



GREATER MEMPHIS CHAMBER
Annual Report
2023/24





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A GREATER MEMPHIS

185 YEARS STRONG

As we mark our **185TH YEAR** of driving growth and attracting world-class companies to Memphis, we're living out our founders' vision of a Chamber of Commerce dedicated to enhancing business opportunities and advancing our city. Our journey has always been about more than just progress; it's about expecting greater, not just good. We're shifting our mindset from aiming for playoffs to striving for championships—tackling challenges with a determined will to find effective solutions. Our passion for Greater Memphis fuels our commitment to making a meaningful difference and addressing real issues and perception challenges. We've made significant strides, but our story is far from complete—**THE BEST IS YET TO COME.**





MISSION VISION

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 our city's soul.

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





A LETTER FROM THE PRESIDENT & CEO



DEAR GREATER MEMPHIS CHAMBER INVESTORS

In 2023, the Greater Memphis Chamber celebrated its 185th anniversary. That's 185 years of recruiting world-class companies like FedEx and International Paper, retaining St. Jude Children's Research Hospital and Sylvamo, and supporting the growth of thousands of other companies, including AutoZone.

In a resolution published in 1838, our founders said, "The facilities for transacting business would be greatly increased, and the best interests of the city promoted, by the organization of a chamber of commerce." Despite wars, epidemics, and pandemics, the Chamber has never wavered in fulfilling its role. We are as committed today to building a GREATER Memphis for all as we were 185 years ago.

In our 2023 Annual Report, you'll learn more about how we follow through on our mission. Despite significant economic headwinds in 2023, your Chamber announced nearly 2,000 new jobs with an average annual wage of more than \$81,000, including foreign direct investments from globally recognized advanced manufacturers like Richardson International and MSS Steel Tubes.

We also expanded our role in workforce development, which is crucial to attracting high-quality companies and creating more high-paying jobs. You'll learn more about our popular summer Teacher Externship Program, our new role as the lead organization for workforce development for the region, and more.

In 2023, we also won major government-relations victories, including funding for America's River Crossing, replacing the aging Interstate 55 bridge over the Mississippi River at Memphis. We also celebrated the conclusion of the first phase of the Lamar Avenue widening and improvement project, our largest MEM2NASH to date, and more.

We're proud of what we accomplished in 2023, but our fight continues in 2024. Thank you for your investment in our region's growth. Your support makes the work in this Annual Report.

TED TOWNSEND
President & CEO



A LETTER FROM
THE CHAIRMAN



DEAR CHAIRMAN'S CIRCLE
INVESTORS

As we celebrated the 185th anniversary of the Greater Memphis Chamber, we also celebrated the 10th anniversary of its Chairman's Circle, a group of visionary leaders working for a GREATER Memphis.

Over the last decade, the Chairman's Circle has grown from a small group to more than 180 of the region's top business minds.

"Our business community simply cannot thrive if our city is not thriving," I said in last year's 10th Anniversary book. That gets to the heart of the Chairman's Circle's purpose. We are dedicated to growing our city through investments in the Chamber and participation in various task forces. When we succeed, our work reverberates through Memphis with an honest and measurable impact on people's lives.

One of our major wins in 2023 was the announcement of the Prosper Memphis Accelerated Skills Training Center. The

project, made possible by the significant investment of time, resources, and labor by our Chairman's Circle, is set to profoundly impact our community.

The training center will provide Memphis with a pipeline of skilled talent. This center will allow adults to learn new skills that can catapult them from poverty to prosperity. This is the power of our work. This is the power of the Chairman's Circle, and you are a part of this significant movement.

Every investment in the Chamber funds the work described in the 2023 Annual Report.

If you aren't a member, join the Chamber. And join the Chairman's Circle. You're in the right place if you want to make a difference for your business and community.

MICHAEL SCARBROUGH
Chair, Chairman's Circle 2023





2023
IN REVIEW

4.0%

UNEMPLOYMENT RATE

1,927 TOTAL
NEW JOBS
CREATED

(RESULTING FROM CHAMBER RECRUITMENT AND EXPANSION PROJECTS)

\$96.2 BILLION

MEMPHIS REGION GDP

2022 TOTAL ECONOMIC
OUTPUT AND PRODUCTION

\$1.1 BILLION

TOTAL CAPITAL
INVESTMENT



2024 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE



GREGORY M. DUCKETT
Chairman of the Board
Baptist Memorial Health Care, EVP & Chief Legal Officer



DUNCAN WILLIAMS
Vice Chairman
Williams Holdings Company, President



JASON YARBRO
Secretary/General Counsel
Butler Snow LLP, Partner



RUSSELL NENON
Finance Chair/Treasurer
Truist, SVP Middle Market Banking



DOUGLAS BROWNE
Immediate Past Chairman
Peabody Hotel & Resorts, President



BILL DUNAVANT, III
2024 Chairman, Chairman's Circle
Dunavant Enterprises, Inc., President & CEO



BEN C. ADAMS JR.
Officer
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC, Chairman Emeritus



TAMMY LOCASCIO
Officer
First Horizon, SEVP & Chief Operating Officer



DAVID C. MAY
Officer
Mid America Commercial Banking Executive & Memphis Market Executive



TOM NEWBERN
Officer
Autozone, Chief Operating Officer



RICHARD SMITH
Executive Officer
FedEx, COO International, CEO Airline

BOARD MEMBERS

Imad Abdullah
Regional One Health

Terry Blue
Memphis Shelby County Airport Authority

Jozelle Booker
Mid-South Minority Business Council Continuum

Eric Brown
Valero Energy Corporation

Tyrone Burroughs
First Choice Sales & Marketing Group

Micheal Cristal
Kroger

Craig Gaffin
Smith+Nephew

Jason Gillum
Millennium Search

Willie Gregory
Nike | GMC Board Past Chair

Kevin Kane
Memphis Tourism

Daphne Large
Data Facts, Inc.

Jason Little
Baptist Memorial Health Care

Neely Mallory
Mallory Alexander International Logistics

Stacy McCall
ServiceMaster by Stratos

Doug McGowen
MLGW

Michael Scarbrough
POGA Companies

Jessica Taveau
Epicenter

Blair Taylor
Memphis Tomorrow

Chuck Thomas
SWTCC

Michael Ugwueke
Methodist Le Bonheur Healthcare

David Waddell
Waddell & Associates, LLC

John Webb
CIGNA Healthcare

Spence Wilson Jr.
Kemmons Wilson Companies

Kera Wright
ALSAC

BOARD OF GOVERNORS

A2H, Inc.

AT&T

CN Railroad

COMCAST – Memphis

Flex

GP Cellulose

Lallemand / American Yeast

Southwest Tennessee Community College

State Systems

Trustmark National Bank – Memphis Region

Corporate Office

BOARD OF ADVISORS

Agilix Solutions

Behind the Scenes

Bioventus LLC

Blue Oval SK, LLC

Blues City Brewery, LLC

BNSF Railway Company

Cadence Bank

Caesar's Entertainment, Inc.

Coca-Cola Consolidated

Coldwell Banker Collins-Maury

Communities In Schools of Memphis

Delta Dental Plan of Tennessee

Delta Specialty Hospital

Edelbrock Group

Federal Reserve Bank of St. Louis

Fullen Dock & Warehouse, LLC

Hillwood

Holiday Inn The University of Memphis

HRO Partners

ImageWorks Commercial Interiors

Indigo Ag

JP Morgan Chase Bank

KPMG, LLP

Kruger Products

Local 24/TEGNA Broadcasting

Midtown Pediatrics of Memphis

Morgan Steel, LLC

Newmark Knight Frank

Noremac Media Group

PMC Biogenix

PMI Global Services

Prairie Farms Dairy, Inc.

RDX, LLC

Rhodes College

Runyon Industries

S&ME

SG Electronics Inc

Sharp Manufacturing Company of

America

Signet, Inc.

Southland Casino

Thompson Machinery

Top Golf

TruGreen

University of Tennessee Health Science Center

West Fraser Wood Products, Inc.

Whataburger Restaurants



GMC TEAM



TED TOWNSEND
President & CEO



NANCY COFFEE
Senior Vice President,
Chairman's Circle



LISA LOVELL
Senior Director, Chairman's
Circle Engagement



AMY DANIELS
Chief Communications Officer



TERRI BOSBY
Director, Investor Engagement



TAYLOR ANN CARPENTER
Manager, Content Creation



TUNGA LEE
Director, Events



PATRICIA MCKINNEY
Director, Small Business &
Member Programming



DIAMOND YOUNG
Director, Marketing



TED FERRIS
Senior Vice President & Chief
Administration Officer



NATALIE MITCHELL
Receptionist



LEON PATTMAN
Senior Director of Finance
and Compliance



ROB RECKER
President, Chamber Benefits, Inc.



QUINTIN ROBINSON
Senior Vice President, Human
Resources & Operations



DEQUANDA SMITH
Senior Director, Sponsorship Sales



CHRIS STEWART
Vice President, Finance &
Administration



SAMANTHA WHITE
Staff Accountant



BLAKE PAYNE
Membership Sales Manager



LELAND BURRESS, III
Senior Membership
Account Executive



BRANDON SMITH
Membership Account Executive



VERA TERRELL
Membership Account Executive



ELDRIDGE THOMPSON
Membership Account Executive



GWYN FISHER
Chief Economic Development Officer



TROY PARKES
Senior Vice President, Global
Business Development



JEANETTE JONES
Director, Existing Business &
Manufacturing Industry Council



SUSAN HADLEY MAYNOR
Vice President, Product Development
& Regionalism



TECORA MURRAY
Executive Director, Greater Memphis
Economic Research Group (GMERG)



ABBY LATTURE
Economic Development Research
Analyst, Greater Memphis Economic
Research Group (GMERG)



MACKENZIE STONIS
Economic Research Analyst,
Greater Memphis Economic
Research Group (GMERG)



DONNELL WORD
Director, Economic Development



BOBBY WHITE
Chief Government Affairs Officer



COURTNEY BLANCHARD
Director, Public Affairs



AMITY SCHUYLER
Senior Vice President,
Workforce Development



SONDRA HOWELL
Vice President & Executive Director
of Workforce & Community



JESSICA MOSLEY
Director, Community Development



ROSEMARY KONADU
University of Memphis Graduate
Fellow Intern



LILLIAM BAEZ
Director, US Commercial Service
Memphis



CHAIRMAN’S
CIRCLE
MEMBERSHIP LIST

A2H Logan Meeks	BDO Mike Musick
ABB Ralph Donati	Belz Enterprises Ron Belz
Adams Keegan, Inc. Jay Keegan	Big River Steel Lenore Trammell
Alco Management Berkeley Burbank	BlueCross BlueShield of Tennessee Kevin Woods
Allen & Hoshall Harry Pratt	Blue Suede Networks Charles Elliott
Allworld Project Management Michael Hooks, Jr.	Boyle Investment Company Matt Hayden
ALSAC Richard C., Shadyac, Jr.	Bryce Corporation Richard Williamson
American Material Handling Josh Lackie	Buckman International Junai A. Maharaj
American Residential Services Chris Fairey	Butler Snow Jason Yarbro
Amplify Cell Technologies Kel Kearns	C.A.T. Global Chris Carr
Answering Advantage Susan Mealer	Campbell Clinic Daniel Shumate
archimania Barry Yoakum	Cargill Cotton Matt Dunbar
AutoZone, Inc. David McKinney	Carlisle Corporation Chance Carlisle
Baker Donelson Ben Adams	CBIZ MHM, LLC Eustis Corrigan
Bank of America Trevia Chatman	CBRE – Memphis Frank Quinn
Baptist Memorial Health Care Jason Little	Charles River Laboratories Ahmad Hussin
Barnhart Crane & Rigging Company Frank Smith	Chris Woods Construction Grant Mills
Barr Brands International Joe Lyons	Cigna Healthcare John Webb
Bass, Berry & Sims, PLC Gil Uhlhorn	City Enterprises David Andrews
	Classic American Hardwoods Bill Courtney

Colliers Tim Mashburn	Cummins Patricia Covington
Congruex Paul Sulisz	Cushman & Wakefield/Commercial Advisors Greg Spillyards
CSX Intermodal Jane Covington	Data Facts Daphne Large
DCA Doug Carpenter	Deloitte Jonathan Pennington
Dillard Companies Chris Bird	Diversified Trust Robin Smithwick, III
Dobbs Equity Partners LLC John Dobbs	Dobbs Management Services, LLC Edward Dobbs
Draslovka Jimmy Stockbridge	Drexel Chemical Company Leigh Shockey
Dunavant Enterprises Bill Dunavant III	Dunavant Asset Management David Scully
EDGE Joann Massey	ESO Management Services Jimmy Lackie
Elvis Presley Enterprises Jack Soden	EnSafe Inc Don Bradford
Evans Petree PC Joe Getz	Evolve Bank & Trust Scott Stafford

FedEx Richard Smith	FESJC/PGA Tour Joe Tomek
First Choice Sales & Marketing Group Tyrone Burroughs	First Horizon National Corporation Bryan Jordan
Flintco, LLC Tim Weatherford	Ford-TEVC at Blue Oval City Ermal Faulkner
Forvis Mazars Kim Sheley	Frontdoor Evan Iverson
Fullen Dock Dan Nisbit	GP Cellulose Chuck LaPorte
Gant Systems Clayton Lemmons	Gerber Taylor Charles Gerber
Glankler Brown Bill Bradley	Grant New Homes Keith Grant
Gravity Productions Mark Williams	Green Mountain Technology Kevin McLaughlin
Higginbotham Insurance & Financial Services Johnny Pitts	Highline Warren Darcy Curran
Hope Federal Credit Union Bill Bynum	Hunter Fan Scott Ayers
Hyde Family Foundation J. R. “Pitt” Hyde, III	Hyosung HICO, Ltd. Jason Neal

IMC Companies Mark George	Inclusive Excellence Consulting Mary McConner
Independent Bank Susan Stephenson	International Paper Alissa Campbell Shaw
JAG Investments Jason Gillum	KBG Technologies Kathy Buckman Gibson
Kemmons Wilson Companies Spence Wilson, Jr.	Kimery Wealth Management Kevin Kimery
Kroger Micheal Cristal	Kruger Products Mark Hauke
Landers Auto Group Kent Ritchey	Leadership Memphis Bobby White Jr.
LeMoynes-Owen College Christopher Davis	Linkous Construction Co. Inc. Rusty Linkous
Louis Dreyfus Company Joe Nicosia	LRK Frank Ricks
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
Marx – Bensdorf Realtors Jimmy Reed	

McVean Trading & Investments, LLC Dow McVean	Memphis Area Association of Realtors Amanda Creel
Memphis Area Transit Authority Bacarra Mauldin	Memphis Capital Group Joel Banes
Memphis Grizzlies Jason Wexler	Memphis Light Gas & Water Doug McGowen
Memphis-Shelby County Airport Authority Terry Blue	Memphis-Shelby County Schools Marie Feagins
Memphis Showboats Steve Macy	Memphis Tomorrow Blair Taylor
Memphis Tourism Kevin Kane	Methodist Le Bonheur Healthcare Michael Ugwueke
Meticulous John Weston	MicroPort Orthopedics John Michael Pela
Mid-American Apartment Communities, Inc. (MAA) Eric Bolton	Mid-South Drug Testing Kelly Dobbins
Mimeo Oliver Doughtie	Monogram Food Solutions Karl Schledwitz
Moore Tech Skip Redmond	MoSH Kevin Thompson

Mueller Industries Greg Christopher	National Civil Rights Museum Russ Wigginton
National Guard Products Lewie Smith	New South Capital Management Steve Morrow
nexAir, LLC Bill Proctor	Nickson General Contractors Octavius Nickson
Nike Willie Gregory	Nucor Steel Eric Nystrom
Olymbec USA, LLC Jason Berger	Orgill, Inc. Mike Keeney
Orion Federal Credit Union Ashley McDurmon	OsteoRemedies Chris Hughes
OrthoSouth Thomas Giel, III	Oteka Technologies Alandas Dobbins
Pandrol USA Sandro Silva	Pathmark Transportation Wes Kraker
Patterson Warehouses Nathan Bell	PennAKem Sameer Rupani
Phelps Dunbar John Bobango	Pickering Firm, Inc. Mike Pohlman
Pinnacle Financial Partners Phillip May	Power & Telephone Supply Company Jennifer Pentecost Sims

Preserver Partners Dana Pointer	ProTec Andy Yambrek
ProTech Services Group, Inc. Dan Weddle	Raymond James Ryan Ehrhart
Reaves Law Firm Henry Reaves	Regional One Health Reginald Coopwood
Regions Bank David May	Renasant Bank Shawn Clayton
Richardson International Jim Meyer	Ring Container Technologies Brian Smith
Riviana Tim Gyovai	RKA Construction Ryan Anderson
Running Pony Jonathan Epstein	Saint Francis Healthcare Scott Smith
Sedgwick Claims Management Services Inc. Jason Landrum	Seeding Success Mark Sturgis
Self + Tucker Architects Juan Self	Semmes Murphey Clinic John Lewis
ServiceMaster by Stratos Stacy McCall	Silver Tree Residential James Carmichael
Simmons Bank Chuck Newell	Smith & Nephew, Inc. Craig Gaffin
Southeastern Asset Management Jessica Pressgrove	

SouthernSun Asset Management Michael Cook	SouthWorth Capital Management Jeff Presley
St. Jude Children’s Research Hospital James Downing	Stragistics Technology Inc. Hughetta Dudley
Stratas Foods Jack Straton	State Systems Bob McBride
Strategic Resource Management Brad Downs	StringBend Capital Kevin McEniry
Stryker Jeanine Redden	Supreme Staffing Eduardo Sanchez
Sylvamo John Sims	Systems Technologies Jeremy Simpson
TAG Truck Center Gary Dodson	Tate Computer Systems Sylvester Tate
Tennessee Carriers Candy DeBord	Tennessee Valley Authority Chuck Marquis
The Crump Firm Architects Metcalf Crump	The J.M. Smucker Company Carlos Manning
The Juice Plus + Company Paulo Teixeira	The P3 Group Dee Brown
Tri-State Truck Center Inc. Jim Maddox	TruckPro Chuck Broadus

TRUIST Ted Miller	Trust Marketing Ryan Robertson
Turner Construction Andy Davis	UMRF Ventures Pierre Landaiche
UnitedHealthcare Robert Horton	University of Memphis Bill Hardgrave
Urban Child Institute Gary Shorb	UTHSC Peter Buckley
Vaco Justin Farmer	Valero Energy – Memphis Refinery Eric Brown
Vantiva Rob Wipper	Varsity Spirit Bill Seely
Vortex Aviation Michael Grace	W & T Contracting Corp Terrell & Wiley Richards
Waddell & Associates David Waddell	Ware Jones Realtors William Ware
Worlds Away Robert Berry	Worldwide Business Group Anthony Norris
Wyatt, Tarrant & Combs, LLP Lee Harkavy	xAI Brent Mayo
Yates Construction Alex Teague	YMCA of Memphis & the Mid-South Jerry Martin
Youth Villages Patrick Lawler	



ECONOMIC DEVELOPMENT



2023 BY THE NUMBERS



292
COMPANY VISITS
to existing businesses

\$1.1
BILLION
in capital
investment

1,927
NEW JOB
commitments



MSS STEEL TUBE

TO KICK OFF 2023, THE GREATER MEMPHIS CHAMBER, TENNESSEE GOV. BILL LEE, AND OTHER OFFICIALS ANNOUNCED THAT MSS STEEL TUBES USA LLC WILL INVEST \$6 MILLION TO OPEN ITS FIRST U.S. STEEL TUBE PRODUCTION PLANT IN MEMPHIS, CREATING 129 JOBS.

MSS Steel Tubes USA LLC is a subsidiary of Portugal-based MSS Steel Tubes SA and part of the Metalgalva Group in partnership with Brazil-based Soufer Group. By setting up shop in Memphis, MSS Steel Tubes will better serve its U.S. customer base of solar panel manufacturers, leveraging Memphis's strategic location for efficient and cost-effective production and distribution. This development aligns with the Chamber's Prosper Memphis 2030 goals, including creating skilled jobs and reaching STEM education targets. Key partners in this initiative include the Tennessee Valley Authority, Memphis Light, Gas & Water, and various local government and economic development entities, including the Economic Development Growth Engine for Memphis & Shelby County (EDGE). This investment highlights Memphis's growing role in the steel production sector and its potential to attract additional advanced manufacturing projects.



MIM SALUTE TO FRANCE

The Greater Memphis Chamber chose France as the honored country for the 2024 Memphis in May International Festival, acknowledging France's historical and future contributions to our local economy. The last time we celebrated France was in 1990, and given the solid economic ties France has with Memphis—through significant investments and robust trade relationships—this selection aims to strengthen our economic and diplomatic bonds further. In partnership with ARTSmemphis, we commissioned Michele Noiset to design the commemorative fine arts poster.

France-based companies play a crucial role in our region, with 69 companies in Tennessee, including 16 in Greater Memphis, employing 2,000 people. Throughout 2024, we will host various engagement opportunities to enhance these connections, including economic development delegations. We were also pleased to welcome Anne-Laure Desjonquères, Consul General of France in Atlanta, to Memphis for our Annual Chairman's Luncheon in December.

2023 IEDC AWARDS

In September 2023, the Greater Memphis Chamber received five Excellence in Economic Development Awards from the International Economic Development Council (IEDC), the world's largest organization for economic developers. The awards shine an international spotlight on the Chamber's leadership in regional economic growth and resilience. They also confirm that our ecosystem's commitment, innovation and creativity are building a Greater Memphis.

GOLD AWARD FOR REGIONALISM & CROSS-BORDER COLLABORATION:

Recognized for securing Ford and SK Innovation's \$5.6 billion BlueOval City project near Memphis, which will create 6,000 jobs by 2025.

SILVER AWARD FOR ANNUAL REPORT:

Celebrated for our impactful 2022 Annual Report, created in collaboration with Harvest Creative, Wilson PR, and RedRover Sales & Marketing Strategy.

BRONZE AWARD FOR PRINT BROCHURE:

Acknowledged for the Greater Memphis Economic Research Group's (GMERG) industry reports, which drive our research-driven, data-based business recruitment strategy.

BRONZE AWARD FOR SPECIAL PURPOSE WEBSITE:

Honored for MemphisMoves.com, our economic development-focused microsite aiding business investment and job creation decisions for companies seeking to invest in our region.

BRONZE AWARD FOR RESILIENCY, RECOVERY & MITIGATION:

Lauded for the Small Business Resiliency Playbook, a guide for navigating financial crises or business disruptions, created in response to COVID-19 and in collaboration with Wilson PR.



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



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



GMERG INDUSTRY REPORTS

In early 2023, we rebranded our economic research division as the Greater Memphis Economic Research Group, GMERG (pronounced “G-merge”). This new name, replacing the former Center for Economic Competitiveness, aligns with the Chamber’s mission to provide essential economic insights to boost the region’s growth and support our economic development division. GMERG, established in 2021, offers various free and commissioned reports that have been pivotal in attracting talent, businesses, and investments to Greater Memphis.

SNAPSHOTS FROM 2023:

ADVANCED MANUFACTURING:

In 2023, Greater Memphis offered more than 1,100 advanced manufacturing establishments, totaling more than 43,000 employees. This sector—which covers non-durable goods like food and paper products to precision-based manufacturing, such as surgical and medical instruments and automotive components—is expected to have 6 percent growth over the next five years. This figure doesn’t include BlueOval City’s estimated contribution to the tally, as the project is not yet open.

AGRIBUSINESS & AGTECH:

The Greater Memphis region’s agricultural sector employs more than 9,200 professionals and generates \$2.6 billion in GDP. With over 600 established companies and 100-plus monthly job postings, the industry is well-supported by more than 2,000 annual graduates in agriculture, biosciences, and business. Key sub-clusters include farm supplies, specialized freight, paper mills, crop production, and soybean/oilseed processing. Milling alone supports more than 1,800 jobs and over \$325 million in earnings, with rice milling accounting for nearly 30 percent of employment. Notably, 50 percent of the U.S. rice supply is grown in Northeast Arkansas, highlighting the region’s importance.

AUTOMOTIVE & SUPPLIES:

The automotive sector in Greater Memphis is booming, with 18,735 professionals contributing to a \$3.7 billion GRP. The workforce is young and diverse, with 55 percent being Gen Z and Millennials and 40 percent from diverse backgrounds. The region supports nearly 1,200 automotive-related businesses, backed by over 4,300 annual automotive and mechanical graduates. With job creation surpassing 350 new roles monthly, key sub-clusters include parts and accessories stores, dealerships, repair and maintenance services, wholesalers, and vehicle parts manufacturing. Since 2018, Greater Memphis has enjoyed a 2 percent growth, contrasting with a 1 percent decline in similar regions. Memphis also ships 404,000 tons of motor vehicle and transportation equipment annually, reinforcing its status as a critical automotive hub.

FOOD & BEVERAGE MANUFACTURING:

The food and beverage industry in Greater Memphis continues to thrive, with over 53,000 diverse professionals driving a \$4.9 billion GDP. The region boasts over 2,500 F&B locations and sees over 800 job openings monthly. Beyond restaurants and bars, leading sub-clusters include dairy products manufacturing, special food services, grain and oilseed milling, sugar and confectionery production, and other food manufacturing sectors. An essential asset supporting this industry is the 70-million-year-old Memphis Aquifer, which contains 100 trillion gallons of some of the world’s purest water and plays a crucial role in our region’s ongoing success.

HEALTHCARE & LIFE SCIENCE:

Memphis is a pioneer in medical research, continually drawing talent and innovation to the region. Greater Memphis is home to the largest number of medical device manufacturing professionals in the South. Overall, the Healthcare & Life Science industry employs more than 83,000 people and contributes over \$10 billion to the GDP.

HQ & FINANCE:

The Greater Memphis region is a powerhouse for business services, with nearly 50,000 professionals and over 5,000 companies contributing to a \$12.5 billion GDP. With 2,000+ monthly job openings, the management sector has grown by 24 percent in the last five years. The area is home to the headquarters for six Fortune 1,000 companies and produces more than 2,400 finance and business graduates annually. Top sub-clusters include corporate and regional managing offices, commercial banking, logistics consulting, insurance agencies, and legal services. Additionally, over half of the workforce is female, spotlighting the region’s commitment to diversity.

INFORMATION TECHNOLOGY:

Greater Memphis boasts the highest concentration of Black computer talent among major U.S. metro areas, represented by 25 percent of its workforce. With over 7,700 IT professionals and 1,300 companies contributing \$2.4 billion to the region’s GDP, the sector is thriving. Reflecting national trends, the region’s Information Technology industry is expected to grow by 9 percent over the next five years. Currently, Millennials make up more than half of the IT workforce. Key IT roles include wired telecom carriers, custom computer programming, software publishing, media networks, content providers, and computer systems design.

MUSIC & ENTERTAINMENT:

Greater Memphis, renowned for its rich musical heritage, is home to over 29,000 professionals in the music and entertainment industry, contributing to a \$2 billion GDP. The region ranks among the top 10 fastest-growing major metro areas for film and television employment. Leading employers include independent artists, writers and performers, casinos, fitness and recreation centers, sports instruction, and sports teams and clubs. With more than 825 companies and over 240 job postings each month, the music and entertainment industry is thriving and is projected to grow by an additional 3 percent over the next five years.

SUPPLY CHAIN & LOGISTICS:

As “America’s Distribution Center,” Memphis can reach 95 percent of the world’s consumers within 72 hours by air. The Greater Memphis region’s Supply Chain & Logistics sector is a global powerhouse, with more than 127,000 professionals, nearly 4,500 companies and nearly \$20 billion in GDP.





WORKFORCE DEVELOPMENT



2023 BY THE NUMBERS



4000

STUDENTS REACHED
per teacher extern

\$18,300,782

COMPETITIVE GRANT
FUNDS WON

37

EMPLOYER TECHNICAL
ASSISTANCE MEETINGS

7

SPEAKING ENGAGEMENTS/PANEL
PARTICIPATION
by workforce development team members

24

ORGANIZATION LEADERS
in the Aspen Workforce Leadership
Academy Cohort

73

HOURS OF BEST PRACTICES
in workforce development training received
by the cohort





GREATER MEMPHIS WORKFORCE DEVELOPMENT BOARD

We announced new leadership changes to our Greater Memphis Workforce Development Board, including a new chairman, executive director, and 10 new board members. This comes as the region sees significant workforce momentum, with 663,300 jobs as of October 2023 and a ranking by Gusto as the fastest-growing job market in the nation in August 2023.

The Greater Memphis Chamber supports The Board and serves as its fiscal agent and administrator, through a partnership solidified in November 2023 with the Office of Shelby County Mayor Lee Harris.

TEACHER EXTERNSHIP PROGRAM 2023

Twenty high school teachers spent two weeks of their summer vacation working at one of 19 regional companies as part of the Greater Memphis Chamber’s 2023 Teacher Externship Program. This popular program—piloted in 2022 with four teachers at three host businesses—provides a hands-on way to strengthen the connections between local classrooms and area businesses. Teacher externs participate in job shadowing, facility tours, and other job-related activities. They receive a \$2,500 stipend and a \$200 gift card for classroom supplies.

Externs come out of the program with a better understanding of job opportunities and workforce needs, which they can share with their students. We launched the Teacher Externship Program to help connect school communities to companies and prepare for historic job growth across Greater Memphis. Our businesses understand the crucial role teachers play in shaping the future workforce. This program allows them to take a lead in career preparation. And, with the growing number of jobs in science, technology, engineering, and mathematics (STEM), the program also helps teachers equip their students to make informed career choices.

2023 TEACHER EXTERNS



JASMINE WILLIAMS
(MELROSE HS)

Jasmine brought her love of marketing to Youdle, which helped her appreciate the diverse businesses in our region and the need for marketing expertise.



MORGAN WILEY
(POWER CENTER ACADEMY)

An honors biology teacher, Morgan worked with Transnetyx, a leader in automated genotyping. In her classroom, she often hears the question, “Why do we have to learn this?” Through this experience, she aims to show her students that as the world becomes more innovative and technological, there are many career paths in STEM and a market need for this knowledge.



JACQUELINE HICKS
(SOUTHWIND HS)

As a health science educator with an RN degree, Jacqueline brings her professional experience to the classroom daily. Her hands-on experience with Regional One Health was “so invigorating” and the type of program that many of her high schoolers would thrive in.



DEQUILAH BRANDON
(MELROSE HS)

A Teaching as a Profession (TAAP) educator, Dequilah’s work with Turner Construction revealed that careers in the construction industry aren’t limited to fieldwork. There are various pathways to high-paying, stable careers in this industry.



MANUFACTURING MONTH 2023

Every October, we celebrate National Manufacturing Month, and the Greater Memphis Chamber goes all out to shine a spotlight on our local manufacturers and the many opportunities they offer. Throughout the month, we organize tours of manufacturing facilities for local students and take manufacturing representatives to tour schools. We also set up meetings between teachers and manufacturers and highlight the industry through media interviews and social media posts.

WORKFORCE VIRTUAL OFFICE HOUR

We work directly with our members to support new and existing businesses. One way we do this is through our Workforce Virtual Office Hours. These virtual office hours give Chamber members exclusive access to our subject matter experts on Mondays and Wednesdays, providing guidance and resources related to human resource management, grants, talent development, and other workforce-related topics. Chamber members can easily schedule meetings through an online portal.



WORKFORCE LEADERSHIP ACADEMY

Greater Memphis has more jobs now (and more on the way) than ever. Creating new and inclusive pathways to life-changing careers is a priority of the Chamber. In March 2023, the Greater Memphis Chamber kicked off its inaugural Memphis Workforce Leadership Academy, a year-long program in collaboration with the Aspen Institute to boost local workforce development. The inaugural class of 24 fellows, drawn from various sectors, engaged in retreats, workshops, and action-learning projects to enhance their skills and networks. The Academy, which ran from late March to December, is Memphis's first and one of eight launched in 2023 with support from Walmart, The Harry and Jeanette Weinberg Foundation, and The Ralph C. Wilson, Jr. Foundation. Memphis was selected from a competitive pool of 24 states. Since 2014, the Aspen Institute has established 14 academies in 11 cities across the U.S. and Canada, with nearly 250 participants.



Caring for the People of Memphis and Across Tennessee

- \$100.9** Million in Research Grants
- 2,500** Employees in Memphis
- 7** Hospital Partners in Memphis
- 2,645** Health Care Students in Memphis
- 4** Clinical Campuses Across Tennessee



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*Serenity's counselors do not merely
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They look deeper into underlying issues behind lifelong patterns of self-destructive behaviors. Clients are treated with time-tested, holistic practices designed to heal the mind, body, and spirit.

“Serenity provided me a safe place to get a basis for sobriety and emphasized that I had to learn to live sober. They gave me hope for my future which I had all but given up on. —Ann R (sober 4 years)”



LARGEST MEM2NASH EVER + DC FLY-IN

In February, we organized our annual MEM2NASH trip, which included over 50 representatives from the City of Memphis, Memphis Tourism, Memphis International Airport (MEM), and other business and community leaders. The MEM2NASH initiative aims to present the business priorities of the Memphis region to the Governor, state legislators, and administrators. One of our goals for 2023 was to secure support from the State of Tennessee to bring international air service back to MEM, addressing a long-expressed need by the business and tourism communities. We continue collaborating closely with MEM and Memphis Tourism to gather and share business travel and tourism spending data with airlines.

We head to Washington, D.C., each year for the DC Fly-In to discuss our region’s priorities. During this multi-day event, Chamber representatives, Chairman’s Circle members and other regional stakeholders meet with legislators and administration officials. It’s a great opportunity to share updates and explore potential partnerships and growth opportunities.



MAYORAL DEBATE AND PRIORITIES

In October 2023, Memphis elected a new mayor for the first time in eight years. On August 17, the Greater Memphis Chamber hosted a pivotal mayoral debate at the Halloran Centre for the Performing Arts and Education, featuring the six leading candidates. This televised debate was one in a series addressing key community concerns such as public safety, infrastructure—particularly the Memphis Light, Gas and Water Division (MLGW)—and economic and community development. Our business community played a crucial role, contributing insights through interviews and surveys that helped shape the debate.

Furthermore, we facilitated onboarding sessions for the new mayor-elect, Paul Young, and the newly elected city council members. These sessions aimed to foster a strong working relationship and partnership with the new administration and city council and ensure they understand the vital work of the Greater Memphis Chamber (GMC). Over the years, GMC has been at the forefront of economic development efforts, spearheading progress without relying on government funding.

LAMAR AVENUE IMPROVEMENT PROJECT

Tennessee’s ambitious infrastructure plan, worth billions, allocated \$106 million to improve the Lamar Avenue Corridor. This corridor, a vital link to Interstate 22 and a key connector to Atlanta, becomes a congested city street with numerous stoplights as it passes through Memphis. This stop-and-start traffic wastes valuable time for company trucks and incurs significant environmental costs. Long-recognized by the logistics community as a critical artery for efficiently transporting people and goods, the Lamar Avenue Corridor also hosts millions of square feet of industrial space – making it a high priority for the Chamber, TDOT and the federal government as well. Nearly two decades in the making, the first phase of this project focused on lane widening. With two more phases planned for 2025 and 2026, the Chamber’s role is clear: to act as a vital intersection between the business community and key stakeholders, driving investment, job creation, and economic growth in the region.



AMERICA’S RIVER CROSSING

Memphis is America’s logistics and distribution powerhouse. Moving people and goods safely and efficiently across the Mississippi River is vital for our national economy and resilience. For years, we’ve needed a modern replacement for the I-55 bridge, and the Chamber has been tirelessly advocating for “America’s River Crossing.” This is more than new regional infrastructure; it’s a national priority. Our collaborative efforts with the state of Tennessee, Arkansas, and the federal government are finally paying off. In July 2024, the America’s River Crossing project secured \$394 million in federal grants, part of the \$1 billion needed for completion. Construction is set to start in 2026.





STAKEHOLDER RELATIONS



2023 BY THE NUMBERS



106

RIBBON CUTTINGS,
groundbreakings, grand openings,
and open houses

151

AMBASSADORS
enlisted

2,661

MEDIA MENTIONS
increase in media mentions: 80%
equivalent in ad spend: \$33.6 million





CHAIRMAN'S CIRCLE 10TH ANNIVERSARY

Businesses need a thriving city; when everyone prospers, it benefits us all. Founded in 2013, the Chairman's Circle set out to replace \$2.5 million in government funding by rallying 100 companies to contribute \$25,000 each, establishing the Greater Memphis Chamber as an independent voice for business. Over the past decade, the Chairman's Circle has grown to 179 members, over half of whom are non-native Memphians, and has focused on critical issues like vocational training, pre-K education, fiscal stability of retirement systems and economic development.

**EVERY DAY,
OUR DIVERSE
AND INCLUSIVE
MEMBERSHIP
DEDICATES ITS
EFFORTS TO MAKING
MEMPHIS A BETTER
CITY.**

By collectively funding economic development and advocating for meaningful initiatives, the Chairman's Circle has helped to position the Chamber as the principal economic development entity for Greater Memphis, driving prosperity and innovation throughout the region.





COMCAST RISE

Memphis was one of five cities selected to participate in 2023's Comcast RISE (Representation, Investment, Strength, Empowerment) grant program, where small businesses in Memphis and Shelby County can apply to receive one of 100 awards. The program offers a comprehensive package that includes a \$5,000 monetary grant, business consultation, educational resources, marketing support and a technology makeover. This effort, part of Comcast's broader Project UP initiative, aims to foster economic growth and enhance community diversity, equity and inclusion. Alongside the individual grants, Comcast also provided \$20,000 each to five local nonprofits to help amplify the program's impact. Since its launch in late 2020, Comcast RISE has granted awards to 13,000 businesses nationwide, including 105 previous winners in Memphis.

NYC MEDIA TOUR

In July, embracing the philosophy that "if you don't tell your own story, someone else will," the Greater Memphis Chamber team hit the road to share our region's successes. We highlighted Memphis' strong economic development pipeline and diverse workforce with various media outlets in New York City, including Area Development and Business Facilities magazines, which focus on economic development. Business Facilities notably ranked Memphis #1 in the U.S. for supply chain and logistics. We also engaged with Inc. magazine and Bloomberg Businessweek magazine, emphasizing our strength in minority talent (especially in the tech sector) and our data-driven approach to providing information companies want, whether the companies are looking to invest in our region or already here. Additionally, BlueOval was a hot topic, spotlighting how much interest there is in our region.



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WBC, SBC & YPC COUNCIL UPDATES

2023 PROVED TO BE A BUSY YEAR FOR OUR
GREATER MEMPHIS CHAMBER COUNCILS.
HIGHLIGHTS INCLUDE:

The **Women's Business Council** held quarterly events, drawing an average of 85 attendees each, including about 20 non-Chamber guests. These events ranged from youth mentoring to professional development for women at various career stages and offered significant networking and support. Meanwhile, the **Small Business Council** organized 10 events with an average of 80 participants, distributed a monthly newsletter to 900 businesses and welcomed 180 new small business investors. **The Young Professionals Council** also saw notable growth with over 150 new members. The Young Professionals Council also hosted 10 professional development events, including three networking mixers and two luncheons, supported by 12 board members and a new corporate sponsor, Vaco.

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2024 PREVIEW

JUST LOOK AT WHAT WE'VE ACHIEVED
OVER THE PAST YEAR



WE SUCCESSFULLY BROUGHT

XAI TO MEMPHIS,

MARKING THE LARGEST NEW-TO-MARKET
INVESTMENT IN OUR CITY'S—AND
POSSIBLY OUR STATE'S—HISTORY.

**WE BRIEFED THE
WHITE HOUSE**

ON THE MEMPHIS BUSINESS COMMUNITY'S NEEDS.

WE SECURED OVER

\$393 MILLION

IN FEDERAL FUNDING FOR THE NEW INTERSTATE
55 BRIDGE OVER THE MISSISSIPPI RIVER, APTLY
NAMED AMERICA'S RIVER CROSSING.

WE CELEBRATED MORE THAN

**60 NEW SMALL
BUSINESSES**

WITH RIBBON CUTTINGS.

WE SURPASSED

**200 CHAIRMAN'S
CIRCLE INVESTORS.**

**WE LAUNCHED A
NEWLY REDESIGNED
WEBSITE**

MEMPHISCHAMBER.COM.



2023 AMBASADORS

Mr. Omar Aquil
Spherion Staffing and Recruiting

Tara Barker
Vitalant

Mary Beck
Mid-South Transplant Foundation, Inc.

Amy Braden
HopeWorks

Cristy Browning
Story Point Senior Living Cordova

Jana Cardona
Designed for Success

Lea Carr
Paragon Bank

Gloria Carson
Union Centre Executive Suites

Jamel Dagher
Paragon Bank

Sebastiaan de Kok
HealthLink International

Phil Gray
Pinnacle Financial Partners Inc.

DeJuan Hendricks
iHeart Media

Scotty Hendricks
New York Life

Christina Hendricks
Memphis Grizzlies

MaryAnn Hendricks
Memphis Grizzlies

Kimla Hill
FedEx

Kari Hopper
Story Point Senior Living Cordova

Lakendra Jeffries
Memphis Grizzlies

Whitney Jo
Playhouse on the Square

James Lenschau
Wyatt, Tarrant & Combs, LLP

Amber Lias
Pinnacle Financial Partners Inc.

Dhane Marques
US Tax Works 2.0

Phillip May
Pinnacle Financial Partners Inc.

Leslie McClora
Nike

Benita McNeer
Guaranty Bank

Susan Mealer
Answering Advantage LLC

Bruce Meisterman
Mid-South Public Communications Foundation /WKNO

Caprice Morgan
AARP TN

Valerie Morris Bearup
Morris Marketing Group

Deb Nichols
SRVS

Shantorra Owens
Shantorra Owens State Farm Agency

Kimberly Pegues
ASG Staffing

Sharon Posman
Higginbotham Insurance & Financial Services

Cortney Richardson
Peer Power

Melody Rogers
WHBQ Fox 13

Ann Saccomano
FedEx

Stephanie Schwegman
FedEx

Constance Sholar
Cherry Creative Home Academy and Preschool, LLC

Kandace Stewart
Memphis Grizzlies

Michael Strickland
Memphis Botanic Garden

Leslie Tate
Signet, Inc.

Stephen Willett
ProTech Services Group, Inc.

Tracey Zerwig Ford
Hutchison School

Season Caulkins
Spherion Staffing and Recruiting

Verles Westbrook
FedEx

David L. Acey Sr.
Africa In April Cultural Awareness Festival, Inc.

Yvonne B. Acey
Africa In April CulturalAwareness Festival, Inc.

Steve Quach
Raymond James

Joe Simon
YMCA of Memphis & the Mid South

Randa Lipman
Mid-South Transplant Foundation, Inc.

Zola Burgess
Mid-South Transplant Foundation, Inc.

William Lowery
Trustmark National Bank

Veronica Kemp
Memphis Grizzlies

Rozell Gray
GXV Co.

Stephanie Guy
Nothing Bundt Cakes

Luanne Yeley
Sparkle Mentality Consulting, LLC

Dwayne Chaffin
Memphis Grindhouse Coffee

Shannon Briggs
Campfire Collective

Skip Gronauer
Chaliff & Associates, CPAs

Bernard Rodgers
Peer Power

Keusi Donald
Economic Opportunities, LLC -Ec Op

Ann Lee
Rumble Boxing Midtown Memphis

Sharita Jones
Southland Casino Racing

Cindy Norman
Leaders Credit Union

Tamika Galvin
Timeless Gatherings Event Venue

Jalen Washington
Peer Power

Carmella Rogers
HOTWORX - Memphis (Edge District)

Antwoine Clark
South Side Wildcats Organization

Sherita Goodman
Memphis Light, Gas & Water

Courtney Simpson
Black Flag Security, LLC

Cynthia Jannean Hailey
Memphis Light, Gas & Water

Chima Onwuka
Grind City Kicks

Bethany Lewis
Vistar of Tennessee

Ken Olds
Leaders Credit Union

Gabrielle M. Caraballo
ABC 24/TEGNA Broadcasting

Paula Jones
TechnoLogyx, Inc

Tendra Shane
Peer Power

Andrew Kiraly
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Kim Wilson Bond
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Gia Winston
ProTech Services Group, Inc.

LaBreda Morrow
Tennessee Small Business Development Center

Susan Anderson
Monica Burt and Associates,LLC

Benjamin Benitez
One Stop Housing

Mario Nolan Dillard
The Sims Financial Group

Sam Throckmorton
Independent Bank

Kyle Yatsula
CTD Staffing, LLC

Josiah Smith
ABC 24/TEGNA Broadcasting

Jarrett Heubush
ARCO Design/ Build

Loretta Whitmore
Smart Living Finishing Academy, LLC

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Elizabeth Lambe
Campfire Collective

Abby Wilbanks
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Sarah Rushakoff
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Courtney Richardson
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Maria Rios
Supreme Staffing

Anthony Hassell
New York Life

Charles Harris
Coldwell Banker Collins-Maury

Sonya Smith
Guest House at Graceland

Kimberlee Deneice Richards
The Flourishing Agency

Brianna Reilly
New York Life

Kimberly Douglas
New York Life

Brittney Shelby
Sessoms Charlotte & Pickens

Rhonda Lyons
Weeden Financial, LLC

Trey Moore
Economic Development Growth Engine (EDGE)

Dalisia Ballinger
GlideXpress

Lex Ward
ProTech Services Group, Inc.

Dennise Williams
Helen of Troy

Nathan Davenport
Strategic Financial Partners

Chris James
Renasant Bank

Robert Fauser
Coldwell Banker Collins-Maury

Shawanda Motlow
Skin Clique-Shawanda Motlow, NP-C

Jennifer Gray
Guardian Relocation-Atlas Van Lines

Kevin McConnell
Overton Park Neighbors

Janniece Garner
Bluff City Parties and Events

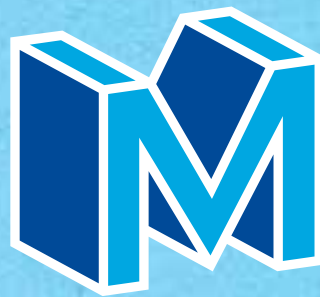
Evelyn Irby
Bluff City Parties and Events

J’Len Smith
Bluff City Parties and Events

Marcus Jackson
YMCA of Memphis & the Mid South

Aerin Ellis
Bin There Dump That Dumpster Rental Memphis

Megan Epperson
Louderback BNI MidSouth



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CHAMBER**

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