In 2022, the NC Department of Commerce found:

- 40 Tier 1 Counties
- 40 Tier 2 Counties
- 20 Tier 3 Counties

Data from: https://files.nc.gov/nccommerce/documents/Research-Publications/2022-Tiers-memo_asPublished_113021.pdf

### Tier Rankings use Four Factors:
- Average unemployment rate
- Median household income
- Percentage growth in population
- Adjusted property tax base per capita

### Staffing disruptions from work-from-home/virtual working
5.8%

### Staff burnout due to pandemic
15.7%

### Reduced revenue or loss of funding
10.5%

### Other
6.1%

### No long-term impacts
4.7%

### Operational disruptions
7.7%

### Disrupted services
6.2%

### Too soon to tell the effects
11.4%

### Staffing disruptions
5.8%

### Supply chain disruptions
5.8%

### Disrupted services
6.2%

### No long-term impacts
4.7%

### Operational disruptions
7.7%

### Other
6.1%

### Staff burnout due to pandemic
15.7%

### Reduced revenue or loss of funding
10.5%
The CX100 survey exposed that most organizations believe that Covid negatively impacted their operations and shows the ways in which they believe it has. Tier 1 counties are most vulnerable to the negative impacts of the pandemic, and since they make up 40% of North Carolina counties, they need to be the focus of aid relief by the state and the university.

According to the organizations in the CX100 survey, some of the things that can be done include:

"Additional insights on educational disparity based on socioeconomic status."

"Continue to educate our younger population and demonstrate characteristics of leadership and forward-thinking."

"Thru alumni groups holding fundraising functions."

"Work to expand Medicaid."

"Help business keep employees and implement ways to do employee value."