I propose a 'tech start-up' outreach program that allows the City to start tracking companies like DeployHub and begin understanding our struggle. It will take that level of effort to bring real tech here. Glad we have Descartes Labs, OpenEye and Numerix, but we need more. We have a viable product. I was told by a Silicon Valley investor if I moved to San Francisco, they would invest \$4M in my venture. I would like to do it here.

Everything is silo'd and organizations don't work together.

Economic development focused on establishing NM as a destination for tech companies especially those looking to expand or relocate from the bay area... These companies post-seed having secured A-round funding will be spending their expansion and scaling dollars outside of the bay area. Specifically the prior winners Austin, Denver are getting expensive and crowded... Utah is marketing itself as the new tech destination. Wither NM? Economic development focused on things like the FB data center are misguided. NM needs to be at the center of where tech companies scale operations and invent the future.

City of Santa Fe – 2019 Tech Industry Convening – Question #6 Survey Verbatim

“What are some key obstacles you believe the City faces that hinders our opportunities for growth?”

Create a network infrastructure where business can find all the resources, incentives and opportunities that are available in the City and State. Improve the City processes. Connect the talents in town.

Create a centralized startup area / district to drive community and cross pollination. Start-ups, coffee, restaurants, etc. Maybe the railyard done right.

Consistent outreach and gathering of tech community in SF. Lots of incentives have popped up over the years, but they don't seem to last - so something that will be on-going and consistent.

Better exposure of who's doing what. Centralized info on each-other's ICP and who has expertise and on what, and willing to share it. Opportunities to understand how we can help each other.

Better communication within the tech companies and with the city/state to help make Santa Fe a more attractive tech hub

Being informed about the needs of the tech industry is a great first step. GRT tax for those of us who provide SaaS is shooting NM software & tech development in the foot. Pretty much an incentive to move out of the State. Many disruptive technologies are emerging. We need a political framework for those to be able to operate in Santa Fe and in New Mexico. For New Mexico to be the forerunner, we need to provide a legal environment that allows self-driving cars, drone deliveries, and other disruptive technologies to have an enchanted playground. If not in the State, at least in the City.

Before I can answer this --1) What is the definition of technology in this context? and also, 2) are there limitations and or other city priorities that we should be aware of?

A revival of the Santa Fe Software Developers meetup group. When I first got to Santa Fe there were talks pretty much every month which I found to be very valuable both in terms of professional development as well as in meeting other tech people. Without that, the ecosystem feels more fragmented. Code 4 (started by none other than Sean O'Shea) has been really good, but doesn't bring in as many people as the talks did. Something else to keep an eye on: the newly formed Santa Fe Artificial Intelligence / Robotics Meetup.

Promote information on what resources are available to start-ups - create opportunities to get together and help each other problem-solve, share resources, etc.