



momentum

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VOL 4 | 2019

MATA Receives \$12 Million BUILD Grant for Rapid Bus Transit Line

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UpSkill 901 Initiative Aims to Align Talent Delivery Systems

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What a year!

In this issue, we celebrate a big win for public transportation in our region. The MATA Build Grant will help our city take a big step forward in offering a rapid transit option that will connect people to jobs, education and more. Public transit is an increasingly important factor in location decisions when companies are considering a relocation

or expansion. Transit is also important to our region's talent attraction strategy. Learn more about the grant and the focus on transit on page 12.

Speaking of critical infrastructure and policy issues, our legislative agenda is outlined on page 23. We use this agenda as a guidepost for our advocacy efforts at the state and federal level. Early next year, we will also unveil a Metro Agenda aimed at local policy and infrastructure issues that are important to creating and maintaining a strong business climate.

I am particularly proud of all the hard work from our team for pulling off the UpSkill 901 Workforce Summit in October. This two-day program was the kickoff of the Chamber's initiative to align our region's systems, process and people to make sure Memphis can deliver the talent our companies need to grow and thrive. Learn more on page 18.

Lastly, I want to thank each and every investor and partner who has helped the Greater Memphis Chamber make 2019 a strong year with strong results. We are more excited than ever about the bright future of our city. With your help and continued commitment, we can continue to move Memphis forward and make our region a choice location for jobs, growth and investment.

Best in the new year,



Beverly Robertson
President & CEO of the Greater Memphis Chamber

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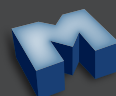
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GREATER MEMPHIS CHAMBER

UNIVERSITY OF MEMPHIS REQUESTS FUNDING

for new STEM building to fulfill growing graduate rates

By Christin Yates

Careers in science, technology, engineering and math (STEM) are at the core of the skills gap in the U.S. Employers lack qualified candidates to fill high-paying roles, resulting in unfilled positions and opportunity gaps.



The U.S. Bureau of Labor Statistics (BLS) projects significant employment growth for engineers, with nearly 140,000 new jobs created over the 2016-26 decade. Further, within engineering, several specialties are projected to grow even faster than the 4% growth rate for engineers or the 6.5% growth rate for all occupations by 2024: biomedical engineers (23.1%), environmental engineers (12.4%) and civil engineers (8.4%).

In fact, the House Science Committee held a hearing earlier in 2019 to discuss STEM workforce needs. They stressed that the U.S. must “better develop domestic talent and continue to welcome students and researchers from abroad to ensure the future sufficiency of its STEM workforce.”

In Tennessee specifically, it is anticipated that more than 100,000 STEM-related jobs will need to be filled within the next six years, and 88% of those jobs will require post-secondary education.

The University of Memphis Herff College of Engineering has specific initiatives in place to increase the number of STEM graduates it produces who are highly needed in the workforce. In its 10-year strategic plan, spanning from 2013-2023, the College of Engineering’s goal is to double the number of B.S. degrees conferred. The college’s target includes awarding 235 B.S. degrees per year, doubling production of master’s degrees to 80 per year and increasing doctoral degrees by 150% to 25 per year.

The Herff College of Engineering at the University of Memphis is growing exponentially and is on track to achieve its 10-year strategic goals. In the past five years alone, the college has increased overall enrollment by 30%, and the number of B.S. degrees in its department has increased by 50%. Meanwhile, overall undergraduate enrollment has increased by 37%, and first-time freshman enrollment has increased by 137%.

“The UofM is committed to increasing degree production in the Herff College of Engineering,” Rick Sweigard, Dean, Herff College of Engineering at the UofM,

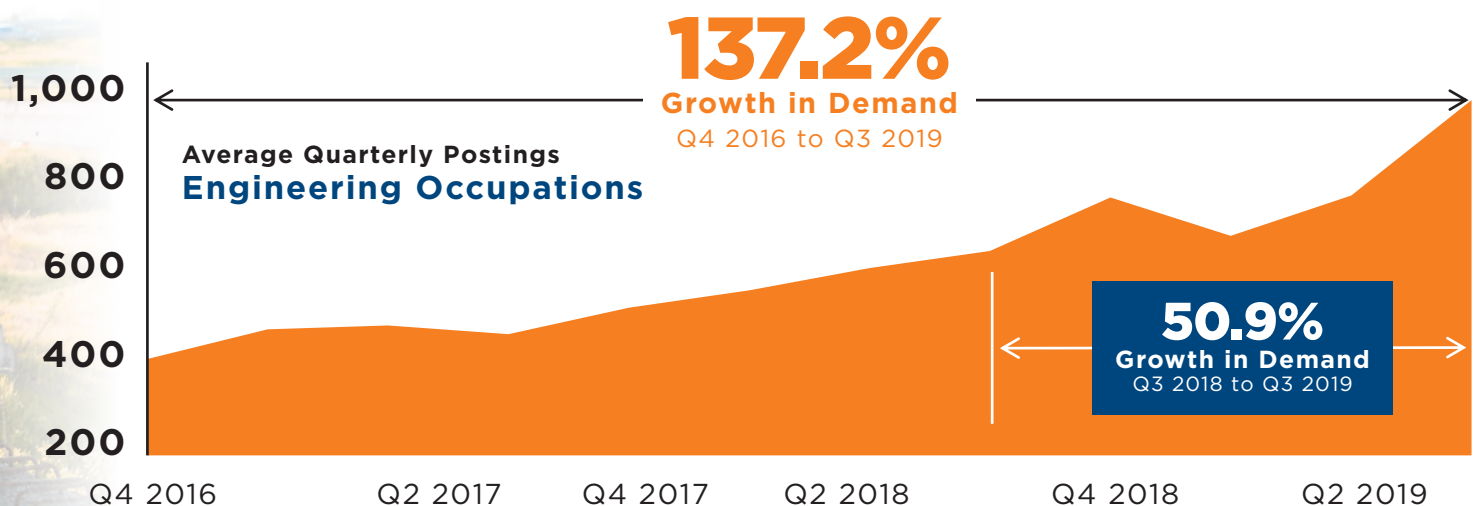
“To become and remain an R1 research university, the University of Memphis seeks \$32.9 million to build a STEM Research and Classroom Building and a \$5 million recurring appropriation for research,”

- Dr. M. David Rudd
President and Distinguished
University Professor
University of Memphis

said. “As a university, we realize the importance of a STEM education and work diligently to prepare our students to excel in these positions that are in high demand in the workforce.”

“The Herff College of Engineering is growing at unprecedented rates, which is a testament to our ongoing commitment to award increasing numbers of engineering degrees,” Mark Askew, PE, Founder-Principal, A2H Engineers, Architects, Planners, and Chair, Herff College of Engineering Advisory Council, said.

The University’s master plan, created using 2013 enrollment data, reported that the Herff College of Engineering was at a 31,896 square foot space deficit, the largest deficit for any UofM college. Now, with an enrollment increase of 30%, there is even less space for more students and faculty.



OCCUPATIONAL PRESENCE

Engineering

4,360
2018 JOBS

3.4%
**% INCREASE IN
OCCUPATIONS
2018 TO 2022
FORECAST**

50.9%
**EMPLOYER
DEMAND
% INCREASE Q3
2018 TO Q3 2019**

“While we are thrilled to see this kind of growth and excitement in our college, the more students, faculty and researchers we have, the more we are in need of additional space, specifically for research activities, in order to meet and exceed the needs of the college and the community we serve,” Sweigard said.

The UofM is also undergoing a rigorous process to achieve Carnegie R1 status, and as part of the five-year plan to reach R1 status, the university is seeking funding for a new STEM building. The UofM submitted a proposal to receive funding from the state in its next budget cycle, which will be decided upon in January. The college also has aggressive plans to greatly increase annual research expenditures.

“To become and remain an R1 research university, the University of Memphis seeks \$32.9 million to build a STEM Research and Classroom Building and a \$5 million recurring appropriation for research,” Dr. M. David Rudd President and Distinguished University Professor, said in a statement to Governor Lee.

“We are in need of additional space in order to alleviate the space deficit, enhance interdisciplinary interaction, advance student-focused STEM education, increase flow through the STEM pipeline and promote economic advancement for individuals and the region,” Ted Townsend, UofM chief economic development and government relations officer, said.

With a strategic plan in place, the Herff College of Engineering is working to address STEM workforce needs and is on target to achieve its 10-year goals for degrees conferred. A new STEM building will not only alleviate the space and resource needs of students and faculty, but it will also help push the UofM closer to achieving the distinguished Carnegie R1 research designation.

“While there has been a recent lack of state investment in higher education capital projects in West Tennessee, we are hopeful that Governor Lee will acknowledge the need for a new STEM building and budget accordingly for the UofM to continue to address student enrollment growth together with STEM workforce needs,” Sweigard said.



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CREATING A BUSINESS ENVIRONMENT

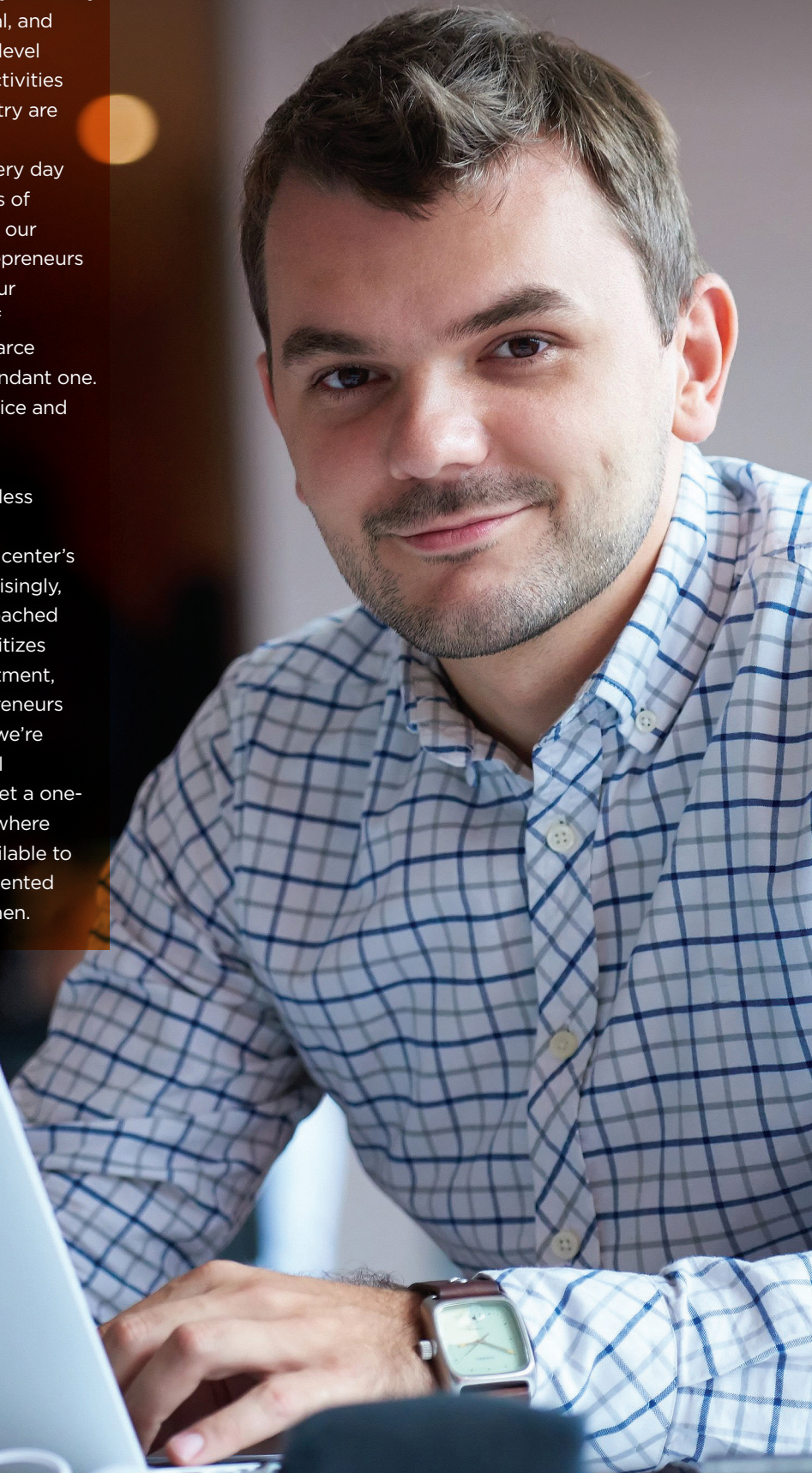
where entrepreneurship thrives

By Leslie Lynn Smith, President & CEO, EPICENTER

As our region's entrepreneurship hub, we take very seriously our responsibility to understand the economic, cultural, and policy conditions — from the local level to the federal level — that are most likely to encourage entrepreneurial activities within our community. After all, most jobs in our country are added from start-ups and small businesses.

Relative to Memphis, at Epicenter, we wake up every day committed to creating a culture that lifts up the voices of entrepreneurs and celebrates their success and role in our community. We also work to remove barriers for entrepreneurs and increase access to resources for all members of our community. We encourage a mindset of investing as if we'll succeed, not fail, which requires a shift from a scarce environment of resources for entrepreneurs to an abundant one. At the center of all of these efforts is our focus on justice and inclusion.

To do this cultural work, we're strengthening the comprehensive system of support that provides seamless access to the ideas, people, money, and customers entrepreneurs need to be successful. For example, Epicenter's role is to identify gaps in its ecosystem, and, not surprisingly, what comes up most is access to capital. We've approached these gaps with a "capital stack" concept, which prioritizes access to a variety of capital types — from angel investment, to bank debt and equity — all designed to help entrepreneurs scale no matter their stage of business. For example, we're piloting a Friends and Family Fund, designed for small entrepreneurial businesses in the Memphis area to meet a one-time capital milestone. It is also intended to fill a gap where investments from "friends and family" may not be available to an entrepreneur — this is often the case in underrepresented communities, such as entrepreneurs of color and women.





We're also educating more potential angel investors by providing world-class expertise on the ins and outs of being an angel, how to evaluate deals, and how this type of investment fits into a financial portfolio. We gather current angel investors on a monthly basis to hear pitches from local startups — both tech- and creative-based businesses — to incent more investment and more connections to customers or key stakeholders. This attraction and growth of more investment capital to the region is paired with quality programs and technical assistance executed by partners across the region.

Naturally, as economic developers and business community members, we need to surround all of these efforts with a policy environment that makes business creation, licensing, and compliance easier. Of course, these opportunities are not unique to entrepreneurs in our region. In fact, I recently attended a meeting of the Center for American Entrepreneurship as a board member, where we sought to identify, understand, and develop meaningful solutions to challenges that are hindering start-ups from either launching in the first place or being as successful as they can be. Often, these policies aren't just related to the business; rather, they affect the founders themselves, their quality of life, and their financial security. Policies can either de-risk a founder's opportunity to start a business — or make it harder or near impossible to do so.

On a federal level, these kinds of policy topics are of critical importance to the success of entrepreneurs:

- **Portability of and access to affordable healthcare**
- **Management of student debt**
- **Retirement insecurity**
- **Access to capital policies that remove barriers, especially for women and people of color**
- **Talent and the implications of immigration policies on startup activity**
- **Continued investments in innovation/research and development, such as funding of Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) programs, for example.**

On behalf of our local entrepreneurs, Epicenter is engaging in discussions like this one, as well as joining efforts like Kauffman Foundation's Start Us Up: America's New Business Plan, which is a bipartisan roadmap for reducing barriers to entrepreneurship and spurring more startups across the country. The initiative is designed to center a national conversation around the importance of entrepreneurship and the culture, policies, and tools that will most effectively encourage and support company formation and growth across the country. Regionally, organizations like Launch Tennessee and Life Science Tennessee help connect legislators with entrepreneurs' stories, successes, and challenges.

In the meantime, we'll continue meeting with elected officials at the local, state, and federal levels to discuss how founders of start-ups and small businesses in the Memphis region can launch, scale, and hire more easily.

RESOURCES WE RECOMMEND:

- Center for American Entrepreneurship
<https://www.startupsusa.org>
- Start Us Up: America's New Business Plan
<https://www.startusupnow.org>

IMPROVED PUBLIC TRANSPORTATION CAN BENEFIT ALL

By Christin Yates



In 2018, Americans took 9.9 billion trips on public transportation, and 34 million times each weekday, people board public transportation. Since 1997, public transportation ridership has increased by 21%—a growth rate higher than the 19% increase in U.S. population.

Public transportation provides people with mobility and access to employment, community resources, medical care and recreational opportunities in cities across the U.S. It benefits those who choose to ride as well as those who have no other choice—more than 90% of public assistance recipients do not own a car and have to rely on public transportation; in Memphis, the poverty rate is 26%.

Further, the incorporation of public transportation options and considerations into broader economic planning can also help communities expand business opportunities, reduce sprawl and create a sense of community through transit-oriented development.

GETTING AROUND IN THE BLUFF CITY

Public transportation in Memphis has historically been lacking as compared to cities of relative size. The Memphis Area Transit Authority (MATA) has 44 bus routes spanning 280 square miles from the Mississippi River to the

suburbs and two Downtown trolley lines. Formed in 1975, the system is managed by a seven-member policy board appointed by the mayor and approved by the Memphis City Council and services a population of 706,976.

In fiscal year 2018, MATA had 6.6 million passenger trips across all modes of transportation, down 4.8% from the previous year. Leaders across Memphis and Shelby County are working to improve ridership and funding. Memphis Mayor Jim Strickland has proposed a \$30 million service improvement plan known as Transit Vision. Earlier this year, Shelby County Mayor Lee Harris suggested a new fee structure for registering three or more personal vehicles in hopes of adding \$10 million a year to MATA's budget. MATA's current budget is roughly \$56.8 million.

"We will all enjoy the benefits of clean air, reduced congestion and a reduction in poverty. This sustainable investment in transit helps achieve all those objectives," Harris said in a statement at the time of the announcement.

Through the investment, MATA hopes to have more buses arriving more often; 39% more jobs (17,000) reachable in an hour by transit for the average Memphian; 45% more jobs reachable in an hour for minority residents and 49% for low-income residents; as well as 79,000 more people and 103,000 more jobs near frequent service (every 15 minutes).

In addition, MATA will soon begin the process of developing the technology needed to enable mobile-ticketing via smartphones, new vending machines that accept card payments, loadable “smart cards,” which set up fare-management accounts and other advancements. Upgrades will include on-board Wi-Fi, a feature that will improve vehicle tracking, allowing riders to know more precisely when their transportation will arrive at a stop.

MEMPHIS 3.0 ADDRESSES MOBILITY

Under the Division of Planning and Development, there are a number of different departments that deal with planning and issues for the city. Memphis 3.0 forced the division to think about how land use and transportation work together as a strategy for growth for the city long term. One of the key pieces for the comprehensive plan is in putting together the transportation divisions.

“The reason why we prioritize transportation as part of the comprehensive plan is because early on in the plan, we heard from the public about the need to improve the efficiency and reliability of the transit system for the overall future health of the city,” John Zeanah, director of Memphis and Shelby County Division of Planning and Development, said.

In addition, Memphis 3.0 added structure around the idea that the city will grow around mixed-used, walkable, transit-oriented places in the core and neighborhood centers across Memphis.

“In order to have walking, mixed-use anchors, you need to have efficient, reliable and frequent transit service so you can achieve that goal. It was important for us to elevate that within our work in the comprehensive plan,” Zeanah added.

MATA RECEIVES FEDERAL FUNDING

U.S. Representative Steve Cohen announced in November 2019 that MATA will receive a \$12 million federal grant to build a Memphis Innovation Corridor Bus Rapid Transit (BRT) line that will link Downtown Memphis to the Medical District, the Overton Square District, past the Benjamin Hook Library on Poplar Avenue and to the University of Memphis campus.

The federal grant is part of a \$900 million investment in American infrastructure through the Better Utilizing Investments to Leverage Development (BUILD) Transportation Discretionary Grants program. The funding has been awarded to 55 projects in 35 states.

“The Administration is targeting BUILD Transportation grants to repair, rebuild and revitalize significant infrastructure projects across the country,” U.S. Secretary of Transportation Elaine L. Chao, said.

Areas along the corridor are experiencing high growth in population and employment density and are most appropriate for higher capacity transit service. This project will lead to more transit-oriented development in the corridor and spur more growth.

Downtown, the Medical District and other activity centers along the project corridor have the employment density to support high capacity transit and are home to industries with the greatest projected employment growth including companies and institutions such as FedEx, AutoZone, ServiceMaster, St. Jude Children’s Research Hospital, University of Memphis, Methodist LeBonheur Hospital, and University of Tennessee Medical Center.

“The grant funding is based on opportunity for growth along that corridor—both existing and potential growth along the corridor. The BUILD Grant is probably one of the most competitive transportation grants in the country,” Zeanah said.

The transit line will help people navigate to jobs that pay a livable wage as well as connect them to places where they can get an education in order to obtain one of those jobs, a critical means to help the Bluff City become a more competitive city for jobs and talent.

“The Memphis Innovation Corridor project has been something that MATA and a much larger group has been working on for years,” Zeanah explained. “Back in 2016, MATA conducted an alternatives analysis, which is a federal transportation term for a study, to identify what would be the most advantageous alternative for the city to elevate transit service from fixed buses to something more frequent like a bus rapid transit project. We identified the needed connection from Downtown to the UofM,” Zeanah said.

Zeanah said that projects that are selected for the BUILD grant become high-profile projects, a testament by the federal government that they see in this project the opportunity to really make their dollars count toward some broader goals not only creating mobility options within Memphis, but also elevating public transportation in Memphis on a national stage.

Zeanah points out that while Union Row is in its early stages, it is a tangible project that really helped the case to the federal government that this corridor has significant growth potential and the ability to support this level of public transit service.

“One important thing about the BRT route is that there are opportunities for multiple transfer points. There are 12 north-south routes in the MATA network that will have transfer points which will help to reduce commute times for people who live and work along the corridor but along the peripheral areas as well,” Zeanah said.

PUBLIC TRANSPORTATION

is groovin' in the Medical District

By Christin Yates

The Memphis Medical District understands the transportation and mobility challenges that many Memphians face and is on the forefront of making strategic changes to help address these issues. As people began to leave downtown, the city made it as easy as possible for them to come back, which meant more parking lots and garages in place of demolished buildings.

"Now that the market has shifted, we have to come back in and retool all of these things so we can turn parking lots back into buildings," Tommy Pacello, president of the Memphis Medical District Collaborative, said.

Through research, one thing the MMDC found is that there is a plethora of surface parking around the Medical District—roughly the size of Harbor Town. However, at the same time, there is a desire for the Medical District to be more walkable and more vibrant.

"Fundamentally, if you want a more walkable, economically prosperous place, it's difficult to have that and have large amounts of land and surface parking lots separating the usage," Pacello said. "You have a lot of parking lots today that aren't being used. We'd like to see more buildings and investments on those lots."

In its Transportation Management Association, "Groove," the Medical District outlined a strategic plan to decrease single-occupancy commutes in an effort to change residents' behavior when it comes to transportation and mobility. The MMDC found that roughly 94-95% of employees and students in the District drive alone to work or school each and every day.

"People are going to do whatever we make easiest for them to do. The work of the Medical District was to say, 'We need a conversation about providing more options for how people get to and from work and how people get around the District once they're here.'"

As part of the plan, in 2019, the Memphis Medical District Collaborative partnered with MATA to pilot a commuter shuttle between Harbor Town and the Memphis Medical District.

"What we find is that when you're trying to change people's mobility options, it's never a silver bullet solution. You have to offer lots of different options—what's easier for one person isn't easier for their colleagues," Pacello said.

The Groove Shuttle began operation Aug. 5, 2019, and is free for employees and students with valid identification cards from medical and educational institutions in the Medical District. The shuttle is also open to the public at

"We don't think everyone will stop driving to work tomorrow. It's not a reality. But we do think it's realistic that people may change their commute one day per week, which is a 20% reduction in the drive alone rate,"

- Tommy Pacello,
President
MMDC



standard MATA fare prices.

"In the commute line, we're working to try to say we've mapped out where employees and students are living. The majority are living in Harbor

Town, specifically in two apartment complexes which hold about 500 employees and students," Pacello said.

While the Groove Shuttle is averaging about 60 riders per day, the MMDC hopes to increase that number to 100 per day. There is also a Guaranteed Ride Home program in which registered riders can get a free Lyft home in case an emergency arises such as a sick child, etc.

"We don't think everyone will stop driving to work tomorrow. It's not a reality. But we do think it's realistic that people may change their commute one day per week, which is a 20% reduction in the drive alone rate," Pacello said.

Whether by carpooling, biking, walking, taking a motorized scooter, bus or shuttle, Pacello wants to shift the mindsets of people who are driving alone to work or school every day.

"Five years ago, no one had heard of Birds. Ten years ago, no one had heard of Uber or Lyft. Technology is radically transforming how we get around our cities. If we aren't prepared, then the way we build our buildings is going to be lagging the way we get around, and they won't work well together," Pacello added.



Q&A

GARY ROSENFELD

CHIEF EXECUTIVE OFFICER, MATA



What is your vision for public transit in Memphis in the next five years?

The first goal is to fully implement the Transit Vision.

In the next 10 years, we should aim to do the following:

- Within the next 10 years, the goal will be to identify and design additional high frequency BRT-style service for the community to connect more opportunities to jobs, school, healthcare and recreation safely and much faster.
- In addition, we need to ensure that transit assets in the community are multi-purpose in nature to gain the highest return on investment possible with publicly supported assets.
- Expand the use of transit-oriented development to drive building density along transit corridors.

In the short term, what's the most important milestone to achieve to move forward with Transit Vision 2020?

Funding the Transit Vision and securing dedicated indexed funding for public transportation and transportation related projects.

What are the biggest opportunities with transit in our city?

Memphis faces a huge increase in the level of congestion forecasted by 2040 which in transit speak is tomorrow. We stand the chance of dealing with it today and preparing for 2040 now or do it like other cities and wait for 2040 and complain about it later. We cannot build (i.e. roads) our way out of congestion.

What are some of the accomplishments you are most proud of since taking the lead at MATA?

From a strategic viewpoint, we have successfully placed transit into the community discussion in a positive light. In

addition, we have improved the quality of service, raised awareness and the need for more service to engage and serve the disenfranchised. I am especially proud of our partnership with Agape Child and Family Services. Through this partnership, MATA is providing families with transit passes in order to connect more people to jobs and educational opportunities. As a public transit agency, we recognize that transit plays a role in solving almost all social issues. By expanding public transportation, we are positively influencing the opportunity to realize success in addressing many of the social issues that often negatively impact our communities.

What obstacles or barriers do we face to improving transit?

Funding remains a major obstacle, but transit has one of the best returns on investments of any public infrastructure investment opportunity.

How does our transit investment and infrastructure compare to cities of similar size?

Among our peers, Memphis per capita investment continues to be at the lower end of the scale.

Why is transit so critical to our city's long-term growth potential?

Many groups desire improved public transit ranging from millennials to senior citizens. The fastest group of people not driving are those who are over 65 years of age who are also interested in repopulating the urban core. As far as millennials, they are often straddled with student debt and often can't afford a car, or some may not even want one. At MATA, we are seeking to remain responsive to the changing needs of a variety of demographic populations. MATA will transform into a mobility agency in order to bring together all modes of transportation and ensure that the modes work together towards a common goal.

Any additional comments in closing?

Funding transit at appropriate levels makes Memphis more attractive to new residents and new employers. As Memphis Mayor Jim Strickland often says, Memphis has momentum and I believe that public transit should also contribute to economic growth like it has in Chicago, Charlotte, Louisville, Dallas, Atlanta, London, and other metropolitan cities around the world.

Gary Rosenfeld was named as MATA CEO in September 2017 after serving in an interim capacity at MATA since January 2017.

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MOVE-HIRE is a tuition-free skills training program, providing industry recognized credentials, and work-based learning opportunities, including apprenticeships, on-the-job training, and internships to prepare participants for careers in the medical device industry.

Specific careers include: machinists, machine operators, metal finishers, quality assurance, packaging, and logistics. All training is tied to employment opportunities in the Greater Memphis Area. MOVE-HIRE is designed to move low wage, unemployed, and under-employed workers to high paying manufacturing careers.

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- Medical Device Packager
- Metal Finishers
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The medical device industry in Memphis, Tennessee employs approximately 7,000 people directly and 10,000 people indirectly, generating \$2.4 billion annually in economic impact for the local economy and \$50 million in annual tax revenue. Facing the challenge of future growth limited by the supply of skilled workers in critical career pathways, MOVE-HIRE (Medical device Occupations Value Education - Help In the Regional Economy) is funded through a grant from the U.S. Department of Labor.

The GMACWorkforce MOVE-HIRE's total project cost is \$12,761,801 funded by a \$5,992,314 (47%) grant from the United States Department of Labor and leveraged with \$3,077,442 (24%) other Federal, \$527,714 (4%) state, and \$3,164,331 (25%) institutional and private funds.



UPSKILL 901 RECAP:

Aligning systems, people and processes

By Apryl Childs-Potter

The inaugural UpSkill 901 Workforce Summit brought together participants from across the Memphis workforce ecosystem to take part in two events: a day-long kickoff event featuring speakers and panelists with expertise in various sectors of the workforce and talent development industry and a week later, a career fair that brought over 3,000 job seekers out to connect with employers and training opportunities.

WORKFORCE SUMMIT HELPS CREATE ALIGNMENT

The day kicked off with a welcome video from Chamber Chair Richard Smith and included a keynote address from Brookings Institution Senior Fellow and Policy Director Mark Muro. Muro delivered insights regarding automation, artificial intelligence and how technology will impact the local workforce moving forward.

Muro also moderated a panel discussion featuring David Dart, Chief Human Resources Officer at ServiceMaster, Michael Schmitt, Head of Global IT Services

at SAP and Joe Simon, Managing Director of Workforce Strategies at Burning Glass Technologies.

PILLAR CONVERSATIONS

Groups representing education, youth, opportunity adults, re-entry populations and the faith-based community convened for breakout sessions throughout the morning of the summit. Attendees participated in strategic conversations with their peers based on their role in the workforce ecosystem and the population(s) served. The

pillar groups were as follows: Education, Faith-based, Youth, Opportunity Adults, and Re-entry.

During lunch, a dynamic panel featuring Kyla Guyette, Executive Director at Workforce Investment Network, Alex Smith, Chief Human Resources Officer, the City of Memphis and Senator Katrina Robinson focused on key challenges and opportunities to align people and processes in the workforce ecosystem.

AFTERNOON BREAKOUT SESSIONS:

1. **The Billion Dollar Workforce Challenge:** Making Memphis a Leader in Inclusive Tech featuring panelists Donald Comer, Staff Vice President, Operations Analysis of FedEx, Lashell Vaughn, Vice President and Chief Information Officer of MLGW and Tim Yeoward, Senior Director, IT Infrastructure and Support of ALSAC / St. Jude Children's Research Hospital.
2. An **Employer Roundtable** moderated by Daphne Large, CEO of Data Facts focused on identifying employer opportunities to upskill and train talent in the market. The panel included Sara Hansen, Workforce Development Manager at Turner Construction Company, Carlos Manning, Plant Manager at the J.M. Smucker Company and Chris Winton, Vice President Human Resources of FedEx.

KEY TAKEAWAY

Organizations recognize that silos exist that negatively impact our community's ability grow and fully access opportunities.

WHAT'S NEXT?

Focusing on upskilling 10,000 residents over the next three years, each working group began constructing a plan to work collectively to lay the foundation for a comprehensive action plan to identify best practices, challenges to meeting their goals and resources and support needed.

Following the summit, each pillar group is working to develop detailed action plans and implementation strategies designed by the collective voices of those who are engaged directly in the work. The teams will also establish metrics and tracking mechanisms for evaluating success

The goal moving forward is to align our local workforce systems, people and processes.





UpSkill 901 Career Fair

The inaugural UpSkill 901 Career Fair helped bring job seekers together with employment and training opportunities as well as services to help get more residents career and job ready. The UpSkill 901 Career Fair took place at the Pipkin Building at Tiger Lane with over sixty hiring employers and training providers onsite.

UpSkill 901 Career Fair By The Numbers

AMAZON CONNECTED

350 APPLICANTS

WITH ONLINE APPLICATIONS

2,711

INDIVIDUALS WERE
OFFERED AN INTERVIEW,
OFFER OR AVAILABLE
TRAINING

130+

SERVICES
PROVIDED TO
INDIVIDUALS
ONSITE

23

PEOPLE RECEIVED
EXPUNGEMENTS/
DRIVER'S LICENSE
FEES PAID

778

JOB
APPLICATIONS
COMPLETED

76

VENDORS
EXHIBITED

45

HAIRCUTS
GIVEN ONSITE





- Participants of the career fair had access to the following opportunities:
- Employment opportunities for workers of all skill and experience levels from 60+ local employers with open positions and currently hiring
 - Clinics to help job seekers with specialized service like gaining certificate of employability and expungement service
 - Onsite registration for programs from America's Jobs Center, social services and other training providers
 - Enhancement services for job seekers including resume assistance, Dress for Success and haircuts.

To learn more about the initiative, visit www.upskill901.com





GREATER MEMPHIS CHAMBER

2020 State Legislative Agenda

The Greater Memphis Chamber has been the voice of Memphis business for 181 years. Since 1838, we've always advocated to strengthen state business assistance tools, support entrepreneurs, improve the quality of early childhood education, support workforce development initiatives and enhance transportation infrastructure. With the support and investment of our members, we work hard every day to grow the Memphis economy, market the region to selected parts of the world, and provide the connections and resources our community needs to be successful.



HIGHEST BUDGET PRIORITIES

- Coordinate with TDOT to minimize the impact to traffic and businesses with the pending Poplar Avenue viaduct replacement project in Midtown Memphis.
- Support funding of the STEM Research and Classroom building at the University of Memphis to help strengthen the pipeline of engineers needed with local and state business community.
- Advance funding and implementation of transportation projects for City of Memphis.

PUBLIC POLICY PRIORITIES

Listed below are our TOP 5 legislative priorities for 2019 based on annual Public Policy Survey results:



ECONOMIC DEVELOPMENT & JOB GROWTH

- Strengthen state business assistance tools to attract and retain businesses inclusive of efforts to enhance site development and use of qualifying brownfield properties in economically distressed neighborhoods.
- Support funding for Epicenter to leverage its existing local investments in entrepreneurship and job creation.
- Support efforts to maintain Tennessee's reputation as business friendly by opposing legislation that negatively impacts the economy and jobs.
- Promote updates to the tax credit structure to incentivize rehabilitation of historic property to spur economic development activity and opportunity.
- Support incentives for film making as a means of diversifying and strengthening our economy.



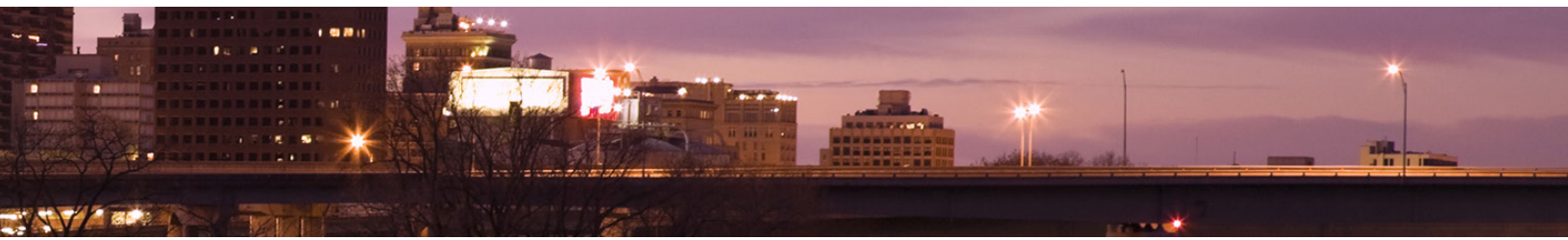
HEALTHCARE

- Urge the members of the Tennessee General Assembly and the Governor's Administration to prioritize fiscal sustainability, expanded coverage, and overall quality with any agreement for the Medicaid block grant program.
- **NEW PROPOSED ITEM** Support a raise in the age of eligibility for the purchase of tobacco and vaping products from 18 years of age to 21 years of age to develop a healthier workforce, prevent teenage addictions, and lessen the overall cost of healthcare.
- Support access to telehealth programs for citizens across the state of Tennessee.



PUBLIC EDUCATION & EARLY CHILDHOOD

- Invest in evidence-based early education programs to ensure students are reading on grade level by the end of the third grade.



HIGHER EDUCATION & WORKFORCE

- **NEW PROPOSED ITEM** Support greater access to and affordability of quality childcare for members of the workforce.
- Build on work in career and technical training and the alignment of training with in-demand jobs to expand Governor Lee's investment in vocational training, postsecondary credentials, and his focus on putting Tennessee in the top 25 states for job creation in the technology sector by 2022.
- Improve workforce development and remove barriers for ex-offenders to enter the workforce.
- Increase state research funding to establish the University of Memphis as the only Carnegie R1 University in West Tennessee.
- Support funding of the STEM Research and Classroom building at the University of Memphis to help strengthen the pipeline of engineers needed with local and state business community.
- **NEW PROPOSED ITEM** Support commonsense requirements that employers provide reasonable accommodations to pregnant workers when such accommodations are not burdensome or expensive.



INFRASTRUCTURE & TRANSPORTATION

- Urge the State to allocate, at a minimum, a proportionate level of funding to the Memphis area for transportation projects based on the Memphis area population in comparison to the entire State.
- Coordinate with TDOT to minimize the impact to traffic and businesses with the pending Poplar Avenue viaduct replacement project in Midtown Memphis.
- Advance the funding and implementation of the 25 priority projects with the use of Federal DOT funds, State of Tennessee funds, and other funding sources as appropriate.



URBAN CHAMBERS

2020 Joint State Legislative Agenda

CHATTANOOGA | NASHVILLE | KNOXVILLE | MEMPHIS

As a part of a strategic partnership, the Greater Memphis Chamber, Chattanooga Area Chamber, Knoxville Chamber and Nashville Chamber of Commerce have convened to create a joint legislative agenda for 2020. Our vision is to align our efforts to support initiatives that positively impact our state economy.

1. Support strategies to reach the state's college completion goal of 55 percent of Tennesseans with postsecondary credentials through innovative means such as early postsecondary opportunities, career and technical education, Tennessee Promise, and Tennessee Reconnect.
2. Support state and local business incentives and tools that make Tennessee competitive with other states while emphasizing transparency, accountability, and a return on investment.
3. Support access and affordability of medical care to more citizens – including prevention and treatment of substance abuse and addiction – to provide a healthier workforce and to alleviate health care costs to businesses.
4. Support a change in state law to raise the age of eligibility for the purchase of tobacco and vaping products from 18-years-old to 21-years-old to develop a healthier workforce and prevent childhood addictions.
5. Support increased funding and bold statewide planning for a robust transportation infrastructure network including mass transit in the urban core regions.
6. Support justice reform measures aimed at increasing the employability of non-violent offenders following their release from incarceration.
7. Support commonsense requirements that employers provide reasonable accommodations to pregnant workers when such accommodations are not burdensome or expensive.
8. Support efforts to expand access and affordability to quality childcare.

RECENT EVENTS

Manufacturing Day

On Friday, October 4th, the Greater Memphis Chamber and partners celebrated National Manufacturing Day with over 500 Shelby County School students for tours at 23 Memphis area manufacturing companies and those who serve manufacturing companies. The goal is to promote advanced manufacturing careers in Memphis as well as the educational opportunities to qualify for these jobs. The partners include: The Workforce Investment Network (WIN), Greater Memphis Medical Device Council (GMMDC), Greater Memphis Alliance for a Competitive Workforce (GMACW), and Shelby County Schools College, Career & Technical Education (CCTE).





BizPalooza

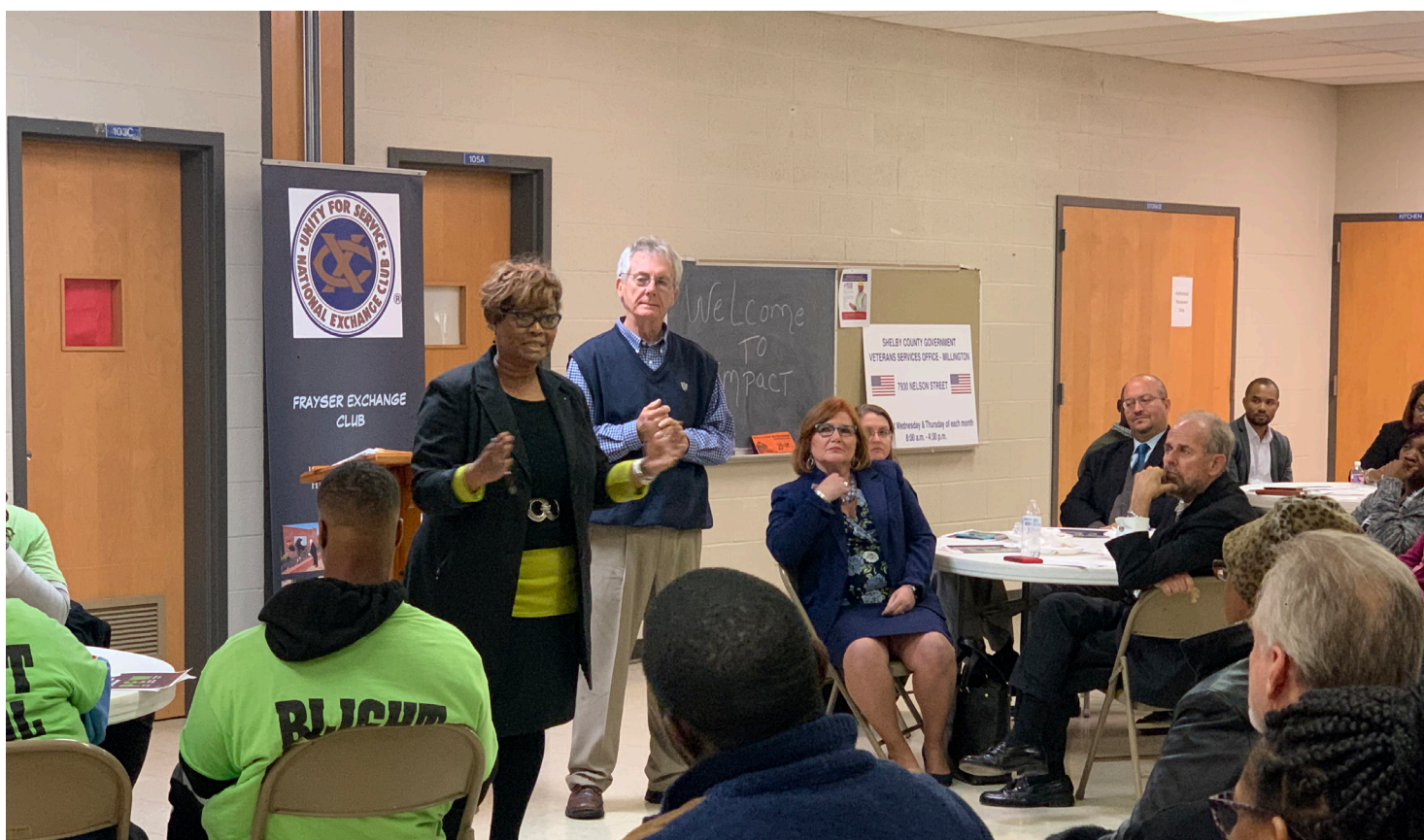
The Chamber's Small Business Council BizPalooza tradeshow was a slam dunk this year, bringing together more than 60 Memphis-based companies to network with each other and establish new business relationships. The booth spaces were at capacity attracting over 300 attendees looking to invest in local businesses.





SoundCheck Membership Luncheon

The Chamber's SoundCheck Young Professionals Council hosted a panel of experts in the commercial real estate industry for their 2nd membership luncheon of the year. Attendees got the opportunity to learn about current development trends and investing tips from Frank Quinn of CBRE, Brent Hooks of Allworld Project Management and Casey Flannery of Cushman & Wakefield | Commercial Advisors.



Taking It To The Streets Frayser

The Chamber's Taking It To The Streets series stopped by the Frayser Exchange Club to inform residents and community partners about works of Chamber and what we do to drive growth in their neighborhood.

MEMBER NEWS



LEADER IN MUSCULOSKELETAL CARE AND SPORTS MEDICINE SINCE 1909, CAMPBELL CLINIC ORTHOPAEDICS, ANNOUNCED THE CREATION OF ACCEL PERFORMANCE AND WELLNESS, AN 11,000 SQUARE-FOOT TRAINING AND REHABILITATION FACILITY.

Campbell is dedicated to the advancement of orthopedic techniques in order to better serve its patients. The sports performance facility will be housed in the clinic's new outpatient building located in Germantown. New Accel members will receive personalized assessments that will help inform what services they should utilize during training. There will be various levels of memberships, along with a range of a la care services, including massage therapy and cash-based physical therapy.



GRACE MEDICAL, leader in ear nose and throat surgical devices with a focus, announced it has acquired EndoEar Endoscopic Instruments, which feature simultaneous suction and dissection, along with varied geometrics, to access and remove hard-to-reach disease in the ear. With the addition of EndoEar, Grace Medical will nearly double its instrument sales.



THE MEMPHIS-BASED PET PRODUCT BRAND, HOLLYWOOD FEED, HAS OPENED ITS NEWEST LOCATION IN CHARLOTTE.

The 2,853 square-foot store provides an assortment of American-made pet foods, regionally-sourced treats, and other pet products. They have seven locations in North Carolina and more than 100 stores across the Southeast and Midwest, Hollywood Feed also features its own line of Georgia Made jerky and Mississippi Made items including pet beds, collars, leashes, home décor and more.



Century Wealth Management announced its president and founder, Jay Healy, was selected as a Five Star Wealth Manager by Crescendo Business Services, LLC for the eighth time.

Five Star Professional conducts market research to define and promote professional excellence in the professions it serves. Individuals chosen for this award demonstrate a commitment to clients and maintain strong industry credentials.



THE ALLEN MORGAN HEALTH & REHABILITATION CENTER AT TREZEVANT HAS RECEIVED A 5-STAR QUALITY RATING, THE HIGHEST POSSIBLE DESIGNATION FOR A NURSING HOME FACILITY, BY THE CENTERS FOR MEDICARE AND MEDICAID SERVICES.

Trezevant is a continuing care retirement community offering independent living, assisted living, memory care, adult day services, and health and rehabilitation services. The Centers for Medicare and Medicaid Services is the federal agency that sets and enforces quality standards for all nursing homes enrolled in Medicare or Medicaid. They rate facilities nationwide.



ADVERTISING, PUBLIC RELATIONS, DESIGN AND DIGITAL MARKETING FIRM, INFERNO, HAS APPOINTED ALEX BREEDING AS ACCOUNT EXECUTIVE AND KIMBERLY MCMANIS AS PUBLIC RELATIONS ACCOUNT EXECUTIVE.

As account executive, Breeding serves as the primary contact to clients, understanding client needs, and converting those needs into strategic solutions by engaging the creative, media, public relations, interactive and production departments within the agency. As PR account executive, McManis provides daily management of client projects, which includes strategic planning, media coordination and communication, social media management and event support.

Inferno announced its 20th anniversary, celebrating two decades of continuous growth.



SPEROHEALTH, INC., INTEGRATED HEALTHCARE SERVICES PROVIDER, HAS OPENED A NEW LOCATION IN EAST MEMPHIS.

They specialize in local and affordable outpatient care for individuals suffering from opioid/substance use disorders with a mission to “Save Lives, Instill Hope, and Restore Relationships.”



NATIONAL LEADER IN INTERMODAL LOGISTICS, IMC COMPANIES, ANNOUNCED THAT IT ACQUIRED TRANSINTERNATIONAL SYSTEM, AN INDUSTRY LEADER FOUNDED IN 1973.

IMC Companies is a national network of intermodal logistics businesses providing an array of services including container drayage, truck brokerage, warehousing, chassis provisioning and secured container storage. IMC Companies will be merging TRANSInternational System's operations into Ohio Intermodal Services, Intermodal Cartage Company, DNJ Intermodal Services and Atlantic Intermodal Services.



THIS SUMMER, LIFESIGNS LAUNCHED PRE-DIABETES AND WEIGHT LOSS MANAGEMENT PROGRAMS IN AN EFFORT TO EXPAND ITS HOLISTIC PATIENT CARE OFFERINGS.



DATA FACTS RANKED #1!

Data Facts has been ranked as the Number 1 Overall Midsize Deal Leader for Pre-Employment Screening on HRO Today's Baker's Dozen List for 2019! This is the largest, most prestigious background screening customer satisfaction survey in the HR trade. HRO Today's Baker's Dozen Customer Satisfaction Ratings are based solely on feedback from buyers of pre-employment screening services. Results are analyzed across three subcategories; service breadth, deal sizes, and service quality.



AGAPE CHILD & FAMILY SERVICES WAS IDENTIFIED AS HIGH IMPACT POVERTY-FIGHTING NONPROFIT IN AN OBJECTIVE IMPACT ASSESSMENT CONDUCTED BY SLINGSHOT MEMPHIS.

Slingshot found evidence that Agape improves clients' earnings and health – critical outcomes necessary for poverty reduction – and uses best practices supported by external research. Agape Child & Family Services breaks down barriers for families in a hard place so they can build the life they desire and deserve. Slingshot Memphis aims to create a demonstrable reduction in poverty by promoting a results-driven poverty-fighting ecosystem.



HILTON MEMPHIS FINALIZED THE FINAL TOUCHES ON AN \$11 MILLION HOTEL TRANSFORMATION PROJECT, WHICH INCLUDES THE CREATION OF A “LOBBY HUB” WITH EXPANDED FOOD AND BEVERAGE SERVICES AND SOCIAL ZONES, UPGRADES TO THE CONFERENCE CENTER TO INCLUDE NEW AXMINSTER CARPET, WALL VINYL AND CHAIRS, A NEW ELEGANT “GRAND STAIRCASE” AND MODERN, TECH-DRIVEN MEETING ROOMS.

The guest room updates will include the installation of sleek glass showers in all of the king rooms, new carpet, stylish furniture, including the addition of refrigerators in each room. The hotel provides a complement of services and brand amenities, including 405 guest rooms, 30,000 square feet of meeting and event space, outdoor swimming pool, whirlpool, complimentary airport shuttle, fitness center, 24-hour complimentary business center, restaurant, bar, and room service.

NEW HIRES

AGAPE CHILD & FAMILY SERVICES



Stephanie Butler has joined Agape Child & Family Services as the nonprofit first-ever 2Gen Strategic Partnership and Advocacy Director. IN this newly-formed role, Stephanie is responsible for building upon Agape's strategic partnerships and interoperability work to improve community-level infrastructure to advance the overall social and economic mobility of those families Agape and its partners serve.

JUNIOR ACHIEVEMENT OF MEMPHIS AND THE MID-SOUTH



Proud dual graduate of University of Memphis, **Leigh Mansberg** has been named President and CEO of Junior Achievement of Memphis and the Mid-South. She is the nonprofit's first -ever educator to the lead organization, which delivers hands-on programming and entrepreneurial learning experiences to K-12 students in the Memphis area.

LRK

The following LRK employees have been promoted to "associate," demonstrating commitment to the firm and its projects across categories and markets.



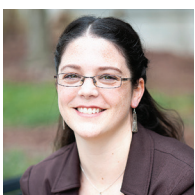
Chris Astheimer
Orlando - Senior Designer/Project Manager



Steven Belflower - New Orleans
Architect/Project Manager



Megan Hoover
Memphis - Architectural Designer



Lisa Law
Memphis - Architect



Caleb Sears
Memphis - Architectural Designer



Eli Storch
Philadelphia - Architect/Project Manager

"These architects and designers are independently driven and talented but, above all else, value collaboration," said Frank Ricks, founding principal of LRK. "Their contributions enhance both our work and our culture."

LRK's fourteen new employees include:



Garrett Armentor
Dallas - Architectural Designer



Yasmeen El-Jayyousi
Memphis - Architectural Designer



Christopher Ford Dufreche
Dallas - Project Manager/Architectural Designer



Abby Finnegan
Memphis - Interior Designer



Jaemi Guieb
Memphis - Interior Designer



Rachel Helton
Memphis - Urban Designer



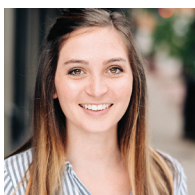
Kevin Jones
Celebration – Architect



Danielle Lake
Philadelphia – Urban Designer



Sydney Matsumoto
Memphis – Architectural Designer



Grace Ostdiek
Little Rock – Interior Designer



Jessica Schell
Philadelphia – Urban Designer



Holly-Lynn Tedder
Memphis – Architectural Designer



Ann Wojcicki
Memphis – HR Generalist



Chase Wyatt
Memphis – Architectural Designer



PARAGON BANK announced the appointment of **Dani Bowers** as Human Resources Manager.

TREZEVANT



Stacey Sears has joined Trezevant as Director of the Trezevant Foundation. In her role, she will oversee the development of the senior living community's foundation.

CHAIRMAN'S CIRCLE MEMBERS

Accredo	Dixon Hughes Goodman LLP	Mallory Alexander International Logistics	SkyCop, LLC, Greg Nuckles
Adams Keegan, Inc.	Dobbs Equity Partners LLC	Martin, Tate, Morrow & Marston, P.C.	Smith & Nephew, Inc.
Alco Management	Dobbs Management Services, LLC	Medtronic	Southeastern Asset Management
Allworld Project Management	Drexel Chemical	Methodist Le Bonheur Healthcare	SouthernSun Asset Management
American Material Handling	Dunavant Global Logistics Group, LLC	Memphis Area Association of Realtors	Southwest Tennessee Community College
American Residential Services LLC	Duncan-Williams, Inc.	Memphis Area Transit Authority (MATA)	St. Jude Children's Research Hospital
Artisent Floors	DuPont	Memphis Grizzlies	SunTrust Bank Memphis
AutoZone, Inc.	Electrolux Major Appliances	Memphis-Shelby County Airport Authority	The Daily Memphian
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Elvis Presley Enterprises	Memphis Tomorrow	The Redwing Group
Baptist Memorial Health Care	Evergreen Packaging	MicroPort Orthopedics	Tower Ventures
Barnhart Crane & Rigging Company	Evolve Bank & Trust	Mid-American Apartment Communities, Inc.	Tri-State Truck Center Inc.
Barr Brands International	FedEx Logistics	Mimeo	Triumph Bank
Bass, Berry & Sims, PLC	Financial Federal	Montgomery Martin Contractors LLC	True Sports
BDO	First Horizon National Corporation	National Guard Products	Turner Construction
Belz Enterprises/The Peabody Memphis	First Horizon	nexAir, LLC	United Healthcare
Blue Cross Blue Shield	Flintco, LLC	Newmark Knight Frank	University of Memphis
Boyle Investment Company	Gerber Taylor	Nike	University of Tennessee Health Science Center (UTHSC)
Buckman International	Glankler Brown	Nucor Steel	Urban Child Institute
Butler Snow	H. Saga/Port-Alliance	Old Dominick Distillery	Valero Energy – Memphis Refinery
Caesar's Entertainment, Inc.	Hobson Realtors	Olymbec USA, LLC	Varsity Spirit
Caissa Public Strategy	HRO Partners	Orgill, Inc.	Waddell & Associates
Carlisle Corporation	Hyde Family Foundations	Patriot Bank	Worlds Away
CBIZ MHM, LLC, Eustis Corrigan	IMC Companies	Pickering Firm, Inc.	Wyatt, Tarrant & Combs, LLP
CBRE – Memphis	Independent Bank	Power & Telephone Supply Company	Yates Construction
Chism Hardy Investments	International Paper	Prospero Health	YMCA of Memphis & the Mid South
Cigna	J.M. Smucker	ProTech Systems Group, Inc.	
City Enterprises	KBG Technologies	Raymond James	
Coldwell Banker Collins-Maury	Kemmons Wilson Companies	Regional One Health	
Colliers International	Kroger	Regions Bank	
Commercial Appeal	Landers Auto Group	Running Pony	
Cushman & Wakefield/Commercial Advisors	Linkous Construction Co., Inc.	Saint Francis Healthcare	
Data Facts	Local 24/Nexstar Broadcasting	Sedgwick Claims Management Services, Inc.	
Deloitte	Loeb Properties	Shelby County Schools, Dr	
Diversified Trust	LRK, Inc.		
	LSI Graphics		
	Lubin Enterprises, Inc.		



BOARD OF GOVERNORS

A2H, Inc.	EnSafe Incorporated	Regions Bank	Valero Energy - Memphis Refinery
Allen & Hoshall	Kellogg Morning Foods Division	Saint Francis Hospital	
ALSAC / St. Jude Children's Research Hospital	Memphis Area Transit Authority	Smith & Nephew, Inc.	
American Snuff Company, LLC	Memphis Cellulose LLC	Southwest Tennessee Community College	
American Yeast Corporation	Memphis Light, Gas & Water	State Systems, Inc.	
AT&T	Memphis Zoological Society	SunTrust Bank, Memphis	
Baptist Memorial Health Care	Methodist Le Bonheur Healthcare	TAG Truck Enterprises LLC	
Buckman	Nike	Technicolor Distribution of Memphis	
CN Railroad	Pinnacle Financial Partners Inc.	Trane Commercial Systems and Services	
Coca-Cola Consolidated	Regional One Health	Trustmark National Bank - Memphis Region Corporate Office	
COMCAST - Memphis			



STATE OF THE GREATER MEMPHIS ECONOMY

Tuesday, January 14th, 2020

7:30 a.m. - 9:30 a.m.

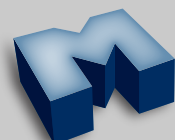
Memphis Botanic Garden | 750 Cherry Road

Join other members of the Memphis business community, for this year's State of the Greater Memphis Economy.

This event will offer business leaders for companies of any size guidance on a multitude of factors that could impact our economy in the coming year, both nationally and locally.

For more information, please contact Tunga Lee at tlee@memphischamber.com or 901-543-3571

\$35 Individual Ticket | \$350 Table of 10



GREATER MEMPHIS CHAMBER

NEW MEMBER LISTINGS

#

1st Priority Restoration, LLC
Dan Hensley
764 Rocky Point Road
Cordova, TN 38018
(901) 283-6030
www.1stpriorityofmemphis.com

4D Marketing & Business
Solutions Firm
Roxie Nunnally
3725 Champion Hills Drive,
Suite 3200
Memphis, TN 38125
(901) 414-8098
www.4dmarketingbusinessolutions.com/

911 Restoration Memphis
Metro
Marva Bell
3562 Park Avenue
Memphis, TN 38111
(901) 591-0594
www.911restorationmemphismetro.com

A

A Plus Technology Mobile
Repair LLC
Anthony Moore
6075 Winchester Road
Memphis, TN 38115
(901) 866-9609
www.aplustechnology.net

ADT Security Services
Stephen Williams
8370 Wolf Lake Drive
Suite 112
Memphis, TN 38133
(901) 237-2571
www.adt.com

Africa In April Cultural
Awareness Festival, Inc.
David Acey
5340 Norma Drive
Memphis, TN 38109
(901) 569-9047
www.africainapril.org

Amazing Lighting Solutions,
LLC
Audrey Bonner
6067 Apple Tree Drive
Suite 2
Memphis, TN 38115
(901) 552-5040
www.amazinglightingsolutions.com

American Marsh Pumps
Kamecia Ivory
185 Progress Road
Collierville, TN 38017
(901) 860-2300
www.american-marsh.com

ArtUp
Katyana Dandridge
138 St. Paul Avenue, Suite 112
Memphis, TN 38126
(901) 231-4095
www.weartup.org

Aurora CPA, PLLC
Eric Yang
1871 Wooduck Cove
Germantown, TN 38139
(901) 488-2666

B

Baldwin & Shell
Construction Co.
Rick Terry
516 Tennessee Street
Suite 231
Memphis, TN 38103
(870) 910-5400
<http://www.baldwinshell.com>

Banks, Finley, White & Co.
of TN, P.C.
Stanley Sawyer
1450 Poplar Avenue
Memphis, TN 38104
(901) 274-6702
www.bfwcpa.com

Barton's Home Improvement
John Simpson
4500 Summer Avenue
Memphis, TN 38122
(901) 680-0699
www.bartonshome.com

Bauermeister, Inc.
Jeff Soldan
5100 Poplar Avenue
Suite 607
Memphis, TN 38137
(901) 363-0921
www.Bauermeisterusa.com

Been There - Done That
Consulting Services, LLC
Norma Bradford
3529 New Point Drive
Southaven, MS 38672
(662) 812-3255
www.btdtconsultingservices.org

BLDG Memphis
John Paul Shaffer
1680 Jackson Avenue
Memphis, TN 38107
(901) 725-0460
www.bldgmemphis.org

Bridges for the Deaf
and Hard of Hearing
Mimi Fondren
2400 Poplar Avenue
Suite 411
Memphis, TN 38112
(901) 701-6800
www.bridgesfordeafandhh.org

Bruce Turner, PLLC
T. Kevin Bruce
2650 Thousand Oaks
Boulevard, Suite 2140A
Memphis, TN 38118
(901) 290-6610
www.bruceturnerlaw.net

Byrd Realty Services, LLC
Thomas Byrd
5180 Park Avenue, Suite 305
Memphis, TN 38119
(901) 480-7183
www.byrdrealtyservices.com

Candlelight Ballroom
Jimmy Williams
3015 Park Avenue
Memphis, TN 38114
(901) 452-8828

Cannon Chiropractic
Jayson Cannon
9020 Highway 64, Suite 103
Lakeland, TN 38002
(901) 746-8745
www.cannonchiropractic.com

Christian Brothers
High School
Nancy Lanigan
5900 Walnut Grove Road
Memphis, TN 38120
(901) 261-4900
www.cbhs.org

Cigna Healthcare
6401 Poplar Avenue
Suite 604
Memphis, TN 38119
(901) 844-5400
www.myhealthspring.com

CodeCrew
Meka Egwuekwe
88 Union Avenue,
Second Floor
Memphis, TN 38103
(901) 484-4203
www.code-crew.org

COMCAST - Memphis
Evangeline Parker-Guest
3251 Players Club Parkway
Memphis, TN 38125
(901) 259-2525
www.comcast.com

Cooper Cottage School, LLC
Pam Lee
845 South Cooper Street
Memphis, TN 38104
(901) 278-9624

D

DaSilva Consulting
Al Da Silva, MHA, MBA RN
5100 Poplar Ave
Memphis, TN 38137
(855) 501-9372
www.dasilvaconsulting.org

DHL Global Forwarding
Syrena Simpson
4639 Damascus Road
Memphis, TN 38118
(623) 760-0949
www.dhl.com

Dr. Angela Sallie, PLLC
Angela Sallie
5384 Poplar Avenue
Suite 327
Memphis, TN 38119
(901) 687-5164

Dr. Bean's Coffee &
Tea Emporium
Albert Bean
409 South Main
Memphis, TN 38103
(901) 647-9014
www.drbeanscoffee.com

E

Elkington Realty
John Elkington
6075 Poplar Avenue
Suite 705
Memphis, TN 38119
(901) 526-0110
www.elkington.bendesigns.net/web/Our-team.aspx?pid=2

Enfinity Supply
Laurita Jackson
1138 North Germantown
Parkway, Suite 101-133
Cordova, TN 38016
(901) 563-8008
www.enfinitysupply.com

Excel Enterprises
Devirick Watson
4534 Chuck Avenue, Suite 110
Memphis, TN 38118
(901) 406-2448

F
Fully Promoted of Memphis
East
Leslie Johnson
8025 Giacosa Place, Suite 102
Memphis, TN 38133
(901) 417-8842
www.fullypromoted.com/memphis-east-tn

G
Gold Strike Casino Resort
Troy Douglas
1010 Casino Center Drive
Robinsonville, MS 38664
(662) 357-1111
www.goldstrikemississippi.com

Grace Medical
Michael Crook
8500 Wolf Lake Drive
Suite 110
Memphis, TN 38133
(901) 386-0990
www.gracemedical.com

Greystar
Christine Richards
999 South Shady Grove
Suite 600
Memphis, TN 38120
(901) 259-2500
www.greystar.com

H
Hampton Inn & Suites
Memphis - Shady Grove
Ashley Ester
962 South Shady Grove Road
Memphis, TN 38120
(901) 762-0056
www.memphisshadygrovesuites.hamptoninn.com

Harbor Chase Senior Living
Melanie Price
6300 Briarcest
Memphis, TN 38120
(901) 250-5931
<http://www.harborchase.com/harborchase-germantown>

Hiller Plumbing, Heating,
Cooling and Electrical
Michelle Campbell
1280 Big Orange Road
Cordova, TN 38018
(901) 800-8098
<http://www.happyhiller.com>

Howell Consulting, LLC
John Howell
87 North Highland Street
Memphis, TN 38111
(901) 505-1150
www.howellconsultingllc.com

J
Jabberblabber Magazine
Nikki Schroeder
415 South Front Street
Suite #114
Memphis, TN 38103
(901) 336-4431
www.jabberblabber.com

Johnson Controls, Inc.
Jeffrey Allison
6423 Shelby View Drive
Suite 107
Memphis, TN 38134
(901) 386-0532
www.johnsoncontrols.com

Junior Achievement
of Memphis and the
Mid-South, Inc.
Leigh Mansberg
6809 Garden Oaks Drive
Memphis, TN 38120
(901) 605-7756
www.juniorachievement.org/web/ja-memphis/

K
Kinyah & The B Chill
Lemonade Family
Valerie Braddock
3709 South Hickory Ridge
Mall #460
Memphis, TN 38115
(901) 871-8782
www.bechilllemonade.com

Kitchen Guru Catering Co.
Corey Coleman
P.O. Box 42012
Memphis, TN 38174
(901) 494-3755
www.kitchengurucatering.com

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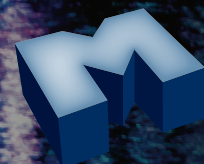
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GREATER MEMPHIS CHAMBER

2020 EVENTS INVESTED IN MEMPHIS

Tuesday, January 7th

Women's Business Council & NAWBO Reception to honor the Women of Shelby County Delegation, Memphis City Council and Shelby County Commission

5:30 p.m. | Junior Achievement

Join Memphis businesswomen as we kick-off 2020 with the women who will impact policy in the upcoming legislative session.

Tuesday, January 14th

State of the Greater Memphis Economy

7:30 a.m. | Memphis Botanic Garden

Economic forecasting specifically designed for the Memphis business community.

2020 Made In Memphis Broadcast Campaign & Quarterly Breakfast Series

4-part quarterly series with emphasis on the following industries featuring local companies – a quarterly breakfast will coincide with each industry cluster.

- Manufacturing – Q1
- Medical Devices – Q2
- Agriculture & Technology – Q3
- Transportation & Distribution – Q4

To take advantage of these sponsorship opportunities, plus many more, please contact **DeQuanda Smith, Sponsorship Development Manager** at dsmith@memphischamber.com OR call 901-543-3533.

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An Initiative of the Greater Memphis Chamber

KEEP MORE MONEY IN OUR COMMUNITY

Share your local spending story using the hashtag #MoveYourMoneyToMemphis

SIGN THE MOVE YOUR MONEY TO MEMPHIS PLEDGE

Commit to the principles of putting Memphis First. Pledge to:

- Include location proximity as one of the criteria in your procurement or purchasing process;
- Hire local people when possible;
- Contribute to the local tax base; and
- Support a strong Memphis economy

Move Your Money to Memphis is an initiative of the Greater Memphis Chamber to encourage business decision makers to increase spending with Memphis-based companies and to encourage companies with Memphis-based operations to increase their investment and support in the Memphis region by making spending with local vendors and suppliers a priority.

The primary goal of the Move Your Money to Memphis campaign is to stimulate and accelerate the Mid-south economy by keeping more dollars in our region, where the impact can be significant as the dollars recirculate.

BUY LOCAL

Looking for local vendors and companies that are investing in Memphis? Search the Greater Memphis Chamber Member Directory to find companies who are committed to supporting our local economy. Businesses are listed by category.

TO LEARN MORE VISIT:

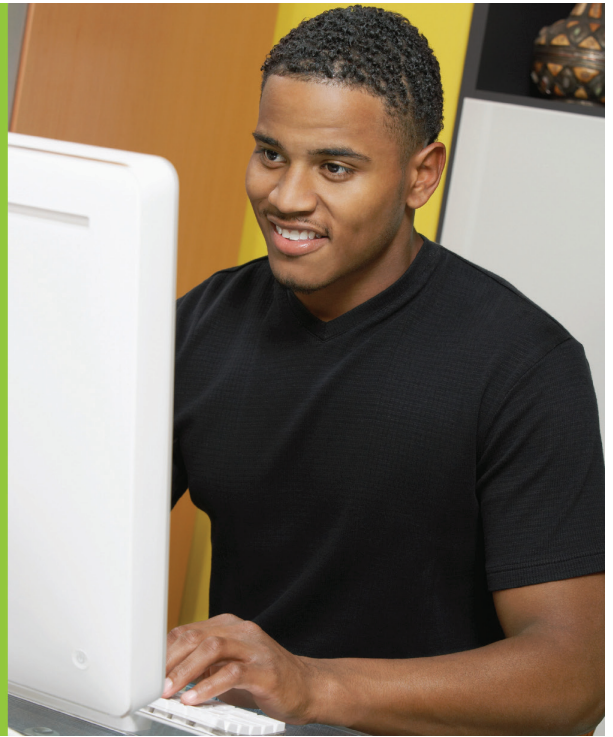
<https://memphischamber.com/membership/move-money-memphis/>

WANT TO FIND A JOB IN MEMPHIS?

Visit the Greater Memphis Chamber Jobs Board to find opportunities with some of the best companies in Memphis



GREATER MEMPHIS CHAMBER



IN THE NEXT ISSUE OF MOMENTUM

Q1 2020 is the **Economic Development Issue** of *Momentum* magazine.

An in-depth look at the Memphis economy, business climate, market trends and insights for 2020. This guide serves as the definitive 2020 resource for site selectors, business leaders and economic development professionals to the Greater Memphis region and is available in digital format on the Chamber's website.

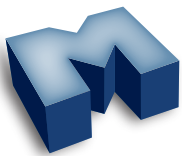
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This course is conducted in a live classroom setting as opposed to on-line or blended courses to allow the participant an opportunity for peer-to-peer interaction, problem solving, project reporting, and accountability that cannot be experienced through e-courses.

Each participant will work on a project with their respective organization, providing practical experience for the Green/Black Belt candidate, which will enforce the skills they learn in class and produce a tangible benefit for their organization.



A partnership between the Greater Memphis
Chamber and Southwest Tennessee Community
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