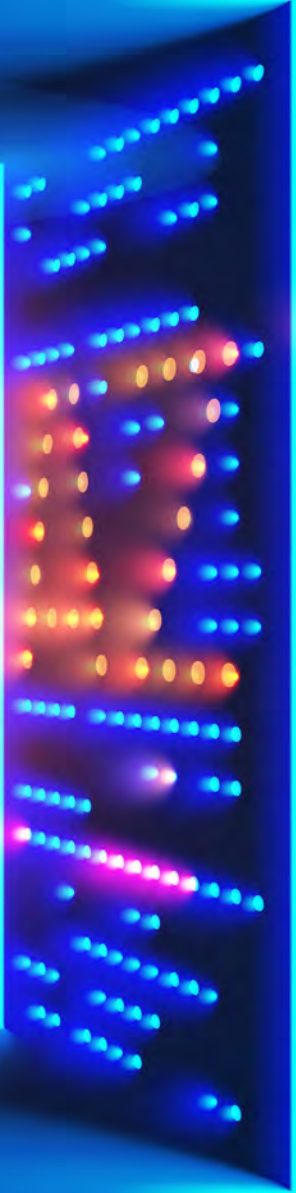




ARIZONA  
TECHNOLOGY  
COUNCIL  
a place to connect and grow



# LEAD AZ

2025 ANNUAL REPORT



# TABLE OF CONTENTS

- [Letter From the President + CEO](#) ..... [4](#)
- [Introduction + Overview](#) ..... [6](#)
- [Strategic Plan](#) ..... [8](#)
- [Public Policy + Advocacy](#) ..... [12](#)
- [Arizona Technology Industry Impact Report](#) ..... [17](#)
- [Technology Employment](#) ..... [18](#)
- [Initiatives + Partnerships](#) ..... [21](#)
- [Premium Health Care](#) ..... [26](#)
- [401\(k\) Offerings](#) ..... [27](#)
- [Signature Events: Onoing Events](#) ..... [29](#)
- [Signature Events: Annual Conferences + Expos](#) ..... [36](#)
- [Marketing + Communications](#) ..... [38](#)
- [Standing Committees](#) ..... [43](#)
- [Functional Committees](#) ..... [48](#)
- [Peer Groups](#) ..... [50](#)
- [Stem Programs](#) ..... [52](#)
- [By the Numbers](#) ..... [56](#)
- [Board of Directors](#) ..... [58](#)
- [Staff](#) ..... [60](#)
- [Sponsors](#) ..... [64](#)
- [Council Members](#) ..... [68](#)

# LETTER FROM THE PRESIDENT + CEO



## Ready. Set. Go!

It's the idiom most people recall using at an early age when their competitive instincts kicked in. (Or even before they heard the word "idiom" in school.)

But when it comes to the progress of Arizona's technology ecosystem in recent years, the words have been ramped up to more accurately describe a higher level that other industries in any state would dream of: Energize. Elevate. Lead!

It's no coincidence that the themes of the three most recent versions of the Arizona Technology Council's Annual Report use this trio of words that best capture a pinnacle only those in the know knew was possible.

Based on the progress witnessed in 2025, the time is right to tell the world that Arizona has taken the lead as a power player in technology.

Don't take this as a lofty claim just from me. For support, I turn to the Arizona Commerce Authority (ACA), a key Council partner that keeps track of trends in the economic development of our state.

Compared to other industries here such as health care, real estate and construction, tourism, and mining, the lion's share of more than \$34 billion in

new investments here last year had a connection to technology. Those sectors included semiconductors, aerospace, artificial intelligence and broadband.

Digging a little deeper, technology now and into the future is the expected leader in economic impact. That stems from the high wages that front line workers are paid by their employers. Add to that the **trickle-down** benefits to construction and other trades involved in preparing new facilities, the needed supply chain, support services and others.

This all has resulted in economists and policy makers recognizing technology as 2025's fastest-growing industry in the state!

I'm proud to say Council members played a number of roles in last year's wave of success and progress. One example is XNRGY Climate Systems meeting the challenge of supporting data center infrastructure growth with the October grand opening of its manufacturing facility in Mesa to create next-generation cooling solutions.

As if TSMC had not made enough headlines already, the company generated more when it announced an additional \$100 billion investment to build three more fabs, two advanced packaging facilities, and a research and development center in our state. At the same time, Mayo Clinic announced an investment of

nearly \$1.9 billion at its Phoenix campus to support a 1.2-million-square-foot expansion. Lucid Group also upped its commitment here when the electric vehicle maker opened its Phoenix hub facility after purchasing assets formerly held by Nikola—a move that grew Lucid’s Arizona footprint to nearly 4 million square feet.

To prepare the workforce needed to keep the good news coming in the years ahead, academia turned to partnerships with the advanced manufacturing sector. For instance, Arizona State University, with assistance from ACA, launched the Material-to-Fab Center inside the university’s MacroTechnology Works at ASU’s Research Park in Tempe.

ACA also connected with community colleges as it took the lead on the Future48 Workforce Accelerators to teach skills required for advanced manufacturing. In partnership with Central Arizona College, the battery-focused accelerator in Apache Junction opened in the spring. In February, ground was broken for the Wellton Manufacturing Training Center at Arizona Western College for training in electrical technology, advanced manufacturing, broadband fiber optics and solar installation. Also in February, plans for an aerospace and defense-focused accelerator at Chandler-Gilbert Community College’s Williams campus were announced.

Beyond regular membership, the Council’s committees also offer extra opportunities for member employees to come together and support their sectors. A prime example was the Optics Valley Committee playing a critical role when the annual SEMICON

West left its traditional location of San Francisco and held the international conference and exhibition in Phoenix. The committee coordinated an Arizona cluster of a dozen companies, as well as facilitated international cluster-to-cluster connections and events. In addition, Optics Valley hosted a panel discussion highlighting the intersection of semiconductors with Arizona’s optics and photonics industry, and a joint networking and knowledge-sharing session was held with the Netherlands optics cluster. Expect Optics Valley to build more global bridges when SEMICON West returns to Phoenix in 2027 and 2029.

Speaking of committees, 2025 also ushered in the launch of the Council’s Arizona Manufacturing Catalyst Committee. As the 14th committee, it was established to provide strategic guidance, oversight and support for the development and implementation of advanced manufacturing technologies.

I also was fortunate to get new opportunities to represent the Council in 2025 and share the stories of its achievements with others. As a new member of the board of governors for the United States-Mexico Foundation for Science—more commonly known as FUMEC (Fundación México-Estados Unidos para la Ciencia)—I have the opportunity to work with public and private partners across North America to help strengthen regional competitiveness through programs supporting advanced manufacturing, clean technology, semiconductors, aerospace and education. And in my work on Arizona’s inaugural Artificial Intelligence Steering Committee, I will join other leaders and experts from across sectors to de-

velop a statewide policy framework and governance strategy for the use of AI.

The intent of this letter is to get you as excited as we are every day at the Council since we get a daily update of the Arizona technology ecosystem’s successes. This opening is just scratching the surface of what made 2025 an exceptional year for our state. You can find inside the details of results the Council and its members will remember for years to come.

If you want to play a part in 2026, there is plenty of room at the table for you and your ideas. After all, it would be hard to remain the leader without the rest of Arizona’s ever-growing pack.



**Steven G. Zylstra, Sc.D. (Hon.)**  
President + CEO  
Arizona Technology Council + SciTech Institute

# INTRODUCTION + OVERVIEW

As Arizona's premier networking and trade association for science and technology companies, the Arizona Technology Council is the driving force behind making the Grand Canyon State the fastest-growing technology hub in the nation, connecting and empowering Arizona's community of innovation.

More than 750 of Arizona's most cutting-edge technology companies and a variety of organizations supporting the industry are members of the Council, ranging in size from early-stage startups to larger corporations that are household names. To support their growth, the Council hosts approximately 100 virtual and in-person events, educational forums and

conferences annually that convene industry movers and shakers. Beyond that, member companies have access to a variety of member perks like an association health care plan, a multiple-employer 401(k) plan, discounted tuition for degree programs at certain in-state and out-of-state educational institutions and much more.

Finally, the Council works towards eliminating impediments that technology companies face and furthering the advancement of technology in Arizona through leadership, education, advocacy and social action. A primary priority is advocating a technology-based, pro-growth and business-focused agenda

at the federal, state and local levels. In the year to come, the Council will be supporting legislative action that promotes creating an equitable statewide STEM ecosystem, advancing clean energy initiatives, funding education and a variety of other pressing issues that are critical for Arizona's economic growth and development.

With the support of our members, sponsors and partners, the Council is a trusted resource in strengthening Arizona's technology industry and accelerating the innovation mindset already present in our rapidly evolving innovation ecosystem.



## MISSION

To empower innovators who drive impact that positively transforms the world.



## VISION

Advance Arizona as a preferred technology ecosystem for purpose-driven innovators globally.



## PURPOSE

Catalyzing technology innovators to accelerate Arizona's global impact.



## VALUES

Elevate your mind.  
Embrace diverse perspectives.  
Shape the future.  
Form authentic relationships.  
Expand your mission.  
Create positive change.

## HISTORY

The Council was created in 2002 after the Arizona High Technology Industry Cluster merged with the Arizona Software and Internet Association. In 2008, the Council added an office in Tucson after consolidating the Aerospace, Manufacturing and Information Technology (AMIT) clusters of Southern Arizona into the Council. In 2016, the Arizona Optics Industry Association merged with the Council to become the Optics Valley Committee.

## LEADERSHIP

The Council is governed by a board of directors. Alex Iuorio, senior vice president of Avnet, served as the Council's board chair through October 30, 2025, at which time he became the chairman emeritus and Christine Boles, founder, MC Consulting Services LLC, became board chair. Steven G. Zylstra serves as president + CEO of the Council and is responsible for its day-to-day operations and management.

## OBJECTIVE

The Council supports technology companies at all stages of growth and development—from startups to rapidly growing mid-sized companies to large global enterprises. It strives to improve Arizona's competitiveness and visibility by advancing the development of the state's technology community.

# STRATEGIC PLAN

## Building a Future-Ready Technology Ecosystem

As Arizona's technology sector continues to evolve, the Arizona Technology Council remains steadfast in its commitment to fostering innovation, driving economic growth and advocating policies that strengthen the state's position as a global technology leader. To ensure continued success, the Council embarked on a comprehensive strategic planning process throughout the summer, culminating in an intensive staff and board leadership workshop in October 2024.

### Strategic Planning Process

The FY25-28 strategic plan reflects a months-long, collaborative effort by the Council team and board members with emphasis on meeting the plan's goals and objectives occurring throughout 2025.

### Strategic Pillars and Priorities + 2025 Updates

Based on the team and board members' research, Council member insights and leadership team discussions held in fall 2024, the FY25-28 strategic plan was built around four key, overarching goal pillars. These pillars and their status updates are:

## 1. PROGRAMS, PRODUCTS + MEMBER SERVICES

### DELIVERABLES + STATUS UPDATES:

#### Establish an Emerging Leaders Council

- The inaugural Emerging Leaders Council launched September 2025, with 11 participants selected to join the first cohort.
- Learn more: <https://www.aztechcouncil.org/aztc-emerging-leaders-council/>

#### Broaden Council programming

- An AI Seminar Series launched August 2025. Presented in cooperation with the Council's Optics Valley Committee, the series is set to continue into 2026.
- A four-part Virtual Tech Speaker Series focused on AI and Healthcare launched in cooperation with the Council's Arizona Artificial Intelligence Ecosystem (AAIE) Committee in October 2025 and continued into 2026.
- Planning began in 2025 for the Arizona Aerospace Summit, a new Tucson event to be held in July 2026. This event will bring together three previously separate industry gatherings: the Arizona Space Summit, which was formally transitioned to the Council by Arizona State University; the Advanced Air Mobility Summit; and the Council's Arizona Aerospace, Aviation, Defense & Manufacturing Conference. The unified format is intended to strengthen cross-sector collaboration, elevate statewide dialogue and create a larger platform for industry growth.
- Continuing education partnerships were added to the Council's menu of member benefits:
  - In December 2025, CompTIA joined the Council's list of member benefits, offering a 10% discount on a wide range of CompTIA training products and certification programs.
  - In December 2025, Arizona State University joined the Council's list of discounted tuition programs available to employees of member companies. Through this exclusive scholarship program, employ-

ees of Council member companies can use a 15% scholarship toward more than 300 ASU degree and certificate programs plus share that scholarship with their eligible dependents.

### Leverage ongoing member input for program excellence

- In both Phoenix and Tucson, post-event surveys are sent to attendees after each major event.
- Following the success of the 2024 Member Listening Survey, the team worked to refine and update the survey in 2025 with the goal of sending it to members in Q1 2026.

## 2. FINANCIAL HEALTH:

### DELIVERABLES + STATUS UPDATES:

#### Review pricing of events and memberships

- Ongoing research and evaluation throughout 2025 led the membership team to pause member dues increases for 2026. Evaluation will continue as the team assesses potential adjustments for 2027.
- The Council team spent time in 2025 reviewing other Technology Councils of North America members and their membership and pricing structures to help develop any future updates or increases.
- The Council team decided to implement a \$5 to \$10 price increase for 2026 Signature Events with monthly after5 Tech Mixers increasing by \$5.

#### Evaluate M&A opportunities

- Council President + CEO Steven G. Zylstra researched and evaluated opportunities in 2025 with those activities continuing into 2026.

#### Explore and pursue additional grant opportunities

- In 2025, the Council focused on additional revenue stream opportunities, including:

- Preferred pricing Oracle NetSuite for Arizona Technology Council members with a portion of each sale going back to the Council.
- Launch of the VitalEco Selective Carbon Portfolio. VitalEco committed to donating a portion of proceeds from carbon credit sales back to the Council to fund programs and reinforce the collaborative mission to make Arizona a leader in science and innovation-driven solutions.
- The Council worked throughout 2025 to continue adding new members to the board of directors. Also, a new advisory board was researched as an additional revenue opportunity.

#### Evaluate Policies + Procedures

- In 2025, the Council advanced a comprehensive review of financial and operational policies, including procurement, capital expenditures, fixed assets and key accounting procedures. Several processes were revised and strengthened, with additional updates and cross-functional reviews continuing into the coming year to ensure strong internal controls, compliance and operational excellence.

### 3. OPERATIONAL EFFECTIVENESS:

#### DELIVERABLES:

- Implement a new Association Management System (AMS). In 2025, the team evaluated both current and future AMS needs. This work will continue into 2026, with 2027 identified as the potential year for implementing a new system.
- Develop a human resources, staffing, recruitment, benefits and development plan with a focus on succession planning
  - These activities were completed in 2025.
- Board of directors recruitment, orientation and training
  - A quarterly new board member orientation was launched in 2025.

### 4. EXTERNAL OUTREACH:

#### Advocacy, Communications, Marketing, Branding and Partnerships

#### DELIVERABLES:

- Launch a new website with accessibility and Spanish-language features
  - Due to the positive performance of the Council's website, the team decided to shift the focus of this task to researching accessibility and Spanish-language features while maintaining the current website. Work will continue into 2026.
- Develop an updated comprehensive marketing + communications plan with a focus on signature events marketing and social media storytelling
  - The Council worked with an outside marketing agency in 2025 to develop strategic plans for signature events. The planning will continue into 2026.
  - Motion Tactic, the Council's web development agency, developed evergreen event templates that the team can use to build promotional pages more efficiently, enhancing event marketing efforts and supporting sponsorship sales. Work on building these pages will continue into 2026.
- Develop annual advocacy plans and key policy messaging to increase visibility of the Council's PAC and advocacy efforts
  - In 2025, the Council launched quarterly executive summary emails from Zylstra titled "AZTC CEO Update." These communications highlight the Council's public policy work and keep members—and the broader Arizona technology community—informed about key initiatives, advocacy efforts and policy wins.
  - The team conducted research on forming a super PAC and strategized ways to better promote the Council's existing PAC.

## Building a Future-Ready Technology Ecosystem

The FY25-28 strategic plan positions the Council for long-term impact by ensuring agility and resilience in an ever-changing global environment. With a strong foundation in data-driven decision-making, collaborative leadership and forward-thinking strategies, the Council will continue to lead Arizona's technology community toward a future of sustained growth and innovation.

This plan reinforces the Council's vision to advance Arizona as a preferred technology ecosystem for purpose-driven innovators worldwide and its mission to empower innovators who drive impact and transform the world.

Progress was monitored throughout 2025 by the Council's president + CEO and the team on a monthly basis, as well as by the board on a quarterly basis. New fiscal year operating goals will be developed annually during the fourth quarter. For more information on strategic initiatives, updates on progress and how to get involved, visit [aztechcouncil.org](https://aztechcouncil.org).

# PUBLIC POLICY + ADVOCACY

## Legislative Priorities

The Arizona Technology Council is dedicated to continuously monitoring federal, state and local legislation that can impact the sustainability and growth of Arizona's technology ecosystem. Through the collective strength of its members, the Council informs and educates policymakers on issues important to Arizona's technology sectors.

From the U.S. Congress and the Office of the Governor to legislative committee rooms and city halls across the state, the Council serves as the voice calling for a technology-based, pro-growth and business-focused agenda.

In 2025, the Council, its Public Policy Committee and government relations firm Public Policy Partners (P3) relied heavily on the Council's mission by preparing key ideas, goals and legislative initiatives to:

- Improve the business climate for technology-based companies.
- Provide sources of risk capital that encourage entrepreneurship, including in underrepresented communities.
- Create an environment that supports science- and technology-related job retention and creation.
- Attract, train, retrain and retain the diverse talent required to compete in a global innovation economy.
- Support and showcase Arizona businesses in their journey to becoming more diverse, equitable and inclusive.
- Provide pathways for all Arizonans to participate and thrive in a vibrant, high-tech economy.

### *2025 legislative priorities focused on:*

- Increase availability of computer science for students to keep Arizona competitive with surrounding states, as well as other countries. Develop a phased-in option for students to enroll in a computer science course offered by their schools or an online course approved by the Arizona Department of Education. The course should be a standalone computer science course for high school-age students while computer science principles should be incorporated into a general education course for students in earlier grades. Support funding for computer science courses and the accompanying teacher development to guide these classes.
- Support and protect economic development programs that have proven to work for Arizona. Maintain and fund programs that support manufacturing; encourage research and development; support high-quality, high-paying jobs; and incentivize innovation. Ensure these programs are continued and additional restrictions are not applied that would hamper the economic growth and success Arizona has experienced. During the past several years, the Council has helped extend and expand these programs, as well as defeat efforts to repeal them. Some economic development tools may require modernization to ensure the most effective utilization to continue spurring economic growth.
- Seek opportunities to positively impact the diversity, equity and inclusion of the workforce and its leadership. Grant equitable access to essential services (e.g., broadband, transportation, employment,

education opportunities). Continually measure the progress of these activities.

- Work collaboratively with both the Arizona Corporation Commission (ACC) and the state Legislature to advance energy policy that encourages demandside adoption of energy efficiency, prioritizes clean and renewable energy use, invests in electric vehicle infrastructure development, and supports innovation in the industry.
- Look for opportunities to expand Arizona's science, technology, engineering and math (STEM) education, including computer sciences and coding opportunities for students. Focus on long-term, shared, sustainable and flexible STEM missions that bridge, integrate and strengthen the learning opportunities offered by organizations across sectors instead of isolated, independent entities. STEM education helps prepare our students for the jobs of today and the future, and will build a strong, diverse talent pipeline to meet the state's continued growth.

## BIG WIN FOR COMPUTER SCIENCE EDUCATION

A top legislative priority for the Council reached success: \$1 million in funding for computer science teacher professional development was included in the FY 2026 state budget.

"Arizona's economic future depends on a highly skilled workforce, and computer science is a foundational part of that future," said Steven G. Zylstra, president and CEO of the Council and SciTech Institute.

This funding is significant in increasing access to computer science education for K-12 students by ensuring educators, especially in rural and underserved communities, are equipped to teach foundational computer science skills. This is a first step toward making certain all students have the opportunity to take computer science courses during their educational path so they are ready for the jobs of today and the future.

### *Additional Council-Tracked Legislation:*

- **HB2527 - Corporation Commission; Electricity Reliability VETOED**  
The Council opposed this bill due to concerns over limiting Arizona's ability to pursue renewable energy options. In her veto message, Gov. Katie Hobbs emphasized that bills to limit clean energy threaten Arizona's economic growth and grid reliability
- **SB1309 - Public Utilities; Electric Grid Improvements VETOED**  
The Council along with energy sector partners opposed this bill for its vague definitions and potential to restrict clean energy integration. The governor's veto message reinforced the importance of regulatory clarity and energy diversification.
- **SB1215 - Litigation; Financing; Consumer Protection; Enforcement SIGNED**  
The Council supported this bill that prescribes consumer protection requirements for litigation financing agreements and prohibits a litigation financier from directing or making any decisions with respect to the course of any action subject to a litigation financing agreement. Regulation of these agreements protects consumers and ensures litigation remains balanced and fair.

- **SB1307 - Advanced Air Mobility Infrastructure SIGNED**

The Council along with aviation technology partners supported this bill that requires the Arizona Department of Transportation to develop a comprehensive statewide plan or update the current aviation plan to include vertiports, electric aircraft charging stations and aviation technology infrastructure needs.

- **SB1543 - Ancillary Use; International Headquarters Campus SIGNED**

Colloquially known as the “Axon Bill,” the Council supported this bill that establishes specified requirements for municipal ancillary use and multifamily residential housing, as well as directs a municipality of at least 200,000 but less than 500,000 persons to allow hotel use and multifamily residential housing as an allowed ancillary use in a zoning district. Once signed into law, the bill paved the way for Axon’s corporate headquarters to be built in Scottsdale. Hobbs called the bill a win-win for Axon and Arizona.

- **HB2195 - Digital Advertising; Content; Children; Penalty SIGNED**

The Council supported this bill prohibiting application platforms marketed to children from displaying inappropriate and mature advertisements on the applications.

- **SB1538 - Corporation Commission; Non-thermal Generating Unit VETOED**

The Council opposed this bill, which would have required the ACC to review line-siting requirements for all “non-thermal” electric generating units of at least 200 megawatts, such as solar and wind electricity projects. In her veto message, the governor wrote that “adding red tape to energy projects” stifles Arizona’s energy economy and stunts economic growth.

## THE BUDGET

The path to a state budget this session was marked by intense negotiations, vetoes and near shutdowns. Three separate budget proposals were introduced before lawmakers finally passed a \$17.6 billion bipartisan budget to avert a government shutdown.

### *Budget Highlights:*

- **\$1 million for computer science teacher training - A major win for the Council.**
- \$300,000 for the Office of Defense Innovation Office through the Arizona Commerce Authority
- \$6 million to Community Colleges Adult Education Workforce Program (Job Training Fund)
- \$2 million for the Advanced Air Mobility Fund
- Earlier budget proposals included cuts to essential services like education, child care and health care.
- The final budget reflected bipartisan cooperation and incorporated key requests from both chambers, which included restoring K-12 education funding and overriding the aggregate expenditure limit for two years.

## ANNUAL DC FLY-IN

In April 2025, the Council returned to Capitol Hill for the annual DC Fly-In, a powerful opportunity to represent Arizona's thriving innovation ecosystem and advocate federal policies that support the state's science and technology sectors. With a mission to advance clean energy, research and development, and a tech-ready workforce, the Council joined peer technology councils from across the U.S. as part of the Technology Councils of North America (TECNA) delegation.

The highlight of the trip was a full day of meetings with teams representing nine members of Arizona's congressional delegation to champion the interests of our state's technology, science and innovation communities.

### *AZTC's 2025 Fly-In Delegation:*

#### **Arizona Technology Council Staff:**

- **Steven G. Zylstra**, President and CEO
- **Karla Morales**, Vice President, Southern Arizona Regional Office
- **Leslie Marquez**, Director of Marketing + Communications

#### **AZTC Members:**

- **Sonia Vohnout**, President & CEO, OppsSpot LLC
- **Nadra Mamou**, Director of Government Relations - West Region, Project Lead the Way
- **Hugh Barnaby**, Professor, Arizona State University



*In each meeting, Zylstra shared the Council's 2025 Policy Agenda, urging action on key federal priorities, including:*

- **Restoring Full R&D Expensing** - The expiration of full expensing has created a chilling effect on innovation investment. The Council urged Congress to reinstate this crucial incentive to ensure companies can continue investing in the future without being penalized in the present.
- **Protecting Clean Energy Tax Credits** - These credits are fueling job growth, private investment and energy security. The Council defended the importance of keeping these incentives intact, particularly for solar, storage and electric vehicle infrastructure—all sectors where Arizona leads nationally.
- **CHIPS and Science Act Implementation** - The Council emphasized the need for sustained funding and swift deployment of the act resources, especially given Arizona's prominent role in reshoring semiconductor manufacturing.
- **SBIR/STTR Reauthorization and Support** - These programs are lifelines for startups and early-stage innovators. The Council called for their continued protection and predictable funding.
- **STEM Education and Workforce Development** - The Council made the case that the innovation economy is only as strong as its talent pipeline. Investments in STEM—from K-12 to workforce reskilling—are essential to our long-term competitiveness.
- **Opposing Counterproductive Tariffs** - Many of Arizona's tech manufacturers rely on globally integrated supply chains. The Council argued against tariffs that would increase costs, reduce competitiveness and harm trade relationships vital to our state's economy.
- **Supporting the MEP Program** - The Manufacturing Extension Partnership (MEP) is a vital resource for Arizona's small and mid-sized manufacturers. The Council advocated robust federal funding to ensure continued support for productivity, innovation and supply chain resiliency through services provided by organizations like Arizona MEP.

In each meeting, the Council's delegation provided tailored data packets and talking points customized for each congressional district, including charts showing how proposed federal budget cuts would impact local jobs, research institutions and innovation ecosystems. The feedback from lawmakers and their staff was overwhelmingly positive. Several indicated specific ways they would follow up, including briefings, roundtables and letters of support.

## 2025 TECNA INNOVATION AWARDS

The Council won the Public Policy Advocacy Award at TECNA's 7th annual Innovation Awards ceremony held in Montreal, Quebec, during the annual TECNA Summer Conference on July 15, 2025. This annual award recognizes teams that have led creative efforts on behalf of their respective council in the area of public policy advocacy.



In 2024, the Council focused on securing the continuation of the Arizona Commerce Authority, advancing computer science education, supporting renewable energy and defending economic development programs—all amid a \$1.3 billion state budget deficit. To influence key legislative outcomes, the Council actively monitored more than 1,600 bills, engaged with legislators, coordinated testimony and ran awareness campaigns. The Council's advocacy helped ensure a five-year continuation of the ACA, an agency instrumental in economic and technology sector growth. The Council also blocked harmful clean energy bills and supported legislation facilitating equitable broadband access, K-12 STEM opportunities and responsible tax policy. These efforts reflect a commitment not just to Arizona's technology sector but also to inclusive, future-ready economic policy.

# ARIZONA TECHNOLOGY INDUSTRY IMPACT REPORT

## Quarterly Insights on AZ's Technology Sector

Released quarterly, the Arizona Technology Council's Technology Industry Impact Report keeps its constituents informed on the progress of Arizona's technology community and puts a face to the industry's success stories.

On the Council's behalf, the quarterly report is compiled by [Lightcast](#), an organization that creates web-based, data-reporting solutions designed to help cities, industries and planners drive effective policy, create new growth and engage stakeholders. The report is based on Lightcast's analysis of data from the U.S. Bureau of Labor Statistics (BLS), The Brookings Institution, CompTIA, AngelList, National Science Board and others.

### Significant data points for 2025 include:

- Technology industry gross regional product for 2023-2024 was up \$5 billion, growing faster than the \$4.6 billion for 2022-2023.
- Telecom and repair roles lost ground. Besides roles for telecommunications equipment installers, shrinking fast were jobs for computer, ATM and office machine repairers (-32%) as wireless technology advances and device replacement outpaced repair

- Software remained a stable anchor. Maintaining steady growth were core roles like software developers (18%) and web/digital designers (17%).
- Strong growth occurred in modern tech roles. Software developers and advanced engineering occupations continued to outpace overall job growth, supported by expanding semiconductor, AI and advanced manufacturing activity across the state. Software developer roles grew nearly 18.95% between 2019 and 2024, with median annual earnings exceeding \$126,000, while high-skill engineering and management positions tied to hardware and manufacturing posted median wages above \$160,000.
- Arizona's hardware and advanced manufacturing ecosystem surged. Computer Hardware Engineers (SOC 17-2061) grew nearly 197% from 2020 to 2025). Average wages exceeded \$162,700, signaling national competitiveness in semiconductor and embedded systems development.
- Tech leadership and cybersecurity roles expanded rapidly. Computer & Information Systems Managers (SOC 11-3021) were up 42%, with median earnings above \$158,400. Information Security Analysts (SOC 15-1212) grew, 28%, with wages

surpassing \$124,200—reflecting the increasing importance of governance, risk management and digital security.

In 2025, the report's dashboard was supplemented again by stories of the people behind the numbers. They were curated by Leslie Marquez, the Council's director of marketing + communications, and featured the people—employers and employees, innovators and investors—who make the technology industry in Arizona flourish.

► **View or download the complete report on the Council's website:**

<https://aztc.eimactv3.com/dashboards/6/techimpact/aztc>

It is important to note that the technology sector jobs data in this dashboard are sourced from Emsi, representing estimates of the trailing four quarters for the given reporting period. Emsi's model uses the most recent four quarters of BLS data to produce these estimations, allowing the Council to publish data approximately six months in advance of official BLS releases.

# TECHNOLOGY EMPLOYMENT

## Workforce Development

In 2025, the Arizona Technology Council remained committed to helping bridge the skilled talent gap that challenges its members across industries and disciplines. The Council continued its active support of initiatives aimed at developing and supporting a robust, aligned education and workforce development system. It also maintained its ongoing commitment to increasing the diversity, equity and inclusiveness of those systems, as well as the talent developed and supported. In addition, the Council proactively advocated science, technology, engineering and math (STEM) education at all levels.

Such a system of support provides the foundation for a healthy Arizona technology community and innovation economy by:

- Supporting talent development through formal education from pre-K through college, informal workplace and work-like experiences and on-the-job training.
- Enabling the attraction and retention of the talent—in-state or imported—needed for Arizona to thrive as a technology hub.
- Ensuring access to and full participation of talent reflective of Arizona's diverse population.
- Aligning with the needs of companies for STEM workers now and in the future.

### POLICY + ADVOCACY

The Council continued to advocate advancing the agenda of education for a skilled workforce through its public policy and legislative action during the 2025 legislative session.

#### *Key areas of focus included:*

- Consistently, equitably and sustainably funding the state's P-20 education system—including pre-K, K-12, career and technical education districts, and postsecondary programs—and access to advanced, rigorous coursework.
- Eliminating the digital divide by guaranteeing foundational digital skills training and increasing access to broadband and needed devices to ensure equitable opportunities for education, training and job opportunities for all Arizonans.
- Working to advance access to computer science in schools prior to graduation, including funding to support professional development for teachers.
- Informing and guiding legislation to support “education sandboxes” that advance innovations to better align education, industry and the economy.

#### *From a workforce development perspective, additional focus areas included:*

- Reducing barriers to participation by all Arizonans in an inclusive, equitable economy.
- Developing cross-institutional partnerships from education, community, government and business that enhance Arizona's STEM ecosystem to increase public awareness of the importance of STEM in education to prepare Arizona's future workforce.

- Increasing high school graduation rates, as well as credentials, certificates and degrees to prepare for high-wage, high-demand STEM jobs.
- Improving participation by companies to provide work experiences, including internships and apprenticeships, for students from K-12 through higher education to develop STEM workers now and in the future.
- Aligning research, design and implementation of artificial intelligence that positions the needs of students at the forefront and is led by educators, students, families, systems leaders and policy makers.
- Increasing availability and affordability of 24-hour child care to ensure full participation of women and low-income workers in Arizona's economy.

## TALENT ATTRACTION, RETENTION + DEVELOPMENT

Helping to develop IT, cybersecurity, advanced manufacturing and data analytics talent for Arizona's growing economy, the Council continued its leadership and technical support of ASU AZNext in its final year of a six-year U.S. Department of Labor grant

focused on building IT, cybersecurity, data analytics and advanced manufacturing talent. The accomplishments demonstrated cross-sector collaboration and since 2020 included:

- 3,959 participants served, including 925 who completed IT apprenticeships, exceeding the goal by more than 150%.
- 1,610 academic and industry certifications awarded—101% of the grant goal.
- 675 known job outcomes from certificate training programs—75% of the goal but surpassing the overall program average of 58%.

Through active participation by Zylstra and the Workforce Development and Education committee, the Council continues to support meaningful workforce solutions in collaboration with Greater Phoenix Chamber Foundation (GPCF), primarily through its ElevateEdAZ high school initiative and the National Institute of Standards and Technology's Regional Alliances and Multistakeholder Partnerships to Stimulate (NIST RAMPS) grant. The Council and many member companies participated in ElevateEDAZ, an initiative that prepares students for college and career works in five districts, 21 schools and includes an emerging presence in southern Arizona. It provided more than 400 students with internships and over 2000 students with the opportunity to participate

in job shadow experiences. Supporting a wide range of industries including advanced manufacturing, IT, cybersecurity, health care, finance and construction, ElevateEDAZ's Business Advisory Council engaged nearly 200 business leaders to help inform curriculum content and work-based learning planning.

GPCF's NIST RAMPS grant supports the development of future cybersecurity talent needed by all Council member companies and organizations through training for cybersecurity career and technical education teachers, career exploration and education in cybersecurity for students, and increased industry engagement with teachers and high school students from across Arizona in the growing cybersecurity ecosystem. In 2025, statewide virtual externships supported 20 high school students and re-careering adults, and 18 educator, counselor and school leaders in a learning experience that included more than 35 industry speakers, mentors and project coaches, most of whom were from Council member companies.

The Council also supported the successful application for Arizona's third NIST RAMPS grant, designed to build talent and enhance the cybersecurity ecosystem in Southern Arizona. The grant was submitted by Council member AZ Cyber Initiative, which will lead the two-year project to develop entry-level talent with training in both technical and professional skills, culminating in virtual internships with public-sector employer partners. Zylstra and Southern Arizona

Vice-President Paloma Santiago will support the grant as members of the Steering Committee along with other Council members.

The statewide Pathways to Prosperity career-connected learning initiative of Council partner Center for the Future of Arizona (CFA) is supported by member organizations in a wide range of efforts and programs. Having reached more than 300,000 students in over 300 schools, 13 counties and 121 districts, the initiative advances career exploration, rigorous course taking and work-based learning supporting advanced manufacturing, IT/cybersecurity, health care, mining, energy, construction s, . In 2025, CFA completed a six-year grant from the U.S. Department of Education focused on understanding and informing students taking computer science and cyber-related courses. Among many key outcomes was educators reported significant increases in their ability to support career-pathway selection (73%) and understand workforce needs across Arizona (77%). A total of 90% of students agreed the grant project activities increased their skills, knowledge and interest in computer science careers and 65% of students felt developing skills in IT and cybersecurity is critical for their future.

## CONNECTING THE EDUCATION + WORKFORCE ECOSYSTEM

Key Council partner Pipeline Connects continued to drive impact through My Future AZ and Pipeline AZ, ensuring students, educators and job seekers have the tools to succeed in Arizona's economy and Arizona employers have the talent to grow commerce and economic development. As the state's leading nonprofit for career readiness and workforce development, Pipeline grew student registration by 35% to support 224,000 students, including 35,000 new students in Maricopa County, 9,000 in Pima County and 65% growth in Coconino County. In addition, preliminary discussions were held with the Council's Workforce Committee regarding a process to update the IT/Cyber Hub, the inaugural Pipeline industry hub developed by the Council and Pipeline, to include artificial intelligence and computer science.

## INDUSTRY + EDUCATION ALIGNMENT

The Council in 2025 maintained its engagement with the Maricopa County Community College District IT/Cyber Industry Sector Collaborative, which consists

of faculty members from colleges across the district. The Council also continued its membership in the Pima Community College (PCC) IT/Cyber Advisory group, providing support and guidance as the college successfully expanded its cybersecurity program, and support for high school cybersecurity programs in the greater Tucson area. Additionally, Karla Morales, the Council's former Southern Arizona vice-president, joined Gov. Katie Hobbs to celebrate launch of the student-staffed PCC Regional Security Operations Center in partnership with the Arizona Department of Homeland Security. Zylstra continued to provide technical assistance and industry perspective to many other rapidly expanding industries, including semiconductor manufacturing, equipment and suppliers, as well as aerospace, aviation, space and defense, and e-mobility.

In addition, Zylstra served on numerous boards and advisory councils to advocate a robust, aligned education and workforce development system. These include ALRISE; the Arizona Business + Education Coalition; Arizona District Export Council's Trade Policy and Legislative Affairs Committee; the Arizona Science and Engineering Fair, Arizona Science Center, AZNext, Center for the Future of Arizona, Greater Phoenix Chamber Cyber Workforce Collaborative, Greater Phoenix Chamber IT Workforce Collaborative and several others. Additionally, Zylstra serves as the president and CEO of SciTech Institute.

# INITIATIVES + PARTNERSHIPS

## ALRISE

As part of its focus on diversity, equity and inclusion, the Arizona Technology Council continued its extensive leadership with support in Arizona and nationally of the implementation, planning and development of the Arizona State University (ASU) five-year grant totaling \$10 million from the National Science Foundation. ASU's vision for the Accelerate Latinx Representation in STEM Education (ALRISE) Alliance is to drastically improve Latinx student retention and completion in STEM at two- and four-year Hispanic Serving Institutions (HSIs) and emerging HSIs (eHSIs) through culturally sensitive capacity building with education and industry partners in experiential learning. In addition to supporting the grant's proposed work in Arizona, the Council facilitated connections to other technology associations across the U.S. for participation in this grant and plays an ongoing leadership role on the grant project.

Due to the cessation of funding, the program ended in 2025.

## ARIZONA STATE UNIVERSITY

In 2025, Council partnered with InStride to offer member company employees and their dependents with a scholarship to Arizona State University (ASU). The ASU Scholarship Program is a collaboration between AZTC and ASU that creates pathways for Arizona's workforce to thrive through education. Together, the Council and ASU are using this scholarship opportunity to empower Arizona tech professionals to upskill, reskill and build brighter futures. Through this exclusive scholarship program, employees of Council member companies can use a 15% scholarship toward more than 300 ASU degree and certificate programs, plus share that scholarship with their eligible dependents.

► *To learn more about the ASU Scholarship Program, visit:*

<https://www.aztechcouncil.org/arizona-state-university-scholarship-program/>

## AZNEXT

One of the Council's other key areas of focus in workforce development in 2025 was continuing to support ASU's AZNext initiative, a combination of its first U.S. Department of Labor (DOL) \$2 million grant focused on developing 1,600 apprentices to fill information technology (IT), cyber and data roles over five years and its second \$8 million DOL grant to establish the Arizona Workforce Training Accelerator Partnership for Next Generation Jobs (AZNext). The workforce development partnership will enhance regional competitiveness, helping to address workforce shortages and train workers for high-paying, high-demand jobs in advanced manufacturing, cybersecurity and IT.

Led by ASU's W.P. Carey School of Business, Ira A. Fulton Schools of Engineering, New College of Interdisciplinary Arts and Sciences, and community partners including Pipeline AZ, Arizona Commerce Authority and Arizona@Work, the second grant program is designed to train at least 2,000 participants, with a goal of achieving industry-recognized credentials and permanent job placement over four years. The Council continued to provide leadership support through President and CEO Steven G. Zylstra and the Workforce Development and Education Committee, and by soliciting participation of Council members for advisory roles and as implementation partners in the talent development and acquisition programs that are part of AZNext.

► **Read more about the initiative at:**  
<https://www.aztechcouncil.org/news/arizona-technology-council-joins-workforce-development-partnership-to-establish-az-next-initiative/>

## COMPTIA

In 2025, the Council announced a new partnership with CompTIA, the world's leading provider of vendor-neutral IT certifications and training solutions, to further strengthen Arizona's rapidly growing technology workforce. Through this collaboration, all Council members receive an exclusive 10% discount on CompTIA training products and certification programs.

► **Learn more:**  
<https://www.aztechcouncil.org/comptia-discount-program>

## INTEGRO BANK

In 2025, the Council partnered with Integro Bank to offer a comprehensive financial program for members. Integro Bank, recognized for its consultative approach and dedication to small business success, is now offering members exclusive benefits designed to support growth and innovation. Through its proprietary INTEGRO360SM platform and Integro CEO Club, members will gain access to tailored financial solutions, including cash flow optimization, treasury management, and strategic advisory services. The INTEGRO360SM business valuation tool delivers real-time data analytics to inform smarter decisions, while members will also benefit from direct connections to the bank's executive leadership, unlocking high-level financial expertise and guidance. This partnership reflects the Council's ongoing mission to provide tangible value to its members by forming alliances that contribute directly to their business goals and long-term success.

► **Learn more:**  
<https://www.aztechcouncil.org/aztc-banking-program/>

## IT/CYBER CAREER NETWORK

In 2025, the Council continued its leadership supporting the implementation and utilization of the IT/Cyber Career Network in collaboration with the Partnership for Economic Innovation, a nonprofit of the Greater Phoenix Economic Council; Pipeline AZ; and Futures, Inc. based on a platform originally developed for aiding military personnel transition into the workforce.

With the Council's leadership, this first industry hub for Pipeline AZ continues to become the primary statewide source for IT and cybersecurity talent development that integrates career awareness, labor market information, education and training pathways, resources and job opportunities for current and future job seekers, educators, counselors and training providers, as well as business, workforce and economic development professionals. The Council's ongoing efforts include leveraging, amplifying and promoting the work accomplished by local initiatives, identifying any gaps to be addressed and adding value for jobseekers.

- ▶ *To learn more about the Arizona IT/Cyber Career Network platform, please visit:*  
<https://www.aztechcouncil.org/it-cyber-career-network/it-cyber-career-network/>

## NETSUITE

In 2025, the Council joined the Oracle NetSuite Associations and Buying Groups program. By joining this program, the Council is able to provide its members with exclusive access to NetSuite preferred pricing and industry resources. With NetSuite cloud ERP, organizations can increase productivity, improve efficiencies, and provide the visibility and control needed to run successful businesses. As part of the NetSuite Associations and Buying Groups program, the Council will receive technical and functional support including preferred pricing for NetSuite software (40% discount) and related services, educational resources, and dedicated customer success support.

- ▶ *Learn more:*  
<https://www.aztechcouncil.org/aztc-pac/>

## POLITICAL ACTION COMMITTEE (PAC) UPDATES

The Council continued an online presence for its Political Action Committee, allowing contributors to more easily support pro-technology candidates and policies that promote a thriving technology ecosystem in Arizona and improve the business climate for technology-based companies.

- ▶ *Learn more about the PAC and the Council's legislative priorities at:*  
<https://www.aztechcouncil.org/aztc-pac/>

## SOLARIZE AT WORK

In 2022, the Council partnered with SmartPower, a national non-profit organization, to launch a new program called Solarize at Work and continued this partnership in 2025. The program is a company-wide and company-branded, 20-week online and in-house residential solar campaign designed to educate and motivate Arizona technology company employees to be sustainable and go solar. Solarize at Work is a powerful way for technology companies to enhance their relationships with their employees, help with employee recruitment, show their commitment to sustainability, and advance their environmental, social and governance (ESG) goals. Most importantly, this program offers another great employee benefit that helps to simplify the often-confusing process of going solar while enabling employees to save money on their energy costs as they lower their personal carbon footprint.

- ▶ *Learn more about this new program offering at:*  
<https://www.aztechcouncil.org/solarize-at-work/>

## THE UNIVERSITY OF ARIZONA GLOBAL CAMPUS

The Council continued its partnership with The University of Arizona Global Campus (UAGC), an accredited online university, to offer Council member companies and their immediate family members 30% tuition savings on UAGC's programs. In addition to the tuition savings, UAGC offers Council members free required course materials for all mandatory courses and waives technology, prior learning assessment and graduation fees. To make this offering extra flexible for professionals looking to upskill, students can take as few as one class at a time and still be considered full time. They can also transfer up to 90 approved credits from an accredited college or university toward a bachelor's degree. There is no need to take an SAT, GMAT, GRE or ACT to enroll.

- ▶ *To learn more about this offering, visit:*  
<https://www.aztechcouncil.org/discounted-tuition-uagc/>

## THE UNIVERSITY OF ARIZONA ONLINE

In 2022, the Council launched a partnership with The University of Arizona (UArizona) Online to offer members and their spouses, domestic partners and dependents 10% tuition savings on all online bachelor programs and online graduate programs, including the Eller College of Management's OnlineMBA, the Professional MBA, Executive MBA and Evening MBA. This partnership and offering continued in 2025. The tuition benefit also includes a UArizona admissions application fee waiver and a dedicated Council partnership enrollment team. This partnership gives participants the ability to pursue more affordable and flexible educational opportunities that can help them upskill or elevate their career trajectories. Programs include Applied Computing, Cyber Operations, Electrical + Computer Engineering, Software Engineering, Information Science, Law, Data Science and many more.

- ▶ *To learn more about this offering, visit:*  
<https://www.aztechcouncil.org/discounted-tuition-uarizona-online/>

## UNIVERSITY OF MARYLAND GLOBAL CAMPUS

In 2025, the Council partnered with the University of Maryland Global Campus (UMGC) to launch tuition discount program. Council members, employees, or the spouses or legal dependents of a member or an employee, can take advantage of several education benefits thanks to this alliance with UMGC, a leader in online education for working adults. Members can save up to 25% on out-of-state tuition for most UMGC programs and have the \$50 application fee waived when they apply as a new student.

- ▶ *To learn more about this offering, visit:*  
<https://www.aztechcouncil.org/discounted-tuition/>

## VITALECO SELECTIVE CARBON PORTFOLIO

In 2025, the Council and VitalEco announced the launch of the VitalEco Portfolio, a selective set of high-integrity carbon projects designed to help businesses take credible sustainability action. Through this agreement, the Council's 750 member companies will gain access to the VitalEco Portfolio, a carefully curated set of solutions that address both near-term emissions prevention and long-term carbon removal. VitalEco has committed to donating a portion of proceeds from carbon credit sales back to AZTC to fund Council programs and reinforce the collaborative mission to make Arizona a leader in science and innovation-driven solutions.

- ▶ *To learn more about this offering, visit:*  
<https://www.aztechcouncil.org/news/arizona-technology-council-and-vitalceo-announce-selective-carbon-portfolio-partnership/>



# PREMIUM HEALTH CARE

## Association Health Plan with Blue Cross Blue Shield of Arizona

The Arizona Technology Council understands the challenges that many startups and small businesses face in providing attractive benefit offerings. That is exactly why the Council created its own Association Health Plan (AHP) in partnership with Blue Cross Blue Shield of Arizona.

Since the official launch in January 2020, the Council's Employee Benefit Trust has helped more than 110 technology industry employers with over 1,300 employees across the state find lower cost and richer benefits for their companies.

The Council's AHP has enabled many member organizations, small businesses and startups to provide more generous overall compensation packages to their employees, a critical factor in helping technology companies attract and retain top talent.

### See the facts:

- Participating technology companies save 8% to 12% on health insurance premiums.
- The health plan's current annualized premium is \$8,692,358.
- The average employer group size is 11 employees.

### Advantages of the AHP:

Technology industry employers with as few as two employees have access to a comprehensive benefits package that includes medical, dental and vision coverage; life and AD&D insurance; employee assistance program; and health savings account (HSA)/flexible spending account (FSA) administration. It provides members with relief from COBRA administration, multiple bills, compliance filings, and managing participant eligibility and benefits enrollment.

- **Access:** Participating companies have access to Blue Cross Blue Shield's expansive statewide network, including Mayo Clinic, with exclusive additional network options in Maricopa and Pima counties.
- **Choice:** Participating companies can choose from 30 different medical plans options, including PPO and HSA, as well as best-in-class ancillary products, such as seven dental plans, five vision plans, life/AD&D, employee assistance program, and short and long-term disability.
- **Service:** Local customer service provides care and claims support.
- **Telehealth:** Members can visit a doctor, counselor or psychiatrist any day, anytime, anywhere—from a smartphone, computer or tablet.

- **Flexibility:** Coverage is available for businesses with as few as two employees.
- **Tools and resources:** A range of resources are available to help members make educated health care decisions. Participating companies' employees can shop and compare costs for more than 1,600 procedures, find a doctor, speak to a nurse on call 24/7, access health plan information via the mobile app and much more.

For more information on the Council's association health plan, visit:

[www.aztechcouncil.org/AHP](http://www.aztechcouncil.org/AHP)

Or contact:

**Jonathan Gatherers**

Consultant

DiMartino Associates

(206) 291-4969

[jonathan@dimarinc.com](mailto:jonathan@dimarinc.com)

# 401(K) OFFERINGS

## Multiple Employer Plan With Empower Retirement



The Arizona Technology Council partners with Empower Retirement (formerly MassMutual) to provide member companies a unique way to leverage the buying power of the Council by participating in a 401(k) multiple employer plan (MEP). An MEP significantly lowers the costs of a 401(k) plan, eliminates much of the administrative burden for a company and provides the most comprehensive fiduciary protection allowed by the U.S. Department of Labor. Investment committee meetings, 5500s and audits are eliminated for each adopting company, and member companies are still able to customize their plan design and the retirement benefits they offer their employees. This 401(k) MEP is appropriate for most size plans and Secure Act 2.0 tax credits are available for new plans.

### See the facts:

- MEP started in 2014
- 11 participating employers
- \$8.7 million in plan assets
- \$370,000 in quarterly deferrals
- 100 eligible plan participants
- 79 active plan participants.

*To learn more about how this plan can help improve your employee benefits program and reduce costs, time and fiduciary responsibility, visit:*

<https://www.aztechcouncil.org/401k-multiple-employer-plan/>

### Or contact:

**Michael J. DiGrazia, CFP®, CIMA®**

Senior Institutional Consultant

Legacy Wealth Management

(480) 573-2198

[michael.digrazia@legacy-wm.net](mailto:michael.digrazia@legacy-wm.net)

# THE FUTURE IS INNOVATION & COLLABORATION

Our airspace is becoming more crowded and complex. That is why Honeywell Aerospace is collaborating with government, regulatory authorities and other aviation industry leaders to help shape the future of the skies we share.

Learn more about our unwavering focus on safety, innovation and modernization. Visit [aerospace.honeywell.com](https://aerospace.honeywell.com):



**Honeywell**  
AEROSPACE

**KEO**Marketing

**Fractional Chief Marketing Officer (CMO)**

**Services Supported by An Awarding**

**Winning B2B Marketing Agency**

- ✓ Marketing and AI are more sophisticated than ever. Achieving stand out marketing and sales results requires specialists with lots of experience. That's expensive.
- ✓ For more than 20 years, we've served as the outsourced Chief Marketing Officer and marketing team to cost conscious companies who demand outstanding results.

**Request A Complimentary  
Marketing Audit**



<https://keo.bz/aztcfcmo>

# SIGNATURE EVENTS

## Ongoing Events

### after5 MIXER

#### after5 Tech Mixers

The after5 Tech Mixer is one of the Arizona Technology Council's monthly networking events. Designed to bring together technologists, entrepreneurs, service providers and prospective members in a relaxed, after-work setting, each event in the series is hosted by a Council member company and is free for members. Light hors d'oeuvres and refreshments are provided by the host company. The events are typically held at technology companies, giving guests an opportunity to attend a tour or product demonstration. In 2025, the Council hosted 17 after5 Tech Mixers—many of which sold out—in partnership with organizations and companies including University of Advancing Technology, Winsor Consulting Group, 10 to 1 Public Relations, Southwest Mission Acceleration Center, Edmund Optics, Benchmark, Immedia, Pima Community College & SATEC, Ideas Collide, Tucson Airport Authority, Buchalter, Skin Appeal, SciTech Institute, The Refinery, Plug and Play Tech Center, Tetakawi, and Bombardier.

#### 2025 RESULTS:

- Number of in-person Phoenix events: **8**
- Number of in-person Tucson events: **9**
- Total in-person attendance: **1,693**





## Tech Inclusion Forum

The Tech Inclusion Forum quarterly series focuses on highlighting the inclusion, diversity, equity and awareness (IDEA) challenges facing women and other underrepresented identities in STEM fields today and showcasing the many extraordinary and accomplished women in Arizona's technology ecosystem. The forum is led by Chair Tracy Powers, senior director, enterprise data, Meritage Homes, and Council liaison Deborah Zack, vice president of membership services. The committee facilitated two major events in 2025: AI and HR: How Companies Are Prioritizing AI Use Cases, and Balancing Opportunity, Ethics and Risk, and Bridging the Digital Divide: Generations in the IT Workforce.

### 2025 RESULTS:

Number of events: **2**  
Total attendance: **110**



## Virtual Tech Speaker Series

The Council's Virtual Tech Sector Speaker Series brings together technology leaders, outstanding CIOs and CTOs, advocates, innovators, and industry champions of existing and emerging sectors who are reshaping Arizona's technology ecosystem. This expert panel forum advances Arizona's technology evolution and growing designation as a technology hub. Topics covered in 2025 included AI Horizons: Exploring the Trends Shaping Our Future; Breaking Barriers: Women in Cybersecurity, Mentorship and the Power of Allyship; The Emerging Quantum Computing Market: A View Through Worldwide Patent Filings; AI Disruption and the New Rules of Employment; Cyber Smarts: Outsmarting Hackers in the Age of AI; AI in Healthcare; AI Opportunity Identification; and AI Education and Upskilling for Healthcare Professionals.

### 2025 RESULTS:

Number of events: **8**  
Total attendance: **275**



## VIP Networking Events

Held in conjunction with the Council's quarterly board of directors meeting, the VIP Networking Events include attendees from the board, current members and prospective members. In 2025, the Council held four in-person VIP Networking events in January, April, July and October in partnership with University of Advancing Technology, Benchmark, Tucson Airport Authority, and Plug and Play.

### 2025 RESULTS:

Number of in-person events: **4**  
Total in-person attendance: **427**



## Women in the Workforce

A female-focused event series in Southern Arizona, the Women in the Workforce Committee facilitates quarterly learning and mentoring opportunities, provides career and leadership development, and positions women to pursue careers in technology more effectively. In 2025, the committee organized a series of impactful events aimed at empowering women and fostering professional growth within the technology sector.

*The events were:*

- Empowered Leadership: Silencing the Imposter (March):**  
 Held at Girl Scouts of Southern Arizona, this event featured panelists from Tucson Electric Power, Eller College of Management at The University of Arizona, 3 Pillars Performance Group and Girl Scouts of Southern Arizona who offered tools for confident negotiation, executive presence and advocacy while overcoming imposter syndrome.
- Putting Your Oxygen Mask On First (June):**  
 This event provided insights into prioritizing one's own health and wellness for maintaining balance in life. Presenters from Academy On-Demand, Julie Originals, D.E.W. Business Solutions, The Relaxationist and Healthy with Nin focused on elder care, retirement planning, using artistic methods to relieve stress, and setting boundaries at work and home. This event was so popular the committee is implementing these topics into future events
- The Art of the Pivot: A Panel on Shared Journeys (November):**  
 Held at United Way of Tucson, this event featured a panel presentation on making a career pivot. This panel of experts from Cisco, United Way, Green Bee and The University of Arizona shared their unique stories and experiences with reinvention of themselves in their professional careers.

Co-chairs Molly Gravatt of Radiant Dev and Lindsay Ridpath from The University of Arizona along with Council liaison Jamie Neilson, director of operations + events, played crucial roles ensuring the success of these empowering initiatives.

### 2025:

Number of events: **3**  
 Total attendance: **150**





# SIGNATURE EVENTS

## Annual Conferences + Expos



### Aerospace, Aviation, Defense & Manufacturing Conference

The Arizona Technology Council collaborated with Defense Innovation OnRamp Hub: Arizona in July 2025 to stage an engaging and informative Aerospace, Aviation, Defense and Manufacturing Conference focused on latest industry trends, challenges and forecasts. Presentations included keynote presentations from Dr. Jim Bell (Arizona State University), Drew Trojanowski (Southwest Mission Acceleration Center) and Brig. Gen. Michael Liesmann (U.S. Army,) and three panel discussions on cutting-edge collaborations of Arizona's military and defense applications, the future of advanced air mobility, and Arizona's growing space and satellite technologies. Panelists included leaders from Raytheon, Future Flight Global, Skyway, Lambert, Yellow Hat Group, U.S. Army, Southwest Mission Acceleration Center, Harper4D Solution, Space Institute at The University of Arizona, Yuma Spaceport, Embry-Riddle Aeronautical University and Virgin Galactic. The conference also boasted 32 exhibitors from across industry to showcase their technologies

#### 2025 RESULTS:

Total attendance: **338**



### Arizona Photonics Days

This annual three-day conference presented by the Council's Optics Valley Committee gathered Arizona optics companies, academia, industry scientists, the astronomy community, engineers in optics and photonics, and partners from the Global Photonics Alliance for a one-of-a-kind event that provided engaging keynote speakers, technical presentations, interactive discussions, business-to-business meetings and networking. The January 2025 event featured 27 technical presentations, four industry cluster presentations, public policy updates from SPIE and more than 20 company spotlight presentations. Presentations focused on five different tracks: biomedical technology, astronomy, sensing and metrology, laser technology, and quantum technology. Co-chairs Katie Schwertz of Edmund Optics and Lukas Gruber of Leonardo worked tirelessly along with the rest of the committee and five session chairs to ensure a smooth, educational and professional conference. To learn more about Optics Valley, visit [www.opticsvalleyaz.org](http://www.opticsvalleyaz.org).

#### 2025 RESULTS:

Total attendance: **191**

## CYBERSECURITY BREAKFAST FORUM

### Cybersecurity Breakfast Forum

The Council and Arizona Cyber Threat Response Alliance (ACTRA) presented the 10th annual Cybersecurity Breakfast Forum in December 2025 at Grand Canyon University (GCU). This forum presented an opportunity for government and business leaders to learn about the threats, vulnerabilities and consequences related to data security and privacy matters. The purpose was to provide actionable solutions from real-world practitioners to help protect attendees' intellectual property and customer data. The forum featured speakers from Cordia, Armis, Halcyon, Kodem, 3 Tree Tech, Rogers Corporation, Holland & Knight, and more.

#### 2025 RESULTS:

Total attendance: **127**

## CYBERSECURITY SUMMIT

### Cybersecurity Summit

The Council, Arizona Commerce Authority (ACA) and ACTRA presented the 12th Annual Cybersecurity Summit, held on May 14 at GCU. Attendees spanning government and business sectors learned about the threats, vulnerabilities and consequences related to data security and privacy matters. Panel and keynote topics included Proven Practical Lessons for Addressing Today's Threat Landscape; Cyber Resiliency and Fighting Through an Attack; EDR Evasion Techniques; Beyond the Blockchain: Securing the Future of Finance; Think Like an Insider, Not a Hacker Movie; and How AI Tools Are Leaking Your Data and IP. Panels and keynotes included representatives from City of Seattle, Discount Tire, RTX, Palo Alto Networks and Achieve.

#### 2025 RESULTS:

Total attendance: **229**



### E-Mobility and Clean Energy Summit

The Council held its third annual E-Mobility and Clean Energy Summit in June 2025 at SkySong, The ASU Scottsdale Innovation Center. This timely summit addressed the future of Arizona's clean energy ecosystem and how the state is positioned to become a tech leader in this fast-developing sector. The event featured a keynote address by Brian Sherman, CEO of NSF Futures Engine in the Southwest, and an update from Cepand Alizadeh, the Council's government relations specialist. Distinguished speakers included representatives from Salt River Project and the Arizona Governor's Office of Resiliency.

#### 2025 RESULTS:

Total attendance: **169**



## CEO Retreat

In August 2025, the two-day CEO Retreat in Prescott gathered technology industry visionaries, business owners, company leaders, presidents and CEOs for interactive workshops, engaging speakers, thought-provoking keynotes, panel discussions and exclusive networking. Day One involved informational sessions with speakers including keynote speaker Lee Benson, CEO, Execute to Win; Jim Cantrell, CEO & co-founder, Phantom Space Corporation; Sentari Minor, vice president of strategy and chief of staff, evolvedMD; Paul Melendez, University Distinguished Outreach Professor, founder, Center for Leadership Ethics, Eller College of Management, The University of Arizona; Rima Brusi, professor, Honors College/ Catedrática, Facultad de Honores, director, Educational Research and Attainment Lab, university associate, Office of the President, Northern Arizona University; and Sybil Francis, chair, president & CEO, Center for the Future of Arizona.

Day Two included the option of participating in a golf tournament at StoneRidge Golf Course or choosing from a wide variety of activities. Attendees stayed at the historic Hassayampa Inn in downtown Prescott.

### 2025 RESULTS:

Total attendance: 74



## Smart City + IoT Conference

The Council and the ACA presented the seventh annual Smart City Summit + IoT Conference in April at Skysong, The ASU Scottsdale Innovation Center. This informative and thought-provoking summit explored the landscape of smart city strategies, emerging best practices and challenges to implementation, as well as specific strategies needed to make a smart city vision a reality. Keynotes, panels and spotlight chats included topics such as Workforce and AI: Modernizing the Workforce Challenges, How the City of Phoenix Is Making the Digital Transformation, How Can Private Equity Play a Role In Growing the Arizona Technology Ecosystem, and Mobility and Technology: Exploring the Future of Air and Space Innovation In Arizona and Beyond. Speakers included representatives from Honeywell, Lambert, Daedalean AI, AZ Venture Capital Inc., Baltu Technologies, City of Phoenix and Pipeline AZ.

### 2025 RESULTS:

Total attendance: 128

# GOLF

## 2025 Golf Tournaments

The Council hosts annual golf tournaments in Phoenix and Tucson. In May, 62 golfers participated in the 15th annual Tucson golf tournament at The Club at Starr Pass. In September, 46 golfers registered for the 15th annual Phoenix golf tournament at the Arizona Grand Golf Club. Each event included friendly competition, lunch, raffle prize drawings and an awards ceremony.

### 2025 RESULTS:

Number of events: 2

Total attendance: 102





## Southern Arizona Tech + Business Expo

The Council celebrated the 13th annual Southern Arizona Tech + Business Expo in October 2025 with 59 exhibitors. This in-person event featured a keynote panel of experts from FreeFall 5G, Sion Power, ACA, South32 Hermosa, IBM and Edmund Optics to discuss Arizona's converging industries and statewide collaboration. This event also featured innovator presentations from top leading Arizona companies, including Carbon Utility and Rhody Drones SAR. The annual awards portion celebrated innovation across Southern Arizona in manufacturing, entrepreneurship, sustainability and community involvement.

### 2025 TECH + BUSINESS EXPO WINNERS:

Southern Arizona Member Organization of the Year:  
[Tech Launch Arizona at The University of Arizona](#)

Innovation Leader of the Year:  
[City of Tucson Information Technology/AI Program](#)

Manufacturer of the Year:  
[Dataforth Corporation & Edmund Optics](#)

StartUp of the Year - Sponsored by UA Tech Parks AZ:  
[Branch Therapeutics](#)

Environmental, Societal and Governance Award:  
[Technicians for Sustainability](#)

### 2025 RESULTS:

Total attendance: **362**



# GOVERNOR'S CELEBRATION OF INNOVATION

2025 RESULTS

Total Attendance: 433

An annual showcase of the state's incredible leadership in science and technology, the prestigious Governor's Celebration of Innovation (GCOI) is the Arizona Technology Council's annual awards gala hosted in partnership with the Arizona Commerce Authority to honor top pacesetters in business, innovation, technology and government. The 22nd annual GCOI event took on an elevated flair in the form of a gala-style seated dinner. Following a networking cocktail hour, guests enjoyed a gourmet dinner and a lively awards program hosted by Emmy Award-winning news personality Carey Peña.

"Arizona's pace of innovation has never been stronger, thanks to the vision and dedication of organizations and leaders like those we celebrated," said Steven G. Zylstra, president and CEO of the Council and SciTech Institute. "Our 2025 awardees represent the best of Arizona's creativity, ingenuity and leadership in technology."

Awards were presented to technology companies, community leaders and students from across the state to celebrate their contributions. The 2025 awards gala was held at Chateau Luxe in Phoenix.



## 2025 GOVERNOR'S CELEBRATION OF INNOVATION AWARD WINNERS

### Company Award Winners:

#### INNOVATOR OF THE YEAR - START-UP COMPANY:

JACE Sciences/RokPaper Packaging, Phoenix

#### INNOVATOR OF THE YEAR - SMALL COMPANY:

Optical Support, Inc., Tucson

#### INNOVATOR OF THE YEAR - LARGE COMPANY:

Aligned Data Centers, Phoenix

#### INNOVATOR OF THE YEAR - ACADEMIA:

New Frontiers of Sound Science and Technology Center, Tucson

### Individual Award Winners:

#### PEOPLE'S CHOICE ACCOUNTABILITY LIFETIME ACHIEVEMENT AWARD WINNER:

James Currier, President & CEO, Honeywell Aerospace Technologies

#### ED DENISON BUSINESS LEADER OF THE YEAR WINNER:

Per Scholas Phoenix

#### TRANSFORMATIONAL LEADERSHIP AWARD:

Jeff Benck, President and CEO, Benchmark, Tempe

#### Outstanding Technology Senator of the Year: Sen. Tim Dunn, District 25

#### Outstanding Technology Representative of the Year: Rep. Walt Blackman, District 7

#### Tech 10 Legislators:

- **Senators:**
  - Sen. Shawna Bolick, District 2
  - Sen. Priya Sundareshan, District 18
  - Sen. David Gowan, District 19
  - Sen. Brian Fernandez, District 23
  - Sen. Frank Carroll, District 28
- **Representatives:**
  - Rep. Justin Wilmeth, District 2
  - Rep. Sarah Liguori, District 5
  - Rep. Jeff Weninger, District 13
  - Rep. Cesar Aguilar, District 26
  - Rep. Tony Rivero, District 27

#### Future Innovator Award Winners:

- **Siyaa Poddar**, Grade 12, Arizona College Prep High School (Chandler)  
Project: Developing a Rapid, Colorimetric Metal Organic Framework for Airborne Silica and Uranium Detection: A Novel Approach to Pollutant Monitoring and Health Risk Assessment in Indigenous Communities for Sjogren's Syndrome
- **Shireen Arora**, Grade 9, BASIS Chandler  
Project: The Efficacy of Consumption of Ashwagandha on Mitigation of Alzheimer's Disease Pathology: A Drosophila Melanogaster Model
- **Elias Chang**, Grade 12, BASIS Mesa  
Project: From 2D to 3D: Enhancing Lung Nodule Segmentation in Computed Tomography Scans with Anatomy-Based Self-Supervised Learning

- **Ananya Lakkarajui**, Grade 10, Hamilton High School (Chandler)  
Project: A Novel Machine Learning Method and Drug for the Diagnosis and Treatment of Depression

#### Future Innovators of the Year Honorable Mentions:

- **Akshay Karthi**, Grade 11, Hamilton High School (Chandler)  
Project: THETA: Triangulated Hand-State Estimation for Teleoperation and Automation in Robotic Hand Control
- **Ganeshsai Talluri**, Grade 11, BASIS Peoria  
Project: A Novel Multi-Omics Deep Learning Framework for Spatiotemporal Cerebral Cortex Localization and Expression

#### Teacher of the Year Award Winner:

- **Amber Struthers**, Tempe High School & Corona del Sol High School

#### Teacher Honorable Mentions:

- **Pradip Misra**, Bagdad High School

The individual and company award winners were evaluated and chosen by the following members of a selection committee of experts independent of the Council:

- Bob DeLean, Arizona Tech Investors
- Doug Hockstad, Tech Launch Arizona, The University of Arizona
- Eric Miller, PADT, Inc.
- Keith Latchaw, MSS Business Transformation Advisory

The Future Innovator and Teacher of the Year Award winners were evaluated and chosen by a selection committee independent of the Council. The committee included members of the Arizona Council of Engineering and Scientific Associations, which supports, promotes and coordinates programs and activities of the engineering and science associations within the state through facilitated communication and leadership.

# MARKETING + COMMUNICATIONS

## Multichannel Promotion of AZ's Technology Industry + Council Members

### PUBLIC RELATIONS

The Arizona Technology Council partners with Phoenix-based PR, content marketing and communications strategy firm Brodeur Partners. This collaboration strengthens the Council's brand in the media and positions it as the go-to source for information on Arizona's technology industry. Council President + CEO Steven G. Zylstra writes regular columns in the Phoenix Business Journal, AZ Business Magazine and InBusiness Phoenix Magazine on topics like clean and renewable energy, AI, data centers, semiconductors, public policy efforts and quantum computing. In 2025, the Council issued 29 press releases about the election of new board members, new staff members, quarterly technology industry impact data, Governor's Celebration of Innovation and much more. Sixty-one stories appeared in the media as a result.

Additionally, Zylstra and the Council contributed information on hot topics in technology to multiple media outlets, including Phoenix Business Journal and its AZ Inno, Arizona Capitol Times, AZ Big Media, Arizona Business Magazine, InBusiness Phoenix Magazine, Biz Tucson, Arizona PBS and ABC15 Phoenix.

### 2025 RESULTS:

Number of press releases: **29**  
Number of published articles: **61**

### WEBSITE

As noted in the Strategic Planning section of this report, SEO consultant Intero Digital reviewed the Council's website and determined it continued to perform well, so no redesign was needed. As noted below, site metrics continued to grow and yield positive results. In 2025, the Council continued to work with Motion Tactic on website maintenance and ongoing enhancements to improve the user experience.

#### Website highlights from 2025 included:

- Enhancement of the Council's AI chatbot, "Ada," to make the feature more prominent of the website. Ada can be accessed from the homepage (bottom right corner)
- New Member Marketplace - New landing page on the site offered Premier and Platinum annual sponsors the opportunity to showcase any special offers/information available to fellow Council members. The Member Marketplace was also available to non-sponsor members on a paid basis. <https://www.aztechcouncil.org/member-marketplace/>
- [AZTC Emerging Leaders Council](#) landing page created
- Landing page built for new [Arizona Manufacturing Catalyst Committee](#)
- New Banking Program member benefits page launched for Integro Bank partnership: <https://www.aztechcouncil.org/aztc-banking-program/>
- New partnerships launched and related landing pages created:
  - [Arizona State University 15% Scholarship Program](#)
  - [CompTIA 10% Discount Program](#)
  - [Preferred Pricing Oracle NetSuite for Arizona Technology Council Members](#)
  - Arizona Technology Council and VitalEco Launch [Selective Carbon Portfolio](#) with Proceeds Donated Back to Support Council Programs

Year-over-year views increased 11.3% from 2024 to 2025. In 2024, the site received 417,953 views followed by an increase to 465,179 in 2025. Additionally, active users were up 39.5% in 2025. Organic traffic was up from 2024 with an 9.9% increase in engaged sessions, reaching a total of 138,205 sessions. Engaged sessions cover the number of sessions (i.e., site visits) that lasted longer than 10 seconds, had a conversion event, or had two or more screen or page views. Strategies targeting content optimization and search engine optimization from valued member and Platinum sponsor Intero Digital have continued to improve the Council's keyword rankings in a number of categories, including professional networking groups, information technology conferences and B2B networking events.

### 2023 RESULTS:

- Average monthly new users: **22,500**
- Total views: **465,179**

## SOCIAL MEDIA

The Council loves to engage with its innovative members, collaborative partners and friends on social media platforms. In 2025, the Council published updates on Facebook, LinkedIn, X, YouTube and Instagram. These channels are used to communicate Council news, member updates, new members, industry trends, event promotions, and the accomplishments made by the Council and its valued members.

### 2025 RESULTS:

#### LinkedIn:

- Company page followers at end of 2025: **14,831**
- Company page followers at end of 2024: **12,545**
- 18.2% increase** in followers

#### Facebook:

- Number of followers at end of 2025: **4,503**
- Number of followers at end of 2024: **4,456**
- 1.05% increase** in followers

#### X:

- Number of followers at end of 2025: **8,150**
- Number of followers at end of 2024: **8,223**
- 0.88% decrease** in followers

#### Instagram:

- Number of followers at end of 2025: **1,903**
- Number of followers at end of 2024: **1,676**
- 13.5% increase** in followers

#### YouTube:

- Number of channel views in 2025: **5,842**
- Number of channel views in 2024: **13,587**
- 57% decrease** in channel views\*

*\*In Q4 of 2024, the Council ran a series of video ads on YouTube to promote clean energy storytelling and advocacy. These ads contributed to the significant increase in YouTube channel views in 2024. The Council ran fewer video ads in 2025, resulting in lower overall views.*



## TECHTALK E-NEWSLETTER

The Council's monthly TechTalk e-newsletter is published at the end of every month. The newsletter provides featured segments on member news, the Council's latest news and press, local technology ecosystem events, clean energy news, and more. Past issues of TechTalk can be found on the Council's News + Press page..

### 2025 RESULTS:

Number of newsletters sent: **12**  
Monthly circulation: **8,240**

## AZ INNO/MYVIEW

In 2025, the Council continued to contribute a monthly technology blog published by the Phoenix Business Journal (PBJ). Featuring Council President + CEO Steven G. Zylstra, the blog provides insight into Arizona's growing science and technology industry. The blog is read by 25,000 monthly unique visitors and PBJ has more than 58,000 daily e-news subscribers. Once published, each month's AZ Inno/My View blog is included in the PBJ's daily e-news.

### 2025 RESULTS:

Number of blogs: **12**  
Monthly circulation: **25,000**

## IN BUSINESS PHOENIX MAGAZINE

The Council maintains a special relationship with InMedia Company to publish a six-page editorial section semiannually in InBusiness Magazine. Reported and written by Council Editor Don Rodriguez, with contributions from staff and Council members, the content focuses on the Council's role and impact on the statewide technology community, public policy developments and event updates.

### 2025 RESULTS:

[February 2025 Special Section](#)  
[August 2025 Special Section](#)



## AZ TechCast Podcast

AZ TechCast is dedicated to covering innovation and technology in Arizona and beyond. In 2025, AZ TechCast continued with show sponsor PADT, Inc. and co-hosts PADT's Eric Miller and the Council's Steven G. Zylstra. AZ TechCast guests share success stories, news and analysis about the region's leading startups, companies and emerging technologies, as well as the latest industry trends and critical issues propelling Arizona's growing technology ecosystem. Broadcast monthly, AZ TechCast features tech leaders having real conversations about what's happening across the state. Topics included Empowering Women for the Future of Work, Protecting Your Business from Disruptions, AI + Machine Learning in Business Operations and The Semiconductor Shift in Arizona. AZ TechCast episodes are available on Podbean, Apple Podcast, Spotify and other major streaming services.

### 2025 RESULTS:

- Number of podcasts: **7**
- Featured guests: **26**

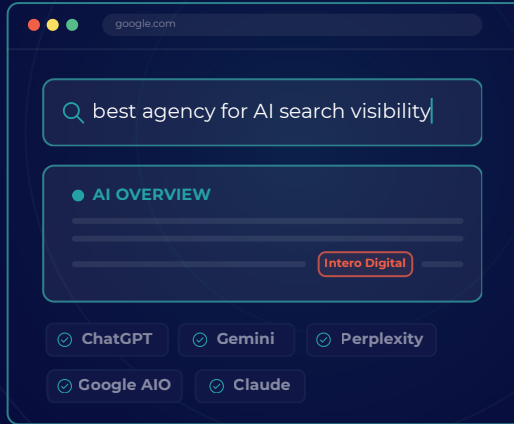


## TechFocus Member Spotlight Podcast

TechFocus Member Spotlight Podcast relaunched in February 2025 with new sponsor PADT, Inc. and new host Eric Miller. TechFocus highlights Arizona's growing prominence as a world-class technology hub. Each podcast episode features innovative entrepreneurs, transformative leaders and technology titans who are reshaping the state's evolving technology ecosystem in existing and emerging sectors. TechFocus episodes are available on Podbean, Apple Podcast, Spotify and other major streaming services. Featured companies in 2025 included Darling Geomatics, Comcast Business, IRLabs, FPT and Chetu.

### 2023 RESULTS:

- Number of podcasts: **5**
- Featured guests: **5**



# We Help Brands Show Up In AI Search. **You're Next.**

**1,000+**

CLIENTS SERVED

**650+**

5-STAR REVIEWS

**15+**

YEARS OF RESULTS

- ✓ Top 3% Google Premier Partner
- ✓ Clutch Top 6 Global Agency | Top GEO Agency
- ✓ Forbes Advisor Best of SEO

FREE FOR A LIMITED TIME

**Get Your AI Competitive Snapshot Today**



# TUCSON

## AND SOUTHERN ARIZONA: THE PREMIER DESTINATION FOR INNOVATION & ECONOMIC VITALITY



**THE CHAMBER**  
OF SOUTHERN ARIZONA

LEARN MORE AT  
[TheChamberSoAZ.com](https://TheChamberSoAZ.com)

# STANDING COMMITTEES

## Aerospace, Aviation, Space and Defense (AASD) Committee

Launched in February 2025, the Aerospace, Aviation, Space, and Defense (AASD) Committee served as a key initiative of the Arizona Technology Council, advancing Arizona's position as a global hub for aerospace excellence. The committee united leaders across industry, academia, government and startups to drive collaboration, innovation, and economic growth.

In 2025, AASD supported technology commercialization, contributed to policy and roadmap discussions and strengthened workforce development by connecting education with industry needs. The committee also supported key events, including the Council's annual Aerospace, Aviation, Defense, and Manufacturing (AADM) Conference, helping convene experts to explore industry trends and opportunities.

Membership was open to Council member organizations, with leadership from co-chairs Darren Long and Jonathan Roll, and staff liaison Steve Zylstra.

## Ambassador Committee (Phoenix)

The Phoenix Ambassador Committee is one of the longest-functioning committees of the Arizona Technology Council with participants from companies of all sizes and many sectors of the technology industry. The committee's goal is to identify prospective members, welcome new members and ensure existing members' needs are being satisfied. Committee members also help promote upcoming events and opportunities, as well as volunteer at Council events. The committee chairs were Jen Granner from Headfarmer and Lyndee Villegas from ivelah. The staff liaison in 2025 was Darryle Emerson, director of programs + events.

## Ambassador Committee (Tucson)

The Tucson Ambassador Committee consists of members committed to advancing technology and representing the Council in the local community. Leadership was provided by Joel Lohr, supply chain manager at Dataforth Corporation, and staff liaison was Karla Morales, former vice president of the Council's Southern Arizona Regional Office. The committee meets monthly on the second Tuesday to discuss current climate, workforce development and collaboration, and to offer suggestions for programming, speakers and event support.



## Arizona Artificial Intelligence Ecosystem (AAIE) Committee

The AAIE Committee is committed to building a strong and dynamic artificial intelligence (AI) community in Arizona. Its mission is to foster collaboration, encourage knowledge sharing, and explore the development, application, and societal impact of AI technologies.

With a focus on inclusivity and innovation, the committee brings together industry leaders, educators, and professionals to exchange insights and best practices through Council events.

Under the leadership of Minky Kernacs, co-founder & CEO of Mercurio Analytics, the committee expanded its impact by introducing specialized subcommittees in education, mining, workforce development, legal and more, ensuring a broad and strategic approach to AI's evolving role in society.

Karla Morales, former vice president of the Council's Southern Arizona Regional Office, served as the staff liaison, supporting the committee's initiatives and engagement efforts.

The AAIE Committee continues to drive meaningful conversations and shape the future of AI in Arizona.

## Arizona E-Mobility + Energy Ecosystem (AEEE) Committee

The AEEE Committee works to ensure the uniform integration and standards among all four sectors encompassing electrification, including battery manufacturing and life cycle, charging and refueling, zero-emission vehicles, and energy infrastructure. The committee co-chairs were Victor Atlasman, director of engineering and product development at WattEV, and Brett Dooley, business development manager at Bosch USA. This committee was staffed by Deborah Zack, the Council's vice president of membership services. The committee helped facilitate the second annual eMobility and Clean Energy Summit in 2025, as well as held meetings seven times in the year.

## Arizona Manufacturing Catalyst Committee (AMCC)

In 2025, the Council launched a new committee created to advance the state's leadership in advanced manufacturing, foster collaboration and drive economic growth. The Council's 14th committee held its inaugural meeting Aug. 12, at PADT Inc. in Tempe, bringing together 35 leaders from across Arizona's manufacturing ecosystem. The committee was co-chaired by Eric Miller, co-founder and principal of PADT, Inc., and Tracey Latham, founder and CEO of Latham Industries. Committee initiatives included monthly meetings featuring guest speakers and industry discussions, quarterly factory tours for hands-on learning and the development of a stand-alone manufacturing event in Phoenix in partnership with community organizations within two years. As a preview, the Council and the committee hosted the 2025 Arizona Manufacturing Pavilion on Oct. 21 in conjunction with PADT's free Nerdtoberfest.



## Cybersecurity Committee

The Cybersecurity Committee enables members to learn about cyber threats, trends and the means of providing insight into serving as a platform to share best practices. The committee was co-chaired by Frank J. Grimmelmann, president and CEO of Arizona Cyber Threat Response Alliance, Inc. (ACTRA), and Jonathan Cortez, chief information and technology officer of Immedia, with staff support from Council Executive Emeritus Ron Schott and Deborah Zack, the Council's vice president of membership services. The 12th annual Cybersecurity Summit provided an opportunity for government and business leaders to learn about the threats, vulnerabilities and consequences related to data security and privacy matters. This event highlighted speakers from Discount Tire, City of Seattle, Maricopa County Community Colleges, RTX, Grand Canyon University Block Chain Unmasked, Achieve, ACTRA and more. In December 2025, the 10th annual Cybersecurity Breakfast Forum was held at Grand Canyon University. The event featured speakers and participants from Arizona Commerce Authority, 3 Tree Tech, Rogers, Koden, Cordia, Maricopa County, Grand Canyon University Seven Layers, Halcyon, CopperHill Strategies, Secure Micro Technologies and more. The committee also spent time discussing building cybersecurity talent in Arizona through various Council partnerships.

## Smart Cities + Digital Transformation

The committee is dedicated to advancing the integration of emerging technologies into cohesive, scalable smart city solutions. The committee's mission is to foster innovation, collaboration and standardization that drive sustainable urban development and digital transformation to enhance quality of life for the benefit of our Arizona citizens. The committee was chaired by Chris Lucero, former director of emerging technologies at Intel until he became owner and founder of Luminos Innovation LLC in October 2024. Jill Howard Allen Director, Industry Engagement at The University of Arizona was the co-chair. Deborah Zack, the Council's vice president of membership services, was staff liaison. The committee was instrumental in the creation of the ninth annual Smart Cities + IoT Conference, which brought in the brightest minds in technology to share groundbreaking advancements in smart city development and the Internet of Things (IoT). Discussions focused on the latest communication technology and advancements, as well as how they are transforming the urban landscapes into smart, connected communities.

## Law + Technology Committee

The Law + Technology Committee provides relevant information regarding the legal developments that affect member companies. The committee focuses on leading issues arising from the intersection of technology and the law, and provides a forum for practical and informative discussions designed to be of interest to technology, business and legal professionals. The committee was chaired by Jason Shull, a shareholder at Banner & Witcoff, and supported by Council Executive Emeritus Ron Schott. In 2025, the committee hosted several virtual legal update events, including The Emerging Quantum Computing Market: A View Through Worldwide Patent Filings, Protecting Your Online Content: The Basics of Copyright Law and CDMA Takedown Requests for Businesses, and Push to Invent? Intellectual Property Issues for AI-Generated Inventions and Content.



### Optics Valley Committee

In 2025, the Optics Valley Committee was actively involved in promoting and advancing the field of optics and photonics in Arizona. Notable activities and events included:

- 1. 8th Annual Arizona Photonics Days:** The committee's flagship event brought together optics companies, industry leaders and international participants for three days of technical presentations, discussions, business-to-business meetings, evening receptions and lab tours in Tucson.
- 2. Educational Outreach:** Optics Valley hosted its annual celebration of the International Day of Light, a UNESCO global initiative, at Flandrau Science Center & Planetarium. The event was attended by nearly 300 people and provided content to excite families and students about STEM applications.
- 3. Photonics West:** This industry conference in San Francisco convenes approximately 23,000 attendees each year in optics and photonics. The committee coordinated an Arizona cluster of 12 companies for the exhibition and facilitated international cluster-to-cluster connections and events.
- 4. SEMICON West:** Optics Valley hosted a panel discussion highlighting the intersection of semiconductors with Arizona's optics and photonics industry. A joint networking and B2B knowledge-sharing session also was held with the Netherlands optics cluster.
- 5. Networking and Knowledge Sharing:** Multiple events were held throughout the year, including four member meetings, an AI For Small Business Workshop and an after5 Mixer at Edmund Optics, which included a visit and conversation with Rep. Juan Ciscomani. He later joined the Congressional Optics and Photonics Caucus at the request of the committee and has continued to remain engaged.

Overall, the Optics Valley Committee played a crucial role in catalyzing, convening, and connecting the optics and photonics community in Arizona, fostering growth and collaboration in the field. Katie Schwertz, senior manager of optical assemblies & technology at Edmund Optics, serves as committee chair and is supported by staff liaison Jamie Neilson, director of operations + events.

## Public Policy Committee

The Public Policy Committee supports the Council by advocating technology issues at the local, state and federal levels. The committee works with Public Policy Partners (P3) to monitor the impact that legislation has on the health and growth of Arizona's technology industry. Jason Bagley, senior director of state government relations at Intel, served as the committee chair and was supported by Council President + CEO Steven G. Zylstra, Council Executive Emeritus Ron Schott and P3 Partner Dianne McCallister. Additional information on the Council's legislative successes and efforts can be found in the Public Policy + Advocacy section of this report.

Refer to the Public Policy & Advocacy section for the committee's top 2025 legislative priorities.

## Tech Inclusion Forum

The mission of the Tech Inclusion Forum is to spotlight the ongoing challenges faced by underrepresented identities in STEM while celebrating the remarkable individuals driving innovation within Arizona's tech ecosystem. The committee is led by Chair Tracy Powers, senior director, enterprise data, Meritage Homes, and Council liaison Deborah Zack, vice president of membership services. The two major events facilitated by the committee in 2025 were AI and HR: How Companies Are Prioritizing AI Use Cases and Balancing Opportunity, Ethics and Risk, and Bridging the Digital Divide: AI Across Generations In The Workplace.

## Women in the Workforce

A female-focused event series in Southern Arizona, the Women in the Workforce Committee facilitates quarterly learning and mentoring opportunities, provides career and leadership development, and positions women to pursue careers in technology more effectively. In 2025, three events were held. In March, Empowered Leadership featured speakers who discussed personal branding, stepping outside your comfort zone for success and silencing your internal imposter. The June event, Putting Your Oxygen Mask on First, started with a guided meditation session followed by four speakers focusing on elder care, setting boundaries at home and work, tools to prevent burnout, and creative practices for inner calm.

The November event, The Art of the Pivot, featured a panel presentation on what it really takes to make a major career change. Jamie Neilson, director of operations + events, continued to play a crucial role as the staff liaison for the committee along with Co-chairs Molly Gravatt, founder of Radiant Dev, and Lindsay Ridpath, program manager of strategic operations & industry partnerships at The University of Arizona, who worked hard to ensure the success of these empowering initiatives.



## Workforce Development + Education Committee

The Council remains committed to helping develop and support a robust and aligned education and workforce development ecosystem in Arizona. The committee was led by Cathleen Barton, founder of Cathleen Barton Consulting, and supported by Council President + CEO Steven G. Zylstra. In 2025, the Council provided leadership and support in the successful completion of ASU's AZNext initiative, a combination of two U.S. Department of Labor grants totaling \$10 million to develop apprentices and deliver other training to fill information technology, cybersecurity, data and advanced manufacturing roles. Council members supported career-connected learning, including presentations and work experiences for students in high school through higher education and professional development for educators. The Council and the committee provided industry leadership and technical assistance to the Arizona Institute for Education and the Economy, and other efforts helped secure a grant from the National Institute for Standards and Technology for Southern Arizona to develop early cyber talent and enhance the cybersecurity ecosystem.

# FUNCTIONAL COMMITTEES

## Finance Committee

The Arizona Technology Council's Finance Committee monitors the financial activities of the Council and lends guidance when necessary. In addition to Council President + CEO Steven G. Zylstra, members during 2025 included:

- **Board Chair Alex Iuorio** | Senior Vice President of Supplier Development, Avnet
- **Christine Boles** | Founder, MC Consulting Services LLC (formerly Vice President, Industrial Solutions Division, Intel)
- **Sarah Femenia** | Commercial Banker, Alliance Bank of Arizona
- **Treasurer Eric Lewis** | Partner, Ernst & Young
- **Eric Miller** | Principal and co-owner, PADT, Inc.
- **Todd Russell** | Vice President - Commercial Banking, Alliance Bank of Arizona
- **Jeff Unruh** | Founding Principal, Alerion Capital Group

The Committee met monthly to lend its expertise to the economic health of the Council.

## Executive Committee

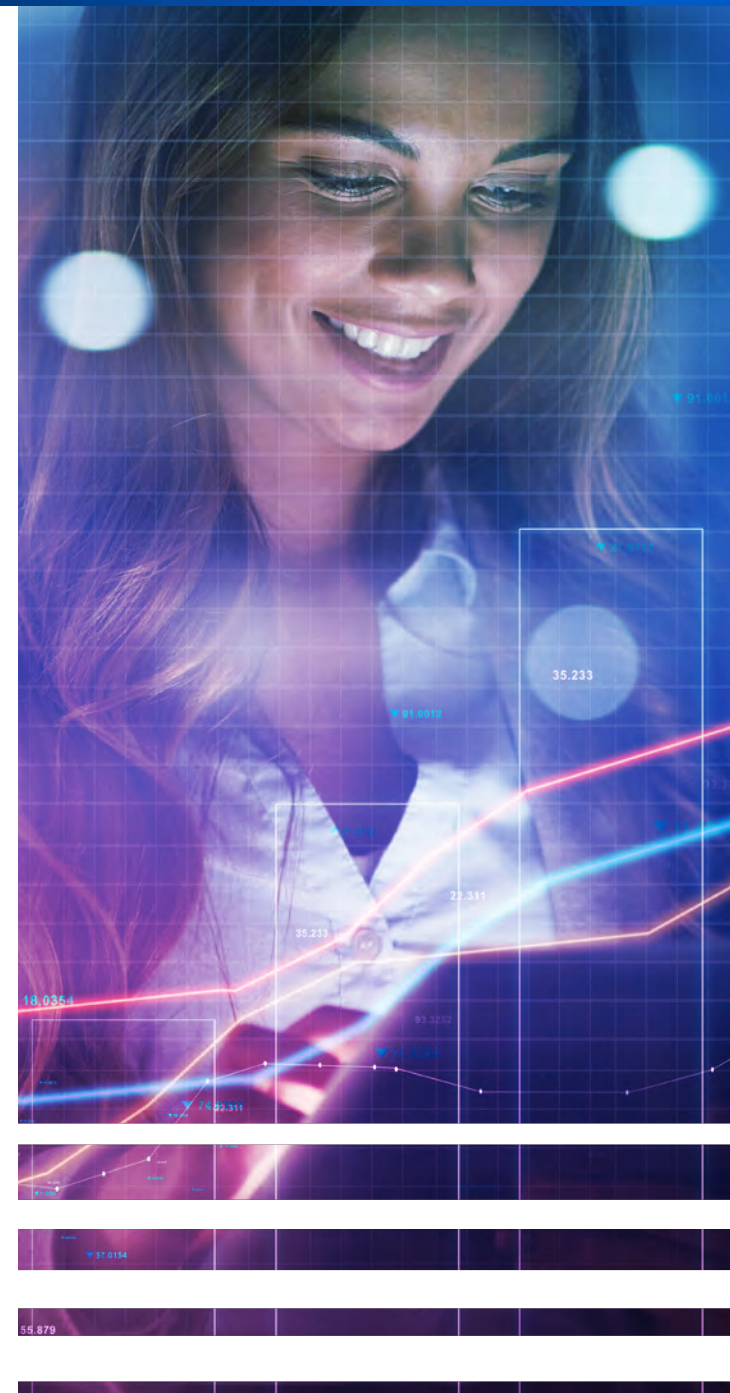
Convening the week before scheduled quarterly board meetings, the Council's Executive Committee helps shape the content of the board meetings, serve as advisors and act on behalf of the board between its meetings. In addition to Council President + CEO Steven G. Zylstra, the members of the Committee were:

- **Board Chair Alex Iuorio\*** | Senior Vice President of Supplier Development, Avnet
- **Board Chair Christine Boles\*\*** | Vice President, Industrial Solutions Division, Intel
- **Board Secretary Jonathan Talcott** | Attorney, Ballard Spahr, LLP
- **Board Treasurer Eric Lewis** | Partner, Ernst & Young
- **Board Vice-Chair Jan Janick** | Founder, Concept2Scale (formerly with Benchmark)
- **Anne Dougherty** | Co-Founder and Co-Owner, Illume Advising

Emeritus executive committee members included Mark Goldstein, president, International Research Center, and Eric Miller, principal and co-owner, PADT, Inc. Overall, the Executive Committee had strong attendance at every meeting. This team has both diversity of expertise and a strong dedication to seeing the Council move in a positive direction. The members work together monitoring the Council's adherence to its mission.

*\* through October 30, 2025*

*\*\* as of October 30, 2025*



## Investment Committee

The Council's Investment Committee monitors the investments made available to the Council's Multiple Employer Plan 401(k) program participants. In addition to Council President + CEO Steven G. Zylstra, the members of the committee were:

- **Jim Duckett** | Managing Partner at DHx Software
- **Sheila Kloefkorn** | CEO and President, KEO Marketing, Inc.
- **Jennifer Rojas** | CEO, NextJen Consulting
- **Jack Trierweiler** | Controller (Chairman), MSS Business Transformation Advisory
- **David Wilson** | Principal Owner, DB Wilson LLC

Additional advice and information regarding the investments came from Michael DiGrazia and Thomas Tenney of Legacy Wealth Management. In 2025, the Council worked with Empower Retirement and the Legacy Wealth Management Team to fulfill the fiduciary and administrative responsibilities for the plan. There were 11 participating employers in the MEP 401(k) program at the end of 2025 with \$8.7 million in plan assets.

## Nomination Committee

The Council's Nomination Committee helped identify new board members and move them through the board's formal nomination process. The members of this committee were Matt Blair, president, Immedia, and David Bolman, provost, University of Advancing Technology. Also on the committee was Amy Walters, vice president, product operations, City of Hope, until she stepped down from the board.

# PEER GROUPS

## CEO Networks

The Arizona Technology Council CEO Network is a dynamic community dedicated to empowering technology chief executive officers and top executives from technology companies across Arizona. Through networking, education, advocacy, and strategic partnerships, the CEO Network equips its members with access to industry leaders and resources needed to drive innovation, foster growth and lead their organizations to success.

### PHOENIX CEO NETWORK

The Phoenix CEO Network relaunched in 2023 after a brief hiatus and is now in its third consecutive year. The primary objective for this peer network is simple: to foster direct support among technology leader peer groups.

This professionally facilitated, peer-to-peer board of advisors offered a confidential, non-competitive environment that met monthly throughout the year where experience-based knowledge was shared to solve the common challenges faced by technology company leaders. The leaders can openly discuss their toughest decisions with professionals who share similar responsibilities, providing invaluable insights and guidance.

#### 2025 Members:

- **Facilitator:** Eric Miller, Principal and Co-owner, PADT, Inc.
- Catherine Dickert, CEO/consultant, Fueled Consulting Group LLC
- Tanner Gers, Founder and CEO, DARTSuite
- Dara Gibson, CEO and Owner, Cybersecurity Readiness Advisors
- Debbie Kovesdy, CEO, GenTech
- Nicklas Thystrup, Automation Consultant Engineer, Maskine

## TUCSON AEROSPACE & DEFENSE CEO NETWORK

For the 18th year, the Arizona Technology Council's 2025 Tucson CEO Network continued to bring senior business leaders together in a comfortable and confidential atmosphere to discuss business issues specific to member companies, their industries and the local economy. These executives represented an array of technology-based industry sectors to share valuable experience, insights and advice with other members of the group. Meetings were held on a rotating basis at member companies, where tours were conducted and best practices were highlighted. In addition, speakers from government, industry, academia and other industries made presentations to the group at monthly meetings.

### 2025 Members:

- **Facilitator:** Jose Oliver, Founder and CEO, Awakening Minds
- Shubhayu Chakraborty, CEO, CIS Global
- Paul DeHerrera, CEO, Innovative Avionics
- Robert Futch, President and CEO, Delta Development
- Dennis Kenman, COO, Tucson Embedded Systems
- Patrick Marcus, President, Marcus Engineering
- Alex Rodriguez, CEO, FreeFall 5G
- Carol Stewart, Vice President, Tech Parks Arizona, The University of Arizona
- Howard Stewart, President and CEO, AGM Container Controls





# SCITECH INSTITUTE

## Cultivating STEM Connections that Make an Impact

The Arizona Technology Council Foundation, operating as SciTech Institute, is a 501(c)(3) nonprofit. It serves as Arizona's backbone organization for statewide STEM collaboration, bringing together education, industry, community organizations, and government to build a future-ready workforce and a comprehensive innovation ecosystem.

In 2025, SciTech expanded its reach across Arizona and beyond, strengthening regional partnerships, advancing workforce alignment, and empowering students, educators and communities through high-impact STEM initiatives.

► *For more information about SciTech Institute's work, check out our 2024-2025 Community Report at: <https://scitechinstitute.org/>*

### ARIZONA STEM ECOSYSTEM

The Arizona STEM Ecosystem remains one of the nation's most robust collaborative STEM networks. With more than 850 members statewide and 412 participating organizations across business, education, nonprofits and government, the Ecosystem reflects deep cross-sector engagement.

Organized around four regional STEM Hubs and two partner hubs, the Ecosystem empowers communities to address regional workforce needs while aligning to a shared statewide strategy. In 2025, SciTech hosted 30 regional mixers, strengthening relationships and facilitating collaboration across urban, suburban and rural regions.

#### *Measurable Impact:*

- 81% of members gained new collaborators
- 58% accessed new resources
- 54% engaged in professional development
- 46% partnered with other Ecosystem members
- 46% learned about new funding opportunities

Arizona continues to serve as a national model within the STEM Learning Ecosystems Community of Practice, demonstrating how structured collaboration accelerates innovation and workforce readiness.

## STEM & Innovation Summit and National Rural STEM Learning Summit

SciTech's convening power drives statewide momentum. The 2025 STEM & Innovation Summit brought together more than 500 attendees, featuring 37 sessions and 26 exhibitors, creating space for cross-sector dialogue, professional learning, and celebration of STEM leadership.

In 2025, SciTech hosted the National Rural STEM Learning Summit, welcoming more than 200 participants focused on rural education access, workforce alignment and student voice. The summit highlighted innovative models addressing geographic barriers and elevating rural opportunity.

These gatherings amplified best practices, strengthened partnerships, and ensured representation from all regions of Arizona and beyond.

## Arizona SciTech Festival: Inspiring Communities Statewide

The Arizona SciTech Festival remains the state's largest public STEM engagement initiative. During the 2024-2025 season, the Festival reached more than 125,000 attendees across 50 communities statewide.

### The impact extends beyond attendance:

- 95% of attendees reported learning something new
- 90% felt inspired by STEM experiences
- 90% gained greater awareness of STEM careers
- 100% would recommend the Festival

### For collaborators and exhibitors:

- 78% reported new partnership opportunities
- 74% experienced increased collaboration
- 83% cited increased outside awareness of their organizations

The Festival strengthens Arizona's workforce pipeline by connecting families, students, educators and industry through hands-on, career-relevant experiences.

## Building Arizona's Workforce: The Skills Map Framework

SciTech's workforce strategy is anchored in the Skills Map Framework, a shared-skill language aligning education and industry expectations.

Developed with more than 60 partners, the framework now includes 84 customized rubrics across high-demand sectors, including aerospace, advanced manufacturing, health care, sustainable energy, mining and technology.

In 2025, SciTech advanced Skills Map Framework 1.5, expanding digital literacy, foundational knowledge and career-readiness components. Custom Skills Maps were developed for hospitality, energy, mining, education and healthcare to support immersive career exploration events.

The framework is also expanding into out-of-school time (OST) programming, ensuring workforce alignment extends beyond traditional classrooms. By translating employer needs into clear competencies, Skills Maps create transparency and direction for students navigating career pathways.

## Worlds of Work (WOW): Career Exploration in Action

In February 2025, SciTech launched Arizona's first Worlds of Work (WOW) event in Pinal County, connecting 425 students, 25 industry exhibitors and nine schools in a hands-on career exploration experience.

WOW immerses students in high-demand industries, allowing them to practice skills, engage directly with employers and connect classroom learning to real-world applications. Employers benefit from early talent engagement while students gain clarity about workforce pathways.

Additional WOW events are in development across Yuma, Apache, Pima and Pinal counties, expanding rural access and ensuring equitable exposure to career-connected learning statewide.

## Workforce Pathways for Youth: Expanding Rural Opportunity

Through the Workforce Pathways for Youth initiative, SciTech is transforming STEM career access for rural youth ages 14-21.

In its second year, the initiative has impacted 6,454 students statewide, expanding partnerships with 18 OST providers and collaborating with workforce development boards across multiple counties.

The program integrates career exploration, employability skills and regional workforce alignment, ensuring rural students gain meaningful exposure to high-growth industries. By bridging education, workforce systems and community organizations, the initiative reduces geographic barriers and builds local talent pipelines.

## Broadening STEM Inclusion and Access

SciTech remains committed to making STEM accessible to all learners.

The Neuro-Inclusive Learning Network entered Phase 2 in 2024, working alongside museums, educators and advocacy organizations to build more accessible informal STEM environments. Through professional training, community-of-practice models and resource development, the initiative supports neurodiverse learners in STEM spaces.

SciTech also distributed hundreds of free STEM kits across six Arizona counties, extending hands-on learning into homes and communities. These kits encourage curiosity, reinforce core STEM concepts and provide accessible enrichment beyond school hours.

These efforts reflect SciTech's belief that innovation thrives when all learners have access to meaningful STEM experiences.

## Chief Science Officers: Elevating Student Voice

The Chief Science Officers (CSO) program empowers students as STEM ambassadors and civic leaders, placing youth voice at the center of innovation and workforce conversations.

### CSO INTERNATIONAL

CSO International now operates in 13 states and three countries, scaling the Arizona-born model to diverse educational systems worldwide. Students receive leadership training, mentorship and industry engagement opportunities while identifying local challenges and developing STEM-based solutions.

The international expansion demonstrates the model's adaptability and reinforces the universal importance of student leadership in workforce development.

### CSO AZ

CSO AZ serves students across urban, suburban and rural Arizona. Participants engage in structured leadership training, regional collaboration events, and direct interaction with policymakers and industry leaders.

Arizona CSOs lead campus initiatives, organize STEM events, advise administrators and represent student perspectives in statewide workforce conversations. The program continues to strengthen Arizona's STEM ecosystem by elevating student-driven innovation.

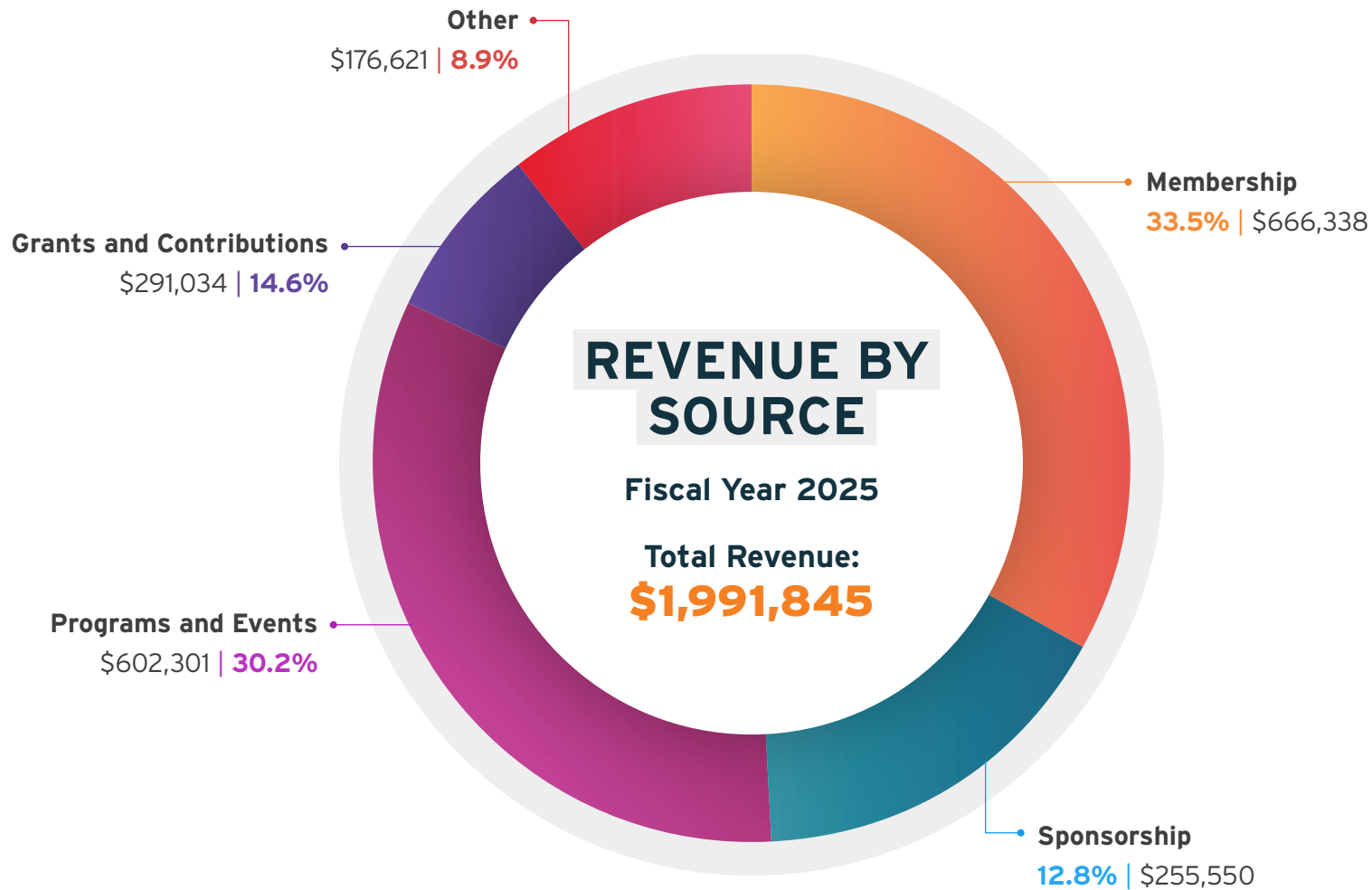
## Science For All, LLC: Closing the STEM Opportunity Gap

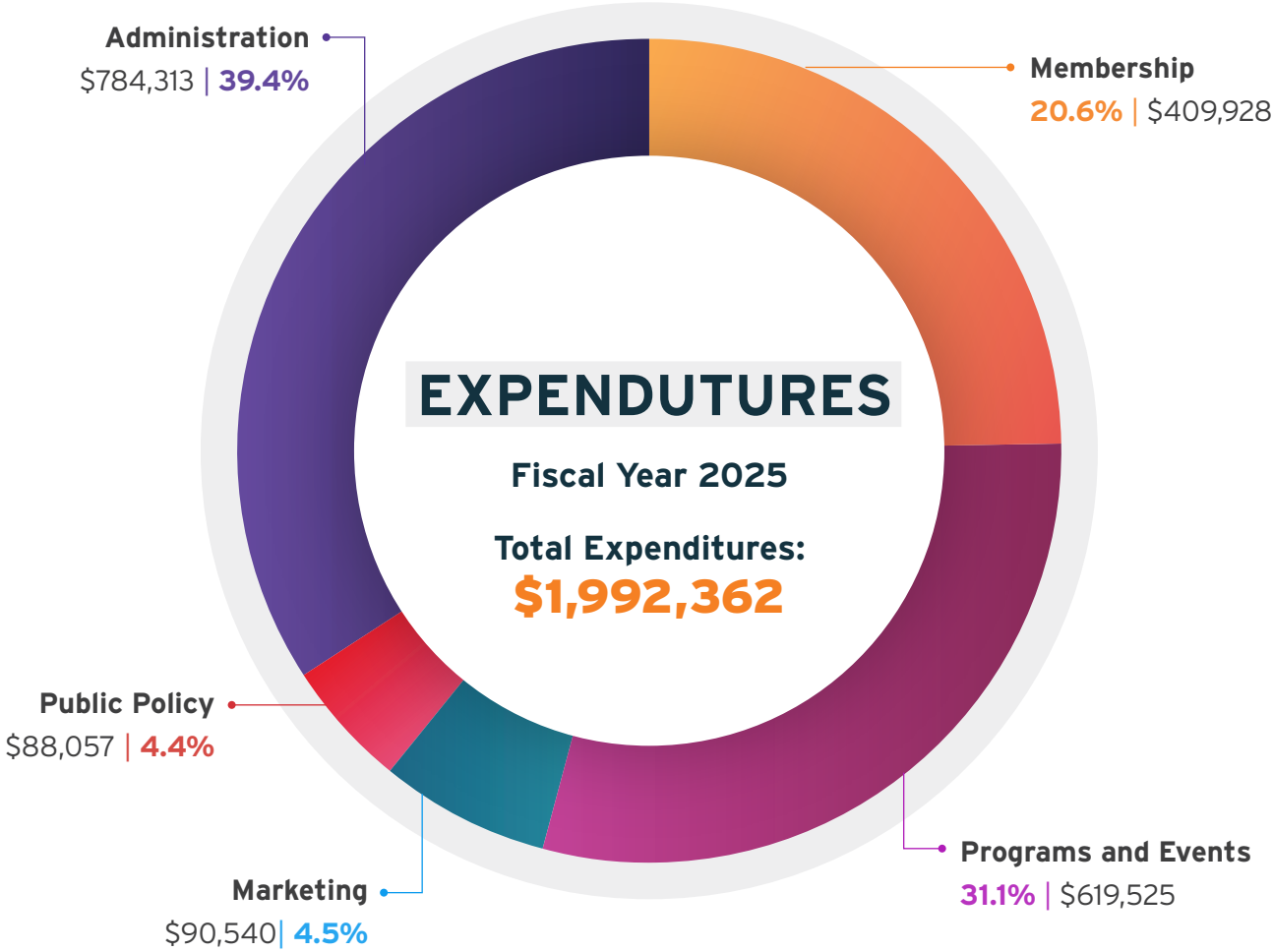
Science for All (SFA) advances SciTech's commitment to ensuring every learner has access to opportunities in STEM, regardless of geography or income. Through the Chief Science Officers program and other SciTech Institute initiatives, SFA fosters development of high-tech talent by expanding access to STEM events, career exploration and hands-on engagement opportunities.

These experiences help youth build critical employability skills—communication, collaboration, problem-solving and technical literacy—preparing them to become competent STEM professionals, as well as engaged and informed citizens.

In 2025, SFA raised \$38,000 to directly support these efforts. As an Arizona Qualifying Charitable Organization, SFA provides donors with a full state tax credit, making it possible for community members to invest in Arizona's future workforce while strengthening opportunities for students statewide.

# BY THE NUMBERS





# BOARD OF DIRECTORS

## ARIZONA TECHNOLOGY COUNCIL OFFICERS + EXECUTIVE COMMITTEE



**CHAIRMAN\***

**Christine Boles**  
Intel

*\* as of October 30, 2025*



**TREASURER**

**Eric Lewis, CPA**  
Ernst & Young



**EXECUTIVE COMMITTEE  
EMERITUS**

**Mark Goldstein**  
International Research Center



**CHAIRMAN\*\***

**Alex Iuorio**  
Avnet

*\*\* through October 30, 2025*



**SECRETARY**

**Jonathon Talcott**  
Esq., Ballard Spahr



**EXECUTIVE COMMITTEE EMERITUS**

**Dan Mazzola, Ph.D.**  
Arizona State University



**VICE CHAIRMAN**

**Jan Janick**  
Concept2Scale



**EXECUTIVE COMMITTEE**

**Anne Dougherty**  
The Ele Group



**EXECUTIVE COMMITTEE EMERITUS**

**Eric Miller**  
PADT, Inc.



**PRESIDENT + CEO**

**Steven G. Zylstra**  
Arizona Technology Council

## ARIZONA TECHNOLOGY COUNCIL DIRECTORS



**Matt Blair**  
Immedia



**Tomas Diaz de la Rubia, Ph.D.**  
University of Arizona



**Sheila Kloefkorn**  
KEO Marketing, Inc.



**Jason Pfaff**  
Iron Mountain



**David Bolman, Ph.D.**  
University of  
Advancing  
Technology



**Reetika Dhawan**  
Arizona Western  
College



**Bob Krakauer**  
AREVON



**Dan Rodriguez**  
Intel



**Heather Buchta**  
Quarles



**Sheila Kloefkorn**  
KEO Marketing, Inc.



**Paul Lambertson**  
Grand Canyon  
University



**Calline Sanchez**  
IBM



**Kevin Campbell**  
Translational  
Genomics Research



**David Felix**  
Salt River Project



**Keith Latchaw**  
MSS Technologies



**Katie Schwertz**  
Edmunds Optics



**Charles Chadwell, Ph.D.**  
Northern Arizona  
University



**Craig Jackman**  
Paragon IT



**Dr. Patrick Marcus**  
Marcus Engineering,  
LLC



**Carol Stewart**  
Tech Parks Arizona  
at The University of  
Arizona



**Bryan Darby**  
QTS Data Centers



**Bipin Jayaraj**  
Benchmark



**Grace O'Sullivan**  
ASU Knowledge  
Enterprise



**Jeff Unruh**  
Alerion Capital  
Group

# STAFF

## ARIZONA TECHNOLOGY COUNCIL STAFF MEMBERS



**Kurt Vanden Bussche**  
Honeywell



**Charles Vermillion**  
Corsica Technologies



**Sandra Watson**  
Arizona Commerce Authority



**Funmi Ajayi-Obatoyinbo\***  
Bookkeeper  
*\* as of February 23, 2026*



**Cepand Alizadeh**  
Government Relations Specialist



**Darryle Emerson**  
Director, Programs + Events



**Angelica Espinoza\***  
Bookkeeper  
*\* through January 30, 2026*



**Leslie Marquez**  
Director, Marketing + Communications



**Karla Morales\***  
Vice President, Southern Arizona Regional Office  
*\* through January 16, 2026*



**Jamie Neilson**  
Director of Operations, Southern Arizona



**Don Rodriguez**  
Editor



**Paloma Santiago\***  
Vice President, Southern Arizona Regional Office  
*\* as of January 26, 2026*



**Ron Schott**  
Executive Emeritus



**Diana White**  
Chief of Staff



**Victor White**  
Administrative Assistant



**Deborah Zack**  
Vice President, Membership Services



**Steven G. Zylstra**  
President + CEO

## SCITECH INSTITUTE STAFF MEMBERS



**Jeremy Babendure**  
Executive Director



**Claire Conway**  
STEM Ecosystem Director



**Eileen Healy**  
CSO International Program Director



**Sharae Basnight**  
Bookkeeper



**Taylar Cook**  
CSO AZ Program Coordinator



**Tifanie Lewis**  
STREET Team Member



**Maiya Checks**  
STEM Ecosystem Project Manager



**Sarah Cundiff**  
CSO International Program  
Manager



**Makenna Littell**  
Event Coordinator



**Mary Chisholm**  
CSO International Program  
Coordinator



**Anahi Espinoza**  
STEM for All Kits Assistant



**Jacob Lounsbury**  
Director of Global Partnerships



**Lynette Clark**  
Coconino County STEM Hub  
Coordinator



**Ashton Grove**  
CSO AZ Program Manager



**Bailey Lozevski**  
Salesforce Integration Specialist



**Destiny Madaje**  
STEM Events & Resources  
Manager



**Vanessa Thompson**  
Director of Finance & Operation



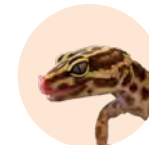
**Nova the Gecko**  
Community Outreach Mascot



**Amanda Rincon**  
STEM Ecosystem  
Program Coordinator



**Ciara Ware**  
STEM for All Kits Coordinator



**Murphy**  
Office Mascot



**Antonio Salazar**  
Communications Coordinator



**Tom Wilson**  
Workforce Development &  
Post-Secondary Education  
Coordinator



**Rolo the Robot**



**Yvonnda Shelton**  
Workforce Development  
Specialist



**Brittany Sweeney-Lawson**  
Marketing & Communications  
Manager



# HERE. THERE. EVERYWHERE.

Technology is everywhere—moving with us wherever we go. It's in the GPS devices that track our adventures, the smart phones that capture every moment, and the networks that keep us connected. From smart watches to advanced navigating systems, innovation surrounds us. Wherever technology is needed, Avnet is there. As a leading technology distributor, we help deliver the devices, systems, and solutions that shape the modern world.

**Avnet - Delivering what's next in technology, wherever life takes you.**

[avnet.com](http://avnet.com)

**AVNET®**



## Marketing without intelligence? That's just guessing.

At Ideas Collide, IC:IDQ is our methodology—our philosophy for how great brands grow. We integrate data and insights to reveal opportunities, shape strategy, and measure success.

Let's take the guesswork out of your marketing—together.

**Full-Service Marketing | Data-Driven Results**

**IDEAS  COLLIDE**

[www.IdeasCollide.com/ICIDQ](http://www.IdeasCollide.com/ICIDQ)

# SPONSORS

PREMIER



# SPONSORS

## PLATINUM



## VISIONARY + CONTRIBUTING

AGM Precision Machining | Alliance Bank | Arizona Public Service | Benefit Commerce Group | Chamber of Southern Arizona  
 Crating Technology | Intel | Involta | Keap | Meta | MicroAge | MSS Business Transformation Advisory  
 Pacific Office Automation | Phoenix Technology Audio Visual | Pima Community College | Rincon Research | Ring Plan  
 Salt River Project | Spencer Fane | Sun Corridor, Inc. | Tech Parks Arizona | VB Cosmetics | Viavi Solutions

# COUNCIL MEMBERS

- 10 to 1 Public Relations
- 101 Group
- 3-Pillars Performance Group, LLC.
- 3Shape Design Services, LLC (formerly FullContour LLC)
- 4D Technology Corporation
- A People's Choice Media
- A&P Material Supply LLC
- A.M. Fadida Consulting
- A3D Manufacturing
- AAED (Arizona Association for Economic Development)
- Aagra Consulting
- AAP Automation
- Acara Solutions
- Accelerate
- Accelerynt, Inc
- Accenture LLP
- AccessAbility Officer
- Accion Labs
- AccountabilIT (AIT) purchased by Corsica Technologies
- ACESA (Arizona Council of Engineering & Scientific Associations)
- ACG Arizona
- AdValue Photonics Inc
- Advanced Strategy Center featuring Converge LLC
- AdviNOW Medical
- Aerospace Arizona Association
- AGM Container Controls, Inc.
- Ai Trailblazers
- Airth Solutions
- Airy Optics, Inc.
- AITR LLC
- Akkodis
- Alerion Capital Group
- Aligned Data Centers (Phoenix) LLC.
- Alimental Business
- ALIO IT SOLUTIONS LLC
- Allata
- Alliance Bank of Arizona
- Alliance of Arizona NonProfits
- ALP Law, PLC
- Alphacore Inc
- Amazon
- Ambature, Inc.
- American Battery Factory
- American Center for Optics Manufacturing (AmeriCOM)
- American Express
- American Medical Solutions, Inc.
- American Panel Solutions (AMPS), part of Corning (was JA Solar)
- American Pneumatic Air Systems LLC
- American Society for Quality (Phoenix Section)
- Amistades, Inc.
- AmpleTech Refresh
- Analytic Era
- AnalyticWorks
- Anderson Painting Co., Inc.
- ANM
- AOM - Arizona Optical Metrology LLC
- APOMA American Precision Optics Manufacturers Association
- Apple
- Applied Energetics Inc.
- Äpre Instruments, LLC
- Arete
- Arevon Energy, Inc.
- Arizona Central Credit Union
- Arizona Chamber of Commerce and Industry
- Arizona Charter Academy
- Arizona Commerce Authority (ACA)
- Arizona Cyber Threat Alliance, Inc. (ACTRA)
- Arizona Department of Education
- Arizona Forward
- Arizona Hispanic Chamber Of Commerce
- Arizona Israel Technology Alliance
- Arizona Lithographers
- Arizona Science Center
- Arizona Small Business Association
- Arizona Solar Energy Industries Association (AriSEIA)
- Arizona Spaceport Alliance
- Arizona State University (ASU)
- Arizona Tech Investors (ATI)
- Arizona Telemedicine Program
- Arizona Thin Films
- Arizona Western College
- Arizona-Mexico Commission

Ark (Formerly Involta)	AZ Industrial Lasers, LLC	Blue Cross Blue Shield of Arizona	Cathleen Barton Consulting
Artha Data Solutions LLC	AZ Venture Capital Inc.	Blufish Design Studio	CBIZ Benefits and Insurance Services, Inc.
ASM America	AZBIGMEDIA	Bobcat Cyber LLC	Cell Shop, Inc
Aspire Business Consultants	AZBio (Arizona BioIndustry Association)	Bombardier Aviation Service	CellTrust Corporation
Association Reserves - Arizona, LLC	B3 Strategies	Bonfire Technologies	Center for the Future of Arizona
Assure Trust NOW, LLC	BacVax, Inc	Booth Udall PLC	Central Arizona College
AssuredPartners of Arizona	Ballard Spahr	BotBuilders	CentricsIT
AstroHire Executive Search & Recruitment	Baltu Technologies	Boundy Consulting, LLC.	CGI
Asure Software	Bank of America (Tucson)	Bourbon Lore LLC	Chain Bridge Partners
AT&T	Banner & Witcoff	Boys & Girls Club of the Valley	Chambers for Innovation and Clean Energy
ATIC	Banner Health	Brad Johns Consulting L.L.C.	Change Maker LLC
ATOM Innovation	BASIS Schools. Inc.	Brainiest AI Technology	Chariot Command Corp
Auer Precision / Auer Medical	BC Automation, Inc.	BreatheEV	Chase Plastics
Aurora	Beacon Group, Inc.	Breault Research Organization	CHEMICAL STRATEGIES, INC.
Avantus	Bechtel	Brodeur Partners	Chetu Inc
Avnet Inc	Benchmark	Brown & Brown	Chihuahua Economic Development Corporation (Chihuahua Global)
Avocat Group - Arizona	Benefit Commerce Group, an Alera Group Company	Buchalter	Choice Hotels
Awakening Minds, LLC	Benefit Solutions Northwest DBA Anything Insurance	Bullseye Precision Bookkeeping and Professional Office Services LLC	Cidersoft
Axis Entertainment, Inc	Better Business Bureau of Tucson Inc.	Burns & McDonnell	Cinch I.T.
Axis Recruiting Solutions, LLC	BigData Southwest	Business Automation Associates, Inc.	Cintana Education, LLC
Axon Enterprise Inc.	BIO5 Institute	Cactus Materials, Inc.	CirrusNorth
AZ Chapter of SIM	Black Chamber of Arizona	Canada Arizona Business Council	CIS Global
AZ Collab	BlackBar Engineering	Candor Cloud	Cisco Systems, Inc
AZ Crown Investments, LLC	Blink Public Policy	Canyon Angels	City of Avondale
AZ Cyber Initiative	Blockwise Engineering LLC	Carbon Utility LLC	City of Douglas
AZ Growth Advisors	Blue Canoe Marketing LLC	Castelazo Content	City of Flagstaff (Economic Development)
AZ HR Hub		Caterpillar Inc.	

City of Glendale, Economic Development  
 City of Hope  
 City of Peoria Economic Development  
 City of Phoenix - Information Technology Services Department  
 City of Phoenix Community & Economic Development Department  
 City of Prescott  
 City of Scottsdale  
 City of Scottsdale, Economic Development  
 City of Sierra Vista  
 City of Surprise, AZ TechCelerator  
 City of Tucson  
 Claro Enterprise Solutions  
 Clean Coders Studio LLC  
 Clientship  
 Climate Power  
 Cloud Transit Systems LLC  
 cloudIT  
 Code.org  
 Codebook AI  
 Coefficient  
 Coeus Consulting  
 Coinbase  
 Cole Technologies  
 CollabraTech Solutions  
 College Board  
 Comcast

Comcast Business  
 Complete Technology Solutions, LLC  
 CompuGroup Medical Inc.  
 Conexo Casa  
 Consulate of Canada  
 Content at Scale  
 Contexture  
 Control Vision, Inc.  
 Conversight.ai  
 Copper Hill Strategies  
 Copper State Credit Union  
 Cordia  
 Corelight  
 Cornerstone Public Affairs, LLC  
 Coronado Communications Corporation  
 Cox Business - Tucson  
 Craters and Freighters  
 CRATING TECHNOLOGY  
 Crescent Edge, LLC  
 Crest Insurance Group (Tucson)  
 Crestline Plastics In. - a division of Conductive Containers Inc.  
 Critical Infrastructure Investments  
 Critical Path Institute  
 CTC, Inc.  
 CVS Health  
 CXtec  
 CyberGlobal of Phoenix

CyberLogic Security  
 Cybersecurity Readiness Advisors  
 CyberSecurity Sensei Mentorship Program  
 Cyderes  
 CyrusOne  
 Damschen Financial Planning  
 Darling Geomatics  
 Darwin Advisory Partners LLC dba Darwin Research Group  
 DAS Technology  
 Dataforth Corporation  
 DataWorks, LLC  
 Davis Interior Graphics & Signs LLC  
 DB Wilson LLC  
 Decipher Consulting  
 Delta Development Team, Inc.  
 DENSEC ID LLC  
 Deutsch Architecture Group  
 Dexian  
 DHX Software, LLC  
 Diamond Coatings Inc  
 Digital Instincts, Inc  
 Digitanity  
 Dignitech Services Inc  
 DigiVid360 LLC  
 DiMartino Associates  
 Disca, LLC  
 Distant Focus Corporation

Dixon Golf  
 DJM Consulting, Inc.  
 DMC Strategic IT Consulting  
 DMD Systems Recovery Inc.  
 DoorDash, Inc.  
 Dorsey & Whitney LLP  
 DPR Construction  
 Dreamztech US Inc  
 DRIPBL STEAM ANALYTICS  
 DriverAI, LLC  
 DSM Arizona Inc.  
 Durasec Cloud Solutions  
 DYFNZ  
 E Source (formerly ILLUME Advising)  
 E3 Displays  
 Earl & Curley PC  
 Earle Associates Arizona  
 Earn to Learn  
 East Valley Partnership  
 Echelon Orbital Inc.  
 Eclipse Clinical Research  
 ECN IT Solutions  
 Eco Canon/Hastings Industrial HVAC  
 ED2 Corp  
 EdgeCore Data Centers (Mount Elbert Capital Partners)  
 Edmund Optics  
 Edwards  
 Efficient Power Consulting LLC

EIC	Exponent Inc.	Galaxy Consulting	Hathority, LLC
Eide Bailly	EY	Galvanize	Hawkins Design Group, Inc.
Eight Eleven Group	Fast DMS	Gap View Enterprises	Headfarmer LLC
Electric Applications Incorporated	FBI	GenTech	Health Information Management Systems
Electronic Product Services LLC (EPS Global)	Fidesty	Gibson Insurance	Hecker Pew PLLC
Elevate	FinchUX Design Studio	Girl Scouts of Southern Arizona	HeetShield Inc.
Elevate Southwest	Fireline Science	GLOBAL Automation Technologies LLC	Hello Phoenix Inc
Eliassen Group	FirstDigital Telecom - Tucson	Global Chamber	Helpside
Embry-Riddle Aeronautical University	Flinn Foundation	Global Superabrasives	Heroic Arizona
EMCORSOFT	Flowing Wells Unified School District	GoldBand Corporation dba Airtelligence	Hexagon Mining
Emerald Computers	Foam Packaging Specialties	Goodman Schwartz Public Affairs	Higher Wire Inc.
Employee Benefit Exchange, Corp.	Foobar LLC	Google	Hildebrand Law, P.C.
Employers Council	Forced Physics LLC	GPEC (Greater Phoenix Economic Council)	Hipokratiz
Enterprise Networks Solutions Inc	ForeOptics	GR Financial Group, LLC	Hire Capacity
Entrepix, Inc.	Foresight On-Site	Grand Canyon University	Hofstadter Analytical Services, LLC
Envisionate	Fortescue	Grant Thornton LLP	Holmes Consulting Group Inc.
Envoy Data Corporation	Fortinet	Greater Phoenix Chamber of Commerce	Homer Scientific Inc (part of Numerix-SQuant group)
Ephibian Inc	FPT USA Corp	GreenLoop IT Solutions	Honeywell
ER2 - Electronic Responsible Recyclers	Fractional CMO, LLC	GroveSite	Hydronalix
ERISA Benefits Law, PLLC	Franco IO Consulting	Growth Optimized	Hylios
EscrowTab, Inc.	FreeFall Aerospace, Inc.	Grupo Red USA (Tucson)	Hyperion Technologies
eSentire	Freeway LLC	GSE Biomedical	HyRel Technologies
Estado de Sonora Secretary of Economy	Fringe Metrology LLC	GTN Technical Staffing	IBM
Ethics Suite	Full Swing Studios	GW Strategies	ICU Technologies Incorporated
EVolution Motor Company LLC	Fuller IP Law LLC	Hart Scientific Consulting International LLC	Ideas Collide
Expedient	Fuss & O'Neill Manufacturing Solutions		Idora Law Studio
Experience Scottsdale	Future Flight Global		IEEE Phoenix Chapter
	G&A Partners		

IMA Salt Lake City (Property and Casualty)  
 iMatch Technical Services  
 Immedia  
 Impact Sales Advisors LLC  
 In Time Tec  
 inBusiness  
 Indus AiLabs Corp  
 Industrial Development Authority of the City of Sierra Vista  
 Infiniteq-Techlane  
 Infinity Insurance Partners  
 Inflextech LLC  
 Infosys Limited  
 Innovative Avionics, LLC  
 Innovative Climatic Technologies Corporation dba Air20  
 InnoXXConnect LLC  
 In-Position Technologies  
 Insperty  
 Institute for Digital Inclusion Acceleration (IDIA)  
 Integrated Axis Technology Group  
 Integrated Consulting and Coaching LLC  
 Integro Bank  
 Intel Corporation  
 Interbiz Consulting, LLC  
 InterLnX, Inc.  
 International Research Center

Intero Digital  
 ionite  
 Iridescence LTD (Tangiers, Ltd.)  
 IRLabs, Inc.  
 Iron Mountain Data Center Services, LLC.  
 IronEdge Group  
 ivelah  
 JagCo  
 JCW Oz Inc  
 JetStream Advisors  
 JFS Embedded Solutions, LLC  
 JNR Networks  
 JobPath Inc.  
 John Page Burton  
 Joiful Health  
 Junior Achievement of Arizona Inc  
 JW Marriott Starr Pass  
 K LINE LOGISTICS U.S.A INC.  
 K.R.A.K.E.N. Corps  
 Katalize LLC  
 KB Woods  
 KBF CPAs  
 KeenStack  
 KeepWOL  
 KEO Marketing Inc  
 Keyser  
 KGB Communications

KinetX Inc  
 Kingston Business Solutions  
 Kirsh Manufacturing, Inc.  
 Kiterocket  
 Kitship  
 Kiyohara Optics Inc.  
 Klontech Measurement Solutions  
 KM2 Consulting  
 KostaCLOUD Inc.  
 L&T Technology Services LLC  
 Lambert by LLYC  
 LATERAL.systems LLC  
 Latham Industries  
 Latimer Controls, Inc.  
 Lavidge  
 Lee & Associates (Marc T. Pierce)  
 LeeShanok Network Solutions  
 Legacy EV  
 Legacy Wealth Management  
 Leonard Workforce Solutions  
 Leonardo Electronics US Inc.  
 LHH Recruitment Solutions  
 LifeCycle Delivery  
 Light Source Communications  
 Lincus, Inc.  
 Link Tech, LLC  
 Liquidity Partners LLC  
 ListenUp  
 Litespar, Inc.

Local First Arizona  
 Location Based Holdings, Corp., d/b/a AlertGPS  
 Lowell Observatory  
 LS2group  
 LSAS Tec, Inc  
 Lucid USA Inc  
 Lumifi  
 Luminos Innovation, LLC  
 M Culinary Concepts  
 M2PV LLC  
 Magenium Solutions  
 Maplebear inc. dba Instacart  
 Marcus Engineering, LLC  
 Marcus Networking Inc.  
 Maricopa Community Colleges (CGCC, EMCC, GWCC, GCC, MCC, PVCC, PCC, RSCC, SCC, SMCC, SW Skill & Maricopa Skill Centers, AZSBDC Network)  
 Maricopa County School Superintendent's Office  
 Marketing-QA  
 MARS Suite, Inc.  
 Marsh  
 Maskine LLC  
 mass flow one llc (dba) Precision Flow Lab  
 Matellio Inc.  
 Maven Project Management, LLC  
 Maverick Power

max( automate )	Modular MX	Nikola Corporation	Optilab LLC
Mayo Clinic	Mollitiam Solutions	Nikon Research Corporation of America	Optimal Manufacturing
MC Consulting Services	Moonshot	Nokia	Oracle NetSuite
McMardon Investment LLC. (AKA MAC6)	Moser Consulting Inc.	North Star Resource Group	Orion Innovation Partners, Inc.
MCXXM, Inc.	Motion Tactic	Northern Arizona University	OZO
MedWatch Technologies	Motion Technologies Inc.	NP Photonics, Inc.	Pacific Advisors LLC
Mercurio Analytics Inc	Mountz Inc	NucleusTeq Inc	Pacific Integrated Handling
Mercury System Inc	Move Cars	Nymbus Media	Pacific Scientific
Meritage Homes	MSS Business Transformation	Obodo Energy Partners	PacketWatch
Meta Platforms Inc.	MTC	Office of the Chief AI and Data Science Officer	PADT, Inc.
Metro Education Commission	MueveFlex Wellness	OLIN Automation Services, LLC	Page Per Page
Metz & Associates PLLC	Mundt & Associates	Olympus Controls Corp.	Paira
MicroAge	Mural Technologies	On Top of I.T.	PAL Consulting Management, LLC
Micro-Hybrid Electronics Incorporated	MVHL Consulting,LLC	OnboardIT	Pano
Micromex, Inc	My Biz Niche	OncoNexus	PARA Consulting
Microsoft Corporation	My SteppingStone, Inc.	ONE Community	Paradigm Manufacturing
Milestone Formula DBA Banner Edge media	Myintelligo LLC	OneAZ Credit Union	Paradox, Inc.
Military Insights Knowledge & Enlightenment (MIKE) LLC	Myriad360	OnPoint Impact	Paragon IT Professionals
Milligan Lawless, P.C.	Naked Optics Corp	ONYX Design and Manufacturing Firm	Paragon Space Development Corp
Mind Grove Inc.	Navaera	OpenClassrooms	Paramium Technologies
Mintropy	NBOUND	OppsSpot, LLC	Parchment (now part of Instructure)
MJS Designs	Netcomm Consulting Services	Optica (formerly The Optical Society - OSA)	Parent Projects, LLC
MKS Imaging Technology LLC	Netherlands Business Support Office Arizona	Optical Perspectives Group	Paychex
MLC CAD Systems	Neubloc	Optical Support, Inc.	PayGround Inc
mLogica	New Horizons Learning, LLC (DBA New Horizons) AKA Educate 360	Optical Systems Design, LLC	PayPal North America
Moatable	NewGen Business Solutions	Optics Valley	Penguin Solutions
	Nextage		Pentakt
			Per Scholas

Phantom Space Corporation  
 PHENX Products LLC  
 Phocos Americas  
 Phoenix Business Journal  
 Phoenix Committee on Foreign Relations  
 Phoenix Community Alliance  
 Phoenix Section - AIAA  
 Phoenix Technology Audio Visual LLC  
 Photonics Automation Specialties, LLC  
 Pima Community College  
 Pima County Economic Development  
 Pima County ITD  
 Pima County JTED  
 Pima County One-Stop/Arizona@Work  
 Pima County Superintendent of Schools  
 Pima Rocketry Club  
 Pinal Partnership  
 Pipeline AZ  
 Pipeline Design & Engineering  
 Planatome, LLC  
 Plug and Play Tech Center  
 Plus Power  
 PMI Phoenix Chapter  
 Polestar Technical Sales  
 Polymer Chemistry Innovations  
 Power Women Investing

PowerPhotonic Inc  
 PracticeVantage Consulting  
 Prane Holdings LLC  
 Pravici LLC  
 Precision Technical Molding LLC / MD Plastics LLC  
 Predictive Solutions Engineering, LLC  
 Prescott Center for the Future  
 Press Aerospace & Defense LLC  
 Prime Solutions Group, Inc  
 Principal Financial Group  
 Prism Global Marketing Solutions  
 Pro Data Communications  
 Project Lead The Way  
 Project Management Institute - Tucson Chapter  
 Promise Carbon  
 Pronet / Wardion (Cypherbytes LLC)  
 Proteum Machining  
 Prototron Circuits  
 Providence First Trust Company  
 Public Policy Partners  
 Pureflow, Inc.  
 Purity ReSource Inc  
 QTS Data Centers  
 Quality Implementation Services, Inc.  
 Quantum Innovative Solutions (QIS) (Qi Solutions)  
 Quantum5  
 Quarles

Quartus Engineering  
 Quest  
 Qwaltec  
 Radiant Dev  
 Radiant Product Development  
 Radius AI  
 Raytheon  
 Rayva, Inc.  
 Real Time Consulting, LLC  
 Realty 1031-21 LLC  
 Red Frame Innovations, LLC  
 Referred  
 Regal Fierce Media  
 Remedy Medical Manufacturing  
 Replicant  
 Resilient Software Security  
 RevampIT Audio Video LLC  
 RGROUP Professional Services  
 Ridgetop Group Inc.  
 Rimini Street  
 Rincon Optical Consulting LLC  
 Rincon Research Corporation  
 RingPlan  
 RK Squared, LLC  
 Robert Bosch North America  
 Rocky Mountain Performance Excellence (RMPEX)  
 RokPaper Packaging  
 Roselion

Royale International Couriers LTD.  
 Rrova  
 RsO Designs, LLC  
 Ruda Optical  
 Rytek Technical Service  
 RYTHMz  
 S Cube Technologies LLC  
 S+S Consulting, Inc.  
 Safari Micro Inc  
 Sahuarita Unified School District  
 Sail  
 Salty Limao Consulting  
 San Miguel Corporate Work Study Program  
 Sanyo Corporation of America  
 Saras AI Institute  
 SARSEF: Southern Arizona Research, Science, and Engineering Foundation  
 Savant Software, Inc.  
 ScholarshipsA-Z  
 SCHOTT MINIFAB  
 SciTech Institute  
 SCOP (Southwest Center for Optics and Photonics)  
 Scorpion Technologies LLC  
 Scottsdale Area Chamber of Commerce  
 Scynce LED LLC  
 Sears Gerbo Architecture  
 Securaplane Technologies

Secure Micro Technologies, LLC	of Commerce & Affiliates	Swift Coat, Inc	Thaloz
Secured2 Corporation	Southwest Mission Acceleration Center	SWS Computers	The Aerospace & Defense Forum
SENPHONIX	Spark Photonics Foundation, Inc.	Sydor Technologies	The AES Corporation
Senphonix	Specialty Weld Systems	Synapse Labs Inc	The Arizona Group Insurance Brokers
ServerLift Corporation	Spencer Fane LLP	Synaptiq	The Boeing Company
ServerLIFT LLC	SPG Advisory	T. R. Hill Executive Coaching & Consulting	The Catholic University of America - Tucson
Seven Layers, LLC	SPIE	TalentBridge, Inc.	The Chamber of Southern Arizona
Sharp Business Systems	Sprout Marketing	Talos Aviation Group	The Connective
Shelli Industries	SRP (Salt River Project)	Tangent Aviation, LLC	The I.T. Company Ltd.
Shin-Etsu MicroSi	Stackhouse	Tarmac	The Intersect Group
Sinatra	Startup Tucson	TCT Property Management Services	The Nature Conservancy
Sincera Talent Partners	Startup Unidos LLC	Team AZ Motorsports	The PMO Squad
Sinch	State of Arizona	Team SAGE / Long Realty	the revenue game, llc
SiteTechnology	STChealth	Techbros Electronic Recycle & ITAD	The RFP Success® Company
Skill Struck	Stifel Private Client Group	Technical Talent Group	The Sensor Group LLC
Skin Appeal	Stockdale Capital Partners	Technology Evaluation Centers	The Talent Store
Skypalm Technology Inc	Stone Solutions and Research Collective LLC	Technology Solutions NM, LLC	Thin Client Computing
Slake Consulting LLC	Strategic Bongo (Demosophy)	TechRec Recycling	Third Bridge
Slalom Phoenix	Strategy1	Teikoku Taping System, Inc.	Thrive Coaching and Consulting, LLC
Solaris Photography	Stratus Aero, LLC	Tekletics	ThrottlePlay
Solid Design and Detail	Structured Communication Systems	TEKNIPURE LLC	Tiberius Aerospace Inc
Solugenix Corporation	Student Memberships	Teledyne Photometrics	TIS Consulting Group
Sonic Aerospace Inc.	Sundial Energy, Inc.	Tellabs	Titan Circuits
Sonora Nearshore	SunFlex Solar, LLC	Tempe Chamber of Commerce	T-Mobile for Business
Sonora Quest Laboratories	SW Investments	Tesec Inc.	Total Assure
Sonoran Schools	Swedish-American Chamber of Commerce Arizona	Tetakawi	Town of Gilbert
South32		TGen (Translational Genomics Research Inst)	Town of Oro Valley
Southern Arizona Hispanic Chamber			

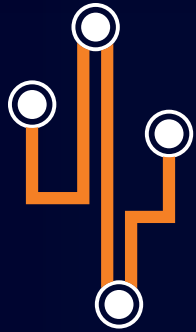
Town of Prescott Valley  
 Town of Sahuarita  
 Tract Manager Company, LP  
 Trade in Motion LLC  
 Traversant Group  
 Trego Integrated Systems  
 Triad Wireless, LLC  
 Triadvocates LLC  
 Trico Electric Cooperative  
 TriNet  
 TSMC Arizona Corporation  
 Tucson Business Networking  
 Tucson Embedded Systems, Inc. (TES)  
 Tucson Optical Research Corp  
 Tucson Unified Technology & Instruction  
 UA Venture Capital, LLC  
 Ubiquia, LLC  
 UK Department for International Trade  
 Unio Digital  
 United Way of Tucson and Southern Arizona  
 University of Advancing Technology  
 University of Arizona Applied Research Corporation  
 University of Arizona College of Engineering  
 University of Arizona College of Information Science

University of Arizona Eller College of Management  
 University of Arizona Office of Research & Partnerships  
 University of Arizona Tech Launch Arizona  
 University of Arizona Tech Parks Arizona  
 University of Arizona Wyant College of Optical Sciences  
 University of Maryland Global Campus  
 UnLoop  
 Urban Farming Education  
 US Air Tech DBA USAT  
 USAA  
 Vail Unified School District  
 Value Chain Dynamics  
 Valutek  
 VAST Consulting Solutions  
 VB Cosmetics, Inc.  
 VentureAide Capital  
 Veracson, LLC  
 Verra Mobility  
 Vertech  
 Veza  
 Viasat, Inc.  
 VIAVI Solutions Inc.  
 Victor Assad Strategic HR Consulting  
 Viettel Technology America  
 Vigo Photonics

Vincit  
 Virgin Galactic  
 VISKA Consulting LLC  
 VitalEco  
 Volante Software  
 VRTECH Solutions  
 Vyon Technology  
 Walter P Moore  
 WareActiv  
 Washington Technology Industry Association  
 WattEV  
 Waymo  
 Webmethod  
 WebPT  
 Western Governors University  
 Westmarc  
 Wexford Science + Technology  
 Willis Towers Watson (AKA Willis Towers Watson Insurance Services West, Inc.)  
 WillPower Partners  
 Winsor Consulting Group, LLC.  
 Wolf Management Solutions  
 World Wide Technology  
 Xmetryx, Inc.  
 XNRGY Climate Systems US  
 Yavapai College  
 Yeager Marketing

Yen Pilch Robaina & Kresin PLC  
 Your Company CIO, LLC  
 YWCA of Southern Arizona  
 Zwilling Wulkan PLC  
 Zxerex Corporation





ARIZONA  
TECHNOLOGY  
COUNCIL

a place to connect and grow

**PHOENIX**

2800 N. Central Ave., Suite 1530  
Phoenix, Arizona 85004  
602.343.8324

**TUCSON**

1215 E. Pennsylvania St., Suite 122  
Tucson, Arizona 85714  
520.388.5761

[AZTECHCOUNCIL.ORG](http://AZTECHCOUNCIL.ORG)



**Designed By**

IDEAS  COLLIDE