

Annual Report

2023 - 2024



A photograph of a modern building with a glass facade, reflecting the sky and surrounding environment. The image has a warm, golden-hour light overlay. The text is positioned on the right side of the image.

Our Purpose

**To Create Economic
Prosperity by Facilitating
Community Leadership**

Thank You to Our Top Investor Annual Sponsors

2023 - 2024

Pivotal Partners



Friends of the Chamber



Presenting Sponsors

Austin Peay State University College of Business | Talent Solutions
Baker Donelson | International Business Council
Fifth Third Bank | Intro Nashville
First Horizon | Small and Diverse Business Forum
Forvis Mazars | Leadership Study Mission
Frost Brown Todd | Governor’s Address
Jack C. Massey College of Business at Belmont University | Young Professionals Programs
Jackson National Life Insurance | Education Report
Music City Center | Small and Diverse Business Forum
Piedmont Natural Gas | Area Advisory Councils
PNC Bank | Annual Celebration
Polsinelli Law | Intro Nashville
Tanger Outlets | Annual Celebration
Truist | Small and Diverse Business Fair

Programs & Events Supporting Sponsors:

Ajax Turner | Atiba | Bank of Tennessee | Barge Design Solutions | Belmont Center for Global Citizenship | BNA - Nashville International Airport | Connect Gifting | Gallagher | Greater Nashville REALTORS® | KNMarsh | Kraft CPA’s | Live Nation Premium Seats | Mitsui & Co. (USA) | Mortenson | MP&F Strategic Communications | National Museum of African American Music | Philip Morris Int’l | RaganSmith | Southwest Airlines | Stantec | Turner Construction | United Healthcare Global | Vanderbilt University Executive Education | Urban League of Middle Tennessee | Wilson Bank and Trust | Womble Bond Dickinson | Woolworth Theatre

Media Partners

Cromwell Media | FW Publishing (Nashville Post and Nashville Scene) | Lightning 100 | Tennessean - Local iQ

This has been a landmark year for the Nashville Area Chamber of Commerce and the Middle Tennessee business community. In the third year of our five-year regional economic development plan, Partnership 2030, we welcomed 20 new investors and 300 new members. With 73% of our more than 1,800 members being small businesses, we launched two key initiatives—Growing Together for women in business and Thrive for minority-owned businesses. These programs are helping bridge disparities in our region, fostering essential conversations around economic inclusion, and driving our collective vision for a more prosperous, equitable future.

The strength and commitment of our investors and members remain the foundation of Middle Tennessee’s continued success. Their cross-industry collaboration is essential in executing strategies that not only create jobs but also develop local talent and enhance livability throughout our region.

Middle Tennessee’s national reputation as a top destination for talent continues to grow. In 2023, we saw 31 business expansions and relocations, welcomed over 31,000 new residents, and added 22,000 jobs-- all while keeping our cost of living below the national average. This momentum led to a \$20.8 billion increase in regional GDP. It’s a testament to the power of collaboration between business leaders, government officials, and community partners, who together are fueling this remarkable progress.

Our efforts to upskill and reskill the local workforce remain a top priority. By supporting education and workforce development programs and connecting transitioning talent from Fort Campbell to the business community, we are strengthening the talent pipeline that will support Middle Tennessee’s continued growth.

Looking ahead, we remain committed to our vision of creating long-term economic prosperity for all. To our members and investors, thank you for your unwavering dedication and leadership. Your partnership is vital to the Chamber’s mission, and together, we will continue to build a stronger, more vibrant Middle Tennessee for generations to come.

Bob Higgins
Chamber Board Chair, 2022-2024;
President & CEO, Barge Design
Solutions, Inc.

Lee Blank
Partnership 2030 Co-Chair, 2022-2024;
Middle Tennessee Market Executive,
Regions Bank

Ralph Schulz
President & CEO, Nashville Area
Chamber of Commerce

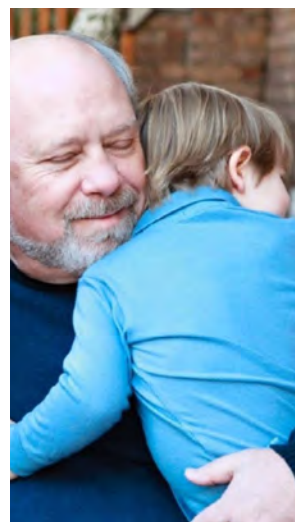
TABLE OF CONTENTS

- 06 Spirit of the Region Award
- 09 Economic Development
- 14 International Business
- 18 Research
- 20 Partnership 2030
- 25 Growth
- 26 Member Relations
- 28 Investor Relations
- 30 Sponsorship
- 32 Programs & Events
- 37 Policy
- 45 Education & Talent Development
 - 47 K - 12 Education
 - 48 Post Secondary Transitions
 - 49 Adult Attainment
 - 50 Talent Pipelines
- 52 Marketing & Communications
- 54 Investors & Members
- 58 Board of Directors
- 60 Actuals



Randy Rayburn

January 24, 1950 - July 25, 2024



2024 SPIRIT OF THE REGION AWARD

Since 2008, the Nashville Area Chamber's Spirit of the Region Award has recognized individuals and businesses that have made significant contributions to advancing the Chamber's mission of creating economic prosperity through community leadership. Recipients are selected for their excellence in business and their efforts to promote economic growth and opportunity throughout Middle Tennessee.

This year's award recipient is the late **Randy Rayburn**. A revered figure in Nashville's restaurant scene, Randy is being recognized for his profound contributions to the city's culinary and hospitality industries. Known for owning iconic restaurants like Midtown Cafe, Cabana, and Sunset Grill, Randy played a pivotal role in shaping Nashville into the vibrant food destination that it is today.

Beyond his influence as a restaurateur, Randy was deeply committed to workforce development, particularly through his involvement with The Randy Rayburn School of Culinary Arts at Nashville State Community College, where he helped inspire and mentor countless aspiring chefs and hospitality professionals. His efforts to uplift the industry extended to his advocacy for local talent and support for education, all of which contributed to Nashville's growth as a culinary hub.

Randy's legacy goes beyond the restaurants he built. He was a dedicated father to his two sons, Duke and Dean, who were among his greatest joys, and a close friend of their mother Sonata Stanton Helbig. Randy built strong friendships, often gathering colleagues and friends around a table for a meal filled with conversation and camaraderie. Known for his generosity, Randy was always willing to lend a hand, whether it was offering financial assistance, supporting charities, or simply being there for friends in need.

Randy's generosity and dedication to serving the community leaves a lasting mark on Nashville, shaping not only its culinary landscape but also its spirit of hospitality. His influence will continue to resonate throughout the city for years to come.



ECONOMIC DEVELOPMENT

International Business • Research

“In April, the Chamber’s economic development team partnered with the Tennessee Department of Economic & Community Development and the Tennessee Valley Authority to host 60 top site selection consultants for the 2024 Site Selector’s Guild Annual Conference. It was a great opportunity to showcase Nashville and connect consultants with Partnership 2030 investors, regional partners, and local leaders such as Mayor O’Connell, TNECD Commissioner McWhorter, and Governor Lee.”

Jeff Hite, *Chief Economic Development Officer*



Did you know Nashville has the fastest growing skyline in the U.S.?

Driving economic growth is a cornerstone of the Chamber’s mission to make Middle Tennessee a premier place to live, work, and prosper. Our economic development team is dedicated to assisting businesses relocating to or expanding in the 10-county Nashville region, increasing workforce opportunities, diversifying the local economy, and promoting Middle Tennessee as a top business destination. Our regional growth is ultimately fueled by over 2 million people, a robust business ecosystem of more than 60,000 companies, and a reputation for economic diversity, affordability, cultural collaboration, and a highly educated workforce.

Over the past year, our team assisted with 31 relocations and expansions, adding 4,397 jobs and over \$827 million in capital investment to the Middle Tennessee region. Company announcement highlights include **Amazon, Bridgetown Natural Foods, Shoals Technologies Group, Schneider Electric, and Technology Lab.**



#3 Best City in the South

Southern Living, 2024

Shoals Technologies Group

The company will invest \$80 million over five years to expand its manufacturing and distribution operations to a new location in Portland, Tennessee creating 550 new jobs in Sumner County.

#3 Best City for Young Adults & Professionals

Homebuyer, 2024

Bridgetown Natural Foods

To expand its Oregon-based operations, the company will invest \$78.3 million and locate a manufacturing and distribution facility in Lebanon, Tennessee. The Wilson County facility will add 219 new jobs and produce ~100 million pounds of food.

#3 Best State for Business

CEO Magazine, 2024

SXSW (South by Southwest)

In March, the Chamber partnered with LaunchTN to host the Tennessee House at South by Southwest in Austin, TX. The Tennessee House highlighted the state’s entrepreneurial advantages and creativity with tech expositions and state-wide innovation updates, inviting startup founders, tech experts, site selection consultants, and investors from across the globe to experience Tennessee’s innovative spirit.

#4 Most Desirable City to Live

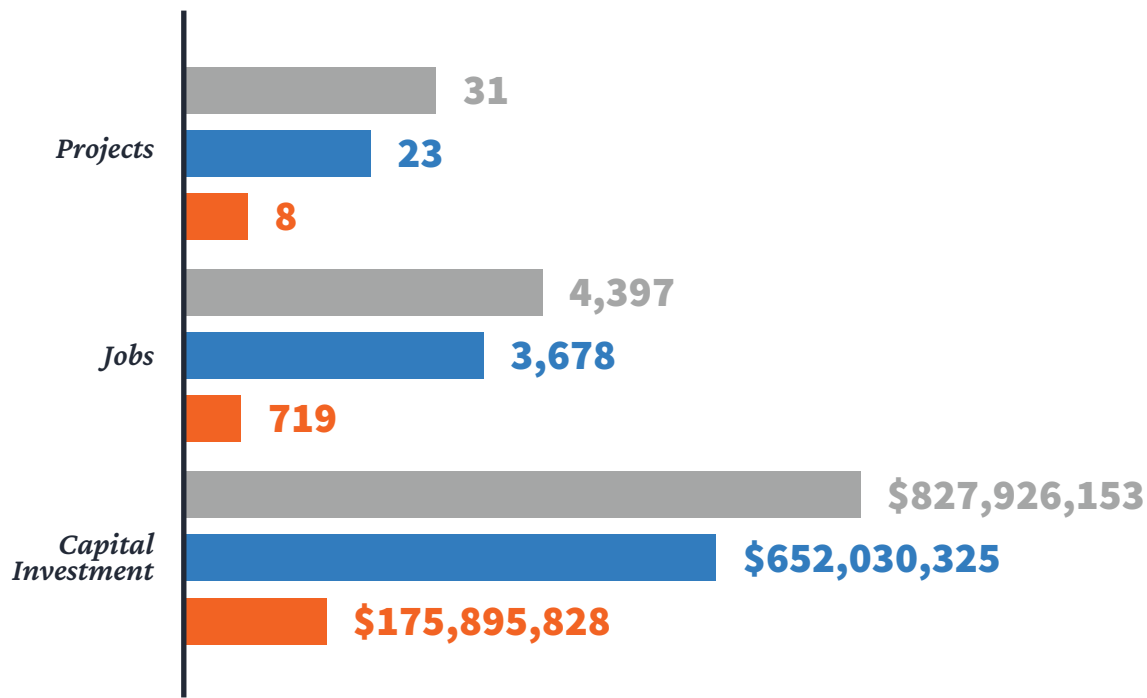
Clever, 2024



Expansions & Relocations

2023 - 2024

● Total ● Expansions ● Relocations



Expansions

A.O. Smith Corporation | Cheatham
Adient | Rutherford*
Aero Build | Davidson
Amazon | Montgomery
Armada Nutrition | Maury*
August Bioservices | Davidson
Designed Conveyor Systems | Williamson
Florim USA | Montgomery*
FreightWise | Williamson
Hankook Tire USA | Montgomery*
Landmark Ceramics | Maury*
Lochinvar | Wilson

Relocations

Bridgetown Natural Foods | Wilson
Fourteen Foods | Williamson
Lazestar, Inc. | Williamson
Mills Supply | Davidson

*Foreign Direct Investment

McNeilus | Rutherford
OPmobility | Maury*
Quality Logistics | Davidson
Schneider Electric | Rutherford*
Schneider Electric | Wilson*
Shoals Technologies | Sumner
Simpson Strong-Tie | Sumner
Summit Behavioral Health | Williamson
Sunrise Medical | Wilson*
Technology Lab | Davidson
Unipres U.S.A. | Sumner*

Mohawk Fabrics | Sumner
NewBasis | Wilson
SGB Enterprises, Inc. | Maury
XXentria | Maury*



International Business

"The International Business Council had the privilege of hosting two esteemed Ambassadors—British Ambassador Dame Karen Pierce and Ambassador of Ukraine Oksana Markarova. Both shared invaluable insights on global affairs and the impact on US relations with their nations. The discussion with Ambassador Markarova was particularly impactful, as she offered a powerful and emotional, front-line perspective on the immense challenges faced by a country in the midst of war."

Lori Odom,
Senior Vice President of Economic Development

Middle Tennessee's strategic location, combined with a pro-business environment and competitive costs, makes it a magnet for international businesses. Our diverse economy, healthcare, advanced manufacturing, technology, supply chain, and entertainment industries are flourishing due to increased foreign direct investment and exports. To maximize foreign opportunities, the Chamber traveled to several countries this year including Canada, England, Japan, and the Netherlands.

340 foreign-owned companies in the region represent **26 countries** and employ more than **56,000 Middle Tennesseans**

SEUS - Japan Tokyo

In October, the team attended the annual meeting of the Southeast US-Japan and Japan-Southeast US Associations in Tokyo, Japan. SEUS-Japan is a joint meeting of 7 southeastern states and Japanese business counterparts. While in Tokyo, the team met with the Tokyo Chamber of Commerce and Industry, attended the Bio Japan show in Yokohama, and met with the Organization for Small & Medium Enterprises and Regional Innovation (SMRJ).

British Ambassador US Visit

The Chamber and International Business Council (IBC) members had a conversation with Dame Karen Pierce of the UK in October. The discussion covered the special relationship between the UK and the US relating to trade, investment, and social and economic trends.

Ireland's Future in the World

IBC members, in partnership with the Tennessee World Affairs Council, hosted a luncheon featuring Ms. Catherine Martin, T.D., Ireland's Minister for Tourism, Culture, Arts, Gaeltacht, Sports, and Media for an update on Ireland's Future in the World.

10 Consuls General, trade officials, and foreign government leaders from 6 countries visited the Chamber

- **South Africa** (Consul-Political & Acting Consul-General Mzwanele Langa)
- **United Kingdom** (Ambassador Dame Karen Pierce & Consul General Rachel Galloway)
- **Canada** (Consul General James Hill followed by successor Consul General Rosaline Kwan)
- **Ireland** (Ms. Catherine Martin, T.D., Minister for Tourism, Culture, Arts, Gaeltacht, Sports and Media and Consul General Caoimhe Ní Chonchúir)
- **Japan** (Consul General Yoichi Matsumoto followed by successor Consul General Shinji Watanabe)
- **Ukraine** (Ambassador Oksana Markarova)

Delegations from 11 regions and countries visited Nashville to strengthen and build relationships

- | | | |
|-------------|---------------------|--------------------|
| • Kurdistan | • United Kingdom | • Northern Ireland |
| • Mexico | • Japan | • Ireland |
| • Quebec | • Republic of Korea | • Hungary |
| • Latvia | • Germany | |

International Business Council

Our International Business Council Advisory Board is comprised of a cross-section of the region's international business leaders. Thank you to these volunteers who serve as advisors and advocates for international businesses operating in or considering investing in Middle Tennessee.

2023 - 2024

Advisory Board

Chair

Lisa Ferrelli
Bank of America

Vice Chair

John Scannapieco
Honorary Consul for Great Britain
& Northern Ireland, Womble Bond
Dickinson (US) LLP

Immediate Past Chair

Mike Fedele
Mitsui & Co (USA), Inc.

At-Large Executive Committee

Maria Ferro
Baker Donelson

At-Large Executive Committee

Andrew Corbett
NTT Data

At-Large Executive Committee

Milly Olykan
Country Music Association

Sponsors

Presenting Sponsor

BAKER DONELSON

Associate Sponsors



Supporting Sponsors



Research

"A notable highlight for the research team this year was providing data consulting services for Nashville non-profit Hope Station. The team gathered and analyzed demographic and socio-economic data, putting it all together in a report to help Hope Station secure grant funding and advocate for single mothers in Davidson and Rutherford Counties."

Bishoy Mikhail,
Vice President of Research



**Addressing Income
Equality in Middle
Tennessee**

The Chamber Research Center provides research and data to support continued economic prosperity in the region. Each year, the Center publishes a variety of reports and original studies providing insight into regional economic trends and important issues impacting the business landscape and community. Additionally, the Research Center is an analytics and data resource for Chamber members, providing business lists, economic data, and custom research.

85+ research data requests | **3** external surveys | **5** internal surveys

Affordable Housing Data & Research Roundtable

The research team takes part in a monthly affordable housing roundtable led by the Metro Nashville Planning Department. The roundtable, composed of researchers from various local organizations meets to discuss relevant data and research.

Business Conditions Council

The Business Conditions Council, led by the Chamber and Greater Nashville Realtors, represents a cross-section of local industries. Meeting quarterly, the council discusses industry performance, challenges, and solutions, while providing valuable insights into the regional economy, policy, and legislation.

TN Digital Government Summit Advisory Meeting

In May, the research team represented the Chamber at GovTech's annual Digital Government Summit advisory board meeting. This summit brings together key players from government and tech to focus on driving innovation in the public sector.

Morehead-Cain Scholars

Over the summer, the research and talent teams hosted five Morehead-Cain scholars from UNC-Chapel Hill for a Civic Collaboration Program. The scholars explored how growth impacts affordability, resulting in a report, "Protecting Arts in Nashville: Strategies and Insights," which proposed funding, marketing, and housing strategies to support the city's creative class.

Research Center Newsletter

In 2024, the Research Center will launch a monthly newsletter. To learn more about the Nashville region and stay up to date on the local economy, join our subscriber list at nashvillechamber.com/enews/.



Partnership 2030

"In December of 2023, CNBC launched *Cities of Success*, a TV series highlighting cities that have transformed into business power centers driving change across the US. Nashville was proud to be the first featured city. The Chamber and CNBC hosted over 100 Partnership 2030 investors for a premiere party to celebrate the economic evolution of the Nashville region."

Melia Leedy,
Vice President of Member & Investor Relations



Middle TN: the
Nation's best place to
live, work, and play

Partnership 2030 is the public-private initiative dedicated to Middle Tennessee's long-term economic prosperity. Since 1990, the Partnership has been integral to maintain and grow the Nashville region's economy. This year, Partnership 2030 completed year three of the current five-year plan with the support of over 250 business and community investors and co-chairs Lee Blank, Market Executive - Middle Tennessee, Regions Bank and Metropolitan Nashville and Davidson County Mayor, Freddie O'Connell.

22,000
jobs added

\$20.8
billion in GDP growth

31,000
new Middle Tennessee residents

Past Partnership 2030 Chairs

Companies represented at time of chairmanship.

2024 - Present

Carol Yochem
First Horizon Bank

2008 - 2010

C. Keith Herron
Regions Bank

1997 - 1998

Robert A. McCabe, Jr.
Pinnacle Financial Partners

2022 - 2024

Lee Blank
Regions Bank

2005 - 2008

Jack O. Bovender, Jr.
HCA Healthcare

1996 - 1997

Craven Crowell
Tennessee Valley Authority

2019 - 2022

C. Wright Pinson, M.D.
Vanderbilt University Medical Center

2004 - 2005

Tom Beeman
Saint Thomas Health Services

1995 - 1996

Clayton McWhorter
Clayton Associates, Inc.

2017 - 2019

William F. Carpenter III
LifePoint Health

2001 - 2004

Beth Mooney
AmSouth Bank

1994 - 1995

Owen (Bob) G. Shell, Jr.
Bank of America

2015 - 2017

Jim Schmitz
Regions Bank

2000 - 2001

Marty Dickens
AT&T

1993 - 1994

Dennis C. Bottorff
Council Capital Management

2013 - 2015

Milton Johnson
HCA Healthcare

1999 - 2000

Terry London
Gaylord Entertainment Company

1992 - 1993

Richard W. Carden
Arthur Andersen

2010 - 2013

Jim Wright
Tractor Supply Co.

1998 - 1999

Doyle Rippee
Morgan Keegan & Company

1990 - 1992

Thomas J. Sherrard
Sherrard & Roe, PLC

Partnership 2030 Progress Report | Year 3

Baseline refers to the starting point or initial measurement taken in fiscal year 2021-2022, used as a reference for assessing progress toward the five-year goal.

Employment Growth

Baseline:	Current Performance:	5 Year Goal:	Progress Toward 5 Year Goal:
1,104,603	+ 119,100	+ 150,000	79%

Source: Bureau of Labor Statistics(BLS)

GDP Growth

Baseline:	Current Performance:	5 Year Goal:	Progress Toward 5 Year Goal:
\$141.9B	+ \$24.2B	+ \$30B	81%

Source: Bureau of Economic Analysis(BEA)

Population Growth

Baseline:	Current Performance:	5 Year Goal:	Progress Toward 5 Year Goal:
2,012,476	+ 69,204	+ 200,000	34%

Source: US Census Population Estimates(US Census PEP)

Cost of Living

Our goal is to be less than 100.0, the national average for cost of living

Baseline:	Current Performance:	5 Year Goal:
95.4	97.9	< 100

Source: Council for Community and Economic Research(C2ER)

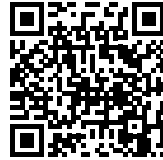
Educational Attainment

Educational Attainment is the percentage of population 25 years and older with an associate’s degree or higher

Baseline:	Current Performance:	5 Year Goal:
48.1%	49%	55%

*The Partnership 2030 goal around educational attainment aligns with the state’s Drive to 55 goal, striving for 55% of adults aged 25-64 to have a short-term credential or degree by 2025. While the 55% goal includes short-term credentials, the measurement for the Nashville Economic Market only includes associate degrees and higher due to data availability. For additional context, the most recent short-term credential attainment rate in Tennessee boosts total attainment by 7.0% (2021).

Source: Lumina Foundation



Why join the Nashville Area Chamber of Commerce?



GROWTH

Member Relations • Investor Relations • Sponsorship • Programs & Events

"Last year, we welcomed more than 300 new members and introduced a new, well-received total investment model for membership and Partnership 2030 investors. This model allowed us to offer a variety of new Chamber benefits and ways to engage with the business community and the Nashville region. We also hosted close to 100 events and recruited 15 new sponsors reflecting the strong support from our members and investors."

Rita McDonald, *Chief Growth Officer*



Member Relations

Our region is experiencing tremendous growth, and the Chamber plays a crucial role in supporting our thriving business community. By connecting professionals to a robust network of influential leaders and curated programming, the Chamber offers numerous opportunities for relationship-building and increased exposure. As the largest business advocacy organization in Middle Tennessee, we help nearly 1,800 member companies, representing over 300,000 employees, grow and prosper. Our diverse member businesses span more than 100 industries, from entrepreneurs and small businesses to mid-sized companies and large corporations.

302

new members

47 +

ribbon cuttings & grand openings

100 +

engagement meetings

73%

of members are small business with 50 employees or less

650 +

Chamber Chat & Pick Your Place attendees



Investor Relations

Partnership 2030 investors play a key role in shaping the future of the Nashville region through a strategic plan supported by over 250 private and public partners. Throughout the year, the Partnership hosts exclusive investor-only events, providing regional updates and peer-to-peer networking opportunities. The P2030 Economic Development Council met quarterly to discuss topics like Japanese investment in the region, the transportation referendum, Southwest Airlines' expansion, and BNA's growth. The Partnership also held events with national and regional leaders, such as Mike Cobb (CoStar Group), Mayor Freddie O'Connell, and Spencer Levy (CBRE), along with special behind-the-scenes tours of the new REI distribution center and Omohundro water treatment plant.

20
new & upgraded investors

15
Partnership 2030 events

Partnership Events include:

- P2030 Lead Investor Council
- P2030 Full Investor Events
- P2030 Economic Development Council

Sponsorship

"The new sponsorship structure launched this year was a game-changer. With enhanced benefits designed to provide even more value, our sponsors were able to engage with an extensive network of Nashville's business leaders. Our sponsors not only increased brand visibility, but also played a vital role in supporting Chamber initiatives, programs, and events that drive growth in our business community. From single events to annual sponsorships, our sponsors were integral to making a positive impact this year."

Rhonda Formby,
Director of Sponsorship Development

Chamber Sponsorship offers businesses a unique opportunity to support and engage with our community through nearly 100 events and year-round initiatives. Our sponsors help drive the success of each Chamber event and program. With flexible options ranging from single-event sponsorships to annual partnerships, we work closely with each sponsor to understand their goals and tailor a plan that maximizes their impact on both their organization and the broader Chamber member community.

15
new and upgraded sponsors

55 +
event & program sponsors

Pivotal Partners



Friends of the Chamber



Programs & Events

"This year, our Thrive, Growing Together, Leadership Connect, YP Nashville, and Intro Nashville programs addressed areas essential to our community's growth and success. Fostering critical conversations around economic inclusion, women's leadership, professional development, and young professional engagement, these impactful initiatives encouraged cross-industry network-building, advancing the Chamber's mission and laying the groundwork for a more inclusive, innovative, and thriving Nashville business community."

Veronica Johnson,
Vice President of Programs & Event Logistics



**Intro Nashville: Embark
on a Journey of
Discovery**

The Chamber plays a key role in advancing the community by hosting a variety of events and initiatives each year to encourage collaboration, networking, and professional growth for business leaders. This year, the Chamber hosted close to 100 events and launched two new initiatives: Growing Together, which supports women in business, and Thrive, which focuses on empowering minority-owned small businesses.



Intro Nashville

participants visited a variety of local venues, heard from community storytellers including Former Mayor Bill Purcell, Jamie Kent, and Jill Melton gaining insight into Nashville's history and our region's unique characteristics.

5

Intro Nashville Sessions

125

attendees

40 +

influential storytellers



31st Annual Leadership Study Mission

traveled to Phoenix Arizona in April. 130 business leaders from Nashville, including Mayor Freddie O'Connell, learned from Phoenix leaders on topics including workforce, housing, and transit. Delegates explored Maricopa County and had the opportunity to visit the Arizona State University campus, the historic El Chorro restaurant, the Phoenix Sun's arena, and the Footprint Center.



Inaugural Growing Together Women in Business Breakfast

an initiative sponsored by Bank of America and Sony Music Grant funding, hosted over 160 attendees at City Winery to hear from featured speaker, Gina Schaefer, entrepreneur, author, and owner of 13 Ace Hardware franchises.



5th Annual Leadership Connect

brought small business entrepreneurs together twice per month for a six-month program to learn from peers and top local leaders how to become more engaged in the Nashville community. This year's group also attended our Leadership Study Mission to Phoenix, Arizona.



9th Annual Small & Diverse Business Forum

in partnership with the Music City Center and First Horizon Bank, focused on construction and development opportunities in Nashville and across the state and featured key industry and city leaders.



3rd Annual Small & Diverse Business Supplier Procurement Fair

sponsored by Truist Bank, small businesses were provided the opportunity to connect with corporations looking to fulfill their supplier procurement goals and form long-term partnerships.



Strategic Networking

programming included August's sold-out 'Tailgate with the Titans' providing members and future members with networking opportunities and a ticket to see the Titans play the San Francisco 49ers. In April, the Nashville Sounds hosted 'Business & Baseball' where attendees enjoyed networking and exclusive access to Hit City Hall. June's 'Sips and Swings', with over 100 attendees, fostered new connections while golfing in a relaxed, social setting.



Inaugural Thrive Breakfast & Fireside Chat

co-sponsored by MOJO Marketing + PR and the Sony Music Grant, brought together diverse leaders, professionals, and small business owners to promote diversity and economic inclusion. Hosted at the National Museum of African American Music, the two-part series focused on multicultural marketing, featuring Alexis Kerr (Mahogany, a Hallmark brand) and a panel sharing insights, experiences, and marketing best practices.



Inaugural YP Nashville Leadership Council

convened in November comprised of dynamic young professionals who have made significant strides in their respective fields. The council will connect and empower Nashville's young professionals through year-round professional development and networking opportunities.



POLICY

“The policy team had a successful year working with State, Regional, and Metro decision-makers to further the Chamber’s agenda and ensure that the Nashville region continues to be an environment where businesses can thrive and residents feel at home. The team played a key role in establishing the East Bank Authority, created over two thousand childcare slots in Middle Tennessee, joined partners to successfully lobby for the most significant single cut to the Franchise and Excise Tax in the state’s history, and worked to secure a vote on dedicated funding for the transportation referendum.”

Ben Simpson, *Chief Policy Officer*



**Expanding Childcare
for Fort Campbell’s
Military Families**

The Chamber's policy team brings together private sector expertise and resources to address public opportunities that benefit the community. Involving Chamber members in leadership roles enhances our influence and broadens our impact across the region.

Chamber's members shape the policy team's efforts by participating in our annual policy survey, telling us what matters most to them. The 2023 survey provided insight into the region's business climate and workforce revealing the importance of addressing livability issues, including housing, transportation, and childcare. Based on these insights, the Chamber Executive Board developed and adopted policy agendas and work plans for the policy team.

The policy team's work focused on:

- | **Sustaining an Environment Where Business Prospers**
- | **Improving the Development and Productivity of the Region's Workforce**
- | **Providing a Quality of Life that Attracts and Retains Residents and Workers**



113th General Assembly

convened in January 2023. The Chamber policy team followed over 400 bills that could have impacted the Middle Tennessee business community and environment. The policy team worked to defeat twelve bills, amended more than twenty bills, and sponsored two bills to passage. These bills covered a range of issues, including the infringement of private property rights by gun owners, the most significant business tax cut in the state's history, and the creation of more than two thousand new childcare slots in Middle Tennessee. The policy team had a success rate greater than 80% on our top legislative priorities. View the Chamber's legislative agenda and scorecard at nashvillechamber.com/legislative-scorecards.

Metro Council & Committees

were monitored by the policy team, who regularly weighed in through testimony at Council and committee meetings to champion our membership and board's top priorities: transit, income-aligned housing, and workforce availability. Other top priorities included the development of the East Bank Authority and lobbying around zoning proposals. The main focus of our local work was supporting "Choose How You Move", Mayor O'Connell's signature transportation program and referendum to establish dedicated transit funding. Policy team members participated in the creation of the program and supported the campaign by raising funds and educating the community. Support for the referendum will continue through November of 2024.

2024 Governor's Address

presented by Frost Brown Todd, was the Chamber's largest yet, with over 800 business, civic, and community leaders attending. Governor Bill Lee shared his vision for Tennessee, outlining his legislative and budget priorities for the 113th General Assembly.





Livability

Moving Forward

is the Chamber's group of business leaders dedicated to improving regional mobility, a top economic and livability issue for our members. This year, Moving Forward advocated for long-term solutions to develop a robust, multimodal transportation system by collaborating with WeGo, TDOT, GNRC, and other nonprofit partners. The group's leadership helped shape Mayor O'Connell's "Choose How You Move" transportation improvement plan by participating in the Mayor's technical committee. To build support for the program and referendum, Moving Forward partnered with Vanderbilt University and Vanderbilt University Medical Center to host an informational event featuring a discussion between Mayor O'Connell and Ashley Northington, chair of Moving Forward.

Housing Matters Series

launched in May to address one of the most pressing issues facing the region's continued economic prosperity and quality of life. The series was created in partnership with the Alliance for an Affordable Nashville. More than 200 people attended the inaugural forum, which explored the challenges facing residents and developers of income-aligned housing.

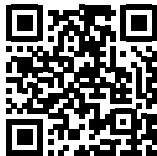


EDUCATION & TALENT DEVELOPMENT

K-12 Education • Postsecondary Transitions • Adult Attainment • Talent Pipelines • Veteran Initiatives

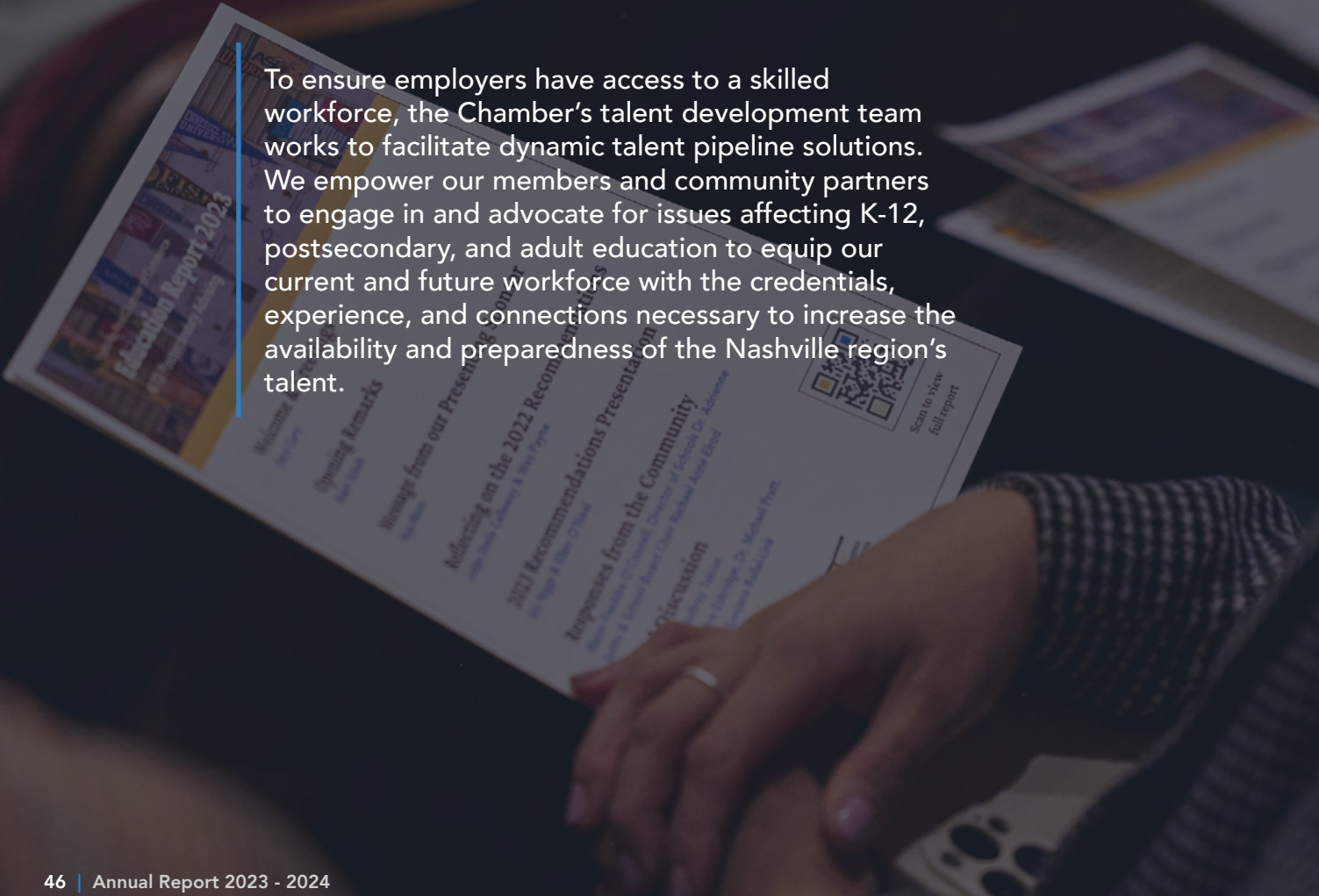
“As the backbone of New Skills Ready, a \$7 million investment by JPMorgan Chase in equitable career pathways, the Chamber helped drive key expansions this year. This included a 61% increase in dual enrollment and expanded IT pathways in MNPS high schools. The Career-Based Learning program grew to 155 students, who worked over 4,150 hours with 25 business partners, preparing Nashville’s students for future workforce success.”

Stephanie Coleman, Chief Talent Development Officer



Preparing Nashville’s workforce for the future has never been more critical.

2023 Chamber Education Report Committee visits Stratford STEM Magnet High School.



To ensure employers have access to a skilled workforce, the Chamber's talent development team works to facilitate dynamic talent pipeline solutions. We empower our members and community partners to engage in and advocate for issues affecting K-12, postsecondary, and adult education to equip our current and future workforce with the credentials, experience, and connections necessary to increase the availability and preparedness of the Nashville region's talent.

K - 12 Education

31st Annual Chamber Education Report

released in January. After five months exploring the topic, K-12 Postsecondary Advising within MNPS, the committee delivered four recommendations: evaluate the impact of advising grants, build an advising strategy with community stakeholders in mind, adopt a data collection and analysis mechanism, and implement a community approach to support postsecondary enrollment and completion.

5th Leadership Public Education

cohort convened more than 20 business and community leaders for a 6-month program to learn about Nashville's public education system, engage with public education experts, and acquire the knowledge and skills to serve in community leadership roles in public education.

Academies of Nashville

a nationally recognized career academy model providing real-world career experiences to students in 12 zoned MNPS high schools began its 17th year. As a founding partner, the Chamber hosted quarterly meetings of the Partnership Council, a district-wide advisory group of business partners, to advise on industry trends and pathways offerings.

400

business and community partners

13,817

volunteer hours

\$630,468

total community investment (2023 - 2024 school year)

2,316

students participated in job shadows

4,376

students attended industry-related field trips

4,300

students participated in a career exploration fair



Postsecondary Transitions

New Skills Ready Network (NSRN)

began its fifth and final year of a \$7 million, 5-year JPMorgan Chase investment to create more equitable career pathways to high-wage, high-demand careers. Through an aligned investment from the Gates Foundation focused on social capital, the Nashville team participated in a national convening in Atlanta, developing a scaling and replication plan to support the continued implementation of social capital strategies.

Scarlett Family Foundation Apprenticeships Grant

was awarded to the Chamber to fund a Director of Apprenticeships. This role will evaluate current programs, build partnerships, launch a pilot, and recommend program scaling efforts to improve economic mobility for low-income Nashvillians.

Adult Attainment

Nashville Reconnect

served 372 reconnectors—adults returning to earn a degree or credential and hosted 2 Reconnect to Career events connecting adult students with professionals in their field of study to provide networking opportunities and industry insights that can lead to employment post-graduation.

495

high-touch encounters (personal interactions through workshops, video chats, phone calls, or one-on-one meetings)

31

students moved to enrolled status

2

students graduated

Nashville Flex

and the Chamber trained 100+ Reconnect Ambassadors to connect potential part-time students with funding support for textbooks, transit and/or food, laptops, a peer network, and advisors. Notably, 92% Flex students persisted Fall 2022-Spring 2023 (national average is 51%).

Annie E. Casey Grant for Postsecondary Enrollment

was awarded to the Tennessee Skills Coalition (formerly TN Business Leaders United (BLU)-SkillSPAN). Jointly led by the Chamber and Martha O'Bryan Center, the coalition will use this grant to advance postsecondary education access for low-income Tennesseans by examining ways to enhance the Tennessee Promise and Tennessee Reconnect programs.

Talent Pipelines

Talent Solutions Council Steering Committee

launched in September 2023 and led by chair Hal Lawton, President and CEO of Tractor Supply Company, discussed three strategic priorities for talent acquisition and retention: labor force participation, educational attainment, and population growth, along with current and future initiatives.

Talent Solutions Forums

were held quarterly engaging 250+ community leaders in discussions on talent recruitment and retention challenges across the region. Forum topics covered the benefits cliff, incorporating immigrant and refugee talent into the workforce, and childcare strategies and policy.

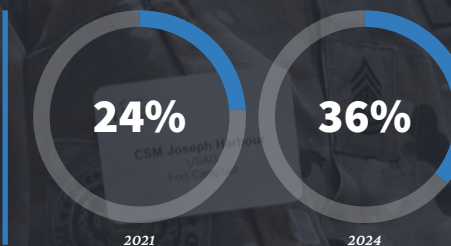
Veteran Initiatives

Fort Campbell Executive Leadership Visits

hosted by the Chamber, connected executives with transitioning service members and spouses to increase awareness of this highly skilled talent pipeline. Chamber members also attended a Fort Campbell job fair connecting 300+ businesses with potential employees reinforcing their commitment to supporting military personnel transitions into the civilian job market.

Career Recon

presented by Operation Stand Down Tennessee, Belmont University, and the Chamber, offered transitioning soldiers and their spouses a 2-week workshop to explore their strengths, build business fluency, gain transition tips, and expand their networks across various industries.



Middle Tennessee's transitioning service member retention rate rose from 24% in 2021 to 36% in 2024, placing it among the top 5 largest installations for retaining exiting soldiers and their families.

Marketing & Communications

"The Marketing & Communications team celebrated a big win in May with the launch of our redesigned nashvillechamber.com. As the digital front door to our organization, the site is now more user-friendly and effectively showcases the impactful work of the Chamber."

Sara Zakhary,
Vice President of Marketing & Communications

The Chamber's award-winning Marketing and Communications team is charged with increasing Chamber brand awareness, maximizing engagement, keeping the business community informed, and promoting the Chamber and our members in meaningful ways. The team supports all internal Chamber theaters, communicating to a wide audience of members and investors, future members, young professionals, media, government officials, and the Nashville community.

282k
website visits

100k
engagements

1.1m
social impressions

41%
newsletter open rate

6.5%
click through rate

69k
link clicks

Music City Minute

A new video series of quick economic and workforce updates on the Nashville region, premiered in March and saw impressive organic traction on social media. In collaboration with video partner and Chamber investor, Chezy, the series covered topics such as income equality, housing affordability, high wage jobs, population and industry growth, and more. Videos are featured throughout this Annual Report. To view the full series, visit nashvillechamber.com/videos.

Chamber Website Redesign

launched in May. Promotion of the new nashvillechamber.com increased site visits by 54.5% (30k) between May and July.

Two Communications Excellence Awards

were presented to the team at the Association of Chamber of Commerce Executives (ACCE) annual awards competition. Our interactive digital 2021-2022 Annual Report won a 'Print & Electronic Publication Award of Excellence' as well as one of three 'Best in Show' awards. The Chamber accepted these awards at the ACCE annual convention in Salt Lake City, Utah.

Livability Nashville Region 2024

was released in November. This annual partnership between the Chamber and Livability Media (formerly Journal Publications) culminates in a digital and print Regional Economic Profile publication showcasing the Nashville region as a premier place to live, work, and visit. View the digital magazine at livability.com/nashville-area-economic-development.

Investors & Members

Visionary

Ascension Saint Thomas | Community Health Systems | Fifth Third Bank | First Horizon Bank | HCA Healthcare | Ingram Industries Inc. | Lawrence Gateway | Lifepoint Health | LKQ Corp. | Nashville Electric Service | Nashville International Airport | Pinnacle Financial Partners | PNC Bank | Regions Bank | Tennessee Valley Authority | Tractor Supply Company | Truist Bank | Vanderbilt University | Vanderbilt University Medical Center

Influence

AllianceBernstein | Amazon | Ardent Health Services | Asurion | Baker Donelson | Bank of America | Barge Design Solutions, Inc. | Bass, Berry & Sims PLC | Belmont University | BGSF | Big Brothers Big Sisters of Middle TN | Boston Consulting Group | Bradley | Butler Snow | Caterpillar Financial Services Corporation | CoreCivic | Country Music Association | Deloitte | Delta Dental of Tennessee | Enterprise Mobility | ESa | EY | FirstBank | Forvis Mazars, llp | Frost Brown Todd LLC | Gaylord Opryland Resort & Convention Center | Genesco | GEODIS | Gresham Smith | HNTB Corporation | Holland & Knight LLP | KPMG LLP | LBMC | Louisiana-Pacific Corporation | Mars Petcare | Nashville Business Journal | Nashville Predators | Nashville Yards / Southwest Value Partners | Nissan North America, Inc. | Office Resources, Inc. (ORI) | Piedmont Natural Gas | Polsinelli | PwC | Ryman Hospitality Properties | SVP Worldwide | Tennessean – LOCALiQ | Tennessee Titans | UBS | U.S. Smokeless Tobacco Co. | YMCA of Middle Tennessee

Impact

Accenture | ATIBA | Avison Young – Tennessee, Inc. | BELL Construction | Brasfield & Gorrie, LLC | Bridgestone Americas, Inc. | Brookdale Senior Living Inc. | Cadence Bank | Chezy | Comcast | Connect Gifting | Corsair Artisan Distillery | DPR Construction | Goodwyn Mills Cawood | Google Fiber | Highwoods Properties, Inc. | JPMorgan Chase & Co. | Kroger | Lee Company | Lipscomb University | The Memorial Foundation, Inc. | Meta | MP&F Strategic Communications | Old National Bank | Rogers Group, Inc. | Sherrard Roe Voigt & Harbison, PLC | Southwest Airlines | Spencer Fane | SRM Concrete | Stites & Harbison, PLLC | TAWANI Enterprises, Inc. | Truxton Trust | Turner Construction Company | TVV Capital | U.S. Bank | Vaco Holdings | Vanderbilt Executive Education | Wells Fargo | Wilson Bank & Trust

Prosper

A. Marshall Hospitality | Adventure Science Center | Ajax Turner Co. | Al. Neyer | Albany Road Real Estate Partners | Alfred Williams & Company | American Constructors, Inc. | AMSURG | Anecdote Architecture and Design | Ankura Consulting Group | Armstrong Relocation | Ascend Federal Credit Union | Austin Peay State University | The Ashton Real Estate Group of RE/MAX Advantage | Baker Barrios | BDO | Berkshire Hathaway HomeServices – Woodmont Realty | Bernhard | Big Visual Group | BlueCross BlueShield of Tennessee | bohan | Boyle Investment | The Buntin Group | C.B. Ragland Company | Carter Group, LLC | CBRE | Centric Architecture | Charles Hawkins Co. | Cheatham County Joint Economic & Community Development Board | Cheekwood Estate & Gardens | City of Goodlettsville | City of Hendersonville | Civil Site Design Group | CLA | Clark Construction Group, LLC | Clarksville-Montgomery County Economic Development Council | Clearbrook Holdings Corp. | CMT | Coldwell Banker Barnes | Colliers | Compass RE | Concept Technology, Inc. | Conexión Américas | Crain Construction | Crosslin | Currax Pharmaceuticals | Cushman & Wakefield | Dell, Inc. |

Prosper cont.

DET Beverages | Diamond Cellar | Dickson County Economic Development Alliance | DLR Group | Dollar General Corporation | Eakin Partners, LLC | Elliott Davis, LLC | Elmington Capital Group | Employbridge | Facility Planners Inc. | The Fallon Company | Fifth + Broadway / Northwood Retail | FINN Partners | Forward Sumner Economic Partnership | Fourth Capital, a Division of Volunteer State Bank | Fridrich & Clark Realty, LLC | Gallagher | Gallatin Economic Development Agency | Gensler | GHP | Giarratana | Greater Nashville REALTORS | Green & Little, LP | Gullett Sanford Robinson & Martin PLLC | Gutterglove, Inc. | Habitat for Humanity of Greater Nashville | Hall Strategies | Hancock Whitney | HASTINGS | Henricksen | Heritage Medical Associates | HSBC Bank US | icon Mechanical | IDR | Jack B. Turner & Associates, Inc. | Jackson National Life Insurance Company | JE Dunn Construction | JetRight Aerospace Holdings | JLL | Joint Economic & Community Development Board of Wilson County | Journal Communications - Livability Media | KraftCPAs | LDA Engineering | Lifeway Christian Resources | Lose Design | The Mathews Company | Maury County Chamber & Economic Alliance | Mayer Electric Supply | Messer Construction Co. | Metropolitan Government of Nashville & Davidson County | Middle Tennessee State University | Middle Tennessee State University, Jones College of Business | Miles Auto Spa + Express Carwashes | Mitsui & Co. (U.S.A.), Inc. | Mortenson | Nashville Entrepreneur Center | Nashville Soccer Club | Nashville State Community College | Nelson Mullins Riley & Scarborough, LLP | NTT DATA | Ogletree, Deakins, Nash, Smoak & Stewart, P.C. | Parking Management Company | Pathway Lending | Philip Morris International | Philips North America | Pinnacle Construction Partners, LLC | Quanta Manufacturing Nashville | R.C. Mathews Contractor | RaganSmith | Randstad USA | Reeves Young | Renaissance Nashville Hotel | Robertson County Economic Development Board | Rutherford County Chamber of Commerce | Sagemont Real Estate | Schneider Electric | Second Harvest Food Bank of Middle Tennessee | Siemens Industry, Inc. | Simmons Bank | Smith Seckman Reid, Inc. | Soles4Souls | SomeraRoad | Southeast Venture LLC | Southwestern Family of Companies | SpringHill Suites/Residence Inn/AC Hotel Nashville Downtown | SSOE Group | Stansell Electric Company, Inc. | STG Design | Stream Realty Partners, LP | Studio Bank | Synovus Bank | T.W. Frierson Contractor, Inc. | Tennessee State University | Terracon | TikTok | TMPartners, PLLC | TriStar Health | TTL | United Way of Greater Nashville | Urban League of Middle Tennessee | Walmart Stores, Inc. | Western Express, Inc. | Western Kentucky University | Williamson, Inc | The Wilson Group Real Estate Services, LLC | Winstead PC | Wood Personnel Services | Zeitlin Sotheby's International Realty

Lead

American Airlines | AT&T | Aura Lounge | Behavioral Health Group | Berry Global, Inc. | Black Optix Tint | Burger King | CAMBRiA Nashville Downtown | City Enterprises | City Winery | CLEAR | The Clear Blue Company | Coca-Cola Consolidated | Cracker Barrel Old Country Store | Crown Castle | Dynamic Lifecycle Innovations Inc | EO | F&M Bank | Google | Grand Hyatt Nashville Hotel | Greenway Kia of Hickory Hollow | Hankook Tire America Corp. | HIPPIE Radio 94.5 | JW Marriott Nashville | Lightning 100 | Matthew Walker Comprehensive Health Center | MillarRich, LLC | Morton Buildings, Inc. | Nashville Convention & Visitors Corp. | Nashville Ready Mix, Inc. | The National Museum of African American Music | Navis Clinical Laboratories | OfficeWorks | PixelFLEX LED | Publix Super Markets | Restaurant Growth Services | Sam's Club – Regional Office | Scott Equipment | Sendero | Shelton Diagnostics Inc. | Tanger Outlets | Tech Impact | Tide Cleaners | T-Mobile (Nashville CEC) | Topgolf Nashville | WTW

Investors & Members

Engage

24-7 Hotel Management | 365 Data Centers | 3H Group Hotels | 4Patriots, LLC | A. Ray Hospitality | A.O. Smith Corporation | Adams and Reese LLP | Adrienne Slaughter Speaks With A Smile | Advance Financial | Affordable Housing Resources, Inc. | Ai Corporate Interiors | Albion in the Gulch | Alignment Nashville | Allstar Fire Protection | American Dream Developers Inc. | APEX MOVING + STORAGE | ARCO Murray Design Build | Artisan Custom Closets | Assembly Food Hall | Austin Peay State University, College of Business | Automated Health Systems | Axios Nashville | Bank of Tennessee | Barton LLP | Battle Ground Academy | Bavarian Bierhaus | Belmont University, The Jack C. Massey College of Business | Boulo Solutions | Boy Scouts of America | Brookside Properities, Inc. | Buckingham Companies | Burr & Forman LLP | C Spire Business | C4 Operations Background Check Services | Cairn Financial Group | Calvert Street Group | CAMBRiA Nashville Airport | Career Thrivers | Carlex Glass America, LLC | Casella Interiors | The Cast Collective | Celero Commerce | Center for Nonprofit Management | CenterWell Senior Primary Care | Central BBQ | CGS Administrators, LLC | Chef's Deal Restaurant Equipment | Chick-fil-A Supply | City Tap House | Civic Design Center | Cleaning Partners LLC | Coca-Cola Bottling Co. | The Comfort Group | Commonwealth Commercial Partners TN, LLC | Community Coffee Company | Coolray Heating, Cooling, Plumbing, & Electrical | The Cordelle | Council Capital | Country Music Hall of Fame & Museum | Country Screen Printing | The Covenant School | Crescent Communities, LLC | Crisp and Green | The Cupcake Collection | Cushion Employer Services Corporation | Davis Custom Finishes | Denise LaGrange, Realtor | Dalamar Homes | Design Blasting Services | DFA / Purity Dairy | Dominion | DoubleTree by Hilton Nashville Downtown | Dream Events & Catering | duGard Communications | eCard Systems, LLC | ECS Southeast, LLP | Edible Nashville | EML CALIBRATION | Empowering Execs | Ensworth School | Enterprise Solutions | EOA Architects PLLC | Event Logistics, Inc. | Evolution Event Solutions | ExtensisHR | Faith Technologies | Family & Children's Service – The Honey Alexander Center | Family Care Center | Father Ryan High School | Federales | FedEx Ground | Ferguson Enterprises, Inc. | FIDELITONE | First Farmers Bank | First South Financial Credit Union | Five Nines | Floor & Decor | Fogg Street | Fortified Risk Group | FosRich USA Inc. | Fraport Tennessee | Freeland Chevrolet Superstore | FW Publishing | Gallagher Asphalt | Gibson Brands Inc. | Go West Creative | Goodwill Industries of Middle TN, Inc. | Graduate Nashville | Gray Line of Tennessee | Greater Nashville Regional Council | Green Apple Strategy, LLC | Groups360 | HarperCollins Christian Publishing | Hawkins Partners | HealthStream, Inc. | The Hermitage Hotel | Herzing University | Hilton BNA Nashville International Airport Terminal | Hilton Nashville Downtown | Home and Office Transitions | Hope Clinical Care | Hotel Preston by Marriott | Hughston Clinic Orthopaedics | Hutton Hotel | I.C. Thomasson Associates, Inc. | inclusion tennessee [in|tn] | Infinity Hospitality Group | InfoWorks, Inc. | Innophos | InReach | Iron Galaxy | The Intention Collective | Jack Daniel Distillery | Janna Landry | Jeevan Technologies Inc. | Jeffrey Deckman | JMT Consulting | Joe C. Davis Foundation | Joe Muer Seafood Nashville | Jones Bros | Joshua Moore Allstate | JSMAssociates | K&L Gates LLP | KCH Transportation | KFC | Kimley-Horn and Associates Inc | Kiser + Vogrin Design | Kit Plugins | Kuehne + Nagel | L3Harris | Law Office of Tara A. Waters | LDG Development, LLC | Leadership Tennessee | Legion Graphics | Lexus – Cool Springs | LHP Capital, LLC | Lila Maternity LLC | Lithographics, Inc. | Loews Vanderbilt Hotel | Lotus Hospitality Management | Lowe's | Lumina Foods, LLC | Made in TN | Mainstead at Century Farms | Margaritaville Nashville Hotel | MarKraft Cabinets | MARQ Labs | McNeely Brockman Public Relations | Meharry Medical College | Mellow Mushroom Pizza Bakers | Members HealthCo | Mercedes-Benz of Music City | Meridian Law, PLLC | Metropolis Technologies, Inc. | MF Restaurant Group | Millennium Maxwell House Hotel | Milosi | Mint House | MODA Image and Brand Consulting, LLC |

Engage cont.

MOJO Marketing + PR | Moody Nolan, Inc. | Music City Grand Prix | Nashville Chauffeur Inc. | Nashville Children's Theatre | Nashville Downtown Partnership | Nashville Marriott at Vanderbilt University | Nashville Sounds Baseball Club | Nashville Sports Council | Nashville Stampede | Nashville Underground | Nashville Veterinary Specialists + Animal Emergency | Neighbor 2 Neighbor | NewsChannel5 – WTVF | Nonprofit Leadership LLC | Northpoint Roofing Systems | Northwestern Mutual | Nurture the Next | Nxt Level | Ole Smoky Moonshine Distillery | Olive Garden Restaurant | Omni Hotels & Resorts - Nashville | oneC1TY | Optu Consulting | Oracle Corporation | OZ Arts Nashville | Patricia Nash Designs at Tanger Outlets | PayMore | Pella Windows & Doors | Piccolo Solutions | Pillsbury Winthrop Shaw Pittman LLP | Pine Haven Family Office | Pippin Leadership Services, LLC | Placemakr Wedgewood-Houston | Potbelly Sandwich Works Franchising | POURZ | Preserve at Highland Ridge | Prince's Hot Chicken | Progent Commercial | R.H. Boyd Publishing Corporation | Rackley Roofing Co. Inc | Raising Cane's Chicken Fingers | Read Foundation | REED Public Relations | Renewal House | Republic Services | RJ Young | Robertson County Chamber of Commerce | The Roman Catholic Diocese of Nashville | RSM US LLP | Ryan LLC | Sarah Cannon | ServiceMaster Facilities Maintenance | SERVPRO® of Southeast Nashville | Sheraton Grand Nashville Downtown | Shoals Technologies Group | Showpiece Solutions LLC | SHR TALENT | Sinclair Broadcast Group | Skanska USA Building Inc. | Smith Gee Studio, LLC | SMS Holdings Corporation | SNA Contracting | Sonesta Nashville Airport | South College Nashville | Southeast Financial Credit Union | Southern Roofing Company | Special Olympics Tennessee | Spin | Sprintz Furniture Showroom | Stallion Infrastructure Services | Staples | Staybridge Suites Nashville-Midtown | STK Steakhouse Nashville | Stones River Group | Strategic Hospitality | Strategy and Leadership | STV, Inc. | Sunrise Contracting, Inc. | SusieCakes Bakery | Sysco Nashville, LLC | Taziki's Mediterranean Café | Tech Squared Inc. | Tempo by Hilton Nashville Downtown | Tennessee Air National Guard | Tennessee Department of Human Resources | Tennessee Latin American Chamber of Commerce | Thomas & Hutton | Thompson Machinery | Thompson Nashville | Thrivence, LLC | Thurman Design Studio | Titan Security Group | TomKats Hospitality | Torchy's Tacos | Towne Park | Trevecca Nazarene University | Tri Star Energy | Triumph Hospitality | TRUELL | Tune, Entrekin & White, PC | U.S. Army Recruiting Battalion | The Union Station Nashville Yards Hotel | United Community Bank | United Talent Agency | UnitedHealthcare | USAP-Tennessee | USI Insurance Services | UT Knoxville, Graduate & Executive Education - Haslam College of Business | VC Restaurants, LLC | Vector Management | Victor Chatman Productions & Studios | Virgin Hotels Nashville | Vistar TN | Volunteer State Bank | Warby Parker | Warner Music Nashville | Waste Management | Western Governors University | The Westin Nashville | Wilson Sporting Goods | WIRTGEN AMERICA, Inc. | WKRN-TV, Channel 2 / ABC | Workwear Outfitters | Write Songs Music Publishing | WSMV-TV Channel 4 Nashville | Wyatt, Tarrant & Combs, LLP | YMG Enterprises, LLC | Youth Villages

2024 - 2025 Board of Directors

Board Officers

Chair

C. Wright Pinson, M.D.
Deputy CEO, Vanderbilt Health System,
Chairman, Vanderbilt Health Affiliated
Network, Deputy CEO, Vanderbilt University
Medical Center

Immediate Past Chair

Robert Higgins
CEO, Barge Design Solutions

Vice Chair

Lee Blank
Market Executive - Middle TN, Regions Bank

Secretary

Terry Hardesty
Managing Partner, Deloitte

President

Ralph Schulz
President & CEO, Nashville Area
Chamber of Commerce

General Counsel

Matt Burnstein
Partner, Holland & Knight

Governance Committee Chair

Kris Ahrend
CEO, The Mechanical Licensing Collective

Finance & Audit Committee Chair

Chris Holmes
President & CEO, FirstBank

Board Members

Missy Acosta
Vice President of Brand Strategy, Delta
Dental

Tim Adams
Regional Operating Officer & Senior Vice
President, Ascension

Lucinda M. Baier
President & CEO, Brookdale Senior Living

David Briggs
Tennessee Regional President, Fifth Third
Bank, N.A

Teresa Broyles-Aplin
President & CEO, Nashville Electric
Service

Rodney Chester
CEO, Gresham Smith

Daniel Diermeier
Chancellor, Vanderbilt University

David Dill
Chairman & Chief Executive Officer,
LifePoint Health

Jeff Drummonds
CPA, CEO of LBMC, PC

Rob Elliott
President, Stansell Electric

Mark Fioravanti
President & CEO, Ryman Hospitality
Properties

Jon M. Foster
Executive Vice President & COO, HCA

Randy Goodman
Chairman and CEO, Sony Music Nashville

Clay Hart
Executive Vice President & Senior Lending
Officer Pinnacle

Steve Heckle
Vice President - Risk Management, LKQ

Sean Henry
CEO, Nashville Predators

Tim Hingtgen
CEO, Community Health System

Damon Hininger
President & CEO, CoreCivic

Kolin B. Holladay
Shareholder, Polsinelli PC

John R. Ingram
Chairman of the Board, Ingram Industries
Inc. Chairman, Ingram Content Group LLC

Shanna L. Jackson
President, Nashville State Community
College

Ken Levitan
Founder and Co-President,
Vector Management

Board Members

Andy Marshall
Founder & CEO, A. Marshall Hospitality

Candice McQueen
President, Lipscomb University

Tyson Moore
President - Nashville - Bank of America &
Managing Director & Market Executive,
Merrill Lynch

Joshua Mundy
CEO, Pivot Technology School

Burke Nihill
President & CEO, Tennessee Titans

Lindsay Porter
Vice President, Enterprise Alliances &
Chief of Staff, Bridgestone Americas

Jim Regnier
Managing Partner, FORVIS

Barry Vandeveir
COO, Datacor

Dave Walton
Senior Vice President, Caterpillar Inc. &
President & CEO, Caterpillar Financial
Services Corporation

Sally Williams
President of Nashville Music and Business
Strategy, Live Nation Entertainment

The Chamber would like to thank
the following board members
who retired from the board in
June 2024:

John Eakin
Eakin Partners

Rod Essig
Creative Artists Agency (CAA)

John Gromos
Turner Construction Company

Christine Karbowiak
Bridgestone Americas, Inc. &
Bridgestone Corporation

Wanda Lyle
UBS Business Solutions US LLC (Retired)

William B. Rutherford
HCA Healthcare (Retired)

Brad Southern
LP Building Solutions

Carol Yochem
First Horizon

**Unaudited – amounts subject to change after finalization of audit.*

<i>Actuals</i>		<i>2023 -2024 Budget</i>	
<i>REVENUE</i>	<i>CHAMBER</i>	<i>REVENUE</i>	<i>CHAMBER</i>
Investor Contributions	\$4,613,224	Investor Contributions	\$4,665,672
Membership Dues	\$1,765,499	Membership Dues	\$1,798,320
Sponsorship Revenue	\$1,057,418	Sponsorship Revenue	\$986,000
Program Revenue	\$1,703,012	Program Revenue	\$1,767,378
Other Revenue	\$162,720	Other Revenue	\$135,135
<hr/>		<hr/>	
Total Revenue	\$9,301,874	Total Revenue	\$9,352,505
<i>EXPENSES</i>	<i>CHAMBER</i>	<i>EXPENSES</i>	<i>CHAMBER</i>
Economic Development	\$906,163	Economic Development	\$1,215,962
Investor Relations	\$477,341	Investor Relations	\$569,429
Marketing & Communications	\$566,612	Marketing & Communications	\$665,862
Research	\$393,714	Research	\$467,951
Talent Development & Education	\$1,524,731	Talent Development & Education	\$1,580,422
Policy	\$670,419	Policy	\$695,876
Membership Services	\$983,757	Membership Services	\$984,098
Programs & Events	\$1,327,328	Programs & Events	\$1,532,816
General & Administrative	\$2,326,810	General & Administrative	\$1,637,415
Capital Expenditures	\$-	Capital Expenditures	\$-
<hr/>		<hr/>	
Total Expenses	\$9,176,875	Total Expenses	\$9,349,831
Net Income	\$124,999	Net Income	\$2,674

Photography provided by:
Andrew Keithly Photography (cover photo), studioagk.com | Nathan Wingate, beanwaves.com | Jayson Rivas, jhr-photography.com | Emanuel Roland, rolandsphotography.net | Elle Danielle, elledanielle.com | Beth Gwinn, bethgwinnphotographer.zenfolio.com | Tonda McKay, tondamkay.com | Micah G. Robinson | Vanderbilt University



nashvillechamber.com | 500 11th Avenue North, Ste. 200 | Nashville, TN 37203

OCT 2024