THE ESSENTIAL HOW-TO GUIDE:
MOVING TO PHOENIX

BESTCOMPANIESAZ
Welcome to the Valley of the Sun! BestCompaniesAZ is proud to welcome you into our thriving community.

In recent years, Arizona has experienced an economic boom; in turn, its population, and work opportunities have flourished.

This guide is for job seekers, and those seeking more information about how they can benefit from moving to Arizona. Our hope is that this guide leads you to make an informed decision about whether Arizona is the right home for you. Happy reading!

About BestCompaniesAZ

BestCompaniesAZ has been at the forefront of building sought-after employer brands and prestigious workplace awards programs since 2003.

We help award-winning employers position themselves as great places to work. Many of the top companies in Arizona have benefited from our employer branding strategies.

Denise Gredler, CEO & Founder
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WHY MOVE TO ARIZONA?
5 BENEFITS OF MOVING FROM CALIFORNIA TO ARIZONA IN 2019

Got a job lined up in Arizona or thinking about starting a new life in the desert? Both California and Arizona are close-knit neighbors, but there’s a ton that differentiates the two western states. Famous for its expansive desert landscapes, colorful sunsets, yearlong sunshine, and explosive growth, Arizona has attracted residents from all over the country.

Why move from California to Arizona in 2019?
Swapping the Golden State for the Grand Canyon State comes with a long list of benefits. Other than trading in smog-filled skies for clear blue stretches, where else does Arizona beat out California? Read on!

Cost of Living
Since receiving statehood nearly 100 years ago, Arizona’s population has grown 3,400%! Much of this growth has happened since the 1970s, when air conditioning became more common. A large part of Arizona’s attraction is due to a well known low cost of living.

Compared to California, average rents and daily costs in Arizona are a steal. In fact, CNN’s Cost of Living Calculator estimates that a salary of $100,000 in San Francisco will buy you the same as $50,000 in Phoenix. The same $100k salary in San Diego amounts to $65,000 in Phoenix.
This is because the cost of groceries, housing, utilities, transportation, and health care are significantly less in Arizona.

 бонус: Arizona’s income tax is nearly half that of California’s.

Natural Disasters
From north to south, California is known as a magnet for natural disasters. Moving from California to Arizona, you can rest assured that you won’t be struck by damaging earthquakes or forest fires.

Arizona is buffered from the Pacific coast by both Mexico and California. The state is also firmly situated on bedrock, safe from earthquakes you can actually feel. Most of the population lives in the Phoenix valley, where there isn’t much vegetation to burn in wildfires. All these safeguards mean Arizona rarely attracts natural disasters, having only had three since 1953. In comparison, California has had 50 in the same period, making it the most disaster prone state in the USA.

Traffic
California is famous for its warm southern beaches, celebrity culture, and diverse metropolises. However, California also takes best in show for crazy, long commutes and traffic congestion.

Out of all cities in the United States, Los Angeles and San Francisco take top place as the most congested cities for traffic. San Jose follows at number five. The first Arizona city doesn’t appear on the list until Tucson, which takes #26. The most populous Arizona city, Phoenix, enjoys freed up highways and short drives at 47th place in the traffic list.

If you dream of affordable housing only a few blocks from work, Arizona is definitely a good place to check out.

Job Growth
Moving from California to Arizona also comes with plenty of job opportunities. The state ranks third in the country for job growth, with a rate of double the national average. While still ahead of the national curve, California’s job growth rate is slightly behind at 16th place.

Sectors, such as financial services, technology, and healthcare, have been booming in recent years, drawing talent from around the country.

In 2018, Arizona was ranked as the fourth-fastest growing state in the United States.

If you can bear a few months of heat, low living costs, short drives, and photogenic mountains, Arizona has much to offer.

You'll also be just a quick drive or flight from California, so you can still enjoy the beautiful state, minus the notorious I-5 traffic every day.
Wondering where to make your next career move? You may want to pack your bags and head to the Southwest. Nine cities in Arizona earned a spot on the WalletHub list of Best Places To Find A Job In 2018. And more impressively, four fell into the Top 5 for the entire United States! Take a look at the top cities to find a job in Arizona.

**Chandler**

Chandler, Arizona topped WalletHub's list this year, thanks to high scores for the strength of its job market as well as favorable socioeconomic conditions for workers.

The largest employer in Chandler is Intel. And other top employers include Infusionsoft, Bank of America, and PayPal.

In addition to its vast employment opportunities, Chandler is an ideal for families looking to settle down. In fact, for more than a decade, national profit profit parks and recreation advocacy group KaBoom! has recognized in its *Playful City USA* program. Chandler is popular for its annual Ostrich Festival, regional Tumbleweed Park, and Arizona Railway Museum.

**Gilbert**

Located east of Phoenix and coming in at number five, Gilbert has a quaint downtown, but also boasts large employers like the Gilbert Unified School District, Banner Health, Fry's Food Stores, Dignity Health, Walmart and another GoDaddy campus.

Gilbert is home to several natural attractions including the Riparian Preserve at Water Ranch, and the San Tan Mountain Regional Park.
**Scottsdale**

The booming healthcare and finance sectors makes it a huge hub for employment and came in at number two on the list.

The largest employer in Scottsdale is HonorHealth (Scottsdale Healthcare). Others include Vanguard, CVS Health, Mayo Clinic and GoDaddy's headquarters.

Scottsdale, Arizona is home to several attractions like Camelback Mountain, and Scottsdale Fashion Square. In addition, it is host to nightlife strip Old Town.

**Tempe**

Ranked number 20, Tempe is home to Arizona State University, recognized as the #1 university in the US for innovation. Other employers in Tempe include GoDaddy’s Global Technology Center, Direct Energy, State Farm, Insight and many more.

Tempe is rich with culture and activity. Browse Arizona's native plants at the Desert Botanical Garden or take the kids on a day trip to the Phoenix Zoo. Climb the famous Tempe Butte or lounge on the lush green lawns of Tempe Town Beach Park.

Additional metro Phoenix cities that made the list of 182 US cities ranked by WalletHub include Mesa (56), Phoenix (61) and Glendale (81). And just two hours south of Phoenix, Tucson landed at 102 on the list.

The opportunity for employment in Arizona is prosperous. Thousands of people each year flock to the Valley of the Sun to take advantage of the economy and settle down.

If you’re asking yourself, “Is Phoenix a good place to find a job?” WalletHub's list is pretty solid proof. Not to mention Arizona’s beautiful weather and reasonable cost of living. We can't think of anywhere better to build your career!
By working together, we can make Arizona a place where everyone has an opportunity for a better life.

~ Doug Ducey, Arizona Governor
Phoenix area cities, Scottsdale, Chandler, and Tempe, stand among the best cities for jobs in the country in 2019. Phoenix careers are popular in industries ranging from financial technology to healthcare.

The pay is good, the perks are awesome, but it’s more than that. Respect, opportunity, balance, fun, and pride – you don’t want to settle for less. Why should you? Your dream job is looking for you.
For more than 40 years, Schwab has been challenging the status quo to help investors and those who serve them transform lives and realize dreams. Every decision we make is based on seeing things through the eyes of our clients.

To do that, we have to truly care about those we serve – and each other. And we do. Our culture of service makes Schwab a special place to work, where employees can literally change people lives. Schwabbies, as we’re known, are forward-thinking, and passionate. We value transparency and integrity, which are at the heart of all we do for our clients and one another.

At Schwab, we believe in the power of investing to transform people’s lives. We see investing as a commitment to the future. We are seeking individuals that understand the impact of great service. Whether you’re an experienced financial professional or new to the industry, the opportunities we offer may surprise you.

Our commitment to building an inclusive environment where everyone feels valued is what sets us apart. Schwab is dedicated to building and maintaining a dynamic organization and culture that reflect the individual strengths of every person who is a part of the company. Through diversity we gain a wider range of perspectives and experiences, which benefits everyone and helps us ‘see through clients’ eyes.’ And by seeing our business through the eyes of our clients, we are able to deliver the best client experience possible.
Meet our people, peek into our culture. Look what makes our community vibrant and diverse, innovative and fulfilling. We’re dedicated to helping customers in need, and it’s our underlying compassion that makes us who we are.

At Farmers Insurance, our employees set the tone, drive our strategy, dream of the future, and create world class customer experiences.

Our employees also help make Farmers one of the largest insurers of vehicles, homes and small businesses in the United States. We’re continually looking for new people to join our team.

If you’re a proactive self-starter who wants to work on innovative, meaningful projects that make positive impacts on customers and communities, take a look at what working at Farmers could mean for you. Then, find the job that fits your career ambitions and apply.

Farmers is over 90 years old, but we’re still taking on new adventures—like expanding in Phoenix! Over the next few years, we’ll fill our brand new building with great teams of people. We’re looking to hire employees who have a natural drive to help others and want to learn about the transforming insurance industry.

WE’RE GROWING IN PHOENIX
GoDaddy's mission is to radically shift the global economy toward life-fulfilling independent ventures—helping our customers kick-ass by giving them the tools, insights and the people to transform their ideas and personal initiative into success. With more than 17 million customers worldwide and more than 75 million domain names under management, GoDaddy gives small business owners the tools to name their idea, build a beautiful online presence, attract customers and manage their business.

Our values are witnessed every day in our company's culture and are declaration of who we are. Our values are the North Star for every member of Team GoDaddy and power our success. Our values help each of us be our best selves and are paramount to how we attract, hire, promote and reward the world's best employees.

Help us transform the global economy, one entrepreneur at a time. You won't just be helping build our company, you'll be helping millions of people reach their dreams through technology and service.
USAA is unlike any other financial services organization. When you join us, you’ll become part of a thriving community committed to going above for those who have gone beyond: the men and women of the U.S. military, their associates and their families.

We draw upon our unique understanding of the military community’s lives and livelihood, and our own financial strength, to provide a full range of highly competitive financial products and services for every stage of life.

In order to play a role on our team, you don’t have to be connected to the military yourself – you just need to share our passion for serving our members. Bring your career to USAA and discover an environment like no other.

OUR STRENGTH, STABILITY AND DRIVE SERVE AN IMPORTANT PURPOSE

- We are proud to be one of the only fully integrated financial services organizations in America
- Financially strong, USAA is ranked 139 on the FORTUNE 500®
- We have over 10 million members
- We are ranked among the top 10 largest homeowners insurers and auto insurers, based on direct written premiums (2013 ranking from SNL Financial data)
- We are ranked among the top 10 credit card providers for both outstanding balance and purchase volume (2012 ranking from Nilson Report, for MC/Visa only)
- We are proud employers of a diverse workforce and inclusive of individuals with disabilities, military and spouses/partners, and a multi-generational workforce
The past 10 years marked a period of rapid growth for Spear, as the company evolved from a cozy startup to a global authority on dental education and practice growth. Today, Spear impacts more than 17,000 dental practices annually, empowering dentists and their teams to provide optimal care for more than 20 million patients.

The company has solidified its position as a leader in the $120-billion dental industry, which is forecast to grow even more over the next several years. Spear has been recognized in the “Future” category as one of the “100 Best Arizona Companies” named by BestCompaniesAZ based on its potential growth and impact on the Arizona economy.

SPEAR'S FOCUS

The company carries the name of founder Dr. Frank Spear, one of the world’s most renowned experts and educators on restorative and esthetic dentistry. Doctors turn to Spear to improve their clinical skills, deliver superior care to their patients and optimize how they run their practices.

For many, that means taking courses through Spear Online, dentistry’s most innovative online learning platform (named “Best Product” by Dental Product Shopper) and attending interactive seminars and workshops at the state-of-the-art Spear Campus in North Scottsdale, which is regarded as a hub for dental innovation.

However, Spear’s solutions extend beyond traditional dental continuing education coursework — including with technology that drives patient education and tools to help dental professionals maintain effective referral processes that lead to better patient outcomes.
So, you landed a stellar job and plan on moving to Arizona? Congratulations! And you’re not alone. In 2018, Maricopa County (home of Metro Phoenix) saw the highest population gains in the United States from new residents. Californians represented the largest group moving into Arizona, in large part driven by lower costs of living, among other benefits of moving from California.

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<th>NEW JOB?</th>
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<td><strong>THE COMPLETE MOVING TO ARIZONA CHECKLIST</strong></td>
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If you haven’t lived in the Grand Canyon State before, you may be in for a surprise. While Arizona typically brings up images of sizzling summers and nonexistent winters, northern Arizona boasts popular ski slopes and high elevations. Apart from the state’s unique climate ranges, there are a number of other things to prepare for before your big move.

1. **Notify your current job**
   If you haven’t already, notify your current employer of your upcoming leave. While a two-week notice is common etiquette, there is actually no federal or state law that requires it. Check in with your company’s HR policies and state laws to familiarize yourself with protocol.

2. **Schedule a moving timeline**
   Moving to Arizona involves tons of moving parts! With a family in tow, there are many more things to keep in mind. Create a realistic timeline to keep yourself on track as you check off tasks to do.

3. **Hire a credible mover**
   When moving across state lines, movers must have registration with the Federal government and have a U.S. DOT number. Also be sure to look into previous complaints, reviews, and levels of liability for your belongings.

4. **Create a budget**
   Moving can get expensive fast, especially when going long distances. Chances are, you may also have a transition period without a paycheck while getting settled. Create a budget for packing, transportation, cleaning, and other miscellaneous costs. *Continued on next page.*
Hold a yard sale to prepare for a new climate

Planning on living in the desert long-term? If you’re not coming from a similar climate, you may need a wardrobe change. For future Phoenix dwellers, you can kiss that snow shovel, tire chains, and 100 sweaters goodbye.

Register your new address and car

In Arizona, the AZ Motor Vehicle Division (MVD) handles several transactions, such as switching your driver’s license and registering your car. As soon as you become an official resident of the state, you’ll have to register your vehicle right away. Remember to have valid car insurance beforehand!

Shop for internet, phone, and cable

Even if you’re too hip for a land-line and cable TV, you’ll still want to change your cell phone number and other telecommunication bundles. Arizona has plenty of affordable plans to choose from and great cell service for those “living on the grid”.

Forward your mail

Once you have a permanent residence set up in Arizona, you’re ready to forward your mail. The US Postal Service provides a fast and easy way to do this online. Alternatively, you can go straight to your local post office to change your mailing address.
CAREER RESOURCES

**BestCompaniesAZ** – BestCompaniesAZ has resources for job seekers to explore Arizona’s best companies, browse jobs, and get expert advice on all of your most important career questions.

**AZ Job Connection** – AZ Job Connection provides job seekers, employers, and training providers with easy-to-use tools that support a wide range of activities, free of charge.

**ARIZONA@WORK** – ARIZONA@WORK is the statewide workforce development network that helps job seekers throughout the state by providing services and resources to pursue employment opportunities.

**AZ Central Job Network** – AZ Central's Job Network matches candidate to their perfect job by helping to discover new job opportunities easily and sends relevant jobs via email.

**Phoenix Business Journal** – The Phoenix Business Journal has a search function specific for Phoenix careers filterable by category.

**Greater Phoenix Chamber** – The Chamber’s Networking & Development features events for professional development like mixers, regular meetings for different groups, and other opportunities around the Valley.

**MeetUp** – MeetUp is an online community that facilitates local, user-created meetups in your area for interests ranging from professional women to data science.

**Networking Phoenix** – Networking Phoenix provides a calendar of local networking events, groups and mixers for you to explore Phoenix careers and meet other professionals.

**Career Connectors** – Career Connectors is a nonprofit organization dedicated to connecting professionals in career transition to hiring companies and quality resources through quality events.

**LinkedIn** – Of course, who can forget LinkedIn when it comes to making real connections and building a network? LinkedIn lets you engage in local professional groups and

**Pipeline AZ** - Pipeline AZ is a a career exploration tool funded by the Maricopa County Industrial Development Authority, has officially launched in the Arizona market.
WHERE TO LIVE IN PHOENIX

Best School Districts in Phoenix – Search for the top school districts in the Valley of the Sun with this easy to use directory tool to help you choose the best neighborhood for your kids.

Top Ranked Arizona Schools – For college-bound kids, education matters. These rankings show the best high schools in Phoenix for your children.

Buying a House – Zillow is a leading real estate marketplace that lets you search for listings in the Phoenix area of your choice.

Renting a Home – Phoenix also has a strong home rental market with plenty of options to choose from across the Valley.

Moving to Mesa – The City of Mesa has about half a million residents, but without the big city feel and instead a suburban, family-friendly experience.

Moving to Tempe – Due to its role as Arizona State University’s main home and central location, Tempe has some of the best neighborhoods in Phoenix for young people and those looking for a quick commute to other neighboring cities.

Moving to Chandler – Chandler boasts some of the best award-winning schools in the Phoenix-area and a cosmopolitan feel.

Moving to Glendale – Glendale offers affordable living and plenty of game opportunities for sports fanatics (It’s home of the Arizona Cardinals and Phoenix Coyotes).

Moving to Scottsdale – Residents in Scottsdale enjoys a high quality of life, luxury resorts and top-notch restaurants, and relaxed ambiance.

Moving to Phoenix – While Downtown Phoenix has recently seen an explosion of renovation and a trend urban vibe, the outskirts of the center hub are still ripe for families and commuters.

DRIVING, LAWS, AND OTHER LOGISTICS

Arizona Driving Laws – Only some cities have “texting while driving” bans, motorcyclists don’t legally need to wear helmets, and no tollways–what else should you know before hitting the AZ streets?

Other Weird Laws – Apart from official mine inspector elections and no health insurance program for low-income children, what are some other weird laws special to the Grand Canyon State?

Firearm Possession – Some still know Arizona as the Wild West, but even cowboys have regulations on weapons and firearms in this desert.

Minimum Wage in Arizona – The state minimum wage has been steadily increasing over the past few years and is well above the federal level in 2019.

Updated 2019 laws – Which updated laws should you be aware of in 2019?

Understanding Arizona Taxes – Are taxes higher or lower in Arizona compared to other states? The answer depends on your personal situation.
### Arizona Marijuana Laws

The 2010 Arizona Medical Marijuana Act made medical marijuana legal in Arizona, so what should you know?

### Legal Gambling in Arizona

From dog and horse racing to casinos, learn more about what's legal and what isn't in Arizona’s gambling scene.

### Arizona Alcohol Laws

The Arizona Department of Liquor shares some frequently asked questions for alcohol laws when it comes to age, place, licensing, and more.

### Crime Stats Maps

This crime map by the City of Phoenix reveals neighborhood crime rates and statistics.

### THINGS TO DO AROUND ARIZONA

#### Find a hike around Phoenix

Sure, Phoenix may be one of the country’s largest metropolitan areas, but stunning landscapes and exhilarating hikes are hiding around every turn.

#### Where to Eat

Whether you have a taste for Mexican or Korean BBQ, Phoenix’s food scene has been exploding with delicious new options, world-class chefs, and homestyle mom and pop joints.

#### Kid-Friendly

Even when the temperatures climb into the 100s, the Phoenix area offers families tons of kid-friendly activities, museums, and amusements to keep entertained.

#### Museums

Phoenix’s collection of museums ranges from science to musical instruments to Native Cultures—a great way to learn about the local areas and the world!

#### Exploring Beyond Phoenix

Your new life in Phoenix certainly will keep you busy, but the rest of the state boasts incredible sites and things to see, such as the Grand Canyon and Monument Valley.

#### Fairs and Festivals

Every season brings new festivals, craft shows, art fairs and events across the state to explore.

#### Art Scene

Each city around and including Phoenix has a thriving art scene with tons of free festivals and opportunities to enjoy the local and world-class symphonies, artwork, and performances.

#### Farmers Markets

Farmers markets have also become a staple of every Valley town on the weekend, featuring fresh produce, artisan crafts, and delicious eats.

#### Best Shopping

From vintage thrifting to upscale chic, Phoenix offers a wide buffet of every shopper’s need.

#### Native American Culture

One of the best ways to experience American Indian culture is to attend events and activities that celebrate the many tribal communities throughout Arizona.
LIFE IN THE DESERT

**Phoenix Weather** – It’s not always 100+ in the desert! This guide takes you through what to expect of the weather in a typical Phoenix year.

**Surviving the Heat** – These 7 tips will help you survive summer in Phoenix.

**Identifying Different Types of Cacti** – Learn about the common cacti you can find mixed in among streets and buildings around the Valley.

**Scorpions, Bees, and Spiders** – Phoenix is notorious for its scorpion residents and spiders. What should you know if you find one crawling in the tub?

**Venomous animals** – Know how to identify the critters that have more than just a nasty bite.