



2022 GREATER MEMPHIS CHAMBER ANNUAL REPORT



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HOW WE BUILD

A GREATER MEMPHIS

FOR ALL



RECRUITING JOBS
AND INVESTMENT



WORKFORCE
DEVELOPMENT



PRO-GROWTH
ADVOCACY



STRENGTHENING OUR
NEIGHBORHOODS



SUPPORTING
BUSINESS GROWTH



PROVIDING
ECONOMIC DATA



MARKETING MEMPHIS
TO THE WORLD

MISSION

The **MISSION** of the Greater Memphis Chamber is to drive the business agenda for Greater Memphis.

Our **VISION** is for the Greater Memphis Area to be globally recognized as an economic leader with a worldwide impact that fosters an authentic business environment unique to the soul of our city.

VISION





A LETTER FROM THE PRESIDENT & CEO



DEAR GREATER MEMPHIS CHAMBER INVESTORS

In our 2022 Annual Report, you'll read about how your investment made a meaningful difference in the growth of Greater Memphis. You'll read about our wins in economic development, workforce development, and public policy, and about how we supported our investors and worked to recruit new ones. We have also included lists of the investors who are making this work possible.

But the true measure of our impact – which the numbers in this report can only begin to describe – is in the lives changed, opportunities added, and prosperity realized. Thank you for making a difference.

For the Chamber – and, really, for all of Greater Memphis – 2022 was a year of transition. In 2021, our region set a new economic development record that changed the narrative of Memphis. Suddenly, companies across the world were looking at Memphis as an investment opportunity. Our pipeline of economic development prospects grew to historic levels, with more advanced industry companies – manufacturers, especially – than ever before. You can expect us to begin announcing those projects in 2023.

The Chamber also successfully completed a leadership transition in 2023. This past December, after four years of unmatched leadership, Beverly Robertson passed the mantle of president and CEO of the Chamber to me. While Beverly is a friend and mentor, she is also much more than that. She was

the right person to lead the Chamber at a critical time in our organization's now 185-year history. I am fully committed to continuing her relentless pursuit of prosperity for all during my tenure.

Let me quickly tell you what my vision is for Greater Memphis and the Chamber. My vision is for us to build a Greater Memphis by creating a culture of winning. Because when Memphians expect more, expect better, expect greater, Memphis wins – in boardrooms, in research labs, in hospitals, in classrooms, and in neighborhoods. For us, “good to great” isn't good enough. We're going from “great” to “greater.” And as you'll read in this report, we've set up the goal posts in our Prosper Memphis 2030 plan.

I look forward to working with each of you to make this vision of a Greater Memphis a reality.

Best,

TED TOWNSEND
President & CEO

LETTERS FROM THE CHAIRMEN



WHAT A YEAR IT'S BEEN!

In 2022, our Greater Memphis Chamber went above and beyond to build a greater Memphis, as you'll see in this report. And I have to say — we are lucky to have a team of this caliber working to grow our community.

I especially want to thank Beverly Robertson, who stepped down as president & CEO in December to return to her family-run business. The Chamber, our business community, and the city are each in a strong position in large part because of her leadership and the incredible team she assembled. In Ted Townsend, we have a president & CEO who picked up where Beverly left off without missing a beat.

I am more optimistic about the future of Memphis now than I have ever been before. Today, the Chamber is using data to pinpoint the needs of the business community, showing us

that we have work to do in certain areas and the potential to pave a path to a greater Memphis for everyone. You'll read more about that in our Prosper Memphis 2030 section.

A strong Chamber requires strong supporters. I'm asking you to take what you read in this report and spread the word. Encourage your fellow businesses to join the Chamber and get involved in the movement that Ted and his team are leading.

With every best wish,

DOUG BROWNE
Chairman, Board of Directors
Greater Memphis Chamber



We are happy to report that the Chairman's Circle – a group of C-Suite business leaders founded 10 years ago to support the Greater Memphis Chamber – has more members than at any time in its history. In 2022, we welcomed 22 new investors to the Chairman's Circle and closed out the year with more than 150 member companies. We expect that number to grow in 2023, as knowledge of our impact on Greater Memphis continues to spread.

Our investment, and yours, fuels the work of the Chamber, allowing it to serve as the voice for business, independent of government funding.

As the top level of membership for the Chamber, the Chairman's Circle was intimately involved in the Chamber's work in 2022. In addition to the 1,078 jobs and \$238.4 million in capital investments we helped recruit to Greater Memphis, we also participated in our three Task Forces in record numbers, using our leadership and influence to advance the region in the following ways:

WORKFORCE TASK FORCE

Task Force members traveled to Orlando to experience a best-in-class accelerated skills program for adults, inventoried the skills we need instructors to teach to our future employees, welcomed high school teachers into their businesses to learn about careers they offer, and provided thousands of eighth graders with a first-of-its-kind interactive regional career fair. Task force members also donated their time, skills, and expertise to lay the foundation for the state's first one-stop accelerated skills training and credentialing center right here in Memphis. That center will give adults industry-tailored credentials in 8-24 weeks in high-demand skill areas. A special thank you goes to Belz Enterprises for donating the building, and to Allworld Project Management, Chris Woods Construction, Cushman & Wakefield, Turner Construction, and LRK.

ECONOMIC DEVELOPMENT TASK FORCE

Task Force members were called upon several times to share insights with site selectors representing out-of-town clients considering moving their companies here. Thank

you to members Tom Cleves of Sylvamo, Bill Dunavant III of Dunavant Enterprises, Mike Keeney of Orgill, and John Webb of Cigna for pressing new Tennessee Economic and Community Development Commissioner Stuart McWhorter on ways to make Greater Memphis more competitive.

BUSINESS CLIMATE TASK FORCE

Among other work, task force members brought our regional business priorities to state legislators, the governor, and his cabinet during the Chamber's annual trip to Nashville and then to lawmakers in D.C. in June. They also shared feedback which was used to create the Chamber's Metro Advocacy Agenda.

Thank you to all our investors for their leadership, and a special thanks to our outgoing co-chairs: Ben Adams, Baker Donelson; Jason Berger, Olymbec USA; Chance Carlisle, Carlisle Corporation; Laura Whitsitt, Smith & Nephew (retired); and Kevin Woods, Blue Cross Blue Shield of Tennessee.

In 2023, we will welcome the new Chairman's Circle Chairman Michael Scarbrough, CEO of Optum at Home; new Vice Chair Bill Dunavant III of Dunavant Enterprises; and new Co-Chairs Andy Davis of Turner Construction, Mike Keeney of Orgill, Carlos Manning of The J.M. Smucker Company, and Monica Wharton of Methodist Le Bonheur Healthcare. They join returning Co-Chairs Jim McMahon of American Residential Services and Paulo Teixeira of The Juice Plus+ Company. I'll continue to serve as your Immediate Past Chair.

Here's to making Memphis even greater in 2023!

DAVID MAY
2022 Chairman, Chairman's Circle
Greater Memphis Chamber

2022

IN REVIEW

3.7% 0.5%
OVER
RECORD
HISTORIC
LOW

UNEMPLOYMENT RATE

16,100 TOTAL
JOBS
CREATED

YEAR-OVER-YEAR
JOB GROWTH | 2.4%

(JOBS ADDED BY BUSINESSES IN THE MEMPHIS REGION)

\$96 BILLION

MEMPHIS REGION GDP

TOTAL ECONOMIC OUTPUT
AND PRODUCTION

\$238,400,000

TOTAL CAPITAL
INVESTMENT



2022 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE



DOUG BROWNE
Chairman of the Board
President
Peabody Hotels & Resorts



GREGORY M. DUCKETT
Vice Chair
Senior VP & Chief Legal Officer
Baptist Memorial Health Care Corporation



DUNCAN WILLIAMS
Vice Chair
President
SouthState|DuncanWilliams



JASON YARBRO
Secretary/General Counsel
Attorney
Butler Snow LLP



DAVID WADDELL
Vice Chair of Finance/Treasurer
President & CEO
Waddell & Associates



DAVID C. MAY
Chair, Chairman's Circle
Area President, West Tennessee
Regions Bank



WILLIE GREGORY
Immediate Past Chairman of the Board
Director, Global Community Impact
Nike



TAMMY LOCASCIO
Executive Officer
SEVP & Chief Operating Officer
First Horizon



RICHARD SMITH
Executive Officer
President & CEO, Airline & International
FedEx Express



TOM NEWBERN
Executive Officer
Executive Vice President, International,
Information Technology and ALLDATA,
AutoZone



BEN ADAMS
Immediate Past Chair, Chairman's Circle
Chairman Emeritus
Baker, Donelson, Bearman, Caldwell &
Berkowitz, PC

BOARD MEMBERS

Jozelle Booker
Mid-South Minority Business Council Continuum

Dr. Tracy Hall
Southwest Tennessee Community College

Russell Nenon
Truist

Scott Brockman
Memphis Shelby County Airport Authority

Kevin Kane
Memphis Tourism

Blair Taylor
Memphis Tomorrow

Shannon Brown
FedEx

Daphne Large
Data Facts, Inc.

Chuck Thomas
AT&T

Tyrone Burroughs
First Choice Sales & Marketing Group

Jason Little
Baptist Memorial Health Care

Michael Ugwueke
Methodist Le Bonheur Healthcare

Bill Dunavant, III
Dunavant Enterprises, Inc.

Neely Mallory
Mallory Alexander International Logistics

Spence Wilson Jr.
Kemmons Wilson Companies, LLC

Craig Gaffin
Smith & Nephew, Inc.

Stacy McCall
ServiceMaster by Stratos

BOARD OF ADVISORS

Agilix Solutions

Coldwell Banker Collins-Maury

Hillwood

Patterson Warehouses, Inc.

Southland Casino Racing

Atlantic Track

Competition Cams, Inc.

Hilton Memphis

Peabody Memphis

Southwest Airlines

B & B Specialty Contractors, Inc.

Delta Dental Plan of Tennessee

HRO Partners

PMC Biogenix

Stepherson's, Inc.

Blue Oval SK, LLC

Delta Specialty Hospital

Hunter Fan Co. Inc.

PMI Global Services

Terminix

Cadence Bank

Federal Reserve Bank of St. Louis

ImageWorks Commercial Interiors

RDX, LLC

The Juice Plus+ Company

Bank of America

Fifth Third Bank

Indigo Ag

Rhodes College

Thompson Machinery

Behind the Scenes

Flintco, LLC

JP Morgan Chase Bank

Runyon Industries

Titan Brands

Bioventus LLC

Fullen Dock & Warehouse, LLC

KPMG, LLP

S&ME

University of Tennessee Health Science Center

BNSF Railway Company

G&J Contractors

Kruger Products

SchoolSeed Foundation

US Foods

Cascades Tissue Group - Tennessee Inc.

Gipson Mechanical Contractors

Local 24/TEGNA Broadcasting

Sharp Manufacturing Company of America

Walmart

Clark & Clark

LOCALiQ - The Commercial Appeal

Signet, Inc.

West Fraser - Germantown

Coca-Cola Consolidated

Morgan Steel, LLC

Sneed, Robinson & Gerber, Inc.

Yuletide Office Solutions

BOARD OF GOVERNORS

A2H, Inc.

Lallemand / American Yeast

Southwest Tennessee Community College

ALSAC / St. Jude Children's Research Hospital

Memphis Area Transit Authority

State Systems

American Snuff Company, LLC

Memphis Light, Gas & Water

Technicolor Home Entertainment Services

AT&T

Memphis Zoological Society

Trane Commercial Systems and Services

Baptist Memorial Health Care

Methodist Le Bonheur Healthcare

Truist

Buckman

Regional One Health

Trustmark National Bank - Memphis Region Corporate Office

CN Railroad

Regions Bank

UnitedHealthcare Community Plan

COMCAST - Memphis

Saint Francis Hospital

Valero Memphis Refinery

Georgia-Pacific Cellulose LLC

ServiceMaster Facilities Maintenance

International Paper

Smith & Nephew, Inc.



CHAIRMAN'S CIRCLE



CHAIRMAN'S CIRCLE LEADERSHIP



CHAIRMAN
David May
Regions Bank



VICE CHAIR
Michael Scarbrough
Optum at Home



IMMEDIATE PAST CHAIR
Ben Adams
Baker, Donelson, Bearman,
Caldwell & Berkowitz PC

CO-CHAIRS



Jason Berger
Olymbec USA



Jim McMahon
American Residential Services



Chance Carlisle
Carlisle Corporation



Laura Whitsitt *(retired)*
Smith & Nephew



Paulo Teixeira
The Juice Plus+ Company



Kevin Woods
Blue Cross Blue Shield of Tennessee



CHAIRMAN'S CIRCLE MEMBERSHIP LIST

*Indicates new members

- ABB**
Ralph Donati*
- Adams Keegan, Inc.**
Jay Keegan
- Alco Management**
Berkeley Burbank
- Allen & Hoshall**
Harry Pratt
- Allworld Project Management**
Michael Hooks, Jr.
- Amazon Memphis**
Jessica Breaux
- American Residential Services LLC**
Jim McMahan
- American Snuff**
Steve Norman
- AutoZone, Inc.**
David McKinney
- Baker, Donelson, Bearman, Caldwell & Berkowitz PC**
Ben Adams
- Baptist Memorial Health Care**
Jason Little
- Barnhart Crane & Rigging Company**
Frank Smith
- Barr Brands International**
Joe Lyons
- Bass, Berry & Sims, PLC**
Gil Uhlhorn
- BDO**
Marc Davenport
- Belz Enterprises/The Peabody Memphis**
Ron Belz
- Blue Cross Blue Shield**
Kevin Woods
- Boyle Investment Company**
Matt Hayden
- Buckman International**
Junai A. Maharaj
- Butler Snow**
Jason Yarbro
- Cargill Cotton**
William Barksdale
- Carlisle Corporation**
Chance Carlisle
- CBIZ MHM, LLC**
Eustis Corrigan

- CBRE, Memphis**
Frank Quinn
- Chris Woods Construction**
Chris Woods
- Cigna Healthcare**
John Webb
- City Enterprises**
David Andrews
- Charles River Laboratories**
Will Isom
- Christian Brothers University**
David Archer*
- Colliers**
Tim Mashburn
- Cummins**
Fernando Herndon
- Cushman & Wakefield/Commercial Advisors**
Greg Spillyards
- Data Facts**
Daphne Large
- Deloitte**
Jonathan Pennington
- Diversified Trust**
Robin Smithwick, III
- Dobbs Equity Partners LLC**
John Dobbs*
- Dobbs Management Services, LLC**
Edward Dobbs
- Draslovka**
Jason Painter*
- Drexel Chemical**
Leigh Shockey
- Dunavant Global Logistics Group, LLC**
Bill Dunavant III
- Elos Medtech**
Jodie Gilmore*
- Elvis Presley Enterprises**
Jack Soden
- EnSafe Inc**
Don Bradford*
- Evans Petree**
Joe Getz*
- Evergreen Packaging**
Kenny Baymiller
- Evolve Bank & Trust**
Scott Stafford
- Farris Bobango PLC**
John Bobango*
- FedEx**
Richard Smith
- First Choice Sales & Marketing Group**
Tyrone Burroughs

- First Horizon National Corporation**
Bryan Jordan
- Flintco**
Tim Weatherford*
- Forvis**
Kim Sheley
- Gerber Taylor**
Charles Gerber
- Glankler Brown**
Bill Bradley
- Green Mountain Technology**
Jim Jacobs
- Hope Federal Credit Union**
Bill Bynum
- Hyde Family Foundations**
J. R. "Pitt" Hyde, III
- IMC Companies**
Mark George
- Independent Bank**
Susan Stephenson
- International Flavors and Fragrances, Inc.**
Steve Gandy
- International Paper**
Christa Allen
- J.M. Smucker**
Carlos Manning
- KBG Technologies**
Kathy Buckman Gibson
- Kemmons Wilson Companies**
Spence Wilson, Jr.
- Kroger**
Micheal Cristal
- Kudzukian**
Larry Robinson*
- Landers Auto Group**
Kent Ritchey
- LeMoynes-Owen College**
Vernell Bennett-Fairs
- Linkous Construction Co., Inc.**
Rusty Linkous
- Lipscomb & Pitts Insurance**
Johnny Pitts*
- Looney Ricks Kiss**
Frank Ricks
- Louis Dreyfus Company**
Joe Nicosia
- Lubin Enterprises, Inc.**
Nathan Lubin
- Mallory Alexander International Logistics**
Neely Mallory, III
- Manufacturers Industrial Group**
Andre Gist*

- Martin, Tate, Morrow & Marston, P.C.**
Clay Purdom
- Medtronic**
Carlton Weatherby
- Memphis Area Association of Realtors**
Katie Shotts
- Memphis Area Transit Authority**
Gary Rosenfeld
- Memphis Grizzlies**
Jason Wexler
- Memphis Light Gas & Water**
Doug McGowen
- Memphis-Shelby County Airport Authority**
Scott Brockman
- Memphis-Shelby County Schools**
Toni Williams
- Memphis Tomorrow**
Blair Taylor
- Memphis Tourism**
Kevin Kane
- Methodist Le Bonheur Healthcare**
Michael Ugwueke
- MicroPort Orthopedics**
Todd Smith
- Mid-American Apartment Communities, Inc.**
Eric Bolton
- Millennium Search**
Jason Gillum
- Mimeo**
Oliver Doughtie
- Monogram Food Solutions**
Karl Schledwitz
- Montgomery Martin Contractors LLC**
Richard Meena
- William R. Moore College of Technology**
Skip Redmond*
- National Guard Products**
Lewie Smith
- nexAir, LLC**
Kevin McEniry
- Nike**
Willie Gregory
- Nucor Steel**
Dave Smith
- Olymbec USA, LLC**
Jason Berger
- Orgill, Inc.**
Mike Keeney
- OrthoSouth**
Thomas Giel, III
- Oteka Technologies**
Alandas Dobbins*

- Pandrol USA**
Breen Reardon
- Patriot Bank**
John F. Smith
- Pickering Firm, Inc.**
Mike Pohlman
- Pinnacle Financial Partners**
Phillip May
- Power & Telephone Supply Company**
Jennifer Pentecost Sims
- Prospero Health**
Michael Scarbrough
- ProTech Systems Group, Inc.**
Dan Weddle
- Raymond James**
Ryan Ehrhart
- Regional One Health**
Reginald Coopwood
- Regions Bank**
David May
- Riviana**
Tim Gyovai*
- Royal Furniture**
Michael Faber*
- Running Pony**
Jonathan Epstein
- Saint Francis Healthcare**
Chris Cosby
- Sedgwick Claims Management Services, Inc.**
Nicole Landers
- Self + Tucker Architects**
Juan Self*
- ServiceMaster by Stratos**
Stacy McCall
- Simmons Bank**
Brandon Cooper*
- Smith & Nephew, Inc.**
Ashok Srinivasan
- Southeastern Asset Management**
Justin Miller
- SouthState|DuncanWilliams Securities Corp.**
Duncan Williams
- Standard Elevator Systems**
Jimmy He
- St. Jude Children's Research Hospital**
James Downing
- Stratas Foods**
Jack Stratton
- Strategic Resource Management**
Brad Downs*
- Stryker**
Patrick Fisher*

- Sylvamo**
Tom Cleaves*
- TAG Truck Center**
Gary Dodson
- Tate Computer Systems**
Sylvester Tate
- Tennessee Valley Authority**
Aaron Stewart
- Terminix**
Brett Ponton
- The Juice Plus+ Company**
Paulo Teixeira
- TopCat Masonry Contractors**
Briggette Green
- Tri-State Truck Center Inc.**
Jim Maddox
- TruckPro**
Chuck Broadus
- TRUIST**
Ted Miller
- Turner Construction**
Andy Davis
- UnitedHealthcare**
Robert Horton*
- University of Memphis**
Bill Hardgrave
- University of Tennessee Health Science Center**
Peter Buckley
- Urban Child Institute**
Gary Shorb
- Vaco**
Justin Farmer
- Valero Energy – Memphis Refinery**
Eric Brown
- Varsity Spirit**
Bill Seely
- Waddell & Associates**
David Waddell
- Workforce MidSouth**
Kyla Guyette
- Worlds Away**
Robert Berry
- Worldwide Business Group**
Anthony Norris
- Wyatt, Tarrant & Combs, LLP**
Lee Harkavy
- Yates Construction**
Alex Teague
- YMCA of Memphis & the Mid-South**
Jerry Martin
- Youth Villages**
Pat Lawler



PROSPER MEMPHIS

2030



Memphis took 10 years to recover from the Great Recession in the late 2000s. As our region began emerging from the pandemic, its business leaders were unified in believing that Memphis could not afford another decade-long recovery. Leaning on its economic research, and with input from its top investors, the Chamber put together **Prosper Memphis 2030**: three bold but attainable goals to transform the region.

THE GOALS OF THE INITIATIVE

As the Chamber continues pressing toward this larger goal of prosperity for all, it laid out three strategic priorities that will govern its work through 2030.

1 Inclusive jobs

A prosperous city is an inclusive one.

THE GOAL: Create 50,000 high-quality jobs, with half of those jobs going to minorities.

2 Diverse industries

A healthy economy has a thriving mix of businesses.

THE GOAL: Add 700 new firms in advanced industries.

3 Future-ready talent

Memphis can only move forward with a robust and educated workforce, building on the talent we already have right here at home.

THE GOAL: 20,000 STEM graduates per year, with 45% of those degrees going to Black students.



ECONOMIC DEVELOPMENT



2022 BY THE NUMBERS



424

COMPANY VISITS
to existing businesses

\$238.4

MILLION
in capital
investment

1,078

NEW JOB
commitments



MEET GWYN FISHER

OUR NEW CHIEF ECONOMIC DEVELOPMENT OFFICER

Gwyn Fisher, a native Memphian who has played a pivotal role in bringing jobs and investments to West Tennessee for more than a decade, became the Chief Economic Development Officer of the Greater Memphis Chamber in December 2022.

Fisher worked closely with the Chamber on Ford's BlueOval City electric vehicle manufacturing project, the single largest private investment in Tennessee history and in Ford's history.

**" ... BRINGING MORE THAN 23,600 JOBS
AND \$7 BILLION TO THE REGION ... "**

Gwyn, who holds degrees from Scripps College and the University of Memphis Cecil C. Humphreys School of Law, previously served as the Greater Memphis Regional Director of Economic and Community Development for the State of Tennessee from 2013 to 2022, bringing more than 23,600 jobs and \$7 billion to the region. She has also held roles with FedEx Express and IMPACT Memphis, where she served as Executive Director.

SPOTLIGHT ON: INVESTMENTS

Wheeler Transport

New Jobs: 1,000
Capital Investment: \$5 million
Industry: Supply Chain and Logistics
Location: Olive Branch, Mississippi

Worldwide Label and Packaging

New Jobs: 100
Capital Investment: \$1.1 million
Industry: Advanced Manufacturing
Location: Memphis

Riviana Foods (Spain)

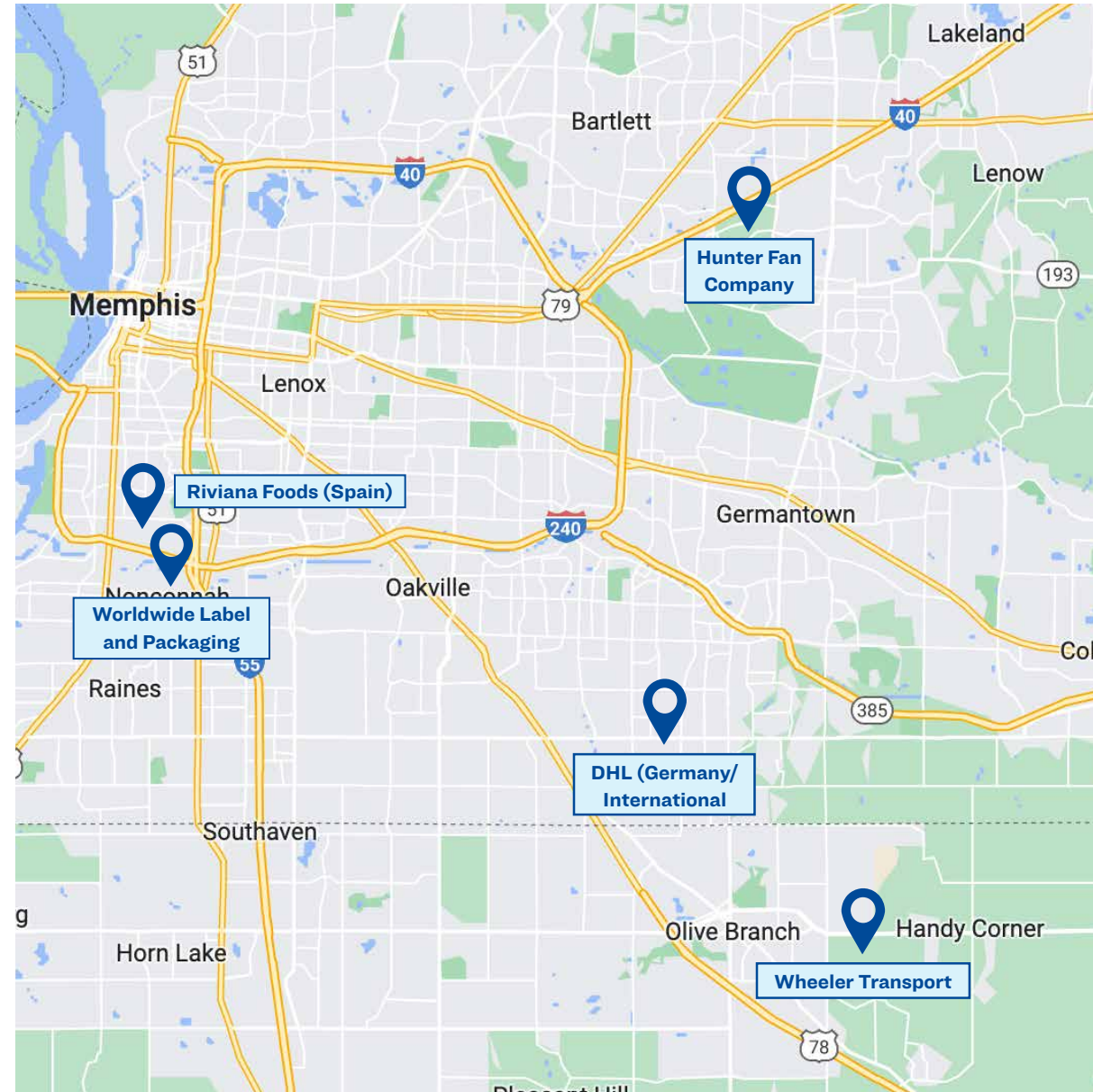
New Jobs: 80
Capital Investment: \$80.6 million
Industry: Advanced Manufacturing
Location: Memphis

Hunter Fan Company

New Jobs: 54
Capital Investment: \$9.4 million
Industry: Corporate/Professional Office
Location: Memphis

DHL (Germany/ International)

New Jobs: 44
Capital Investment: \$4.8 million
Industry: Supply Chain and Logistics
Location: Memphis



MEET TECORA MURRAY

Tecora Murray is the Executive Director of the Greater Memphis Economic Research Group, or GMERG (pronounced “G-Merge”), the research and data analytics arm of the Greater Memphis Chamber.

Since becoming executive director of GMERG in 2022, Tecora and her team provide economic research and insights crucial to growing Greater Memphis and its businesses. Since its launch in 2021, GMERG has produced a variety of free, fee-based, and privately commissioned reports each year.

Tecora, who has deep roots in Memphis, was previously the research manager for the Center for Economic Research in Tennessee (CERT) at the Tennessee Department of Economic and Community Development (TNECD) for more than six years.

Before that, she was a research analyst for the Missouri Economic Research and Information Center (MERIC) at the Missouri Department of Economic Development (DED) for three years. She has a bachelor’s degree in political science (2010) and a master’s degree in public administration (2013) from Southern Illinois University Carbondale.



Creating Opportunities.
Driving Innovation.
Celebrating Culture.



We are a multi-faceted development company focused on restoring historic Memphis properties, bringing new energy to existing Memphis businesses, and tapping into the rich and varied cultural wealth of our region.



—Memphis Marinades—
DELIGHTFUL PROVISIONS



GLOBAL HEADQUARTERS
4294 SWINNEA RD
MEMPHIS, TN 38118
PHONE: 1-800-257-8464
WWW.MALLORYGROUP.COM





SPOTLIGHT ON:

MOBILITY INNOVATION CHALLENGE

Ford Motor Company and the Greater Memphis Chamber are collaborating with entrepreneurs and local communities on a mobility innovation challenge that will fund and pilot new mobility solutions in 2023 and 2024.

Ford's ninth challenge will focus on increasing access to sustainable, electrified mobility options and connecting urban and rural communities throughout the region. Starting in 2023, it will partner with the Chamber, StartCo, and other entities to engage local entrepreneurs in these pilots. The program is similar to Ford Fund's recently announced Accelerator Program with Heartland Alliance in West Tennessee.

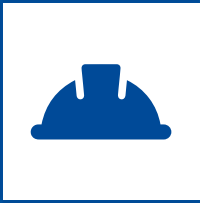
" ... INCREASING ACCESS TO SUSTAINABLE, ELECTRIFIED MOBILITY OPTIONS AND CONNECTING URBAN AND RURAL COMMUNITIES THROUGHOUT THE REGION ... "

This mobility innovation challenge is an opportunity for entrepreneurs to propose equitable mobility solutions for grant funding – typically between \$50,000 and \$150,000 – to be piloted in the Greater Memphis area next year, further accelerating the region as a mobility innovation testbed.



Visit
Go901
 Careers.com

Get
 your
 career
 rolling
 in the
 right
 direction



WORKFORCE DEVELOPMENT



2022 BY THE NUMBERS



120

STUDENTS REACHED
per teacher extern

5

PANEL PRESENTATIONS
including 2 local, 2 state, and 1 national

1

PIECE OF KEY LEGISLATION PASSED

1

MAJOR CONVENTION HOSTED

Association of Chamber of Commerce Executives

25+

INVESTORS
on the Valencia College leadership mission

SPOTLIGHT ON: LEARNING FROM A LEADING EDUCATOR

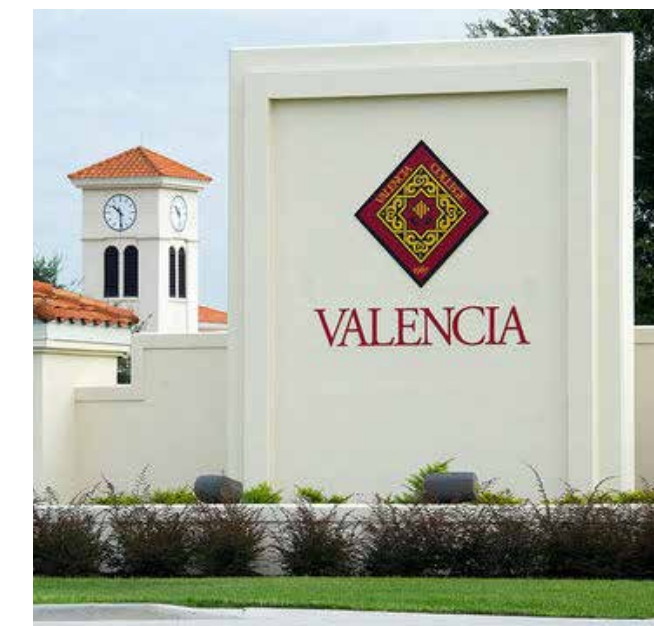
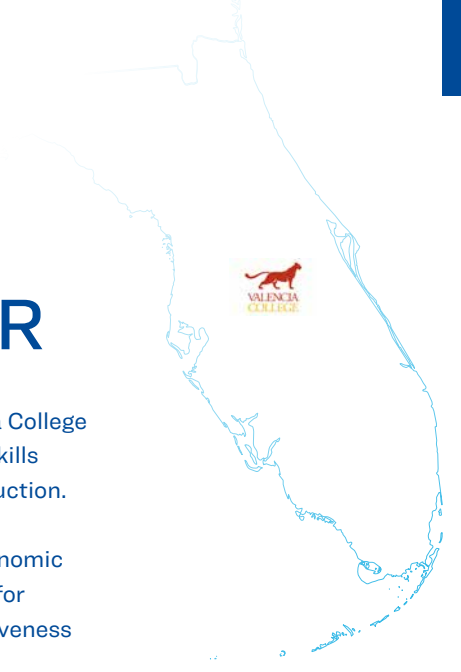
Chairman's Circle investors traveled to Central Florida's Valencia College in January 2022 to examine best practices for adult education skills programs in mechatronics, health sciences, logistics, and construction.

They heard from business leaders involved with the Orlando Economic Partnership about how they transformed a city known primarily for tourism into a city recognized worldwide for economic competitiveness in advanced industries.

The investors also gathered information that will be used here at home to develop more robust training programs in lock step with industry needs.

Valencia began in 1967 as a junior college, and has since broadened to include 130 degree-granting programs, including bachelor's degrees.

59% of Valencia's enrollees are female, 76% are non-white, and the College ranks fifth among American colleges and universities for degrees granted to Hispanic students. Its average salary range of \$42,000-\$48,000 for associate degree recipients is higher than recipients of bachelor's degrees at peer institutions.



Sources: Valencia College; College Factual

TEACHER EXTERNSHIPS

The Greater Memphis Chamber launched its Memphis Teacher Externship Program in 2022. The program, an initiative of the Chairman's Circle, provides teachers with valuable, hands-on experience that they can take back to their classrooms.

Chairman's Circle investors Buckman International, The Juice Plus+ Company, and Methodist Le Bonheur Healthcare hosted the first cohort of teachers.

“ ... IMPROVING THE LEARNING EXPERIENCE FOR HUNDREDS OF STUDENTS ... ”

In addition to stipends, teacher externs will receive a voucher for classroom supplies to help incorporate problem-solving activities in the classroom, potentially improving the learning experience for hundreds of students in the first year alone.

The externship program is closely related to the Chamber's Prosper Memphis 2030 plan, where one of the goals is to graduate 20,000 students with degrees or certifications in STEM fields. Externships will help achieve that and make Memphis a region of choice for new and expanding advanced industry firms – a major source of inclusive, high-quality jobs.

MEET OUR 2022 TEACHER EXTERNS:



RAVEN LOMAX

Raven Lomax teaches STEM (grades 6-8) at Power Center Academy in Memphis. She has been placed with Buckman International.



GENE ROBINSON II

Gene Robinson teaches Agricultural Science, Introduction to Plant Science, Food Science, and Principles of Food Science (grades 9-12) at Bolton High School in Memphis. He has been placed with The Juice Plus+ Company.



BETHONY COUSINS

Bethony Cousin teaches STEM II Applications (grades 9-12) at East High School in Memphis. She has been placed with Buckman International.



JODI WOODY

Jodi Woody teaches Biology (grades 9-12) at Medical District High School in Memphis. She has been placed with Methodist Le Bonheur Healthcare.



THE PATHWAYS2POSSIBILITIES CAREER EXPLORATION FAIR

We presented our inaugural Pathways2Possibilities Greater Memphis Career Exploration Fair in November. It is the first of free, hands-on, interactive career exploration experiences designed to introduce eighth graders, opportunity youth (ages 16-24), and adults to the wide variety of high-demand jobs and careers available in our region. Thank you to all of the companies that participated in the event, which included more than 30 Chairman's Circle companies.



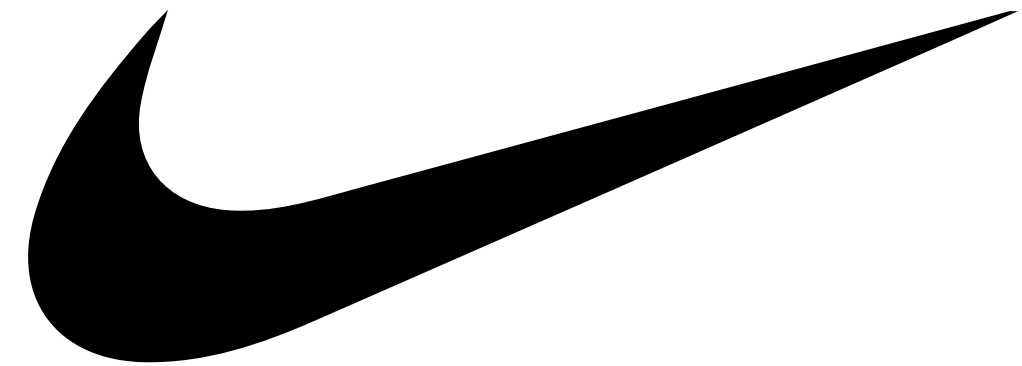


SPOTLIGHT ON: THE NEW GOLD STANDARD CERTIFICATION

Greater Memphis Chamber's Gold Standard Certification, unveiled in 2022, will be awarded annually to local staffing agencies that meet rigorous standards of fairness and equity. The certification is a direct response to concerns with staffing agencies that were raised in From Protest to Progress conversations between business leaders, activists, and clergy in Memphis.

In 2022, five staffing agencies received the award:

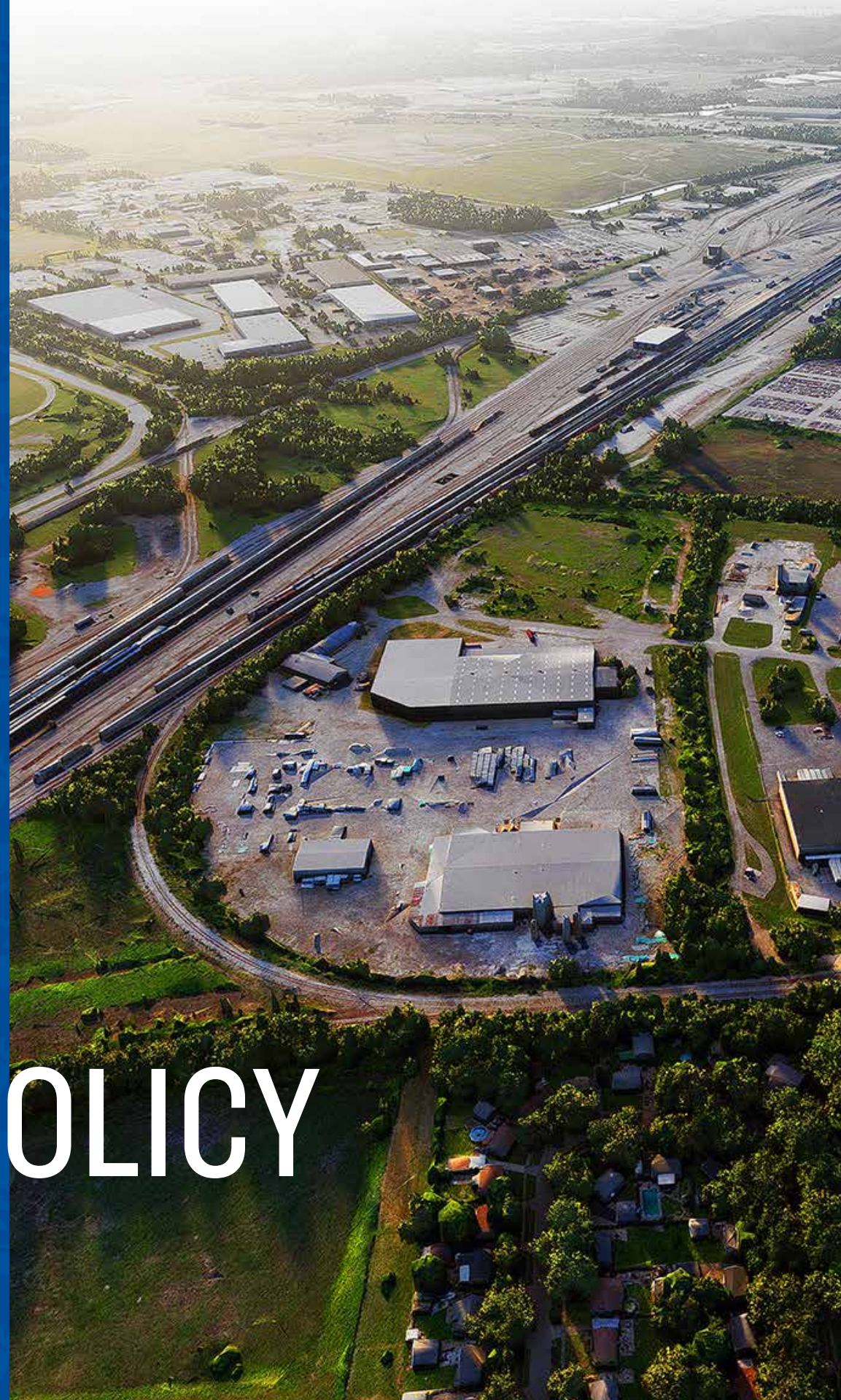
- **CTD Staffing**
- **Prestigious Placements**
- **Prologistix**
- **Staffline**
- **Summerfield Associates, Inc.**





PUBLIC POLICY

SPOTLIGHT



2022 METRO AGENDA



WORKFORCE DEVELOPMENT
opportunities for ex-offenders and increased youth job training



SHELBY COUNTY CLERK'S OFFICE
addressing disruption



MLGW
improving engagement



ECONOMIC DEVELOPMENT
economic mobility, talent development, prioritizing sites for development, and enhancing our business climate



TRANSPORTATION & INFRASTRUCTURE
improving air transportation to and from Memphis and galvanizing support for a new Mississippi River bridge



GREATER MEMPHIS
standardizing code enforcement

STATE LEGISLATIVE WINS IN 2022

CHAMPIONED INDUSTRY 4.0 DIPLOMA:

The Greater Memphis Chamber Workforce Development team channeled their education expertise to write a piece of legislation that created an Industry 4.0 Special Diploma that utilizes career and technical education (CTE) credits to prepare high school students for the jobs of the future. The legislation was passed unanimously in both houses and was enacted into law on May 4, 2022.

DEFEATED ANTI-MWBE BILL:

Through a partnership with our peers at the Knoxville Chamber, as well as a larger coalition, the Greater Memphis Chamber helped defeat a bill that would have made it illegal to give preferential treatment to any race, sex, color, ethnicity, or national origin in public contracting – meaning that prioritizing Minority and Women-Owned Business Enterprises (MWBE) in contracting would no longer be possible. This bill was defeated in the Senate. It may come back again in the upcoming session.

ADVOCATING FOR A NEW BRIDGE ACROSS THE MISSISSIPPI RIVER AT MEMPHIS

BRIDGE CLOSURE ANNIVERSARY WEBINAR:

A webinar was held to bring attention back to the need for a new bridge across the Mississippi River at Memphis, a project the Chamber is branding America's River Crossing. The webinar featured transportation engineering expert James Collins (Kimley-Horn), Bill Dunavant III of Dunavant Enterprises, the mayor of West Memphis who was very active during the bridge closure, as well as representatives from TDOT and ARDOT. The webinar brought the bridge back into the public conversation and was a kickoff to efforts to reignite the project.

MEETINGS WITH FEDERAL AND STATE OFFICIALS ON FUNDING OPTIONS:

- Meeting with DOT in D.C. to discuss federal funding options
- New commissioner of TDOT in Memphis to hear local transportation project priorities
- Meeting with TDOT officials to discuss legislation in 2023 around public-private partnership funding options

LOCAL LEGISLATIVE PRIORITIES

SHELBY COUNTY MAYORAL FORUM:

A forum was hosted for Shelby County Mayor candidates Incumbent County Mayor Lee Harris and City Councilman Worth Morgan, giving each person the opportunity to answer questions from Chamber investors about priorities for the business community and issues of importance to the business climate of the county.

PUBLIC SAFETY MEETINGS:

In the wake of significant and tragic events in Memphis that made national news, the Chamber convened a series of meetings for investors to hear from the different entities involved in public safety and juvenile justice. This included several newly elected public officials who were able to give clarity around their strategy for the job. Participants included:

- Police Chief C.J. Davis and Memphis Police Sergeants
- Mayor Jim Strickland
- District Attorney Steve Mulroy
- Juvenile Court Judge Tarik Sugarmon
- Memphis Allies





MEM2NASH + MEM2DC

Each year, we host the MEM2NASH reception in Nashville to foster relationships between Memphis companies and lawmakers from across the state. A MEM2DC delegation also traveled to our nation's capital to meet with all members of the U.S. House and Senate, as well as leading officials with the U.S. Departments of Transportation and Commerce.



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STAKEHOLDER RELATIONS



2022 BY THE NUMBERS



86

RIBBON CUTTINGS,
groundbreakings, grand openings,
and open houses

92

AMBASSADORS
enlisted

49,658

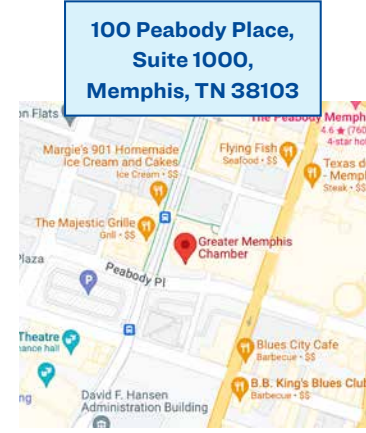
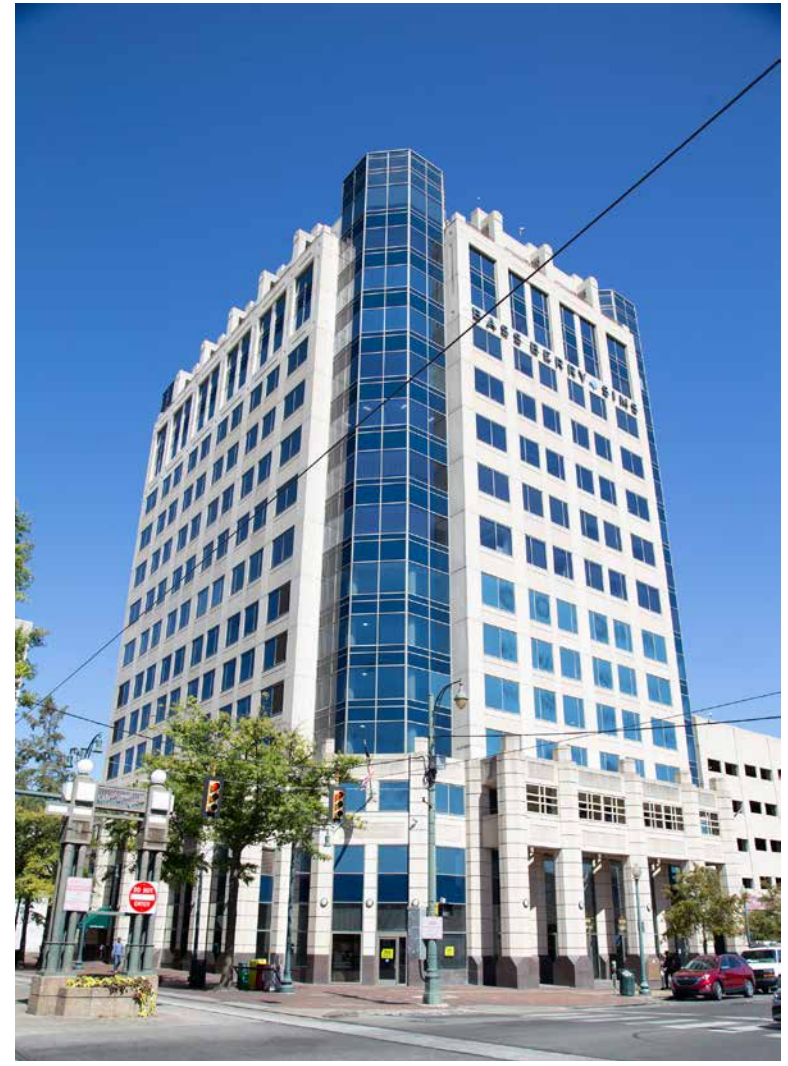
FOLLOWERS
on social media

1,937

MEDIA MENTIONS
+10% from 2021

29

MEDIA RELEASES



WE MOVED (... OFFICES, THAT IS)

The Greater Memphis Chamber relocated its headquarters in summer 2022 to the Tower at Peabody Place in Downtown Memphis. In doing so, we leased 14,515 square feet on the 10th floor from an affiliate of Belz Enterprises. The Chamber last changed offices in 1989, when it became a tenant of the Falls Building.



SPOTLIGHT ON: IKEA BLACK BUSINESS GRANT WINNERS

In partnership with the IKEA U.S. Community Foundation, the Chamber awarded five \$5,000 grants to these small, local, Black-owned businesses at the 22nd Annual Chairman's Luncheon:

- **Communiride LLC**
- **Definition of Cutz**
- **Jamerson Strategic Consulting LLC**
- **Muggin Coffeehouse**
- **Total Package Health & Wellness**

The companies were selected primarily based on the impact their growth plans would have on Memphis, which has the fifth-highest percentage of Black-owned businesses in the nation. The grant process involved a panel that included members of the Memphis small business community, the Greater Memphis Chamber, and IKEA.



UNITEDHEALTHCARE AND GMC

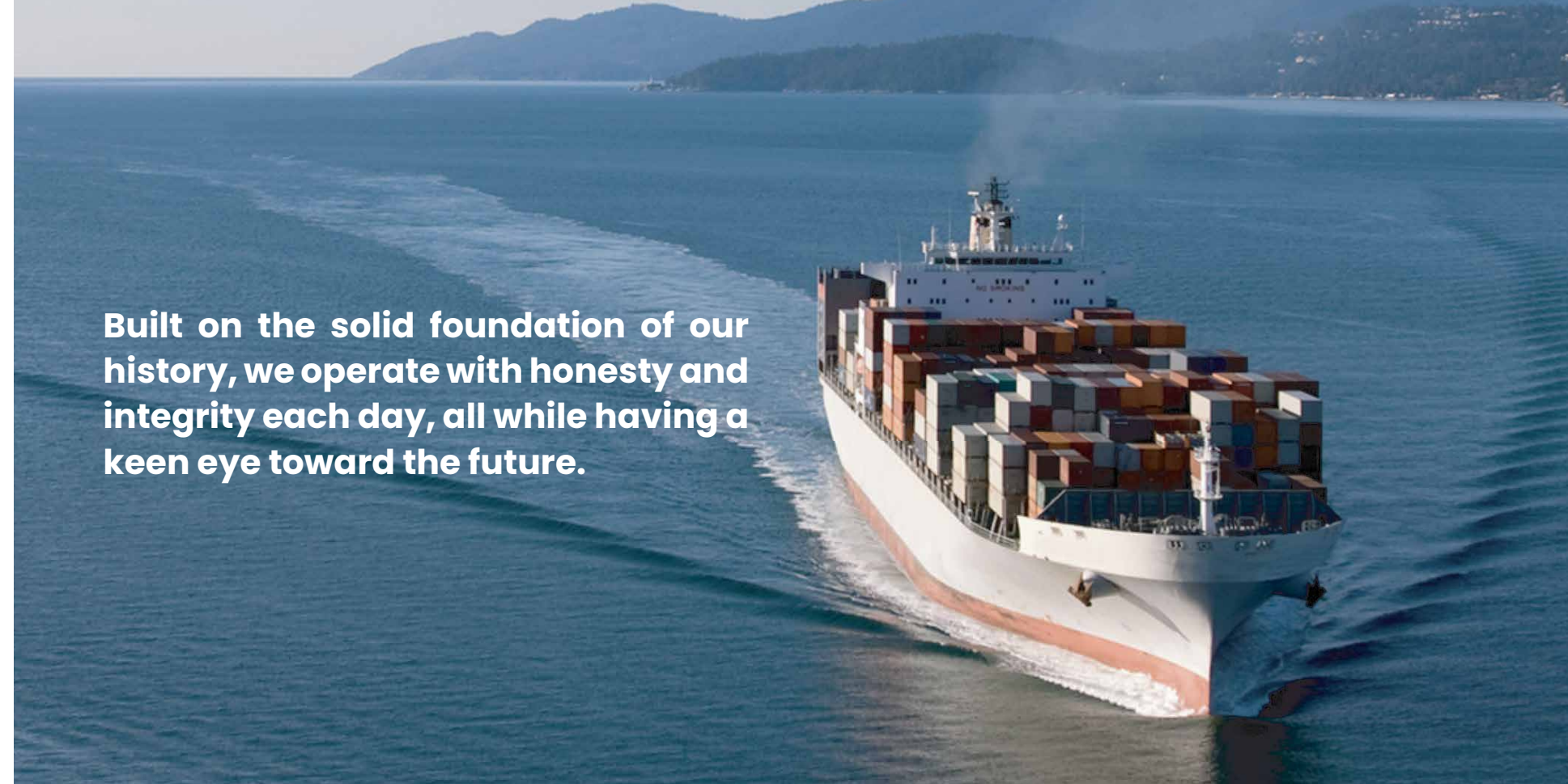
LAUNCHED NEW, SMALL BUSINESS HEALTH COVERAGE

Exclusive healthcare coverage for Greater Memphis Chamber members emerged in the spring of 2022 in partnership with UnitedHealthcare, designed to help small businesses offset the rising costs of health care while also offering quality benefits in a highly competitive job market.

These packages result in savings of up to 30% off the cost of traditional plans, in addition to a special 2% discount off premiums for Chamber members. The plans also offer mental health and pharmacy benefits, virtual doctor visits, and incentives of up to \$1,000 annually paid directly to employees who participate in health and wellness activities.

Health coverage for small businesses is one of several products offered by Chamber Benefits, Inc., a wholly-owned subsidiary of the Greater Memphis Chamber.

Learn more at chamberbenefitsinc.com



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SPOTLIGHT ON: WOMEN'S BUSINESS COUNCIL

The Women's Business Council comes together every quarter with a focus on nurturing and advancing women throughout the stages of their professional careers.

Stronger connections are a foundation of every session. At the Council meetings, attendees participate in breakout groups based on panelists' content.

Here's a spotlight on two conversations:

- **Workforce resources**, including strategies and advice to navigate virtual hiring, find the right employees, or even stand out to the right employer. Dotty Summerfield Giusti, Christine Essary, Cynthia Thompson, and Amity Schulyer participated in this discussion in February 2022.

- **Crucial conversations**, centered around the importance of both what you say and how you say it as a form of goal achievement. Venita Doggett, Meredith Martin, Trisha Bevering, and Carolyn Chism Hardy steered this conversation at our local IKEA store in Cordova in June 2022.



SPOTLIGHT ON: SMALL BUSINESS COUNCIL

The Small Business Council is a resource for small enterprises in the Memphis region in areas such as marketing, information technology and human resources. Most of the businesses supported by the Council do not have dedicated marketing, IT, or HR teams of their own, making events like our Lunch in the Know series invaluable for them.

During our Certification Day, the Council brought together seven certifying bodies for a one-stop shop for small business owners who wanted to expand their reach as vendors by becoming an MBE, WBE, or DBE. Representatives from the Memphis & Shelby County Airport Authority, Tri-State Minority Supplier Development Council, Women's Business Enterprise Council, and Mid-South Minority Business Continuum were present, along with public sector representatives of Memphis and Shelby County. More than 50 businesses were included, each of which shared a synopsis of their organization and provided on-the-spot support toward various certifications.

A Chamber initiative to provide small/micro businesses a platform to meet potential customers and other companies in this space yielded an event called Small Business Saturday. Nearly 40 vendors gathered at the first mall established in Memphis.



PROUD FINALIST IN THE
Memphis Business Journal's
2023 Building Memphis Awards

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*Honored as an Ambassador of the Month

Omar Aquil*

Spherion Staffing and Recruiting

Lea Carr

Paragon Bank

Nikki Gibbs

A Step Ahead Foundation

Tara Barker

Vitalant

Gloria Carson

Union Centre Executive Suites

Phil Gray

Pinnacle Financial Partners Inc.

Monique Barron

Center for Employment Opportunities

Season Caulkins

Spherion Staffing and Recruiting

Rozell Gray

Rozell Gray Company

Mary Beck

Mid-South Transplant Foundation, Inc.

Dwayne Chaffin

Memphis Grindhouse Coffee

Sonnet Booth

Aleva Chemical

K Durell Cowan

HEAL901

Amy Braden

HopeWorks

Kristy Craig

Smart Charge

Alex Brasher

WellMind Behavioral Health & Wellness

Jamel Dagher

Paragon Bank

Shannon Briggs

Campfire Collective

Jawanner Davis

Immerse Health & Wellness

Debra Brown

Vitalant

Sebastiaan de Kok

HealthLink International

Cristy Browning

HarborChase of Cordova

J. Demps

Masterchek, Inc.

Zola Burgess

Mid-South Transplant Foundation, Inc.

Ben Dickey

Vertava Health

Jana Cardona

Designed for Success

Stacy Dodd

Vertava Health

Kari Hopper

HarborChase of Cordova

Lindsey Hudson

Laser Aesthetics Body & Wellness

Marcus Jackson*

Craft Axe Throwing

Lakendra Jeffries

Memphis Grizzlies

Whitney Jo

Playhouse on the Square

Veronica Kemp

Memphis Grizzlies

Jill Laurie

ADP - HCM Business Services

James Lenschau

Wyatt, Tarrant & Combs, LLP

Constance Lewis

A Step Ahead Foundation

Amber Lias

Pinnacle Financial Partners Inc.

Randa Lipman

Mid-South Transplant Foundation, Inc.

William Lowery

Trustmark National Bank - Memphis Region Corporate Office

Dhane Marques*

US Tax Works 2.0

Joann Massey

Lewis Massey Associates, LLC

Phillip May

Pinnacle Financial Partners Inc.

Stephanie McCarty

GSG Talent Solutions

Leslie McClora

Nike

Benita McNeer

Guaranty Bank

Susan Mealer

Answering Advantage LLC

Bruce Meisterman

WKNO TV / FM

Caprice Morgan

AARP TN

Valerie Morris

Morris Marketing Group

Deb Nichols

SRVS

Shantorra Owens*

Shantorra Owens State Farm Agency

Kimberly Pegues

ASG Staffing

Sharon Posman

Lipscomb & Pitts Insurance, LLC

Lecelle Providence

The Lamar Companies

Steve Quach

Raymond James

Shannon Record

Signal Security

Trevor Reed

Sign Matters Inc.

Rael Reid

Spherion Staffing and Recruiting

Fatima Rice

Fresh Start Facility Services, Inc.

Cortney Richardson

Peer Power

Melody Rogers

WHBQ Fox 13

Kadestrick Russell

Russells Development LLC dba EXIT Realty Wallstreets

Ann Saccomano

FedEx

Stephanie Schwegman

FedEx

Heather Scobey

Nothing Bundt Cakes

Constance Sholar Cherry

Creative Home Academy and Preschool, LLC

Joe Simon

YMCA of Memphis & the Mid South

Kandace Stewart

Memphis Grizzlies

Brooke Stewart

Vertava Health

Michael Strickland

Memphis Botanic Garden

Leslie Tate

Signet, Inc.

Vic Vega

Vic Vega VV

Mollie Walker

Simmons Bank

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Summerfield Associates, Inc.

Stephen Willett

ProTech Services Group, Inc.

Luanne Yeley

Sparkle Mentality Consulting, LLC

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